

Health and Safety

Health and safety is a key element of our sustainability strategy. As a business we are committed to providing our employees with a safe working environment and supporting and enhancing their health and wellbeing. For us, any accident is unacceptable and our target is zero accidents.

We are also committed to ensuring the safety of our products and services in our customers operations and to understanding, minimising and eliminating any health related impacts. We want to be a good neighbour and we see it as our responsibility to ensure our products and operations do not negatively impact on the health, safety and wellbeing of our communities.



CASE STUDY

Health Improvements at Johnson Matthey Maastricht

[Read about the bicycle schemes and fitness programmes introduced for employees](#)

We not only focus on the health and safety impacts of how we run our operations but on developing beneficial products and services too. Many of them enhance general health and wellbeing or provide safety benefits.

[Read about how Bitrex® helps make our homes a safer place for children](#)

We manufacture a range of products which are used in medical applications. These include opiates, such as morphine and codeine for pain relief, platinum containing anticancer drugs for chemotherapy treatments and a variety of active pharmaceutical ingredients which are used by pharmaceutical companies in the formulation of medicines and drugs.

Our emission control catalysts, which are fitted to vehicles to reduce harmful emissions including soot, make a major contribution to air quality for millions of people around the world.

[Read more about Johnson Matthey's emission control catalysts](#)

[Read more about our policies and how we manage health and safety](#)



Our Performance and Achievements

We actively monitor accidents and compile detailed statistics on a monthly basis at a group level. We report on our incidence of greater than three day accidents, the total number of lost time accidents and total accident rate. As part of managing performance and preventing recurrence, we investigate all accidents thoroughly to determine root causes and put in place appropriate preventative and corrective actions. In the section below we report our safety performance data over the period from March 2003 to March 2008 and health performance data for calendar year 2007. Data has been restated to reflect changes in the business, for example divestments and site closure. The group sold its Ceramics Division on 28th February 2007 and, as such, the data presented below excludes any contribution from Ceramics Division.

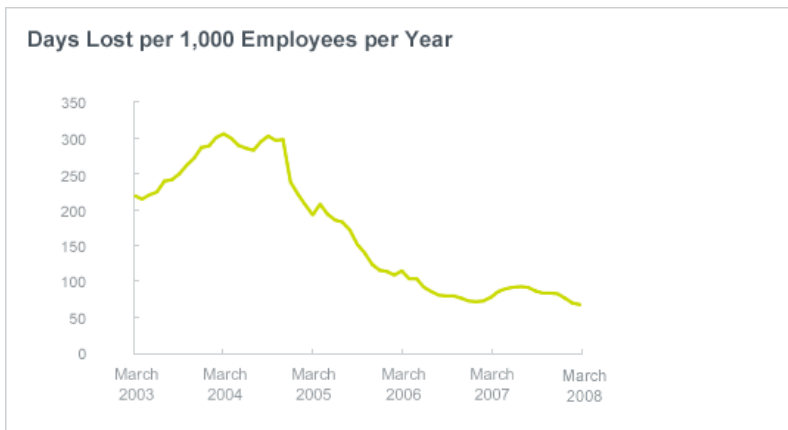
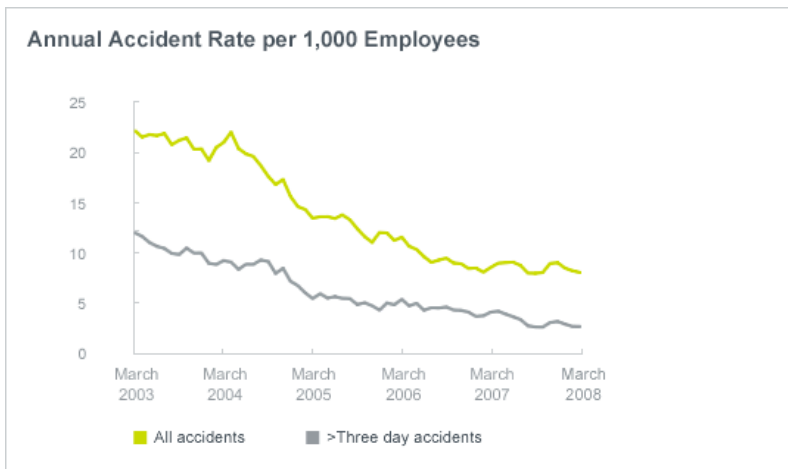
Safety Performance

Our safety performance improved again over the last year. We made good progress towards our target of zero greater than three day accidents, reducing the incidence by 39% from 4.38 per 1,000 employees in March 2007 to 2.65 per 1,000 employees in March 2008. The total number of lost time accidents was down by 11% from 76 to 68. Our total accident rate also fell during the year by 8% from 8.77 to 8.05 per 1,000 employees per year.



39%

reduction in the number of greater than three day accidents



CASE STUDY
RoSPA Occupational Health and Safety Awards 2007
[Success for Johnson Matthey's Fuel Cells business](#)

Health Management Performance

Over the last three years we have successfully implemented a corporate health management strategy. This year we have continued to build on its success by incorporating longer term health planning into the businesses sustainability plans. This reinforces existing programmes to invest in more sustainable methods to protect employees from exposure to workplace health hazards, such as specific health protection and ergonomic features in the design of new plants and improving the containment of older chemical manufacturing processes. In 2007 80% of business units reported undertaking a formal health performance review and putting in place a written health improvement business plan. This increased from 64% of business units in 2006.

The incidence of occupational illness conditions was 5.8 cases per 1,000 employees during calendar year 2007, an increase from 4.5 per 1,000 employees in 2006. We have a group reporting system to record and investigate occupational illness incidents arising as a result of

exposure to workplace health hazards. Despite the increased incidence of cases in 2007, we have achieved an overall reduction of more than 25% in the annual incidence of occupational illnesses since the reporting system was introduced in 2005.



CASE STUDY

Sustaining Workforce Health

[Read about initiatives at our San Diego site](#)

Our Aims and Targets

Safety

All sites will aim to continue to make progress against the target of zero greater than three day accidents. Leading and lagging indicators have been integrated into site improvement plans to allow us to better monitor performance against these plans.

As part of our ongoing commitment to managing and improving our safety performance we will continue to review process risk management at Johnson Matthey facilities. We will work with external experts to analyse the results and use the outcomes to ensure that the policies, guidance and training that we develop are both robust and appropriate to the hazards within our business.

Our safety related priorities for 2008/09 are to:

- Develop and implement a corporate process risk management policy and provide appropriate guidance and training to all relevant business units.
- Enhance our internal auditing programme to include current legislation and industry best practices.
- Introduce group guidance on change management to secure early involvement of safety related issues into new capital expenditure projects and new product development.
- Improve the quality of information exchange and support offered to sites worldwide by the generation of locally based networks and focus teams.

We will also develop a longer term strategic plan to ensure that effort in this area converges with the sustainability strategy and delivers a sustainable and integrated approach to how we manage safety.



CASE STUDY

Johnson Matthey Malaysia receives OHSAS 18001:2007 Certification

[Read about this major milestone for Johnson Matthey Malaysia.](#)

Health

Securing the long term health and wellbeing of our employees is an essential foundation for the development of a sustainable workforce.

Maintaining the continued reduction in the incidence of occupational illnesses, particularly those attributable to exposure to chemical hazards, remains the highest priority health protection issue for Johnson Matthey and we are building on our corporate health management strategy to support this.

Each business is also developing and incorporating health and wellness programmes to secure and enhance the longer term health, wellbeing and work ability of employees over the next ten years and beyond. These programmes will form part of the businesses' sustainability plans in working towards our Sustainability 2017 Vision.

Our health priorities for 2008/09 are to:

- Ensure that all business units incorporate longer term workforce health and wellbeing improvement initiatives in sustainable business plans.
- Continue investment in improvements to the containment and engineering control measures of chemical manufacturing processes to further reduce the incidence of occupational illnesses attributable to exposure to chemicals.
- Include health protection and ergonomic factors in the design of new production facilities.
- Adapt health programmes to support ageing workers to help maximise their health and productivity in later working life.

Adopting these priorities will support our aim of developing a sustainable workforce for the future.



0 accidents
safety target