



OUR

benefits

February 2025





Welcome

As a people first company, Cemex UK offers a comprehensive package of employee benefits designed to support various aspects of your life and career. These benefits include competitive pay and bonus schemes, an enhanced pension plan, and life assurance for your financial security. You can also take advantage of health and wellbeing resources, including periodic health checks, an Employee Assistance Programme and the Cycle2Work scheme.

Additionally, Cemex UK promotes work-life balance with paid leave, flexible working options where possible, and volunteering schemes. Your career development is encouraged through training opportunities and programmes to support your continuous growth and development.

Please note: All links to further information, are available to Cemex employees only.



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Pension Plans and Life Assurance

If you are over 18, you can join the Cemex UK Defined Contribution Pension Plan at any time. The minimum member contribution is 3% of basic pay and the minimum company contribution is 5% of basic pay.

You still make the full rate of National Insurance contributions and qualify for the State Second Pension but pay lower tax and National Insurance because the pension contributions are taken before tax and NI are calculated.

Contributions from you and Cemex are paid into an individual pension account and are then invested in a range of investment funds offered by the Standard Life Master Trust. The total value of the pension account, including investment returns, is used to provide benefits on retirement or death. The amount of benefit is determined by the value of the pension account.

If you choose not to join the DC Pension Plan then, subject to certain criteria, you will be automatically enrolled into the Pension Fund and you will pay 5% of your basic pay and Cemex will pay 3%. You can choose to opt out.

Life Assurance

Members of the DC Pension Plan are eligible for a death in service benefit of 5 x £salary and members of the Auto Enrolment scheme and employees who are not in either scheme, are eligible for a death in service benefit of 3 x £salary.

Our guide, which you can find [HERE](#) (or scan the QR code below), will help explain how the pension plan works and what you need to know to join. You can also visit this website to find out more about the Standard Life / Cemex Pension Plan: www.standardlifepensions.com/cemex



Scan for
your Cemex
pension
guide



Scan for
your pension
forms



Scan for
the Standard
Life/Cemex
webpage





Bonus Schemes



All employees are eligible to participate in one of our discretionary bonus schemes.

The bonus scheme that you belong to depends on your job and the area of the business that you work in. You are only able to participate in one bonus scheme at a time and bonus pay is dependent on company and individual performance.

Most employees are eligible for the discretionary General Bonus, but there are other discretionary schemes, including Sales Incentive Plans, Site Production bonus schemes and Variable Compensation. Your line manager will be able to advise which scheme you belong to and how it works.

Guidelines for the General Bonus Scheme can be accessed [HERE](#) or by scanning the QR Code.



Scan for
General Bonus
Guidelines



Training and Development



Cemex encourages a growth mindset, so that you feel empowered to learn, improve and reach your potential. You will have opportunity for an annual one-to-one with your manager where you can discuss any gaps in your knowledge and skills for the job you do now, as well as your future development and career path.

We support continuous learning in lots of different ways, including on-the-job-training and hands on experience, coaching and mentoring, e-learning, sponsored further education courses, apprenticeships, Cemex academies and leadership development programmes.



Annual Leave



Time off to spend with family and friends, and to do things you enjoy or need to do outside of work, is important for you and for Cemex.

Everyone has an annual paid holiday entitlement of at least 23 days and after 2 years, 5 weeks, plus bank holidays. We encourage you to plan your time off so that you take your full

entitlement and spread it throughout the year. Taking regular holidays from work can really boost your overall wellbeing as well as helping you to work better when you return.

Time off for Family and Caring Responsibilities

Full details about eligibility and how to apply for different types of time off to help with family and caring responsibilities are set out in our Family Rights Policy which you can find [HERE](#). These include:

- Maternity, Adoption, Paternity and Shared Parental Leave
- Emergency Time off for Dependents
- Parental Leave
- Carer's Leave
- Flexible Working Requests



Scan for
Family
Rights
Policy



Share Incentive Plan

After six months' service, the Cemex Buy As You Earn Plan (BAYE) gives you the opportunity to buy Cemex shares in a tax-efficient way. Shares are purchased from your pre-tax salary, before any income tax and National Insurance Contributions have been deducted.

The shares you buy must be held in the BAYE scheme for five years from their respective purchase date before they can be withdrawn free of income tax and National Insurance Contributions. Therefore, shares purchased in this way should be considered a medium to long-term investment. You'll also need to consider the risks associated with holding shares, as their value will fluctuate from the moment you purchase them.

Scan this QR code or click [HERE](#) for our booklet, providing full details about the BAYE scheme and how to join.



Scan for
BAYE
Booklet



We recommend that you read all the information, including the Terms and Conditions ("the T&Cs") (which can be found at www.esp-portal.com/clients/cemex) before deciding whether or not you want to participate.

If you have any questions about the BAYE scheme, you can call 0371 384 2040. Lines are open from 8:30 am until 5:30 pm Monday to Friday (excluding Public Holidays in England and Wales).



Cemex Lifestyle

The Cemex Lifestyle platform, provided by Pluxee, offers exclusive discounts and promotions on a huge number of shops, restaurants, activities, and online retailers.

Whether you want to save money on holidays, entertainment, your food shopping at Morrisons, your chicken at Nando's, your furniture at IKEA, or your music on iTunes, with a huge selection of 6,000 offers, you are sure to find something.

You can also sign up for the Pluxee Discounts App, enter competitions, try the savings calculator, or check out seasonal promotions. You can use the Cemex Lifestyle platform to access discounted gym membership, our Employee Purchase discounts, Cycle to Work

scheme, Employee Assistance Programme, and wellbeing resources.

To access the platform, scan the QR code or click [HERE](#). Register using your employee number and email address.



Scan for
Cemex
Lifestyle
Platform

Gym Membership

Get fit and stay healthy for less with MyGymDiscounts!

Through the Cemex Lifestyle platform (QR code above), you can save up to 25% on membership at thousands of gyms, leisure centres, yoga studios, bootcamps and more.

Find the lowest available corporate rates at over 3,800 health clubs and gyms across the UK, including major club chains, local leisure centres, hotel health clubs and independent gyms.





Cycle to Work Scheme

You can apply for our Cycle to Work scheme at any time and it's a great way to get a new bike of your choice and save as much as 42% of the usual cost!

The scheme works by allowing you to purchase a new bike and accessories through salary sacrifice, meaning you don't pay tax on the amount you have spent, saving you up to 42% on your new cycling gear. There is nothing to pay up front and the cost is deducted from your salary over 12 months. The maximum amount that you can spend on a bike and/or accessories is £3,000. This will allow those looking to purchase electric bikes to choose from a wider selection.

Our agreement is with Cycle2work from Halfords. You can shop in Halfords stores, Halfords online, Tredz. co.uk or at one of over 800 independent retailers by visiting www.cycle2work.info to see your local options.

To register for the scheme, scan the QR code or visit www.cemexlifestyle.co.uk or call 01908 303 498.

Once your application is approved, your Letter of Collection is issued within 48 hours, and you can go and collect your bike and equipment.



✦ Cycle Benefit Scheme

98% of bike brands are available through your Cycle Benefit Scheme.



INDEPENDENT BIKE SHOPS

With over 900 independent bike shops, you'll have access to over 98% of UK bike brands!



tredz

Tredz can deliver your fully built bike and accessories directly to your door within 7 days!



halfords

1 in 2 Cycle Benefit Scheme customers choose Halfords for their bike and accessories!



Scan for
Cemex
Lifestyle
Platform



Long Service Awards

Cemex values the long service that many employees give to the company.

In recognition of this commitment, an annual regional on-line event celebrates all employees who have reached certain milestones in their career with Cemex. These are at five years' service and every five years thereafter.

In addition, UK employees receive a discretionary long service gift for continuous service at 15, 25, 40 and 50 years' service.





Employee Assistance Programme

Free confidential counselling available 24/7

Cemex offers you a free, confidential employee assistance programme called Lifestyle Support. It can help you with any personal, work, or family issue you face.

You can talk to highly qualified counsellors about anything that's on your mind.

Lifestyle Support is not part of Cemex and is operated by an external provider, so you can be confident that Cemex does not receive any employee-specific information from them. Lifestyle Support is easy to access, available 24/7, and can provide help and support with a wide range of issues or concerns such as family matters, debt management,

relationships, depression and anxiety, consumer rights, dependent care, health issues, loss/bereavement, and wellbeing.

You can call 0808 168 2143, scan the QR code below or visit www.lifestyle-support.co.uk and use the login details:

- Username: cemex
- Password: cemex



Scan to
access
Lifestyle
Support





Your Wellbeing

Throughout the year our Cemex UK Wellbeing Strategy Group provides resources on a wide variety of wellbeing topics.

Throughout each wellbeing campaign we raise awareness, run webinars, share videos and provide resources for further support.

Keep an eye on UK News for our new campaigns.

Using these QR codes, you can access resources on Mental Health, Prostate and Testicular Cancer, Bowel Cancer, Breast Cancer, Menopause, Blood Pressure, Heart Disease, Mental Health, Depression, Quitting Smoking, Sleep and Anxiety, Cholesterol, Alcohol and Drugs support, and Neurodiversity..

Wellbeing resources can be found:

UK News website - Click [HERE](#) or scan the QR code below

HR SharePoint - Click [HERE](#) or scan the QR code below

Cemex Lifestyle Benefits Platform - Click [HERE](#) or scan the QR code below



Scan for
UK News



Scan for
Lifestyle
Benefits
Platform



Scan for
HR
Sharepoint





Health Screening

As an employer, Cemex is responsible for ensuring suitable controls are in place so that your work environment and tasks are not detrimental to your health and for providing appropriate health surveillance. This is arranged through an independent Occupational Health Service. Test results remain confidential between you and the Occupational Health Service.

As part of this health surveillance, you are offered an optional blood test. All test results are anonymous, and Cemex doesn't receive individual results, only a general indication of overall health trends.

We encourage you to take up health screening, including blood tests, as it can highlight any issues that you might not otherwise be aware of and would not find out about if you have no symptoms. In some cases, colleagues who have had health screening and blood tests have discovered issues requiring treatment.



Flu Vaccination

Cemex will reimburse the cost of the flu jab vaccination if you are not entitled to a free jab. Just provide your line manager with an itemised receipt and they will arrange for you to be reimbursed, up to a certain limit.

Note for Managers

Requests for reimbursement should be sent to the HR Admin team using the form found scanning the QR code or link [HERE](#).



Scan for
reimbursement
form



Eye Tests and Prescription Eyewear



If you are a Display, Screen, Equipment (DSE) user at work, you can visit any optician for an eye test and claim back the cost, up to a certain limit.

If your prescription specifically states that glasses are required for VDU use only (and not for general use) Cemex will reimburse you for the cost of the glasses, up to a certain limit. Reimbursement can be via an expense claim, which will require an itemised receipt.

If you require prescription safety glasses, please scan the QR code or click [HERE](#) and follow the steps to place an order.



Scan for
ordering safety
prescription
glasses



Lend a Hand Volunteering

As part of our Social Impact strategy, Cemex supports you to volunteer in the community. Our employee volunteer programme, Lend a Hand, encourages us all to play an active part in the communities where we live and work.

The programme gives you the opportunity to volunteer during work time for up to 8 hours during any 12-month period.

You can get involved in skills-based and hands-on volunteering activities which contribute to local community projects for both current and future generations.



If you would like to organise your Lend a Hand, please contact socialimpactuk@cemex.com for support.



Match Funding



If you are taking part in a sponsored event to raise money for a registered charity, Cemex could boost your fundraising total by matching a pound for every pound you raise, up to a certain limit.

Applications are subject to a consideration process and can be made by requesting a form from socialimpactuk@cemex.com.



Thanks For Your Efforts Award



Our Thanks for Your Efforts award helps you to show your appreciation when your colleagues' go the extra mile in terms of performance, effort, and attitude.

The award encourages and recognises exceptional behaviour, aligned to our Company Values:

- Ensuring Health & Safety
- Focusing on Customers
- Acting with Integrity
- Working as One Cemex
- Fostering Innovation
- Embracing Diversity

On a monthly basis, the nominations are collated, and a winner is selected.

Monthly winners are awarded a store voucher, and all nominees are recognised in UK News and CemExpress.

To nominate one of your colleagues, please complete a nomination form. You can request this from:

gb-hrplanning@cemex.com



Appreciation at Year End



As a small thank you for your efforts throughout the year, Cemex sends you a discretionary store gift card in December and this is posted to your home address.

Additionally, and also at the company's discretion, managers are allocated an amount to spend on an end-of-year event. Teams agree on the type of event they would like to have.

Digital Payslips

Payslips are accessible on-line for all employees, even if you don't have a Cemex email address.

To register for your online payslip, click [HERE](#) or scan the QR code below, which will take you to a form to complete. If you don't have access to a Cemex email address, you can register for online payslips using your personal email address.

If you have any technical difficulties accessing your payslip or registering with the interactive portal, please contact the help desk HRServicesUK@cemex.com.

If you have any queries relating to your pay, please contact payroll.UK@cemex.com.



Scan
to
register



EMEA
CEMEX
4YOU

OUR
experience

Digital Payslips Now Available to All

All employees can now register to access payslips online

No CEMEX email address
Use the QR code and follow the instructions to register for your digital payslips using your personal email address.

With CEMEX email address
Click the link in your welcome email from EY. Once you have enrolled, you will be able to access your payslip via Spark.

If you have any technical difficulties accessing your payslip or registering with the EY interactive portal, please contact the helpdesk: HRServicesUK@cemex.com.
If you have any queries relating to your pay, please contact payroll.UK@cemex.com.

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