

Annual Report 2019 GRI Content Index: GRI102 General Disclosures 2016

GRI code	Disclosure	Page
Organizational Profile		
102-1	Name of the organization	247
102-2	Activities, brands, products, and services	4-5, 41—43
102-3	Location of headquarters	247
102-4	Location of operations	5
102-5	Ownership and legal form	151-154; 242-243
102-6	Markets served	41-42
102-7	Scale of the organization	4-5, 148, 175-178; 242-243
102-8	Information on employees and other workers	63-65; 181
102-9	Supply chain	49-51
102-10	Significant changes to the organization and its supply chain	none
102-11	Precautionary Principle or approach	not disclosed
102-12	External initiatives	51; 55
102-13	Membership of associations	73
Strategy		
102-14	Statement from senior decision-maker	6-12
102-15	Key impacts, risks, and opportunities	24-29; 91-96
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	61; 65; 68, 112
102-17	Mechanisms for advice and concerns about ethics	68-69
Governance		
102-18	Governance structure	91; 108-109
102-19	Delegating authority	108-109
102-20	Executive-level responsibility for economic, environmental, and social	109 - 111
102-21	Consulting stakeholders on economic, environmental, and social topics	27-29
102-22	Composition of the highest governance body and its committees	100-103; 108-109
102-23	Chair of the highest governance body	100
102-24	Nominating and selecting the highest governance body	112-113; 119-122
102-25	Conflicts of interest	113
102-26	Role of highest governance body in setting purpose, values, and strategy	108-112
102-27	Collective knowledge of highest governance body	100-103
102-28	Evaluating the highest governance body's performance	114-115
102-29	Identifying and managing economic, environmental, and social impacts	109-111
102-30	Effectiveness of risk management processes	116
102-31	Review of economic, environmental, and social topics	110-111
102-32	Highest governance body's role in sustainability reporting	2; 239
102-33	Communicating critical concerns	68; 109; 117
102-34	Nature and total number of critical concerns	68
102-35	Remuneration policies	132-138
102-36	Process for determining remuneration	132-133; 142-143
102-37	Stakeholders' involvement in remuneration	150
102-38	Annual total compensation ratio	not disclosed
102-39	Percentage increase in annual total compensation ratio	not disclosed
Stakeholder Engagement		
102-40	List of stakeholder groups	28-29; 117
102-41	Collective bargaining agreements	66
102-42	Identifying and selecting stakeholders	not disclosed
102-43	Approach to stakeholder engagement	28-29; 73; 117-118
102-44	Key topics and concerns raised	27
Reporting Practice		
102-45	Entities included in the consolidated financial statements	216-218
102-46	Defining report content and topic Boundaries	234-237
102-47	List of material topics	27
102-48	Restatements of information	73; 219-221; 238
102-49	Changes in reporting	none
102-50	Reporting period	1
102-51	Date of most recent report	1
102-52	Reporting cycle	246
102-53	Contact point for questions regarding the report	247
102-54	Claims of reporting in accordance with the GRI Standards	1; 240
102-55	GRI content index	240-241
102-56	External assurance	229-231; 239

Specific GRI Disclosures for Johnson Matthey's Material Topics

Page

Sustainability Leadership		
GRI103 Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Inside cover pages; 6
	103-2 The management approach and its components	14-27; 30-33
	103-3 Evaluation of the management approach	239
GRI102 General Disclosures 2016	102-14 Statement from senior decision-maker 2016	6-12
	102-29 Identifying and managing economic, environmental and social impacts	109-111
Financial Sustainability		
GRI103 Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	86-90
	103-2 The management approach and its components	30-31; 86-89
	103-3 Evaluation of the management approach	123—131; 223-231
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	195-203
-	R&D programs and expenditure	38-39
Health and Safety		
GRI103 Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	32; 61, 234-235
	103-2 The management approach and its components	69-73; 109; 238
	103-3 Evaluation of the management approach	71; 239
GRI 403: Occupational Health and Safety 2016	403-1 Workers representation in formal joint management–worker health and safety committees	70
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	72-73
	403-4 Health and safety topics covered in formal agreements with trade unions	70
Greenhouse Gas Emissions		
GRI103 Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	31; 234-236
	103-2 The management approach and its components	31; 52-53; 57; 238
	103-3 Evaluation of the management approach	55; 239; CDP score
GRI 302: Energy 2016	302-1 Energy consumption within the organization	56-57
	302-3 Energy intensity	52
	302-4 Reduction of energy consumption	52; 56-57
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	56-57
	305-2 Energy indirect (Scope 2) GHG emissions	56-57
	305-3 Other indirect (Scope 3) GHG emissions	57; CDP disclosure
	305-4 GHG emissions intensity	31; 56; 238
Air Quality		
GRI103 Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	44; 236
	103-2 The management approach and its components	44; 57-58; 238
	103-3 Evaluation of the management approach	-
-	Toxic emissions saved by JM products	44
GRI 305: Emissions 2016	305-7: Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	57-58
Climate Change Risk		
GRI103 Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	45; 55; CDP disclosure
	103-2 The management approach and its components	45-47; 55
	103-3 Evaluation of the management approach	55; CDP score
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	CDP disclosure
Modern Slavery & Child Labour		
GRI103 Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	51
	103-2 The management approach and its components	50-51; MSA statement
	103-3 Evaluation of the management approach	none
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	50
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	50

Products Life Cycle Management		
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	53
	103-2 The management approach and its components	53-55
	103-3 Evaluation of the management approach	55; 239
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of products and services	53-54
	416-2 Incidents of non-compliance concerning health and safety impacts of products and services	55
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labelling	55
	417-2 Incidents of non-compliance concerning product and service information and labelling	55
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials	not disclosed
GRI 306: Effluents and Waste 2016	306-2 Waste by type and disposal method	56; 58
	306-4 Transport of hazardous waste	58
	306-3 Significant spills	59
Water Use		
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	234
	103-2 The management approach and its components	55; 58-59
	103-3 Evaluation of the management approach	239; CDP score
GRI 303: Water 2016	303-1 Water withdrawal by source	58, CDP disclosure
	303-3 Water recycled and reused	58
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	59, CDP disclosure
Ethical Business Practices & Compliance		
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	68; 96
	103-2 The management approach and its components	61; 68-69; 109
	103-3 Evaluation of the management approach	97; 110-111
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	97
	205-2 Communication and training about anti-corruption policies and procedures	68
	205-3 Confirmed incidents of corruption and actions taken	not disclosed
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	not disclosed
GRI 415: Public Policy 2016	415-1 Political contributions	153
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	55; 59
Resource Scarcity		
GRI103 Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	94
	103-2 The management approach and its components	94
	103-3 Evaluation of the management approach	none
GRI 301: Materials 2016	301-2 Recycled input materials used	not disclosed
Employee Recruitment & Retention		
GRI103 Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	61; 234-235
	103-2 The management approach and its components	32; 62-65; 74-75; 238
	103-3 Evaluation of the management approach	235
GRI102 General Disclosures 2016	102-8 Information on employees and other workers	63-65; 181
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	62-63
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	64-65
	404-3 Percentage of employees receiving regular performance and career development reviews	64
Responsible Sourcing		
GRI103 Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	32; 236
	103-2 The management approach and its components	49-51; 238
	103-3 Evaluation of the management approach	none
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	not disclosed
	308-2 Negative environmental impacts in the supply chain and actions taken	50

GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	not disclosed
	414-2 Negative social impacts in the supply chain and actions taken	50
GRI 407: Freedom of Association & Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	50
Diversity and Inclusion		
GRI103 Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	65; 235
	103-2 The management approach and its components	65-66
	103-3 Evaluation of the management approach	235
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	65
	405-2 Ratio of basic salary and remuneration of women to men	66
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	50; 68
Community Engagement		
GRI103 Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	33; 237
	103-2 The management approach and its components	33; 67; 238
	103-3 Evaluation of the management approach	none
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	not disclosed