



2017 Integrated Report

GRI Content Index



GENERAL DISCLOSURES		Page Reference or Disclosure	Omissions	SDG Link	UNCG
GRI 101: Foundation 2016					
Organizational profile					
GRI 102:	GRI 102-1	Name of the organization.	CEMEX SAB de CV		
General Disclosures 2016	GRI 102-2	Primary brands, products, and services.	p.3 - Company snapshot p.4 - Our offering portfolio p.25 - Delivering superior performance building products, solutions and services p.27 - Developing efficient buildings, resilient infrastructure and affordable housing We do not sell products that are banned in certain markets or that were the subject of stakeholder questions or public debate.		
	GRI 102-3	Location of headquarters.	San Pedro Garza García, México		
	GRI 102-4	Location of operations.	p.3 - Company snapshot p.173- Main subsidiaries		
	GRI 102-5	Nature of ownership and legal form.	CEMEX SAB de CV (NYSE: CX / BMV: CEMEX), a holding company, is a public stock corporation with variable capital organized under the laws of Mexico.		
	GRI 102-6	Markets served.	p.3 - Company Snapshot p.34 - Global Review of Operations		
	GRI 102-7	Scale of the organization.	p.3 - Company snapshot p.4 - Our offering portfolio p. 7 - Our Vision and Value Creation Model p.34-37 Global Review of Operations p.81 - Consolidated Statements of Operations		
	GRI 102-8	Information on employees and other workers.	p.20 - Our 2016 Global Workforce p.179 - Non-financial Information Permanent Employees: 32,569 Male 5,761 Female 38,330 Total. Temporary Employees: 2,406 Male 142 Female 2,548 Total Permanent Employees: 3,847 Central 7,223 Mexico 8,380 USA 3,084 AMEA 10,020 Europe 5,776 SCA&C 38,330 Total. Temporary Employees: 0 Central 2,062 Mexico 0 USA 0 AMEA 393 Europe 93 SCA&C 2,548 Total. Full-time Employees: 34,871 Male 5,765 Female 40,636 Total. Part-time 104 Male 138 Female. We do not have a substantial number of workers who are legally recognized as self-employed. Seasonal variations are insignificant.	8.5, 10.3	6
	GRI 102-9	Organization's supply chain.	p.4 Our portfolio offering How cement is made http://archive.cemex.com/ProductsServices/CementProductionProcess.aspx Suppliers https://www.cemex.com/suppliers/overview		3
	GRI 102-10	Significant changes to the organization and its supply chain.	p.80, p.105-109 - Notes to the consolidated financial statement		
	GRI 102-11	Precautionary approach or principle is addressed by the organization.	p.11 - Risks management p.25 - Delivering superior performance building products, solutions and services Position Paper on Climate Change: https://www.cemex.com/documents/20143/11681621/CEMEX_POSITION_on_Climate_Change.pdf/745d16f9-f2f3-373c-6918-45289a8c1252		

GENERAL DISCLOSURES			Page Reference or Disclosure	Omissions	SDG Link	UNCG
GRI 102: General Disclosures 2016	GRI 102-12	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes.	CEMEX has been a signatory to the UNGC since 2004. For more information, see www.unglobalcompact.org . CEMEX is a founding member of the Cement Sustainability Initiative, a voluntary sector project of the World Business Council for Sustainable Development established in 1999, and adheres to the Cement Sustainability Initiative's protocol for measuring emissions. For more information see www.wbcscement.org . CEMEX is also a member of the Carbon Pricing Leadership Coalition.			
	GRI 102-13	Memberships of associations and national or international advocacy organizations in which the organization is involved.	p.63 - Proactive stakeholder engagement Global Partnerships: https://www.cemex.com/sustainability/stakeholder-engagement/global-partnerships Sustainability Organizations: Cement Sustainability Initiative WBCSD, Carbon Pricing Leadership Coalition, Industry Associations: CEMBUREAU (Europe), FICEM / FIHP (Latin America), PCA / NRMCA (EEUU), Cemap (Philippines), Canacem (Mexico)			
Strategy						
GRI 102: General Disclosures 2016	GRI 102-14	Statement from the most senior decision-maker of the organization.	p.5-6 - Letter to shareholders			
	GRI 102-15	Description of key impacts, risks, and opportunities.	p.11 - Risks management p.38-40 - Sustainability is fully embedded in our business			
Ethics and integrity						
GRI 102: General Disclosures 2016	GRI 102-16	Organization's values, principles, standards and norms of behavior.	Code of Ethics and Business Conduct, p.8-11 https://www.cemex.com/documents/20143/11674932/CodeOfEthics.pdf/26497246-f05a-9350-d586-3250b202d4d2 Company values: https://www.cemex.com/about-us/our-history?inheritRedirect=true		16.3	10
	GRI 102-17	Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity.	p.73 Integrity and compliance ETHOSline as a safe and confidential tool to ask questions and report potential violations related to ethics (anonymous option is available, except for France due to local legal requirements), compliance and governance topics. ETHOSline can be accessed either online or throughout intranet and is available to all employees. Our reporting system is now managed by The Network, a third-party expert on ethics and compliance reporting. ETHOSline is open for the public in general. Local ethics committees are also available in most of the countries where we operate.		16.3	10
Governance						
GRI 102: General Disclosures 2016	GRI 102-18	Governance structure of the organization.	p.38 - Our sustainability approach p.68 - Corporate Governance Investor Center: https://www.cemex.com/investors/corporate-governance#management-team			
	GRI 102-19	Process for delegating authority for economic, environmental and social topics.	p.38 - Our sustainability approach			
	GRI 102-20	Appointed executive-level position or positions with responsibility for economic, environmental and social topics.	p.38 - Our sustainability approach			
	GRI 102-21	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics.	p.38 - Our sustainability approach p.64 Stakeholder engagement and communication mechanisms p.73 Integrity and compliance CEMEX Advisory Panel: https://www.cemex.com/sustainability/reports/external-advisory-panel Investor Center: https://www.cemex.com/investors/contact-us		16.3, 16.7	
	GRI 102-22	Composition of the highest governance body and its committees.	p.38 - Our sustainability approach p.68-72 - Corporate Governance Investor Center: https://www.cemex.com/investors/corporate-governance		5.5, 16.7	

GENERAL DISCLOSURES		Page Reference or Disclosure	Omissions	SDG Link	UNCG
GRI 102: General Disclosures 2016	GRI 102-23	Whether the Chair of the highest governance body is also an executive officer.	In May 2014 CEMEX appointed Rogelio Zambrano as Chairman of the Board of Directors and Fernando A. González as Chief Executive Officer.		16.6
	GRI 102-24	Nomination and selection processes for the highest governance body and its committees.	We first ensure that prospective directors meet all legal qualifications and requirements to serve on the board. We then assess whether an individual is qualified based on his/her work performance, knowledge regarding issues relevant to CEMEX, and other experience. There's not a nomination process, the selection is through shareholders by a process of law.		5.5, 16.7
	GRI 102-25	Processes for the highest governance body to ensure conflicts of interest are avoided and managed.	Under Mexican law, any director who has a conflict of interest with CEMEX in any transaction must disclose that fact to the other directors and is prohibited from participating or being present during the deliberations and voting on that transaction. Code of Ethics and Business Conduct, p.21 https://www.cemex.com/documents/20143/11674932/CodeOfEthics.pdf/26497246-f05a-9350-d586-3250b202d4d2		16.6
	GRI 102-26	Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	p.38 - Our sustainability approach Investor Center: https://www.cemex.com/investors/corporate-governance		
	GRI 102-27	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	p.38 - Our sustainability approach		
	GRI 102-28	Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics.	p.38 - Our sustainability approach The board assesses its own performance on a variety of issues, including environmental, social, governance, and economic performance, based on reports received by the different board committees and on an annual assessment during the shareholder meeting. The evaluation is not independent and is constant given that the board has regular meetings. The actions taken in response to evaluation of the performance of economic, environmental and social topics will be addressed by the Sustainability Committee.		
	GRI 102-29	Highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities.	p.38 - Our sustainability approach Investor Center: https://www.cemex.com/investors/corporate-governance Ethics and Compliance: https://www.cemex.com/about-us/ethics-compliance		16.7
	GRI 102-30	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes.	p.38 - Our sustainability approach p.11 - Risks management		
	GRI 102-31	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	p.38 - Our sustainability approach p.68-70 - Corporate Governance		

GENERAL DISCLOSURES		Page Reference or Disclosure	Omissions	SDG Link	UNCG
GRI 102: General Disclosures 2016	GRI 102-32	Highest committee or position that formally reviews and approves the organization's sustainability report.	p.38 - Our sustainability approach		
	GRI 102-33	Process for communicating critical concerns to the highest governance body.	p.38 - Our sustainability approach p.73 Integrity and compliance Investor Center: https://www.cemex.com/investors/contact-us Ethics and Compliance: https://www.cemex.com/about-us/ethics-compliance		
	GRI 102-34	Concerns that were communicated to the highest governance body.		We do not disclose details of Board meetings.	
	GRI 102-35	Remuneration policies for the highest governance body and senior executives.	p.160 - Notes to the consolidated financial statements Our key executives, including our senior management, participate in a Variable Compensation Plan that distributes a bonus pool based on the company's and the individual's performance. This bonus is calculated and paid annually-part in cash and part in restricted stock shares (Certificado de Participación Ordinarios) under a Restricted Stock Incentive Plan according to responsibility level. CEMEX does not have a global compensation scheme that specifically rewards social or environmental performance.		
	GRI 102-36	Process for determining remuneration.	CEMEX offers a competitive compensation package based on the responsibility level of the position, and it is designed considering the following: the representation of the labor markets in which a given CEMEX Business Unit competes for talent; the data should be compiled from independent, professional, third party surveys; the data should include market base pay and total cash compensation of comparable companies.		
	GRI 102-37	How stakeholders' views are sought and taken into account regarding remuneration.	During the Annual Shareholders Meeting, investors have the opportunity to share their point of view regarding remuneration for CEMEX Executives and Board Members. Through this feedback, compensation is agreed.		16.7
	GRI 102-38	Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation.	Total: 13.60 Central: 35.20 Brazil: 1.77 Colombia:24.30 Costa Rica: 25.70 Croatia: 8.15 Czech Republic: 4.30 Dominican Republic: 35.10 Egypt: 2.40 El Salvador: 7.60 France: 7.80 Germany: 3.10 Guatemala: 8.60 Haiti: 3.70 Israel: 7.20 Jamaica: 15.70 Latvia: 17.43 Mexico: 16.30 Nicaragua: 35.10 Panama: 16.57 Peru: 29.75 Philippines: 33.44 Poland: 15.30 Puerto Rico: 7.48 Spain: 16.50 Switzerland: 4.76 Trinidad and Tobago: 1.71 UAE:5.30 UK: 19.20 USA: 10.30		
	GRI 102-39	Ratio of percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase.	Total: 4% Central: 4% Argentina: 29% Bahamas: 3% Brazil: 7% Colombia: 6% Costa Rica: 3% Croatia: 2% Czech Republic: 3% Dominican Republic: 6% Egypt: 16% El Salvador: 3% France: 2% Germany: 3% Guatemala: 5% Haiti: 11% Israel: 3% Jamaica: 5% Latvia: 4% Mexico: 4% Nicaragua: 6% Panama: 3% Peru: 5% Philippines: 7% Poland: 2% Puerto Rico: 0% Spain: 1% Switzerland: 1% UAE: 4% UK: 2% USA: 3%		
	Stakeholder engagement				
GRI 102: General Disclosures 2016	GRI 102-40	Stakeholder groups engaged by the organization.	p.38-40 - Sustainability is fully embedded in our business p.45 Our integrated social and environmental model p.64 Stakeholder engagement and communication mechanisms		
	GRI 102-41	Employees covered by collective bargaining agreements.	p.180- Non-financial information, Employees represented by an independent union or covered by a collective bargaining agreement		8.8
	GRI 102-42	Basis for identification and selection of stakeholders with whom to engage.	p.45 Our integrated social and environmental model p.64 Stakeholder engagement and communication mechanisms Our Stakeholder Management Model is a step-by-step process by which a business unit identifies the opportunities to engage with stakeholders, sets specific goals, selects the most relevant stakeholders and creates an action plan. The first step to identifying stakeholders is to analyze the issues represented in our Materiality matrix, Public Affairs agenda, Risk agenda and the strategic business plans. For each issue, we identify what objectives we want to achieve		

GENERAL DISCLOSURES		Page Reference or Disclosure	Omissions	SDG Link	UNCG
					and the expected outcomes we are targeting. We then brainstorm the main stakeholder groups related to each issue and set of objectives.
GRI 102-43	Organization's approach to stakeholder engagement.	p.38-40 - Sustainability is fully embedded in our business p.45 Our Integrated Social and Environmental Model (SEM) p.64 Stakeholder engagement and communication mechanisms Countries that conduct regular customer satisfaction surveys: 88%			
GRI 102-44	Key topics and concerns that have been raised through stakeholder engagement.	p.45 Our integrated social and environmental model p.64 Stakeholder engagement and communication mechanisms Our Materiality matrix is the result of a comprehensive analysis where we prioritized our Material issues taking into consideration the number and relevance of stakeholder groups that showed interest in key issues. Our Sustainability Model reflects those issues of greatest concern to both our stakeholders and the company. We have structured this report around the higher and highest Materiality issues and provided detail on how we are responding to concerns in each section of the report.			
Reporting practice					
GRI 102: General Disclosures 2016	GRI 102-45	Entities included in the organization's consolidated financial statements and those not included.	p.172 - Main subsidiaries p.188-189 - Report Scope		
	GRI 102-46	Process for defining the report content and the Aspect Boundaries.	p.38-40 - CEMEX sustainability Material issues p. 41 Progress against our targets p.188-189 - Report Scope		
	GRI 102-47	Material aspects identified in the process for defining report content.	p.39-40 - CEMEX sustainability Material issues p. 41 Progress against our targets		
	GRI 102-48	Restatements of information provided in previous reports.	p.183 - Non-financial information, Footnotes p. 188-189 - Report Scope		
	GRI 102-49	Significant changes from previous reporting periods.	p.183 - Non-financial information, Footnotes p. 188-189 – Report Scope		
	GRI 102-50	Reporting period.	p.188-189 - Report Scope		
	GRI 102-51	Date of most recent previous report.	p.188-189 - Report Scope		
	GRI 102-52	Reporting cycle.	p.188-189 - Report Scope		
	GRI 102-53	Contact point.	p.188-189 - Report Scope		
	GRI 102-54	Claims of reporting in accordance with the GRI Standards.	p.188-189 - Report Scope This report has been prepared in accordance with the GRI Standards: Comprehensive option Download the 2017 GRI's Content Index: https://www.cemex.com/sustainability/reports/global-reports		
	GRI 102-56	External assurance.	p.38-40 Sustainability is fully embedded in our business p.185-186 - Independent Assurance Report p.191-192 - External Advisory Panel members and statement CEMEX Advisory Panel: https://www.cemex.com/sustainability/reports/external-advisory-panel No relation between CEMEX and KPMG. Neither our highest governance body nor senior executives are involved in seeking assurance for the organization's sustainability report.		

GENERAL DISCLOSURES		Page Reference or Disclosure		Omissions	SDG Link	UNCG
Category: Economic						
Material topic: Economic performance						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p. 7 - Our Vision and Value Creation Model p.38-40 Sustainability is fully embedded in our business			7
	GRI 103-2	The management approach and its components.	p.188-189 - Report Scope			
	GRI 103-3	Evaluation of the management approach.				
GRI 201: Economic Performance 2016	GRI 201-1	Direct economic value generated and distributed.	p.3- Company snapshot p.34 - Global review of operations We have not declared dividends since 2008. Instead, at our annual shareholders' meetings, CEMEX's stockholders approved a capitalization of retained earnings.	The economic value by region is subject to confidentiality constraints.	8.1, 8.2, 9.1, 9.4, 9.5	
	GRI 201-2	Financial implications and other risks and opportunities arising from climate change.	p.11 - Risks management Risk Management: https://www.cemex.com/sustainability/strategy#tab-risk-management Position paper on climate change: https://www.cemex.com/documents/20143/11681621/CEMEX_POSITION_on_Climate_Change.pdf/745d16f9-f2f3-373c-6918-45289a8c1252 Carbon Disclosure Project submission: https://www.cemex.com/documents/20143/11025391/InvestorCdpCemex2017.pdf/1f4fc007-f4d8-9d8a-6790-8375071a5012 More information about risks and opportunities arising from climate change can be found in our CDP submission: www.cdp.net		13.1	7
	GRI 201-3	Coverage of the organization's obligations arising from its benefit plan.	CEMEX complies with minimum legal coverage requirements in all countries where we operate. As of December 31, 2017, the aggregate projected benefit obligation (PBO) for pension plans and other postretirement benefits and the plan assets is as follows: PBO = 56,346/ Assets = 32,693/ Deficit = 23,653 (Amount in Millions of Mexican pesos) p.148-151 - Note 18			
	GRI 201-4	Financial assistance received from governments.	No significant financial assistance was received from any government. We are unaware of any government shareholders. However, one or more governments may be an investor in a fund that holds CEMEX stocks or bonds; in that case, such ownership would not be Material.			
Material topic: Market presence						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.3- Company snapshot p.38-40 Sustainability is fully embedded in our business			7
	GRI 103-2	The management approach and its components.	p.73-77 Integrity and compliance p.188-189 - Report Scope			
	GRI 103-3	Evaluation of the management approach.				
GRI 202: Market Presence 2016	GRI 202-1	Ratios of standard entry level wage compared to local minimum wage.	p.20 Comparative Wage Rate		1.2, 5.1, 8.5	6
	GRI 202-2	Proportion of senior management hired from the local community.	p.77 Diversity and discrimination p.180 - Non-financial information, Countries with practices to promote local hiring (%)		8.5	6

GENERAL DISCLOSURES		Page Reference or Disclosure		Omissions	SDG Link	UNCG
Material topic: Indirect economic impact						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.38-40 Sustainability is fully embedded in our business p.44-51 - Improving quality of life and well-being			
	GRI 103-2	The management approach and its components.	p.188-189 - Report Scope			
	GRI 103-3	Evaluation of the management approach.				
GRI 203: Indirect Economic Impacts 2016	GRI 203-1	Development and impact of infrastructure investments and services supported.	p.28-30 - Sustainable, durable infrastructure development p.44 - Responsible business strategy p.46 - Global volunteering experiences p.180, 183 - Non-financial information In emerging markets, CEMEX's community affairs group uses a "Community Relations Plan" to evaluate socio-economic needs and expectations, as well as the impact of the social programs. In accord with the Plan, we assess real needs, lead and promote formal community meetings, and ensure the community is constantly informed about all programs.		5.4, 9.1, 11.2	9
	GRI 203-2	Significant indirect economic impacts, including the extent of impacts.	p.47-51 - Improving quality of life and well-being p.180, 183 - Non-financial information CEMEX's indirect economic impacts, particularly those resulting from community initiatives, contribute to international goals and policy agendas associated with health, affordable housing, education, and environmental sustainability.		1.2, 3.8, 8.2, 8.3, 8.5	
Category: Environmental						
Material topic: Emissions						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.38-40 Sustainability is fully embedded in our business p.52-55 - Pursuing excellence in environmental management			
	GRI 103-2	The management approach and its components.	p.55-61 - Enhancing environmental management p.73-77 - Integrity and compliance p.188-189 - Report Scope Position Paper on Climate Change: https://www.cemex.com/documents/20143/11681621/CEMEX_POSITION_on_Climate_Change.pdf/745d16f9-f2f3-373c-6918-45289a8c1252		9.4, 12.4, 12.5, 13.1, 13.3, 14.2, 14.3, 15.1	7,8,9
	GRI 103-3	Evaluation of the management approach.	Grievances: Any relevant fines or non-compliance cases are included p.164-170 - Notes to the consolidates financial statements, 24) Legal proceedings			
GRI 305: Emissions 2016	GRI 305-1	Direct greenhouse gas (GHG) emissions (Scope 1).	p.180-181 - Non-financial information, Carbon strategy (for direct GHG emissions) p.188-189 - Report Scope Absolute CO ₂ from biomass sources= 1.9 million t CO ₂ (including biomass content of mixed fuels) Base year: 1990 following best industry practices (e. g. CSI Protocol). More information about our Scope 1 emissions can be found in our CDP submission: www.cdp.net		3.9, 12.4, 14.3, 15.2	7,8
	GRI 305-2	Energy indirect greenhouse gas (GHG) emissions (Scope 2).	Indirect GHG emissions (Scope 2) = 3.1 million tons CO ₂ for cement p.188-189 - Report Scope Base year: 1990 following best industry practices (e. g. CSI Protocol). More information about our Scope 2 emissions can be found in our CDP submission: www.cdp.net		3.9, 12.4, 13.1, 14.3, 15.2	7,8
	GRI 305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3).	Scope 3 emissions can be found in our CDP submission: www.cdp.net		3.9, 12.4, 14.3, 15	7,8
	GRI 305-4	Greenhouse gas (GHG) emissions intensity.	p.180-181 - Non-financial information, Carbon strategy (for direct GHG emissions) GHG emissions included in the intensity ratio: Scope 1 and 2. • Scope 1 = 677 kg CO ₂ /ton of cementitious product • Scope 2 = 50 kg CO ₂ /ton of cementitious product Denominator used: amount of cementitious products produced. Gases Included: CO ₂ , following the GHG Protocol and the WBCSD CSI Protocol.		13.1, 14.3, 15	8

GENERAL DISCLOSURES		Page Reference or Disclosure	Omissions	SDG Link	UNCG	
GRI 305-5	Reduction of greenhouse gas (GHG) emissions.	p.52 - Avoided Direct and Indirect CO ₂ Emissions vs. 1990 Baseline p.180-181 - Non-financial information, Carbon strategy p.188-189 - Report Scope Report where the reductions in GHG emissions occurred: Scope 1. Gases Included: CO ₂ , following the GHG Protocol and the WBCSD CSI Protocol. Base year: 1990 following best industry practices (e. g. CSI Protocol).		13.1, 14.3, 15.2	8,9	
GRI 305-6	Emissions of ozone-depleting substances (ODS).	Our business does not create significant emissions of ozone-depleting substances.		3.9, 12.4	7,8	
GRI 305-7	NOx, SOx, and other significant air emissions.	p.55 - Managing Our Air Emissions p.181 - Non-financial information, Air quality CEMEX reports on the air emissions that the CSI Guidelines for Emissions Monitoring and Reporting in the Cement Industry identifies as the most important from the on-site stationary sources we use in our processes: www.wbcscement.org/index.php/key-issues/emissions-reduction/guidelines The standards used in the air emissions measurements, depend on the legal requirements in each country. Standards used also depend from the normal procedures used by the external companies performing the spot measurements. In the case of CEMs (Continuous Measurements), the equipment is maintained, operated, and calibrated according with the standards. Standards used for punctual measurements are EPA, ISO, and EN according to the pollutant and the country. In most cases EPA rules are used for sampling and EPA or ISO methods are used for the calculations at laboratory. All data reported in the stack emissions report is measured even continuously or spot.		3.9, 12.4, 14.3, 15.2	7,8	
Material topic: Environmental compliance						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.38-40 Sustainability is fully embedded in our business p.52 - Pursuing excellence in environmental management			
	GRI 103-2	The management approach and its components.	p.55 - Enhancing environmental management p.63 – CEMEX partnerships p.188-189 - Report Scope Total expenditures on insurance for environmental liability = US\$ 9.02 million	9.4, 12.4, 12.5, 13.1, 13.3, 14.2, 14.3, 15.1		
	GRI 103-3	Evaluation of the management approach.	Grievances: Any relevant fines or non-compliance cases are included p.164-170 - Notes to the consolidates financial statements, 24) Legal proceedings			
GRI 307: Environmental Compliance 2016	GRI 307-1	Non-compliance with environmental laws and regulations.	p.181 - Non-financial information, Environmental and quality management, Environmental Fines Any relevant fines or non-compliance cases are included p.164-170 - Notes to the consolidates financial statements, 24) Legal proceedings	16.3	8	
SPECIFIC STANDARD DISCLOSURES		Page Reference or Disclosure	Omissions	SDG Link	UNCG	
Category: Social						
Sub-Category: Labor practices and decent work						
Material topic: Employment						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.19-22 Building a Better Workplace Together p.38-40 Sustainability is fully embedded in our business			
	GRI 103-2	The management approach and its components.	p.74-77 Human Rights p.188-189 - Report Scope			
	GRI 103-3	Evaluation of the management approach.				
GRI 401: Employment 2016	GRI 401-1	New employee hires and employee turnover by age group, gender and region.	p.179-180 - Non-financial information, Our People, Workforce <ul style="list-style-type: none"> New hires by region: Total: 6,966, Corporate: 1,313 AMEA: 313, Mexico: 2,314, Europe: 983, USA: 1,320, SCA&C: 723 New hires by gender: Male: 5,748, Female: 1,218 New hires by age: under 30: 2,977, 31-40: 2,328, 41-50: 1,165, 51 & over: 496 Voluntary male employee turnover: Mexico 21.7%, USA 17.9%, SCA&C 5.2%, Europe 6.3%, AMEA 7.3%, Central 14.9%, Total 13.0% 	Gathering information by gender and age is not permitted in some countries	5.1, 8.5, 8.6, 10.3	6

GENERAL DISCLOSURES		Page Reference or Disclosure	Omissions	SDG Link	UNCG
		<ul style="list-style-type: none"> Voluntary female employee turnover: Mexico 8.1%, USA 13.4%, SCA&C 7.2%, Europe 6.8%, AMEA 9.9%, Central 14.7%, Total 9.7% Involuntary male employee turnover: Mexico 18.5%, USA 26.7%, SCA&C 16.1%, Europe 5.2%, AMEA 3.8%, Central 9.3%, Total 14.8% Involuntary female employee turnover: Mexico 6.0%, USA 21.2%, SCA&C 14.0%, Europe 5.6%, AMEA 2.9%, Central 8.3%, Total 9.2% 	where we operate.		
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees.	<ul style="list-style-type: none"> Number of Countries providing these benefits to Full-Time Employees: Life Insurance 28, Health Care 26, Disability and invalidity coverage 25, Parental leave 27, Retirement Provision 22, Stock Ownership 11, Others: 12 Number of Countries providing these benefits to Part-Time Employees: Life Insurance 9, Health Care 12, Disability and invalidity coverage 11, Parental leave 9, Retirement Provision 7, Stock Ownership 6, Others: 1 		3, 5.4, 8.5	
GRI 401-3	Parental leave.	In 2017 at CEMEX 1095 employees were eligible for parental leave and 582 employees took parental leave. In CEMEX, Maternity and parental leave may vary depending on the regulations within the countries that we operate on. But all of them do agree upon the employee's return after parental leave and have policies regarding that matter.	We do not report on this disclosure since this breakdown is not a factor in our decision-making process.	5.1, 5.4, 8.5	6
Material topic: Labor/management relations					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.19-22 Building a Better Workplace Together p.38-40 Sustainability is fully embedded in our business		
	GRI 103-2	The management approach and its components.	p.188-189 - Report Scope CEMEX HR Policy Statement: https://www.cemex.com/documents/20143/11674932/CemexPolicyStatement.pdf/5a0bd0d5-8e70-3b9b-e4e5-3959f825cb70		
	GRI 103-3	Evaluation of the management approach.			
GRI 402: Labor/Management Relations 2016	GRI 402-1	Minimum notice periods regarding operational changes.	CEMEX provides an average notice period of 4 weeks. Even though, in some of the countries where we operate the law do not establish minimum days of notice period, CEMEX has always looked for giving a fair treatment to their employees and in those situations where the staff reductions are required (by decision of the company) we look to provide a reasonable time for transition. We provide better severance package than the ones established by the law and in some countries and at certain levels we even support with other services, such as head hunting (relocation).	8.8	3
Material topic: Occupational health and safety					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.17-19 - Placing Health and Safety First p.38-40 Sustainability is fully embedded in our business		
	GRI 103-2	The management approach and its components.	p.188-189 - Report Scope Our Values: https://www.cemex.com/about-us/our-history?inheritRedirect=true Health and Safety Policy: https://www.cemex.com/documents/20143/11674932/CemexHealthAndSafetyPolicy.pdf/c47319b0-447b-fcee-9478-d6b0b1ec3882		
	GRI 103-3	Evaluation of the management approach.			
GRI 403: Occupational Health And Safety 2016	GRI 403-1	Workers representation in formal joint management-worker health and safety committees	73.7% of the workforce is represented in formal joint management-worker health and safety committees. Health and Safety committees are managed at a local (country) level.	8.8	6
	GRI 403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities.	<ul style="list-style-type: none"> Type of employee/contractor injuries: slip; trip or fall as same or uneven level; hit by moving, flying or falling object; incidents involving moving vehicles; injured while handling, lifting or carrying; hit against something fixed or stationary; contact with moving machinery; fall from a height; trapped by something collapsing; exposed to or contact with a harmful substance; exposed to fire or heat; contact with electricity or electrical discharge. Employees: 1 contact with moving machinery; 3 exposed to heat or fire, or contact with harmful substance; 3 fall from height; 1 hit against something fixed or stationary; 9 hit against moving, 	In several countries where we operate, we are not legally permitted to track data for	3.9, 8.8

GENERAL DISCLOSURES			Page Reference or Disclosure	Omissions	SDG Link	UNCG
			<p>flying or falling object; 5 incidents involving moving vehicles; 9 injured while handling, lifting or carrying; 17 slip, trip or fall; 2 other</p> <ul style="list-style-type: none"> Contractors: 6 contact with moving machinery; 2 exposed to heat or fire, or contact with harmful substance; 10 fall from height; 3 hit against something fixed or stationary; 14 hit by moving, flying or falling object; 8 incidents involving moving vehicles; 8 injured while handling, lifting or carrying; 10 slip, trip or fall; 7 other Injury rate: CEMEX: 0.5, Central 0.2, AMEA 0.3, Europe 1, Mexico 0, USA 0.9, SA&C 0.5. LTI Severity Rate = 81.1. By country: Argentina 0.0, Bahamas 0.0, Brazil 0.0, Central 1.2, Colombia 91.9, Costa Rica 0.0, Croatia 74.1, Czech Republic 362.2, Dominican Republic 0, Egypt 0, El Salvador 0, France 167.1, Germany 362.3, Guatemala 0, Haiti 0.0, Israel 58.5, Jamaica 0.0, Latvia 0.0, Mexico 3.5, Nicaragua 0.0, Norway 0.0, Panama 15.7, Peru 0.0, Philippines 232.5, Poland 10.2, Puerto Rico 0, Spain 88.6, UAE 0.0, UK 93.5, USA 177.3, TCL 5 Absentee rate (AR) = 1.6. By country: Argentina 9.0, Bahamas 0.7, Brazil 0.0, Central 0.1, Colombia 2.2, Costa Rica 1.2, Croatia 3.9, Czech Republic 1.1, Dominican Republic 1.2, Egypt 1.1, El Salvador 0.0, , France 4.2, Germany 5.6, Guatemala 0.1, Haiti 0.2, Israel 2.5, Jamaica 1.2, Latvia 2.5, Mexico 0.6, Nicaragua 0.8, Panama 0.7, Peru 1.5, Philippines 0.8, Poland 3.5, Puerto Rico 1.7, Spain 3.1, UAE 0.3, UK 3.4, USA 0.7, Switzerland Office 1.4, TCL 0.0 (In calculating lost days, we track calendar days, starting from the first day of absence). Employee Fatalities: CEMEX: 3, Central 0, AMEA 0, Europe 2, Mexico 0, USA 0, SCA&C 1 Contractor Fatalities: CEMEX: 7, Central 0, AMEA 1, Mexico 4, Europe 1, USA 1, SCA&C 0. Independent Contractor Frequency Rate: 0.7 System of rules applied in recording and reporting accident statistics: CSI reporting protocol and internal reporting guidelines. 	contractors or data by gender.		
GRI 403: Occupational Health And Safety 2016	GRI 403-3	Workers with high incidence or high risk of diseases related to their occupation.	Only 5.4% of workers in our sites are involved in occupational activities with a high risk or incidence of specific diseases.		3.9, 8.8	
	GRI 403-4	Health and safety topics covered in formal agreements with trade unions.	Health and safety issues are included in 82% of our agreements with unions. Some of the topics covered at local and global level are: consultation over safe work practices, safety clothing and equipment, and safety training, among others.		8.8	
SPECIFIC STANDARD DISCLOSURES			Page Reference or Disclosure	Omissions	SDG Link	UNCG
Material topic: Training and education						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.21 - Evolving career building, talent management			
	GRI 103-2	The management approach and its components.	p.38-40 Sustainability is fully embedded in our business			
	GRI 103-3	Evaluation of the management approach.	p.188-189 - Report Scope			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee.	p.180 – Non-financial information, Training provided by level (average hours)		4.3, 4.4, 4.5, 5.1, 8.2, 8.5, 10.3	6
	404-2	Programs for upgrading employee skills and transition assistance programs.	<p>p.21 - Evolving career building, talent management</p> <p>Talent Development: https://www.cemex.com/sustainability/model#tab-core-values-into-every-action</p> <p>At CEMEX we support our people in achieving their full potential by providing a comprehensive development offering including: Health and Safety, Building Commercial Capabilities, Leadership Development. CEMEX development philosophy considers experiences as a cornerstone supported by coaching and traditional learning programs. We have shared responsibility for development, the</p>	Transition assistance programs are managed and implemented at the local level and are subjected to	8.2, 8.5	

			individual commitment to meet development objectives plus feedback and coaching provided from our supervisors and colleagues is considered key for our professional and personal growth.	local regulations.		
404-3	Employees receiving regular performance and career development reviews.	8946 of executives and employees have access to our Intuitional Tool of Performance and Career development reviews. 6,957 (78%) of them set goals and had feedback. Other employees and operators also receive regular performance and career development reviews but are not registered in a global tool; in these cases, managers are responsible for holding feedback and performance review sessions.	Information by gender or employee category is not permitted in some countries where we operate.	5.1, 8.5, 10.3	6	

Material topic: Diversity and equal opportunity

GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.38-40 Sustainability is fully embedded in our business p.73 - Our reporting mechanism – ETHOSline			
	GRI 103-2	The management approach and its components.	p.74 – Human rights p.77 - Diversity and discrimination p.188-189 - Report Scope			
	GRI 103-3	Evaluation of the management approach.				
GRI 405: Diversity and Equal Opportunity 2016	GRI 405-1	Diversity of governance bodies and employees.	p.69-72 - Corporate governance p.179-180 - Non-financial information, Our people The Board of Directors (highest governance body) has 15 members, all of whom are male. The Executive Committee is composed of 12 members, all of whom are male; 4 are 40-50 years old and 8 are over 50; 5 are from Mexico, 6 from Spain and 1 from the United States.	5.5, 8.5	6	
	GRI 405-2	Ratio of basic salary and remuneration of women to men.	Senior Management: 0.7 Middle Management: 0.87 Other Employees: 0.87 Workers: 1.14 Overall: 1.17 These calculations include all countries where CEMEX operates.	8.5, 10.3	6	

Sub-Category: Human Rights

Material topic: Freedom of association and collective bargaining

GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.38-40 Sustainability is fully embedded in our business p.74 – Human rights			
	GRI 103-2	The management approach and its components.	p.188-189 - Report Scope			
	GRI 103-3	Evaluation of the management approach.				
GRI 407: Freedom of Association and Collective Bargaining 2016	GRI 407-1	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated.	No risks to freedom of association or collective bargaining were identified. 12,988 of our employees (57%) are represented by a union. CEMEX fully acknowledges, supports, and respects its employee’s rights to freedom of association, provided all actions are legal and that they do not interfere with the employees’ duties and responsibilities. We also engage with employees through: collective bargaining processes, quarterly meetings of the board of directors with workers, monthly meetings by specific departments, and individual meetings within departments. Supplier Code of Conduct: https://www.cemex.com/suppliers/sourcing-approach#business-code-of-conduct	8.8	3	

Sub-Category: Society

Material topic: Local communities

GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p. 7 – Our Value Creation Model p.38-40 Sustainability is fully embedded in our business			
	GRI 103-2	The management approach and its components.	p.44 – Improving quality of life and well-being p.47 – Education and developing capabilities for employability p.188-189 - Report Scope			1
	GRI 103-3	Evaluation of the management approach.	Empowerment, diversity, and capacity-building https://www.cemex.com/sustainability/model#tab-high-impact-social-strategy			

GRI 413: Local Communities 2016	GRI 413-1	Operations with implemented local community engagement, impact assessments, and development programs.	p.183 - Non-financial information Sites with community Engagement Plans p.44 – Improving quality of life and well-being Community relations are managed at the country level so that they can be tailored to the particular circumstances of each locale. Before we open, close, or change local operations, we talk with our neighbors in order to improve our mutual understanding of needs and concerns. Approximately 98% of our operations have community engagement plans, which help us to identify the communities near our operations, our impacts on them, and their needs; and then develop and implement effective, site-specific social programs. Our Environmental Management System includes a requirement that all business units consider community concerns when identifying the potential effects of our operations. Though details are determined locally, the community plans must be in accordance with CEMEX's social-investment guidelines. These internal guidelines provide a common framework for the planning and execution of all of our social-investment strategies: programs we run directly, programs conducted through partnerships with stakeholders, cash and in-kind donations, and employee volunteer efforts. Our Neighbors: https://www.cemex.com/sustainability/model#tab-high-impact-social-strategy			1
	GRI 413-2	Operations with actual and potential negative impacts on local communities.	There were no reports that we are aware of on significant negative impacts on communities.	1.4,2,3		1
Material topic: Anti-corruption						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.38-40 Sustainability is fully embedded in our business p.74 - Global Compliance Program			
	GRI 103-2	The management approach and its components.	p.188-189 - Report Scope			
	GRI 103-3	Evaluation of the management approach.				
GRI 205: Anti-corruption 2016	GRI 205-1	Operations assessed for risks related to corruption and the significant risks identified.	During 2017, 15 CEMEX operations were classified as medium to high risk countries for perceived corruption based on Transparency International. All of them were assessed for risks related to corruption and no incidents were found. In addition, all supplier contracts include not only anti-bribery clauses, but also antibribery certification letter. Moreover, CEMEX makes its best effort to analyze suppliers' historical corruption behavior prior to signing a contract.	16.5		10
	GRI 205-2	Communication and training on anti-corruption policies and procedures.	We use communication resources to distribute our global antibribery policy to all (100%) governance body members and employees. Additionally, 100% have access to the Code of Ethics which contains a compliance chapter related to anti-bribery manners were all forms of corruption are explicitly rejected by CEMEX. Our training analysis is focused on identifying the most vulnerable geographic and functional areas. Over 1800 employees trained on corruption and bribery. Regarding our business partners, all (100%) supplier contracts include not only anti-bribery clauses, but also anti-bribery certification letter. During the year, over 90 anti-corruption communication campaigns were launched to all our employees. Our Anti-Bribery/ Anti-Corruption Global Policy is available for open consultation on https://www.cemex.com/documents/20143/11674932/Anti-bribery-Anti-corruption.pdf/cd5cb0bb-3029-157b-72e9-a0e6b08840b0	By 2018, we will broaden the analysis of audiences trained.	16.5	10
	GRI 205-3	Confirmed incidents of corruption and actions taken.	There were no incidents that met the Foreign Corrupt Practices Act and UK Antibribery Act standard for corruption, nor were any legal cases regarding corrupt practices by either our organization or our employees concluded during the reporting period. We continuously monitor our employee's behavior and compel our employees to report any corruption acts through ETHOSline.	16.5		10

Material topic: Public policy					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.38-40 Sustainability is fully embedded in our business p.188-189 - Report Scope		
	GRI 103-2	The management approach and its components.	Code of Ethics – p.26 - Political Contributions and activities https://www.cemex.com/documents/20143/11674932/CodeOfEthics.pdf/26497246-f05a-9350-d586-3250b202d4d2		
	GRI 103-3	Evaluation of the management approach.			
GRI 415: Public Policy 2016	GRI 415-1	Value of political contributions by country and recipient/beneficiary.	Financial and/or in-kind contributions to political parties and/or related institutions are to be performed in accordance with the applicable laws.	16.5	10
Material topic: Anti-competitive behavior					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.38-40 Sustainability is fully embedded in our business p.74 - Global Compliance Program		
	GRI 103-2	The management approach and its components.	p.188-189 - Report Scope Code of Ethics - p.16 Antitrust Compliance https://www.cemex.com/documents/20143/11674932/CodeOfEthics.pdf/26497246-f05a-9350-d586-3250b202d4d2		
	GRI 103-3	Evaluation of the management approach.			
GRI 206: Anti-competitive Behavior 2016	GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Any relevant fines or non-compliance cases are included p.164-170 - Notes to the consolidates financial statements, 24) Legal proceedings	16.3	
Material topic: Socioeconomic compliance					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.38-40 Sustainability is fully embedded in our business p.73 - Strengthening Business Ethics, Compliance and Transparency		
	GRI 103-2	The management approach and its components.	p.74 - Global Compliance Program p.188-189 - Report Scope		
	GRI 103-3	Evaluation of the management approach.			
GRI 419: Socioeconomic Compliance 2016	GRI 419-1	Fines and non-monetary sanctions for non-compliance with laws and regulations.	Any relevant fines or non-compliance cases are included p.164-170 - Notes to the consolidates financial statements, 24) Legal proceedings	16.3	
Sub-Category: Product responsibility					
Material topic: Customer health and safety					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.38-40 Sustainability is fully embedded in our business p.188-189 - Report Scope		
	GRI 103-2	The management approach and its components.	Health and Safety is considered in each and every phase of product development, from design to disposal. We abide by all applicable legislation and H&S requirements when designing our products and have developed Material Safety Data Sheets that describe potential hazards and precautions to take when handling each of our products.		
	GRI 103-3	Evaluation of the management approach.	We are proud of the work we have done and continue to do to promote a strong H&S culture.		
GRI 416: Customer Health and Safety 2016	GRI 416-1	Significant product and service categories for which health and safety impacts are assessed.	The health and safety aspects of all of our products are considered at all life cycle stages. We strive to consistently ensure that our products are safe to transport, store, handle, use and dispose of. However, some products may carry risks to people's health and safety if the proper precautions are not taken. To prevent such risks, we have compiled a range of product safety sheets which outline any main hazards and precautions that should be taken when handling these products. For more information, local sales offices should be contacted.		

	GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services.	Any relevant fines or non-compliance cases are included p.164-170 - Notes to the consolidated financial statements, 24) Legal proceedings		16.3
Material topic: Product and service labeling					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.38-40 Sustainability is fully embedded in our business p.188-189 - Report Scope		
	GRI 103-2	The management approach and its components.			
	GRI 103-3	Evaluation of the management approach.			
GRI 417: Marketing and Labeling 2016	GRI 417-1	Product and service information and labeling.	At a local level, we make available to all our customers key information about our products, including: key features, applications, safety precautions, information on how to use them, information on how to store them, components, contents, and other information. To see an example of these data sheets, please visit: www.cemexcolombia.com/SolucionesConstructor/files/UsoGeneral.pdf www.cemex.co.uk/documentsanddownloads.aspx	The great majority of our products are sold in bulk without labeling or packaging.	12.8
	GRI 417-2	Incidents of non-compliance with regulations and voluntary codes concerning labeling.	The company has not identified any non-compliance with regulations and voluntary codes during the reporting year.		16.3
	GRI 417-3	Incidents of non-compliance concerning marketing communications.	Any relevant fines or non-compliance cases are included p.164-170 - Notes to the consolidated financial statements, 24) Legal proceedings		16.3
Material topic: Customer privacy					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.23- Help our customers succeed p.38-40 Sustainability is fully embedded in our business p.188-189 - Report Scope		
	GRI 103-2	The management approach and its components.			
	GRI 103-3	Evaluation of the management approach.			
GRI 418: Customer Privacy 2016	GRI 418-1	Substantiated complaints regarding breaches of customer privacy.	The company has not identified any substantiated complaint during the reporting year.		16.3, 16.10

GRI Content Index

Appendix: Non-Material disclosures

SPECIFIC STANDARD DISCLOSURES		Page Reference or Disclosure	SDG Link	UNC G
Category: Economic				
Procurement practices				
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.38-40 Sustainability is fully embedded in our business p.65-66 – Supplier relationship management	
	GRI 103-2	The management approach and its components.	p.188-189 - Report Scope	
	GRI 103-3	Evaluation of the management approach.		
GRI 204: Procurement Practices 2016	GRI 204-1	Proportion of spending on local suppliers.	p.183 - Non-financial information, Purchases sourced from locally-based suppliers (%) We believe that local sourcing is, in and of itself, a sustainable business practice. It creates jobs, which in turn stimulate local economies, while developing new skills among local workers. Whenever feasible, we support small, locally based suppliers everywhere we operate. The definition of local supplier is specific to each country where we operate and complies with local legislations. The exact criteria used to select suppliers vary from country to country, but always includes cost, quality, and delivery time. Sustainability principles are also increasingly factored into the decision.	8.3
Category: Environment				
Materials				
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.38-40 Sustainability is fully embedded in our business p.53-54 - From waste to fuel	
	GRI 103-2	The management approach and its components.	p.55 - Advancing towards a circular economy p.188-189 - Report Scope	
	GRI 103-3	Evaluation of the management approach.		
GRI 301: Materials 2016	GRI 301-1	Materials used by weight or volume.	Proprietary information.	8.4, 12.2 7,8
	GRI 301-2	Percentage of Materials used that are recycled input Materials.	p.53-54 - From waste to fuel p.55 - Advancing towards a circular economy p.181 - Non-financial information, Secondary and recycled aggregates used as a direct replacement of primary aggregates p.181 - Non-Financial information, Waste management	8.4, 12.2, 12.5 8
	GRI 301-3	Percentage of products sold and their packaging Materials that are reclaimed by category.	We do not consider packaging a Material issue for our industry. In many of the countries where we operate, the majority of our cement production is sold in bulk without packaging. Concrete and aggregates do not require any packaging.	8.4, 12.2, 12.5 8
Energy				
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.38-40 Sustainability is fully embedded in our business p.53-54 - From waste to fuel	
	GRI 103-2	The management approach and its components.	p.188-189 - Report Scope	
	GRI 103-3	Evaluation of the management approach.		

GRI 302: Energy 2016	GRI 302-1	Energy consumption within the organization.	<p>Fuel consumption: 197,071 TJ.</p> <ul style="list-style-type: none"> From renewable sources = 7,810 TJ (sewage sludge, wood, paper, carton, animal meal, agricultural, organic and other biomass). From non-renewable sources = 184,896 TJ (coal and anthracite, petrol coke, fuel oil, natural gas, lignite and diesel, waste oil, tires, RDF, solvents, impregnated saw dust, mixed industrial wastes, other solid fossil based waste and liquid based waste). <p>In 2017, we substituted 26.2% of primary fuels with alternative fuels, as a result avoiding the use of more than 1.8 million tons of coal.</p> <p>Electric consumption: 7,483 GWh.</p> <p>Please refer to the WBCSD's Guidelines for the Selection and Use of Fuels and Raw Materials in the Cement Manufacturing: www.wbcscement.org/index.php/key-issues/fuels-and-Materials/guidelines-for-selection All units are available in Cement CO₂ and Energy Protocol, Version 3.1, CO₂ Emissions and Energy Inventory: www.cement-co2-protocol.org/en/</p>		7.2, 7.3, 8.4, 12.2, 13.1	7,8
	GRI 302-2	Energy consumption outside of the organization.	Production of cement produces CO ₂ mostly from sources within the organization: combustion of fossil fuels during the calcination of limestone. Energy consumed outside of the organization is not an issue where we focus our strategy		7.2, 7.3, 8.4, 12.2, 13.	8
	GRI 302-3	Energy intensity.	<p>p.180-181 - Non-financial information, Other Carbon Strategy Indicators</p> <p>Ratio denominator: kg CO₂/ton of cementitious product</p> <p>Types of energy included in the intensity ratio: Fuels</p> <p>Coverage is 100% of scope 1 emissions in our cement operations (corresponding to 99% of all our scope 1 emissions reported under the CDP). As scope 1 represents the vast majority of our emissions there are no targets for scopes 2 and 3.</p>		8.4, 12.2, 13.1	8
	GRI 302-4	Reduction of energy consumption.	<p>We have reduced our specific heat consumption of clinker production by 11.7% and our specific electricity consumption of cement production by 5.4% since 1990. Regarding electricity, during 2017 we managed to consume 26% of our power needs in cement operations from clean energy sources.</p> <p>Energy included: Fuels and electricity used during the process of production</p> <p>Baseline: 1990</p> <p>All units are available in Cement CO₂ and Energy Protocol, Version 3.1, CO₂ Emissions and Energy Inventory: www.cement-co2-protocol.org/en/</p>		7.3, 8.4, 13.1	8,9
	GRI 302-5	Reductions in energy requirements of products and services.	<p>p.25-26 - Delivering superior performing building products, solutions, and services</p> <p>p.27-29 - Developing efficient buildings, resilient infrastructure, and affordable housing</p> <p>p.180 - Non-financial information, Resilient and efficient building solutions</p>	We have a number of products and solutions that result in energy savings. We however consider this information confidential and key for our business strategy.	7.3, 8.4, 13.1	8
Water						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.38-40 Sustainability is fully embedded in our business			
	GRI 103-2	The management approach and its components.	<p>p.57 - Managing water to minimize use</p> <p>p.188-189 - Report Scope</p> <p>Water Policy: https://www.cemex.com/documents/20143/11674932/CemexWaterPolicy.pdf/ed4ac20c-dd69-9be1-c001-a17dc01d5bb6</p>			
	GRI 103-3	Evaluation of the management approach.	<p>Position Paper on Environmental Management and Biodiversity</p> <p>https://www.cemex.com/documents/20143/11681621/CEMEX_POSITION_on_Env_Man_Bio.pdf/92587ba6-af6e-0eba-9430-32298ab08c95</p>			
GRI 303: Water 2016	GRI 303-1	Water withdrawal by source.	<p>p.182 - Non-financial information, Water management</p> <p>To report our water withdrawals by sources CEMEX complies with the Water Management Methodology created in 2012 in collaboration with the IUCN, the latter contains a set of key performance indicators (KPIs) and their definitions, which</p>		6.4	7,8

			are in line with those agreed to within the Cement Sustainability Initiative (CSI). It also defines operational boundaries, four levels of accuracy for water measurement, guidance on how to report the information and recommendations for meter calibration and maintenance.		
	GRI 303-2	Water sources significantly affected by withdrawal of water.	p.182 - Non-financial information, Water management p.57 - Managing water to minimize use 9% of our sites are located in areas of potential water stress. In case a water source would be located in a protected area we would acknowledge this through our BAP standard mechanism.	6.4	8
	GRI 303-3	Percentage and total volume of water recycled and reused.	p.182 - Non-financial information, Water management To report our water withdrawals by sources CEMEX complies with the Water Management Methodology created in 2012 in collaboration with the IUCN, the latter contains a set of key performance indicators (KPIs) and their definitions, which are in line with those agreed to within the Cement Sustainability Initiative (CSI). It also defines operational boundaries, four levels of accuracy for water measurement, guidance on how to report the information and recommendations for meter calibration and maintenance. According to KPIs definitions currently agreed on the CSI we will be reporting on the % of sites with recycling facilities.	6.3, 8.4 12	8
Biodiversity					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.38-40 Sustainability is fully embedded in our business p.188-189 - Report Scope		
	GRI 103-2	The management approach and its components.	Biodiversity Policy: https://www.cemex.com/documents/20143/11674932/CemexBiodiversityPolicy.pdf/e6a205e6-921c-6312-5269-8f85dd1386e9		
	GRI 103-3	Evaluation of the management approach.	Position Paper on Environmental Management and Biodiversity: https://www.cemex.com/documents/20143/11681621/CEMEX_POSITION_on_Env_Man_Bio.pdf/92587ba6-af6e-0eba-9430-32298ab08c95 The CEMEX approach to Biodiversity Conservation: https://www.birdlife.org/sites/default/files/attachments/Biodiversity%20Action%20Plan%20guidance%20%28BAP%29%20by%20CEMEX%20and%20BirdLife.pdf		
GRI 304: Biodiversity 2016	GRI 304-1	Operational sites in protected areas and areas of high biodiversity value.	p.58 - Biodiversity action management and quarry rehabilitation progress p.183 - Non-financial information, Biodiversity Management	6.6, 14.2, 15.1, 15.5 17	3,8
	GRI 304-2	Description of significant impacts on biodiversity in protected areas.	p.58 - Biodiversity action management and quarry rehabilitation progress Position Paper on Environmental Management and Biodiversity: https://www.cemex.com/documents/20143/11681621/CEMEX_POSITION_on_Env_Man_Bio.pdf/92587ba6-af6e-0eba-9430-32298ab08c95	6.6, 14.2, 15.1, 15.5,	8
	GRI 304-3	Habitats protected or restored.	p.58- 60 - Biodiversity action management and quarry rehabilitation progress p.183 - Non-financial information, Biodiversity Management We have partnerships with the International Union for Conservation of Nature, BirdLife International, and local partners of BirdLife in different countries to help us protect and restore habitats. All rehabilitation plans are compliant with local regulation. As part of its biodiversity policy, CEMEX believes that rehabilitation to restore biodiversity is the best available tool to reach a no net loss on biodiversity. However, CEMEX acknowledges that offsetting may be appropriate for some quarries where it would not be possible to restore biodiversity once restoration is complete. For this reason, CEMEX is currently involved in some of the discussions were offsets for the cement industry is discussed, and also testing some of the offsetting methodologies that are currently being issued. In recognizing its responsibility for effective quarry rehabilitation, CEMEX follows the Guidelines on Quarry Rehabilitation published by the Cement Sustainability Initiative in December 2011. These guidelines present a consensus view of its members on the principles of quarry rehabilitation. See more at www.wbcscement.org/index.php/key-issues/biodiversity/quarry-rehabilitation	6.6, 14.2, 15.1, 15.5	8
	GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations.	18% of the quarries are located in areas with high biodiversity value, where red-listed species might be present. CEMEX is working to implement a Biodiversity Action Plan (BAP) in all of them, in order to minimize/eliminate the risks and threats associated to their conservation level. The Scoping Study that CEMEX and BirdLife International completed in 2010 found that 52% of those sites overlapping with important biodiversity areas overlap with the ranges of Globally Threatened Bird Species (birds identified as Critically Endangered, Endangered, or Vulnerable per the IUCN Red List of Threatened Species), meaning those species may be present on the sites.	6.6, 14.2, 15.1, 15.5	8

Effluents and waste					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.38-40 Sustainability is fully embedded in our business p.55 - Advancing towards a Circular Economy		
	GRI 103-2	The management approach and its components.	p. 57 - Managing water to minimize use p.181 - Non-financial information, Environmental management- Environmental Fines p.188-189 - Report Scope Position Paper on Environmental Management and Biodiversity: https://www.cemex.com/documents/20143/11681621/CEMEX_POSITION_on_Env_Man_Bio.pdf/92587ba6-af6e-0eba-9430-32298ab08c95 Water Policy: https://www.cemex.com/documents/20143/11674932/CemexWaterPolicy.pdf/ed4ac20c-dd69-9be1-c001-a17dc01d5bb6	9.4, 12.4, 12.5, 13.1, 13.3, 14.2, 14.3, 15.1	
	GRI 103-3	Evaluation of the management approach.			
GRI 306: Effluents and Waste 2016	GRI 306-1	Water discharge by quality and destination.	p.57 - Water Footprint p.182 - Non-financial information, Water management Our water treatment makes discharges quality always compliant with local legislation. To report our water disposals, CEMEX complies with the Water Management Methodology created in 2012 in collaboration with the IUCN, the latter contains a set of key performance indicators (KPIs) and their definitions, which are in line with those agreed to within the Cement Sustainability Initiative (CSI). It also defines operational boundaries, four levels of accuracy for water measurement, guidance on how to report the information and recommendations for meter calibration and maintenance.	3.9, 6.3, 6.4, 12.4, 14.1	8
	GRI 306-2	Weight of waste by type and disposal method.	p.55 - Advancing towards a Circular Economy p.181 - Non-financial information, Waste management We have created a collection system to gather this information and we continue working on rolling out the definitions and methodology to collect this data by disposal method. All our wastes are disposed of following local regulations, and our internal Waste Guidelines. Our Guidelines distinguish between waste reused, waste recovered, waste recycled and waste that remains as is (disposed to landfill). From here, these waste streams are classified as hazardous or non-hazardous, disposed externally or internally, as defined by country regulations.	3.9, 6.3, 12.4, 12.5	8
	GRI 306-3	Number and volume of significant spills.	p.181 - Non-financial information, Environmental management We had zero Category 1 incidents in 2017. Category 1 incidents are significant environmental spills as defined by the CEMEX incident reporting procedure.	3.9, 6.3, 6.6, 12.4, 12.5, 14.1, 15.1	8
	GRI 306-4	Weight of transported, imported, exported, or treated waste deemed hazardous.	p.181 - Non-financial information, Waste management 0% of hazardous waste shipped internationally.	3.9, 12.4	8
	GRI 306-5	Identity, size, protected status, and biodiversity value of water bodies and habitats affected by the organization's discharges of water.	We had zero Category 1 incidents in 2017. Category 1 incidents are significant environmental spills as defined by the CEMEX incident reporting procedure.	6.6, 14.2, 15.1, 15.5	8
Supplier environmental assessment					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.38-40 Sustainability is fully embedded in our business p. 65-66 - Supplier relationship management		
	GRI 103-2	The management approach and its components.	p.188-189 - Report Scope Supplier Code of Conduct: https://www.cemex.com/documents/20143/160133/supplier-code-of-conduct.pdf Sustainable Sourcing: https://www.cemex.com/suppliers/sustainable-sourcing		
	GRI 103-3	Evaluation of the management approach.			
GRI 308: Supplier Environmental Assessment 2016	GRI 308-1	Percentage of new suppliers that were screened using environmental criteria.	p. 65-66 - Supplier relationship management p.183 – Non-financial information, Countries with a process to screen suppliers in relation to social and environmental aspects 100% of our new suppliers sign our Code of Conduct, that takes into account issues like: Environmental and biodiversity engagement, Ensure basic conditions of Labor and Promote high priority on Health and Safety, Strengthening Human		8

Rights, Enhance the Diversity and Equality. For more information visit:

<https://www.cemex.com/documents/20143/160133/supplier-code-of-conduct.pdf>

During 2017 the following percentage of suppliers were screened using the listed criteria:

- 84% environmental criteria
- 37% Materials environmental footprint criteria
- 39% water criteria
- 39% energy criteria
- 39% biodiversity criteria
- 41% emissions criteria
- 39% effluents and waste criteria

GRI 308-2	Actual and potential negative environmental impacts in the supply chain and actions taken.	We have local initiatives to assess suppliers in each country. In 2017, 1, 462 suppliers were evaluated using different environmental criteria. No suppliers were identified to have potential impacts with issues related to all the environmental aspects mentioned above in GRI 308-1.	8
-----------	--	---	---

Category: Social

Sub-Category: Labor practices and decent work

Supplier assessment for labor practices

GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.38-40 Sustainability is fully embedded in our business p. 65-66 - Supplier relationship management		
	GRI 103-2	The management approach and its components.	p.74 - Human rights p.188-189 - Report Scope Supplier Code of Conduct: https://www.cemex.com/documents/20143/160133/supplier-code-of-conduct.pdf		
	GRI 103-3	Evaluation of the management approach.	Sustainable Sourcing: https://www.cemex.com/suppliers/sustainable-sourcing		
GRI 414: Supplier Social Assessment 2016	GRI 414-1	New suppliers that were screened using social criteria.	p. 65-66 - Supplier relationship management p.183 – Non-financial information, Countries with a process to screen suppliers in relation to social and environmental aspects 100% of our new suppliers sign our Code of Conduct, that takes into account issues like: Environmental and biodiversity engagement, Ensure basic conditions of Labor and Promote high priority on Health and Safety, Strengthening Human Rights, Enhance the Diversity and Equality. For more information visit: https://www.cemex.com/documents/20143/160133/supplier-code-of-conduct.pdf During 2017 the following percentage of suppliers were screened using the listed criteria:	5.2, 8.8, 16.1	2,6
			<ul style="list-style-type: none"> - 81% Ethics Compliance (Code of Ethics, Code of Conduct when doing Business with Us) - 72% Labor practices criteria - 76% Human Rights criteria - 87% Occupational Health and Safety - 67% Social Impacts (community relations) - 39% Non-discrimination Policies and Monitoring - 39% Freedom of Association and Collective Bargaining - 53% Child Labor - 52% Forced or Compulsory Labor - 40% Rights of Indigenous Peoples - 41% Security Practices Alignment to Human Rights 		
	GRI 414-2	Negative social impacts in the supply chain and actions taken.	We have local initiatives to assess suppliers in each country. In 2017, 1, 462 suppliers were evaluated using different social criteria. 14 suppliers were identified to have negative potential impacts with issues related to Ethics Compliance. In consequence, the relationship between those companies and CEMEX was terminated.	5.2, 8.8, 16.1	2

Sub-Category: Human rights

Human rights assessment

GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.38-40 Sustainability is fully embedded in our business p.73 - Our reporting mechanism – ETHOSline		
	GRI 103-2	The management approach and its components.	p.74-77 - Human rights p.188-189 - Report Scope CEMEX HR Policy Statement:		1
	GRI 103-3	Evaluation of the management approach.	https://www.cemex.com/documents/20143/11674932/CemexPolicyStatement.pdf/5a0bd0d5-8e70-3b9b-e4e5-3959f825cb70		
GRI 412: Human Rights Assessment 2016	GRI 412-1	Operations that have been subject to human rights reviews or impact assessments.	p. 75-77 Assessing our human rights risks CEMEX is fully committed to the Universal Declaration of Human Rights and the ILO's Declaration of Fundamental Principles and Rights of Work. All our operations are required to respect our Code of Ethics that includes a comprehensive section of Human Rights. Although during the year no legal process was reported in relation to Human Rights violations in our operations, we do have permanent efforts intended to assure the awareness on the topic and the fulfillment to its principles. We have engaged with Shift, an independent, non-profit center that specializes in business and human rights and together we developed a framework that assesses CEMEX's current policies, processes and practices, in order to identify potential gaps and prioritize our company's efforts and next steps. Furthermore, in 2014 our CEO signed and approved CEMEX Corporate Human Rights Policy. We have also extended our commitment to respect Human Rights to our supply chain through the Sustainability Supplier Program managed by an external party that incorporates Human Rights as one of the evaluation criteria. We also include Human Rights clauses in our contracts and purchase orders. Moreover, CEMEX risk management function, structured into global, regional and local levels, and composed of a network of more than 50 risk management professionals across the company, also monitors and assesses any type of potential risk including human rights violations and presents these alarms to the Risk Management Committee at the Executive Level every six months.	5,10,16	1
	GRI 412-2	Employee training on human rights policies or procedures.	p.73-74 - Business ethics training and communication		1
	GRI 412-3	Significant investment agreements and contracts that include human rights clauses.	We include a series of clauses in all (100%) contracts, regardless of the investment size, i.e. our contracts now require all partners to warrant that they abide and will continue to abide internationally recognized human rights standards, including the Universal Declaration of Human Rights and the ILO's Declaration of Fundamental Principles and Rights of Work. A significant agreement is one that is deemed to Materially impact the company's consolidated results, which roughly translates to agreements or investments valued at USD300 million or more. Significant agreements and investments are disclosed in SEC filings and/or through our website.		2
Non-discrimination					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.39 - CEMEX sustainability Material issues p.73 - Our Reporting Mechanism – ETHOSline		
	GRI 103-2	The management approach and its components.	p.74-77 - Human Rights p.73 - CEMEX Code of Ethics p.77 - Diversity and Discrimination		
	GRI 103-3	Evaluation of the management approach.	Code of Ethics and Business Conduct, p.8 https://www.cemex.com/documents/20143/11674932/CodeOfEthics.pdf/26497246-f05a-9350-d586-3250b202d4d2 p.188-189 - Report Scope		
GRI 406: Non-discrimination 2016	GRI 406-1	Incidents of discrimination and corrective actions taken.	The Ethics Committee received 21 reports related to discrimination. 6 of the discrimination-related reports received remains in process. 9 of the reports we were able to confirm that discrimination occurred, and 6 other accusations were false. In all reports received, measures are implemented and monitored by local ethics committees comprising high level executives from the local business unit.	5.1, 8.8	6

Child labor					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.39 - CEMEX sustainability Material issues p.73 - Our Reporting Mechanism – ETHOSline		
	GRI 103-2	The management approach and its components.	p.74-77 - Human Rights p.73 – CEMEX Code of Ethics p.188-189 - Report Scope		
	GRI 103-3	Evaluation of the management approach.	Code of Ethics and Business Conduct, p.9 https://www.cemex.com/documents/20143/11674932/CodeOfEthics.pdf/26497246-f05a-9350-d586-3250b202d4d2		
GRI 408: Child Labor 2016	GRI 408-1	Operations and suppliers identified as having significant risk for incidents of child labor.	No risks of this kind were identified. At CEMEX we are strongly committed to protecting and respecting the rules regarding child labor in every country we operate. Our company policy is to only hire people who are 18 or older. Our selection and hiring process requires the presentation of government-issued identification, as well as a rigorous investigation of the person's information. This process also extends to our contracted labor suppliers. Only in Brazil, it is obliged by law to hire minors for a learning program carried out by the government.	8.7, 16.2	5
Forced or compulsory labor					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.39 - CEMEX sustainability Material issues p.73 - Our Reporting Mechanism – ETHOSline		
	GRI 103-2	The management approach and its components.	p.74-77 - Human Rights p.73 – CEMEX Code of Ethics p.188-189 - Report Scope		1
	GRI 103-3	Evaluation of the management approach.	Code of Ethics and Business Conduct, p.9 https://www.cemex.com/documents/20143/11674932/CodeOfEthics.pdf/26497246-f05a-9350-d586-3250b202d4d2		
GRI 409: Forced or Compulsory Labor 2016	GRI 409-1	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor.	In CEMEX, no one is forced to perform hazardous tasks against their will or tasks that are detrimental to their health or well-being. Our operations in every country comply with the local laws and we take measures to prevent workers from falling into debt bondage through company loans. All our employees are free to leave the company anytime and we do not offer any benefit used as a leverage to force labor.	8.7	4
Security practices					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.39 - CEMEX sustainability Material issues p.73 - Our Reporting Mechanism – ETHOSline		
	GRI 103-2	The management approach and its components.	p.74-77 - Human Rights p.188-189 - Report Scope		
	GRI 103-3	Evaluation of the management approach.			
GRI 410: Security Practices 2016	GRI 410-1	Security personnel trained in the organization's human rights policies.	Training sessions were conducted with employees regarding policies and procedures related to human rights, harassment and Code of Ethics. Part of this training goes to security personnel as we do not differentiate per type of employee while implementing our Human Rights training program. We apply the same level of training for subcontractors as for our employees. p. 74 – 2017 Ethics Training	16.1	1
Indigenous rights					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of Material topics and its Boundary.	p.39 - CEMEX sustainability Material issues p.73 - Our Reporting Mechanism – ETHOSline		
	GRI 103-2	The management approach and its components.	p.74-77 - Human Rights p.73 – CEMEX Code of Ethics p.188-189 - Report Scope		1
	GRI 103-3	Evaluation of the management approach.	Code of Ethics and Business Conduct, p.9 https://www.cemex.com/documents/20143/11674932/CodeOfEthics.pdf/26497246-f05a-9350-d586-3250b202d4d2		
GRI 411: Rights of Indigenous Peoples 2016	GRI 411-1	Violations involving rights of indigenous peoples.	We are not aware that any violations involving rights of indigenous people have taken place in our operations. 43% of our new suppliers were screened using Indigenous rights criteria, there were no findings.	2.3	1