

## 1. Purpose

Establish general guidelines for the rehiring of former associates to Grupo Bimbo.

## 2. Scope

The scope of application of this policy extends to managers who intend to hire former associates of any of the Entities and Business Units of Grupo Bimbo.

## 3. Definitions

**Rehiring:** Reincorporation of a former associate of Grupo Bimbo.

## 4. Responsibilities

**Steering Committee:** To approve the rehiring of Manager, Director and VP level associates and any deviation from this policy.

**President of the Organization:** Approve the rehiring of former associates who comply with the provisions of this policy.

**Functional Area and People VPs:** Approve the rehiring of associates with any other level than Manager, Director and VP.

## 5. General guidelines

The rehiring of the people who worked in any of the Grupo Bimbo Companies will be according to the following guidelines:

- Under no circumstances may a former associate, whose cause of termination has been due to a violation of the Code of Ethics or any of the Global Policies of Grupo Bimbo, be rehired by the Company.
- Manager, Director and VP levels rehiring's must be submitted to the Steering Committee or President of the Organization for authorization, regardless of compliance with the above requirement.
- Rehiring of associates with any other level than Manager, Director and VP must be supported by written approval of the Functional Area VP and the People VP.

## 6. Responsibility / Ownership.

The Global Labor Relations 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 Steering Committee and CEO.

## 7. Updates

Description of changes made between versions.

Revision / History of the revision				
Version	Revision Date:	Updated by:	Approved by:	Main Changes
1				