

## Performance Summary

Social	Environment	Health and Safety	Financial
<p><b>Data Collection</b></p> <p>Johnson Matthey's social (human resources, charitable donations and community engagement), environment, health and safety data is collected annually at a group level. The data is collated through six questionnaires based on the requirements of the 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 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 processes in place to internally verify the reported data are described in the <a href="#">Verification and Assurance section</a> of the report.</p> <p>Click on the tabs at the top of the page to see a summary of our social, environment, health and safety and financial performance.</p>			

## Performance Summary

### Social

### Environment

### Health and Safety

### Financial

#### Social

This section summarises performance data relating to employees and to charitable donations.



[Read more about our social performance and achievements](#)

#### Employee Data

Data is presented on a calendar year basis unless otherwise stated.

##### Employee Data at a Glance

	2004	2005	2006	2007 <sup>1</sup>
Average Number Employed	7,558	7,404	7,986	8,013
Turnover Total <sup>2</sup>	13.0%	13.5%	10.0%	9.9%
Turnover Voluntary <sup>2</sup>	7.1%	8.0%	7.5%	7.6%
Employee Gender (%) Female <sup>3</sup>	20%	22%	21%	22%
New Recruits Gender (%) Female	25%	29%	22%	25%
Trade Union Representation	36%	36%	37%	34%
Training Days per Employee	2.6	3.5	3.9	3.9
Training Spend per Employee <sup>4</sup>	£221	£265	£317	£327
Internal Promotions (% of all recruitments in year)	34.0%	35.5%	28.7%	28.9%
Attendance – days lost per employee	6.4	5.7	5.1	5.2

<sup>1</sup> Employee data relates to the calendar year 2007 for the continuing businesses (unless otherwise stated) and excludes 658 employees transferred out of the group with the completion of the sale of Ceramics Division on 28th February 2007.

<sup>2</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>3</sup> As at 31st December.

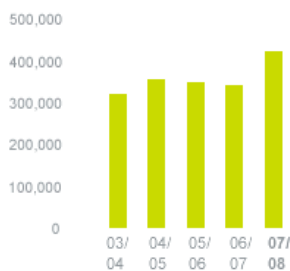
<sup>4</sup> Training spend does not include the cost of in house training or the cost of the employees' wages during training.

#### Charitable Donations

Data is presented on a financial year basis from 1st April to 31st March.

##### Charitable Donations

£



	£
2003/04	313,000
2004/05	349,000
2005/06	340,000
2006/07	330,000
2007/08	415,000

### Corporate Annual Donations Programme

Types of charity supported 2007/08



■ Social Welfare	50.0%
■ Medical and Health	36.1%
■ Science and Education	8.3%
■ Arts and Environment	5.6%

## Performance Summary

Social

**Environment**

Health and Safety

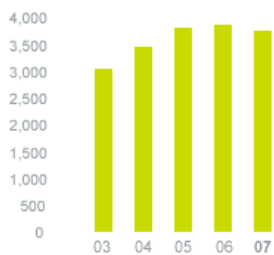
Financial

### Environment

Environmental performance data is presented for the calendar year and 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.

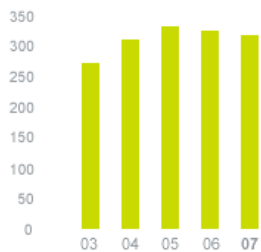
[Read more about our environmental performance and achievements](#)

#### Energy Consumption GJ ('000)



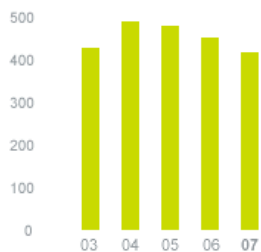
	GJ ('000)	GJ / £ million sales excluding precious metals
2003	3,050	2,953
2004	3,460	3,422
2005	3,820	3,483
2006	3,890	2,907
2007	<b>3,787</b>	<b>2,200</b>

#### Total Global Warming Potential Tonnes CO<sub>2</sub> equivalent ('000)



	Tonnes CO <sub>2</sub> equivalent ('000)	Tonnes CO <sub>2</sub> / £ million sales excluding precious metals
2003	273	264.3
2004	310	306.6
2005	333	303.6
2006	326	243.6
2007	<b>318</b>	<b>184.8</b>

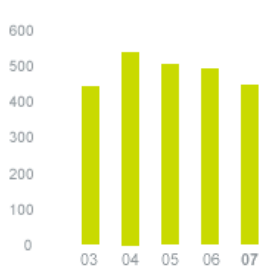
#### Total Acid Gas Emissions Tonnes SO<sub>2</sub> equivalent



	Tonnes SO <sub>2</sub> equivalent	Tonnes SO <sub>2</sub> / £ million sales excluding precious metals
2003	426	0.4124
2004	489	0.4837
2005	480	0.4376
2006	450	0.3362
2007	<b>416</b>	<b>0.2417</b>

### Total NOx Emissions

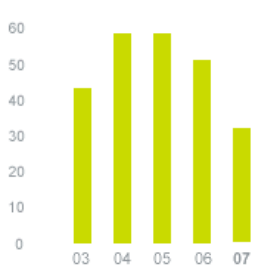
Tonnes NOx



	Tonnes NOx	Tonnes NOx / £ million sales excluding precious metals
2003	444	0.4298
2004	540	0.5341
2005	504	0.4595
2006	492	0.3676
2007	<b>448</b>	<b>0.2603</b>

### Total SO<sub>2</sub> Emissions

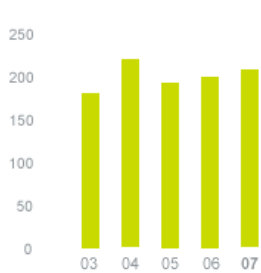
Tonnes SO<sub>2</sub>



	Tonnes SO <sub>2</sub>	Tonnes SO <sub>2</sub> / £ million sales excluding precious metals
2003	43.2	0.0418
2004	58.5	0.0578
2005	58.5	0.0533
2006	51.1	0.0382
2007	<b>31.8</b>	<b>0.0185</b>

### Total VOC Emissions

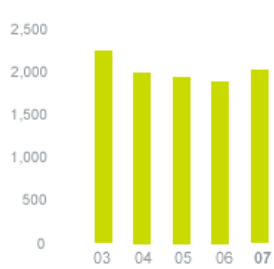
Tonnes VOC



	Tonnes VOC	Tonnes VOC / £ million sales excluding precious metals
2003	180.1	0.1744
2004	218.7	0.2163
2005	192.2	0.1752
2006	199.5	0.1491
2007	<b>207.1</b>	<b>0.1203</b>

## Water Consumption

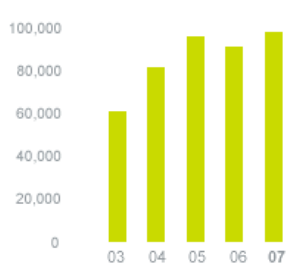
Thousands m<sup>3</sup>



	Thousands m <sup>3</sup>	m <sup>3</sup> / £ million sales excluding precious metals
2003	2,262	2,190
2004	2,007	1,985
2005	1,967	1,793
2006	1,909	1,426
2007	<b>2,038</b>	<b>1,184</b>

## Total Waste

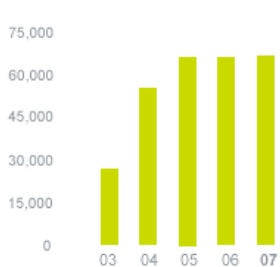
Tonnes waste



	Tonnes	Tonnes / £ million sales excluding precious metals
2003	61,284	59.33
2004	82,255	81.36
2005	96,638	88.10
2006	91,750	68.56
2007	<b>98,764</b>	<b>57.39</b>

## Total Hazardous Chemical Waste

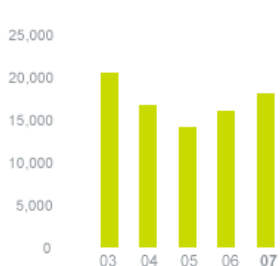
Tonnes waste



	Tonnes	Tonnes / £ million sales excluding precious metals
2003	27,947	27.06
2004	55,218	54.62
2005	66,388	60.52
2006	65,929	49.26
2007	<b>66,890</b>	<b>38.87</b>

## Total Non Hazardous Waste

Tonnes waste



	Tonnes	Tonnes / £ million sales excluding precious metals
2003	20,486	19.83
2004	16,748	16.57
2005	14,153	12.90
2006	16,010	11.96
2007	<b>18,037</b>	<b>10.48</b>

## Emissions Discharged to Water

Calendar year 2007: 360 tonnes

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## Performance Summary

Social

Environment

**Health and Safety**

Financial

### Health and Safety

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

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.

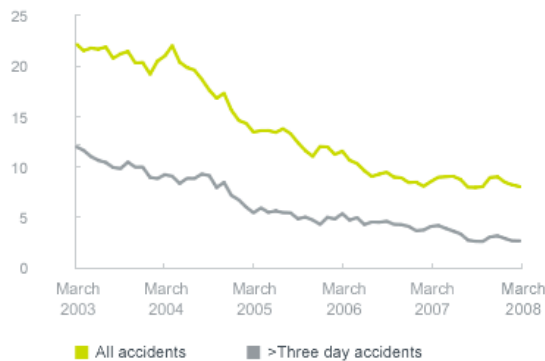
[Read more about our health and safety performance and achievements.](#)



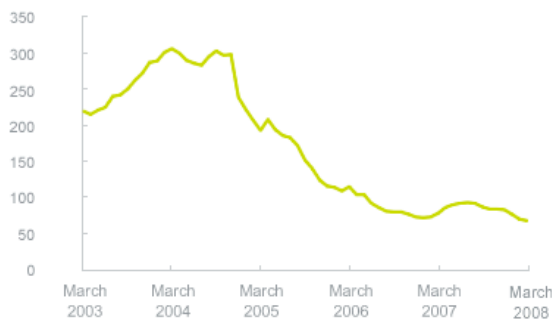
#### Safety Performance

	March 2008	March 2007 restated	% change
Greater than three day accidents per 1,000 employees	2.65	4.38	-39%
Total number of lost time accidents	68	76	-11%
Total accident rate per 1,000 employees	8.05	8.77	-8%

#### Annual Accident Rate per 1,000 Employees



#### Days Lost per 1,000 Employees per Year



### Health Performance

#### Incidence of Occupational Illness Conditions

Calendar year 2007: 5.8 cases per 1,000 employees

Calendar year 2006: 4.5 cases per 1,000 employees

## Performance Summary

Social

Environment

Health and Safety

**Financial**

### Financial

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

[Read more about our financial performance](#)



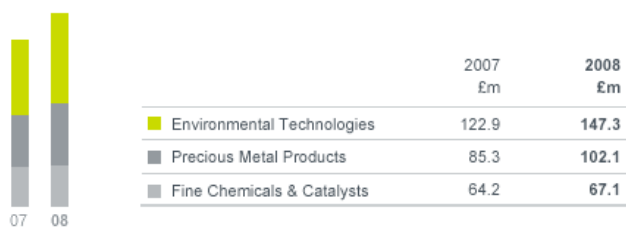
#### Financial Highlights – 2008

	Year to 31st March		% change
	2008	2007	
Revenue	£7,499m	£6,152m	+22
Sales excluding precious metals	£1,750m	£1,454m	+20
Profit before tax	£262.3m	£226.5m	+16
Total earnings per share	88.5p	96.9p	-9
Underlying*:			
Profit before tax	£265.4m	£229.3m	+16
Earnings per share	89.5p	82.2p	+9
Dividend per share	36.6p	33.6p	+9

\*Before amortisation of acquired intangibles and profit on sale of Ceramics Division.

#### Divisional Operating Profit <sup>1</sup>

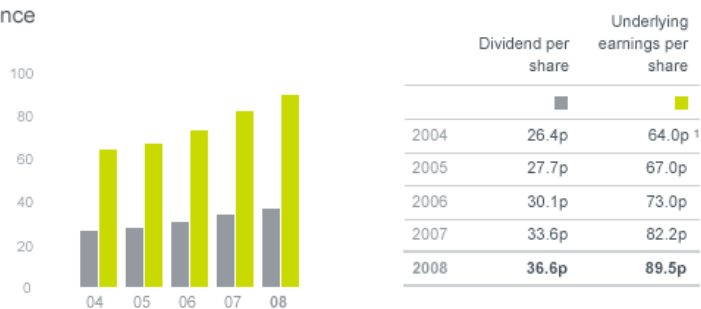
£ million



<sup>1</sup> Before amortisation of acquired intangibles.

#### Earnings per Share

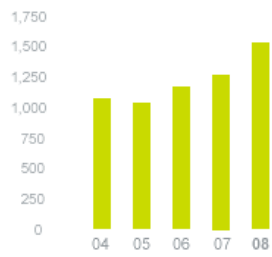
Pence



<sup>1</sup> UK GAAP basis earnings per share before exceptional items and goodwill amortisation.

### Sales Excluding Precious Metals

£ million



	£m
2004	1,224
2005	1,188
2006	1,341
2007	1,454
2008	1,750

### Johnson Matthey Share Price Five Year Performance versus FTSE 100

