

CEMEX

2014 Sustainable Development Report

GRI Content Index



STANDARD DISCLOSURES

GRI Label	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
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GENERAL STANDARD DISCLOSURES

STRATEGY AND ANALYSIS

G4-1	Message to Our Stakeholders, p.6	Not applicable	Not applicable	Not applicable	No
	Sustainability Core KPIs Update and 2020 Goals, p.17 Ensuring Sustainability is Fully Embedded in Our Business, p.9 Our Redefined Sustainability Model, p.14 Implementing Resilient and Low Impact Infrastructure, p.28 Providing Sustainable Products, Solutions and Services, p.21 Delivering Affordable and Efficient Housing, p.31 Generating Empowerment, Diversity and Capacity-Building, p.45 From Waste to Fuel p.54 Optimizing our Carbon Footprint, p.50 Conserving Land, Biodiversity and Water, p.61 Minimizing Air Emissions and Enhancing Our Environmental Management, p.58 Placing Health and Safety First, p.69 Satisfied Customers and Responsible Suppliers, p.74 Engaging and Retaining Our Talent, p.77 Strengthening Business Ethics, Compliance and Transparency, p.81 Our Performance in Detail, p.91 2014 20-F, Risk Factors, p.7-27: www.cemex.com/InvestorCenter/files/2014/CEMEX2014_20F.pdf	Not applicable	Not applicable	Not applicable	No
G4-2	www.cemex.com/InvestorCenter/files/2014/CEMEX2014_20F.pdf	Not applicable	Not applicable	Not applicable	No

ORGANIZATIONAL PROFILE

G4-3	CEMEX SAB de CV Company Snapshot p.3	Not applicable	Not applicable	Not applicable	No
G4-4	Providing Sustainable Products, Solutions and Services, p.21 Implementing Resilient and Low Impact Infrastructure, p.28	Not applicable	Not applicable	Not applicable	No
G4-5	Av. Ricardo Margáin Zozaya 325 Colonia Valle del Campestre Garza García, Nuevo León, México 66265	Not applicable	Not applicable	Not applicable	No
G4-6	Company Snapshot, p.3 2014 Annual Report, p.129: www.cemex.com/InvestorCenter/files/2014/CemexAnnualReport2014.pdf	Not applicable	Not applicable	Not applicable	No
G4-7	CEMEX, S.A.B. de C.V. (NYSE: CX / BMV: CEMEX), a holding company, is a public stock corporation with variable capital (S.A.B. de C.V.) organized under the laws of Mexico. 2014 20-F, Geographic Breakdown of Net Sales, p.35: www.cemex.com/InvestorCenter/files/2014/CEMEX2014_20F.pdf Company Snapshot, p.3	Not applicable	Not applicable	Not applicable	No
G4-8	Our customers range from governments to global construction firms to individuals building their own homes.	Not applicable	Not applicable	Not applicable	No

STANDARD DISCLOSURES					
GRI Label	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
G4-9	Company Snapshot, p.3 2014 Annual Report p.42-46, 83: www.cemex.com/InvestorCenter/files/2014/CemexAnnualReport2014.pdf 2014 20-F, Information on the Company, p.32; Major Shareholders and Related Party Transactions, p.200-202: www.cemex.com/InvestorCenter/files/2014/CEMEX2014_20F.pdf	Not applicable	Not applicable	Not applicable	No
G4-10	Engaging and Retaining Our Talent, p.77 Our Performance in Detail, p.91 Permanent Employees: 36,514 Male 4,632 Female 41,146 Total Temporary Employees:2,956 Male 139 Female 3,095 Total We do not have a substantial number of workers who are legally recognized as self-employed and seasonal variations in employment are also insignificant.	Not applicable	Not applicable	Not applicable	No
G4-11	Around 45% of the countries where we operate have collective/ bargaining agreements covering overall 17,956 employees. That is, over 65% of our operational employees.	Not applicable	Not applicable	Not applicable	No
G4-12	www.cemex.com/ProductsServices/CementProductionProcess.aspx	Not applicable	Not applicable	Not applicable	No
G4-13	No significant changes during 2014.	Not applicable	Not applicable	Not applicable	No
G4-14	Risk Management, p.85 Providing Sustainable Products, Solutions and Services, p.21 Position Paper on Market Mechanisms for Mitigating Climate Change: www.cemex.com/MediaCenter/files/CEMEX_POSITION_on_Market_Mechanisms_for_Mitigating_Climate_Change.pdf Position Paper on Climate Change: www.cemex.com/MediaCenter/files/CEMEX_POSITION_on_Climate_Change.pdf	Not applicable	Not applicable	Not applicable	No
G4-15	CEMEX has been a signatory to the United Nations Global Compact, a voluntary set of principles, 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 . We have not subscribed or endorsed any other charters or initiatives.	Not applicable	Not applicable	Not applicable	No
G4-16	Enhancing our Engagement with Stakeholders to Create Shared Value, p.87 Global Partnerships: www.cemex.com/SustainableDevelopment/GlobalPartnerships.aspx	Not applicable	Not applicable	Not applicable	No
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES					
G4-17	About this Report, p.104 2014 Form 20-F, Notes to the Consolidated Financial Statements p.F-107: www.cemex.com/InvestorCenter/files/2014/CEMEX2014_20F.pdf In preparation for this report, we consolidated information from all our operations and countries, but Neoris, a software company included in our financial statements and not in this report.	Not applicable	Not applicable	Not applicable	No
G4-18	CEMEX Materiality Matrix, p.13 CEMEX Sustainability Model, p.16 About this Report, p.104 We expect that individuals from all of our stakeholder groups will review this report, including customers, suppliers, employees, shareholders, neighboring communities, NGOs, universities, governments, sustainability rating agencies, media, and industry colleagues.	Not applicable	Not applicable	Not applicable	No
G4-19	CEMEX Materiality Matrix, p.13 CEMEX Sustainability Model, p.16	Not applicable	Not applicable	Not applicable	No

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G4-20	<p>CEMEX Materiality Matrix, p.13 CEMEX Sustainability Model, p.16 About this Report, p.104 All material aspects included in this report are material within all our organization's core operations:</p> <ul style="list-style-type: none"> - Economic value creation - Customer engagement and satisfaction - Health and safety for our employees, contractors and third parties - Climate change and CO2 emissions management - Renewable and alternative energy sourcing - Corporate governance and transparency - Employee relations and engagement - Products services and solutions to improve lifestyle in cities - Air quality management - Human rights and ethics in business - Products services and solutions for high energy efficiency - Community engagement and development 	Not applicable	Not applicable	Not applicable	No
G4-21	<p>CEMEX Materiality Matrix, p.13 CEMEX Sustainability Model, p.16 About this Report, p.104 Some material aspects included in this report are material outside our organization's core operations:</p> <ul style="list-style-type: none"> - Economic value creation - Customer engagement and satisfaction - Health and safety for our employees, contractors and third parties - Climate change and CO2 emissions management - Human rights and ethics in business - Community engagement and development 	Not applicable	Not applicable	Not applicable	No
G4-22	Performance in Detail, Footnotes, p.98	Not applicable	Not applicable	Not applicable	No
G4-23	No significant changes during 2014.	Not applicable	Not applicable	Not applicable	No
STAKEHOLDER ENGAGEMENT					
G4-24	<p>CEMEX Materiality Matrix, p.13 Stakeholder Engagement Mechanisms, p.89</p>	Not applicable	Not applicable	Not applicable	No
G4-25	<p>Stakeholder Management is a core aspect of our business practices. CEMEX believes our company's performance and license to operate are increasingly shaped by our stakeholder system. Because of this, the corporate Public Affairs team has developed a Stakeholder Management Model and a set of management practices that align our management and business strategy with our stakeholders through proactive engagement. This 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.</p> <p>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 and the expected outcomes we are targeting. We then brainstorm the main stakeholder groups related to each issue and set of objectives and prioritize them based on the potential impact on achieving the objective and their ease of engagement. For each identified objective and stakeholder we complete a matrix that includes:</p> <p>---Impact level: the impact level that the stakeholder will have towards achieving the objective. Impact level will depend on the power, level of influence and resources the stakeholder has. Use following scale: 1-Low, 2- Medium, 3- High y 4- Very High</p> <p>--- Ease of Engagement: the probability of engagement success based on the stakeholders' interest and alignment towards our objective. Rate with 1-Low, 2- Medium, 3- High y 4- Very High</p> <p>After the stakeholders are mapped and selected, an engagement plan is developed and executed.</p>	Not applicable	Not applicable	Not applicable	No
G4-26	<p>CEMEX Materiality Matrix, p.13 Stakeholder Engagement Mechanisms, p.89</p>	Not applicable	Not applicable	Not applicable	No

STANDARD DISCLOSURES					
GRI Label	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
G4-27	<p>Our Redefined Sustainability Model (p.16) 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. By designing a new Sustainability Model we are also responding to our stakeholders concerns.</p> <p>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 . These are the stakeholder groups that raised each of the key issues and concerns:</p> <ul style="list-style-type: none"> - Employees: Health and Safety; Employee Relations and Engagement; and Economic Value Creation. - Clients: Customer Engagement and Satisfaction; Products, Services and Solutions to Improve Lifestyle in Cities; and Economic Value Creation. - Suppliers: Health and Safety; Economic Value Creation; and Customer Engagement and Satisfaction. - Analysts: Economic Value Creation; Corporate Governance and Transparency; and Quarry Rehabilitation. - Community: Economic Value Creation; Climate Change and CO2 Emissions; and Health and Safety. - Government: Quarry rehabilitation; Health and Safety; and Economic Value Creation. - NGO/Universities: Quarry Rehabilitation; Economic Value Creation; and Human Rights and Ethics in Business 	Not applicable	Not applicable	Not applicable	No
REPORT PROFILE					
G4-28	About this Report, p.104	Not applicable	Not applicable	Not applicable	No
G4-29	About this Report, p.104	Not applicable	Not applicable	Not applicable	No
G4-30	About this Report, p.104	Not applicable	Not applicable	Not applicable	No
G4-31	About this Report, p.104	Not applicable	Not applicable	Not applicable	No
G4-32	<p>The 2014 Sustainable Development Report complies with the G4- Comprehensive "In Accordance" option.</p> <p>Please find GRI's Content Index in our website: www.cemex.com/SustainableDevelopment/files/GriIndex2014.pdf PwC's Limited Assurance Statement, p.103 About this Report, p.104 New Board-level Sustainability Committee, p.11</p>	Not applicable	Not applicable	Not applicable	No
G4-33	<p>About this Report, p.104 PwC's Limited Assurance Statement, p.103 Advisory Panel members and statement, p.100 Advisory Panel selection and relationship: www.cemex.com/SustainableDevelopment/AdvisoryPanel.aspx No relation between CEMEX and PwC. Our highest governance body nor senior executives are involved in seeking assurance for the organization's sustainability report.</p>	Not applicable	Not applicable	Not applicable	No
GOVERNANCE					
G4-34	<p>Governance, p.86 New Board-level Sustainability Committee, p.11 Committees section of our Investor Center webpage: www.cemex.com/InvestorCenter/Committees.aspx 2014 20-F, Board Practices, 194-196: www.cemex.com/InvestorCenter/files/2014/CEMEX2014_20F.pdf Our corporate by-laws provide for an Audit Committee and a Corporate Practices Committee to help the Board of Directors in the performance of its duties. A Finance Committee has also been incorporated for the same purpose.</p>	Not applicable	Not applicable	Not applicable	No
G4-35	New Board-level Sustainability Committee, p.11				No
G4-36	New Board-level Sustainability Committee, p.11				No

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GRI Label	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
G4-37	New Board-level Sustainability Committee, p.11 Investor Center: www.cemex.com/InvestorCenter/ContactUs.aspx CEMEX Reporting Line- ETHOSline, p.82 Enhancing our Engagement with Stakeholders to Create Shared Value, p.87 Advisory Panel Members and Statement, p.100				No
G4-38	Governance, p.86 2014 20-F, Board of Directors, p.189-196: www.cemex.com/InvestorCenter/files/2014/CEMEX2014_20F.pdf 2014 Annual Report, p. 131-134 www.cemex.com/InvestorCenter/files/2014/CemexAnnualReport2014.pdf				No
G4-39	In May 2014 CEMEX appointed Rogelio Zambrano as Chairman of the Board of Directors and Fernando A. Gonzalez as Chief Executive Officer.				No
G4-40	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.				No
G4-41	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, Conflict of Interest and Corporate Opportunities, p.21: www.cemex.com/InvestorCenter/files/CodeOfEthics.pdf All information about our Board of Directors is disclosed. 2014 20-F, Board of Directors, p.189-194: www.cemex.com/InvestorCenter/files/2014/CEMEX2014_20F.pdf				No
G4-42	New Board-level Sustainability Committee, p.11				No
G4-43	New Board-level Sustainability Committee, p.11 Sustainability Core KPIs Update and 2020 Goals, p.17 Engaging and Retaining Our Talent, p.77				No
G4-44	The board assesses its own performance on a variety of matters, including environmental, social, governance, and economic performance, based on reports received by the different board committees and on an annual report in each annual 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. New Board-level Sustainability Committee, p.11				No
G4-45	New Board-level Sustainability Committee, p.11 Our Redefined Sustainability Model, p.14 Risk Management, p.85 Committees section of our Investor Center webpage: www.cemex.com/InvestorCenter/Committees.aspx Ethics and Compliance: www.cemex.com/AboutUs/EthicsAndCompliance.aspx CEMEX Code of Ethics and Business Conduct: www.cemex.com/InvestorCenter/files/CodeOfEthics.pdf				No
G4-46	New Board-level Sustainability Committee, p.11 Risk Management, p.85				No

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GRI Label	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
G4-47	New Board-level Sustainability Committee, p.11 Our Redefined Sustainability Model, p.14 Risk Management, p.85 Committees section of our Investor Center webpage: www.cemex.com/InvestorCenter/Committees.aspx Ethics and Compliance: www.cemex.com/AboutUs/EthicsAndCompliance.aspx CEMEX Code of Ethics and Business Conduct: www.cemex.com/InvestorCenter/files/CodeOfEthics.pdf				No
G4-48	New Board-level Sustainability Committee, p.11 New Board-level Sustainability Committee, p.11				No
G4-49	Risk Management, p.85 Investor Center: www.cemex.com/InvestorCenter/ContactUs.aspx CEMEX Reporting Line-ETHOSline, p.82 Ethics and Compliance: www.cemex.com/AboutUs/EthicsAndCompliance.aspx CEMEX Code of Ethics and Business Conduct: www.cemex.com/InvestorCenter/files/CodeOfEthics.pdf				No
G4-50		The nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them	The information is subject to specific confidentiality constraints	We do not disclose details of what is discussed at Board meetings	No
G4-51	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. 2014 20-F, Compensation of CEMEX, S.A.B. de C.V.'s Directors and Members of Our Senior Management, p.196 www.cemex.com/InvestorCenter/files/2014/CEMEX2014_20F.pdf				No
G4-52	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.				No
G4-53	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.				No
G4-54	Ratio of Annual Total Compensation: Latvia: 12.16, Central: 12.17, UK: 13.39, Colombia: 15.38, USA: 10.24, Spain: 10.75, Panama: 13.52, Mexico: 13.37, Total: 13.32.				No
G4-55	Ratio of Percentage Increase in Annual Total Compensation: USA: 3.0%, Mexico: 4.0%, Colombia: 4.5%, UK: 2.6%, Germany: 2.7%, France: 1.7%, Poland: 2.0%, Spain: 0.0%, Philippines: 6.0%, Egypt: 5.0%, Total: 3.4%.				No

ETHICS AND INTEGRITY

STANDARD DISCLOSURES					
GRI Label	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
	In CEMEX we are against any form of discrimination including and not limited to: race, creed, sex, marital status, political opinion, age, etc. In any recruitment of new employees we focus on the candidate to meet the job requirements and involving several people in the decision. All the countries we operate follow our Code of Ethics regarding human rights describing any kind of discrimination and procedures that could be titled to Ethics committee to be penalized. We also hold different ethics and compliance campaigns to our institutional ETHOS model, to foster diversity in the workplace. Also following the ETHOS model each country is following the ETHOS line campaign with direct phone lines in which the employees can ask for advice or report inappropriate behavior. According to CEMEX Code of Ethics, all employees may anonymously notify about ethics violence related to work via Ethos Line - none of registered cases concerned any abuse of child labor. We extend this condition to our suppliers in some countries where there could be a higher risk such as: Bahamas, Colombia, Guatemala, Haiti, Mexico and Dominican Rep. In Dominican Republic they make sure Managers throughout the company know this to guarantee implementation.				
G4-56	Code of Ethics, p.8-11: www.cemex.com/InvestorCenter/files/CodeofEthics.pdf	Not applicable	Not applicable	Not applicable	No
	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 through out 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.				
G4-57					No
	ETHOSline. 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 through out 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.				
G4-58					No
SPECIFIC STANDARD DISCLOSURES					
CATEGORY: ECONOMIC					
MATERIAL ASPECT: ECONOMIC PERFORMANCE					
	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 2014 Annual Report, p.11: www.cemex.com/InvestorCenter/files/2014/CemexAnnualReport2014.pdf				
G4-DMA					No
	Company Snapshot, p.3 Annual Report 2014, p.35-39 We did not declare a dividend since 2008. Instead, at our annual shareholders' meetings, CEMEX's stockholders approved a capitalization of retained earnings. Our Social Inclusion Programs, p.46 Risk Management, p.85	Economic value distributed by region	The information is subject to specific confidentiality constraints	CEMEX only reports on these disclosures on a group consolidated basis	
G4-EC1					No
	Position paper on climate change, Position paper on carbon capture and storage: www.cemex.com/AboutUs/PositionPapers.aspx 2014 Carbon Disclosure Project submission: www.cdp.net 2014 20-F, Risk Factors, p.7-27: www.cemex.com/InvestorCenter/files/2014/CEMEX2014_20F.pdf				
G4-EC2					No

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G4-EC3	CEMEX complies with minimum legal coverage requirements in all countries where we operate. As of December 31, 2014, the aggregate projected benefit obligation (PBO) for pension plans and other postretirement benefits and the plan assets is as follows: PBO = 41,606 Assets = 24,725 Deficit = 16,881 Note: Amount in Millions of Mexican pesos 2014 Annual Report, Note 18, Pensions and postretirement employee benefits: p.101. www.cemex.com/InvestorCenter/files/2014/CemexAnnualReport2014.pdf				No
G4-EC4	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.				No

MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS

G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14				No
G4-EC7	Providing Resilient and Efficient Building Solutions, p.19 Implementing a High-Impact Social Strategy, p.34 Our Performance in Detail, p.91 In emerging markets such as Latin America, 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.				No
G4-EC8	Providing Resilient and Efficient Building Solutions, p.19 Implementing a High-Impact Social Strategy, p.34 Our Performance in Detail, p.91 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.				No

CATEGORY: ENVIRONMENTAL

MATERIAL ASPECT: ENERGY

G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Building our Renewable Energy Portfolio, p.52 Promoting the Use of our Carbon Footprint Tool, p.53 Providing Sustainable Products and Services, p.21				No
G4-EN3	Total energy consumption: 196,506 Tj. Consumption from non-renewable sources: coal & anthracite, petrol coke, fuel oil, natural gas, lignite and diesel = 174,438.38 Tj. Consumption from renewable sources: waste oil, tires, RDF, solvents, impregnated saw dust, mixed industrial wastes, other solid fossil based waste and liquid based waste and other biomass = 22,067.87 Tj. In 2014 we substituted 27.7% of primary fuels with alternative fuels, as a result avoiding the use of 2.2 million tons of coal. Electric consumption: 7562 GWh. We don't have sales to report. Please refer to the WBCSD's Guidelines for the Selection and Use of Fuels and Raw Materials in the Cement Manufacturing: www.wbcdcement.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/				No

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G4-EN4		Energy consumed outside of the organization, in joules or multiples. Standards, methodologies, and assumptions used. The source of the conversion factors used	The Standard Disclosure or part of the Standard Disclosure is not applicable	Production of cement produces CO2 mostly from sources within the organization: combustion of fossil fuels during the calcination of limestone. Hence the energy consumed outside of the organization is not an issue where we focus our energy strategy	No
G4-EN5	Performance in Detail, p.91 Ratio denominator: Metric tonnes CO2 per metric tonne of cementitious product Types of energy included in the intensity ratio: Fuels Coverage is 100% of scope 1 emissions in our cement operations (corresponding to 99.2% 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.				No
G4-EN6	Almost 7% reduction comes from fuels used in the cement process and about approximately 8.5 percentage points from Clinker Factor. Regarding electricity, during 2014 we managed to consume 14.6% of our needs from renewable sources. Energy included: Fuels used during the process of production Baseline: 1990 All units are available in Cement CO2 and Energy Protocol, Version 3.1, CO2 Emissions and Energy Inventory: www.cement-co2-protocol.org/en/				No
G4-EN7		Reductions in the energy requirements of sold products and services achieved during the reporting period, in joules or multiples. The basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it. Standards, methodologies, and assumptions used	The information is subject to specific confidentiality constraints	We have a number of initiatives and products that result in energy savings (see Providing Sustainable Products and Services, p.21 and Promoting the Use of our Carbon Footprint Tool, p.53). We however consider this information confidential and key for our business strategy	No
ASPECT: EMISSIONS					
G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Optimizing our Carbon Footprint, p.50 Implementing CEMEX Environmental Management System (EMS), p.59 Managing Our Air Emissions, p.59				No
G4-EN15	For Direct GHG Emissions (Scope 1 of GHG Protocol): Our Performance in Detail, p.91 More information about our Scope 1 emissions can be found in our CDP submission: www.cdp.net For Data Measurement Techniques: About this Report, p.104 Absolute CO2 from biomass sources (including biomass content of mixed fuels): 2.04 million t CO2 Base year: 1990 following best industry practices (e.g. CSI Protocol). 1990 is also the standard reference year for GHG reporting at country level. Standards, methodologies, and assumption used: About this Report, p.104				Yes, p.103

STANDARD DISCLOSURES					
GRI Label	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
G4-EN16	<p>Indirect GHG emissions (Scope 2): 3.6 million tons CO2 for cement More information about our Scope 2 emissions can be found in our CDP submission: www.cdp.net Data measurement Techniques: About this Report, p.104 Base year: 1990 following best industry practices (e.g. CSI Protocol). 1990 is also the standard reference year for GHG reporting at country level. Standards, methodologies, and assumption used: About this Report, p.104</p>				Yes, p.103
G4-EN17	<p>Scope 3 emissions can be found in our CDP submission: www.cdp.net</p>				Yes, p.103
G4-EN18	<p>GHG emissions intensity ratio: Scope 1: 653 kg CO2/metric tonne of cementitious products. Scope 2: 55 kg CO2/metric tonne of cementitious products. The denominator used is the total amount of cementitious products produced. GHG emissions included in the intensity ratio: Scope 1 and 2. Gases Included: CO2, following the GHG Protocol and the WBCSD CSI Protocol.</p>				Yes, p.103
G4-EN19	<p>Our Performance in Detail, p.91 Gases Included: CO2, following the GHG Protocol and the WBCSD CSI Protocol. Base year: 1990 following best industry practices (e.g. CSI Protocol). 1990 is also the standard reference year for GHG reporting at country level. Standards, methodologies, and assumption used: About this Report, p.104 Report where the reductions in GHG emissions occurred: Scope 1.</p>				No
G4-EN20		<p>Production, imports, and exports of ODS in metric tons of CFC-11 equivalent. Substances included in the calculation. Standards, methodologies, and assumptions used. The source of the emission factors used</p>	<p>The Standard Disclosure or part of the Standard Disclosure is not applicable</p>	<p>We do not report on this issue because our business does not create significant emissions of ozone-depleting substances</p>	No
G4-EN21	<p>Our Performance in Detail, p.91 Sustainability Core KPIs Update and 2020 Goals, p.17 Managing Our Air Emissions, p.59 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.wbcdcement.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.</p>				Yes, p.103
MATERIAL ASPECT: COMPLIANCE					
G4-DMA	<p>CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Pursuing Environmental Excellence for a Responsible Growth, p.48 Implementing CEMEX Environmental Management System, p.59 Public Policy, p.90</p>				No

STANDARD DISCLOSURES					
GRI Label	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
G4-EN29	Performance in Detail, Associated Fines, p.95 2014 20-F, Regulatory Matters and Legal Proceedings, p.86-105: www.cemex.com/InvestorCenter/files/2014/CEMEX2014_20F.pdf Any relevant fines or non-compliance cases are included in our 2014 Annual Report, Contingencies, p.86-105: www.cemex.com/InvestorCenter/files/2014/CemexAnnualReport2014.pdf				No
CATEGORY: SOCIAL					
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK					
MATERIAL ASPECT: EMPLOYMENT					
G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Engaging and Retaining Our Talent, p.77				No
G4-LA1	Engaging and Retaining Our Talent, p.77 Our Performance in Detail, p.91 New hires by region: Total: 7420, Corporate: 76, Mexico: 2276, USA: 2303, SAC: 1317, North Europe: 1044, Mediterranean: 277, Asia: 127, Rate of new employee hires during the reporting period by region: Total: 16.8%, Corporate: 2.2%, Mexico: 23.1%, USA: 23.6%, SAC: 21.0%, North Europe: 10.4%, Mediterranean: 7.3%, Asia: 11.2%. Number of employee turnover during the reporting period by region: Total: Voluntary 3038 / Involuntary 4555, Corporate: Voluntary 15 / Involuntary 20, Mexico: Voluntary 704 / Involuntary 2278, USA: Voluntary 1371 / Involuntary 858, SCA&C: Voluntary 287 / Involuntary 744, Northern Europe: Voluntary 393 / Involuntary 388, Mediterranean: Voluntary 165 / Involuntary 232, Asia: Voluntary 103 / Involuntary 35 Rate of employee turnover during the reporting period by region: Total: Voluntary 6.87% / Involuntary 10.30%, Corporate: Voluntary 4.52% / Involuntary 6.26%, Mexico: Voluntary 6.93% / Involuntary 22.40%, USA: Voluntary 12.75% / Involuntary 7.98%, SCA&C: Voluntary 4.38% / Involuntary 11.34%, Northern Europe: Voluntary 3.52% / Involuntary 3.48%, Mediterranean: Voluntary 3.93% / Involuntary 5.53%, Asia: Voluntary 9.51% / Involuntary 3.20%	The total number and rate of new employee hires / employee turnover, during the reporting period, by age group and gender	The information is subject to specific confidentiality constraints	We do not report on this disclosure (no intention of reporting in the future), since gathering information by gender and age is not permitted in some countries where we operate. In addition, this breakdown is not a factor we consider in our decision-making process	No
G4-LA2	In addition to any differences required by law, part-time and temporary employees usually receive different bonus pay, insurance options, food allowances, pensions, and in some cases scholarship programs, than full-time employees. However our workload of Part-time employees is less than 1%. These information includes all countries where CEMEX operates.				No
G4-LA3	Over 550 employees were eligible to take parental leave, including women and men, and there were 498 employees who took advantage of it.	The total number of employees who returned to work after parental leave ended. The total number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work. Information by gender	The information is subject to specific confidentiality constraints	We do not report on this disclosure (no intention of reporting in the future), since this breakdown is not a factor we consider in our decision-making process	No
MATERIAL ASPECT: LABOR/MANAGEMENT RELATIONS					
G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Engaging and Retaining our Talent, p.77 Freedom to Associate, p.84				No

STANDARD DISCLOSURES					
GRI Label	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
G4-LA4	<p>On average the minimum days required by law or agreed with Unions is 30 days notice regarding organizational or operational changes, CEMEX provides an average notice period of 34 days.</p> <p>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).</p>				No
MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY					
G4-DMA	<p>CEMEX Materiality Matrix, p.13</p> <p>Our Redefined Sustainability Model, p.14</p> <p>Placing Health and Safety First, p.69</p>				No
G4-LA5	<p>H&S committees are managed at a local (country) level.</p> <p>64% of the workforce is represented in formal joint management-worker health and safety committees.</p>				No
G4-LA6	<p>Type of employee/contractor injuries in our regions: 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, Injured by animal / insect, Contact with electricity or electrical discharge, Exposed to an Explosion, Drowned or asphyxiated, Another kind of incident.</p> <p>For employees, we had 33 incidents of Slipping, tripping or falling at same on uneven level, 18 of Hitting by moving, flying or falling object, and 14 incidents involving moving vehicles, as the most important for 2014 in all our regions.</p> <p>For contractors, we had 52 of Hitting by moving, flying or falling object, 40 incidents involving moving vehicles, and 33 incidents of Slipping, tripping or falling at same on uneven level, as the most important for 2014 in all our regions.</p> <p>Injury rate: CEMEX: 1.2, Mexico: 1.6, USA: 2.2, SAC: 1.2, Northern Europe: 0.5, Mediterranean: 1.4, Asia: 0.0, Central: 0.1</p> <p>The LTI Severity Rate: 87.4. By country: Spain 463.7, Haiti 268.0, Hungary 225.7, Guatemala 220.8, Dominican Republic 211.0, Argentina 208.6, Peru 164.5, USA 146.6, Nicaragua 126.3, UAE 123.1, Czech Republic 111.8, Israel 110.7, Colombia 102.0, Mexico 80.9, France 69.7, Germany 62.2, Latvia 31.0, UK 19.0, Puerto Rico 16.6, Croatia 14.3, Costa Rica 12.9, Panama 12.8, Central 0.7, Bahamas 0.0, Jamaica 0.0, Thailand 0.0, Egypt 0.0, Ireland 0.0, Poland 0.0, Philippines 0.0, Austria 0.0, Malaysia 0.0.</p> <p>Absentee rate (AR): 2.2. By country: Germany 4.8, Austria 3.8, France 3.0, UK 2.9, Czech Rep 2.5, Hungary 2.5, Latvia 2.1, Puerto Rico 2.1, Costa Rica 2.1, Poland 2.1, Spain 2.1, Croatia 2.0, Nicaragua 2.0, Israel 1.8, Colombia 1.5, Central 1.5, Panama 1.4, Thailand 1.3, Egypt 1.3, Haiti 1.3, Dominican Rep 1.2, Ireland 1.2, Malaysia 1.1, Philippines 1.0, Bahamas 0.6, Guatemala 0.5, Mexico 0.5, Bangladesh 0.3, UAE 0.3, El Salvador 0.0, USA 0.0, Scandinavia 0.0, Argentina 0.0.</p> <p>Employee Fatalities: CEMEX 4, Mexico 1, Northern Europe 0, USA 0, Mediterranean 0, Asia 0, SAC 3, Central 0</p> <p>Contractor Fatalities: CEMEX 17, Mexico 11, Northern Europe 1, USA 2, Mediterranean 1, Asia 1, SAC 1, Central 0.</p> <p>Independent Contractor Frequency Rate: We currently track the Rates for on-site contractors for cement operations only because of the collection of contractor working hours. CEMEX: 0.7, Mexico: 0.6, USA: 0.0, SAC: 0.6, Northern Europe: 3.7, Mediterranean: 0.3, Asia: 0.0</p> <p>The system of rules applied in recording and reporting accident statistics: Cement Sustainability Initiative reporting protocol. We complement this with internal reporting guidelines.</p> <p>In calculating lost days, we track calendar days, starting from the first day of absence.</p>	Occupational Disease Rates. Some information by gender. Some information by employee/contractor	The existence of specific legal prohibitions	In several countries where we operate, we are not legally permitted to track data for contractors or data by gender	Yes, p.103
G4-LA7	32% of CEMEX Active Sites have workers who are involved in occupational activities that have a high incidence or high risk of specific diseases.				No
G4-LA8	Health and safety issues are included in 52% 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. 96% of health and safety topics are covered by these agreements.				No
MATERIAL ASPECT: TRAINING AND EDUCATION					
G4-DMA	<p>CEMEX Materiality Matrix, p.13</p> <p>Our Redefined Sustainability Model, p.14</p> <p>Engaging and Retaining our Talent, p.77</p>				No

STANDARD DISCLOSURES					
GRI Label	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
G4-LA9	Our Performance in Detail, p.91				No
G4-LA10	Engaging and Retaining Our Talent, p.77 Talent Development: www.cemex.com/SustainableDevelopment/TalentDevelopment.aspx 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 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.	The transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment	The Standard Disclosure or part of the Standard Disclosure is not applicable	Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment are managed and implemented at the local level and are subjected to local regulations and particularities in each operation	No
G4-LA11	9,325 of executives and employees have access to our Institutional Tool of Performance and Career development reviews. 8,435 (90%) 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 and by employee category	The information is subject to specific confidentiality constraints	We do not report on this disclosure (no intention of reporting in the future), since gathering information by gender and age is not permitted in some countries where we operate. In addition, this breakdown is not a factor we consider in our decision-making process	No
MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY					
G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Engaging and Retaining our Talent, p.77 Diversity, p.84				No
G4-LA12	Our Performance in Detail, p.91 The Board of Directors (highest governance body) has 10 members, all of whom are male. 2014 20-F, Board of Directors, p. 189-194: www.cemex.com/InvestorCenter/files/2014/CEMEX2014_20F.pdf The Executive Committee is composed of 13 members, all of whom are male; 5 are 40-50 years old and 8 are over 50; 6 are from Mexico, 5 from Spain, and 2 from the United States. For more information about our Executive Committee please visit our 2014 Annual Report, p: 131-134: www.cemex.com/InvestorCenter/files/2014/CemexAnnualReport2014.pdf				No
MATERIAL ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN					
G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Engaging and Retaining our Talent, p.77 Equal Opportunity and Fair Compensation, p84				No
G4-LA13	Senior Management: 1.34 Middle Management: 1.13 Other Employees: 1.10 Workers: 1.07 Overall: 1.05 These calculations include all countries where CEMEX operates.				No
SUB-CATEGORY: HUMAN RIGHTS					
MATERIAL ASPECT: INVESTMENT					

STANDARD DISCLOSURES					
GRI Label	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Human Rights, p.83				No
G4-HR1	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.				No
G4-HR2	We provided a total of 11,027 training hours on Human Rights-related issues that are relevant to our operations covering 25 percent of our employees. Strengthening Business Ethics, Compliance and Transparency, p.81				No
MATERIAL ASPECT: NON-DISCRIMINATION					
G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Human Rights, p.83 Diversity, p.84				No
G4-HR3	The Ethics Committee received 149 reports during 2014 including 79 related to employee relations, 63 related to forms of harassment and 7 related to discrimination. None of the discrimination-related reports received remains in process. 4 of the reports we were able to confirm that discrimination occurred. In all reports received, measures are implemented and monitored by local ethics committees comprising high level executives from the local business unit. From the 149 reports, 118 were solved, of these 58 were found to be true. Whenever a misconduct is identified we implement disciplinary or remedial actions.				No
MATERIAL ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Human Rights, p.83 Freedom to Associate, p.84				No
G4-HR4	Strengthening Business Ethics, Compliance and Transparency, p.81 Supplier Code of Conduct: www.cemex.com/Suppliers/CodeOfConduct.aspx No risks to freedom of association or collective bargaining were identified. 17,956 of our employees (45%) are represented by a union. CEMEX fully acknowledges, supports, and respects its employees 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.				No
MATERIAL ASPECT: CHILD LABOR					
G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Human Rights, p.83 Child Labor, p.85				No
G4-HR5	Human Rights, p.83 Child Labor, p.85 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.				No
MATERIAL ASPECT: FORCED OR COMPULSORY LABOR					

STANDARD DISCLOSURES					
GRI Label	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Human Rights, p.83 Child Labor, p.85				No
G4-HR6	Human Rights, p.83 Forced Labor & Safe Work Environment, p.85 In CEMEX no one is forced to perform any task that. 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.				No
MATERIAL ASPECT: SECURITY PRACTICES					
G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Human Rights, p.83				No
G4-HR7	In 2014, 11,027 hour-long 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.				No
MATERIAL ASPECT: INDIGENOUS RIGHTS					
G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Human Rights, p.83				No
G4-HR8	We are not aware that any violations involving rights of indigenous people have taken place in our operations.				No
MATERIAL ASPECT: ASSESSMENT					
G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Human Rights, p.83				No
G4-HR9	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. In the other hand, during 2014 more than 11,000 employees received training on different Human Rights related topics. 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. Strengthening Business Ethics, Compliance and Transparency, p.81				No
MATERIAL ASPECT: HUMAN RIGHTS GRIEVANCE MECHANISMS					

STANDARD DISCLOSURES					
GRI Label	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Human Rights, p.83				No
G4-HR12	During 2014 no grievances related to human rights violations were reported through any formal mechanisms. Employees are encouraged to report any potential human rights violation to the Human Resources Department, the Unit Ethics Committee or through our ETHOSline. Strengthening Business Ethics, Compliance and Transparency, p.81				No
SUB-CATEGORY: SOCIETY					
MATERIAL ASPECT: LOCAL COMMUNITIES					
G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Embedding Our Core Values into Every Action, p.67				No
G4-SO1	Our Performance in Detail, p.91: Sites conducting social impact assessments and Sites with community Engagement Plans Implementing a High-Impact Social Strategy, p.34 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 new 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: www.cemex.com/SustainableDevelopment/OurNeighbors.aspx				No
G4-SO2	There were no reports that we are aware of on significant negative impacts on communities.				No
MATERIAL ASPECT: ANTI-CORRUPTION					
G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Strengthening Business Ethics, Compliance and Transparency, p.81				No
G4-SO3	During 2014, 18 CEMEX operations were classified as medium to high risk countries for perceived corruption based on Transparency International. 16 out of these (90%) 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.				No
G4-SO4	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. 8,728 (20%) employees trained on general topics of Code of Ethics, including bribery, conflict of interest, reporting mechanisms and solving authorities. Regarding our business partners, all (100%) supplier contracts include not only anti-bribery clauses, but also anti-bribery certification letter. Strengthening Business Ethics, Compliance and Transparency, p.81	Figures of an anti-corruption training broken down by management and non-management employees	The information is currently unavailable	Our training analysis is focused on identifying the most vulnerable geographic and functional areas. By 2018, we will broaden the analysis of audiences trained; however, it is currently not clear if a breakdown by management levels would be relevant to our decision-making process	No

STANDARD DISCLOSURES					
GRI Label	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
G4-SO5	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 our safeline, ETHOSline.				No
MATERIAL ASPECT: ANTI-COMPETITIVE BEHAVIOR					
G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Strengthening Business Ethics, Compliance and Transparency, p.81				No
G4-SO7	2014 20-F, Regulatory Matters and Legal Proceedings, p.86-105: www.cemex.com/InvestorCenter/files/2014/CEMEX2014_20F.pdf Any relevant fines or non-compliance cases are included in our 2014 Annual Report, Contingencies, p.120-126: www.cemex.com/InvestorCenter/files/2014/CemexAnnualReport2014.pdf				No
MATERIAL ASPECT: COMPLIANCE					
G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Strengthening Business Ethics, Compliance and Transparency, p.81				No
G4-SO8	2014 20-F, Regulatory Matters and Legal Proceedings, p.86-105: www.cemex.com/InvestorCenter/files/2014/CEMEX2014_20F.pdf Any relevant fines or non-compliance cases are included in our 2014 Annual Report, Contingencies, p.120-126: www.cemex.com/InvestorCenter/files/2014/CemexAnnualReport2014.pdf				No
SUB-CATEGORY: PRODUCT RESPONSIBILITY					
MATERIAL ASPECT: PRODUCT AND SERVICE LABELING					
G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Satisfied Customers, p.74				No
G4-PR3		Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	The Standard Disclosure or part of the Standard Disclosure is not applicable	The great majority of our products are sold in bulk without information labeling or packaging. However, 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/pdf/Health_Safety_04ConcMortScreed_DS.pdf	No
G4-PR4	The company has not identified any non-compliance with regulations and voluntary codes during the reporting year.				No
G4-PR5	Performance in Detail, Countries that conduct regular customer satisfaction surveys, p.98				No
MATERIAL ASPECT: CUSTOMER PRIVACY					
G4-DMA	CEMEX Materiality Matrix, p.13 Our Redefined Sustainability Model, p.14 Satisfied Customers, p.74				No
G4-PR8	The company has not identified any substantiated complaint during the reporting year				No

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Appendix: Non-material disclosures

SPECIFIC STANDARD DISCLOSURES	
GRI Label	Page Number (or Link)
CATEGORY: ECONOMIC	
ASPECT: MARKET PRESENCE	
G4-DMA	Company Snapshot, p.3 Ensuring Sustainability is Fully Embedded in Our Business, p. 9
G4-EC5	Comparative Wage Rate 2014, p. 85
G4-EC6	Performance in Detail, Countries with practices to promote local hiring, p. 97 Equal Opportunity and Fair Compensation, p.84
CATEGORY: ENVIRONMENTAL	
ASPECT: PROCUREMENT PRACTICES	
G4-DMA	Promoting Supplier Sustainability, p.76 Implementing CEMEX Environmental Management System, p.59
G4-EC9	Satisfied Customers and Responsible Suppliers, p.74 Performance in Detail, Purchases sourced from locally-based suppliers, p.98 The definition of local used to answer this question is specific to each country and complies with local legislations. The exact criteria used to select suppliers varies from country to country, but always includes cost, quality, and delivery time. Sustainability principles are also increasingly factored into the decision. We treat our suppliers fairly, providing them with equal opportunities to contract with us. Our procurement teams meet with suppliers to strengthen our relationships and listen to their concerns. By hiring a high proportion of local suppliers in each country of operation and offering them development programs, we foster economic growth in the communities where we operate. Our procurement teams participate regularly in events to identify new, local suppliers, particularly small-to-medium-sized enterprises. We also provide training and development programs to help suppliers strengthen their business practices and integrate sustainability into their business processes. 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. In 2014, more than 95 percent of our purchases were from locally and nationally based suppliers.
ASPECT: MATERIALS	
G4-DMA	Advancing our Waste Reduction Management, p.57 From Waste to Fuel, p.54
G4-EN1	We do not report on this disclosure (no intention of reporting in the future), since the information is proprietary.
G4-EN2	Our Performance in Detail, Volume of returned ready-mix concrete material from total delivered, p.94 Our Performance in Detail, Secondary and recycled aggregates used as a direct replacement of primary aggregates, p.94 Our Performance in Detail, Waste management, p. 94 From Waste to Fuel, p.54
ASPECT: WATER	
G4-DMA	Managing Water to Minimize Use, 9.62 Corporate Water Policy: http://www.cemex.com/SustainableDevelopment/files/CemexWaterPolicy.pdf
G4-EN8	Our Performance in Detail, Water management, p.92 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.
G4-EN9	Our Performance in Detail, Water management, p.92 Conserving Land, Biodiversity and Water p.61-62 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.
G4-EN10	Our Performance in Detail, Water management, p.92 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 the cement industry will be reporting on the % of sites with recycling facilities.
ASPECT: BIODIVERSITY	
G4-DMA	Conserving Land, Biodiversity and Water p.62-66 Corporate Biodiversity Policy: http://www.cemex.com/SustainableDevelopment/files/CemexBiodiversityPolicy.pdf
G4-EN11	Land Management and Biodiversity: www.cemex.com/SustainableDevelopment/LandManagement.aspx We do not report on the Size of land owned, (no intention of reporting in the future), since the information is proprietary.
G4-EN12	Implementing Biodiversity Action Plans, p.62 Environment and Biodiversity: www.cemex.com/SustainableDevelopment/EnvironmentBiodiversity.aspx Conservation Efforts: www.cemex.com/SustainableDevelopment/Conservation.aspx Land Management and Biodiversity: www.cemex.com/SustainableDevelopment/LandManagement.aspx Position paper on Environmental Management and Biodiversity: www.cemex.com/MediaCenter/files/CEMEX_POSITION_on_Env_Man_Bio.pdf

SPECIFIC STANDARD DISCLOSURES

GRI Label	Page Number (or Link)
	2014 Partnership for nature and people portfolio, p.64 El Carmen, p.65 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 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. This guidelines present a consensus view of its members on the principles of quarry rehabilitation. See more at http://www.wbcscement.org/index.php/key-issues/biodiversity/quarry-rehabilitation
G4-EN13	
	22% of our active quarries (91 active 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.
G4-EN14	

ASPECT: EFFLUENTS AND WASTE

G4-DMA	Advancing our Waste Reduction Management, p.57
	Managing Water to Minimize Use, p.62 Our Performance in Detail, Water management, p.92 Our water treatment makes discharges quality always compliant with local legislation.
G4-EN22	
	Our Performance in Detail, Waste management, p. 94 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. 2012 SDR, Clearly Defined KPIs for Waste Management, p.41: http://www.cemex.com/InvestorCenter/files/2012/CemexSdr2012.pdf
G4-EN23	
	Our Performance in Detail, Environmental management, p.95 We had zero category 1 incident in 2014. (Category 1 incidents are significant environmental spills as defined by the CEMEX incident reporting procedure.)
G4-EN24	
	Our Performance in Detail, Waste management, p. 94 2012 SDR, Clearly Defined KPIs for Waste Management, p.41: www.cemex.com/InvestorCenter/files/2012/CemexSdr2012.pdf % of hazardous waste shipped internationally: 0.025%
G4-EN25	
	Assessment of water bodies significantly affected by water discharges adding information on whether the source is designated as a protected area and water bodies significantly affected by water discharges adding information on biodiversity value would be identified in our Biodiversity Scoping Study E.g. Ramsar Sites. Please visit: www.cemex.com/SustainableDevelopment/EnvironmentBiodiversity.aspx
G4-EN26	

ASPECT: PRODUCTS AND SERVICES

	Product Portfolio, p. 5 Services and Solutions, p.5 Providing Sustainable Products, Solutions and Services, p.21
G4-DMA	
	Performance in Detail, p.91 Constructing Resilient and Low-Impact Infrastructure, p. 28 We monitor our operations and mitigate the noise associated by using a variety of strategies, including noise suppression, isolation of noise sources, and careful scheduling of blasting activities.
G4-EN27	
G4-EN28	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.

ASPECT: TRANSPORT

G4-DMA	Implementing CEMEX Environmental Management System, p.59
	2014 Carbon Disclosure Project submission: www.cdp.net Across our operations we implement several initiatives in order to improve our transport environmental performance and minimize its impact on the environment. For example in France see: www.cemex.com/SustainableDevelopment/cases/FranceSustainableTransport.aspx ; and in the UK, see: http://www.cemex.co.uk/sustainablelogistics.aspx These practices are extended across other CEMEX Countries. In Mexico for example we have an initiative to enhance routes and ship the largest loads possible. We also renewed our transportation equipment, investing in more environmentally friendly trucks with engines that recycle CO2 gases. We are currently working on developing a global platform to share best practices on transport and logistics that can be replicated across the company, as we are aware all our efforts are still dispersed out in a country by country basis.
G4-EN30	

ASPECT: OVERALL

G4-DMA	Implementing CEMEX Environmental Management System, p.59
G4-EN31	Total environmental capital investments: US\$85 million

ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT

G4-DMA	Promoting Supplier Sustainability, p. 75
	Performance in Detail, Countries with a process to screen suppliers in relation to social and environmental aspects, p. 98 Promoting Supplier Sustainability, p. 75 100% 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: http://www.cemex.com/Suppliers/CodeOfConduct.aspx
G4-EN32	
	In CEMEX, we have local initiatives to assess suppliers in each country and with this, 1,296 suppliers were evaluated using a Sustainability Criteria. Of this, 33 suppliers were identified to have potential impacts with issues related to Sustainability, for which 88% of them have an action plan that was created to work for a solution
G4-EN33	

ASPECT: ENVIRONMENTAL GRIEVANCE MECHANISMS

G4-DMA	Strengthening Business Ethics, Compliance and Transparency, p.81 CEMEX Reporting Line, p. 82
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SPECIFIC STANDARD DISCLOSURES	
GRI Label	Page Number (or Link)
G4-EN34	Any relevant fines or non-compliance cases are included in our 2014 Annual Report, Contingencies, p.120-126: www.cemex.com/InvestorCenter/files/2014/CemexAnnualReport2014.pdf
CATEGORY: SOCIAL	
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK	
ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES	
G4-DMA	Promoting Supplier Sustainability, p. 75
	Performance in Detail, Countries with a process to screen suppliers in relation to social and environmental aspects, p. 98 Promoting Supplier Sustainability, p. 75 100% 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: http://www.cemex.com/Suppliers/CodeOfConduct.aspx
G4-LA14	In CEMEX, we have local initiatives to assess suppliers in each country and with this, 1,296 suppliers were evaluated using a Sustainability Criteria. Of this, 33 suppliers were identified to have potential impacts with issues related to Sustainability, for which 88% of them have an action plan that was created to work for a solution
G4-LA15	
ASPECT: LABOR PRACTICES GRIEVANCE MECHANISMS	
G4-DMA	Promoting Supplier Sustainability, p. 75 CEMEX Reporting Line, p. 82
G4-LA16	Performance in detail, Reports of alleged breaches to the Code of Ethics received by local ethics committees, p.96 Any relevant fines or non-compliance cases are included in our 2014 Annual Report, Contingencies, p.120-126: www.cemex.com/InvestorCenter/files/2014/CemexAnnualReport2014.pdf
SUB-CATEGORY: HUMAN RIGHTS	
ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT	
G4-DMA	Promoting Supplier Sustainability, p. 75 Human Rights, p.83
	69% of our contracts have undergone screening on human rights. For more information visit: http://www.cemex.com/Suppliers/CodeOfConduct.aspx Performance in Detail, Countries with a process to screen suppliers in relation to social and environmental aspects, p. 98 Promoting Supplier Sustainability, p. 75 100% 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: http://www.cemex.com/Suppliers/CodeOfConduct.aspx
G4-HR10	In CEMEX, we have local initiatives to assess suppliers in each country and with this, 1,296 suppliers were evaluated using a Sustainability Criteria. Of this, 33 suppliers were identified to have potential impacts with issues related to Sustainability, for which 88% of them have an action plan that was created to work for a solution
G4-HR11	
ASPECT: PUBLIC POLICY	
G4-DMA	Public Policy, p.90
G4-SO6	Financial and/or in-kind contributions to political parties and/or related institutions are to be performed in accordance with the applicable laws.
SUB-CATEGORY: SOCIETY	
ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY	
G4-DMA	Promoting Supplier Sustainability, p.75 Code of Conduct when Doing Business with us: http://www.cemex.com/Suppliers/CodeOfConduct.aspx
	Performance in Detail, Countries with a process to screen suppliers in relation to social and environmental aspects, p. 98 For more information visit: http://www.cemex.com/Suppliers/CodeOfConduct.aspx Promoting Supplier Sustainability, p. 75 100% 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: http://www.cemex.com/Suppliers/CodeOfConduct.aspx
G4-SO9	In CEMEX, we have local initiatives to assess suppliers in each country and with this, 1,296 suppliers were evaluated using a Sustainability Criteria. Of this, 33 suppliers were identified to have potential impacts with issues related to Sustainability, for which 88% of them have an action plan that was created to work for a solution
G4-SO10	
ASPECT: GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY	
G4-DMA	Strengthening Business Ethics, Compliance and Transparency, p.81 CEMEX Reporting Line, p. 82
G4-SO11	Any relevant fines or non-compliance cases are included in our 2014 Annual Report, Contingencies, p.120-126: www.cemex.com/InvestorCenter/files/2014/CemexAnnualReport2014.pdf

SPECIFIC STANDARD DISCLOSURES	
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SUB-CATEGORY: PRODUCT RESPONSIBILITY	
ASPECT: CUSTOMER HEALTH AND SAFETY	
G4-DMA	Product Safety, p.73
G4-PR1	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.
G4-PR2	Any relevant fines or non-compliance cases are included in our 2014 Annual Report, Contingencies, p.120-126: www.cemex.com/InvestorCenter/files/2014/CemexAnnualReport2014.pdf
ASPECT: MARKETING COMMUNICATIONS	
G4-DMA	Satisfied Customers, p.74
G4-PR6	Marketing communications standards are applied and managed and continuously updated locally to always adhere to local regulation and best practice in countries where CEMEX operates. We do not sell products that are banned in certain markets or that were the subject of stakeholder questions or public debate.
G4-PR7	Any relevant fines or non-compliance cases are included in our 2014 Annual Report, Contingencies, p.120-126: www.cemex.com/InvestorCenter/files/2014/CemexAnnualReport2014.pdf
ASPECT: COMPLIANCE	
G4-DMA	Strengthening Business Ethics, Compliance and Transparency, p.81
G4-PR9	Any relevant fines or non-compliance cases are included in our 2014 Annual Report, Contingencies, p.120-126: www.cemex.com/InvestorCenter/files/2014/CemexAnnualReport2014.pdf