



Rockwell Automation Modern Slavery Statement 2025

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015, the Australian Modern Slavery Act 2018 (Commonwealth), the California Transparency in Supply Chains Act of 2010, and Canada's Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act ("Canada's Act") and to amend the Customs Tariff. This statement sets out the steps that Rockwell Automation, Inc. and its subsidiaries (hereafter "**Rockwell Automation**" or "**Company**") took during the fiscal year ending September 30, 2025, and continue to take to prevent and mitigate the risk of modern slavery and human trafficking within our business and supply chain.

Rockwell Automation, Inc. provides this statement on its own behalf and on behalf of Rockwell Automation UK Ltd. (UK Modern Slavery Act 2015), Rockwell Automation Australia Ltd (Commonwealth Modern Slavery Act 2018), and Rockwell Automation Canada, Inc., each of which is subject to disclosure obligations within their respective jurisdictions. Rockwell Automation upholds comprehensive policies and procedures addressing key human rights principles, all of which are grounded in our Code of Conduct and aligned with internationally recognized standards, including the United Nations (UN) Global Compact.

This statement reaffirms Rockwell Automation's unwavering commitment to ensuring that our operations and supply chain remain entirely free from all forms of modern slavery, upheld through a strict zero tolerance policy.

1) Our Structure, Operations and Supply Chain

Rockwell Automation is the world's largest company dedicated to industrial automation and digital transformation, serving global customers for more than 123 years. Headquartered in Milwaukee, Wisconsin, U.S.A., it is a publicly traded company that employs more than 26,000 people and operates in over 100 countries, with manufacturing facilities and distribution centers located in 22 sites worldwide. Across international markets, the Company's brands, including AllenBradley® and FactoryTalk® are widely recognized for their quality and innovation.

The Company sources goods and services from a diverse global supplier base spanning more than 50 countries. This supply network is aligned with Rockwell Automation's commitment to ethical operations, worker safety, environmental stewardship, and supplier diversity. The Company also works closely with suppliers to assess, manage, and mitigate risks associated with material sourcing, including those related to conflict minerals, to ensure responsible and transparent supply chain practices.

Rockwell Automation is committed to fostering a supply chain that is ethical, inclusive, and environmentally sound. We partner with organizations that share our values and expect all suppliers to actively manage and report on their social and environmental performance. To ensure ethical sourcing of minerals used in our hardware products, we maintained robust policies, compliance protocols, and internal controls throughout 2025.

In 2025, we deepened our commitment to building a more responsible supply chain by working directly with suppliers to verify compliance with evolving environmental, social, and governance (ESG) standards.



We also expanded engagement with our Supplier Council—a cross-industry group that provides valuable insights and shares best practices. We continued to align our Supplier Code of Conduct with the Responsible Business Alliance’s Code of Conduct, while our Third-Party Risk Management Governance Council received additional investment to strengthen oversight and drive accountability.

2) Governance Framework

We maintain robust, actively monitored policies and procedures designed to prevent and condemn modern slavery and human trafficking in our operations and supply chains. These policies and procedures are reviewed and reassessed regularly to ensure they remain effective, relevant, and aligned with evolving global standards. We benchmark our policies against internationally recognized frameworks, and our Code of Conduct, along with related policies, is accessible to all employees, contractors, and third parties in multiple languages.

Rockwell Automation communicates these policies through a comprehensive, multi-channel approach that includes, at least, our Company intranet, external website, onboarding sessions, team meetings and formal training. For our suppliers, these policies are embedded contractually, available on the Company website, reinforced through ongoing due diligence activities, and the subject of targeted training, to promote compliance and drive continuous improvement across the entire value chain.

- Our **Code of Conduct** condemns all forms of forced compulsory labor, exploitative child labor, and participation in human trafficking by any person or organization, as well as any modern forms of slavery.
- Our Global Policy on **Social Responsibility and Sustainability** explicitly condemns “all forms of forced compulsory labor and exploitative child labor.” It provides that, “children must not be inhibited in their development; their health and safety must not be adversely affected; and their dignity must be respected” (page 1). 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” (page 2). 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” (page 2).
- Our **Global People Policy** prohibits discrimination and 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” (page 1). This policy also defines the resources that all employees and non-employees have for reporting any violation of the **Code of Conduct** or of any of our policies.

- Our **Safety Policy** states that *“The health and safety of our people is one of our top priorities. It is 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”* (page 1). Designated manufacturing sites are certified to ISO45001 in accordance with the Company’s internal procedure, and we establish and monitor safety objectives and targets to drive continual improvement.
- The Responsible Business Alliance (**RBA Code of Conduct**) establishes standards to ensure that working conditions are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically. This Code applies to all Rockwell Automation suppliers, their facilities, sub-suppliers, and workers, including temporary, migrant, students, contractors, regular and any other type of workers.
- **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). Rockwell Automation works closely with its suppliers to ensure responsible sourcing and will continue performing supply chain due diligence to maintain transparency and to ensure that only conflict-free materials are used in our products and components.
- Rockwell Automation overtime policies also regulate the employees’ working hours and comply with the laws of the countries where our employees are located.
- Our Global Background Investigations Human Resources Policy includes Rockwell Automation’s responsibility to conduct background investigations on prospective employees and contractors to verify their personal information (identity, age, educational verification, global sanctions enforcement check, and other relevant data) and to make sure they meet the requirements of the position according to applicable laws, such as minimum age.
- As a member of the UN Global Compact, an initiative that leverages the UN Sustainable Development Goals (SDG), Rockwell Automation supports seven UN SDGs as it nurtures a sustainable company, empowers sustainable customers, and fosters sustainable communities. The UN SDGs provide a universal framework for governments, businesses, and individuals to align and measure their contributions to social and environmental solutions. Rockwell Automation supports UN SDG 8 “Decent work and economic growth”, which promotes sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. This UN SDG also aims to protect labor rights and put a stop to modern slavery and child labor.

3) **Risk assessment**

We assess the risk of causing, contributing to, or being directly linked to modern slavery within our operations as minimal. While we also consider the risk of modern slavery, child labor, and human trafficking in our supply chain to be low, we remain firmly committed to identifying, preventing, and



mitigating such risks. Our due diligence processes have not revealed any areas of significant concern; however, any potential risks will be documented and addressed without delay.

During fiscal year 2025, Rockwell Automation did not identify any reports of modern slavery or human trafficking among our suppliers, nor are we aware of any instances indicating that a supplier was convicted of such offenses. Should any issue arise, we would take immediate and appropriate action in partnership with the supplier to address the concern and to develop a comprehensive remediation plan.

Furthermore, employee feedback is an important part of the Company's approach to identifying workplace risks. Rockwell Automation's annual anonymous global employee engagement survey provides insights into overall employee satisfaction and sentiment. While the survey is not specifically designed to identify modern slavery risks, insights derived from employee comments may help to highlight potential indicators of modern slavery-related risks within the workplace. Rockwell Automation's Office of the Ombuds also receives feedback and reports from stakeholders including employees, suppliers, customers, and third parties to provide an opportunity to identify risks. This approach supports the Company's broader commitment to maintaining a safe, respectful, and productive work environment.

4) **Due Diligence, remediation and grievance mechanism**

As part of our due diligence efforts, we routinely analyze global dispositions to make sure that we are complying with applicable regulations and that our internal policies are aligned to them.

Rockwell Automation conducts comprehensive third-party due diligence to evaluate potential risks both prior to establishing a business relationship and throughout its duration. The assessment includes, among other risks, the identification and evaluation of risks related to forced labor and human trafficking.

Our responsible sourcing campaigns continued to address critical issues such as modern slavery, sustainability, conflict minerals, and Information Security. As an active member of the Responsible Minerals Initiative, we remain aligned with global efforts to promote ethical mineral sourcing and improve industry-wide practices.

As part of our due diligence process, Rockwell Automation requires all prospective suppliers to acknowledge and adhere to our **(RBA) Code of Conduct** and related policies prior to entering into a business relationship. Suppliers must also agree to comply with all applicable laws and regulations. We reserve the right to conduct audits to verify compliance with these requirements.

In FY 2025, Rockwell Automation launched a CTPAT Security and CTPAT Trade Compliance supplier self-assessment questionnaire to evaluate suppliers' efforts to address modern slavery risks and proactively identify and mitigate potential concerns. We continue to monitor outstanding responses to the questionnaire with the goal of achieving a 100% completion rate. While no risks have arisen to date, to the extent risks come to light through the questionnaire, we would work with the supplier to promptly address the risk.



Rockwell Automation has not encountered any circumstances or risks in which actions taken to eliminate forced labor or child labor have resulted in a loss of income for vulnerable families. Should such potential impacts be identified in the future, we will evaluate the effects of modern slavery within our supply chain.

We have incorporated contractual provisions that directly and indirectly prohibit engagement in any form of human trafficking, forced labor, debt bondage, involuntary servitude or any form of modern slavery in connection with the transactions contemplated by new customer agreements.

At Rockwell Automation, every employee shares responsibility for upholding and respecting human rights. We strongly encourage all individuals –employees and non-employees alike– to raise concerns without fear of retaliation, and reports may be submitted anonymously where permitted. Concerns can be reported through multiple channels, including Human Resources, any manager, a Company lawyer, or directly to the [Office of the Ombuds](#). This multichannel reporting framework supports a culture of integrity, transparency, and accountability.

We investigate all allegations, regardless of the reporting source, and engage senior management as appropriate to ensure issues are addressed promptly and effectively. Employees, suppliers, and other third parties may report concerns to the [Office of the Ombuds](#)—anonymously if desired—using multiple reporting channels made publicly available on our [website](#).

In the event of any failure or violation of the Code of Conduct or applicable law – including laws related to modern slavery – Rockwell Automation will take immediate and appropriate corrective action. Such actions may include remediation measures, disciplinary action, or the termination of employment or business relationships, as warranted by the circumstances.

5) Training

- All employees are required to complete mandatory annual ethics training which covers reporting concerns, issue resolution, and other key topics covered in our Code of Conduct, regardless of their role or employment classification.
- Our modern slavery training program is specifically designed for employees who regularly interact with our supply chain or who are most likely to encounter indicators of modern slavery risks. This includes employees globally within our Strategic Sourcing Organization (SSO), certain employees within our Lifecycle Services segment, and individuals in Human Resources. The training equips employees with the knowledge to recognize potential signs and underlying drivers of modern slavery, respond appropriately, and report concerns through the proper channels. During the fiscal year, a total of 368 employees successfully completed this training.
- We also provided modern slavery and forced labor training to our key suppliers to encourage continuous improvement in responsible sourcing practices.
- Additionally, a communication was sent out to all employees through the Company's intranet with the Company's commitment to ensure that our operations and supply chains are free



from any form of modern slavery and the responsibility of all employees to report unethical practices.

6) Effectiveness

During fiscal year 2025, we reviewed the following key performance indicators to assess the effectiveness of our efforts in preventing the risk of modern slavery in our business and supply chains:

Key Performance Indicator	Results
Employees trained on modern slavery	A total of 368 employees were trained at the end of FY25 (97.6% completion rate).
Employees trained on responsible business practices	100% completion of Annual Ethics Training by employees, contractors, and Board of Directors. This training is designed to ensure ethical decision making and reporting misconduct.
Suppliers trained on modern slavery	A total of 54 representatives from direct and indirect key suppliers were trained in a live session to continue ensuring awareness around modern slavery with key business partners. The session is available to key suppliers' representatives who couldn't attend the live session.
Contracts that include adherence to the Supplier Code of Conduct	All our key supplier contracts from our Strategic Sourcing Organization continue to include a requirement to abide by the Supplier Code of Conduct.
Percentage of significant suppliers that have undergone screening on human rights	A self-assessment questionnaire was issued in FY 2025 to suppliers identified as high risk.
Number of suppliers with identified risks or terminated due to modern slavery violations	There were no suppliers with identified risks or terminated.
Work-related injuries and illnesses	In FY25, we exceeded our best-in-class Recordable Case Rate (RCR) goal of 0.27 at the corporate level, with an RCR of 0.24. Injury and illness rates can provide contextual insight into working conditions and are considered as part of the Company's broader assessment of labor rights and modern slavery risks.



Rockwell Automation continues to strive for zero work-related injuries and illnesses. In FY25, we exceeded our best-in-class Recordable Case Rate (RCR) goal of 0.27 at the corporate level, with an RCR of 0.24. Visits by 10 regulatory agencies at the country and local levels resulted in zero citations or fines, substantiating our commitment to environmental, health, and safety (EHS) excellence. In FY25, we focused on enhancing standardization of our EHS program elements through improved data analysis and sharing best practices for employee health and safety to a greater extent across Rockwell manufacturing locations and field service groups worldwide.

Our efforts to address modern slavery are further reinforced by the external awards and recognitions the Company continues to receive. Among numerous global distinctions, Rockwell Automation has been honored 18 times—most recently in 2025—by Ethisphere, a global authority on ethical business standards, as one of the World’s Most Ethical Companies. This recognition reflects our unwavering commitment to integrity, responsible business practices, and meaningful contributions to the communities in which we operate. The award specifically evaluates our approach to combating modern slavery, as well as our broader human rights policies and governance practices.

In addition, Rockwell Automation has been named one of America’s Best Large Employers and a Best Employer for Company Culture by Forbes, is ranked among the top 100 companies in Sustainability Magazine’s Global Top 250 and has been recognized for 24 consecutive times by FTSE4Good, a market-leading tool for investors seeking to invest in companies that demonstrate good sustainability practices and wish to encourage positive change in corporate behavior. These accolades collectively demonstrate our dedication to fostering an ethical, inclusive, and socially responsible workplace.

7) Continuous Improvement

We will continue working to identify, assess, and address modern slavery risks within our operations and supply chains. These efforts include:

- Continuing to raise awareness by providing training for our employees and supply chain partners, supported by a structured communication plan to reinforce understanding and compliance.
- Conducting thorough investigations of any instances of non-compliance and taking prompt, appropriate corrective actions.
- Monitoring and evaluating the effectiveness of our existing policies, procedures, and controls.
- Administering and analyzing the results of the Modern Slavery self-assessment questionnaire to identify risks and areas for improvement.
- Advancing our responsible sourcing initiatives, which address key topics such as Modern Slavery, Sustainability, Conflict Minerals, and Information Security.
- Continuing to monitor global regulatory developments related to combating modern slavery to ensure ongoing compliance and alignment with best practices.

This statement was approved by the Board of Directors of Rockwell Automation UK Ltd, by Rockwell Automation Australia Ltd and Rockwell Automation Canada, Inc. in March 2026 and is signed by a director of each of these subsidiaries.



Consultation

Rockwell Automation Inc. and its subsidiaries share the same core business operations and supply chains, as well as the modern slavery policies and risks. This joint statement has been prepared in consultation with group-wide key areas of our business which operate globally across Rockwell Automation Inc. and subsidiaries, including Rockwell Automation UK Ltd., Rockwell Automation Australia Ltd., and Rockwell Automation Canada, Inc. The board of each of these subsidiaries is aware of the preparation of this statement and approved it.

Approval of this Statement:

Name: Philip Jonathan Hadfield
Title: UK Sales Director
Date: March
Rockwell Automation Limited

A handwritten signature in blue ink, appearing to read 'P. Hadfield', written over the printed name and title.

Name: Caitlin Barraha
Title: Director, Public Affairs, Asia Pacific
Date: March 23rd, 2026
Rockwell Automation Australia Ltd.

Name: Steven Rizzo
Title: Director, Business MV
Date: March
Rockwell Automation Canada, Inc.




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