



# Sustainability Guideline of the BOS Group

Corporate Social Responsibility

*focused on customer*  
*- driven by innovations*

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# SUSTAINABILITY AT BOS

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Dear Employees:

Building the very first sunshades our company's founder set value on durable products and paid attention to careful assembly and raw material saving processes.

To this day BOS unites sustainable social and environmentally sound economic activities with long-term company success and social benefit. As a global company the BOS group feels responsible to contribute to the economic wealth of the society. Therefore, we are not only trying to continuously increase our added value but also make contributions to the economical development and the quality of life at all our locations.

We – the Board of Directors – manage the BOS Group with the target to create sustainable value and define and realize the strategic direction of the company. The Board of Directors also ensures the adherence to legal regulations, internal guidelines as well as reasonable risk management and controlling.

In this guideline we are defining our key issues and the basic principles of our sustainability strategy.

Stefan Grein  
Chairman of the Board



# 1. FAMILY OWNED BUSINESS WITH GLOBAL FOOTPRINT

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As an international company with locations in Europe, North America and Asia, BOS develops, manufactures and distributes innovative systems and components for the automotive industry. Part of the product portfolio are luggage covers, sun shades, panoramic roofs, cargo management systems as well as arm rests and carrier systems.

Over the last 100 years BOS developed into a global player working hard to acquire the technological and market leadership in essential product fields of the vehicle. Founded in 1910, BOS is a privately held company including all subsidiaries.

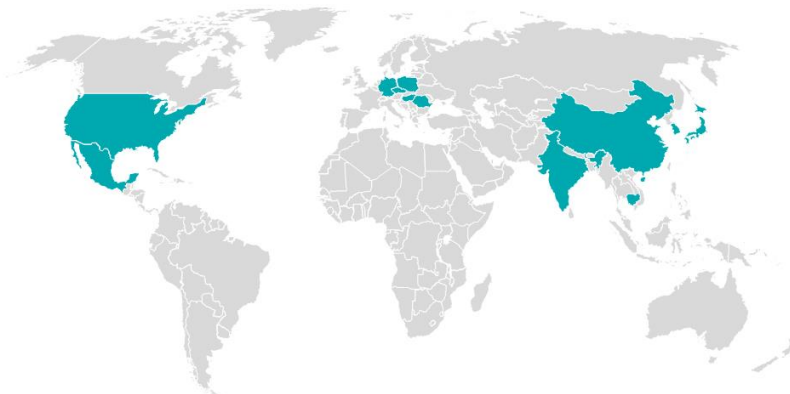
BOS develops the best product for each car model using component kits and creative and passionate engineering. „First to market“-innovation und clever technical details define BOS.

Our goals are geared to long-term healthy growth based on stable economical conditions to ensure and to strengthen the autonomy of the company.

## 1.1 Vision 2025

In 2025 BOS will be a leading system supplier in the areas of sun protection, trunk management, interior and panoramic roof systems.

In relevant segments BOS will be positioned in the Top 3 world-wide and will keep the operational margins.



## 2. SUSTAINABLE CORPORATE MANAGEMENT

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The most important objectives are to sustainably guarantee health of employees and third parties as well as to act environmental-friendly by using resources responsibly and effectively. We want to avoid image loss and material damages to the company.

### 2.1 Economical Sustainability

We aim for fair and long-term relations with our stakeholders – proprietors, advisory board, employees, partners and general public – which is based on integrity, reliability and confidence.

#### 2.1.1 Value Creation

Only a sound company generates a positive contribution to the community. We increase our competitiveness by stimulating innovation, developing new business fields as well as producing ecologically, socially and efficiently over the complete value creation process. This includes a sustainable and resource efficient supply chain.

#### 2.1.2 Compliance

Fair competition protects our reputation and our brand. We expect from our stakeholders that they support the ideas of open markets and free trade which includes:

- Adherence to all laws in force concerning competition, anti corruption, anti bribery and the correct keeping of business books and documents
- Omission of any kind of gratuity to persons or organizations to achieve inappropriate business advantages
- Special cautiousness interacting with officials
- Avoiding conflicts of interest between parties involved

### 2.2 Social Sustainability

As a part of the society BOS commits itself to obey to working standards and fair business practices to provide good and productive surroundings.

#### 2.2.1 Society

We adhere to the laws and regulations in force in all the countries we are active as a legal base for our business activities. As a globally acting company we respect human rights, global values and standards in all our activities world-wide (e.g. Declaration of Human Rights).



## 2. SUSTAINABLE CORPORATE MANAGEMENT

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BOS defined in the BOS Code of Conduct ethic and moral values for all employees. We expect from our employees and partners that they know the code of conduct and act accordingly.

We prove our regional ties and distinctive sense of responsibility towards our staff offering a wide range of professional training opportunities for young people, co-operations with educational institutions and sponsoring of local clubs and organizations.

We also see the responsibility of the company within the society geared to the future. The BOS shareholders and the company support for many years social projects of the aid organization JAM with efforts to improve the life of children and adults in Africa substantially and to enable them to achieve higher quality of life by themselves.

### 2.2.2 Employees

Our employees are the most valuable asset of the company. Their knowledge and experience are irreplaceable. Technological affinity characterizes our engineers and developers who are always searching for an ideal technical solution that works over the life-cycle of a car and saves resources.

We support the continuous training of our employees to enlarge their expert knowledge and skills and to enable them to work efficiently, improve the individual quality level and to secure our business success.

We are proud that many employees have been with BOS for a long time. Working time models to balance family and career, open feed-back culture, appreciative leadership and attractive benefits are the reasons.

### 2.2.3 Health / Diversity

It is important for us to maintain health and performance of our employees and to foster cultural diversity and tolerance within the company. We encourage individual responsibility and make offers to retain lifetime performance.

### 2.2.4 Safety at Work

We have implemented a job safety and health management system at all our locations to sustain and foster the health of our employees. All managers of the BOS group take responsibility for the adherence to job safety and health protection standards.

## 2. SUSTAINABLE CORPORATE MANAGEMENT

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Safety delegates, health and safety officers and trained occupational physicians support and counsel our managers.



### 2.2.5 Family Friendliness

Our employees bear multiple responsibilities in their professional, familiar and personal environment at all stages of life. We create a suitable and flexible framework to enable a successful balance.

### 2.3 Ecological Sustainability

We want to minimize eventual impacts of our doing to the environment and avoid possible risks for our stakeholders.

### 2.3.1 Quality

Quality in all work achievements is an essential part for sustainable results. Our internationally certified quality management (IATF 16949 and ISO 9001) guarantees the highest quality standards at every BOS site. We continuously strive to improve our processes and work results to fulfill our target of zero defects.

### 2.3.2 Environment

BOS assumes social responsibility with an environmentally sound design of all operations and processes according to the environmental management system DIN EN ISO 14001. We encourage our suppliers and partners to adhere to the fundamentals of our environmental policy.

### 2.3.3 Energy Management

To achieve a continuous improvement of our energy use we have implemented the active energy management system DIN EN ISO 50001 and use increasingly renewable energy sources directly at our locations.

## 3. MOTIVATION / ADHERENCE

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This sustainability guideline defines the requirements for job safety and health protection as well as environment and climate protection. It is valid for all business relations with our stakeholders and in our daily internal business. As this guideline cannot answer all questions, please also refer to the Code of Conduct, Values and Guidelines, Quality Management Manual according to IATF 16949, Quality Guidelines for Suppliers, Sustainability Reports.

### 3.1 Improvements / Motivation

We strive for continuous improvement of our products and processes. In terms of our customers, we cultivate an active and open handling of our mistakes that are also stimulation for further improvements.

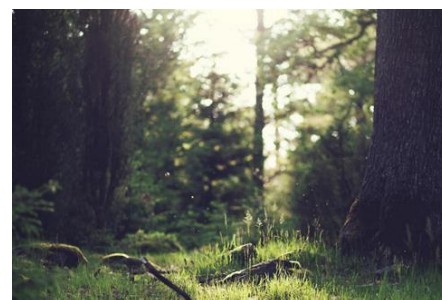
### 3.2 Adherence

The BOS Group acts after the principles of respectful and sustainable value creating business in all areas of the company. We trust that all employees make the right decisions and act in accordance with these central guidelines and recommendations.

We have defined clear responsibilities in the guidance system of BOS and implemented guidelines and control system to ensure adherence to these principles.

### 3.3 Contact

If you have ideas, suggestions or concerns, please do not hesitate to talk to your superior, the board of management or contact us at [hinweisgeben@bos.de](mailto:hinweisgeben@bos.de).



**BOS GmbH & Co. KG . International Headquarters Stuttgart**

Ernst-Heinkel-Straße 2 . D-73760 Ostfildern

Tel. +49-(0)711-9360-0 . Fax +49-(0)711-9360-1150 . [info@bos.de](mailto:info@bos.de) . [www.bos.de](http://www.bos.de)