



CEMEX POLICY Statement

CEMEX, in compliance with all applicable laws and regulations, respects all rights of its employees and other third parties that have a relationship with CEMEX, including their right to protect their personal data and those resulting from the United Nations Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and The Inter American Convention on Human Rights, as they are applicable to CEMEX. We are also signatories of and actively participate in the United Nations Global Compact.

To meet this commitment, we will set in place relevant processes to identify, prevent, mitigate, and if necessary remediate, any violations or non compliance with the above mentioned laws, regulations, declarations or International Treaties that are applicable. Other Corporate Policies that support this commitment include, but are not limited to: the CEMEX Health & Safety Policy, the CEMEX Code of Ethics and Business Conduct, CEMEX Suppliers Code of Conduct When Doing Business With Us, and CEMEX Environmental Policies. Furthermore, to achieve these objectives, CEMEX we will continue to:

- Prioritize, assess, and address any potential for adverse impacts associated with conducting our businesses resulting from any non compliance with this Policy Statement.
- Promote the observance and respect for all applicable laws, regulations, declarations or International treaties as applicable through communication efforts and visible management engagement.
- Build ever-increasing capacity across the company through training, reinforced with communication campaigns in order to raise awareness and understanding of this Policy Statement across the different departments and business sectors of our operations.
- Encourage open feedback through grievance mechanisms and engage by establishing effective operational-level support.
- Work with governments, public authorities, private companies, among others to continuously advance our knowledge, intelligence and tools.
- Monitor and communicate on CEMEX's performance to drive continuous improvement.

This Statement provides direction and guidance to ensure that CEMEX's practices and processes comply with applicable laws, regulations, declarations and International Treaties as they are applicable in the different countries in which CEMEX conducts its businesses. The Policy applies to all CEMEX employees. CEMEX also expects all business partners and other related parties with whom CEMEX does business to uphold the principles of this Policy.

A handwritten signature in blue ink, appearing to read "Fernando A. González".

Fernando A. González
Chief Executive Officer

July 23, 2014