

1. Purpose

Establish the general guidelines to safeguard the assets, the physical integrity of associates, customers, and service providers, as well as to maintain the continuity of operations within Grupo Bimbo's facilities and activities.

2. Scope

This policy applies to all the Grupo Bimbo Security and Protection associates in all Business Units, affiliates and subsidiaries.

3. Definitions

Safe working environment: An environment in which hazards and conditions that may cause physical, psychological, image/prestige or material damage are controlled and mitigated to preserve company assets, the health and well-being of associates and the community.

Grupo Bimbo Safety and Protection Standards Handbook: Set of guidelines that unify the criteria to be followed to ensure a safe working environment. It specifies the activities and devices developed to be used as security standards in the following eight sections:

- Functions of the security and protection staff.
- General physical safety standards in the facilities.
- Standards controlling the entrance into company facilities.
- Security of the transportation fleet and sales routes.
- Standards for the deterrence of illicit acts.
- Extended security.
- Personal security.
- Results and accountability.

Physical security: Ways to protect of any facility from theft, vandalism, sabotage, unauthorized entrances, fires, accidents, and natural disasters.

Resources: Personnel, means and equipment used to protect and make assets safe.

Assets: Associates, physical resources (machinery, vehicles, facilities, IT, etc.) and intangible assets (image, brands, trade secrets, formulas, etc.) of Grupo Bimbo.

Mitigation actions: Security actions performed to minimize risks.

4. Responsibilities

Global Security and Protection Management: Issue, maintain and monitor compliance with this policy, and establish the necessary guidelines for the area's activities. Understand and follow up on investigations related to relevant illicit acts.

Directors and General Managers: Provide the necessary resources for this policy to be implemented and complied with.

Regional and Local Security & Protection Managers: Supervise the compliance with this policy, report and correct deviations, and investigate and report any illicit activities.

5. General Guidelines

In order to have a safe environment, we consider the security and protection of our operations with associates, customers and business partners, as an investment.

Therefore, Grupo Bimbo complies with the following guidelines:

All leaders at all levels and areas in all the organizations, functions and levels must:

- Inform associates that awareness of any unlawful act known must be immediately reported to the associate responsible for Security and Protection of the place where the event occurs or to the regional Security and Protection person in charge.
- Make sure that any investigation affecting the company's assets and image must be carried out under the supervision of the Security & Protection area.
- Promote honesty among all associates, being an example themselves with their own behavior.

The local associates responsible for Safety & Protection must comply with the following:

- Comply with the guidelines included in the Grupo Bimbo Security and Protection handbook.
- Ensure that the security & protection activities comply with the current laws in their countries and/or workplaces.
- Implement in each workplace a preventive physical security program in each workplace including the necessary risk mitigation actions, resources and security conditions.
- Pay special attention to following up on secure technology solutions in order to reduce costs and improve results.
- Ensure the team's professionalism, through training in technological advances and new strategies for risk mitigation and prevention.
- Perform with a preventive approach towards illegal actions or actions which go against to the honesty of associates.
- Investigate any illicit act in all forms: theft, misappropriation, fraud, embezzlement, collusion, bribery, etc., that affect company assets or put them at risk.
- If it is not possible to carry out the investigations mentioned above, ask the Global Security and Protection Department to designate an associate to be responsible for the investigation, clarification and actions needed to normalize the situation.
- Submit the intake of security and protection personnel to be approved by the regional offices and to the Global Security and Protection Department.
- Ensure that every Security and Protection associate meets the required eligibility and qualification requirements.
- Report directly and functionally to the regional Security and Protection area who will also do so to the Global Security & Protection Department.

6. Responsibility / Ownership

The Global Security and Protection 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 Assessment Department, the Steering Committee and CEO.

7. Updates

The changes between versions are described below:

Review/Review History				
Version	Review date	Updated	Approved	Main Changes
1				