

1. **Purpose**

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 safety efforts as an investment, not an expense.
- We apply zero tolerance for any deviation from safety, whether due to unsafe behavior or hazardous conditions in facilities, machinery, and equipment.

In full compliance with the applicable legal framework in all countries where we operate,

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

The Business Unit Presidents, Corporate VPs and Area leaders must:

- Be primarily responsible for the safety of all Grupo Bimbo associates, ~~therefore, to~~ and promote and enforce compliance with this policy.
- Manage investments for safety improvements.
- Require their direct reports to account for safety results, according to the defined goals and objectives set in the business plan.
- Request, from the relevant authorities, action plans to prevent similar situations from occurring in severe or fatal accidents, incipient and declared fires.
- Take action in response to incidents caused by negligent acts, whether by managers leaders or associates.
- Promote activities and plans focused on health promotion.
- Manage Grupo Bimbo's Safety and Well-being system.

Every immediate manager must:

- Promote the enforcement 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.
- Be accountable for safety results in their respective areas of work.
- Comply with the safety training programs, both their own and those of your associates.
- Consider that under no circumstances should they allow an associate to perform tasks for which they have no knowledge or training.
- Prevent and correct unsafe conditions or acts, even outside their control span, by stopping the operation, if necessary, until the problem is resolved.
- Ensure that all machines, equipment, and vehicles under their area of responsibility maintain all safety elements in perfect condition.
- Report to Organization, People and Safety & Well-Being leaders, any severe injury, fatality, incipient fire or fires that occur, within the first 8 hours.
- Coordinate and participate in the investigation of all accidents involving direct reports, and follow up on the implementation of corrective measures identified in the root cause analysis.

- Comply with the program defined in your workplace to provide feedback to associates to correct unsafe behaviors and conditions and recognize them when an event does not occur.
- 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. This risk analysis not only considers machinery and equipment, but also applies to the evaluation of health risk factors that may affect associates.
- Ensure that workers from external contracting companies, who perform 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.
- Be attentive to the health status of your associates in order to detect symptoms that could put their physical and mental integrity at risk during their work day.
- Evaluate and, when required, make adjustments or modifications to the facilities for associates with disabilities.
- Ensure the physical and mental well-being of female associates during pregnancy or breastfeeding; if necessary, assess risk factors based on a medical report.
- Show empathy, flexibility and care to sick associates, referring them to health services for prompt care and follow-up and facilitating their healthy return to work.
- Comply with all operational safety procedures/standards related to production centers, logistics nodes, commercial areas and corporate offices.
- Be attentive to the health of associates with disabilities and pregnant or breastfeeding associates, immediately reporting any unusual situation detected.

Every associate must:

- Be responsible for own safety.
- Carry out activities in compliance with safety procedures and regulations, without taking actions or decisions that put their or others' physical integrity at risk.
- Apply the safety procedures for their area and responsibility, including those for "high risk" activities at Grupo Bimbo.
- Know the actions of the workplace emergency plan.
- Use the required personal protection equipment properly in the area where they are located, even if their 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 health risks, and how to prevent them.
- Perform the medical studies requested by the company to ensure an optimal state of health that allows for the safe operation of a machine, equipment, or the execution of an activity or procedure.
- 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 workplace.
- Collaborate and contribute to achieving the safety goal established in your workplace.
- Immediately report to your direct supervisor any illness suffered 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 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 an associate to operate, clean or repair machinery, equipment or vehicle without having completed the required training and qualifications.
- Assigning hazardous work to an associate 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 safety devices in Grupo Bimbo vehicles, such as speed controllers, cameras, alarms, etc, except for maintenance reasons.
- Starting up equipment or machinery after a severe injury, fatality, incipient fire or blaze, without having completed the investigation or defined corrective actions.
- Signing or authorizing permits for the execution of hazardous work without physically verifying the safety conditions of the space where it will be carried out.
- Starting to operate new machinery or machinery from another production center without prior risk analysis.
- Concealing workplace injuries or incipient fires and/or omitting to report them to the corresponding National Office and Corporate Offices.
- Reporting as work-related injuries that were not caused by, or in the course of, work activities.
- Intentionally causing disability or injury to 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

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

Fatality: loss of life while performing activities during the workday and within the assigned perimeter or route.

Unsafe act or behavior: 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.

Health risk factors: Conditions, agents or situations present in the work environment that can adversely affect the physical, mental or social health of associates.

Fire declared: 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 shorts and instructions, breaks for severe injuries, and policy reviews during new integrations.

Safety is the condition of protection that prevents injury to people, damage to property, or damage 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 that applies to every Grupo Bimbo workplace.

Hazardous work: these are all activities that, by their nature or location, involve exposure to or a greater intensity of risks than those normally present in daily activities, and where associates and contractors are exposed to additional risks in which non-compliance with procedures can result in a fatal accident or an accident with serious harm to people and/or damage to facilities; in this classification we find: Work at heights, Hot work (cutting and welding), Work in confined spaces, Electrical work, Lockout/Tagout testing, Operation of forklifts and electric pallet jacks, Handling of chemical substances.

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	• The "Zero Tolerance" section was included
3	December 2022	Global Safety and Wellness Director	Steering Committee	• Measures related to incipient fires are included.

4	January 2026	Global Safety and Wellness Director	Steering Committee	- 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.
5	July 2026	Global Safety and Wellness Director	Steering Committee	- General responsibilities are adjusted. - The responsibilities of the manager and the employee are adjusted.