

SUSTAINABILITY REPORTING DISCLOSURE: GRI

GLOBAL REPORTING INITIATIVE CONTENT INDEX

For readers that want to compare our sustainability performance against our peers, we include this appendix. The Global Reporting Initiative (GRI) is an independent standards-setting organization that supports reporting standards for companies to identify, manage and communicate sustainability information to their stakeholders. This 2022 GRI Content Index is our second disclosure pursuant to the GRI standards, and as such, our disclosures on these topics will evolve and mature with time.

GRI guidelines consist of universal standards, topic-specific standards and sector-specific standards. This report includes the universal standards (2021) as well as the most material topic-specific standards (2016-2020). There is no sector-specific standard that is applicable to us. For more information on GRI, visit www.globalreporting.org.

All data covers the period of 1 January to 31 December 2022 and is as of 31 December 2022 unless otherwise noted. Our emissions inventory is from 30 September 2021 - 1 October 2022. Our data includes all of Johnson's wholly owned entities, divisions and sites except acquisitions made in the reporting year.

GRI Standard Number	Description	2022 Response
General disclosures		
Organisational profile (2016)		
102-1	Name of the organisation	Sustainability Report: First impressions are lasting impressions [page 4]
102-2	Activities, brands, products, and services	Sustainability Report: First impressions are lasting impressions [page 4]
102-3	Location of headquarters	Sustainability Report: First impressions are lasting impressions [page 4]
102-4	Location of operations	Sustainability Report: First impressions are lasting impressions [page 4]
102-5	Ownership and legal form	Sustainability Report: First impressions are lasting impressions [page 4]
102-6	Markets served	Sustainability Report: First impressions are lasting impressions [page 4]
102-7	Scale of the organisation	Sustainability Report: First impressions are lasting impressions [page 4] Sustainability Report: Our performance summarised [page 21]
102-8	Employees by Employment Contract - by Gender	Sustainability Report: Being the best we can be [page 9]
102-9	Supply chain	Sustainability Report: Creating a better textile service industry [page 7]

102-10	Significant changes to the organisation and the supply chain	Sustainability Report: Creating a better textile service industry [page 7]
102-11	Precautionary Principle or approach	Sustainability Report: Tackling our climate change impacts [page 12]
102-12	External initiatives	Sustainability Report: Our performance summarised [page 21]
102-13	Membership of association	Sustainability Report: Our performance summarised [page 21]
Strategy (2016)		
102-14	Statement from senior decision-maker	Sustainability Report: Change today, change the future [page 3]
102-15	Key impacts, risks and opportunities	Sustainability Report: Introducing The Johnsons Way [page 5]
Ethics and Integrity (2016)		
102-16	Values, principles, standards and norms of behaviour	Sustainability Report: Developing highly effective teams [page 7]
Governance (2016)		
102-18	Governance structure	Sustainability Report: The Johnsons Way [page 5]
Stakeholder engagement (2016)		
102-40	A list of stakeholder groups engaged by the organization	Sustainability Report: The Johnsons Way [page 5]
102-41	Collective bargaining agreements	Sustainability Report: Being the best we can be [page 9]
102-42	Identifying and selecting stakeholders	Sustainability Report: The Johnsons Way [page 5]
102-43	Approach to stakeholder engagement	Sustainability Report: The Johnsons Way [page 5]
102-44	Key topics and concerns raised	Sustainability Report: The Johnsons Way [page 5]
Reporting practice (2016)		
102-45	Entities included in the consolidated financial statements	Sustainability Report: About this report [page 22]
102-46	Defining report content and topic Boundaries	Sustainability Report: About this report [page 22]
102-47	List of material topics	Sustainability Report: The Johnsons Way [page 5]
102-48	Restatements of information	Sustainability Report: About this report [page 22]
102-49	Changes in reporting	Sustainability Report: About this report [page 22]
102-50	Reporting period	Sustainability Report: About this report [page 22]
102-51	Date of most recent report	Sustainability Report: About this report [page 22]
102-52	Reporting cycle	Sustainability Report: About this report [page 22]

Entities included in the consolidated financial statements a. **A list of all entities included in the organization's consolidated financial statements or equivalent documents.**

102-53	Contact point for questions regarding the report	Sustainability Report: Backpage [page 24]
102-54	Claims of reporting in accordance with the GRI Standards	Sustainability Report: About this report [page 23]
102-55	GRI content index	Sustainability Report: Appendix: GRI Content Index
102-56	External assurance	Sustainability Report: About this report [page 22]
Management Approach (2016)		
103-1	Explanation of the material topic and its Boundaries	Sustainability Report: About this report [page 22]
103-2	The management approach and its components	Sustainability Report: About this report [page 22]
103-3	Evaluation of the management approach	Sustainability Report: About this report [page 22]
Topic-specific disclosures		
303: Water and Effluents (2018)		
303-3	Water withdrawal	Sustainability Report: Our performance summarised [page 21]
304: Biodiversity (2016)		
304-3	Size of all habitat areas protected or restored	Whilst this is a material issue, we have not yet developed adequate metrics to report.
305: Emissions (2016)		
305-1	Gross Direct (Scope 1) Emissions	Sustainability Report: Tackling our climate change impacts [page 11] Sustainability Report: Our performance summarised [page 21]
306: Waste (2016)		
306-2	Waste by type and disposal method	Sustainability Report: Protecting our natural environment [page 13]
308: Supplier Environmental Assessment (2016)		
308-1	New suppliers that were screened using environmental criteria	Sustainability Report: Creating a better textile services industry [page 17]
401: Employment (2016)		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report: Developing highly effective teams [page 7]
403: Occupational Health & Safety (2018)		
403-1	Occupational health & safety management system	Sustainability Report: Being the best we can [page 9]

404: Training & education (2016)		
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report: Developing highly effective teams [page 7]
405: Diversity & equal opportunity (2016)		
405-2	Ratio of basic salary and remuneration of women to men	Sustainability Report: Being the best we can be [page 9]
413: Local communities (2016)		
413-1	Operations with local community engagement, impact assessments and development programmes	Sustainability Report: Delivering social value [page 19]
414: Supplier Social Assessment (2016)		
414-1	New suppliers that were screened using social criteria	Sustainability Report: Creating a better textile services industry [page 17]