



**Johnson Matthey**  
Inspiring science, enhancing life

# Johnson Matthey Plc – Communication on Progress 2022 UN Global Compact - Advanced Level

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December 2022



# Statement of Support from CEO

## Communication on Progress 2022

"I am pleased to confirm that *Johnson Matthey plc* continues to support the United Nations Global Compact (UNGC) and the Ten Principles of the UNGC on human rights, labour, environment and anti-corruption.

Our purpose to catalyse the net zero transition for our customers drives our strategy and mirrors society's need to create a more sustainable future. Through our innovative solutions in automotive, chemicals and energy, we create significant value for shareholders and society.

In this annual Communication on Progress, we define our actions and progress to integrate the principles of the UNGC into our business strategy, culture and daily operations. We also describe our business contributions which advance the broader development goals of the UNGC, in particular the Sustainable Development Goals (SDGs). We support public accountability and transparency, and therefore commit to sharing this information with our stakeholders and the general public."



Liam Condon

Chief Executive Officer

# Implementing the Ten Principles into Strategies & Operations

	Criteria	Details	Where to find the information? / Details	Reference / Link
1	<b>Mainstreaming into corporate functions and business units</b>	Place responsibility for execution of sustainability strategy in relevant corporate functions (procurement, government affairs, human resources, legal, etc) ensuring no function conflicts with company's sustainability commitments and objectives	Our sustainability governance structure can be found on pages 60-61 and 98 of the JM Annual Report 2022. To strengthen our sustainability governance, we set up a new board-level Societal Value Committee in May 2021, and recruited our first Chief Sustainability Officer who joined JM in May 2022. We also have a Sustainability Council, made up of directors from across our business who, together, develop our sustainability vision, goals and targets. Sustainability targets are embedded in the executive remuneration package (see page 130 of JM Annual report 2022)	<a href="#">Johnson Matthey Annual Report 2022 – page 60-61 and 98</a>
		Assign responsibility for corporate sustainability implementation to an individual or group within each business unit and subsidiary		
		Ensure that different corporate functions coordinate closely to maximize performance and avoid unintended negative impacts		
		Align strategies, goals and incentive structures of all business units and subsidiaries with corporate sustainability strategy	"Embedding sustainability into everything we do" can be found on page 8 of the JM annual report 2022.	<a href="#">Johnson Matthey Annual Report 2022 – page 8</a>
		Design corporate sustainability strategy to leverage synergies between and among issue areas and to deal adequately with trade-offs	The "Sustainability" section of the JM Annual Report 2022 can be found on pages 34-60 and details the design, targets and progress of the corporate sustainability strategy. 4 UN SDGs are identified as the global issues that we are best able to positively impact.  "Catalysing the Net Zero Transition" is our corporate purpose statement Our Taskforce for Climate-related Financial Disclosures (TCFD) report details our climate-related risks and opportunities, supporting the design of the sustainability strategy.	<a href="#">Taskforce for Climate-related Financial Disclosures</a>  <a href="#">Johnson Matthey Annual Report 2022 – pages 34-60</a>
2	<b>Value chain implementation</b>	Analyse each segment of the value chain carefully, both upstream and downstream, when mapping risks, opportunities and impacts	Taskforce for Climate-related Financial Disclosures details our climate-related risks and opportunities throughout the value chain.  "Product life cycle management" detailed on page 47-48 of the JM Annual Report 2022 - Our product stewardship policies define our key requirements, processes and responsibilities to ensure we comply with relevant laws and regulations.  "What we expect when working with our suppliers" detailed on page 58 of the JM Annual Report 2022 - We have a supplier code of conduct and assess our suppliers against it using the external sustainability platform EcoVadis.	<a href="#">Taskforce for Climate-related Financial Disclosures</a>  <a href="#">Johnson Matthey Annual Report 2022 – page 47-48 and 58</a>

# Implementing the Ten Principles into Strategies & Operations

	Criteria	Details	Where to find the information? / Details	Reference / Link
2	<b>Value chain implementation (continued)</b>	Communicate policies and expectations to suppliers and other relevant business partners	Our sustainability framework is detailed in our Supplier Code of Conduct - Sustainability is an integral part of our strategy and governance and must be prioritised by our suppliers as well.  "What we expect when working with our suppliers" detailed on page 58 of the JM Annual Report 2022 - our procurement team began a phased roll out of our due diligence framework to strengthen our supplier relationships	<a href="#">JM Supplier Code of Conduct</a>  <a href="#">Johnson Matthey Annual Report 2022 - page 58</a>
		Implement monitoring and assurance mechanisms (e.g. audits/screenings) for compliance within the company's sphere of influence	"What we expect when working with our suppliers" detailed on page 58 of the JM Annual Report 2022 - We assess our existing suppliers against our supplier code of conduct using the external sustainability platform EcoVadis.	<a href="#">Johnson Matthey Annual Report 2022 - page 58</a>
		Undertake awareness-raising, training and other types of capacity building with suppliers and other business partners	In 2023 we plan to start inviting our strategic suppliers to use the EcoVadis academy to learn more about sustainable business	<a href="#">Johnson Matthey Annual Report 2022 - page 58</a>

# Robust Human Rights Management Policies & Procedures

	Criteria	Details	Where to find the information? / Details	Reference / Link
3	<b>Robust commitments, strategies or policies in the area of human rights</b>	Commitment to comply with all applicable laws and respect internationally recognized human rights, wherever the company operates (e.g., the Universal Declaration of Human Rights, Guiding Principles on Human Rights)	“Our approach to human rights” on page 57 of the JM annual report 2022 and page 8 of the JM Modern Slavery and Human Trafficking Statement - JM supports the principles of the Universal Declaration of Human Rights and the International Labour Organization (ILO) Core Conventions, and align ourselves with key frameworks that define human rights principles for businesses	<a href="#">Johnson Matthey Annual Report 2022 – page 57</a>  <a href="#">Modern Slavery and Human Trafficking Statement – page 8</a>
		Integrated or stand-alone statement of policy expressing commitment to respect and support human rights approved at the most senior level of the company	JM Modern Slavery and Human Trafficking Statement was approved by the Johnson Matthey Plc board on 21 July 2022 and is signed by Liam Condon, Chief Executive  We have several corporate policies that reinforce our commitment to protecting human rights and reiterate our focus on the elimination of modern slavery and human trafficking:  <ul style="list-style-type: none"> <li>• Code of Ethics</li> <li>• Supplier Code of Conduct</li> <li>• Conflict Minerals Policy and Platinum and Palladium</li> <li>• Supply Chain Policy Statement</li> <li>• Doing Business in Higher Risk Jurisdictions Policy</li> </ul>	<a href="#">Modern Slavery and Human Trafficking Statement</a>  <a href="#">Sustainability governance   Johnson Matthey</a>
		Statement of policy stipulating human rights expectations of personnel, business partners and other parties directly linked to operations, products or services	“What we expect when working with our suppliers” on page 6 of the Modern Slavery and Human Trafficking Statement - JM want to ensure we make our products in ways that are ethical and respect human rights throughout our operations and value chain.  JM Code of Ethics on page 26-28 which applies to all personnel – Respecting human rights is fundamental to our way of business  “Working safely and respecting the rights of others” on pages 8-15 of the JM Supplier Code of Conduct	<a href="#">Modern Slavery and Human Trafficking Statement</a>  <a href="#">JM Code of Ethics – page 26-28</a>  <a href="#">JM Supplier Code of Conduct – page 8-15</a>
		Statement of policy publicly available and communicated internally and externally to all personnel, business partners and other relevant parties	Modern Slavery and Human Trafficking Statement is publicly available on the JM website	<a href="#">Modern Slavery and Human Trafficking Statement</a>

# Robust Human Rights Management Policies & Procedures

	Criteria	Details	Where to find the information? / Details	Reference / Link
4	<b>Effective management systems to integrate the human rights principles</b>	Process to ensure that internationally recognized human rights are respected	JM Human Rights Programme is detailed in our Modern Slavery and Human Trafficking Statement.	<a href="#">Modern Slavery and Human Trafficking Statement</a>
		On-going due diligence process that includes an assessment of actual and potential human rights impacts		
		Process and programs in place to support human rights through: core business; strategic philanthropic/social investment; public policy engagement/advocacy; partnerships and/or other forms of collective action	Further processes and programmes also discussed on pages 56-58 of the JM annual report 2022.	<a href="#">Johnson Matthey Annual Report 2022 – page 56-58</a>
		Internal awareness-raising and training on human rights for management and employees	Human rights “Training and awareness” detailed on page 6 of our Modern Slavery and Human Trafficking Statement	<a href="#">Modern Slavery and Human Trafficking Statement</a>
		Operational-level grievance mechanisms for those potentially impacted by the company’s activities	Grievance mechanisms detailed in the Modern Slavery and Human Trafficking Statement – including the JM Speak-Up process and the escalation process to a Steering Group comprised of our Group Head, Ethics & Compliance, Group Sustainability Director and Chief Procurement & Property Officer.	<a href="#">Modern Slavery and Human Trafficking Statement</a>
		Allocation of responsibilities and accountability for addressing human rights impacts	“Governance of the Human Rights Programme” on pages 7-8 of the Modern Slavery and Human Trafficking Statement	<a href="#">Modern Slavery and Human Trafficking Statement – pages 7-8</a>
		Internal decision-making, budget and oversight for effective responses to human rights impacts		

# Robust Human Rights Management Policies & Procedures

	Criteria	Details	Where to find the information? / Details	Reference / Link
5	<b>Effective monitoring and evaluation mechanisms of human rights integration</b>	System to monitor the effectiveness of human rights policies and implementation with quantitative and qualitative metrics, including in the supply chain	How we manage Ethics and Compliance risk is detailed on page 78 of the JM annual report 2022. Our Ethics Panel monitors the effectiveness of our human rights policies.  JM Human Rights Programme detailed in the Modern Slavery and Human Trafficking Statement.	<a href="#">Johnson Matthey Annual Report 2022 – page 78</a>  <a href="#">Modern Slavery and Human Trafficking Statement</a>
		Monitoring drawn from internal and external feedback, including affected stakeholders	Modern Slavery and Human Trafficking statement describes our Speak-Up process - At JM we promote a 'speak up' culture encouraging everyone to speak up when they have a concern or are unsure about something. We also provide employees and third parties with an independently run speak up helpline (accessed online or via telephone) where concerns can be raised. This includes some case studies whereby monitoring and feedback was implemented.	<a href="#">Modern Slavery and Human Trafficking Statement</a>
		Leadership review of monitoring and improvement results	"Governance of the Human Rights Programme" on pages 7-8 of the Modern Slavery and Human Trafficking Statement	<a href="#">Modern Slavery and Human Trafficking Statement – pages 7-8</a>
		Process to deal with incidents the company has caused or contributed to for internal and external stakeholders	Grievance mechanisms detailed in the Modern Slavery and Human Trafficking Statement – including the JM Speak-Up process and the escalation process to a Steering Group comprised of our Group Head, Ethics & Compliance, Group Sustainability Director and Chief Procurement & Property Officer.	<a href="#">Modern Slavery and Human Trafficking Statement</a>
		Grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, rights compatible, a source of continuous learning, and based on engagement and dialogue		
		Outcomes of integration of the human rights principles	Summary of progress for our human rights targets is found on page 56-58 of the JM annual report 2022.	<a href="#">Johnson Matthey Annual Report 2022 – page 56-58</a>

# Robust Labour Management Policies & Procedures

	Criteria	Details	Where to find the information? / Details	Reference / Link
6	<b>Robust commitments, strategies or policies in the area of labour</b>	Reference to principles of relevant international labour standards (ILO Conventions) and other normative international instruments in company policies	We support the principles of the Universal Declaration of Human Rights and the International Labour Organization (ILO) Core Conventions, and align ourselves with key frameworks that define human rights principles for businesses. See page 57 of the JM annual report 2022 for our public declaration and our JM Code of Ethics (page 26)	<a href="#">Johnson Matthey Annual Report 2022 – page 57</a>  <a href="#">JM Code of Ethics – page 26</a>
		Written company policy to obey national labour law, respect principles of the relevant international labour standards in company operations worldwide, and engage in dialogue with representative organization of the workers (international, sectoral, national).	Written company policies include the JM Code of Ethics and Modern Slavery and Human Trafficking Statement.  We also declare our commitment to engage in dialogue with workers through trade unions in our JM annual report 2022 (page 53) - We work collaboratively with 10 trade unions across JM, focusing on a range of topics, such as safety, wellbeing and improving the way we work at our local sites. Together, we discuss site and business performance, environment, health and safety issues, working practices, business change needs, employee training and reskilling. We also support engagement at regional and national levels where needed.	<a href="#">JM Code of Ethics</a>  <a href="#">Modern Slavery and Human Trafficking Statement</a>  <a href="#">Johnson Matthey Annual Report 2022 – page 53</a>
		Inclusion of reference to the principles contained in the relevant international labour standards in contracts with suppliers and other relevant business partners	Reference to the international labour standards is included in our Supplier Code of Conduct (pages 7-15) and our JM Code of Ethics (page 26)	<a href="#">JM Supplier Code of Conduct – pages 7-15</a>  <a href="#">JM Code of Ethics – page 26</a>
		Specific commitments and Human Resources policies, in line with national development priorities or decent work priorities in the country of operation	We have several group policies and foundational documents that reinforce our commitment to protecting human rights and the area of labour including: <ul style="list-style-type: none"> <li>• Code of Ethics</li> <li>• Supplier Code of Conduct</li> <li>• Equal Opportunities and Training and Development of People Policy</li> <li>• Gender Pay Gap Report</li> <li>• Modern Slavery and Human Trafficking Statement</li> </ul>	<a href="#">JM Code of Ethics</a>  <a href="#">JM Supplier Code of Conduct</a>  <a href="#">Equal Opportunities and Training and Development of People Policy</a>  <a href="#">Gender Pay Gap Report</a>  <a href="#">Modern Slavery and Human Trafficking Statement</a>



# Robust Labour Management Policies & Procedures

	Criteria	Details	Where to find the information? / Details	Reference / Link
7	<b>Effective management systems to integrate the labour principles</b>	Risk and impact assessments in the area of labour	The "Ethics and Compliance" section of the JM Annual Report 2022 (page 55-58) details the series of tools we have implemented to gain better visibility of the ethics and compliance issues within their areas and across JM. We also actively use the EcoVadis assessment platform to assess our own Labour and Working Practices standards as an independent sustainability assessment process.	<a href="#">Johnson Matthey Annual Report 2022 – page 55-58</a>  <a href="#">EcoVadis   Johnson Matthey</a>
		Dialogue mechanism with trade unions to regularly discuss and review company progress in addressing labour standards	We also declare our commitment to engage in dialogue with workers through trade unions in our JM annual report 2022 (page 53) - We work collaboratively with 10 trade unions across JM, focusing on a range of topics, such as safety, wellbeing and improving the way we work at our local sites. Together, we discuss site, sector and business performance, environment, health and safety issues, working practices, business change needs, employee training and reskilling. We also support engagement at regional and national levels where needed.	<a href="#">Johnson Matthey Annual Report 2022 – page 53</a>
		Allocation of responsibilities and accountability within the organization	Ethics and Compliance with a Group leadership team sponsor as detailed in our JM annual report 2022  "Governance of the Human Rights Programme" on pages 7-8 of the Modern Slavery and Human Trafficking Statement	<a href="#">Johnson Matthey Annual Report 2022 – page 78</a>  <a href="#">Modern Slavery and Human Trafficking Statement</a>
		Internal awareness-raising and training on the labour principles for management and employees	All JM employees must complete our Code of Ethics training – as detailed in our JM annual report 2022 (page 55)	<a href="#">Johnson Matthey Annual Report 2022 – page 55</a>
		Active engagement with suppliers to address labour-related challenges	"What we expect when working with our suppliers" on page 6 of the Modern Slavery and Human Trafficking Statement - JM want to ensure we make our products in ways that are ethical and respect human rights throughout our operations and value chain.  "Working safely and respecting the rights of others" on pages 8-15 of the JM Supplier Code of Conduct	<a href="#">Modern Slavery and Human Trafficking Statement</a>  <a href="#">JM Supplier Code of Conduct – page 16-20</a>
		Grievance mechanisms, communication channels and other procedures (e.g., whistle blower mechanisms) available for workers to report concerns, make suggestions or seek advice, designed and operated in agreement with the representative organization of workers	JM Speak-Up process detailed within JM Code of Ethics (pages 10-13)	<a href="#">JM Code of Ethics – page 10-13</a>

# Robust Labour Management Policies & Procedures

	Criteria	Details	Where to find the information? / Details	Reference / Link
8	<b>Effective monitoring and evaluation mechanisms of labour principles integration</b>	System to track and measure performance based on standardized performance metrics	We also actively use the EcoVadis assessment platform to assess our own Labour and Working Practices standards as an independent sustainability assessment process.	<a href="#">EcoVadis   Johnson Matthey</a>
		Dialogues with the representative organization of workers to regularly review progress made and jointly identify priorities for the future	We also declare our commitment to engage in dialogue with workers through trade unions in our JM annual report 2022 (page 53) - We work collaboratively with 10 trade unions across JM, focusing on a range of topics, such as safety, wellbeing and improving the way we work at our local sites. Together, we discuss site, sector and business performance, environment, health and safety issues, working practices, business change needs, employee training and reskilling. We also support engagement at regional and national levels where needed.	<a href="#">Johnson Matthey Annual Report 2022 – page 53</a>
		Audits or other steps to monitor and improve the working conditions of companies in the supply chain, in line with principles of international labour standards	The working conditions and practices we expected from our suppliers is detailed on pages 7-15 of the JM Supplier Code of Conduct. We also specify that “Johnson Matthey supply partners are expected to complete an initial and then periodic assessment against the standards set out in this Code. Sometimes an audit may be required. Supply partners are expected to retain and maintain suitable records to enable such an assessment or audit to occur. Assessment findings may require a supply partner Code improvement plan to be agreed with Johnson Matthey.”	<a href="#">JM Supplier Code of Conduct</a>
		Process to positively engage with the suppliers to address the challenges (i.e., partnership approach instead of corrective approach) through schemes to improve workplace practices	As part of the JM Supplier Code of Conduct we actively promote “working together...in a fair, open and transparent way” with our suppliers (page 6).  In 2022 we began using the EcoVadis platform to assess, monitor and communicate with supplier base to actively improve workplace practices (within the Labour and Working Practices theme area) – see page 58 of the JM annual report 2022 for further details.	<a href="#">JM Supplier Code of Conduct</a>  <a href="#">Johnson Matthey Annual Report 2022 – page 58</a>
		Outcomes of integration of the Labour principles	We also actively use the EcoVadis assessment platform to assess our own Labour and Working Practices standards as an independent sustainability assessment process.	<a href="#">EcoVadis   Johnson Matthey</a>

# Robust Environmental Management Policies & Procedures

	Criteria	Details	Where to find the information? / Details	Reference / Link
9	<b>Robust commitments, strategies or policies in the area of environmental stewardship</b>	Reference to relevant international conventions and other international instruments (e.g. Rio Declaration on Environment and Development)	Johnson Matthey (JM) has received approval and validation from the SBTi for its science based greenhouse gas reduction targets for 2030, with confirmation that they are "in line with the well-below 2°C trajectory" of the UN Paris agreement on Climate Change.	<a href="#">SBTi validation for science targets   Johnson Matthey</a>
		Reflection on the relevance of environmental stewardship for the company	We recognise that what we do at JM has environmental impacts, both positive and negative. Our products and services remove harmful air emissions and recycle scarce metals, and we are designing new technologies so that we can help accelerate the transition to a low-carbon future. But the manufacturing and chemical processes we use have their own environmental impact, creating greenhouse gas emissions, using water, and producing waste.	<a href="#">Johnson Matthey Annual Report 2022 - pages 41 - 48</a>
		Written company policy on environmental stewardship	JM has a publicly available EHS policy statement, which together with the EHS Manual and a suite of EHS standards/guidance defines JM's key requirements and principles in relation to EHS to reduce the risk of harm to people and the environment and ensure that high standards are achieved at all locations around the world.	<a href="#">JM EHS Policy Statement</a>  <a href="#">Johnson Matthey Annual Report 2022 - page 41</a>
		Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners	Suppliers should strive to minimise their environmental footprint as specified in our Supplier code of conduct – reducing environmental impact section (page 16-20).	<a href="#">JM Supplier Code of Conduct - page 16-20</a>
		Specific commitments and goals for specified years	JM sustainability targets can be found on page 35 of the JM annual report 2022 including specific commitments and goals related to environmental stewardship	<a href="#">Johnson Matthey Annual Report 2022 - page 35</a>

# Robust Environmental Management Policies & Procedures

	Criteria	Details	Where to find the information? / Details	Reference / Link
10	<b>Effective management systems to integrate the environmental principles</b>	Environmental risk and impact assessments	<p>EHS risk is one of our Principal risks – Our risk register on page 75 of Annual report 2022 summarises our key mitigations.</p> <p>Section C2 of the CDP Climate Change questionnaire details the “Risks and Opportunities” that JM assesses related to climate change (see page 7-26). Section W4 of the Water Security questionnaire details the water-related “Risk and Opportunities” that JM assesses (see page 20-25)</p>	<p><a href="#">Johnson Matthey Annual Report 2022 – page 75</a></p> <p><a href="#">CDP Climate Change Questionnaire 2022</a></p> <p><a href="#">CDP Water Security Questionnaire 2022</a></p>
		Assessments of lifecycle impact of products, ensuring environmentally sound management policies	Developing life cycle analysis for our products - We have also set ourselves a 2030 target to make cradle-to-gate LCA information available for more than 95% of our product families, and in 2022 we recruited a small, dedicated LCA team to help us get to work.	<a href="#">Johnson Matthey Annual Report 2022 – page 48</a>
		Allocation of responsibilities and accountability within the organisation	Our sustainability governance structure can be found on pages 60-61 and 98 of our annual report 2022. The Chief Executive is supported by the Chief EHS and Operations Officer who is responsible for environmental matters and provides updates to the Group Leadership Team on the steps taken to develop or implement our environmental sustainability strategy, including key metrics, risks and opportunities	<a href="#">Johnson Matthey Annual Report 2022 – page 60-61 and 98</a>
		Internal awareness-raising and training on environmental stewardship for management and employees	All employees complete mandatory training modules, covering environment, health and safety, and ethics and compliance matters as disclosed in the JM annual report 2022 (page 90).	<a href="#">Johnson Matthey Annual Report 2022 – page 90</a>
		Grievance mechanisms, communication channels and other procedures (e.g. whistle blower mechanisms) for reporting concerns or seeking advice regarding environmental impacts	Encouraging a speak-up culture at JM – see page 56 of JM annual report 2022, category of Environmental protection and product stewardship is tracked through our Speak-Up process.	<a href="#">Johnson Matthey Annual Report 2022 – page 56</a>

# Robust Environmental Management Policies & Procedures

	Criteria	Details	Where to find the information? / Details	Reference / Link
11	<b>Effective monitoring and evaluation mechanisms for environmental stewardship</b>	System to track and measure performance based on standardized performance metrics	During 2021/22, we received several validations of our environmental, social and governance (ESG) performance including our EcoVadis assessment, MSCI and S&P Global CSA	<a href="#">Johnson Matthey Annual Report 2022 – page 34</a>
		Leadership review of monitoring and improvement results	Our Societal Value Committee (SVC) has overall leadership of our environmental monitoring and results. This is supported by the Chief Sustainability officer and their group sustainability team.	<a href="#">Johnson Matthey Annual Report 2022 – page 98-99</a>
		Process to deal with incidents	Our approach to health and safety - To keep our people, plants and sites safe, we focus on: Occupational health and safety to track, report and address more frequent, but typically less severe incidents, such as slips, trips and falls and Process safety – to manage our most hazardous processes and ensure we design, operate and maintain safe factories; see page 49-51 of the JM annual report 2022  Process Safety Risk Management will be applied to prevent high severity incidents such as fires, explosions and toxic releases associated with the use of hazardous materials – as stated in our EHS Policy Statement	<a href="#">Johnson Matthey Annual Report 2022 – page 49-51</a>  <a href="#">JM EHS Policy Statement</a>
		Audits or other steps to monitor and improve the environmental performance of companies in the supply chain	Johnson Matthey supply partners are expected to complete an initial and then periodic assessment against the standards set out in this Code. Sometimes an audit may be required. Supply partners are expected to retain and maintain suitable records to enable such an assessment or audit to occur. Assessment findings may require a supply partner Code improvement plan to be agreed with Johnson Matthey.	<a href="#">JM Supplier Code of Conduct – page 5-6</a>
		Outcomes of integration of the environmental principles	Summary of progress for our environmental targets is found on page 35 of the JM annual report 2022. Pages 41-48 provides further details into the outcomes and progress of our environmental focused targets and principles.	<a href="#">Johnson Matthey Annual Report 2022 – page 35 and 41-48</a>

# Robust Anti-Corruption Management Policies & Procedures

	Criteria	Details	Where to find the information? / Details	Reference / Link
12	<b>Robust commitments, strategies or policies in the area of anti-corruption</b>	Publicly stated formal policy of zero-tolerance of corruption	Johnson Matthey's Anti-Bribery and Corruption Policy sets out our zero tolerance approach to bribery and corruption.  JM Code of Ethics – bribery and corruption section - We are committed to countering all forms of bribery and corruption and take a zero tolerance approach to any corrupt activity (page 37-40).	<a href="#">Anti-Bribery and Corruption Policy (English) (matthey.com)</a>  <a href="#">JM Code of Ethics</a>  <a href="#">Johnson Matthey Annual Report 2022 – page 58</a>
		Commitment to be in compliance with all relevant anti-corruption laws, including the implementation of procedures to know the law and monitor changes	Johnson Matthey's Anti-Bribery and Corruption Policy sets out our commitment to be in compliance with all relevant anti-corruption laws.	
		Statement of support for international and regional legal frameworks, such as the UN Convention against Corruption	Johnson Matthey's Anti-Bribery and Corruption Policy - Our employees and the third parties we engage are subject to a number of anti-bribery and corruption laws in all the countries where we operate globally, including but not limited to, the U.K. Bribery Act of 2010 ("UKBA") and the U.S. Foreign Corrupt Practices Act ("FCPA"), both of which can apply to acts committed anywhere in the world.	
		Detailed policies for high-risk areas of corruption	Reference to our internal policy - "Doing Business in Higher Risk Jurisdictions Policy" in our anti-bribery and corruption policy Doing business in higher-risk jurisdictions – page 58 of the JM annual report 2022	
		Policy on anti-corruption regarding business partners	The JM Anti-Bribery and Corruption policy applies to everyone who works for us whether on a permanent or temporary basis, in any of our Group businesses, anywhere in the world, including all employees, contractors and temporary staff (collectively, "Workers") unless otherwise specified. All individuals, groups of individuals and entities working on our behalf or providing services to JM will be held to the same ethical standard as our Workers, including but not limited to agents, distributors, resellers, logistics providers and government intermediaries (collectively, "TPIs").	

# Robust Anti-Corruption Management Policies & Procedures

	Criteria	Details	Where to find the information? / Details	Reference / Link
13	<b>Effective management systems to integrate the anti-corruption principle</b>	Support by the organization's leadership for anti-corruption	Our ethics and compliance team is supported by our group leadership team - issues are also regularly discussed with the Societal Value Committee, Ethics Panel and our wider employee base. See page 78 of the JM annual report 2022 for details.	<a href="#">Johnson Matthey Annual Report 2022 – page 78</a>
		Carrying out risk assessment of potential areas of corruption	Our Group Ethics and Compliance team actively monitors the geopolitical landscape to ensure we comply with all regulations, including international export control and sanctions regimes. We also assess our existing suppliers using EcoVadis, the world's largest provider of business sustainability ratings. This includes assessment of anti-bribery and corruption risk.	<a href="#">Johnson Matthey Annual Report 2022 – page 58</a>
		Human Resources procedures supporting the anti-corruption commitment or policy, including communication to and training for all employees	All JM employees are expected to complete Code of Ethics training annually, which includes a section on corruption. In October we had a global Ethics Week where employees shared videos and celebrated what our Ethics policies mean to them. Our global Speak Up helpline enables all employees to report any concerns or allegations of corruption. We are committed to countering all forms of bribery and corruption and take a zero tolerance approach to any corrupt activity (page 37-40).	<a href="#">Johnson Matthey Annual Report 2022 – page 55-56</a>
		Internal checks and balances to ensure consistency with the anti-corruption commitment	Our Group Ethics and Compliance team and Ethics Panel actively monitors application of our Code of Ethics globally and evaluates all concerns raised through our Speak up helpline.	<a href="#">Johnson Matthey Annual Report 2022 – page 58 and 78</a>
		Actions taken to encourage business partners to implement anti-corruption commitments	JM expects suppliers and business partners to adhere to the JM supplier code of conduct which includes "Section 3.2 Anti-bribery and corruption" in JM Supplier code of conduct (page 22-23).	<a href="#">JM Supplier Code of Conduct – page 22-23</a>
		Management responsibility and accountability for implementation of the anti-corruption commitment or policy	"Accountabilities and Responsibilities" as detailed in the JM Anti-Bribery and Corruption policy (pages 5-7). The Chief Executive has overall accountability for compliance with this policy.	<a href="#">Anti-Bribery and Corruption Policy (English) (matthey.com)</a>
		Communications (whistleblowing) channels and follow-up mechanisms for reporting concerns or seeking advice	"Raising Concerns" section as detailed in the JM Anti-Bribery and Corruption policy (page 8) "Asking for help and Speaking Up" as detailed in JM Code of Ethics "Speak Up process" as detailed in JM annual report 2022 – page 56 & 108	<a href="#">Anti-Bribery and Corruption Policy (English) (matthey.com)</a>  <a href="#">JM Code of Ethics</a>  <a href="#">Johnson Matthey Annual Report 2022 – page 109</a>
		Internal accounting and auditing procedures related to anti-corruption	Any concerns relating to a breach of the JM Anti-bribery and corruption policy will be investigated and coordinated by the Group Head, Ethics & Compliance, reporting to the General Counsel & Company Secretary.	<a href="#">Anti-Bribery and Corruption Policy (English) (matthey.com)</a>

# Robust Anti-Corruption Management Policies & Procedures

	Criteria	Details	Where to find the information? / Details	Reference / Link
14	<b>Effective monitoring and evaluation mechanisms for the integration of anti-corruption</b>	Leadership review of monitoring and improvement results	Societal Value Committee (SVC) have responsibility of Ethics and Compliance and review ; reviewing actions to continue promoting an ethical culture across JM – see page 99 of JM annual report 2022	<a href="#">Johnson Matthey Annual Report 2022 – page 99</a>
		Process to deal with incidents	“Requirement to Report Actual or Suspected Violations or Red Flags” and “Consequences of Breaches” as specified in the JM Anti-bribery and corruption policy	<a href="#">Anti-Bribery and Corruption Policy (English) (matthey.com)</a>
		Public legal cases regarding corruption	JM has been not involved in any public legal cases regarding corruption in the last year.	
		Outcomes of integration of the anti-corruption principle	Doing business in higher-risk jurisdictions – page 58 of the JM annual report 2022	<a href="#">Johnson Matthey Annual Report 2022 – page 58</a>



# Taking Action in Support of Broader UN Goals and Issues

	Criteria	Details	Where to find the information? / Details	Reference / Link
15	<b>Core business contributions to UN goals and issues</b>	Align core business strategy with one or more relevant UN goals/issues	Over the past five years, we have tracked our progress by assessing our products and services against the United Nations Sustainable Development Goals (SDGs). In 2021, we refined our approach to concentrate on the four UN SDGs where we can have the most material impact because they are closely aligned with our purpose and business strategy – see JM annual report 2022 (page 36)	<a href="#">Johnson Matthey Annual Report 2022 – page 36</a>
		Develop relevant products and services or design business models that contribute to UN goals/issues	In FY2021/22 84% of our product sales contributed towards our 4 priority SDGs when used by our customers and consumers - see page 37 of JM Annual Report 2022.	<a href="#">Johnson Matthey Annual Report 2022 – page 36-37</a>
		Adopt and modify operating procedures to maximize contribution to UN goals/issues	Our SDG targets demonstrate how we are modifying our business strategy to maximise our contribution to UN goals – we have set a target of >95% of our product sales contributing to our 4 priority SDGs by 2030. We have also published our roadmap to net zero by 2040 on page 44.	<a href="#">Johnson Matthey Annual Report 2022 – page 36,37 &amp; 44</a>
16	<b>Strategic social investments and philanthropy</b>	Pursue social investments and philanthropic contributions that tie in with the core competencies or operating context of the company as an integrated part of its sustainability strategy	Stakeholder engagement, including with our communities, is detailed in the JM annual report 2022 – pages 32-33. Invest in our local communities detailed on page 59 of the JM annual report 2022.	<a href="#">Johnson Matthey Annual Report 2022 – page 32-33 and 59</a>
		Coordinate efforts with other organizations and initiatives to amplify—and not negate or unnecessarily duplicate—the efforts of other contributors	Invest in our local communities detailed on page 59 of the JM annual report 2022.  For example: JM took part in Green Skills Week, a campaign launched by the charity Speakers for Schools, welcoming 104 students to three days of online talks about green technology.	<a href="#">Johnson Matthey Annual Report 2022 – page 59</a>  <a href="#">JM launches first online work experience programme   Johnson Matthey</a>
		Take responsibility for the intentional and unintentional effects of funding and have due regard for local customs, traditions, religions, and priorities of pertinent individuals and groups	How we invest in communities local to our operations is detailed on page 59 of the JM annual report 2022.  For example: Around £60,000 was used to match donations made by more than 400 employees to help the people of Ukraine, following Russia’s invasion in February 2022. JM also set up a special fund to help our Ukrainian employees working in Poland cover accommodation and living costs for family and friends seeking refuge over the border.	<a href="#">Johnson Matthey Annual Report 2022 – page 59</a>  <a href="#">Ukraine: an update on JM support   Johnson Matthey</a>

# Taking Action in Support of Broader UN Goals and Issues

	Criteria	Details	Where to find the information? / Details	Reference / Link
17	<b>Advocacy and public policy engagement</b>	Publicly advocate the importance of action in relation to one or more UN goals/issues	<p>Stakeholder engagement is detailed in the JM annual report 2022 – pages 32-33. This includes Government bodies, Industry and scientific Institutions and Investors.</p> <p>Example: Johnson Matthey launches UK-China low carbon research consortium accelerating a green future in China</p>	<p><a href="#">Johnson Matthey Annual Report 2022 – page 32-33</a></p> <p><a href="#">Johnson Matthey launches UK China low carbon research consortium accelerating a green future in China   Johnson Matthey</a></p>
		Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to one or more UN goals/issues	<p>Jm’s stakeholder engagement is detailed in the JM annual report 2022 – pages 32-33. This includes Government bodies, Industry and scientific Institutions and Investors.</p> <p>Example: During 2022 Jane Toogood, CEO of Johnson Matthey’s Catalyst Technologies business, was appointed as the UK Government’s first Hydrogen Champion</p>	<p><a href="#">Johnson Matthey Annual Report 2022 – page 32-33</a></p> <p><a href="#">UK Government appoints Jane Toogood as national Hydrogen Champion   Johnson Matthey</a></p>
18	<b>Partnerships and collective action</b>	Develop and implement partnership projects with public or private organizations (UN entities, government, NGOs, or other groups) on core business, social investments and/or advocacy	<p>Stakeholder engagement is detailed in the JM annual report 2022 – pages 32-33. This includes Government bodies, Industry and scientific Institutions and Investors.</p> <p>Example: Lian Condon, CEO of Johnson Matthey, is a member of the Hydrogen Council</p>	<p><a href="#">Johnson Matthey Annual Report 2022 – page 32-33</a></p>
		Join industry peers, UN entities and/or other stakeholders in initiatives contributing to solving common challenges and dilemmas at the global and/or local levels with an emphasis on initiatives extending the company’s positive impact on its value chain		

# Corporate Sustainability Governance and Leadership

	Criteria	Details	Where to find the information? / Details	Reference / Link
19	<b>CEO commitment and leadership</b>	CEO publicly delivers explicit statements and demonstrates personal leadership on sustainability and commitment to the UN Global Compact	CEO's statement - Embedding sustainability into everything we do – page 8 of JM annual report 2022 CEO commitment to the UN Global Compact can be found at the start of this report	<a href="#">Johnson Matthey Annual Report 2022 – page 8</a>
		CEO promotes initiatives to enhance sustainability of the company's sector and leads development of industry standards	CEO's statement - Embedding sustainability into everything we do – page 8 of JM annual report 2022  Stakeholder engagement is detailed in the JM annual report 2022 – pages 32-33	<a href="#">Johnson Matthey Annual Report 2022 – page 32-33</a>
		CEO leads executive management team in development of corporate sustainability strategy, defining goals and overseeing implementation	The board delegates responsibility for running the business to the Chief Executive; this includes overall responsibility for climate-related issues. See page 60-61 of JM annual report 2022 for governance structure related to sustainability.	<a href="#">Johnson Matthey Annual Report 2022 – page 60-61</a>
		Make sustainability criteria and UN Global Compact principles part of goals and incentive schemes for CEO and executive management team	The Remuneration Committee included a sustainability performance measure into its long-term Performance Share Plan (PSP) for the first time in 2022. Page 130 of the JM annual report summarises the contribution sustainability metrics to the long-term performance share plan incentives.	<a href="#">Johnson Matthey Annual Report 2022 – page 130</a>
20	<b>Board adoption and oversight</b>	Board of Directors (or equivalent) assumes responsibility and oversight for long-term corporate sustainability strategy and performance	The board is responsible for setting and overseeing the implementation of the group's strategy, including the annual budget and detailed business plans. In doing so, it considers climate-related issues, including when approving requests for capital expenditure or new initiatives. See page 60-61 of JM annual report 2022 for governance structure related to sustainability.	<a href="#">Johnson Matthey Annual Report 2022 – page 60-61</a>
		Board establishes, where permissible, a committee or assigns an individual board member with responsibility for corporate sustainability.	The board has established the Societal Value Committee to See page 60-61 of JM annual report 2022 for governance structure related to sustainability.	<a href="#">Johnson Matthey Annual Report 2022 – page 98-99</a>
		Board (or committee), where permissible, approves formal reporting on corporate sustainability (Communication on Progress)	Johnson Matthey publishes and integrated Annual Report, where the corporate sustainability performance is included alongside the financial performance review. The Board formally approves the whole JM Annual report at its May meeting.	<a href="#">Johnson Matthey Annual Report 2022</a>

# Corporate Sustainability Governance and Leadership

	Criteria	Details	Where to find the information? / Details	Reference / Link
21	<b>Stakeholder engagement</b>	Publicly recognize responsibility for the company's impacts on internal and external stakeholders	<p>Stakeholder engagement is detailed in the JM annual report 2022 – pages 32-33</p> <p>We employed an external sustainability consultancy to conduct interviews with a broad range of our external stakeholders as part of a materiality assessment process</p>	<p><a href="#">Johnson Matthey Annual Report 2022 – page 32-33</a></p> <p><a href="#">Materiality   Johnson Matthey</a></p>
		Define sustainability strategies, goals and policies in consultation with key stakeholders	<p>Stakeholder engagement is detailed in the JM annual report 2022 – pages 32-33</p> <p>We employed an external sustainability consultancy to conduct interviews with a broad range of our external stakeholders as part of a materiality assessment process</p>	<p><a href="#">Johnson Matthey Annual Report 2022 – page 32-33</a></p> <p><a href="#">Materiality   Johnson Matthey</a></p>
		Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance	<p>Stakeholder engagement is detailed in the JM annual report 2022 – pages 32-33</p> <p>We employed an external sustainability consultancy to conduct interviews with a broad range of our external stakeholders as part of a materiality assessment process</p>	<p><a href="#">Johnson Matthey Annual Report 2022 – page 32-33</a></p> <p><a href="#">Materiality   Johnson Matthey</a></p>
		Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns, and protect 'whistle-blowers'	<p>We invite employee feedback on a variety of subjects, from how we can better manage our channels and content (survey and focus groups run in November 2021) to listening activity such as The Big Listen, which our new CEO, Liam Condon, launched in March 2022. During the month, we invited our global workforce to share their opinions to feed into Liam's strategy review. Employees were asked to share details about the things that make them proud to work at JM, as well as to help identify areas for improvement.</p> <p>Our Code of Ethics details how individual employees and stakeholders can speak-up and ask for help. Confidentiality and anonymity are assured during our "Speak-Up" procedure, as is protection from retaliation.</p>	<p><a href="#">Johnson Matthey Annual Report 2022 – page 32-33 and 91</a></p> <p><a href="#">JM Code of Ethic pages 10-12</a></p>