

GRI Summary

Johnson Matthey continues to develop sustainability metrics and reporting criteria in alignment with those developed by the Global Reporting Initiative (GRI). More information on the GRI Reporting Framework can be found at the GRI's website <http://www.globalreporting.org>.

A self-declared level check has been conducted to map the contents of this Sustainability Report and of Johnson Matthey's 2008 Annual Report against the GRI Reporting Framework using the application table reproduced below. Based on the level check, an application level B is declared.



Report Application Level	C	C+	B	B+	A	A+
Standard Disclosures	G3 Profile Disclosures OUTPUT	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17	Same as requirement for Level B	Same as requirement for Level B	Same as requirement for Level B
	G3 Management Approach Disclosures OUTPUT	Not Required	Management Approach Disclosures for each Indicator Category	Management Approach Disclosures for each Indicator Category	Management Approach Disclosures for each Indicator Category	Management Approach Disclosures for each Indicator Category
	G3 Performance Indicators & Sector Supplement Performance Indicators OUTPUT	Report on a minimum of 10 Performance Indicators, including at least one from each of: Economic, Social and Environmental.	Report on a minimum of 20 Performance Indicators, at least one from each of Economic, Environmental, Human rights, Labor, Society, Product Responsibility.	Report on a minimum of 20 Performance Indicators, at least one from each of Economic, Environmental, Human rights, Labor, Society, Product Responsibility.	Report on each core G3 and Sector Supplement* Indicator with due regard to the Materiality Principle by either: a) reporting on the Indicator or b) explaining the reason for its omission	Report on each core G3 and Sector Supplement* Indicator with due regard to the Materiality Principle by either: a) reporting on the Indicator or b) explaining the reason for its omission

*Sector supplement in final version

A summary of our reporting principles, reporting guidance and standard disclosures (including performance indicators) is given in the following tables.

Content Index

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1. Profile - HIDE		
	Description	Location / Section
1.1	Statement from Chief Executive	Chief Executive's Introduction ▶
1.2	Description of key impacts, risks and opportunities	Developing our Strategy ▶ Annual Report 2008 ▶
2. Organisational Profile - HIDE		
	Description	Location / Section
2.1	Name of the organisation	Sustainability Report 2007/08 Home ▶
2.2	Primary brands, products & services	Group at a Glance ▶ Our Products ▶
2.3	Operational structure of the organisation	Group at a Glance ▶
2.4	Location of organisation's headquarters	Contact Us ▶
2.5	Number of countries in which the organisation operates	Group at a Glance ▶
2.6	Nature of ownership and legal form	Annual Report 2008 ▶

2.7	Markets served	Group at a Glance ▶ Annual Report 2008 ▶
2.8	Scale of the reporting organisation	Group at a Glance ▶
2.9	Significant changes during the reporting period	Social – Our Performance and Achievements ▶ Environment – Our Performance and Achievements ▶

3a. Reporting Parameters

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	Description	Location / Section
3.1	Report profile	Chief Executive's Introduction ▶
3.2	Date of most recent previous report	Johnson Matthey CSR Report 2006/07 ▶
3.3	Reporting cycle	Performance Summary ▶
3.4	Contact point for questions	Contact Us ▶ Feedback ▶

3b. Report Scope & Boundary

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	Description	Location / Section
3.5-3.11	Defining report content, report boundary and significant changes	Sustainability Report 2007/08 Home ▶ Chief Executive's Introduction ▶ Performance Summary ▶ Social – Our Performance and Achievements ▶ Environment – Our Performance and Achievements ▶
3.12	GRI content index	GRI Summary ▶
3.13	Assurance	Verification and Assurance ▶

4. Governance, Commitments & Engagement

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	Description	Location / Section
4.1, 4.2, 4.3	Governance structure of the organisation	Annual Report 2008 ▶ Governance ▶
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	Annual Report 2008 ▶
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organisation's performance (including social and environmental performance)	Annual Report 2008 ▶
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	Annual Report 2008 – Audit Committee Report ▶ Annual Report 2008 – Corporate Governance section ▶
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organisation's strategy on economic, environmental, and social topics	Annual Report 2008 ▶
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation	Sustainability 2017 ▶ Policies and Management Systems ▶
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles	Annual Report 2008 ▶ Risk Management ▶
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance	Annual Report 2008 ▶ Risk Management ▶
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation	Risk Management ▶
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses	Policies and Management Systems – Business Integrity and Ethics ▶
4.13	Memberships in associations	Our Stakeholders – Activities in the Year ▶

		Regulatory Matters ▶
4.14	List of stakeholder groups engaged by the organisation	Our Stakeholders ▶
4.15	Basis for identification and selection of stakeholders with whom to engage	Our Stakeholders ▶
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Our Stakeholders ▶
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting	Our Stakeholders ▶ Environment – Our Performance and Achievements ▶

5. Management Approach

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	Description	Location / Section
5.0	Economic	Chief Executive's Introduction ▶ Financial ▶
	Environmental	Chief Executive's Introduction ▶ Environment ▶
	Social	Chief Executive's Introduction ▶ Social ▶ Health and Safety ▶
	Product Responsibility	Chief Executive's Introduction ▶ Product Stewardship ▶

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Core Performance Indicators

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Economic		
Indicator	Description	Location
EC1	Economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments	Annual Report 2008 ▶
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Annual Report 2008 ▶
EC3	Coverage of the organisation's defined benefit plan obligations	Annual Report 2008 ▶
Environmental		
Indicator	Description	Location
EN3	Direct energy consumption by primary energy source	Environment – Our Performance and Achievements ▶ Performance Summary – Environment ▶
EN4	Indirect energy consumption by primary source	Environment – Our Performance and Achievements ▶ Performance Summary – Environment ▶
EN5	Energy saved due to conservation and efficiency improvements	Case Studies – Environment ▶ The Elements of Sustainability – Environment ▶ Environment – Our Performance and Achievements ▶
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	Our Products ▶ Case Studies – Products ▶
EN8	Total water withdrawal by source	Environment – Our Performance and Achievements ▶ Performance Summary – Environment ▶
EN16	Total direct and indirect greenhouse gas emissions by weight	Environment – Our Performance and Achievements ▶ Performance Summary – Environment ▶

EN17	Other relevant indirect greenhouse gas emissions by weight	Environment – Our Performance and Achievements ► Performance Summary – Environment ►
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	Environment – Our Performance and Achievements ► Environment – Our Aims and Targets ► Case Studies – Environment ► Case Studies – Products ► The Elements of Sustainability – Environment ►
EN20	NOx, SOx, and other significant air emissions by type and weight	Environment – Our Performance and Achievements ►
EN21	Total water discharge by quality and destination	Environment – Our Performance and Achievements ►
EN22	Total weight of waste by type and disposal method	Environment – Our Performance and Achievements ►
EN23	Total number and volume of significant spills	Environment – Our Performance and Achievements ►
EN24	Waste deemed Hazardous Under the Basel Convention	Environment – Our Performance and Achievements ►
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Environment – Our Performance and Achievements ►

Labour Practices and Decent Work

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Indicator	Description	Location
LA1	Total workforce by employment type, employment contract, and region	Annual Report 2008 ►
LA2	Total number and rate of employee turnover by age group, gender, and region	Social – Our Performance and Achievements ► Performance Summary – Social ►
LA4	Percentage of employees covered by collective bargaining agreements	Social – Our Performance and Achievements ► Performance Summary – Social ►
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region	Health and Safety – Our Performance and Achievements ►
LA10	Average hours of training per year per employee by employee category	Social – Our Performance and Achievements ► Performance Summary – Social ►
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	Social – Our Performance and Achievements ► Performance Summary – Social ► Governance ►

Human Rights

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Indicator	Description	Location
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour	Policies and Management Systems – Business Integrity and Ethics ►

Society Performance

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Indicator	Description	Location
SO1	Nature, scope, and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting	Our Stakeholders – How We Engage ►
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures	Risk Management ►
SO5	Public policy positions and participation in public policy development and lobbying	Our Stakeholders – Activities in the Year ►

Product Responsibility

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Indicator	Description	Location
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures	Product Stewardship ►
PR3	Type of product and service information required by procedures, and	Product Stewardship ►

	percentage of significant products and services subject to such information requirements	
PR6	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	Product Stewardship ▶
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Product Stewardship ▶

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