

## ENVIRONMENT, OCCUPATIONAL HEALTH, AND SAFETY POLICY (EHS)

<b>Policy</b>	<b>Executive in charge:</b>	<b>Contact person:</b>
Executive Office	Chief Executive Officer	Ecology Department Engineer  EHS Personal Care and Sustainability Leader  Security and Occupational Health Leader  Tissue Manufacturing Director  Personal Care Manufacturing Director  Supply Chain Director  Human Resources Director

**OBJECTIVE:**

At Kimberly-Clark de Mexico, S.A.B. de C.V., we are committed to guarantee the Safety and Occupational Health of our collaborators, contractors and visitors, as well as the preservation of the Environment of the communities in which we operate, fundamental values that inspire and integrate our corporate culture. As an organization, we operate with the conviction that all incidents are preventable and that our operations must be safe, healthy and free of risks that may affect the health and integrity of our personnel

**SCOPE:**

This Policy applies to Kimberly-Clark de Mexico, S.A.B. de C.V. and Subsidiaries, hereinafter KCM.

## **WE ESTABLISH THE FOLLOWING PRINCIPLES:**

1. Safety, Occupational Health and Environmental care are an integral part of the performance of all Jobs, in all operations and activities carried out at KCM.
2. We establish objectives and performance standards to definitively eliminate fatalities, injuries and occupational diseases caused by work, as well as to avoid, reduce, prevent and control the environmental impacts derived from our productive process and operations.
3. We are committed in all our facilities to comply with federal, state and local legislation, in addition to other applicable requirements in terms of Environment, Health and Safety.
4. We provide the resources, systems, controls, procedures, standards, materials, equipment and technology, as well as the necessary training to guarantee the Safety and Occupational Health of our collaborators, in addition to caring for and conserving the Environment, in accordance with the EHS (Environmental, Health and Safety) Management System requirements and our Sustainable Vision for the year 2030.
5. We facilitate the participation and active involvement of all collaborators in the EHS Management System as a key aspect for the achievement and improvement of the established Environment, Occupational Health and Safety objectives and performance indicators.
6. We develop and implement the necessary audit processes to monitor EHS performance and thus promote continuous improvement in the process of identification, elimination and control of employee and environmental risks in all our facilities.
7. We promote an active care culture in all our facilities to prevent occupational injuries and illnesses, and promote the efficient use of natural resources, the use of clean energy, as well as minimizing the generation of waste and seeking its recovery, reducing atmospheric emissions and wastewater discharges.
8. It is expected that all employees understand the impact of this policy and personally contribute to improve safety in their daily work, and that our contractors and visitors know and comply with the applicable EHS rules, regulations and procedures within the organization.

## **Are integral part of this General Policy:**

- Policy “Waste Management”.
- Policy “Control and Block of Dangerous Energies and Tasks with No controlled Dangerous Energy”.

- Policy “Efficient Use of Water and Discharge Control”.
- Policy “Energy Efficiency and Greenhouse Effect Gases Reduction”.
- Policy “Sustainable Fiber Procurement”.

If you have any questions or require more information regarding any of our policies and/or documents, if you represent an investor or analyst, please write to [kcm.finanzas@kcc.com](mailto:kcm.finanzas@kcc.com). If you belong to any other interest group, please do not hesitate to contact us to our email [kcm.contacto@kcc.com](mailto:kcm.contacto@kcc.com).