

Sustainability Annex

	Subject	Page
I	Sustainability	2
II	Supplier laws and regulations	2-3
III	It's on me movement	3



**Comida
Rápida**



Cafeterías



**Comida
Casual**



**Restaurante
Familiar**

A través de nuestras
marcas encendemos
el espíritu de la gente,
conócelos: www.alsea.net

I. Sustainability

Sustainability is one of Alsea's five strategic areas and represents a core business value.

For all those who make up Alsea, sustainability means providing good moments in life, not only to its customers, but also to the people who make up the company, that is: its employees, shareholders, suppliers and the communities in which it operates, always taking care to generate the least possible impact on the environment. The company has been actively contributing to the economic, labor, social and environmental improvement of Mexico and Latin America for more than two decades with responsible and solid business behavior.

For more information, visit the Alsea official website in the Sustainability section: www.alsea.com.mx

II. Laws and regulations of the supplier

Any supplier working with Alsea and its subsidiaries attests that it complies with the rules of the official guidelines and standards, including the following:

- **Human Rights:** We respect Human Rights, including but not limited to the following:
 - Equality
 - Freedom of work, profession, industry or commerce
 - Social rights in favor of workers
- **Workers' Rights, Safety and Health:** Comply with the Federal Labor Law, including, but not limited to the following
 - Refrain from hiring minors
 - Salary and overtime payment, etc.
 - Working days, days off, holidays, etc. according to the Law.
 - Premises that comply with the safety and hygiene principles to prevent work risks for workers.
 - Provide training and development programs to workers
 - Women workers' rights.

As well as the rejection and sanctioning of the use of corporal punishment and mental or physical coercion, and verbal abuse by the managers toward their subordinates.

- **Civil Protection Act:** Comply with the regulations applicable to this matter in workplaces and establishments.
- **Federal, State and Municipal Environmental Standards:** Comply with the legal systems in this area, such as:
 - Sustainable use of natural resources.
 - Proper management of hazardous waste and materials.
- **Anti-corruption:** Ensure that their business practices are transparent, and against corruption in all its forms, including extortion and bribery. The supplier undertakes not to carry out any action that could constitute any kind of fraud against the company.

III. It's on me movement

It is a movement supported by Fundación Alsea A.C. in which through the participation of Alsea, its brands, consumers, employees, suppliers, the society and/or interest groups that want to get involved, seeks to ensure that children living in food poverty in Mexico have access to good nutrition. This goal is achieved by building and operating soup kitchens which we call "Our Dining Room" and are managed by the operating partner Comedor Santa María A.C. For more information visit the Alsea website: www.alsea.com.mx