



UK NEWS



Welcome to UK News 7th April 2022
your weekly update from around CEMEX UK
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Follow us on twitter too: @CEMEX_UK



HEALTH & SAFETY

What's the Easiest Way to Report a NM / HA?



Many of you will be aware of the INTELEX system that can be used via a desktop for reporting Near Miss / Hazard Alerts, but have you tried the app version for your mobile device?

It's quick, easy and more convenient as it can be done while out and about.

To help employees make the most of this app, the Operational Excellence team have created a handy guide that takes you step by step through the process.

Even better, this guide has been created on Sway so can be shared with everyone in your team, including those who don't have access to a CEMEX email address.

Access the Sway [here](#) and be sure to use the app next time you spot a potential risk on one of our sites.

If you haven't already, please download this month's poster which details how to report a NM / HA. You can find it [here](#).

UK Marine Achieves 3 Years LTI Free

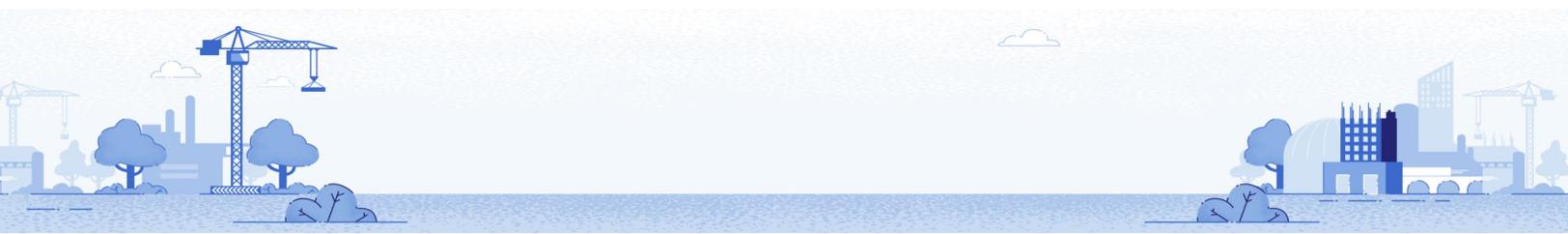


We are proud to celebrate that UK Marine has achieved three years LTI free.

Congratulations and thank you to everyone who works in UK Marine for your dedication to looking out for one another and keeping everyone safe.

EMEA also reported a return to a week with zero LTIs to both employees and contractors – another great result!

LTI milestones continue to show that with the right level of focus and attention to Health & Safety, our Zero4Life objective can be met and sustained.



Update to Business Response to Coronavirus



Over recent weeks we have seen high numbers of positive cases of Coronavirus, both nationally and in our business. However, thanks to the success of the vaccination programme, the number of hospitalisations has been limited and we are moving into a stage of managing the virus like other respiratory infections.

In line with this, the Government has provided updated guidance for England, detailing the actions people should now take to reduce the risk of catching COVID-19 and passing it on to others. The free availability of lateral flow tests has now also been largely withdrawn.



The RRT has discussed this and we are asking our operations in England to follow the guidance as laid out below. [Note: for our sites in Wales, please continue to follow local requirements]

1. If you have symptoms of Coronavirus:

- The Government has updated the list of symptoms and the full list can be accessed [here](#). The list continues to include a high temperature, a new, continuous cough, plus loss or change to sense of smell or taste.
- Stay at home and avoid close contact with others, until you no longer have a temperature or feel ill.

2. If you test positive for Coronavirus:

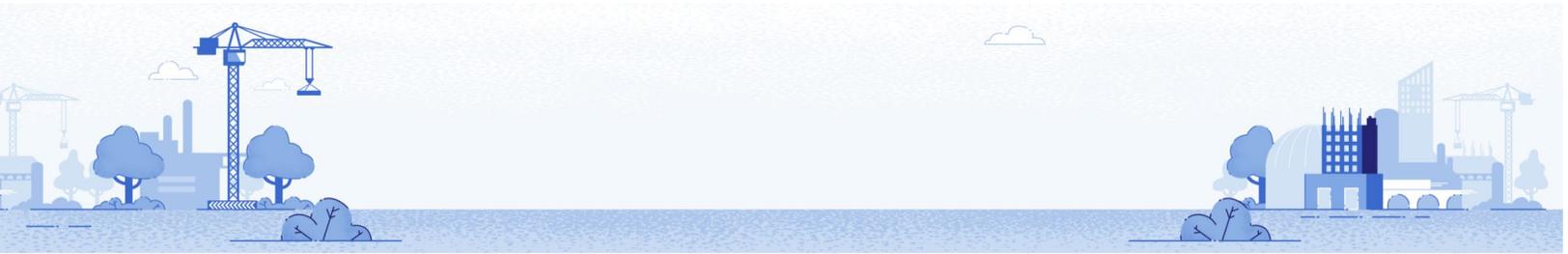
- Stay at home and avoid close contact with others for five days after the day you took the test
- You can return to work five full days after your positive test
- Avoid those who are considered to be at higher risk of becoming seriously unwell, for 10 days after the day you took your test

3. If you are a close contact of someone with Coronavirus:

- Avoid those who are considered high risk
- Limit close contact with others outside your household, particularly in crowded, enclosed or poorly ventilated spaces
- Wear a well-fitting face covering when in public spaces or if you need to have close contact with others

4. Safe behaviours should still be followed:

- Ensure you are fully vaccinated and get any boosters available to you
 - In particular, the Government has highlighted the importance for those who are pregnant be vaccinated
- Ensure good ventilation in indoor spaces including workplaces and offices – use CO2 monitors in meeting rooms where available



- Good hygiene practices, such as regular handwashing and sanitisation of communal areas
- Continue to make use of digital meeting platforms where face to face isn't essential

5. Consider wearing a face mask:

- When case numbers are high
- If you are in close contact with someone deemed to be at higher risk
- If you have been in close contact with someone who has tested positive
- In crowded and enclosed spaces

Note: face coverings should be well fitting and 2ply or 3ply wherever possible.

Additionally:

- Positive cases amongst the workforce should still be recorded via the dedicated online form, accessible [here](#)
- People at high risk from the virus should continue to follow their specific medical advice
- There is no longer a requirement for employees to routinely take a lateral flow test twice a week
- Minimise meetings indoors or sharing of vehicles where possible
 - Ensure these spaces are well ventilated

If you have any questions about the above guidance, please speak to the Health and Safety team. Any additional specific requirements for our sites and workplaces will be communicated by local management.

Thank you for your continued commitment to keeping your colleagues and families safe.

Today is World Health Day

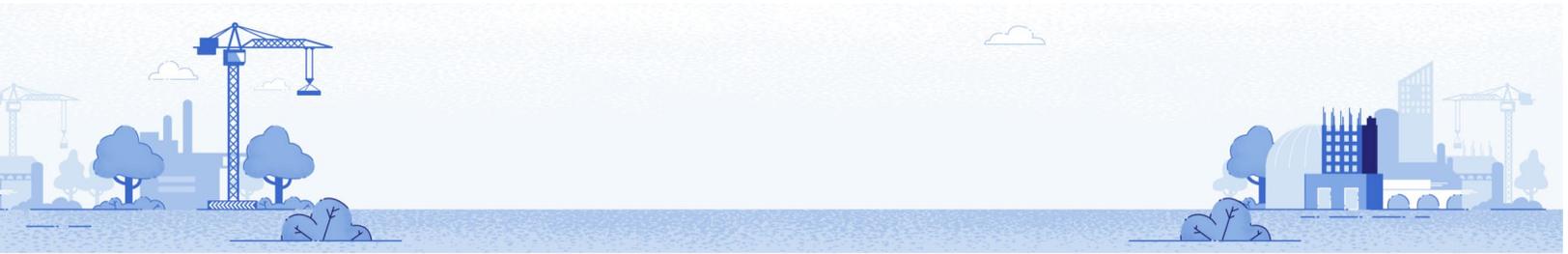


Today 7th April is World Health Day!

Our health is our most valuable asset and the one that keeps us going every day.

To maintain it at its best, make sure to check out our key Health Essentials on the Global H&S Yammer group [here](#), where the Health & Safety team will be posting regular advice.

The poster can be found at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads



Deterring Trespassers over Easter



As we approach the Easter break, with hopefully some improvement in the weather coinciding with the school holidays, there is the potential for increased trespass.

Site teams are asked to review their risk assessments and procedures to ensure suitable precautions are in place to deter trespassers. These include fencing and signage at site boundaries and other significant hazards, minimising the risk to trespassers from hazards such as open water, access to heights and excavations, mobile plant and confined spaces.

In light of the recent increased risk to diesel security, additional diesel security measures are also recommended. Consideration should be given to active and dormant / vacant sites under our control.

In addition to reviewing the risk assessments, it is important to ensure relevant inspection and maintenance schemes are kept up to date.

Reminder – Enter the MPA Health and Safety Awards 2022



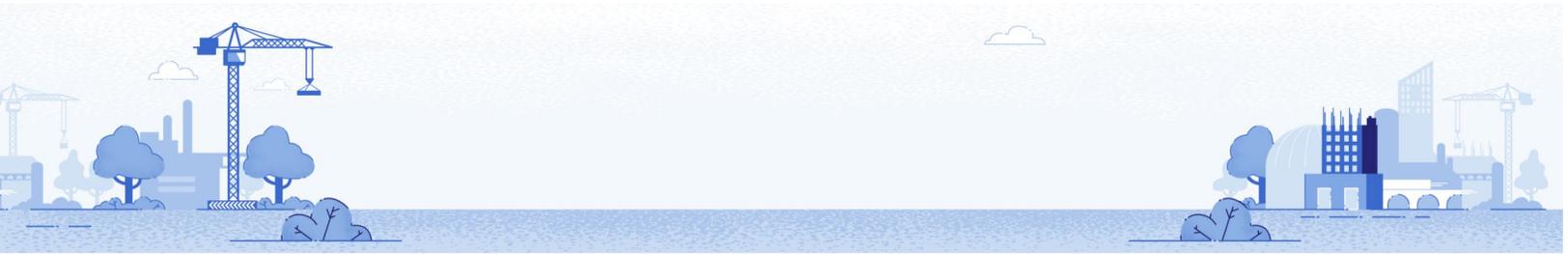
The MPA's Health and Safety Awards 2022 are now open and calling for entries. These long established and highly acclaimed awards play a pivotal role in preventing serious injuries and fatalities within the mineral products industry.

They enable us to learn about and share the innovations and good practice that members have pioneered to improve health, safety and wellbeing in the workplace. They also provide a unique opportunity for members to recognise and celebrate the vital role that individuals – their staff, including young leaders – have played in achieving a safer and healthier work environment.

MPA urges its members and those working with them to submit their entries for these awards. The scheme has been evolved, with members, for members, to encourage submissions from across all product groups and members in the MPA. Any organisation working closely with members within the supply chain of the mineral products industry is free to enter 8 Topic Awards that were introduced last year. The simple to complete entry forms and briefing notes can be downloaded from the [Safequarry website](#).

The awards include the following categories:

- 8 Topic Awards – recognising health & safety innovations at different stages of activity within the production and distribution of mineral products – open to all.
- 'The Fatal 6' Award – recognising an exceptional innovation or good practice to eliminate a high consequence hazard associated with 'The Fatal 6' by an MPA member.
- The Eurobitume Award – recognising an exceptional – H&S delete – innovation or good practice involving bitumen/asphalt or contract surfacing by an MPA member.
- John Crabbe Award – for a MPA member with over 250 employees which has achieved an outstanding performance in health & safety.



- Sir Frank Davies Award – for a MPA member with 250 or fewer employees which has achieved an outstanding performance in health & safety.
- Young Leader Award – for an MPA member wanting to recognise the leadership or outstanding contribution shown by an individual/s aged under 30, in driving forward changes in their organisation to make it a safer and healthier place to work.
- Individual Awards – for an MPA member wanting to recognise the contribution made by an individual/s in making their organisation a safer and healthier place to work.

Closing date for entries is 20th May.

Please feel free to contact Tony Entwistle (tony.entwistle@mineralproducts.org) or David Yelland (entries@mpahsawards.org) for more information.



CUSTOMER CENTRICITY

CEMEX UK Launches New ONPOINT Mortar



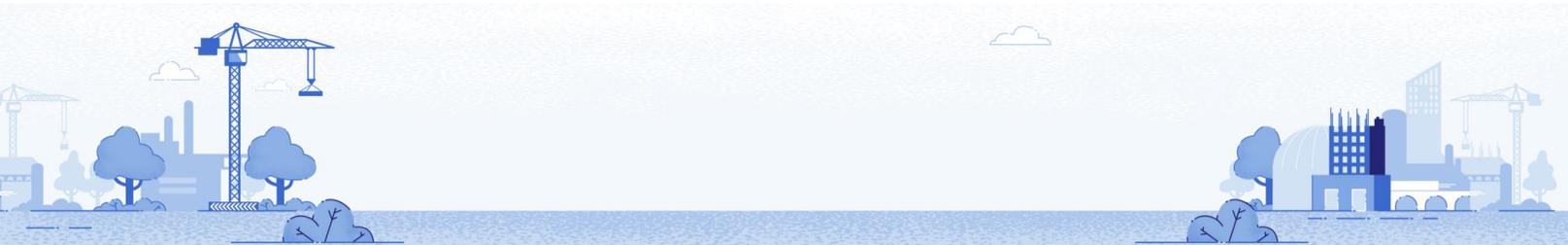
Global building materials solutions supplier CEMEX has introduced CEMEX ONPOINT, a new range of durable, coloured cement mortars, specially designed for the off-site and urban architectural specification markets.

Developed to complement and enhance the design and aesthetics of any architectural or urban scheme, CEMEX ONPOINT is a factory-produced mortar available in over 35 consistent colour palette options, effectively complementing a wide range of masonry products and existing mortar. Guaranteed to not fade and providing high levels of resistance in extreme exposure, CEMEX ONPOINT is suitable for multi-use applications.

This new product is ideal for offsite and precast panel construction for commercial development, modular housing and residential high rise, as well as for restoration and retrofit projects. The high-performance mortar is formulated for gun injection application, providing an additional sustainability benefit by reducing waste and labour costs. It allows quick and efficient pointing of brick inlay systems and brick slip panels and is equally effective for matching and repointing existing brickwork. Offsite production is seen by many as a more sustainable method of construction because everything is made under strict factory conditions, allowing optimisation of the process and the most efficient use of materials.

Mike May, Sales Manager for Mortars Europe, comments: “We’re continuously looking at how we can enhance the performance, durability and consistency of our mortars to meet market demand. The off-site market is booming, but precast manufacturers and architectural specifiers are limited in their choice of mortars. The arrival of CEMEX ONPOINT now enables precast manufacturers and specialist designers the ability to dramatically enhance aesthetics and increase the kerb appeal of their buildings via quick and easy gun injection application, which also cuts down on wasted material.”

“Our wide range of colours also make CEMEX ONPOINT the ideal mortar to support sustainable retrofit and restoration. On heritage projects we can now accurately colour-match existing mortars for



repointing and maintenance work. Our existing buildings account for more than 35% of the world's energy consumption, so solutions like CEMEX ONPOINT can significantly contribute to a more efficient built environment and a better future for all."

All CEMEX Mortars comply with the requirements of BS EN 998-2 and the complete range of masonry mortars have been verified against a prescribed range of initial type tests such as durability, bond strength, fire protection and strength criteria.

ONPOINT is the latest addition to CEMEX's broader Urbanisation Solutions business, which is constantly innovating to provide customers with a broad range of sustainable solutions for the challenges of urbanisation, with a central focus at all times on the Future In Action strategy - committed to Net Zero CO2.



PROFITABILITY

Fantastic Fast Track Volumes



Our largest UK quarry, Dove Holes, had a great month with 66kt dispatched across the fast track weighbridge.

A big thanks to the Supply Chain and Dove Holes teams for their collaboration. This supports our customer service commitment and helps reduce on site congestion and improves vehicle turnaround.



FUTURE IN ACTION

Charity of the Year – Results are in!



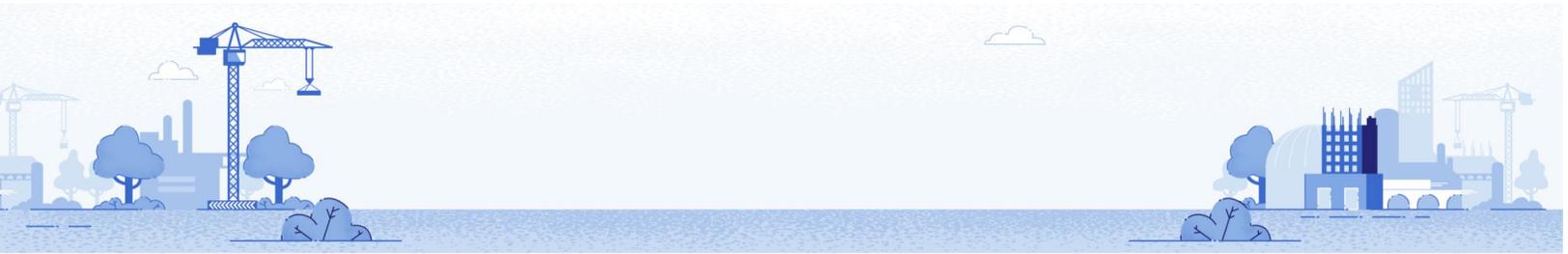
At CEMEX, we take pride in creating positive experiences for all our stakeholders. We have faced so many challenges from the pandemic and a number of charities have been affected.

In March, we reached out to you to help us identify the CEMEX CHARITY OF THE YEAR. By selecting the charity of the year, we hope to use our internal fundraising platform to assist the charity of your choice.

We received over 40 nominations for the first stage and 158 responses for the voting process, which was the second stage. A huge thank you to everyone who participated in the process.

We can now reveal that the most votes went to **Cancer Research UK** which makes it the winning nominated charity of the year.

We will be sharing more information on activities to support the Charity of the Year.



CEMEX Ladies Support Local Cause



March is generally recognised as women’s month – an opportunity to highlight women’s achievements and to discuss continuing and emerging women’s empowerment and gender equality issues, concerns, challenges, and commitments. This has inspired some female colleagues around CEMEX to donate materials to some marginalised community groups in Rugby including asylum seekers and refugees.

The women have donated scarves, pampering kits, crafts kits and other donations to hand over to targeted groups of women in Rugby.

Rugby Borough Council also got involved and asked their employees to donate the same items. Benn Partnership centre accepted the donations on behalf of the targeted groups.

With so much going on in the world around us, it is inspiring when groups can get together and make meaningful donations to other members of the community.

A special thanks goes to all the CEMEX ladies who donated items for the wonderful cause.

Latest Earthly Matters Blog



The March 2022 edition of Earthly Matters, the blog dedicated to the partnership between CEMEX and the RSPB, is now available to read online.

In this month’s edition:

- Which came first, the chicken or the egg?
- Get up close and personal with nature this Easter
- Convention on Biological Diversity has begun

Accessible to all, even those without a CEMEX email address, so please do share with your teams.

Please read [here](#).

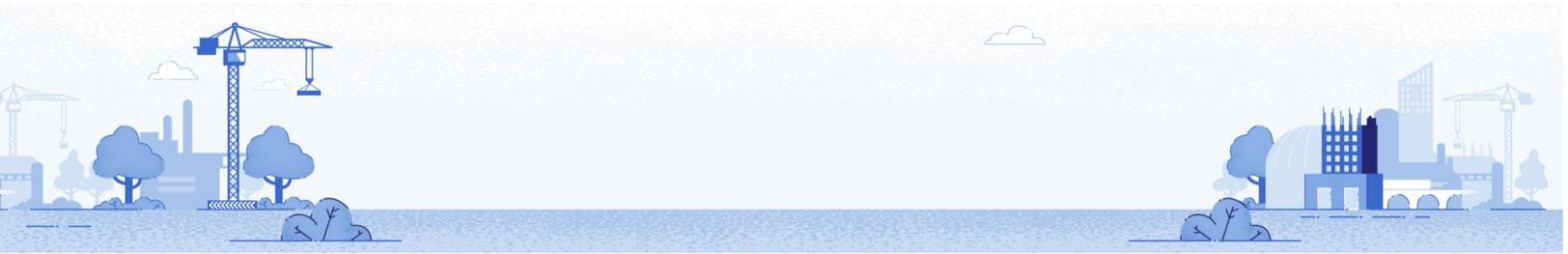
Continuing our Support for Ukrainian Refugees



As the situation in Ukraine continues, the humanitarian crisis deepens with mounting military and civilian casualties and over 3 million on the move to escape the violence.

Many of these refugees are arriving in Poland, the Czech Republic, and Germany, where our teams have generously participated in relief efforts by providing shelter, supplies and support.

As part of our humanitarian aid response, CEMEX have launched a [global fundraising campaign](#), matching employee donations to the UN Refugee Agency (UNHCR) to support humanitarian relief efforts for the people of Ukraine. The global match fund has received support from



over 400 colleagues participating, and it currently stands at nearly \$90k including CEMEX's contribution.

To support refugee families affected by the Ukrainian conflict: [Donate here](#)

Your contribution will provide support in these times of need, for example:

- 62.85 USD can provide basic and emergency healthcare services to four refugees
- 100.55 USD can help a refugee child go back to school after war and displacement
- 201.99 USD can help provide shelter for a displaced family
- 660.84 USD can help provide six displaced families with the essentials that they need to survive

CEMEX will match employees' donations. Funds raised will support humanitarian aid through the [UN Refugee Agency](#)

If you want to extend this cause to your customers, business partners, family, and friends click [here](#)



EMPLOYEES

Reminder: Participate Now - Q1 2022 eNPS Pulse Survey



Please look out for the Q1 2022 survey email from our provider Perceptyx (customers@perceptyx.com), which was launched Wednesday 30th March.

Be sure to complete it and let your opinion count.

You can also use the URL address below and QR code on the poster. Simply use your employee number to access it via these routes.

https://ondemand.perceptyx.com/odcemenspssurveyq1emea/dc/?ask_pin=1

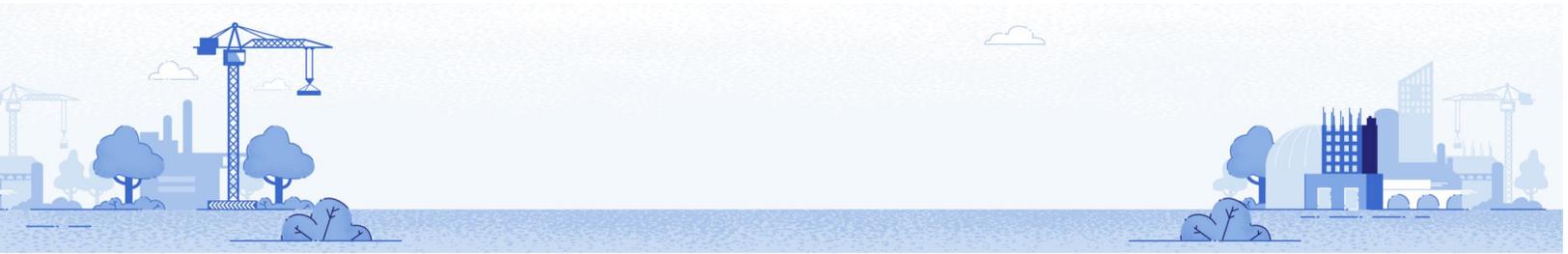
Completing the survey is quick and easy. This is a chance to voice your thoughts and feelings about working for CEMEX, to see positive changes in our workplace.

Here at CEMEX we want everyone to feel that it's a great place to work. So each quarter we track how everyone feels about working here, with our Employee Net Promoter Score (eNPS) pulse surveys. Last year more than 40 actions aligned to our 5 Regional Key Drivers of Engagement were implemented in EMEA, thanks to your active participation in the 2021 eNPS Pulse Surveys.

Your participation is important and valued by our UK management team. It is our way of measuring Workforce Experience and how likely we all are to recommend CEMEX as a great place to work.

The poster can be found in the download section of the UK News website: www.cemexuknews.co.uk/downloads

Note: this time around the survey audience is those with CEMEX email addresses only.



Why We Do What We Do



The Technician team at the UK National Technical Centre had their first training session of the “Why We Do What We Do” training plan. This is a series of monthly training sessions that has been developed following our regular 1-2-1 catch ups with the team.

The team are fully competent in testing materials, however “Why We Do What We Do” is intended to provide an understanding of how the wider business uses the technical data produced by The National Technical Centre.

Kicking off with Aggregates, the team were really engaged and found the session really useful.

Technical Manager, Ian Phillips, said: “Really enjoyable couple of sessions with lots of questions being asked from everyone throughout. Great to get the opportunity to show the team the importance of the work they do and how it supports the wider business.”

Planning Development and Training Manager, Rob Greenfield, commented: “A great example of providing clarity of purpose within the team, its important for all of us to understand the “why” behind the “what” we do, it’s this context that supports us all in Building the Future at CEMEX.”

The team is really looking forward to next months session on Asphalt.

Contacts for SAP Issues

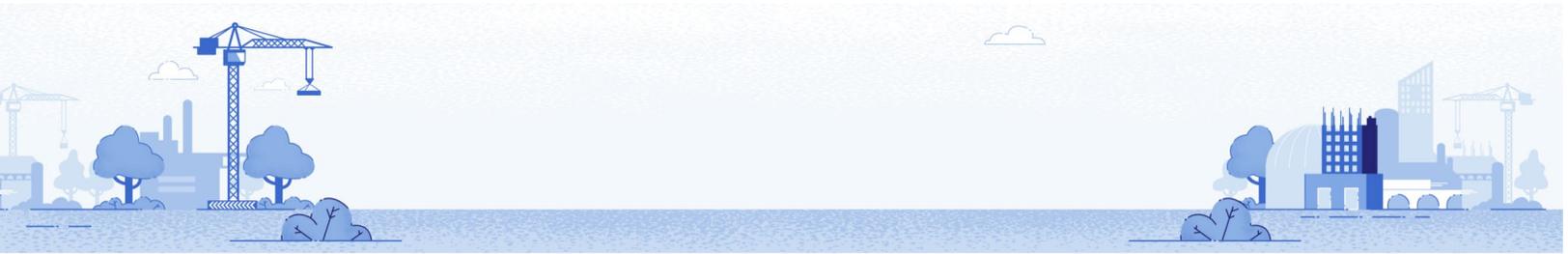


Thank you to all those who have supported with the move to our new SAP SRP system, which went live on Friday 1st April.

We would like to remind all employees that if you find any errors or have any issues please log a call with the GSC in the usual way but be sure to state that the issue relates to UK SAP SRP and provide your business or functional area – this will then be passed to our Project team for resolution.

If the issue is critical, please also contact your Supervisor.

GSC can be contacted as usual by Phone: 0114 3921234, Email: gsc.europe@cemex.com or Microsoft Teams Chat: Global Service Centre



Want to Nominate a Colleague?



Who do you think deserves a Thanks For Your Effort Award?

Nominate any colleague you think has gone above and beyond their day job and demonstrated any of the CEMEX values.

Email: gb-hrplanning@cemex.com for a nomination form or use the form on the UK News website: www.cemexuknews.co.uk

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
115-04-2022	Plant Manager (Fixed Term)	UK Materials (Readymix)	Winsford	14/04/2022
116-04-2022	Multi Skilled Operative	UK Materials	Dove Holes	14/04/2022
117-04-2022	Operator/Maintainer	Cement	Rugby Plant	07/04/2022
118-04-2022	Operative	UK Materials	Dagenham	11/04/2022
119-04-2022	Operational Process Manager	Urbanisation Solutions	Hub Office	15/04/2022
120-04-2022	Collections Analyst	GES	Stockton	12/04/2022
121-04-2022	Team Leader	UK Materials	Yorkshire	12/04/2022

We would love to hear from you for the next edition

To send us a story: either click on 'submit a story' on the UK News website or email gb-communicationsandpublicaffairs@cemex.com

If you can, please include a photo too (taken in super fine landscape setting and saved as a jpeg.) Thank you.

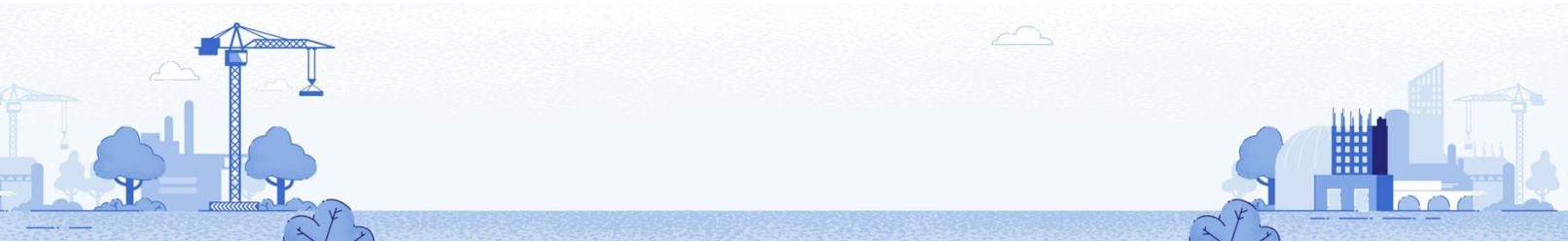
Employee Assistance Programme

Free, confidential support and counselling available for all employees

If you're worried about a work, family or personal issue then the Employee Assistance Programme can help, 24/7.

Support with everything from consumer rights to bereavement, depression & anxiety to childcare.

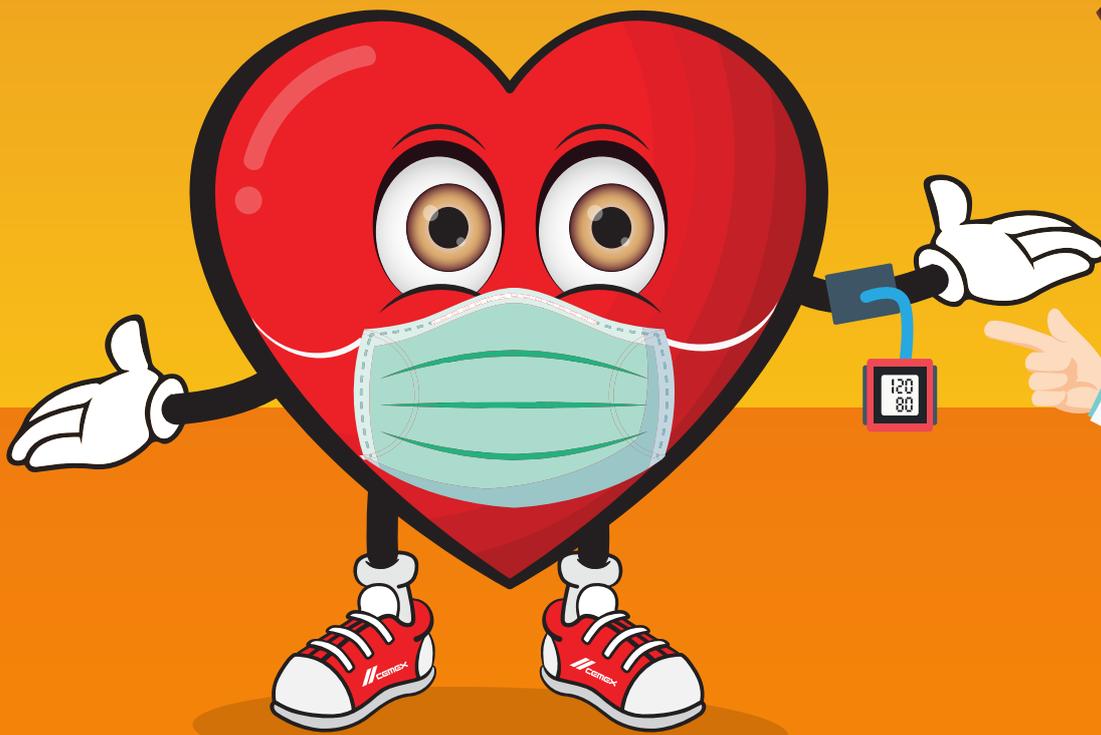
Visit www.lifestyle-support.co.uk (username: cemex / password: cemex) or call **0808 1682143**



WORLD HEALTH DAY

APRIL 7TH

I encourage you to look after your health
and to have periodic health checks.
Healthy practices will help keep you
in good shape and increase your resilience
against COVID.

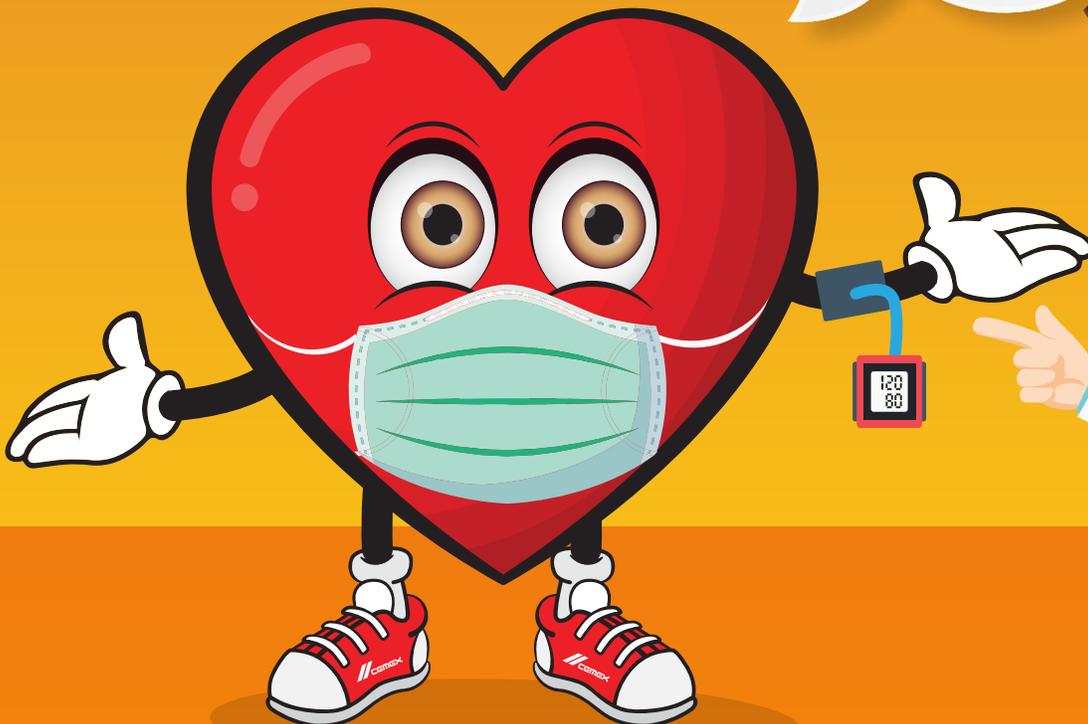


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participate now!



EMEA Q1'22 eNPS Pulse Survey

ONE QUESTION – ON A SCALE FROM 0-10

How likely are you to recommend CEMEX as a good place to work to family or friends?

eNPS Calculation Formula

Employee Net Promoter Score = % of Promoters (9-10) minus % of Detractors (0-6)



9-10: Promoters, extremely loyal employees to the organisation, and talk positively about the business



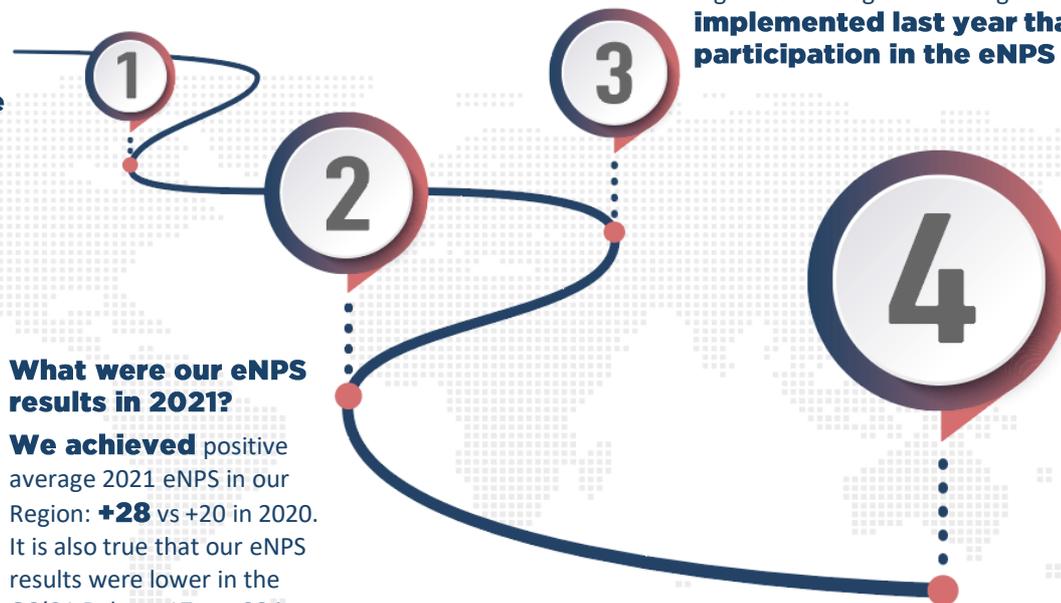
7-8: Passives, employees who are neither emotionally invested nor disengaged



0-6: Detractors, employees who are highly dissatisfied with the organisation and offer negative word of mouth

Why are we tracking our employee Net Promoter Score (eNPS) quarterly?

We want CEMEX to be a great place to work – so we're tracking quarterly how everyone feels about working here



What were our eNPS results in 2021?

We achieved positive average 2021 eNPS in our Region: **+28** vs +20 in 2020. It is also true that our eNPS results were lower in the Q3'21 Pulse: +17 vs +32 in Q2'21. We want to resume our positive eNPS trend in EMEA in 2022

More than 40 actions aligned to our 5 Key Drivers of Engagement (Regular BU Team Talks & Coordination Meeting updates, new EMEA and local Diversity & Inclusion Committees, increased visibility on new appointments, new digital technologies including SPARK!). **All implemented last year thanks to your participation in the eNPS Pulses**

How can I participate in our EMEA Q1'22 eNPS Pulse Survey? On Wednesday, March 30th you should receive an invitation email from our partner Perceptyx (eNPS Survey Q1 EMEA customers@perceptyx.com) with a direct LINK to the Survey. It takes 5 minutes to complete. You can also use the attached QR Code & URL to access the Pulse Survey with your Employee Number.

We are committed to listening, understanding and valuing your thoughts in our journey to make CEMEX a great place to work for our talent