

Thank You!

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A WORD FROM CARL...



CARL PLATT, DIRECTOR OF ASPHALT, PAVING, AND BUILDING PRODUCTS FOR EUROPE AND CHAIR OF THE UK COVID RAPID RESPONSE TEAM

"Welcome to this special edition of CEMEXPRESS, which we've dedicated to YOU; all our employees who have shown such exceptional dedication over the last six months. It's been a difficult time for us all, but **I am very proud of how well we have come together as a business.**

Working through the Coronavirus pandemic has presented some of the biggest challenges of my career – and I'm sure most of my colleagues will agree

with me! Managing an ever-changing situation and reacting to new government guidelines, all while balancing safety, ongoing projects - such as the divestments to Breedon - and meeting customer requirements, has required a more flexible approach to business than ever before.

As Chair of the UK Rapid Response Team (RRT) I've seen first-hand how much we've achieved, in such a short period of time. The company has rapidly adapted its operations with our on-site teams implementing physical distancing and other health and safety requirements phenomenally well, and many employees currently working remotely. **We've maintained the business while also keeping our staff, customers and contractors safe.** To date we've only had two confirmed cases of COVID-19 in our operations, both of whom have recovered well.

For me, one of the biggest successes of the UK team's pandemic response has been the open and honest dialogue we've had with our colleagues and employees throughout. There have been daily email updates, video summaries and Zoom sessions held with directors, while

many members of the RRT have spoken to employees individually too. **We want people to feel they can talk to us directly and people have responded to this positively.**

As an RRT, we've been patient in decision making and I'm very proud of this. Those who know me will appreciate this isn't necessarily one of my personality traits but as a team we've been controlled and clear with what we plan and expect to do. We've had difficult conversations and been upfront about these as well.

This period has also shown us that CEMEX UK plays an important role in a lot of communities across the country. We have donated PPE, hand sanitiser and other equipment to medical workers, schools, care homes and other organisations who needed our help. We've also played our part in raising the morale in our local area by recognising the NHS and other key workers; by raising banners at sites, putting messages on trucks, honking horns, clapping together and even lighting up the tower at Rugby Cement Plant. I will never forget driving past the plant that Thursday and seeing a nurse in uniform, taking photos,

smiling and laughing – our actions made a difference to her and many others.

When I speak to people in the business now, they are completely convinced that we did the right thing by staying open. While some may not have thought it at the time, they believe we made the correct calls, brought the business together and kept them safe, which is fantastic to hear. **It's been a real team effort. We all knuckled down and pulled together, and there has been a lot more sharing and collaboration as a result** – and a lot of virtual pubs too!

I'd like to finish by saying **THANK YOU** again for the commitment and tenacity you have all demonstrated and continue to show. I hope you enjoy this edition and use it as an opportunity to spend 15 minutes or so reflecting on the great job that has been done by everyone, throughout our business. It is a pleasure to work with you all."

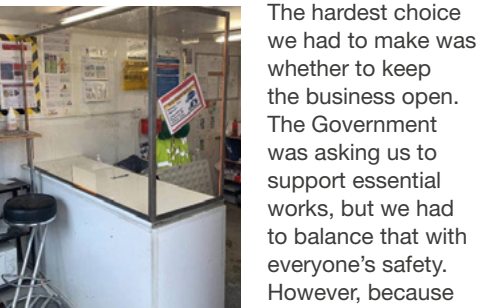
Carl Platt, Director of Asphalt, Paving, and Building Products for Europe, Chair of UK RRT

IN THE EYE OF THE STORM – REAPING THE BENEFITS OF A STRONG H&S CULTURE



ANDY TAYLOR, H&S DIRECTOR FOR FRANCE AND UK

We caught up with Andy Taylor, H&S Director for France and UK, to talk to him about the rollercoaster of the last few months. If anyone was in the eye of the storm it was Andy and his team, as they provided support and guidance to the business through the pandemic.



The hardest choice we had to make was whether to keep the business open. The Government was asking us to support essential works, but we had to balance that with everyone's safety. However, because of our strong Health

& Safety culture and amazing teamwork across the UK, we made the decision to continue to operate where we could ensure the necessary precautions were in place.

It was a concerning time and there was a lot of apprehension about how we were going to manage our business through the height of the pandemic. However, our business is experienced at dealing with risk and we knew we had the skills within our operations to do it. I have tremendous admiration for our operations teams, who have kept working throughout.

That said, it was a challenge for everyone. We've all had to change how we work as well as balance family and community concerns.



Working from home or being furloughed also has significant challenges that many of us haven't faced before.

Sourcing PPE and sanitiser was a huge issue initially and I have to mention the procurement team, the technical team at Southam and the admixtures team. The procurement team managed to source 23,000 face masks from our supplier in China – reaping the benefits of our streamlined procurement processes and suppliers. The team at Southam and the admixtures team rapidly turned their skills to making WHO standard hand sanitiser for all of our operations. It is a credit to them that we had enough to make donations to communities as well.



I'm grateful to the H&S team for their commitment and continued support. It was never a scenario we had imagined having to deal with but again, we reaped the benefits of our strong experience and skills in H&S.

My biggest concern going forwards is that we must continue to be vigilant. COVID-19 has not gone away and is still so contagious. We need to carry on with all the behaviours needed to prevent any infections, as well as our usual H&S activities.



I am proud of CEMEX UK when I reflect back over what we have been through. With the benefit of hindsight, I wouldn't change any of our decisions. I am also proud that we could share best practise with the MPA and the rest of the industry to help them reopen safely."



REFLECTIONS FROM MARINE AND SUPPLY CHAIN

We asked Dave Hart, Supply Chain Director, UK & France, and Kurt Cowdery, Marine Aggregates Director, UK for their thoughts about Marine and Supply Chain over the last few months.



"It's been fantastic to see so many of our sites recognising the NHS and other key workers; vehicle liveried, banners raised, horns sounded and teams participating in the Thursday Clap for Carers. This has been great for boosting the morale of those who work at, visit and pass our locations, and has been an important way to build community relations," commented Dave.

"However, we must not forget that our colleagues are themselves key workers. On behalf of everyone in Supply Chain, I'd like to thank our drivers, Planning & Customer Service teams, and everyone else involved in Supply Chain for their commitment and hard work. It has not always been easy but you should

all feel very proud of what you have achieved."

Kurt reflected, "The Marine Team has been fantastic. Masters and Senior Officers of each ship have stepped up and embraced the challenge, supported by our people. Our office-based team have worked tirelessly throughout this period to ensure the right balance is maintained, getting people home, furloughed, work life balance – it goes on and on.

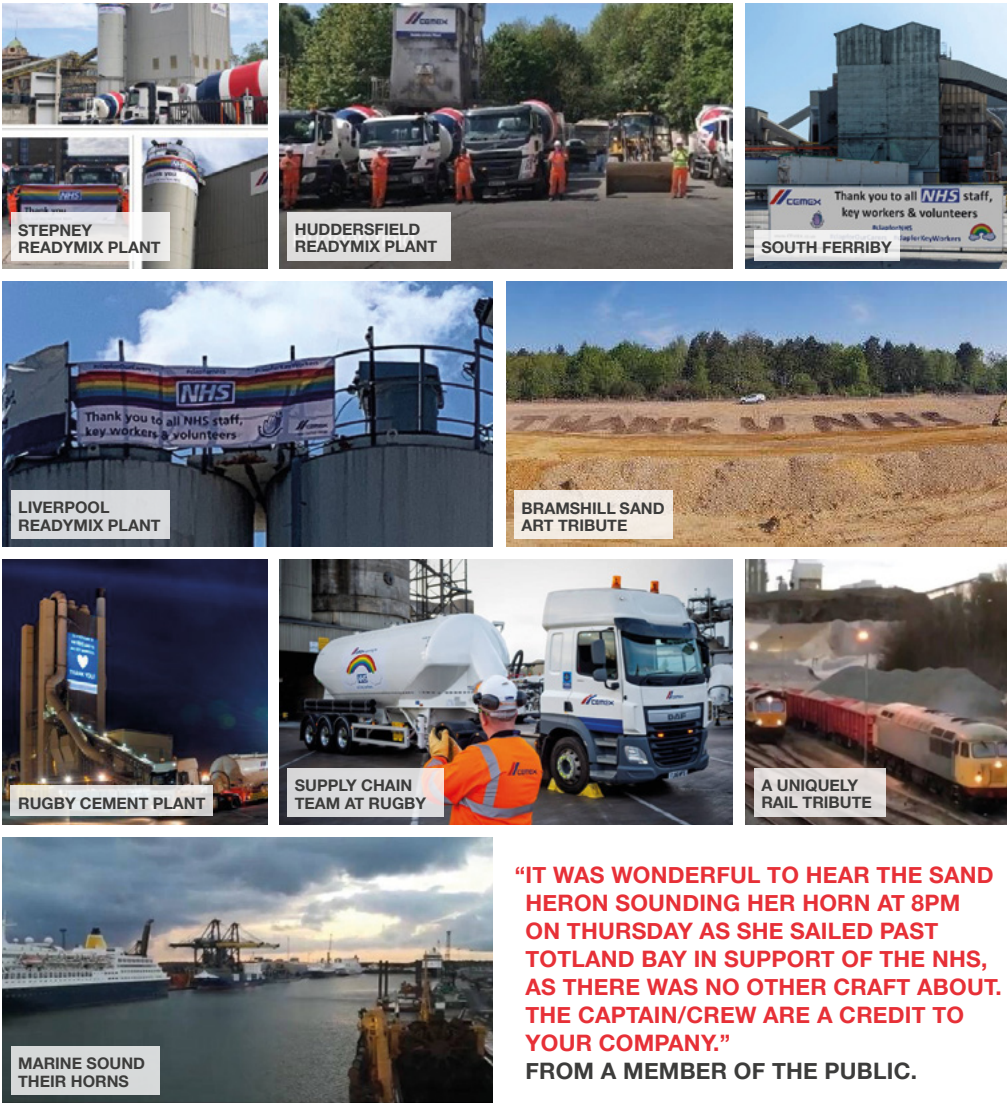
The Marine Team have demonstrated teamwork, sticking together and thinking outside the box, all at the highest level. By working hard to un-complicate a complex situation we've achieved something special. I wouldn't want to go through it again but, in a funny way I'm glad we did!"



THANK YOU KEY WORKERS

Lockdown made us realise how much our society relies on the likes of doctors, nurses, police officers, rubbish collectors, teachers, carers and YOU! One of the nicest aspects of the last few months is that we all took time to reflect and say a public thank you to those who keep our communities running.

Here is a montage of some of our tributes:



"IT WAS WONDERFUL TO HEAR THE SAND HERON SOUNDING HER HORN AT 8PM ON THURSDAY AS SHE SAILED PAST TOTLAND BAY IN SUPPORT OF THE NHS, AS THERE WAS NO OTHER CRAFT ABOUT. THE CAPTAIN/CREW ARE A CREDIT TO YOUR COMPANY." FROM A MEMBER OF THE PUBLIC.

BEST... FOR CUSTOMERS

OUR CUSTOMERS CAN TRUST US

CARL PLATT, DIRECTOR OF ASPHALT, PAVING & BUILDING PRODUCTS, EUROPE

We've all learnt a lot from the Coronavirus pandemic, both personally and as an organisation. For many of us, it has acted as an important reminder that people are at the heart of our business, whether that's on the operational side or when servicing customers.

Our teams have continued to work extremely hard to ensure our materials are produced, sold and delivered, all while staying safe and ensuring those who come into contact with us are safe as well.

People buy from people, whether it's through technology or not. Relationships are still very strong and have perhaps become even more so during this incredibly challenging period. Our customers need to know that they can trust us to provide a quality product safely, whenever and wherever they need it.

This reliability has certainly paid off. We have customers who we hadn't worked with before the pandemic who have now decided to stick with us. Their previous suppliers may have reopened but because we showed such great support during this difficult time, we've kept the business.

Moreover, the last six months have helped many of us to appreciate the value of all we do for the country. The industry wasn't shut down and the Government made it clear from early on that building projects were seen as essential.

Many of our products were used to directly support the COVID efforts; including supplying the Nightingale hospitals and various ongoing NHS projects such as car parks, new wards etc. On top of that, we've continued working with the utility market, assisting services such as water, electricity and broadband, particularly during the initial stages of the pandemic, and other vital infrastructure including highways.

Looking forward, recent announcements and investments such as the 'New Deal' for infrastructure and the HS2 project play into our field and present real opportunities for our business. Construction is at the heart of the Government's plans for the months and years to come because of its benefits to the economy and the jobs it creates. CEMEX remains fully committed to the UK and it's an exciting time to work for the business. I look forward to seeing what projects we're part of next.

PROUD TO HELP...

Helping to build a greater Britain seemed to be very apt during lockdown. It's not often that we stop and think about how our products support some of the most important buildings and infrastructure, without which our lives would be very different.

Here is a summary of some of essential projects:



The South East Materials team supplied concrete for a new isolation ward at the Royal Surrey County Hospital in Guildford. Pictured is IHC, Kevin Brown, delivering to the site.

The NE team supplied the ReadyMix for Darlington Fire Station. Tony Coleman, Commercial Sales Representative, praised the great efficiency and teamwork.

Gary Hayhurst, Unit Manager, and his team from Lincoln Asphalt plant supplied 110 tonnes of material to surface a new COVID Test Centre in Grantham.



The Scotland Asphalt team supplied Western General Hospital in Edinburgh with Asphalt for the entrance ramp to improve Ambulance access. Fantastic continued support throughout the lockdown from our resident haulier, Gordon Connor.

A short notice screed delivery out of Weeford was used for an emergency NHS accommodation building at Old Coventry Hospital. This was made possible by a great team: Euwan Johnson, Chloe Flory, Matt Doran, Barbara Bowden, Garry Webster, Tom Hall and Alex Maybury.



Lockdown caused many workplaces to close very suddenly. A number of our clients were keen to take advantage of the reduced traffic to progress critical works on roads. Following industry best practice and government advice, we managed to keep around half of our operational teams active on schemes between late March and May.

We couldn't have done all this without the support of the whole Paving Solutions team and our Supply Chain. It has been an epic undertaking and demonstrates what a great team we have and what we can achieve when we work together.

(The main images show the project in Sheffield, on the regeneration of the Castle Market area.)

BETTER BY A DISTANCE...

PAUL BRADSHAW, MARKETING STRATEGY & OPERATIONS MANAGER FOR CEMEX EUROPE.



needs, but wasn't a hard sell. The result was our Better by a Distance campaign, which offers a portfolio approach of products and services that we felt could help customers because of their unique features. For instance, saving on time, going digital with CEMEX Go or reducing labour on site.

This was a high-level approach that was different from how we normally market products and digital services, but one which had both internal and external benefits. Our

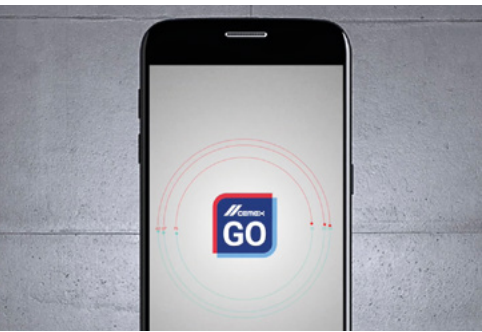
sales team could feel empowered to sell a wider package solution in a way that was coherent and clear, while our customers knew we understood the specific challenges they were facing.

When you combine our sales, marketing and technical expertise with our ability to maintain supply throughout the lockdown period (something many of our competitors were unable to do), it helps to explain why we achieved such strong NPS scores over the last quarter. The high level of service provided by our customer support centres, plants and drivers made a real impact and we should all feel very proud of what has been achieved. We've seen lots of great posts and feedback on LinkedIn too, with our teams sharing customer responses and case studies – all of which is very positive for building our profile.

Moving forward, we'd like to enhance and build on this packaged approach of our products and services; perhaps those which offer sustainability innovations, as we know this is going to be a big focus for the remainder of the year.

It's important that we ask our customers for their feedback and try to identify their challenges more on job sites. That's the big learning for us – we can package our products and services based on what we know, but we need more customer insight to help us evolve and adapt our proposition right along the value chain."

CLOSE CUSTOMER PARTNERSHIP SUPPORTS APP SUCCESS



Thanks to excellent teamwork from the sales and customer development teams the UK business was able to provide valuable feedback on a full-service mobile ordering and tracking app CEMEX is building for global use, despite the pressures of the pandemic.

This new app aims to enhance customer experience and bridge the gap between what the CEMEX Go platform can currently provide and the full mobile solution customers need. Aimed at builders, it will be an integrated mobile application that allows the foreman and site manager to manage the full order to delivery process.

As part of the development phase, customer input was sought from four of our operations across the world; the UK, USA, Israel and Spain. More than 50 customers took part in the research globally and the collaboration within our Europe region was complemented with support from our development team in Mexico, led by Alberto Marquez.

Since February this year, the sales and customer development teams in the UK have been working with six customers from the

London Readymix business to gather feedback on a test version of the new CEMEX Go mobile app. Despite the considerable challenges posed by the pandemic, the team were able to complete five or six rounds of interviews with each customer.

Steve Large, who is leading CEMEX Go support for Europe as part of the CEMEX Go Digital Stores global team, commented: "The work that has been done by the UK teams as part of this app development is not visible to many in the organisation, but the value of it is huge. This close partnership with the customer will allow us to develop a market-leading mobile solution and this simply couldn't have happened without the vital feedback they have provided.

We would like to thank all those that were involved in coordinating and managing these interviews, particularly considering the added pressure of a pandemic! It was a real commitment – six customers took part across a four-month period. The support of the team and the customers has been incredible."

Thank you to Tamsin Rodriguez, Charlotte Sanson, Steve Barakeh and the London sales team, as well as the customers, who included:



HOW WAS YOUR LOCKDOWN?

We wanted to find out about different people's experiences over the last few months so asked a selection of people from around our operations some questions.

HERE'S WHAT THEY SAID...



GAVIN COWEN
PLANT DIRECTOR,
TILBURY GRINDING PLANT, ESSEX

Q1. What were the main challenges of COVID-19 for you (work or family life)?

On the plant we had to furlough 10 employees for three months, then ensure that by following new risk assessments and safety systems, they were able to safely return. Every person working in the office environment was issued with their own mouse and keyboard, their own crockery in sealed plastic boxes and cleaning instructions for before and after they entered and left their offices. A COVID-19 test and trace office was also set up to measure temperature and use the track and trace questionnaire.

Q2. Did you work from home or as usual at site/in cab?

We limited the main office staff to only one person in the main office each day, so we all worked in our own bubbles, cleaning and sterilising on every visit.

Q3. What was your favourite lockdown activity and why?

The best bit of lockdown for me was the birth of my first grandchildren - Mila and Tommy. I am now a very proud Grandad Gavin! Mila and Tommy are CEMEX babies as my son and son in law are both CEMEX employees (Lee Cowen, Cement Miller at Tilbury Grinding Plant and Liam Cranfield, Quality Technician at Rochester Works rail factory).



JON WELLS

BEING THE BEST...

VIRGINIA FLEK
SENIOR SALES EXECUTIVE,
CEMEX ADMIXTURES UK, RUGBY

Q1. What were the main challenges of COVID-19 for you (work or family life)?

The main challenge has been getting to grips with online meetings. Zoom, Skype and Teams offered a steep learning curve, each with their advantages and disadvantages. However, I'm truly thankful that my children are now grown so I'm not required to home school as that must be quite demanding.

Q2. Did you work from home or as usual at site/in cab?

The main challenge has been getting to grips with online meetings. Zoom, Skype and Teams offered a steep learning curve, each with their advantages and disadvantages. However, I'm truly thankful that my children are now grown so I'm not required to home school as that must be quite demanding.

Q3. What was your favourite lockdown activity and why?

My favourite lockdown activity has been our family weekly quiz. It has been a treat to have my sons back from Uni and do this together. Though setting our own questions has meant some of the categories have been quite testing, e.g 'Derby County 1884 - 2020'!



VIRGINIA FLEK

JON WELLS
REGIONAL HEALTH & SAFETY ADVISOR,
BRISTOL

Q1. What were the main challenges of COVID-19 for you (work or family life)?

Not seeing family and friends has been a real challenge, which I'm sure is a similar experience for many others. I'm very family orientated and whilst we have become more comfortable with virtual catch ups, we really missed each other.

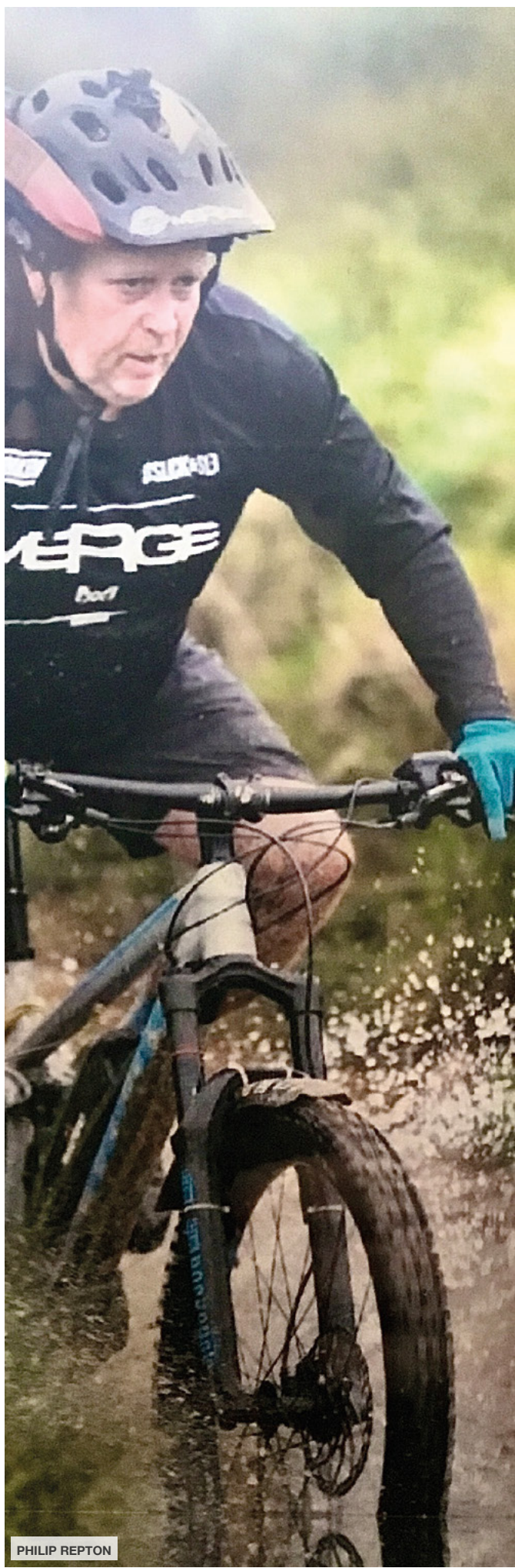
Q2. Did you work from home or as usual at site/in cab?

I was based from home, but with site visits to support operations teams. It's been so good to see how teams have not only brought in control measures based on government guidance and CEMEX protocols, but also introduced best practices which we've then been able to share across the business.

Q3. What was your favourite lockdown activity and why?

I caught up on a number of DIY jobs, but also focussed some efforts on trying to improve my running fitness. I achieved personal bests in 5km & 10km running locally and whilst still a few seconds off my target times I'm not far away!

BEING THE BEST...



PHILIP REPTON

PHILIP REPTON
DEPOT/ASPHALT PLANT MANAGER,
SALFORD

Q1. What were the main challenges of COVID-19 for you (work or family life)?

Keeping my family and team at Salford safe whilst continuing to work and implement COVID-19 control measures. We had to completely change the way we work on site, with implementation of electronic signage and COVID inductions on QR codes to name a few.

Q2. Did you work from home or as usual at site/in cab?

I was on site as usual, traveling to and from Salford to support my team.

Q3. What was your favourite lockdown activity and why?

My favourite lockdown activity was getting out on the mountain bike as this helps with my fitness and mental health, which is just as important as washing your hands and social distancing.



LUCY BIRCH

LUCY BIRCH
READYMIX CUSTOMER SERVICE MANAGER,
RUGBY

Q1. What were the main challenges of COVID-19 for you (work or family life)?

Initially the main challenge was adapting to working from home. To go from working in a Service Centre of 70 people to sitting at a dining table on my own was quite an adjustment.

Q2. Did you work from home or as usual at site/in cab?

I have been working from home since the end of March, but have recently been spending time in the office as part of a pilot scheme to bring people back in.

Q3. What was your favourite lockdown activity and why?

I wish I had something wildly exciting as an answer here but the honest response is that I had such a huge sense of achievement from finishing decorating my dining room that it really stands out in my mind. It was a long and at times, painful, process that I've bored some of my colleagues about already!



TOM BRENNAN

TOM BRENNAN
QUARRY MANAGER,
HATFIELD QUARRY

Q1. What were the main challenges of COVID-19 for you (work or family life)?

We had to implement huge changes in the way we work onsite. The team at Hatfield worked exceptionally well in the difficult circumstances and adapted to the changes despite the ongoing pandemic.

Q2. Did you work from home or as usual at site/in cab?

On site throughout, with COVID secure measures.

Q3. What was your favourite lockdown activity and why?

Taking my 9-month-old daughter on her first holiday. It ended up being a staycation rather than going abroad but we all had a great time.

MATT BLAND
FLEET SAFETY AND DEVELOPMENT MASTER,
CEMEX UK MARINE, SOUTHAMPTON

Q1. What were the main challenges of COVID-19 for you (work or family life)?

The main part of my role is marine safety and compliance, which involves regularly meeting with the teams on board our ships across the country. During the pandemic it wasn't possible to visit the ships, so I had to find other ways to keep this going. I was also involved in monitoring international, national, and industry guidance for COVID-19 precautions and implementing the necessary measures on board.

Q2. Did you work from home or as usual at site/in cab?

I worked from home throughout the pandemic, as the Marine office in Southampton was closed.

Q3. What was your favourite lockdown activity and why?

My favourite lockdown activity has been walking. At the start I was sitting down at the computer from 07.30 and still there late into the evening, so I got into the habit of walking for an hour in the middle of the day and again in the evening, to get away from the computer and into the fresh air.



MATT BLAND

VINCE KINGMAN
INDEPENDENT HAULIER CONTRACTOR
(MULTI-OWNER), SURREY

Q1. What were the main challenges of COVID-19 for you (work or family life)?

From a family perspective, the main challenge has been not seeing them. We have a vulnerable daughter, who is single and has two children, but has had to shield herself throughout. Work-wise, the biggest challenge has been speaking to people we haven't spoken to before and having to build new relationships remotely.

Q2. Did you work from home or as usual at site/in cab?

I worked from home and it was business as usual.

Q3. What was your favourite lockdown activity and why?

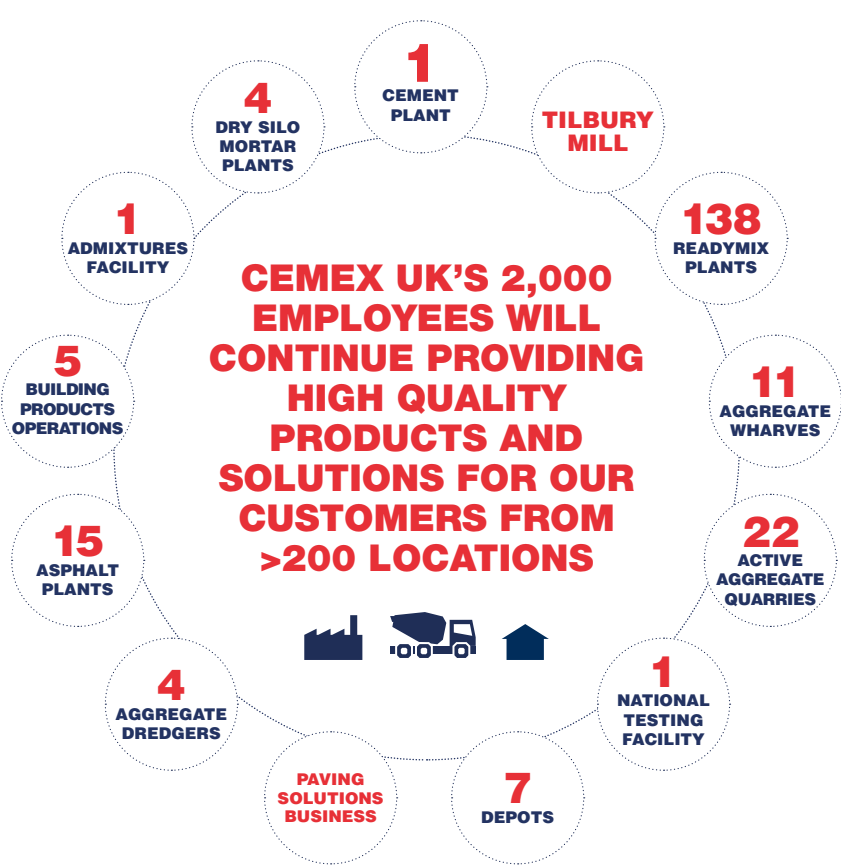
My favourite lockdown activity was walking. We found walks in the local Surrey countryside that we never knew existed.



VINCE KINGMAN

A METROPOLITAN FOCUS

UK PORTFOLIO



One of our company's global priorities is to return CEMEX to investment grade, which means making us more attractive to investors and reducing debt. The Stronger CEMEX plan, launched in July 2018, aims to secure our place as a global leader in our industry. It includes a commitment that CEMEX will optimise its portfolio. This will be achieved by focusing on markets with the greatest long-term potential and by divesting between US\$1.5 and 2 billion by 2020, to accelerate growth.

Earlier this year CEMEX announced that it had agreed to sell part of its UK business in markets with a better fit for the buyer to Breedon Group, a leading construction materials group in Great Britain and Ireland, for £178M. The divested sites included 49 readymix plants, 28 aggregate

quarries, four depots, one cement terminal, 14 asphalt plants and four concrete products operations. Part of the Paving Solutions business was also included in the sale, as well as some inactive sites.

The sale to Breedon completed at end of July following a detailed consultation process with affected employees, and regular, clear communication to all our employees. With the closing of this transaction, the company has met its stated divestment target.

Breedon will operate the acquired assets under Pinnacle Construction Materials whilst completing their competition clearance process with the Competition & Markets Authority.

Strategic Planning Director David Beck commented "I would like to thank all those who helped to make the divestment to Breedon as smooth as possible. CEMEX remains committed to evolving our UK and Europe business by investing in growing our target markets, particularly in metropolitan areas, and above all, keeping everyone safe and healthy."

A DIFFICULT DECISION



During May 2020 it was announced that the South Ferraby cement plant would be mothballed during the third quarter of 2020.

This is because the South Ferraby cement plant is one of the least cost-efficient plants in our region, with good quality cement available from other sources at lower costs. Demand for cement is healthy in the UK, but competition from cheaper sources is equally strong. Our Europe business has provided clearer vision to optimise where materials are sourced, manufactured and supplied to our customers.

After necessary consultations were completed the plant was mothballed indefinitely in July with clinker production stopped. Clay from the quarry continued to be supplied to complete

the Environment Agency flood protection project and we remain committed to this.

Unfortunately, 114 roles were made redundant and following the plant mothballing it was also announced that the South Ferraby logistics fleet would no longer be required, which may result in further redundancies. Our cement customers are now supplied from our existing cement network, including the plants at Rugby and Tilbury and import facilities at Newport and Leith.

Cement Operations Director Philip Baynes-Clark commented, "Firstly I want to express my profound gratitude to the professional conduct of the team at South Ferraby in safely mothballing the plant – which is a complex process. It is always a difficult decision to close any plant and it was especially hard to say goodbye to people who I have worked with for many years. I thank them for all their hard work for CEMEX and wish them all the best for the future.

CEMEX remains committed to the UK and its European business, which is one of the company's largest regions, and will continue to have a strong national presence. CEMEX invested more than £52m in new capital projects during 2019 alongside significant ongoing investment into the UK cement business, demonstrating its continued importance to the company."



A TIME LIKE NO OTHER



Lex Russell, Managing Director UK Materials, explains the decision to keep CEMEX UK open for business during the pandemic and the positive impact it's had on our business performance.

"When COVID-19 hit our UK business in March 2020 it was fast recognised as a crisis requiring a Rapid Response Team to closely manage the situation day to day. Keeping everyone safe and healthy is always our first priority and we had to ensure that all CEMEX sites were COVID secure. Our ability to supply customers safely was really appreciated as it allowed the safe completion of projects that our competitors had abandoned.

Our amazing people rose to the challenge finding innovative solutions to keep our people safe and following all government advice protocols. We had to decide very quickly whether to continue operating our sites or to shut down as our competitors did.



Encouraged by our trade associations, such as the CBI, MPA and Construction Leadership Council, we decided to keep operating and the Government soon confirmed our status as a safe and essential industry. It was a difficult time for many of our teams, knowing that others were furloughed at home, but we kept our sites running wherever it was safe to do so.

The result was that we were able to support our customers and enable them to keep working when our competitors could not. Together we helped to maintain economic activity whilst ensuring all essential services could continue. Our financial performance was impacted in March and April, but the losses were a fraction of what they could have been. We continued to reap the benefits in June and July with volumes and performance much better than expected."

I want to personally thank everyone for their determination and problem-solving mentality to keep our business operating safely during the pandemic. These huge efforts are a lasting legacy that we should all be very proud of. The outlook for 2020 is still unclear, but if we all keep working together as one team, we will get through it."

HELPING OUT



The pandemic has really highlighted the importance of community. By joining forces with other businesses, CEMEX UK has been able to help those who are most vulnerable. We spoke to Andlyn White, Corporate Social Responsibility (CSR) Manager for CEMEX UK, about how people's view of helping communities has changed.

"The last few months have taught us that we are all in this together. By understanding the needs of our society, businesses can have a big

influence and make a difficult time a little easier. It has really highlighted that you can't separate businesses from the communities they operate in."

"Businesses have a huge wealth of skills which they can use to help out. For example, our technical teams have used their expertise in admixtures and chemistry to make WHO standard hand sanitiser. We have even been able to donate some to our communities."

"Our IT team has donated extra devices to hospices so patients don't go through difficult times alone. We have provided schools and care homes with personal safety equipment. Even gestures such as displaying our thanks via a light up on our site can help to boost morale and mean so much during a difficult time.

CSR isn't just about doing nice things. It is about recognising that businesses have moral responsibility to help and those actions create a positive and binding value for everyone involved."

HAVING A POSTIVE IMPACT

Six months of community support:

SOUTHAM LIONS/INVOPAK COLLABORATION

Distributing hand sanitiser to medical facilities, schools, community groups.



PAN INTERCULTURAL ARTS

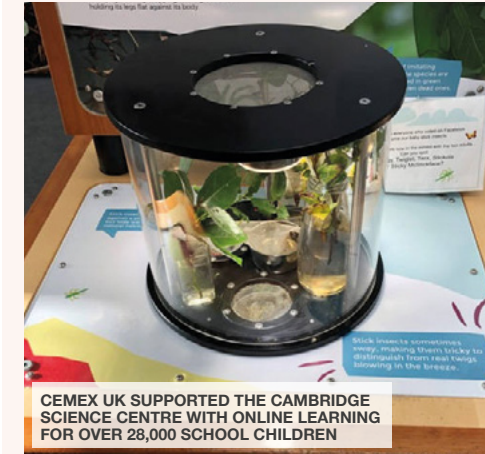
Supporting a class of young refugee and asylum seekers by giving them a safe space digitally to express their emotions through art.

SALFORD FIRE SERVICE



CAMBRIDGE SCIENCE CENTRE

Bringing digital learning via youtube science lessons to children in lockdown.



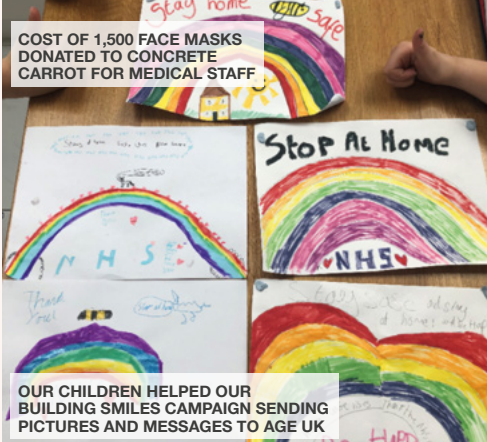
CONCRETE CARROT DONATION



GIRLGUIDING IN SURREY



AGE UK



"Thanks to CEMEX for thinking of us. The sanitiser will be used to keep our wonderful staff and clients safe."

Age UK Coventry and Warwick

MYTON HOSPICE

CEMEX UK's LAB Experts donated hand sanitiser to Myton Hospice

- 450 facemasks and 20 litres of hand sanitiser to the Halton Haven Hospice
- 1000 pairs of gloves donated by Northfleet Block plant to St Luke's hospice



STOLL

Supporting mental health services for vulnerable veterans.



"Thank you for your amazingly generous donation of the video enabling devices, which will be priceless to our patients and families. To be able to keep in touch with their families is quite simply amazing at such a precious time."

"Thanks to you our nurses and frontline care teams can care for our terminally ill patients knowing they will be much better protected against COVID-19."

Chris Wilmott, Myton Hospice Rugby

NU:GEN CARE

Carryitcome project - Supporting our black elderly members by ensuring that they have access to ingredients and meals that are familiar to them.

BUXTON PLANT DONATION

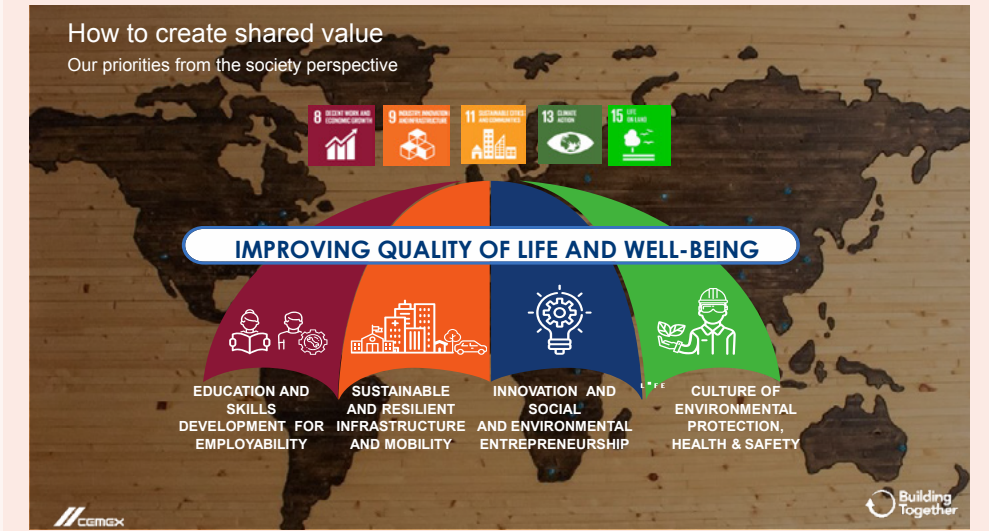


WHY IS CSR IMPORTANT?

'Building a better future' means CEMEX has a social responsibility to make the world a better place. To build a better future we must focus on how we can make a better today. It is key for us to understand the challenges within our communities and provide the resources we can to help. We all have an individual responsibility to care for one another and our planet, and this culture is becoming increasingly important in the companies and places we work.

WHAT IS THE ROLE OF CSR?

CSR assesses the impact the company has on our communities. It also proactively seeks socially beneficial activities for CEMEX to invest in. This all contributes to our vision, our strategic aims to understand stakeholders' expectations, and to fully manage our company's impact on the world.





IT'S BEEN A WHILE SINCE THE LAST CEMEXPRESS AND CONSEQUENTLY WE HAVE A FEW MONTHS' WORTH OF THANKS FOR YOUR EFFORT AWARDS TO MENTION.

HERE ARE THE WORTHY WINNERS:

CARL NEUBAUER, TECHNICIAN, AGGREGATES/TECHNICAL



Stopped at the scene of an accident to help a member of the public.

Carl was driving home in poor weather when he passed an ASDA delivery van on its side in a ditch. Carl found that the driver was still inside and unable to get out. Carl and another motorist were able to help the driver out uninjured. He then took the driver to a local cafe to stay warm whilst they arranged recovery and onward travel.

THE NATIONAL TECHNICAL CENTRE TEAM

For developing a WHO standard sanitising hand-rub during the initial weeks of the COVID-19 lockdown.



PETER DICK, HGV DRIVER LOGISTICS EAST ANGLIA,

Helped a cyclist, by stepping in to save her from harm.

As Peter left Wangford quarry for a delivery, he was told by a local that there was a cyclist further up the road and he should be careful. He continued his journey keeping an eye out but there was no sign of her.

He suddenly heard cries for help so stopped his truck. The lady in question was down a bank and stuck in mud up to her knees. Peter donned a face mask and gloves and descended the bank to help.

Peter managed to drag her out safely. After a chat to make sure she was OK, she left to return home and Peter continued his delivery.

Who do you think deserves and 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 Rob Greenfield for a nomination form on gb-hrplanning@cemex.com

MARK LAWTON, TONY LIMER, NATHAN SHIPSTONE AND GARY BRESNAHAN



Night Shift Operatives both Maintenance and Finished Products departments at Aggregates, Dove Holes quarry – for reacting to an emergency where a security guard was having a heart attack.

The Operatives showed teamwork and a collective calmness in reassuring and treating the poorly person. The security guard was treated as a responsive casualty with chest pains and was monitored using first aid knowledge and the onsite defibrillator. CEMEX Operatives reacted quickly and safely which meant the casualty was able to get to hospital alive where he had two stents fitted.

CLINT YARWOOD, UK IT SUPPORT LEADER

For his calm response helping a colleague fix his laptop remotely for three hours one evening before a vital meeting.

Clint is always available to help, always gives 110%. So many times Clint has come to the rescue when the GSC are unable to help, often during the weekend and evenings. Clint has displayed this behaviour over a very long and sustained period and in this instance I really feel he deserves the recognition.



GAVIN HERRICK, ASSISTANT QUARRY MANAGER, WEST DEEPIING

A mains water pipe feeding the local villages burst on our site boundary, flooding the local road and site car park.

Gavin organised the digging out of a large amount of soil on site using our machinery to help Anglian Water repair the pipe more quickly restoring water supply to the village. He worked until 9pm to help and ensure the work was carried out safely.

MEETING THE CHALLENGE

INTERVIEW WITH STEPH HORN, HR DIRECTOR FOR CEMEX UK



Q. WHAT HAVE BEEN THE MAIN CHALLENGES TO OUR EMPLOYEES' WAYS OF WORKING AS A RESULT OF COVID-19?

Most of our people have worked throughout the pandemic and we are all very proud that so many of our sites have stayed open throughout. We still had our jobs to do, but working in new ways that would keep us all as safe as possible from the virus. The speed and way we applied ourselves to putting all the necessary measures in place to help prevent the spread of COVID-19 was impressive.

Around 500 people who are usually based at our larger offices have been working from home. We're being very careful and measured in considering when and how they can return to their offices. In the short term this will depend on business needs and specific individual circumstances, but we are a 'people' business and we still see offices as an important environment to enable people to work at their best.

Q. AND FOR THE HR TEAM AS THE SITUATION HAS DEVELOPED?

Low demand in parts of our UK business during the pandemic meant that we furloughed some employees, which was a complex exercise. There were the challenges of getting to grips with a completely new government scheme and working out how best we could use it to help CEMEX and our employees. We needed to produce guidance information for managers, so that they understood the details of the scheme themselves and could explain it to the people being furloughed. Then we needed to carefully track furlough dates so that we could make accurate claims from the Government every month. The health and safety of all our employees is our number one priority and we've needed to be especially considerate of employees who are more vulnerable to the risks of COVID-19.

Q. HOW WELL DO YOU THINK PEOPLE HAVE ADJUSTED TO THE CHANGES TO OUR WORKING LIFE?

Remarkably well. In truth, most of us are probably feeling quite unsettled by the pandemic. We don't underestimate the challenges that such a significant level of change presents and it has been important for line managers to stay close to their teams and for us all to support our friends and colleagues.

Q. WHAT DO YOU THINK THE FUTURE CHALLENGES WILL BE AS WE ADJUST TO THE NEW NORMAL?

Taking the positives out of a very difficult situation, we have adapted much more quickly than we might have otherwise thought possible to different ways of working – for example, remote working and more flexible working arrangements. While these are temporary, it is helping us think about how it might be possible to work more flexibly in the future.



GET READY FOR THE 2020 WE'X SURVEY

Delivering a delightful Workforce Experience is an organisational priority at CEMEX

This year the 2020 WE'X survey will run in a different and more complex environment, however its goal remains the same, it is a company wide effort to make a meaningful impact on the Workforce Experience for all of us at CEMEX.

The 2020 WE'X survey will focus on capturing your feedback around 4 key Workforce Experience Attributes:

- Feeling I Belong
- Enabling My Work
- Trusting My Leaders
- Building My Future

The 2020 WE'X survey is our chance to create the conditions that will improve all our working experiences at CEMEX.

Be sure to have your say in our 2020 WE'X survey which will run from October 19 to November 8.