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
- कर्माणि कृत्यं करना
- Fazer a coisa certa
- Принцип «Поступать правильно»
- 올바른 일을 하는 것
- Właściwe postępowanie
- להתרחק לפני
- القيام بالعمل الصحيح
- Oikein toimiminen
- Agir comme il se doit
- 做正确的事
- 正しい事を実行する
- Поступать правильно
- Att göra det rätta
- Haciendo lo correcto
- योग्य काम करणे
- Fazendo o que é certo
- Buat Apa Yang Betul
- Faire ce qu’il faut
- Fare la Cosa Giusta
Highlights of our Code

Robert MacLeod
Chief Executive Officer
Highlights of our Code?

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

Johnson Matthey
Inspiriting science, enhancing life
Thank you for your time today
We would like to welcome any questions you may have