

Johnson Matthey Environmental, Health and Safety (EHS) Policy

Johnson Matthey ("JM") is firmly committed to managing its activities throughout the group to protect the planet and safeguard the health and safety of its employees, contractors, customers, the community and all other stakeholders, including those located near JM operations.

It is vital that the management of Environment, Health and Safety ("**EHS**") risk is embedded in JM's culture and processes. All workers have an active part to play in effective EHS management to ensure a safe, secure and profitable working environment.

The purpose of this policy, together with the EHS Manual, suite of EHS policies and procedures and EHS standards (collectively the "**EHS Standards**") is to define JM's key requirements and principles in relation to EHS in order to reduce the risk of harm to people and the environment and ensure that high standards are achieved at all sites around the world.

This policy and the associated EHS Standards are designed to achieve JM's **corporate EHS objectives**:

- We aspire to zero harm to employees, contractors, customers and all other stakeholders
- We will minimise harm to the environment as a side-effect of our operations and activities.
- We will ensure compliance with applicable EHS laws in the country of operation and with all group EHS requirements, whichever is the tighter requirement.
- Process Safety Risk Management will be applied to prevent high severity catastrophic incidents such as fires, explosions and toxic releases associated with the use of hazardous materials.
- The design, manufacture and supply of products will be undertaken with product lifecycle management and sustainable business management.
- EHS management systems will be effective in maintaining high standards and fulfil the challenge of ensuring continuous improvement in EHS performance.

This policy applies to everyone who works for us whether on a permanent or temporary basis, in any of our Group businesses, anywhere in the world, including all employees, contractors and temporary staff (collectively, "**Workers**") unless otherwise specified.

JM has developed a set of **Safety Principles** that set out what you can expect from JM and what JM requires of all Workers.

- All injuries and illnesses are preventable.
- We are all responsible for preventing injuries and occupational illnesses.
- Working safely is a condition of employment.
- Lifesaving Policies and Site Safety Rules must be followed.
- Johnson Matthey will promote off-the-job health and safety awareness for its employees.

Every Worker at JM has a role to play and a responsibility for protecting the environment, preventing injuries and preventing occupational illnesses.



Robert Macleod
Chief Executive Officer
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