

**rotork**<sup>®</sup>

Keeping the World Flowing  
for Future Generations



**Rotork 2022 GRI  
table and MSCI  
disclosures**

# Global Reporting Initiative (GRI) Index

Rotork Plc has reported the information cited in this GRI content index for the period starting 1 January 2022 and ending 31 December 2022 with reference to the GRI Standards.

GRI Standard	Disclosure	Disclosure Reference/Comment	Page No. and/or URL
<b>GRI 2: General Disclosure 2021</b>	2-1 Organizational details	a. Rotork plc. b. Public limited company with shares listed on the London Stock Exchange. c. Rotork House, Brassmill Lane, Bath, UK, BA1 3JQ. d. Rotork has offices in more than 60 countries.	a. Rotork plc. b. Public limited company with shares listed on the London Stock Exchange. c. Rotork House, Brassmill Lane, Bath, UK, BA1 3JQ. d. Rotork has offices in more than 60 countries.
	2-2 Entities included in the organization's sustainability reporting	a. the entities included in sustainability reporting are listed in the Group's ARA. b) the entities included in sustainability reporting are the same as those in the audited consolidated financial statements. c) i) there are no adjustments to information for minority interests. c) ii) Rotork did not make any mergers, acquisitions or disposals in 2022. c) iii) there are differences in approach across the disclosures.	ARA pages 235-237
	2-3 Reporting period, frequency and contact point	Rotork's sustainability reporting period is annual/calendar, in-line with its financial reporting. The ARA 2022 was published on 27th February 2023. For enquiries please contact <a href="mailto:esg@rotork.com">esg@rotork.com</a> .	N/A
	2-4 Restatements of information	Carbon emissions, Single remuneration figure	ARA pages 23, 171
	2-5 External assurance	CO2e and energy usage data for 2022 has been independently verified and assured by MakeUK.	ARA page 46. Standalone assurance statement: <a href="http://www.rotork.com/en/environmental-social-governance/esg-reports-and-policies">www.rotork.com/en/environmental-social-governance/esg-reports-and-policies</a>
	2-6 Activities, value chain and other business relationships	Rotork supplies industrial flow control equipment and instrumentation products and services used in oil and gas, water and wastewater, power, chemical process and industrial applications. Rotork is classified as being in the FTSE Electronic and Electrical Equipment sector. The overwhelming majority of Rotork sales directly relate to the automation of industrial processes. Group revenue split by division (end markets): Oil & Gas 44%, Chemical, Process & Industrial 31%, Water & Power 25%. A description of the organisation's supply chain is available in the ARA 2022. There are no other relevant business relationships to report or any significant changes compared to the previous reporting period.	ARA pages 4-7, 52-54
	2-7 Employees	a. Total number of employees by employment contract (permanent and temporary): permanent: 2,997; temporary: 73. Total number of employees by region: Americas 500; EMEA 1,640; Asia Pacific 930. b. Total number of employees by employment contract (permanent and temporary), by region: EMEA: 1,579 permanent; 61 temporary. APAC: 921 permanent; 9 temporary. Americas: 497 permanent; 3 temporary]. Total number of employees by employment type (full-time and part-time), by gender: full-time male 2,339; female 649; part-time male 23; female 59. c. An explanation of how the data have been compiled, including any assumptions made: data is drawn from our centralised, global data system and is for Rotork employee headcount. d. Contextual information necessary to understand these disclosures: these disclosures are of headcount, whereas ARA disclosures (eg. page 42) include contractors and are calculated on a full-time equivalent headcount basis. e. Any significant fluctuations in the numbers reported during the reporting period: N/A.	

## Global Reporting Initiative (GRI) Index Cont...

GRI Standard	Disclosure	Disclosure Reference/Comment	Page No. and/or URL
<b>GRI 2: General Disclosure 2021</b>	2-8 Workers who are not employees	Total number of workers who are not employees: 196 (contractors)	N/A
	2-9 Governance structure and composition	Governance framework is set out on ARA page 126.	ARA pages 108-130, 142-144
	2-10 Nomination and selection of the highest governance body	Rotork's Nomination Committee leads the process for Board appointments.	ARA pages 126, 150-152
	2-11 Chair of the highest governance body	Rotork's Chair is not a senior executive in the organisation and was independent upon appointment.	ARA page 129
	2-12 Role of the highest governance body in overseeing the management of impacts	The Rotork Board ultimately has oversight.	ARA pages 126-127
	2-13 Delegation of responsibility for managing impacts	This responsibility falls within the Rotork Audit Committee's remit.	ARA pages 88-97; pages 145-149
	2-14 Role of the highest governance body in sustainability reporting	The Rotork Environment, Social and Governance Committee recommends the overarching ESG and Sustainability vision to the Board to ensure that ESG and Sustainability priorities are embedded in Rotork's strategy.	ARA pages 142-144
	2-15 Conflicts of interest	a. Procedures are in place to identify and manage declared actual and potential conflicts of interest which directors (or their connected persons) may have and are obliged to avoid under their statutory duties and the Company's Articles of Association. b. No director has declared any material conflict of interests.	ARA page 130
	2-16 Communication of critical concerns	How Rotork engages with its stakeholders whereby they can raise their concerns is set out on pages 115-117 of the ARA. In addition, Rotork has a NED responsible for workforce engagement who brings the employees' voice into the boardroom. An anonymous whistleblowing hotline is also in place. The total number and nature of critical concerns that were communicated to the highest governing body during the reporting period was zero.	ARA pages 142-144
	2-17 Collective knowledge of the highest governance body	This collective knowledge is described in the directors' biographies and within skills and experience matrix in the Rotork ARA.	ARA pages 123-125
	2-18 Evaluation of the performance of the highest governance body	The performance evaluation of the Rotork Board and its committees is undertaken on an annual basis with an independent, external evaluation being carried out every third year.	ARA pages 121, 138-139
	2-19 Remuneration policies	Rotork's Remuneration Policy, as set out in full on pages 164-167 of the ARA, was approved by shareholders at the 2023 AGM and passed by a majority of 98.04%	ARA pages 153-181

## Global Reporting Initiative (GRI) Index Cont...

GRI Standard	Disclosure	Disclosure Reference/Comment	Page No. and/or URL
	2-20 Process to determine remuneration	This process falls within the Rotork Remuneration Committee's remit.	ARA pages 153-181
	2-21 Annual total compensation ratio		Page 179
	2-22 Statement on sustainable development strategy		ARA pages 34-75
	2-23 Policy commitments		ARA pages 39, 111-113
	2-24 Embedding policy commitments		ARA pages 111-113
	2-25 Processes to remediate negative impacts	Rotork takes any grievance extremely seriously. Any grievance is dealt with at the appropriate level within the organisation and on its merits.	
	2-26 Mechanisms for seeking advice and raising concerns		ARA page 94, 130, 141
	2-27 Compliance with laws and regulations		ARA pages 111-113 and 182-185
	2-28 Membership associations	A list of the main memberships of industry or other associations, and national international advocacy organisations.	ARA page 41
	2-29 Approach to stakeholder engagement		ARA pages 114-117 and 132-137
	2-30 Collective bargaining agreements		ARA pages 153-181
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics		ARA pages 32-33
	3-2 List of material topics		ARA pages 40-41

# Global Reporting Initiative (GRI) Index Cont...

GRI Standard	Disclosure	Disclosure Reference/Comment	Page No. and/or URL
	3-3 Management of material topics		ARA Pages 36-41
<b>GRI 201: Economical Performance 2016</b>	201-1 Direct economic value generated and distributed		ARA Pages 12-13
	201-2 Financial implications and other risks and opportunities due to climate change		ARA pages 100-110
	201-3 Defined benefit plan obligations and other retirement plans		ARA pages 220-223
	201-4 Financial assistance received from government	Not material	
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Only a very low proportion of Rotork employees are compensated in a manner or scale that is closely linked to laws or regulations on minimum wage. Rotork is committed to paying a Real Living Wage (rather than the minimum wage) where this exists in a country.	ARA page 70
	202-2 Proportion of senior management hired from the local community	Only a very low proportion of Rotork senior management is hired from outside of the local community as the Group's approach is to hire locally wherever this is possible.	
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	Through the provision of our products and services on commercial terms Rotork contributes to the roll-out and modernisation of the critical infrastructure upon which we all rely (including water and waste water infrastructure, natural gas and hydrogren pipelines).	ARA pages 58-66
	203-2 Significant indirect economic impacts	Through the provision of our products and services we contribute to the increased safety and productivity of our customers' assets. Plant automation is the single most important application of Rotork's products, representing greater than 90% of sales.	ARA pages 6-7
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Management approach: Rotork has a reputation for integrity, fair dealing and ethical behaviour and paying on time. Rotork is a global company with local roots. The majority of procurement spend by significant location of operation (eg assembly facility) is with suppliers based in the same country.	N/A
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Management approach: Rotork has a zero-tolerance policy towards bribery and corruption worldwide, irrespective of country or business culture. This is documented in Rotork's Code of Conduct and Anti-bribery and Corruption Policy. Operations assessed for risks related to corruption: Rotork assess 100% of its operations for risks related to corruption. It asks all suppliers to sign up to its Supplier Code of Conduct. This code covers Rotork's expectations on ethical behaviours and compliance with applicable laws; including Rotork's zero-tolerance approach to bribery and corruption. Rotork regularly screens suppliers for instances of corruption.	ARA page 56

# Global Reporting Initiative (GRI) Index Cont...

GRI Standard	Disclosure	Disclosure Reference/Comment	Page No. and/or URL
	205-2 Communication and training about anti-corruption policies and procedures	Communication and training about anti-corruption policies and procedures: Rotork employees are required to complete anti-bribery and corruption courses on a regular basis. Rotork tracks training completion rates.	ARA page 56
	205-3 Confirmed incidents of corruption and actions taken	Confirmed incidents of corruption and actions taken : none - there were no confirmed incidents of corruption during 2022.	N/A (None)
<b>GRI 205: Anti-corruption Behaviour 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Management approach: Rotork's Code of Conduct sets out the standards of behaviour it expect from its people. Rotork expects everyone to follow the code and act with integrity at all times. Legal actions for anti-competitive behavior, anti-trust, and monopoly practices: None.	ARA pages 100-110
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax 207-2 Tax governance, control, and risk management 207-3 Stakeholder engagement and management of concerns related to tax 207-4 Country-by-country reporting	Management approach: as set out in Rotork's tax strategy, the Group is committed to paying the right and fair amount of tax in each territory in which it operates and is committed to creating an open and transparent working relationship with tax authorities in the jurisdictions in which it operates. Rotork aims to achieve this by engaging tax authorities in an open and courteous manner, and responding to enquiries in a timely fashion. The Board of Rotork plc is ultimately responsible for this Tax Strategy and reviews it on an annual basis. For commercial reasons Rotork does not provide country-by-country tax reporting.	ARA pages 12, 84, 211 <a href="http://www.rotork.com/en/investors/corporate-governance/group-tax-strategy">www.rotork.com/en/investors/corporate-governance/group-tax-strategy</a>
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	Management approach: Rotork's innovation and new product development process is particularly focused on new products that support customers' efficiency and environmental performance and that can be produced as efficiently as possible. Rotorks has significantly reduced the weight of several products in its portfolio recently, achieving reductions of 20-30%. Materials used by weight or volume: see page 50 of the ARA.	
	301-2 Recycled input materials used		ARA page 50
	301-3 Reclaimed products and their packaging materials		ARA page 50
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Total fuel consumption within the organisation: 88,241GJ (including 44,119GJ of electricity, of which 34% renewable).	ARA page 42
	302-2 Energy consumption outside of the organization	Rotork does not provide energy consumption outside of the organisation, instead calculating its full scope 3 inventory in-line with the GHG Protocol (see GRI 305: Emissions 2016).	
	302-3 Energy intensity	Rotork's intensity ratio, measured as scope 1 & 2 carbon emissions per £1m of reported revenue, fell to 11.3 tCO2e in 2022 from 14.3 tCO2e in 2021.	ARA pages 23 and 46
	302-4 Reduction of energy consumption	Rotork reduced location-based scope 1 & 2 emissions by 11% in 2022.	ARA page 46

# Global Reporting Initiative (GRI) Index Cont...

GRI Standard	Disclosure	Disclosure Reference/Comment	Page No. and/or URL
	302-5 Reductions in energy requirements of products and services		ARA page 50
<b>GRI 303: Water and Affluents 2018</b>	303-1 Interactions with water as a shared resource 303-2 Management of water discharge-related impacts 303-3 Water withdrawal 303-4 Water discharge 303-5 Water consumption	Management approach: while Rotork is not a large user of water, it seeks to maximise its efficiency in its use of water and targets an annual reduction. It completes an annual water stress risk assessment for its operations to identify locations that fall in high water stress areas and identify if there is opportunity to implement practical water use reduction projects in those locations in particular. In 2022, Rotork's water withdrawal was 6% higher than in 2021. The majority of its water is sourced from domestic suppliers; in Chennai (India) it harvests rainwater.	ARA pages 46-49
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas 304-2 Significant impacts of activities, products and services on biodiversity 304-3 Habitats protected or restored 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Management approach: Rotork's innovation and new product development process is particularly focused on new products that support customers' efficiency and environmental performance and that can be produced as efficiently as possible. Rotork's has significantly reduced the weight of several products in its portfolio recently, achieving reductions of 20-30%. Materials used by weight or volume: see page 50 of the ARA.	<a href="http://www.rotork.com/en/documents/publication/8995">www.rotork.com/en/documents/publication/8995</a>
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity 305-5 Reduction of GHG emissions 305-6 Emissions of ozone-depleting substances (ODS) 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Management approach: Rotork currently uses the Rotork Management Operating System (RMOS) to identify opportunities for projects to reduce its energy usage and associated carbon emissions. <ul style="list-style-type: none"> <li>• 305-1 Direct (Scope 1) GHG emissions: 3,132.</li> <li>• 305-2 Energy indirect (Scope 2) GHG emissions: 4,122 (location-based).</li> <li>• 305-3 Other indirect (Scope 3) GHG emissions: 412,747.</li> <li>• 305-4 GHG emissions intensity: 11.3 tonnes CO2e / £1m.</li> <li>• 305-5 Reduction of GHG emissions: total Scope 1 and market-based Scope 2 GHG emissions were 17% lower year-on-year</li> <li>• 305-6 Emissions of ozone-depleting substances (ODS): none to report.</li> </ul>	ARA pages 46-49



## Global Reporting Initiative (GRI) Index Cont...

GRI Standard	Disclosure	Disclosure Reference/Comment	Page No. and/or URL
<b>GRI 306: Waste 2020</b>	<p>306-1 Waste generation and significant waste-related impacts</p> <p>306-2 Management of significant waste-related impacts</p> <p>306-3 Waste generated</p> <p>306-4 Waste diverted from disposal</p> <p>306-5 Waste directed to disposal</p>	<p>Management approach: Rotork encourages all of its locations to minimise or eliminate the amount of waste that they produce and uses the Rotork Management Operating System (RMOS) to identify projects that drive performance improvement. In 2022, Rotork achieved a reduction in total waste of 477 metric tonnes year-on-year, a 15% reduction compared with 2021. Rotork recycled 69% of its waste in 2022. The Group achieved a significant reduction in the amount of waste sent to landfill; with more than 50% less waste going to landfill than in 2018.</p>	ARA pages 48-49
<b>GRI 308: Supplier Environmental Assessment 2016</b>	<p>308-1 New suppliers that were screened using environmental criteria</p> <p>308-2 Negative environmental impacts in the supply chain and actions taken</p>	<p>Management approach: Rotork defined a new groupwide process in 2020 to validate that suppliers meet the requirements of its Supplier Code of Conduct and uphold Rotork's commitments to social, environmental and ethical standards in the supply chain. It outlines Rotork's approach to assessment of social, environmental and ethical risks, which includes four main components: continual online monitoring, supplier self-assessment, enhanced surveys for suppliers scored as medium or high risk, and site audits for medium and high-risk suppliers.</p>	ARA pages 52-53
<b>GRI 403: Occupational Health and Safety 2018</b>	<p>403-1 Occupational health and safety management system</p> <p>403-2 Hazard identification, risk assessment, and incident investigation</p> <p>403-3 Occupational health services</p> <p>403-4 Worker participation, consultation, and communication on occupational health and safety</p> <p>403-5 Worker training on occupational health and safety</p> <p>403-6 Promotion of worker health</p> <p>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</p> <p>403-8 Workers covered by an occupational health and safety management system</p> <p>403-9 Work-related injuries</p> <p>403-10 Work-related ill health</p>	<p>Management approach: Rotork uses a combination of lagging and leading indicators to measure its health and safety performance. Rotork engages employees in health and safety risk assessments to identify ways to reduce risks in its operational environments.</p>	ARA pages 23, 42, 44-45



# Global Reporting Initiative (GRI) Index Cont...

GRI Standard	Disclosure	Disclosure Reference/Comment	Page No. and/or URL
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs 404-3 Percentage of employees receiving regular performance and career development reviews	Management approach: Rotork works to ensure its colleagues have the right skills and experience to deliver the Group's strategy. All Rotork employees receive a core set of training on topics such as cyber security, health and safety life saving rules and compliance topics. • 404-1 This is estimated at 24 hours per year per employee. Employees joining the organisation and receiving induction also undertake further training amounting to circa another 7 hours. All managers also undertake a performance and reward workshop for 3 hours a year. In addition Rotork has a learning@rotork website and employees can undertake development training on a range of topics to enable their growth. • 404-2 See ARA page 70. • 404-3 Rotork's approach to performance management was revised 3 years ago for all employees and is based on performance conversations which take place 3-4 times a year. Performance is annotated on a graph with axes of results and values/behaviours. Performance is also an input to bonus conversations and awards.	ARA pages 55, 70
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees 405-2 Ratio of basic salary and remuneration of women to men	Management approach: Rotork recognises the importance of fostering an inclusive and diverse workforce and builds its commitment to diversity into the way it works, including reviewing decisions around performance, talent and remuneration to ensure fairness. • 405-1 In 2022 the Rotork Board was 44% female and the workforce 23.1% female. • 405-2 Rotork's gender pay report is included in the ARA and published on its website.	ARA pages 72-73
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Management approach: Rotork is a signatory to the UN Global Compact. As part of this, Rotork upholds colleagues' freedom of association and recognise their right to collective bargaining. Rotork's Supplier Code of Conduct also includes an obligation on suppliers to uphold freedom of association and the effective recognition of the right to collective bargaining. • 407-1 Percentage of total employees covered by collective bargaining agreements: there are collective bargaining agreements in several sites/countries in which we operate. 6.8% of employees globally are covered by these agreements.	ARA page 55
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Management approach: Rotork is committed to playing its part in upholding and protecting human rights in its business and across its supply chain globally. Rotork obeys the laws, rules and regulations of every country in which it operates. It respects interenationally recognised human rights as set out in the United Nations International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Pricinciples and Rights at Work. These cover freedom of association, the abolition of forced labour, equality and the elimination of child labour.	ARA pages 52-56
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	As per GRI 408.	ARA pages 52-56
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs 413-2 Operations with significant actual and potential negative impacts on local communities	Management approach: Rotork engages positively with its local communities. Rotork invests in job creation, using local talent and supply chains, helping to support and grow the communities in which it operates. Rotork considers social and environmental impacts of our business decisions carefully, including potential impacts on local communities.	

## Global Reporting Initiative (GRI) Index Cont...

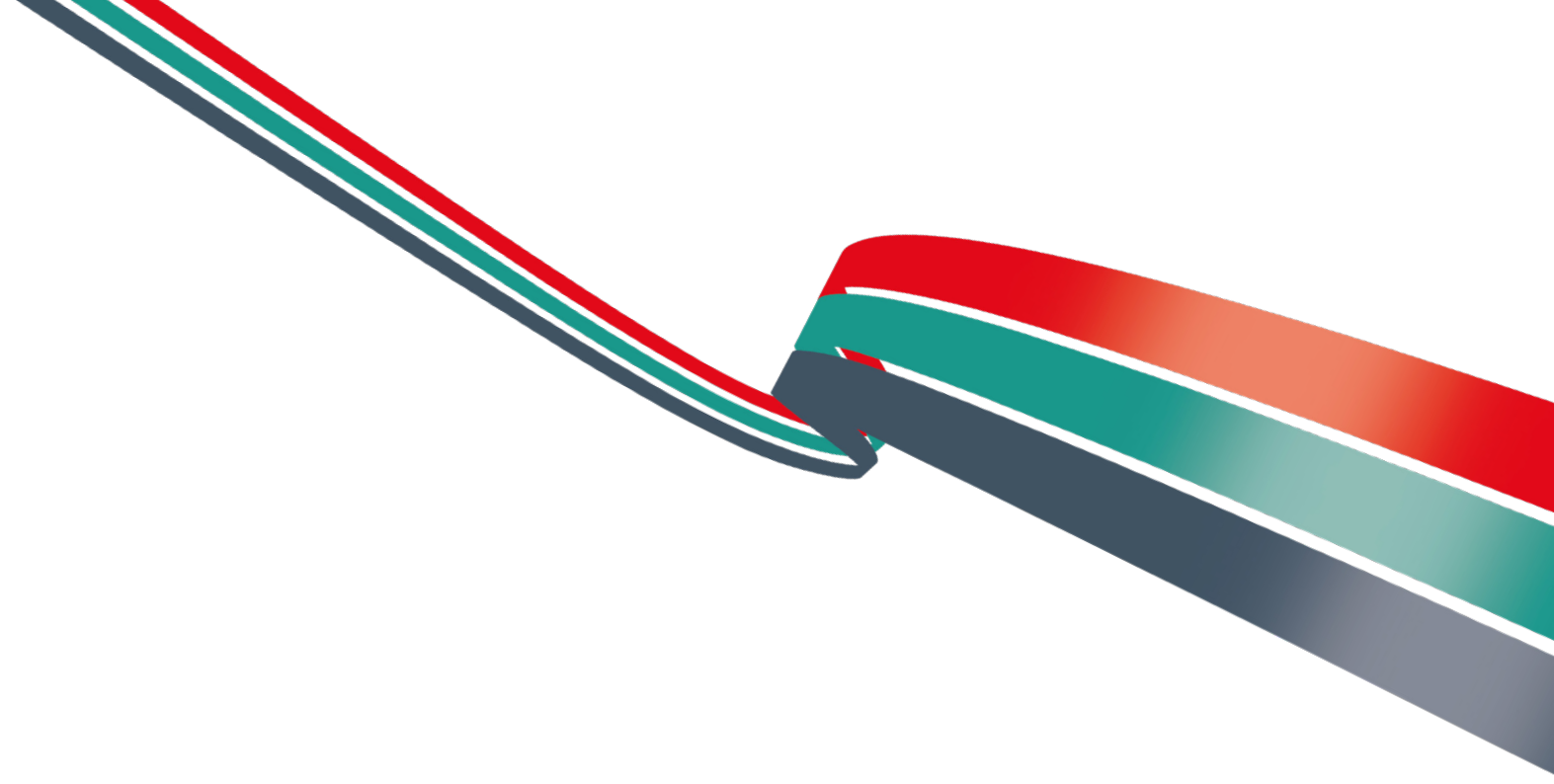
GRI Standard	Disclosure	Disclosure Reference/Comment	Page No. and/or URL
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria 414-2 Negative social impacts in the supply chain and actions taken	As per GRI 308.	
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	Management approach: Rotork has a policy of not making political donations in any part of the world. No political donations were made during 2022.	ARA page 183
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement. 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Management approach: Rotork has been market leader in flow control for over 60 years, with a particular reputation for safety solutions. Products are available with extensive certifications, including for use in hazardous areas and in safety applications, and as explosion-proof. • 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services: none. Rotork has not identified any non-compliance with regulations and/or voluntary codes.	SR 2021 page 63
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Management approach: Rotork ensures that any customer data that it collects, stores and/or transmits is treated in accordance with its robust policies on data classification and handling, data privacy and acceptable use of data. All Rotork employees are required to comply with these policies, and Rotork is confident that it maintains high standards of data security. • 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data: None.	

# Morgan Stanley Capital International (MSCI) Data Index

MSCI Standard	Disclosure	Disclosure Reference/Comment
<b>Exposure</b>	Exposure - Segment Data - Business Exposure	53% of 2022 sales - SIC code 26512 - Electronic industrial process control equipment 37% of 2022 sales (of which 19% instruments, 17% fluid powered actuators) - SIC code 28120 - Fluid power equipment 10% of 2022 sales - SIC code 28150 - Bearings, gears, gearing
<b>Environmental &amp; Social</b>	Toxic Emissions & Waste - Practices - Governance and Strategy	13 of 26 sites to which ISO14001 is applicable have ISO14001 certification ISO14001 certificates are available here: <a href="http://www.rotork.com/en/about-us/company-certificates">www.rotork.com/en/about-us/company-certificates</a> 1 of 6 sites to which HAZWOPER is applicable have HAZWOPER certification
	Opportunities in Clean Tech - Alternative Energy	>90% of Rotork's sales in 2022 related to the production or distribution of industrial automation technologies
	Toxic Emissions & Waste - Practices - Governance and Strategy	13 of 26 sites to which ISO14001 is applicable have ISO14001 certification ISO14001 certificates are available here: <a href="http://www.rotork.com/en/about-us/company-certificates">www.rotork.com/en/about-us/company-certificates</a> 1 of 6 sites to which HAZWOPER is applicable have HAZWOPER certification
	Labor Management - Strategy	All permanently employed Rotork staff globally become eligible for performance-based bonuses once they have been with the group for more than three months Permanently employed Rotork staff in all locations where is practicable to do so become eligible for employee share schemes (such as ESOP/ESPP schemes) once they have been employed by the group for a certain specified time (normally a calendar year)
	Other Labor Metrics - Practices - Operations	Permanently employed Rotork staff in all locations where is practicable to do so become eligible for employee share schemes (such as ESOP/ESPP schemes) once they have been employed by the group for a certain specified time (normally a calendar year) Permanently employed Rotork staff in all locations where it is practicable to be offered become eligible for retirement benefits, disability income protection and health insurance, normally immediately upon joining but in some cases after a certain specified time (typically a month). Rotork also offers a global Employee Assistance Programme and role relevant tuition reimbursement schemes
	Corporate Behaviour - Policies & Practices	Rotork audits its major sites' ethical standards at least once every three years, and other sites when required Rotork's ethical standards training is required to be completed by all employees (permanent, part-time and contractors) and all employees have to complete an annual confirmation declaration stating that they have read and complied with our code of conduct Rotork conducts audits of its anti-corruption policies on a regular basis. Audits were completed on anti-bribery and corruption measures in 2018; travel and expenses in 2020; and sanctions processes in 2022. In addition financial control reviews are performed continually by our second-line risk and compliance team to ensure fraud controls operate effectively Rotork's Audit Committee terms of reference can be found here: <a href="https://www.rotork.com/en/documents/publication/4145">https://www.rotork.com/en/documents/publication/4145</a>
	Human Capital Development - Practices - Scope of support for degree programs and certifications	Rotork takes Human Capital Development very seriously. We offer certificated apprenticeships for people at the early stage of their careers - see <a href="http://www.rotork.com/en/careers/early-careers/apprenticeship">www.rotork.com/en/careers/early-careers/apprenticeship</a> for more details. We support colleagues to attain professional qualifications and degrees on a case-by-case basis and regularly do so however we do not have the information systems to quantify the scope of support
Labor Management - Practices - Strategy - Programs & Initiatives - Scope of training & professional development support or programs	Rotork takes training and professional development very seriously. Our training offering includes leadership programmes designed for senior and next-generation leaders. Our policy is to support colleagues with their professional development and we do so on a case-by-case basis however we do not have the information systems to quantify the scope	

# Morgan Stanley Capital International (MSCI) Data Index Cont...

MSCI Standard	Disclosure	Disclosure Reference/Comment
	Other Labor Metrics - Exposure - Additional Exposure Indicators	Rotork generally considers its leadership to consist of its Rotork Management Board members and their direct reports. The Rotork Management Board at the end of 2022 consisted of 12 persons who had 76 direct reports
	Human Capital Development - Exposure - Performance - Workforce Diversity	Rotork's workforce diversity is profiled on pages 72 and 73 of the ARA 2022
SFDR	Social - Health & Safety - Workplace Accident Prevention	Rotork's Health & Safety Policy is available here: <a href="https://www.rotork.com/en/environmental-social-governance/esg-reports-and-policies">https://www.rotork.com/en/environmental-social-governance/esg-reports-and-policies</a> . The policy is group-wide and also applies to contractors



**rotork<sup>®</sup>**

Rotork PLC  
Brassmill Lane, Bath, BA1 3JQ

01225 733 200  
mail@rotork.com  
www.rotork.com

PUB000-323  
Issue 08/23