

# Exclusions

## WELL-BEING

### GLOBAL ENERGY RACE

Bimbo México absorbed the donation from the countries in which the Company does not operate, the surpluses of country limits, and specific donations such as QSR and Venezuela.

## TALENT

### FREQUENCY OF ACCIDENT RATES BY GENDER

Our Safety and Well-Being Management System allows us to know the number of accidents by gender. However, our basic or structures do not have this classification, which does not allow us to calculate the real indicator or the accident frequency rate by gender. We only have the general rate of associates working for Grupo Bimbo and its subsidiaries. However, safety actions are aimed at all our associates regardless of gender since our priority is to have zero accidents among all associates.

## COMMUNITY

### Committees and consultation processes with local communities, including vulnerable groups

In Mexico, we conduct the Systematic Supervision of the People processes every year, where the Volunteer Department supervises the execution and perception of the Volunteer and Good Neighbor Programs in each region for the Bimbo, Barcel, and Ricolino brands.

### Formal complaint and/or claim processes in local communities

Grupo Bimbo's Speak Up line is the communication channel for associates, suppliers, and third parties to share reports with the Grupo Bimbo Steering Committee.

The purpose of this channel is to address comments, suggestions, and complaints about violations of the Code of Ethics of Grupo Bimbo. Therefore, the activities covered by this mechanism are aimed at our consumers and customers, shareholders and partners, associates, suppliers, the competition, society, and government.

Responsibilities. The Global Institutional Relations Division monitors and submits quarterly executive reports to Senior Management of the reports received at the Grupo Bimbo level. The Organization's Speak Up Line Committee investigates, addresses, reports the results to the Call Center within 60 (sixty) business days after the report is created and executes and follows up on the established action plans. All breaches of the 60-day term must be justified. The Call Center channels the reports it receives to the organization's Speak Up Line executive and the Speak Up Line Corporate Committee executive in Brazil, LatinCentro, LatinSur, and Mexico. The Speak Up Line executive of the organizations not mentioned above sends the reports received with the solution for each case to the executive of the Corporate Committee responsible for the Speak Up Line.

Grupo Bimbo also has a toll-free Customer and Consumer Service System where it addresses complaints and/or claims made when people call 01 800 910 2030 in Mexico, as well as those sent via email to [atencionenlinea@grupobimbo.com](mailto:atencionenlinea@grupobimbo.com).

## PLANET

### STRUCTURE

#### Mexico

Bimbo Mexico, Barcel, Ricolino, El Globo

#### North America

Bimbo Bakeries USA, Bimbo Canada; Bimbo Quick Service Restaurants

#### Latin America

Central America, South America, Brazil

#### EUROPE, ASIA, AND AFRICA

Bimbo Iberia, Bimbo UK, Bimbo India, Bimbo Morocco, Bimbo China, Bimbo Quick Service Restaurants

Bimbo Quick Service Restaurants portion reported in North America  
Bimbo Quick Service Restaurants Asia and Europe reported in Europe, Asia and Africa  
Frozen reports each organization where it is: Bimbo Bakeries USA and Bimbo Canada

#### ALL

The Renewable kWh concept includes solar energy.

The NOX and SOX report is only calculated for Natural Gas. We plan to report other fuels in 2021.



Water in wastewater discharged is calculated by water balance as follows:  
Wastewater = Treated water - reused water.

Due to the COVID-19 contingency, some of the European reduced their operations, especially in March and April, when they reported a decrease in the Tons Produced.

#### BBU

Mattoon, Chicago, and Hazleton Bread are excluded from 2020 information (Mattoon & Chicago are still under standardization to report all consumptions & West Hazleton is no longer operating).

BBU Information From best (water, electricity and gas) is taken from January to November, December is estimated taking the eleven months divided by 11.

Frozen Roanoke and Oxnard are included in BBU.

#### BC

The Frozen, Attwell and Viceroy plants are included in the consolidated information for Canada, even though they appear in BBU in the Best Drill-down; this is only a display setting.

#### BQ (QSR)

Kazakhstan is not included since this new plant is still undergoing the integration process.

Information on BQ - North America is partial due to delays in the billing and integration processes.



We did not include information about Bimbo Julitas since this is a new operation scheduled to enter the standardization process for inclusion in the 2021 inventory.

Moldex consumptions are included. However, the tons produced are excluded since this is a different operation involving accounting entries of pieces.

#### **BL**

BLU (Coppel) information is included in BL in Mexico.

#### **EL GLOBO**

Information about El Globo is reported separately.

#### **RL**

The information includes data from the collection centers.

#### **LAC**

Bimbo Venezuela information is excluded due to inconsistent operations.

#### **BI**

Information on Bimbo Paterna is excluded since this is a new operation undergoing the standardization process.

#### **BUK**

Information reported on Welwyn is partial because it began in July.

### **PACKAGING**

The reporting period begins on November 1, 2019, and ends on October 31, 2020.

It includes spend and main suppliers of each organization (~ 80%) as defined by them, without including cardboard.

Each country was responsible for obtaining the information from its suppliers.

The Global Packaging Procurement Team consolidated the information.

Cardboard - the information was obtained through the CDP tool, inviting suppliers representing 90% of spend.

Cardboard - for the CDP report, suppliers were asked to provide information on whether the PM is made from recycled raw material; however, not all suppliers answered this question. This year, we will continue working with providers to increase the quality of the information collected.

Only packaging materials, paper, and cardboard were considered for this indicator since these raw materials are linked to our commitment in terms of packing material.

Recyclable % does not include cardboard.

### **SUSTAINABLE AGRICULTURE IN MEXICO**

The 13,142 hectares reported correspond to the area where sustainable practices were applied for the raw materials consumed by Grupo Bimbo, which are part of the 14,800 hectares corresponding to the CIMMYT program.

The 637 farmers reported are the producers involved in the direct production of the raw materials consumed by Grupo Bimbo and are part of the 940 producers enlisted in the CIMMYT program.

## **ETHICS**

### **102-33 Communication of critical concerns**

This indicator will not be made public because it involved confidential information about the process.

### **102-33 Total number and nature of critical concerns**

Critical concerns derive from regulatory issues, legislative initiatives, and political, social, and economic junctures. Approximately 18 critical concerns were reported in 2020.

### **102-5 Operations assessed for risks related to corruption**

The derived percentage that is not a measurable indicator for the Grupo Bimbo risk analysis process will not be presented.

We will not mention the significant risks resulting from the Company's risk analysis. This indicator will not be made public because it involved confidential information about the process.

### **205-1 Operations assessed for risks related to corruption**

We will not present the derived percentage that is not a measurable indicator for the Grupo Bimbo risk analysis process.

We will not mention the significant risks found in the risk analysis due to confidentiality matters and the Grupo Bimbo strategy.

### **205-2 Communication and training about anti-corruption policies and procedures**

We will not mention the total number and percentage of the governance body members who completed integrity training due to strategic Grupo Bimbo reasons.

We cannot obtain total figures and the percentage of business partners to whom the policies and procedures were communicated since everyone is free to read them on [www.grupobimbo.com](http://www.grupobimbo.com).

STANDARD	STANDARDS, METHODOLOGIES, ASSUMPTIONS OR CALCULATION TOOLS USED	SOURCE OF CONVERSION FACTORS USED	BASE FOR CALCULATING REDUCTION IN ENERGY USE, SUCH AS BASE YEAR OR BASELINE, INCLUDING CHOICE JUSTIFICATION	THE CONTEXT FOR ANY SIGNIFICAN CHANGE IN EMISSIONS GIVING RISE TO NEW EMISSION CALCULATIONS IN THE BASE YEAR
302-1	f. The Planet Pillar works under a Global Environmental Compendium that is based on ISO 14001:2015. In said document, the minimum requirements are set forth so GB business units may ensure legal compliance and manage environmental aspects and impacts for continued improvement, both in plants as well as the value chain.	g. Conversion factors for energy are not specified as they do not vary in terms of anything specific.	The baseline is 2016, which is the basis for the 2016-2020 strategy. Reductions are calculated in terms of performance for the previous year, and historical data published starts in 2016.	There were no changes in emissions for the base year.
302-2	b.	g.	The baseline is 2016, which is the basis for the 2016-2020 strategy. Reductions are calculated in terms of performance for the previous year, and historical data published starts in 2016.	There were no changes in emissions for the base year.
302-4	d. Plants: BEST is our digital tool for monitoring environmental performance, through which we produce monthly reports identifying those operations with greater progress or greater opportunities. This enables decisions leading to continued improvement as well as standardizing different units of measure and conversion factors in those countries where we are present.		The baseline is 2016, which is the basis for the 2016-2020 strategy. Reductions are calculated in terms of performance for the previous year, and historical data published starts in 2016.	There were no changes in emissions for the base year.
302-5	c. Areas: As of 2019 and 2020, we began operating under global and local environmental committees in which there is a member from each area in charge of reporting and supervising the environmental efforts within their area. This is done through specific standards, a cross-functional dashboard with KPIs according to impact, and a dashboard that reports the area's environmental performance, KPIs, and status of the projects underway.	e. GHG (Global), EPA (US), CFE (Mexico)	The baseline is 2016, which is the basis for the 2016-2020 strategy. Reductions are calculated in terms of performance for the previous year, and historical data published starts in 2016.	There were no changes in emissions for the base year.
305-1	g.	e.	The baseline is 2016, which is the basis for the 2016-2020 strategy. Reductions are calculated in terms of performance for the previous year, and historical data published starts in 2016.	There were no changes in emissions for the base year.
305-2	g. Each global area has digital systems or mechanisms with the other business units, so information may be obtained.	e. GHG (Global), EPA (US), CFE (Mexico)	The baseline is 2016, which is the basis for the 2016-2020 strategy. Reductions are calculated in terms of performance for the previous year, and historical data published starts in 2016.	There were no changes in emissions for the base year.
305-3	g.	f. GHG (Global), EPA (US), CFE (Mexico)	The baseline is 2016, which is the basis for the 2016-2020 strategy. Reductions are calculated in terms of performance for the previous year, and historical data published starts in 2016.	There were no changes in emissions for the base year.
305-5	e.		The baseline is 2016, which is the basis for the 2016-2020 strategy. Reductions are calculated in terms of performance for the previous year, and historical data published starts in 2016.	There were no changes in emissions for the base year.
305-6	d.		The baseline is 2016, which is the basis for the 2016-2020 strategy. Reductions are calculated in terms of performance for the previous year, and historical data published starts in 2016.	There were no changes in emissions for the base year.
305-7	c.	b. GHG (Global), EPA (US), CFE (Mexico)	The baseline is 2016, which is the basis for the 2016-2020 strategy. Reductions are calculated in terms of performance for the previous year, and historical data published starts in 2016.	There were no changes in emissions for the base year.
304-3	d.		The baseline is 2016, which is the basis for the 2016-2020 strategy. Reductions are calculated in terms of performance for the previous year, and historical data published starts in 2016.	There were no changes in emissions for the base year.
303-1	b.		The baseline is 2016, which is the basis for the 2016-2020 strategy. Reductions are calculated in terms of performance for the previous year, and historical data published starts in 2016.	There were no changes in emissions for the base year.
303-2	b.		The baseline is 2016, which is the basis for the 2016-2020 strategy. Reductions are calculated in terms of performance for the previous year, and historical data published starts in 2016.	There were no changes in emissions for the base year.
303-3	c.		The baseline is 2016, which is the basis for the 2016-2020 strategy. Reductions are calculated in terms of performance for the previous year, and historical data published starts in 2016.	There were no changes in emissions for the base year.
306-1	b.		The baseline is 2016, which is the basis for the 2016-2020 strategy. Reductions are calculated in terms of performance for the previous year, and historical data published starts in 2016.	There were no changes in emissions for the base year.

# Annex

## ASSOCIATES

### 102-7 Size of the organization

**TOTAL NUMBER OF ASSOCIATES IN GRUPO BIMBO: 148,746**

	TOTAL ASSOCIATES ON PAYROLL	TOTAL WORKERS HIRED AND AUTONOMOUS	TOTAL GB ASSOCIATES
Mexico	73,893	0	73,893
US/Canada	26,115	7,621	33,736
Latin America	21,347	3,643	24,990
Europe, Asia, Africa	12,337	3,790	16,127
<b>Total within GB payroll</b>	<b>133,692</b>	<b>15,054</b>	<b>148,746</b>

### 102-8 Labor force

	TOTAL ASSOCIATES WITHIN THE PAYROLL					TOTAL INDEPENDENT DISTRIBUTORS		TOTAL AUTONOMOUS WORKERS	
	TOTAL	MEN	WOMAN	NOT SPECIFIED	% OF TOTAL	TOTAL	% OF TOTAL	TOTAL	% OF TOTAL
Mexico	73,893	60,777	13,126	0	55%	0	0%	0	0%
North America	26,115	20,771	5,344	0	20%	150	4%	7,471	67%
Latin America	21,347	16,688	4,659	0	16%	1,749	45%	1,894	17%
Europe, Asia, Africa	12,337	9,225	3,112	0	9%	1,984	51%	1,806	16%
<b>Total within GB payroll</b>	<b>133,692</b>	<b>107,451</b>	<b>26,241</b>	<b>0</b>	<b>100%</b>				
<b>Total independent workers</b>	<b>3,883</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>		<b>3,883</b>	<b>100%</b>		
<b>Autonomous workers</b>	<b>11,171</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>				<b>11,171</b>	<b>100%</b>
<b>Total worldwide</b>	<b>148,746</b>								

Full time	130,558
Part time	3,134
<b>Total within GB payroll</b>	<b>133,692</b>
<b>Total associates within payroll plus independent distributors</b>	<b>137,575</b>
<b>Total associates within payroll plus independent distributors and autonomous workers</b>	<b>148,746</b>

	FULL TIME	PART TIME	TOTAL
Mexico	73,739	154	73,893
US/Canada	23,492	2,623	26,115
Latin America	21,320	27	21,347
Europe, Asia, Africa	12,007	330	12,337
<b>Total within GB payroll</b>	<b>130,558</b>	<b>3,134</b>	<b>133,692</b>

Information obtained from the People Net and HCMC system for organizations completed within said systems. The rest of the organizations send an email with basic headcount information, which is consolidated. Third-party personnel are reported only regarding the number of the same. Outsourcing and Autonomous personnel are independent sales people and are part of the Business Strategy of each Organization.

## 401-1 Turnover

GRI REGION	AGE RANGE	PERSONNEL ACTIVE DURING 2020			PERSONNEL TURNOVER (TERMINATIONS IN 2020)			NEW HIRES DURING 2020			TOTAL NEW HIRES WHO RESIGN BEFORE THE FIRST YEAR OF EMPLOYMENT			TURNOVER INDEX 2020			INDEX OF NEW ASSOCIATES 2020		
		MALE	FEMALE	GRAND TOTAL	MALE	FEMALE	GRAND TOTAL	MALE	FEMALE	GRAND TOTAL	MALE	FEMALE	GRAND TOTAL	MALE	FEMALE	GRAND TOTAL	MALE	FEMALE	GRAND TOTAL
Mexico	1 Less than 30	16,534	5,863	22,397	3,148	1,101	4,249	5,393	2,583	7,976	1,338	534	1,872	19%	19%	19%	33%	44%	36%
	2 Between 30 and 50	48,182	10,495	58,677	4,104	1,167	5,271	3,024	1,938	4,962	659	400	1,059	9%	11%	9%	6%	18%	8%
	3 Older than 50	8,140	1,074	9,214	724	103	827	66	71	137	16	21	37	9%	10%	9%	1%	7%	1%
<b>Total Mexico</b>		<b>72,856</b>	<b>17,432</b>	<b>90,288</b>	<b>7,976</b>	<b>2,371</b>	<b>10,347</b>	<b>8,483</b>	<b>4,592</b>	<b>13,075</b>	<b>2,013</b>	<b>955</b>	<b>2,968</b>	<b>11%</b>	<b>14%</b>	<b>11%</b>	<b>12%</b>	<b>26%</b>	<b>14%</b>
North America	1 Less than 30	3,958	1,063	5,021	1,125	324	1,449	1,751	474	2,225	621	173	794	28%	30%	29%	44%	45%	44%
	2 Between 30 and 50	11,398	3,235	14,633	1,673	536	2,209	2,226	693	2,919	710	241	951	15%	17%	15%	20%	21%	20%
	3 Older than 50	9,679	2,452	12,131	645	239	884	630	228	858	189	74	263	7%	10%	7%	7%	9%	7%
<b>Total North America</b>		<b>25,035</b>	<b>6,750</b>	<b>31,785</b>	<b>3,443</b>	<b>1,099</b>	<b>4,542</b>	<b>4,607</b>	<b>1,395</b>	<b>6,002</b>	<b>1,520</b>	<b>488</b>	<b>2,008</b>	<b>14%</b>	<b>16%</b>	<b>14%</b>	<b>18%</b>	<b>21%</b>	<b>19%</b>
Latin America	1 Less than 30	5,273	1,935	7,208	952	262	1,214	2,033	858	2,891	397	90	487	18%	14%	17%	39%	44%	40%
	2 Between 30 and 50	13,677	3,529	17,206	1,851	451	2,302	1,987	715	2,702	410	126	536	14%	13%	13%	15%	20%	16%
	3 Older than 50	1,546	340	1,886	123	24	147	91	21	112	8		8	8%	7%	8%	6%	6%	6%
	4 Not specified	2		2	2		2	1		1	1		1	100%	0%	100%	50%	0%	50%
<b>Total Latin America</b>		<b>20,498</b>	<b>5,804</b>	<b>26,302</b>	<b>2,928</b>	<b>737</b>	<b>3,665</b>	<b>4,112</b>	<b>1,594</b>	<b>5,706</b>	<b>816</b>	<b>216</b>	<b>1,032</b>	<b>14%</b>	<b>13%</b>	<b>14%</b>	<b>20%</b>	<b>27%</b>	<b>22%</b>
Europe, Asia, Africa	1 Less than 30	6,154	904	7,058	1,882	75	1,957	4,472	604	5,076	1,345	32	1,377	31%	8%	28%	73%	67%	72%
	2 Between 30 and 50	8,020	3,702	11,722	975	295	1,270	3,043	1,576	4,619	507	100	607	12%	8%	11%	38%	43%	39%
	3 Older than 50	1,905	1,137	3,042	75	52	127	363	457	820	29	10	39	4%	5%	4%	19%	40%	27%
	4 Not specified	6		6				5		5				0%	0%	0%	83%	0%	83%
<b>Total Europe, Asia, Africa</b>		<b>16,085</b>	<b>5,743</b>	<b>21,828</b>	<b>2,932</b>	<b>422</b>	<b>3,354</b>	<b>7,883</b>	<b>2,637</b>	<b>10,520</b>	<b>1,881</b>	<b>142</b>	<b>2,023</b>	<b>18%</b>	<b>7%</b>	<b>15%</b>	<b>49%</b>	<b>46%</b>	<b>48%</b>
<b>GRAND TOTAL</b>		<b>134,474</b>	<b>35,729</b>	<b>170,203</b>	<b>17,279</b>	<b>4,629</b>	<b>21,908</b>	<b>25,085</b>	<b>10,218</b>	<b>35,303</b>	<b>6,230</b>	<b>1,801</b>	<b>8,031</b>	<b>13%</b>	<b>13%</b>	<b>13%</b>	<b>19%</b>	<b>29%</b>	<b>21%</b>

\* Total terminations consider those which were voluntary.

\* Information on terminations for countries part of BQ (China, Korea, France, Italy, Kazakhstan, Russia, South Africa, Turkey and Ukraine) is effective as of August 2020.

## 401-3 Parental leave

COUNTRY	ORGANIZATION	ASSOCIATES WHO HAD THE RIGHT TO TAKE TIME OFF WORK FOR MATERNITY / PATERNITY		ASSOCIATES WHO USED THEIR RIGHT TO TAKE TIME OFF WORK FOR MATERNITY / PATERNITY		TOTAL ASSOCIATES WHO RETURNED TO WORK AFTER THE PERMIT		TOTAL ASSOCIATES WHO RETAIN THEIR WORK AFTER ONE YEAR OF HAVING RETURNED TO WORK		INDICATOR OF RETURN TO WORK		RATE OF RETENTION	
		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Mexico	Corporate, Bimbo, Barcel, Moldex, Qnet, El Globo, Ricolino	1798	486	1798	486	1684	432	1634	413	93.66%	88.89%	97.03%	95.60%
North America	Bimbo Canada, BBU	73	64	73	64	56	25	38	16	76.71%	39.06%	67.86%	64.00%
Latin America	LAC	N/A	36	N/A	36	N/A	33	N/A	34	N/A	91.67%	N/A	103.03%
	LAC (countries missing in the list)	138	33	138	33	138	31	135	33	100.00%	93.94%	97.83%	106.45%
	LAS	164	138	164	138	164	138	108	96	100.00%	100.00%	65.85%	69.57%
	Brazil	N/A	41	N/A	41	N/A	38	N/A	18	N/A	92.68%	N/A	47.37%
<b>Total Latin America</b>		<b>302</b>	<b>248</b>	<b>302</b>	<b>248</b>	<b>302</b>	<b>240</b>	<b>243</b>	<b>181</b>	<b>100.00%</b>	<b>96.77%</b>	<b>80.46%</b>	<b>75.42%</b>
Europe, Asia, Africa	IBERIA	84	17	84	17	76	17	70	13	90.48%	100.00%	92.11%	76.47%
	EAA (countries missing in the list)	48	58	47	58	45	29	30	13	95.74%	50.00%	66.67%	44.83%
<b>Total Europe, Asia, Africa</b>		<b>132</b>	<b>75</b>	<b>131</b>	<b>75</b>	<b>121</b>	<b>46</b>	<b>100</b>	<b>26</b>	<b>92.37%</b>	<b>61.33%</b>	<b>82.64%</b>	<b>56.52%</b>

## 403-2 Safety and wellness

CONCEPT	NORTH AMERICA		LATIN AMERICA	EUROPE, ASIA, AFRICA		TOTAL
	MEXICO					
Disabling injury	424	1,361	166	173		2,124
Days of disability	22,942	35,180	5,307	7,191		70,620
Hours worked	51,126,807	183,189,644	51,694,558	30,606,182		316,617,190
Number of collaborators	25,840	73,095	21,165	12,270		132,370
Fatalities	0	0	0	0		0
Fatalities Independent operators / External personnel	0	0	0	0		0
Occupational illness	0	0	0	0		0
Days Lost Rate (DLR)	89.75	38.41	20.53	46.99		44.61
Absenteeism Rate (AR)	8.99	10.2	4.3	7.73		8.79
Incident Rate (IR)	1.66	1.49	0.64	1.13		1.34

Our safety management system allows us to know the number of injuries by gender, but our headcount (structures) does not have this classification, and therefore we are unable to estimate the real indicator or the incident frequency rate by gender. We only have the overall rate for GB associates and its affiliates.

To estimate the incident rate, we only considered direct associates (within the GB payroll), not the Independent operators or contractor personnel because we have no control over their headcount, thereby distorting the incident rate. However, all injuries classified as severe or fatal suffered by Independent operators or contractor personnel is investigated and reported to the Steering Committee of the organization, and to Grupo Bimbo's Central Committee on Safety, in addition to being reported separately in the GRI.

In the case of injuries enroute, (those taking place when the associate travels from home to work, or vice-versa) these are neither included in GB records, nor reported to the Central Committee on Safety. This is because we have no control over risk factors outside the work centers, nor any direct influence on associate behavior when off the job.

The GRI Report with results from 2019 included 2,459 incidents (1.89 incident rate) and the adjustments made by the organization after the closing date (due to pending incident scores from the health agencies). The safety data from social security is pending, which is applied per country and which determines if the incident is applicable or not. The result for 2019, with the adjustments, was 2,723 incidents (2.07 incident rate) 264 more incidents.

December results subject to review due to changes to number of incidents to be confirmed by Social Security.

From the headcount of structures, we do not take into account the business units of: Kannan, Kazakhstan, Qnet, Shared Services Center (CSC) and Barcel USA, therefore, the total of the basic table and the total of associates used in the report of indicators, are different.

## 404-1 Average training hours per year and per associate, assistance programs

LABOR CATEGORY	TOTAL HOURS OF TRAINING		AVERAGE HOURS PER ASSOCIATE	
	FEMALE	MALE	FEMALE	MALE
VPs and Executives	41,240	93,997	34	31
Supervisors	120,132	441,741	44	44
Hourly and salaried associates	261,269	733,684	12	8
<b>World Total per Employment Level</b>	<b>422,642</b>	<b>1,269,422</b>	<b>16</b>	<b>12</b>

\* This information does not include information on:  
Mexico KANAN: 14 associates  
North America BQ: 1 associate w/o gender, and 4 w/o level  
Europe, Asia, Africa, India : 2818 associates, UK: 1 w/o level, BQ: 101 w/o level

## 404-2 Programs for upgrading associate skills and transition assistance programs

### A. Type and scope of programs implemented, and assistance provided to enhance associate skills.

PROGRAM IMPLEMENTED	SCOPE	TYPE	DESCRIPTION
<b>Onboarding</b>	For all personnel (upon hiring)	Internal training courses	Program aimed at all newly hired associates, wherein they are presented with Company philosophy, challenges, safety and wellness model, and other relevant subjects for a good start within our Company
<b>Leadership Seminar</b>	Manager position (upon filling a Manager position)	Internal training courses	Explains to leaders the type of Company we want and the leadership style we expect from them. Supplies tools so that the Manger may analyze like a leader and discover aspects that help him/her to be a better person and leader.
<b>The Power of Feedback</b>	Aimed at Executives and VPs	Internal training courses	Describes five tips from GB VPs so our leaders know how to give successful feedback, and so they may be applied with their teams.
<b>Safety and Wellness</b>	Manager position (within the first six months of filling this position)	Internal training courses	Analyze GB Health and Safety Model; explain policy and stress the importance that health and safety on the job has for GB.
<b>MS01 Basic Principles (Supervision Modules)</b>	Manager position (within the first year of filling this position)	Internal training courses	Ensure operation result scope in an atmosphere of respect for the individual. The Manager will analyze and apply the skills needed to improve his/her own training and development, as well as that of his/her associates.
<b>MS02 Listen with Understanding</b>	Manager position (within the first year of filling this position)	Internal training courses	Strengthen communication through effective listening. The Manager learns and applies the skills needed to listen with empathy and assertiveness.

PROGRAM IMPLEMENTED	SCOPE	TYPE	DESCRIPTION
<b>MS03 Attention to Associate Claims and Concerns</b>	Manager position (within the first year of filling this position)	Internal training courses	Maintain a sound work environment with team, through timely attention to claims and concerns made by associates. The Manager will learn and apply skills needed to recognize moods and to direct them in a positive way.
<b>MS04 Communicating with the Team</b>	Manager position (within the first year of filling this position)	Internal training courses	Ensure effectiveness of communication processes with associates. The Manager will learn and apply the skills needed to communicate ideas clearly and effectively.
<b>MS05 Ensuring Associate Performance</b>	Manager position (within the first year of filling this position)	Internal training courses	Ensure meeting individual and team goals. The Manager will learn and apply skills needed to maintain focus on results and indicators through systematic evaluations, motivating and constantly teaching associates.
<b>MS06 Performance Evaluation Interview</b>	Manager position (within the first year of filling this position)	Internal training courses	The Manager shall learn and apply the skills needed to evaluate results, proactive attitudes and associate responsibility in a motivating atmosphere throughout the interview, also recognize results, the way to obtain them, the bases for improvement.
<b>MS07 Recognition and how to provide it</b>	Manager position (within the first year of filling this position)	Internal training courses	The Manager will learn and apply the skills needed to reinforce associate motivation, through recognition of their personal achievements and by facilitating a feeling of satisfaction and identification with the Company.



PROGRAM IMPLEMENTED	SCOPE	TYPE	DESCRIPTION
<b>MS08 Correcting problematic behavior</b>	Manager position (within the first year of filling this position)	Internal training courses	Enrich and maintain a sound working environment for the team. The Manager will learn and apply the skills needed to identify and change inappropriate associate behavior, in a timely manner.
<b>MS09 Coaching to Improve Results</b>	Manager position (within the first year of filling this position)	Internal training courses	Provoke interdependence among associates to transform behaviors and attitudes. The Manager will learn and apply skills needed to provide support and drive the search for solutions that associates can adopt in their work environment.
<b>MS10 Change Management</b>	Manager position (within the first year of filling this position)	Internal training courses	Overcome reluctance to change among team members. The Manager will learn and apply skills needed to generate and promote self confidence, dealing with frustration, and commitment to benefits derived from the change.
<b>MS11 Settling Labor Conflicts</b>	Manager position (within the first year of filling this position)	Internal training courses	Keep the Company highly productive and deeply humane through a sound work environment. The Manager will learn and apply skills needed to mediate labor relations between management and workers (win-win).
<b>MS12 Disciplinary Actions</b>	Manager position (within the first year of filling this position)	Internal training courses	Ethically and responsibly guide associates by convincing them to change behavior or low performance, applying motivation or constructive sanctions.
<b>MS13 Termination of the Labor Contract</b>	Manager position (within the first year of filling this position)	Internal training courses	Psychologically and legally prepare Manager to successfully complete the dismissal of an associate from the Company, using firm but fair explanations on why this person must be separated from the Company.
<b>MS14 Assistance on Personal Problems</b>	Manager position (within the first year of filling this position)	Internal training courses	Maintain a sound work environment through the proper orientation of associates who raise a personal issue. The Manager will learn and apply the skills needed to provide support and foster the search for the best solution for the associate.

PROGRAM IMPLEMENTED	SCOPE	TYPE	DESCRIPTION
<b>Executive Leadership Development Program (ELDP)</b>	For GB Senior Executives and VPs, according to needs detected. It begins one day before (Sunday) but only as participant reception as the venue. It is not counted within the program because there are no activities that day.	Internal training courses	Development of Leadership Skills
<b>Harvard Hmm</b>	Manager position (upon filling a Manager position)	Internal training courses	Specialized Program from Harvard
<b>Renewing my Commitment</b>	Manager position (Specialized leadership program since 2019)	Internal training courses	The Manager, together with the team, renew their commitment through GB leadership basics.
<b>Networking Workshop</b>	Manager position (Program executed according to operation needs)	Internal training courses	Facilitate work via networking, fostering the willingness to collaborate as a group and enhance productivity.
<b>Mindset Shift</b>	Staff level associates and above	Internal training courses	We consider it critical that all Grupo Bimbo leaders are able to understand what the Digital Transformation entails.  Constantly innovating, GB University designed the Mindset Shift program for you to explore 6 hours of select multimedia content related to Digital Transformation.
<b>Virtual Facilitation Skills</b>	Staff level associates and above	Internal training courses	Guide virtual training course that covers recent trends for improving engagement and attention between participants and facilitators.
<b>Successful Virtual Meetings</b>	Staff level associates and above	Internal training courses	This course reviews advice and suggestions on how to maximize participation and ensure effectiveness during meetings or presentations with 2 or more people.

**A. Assistance programs for transition, to facilitate Management continuity stemming from retirement or out-placement-related career termination.**

PROGRAM IMPLEMENTED	SCOPE	TYPE	DESCRIPTION
<b>A sound financial future</b>	Associates aged 18 to 54 (only Mexico)	Internal training courses	Have information that helps prepare a personal financial plan. Learn about savings mechanisms offered by GB. Learn about filings that need to be presented to obtain a pension.
<b>Let's Discuss my Future</b>	Associates aged 55 to 59 (only Mexico)	Internal training courses	Learn about requirements and filings to be completed, when facing future retirement.
<b>Life Plan</b>	Associates 60 years old and above (only Mexico)	Internal training courses	Learn of the process that leads to a change of this type, and the emotional components when facing retirement. Learn about the requirements and filings needed. Learn of the benefits offered by the GB retirement plan.
<b>Estimate – Pension Plan</b>	Staff level associates and above	Internal training courses	Grupo Bimbo has a Retirement Pension Plan, which is fair recognition for the valuable years of service of our personnel, who after a whole life of working and responsibilities in GB, is now at retirement age.

### 404-3 Percentage of associates who are evaluated regularly and who undergo career development reviews

# OF ASSOCIATES WHO RECEIVED REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS			%	
	FEMALE	MALE	FEMALE	MALE
Hourly and Staff	14,219.00	64,402.00	66%	70%
Supervisors	2,481.00	9,696.00	96%	97%
Managers, Directors, VPs and Presidents	1,097.00	2,950.00	95%	96%
WITHOUT DATA	2.00	22.00	4%	1%
<b>Global total by employment level</b>	<b>17,799.00</b>	<b>77,070.00</b>	<b>70%</b>	<b>72%</b>

\* Data on active associates at the end of May 2020

\* This report does not include BQ International operations associates (outside the US)

### 405-1 Diversity and Inclusion

PERSONS BY AGE RANGE AND GENDER	TOTAL NUMBER
Persons with a disability	570
Women	26,241
Men	107,451
Women under 30	6,250
Men under 30	20,808
Women between 30 - 50 years of age	16,152
Men between 30 - 50 years of age	68,738
Women over 50	3,839
Men over 50	17,905

## 409-1 Forced labor

COUNTRY	ORGANIZATION	REGION	TYPE OF CENTER (PLANTS, SALES CENTERS, DISTRIBUTION CENTERS, OFFICES, ETC)	RISK DESCRIPTION
Mexico	Barcel	Mexico	Forced labor does not apply	
Canada	Bimbo Canada	North America	All bakeries and DC's	Voluntary Overtime (Based on specific Collective Agreements): If overtime is needed, associates can volunteer, if additional associates are needed, workers are assigned based on the shortest term associate to the most Sr associates.
US	BIMBO QSR	North America	Bakery facilities	There are procedures in place for unanticipated and anticipated overtime. The CBA for each union addresses this issue.
Brazil	BBR	Latin America	Does not apply	All federal, state, and local legislation if obeyed concerning employment in Brazil. All hours worked are paid pursuant to laws, agreements and internal company policies. In addition, any situation that could put the company at risk is dealt with by litigation committees, with an agreement signed by all managers.
Portugal	EAA	Europe, Asia, Africa	There are no centers where forced labor could take place	
Nicaragua	LAC	Latin America	There are no work centers where forced labor could exist.	Pursuant to Article 57 of the Labor Act, extraordinary services shall be subject to special hiring, which indicates that both parties must agree, and therefore all overtime must be voluntarily accepted. To obligate overtime work is punishable by sanctions or dismissal, and may lead to administrative filing with the Ministry of Labor who, after inspection of the case, may deem this act as a serious offense (Article 46, section f), Law 664 of the General Labor Inspection Act.) A serious offense may lead to a pecuniary fine ranging between forty and eighty times the minimum wage in force for the economic sector of the Company (Art. 57, Section c), Law No. 664.)
India	EAA	Europe, Asia, Africa	All bakeries and sales centers	The Constitution of India prohibits forced labour and considers it an offence punishable under the law. In any Plant or Sales Centre we do not have any forced labor.  As per section 19 of the Act where an adult worker works in any plantation/factory on any day in excess of the number of hours constituting a normal working day or for more than 48 hours in any week, he/she shall, in respect of such overtime work. We pay the overtime to our associates as per law.
Colombia	LAC	Latin America	Does not apply	National legal provision state therein the type of workday applicable to work agreements. Any assignment of an additional shift shall be notified in advance to the associate, with legal limits.
Ecuador	LAC	Latin America	There are no work centers where forced labor or child labor could take place. Associates are hired after turning 18.	NA
Guatemala	LAC	Latin America	Does not apply	
El Salvador	LAC	Latin America	Does not apply	Article 9 of the Constitution and Art. 13 of the Labor Act forbids any manner of forced / mandatory labor. Pursuant to the Labor Act, forced labor is any work or service demanded under the threat of any sanction whatsoever, and for which the worker has not voluntarily agreed to work.
Honduras	LAC	Latin America	Does not apply	
Costa Rica	LAC	Latin America	Does not apply	
Panama	LAC	Latin America	Does not apply	

## 408-1 Child labor

COUNTRY	ORGANIZATION	REGION	COMMENT	TYPE OF DOCUMENT	INDICATE THE ARTICLE, PARAGRAPH, OR SUBSECTION SUPPORTING THE COMMENT
Mexico	Barcel	Mexico	Art. 22 of the LFT establishes that anyone may work as of 15 years of age, in keeping with the considerations set forth in said law. However, the minimum age for employment at Barcel is 18.	LFT	Article 22
US	BBU	North America	A person must be 18 years of age to work at BBU.	I9 Forms	Each associate fills out an I9 form to confirm they are legally allowed to work in the US.
Canada	Bimbo Canada	North America	The age of majority in Canadá is the age at which a person is considered by law to be an adult. A person younger than the age of majority is considered a "minor child." Like the drinking age, the age of majority in Canadá is determined by each province and territory in Canadá and varies between the ages of 18 and 19. This is NOT however, a prescribed minimum age for employment. Our corporately established standard age of employment is 18; with very limited exceptions we may permit associates at age 16 in our Toronto market retail store, and occasionally at age 17 in DC's where the exposure to significant hazards is low.	Provincial statutes	Varies by province
Mexico	Bimbo SA	Mexico	The legal age in Mexico is 18, and to join the Company, it is mandatory to present an official identification of proof of age (National Card – INE).	Official legislation in force for the corresponding location	Federal Civil Code Art. 646
France	BIMBO QSR	Europe, Asia, Africa	According French legislation - 18 years	French legislation	
Ukraine	BIMBO QSR	Europe, Asia, Africa	According to Ukranian legislation - 14 years (but in Bimbo QSR Ukraine - 18 years, because of the working conditions).	Ukranian legislation	The Constitution of Ukraine prohibits the exploitation of children (part 2 of article 52) and prohibits the use of the work of minors in jobs hazardous to their health (part 5 of article 43). But the law provides for the possibility of using the labor of 14-year-olds, but subject to the following conditions (part 3 of article 188 of the Labor Code of Ukraine): <ul style="list-style-type: none"> <li>• such people must be students of secondary schools, vocational and secondary specialized educational institutions;</li> <li>• they should do light and easy work, and not cause harm to their health;</li> <li>• the educational process should not be violated by work;</li> <li>• their work must be agreed upon one of the parents, adoptive parents or guardians.</li> </ul>
South Africa	BIMBO QSR	Europe, Asia, Africa	Child labour is viewed as anyone under the age of 15	Basic Conditions of Employment Act	Sections 43, 55 y 93
Turkey	BIMBO QSR	Europe, Asia, Africa	According Turkey legislation - 15 years (child workers: completed 14 years and graduated from primary school; young workers: between 15 years - 18 years) But in Bimbo QSR Turkey - 18 years, because of the working conditions)	Turkey Republic legislation (4857 Turkish Labor Law)	4857 Turkish Labor Law, Article 71.

COUNTRY	ORGANIZATION	REGION	COMMENT	TYPE OF DOCUMENT	INDICATE THE ARTICLE, PARAGRAPH, OR SUBSECTION SUPPORTING THE COMMENT
Russia	BIMBO QSR	Europe, Asia, Africa	According Russian legislation - 14 years (but in Bimbo QSR Russia - 18 years, because of the working conditions).	Russian Federation legislation	1)The Constitution of the Russian Federation does not explicitly prohibit the exploitation of child labor, however, it is noted that childhood is protected by the state (Article 38), and forced labor is prohibited, and work must comply with safety conditions (Article 37).  2) Federal Law No. 124-FZ (adopted in 1998) guarantees child workers benefits, holidays and reduced working hours. This is stated in the 11th article.  3) Federal Law - No. 273-ФЗ dated December 29, 2012 "On Education in the Russian Federation". In Art. 34 of this act is part 4, which prohibits involving a child in work not provided for in the educational program, unless the consent of his parents or legal representatives is obtained.  4)Many articles of the "Labor Code of the Russian Federation" dated December 30, 2001 N 197-FZ (as amended on December 16, 2019) of the Russian Federation talk about the peculiarities of hiring minors, paying for their labor and other nuances.
Italy	BIMBO QSR	Europe, Asia, Africa	18. Below 18 there could be some exceptions, but not used because below 18 they can't work on night shift.	Italian Legislation	Law n. 39 of March 8, 1975.
Korea	BIMBO QSR	Europe, Asia, Africa	Minors are 17 years old	Labor Standard Act	Article 67
US	Bimbo QSR	Europe, Asia, Africa	A minor is defined as an individual under the age of 18 years. Updated Labor Law postings are posted at each facility and contain information about Minor Labor Laws.	Department of Labor-Fair Labor Standards Act-Child Labor Rules. Labor Posters	Child Labor Laws
Brazil	BBR	Latin America	Prior to turning 18, individuals are deemed minors	Labor legislation and R&S policy	Internal procedure and personal documents
China	EAA	Europe, Asia, Africa	In China the legal age for work is M: 18-60, F: 18-50 Or 55, young people can work in some areas between 16-18, but with proper protection. All of our associates are elder than 18 years old.	We have labor law which identify the legal working age. In the company we have registration form and copy of national ID of each associates when they first entered the company.	Article 15 in Chapter 2: company can not hire people under 16 years old.
Spain	EAA	Europe, Asia, Africa	Legal age in the country. 18 years old	Worker laws	Article 6,1
Spain	EAA	Europe, Asia, Africa	Work those a minimum of 16 years of age, with permission from parent or legal guardian.	Worker laws	Article 7 b
Morocco	EAA	Europe, Asia, Africa	Minors (under the age of 18) may not be employed or admitted to companies or employers before the age of fifteen.	By Law	Article 143
Portugal	EAA	Europe, Asia, Africa	Minors -under 18	Legislation in force	Labor Law - Portugal
United Kingdom	EAA	Europe, Asia, Africa	We do not have any significant risk of Child Labor being used by suppliers. In the UK the gae of a minor is up to 16 years old.	Most suppliers pass similar ethical audits to oursleves	SEDEX Auidts, Customer Audits such as McDonalds who ask us to prove the supply chain is not at risk.

COUNTRY	ORGANIZATION	REGION	COMMENT	TYPE OF DOCUMENT	INDICATE THE ARTICLE, PARAGRAPH, OR SUBSECTION SUPPORTING THE COMMENT
Mexico	TPA	Mexico	The legal age is 18/minimum age for employment.	Current Legislation - Official Agency	
Colombia	LAC	Latin America	Under 18 years of age.	Current Legislation - Official Agency	Article 1 of Law 27 of 1977
Costa Rica	LAC	Latin America	Can work under different conditions as of age 15. The age of majority is 18.	Public Register	Chapter VII, Special Regime Protecting Adolescent Workers, prohibits work by individuals under 15 years of age and regulates the work of adolescents over 16 years old. The main provisions for this age category are as follows: a working day may not exceed seven working hours or 36 hours per week. Night work is prohibited. Tasks forbidden for adolescents to perform are listed as follows: they cannot work in mines, quarries, unhealthy or dangerous places, alcoholic beverage outlets, or engage in activities in which their own safety or that of others are supervised by the minor or where they are required to work with dangerous machinery, polluting substances, or excessive noise. This code also protects adolescents working on their own, in the formal or informal sectors, at home, or in family businesses. The Ministry will monitor adolescent work. Therefore, all employers who hire employees under this category must keep a record with the occupational risk insurance policy number and the number of the parties insured, among other data. Employers must report dismissals with employer liability to the General Labor Inspectorate so they can advise the affected party of their compensation rights. Before a dismissal for just cause, the employer must obtain authorization from the General Labor Inspectorate, which could disallow the dismissal. Adolescents who work on their own or are self-employed have the right to occupational hazard insurance coverage, subsidized by the National Insurance Institute, according to the Regulations that will be issued. According to transitory provision V, the National Council for Childhood and Adolescence will be appointed and take office within a maximum period of three months from the date of enactment of this Law, and according to transitory VI: "adolescents under 15 years of age who are working when this Law enters into force, may continue working without the employer incurring the liabilities set forth herein, as long as the employer informs the Ministry of Labor and Social Security of this situation within a maximum period of one month. The Ministry of Labor will keep a record of cases and specifically monitor them to protect the rights of adolescents until they reach the minimum age to work, in accordance with Article 96 of this code.
Ecuador	LAC	Latin America	Individuals under 18 years of age.	Internal Work Rules, Bimbo Ecuador S.A.	"CHAPTER II: CONDITIONS FOR ADMISSION OF WORKERS, ARTICLE 5: The admission of new workers is optional for the company. Individuals wishing to work for the company must apply in writing by filling out the application forms provided by the company. If the application is accepted, the winning applicant must present the following documents or demonstrate the following qualifications: a. Application for Admission b. Be of legal age."
Guatemala	LAC	Latin America	Officially considered a minor between 0 and 17 years of age. Once citizens turn 18, they can carry a piece of personal identification and act on their own behalf.  For certain special and legal purposes, minors can act as of 14 years of age; however, this does not mean that they are of legal age but simply act under a special permission granted to this end.	Civil Code (extract)	"ARTICLE 8. (Capacity). The capacity to exercise civil rights is acquired by the age of majority. Individuals who have reached the age of 18 are of legal age. Minors who have reached the age of 14 are capable of performing certain acts determined by Law. *(ms6)*"

COUNTRY	ORGANIZATION	REGION	COMMENT	TYPE OF DOCUMENT	INDICATE THE ARTICLE, PARAGRAPH, OR SUBSECTION SUPPORTING THE COMMENT
Honduras	LAC	Latin America	Individuals under 18 years of age.	Constitution of the Republic of Honduras	Constitutional Articles 36 and 124, and Articles 1 and 115 of the Code of Children and Adolescents.
Nicaragua	LAC	Latin America	In accordance with Article 21 of Law Number 870 of the Family Code, individuals who have reached 18 years of age have the full legal capacity to acquire rights, contract obligations, and freely dispose of their person and property, without being declared incapable or subject to discrimination for reasons of sex, technical opinion, economic or social status, or any other condition. However, the minimum age for employment for compensation is 14 years; consequently, minors under that age may not be employed – Article 131 of the Labor Code. Working adolescents are considered to be those between the ages of 14 and 17 – Article 130 of the Labor Code. However, adolescent workers ages 14 and 15 must have permission from their parents or legal guardians to work. The permission must be certified before the Child Labor Inspection Department. Work assigned to adolescents cannot include activities which, due to their nature or the conditions in which the work activities are carried out, harm their physical, mental, moral, and spiritual health, prevent them from getting an education and their family unity and integral development – Article 133 of the Labor Code. The working day may not exceed seven working hours per day or 30 hours per week; equal pay for work performed equal to that of other workers and other benefits consigned in labor regulations – Article 134 of the Labor Code. Failure to comply with the provisions mentioned above can lead to a breach of labor regulations.	Internal Corporate Rules, Family Code, and Labor Code	Article 21 of the Family Code and Articles 130, 131, 132, 133, and 134 of the Labor Code.
Panama	LAC	Latin America	Under 18 years of age.	Current Legislation – Official Agency	Article 125 of the Political Constitution of the Republic of Panama.
El Salvador	LAC	Latin America	18 years of age.	Civil Code	Article 26. Individuals who have not reached the age of seven are called infants; prepubescents are males who have not reached 14 years of age and females who have not reached 12 years of age. Individuals of legal age or simply older are those who have reached 18 years of age, and minors or simply minors are those who have not reached 18 years of age. (20)
Mexico	Ricolino	Mexico	15 is considered the working age. Work by individuals between 15 and 17 years of age is allowed with limitations.	According to Group Policy, the Code of Ethics that states that the company complies with the Law.	Article 22 LFT
Kazakhstan	BIMBO QSR	Europe, Asia, Africa	Under Kazakhstan's laws, a child is a person who is under 18 years of age.	Kazakhstan Legislation	Law of the Republic of Kazakhstan dated 23.11.2010 No. 354-IV:  Article 16. Right of a child to freedom of labor 1. Each child shall have the right to freedom of labor, free choice of business occupation and profession. 2. From the age of fourteen years, children shall have the right to participate in socially useful labor at the time free from study under permission of parents being available for them on health condition and development, not harming to physical, moral and psychic condition of a child, as well as shall have the right to obtain profession. This right shall be ensured by employment service and bodies of local state management. 3. Procedure for conclusion and dissolution of labor agreement and other special aspects of regulating the labor of employees under the age of eighteen years shall be established by labor legislation of the Republic of Kazakhstan. 4. Acceptance or engagement of a child for performance of any work that may be dangerous for his (her) health or may be an obstacle in receipt of his (her) education or may cause damage to his (her) health and physical, mental, spiritual, moral and social development shall be prohibited.

COUNTRY	ORGANIZATION	REGION	COMMENT	TYPE OF DOCUMENT	INDICATE THE ARTICLE, PARAGRAPH, OR SUBSECTION SUPPORTING THE COMMENT
Argentina	LAS	Latin America	Under 18 years of age.		
Chile	LAS	Latin America	Considered a minor through 17 years of age.		
Paraguay	LAS	Latin America	17 years old.		
Peru	LAS	Latin America	<18 years of age.		
Uruguay	LAS	Latin America	The age of majority is 18; adolescents can work with parental permission as of 15 years of age.		
India	EAA	India	In accordance with the Constitution of India, no child below the age of fourteen years shall be employed to work in any factory or mine or engaged in any other hazardous employment. The minimum age for employment is 14 years. (We have an internal company policy to not hire any associate below 18 years of age. When a person joins the Organization, he has to submit a set of documents like Aadhar Card which is mandatory. It is an official Government ID which states the date of birth of an associate.)	The Child Labour (Prohibition and Regulation) Act, 1986	The definition of child is mentioned in the introduction paragraph of the Child Labour (Prohibition & Regulation) Act, 1986  (We have an internal company policy to not hire any associate below 18 years of age. When a person joins the Organization, he has to submit a set of documents like Aadhar Card which is mandatory. It is an official Government ID which states the date of birth of an associate.)