

Dear shareholder,

I am Ruth Matahi, a clerical worker in Kenya for a key customer of yours, Agility. We carry BAT's tobacco in our trucks.

Along with some 165 Agility truckers, clerical and warehouse workers I would like safe and decent working conditions.

Unfortunately the company has responded aggressively to our plea.

Last week, in Kenya, Agility security guards manhandled me for turning up to work. They treated me as an intruder and pushed a desk out of the way to get at me. They grabbed my blouse and tore it. Agility was angry because I challenged a decision to transfer me to thousands of miles away from home. I am an active union member and have been encouraging my fellow workers to join the union\*.

We thought you'd want to know how your business partner is behaving. There's a little more information overleaf – I'd be really grateful if you could raise your concerns at this AGM over BAT 's use of a company that abuses its workers.

Thanks for your time.

Asante (that's 'thank you' in Swahili)

Ruth Matahi

\* The Kenya Long Distance Drivers and Allied Workers Union is an affiliate of the International Transport Workers Federation (ITF)

[www.unionrights4kenyatruckers.org](http://www.unionrights4kenyatruckers.org)



## Alternative proxy

**Resolution 19:** Agility

**Position:** Customer – Agility trucks carry processed tobacco for export through the port of Mombasa. Eighty per cent of this tobacco is imported from Uganda using the same Agility trucks, processed in Kenya and re-exported through Mombasa.

**Nationality:** Kuwaiti multinational

**Key Appointments:** Ali Saibaba Kola, CEO in Kenya, is successfully overseeing the intimidation and harassment of workers in Agility operations there.

**Key achievements** – This is a snapshot of 1st April activities:

Ali Saibaba Kola's management has instructed workers to sign a 'loyalty declaration' pledging to withdraw from, or not join, a union. Under the Kenyan Constitution this is a violation of workers' rights.

Ali Saibaba Kola's management has issued transfer notices to four union members, including Ruth Matahi. The workers were given only a few days notice that they would be transferred from Mombasa to workplaces up to 1,200km away.

Agility trucks leaving Mombasa at 23.00 were pulled into a convoy and armed police officers boarded several vehicles. The drivers believe the police were acting on orders from Agility management to enforce long working hours. Many drivers had been working continuously since they left Nairobi the previous night.