

Global Policy Social Responsibility and Sustainability

We embrace social responsibility and sustainability as a part of our Company mission. We believe that social responsibility and sustainability are important factors for the long-term success of our Company.

WHO IS THIS POLICY FOR?

All Employees, customers, partners, suppliers, and shareowners.

Key Policy Principles

- We respect and support the dignity of all workers and our Company policies and practices are designed to uphold worker human rights.
- We embrace equal employment opportunities, reject illegal employment discrimination in any form and strive to treat all Employees with fairness and dignity.
- 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 in which 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 and suppliers.

Human Rights and our Relationship with our Employees

- We respect and support the dignity of all workers and our Company policies and practices are designed to uphold worker human rights. We condemn all forms of forced compulsory labor and exploitative child labor. Children must not be inhibited in their development; their health and safety must not be adversely affected; and their dignity must be respected.
- We provide equal employment opportunities and prohibit illegal employment discrimination in any form. Specifically, employment discrimination based on gender, race, disability, national origin, religion, age or sexual orientation is prohibited.
- We do not allow behavior, including gestures, language and physical contact, that is sexually coercive, threatening, abusive or exploitative.
- We prohibit the use of corporal punishment, mental or physical coercion, and verbal abuse.
- We acknowledge the right of our Employees to form trade unions and to bargain collectively, subject to national statutory regulations and existing agreements.
 - Groups of Employees may communicate with management even in those countries in which freedom of association is not protected by law.

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- We deal with Employees, Employee representatives and trade unions constructively.
 - Even where there is disagreement, we always aim to work out a solution that permits constructive cooperation in the long term.
 - We oppose all exploitative working conditions. Our Employees are able to communicate with management about working conditions without fear of reprisal, intimidation or harassment.
 - We are committed to compensating our Employees appropriately in each job market and we ensure that our compensation meets all legally established minimum wage requirements.
 - We ensure that we meet all national provisions and agreements regarding working hours.
 - We provide training to all of our Employees to meet regulatory compliance requirements, quality and safety standards and to guide our decisions on matters of ethics and integrity.
 - We provide leadership and competency opportunities to enable Employees to develop their careers.
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Employee Health and Safety

- We are committed to complying with safety regulations and to demonstrating the highest standard of occupational safety and health performance.
 - The safety and health of our Employees is a primary concern and is managed in conjunction with all business processes.
 - Safety is an integral part of our operations and is the responsibility of all Employees.
 - We establish and monitor safety objectives and targets to drive continual improvement.
- Our vision is to:
 - Strive for zero workplace injuries and illnesses;
 - Operate in a manner that recognizes safety as fundamental to being the best place to work;
 - Encourage and engage our Employees to participate in developing and maintaining exemplary health and safety management systems and performance;
 - Comply with all applicable occupational safety regulations and implement proactive best management practices;
 - We will follow standards based on United States models where there are no regulations or where the regulations are less restrictive;
 - Measure safety and health performance against appropriate targets for workplace injuries and illnesses; and,
 - Enable our customers to achieve both operational excellence and a safe working environment through our extensive portfolio of safety products, services, solutions and expertise.

**Global Policy
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- We are committed to demonstrating the highest standard of environmental management.
 - Our policy is to go beyond strict regulatory compliance and to act in the interest of the communities in which we live and work.
 - We are committed to the continual improvement of our environmental management and performance, including resource conservation and pollution prevention.
 - We relentlessly strive to be the best in all aspects of environmental management by fostering a culture of trust, teamwork, accountability, partnership and communications with Employees, suppliers, customers and outside organizations.
 - Our vision is to:
 - Comply with all applicable environmental and environmental product compliance regulations and implement proactive best management practices;
 - Where regulations do not exist, or are not protective, our facilities will follow standards based on United States models;
 - Reduce, minimize, or eliminate the generation of waste and the release of potentially hazardous materials to the environment;
 - Measure environmental performance against annual targets;
 - Make environmental protection and conservation of energy and raw materials priority considerations in evaluating new and existing products, land use decisions, process changes, material purchases, and business acquisitions and divestitures;
 - Recognize and respond to community concerns about the environmental impact of our operations;
 - Supply a portfolio of products, services and solutions that enable our customer's operations to be cleaner, safer, more resource efficient and ultimately more sustainable.
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Community Relations and Contributions

- We provide our community partners in the places where we live and work with access to resources that will make our communities more productive and sustainable.
- We have a focused giving program wherein we have selected a small number of community partners in order to make a bigger impact.
- Our top philanthropic priority is to support science, technology, engineering and math (STEM) education. We support programs that target young people, particularly young women, underrepresented in STEM fields.
- We believe in *Engineering Our Future*[™] -- our tagline that describes how we invest Company resources to prepare and inspire students for STEM careers.
- Company resources are focused on communities where we have a larger presence. The designated Global Community Relations & Contributions (GCRC) Administrator responsible for these locations and working in conjunction with the Director of GCRC, evaluates requests then determines and prioritizes need in accordance with our global giving guidelines and Rockwell Automation Charitable Corporation directives.

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- We encourage our Employees to become involved in the community and especially with our selected community partners.
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Ethics and Fair Competition

- We conduct our business in accordance with all applicable laws of the jurisdictions in which we operate and in accordance with our Code of Conduct.
 - We respect intellectual and other property rights and we compete for business on the value and quality of our products, services and solutions.
 - As set out in our [Anti-Corruption Policy](#), we prohibit bribes, kickbacks or other illegal payments of any kind, including what are commonly known as facilitating payments.
 - We maintain a world class ethics and compliance program that supports compliance with our policies, especially our Code of Conduct, and with regulations that apply to our business.
 - We encourage our suppliers to maintain a vigorous ethics and compliance program and to adopt a similar approach to social and environmental responsibility. This expectation is defined in our Supplier Code of Conduct and is communicated to our global suppliers.
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Implementation of this Social Responsibility and Sustainability Policy

- This policy is observed by all of our locations and Employees throughout the world.
- The senior managers of our [Business Segments](#), [Regions](#) and [Functions](#), along with our Business Standards Compliance Committee, are responsible for ensuring compliance with this policy.
- Our [Ombudsman](#) accepts and investigates allegations of non-compliance with this policy as well as allegations of other conduct that violates our Code of Conduct. The Ombudsman will report any violations of this policy and the actions taken to correct any such violations to the Company's Business Standards Compliance Committee, which will review whether the responsive actions taken were appropriate. Business partners, suppliers, customers and Employees alike can contact the Ombudsman to raise concerns that we are not satisfying this policy, or other ethics or Code of Conduct matters.