



BAT rolls out a programme to mentor the next generation of talent!

BAT Kenya, a five-time certified Top Employer in Kenya and Africa, has launched a Talent mentorship initiative to benefit university students over the age of 18, in select higher Institutions of learning in Kenya.

The programme - *NextGen, mentoring leaders of tomorrow*, seeks to contribute to the prepare continuing students with disabilities and those in the science, technology, engineering and mathematics courses (STEM), for the world of work. Selected organisations include the National Industrial Training Authority (NITA), Kenyatta University (KU) and the Jomo Kenya University of Agriculture & Technology (JKUAT).

The programme has kicked off with good momentum, with the first live mentorship session having been held on 1st March 2022. BAT staff worked closely with the universities to deliver soft skills training and knowledge needed to thrive in the workplace.

The NextGen mentorship programme will not only champion inclusion of People with Disabilities (PWDs) and gender diversity by enhance the quality of female STEM students in the country, it will also feed into the talent pool for BAT's manufacturing operations in Kenya and globally.

As part of its sustainability agenda, BAT Kenya is committed to driving Diversity and Inclusion(D&I) in the workplace. As far as gender is concerned, at least 40% of the Company's total population comprises of women and we are working hard to achieve our 50/50 gender representation by 2025. We also seek to enhance representation of PWDs to 5% by 2025.

We look forward to this transformative journey, as we continue to contribute to the national agenda through investing in the next generation of leaders in Kenya!

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