



Welcome to UK News 11th May 2023
your weekly update from around Cemex UK

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HEALTH & SAFETY

A Message from Lex Russell, Chair of the UK Health & Safety Committee

**NEVER FORGET
...STAY SAFE**



JIMMY BROWNLIE

On Saturday 13th May it will be six years since our colleague and friend, Jimmy Brownlie, sadly died at West Calder Block plant.

Jimmy was carrying out general maintenance with two workmates. He died when he was crushed by a block centering machine which wasn't locked out and was activated automatically by a sensor.

Jimmy was 64 years old and had worked for us for over 20 years.

This tragic incident had a huge impact on the whole of the UK business, particularly those who worked alongside Jimmy and had known him for a long time.

Please take this opportunity to reflect with your teams and ensure isolation procedures are robust at your sites. Remember that no one should ever work on live or moving machinery – they must always “lock out”.

Additionally, always Take 5 before starting a new task to ensure risks are identified and control measures are in place, including LOTOTO. Look out for your colleagues and others on site too – Step In and Take 5 Together if you see someone at risk of injury.

We must all remember that Health & Safety is our number one priority, above anything else. If we work together we can achieve Zero4Life.

Full details of the incident can be found at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

Kensworth Celebrate 14 Years LTI Free



Congratulations to the team at Kensworth quarry who are celebrating 14 years LTI free! Well done on your excellent achievement.

Commenting on this, Phil Baynes Clarke, Director - UK Cement Operations & Technology, said: "This is a really fantastic achievement and you should be rightly proud. This has only been achieved through teamwork, keeping safety at the top of the agenda, looking out for one another and aspiring to always be better - a huge congratulations to everyone at Kensworth and all that support the operation."

LTI and TRI milestones demonstrate that ZERO is possible, even with challenging environments and working processes.

With the right level of focus and attention to Health & Safety, our Zero4Life objective can be met and sustained.

World Health & Safety At Work Day Roundup



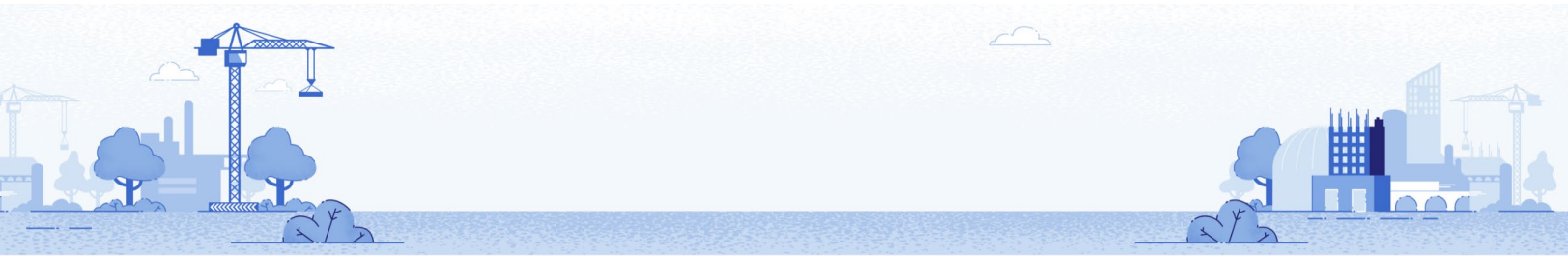
Across Cemex, colleagues recognised World Health & Safety At Work Day in many different ways. Here is a summary of some of the activities that took place:

- **Podcast: Let's talk about EMEA**

- H&S EMEA Director, Robert House recorded a podcast – 'Let's talk about EMEA' discussing current Health & Safety initiative and the importance of making Health & Safety our number one priority. You can listen [here](#).

- Richard Kershaw, Technical Manager, was at Aston Concrete plant supporting World Day for Safety and Health at Work. They had good conversations with our Plant and Field Technician about PPE and Safe Systems of work.

- Stephan Plisson, Technical Manager, took the opportunity to have a catch up and VFL with his Technicians, Corey Jones at Cardiff lab, on a customer site with Dave Plumley and with Richard Brindley in Pershore. Stephan took the opportunity to remind the teams about the Take 5 Together - very important as they visit a very different site every day.
- Operations Manager, Andrew Hoskins, spent some time with Silo Services who were installing some new filter units at our Cheltenham Readymix plant. Andrew found everything RAMS supplied were to a high standard and the Plant Manager had completed all the relevant paperwork. Over a coffee break they discussed recent WAH incidents which were received very well by all involved.



Lifesaving App



Following a recent VFL at Chesterfield Concrete plant, the group discussed an app which lets you know where your nearest defibrillator is – this had come up during the comprehensive site induction.

The free app, [DefibMap](https://www.defibmap.org), guides you to the nearest defibrillator and lists 120,000 defibrillators in the UK. It is available for iOS and Android. We recommend downloading it to your phones – it may save a life!

The app also allows people to log their defibrillators to improve the app. By publishing a free map of all the defibrillators listed in its database, **AEDMAP** helps improving the survival chances of sudden

cardiac arrest victims.

The app's founder, Joe Robinson, set up the website <https://www.defibmap.org> and the app following the death of his brother Tom, who tragically passed away in 2018 from cardiac arrest caused by a congenital heart disease. Whilst the paramedics, first responders and bystanders did everything in their power to save him, Tom sadly passed away.

You can download the app [here](https://www.defibmap.org).

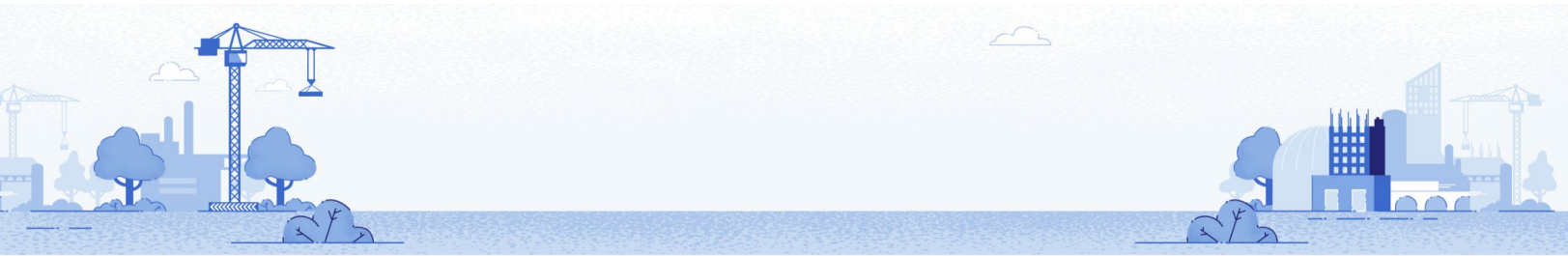
Straight-Line Marathon Trespass Warning



In a recent communication from the MPA Security Forum we have been informed about some mineral sites in Dartmoor National Park who suffered unwanted trespass during working hours by individuals participating in a straight-line marathon organised by a group named "STORROR". There are various YouTube films online associated with them, and they have c.8 million followers.

The route took the participants right through two large mineral sites where operations were underway. The participants trespass without deviation regardless of obstacle or ownership. Both local police and the Dartmoor National Park Authority were advised of the incursion.

We would like to remind all Site Managers 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.



Midlands Haulier Health & Safety Leadership Day!



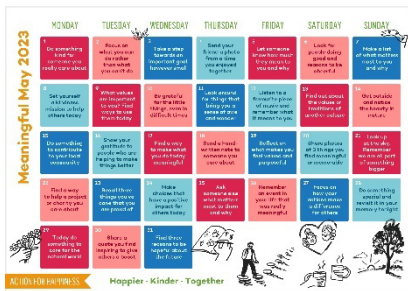
The Midlands Haulier Health & Safety Leadership Day was held on 27th April at Volvo's auditorium in Warwick. The event was hosted by Ian Phoenix, Logistics Manager (Aggregates & Asphalt) with Dave Hart, Supply Chain Director, given the opening address.

The event was attended by over 20 hauliers from both Cement, Asphalt and Aggregates business, demonstrating their commitment to putting Health & Safety first. The content of the day included Health & Safety performance, initiatives like Take 5 and health and wellbeing.

The day was a huge success with great feedback from our haulier community aiding us all in our journey to Zero Harm For Life.

Commenting on the event Ian Phoenix said: "Great to see many of our hauliers demonstrating their commitment to Health & Safety by attending yesterday's session. Good discussion points and healthy interaction throughout the various sections assisting in keeping everyone safe in our journey to Zero4Life. Thanks to David Hart for opening the day with a key message and my co-presenters Lee Needham, James Watson, Julie Welch and Robert Wilkinson who all contributed by delivering valuable content throughout."

Action for Happiness



Why not download this month's Action for Happiness calendar to remind you to appreciate the little things in life and find out how they help with your positivity and wellbeing! **Feeling part of something bigger is great for our wellbeing.**

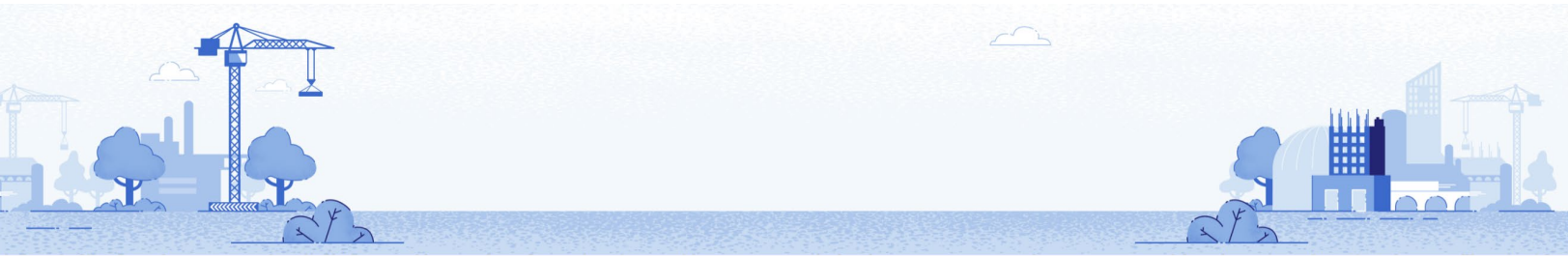
The Meaningful May calendar is full of great ideas to bring more fulfilment to daily life.

Each day they give you a little task to try and complete. It could be anything from 'Do something meaningful for someone' to 'Share an inspirational quote'.

It's a fun way to keep us busy daily and to give our brains a break.

You can find this Meaningful May calendar at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads

Vanessa King from Action for Happiness shares her top tips for Meaningful May – Watch it [here](#).



“A Very Engaging Day”



At the end of April the Cemex UK Readymix Operations Managers held their first Readymix Operations Forum since before COVID. All Operations Managers from across the UK joined the session which was held at Finning CAT head offices in Cannock, Birmingham. Lex Russell, UK Materials MD, also joined the meeting.

During the day the group heard from the following speakers:

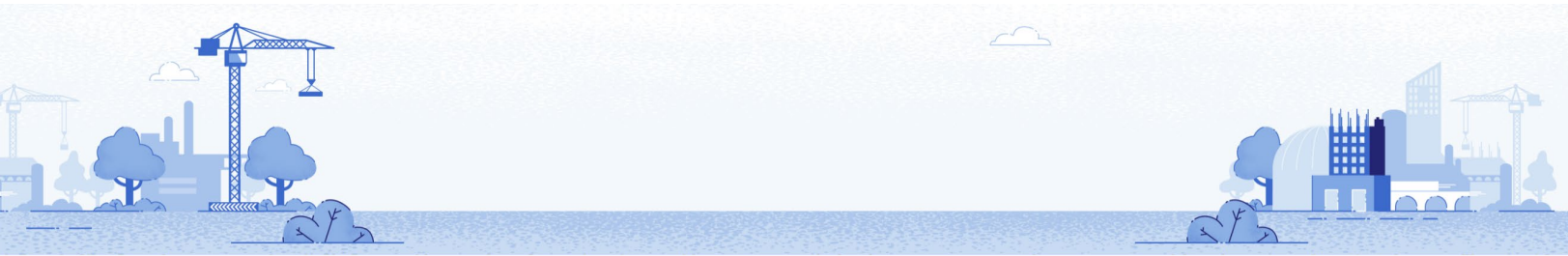
- Adam Leverett - Head of Operational Excellence WEM
- Peter Luxmore - Health & Safety Operations Manager
- Steve Sheller - Head of Business Development WEM
- John Allison - Guest Speaker focusing on Leadership and mental health awareness

The group began their day with a tour of the CAT facility focusing on Operational Excellence within their business. Following the tour, the Managers had a long discussion around safety and some of the recent incidents that have sadly happened within our operations. They then moved on to how we approach operational excellence, where Adam Leverett demonstrated the features and equipment we now have on our Readymix plants which monitor the health of equipment and its performance.

Steve Sheller then went on to talk about the Regenra brand and how we can all help towards working within a circular economy, a great discussion around using recycled materials in our Readymix plants moving forward.

The day concluded with a guest speaker, John Alison, who talked to the team about his experiences throughout his life. John spent many years as a Bomb Disposal Engineer in the Army and could relate his successes to the leadership that he was shown. He also spoke about the wellbeing side and how he faced many challenges after leaving the Army.

Commenting on the day, Nigel Bateman, Senior Operations Manager London, said: “Thank you very much to Rob Sims and his team for organising an ops conference yesterday in Wolverhampton. A very well structured and enjoyable day spent with people in the company that we haven’t seen face to face since before COVID, a very engaging day.”





Internal NPS Survey - Your Voice Makes a Difference!



The **INTERNAL NPS SURVEY** for H1 2023 launched on 9th May.

Look out for the link to our Internal NPS Survey from customer@experience.cemex.com. The survey will be open until 31st May.

Your voice makes a difference! Cemex recognises that listening to your feedback is the most valuable thing we can do to improve our internal customer service. To achieve our Customer Experience objectives, we need to understand not only our external Customers but also the way you, our Internal Customers perceive Cemex intercompany processes and services regarding raw material supplies.

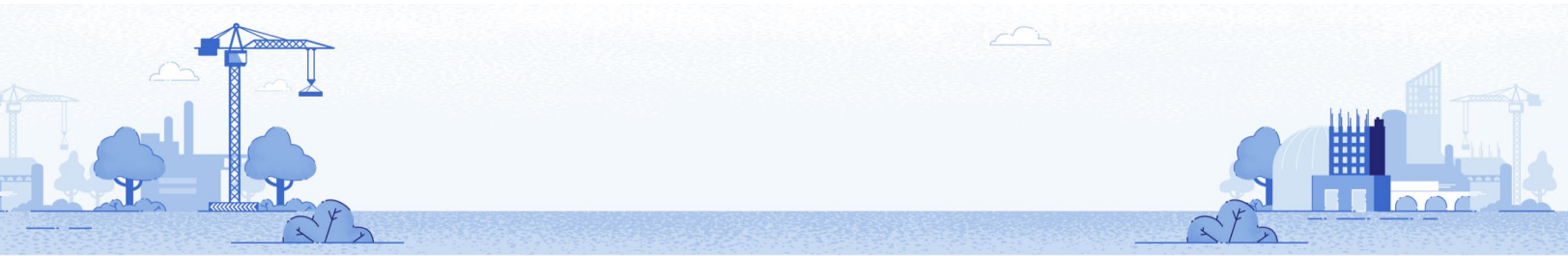
Your first-hand experience and feedback will help us identify best practices.

Based on your previous opinions we have already implemented the following improvements:

- **Launched a pilot in NW to enable tracking of internal deliveries** of Aggregates and Cement. Excellent feedback to date, UK roll-out to follow.
- **Instigated regular reviews between RMX, CEM, AGGS. & Supply Chain** regarding upcoming demand, material availability and operational challenges to help mitigate risk and secure supply to internal customers.
- **CEMENT** - greater resilience in the supply chain through increased inventory at all sites, additional haulage, and consistent production performance.
- **AGGREGATE** - improved product availability.
- **READYMIX** - continued investment in the site storage capacity - bays, silos and growth in deliveries at night.
- **ASPHALT & BP** - close collaboration with the business to ensure sufficient capacity in place.
- **CUSTOMER SERVICE CENTRES** - reinforced the importance of Call Bob and proactive communication as this has an impact on all businesses. As an example, **DRY MORTARS** have record volumes of bulk and bagged mortar sales and production levels in 2023.

Please share your feedback and opinion about your experiences. **The survey should only take 5 minutes.**

Thank you in advance for your time and opinions and more importantly, for your involvement. We appreciate your participation in helping Cemex continuously improve our service and make our company a better place for all. A 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



The Customer Experience Program is Back

Customer Journey Experience

In this video EMEAA Regional President, Sergio Menendez, announces the launch of the redefined version of our Customer Journey Experience (CJE) program which aims to improve our commercial processes and services.

Watch the video [here](#) to find out how this program can be a great catalyst to achieve our objective of a superior customer experience, every time and everywhere.

UK Construction Week Cross-Team Effort



Last week a cross-business Cemex team of Technical Managers, Specification Managers, Marketing, Communications and Digital came together to host the Infrastructure Hub and the BIM stand at UK Construction Week at London's Excel.

Opening the three days of technical presentations from both Cemex and guest companies, Richard Kershaw, Technical Manager, launched the Vertua® range of lower carbon concretes, positioning Cemex as a supplier of sustainable products and solutions. The Vertua® brand's five attributes help us provide solutions that align

with the prevalent needs of the market in terms of sustainability and circularity.

During his presentation on the Infrastructure Hub Mike Higgins, Technical Manager, launched our new BIM revit plug-in. During the event the team on the BIM stand engaged with many excellent new contacts who were very positive about the BIM tool, particularly the availability of Vertua® products for specifying lower carbon concretes.



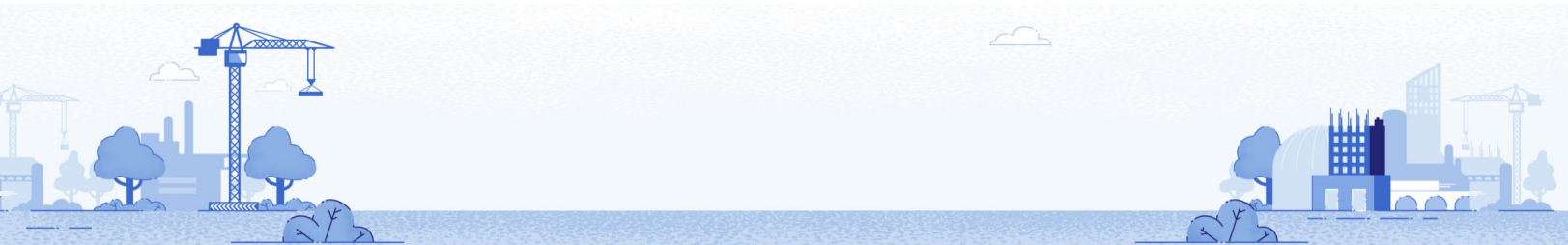
FUTURE IN ACTION

Vertua® More Sustainable by Design



Last Friday we formally relaunched Vertua® in the UK. There have been some significant changes to how we approach Vertua® globally, moving from our previously branded lower carbon products named Vertua® to a new overarching brand encompassing other sustainable attributes.

Mike Higgins, National Technical Manager in the UK, commented: "The move to extending our Vertua® offering beyond solely lower carbon to include other sustainable attributes will help position Cemex



as a sustainable solutions provider with a variety of options to support our customers with sustainability and circularity.”

Mike and Paul Bradshaw – Head of Marketing Europe, presented the launch webinar last week where the five sustainable attributes of Vertua® were discussed. The team have offered further training/exploration sessions on the topic of Vertua®, please contact mike.higgins@cemex.com if you as an individual or a teams would benefit.

Marketing content has been added to the website and emailed out to Commercial teams.

Tracking Your Sustainable Contributions



At Cemex we are committed to creating a better future and we need everyone's help to achieve it.

We are delighted to invite you to become part of the **3E journey in EMEA**, 3E stands for **Energy Efficiency EMEA**, launched as part of our Future In Action program.

As part of the 3E journey Cemex has launched the **Always in Action app**. This is an action-focused app that enables you to adopt sustainable practices at work and at home. We can all reduce CO2 emissions, optimise our energy consumption, minimise our waste, and save water. With simple changes we can make a difference. Our choices and actions matter in building a better and more sustainable future.

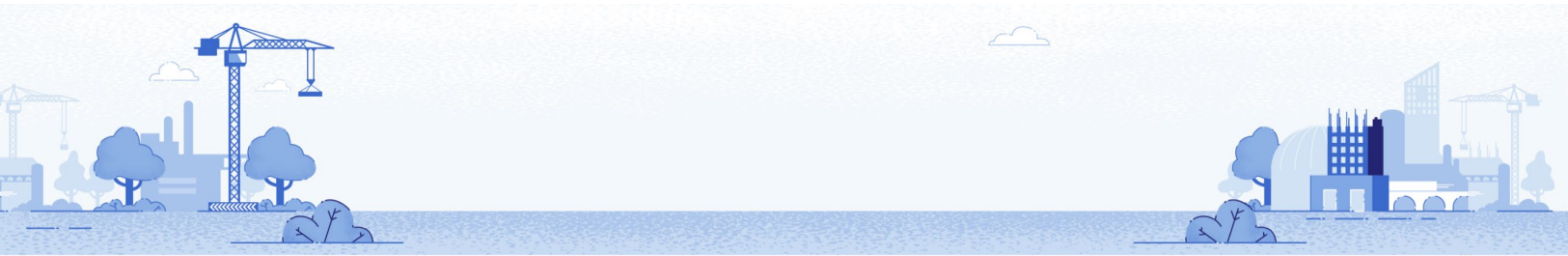
Make sure you download the app, sign up to this challenge, register your actions to score points **and get ready to win eco-friendly prizes in our upcoming EMEA Challenges !**

To get the app, scan the QR code below, in the poster at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

Download the app and sign in. You can find it in the App Store or Google Play as **CEMEX AiA**.



Another way to get involved in our **3E journey in EMEA**, is take our short new “**3E Energy Efficiency EMEA**” **Learning Pathway**. Simply complete this bite-sized 3E learning pathway (~20 mins) to learn about energy efficiency and every-day-tips to improve energy consumption.





Future In Action is not just about our operational sites, **Our EMEA goals in 2023 includes the target reduce our energy consumption by at least 10% at our offices.**

Just click the [LINK](#) to access the course and be sure to download the **Always in Action app** to join our 3E journey to start saving today.

Latest Earthly Matters Blog



The April 2023 edition of Earthly Matters, the blog dedicated to the partnership between Cemex and the RSPB, is now available to read online. You can read it [here](#).

In this month's edition:

- Hungry for Change
- Singing at Sunrise
- The hungry pollinator
- Bank Holiday weekend activities
- Watch, Read, Listen

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

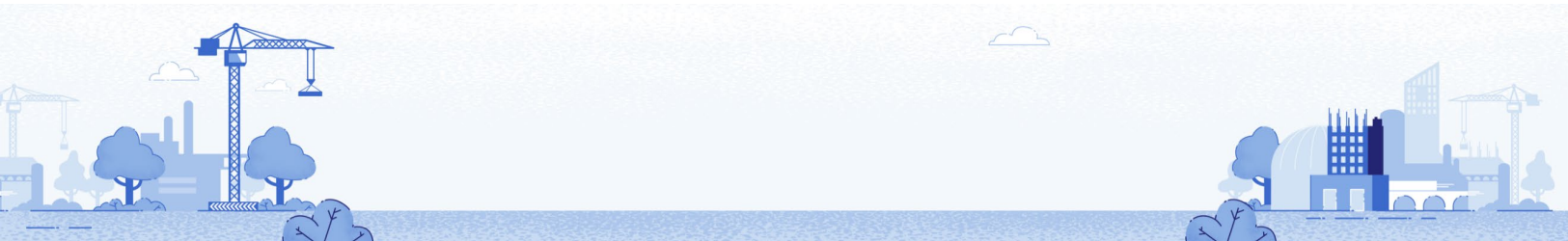
Nature Around Cemex Europe Newsletter – Spring 2023



The spring edition of the European nature newsletter, Nature around Cemex Europe, is now available to read. This is a collection of short stories which give a snapshot of what the Sustainability teams have been doing, based around the topic of Biodiversity.

You can find it at the end of this document or download it to read from the download section of the UK News website:
www.cemexuknews.co.uk/downloads

Please feel free to share or print off for noticeboards.



Cemex France Waste Management Video



In France, public and private stakeholders in construction and land development face a highly regulated context in the management of construction, demolition, and excavation waste.

Thanks to its expertise and integrated industrial system, Cemex France manages the entire process, from the collection of inert waste to its recycling.

Collected demolition and excavation waste is transported to our processing platforms from the demolition sites or from the excavation sites. If the site is close to a waterway, the waste can be loaded directly onto our barges. It is transported to one of our multiservice platforms in the Paris region. For other sites, it is taken to one of our 11 urban ports. Loads are carefully controlled, and traceability is guaranteed. Waste is sorted and sent to approved recycling channels to give it a second life on construction sites. Depending on its characteristics, the demolition and excavation material is transported by river to approved recycling channels or for quarry rehabilitation. At the selected Cemex quarry, reception and traceability are meticulously managed. The excavated material is then used to backfill the areas at the end of the operation, in strict compliance with the site rehabilitation plan.

The emptied barge is reloaded with aggregates and returns to supply CEMEX's ready-mix concrete plants in the Paris region.

You can watch the video [here](#)



PROFITABILITY

Happy Birthday Somercotes



On 12th March, our rail bearer facility at Somercotes was 20 years young.

The operations moved from Washwood Heath, Birmingham in early 2003 and with the installation of all the equipment the first concrete was placed on 12th March which would see the beginning of a journey that has taken the facility to be the best in the market.

With the start of production at Somercotes the facility had two twin cell 50 metre moulds giving a maximum capacity of 38,000 metres of concrete bearers of only two different types. Today the facility has a maximum capacity of 95,625.

Terence Clair, S&C Business Manager, commented: “Over the 20 years Somercotes has gone from strength to strength not just in volume and product design but with its safety culture. I am immensely



proud to have been a part of this journey, one that we can all be proud of. Somercotes and myself have been extremely lucky to have good people over the years that have shown the commitment the site demands. We have more than tripled our capacity but also we are now making other products for the rail infrastructure. The product design itself has become more complex with the implementation of many new designs.... I believe we have become customer centricity leaders with our ability to adapt to our customers' needs offering solutions to each change with innovation and ensuring quality being one of our core attributes."

Terence continues: "We have many long serving members of the team which have been key in our development, but two who did follow us to Somercotes from Birmingham and have been with us throughout our time at Somercotes are William Lewis (Bill) and Noel Gibbs. They have both contributed so much over the years and I deeply proud to have worked with them for over 20 years."

EMPLOYEES

Evolving our Values



Our values are essential to our culture. They help establish our priorities, govern our behaviour, and shape how we are perceived by our key stakeholders and the world in general. They are the principles that guide our decisions at Cemex.

As part of the company's ongoing evolution, we're updating our core values to better reflect our identity, culture, and priorities. This update will guide us as we

continue working to become an even more sustainable, innovative, and customer-oriented company. As we keep shaping a stronger Cemex, we must consistently behave with the utmost integrity, honoring the path Cemex has forged throughout its history.

Ensuring Health & Safety

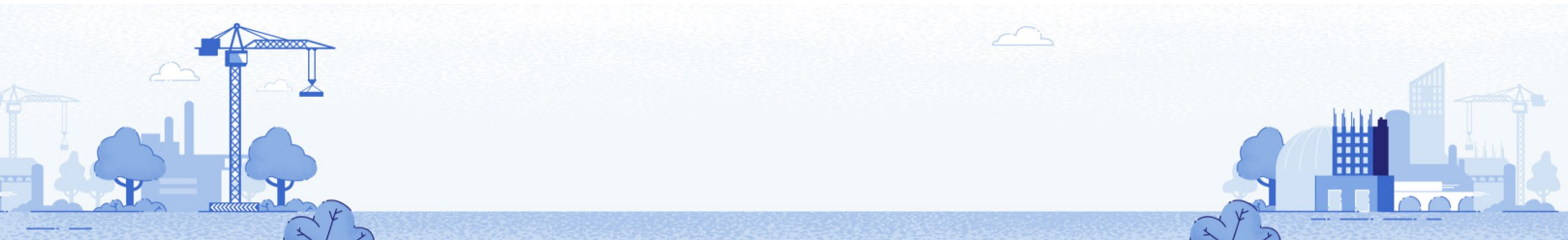
Nothing comes before the Health & Safety of our people, contractors, and community. Health & Safety are a personal responsibility. Follow health and safety policies and guidelines and encourage others to follow them, hold ourselves accountable, and promote a supportive environment for safe behaviours.

Focusing on Customers

Listen to our customers, understand their challenges, and provide them with valuable solutions efficiently. Building close customer relationships sets us apart from our competitors. Always act with customers in mind and ensure doing business with us is easy and enjoyable.

Acting with Integrity

Do the right thing: adhere to our Code of Ethics, report misconduct in good faith, inspire and promote integrity in the workplace, and live up to your commitments, always caring for our people, communities, and natural resources.



Working as One Cemex

Leverage your knowledge, promote collaboration, and share best practices across functions, roles, and geographies to improve the way we work at Cemex. Always act in the company's best interest.

Aligned with our objective of leading our industry's digital journey and finding new ways to boost our path to become a Net-Zero company, two new core values have been added:

Fostering Innovation

Stay curious. Search for new ways to disrupt and improve the future of our industry. Research and adopt new trends, technologies, and business models. Pursue an entrepreneurial mindset by testing new solutions. Embrace risk, learn from failure, and iterate fast.

Embracing Diversity

Respect and value the differences among individuals. Create and promote an inclusive and safe environment where everyone feels supported, respected, and valued. Embrace diverse perspectives and experiences. Keep an equity mindset to create equal treatment and opportunities.

Our core values are essential to our company's success and sustainability. As a Cemex employee, it is your responsibility to uphold and promote these values in your daily work. Let's work together to create a culture of excellence, integrity, and innovation as we contribute to our purpose of building a better future.

Final Materials Roadshow Announced



The date for the final Materials Roadshow has now been set for Tuesday 6th June at Stockton. All Cemex UK Materials employees are welcome to join.

There will be two sessions:

- Morning Roadshow: 10.30am – 12.00pm
- Afternoon Roadshow: 1.30pm – 3.00pm

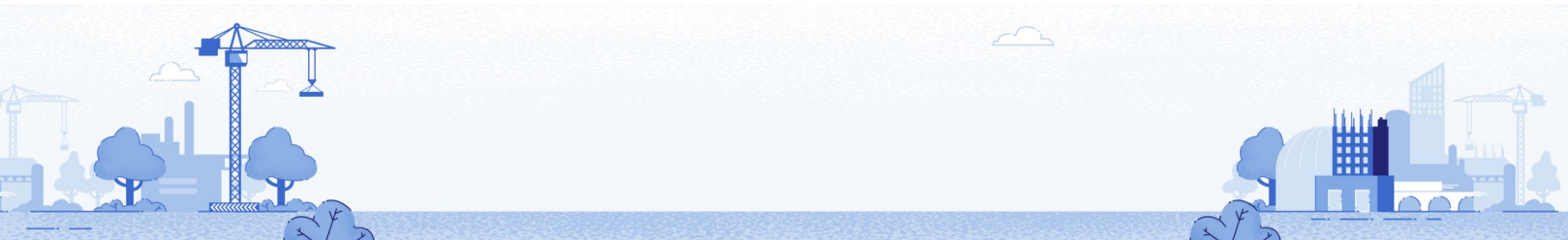
People who want to book a place should contact Christine Crooks: christine.crooks@ext.cemex.com

Celebrating in Style!



Congratulations and Happy Birthday to Dave Hart, Supply Chain Director, who recently celebrated his 50th birthday in style!

Joining in with his milestone celebrations, Dave's colleagues arranged some fantastic gifts including a wonderful framed caricature drawn by Cemex's Andrew Radbourne, and a cake which were then presented to Dave at The Midlands Haulier Health & Safety Leadership Day just before his birthday.



While at the Haulier's Leadership Day, Volvo presented our first brand new Cemex Volvo tractor unit featuring the new Cemex logo, along with a temporary registration plate for the occasion, of DH50 CMX. A delighted Dave wasted no time jumping into the cab for a photo opportunity!

Clear Air Zones



With the launch of more clean air zones across the country, please familiarise yourself with which cities are live. Below is a useful link to check zones and your vehicle. If it is affected, please ensure to pay the fees within the timeframe to avoid a penalty charge.

[Drive in a clean air zone - GOV.UK \(www.gov.uk\)](https://www.gov.uk/drive-in-a-clean-air-zone)

If you drive in and around London, please ensure to check for the congestion charge zones and LEZ (low emission zones). Check your vehicle <https://tfl.gov.uk/modes/driving/check-your-vehicle/>

Andy's Run for Alzheimer's Society



Andy Walker, Quality & Product Technology Specification Manager, is running 10K to raise money for the Alzheimer's Society – a charity very close to his heart after losing his Mum to dementia two years ago.

Andy will be taking part in The ASICS London 10K on 9th July.

You can support Andy by donating via his JustGiving page [here](#):

You can find out more about the ASICS [here](#).

Latest Policy Centre Update



You can find the latest updates to the Policy Centre here:

- [February 2023](#)
- [March 2023](#)

Remember that the CEMEX Policy Centre is now all on spark! You can visit [here](#).



Global Awards – Save the Date



Date & Time

May 18th, 16:00 pm

9:00 Mexico | 11:00 NY | 16:00 London
17:00 Madrid | 23:00 Manila

REGISTER HERE

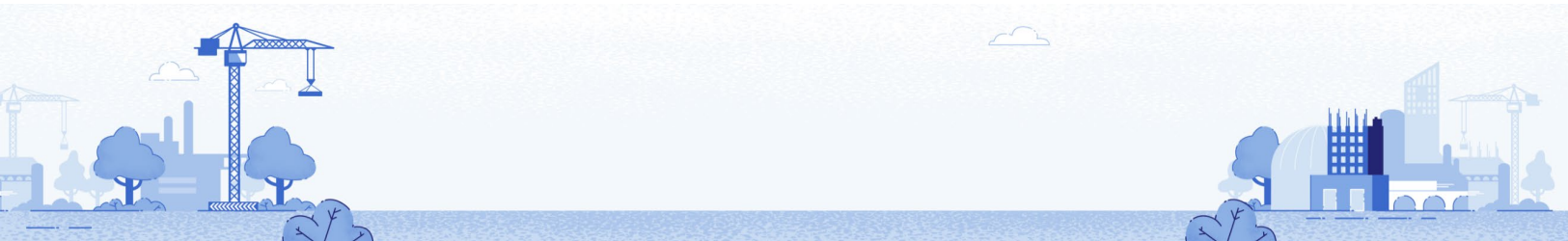


The Cemex 2023 Global Awards are taking place on 18th May at 4.00pm. Save the date in your diaries.

To register on Zoom click [here](#)

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
93-04-2023	Digital Platforms & Projects Specialist UK	Corporate	Binley	11/05/2023
94-04-2023	Operative	Aggregates - Midlands	Rugeley Quarry	11/05/2023
95-05-2023	Analyst Financial Planning	Financial Planning – Strategic Planning	Hub Office	16/05/2023
96-05-2023	National Commercial Manager	Cement Commercial	Binley	17/05/2023
97-05-2023	Supervisor	South East Aggregates	West Heath and Sandgate Quarries	18/05/2023
98-05-2023	Multiskilled Operative	Urbanisation Solutions - Asphalt	Bletchley	18/05/2023
99-05-2023	Plant Manager x 2	Materials - Readymix	Alrewas	19/05/2023

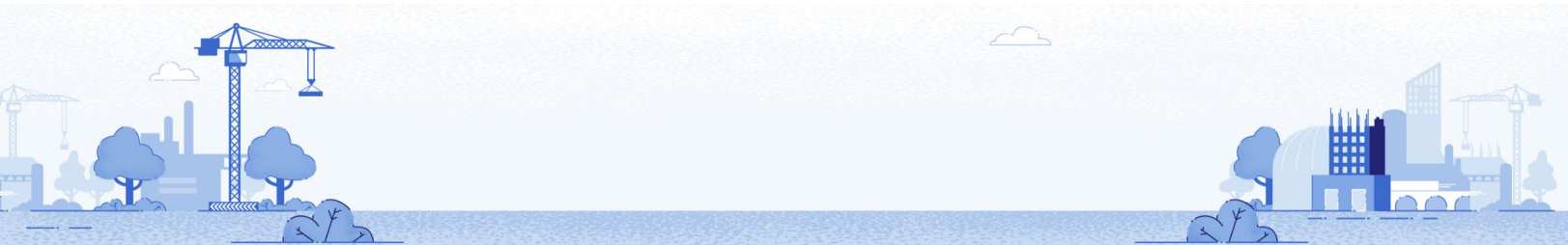


100-05-2023	Weighbridge Operative	Materials - Aggregates	Avonmouth Wharf	19/05/2023
101-05-2023	Operative	Blackwater Aggregates	Bradwell Quarry	19/05/2023
102-05-2023	Minimix Driver	Materials - Readymix	Ryall	23/05/2023
103-05-2023	Distribution Coordinator	Dry Mortar - Customer Experience	Binley	23/05/2023
104-05-2023	Operational Excellence Manager	Urbanisation Solutions - Asphalt	UK	24/05/2023
105-05-2023	Apprentice Driver	Logistics - Aggregates	Doveholes x 1, Yorkshire x 2, Home Counties x 1, Angerstein x 1, Datchet x 1	24/05/2023
106-05-2023	Apprentice Driver	Logistics - Cement	Rugby x 4, Tilbury x 1	24/05/2023

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.



NEVER FORGET...STAY SAFE



On the 13th of May, it will be 6 years since our last employee fatality in the UK, when Jimmy Brownlie tragically lost his life in an incident at West Calder Blockworks. Jimmy was 64 years old and had worked for us for over 20 years. He came to work on the Saturday morning, but never returned home to his wife, children and grandchildren.

Jimmy was carrying out general maintenance with two workmates. He died when he was crushed by a block centering machine, which wasn't locked out and was activated automatically by a sensor.

We must continue to do all we can to ensure we don't forget the lessons we learnt from this tragic incident...



Ensure isolation procedures are robust. You may want to ask yourself:

- Are machinery isolation procedures specific, clear, readily available and understood? Do they include an authorisation process?
- Is there an isolation station with suitable equipment and individual padlocks with unique keys?
- Are switches, valves, equipment, etc. clearly labelled?
- Is it possible to isolate all forms of stored energy?
- Are isolation tags displayed at each isolation point?
- Are spare and master keys prohibited?
- Do we isolate as much of the equipment as possible, including upstream and downstream in the process?
- Is the "on" / "off" operation of switches clear? Have we ensured switches cannot be locked in the "on" position?
- How do we "test start" equipment to ensure isolation is effective before commencing work?
- Where practicable is there a "Manager in Charge" lock?
- Is there a formal check to ensure equipment is in a safe condition before the isolation is removed?

Always **Take 5** before starting a new task to ensure risks are identified and control measures are in place, including **LOTOTO**. **Step in and Take 5 Together** if you see someone at risk of injury. **Speak Up** and raise a Near Miss / Hazard Alert if equipment isn't properly guarded, or isolation procedures cannot be followed.



ISOLATION PROCEDURES Never work on live or moving machinery – always "lock out".



Meaningful May 2023

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY



1 Do something kind for someone you really care about

2 Focus on what you can do rather than what you can't do

3 Take a step towards an important goal, however small

4 Send your friend a photo from a time you enjoyed together

5 Let someone know how much they mean to you and why

6 Look for people doing good and reasons to be cheerful

7 Make a list of what matters most to you and why

8 Set yourself a kindness mission to help others today

9 What values are important to you? Find ways to use them today

10 Be grateful for the little things, even in difficult times

11 Look around for things that bring you a sense of awe and wonder

12 Listen to a favourite piece of music and remember what it means to you

13 Find out about the values or traditions of another culture

14 Get outside and notice the beauty in nature

15 Do something to contribute to your local community

16 Show your gratitude to people who are helping to make things better

17 Find a way to make what you do today meaningful

18 Send a hand-written note to someone you care about

19 Reflect on what makes you feel valued and purposeful

20 Share photos of 3 things you find meaningful or memorable

21 Look up at the sky. Remember we are all part of something bigger

22 Find a way to help a project or charity you care about

23 Recall three things you've done that you are proud of

24 Make choices that have a positive impact for others today

25 Ask someone else what matters most to them and why

26 Remember an event in your life that was really meaningful

27 Focus on how your actions make a difference for others

28 Do something special and revisit it in your memory tonight

29 Today do something to care for the natural world

30 Share a quote you find inspiring to give others a boost

31 Find three reasons to be hopeful about the future



ACTION FOR HAPPINESS

Happier · Kinder · Together

INTERNAL NPS SURVEY H1 2023

**YOUR VOICE
MAKES A
DIFFERENCE!**

What are your experiences of Cemex's intercompany processes such as ordering and scheduling deliveries of Cement, Aggregates and Admixtures?

Please let us know what already works smoothly and which processes we can improve

We have already implemented some improvements based on your previous survey responses

- **Launched a pilot in NW to enable tracking of internal deliveries** of Aggregates and Cement. Excellent feedback to date, UK roll-out to follow.
- **Implemented regular reviews between RMX, CEM & AGGS. Supply Chain** regarding upcoming demand, material availability and operational challenges to help mitigate risk and secure supply to internal customers.
- **CEMENT** - greater resilience in the supply chain through increased inventory at all sites, additional haulage, and consistent production performance.
- **AGGREGATE** - product availability improved.
- **RMX** - continued investment in the site storage capacity - bays, silos and growth in deliveries at night.
- **ASPHALT & BP** - close collaboration with the business to ensure sufficient capacity in place.
- **CUSTOMER SERVICE CENTERS** - reinforced the importance of Call Bob and proactive communication as this has an impact on all businesses. As an example DRY MORTARS have record volumes of bulk and bagged mortar sales and production levels in 2023.



**TAKE OUR
SHORT SURVEY
AND HELP US
BUILD BETTER
CEMEX**

Look for the e-mail from
customer@experience.cemex.com
with the subject
"Cemex would love
to hear from you"

ANKIETA SATYSFAKCJI
Z USŁUG
WEWNĘTRZNYCH
CEMEX: ZAMAWIANIE I
DOSTAWA SUROWCÓW
1/2023

TWÓJ GŁOS MA
ISTOTNE
ZNACZENIE!

CZY ZAMAWIANIE I DOSTAWY SUROWCÓW W CEMEX
(CEMENTU, KRUSZYW I DOMIESZEK) DZIAŁAJĄ TAK JAK NALEŻY?

WŁAŚNIE TY MOŻESZ POWIEDZIEĆ CO DZIAŁA
DOBRCZE, A GDZIE NALEŻY COŚ POPRAWIĆ

We have already implemented some
improvements based on your
opinions:

READYMIX enabling tracking of
internal deliveries of aggregates
and cement. Excellent feedback to
date, UK roll-out to follow.

CEMENT - greater resilience in the
supply chain through increased
inventory at all sites, additional
haulage, and consistent production
performance.

AGGREGATE - product availability improved
RMX - continued investment in the site storage
capacity - bays and silos - and growth in deliveries
at night.

ASPHALT & CONCRETE - close collaboration with
the business to ensure sufficient capacity in place.

CUSTOMER SERVICE CENTERS - reinforced
the importance of Call Bob and proactive
communication.



WYPEŁNIAJĄC ANKIETĘ
MAKSYMALNIE DO
31 MAJA MOŻESZ
USPRAWNIĆ
WSPÓŁPRACĘ DZIAŁÓW
CEMEX

Ankieta zostanie wysłana
do Ciebie z maila
customer@experience.cemex.com
z tytułem
"CEMEX chce poznać Twoją opinię"

**ISTRAŽIVANJE
INTERNOG NPS-A
ZA PRVO
POLUGODIŠTE
2023**

**VAŠ GLAS
ČINI RAZLIKU**

**ŠTO MISLITE O CEMEX-OVIM INTERNIM PROCESIMA KAO
ŠTO SU NARUČIVANJE ILI DOSTAVE CEMENTA,
AGREGATA I ADITIVA?**



**ODVOJITE
5 MINUTA ZA
ANKETU I POMOZITE
NAM GRADITI
BOLJI CEMEX**

**RECITE NAM ŠTO IDE GLATKO,
A KOJE PROCESSE MOŽEMO
POBOLJŠATI**

Potražite e-mail primljen od
customer@experience.cemex.com
s naslovom
"CEMEX želi vaše mišljenje"

סקר NPS פנימי מחצית ראשונה 2023

המשוב שלך יוצר שינוי

כיצד אתה מעריך את התהליכים הפנים חברתיים של רדימיקס
כדוגמת הזמנה ותזמון המשלוחים של בטון, אגרגטים ומוספים?

אנא שתף אותנו מה מתבצע כנדרש ואילו
תהליכים נדרש לשפר

בהסתמך על המשוב שניתן על ידך
הטמענו מספר שיפורים:

READYMIX enabling tracking of internal deliveries of aggregates and cement. Excellent feedback to date, UK roll-out to follow.

CEMENT - greater resilience in the supply chain through increased inventory at all sites, additional haulage, and consistent production performance.

AGGREGATE - product availability improved
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ASPHALT & CONCRETE - close collaboration with the business to ensure sufficient capacity in place.

CUSTOMER SERVICE CENTERS - reinforced the importance of Call Bob and proactive communication.



אנא הקדש 5 דקות
מזמנך לסקר ועזור
לנו לבנות סמקס
טובה יותר

חפש אחר המייל מהכתובת:
customer@experience.cemex.com
עם הנושא "רדימיקס תשמח לשמוע
את קולך"

UK – Preserving the Black Poplar

Willington Quarry in Derbyshire is helping preserve the Black Poplar a native tree species. The species is in decline across North West Europe and because the plant normally grows in isolation the offspring are often hybrids. So to preserve the phenotype, staff at Willington Quarry have created a nursery where the trees are fertilised on site and grown on ready for future planting.

Willington is a sand and gravel quarry which sits on the confluence of the Trent and Dove rivers so conditions on site are ideal for the tree.



FRANCE – Something to Celebrate - 20 years of partnership with the LPO

2023 sees the 20th Anniversary of the partnership between Cemex France and the LPO. Working with the NGO has given both parties many benefits. Cemex now has a deeper understanding of Biodiversity and has many initiatives around making sure species and habitats are enhanced at Cemex sites across France. So much so that in 2016 Cemex France received the ECOCERT label as well as being recognised by the Ministry of Ecology as a "Enterprises Engagées pour la nature". It's a testament to how well the partnership has worked. 20 years is a real achievement. The first National Partnership in the EMEA region and an example for others to follow.



AGIR pour la BIODIVERSITÉ

SPAIN – Sandmartin Management

Sand Martins are protected birds that are often found nesting in sand stocks in active gravel pits. A habitat for this species was constructed at an operational extraction site in northeast Spain. The design took into account all of the Sand Martin's habitat requirements. The habitat consists of a sand stock, built on a platform that overlooks a naturalized decanting pond. This allows the birds to have easy access to food, even during the Mediterranean dry summer. The location is also protected from machine transit and people. The objective of this action is to create a safe space for the birds to nest, and avoid them nesting in active stocks. This way, we aim to promote the reconciliation between mining and biodiversity conservation. This initiative is aligned with the Extractive Sector Species Protection Code of Conduct.



GERMANY – Creating a Meadow Orchard for all to enjoy.

Growing orchards has become a declining agricultural practice. So to encourage growth of a new meadow orchard Cemex Germany have planted out a new fruit orchard at Museum Park, Rüdersdorf. Traditional orchards support a diverse range of plant and animal species and offer many benefits for Biodiversity. The fruit trees need to be carefully pruned so with expert help from Anke Kurz and Kai Gildhorn from mundruab e.V., Cemex employees and 25 residents from Rüdersdorf have taken part in workshops and organised pruning events. The orchard was planted out in 2019 and the employees and residents are starting to see the fruits of their labour as the trees start to take shape.



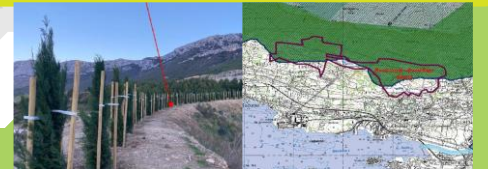
POLAND – Cemex Falcons

This year, we are continuing and expanding the kestrel (*Falco tinnunculus*) protection project at Chelm and Rudniki Cement Plants. We started the season by hanging 6 additional nesting boxes at our cement plants, and we donated another 20 to a non-governmental organization cooperating with us. As every year, the birds are supervised by an ornithologist from the University, who will study and ring them during the season. We also conduct ecological education - we inform about how to support the protection of kestrels through social media, press and radio. In addition, on our website we provide an online live broadcast from three nesting boxes and we keep a calendar describing the most important events in the life of birds and interesting facts about them. To engage Internet users even more in the project, this year we organized a competition for the most interesting observations from our nesting boxes.



Croatia: Sites of Community Importance.

Croatia has 6 years to implement species and habitat management plans as part of the legal requirements associated with the SIC – Sites of Community Importance. The quarries at Sveti Juraj and Sveti Kajo sit close to the Mosor, Kozjar & Trogirski zagora conservation areas important for birds but also because of their habitat and species – especially Kozjar. The plan for 2023 is to work with local stakeholders to produce a management plan to maintain the ecological integrity of the site and establish conservation measures to protect species and habitats.



Czech Republic – Spring Cleaning at Prachovice quarry

Last year we reported on work at Prachovice to install 70 bird boxes. These included boxes for smaller song birds, Starlings, bats and Tawny Owls. So it's really good to receive an update from the Czech Sustainability Team and the Plant Manager Karol Czubara. After checks by staff and volunteers we can report that close to 100% of the Songbird and Starling boxes were used. 60% of the bat boxes were used and 40% of the Tawny Owl boxes. The Tawny Owls where a significant success with chicks born during 2022 checked and ringed. The occupancy rate during the first year exceeded all expectations. So after such a successful year the team at Prachovice carried out some cleaning and repairs to the boxes over winter, so they were ready for their spring visitors return.

