

GENERAL STANDARD DISCLOSURES	Page Reference or Disclosure	Omissions	SDG Link	UNCG
<b>Strategy and Analysis</b>				
G4-1	Statement from the most senior decision-maker of the organization.	p.5-6 - Message to Our Stakeholders		
G4-2	Description of key impacts, risks, and opportunities.	p.44 - CEMEX Sustainability Material Issues p.17-20 - Risks and Opportunities		
<b>Organizational Profile</b>				
G4-3	Name of the organization.	CEMEX SAB de CV		
G4-4	Primary brands, products, and services.	p.3 - Company Snapshot p.4 - Our Offering Portfolio p.32 - Providing Sustainable Products, Solutions and Services p.36 - Innovative, Sustainable, and Resilient Infrastructure	8, 9, 10, 11, 12, 14	
G4-5	Location of headquarters.	San Pedro Garza García, México		
G4-6	Number and names of countries where the organization operates.	p.3 - Company Snapshot p.174- Main subsidiaries		
G4-7	Nature of ownership and legal form.	CEMEX SAB de CV (NYSE: CX / BMV: CEMEX), a holding company, is a public stock corporation with variable capital organized under the laws of Mexico.		
G4-8	Markets served.	p.3 - Company Snapshot p.8 - Global Review of Operations		
G4-9	Scale of the organization.	p.3-4 - Company Snapshot p.8-10 - Global Review of Operations p.11 - Our Vision and Value Creation Model p.94 - Consolidated Statements of Operations		
G4-10	Employees by employment contract, region and gender.	p.28 - Our 2016 Global Workforce p.181 - Non-financial Information, Our People Permanent Employees: 34,951 Male   4,126 Female   39,077 Total. Temporary Employees: 2,700 Male   76 Female   2,776 Total We do not have a substantial number of workers who are legally recognized as self-employed. Seasonal variations are insignificant.	4,8	6
G4-11	Employees covered by collective bargaining agreements.	p.84 – Freedom of Association p.181– Non-financial information, Employees represented by an independent union or covered by a collective bargaining agreement	8, 16	3
G4-12	Organization's supply chain.	p.45 – Material Issues Across Our Value Chain How Cement Is Made: <a href="http://archive.cemex.com/ProductsServices/CementProductionProcess.aspx">http://archive.cemex.com/ProductsServices/CementProductionProcess.aspx</a>		
G4-13	Significant changes during the reporting period.	p.93, p.115-117 – Notes to the consolidated financial statement		
G4-14	Precautionary approach or principle is addressed by the organization.	p.17 - Risks and Opportunities p.32 - Providing Sustainable Products, Solutions and Services Position Paper on Climate Change: <a href="https://archive.cemex.com/liferavsd/en/files/CEMEX_POSITION_on_Climate_Change.pdf">https://archive.cemex.com/liferavsd/en/files/CEMEX_POSITION_on_Climate_Change.pdf</a>	9, 12	
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes.	CEMEX has been a signatory to the UNGC since 2004. For more information, see <a href="http://www.unglobalcompact.org">www.unglobalcompact.org</a> . 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 <a href="http://www.wbcscement.org">www.wbcscement.org</a> . CEMEX is also a member of the Carbon Pricing Leadership Coalition.		
G4-16	Memberships of associations and national or international advocacy organizations in which the organization is involved.	p.63 - Enhancing our Engagement with Stakeholders Global Partnerships: <a href="http://archive.cemex.com/SustainableDevelopment/GlobalPartnerships.aspx">http://archive.cemex.com/SustainableDevelopment/GlobalPartnerships.aspx</a> Sustainability Organizations: Cement Sustainability Initiative WBCSD, Carbon Pricing Leadership Coalition, Industry Associations: CEMBUREAU (Europe), FICEM / FIHP (Latin America), PCA / NRMCA (EEUU), Cemap (Philippines), Canacem (Mexico)	17	

Identified material aspects and boundaries		
G4-17	Entities included in the organization's consolidated financial statements and those not included.	p.174 - Main subsidiaries p.189 - Report Scope, Boundary and Reporting Period In preparing this report, we consolidated information from all our operations, but Neoris, CEMEX International Inc., and Transenergy.
G4-18	Process for defining the report content and the Aspect Boundaries.	p.43-44 - CEMEX Sustainability Material Issues p.189 - 190 Report Scope, Boundary and Reporting Period
G4-19	Material aspects identified in the process for defining report content.	p.43-44 - CEMEX Sustainability Material Issues
G4-20	Aspect boundary for material aspects within the organization.	p. 43-44 CEMEX Sustainability Material Issues p.45 – Material Issues Across Our Value Chain
G4-21	Aspect boundary for material aspects outside the organization.	p. 43-44 CEMEX Sustainability Material Issues p.45 – Material Issues Across Our Value Chain
G4-22	Restatements of information provided in previous reports.	p. 174 Main Subsidiaries p.184 - Non-Financial information, Footnotes p.189-190 About this report
G4-23	Significant changes from previous reporting periods.	p. 43-44 CEMEX Sustainability Material Issues p 184 Performance in Detail, footnotes p.189-190 About this report
Stakeholder engagement		
G4-24	Stakeholder groups engaged by the organization.	p. 67 Stakeholder Engagement and Communication Mechanisms p. 88-90 Creating value for our stakeholders
G4-25	Basis for identification and selection of stakeholders with whom to engage.	p. 67 Stakeholder Engagement and Communication Mechanisms p. 64 Enhancing our Engagement with Stakeholders p. 88-90 Creating value for our stakeholders Our Stakeholder Management Model 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. 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.
G4-26	Organization's approach to stakeholder engagement.	p. 67 Stakeholder Engagement and Communication Mechanisms p.64 Enhancing our Engagement with Stakeholders p. 88-90 Creating value for our stakeholders
G4-27	Key topics and concerns that have been raised through stakeholder engagement.	p. 67 Stakeholder Engagement and Communication Mechanisms p. 88-90 Creating value for our stakeholders 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. Our Sustainability Model 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.
Report profile		
G4-28	Reporting period.	p.189 - Report Scope, Boundary and Reporting Period
G4-29	Date of most recent previous report.	p.189 - Report Scope, Boundary and Reporting Period
G4-30	Reporting cycle.	p.189 - Report Scope, Boundary and Reporting Period
G4-31	Contact point.	p.189 - Report Scope, Boundary and Reporting Period
G4-32	GRI Content Index and 'in accordance' option chosen.	p.189 - Report Scope, Boundary and Reporting Period 'In accordance' Comprehensive option. Download the 2016 GRI's Content Index: <a href="http://www.cemex.com/SustainableDevelopment/GlobalReports.aspx">www.cemex.com/SustainableDevelopment/GlobalReports.aspx</a>

G4-33	Organization's policy and current practice with regard to seeking external assurance for the report.	p.192-194 - External Advisory Panel members and statement p.186 - Independent Assurance Report p.189 - Report Scope CEMEX Advisory Panel: <a href="https://archive.cemex.com/SustainableDevelopment/PanelMembers.aspx">https://archive.cemex.com/SustainableDevelopment/PanelMembers.aspx</a> No relation between CEMEX and KPMG. Neither our highest governance body nor senior executives are involved in seeking assurance for the organization's sustainability report.	
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## Governance

G4-34	Governance structure of the organization.	p.42- Sustainability Management Structure p.77 - Corporate Governance Investor Center: <a href="https://www.cemex.com/investors/corporate-governance#management-team">https://www.cemex.com/investors/corporate-governance#management-team</a>	
G4-35	Process for delegating authority for economic, environmental and social topics.	p.42 - Our Sustainability Approach	
G4-36	Appointed executive-level position or positions with responsibility for economic, environmental and social topics.	p.42 - Our Sustainability Approach	
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics.	p.42 - Our Sustainability Approach p.81-82 – Ethics and Transparency p.88-90 - Creating Value for our stakeholders CEMEX Advisory Panel: <a href="https://archive.cemex.com/SustainableDevelopment/PanelMembers.aspx">https://archive.cemex.com/SustainableDevelopment/PanelMembers.aspx</a> Investor Center: <a href="https://www.cemex.com/investors/contact-us">https://www.cemex.com/investors/contact-us</a>	10,16
G4-38	Composition of the highest governance body and its committees.	p.42- Sustainability Management Structure p.75-80 - Corporate Governance Investor Center: <a href="https://archive.cemex.com/InvestorCenter/Committees.aspx">https://archive.cemex.com/InvestorCenter/Committees.aspx</a>	5,16
G4-39	Whether the Chair of the highest governance body is also an executive officer.	In May 2014 CEMEX appointed Rogelio Zambrano as Chairman of the Board of Directors and Fernando A. González as Chief Executive Officer.	16
G4-40	Nomination and selection processes for the highest governance body and its committees.	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.	5,16
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed.	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 and Business Conduct, p.21 <a href="https://archive.cemex.com/InvestorCenter/files/CodeofEthics.pdf">https://archive.cemex.com/InvestorCenter/files/CodeofEthics.pdf</a>	16
G4-42	Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	p.42- Sustainability Management Structure	
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	p.42 - Our Sustainability Approach	4
G4-44	Processes for evaluation of the highest governance body's	p.42 - Our Sustainability Approach The board assesses its own performance on a variety of issues, including environmental, social, governance, and economic	

	performance with respect to governance of economic, environmental and social topics.	performance, based on reports received by the different board committees and on an annual assessment during the 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.	
G4-45	Highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities.	p.42 - Our Sustainability Approach Investor Center: <a href="https://www.cemex.com/investors/corporate-governance">https://www.cemex.com/investors/corporate-governance</a> Ethics and Compliance: <a href="https://www.cemex.com/about-us/ethics-compliance">https://www.cemex.com/about-us/ethics-compliance</a>	16
G4-46	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes.	p.42 - Our Sustainability Approach p.17 - Risks and Opportunities	
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	p.42- Sustainability Management Structure p.75-80 - Corporate Governance	
G4-48	Highest committee or position that formally reviews and approves the organization's sustainability report.	p.42 - Our Sustainability Approach	
G4-49	Process for communicating critical concerns to the highest governance body.	p.42 - Our Sustainability Approach p.81-82 - Ethics and Transparency Investor Center: <a href="https://www.cemex.com/investors/contact-us">https://www.cemex.com/investors/contact-us</a> Ethics and Compliance: <a href="https://www.cemex.com/about-us/ethics-compliance">https://www.cemex.com/about-us/ethics-compliance</a>	16
G4-50	Concerns that were communicated to the highest governance body.		We do not disclose details of Board meetings.
G4-51	Remuneration policies for the highest governance body and senior executives.	p.161 - Notes to the consolidated financial statements 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.	
G4-52	Process for determining remuneration.	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.	
G4-53	How stakeholders' views are sought and taken into account regarding remuneration.	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.	16
G4-54	Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation.	Total: 12.84, Central: 34.9, Colombia: 26.30, Costa Rica: 27.40, Mexico: 14.10, Panama: 13.20, Spain: 17.9, UK: 18.4, USA: 10.2.	
G4-55	Ratio of percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase.	Total: 5.0%, Colombia: 7%, Egypt: 7%, France: 1%, Germany: 2.5%, Mexico: 3.5%, Philippines: 6.0%, Poland: 3.0%, Spain: 2.2%, UK: 1.8%, USA: 3.0%.	

Ethics and integrity				
G4-56	Organization's values, principles, standards and norms of behavior.	Code of Ethics and Business Conduct, p.8-11 <a href="https://archive.cemex.com/InvestorCenter/files/CodeofEthics.pdf">https://archive.cemex.com/InvestorCenter/files/CodeofEthics.pdf</a> Company values: <a href="https://archive.cemex.com/AboutUs/CompanyValues.aspx">https://archive.cemex.com/AboutUs/CompanyValues.aspx</a>	16	10
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity.	P.81 - Strengthening Business Ethics, Compliance and Transparency 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 throughout 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. Local ethics committees are also available in most of the countries where we operate.	16	10
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity.	P.81 - Strengthening Business Ethics, Compliance and Transparency 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 throughout 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. Local ethics committees are also available in most of the countries where we operate.	16	10

### Category: Economic

Material Aspect: Economic Performance				
G4-DMA	Disclosures on management approach.	p.11 - Our Vision and Value Creation Model p.42 - Our Sustainability Approach		7
G4-EC1	Direct economic value generated and distributed.	p.3- Company Snapshot p.8-10 - Global Review of Operations We have not declared dividends since 2008. Instead, at our annual shareholders' meetings, CEMEX's stockholders approved a capitalization of retained earnings.	The economic value by region is subject to confidentiality constraints.	2,5,7,8,9
G4-EC2	Financial implications and other risks and opportunities arising from climate change.	p.17 - Risks and Opportunities Risk Management: <a href="http://archive.cemex.com/SustainableDevelopment/RiskManagement.aspx">http://archive.cemex.com/SustainableDevelopment/RiskManagement.aspx</a> Position paper on climate change: <a href="https://archive.cemex.com/liferaysd/en/files/CEMEX_POSITION_on_Climate_Change.pdf">https://archive.cemex.com/liferaysd/en/files/CEMEX_POSITION_on_Climate_Change.pdf</a> Carbon Disclosure Project submission: <a href="http://www.cdp.net">www.cdp.net</a>		13 7
G4-EC3	Coverage of the organization's obligations arising from its benefit plan.	CEMEX complies with minimum legal coverage requirements in all countries where we operate. As of December 31, 2016, the aggregate projected benefit obligation (PBO) for pension plans and other postretirement benefits and the plan assets is as follows: PBO = 52,219/ Assets = 28,854/ Deficit = 23,365 (Amount in Millions of Mexican pesos) p.154-155 - Note 19		
G4-EC4	Financial assistance received from governments.	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.		

Material Aspect: Market				
G4-DMA	Disclosures on Management Approach.	p.3-4 - Company Snapshot		
G4-EC5	Ratios of standard entry level wage compared to local minimum wage.	p.26 - Comparative Wage Rate 2016		1,5,8 6
G4-EC6	Proportion of senior management hired from the local community.	p.84 - Equal Opportunity and Fair Compensation p.181 - Non-financial information, Countries with practices to promote local hiring (%)		8 6

Material Aspect: Indirect Economic Impact				
G4-DMA	Disclosures on Management Approach.	p.42-46 - Our Sustainability Approach p.47-48 - Promoting the Development of Sustainable Communities		
G4-EC7	Development and impact of infrastructure investments and services supported.	p.36-38 - Innovative, Sustainable, and Resilient Infrastructure p.48 - Corporate citizenship priorities p.50 - Expanding our Volunteering Program In emerging markets, CEMEX's community affairs group uses a "Community Relations Plan" to evaluate socio-economic needs and		2,5,7,9,11,12,14 9

		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.		
G4-EC8	Significant indirect economic impacts, including the extent of impacts.	p.47 - Implementing a High-Impact Social Strategy p.181 - Non-financial information, Strengthen Local Communities 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.	1,4,5,8,11,17	

**Category: Environmental**

**Material Aspect: Emissions**

G4-DMA	Disclosures on Management Approach.	p.42- 47 - Our Sustainability Approach P.54 - Pursuing Excellence In Environmental Management Position Paper on Climate Change: <a href="https://archive.cemex.com/liferaysd/en/files/CEMEX_POSITION_on_Climate_Change.pdf">https://archive.cemex.com/liferaysd/en/files/CEMEX_POSITION_on_Climate_Change.pdf</a>		
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1).	p.181 - Non-financial information , Carbon strategy (for direct GHG emissions) p.189 - Report Scope, Data Measurement Techniques Absolute CO <sub>2</sub> from biomass sources= 1.8 million t CO <sub>2</sub> (including biomass content of mixed fuels) Base year: 1990 following best industry practices (e. g. CSI Protocol). More information about our Scope 1 emissions can be found in our CDP submission: <a href="http://www.cdp.net">www.cdp.net</a>	3,12,13,14,15	7,8
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2).	Indirect GHG emissions (Scope 2) = 3.3 million tons CO <sub>2</sub> for cement p.189 - Report Scope, Data Measurement Techniques Base year: 1990 following best industry practices (e. g. CSI Protocol). More information about our Scope 2 emissions can be found in our CDP submission: <a href="http://www.cdp.net">www.cdp.net</a>	3,12,13,14,15	7,8
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3).	Scope 3 emissions can be found in our CDP submission: <a href="http://www.cdp.net">www.cdp.net</a>	3,12,13,14,15	7,8
G4-EN18	Greenhouse gas (GHG) emissions intensity.	p.180 - Non-financial information , Carbon strategy (for direct GHG emissions) GHG emissions included in the intensity ratio: Scope 1 and 2. <ul style="list-style-type: none"> <li>• Scope 1 = 678 kg CO<sub>2</sub>/ton of cementitious product</li> <li>• Scope 2 = 51 kg CO<sub>2</sub>/ton of cementitious product</li> </ul> Denominator used: amount of cementitious products produced. Gases Included: CO <sub>2</sub> , following the GHG Protocol and the WBCSD CSI Protocol.	13,14,15	8
G4-EN19	Reduction of greenhouse gas (GHG) emissions.	p.54 - Avoided Direct and Indirect CO <sub>2</sub> Emissions vs. 1990 Baseline p.181 - Non-financial information, Carbon strategy p.189 - Report Scope, Data Measurement Techniques Report where the reductions in GHG emissions occurred: Scope 1. Gases Included: CO <sub>2</sub> , following the GHG Protocol and the WBCSD CSI Protocol. Base year: 1990 following best industry practices (e. g. CSI Protocol).	12,13,14,15	8,9
G4-EN20	Emissions of ozone-depleting substances (ODS).	Our business does not create significant emissions of ozone-depleting substances.	3,12	7,8
G4-EN21	NOx, SOx, and other significant air emissions.	p.57 - Managing Our Air Emissions p.182 - Non-financial information, Air quality 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: <a href="http://www.wbcscement.org/index.php/key-issues/emissions-reduction/guidelines">www.wbcscement.org/index.php/key-issues/emissions-reduction/guidelines</a> 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.	3,12,14,15	7,8

**Material Aspect: Compliance**

G4-DMA	Disclosures on Management Approach.	p.42 - Our Sustainability Approach p.54 - Pursuing Excellence in Environmental Management p.56 - Enhancing environmental management p.64 - Partnerships			
G4-EN29	Fines and non-monetary sanctions for non-compliance with environmental laws and regulations.	p.182 - Non-financial information, Environmental and quality management, Environmental Fines Any relevant fines or non-compliance cases are included p.165-172 - Notes to the consolidated financial statements, 24)Contingencies			8
<b>Material Aspect: Overall</b>					
G4-DMA	Disclosures on Management Approach.	p.56 - Enhancing environmental management			
G4-EN31	Environmental protection expenditures and investments.	Total environmental capital investments: US\$80 million		7,9,12,13,14,15,17	7,8,9
<b>Material Aspect: Environmental grievance mechanisms</b>					
G4-DMA	Disclosures on Management Approach.	p.56 - Enhancing environmental management p.81-86 - Ethics and Transparency			
G4-EN34	Number of environmental grievances.	Any relevant fines or non-compliance cases are included p.165-172 - Notes to the consolidated financial statements, 24)Contingencies		16	8

<b>Category: Social</b>					
<b>Sub-Category: Labor practices and decent work</b>					
<b>Material Aspect: Employment</b>					
G4-DMA	Disclosures on Management Approach.	p.26 Building a Better Workplace Together p.42- 47 - Our Sustainability Approach p.83-84 Human Rights			
G4-LA1	New employee hires and employee turnover by age group, gender and region.	p.180-181 - Non-financial information, Our People, Workforce <ul style="list-style-type: none"> <li>New hires by region: Total: 5,607, Corporate: 30, AMEA: 233, Mexico: 2,368, Europe: 861, USA: 1,448, SA&amp;C: 667.</li> <li>New hires by gender: Male: 4,968, Female: 639</li> <li>New hires by age : under 30: 2333, 31-40: 1886, 41-50: 928, 51 &amp; over: 460</li> <li>Voluntary Male Employee: Mexico 9.29%, USA 14.6%, SCA&amp;C 6.31%, Europe 5.01%, AMEA 6.12%, Central 1.71%, Total 8.68%</li> <li>Voluntary female Employee: Mexico 0.36%, USA 1.06%, SCA&amp;C 0.72%, Europe 0.72%, AMEA 1.14%, Central 1.25%, Total 0.76%</li> <li>Involuntary Male Employee Turnover: : Mexico 17.28%, USA 11.79%, SCA&amp;C 11.85%, Europe 4.02%, AMEA 4.49%, Central 5.61%, Total 10.35%</li> <li>Involuntary female Employee Turnover: : Mexico 0.44%, USA 0.8%, SCA&amp;C 1.01%, Europe 1.05%, AMEA 0.58%, Central 1.71%, Total 0.81%</li> </ul>	Gathering information by gender and age is not permitted in some countries where we operate.	5,8	6
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees.	<ul style="list-style-type: none"> <li>Number of Countries providing these benefits to Full-Time Employees: Life Insurance 28, Health Care 26, Disability and invalidity coverage 25, Parental leave 27, Retirement Provision 22, Stock Ownership 11, Others: 12</li> <li>Number of Countries providing these benefits to Part-Time Employees: Life Insurance 9, Health Care 12, Disability and invalidity coverage 11, Parental leave 9, Retirement Provision 7, Stock Ownership 6, Others: 1</li> </ul>			8
G4-LA3	Return to work and retention rates after parental leave.	In 2016 at CEMEX 939 employees were eligible for parental leave and 671 employees took parental leave. In CEMEX, Maternity and parental leave may vary depending on the regulations within the countries that we operate on. But all of them do agree upon the employee's return after parental leave and have policies regarding that matter.	We do not report on this disclosure since this breakdown is not a factor in our decision-making process.	5,8	6

<b>Material Aspect: Labor/management relations</b>				
G4-DMA	Disclosures on Management Approach.	p.26 Building a Better Workplace Together p.42- 47 - Our Sustainability Approach CEMEX HR Policy Statement: <a href="https://archive.cemex.com/liferaysd/en/files/CemexPolicyStatement.pdf">https://archive.cemex.com/liferaysd/en/files/CemexPolicyStatement.pdf</a>		
G4-LA4	Minimum notice periods regarding operational changes.	CEMEX provides an average notice period of 4 weeks. 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).	8	3

<b>Material Aspect: Occupational health and safety</b>				
G4-DMA	Disclosures on Management Approach.	p.42- 47 - Our Sustainability Approach p.23-24 - Placing Health and Safety First Our Values: <a href="https://archive.cemex.com/AboutUs/CompanyValues.aspx">https://archive.cemex.com/AboutUs/CompanyValues.aspx</a> Health and Safety Policy: <a href="https://archive.cemex.com/liferaysd/en/files/CemexHealthAndSafetyPolicy.pdf">https://archive.cemex.com/liferaysd/en/files/CemexHealthAndSafetyPolicy.pdf</a>		
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees.	72.7% of the workforce is represented in formal joint management-worker health and safety committees. Health and Safety committees are managed at a local (country) level.	8	
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities.	<ul style="list-style-type: none"> <li>Type of employee/contractor injuries: 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; contact with electricity or electrical discharge.</li> <li>Employees: 5 contact with moving machinery; 2 exposed to heat or fire, or contact with harmful substance; 3 hit against something fixed or stationary; 16 hit against moving, flying or falling object; 3 incidents involving moving vehicles; 5 injured while handling, lifting or carrying; 21 slip, trip or fall; 1 trapped by something collapsing; 1 other</li> <li>Contractors: 14 incidents of hit by moving, flying or falling object; 8 incidents involving moving vehicles; 7 contact with moving machinery; 6 incidents of slipping, tripping or falling at same on uneven level; 2exposed to fire or heat; 7 fall from height; 5 injured while handling, lifting or carrying; 1 trapped by something collapsing; 3 other</li> <li>Injury rate: CEMEX: 0.6, Central 0.0, AMEA 0.5, Europe 0.8, Mexico 0.4, USA 0.8, SA&amp;C 0.5.</li> <li>LTI Severity Rate = 76.8. By country: Argentina 0.0, Austria 0.0, Bahamas 0.0, Bangladesh 0.0, Brazil 0.0, Central 0.0, Colombia 39.4, Costa Rica 0.0, Croatia 0.0, Czech Republic 219.5, Dominican Republic 14.7, Egypt 0, Finland 0, France 261, Germany 13.1, Guatemala 393.6, Haiti 0.0, Hungary 0.0, Israel 331.1, Jamaica 0.0, Latvia 0.0, Malaysia 89.2, Mexico 66.3, Nicaragua 0.0, Norway 0.0, Panama 86.2, Peru 0.0, Philippines 240.2, Poland 58.4, Puerto Rico 410.9, Spain 37.2, Sweden 0.0, UAE 0.0, UK 53.7, USA 93.9</li> <li>Absentee rate (AR) = 1.8. By country: Argentina 9.0, Austria 0.0,Bahamas 2.0, Bangladesh 0.5, Brazil 0.0, Central 0.1, Colombia 1.5, Costa Rica 1.0, Croatia 2.3, Czech Republic 1.7, Dominican Republic 1.6, Egypt 0.9, El Salvador 0.0, Finland 0.0, France 4.1, Germany 5.4, Guatemala 0.1, Haiti 1.2, Hungary 0.0, Israel 2.4, Jamaica 0.9, Latvia 3.3, Malaysia 1.1, Nicaragua 1.2, Panama 0.9, Peru 2.4, Philippines 1.1, Poland 3, Puerto Rico 2.5, Scandinavia 0.0, UAE 0.4, UK 3.4, USA 0.0, Switzerland Office 0.7</li> <li>(In calculating lost days, we track calendar days, starting from the first day of absence).</li> <li>Employee Fatalities: CEMEX: 3, Central 0, AMEA 0, Europe 0, Mexico 2, USA 0, SA&amp;C 1</li> <li>Contractor Fatalities: CEMEX: 10, Central 0, AMEA 2, Mexico 5, Europe 1, USA 1, SA&amp;C 1.</li> <li>Independent Contractor Frequency Rate: 0.9</li> <li>System of rules applied in recording and reporting accident statistics: CSI reporting protocol and internal reporting guidelines.</li> </ul>	In several countries where we operate, we are not legally permitted to track data for contractors or data by gender.	3,8



G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.	Only 1.6% of workers in our sites are involved in occupational activities with a high risk or incidence of specific diseases.		3,8	
G4-LA8	Health and safety topics covered in formal agreements with trade unions.	Health and safety issues are included in 58% 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.		8	

#### Material Aspect: Training and education

G4-DMA	Disclosures on Management Approach.	p.27 - Evolving Career Building, Talent Management			
G4-LA9	Average hours of training per year	p.181 – Non-financial information, Training provided by operations (average hours)		4,5,8	6
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees.	p.27 - Evolving Career Building, Talent Management Talent Development: <a href="http://archive.cemex.com/SustainableDevelopment/EngagingandRetainingOurTalent.aspx">http://archive.cemex.com/SustainableDevelopment/EngagingandRetainingOurTalent.aspx</a> 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.	Transition assistance programs are managed and implemented at the local level and are subjected to local regulations.	4,8	
G4-LA11	Employees receiving regular performance and career development reviews.	9,064 of executives and employees have access to our Intuitional Tool of Performance and Career development reviews. 7,212 (80%) 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 or employee category is not permitted in some countries where we operate.	5,8	6

#### Material Aspect: Diversity and equal opportunity

G4-DMA	Disclosures on Management Approach.	p.49 - Generating Empowerment, Diversity, and Capacity-Building p.84 - Equal Opportunity and Fair Compensation			
G4-LA12	Composition of governance bodies.	p.77 - Corporate Governance The Board of Directors (highest governance body) has 13 members, all of whom are male. The Executive Committee is composed of 12 members, all of whom are male; 4 are 40-50 years old and 8 are over 50; 6 are from Mexico, 5 from Spain and 1 from the United States.		5,8	6

#### Material Aspect: Equal remuneration for women and men

G4-DMA	Disclosures on Management Approach.	p.84 - Equal Opportunity and Fair Compensation			
G4-LA13	Ratio of basic salary and remuneration of women to men.	Senior Management: 1.17   Middle Management: 1.18   Other Employees: 1.10   Workers: 1.03   Overall: 1.08 These calculations include all countries where CEMEX operates.		5,8,10	6

#### Material Aspect: Labor practices grievance mechanisms

G4-DMA	Disclosures on Management Approach.	p.81 - Our Reporting Mechanism – ETHOSline			
G4-LA16	Grievances about labor practices.	p.81 - Our Reporting Mechanism – ETHOSline		10,16	

**Sub-Category: Human Rights**

**Material Aspect: Freedom of association and collective bargaining**

G4-DMA	Disclosures on Management Approach.	p.84 - Freedom to Associate		
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated.	No risks to freedom of association or collective bargaining were identified. 16,936 of our employees (63%) are represented by a union. CEMEX fully acknowledges, supports, and respects its employee’s 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. Supplier Code of Conduct: <a href="http://archive.cemex.com/Suppliers/files/CodeOfConduct.pdf">http://archive.cemex.com/Suppliers/files/CodeOfConduct.pdf</a>	8	3

**Sub-Category: Society**

**Material Aspect: Local communities**

G4-DMA	Disclosures on Management Approach.	p. 13 – Our Value Creation Model p.47 – Implementing a high social strategy p.47 – Promoting the development of sustainable communities p.49 – Generating empowerment, diversity, and capacity-building		
G4-SO1	Operations with implemented local community engagement, impact assessments, and development programs.	p.181 - Non-financial information, Sites conducting social impact assessments and Sites with community Engagement Plans p.47 - Implementing a High-Impact Social Strategy 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. 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 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: <a href="http://archive.cemex.com/SustainableDevelopment/HighImpactSocialStrategy.aspx">http://archive.cemex.com/SustainableDevelopment/HighImpactSocialStrategy.aspx</a>	11	1
G4-SO2	Operations with actual and potential negative impacts on local communities.	There were no reports that we are aware of on significant negative impacts on communities.	1,2	1

**Material Aspect: Anti-corruption**

G4-DMA	Disclosures on Management Approach.	p.83 - Global Compliance Program		
G4-SO3	Operations assessed for risks related to corruption and the significant risks identified.	During 2016, 15 CEMEX operations were classified as medium to high risk countries for perceived corruption based on Transparency International. All of them 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.	16	10
G4-SO4	Communication and training on anti-corruption policies and procedures.	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. Our training analysis is focused on identifying the most vulnerable geographic and functional areas. 797 employees trained on corruption and bribery. Regarding our business partners, all (100%) supplier contracts include not only anti-bribery clauses, but also anti-bribery certification letter. During the year, two Conflicts of interest of ethics campaigns were launched to all our employees.	16	10
G4-SO5	Confirmed incidents of corruption and actions taken.	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	16	10

employees to report any corruption acts through ETHOSline.

<b>Material Aspect: Public policy</b>					
G4-DMA	Disclosures on Management Approach.	p.26 – Code of Ethics, Political Contributions and activities <a href="https://archive.cemex.com/InvestorCenter/files/CodeofEthics.pdf">https://archive.cemex.com/InvestorCenter/files/CodeofEthics.pdf</a>			
G4-SO6	Value of political contributions by country and recipient/beneficiary.	Financial and/or in-kind contributions to political parties and/or related institutions are to be performed in accordance with the applicable laws.	16	10	
<b>Material Aspect: Anti-competitive behavior</b>					
G4-DMA	Disclosures on Management Approach.	p.83 - Global Compliance Program p.26 – Code of Ethics, Antitrust Compliance <a href="https://archive.cemex.com/InvestorCenter/files/CodeofEthics.pdf">https://archive.cemex.com/InvestorCenter/files/CodeofEthics.pdf</a>			
G4-SO7	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Any relevant fines or non-compliance cases are included p.165-172 - Notes to the consolidates financial statements, 24)Contingencies	16		
<b>Material Aspect: Compliance</b>					
G4-DMA	Disclosures on Management Approach.	p.83 - Global Compliance Program			
G4-SO8	Fines and non-monetary sanctions for non-compliance with laws and regulations.	Any relevant fines or non-compliance cases are included p.165-172 - Notes to the consolidates financial statements, 24)Contingencies	16		
<b>Sub-Category: Product responsibility</b>					
<b>Material Aspect: Customer health and safety</b>					
G4-DMA	Disclosures on Management Approach.	p.25 - End-to-End Product Safety			
G4-PR1	Significant product and service categories for which health and safety impacts are assessed.	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	Incidents of non-compliance concerning the health and safety impacts of products and services.	Any relevant fines or non-compliance cases are included p.165-172 - Notes to the consolidates financial statements, 24)Contingencies	16		
<b>Material Aspect: Product and service labeling</b>					
G4-DMA	Disclosures on Management Approach.	p.43 - CEMEX Sustainability Material Issues			
G4-PR3	Product and service information and labeling.	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: <a href="http://www.cemexcolombia.com/SolucionesConstructor/files/UsoGeneral.pdf">www.cemexcolombia.com/SolucionesConstructor/files/UsoGeneral.pdf</a> <a href="http://www.cemex.co.uk/documentsanddownloads.aspx">www.cemex.co.uk/documentsanddownloads.aspx</a>	The great majority of our products are sold in bulk without labeling or packaging.	12	
G4-PR4	Incidents of non-compliance with regulations and voluntary codes concerning labeling.	The company has not identified any non-compliance with regulations and voluntary codes during the reporting year.	16		
G4-PR5	Surveys measuring customer satisfaction.	p.181 - Non-financial information, Countries that conduct regular customer satisfaction surveys	4		
<b>Material Aspect: Customer privacy</b>					
G4-DMA	Disclosures on Management Approach.	p.29-31 – Fostering a customer-centric organization			
G4-PR8	Substantiated complaints regarding breaches of customer privacy.	The company has not identified any substantiated complaint during the reporting year.	16		

# GRI Content Index

## Appendix: Non-material disclosures

SPECIFIC STANDARD DISCLOSURES		Page Reference or Disclosure	SDG Link	UNCG
<b>Category: Economic</b>				
<b>Aspect: Procurement practices</b>				
G4-DMA	Disclosures on Management Approach.	p.52-53 - Enhancing Our Suppliers Sustainability	1,5,8	
G4-EC9	Proportion of spending on local suppliers.	p.181 - Non-financial information, Purchases sourced from locally-based suppliers (%) 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. The definition of local supplier is specific to each country where we operate and complies with local legislations. The exact criteria used to select suppliers vary from country to country, but always includes cost, quality, and delivery time. Sustainability principles are also increasingly factored into the decision.	12	
<b>Category: Environment</b>				
<b>Aspect: Materials</b>				
G4-DMA	Disclosures on Management Approach.	p.55 - From waste to fuel p.56 - Advancing towards a Circular Economy		
G4-EN1	Materials used by weight or volume.	Proprietary information.	8,12	7,8
G4-EN2	Percentage of materials used that are recycled input materials.	p.55 - From waste to fuel p.56 - Advancing towards a Circular Economy p.182 - Non-financial information, Volume of returned ready-mix concrete material from total delivered p.182 - Non-financial information, Secondary and recycled aggregates used as a direct replacement of primary aggregates p.182 - Non-Financial information, Waste management	8,12	8
<b>Aspect: Energy</b>				
G4-DMA	Disclosures on Management Approach.	p.43 - CEMEX Sustainability Material Issues p.55 - From waste to fuel		
G4-EN3	Energy consumption within the organization.	Total energy consumption: 202,255 TJ. <ul style="list-style-type: none"> <li>From renewable sources = 18,657 TJ (sewage sludge, wood, paper, carton, animal meal, agricultural, organic and other biomass).</li> <li>From non-renewable sources = 183,598 TJ (coal and anthracite, petrol coke, fuel oil, natural gas, lignite and diesel, waste oil, tires, RDF, solvents, impregnated saw dust, mixed industrial wastes, other solid fossil based waste and liquid based waste).</li> </ul> In 2016 we substituted 23.3% of primary fuels with alternative fuels, as a result avoiding the use of more than 1.6 million tons of coal. Electric consumption: 7,698 GWh. CEMEX doesn'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: <a href="http://www.wbcscement.org/index.php/key-issues/fuels-and-materials/guidelines-for-selection">www.wbcscement.org/index.php/key-issues/fuels-and-materials/guidelines-for-selection</a> All units are available in Cement CO <sub>2</sub> and Energy Protocol, Version 3.1, CO <sub>2</sub> Emissions and Energy Inventory: <a href="http://www.cement-co2-protocol.org/en/">www.cement-co2-protocol.org/en/</a>	7,8,12,13	7,8
G4-EN4	Energy consumption outside of the organization.	Production of cement produces CO <sub>2</sub> mostly from sources within the organization: combustion of fossil fuels during the calcination of limestone. Energy consumed outside of the organization is not an issue where we focus our strategy	7,8,12,13	8
G4-EN5	Energy intensity.	p.182 - Non-financial information, Other Carbon Strategy Indicators Ratio denominator: kg CO <sub>2</sub> /ton 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.	7,8,12,13	8
G4-EN6	Reduction of energy consumption.	We have reduced our specific heat consumption of clinker production by 11.9% and our specific electricity consumption of cement production by 6.1% since 1990. Regarding electricity, during 2016 we managed to consume 25% of our power needs in cement operations from clean energy sources. Energy included: Fuels and electricity used during the process of production Baseline: 1990 All units are available in Cement CO <sub>2</sub> and Energy Protocol, Version 3.1, CO <sub>2</sub> Emissions and Energy Inventory:	7,8,12,13	8

[www.cement-co2-protocol.org/en/](http://www.cement-co2-protocol.org/en/)

G4-EN7	Reductions in energy requirements of products and services.	p.32-35 - Providing Sustainable Products, Solutions and Services p.38 – Delivering solutions for affordable housing and efficient buildings p.181 - Non-financial information, Resilient and efficient building solutions	We have a number of products and solutions that result in energy savings. We however consider this information confidential and key for our business strategy.	7,8,12,13	8
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**Aspect: Water**

G4-DMA	Disclosures on Management Approach.	p.58 - Managing Water to Minimize Use Water Policy: <a href="https://archive.cemex.com/liferaysd/en/files/CemexWaterPolicy.pdf">https://archive.cemex.com/liferaysd/en/files/CemexWaterPolicy.pdf</a>			
G4-EN8	Water withdrawal by source.	p.183 - Non-financial information, Water management 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.		6	7,8
G4-EN9	Water sources significantly affected by withdrawal of water.	p.183 - Non-financial information, Water management p.58 - Managing Water to Minimize Use 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.		6	8
G4-EN10	Percentage and total volume of water recycled and reused.	p.183 - Non-financial information, Water management 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 we will be reporting on the % of sites with recycling facilities.		6,8,12	8

**Aspect: Biodiversity**

G4-DMA	Disclosures on Management Approach.	Biodiversity Policy: <a href="https://archive.cemex.com/liferaysd/en/files/CemexBiodiversityPolicy.pdf">https://archive.cemex.com/liferaysd/en/files/CemexBiodiversityPolicy.pdf</a>			
G4-EN11	Operational sites in protected areas and areas of high biodiversity value.	p.60 - Biodiversity Action Management and Quarry Rehabilitation Progress Biodiversity: <a href="http://archive.cemex.com/SustainableDevelopment/Biodiversity.aspx">http://archive.cemex.com/SustainableDevelopment/Biodiversity.aspx</a>		6,14,15,17	8
G4-EN12	Description of significant impacts on biodiversity in protected areas.	p.59 - Implementing Biodiversity Action Plans Biodiversity: <a href="http://archive.cemex.com/SustainableDevelopment/Biodiversity.aspx">http://archive.cemex.com/SustainableDevelopment/Biodiversity.aspx</a> Position paper on Environmental Management and Biodiversity: <a href="https://archive.cemex.com/liferaysd/en/files/CEMEX_POSITION_on_Env_Man_Bio.pdf">https://archive.cemex.com/liferaysd/en/files/CEMEX_POSITION_on_Env_Man_Bio.pdf</a>		6,14,15	8
G4-EN13	Habitats protected or restored.	p.60 - Biodiversity Action Management and Quarry Rehabilitation Progress 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 were offsets 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. These guidelines present a consensus view of its members on the principles of quarry rehabilitation. See more at <a href="http://www.wbcscement.org/index.php/key-issues/biodiversity/quarry-rehabilitation">www.wbcscement.org/index.php/key-issues/biodiversity/quarry-rehabilitation</a>		6,14,15	8
G4-EN14	IUCN Red List species and national conservation list species with habitats in areas affected by operations.	18% of the 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		6,14,15	8

Critically Endangered, Endangered, or Vulnerable per the IUCN Red List of Threatened Species), meaning those species may be present on the sites.

<b>Aspect: Effluents and waste</b>				
G4-DMA	Disclosures on Management Approach.	p.56 - Advancing towards a Circular Economy		
G4-EN22	Water discharge by quality and destination.	p.59 - Water Footprint p.84 - Non-financial information, Water management Our water treatment makes discharges quality always compliant with local legislation.	3,6,12,14	8
G4-EN23	Weight of waste by type and disposal method.	p.182 - Non-financial information, Waste management 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.	3,6,12	8
G4-EN24	Number and volume of significant spills.	p.182 - Non-financial information, Environmental management We had zero Category 1 incidents in 2016. Category 1 incidents are significant environmental spills as defined by the CEMEX incident reporting procedure.	3,6,12,14,15	8
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous.	p.182 - Non-financial information, Waste management 0% of hazardous waste shipped internationally.	3,12	8
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and habitats affected by the organization's discharges of water.	Biodiversity Scoping Study: <a href="http://archive.cemex.com/SustainableDevelopment/Biodiversity.aspx">http://archive.cemex.com/SustainableDevelopment/Biodiversity.aspx</a>	6,13,14,15	8
<b>Aspect: Products and services</b>				
G4-DMA	Disclosures on Management Approach.	p.32 Providing sustainable products, solutions, and services p.36-38- Innovative, Sustainable, and Resilient Infrastructure		
G4-EN27	Mitigation of environmental impacts of products and services.	p.32 Providing sustainable products, solutions, and services p.36-38- Innovative, Sustainable, and Resilient Infrastructure	6,8,12,13,14,15	7,8,9
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category.	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.	8,12	8
<b>Aspect: Transport</b>				
G4-DMA	Disclosures on Management Approach.	p.56 - Enhancing Environmental Management		
G4-EN30	Environmental impacts of transporting products and other goods and materials for the organization's operations.	Carbon Disclosure Project submission: <a href="http://www.cdp.net">www.cdp.net</a> 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 the UK see: <a href="http://www.cemex.co.uk/sustainablelogistics.aspx">www.cemex.co.uk/sustainablelogistics.aspx</a> , 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 CO <sub>2</sub> 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.	11,12,13	8
<b>Aspect: Supplier environmental assessment</b>				
G4-DMA	Disclosures on Management Approach.	p.52-53 - Enhancing Our Suppliers Sustainability Supplier Code of Conduct: <a href="http://archive.cemex.com/Suppliers/files/CodeOfConduct.pdf">http://archive.cemex.com/Suppliers/files/CodeOfConduct.pdf</a>		
G4-EN32	Percentage of new suppliers that were screened using environmental criteria.	p.52-53 - Enhancing Our Suppliers Sustainability p.181 – Non-financial information, Countries with a process to screen suppliers in relation to social and environmental aspects 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: <a href="http://archive.cemex.com/Suppliers/files/CodeOfConduct.pdf">http://archive.cemex.com/Suppliers/files/CodeOfConduct.pdf</a> During 2016 almost 46% of new suppliers were screened using environmental criteria.		8
G4-EN33	Actual and potential negative	We have local initiatives to assess suppliers in each country. In 2016, 1, 288 suppliers were evaluated using Environment Criteria.		8

	environmental impacts in the supply chain and actions taken.	From this group, 21 suppliers were identified to have potential impacts with issues related to environment and based on the resulting findings a customized action plan was defined for each of them.		
<b>Category: Social</b>				
<b>Sub-Category: Labor practices and decent work</b>				
<b>Aspect: Supplier Assessment for labor practices</b>				
G4-DMA	Disclosures on Management Approach.	p.52-53 - Enhancing Our Suppliers Sustainability Supplier Code of Conduct: <a href="http://archive.cemex.com/Suppliers/files/CodeOfConduct.pdf">http://archive.cemex.com/Suppliers/files/CodeOfConduct.pdf</a>		
G4-LA14	Suppliers that were screened using labor practices criteria.	p.52-53 - Enhancing Our Suppliers Sustainability p.181 - Non-financial information, Countries with a process to screen suppliers in relation to social and environmental aspects 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: <a href="http://archive.cemex.com/Suppliers/files/CodeOfConduct.pdf">http://archive.cemex.com/Suppliers/files/CodeOfConduct.pdf</a> During 2016, 42% of new suppliers were screened using labor practices criteria.	5,8,16	
G4-LA15	Actual and potential negative impacts for labor practices in the supply chain.	We have local initiatives to assess suppliers in each country. 1,288 suppliers were evaluated using a labor practices criteria. Of this, 302 suppliers were identified to have potential impacts with issues related to labor practices, for which 82% of them have an action plan that was created to work for a solution.	5,8,16	
<b>Sub-Category: Human rights</b>				
<b>Aspect: Investment</b>				
G4-DMA	Disclosures on Management Approach.	p.43 - CEMEX Sustainability Material Issues p.81 – CEMEX Code of Ethics and Business Conducts p.83 - Human Rights CEMEX HR Policy Statement: <a href="https://archive.cemex.com/liferaysd/en/files/CemexPolicyStatement.pdf">https://archive.cemex.com/liferaysd/en/files/CemexPolicyStatement.pdf</a>		
G4-HR1	Significant investment agreements and contracts that include human rights clauses.	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.		2
G4-HR2	Employee training on human rights policies or procedures.	p.82 - Business ethics-related training sessions We provided a total of 9,064 training hours on Human Rights-related issues that are relevant to our operations covering.		1
<b>Aspect: Non-discrimination</b>				
G4-DMA	Disclosures on Management Approach.	p. .43 - CEMEX Sustainability Material Issues p.84 - Elimination of Discrimination		
G4-HR3	Incidents of discrimination and corrective actions taken.	The Ethics Committee received 15 reports related to discrimination. 2 of the discrimination-related reports received remains in process. 7 of the reports we were able to confirm that discrimination occurred, and 6 other accusations were false. In all reports received, measures are implemented and monitored by local ethics committees comprising high level executives from the local business unit.	5,8,16	6
<b>Aspect: Child labor</b>				
G4-DMA	Disclosures on Management Approach.	p.43 - CEMEX Sustainability Material Issues p.81 – CEMEX Code of Ethics and Business Conducts p.84 - Child Labor		
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor.	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. Only in Brazil, it is obliged by law to hire minors for a learning program carried out by the government.	8,16	5
<b>Aspect: Forced or compulsory labor</b>				
G4-DMA	Disclosures on Management Approach.	p.43 - CEMEX Sustainability Material Issues p.81 – CEMEX Code of Ethics and Business Conducts		

		p.84 - Forced Labor & Safe Work Environment		
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor.	In CEMEX no one is forced to perform hazardous tasks against their will or tasks that are detrimental to their health or well-being. 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.	8	4
<b>Aspect: Security practices</b>				
G4-DMA	Disclosures on Management Approach.	p.44 - CEMEX Sustainability Material Issues p.83 - Human Rights		
G4-HR7	Security personnel trained in the organization's human rights policies.	In 2016, 9,064 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.	16	1
<b>Aspect: Indigenous rights</b>				
G4-DMA	Disclosures on Management Approach.	p.43 - CEMEX Sustainability Material Issues p.83 - Human Rights		
G4-HR8	Violations involving rights of indigenous peoples.	We are not aware that any violations involving rights of indigenous people have taken place in our operations.	2	1
<b>Aspect: Assessment</b>				
G4-DMA	Disclosures on Management Approach.	p.43 - CEMEX Sustainability Material Issues p.83 - Human Rights		
G4-HR9	Operations that have been subject to human rights reviews or impact assessments.	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 2016, 6,304 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.	5,10,16	1
<b>Aspect: Supplier human rights assessment</b>				
G4-DMA	Disclosures on Management Approach.	p.52 – Enhancing our suppliers sustainability p.83 - Human Rights Supplier Code of Conduct: <a href="http://archive.cemex.com/Suppliers/files/CodeOfConduct.pdf">http://archive.cemex.com/Suppliers/files/CodeOfConduct.pdf</a>		
G4-HR10	New suppliers that were screened using human rights criteria.	p.52-53 – Enhancing our suppliers sustainability p.87 - Non-financial information, Countries with a process to screen suppliers in relation to social and environmental aspects 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: <a href="http://archive.cemex.com/Suppliers/files/CodeOfConduct.pdf">http://archive.cemex.com/Suppliers/files/CodeOfConduct.pdf</a> During 2016, 42% of new suppliers were screened using human rights criteria.	8,10	2
G4-HR11	Actual and potential negative human rights impacts in the supply chain and actions taken.	We have local initiatives to assess suppliers in each country. 1,288 suppliers were evaluated using Human Rights Criteria. From this group, no suppliers were identified to have potential impacts with issues related to Human Rights.	16	2
<b>Aspect: Human rights grievance mechanisms</b>				
G4-DMA	Disclosures on Management Approach.	p.43 - CEMEX Sustainability Material Issues p.83 - Human Rights		



G4-HR12	Grievances about human rights impacts filed, addressed, and resolved.	The Ethics Committee received 196 reports related to human rights violations such as unfair dismissals, unfair treatments, use of vulgar language, etc. 56 of the discrimination-related reports received remains in process. 88 of the reports we were able to confirm that discrimination occurred, and 52 other accusations were false. In all reports received, measures are implemented and monitored by local ethics committees comprising high level executives from the local business unit.	16	1
<b>Sub-Category: Society</b>				
<b>Aspect: Supplier assessment for impacts on society</b>				
G4-DMA	Disclosures on Management Approach.	p.52-53 – Enhancing our suppliers sustainability Supplier Code of Conduct: <a href="http://archive.cemex.com/Suppliers/files/CodeOfConduct.pdf">http://archive.cemex.com/Suppliers/files/CodeOfConduct.pdf</a>		
G4-SO9	New suppliers that were screened using criteria for impacts on society.	p.52-53 – Enhancing our suppliers sustainability p.181 - Non-financial information, Countries with a process to screen suppliers in relation to social and environmental aspects 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: <a href="http://archive.cemex.com/Suppliers/files/CodeOfConduct.pdf">http://archive.cemex.com/Suppliers/files/CodeOfConduct.pdf</a> During 2016, 17% of new suppliers were screened using society criteria.	10,16	
G4-SO10	Actual and potential negative impacts on society in the supply chain and actions taken.	We have local initiatives to assess suppliers in each country. 1,288 suppliers were evaluated using Human Rights Criteria. From this group, no suppliers were identified to have potential impacts with issues related to society.	16	
<b>Aspect: Grievance mechanisms for impacts on society</b>				
G4-DMA	Disclosures on Management Approach.	p.81 - Strengthening Business Ethics, Compliance and Transparency p.81 - Our Reporting Mechanism – ETHOSline		
G4-SO11	Grievances about impacts on society.	Any relevant fines or non-compliance cases are included p.165-172 - Notes to the consolidates financial statements, 24)Contingencies	16	
<b>Sub-Category: Product responsibility</b>				
<b>Aspect: Marketing communications</b>				
G4-DMA	Disclosures on Management Approach.	p.29-31 – Help our customers succeed		
G4-PR6	Sale of banned or disputed products.	We do not sell products that are banned in certain markets or that were the subject of stakeholder questions or public debate.		
G4-PR7	Incidents of non-compliance concerning marketing communications.	Any relevant fines or non-compliance cases are included p.165-172 - Notes to the consolidates financial statements, 24)Contingencies	16	
<b>Aspect: Compliance</b>				
G4-DMA	Disclosures on Management Approach.	p.81 - Strengthening Business Ethics, Compliance and Transparency		
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Any relevant fines or non-compliance cases are included p.165-172 - Notes to the consolidates financial statements, 24)Contingencies	16	