

JT Group Sustainability Report FY2015 - GRI G4 Content Index

The JT Group Sustainability Report FY2015 contains Standard Disclosures from the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines and is in accordance with the GRI G4 'Core' Guidelines. The identification of the material Aspects is based on a materiality assessment for the entire JT Group.

The GRI G4 Content Index below includes the location, disclosure status, and additional information around the General Standard Disclosures and the Specific Standard Disclosures. Further information on the calculation methodology and scoping is available in a separate Basis of Reporting document for the areas of human resources, health and safety, and environment. Some of the data within the report has been externally verified.

GENERAL STANDARD DISCLOSURES

#	GENERAL STANDARD DISCLOSURES	LOCATION (PAGES)	OMISSIONS AND ADDITIONAL INFORMATION
STRATEGY AND ANALYSIS			
G4-1	Statement from the most senior decision-maker of the organization	CEO statement (pages 4-5) Q&A with Senior Vice President for CSR (pages 6-7)	
ORGANIZATIONAL PROFILE			
G4-3	Name of the organization	Corporate profile (pages 8-9)	
G4-4	Primary brands, products, and services	Corporate profile (pages 8-9)	
G4-5	Location of the organization's headquarters	Corporate profile (pages 8-9)	
G4-6	Number of countries where the organization operates, and names of countries where the organization has significant operations	Corporate profile (pages 8-9)	
G4-7	Nature of ownership and legal form	Corporate profile (pages 8-9)	Detailed information is presented in the JT Annual Report FY2015: www.jt.com/investors/results/annual_report/index.html
G4-8	Markets served	Corporate profile (pages 8-9)	
G4-9	Scale of the organization	Corporate profile (pages 8-9) Our Businesses (page 56)	Detailed information is presented in the JT Annual Report FY2015: www.jt.com/investors/results/annual_report/index.html The following financial information can be found in the JT Annual Report FY2015: - Net sales (page 4) - Total capitalization broken down in terms of debt and equity (page 5) - Total assets (page 5) - Beneficial ownership (including identity and percentage of ownership of largest shareholders) (page 69)

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G4-10	Workforce information	Corporate profile (pages 8-9) Basis of Reporting	<p>Employees by type of contract and gender as of the end of 2015</p> <table border="1"> <thead> <tr> <th>Type of contract</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Permanent (full and part-time)</td> <td>28,084</td> <td>9,534</td> <td>37,618</td> </tr> <tr> <td>Temporary full-time</td> <td>1,975</td> <td>1,769</td> <td>3,744</td> </tr> <tr> <td>Temporary part-time ^(C)</td> <td>N/A</td> <td>N/A</td> <td>5,881</td> </tr> <tr> <td>Temporary part-time ^(E)</td> <td>7</td> <td>15</td> <td>22</td> </tr> <tr> <td>Supervised workers ^(C)</td> <td>N/A</td> <td>N/A</td> <td>1,375</td> </tr> </tbody> </table> <p>Employees by region and gender as of the end of 2015</p> <table border="1"> <thead> <tr> <th>Region</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Japan</td> <td>12,575</td> <td>3,043</td> <td>15,618</td> </tr> <tr> <td>South and West Europe</td> <td>1,805</td> <td>1,118</td> <td>2,923</td> </tr> <tr> <td>North and Central Europe</td> <td>3,751</td> <td>1,765</td> <td>5,516</td> </tr> <tr> <td>CIS+*</td> <td>5,630</td> <td>2,280</td> <td>7,910</td> </tr> <tr> <td>Other</td> <td>6,298</td> <td>3,097</td> <td>9,395</td> </tr> </tbody> </table> <p>*Commonwealth of Independent States</p>	Type of contract	Male	Female	Total	Permanent (full and part-time)	28,084	9,534	37,618	Temporary full-time	1,975	1,769	3,744	Temporary part-time ^(C)	N/A	N/A	5,881	Temporary part-time ^(E)	7	15	22	Supervised workers ^(C)	N/A	N/A	1,375	Region	Male	Female	Total	Japan	12,575	3,043	15,618	South and West Europe	1,805	1,118	2,923	North and Central Europe	3,751	1,765	5,516	CIS+*	5,630	2,280	7,910	Other	6,298	3,097	9,395
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G4-11	Percentage of total employees covered by collective bargaining agreements	Our people - Being a responsible employer (page 33)	Due to law requirements in certain countries, we cannot know whether employees are unionized, and thus cannot provide the information for employees in our international tobacco business.																																																
G4-12	Organization's supply chain	Our value chains (pages 10-11) Our tobacco business – Supply chain management (page 59) In focus: emerging products (page 70) Our pharmaceutical business - Pharmaceutical business value chain (page 75) Our processed food business - Processed food business value chain (page 79)																																																	

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G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	About this report (page 82) Our people - Being a responsible employer (page 33)	
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization	JT Group Environment Charter on jt.com: www.jt.com/csr/environ/management/index.html	The JT Group Environment Charter reflects how we have addressed the precautionary principle.
G4-15	List externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Our sustainability journey - Collaborations, memberships, and endorsements (pages 18-19)	
G4-16	List memberships in associations and national or international advocacy organizations	Our sustainability journey - Collaborations, memberships, and endorsements (pages 18-19)	

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report	About this report (page 82)	
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries b. Explain how the organization has implemented the Reporting Principles for defining report content	Our sustainability journey (pages 14-15) Our material issues (page 21) Basis of Reporting	Identification of GRI Aspects is based on the materiality assessment conducted for the entire JT Group.
G4-19	Material Aspects identified in the process for defining report content	Our material issues (page 21)	
G4-20	For each material Aspect, report the Aspect Boundary within the organization	Our material issues (page 21)	
G4-21	For each material Aspect, report the Aspect Boundary outside the organization	Our material issues (page 21)	
G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements	About this report (page 82)	
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	Our material issues (page 21) About this report (page 82)	

#	GENERAL STANDARD DISCLOSURES	LOCATION (PAGES)	OMISSIONS AND ADDITIONAL INFORMATION
STAKEHOLDER ENGAGEMENT			
G4-24	List of stakeholder groups engaged by the organization	Our sustainability journey - Stakeholder engagement (pages 16-17)	
G4-25	Basis for identification and selection of stakeholders with whom to engage	Our sustainability journey - Stakeholder engagement (pages 16-17)	
G4-26	Organization's approach to stakeholder engagement	Our sustainability journey - Stakeholder engagement (pages 16-17)	
G4-27	Key topics and concerns that have been raised through stakeholder engagement	Our sustainability journey - Stakeholder engagement (pages 16-17)	
REPORT PROFILE			
G4-28	Reporting period for information provided	About this report (page 82)	
G4-29	Date of most recent previous report	About this report (page 82)	
G4-30	Reporting cycle	About this report (page 82)	
G4-31	Contact point for questions regarding the report or its contents	About this report (page 82)	
G4-32	GRI Content Index	GRI G4 Content Index	
G4-33	Organization's policy and current practice with regard to seeking external assurance for the report	About this report (page 82)	
GOVERNANCE			
G4-34	Governance structure of the organization, including committees of the highest governance body	Our sustainability journey – Sustainability governance (page 20) Our way of doing business (page 22)	
ETHICS AND INTEGRITY			
G4-56	Organization's values, principles, standards, and norms of behavior such as codes of conduct and codes of ethics	Our way of doing business (page 22)	

SPECIFIC STANDARD DISCLOSURES

MATERIAL ASPECT	DISCLOSURE ON MANAGEMENT APPROACH (DMA) AND INDICATOR	LOCATION (PAGES)	OMISSIONS AND ADDITIONAL INFORMATION																
ECONOMIC																			
ECONOMIC PERFORMANCE	DMA	Our way of doing business - Our tax practices (page 26) JT Annual Report FY2015																	
	G4-EC1 - Direct economic value generated and distributed	Our way of doing business - Our tax practices (page 26) About this report (page 82) JT Annual Report FY2015 (pages 4, 5, and 120)	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th data-bbox="1077 528 1657 587" style="text-align: left;">Direct economic value generated and distributed</th> <th data-bbox="1657 528 2116 587" style="text-align: right;">Million Yen</th> </tr> <tr> <td></td> <th data-bbox="1657 587 2116 624" style="text-align: right;">2015</th> </tr> </thead> <tbody> <tr> <td data-bbox="1077 624 1657 676">Revenue^{1,2}</td> <td data-bbox="1657 624 2116 676" style="text-align: right;">2,252,884</td> </tr> <tr> <td data-bbox="1077 676 1657 729">Total employee benefits and wages²</td> <td data-bbox="1657 676 2116 729" style="text-align: right;">407,122</td> </tr> <tr> <td data-bbox="1077 729 1657 782">Current income taxes²</td> <td data-bbox="1657 729 2116 782" style="text-align: right;">150,774</td> </tr> <tr> <td data-bbox="1077 782 1657 834">Tobacco excise taxes²</td> <td data-bbox="1657 782 2116 834" style="text-align: right;">4,772,628</td> </tr> <tr> <td data-bbox="1077 834 1657 887">Dividends</td> <td data-bbox="1657 834 2116 887" style="text-align: right;">187,574</td> </tr> <tr> <td data-bbox="1077 887 1657 940">Community investment</td> <td data-bbox="1657 887 2116 940" style="text-align: right;">8,967</td> </tr> </tbody> </table>	Direct economic value generated and distributed	Million Yen		2015	Revenue ^{1,2}	2,252,884	Total employee benefits and wages ²	407,122	Current income taxes ²	150,774	Tobacco excise taxes ²	4,772,628	Dividends	187,574	Community investment	8,967
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MARKET PRESENCE	DMA	Our people - Local labor practices (page 33)																								
	G4-EC5 - Ratios of standard entry-level wage by gender compared to local minimum wage at significant locations of operation	GRI G4 Content Index Basis of Reporting	<table border="1"> <thead> <tr> <th colspan="2">Significant locations</th> <th>Ratio of standard entry-level wage to local minimum wage</th> </tr> </thead> <tbody> <tr> <td rowspan="2">JT Tokyo HQ</td> <td>Male</td> <td>171:100</td> </tr> <tr> <td>Female</td> <td>171:100</td> </tr> <tr> <td rowspan="2">JTI Geneva HQ*</td> <td>Male</td> <td>N/A</td> </tr> <tr> <td>Female</td> <td>N/A</td> </tr> <tr> <td rowspan="2">JTI Moscow</td> <td>Male</td> <td>213:100</td> </tr> <tr> <td>Female</td> <td>213:100</td> </tr> <tr> <td rowspan="2">JTI Trier</td> <td>Male</td> <td>145:100</td> </tr> <tr> <td>Female</td> <td>145:100</td> </tr> </tbody> </table> <p>* We cannot calculate the ratio for our JTI Geneva HQ as there is no official minimum wage.</p>	Significant locations		Ratio of standard entry-level wage to local minimum wage	JT Tokyo HQ	Male	171:100	Female	171:100	JTI Geneva HQ*	Male	N/A	Female	N/A	JTI Moscow	Male	213:100	Female	213:100	JTI Trier	Male	145:100	Female	145:100
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G4-EC6 - Proportion of senior management hired from the local community at significant locations of operation	GRI G4 Content Index Basis for Reporting	<table border="1"> <thead> <tr> <th>Significant location</th> <th>Percentage of senior management hired from the local community</th> </tr> </thead> <tbody> <tr> <td>JTI Moscow</td> <td>69%</td> </tr> </tbody> </table>	Significant location	Percentage of senior management hired from the local community	JTI Moscow	69%																				
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INDIRECT ECONOMIC IMPACTS	DMA	Our tobacco business - Social and environmental leadership (page 62) Respecting Human Rights - Improving our supply chain (page 52) Our tobacco business – Illegal trade (pages 68-69) Our contributions to society (page 46)																								
	G4-EC7 - Development and impact of infrastructure investments and services supported	Respecting Human Rights - Improving our supply chain (page 52) GRI G4 Content Index	As part of our Grower Support Programs (GSP) and ARISE activities in 2015 we invested more than US\$8 million in infrastructure-related projects in Brazil, Malawi, Serbia, Tanzania, and Zambia.																							
	G4-EC8 - Significant indirect economic impacts, including the extent of impacts	Our tobacco business – Social and environmental leadership (page 62) Respecting Human Rights - Improving our supply chain (page 52) Our tobacco business – Illegal trade (pages 68-69) Our contributions to society (page 46)																								

MATERIAL ASPECT	DISCLOSURE ON MANAGEMENT APPROACH (DMA) AND INDICATOR	LOCATION (PAGES)	OMISSIONS AND ADDITIONAL INFORMATION																					
PROCUREMENT PRACTICES	DMA	Our way of doing business - Procurement practices (page 26) Our processed food business (page 78)																						
	G4-EC9 - Proportion of spending on local suppliers at significant locations of operation	GRI G4 Content Index	<p>We defined local as the country of operations. Significant location is defined as any location with more than 5% of global spend.</p> <table border="1" data-bbox="1093 451 1865 975"> <thead> <tr> <th>Significant locations</th> <th>Supplier type</th> <th>% of local spend in 2015</th> </tr> </thead> <tbody> <tr> <td>Japan</td> <td>Tobacco leaf and non-tobacco material suppliers</td> <td>Approximately 60%</td> </tr> <tr> <td>JTI Geneva HQ</td> <td>Other products and services suppliers</td> <td>34%</td> </tr> <tr> <td>Germany</td> <td>Non-tobacco materials and other products and services suppliers</td> <td>74%</td> </tr> <tr> <td>Russia</td> <td>Non-tobacco materials and other products and services suppliers</td> <td>91%</td> </tr> <tr> <td>Poland</td> <td>Non-tobacco materials and other products and services suppliers</td> <td>86%</td> </tr> <tr> <td>U.K.</td> <td>Non-tobacco materials and other products and services suppliers</td> <td>88%</td> </tr> </tbody> </table> <p>Outside of Japan, our central leaf function purchases tobacco from directly contracted farmers and merchants, which is then supplied to our cigarettes and tobacco-related factories. About 50% of our spend is local - from directly contracted farmers - and the rest we buy from merchants.</p> <p>The percentage of local spend for suppliers of bulk drug substances to our pharmaceutical business is approximately 1%.</p> <p>The percentage of local spend for suppliers of TableMark is 100%.</p>	Significant locations	Supplier type	% of local spend in 2015	Japan	Tobacco leaf and non-tobacco material suppliers	Approximately 60%	JTI Geneva HQ	Other products and services suppliers	34%	Germany	Non-tobacco materials and other products and services suppliers	74%	Russia	Non-tobacco materials and other products and services suppliers	91%	Poland	Non-tobacco materials and other products and services suppliers	86%	U.K.	Non-tobacco materials and other products and services suppliers	88%
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	G4-FP1 - Percentage of purchased volume from suppliers compliant with company's sourcing policy	Our way of doing business - Procurement practices (page 26) Our processed food business (page 78)	100% of purchased volume from suppliers is compliant with the sourcing policy of the JT Group processed food business, via self-declaration of suppliers.																					

MATERIAL ASPECT	DISCLOSURE ON MANAGEMENT APPROACH (DMA) AND INDICATOR	LOCATION (PAGES)	OMISSIONS AND ADDITIONAL INFORMATION
ENVIRONMENTAL			
ENERGY	DMA	Our planet – Environmental management (page 39) Our planet – GHG emissions (pages 40-41)	
	G4-EN3 - Energy consumption within the organization	Our planet – GHG emissions (pages 40-41) Basis of Reporting www.jt.com/csr/environ/data/index.html	We use renewable and non-renewable energy sources within the organization. Renewable energy sources include solar, hydro-power and biomass, and non-renewable energy sources include natural gas and fuel oils for heating, and diesel and petrol for fleet vehicles. We also purchase electricity, heating, and steam.
WATER	DMA	Our planet – Environmental management (page 39) Our planet – Resource efficiency – water and waste (pages 42-43)	
	G4-EN8 - Total water withdrawal by source	Our planet – Resource efficiency – water and waste (pages 42-43) Basis of Reporting www.jt.com/csr/environ/data/index.html	
BIODIVERSITY	DMA	Our planet – Biodiversity (pages 44-45)	
	G4-EN12 - Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Our planet – Biodiversity (pages 44-45)	

MATERIAL ASPECT	DISCLOSURE ON MANAGEMENT APPROACH (DMA) AND INDICATOR	LOCATION (PAGES)	OMISSIONS AND ADDITIONAL INFORMATION
GHG EMISSIONS	DMA	Our planet – Environmental management (page 39) Our planet – GHG emissions (pages 40-41)	
	G4-EN15 - Direct GHG emissions (Scope 1)	Our planet – GHG emissions (pages 40-41) Basis of Reporting www.jt.com/csr/environ/data/index.html	
	G4-EN16 - Energy indirect GHG emissions (Scope 2)		
	G4-EN17 - Other Indirect GHG emissions (Scope 3)		
	G4-EN18 - GHG emissions intensity		
	G4-EN19 - Reduction of GHG emissions		
EFFLUENTS AND WASTE	DMA		Our planet – Environmental management (page 39) Our planet – Resource efficiency – water and waste (pages 42-43)
	G4-EN22 - Total water discharge by quality and destination	Our planet – Resource efficiency – water and waste (pages 42-43) Basis of Reporting www.jt.com/csr/environ/data/index.html	We do not have one global standard on quality of discharged water, but we comply with local laws and regulatory requirements on water. Where there are no such laws and requirements, we have a voluntary standard on the quality of water discharged.
	G4-EN23 - Total weight of waste by type and disposal method	Our planet – Resource efficiency – water and waste (pages 42-43) Basis of Reporting www.jt.com/csr/environ/data/index.html	

MATERIAL ASPECT	DISCLOSURE ON MANAGEMENT APPROACH (DMA) AND INDICATOR	LOCATION (PAGES)	OMISSIONS AND ADDITIONAL INFORMATION
ENVIRONMENT: PRODUCTS AND SERVICES	DMA	GRI G4 Content Index Our processed food business (page 78)	Litter from tobacco products is an issue that calls for collective action to educate adult consumers to act responsibly. A litter-free environment benefits everyone, smokers included. We adopt a two-pronged approach on this issue: creating awareness through campaigns and providing smokers with facilities to easily throw away their cigarette butts.
	G4-EN27 - Extent of impact mitigation of environmental impacts of products and services	GRI G4 Content Index Our processed food business (page 78)	In Japan, since 2004, we have run a 'Pick up and you will love your city' campaign, operating in collaboration with more than 3,500 organizations, including local governments, private companies, and volunteer groups as well as local citizens. We have organized more than 1,700 events in which an estimated 1.6 million people have participated since the launch of the initiative.
ENVIRONMENT: COMPLIANCE	DMA	Our planet – Environmental management (page 39)	
	G4-EN29 - Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	GRI G4 Content Index	During 2015 there were no significant monetary fines or non-monetary sanctions for non-compliance with environmental laws and regulations.
SUPPLIER ENVIRONMENTAL ASSESSMENT	DMA	Our tobacco business – Supply chain management (page 59) Our planet – GHG emissions (pages 40-41) Our planet – Biodiversity (pages 44-45) Our tobacco business – Social and environmental leadership (page 62)	The data on supplier screening and potential negative impacts in the supply chain is only implicitly available for international directly contracted leaf suppliers (SRTP) as there is no screening on other suppliers at the moment. We are in the process of adopting a more stringent supplier assessment for non-leaf suppliers in our international tobacco business and considering whether and how to expand the scope to cover other parts of the businesses. We will report on our progress in our FY2016 report.
	G4-EN32 - Percentage of new suppliers that were screened using environmental criteria	Our tobacco business – Supply chain management (page 59)	
	G4-EN33 - Significant actual and potential negative environmental impacts in the supply chain and actions taken	Our tobacco business – Supply chain management (page 59)	

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EMPLOYMENT	G4-LA2 - Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Our people - Employee development and talent management (pages 31-32) GRI G4 Content Index Basis of Reporting	<p>As of the end of 2015, significant locations include our JT head office in Tokyo, Japan and our international tobacco business head office in Geneva, Switzerland.</p> <p>JT head office in Tokyo</p> <table border="1" data-bbox="1099 336 1917 818"> <thead> <tr> <th rowspan="2">Benefits</th> <th rowspan="2">Permanent employees</th> <th colspan="2">Temporary full-time employees</th> <th rowspan="2">Temporary part-time employees</th> </tr> <tr> <th>Commissioned personnel</th> <th>Contract employees*</th> </tr> </thead> <tbody> <tr> <td>Bereaved family compensation program</td> <td>Y</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Regular health examination</td> <td>Y</td> <td>Y</td> <td>Y</td> <td>Y</td> </tr> <tr> <td>Medical leave system</td> <td>Y</td> <td>Y</td> <td></td> <td></td> </tr> <tr> <td>Parental leave</td> <td>Y</td> <td>Y</td> <td>Y</td> <td>Y</td> </tr> <tr> <td>Retirement</td> <td>Y</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Stock ownership</td> <td>Y</td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>International tobacco business head office in Geneva</p> <table border="1" data-bbox="1099 911 1917 1275"> <thead> <tr> <th>Benefits</th> <th>Permanent employees</th> <th>Temporary full-time employees</th> <th>Temporary part-time employees</th> </tr> </thead> <tbody> <tr> <td>Life insurance</td> <td>Y</td> <td>Y</td> <td>Y (prorated)</td> </tr> <tr> <td>Healthcare</td> <td>Y</td> <td>Y</td> <td>Y</td> </tr> <tr> <td>Disability and invalidity coverage</td> <td>Y</td> <td>Y</td> <td>Y (prorated)</td> </tr> <tr> <td>Parental leave</td> <td>Y</td> <td>Y</td> <td>Y (prorated)</td> </tr> <tr> <td>Retirement provision</td> <td>Y</td> <td>Y</td> <td>Y (prorated)</td> </tr> <tr> <td>Stock ownership</td> <td>Y</td> <td></td> <td></td> </tr> </tbody> </table> <p>*Contract employees may be given benefits if they are exempt from company regulations.</p>	Benefits	Permanent employees	Temporary full-time employees		Temporary part-time employees	Commissioned personnel	Contract employees*	Bereaved family compensation program	Y				Regular health examination	Y	Y	Y	Y	Medical leave system	Y	Y			Parental leave	Y	Y	Y	Y	Retirement	Y				Stock ownership	Y				Benefits	Permanent employees	Temporary full-time employees	Temporary part-time employees	Life insurance	Y	Y	Y (prorated)	Healthcare	Y	Y	Y	Disability and invalidity coverage	Y	Y	Y (prorated)	Parental leave	Y	Y	Y (prorated)	Retirement provision	Y	Y	Y (prorated)	Stock ownership	Y		
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MATERIAL ASPECT	DISCLOSURE ON MANAGEMENT APPROACH (DMA) AND INDICATOR	LOCATION (PAGES)	OMISSIONS AND ADDITIONAL INFORMATION																		
LABOR/ MANAGEMENT RELATIONS	DMA	Our people – Being a responsible employer (page 33)																			
	G4-LA4 - Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Our people – Being a responsible employer (page 33) Basis of Reporting	<table border="1"> <thead> <tr> <th>Minimum notice periods regarding operational changes</th> <th>Number of months between the announcement and the time the first employee leaves the factory because of the closure</th> <th>Number of months between the announcement and the final closure</th> <th>Is the minimum notice period for consultation and negotiation specified in collective agreements? (Yes or No)</th> </tr> </thead> <tbody> <tr> <td>Wervik, Belgium</td> <td>27 months</td> <td>43 months</td> <td>No</td> </tr> <tr> <td>Moscow, Russia</td> <td>5 months</td> <td>13 months</td> <td>No</td> </tr> <tr> <td>Lisnafillan, Northern Ireland</td> <td>18 months</td> <td>30 months</td> <td>No</td> </tr> </tbody> </table>	Minimum notice periods regarding operational changes	Number of months between the announcement and the time the first employee leaves the factory because of the closure	Number of months between the announcement and the final closure	Is the minimum notice period for consultation and negotiation specified in collective agreements? (Yes or No)	Wervik, Belgium	27 months	43 months	No	Moscow, Russia	5 months	13 months	No	Lisnafillan, Northern Ireland	18 months	30 months	No		
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OCCUPATIONAL HEALTH AND SAFETY	DMA	Our people – Workplace health and safety (pages 36-37)																			
	G4-LA6 - Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Our people – Workplace health and safety (pages 36-37) Basis of Reporting	<p>We do not collect information on the breakdown of our safety statistics by region and gender. We will investigate if we can collect data by gender in future.</p> <p>We also do not currently collect Group-level consolidated data for the indicators below:</p> <ul style="list-style-type: none"> - Lost day rate: in 2016 we plan to put in place the necessary data collection methods and calculations to include a report on this in future. - Absentee rate: in 2016 we will investigate what data is available on absentee rates and how we can collect more. - Occupational disease rate: during 2016 we will plan to produce guidance on the definition and diagnosis of occupational diseases, together with a reporting process, and, if appropriate, consider mechanisms for the collection of JT Group-level information. <p>In Japan we are adjusting our data collection and reporting process to capture safety statistics for contractors in line with international reporting requirements, in addition to requirements from the Japanese government that we currently follow.</p>																		

MATERIAL ASPECT	DISCLOSURE ON MANAGEMENT APPROACH (DMA) AND INDICATOR	LOCATION (PAGES)	OMISSIONS AND ADDITIONAL INFORMATION													
TRAINING AND EDUCATION	DMA	Our people – Developing and retaining talent (page 32)														
	G4-LA10 - Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Our people – Developing and retaining talent (page 32) Basis of Reporting														
	G4-LA11 - Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Our people – Developing and retaining talent (page 32) Basis of Reporting GRI G4 Content Index	<table border="1"> <thead> <tr> <th data-bbox="1099 507 1758 563">Percentage of employees receiving regular performance and career development reviews by gender ^(*)</th> <th data-bbox="1758 507 1892 563">2015</th> </tr> </thead> <tbody> <tr> <td data-bbox="1099 563 1758 603">Male (%)</td> <td data-bbox="1758 563 1892 603">74%</td> </tr> <tr> <td data-bbox="1099 603 1758 643">Female (%)</td> <td data-bbox="1758 603 1892 643">74%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th data-bbox="1099 722 1758 778">Percentage of employees receiving regular performance and career development reviews by employee category ^(*)</th> <th data-bbox="1758 722 1892 778">2015</th> </tr> </thead> <tbody> <tr> <td data-bbox="1099 778 1758 818">Executive Officer (%)</td> <td data-bbox="1758 778 1892 818">100%</td> </tr> <tr> <td data-bbox="1099 818 1758 858">Management (excluding Executive Officers) (%)</td> <td data-bbox="1758 818 1892 858">94%</td> </tr> <tr> <td data-bbox="1099 858 1758 898">Employees (excluding management) (%)</td> <td data-bbox="1758 858 1892 898">73%</td> </tr> </tbody> </table> <p data-bbox="1088 914 1989 938">We currently cannot provide the breakdown data on this indicator for our Japanese domestic Group companies.</p>	Percentage of employees receiving regular performance and career development reviews by gender ^(*)	2015	Male (%)	74%	Female (%)	74%	Percentage of employees receiving regular performance and career development reviews by employee category ^(*)	2015	Executive Officer (%)	100%	Management (excluding Executive Officers) (%)	94%	Employees (excluding management) (%)
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DIVERSITY AND EQUAL OPPORTUNITY	DMA	Our people - Equality and diversity at the workplace (pages 34-35)														
	G4-LA12 - Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Our people - Equality and diversity at the workplace (pages 34-35) JT Annual Report FY2015 (pages 48-52) Basis of Reporting														

MATERIAL ASPECT	DISCLOSURE ON MANAGEMENT APPROACH (DMA) AND INDICATOR	LOCATION (PAGES)	OMISSIONS AND ADDITIONAL INFORMATION																		
EQUAL REMUNERATION FOR WOMEN AND MEN	DMA	Our people - Equality and diversity at the workplace (pages 34-35) Our people - Equal remuneration for women and men (page 35)																			
	G4-LA13 - Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Our people - Equal remuneration for women and men (page 35) Basis of Reporting	<table border="1"> <thead> <tr> <th data-bbox="1093 371 1272 448">Significant locations</th> <th data-bbox="1272 371 1514 448">Employee category</th> <th data-bbox="1514 371 2112 448">Ratio of annual base salary of women to men in 2015</th> </tr> </thead> <tbody> <tr> <td data-bbox="1093 448 1272 600" rowspan="4">JTI Geneva HQ</td> <td data-bbox="1272 448 1514 488">Vice President</td> <td data-bbox="1514 448 2112 488">98.8%</td> </tr> <tr> <td data-bbox="1272 488 1514 528">Director</td> <td data-bbox="1514 488 2112 528">97.2%</td> </tr> <tr> <td data-bbox="1272 528 1514 568">Manager</td> <td data-bbox="1514 528 2112 568">91.8%</td> </tr> <tr> <td data-bbox="1272 568 1514 608">Associate</td> <td data-bbox="1514 568 2112 608">105.1%</td> </tr> <tr> <td data-bbox="1093 608 1272 762" rowspan="3">JT Tokyo HQ</td> <td data-bbox="1272 608 1514 647">Executive Officers</td> <td data-bbox="1514 608 2112 647">91.9%</td> </tr> <tr> <td data-bbox="1272 647 1514 687">Management</td> <td data-bbox="1514 647 2112 687">97.2%</td> </tr> <tr> <td data-bbox="1272 687 1514 727">Employees</td> <td data-bbox="1514 687 2112 727">99.7%</td> </tr> </tbody> </table>	Significant locations	Employee category	Ratio of annual base salary of women to men in 2015	JTI Geneva HQ	Vice President	98.8%	Director	97.2%	Manager	91.8%	Associate	105.1%	JT Tokyo HQ	Executive Officers	91.9%	Management	97.2%	Employees
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SUPPLIER ASSESSMENT FOR LABOR PRACTICES	DMA	Our tobacco business – Supply chain management (page 59) Our tobacco business – Social and environmental leadership (page 62) Improving our supply chain – ALP (page 52)																			
	G4-LA14 - Percentage of new suppliers that were screened using labor practices criteria	Improving our supply chain – ALP (page 52)	The data on supplier screening and potential negative impacts in the supply chain is only implicitly available for international directly contracted leaf suppliers (SRTP) as there is no screening on other suppliers at the moment. The percentage of new suppliers that were screened using labor practices criteria for international directly contracted leaf suppliers was 7%. We are in the process of adopting a more stringent supplier assessment for non-leaf suppliers in our international tobacco business and considering whether and how to expand the scope to cover other parts of the businesses. We will report on our progress in our FY2016 report.																		
	G4-LA15 - Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	Improving our supply chain – ALP (page 52)																			
LABOR PRACTICES GRIEVANCE MECHANISMS	DMA	Our way of doing business - Reporting concerns (page 25)																			
	G4-LA16 - Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	Our way of doing business - Reporting concerns (page 25)																			

MATERIAL ASPECT	DISCLOSURE ON MANAGEMENT APPROACH (DMA) AND INDICATOR	LOCATION (PAGES)	OMISSIONS AND ADDITIONAL INFORMATION
HUMAN RIGHTS			
INVESTMENT	DMA	Developing due diligence (page 52)	
	G4-HR1 - Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Developing due diligence (page 52)	In 2015 all three of our business development projects included human rights risk assessments as part of due diligence. No specific human rights clauses were included in the subsequent agreements; however, all our contracts require adherence to our Codes of Conduct, which require respect for human rights.
NON-DISCRIMINATION	DMA	Our way of doing business - Reporting concerns (page 25) Our people – Being a responsible employer (page 33)	
	G4-HR3 - Total number of incidents of discrimination and corrective actions taken	Our way of doing business - Reporting concerns (page 25) Our people – Being a responsible employer (page 33)	In 2015 there were five alleged cases of workplace discrimination. We have reviewed all cases – three were concluded to be unsubstantiated and there is ongoing investigation for the remaining two. We have issued targeted communication and provided further training with the aim to prevent such cases in the future.
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	DMA	Our people – Being a responsible employer (page 33)	
	G4-HR4 - Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	In focus: Respecting Human Rights (pages 52-55)	The right to exercise freedom of association and collective bargaining is at risk in all countries where we directly source tobacco leaf outside of Japan. We assess and mitigate those risks through our Agricultural Labor Practices (ALP). We are developing our Group-level human rights policy, scheduled to be published in the summer of 2016, and are adapting our human rights due diligence process to allow us to collect data and fully report on this indicator in the future for the rest of the supply chain and our operations.
CHILD LABOR	DMA	In focus: Respecting Human Rights (pages 52-55)	Our materiality assessment has determined child labor to be material only in our tobacco value chain.
	G4-HR5 - Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	In focus: Respecting Human Rights (pages 52-55)	Operations and suppliers identified as having significant risk for incidents of child labor have been identified in all countries where we directly source tobacco leaf outside of Japan. We assess and mitigate those risks through our ALP, ARISE, and the Eliminating Child Labour in Tobacco Growing (ECLT) Foundation. We are developing our Group-level human rights policy, scheduled to be published in the summer of 2016, and are adapting our human rights due diligence process to allow us to collect data and fully report on this indicator in the future for the rest of the supply chain and our operations.

MATERIAL ASPECT	DISCLOSURE ON MANAGEMENT APPROACH (DMA) AND INDICATOR	LOCATION (PAGES)	OMISSIONS AND ADDITIONAL INFORMATION
FORCED OR COMPULSORY LABOR	DMA	In focus: Respecting Human Rights (pages 52-55)	Our materiality assessment has determined forced and compulsory labor to be material only in our tobacco value chain.
	G4-HR6 - Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor		Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor have been identified in all countries where we directly source tobacco leaf outside of Japan. We assess and mitigate those risks through our ALP. We are developing our Group-level human rights policy, scheduled to be published in 2016, and are adapting our human rights due diligence process to allow us to collect data and fully report on this indicator in the future for the rest of the supply chain and our operations.
ASSESSMENT	DMA	In focus: Respecting Human Rights (pages 52-55)	
	G4-HR9 - Total number and percentage of operations that have been subject to human rights reviews or impact assessments	In focus: Respecting Human Rights (pages 52-55)	We are developing our Group-level human rights policy, scheduled to be published in 2016, and are adapting our human rights due diligence process to allow us to report on this indicator in the future.
SUPPLIER HUMAN RIGHTS ASSESSMENT	DMA	Our tobacco business – Supply chain management (page 59) Our tobacco business – Social and environmental leadership (page 62) Improving our supply chain – ALP (page 52)	
	G4-HR10 - Percentage of new suppliers that were screened using human rights criteria	Our tobacco business – Supply chain management (page 59) Our tobacco business – Social and environmental leadership (page 62) Improving our supply chain – ALP (page 52)	The data on supplier screening and potential negative impacts in the supply chain is only implicitly available for international directly contracted leaf suppliers under SRTF, and we are currently introducing ALP to get better data. There is no screening on other suppliers at the moment. We are in the process of adopting a more stringent supplier assessment for non-leaf suppliers in our international tobacco business and are considering whether and how to expand the scope to cover other parts of the businesses. We will report on our progress in our FY2016 report.
	G4-HR11 - Significant actual and potential negative human rights impacts in the supply chain and actions taken	Our tobacco business – Social and environmental leadership (page 62)	

MATERIAL ASPECT	DISCLOSURE ON MANAGEMENT APPROACH (DMA) AND INDICATOR	LOCATION (PAGES)	OMISSIONS AND ADDITIONAL INFORMATION														
HUMAN RIGHTS GRIEVANCE MECHANISMS	DMA	In focus: Respecting Human Rights (pages 52-55) Our way of doing business - Reporting concerns (page 25)															
	G4-HR12 - Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	In focus: Respecting Human Rights (pages 52-55) Our way of doing business - Reporting concerns (page 25)															
SOCIETY																	
LOCAL COMMUNITIES	DMA	Our contributions to society (page 46) Our tobacco business – Social and environmental leadership (page 62)															
	G4-SO1 - Percentage of operations with implemented local community engagement, impact assessments, and development programs	Our contributions to society (page 46) Our tobacco business – Social and environmental leadership (page 62)	<p>We have community investment programs implemented in 89% of our markets.</p> <p>In addition to our community investment programs, we also have ARISE and Grower Support Programs (GSP) in Brazil, Malawi, Tanzania, and Zambia in 2015, covering 57% of the countries where we procure tobacco or 57% of the countries where we procure tobacco leaf from directly contracted farmers.</p> <table border="1"> <thead> <tr> <th>Country</th> <th>Number of GSP</th> <th>ARISE</th> </tr> </thead> <tbody> <tr> <td>Brazil</td> <td>16</td> <td>✓</td> </tr> <tr> <td>Malawi</td> <td>8</td> <td>✓</td> </tr> <tr> <td>Zambia</td> <td>95</td> <td>✓</td> </tr> <tr> <td>Tanzania</td> <td>13</td> <td>✓</td> </tr> </tbody> </table>	Country	Number of GSP	ARISE	Brazil	16	✓	Malawi	8	✓	Zambia	95	✓	Tanzania	13
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ANTI-CORRUPTION	DMA	Our way of doing business – Code of Conduct (page 24) Our way of doing business - Anti-bribery and corruption (pages 28-29)															
	G4-SO4 - Communication and training on anti-corruption policies and procedures	Our way of doing business – Code of Conduct (page 24) Our way of doing business - Anti-bribery and corruption (pages 28-29)	<p>Our anti-bribery and corruption policies and procedures, including on Gifts, Hospitality and Entertainment, are outlined in our Codes of Conduct, which we communicate to all employees. Mandatory training on our Codes of Conduct is provided to all our employees. We also require all commercial partners in our international tobacco business to act in accordance with our standards.</p> <p>In 2015, 1,478 targeted employees working in functions where bribery and corruption is a key issue participated in online training on anti-bribery and corruption.</p>														

MATERIAL ASPECT	DISCLOSURE ON MANAGEMENT APPROACH (DMA) AND INDICATOR	LOCATION (PAGES)	OMISSIONS AND ADDITIONAL INFORMATION
PUBLIC POLICY	DMA	Our sustainability journey – Collaborations, memberships, and endorsements (pages 18-19) Our way of doing business - Our tax practices (page 26)	
	G4-S06 - Total value of political contributions by country and recipient/beneficiary	GRI G4 Content Index	In compliance with Political Funds Control Laws in Japan, JT refrains from making political contributions. None of JT's subsidiaries made political contributions in any jurisdiction in 2015 except a non-tobacco subsidiary in Japan, which made a political contribution that amounted to low-single-digit million Yen, at its own discretion, in compliance with all relevant Japanese laws.
ANTI-COMPETITIVE BEHAVIOR	DMA	Our way of doing business - Anti-competitive behavior (page 27)	
	G4-S07 - Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	Our way of doing business - Anti-competitive behavior (page 27)	
COMPLIANCE	DMA	Our way of doing business - Compliance with the Code of Conduct (page 24)	
	G4-S08 - Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations (related to accounting fraud, workplace discrimination, or corruption)	GRI G4 Content Index	During 2015 there were no significant monetary-value fines or non-monetary sanctions for non-compliance with laws and regulations (related to accounting fraud, workplace discrimination, or corruption).

MATERIAL ASPECT	DISCLOSURE ON MANAGEMENT APPROACH (DMA) AND INDICATOR	LOCATION (PAGES)	OMISSIONS AND ADDITIONAL INFORMATION
SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY	DMA	Our tobacco business – Supply chain management (page 59) Our tobacco business – Social and environmental leadership (page 62) Improving our supply chain – ALP (page 52)	
	G4-SO9 - Percentage of new suppliers that were screened using criteria for impacts on society	Our tobacco business – Supply chain management (page 59) Our tobacco business – Social and environmental leadership (page 62) Improving our supply chain – ALP (page 52)	The data on supplier screening and potential negative impacts in the supply chain is only implicitly available for international directly contracted leaf suppliers under S RTP, and we are currently introducing ALP to get better data. There is no screening on other suppliers at the moment. We are in the process of adopting a more stringent supplier assessment for non-leaf suppliers in our international tobacco business and are considering whether and how to expand the scope to cover other parts of the businesses. We will report on our progress in our FY2016 report.
	G4-SO10 - Significant actual and potential negative impacts on society in the supply chain and actions taken	Our tobacco business – Supply chain management (page 59) Our tobacco business – Social and environmental leadership (page 62) Improving our supply chain – ALP (page 52)	
GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY	DMA	Our way of doing business - Reporting concerns (page 25)	
	G4-SO11 - Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	Our way of doing business - Reporting concerns (page 25)	We are currently in the process of developing a Group-wide definition of what constitutes impacts on society and will report on our progress in our FY2016 report.

MATERIAL ASPECT	DISCLOSURE ON MANAGEMENT APPROACH (DMA) AND INDICATOR	LOCATION (PAGES)	OMISSIONS AND ADDITIONAL INFORMATION			
PRODUCT RESPONSIBILITY						
CUSTOMER HEALTH AND SAFETY	DMA	Our tobacco business - Smoking and health (pages 64-65) Our pharmaceutical business - Approach to product responsibility (pages 76-77) Our processed food business - Delivering safe, high-quality products (pages 80-81)				
	G4-PR1 - Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Our tobacco business - Smoking and health (pages 64-65) Our pharmaceutical business - Approach to product responsibility (pages 76-77) Our processed food business - Delivering safe, high-quality products (pages 80-81)	Percentage of products for which health and safety impacts are assessed for improvement	Traditional tobacco products 100%	Processed food business 100%	Pharmaceutical business 100%
	G4-PR2 - Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	GRI G4 Content Index	During 2015 there were no incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle.			
PRODUCT AND SERVICE LABELING	DMA	Our tobacco business - Responsible marketing and sales (page 67) Our pharmaceutical business - Approach to product responsibility (pages 76-77) Our processed food business - Delivering safe, high-quality products (pages 80-81)				

MATERIAL ASPECT	DISCLOSURE ON MANAGEMENT APPROACH (DMA) AND INDICATOR	LOCATION (PAGES)	OMISSIONS AND ADDITIONAL INFORMATION																																									
PRODUCT AND SERVICE LABELING	G4-PR3 - Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	Our pharmaceutical business - Approach to product responsibility (pages 76-77)	The following product information is required by our procedures and assessed for compliance on a regular basis: <table border="1" data-bbox="1095 292 1912 863"> <thead> <tr> <th rowspan="2">Information type</th> <th colspan="2">Traditional tobacco products</th> <th colspan="2">Processed food products</th> <th colspan="2">Pharmaceutical products</th> </tr> <tr> <th>Required</th> <th>% covered</th> <th>Required</th> <th>% covered</th> <th>Required</th> <th>% covered</th> </tr> </thead> <tbody> <tr> <td>The sourcing of components of the product or service</td> <td>Yes ^(*)</td> <td>100%^(*)</td> <td>Yes</td> <td>100%</td> <td>Yes</td> <td>100%</td> </tr> <tr> <td>Content, particularly with regard to substances that might produce an environmental or social impact</td> <td>Yes</td> <td>100%</td> <td>Yes</td> <td>100%</td> <td>Yes</td> <td>100%</td> </tr> <tr> <td>Safe use of the product or service</td> <td>Yes</td> <td>100%</td> <td>Yes</td> <td>100%</td> <td>Yes</td> <td>100%</td> </tr> <tr> <td>Disposal of the product and environmental/ social impacts</td> <td>Yes</td> <td>100%</td> <td>Yes</td> <td>100%</td> <td>Yes</td> <td>100%</td> </tr> </tbody> </table> <p data-bbox="1088 932 1924 956">Emerging products are a new product category to our business and are not included in the table above.</p>	Information type	Traditional tobacco products		Processed food products		Pharmaceutical products		Required	% covered	Required	% covered	Required	% covered	The sourcing of components of the product or service	Yes ^(*)	100% ^(*)	Yes	100%	Yes	100%	Content, particularly with regard to substances that might produce an environmental or social impact	Yes	100%	Yes	100%	Yes	100%	Safe use of the product or service	Yes	100%	Yes	100%	Yes	100%	Disposal of the product and environmental/ social impacts	Yes	100%	Yes	100%	Yes	100%
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	G4-PR4 - Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	GRI G4 Content Index	During 2015 there was one incident in regards to the labeling of Logic products sold in the state of California, U.S.A. This incident will be closed in Q2 2016 by virtue of a settlement agreement.																																									
	G4-FP5 - Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	Our processed food business - Delivering safe, high-quality products (pages 80-81)																																										

MATERIAL ASPECT	DISCLOSURE ON MANAGEMENT APPROACH (DMA) AND INDICATOR	LOCATION (PAGES)	OMISSIONS AND ADDITIONAL INFORMATION
MARKETING COMMUNICATIONS	DMA	<p>Our tobacco business - Responsible marketing and sales (page 67)</p> <p>Our pharmaceutical business - Approach to product responsibility (pages 76-77)</p> <p>Our processed food business - Delivering safe, high-quality products (pages 80-81)</p>	
	G4-PR6 - Sale of banned or disputed products	GRI G4 Content Index	In 2015 the sales and/or imports of e-cigarettes were banned in more than 20 countries, snus was banned in more than 40 countries, and water pipe tobacco was banned in more than five countries - all of which are part of our product portfolio. The JT Group fully complies with these bans. We closely monitor the regulatory development so that our products continue to fully comply with relevant laws and regulations in each jurisdiction.
	G4-PR7 - Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	GRI G4 Content Index	During 2015 there were no incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship.
COMPLIANCE	DMA	<p>Our way of doing business - Compliance with the Code of Conduct (page 24)</p> <p>Our tobacco business - Responsible marketing and sales (page 67)</p>	
	G4-PR9 - Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	GRI G4 Content Index	In 2015 we did not receive any fines for non-compliance with laws and regulations concerning the provision and use of products and services.