

Safety and Health Policy

In Grupo Bimbo we consider **the Person at the core of our Values**. The **Safety and Health** of our Associates is **essential** to genuinely live this value.

We are committed to **providing a safe work environment and maintaining a culture** of safety, health and wellness among our associates, their families and the communities where we work.

In Grupo Bimbo we believe:

1. All Injuries are preventable.

- Every injury has a root cause; every root cause can be prevented.
- Identifying the root cause helps us to prevent future injuries.
- Once the root cause has been identified, it is critical to implement all corrective actions.

2. We have an obligation to work safely and care for our health.

- Do not take shortcuts that put yourself or others at risk.
- Comply with the existing safety and health laws and regulations.
- Following all safety policies, procedures and practices is a condition of employment for all associates as well as for all contractors doing work in any Grupo Bimbo facility.
- Promote healthy lifestyles.

3. We are responsible for each other's safety.

- Always consider safety before taking any action.
- Every supervisor is responsible for training his/her associates on safety and risk prevention.
- An unsafe action or condition must never be ignored.
- Recognize and promote safe behaviors.

4. To be a great company, we have to have a great safety performance.

- We put the safety of our associates before the company's operating efficiency and profitability.
- We consider safety-related efforts as an investment, not expenditure.
- Having a great safety performance promotes excellence in other key areas, such as quality, cost, profitability and a healthy work environment.

5. Working safely helps us attain our central tenet: "Be a highly productive and deeply humane company."