

# Principle Adverse Impact (PAI) Statement

## Key to location references:

ARA = Annual Report and Accounts 2023

SPD = Sustainability Performance Databook 2023

Category	PAI Category	JM KPI	Location	JM Response
Emissions	GHG emissions	Total Scope 1 GHG emissions	ARA p.28 SPD Environment tab	<b>233,300 tonnes CO<sub>2</sub>e</b>
		Total Scope 2 GHG emissions (market-based)	ARA p.28 SPD Environment tab	<b>130,386 tonnes CO<sub>2</sub>e</b>
		Total Scope 3 GHG emissions	ARA p.28 SPD Environment tab	<b>2,944,248 tonnes CO<sub>2</sub>e</b>
		Total GHG emissions (sum of scope 1,2 and 3)	ARA p.27 SPD Environment tab	<b>3,307,934 tonnes CO<sub>2</sub>e</b>
	GHG intensity	Scope 1+2+3 GHG intensity per £ million of revenue	ARA p.3, 27 SPD Environment tab	<b>221 tonnes CO<sub>2</sub>e/£ million revenue</b>
	Exposure to companies active in the fossil fuel sector	% revenues from customers active in the fossil fuel sector	ARA p.165	<b>&lt;4%</b>
	Share of non-renewable energy consumption and production	% non renewable energy consumption compared to total energy consumption	ARA p.27 SPD Environment tab	<b>JM does not produce energy. Non-renewable energy consumption is 83.2% of total energy consumption</b>
	Energy consumption intensity per high impact climate sector	Total energy consumption in GWh	ARA p.3, 27 SPD Environment tab	<b>1185.6 GWh</b>
Biodiversity	Activities negatively affecting biodiversity sensitive areas	Operations located in or near to biodiversity-sensitive areas where activities of those investee companies negatively affect those areas	Contact us   Johnson Matthey	<b>To the best of our knowledge we do not have any locations in or near biodiversity sensitive areas as defined by Appendix D of Annex II to Commission Delegated Regulation (EU) 2021/2139</b>
Water	Emissions to water	Tonnes of emissions of priority substances to water (as defined in Article 2(30) of Directive 2000/60/EC of the European Parliament and direct emissions of nitrates, phosphates and pesticides)	ARA p.31 SPD Environment tab	<b>From the available analysis, the following quantities of priority substances are calculated as being discharged by JM directly to water courses nickel = 1e-4 tonnes; cadmium = 4e-5 tonnes; lead 1e-4 tonnes; mercury = 6e-6 tonnes; nitrates = 0.1 tonnes</b>
Waste	Hazardous waste and radioactive waste ratio	Tonnes of hazardous waste and radioactive waste generated	ARA p.31 SPD Environment tab	<b>41,860 tonnes</b>

## Principle Adverse Impact (PAI) Statement continued

Category	PAI Category	JM KPI	Location	JM Response
	Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises		<b>Not on UNGC watchlist</b>
	Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	Policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises or grievance handling mechanisms to address violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	ARA p.38	<b>We are a member of UNGC and have processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises</b>
<b>Social and employee matters</b>			See our UN Global Compact Progress	
	Unadjusted gender pay gap	Average unadjusted gender pay gap	ARA p.37	<b>We issue a gender pay gap report in accordance with UK law. In 2022/23 our UK gender pay gap was 5.6% which puts us ahead of the national average of 14.9%.</b>
			Johnson Matthey Gender Pay Gap Report 2022	
	Board gender diversity	Average ratio of female to male board members in investee companies, expressed as a percentage of all board members	ARA p.37, 75 SPD People tab	<b>33% female</b>
	Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)	% revenues involved in the manufacture or selling of controversial weapons		<b>To the best of our knowledge none of our product sales are used for / in controversial weapons</b>