

2011 Corporate Responsibility Report
Executive Summary





At Rockwell Collins, our tagline encapsulates the spirit at the heart of our company: “Building trust every day.” While that trust begins with our customers, that’s only the start, because we believe that our commitment to trust also extends to our investors, our employees and ultimately our community and our world.

As you’ll see, we’ve achieved some important successes in FY ‘11:

- › We were honored, for the second year in a row, to earn a place among DiversityInc’s Top 50 companies.
- › Rockwell Collins contributed more than \$6 million in charitable and in-kind contributions to our communities, with more than half going toward education.
- › We extended our long-term global commitment to *FIRST*®, an organization dedicated to inspiring young people’s interest and participation in science and technology, with our sponsorship of the *FIRST* LEGO® League (FLL®) Global Innovation Award.
- › Rockwell Collins was once again recognized by *Newsweek* for our dedication to environmental performance, ranking us in the top 25th percentile of the 500 largest publicly traded U.S. companies in their 2011 Green Rankings.
- › For the third consecutive year, we were honored to be recognized as one of the world’s most ethical companies on Ethisphere Institute’s World’s Most Ethical Companies list.

I’m proud of those accomplishments, but they’re only a snapshot of a much longer journey. At Rockwell Collins, we often speak of continuous improvement—always seeking to better ourselves, our processes, and our products. That same principle extends to corporate responsibility, looking to create better solutions, a better workforce, a better environment and a better future.

We pledge to do just that, building trust every day.

A handwritten signature in black ink that reads "Clay". The signature is fluid and cursive.

Clayton M. Jones
Chairman, President and Chief Executive Officer
Rockwell Collins

View our full Corporate Responsibility Report online at www3.rockwellcollins.com/csr for more detailed content and stories from our employees.

Vision
&
Values

Working together creating the most trusted source of communication and aviation electronic solutions.

- › Teamwork
- › Integrity
- › Innovation
- › Customer focus
- › Leadership

Fast fact:

For the second consecutive year, Rockwell Collins was named one of DiversityInc's Top 50 Companies for Diversity.



"I love making a difference and helping people with their careers here at Rockwell Collins."

– Clara Centeno-Calero, Principal Manager, Manufacturing Engineering, Melbourne, Florida, who leads programs within an employee resource group—the Latino Employee Network—at the Melbourne facility. Go online to learn more from our employees on how we are empowering our team.

Empowering our team

We are committed to fostering an ethical, responsible workplace that empowers its employees to grow professionally and promotes collaboration and diversity.

Driven by our Value Proposition for People, we seek to promote opportunities for employees to maintain and extend Rockwell Collins' strong commitment to ethics, grow professionally and build an atmosphere of respect, diversity and inclusion.

Professional growth – We help employees work through their individual career development plans and reach their full potential with a wealth of resources, including Rockwell Collins University, Communities of Practice, Rockwell Collins Enterprise Mentoring and tuition reimbursement.

Diversity and inclusion – At Rockwell Collins, we believe our differences are a competitive advantage, fueling innovation and building a stronger company. As an organization with more than 60 locations in 27 countries, we know how important diversity and inclusion is as a global strategy, and seek to encourage the sharing of talents and ideas across the company, our suppliers and the communities we call home.

Ethics – We build trust every day by operating with the highest standards of ethics and in accordance with the laws and regulations of the countries in which we do business. We are proud to be recognized on the Ethisphere Institute's World's Most Ethical Companies list.

How else do we empower our employees to reach their full potential? Find out at www3.rockwellcollins.com/csr/EmpoweringOurTeam

Empowering our veterans

Rockwell Collins has been recognized by three organizations for our work to employ and empower veterans:

- > Top 5 Finalist for "Wounded Warrior Employment and Transition Assistance" by the U.S. Chamber of Commerce
- > "10 Best Corporations for Veteran-Owned Businesses" by the National Veteran-Owned Business Association
- > "Top 100 Military-Friendly Employer" by *G.I. Jobs* magazine for the past two years

Building our communities

We are committed to supporting and building strong, vital communities, today and in the future.

Stewardship of community is deeply embedded in Rockwell Collins' values. While investment in our communities contributes to our continued growth and success, it's also just the right thing to do – for us, for our employees and for all the people who call our communities home.

Education

Rockwell Collins believes an investment in education—particularly in science, technology, engineering and math (STEM)—is an investment in our future, and provides our employees and retirees with an opportunity to mentor the next generation. Our primary educational outreach is implemented through **Engineering Experiences**, a series of programs offering students of all ages the ability to participate in hands-on, project-based learning:

- › **FIRST**®, a nonprofit organization coordinating multinational programs that team professionals and young people to solve engineering design problems in intense and competitive ways, including **FIRST LEGO**® League and **FIRST Tech Challenge**
- › **Engineers Week**, which features student-focused activities such as **Introduce a Girl to Engineering** and the **Global Marathon**, as well as employee recognition and rewards
- › **Future City Competition**
- › **Project Lead the Way**
- › **Team America Rocketry Challenge**
- › **Job shadowing and internships**

Charitable giving

In 2011, Rockwell Collins allocated more than \$6 million in charitable and in-kind contributions in our communities. Over 50 percent of our total charitable funds go toward education, including more than \$1 million to our college and university partners.

Our employees also support their communities, pledging \$2.3 million to our annual **Hands Across America** campaign, which provides funds to the **United Way**, its agencies and other health and human service organizations.

| Contribution type | FY'11 Actual |
|---|---------------------|
| Rockwell Collins Charitable Corporation | \$ 4,540,000 |
| Partnership Fund | \$ 590,000 |
| In-Kind | \$ 520,000 |
| Total Annual Contributions | \$ 5,650,000 |
| Flood Recovery | \$ 510,000 |
| Total w/ Flood | \$ 6,160,000 |



Fast fact:

Rockwell Collins employees and retirees recorded nearly 40,000 hours toward education outreach in 2011.



2011 by the numbers

\$6.16 million
in charitable and
in-kind contributions

\$2.3 million
in employee
contributions to
Hands Across America

40,000
hours logged toward
education outreach



“This is learning that you can’t get out of a textbook, and it’s making a huge impact on building STEM careers.”

— Dan Turner, Material and Process Engineer, Cedar Rapids Iowa, on the Virtual Reality Education Pathway, a program through which Rockwell Collins donates or obtains virtual reality equipment and systems to create technology-rich learning labs in schools across the Midwest.

Go online to learn more from our employees on how we are building our communities.

Community outreach

In each of our locations around the globe, Rockwell Collins strives to promote healthy, safe and vibrant communities through corporate activities, educational outreach and partnerships with local governments, industries and community groups. Key programs include:

› **Green Communities**

This grant program helps fund environmental projects coordinated by nonprofits in partnership with Rockwell Collins. In 2011, 48 grant awards totaling more than \$90,000 were given for projects across the United States and in Australia and Singapore.

› **Waste reduction**

We forge strong partnerships between Rockwell Collins facilities and community rehabilitation centers to apply reduction, reuse and recycling techniques to lessen our impact on the environment.

Leadership

The support of our community goes beyond monetary contributions—and well beyond the walls of our facilities. Our employees fill key leadership roles in a wide range of organizations that include:

- › Alzheimer’s Association
- › American Red Cross
- › Big Brothers Big Sisters
- › Boys & Girls Clubs
- › Goodwill Industries
- › National Air and Space Museum
- › Society of Women Engineers
- › United Way

Learn more about how we invest in students, give back to our communities and lessen our environmental impact here www3.rockwellcollins.com/csr/BuildingOurCommunities

Sustaining our world

We are committed to sustainable activities, products and services wherever we do business around the world.

Investing in environmental safety and health makes good sense—and good business. So we work to infuse these initiatives into everything we do. And we're proud to be recognized for these efforts. What makes us even prouder? The impact that our efforts have had on our business, our suppliers and those around us.

Policies and principles

To actively pursue sustainability, we provide our employees with guidelines in a range of areas throughout our company, including:

- › Environment, safety and health policy
- › Commitment and accountability
- › Continual improvement
- › Communication, training and emergency preparedness
- › Management system assessments
- › Life cycle value stream management
- › Natural resources, energy and greenhouse gases
- › Influence on public policy
- › Human rights

Environment, safety and health management

We believe Environment, Safety & Health (ES&H) must be an integral part of managing our business and serves as a competitive business advantage. We strive to exceed legal and other requirements, enhance our management processes and participate in voluntary programs worldwide.

Supply chain management

As both a supplier and customer, Rockwell Collins is well aware of the role sustainability plays at every step in the supply chain. We expect our suppliers to demonstrate stewardship of the environment and community and we recognize those who do so through our Green Supplier Award. In 2011, we revised our Green Supplier Award to be more inclusive and to create greater incentive for all of our suppliers to embrace environmental stewardship as a way to improve their business.

“Rockwell Collins goes above and beyond government requirements. We’re very committed to sustainability, and it’s very evident in everything we say and do.”

– Scott Shafer, Principal Lean ElectronicsSM Consultant who works with Rockwell Collins suppliers to help improve their sustainability practices.

Go online to learn more from our employees on how we are sustaining our world.



Greenhouse gas and energy management

Our Global Sustainability Team leads the company in reducing our carbon footprint globally and lowering operating costs by actively managing and reducing energy usage.

Since 2009, we have worked to achieve a 15 percent greenhouse gas reduction over five years, and have implemented the following strategies to enhance the already existing sustainable buildings and construction program:

- › Third party utility data collection and validation for 99 percent of our enterprise usage
- › Facility energy assessments and data analysis using Lean/Six Sigma processes such as Energy Go and See Lean events to identify opportunities for energy efficiency improvements
- › Strategic energy project management at the enterprise level
- › Fostering of a company culture of energy conservation

Fast facts:

- › For the third year in a row, Rockwell Collins has been named to the Dow Jones Sustainability North America IndexSM.
- › Our dedication to environmental performance was recognized by Newsweek, which ranked Rockwell Collins in the top 25th percentile of the 500 largest publicly traded U.S. companies in their 2011 Green Rankings.
- › Our two LEED-certified buildings—coupled with energy efficient process and equipment changes—are saving our company nearly 3.2 million kWh of electricity annually. That equates to reducing CO2 emissions by 2,300 metric tons. This annual kWh savings is equal to the annual carbon sequestered by 490 acres of pine or fir forests.

2011 by the numbers

13%

overall waste reduction

3%

reduction in water usage across the enterprise

33%

lower injury rate than the industry sector average



Building trust every day.

Rockwell Collins delivers smart communication and aviation electronic solutions to customers worldwide. Backed by a global network of service and support, we stand committed to putting technology and practical innovation to work for you whenever and wherever you need us. In this way, working together, we build trust. Every day.

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