



CSR REPORT





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INTRODUCTION FROM CEO NIELS FREDERIKSEN

Responsibility is embedded in Scandinavian Tobacco Group's core values and shapes how we conduct our business.

2020 was another defining year for the Group, both for our business and our approach to corporate social responsibility. We introduced a new Group strategy to guide our business through 2025, and we adopted our very first CSR strategy, all while navigating the risks from COVID-19 and working to keep our people healthy and secure in their work.

I am very excited about our new CSR strategy, which follows and builds on actions we took in 2019 to strengthen our CSR engagement through new governance and now, going forward, clearer priorities and actions. Our new CSR strategy identifies four Focus Areas to guide our activities, and this report is structured around them and shares our views, our progress, and the actions we still need to take.

The Group this past year also reviewed and updated our corporate values to ensure they remain relevant to our many stakeholders and employees. Here, we want to Light the Way Forward, and demonstrate that Scandinavian Tobacco Group is committed to transparent and responsible business behaviour. We

want all of our internal and external stakeholders – commercial partners, employees, civil society, investors, regulators and others with whom we engage – to consider us a responsible corporate citizen. We believe our commitment to responsibility benefits our business, our employees, and the communities where they work and live.

We acknowledge that smoking comes with a health risk, and this remains a fundamental premise for the way we operate our business. We have developed our own position on smoking and related marketing principles to ensure that we not only comply with the law but also employ responsible marketing and sales practices across all the markets in which we operate.

This year's CSR report is structured around the four Focus Areas in our new CSR strategy: our engagement with our **People and Communities**, our approach to environmental and climate impacts on our **Planet**, our commitment to living our **Ethics**, and our belief that strong **Governance** is the foundation for responsible business practice. This year's report describes how we identified these Focus Areas, as well as the key activities associated with each.

Our new CSR strategy and this report, for the first time, also address the UN Sustainable Development Goals, where we have sought to map our four Focus

Areas and activities to those SDGs and targets where we can have a meaningful impact.

As in previous years, our report includes selected data regarding key aspects of our CSR activities covering the years 2018 to 2020. We also note where we are making new commitments and lifting our ambition, like our decision to, also for the first time, begin work in 2021 to put in place the capabilities to measure and report on our greenhouse gas emissions.

We will seek continuous improvement in our performance across all of our four CSR Focus Areas, and our CSR approach has the full backing of both my executive team and our Board of Directors. We remain excited about our CSR journey, just as we remain committed to sharing our growth and progress with you and our community of CSR stakeholders.

Niels Frederiksen
President and CEO





ABOUT THIS REPORT

Scandinavian Tobacco Group is headquartered in Copenhagen, Denmark and has a global sales and production presence. In our key US market, the Group has offices in Bethlehem, Pennsylvania and Richmond, Virginia, respectively. In 2020, the Group had production sites in Denmark, Belgium, the Netherlands, Indonesia, Sri Lanka, Nicaragua, Honduras, the Dominican Republic, and the United States.

Scandinavian Tobacco Group's business model involves the manufacturing and sale of tobacco products. These are produced with tobacco and other materials from third party suppliers all over the world, and include cigars, pipe tobacco and fine-cut tobacco. Our products are sold in approximately 100 markets across the world via the Group's own sales companies and through third party importers. In the US, we conduct direct sales to consumers online and via catalogues and, in the US as well as in a few European markets, we also have direct-to-consumer sales in brick and mortar shops.

In January 2020, the Group completed the acquisition of Agio Cigars, which added additional employees to the Group and broadened our production footprint to include four new factories in Belgium, the Netherlands, Sri Lanka, and the Dominican Republic.

The Group, in late 2020, launched a new 5-year business strategy, Rolling Towards 2025, that will guide us in our ambition of becoming the global leader in cigars.

CONTENT AND STRUCTURE

This report addresses the following content:

Our New CSR Strategy - the Group adopted its first CSR strategy in 2020. This section describes how we arrived at our new strategy, including our work to identify our CSR stakeholders and issues.

Our Four Strategic Focus Areas - this section introduces the four Focus Areas and activities that form the core of our new CSR strategy:

- **People and Communities** – including important considerations like how we maintain safe and inclusive workplaces.
- **Planet** – looking at how our business impacts our environmental and climate.
- **Ethics** – addressing how we live our values.
- **Governance** – explaining our approach to the policies and practices in our business and CSR work.

Our CSR Strategy and the UN Sustainable Development Goals (SDGs) - the report concludes with an overview of how our individual Focus Areas map to key SDGs where we believe we can have an impact.

TOBACCO AND RESPONSIBILITY

We acknowledge the health risks associated with smoking as we have described in "Our View on Smoking" below. This is a fundamental premise for how we conduct our business. We have for many years had our own Marketing Principles that ensure that we develop, market and promote our products not only in accordance with the law but also with these basic beliefs.

OUR VIEW ON SMOKING

Smoking is for adults only, and the health risk must be taken seriously by everybody. Every smoker should balance the pleasure of smoking against the risk involved, and then make a personal choice whether to smoke or not. We do not work to increase the number of smokers or to grow the total market for tobacco. We grow our business by growing our market share and by encouraging smokers to choose our products and categories over those of competitors.

STATUTORY REPORTING REQUIREMENTS

This report constitutes our statutory report on CSR for the financial year 2020, in accordance with Section 99a of the Danish Financial Statements Act ("Lovpligtig redegørelse for samfundsansvar, jf årsregnskabslovens §99a") for the Scandinavian Tobacco Group group of companies.

The section "Diversity and Inclusion" on page 8 of this report constitutes our statutory report on the gender composition of management and related policies for financial year 2020, according to Sections 99b and 107d of the Danish Financial Statements Act ("Lovpligtig redegørelse for den kønsmæssige sammensætning af ledelsen, jf årsregnskabslovens §99b" and "Redegørelse for politik for mangfoldighed, jf årsregnskabslovens §107d"), and forms part of management's report in the Group's annual report for 2020.





OUR NEW CSR STRATEGY

Responsibility is embedded in Scandinavian Tobacco Group's core values and how we do business, and the Group has for many years been active with CSR efforts in the communities where we make and sell our products.

In 2019, our Executive Board decided to strengthen the Group's focus on CSR through a new governance structure and launched a process to create the Group's first CSR strategy, which was approved in June, 2020.

Our CSR work is governed by a CSR Steering Committee, a sub-committee of our Executive Board. The CSR Steering Committee is chaired by our Chief Financial Officer, and includes our Chief Supply Chain Officer, our Chief Human Resources Officer, our General Counsel and SVP for Legal, Regulatory and Public Affairs, and our Head of Investor Relations. The Steering Committee determines the overall framework and resource allocation for our CSR activities, with reference to the Executive Board. Our Head of CSR is responsible to the CSR Steering Committee for coordinating activities such as CSR strategy development and targets, follow through in different CSR focus areas and activities, and producing the annual CSR Report.

In developing our new CSR Strategy, we worked with an external consultant to guide us through the process of identifying our material CSR stakeholders and issues. We undertook a series of stakeholder interviews in late 2019 and early 2020 with key employees across multiple levels and locations within the Group, and held additional discussions with external business partners. This process was reviewed and validated by the CSR Steering Committee, who also ranked our key stakeholders and their importance to our CSR work.

OUR KEY STAKEHOLDERS INCLUDE:

- Our Employees
- Our Leadership
- Shareholders/Investors/Financial Partners
- Potential Employees
- Regulators

The key stakeholder interviews were further used to identify our material CSR issues, which our CSR Steering Committee also reviewed, validated, and ranked, noting importance both to the Group and to our key stakeholders.

OUR KEY MATERIAL ISSUES INCLUDE:

- Workplace health and safety
- Environmental and climate impacts
- Anti-child labour policies
- Ethical business behavior
- Good governance
- Employee engagement, equal opportunity and diversity

Clusters of similar material issues were grouped thematically by the CSR Steering Committee to identify and select our four Focus Areas, each with associated ambitions and priority activities.

Finally, the CSR Steering Committee worked to map our four Focus Areas and activities to relevant UN Sustainable Develop Goals where Scandinavian Tobacco Group can have a material impact. An overview of this mapping is provided on [page 13](#).

Our CSR strategy covers a three-year time horizon, from 2020 to 2022.





OUR 4 STRATEGIC CSR FOCUS AREAS

Our four Focus Areas form the core of our new CSR strategy and are meant to give direction and coherence to our CSR work. We have identified priority areas for activity in each of our four Focus Areas.

Current activities in our People & Communities Focus area include promoting employee health and safety, advancing diversity and inclusion, maintaining strong employee engagement, and working with the communities where we make and sell our products.

In our Planet Focus area, our key activities include managing our resource use, waste, and associated impacts on the environment. We will also, moving forward, seek to better understand and mitigate our climate impacts by measuring, reporting, and addressing our greenhouse gas emissions.

Within the Ethics Focus Area, we seek to support human rights, including engagement to address child labour in our tobacco supply chain, and ensure our employees maintain high ethical standards.

And, in our Governance Focus Area, we wish to maintain responsible marketing principles and work to continuously uphold our zero tolerance principles against corruption.

Key policies, actions, and results related to each of these four Focus Areas follow.



PEOPLE AND COMMUNITIES

How we engage with our employees and the communities where they work and live



PLANET

How we work to ensure sustainable production



ETHICS

How we promote responsible actions in our business and industry



GOVERNANCE

How we embed strong oversight and transparency in our business



PEOPLE AND COMMUNITIES

OUR POLICIES

Our employees are the foundation for our success and their well-being is critical to us. We want all of our employees to enjoy safe and healthy working conditions, and we actively work to reduce the risk of accidents and work-related illnesses. We also believe that our employees should be treated with respect, trust and dignity. No form of discrimination is tolerated, and we embrace everyone irrespective of gender, nationality, age, religion, race, ethnicity, political opinion, union membership, sexual orientation, disability, health status or any other characteristic. We value the dialogue and collaboration with our employees and aim to apply good labour practices in all our operations.

We respect that our employees have freedom of association, the right to be represented by a union and the right to bargain collectively. Terms of employment and working conditions, as a minimum, must always comply with local law, including any law on minimum wage.

ACTIONS AND RESULTS

Health and Safety

Employee safety is a top priority for the Group and a central component of our Group Environment, Health, and Safety (EHS) Programme. As part of our general EHS audit cycle, safety audits identify work processes and equipment which might pose a risk to our employees, where we seek to identify root causes and conduct structured analysis and problem-solving consistent with Group Lean production policies and procedures. In addition to our regular audits, multiple initiatives are taken across all facilities to ensure continuous improvement in health and safety.

Our regular audit cycle was disrupted in 2020 due to the critical importance of responding to the COVID-19 pandemic, which required coordinated and sustained action across Group production and non-production sites to keep our employees safe and their jobs secure. Travel and other restrictions related to COVID-19 complicated this task.

The completed acquisition of Agio Cigars in January, 2020, added additional sites to the Group's production footprint, which are reflected in this year's health and safety data. This should be taken into account when comparing health and safety trends with previous years. We have, for 2020, provided data for



Key Safety Data - Production Facilities

Area / Indicator	2018	2019	2020	
Safety			pre-Agio acquisition (11 sites)	post-acquisition (15 sites)
Total Lost Time Accidents	67	53	34	92
Group Average Accident Rate	1.01	.91	.61	1.14



both the pre- and post-acquisition footprint. The operational integration of the former Agio Cigars sites is ongoing, and will lead to additional rationalisation of our global production footprint going forward.

The above considerations noted, in 2020, the number of work-related accidents (Lost Time Accidents, or injuries leading to more than one working day's absence) in our pre-acquisition facilities was 34, down from 53 in 2019. The number of Lost Time Accidents for the combined, post-acquisition Group production footprint was 92. The accident rate (number of accidents per 200,000 hours worked) was 0.61 in 2020 for pre-acquisition facilities, and 1.14 post-acquisition. While integrating the Agio Cigars sites, Group EHS safety procedures were implemented in all new sites, already leading to significant safety improvements in Q4 in line with pre-acquisition results.

We continued in 2020 to offer regular health checks to employees in several of our production facilities and offices. This is of particular value in communities where health services might not be readily available.

Our production facilities are often an important focal point for the well-being of their local communities, as they offer employment to many people. Our production facilities in Indonesia, Sri Lanka, Honduras, Nicaragua and the Dominican Republic all supported local communities through initiatives that included sponsoring equipment to local hospitals, schools and other community institutions, as well as providing charitable contributions to people in need. We also continued to facilitate scholarships for the education of employees' children in Nicaragua, Honduras and the Dominican Republic.

Employee Engagement

We believe in empowering employees to develop their full potential. Engagement among our employees remains high and compares well to external benchmarks. As part of our transformational programme, Fuelling the Growth, we have regularly

carried out multiple surveys, or "Pulse surveys", measuring employee engagement. These were continued in 2020, with three separate cycles of our Pulse surveys sent to different employee groups. We have also, as a result of these surveys, identified areas where management can act to increase engagement, and our Human Resources team actively addresses these issues. In 2021, we plan to issue a global engagement survey, with external benchmarking, to assess our progress.

DIVERSITY AND INCLUSION

This section of the report constitutes our statutory report on the gender composition of the management for the financial year 2020, according to Sections 99b and 107d of the Danish Financial Statements Act ("Lovpligtig redegørelse for den kønsmæssige sammensætning af ledelsen, jf. årsregnskabslovens §99b" and "Redegørelse for politik for mangfoldighed, jf. årsregnskabslovens §107d"). The report forms part of management's report in the Group's annual report for 2020.

At least once a year, and consistent with its policies and procedures, the Board of Directors discusses the composition of the Board of Directors as well as the Executive Board. Both the Board of Directors and Executive Board have and value an international profile. At present, four out of the seven shareholder-elected members of the Board of Directors are of a nationality other than Danish and a total of five nationalities are represented. Members of the Board of Directors hold a wide range of commercial, FMCG, financial, management and tobacco industry experience and qualifications. At the end of 2020, our eight Executive Board members represented five nationalities.

The Board of Directors had set the goal that, by 2020, at least 25% of the shareholder-elected members of the Board of Directors should be women. The goal was reached in 2019 when two out of seven, or 28%, of the members were female, and this was also the case at

the end of 2020. According to the Danish Financial Statement Act §99b, this distribution is considered an equal distribution. The Board of Directors has therefore set a new goal that, by 2024, 30% of the shareholder-elected board members should be women.

Women in senior management

At the end of 2020, 50%, or four out of eight, of our Executive Board were women. We wish to have better representation of women at the senior management level (defined as the top 3 layers of management in the Group), as women here are currently the under-represented gender.

We aim to identify all talents with leadership potential in the Group, irrespective of gender, and want to identify and develop women by providing opportunities to take on more responsibility or advance in their existing leadership roles. Our ambition was that, in 2020, one-third of senior managers were women. We have not yet reached that goal. In 2020, 25% of the top three levels of the organisation were women.

Our Group's performance tracking process covers approximately 1,800 employees across functions and geographies, evaluating each individual's performance and potential. This process helps ensure that a gender diverse talent base is identified each year.

Diversity and Inclusion

Area / Indicator	2018	2019	2020
Gender Balance (% women)			
Board of Directors	17%	28%	28%
Senior Management	20%	20%	25%



COVID-19

As a multinational company with a global production and sales presence, the Group has felt the impact of COVID-19 and we have worked to keep our people safe and their livelihoods secure.

Navigating the challenges posed by COVID-19, which included direct impacts on sales operations and production sites due to national lockdowns, curfews, and travel and other restrictions, was managed by an internal Group task force that included multiple business areas, and approached its work with employee safety as its primary mission.

We have introduced extensive hygiene measures, social distancing, and other precautions and in many areas also coordinated closely with local authorities to ensure our employees operate safely in the communities where they work and live.



PLANET

OUR POLICIES

Scandinavian Tobacco Group acknowledges the importance of limiting our environmental and climate impact. We seek to reduce the use of resources like water and energy in our production facilities, as well as effectively manage our waste.

ACTIONS AND RESULTS

As noted above in relation to health and safety issues, the Group manages our environmental footprint and impact through our Environment, Health and Safety (EHS) Programme, which in 2020 expanded from 11 to 15 production sites globally due to the Agio Cigars acquisition. These facilities range from very large, modern plants to others where there is little automation. Production clearly poses the largest category of real and potential environmental and climate risks associated with our business. Overuse of energy or water, as examples of potential risks, are costly both to our business and to the communities (ref planet or environment instead) where we produce, so we seek to monitor and use these resources responsibly.

With intervals of two to four years, depending on the latest score achieved, every production facility in the EHS Programme undergoes a comprehensive on-site review which, with respect to the environment, focuses on energy and water consumption, and waste. The EHS programme serves to ensure the application of best practices across our Group. We focus on energy savings and aim to limit, reuse and recycle waste where possible.





As previously noted, our regular EHS production site audits were disrupted in 2020 due to the critical importance of responding to the COVID-19 pandemic. Our forward ambition remains that all facilities covered by the EHS Programme achieve an overall score of at least 80% in their review. For 2020, even with disruptions due to COVID-19, local reviews continued to focus on additional opportunities for continuous improvement in environmental management through Group Lean production processes.

As noted above, the completed acquisition of Agio Cigars in 2020 should be taken into account when comparing environmental data and trends with previous years. We have, for this year, noted separate trends for both the pre- and post-acquisition production footprint. We have continued to introduce Group best practices following the acquisition of Agio Cigars across all factories in order to further improve and embed our Environmental, Health and Safety (EHS) processes throughout the Group.

The Group continued in 2020 with incremental installation of energy-saving equipment in selected production facilities. While these and other measures this past year helped contribute to an overall decrease in energy consumption in pre-acquisition sites, there was an overall increase in Group combined post-acquisition consumption in 2020 when compared to 2019.

Similarly, water consumption in pre-acquisition sites in 2020 was roughly at par with 2019, but overall post-acquisition Group consumption increased in 2020 compared to 2019.

One way to potentially compare trends from before and after the Agio Cigars acquisition is to compare energy and water use per total number of work hours used in both pre- and post-acquisition production settings. When viewed through this lense, both energy and water use trends in 2020 were stable compared with 2019. Water use measured in this way was 0.016

cubic meters per working hour in 2020, which was also the case for 2019. Energy use calculated in this way was 0.018 gigajoules per working hour for 2020, also the same as in 2019.

The amount of tobacco waste generated in pre-acquisition sites slightly decreased in 2020 compared to 2019, while overall post-acquisition Group tobacco waste increased in 2020 compared with 2019.

We will in 2021 continue to work to improve and reduce our environmental impacts and reduce the amount of waste we produce. Beginning in 2021, we also intend to begin measuring our greenhouse gas (GHG) emissions consistent with the Greenhouse Gas Protocol (see right).

MEASURING AND REPORTING OUR GREENHOUSE GAS EMISSIONS

Scandinavian Tobacco Group recognises the importance of managing and mitigating our climate and environmental footprint.

For that reason, the Group will, beginning in 2021, measure our Scope 1 and Scope 2 greenhouse gas (GHG) emissions as defined under the Greenhouse Gas Protocol.

We will use 2021 to put in place the appropriate internal procedures to measure and validate our GHG Protocol Scope 1 and 2 emissions, with the intention of reporting on our GHG Scope 1 and 2 emissions in next year's (2021) CSR Report.

Once we have validated and begun reporting our data, we will then proceed to consider appropriate potential greenhouse gas reduction targets.

Selected EHS Data

Area / Indicator	2018	2019	2020	
			pre-Agio acquisition (11 sites)	post-acquisition (15 sites)
Resource Use				
Total Energy Use (gigajoules)	213,871	216,662	211,155	284,271
Water (m3)	181,469	183,504	183,120	254,986
Waste				
Tobacco Waste (tons)	2,602	2,260	2,253	3,329



ETHICS

HUMAN RIGHTS

OUR POLICIES

We respect internationally recognised human rights as described in the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights and conventions describing the rights of children (Please see our Code of Conduct on our website for the full list).

Scandinavian Tobacco Group neither accepts nor uses child labour in any part of our supply chain. We respect children's rights, including their right to development and education, rest, and play. No child should be subject to forced labour or to child labour, including work for which the child is too young (below the applicable minimum age), or work which is mentally, physically, socially or morally dangerous to children, or that interferes with their schooling. Our aim is to avoid causing or contributing to negative impacts on human rights, including children's rights, and to address and mitigate such impacts if they occur.

ACTIONS AND RESULTS

Unfortunately, tobacco growing, like other types of agricultural work, involves a risk of child labour and below-standard working conditions. It is a challenge to address these issues effectively on the ground in tobacco-growing communities, where child labour may exist for complex reasons, which are typically rooted in poverty.

We currently conduct relatively simple reviews of selected tobacco suppliers, and only at irregular intervals. We aim to develop and implement a more uniform, systematic and risk-based approach to due diligence, particularly in relation to child labour but also other labour matters. We intend to work incrementally toward improvement of our due diligence processes in the tobacco supply chain and gradually develop the capabilities to assess and influence the working and social conditions where we source tobacco. We wish to apply a risk-based approach and concentrate our efforts where we are better positioned to make a difference. In 2020, we took initial steps to enable a risk-based selection of suppliers and we expect in 2021 to develop and implement the new due diligence process.

Scandinavian Tobacco Group in 2020 continued our membership and engagement with the Eliminating Child Labour in Tobacco Growing Foundation (ECLT), a multi-stakeholder initiative that runs long-term projects in tobacco-growing communities in several countries. The ECLT advocates globally for strong anti-child labour policies, shares best practices, and works with rural communities and families to withdraw children from child labour and ensure they are educated, safe from exploitation, and encouraged to reach their full potential. The ECLT also seeks to address poverty as a root cause of child labour.

The Group acknowledges the health risks associated with smoking as we have described in "Our View on Smoking" (page 4), and that smoking is only for adults. We have for many years had our own Marketing Principles that ensure we develop, market and promote our products not only in accordance with the law but also with these basic beliefs. We ensure compliance with our Marketing Principles through a close dialogue between the marketing and legal functions of the Group.





GOVERNANCE

OUR POLICIES

We believe that good governance is central to responsible business practice. The Group's Code of Conduct, adopted by the Board of Directors, sets the overall standard for how we act as a company and the behaviour we expect from our employees to ensure responsibility and high ethical standards across the business. The Code of Conduct is supplemented by a number of more detailed policies and guidelines in various areas, including anti-corruption and anti-bribery, data protection, etc. The Code of Conduct can be found on st-group.com.

Scandinavian Tobacco Group has a zero-tolerance approach to corruption and all forms of bribery, including facilitation payments. Corruption and bribery are contrary to the transparent and honest behaviour that our company wishes to stand for, and beyond being illegal, corrupt behaviour implies a significant reputational risk for the company and not least undermines fundamental functions in societies and their economy.

ACTIONS AND RESULTS

Scandinavian Tobacco Group complies with the Danish Recommendations on Corporate Governance (for detail, please see our Statutory Corporate Governance Report 2020, available at st-group.com/corporate-governance.pdf). As described in our statutory report on Corporate Governance, only one of the shareholder-elected members of our Board of Directors is classified as non-independent. The composition of our Board of Directors and committees is also provided on our website, as is Board member attendance at meetings of the Board of Directors and committees, respectively. For a detailed description of the remuneration of the Board of Directors and Management, our 2020 Remuneration Report is also available on st-group.com

We implemented in 2020 a new and more structured approach to how we manage and review our group-wide policies by establishing an overview of all such policies, defining who is accountable and responsible for each policy, its annual review and, when relevant, updating the policy.

We also in 2020 incrementally introduced employees that joined the Group following the acquisition of Agio Cigars to our policies. This task, which includes both awareness activities and training, will continue in 2021.

The Group conducted anti-corruption and anti-bribery training of all employees in 2020, and new employees

are also required to take this training. In 2021, we plan to develop further tools and guidelines to support employee attention and compliance in this area. We also in 2020, as part of our compliance efforts in relation to data protection, trained all employees in data protection and safe IT behaviour.

In 2021, we will conduct the annual review of our Code of Conduct and our supporting policies and consider the need for potential updates. Further, we will consider additional online training programs within ethics and compliance, and address language barriers that may impede the full adoption of any of our policies.

The Group's Whistleblower portal was updated in 2020 and access for employees who wish to report is now easier technically than before, and the underlying management of whistleblower reports has also been improved with the new portal. The whistleblower portal can be accessed by employees who wish to report behaviour that is suspected of being illegal, dishonest or in breach of our policies. Anyone who reports an incident can choose to remain anonymous. We expressly protect anyone who reports against retaliation. In 2021, we plan to promote the whistleblower platform and encourage all employees to speak up where relevant.





THE UN SUSTAINABLE DEVELOPMENT GOALS

We want our CSR work to have a meaningful and recognizable impact in our business and in the world around us. That is why we have sought to map our new CSR Strategy to the UN Sustainable Development Goals (SDGs).

HOW WE LINK OUR WORK TO THE SDGS

The Group adopted our first CSR Strategy in June, 2020. The new CSR Strategy has 4 Focus Areas, each with its own defined ambitions, activities, and goals. Those Focus Areas are:

- People & Communities
- Planet
- Ethics
- Governance

We assess that these Focus Areas and related activities impact 5 of the United Nations Sustainable Development Goals:



PEOPLE AND COMMUNITIES

How we engage with our employees and the communities where they work and live



We do not tolerate any kind of discrimination



We work to protect labour rights and ensure safe and secure working environments



PLANET

How we work to ensure sustainable production



We seek to reduce energy use and waste through prevention, reduction, recycling, and reuse



We will seek to measure, report, and ultimately reduce our greenhouse gas emissions



ETHICS

How we promote responsible actions in our business and industry



We are committed to eliminating child labour in all forms in our value chain



We do not tolerate any form of corruption or bribery



GOVERNANCE

How we embed strong oversight and transparency in our business



We are working to adopt sustainable business practices



We committed to non-discrimination under human rights laws and conventions

CLIMATE ACTION

The Group will in 2021 begin measuring our Scope 1 and 2 emissions under the Greenhouse Gas Protocol.

DIVERSITY AND INCLUSION

25% of our senior managers in 2020 were women. This falls short of our goal of 33%, and we want to do better.

CODE OF CONDUCT

Our Code of Conduct describes the ethical behaviour we expect from every one of our employees.



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