

1. Purpose

To establish guidelines to provide and maintain a safe working environment and promote a culture of safety among associates, their families and the communities where Grupo Bimbo operates.

2. Scope

This policy applies to associates, Grupo Bimbo contractors and suppliers in all Business Units, affiliates and subsidiaries in all geographies, functions and business areas.

3. Definitions

Declared fire: A developed uncontrolled fire.

Fatality: Loss of life while performing activities on a working day and within the perimeter or in a route assigned.

Grupo Bimbo Safety and Wellness System: Safety and Wellness Management System made up by 3 basic pillars (leadership, processes and structure). It is applied in all Grupo Bimbo work centers.

Incipient Fire: Starting phase of the fire that could be controlled or extinguished through portable fire extinguishers, fixed systems against fires or other conventional suppression ways, with no need to use basic firefighter protective clothing or equipment.

Occupational disease: Any abnormal condition or disorder, other than one resulting from an occupational injury, that is caused by, or alleged to be caused by, exposure to environmental factors associated with employment, including acute and chronic illnesses and diseases that may be caused by inhalation, absorption, ingestion, or direct contact.

Risk analysis: Methodology used to identify ergonomic, mechanical (including those related to the movement of parts, vibrations and noise), thermal and electrical risks.

Safety: It is an effort that includes the prevention of injuries, property damage and environmental incidents.

Severe injury: Any injury that results in the loss of bone mass or, total or partial mobility of a body part.

Unsafe act or behavior: Action performed by a person, in which a person leaves out or violates the method or the accepted measures or those considered as safe.

Unsafe condition: A dangerous situation or circumstance resulting from the elements that make up the working environment that can make it possible for the injury, disease or damage to happen.

4. Responsibilities

Chief Executive Officer, Presidents of Business Units, Corporate and Area VPs: They are responsible for the safety of all associates in Grupo Bimbo. Therefore, they are responsible for promoting and enforcing this policy, managing investments to improve safety, requiring accountability on safety results from their direct reports, according to the defined goal and the goals set in the business plan. Request an action plan to prevent severe injuries or fatalities that occurred, incipient fires and declared fires, fostering activities and plans aiming at the promotion of safety, as well as to managing the Grupo Bimbo Safety and Wellness System.

Heads of department: They are responsible for promoting implementation of this policy or any other

related regulations.

Associates: Responsible for their own safety and to carry out their activities complying with safety procedures without taking actions nor decisions that endanger their physical integrity or that of others. They must also actively participate in the necessary training that allow them to maintain a high level of attention and knowledge of the dangers they are exposed to and the way to prevent them.

5. General guidelines

In Grupo Bimbo, we place the physical integrity of our associates before the operational efficiency and company results. We assume safety efforts as an investment, not as an expense. Hence, the following guidelines must be met at all times by all; leaders and associates, regardless of their hierarchical level or place of work, as an employment condition.

All leaders must:

- Ensure that all associates under their supervision are properly trained, meet all safety and operational requirements and are never asked to perform a task for which they are not trained.
- Implement all solutions to prevent unsafe conditions and actions. This includes stopping operations if necessary.
- Ensure that all machines, equipment and vehicles under their area of responsibility are in safe working order and condition.
- Report to the President of the Business Unit, HR VP, and to the safety and wellness department of the Business Unit, severe injuries or fatalities, **incipient fires or declared fires** occurring within their area of responsibility within the first 6 hours after occurrence.
- Coordinate and participate in all incident investigations that occurred to their direct associates and to implement the corrective actions to prevent recurrence everywhere.
- Evaluate, and when required, provide a reasonable accommodation to associates with a disability.
- Work with associates to address matters associated with pregnancy, breastfeeding, and other circumstances related to childbirth and caring for a newborn child.
- Conduct a robust risk analysis before any new or modified equipment is allowed to operate in their facility and subject them to authorization from the Business Units' safety and engineering departments.
- Ensure that external contractor employees working in any Grupo Bimbo facility, meet safety regulations established by the Company.

All associates must:

- Properly use personal protective equipment where required.
- Immediately report the existence of an unsafe condition **to their direct manager or any manager at the work center.**
- Never work unsafely or endanger the safety of another associate.
- Always use approved equipment and tools and never attempt any task for which they are not trained or certified.
- Follow all safety rules and procedures and all elements of the facility emergency action plans.
- Collaborate and contribute to the fulfillment of the safety goal established in their work center.

Zero tolerance for safety negligent behaviors

In Grupo Bimbo this means the immediate labor contract termination due to safety management negligent omissions in the area of responsibility or certain actions that put at risk the safety of the facility and/or the physical integrity of the work group or the person committing it.

This disciplinary measure shall not be limited only to the person committing the violation but will be extended to the chain of command that motivates or requests it is carried out.

The same disciplinary measure will apply when supervisors do not stop the operation or process, allowing the activity to continue, knowing there are hazardous conditions and unsafe behaviors described below:

- Disabling, blocking or bridging any safety device in equipment and machinery, according to the **FGB-OP-09 Global Policy for Installing and Controlling Safety Equipment in Machinery**. These activities are strictly forbidden, unless the person performing them is specifically trained and authorized to carry them out (when necessary) for maintenance purposes or to test the functionality of safety devices.
- Carrying out maintenance, adjustments or cleaning activities, as well as introducing the hand in running machinery in order to unstuck or clean without implementing the hazardous energy control procedure (including lock-out/tag-out).
- Request and/or allow an associate to operate, clean or repair machinery without having the proper training required.
- Requesting an associate or contractor, not duly trained, to do a hazardous task. Grupo Bimbo defines the following as hazardous tasks:
 - Working at height (at 1.5 meters)
 - Working in confined spaces
 - Cutting and welding jobs
 - Working with electricity
 - Driving a forklift
 - Trailer truck maneuvering in yards and pits
 - Handling chemical substances
 - Use of hydro-washers (karcher type)
 - Maintenance, adjustment and cleaning of machines and equipment
- Disabling or modifying safety devices installed in Grupo Bimbo's delivery, primary transportation, self-service and utilitarian vehicles, such as speed controllers, seatbelt and reverse alarms, among others. Disabling them is allowed only due to maintenance and by trained technicians.
- Once there has been a **severe injury** or a fatality, **incipient fire** or **declared fire**, starting the equipment or machinery without having completed the appropriate investigation nor having defined immediate corrective actions.
- Commissioning new machinery or equipment from another plant with no prior risk analysis.
- Hiding occupational injuries or **incipient fires** and/or omit reporting them to the corresponding National Home Office and the Corporate Organization.
- Reporting, as an occupational incident, injuries not caused by or as a result of a job-related activity.
- Causing an intentional disability or injury on his/her own, or in agreement with another person.

The disciplinary measure from this policy should not be limited to other related measures of the country's labor laws nor internal labor rules from each location.

6. **Responsibility / Ownership**

The Global People Department is the assigned owner of this policy and is primarily responsible for its contents, updating, monitoring of its compliance and submission for approval before the Internal Control and Risk Management Department, the Steering Committee and CEO.

7. **Updates**

The changes implemented in between versions are described below:

Revisions / History of Revision

Version	Revision Date	Updated by	Approved by	Main Changes
1				
2	June 2019	Miguel Angel Maya	Steering Committee	<ul style="list-style-type: none"> The "Zero Tolerance" section was included.
3	January 2023	Miguel Angel Maya	Steering Committee	<ul style="list-style-type: none"> The measures related to incipient fires were included.