



## Stand Out we are all different

We believe diversity encompasses all the differences between and within us, seen and unseen, that are intertwined in our marketplace, talent pools, consumers and suppliers. For us to be the most innovative tobacco company in the marketplace, collectively we must be different (just like our consumers are) ... and that's what will make us successful. We relish a variety of perspectives, through a culture that welcomes and fosters individuality, choice and collaboration.



We want to reflect our marketplace, leverage what makes each employee distinctive and unleash the potential of our employee talent. We recognize those who respect individual differences, value merit and share in breakthroughs. Those who seek out and optimize the differences around them will be rewarded.

*We eagerly await the chance  
to learn from you!*



*“as a woman from a different nationality, it was important for me to work for a company that embraced culture and diversity. r.j. reynolds offers this. culture and diversity are part of the company's dna. this helps enable an employee such as myself to succeed and progress in my career, because i can be myself, and my culture and experiences are valued.”*

*abloy - trade marketing*