

## OUR COMMITMENT TO HUMAN RIGHTS

We have a number of policies in place to manage possible human rights risk in our business:

- [Code of Ethics](#)
- [Labor & Human Rights Policy](#)
- [Coca Cola FEMSA Supplier Guiding Principles](#)
- [The Coca Cola Company Supplier Guiding Principles](#)

## OUR PROGRESS

Since 2005, FEMSA and as of 2022 Coca-Cola FEMSA have been signatories to the largest corporate sustainability initiative in the world, The United Nations Global Compact, which calls on companies to incorporate the 10 universal principles related to human rights, labor, the environment and the fight against corruption in their strategies and operations, as well as to act in ways that advance social objectives and the implementation of the Sustainable Development Goals.

By 2011, The Coca-Cola Company formally endorsed the UN Guiding Principles on Business and Human Rights, adopted by UN Human Rights Council in 2011. Since then, they have continuously focused on all three of the components that must be put in place in a corporate context under these Principles: a policy commitment to meet the responsibility to respect human rights; a due diligence process to identify, prevent, mitigate and be accountable for human rights abuses; and processes to enable the remediation of any adverse human rights impacts the company causes or to which it contributes.

This framework is a key touchstone of the policies and programs related to workplace and human rights.

The Coca-Cola Company expects their own company, bottling partners and suppliers to avoid causing, or contributing to, adverse human rights impacts as a result of business actions. Furthermore, we, as the bottling partner and our suppliers are responsible for preventing or mitigating adverse human rights impacts directly linked to our operations, products or services by their business relationships.

The Coca-Cola Company has a program (named “Supplier Guiding Principles”), which is a vital pillar of TCCC’s (\*) human rights and workplace accountability programs. The Supplier Guiding Principles is aligned with The TCCC’s (\*) Human Rights Policy and reflect its commitment to respecting human rights across the business system and global supply chain.

The Supplier Guiding Principles are a part of all contracted agreements between TCCC (\*) and bottling and supplier partners and communicate TCCC’s (\*) values and expectations and emphasize the importance of responsible workplace policies and practices that comply with applicable environmental laws and local labor laws and regulations.

These principles must be followed to ensure respect for the human rights: laws and regulations, child force, force labor, abuse labor, freedom of association and collective bargaining, discrimination, wages and benefits, work hours and safety, environment, business integrity and demonstration of compliance. \*TCCC: The Coca-Cola Company

To determine if the bottling and supplier partners comply with all the Supplier Guiding Principles, an audit is made every three years to each plant of the bottling partners by independent third parties,

TCCC (\*) determines who are the parties that can evaluate its bottling partners, according to its regulation. At the end of the audit, TCCC (\*) and bottling partner receive an Assessment Summary Report, in which the best grade is represented by color green (fully compliance), a grade in color yellow, orange and red means that a corrective action is required, this means that bottling partners must correct some findings to comply with the principles.

For TCCC (\*) a grade in color green or yellow means that the bottling and supplier partners comply with The Supplier Guiding Principles and the grade is valid for three years. A similar evaluation process occurs with our critical suppliers with sustainability (Supplier Guiding Principles FEMSA) criteria to later generate environmental and social improvement programs according to their level, size and turnover. These principles include an assessment to all our critical suppliers on the following topics:

1. ETHICS AND VALUES• legal compliance• fiscal integrity• anti-corruption• money laundering• fair competition• conflicts of interest• privacy and intellectual property• Human Rights
2. LABOR RIGHTS• child labor• forced labor and freedom to move• freedom of association and collective bargaining• discrimination and harassment• work schedule and compensation• occupational health and safety• reporting mechanisms
3. ENVIRONMENT• Impact and environmental compliance
4. COMMUNITY• Community development

In the last 3 years we collaborate with TCCC´s (\*) audit in the 98% of our bottling plants, of which 27% were carried out in 2022.

For more information on evaluated suppliers on the The Coca-Cola Company Human Rights 2022 Overview:

<https://www.coca-colacompany.com/content/dam/journey/us/en/policies/pdf/human-workplace-rights/human-rights-principles/human-rights-overview-2022.pdf>

### **Continuous Improvement**

Respecting human rights and labor conditions is a continuous effort, and we are committed to continuously revising our approach considering new best practices, and the evolution of our business model and footprint.

That is why, since 2019 we conducted our Labor Risk Methodology Assessment across all our countries of operation in the 100% of our facilities, of which the 65% were evaluated in 2021 to identify gaps in our operational basics, work obligations, people needs & feelings, and labor human rights.

\*TCCC: The Coca-Cola Company

This assessment enables us to gather relevant information regarding our operations, prevent possible labor impacts, develop plans to address identified needs and materialize our “People First” mentality.

We identified key areas posing opportunities in our own operations and we develop action plans focused on mitigating our findings.

## **Grievance Mechanisms and Remedy**

We are committed to our values of Integrity and Excellence at every level of our business and throughout our supply chain. Our grievance mechanisms help ensure we are living up to our own expectations by inviting input from any stakeholders to identify potential issues or violations, increase transparency and promote continuous improvement.

1. The Coca-Cola FEMSA´s Ethics Line is a formal mechanism used by directors and employees, as well as by third parties with which Coca-Cola FEMSA has some relationship in the development of its operations, for reporting any breach of the Coca-Cola FEMSA Code of Ethics and other Internal Guidelines.
2. The Coca-Cola FEMSA´s Ethics Line is available 24 hours a day, every day of the year and is managed confidentially by a specialized company outside of Coca-Cola FEMSA.
3. The Coca-Cola FEMSA´s Ethics Line is supervised by the Audit Committee of the Coca-Cola FEMSA Board of Directors, composed of independent directors.
4. Any breach of the Code of Ethics and other Internal Guidelines, in addition to being able to report it through Coca-Cola FEMSA´s Ethics Line, can be reported to the Ethics Committee or the Human Resources area.
5. We have the following means to facilitate the reception of reports:
  - a. Internet: [lineaeticadilo.ethicspoint.com](http://lineaeticadilo.ethicspoint.com)
  - b. Telephone:

COUNTRY	COUNTRY CODE (DEAL BEFORE PHONE NUMBER)	PHONE NUMBER
ARGENTINA		0 800 345 1571
BRAZIL		0 800 721 8529
COLOMBIA		01 800 518 9439
COSTA RICA		0 800 032 0075
GUATEMALA		2277 2618
MEXICO		800 681 8061
NICARAGUA	1 800 0164 o 1 800 0174	833 573 1744
PANAMA	800 0109 o 800 2288	833 573 1744
URUGUAY		000 413 598 3945
VENEZUELA	Spanish 0 800 552 6288 English 0 800 225 5288	833 573 1744