



# PHILIP MORRIS ČR

In Prague, dated 21 January 2022

PRESS RELEASE

## Philip Morris CR a.s. was awarded the Prestigious Certification “Top Employer Czech Republic 2022”

**For already the eighth year in a row, the Philip Morris CR a.s. company was awarded the prestigious international certificate Top Employer Czech Republic. It's parent company, Philip Morris International, was given this award on the European and global levels. The certification is awarded by the Top Employers Institute, which audits companies, evaluates the quality of their HR processes, and assesses firms in terms of being the best employer. Only those companies that meet the strict requirements in human resources managements and that are independently audited can receive the certification.**

*“I am overwhelmed that here in the Czech Republic we have successfully retained the Top Employer certification for the eighth time in a row. The current pandemic has made us face unprecedented challenges, which only makes me all the happier that we continue to create excellent work conditions for our employees. Personally, I accept this award with gratitude, and I consider our high ranking as a valuation to my colleagues who show enormous tenacity and endurance despite the current situation. I greatly appreciate the fact that we all are able to make Philip Morris an exceptional place to work,”* says Andrea Gontkovičová, Chairwoman of the Board of Directors of Philip Morris CR a.s.

Being awarded the title of “Top Employer Czech Republic” reflects the emphasis that the Philip Morris CR a.s. company places on the development of the strategies of recruitment and the integration of these new colleagues into the corporate culture, on supporting talents, and on creating a workplace that is based on inclusion and diversity. The Philip Morris CR a.s. company also supports its employees with a range of other initiatives and tools, such as online workshops, discussion forums, or psychological counselling that helps employees with their work-life balance when working from home.

*“Even in this challenging time, we successfully continue to improve the work environment for our employees. We have made considerable progress in the digitalisation of key HR processes. Just in the last year alone, we launched a self-service HR portal, which is now even accessible to employees on their telephones. We have also introduced a digital annual income tax calculation for our factory in Kutná Hora, and we have also digitalised all internal forms,”* says Joseph Gruber, HR Director of Philip Morris CR a.s.

Worldwide, 1856 companies were evaluated as part of the Top Employer certification. The Philip Morris CR a.s. company received a score of 92.88 %, whereby the average score of companies in the Czech Republic is 83.14 %. It received a score of 100 % in evaluated areas like Corporate Strategies, Leadership, Corporate Values, Digital HR, or Performance Measurement. Also, as the first company in the Czech Republic, Philip Morris CR a.s received the prestigious EQUAL-SALARY certification for equal pay conditions. This award is given as independent confirmation of equal pay for men and women working in the same position by the Swiss EQUAL-SALARY Endowment in cooperation with Geneva University and PwC professional services network.

**Philip Morris ČR a.s.**

Seat: Kutná Hora  
Vítězná 1  
284 03  
Czech Republic

ID: 14803534  
Tax ID: CZ 14803534  
registered in the Commercial  
Register, 120 00 Praha,  
kept by the Municipal Court  
in Prague, Sec. B, insert 627

contact address:  
Karlovo náměstí 10  
Tel.: (+420) 266 702 111  
[www.philipmorris.cz](http://www.philipmorris.cz)



# PHILIP MORRIS ČR

**Media contact:**

**Klára Jirovcová Pospíšilová**

**Communications Manager**

[Klara.JirovcovaPospisilova@pmi.com](mailto:Klara.JirovcovaPospisilova@pmi.com)

**Philip Morris ČR a.s.**

Philip Morris ČR a.s., an affiliate of Philip Morris International Inc., is the largest manufacturer and distributor of tobacco products and also a limited risk distributor of the smoke-free products *HEETS*, electronic devices *IQOS*, *VEEV* e-liquid pods, e-cigarette vaping device *IQOS VEEV* and related accessories in the Czech Republic and is listed on the Prague Stock Exchange (Burza cenných papírů Praha). The company, which has been present in the country since 1992, employs more than 1,000 people across the Czech Republic. Philip Morris ČR a.s. has a 99% interest in Philip Morris Slovakia s.r.o. registered in the Slovak Republic. Over the past 29 years, Philip Morris ČR a.s. has supported numerous charitable projects, including the development of social programs aimed at improving living conditions in local communities. For more information, visit [www.philipmorris.cz](http://www.philipmorris.cz), or see the [Annual Report for the 2020 period](#).

**Philip Morris International: Delivering a Smoke-Free Future**

Philip Morris International (PMI) is leading a transformation in the tobacco industry to create a smoke-free future and ultimately replace cigarettes with smoke-free products to the benefit of adults who would otherwise continue to smoke, society, the company, its shareholders and other stakeholders. PMI is a leading international tobacco company engaged in the manufacture and sale of cigarettes, as well as smoke-free products, associated electronic devices and accessories, and other nicotine-containing products in markets outside the U.S. In addition, versions of PMI's IQOS Platform 1 device and consumables have received marketing authorizations from the U.S. Food and Drug Administration (FDA) under the premarket tobacco product application (PMTA) pathway; the FDA has also authorized the marketing of a version of *IQOS* and its consumables as a Modified Risk Tobacco Product (MRTP), finding that an exposure modification order for these products is appropriate to promote the public health. PMI is building a future on a new category of smoke-free products that, while not risk-free, are a much better choice than continuing to smoke. Through multidisciplinary capabilities in product development, state-of-the-art facilities and scientific substantiation, PMI aims to ensure that its smoke-free products meet adult consumer preferences and rigorous regulatory requirements. PMI's smoke-free product portfolio includes heat-not-burn, nicotine-containing vapor products and oral nicotine products. As of September 30, 2021, PMI's smoke-free products are available for sale in 70 markets in key cities or nationwide, and PMI estimates that approximately 14.9 million adults around the world have already switched to *IQOS* and stopped smoking. For more information, please visit [www.pmi.com](http://www.pmi.com) and [www.pmiscience.com](http://www.pmiscience.com).

**Philip Morris ČR a.s.**

Seat: Kutná Hora  
Vítězná 1  
284 03  
Czech Republic

ID: 14803534  
Tax ID: CZ 14803534  
registered in the Commercial  
Register, 120 00 Praha,  
kept by the Municipal Court  
in Prague, Sec. B, insert 627

contact address:  
Karlovo náměstí 10  
Tel.: (+420) 266 702 111  
[www.philipmorris.cz](http://www.philipmorris.cz)