



HUMAN RIGHTS POLICY

1. Purpose

The purpose of this policy is to express CEMEX's active and continuous determination to meet its responsibility to respect and support internationally recognized human rights standards.

Human rights are the fundamental rights, freedoms and standards of treatment to which all people are entitled. Respecting human rights is a core value at CEMEX and is embedded in the way we do business.

This policy replaces and supersedes CEMEX Policy Statement on Human Rights issued on 23 July 2014.

2. Human Rights Policy Statement

At CEMEX, we seek to align our strategy and operations with universal principles on human rights. It is a global standard of expected conduct applicable to all our operations.

We support and respect the protection of internationally proclaimed human rights principles, as expressed in the International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

CEMEX is a signatory to the United Nations Global Compact and has undertaken to respect and support human rights and comply with internationally recognized human rights standards, and aligns to the UN Guiding Principles on Business and Human Rights.

CEMEX's determination is to:

- Comply with all applicable laws and respect internationally recognised human rights, wherever we operate.
- Raise awareness of employees and business partners on human rights issues.
- Assess actual and potential human rights risks and impacts in our operations.
- Take adequate measures for the prevention, mitigation and, where appropriate, remediation of adverse human rights impacts.
- Provide access to grievance mechanisms.
- Continue participating in international initiatives to advance business and human rights.

- Engage with stakeholders regarding human rights, including governments, non-governmental organizations, business and industry partners, investors, employees and clients.
- Report transparently on our efforts in this area.

3. Integrated approach

CEMEX has taken an integrated approach intended to achieve policy coherence. To this effect, this policy is supplemented with other CEMEX's policies addressing human rights considerations, including, the CEMEX Code of Ethics and Business Conduct, CEMEX Health and Safety Policy, CEMEX Suppliers Code of Conduct when doing business with us, CEMEX Public Affairs and Stakeholder Engagement Policy and CEMEX Environmental policies.

Policies and practices are updated to take account of new issues and raise awareness within our operations of the impact that our decisions may have on human rights; these policies and practices are communicated regularly.

4. Coverage

This Policy has a company-wide coverage and applies to all CEMEX employees, directors and officers, regardless of where they reside or conduct business, as well as to all third parties who have a business relationship with CEMEX.

CEMEX expects its business partners, suppliers and other parties whose own impacts may be directly linked to CEMEX's operations, products or services, to uphold the principles of this policy and respect and not infringe upon human rights.

5. Areas of Impact

We conducted a global assessment and mapping of our human rights risks and opportunities. The following constitute our primary focus areas in our operations:

a) Employees

In accordance with this policy and our CEMEX Code of Ethics and Business Conduct, CEMEX is determined to treating all employees fairly and honesty regardless of where they work; is dedicated to protecting the health and safety of all employees; is keen to providing a workplace that respects the rights to freedom of association and collective bargaining; that is free from harassment and discrimination on the basis of race, gender, national origin, sexual orientation,

disability, membership to any political, religious or union organization; to not use forced or child labor; is dedicated to compensating its employees in order to enable them to meet at least their basic needs; and offering them equal opportunities for training, personal development, individual recognition and promotion on the basis of merit.

b) Communities

Due to the impact of our operations, special attention must be given to the rights and concerns of specific groups or populations in countries where we work. CEMEX is committed to respecting the cultural values of the local communities in places where it operates, including the rights of indigenous peoples, to giving appropriate regard to the self-sufficiency, sustainability, health, safety and the environment of such communities and to conducting business in a responsible way.

This commitment is aligned with the responsible business strategy adopted by CEMEX and the community engagement plans developed by CEMEX.

c) Third Parties

CEMEX intends to promote respect for ethical conduct and human rights with its third parties such as contractors, suppliers and other business partners. We believe that working with partners that share in our human rights commitment is critical to the success of our business operations and brand integrity.

CEMEX endeavours to hold its suppliers and contractors to the same ethical business standards and human rights compliance it supports. Any business partner implicated in human rights violations will be expected to take appropriate remedial actions and may have their contracts re-evaluated or terminated, depending on the circumstances.

6. Implementation

We have instituted a process of on-going due diligence, which comprises the assessment of CEMEX's actual and potential human rights impacts in our operations, and other processes such as risk assessments, legal certifications, environmental and social impact assessments.

With this process CEMEX seeks to identify, mitigate and prevent among other risks any adverse human rights impacts.

In addition, CEMEX has implemented processes to enable the remediation of any adverse impacts that CEMEX has identified, caused or contributed to.

7. Training

We are committed to continue providing training efforts in the areas of Health and Safety, Ethics and Compliance to our global employee audience.

In addition, we are committed to continue developing programs expecting that our employees remain aware of, receive training and comply with the relevant CEMEX policies.

8. Compliance and governance

Strict compliance with this Policy is mandatory for all CEMEX employees.

Violation of this Policy, or the making of any act in violation of this Policy, will result in disciplinary action, which may include termination of employment.

Employees who believe that there may have been a violation of the principles laid down in this Policy should report it through established channels, as provided for in CEMEX Code of Ethics and Business Conduct, including local Human Resources departments, Ethics Committees and our ETHOS line secured internet website.

Community members, contractors and suppliers are also encouraged to submit a report through the ETHOS line if they believe there may have been a violation.

We are committed to provide access to independent and confidential grievance mechanisms without fear of retaliation.

Overall executive oversight of this policy rests with our Sustainability Committee at Board level. Inquiries related to this policy may be addressed to the Sustainability and Human Resources departments and the different Ethics Committees.

We will provide updates on the management of human rights risks and our progress in our global integrated reports.