

This index presents the list of indicators from the Global Reporting Initiative (GRI) G3 Guidelines which were covered in our 2010 Sustainable Development Report, which achieved a GRI-checked application level of A+ for the fourth consecutive year. For all core indicators we provide the source indicating where you may find the corresponding information or, alternatively in some cases, the reasons for omission. We also provide information on some additional indicators. For more information on the GRI guidelines visit www.globalreporting.org

We became a signatory of the United Nations Global Compact in 2004. This is a voluntary initiative that promotes good corporate practices in human and labor rights, the environment and anti-corruption. We are committed to its ten principles which are fully integrated into our Code of Ethics, our policies, and our sustainability approach. The index also presents a summary of our performance against the ten Global Compact's principles in relation to the GRI indicators we reported in 2010. For more on the UNGC visit www.unglobalcompact.org

G3 Content Index - Mining & Metals Sector Supplement

STANDARD DISCLOSURES PART I: Profile Disclosures

1. Strategy and Analysis

UN Global Compact Principles	Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
	1.1	Statement from the most senior decision-maker of the organization.	Fully	To Our Stakeholders p.4-5			
	1.2	Description of key impacts, risks, and opportunities.	Fully	To Our Stakeholders p.4-5 Managing our Business p.44-45 Vision and Model p.6 Progress Towards Our Targets p.7 Lead in Sustainable Construction p.9 Affordable Housing and Infrastructure p.15 Enhance Our Carbon Strategy p.20 Excellence in Environment and Biodiversity p.25 High Priority in Health and Safety p. 31, 33 Strengthen Local Communities p.34 Partnership with Key Stakeholders p.39			

2. Organizational Profile

Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
2.1	Name of the organization.	Fully	About CEMEX p.2			
2.2	Primary brands, products, and/or services.	Fully	About CEMEX p.2; Lead in Sustainable Construction p.11			
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	CEMEX 2011 Annual Report (http://www.cemex.com/InvestorCenter/files/2011/CX_AR2011.pdf) p.5			
2.4	Location of organization's headquarters.	Fully	Av. Ricardo Margáin Zozaya 325 Colonia Valle del Campestre Garza García, Nuevo León, México 66265			
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	About CEMEX p.2			
2.6	Nature of ownership and legal form.	Fully	About CEMEX p.2			
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	About CEMEX p.2-3			
2.8	Scale of the reporting organization.	Fully	About CEMEX p.2 CEMEX 2011 Annual Report (http://www.cemex.com/InvestorCenter/files/2011/CX_AR2011.pdf) p.27-30			
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	On December 13, 2011, pursuant to the terms of an agreement reached on November 30, 2011, CEMEX received payment of USD600 million from the Government of the Bolivarian Republic of Venezuela and its public entity Corporación Socialista del Cemento, S.A. as compensation for the nationalization of CEMEX Venezuela, S.A.C.A. ("CEMEX Venezuela"). In addition, USD154 million of accounts payable by CEMEX subsidiaries to CEMEX Venezuela were cancelled and claims between the parties were released. Compensation was received as USD240 million in cash plus various negotiable securities issued by Petróleos de Venezuela, S.A. that during their full term pay an aggregate total of USD360 million. See also Partnership with Key Stakeholders p.39			
2.10	Awards received in the reporting period.	Fully	Awards and Recognitions p. 53			

3. Report Parameters

Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	About this Report p.57			
3.2	Date of most recent previous report (if any).	Fully	About this Report p.57			
3.3	Reporting cycle (annual, biennial, etc.)	Fully	About this Report p.57			
3.4	Contact point for questions regarding the report or its contents.	Fully	About this Report p.57			
3.5	Process for defining report content.	Fully	Managing Our Business p.45 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.			
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	About this Report p.57			
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	About this Report p.57			

UN Global Compact Principles	Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
	3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Fully	About this Report p.57			
	3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Fully	About this Report p.57			
	3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Fully	We restated our target of specific net CO2 emissions per ton of cementitious product from 602 to 594 as a result of excluding Venezuela from our cement operations. The 2010 number for families benefited through the Centros Productivos de Autoempleo program has been revised: Number of families benefited in 2010: 8,475 Total number of families as of 2011: 44,013 See also the notes in Our Performance in Detail p.48-52			
	3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	There were no changes in methodology in 2011.			
	3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	This GRI Index.			
	3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	About this Report p.57 Assurance Statement p.54			
4. Governance, Commitments, and Engagement							
	Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
	4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Fully	Managing Our Business p. 44 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. For further information, see 4.11 below and the Committees section (http://www.cemex.com/InvestorCenter/Committees.aspx) of our Investor Center webpage.			
	4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	CEMEX has a unitary board structure and its chair is also CEMEX's CEO. Lorenzo H. Zambrano Treviño has been CEMEX's CEO since 1985. In 1995, he was also appointed Chairman of the Board of Directors, a decision based on Mr. Zambrano's involvement in all aspects of CEMEX's worldwide operations, his industry and financial community expertise and experience, and because this is permitted by applicable laws.			
	4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Fully	Managing Our Business p.44			
	4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	GRI Index Appendix 4.4 2010 20F Form (http://www.cemex.com/InvestorCenter/files/2010/CEMEX2010_20F.pdf) p. 145-146			
	4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Fully	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.			
	4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	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.			
	4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	Fully	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.			

UN Global Compact Principles	Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
	4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Fully	Our Mission: CEMEX's mission is to serve the global building needs of its customers and build value for its stakeholders by becoming the world's most efficient and profitable building solutions company. To achieve our mission, we work with customers to build a better world, supplying the highest-quality products and services and growing and positioning ourselves as the best option for our stakeholders within the global building materials industry. As a signatory of the UN Global Compact, our organization's mission, values statements, and Code of Ethics and Business Conduct are fully aligned to the UNGC's principles. We use a global approach to their implementation (rather than a country by country) in order to ensure that we abide the highest possible standards, rather than just complying with local laws. The new biodiversity policy and chapters related to human rights and supply chain sustainability program in the Code of Conduct are two recent examples of internally developed principles. Our biodiversity policy and strategy is aligned with "Aichi Biodiversity Target and its five Strategic Goals" (http://www.cbd.int/sp/targets/) and with the "EU Biodiversity Strategy to 2020" (http://ec.europa.eu/environment/nature/biodiversity/comm2006/2020.htm) Values: http://www.cemex.com/AboutUs/CompanyValues.aspx Code of Conduct: http://www.cemex.com/InvestorCenter/files/CodeOfEthics.pdf These standards of conduct apply to all operations worldwide.			
	4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Fully	Managing Our Business p.44-45 See also Committees section of Corporate Governance webpage (http://www.cemex.com/InvestorCenter/Committees.aspx) and CEMEX Code of Ethics and Business Conduct (http://www.cemex.com/InvestorCenter/files/CodeOfEthics.pdf)			
	4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	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.			
7	4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Fully	GRI Index Appendix 4.11			
	4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Fully	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.			
	4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Fully	Partnership with Key Stakeholders p.43. Global Partnerships (http://www.cemex.com/SustainableDevelopment/GlobalPartnerships.aspx)			
	4.14	List of stakeholder groups engaged by the organization.	Fully	Partnership with Key Stakeholders p.40			
	4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Partnership with Key Stakeholders p.43 CEO Letter p.5 Managing Our Business p.44 Stakeholder Engagement webpage, http://www.cemex.com/SustainableDevelopment/StakeholderEngagement.aspx			
	4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	Partnership with Key Stakeholders p.43 Stakeholder Engagement webpage, http://www.cemex.com/SustainableDevelopment/StakeholderEngagement.aspx			
	4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Fully	CEMEX's materiality analysis and business priorities (see Managing our Business p.45) reflect those issues of greatest concern to both the company's stakeholders and the company. We have structured this report around the priority issues and provide detail on how we are responding to concerns in each section. We provide further information on our website, including Local Reports (http://www.cemex.com/SustainableDevelopment/LocalReports.aspx) and Case Studies (http://www.cemex.com/SustainableDevelopment/CaseStudies.aspx)			
STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)							
MMSS DMAs		Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
DMA EC Aspects		Disclosure on Management Approach EC					
		Economic performance	Fully	CEMEX 2011 Annual Report (http://www.cemex.com/InvestorCenter/files/2011/CX_AR2011.pdf) p.2-11 Performance Summary p.3 To Our Stakeholders p.4-5			

UN Global Compact Principles	Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
		Market presence	Fully	About CEMEX p.2 Lead in Sustainable Construction p.8 Affordable Housing and Infrastructure p.14 CEMEX 2011 Annual Report (http://www.cemex.com/InvestorCenter/files/2011/CX_AR2011.pdf) p.2-9			
		Indirect economic impacts	Fully	Affordable Housing and Infrastructure p.15-16 Strengthen Local Communities p.35-36			
DMA EN							
Aspects							
		Materials	Fully	Managing our Business p.44 Progress Towards Our Targets p.7 Lead in Sustainable Construction p.8-11 Enhance Our Carbon Strategy p.20-21			
		Energy	Fully	Managing our Business p.44 Progress Towards Our Targets p.7 Our Performance in Detail p.48 Enhance Our Carbon Strategy p.20-23			
		Water	Fully	Managing our Business p.44 Progress Towards Our Targets p.7 Our Performance in Detail p.49 Excellence in Environment and Biodiversity p.25, 27			
		Biodiversity	Fully	Managing our Business p.44 Progress Towards Our Targets p.7 Our Performance in Detail p.49 Excellence in Environment and Biodiversity p.25, 28-29			
		Emissions, effluents and waste ^{COMM}	Fully	Managing our Business p.44 Our Performance in Detail p.49 Excellence in Environment and Biodiversity p.25, 28			
		Products and services	Fully	Managing our Business p.44 Lead in Sustainable Construction p.8-10, 13 Affordable Housing and Infrastructure p. 14-18			
		Compliance	Fully	Managing our Business p.44 Progress Towards Our Targets p.7 Our Performance in Detail p.49 Enhance Our Carbon Strategy p.20 Excellence in Environment & Biodiversity Management p.25, 26			
		Transport	Partially	Managing our Business p.44	Environmental impacts of transport	Not available	We did not fully respond to any related indicators. 2015
		Overall	Fully	See above Environmental DMAs			
DMA LA							
Aspects							
		Employment ^{COMM}	Fully	Managing our Business p.44, 46 Partnership with Key Stakeholders p.39-40			
		Labor/management relations ^{COMM}	Fully	Managing our Business p.44 Code of Ethics and Business Conduct (http://www.cemex.com/InvestorCenter/files/CodeOfEthics.pdf) p.10			
		Occupational health and safety ^{COMM}	Fully	Managing our Business p.44 Our Performance in Detail p.49-50 High Priority in Health and Safety p.31-32 Health Essentials, http://www.cemex.com/SustainableDevelopment/HealthEssentials.aspx			
		Training and education	Fully	Managing our Business p.44 Our Performance in Detail p.52 Partnership with Key Stakeholders p.39 GRI LA11			
		Diversity and equal opportunity	Fully	Managing our Business p.44 Code of Ethics and Business Conduct (http://www.cemex.com/InvestorCenter/files/CodeOfEthics.pdf) p.9-11 Supplier Code of Conduct When Doing Business with Us, http://www.cemex.com/Suppliers/CodeOfConduct.aspx			
DMA HR							
Aspects							
		Investment and procurement practices	Fully	Managing our Business p.44, 46 Partnership with Key Stakeholders p.41 GRI Index, HR1-3			
		Non-discrimination	Fully	Managing our Business p.44, 46 Code of Ethics and Business Conduct (http://www.cemex.com/InvestorCenter/files/CodeOfEthics.pdf) p.9, 11 GRI Index HR4 Promoting Human Rights and Diversity, http://www.cemex.com/SustainableDevelopment/cases/DiversityPromotion.aspx			

UN Global Compact Principles	Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
		Freedom of association and collective bargaining	Fully	Managing our Business p.44, 46 GRI Index HR5 Code of Conduct When Doing Business with Us, http://www.cemex.com/Suppliers/CodeOfConduct.aspx			
		Child labor	Fully	Managing our Business p.44, 46 GRI Index HR6 Code of Conduct When Doing Business with Us, http://www.cemex.com/Suppliers/CodeOfConduct.aspx			
		Forced and compulsory labor	Fully	Managing our Business p.44, 46 GRI Index HR6 Code of Conduct When Doing Business with Us, http://www.cemex.com/Suppliers/CodeOfConduct.aspx			
		Security practices	Not			Not available	The related indicator is non-core and doesn't require a response.
		Indigenous rights ^{COMM}	Fully	GRI Index MM5			Not applicable. We have not had any complaints regarding our operations from indigenous communities.
DMA SO							
Disclosure on Management Approach SO							
	Aspects	Community	Fully	Managing our Business p.44 Affordable Housing and Infrastructure p.14-15, 17-18 Strengthen Local Communities p.34-37 Our Performance in Detail p.50-52 Our Neighbors http://www.cemex.com/SustainableDevelopment/OurNeighbors.aspx http://www.cemex.com/SustainableDevelopment/OurNeighbors.aspx			
		Artisanal and small-scale mining	Not	Not reported		Not material	We did not respond to the indicator because it isn't a material issue.
		Resettlement	Partially	GRI Index MM9		Not applicable	No resettlements occurred in 2011.
		Closure planning ^{COMM}	Fully	Our Neighbors, http://www.cemex.com/SustainableDevelopment/OurNeighbors.aspx GRI Index MM10 GRI Index SO1			
		Grievance mechanisms and procedures	Fully	GRI Index SO1			
		Emergency Preparedness ^{COMM}	Not	Not reported		Not available	We will report on this DMA by 2015
		Corruption	Fully	Managing our Business p.44-45 Code of Ethics and Business Conduct (http://www.cemex.com/InvestorCenter/files/CodeOfEthics.pdf) p.17-24 Code of Conduct When Doing Business with Us, http://www.cemex.com/Suppliers/CodeOfConduct.aspx GRI Index SO2			
		Public policy	Fully	Managing our Business p.44, 46 GRI Index SO5 Public Policy, http://www.cemex.com/SustainableDevelopment/PublicPolicy.aspx			
		Anti-competitive behavior	Fully	Managing our Business p.44 GRI Index SO7 Code of Ethics and Business Conduct (http://www.cemex.com/InvestorCenter/files/CodeOfEthics.pdf) p.17-18 Code of Conduct When Doing Business with Us, http://www.cemex.com/Suppliers/CodeOfConduct.aspx			
		Compliance	Fully	Managing our Business p.44 GRI Index SO8			
DMA PR							
Disclosure on Management Approach PR							
	Aspects	Materials stewardship	Fully	Lead in Sustainable Construction p.8-11 Affordable Housing and Infrastructure p.18 Enhance our Carbon Strategy p.20-21 Performance in Detail p.48+			
		Customer health and safety	Not	Not reported		Not applicable	We did not fully answer any related indicators because: they are not material or are non-core indicators.
		Product and service labelling	Not	Not reported		Not available	We did not fully answer any related indicators because: they are not material or are non-core indicators.

UN Global Compact Principles	Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
		Marketing communications	Partially	GRI Index PR6		Not material	We did not fully answer any related indicators because: they are not material or are non-core indicators.
		Customer privacy	Partially	Not reported		Not material	We have not fully reported related disclosures because the issues are not material.
		Compliance	Fully	GRI Index PR9			
STANDARD DISCLOSURES PART III: Performance Indicators							
Economic							
Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	To be reported in
Economic performance							
	EC1 ^{COMM}	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Fully	About CEMEX p. 2 CEMEX 2011 Annual Report (http://www.cemex.com/InvestorCenter/files/2011/CX_AR2011.pdf) p.12, 33, 71-73			
7	EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Fully	To Our Stakeholders p.4-5 Managing our Business p.44 Enhance Our Carbon Strategy p.20, 23 GRI Index Appendix EC2 We have not quantitatively estimated the financial implications of climate change.			
	EC3	Coverage of the organization's defined benefit plan obligations.	Fully	The costs of defined contribution plans for the years ended December 31, 2011, 2010 and 2009 were approximately USD \$357, \$550 and \$479 million, respectively. CEMEX periodically contributes the amounts offered by the pension plan to the employee's individual accounts, not retaining any remaining liability as of the balance sheet date. See also CEMEX's 2011 Annual Report (http://www.cemex.com/InvestorCenter/files/2011/CX_AR2011.pdf) p.69, Note 14 "Pensions and post retirement employee benefits" Participation in retirement plans is determined on a local and individual basis; there is no company policy.			
	EC4	Significant financial assistance received from government.	Fully	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 stock or bonds; in that case, such ownership would not be material.			
Market presence							
	EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	Not	Not reported		Not available	This is a non-core indicator and a response is not required.
	EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Fully	Partnership with Key Stakeholders p.41 Our Performance in Detail p.51 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 in to the decision. For example, Colombia uses the following weighting: Scoring Matrix Informa Columbia (Supplier Certification) 10% Experience with related contracts 10% Economic proposal 25% Technical proposal 20% Time to start / Time to deliver 5% Quality Certifications 5% Industrial Security Certification 5% Local Supplier 4% Local Labor 4% Global Compact member 3% Environmental certification 5% Supplier development 4% Final Score 100%			
6	EC7 ^{COMM}	Procedures for local hiring and proportion of senior management and workforce hired from the local community at significant locations of operation.	Fully	Approximately 65% of senior managers (208 positions in total) at significant locations of operation are individuals from the local community. CEMEX does not have a global policy for hiring local residents, but 76% of countries have policies in place to promote local hiring. We also have mechanisms to recruit local talent, such as hiring campaigns at universities and other local organizations.			

UN Global Compact Principles	Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Indirect economic impacts								
	EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully	Affordable Housing and Infrastructure p. 14, 16-18 Strengthen Local Communities p.35-37 Our Performance in Detail p.48 In emerging markets such as Colombia and Mexico, 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.				
	EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Fully	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. Strengthen Local Communities p.35-37 Our Performance in Detail p.55				
Environmental								
Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	To be reported in	
Materials								
8	EN1	Materials used by weight or volume.	Not		Materials used by weight or volume.	Not available	We do not currently have this information, but will develop mechanisms for measuring materials use by 2015.	2015
8, 9	EN2 _{COMM}	Percentage of materials used that are recycled input materials.	Not	We do not have this data, but will develop mechanisms for measurement by 2015.	Percentage of materials used that are recycled input materials	Not available	We do not currently have this information, but will develop mechanisms for measuring materials use by 2015.	2015
Energy								
8	EN3	Direct energy consumption by primary energy source.	Fully	Total direct energy consumption in 2011: 191,323 TJ - Renewable primary source: 18,499 TJ - Non-renewable primary source: 172,824 TJ Energy use by business - Specific energy consumption, cement (Kwh/ton cement)120 - Specific energy consumption, concrete (Kwh/cubic meter) 3.3 - Specific energy consumption, aggregates (Kwh/ton) 6.9				
8	EN4	Indirect energy consumption by primary source.	Fully	Indirect Energy Consumption was 7,164 GWh - 13% of energy came from renewable sources - 87% of energy came from non-renewable sources We do not track how much primary energy was consumed to produce the indirect energy, but will develop mechanisms for measurement by 2015.				
8, 9	EN5	Energy saved due to conservation and efficiency improvements.	Not	We do not report on this disclosure because the information is proprietary.		Proprietary information	We do not report on this disclosure because the information is proprietary and it is a non-core indicator.	
8, 9	EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Partially	Lead in Sustainable Construction p.10-11 Enhance our Carbon Strategy p.22	Reductions in energy requirements of products and services achieved during the reporting period.	Not available	This is a non-core indicator and a response is not required.	
8, 9	EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Partially	Enhance our Carbon Strategy p.22	The energy reductions achieved.	Not available	This is a non-core indicator and a response is not required.	
Water								
8	EN8	Total water withdrawal by source.	Not	We do not have this information but will develop mechanisms for measurement by 2015.	Total water withdrawal by source	Not available	We do not have this information but will develop mechanisms for measurement by 2015.	2015

UN Global Compact Principles	Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	
8	EN9	Water sources significantly affected by withdrawal of water.	Not	We do not have the data collection systems to gather this information. However, in 2010 we began a three-year partnership with the International Union for Conservation of Nature to strengthen our approach to water issues and expect to report on this indicator by 2013.	Water sources significantly affected by withdrawal of water	Not available	We do not have the data collection systems to gather this information. However, in 2010 we began a three-year partnership with the International Union for Conservation of Nature to strengthen our approach to water issues and expect to report on this indicator by 2013.	2013
8, 9	EN10	Percentage and total volume of water recycled and reused.	Not	Not reported		Not available	This is a non-core indicator and a response is not required.	
Biodiversity								
8	EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Partially	We have not responded in full to this indicator because the information is proprietary, but non-proprietary information is available here: Excellence in Environmental and Biodiversity Management p.28	Subsurface and/or underground land that may be owned, leased, or managed by the organization; its geographic location; its position in relation to the protected area and the high biodiversity unprotected area; the type of operation conducted there; the size of the operational site; its biodiversity value based on its primary physical attributes; any applicable biodiversity protected status.	Proprietary information	We have not included proprietary information in our response. <input type="checkbox"/> <input type="checkbox"/>	
8	EN12 _{COMM}	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Fully	See Index Appendix for EN 12				
	MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	Fully	Total amount of land disturbed and not yet rehabilitated at the beginning of the reporting period: 15,544 hectares Total amount of land newly disturbed within the reporting period: 561 hectares Total amount of land newly rehabilitated within the reporting period to the agreed end use: 607 hectares Thus the total amount of land disturbed and not yet rehabilitated at year end: 15,497 hectares				
8	EN13 _{COMM}	Habitats protected or restored.	Partially	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 as described in response to EN12	The size (in hectares) and location of all habitat areas your organization has protected or restored during the reporting period and whether the restoration efforts were approved by independent external professionals.	Not available	We consider some of this information proprietary.	2015
8	EN14 _{COMM}	Strategies, current actions, and future plans for managing impacts on biodiversity.	Fully	Excellence in Environmental and Biodiversity Management p.25, 28-29				
	MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	Fully	Excellence in Environmental and Biodiversity Management p.28-29 Performance in Detail p.49 (Biodiversity Management)				

UN Global Compact Principles	Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
8	EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Partially	We do not have the data collection systems to gather this information. However, the Scoping Study that CEMEX and BirdLife International completed in 2010 found that 52% of CEMEX sites 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.	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Not available	This is a non-core indicator and a response is not required.
Emissions, effluents and waste							
8	EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	GHG emissions are monitored site by site following the GHG Protocol and the WBCSD CSI Protocol. Gross emissions include alternative fossil fuels; net emissions exclude them in order to account for indirect GHG savings. - Direct GHG emissions (Scope 1 of GHG Protocol): 660 kg CO2/metric tonne of cementitious product. - Indirect GHG emissions (Scope 2 of GHG Protocol): 45 kg CO2/metric ton of cementitious product. See also Our Performance in Detail p.48 and About this Report p.57 (Data Measurement Techniques)			
8	EN17	Other relevant indirect greenhouse gas emissions by weight.	Not	We do not have this information but will develop mechanisms for measurement by the end of 2012.	Other relevant indirect greenhouse gas emissions by weight.	Not available	We do not have this information but will develop mechanisms for measurement by the end of 2012.
7, 8, 9	EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Partially	Enhance Our Carbon Strategy p.19-23 Our Performance in Detail p.48	How many fewer tonnes of CO2e did you emit during the reporting period as a result of the initiatives described in EN18a?	Not available	This is a non-core indicator and a response is not required.
8	EN19	Emissions of ozone-depleting substances by weight.	Not	Not material. We do not report on this issue because our business does not create significant emissions of ozone-depleting substances.	Emissions of ozone-depleting substances by weight.	Not material	Our business does not create significant emissions of ozone-depleting substances.
8	EN20 _{COMM}	NOx, SOx, and other significant air emissions by type and weight.	Fully	Our Performance in Detail p.48 CEMEX reports on the air emissions that the "CSI Guidelines for Emissions Monitoring and Reporting in the Cement Industry" identify as the most important ones from the on-site stationary sources we use in our processes.			
8	EN21	Total water discharge by quality and destination.	Not	We do not have this information, but in partnership with the International Union for Conservation of Nature, will develop mechanisms for measurement by 2015.	The total volume of water discharges (including unplanned discharges) broken down by destination in m3 per year for the past three years.	Not available	We do not have this information, but in partnership with the International Union for Conservation of Nature, will develop mechanisms for measurement by 2015.
8	EN22 _{COMM}	Total weight of waste by type and disposal method.	Not	Our Performance in Detail p.49 To gather the reported data we: sum the amount of material we dispose of directly and the amounts reported by our waste disposal contractors, then consolidate information from all our country operations on a monthly basis and calculate an annual average based on this information. We do not have systems to provide a breakdown by disposal method, but will assess whether the information is material and if it is, develop processes to gather the data by 2015.	Total weight of waste by disposal method; total amount of waste (hazardous & non-hazardous) in tonnes broken down by disposal method.	Not available	We do not have the systems to provide a breakdown by disposal method, but will assess whether the information is material and if it is, develop processes to gather the data by 2015.
	MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	Not	We currently do not have this information; we will assess whether this issue is material and if it is, develop mechanisms to collect this data.	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	Not available	We will assess whether this issue is material and if it is, develop mechanisms to collect this data.
8	EN23 _{COMM}	Total number and volume of significant spills.	Fully	We had zero category 1 incidents in 2011. (Category 1 incidents are significant environmental spills as defined by the CEMEX incident reporting procedure.) There were two category 1 incidents in 2010: 1) A spill of hot raw meal due to the failure of a kiln inlet seal. The meal was sprayed with water to reduce its temperature, which resulted in the release of steam and dust outside the plant boundary. The actual volume released was small, but it appeared significant due to the steam. 2) Waste water leaking from unsealed pipes into the Split Harbor in Croatia, causing water pollution. Waste water was reported to be entering the harbor and investigations showed that it was coming from a number of sources, including a CEMEX cement plant due to the age of the system and cracks in the pipes. To prevent further leaks, we replaced the damaged pipes.			

UN Global Compact Principles	Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation		
8	EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Not	We do not report on this indicator because it is not material to our operations.	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Not material	This is a non-core indicator and a response is not required.		
8	EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Not	We do not have the data collection systems to gather this information. However, in 2010, we began a three-year partnership with the International Union for Conservation of Nature to strengthen our approach to water issues and expect to report on this indicator by 2013.	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Not available	This is a non-core indicator and a response is not required.	2013	
Products and services									
7, 8, 9	EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Partially	Enhance our Carbon Strategy p.20-21 Excellence in Environmental and Biodiversity Management p.27 Performance in Detail p.48+ We do not have information regarding effluents but will develop mechanisms for measurement by 2015. Noise is not one of our most significant impacts. Nonetheless, 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. To the degree it is possible, we avoid working at night in our quarry operations and coordinate our blasting schedule to minimize disturbance.	Effluents: Please describe your efforts to mitigate the most significant environmental impacts of your products and services in relation to effluents, and provide a quantitative measure of the results of your efforts.	Not available	We do not have this information but will develop mechanisms for measurement by 2015.	2015	
8, 9	EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Not	Not material for packaging materials because in many of the countries where we operate, the majority of our cement production is sold in bulk. Concrete and aggregates do not require any packaging. For product information: Excellence in Environment and Biodiversity p.28	Percentage of products sold and their packaging materials that are reclaimed by category; how the data were collected.	Not material	The majority of our products are sold without packaging.		
Compliance									
8	EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	Performance in Detail p.49 (Environmental Management) We received 8 non-monetary sanctions in 2011: 4 in the Philippines, 2 in Latvia, and 2 in Ireland. There were 129 cases of non-compliance, 100 of which occurred in Egypt.					
Transport									
8	EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Partially	2011 Carbon Disclosure Project submission https://www.cdproject.net/Sites/2011/86/2986/Investor%20CDP%202011/Pages/DisclosureView.aspx	Significant environmental impacts caused by employee travel; the initiatives in place to mitigate these impacts; the criteria and methodology used to determine which environmental impacts are significant.	Not available	This is a non-core indicator and a response is not required.		
Overall									
7, 8, 9	EN30	Total environmental protection expenditures and investments by type.	Partially	Total environmental capital investments: USD95 million. We do not report by type of expenditure because that information is proprietary.	Total environmental protection expenditures and investments during the reporting year broken down by type.	Proprietary information	Expenditures by type is proprietary information.		

UN Global Compact Principles	Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	
Social: Labor Practices and Decent Work								
Employment								
	LA1	Total workforce by employment type, employment contract, and region.	Fully	Our Performance in Detail p.50-51 We do not have a substantial number of workers who are legally recognized as self-employed and seasonal variations in employment are also insignificant. We have 43,659 permanent employees and 445 temporary workers.				
6	LA2	Total number and rate of employee turnover by age group, gender, and region.	Partially	See GRI Index Appendix LA2	Turnover by age group, gender, and region.	Proprietary information	Gathering information by gender, age, or region is not permitted in some countries where we operate. In addition, this breakdown is not a factor we consider in our decision-making process.	
	LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Fully	In addition to any differences required by law, part-time and temporary employees receive different bonus pay, insurance options, food allowances, and pensions than full-time employees.		Not available	This is a non-core indicator and a response is not required.	
Labor/management relations								
1, 3	LA4	Percentage of employees covered by collective bargaining agreements.	Fully	Approximately 54% (23816 individuals) of CEMEX employees are covered by collective bargaining agreements.				
3	LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Fully	An agreement with 40% of the unions at CEMEX requires a minimum of 30 days notice regarding organizational or operational changes, and the actual average notice period in 2011 was 40 days.				
	MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	Fully	Only CEMEX Egypt had a strike that lasted more than one week (it lasted 1.5 weeks).				
Occupational health and safety								
	LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Partially	84% of the workforce is represented in formal joint management-worker health and safety committees.	At what level(s) do your organization's joint management-worker health and safety committee(s) typically operate (e.g., at facility level and/or at multi-facility, region, group, or company levels)?	Not available	This is a non-core indicator and a response is not required.	
1	LA7 _{COMM}	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Partially	See GRI Index Appendix LA7	Occupational disease rates : breakdowns of all data.	Not available	Occupational disease rates are considered proprietary information; other data is not yet available but we will begin tracking it.	2015
1	LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Fully	Health Essentials, http://www.cemex.com/SustainableDevelopment/HealthEssentials.aspx All of our health programs—whether voluntary or required by local law—are designed according to four basic principles that we have integrated into our Health and Safety Management System: -Information and promotion of health topics. Better-informed employees can prevent or reduce health-related risks; therefore, we make information on a range of health topics readily accessible. -Vaccinations. We have a permanent program that provides our employees, and in some cases their families, with vaccines. -Timely diagnosis. Prevention and early detection of health issues are critical; therefore, at 96 percent of our operations, we have a qualified health professional on site or offer access to an external health provider. -Rehabilitation. We help employees identify the best recuperation and rehabilitation options following illness or incident. An essential component of Health Essentials is communication. Each month we provide materials—presentations, brochures, flyers, posters, self-evaluation tests, and recommended actions—related to that month's featured topic.				
	LA9	Health and safety topics covered in formal agreements with trade unions.	Partially	Health and safety issues are included in 61.5% of our agreements with unions. Topics and issues are not monitored.	Detail on the covered topics or issues.	Not available	This is a non-core indicator and a response is not required.	

UN Global Compact Principles	Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Training and education								
	LA10	Average hours of training per year per employee by employee category.	Fully	Our Performance in Detail p.52				
	LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Partially	Our development philosophy considers on-the-job experience as a cornerstone of employee professional and personal growth, which in turn is supported by mentoring, coaching, and traditional learning programs. During 2011, we focused our training efforts on sales, health and safety, ethics and compliance, and leadership. Employees at our corporate office are also eligible for a sabbatical program that allows up to 2 years' leave of absence to pursue MBA or Doctorate studies. Talent Development, http://www.cemex.com/SustainableDevelopment/TalentDevelopment.aspx	What services do you provide to employees who have been terminated? If you offer severance pay, is an employee's age or years of service considered when determining the amount? Do you provide any services to help retiring employees?	Not available	This is a non-core indicator and a response is not required.	
	LA12	Percentage of employees receiving regular performance and career development reviews.	Fully	Around 20% of our executives and employees (around 10,200 individuals) have access to a formal online system to register evaluations, and 97% of these employees reported receiving 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.				
Diversity and equal opportunity								
1, 6	LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Fully	Partnership with Key Stakeholders p.40 Our Performance in Detail p.51-52 The board of directors has 11 members, all of whom are male. The Executive Committee is composed of 9 male members; 7 are 40-50 years old and 2 are over 50; 3 are from Mexico, 5 from Spain, and 1 from the United States. We do not report on employees by minority groups or other diversity indicators because it is not allowed in some countries where we have operations.				
1, 6	LA14	Ratio of basic salary of men to women by employee category.	Fully	Senior management 1.10 Middle management 1.10 Other employees 1.03 Workers 1.08				
Social: Human Rights								
Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation	To be reported in	
Investment and procurement practices								
1, 2, 3, 4, 5, 6	HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Fully	In 2011 we began including a series of clauses in all (100%) contracts, regardless of the investment size. E.g., 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.				
1, 2, 3, 4, 5, 6	HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Fully	We have implemented a process to screen suppliers' social and environmental performance, including their compliance with human rights standards, in 75% of the countries where we have operations.				
	HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Fully	We provided 1,782 hours of training in 2011 for 2,310 employees--about 5% of employees.				
Non-discrimination								
1, 2, 6	HR4	Total number of incidents of discrimination and actions taken.	Fully	The ethics committees received 221 reports during 2011, including 29 related to employee relations, 40 related to forms of harassment, and 9 related to discrimination. Of the 9 discrimination-related reports received, 3 were found to be true, 3 were deemed unsubstantiated, and 3 are still being investigated. For substantiated claims, measures are implemented and monitored by local ethics committees comprising high-level executives from the local business unit. We took 119 disciplinary actions as a result of reports of noncompliance with the Code of Ethics, other CEMEX policies, or applicable law.				
Freedom of association and collective bargaining								

UN Global Compact Principles	Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
1, 2, 3	HR5 ^{COMM}	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	Fully	No risks to freedom of association or collective bargaining were identified. Approximately 19,000 employees 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. In certain countries, including Croatia and Mexico, we host forums specifically to gather opinions on particular issues. Employees can also communicate recommendations and concerns to management through our ETHOSline, surveys the company conducts, Open Dialogues, and Town Hall meetings.			
Child labor							
1, 2, 5	HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	Fully	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, even in countries such as Latvia where it is legal to hire younger individuals. 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 in countries like the Dominican Republic and Mexico. In fact, in Mexico, CEMEX itself checks that all suppliers' employees are over the age of 18.			
Forced and compulsory labor							
1, 2, 3, 4	HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	Fully	No risks were identified. We forbid all forms of forced labor and have implemented company procedures and training to prevent inadvertent violations of these policies. We do not require anyone to perform hazardous tasks against their will or tasks that are detrimental to their health or well-being. In addition, we take measures to prevent workers from falling into debt bondage through company loans. For example, in Colombia we offer loans only through the employee fund and only after completing an analysis of the worker's borrowing capacity and minimum earnings. All employees are free to leave the company at any time.			
Security practices							
	HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Not	Not reported	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Not available	This is a non-core indicator and a response is not required.
Indigenous rights							
	MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities.	Not	We do not monitor this information because it is not material; we have not had any complaints regarding our operations from indigenous communities.	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities.	Not material	We have not had any complaints from indigenous communities regarding our operations.
	HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Not	Not reported		Not material	This is a non-core indicator and a response is not required.

UN Global Compact Principles	Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
Social: Society							
Community							
	SO1 ^{COMM}	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	Fully	Strengthen Local Communities p.34-36 Index Appendix SO1 Our Performance in Detail p.52			
	MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	Fully	No significant disputes were recorded. "Significant disputes" are defined as legal proceedings or administrative processes involving any CEMEX country or business unit that are valued or quantified over a certain threshold amount or that could have a material adverse impact on the company (materially affect the business or operations of the company, its financial results and image).			
	MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes.	Fully	No disputes were recorded.			
Artisanal and small-scale mining							
	MM8	Number (and percentage) or company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	Not	Not material. We do not track the number and percentage of operating sites where artisanal and small scale mining takes place in or adjacent to our sites because we do not have any records of this occurring and have not had any related claims or disputes.	Number (and percentage) of company operating sites where artisanal and small-scale mining takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	Not material	We do not have any records of this occurring and have not received any related claims or disputes.
Resettlement							
	MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	Fully	No resettlements took place in 2011.			
Closure planning							
	MM10	Number and percentage of operations with closure plans.	Fully	At the end of 2011, 89% of our 417 active quarries had closure plans, which include plans for quarry rehabilitation. See also CEMEX's 2011 Annual Report (http://www.cemex.com/InvestorCenter/files/2011/CX_AR2011.pdf) p. 67, note 13, "Other Current Assets and Non-Current Liabilities, under Asset Retirement Obligations." The detail is explained in footnote 1.			
Corruption							
10	SO2	Percentage and total number of business units analyzed for risks related to corruption.	Fully	CEMEX studies each (100%) supplier's historical corruption behavior prior to signing a contract. In addition, all of our countries do an annual audit related to corruption risks in our business systems and processes, and all supplier contracts include anti-bribery clauses.			
10	SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Fully	Approximately 5% of our employees (2,012 individuals). We do not have an anti-corruption training breakdown by management and non-management employees. Our training analysis is focused on identifying the most vulnerable geographic areas. In the future 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.			
10	SO4	Actions taken in response to incidents of corruption.	Fully	There were no incidents that met the Foreign Corrupt Practices Act standard for corruption, nor were any legal cases regarding corrupt practices by either our organization or our employees concluded during the reporting period. Therefore, we did not take any actions in response to specific incidents of corruption, but did continue to educate employees about our policies and assess risks.			
Public policy							
1, 2, 3, 4, 5, 6, 7, 8, 9, 10	SO5	Public policy positions and participation in public policy development and lobbying.	Fully	Managing our Business p.46 Position Papers, http://www.cemex.com/AboutUs/PositionPapers.aspx			
	SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Not	Not reported		Not available	This is a non-core indicator and a response is not required.

UN Global Compact Principles	Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Anti-competitive behavior								
	SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Fully	See 2010 Form 20-F (http://www.cemex.com/InvestorCenter/files/2010/CEMEX2010_20F.pdf) p.65 "Regulatory Matters and Legal Proceedings" CEMEX 2011 Annual Report (http://www.cemex.com/InvestorCenter/files/2011/CX_AR2011.pdf) p.83-87				
Compliance								
	SO8 _{COMM}	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fully	See 2010 Form 20-F (http://www.cemex.com/InvestorCenter/files/2010/CEMEX2010_20F.pdf) p.65 "Regulatory Matters and Legal Proceedings" CEMEX 2011 Annual Report (http://www.cemex.com/InvestorCenter/files/2011/CX_AR2011.pdf) p.83-87				
Social: Product Responsibility								
Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	
Materials Stewardship								
	MM11	Programs and progress relating to materials stewardship.	Fully	Lead in Sustainable Construction p.8-11 Affordable Housing and Infrastructure p.18 Enhance our Carbon Strategy p.20-21 Performance in Detail p.48+				
Customer health and safety								
1	PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Not	We do not report or collect data on the specific percentage of products and services subject to such procedures because policies and practices vary widely from country to country and it is not one of our material issues.		Not material	Based on our materiality assessment, this is not a key concern.	
	PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Not	Not reported		Not available	This is a non-core indicator and a response is not required.	
Product and service labeling								
8	PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Fully	We do not have product and service labeling standards.				
	PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Not	Not reported		Not available	This is a non-core indicator and a response is not required.	
	PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Fully	Partnership with Key Stakeholders p.40				
Marketing communications								
	PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Partially	Marketing communications standards are not a material issue for CEMEX. But we note that in 2011 we did not sell products that are banned in certain markets or that were the subject of stakeholder questions or public debate.		Not material	This is not an issue of concern for CEMEX or its stakeholders.	
	PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Not	Not reported		Not available	This is a non-core indicator and a response is not required.	
Customer privacy								
	PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Not	Not reported		Not available	This is a non-core indicator and a response is not required.	
Compliance								
	PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Fully	CEMEX is involved in various legal proceedings which have not required the recognition of accruals because CEMEX believes that: a) a loss is less than probable or remote after considering all the elements of such proceedings and b) there are no pending proceedings that we believe will result in the revocation of CEMEX's operating licenses or the assessment of fines, which would lead to a decrease in future revenues, an increase in operating costs, or a loss.				