



**Corporate Social Responsibility**  
Data and targets 2008



**BOSCH**

Invented for life

# Products and services

## Automotive



## At home

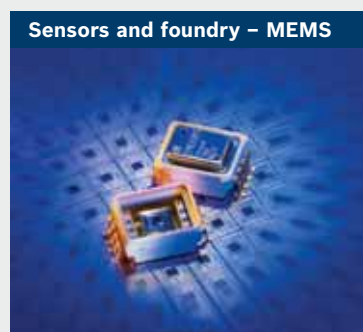


## About the data

The sustainability data for 2008 update the reporting on ecological, social, and financial data for the Bosch Group published in the 2007/2008 “Corporate Social Responsibility” report. The relevant key data for each of the past three years have been presented in order to highlight development trends. The data section is based on information from over 300 companies in the Bosch Group, in more than 60 countries around the world. Interactive and user-friendly graphics allow the key ecological and social data to be accessed on the internet.

- **Interactive charts can be accessed at [csr.bosch.com/charts](http://csr.bosch.com/charts)**

## Industry and trade



## Environmental data

Since 2007, the environmental reporting of the Bosch Group has been extended by 15 locations, and now encompasses 313 manufacturing and engineering locations. At 91.1 percent, the percentage of associates covered by reporting has remained practically unchanged. In most of the environmental indicators, which are grouped according to the three major regions Europe, the Americas, and Asia Pacific, we have recorded improvements at the locations previously included in reporting. Year on year, company

sales fell by 2.6 percent, and headcount rose by 3.9 percent. Companies in which Bosch holds a stake of 50 percent or less have not been included in the data recorded here. Most importantly, these include BSH Bosch und Siemens Hausgeräte GmbH, ZF Lenksysteme GmbH, and ZVCC Zexel Valeo Climate Control SA.

### Material and energy flows

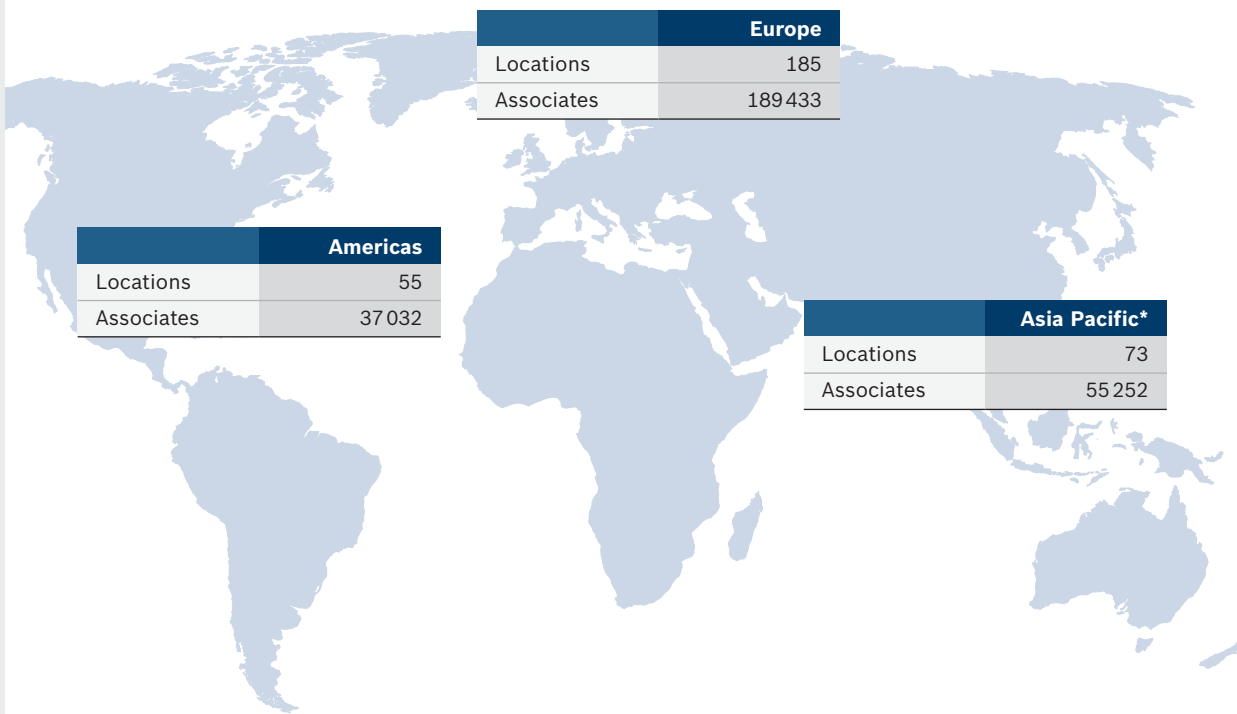
	2008	2007	Share 2008		
	Worldwide	Worldwide	Europe	Americas	Asia Pacific
Worldwide sales (millions of euros)	45 127	46 320	66%	17%	17%
Total associates	281 717	271 265	67%	20%	13%
<b>INPUT</b>					
<b>Energy consumption (GWh)</b>	<b>6 255.1</b>	<b>6 246.3</b>	<b>67%</b>	<b>15%</b>	<b>18%</b>
Electricity	4 406.4	4 422.9	65%	18%	17%
Natural gas	1 231.0	1 207.8	80%	12%	8%
Heating oil	195.7	195.7	29%	0%	71%
District heat	191.0	188.8	62%	0%	38%
Coke, coal	148.0	152.6	94%	0%	6%
Other	83.0	78.5	36%	9%	55%
<b>Water consumption (millions of m<sup>3</sup>)</b>	<b>16.9</b>	<b>17.4</b>	<b>61%</b>	<b>16%</b>	<b>23%</b>
From public supply	10.0	9.9	55%	13%	32%
From own sources	6.9	7.5	70%	20%	10%
<b>OUTPUT</b>					
<b>Atmospheric emissions (t)*</b>					
CO <sub>2</sub>	2 759 558	2 738 739	64%	14%	22%
CO	2 278	2 268	42%	35%	23%
NO <sub>x</sub> (as NO <sub>2</sub> )	6 014	5 875	36%	15%	49%
SO <sub>2</sub>	9 362	9 272	54%	19%	27%
VOC	1 189	1 282	48%	18%	34%
CH <sub>4</sub>	125	122	34%	29%	37%
Dust	1 300	1 265	31%	6%	63%
<b>Wastewater (millions of m<sup>3</sup>)</b>	<b>13.8</b>	<b>13.9</b>	<b>64%</b>	<b>16%</b>	<b>20%</b>
Domestic wastewater	5.5	5.2	57%	14%	29%
Untreated process wastewater	5.9	6.5	76%	18%	6%
Treated process wastewater	2.4	2.2	49%	14%	37%
<b>Waste (thousands of metric tons)</b>	<b>548.7</b>	<b>624.5</b>	<b>70%</b>	<b>17%</b>	<b>13%</b>
Waste for recycling	406.5	416.8	71%	19%	10%
Waste for disposal	98.0	104.6	63%	16%	21%
Demolition waste	44.2	103.1	75%	8%	17%

\* direct and indirect

Since 2003, Bosch has recorded the environmental data and targets of its companies and locations world-wide in an IT-based environmental information system, which is also used when performing internal audits. As a result of renewed improvements in recording methods, the data for 2006 and 2007 have been adjusted. All environmental indicators are included in environmental controlling, which uses an assessment system to track and analyze the development of various indicators down to the individual location level.

**Locations and associates by region**

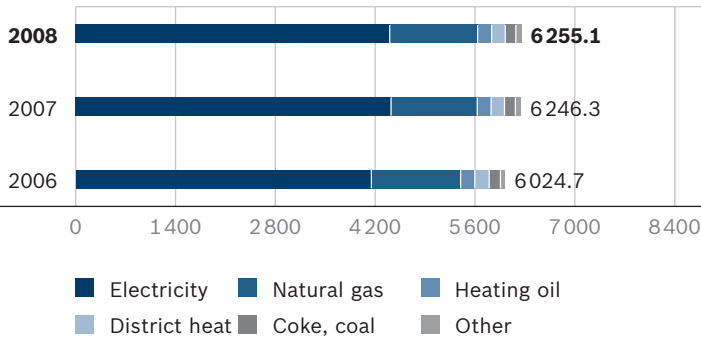
Bosch Group  
As per January 1, 2009



\* Including other countries

### Energy consumption

in gigawatt hours

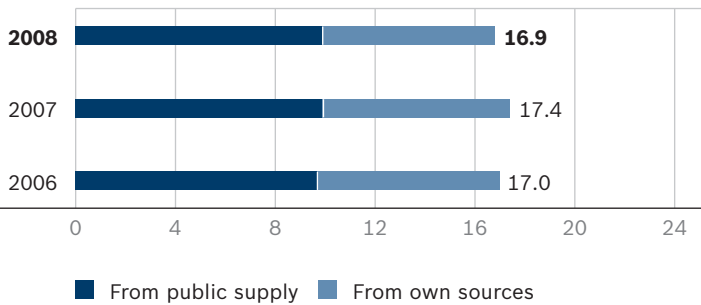


### Energy consumption

Overall energy consumption comprises electricity, natural gas, heating oil, district heat, coal, coke, and other energy sources. The energy we generate ourselves from renewable resources comes to some ten gigawatt hours (GWh). Despite the inclusion of 15 locations previously not included in consolidation, total energy consumption was almost constant in 2008 at 6255.1 GWh. The portion of total energy consumption accounted for by electricity fell by 0.4 percent to 70.4 percent, while the figure for natural gas was 19.7 percent.

### Water consumption

in millions of cubic meters

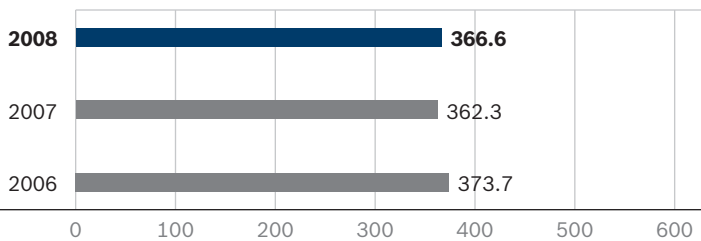


### Water consumption

Total water consumption fell by 2.9 percent to 16.9 million cubic meters. The share of freshwater remained unchanged, while the share of water from our own sources fell slightly year on year. At 40.8 percent, the share of total water consumption from our own sources is significantly below the share of freshwater from public supply. Recycling systems have been set up at many locations to promote efficient use of this precious resource.

### CO<sub>2</sub> emissions (direct)

in thousands of metric tons

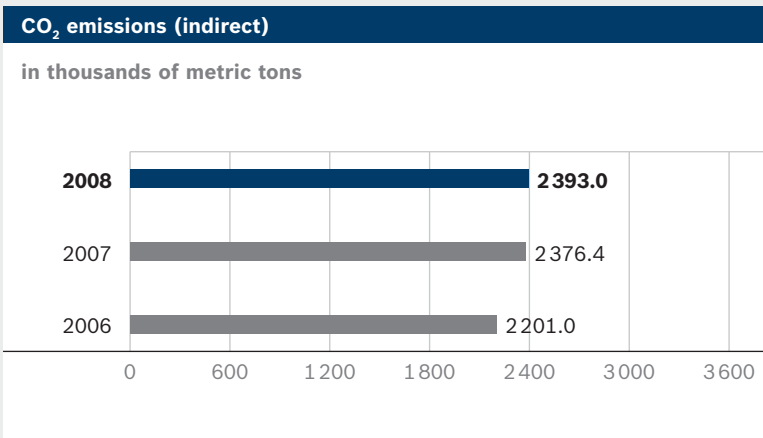


### CO<sub>2</sub> emissions from heat use

The main sources of heat used at Bosch are natural gas (70%), district heat (11%), heating oil (11%), and coke/coal (8%). Total demand for heat at the locations rose by 1.2 percent from 2007. As a result, direct emissions also increased, by 1.2 percent. The emissions that arise as a result of the generation of district heat are not taken into account when calculating direct CO<sub>2</sub> emissions, as they do not originate at Bosch. Bosch is involved in European emissions trading at just three of its locations.

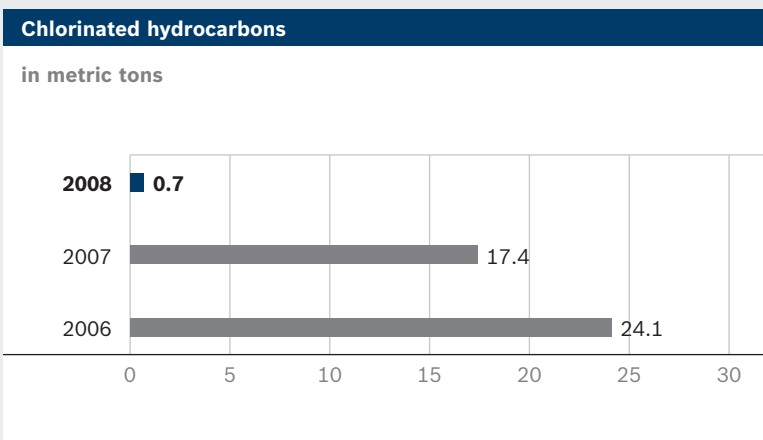
**CO<sub>2</sub> emissions from electricity and district heat**

Total demand for electricity at the locations fell by 0.4 percent from 2007. In 2008, the share of indirect emissions in total emissions was 86.7 percent.



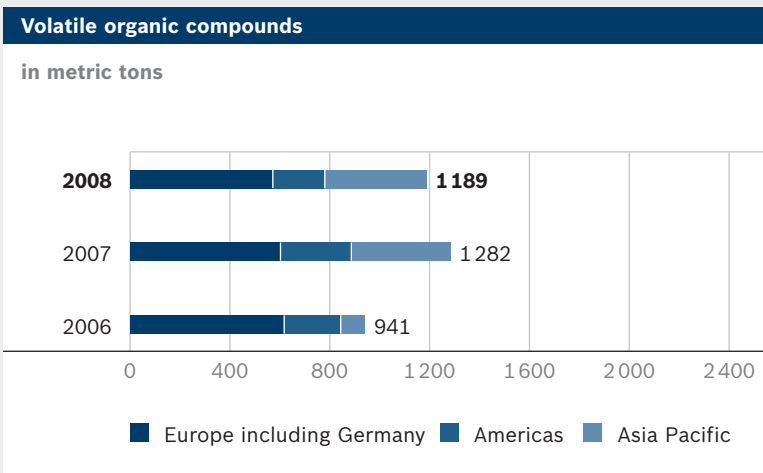
**Use of chlorinated hydrocarbons**

Since 2005, Bosch has been working to avoid the use of chlorinated hydrocarbons (CHCs) worldwide. The significant reduction in 2008 is mainly due to the sale of the Beni Khalled plant in Tunisia. In 2008, CHCs were used only at our locations in Changzhou, China, and Nonantola, Italy. Consumption came to 0.7 metric tons. In the meantime, their use has also been discontinued at these locations.



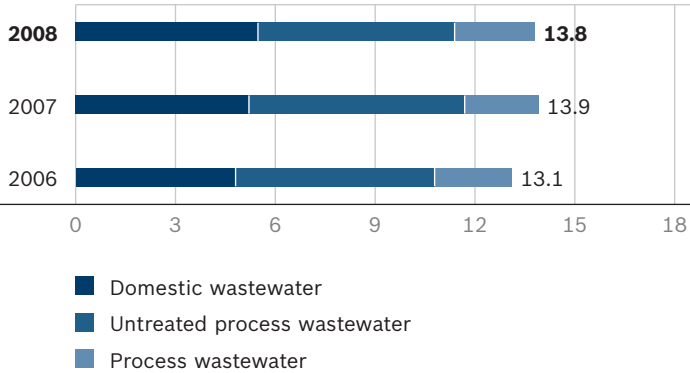
**Volatile organic compounds**

Volatile organic compounds (VOCs) are primarily emitted during the coating and cleaning of metal parts. It is our goal to reduce the evaporation of these substances through substitution or at least effective encapsulation. For this reason, many coating methods at Bosch locations have been switched to water-based solutions or powder coating. In addition, we frequently use water for cleaning instead of organic solvents. This means we were able to achieve a 7.4 percent year-on-year reduction in VOC emissions in 2008.



**Wastewater**

in millions of m<sup>3</sup>

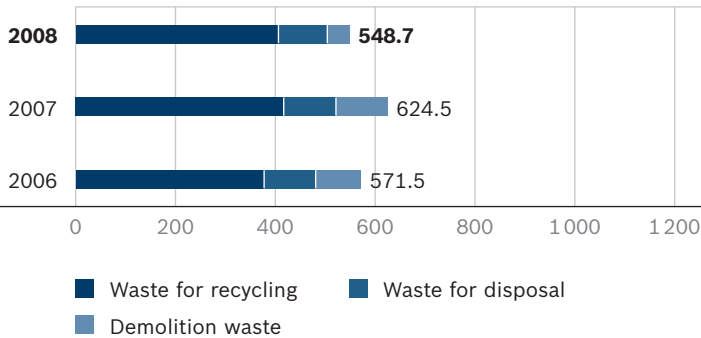


**Quantity of wastewater**

Wastewater includes wastewater from sanitary facilities, and treated and untreated process wastewater. Any actions that help us to use water efficiently also translate directly into lower quantities of wastewater. Water-saving measures and recycling schemes helped to reduce the quantity of wastewater by 0.7 percent.

**Waste**

in thousands of metric tons

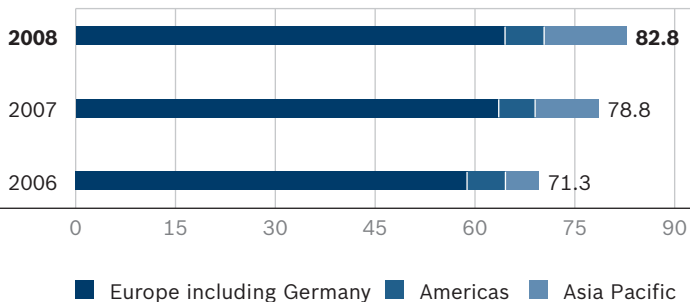


**Quantity of waste**

The total quantity of waste includes three categories: waste for recycling, waste for disposal, and demolition waste. In 2008, the total quantity of waste was 548 700 metric tons, which represents a year-on-year decrease of 12.1 percent. Demolition waste made up most of this reduction, since there was a decline in building activities in 2008. The percentage of waste recycled (without demolition waste) rose from 79.9 percent to 80.6 percent. Last year, most of the demolition waste was created at the Bangalore location in India and at the Nuremberg and Bamberg locations in Germany.

**Hazardous waste**

in thousands of metric tons



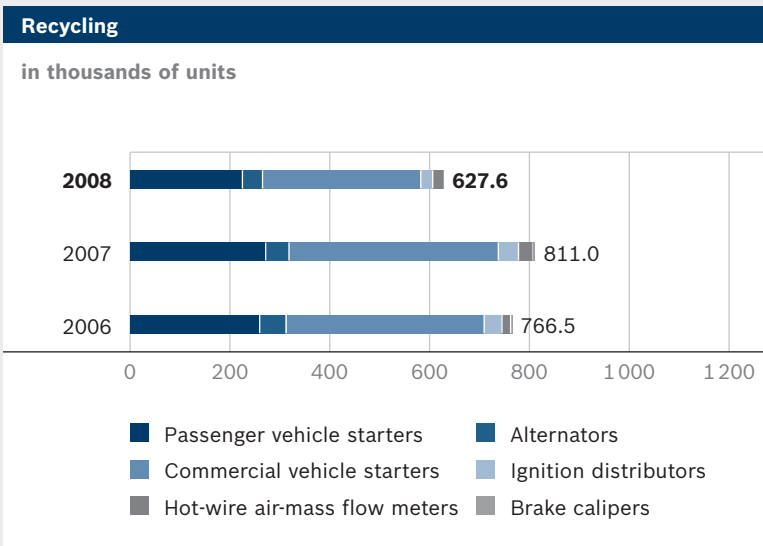
**Hazardous waste**

In 2008, the quantity of hazardous waste rose by 5.1 percent to 82 800 metric tons. The proportion of hazardous waste rose from 12.6 to 15.1 percent of total waste. Most of this hazardous waste is in the form of sludge, emulsion, oil, or dust. We either recycle this or arrange for its disposal.



### Recycling

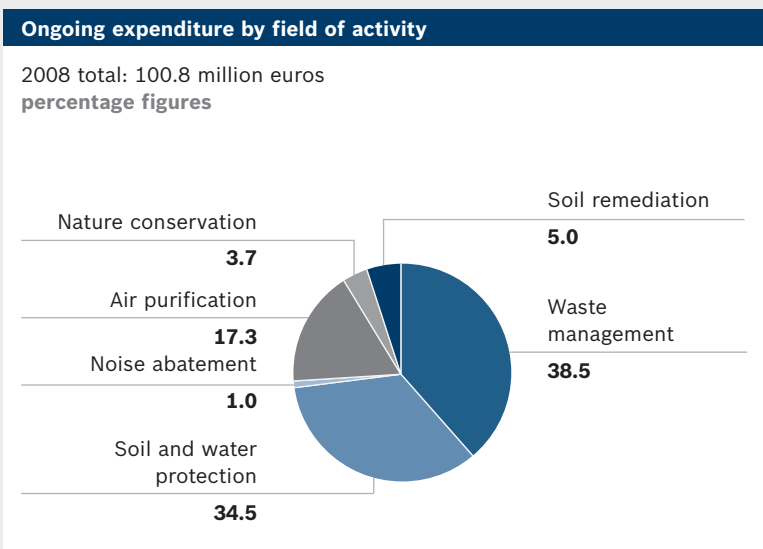
In 2008, our Göttingen (Germany) location remanufactured roughly 628 000 used automobile components. Starters and alternators account for the greatest share of these components. After intensive testing, the remanufactured parts are given the “eXchange” brand seal, which is equivalent to the comprehensive guarantee for brand new parts.



### Environmental protection costs and investment

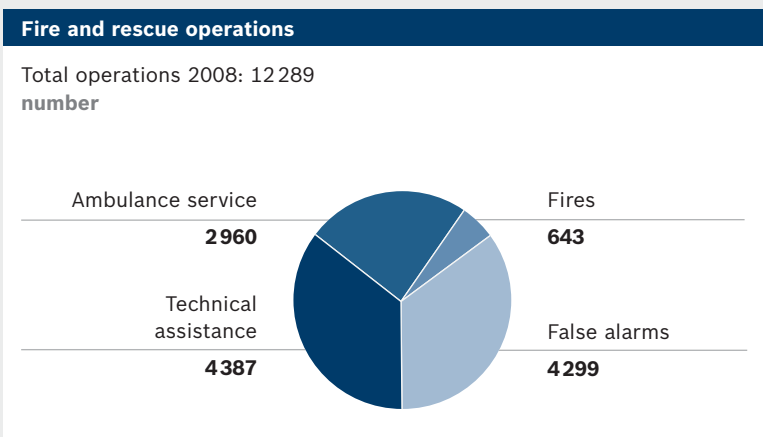
In 2008, ongoing expenditure in environmental protection in the Bosch Group came to some 100.8 million euros. At 73.0 percent, most of this expenditure went into waste management and soil and water protection.

Production-related investments came to some 21.9 million euros. At 78.5 percent, most of this investment went into soil and water protection, as well as air purification.



### Fire protection and emergency control

With a total of 12 289 deployments, Bosch emergency services were called upon fewer times in 2008 than in 2007 (12 875 deployments). The number of fires rose by 1.6 percent to 643. Requests for technical assistance (4 387 calls) were the most frequent reason for calls to the fire service. They were called out on false alarms 4 299 times.

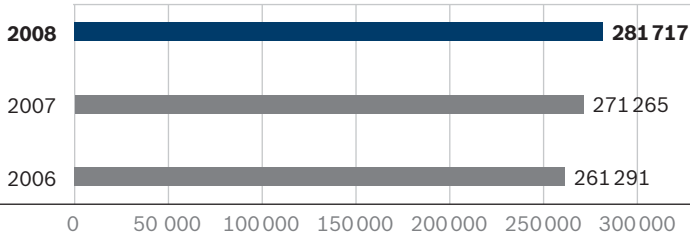


## Social data

In 2005, Bosch began worldwide reporting of social data. The data recorded outside Germany cover roughly three-quarters of the workforce. The social data for Germany have been systematically and completely recorded for several years.

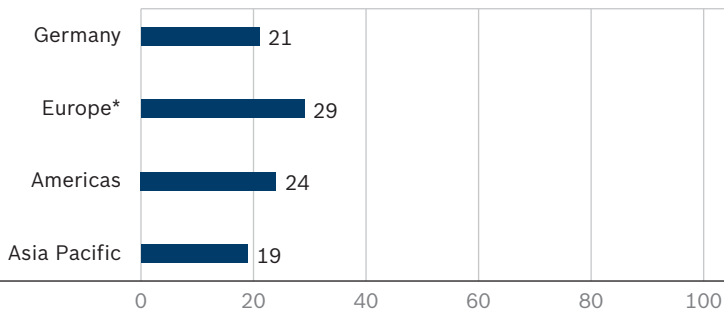
### Employment

Bosch Group



### Proportion of women

2008  
percentage figures



\*excluding Germany

### Employment

In 2008, the Bosch Group employed over 281 700 associates in more than 60 countries, roughly 10 500 more than in the previous year. 167 400 associates are employed at locations outside Germany. This increase resulted solely from the many company acquisitions we made. In our established businesses, headcount increased again in Asia Pacific and – even if only slightly – in Europe, though it fell in the Americas in equal measure, primarily as a result of the difficult economic situation in North America. Headcount remained stable in Germany.

### Proportion of women

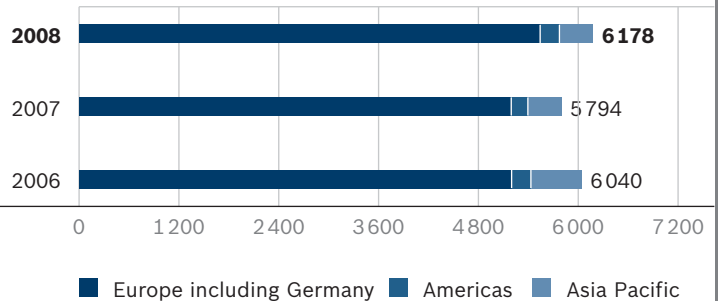
The proportion of women associates worldwide is around 23 percent. Europe without Germany has the highest proportion of women, at 29 percent, while in Asia Pacific the figure is roughly 19 percent. Since the mid-1990s, the board of management has actively supported equal opportunities for women. Women make up seven percent of our associates in management positions. In other words, the share of women in management positions has more than doubled in the past ten years.

### Training

Worldwide, Bosch offers apprenticeships to more than 6 000 young people, which means that it trains in excess of its own requirements. At the locations outside Germany too, for example in Brazil and the U.S., Bosch has established a training system in line with the highly regarded German dual training system, which combines the acquisition of theory with on-the-job practice. Many apprentices take advantage of the opportunity to take part in our international exchange scheme.

### Apprentices

Bosch Group

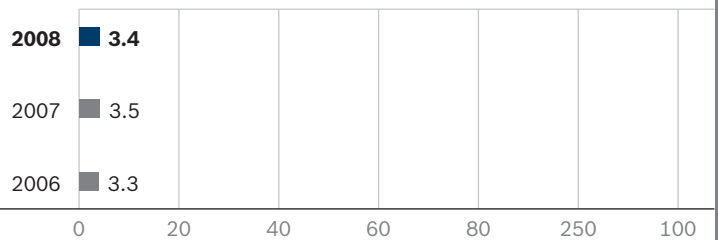


### Part-time models

As well as working time models such as flextime, flexible shift work, or telework, Bosch offers its associates the opportunity to work on a part-time basis. This is open to the majority of associates in the Americas and Europe. In Germany, as many as 6.5 percent of our associates take advantage of this opportunity.

### Share of part-timers

Bosch Group  
percentage figures

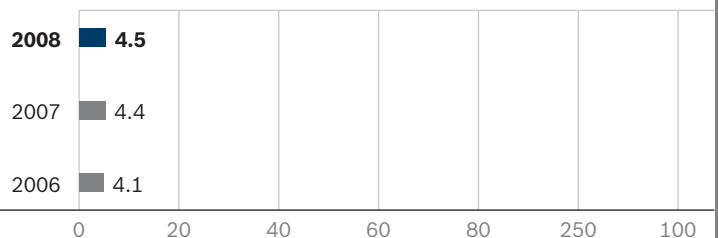


### Days lost through sickness

During the period under review, the percentage of days lost through sickness in the Bosch Group in Germany stood at 4.5 percent. Bosch implements many measures to protect the health of its associates worldwide.

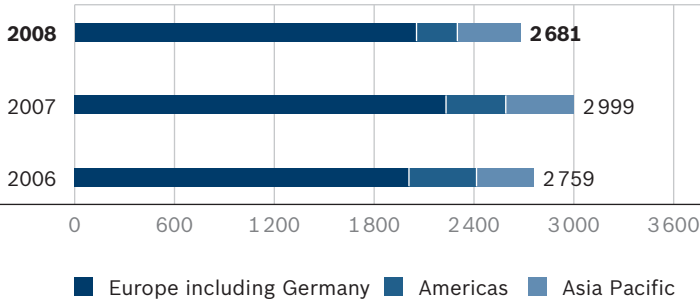
### Days lost through sickness

Bosch Group in Germany  
percentage figures



**Occupational accidents**

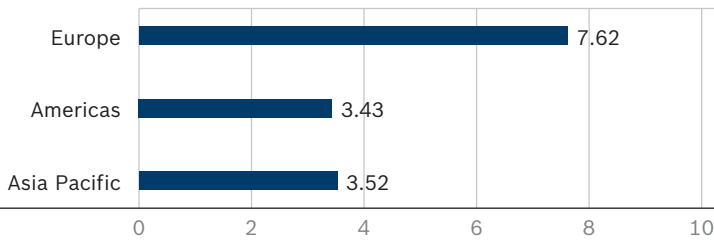
number\*



\*not including accidents involving less than one day's absence

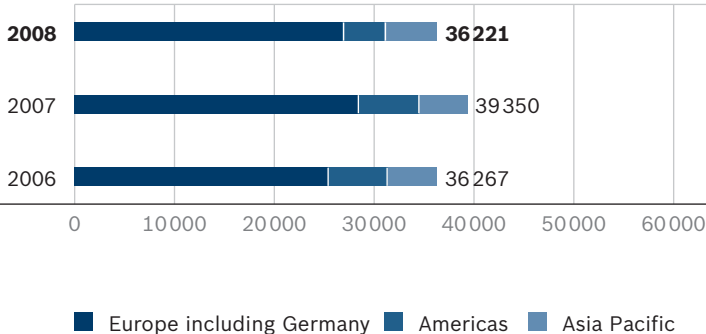
**Accident frequency**

2008  
occupational accidents per one million working hours



**Days lost**

number



**Occupational safety**

The number of occupational accidents causing more than one day of absence fell by 318 – from 2999 in 2007 to 2681 in 2008. There was one fatal accident in 2008.

In 2007, we began the introduction of a new occupational safety management system. This makes us one of the forerunners in the global implementation of the OHSAS 18001 standard.

**Accident frequency rate**

The accident frequency rate declined significantly in Europe and the Americas. In Europe, it sank by 0.93 percentage points, and by 1.67 percentage points in the Americas. In contrast, the accident frequency rate in Asia Pacific rose by 0.11 percentage points year-on-year.

**Working days lost**

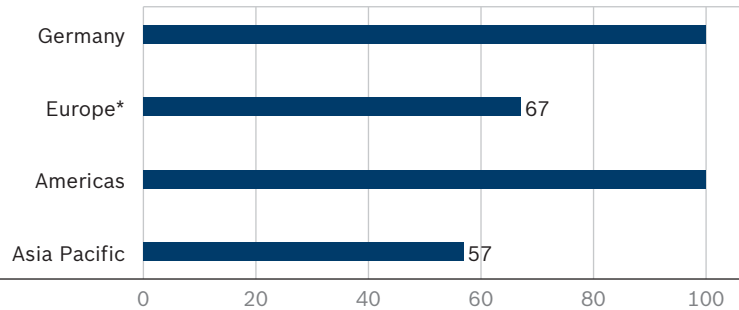
Apart from occupational accidents, the number of days lost as a result of accidents also decreased, and stood at 36 221 in 2008. This was a year-on-year decrease of 8.0 percent.

### Health management

Our associates at all locations receive training in health protection and in first aid in the event of emergencies. At our locations in Asia in particular, these measures have been intensified in the past few years. Many of our locations have site doctors and their own ambulances, and strategies to minimize exposure to hazardous substances.

### Percentage of associates in company health programs

percentage of associates



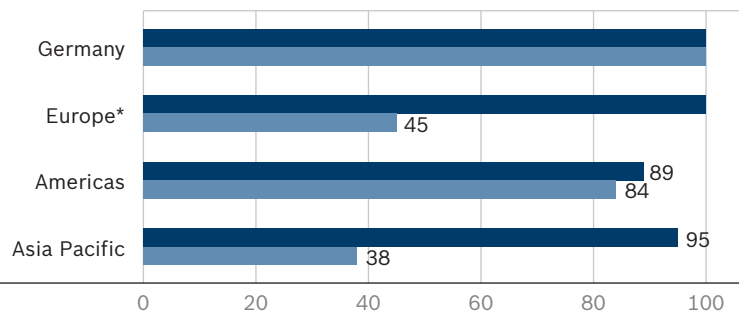
\* excluding Germany

### Pension provision

The Bosch Group has continued to develop its company pension scheme for its approximately 114000 associates in Germany. At the beginning of 2006, the former Capital Benefit Plan and the Bosch pension fund were merged to form the Bosch pension scheme. At a minimum, a state or a company pension is provided for Bosch associates worldwide.

### Pension provision

percentage of associates



■ State pension scheme ■ Company pension scheme

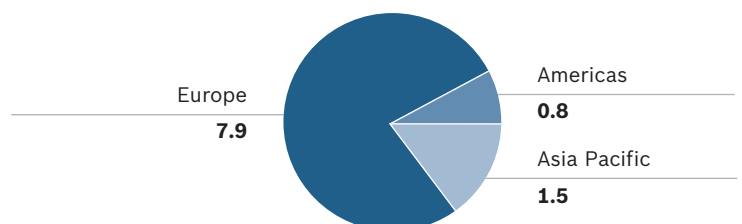
\* excluding Germany

### Donations

Bosch companies and locations are committed to helping out in emergency situations both in their immediate environment and beyond national borders. They also support cultural events, education, and ecological activities, either financially or by making donations in kind.

### Donations

2008: Total 10.2 million euros  
in millions of euros

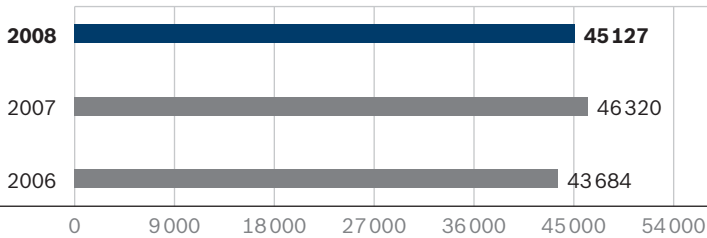


## Financial data

Since fiscal 2005, the financial data for the Bosch Group have been reported in accordance with International Financial Reporting Standards (IFRS).

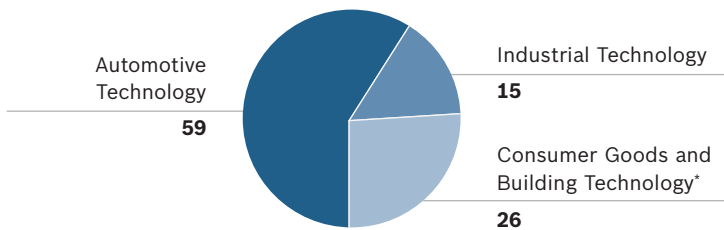
### Sales revenue

in millions of euros



### Sales revenue by business sector

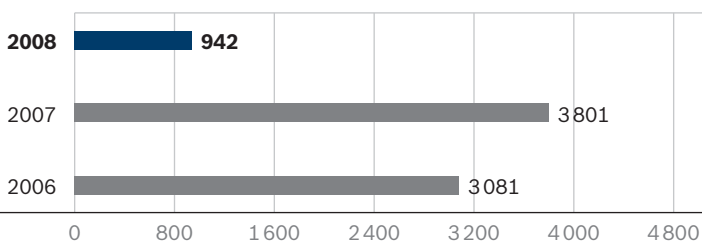
Bosch Group 2008 total: 45.1 billion euros  
percentage figures



\*including other activities

### Profit before tax

in millions of euros



### Economic growth

At 45.1 billion euros, sales revenue in 2008 was down 2.6 percent year on year. Roughly 74 percent of these sales were generated outside Germany. The biggest share of sales was derived from Europe, accounting for 66 percent, while the Americas and Asia Pacific each contributed 17 percent.

### Sales revenue by business sector

We remained the world's largest automotive supplier. In the Automotive Technology business sector, we recorded sales of 26.5 billion euros. With Consumer Goods and Building Technology, we generated sales of 11.9 billion euros. Industrial Technology recorded the strongest growth in 2008, increasing its sales by roughly 13 percent to 6.7 billion euros.

### Profit before tax

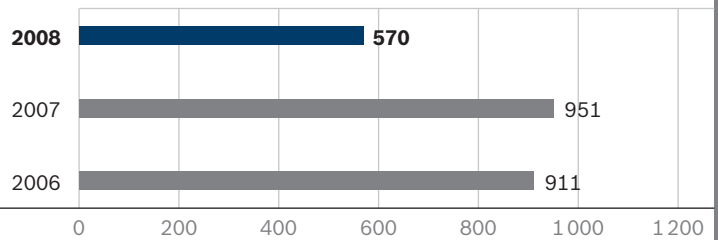
The Bosch Group's result before taxes (EBIT) was 0.9 billion euros in 2008, compared with 3.8 billion euros in the previous year. This was equivalent to a pre-tax return on sales of 2.1 percent, which means that we fell short our target return.

### Taxes and subsidies

Income taxes comprise the taxes actually paid or owed in the individual countries plus those deferred taxes that reflect future tax obligations and tax benefits. In 2008, Bosch received state subsidies of 18.7 million euros.

### Income taxes

in millions of euros

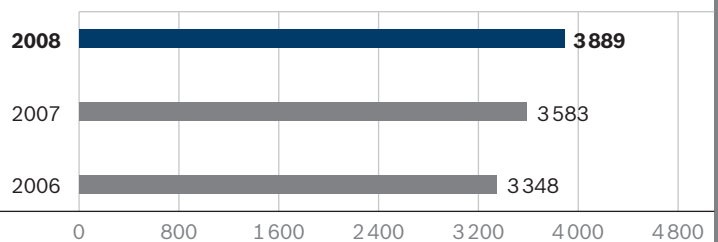


### Investment in research and development

During the past year, we invested a total of 3.9 billion euros or 8.6 percent of sales in research and development. Once again, this was an increase on the previous year.

### Investment in research and development

in millions of euros

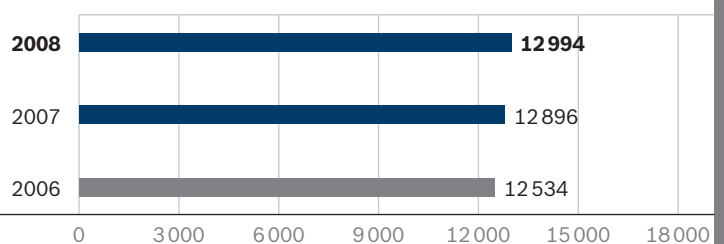


### Personnel expenses

Personnel expenses comprise wages and salaries and expenditure on social security and pension provision.

### Personnel expenses

in millions of euros



## Sustainability program

Target	Date	Remarks	Status
<b>Management system</b>			
Implementation of environmental management system to ISO 14001	ongoing	Of our 313 locations worldwide, 251 have now been certified to ISO 14001. At the locations, the environmental management systems are reviewed internally or externally, according to pre-defined principles. Each new location is granted an adaptation period of four years.	adjusted
Integration of environmental protection in preferred supplier concept	2008	Preferred suppliers must provide evidence of a certified environmental management system by the end of 2008.	achieved
Design for Environment (DfE)	2010	Potential for DfE improvement will be identified systematically as part of a survey of the capability maturity of the environmental management systems.	in progress
<b>Products</b>			
Contribution to 25 percent reduction in average automobile CO <sub>2</sub> emissions	2008	New product developments help meet the commitment by ACEA (European Automobile Manufacturers Association) to cut vehicle CO <sub>2</sub> emissions to an average of 140 gpk.	achieved
Reduction in diesel vehicle exhaust emissions	ongoing	By further developing diesel-injection systems and making other improvements to engine operation, Bosch makes a significant contribution to the reduction in emissions. This is complemented by exhaust gas treatment systems for cars and commercial vehicles.	in progress
Contribution to halving the annual number of road deaths in Europe to 25000	2010	Introduction of driver assistance systems, increase in the number of cars equipped with the Electronic Stability Program (ESP®), and provision of training courses to illustrate the benefits of ESP®.	in progress
Design for Environment (DfE)	2010	Group-wide introduction of a target group-specific DfE training program.	in progress
<b>Associates</b>			
Globally standardized method for recording the qualification requirements of our associates, derived from strategic targets	ongoing	Programs to develop competence are identified for each individual associate.	in progress
International education and development program for our executives	ongoing	Selection and development follow globally standardized criteria, taking local/country-specific requirements into consideration.	in progress



Target	Date	Remarks	Status
Regular global associate survey every two years	2009	Need for action identified in 2007 associate survey. Necessary programs are derived from this and tackled deliberately on every level of the hierarchy.	in progress
Greater share of national executives in growth countries	long term	Our HR goal for all units of the Bosch Group is to have an international pool of managers. Most of our executives should be natives of the country in which they work.	in progress
More equal opportunity, and increase in share of women executives	ongoing	In all our areas of business, we actively endeavor to hire and promote qualified women. With various schemes, we try to interest young women in particular in technological careers.	in progress
Training on compliance issues for all executives and especially sensitive units	2010	We inform all our associates worldwide about compliance. For some associates, we have introduced a mandatory training program.	new
<b>Environmental protection in manufacturing</b>			
Investigate and, if necessary, remedy residual contamination at all manufacturing sites	2010	410 sites have been classified as potentially contaminated by residual pollution. At 90 sites, any outstanding investigations are carried out according to a binding milestone plan. Remediation is carried out as required. Each new location is granted a transition period of two years.	in progress
Increase in resource efficiency (energy, water, and waste)	2010	The main developments are presented by means of a charting tool in the internet. Locations' individual targets still have to be integrated.	in progress
Restructuring of emergency control organization	2008	Restructure emergency and crisis management to prepare systematically for dealing with damaging events (business continuity strategies).	not achieved
Reduction of CO <sub>2</sub> emissions	2020	Locations' CO <sub>2</sub> emissions to be reduced by a total of 20 percent worldwide as a result of measures to improve energy efficiency.	in progress

## Report on progress in applying the principles of the Global Compact

Since 2004, the Bosch Group has been a member of the United Nations Global Compact. We support the ten principles of the Global Compact and, in compliance with Bosch values, use our international network in order to set higher standards in human and workers' rights, as well as in environmental protection and the fight against corruption. The following table provides a survey of the measures and management

systems Bosch uses to apply the ten principles of the Global Compact, as well as of the results we were able to achieve in the reporting period.

In 2008, we again focused on expanding our business areas and research in the area of products that protect the environment and conserve resources, as well as on extending our compliance system.

	Systems	Actions in 2007/2008
<b>Principle 1:</b> Supporting and respecting human rights	Basic principles of social responsibility (p. 21), Purchasing and logistics guidelines (p. 20)	Joined Charter of Diversity (p. 51)
<b>Principle 2:</b> No complicity in human rights abuses	Basic principles of social responsibility (p. 21), Purchasing and logistics guidelines (p. 20)	
<b>Principle 3:</b> Uphold freedom of association	Central works council, Europe Committee of Works Councils (p. 53)	Works council meeting, Report of central works council
<b>Principle 4:</b> Elimination of all forms of forced and compulsory labor	Basic principles of social responsibility (p. 21), Purchasing and logistics guidelines (p. 20)	
<b>Principle 5:</b> Abolition of child labor	Basic principles of social responsibility (p. 21), Purchasing and logistics guidelines (p. 20)	
<b>Principle 6:</b> Elimination of discrimination	Basic principles of social responsibility (p. 21)	Employment opportunities for the disadvantaged (p. 60 / internet)
<b>Principle 7:</b> Precautionary environmental protection	Principles of occupational safety and environmental protection Organization of health, safety, and environmental protection (p. 19)	Certification of locations to ISO 14001, Exchange of information about HSE (p. 19)
<b>Principle 8:</b> Initiatives to promote greater environmental responsibility	Bosch sustainability program	Developing CO <sub>2</sub> -free sources of energy (p. 27) Campaign for clean air (India) (p. 28)
<b>Principle 9:</b> Diffusion of environmentally friendly technologies	Efficiency potential in the vehicle, More solar and geothermal energy, Investment in wind power (pp. 25/26)	Diesel campaign, start-stop system, Expansion of manufacturing capacity for solar collectors and for gearboxes for wind turbines (pp. 25/26)
<b>Principle 10:</b> Work against corruption	Wider compliance organization, Establishment of a compliance committee (pp. 20/21)	New code of business conduct, Mandatory information and training program for all associates (pp. 20/21)

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Additional information about the company can be found in the Annual Report 2008, in the brochure “Bosch today,” or in the internet at [www.bosch.com](http://www.bosch.com) or [csr.bosch.com](http://csr.bosch.com)

The above brochures are also available in German. They can be ordered by email from: [bosch@infoscan-sinsheim.de](mailto:bosch@infoscan-sinsheim.de)

### Cover picture



In Feuerbach near Stuttgart, Germany, Bosch apprentices show children how technology works. The project “Early childhood education and care – new departures in education” was awarded the Education and Training 2007 initiative prize by the Otto Wolff Foundation and the German Chamber of Commerce and Industry (DIHK).



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