

<b>CEMEX Protocol</b>	Guidance/Protocol for Quarantine due to ongoing measures related to the COVID-19 scenario.
<b>Purpose of the Protocol</b>	This protocol provides a recommended preventive measures to quarantine employees to follow during a Pandemic scenario of COVID-19.
<b>Who does this protocol apply to</b>	This protocol applies to all CEMEX's sites. The Plant RRT/managers/employees should take responsibility for implementing it.
<b>Disclaimer</b>	<p>This protocol was prepared by CEMEX based on the recommendations of the World Health Organization ("WHO"), external consultants, and the experience of the company itself. CEMEX is not responsible for the result of the implementation of the protocol and in no way guarantees the effectiveness of this material to prevent or reduce CORONAVIRUS (COVID-19) infections among its employees or officials. Authorization to use this material is exclusively and limited to consultation. No person or entity will be able to use this material, in whole or in part, for publicity, advertising, and/or promotion in any material or media, for any company, products or services.</p> <p>Copyright ©2020 Cemex Innovation Holding AG.</p>

<b>I. General Information for quarantine at home</b>	
1.	The quarantined person must always wear a face mask, constantly wash hands, and clean touched surfaces.
2.	The quarantine room should be solely dedicated to this purpose, not shared with anybody else, and kept closed.
2.1	Allocate a separate room with adequate ventilation if possible. Household members should stay in another room or should be separated from the quarantined person.
2.2	Monitor body temperature using a thermometer twice a day. If he/she develops fever, cough, difficulty in breathing, sore throat, body aches, and pain, including flu-like symptoms, immediately seek medical attention.
2.3	Assign separate dishes, drinking glasses, cups, eating utensils, towels, bedding, and other items for the quarantined person
3.	Other household members should use a separate bathroom. If sharing the same bathroom, cleaning taps, doorknobs, and utensils with soap and water is a requirement.
4.	Minimize visitors to the house, the returnee should not interact with any visitors
5.	If symptoms register during the self-quarantine period, immediately contact medical services.
6.	Everyone in the house should avoid touching eyes, nose, and mouth with unwashed hands, especially the quarantined person.

<b>II. Quarantine for confirmed Pandemic Cases</b>	
1.	Any employee that is diagnosed with the disease should advise CEMEX immediately and fill out a form detailing interactions with employees, areas within the work center that have been visited, and others.
2.	CEMEX HR will remain in constant contact with employees to monitor and evaluate the evolution of the virus and provide support, as necessary.
3.	An employee on quarantine should stay at home or in a designated building of a period of days to make sure the person not infected with pandemic-related disease. It is recommended requiring a “fully recovered, non-contagious” medical certification before returning to work
3.1.	An employee may be placed on quarantine if they have been in contact or exposed to a person with an infectious illness, like a pandemic-related disease. This is because an ill person may be infectious for days before they know they are sick.

<b>III. Quarantine for people returning from medium-high risk locations travel</b>	
1.	All travels should be avoided during the quarantine
2.	Employees that have been required to travel internationally to medium and high-risk locations should initiate a self-imposed 14 quarantine upon arrival to their home location and report the situation to HR immediately.

<b>IV. Quarantine for people with disease-like symptoms</b>	
1.	Employees that exhibit disease-like symptoms (i.e. Fever higher than 37.3 °C / 99.1 F and/or any of these symptoms: cough, shortness of breath) should stay home and be tested as soon as possible and follow local authorities’ recommendations.
1.1	If testing is unavailable, employees should remain at home at least 14 days following the onset of the symptoms. The employees should remain in constant contact with CEMEX to monitor and evaluate the evolution of symptoms.

<b>V. Quarantine for people who have been exposed, but are not ill</b>	
1.	An employee should be placed on quarantine if they have been in direct contact or exposed to a person with a confirmed diagnosis of COVID19. This is because an ill person may be infectious for days before they know they are sick.
2.	These employees should remain in quarantine until they have been tested or completed a period of 14-days. If no symptoms are present, the employee is expected to resume duties at the end of the 14 days.
3.	In the case of exposure, the employee should consult with HR and the local RRT to determine the degree of potential exposure as well as the indicated action plan.



**VI. Quarantine for people who have family members or guests that have arrived at their home in the previous 14-day period.**

1.	An employee may be placed on quarantine if they have been in contact or exposed to a person that has recently arrived from a high-risk location. The employee should initiate a self-imposed 14-day quarantine upon the arrival of the family member or guest to the home and report the situation to HR immediately. If no symptoms are present, the employee is expected to resume duties at the end of the 14 days.
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