



# **CORPORATE H&S POLICY AND GUIDANCE**

**Version 1.0**

Effective October 2021



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## A. General

The JT Group believes that to build and expand human capital it's essential to create work environments that encourage the health, safety, and well-being of everyone including employees, contractors, and visitors, enabling individuals to immerse themselves in their work both physically and mentally.

The JT Group Health and Safety Policy aims for zero harm.

- In our pursuit of “Fulfilling Moments, Enriching Life,” the JT Group upholds the philosophy of “People come first,” placing the utmost importance on safety and health and aims for zero harm.
- To achieve this commitment, we will create a work environment that encourages the health, safety, and well-being of everyone including employees, contractors, and visitors, enabling individuals to immerse themselves in their work both physically and mentally.

To align with our policy, we will:

1. Comply with all applicable laws, regulations, and internal rules in the respective country or region.
2. Work towards eliminating or reducing hazards and harmful factors.
3. Advocate for the physical and mental health of all our employees.
4. Proactively and continuously provide essential education and training on occupational health and safety.
5. Regularly evaluate these efforts and continually improve them.
6. Encourage open communication with our employees regarding occupational health and safety.
7. Appropriately disclose essential information on occupational health and safety to our stakeholders.

Each JT Group business establishes its own version of the Health and Safety Policy based on the policy and works to implement it among employees and all people concerned.

## B. Scope

The JTI (JT Tobacco group) H&S Policy applies to all JTI employees (direct and indirect) worldwide and to contractors and visitors to our sites.

## C. Purpose

The purpose of JTI's H&S Policy, (hereinafter, the “Policy”) is to establish the overall intentions and direction for maintaining health, safety, and well-being in the work environment. This Policy promotes, establishes, and maintains a responsible work environment that is lawful, safe, and healthy for our workforce to foster the success and reputation of the organization.

JTI's Health & Safety Policy provides a framework for action and for setting our Health and Safety objectives and targets.



## D. Corporate H&S Policy

### Statement

JTI strives for zero harm among its employees and to carry out all its business activities in a safe manner.

### Guiding Principles

The guiding principles with respect to this commitment are the following:

- **People come first:**  
The health, safety, and well-being of JTI employees, their families, and the communities in which we operate are at the heart of everything we do.
- **Safety is everyone's responsibility:**  
Everyone shares the responsibility for a safe and healthy workplace, and we each have a role to play to make it happen.
- **Nothing we do is worth an injury:**  
We aim to create an injury- and illness-free workplace where everyone goes home safe and healthy after each day's work and where business results shall never conflict with safety performance.
- **We do the right thing:**  
All our offices, sales operations, and factories should always comply with all national and local laws and regulations. Where local legislation and regulatory framework do not provide adequate controls, we will adopt our standards to protect the health and safety of our employees, contractors, and visitors.

## E. Standard

All JTI locations must have their own Health and Safety Policy.

These Policies must:

- Reflect (Endorse) the Corporate Health and Safety Policy and Principles
- Include commitments to the prevention of injuries and illnesses, compliance with local legal and JTI Corporate requirements, workers' (and unions') consultation and participation on safety matters, and continuous improvement
- Address the key health and safety risks to be managed and prioritize the action plans for identified areas of improvement
- Be regularly (yearly) reviewed and revised as necessary, endorsed, and signed by senior management, communicated to all staff and contractors, and made available to any other interested parties.

As well as delivering the corporate strategic programs addressing the highest health and safety-related business risks, every location should:

- record incidents and include local specificities and risks in their three-year plans
- establish emergency response plans specific to each site\*
- set and communicate local Health & Safety objectives and targets



To achieve their goals, local organizations must implement a health and safety management system consistent with local legal and ISO 45001 international standards.

*\* These must include, but are not limited to, safety injuries, medical emergencies, fires, epidemics, hazardous materials/chemicals incidents, floods, power outages, and for some locations, earthquakes and typhoons or hurricanes.*

## F. Document owner

The owner of this document is the Corporate Director of H&S.

### Document history

| VERSION | DATE OF ISSUE  | EFFECTIVE DATE | PURPOSE OF CHANGE                                                      |
|---------|----------------|----------------|------------------------------------------------------------------------|
| 1.      | October 2021   | October 2021   | New release.                                                           |
| 2.      | September 2024 | September 2024 | Reference to JT Group's Health and Safety Policy. Published 27.06.2024 |