

Thank you for speaking up!

In 2022, Cemex worldwide received **786** cases and **78** inquiries through our official channels (ETHOSline, ETHOS Committees, Human Resources, Legal and/or ethos@cemex.com).

Of the globally reported cases the Committees found that **48%** of the reported cases were substantiated and required remedial actions, which were implemented accordingly. Furthermore, Committees proactively addressed some non-substantiated cases by conducting policy and/or process reviews and providing targeted training to prevent future issues.

Overall, the consequences were:

- **182** disciplinary actions
- **108** employee terminations
- **74** policy and process reviews
- **46** remedial training sessions
- **43** terminations of commercial relationships with third parties

Once more, the ETHOS Program demonstrated an unwavering commitment to uphold high standards of ethical conduct and accountability across the organization.



To file a report or to make an inquiry, please reach out through:

ETHOS line

Anonymous | Confidential | Reliable

Available **24** hours a day, **7** days a week.

Tel: 0808 234 0792 <http://wb.cemex.com/>