

1. **Purpose**

To establish general guidelines for providing and maintaining a safe work environment, fostering a culture of safety among staff, their families and the communities where Grupo Bimbo has a presence.

2. **Scope**

This policy applies to all associates, contractors and suppliers of Grupo Bimbo in all its Organizations, affiliates and subsidiaries, in their different functions and business areas.

3. **General guidelines**

At Grupo Bimbo:

- We prioritize the physical safety of our associates over operational efficiency and company results.
- We view security efforts as an investment, not an expense.
- We apply zero tolerance to any deviation from safety, whether due to unsafe behavior or hazardous conditions in facilities, machinery, and equipment.

Therefore, all managers and associates, regardless of their level or workplace, must comply with the following guidelines and responsibilities at all times, as it is a condition of employment.

The General Managers of Business Unit, Corporate and Area must:

- Being primarily responsible for the safety of all Grupo Bimbo associates , therefore, to promote and enforce this policy.
- Manage investments for security improvements.
- Require your direct reports to account for security results, according to the defined goal and objectives set in the business plan.
- Request, from the relevant authorities, action plans to prevent similar situations from occurring in serious or fatal accidents, attempted fires and declared fires.
- Take action in response to accidents caused by negligent acts, whether by managers or associates.
- Promote activities and plans focused on health promotion.
- Manage the safety and well-being system of Grupo Bimbo.

Every boss should:

- Promote the application of this policy.
- Set an example in the defined safety behaviors (I care, I train, I correct and I celebrate).
- Comply with Grupo Bimbo's safety and well-being model.
- To be accountable for safety results in their respective areas of work.
- Comply with the safety training programs, both your own and those of your associates.
- Consider that under no circumstances should you allow a collaborator to perform tasks for which they have no knowledge or training.
- Prevent and correct unsafe conditions or acts, even outside your area or command, by stopping the operation, if necessary, until the problem is resolved.
- Ensure that all machines, equipment, and vehicles under your area of responsibility maintain all their safety elements in perfect condition.
- Report to the General Vicepresident , Vicepresident of People and Safety & Well-being, any serious accidents, fatal accidents, attempted fires or fires that occur in your area, within the first 8 hours.
- Coordinate and participate in the investigation of all accidents that occur, involving your direct associates , and follow up on the implementation of corrective measures identified in the root cause analysis.

- Comply with the program mentioned in the PGB-S&W-05 Safety Observations Procedure defined in your workplace.
- Before initiating any acquisition, modification, or lease of equipment, new or used, conduct a risk analysis and obtain authorization from the Business Unit's safety and engineering departments.
- Ensure that workers from external contracting companies, who carry out work at Grupo Bimbo facilities, comply with the safety standards established by the Company.
- Comply with the safety rituals defined in the Grupo Bimbo safety model.
- Evaluate and, when required, provide reasonable accommodations to the facilities for associates with disabilities.
- Ensure the physical and mental well-being of female employees in situations of pregnancy or breastfeeding; if necessary, assess risk conditions based on a medical report.
- Show empathy, flexibility and care to sick associates, referring them to health services for prompt care and follow-up, facilitating their healthy return to work.

Every employee must:

- Be responsible for your own safety
- Carry out your activities in compliance with safety procedures and regulations, without taking actions or decisions that put your physical integrity or that of others at risk.
- Apply the safety procedures for your area and responsibility, including those for "high risk" activities at Grupo Bimbo.
- Know the actions of the workplace emergency plan.
- Use the required personal protective equipment properly in the area where you are located, even if your stay is temporary.
- Always use authorized equipment and tools.
- Refrain from attempting to perform a task for which you are not trained or certified.
- Participate in company training sessions to maintain awareness and understanding of hazards and how to prevent them.
- Immediately report any unsafe condition to your supervisor or the person in charge of the workplace, and stop unsafe acts performed by colleagues or contractors, including the operation, if there is a risk to physical integrity or the safety of the place.
- Collaborate and contribute to achieving the safety goal established in your workplace.
- Be attentive to the health of associates with disabilities and pregnant or breastfeeding employees, immediately reporting any unusual situation detected.
- Immediately report to your direct supervisor any illness you suffer that may affect the health of your colleagues, the safety or productivity of the workplace.

Safety negligence

- Grupo Bimbo allows the immediate termination of the employment contract for intentional omissions or actions that compromise the safety of the establishment or the physical integrity of the team members or the offender.
- The above measure also applies to any member of the chain of command who encourages or requests negligence regarding safety, or who fails to stop an operation or process when they are aware of hazardous conditions or unsafe behavior. Therefore, the following is prohibited:
- Disabling, blocking, or bypassing any safety feature on equipment and machinery, unless trained and authorized to do so.
- Performing maintenance, adjustments or cleaning, or intervening in operating machinery to unblock or clean, without applying the hazardous energy control procedure (lockout and tagout).

- Requesting and/or allowing a collaborator to operate, clean or repair machinery without having completed the required training and qualifications.
- Assigning hazardous work to an employee or contractor who is not trained for it. Hazardous work, as defined by Grupo Bimbo, includes:
 - i. At heights greater than 1.8 meters
 - ii. In confined spaces
 - iii. Hot
 - iv. With electricity
 - v. Handling of hazardous chemicals
 - vi. Maintenance, adjustment and cleaning of machinery and equipment (application of the Global Lockout/Tagout (LoTo-To) Power-On Test Procedure)
 - vii. Forklift operation.
 - viii. Motor vehicle maneuvers in yards and pits.
- Disabling or modifying security devices in Grupo Bimbo vehicles, such as speed controllers and alarms, except for maintenance reasons.
- Starting up equipment or machinery after a serious accident, fatality, attempted fire or blaze, without having completed the investigation or defined corrective actions.
- Starting to operate new machinery or machinery from another production center without prior risk analysis.
- Concealing workplace accidents or attempted fires and/or omitting to report them to the corresponding National Office and Corporate Offices.
- Reporting as a work accident injuries that were not caused by, or in the course of, work activities.
- Intentionally causing disability or injury by oneself or in agreement with another person.
- The disciplinary measure mentioned here should not be restricted by national labor regulations or by internal regulations of each locality.

4. Definitions

Serious accident: Any accident that results in the loss of bone mass or the partial or total loss of mobility in any part of the body.

Fatal accident: Loss of life while performing activities during the workday and within the assigned perimeter or route.

Unsafe act or conduct: An action performed by a person that omits or violates the method or measures accepted as safe.

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

Incipient fire: It is an initial fire that can be controlled with portable fire extinguishers, fixed systems or other conventional means, without requiring firefighter protective equipment.

Unsafe condition: A dangerous circumstance caused by factors in the work environment that can cause accidents, occupational illnesses, or material damage.

Occupational disease: An abnormal condition not caused by work injury, attributed to exposure to environmental factors at work, including acute and chronic diseases caused by inhalation, absorption, ingestion or direct contact.

Outbreak: This is a fire that develops uncontrollably in time and space.

Safety rituals: Repeated and continuous actions to strengthen the culture of safety and self-care, such as safety capsules and instructions, breaks for serious accidents, and policy reviews in new integrations.

Safety: It is the condition of protection to avoid injury to the person, damage to property, or to the environment.

Grupo Bimbo's safety and well-being system: A safety and well-being management system made up of 3 basic pillars (leadership, processes and structure) and which applies to every Grupo Bimbo workplace.

Safety negligence: Intentional actions or omissions that put at risk the physical integrity of the work group, the person in charge, or the safety of the work area.

5. Updates

The changes implemented in between versions are described below:

Revisions / History of Revision				
Version	Revision Date	Updated by	Approved by	Main Changes
1	December 2017	Global Safety and Wellness Director	Steering Committee	First Publication
2	June 2019	Global Safety and Wellness Director	Steering Committee	<ul style="list-style-type: none"> The "Zero Tolerance" section was included
3	December 2022	Global Safety and Wellness Director	Steering Committee	<ul style="list-style-type: none"> Measures related to incipient fires are included.
4	January 2026	Global Safety and Wellness Director	Steering Committee	<ul style="list-style-type: none"> The definitions of Safety Rituals and Safety Negligence are added. Responsibilities and general guidelines are adjusted, and immediate termination of the employment contract is added in the event of negligent safety actions.