

Declaration of Principles on Human Rights of the Bosch Group

1 Commitment to respect human rights

By acting in an economically, ecologically and socially responsible manner, we want to improve people's quality of life and secure the livelihoods of present and future generations.

As a globally active company, we are aware of our corporate responsibility to respect human rights. We are therefore committed to respecting human rights in our own business activities, actively demanding this in our global supply chains and providing access to remedy for those affected by human rights violations. We align our business activities with the **United Nations Guiding Principles on Business and Human Rights** and observe the requirements of the National Action Plan on Business and Human Rights applicable in Germany. We implement the requirements of the **Act on Corporate Due Diligence in Supply Chains** ("Supply Chain Due Diligence Act") in an appropriate manner.

In addition, our understanding is based on the following international frameworks:

- The United Nations Universal Declaration of Human Rights
- The UN Sustainable Development Goals
- The principles of the UN Global Compact
- The OECD Guidelines for Multinational Enterprises
- The core labour standards of the International Labour Organisation (ILO)

We expect our business partners to also commit to respecting human rights, to establish appropriate due diligence processes and to pass this expectation on to their own suppliers.

In order to ensure a uniform minimum standard, the essential human rights and environmental principles are described in the following documents:

- In a joint declaration, the board of management of the Robert Bosch GmbH and the employee representatives define and document the [Basic Principles of Social Responsibility](#).
- The [internal Code of Conduct](#) obliges all employees to comply with the relevant laws, internal rules and principles on respect for human rights.
- Through the [Code of Conduct for Business Partners](#), we require Bosch Group suppliers to comply with human rights and environmental principles, to establish appropriate due diligence processes, and to pass on this expectation to their own suppliers.

Respect for human rights and the implementation of human rights due diligence in our operational processes make an important contribution to improving the human rights situation worldwide. Therefore, we are continuously improving our processes.

2 Potentially risky human rights

As an industrial company with production sites and supply relationships in many countries and regions, we impact the situation of people and the environment in many ways. Our global supply chains, especially in the manufacturing metal and electrical industries, are complex. Our worldwide business activities and global supply chains therefore pose particular challenges in terms of transparency about human rights compliance.

For this reason, we have introduced a comprehensive risk management system for human rights compliance. This includes our direct suppliers as well as our indirect suppliers in the event of concrete indications. For example, we conduct annual risk analyses in our own business area as well as with regard to our direct suppliers, which are supplemented by ad hoc audits as required.

We regularly monitor the effectiveness of our systems and processes through internal and external audits and optimise them on an ongoing basis.

Our due diligence processes focus in particular on the human rights and environmental aspects outlined below, which we have identified as potentially posing particular risks. Our activities focus on our own employees, employees of direct suppliers and communities around our sites (e.g., local communities).

2.1 Human rights and good working conditions

Fundamental employee rights are derived from human rights. That is why we take a close look at the situation of people in the workplace - especially at our own Bosch locations - particularly with regard to the following aspects:

- Equal opportunities and protection against discrimination in employment
- Right to health and safety at work
- Working hours
- Appropriate remuneration and benefits
- Freedom of Association, Right to Collective Bargaining and Strike
- Prohibition of child labour
- Prohibition of forced labour and slavery
- Prohibit the use of security forces where there are concrete risks of human rights violations due to lack of instruction or control.

Our internal Code of Conduct for Employees and the Basic Principles of Social Responsibility set out our expectations of employees. Employees are regularly trained on the essential contents at fixed intervals. Clearly defined requirements for our security personnel, training on human rights and far-reaching monitoring measures aim to prevent human rights violations against our employees and third parties as far as possible. Expectations of suppliers are set out in the Code of Conduct for Business Partners.

2.2 Human rights in the extraction of raw materials

The extraction of raw materials and the circumstances surrounding it often have particularly increased risks from an environmental and social perspective. While Bosch itself sources only a few raw materials directly, potentially risky raw materials are processed in preliminary products and materials.

Through various programmes and measures, we are constantly striving to further reduce the human rights and environmental risks related to the sourcing of raw materials. In 2019, for example, we drafted the [Conflict Raw Materials Policy](#), which describes our handling of the conflict minerals tin, tantalum, tungsten and gold. It is integrated into specific contracts for the relevant suppliers. Furthermore, we regularly review the risk position of other raw materials that can have negative impacts on people and the environment and counteract potential risks by taking into account the OECD guidelines and the legal framework. Further information on our comprehensive [commitment to the supply chain](#) can be found in the Sustainability Report of the Bosch Group.

2.3 Human rights and the environment

The protection of the environment and the climate is inextricably linked to the realisation of human rights and sustainable living conditions.

We therefore pay particular attention to reducing any impacts, for example through emissions, and to making the use of water and chemicals as environmentally compatible as possible. Further information on our comprehensive [sustainability commitment](#) can be found online or directly in the [Sustainability Report](#) of the Bosch Group.

3 Risk management of the due diligence obligations

The Bosch Group has established a risk management system to ensure respect for human rights with regard to its own actions as well as the actions of our suppliers. The compliance management system also includes the social and environmental standards.

3.1 Responsibility and management

The implementation of human rights and environmental principles is clearly defined by an internal regulation that delegates responsibility for global implementation to the respective competent central divisions.

The Human Rights Committee also defines strategic principles. It consists of the heads of the corporate departments Sustainability & EHS (Environment, Health & Safety), Compliance, Human Resources, Legal, Facilities and Buildings, Purchasing and Logistics, and Communications. It is chaired by the head of the Corporate Sustainability & EHS Department, who also fulfils the role of Human Rights Officer. The Human Rights Committee ensures the following:

- Further development of the risk management system and monitoring of its implementation.
- Ensure effective and appropriate management of human rights risks and potential incidents in the Bosch Group and its supply chains.
- Decision making and escalation regarding necessary actions and recommendations to management.

The Human Rights Committee reports regularly to the member of the Executive Board responsible for sustainability.

3.2 Implementation in the company

The Code of Conduct applies to all employees. It obliges them to comply with the relevant laws and internal rules, especially with regard to respect for human rights. Employees are regularly trained on the contents of the Code of Conduct.

In order to continuously improve our understanding of any human rights and environmental impacts, identify possible gaps and develop appropriate preventive measures, the responsible central departments conduct annual and event-related risk analyses. In doing so, we use uniform assessment methods to ensure comparability between the different areas. Our risk analysis primarily incorporates findings from internal processes and surveys, for example from the existing internal control system or the internal audit. In addition, we also take into account information that reaches us through our complaints procedure.

Appropriate measures are developed and implemented to minimise identified risks or identified impacts on human rights or the environment. Initiated and existing preventive measures are regularly reviewed (e.g. through internal audits) for their effectiveness and, if necessary, adjusted. In the event of a violation of human rights or environmental obligations in our own business division or at a supplier, we take immediate and appropriate action to remedy the situation.

3.3 Implementation in the supply chain

The Bosch Code of Conduct for Business Partners obliges our suppliers to comply with social and environmental standards and thus forms an essential part of the contractual obligations and cooperation between our suppliers and Bosch. We expect our suppliers to commit their own suppliers and other third parties to comply with corresponding principles to the best of their ability.

We conduct regular risk analyses with regard to our supply chains. For the abstract risk analysis, we are guided by established, international indices such as the Human Development Index, the Global Slavery Index, the Child Labour Index and the Environmental Performance Index. Existing information on the sustainability performance of the suppliers - such as good audit results, acceptance of the Code of Conduct for Business Partners or external certifications - form the basis of the concrete risk analysis and have a positive impact on their risk assessment. Information on risks that we receive from the public, from our partners in the supply chain or via our complaints system also feeds into the concrete risk analysis.

We regularly review our suppliers based on the results of the risk analysis and their strategic importance. Depending on the respective framework conditions and the specific risk situation, different methods are used ([further information](#)): Verifications carried out by Bosch itself (in various formats), third-party audits and self-reporting by suppliers.

The fulfilment of human rights and environmental requirements already forms the basis for a contractual relationship when selecting new suppliers. We also offer [training for suppliers](#) to further deepen their knowledge of our human rights and environmental expectations. In the event of a justified suspicion or concrete indication of a violation of human rights or environmental obligations, we follow this up carefully and consistently and, if necessary, work towards remedial action.

In principle, violations must be stopped immediately. If this is not possible in the foreseeable future, we expect a concept from the supplier to end or minimise the violation. If a supplier does not show any willingness of improvement to meet Bosch requirements or to initiate measures, Bosch reserves the right to terminate the contractual relationship.

In the event of a justified case of suspicion at an indirect supplier, we initiate targeted preventive measures such as inspections and, if necessary, remedial action.

4 Complaints procedure

Our complaints procedure enables us to identify and deal with critical concerns at an early stage and to uncover and end potential human rights and environmental violations or risks. We therefore see our complaints procedure as an important part of the human rights strategy that helps us to continuously improve our processes for respecting human rights.

In the event of suspicion of potential misconduct within the Bosch Group or at suppliers, associates as well as business partners and other third parties can submit a report to the Bosch Group. Non-governmental organisations (NGOs) can also contact us with their concerns at any time. Reports are accepted via the [complaints system](#), by e-mail or telephone, also anonymously.

The complaints system is available in various languages. Employees and suppliers are actively made aware of the possibility of making a report. The aim is to make it as easy as possible for whistleblowers to submit a report and to ensure the widest possible accessibility. All reports are processed independently, impartially, without instructions, carefully and confidentially by the responsible complaints office. The principle of a fair procedure and the protection of the whistleblower are of paramount importance. Our [rules of procedure](#) set out in detail the various reporting channels as well as the principles and procedure for processing.

5 Documentation, reporting and communication

We ensure comprehensible documentation management through clear guidelines on the documentation of risks, preventive and remedial measures, and complaints. The Bosch Group discloses information relating to human rights due diligence as follows:

- In our regularly updated human rights policy statement
- In the annually published [Sustainability Report](#) of the Robert Bosch GmbH
- In the annual report on the implementation of human rights and environmental due diligence obligations to the Federal Office for Economic Affairs and Export Control.

All relevant documents and reports are published on the relevant pages of our corporate website.

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