




Johnson Matthey
Inspiring science, enhancing life


**Implementing a Code of Ethics Globally:
Overcoming the Hurdles to Win the Race**

Barb Triolo - Ethics and Compliance Specialist, Johnson Matthey
Allan Woods - Ethics and Compliance Engagement Specialist, Johnson Matthey
Darren Hockley - Managing Director, DeltaNet International


Objectives

- Introduce you to Johnson Matthey
- Share how we created and launched our first global Code of Ethics - 'Doing the Right Thing' in late 2015
- Provide an overview of the Code's support structures and how they helped us jump over the "hurdles"
- Outline why and how we moved to using online training to support Ethics and Compliance
- Most importantly, what has happened as a result

2

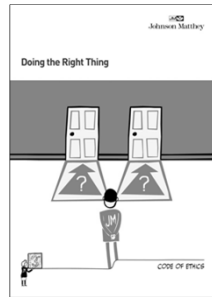


**Our vision is for a world that's cleaner and healthier;
today and for future generations**

3

How did we create JM's first global Code of Ethics?

- It started with a false start...
- Values based approach
- Getting 'on brand'
- Get an external perspective
- Reach out to Subject Matter Experts
- With help from our Ethics Ambassadors



4

Our Ethics Ambassadors



5

Communication is key

- | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none">• Doing the Right Thing• Das Richtige tun• सही कार्य करना• Fazer a coisa certa• Принцип «Поступать правильно»• 올바른 일을 하는 것• Właściwe postępowanie• להתנהל נכון• القيام بالعمل الصحيح• Oikein toimiminen• Agir comme il se doit | <ul style="list-style-type: none">• 做正确的事• 正しい事を実行する• Поступавање правилно• Att göra det rätta• Haciendo lo correcto• योग्य काम करणे• Fazendo o que é certo• Buat Apa Yang Betul• Faire ce qu'il faut• Fare la Cosa Giusta |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

6

Highlights of our Code



Robert MacLeod
Chief Executive Officer

JM

7

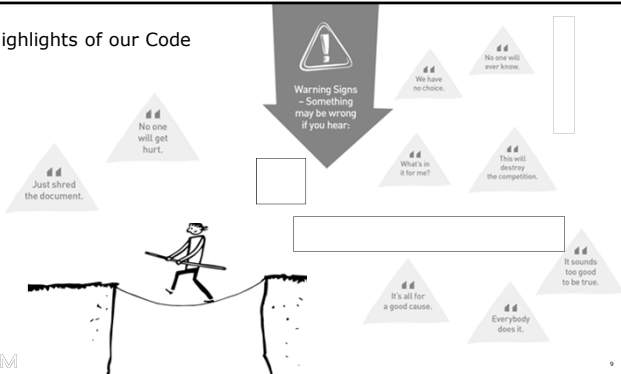
Highlights of our Code



JM

8

Highlights of our Code



JM

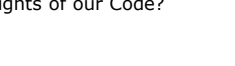
9

[illegible][illegible]

Highlights of our Code


[illegible]

Highlights of our Code?



Speak Up!
www.jm.ethicspoint.com | ethics.johnsonmatthey.com

- Your manager
- Human Resources, Legal, Ethics and Compliance
- Other Group Functions
- Ethics Ambassadors
- Speak Up line - www.jm.ethicspoint.com



People

Market


Company

Planet

[illegible]



Going online – Why we created a training module



JM 14

Calling in the reinforcements



Darren Hockley, Managing Director, DeltaNet International Ltd
darren.hockley@delta-net.co.uk

JM 15

Taking the right approach

Specific challenges:

- Embrace the visual identity of the Code
- Lift the words off the page
- 13,000 learners, 42 countries, 19 languages
- Multi-vendor environment



16

The finished article, or rather, course



17

How has the course been received? What was the impact?

Between 2010 and Sept 2015, **86** whistleblowing reports were made

In the first year of the Code of Ethics, from September 2015, there were **75** Speak Ups raised

In the second year, there were **103** new Speak Ups

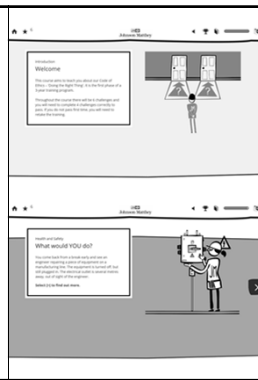


18

Across 22 languages, the Code
has been downloaded from
ethics.johnsonmatthey.com
over **13,000**
times



In 2017 year, the Code of
Ethics online training module
was completed by
over 10,500
staff worldwide



We have over **100 Ethics**
Ambassadors across
24 countries



Looking to the future

JM Johnson Matthey
Inspiring science, enhancing life



22

Thank you for your time today
We would like to welcome any questions you may have



23

JM