

# Slavery & Human Trafficking Statement

This statement is published on behalf of Johnson Controls International plc ('Johnson Controls') and applies to the following UK entities<sup>1</sup>:

*ADT Fire and Security PLC*

*Johnson Controls Batteries Limited*

*Johnson Controls Building Efficiency (UK) Limited*

*Macron Safety Systems (UK) Ltd*

*Sensormatic Commercial/Industrial Ltd.*

*Thorn Security Limited*

*Tyco Building Services Products (UK) Ltd*

*Tyco Fire & Integrated Solutions (UK) Ltd*

## **BACKGROUND**

All subsidiaries of Johnson Controls are subject to the policies and procedures of Johnson Controls including the global sourcing rules and procedures. We are committed to conducting our worldwide business operations in a manner that complies with applicable laws and regulations. In addition, we are also committed to taking steps to ensure that slavery and human trafficking is not taking place in any part of our supply chain or business.

## **OUR POLICIES**

Johnson Controls is an early signatory of the United Nations Global Compact (UNGC) and fully supports the UNGC's Ten Principles which are based on the Universal Declaration of Human Rights. As part of our commitment to the UNGC, we produce an annual Communication on Progress. The latest published version can be found on the [website of the UNGC](#).

Our Human Rights and Sustainability Policy makes explicit our commitment to ensure that slavery and human trafficking is not taking place in any part of our businesses or in any part of our supply chain.

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<sup>1</sup> The entities listed in this document have approved this statement and the company's Slavery and Human Trafficking Policy.



# Slavery & Human Trafficking Statement

All suppliers are expected to comply with Johnson Controls' Human Rights and Sustainability Policy.

Our Slavery & Human Trafficking policy is available on our website under the Corporate Sustainability section, Reporting and Policies and under the Suppliers section.

Our Ethics Policy is communicated to our employees, suppliers and contract workers which encourages individuals to report any wrongdoing which extends to human rights violations like slavery and human trafficking. All reports are fully investigated and appropriate remedial actions taken when warranted. Our Integrity Helpline is available for individuals to raise concerns or report any alleged wrongdoing.

## OUR SUPPLY CHAINS

We understand that our biggest exposure to slavery and human trafficking is in our supply chain. We have a Global Supplier Standards Manual which is applicable on a global basis to all suppliers and includes complying with labor and wage laws. Johnson Controls' global standard contract terms contain a clause by which suppliers commit to adhere to our Ethics Policy and Human Rights and Sustainability Policy.

Environmental Performance and Sustainability information is gathered through the Johnson Controls Supplier Sustainability Rating Survey, the Supplier Assessment Survey, and other means. Any major supplier providing products and services to Johnson Controls is expected to complete these self-surveys. These surveys are expected to insure major areas are in compliance with local, state, federal and country laws, including laws on forced labor.

## TRAINING

As an enhancement to our annual ethics training, Johnson Controls has developed and implemented a training module which enables employees to spot and respond to the signs of slavery and human trafficking.

We will continue to benchmark our standards and audit our approach against regulatory requirements and available guidance.

Signed:



George Oliver, Chairman and CEO

