

Environmental, Health and Safety Policy Statement

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

The management of Environment, Health and Safety ("EHS") risk is embedded into JM's culture and processes. Everyone has an active part to play in effective EHS risk management to ensure a safe, secure, and profitable working environment.

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

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

- We aspire to zero harm to employees, contractors, customers, and all other stakeholders.
- We will monitor and continuously reduce our environmental impacts such as water usage, waste production, greenhouse gas emissions and other air pollutants.
- We will ensure compliance with applicable EHS laws and regulations 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 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 to our product lifecycle and sustainable business management standards.
- We will fully embed the EHS Management System to maintain high standards and fulfil the challenge of ensuring continuous improvement in EHS performance.
- We will take actions and provide relevant support services to ensure we promote good mental wellbeing for all, both inside and outside of work.

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 to 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 (LSP's) 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.



Liam Condon
Chief Executive Officer
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