



**Joint Modern Slavery Statement of Johnson Controls  
Holding Australia Pty Ltd, Johnson Controls Australia Pty  
Limited and Gordon Brothers Industries Pty Limited**

**Reporting Year: 1 October 2024 – 30 September 2025  
(FY25)**

**Approval and signature**

In accordance with section 14 of the Modern Slavery Act 2018 (Cth), this joint Modern Slavery Statement for Johnson Controls Holding Australia Pty Ltd, Johnson Controls Australia Pty Ltd and Gordon Brothers Industries Pty Limited was approved by the Board of Johnson Controls Holding Australia Pty Ltd as the parent entity on 25 March 2026.

A handwritten signature in black ink, appearing to read 'Craig Buettel', with a long horizontal stroke extending to the right.

Craig Buettel  
Director  
25 March 2026

Contents

- 1. Who is Johnson Controls Australia? ..... 3
- 2. Our structure, operations and supply chains ..... 3
- 3. The risks of modern slavery practices in our operations and supply chains ..... 14
- 4. What we are doing to address the risk of modern slavery ..... 14
- 5. How we assess the effectiveness of our actions ..... 17
- 6. Consultation ..... 17
- 7. Other relevant information ..... 18

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## 1. Who is Johnson Controls Australia?

This Joint Modern Slavery Statement is made by Johnson Controls Holding Australia Pty Limited (ACN 102 631 158) (**Johnson Controls Australia**), Johnson Controls Australia Pty Ltd (ACN 002 968 103) (**JCA**) and Gordon Brothers Industries Pty Ltd (ACN 160 126 456) (**GBI**) for the financial year ending 30 September 2025.

Johnson Controls Australia, JCA and GBI are reporting entities under the Modern Slavery Act 2018 (Cth) (**Modern Slavery Act**). JCA and GBI are subsidiaries of Johnson Controls Australia.

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## 2. Our structure, operations and supply chains

### 2.1 Johnson Controls Australia – who we are

Johnson Controls Australia is an Australian proprietary limited company. As a holding company, Johnson Controls Australia owns a number of Australian subsidiaries, including JCA and GBI, which are responsible for conducting our Australian operations (each an **Australian Johnson Controls Subsidiary**, together the **Australian Johnson Controls Subsidiaries**). Except for JCA and GBI, the Australian Johnson Controls Subsidiaries as at 30 September 2025 are not reporting entities in themselves.

In this Joint Modern Slavery Statement, we refer collectively to Johnson Controls Australia and its subsidiaries, including JCA and GBI, as "**Johnson Controls Australia**," "**we**," "**our**" and "**us**".

Johnson Controls Australia forms part of a larger global group, the **Johnson Controls Group**, and is wholly owned by Johnson Controls International plc (**JCI**), headquartered in Cork, Ireland.

### 2.2 What we do - our operations

Johnson Controls Australia is responsible for the local operations of the Johnson Controls Group.

Johnson Controls Australia and the Australian Johnson Controls Subsidiaries employ people across Australia, with the majority of our workforce being full-time employees. To a limited extent, we do use labour hire workers to provide installation and administrative services. Our labour hire workers have the benefit of the same work health and safety policies as our employees.

Johnson Controls Australia operates Australia-wide with headquarters in Macquarie Park, New South Wales.

Our local operations include the manufacture, sale, marketing, distribution, installation and maintenance and support of the Johnson Controls Australia product and solution offering.

We operate in the following sectors:

Sector	What we do
HVAC Equipment	Johnson Controls Australia is a leading provider of heating, ventilation and air conditioning ( <b>HVAC</b> ) products and solutions.

Sector	What we do
	<p>We sell our products and solutions largely to commercial clients such as office buildings, shopping centres, factories and warehouses, hospitals, apartment buildings and hotels.</p> <p>Some of the products we offer include:</p> <ul style="list-style-type: none"> <li>• a variety of air-cooled and water-cooled chillers;</li> <li>• condensers and condensing units;</li> <li>• absorption chillers;</li> <li>• standard and customer air handling units;</li> <li>• AMI modular air handling units;</li> <li>• a range of parts and maintenance services;</li> <li>• fans and ERVs;</li> <li>• a range of air distribution products;</li> <li>• terminal units; and</li> <li>• dampers and louvers.</li> </ul> <p>In addition to the supply and installation of our products above, we also offer the following services:</p> <ul style="list-style-type: none"> <li>• planned and preventative maintenance;</li> <li>• data-driven maintenance through predictive and diagnostic services;</li> <li>• building remote monitoring management; and</li> <li>• building system and HVAC repair services.</li> </ul> <p>Our team designs, develops, and deploys customised cooling solutions for a range of processing industries, such as mining.</p> <p>In addition we provide custom compressor packages designed and manufactured to Australian and international standards for use in gas compression and processing applications.</p>
<p><b>Industrial Refrigeration</b></p>	<p>Some of our products include:</p> <ul style="list-style-type: none"> <li>• compressor packages;</li> <li>• control panels and control systems; and</li> <li>• replacement parts.</li> </ul>

Sector	What we do
	<p>We do some manufacturing and assembly in Australia. For example, we:</p> <ul style="list-style-type: none"> <li>• manufacture and complete the assembly for the control panels in Australia and then send them to China; and</li> <li>• receive packages from China and then complete the cable and wiring installation in Australia.</li> </ul>
<p><b>Building Automation and Controls</b></p>	<p>Johnson Controls Australia make everything from simple, configurable controls for specific kinds of equipment, to highly programmable automation systems for entire facilities.</p> <p>Our building automation systems make it possible to extend automated control to every building system on a single platform, such as:</p> <ul style="list-style-type: none"> <li>• HVAC;</li> <li>• lighting;</li> <li>• security; and</li> <li>• detection.</li> </ul>
<p><b>Security</b></p>	<p>Johnson Controls Australia offer a range of security solutions to commercial, small residential and small business customers. We can be involved at any stage from design, to supply, construction and maintenance of security systems.</p> <p>The types of products and services we offer include:</p> <ul style="list-style-type: none"> <li>• <b>access control:</b> we secure access for people, places and property;</li> <li>• <b>intrusion detection:</b> we offer a complete range of intrusion security solutions, from detectors to signalling devices; and</li> <li>• <b>video surveillance:</b> for a safer, smarter world.</li> </ul>
<p><b>Fire Detection</b></p>	<p>Johnson Controls Australia offer everything from components – such as sensors, initiating devices, annunciators, and control panels – to integrated systems and networks.</p> <p>Our solutions include:</p> <ul style="list-style-type: none"> <li>• control panels installation and services;</li> <li>• notification solutions and services; and</li> <li>• network solutions.</li> </ul>

Sector	What we do
	<p>We offer fire and life safety products from a wide range of brands to meet our specific customer needs; such as:</p> <ul style="list-style-type: none"> <li>• control panels;</li> <li>• sensors and initiating devices;</li> <li>• notification and audio devices;</li> <li>• networks and workstations; and</li> <li>• emergency communications.</li> </ul>
<p><b>Fire Suppression</b></p>	<p>Johnson Controls Australia sell a range of fire suppression products, including:</p> <ul style="list-style-type: none"> <li>• fire sprinklers;</li> <li>• fire valves and devices;</li> <li>• fire grooved couplings;</li> <li>• water mist fire protection solutions;</li> <li>• fire sprinkler system design and software;</li> <li>• gaseous systems and control panels;</li> <li>• residential fire sprinkler systems;</li> <li>• fire extinguishers;</li> <li>• restaurant systems;</li> <li>• vehicle systems;</li> <li>• foam, concentrates, hardware and equipment;</li> <li>• hazardous spill control;</li> <li>• autonomous fire suppression;</li> <li>• mechanical fittings and supports; and</li> <li>• cold storage fire sprinkler systems.</li> </ul>

Sector	What we do
<b>Digital Solutions</b>	<p>At Johnson Controls Australia we are partnering with customers to build smart buildings enabled by artificial intelligence and IoT (Internet of Things).</p> <p>A smart building uses data generated by IoT-enabled equipment plus data gleaned from external sources to allow for performance-enhancing, energy-saving decision making.</p>
<b>Retail Solutions</b>	<p>Johnson Controls Australia offer a suite of retail solutions in the retail sector:</p> <ul style="list-style-type: none"> <li>• <b>loss prevention:</b> providing a range of options and tools to protect merchandise, provide insights into shrink and increase operational efficiency;</li> <li>• <b>inventory intelligence:</b> providing detailed inventory information to make unified commerce possible; and</li> <li>• <b>traffic insights:</b> delivering data to optimise labour, store and marketing performance.</li> </ul>
<b>Transport ITS Products and Services</b>	<p>Johnson Controls Australia offer a suite of products and solutions largely to government and commercial clients used on motorways, tunnels and roadside infrastructure</p> <p>Some of the products/solutions we offer include:</p> <ul style="list-style-type: none"> <li>• Traffic Signal Controllers;</li> <li>• Traffic Signal Lanterns;</li> <li>• UPS units;</li> <li>• Motorway Management Systems;</li> <li>• Tunnel Management Systems;</li> </ul> <p>In addition to the supply and installation of our products above, we also offer the following services:</p> <ul style="list-style-type: none"> <li>• Asset Management and maintenance of roadside assets</li> <li>• Software support and maintenance for motorways and tunnels.</li> </ul>

### 2.3 More about our supply chains

Like many global entities, Johnson Controls Australia has a multi-tiered, complex and geographically dispersed supply chain.

A key part of our supply chain is the Johnson Controls Group, where we acquire products which are manufactured or produced by another entity within the Johnson Controls Group. Intercompany suppliers form a significant part of our direct procurement activities. Johnson Controls Australia procures chillers and industrial refrigerators from the Johnson Controls

Group's entities in China, US and other countries for Johnson Controls Australia's industrial refrigeration and HVAC equipment sector operations (including its sales and distribution of products and provision of services).

We procure the majority of our goods and services from suppliers based in Australia, China, Czech Republic, Denmark, France, Italy, Malaysia, Mexico, New Zealand, Spain, Taiwan, Turkey and the USA in the following key categories:

- (a) Traffic controller components from Australia for our roadside products;
- (b) Products from Taiwan, China and US for our roadside products;
- (c) Products from USA, Czech Republic and New Zealand for our fire detection business;
- (d) Chillers from China, USA, France, Denmark, Mexico, Turkey, Italy, Spain and Malaysia;
- (e) field materials;
- (f) subcontractor services;
- (g) sales and agency consultancy services;
- (h) business consultancy and professional services such as marketing and legal services;
- (i) freight services;
- (j) utilities services;
- (k) financial services;
- (l) leasing services; and
- (m) insurance.

Additionally, our indirect procurement activities cover products and services used by our indirect suppliers. These include raw inputs, components and services which our direct suppliers use to make the products that our direct suppliers then on sell to us.

We have set out a high level map of our key supply chain activities for each of our sectors of operation:

HVAC Equipment	Industrial Refrigeration	Building automation and control	Security	Fire Detection	Fire Suppression	Digital Solutions	Retail Solutions	Roadside Products
<p><b>Raw inputs and components used in manufacturing</b></p> <p>Acquisition of raw materials and components used to manufacture our products such as control panels for our industrial refrigeration systems</p> <p><b>Raw inputs and components used in manufacturing</b></p> <p>Acquisition of raw materials and components used to manufacture our products such as the plastic used in our loss prevention products</p> <p><b>Raw inputs and components used in manufacturing</b></p> <p>Raw inputs, components and products sourced from China, Taiwan and USA to be used in our controller components</p> <p>Raw inputs for boxes for the creation of our traffic controllers.</p>								

Products supplied by other Johnson Controls Group entities for resale by us

Johnson Controls branded HVAC	Johnson Controls branded industrial	Johnson Controls branded building	Johnson Controls branded security	Johnson Controls branded fire detection	Johnson Controls branded fire suppression	Johnson Controls branded IoT	Johnson Controls branded anti-theft solutions	N/A as the Johnson Controls Subsidiary,
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equipment (e.g. chillers supplied by the Johnson Controls Group's entities in China and US)	refrigeration products (e.g. industrial refrigerators supplied by the Johnson Controls Group's factories in China, US, France and Denmark)	automation systems (e.g. supervisory controllers, advanced field equipment controllers, application and data servers)	solutions (e.g. CEM intelligent door readers, Illustra Pro thermal elevated skin temperature camera, indoor CCTV and outdoor CCTV)	solutions (e.g. sensors, initiating devices, annunciators, and control panels) from JCI Group entities in USA and Czech Republic	products (e.g. fire sprinklers, fire valves and devices, fire extinguishers, vehicle systems)	enabled equipment	(e.g. source tag for application to soft goods during manufacturing, social distancing screens, magnetic pencil tags and magnetic pencil lanyards)	Tyco Projects (Australia) Pty Limited, manufactures our roadside products in Australia
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**Products supplied to us by third party suppliers for use in our solutions or products (e.g. wholesale products, products from key suppliers)**

Plastic, electronic components, filters, coils, cooling towers, valves, flow meters, control panels and pipes for HVAC systems	Metals used in construction of cabinets and doors and cooling systems of the industrial refrigeration (aluminium, cast iron, chrome, copper and steel)	Plastic and electronic components for advanced field equipment controllers	Electronics and plastic components for CEM intelligent door readers, cables and CCTV	Plastic for sensors and initiating devices	Aluminium in fire extinguishers	Plastic and electronic components	Plastic and electronic components	Pre-fabricated boxes which form part of our traffic controllers
	Software for data servers	Software for data servers	Products from a third party manufacturer in New Zealand				Products from China and Mexico	Controller components
	Sensors and Meters for control systems							Products from China, Taiwan and USA

industrial  
refrigeration

Plastic used  
for the interior  
fixtures of  
industrial  
refrigeration

Products from  
Mexico,  
Turkey, Italy,  
Spain and  
Malaysia

Packages  
from China  
used to  
complete the  
cable and  
wiring  
installation of  
our industrial  
refrigeration  
systems in  
Australia

### Logistics and transport

Transport (e.g. Freight and logistics to and from distribution centre, transport from factory to shipping port, shipping from manufacturer (including overseas shipping))

### Products and services for internal use

IT hardware and software for our staff, merchandise, furniture (e.g. chairs, desks, bookshelves), stationery (e.g. pens, printing paper)

Professional services from IT, legal, accounting and marketing firms

**Facilities management**

Facility services such as cleaning service providers, security providers, building maintenance services

**Labour**

Temporary staff (such as in our HVAC business) and labour hire workers (mainly for installation and administrative services)

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### **3. The risks of modern slavery practices in our operations and supply chains**

During this reporting year, we have conducted a high-level mapping exercise of our key operational and supply chain activities.

We have identified the following potential areas of risk based on the known modern slavery risk factors relating to higher risk sectors and industry, product and services, high risk geographies, entity and business models structured around higher risk work practices – Electronics.

Electronics and electronic components are acquired as part of our supply chain and also used in our operations.

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### **4. What we are doing to address the risk of modern slavery**

The Johnson Controls Group take a global and enterprise-wide approach to ethics and integrity.

For this reporting year, Johnson Controls Australia have carefully considered our global policies and procedures. These policies and procedures help us to identify and address modern slavery risks and practices in a timely and appropriate fashion.

## Supplier Onboarding Process

Major suppliers providing products and services to the Johnson Controls Group are required to go through an onboarding process to be selected as an approved supplier of materials, products, services and/or components, per the prescribed policies.

The onboarding process involves one or more of the following items:

- **Request for Information (RFI):** this comprises the information to establish a supplier profile, and is the initial phase of supplier evaluation and onboarding. Once this has been completed and submitted, Johnson Controls will determine if a self-assessment or Supplier Operational Assessment (**SOA**) is required.
- **Self-Assessment:** this is typically done after an RFI has been completed. The self-assessment is completed by the supplier with regard to its quality management system, leadership, engineering, and specific commodity/process if applicable.
- **SOA:** this is a vendor pre-qualification assessment sheet for our field material suppliers. A Johnson Controls representative will review each section of the Self-Assessment by evaluating and validating supporting/relative documentation, manuals, production operations, interviewing direct and indirect personal and issuing action requests should the minimum requirements not be met.
- **Verification of Supplier Actions:** Johnson Controls reviews the evidence provided by the supplier after the SOA to verify the effectiveness of the supplier's actions related to Development Critical and/or Development Opportunities raised. A follow-up On-Site Assessment may be necessary to complete the verification.

Suppliers are assessed using either our SOA or our Field Supplier Operational Assessment (**FSOA**). We use our SOA for field material suppliers and our FSOA for subcontractors. Both the SOA and FSOA are vendor pre-qualification assessment sheets which form part of our vendor registration process. Our quality team in Shanghai, China reviews and approves the completed SOA and FSOA documents.

If a supplier does not comply satisfactorily with the above process then they are not onboarded as a Johnson Controls supplier.

## Supplier Survey

During our vendor onboarding process, we require our suppliers to complete our ESG (Environmental, Social & Governance) Assessment.

This assessment is used to evaluate suppliers, communicate our expectations, and ensure suppliers' compliance with applicable laws, including laws on forced labour.

We use our ESG assessment for our proprietary suppliers in order to quantitatively measure our suppliers' sustainability programs. The survey contains questions related to human rights, working conditions, employee safety, energy management, carbon footprints, waste management, local and diversity sourcing, and overall environmental impact. The questionnaire also asks if the supplier is publicly reporting data such as its greenhouse gas emissions and specifically asks if the supplier is disclosing its carbon emissions to the CDP global disclosure system. In addition to this survey, on-site reviews of supplier operations may take place as needed.

In 2024, Johnson Controls began the implementation of Ecovadis, a third party ESG assessment tool, for the purpose of evaluating the ESG practices of its suppliers. The assessment reviews the policies, procedures and compliance of the supplier relative to four main areas, including environment, human rights & slavery, ethics and sustainable procurement. Suppliers are required to participate in the assessment and to implement corrective actions as requested by Johnson Controls.

### Supplier Reviews

At Johnson Controls we undertake annual supplier reviews for compliance with our policies, performance, quality and environment, health and safety.

### Global Policies

These are the main global policies and initiatives that govern the way we do business:

- Values First, the Johnson Controls Code of Ethics that guides employee behaviour;
- Our Integrity Helpline, which allows employees or other interested parties to report any suspected violations of our Code of Ethics;
- Our Slavery & Human Trafficking Policy that demonstrates our commitment to conducting our business in a manner that respects human rights;
- A Human Rights and Sustainability Policy that affirms our adherence to global standards of human rights, including labour and health and safety. Our global standard contract terms contain a clause by which suppliers commit to adhere to our Ethics Policy and Human Rights and Sustainability Policy;
- Our Global Supplier Standards which apply globally to all suppliers and prohibits the use of forced, bonded, indentured, involuntary prison or slave labour, and requires suppliers to comply with anti-slavery, labour and wage laws; and
- Our belief in ethical, transparent Corporate Governance.

### Integrity Helpline

Johnson Controls maintains a web- and telephone-based, 24-hour Integrity Helpline, providing any interested party with a confidential reporting mechanism to communicate issues regarding Johnson Controls' supply chain.

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## 5. How we assess the effectiveness of our actions

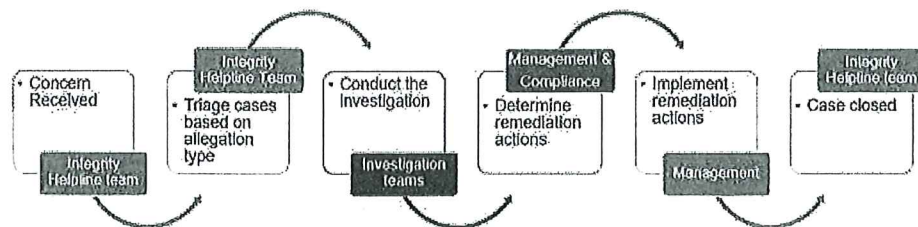
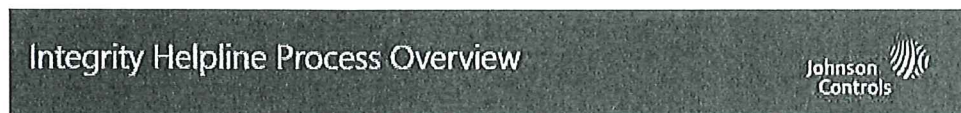
To monitor the effectiveness of our actions as we progress in our modern slavery journey, we monitor the following areas:

- Training sessions for staff;
- Supplier due diligence; and
- Supplier audits.

The Johnson Controls Group also maintains a web- and telephone-based, 24-hour Integrity Helpline, providing any interested party a confidential reporting mechanism to communicate issues regarding Johnson Controls' supply chain. We have guidelines and procedures around the resolution of complaints raised via the helpline:

- the Johnson Controls Group aims to respond within 48 hours of a concern being raised;
- the Johnson Controls Group Helpline Team logs, assigns an access number to, and triages each concern. Each concern is assigned to a team and is assigned an access number so the person who raised the concern can track it until it is resolved;
- the Johnson Controls Group reviews each concern raised before the commencement of the investigation process in order to ensure that there is enough information for an investigation; and
- subject to the complexity of the case, investigations of forensic and compliance cases have a target of 90 days for completion.

We have included an overview of the Integrity Helpline process below.



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## 6. Consultation

We recognise that it is important for Johnson Controls Australia to take a collaborative approach to combatting modern slavery. We aim to take a cross-functional approach to modern slavery at Johnson Controls Australia. A number of stakeholders were included in the preparation of this Joint Modern Slavery Statement, including Procurement, Legal, and Finance.

Additionally, we have consulted with the Australian Johnson Controls Subsidiaries when

preparing this Joint Modern Slavery Statement. We recognise this is important to help ensure that all the Australian Johnson Controls Subsidiaries are aware of what actions Johnson Controls Australia expects them to take to identify, assess and address modern slavery risks in their operations and supply chains.

We will continue to take a collaborative and cross-functional approach to modern slavery at Johnson Controls Australia for future reporting periods.

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## **7. Other relevant information**

### **7.1 Johnson Controls Group's reporting obligations under the Modern Slavery Act 2015 (UK)**

A number of other members of the Johnson Controls Group are subject to the Modern Slavery Act 2015 (UK) and have produced modern slavery statements for the purposes of the UK regime.

### **7.2 United Nations Global Compact**

Our parent entity JCI is an early signatory of the United Nations Global Compact (**UNGC**), and the Johnson Controls Group as a whole 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, JCI produces an annual Communication on Progress.

