

Performance Summary

Social

Environment

Health and Safety

Financial



Johnson Matthey's social (human resources, charitable donations and community investment), 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 Global Reporting Initiative third generation (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 Verification and Assurance section of the report.

Click on the tabs at the top of the page to see a summary of our social, environment, health and safety and financial performance.

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Health and Safety

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Social

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

Read more about our performance and achievements



Employee Data

Employee Data at a Glance

	2004 ¹	2005 ¹	2006 ¹	2007 ^{1,2}	2008/09 ³
Average Number Employed	7,558	7,404	7,986	8,013	8,742
Turnover Total ⁴	13.0%	13.5%	10.0%	9.9%	12.7%
Turnover Voluntary ⁴	7.1%	8.0%	7.5%	7.6%	6.4%
Employee Gender (%) Female	20% ⁵	22% ⁵	21% ⁵	22% ⁵	22%⁶
New Recruits Gender (%) Female	25%	29%	22%	25%	29%
Trade Union Representation	36%	36%	37%	34%	34%
Training Days per Employee	2.6	3.5	3.9	3.9	2.6
Training Spend per Employee ⁷	£221	£265	£317	£327	£346
Internal Promotions (% of all recruitments in year)	34.0%	35.5%	28.7%	28.9%	37.8%
Attendance – days lost per employee	6.4	5.7	5.1	5.2	5.3

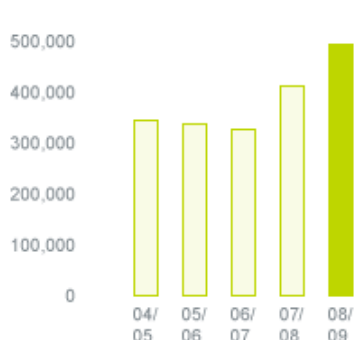
1. Data presented on a calendar year basis (unless otherwise stated).
2. Data excludes 658 employees transferred out of the group with the completion of the sale of Ceramics Division on 28th February 2007.
3. Data presented on a financial year basis (unless otherwise stated) from 1st April to 31st March and excludes 841 employees transferred out of the group with the completion of the sale of the Argillon Insulators and Alumina businesses on 26th November 2008.
4. 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.
5. As at 31st December.
6. As at 31st March.
7. Training spend does not include the cost of in house training or the cost of employees' wages during training.

Charitable Donations

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

Charitable Donations

£



Charitable donations £

2004/05	349,000
2005/06	340,000
2006/07	330,000
2007/08	415,000
2008/09	495,000

Corporate Annual Donations Programme

Charitable types supported 2008/09



■	Medical and Health	44%
■	Social Welfare	38%
■	Science and Education	8%
■	International Development	6%
■	Environment	4%

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Environment

Environmental performance data for 2008/09 is presented for the financial year from 1st April 2008 to 31st March 2009. Data from 2004 to 2007 is presented on a calendar year basis. Where necessary, data has been restated to reflect changes in the business, for example divestments and site closure. The group sold its Insulators and Alumina businesses on 26th November 2008 and, as such, data presented for 2008/09 excludes any contribution from these businesses. The group sold its Ceramics Division on 28th February 2007 and, as such, the data presented for 2007 excludes any contribution from Ceramics Division.

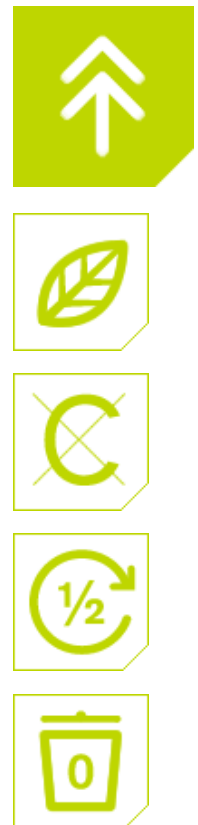
This year we have made some changes to our reporting to improve orientation with the Global Reporting Initiative (GRI) sustainability reporting guidelines. As part of this work, we have reviewed all calculation methods and have chosen to use an alternative methodology for calculating the group's global warming potential (GWP). To date, GWP has been calculated by adding together Scope 1 (direct) emissions and Scope 2 (indirect) emissions. The new methodology will only apply to Scope 2 emissions. Scope 1 emissions are unchanged.

The methodology we have used in prior years to calculate GWP from Scope 2 emissions involves adding together all the electricity purchased in the year, then applying a factor based on the UK's electricity carbon intensity to derive the number of tonnes CO₂ equivalent emitted. This methodology has been used by the group since it began reporting on its GWP emissions.

The new methodology applies factors to country specific electricity usages based on the local published carbon intensity of electricity. The total GWP thus represents local carbon intensity on a country by country basis. [Click here](#) for further information on the new methodology.

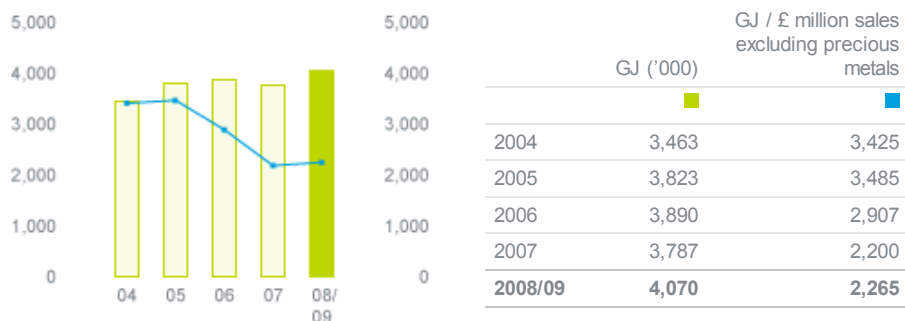
Data presented for the group's total GWP has been calculated using both methodologies.

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



Energy Consumption

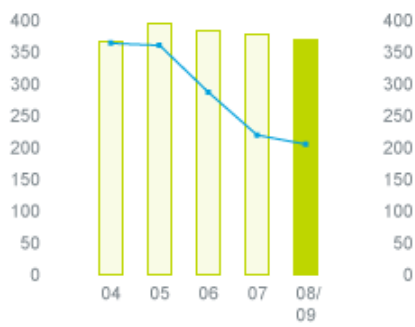
GJ ('000)



Energy consumption from 1st January 2008 to 31st March 2008 was 1,148,000 GJ.

Total Global Warming Potential

Tonnes CO₂ equivalent ('000)



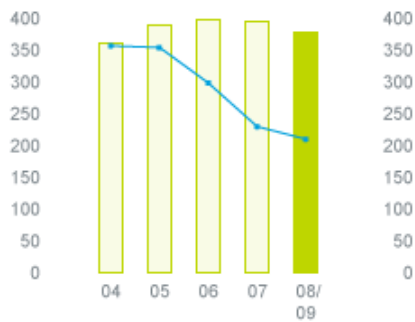
	Tonnes CO ₂ equivalent ('000)	Tonnes / £ million sales excluding precious metals
2004	369	365.2
2005	397	362.1
2006	386	288.5
2007	380	221.0
2008/09	371	206.5

Global warming potential data has been restated using the latest greenhouse gas conversion data published during 2008 (e.g. DEFRA).

Total global warming potential from 1st January 2008 to 31st March 2008 was 106,000 tonnes CO₂ equivalent.

Total Global Warming Potential (restated)

Tonnes CO₂ equivalent ('000)

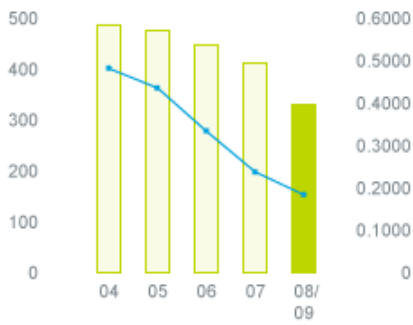


	Tonnes CO ₂ equivalent ('000)	Tonnes / £ million sales excluding precious metals
2004	362	358.1
2005	390	355.5
2006	401	299.7
2007	398	231.3
2008/09	380	211.5

Total global warming potential from 1st January 2008 to 31st March 2008 was 110,000 tonnes.

Total Acid Gas Emissions

Tonnes SO₂ equivalent



	Tonnes SO ₂ equivalent	Tonnes / £ million sales excluding precious metals
2004	489	0.4837
2005	480	0.4376
2006	450	0.3362
2007	416	0.2417
2008/09	334	0.1859

Total acid gas emissions from 1st January 2008 to 31st March 2008 were 88 tonnes SO₂ equivalent.

Total NOx Emissions

Tonnes NOx



	Tonnes NOx	Tonnes / £ million sales excluding precious metals
2004	540	0.5341
2005	504	0.4595
2006	492	0.3676
2007	448	0.2603
2008/09	439	0.2443

Total NOx emissions from 1st January 2008 to 31st March 2008 were 117 tonnes.

Total SO₂ Emissions

Tonnes SO₂



	Tonnes SO ₂	Tonnes / £ million sales excluding precious metals
2004	58.5	0.0578
2005	58.5	0.0533
2006	51.1	0.0382
2007	31.8	0.0185
2008/09	25.8	0.0144

Total SO₂ emissions from 1st January 2008 to 31st March 2008 were 6.1 tonnes.

Total VOC Emissions

Tonnes VOC

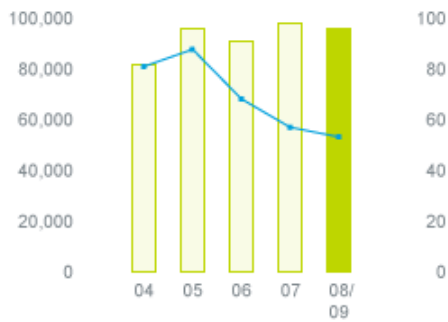


	Tonnes VOC	Tonnes / £ million sales excluding precious metals
2004	218.7	0.2163
2005	192.2	0.1752
2006	199.5	0.1491
2007	207.1	0.1203
2008/09	209.1	0.1164

Total VOC emissions from 1st January 2008 to 31st March 2008 were 47.8 tonnes.

Total Waste

Tonnes waste

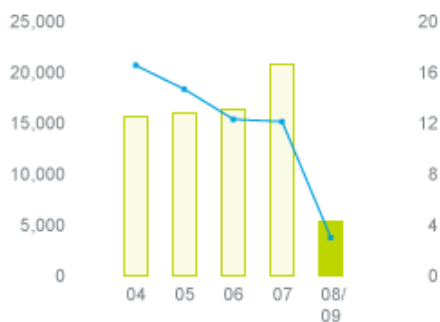


	Tonnes	Tonnes / £ million sales excluding precious metals
2004	82,255	81.36
2005	96,638	88.10
2006	91,750	68.56
2007	98,764	57.39
2008/09	96,287	53.58

Total waste generated from 1st January 2008 to 31st March 2008 was 25,769 tonnes.

Total Waste to Landfill

Tonnes waste



	Tonnes	Tonnes / £ million sales excluding precious metals
2004	15,770	15.60
2005	16,144	14.72
2006	16,555	12.37
2007	20,977	12.19
2008/09	5,535	3.080

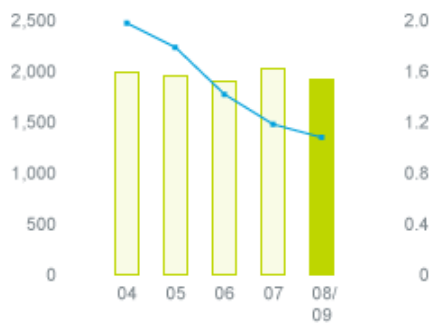
Total waste to landfill from 1st January 2008 to 31st March 2008 was 1,662 tonnes.

Packaging Waste 2008/09

Packaging type	Amount of waste Tonnes
Paper	486
Steel	2,084
Plastic	648
Wood	1,787

Water Consumption

Thousands m³



	Thousands m ³	Thousands m ³ / £ million sales excluding precious metals
2004	2,007	1.985
2005	1,967	1.793
2006	1,909	1.426
2007	2,048*	1.190
2008/09	1,951	1.086

* restated

Water consumption from 1st January 2008 to 31st March 2008 was 489,000 m³.

Emissions Discharged to Water

2008/09: 376 tonnes (1st January 2008 – 31st March 2008: 38 tonnes)

2007: 360 tonnes

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Safety performance data is reported on a financial year basis from 1st April to 31st March. Health performance data for 2008/09 is for 1st April 2008 to 31st March 2009. For 2004 to 2007, health performance data is reported on a calendar year basis.

Where necessary, data has been restated to reflect changes in the business, for example divestments and site closure. The group sold its Insulators and Alumina businesses on 26th November 2008 and, as such, data presented for 2008/09 excludes any contribution from these businesses. The group sold its Ceramics Division on 28th February 2007 and, as such, the data presented for 2007 excludes any contribution from Ceramics Division.



Accident Calculation Definitions

Johnson Matthey's definition of an accident for the purposes of this report is any acute unplanned event that causes harm to individuals making them unable to attend work on days after the date of the event. Accidents are further subdivided into accidents that result in more than three days work lost and those that cause three or less days to be lost. Accident incidence rates are calculated based on the rate of these accidents per 1,000 employees.

The following metrics are used in this report:

Incidence rate for all lost time accidents in the year = ((number of greater than three day accidents in the year + number of 'three day or less' accidents in the year) x 1,000) ÷ (average number of employees in the year).

Incidence rate for greater than three day accidents in the year = (number of greater than three day accidents in the year x 1,000) ÷ (average number of employees in the year).

Lost work days per 1,000 employees per year = (total lost work days in year x 1,000) ÷ (average number of employees in the year).

Frequency rate for all lost time accidents in the year = ((number of greater than three day accidents in the year + number of 'three day or less' accidents in the year) x 100,000) ÷ (number of hours worked in the year).

Read more about our performance and achievements

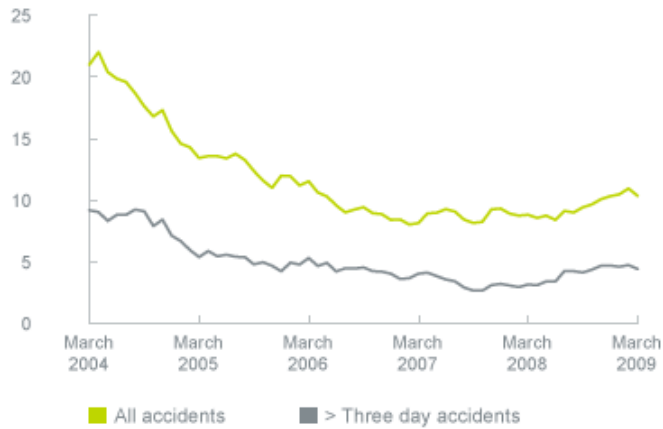
Safety Performance

Safety Performance

	March 2009	March 2008	% change
Greater than three day accidents per 1,000 employees	4.48	3.22*	+39%
Total number of lost time accidents	95	68	+40%
Total accident rate per 1,000 employees per year	10.39	8.86*	+17%
Total lost time accident rate per 100,000 hours worked	0.53 in 2008/09	0.40 in 2007/08	+33%
Number of days lost per 1,000 employees per year	115 in 2008/09	73* in 2007/08	+58%

*restated

Annual Accident Rate per 1,000 Employees



Days Lost per 1,000 Employees per Year



Health Performance

Incidence of Occupational Illness Conditions

2008/09: 5.5 cases per 1,000 employees (1st January 2008 to 31st March 2008: 3.5 cases per 1,000 employees).

2007: 5.8 cases per 1,000 employees.

2006: 4.6 cases per 1,000 employees.

Performance Summary

Social

Environment

Health and Safety

Financial

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

[Read more about our financial performance](#)



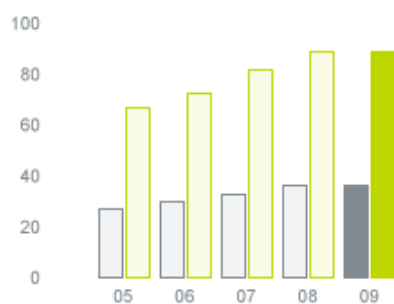
Financial Summary

	Year to 31st March		
	2009	2008	% change
Revenue	£7,848m	£7,499m	+5
Sales excluding precious metals	£1,797m	£1,750m	+3
Profit before tax	£249.4m	£262.3m	-5
Total earnings per share	82.6p	88.5p	-7
Underlying*:			
Profit before tax	£267.9m	£265.4m	+1
Earnings per share	89.6p	89.5p	-
Dividend per share	37.1p	36.6p	+1

* Before amortisation of acquired intangibles, restructuring charges and profit on disposal of businesses.

Earnings Per Share

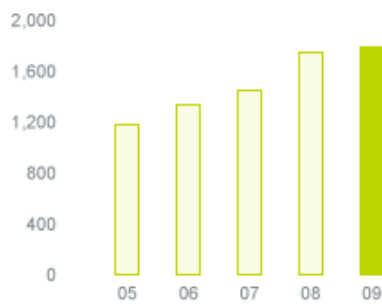
Pence



	Dividend per share	Underlying earnings per share
2005	27.7p	67.0p
2006	30.1p	73.0p
2007	33.6p	82.2p
2008	36.6p	89.5p
2009	37.1p	89.6p

Sales Excluding Precious Metals

£ million



	£m
2005	1,188
2006	1,341
2007	1,454
2008	1,750
2009	1,797

Divisional Operating Profit¹

(£ million)



	2009	2008
■ Environmental Technologies	124.3	147.3
■ Precious Metal Products	119.7	102.1
■ Fine Chemicals & Catalysts	72.8	67.1

¹ Before amortisation of acquired intangibles and restructuring charges.

Johnson Matthey Share Price Five Year Performance versus FTSE 100



■ Johnson Matthey ■ FTSE 100