
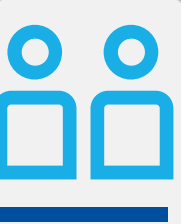


# Health & Safety Policy Statement




BAT Kenya Plc aims to provide and maintain safe & healthy working conditions, equipment and systems of work for all employees and other associated personnel on company premises; and provide instruction, training and supervision as may be required for this purpose.

In fulfilling this commitment, the Company shall:-

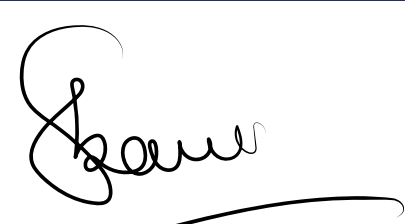
-  Comply with all applicable national laws as well as BAT policies and common platform directives.
-  Provide and maintain a safe and healthy working environment including safe systems of work for all its employees and non-company personnel on company premises striving towards a zero accident workplace
-  Continually utilise hazard identification and risk assessment for the purpose of effectively controlling health and safety risks in the workplace.
-  Integrate health and safety objectives into performance objective at all levels.
-  Provide adequate resources (personnel & financial) to meet related legal & other obligations.
-  Embed health & safety requirements at every stage of suppliers' engagement.
-  Encourage the active engagement, participation, collaboration and consultation with all employees, employee representatives and others as appropriate so as to drive an open and proactive health and safety culture across the organisation.

All staff regardless of their level in the organisation are responsible for understanding the impacts of this policy on their day-to-day work practices and are expected to practise and support the principles stated above and cooperate fully with the company in all health and safety related matters.

This policy statement, its commitments and implementation measures shall be reviewed and updated periodically to ensure our objectives are achieved. Any revision will be published by the Company and brought to the notice of all employees and other relevant personnel.

Signed:   
CRISPIN ACHOLA  
EAM Cluster Director  
3<sup>rd</sup> January 2023

  
JULIANA MARINHO  
Manufacturing Manager, BAT Kenya  
3<sup>rd</sup> January 2023

  
SOHEL RANA  
Head of Leaf, BAT Kenya  
3<sup>rd</sup> January 2023