



STATEMENT OF EMPLOYMENT PRINCIPLES

We, British American Tobacco p.l.c. and our subsidiary companies have developed this statement of Employment Principles and workplace related human rights issues.

WHAT ARE WE RESPONSIBLE FOR?

WHY DO WE NEED THESE PRINCIPLES?

CONSULTATION PROCESS FOR
PRINCIPLES DEVELOPMENT

OUR EMPLOYMENT PRINCIPLES

1. DIVERSITY

2. OPENNESS AND RESPONSIVENESS

2.1 Internal Communications

2.2 Relationships and Partnerships

3.1.2 Dignity at Work

3.1.3 Restructuring

3.1.4 Against Exploitation

3.2.3 Performance Responsibility

3.3 Mutual Responsibilities

3.3.1 Environmental Responsibilities

3.3.2 A Constructive Place in the Community

3.3.3 Business Information Security

3.3.4 Personal Development and Learning

3.4 Valued Business Partners

4. WORKPLACE

4.1 Physical and Material Well Being

4.1.1 Reasonable Working Hours

4.1.2 Family Friendly Policies

4.1.3 Occupational Health and Safety

