

OUR PEOPLE ARE AT THE HEART OF US DOING BUSINESS IN THE RIGHT WAY IN LINE WITH OUR LEADERSHIP EXPECTATIONS, CODE OF CONDUCT AND VALUES



WE FRAME OUR CORPORATE RESPONSIBILITY AGENDA WITH FOUR PILLARS

<p>RESPONSIBLE WITH PRODUCTS</p> <p>Recognising our duty to consumers and in a context of societal concern, we have high standards and experts to address the associated health risks.</p> <p>Legitimate sales generate revenue and provide governments with taxes. We fight illicit trade and only strictly focus on adult consumers.</p>	<p>REWARDING WORKPLACE</p> <p>Business success is achieved when employees are enabled to do their best. An inspiring workplace is respectful, provides opportunities and fair rewards.</p> <p>We focus on the development of our people and on having safe places of work.</p>	<p>RESPECTING NATURAL RESOURCES</p> <p>Minimising environmental impacts and seeking a sustainable approach helps protect limited resources and respects communities.</p> <p>It is also part of driving process efficiency, cost optimisation and enhancing the quality and supply of agricultural inputs.</p>	<p>REINVESTING IN SOCIETY</p> <p>Many livelihoods are dependent on our economic contributions. We engage and partner to raise standards, respect human rights and make other positive contributions.</p> <p>Having appropriate behaviours supports integrity, our business relationships and our reputation.</p>
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OUR PEOPLE ENABLE PRIDE AND SUSTAINABLE SUCCESS COLLECTIVELY AND INDIVIDUALLY, FOR US TO:

<p>MAKE AND SELL OUR PRODUCTS TO THE HIGHEST STANDARDS</p>	<p>EMPOWER OUR PEOPLE TO ACHIEVE</p>	<p>BE ENVIRONMENTALLY SUSTAINABLE</p>	<p>ADD VALUE AS A GOOD CORPORATE CITIZEN</p>
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WE HAVE PROJECTS, PROGRAMMES AND CONTROL ARRANGEMENTS THAT ADDRESS CORPORATE RESPONSIBILITY MATTERS:

<p>PRODUCT SCIENCE</p> <ul style="list-style-type: none"> Fulfilling our Duty of Care Research & risk assessments Product science expertise Ingredients disclosures Scientific papers and submissions Next Generation products <p>ILLICIT TRADE</p> <ul style="list-style-type: none"> Track and Trace technology Know Your Customer Product intelligence and forensics Border and Law Enforcement Partnering Memoranda of Understanding Seizure investigation <p>ADULT CHOICE</p> <ul style="list-style-type: none"> International Marketing Standards Youth Access Prevention Regulatory awareness Brand protection guidance Retailer partnerships <p>INNOVATION AND PORTFOLIO</p> <ul style="list-style-type: none"> Research & Development Insights & Intelligence Packaging & Product Innovations Evolving consumer offerings Business developments E-Vapour products <p>PRODUCT QUALITY</p> <ul style="list-style-type: none"> Consumer complaint management Quality monitoring & standards Benchmarking Quality management systems Manufacturing Quality Reviews 	<p>HEALTH, SAFETY AND WELLBEING</p> <ul style="list-style-type: none"> Behavioural training Specialist programmes Risk assessments Root cause investigation Lost time accidents analysis Workplace investments Wellbeing programmes and offers Absence & sickness management <p>DEVELOPMENT AND REWARD</p> <ul style="list-style-type: none"> Performance Management Objective setting & review Benchmarking pay & benefits Training and development Succession planning <p>RECRUITMENT AND RETENTION</p> <ul style="list-style-type: none"> Employee Value Proposition Focusing on employee engagement Managing employee turnover Bonus & share schemes <p>DIVERSITY</p> <ul style="list-style-type: none"> Non-discrimination Equal opportunities Gender pay gap reporting Celebrations of diversity Unconscious-bias awareness raising <p>EMPLOYEE VOICE</p> <ul style="list-style-type: none"> Employee representation Employee engagement focus Concern reporting Grievance management 	<p>FORESTRY</p> <ul style="list-style-type: none"> Supplier partnerships Woodlot cultivation Reforestation projects Living barns Fuel-efficient curing barns Sustainable sourcing in materials <p>WATER</p> <ul style="list-style-type: none"> Water system improvements Reduction targets and awareness Waste water management Good agricultural practices Water access projects Monitoring water consumption <p>CLIMATE AND ENERGY</p> <ul style="list-style-type: none"> Selection of energy sources Energy efficiency projects Sustainable building design Monitoring energy consumption CDP participation Reporting on CO₂ emissions Fleet and Logistics Management <p>BIODIVERSITY</p> <ul style="list-style-type: none"> Good agricultural practices Promoting indigenous forestry <p>EMISSIONS AND WASTE</p> <ul style="list-style-type: none"> Process efficiency Reduce, reuse and recycle Product and packaging design Waste storage & management Anti-litter initiatives Waste management 	<p>SHARED WEALTH</p> <ul style="list-style-type: none"> Stakeholder returns Direct & indirect beneficiaries Tax payments & transparency Community investments Socio-economic impacts <p>REGULATION</p> <ul style="list-style-type: none"> Sharing knowledge with legislators Communicating evolving requirements Compliance & preparation <p>FARMER LIVELIHOODS</p> <ul style="list-style-type: none"> Leaf Partnership Investments Sustainable Tobacco Programme Agronomy and leaf sustainability <p>HUMAN RIGHTS</p> <ul style="list-style-type: none"> Supplier Standards Employment Practices Human Rights Impact Assessment Address of Child Labour Modern Slavery Transparency <p>BUSINESS CONDUCT</p> <ul style="list-style-type: none"> Code of Conduct training Public Interest Disclosure (Whistleblowing) Register of interests & associations Gifts & Entertainment register Disciplinary Procedures Internal Audit
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WE REVIEW AND REPORT PERFORMANCE, ENGAGE WITH STAKEHOLDERS AND BENCHMARK TO IMPROVE.