Update: January 2015
EMPLOYEE PERSONAL INFORMATION PRIVACY NOTICE

Johnson Controls, Inc. and its subsidiaries and affiliated companies (collectively, Johnson Controls) care about your privacy and are committed to processing your personal information in accordance with fair information practices and applicable data privacy laws.

Scope

This notice explains how Johnson Controls handles the personal information of employees, applicants, interns, former employees, dependents, beneficiaries, contractors, consultants and temporary agency workers in the course of its human resources activities. We may amend this notice from time to time, should it become necessary to do so. This notice may also be supplemented by other statements as needed to comply with local requirements in the country where you live, or where employees’ representation agreements exist.

Collection and Use of Personal Information

We may process your personal information for legitimate business purposes to administer our employment or contractual relationship with you and to run our businesses. We may collect, use and transfer your personal information through automated and/or paper-based data processing systems. We have established routine processing functions (such as processing for regular payroll and benefits administration). We also process personal information on an occasional or ad hoc basis (such as when an employee is being considered for a particular new position or in the context of changes to its marital status for example).

In the normal course of human resources activities, we can collect the following types of personal information:

- Personal identification information, such as your name, home address, date of birth, gender, work-related photographs, and home phone number;
- Government-issued identification numbers, such as national ID for payroll purposes;
- Immigration, right-to-work and residence status;
- Family and emergency contact details;
- Job-related information, such as years of service, work location, employment ID, work record, vacation absences, and contract data;
- Educational and training information, such as your educational awards, certificates and licenses, vocational records and in-house training attendance;
- Recruitment and performance-related data, such as objectives, ratings, comments, feedback results, career history, work equipment, career and succession planning, skills and competencies and other work-related qualifications;
- Information related to your usage of Johnson Control’s assets;
- Information needed for compliance and risk management, such as disciplinary records, background check reports and security data; and
- Payroll- and payment or benefits-related information, such as salary and insurance information, dependents, government identifier or tax numbers, bank account details, and employment related benefits information.

We process personal information for the following purposes: (1) workforce planning, recruitment and staffing; (2) workforce administration, payroll, compensation and benefit programs; (3) performance management, learning and development; (4) advancement and succession planning; (5) legal compliance, including compliance with government authority requests for information, liens, garnishments and tax compliance; (6) workplace management, such as travel and expense programs and internal health and safety programs, (7) internal reporting, (8) audit; (9) to protect Johnson Controls, its workforce, and the public against injury, theft, legal liability, fraud or abuse; and (10) other legal and customary business-related purposes.
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In addition, we may process sensitive personal information if it is needed for legitimate business objectives or if it is required to comply with applicable law. Sensitive personal information will not be collected, processed or transferred, except where adequate privacy protection mechanisms are in place and after having first obtained your informed consent, if required by law.

Disclosures

We may disclose your personal information for legitimate purposes in the following circumstances to:

- Other Johnson Controls entities, joint ventures, subcontractors, vendors or suppliers who perform services on our behalf for the aforementioned purposes;
- A newly formed or acquiring organization if Johnson Controls is involved in a merger, sale or a transfer of some or all of its business;
- Any recipient, if we are required to do so, such as by applicable court order or law;
- Any recipient, with your consent, such as for employment verification or bank loans; or
- Any recipient when reasonably necessary such as in the event of a life-threatening emergency.

Choice

We respect your right to object to any uses or disclosures of your personal information that are not (i) required by law, (ii) necessary for the fulfillment of a contractual obligation (e.g., employment contract), or (iii) required to meet a legitimate need of Johnson Controls as an employer (such as disclosures for internal auditing and reporting purposes or other processing covered by this notice). If you do object, we will work with you to find a reasonable accommodation.

International Transfers

Your personal information may be transferred outside of the country where you work, including to countries that do not provide the same level of protection for your personal information. Johnson Controls is committed to protecting the privacy and confidentiality of personal information when it is transferred. Where such transfers occur, we will assure that adequate protection exists either through appropriate contractual arrangements or as required by law.

Johnson Controls has adopted a set of Binding Corporate Rules (BCRs) which have been approved by the appropriate Data Protection Regulators in the European Union, effective 6th of January 2015. The BCRs ensure that personal information of covered individuals in the European Economic Area (EEA) is protected while being processed by any of Johnson Controls’ affiliate around the world. You can find a copy of these rules on the Privacy Portal or on our public website.

In the context of Johnson Controls’ global information management system, we transfer personal information to our parent company in the U.S., Johnson Controls Inc. Johnson Controls Inc. has joined the U.S. Safe Harbor program. By certifying under the Safe Harbor program, Johnson Controls Inc. assures adequate protection for personal information transferred to the US from the EEA member countries and Switzerland. The Safe Harbor certification provides the primary legal basis for our internal transfers of personal information from our EEA or Swiss operations to our U.S. operations.

Johnson Controls Inc. stores personal data at its headquarters at 5757 N Green Bay Ave, Milwaukee, Wisconsin, and 915 East 32nd Street Holland, Michigan 49423-0000 as well as with Johnson Controls GmbH Industriestrasse 20-30 Burscheid, 51399 Germany and a disaster recovery site at 5555 Windward Parkway, Alpharetta, Georgia.

Accuracy

We take reasonable steps to ensure that personal information is accurate, complete, and current. Please note that you have shared responsibility with regard to the accuracy of your personal information. Please notify Human Resources of any changes to your personal information or that of your beneficiaries or dependents.
Access

You may reasonably access and update the personal information pertaining to you that is on file with Johnson Controls. You can exercise this right by contacting your local Human Resources or your Privacy Point of Contact where available. Please note that:

- Your ability to access and correct personal information is not limited by transfers of personal information – the ability shall exist regardless of where personal information is physically situated within Johnson Controls.

- Your right to access your personal information may have some restrictions. For example, access may be denied (i) in the case of recurrent access requests within a short time interval, or (ii) where providing such access or correction could compromise the privacy of another person or unreasonably expose sensitive company information.

Security

Johnson Controls takes precautions to protect personal information from loss, misuse, and unauthorized access, disclosure, alteration, and destruction. We have taken appropriate technical and organizational measures to protect the information systems on which your personal information is stored and we require our suppliers and service providers to protect your personal information by contractual means.

Retention

Your personal information will be retained as long as necessary to achieve the purpose for which it was collected, usually for the duration of any contractual relationship and for any period thereafter as legally required or permitted by applicable law.

Handling Privacy Concerns

If you have any questions about this notice or if you believe that your personal information is not handled in accordance with the applicable law or this notice, you have several options:
- Consult the Privacy Portal to identify your local Data Privacy point of contact
- Contact the Privacy Office at privacy@jci.com
- Discuss the issue with your supervisor or another supervisor or manager,
- Contact the Human Resources department,
- If applicable in your country, you may also contact Johnson Controls 24-hour Integrity Helpline:
  a. Via the Internet: http://www.johnsoncontrolsintegrityhelpline.com
  b. Toll-free from the United States and Canada: +1 800 901 598. Toll-free telephone numbers and in most local languages from Europe, Asia, Africa, Latin America, the Middle East and Australia can be found at: http://www.johnsoncontrolsintegrityhelpline.com.