Implementing a Code of Ethics Globally:
Overcoming the Hurdles to Win the Race

Barb Triolo – Ethics and Compliance Specialist, Johnson Matthey
Allan Woods – Ethics and Compliance Engagement Specialist, Johnson Matthey
Darren Hockley – Managing Director, DeltaNet International

Objectives

• Introduce you to Johnson Matthey

• Share how we created and launched our first global Code of Ethics – ‘Doing the Right Thing’ in late 2015

• Provide an overview of the Code’s support structures and how they helped us jump over the “hurdles”

• Outline why and how we moved to using online training to support Ethics and Compliance

• Most importantly, what has happened as a result

Our vision is for a world that’s cleaner and healthier; today and for future generations
How did we create JM’s first global Code of Ethics?

• It started with a false start...
• Values based approach
• Getting ‘on brand’
• Get an external perspective
• Reach out to Subject Matter Experts
• With help from our Ethics Ambassadors

Our Ethics Ambassadors

Communication is key

• Doing the Right Thing
• Das Richtige tun
• सही कायर् करना
• Fazer a coisa certa
• Поступать правильно
• Fazendo o que é certo
• Agir comme il se doit
• 对的事情
• 正しい事を実行する
• 見合ったことをする
• Oikein toimiminen
• Fare la Cosa Giusta
• 正しいことをする
• Buat Apa Yang Betul
• Fare ce qu’il faut
Highlights of our Code

Robert MacLeod
Chief Executive Officer

Highlights of our Code

Highlights of our Code
Highlights of our Code

• Your manager
• Human Resources, Legal, Ethics and Compliance
• Other Group functions
• Ethics Ambassadors
• Speak Up line - www.JM.ethicspoint.com

Highlights of our Code

Highlights of our Code?
Code Awareness and Engagement – How did we do it?!  

Going online – Why we created a training module

Calling in the reinforcements

Darren Hockley, Managing Director, DeltaNet International Ltd

darren.hockley@delta-net.co.uk
Taking the right approach

Specific challenges:

- Embrace the visual identity of the Code
- Lift the words off the page
- 13,000 learners, 42 countries, 19 languages
- Multi-vendor environment

The finished article, or rather, course

How has the course been received? What was the impact?

Between 2010 and Sept 2015, **86** whistleblowing reports were made.

In the first year of the Code of Ethics, from September 2015, there were **75** Speak Ups raised.

In the second year, there were **103** new Speak Ups.
Across 22 languages, the Code has been downloaded from ethics.johnsonmatthey.com over 13,000 times.

In 2017 year, the Code of Ethics online training module was completed by over 10,500 staff worldwide.

We have over 100 Ethics Ambassadors across 24 countries.
Looking to the future

Thank you for your time today
We would like to welcome any questions you may have