

#ChooseToChallenge and build A Better Tomorrow™



BAT Kenya's Diversity & Inclusion agenda is an integral part of its ambition to build A Better Tomorrow™ for its stakeholders.



As a leading manufacturer in Kenya and East Africa, we have over the years, consciously challenged various stereotypes and antiquated beliefs to champion and support gender equity at BAT.

We are proud of our progress thus far, having built a robust Diversity Agenda, which supports inclusion and progression for women in our organisation. Today, I am proud to report that at least 40% of our total workforce is female, and we are tracking well across all levels of the organisation from junior positions all the way to the Board level.

As we work to build A Better Tomorrow by reducing the health impact of our business we have also placed our Environment, Social and Governance agenda at the front and centre of everything we do. On behalf of the BAT Kenya family, I commit to champion continuous improvement of our Diversity & Inclusion agenda and track record. This includes efforts to achieve our ambition of 50/50 gender representation across the business and addressing the unique challenges that women face in the workplace.

Crispin Achola
Managing Director, BAT Kenya
& General Manager, BAT East African Markets



How BAT is choosing to challenge and transforming its workplace for women in manufacturing...

Parents@BAT

This programme offers enhanced benefits for new parents including:



- Maternity leave of 16 weeks with a return-to-work guarantee and flexible working conditions.
- In case the baby needs intensive care, maternity and paternity leave starts once the baby leaves the ICU.
- An online advice service offering coaching support for new parents and their line managers.

Women in leadership



- Representation of women across the total employee population is approximately +40%, whilst women comprise 36% of the Board membership.
- BAT Kenya Board Chair is a woman (Rita Kavashe, MD, Isuzu East Africa).
- Our senior management comprises on average 30% female representation.

Building a legacy of leaders: Next generation talent



- Global Graduate Programme: we target a 50:50 gender split and have registered impressive results over the years. In 2020, the cohort comprised 50% female candidates, and 90% in 2019.
- Internship programme: In 2020, we had 7 females out of 11 recruits.
- Junior Women in Leadership Programme: this is designed to equip young female talent with the tools they need to enhance their leadership impact and personal branding. It addresses leadership issues that affect all executives, in a forum that openly discusses the unique challenges encountered by women in the workplace. It enables a direct networking with senior female leaders in the BAT Group, empowering junior staff to take charge of their careers and aim for the top. In 2020, we trained +30 female talent in BAT Kenya and East Africa Markets and are continuing with this trajectory in 2021.

Diversity, inclusion & belonging



- Leading at home: BAT ranked 13th among the 60+ listed companies on the NSE in the 2019 Equileap gender diversity survey. (Equileap Special Report, November 2019. Gender Equality in Kenya: Assessing 60 leading companies on workplace equality).
- Global champion: BAT Kenya is a signatory to the UN Global Compact's women empowerment principles (WEPs) and an organisational pacesetter: BAT Kenya's Trade team comprises +42% women, setting the pace within BAT's Group's Americas and Sub-Saharan Africa region.
- Transparency: BAT Kenya published its first ever gender pay report in its 2019 Annual Report. The 2020 report will be published soon.
- Employee engagement: we host various activities aimed at empowering women and giving them a voice. Some

include International Women's Day celebrations where we invite special guests to deliver inspirational talks to both male and female employees as well as hosting discussions forums with senior leaders.

- Capacity building: 'Unconscious Bias' training delivered to all managers in 2020. To launch a 'Mastering Inclusion' module in 2021.
- BAT Talks - Global chat series for women and men.
- Annual Diversity Week series – lastly held from 28th September to 2nd October 2020.
- In January 2021, we were certified for the fourth time in a row, as a Top Employer by the global Top Employers Institute for excellent employee conditions at our workplace. We were ranked no. 2 in Kenya.



www.batkenya.com



Overall Best Employer in Kenya - 2017 & 2018
Awarded by the Federation of Kenya Employers