

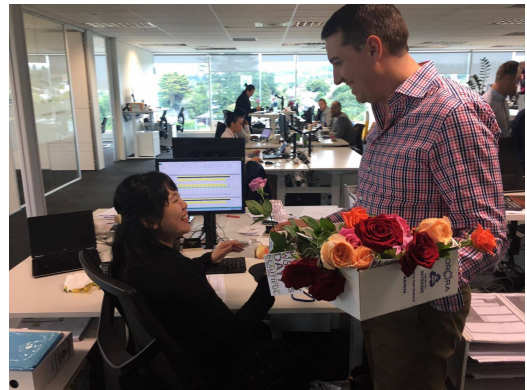
Philip Morris New Zealand Limited

Empowerment

Philip Morris New Zealand Limited has a down-to-earth approach to embracing women in the workplace. The company believes, "it is not about asking women to act like men to compete in the global organisation, it's about embracing their difference."

The approach seems to be working. Last year with a workplace gender split of 46 percent female and 54 percent male, 60 percent of senior managers were female, a huge turnaround from previous years.

Philip Morris New Zealand's parent company, Philip Morris International Inc. (PMI), is a large international tobacco company, with products sold in more than 180 countries. Locally the company employs 67 people.



Philip Morris New Zealand's diversity and inclusion vision is to, "foster an inclusive environment enabling us to attract and retain a diverse workforce, unleashing innovation and growth through multiple markets and adult consumer segments."

Its diversity and inclusion strategy aims to achieve a maximum 60 per cent of same gender, hire equal staff of each gender, and ensure 80 per cent of new hires stay with Philip Morris New Zealand.

The tiers of the strategy include:

- Equal Pay - Philip Morris New Zealand has made major improvements in equal pay, though the company still has a nine percent gap. As part of ongoing work to improve this, Philip Morris New Zealand completed reviews in 2017 and another in January 2018 to attain a global equal salary certification.
- Flexibility - As technological changes have developed, Philip Morris New Zealand has introduced flexible working arrangements for employees and provides above the statutory requirements for maternity leave, personal leave and other leave entitlements to empower work life balance for all employees.
- Education - The company also runs Gender Intelligence Forums for all employees, ConnectME networking and educational events, and sponsors participation in Women in Leadership events and training.
- On and Off Ramps - This programme is improving transitions into maternity leave and tailoring return to work plans. For example a meeting room has been dedicated as a nursing room as needed. The company also has programmes that allow parents to bring their children to work during school holidays.

Customer Care Executive Tatiana Berezhnaya shares her experience of working at Philip Morris New Zealand.

"Philip Morris has given me a lot of flexibility. Working from home during my pregnancy allowed me to support my team during a very busy period and not put aside my needs as a soon-to-be mother," she says.

“Facility for a nursing station in the workplace and allowing my baby to drop by the office and have access to breastmilk during the lunch period enables me to balance both my career and my responsibilities as a new mum,” she says.

“And on my recent business trip to Australia, I was given the opportunity to take my infant baby with me for four days. This allowed me to provide for the nutritional needs for my baby while abroad.”

Corporate Affairs Manager - Pacific Islands Shem Baldeosingh adds: "In terms of equality and the greater achievement of a work-life balance, flexibility has had a positive impact as it recognises the increasing diversity of family arrangements and creates the possibility for staff with family obligations to make real choices about their lives and find arrangements which fit them and their family members. Importantly, it ensures there is no tension between family life and work responsibilities."



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YOUR WORKPLACE MORE INCLUSIVE

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