



LETTER OF COMMITMENT FOR ANTI-BRIBERY COMPLIANCE LAWS

CEMEX, S.A.B. de C.V. (with its subsidiaries, the "Cemex") is deeply committed to compliance with all laws and regulations governing its global operations, including the United States Foreign Corrupt Practices Act ("FCPA"), the Foreign Corrupt Practices Act UK Bribery Act 2010 "UK Bribery Act 2010"), the Organization for Economic Cooperation and Development Convention on Combating Bribery of Foreign Public Officials ("OECD Convention") and all other anti-bribery and anti-corruption laws (collectively "anti-bribery laws"). Accordingly, all CEMEX employees, agents, representatives, suppliers, distributors, consultants, joint venture partners, and anyone else doing business for CEMEX or in CEMEX's name, regardless of nationality or where employed "CEMEX agents"), are required to comply fully with the FCPA, UK Bribery Act 2010, the OECD Convention and all other applicable anti-bribery laws.

In compliance with the anti-bribery laws, no CEMEX agent shall provide or promise to provide, directly or indirectly, any payment or anything else of value (1) to any government official, political party official, political party candidate for political office, any party with whom a commercial relationship is in place, in order to obtain or retain business, to secure business for a party involved with CEMEX, or to secure an illegal commercial advantage for CEMEX.

CEMEX operations often require contact with government authorities while acting in their official role. The former is permissible under anti-bribery laws; however, to offer or provide undue payment or anything else of value to government officials to obtain or retain business is sanctioned by law and is strictly prohibited by CEMEX. Accordingly any payment that CEMEX agents provide to government officials must be carefully reviewed in advance of actual payment and shall not be made unless they are clearly permissible and approved by CEMEX's General Counsel.

Moreover, CEMEX prohibits the tampering of books and records to inaccurately report the company's financial information and requires compliance with the anti-bribery laws whose purpose is to sanction bribes, illicit payments and fraudulent activities. CEMEX therefore prohibits CEMEX agents from disguising the true nature of payments such that these payments are recorded inaccurately in CEMEX books and records.

- (1) For any "thing of value" should be understood, so not limited to, money, gifts, personal favors, meals, entertainment, activities, discounts on products and / or services that are not readily available to the public, jobs for government officials or their relatives, political

contributions, payments to third parties, payment of travel expenses, assume or forgive debt, etc.

Because CEMEX operates in many different jurisdictions this Policy is only a snapshot of the requirements applicable to you in regards to anti-bribery regulations. It is possible that anti-bribery laws applicable to you contain elements that are not mentioned herein that may impose greater requirements than those stipulated above. You are responsible under all legislation, especially local legislation that could apply to you. Compliance with these laws is expected from all CEMEX agents.

In order to make our hiring process of third party vendors more transparent, CEMEX has incorporated the following question to our supplier registration form:

Will the supplier or third party vendor act as an intermediary, attorney-in-fact, representative or agent on behalf of CEMEX?

CEMEX Polska Sp. z o.o.

z siedzibą w Warszawie, adres: ul. Krakowiaków 46, 02-255 Warszawa, tel. +48 (22) 57 14 100, fax +48 (22) 571 41 01
Organ rejestrowy: Sąd Rejonowy dla m.st. Warszawy w Warszawie, XIII Wydział Gospodarczy KRS, KRS 0000037375,
Regon 012192639, NIP 951-14-96-432, Kapitał zakładowy 314 268 600,00 zł





YES___ NO___

If YES, please give a brief explanation:

Note: This question should be answered by and under the responsibility of the supplier's authorized representative.

Depending on the response and the circumstances of the case, the legal department will conduct a review process ("due diligence") to validate the legitimacy of the provider to determine applicable legal requirements.

By signing this Policy you are recognizing that you have understood the terms and conditions established herein, as well as recognizing that these terms and conditions are compulsory to you as a CEMEX agent. Consequently, you confirm that you are in compliance with all the above and that you do not have any conflict of interest in this regard.

Supplier Name:

Address:

Contact person from Supplier side:

Contact person position:

Signature:

Data:

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