

Culture of Inclusion at Rockwell Automation

People are our most important asset. Together we will create an environment where all employees can and want to do their best work to enable the Connected Enterprise.

Our Top-down, Bottom-up Approach to Culture Transformation



Key Anchors and Drivers of Our Culture of Inclusion Approach

Inclusion is a business imperative

"Our PEOPLE are the foundation of all we do, and creating an environment where everyone can and wants to do their best work is fundamental to our success." – Blake Moret, President and Chief Executive Officer

Our COI Strategy Framework

- 1 Awareness & Learning
- 2 Understanding & Removing Barriers
- 3 Creating Differentiation

White Men as Full Diversity Partners (WMFDP) training provides awareness about dominant group dynamics and white male privilege

Conscious and Inclusive Leader training helps managers mitigate the impact of bias in interactions and decision-making

1,020+
leaders have attended

2,100+
leaders have attended

4,500+
employees have attended

8 Inclusion Change Teams

One in each business and function, with several smaller, regional teams have more than

250
employees actively involved globally

We are known as an employer of choice because of our Culture of Inclusion

External Thought Leadership

Organizations Want to Know More About Our Culture

We've presented our best practices to:



Employee Resource Groups

Enable the COI Strategy Via its Membership

13 ERGs with **56** chapters in **20** countries **4,000+** ERG members

Operationalizing and Embedding Culture of Inclusion

Culture of Inclusion is the essence of the way we do business. We keep processes globally framed and locally driven to create consistency - recognizing that one size does not fit all

COI 3-Year Operational Roadmap and Priorities 2019-2021



Culture of Inclusion as a Business Imperative



Global Approach to Culture of Inclusion



Inclusive Leadership



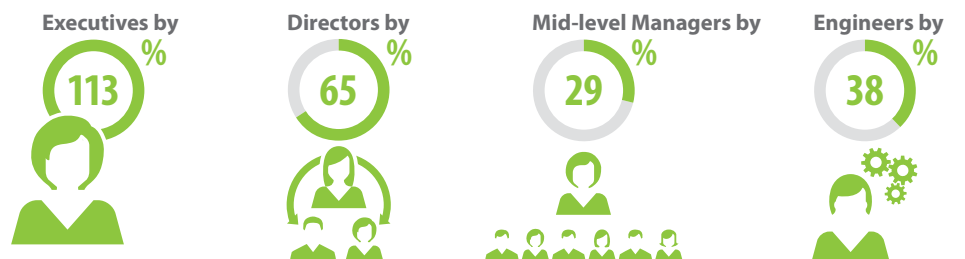
Make Inclusion Personal

Measurable Results

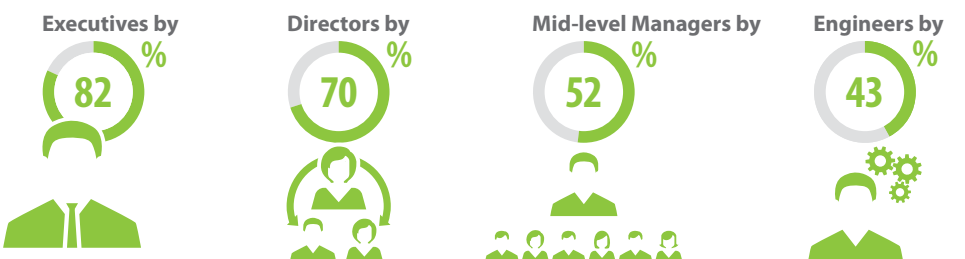
Building Our Pipeline

Since 2008, we've had significant gains in U.S. representation:

Women:



People of Color:



Recognition



74% Employee Engagement Score
72% Global Inclusion Index