

## **GENERAL POLICY FOR SAFEGUARDING AND PROTECTING CHILDREN AND YOUNG PEOPLE**

At **Grupo México**, we are committed to the rights of children and adolescents and to the protection of their best interests and in particular those who participate in the projects, programs and community activities promoted by the company, in accordance with international best practices and our internal regulations.

### **OUR COMMITMENT IS:**

1. **To create safe** and violence-free spaces for all participants in the social programs, projects and activities promoted by **Grupo México** in the different communities where we operate.
2. **Maintain a zero-tolerance approach** to any act that violates the rights of children and adolescents.
3. **Establish specific regulations and protocols** for the prevention, protection and attention to situations of abuse, violence or violation of the rights of children and adolescents in the activities we promote.
4. **Guarantee compliance** with the guidelines for physical and emotional protection and the appropriate use of the image of the participants, ensuring their well-being in each program, project and activity.
5. **Adopt preventive measures** to identify and minimize risks that may endanger the integrity of children and adolescents.
6. **Provide continuous training** on the culture of care, safeguarding and protection to all staff, collaborators and volunteers who participate in our activities, programs and community projects .
7. **Implement protection committees**, which work to prevent, attend to and follow up on any situation that may arise within the framework of our activities.
8. **Ensure that each child and adolescent** involved in community programs and activities is aware of their rights and the appropriate channels and procedures for reporting any incident that violates them.
9. **Evaluate and regularly update** the effectiveness of this policy to ensure compliance and relevance in all our safeguarding and child protection processes.
10. **Report to the relevant institutions** the cases identified, whether or not they have occurred in spaces or activities related to social programs, and **accompany the affected beneficiaries** in the process.
11. **Disseminate this policy** among all people involved in community programs, projects, and activities that include the participation of minors.

Grupo México personnel, its suppliers, contractors and volunteers, in all countries where we operate, who participate in community activities, projects and programs are subject to this policy.