



PRESS RELEASE

BAT Kenya and KBDN Forge Partnership to Enhance Inclusion of PWDs

Nairobi, 7th October 2021: BAT Kenya, has strengthened its commitment to building a disability inclusive workplace by partnering with the Kenya Business and Disability Network (KBDN). The partnership is in line with BAT's Diversity and Inclusion agenda (D&I), which includes a strategic goal to increase the representation of Persons with Disabilities in its employee population to 5% by 2025.

Speaking during the signing ceremony, BAT Kenya Managing Director, Crispin Achola said:

"In fostering inclusivity, BAT respects and values difference, and works to continuously build a supportive and engaging culture. We think of diversity and inclusion in its widest sense, as those attributes that make each one of us unique. We have made good progress in several D&I areas such as empowerment of women (with women comprising approximately 40% of our total workforce), age, cultural and social backgrounds, amongst others. To accelerate this progress, we are enhancing our focus on PWDs. This will ensure that we truly live our Diversity Ethos and speaks to our recognition as a Top Employer, as certified four times in a row by the global Top Employers Institute. We are delighted to collaborate with the KBDN, who are a key champion of workplace inclusivity for Persons with Disabilities within the business community. We believe that this partnership will be instrumental in driving an expert approach to achieving our D&I goals at BAT and ultimately, building A Better Tomorrow."

Catherine Naserian, Projects Manager, FKE remarked:

"From FKE and KBDN, we are pleased to partner with BAT to further our mission, which is to promote disability inclusion in the workspace. As KBDN members, BAT will have the benefit of best practice expertise on disability inclusion and gain access to a vast pool of qualified Persons with Disabilities candidates in addition to receiving recruitment support from KBDN. Further, the company will access learning resources and training on how to effectively onboard and incorporate Persons with Disabilities into the workplace. On behalf of KBDN, I am delighted to welcome BAT Kenya on board. "

Also present at the signing ceremony were representatives from the International Labour Organization, the Federation of Kenya Employers and BAT employee representatives.

-ENDS-

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NOTES TO THE EDITOR

About Kenya Business and Disability Network

The Kenya Business and Disability Network (KBDN) is a unique employer-led initiative, hosted by the Federation of Kenya Employers that works to promote the inclusion of people with disabilities in workplaces countrywide. The Federation of Kenya Employers (FKE) is the national umbrella body and the voice of employers in Kenya. It serves as a platform for the articulation of key concerns of the employers in Kenya in the areas of socio-economic development. FKE is the most representative employers' organization in the country, representing the employers' interests both locally and internationally. It was established in 1959 under the Trade Unions Act Cap 233. KBDN members include companies, organisations of persons with disabilities and NGOs. The network strives to demonstrate the clear business benefits of employing people with disabilities and highlight the valuable contributions they bring to workplaces of all kinds. KBDN aims to create a workforce culture that is respectful and inclusive of people with disabilities. The Network achieves this goal by promoting and facilitating the hiring, retention and professional development of people with disabilities. In particular, KBDN works to raise awareness about the business and human rights case for disability inclusion in the workplace, and highlight the positive relationship between disability inclusion and business success.

About BAT Kenya

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 and 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 BAT Group, exporting more than 60% of its finished products to over 11 countries in Africa. As part of its tobacco growing operations BAT Kenya partners with approximately 2,000 contracted farmers in the counties of Bungoma, Busia, Migori, Homa Bay, Meru, Embu and Tharaka Nithi. BAT Kenya generates direct and indirect employment opportunities for approximately 1,800 Kenyans and partners with more than 80,000 Kenyans through tobacco and 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). 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