

MEDIA INFORMATION

For immediate release

JTI among Germany's best employers for the tenth time in succession



Cologne / Trier, January 17, 2023 – the Top Employers Institute has named JTI (Japan Tobacco International) ‘Top Employer Germany’ for the tenth time in succession. With this, the largest employer within Germany’s tobacco industry has officially been one of the most attractive employers in the country for a decade now.

The award recognises the fact that JTI also continues to fulfil the very highest standards in such areas as HR strategy, working environment, recruitment, further training, well-being and diversity & inclusion and has been committed to outstanding working conditions for many years.

JTI has created a working environment in which its employees are always able to be themselves and develop their full potential. Among other things, this includes JTI’s ‘New Ways of Working’, which enable staff to work from home for up to 50 percent of working hours and work from abroad for up to 10 days a year. JTI’s company parental leave policy is an important milestone on the path to greater diversity and gender equality. 20 weeks of paid family leave offer all parents the same opportunity to spend quality time with their children without any impact on their finances and without them worrying about their careers – regardless of gender, their position at JTI, sexual orientation or ethnic background. JTI also believes that a diverse social and cultural commitment is one of the responsibilities of a top employer.

“For us, the Top Employer Certificate is far more than merely a certification – it is important evidence of our values and culture”, states People & Culture Director Ulf Zedler. “The people who live and breathe this culture each and every day are always the focus of our activities, as it is ultimately all members of staff together that make JTI such a fantastic employer”.

JTI has received this accolade in a total of 62 countries, additionally receiving ‘Top Employer Europe’, ‘Top Employer Africa’, ‘Top Employer Asia Pacific’, ‘Top Employer North America’ and ‘Top Employer Middle East’ awards. Furthermore, the company was named a ‘Global Top Employer’ for the ninth time in succession.

In Germany, JTI has more than 1,800 members of staff at its manufacturing site and research & development centre, both located in Trier. With its more than 100 employees, the Cologne site steers the entire Germany Market. Furthermore, around 200 Sales Force members of staff are responsible for all of Germany.

###

Further information:

Press Office Germany, c/o

Dominik Bollow

Pressestelle.Deutschland@jti.com

The **Top Employers Institute** is the global authority on recognising excellence in People Practices. With its certification programme, it helps to accelerate these practices to enrich the world of work. Through the Top Employers Institute Certification Programme, participating companies can be validated, certified, and recognized as an employer of choice. Founded over 30 years ago, the Top Employers Institute has certified 2,053 Top Employers in 121 countries/regions. These certified Top Employers positively impact the lives of more than 9.5 million employees globally.

JTI (Japan Tobacco International) is a globally-leading tobacco and vaping enterprise. We manufacture and market internationally-renowned brands such as Winston, Camel and American Spirit. With our Logic e-cigarettes and Ploom heat-not-burn products, we are also a worldwide player within the vaping sector. Our company headquarters are located in Geneva, Switzerland. JTI operates in more than 130 countries and has in excess of 40,000 members of staff. For further information, please go to [jti.com/Germany](https://www.jti.com/Germany).