

JT Group Compliance Policy

1. Ensuring product quality

We manage world-class operations, which consistently meet JT Group quality standards and consumer expectations.

2. Marketing our products responsibly

We are committed to marketing our products responsibly.

3. Respecting data protection & privacy

We ensure we collect, use, share and store personal data lawfully and securely. We apply the same care to JT Group other information.

4. Managing external communications

Only authorized representatives may engage with journalists on behalf of JT Group.

5. Cooperating with government inquiries

We fully co-operate with government inquiries and investigations.

6. Reporting and recording Company data

Our business relies on true, fair, timely and accurate record-keeping and reporting to support our decision-making, protect our reputation, promote operational efficiency and meet legal and regulatory obligations.

7. Preventing insider dealing

Employees must not engage in insider dealing under any circumstances.

8. Safeguarding Company assets

We treat JT Group Company assets, and assets belonging to others, responsibly and with respect. We ensure that our Company assets are correctly acquired, maintained, protected and disposed of.

9. Avoiding conflicts of interest

We expect employees to avoid any situation where their personal interests might conflict with those of JT Group.

10. Remaining politically neutral

It is in our best interest to remain politically neutral.

11. Treating people equally and with respect

We embrace diversity, equity, and inclusion. We promote a working environment where everyone can be themselves without risk of discrimination or harassment.

12. Ensuring health and safety

All employees have the right to be protected from work-related injuries and illnesses. We provide them with a safe working environment and promote a culture that prioritizes health and safety.

13. Respecting human rights

Throughout our business operations, we commit to respect the human rights of our employees, business partners and their workers, and the communities where we operate.

14. Fighting bribery and corruption

We have a zero-tolerance approach to bribery and corruption, and we are committed to acting with integrity in all our business dealings.

15. Exchanging gifts, hospitality and entertainment

We do not encourage the exchange of gifts, hospitality and entertainment (GHE), but we acknowledge that appropriate GHEs, made for the right reason, are legitimate and are recognized

as part of doing business.

16. Combatting illegal trade

We combat illegal trade through our partnerships with law enforcement agencies and governments.

17. Preventing financial crime

We do not tolerate financial crime and are committed to actively managing risks related to it.

18. Respecting economic sanctions and export controls

We are committed to complying with applicable economic sanctions and export controls.

19. Engaging with business partners

Our business partners are critical to our success. They are carefully selected based on criteria including compliance with laws and regulations, business integrity, quality, health and safety, human rights, labor standards and environmental management.

20. Ensuring fair competition

We firmly believe that free and fair competition benefits JT Group, our customers and our consumers.

21. Protecting the environment

Our business relies on a sustainable supply chain. We are committed to minimizing environmental impacts of our operations, products and packaging and to conserving resources for future generations.

22. Investing in communities

We aim to make a positive contribution to the communities in which we operate.