



JTI Now Certified Top Employer in Africa

Recognition Asserts JTI's Commitment to the Region

Geneva, October 13, 2017 – JTI (Japan Tobacco International) has been officially certified for the first time as a Top Employer in Africa, demonstrating its status as an employer of choice that puts people first. This recognition was confirmed during a ceremony held yesterday evening in Johannesburg, South Africa, where seven JTI offices were also individually awarded: Algeria, Egypt, Morocco, South Africa, Sudan, Tanzania and Tunisia.

“We are delighted to have joined the ranks of the Top Employer family in Africa”, says Mark Phillips, HR Vice President, Middle East, Near East, Africa, Turkey and Worldwide Duty Free. “The success of our company in the region is driven by the quality of our people. We strive to attract the very best talent and believe in developing and promoting people from within. In our certified African countries, JTI has a retention rate of more than 93%. Globally, over 80% of all managerial vacancies are filled by internal candidates.”

David Plink, CEO at the Top Employers Institute, confirms: “Our extensive research concluded that JTI forms part of a select group of employers that advance employee conditions worldwide. Their people are well taken care of. Now that they have received the Top Employer Africa 2018 certification, they can truly consider themselves at the top of an exclusive group of the world’s best employers.”

The annual international research undertaken by the Top Employers Institute recognises leading employers around the world: those that provide excellent employee conditions, nurture and develop talent throughout all levels of the organization, and which strive to continuously optimize employment practices. JTI’s employee offerings were assessed on the following criteria: Talent Strategy, Workforce Planning, On-boarding, Learning & Development, Performance Management, Leadership Development, Career & Succession Management, Compensation & Benefits, and Culture.

For JTI, the new regional Top Employer 2018 certification in Africa is the latest addition to a list of prestigious awards recognizing its HR excellence across the globe: in 2017, JTI was awarded Global Top Employer for the third consecutive year, and was ranked #1 Top Employer in Europe, the Middle East and the Asia-Pacific region.

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About JTI

JTI is a leading international tobacco company with operations in more than 120 countries. It is the global owner of both Winston, the number two cigarette brand in the world, and Camel outside the USA and has the largest share in sales for both brands. Other global brands include Mevius, LD and Natural American Spirit. With its internationally recognised brand Logic, JTI is also a major player in the e-cigarette market and has, since 2011, been present in the heated tobacco category with Ploom. Headquartered in Geneva, Switzerland, JTI employs around 27,000 people and was awarded Global Top Employer for three consecutive years. Its core revenue in the fiscal year ended December 31, 2016, was USD 10.5 billion. JTI is a member of the Japan Tobacco Group of Companies. For more information, visit www.jti.com.

About the Top Employers Institute

The Top Employers Institute is the global Human Capital Management research and Certification company, identifying and celebrating excellence in HR practices and employee conditions in companies around the world. Organisations which also achieve its International Standard in HR best-practice receive the coveted, and well-deserved, Top Employer Brand Certification: a globally recognised validation of their commitment to HR excellence and advancing employee conditions, and powerful differentiator for business performance. Certified Top Employers are the world's premium employers. To learn more about the Top Employers Institute and the Top Employers certification visit: www.top-employers.com.