



Johnson Matthey
Inspiring science, enhancing life

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

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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





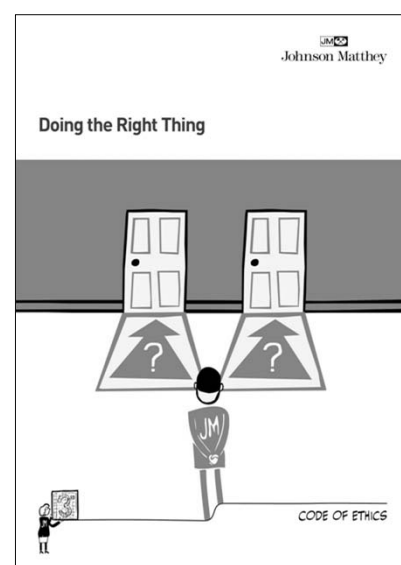
Our vision is for a world that's cleaner and healthier;
today and for future generations



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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



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Our Ethics Ambassadors



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Communication is key

- 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
- 做正确的事
- 正しい事を実行する
- Поступување 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

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Highlights of our Code



Robert MacLeod
Chief Executive Officer

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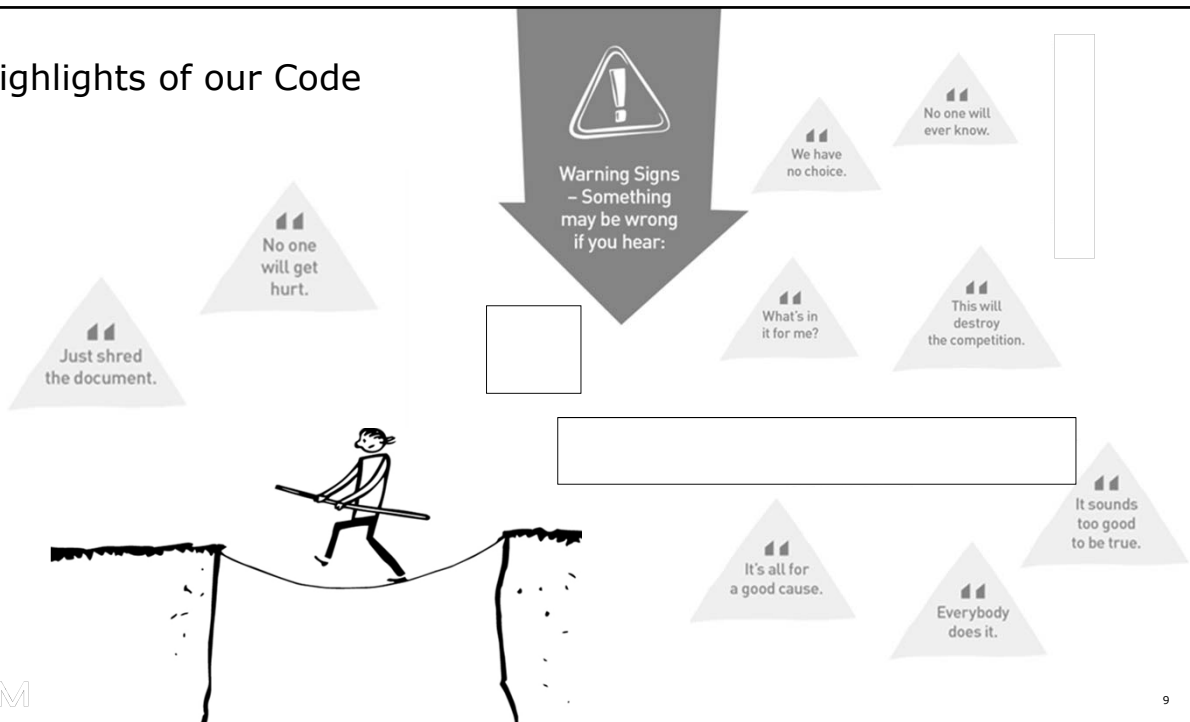
Highlights of our Code



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Highlights of our Code



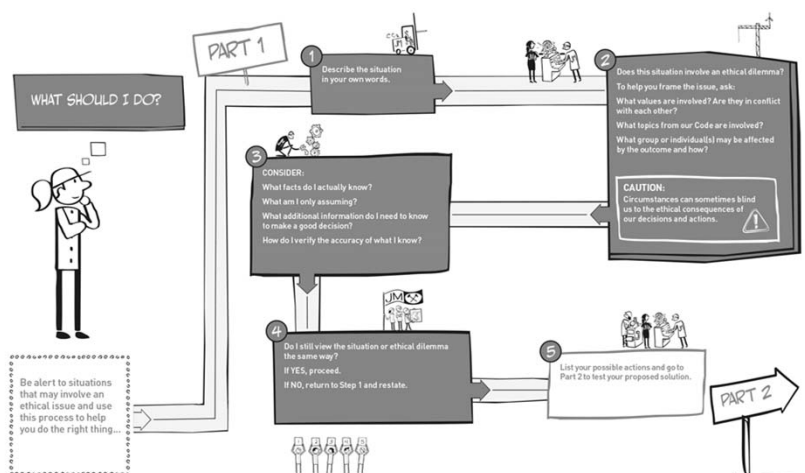
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Highlights of our Code

Part 1: Framing an issue and deciding what to do

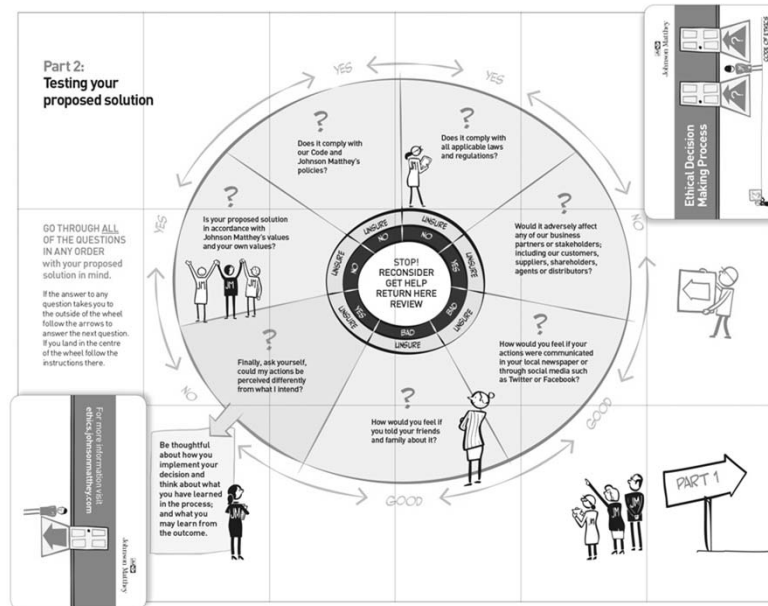
Ethical Decision Making

To help guide you in your decision making we have included a two part process that you can use when you are not sure what the right thing to do is or to test a decision you have made. Use this process to help you do the right thing...



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Highlights of our Code

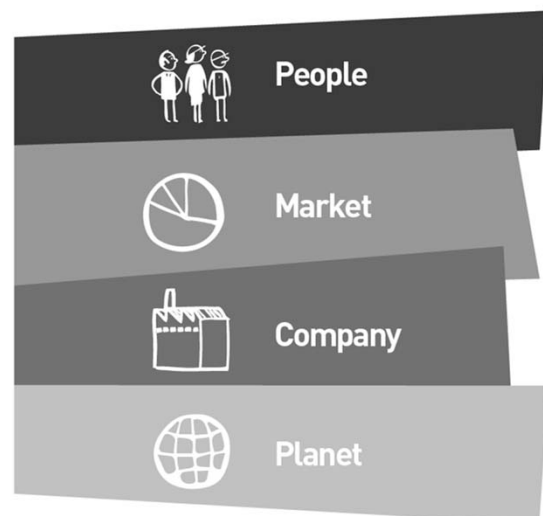


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Highlights of our Code?



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



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Going online – Why we created a training module



Calling in the reinforcements



Darren Hockley, Managing Director, DeltaNet International Ltd

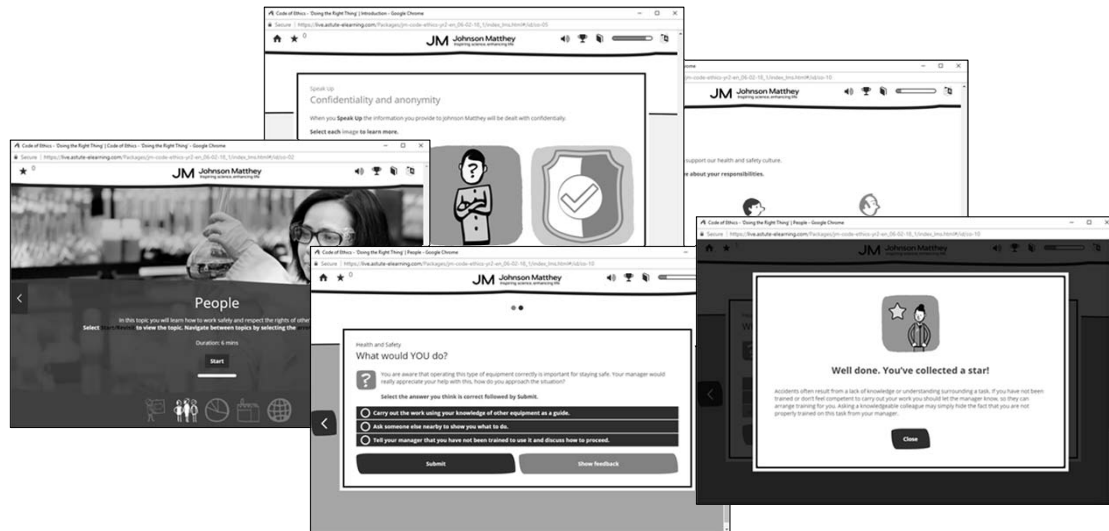
darren.hockley@delta-net.co.uk

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

The finished article, or rather, course



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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

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Across 22 languages, the Code
has been downloaded from
ethics.johnsonmatthey.com

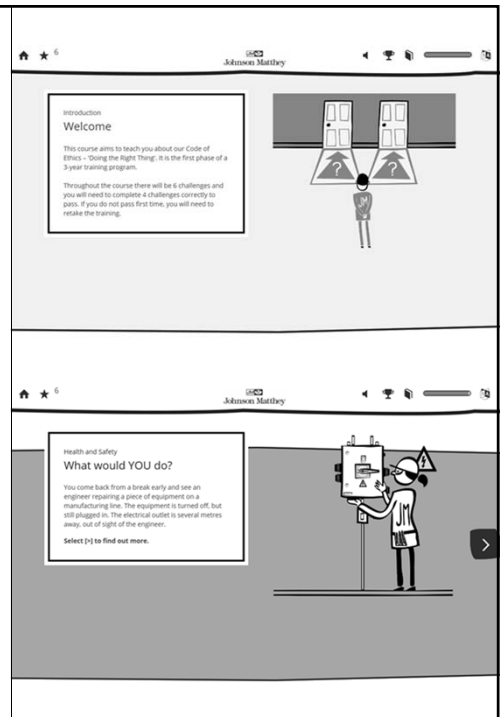
over **13,000**
times



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In 2017 year, the Code of
Ethics online training module
was completed by

over 10,500
staff worldwide



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



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Looking to the future

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



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