

### H.1.4.3. Swedish Match Corporate Applicable Procedures

#### Managerial Oversight and Employee Training SOP (Kungälv, SE)

Swedish Match Europe Division has a centralized HR Management and local HR Business Partners on each site and business function. (b) (4)

(b) (4)

#### Attachments:

- Training log Operator, Packaging
- Training log Operator, (b) (4)

|                             |         |  |  |
|-----------------------------|---------|--|--|
| OPERATOR TRAINING CHECKLIST | (b) (4) |  |  |
|-----------------------------|---------|--|--|

(b) (4)

## Training log

Process operator checklist, (b) (4)

(b) (4)