

Rockwell Automation

Global Human Rights Policy

We are committed to respecting human rights within our operations and supply chain. Respect for human rights is part of our values and is key to operating as a responsible business.

WHO IS THIS POLICY FOR?

All Employees, contractors and contingent workers, job applicants and candidates, customers, business partners, distributors, agents, vendors, suppliers, and service providers.

Key Policy Principles

- Our commitment to human rights is guided by internationally recognized principles set forth in the International Bill of Rights, the United Nations (UN) Global Compact, the UN Guiding Principles on Business and Human Rights, and other applicable international standards.
- Rockwell Automation is a member of the UN Global Compact, an initiative that leverages the UN Sustainable Development Goals (SDGs). The UN SDGs provide a universal framework for governments, businesses, and individuals to align and measure their contributions to social and environmental solutions. Our global sustainability approach supports eight UN SDGs (see more details in the [Sustainability Report](#)) as we nurture a sustainable company, empower sustainable customers, and foster sustainable communities. These SDGs are rooted in international human rights principles and labor standards.

Human rights relevant to our business and operations

- We have identified the following areas where the risk of adverse human rights impacts could be more significant, whether due to certain suppliers, operations, products or services involved, or other relevant considerations, and are subject to increased oversight and risk management measures: (i) child labor and forced labor; (ii) no discrimination; (iii) freedom of association and collective bargaining; (iv) working conditions; (v) data privacy; and (vi) health and safety.

Rockwell Automation Human Rights framework

- Rockwell Automation's respect for human rights is conveyed in several company policies and commitments:
 - This Human Rights Policy builds on our [Code of Conduct](#), which outlines our ethical principles and values, and provides a framework for all our decisions and actions. As provided by our [Code of Conduct](#): *"We respect and support the dignity of all our workers, and we uphold human rights by providing working conditions that are fair, nondiscriminatory, equitable, and safe"*.
 - Our [Supplier Code of Conduct \(RBA\)](#) which establishes *"standards to ensure that working conditions in the electronics industry or industries in which electronics is a key component and its supply chains are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically"*.
 - Our Global Policy on [Social Responsibility and Sustainability](#) that explicitly condemns *"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"*. As stated in such policy *"We oppose all exploitative working conditions. Our Employees are able to communicate with management about working conditions without fear of reprisal, intimidation or harassment."* This policy also acknowledges *"the right of our Employees to form trade unions and to bargain collectively, subject to national statutory regulations and existing agreements."* In addition to other commitments, this policy states the company's commitment 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"*. Rockwell Automation is committed to fostering open, transparent, and constructive social dialogue with our Employees and their representatives.
 - Through our [Global People Policy](#) we declare that we will not discriminate and will not tolerate harassment against any Employee or applicant for employment *"because of his or her race, color, religion, sex, national origin, age, disability, gender identity, sexual orientation, marital status, citizenship status (unless required by applicable law or government contract) or any other characteristics prescribed by applicable law"*. This policy also defines the resources that all Employees and non-employees have for reporting any violation of the [Code of Conduct](#) and of any of our policies.
 - Our [Safety Policy](#) states that *"The health and safety of our people is one of our top priorities. It's foundational to our business value and is an integral part of our operations. We are committed to demonstrating the highest standards of health and safety for our employees and customers"*. Our manufacturing sites are certified to ISO45001 and we establish and monitor safety objectives and targets to drive continual improvement.
 - Our [Global Privacy Policy](#) sets out the company's commitment *"to upholding the highest standards of privacy and protecting the Personal Data entrusted to it"* from all our Employees and independent contractors. We handle non-employee/contractor personal data consistent with our [Privacy and Cookie Policy](#).
 - The Workplace Violence procedure 900-63-02 estates our commitment *"to providing a work environment that is free from acts or threats of violence"*. In keeping this commitment, this procedure establishes *"a strict policy that*

prohibits any employee, while in the workplace, while on duty, while on related business or while at business-sponsored social events, from threatening or committing any act of workplace-related violence. It is also the goal to protect employees from acts of violence perpetrated by third parties”.

- The Crisis Management procedure 900-64-01 establishes a crisis management framework to assist with the response to a crisis and to minimize negative impact to our people, the environment, customers and our company reputation.
- [Rockwell Automation's Conflict Minerals Program](#) complies with conflict mineral regulations and supports the Dodd-Frank Wall Street Reform and Consumer Protection Act as it relates to Conflict Minerals (Section 1502), designed to eliminate support of illegal and unethical actions in the Democratic Republic of Congo region and minerals originating from Conflict-Affected and High-Risk Areas (CAHRAS).
- We are committed to ethical recruitment practices and prohibit charging recruitment fees to workers at any stage of the hiring process, whether directly or indirectly, and prohibit the retention of workers' identity documents. We expect all recruitment agents and business partners to adhere to these standards.

Risk assessment and due diligence

- We understand that human rights due diligence and risk assessment is an ongoing process that requires particular attention in certain countries and areas of our business, including our supply chain. We recognize that we must proactively take steps to identify and address any actual or potential adverse impacts which we may cause, contribute to or be involved in, whether directly or indirectly, through our own activities or our business relationships.
- Consequently, we maintain robust policies and governance mechanisms to identify and address human rights risks, to assess their potential impact and the affected stakeholders, to develop measures to prevent and mitigate impacts, to monitor any issues, and to provide effective grievance mechanisms. If we identify that we have potentially caused or contributed to adverse human rights impacts, we will manage any risks by integrating findings and lessons learned from our due diligence into our policies and operations, by taking appropriate actions together with any stakeholder to address the issue being raised, and by developing a mitigation or remediation plan, which will be disclosed with stakeholders to show that the company is respecting human rights in practice.
- Human rights due diligence is part of broader company risk management systems. Responsibility for human rights is embedded into the business and integrated into existing functions, such as Ethics and Compliance, Environmental, Health and Safety and Sustainability, Procurement, Human Resources, Security, Legal, and the Office of the Ombuds. All these functions work together to help prevent, identify, and mitigate any emerging human rights risks. The senior managers of our business segments, regions and functions, along with the company's Business Standards Compliance Committee (BSCC), are responsible for ensuring compliance with this policy.

Grievance Mechanisms

- The [Office of the Ombuds](#) supports the identification of any misconduct, including adverse human rights impacts, as part of the company's ongoing human rights due diligence. We encourage anyone with a concern of a potential human rights impact to speak up without fear of retaliation, and they may do so confidentially and anonymously, if desired. Issues can be reported by any employee or by a third party through Human Resources, any manager, a company lawyer, or the Office of the Ombuds. Employees and non-employees can report human rights concerns to our Office of the Ombuds by phone, regular mail, email, or a web-based tool. The options for how to contact the Office of the Ombuds are detailed on the company's public website at [Office of the Ombuds](#).
 - The Office of the Ombuds is committed to ensuring that one hundred percent (100%) of reported matters are addressed with impartiality, confidentiality to the greatest extent possible, and fairness throughout the investigation and resolution process. It will report any violations of this policy and the actions taken to correct any such violations to the company's BSCC, which will review whether the responsive actions taken were appropriate.
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Performance and public disclosure of human rights goals and efforts

- We are committed to transparency and accountability and regularly report on a broad range of topics, including modern slavery, sustainability, and other environmental, social, and governance (ESG) matters. These disclosures are made in compliance with applicable legal requirements and are aligned with recognized international standards and best practices. Through our reporting, we aim to provide clear evidence of our policies, actions, training and measurable results, supporting continuous improvement and enabling stakeholders to assess the effectiveness of our management systems.
- We publicly report on an annual basis on the actions taken and established goals to mitigate the risk of modern slavery and human trafficking across our operations and supply chain, together with the progress achieved against those objectives, including relevant key performance indicators (KPIs). Further details and a deeper insight into our efforts can be found in the company's annual [Modern Slavery Statement](#).
- We annually report our sustainability efforts and targets through our [Sustainability Report](#) which highlights the company's strategies, goals, outcomes, and progress in sustainability.
- We annually report relevant data and outcomes derived from the Office of the Ombuds including number of contacts, anonymous rate, substantiation rate, number of Employees disciplined, actions taken, and type of allegations. This information is reported internally to all Employees globally through different company channels and also publicly in the company's [Sustainability Report](#).
- We annually engage all our Employees to collect feedback on how to improve our Employees' experience through the Global Voices employee engagement survey. This survey includes questions related to engagement, inclusion, intent to stay, wellbeing, and expectations, and helps Rockwell Automation to create a place where people

are enabled and inspired to do their best work. Participation rates (consistently above eighty two percent since 2021) and other specific results are annually reported in the company's [Sustainability Report](#).

Training

- We are committed to fostering a culture of respect and awareness of human rights. We require training on human rights related matters for all our Employees and contractors to raise awareness of the importance of human rights in our business operations and in our relationships with our partners, customers, and the communities where we do business.
 - We require that one hundred percent (100%) of our Employees and contractors complete mandatory annual ethics training, where non-discrimination and anti-harassment matters are regularly included.
 - We provide additional annual mandatory anti-harassment and discrimination training to all managers and other groups of Employees as required by law, and we annually provide mandatory equal employment opportunity and affirmative action training to certain Employees as required by law.
 - All Employees are required to complete mandatory annual safety training on preventing workplace violence and responding to an active shooter and annual information security and privacy awareness training.
 - Employees in groups that are more likely to encounter issues related to modern slavery risks and/or who regularly interface with our supply chain are also required to take annual modern slavery training.
 - We also provide annual modern slavery and forced labor training for our key suppliers to encourage continuous improvement in responsible sourcing practices.
 - We also offer year-round online training and courses on a wide range of human rights topics that are available to all Employees.

This policy will be reviewed and updated periodically to ensure its continued effectiveness and relevance, and to reflect changes in business practices and legal requirements.

REVISION HISTORY				
Rev.	Date of Revision	Policy Approver	Policy Owner	Summarize revisions made
A	07/24/26	Rebecca House, SVP, Chief People and Legal Officer, Corporate Secretary. Sarah Platt, Ombuds & Chief Compliance Officer.	Sarah Platt	Approval for publication.