



## Health & Safety Policy Statement

Ceylon Tobacco Company, in its seed to smoke supply chain as manufacture, marketer and distributor, is committed to safeguard the health, safety and welfare of all employees and non-company personnel on our premises, in the successful conduct of our business. We are therefore committed to:

- *Comply with all applicable national laws and regulations on health and safety and BAT's EH&S Guidelines.*
- *Prevent injury and all ill-health of employees and non-company personnel on our premises by providing and maintaining safe and healthy working conditions, equipment and systems of work.*
- *Provide work instructions, training and supervision for all employees and other associated personnel as may be required to ensure safe and healthy work conditions.*
- *Strive for continual improvement in our health and safety management and performance, through setting clear objectives, including the monitoring and measure of key performance indicators.*
- *Ensure the active participation of each employee and others as appropriate, in promoting, achieving and maintaining the highest standards of health and safety in so far as reasonably practicable.*
- *Effectively control workplace health and safety risks through hazard identification and risk assessment and initiate actions to mitigate significant risks.*
- *Continuously seek to conform with best international health and safety standards in line with business objectives.*

The Executive Committee has overall responsibility for health and safety and owns this policy. All staff regardless of their level in the organization will take reasonable care of health and safety of themselves and others while at work and cooperate fully with the company in all health and safety related matters.

A handwritten signature in blue ink, appearing to read 'Fariyha Subhani', is written over a horizontal line.

**Fariyha Subhani**  
General Manager – Sri Lanka  
Ceylon Tobacco Company