

Maintaining and enhancing the top employer status

Many talented people believe they need to leave the country for the sake of an international career. It is important to do everything possible to keep local talent here, while offering them opportunities to develop and obtain international exposure. Philip Morris Slovakia has received the TOP EMPLOYER award in the past four years and, as the first company in the CEE region, obtained EQUAL SALARY certification in 2018. Working conditions, diversity and inclusion, equal opportunities and international career potentials make Philip Morris Slovakia a competitive employer globally.



MARCELA KRAJČOVÁ
HR Manager,
Philip Morris Slovakia



BIOGRAPHY

Do you offer your employees and co-workers special benefits?

Our company provides a wide range of benefits. What our employees value the most are the 13th and 14th salary as part of the working contract, the flexible working time, voluntary pension plan, four extra days of vacation, sick days and home office. In total, we have around 30 benefits that are discussed on an ongoing basis with employees to make sure these address their needs and motivations.

What differentiates Philip Morris from other companies and competitors?

What is special and differs from other companies is definitely the treatment of our colleagues on maternity/paternity leave. Women who decide to return after 1-2 years, or our male colleagues returning from paternity leave, receive the difference between the salary and support paid by the state. We also provide part-time contracts and sabbaticals and we offer eight working days as study leave support. Last but not least, our employees can use their work car for private use and it may also be driven by a spouse or partner. What makes us even more special is our very friendly, open atmosphere. We have a targeted individual approach to every single employee.

Do you promote equal opportunities for men and women at your company,

including equal salary?

This topic is extremely important for our company and so we invest a lot of energy in ensuring equal treatment and in Diversity & Inclusion initiatives. Career and development opportunities are accessible for all employees and we reward motivation, attitude and performance. Diversity & Inclusion is supported by KPIs monitored on a quarterly basis, such as the gender ratio of new hires, gender ratio in management and inclusion of newcomers via new hire turnover. Philip Morris Slovakia is an advisory board member of the Diversity Charter of the Pontis Foundation that supports diversity and inclusion practices. We remunerate our employees according to experience, seniority and position on the career ladder. To ensure an appropriate salary structure, we use salary surveys, and local market and industry practices. To further ensure that we provide equal treatment, our company has undergone a global audit by the Equal Salary Foundation in cooperation with PWC. Philip Morris Slovakia has undergone this thorough and important analysis and we believe the results will be positive.

Your Company continuously invests in sustainability. Do you plan to continue with this in the future?

Sustainability is very important for Philip Morris in general and for us in Slovakia. As a company, we have set ambitious sustainability

targets and have made great progress. We are ranked among the top fast-moving consumer goods companies in terms of our environmental footprint, starting from the way we source tobacco to how we manufacture and distribute cigarettes. Our sustainability efforts touch every aspect of our value chain – from the farmers who grow tobacco to the 150 million consumers who choose our products. We have continuously invested in sustainability and will continue to do so in the years to come. But that's not all. We are now putting our core product at the center of our sustainability efforts by doing something dramatic – replacing cigarettes with less harmful alternatives to smoking to create a smoke-free world.

In Slovakia, Philip Morris continues to support local communities' access to quality education, income-generation initiatives, and the promotion of women's leadership roles in society. We cooperate with the Slovak-Czech Women's fund to support the prevention of domestic violence and the promotion of equal opportunities for women and men. Via the Divé maky foundation, the company supports programs which assist young people from minorities and other disadvantaged areas. We also focus on the continued support of handicapped and homeless people with our partner, the Pontis Foundation. We are a

After several change management projects at the global and regional level at Mondelez International, Marcela has returned to HR. At present, she is the People & Culture Manager at Philip Morris Slovakia. In the past, she has worked as an HR Business Partner for development, and on education and talent acquisition at Mondelēz European Business Services Center. She has worked on local and international transformation projects and was part of the merger and creation of Jacobs Douwe Egberts.

Marcela has gained valuable knowledge and experience in HR Consulting where she has designed and implemented development, selection, evaluation and diagnostics projects. She is also close to the nonprofit sector, where she has been either an employee or volunteer for seven years.

Marcela enjoys acquiring new knowledge, authenticity, endless deep conversations, traveling, singing, engaging with inspirational people, sports and laughter.

long-term supporter of the youth smoking prevention program "Age Matters" (Na veku záleží), launched in 1998. Its objective is to prevent access of minors to tobacco products by encouraging retailers to comply with minimum age legislation.