

1. Purpose

To ensure an environment of inclusion and non-discrimination in all of Grupo Bimbo's operations around the world.

2. Scope

This policy applies to all of Grupo Bimbo's temporary and permanent, staff as well as the interactions with shareholders, customers and suppliers in their relationships with the company.

3. Definitions

Speak-up Line (Hot line): Communication channel between any associate, provider or third party to Grupo Bimbo's Steering Committee, to share a report.

Human rights: They are fundamental freedoms and prerogatives protected by national and international law, inherent to all just because they are people. These include the right to equality and non-discrimination, right to work, labor rights and trade union freedoms, right to live, personal integrity, to health, to healthy environment, to protection of personal data, to legal security, due process, to a life free of violence, to freedom of expression, and other recognized by the applicable Human Rights Laws.

Discrimination: Any distinction, exclusion or restriction that could not be objective, rational nor proportional and that, by action or omission, with or without intention, has the purpose to block, restrict, prevent, undermine or cancel the recognition, joy or exercise the human rights, because of any dimension of diversity defined in this policy.

Diversity: Characteristics that makes us different, and thus "unique and irreplaceable". as those protected by the local laws we can find: gender, sexual identity, gender expression, sexual orientation, ethnicity, religious beliefs, color of skin, nationality, age, disability or marital status or any related to human dignity. See **GGB-016 Global Human Rights Policy**.

Equity: Attribute that consists of giving what is fair to each person according to his/her merits or conditions, by considering its necessities and circumstances.

Inclusion: An organization's capability or skill to engage the active involvement of all its members to create value.

Fundamentals of Diversity and Inclusion: 1) Our people should reflect the diversity of the communities we live in. 2) Our people must appreciate the differences and relate to all people following the golden rule: respect, fairness, trust, and care. 3) Our people must value all people, appreciating their differences, as well as their diverse ideas, skills, and perspectives. 4) Our people must be responsible for creating an environment where all associates may express their ideas freely. 5) Our people must build and maintain a culture that attracts, develops, and supports a diverse labor force.

Racism: It is the prejudice, discrimination or antagonism directed to against a person or people on the basis of their membership in a particular racial or ethnic group. Includes any distinction, exclusion, restriction, or preference, based on the race, color, lineage or national or ethnic origin from the person, with the purpose or effect to limit or cancel its human rights, in a public or private matter.

Sense of belonging: Identification of a person where he/she feels comfortable, welcome and/or accepted, this means, feels to be part and could show its authentic self every day.

Sexism: All beliefs based on gender stereotypes and myths associated to a patriarchal construction of the

society. It is shown in different expressions: misogyny, repudiation of the feminine, to conducts considered as own by the women and contrary to masculinity, or invisibility of the female experience. Occurs when consciously or unconsciously, a study or analysis is done considering only the needs, experiences or worries of men.

4. Responsibilities

Chief Executive Officer, Presidents of Business Units, Corporate and Area VPs: Promote an environment of diversity and inclusion among its operations, ensure the processes for talent attraction, training, performance assessment, promotion, fringe benefits, among others, comply with the beliefs and principles of diversity and inclusion, displaying the commitment and responsibility to provide a fair treatment to all people. Promote and enforce this policy as per the local laws of the countries where Grupo Bimbo is present.

People Areas and Departments: Provide support and guidance to the strict application of this policy. Build action plans and affirmative actions that are necessary to promote the fundamentals of diversity and inclusion in the environment where they operate and be vigilant of their appropriate implementation to attain the set objectives. Disseminate the means that Grupo Bimbo determines to allow the reporting of discriminatory practices.

Leaders: Ensure the company does not tolerate or encourage any type of harassment, abuse or discrimination; promote an inclusive working environment, and attend Grupo Bimbo's leading a culture of diversity and inclusion seminar.

Associate: All Grupo Bimbo's associates are responsible for promoting and observing conducts, actions and words aligned to the fundamentals of diversity and inclusion as per this policy.

5. General guidelines

Grupo Bimbo endorse and reinforce its commitment to create a more inclusive company and reaffirm its zero-tolerance posture against any discriminatory behavior, this includes racism, sexism, and other discrimination ways for any diversity dimension, in such a way that every person should be treated with acceptance and appreciation. Therefore, all associates must:

- Reject discrimination of any person, for any reason.
- Establish and promote an environment of respect, avoiding the use of inappropriate, discriminatory, or sexist language.
- Never ignore an act or condition of harassment, abuse, discrimination, or any other action that goes against the fundamentals of diversity and inclusion. All associates, who witness or are targets of these conducts, must report them to their supervisor, People department, and/or Speak Up Line.
- Always avoid discrimination in access to employment, in the working conditions, professional development, training and participation in decision-making processes.
- Promote the creation of diverse working teams and assignment of equal responsibilities, and never abuse the authority or hierarchical position.
- Promote an environment free of isolation, mockery and jokes that undermine people; promote harmony and good relations.
- Respect differences in culture and opinion, and not commit discriminatory conducts on the grounds of personal characteristics protected under the local laws, including but not limited to, race, sex, religious beliefs, color of skin, nationality, age, disability, or marital status.
- Promote the equity and sense of belonging in all associates, through equality of access, progress opportunities, and work environment that allows to be true and authentic with yourself, every day at work.

6. Responsibility / Ownership

The Global People Department is the assigned owner of this policy and main responsible for its content, update, monitoring of its compliance, and submission for approval to 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	December, 2016	Global Director Institutional Relations	Chief People Officer	First publication
2	December, 2021	Global Director Institutional Relations	Chief People Officer	The definitions of Speak-Up Line, Human Rights, Discrimination, Racism and Sexism were added.
3	January, 2023	Global Director Institutional Relations	Chief People Officer	The definitions of Equity and Sense of belonging were added. The "Equity" word is added on the policy.