



GRUPO HERDEZ GENDER EQUALITY POLICY

At Grupo Herdez, we accept the mandate of the International Labor Organization to promote equality between men and women. We value all individuals, regardless of gender, race, age, religion, nationality and condition. The Company will give the same importance to the needs and concerns of men and women.

Our commitment is to create an environment of inclusion where employees feel valued, respected and empowered to make decisions that affect them. This policy aims to ensure that the equalization of men and women is truly a fact in the workplace and to stimulate, establish and optimize the potential of men and women within all areas of the company.

Our goal is to create an environment where each person has an equal opportunity to achieve their potential and where human differences are valued.

We seek to attract, hire and retain individuals with talent and capacity that use all their experience and training for the development of their work, where collaboration and teamwork thrive along with the contribution and personal growth of each employee.

This policy is part of the ongoing transition to turn Grupo Herdez into a modern and efficient organization, capable of facing the workplace challenges.

I have the full support and continued efforts of all staff members in carrying out this policy.

Héctor Hernández-Pons Torres
CEO
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