

## **BAT CERTIFIED FOR 6<sup>TH</sup> TIME AS A TOP EMPLOYER IN KENYA AND AFRICA**

The Top Employers Institute has named BAT Kenya as a Top Employer in Kenya and Africa for the sixth time in a row,. BAT was amongst just 15 companies crowned the world's best businesses to work for, during a virtual award ceremony held on Tuesday this week.

Globally, the BAT Group was certified as a Top Employer in 37 countries across Africa, Asia Pacific, Europe, the Middle East, and Latin America.

The Top Employer certification is based on an extensive review of employer practices across six human resource domains and 20 topics, including People Strategy, Work Environment, Talent Acquisition, Learning, Well-being, Diversity & Inclusion and more.

### **Crispin Achola, Managing Director BAT Kenya said:**

*“We are honored to receive the Top Employer certification for the sixth consecutive year. This certification recognises BAT's diverse and inclusive culture as well as an purposeful and enabling working environment. Guided by our Ethos (Bold, Fast, Empowered, Diverse, Responsible), we are continually striving to maintain a workplace where employees feel well-supported, even through the ongoing challenging times. Our employees play a crucial role in the delivery of our purpose to build A Better Tomorrow™ by reducing the health impact of our business, driving environmental excellence and ensuring robust corporate governance across the business. We are proud to be recognised for our commitment to build a purpose-driven organisation.”*



The Top Employer certification process is conducted annually by the Top Employers Institute, an independent organisation that studies the employee offerings of major employers around the world.

Certification recognises employers that provide best-in-class employment practices, allowing employees to develop themselves personally and professionally, while driving business results.

Participating companies undergo a rigorous assessment process which includes an extensive review of employer practices. Several validation sessions are held where evidence of these practices is provided, and an independent audit of the findings is also carried out.



**ENDS**