

Slavery & Human Trafficking Statement 2024

This statement is published in accordance with the provisions of the Modern Slavery Act 2015 on behalf of Esotec Limited for financial year end 2024.

ABOUT ESOTEC LIMITED

Esotec Limited is a subsidiary of Johnson Controls International PLC ('Johnson Controls'). Johnson Controls is a global diversified technology and industrial leader serving a wide range of customers in more than 150 countries. Our 120,000 employees create intelligent buildings, efficient energy solutions, integrated infrastructure and next generation transportation systems that work seamlessly together to deliver on the promise of smart cities and communities. Our commitment to sustainability dates back to our roots in 1885, with the invention of the first electric room thermostat. We are committed to helping our customers win and creating greater value for all of our stakeholders through strategic focus on our buildings and energy growth platforms. For additional information, please visit <http://www.johnsoncontrols.com> or follow us @johnsoncontrols on Twitter. For more information on Esotec Limited please visit <https://www.esotec.co.uk>

BACKGROUND

As a subsidiary of Johnson Controls, Esotec Limited is subject to the policies of Johnson Controls which include global sourcing policies, positions and statements. We are committed to conducting our business operations in a manner that respects human rights, aligns with Johnson Controls [Code of Ethics](#), and complies with applicable laws and regulations. In addition, we are also committed to taking steps to ensure that slavery and human trafficking is not taking place in any part of our supply chain or business. Johnson Controls was recently named one of the [World's Most Ethical Companies](#) and are among the [100 Best Corporate Citizens](#). Plus, Johnson Controls is a member of the [U.N. Global Compact](#), which recognizes corporate performance on environmental and social issues.

OUR POLICIES

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

Our Human Rights and Sustainability Policy makes explicit our commitment to ensure that slavery and human trafficking is not taking place in any part of our businesses or in any part of our supply chain. All suppliers to Esotec Limited are expected to comply with Johnson Controls' [Human Rights and Sustainability Policy](#). Our Slavery & Human Trafficking policy is available on the Johnson Controls website located under the [Corporate Sustainability section, Reporting and Policies](#)

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

OUR SUPPLY CHAINS

We are committed to providing safe, quality products and services. It is our goal to work collaboratively with our suppliers to exceed our customers' increasing expectations, achieving outstanding performance through best in class products, services and processes. We expect our suppliers to conduct their operations in a socially and environmentally responsible manner, aligning with our values and ethics policy.

We understand that our biggest exposure to slavery and human trafficking is in our supply chain. We have a [Global Supplier Standards Manual](#) which is applicable on a global basis to all suppliers and prohibits the use of forced, bonded, indentured, involuntary prison or slave labor, and requires suppliers to comply with anti-slavery, labor and wage laws. Johnson Controls' global standard contract terms contain a clause by which suppliers commit to adhere to our [Ethics Policy](#) and [Human Rights and Sustainability Policy](#).

Environmental Performance and Sustainability information is gathered through the Johnson Controls Supplier Sustainability Rating Survey, the Supplier Assessment Survey, and other means. Any major supplier providing products and services to Esotec Limited and Johnson Controls is expected to complete these self-surveys. These surveys are used to evaluate suppliers, communicate our expectations, and ensure suppliers' compliance with applicable laws, including laws on forced labour.

TRAINING

As an enhancement to our employee annual ethics training, Johnson Controls has developed and implemented a training module which enables employees of Esotec Limited to spot and respond to the signs of slavery and human trafficking and allows employees to anonymously report any suspected violations.

We continue to improve our sourcing processes, benchmark our standards, and audit our approach against regulatory requirements and available guidance.

Signed:



Director

ESOTEC LIMITED