

## Global Human Rights Policy

### 1. Purpose

Johnson Matthey Plc and our group companies (JM) are committed to respecting and upholding human rights throughout our operations and value chain. This Policy defines our commitment to human rights and reflects the expectations we have for ourselves, our colleagues and our value chain partners.

### 2. Policy

#### 2.1 Our commitment and focus

- Our commitment is defined by internationally recognised human rights<sup>1</sup> and will be implemented and operationalised in accordance with UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the UN Global Compact (to which we are a signatory).
- We commit to respecting the higher standard where national law and international human rights standards differ. If there is conflict between the two, we will adhere to national law, while seeking to respect international human rights to the greatest extent possible.
- We are focused on the human rights areas where the risk of adverse impact on people is most significant, where we have the greatest proximity and we have leverage in our operations / value chain. We:
  - are committed to safeguarding the health and safety of our workers, customers and the communities where we operate;
  - do not tolerate any form of discrimination or harassment and are committed to promoting a diverse and inclusive culture;
  - are committed to ensuring workers are fairly remunerated and provided with decent working conditions (including terms of employment, benefits, and overtime);
  - are committed to workers' right to fair procedures and remedies, and workers' right of freedom of association and collective bargaining;
  - work to ensure there is no modern slavery (all forms of forced or compulsory labour) or human trafficking in our operations / value chain;
  - work to ensure there is no child labour in our operations / value chain; and
  - are committed to protecting the planet and ensuring we minimise harm to the environment as a side-effect of our operations and activities.
- We also recognise the importance of land rights / threats to indigenous people and communities and water rights within our operations and value chain.
- We understand the intersections between our commitments to protect the environment and human rights.
- We will periodically review our human rights risk areas to ensure our priorities reflect the nature of our business and how it may impact right holders.
- Appropriate systems and controls will be put in place to identify and assess our human rights risk areas, undertaking due diligence proportionate to the risk level, effectively managing risk, monitoring and reporting on our progress.

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<sup>1</sup>Expressed in the International Bill of Human Rights and the eight International Labour Organisation fundamental conventions within its Declaration on Fundamental Principles and Rights at Work.

## 2.2 Our colleagues

- Workers have an individual responsibility to respect human rights at JM and raise human rights concerns.

## 2.3 Our value chain

- Upholding human rights throughout our value chain forms part of our Sustainability strategy. Our target for 2030 is to assess 100% of our value chain partners for human rights risks.
- Where high risks are identified, these will be mitigated and where actual adverse impacts are identified, we will work with our value chain partners to put necessary remedial plans in place. Our approach will be based on our position in the value chain, business relationship, nature of the impact and our involvement with the impact.
- We expect our supply partners to play a leading role in supporting our commitment to respecting human rights, directly and through their own supply chains.

## 2.4 Our grievance mechanism

- We have mechanisms for soliciting feedback from our workers relating to our culture. We encourage our workers and all other third parties to raise concerns openly, including human rights concerns (speak ups).
- We provide workers and third parties with an independently run speak up helpline (accessed online or via telephone) where human rights concerns can be raised anonymously (where local law permits). This helpline is available 24/7 and in multiple languages.
- All speak ups raised honestly are treated seriously and confidentially, overseen by an independent group of senior leaders. Speak ups are addressed in a timely and consistent manner.

## 2.5 Our Human Rights Programme

- We will look to continuously improve our mechanisms and processes as our human rights programme matures.