



28th January 2021

BAT RECOGNISED AS A TOP EMPLOYER 2021 IN KENYA

The 2021 Top Employers have been announced today at a virtual award ceremony, and BAT has been recognised as a Top Employer in Kenya.

Being certified as a Top Employer showcases an organisation's dedication to a better world of work and exhibits this through excellent HR policies and people practices.

The Top Employers Institute programme certifies organisations based on the participation and results of their HR Best Practices Survey. This survey covers 6 HR domains consisting of 20 topics such as People Strategy, Work Environment, Talent Acquisition, Learning, Well-being and Diversity & Inclusion and more.

Top Employers Institute CEO David Plink says: "Despite the challenging year we have experienced (which has certainly made an impact on organisations around the globe), BAT Kenya has continued to demonstrate the power of putting their people first in the workplace. We are proud to share this year's announcement and congratulate the organisations who have been certified in their respective countries through the Top Employers Institute programme."

The programme has certified and recognised more than 1,600 Top Employers in 120 countries/regions across five continents.

BAT Kenya Managing Director Crispin Achola said: "To receive the Top Employer certification in both Kenya and Africa for the fourth successive year and being ranked No. 2 in Kenya for 2021, is an honour for us. This certification demonstrates that BAT Kenya continues to deliver workplace conditions of the highest standard, guided by our Ethos: Bold, Fast, Empowered, Diverse and Responsible, that enables people to grow within the organisation and development of future leaders. As a result, we continue to recruit and retain the best and brightest talent to deliver our evolved strategy and purpose to build A Better Tomorrow for our stakeholders."

Other BAT operations in its South and Eastern Africa markets that received the 2021 Top Employer certification include Uganda, South Africa, Angola, Zimbabwe, Zambia and Mozambique.

Ends

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About Top Employers Institute

Top Employers Institute is the global authority on recognising excellence in People Practices. We help accelerate these practices to enrich the world of work. Through the Top Employers Institute Certification Programme, participating companies can be validated, certified and recognised as an employer of choice. Established 30 years ago, Top Employers Institute has certified over 1 600 organisations in 120 countries/regions. These certified Top Employers positively impact the lives of over 7 million employees globally.

Top Employers Institute. For a better world of work.

ABOUT BAT KENYA

British American Tobacco Kenya plc (BAT Kenya), was established in Kenya in 1907 and has been listed on the Nairobi Securities Exchange since 1969. It has approximately 5,000 shareholders, of whom around 4,000 are local shareholders. The Company is in the business of tobacco farming, tobacco processing, cigarette manufacture and the exporting and selling of cigarettes, other tobacco products and tobacco-free oral nicotine products.

BAT Kenya has a manufacturing plant in Nairobi and a Green Leaf Threshing plant in Thika. The Nairobi factory is a strategic manufacturing hub for the British American Tobacco Group, exporting more than 60% of its finished products to 11 countries in Africa.

As part of its tobacco growing operations BAT Kenya partners with approximately 4,000 contracted farmers in the counties of Bungoma, Busia, Migori, Homa Bay, Meru, Embu and Tharaka Nithi. In the 2019 tobacco growing season, our farmers delivered 8.9 million tonnes of leaf and received KSh 1.5 billion in payment. BAT Kenya generates direct and indirect employment opportunities for approximately 1,800 Kenyans and partners with more than 80,000 Kenyans through tobacco farming, tobacco processing, cigarette manufacturing, tobacco product distribution, urban and rural retailing, wholesale trade, transport, logistics and domestic procurement.

BAT Kenya has contributed to Kenya's economic growth through its continued and systematic year-on-year investments. Over the past 5 years, the Company has invested over KSh 8 billion in tobacco farming and processing including at the Green Leaf Threshing Plant in Thika and the cigarette manufacturing factory in Nairobi. In the past 5 years, BAT Kenya contributed over KSh 90 billion to national revenue through various taxes (Excise Duty, Value Added Tax (VAT), Pay as You Earn (PAYE) and Corporation Tax).

BAT Kenya invests in various initiatives to reduce the impacts of its business and contribute to the development and protection the communities and ecosystems in which it operates. The Company drives various programmes in Sustainable Agriculture and Environmental conservation, including afforestation activities through which it has recorded over 54 million surviving trees planted since 1978.

In 2019, BAT Kenya became a signatory to the UN Global Compact. This is a set of principles aimed at promoting the empowerment of women by helping participating companies set robust targets and take action to advance women's leadership in their organisations.

BAT Kenya has been certified as a Top Employer by the Global Top Employers Institute in 2018, 2019, 2020 and 2021.

Read more at: www.batkenya.com