

## Global Diversity, Equity, Inclusion and Belonging Policy

*All Colleagues, Contingent Workers and Suppliers (excluding Germany)*

### 1. Purpose

Johnson Matthey ("JM", the "Company", "our", "we", "us") is committed to creating an inclusive working culture where differences are welcomed and valued, and everyone feels a sense of belonging when at work; where everyone has the opportunity to contribute, add value, be themselves and reach their full potential in a way that is consistent with, and adheres to, our values. Our aim is to be an organisation where people feel involved, respected and connected to our success.

This policy sets out our approach to diversity, equity, inclusion and belonging at work and outlines the principles that will help us embed an inclusive culture that is integral to our values and ambitions for the future. We are committed to ensuring that everyone can bring their full self to work and thrive in their career.

This policy applies to staff both on and off the Company's premises, including those working away from base and to visitors to any of our sites.

### 2. Definitions

Word	Definition
<b>Diversity</b>	Diversity involves all the ways that people are different, including the different characteristics that make one group or individual different from another
<b>Equity</b>	Equity aims to ensure the fair treatment, access, equality of opportunity and advancement for everyone while also attempting to identify and remove the barriers that have prevented some groups from fully participating
<b>Inclusion</b>	Inclusion builds a culture where everyone feels welcome by actively inviting every person or every group to contribute and participate. Inclusion will ensure that everyone feels valued and importantly, adds value
<b>Belonging</b>	Belonging at work is the experience of being wholly accepted and included by those around you. It involves engaging the full potential of an individual where innovation thrives, and beliefs and values are integrated
<b>Bias</b>	Bias is being prejudiced against one group or in favour of another, in a way that disadvantages a particular group. It can be conscious or unconscious and can have influenced the design of processes and frameworks that have been around for a long time
<b>Microaggressions</b>	Broad range of acts or remarks that make a person feel insulted, denigrated, offended or treated differently, unfairly or inappropriately because of factors such as their race, religion, gender, or sexual orientation, disability, age or similar personal characteristic. Microaggressions are often indirect or subtle actions or statements. It is often the case that microaggressions are unintentional and have no negative intent. Regardless of intent, they can, over time, have a material impact on a person's health, wellbeing, and overall experience of the environment they are a part of. Microaggressions can, therefore, constitute harassment and/or bullying and may rise to the level of unlawful harassment
<b>Tokenism</b>	The practice of making only a symbolic or perfunctory effort to be inclusive to members of minority groups
<b>Gaslighting</b>	A colloquialism for a specific type of action which, if successful, causes the target (a person or a group of people) to question their own reality, memory, or perceptions. There is often a power dynamic in gaslighting where the target is vulnerable because they are fearful of losses associated with challenging their treatment. In the context of bias and microaggressions, gaslighting can compound issues if people raise concerns about an issue and are told that they are imagining things. Whilst this term could be interpreted such that there is intent on the part of the actor to gaslight a person, that is not always the case, particularly in contexts where a person believes the receiver to be imagining the issues or the incident which took place. This is likely due to a lack of awareness and understanding of impact, without the intention to cause harm

### 3.

#### 4. Policy

Welcoming everyone to JM, embracing and respecting their unique characteristics, experiences and thoughts allows us to bring many different voices and experiences together to find solutions to tackle the world's biggest challenges. Being truly inclusive means that all colleagues feel valued for their experiences, differences, views and contributions, and feel a sense of belonging at JM.

The following principles outline our expectations regarding the behaviour and conduct of JM staff in creating a culture of inclusivity and belonging at work and out of the workplace whenever representing JM and/or interacting with JM colleagues, such as on business trips or at work-related events or social functions where JM colleagues are present.

- We are committed to creating an inclusive working environment where individual differences are valued and respected and in which each member of staff is able to fulfil their potential and maximise their contribution.
- We are an equal opportunity employer. No member of staff will receive less favourable treatment on the grounds of sex or gender (including identities or expressions), sexual orientation, marital status, age, race, ethnic origin, religion, belief, disability, socio-economic status or family status (i.e. single parent family) or be disadvantaged by requirements or conditions which cannot be justified by legitimate business or bona fide occupational qualification reasons. Similarly, staff must adhere to the principle of no less favourable treatment on such grounds as part of their dealings with customers, suppliers and visitors. The only criteria acceptable for determining recruitment or advancement at work are applicable objective criteria which avoid bias, including, but not limited to, ability, qualifications, relevant experience and/or aptitude for the required work.
- Our commitment to diversity, equity inclusion and belonging applies to the entire employment or engagement (as relevant) life cycle, including recruitment and selection, performance management, promotion and career progression, terms and conditions of employment, compensation and benefits, conduct at work, working environment, training and development, leave requests, redundancy and re-deployment and termination of employment or engagement.
- People with different backgrounds, skills, attitudes and experiences bring fresh ideas and perceptions. All staff should proactively look to encourage and harness these differences to maximise innovation, problem solving and ultimately productivity.
- We operate in increasingly diverse communities, and we understand that our staff have diverse characteristics and broad ranging life experiences, needs and aspirations. Understanding, valuing and effectively managing these differences can result in greater participation, and help bring about success at an individual, team and organisational level. We will also continue to listen to staff, our customers and partners, to ensure we keep evolving.

#### 3.1 Johnson Matthey's Commitment to Staff

**Training** – we will help to ensure all relevant staff understand the principles of diversity, equity, inclusion and belonging and how to apply them to their working life. We will do so by providing appropriate and regular training and routinely updating all relevant staff on important legislation and standards and procedures related to this topic.

**Support** – if you experience (or witness another person experiencing) behaviours which are contrary to this policy, consider whether you feel able to raise the problem informally with the person responsible. If you have any concerns, you should also speak up about the behaviour using one of the following channels who can provide confidential advice and assistance in resolving the issue formally or informally:

- Your line manager or another senior leader within your organisational structure.
- The HR Function.
- Diversity, inclusion and belonging Ambassadors.
- Employee Representative Groups including Trade Unions.

**People Managers** – any individual who manages others who witnesses another person experiencing or engaging in behaviours which are contrary to this policy is required to promptly report the behaviour internally using one of the following channels:

- Your line manager or another senior leader within your organisational structure.
- The HR Function.

## 5. Exceptions

There may be different personal characteristics which are protected by law in the various countries in which we operate, and the personal characteristics listed above do not override any additional characteristics which have local protection. However, they set out the minimum characteristics which JM considers to be protected in this context as a matter of Company policy (i.e., the JM standard).

This policy applies to our staff globally and may be supplemented by local and/or country-specific policies if required by local law. This global policy does not override any applicable processes and laws in the countries in which we operate.

## 6. Consequences of breach

Any breach of this policy could result in disciplinary proceedings, including termination of employment.

## 7. References

### 6.1 Associated Policies

- Global Working Together Policy [Global Working Together Policy.docx](#)
- Global Employee Leave Policy [Global Employee Leave Policy.docx](#)
- Global SMART Working Policy [Global Smart Working Policy.docx](#)

### 6.2 Associated Procedures

- Country Specific Grievance Procedures [Local Policies and Procedures \(sharepoint.com\)](#)

## 8. Appendix

### 7.1 Document responsibilities

Document Role	Business roles
Approver (GLT Sponsor)	CHRO
Owner	Group Total Reward, Wellbeing & People Director
Writer	Global Head of Employment and Industrial Relations
Reviewers	Global Head of Diversity & Inclusion General Counsel-Labour & Employment

### 7.2 Version control

Version	Date	Change
1.0	09/11/2022	Replaces the former Equal Opportunities Group Policy. Now has greater emphasis on the principles that underpin the inclusion and belonging culture that we are looking to embed within JM