I commit to supporting Johnson Matthey’s ambition to build a sustainable business
We expect an ethical and sustainable approach to business from our suppliers.

Our aim is to ensure we are responsibly sourcing all the raw materials and services that we purchase.

Our Supplier Code of Conduct sets out our expectations on suppliers relating to human rights, labour practices, health and safety, environmental protection and business ethics. In particular, we expect all our suppliers to support the principles defined within the International Labour Organization Core Conventions, the United Nations (‘UN’) Global Compact and the UN Guiding Principles on Business and Human Rights. We encourage all our suppliers to achieve ISO14001 certification for Environmental Management, where it is appropriate to their business operations.

We are committed to addressing the global problem of modern slavery and human trafficking by assessing our higher risk supply chains for indicators of these issues. We make an annual public disclosure on our progress in this area in accordance with applicable legal requirements.
We are committed to:

- Rolling out the Supplier Code of Conduct to new and existing suppliers.
- Reviewing compliance with the Supplier Code of Conduct by existing suppliers and working with them to help improve their business practices where they fall short of the requirements.
- Reporting transparently to all our stakeholders on our progress in achieving compliance to our Supplier Code of Conduct across our supply chain.
- Responding promptly to customer requests for information about sustainable business practices through our supply chains for the product which they purchase.
- Contributing to the eradication of modern slavery and human trafficking globally.

**How does this apply to me?**

- I am responsible for ensuring the people I work with in the supply chain are aware of our Supplier Code of Conduct and how it applies to them.
- I am responsible for raising concerns about modern slavery and any other labour related abuses that I observe in any part of Johnson Matthey’s operations or our value chains.
- I am responsible for responding positively to customer requests for information on the sourcing of raw materials in JM products and seeking advice if required.
What would YOU do?

Q You are about to start working with a new supplier but you read a newspaper article which claims that the supplier’s contracted cleaning workers are not being paid the minimum wage by the contractor and are not free to leave their employment.

A Johnson Matthey is committed to ensuring that its suppliers do not use enslaved or involuntary labour. You should **Speak Up** to your line manager or contact Group Legal or Group Ethics and Compliance, who will look into the matter further.

Q A customer contacts you and asks for a declaration about Johnson Matthey’s use of conflict minerals. What do you do?

A Johnson Matthey is committed to being as transparent with its customers as we expect our own suppliers to be with us, and will always be willing to respond openly to a request such as this. The term ‘conflict minerals’ has a very specific definition in international law. Please contact your sector sustainability lead or Group Sustainability to learn how to respond appropriately to your customer’s request.

**Johnson Matthey’s core values relevant to this section:**
- Protecting people and the planet
- Acting with integrity
- Working together
- Owning what we do

**More help and resources**
- myJM Sustainability site
- myJM Group Ethics and Compliance site
- Johnson Matthey Plc Modern Slavery Statement
- Group Supplier Code of Conduct
- Group Ethical and Sustainable Procurement Policy
- Group Sustainability
- Group and local Human Resources
- Group Ethics and Compliance
- Group Legal
Environment

We acknowledge our obligation as a global company to protect our people and the planet.

We have a duty to protect the limited resources that sustain our businesses and to operate in a manner that will preserve these resources to the greatest extent practical. At a minimum we will operate in accordance with applicable national, regional and local environmental laws and regulations. Where we can, we will apply a higher standard to reduce our environmental impact.

In our businesses, we identify and manage hazardous chemicals, water and waste properly. We look to minimise solid and liquid waste and air emissions as far as practicable, ensuring we do not exceed any limits we are obliged to meet under permit or legislation.

How does this apply to me?

- I minimise waste, recycle and reuse material wherever feasible and I travel only when necessary.
- I adhere to my site’s standards for protection of the environment and resource use.
- I properly operate equipment, maintain infrastructure and only use sensors and other protective devices that are properly calibrated and maintained.
- I evaluate all changes (or potential changes) to plants or processes in light of environmental, health and safety impact and legislation.
What would YOU do?

Q Shortly prior to opening a new site, you are advised that you need to first obtain a required air emissions permit. Obtaining the permit will delay the opening of the site.

A Our sites must, at a minimum, be in compliance with applicable laws and regulations at all times. Therefore, you must not begin operating until you have all of the regulatory permits in place. You must Speak Up immediately to ensure senior management are aware of the need to obtain the additional permit.

Q During a routine inspection, you observe that a hazardous material tank is beginning to fail.

A We are committed to managing our hazardous materials responsibly which includes safe storage to prevent releases. You should Speak Up about your observation immediately so that the tank is either repaired or replaced in order to protect people and the environment.

Johnson Matthey’s core values relevant to this section:
- Protecting people and the planet
- Acting with integrity
- Innovating and improving

More help and resources
- myJM EHS and Sustainability sites
- Group EHS Director/Manager
- Site and Sector EHS Managers
- Group Sustainability
Product stewardship

We understand our responsibility extends through the whole product life cycle.

We aim to protect our people, the users of our products and the environment through the use of the safest possible chemical products and processes able to deliver the desired technology performance. Our commitment to product stewardship is an important aspect of our wider sustainability goals.

As part of this commitment, we acknowledge that all the chemicals we use and produce must be managed responsibly. The products we supply to our customers often form an important part of the end product supplied to the user. We set ourselves high standards: our customers want to see evidence that we understand any hazards inherent in our products and that, through understanding their uses, we can help them manage consequent risks.

This means we:

- Identify and understand the hazards to human health and the environment associated with the chemicals on our sites.
- Communicate clear information on the hazards associated with the chemicals on our sites.
- Adopt a life cycle approach to our products, evaluating their health, safety and environmental impacts at each phase: research, development, commercialisation and discontinuation.
- Seek opportunities to replace hazardous chemicals and products with technically equivalent (or superior) but safer alternatives.
- Ensure compliance with all chemicals control legislation applicable to our operations, purchases, material handling and supply.

How does this apply to me?

- I do not purchase, manufacture or supply chemical products without first confirming the appropriate safety assessments and regulatory reviews have been completed.
- I ensure I am aware of the hazards associated with the chemicals handled in my work areas, and that I follow safety recommendations to protect myself and my colleagues.
- I am attentive to situations of actual or potential unsafe handling/use of chemical products and raise concerns appropriately.
What would YOU do?

Q An alternative supplier of a key raw material has been identified. The supplier qualification procedure raises uncertainties about that supplier’s compliance with chemical registration requirements in their country of operation. JM is not obliged to comply with these requirements.

A We are committed to acting with integrity, which includes requiring players in our supply chain to meet their regulatory compliance obligations. Our customers also expect this. Discuss the legal requirements with the supplier. If they are, in fact, applicable and the supplier cannot meet them, we should find an alternative supplier. We cannot deal with suppliers who do not comply with the law.

Q A new manufacturing process is being introduced to your production site, utilising a raw material you have no experience of handling. The supplier safety data sheet contains only limited information on the hazards and how to handle it safely. The business is under pressure to begin production to meet delivery commitments.

A Speak Up. Bring it to the attention of the person responsible for site health and safety, who must make sure the appropriate safety information is available in order to assure our handling of the raw material does not put our people or the environment at risk. Where information is lacking, JM must take a precautionary approach until any risks are properly understood.

Johnson Matthey’s core values relevant to this section:
- Protecting people and the planet
- Acting with integrity
- Innovating and improving
- Owning what we do

More help and resources
- myJM Product Stewardship site
- Group EHS Management Framework (contains relevant Product Stewardship and Chemical Exposure Management policies and guidance)
- Group Product Stewardship Manager
- Site and Sector Product Stewardship and Regulatory Affairs team
We believe investing in our communities is a key part of our social commitment to the places in which we operate.

We can make an important contribution to the social and economic development of our local communities as an employer and also by collaborating with and investing in them, both financially and by giving our time. We also aim to support the future growth of our business by promoting science as a career for young people. To achieve these goals, Johnson Matthey encourages all its operations to undertake a community investment programme. It also encourages and supports all employees to volunteer their time to support local communities and to raise funds for good causes.
Our Community Investment Policy sets out the types of activities and recipients we support and the criteria that must be followed in order that our charitable efforts and contributions do not conflict with broader Johnson Matthey policies or damage our reputation.

JM offers all staff two days’ paid leave per year for volunteering, details of which are set out in our Employee Volunteering Policy. These can be used to contribute to JM’s sustainable business goal of achieving a cumulative 50,000 volunteer days by 2025.

In addition, JM matches employees’ fundraising up to a total of £1,000 (or the local equivalent) per person per year.

How does this apply to me?

- I am aware how I can participate in my site’s community investment programme and I can volunteer in the local community or with a charitable organisation or participating in fundraising activities for a charity.
- I ensure that I follow the Community Investment Policy and the Employee Volunteering Policy before committing to any community investment including charitable donations.
- I do not involve Johnson Matthey in civic or political activities that I undertake in a personal capacity.
What would YOU do?

Q A charitable organisation in which you are involved has partnered with a science education organisation and is planning a science fair at a local school. You would like to volunteer but the science fair is on a work day.

A Speak with your manager explaining the background to the activity, explaining your desire to participate and then submit your request online via myJM to request his or her approval to participate. Alternatively, ask your line manager or HR representative to complete the online request on your behalf.

Q Your site has recently been acquired by Johnson Matthey and does not have a community investment programme. You are keen to help Johnson Matthey make an impact in your community.

A Speak with your manager and Group Corporate Communications about starting a programme. Depending on your desired level of involvement, you might want to be considered for nomination as a ‘Community Champion’ to act as the main point of contact for community investment at your site.

Johnson Matthey’s core values relevant to this section:

- Protecting people and the planet
- Acting with integrity
- Innovating and improving
- Owning what we do

More help and resources

- Community Investment Policy
- Johnson Matthey North America Community Investment Volunteering Policy
- Employee Volunteering Policy
- Business Site Community Champion
- Group Corporate Communications