

# Building Our 3rd Century – Our Culture, Our Values, Our Code

**Our vision at Johnson Matthey is to build our 3rd century through value adding and sustainable technologies.**

Our 3C Strategy was developed to help us achieve our vision. It comprises nine building blocks which set our direction; one of these building blocks is the JM culture.

Johnson Matthey's culture is the personality of the company. It reflects what it is like to work at Johnson Matthey and what is really important to us. The way we describe and live our culture is captured in our values. Johnson Matthey has six core values that reflect the way we work when we are at our best. Together with our six commitments, these values provide the basis of our Code. Our values recognise the key features of our past success and of our future growth. They are:

- **Health and Safety is our Priority**
  - We focus on protecting our people
  - We believe everyone is responsible for preventing injuries and occupational illness
  - We encourage health and safety awareness both at work and at home.
- **Integrity**
  - We do the right thing by our people, our customers and all our other stakeholders
  - We lead by example and hold each other and ourselves accountable
  - We always do the right thing whether or not anyone is looking
  - We keep our promises and honour our commitments
  - We **speak up** if we are concerned about a proposal or course of action.
- **Ability and Innovation**
  - We recruit and value talented people
  - Our people develop through collaboration with others to create value for our customers
  - We encourage and value creativity, new ideas and diverse viewpoints
  - We nurture ability paired with enthusiasm and engagement.
- **Recognition and Development**
  - We foster a culture where anyone from anywhere within the company can progress
  - We celebrate success, giving credit to all contributors
  - We hold each other accountable and challenge appropriately
  - We recognise those whose behaviours show a commitment to the company's values.

- **Freedom to Act**

- We believe anyone with a good business case can realise their ideas
- We know what we are accountable for and accept responsibility for our actions
- We grant people the freedom to explore ideas
- We develop the skills and create opportunities to take initiative and responsibility
- We provide guidance so people know when they can act freely and when they need to seek advice.

- **The Best of Big and Small**

- We use our big company resources, but apply small company methods
- We feel small enough to care, large enough to get things done
- We use our diversity of cultures, ideas and perspectives to make our best decisions
- We collaborate across our global community for the benefit of all our stakeholders.

