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| CEMEX Protocol | Protocol for block accommodation/camps due to ongoing measures related to COVID-19 scenario. |
| Purpose of the Protocol | This protocol provides a recommended preventive measures for site managers and employees during a Pandemic scenario of COVID-19. |
| Who does this protocol apply to | This protocol applies to all CEMEX's sites. The Plant RRT/managers/employees should take responsibility for implementing it. |
| Disclaimer | <p><i>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.</i></p> <p>Copyright ©2020 Cemex Innovation Holding AG.</p> |

| I. General guidelines | |
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| 1. | Avoid any physical contact such as handshakes or any other type of physical contact. |
| 2. | Information must be available about relevant measures to follow in relation to COVID-19. Including greetings/salutation and other common gestures |
| 2.1. | Encourage participants to cover their face with the crook of their elbow or a tissue if they cough or sneeze. Supply tissues and closed bins to dispose of them in. |
| 2.2. | Participants should not share any items such as pens, documents, etc. during the duration of the Induction. |
| 2.3. | Avoid any physical contact such as handshakes or any other type of physical contact. |
| 2.4. | Ask people not to gather in common places at any one time. (i.e. pantry, kitchen, etc.) |
| 3. | Facilitate access to soap and water / sanitizing gel and provide single-use towels in common areas and bedrooms. |
| 4. | A thorough cleaning scheme must be in place for all areas to ensure these areas are free from potential COVID-19. |
| 4.1. | Increase the cleaning and disinfecting activities frequency for all the areas where people have direct and constant contact (i.e. Chairs, desks, doors, etc.) |
| 4.2. | Increase the cleaning and disinfecting activities frequency for all the equipment that is used by people (i.e. monitors, keyboards, mouse, etc.) |

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| 4.3. | All trash should be put straight in the bin and not left for someone else to clear up. Increase trash collection arrangements, if necessary. |
| 4.4. | For restrooms (i.e. showers, toilets, and sinks), in addition to frequent disinfection, provide means to disinfect contact surfaces before and after use. Disinfect the contact surfaces of the toilets with single-use wipes. |
| 4.5 | It is necessary to wear gloves, and face mask throughout cleaning activities and wash hands immediately after the removal of gloves and mask. |
| 5. | <p>If possible and legally allowed, measure body temperature of personnel using a non-contact thermometer. Additionally, review health history to identify 'at risk' factors.</p> <ol style="list-style-type: none"> Fever (higher than 37.3 °C / 99.1 F) and/or any of these symptoms: cough, shortness of breath. Vulnerable person by virtue of age (60), underlying health or clinical condition or pregnant. <p>If any symptoms are shown, then the individual should be instructed to wear a mask immediately, recommend not to stay in this accommodation and seek for medical advice, alternative activities or even ask them to stay at home under medical recommendations</p> |
| 6. | Ensure first aid arrangements and/or clinics are available in the accommodation. |
| 6.1. | Appoint a dedicated first aider or nurse for 24/7 assistance. |
| 7. | Appoint a driver with vehicle for all medical related transportation services, all emergency situations must be coordinated by local health and ambulance authorities. |
| II. Preventive measures for common areas and services | |
| 1. | Ensure continuous and effective ventilation within facility common areas (i.e. opening windows and doors). |
| 2. | Reorganize dining and common areas, ensuring enough spacing between the chairs, tables, etc. and removing them as necessary to ensure at least 2 meters (6 feet) distance between them. |
| 3. | <p>Do not share cutlery, provide extra where required, and do not share meals.</p> <ol style="list-style-type: none"> All cutlery, utensils etc. must be thoroughly washed after use and kept with the owner in a separate sanitized container. Where possible, meals should be eaten using individual disposable boxes, plates etc. |
| 4. | Workers must not share clothes under any circumstance. Individual lockers must be provided for each person to store clothes and personal items. For more information refer to Changing and Lockers rooms protocol. |
| 5. | Where clothes/uniforms are laundered by the company, arrangements need to be put in place to ensure separate containers are used and only handled by designated persons. |

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| 6. | Physical distancing must be ensured in buses transporting employees from accommodation to plants by blocking seats. |
| 6.1. | Additional transport capabilities must be contracted to ensure this. Buses must be disinfected after every service. |
| III. Preventive measures for sleeping areas | |
| 1. | Use of hands sanitizing should be enforced before entering to the sleeping area |
| 2. | Reorganize sleeping areas in a way that beds are at least 2 meters apart from each other and separate from lockers, tables, etc. |
| 3. | Use additional rooms and accommodation facilities where required to maintain physical distancing. (i.e. hotels, lodges etc.) |
| 4. | Reserve dedicated isolation rooms for those having COVID-19 symptoms. Ensure timely availability for simultaneous multiple cases. Contact local authorities for further assistance. |
| 5. | Ensure immediate relocation of individuals with symptoms to individual room, and provision of medical support. |
| 6. | Ensure separate relocation of individuals assessed to require quarantine (i.e. close contact with symptomatic person), to a separate facility, while maintaining strict physical distancing between individuals. |
| 7. | Evaluate if vulnerable workers e.g. by virtue of their age (60 or over), pregnant and/or with pre-existing health conditions should be either separated in a different room, temporarily asked not to stay in this type of accommodation and seek for alternative activities or even ask them to stay at home during the COVID19 contingency. |