

# Human Rights & Sustainability Policy

The ongoing success of Johnson Controls is supported by our strong relationships with customers, employees, suppliers, shareholders and communities. To nurture and sustain such relationships, we are committed to operating in accordance with the Ten Principles of the UN Global Compact, of which we are a member.

The Human Rights and Sustainability Policy and our Ethics Policy define how we abide by these principles and related global standards. Ethics policy:

<http://jcihost.com/ethicspolicy/policy.html>

I encourage you visit our website at [www.johnsoncontrols.com](http://www.johnsoncontrols.com) to learn more about how we promote sustainability in our products and services with support from employees, suppliers, and the community.

Sincerely,  
Alex Molinaroli  
Chairman and Chief Executive Officer

## HUMAN RIGHTS

As an early signatory of the United Nations Global Compact, Johnson Controls supports the Compact's Ten Principles which are based on *The Universal Declaration of Human Rights*, *The International Labor Organization's Declaration on Fundamental Principles and Rights at Work*, *The Rio Declaration on Environment and Development* and *The United Nations Convention Against Corruption*. In addition, Johnson Controls supports the *United Nations Framework on Business and Human Rights* and the *Guiding Principles for the Implementation of the United Nations 'Protect, Respect and Remedy' Framework*. The UN Global Compact's specific Ten Principles are:

1. Support and respect the protection of internationally proclaimed human rights.
2. Ensure the company is not complicit in human rights abuses.
3. Uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Uphold the elimination of all forms of forced and compulsory labor.
5. Uphold the effective abolition of child labor.
6. Eliminate discrimination in employment and occupation.
7. Support a precautionary approach to environmental challenges.
8. Undertake initiatives to promote greater environmental responsibility.
9. Encourage the development and diffusion of environmentally friendly technologies.
10. Work against corruption in all its forms, including extortion and bribery.

Our Commitment: We respect the environment, the communities in which we operate, and our employees' human rights, and we oppose corruption.

Our Expectations: We expect our employees and suppliers to act in a socially and environmentally responsible manner. We require them to comply with applicable laws and regulations. We encourage corruption-free decision-making and sound management based on appropriate environmental, occupational health and safety, and human rights and labor policies.



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Our employees are held accountable for complying with such policies. We expect our suppliers to operate in a similar manner, and we have incorporated such language in our supplier contracts.

## SPECIFIC PRINCIPLES

### LABOR

Johnson Controls:

- Prohibits the use of forced, bonded, indentured or involuntary prison labor.
- Employs workers who are at least 16 years old.
- Sets work hours to comply with local law.
- Complies with applicable wage laws, regulations, and relevant collective bargaining agreements, including those relating to minimum wages, overtime hours and legally mandated benefits.
- Maintains workplaces free of physical or mental harassment and abuse.
- Maintains workplaces free of unlawful discrimination and harassment in all of its forms, including that related to race, gender, sexual orientation, age, pregnancy, caste, disability, union membership, ethnicity, religious beliefs or any other factors protected by law.
- Respects employees' voluntary freedom of association, including their right to organize and bargain collectively in a manner that is legally compliant; legally recognized workers' representatives will have access to facilities necessary to carry out their required functions; will not discriminate against such workers' representatives.
- Encourages open communication and direct contact between workers and management in situations where representation and collective bargaining are restricted by law.
- Respects the special needs of individual employees, including those who are pregnant or are returning to work after childbirth.
- Respects employees' rights to privacy of their personal information.

### HEALTH and SAFETY

Johnson Controls:

- Minimizes worker exposure to potential safety hazards through proper design, engineering and administrative controls, preventive maintenance and safe work procedures. Provides and properly maintain machine safeguards, interlocks and barriers. Workers are not to be disciplined for raising safety concerns.
- Maintains appropriate emergency plans and response procedures.
- Manages, tracks and reports occupational injuries and illnesses.
- Provides clean toilet facilities, and access to potable water and sanitary food preparation and storage facilities.
- Strives to continuously improve health and safety performance in all of its operations.

### ENVIRONMENTAL

Johnson Controls:

- Minimizes adverse effects of our operations on the community and environment, while safeguarding the health and safety of the public.
- Acquires, maintains, and complies with the appropriate environmental permits, registrations, and law.



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- Implements programs to conserve water and energy, and reduce waste.
- Identifies and manages potentially hazardous materials used in our operations to ensure safe handling, movement, storage, recycling or reuse, and disposal of such materials.
- Monitors, treats, and controls air emissions, wastewater and waste as required prior to discharge or disposal.
- All manufacturing facilities are expected to adopt a management system compliant with ISO 14001 that promotes continuous improvement and compliance with applicable laws, regulations and contract requirements.

## GOVERNANCE

Johnson Controls:

- Prohibits corruption, extortion and embezzlement, bribery, or other means of obtaining undue or improper advantage.
- Properly protects business information, customer information, and intellectual property rights in accordance with applicable laws, regulations and business requirements.
- Appropriately protects employee and supplier “whistleblower” confidentiality and prohibits retaliation for reporting violations.

## REPORTING AND ACCOUNTABILITY

Johnson Controls is striving to fully achieve these principles throughout its operations worldwide.

- Supervisors are responsible for helping their team members comply with this policy.
- Employees are expected to comply with the policy, and submit their questions or concerns to supervisory staff or to members of Human Resources, Legal or other departments as appropriate.

Employees are also encouraged to raise any issues and concerns with their supervisor, Human Resources department, a member of the Legal Department or through the use of the 24-hour Integrity Helpline for information or to report incidents anonymously at: [www.jci.ethicspoint.com](http://www.jci.ethicspoint.com).

