

	CORPORATE POLICY		
	Safety and Health Policy	Code	KOF-PO-0048
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Policy objective

At Coca-Cola Femsa we take the necessary actions to prevent and mitigate risks, injuries and/or work-related illnesses, promoting and encouraging the safety, health and well-being of our employees, strategic partners, and the community where we operate and interact.

General Guidelines

1. We promote a culture of self-care, prevention, improvement and integral wellbeing among our employees, guaranteeing safe working conditions, facilities, and having safe and healthy processes and procedures through management systems and models, and with the consultation and participation of employees in an open way, proactive and transparent dialogue on these issues.
2. We manage Safety and Occupational Health incidents to prevent risks, injuries, occupational diseases and the deterioration of the health of our Employees, derived from exposure to hazardous processes and risk factors at work, which may affect their physical and mental health, generating and transmitting lessons learned and best practices.
3. We assess the Safety and Health requirements and implications of processes, projects, and developments, incorporating the risk assessments, knowledge and best practices that have been developed or identified.
4. We define Safety and Occupational Health objectives and indicators, and evaluate performance and improvement, reporting results according to internal guidelines related to these topics.
5. We develop the necessary skills in our employees to perform their duties in a safe and healthy manner, actively promoting participation, recognition, feedback and accountability in Safety and Occupational Health.
6. We implement Safety and Occupational Health Strategies and Initiatives that are essential to manage risks and opportunities in a sustainable way, as well as defining and allocating the necessary resources.
7. We continuously evaluate the effectiveness of our processes and systems, defining and integrating the necessary improvements to meet the changing context in which we operate, taking into account the needs of employees and other stakeholders.