



Johnson Matthey

BOARD DIVERSITY

The following is a statement made by the Board of Directors of Johnson Matthey Plc:

The board of Johnson Matthey has followed the important debate around the recommendations of Lord Davies' review on Women on Boards and the question of boardroom diversity. We do not think quotas, for the proportion of women on the board or otherwise, are appropriate for a number of reasons. We believe all appointments should be made on merit rather than through positive discrimination. We are clear, however, that maintaining an appropriate balance around our board table through a diverse mix of skills, experience, knowledge and background is of paramount importance. Gender diversity is a significant element of this.

At present the board has one woman member in a board of nine. When we next make an appointment to the board, our brief to search consultants in the selection process as regards external candidates will be to review candidates from a variety of backgrounds and perspectives. The consultants will be asked to work to a specification which will include the strong desirability of producing a long-list of possible candidates which fully reflects the benefits of diversity, including gender diversity. Any appointment of an internal candidate, while similarly based on merit, will also take into account the benefits of diversity, including gender diversity.

Looking beyond the board to our wider workforce, we recognise the importance of diversity, including gender diversity, and the benefits this can bring to our organisation. With regard to gender diversity specifically, Johnson Matthey faces challenges similar to those faced by other organisations in the chemical, technology and manufacturing sectors. To address these, we have policies and processes in place which are designed to support gender diversity in employee recruitment, development and promotion and we are committed to ensuring that women have an equal chance with men of developing their careers within our business. Finally, we encourage gender diversity at the early career stage by working outside Johnson Matthey to encourage women to enter scientific and industrial fields.

28th November 2011