



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

Diversity: Characteristics that makes us different, and thus "unique and irreplaceable". Among those protected by the local laws we can find: gender, sexual identity, gender expression, sexual orientation, ethnicity, race, religious beliefs, color of skin, nationality, age, disability or marital status.

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

Fundamentals of Diversity and Inclusion: 1) Our people should be a reflection of the diversity of the societies we participate 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.

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.

HR and Corporate Affairs Direction 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

We at Grupo Bimbo assert that all people should be accepted and valued, and tolerance is not enough. 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 victims of these conducts, must report them to their supervisor, Human Relations department, and/or Speak Up Line.
- Avoid at all times 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.

6. Responsibility / Ownership

The Global HR and Corporate Affairs Department is the assigned owner of this policy and main responsible for its contents, update and submission for approval before the Global Internal Control and Risk Management Department, Steering Committee and CEO.

7. Updates

The changes implemented in between versions are described below:

Revision / Revision Log				
Version	Revision Date	Updated by:	Approved By:	Main Changes
1				