

2023 Sustainability Report

GRI Content Index


<p>Statement of use</p>	<p>Johnson Controls International plc has reported in accordance with the GRI Standards for the period October 1, 2021 – September 30, 2022</p> <p>Our full GRI report may be viewed or printed in PDF from the Johnson Controls website, with links provided to supporting documents, at www.johnsoncontrols.com/corporate-sustainability/reporting-and-policies</p>
<p>GRI 1 used</p>	<p>GRI 1: Foundation 2022</p>
<p>Applicable GRI Sector Standard(s)</p>	<p>NA</p>

GRI 2: General Disclosures 2022

GRI 2	Disclosure	Location	SDG
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The organization and its reporting practices

2-1	Organizational details	<ul style="list-style-type: none"> a. Johnson Controls International PLC b. Johnson Controls International PLC is an Irish public limited company governed by a board of directors. Articles of Association Corporate Governance c. One Albert Quay, Cork, Ireland www.johnsoncontrols.com Location of Headquarters d. 2022 Form 10-K, Properties, Page 24 Global Location Finder Johnson Controls 2023 Sustainability Report: Countries of Operation 	
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2-2	Entities included in the organization's sustainability reporting	2022 Form 10-K , Business, General and Business Segments, pages 3–4 Johnson Controls 2023 Sustainability Report : About Our Reporting Johnson Controls 2023 Sustainability Report : Delivering sustainability to our customers Johnson Controls 2023 Sustainability Report : Materiality	
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2-3	Reporting period, frequency and contact point	2022 Form 10-K , Business, General and Business Segments, pages 3 – 4 Johnson Controls 2023 Sustainability Report : About Our Reporting <ul style="list-style-type: none"> a. This annual GRI report is for Johnson Controls Fiscal Year 2022: October 1, 2021 – September 30, 2022 b. 2022 Form 10-K, Header, Page 1 c. Reporting cycle is on an annual basis for the previous fiscal year. Data will be compiled for the fiscal year most recently finished and posted publicly in early April. Our most recent Sustainability Report was published in April 2022 Johnson Controls 2022 Sustainability Report Johnson Controls Irish Statutory Reports and Non-Financial Report for Fiscal 2022 Johnson Controls Sustainability Reports and Policies d. Jenna Kunde, Global Sustainability Director Johnson Controls, 5757 N. Green Bay Avenue, Glendale, WI 53209 Corp-Sustainability@Johnson Controls.com 	
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2-4	Restatements of information	There are no significant modifications regarding the scope, boundary or measurement methods beyond any updates that are specifically discussed in the relevant sections contained within this report. Johnson Controls Sustainability Report: 2-4 About Our Reporting	
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2-5	External assurance	Johnson Controls Sustainability Report: 2-5 External Assurance of Data 2022 Verification Statement for Johnson Controls-GHG Emissions 2022 Verification Statement for Johnson Controls-Waste 2023 Proxy Statement , Audit Committee Report pages 17 - 18 2022 Form 10-K , Report of Independent Registered Public Accounting Firm pages 47- 49	
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Activities and workers

2-6	Activities, value chain and other business relationships	SIC: 3585 - AIR COND & WARM AIR HEATING EQUIP & COMM & INDL REFRIG EQUIP About Us – Our Company https://www.johnsoncontrols.com See Products and Solutions, Services and Support, Industries Johnson Controls 2023 Sustainability Report : 2- 6 Supplier Environmental Impact 2022 Form 10-K , Business, Pages 3-7; Human Capital Management, Page 8-10; Selected Financial Data, Pages 27-28; Acquisitions and Divestitures and Discontinued Operations, pages 64 - 65	
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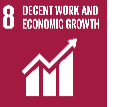
2-7	Employees	Johnson Controls 2023 Sustainability Report : 2-7 Employees Johnson Controls 2023 Sustainability Report : Employee Development, Training and Education Johnson Controls 2023 Sustainability Report : Diversity and Inclusion	
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2-8	Workers who are not employees	Johnson Controls 2023 Sustainability Report : 2-8 Employees	
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Governance

2-9	Governance structure and composition	<p>Johnson Controls 2023 Sustainability Report: Company Leadership Johnson Controls 2023 Sustainability Report: 2-9 Committees Governing ESG topics 2023 Proxy Statement: Pages 6-8 (executive and non-executive members; independence; competencies relevant to the impacts of the organization); Pages 10-15 (director biographies, tenure, other directorships, stakeholder representation); page 27 (board composition, tenure, competencies relevant to the impacts of the organization, gender, under-represented social groups); Page 33 (stakeholder engagement); Pages 41, 45-47 (board and committee composition and responsibilities) Our Leaders Corporate Sustainability Governance Johnson Controls Board of Directors</p>
2-10	Nomination and selection of the highest governing body	<p>Corporate Governance Charters, Guidelines and Policies 2023 Proxy Statement, Pages 6-7, 10-15, 36-58</p>
2-11	Chair of the highest governance body	<p>Corporate Governance Guidelines 2023 Proxy Statement, Pages 13, 26-27, 39-40</p>
2-12	Role of the highest governance body in overseeing the management of impacts	<p>Johnson Controls 2023 Sustainability Report: 2-12 Executive leadership team responsibility for corporate social responsibility and sustainability Johnson Controls 2023 Sustainability Report: Sustainability Governance Johnson Controls 2023 Sustainability Report: Responsibility for economic, environmental and social topics Johnson Controls 2023 Sustainability Report: Risk Management 2023 Proxy Statement, Executive Officers and Board of Directors, Pages 31, 41 Our Leaders Corporate Sustainability Governance Corporate Governance website Irish Statutory Reports and Non-Financial Report for Fiscal 2022, Page 25</p>
2-13	Delegation of responsibility for managing impacts	<p>Johnson Controls 2023 Sustainability Report: Sustainability Governance Johnson Controls 2023 Sustainability Report: Responsibility for economic, environmental and social topics Johnson Controls 2023 Sustainability Report: 2-13 Executive leadership team responsibility for corporate social responsibility and sustainability Corporate Sustainability Governance 2023 Proxy Statement, Pages 28-33, 41, 45-47</p>
2-14	Role of the highest governance body in sustainability reporting	<p>Johnson Controls 2023 Sustainability Report: Sustainability Governance Johnson Controls 2023 Sustainability Report: Responsibility for economic, environmental and social topics 2023 Proxy Statement, Executive Officers and Board of Directors, Pages 31, 41 Our Leaders Corporate Sustainability Governance Irish Statutory Reports and Non-Financial Report for Fiscal 2022 is signed by the company's Lead Director and chairman of the board</p>
2-15	Conflicts of Interest	<p>Corporate Governance Charters, Guidelines and Policies Corporate Governance Guidelines, Pages 4, 8-10 2023 Proxy Statement, Page 39-40, 47</p>
2-16	Communication of critical concerns	<p>Johnson Controls 2023 Sustainability Report: Ethics and Integrity Code of Ethics Integrity Helpline Corporate Governance website</p>
2-17	Collective knowledge of the highest governance body	<p>Johnson Controls 2023 Sustainability Report: Company Leadership Johnson Controls 2023 Sustainability Report: Responsibility for economic, environmental and social topics Governance and Sustainability Committee Charter, Page 1, page 2 section 7 2023 Proxy Statement, Pages 25, 28-30, 41</p>
2-18	Evaluation of the performance of the highest governance body	<p>Corporate Governance website 2023 Proxy Statement, Page 36-37</p>



2-19	Remuneration policies	Johnson Controls 2023 Sustainability Report : Executive compensation tied to sustainability and diversity 2023 Proxy Statement , Executive Compensation Framework 52 Executive Compensation Management 54 Fiscal 2022 Compensation Decisions and Outcomes 59 Additional Information 67	
2-20	Process to determine remuneration	Johnson Controls 2023 Sustainability Report : Executive compensation tied to sustainability and diversity 2023 Proxy Statement , Stakeholders' involvement in remuneration 33 Executive Compensation Framework 52 Executive Compensation Management 54 Fiscal 2022 Compensation Decisions and Outcomes 59 Additional Information 67 Johnson Controls 2023 Sustainability Report : 2-20	
2-21	Annual total compensation ratio	Johnson Controls 2023 Sustainability Report : 2-21 Our Employees	
Strategy, policies, and practices			
2-22	Statement on sustainable development strategy	Johnson Controls 2023 Sustainability Report : Letter from George Oliver and Katie McGinty	
2-23	Policy commitments	Our Sustainability Reporting and Policies Risk Management Process Johnson Controls 2023 Sustainability Report : Voluntary Corporate Commitments Johnson Controls 2023 Sustainability Report : Sustainability Strategy and Commitments Johnson Controls 2023 Sustainability Report : Risk Management Johnson Controls 2023 Sustainability Report : Ethics and integrity Global Environmental Health & Safety Policy Supplier Portal Human Rights & Sustainability Policy Conflict Minerals Policy Code of Ethics	
2-24	Embedding policy commitments	Johnson Controls 2023 Sustainability Report : Ethics and Integrity Johnson Controls 2023 Sustainability Report : Risk Management Johnson Controls 2023 Sustainability Report : Sustainability Governance Johnson Controls 2023 Sustainability Report : Company leadership Our Values Human Rights & Sustainability Policy Energy & Climate Position Code of Ethics 2023 Proxy Statement Page 26 (Areas of Focus for the Board); Page 27-28 (Board Leadership); page 28-29 (Board Oversight of Strategy); Page 31(Board Oversight of Risk); Page 31 (Board Governance and Sustainability Committee) Risk Management Process Irish Statutory Reports and Non-Financial Report for Fiscal 2022 Page 25 - 29	
2-25	Process to remediate negative impacts	Johnson Controls 2023 Sustainability Report : Ethics and Integrity Johnson Controls 2023 Sustainability Report : Integrity Helpline Code of Ethics Integrity Helpline	
2-26	Mechanisms for seeking advice and raising concern	Johnson Controls 2023 Sustainability Report : Ethics and Integrity Johnson Controls 2023 Sustainability Report : Integrity Helpline Code of Ethics Integrity Helpline	

2-27	Compliance with laws and regulations	Johnson Controls 2023 Sustainability Report: Ethics and Integrity 2022 Form 10-K , pages 101 – 102. Johnson Controls' Form 10-K annual report identifies any such instances that are material to the Company's financial condition. Code of Ethics Integrity Helpline 2022 NOVs, Permit Exceedances and Releases – To ensure transparency, we are reporting all fines that were paid in the year. In some cases, we pay fines in a year subsequent to the year that the incident was reported. 2021 NOVs, Permit Exceedances and Releases 2020 NOVs, Permit Exceedances and Releases
2-28	Membership associations	Johnson Controls 2023 Sustainability Report: Sustainability Policies and Commitments 2022 Sustainability Memberships Johnson Controls 2023 Sustainability Report: Voluntary Corporate Commitments
Stakeholder engagement		
2-29	Approach to stakeholder engagement	Johnson Controls 2023 Sustainability Report: Public Policy engagement Johnson Controls 2023 Sustainability Report: Climate policy and engagement leadership Johnson Controls 2023 Sustainability Report: Materiality
2-30	Collective bargaining agreements	Johnson Controls 2023 Sustainability Report: 2-30 Freedom of association and collective bargaining Johnson Controls 2023 Sustainability Report: Continued external employability Johnson Controls 2023 Sustainability Report: Trade union health and safety EEO Employer Code of Ethics



GRI 3: General Disclosures 2022

GRI 3	Disclosure	Location	SDG
3-1	Process to determine material topics	Johnson Controls 2023 Sustainability Report: Materiality Johnson Controls 2023 Sustainability Report: Location of Operations Johnson Controls 2023 Sustainability Report: Ethics and Integrity Johnson Controls 2023 Sustainability Report: Stakeholder Engagement, pg 35 – 38 Johnson Controls 2023 Sustainability Report: Governance Structure Johnson Controls 2023 Sustainability Report: Risk Management Risk Management Process	
3-2	List of material topics	2023 Proxy Statement Irish Statutory Reports and Non-Financial Report for Fiscal 2022	
3-3	Management of material topics	UN Global Compact fiscal year 2022 Communication on Progress Our Sustainability Reporting and Policies Code of Ethics Human Rights & Sustainability Policy Sustainability homepage for Johnson Controls Corporate Governance Guidelines – opening paragraph: “Johnson Controls International PLC’s vision is a safe, comfortable and sustainable world. In addition to achieving financial performance objectives, the company’s board of directors and management believe that the company must assume a leadership position in the area of corporate governance to fulfill its vision.”	


Economic

Disclosure Number	Disclosure	Location	SDG
GRI 201: Economic performance			
201-1	Direct economic value generated and distributed	Johnson Controls 2023 Sustainability Report : 201-1 Direct economic value generated and distributed 2022 Form 10-K , Pages 55 and 100	
201-2	Financial implications and other risks and opportunities due to climate change	CDP Climate Change 2022 Report Johnson Controls 2023 Sustainability Report : Sustainable Finance Johnson Controls 2023 Sustainability Report : Risk Management 2022 Awards 2022 Form 10-K Climate Change Risk Factors, Page 17-18 CDP Climate Change Leadership List	
201-3	Defined benefit plan obligations and other retirement plans	Johnson Controls 2023 Sustainability Report : 201-3 Our Employees - Benefits Johnson Controls Careers	
201-4	Financial assistance received from government	We receive grants, tax incentives and low- or no-interest loans from many countries and subdivisions of countries including China, Canada, France, the United Kingdom, and the United States. Financially material assistance from governments is typically reported in our annual 10-K filing. No government is a material shareholder in the company.	

Market Presence

3-3	Management of material topic	2022 Form 10-K , Products/Systems and Services, Pages 3-7 Corporate Governance website Code of Ethics Sustainability Governance Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report : Location of Operations Johnson Controls 2023 Sustainability Report : Sustainability Materiality Assessment Johnson Controls Careers	
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GRI 202: Market Presence

202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Johnson Controls 2023 Sustainability Report : 202-1 Our Employees - Compensation	
202-2	Proportion of senior management hired from the local community	Johnson Controls 2023 Sustainability Report : Community Engagement. Geographic definition of "local": May include immediate area for routine support and may extend to entire host country or adjacent areas or countries.	

Indirect Economic Impacts

3-3	Management of material topic	Johnson Controls 2023 Sustainability Report : Indirect Economic Impacts Johnson Controls 2023 Sustainability Report : Delivering Sustainability for our Customers Corporate Governance website Sustainability Governance Sustainability Materiality Assessment Johnson Controls named IoT CEO of the Year, 2022 OpenBlue Innovation Center in Singapore NAESCO-Awarded Project, Reducing Recidivism through Vocational Training Corporate Social Responsibility Program Overviews Irish Statutory Reports and Non-Financial Report for Fiscal 2022 Code of Ethics Supplier Diversity Supplier Sustainability Rating Survey	
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GRI 203: Indirect Economic Impacts

<p>203-1 Infrastructure investments and services supported</p>	<p>Johnson Controls 2023 Sustainability Report: Sustainable Finance Johnson Controls 2023 Sustainability Report: Indirect Economic Impacts Johnson Controls 2023 Sustainability Report: Community Engagement Corporate Social Responsibility Program Overviews Applied Research and Development Irish Statutory Reports and Non-Financial Report for Fiscal 2022 Johnson Controls, National Defence Collaborate to Drive CA\$3M in Targeted Annual Savings and 23% in Targeted GHG Emissions Cuts Johnson Controls Helps Transform the City of Toledo with Modernized, Smart Water Infrastructure Johnson Controls and City of Evansville Earn Outstanding Project of the Year Award Building resilient communities through infrastructure, innovation and inclusion Johnson Controls partners with Urban League to enhance mission of racial equity</p>	
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<p>203-2 Significant indirect economic impacts</p>	<p>Johnson Controls 2023 Sustainability Report: Sustainable products and solutions Johnson Controls 2023 Sustainability Report: Indirect Economic Impacts Johnson Controls 2023 Sustainability Report: Community Engagement Corporate Social Responsibility Program Overviews Irish Statutory Reports and Non-Financial Report for Fiscal 2022</p>	
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Procurement Practices

<p>3-3 Management of material topic</p>	<p>Johnson Controls 2023 Sustainability Report: Supplier Sustainability Supplier Sustainability Rating survey Supply Chain: Supplier Sustainability Expectations Supplier Portal Sustainability Materiality Assessment Conflict Minerals Policy Code of Ethics Supplier Diversity Slavery and Human Trafficking Policy Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment</p>	
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GRI 204: Procurement practices

<p>204-1 Proportion of spending on local suppliers</p>	<p>Johnson Controls 2023 Sustainability Report: Supplier diversity</p>	
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Anti-Corruption

<p>3-3 Management of material topic</p>	<p>Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Risk Management Risk Management Process Johnson Controls 2023 Sustainability Report: Ethics and Integrity Johnson Controls 2023 Sustainability Report: Human Rights UN Global Compact fiscal year 2022 Communication on Progress Human Rights & Sustainability Policy Integrity Helpline Irish Statutory Reports and Non-Financial Report for Fiscal 2022 Code of Ethics Sustainability Materiality Assessment</p>	
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GRI 205: Anti-Corruption

<p>205-1 Operations assessed for risks related to corruption</p>	<p>Johnson Controls 2023 Sustainability Report: Risk Assessment Johnson Controls 2023 Sustainability Report: Code of Ethics and Anti Corruption Risk Management Process Human Rights & Sustainability Policy Code of Ethics Irish Statutory Reports and Non-Financial Report for Fiscal 2022</p>	
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205-2	Communication and training about anti-corruption policies and procedures	Johnson Controls 2023 Sustainability Report : 205-2 Communication on anti-corruption policies and procedures	
205-3	Confirmed incidents of corruption and actions taken	Johnson Controls 2023 Sustainability Report : Ethics and Integrity Johnson Controls 2023 Sustainability Report : 205-3 Anti-Corruption Supplier Portal Code of Ethics Johnson Controls named to 2022 World's Most Ethical Companies	
Anti-Competitive behavior			
3-3	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Johnson Controls 2023 Sustainability Report : Ethics and Integrity Johnson Controls 2023 Sustainability Report : Human Rights Johnson Controls 2023 Sustainability Report : Governance Structure Sustainability Materiality Assessment UN Global Compact fiscal year 2022 Communication on Progress Code of Ethics Human Rights & Sustainability Policy Integrity Helpline Johnson Controls 2023 Sustainability Report : Sustainability Materiality Assessment	
GRI 206: Anti-competitive behavior			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2022 Form 10-K Legal Proceedings, Pages 24-25	
Tax			
3-3	Management of material topic	Johnson Controls Tax Strategy Sustainability Materiality Assessment Code of Ethics Johnson Controls Sustainability Report : Sustainability Materiality Assessment	
GRI 207: Tax			
207-1	Approach to tax	Johnson Controls Tax Strategy Corporate Governance 2023 Proxy Statement , page 31, Audit Committee	
207-2	Tax governance, control and risk management	Johnson Controls Tax Strategy Corporate Governance 2023 Proxy Statement , page 31, Audit Committee	
207-3	Stakeholder engagement and management of concerns related to tax	Johnson Controls Tax Strategy Sustainability Materiality Assessment 2023 Proxy Statement , page 31, Audit Committee	
207-4	Country-by-country reporting	Johnson Controls Tax Strategy	

Material Topics


Environmental

GRI 2	Disclosure	Location	SDG
3-3	Management of material topic	Johnson Controls 2023 Sustainability Report: Materials Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment Irish Statutory Reports and Non-Financial Report for Fiscal 2022	


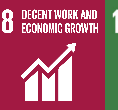


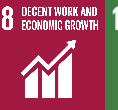







GRI 301: Materials

301-1	Materials used by weight or volume	Johnson Controls 2023 Sustainability Report: Reducing product emissions	
301-2	Recycled input materials used	Johnson Controls 2023 Sustainability Report: Reducing product emissions Sustaining a Sustainability Company First 100% Solar-powered university in Colorado	
301-3	Reclaimed products and their packaging materials	Johnson Controls 2023 Sustainability Report: Reducing product emissions Code of Ethics Human Rights & Sustainability Policy	

Energy

3-3	Management of material topic	Johnson Controls 2023 Sustainability Report: Energy and Emissions 2022 Awards Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment Energy and Efficiency Services Sustainability Reporting, Policies & Commitments Advanced Energy Storage Technology Irish Statutory Reports and Non-Financial Report for Fiscal 2022 Johnson Controls named to Carbon Clean 200: Leading the transition to a clean energy future Corporate Responsibility Magazine names Johnson Controls to Best Corporate Citizens List Johnson Controls named to 2022 World's Most Ethical Companies DOE Better Buildings Better Plants Challenge Johnson Controls among Top 100 Global Innovators, 7 time winner	 
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GRI 302: Energy

302-1	Energy consumption within the organization	Johnson Controls 2023 Sustainability Report: 302-1 Energy consumption within the organization 2022 Verification Statement for Johnson Controls GHG Emissions	
302-2	Energy consumption outside of the organization	Johnson Controls 2023 Sustainability Report: 302-2 Energy consumption outside of the organization 2022 Verification Statement for Johnson Controls-GHG Emissions	  
302-3	Energy intensity	Johnson Controls 2023 Sustainability Report: 2022 Verification Statement for Johnson Controls-GHG Emissions Irish Statutory Reports and Non-Financial Report for Fiscal 2022	  
302-4	Reduction of energy consumption	Johnson Controls 2023 Sustainability Report: 302-4 Reduction of energy consumption DOE Better Buildings Better Plants Challenge	  
302-5	Reduction of energy requirements of products and services	Johnson Controls 2023 Sustainability Report: 302-5 Reductions in energy requirements of products and services BE Energy Performance Contracting Buildings - HVAC Equipment Irish Statutory Reports and Non-Financial Report for Fiscal 2022 Johnson Controls, National Defence Collaborate to Drive CA\$3M in Targeted Annual Savings and 23% in Targeted GHG Emissions Cuts Al Shera'a in Dubai will be the tallest, largest and smartest net zero-energy government	  

Water and Effluents

3-3	Management of material topic	Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment Energy and Efficiency Services - Water Johnson Controls 2023 Sustainability Report: Water Irish Statutory Reports and Non-Financial Report for Fiscal 2022 BlueStream Hybrid Cooling System EPRI Technology Abstract on Thermosyphon Cooling Johnson Controls Helps Transform the City of Toledo with Modernized, Smart Water Infrastructure 2022 Form 10-K , Environmental Matters, Page 101, AFFF Matters, page 103-106	
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GRI 303: Water and Effluents

303-1	Interactions with water as a shared resource	2022 Verification Statement for Johnson Controls - Water Irish Statutory Reports and Non-Financial Report for Fiscal 2022 Energy and Efficiency Services - Water	
303-2	Management of water discharge-related impacts	2022 Verification Statement for Johnson Controls - Water Irish Statutory Reports and Non-Financial Report for Fiscal 2022 Energy and Efficiency Services - Water	
303-3	Water withdrawal	Johnson Controls 2023 Sustainability Report: 303-3 Water and Effluents 2022 Verification Statement for Johnson Controls - Water Irish Statutory Reports and Non-Financial Report for Fiscal 2022	
303-4	Water discharge	Johnson Controls 2023 Sustainability Report: 303-4 Water and Effluents Human Rights & Sustainability Policy	
303-5	Water consumption	Case Study - Glendale Corporate Headquarters Energy and Efficiency Services - Water Consumption is excluded due to incomplete discharge data that skews the result. Omission unavailable	

Biodiversity

3-3	Management of material topic	Human Rights & Sustainability Policy Code of Ethics Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment	
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GRI 304: Biodiversity

304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Code of Ethics UN Global Compact fiscal year 2022 Communication on Progress Omission unavailable	
304-2	Significant impacts of activities, products, and services on biodiversity	Omission unavailable	
304-3	Habitats protected or restored	Omission unavailable	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Omission unavailable	

Emissions		
3-3	Management of material topic	Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Energy and Emissions DOE Better Buildings Better Plants Challenge Irish Statutory Reports and Non-Financial Report for Fiscal 2022 2022 Awards Sustainability homepage for Johnson Controls Johnson Controls named to 2022 World's Most Ethical Companies Johnson Controls named to Carbon Clean 200 Corporate Responsibility Magazine names Johnson Controls to Best Corporate Citizens List. 2022 Awards: Johnson Controls among Top 100 Global Innovators, 7 time winner
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	Johnson Controls Sustainability Report: 305-1 Emissions 2022 Verification Statement for Johnson Controls-GHG Emissions S&P The Sustainability Yearbook 2022 Member
305-2	Energy indirect (Scope 2) GHG emissions	Johnson Controls 2023 Sustainability Report: 305-2 Emissions 2022 Verification Statement for Johnson Controls-GHG Emissions S&P The Sustainability Yearbook 2022 Member
305-3	Other indirect (Scope 3) GHG emissions	Johnson Controls 2023 Sustainability Report: 305-3 Emissions 2022 Verification Statement for Johnson Controls-GHG Emissions S&P The Sustainability Yearbook 2022 Member BE Energy Performance Contracting Supplier Sustainability Rating Survey
305-4	GHG emissions intensity	Johnson Controls 2023 Sustainability Report: 305-4 Emissions 2022 Verification Statement for Johnson Controls-GHG Emissions S&P The Sustainability Yearbook 2022 Member Supplier Sustainability Rating Survey
305-5	Reduction of GHG emissions	Johnson Controls 2023 Sustainability Report: 305-5 Emissions DOE Better Buildings Better Plants Challenge Case Study – Glendale Corporate Headquarters Johnson Controls Advances Environmental Sustainability with low GWP refrigerants. S&P The Sustainability Yearbook 2022 Member
305-6	Emissions of ozone-depleting substances (ODS)	Johnson Controls 2023 Sustainability Report: 305-6 Emissions Johnson Controls Selects Environmentally Sustainable R-454B as Future Refrigerant for New Ducted HVAC Equipment and Air-cooled Scroll Chillers Energy & Climate Position Johnson Controls Refrigerant Guiding Principles Human Rights & Sustainability Policy
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Johnson Controls 2023 Sustainability Report: 2022 Verification Statement for Johnson Controls-GHG Emissions Stack & Fugitive Emissions



Waste			
3-3	Management of material topic	Johnson Controls 2023 Sustainability Report: Waste Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment Irish Statutory Reports and Non-Financial Report for Fiscal 2022	
GRI 306: Waste			
306-1	Waste generation and significant waste- related impacts	Johnson Controls 2023 Sustainability Report: Waste 2022 Verification Statement for Johnson Controls- Waste Code of Ethics Human Rights & Sustainability Policy Irish Statutory Reports and Non-Financial Report for Fiscal 2022	
306-2	Management of significant waste-related impacts	Johnson Controls 2023 Sustainability Report: Waste 2022 Verification Statement for Johnson Controls- Waste Code of Ethics Human Rights & Sustainability Policy Irish Statutory Reports and Non-Financial Report for Fiscal 2022	
306-3	Waste generated	Johnson Controls 2023 Sustainability Report: 306-3 Waste	
306-4	Waste diverted from disposal	Johnson Controls 2023 Sustainability Report: 306-4 Waste	
306-5	Waste directed to disposal	Johnson Controls 2023 Sustainability Report: 306-5 Waste Omission Unavailable	
Supplier Environmental Assessment			
3-3	Management of material topic	Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Supplier Sustainability Supplier Sustainability Rating Supplier Sustainability Rating survey - Johnson Controls Supplier Sustainability Rating Survey Letter Code of Ethics Conflict Minerals Policy Slavery and Human Trafficking Policy Supplier Portal	
GRI 308: Supplier Environmental Assessment			
308-1	New suppliers that were screened using environmental criteria	Johnson Controls 2023 Sustainability Report: 308-1 Supplier Environmental Assessment	
308-2	Negative environmental impacts in the supply chain and action taken	Johnson Controls 2023 Sustainability Report: 308-1 Supplier Environmental Assessment Supplier Sustainability Rating Survey Code of Ethics Supplier Portal Supplier Diversity	

Material Topics

Social

Disclosure Number	Disclosure	Location	SDG
Employment			

3-3	Management of material topics	2022 Form 10-K Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Social Johnson Controls 2023 Sustainability Report: Employee Development, Training and Education Johnson Controls 2023 Sustainability Report: Our Employees Johnson Controls 2023 Sustainability Report: Ethics and Integrity Irish Statutory Reports and Non-Financial Report for Fiscal 2022 EEO Employer Johnson Controls Careers UN Global Compact fiscal year 2022 Communication on Progress Careers: Women and Military Human Rights & Sustainability Policy Code of Ethics Forbes The Best Employers For Diversity, 2022 2022 Awards - Best of the Best for US Veterans 2022 Awards - Top Employer in China 2022 Awards: 100 Best Corporate Citizens List Johnson Controls named to 2022 World's Most Ethical Companies Forbes The Best Employers For Diversity, 2021 2021 Awards - Best of the Best for US Veterans 2021 Awards - Top Employer in China Johnson Controls named to 2021 World's Most Ethical Companies Integrity Helpline	
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GRI 401: Employment

401-1	New employee hires and employee turnover	Johnson Controls 2023 Sustainability Report: 401-1 New employee hires and turnover
402-2	Benefits provided to full-time employees that are not provided to temporary or part-time workers	Johnson Controls 2023 Sustainability Report: 401-2 Benefits which are standard for full-time employees
401-3	Parental Leave	Johnson Controls 2023 Sustainability Report: 401-3 Parental leave



Labor/Management Relations

3-3	Management of material topics	EEO Employer Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Social Human Rights & Sustainability Policy Johnson Controls 2023 Sustainability Report: Ethics and Integrity UN Global Compact fiscal year 2022 Communication on Progress
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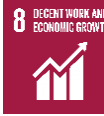










GRI 402: Labor/Management Relations

402-1	Minimum notice period regarding operational changes	Johnson Controls 2023 Sustainability Report: 402-1 Continued Employability
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Occupation Health and Safety

3-3	Management of material topic	Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment Johnson Controls Sustainability Report: Our Employees- Health and Safety Global Environment, Health & Safety (EHS) Policy Integrity Helpline Johnson Controls 2023 Sustainability Report: Ethics and Integrity	 
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GRI 403: Occupation Health and Safety

403-1	Occupational health and safety management system	Johnson Controls 2023 Sustainability Report: 403-1 Health and Safety Global Environment, Health & Safety (EHS) Policy	 
403-2	Hazard identification, risk assessment and incident investigation	Johnson Controls 2023 Sustainability Report: 403-2 Health and Safety Johnson Controls 2023 Sustainability Report: Health and Safety - pgs 97-102 Global Environment, Health & Safety (EHS) Policy	
403-3	Occupational health services	Johnson Controls 2023 Sustainability Report: 403-3 Health and Safety Johnson Controls 2023 Sustainability Report: Health and Safety Global Environment, Health & Safety (EHS) Policy	 
403-4	Worker participation, consultation and communication on occupational health and safety	Johnson Controls 2023 Sustainability Report: 403-4 Health and Safety Code of Ethics Global Environment, Health & Safety (EHS) Policy	 
403-5	Worker training on occupational health and safety	Johnson Controls 2023 Sustainability Report: Health and Safety Johnson Controls 2023 Sustainability Report: 403-5 Health and Safety - training Johnson Controls 2023 Sustainability Report: Employee Development, Training and Education Global Environment, Health & Safety (EHS) Policy	 
403-6	Promotion of worker health	Johnson Controls 2023 Sustainability Report: Health and Safety Johnson Controls 2023 Sustainability Report: Product Safety Global Environment, Health & Safety (EHS) Policy	 
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Johnson Controls 2023 Sustainability Report: Health and Safety Global Environment, Health & Safety (EHS) Policy	 
403-8	Workers covered by an occupational health and safety management system	Johnson Controls 2023 Sustainability Report: Health and Safety Global Environment, Health & Safety (EHS) Policy	 
403-9	Work-related injuries		
403-10	Work-related ill health	Johnson Controls 2023 Sustainability Report: 403-10 Health and Safety Johnson Controls 2023 Sustainability Report: Health and Safety Global Environment, Health & Safety (EHS) Policy	 



Training and Education

3-3	Management of material topics	Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Our Employees - Employee Development 77 - 83 EEO Employer Johnson Controls Careers Irish Statutory Reports and Non-Financial Report for Fiscal 2022	
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GRI 404: Training and Education

404-1	Average hours of training per year per employee	Johnson Controls 2023 Sustainability Report: 404-1 Our Employees – Employee Development	 
404-2	Programs for upgrading employee skills and transition assistance programs	Johnson Controls 2023 Sustainability Report: 404-2 Our Employees – Employee Development Johnson Controls 2023 Sustainability Report: Employee Development, Training and Education – pages 77-85	 
404-3	Percentage of employees receiving regular performance and career development reviews	Johnson Controls 2023 Sustainability Report: 404-3 Our Employees – Employee Development Johnson Controls Careers	 


Diversity and Equal Opportunity

3-3	Management of material topics	<p>Management approach includes Diversity, Equal Opportunity and Non-Discrimination Johnson Controls 2023 Sustainability Report: Our Employees – Diversity and Inclusion Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Ethics and Integrity About Us – Diversity & Inclusion Code of Ethics EEO Employer Human Rights & Sustainability Policy UN Global Compact fiscal year 2022 Communication on Progress Careers: Women and Military Irish Statutory Reports and Non-Financial Report for Fiscal 2022 Johnson Controls Partners with Urban League to enhance mission of racial equity 2022 Awards Forbes The Best Employers For Diversity, 2021 2021 Awards – Best of the Best for US Veterans 2021 Awards – Top Employer in China Johnson Controls named to 2021 World’s Most Ethical Companies Integrity Helpline Forbes The Best Employers For Diversity, 2022 2022 Awards – Best of the Best for US Veterans 2022 Awards – Top Employer in China 2022 Awards: 100 Best Corporate Citizens List Johnson Controls named to 2022 World’s Most Ethical Companies</p>	 
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GRI 405: Diversity and Equal opportunity

405-1	Diversity of governance bodies and employees	Johnson Controls 2023 Sustainability Report: 405-1 Diversity of governance bodies and employees 2023 Proxy Statement, Pages 38-39	 
405-2	Ratio of basic salary and remuneration of women to men	<p>Johnson Controls 2023 Sustainability Report: 405-2 Remuneration Ratio 2022 Awards Code of Ethics Forbes The Best Employers For Diversity, 2021 2021 Awards – Best of the Best for US Veterans 2021 Awards – Top Employer in China Forbes The Best Employers For Diversity, 2022 2022 Awards – Best of the Best for US Veterans 2022 Awards – Top Employer in China 2022 Awards: 100 Best Corporate Citizens List Johnson Controls named to 2022 World’s Most Ethical Companies</p>	 

GRI 406: Non-discrimination

406-1 Incidents of discrimination and corrective actions taken	Johnson Controls 2023 Sustainability Report: 406-1 Our Employees Johnson Controls 2023 Sustainability Report: Our Employees - Diversity and Inclusion EEO Employer Code of Ethics Integrity Helpline	
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Freedom of Association and Collective Bargaining

3-3 Management of material topics	Johnson Controls 2023 Sustainability Report: Human Rights Johnson Controls 2023 Sustainability Report: Ethics and Integrity Human Rights & Sustainability Policy Code of Ethics Ethics and Human Rights section of the Irish Statutory Reports and Non-Financial Report for Fiscal 2022 UN Global Compact fiscal year 2022 Communication on Progress Integrity Helpline	
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GRI 407: Freedom of Association and Collective Bargaining

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Johnson Controls 2023 Sustainability Report: 407-1 Human Rights Human Rights & Sustainability Policy Code of Ethics Integrity Helpline	
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Child Labor

3-3 Management of material topics	Johnson Controls 2023 Sustainability Report: Human Rights Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment Human Rights & Sustainability Policy Johnson Controls 2023 Sustainability Report: Ethics and Integrity Code of Ethics UN Global Compact fiscal year 2022 Communication on Progress Slavery and Human Trafficking Policy Slavery and Human Trafficking Statement Ethics and Human Rights section of the Irish Statutory Reports and Non-Financial Report for Fiscal 2022 Integrity Helpline Johnson Controls named to 2021 World's Most Ethical Companies Johnson Controls named to 2022 World's Most Ethical Companies	
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GRI 408: Child labor

408-1 Operations and suppliers at significant risk for incidents of child labor	Johnson Controls 2023 Sustainability Report: 408-1 Human Rights	
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Forced or Compulsory Labor

3-3 Management of material topics	Johnson Controls 2023 Sustainability Report: Human Rights Johnson Controls 2023 Sustainability Report: Ethics and Integrity Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment Conflict Minerals Policy Slavery and Human Trafficking Policy Slavery and Human Trafficking Statement Human Rights & Sustainability Policy Code of Ethics Integrity Helpline Johnson Controls named to 2021 World's Most Ethical Companies Johnson Controls named to 2022 World's Most Ethical Companies Sustainability Materiality Assessment UN Global Compact fiscal year 2022 Communication on Progress Irish Statutory Reports and Non-Financial Report for Fiscal 2022	
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GRI 409: Forced or Compulsory Labor

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Johnson Controls 2023 Sustainability Report: 409-1 Human Rights Johnson Controls 2023 Sustainability Report: Ethics and Integrity UN Global Compact fiscal year 2022 Communication on Progress Slavery and Human Trafficking Policy Human Rights & Sustainability Policy Code of Ethics
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GRI 410: Security

3-3	Management of material topics	Johnson Controls 2023 Sustainability Report: Human Rights Johnson Controls 2023 Sustainability Report: Ethics and Integrity Integrity Helpline Sustainability Materiality Assessment UN Global Compact fiscal year 2022 Communication on Progress Code of Ethics Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment
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410-1	Security Personnel Trained in Human Rights Policies or Procedures	Johnson Controls 2023 Sustainability Report: 410-1 Human Rights Johnson Controls 2023 Sustainability Report: Security personnel human rights training Integrity Helpline Code of Ethics
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GRI 411: Rights of Indigenous Peoples


3-3	Management of material topics	Johnson Controls 2023 Sustainability Report: Human Rights Johnson Controls 2023 Sustainability Report: Ethics and Integrity Johnson Controls 2023 Sustainability Report: Diversity & Inclusion Perspectives Listening Sessions Sustainability Materiality Assessment EEO Employer Integrity Helpline Slavery and Human Trafficking Policy UN Global Compact fiscal year 2022 Communication on Progress Human Rights & Sustainability Policy Code of Ethics Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment
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411-1	Incidents of violations involving rights of indigenous peoples	Johnson Controls 2023 Sustainability Report: 411-1 Human Rights Johnson Controls 2023 Sustainability Report: Ethics and Integrity
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GRI 412: Human Rights Assessment

3-3	Management of material topics	Johnson Controls 2023 Sustainability Report: Human Rights Johnson Controls 2023 Sustainability Report: Ethics and Integrity Johnson Controls 2023 Sustainability Report: Our Employees – Health and Safety Sustainability Materiality Assessment UN Global Compact fiscal year 2022 Communication on Progress Slavery and Human Trafficking Policy Human Rights & Sustainability Policy Code of Ethics Integrity Helpline Supplier Sustainability Rating Survey 2022 Awards Johnson Controls named to 2021 World's Most Ethical Companies Johnson Controls named to 2022 World's Most Ethical Companies Irish Statutory Reports and Non-Financial Report for Fiscal 2022 Ecovadis Platinum Sustainability Rating, 2022 Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment
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412-1	Operations that have been subject to human rights reviews or impact assessments	Johnson Controls 2023 Sustainability Report: 412-1 Human Rights Johnson Controls 2023 Sustainability Report: Ethics and Integrity Johnson Controls 2023 Sustainability Report: Health and Safety	
412-2	Employee training on human rights policies or procedures	Johnson Controls 2023 Sustainability Report: 412-2 Communication and training about anti-corruption policies and procedures Code of Ethics	
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Johnson Controls 2023 Sustainability Report: Sustainable finance Supplier Portal Human Rights & Sustainability Policy Code of Ethics Supplier Sustainability Rating Survey Slavery and Human Trafficking Policy	
GRI 413: Local Communities			
3-3	Management of material topics	Corporate Social Responsibility Program Overviews Irish Statutory Reports and Non-Financial Report for Fiscal 2022 Sustainability Awards and Recognition Corporate Social Responsibility Program Overviews Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Community Investments	
413-1	Operations with local community engagement, impact assessments and development programs	Johnson Controls 2023 Sustainability Report: 413-1 Community Engagement	
413-2	Operations with significant actual and potential negative impacts on local communities	Johnson Controls 2023 Sustainability Report: 413-2 Community Engagement Corporate Social Responsibility Program Overviews	
GRI 414: Supplier Social Assessment			
3-3	Management of material topics	Supplier Portal Sustainability Materiality Assessment Supplier Sustainability Conflict Minerals Policy Code of Ethics Slavery and Human Trafficking Policy Supplier Sustainability Rating Irish Statutory Reports and Non-Financial Report for Fiscal 2022 Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Supplier Sustainability Johnson Controls 2023 Sustainability Report: Supplier Sustainability Assessment	
414-1	New suppliers that were screened using social criteria	Johnson Controls 2023 Sustainability Report: 414-1 Supplier Sustainability Assessment Supplier Portal Supplier Sustainability Rating	
414-2	Negative social impacts in the supply chain and actions taken	Johnson Controls 2023 Sustainability Report: 414-2 Supplier Sustainability Assessment	
GRI 415: Public Policy			
3-3	Management of material topics	Public Reporting Policies Johnson Controls 2023 Sustainability Report: Public Policy Code of Ethics Sustainability Materiality Assessment Sustainability Memberships Political Contributions Policy Johnson Controls Sustainability Report: Sustainability Materiality Assessment	

415-1	Political Contributions	2022 Corporate Political Contributions, Policy and Federal Lobbying Expense 2020 PAC Contributions 2021 PAC Contributions 2022 PAC Contributions Political Contributions Policy Public Reporting Policies Johnson Controls 2023 Sustainability Report: 415-1 Political Contributions
GRI 416: Customer Health and Safety, GRI 417 Marketing & Labeling		
3-3	Management of material topics	Johnson Controls 2023 Sustainability Report: Customer Health and Safety Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment Management approach includes Customer Health and Safety, Marketing & Labeling Global Environment, Health & Safety (EHS) Policy
416-1	Assessment of health and safety impacts of products and services	Johnson Controls 2023 Sustainability Report: 416-1 Customer Health and Safety 2022 Form 10-K Pages 7,13-20, 47, and 106-109
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Johnson Controls 2023 Sustainability Report: 416-2 Customer Health and Safety
GRI 417 Marketing & Labeling		
417-1	Requirements for product and service information and labeling	Johnson Controls 2023 Sustainability Report: 417-1 Marketing and Labeling
417-2	Incidents of non-compliance concerning product and service information and labeling	Johnson Controls 2023 Sustainability Report: 417-2 Marketing and Labeling
417-3	Incidents of non-compliance concerning marketing communications	Johnson Controls 2023 Sustainability Report: 417-3 Marketing and Labeling
GRI 418: Customer Privacy		
3-3	Management of material topics	Sustainability Materiality Assessment Johnson Controls 2023 Sustainability Report: Sustainability Materiality Assessment Privacy Notice and Binding Corporate Rules Johnson Controls 2023 Sustainability Report: Customer Privacy
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Johnson Controls 2023 Sustainability Report: 418-1 Customer Privacy Privacy Notice and Binding Corporate Rules

Disclaimer: The term “material” used in this document refers to the “material topic” definition of the Global Reporting Initiative. It is used to refer to relevant topics, which potentially merit inclusion in the report and that can reasonably be considered important for reflecting the organization’s economic, environmental, and social impacts, or influencing the decisions of stakeholders. This concept of materiality does not correspond with, and should not be confused with, concepts of materiality utilized for securities, financial or regulatory purposes.



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Today, with a global team of 100,000 experts in more than 150 countries, Johnson Controls offers the world's largest portfolio of building technology and software as well as service solutions from some of the most trusted names in the industry.

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