

G3 Content Index

| Application Level | | A | Assured by | | | |
|--|--|----------|--|---|-------------------------|--|
| STANDARD DISCLOSURES PART I: Profile Disclosures | | | | | | |
| 1. Strategy and Analysis | | | | | | |
| Profile Disclosure | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for omission | Explanation |
| 1.1 | Statement from the most senior decision-maker of the organization. | Fully | "Vorwort" page 3, 5 | | | |
| 1.2 | Description of key impacts, risks, and opportunities. | Fully | "Auswirkung auf unsere Stakeholder" page 8; "Unser Geschäftsumfeld" page 10, 11 | | | |
| 2. Organizational Profile | | | | | | |
| Profile Disclosure | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for omission | Explanation |
| 2.1 | Name of the organization. | Fully | page 5 | | | |
| 2.2 | Primary brands, products, and/or services. | Fully | "Über unser Unternehmen" page 5, 6 | | | |
| 2.3 | Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures. | Fully | "Über unser Unternehmen" page 5, 6 | | | |
| 2.4 | Location of organization's headquarters. | Fully | "Über unser Unternehmen" page 5, 6 | | | |
| 2.5 | Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report. | Fully | "Über unser Unternehmen" page 5, 6 | | | |
| 2.6 | Nature of ownership and legal form. | Fully | "Über unser Unternehmen" page 5, 6 | | | |
| 2.7 | Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries). | Fully | "Über unser Unternehmen" page 5, 6 | | | |
| 2.8 | Scale of the reporting organization. | Fully | "Über unser Unternehmen" page 5, 6 | | | |
| 2.9 | Significant changes during the reporting period regarding size, structure, or ownership. | Fully | No significant changes during the reporting period | | | |
| 2.10 | Awards received in the reporting period. | Fully | page 27 | | | |
| 3. Report Parameters | | | | | | |
| Profile Disclosure | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for omission | Explanation |
| 3.1 | Reporting period (e.g., fiscal/calendar year) for information provided. | Fully | "Über diesen Bericht" page 4 | | | |
| 3.2 | Date of most recent previous report (if any). | Fully | first country report | | | |
| 3.3 | Reporting cycle (annual, biennial, etc.). | Fully | every two years | | | |
| 3.4 | Contact point for questions regarding the report or its contents. | Fully | "Impressum", page 2 | | | |
| 3.5 | Process for defining report content. | Fully | "Über diesen Bericht" page 4 | | | The topics identified to be material in the report are corresponding with the 6 priorities of our sustainability strategy, with water, energy and partnership with our stakeholders / communities seen as topics to be highlighted in the 2011 report. These topics were prioritized by following a twofold approach: a multi disciplinary Team took an inside-out perspective, defining what is material for the company and our stakeholders. To complement that perspective with an outside-in view, the Team interviewed several stakeholders to make sure to meet their interest. |
| 3.6 | Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance. | Fully | "Über diesen Bericht" page 4 | | | |
| 3.7 | State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope). | Fully | "Über diesen Bericht" page 4 | | | |
| 3.8 | Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations. | Fully | "Über diesen Bericht" page 4 | | | |
| 3.9 | Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols. | Fully | "Leistungskennzahlen und Ziele" page 28 | | | Metrics and Methods for CO2-tool to be found on CEMEX.com |
| 3.10 | Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods). | Fully | First country report | | | |
| 3.11 | Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report. | Fully | First country report | | | |
| 3.12 | Table identifies the location of the Standard Disclosures in the report. | Fully | | | | |
| 3.13 | Policy and current practice with regard to seeking external assurance for the report. | Fully | not applied for external verification | | | |
| 4. Governance, Commitments, and Engagement | | | | | | |
| Profile Disclosure | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for omission | Explanation |
| 4.1 | Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight. | Fully | "Über unser Unternehmen" page 5, 6 | | | |
| 4.2 | Indicate whether the Chair of the highest governance body is also an executive officer. | Fully | "Über unser Unternehmen" page 5, 6 | | | http://www.cemex.com/InvestorCenter/CorporateGovernance.aspx |
| 4.3 | For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members. | Fully | "Über unser Unternehmen" page 5, 6 | | | no unitary board structure in GER |
| 4.4 | Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body. | Fully | http://www.cemex.com/InvestorCenter/CorporateGovernance.aspx | | | |
| 4.5 | Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance). | Not | | | Proprietary information | |
| 4.6 | Processes in place for the highest governance body to ensure conflicts of interest are avoided. | Fully | applicable for CEMEX S.A.B de C.V only | | | |
| 4.7 | Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics. | Fully | "Über unser Unternehmen" page 5, 6 | | | http://www.cemex.com/InvestorCenter/CorporateGovernance.aspx |
| 4.8 | Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation. | Fully | "Unsere Werte" page 7; "Unsere Nachhaltigkeitsstrategie" page 13 | | | |
| 4.9 | Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles. | Fully | "Über unser Unternehmen" page 5, 6 | | | Sustainability is an integral part of the agenda of the monthly board meeting. Sustainability indicators are reported monthly. |
| 4.10 | Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance. | Fully | "Über unser Unternehmen" page 5, 6 | | | Sustainability goals for all employees, including the highest governance body are being defined at the moment. |
| 4.11 | Explanation of whether and how the precautionary approach or principle is addressed by the organization. | Fully | "Unser Geschäftsumfeld" page 10; "Unsere Nachhaltigkeitsstrategie - Verantwortungsvoller Umgang mit der Umwelt" page 16 | | | |
| 4.12 | Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses. | Fully | "Übersicht zu unseren Kooperationen" page 26 | | | |
| 4.13 | Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic. | Fully | "Übersicht zu unseren Kooperationen" page 26 | | | |
| 4.14 | List of stakeholder groups engaged by the organization. | Fully | "Auswirkungen auf unsere Stakeholder" page 8; "Einbindung unserer Stakeholder" page 20 | | | |
| 4.15 | Basis for identification and selection of stakeholders with whom to engage. | Fully | "Über diesen Bericht" page 4 | | | |
| 4.16 | Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group. | Fully | "Auswirkung auf unsere Stakeholder" page 8; "Unser Geschäftsumfeld" page 10; "Verantwortungsvoller Umgang mit der Umwelt" page 16; "Unterstützung Gemeinden" page 22; "Partnerschaft mit unseren wichtigsten Stakeholdern" page 24 | | | |
| 4.17 | Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. | Fully | "Auswirkung auf unsere Stakeholder" page 8; "Unser Geschäftsumfeld" page 10; "Verantwortungsvoller Umgang mit der Umwelt" page 16; "Unterstützung Gemeinden" page 22; "Partnerschaft mit unseren wichtigsten Stakeholdern" page 24 | | | |

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)

| G3 DMA | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for omission | Explanation | To be reported in |
|--|---|-----------|--|--|-------------------------|--|-------------------|
| DMA EC Disclosure on Management Approach EC | | | | | | | |
| Aspects | Economic performance | Partially | CEMEX S.A.B. Annual report available www.cemex.com | detailed information on financial performance is not public on country level | Proprietary information | | |
| | Market presence | Partially | page 4; "Partnerschaft mit unseren wichtigsten Stakeholdern" page 25 | | Proprietary information | | |
| | Indirect economic impacts | Partially | "Unser Unternehmen" page 5; "Unser Geschäftsumfeld" page 10; "Auswirkungen auf Stakeholder" page 8 | detailed figures | Proprietary information | | |
| DMA EN Disclosure on Management Approach EN | | | | | | | |
| Aspects | Materials | Partially | "Leistungskennzahlen und Ziele" page 28 | | Proprietary information | | |
| | Energy | Partially | "Leistungskennzahlen und Ziele" page 28; "Auswirkungen auf unsere Stakeholder" page 8; "Unser Geschäftsumfeld" page 10; "Verantwortungsvoller Umgang mit unserer Umwelt" page 16; "Mit voller Energie" page 17 | | Not available | | |
| | Water | Fully | "Leistungskennzahlen und Ziele" page 28 | | | | |
| | Biodiversity | Partially | "Verantwortungsvoller Umgang mit der Umwelt" page 18; "Unterstützung unserer Gemeinden" page 23; "Kooperationen" page 26; "Leistungskennzahlen und Ziele" page 28 | | Not available | | |
| | Emissions, effluents and waste | Fully | "Leistungskennzahlen und Ziele" page 28 | | | | |
| | Products and services | Fully | "Auswirkungen auf unsere Stakeholder" page 8; "Verantwortungsvoller Umgang mit der Umwelt" page 16ff. | | | | |
| | Compliance | Not | | | Proprietary information | | |
| | Transport | Fully | "Auswirkungen auf unsere Stakeholder" page 8; "Unser Geschäftsumfeld" page 10; "Leistungskennzahlen und Ziele" page 28 | | | | |
| | Overall | Not | | | Proprietary information | | |
| DMA LA Disclosure on Management Approach LA | | | | | | | |
| Aspects | Employment | Fully | "Unsere Werte" page 7; "Partnerschaft mit unseren wichtigsten Stakeholdern" page 24; "Leistungskennzahlen und Ziele" page 29 | | | | |
| | Labor/management relations | Fully | Works council installed, regular meetings in place, represented in Supervisory Board by law | | | | |
| | Occupational health and safety | Fully | "Arbeitsicherheit hat höchste Priorität" page 21 | | | | |
| | Training and education | Fully | pages 21, 29 | | | | |
| | Diversity and equal opportunity | Fully | pages 7, 24, 29 | | | | |
| DMA HR Disclosure on Management Approach HR | | | | | | | |
| Aspects | Investment and procurement practices | Not | | detailed figures | Not material | | |
| | Non-discrimination | Fully | "Unser Werte" page 7 | | | In GER Anti-Discrimination law in place | |
| | Freedom of association and collective bargaining | Fully | prohibited by constitution | | | | |
| | Child labor | Fully | prohibited by law, operations under tight control | | | | |
| | Forced and compulsory labor | Fully | prohibited by law, operations under tight control | | | | |
| | Security practices | Not | | | Not material | in place - details not to be published | |
| | Indigenous rights | Not | | | Not material | In Germanv. equal rights for all citizens are provided by constitution | |
| DMA SO Disclosure on Management Approach SO | | | | | | | |
| Aspects | Community | Fully | pages 8, 20 - 23 | | | | |
| | Corruption | Fully | "Unsere Werte" page 7 | | | | |
| | Public policy | Fully | http://www.cemex.com/AboutUs/PositionPapers.aspx | | | | |
| | Anti-competitive behavior | Fully | "Unsere Werte" page 7 | | | | |
| | Compliance | Fully | "Unsere Werte" page 7 | | | | |
| DMA PR Disclosure on Management Approach PR | | | | | | | |
| Aspects | Customer health and safety | Fully | Material Safety Data sheets provided to customers, no immediate influence on use at customers, where the highest potential risk might materialize | | | | |
| | Product and service labelling | Fully | All labelling to product in accordance with German legal requirements | | | | |
| | Marketing communications | Fully | detailed information and labels, brands available on www.cemex.de "Unsere Produkte", | | | | |
| | Customer privacy | fully | safeguarded by applicable laws and http://www.cemex.de/impressum.htm | | | | |
| | Compliance | Fully | All action reviewed as to make sure compliance with applicable law | | Not available | | |
| STANDARD DISCLOSURES PART III: Performance Indicators | | | | | | | |
| Economic | | | | | | | |
| Performance Indicator | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for Omission | Explanation | To be reported in |
| Economic performance | | | | | | | |
| EC1 | Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments. | Partially | "Unser Unternehmen" page 5 | cost, salary, donations, retained earnings, community investments, payments to capital providers and governments | Proprietary information | Tax information subject to confidentiality | |
| EC2 | Financial implications and other risks and opportunities for the organization's activities due to climate change. | Partially | "Unser Geschäftsumfeld" page 10 | financial figures not reported | Proprietary information | | |
| EC3 | Coverage of the organization's defined benefit plan obligations. | Not | | | Proprietary information | These data are subject to confidentiality | |
| EC4 | Significant financial assistance received from government. | Not | No assistance received | | Proprietary information | | |
| Market presence | | | | | | | |
| EC5 | Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation. | Not | | | Proprietary information | These data are subject to confidentiality | |
| EC6 | Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation. | Partially | "Partnerschaft mit unseren wichtigsten Stakeholdern" page 25 | financial figures not reported | Proprietary information | These data are subject to confidentiality | |
| EC7 | Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation. | Fully | Uniform procedures for all employees, not depending on origin | | | | |
| Indirect economic impacts | | | | | | | |
| EC8 | Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement. | Not | For Germany not relevant as infrastructure measures are advertised publicly or are implemented as ppp projects | | Not material | | |
| EC9 | Understanding and describing significant indirect economic impacts, including the extent of impacts. | Partially | "Unser Unternehmen" page 5; "Unser Geschäftsumfeld" page 10; "Auswirkungen auf Stakeholder" page 8 | financial figures not reported | Proprietary information | | |

| Environmental | | | | | | | |
|--|---|-----------|--|---|-------------------------|--|-------------------|
| Performance Indicator | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for Omission | Explanation | To be reported in |
| Materials | | | | | | | |
| EN1 | Materials used by weight or volume. | Partially | "Leistungskennzahlen und Ziele" page 28 | other than reported in EMAS report | Proprietary information | see EMAS-report for CEMENT plants, available www.cemx.de | |
| EN2 | Percentage of materials used that are recycled input materials. | Not | "Leistungskennzahlen und Ziele" page 28 | | | Not available 2011 | 2013 |
| Energy | | | | | | | |
| EN3 | Direct energy consumption by primary energy source. | Fully | "Leistungskennzahlen und Ziele" page 28 | | | | |
| EN4 | Indirect energy consumption by primary source. | Not | "Leistungskennzahlen und Ziele" page 28 | | Not available | not available for 2011 | 2013 |
| EN5 | Energy saved due to conservation and efficiency improvements. | Partially | "Leistungskennzahlen und Ziele" page 28 | quantitative results | Not available | not available for 2011 | 2013 |
| EN6 | Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. | Partially | "Auswirkungen auf unsere Stakeholder" page 8; "Unser Geschäftssumfeld" page 10; "Verantwortungsvoller Umgang mit unserer Umwelt" page 16 | quantitative results | Not available | quantitative results not yet known | 2013 |
| EN7 | Initiatives to reduce indirect energy consumption and reductions achieved. | Partially | "Mit voller Energie" page 17; "Leistungskennzahlen und Ziele" page 28 | quantitative results | Not available | quantitative results not yet known | 2013 |
| Water | | | | | | | |
| EN8 | Total water withdrawal by source. | Fully | "Leistungskennzahlen und Ziele" page 28 | | | | |
| EN9 | Water sources significantly affected by withdrawal of water. | Fully | "Leistungskennzahlen und Ziele" page 28 | | | | |
| EN10 | Percentage and total volume of water recycled and reused. | Fully | "Leistungskennzahlen und Ziele" page 28 | | | | |
| Biodiversity | | | | | | | |
| EN11 | Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. | Partially | 24 of 44 sites border to protected areas | size not reported | Not available | data not complete for 2011 | 2013 |
| EN12 | Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas. | Fully | "Verantwortungsvoller Umgang mit der Umwelt" page 18 | | | | |
| EN13 | Habitats protected or restored. | Fully | "Verantwortungsvoller Umgang mit der Umwelt" page 18; "Unterstützung unserer Gemeinden" page 23; "Kooperationen" page 26 | | | | |
| EN14 | Strategies, current actions, and future plans for managing impacts on biodiversity. | Fully | "Verantwortungsvoller Umgang mit der Umwelt" page 18 | | | | |
| EN15 | Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk. | Partially | | Number of species | Not available | data not complete for 2011 | 2013 |
| Emissions, effluents and waste | | | | | | | |
| EN16 | Total direct and indirect greenhouse gas emissions by weight. | Fully | "Leistungskennzahlen und Ziele" page 28 | | | | |
| EN17 | Other relevant indirect greenhouse gas emissions by weight. | Fully | "Leistungskennzahlen und Ziele" page 28 | | | | |
| EN18 | Initiatives to reduce greenhouse gas emissions and reductions achieved. | Fully | "Auswirkungen auf unsere Stakeholder" page 9; "CO2 Strategie" page 16 | | | | |
| EN19 | Emissions of ozone-depleting substances by weight. | Fully | "Leistungskennzahlen und Ziele" page 28 | | | | |
| EN20 | NOx, SOx, and other significant air emissions by type and weight. | Fully | "Leistungskennzahlen und Ziele" page 28 | | | | |
| EN21 | Total water discharge by quality and destination. | Fully | "Leistungskennzahlen und Ziele" page 28 | | | | |
| EN22 | Total weight of waste by type and disposal method. | Fully | Cement: hazardous waste: 43 tons, waste 339t; Aggregates: Special waste: 8t, waste 469t; ready-mixed concrete: Special waste: 8t, waste 9997t (including leftover concrete). | | | | |
| EN23 | Total number and volume of significant spills. | Partially | 36 incidents | Volume and type of spill | Proprietary information | | |
| EN24 | Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally. | Fully | 0 | | | | |
| EN25 | Identify, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff. | Not | | | Not available | data not complete for 2011 | |
| Products and services | | | | | | | |
| EN26 | Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. | Fully | "Auswirkungen auf unsere Stakeholder" page 8; "Verantwortungsvoller Umgang mit der Umwelt" page 16ff. | | | | |
| EN27 | Percentage of products sold and their packaging materials that are reclaimed by category. | Fully | 100% | | | | |
| Compliance | | | | | | | |
| EN28 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations. | not | | | Proprietary information | | |
| Transport | | | | | | | |
| EN29 | Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce. | Fully | "Auswirkungen auf unsere Stakeholder" page 8; "Unser Geschäftssumfeld" page 10; "Leistungskennzahlen und Ziele" page 28 | | | | |
| EN30 | Total environmental protection expenditures and investments by type. | Not | | | Proprietary information | | |
| Social: Labor Practices and Decent Work | | | | | | | |
| Performance Indicator | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for Omission | Explanation | To be reported in |
| Employment | | | | | | | |
| LA1 | Total workforce by employment type, employment contract, and region. | Fully | "Leistungskennzahlen und Ziele" page 28 | | | | |
| LA2 | Total number and rate of employee turnover by age group, gender, and region. | Not | | | Proprietary information | | |
| LA3 | Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations. | Not | | | Proprietary information | | |
| Labor/management relations | | | | | | | |
| LA4 | Percentage of employees covered by collective bargaining agreements. | Fully | 100% | | | | |
| LA5 | Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements. | Fully | Minimum notice periods are not fixed, BetrVG §111 regulations apply | | | | |
| Occupational health and safety | | | | | | | |
| LA6 | Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs. | Fully | 100% | | | | |
| LA7 | Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region. | Fully | "Leistungskennzahlen und Ziele" page 28 | | | | |
| LA8 | Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases. | Fully | | | | | |
| LA9 | Health and safety topics covered in formal agreements with trade unions. | Fully | "Arbeitssicherheit hat höchste Priorität" page 21 | | | | |
| Training and education | | | | | | | |
| LA10 | Average hours of training per year per employee by employee category. | Fully | "Leistungskennzahlen und Ziele" page 28 | | | | |
| LA11 | Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. | Fully | "Partnerschaft mit unseren wichtigsten Stakeholdern" page 24ff. | | | | |
| LA12 | Percentage of employees receiving regular performance and career development reviews. | Not | | | Proprietary information | | |
| Diversity and equal opportunity | | | | | | | |
| LA13 | Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. | Fully | "Leistungskennzahlen und Ziele" page 28 | | | | |
| LA14 | Ratio of basic salary of men to women by employee category. | not | | | Proprietary information | | |

| Social: Human Rights | | | | | | | |
|---|--|----------|--|---|---------------------|---------------|-------------------|
| Performance Indicator | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for Omission | Explanation | To be reported in |
| Investment and procurement practices | | | | | | | |
| HR1 | Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening. | not | Not material due to legal requirements | | Not material | | |
| HR2 | Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken. | not | Not material due to legal requirements | | Not material | | |
| HR3 | Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. | not | Not material due to legal requirements | | Not material | | |
| Non-discrimination | | | | | | | |
| HR4 | Total number of incidents of discrimination and actions taken. | Fully | 0 | | | | |
| Freedom of association and collective bargaining | | | | | | | |
| HR5 | Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights. | Fully | 0 | | | | |
| Child labor | | | | | | | |
| HR6 | Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor. | Fully | 0 | | | | |
| Forced and compulsory labor | | | | | | | |
| HR7 | Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor. | Fully | 0 | | | | |
| Security practices | | | | | | | |
| HR8 | Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations. | not | Not material due to legal requirements | | Not material | | |
| Indigenous rights | | | | | | | |
| HR9 | Total number of incidents of violations involving rights of indigenous people and actions taken. | not | Not material to CEMEX Deutschland | | Not material | | |
| Social: Society | | | | | | | |
| Performance Indicator | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for Omission | Explanation | To be reported in |
| Community | | | | | | | |
| SO1 | Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting. | Fully | "Auswirkungen auf Stakeholder" page 4 ff.; "Unser Geschäftsumfeld" page 10ff.; "Partnerschaft mit unseren wichtigsten Stakeholdern" page 24ff. | | | | |
| Corruption | | | | | | | |
| SO2 | Percentage and total number of business units analyzed for risks related to corruption. | Fully | 100% | | | | |
| SO3 | Percentage of employees trained in organization's anti-corruption policies and procedures. | Fully | 100% | | | | |
| SO4 | Actions taken in response to incidents of corruption. | Fully | no incidents | | | | |
| Public policy | | | | | | | |
| SO5 | Public policy positions and participation in public policy development and lobbying. | Fully | Political lobbying is done in Germany only through association memberships, internationally through the mother company | | | | |
| SO6 | Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country. | Fully | 0 | | | | |
| Anti-competitive behavior | | | | | | | |
| SO7 | Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes. | Fully | 1 ongoing action | | | | |
| Compliance | | | | | | | |
| SO8 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations. | Fully | 0 | | | | |
| Social: Product Responsibility | | | | | | | |
| Performance Indicator | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for omission | Explanation | To be reported in |
| Customer health and safety | | | | | | | |
| PR1 | Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures. | Fully | "Unser Unternehmen" page 5; "Auswirkungen auf unsere Stakeholder" page 8; "Partnerschaft mit unseren wichtigsten Stakeholdern" page 24 | | | www.cemex.com | |
| PR2 | Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes. | Fully | 0 | | | | |
| Product and service labelling | | | | | | | |
| PR3 | Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements. | Fully | 100%, Reach Data Sheets, Product Safety Data Sheets | | | | |
| PR4 | Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes. | Fully | 0 | | | | |
| PR5 | Practices related to customer satisfaction, including results of surveys measuring customer satisfaction. | Fully | "Partnerschaft mit unseren wichtigsten Stakeholdern" page 25 | | | | |
| Marketing communications | | | | | | | |
| PR6 | Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship. | Fully | "Unsere Werte" page 7, Code of Ethics | | | | |
| PR7 | Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes. | Fully | 0 | | | | |
| Customer privacy | | | | | | | |
| PR8 | Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data. | Fully | 0 | | | | |
| Compliance | | | | | | | |
| PR9 | Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services. | Fully | 0 | | | | |