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

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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
- हौले हाले करो
- Fazer a coisa certa
- Правильно делать
- 일에 맞는 일을 하자
- 对的事情
- 真正的事
- 正しい事を実行する
- Поступать правильно
- Haciendo lo correcto
- 正しいことを実行する
- Το σωστό να κάνετε
- 做正确的事
- Faire ce qu’il faut
- Oikein toiminta
- 做正确的事
- Agir comme il se doit
• 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

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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