

Alliance One International Response to Business & Human Rights Resource Center

July 17, 2015

Alliance One International takes human rights issues very seriously and is committed to remaining in full compliance with labor laws in the areas where we operate. In fact, our Code of Business Conduct states that all payroll practices, benefit plans and policies are designed to comply with all applicable laws and regulations governing hours of work, payment of wages, the receipt of benefits, related record keeping obligations and notice requirements. To view our Code of Business Conduct in its entirety, please visit: <http://www.aointl.com/cg/compliance.asp>.

All of Alliance One Tobacco Tanzania Limited's employees, irrespective of the type of roles for which they are hired, are provided with written contracts that include full details of their respective assignments. The language used in these contracts intentionally mirrors the law itself (Employment Act S37 (2)) in order to avoid any potential misinterpretation of our intention to abide by the letter, and also the spirit, of the law. Wherever applicable, we also incorporate any additional benefit entitlements for the respective employee.

However, we recognize that some individuals may not fully understand the law as the government writes it, and, as such, we always ask employees to review their contracts and offers carefully and ask if there are any items on which they would like clarification. Our goal is to help employees understand all of the terms and provisions in the contracts.

Our Company strives for world-class safety and health performance across the globe and, for fiscal year 2015, Alliance One International's Lost Time Injury (LTI) rate was 0.95 lost working days per 100 full-time employees. Should any injuries occur on the job, Alliance One Tobacco Tanzania has a clear process on how to care for and support the affected employee and this procedure abides by all local regulations. Understanding that health care is not always accessible to our employees in Tanzania, the Company additionally has an on-site medical clinic to not only care for any job-related injuries but also provide ongoing health care and support for employees. As the worker's compensation case mentioned in the report is ongoing, we cannot provide any details at this time.

Alliance One's employees our most important asset and we are committed to remaining in compliance with all labor laws in the areas where we operate.