

## Performance Summary



The financial data included in the report is derived from Johnson Matthey's financial data system and forms part of the external audit of Johnson Matthey's financial accounts. The group's social (human resources, charitable donations and community investment), health and safety and environment data is collected annually at a group level. The data is collated through six questionnaires based on the requirements of the Global Reporting Initiative third generation (GRI G3) guidelines. It is completed by businesses and signed off by the General Manager for each global operation. The reported site level data is a combination of actual measurement and estimates. The processes in place to internally verify the reported data are described in the Verification and Assurance section of the report.

Click on the tabs at the top of the page to see a summary of our financial, social, health and safety and environmental performance.

[Click here to view our progress towards Sustainability 2017.](#)

## Performance Summary – Financial

Financial performance data is reported on a financial year basis from 1st April to 31st March.

Read more about our financial performance.



### Financial Summary

	Year to 31st March		% change
	2010	2009	
Revenue	£7,839m	£7,848m	-
Sales excluding precious metals	£1,886m	£1,797m	+5
Profit before tax	£228.5m	£249.4m	-8
Total earnings per share	77.6p	82.6p	-6
Underlying <sup>*</sup> :			
Profit before tax	£254.1m	£267.9m	-5
Earnings per share	86.4p	89.6p	-4
Dividend per share	39.0p	37.1p	+5

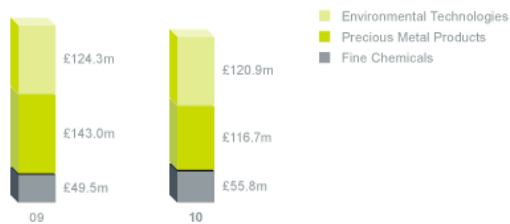
<sup>\*</sup> Before amortisation of acquired intangibles, major impairment and restructuring charges and profit or loss on disposal of businesses.

### Sales Excluding Precious Metals

£ million

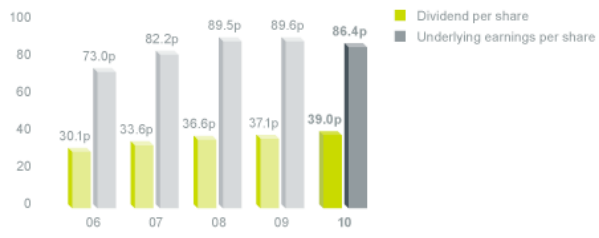


### Divisional Underlying Operating Profit\*



<sup>\*</sup> Before amortisation of acquired intangibles, major impairment and restructuring charges and profit or loss on disposal of businesses.

### Earnings per Share Pence



## Performance Summary – Social

This section summarises performance data relating to employees and community investment. Data is presented on a financial year basis from 1st April to 31st March (unless otherwise stated) and for employee data, percentage calculations are made in relation to the number of permanent employees in the group (unless otherwise stated).



Read more about our social performance.

### Employee Data

	2005 <sup>1</sup>	2006 <sup>1</sup>	2007 <sup>1</sup>	2009 <sup>2</sup>	2010 <sup>2</sup>
Average number employed	7,404	7,986	8,013	8,742	<b>8,875</b>
Turnover total <sup>3</sup>	13.5%	10.0%	9.9%	12.7%	<b>10.0%</b>
Turnover voluntary <sup>3</sup>	8.0%	7.5%	7.6%	6.4%	<b>5.4%</b>
Employee gender (%) female	22% <sup>4</sup>	21% <sup>4</sup>	22% <sup>4</sup>	22% <sup>5</sup>	<b>21%<sup>5</sup></b>
New recruits gender (%) female	29%	22%	25%	29%	<b>25%</b>
Trade union representation	36%	37%	34%	34%	<b>33%</b>
Training days per employee	3.5	3.9	3.9	2.6	<b>2.3</b>
Training spend per employee <sup>6</sup>	£265	£317	£327	£346	<b>£291</b>
Internal promotions (% of all recruitments in year)	35.5%	28.7%	28.9%	37.8%	<b>35.1%</b>
Attendance - days lost per employee	5.7	5.1	5.2	5.3	<b>5.2</b>

<sup>1</sup> Calendar year (unless otherwise stated).

<sup>2</sup> Financial year (unless otherwise stated).

<sup>3</sup> Employee turnover is calculated by reference to the total number of leavers during the year expressed as a percentage of the average number of people employed during the year. The analysis does not include agency workers not directly employed by Johnson Matthey.

<sup>4</sup> At 31st December.

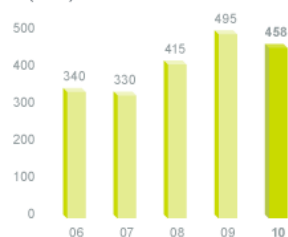
<sup>5</sup> At 31st March.

<sup>6</sup> Training spend does not include the cost of in house training or the cost of employees' wages during training.

### Community Investment

#### Charitable Donations

£ ('000)



### Charitable Donations 2009/10



■ Corporate (central group donations)	56%
■ Environmental Technologies	32%
■ Precious Metal Products	6%
■ Fine Chemicals	4%
■ Other corporate functions	2%

### Charitable Donations – Corporate (central group donations) % of total (£258,000) donated by charitable type



■ Social welfare	33%
■ Science and education	18%
■ Medical and health	18%
■ Environment and sustainability	15%
■ International development	11%
■ Other	5%

## Performance Summary – Health and Safety

Health and safety performance data is reported on a financial year basis from 1st April to 31st March (unless otherwise stated). Where necessary, data has been restated to reflect changes in the business, for example divestments and site closure.

[Read more about our health performance.](#)

[Read more about our safety performance.](#)

### Health Performance

#### Incidence of Occupational Illness Conditions

Incidence of occupational illness cases per 1,000 employees	
2005 <sup>1</sup>	7.7
2006 <sup>1</sup>	4.6
2007 <sup>1</sup>	5.8
2009 <sup>2</sup>	5.5
2010 <sup>2</sup>	5.2

<sup>1</sup> Calendar year.

<sup>2</sup> Financial year.



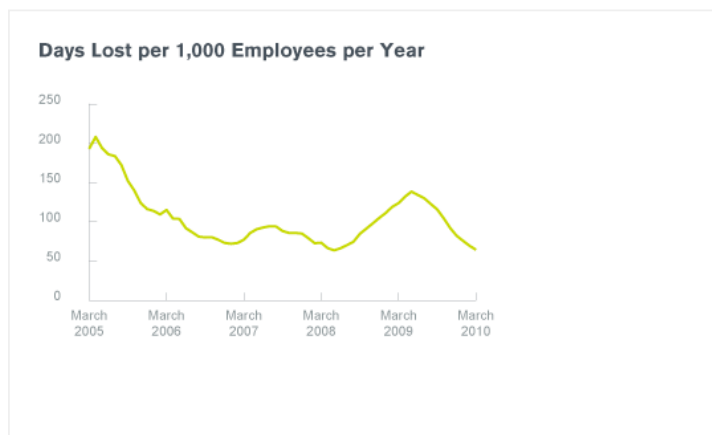
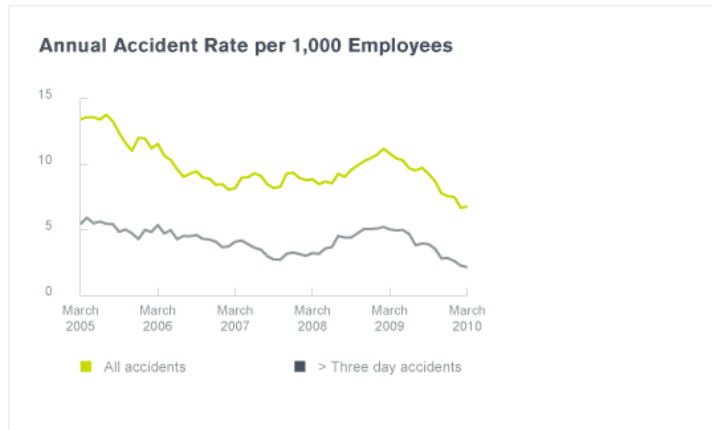
## Safety Performance

### Accident Statistics

	2010	2009	Change %
Incidence of greater than three day accidents per 1,000 employees	2.14	5.03 <sup>1</sup>	-57
Total number of accidents that resulted in lost time	60	106 <sup>1</sup>	-43
Total accident rate per 1,000 employees	6.77	10.83 <sup>1</sup>	-37
Total lost time accident incident rate per 100,000 hours worked	0.34	0.53	-36
Total number of days lost per 1,000 employees	64	124 <sup>1</sup>	-48

<sup>1</sup> Restated.

In July 2009, an employee of a contractor company who was engaged in work at Johnson Matthey's catalyst manufacturing site in Taloja, India received a severe electric shock while carrying out work at the site. Regrettably, despite hospital treatment, his life could not be saved.



**Accident Calculation Definitions**

Johnson Matthey's definition of an accident for the purposes of this report is any acute unplanned event that causes harm to individuals, making them unable to attend work on days after the date of the event. Accidents are further subdivided into accidents that result in more than three days' work lost and those that cause three or less days to be lost. Accident incidence rates are calculated based on the rate of these accidents per 1,000 employees.

The following metrics are used in this report:

**Incidence rate for all lost time accidents in the year** = ((number of greater than three day accidents in the year + number of 'three day or less' accidents in the year) x 1,000) ÷ (average number of employees in the year).

**Incidence rate for greater than three day accidents in the year** = (number of greater than three day accidents in the year x 1,000) ÷ (average number of employees in the year).

**Lost work days per 1,000 employees per year** = (total lost work days in year x 1,000) ÷ (average number of employees in the year).

**Frequency rate for all lost time accidents in the year** = ((number of greater than three day accidents in the year + number of 'three day or less' accidents in the year) x 100,000) ÷ (number of hours worked in the year).

## Performance Summary – Environment

Environmental performance data is presented on a financial year basis from 1st April to 31st March (unless otherwise stated). Where necessary data has been restated, for example to reflect changes in the business (e.g. divestments and site closure), to take account of changes in best practice methodologies for calculating emissions or in response to recommendations made by our assurance provider.

Global warming potential (GWP) includes Scope 1 and Scope 2 emissions. GWP data for the last five years has been restated from that presented in the group's Annual Report which was published in June 2010. These restatements have been included following recommendations made during the assurance process for this Sustainability Report. These recommendations included the use of North American regional carbon intensity values. GWP data presented in the Annual Report showed an increase from 2008/09 to 2009/10 whereas the restated data in this report shows GWP has fallen slightly. This is a result of the year to year change in the proportion of the group's emissions from operations in North America.

Read more about our environmental performance.



### Environmental Performance at a Glance

	2005 <sup>1</sup>	2006 <sup>1</sup>	2007 <sup>1</sup>	2009 <sup>2</sup>	2010 <sup>2</sup>
Energy consumption (GJ '000)	3,823	3,890	3,787	4,070	<b>3,898<sup>3</sup></b>
Total global warming potential (Tonnes CO <sub>2</sub> equivalent '000)	383 <sup>4</sup>	393 <sup>4</sup>	390 <sup>4</sup>	372 <sup>4</sup>	<b>371<sup>4</sup></b>
Total acid gas emissions (Tonnes SO <sub>2</sub> equivalent)	480	450	416	334	<b>335<sup>3</sup></b>
Total NOx emissions (Tonnes NOx)	504	492	448	439	<b>434</b>
Total SO <sub>2</sub> emissions (Tonnes SO <sub>2</sub> )	58.5	51.1	31.8	25.8	<b>31.0</b>
Total VOC emissions (Tonnes VOC)	192.2	199.5	207.1	209.1	<b>180.8</b>
Total waste (Tonnes waste)	96,638	91,750	98,764	96,287	<b>90,308<sup>3</sup></b>
Total waste to landfill (Tonnes waste)	16,144	16,555	20,977	5,535	<b>5,071<sup>3</sup></b>
Packaging waste – steel (Tonnes waste)	*	*	*	2,084	<b>1,863</b>
Packaging waste – paper (Tonnes waste)	*	*	*	486	<b>250</b>
Packaging waste – plastic (Tonnes waste)	*	*	*	648	<b>396</b>
Packaging waste – wood (Tonnes waste)	*	*	*	1,811 <sup>5</sup>	<b>828</b>
Water consumption (Thousands m <sup>3</sup> )	1,967	1,909	2,048	1,951	<b>1,750<sup>4</sup></b>
Emissions to water (Tonnes)	*	*	360	376	<b>236</b>

<sup>1</sup> Calendar year.

<sup>2</sup> Financial year.

<sup>3</sup> Restated based on recommendations made during the assurance process.

<sup>4</sup> Restated based on recommendations made during the assurance process which included the use of regional carbon intensity values in the calculation of CO<sub>2</sub> emissions from our North American operations.

<sup>5</sup> Restated.

\* Data not recorded.