



## PRESS RELEASE

### **BAT recognised Top Employer 2021**

The 2021 Top Employers have been announced and BAT has once again been recognised as a Top Employer Globally, Top Employer in Africa where 7 of our markets which were assessed in 2021 were also certified, namely, South Africa, Mozambique, Angola, Zimbabwe, Zambia, Kenya & Uganda. We are proud to be ranked in the Top 10 in South Africa #10 and Kenya #2.

In BAT, we continue to enrich our employees' experience and are committed to enrich the world of work with our benchmark HR practices. Being recognised by the Top Employers Institute reinforces our commitment to building a #bettertomorrow for our people.

The Top Employers Institute programme certifies organisations based on the participation and results of their HR Best Practices Survey. This survey covers 6 HR domains consisting of 20 topics such as People Strategy, Work Environment, Talent Acquisition, Learning, Well-being and Diversity & Inclusion and more.

**Top Employers Institute CEO David Plink says:** "Despite the challenging year we have experienced (which has certainly made an impact on organisations around the globe), BAT South Africa and Southern African Markets has continued to demonstrate the power of putting their people first in the workplace. We are proud to share this year's announcement and congratulate the organisations who have been certified in their respective countries through the Top Employers Institute programme."

**BAT South Africa General Manager Johnny Moloto** said it was a proud moment to be recognised as a Top Employer in South Africa once again. 2021 certification is special as we are ranked among the Top10 employers in South Africa.

"This certification demonstrate that BAT South Africa continues to deliver workplace conditions of the highest standard. We continue to provide our diverse workforce with an inclusive environment where they can thrive and be the best version of themselves. Our recently released Ethos i.e.: being Bold, Fast, Empowered, Diverse and Responsible are behaviours that make our organisation a great place to work."

**General Manager for Southern African Markets Christelle Supparayen-Romeo** said: "We are proud to continue being Top Employer in our markets. Our sustained employer brand while the organisation continues to transform is a reflection of our commitment to our people and culture agenda. Today more than ever, accelerating an agile organisation and mindset shift (people, processes, platforms) is crucial to remain relevant and fit for future."



## **NOTE TO EDITORS:**

BAT South Africa is the only large-scale tobacco manufacturer producing locally in South Africa. We buy almost 90% of locally grown tobacco leaf, supporting 200 commercial tobacco farmers, 130 emerging farmers and 10 000 agricultural jobs. We are BBEEE level 4 company, employing more than 1 100 people directly, and have been certified as a Proudly South African company. We have a strong heritage of more than 100 years in South Africa.

We are part of one of the world's most international businesses, the British American Tobacco Group, which has over 200 brands sold in more than 200 markets. BAT South Africa forms part of British American Tobacco plc's AmSSA region and the East and Southern Africa (ESA) area.

We are the leading manufacturer tobacco products in South Africa, and market more than 20 brands. Nationally, we have five world-class Trade Marketing and Distribution Centres. Our Head Office is located in Cape Town.