

## **Statement of Continued Support**

### ***Message from George Oliver, Chairman and Chief Executive Officer***

Johnson Controls provides scalable, market-based solutions addressing the world's greatest sustainability challenges. For more than 130 years, Johnson Controls has made sustainability an integral part of our business through our vision and values. We grow our business by providing sustainable products and services, improving operational effectiveness, empowering our people, and reducing the environmental footprint of our operations and supply chain.

We collaborate with customers, suppliers, and communities worldwide, acting ethically to protect the environment, improve quality of life, and strengthen the communities in which we operate. In 2016, we donated \$14 million and 18,000 employees logged more than 145,500 volunteer hours. We are especially proud of our Environmental Leadership Program, which supports hands-on youth environmental education around the globe.

Johnson Controls signed the United Nations Global Compact in 2004. We remain committed to aligning our operations and strategies with the Compact's Ten Principles, which are universally accepted and cover human rights, labor, health and safety, the environment and anti-corruption.

It is the dedication and hard work of our employees around the globe that enable us to achieve our sustainability goals and deliver on our vision of a safe, comfortable and sustainable world.

George Oliver  
Chairman and Chief Executive Officer  
Johnson Controls

## UN Global Compact Reporting

**Johnson Controls is an early signatory and current member of the United Nations Global Compact. We are committed to the Compact's Ten Principles and operate accordingly.**

As part of our commitment to support the Compact's Ten Principles, we have updated our Communication on Progress (COP) Report as well as met each of the 21 criterion required to achieve "Advanced Level" status. Our COP Report provides details on how we are implementing the Ten Principles, addressing the United Nations Sustainable Development Goals and meeting many, if not most, best practices under each criterion relevant to our company.

In addition to posting our COP Report on the [UN Global Compact website](#), we also post it on our [public website](#), along with our most recent Global Reporting Initiative (GRI) Report, Business and Sustainability Report, Ethics Policy, Human Rights Policy, and Sustainability Policy.

## Our Progress

Principle	Commitment	Public Documents that underscore our commitment	Global Reporting Initiative (GRI) Report
<b>Human Rights</b>			
<b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights.	In accordance with our Code of Ethics and Human Rights & Sustainability Policy, we are committed to providing safe and healthy workplaces and operating in a manner that protects human health and environmental quality in our communities. To protect our communities and the environment, we set the same high standards for our environmental performance at all our locations around the world.	<a href="#">Business and Sustainability Report</a> <a href="#">Global Reporting Initiative (GRI) Report</a> <a href="#">Conflict Minerals Report</a> demonstrates our commitment to sourcing conflict minerals responsibly and complying with the U.S. Securities and Exchange Commission's rules and regulations surrounding conflict minerals.	<a href="#">Significant Investment Agreements and Contracts That Include Human Rights Clauses or That Underwent Human Rights Screening GRI G4-HR1</a> <a href="#">Employee Training on Human Rights Policies or Procedures GRI G4-HR2</a> <a href="#">Security Personnel Trained in Human Rights Policies or Procedures GRI G4-HR7</a>

<p><b>Principle 2:</b> Business should make sure they are not complicit in human rights abuses.</p>	<p>Johnson Controls expects its suppliers to conduct their operations in a socially and environmentally responsible manner. In addition to cost and quality, social and environmental performance is used to select and retain suppliers.</p> <p>We were recently named a <a href="#">World's Most Ethical Company</a> and one of the <a href="#">100 Best Corporate Citizens</a>.</p>	<p><a href="#">Slavery and Human Trafficking Policy</a> makes explicit our commitment to ensure that slavery and human trafficking is not taking place in any part of our business or supply chain.</p> <p><a href="#">Human Rights &amp; Sustainability Policy</a> specifically states our commitment to the Compact's 10 Principles and how we abide to the principles and related global standards.</p> <p><a href="#">Values First, the Johnson Controls Code of Ethics</a> applies to everyone at Johnson Controls, including the Board of Directors, company officers, employees, agents and contract workers. It is intended to promote a common understanding of right and wrong across all Johnson Controls businesses, wherever we operate. It puts our Values First and provides examples of our values in action.</p>	<p><a href="#">Incidents of Violations Involving Rights of Indigenous Peoples GRI G4-HR8</a></p> <p><a href="#">Operations That Have Been Subject to Human Rights Reviews or Impact Assessments GRI G4-HR9</a></p> <p><a href="#">Supplier Screening (Human Rights) GRI G4-HR10</a></p> <p><a href="#">Human Rights Grievances GRI G4-HR12</a></p> <p><a href="#">Operations with Local Community Engagement, Impact Assessments, and Development Programs GRI G4-SO1</a></p> <p><a href="#">Operations with Significant Actual and Potential Negative Impacts on Local Communities GRI G4-SO2</a></p>
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Labor			
We fully support the United Nations Global 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.			
<p><b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to <i>collective bargaining</i>.</p>	<p><i>Collective Bargaining:</i> We respect voluntary freedom of association, including the right to organize and bargain collectively in a manner that is legally compliant. Overall, the compensation and benefits provided by Johnson Controls are designed to enable our employees to meet their basic needs, and provide the opportunity to improve their skills and capabilities for raising their social and economic opportunities.</p>	<p>Our <a href="#">Human Rights &amp; Sustainability Policy</a> and our <a href="#">Code of Ethics</a> define our overall management approach as relates to human rights, anticorruption, environmental, governance, social and related matters.</p> <p><a href="#">Business and Sustainability Report</a></p> <p><a href="#">Global Reporting Initiative (GRI) Report</a></p>	<p><a href="#">Collective Bargaining Agreements: GRI G4-11</a></p> <p><a href="#">Freedom of Association and Collective Bargaining: GRI HR4</a></p> <p><a href="#">Labor/Management Relations: GRI G4-DMA</a></p> <p><a href="#">Information on Employees and Other Workers: GRI G4-10</a></p> <p><a href="#">Entry Wage Ratios: GRI G4-EC5</a></p>
<p><b>Principle 4:</b> Businesses should uphold the elimination of all forms of <i>forced and compulsory labor</i>.</p>	<p><i>Prevention Of Forced And Compulsory Labor</i> - These types of practices are explicitly forbidden within Johnson Controls per our policies. Human Resources personnel ensure that slave labor or labor from penal institutions are not used, no matter the host country.</p>	<p><a href="#">Slavery and Human Trafficking Policy</a> makes explicit our commitment to ensure that slavery and human trafficking is not taking place in any part of our business or supply chain.</p> <p><a href="#">Conflict Minerals Policy</a> This policy defines the responsible sourcing of conflict minerals throughout our supply chain.</p>	<p><a href="#">Proportion Of Senior Management Hired From The Local Community: GRI G4-EC6</a></p> <p><a href="#">Forced or Compulsory Labor: GRI G4-DMA</a></p> <p><a href="#">Child Labor: GRI G4-DMA</a></p>
<p><b>Principle 5:</b> Businesses should uphold the effective abolition of <i>child labor</i>.</p>	<p><i>Child Labor</i> - Our policies address child labor and are consistent with the UN Global Compact and ILO Convention 138. Potential employees are required to show valid identification and proof of age</p>		<p><a href="#">Measures taken to contribute to the effective abolition of child labor: G4-HR5</a></p>

<p><b>Principle 6:</b> Businesses should uphold the elimination of <i>discrimination in respect of employment and occupation</i>.</p>	<p>before they are hired. To the best of our knowledge, there is no child labor within our company.</p> <p><i>Non-Discrimination</i> - We are committed to providing a workplace that is free of harassment or any other behavior that diminishes a person's integrity and self-esteem. Neither physical nor mental harassment nor abuse will be tolerated.</p>	<p><u><a href="#">Equal Opportunity Employer</a></u></p>	<p><u><a href="#">New Employee Hires and Employee Turnover: GRI G4-LA1</a></u></p> <p><u><a href="#">Parental Leave: GRI G4-LA3</a></u></p> <p><u><a href="#">Average Hours of Training Per Year Per Employee: GRI G4-LA9</a></u></p> <p><u><a href="#">Percentage of Employees Receiving Regular Performance and Career Development Reviews: GRI G4-LA11</a></u></p> <p><u><a href="#">Diversity of Governance Bodies and Employees: GRI G4-LA12</a></u></p> <p><u><a href="#">Ratio of Basic Salary and Remuneration of Women to Men: GRI G4-LA13</a></u></p> <p><u><a href="#">Incidents of Discrimination and Corrective Actions Taken: GRI G4-HR3</a></u></p>
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Environment			
<p><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges.</p> <p><b>Principle 8:</b> Businesses should undertake initiatives to promote greater environmental responsibility.</p> <p><b>Principle 9:</b> Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Sustainability is an integral part of our vision and values. Our environmental efforts are conducted with the following objectives in mind:</p> <ul style="list-style-type: none"> <li>Supporting our company's growth and exceeding our customers' increasing expectations for more sustainable products and services.</li> <li>Improving our operational efficiency, including lowering costs and reducing the environmental footprint of our operations and supply chain.</li> <li>Expanding engagement with our stakeholders on environmental issues.</li> </ul> <p><b>Initiatives and Achievements:</b> Our achievements in sustainability are the result of committed and innovative leadership. The following groups, policies and more ensure we continue improving and evolving our sustainability initiatives:</p> <ul style="list-style-type: none"> <li><b>Our Global Sustainability Council (GSC)</b> leads our company sustainability strategy, coordination, and governance.</li> </ul>	<p><a href="#">Business and Sustainability Report</a></p> <p><a href="#">Global Reporting Initiative (GRI) Report</a></p> <p><a href="#">COP22 Position Statement</a> on the United Nations Framework Convention on Climate Change 22nd Conference of the Parties (COP22).</p> <p><a href="#">Position on Energy and Climate Change</a></p> <p><a href="#">Our Policy on Energy and Climate Change</a> guides us on how to reduce our carbon footprint both internally and within our supply chain.</p> <p><a href="#">Human Rights &amp; Sustainability Policy</a> specifically states our commitment to the Compact's 10 Principles and how we abide to the principles and related global standards.</p> <p><a href="#">Conflict Minerals Policy</a> This policy defines the responsible sourcing of conflict minerals throughout our supply chain.</p> <p><a href="#">External Recognition for Sustainability Leadership.</a></p>	<p><a href="#">Risks And Opportunities Due To Climate Change: GRI G4-EC2</a></p> <p><b>Materials:</b> <a href="#">Materials: GRI G4-DMA</a></p> <p><b>Energy:</b> <a href="#">Energy Consumption Within the Organization: GRI G4-EN3</a></p> <p><a href="#">Energy Consumption Outside of the Organization: GRI G4-EN4</a></p> <p><a href="#">Energy Intensity: GRI G4-EN5</a></p> <p><a href="#">Reduction of Energy Consumption: GRI G4-EN6</a></p> <p><a href="#">Reductions in Energy Requirements of Products and Services: GRI G4-EN7</a></p> <p><b>Water:</b> <a href="#">Water Withdrawal by Source: GRI G4-EN8</a></p> <p><b>Emissions:</b> <a href="#">Emissions: G4-DMA</a></p> <p><a href="#">Reduction of GHG Emissions: GRI G4-EN19</a></p>

	<ul style="list-style-type: none"> <li>• <b>Our Global Manufacturing and Operations Council (GMOC)</b> provides a forum for best-practice sharing and consistent excellence in our manufacturing and operations.</li> <li>• Our <b>public reporting policies</b> of integrity, transparency, and disclosure of sustainability data ensure our stakeholders and the public are fully informed of our efforts and the results.</li> <li>• Our <b>sustainable supply chain activities</b> help our suppliers reduce their environmental footprint.</li> <li>• Our <b>official policies</b> on energy and climate change, conflict minerals, and more ensure that our employees understand our positions on a variety of sustainability and human rights issues.</li> </ul>		<p><b>Waste:</b>  <a href="#">Waste by Type and Disposal Method: GRI G4-EN23</a></p> <p><a href="#">Hazardous Waste: GRI G4-EN25</a></p> <p><b>Products and services:</b>  <a href="#">Products and Services: G4-DMA</a></p> <p><a href="#">Mitigation of environmental impacts of products and services: GRI G4-EN27</a></p> <p><b>Supply chain:</b>  <a href="#">Supplier Environmental Assessment: G4-DMA</a></p> <p><b>Overall:</b>  <a href="#">Environmental Protection Expenditures: GRI G4-EN31</a></p>
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Anti-Corruption			
<p><b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>Integrity is at the center of all we do, and it drives our continued success. We recognize that no matter where we operate, we hold ourselves accountable. Johnson Controls conducts its business in ways that respect the environment and our communities and ensure safe, healthy workplaces for our people.</p> <p>Throughout the decades, our people, the employees of Johnson Controls, have stood firm when our beliefs and values have been tested. Today, each one of us is charged with the responsibility to uphold and extend our standards for ethical behavior.</p>	<p><a href="#">Business and Sustainability Report</a></p> <p><a href="#">Global Reporting Initiative (GRI) Report</a></p> <p><a href="#">Values First, the Johnson Controls Code of Ethics</a></p> <p><a href="#">Political Contributions Policy</a> This policy guides our political contributions and activities to ensure compliance with applicable federal and state laws and go beyond compliance to implement leading practices in accountability and transparency.</p> <p><a href="#">Conflict Minerals Policy</a> This policy defines the responsible sourcing of conflict minerals throughout our supply chain.</p>	<p><a href="#">Values, Principles, Standards, And Norms of Behavior: GRI G4-56</a></p> <p><a href="#">Advice Mechanisms: GRI G4-57</a></p> <p><a href="#">Mechanisms for reporting concerns about unethical Behavior: GRI G4-58</a></p> <p><a href="#">Operations Assessed for Risks Related to Corruption: GRI G4-SO3</a></p> <p><a href="#">Anti-Corruption Training: GRI G4-SO4</a></p> <p><a href="#">GRI G4-DMA - Aspect: Public Policy</a></p>