

# Health & Safety Policy Statement



This policy statement has been developed by the BAT Group and distributed to all BAT Group operating companies for their implementation in their operating environments. The Director, Operations owns the health & safety policy statement on behalf of the Management Board.

The BAT Group prides itself on being a responsible business that operates with integrity across the diverse geography of its operations and aspires to be amongst the leaders in occupational health and safety management.

As a leading consumer goods business, we understand the paramount importance of the health, safety and wellbeing of our employees, contractors, visitors and other stakeholders. Therefore, through this policy, we are committed to the prevention of injuries and ill-health and strive towards a Group-wide zero accident workplace.

The BAT Group recognises the critical role of senior management to ensure a safe and healthy work environment. As an integral part of managing the business, managers – at all levels – are accountable for managing workplace health and safety with strong leadership and credibility.

To reinforce an already strong safety culture, we set ambitious goals, objectives, targets and high standards, as part of our Occupational Health & Safety management process; whilst establishing meaningful metrics, monitoring our performance against our goals and using these metrics to guide the continual improvement of our management systems.

The BAT Group believes in and encourages the active engagement, participation, collaboration and consultation with all employees, employee representatives and others, as appropriate, which is crucial in driving an open and proactive health and safety culture across the organisation, where our employees feel confident to challenge and speak up.

This Health & Safety Policy is implemented via our Global Environmental, Health & Safety Management System (GEHSMS) which, through a hazard identification, risk assessment and action plan-based process, outlines the mandatory requirements for all locations.

Our GEHSMS meets or exceeds the requirements of applicable health & safety laws and regulations in the countries in which we operate and includes periodic Health & Safety self-assessments and audits.

This policy statement, its commitments and implementing measures will be kept under review by the Management Board and updated as often as may be appropriate to ensure our objectives are achieved. Any revision will be published by the BAT Group and brought to the notice of all BAT Group company employees and other relevant personnel.

All employees 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.

**As Director, Operations and on behalf of the Management Board, I am determined to provide the leadership and resources to ensure that all Group operating companies can fully integrate the commitments detailed within this policy into their operations.**

**Zafar Khan,  
Director, Operations**

**26 July 2022**