


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.




CASE STUDY

Health and Safety Awards >
Success for our Brimsdown and Swindon sites

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 aim 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.

Many of Johnson Matthey's products and services make a contribution to enhancing general health and wellbeing or provide safety benefits. We manufacture a range of products used in medical applications. These include opiates, such as morphine and codeine, for pain relief, platinum containing anticancer drugs used in chemotherapy treatments and 'Bitrex', the world's bitterest substance which is an aversive added to household cleaning products to prevent accidental swallowing by children. Our emission control catalysts, which are used to reduce harmful emissions from vehicles and industrial processes, have a major impact on air quality for millions of people around the world.



CASE STUDY

'Cancel the Cadmium' – Promoting the Use of more Sustainable Alloys >
Initiatives to promote the use of cadmium free brazing alloys

Read more about our policies and how we manage health and safety



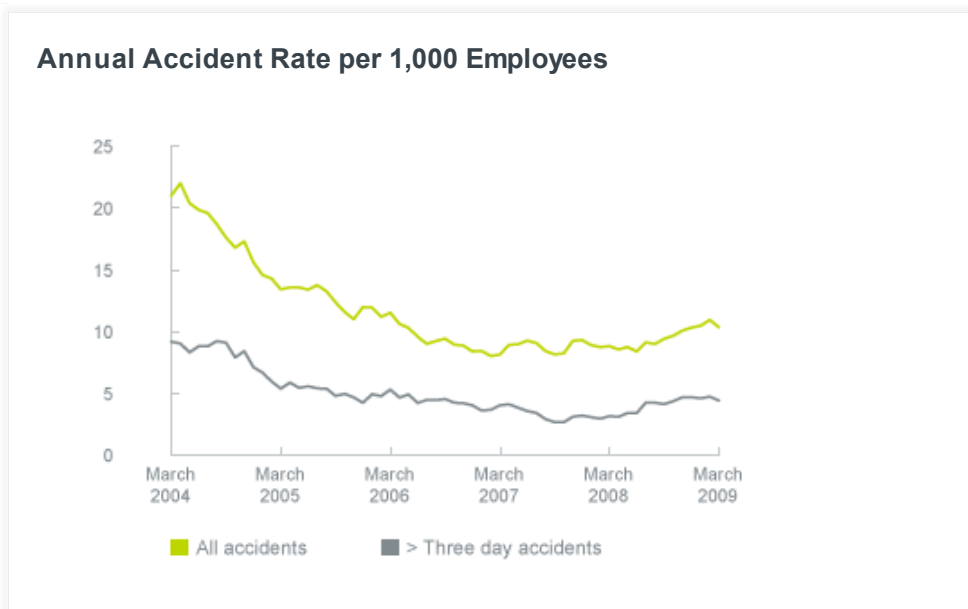
Our Performance and Achievements

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 the 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 2004 to March 2009 and health performance data for the 2008/09 financial year. Data has been restated to reflect changes in the business, for example divestments and site closure.

Safety Performance

In March 2009 the incidence of greater than three day accidents at Johnson Matthey was calculated as 4.48 per 1,000 employees per year, an increase of 39% compared with 3.22 (restated) in March 2008. The total number of accidents that resulted in lost time was 95, a 40% increase compared to the previous year. During the year, the total accident rate increased by 17% from 8.86 (restated) to 10.39 per 1,000 employees per year. The total lost time accident rate per 100,000 hours worked increased by 33% from 0.40 in 2007/08 to 0.53 in 2008/09.



In 2008/09 the number of days lost per 1,000 employees per year was 115, an increase of 58% compared with 73 (restated) in 2007/08.



39%

increase in the number of greater than three day accidents

New initiative

introduced to drive improvement



Days Lost per 1,000 Employees per Year



Following steady improvement in our accident statistics in previous years, our performance in 2008/09 has highlighted the need to revitalise Johnson Matthey's accident prevention processes. The company has recently launched an initiative to introduce 'EHS Learning Events' to all facilities to help drive a reduction in the rate of injuries resulting in lost time. An EHS Learning Event would typically occur when opportunities to improve the safety of the workplace are identified or when situations are observed which may necessitate 'at risk' behaviour in achieving the required tasks or activities. Employees and long term contractors will be invited to make a brief note of events from which lessons can be learnt. This will provide site managers with a valuable new source of information about elements of the working environment that may lead to injury and employees will gain a sharpened sense of the risks around them. As the system becomes embedded, we are confident this should result in reduced incidence of lost time injuries across the group.

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 metrics used in this report are described in the Performance Summary.

Health Management Performance

Health improvement planning continues to play a central role to achieve continuous improvement of the health performance of each business. This process is conducted annually and is linked to the sustainable business planning process. Adjustments are made to health programmes to address changing business needs in the coming year and specific activities are planned to promote the longer term health, wellbeing and performance of employees. 75% of businesses reported undertaking a formal health improvement planning process during 2008/09, a reduction compared to 80% in 2007.

There is a corporate system to report the occurrence of occupational illness cases at all sites and guidance is provided on diagnostic criteria to ensure accuracy and consistency of global reporting. The incidence of cases reported during 2008/09 was 5.5 cases per 1,000 employees compared to an incidence rate of 5.8 cases in 2007 (3.5 cases per 1,000 employees for 1st January 2008 to 31st March 2008) and 4.6 cases in 2006.

Our Aims and Targets

Safety

All sites within the group 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 better monitor performance against these improvement targets.

Our priorities for 2009/10 are to:

- Complete the schedule of corporate environment, health and safety (EHS) audits at sites across the group.
- Offer support and guidance to sites in implementing the EHS Learning Events initiative.
- Undertake specific process safety audits at a number of large manufacturing facilities.
- Complete new EHS policies and guidance to support existing EHS related governance within the group EHS management system. These will focus on areas of specific interest to Johnson Matthey's operations and include process safety, chemical exposure, occupational illness and occupational travel. The policies and guidance will be issued to all sites and supported by appropriate training.



CASE STUDY

Water Based Washer Improves Efficiencies >

Developing a new approach to cleaning saves time and reduces waste

Health

Protecting and enhancing the long term health and wellbeing of our employees continues to underpin our efforts to secure workforce sustainability.

In view of the importance assigned to the prevention of occupational illness conditions, a new corporate sustainability target has been set to reduce the annual incidence of occupational illness cases by at least 30% over the next five years to 2013/14. The longer term aim continues to be to eliminate the occurrence of occupational illness cases as far as is practicable.

In addition to the measurement of 'lagging' indicators of health performance (e.g. occupational illness incidence), we aim to introduce the assessment and reporting of 'leading' indicators of health programme performance during 2009/10. Each business will report the extent to which preventative actions have been implemented for a range of key indicators of programme performance.

Our health priorities for 2009/10 are to:

- Identify any additional investment in prevention programmes required in each business to achieve the new sustainability corporate target to reduce the incidence of occupational illness by 2013/14.
- Introduce new corporate policies and guidance addressing occupational illness prevention, diagnosis and management with additional specific guidance on the prevention of chemical exposure related conditions.
- Ensure that 100% of businesses complete the health improvement planning process.
- Continue to implement health and wellbeing programmes to support the attendance, motivation and performance of employees.
- Ensure the business is prepared to respond effectively to global health events such as the current influenza pandemic.

