Alsea

Global Sustainability Policy

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1. Objective

This Global Sustainability Policy of Alsea aims to establish the principles, guidelines and general directives that allow the company to carry out its activities under the highest sustainability standards at local and international levels, across all its business units and brands, as well as in its corporate operations.

This policy establishes parameters to:

1) Improve Environmental, Social and Governance (ESG) Performance:
   - Promoting responsible practices that reduce environmental impact.
   - Driving social initiatives that support the well-being of communities and employees.
   - Ensuring ethical and transparent management at all levels of the organization

2) Align operations with global and local standards.
   - Actively contributing to the achievement of the United Nations Sustainable Development Goals (SDGs).
   - Adopting the principles of the United Nations Global Compact related to human rights, labour standards, the environment, and anti-corruption.
   - Complying with applicable regulations and standards in the countries in which we operate..

3) Integrate sustainable economic growth.
   - Ensure that Alsea's operations and brands promote a strong balance between sustainability and economic viability, recognizing that initiatives with an impact on the community and the environment must be supported by a financially sound business model, with adequate margins that allow for their continuity and long-term evolution.

4) Incorporate stakeholder participation
   - Considering the expectations and needs of shareholders, employees, partners, suppliers, customers, communities, and other stakeholders in decision-making.

This document seeks to consolidate Alsea's commitment to sustainability by integrating a management approach that drives value in the short, medium, and long term, and strengthens its leadership at both local and international levels.

2. Scope

Globally, this Policy applies to all areas that make up Alsea and its brands, in all the countries where it operates. This includes all of the company's physical and operational locations, such as stores, support and operations centers, manufacturing facilities, and Alsea's corporate offices worldwide.

3. Related Documents

Code	Document Name
Internal Documentation	Code of Ethics
POL-AC-GLO-7824	Corporate Communication Policy
REG-CDS-COM-COM-53352	Supplier Code of Conduct
POL-RH-GLO-879	Global Human Rights Policy
PRO-OP-MEX-83275	Correct Waste Management Procedure
PRO-CDS-MANT-AMB-73009	Procedure for the comprehensive management of process waste, special handling waste, municipal solid waste (MSW), and non-hazardous waste (NHW).
POL-AC-GLO-28923	Global Alsea Foundation Policy
External Document	Integrated Annual Report (//www.alsea.net/sostenibilidad.html)

4. Authorized areas to consult this document

All areas of Alsea and is it brands worldwide.

5. Definitions

- **Waste water**: Wastewater refers to water that has been used and contaminated by human activities, including domestic, industrial, and other wastes, and that requires treatment to be purified and potentially reused. This water may contain a variety of physical, chemical, and biological contaminants that require removal or reduction through various treatment processes.

- **Climate Change:** It refers to significant and long-term changes in global and regional climate patterns largely caused by human activities, particularly the burning of fossil fuels (such as coal, oil, and gas), deforestation, intensive agriculture, and other processes that emit greenhouse gases (GHGs) into the atmosphere.

- **Environmental awareness:** It refers to the recognition and understanding of the importance of caring for and protecting the environment, as well as the adoption of responsible attitudes and behaviours toward the natural environment.

- **Sustainable Development:** Development that meets the needs of the present without compromising the ability of future generations to meet their own needs, balancing economic growth, social equity, and environmental protection.

- **Environmental, Social, and Governance (ESG) Performance:** An assessment framework that measures an organization's environmental impact, social practices, and corporate governance to ensure its responsible and sustainable operation.

- **Food Waste:** those agricultural and food products discarded from the food chain that are still perfectly edible and suitable for human consumption and that, in the absence of possible alternative uses, end up discarded as waste.

- **Ecodesign of containers and packaging:** it is a process that seeks to reduce the environmental impact of containers and packaging. It is considered at all stages of the product, from its design to its disposal.

- **Circular Economy:** it is an economic model that seeks to redefine the concept of growth, focusing attention on the benefits of a more sustainable society. Instead of following the traditional "take, make, consume, and dispose" model (the linear model), the circular economy promotes waste reduction, reuse of materials and products, and restoration of resources. Its objective is to maximize the value of the resources used while minimizing the environmental impact and creating a continuous cycle of use.

- **Efficiency:** refers to the ability to achieve a desired result using the least amount of resources, time, or effort possible. In other words, it is the relationship between the results obtained and the resources used to achieve them. It seeks to maximize benefits while minimizing costs or resource use.

- **Clean energy:** Clean energy refers to energy sources that emit fewer greenhouse gases (GHG) and other pollutants during their production or use, or even do not emit GHGs at all, according to the regulations and natural evolution of the subject in each country.

- **Packaging:** Container that is in direct contact with the product and that protects, preserves it and facilitates its handling and consumption. It also serves as informative and marketing purposes.

- **Wrapping:** system or material used to protect one or more containers during storage, transport and distribution. Its main function is to ensure that the product arrives in good condition to the consumer or point of sale.

- **Greenhouse gases:** Greenhouse gases (GHGs) are gases in the atmosphere that absorb and retain some of the sun's energy, causing the planet to warm. Some of the main GHGs are carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and water vapor (H_2O).

- **Carbon Footprint:** Total amount of greenhouse gases emitted directly or indirectly by an entity, product, or activity, measured in terms of carbon dioxide equivalent.

- **Input:** any good, material or resource used in a production process or the provision of services. These can be raw materials, auxiliary materials, packaging, energy, labour or any other element necessary for the production of a product or the execution of an activity.

- **Emissions intensity:** refers to emissions attributed to one aspect of an organization's operations. It is calculated by dividing total emissions by an operation metric, such as the number of products/units produced, the number of full-time equivalent employees, or the square footage of the building.

- **Environmental Impact:** Refers to the effects that human activities have on the natural environment. These impacts can be both negative and positive, although in most cases, human activities tend to cause adverse effects on the ecosystem, natural resources, biodiversity, and overall quality of life.

- **Materiality:** When we talk about materiality, we refer to all environmental, social and governance (ESG) aspects that have a substantial impact, positive or negative, on the profitability of the company and its stakeholders and that are very important both for the reporting of these aspects and for sustainability management.

- **Sustainable Development Goal (SDG):** The Sustainable Development Goals (SDGs) are a set of 17 global targets adopted by all United Nations Member States in 2015, as part of the 2030 Agenda for Sustainable Development. These goals seek to address the most pressing issues facing humanity, such as poverty, hunger, health, education, gender equality, environmental protection, and social justice, all within a framework of economic, social, and environmental sustainability.

- **Municipal solid waste:** Municipal solid waste (MSW) is all waste of domestic origin or that is generated in urban areas, such as homes, businesses, offices, institutions and small industries. They include a wide variety of materials, from food scraps (organic) to packaging, paper, glass, plastics, textiles, furniture, batteries, appliances and other non-hazardous materials.

- **Social Responsibility:** Refers to the way in which the company responds responsibly to the impacts of its operations on society.

- **Sustainability:** Refers to the ability to maintain and balance three fundamental aspects: environmental, social and economic, so that current generations can meet their needs without compromising the ability of future generations to meet theirs. Sustainability seeks to create harmony between human progress and the preservation of natural resources, ensuring a balance between economic growth, social justice and environmental protection.

6. Development

6.1 General

1) Sustainability Strategy: Environmental, Social and Corporate Governance Responsibility

Sustainability is part of the experience we create every day, to achieve it we work hand in hand with our stakeholders and under the guidance of our Board of Directors, which has allowed us to consolidate our Global Sustainability Management. Our Sustainability model is based on three essential dimensions: Balance Sheet, Development and Growth.

Balance:
This dimension represents our commitment to caring for the planet, promoting a responsible and efficient operation in the use of resources such as energy, water, inputs and waste.

Growth:
This dimension encompasses all operational aspects of our business, with a focus on ensuring quality, safety and sustainability throughout the value chain. We seek to meet and exceed customer expectations by incorporating options adapted to different lifestyles.

Development:
This dimension includes the actions we take to generate a positive impact on people, both within the company and in the communities where we operate.

For effective management, we structure our approach through the following Committees and Commissions:

Sustainability Committee
It is a multidisciplinary steering committee chaired by Alsea's CEO, in charge at a strategic level of monitoring the Sustainability strategy in Alsea and its brands and meets quarterly.

Global Commission on Responsible Consumption
It is the body in charge of promoting sustainable, ethical and transparent practices in the relationship with consumers throughout the value chain. Its field of action includes the promotion of informed consumption, the reduction of food waste, the promotion of healthy habits and the integration of social and environmental criteria in commercial decisions, in coordination with the areas of Purchasing, Sustainability, Quality, Marketing and Product Development.

Global Commission on the Environment
It is the body responsible for coordinating, supervising and strengthening the company's actions in environmental matters. Its field of action includes circularity management, climate change, efficient water use, the operation of sustainable stores and the reduction of the environmental footprint throughout the value chain. This commission promotes compliance with environmental objectives aligned with international standards and promotes an organizational culture oriented to the protection of the planet.

Global Quality of Life Commission
It is the body in charge of promoting initiatives that promote the integral well-being of the people who are part of Alsea. Her field of action encompasses physical and emotional health, work-life

balance, professional development, inclusion, diversity and job security.

Global Commission on Community Development
It is the body responsible for coordinating and evaluating initiatives that strengthen Alsea's positive social impact in the communities where it operates. Its field of action includes corporate volunteering programs, alliances with social organizations, support for the employability of vulnerable groups, food security and solidarity actions in emergencies.

Each Global Commission meets quarterly and then meets locally with representatives of the brands and regional support areas.

Key Initiatives and Commitments:

1) Efficient Use of Natural Resources:
- We promote the efficient consumption of electricity, water and gases from fossil sources and refrigerant gases, constantly evaluating ways to reduce the consumption of these resources.
- We seek to progressively increase the use of renewable energy sources in our operations within the applicable regulatory framework.

2) Integrated Waste Management:
- Implement responsible practices for the management of urban solid waste, organic waste, electrical and electronic equipment, among others.
- Prioritise reduction, reuse and recycling strategies in all our processes.

3) Sustainable Constructions:
- Incorporate sustainability criteria such as energy efficiency, reduction of water consumption, waste management, and a more sustainable design in the construction of new shops, premises and restaurants, as well as in refurbishments.

4) Environmental Risk Matrix:
- As part of our Risk Management Policy, we have developed an Environmental Risk Matrix that allows us to identify, evaluate and mitigate possible impacts on the environment, which is reviewed annually.

5) Environmental Impact Assessment:
- Environmental impact assessments must be conducted prior to opening stores, premises or restaurants in certain cities and municipalities, ensuring that our operations meet local and global environmental standards.

6) Measurement and reporting
- Carry out a quarterly measurement of KPIs in environmental matters such as energy, water, waste, refrigerant gases, and social as collaborators belonging to priority attention groups, training hours, internal vacancies, rotation, social investment in communities, people benefiting from social projects, volunteering, etc.

7) Legal Compliance and Continuous Improvement
   - All our actions are carried out taking as a reference compliance with current environmental legislation. In addition, where possible, we seek to go one step beyond what is required by the regulations, adopting practices that drive continuous improvement in our environmental and social performance.

This commitment not only reinforces our corporate responsibility, but also seeks to generate a positive and sustainable impact in the communities where we operate. Together, with our employees, customers and partners, we are moving towards a business model that respects and protects the environment.

1.1 Efficient energy consumption and reduction of greenhouse gas emissions

At Alsea, we recognize the importance of mitigating our environmental impact, particularly in relation to energy consumption and the emission of Greenhouse Gases (GHG). Aligned with our sustainability and materiality strategy, we are committed to the following:

Key Commitment:

Energy

- Establishment of Energy Objectives: This is where we define clear goals to optimize energy consumption, reduce operating costs and reduce GHG emissions. These goals are reviewed and monitored annually, as part of a process of evaluation and continuous improvement.
- Shared responsibility: Foster a culture of efficient use of energy resources throughout the organization. All employees will be responsible for adopting and promoting practices that reduce energy consumption in their daily activities.
- Implementation of technological solutions: Adopt and integrate innovative technologies that increase energy efficiency and conserve energy in our operations, generating competitive advantages in our value chain and contributing to the reduction of GHG emissions.
- Clean Energy: Identify, evaluate and progressively implement options for the generation and supply of cleaner energy, strengthening our commitment to a more sustainable and low-carbon future.

Climate Ambition

- Estimation of GHG emissions scope 1, 2 and 3[1] that allows us to carry out reduction actions and ensure strict compliance with current legislation in each country where we operate.
- Establish GHG emission reduction targets scope 1, 2 and 3 and periodically review the associated progress.
- Work together with our suppliers to minimize the impact of scope 3 GHG emissions.
- Generate an analysis of climate risks associated with the operation and our supply chain, considering different scenarios and adaptation to climate risks.
- Encourage and raise awareness among our teams to minimize climate impact on operations.

[1] The estimation and reduction of scope 3 GHG emissions will be implemented progressively, in line with the continuous improvement of our internal processes and the gradual integration of our value chain. Maintaining our commitment to responsible and transparent climate management.

With these actions, we seek not only to improve our environmental performance, but also to lead positive change in our industry and in the communities where we operate.

1.2 Efficient water consumption and wastewater treatment.

At Alsea, we understand the importance of preserving water resources and ensuring their responsible use in our operations. Aligned with our commitment to sustainability and in accordance with our materiality, contained in the Integrated Annual Report, we focus on the following actions:

Key commitments:

- **Efficient use of water:**
  Optimize water consumption in all our operations, ensuring strict compliance with the legislation in force in each country where we operate in relation to the sustainable use of water resources.

- **Consumption reduction goals:**
  Establish specific annual targets for water consumption reduction at the corporate level, with a focus on continuous improvement. These goals will be reviewed annually and updated when applicable based on our performance and learning.

- **Wastewater Treatment Technologies:**
  Operate efficiently in wastewater management, evaluating and implementing advanced technologies for wastewater treatment. This includes complying with local and international environmental standards and finding innovative solutions to minimize our water impact.

These actions reflect our commitment to the responsible management of water, an essential resource for our operations and for the communities in which we operate. We seek to contribute to their conservation through efficient and sustainable practices.

1.3 Circularity

As a company, we are committed to responsible management of the waste generated by our activities, aligning ourselves with the principles of sustainability and circular economy. In accordance with our materiality, we focus our actions on the following objectives:

Materials and packaging

- Develop strategies to ensure alternative packaging options that are reusable, recyclable and/or compostable.
- Develop strategies to minimize single-use plastic packaging.

Waste management

- Reduction, reuse and recycling: implement practices that prioritize the reduction, reuse and recycling of waste generated in our operations at the regional level, minimizing our environmental impact.

- Environmentally friendly inputs: Promote the acquisition and use of inputs that are sustainable, recyclable, compostable and/or with eco-design of packaging, promoting a more environmentally friendly value chain.
- Parameterization and measurement: Develop systems to parameterize waste generation throughout our value chain, consolidating and tracing data for better management and reporting.
- Reduction goals: Establish concrete and realistic goals for waste reduction, aligned with industry best practices, reviewing them regularly to ensure their relevance and continuous improvement.
- Waste recovery: Identify opportunities to recover the waste generated, through reuse, recycling or energy use initiatives, ensuring adequate and sustainable disposal.
- Minimization of waste to landfills: reduce as much as possible the amount of waste sent to clean points, landfills or landfills, exploring and prioritizing sustainable alternatives.
- Comprehensive waste management: Classify, identify and properly manage solid, organic, inorganic waste and waste for special handling, according to applicable local and international regulations, in accordance with the procedures corresponding to each country, brand and workplace, as indicated in the related documents of this policy.
- Reduction and management of food surplus: implement strategies to reduce food surplus and manage it responsibly and safely through donation programs, promotions or sales aimed at employees, contributing to the use of resources and the fight against food waste.

1.4 Building Materials

At Alsea, we focus on contributing to a more sustainable future through the design and construction of sustainable infrastructure. In accordance with our materiality, we undertake to:

- Use of sustainable processes and materials: identify and use construction materials that contribute to energy-efficient and sustainable buildings, ensuring compliance with current legislation in each country.
- Application of best practices: adopt the best practices of Sustainability in design and construction, aligning with recognized international standards, to minimize the environmental impact of our operations.
- Optimization of resources in new constructions and remodeling: incorporate technologies and design strategies that reduce the use of resources and improve the energy performance of our buildings in the short, medium and long term.

2) Social Commitment

Alsea understands that the company's growth is intrinsically linked to the well-being of its employees, customers and communities. This social commitment, an integral part of our Global Sustainability Policy, highlights our responsibility to contribute positively and promote equitable and sustainable development.

Social impact lines, in line with Alsea's Global Human Rights Policy

- **Discrimination-free environments:**
  Promote respectful, diverse and inclusive workplaces, where each person can fully develop without barriers or prejudices.
- **Elimination of unfair practices:**
  Eradicate any form of child, forced or coercive labour, and promote fair and equitable working conditions throughout our operations and value chain.
- **Freedom of association and collective bargaining:**
  Recognize and respect the right of employees to organize freely and negotiate working conditions
- **Alliance with the Diversity and Inclusion policy:**
  This policy reinforces our commitment to equal opportunities, promoting actions that eliminate structural barriers and guarantee growth for all groups represented in society.

Community Development

- **Volunteering and community projects:**
  Encourage the participation of our employees in volunteering and support community initiatives focused on providing food security, education and job creation.
- **Strategic investments and donations:**
  Contribute resources, either in kind or financial, to strengthen the well-being of the local communities where we operate.

For more details on the community guidelines, please refer to the Alsea Foundation Policy.

Employability and talent development

- **Employee well-being:**
  Ensure fair and healthy working conditions, including living income, occupational health and safety, and workplace well-being.
- **Culture of diversity and inclusion:**
  Implement actions that value diversity and promote equal opportunities both in the company and in its value chain.
  To contribute to the sense of purpose, autonomy and sense of belonging of vulnerable groups by including them in the work environment.
- **Strategic public-private partnerships:**
  Establish collaborations that promote the social and economic development of impacted communities, and that are aligned with our principles of sustainability and corporate responsibility.

These principles reflect our commitment to building an inclusive and ethical work environment, while actively contributing to the sustainable development of the communities where we operate.

7. Roles and Responsibilities

Corporate Governance, Crime Prevention, Ethics and Transparency

Alsea is committed to ensuring that the company operates efficiently, ethically, and in the best interest of its shareholders and other stakeholders, such as employees, customers, and the community.

To this end, it has a series of documents and protocols such as: the Global Human Rights Policy, the Code of Ethics for employees, the Code of Conduct for Suppliers, to name a few, these essential tools to protect the company, prevent and reduce legal, financial and reputational risks, and ensure sustainable growth based on ethical and responsible practices.

The effective implementation of these Crime Prevention, Ethics and Transparency Model policies and practices not only protects the organization against legal and reputational risks, but also promotes a culture of trust and respect both inside and outside the company, contributing to a fairer and more sustainable business environment.

Implementing a Global Sustainability Policy effectively requires collaboration and commitment from different areas within the company. Each area has specific roles and responsibilities to ensure that the Policy is properly integrated into day-to-day operations and sustainability goals are achieved. The main roles and responsibilities of the different areas to comply with this Policy are listed below:

Senior Management and Board of Directors

- Define the overall Sustainability vision and strategy for the company.
- Ensures the adequate allocation of financial and human resources for the implementation of the Sustainability policy.
- Track progress towards Sustainability goals and adjust strategy as needed.
- It highlights and conveys the company's commitment to Sustainability at all levels and stakeholders.
- It monitors the non-financial performance of the company, including environmental, social and corporate governance aspects, as well as human rights, diversity, ethics and regulatory compliance.

Management and Corporate Control Directorate

- Risks: Identify and assess ESG risks: Detect environmental risks (such as climate change), social risks (such as labour rights), and governance risks (such as corruption or lack of transparency).
- It incorporates ESG risks into the corporate risk map, evaluating their potential impact on operations, reputation, and regulatory compliance.
- Suggest corrective actions and improvements in ESG governance.

Sustainability

- Creates, implements and manages the Sustainability Policy and associated programs.
- Measure performance against sustainability goals, consolidate information for reporting, and communicate to stakeholders.

- It develops and offers training in Sustainability for the different stakeholders.
- It coordinates with different areas to ensure the integration of sustainable practices in all operations through the Sustainability Committee.

Sustainability Committee

- It ensures that the company's strategy includes sustainability objectives, identifying associated risks and opportunities, considering the actual and potential positive or negative impacts that could be generated towards the Stakeholders and supporting the Board of Directors in the evaluation of said strategy.
- Advises the Board of Directors in the evaluation of compliance with those legal provisions, standards and Guidelines that are part of the Sustainability strategy.
- It reviews the identification results and monitors the positive and negative, real and potential impacts of the business's activities in terms of Sustainability, with emphasis on the follow-up of those that are identified as material.
- Facilitates and oversees the stakeholder engagement process to understand and balance their legitimate sustainability needs and expectations.
- It identifies and proposes to the Board of Directors the adoption of recognized standards that promote the management and disclosure of social and environmental impacts, as well as governance and financial impacts.
- It develops and proposes to the Board of Directors guidelines that promote the sustainability of the business, through the proper implementation of the strategy in environmental, social and good corporate governance aspects.
- It supports the Board of Directors in the direction and definition of guidelines for the preparation of Sustainability Reports, as well as, where appropriate, the integration and connectivity with financial information.
- Establish strategic alliances with stakeholders to collaborate on joint projects, share best practices and promote sustainability to improve the way society creates, preserves and distributes value, based on Sustainability principles.
- It develops awareness programs for all employees, in order to foster a culture of sustainability, promoting individual and collective responsibility in decision-making.
- It ensures that sustainability is taken into account in the execution of the agenda of both the Shareholders' Assembly and the Board of Directors, as well as the other decision-making or leadership bodies.
- Performs periodic analyses on the validity and adoption of sustainability objectives in the company's strategy, business model and allocation of resources.
- It encourages information to be obtained and evaluated in internal audit and internal control processes, in order to identify and assess business performance in the face of social and environmental risks and impacts.
- Communicates to the Board of Directors its opinion on the effectiveness of activities to mitigate or eliminate social and environmental impacts.

Risk & Corporate Affairs

- Review policies and procedures to ensure they are aligned with sustainability regulations.
- It monitors and ensures compliance with this policy and all applicable local and international laws or regulations.

- Report management indicators of your area for the preparation of an annual sustainability report
- Identify and manage legal risks associated with sustainability initiatives.

Real Estate Development & Maintenance

- It ensures the efficient use of natural resources such as water, electricity and gas, implementing different initiatives and actions to reduce their consumption and thus minimize greenhouse gas emissions that affect the environment.
- It reports management indicators in its area for the preparation of annual sustainability reports such as the consumption of refrigerant gases, construction waste, investment in clean technologies, among others.
- Ensures the correct operation of electrical equipment to optimize its use.
- Ensures the implementation of Sustainable Building Guidelines in the construction and remodelling of shops, premises and restaurants.

Human Resources

- Reports management indicators of its areas for the preparation of the annual sustainability report
- Integrates and promotes sustainability principles in organizational culture and talent management.
- It facilitates training programs in sustainable practices and social responsibility.
- Promotes and communicates the company's sustainability initiatives internally.

Technology and Innovation

- Reports management indicators of their area for the preparation of the annual sustainability report.
- Research and evaluate the implementation of technologies and methods that improve the sustainability of products and services.
- It provides support in the search for technological tools for measuring and managing sustainability issues.

Financial Planning

- Reports management indicators of their area for the preparation of the annual sustainability report.
- Approves and sets a budget for the execution of sustainability activities and programs.
- Evaluate the costs and benefits of Sustainability initiatives and integrate these aspects into the financial analysis.
- Ensures that financial reporting adequately reflects the investments and savings associated with sustainable practices.
- Ensures compliance with sustainability-related financial regulations and standards.

Purchasing & Quality

- Report management indicators of your area for the preparation of an annual sustainability report
- Evaluates and selects suppliers based on criteria of safety, quality, sustainability and social responsibility.

- It promotes work with suppliers to ensure that they comply with Sustainability Policies and encourages responsible practices in the supply chain.
- It considers sustainability, circularity and continuous improvement clauses in contracts with suppliers.
- Promotes and manages actions to minimize food waste in the distribution and manufacture of our products, in accordance with the Procedure for the disposal of process waste, special handling, urban solid waste and destruction of Non-Conforming Products.

Internal Audit

Assesses the internal controls in place to mitigate the risks identified in the ESG risk map and presents an audit report on each assessment. As a result of the internal audits, make recommendations for improvement available to the process owners

Operations

- Report management indicators of your area for the preparation of an annual sustainability report
- Integrate sustainable practices into operational and production processes.
- It contributes to the optimization of the use of resources to reduce the environmental impact of operations.

Continuous improvement

Alsea believes that sustainability is an ongoing journey and is committed to annually reviewing and updating this Policy to ensure that it reflects its goals and advances in technology and best practices through:

1. Education and training: provide education and training to employees on sustainable practices and their role in the implementation of this policy.
2. Assessment and monitoring: Conduct regular assessments of the environmental impact of operations and monitor progress towards sustainability goals.
3. Innovation and continuous improvement: promoting innovation and continuous improvement in processes, products and services to reduce environmental impact.
4. Collaboration and alliances: collaborating with partners, suppliers, customers and communities to promote sustainable practices and share knowledge and experiences.