

OUR CONTRIBUTION

SDGs

2023





3 GOOD HEALTH AND WELL-BEING

ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES



No.	SDG	No.	Target	No.	Indicators	Initiative/Program	Year	Mexico	Central America	Consolidate
		3.8	Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all							
		3.8.1		3.8.1	Coverage of essential health services (defined as the average coverage of essential services based on tracer interventions that include reproductive, maternal, newborn and child health, infectious diseases, non-communicable diseases and service capacity and access, among the general and the most disadvantaged population)	Access to health services				
										
						Work-Life balance				
								Percentage of associates with major medical expense insurance		
							2021	100% Full-time associates	100% Full-time associates	100% Full-time associates
							2022	100% Full-time associates	100% Full-time associates	100% Full-time associates
							2023	100% Full-time associates	100% Full-time associates	100% Full-time associates
								Number of health memberships sold		
							2022	300 mil		
							2023	+1 millón		
								Work-Life balance		
								Number of vaccines granted to associates on a free basis		
							2021	20,499		
							2022	10,000		
							2023	10,639		
								Porcentaje de asociados con acceso a PAI		
							2021	100%	100%	100%
							2022	100%	100%	100%
							2023	100%	100%	100%
								Percentage of associates with access to PAI		
							2021	100%	100%	100%
							2022	100%	100%	100%
							2023	100%	100%	100%
								Percentage of associates covered by social security		
							2021	1.2%		
							2022	0.9%		
							2023	0.9%		



No.	SDG	No.	Target	No.	Indicators	Initiative/Program	Year	Mexico	Central America	Consolidate
5	GENDER EQUALITY	5.1	End all forms of discrimination against all women and girls everywhere	5.1.1	Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex	Associate training Diversity and inclusion 		Internal Legal Framework Diversity, Equality and Inclusion Policy Diversity, Equality and Inclusion Strategy Diversity, Equality, and Inclusion Advisory Council Trainings and Certifications in Diversity, Equality and Inclusion Topics Diversity, Equality and Inclusion Certification for Diversity and Inclusion		
							2021	Certification in Labor Equality and Non Discrimination, Bronze Certificate		
							2022	Orange Award		
				2023	Éntrale Award, Human Rights Campaign Certification: Best Places to Work LGBTQ+					
5	GENDER EQUALITY	5.5	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	5.5.1	Proportion of seats held by women in (a) national parliaments and (b) local governments	Women in leadership positions 		Women in leadership positions Percentage of woman associates		
							2021	55%	45%	54%
							2022	56%	45%	55%
				2023	56%	49%	55%			
								Percentage of executive positions held by women		
							2021	40%	39%	40%
							2022	41%	41%	41%
							2023	42%	56%	43%
								Percentage of promoted women		
							2021	58%	38%	56%
							2022	57%	43%	55%
							2023	62%	44%	59%
								Percentage of the members of the Board of Directors who are women		
							2021			36%
							2022			36%
							2023			40%
				5.5.2	Proportion of women in managerial positions			Same indicators as 5.5.1		

ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS



8 DECENT WORK AND ECONOMIC GROWTH

PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL



No.	SDG	No.	Target	No.	Indicators	Initiative/Program	Year	Mexico	Central America	Consolidate		
8	DECENT WORK AND ECONOMIC GROWTH	8.2	Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors	8.2.1	Annual growth rate of real GDP per employed person	Our talent						
		8.5	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	8.5.1	Average hourly earnings of female and male employees, by occupation, age and persons with disabilities	Our talent						
				8.5.2	Unemployment rate, by sex, age and persons with disabilities							
									Our talent			
										Labor share of GDP comprising wages and social protection transfers		
									2021	20.6%		
									2022	23%		
									2023	24.2%		
										Number of associates		
									2021	193,902	37,357	231,259
							2022	196,572	37,022	233,594		
							2023	200,464	37,141	237,605		
								Number of women associates				
							2021	107,576	16,861	124,437		
							2022	109,754	17,772	127,526		
							2023	112,216	18,056	130,272		
								Number of men associates				
							2021	86,326	20,496	106,822		
							2022	86,818	19,250	106,068		
							2023	88,248	19,085	107,333		
								Number of associates by ages				
								Number of associates =< 25 years old old				
							2021	47,727	7,776	55,503		
							2022	45,452	7,865	53,317		
							2023	44,758	8,002	52,760		
								Number of associates between the ages of 26 and 30 years old				
							2021	31,912	9,631	41,543		
							2022	32,146	8,932	41,078		
							2023	32,652	8,502	41,154		
								Number of associates between the ages of 31 and 35 years old				
							2021	26,381	7,801	34,182		
							2022	27,427	7,723	35,150		
							2023	28,318	7,782	36,100		
								Number of associates between the ages of 36 and 40 years old				
							2021	21,477	5,219	26,696		
							2022	22,192	5,318	27,510		
							2023	23,131	5,387	28,518		
								Number of associates => 41 years old				
							2021	66,405	6,930	73,335		
							2022	69,355	7,184	76,539		
							2023	71,605	7,468	79,073		
								Number of associates with disability				
							2021	5,222	1,570	6,792		
							2022	6,010	1,753	7,763		
							2023	6,765	1,774	8,539		
								Number of jobs generated				
							2021	5,980	254	6,234		
							2022	5,858	455	6,313		
							2023	7,508	480	7,988		
								Health and Safety				
								Goal: Zero accidents				
								Health and Safety Policy				
								Percentage of reduction in accidents of the associates				
							2021	10.3	5%			
							2022	4.5%	27.4%			
							2023	7.7%	23%			
								Percentage of reduction in accidents of clients				
							2021	17.5%	5%			
							2022	15.0%	21%			
							2023	12%	20.97%			
								Percentage of reduction in accidents of suppliers				
							2023		14.0%			
								Number of associates trained in Health and Safety				
							2021	157,216	5,922	177,116		
							2022	155,601	8,505	163,138		
							2023	200,206	12,230	164,106		
								Freedom of association				
								Percentage of associates represented by unions or covered by collective bargaining agreements				
							2021	67%				
							2022	61.6%				
							2023	67%				
		8.8	Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	8.8.1	Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status	Health and Safety						
			Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	8.8.2	Level of national compliance with labor rights (freedom of association and collective bargaining) based on International Labor Organization (ILO) textual sources and national legislation, by sex and migrant status	Freedom of association						



12 RESPONSIBLE CONSUMPTION AND PRODUCTIONS

ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS



No.	SDG	No.	Target	No.	Indicators	Initiative/Program	Year	Mexico	Central America	Consolidate
12.2	By 2030, achieve the sustainable management and efficient use of natural resources	12.2.2	Domestic material consumption in absolute terms, domestic material consumption per capita, and domestic material consumption per GDP	Sustainable sourcing	Food waste	Total materials consumed (ton)				
						2021	2,883,357	8,295	2,891,652	
						2022	107,565	3,889	111,454	
						2023	272,325	15,765	288,090	
						Consumed renewable materials (ton)				
						2021	1,738	2,478	4,216	
						2022	26,255	913	27,168	
						2023	202,524	8,577	211,101	
						Zero Waste Program				
						Percentage of progress towards our Zero Waste Goal				
2021	75.7%	50.4%	71.5%							
2022	71.8%	50.4%	68.6%							
2023	80.5%	59.2%	77.4%							
Porcentaje de residuos reciclados										
2021	66.4%	50.4%	63.8%							
2022	61.2%	43.6%	58.6%							
2023	48.9%	38.2%	47.3%							
Percentage of recycled waste										
2021	2.1%		1.8%							
2022	1.5%		1.5%							
2023	0.9%	0.8%	0.8%							
Waste sent to landfill intensity (kg/m²)										
2021			32.7							
2022			14.7							
2023	11.5	25.6	13.4							
Recycled waste intensity (kg/m²)										
2021			13							
2022			27.4							
2023	28.8	24.0	28.1							
GHG emissions Intensity (kg CO₂e/m²)										
2021	161	91.7	150.8							
2022	156.9	123.1	152.1							
2023	147.0	127.6	144.3							
12.3	By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses	12.3.1	Global food loss index	Zero waste	Results of the "Post-consumption programs"	Food waste				
						Goal: Reduce food waste by 50% (Collectively with our "Zero waste" goal)				
						Meta: Send zero waste to landfill by 2025				
						Tons of food not disposed of in landfills				
						2021	39,118			
						2022	24,384			
						2023	37,642			
						Tons donated to food banks				
						2021	29,838	4,652	34,490	
						2022	30,544	5,909	36,453	
2023	31,465	7,082	38,548							
Zero Waste Program										
Percentage of progress towards our Zero Waste Goal										
2021	71.8%	50.4%	68.6%							
2022	80.5	50.4%	77.4%							
2023	81.4%	59.2%	78.5%							
Percentage of recycled waste										
2021	61.2%	50.4%	58.6%							
2022	48.9%	43.6%	47.3%							
2023	80.6%	38.2%	82.2%							
Tons of recycled waste										
2021	298,536.78	45,430	342,574.77							
2022	313,107	44,037.99	354,807							
2023	326,279.11	46,899.79	373,178.90							
Percentage of composted waste										
2021	1.5%		1.5%							
2022	0.9%		0.8%							
2023	1.4%	0.8%	5.2%							
Results of the post-consumption programs										
Kilograms of recycled waste from post-consumption programs										
2021	253		253							
2022	315,129	26,022	341,651							
2023	418,878	64,548.9	483,426.9							
12.6	Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	12.6.1	Number of companies publishing sustainability reports	Annual Report	Annual Report					
					Since 2003, we have prepared and published our Annual Report on a broad range of social, environmental and corporate governance topics. In 2011, we produced our first Comprehensive Annual Report, prepared pursuant to GRI Standards (Global Reporting Initiative). We also included subjects such as the UN Sustainable Development Goals (SDGs); Sustainability Accounting Standards Board (SASB); and the Task Force on Climate-Related Financial Disclosures (TCFD) that inspire the key subjects conveyed in our reports . Since 2016, our annual report has been verified by an external auditor.					



13 CLIMATE ACTION

TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS



No.	SDG	No.	Target	No.	Indicators	Initiative/Program	Year	Mexico	Central America	Consolidate																																																																																																																																																																								
13	CLIMATE ACTION	13.2	Integrate climate change measures into national policies, strategies and planning.	13.2.1	Number of countries that have communicated the establishment or operationalization of an integrated policy/strategy/plan which increases their ability to adapt to the adverse impacts of climate change, and foster climate resilience and low greenhouse gas emissions development in a manner that does not threaten food production (including a national adaptation plan, nationally determined contribution, national communication, biennial update report or other)	Mitigate climate change Contribute towards a circular economy Ensure sustainable sourcing		Mitigate climate change Goal: Become a zero emissions company by 2040 Goal: Reduce or avoid GHG emissions equivalent to 1 gigaton in our global supply chains, by 2030 Number of active suppliers in Gigaton Project <table border="1"> <tr><td>2021</td><td>601</td><td>175</td><td>776</td></tr> <tr><td>2022</td><td>600</td><td>294</td><td>894</td></tr> <tr><td>2023</td><td>903</td><td>323</td><td>994</td></tr> </table> GHG Emissions Intensity (kg CO₂e/m²) <table border="1"> <tr><td>2021</td><td>118.7</td><td>89.5</td><td>114.6</td></tr> <tr><td>2022</td><td>106.5</td><td>101.4</td><td>105.6</td></tr> <tr><td>2023</td><td>123.9</td><td>79.5</td><td>117.8</td></tr> </table> Secure sustainable sourcing Goal: In 2025, fresh and frozen fish and seafood, and canned tuna, shall come from certified sustainable sources, or from fishery improvement project Percentage of fish and seafood with any sustainability certification <table border="1"> <tr><td>2021</td><td>82.2%</td><td>76.1</td><td></td></tr> <tr><td>2022</td><td>89%</td><td>69.9%</td><td></td></tr> <tr><td>2023</td><td>76.8%</td><td>68.0%</td><td></td></tr> </table> Percentage of Certified Canned Tuna <table border="1"> <tr><td>2021</td><td>100%</td><td></td><td></td></tr> <tr><td>2022</td><td>100%</td><td></td><td></td></tr> <tr><td>2023</td><td>100%</td><td></td><td></td></tr> </table> Percentage of progress in the sustainable sourcing of palm oil Goal: In 2025, Our Brands products will use palm oil and palm oil by-products, paper, pulp and timber from certified sustainable sources <table border="1"> <tr><td>2021</td><td>97.6%</td><td>95.6%</td><td></td></tr> <tr><td>2022</td><td>86.8%</td><td>100%</td><td></td></tr> <tr><td>2023</td><td>95.6%</td><td>100%</td><td></td></tr> </table> Percentage of progress in the sustainable sourcing of paper and pulp <table border="1"> <tr><td>2021</td><td>99.4%</td><td>100%</td><td></td></tr> <tr><td>2022</td><td>95.8%</td><td>98.2%</td><td></td></tr> <tr><td>2023</td><td>97.2%</td><td>100%</td><td></td></tr> </table> Investment in sustainable initiatives (Million pesos) <table border="1"> <tr><td>2021</td><td>155</td><td>34.8</td><td>189.8</td></tr> <tr><td>2022</td><td>3,542</td><td>160</td><td>3,702.9</td></tr> <tr><td>2023</td><td>3,870</td><td>100.51</td><td>3,970.5</td></tr> </table> Investments in sustainable initiatives made in equipment, technology and programs for: Renewable energy (%) <table border="1"> <tr><td>2021</td><td></td><td>0.2%</td><td></td></tr> <tr><td>2022</td><td>81.9%</td><td>49.0%</td><td>80.5%</td></tr> <tr><td>2023</td><td>74.4%</td><td>74.7%</td><td>74.4%</td></tr> </table> Energy efficiency (%) <table border="1"> <tr><td>2022</td><td>2.3%</td><td>48.7%</td><td>4.3%</td></tr> <tr><td>2023</td><td>6.8%</td><td>15.3%</td><td>7.0%</td></tr> </table> Reduction in GHG emissions (%) <table border="1"> <tr><td>2021</td><td></td><td>24.9%</td><td></td></tr> <tr><td>2022</td><td></td><td>0.8%</td><td>0.1%</td></tr> <tr><td>2023</td><td></td><td>0.7%</td><td>0.02%</td></tr> </table> Sustainable transportation (%) <table border="1"> <tr><td>2022</td><td>0.2%</td><td></td><td>0.2%</td></tr> <tr><td>2023</td><td>0.9%</td><td></td><td>0.9%</td></tr> </table> Water consumption - Water management (%) <table border="1"> <tr><td>2021</td><td>23.1%</td><td></td><td></td></tr> <tr><td>2022</td><td>15.1%</td><td>1.5%</td><td>14.5%</td></tr> <tr><td>2023</td><td>17.6%</td><td>9.3%</td><td>17.4%</td></tr> </table> Zero waste and circular economy (%) <table border="1"> <tr><td>2022</td><td>0.2%</td><td></td><td>0.2%</td></tr> <tr><td>2023</td><td>0.3%</td><td></td><td>0.2%</td></tr> </table> Tons of recycled waste <table border="1"> <tr><td>2021</td><td>298,536.78</td><td>44,037.99</td><td>342,574.77</td></tr> <tr><td>2022</td><td>313,107</td><td>41,700</td><td>354,807</td></tr> <tr><td>2023</td><td>311,346.95</td><td>46,899.72</td><td>358,246.67</td></tr> </table> Post-consumer programs Results of our post-consumer programs: Kilograms of recycled post-consumer waste <table border="1"> <tr><td>2021</td><td>253</td><td></td><td>253</td></tr> <tr><td>2022</td><td>315,129</td><td>26,022</td><td>341,651</td></tr> <tr><td>2023</td><td>418,878</td><td>64,538.9</td><td>483,426</td></tr> </table>			2021	601	175	776	2022	600	294	894	2023	903	323	994	2021	118.7	89.5	114.6	2022	106.5	101.4	105.6	2023	123.9	79.5	117.8	2021	82.2%	76.1		2022	89%	69.9%		2023	76.8%	68.0%		2021	100%			2022	100%			2023	100%			2021	97.6%	95.6%		2022	86.8%	100%		2023	95.6%	100%		2021	99.4%	100%		2022	95.8%	98.2%		2023	97.2%	100%		2021	155	34.8	189.8	2022	3,542	160	3,702.9	2023	3,870	100.51	3,970.5	2021		0.2%		2022	81.9%	49.0%	80.5%	2023	74.4%	74.7%	74.4%	2022	2.3%	48.7%	4.3%	2023	6.8%	15.3%	7.0%	2021		24.9%		2022		0.8%	0.1%	2023		0.7%	0.02%	2022	0.2%		0.2%	2023	0.9%		0.9%	2021	23.1%			2022	15.1%	1.5%	14.5%	2023	17.6%	9.3%	17.4%	2022	0.2%		0.2%	2023	0.3%		0.2%	2021	298,536.78	44,037.99	342,574.77	2022	313,107	41,700	354,807	2023	311,346.95	46,899.72	358,246.67	2021	253		253	2022	315,129	26,022	341,651	2023	418,878	64,538.9	483,426
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2022	315,129	26,022	341,651																																																																																																																																																																															
2023	418,878	64,538.9	483,426																																																																																																																																																																															
		13.3	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	13.3.2	Number of countries that have communicated the strengthening of institutional, systemic and individual capacity-building to implement adaptation, mitigation and technology transfer, and development actions	Mitigate climate change Post-consumption programs																																																																																																																																																																												