

BAT KENYA CELEBRATING WOMEN, SUPPORTING GENDER PARITY

Our diverse strengths - our rich heritage, our strong brands, our talented people and corporate responsibility – are the foundations of our continuing progress. For over a decade, we have contributed to socio-economic development in Kenya through our sustainability agenda, which includes providing direct and indirect employment for over 1,800 adults and partnerships with over 5,000 tobacco farmers and 80,000 trade and business partners in Kenya. We also care for the environment in which we operate and have made significant contribution to the country's environmental conservation having planted over 50 million trees since 1979 – a tree for every Kenyan.

Our business has always been guided by the highest standards of excellence; and our reputation for high quality and innovative tobacco products is the result of our commitment to recruiting, developing and retaining outstanding employees and building a great place to work.

We take deliberate action to drive gender parity and diversity and take a step further to address the unique challenges that women face in the workplace.



A tree for every Kenyan:

To date, we have recorded over **50 million surviving trees** planted in partnership with our farmers since 1978.

How we are contributing to #BALANCEFORBETTER



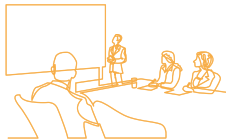
Parents@BAT

- Enhanced benefits for new parents including a minimum of four months fully paid maternity leave for new mothers and adoptive parents, a return to work guarantee, flexible working schedules and an online advice service offering coaching support for new parents and their line managers whenever they need it.



Women in leadership

- 38% of women are in managerial positions.
- BAT Kenya's Managing Director is one of only six female MDs out of 62 companies listed at the Nairobi Securities Exchange. She also serves as the Area Director for BAT East & Central Africa and is the current Chairperson for the Kenya Association of Manufacturers (KAM) Multinationals CEO Caucus.



Building a legacy of leaders

- BAT Kenya is a proud exporter of talent within the BAT Group, with 14 employees currently on assignment in Asia-Pacific, Europe and across Africa.
- Sustained investment in the next generation of talent - #nextgentalent - through our Global Graduate Programme. In 2018, eight out of 12 recruits to this programme were female.



BRITISH AMERICAN TOBACCO KENYA



An employer of choice

- BAT Kenya has been certified as a Top Employer in Kenya and Africa in 2018 and 2019 by the globally recognised Top Employers institute.
- BAT Kenya was named Kenya's overall Best Employer of the Year in 2017 and 2018 by the Federation of Kenya Employers.



A great place to work

- Investment of over KSh 600 million in 2018 and 2019 to transform our Nairobi office into a modern workplace that provides more opportunities for collaboration culminating into enhanced productivity. The transformed environment works as an enabler for our energised, collaborative and agile ways of working: #deliverasone #energisedcollaborativeagile.

Our women speak...



I am currently on my second international assignment based in Hong Kong as Head of Regional Regulatory Engagement for Asia Pacific & Middle East Region. Prior to this, I worked in London as Senior Legal Counsel for the Western Europe region. My journey so far has been enriching and insightful, working on global projects that have given me the opportunity to experience different cultures first-hand, develop a broader world-view and build capabilities at a global level.

Connie Anyika, Kenyan
Head of Regional Regulatory Engagement
for BAT Asia Pacific & Middle East region



I am elated to be part of the BAT community. It embodies values that I personally believe in - #energisedcollaborativeagile - attributes that are indeed very useful when balancing technical work, a toddler, a new born and the social scene of a millennial. This has been demonstrated by the flexible work schedule that allows me to be more present at home while maintaining exciting challenges at work that stimulate my intellect and a workplace that is inspiring, inclusive and caters to the flexibility we need.

Fiona Gogo, Kenyan
Associate, Cell Management Operations for BAT Kenya

