

## A message from our Chief Executive



**“ It is vital that we all understand what  
Doing the Right Thing means at JM. ”**

I am delighted to introduce our refreshed Code of Ethics. This is our guide to 'Doing the Right Thing' at JM. At JM, our vision is for a world that's cleaner and healthier today and for future generations, and our ambition is to be one of the best performing, most trusted and admired speciality chemicals companies in the world. We can only achieve our ambition if all our dealings with everyone we encounter through our work at JM (whether fellow employees, customers, suppliers or other stakeholders) are not only legal but also ethical and in accordance with our values.

Our Code is here to help us all with this, and to reinforce that it is not business at any cost. The importance of Doing the Right Thing hasn't changed since we first launched the Code in 2015 (or indeed since JM was founded over 200 years ago). The six commitments that the Code is built around haven't changed either, and we are asked annually to certify that we have and will continue to work in accordance with those commitments. However, other things have changed, and we have brought the Code up to date for the JM we work in today. You'll see it reflects our new brand and visual identity and brings out our rearticulated values. It also includes some new topics, and fresh examples based on real situations that have arisen in JM.

Please take time to familiarise yourself with the Code and ensure that you understand your personal responsibility for Doing the Right Thing. Do ask for help if you need it – the Code gives lots of information about how to do this, and everyone needs to ask for help sometimes. If you ever see or hear of something that does not seem right to you, please **Speak Up**, even if you are not directly responsible for it. The earlier you say something, the better placed we are to investigate and take action before something more serious happens. Directly as a result of people **Speaking Up**, we have already been able to make improvements to JM. The Code is here to help you give your best whilst working at Johnson Matthey, and get the best out of working for us. I hope you find it useful.

Thank you.

**Robert MacLeod,**  
Chief Executive