

Rockwell Automation 2015 Corporate Responsibility Report



LISTEN.
THINK.
SOLVE.®

 Allen-Bradley • Rockwell Software

**Rockwell
Automation**



From Our Chairman and CEO

Manufacturing and production is in the midst of a transformation that will change industrial operations more in the next 10 years than it has in the past 50. Driving this change is The Connected Enterprise. Our vision for rapid value creation by connecting the plant floor with the business network through the convergence of operations and information technologies.

Information is power in The Connected Enterprise — the power to make better business decisions with better information. Through our industrial expertise and passion for innovation, we help customers realize the vision and benefits of The Connected Enterprise, including greater productivity, sustainability and increased global competitiveness.

We support efforts to operate more efficient and responsible businesses. Our work includes helping customers design, operate and maintain safe and secure operating environments; meet regulatory or environmental compliance requirements; and, ultimately, protect their reputations as suppliers of quality products and good stewards of the environment.

Rockwell Automation is guided by our mission to improve the quality of life by making the world more productive and sustainable. For the fifth consecutive year, Rockwell Automation was named a member of the Dow Jones Sustainability North American Index and for the seventh time was named to the list of the World's Most Ethical Companies. Our safety performance in 2015 was again among the best in our industry as we dug deeper to understand why incidents happened, no matter how minor, and eliminate the causes. To further minimize our environmental impacts, we invested in advanced technologies including solar and geothermal energy systems.

We further embedded our culture of inclusion into daily practices with new training and programming to help us recognize and value our differences and perspectives. In our communities, we shared our passion for STEM (Science, Technology, Engineering, Math) education with children and young adults so that we can inspire more people to join our and related industries.

We appreciate your mutual interest in these corporate responsibility issues and in learning more about our activities and progress as you read this report. Your feedback and ideas are always welcome.

Sincerely,

Keith D. Nosbusch

Corporate Responsibility

At A Glance 2015

Financial

Sales of **\$6.3 billion** Adjusted EPS growth to **\$6.40***

*Adjusted EPS of \$6.40 excludes non-operating pension costs and their related income tax effects of \$0.46 and (\$0.15) per diluted share, respectively, from diluted EPS from continuing operations of \$6.09.



OVER 80
COUNTRIES

Serving Customers for 112 Years

- Innovation
- Domain expertise
- Culture of integrity & corporate responsibility

Environment



FTSE4Good

Listed on FTSE4Good Index of Companies for **more than a decade**



Dow Jones Sustainability Indexes

Named to Dow Jones Sustainability North American Index for the **fifth time**

- Most energy consumption and carbon footprint is from electricity used to light, heat and cool buildings (known as Scope 2, indirect emissions). 
- Our energy intensity is down 22% from our 2008 baseline, moving towards our 30% reduction goal.
- Water use primarily to drink and for plumbing and sanitary purposes, and for cooling and cleaning in manufacturing. 
Met goal of using less water in the current year than the year before.

- Waste generation increased in 2015 yet we deferred 92% of that waste away from landfills, exceeding our 80% goal.
- Number of locations certified to **ISO 14001** environmental management system: **23**
- Earned Wisconsin Sustainable Business Council Green Masters Certification and Clean Industry Certifications for Tecate and Monterrey, Mexico facilities.

Sustainability Memberships

Rockwell Automation is an active member of several sustainability organizations, including the Electronic Industry Citizenship Coalition, Supplier Ethical Data Exchange, Ecovadis and the Carbon Disclosure Project.

Employees



22,500 employees – more than half outside the U.S.



Earned a perfect score of 100 on the Human Rights Campaign's (HRC) 2016 Corporate Equality Index



Named one of the 25 Best Tech Companies to Work for in America



Ranked one of the Top 100 Most Attractive Employers in China

Safety



Global safety performance, as measured by Recordable Case Rate (0.38), remained best in class in 2015 when compared to the average private industry rate and with the average rate for electronic manufacturing peers.



Number of locations certified OHSAS 18001 occupational health and safety standard: 14

Winner: Singapore Ministry of Manpower's Workplace Safety and Health Council's Excellence Award.

Santo Domingo, Alberta, Canada and Ohio locations also recognized/certified by local government or safety organizations.

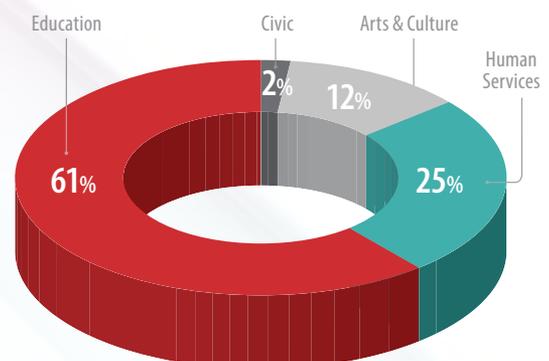
Recognition



Named to Ethisphere Institute "World's Most Ethical Companies" list for the seventh time

Charitable Giving

Worldwide cash and in-kind product donations totaled \$8 million



Sustainable Customers

Rockwell Automation is a leading global provider of industrial power, control and information solutions and the largest company in the world that is solely focused on industrial automation and information. During our 112-year history we have evolved into a technology and software company with 22,500 employees in more than 80 countries that serve customers in almost every industry. Our customers produce the products and resources you consume every day: energy to turn on lights; clean water that flows from your tap; milk, cereal and vitamins; cars, gas and mass transit; and more.



Energy Control, Management and Savings

Organizations confront a variety of power and energy issues that challenge their bottom lines including rising costs, reliable supply and environmental regulations. Whether they generate their own power or use utility-generated electricity, manufacturers need to find ways to produce goods and services using fewer natural resources and improve energy efficiency while reducing emissions to help comply with government regulations.

For power and energy users, The Connected Enterprise unlocks data that reveals insightful information, visible and useful to everyone for actionable, real-time decision making. A vast array of intelligent “things” such as sensors, controllers, actuators and operator stations populate a typical power plant. While traditional control systems were designed to meet basic automation needs, they were not information enabled. Important data remained “trapped” for several reasons including disparate automation technologies, legacy and proprietary communications protocols, and insufficient context around data to turn it into useful information. Rockwell Automation’s integrated control and information solutions break down these barriers and provide secure real-time access to data that enable decision making and a broader understanding of what’s happening in the plant for smart, safe and sustainable production.

Headquartered in The Netherlands, AkzoNobel Powder Coatings is a global business with 29 manufacturing plants that produce a solvent-free and environmentally-friendly coating alternative to liquid paint. As part of an energy awareness initiative at its Felling, UK Innovation Centre, the company implemented an advanced Rockwell Automation energy monitoring solution that measures and analyzes water, air, gas, electricity and steam together with plant operations to paint a clearer picture of energy usage.

“It is fantastic. It makes it easy to visualize and extract data in real time and then generate timely reports or action,” said Steve Wilburn, AkzoNobel WWPG Process Engineer. “One example is our compressed air system. We can now analyze our usage in real time and take immediate action.”

The system allows AkzoNobel professionals to analyze electrical peak demand profiles and determine if there are peaks that can be reduced. They can also analyze “dead load” and determine if additional equipment can be turned off, consider alternative rate schedules, verify bills from utility suppliers and establish targets for utility consumption. The system has already resulted in significant energy savings, and AkzoNobel plans to expand it to other factories.

Business Honors

Several customers and influential trade media companies honored Rockwell Automation in 2015. Nestlé named Rockwell Automation as North America Procurement Supplier of the Year.

“This award recognizes many years of innovative collaboration and partnership between Nestlé USA and Rockwell Automation,” said Andy Murray, head of technical procurement, Nestlé.

“We pride ourselves on working with the best companies in the world, and Nestlé is certainly one,” said Keith Nosbusch, chairman and CEO, Rockwell Automation. “Nestlé was our first global account and our relationship is the benchmark that we use to measure all others.”



Other 2015 honors included:

- For the second year in a row, Tetra Pak Packaging honored us with the company's Silver Supplier Award. Tetra Pak is the world's leading food processing and packaging solutions company.
- Sonoco, one of the largest diversified global packaging companies, recognized us with one of its six 2015 Supplier Sustainability Awards. These awards recognize Sonoco suppliers who demonstrate measurable, strategic and transparent social and environmental responsibility efforts.
- The Asian Manufacturing Awards, organized by Contineo Media, presented us with three prestigious awards including Best Machine Safety Systems Provider.
- In Control magazine's 2015 Reader Choice Awards, we received 39 first place wins. “The class of 2015 is marked by consistent quality, innovation and the hard-won trust of their customers,” noted magazine staff.

HP Hood LLC produces about 150 million gallons of dairy and nondairy beverages a year. In 2015, the company developed an onsite combined heat and power system to manage consumer demand for newer process and packaging technologies — many of which are energy intensive — and to help it comply with a dairy industry initiative to reduce greenhouse gas emissions.

The system, which includes Rockwell Automation technologies, was implemented at the company's Winchester, Virginia facility. This location produces extended shelf life beverages using ultra-high temperature processing. The new system's generator runs parallel with the local utility grid with a set power output level based upon real-time plant demand and energy market conditions.

"While the hardware is interesting, the software keeps us on task," said Hood Engineering Manager Jamie Ganoe. Less than a year after the system was started, total energy costs have dropped by nearly half even as overall production steadily increased. Additionally, Hood discovered more uses for waste heat and



HP Hood LLC produces about 150 million gallons of dairy and nondairy beverages a year.

is pursuing additional projects including a waste heat-powered chiller.

In China, the Dalian Metro System used energy intelligence to put the brakes on consumption and cut energy use by 12 percent. Fluctuating temperatures and weather conditions in the major seaport city, along with increased ridership, prompted the need for ways to better control and reduce energy use.

With a new building automation system (BAS) that uses

Tacoma Power Restores Fish Migration, Generates Power for 1,700 Homes

For decades, engineers have harnessed the power of rushing water to generate electricity from the iconic Hoover Dam to much smaller hydroelectric plants. But a long-standing objection to hydropower has been the negative impact on local fish populations as traditional dams blocked migration.



To capture energy from previously untapped water flows and help preserve the local population of endangered steelhead, sockeye and salmon, Tacoma Power in Washington built a new, completely automated powerhouse at the base of its Cushman No. 2 Dam. Tacoma Power's seven other powerhouses are already fully automated with Rockwell Automation technologies. The new powerhouse generates enough renewable energy for 1,700 homes, simulates the natural flow of the river to keep surrounding areas safe from flooding and makes fish migration manageable.



As fish swim toward the dam, fully grown fish are captured in a hopper at a fish collection facility and automatically hoisted up the side of the dam on a tram operated by an Allen-Bradley PowerFlex 700 AC drive. The drive helps manage control of the hopper when transferring control between the drive and the tram's mechanical brake. The hopper lifts the fish to the top of the dam, where they are separated, counted, and transported by truck to Lake Cushman. On the other end of the fish lifecycle, juvenile fish swimming toward the ocean are placed into the hopper at the top of the dam and are carried down onto a smolt release cart to release them downstream toward the ocean. The collection facility has restored the fish migration route for the first time since the 1920s.

Serving the Water and Wastewater Industry

Rockwell Automation is a leading provider of solutions and services that help customers treat and move water more efficiently, recycle water and reduce water pollution. We help wastewater treatment facilities treat water for either new uses or for safe introduction back into the environment.



Rockwell Automation integrated control and information technologies, the goal is to reduce energy costs and keep commuters comfortable. Among the BAS's benefits, operators can adjust any of the systems from the operation control center or a local station if they see a sudden fluctuation in riders or if an unpredicted weather event occurs.

"Not only is the system saving money, but the centrally controlled escalators, emergency exits and signage mean the system is ultimately safer for riders," said Hetong Wang, chief engineer for Dalian Metro.

Machine, Process and Electrical Safety

Employee safety is a key goal of any sustainable and responsible business. As the world leader in machine, process and electrical safety for industry, we help customers reduce workplace injuries while improving productivity. We work closely with many organizations for which safety is a core value.

Many studies show best-in-class manufacturers realize greater gains in efficiency, productivity and profitability with a comprehensive safety program that includes a strong safety culture, a formal compliance strategy, and use of contemporary safeguarding and automation technology. The Clorox Company, The Goodyear Tire and Rubber Company, Kimberly-Clark Corporation, and Paper Converting Machine Company (PCMC) are among the Rockwell Automation customers that have applied and benefited from such a holistic approach to safety. We honored these safety leaders in 2015 as recipients of our third annual Manufacturing Safety Excellence Awards.

"Safety became part of our global company culture when we labeled it a core value, instead of just a priority," said Jeff Deel, electrical instrumentation and controls engineering manager, Clorox. "Priorities can change over time, but our values remain constant. While we've

seen improvements in productivity, throughput and competitiveness, the real focus is on ensuring that our partners and employees are well taken care of."

2015 Manufacturing Safety Excellence Awards Winners



The Manufacturing Safety Excellence Awards highlight the close collaboration between engineering and environmental, health and safety (EHS) departments to help ensure compliance, worker safety and plant productivity. For example, Goodyear engineers and EHS teams start to collaborate in the design phase of any new or retrofitted equipment or plant, and continue to work together until each new engineering order is signed and



Leading the Industry with Safety Innovation

PowerFlex 7000 drive system with ArcShield technology

Rockwell Automation added to our growing portfolio of arc-resistant products in 2015 with the PowerFlex 7000 drive system with ArcShield technology, the industry's first 50-kA, arc-resistant medium-voltage drive featuring full regeneration capabilities. ArcShield technology redirects hazardous energy and gases created from an arc-flash event away from personnel to help reduce safety risks and protect equipment in heavy process industries, such as oil and gas, mining, power generation, and water and wastewater treatment. The arc-resistant system is certified to meet the most stringent and comprehensive global standards and was developed with direct input from customers to meet the increasing requirements of their electrical safety programs.

approved by the EHS staff. At Kimberly-Clark, engineering, EHS and operations departments collaborate on multiple safety elements including risk assessments and safety standards development.

Global machine builder PCMC, which integrates functional safety into its machine design process, is a safety provider as well as an advocate.

"We differentiate ourselves from competitors by guiding our customers through the safety process and educating them on the opportunities safety presents," explained Jason Stover, senior electrical project engineer, PCMC. "Some might not recognize safety as a fundamental part of the equipment but by the time we're done they see the value."

Sharing Our Expertise

Complex machinery, standards and contemporary equipment require a deep understanding to implement safety solutions that protect workers, improve productivity and achieve compliance. Besides Rockwell Automation's 250 global safety domain experts with their extensive knowledge of both automation and safety, we also offer

a number of free safety development tools and resources that provide guidance, simplify development, ensure accuracy and reduce cost.

For example, we average about 12,000 downloads a month for our pre-engineered safety function documents. Each machine safety function, whether an E-stop, guarding, or presence sensing function, requires multiple elements including a sensor or input device, a logic device and an output device. Our free safety function documents outline the functionality, products and performance levels that are required for each safety function. These documents provide customers all the information they need to comply with recognized international safety standards as they develop machine safety systems.

Product Compliance and Disclosure Transparency

The number of product regulatory requirements that Rockwell Automation and our customers must meet has increased exponentially during the past decade. Thousands of standards, certifications and laws address energy efficiency, safety, hazardous substances and

product stewardship. A growing number of countries, especially in emerging markets, have developed their own requirements. Restrictions have increased for other product-related activities such as import/export, transportation and security. Existing regulations have been modified and expanded to cover additional products in our portfolio. All have added further complexity to a vast global compliance landscape.

Not only do we have a responsibility to ensure our products and solutions comply with industry standards and regional regulations, but we also have to meet our customers' demands for detailed documentation. In 2015, we created a comprehensive Product Compliance Engineering Organization that takes a holistic view of product compliance. We merged disparate teams into a single organization that addresses a range of product requirements and requests including environmental regulations and safety certifications. We continue to evolve and grow our product compliance programs to meet current and future requirements and ensure that

we remain a trusted partner for our customers who share our concern for these issues. For example, 86 percent of our products now meet the EU RoHS Material Restrictions, which impacts the majority of our portfolio, well ahead of the July 2017 deadline.

Suppliers play a critical role in product compliance and disclosure. We expect the same supply chain transparency from our suppliers that our customers expect from us. This includes transparent compliance with the U.S. Dodd-Frank Act's "conflict minerals" reporting requirement. We expect our suppliers to investigate the source and chain of custody of conflict minerals in the products they provide to us, to disclose their information to us and to purchase minerals from responsible sources that do not contribute to human rights abuses. We are also members of the Conflict-Free Sourcing Initiative which provides tools and resources to help companies make informed decisions about conflict minerals in their supply chains.

Nelson Pine Combines Control and Safety to Minimize Downtime

Nelson Pine Industries Limited manufactures wood products from radiata pine grown in New Zealand forests. To comply with evolving safety standards while also minimizing downtime, Nelson Pine implemented an integrated Rockwell Automation safety and control system in its chip mill, a large part of its plant where logs are unloaded from trucks for processing. The upgraded system allows the chip mill, which runs 24 hours, to shut down one safety zone while the other zone operates as usual. After a successful start, Nelson Pine plans to roll out the system across its entire plant and is using our free software tool, Safety Automation Builder, to assist with development. "Rockwell Automation has provided valuable support and application knowledge that has enabled us to retrofit safety into the working plant," said Ian Craw, automation engineer at Nelson Pine.



Sustainable Company

Rockwell Automation's mission to improve the quality of life by making the world more productive and sustainable starts within our own company. For the fifth consecutive year, Rockwell Automation was named a member of The Dow Jones Sustainability North American Index. The Dow Jones Sustainability indices measure the performance of the world's sustainability leaders. Companies are selected based on a comprehensive assessment of long-term economic, environmental and social criteria that account for general as well as industry-specific sustainability trends. Only firms that lead their industries are included in the indices. Additionally, for more than a decade we have been listed on the FTSE4Good Index, which measures the stock market performance of companies demonstrating strong environmental, social and governance practices.



Mequon, Wisconsin facility with a new 263-kilowatt, ground-mounted solar array. Upper right: Blake Moret, senior vice president, Control Products and Solutions, at ribbon cutting ceremony.

Energy

Rockwell Automation focuses most of our global environmental management efforts on energy, water and waste reduction through efficient use of resources. We have published a carbon emissions profile since 2004, having been one of the first industrial companies to do so. Our goal is by 2022 to reduce greenhouse gas emissions normalized to sales by 30 percent compared to our 2008 baseline. We measure and report energy use and carbon emissions at more than 300 locations, of which 18 are core manufacturing and warehouse facilities. Energy is a minor percentage of the total manufacturing cost at these locations.

Since most of our energy use is for electricity to light, heat and cool our buildings, the majority of our CO₂ emissions are indirect and generated at electrical utilities, not our locations. These are known as Scope 2 emissions while direct emissions from activities we control within our operational boundaries are known as Scope 1. At the end of fiscal year 2015, we reduced our energy intensity by more than 22 percent from our 2008 baseline, although our intensity was up year over year due to flat revenue. We continuously look for opportunities to adopt best practices in environmental stewardship as we update processes, systems and locations.

Our Aarau, Switzerland facility modernized its main campus building with a number of advanced environmental features including geothermal heating and cooling with multiple temperature regulation zones on each floor. Instead of ceiling lights over offices, dedicated lights with presence sensors and brightness controls are at each workspace. Window blinds adjust automatically to control light, close automatically in the evening and remain closed all weekend. Overall, the facility has reduced energy use by 28 percent and meets the Minergie Swiss Minimum Energy Standard. Minergie-certified buildings consume on average 60 percent less energy than conventional buildings.

Working with long-term Rockwell Automation customer First Solar, we invested in solar energy at our Mequon, Wisconsin facility with a new 263-kilowatt, ground-mounted solar array. The array is designed to generate 322,300 kWh per year. That's enough energy to power about 50 homes. The carbon emissions offset by the solar generation is estimated at 372 tons annually.

Water

Rockwell Automation primarily uses water to drink and for plumbing and sanitary purposes. In our manufacturing processes, we use water for cooling and cleaning. Over time, we have reduced water use to record lows but continue efforts to reduce, reuse and recycle. For more than a decade, we have set an absolute goal of using less water in the current year than the year before. We also work to reduce impact to water from our processes.

Our facilities, of which one-fourth are located in water-stressed regions, implemented several key water projects in 2015. In the Dominican Republic, we reduced overall water use by three percent with system upgrades, proactive monitoring and ultrasonic leak detection and repair. In Brazil, our Jundiai facility installed a grey water collection and reuse system to reduce demand for water.



Cambridge, Ontario reverse osmosis system

At our Cambridge, Ontario facility, which uses water to clean parts before the coating process, we replaced a de-ionized water treatment system with a reverse osmosis system. The new system has reduced the amount of wastewater discharged by 40 percent and also eliminated chemical use. The system upgrade allowed the local municipality to ease water demands, conserve natural resources and free up sewer capacity. Ultimately, this means lower cost water and wastewater services and overall improvement, a benefit to both our facility and the surrounding community.

In Twinsburg, Ohio, our facility transitioned two industrial water and wash water streams to closed-loop, zero-discharge processes.

Waste

We set and consistently meet an annual goal to recycle or reclaim 80 percent of the waste we generate. Our facilities have established a number of successful programs to achieve these results. For example, our Champaign, Illinois Central Distribution Center (CDC) tied for first place in the inaugural Race for Zero Waste organized by Green Purpose. The CDC and four other local companies together recycled 11 million pounds of waste in a five month period. The CDC increased its recycling rate to a record setting 100,000 pounds a month, earning the facility a Seal of Excellence for Zero Waste from Green Purpose. CDC's recycling

performance was equivalent to saving about 85,000 trees, 35 million gallons of water and 1.9 million gallons of oil.

Self-Assessment

All our global locations must conform to both company policies and procedures and local environmental and safety regulations. Additionally, we conducted 54 internal environmental and safety performance assessments at our manufacturing, warehouse and local solutions center locations. We perform these comprehensive audits to foster continued program improvements that go beyond regulatory requirements.

Environmental Stewardship in Action

Reforestation:

Nearly 80 employees from our Dominican Republic facility helped plant 2,000 trees during a reforestation project, organized by the Dominican Republic Environmental Agency, in northern Santo Domingo. This was the fifth year our colleagues participated in restoring depleted forest and woodlands, a major ecological issue for the island country.

Earth Day:

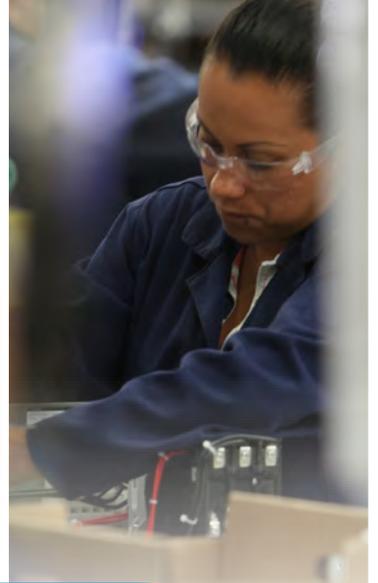
Earth Day always provides an engaging opportunity for our employees and partner organizations to promote environmental stewardship. In 2015, Rockwell Automation Earth Day events included a reforestation project in China, a "Take the Stairs" pledge in Singapore, coastline cleanups in Dominican Republic and a Litter-less Lunch in Canada. We partnered with local schools in many of our regions to provide environmental education and held numerous recycling drives, educational fairs, local cleanups and tree plantings worldwide.

Awards:

The Federal Attorney for Environmental Protection awarded our Tecate and Monterrey, Mexico facilities with Clean Industry Certifications. The Shanghai Xin JinQiao Environmental Protection Co., Ltd recognized our Shanghai facility for leadership in environmental protection. In the U.S., we once again achieved a Green Masters Accreditation, the highest level of recognition from the Wisconsin Sustainable Business Council.



Tree planting in Dominican Republic and Singapore.



CERTIFICATIONS

23
ISO 14001

Rockwell Automation has 23 locations certified to ISO 14001 environmental management system and 14 certified to OHSAS 18001 occupational health and safety standard including our newly certified Mequon and Richland Center, Wisconsin locations. Additionally, our Alberta, Canada organization is part of the local Certificate of Recognition safety management system.

14
OHSAS 18001

Employee Health and Safety

Rockwell Automation employees continued in 2015 to work safer than our industry peers. Our global Recordable Case Rate, a measure of incidents that required more than first aid, was again significantly better than the average rates noted for private industry and electronic manufacturing companies.

In 2015, we introduced a new global safety metric, the Total Incident Rate, to measure the combined number of first aid and recordable case incidents. This metric provides us with more data to analyze for insights to safety risks. We're not just interested in the serious incidents, but all safety incidents.

Additionally, our locations enhanced their use of root cause analysis during incident investigations so they could better understand and note why a colleague was hurt, develop more effective corrective actions and further reduce safety risk. Another process we implemented was a closed-loop tracking system to improve accountability and validate that corrective actions were completed as scheduled.

Because employees continue to suffer soft tissue and musculoskeletal injuries, ergonomics was a priority focus for us in 2015. We developed new assessment tools and design guidelines for a number of common ergonomic risks including reach distances, force exertion and material

handling and introduced these new resources at training boot camps and workshops for local ergonomic teams.

Safety is everyone's responsibility at Rockwell Automation. Colleagues across functions and regions work together on Global Risk Reduction teams and within facilities through Behavior Based Safety (BBS) teams and localized Sustaining Safety awareness programs. Employees use BBS to identify, correct and eliminate site-specific conditions and behaviors that may lead to accidents. In 2015, we developed a new BBS program for our field-based workforce, those employees who work at our customers' locations.

The SafeStart Advanced Awareness Program for Remote Workers trains field personnel to be aware of how their personal state of mind, such as rushing, frustration, fatigue and complacency, impacts the choices they make. These decisions, whether at work, during travel or at home, can lead to errors that increase exposure to injury hazards. SafeStart also includes education on how to use specific Critical Error Reduction Techniques to reduce the likelihood of making errors.

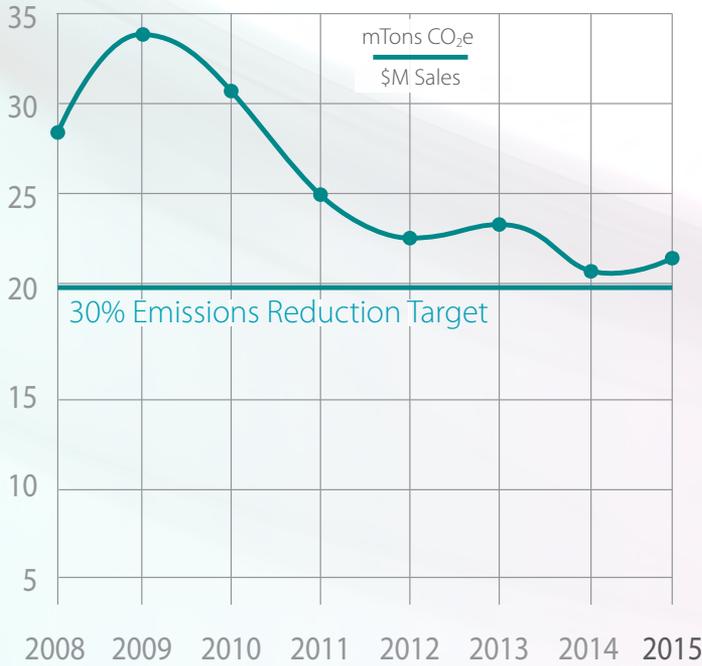
We delivered SafeStart to more than 1,000 field personnel and managers in North America, including nearly 100 new employees. We will continue to roll out the training program to the rest of our field workforce during the next two years.

Sustainable Company Performance

Environmental

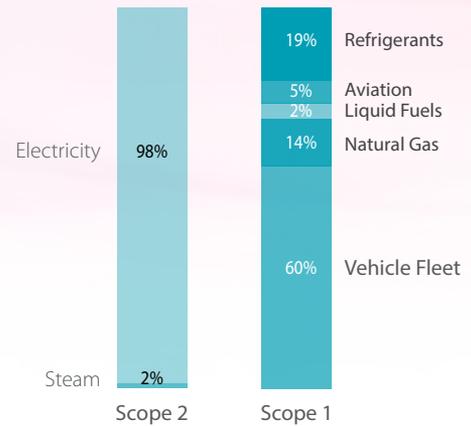
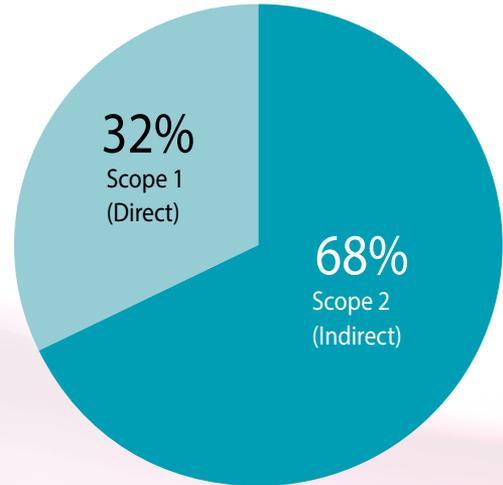
Normalized Emissions Trend

Goal: 30% Emissions Reduction
by 2022 from 2008 baseline
(Scopes 1 and 2)



2015 Emissions Summary

Total: 137,300 mtons CO₂ equivalent



Waste Generation

(1,000 tons)



Goal Met: Deferred 92%, better than our 80% goal

Water Usage (million gallons)



Goal Met: Zero increase in water use

Safety

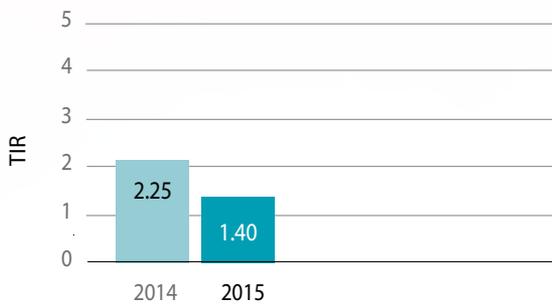
Recordable Case Rate Per 100 Employees



Lost Work Day Case Rate Per 100 Employees



Total Incident Case Per 100 Employees



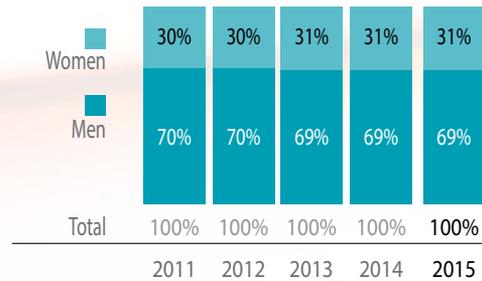
Introduced new Total Incident (recordable plus first aid) Rate measure. A goal of 3.0 is established for 2016.

Employees

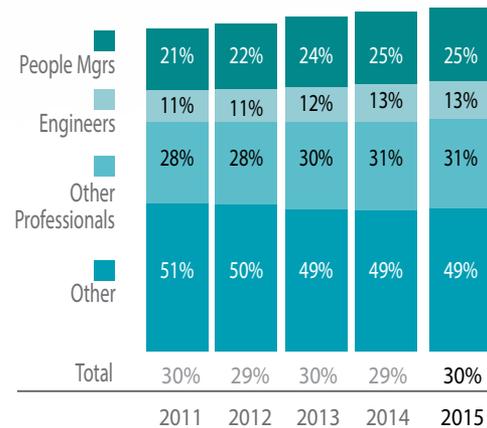
Global Employees



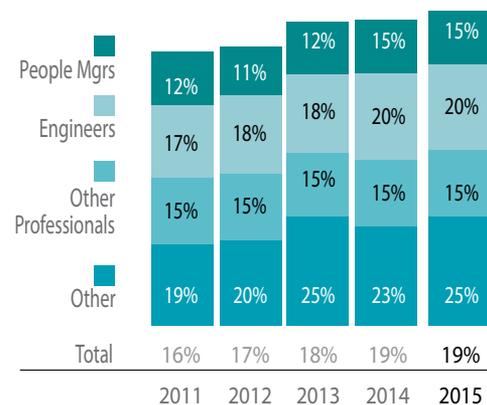
Global Gender



U.S. Women



U.S. People of Color





Left: Ling Ling Oh, plant manager, Asia Pacific Business Center, accepts an award on behalf of Rockwell Automation.



Right: Santo Domingo employee reviews a safety card.

Safety Awards

Once again in 2015 our Asia Pacific Business Center (APBC) won an Excellence Award from the Ministry of Manpower and Workplace Safety and Health Council. The APBC was one of only two companies in Singapore recognized with the Ministry's top achievement. APBC's history of health and safety achievement dates back to 2005 when the location first won the Workplace Safety and Health Council's Gold Award. They won that honor for three consecutive years and in 2011 APBC received its first Excellence Award, which they have now won five times.

"We are honored to be recognized, but we maintain a high standard of health and safety not for the sake of winning the award. We do it because our employees are our most precious asset," said Co Gia Nguyen, vice president and general manager, APBC.

In the Dominican Republic, the Labor Ministry recognized our Santo Domingo site for the facility's safety program and its continuous effort to maintain employee health and a safe work environment.

Our Cleveland area facilities received multiple safety awards from the Ohio BWC (Bureau of Workers Compensation) and the GCSC (Greater Cleveland Safety Council).



Walking for Wellness and Charity

From adventure racing to spin classes to yoga, our colleagues participated in a number of wellness events to improve health, strengthen team building or raise funds for local causes. In Cambridge, Ontario, more than 125 employees joined the "Walk the Globe Pedometer Challenge 2015." During the six-week challenge, the group took a combined 12,300,340 steps with the winning team walking more than one million.

In Spain, a dozen of our colleagues walked 62 miles in the outskirts of Girona in 22 hours as part of the OXFAM Trailwalker Challenge to fight poverty. The Trailwalker is considered one of the world's toughest charity team challenges. Our team's guiding principle was to start and finish together – never leaving one another's side.



More than 70 global company leaders attended the Inclusion and Engagement Think Tank for Action.

Inclusive Workplace

Valuing our differences and treating one another with respect is a Rockwell Automation guiding behavior – one of the ways we bring to life our company value on people. Such behavior is foundational to creating a culture of inclusion (COI) and a workplace where all employees want to do their best. When colleagues feel included and valued for their unique talents and perspectives, they are more engaged, perform better, suggest innovative and fresh ideas, and want to stay at our company.

We see our COI as a key differentiator that distinguishes us as a global leader where professionals want to work and customers want to do business. Over the years, courageous conversations and decisions have led to a more inclusive and supportive work environment at our company. This important work never ends. In 2015, we convened an Inclusion & Engagement (I&E) Think Tank for Action of more than 70 global company leaders. Together they prioritized how to embed key COI initiatives collectively throughout Rockwell Automation so that they are actionable every day across all business units and regions. For example, how can we make sure our biases don't get in the way of good decisions? We all have attitudes or beliefs that positively or negatively affect our perceptions and actions.

Unconscious bias is when we don't realize this is happening and form conclusions without awareness. This can be problematic in the workplace when we make decisions about people. The key is to be aware of unconscious bias, interrupt it and become consciously

inclusive. As such, we piloted a Conscious and Inclusive Leadership training program for managers that we held in Europe and the U.S. The training was designed to increase awareness of and develop actions to mitigate the impacts of unconscious bias on talent decisions and discussions. An overwhelming majority of pilot participants recommended we introduce the program globally and provided valuable feedback on how to improve the training for regional relevance.

Unconscious bias is one of several COI issues our Architecture & Software group has embedded into leadership training and tools. The business segment developed a laminated "placemat" reference guide that summarizes and advises where culture, inclusion and engagement issues show up in the employee life cycle and at what points managers should be aware of these topics. A mini version was also produced to attach to employee ID badges as a daily reminder that there is an opportunity to address these issues every day.

These guides address about a dozen subjects including tips for word choice, how to "lean" into uncomfortable conversations, and a reminder to use inclusive interview teams that reflect diversity of experience, age, gender and ethnic background. Using inclusive interview teams was a strategy developed and piloted after one of our past Courageous Inclusion and Engagement Leaders Summits. With inclusive interview teams, colleagues bring their varying experiences, ideas, perspectives and cultures to help select the best job candidate and minimize the effect of unconscious bias.

Whether new or experienced, our colleagues found an expanding array of employee resource groups (ERG) and chapters in 2015 with opportunities to network and provide a voice on workplace and business issues. For our company, ERGs act as an important resource for employee recruitment, engagement and retention.

We have 11 ERGs including two new groups — RAWiFi (Rockwell Automation Women in the Field) and Faith Friendly & Allies. RAWiFi is open to women (and men) who work in field and remote locations and face unique challenges with their mobile roles. The ERG serves to connect these professionals to each other as well as the company. Faith Friendly & Allies was started to acknowledge and support the importance of our diverse faiths and cultural heritages. Also in 2015, the PWC (Professional Women's Council) ERG established a new chapter at our Shanghai location where about 45 percent of our 500 employees are women.

The world's leading companies, universities and subject matter experts continued to follow and learn from our COI journey. In 2015, we presented at conferences held by Harvard University, Catalyst, MAPI (Manufacturers Alliance for Productivity and Innovation) and IEEE (Institute of Electrical and Electronics Engineers).

While we track our inclusion and engagement progress internally with several human resources metrics annually, we conduct our Global Voices engagement survey just once every three years. This allows us time during the intervening periods to address areas colleagues noted where we can improve and then measure if they noticed positive change. As a result of the findings of our last survey conducted in 2013, we have focused globally on driving sustainable change that improves our ability to serve customers, do our jobs and manage our careers. We'll conduct our next Global Voices survey in 2016 and look forward to our employees' feedback.

"Getting Real" Video Series Inspires

Getting Real was a talk show, town hall-style session we held during our I&E Think Tank for Action. Nine thought leaders, including speakers from Catalyst, Korn Ferry, Manpower Group and the Air National Guard, discussed the guiding question, "What does it take to be a healthy, vibrant organization where everyone feels fairly treated and engaged?" Experts addressed globally-relevant topics such as gender equality, outsider mentality, millennials and dominant group privilege.

We recorded the session and produced a video series with accompanying viewer guides. In the first four months after the series was launched, there was nearly 7,700 video views and the related website had nearly 18,000 page views. One employee noted after watching the entire series, "All of them gave me an extraordinary vision of how this great company really wants to give us tools to be better professionals, leaders, and, most importantly, better human beings."

Laura Ivonne Hernández, an account manager based in Australia, wrote in an email, "I loved the Getting Real video series and had the pleasure to share the message of importance of the culture of inclusion in the region where I'm currently working (South Pacific). My goal was to let my coworkers know that they should be proud of working for such a great organization that cares for us and how their experience with inclusion impacts their individual and team performance."



Susan Schmitt, senior vice president, Human Resources

Rockwell Automation Plays Important Role in U.S. Supreme Court Ruling

Rockwell Automation was the only Wisconsin-headquartered company to sign the amicus ("friend of the Court") brief that played a critical role in the U.S. Supreme Court's decision for marriage equality in the summer of 2015. Our Global People Policy has guaranteed for many years that our Lesbian, Gay, Bisexual and Transgender (LGBT) employees are treated equally and with respect, whether or not that treatment is guaranteed by law. For the past four consecutive years, our inclusive practices have earned us perfect scores of 100 percent on the Human Rights Campaign Foundation's annual Corporate Equality Index for LGBT Equality and the distinction of "Best Places to Work for LGBT Equality."

National Conferences a Great Place to Meet Diverse Candidates

National conferences provide us with valuable opportunities to meet potential job candidates from diverse backgrounds and share one on one our commitment to an inclusive culture. During 2015, our talent acquisition team and employee resource group members traveled to the National Black MBA Association, National Society of Black Engineers, Society of Women Engineers, Society of Hispanic Professional Engineers and Out in STEM (oSTEM) conferences.

This was the first year we sponsored and recruited at oSTEM, a national society dedicated to educating and fostering leadership for Lesbian, Gay, Bisexual, Transgender, Queer and Allies communities in the STEM fields. oSTEM's vision is that all members of the STEM community can pursue their work in a safe and supportive environment that celebrates their contributions and differences. More than 400 students and professionals attended the conference.



Employee Leads Efforts to Change Views on Breastfeeding in China

Breastfeeding is a normal, natural, healthy part of parenting. However, Hong Kong's breastfeeding rate remains low, with less than 30 percent of six-month old babies receiving any breastmilk. Although Hong Kong is a modern metropolitan city, breastfeeding in public is still viewed by some as an embarrassing act.

Stella Chiu, an internal communications manager for our Asia Pacific region, conceptualized and led an award-winning public education campaign for the Hong Kong Breastfeeding Mothers Association (HKBFMA) to raise awareness of the normalcy and vitality of breastfeeding. The campaign featured a series of beautiful portraits of breastfeeding moms and children. HKBFMA aims to protect, promote and support breastfeeding so that Hong Kong will become a breastfeeding-friendly society.

HKBFMA also launched a recognition program to reward companies that support moms who return to work and continue breastfeeding. The organization honored our Hong Kong office with a first runner-up award for the Best Lactation Room at Workplace. Chiu said, "I nominated our Hong Kong office because as a female employee and a working mom, I appreciate the supportive company culture and the flexibility that our leaders and managers offer to employees."



Stella Chiu (left) accepts an award in Hong Kong.

Ethical Culture Makes Impression on University Student

“Rockwell Automation prides itself as an ethical company, and it has been a much discussed topic over the course of my placement. I received training about the company’s ethics on my very first day, and participated in two further ethics training sessions over the course of my placement. Ethics to me is an important aspect of being a professional and there is a certain amount of pride related to working for a company that shares this same belief.”

Aidan Crellin, participant, Rockwell Automation Industry Based Learning and Student, Swinburne University of Technology, Melbourne, Australia



Ethics

Rockwell Automation employees act with integrity — a company value — in all aspects of how we do business. Even when there is pressure to perform — which sometimes can increase the risk that someone will make a questionable decision — our employees consistently do the right things, the right way, every day. Our ethical culture differentiates our company and gives us a competitive advantage.



In 2015, the Ethisphere Institute named Rockwell Automation as one of the “World’s Most Ethical (WME) Companies” for the seventh time. “The World’s Most Ethical Companies embrace the correlation between ethical business practice and improved company performance,” said Ethisphere’s Chief Executive Officer, Timothy Erbllich. “These companies use ethics as a means to further define

their industry leadership and understand that creating an ethical culture involves more than just an outward facing message or a handful of senior executives saying the right thing. Earning this recognition involves the collective action of a global workforce from the top down.”

We hold authentic conversations about ethics that leave no room for doubt that our company and leaders are serious about doing what is right. Because the best conversations are those that are personal, we encourage managers to talk with their teams about ethics on their own terms, in their own words with no corporate scripts on a regular basis. We share business situations that our company or competitors have faced and try to make these conversations specific to a particular function, whether finance, production or sales.

We also use scenarios as the basis of our annual ethics training. Global colleagues completed this web-based education (in addition to 6,400 who participated in further classroom programs). The annual training also allows us to survey colleagues about their comfort with raising ethical concerns. Nearly 99 percent of the 7,000 who completed the survey responded they are comfortable reporting misconduct. Further, about 55 employees immediately reported a possible conflict of interest or Code of Conduct issue.

Still, there is that one percent who remain hesitant to come forward out of fear that nothing will be done, their identity

may be revealed or they will face retaliation. To reach them and to emphasize to all employees the importance of reporting misconduct, we reinforce the ability to remain anonymous, that we take appropriate action and that we have a strict policy against retaliation.

In fact, our most recent annual Global Compliance Champion chose to remain anonymous, our first winner to do so. "Our recipient was extremely proud to have been nominated and selected for the award," explained Mike Byrnes, our chief compliance officer at the time. "Because we encourage employees to report concerns to us in any way they feel most comfortable, including anonymously, we are happy to honor our award winner's choice."

Our Global Compliance Champion was also our first recipient from China and our first contractor to win the award. The contractor reported a suspected conflict of interest situation involving a Rockwell Automation

employee that was a major Code of Conduct violation. The situation was investigated and confirmed the contractor's suspicions. As a result, the employee involved was terminated and the contractor was nominated as Compliance Champion.

Our Ombudsman Office is available to employees for guidance and to report any possible concerns. The number of contacts with the Ombudsman was virtually the same as last year but over the last five years has increased 66 percent from 201 to 334 due to our intentional desire to encourage people to come forward. The Ombudsman is also a resource for customers, shareowners and other individuals from outside our company. About 10 percent of last year's contacts were from non-employees. Overall, we were able to resolve 71 percent of the contacts through advice and referral, up from 61 percent last year. Only about 10 percent of the contacts resulted in Code of Conduct investigations.

Ombudsman Wins Lifetime Achievement Award

The Business Journal of Milwaukee honored Marc Kartman, Rockwell Automation vice president, associate general counsel and Ombudsman, with its Lifetime Achievement Award as part of the publication's Top Corporate Counsel Awards program. Marc joined us in 1984 and plans to retire in 2016. He leaves with a long-lasting legacy of trust with our employees.



Sustainable Community

Rockwell Automation works closely with local businesses, nonprofits and educational institutions to improve the quality of life in our communities by making them better places to live, learn and work.



Ernest Nicolas (right), vice president, Rockwell Automation's Strategic Sourcing Organization, is pictured with Joseph A. Tucker, president and CEO, and Barbara Tucker, manager client relations, of Victory Personnel Services.

Supplier Relationships

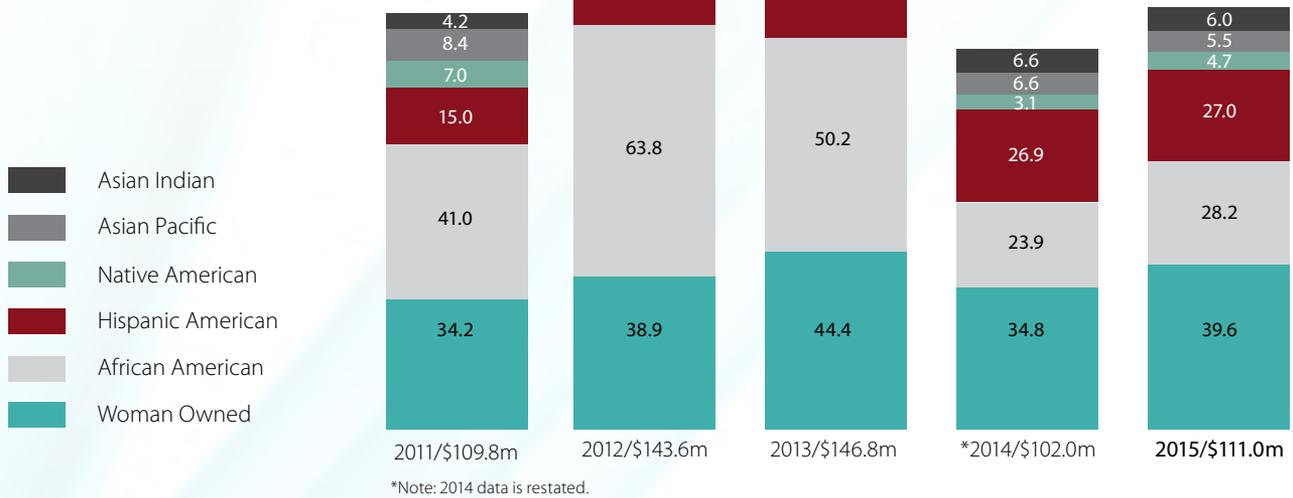
Victory Personnel Services is an award-winning, minority-owned and certified Minority Business Enterprise that we have done business with since 2004. For more than a decade, Rockwell Automation has been viewed as an industry leader for our efforts to pursue and develop a diverse supplier base.

Corporate-wide efforts to drive more productivity, efficiency and synergy in our strategic sourcing operations led to supplier consolidation and impacted our spending with U.S. diverse suppliers in 2014 and 2015. While we expect further consolidation as we better align supplier diversity goals with our overall

productivity objectives, supplier diversity remains core to our strategic sourcing vision. A diverse supplier base provides us with a broader range of experience and expertise that better allows us to meet our customer needs. In 2016, focused efforts are in place to look for opportunities to expand our relationships with new and existing small businesses and enterprises owned by minority, women, disabled, veteran and LGBT executives.

Globally, we invest the majority of our supplier spend with businesses located in the regions closest to our customers and manufacturing sites. Not only does this contribute to local economies but also minimizes environmental impacts through reduced shipping distances.

U.S. Minority Business Spend in Millions



STEM Education Philanthropy Focus

Our industry has a challenge. We don't have enough young people pursuing STEM (Science, Technology, Engineering, Math) education or careers. Students and even parents have outdated views about manufacturing and engineering. Yet, jobs in our profession make a difference in the world with work as exciting as it is meaningful — from nanotechnology to robotics, from making solar energy economical to producing energy from fusion, through increasing access to clean water and more. These are jobs that will shape the future and solve some of the world's biggest problems.



STEM careers represent opportunity. For example, the U.S. Bureau of Labor Statistics predicts there will be 9.2 million STEM-related jobs by 2020 and the rate of growth for these positions will nearly double overall employment growth. Yet more than 10 percent of those opportunities will go unfilled because there will not be enough qualified employees. That's why for the past 10 years we have strategically focused our philanthropic support on programs that create a passion for STEM early in the education process.

Reaching Young People Worldwide with FIRST

Since 2006, we have been a strategic partner with *FIRST*, one of three key Rockwell Automation STEM program partners. This global nonprofit provides after-school, mentor-based programs for girls and boys from diverse socio-economic and racial backgrounds to build science, engineering and technology skills. Many *FIRST* activities mirror what we do every day — work in teams to solve problems with limited resources. Our financial, in-kind and voluntary support annually impacts 400,000 young people in more than 80 countries and we have hired many *FIRST* alumni.

During *FIRST*'s 2014-2015 season we sponsored 162 teams. Ten Rockwell Automation-sponsored *FIRST* Robotics Competition teams and one Junior *FIRST* Lego League (FLL) team competed at the 2015 *FIRST* World Championship. Our Junior FLL team won the Construction Innovation Award and our C.O.R.E. FRC team won the Industrial Safety Award. More than 300 of our colleagues volunteered with *FIRST* as mentors, coaches and judges including Naira Hirakawa, an IT Project Coordinator from our Sao Paulo, Brazil office. "I contribute by telling how a project is implemented in the 'real world' and what students can do to improve," she said. Volunteering "is not only a way to help kids learn and like STEM, but also a way to reinforce the importance of ethics and working as a team."

Hirakawa was our first colleague from outside of the U.S. to serve as a judge at the *FIRST* World Championship.



Photo, left: Carolyn Rose, vice president, Talent Effectiveness and Keith Nosbusch, Chairman and CEO, visit the STEM Center.

New STEM Center

In 2015, we partnered with Milwaukee Public Schools and Boys & Girls Clubs of Greater Milwaukee to open a STEM Center at the joint Rogers Street Academy and Don & Sallie Davis Boys & Girls Club (BGC). Each week more than 300 kindergarten through eighth grade students use the new center’s two classrooms, which include a computer lab equipped with educational software and a separate space for hands-on learning and collaborative problem-solving.

“Rockwell Automation has been a tremendous and longtime partner to MPS students and schools,” said Dr. Darienne Driver, Superintendent of Milwaukee Public Schools. “This latest commitment is yet another tangible statement by

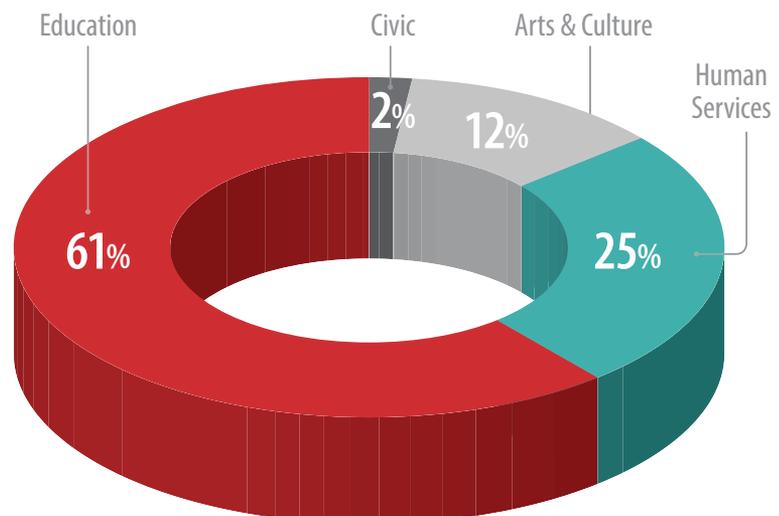
Rockwell Automation that it is committed to enhancing educational opportunities for students designed to improve student outcomes.”

Classes from Rogers Street Academy, a multicultural urban neighborhood school, use the STEM center during school day while BGC members participate in afterschool activities. Over the past decade, Rockwell Automation has donated more than \$12 million to the MPS and BGC organizations combined.

The STEM Center provides Project Lead the Way (PLTW) curriculum. PLTW is the nation’s leading provider of K-12 STEM curriculum and is one of Rockwell Automation’s key STEM program partners in addition to FIRST and ST Math.

\$8 million

Rockwell Automation contributed in cash and in-kind donations globally to education, human services, arts and culture, and civic organizations in 2015



Expanding Discovery World Relationship Deepens Automation Education Experience

Rockwell Automation unveiled a new exhibit in 2015 at Discovery World, a Milwaukee science and technology museum. The Music Factory, an addition to our existing Dream Machine exhibit, is designed to excite and inspire children to explore engineering and automation careers. The exhibit features three interactive kiosks. Visitors can create stunning light displays and learn about batch processing, program the factory to play a song, or even challenge our sensors and control systems to a sorting contest.

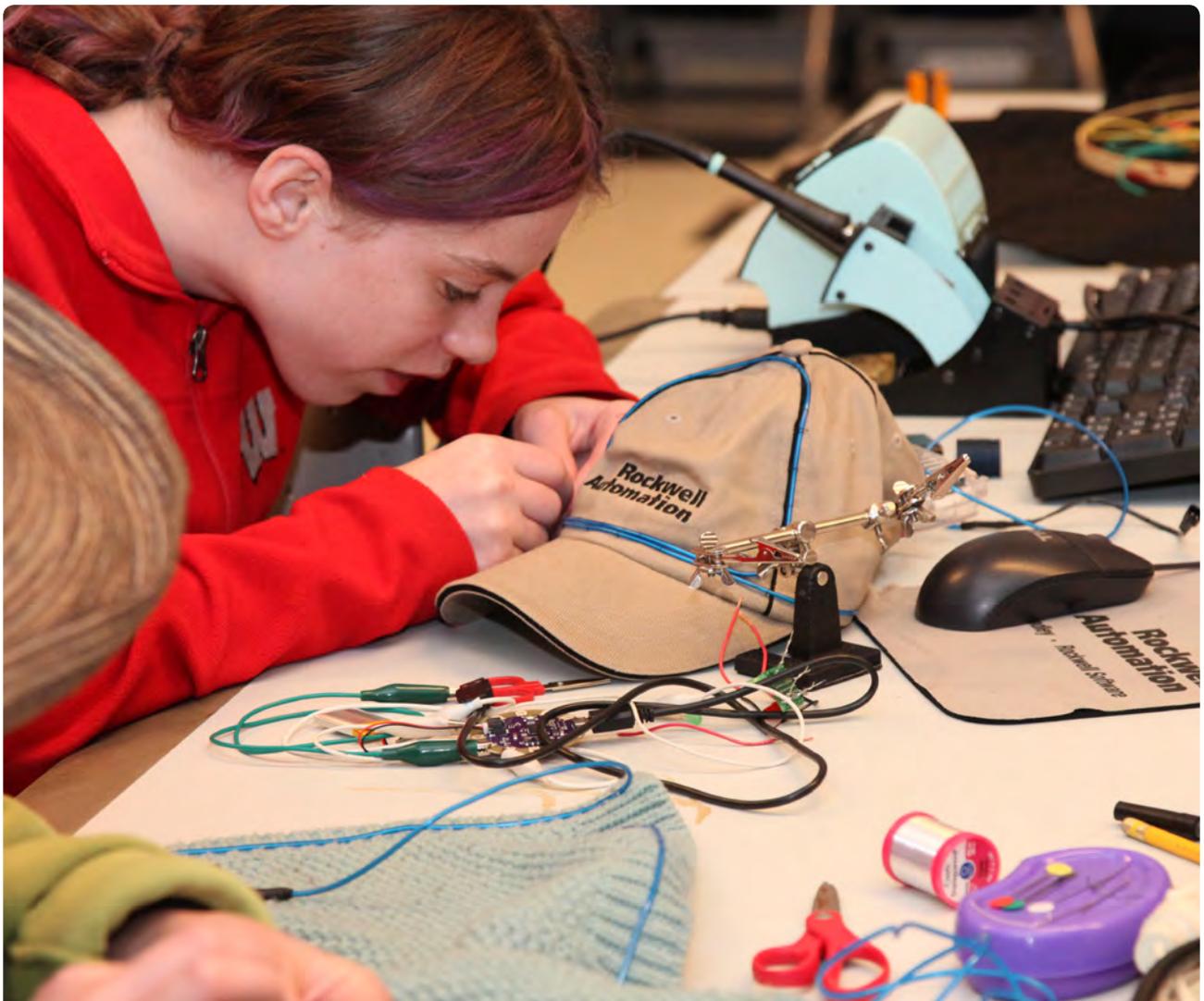
The new exhibit is part of a \$2.5 million, three-year investment with Discovery World aimed at expanding and deepening the museum's automation education experience. Our support also included funding to hire a full-time automation educator. Between October 2014 and August 2015, educational programs made possible through our partnership served more than 5,400 students.

One of the new programs, Introduction to Robotics, has been the most popular school program among all educational offerings at Discovery World.

More than 300 campers attended our funded summer programs such as Wearable Electronics at which participants built Rockwell Automation baseball caps with sensors that signaled when it was time to apply more sunscreen. Other camps included LEGO Robot Engineer and Les Paul's (inventor of the electric guitar) Garage.

One challenge we've uncovered with Discovery World mirrors a real-world industry issue. Fewer girls are self-selecting automation camps and programming. The feedback is they enjoy the sessions, but wish there were more girls participating. Meanwhile "all girl" programs and camps fill when offered. Rockwell Automation advisors are helping Discovery World address this issue and the museum plans more "all girl" robotics and automation programming offerings in the 2015-2016 school year.

More than 300 campers attended our funded summer programs such as Wearable Electronics held at Discovery World.



ST Math: Our Newest STEM Partner

Rockwell Automation has added ST Math, created by the Mind Research Institute, as our newest key STEM program partner. ST Math uses game-based instructional software to boost math comprehension and proficiency for K-12 students. ST Math has been recognized by the Business Roundtable as an outstanding program that has demonstrated a strong potential for helping prepare more students for college and the workplace. The Business Roundtable is an association of CEOs representing leading companies including Rockwell Automation.

Hundreds of Employees Engage Young People Worldwide in Hour of Code

More than 700 Rockwell Automation employees each engaged a young person in an Hour of Code tutorial as part of a global campaign during December's Computer Science Education Week. Additionally, nearly 20 of our employees volunteered at Vieau School in Milwaukee, Wisconsin where 650 students completed an Hour of Code. The campaign was organized by Code.org, a nonprofit dedicated to expanding participation in computer science by making it available in more schools, and increasing participation by women and underrepresented students of color.



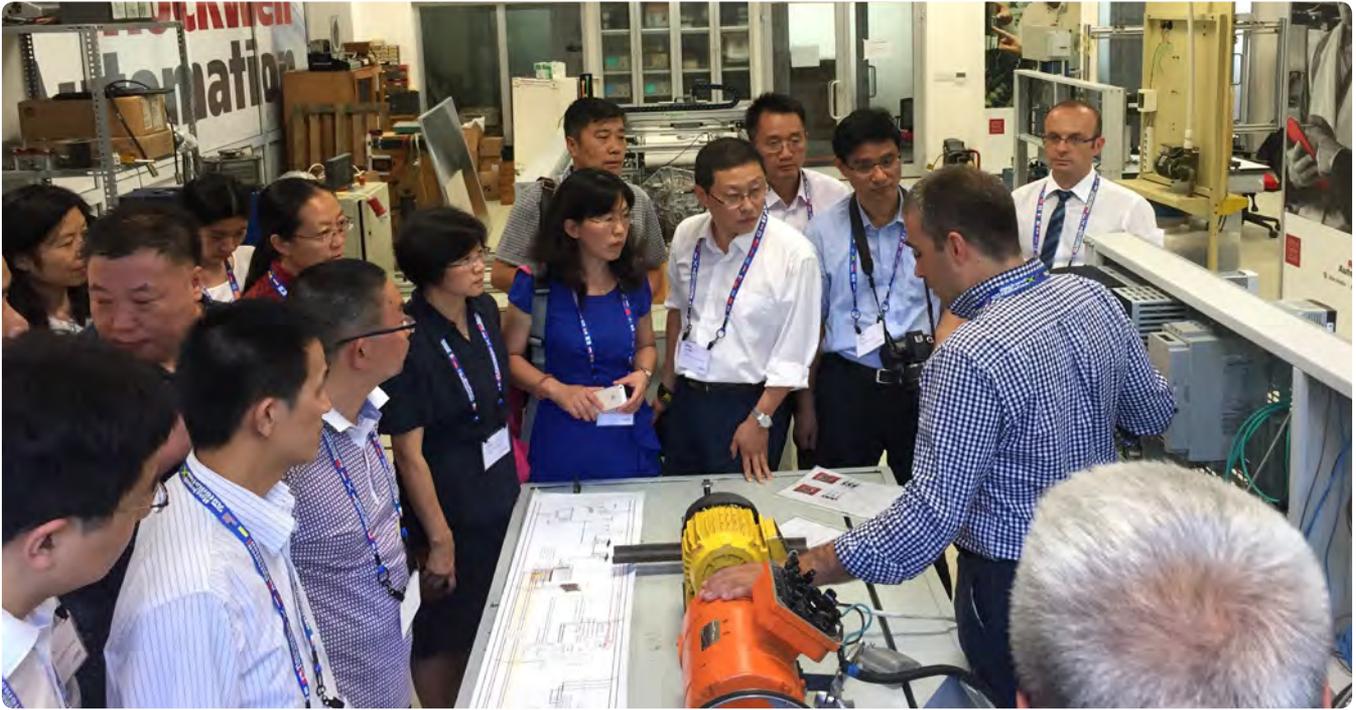
"Learning how to code helps students develop their logical thinking and shows them how a software application works from a developer's perspective," explained Violet Vasileva, a Rockwell Automation test engineer. "Coding skills will put every student on the path to success considering that such skills are, and will continue to be, in high demand. By participating in Hour of Code, we show the young people in our life how to use their imagination, how to be creative and innovate. We might even inspire them to become computer scientists."

Making Wishes Come True

Some of our regional offices supplement our global corporate giving with community relations efforts that meet local needs. In India, we partner with one of the country's leading non-governmental organizations on a "Make a Wish Come True" initiative. In 2015, our colleagues volunteered to grant 75 wishes from children who are poor, homeless or orphaned. Wishes ranged from lunch boxes to school bags to bicycles. As part of the wish program, one of our colleagues provides financial support for the education of 15 children. In Singapore, Our Asia Pacific Business Center in Singapore has had a long-term relationship with non-profit TOUCH Community Services. In 2015, our employees, dressed in traditional sarong and nostalgic kampong styles, led 50 seniors from TOUCH's Elderly Services program on a historical tour.



In Singapore, our Asia Pacific Business Center employees dressed in traditional sarong and nostalgic kampong styles.



Rockwell Automation hosted 22 professors for a conference at our joint Istanbul Technical University Lab. The conference included a tour of the nearby Procter & Gamble factory.

Higher Education Partnerships

Each year 30,000 students connect theory to practice with real world, hands-on experience in Rockwell Automation labs at more than more than 100 engineering colleges worldwide. Through these educational partnerships, students learn how to apply our automation and information technologies for smart, safe and sustainable manufacturing and business. In addition to student education, we use these labs to train customers, distributors and other partners, and as centers of research, development and collaboration with local thought leaders.

We have university labs in Brazil, China, India, South Korea, U.S., Turkey and Vietnam. In 2015, we opened our first joint Smart Lab with the Seongnam Campus of Korea Polytechnic University. Here students further develop technical capabilities in the intersecting fields of operational and informational technologies used in today's smart factories and Connected Enterprises. We also started a lab upgrade focused on smart manufacturing and robotics with Shanghai Jiao Tong University.

Elsewhere in China, we opened five new labs at Lanzhou University of Technology, Guilin University of Aerospace Technology, Xiamen University, North China Electrical Power University and Zhejiang Industry Polytechnic College.

Additionally, teams from more than 330 Chinese universities and colleges participated in our third annual Allen-Bradley System Application Contest, jointly hosted by the China

Ministry of Education. The contest, one of the highest-level collegiate competitions in the Chinese automation industry, is designed to inspire students' and teachers' interest in industrial automation, improve practical skills, foster innovation and team work, and help China develop the next generation of engineering talent.

"China's manufacturing sector is undergoing a transformation leading to a surging demand for industrial automation talent," said Rockwell Automation's Joe Kann, vice president, Global Business Development. "We hope to partner with additional Chinese universities and colleges through this contest to cultivate more high-caliber automation talent, who can in turn drive 'smart manufacturing' in China."

In the U.S., Rockwell Automation and several of our industry partners, including Endress+Hauser, provided financial, product and technical support for a state-of-the-art process control education lab at Purdue University. This lab establishes a learning platform to build a "hands-on" curriculum around process control for Purdue and its seven Indiana campuses. Viewed as a long-term collaborative investment in talent and commercial application, the lab was developed to increase exposure to careers in the process industries. Many students fail to recognize the variety of career choices available to them as new roles emerge through advanced technologies. A further goal is to provide summer workshops for practicing engineers to learn about and experience process control integration from faculty and industry peers.

Life At Rockwell Automation







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