

Our 2020 Sustainability Report (formerly Corporate Responsibility Report) is now available [here](#) »



CORPORATE RESPONSIBILITY

REPORT



2019

expanding
**human
possibility™**

2019 Corporate Responsibility Report

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Message from Our Chairman and Chief Executive Officer

2019 was the first full year that we operated with our promise to “Expand Human Possibility,” and I’m proud of many new accomplishments during the year that mark our sharpened sense of purpose. In addition to strong financial performance, we made Rockwell Automation an even greater place to work, and we increased our long-term value to customers and the community.

Inside our own operations, Rockwell Automation is focused on creating an environment where all employees can and want to do their best work. I’m particularly pleased that employees responding to our annual Employee Engagement Survey consistently report that they consider Rockwell Automation an ethical company and an engaging and meaningful place to work. Our employees appreciate the steps we take to ensure a safe work environment, our focus on reducing the carbon footprint of our facilities, and the initiatives we have in place to foster greater diversity at all levels of the company. This is a key priority for us because we know that diverse teams make better decisions.

Our value to customers takes many forms. Our corporate mission as a leading industrial technology company is to make our customers more productive and more sustainable through the automation of core industrial processes.

The role our technology and services play in helping industrial companies reduce their impact on the environment is becoming better understood, as we increase energy efficiency in factories, reduce emissions, treat and conserve water, and reduce waste. To help track our growth in these areas, in November we introduced our investors to the “Eco Industrial” group of applications in industries such as mass transit, water treatment, and renewable energy.

We have also increased our investment in other customer segments that contribute to more efficient energy consumption and individual well-being. Our solutions for electric vehicle production are being very well-received in the market, and we’re proud of the new Rockwell Automation Electric Vehicle Innovation Center we opened in San Jose, California. In addition, our work in Life Sciences continues to grow, especially with the trend toward personalized medicine and the need for a higher degree of traceability throughout the production and distribution of medicine to ensure that the right medicine ultimately reaches the right person. We’re also a founding partner of the Advanced Regenerative Manufacturing Institute to produce life-saving treatments at scale.

A primary way we serve our communities is by increasing our support for STEM education. In 2019, we expanded this community outreach in international markets and were delighted that a youth team from Argentina, mentored by Rockwell Automation employees, earned a spot at the International FIRST Robotics World Championship competition.

Underscoring our commitment to expanding human possibility, we have also expanded our value by ensuring our customers have a well-trained workforce through our Academy of Advanced Manufacturing, which trains returning veterans for technician-level jobs.

We believe corporations have a moral imperative to be good citizens, and I proudly joined 180 other CEOs in August and signed the Business Roundtable’s “Statement on the Purpose of a Corporation.” This set of principles acknowledged that corporations have obligations to a diverse set of stakeholders, and I’m happy to add Rockwell’s voice to this important statement.

Since our founding over a century ago, we have helped industry to be more productive and sustainable. We know we can rely on each of our employees around the world — and they can rely on us. Our customers understand we will be there for them, no matter the challenge. And the communities we call home help sustain us. They deserve more than our presence; they deserve our investment.

As we look ahead to a world that will be forever changed by COVID-19, our commitment is steadfast. The health, safety, and vibrancy of our people, our customers, and our communities will continue to be our top priority, both during tough times and in the better days ahead.

Sincerely,

Blake D. Moret
Chairman and CEO, Rockwell Automation

Our Corporate Responsibility

PHILOSOPHY

At Rockwell Automation, we connect the imaginations of people with the potential of technology to expand what is humanly possible, making the world more intelligent, more connected, and more productive. We are problem solvers, builders, makers, and innovators. And we stand ready to lead the way, alongside our many partners, in this work.

We are a global leader in industrial automation and digital transformation. Our strategy is to bring the Connected Enterprise to life, and that strategy is delivered by great employees who can and want to do their best work. The Connected Enterprise combines plant- and enterprise-level networks, and securely connects people, processes, and technologies. Our mission is to integrate control and information across the enterprise to help industrial companies and their people be safer, more productive, and more sustainable. This reduces their business risk and is good for the environment.

Just as important are our company values, customer service, innovation, integrity, pursuit of excellence, speed, and people. We build lasting

relationships, giving back to our communities, improving lives, and investing in lifelong learning.

Our commitment to deliver economic, social, and environmental benefits to our customers, our employees, and our communities defines our corporate responsibility philosophy. We have a direct impact through the work of our people and our company, and we multiply that impact by helping our customers reduce emissions, provide a safer workplace, and manufacture products that save lives.

We recognize the impact we have, and can have, around the world – we conduct business in more than 100 countries around the world, and approximately 46% of our sales in 2019 were to customers outside the U.S. It is our obligation and our privilege to meet the needs of customers, shareholders, and employees in all the diverse communities where they live and work. At the same time, we strive to live our values and make a positive impact on the world around us.

Our Corporate Responsibility Strategy

Sustainable Customers

Enable our customers to achieve their own sustainability goals, making a positive impact on the world.

Sustainable Company

Create innovative, sustainable products and solutions, and foster a culture that empowers employees to operate safely, sustainably, and responsibly.

Sustainable Communities

Support the communities in which we live and work, leaving a legacy that extends beyond our own organization.

This report showcases our progress, both

in continued initiatives that are core to our identity, and in new efforts. As our strategy matures, we are also looking to the future. A cross-functional, global team is undertaking an extensive materiality analysis to help us refresh and refine our corporate responsibility priorities. This team is engaging with all of our key stakeholders, including customers, shareholders, employees, suppliers, and distributors. This important work will help us understand where and how we can make the biggest difference.



Our corporate responsibility and sustainability principles

- We respect and support the dignity of all workers, and our company policies and practices are designed to uphold human rights
- We embrace equal employment opportunities, reject discrimination in any form, and strive to treat all employees with respect and concern
- We are committed to demonstrating the highest standards of health and safety for our employees and customers
- We strive to continually improve our environmental performance, including resource conservation and pollution prevention
- We are committed to making a positive impact on the communities where we live and work
- We adhere to a Code of Conduct based on principles and laws that guide the decisions and actions of our employees, partners, and suppliers

 **Rockwell Automation**

 **Rockwell Automation**

 **Rockwell Automation**



2019 AT-A-GLANCE

Sustainable Business Practices

Emissions Summary:

Total (direct and indirect): 129,297 metric tons of CO2 equivalent

ISO Certification:

ISO 14001, ISO 9000, OHSAS 18001

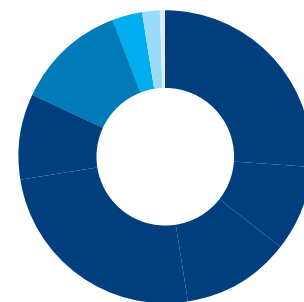
Waste Generation:

9,900 tons, of which 8,500 tons were recycled or reused

Safety Recordable Case Rate Performance:

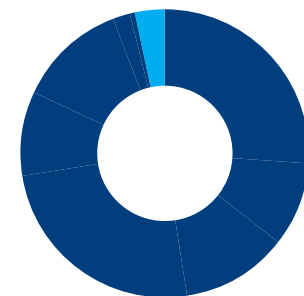
In 2019, we achieved 0.37 cases per 100 employees, exceeding our goal of 0.40

EMISSIONS SUMMARY:



26% DIRECT (SCOPE 1)

Vehicle Fleet	64%
Refrigerants	15%
Natural Gas	13%
Aviation	7%
Liquid Fuels	1%



74% INDIRECT (SCOPE 2)

Electricity	98%
Steam	2%

Recognitions:



Newsweek America's Most Responsible Companies

Green Master (from Wisconsin Sustainable Business Council)

Asia Pacific Business Center, Singapore – Excellence Award for Health and Safety from Ministry at Manpower

Wisconsin and Cleveland Ohio Safety Council recognitions

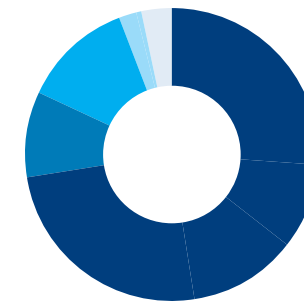
Intelligent Manufacturing Purple Gold Award, presented at the 2019 World Intelligent Manufacturing Conference

Manufacturing Leadership Award, presented at the 17th China Automation and Intelligent Manufacturing Service Annual Conference

Enterprise of the Year Award, presented at the China Automation Industry Annual Conference



Culture of Inclusion



TOTAL U.S. EMPLOYEES: MORE THAN 8,000

White	77.6%
Asian	9.2%
Black / African-American	7.0%
Hispanic / Latinx	4.9%
Multiracial / Native American / Pacific Islander	1.3%

23K+
TOTAL EMPLOYEES GLOBALLY

30.8%
DIVERSITY BREAKDOWN: WOMEN

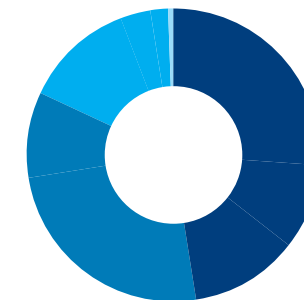
Accolades:



We earned a perfect score on the Human Rights Campaign's Corporate Equality Index for the 7th consecutive year

Top 100 Most Attractive Employers in China

Philanthropy



CONTRIBUTIONS WERE MADE IN THE FOLLOWING AREAS:

STEM Education	52%
Equity & Inclusion	29%
Talent Engagement	18%
Disaster Relief & Recovery	1%

\$8.9M
TOTAL GIVING

We partner with nonprofits, academic institutions, and businesses to expand human possibility in our communities.

2019 Financial Stats

\$6.7B

GLOBAL SALES

Revenue Generated from Industrial Automation Technology and Services that Improve Productivity, Worker Safety, and Sustainability

100+

NUMBER OF COUNTRIES

In Which We Operate

\$1.7B

Revenue Generated from Energy-Efficiency-Related Products/Offerings per SASB's Definition

SUSTAINABLE CUSTOMERS



Everything we do for our customers is about increasing efficiency, reducing energy usage, improving worker safety, and ensuring regulatory compliance. By combining the best of industrial automation with the latest digital technology, we equip our customers with information that makes them more intelligent, more connected, and more productive. We are becoming an increasingly important partner of our customers' ESG initiatives because we understand the challenges they face in their manufacturing and production environments, and can provide solutions tailored to their needs.



Our suppliers and distributors – true partners in our mission – share our commitment to developing innovative, efficient solutions that help our customers create a Connected Enterprise that is sustainable. Together, we're tackling business challenges and opportunities. The work we create alongside our customers is building the future of industry and expanding human possibility.

We help customers create sustainable solutions in all industries



Our Leading Product Offerings

Our customer solutions reduce business risk, optimize resource utilization, and are good for the environment. By combining technology with domain expertise, we help our customers achieve productivity and sustainability benefits in their operations. We enable our customers to achieve their own sustainability goals and have a positive impact on the world with our innovative offerings.



Reduce Business Risk

Security threats can disrupt control systems, create new safety risks, and put intellectual property in jeopardy. We help our customers incorporate industrial risk management into their Connected Enterprise strategy to help address these challenges and protect both their assets and their brand.



Improve Worker Safety

With unrivaled credentials in automation and safety, and as the world leader in industrial automation and safety technologies, Rockwell Automation supports our customers as they develop more efficient, safer, and more productive manufacturing solutions. Our Smart Safety solutions improve product quality, reduce downtime, and discredit the age-old notion that safety and productivity are separate and competing goals.



Reduce Energy Consumption

We help manufacturers make the most of their energy resources through a comprehensive approach to control- and information-driven plant-wide energy optimization. With our offerings, customers can gain real-time energy awareness, identify targeted areas to optimize, and improve the efficiency and profitability of operations – all without disruptions to production or quality.



Reduce Waste

Our technology helps customers improve productivity at a lower cost, while at the same time benefiting the environment.



Improve Quality of Goods and Foods

Product consistency is key to maintaining brand equity, batch-to-batch and facility-to-facility. Our software provides scalable, value-based applications to help our customers achieve operational excellence, increase the effectiveness of their supply chain, adhere to regulatory compliance guidelines, and meet their sustainability goals.



Case Studies

Facilitating Positive Outcomes: Edesia

Edesia, a Rhode Island-based nonprofit, sought our help in its work to combat malnutrition around the world. The organization works with farmers to produce high-nutrient foods distributed by humanitarian aid workers in the developing world. Eager for faster, more efficient manufacturing, Edesia turned to Rockwell Automation and our systems expertise. We created state-of-the-art automated processes that helped Edesia feed significantly more people. In 2019 alone, Edesia saw a 20% increase in manufacturing capacity.



“These innovations have helped us lower the cost of our humanitarian processes. This means reaching more children. We thank Rockwell Automation for its support and partnership. May we together continue to find ways to do more, to build a world where all children are well-nourished.”

— MARIA KASPARIAN, EXECUTIVE DIRECTOR OF EDESIA

Enabling Renewable Energy: Hydro Tasmania

Flinders Island is located about 150 miles south of the mainland of Australia. Working with Hydro Tasmania, a local renewable energy company, Rockwell Automation helped the island break its dependence on expensive and polluting diesel fuel for generating electricity. Rockwell Automation technology was installed in a new “Hydro Energy Hub” that converted the island into a land-based version of a hybrid vehicle. The environmentally friendly generating system switches to 100 percent renewable solar and wind energy when conditions allow, and relies on a mix of renewable sources and diesel fuel when necessary.

The hybrid system uses Rockwell Automation ControlLogix® and CompactLogix™ solutions that provide seamless integration of control and communications, FactoryTalk® Viewpoint technology that gives operators access to vital real-time information, and FactoryTalk® Historian that provides historical data for analysis and diagnosis.





Creating Eco-Friendly Solutions: Electric Vehicle Innovation Center

In the summer of 2019, we opened our Electric Vehicle (EV) Innovation Center in San Jose, California. In this hands-on environment, we feature live demonstrations and technology trials that help automotive startups and established manufacturers deliver EVs to market faster with fewer risks and more seamless operations.

By 2040, 57% of new passenger vehicle sales are expected to be electric, according to Bloomberg New Energy Finance¹. With our EV solutions and offerings, Rockwell Automation is helping EV manufacturers get their products to consumers quickly and at lower cost.



Powering Life Sciences: Advanced Regenerative Manufacturing Institute (ARMI)

Rockwell Automation has committed \$10 million to biofabrication – the automated production of tissues and organs. Our investment is part of the Department of Defense’s new public-private Manufacturing USA initiative, the Advanced Regenerative Manufacturing Institute (ARMI), of which we were a founding partner.

Our task is to use data and analytics to increase production of technologies that make production of artificial organs and tissues possible. We aim to integrate this new science with production techniques that contribute greater capacity, speed, and quality to the development of new tissues and organs.

These technologies have the potential to profoundly improve the quality of life for civilians and members of the armed services. Together, ARMI and Rockwell Automation are leveraging technology and medicine to expand this process, enabling life-changing healthcare to move beyond the lab and into patient care.

Solving Wastewater Dilemma: City of Lima, Ohio

When wastewater treatment systems are overwhelmed by significant amounts of rain, untreated wastewater often overflows into nearby rivers and streams. This was the problem that Lima, Ohio, faced before Rockwell Automation stepped in to help.

Rockwell Automation’s technology solutions modernized the city’s wastewater treatment facility, increased its capacity from about 53 million gallons to 70 million gallons per day, and significantly reduced environmentally damaging overflows. Overflows into the Ottawa River, which used to occur multiple times a month during rainy periods, have become a rare event.

Additionally, our systems dramatically improved the flow of vital information throughout the water treatment facility, making it easier for plant operators to identify and respond to potential problems. The installation of new industrial managed switches improved data collection and provided a quick view into the health of the plant.



In addition to the positive environmental impact, the modernization has delivered economic benefits. The city has saved on overtime pay, with workers no longer having to stay late or report for duty after hours to deal with issues because problems can be identified and addressed remotely. The upgraded treatment plant has also seen a significant reduction in costly downtime.

City officials say they intend to use similar information control systems in any future wastewater project.

SUSTAINABLE COMPANY



To expand human possibility and contribute to a more sustainable world, we recognize we must start from within. Innovation and integrity are part of our culture. Rather than fearing change, we embrace its possibilities. We know how to connect the imaginations of people with the potential of technology to make the world work better. More intelligent. More connected. More productive.

To do so, we are committed to a culture that ensures that every day, people feel comfortable bringing their authentic selves to work.

We have a continued emphasis on winning the right way through a culture of integrity, as we provide long-term value for our customers. Our culture of integrity is a competitive advantage and a way to differentiate ourselves to our customers, partners, shareholders, and employees. Our reputation helps us recruit the best talent, and helps us retain the great employees who already call Rockwell Automation home. We are proud to be a responsible company, inside and out.



Ethics and Integrity

Our commitment to ethics and integrity is unshakeable. Our culture of integrity is the foundation of our success and one of the key reasons we have been a respected business leader for over a century. We embrace honesty, fairness, equality, and responsiveness as guiding principles, and view integrity as an underlying value in every business transaction. We value each person, and we build enduring relationships.

Our commitment to responsible business practices is absolute. Our ethics and compliance program is robust, and our Code of Conduct, which applies to all of our 23,000 global employees and our Board of Directors, establishes the rules that we follow and provides a framework for all of our decisions and actions.



2019

Ethisphere Institute World's Most Ethical Companies

Rockwell Automation was recognized in 2019 by the Ethisphere Institute for the eleventh year as one of the World's Most Ethical Companies. The award in 2019 was granted to 128 global companies that profoundly illustrated how they are the driving force for improving communities, building capable and empowered workforces, and fostering corporate cultures focused on ethics and a strong sense of purpose.





Ombuds Program

Our Ombuds program is one of the pillars

of our ethics and compliance program. It provides all employees a safe, reliable way to report allegations of behaviors that run counter to our policies, including our Code of Conduct. It guarantees anonymity, protects against retaliation, and provides a direct reporting channel to the Audit Committee of the Board of Directors. It is an important and effective demonstration of how we empower our 23,000 employees to live our values every day.

We were one of the first corporations in America to implement an Ombuds program; it has been an important part of our corporate culture since 1985. Through our Ombuds program, we not only empower our employees to do the right thing, but also live up to our well-earned reputation as a company that holds ethics and integrity as our North Star.



“From our manufacturing facilities to our chairman’s office, ethics and integrity serve as the foundation of all of the work we do at Rockwell Automation. And it is because of this foundation that our employees love to work here and our customers trust us for their continued success.”

— GARY BALLESTEROS, VICE PRESIDENT, OMBUDS



Annual Integrity Champions

Rockwell Automation’s 13th Annual Integrity Champion Award recognizes employees whose actions in the course of their work employ our integrity value.



Andrea Mon,
Senior Legal Counsel for Latin America

After delivering an in-person training in Mexico, Andrea was approached confidentially by a female employee who reported sexual harassment. Andrea encouraged her to report to the Ombuds and assured her that she would not be reprimanded for doing so. Rockwell Automation launched an investigation, during which the company confirmed the inappropriate conduct and ultimately terminated an employee. Andrea’s actions show the impact that each and every one of our employees can have in creating a work environment where everyone is safe, treated with respect, and can do their best work.



Kelly Krieg,
Assistant Corporate Controller

Kelly witnessed a potential case of sexual harassment in the workplace. He took steps to intervene, encouraged the female employee to report the incident to the Ombuds, and independently reported what he saw. Kelly’s actions not only provided needed support to a colleague, but also facilitated Rockwell Automation’s ability to appropriately address conduct inconsistent with our values through disciplinary action and training.

Annual Ethics Training

Each year, every single one of our almost 23,000 Rockwell Automation employees, plus our contractors, around the world complete the company’s ethics training. Of those people, more than 4,000 also completed a voluntary survey in 2019. We wanted to know whether our people believe Rockwell Automation is a leader in responsible business practices, and we asked them to identify areas where the company could improve. The results overwhelmingly validated our high standards for integrity and the effectiveness of our training. Nine out of ten employees said their managers were ethical and honest. A similar number said they believed the company would fully investigate a claim of unethical behavior.

ANNUAL ETHICS SURVEY RESULTS

87%

If I raise a concern about unethical behavior, I believe the company will fully investigate it

86%

I believe disciplinary actions are taken when individuals engage in unethical behavior or misconduct at the company

91%

My manager is ethical and honest

89%

I believe leadership within my department sets the right tone for the organization to follow our Code of Conduct and the law

84%

I believe the rules and discipline for unethical conduct are the same for all employees, regardless of seniority, title, or other reason



Environmental Performance

We believe it is important for all companies

to think about their role in global efforts to limit climate change. This is why we are committed to environmental stewardship. Whether we're celebrating Earth Day or conducting regular internal compliance audits, we focus our conservation efforts on reducing energy, waste, and water use and meeting environmental standards at each of our facilities. In addition, we meet product environmental compliance requirements in all the countries where our products are manufactured.

We strive to run our operations with maximum efficiency across all areas of our business. We have long understood that making efforts to measure, manage, reduce, and report on greenhouse gas emissions is important to our business and to our

stakeholders. Our focus has been on investing in programs and initiatives to maximize resource efficiency in the areas of energy, water, and waste to reduce demand and emissions.

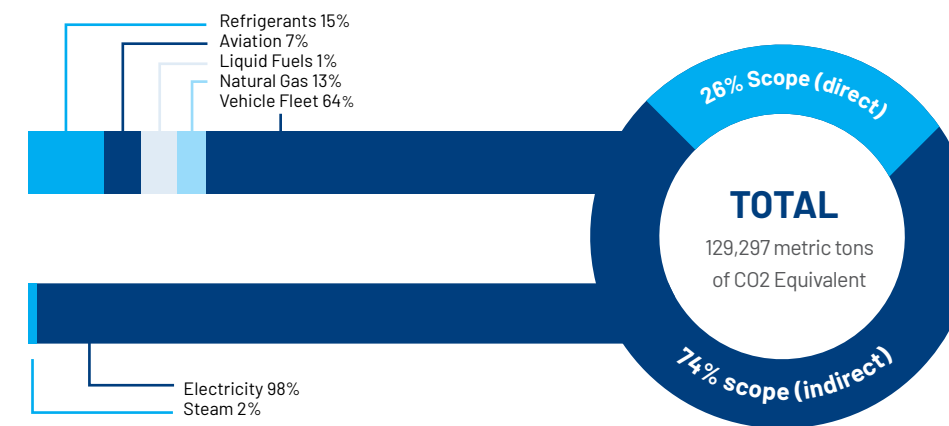
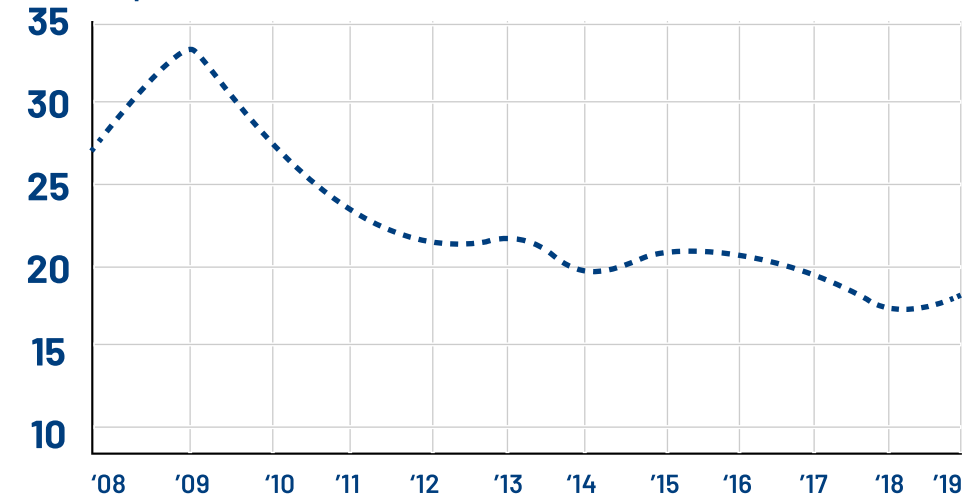
The majority of our manufacturing facilities are certified to meet international environmental, health, and safety standards – ISO 14001 and OHSAS 18001 – and we aim to have all of our manufacturing locations certified to the latest standards by end of 2022. Our focus on operating above and beyond compliance is supported by robust processes. In 2019, we conducted 45 internal environmental, health, and safety compliance audits. In addition, we are proud to report that we had seven regulatory inspections at our facilities with zero citations or fines issued.

Most of our energy use is electrical, used to light, heat, and cool our buildings. That means the majority of our CO2 emissions are indirect, generated at utilities, not our facilities. Moreover, our corporate headquarters in Milwaukee was certified to LEED for Existing Buildings, and we make use of a green roof and an innovative steam and chiller system to reduce our carbon footprint.

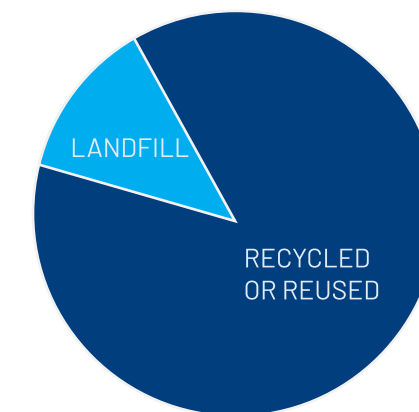
In 2019, Rockwell Automation introduced a pilot program in the United States to add hybrid cars to our company fleet, further reducing our carbon footprint. The hybrid cars were offered to recent college engineering graduates joining our Sales Trainee program.

Environmental Performance Stats

Normalized emissions trend scopes 1 & 2



WASTE GENERATION:



WATER WASTE:

83.9M
gallons, lowest use in five years

Commitment to Safety

Our people are our most important asset.

That is why the safety and health of our employees is a top priority. We strive for zero workplace injuries and illnesses and operate in a manner that recognizes safety as fundamental to Rockwell Automation being a great place to work. We encourage and engage our employees to participate in developing and maintaining exemplary health and safety management systems and performance. And we proactively work to implement best practices. We are proud of what we have achieved through our safety programs but know we can always do better. Because even one injury is too many.

This year, we continued to reduce the

number of recordable injury cases and are proud of our results that are far below industry standards. In 2019, we achieved 0.37 cases per 100 employees, exceeding our goal of 0.40.

While safety training and education sessions are standard practice for employees, we look for creative ways to engage our workforce and implement effective safety programs. For example, our Gdansk, Poland team used goggles to simulate the effects of alcohol and drugs and our Tecate, Mexico team launched a campaign focused on mitigating the risk of hand injuries on the factory floor.

Safety Record

Participation with US SmartWay Recognition for Wisconsin Green Master for 6th time APBC Singapore earned the Excellence Award for Health and Safety for the 9th time



ReFlex® Environmental Packaging

Reflex Packaging, a company that manufactures and sells packaging using 100% recycled plastic, won Rockwell Automation's Innovative Supplier of the Year Award. Reflex Packaging helps Rockwell Automation adhere to our 3R Rule — reduce, reuse, and recycle — by ensuring our products are packaged economically and in a way that minimizes solid waste and adverse effects on the environment. Reflex also partners with us to create new designs that best suit our evolving packaging needs.

Supplier Relationships

Our suppliers are true partners.

We build a diverse pool of suppliers that are leaders in their fields, and we take the long view to ensure that they can help us meet our sustainability goals now and in the future. To do so, we conduct quarterly business reviews with suppliers that address both sustainability and ethical business practices. We have a Supplier Code of Conduct for all of our suppliers, setting the same standards for them that we set for ourselves.

Supplier Diversity

In fiscal year 2019, Rockwell Automation spent \$345 million with diverse suppliers, including small, veteran-, minority-, woman-, and LGBT-owned businesses, representing a \$40 million increase over fiscal year 2018. Of this \$345 million, \$107 million was spent with minority- and woman-owned business enterprises, representing a \$30 million increase over fiscal year 2018.

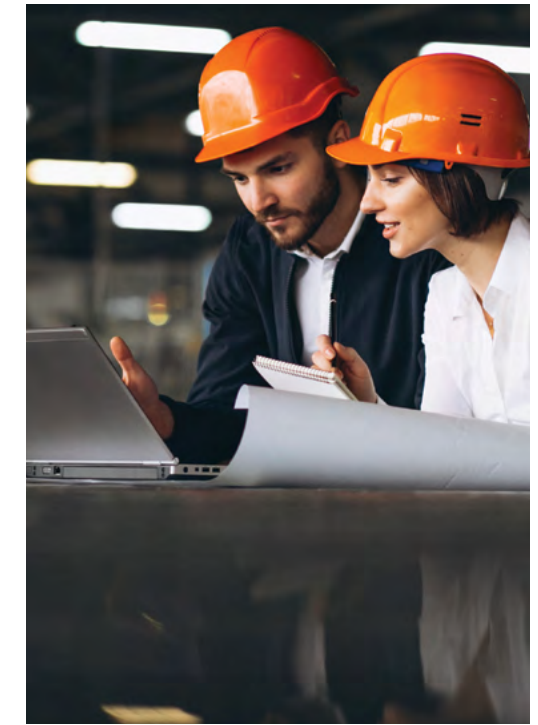


Partnership With Distributors



Our distributors are a critical part of how we deliver value and support to our global customers. Although their knowledge of our products, services, and solutions is essential, it is their commitment to responsible business practices and building long-term, trusting relationships with us and our customers that makes all the difference. That's why we expect all of our distributors to comply with governing laws, adhere to our ethical standards, and follow our PartnerNetwork Code of Conduct, a set of rules similar to the Code of Conduct that applies to our own employees.

We also partner with our distributors on programs that make a difference in their businesses, our business, and in our broader communities. We work together on workforce development initiatives to build a vibrant talent ecosystem. We've also extended our diversity and inclusion resources to distributors who are building their own inclusive cultures. It is this type of partnership — built on a commitment to our shared values — that enables us all to operate with uncompromising integrity.



“Rockwell Automation has perhaps been the single largest influence on our company in the past 20 years. Fair business commitments combined with resources committed by Rockwell Automation with the intent of making us a better supplier have provided Saturn Electronics innumerable opportunities for growth and improvement over the years. We are certainly glad and appreciative of being a committed supplier to Rockwell Automation for the past and future years.”

— MR. YASH SUTARIYA, PRESIDENT OF SATURN ELECTRONICS

Voice of our Employees

Rockwell Automation knows that a company is only as strong as its people. We are proud to have a company culture that is focused on ensuring all employees can and want to do their best work. We value each of our employees' skills, expertise, and backgrounds because diverse perspectives and experiences are the foundation for great collaboration and results. Our people's passion for their work makes the difference for our customers every day, and their care for each other fuels our inclusive culture. This is why we invest in our employees around the world.

One way we capture employee feedback is through our annual Employee Engagement Survey, known as Global Voices. Our top scores on the survey are consistently tied to ethics, safety, and respect/belonging. Our Employee Engagement Index (EEI) measures the overall perceptions of our workforce. Our score remains steady and strong at 76%; this is above the global norm of 72%.

We are proud of this positive feedback but understand that a survey is just one way to engage with our employees. We make it a priority to find ways to further amplify

our employee voices and ensure they're heard by leadership. At Rockwell Automation, the opinions, feedback, and ideas of our employees matter. Taking action on that feedback is important too.

In 2019, we decided to dig into two areas of opportunity that surfaced in Global Voices feedback: barriers to execution and processes. Our goal was to understand how our employees get work done efficiently and what barriers they face. We wanted to know what we could do from a corporate level to make the day-to-day job experience more enjoyable and how we could make our efforts more uniform from office to office. We randomly selected 300 employees from around the world to discuss these key topics in small group sessions with senior leadership. We are open to new ideas – from our customers, from acquisitions, from our smart people. When we partner together and share ideas, we achieve innovation. And that's exciting. Together, our goal is to build a culture where everyone can and wants to do their best work.

Global Voices Survey Response

"I've worked for Rockwell Automation for almost 30 years. I take pride in working for a company with a reputation for strong ethics and dedicated employees. I'm lucky to be doing something I love for so long."

— ANONYMOUS EMPLOYEE QUOTATION



Culture of Inclusion

At Rockwell Automation, we value our diverse

and inclusive culture. It allows us to leverage innovation and teamwork while we deliver on our commitments to employees, customers, and shareholders. Our people are the foundation of all we do. Creating an environment where all employees perform at their best is fundamental to our success.

Teams that include people with diverse perspectives, backgrounds, experiences, skills, and capabilities make better decisions and deliver better results. With that in mind, we continue to increase the gender, racial, and ethnic diversity of our workforce. We have increased representation of women and people of color at all levels over the past five years. We keep diversity top of mind, including through scorecards that allow our leaders to measure our global gender diversity and our ethnic diversity in the U.S. We strive to represent the communities where we live and work.

Across the globe, we view inclusion as core to our identity. We are creating an inclusive culture by drawing attention to how our differences add value to our interactions, and by identifying and removing barriers that may exist in our processes, procedures, and everyday interactions.

To ensure employees at all levels of the organization are engaged in our culture of inclusion journey, we introduced a "Culture of Inclusion Topic of the Month Toolkit." This is a conversation starter for employees to engage in a healthy dialogue on a variety of diversity and inclusion topics, such as inclusive leadership and mitigating unconscious bias.

Our focus on Culture of Inclusion Awareness and Learning is a cornerstone of inclusion work at Rockwell Automation and centers on increasing awareness of the impact and value of differences and group dynamics and impact of privilege. We offer a variety of activities that support continuous evolution of inclusion in the workplace.

In total, we've had 1,050+ leaders attend 4-day Learning Labs and 5,000+ employees attend 2-day Summits. A other few ways we engage and support our employees include:

- Training on How to Mitigate Unconscious Bias
- Conscious and Inclusive Leadership Training; over 3,500 leaders have taken part
- Bystander Intervention Training
- Courageous Conversation Scenarios

We also take these conversations outside our own organization, engaging our suppliers, distributors, and even customers on inclusivity topics. At Automation Fair, the Culture of Inclusion team



partnered with business leaders throughout the organization and hosted "Bold Conversations on Inclusion & Diversity," using 10 fireside chat sessions to tell the Rockwell Automation story and share best practices with thousands of attendees.

EMPLOYEE RESOURCE GROUPS BY THE NUMBERS

13 ERGS
57 CHAPTERS
20 COUNTRIES
6K+ MEMBERS

"In this day and age, there is a growing dialogue in the world regarding people and their rights. Employee Resource Groups drive to maintain an inclusive corporate culture in an increasingly exclusive world."

— REEM TRIVEDI, HR BUSINESS ADVISOR, UNITED ARAB EMIRATES AND MEMBER OF THE PROFESSIONAL WOMEN COUNCIL — EMEA

BOARD DIVERSITY NUMBERS: Three out of rockwell automation's ten board members are female — 30% — and one out of rockwell automation's ten board members is african american - 10%.



PAM MURPHY
CHIEF EXECUTIVE OFFICER
IMPERVA, INC.



PATRICIA A. WATSON
CO-PRESIDENT, ENTERPRISE
COLLABORATION
INTRADO CORPORATION



LISA A. PAYNE
FORMER CHAIRMAN OF THE
BOARD, SOAVE ENTERPRISES
AND PRESIDENT
SOAVE REAL ESTATE GROUP



J. PHILLIP HOLLOMAN
RETIRED PRESIDENT & CHIEF
OPERATING OFFICER
CINTAS CORPORATION

GLOBAL GENDER – FY19

BASED ON 8K+ U.S. EMPLOYEES

Women	30.8%
Men	69.2%

PEOPLE MANAGERS

Women	23.9%
Men	76.1%

ENGINEERS

Women	13.1%
Men	86.9%

INDIVIDUAL CONTRIBUTORS

Women	36.5%
Men	63.5%

MANUFACTURING ASSOCIATES

Women	46.4%
Men	53.6%

U.S. RACE & ETHNICITY – FY19

BASED ON 8K+ U.S. EMPLOYEES

Black / African American	7.0%
Asian	9.2%
Hispanic / Latinx	4.9%
White	77.6%

PEOPLE MANAGERS

Black / African American	4.4%
Asian	7.5%
Hispanic / Latinx	5.2%
White	82.1%
Multiracial, Native American and Pacific Islander	0.8%

ENGINEERS

Black / African American	4.1%
Asian	11.7%
Hispanic / Latinx	4.7%
White	78.4%
Multiracial, Native American and Pacific Islander	1.1%

INDIVIDUAL CONTRIBUTORS

Black / African American	6.6%
Asian	6.0%
Hispanic / Latinx	5.7%
White	80.3%
Multiracial, Native American and Pacific Islander	1.4%

MANUFACTURING ASSOCIATES

Black / African American	16.5%
Asian	13.7%
Hispanic / Latinx	3.1%
White	64.8%
Multiracial, Native American and Pacific Islander	1.9%

Culture of Inclusion

Spotlight on Black Executive Leader Network

In late 2018, Rockwell Automation formed the Black Executive Leaders (BEL) network, a council for all black Rockwell Automation leaders at or above a director level. The mission of Rockwell's BEL is to shape our discourse and direction, so it reflects the perspective of the company's black employees. BEL is dedicated to developing a pipeline of black executives who will strengthen the company and inspire the communities where Rockwell Automation employees live and work.



Professional Women's Council of Latin America

The Rockwell Automation Professional Women's Council (PWC) was initiated in the United States in 1994 with the aim of inspiring women and accelerating their professional development. Since then, PWC has expanded to 27 chapters in 18 countries around the world.



The PWC of Latin America aims to continue its work to address the challenges women face, position women for success, recognize women's accomplishments, and create equal opportunities for women. In 2019, the PWC of Latin America adopted an empowering objective: "Value our differences, own it, and make a change." A weekly publication was introduced for female colleagues to share their

challenges, contributions, and lessons learned in an effort to create a safe learning community. In Peru and Chile, there were sessions on effective communication, and in Argentina, there was a talk on career development. The PWC in Mexico and Brazil developed "Dream Crazier," a video

that spotlights the significant contributions of and achievements by women within the company. Together, these efforts support Latin American women, build their confidence and help to achieve their career goals.

Our Commitment to a Safe and Equitable Workplace for LGBTQ Workers

Spotlight on National Gay and Lesbian Chamber of Commerce

An inclusive workplace is of critical importance to us, and our involvement with outside organizations helps us focus on the broader talent ecosystem, including the workplaces of our suppliers, distributors, partners, and customers. This is why Rockwell Automation is a corporate partner of the National Gay and Lesbian Chamber of Commerce (NGLCC), as well as a gold founding member of the Wisconsin LGBT Chamber of Commerce.



Amicus Brief

In July of 2019, Rockwell Automation signed a "friend of the court" brief alongside 206 major corporations in support of LGBTQ workers that Human Rights Campaign, Lambda Legal, Out & Equal, Out Leadership, and Freedom for All Americans filed with the U.S. Supreme Court. The high court is considering a trio of cases that could determine whether LGBTQ people are protected from discrimination under existing federal civil rights laws. This landmark brief has more corporate signers than any previous business brief in an LGBTQ non-discrimination case.

Human Rights Campaign

Rockwell Automation is one of 266 members in the Business Coalition for the Equality Act. This coalition supports the Equality Act, federal legislation that creates clear, consistent protections to prohibit discrimination on the basis of sexual orientation and gender identity in employment, ensuring that LGBTQ employees are hired, fired, and promoted based on their performance.

Rockwell Automation also earned a 100% on the Human Rights Campaign's Corporate Equality Index measuring LGBTQ workplace equality. This marks the seventh year Rockwell Automation has earned a perfect score on the index.



SUSTAINABLE COMMUNITIES

An essential part of creating a more sustainable future is investing in the communities where we live and work. Our mission is to provide our community partners with access to resources that enhance productivity and sustainability. In addition to monetary and in-kind support, we provide thought leadership by serving on nonprofit boards to amplify our investments. Together with our employees, we expand human possibility through volunteerism in our communities.

Rockwell Automation's philanthropic priorities are based on industry, company, and community needs. This approach makes the best use of our capabilities and improves the quality of life in our communities. As a result, we are especially passionate about education and workforce development. Our efforts in this area are focused on every stage of the educational journey – starting as early as kindergarten all the way to post-graduate education. We want to help inspire innovative thinkers and problem solvers who reflect the diversity of our customers and community partners. We help to improve and increase access to STEM education, particularly among young women and underrepresented groups.

While our main charitable focus is STEM education, we contribute to the vibrancy and sustainability of our communities in many other ways. We build positive, proactive connections by supporting programs that focus on equity and inclusion, sustainable community, and disaster relief and recovery.

With deep ties to Milwaukee, Rockwell Automation is dedicated to making a difference in the community where we are headquartered. We are proud to be a catalyst for progress in our own backyard, whether through partnerships with local public schools and universities or through opening Harbor View Plaza, a new waterfront recreational space for families to enjoy.

Beyond Milwaukee, we are using our global reach and harnessing the power of employees around the world to make a positive impact on the lives of others, leaving a legacy of which we can be proud.



We build positive, proactive connections in communities by focusing on four major areas:

52%

STEM Education

To prepare the world's innovators and makers of the future, we focus on improving and increasing STEM education programs, particularly among women and underrepresented groups.

29%

Equity & Inclusion

It's a big world. And the more we include diverse perspectives in business decisions, the better we meet changing demands. That's why we support organizations and opportunities that increase diversity and allow employees to develop an understanding of the social, economic, and educational challenges in our communities.



18%

Talent Engagement

We understand the important role our company plays in the vibrancy and sustainability of communities where we have a major business presence. We proudly support programs that provide basic services, offer arts and cultural opportunities, and foster civic leadership.

1%

Disaster Relief & Recovery

Making a difference starts with meeting the basics. We respond to natural disasters affecting communities where our employees, customers, and business partners live and work.

Employee Volunteer Awards

Each year, we recognize and reward employees who exemplify the best of the human spirit – serving others to create a better world. Two nominees are selected as winners in each category. Winners receive a \$5,000 contribution to the nonprofit organization of their choice.



ENGINEERING OUR FUTURE™ AWARD WINNERS

Engineering our Future™ Awards celebrate dedication and commitment to STEM education and building a pipeline of talented and skilled employees.



Brian Farrell
Milwaukee, WI

Volunteer Organization: *FIRST*

Brian has mentored *FIRST* teams for the past 15 years, primarily working with high school students in *FIRST* Robotics Competition.



Magui Garcia
Argentina

Volunteer Organization: *FIRST*

Magui's passion, determination, and ingenuity led to the launch of the first Rockwell Automation sponsored *FIRST* LEGO League Team from Argentina.

HOMETOWN HERO AWARDS

The Hometown Hero Award recognizes volunteer efforts to improve their immediate community.



Marcus Taylor
Milwaukee, WI

Volunteer Organization: *Lead2Change*

Through *Lead2Change*, Marcus helps Milwaukee Public School students gain the skills and tools needed to be successful after high school.



Adriana Castenada Luna
Mexico

Volunteer Organization: *Damas Voluntarias de la Cruz Roja Mexicana and Fundación Lazos*

Adriana's volunteer spirit is contagious, and she has rallied groups of employees to support community activities.

United Way Of Greater Milwaukee & Waukesha County "Seasons Of Caring"

\$2.8M DONATED

Together, through company and employee contributions, Rockwell Automation contributed \$2.8 million to the United Way of Greater Milwaukee and Waukesha. Our Chairman & CEO, Blake Moret, a member of United Way's board of directors, was a co-chair of the community-wide campaign, which surpassed its goal by raising \$56 million.



K-12 Education

FIRST (For Inspiration and Recognition of Science & Technology)

Through the *FIRST* program, we are inspiring young minds globally with a focus on regions and communities with limited access to technology career opportunities. Rockwell Automation supported 221 teams across all *FIRST* programs with at least one of our employees providing mentorship for each team. In addition, more than 300 Rockwell Automation employees volunteered to support *FIRST* teams and competition events around the world. The team grant program continued to grow with a 10% increase over the prior season. Our strategic partnership has significant leadership support, including our Chairman & CEO Blake Moret, who serves on the *FIRST* board of directors. Since 2006, we've been a *FIRST* strategic partner and committed more than \$27 million in cash and in-kind product support.

In Latin America, an impressive cross-departmental employee group built our *FIRST* relationship in Argentina. The team provided mentorship to a *FIRST* LEGO League (FLL) team and also provided 20 judges and referees to the FLL national competition. In their first year as an FLL team, Flecha Cosmica made it to the *FIRST* World Championships in Houston, Texas.



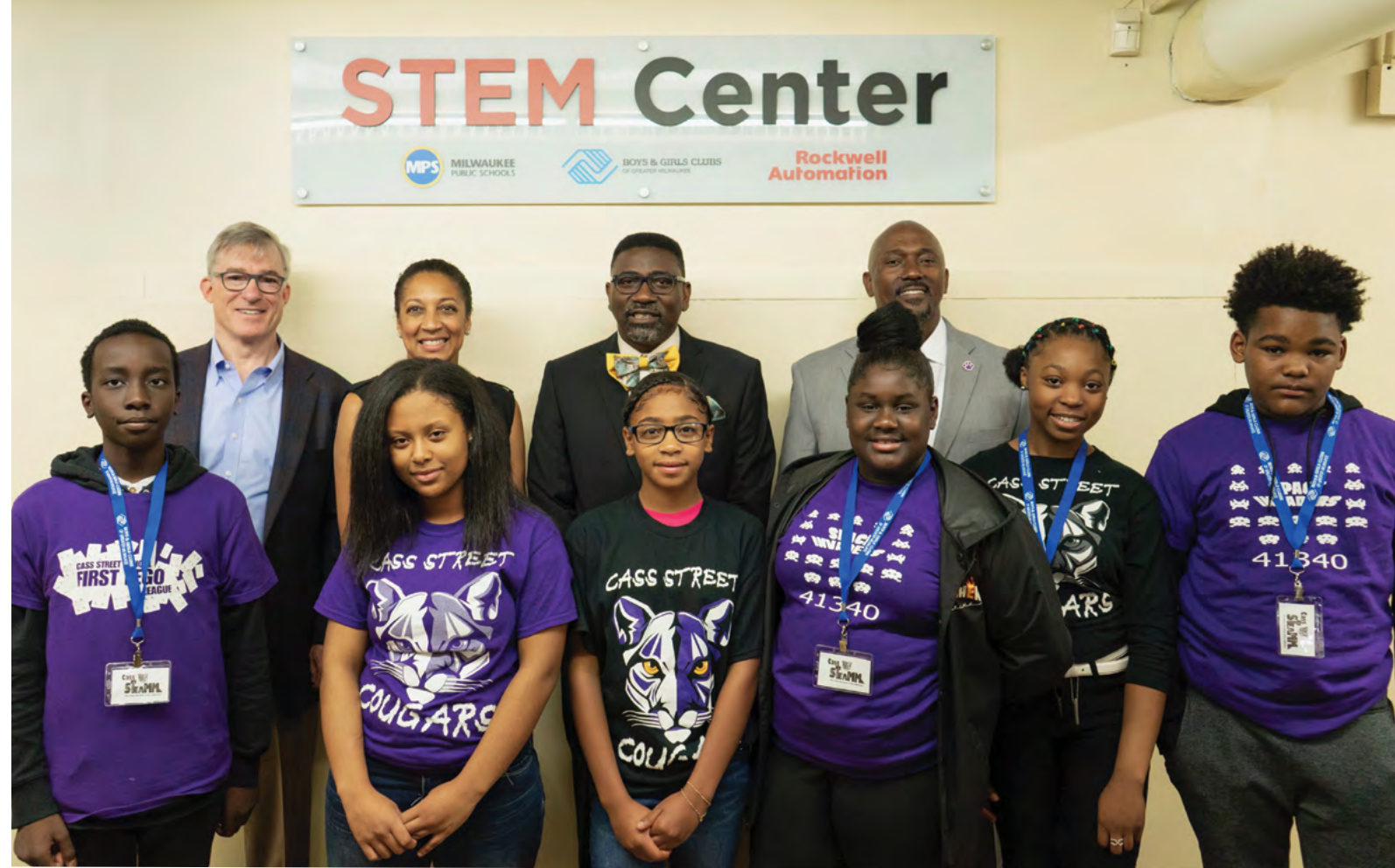
You Make It Challenge

Rockwell Automation launched its inaugural You Make It Challenge, a national innovation competition in which children from across the United States developed innovative ideas to make the world better.

The top three finalists teamed up with a Rockwell Automation mentor to develop their ideas and pitch them during our 2019 Automation Fair. The winner was Louisa Wood and her smart sump-pump system. Louisa is a senior at Nicolet High School in Glendale, Wisconsin, and is a member of her Rockwell Automation-sponsored high school *FIRST* Robotics Competition team.

When asked what prompted her innovation, Louisa said she has long been passionate about STEM fields and computer science, and when her basement flooded it prompted her to apply her passions to solve a problem.





The MIND Research Institute – Closing Math Achievement Gaps

Rockwell Automation is proud to partner with the MIND Research Institute (MIND) in its mission to empower today's students with the math and problem-solving skills they'll need to become the next generation of STEM professionals. We have supported MIND's efforts through the years by investing in ST Math, Mind's visual instructional math program for pre-K to eighth-grade students, as well as general operating support for the organization, professional development, MathMINDS Games, and research and development. And in 2019, our Senior Vice President, Chief Legal Officer and Secretary Rebecca House joined MIND's board of directors.



STEM Center for Cass Street School students

In October of 2019, a new STEM Center opened at Cass Street School in the Milwaukee Public School district. In addition to providing a grant of \$130,000 to support the opening of the Center, Rockwell Automation has partnered with the school for the past five years, providing mentorship, event support, and volunteers.

Higher Education: University Partnerships

We have robust partnerships with universities

all over the world. Through these partnerships, we help educators understand our needs for future talent and we share our own expertise and knowledge with students. Our involvement brings concepts to life and cultivates interest in engineering and manufacturing careers.

In 2019, we expanded our traditional four-year university relationships to a number of technical colleges in Wisconsin, working with educators to build a curriculum and give access to learning labs for hands-on experience. We also continued our partnership with the University of Wisconsin-Milwaukee to develop the Connected Systems Institute (CSI), making it our most significant educational effort in 2019.



GLOBAL NETWORK OF AUTOMATION LEARNING LABS:

30K
STUDENTS ANNUALLY

150+
LABS (90+ ASIA, 50+ AMERICAS, 5+ EMEA)

Blake Hoskins, Former Rockwell Automation Exchange Student in Shanghai

"I can't stop reminiscing about the unforgettable experiences I've had, the wonderful people I've met, and the incredible people I was able to work with. From working on projects with brilliant like-minded engineering students at Shanghai Jiao Tong University to learning how Rockwell Automation operates globally in China/working closely with many different departments within our JQD Facility has empowered me beyond measure! I feel so fortunate to have been able to experience something like this so early on in my career."

Michael Cook, Director Global Academic Organization

"Through our university relations programs, we work with educators to enrich the university programs and help students identify potential career paths while also maturing their soft skills. We expose students to meaningful career possibilities and connect their learning with understanding real world outcomes such as making a lifesaving pharmaceutical or reducing waste through optimizing systems to be more sustainable."

The CSI is a learning and research hub focused on the industrial internet of things (IIoT). This technology makes it possible for everyday objects to work together by sending and receiving data, and in turn, enhance manufacturing and industrial processes. By 2021, the IIoT market is estimated to reach \$124 billion, and CSI aims to give Wisconsin companies a competitive advantage. To do so, CSI is focused on developing a workforce capable of excelling in the internet connected-systems environment.

Looking for the next generation of leaders in STEM, Rockwell Automation offers an international student exchange program that is designed to help launch meaningful careers. Through this program, college students can join one of our global offices and develop their professional skills through projects tailored to their areas of interest and expertise. During the course of the program, we focus on recognizing and celebrating the creativity and fresh ideas of these students.



Ongoing Education

Academy of Advanced Manufacturing (AAM)

The U.S. military puts soldiers through boot camps to prepare them for their armed service. At Rockwell Automation, in partnership with Manpower Group, we are putting U.S. veterans through another training program to equip them with the skills needed for successful careers after the military.

The 12-week training program offers technical education in Rockwell Automation's state-of-the-art facilities in Milwaukee and Cleveland. In 2019, we increased the number of AAM training sessions to six, preparing more servicemembers to succeed in today's digitized manufacturing environment. Through AAM, Rockwell Automation ensures the future of manufacturing by helping to fill the skills gap. And it expands opportunities for American veterans who put their lives on the line to protect our country.

Since its inception in 2017, 170 veterans have graduated from AAM and many have secured well-paying positions as Rockwell Automation Certified Instrumentation, Automation and Controls Technicians. Thermo Systems, an automation solutions provider, hired 11 AAM graduates in 2019. One AAM graduate went from a job as a barista in the quick service food industry to a better-paying career after just 12 weeks of training in the Academy of Advanced Manufacturing.

Our support for veterans is not limited to helping them develop technical skills. The AAM curriculum also covers professional competencies such as accelerating team performance, communication, navigating change, managing conflict, and presentation skills. During the program, veterans also have access to company resources,

including Rockwell Automation's Employee Resource Groups. Our Military Veterans and Allies Employee Resource Group is specifically focused on providing personal and professional support, coaching, and mentorship to its members.



Community Giving

Companion to Migrant Children in Shanghai

The Rockwell Automation China Charity Committee (RACCC) is an employee volunteer association in China designed to help citizens in need. Since 2017, Shanghai employees have volunteered their time and supported migrant children in an after-school program. Rockwell Automation employees give children one-on-one attention, helping them complete homework in a secure and guided environment. Since its creation, 40 Rockwell volunteers have participated in the project.

RECÍCLAME

RECÍCLAME is a Rockwell Automation Peru project in alliance with Kimberly Clark and a local nonprofit group that supports children from Andean communities with food and school supplies. Rockwell Automation Peru employees recycle paper, brochures, invoices, newspapers, flyers, and more at their workplace. Kimberly Clark transforms these recyclable materials into other paper goods. The proceeds of the sale of those paper products are donated to a nonprofit group that purchases school supplies and food for local children. Through this partnership, Rockwell Automation Peru is improving the lives of children in need while encouraging a sustainable solution for used paper goods.



Appendix

SASB REFERENCE TABLE

Responses are for Fiscal Year ended September 30, 2019

The following table provides Rockwell Automation information pertaining to the disclosure topics included in the Sustainability Accounting Standards Board (SASB) standards for the Electrical & Electronic Equipment Industry, which according to SASB most closely aligns with our business. The information in the table and cross-referenced in the table is shared based on the best available data relating to our fiscal year ended September 30, 2019 at the time of publication. In some cases, data is estimated. Rockwell Automation cautions that our statements with respect to current and future potential implications of corporate social responsibility and sustainability topics are subject to numerous important risks, uncertainties, assumptions, and other factors, some of which are beyond our control, which could cause our actual results and business implications to differ materially from those expressed or implied by the information in this table.

Topic	Activity Metric	Category	Unit of Measure	Code	Response/Data/Reference
Energy Management	(1) Total energy consumed as an aggregate figure (2) Percentage of energy consumed from grid energy	Quantitative	(1) Gigajoules (GJ) (2) Percentage (%)	RT-EE-130a.1	(1) Total energy consumed is calculated at 815,000 GJ (2) 77% of total energy consumed is electrical power obtained from grid sources
Hazardous Waste Management	(1) Amount of hazardous waste generated (2) Percentage of hazardous waste recycled	Quantitative	(1) Metric tons (2) Percentage (%)	RT-RR-150a.1	(1) Total amount of hazardous waste generated is 665 metric tons. (2) 2.6% of the hazardous waste is recycled. Only 8% of the hazardous waste is landfilled, with the remaining waste incinerated or receiving physical/chemical treatment.
	(1) Number and aggregate quantity of reportable spills (2) Quantity recovered	Quantitative	(1) Number (2) Kilograms (Kg)	RT-EE-150a.2	(1) Experienced zero (zero events/zero kg) reportable spills (2) Not Applicable
Product Safety	(1) Number of recalls issued (2) Total Units recalled	Quantitative	Number	RT-EE-2501.1	(1) Zero voluntary or involuntary recalls under the U.S. Consumer Product Safety Commission or U.S. Food and Drug Administration requirements, as Rockwell Automation products are not in scope for those regulations. We also determine and communicate a Product Notice, potential non-safety product quality or reliability concerns that could significantly impact our customers. Product Notice includes nature of the concern and necessary steps to resolve the concern. In FY19, we had 14 occurrences of Product Notice communications. (2) None
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	United States Dollar (USD)	RT-EE-250a.2	\$14,150,000 related to product liability claims.
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	Percentage (%)	RT-EE-410a.1	46% of products, based on information provided by suppliers. Product Environmental Compliance
	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	Quantitative	Percentage (%)	RT-EE-410a.2	Not applicable. Rockwell Automation products are not in scope for ENERGY STAR
	Revenue from renewable energy-related and energy efficiency related products	Quantitative	United States Dollar (USD)	RT-EE-410a.3	\$1.7 billion
Material Sourcing	Description of the management of risk associated with the use of critical materials	Discussion	N/A	RT-EE-440a.1	Rockwell Automation's products utilize a variety of critical materials found in most electronic equipment. We continually evaluate risk around critical materials such as Rare Earth Elements (REE) and management of commodities such as copper and silver. We work to balance costs and risks related to the changing market and supply. In all situations, we implement appropriate risk mitigation efforts in order to ensure the availability of product. This is accomplished through 1) our Crisis Risk Monitoring Program that alerts us to issues with our supply base as well as any geopolitical concerns, 2) unique stocking strategies for at risk material, and 3) approving multiple sources for material whenever possible. Rockwell Automation purchases critical material both directly for our production needs as well as through our assembly partners. When engaging with either type of supplier, the Sourcing organization leverages Rockwell Automation's Supplier Code of Conduct to set clear expectations related to conducting business, worker safety, and environment/social responsibility. This Supplier Code of Conduct is standard in all of our purchase agreements. • Rockwell Automation Supplier Code of Conduct
	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	Discussion	N/A	RT-RR-510a.1	Our Ethics and Compliance Program is designed consistent with best practice and regulatory guidance and is focused on promoting our culture of compliance, ensuring all employees conduct business with the highest standards of ethics and compliance, and implementing procedures to prevent and detect unlawful or unethical conduct, including corruption, bribery, and anticompetitive behavior. Key elements and aspects of this program include: • Governance: Established Ethics and Compliance organization, an Ombuds Office, and internal committees comprised of senior leadership to provide an organizational framework. Ethics and Compliance team has direct reporting line to the Board of Directors, which provides oversight of the program and any issues relating to Senior Executives and directors. Global Code of Conduct that applies to all employees and directors and prohibits corrupt acts, bribery, and anticompetitive behavior. PartnerNetwork Code of Conduct and Supplier Code of Conduct that similarly prohibit corrupt acts, bribery, and anticompetitive behavior. Global Anticorruption Policy applies to all employees and any companies that supply goods and services or develop, market, or buy and sell products or services on our behalf, and prohibits corruption in all forms. • Risk Identification: Established Compliance Review Boards in certain jurisdictions to monitor issues and identify and escalate risks, and a process pursuant to which we conduct periodic compliance risk assessments in each business unit and geographic region of the company. • Training & Communication: Annual ethics and compliance training that covers corruption, bribery, and anticompetitive behavior for all employees, as well as targeted training based on roles, geographic location, and other risk factors. Regular communication cadence from Ethics and Compliance team, leaders, and managers to employees regarding ethics and compliance, including conducting business in compliance with all laws and regulations. • Monitoring: Implemented risk-based mitigation programs such as third-party due diligence system to evaluate, vet and train key partners and other third parties on an annual basis. • Reporting & Investigation: Well-established Ombuds program that includes confidential hotline and other reporting mechanisms and robust investigation processes to identify and address potential misconduct. • Measuring Effectiveness: The control elements of our Ethics and Compliance Program are audited annually by both internal and external auditors. In addition, awards such as Ethisphere's World's Most Ethical Companies, won by Rockwell Automation twelve times, are obtained only after a rigorous application and evaluation process run by independent compliance experts. • Rockwell Automation Code of Conduct • Rockwell Automation Supplier Code of Conduct • Rockwell Automation Partner Code of Conduct • Rockwell Automation Anti-Corruption Policy
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	United States Dollar (USD)	RT-EE-510a.2	None
	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	United States Dollar (USD)	RT-EE-510a.3	None

Our Continuing Commitment

We are passionate about our promise to “Expand Human Possibility” and are well-positioned to make a meaningful difference in the world. We believe that our continued attention to creating sustainable customers, a sustainable company, and sustainable communities rewards us all. That’s why our approach is not static, but rather is constantly adapted to meet the evolving challenges we face together.

A cross-functional global team is undertaking an extensive materiality analysis to help us refresh and refine our corporate responsibility priorities. As part of this work, we will be analyzing and setting new environmental goals, having met our previous goals early. The team is working with outside experts and engaging with our key stakeholders to help us understand where and how we can make the biggest difference. We look forward to sharing the results of the analysis and our areas of focus in the coming years through our long-standing corporate responsibility reports, our new corporate responsibility microsite, and other communications.

We are creating work that matters and embrace the opportunities we have to be among the best of corporate citizens.

Connect with us.    

rockwellautomation.com

expanding human possibility™

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