

Wellbeing

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Chartered MCIPD

Why?

Business Results



Engagement

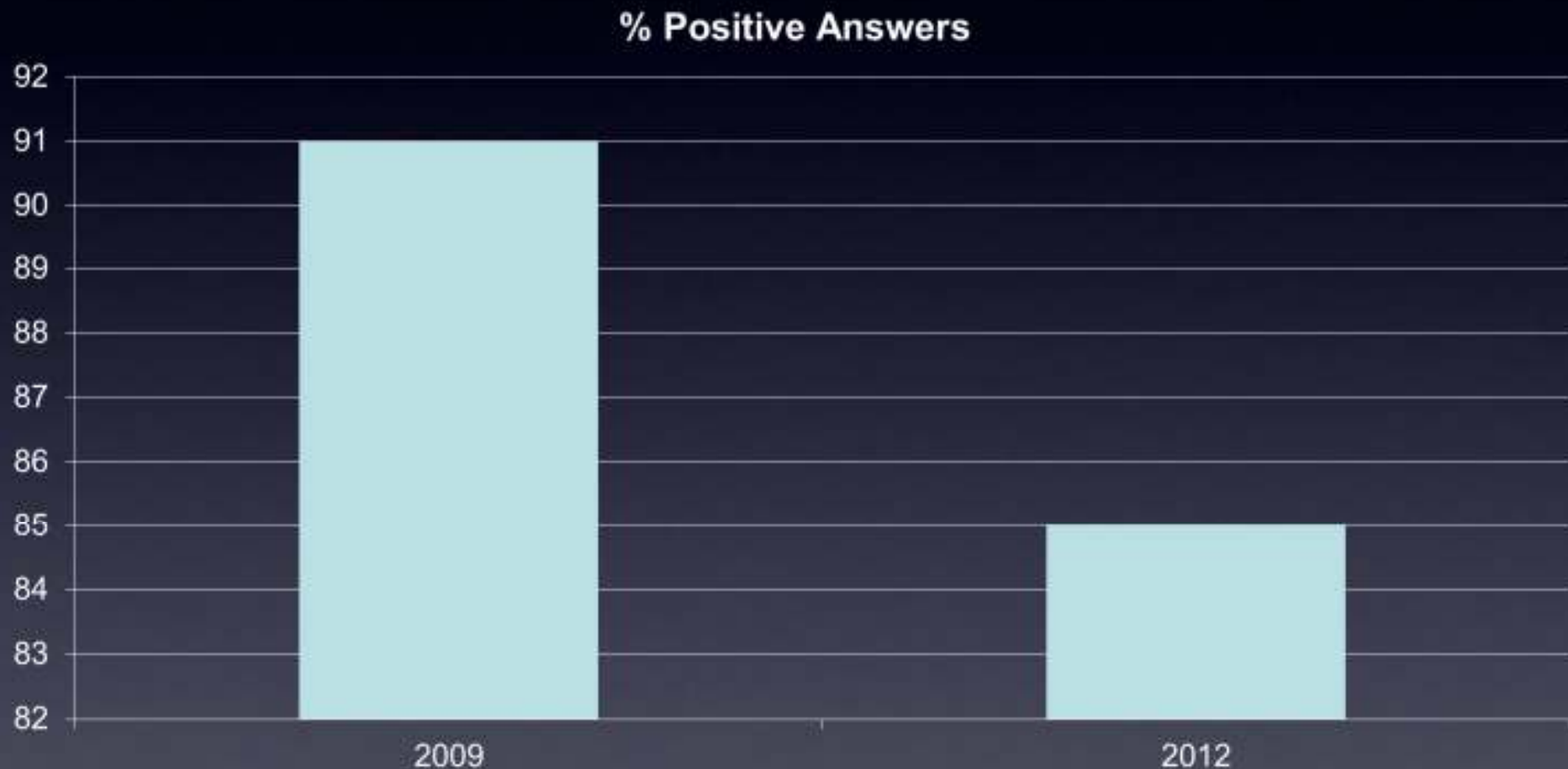


Wellbeing

2012

90%

The result of Employee Engagement Survey 2012 VS 2009.
The Question : “JTI Top Management is interested in the
Wellbeing of employees”



- 6%

Gallup “Wellbeing The 5 Essential Elements”





CAREER



CAREER

SOCIAL



CAREER

SOCIAL

FINANCIAL



CAREER

SOCIAL

PHYSICAL

FINANCIAL

Safety
+
Working Environment
+
Physical Activity
+
Stress
+
Medicine



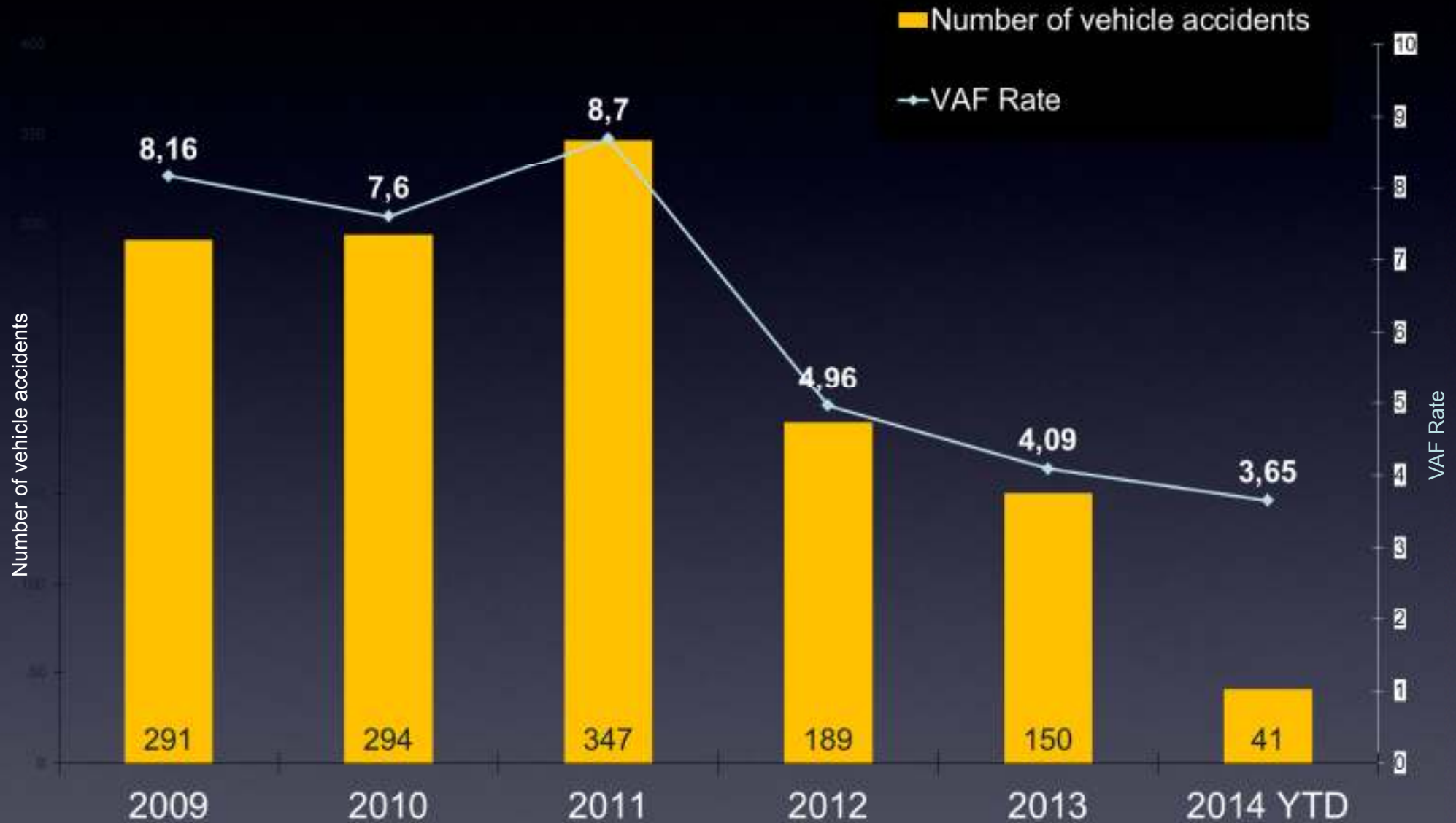
Main Differentiator
between a Good life
and a Great one

PHYSICAL

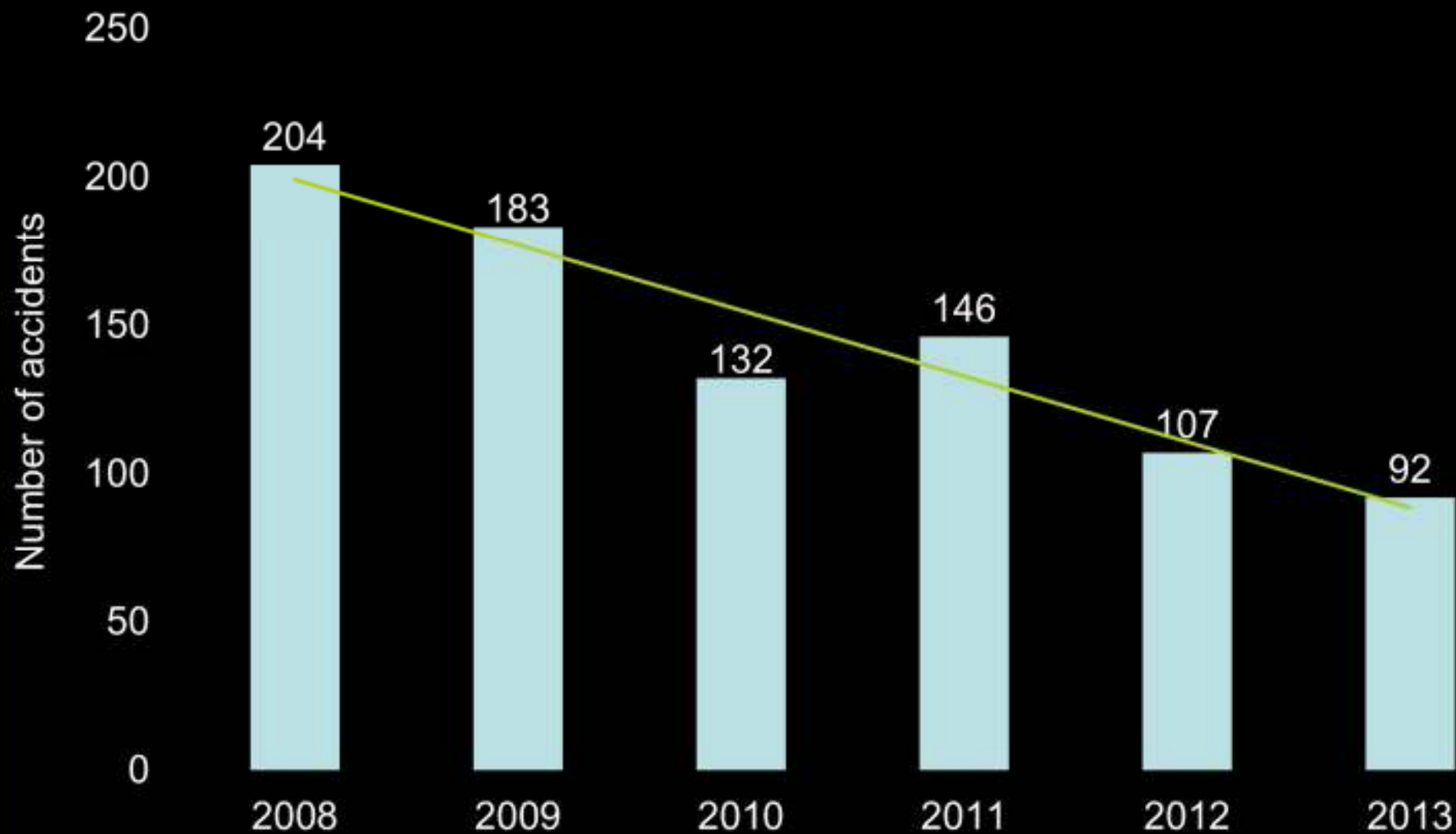


4

Number of Vehicle Accidents and VAF Rate



Collisions with Employees' Fault



Number of vehicles = 1702

Green Envelopes



YOGA classes



Y
T O g e t h e r
G
A





COMMUNITY



5

Planting Siberian pine trees & garbage disposal - Baikal





LEED Certification



LEED Certification



LEED Certification





Business Results



Engagement



Wellbeing