

## 1. Purpose

Establish the general guidelines and responsibilities that allow promoting a healthy company in Grupo Bimbo.

## 2. Scope

This policy applies to all Grupo Bimbo sites for all its business units, affiliates, and subsidiaries, in different locations, functions, and business areas.

## 3. Definitions

**Healthy company:** One that provides a healthy work environment that integrates health, wellness, life/work balance and a culture of self-care in its strategy and has tools to manage it.

**Psychosocial risk factors.** Factors arising as a result of the interaction between the work environment and a person's character that produce negative effects on the health, satisfaction and performance of the person.

**Grupo Bimbo Wellness Model:** Guidelines to promote health and manage physical and psychosocial risks in the workplace.

**Wellbeing:** State of complete physical, mental, and social wellbeing, and not just the absence of conditions or illnesses.

**Healthy company management system:** A set of elements that interact to establish objectives and processes to achieve a healthy company, based on continuous improvement, in compliance with legal requirements, business vision and healthy company strategy.

## 4. Responsibilities

**Chief Executive Officer, Presidents of Business Units, Corporate and Area VPs:** Those primarily responsible for promoting wellness among all Grupo Bimbo associates and the accountability for the protection of their health and wellness results, in accordance with the goals defined by Safety and Wellness team (KIP local and global).

## 5. General Guidelines

In continuous pursuit of a healthy and sustainable company, depending on the epidemiological characteristics of each context, it is Grupo Bimbo's policy that the General Management, Presidents of Business Units, Corporate and Area VPs comply with the following guidelines:

- Ensure the integration of the processes and requirements of the healthy company management system in the business processes in each Business Unit.
- Ensure the necessary resources to establish, implement, maintain, and improve the healthy company management system.
- Comply with global and local standards and regulations related to the oversight and prevention of physical and psychosocial risk factors, health promotion, life balance, motherhood and fatherhood, and other policies related to a healthy work environment (e.g. **GGB-001 Grupo Bimbo Code of Ethics**, **GGB-015 Global Safety Policy**, **GGB-009 Global Diversity and Inclusion Policy**, **GGB-018 Global Policy on the Prevention of Harassment and Discrimination**).

- Promote the development of guidelines and projects that favor work-life balance, in accordance with local laws and based on risk analysis and needs of the Business Unit; always in order **to positively impact the quality of associates' life and business productivity.**

Any manager or leader in the Business Unit, independent of his/her hierarchic level or workplace, must:

- Always act in favor of a healthy company as defined by the Safety & Wellness area and the Business Unit's Wellness Committee(s).
- Encourage the voluntary participation of associates in health promotion activities and, under no circumstances, force their participation in health promotion, medical, psychological, or nutritional programs promoted in the workplace.
- Comply with the training programs in health and wellness for themselves and for their associates, defined by the Safety & Wellness area.
- Provide time and encouragement to associates to receive scheduled medical and psychological care.
- Respect the associates' scheduled breaks and vacations.
- Pay attention and foster conversation around the physical and mental health of associates. When an issue is raised, help the associate find resources available through the workplace or in the community and provide ongoing support until resolved.

All hourly and salaried associates must:

- Comply with health and wellness training.
- Comply with the mandatory health assessments as defined by legislation and the job profile, if applicable.

## **6. Responsibility / Ownership**

The Global People 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 Global Internal Control and Risk Management Department, the Steering Committee, and CEO.

## **7. Updates**

The changes implemented in between versions are described below:

Revision / History of the revision				
Version	Revision Date	Updated by:	Approved by:	Main Changes
1	May, 2017	Manager Safety	Global Director Safety and Wellness	First publication
2	May, 2021	Manager Safety	Global Director Safety and Wellness	<p>The definitions of: healthy company, psychosocial risk factors, Grupo Bimbo Wellness model and healthy company management system were added.</p> <p>The responsibilities of the General Management, Presidents of Business Units, Corporate and Area VPs were separated; and direct managers, in terms of prevention of physical and psychosocial risk factors, life balance and job flexibility.</p>