

Putting our Code into context

How we behave and operate as a company matters.

Johnson Matthey's culture is the personality of the company – how we do things here and what is important to us. The way we describe and how we live our culture is captured in our values. Johnson Matthey has five values that reflect the way we work when we are at our best. Our values recognise what has made us successful in the past and what will make us successful in the future.

Living our values for our people

- **Protecting people and the planet**

- We practise the highest standards of health and safety, promote wellbeing for people both inside and outside of work, and seek to safeguard our planet.

- **Acting with integrity**

- We do the right thing, for people and for the world. We do what we say we'll do, expect the same of each other and **Speak Up** when there's a problem. We place importance on relationships internally and externally, treating others with respect and care.

- **Working together**

- We encourage collaboration inside JM and out, sharing and embracing diverse viewpoints. We tackle problems together, put our ideas into practice and take pride in combining our contributions to create something better for JM and our customers.

- **Innovating and improving**

- We adapt and embrace new ideas to make us stronger and our world cleaner and healthier. We are confident and resilient through change; growing and developing ourselves and JM, to ensure we are a leader in our chosen markets.

- **Owning what we do**

- We take accountability for our own work, and know we are also part of something bigger. We take the initiative, seek clarity and demand high standards from ourselves and our colleagues.

Vision

Our vision is for a world that's cleaner and healthier today and for future generations.

Strategy

Science

Invest in our world class science and technology.

Customers

Use it to solve our customers' complex problems; lead in high margin, tech driven markets.

Operations

Operate as a safer, more connected, agile and efficient global business. Enabled by our three key transformation programmes.

People

Deliver through our great people.

Values

Protecting people and the planet

Acting with integrity

Working together

Innovating and improving

Owning what we do

Our Code



Our Code underpins our values and strategy helping us all understand what Doing the Right Thing means at JM.

Wherever you are, our Code is there to help.