

JOHNSON CONTROLS Addendum to Global Employee Personal Information Privacy Notice for California Residents

Effective Date: 1 January 2020

Last Reviewed on: 30 December 2019

This **Johnson Controls Addendum to Global Employee Personal Information Privacy Notice for California Residents** (“CCPA Employee Addendum”) supplements the information contained in Johnson Controls Global Employee Personal Information Privacy Notice at www.johnsoncontrols.com/dataprivacy and the MyJCI Portal. This CCPA Employee Addendum applies solely to all Johnson Controls employees who reside in the State of California ("you"). We adopt this notice to comply with the California Consumer Privacy Act of 2018 (CCPA) and any terms defined in the CCPA have the same meaning when used in this notice.

Information We Collect, Use and Share

During the past twelve (12) months, our practices with respect to our collection, use and disclosure of your personal information is reflected in the Johnson Controls Global Employee Personal Information Privacy Notice.

Sources of personal information

Johnson Controls obtains the categories of personal information referred to above from the following categories of sources:

- Directly from you.
- Indirectly from you and on your instruction. For example, information relating to previous employment, background checks etc.

Sales of Personal Information

Johnson Controls does not sell your personal information.

Your Rights and Choices

Access to Specific Information and Data Portability Rights

You have the right to request that Johnson Controls disclose certain information to you about our collection and use of your personal information over the past 12 months.

Deletion Request Rights

You have the right to request that Johnson Controls delete your personal information, subject to certain exceptions. After we receive and validate your request, we will delete your personal information, as well as direct our service providers to delete your personal information, unless an exception applies.

Exercising Access, Data Portability, and Deletion Rights

You may only make a verifiable consumer request for access or data portability twice within a 12-month period.

We endeavor to respond to a verifiable consumer request within forty-five (45) days of its receipt. If we require more time (up to forty-five (45) extra days), we will inform you of the reason and extension period in writing.

To exercise the access, data portability, and deletion rights described above, please submit a verifiable consumer request to us by either:

- Calling us at 888-317-5292 or
- Completing the request form at this link: [CCPA Consumer Request Form](#)

Non-Discrimination

We will not discriminate against you for exercising any of your CCPA rights.

Changes to Our Privacy Notice

Johnson Controls reserves the right to amend this CCPA Employee Addendum at our discretion and at any time. When we make changes to this CCPA Employee Addendum, we will post the updated notice on the Website and update the notice's effective date. **Your continued use of our services following the posting of changes constitutes your acceptance of such changes.**

Contact Information

Please see contact information in the **Global Employee Personal Information Privacy Notice** at www.johnsoncontrols.com/dataprivacy.