



BRITISH AMERICAN
TOBACCO
MALAYSIA



SHOW US WHAT YOU ARE MADE OF

#Lead the transformation

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INTRODUCTION

WE ARE BAT

We are British American Tobacco, a truly global company with a highly successful past and an exciting future ahead. As one of the leading tobacco and nicotine companies across the globe, we are always looking to offer our consumers new products and advanced technologies.

In the spirit of continuous innovation, we're currently embarking on an exciting transformation towards an agile commercial-centric organisation. That's why we're continuously looking for fresh talent who can shape our future and propel our brands to greater heights.

From the successes of our traditional business to the acquisition of Reynolds American Inc. and our \$2.5 billion investment in potentially reduced-risk products, we're passionate about the future we're building. The future you could be a part of.

FUN FACTS ABOUT OUR COMPANY WORLDWIDE



TOP EMPLOYER AWARD 2019

We believe in creating a great working culture for our people



OVER **55,000** CURIOUS MINDS ACROSS **140 NATIONS** AROUND THE GLOBE

We believe in diversity & collaboration



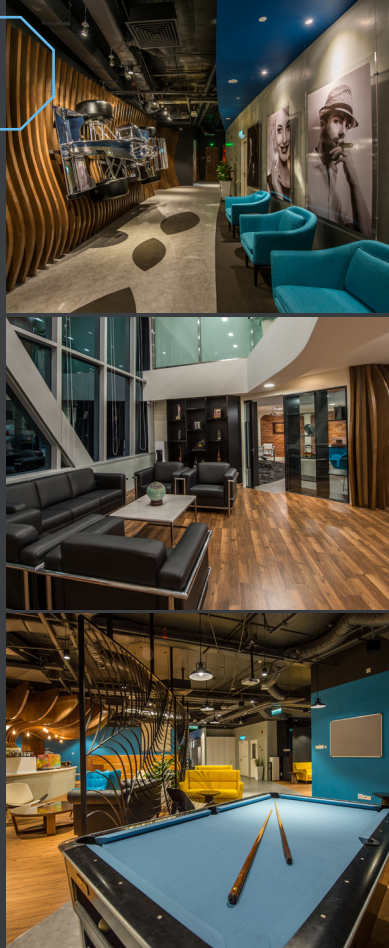
REDUCED DIRECT GROUP CO2 EMISSIONS BY 46% SINCE 2000

through efficient farming techniques, water preservation & recycling promises



REDUCED WASTE SENT TO LANDFILL BY 68% SINCE 2007

We believe in being an ethical and responsible business



OUR MISSION TO TRANSFORM TOBACCO

Our heritage and the foundation of our success - is in cigarettes. However, our world is changing. Now, many of our consumers have expectations beyond cigarettes and they are seeking new products that provide the pleasure of smoking and consuming nicotine, but with potentially reduced risks. We see this as an opportunity to transform the industry.

Our transformation is defined by providing choice for our consumers and expanding our product portfolio by introducing new, potentially reduced-risk products. This is an opportunity to put new products on shelves, bring category-leading choices to the globe, and lead an innovative future.



THE FUTURE OF TOBACCO

This is a chance to make a huge leap forward in our longheld ambition to provide our consumers with potentially reduced-risk products - an ambition we're calling **Transforming Tobacco**. Our global portfolio of potentially reduced-risk products includes Next Generation Products, such as:

Vapour Products

Tobacco Heating Products

Oral Tobacco



WHY WORK AT BAT MALAYSIA?

As a global company in a fast-paced industry, we're undergoing some of the most exciting changes in our history. It is the perfect opportunity to come and help shape our journey.

It is a chance to take control in a challenging environment and do something that you are truly passionate about. Whether that's in combustible tobacco or our potentially reduced-risk products business.

Innovation is at the heart of our future, just as our people and their diversity are at the heart of our entire business. We're not just any FMCG business: we are an inclusive, collaborative team of future makers, game changers, and industry leaders. Together, we're leading the transformation of an entire industry.

#Lead the transformation

EXPERIENCE A GREAT GLOBAL CULTURE

At BAT Malaysia, we cultivate an open and collaborative culture that values teamwork. As such, you will have many opportunities to work with the 55,000 dedicated and talented BAT employees across our global network throughout your career with us.

In our offices and factories, our people work as one to bring our vision to life. When attracting talent, we need to be as open and inclusive as possible. We want people for the skills they bring - no matter their background. This means inclusive to diverse nationalities, ages, generalist and technical backgrounds.

To learn more about our exciting work culture and fun events, check out the hashtag **#LifeAtBAT** on Instagram to see what our people have to say!

#Shape the answers

The culture here is fantastic. BAT values employee input and we are surrounded by dedicated people. We have a great network of Global Graduates from over 140 nations across the globe. We encourage, support, and collaborate with each other to empower our journey here. Very quickly, you will feel part of the community!



MELISSA ONG,
University of Warwick



I have a coach who is genuinely interested in my career growth. I also have meaningful airtime with the Marketing and BAT Leadership Team through post-attachment presentations and the Global Graduate network, Genesis. If you're an ambitious graduate who wants to make real commercial impact with accelerated career growth, then look no further than a career at BAT as a Global Graduate.



JEFERSON LABUNDA,
University College London

THINK GLOBAL FROM THE DAY YOU START

An international role isn't something you grow into at BAT. As a business, we were born international. So it's a mindset you embrace, an influence you enjoy and a way of working you adopt from the day you start. Not only does our global presence give you international exposure and mobility across BAT, but you'll also work with multi-category brands that will build your knowledge and experience of global businesses.

BE PART OF A DIVERSE AND INNOVATIVE WORKFORCE

Collaboration, diversity and teamwork underpin everything we do here at BAT. These qualities make us strong and help us to deliver industry-leading products to the market. Our people embrace this collaboration and diversity to help lead our transformation. Their passion, courage and drive to succeed define who we are and reinforce our commitment to BAT's ambition of Transforming Tobacco.

#Bring your difference

DID YOU KNOW?



50% OF OUR LEADERSHIP TEAM IN MALAYSIA IS FEMALE

We believe in a gender-equal workforce

The Global Graduate Programme exposed me to all facets of BAT's operations and brought me across the country, as well as Singapore and Indonesia. These experiences allowed me to grow, learn and prove myself in a short span of time. Ultimately, I'm proud to work for a company that has integrity, strong ethics, celebrates diversity, and stands by its principles.



SEAN GOH,
University of Manchester

GLOBAL GRADUATE PROGRAMME (GGP)

PASSION. COURAGE. INFLUENCE.

THESE ARE JUST A FEW QUALITIES OF A GREAT LEADER.

Bring your difference and take charge of your tomorrow, today.

A YEAR AT A GLANCE

We are constantly on the hunt for resilient, intelligent, and ambitious graduates to join us. Through our Global Graduate Programme, we strive to provide a holistic and fulfilling learning experience for our graduates that is structured around our **Agile Learning Model** (70% on the job learning, 20% learning from others and 10% formal training).

Here is an overview on what you will be offered throughout this programme:

World Class Training

Obtain access to world-class learning opportunities and meet BAT graduates from across the globe at our BAT Academy, located in the heart of the English countryside.

Coaching & Mentoring

Gain personalised mentorship from our experienced senior leaders and be empowered with the autonomy to drive your own projects with confidence.

Function Specific Rotations

Get hands-on experience and be exposed to all facets of our business across functions to develop yourself into a well-rounded global graduate.

Marketing Field Attachment

Develop a holistic understanding of our end-to-end product cycle and operations through our frontline, field-based attachments.

International Exposure

Collaborate with colleagues across our global business and gain visibility on the operations of a global organization through international projects and leadership opportunities.

THE GGP STRUCTURE

You will relish the challenge of doing real work from Day One. Make the most of our world-class training, and enjoy unprecedented international exposure. Immerse yourself in stretch projects that will challenge and excite you during your structured rotations.

BAT Malaysia currently offers the GG Programme in the following **business functions**:

MARKETING

- Trade Marketing & Distribution
- Strategic Planning & Insights
- Brand Marketing

HUMAN RESOURCES

- HR Business Partnering
- Talent Management & Development

SUPPLY CHAIN

- Manufacturing & Quality
- Demand Planning
- Warehouse & Logistics

LEGAL & EXTERNAL AFFAIRS

- Corporate Affairs
- Government Affairs
- Corporate Communication

FINANCE

- Corporate Finance
- Commercial Finance

I had several opportunities to travel internationally and experience different parts of the BAT supply chain function in Singapore, Indonesia, and Malaysia. I was also given full autonomy to drive my own projects and make a key difference for BAT.



ROBERT BRUCE JALLEH,
University of Manchester

ARE YOU GGP MATERIAL?

- Malaysia citizen
- Fresh graduate, graduated within the last 2 years
- Excellent academic track record, with a minimum upper second-class (2:1) or CGPA 3.2 and above
- Strong leadership capabilities demonstrated via extra-curricular activities

RECRUITMENT PROCESS



Online assessments



Face-to-face interviews



Assessment centre

BEYOND THE GG EXPERIENCE

WE'RE SERIOUS ABOUT PUTTING YOU ON THE RIGHT CAREER PATH.

Our Global Graduate Programme is just a stepping-stone to bigger and better things. Ultimately, it means you'll be preparing the groundwork for where you go next. If you're going to be the success for your potential promises, robust foundations are essential. You'll get those here - and much more.

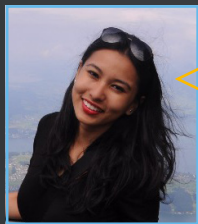
Depending on your aspirations and experience, we have opportunities that span the globe - from Malaysia to England, from Brazil to Japan.

Of course, no two careers are the same. So take a look at what some of our Global Graduate alumni have to say about their experience and journey with BAT Malaysia upon completing the prestigious programme.



OUR GLOBAL GRADUATE ALUMNI

Meet Lavania



Lavania Balasingam,
Area Insights Manager

Here at BAT, we strive to create a learning environment that provides more than just classroom trainings. Instead, we believe it is more impactful - for both the business and our Global Graduates - if we assign real business challenges and projects for them to manage.

In hindsight, I feel fortunate to start my early career with a global brand like BAT, which strives to create a curious and open culture that encourages employees at all levels to embrace change.

Meet Jia Jin




Chua Jia Jin,
Brand Activation
Executive

The biggest takeaway from my time as a BAT GG programme is the growth opportunities. The company focuses heavily on developing young talents which will bring fresh perspectives to the business.

Now that I have graduated to a senior role, I can continue to sharpen my functional and leadership skills gained through the GGP and develop new ideas to propel our brand to greater heights.

FREQUENTLY ASKED QUESTIONS

 **IS IT ETHICAL TO SELL A PRODUCT WHICH IS HARMFUL TO PEOPLE'S HEALTH?**

Smoking poses serious health risks - and the only way to avoid these risks is not to smoke. We are very open about this. We believe in individual choice and support the right of adults to make informed decisions about smoking. Our business is about meeting the preferences of the one billion adults who do choose to smoke while, as part of our ambition to transform tobacco, also offering potentially reduced-risk tobacco and nicotine products.

 **DO I HAVE TO SMOKE TO WORK AT BAT?**

No. Our workforce is no different to other leading FMCG companies, nor are our offices. The ratio of smokers to non-smokers is probably very similar to other businesses and the culture we have is about collaboration, productiveness and positivity - not about whether you smoke or not.

 **HOW DO THE EMPLOYEES OF BAT FEEL ABOUT SELLING CIGARETTES?**


You'll find people at BAT feel proud of working for a great company, one with a long-standing reputation of satisfying customers' demand for a legal product and now making available a growing portfolio of alternative, potentially reduced-risk products. We continue to attract and retain experienced managers and graduates of the highest calibre worldwide, who choose to pursue a rewarding and international career with BAT.

 **HOW INCLUSIVE IS BAT?**

Gender, ethnicity, cultural background is no barrier. If you have got what it takes, you can be successful at BAT. Take gender as an example, there are many women bringing our ambitions to life across the world at BAT. In fact, 50% of our leadership team in Malaysia is female.

 **WHAT IS THE FUTURE OF TOBACCO?**

Traditional tobacco products like cigarettes remain at the heart of what we do, but we are also passionate about taking potentially reduced-risk products across the globe. We need fresh minds who can help us to take all elements of our business forward.

 **ARE THERE ANY SPECIFIC DEGREE REQUIREMENTS FOR THE DIFFERENT BUSINESS FUNCTIONS?**

Marketing Function:
Bachelor's degree in any discipline.

Human Resources Function:
Bachelor's degree in any discipline.

Supply Chain Function:
Bachelor's degree in Engineering, or any relatable discipline.

Legal & External Affairs Function:
Bachelor's degree in Law, Public Policy, Government Affairs, Business Economics, or any relatable discipline.

Finance Function:
Bachelor's degree in Finance, Accounting, Commerce, or any relatable discipline.

INTERNSHIPS

SEEKING A CHALLENGE THAT WILL ENRICH YOUR DEVELOPMENTAL JOURNEY INTO THE WORKFORCE?

BAT Malaysia's Internship Programme is a gateway for university students to gain realistic work experience. As a BAT intern, you will be given the opportunity to be in the midst of a professional work environment in a business area relevant to you, specifically in the areas of Marketing, Human Resources, Supply Chain, Legal & External Affairs or Finance.

WHAT'S IN IT FOR YOU?

Throughout your unique experience as an intern, you will become a part of the BAT family. Our interns will be challenged to tackle real situations with the objective of contributing to our business needs.

Working alongside BAT Malaysia managers, you will have a platform to bring your difference, a real job with real responsibilities. Without a doubt, this valuable learning experience in a realistic environment will enable you to discover your true potential before you set off on your journey into the workforce.



Experience a world-class FMCG working environment



Enjoy practical training and global networking opportunities



Gain early exposure to the BAT Global Graduate Programme



MINIMUM KEY REQUIREMENTS

- Malaysian citizen
- Full-time degree students in any discipline
- Excellent academic track record, with a minimum upper second-class (2:1) or CGPA 3.2 and above
- Active involvement in extra-curricular activities and demonstrated leadership capabilities
- Minimum availability of 8 weeks and above



AWARDS & RECOGNITIONS

Beyond our commitment in delivering our Transforming Tobacco ambition, our HR and talent team are always working hard to create the very best working environment and company culture for our people to thrive and perform at their best.

TOP EMPLOYER MALAYSIA/ GLOBAL 2019

From introducing employee engagement initiatives to effective internal communications, we are humbled to have our efforts recognized when we earned the Top Employers Institute Asia Pacific 2019 seal of recognition. The Top Employers Institute also further recognised BAT Malaysia for being one of the 3 best companies to work for within Malaysia.



BEST COMPANIES TO WORK FOR IN ASIA 2018 AWARD

Recognised among the top employers in Asia with high levels of employee engagement and excellent workplace cultures



LIFE AT WORK AWARD 2018

"Outstanding Practice: Work" award category by Talent Corporation



HR EXCELLENCE AWARDS MALAYSIA 2018

Excellence in Employer Branding, Total Rewards Strategy, Employee Engagement, and HR Change Management



M100 AWARD 2018 (TOP 100 RANKING)

Malaysia's 100 Leading Graduate Employers




 British American Tobacco



 @BATCareers



 @WeareBATCareers



BAT Malaysia Website: www.batmalaysia.com
BAT Global Careers Website: www.careers.bat.com