

HUMAN RIGHTS AND LABOR STANDARDS

HUMAN RIGHTS ARE AT THE CORE OF OUR BUSINESS. THEY DRIVE US TO UPHOLD THE HUMAN DIGNITY OF EVERYONE INVOLVED IN OUR VALUE CHAIN.



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RISK TRAFFIC LIGHT

As a cornerstone of our development, we have established a dashboard for all our organizations designed to detect, prevent, and mitigate labor-related irregularities. We conduct quarterly reviews that enable us to identify, monitor, and address factors that may undermine our associates' labor rights. Using a risk traffic light methodology, each organization reports the status of labor-related dimensions at the country level, taking into account both the external and internal environments.

Through this strategy, we can assess the existing risk level within the organization across each sub-dimension on a four-point scale, where 1 represents the most critical level and 4 the optimal level. Additionally, each organization must implement potential solutions to mitigate the identified risks. This enables us to take the most efficient, diligent, and timely actions, aligned with our commitments.



VALUE CHAIN

Our actions, in line with our sustainability strategy, prioritize the well-being and needs of the communities where we operate. Our goal is to understand the unique characteristics of each community in which we are present, as they require an approach tailored to their specific circumstances.

We are committed to respecting human rights and labor standards throughout our value chain. To this end, we review and update our policies and procedures, working closely with our associates, customers, communities, and suppliers. In this way, we comply with local laws and prevent any practices that violate human dignity.

We have a set of policies and codes that form our governance framework and serve as the foundation for the safety and trust of all our stakeholders. This allows us to prevent inappropriate conduct and establish boundaries for those who are part of our business, ensuring the respect and promotion of human rights.



Learn about the applicable policies here:

Grupo Bimbo Code of Ethics

Global Integrity Policy

Global Human Rights Policy

Global Conflict of Interest Policy

Global Personal Data Protection Policy

Code of Conduct for Suppliers

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BEST PRACTICES WITH STAKEHOLDERS

Prohibition of child labor: Across all our organizations, regardless of the laws or the country where we operate, at Grupo Bimbo we ensure compliance with the minimum working age established by the International Labour Organization (ILO).

Freedom of association and collective bargaining: These are established as fundamental guarantees in our operations. The majority of our staff are covered by collective bargaining agreements. This reflects our commitment to the well-being and respect for the rights of our associates.

“Suppliers shall respect workers’ right to organize collectively and to do so independently, without interference, in accordance with the legal framework of the communities where Grupo Bimbo operates. In communities where free and independent collective bargaining is restricted by law, Grupo Bimbo will support suppliers in recognizing alternative means for workers to express their interests and concerns.”

We ensure that we maintain ethical and responsible practices regarding human rights and labor standards with our associates, customers, suppliers, and communities.



ASSOCIATES:

- We comply with local regulations and the standards established by the ILO. These standards guide us throughout the hiring process to ensure that associates meet the minimum working age requirement and that everyone has an employment contract agreed upon by both the associate and the company.
- We conduct ongoing internal audits at all our locations, evaluating the effectiveness of the corrective measures implemented and ensuring compliance with our policies and procedures.

CUSTOMERS:

- We ensure that our reporting channels are accessible to all our customers.

SUPPLIERS:

- We are strengthening our complaint mechanisms regarding sustainability so that external stakeholders can report potential non-compliance or irregularities by any link in our value chain in relation to our Global Palm Oil Policy, Global Agriculture Policy, and/or the Grupo Bimbo Supplier Code of Conduct. This also covers any violation or breach of the expectations and conditions set forth in our policies regarding human rights in our suppliers’ operations.
- We maintain the highest standards for data protection and privacy notices for our suppliers.
- We have a Supplier Code of Conduct that helps us communicate expectations and requirements to our business partners regarding behaviors and actions that ensure a responsible supply chain.

COMMUNITY:

- We continue to focus our social programs on education, safety, well-being, physical activity, and the environment to promote respect for the basic and human rights of our community members.

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