



**Corporate Social Responsibility**  
Data and Targets 2007



**BOSCH**

Invented for life

# Products and services

## Automotive

Automotive technology



Car parts and accessories



Bosch Service



Diagnostics for repair shops



## At home

Power tools for DIY enthusiasts



Garden tools



Household appliances



Heating and hot water



## About the data

The sustainability data for 2007 update the reporting on ecological, social, and financial data for the Bosch Group published in the 2005/2006 “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 charts 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

Communication services



Power tools for professionals



Security systems



Packaging technology



Sensors and foundry – MEMS



## Environmental data

Since 2006, the environmental reporting of the Bosch Group has been extended by 76 locations, and now encompasses 298 manufacturing and development sites. This means that the share of associates covered by reporting has risen from 76.7 to 91.4 percent. 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 grew by

6.0 percent, and headcount rose by 3.8 percent. Any absolute increase in consumption and emission values results in most cases from the inclusion of additional locations. 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

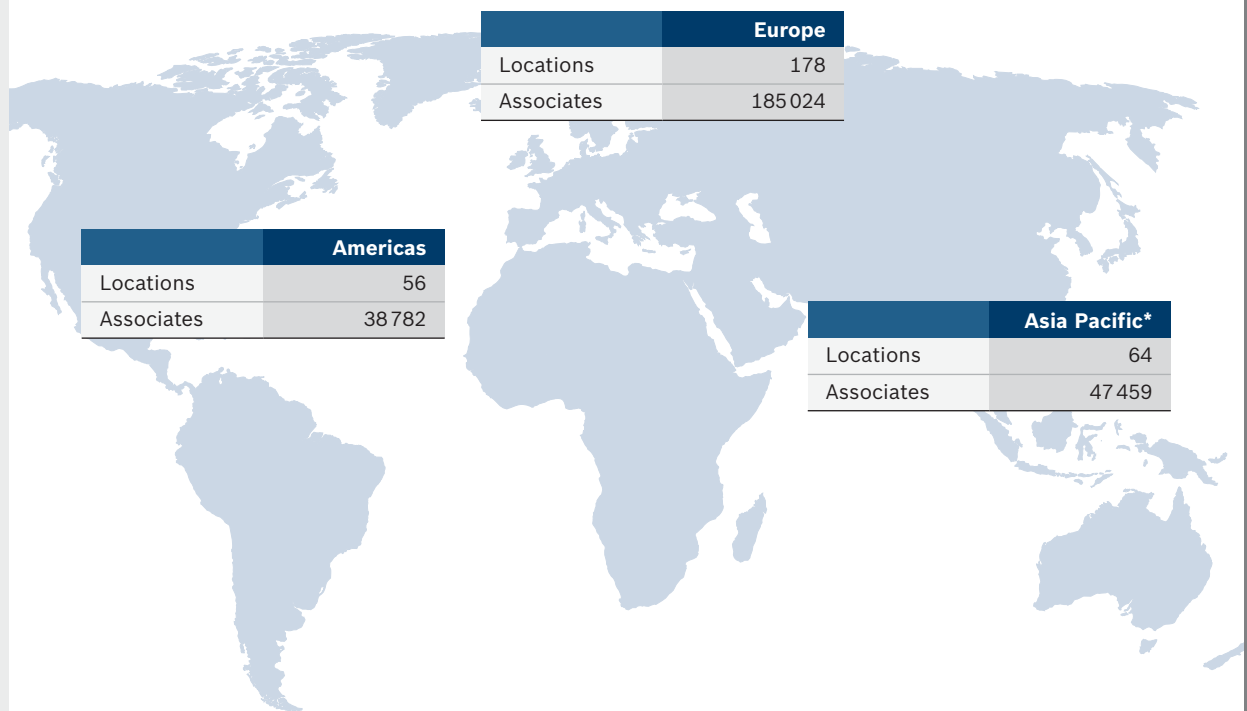
	2007	2006	Share 2007		
	Worldwide	Worldwide	Europe	Americas	Asia Pacific
Worldwide sales (millions of euros)	46 320	43 684	65%	18%	17%
Total associates	271 265	261 291	68%	14%	18%
<b>INPUT</b>					
<b>Energy consumption (GWh)</b>	<b>6 284.3</b>	<b>5 994.2</b>	<b>68%</b>	<b>15%</b>	<b>17%</b>
Electricity	4 441.8	4 144.3	66%	18%	16%
Natural gas	1 315.9	1 249.3	83%	11%	6%
Heating oil	193.6	202.5	28%	1%	71%
District heat	352.7	193.9	81%	0%	19%
Coke, coal	152.6	140.8	92%	0%	8%
Other	75.7	63.4	37%	7%	56%
<b>Water consumption (millions of m<sup>3</sup>)</b>	<b>17.4</b>	<b>17.0</b>	64%	15%	21%
from public supply	9.9	9.7	57%	14%	29%
from own sources	7.5	7.3	72%	17%	11%
<b>OUTPUT</b>					
<b>Atmospheric emissions (t)*</b>					
CO <sub>2</sub>	2 748 700	2 564 596	65%	15%	20%
CO	2 263	2 065	44%	35%	21%
NO <sub>x</sub> (as NO <sub>2</sub> )	5 828	5 047	38%	16%	46%
SO <sub>2</sub>	9 223	8 120	57%	20%	23%
VOC	1 017	806	53%	22%	25%
CH <sub>4</sub>	122	110	35%	31%	34%
Dust	1 247	1 020	34%	6%	60%
<b>Wastewater (millions of m<sup>3</sup>)</b>	<b>14.0</b>	<b>13.2</b>	68%	14%	18%
Domestic wastewater	5.2	4.8	59%	14%	27%
Untreated process wastewater	6.5	6.1	80%	15%	5%
Treated process wastewater	2.3	2.3	55%	13%	32%
<b>Waste (thousands of metric tons)</b>	<b>622.6</b>	<b>570.7</b>	73%	18%	9%
Waste for recycling	415.3	377.4	71%	21%	8%
Waste for disposal	104.2	103.6	64%	19%	17%
Demolition waste	103.1	89.7	89%	7%	4%

\* direct and indirect

Since 2003, Bosch has recorded the environmental data and targets of its companies and locations worldwide 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 2005/2006 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

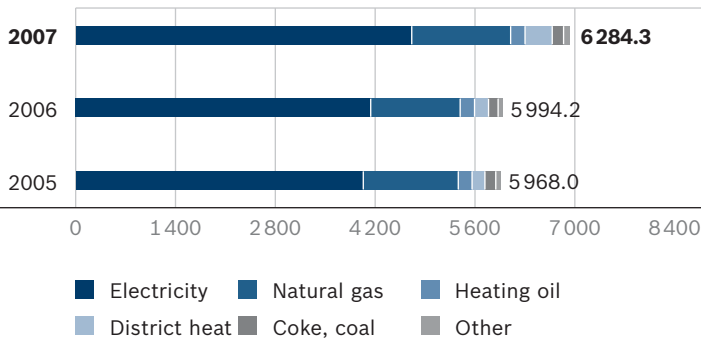
Bosch Group  
As per January 1, 2008



\* Including other countries

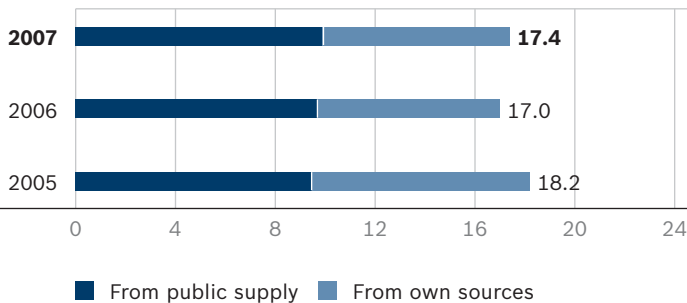
### Energy consumption

in gigawatt hours



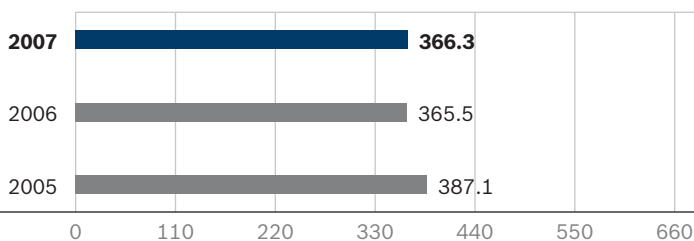
### Water consumption

in millions of cubic meters



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

in thousands of metric tons



### 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 11 gigawatt hours (GWh). As a result of the inclusion of 76 locations previously not included in consolidation, total energy consumption increased by 4.7 percent in 2007, to 6 284.3 GWh. The portion of total energy consumption accounted for by electricity rose by 1.6 percent to 70.7 percent, while the figure for natural gas is roughly 17.4 percent. Despite increased production, the energy consumption of the 222 locations previously included in reporting rose by just 1.4 percent. This was the result of numerous energy-efficiency schemes.

### Water consumption

Total water consumption rose by 2.4 percent to 17.4 million cubic meters. The consumption of both freshwater and of water from our own sources rose slightly year on year. At 43.1 percent, the share of total water consumption from our own sources was significantly below the share of freshwater from public supply. This increase is due solely to the greater number of locations supplying data. The locations consolidated previously were able to reduce their consumption by 5.3 percent. Recycling systems have been set up at many locations to promote efficient use of this precious resource.

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

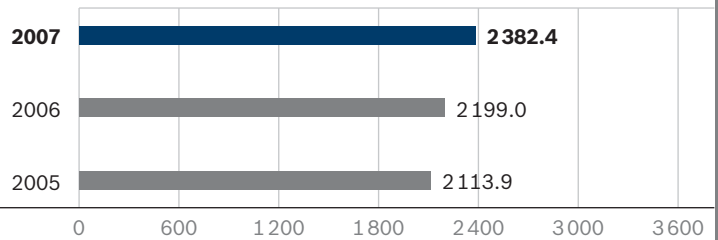
The main sources of the heat used at Bosch are natural gas (65 %), district heat (17 %), heating oil (10 %), and coke/coal (8 %). Following consolidation of the new locations, the demand for heat has risen by 12.8 percent since 2006. As a result, direct emissions also increased, by 0.2 percent. After allowing for consolidation effects, however, emissions fell by 4.9 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

Following consolidation of the new locations, electricity consumption has risen by 7.1 percent since 2006. After allowing for consolidation effects, however, it has only increased by five percent. In 2007, the share of indirect emissions in total emissions was 86.7 percent.

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

in thousands of metric tons

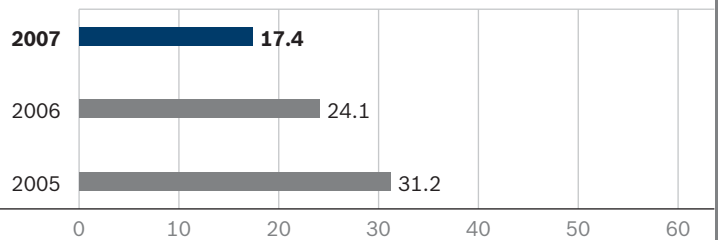


### Use of chlorinated hydrocarbons

Our plans to phase out the use of chlorinated hydrocarbons (CHC's) worldwide at Bosch provided for their gradual replacement by 2005. The only exceptions are locations that have been added to the Bosch Group as a result of acquisitions. These have been granted a two-year period in which to stop using CHC's. As a result of the decommissioning of a cleaning line at the Bühl plant in Germany and the conversion to a new process at the Beni Khaled plant in Tunisia, we were able to achieve our substitution target for old plant and machinery. The remaining consumption of 17.4 metric tons is due solely to the newly consolidated locations.

### Chlorinated hydrocarbons

in metric tons

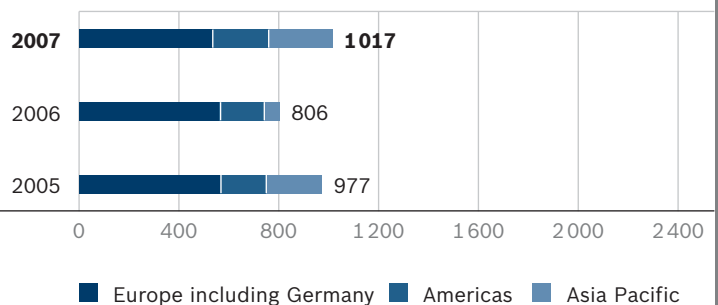


### Volatile organic compounds

Volatile organic compounds (VOC's) are primarily emitted during coating and cleaning of metal parts. Now, however, 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. The 26.2 percent increase in VOC emissions in 2007 is mainly due to our Tsuchira-Shi location in Japan. As a result of maintenance work, no VOC's were used there in 2006. It remains our goal to reduce the evaporation of these substances through substitution or at least effective encapsulation.

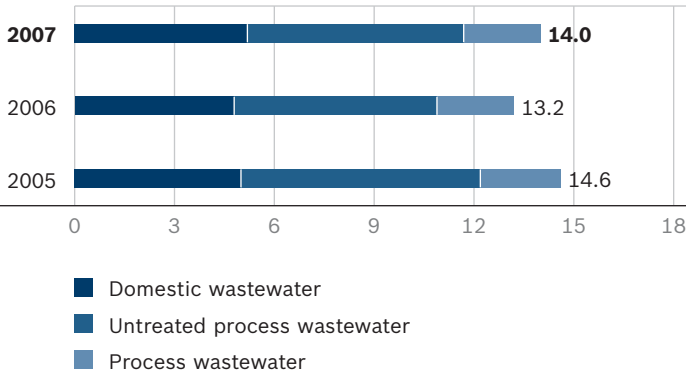
### Volatile organic compounds

in metric tons



### Wastewater

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

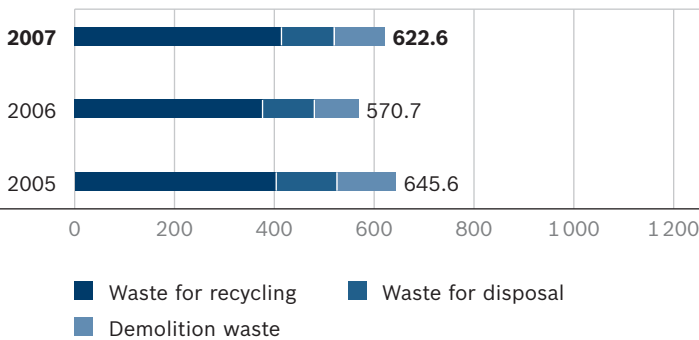


### Quantity of wastewater

Wastewater includes wastewater from sanitary facilities, as well as treated and untreated process wastewater. Any actions that help us to use water efficiently also translate directly into lower quantities of wastewater. At the locations included previously in reporting, water-saving and recycling schemes helped reduce the quantity of wastewater by 3.1 percent. Despite the inclusion of 76 further locations, therefore, the total quantity of wastewater only increased by roughly six percent in 2007.

### Waste

in thousands of metric tons

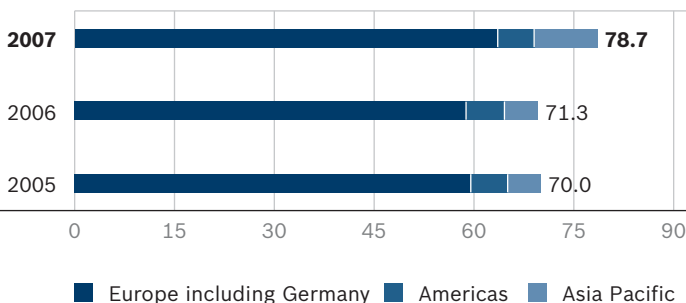


### Quantity of waste

The total quantity of waste includes three categories: waste for recycling, waste for disposal, and demolition waste. In 2007, the total quantity of waste was 622600 metric tons, which represents a year-on-year increase of roughly nine percent. The percentage of waste recycled (without demolition waste) rose from 78.5 percent to nearly 80 percent in 2007. Last year, most of the demolition waste was created at the Schwieberdingen and Nuremberg locations in Germany.

### Hazardous waste

in thousands of metric tons



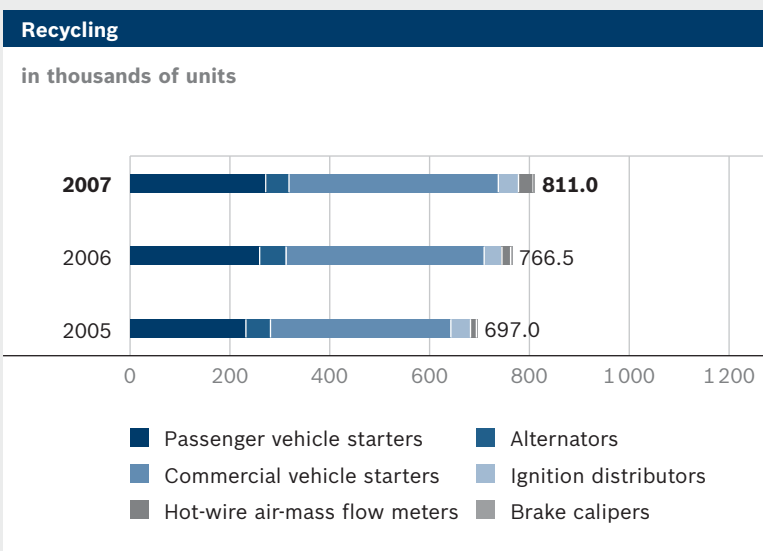
### Hazardous waste

As a result of increased production at several sites, the quantity of hazardous waste increased by 10.5 percent in 2007, to 78700 metric tons. Hazardous waste continues to make up around 12.6 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.



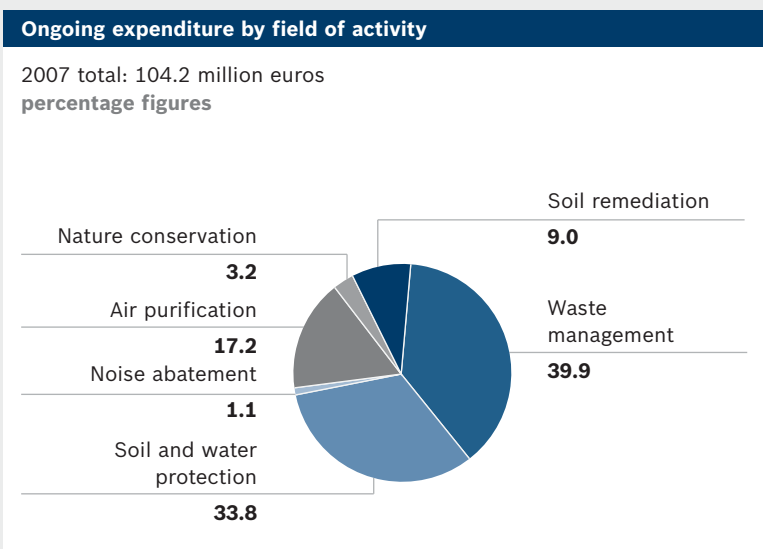
### Recycling

In 2007, our Göttingen location in Germany remanufactured 811 000 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 the same as the comprehensive guarantee for brand new parts.



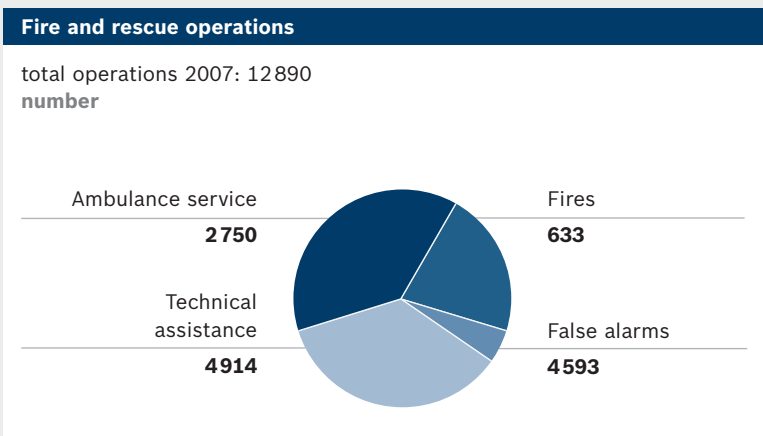
### Environmental protection costs and investment

In 2007, ongoing expenditure on environmental protection in the Bosch Group came to some 104.2 million euros. At 70.7 percent, most of this expenditure went into waste management and soil and water protection. Production-related investments totaled just 21.3 million euros. At 74.2 percent, most of this investment went into air purification and soil and water protection.



### Fire protection and emergency control

With a total of 12 890 deployments, Bosch emergency services were called upon more frequently in 2007 than in 2006 (11 856 deployments). The number of fires fell by 5.7 percent to 633. Requests for technical assistance (4 914 calls) were the most frequent reason for calls to the fire service. The emergency services were called out on false alarms 4 593 times.



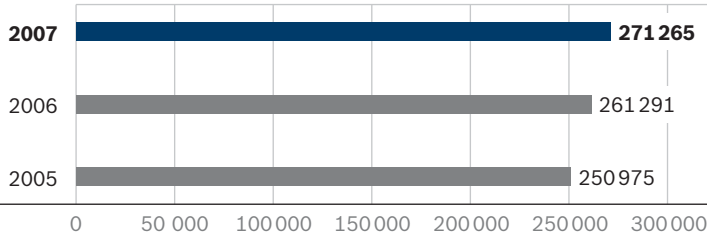
## Social data

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

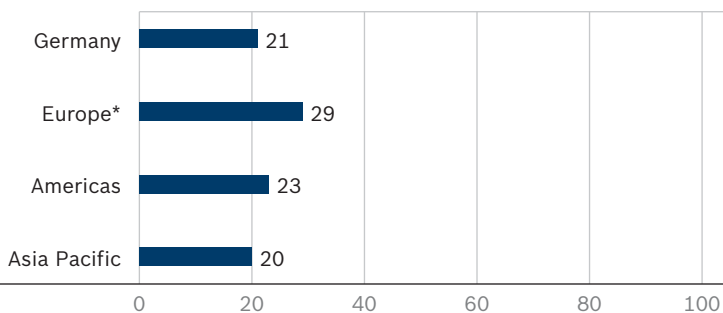


### Employment

In 2007, the Bosch Group employed over 271 000 associates in more than 60 countries, roughly 10 000 more than in the previous year. 159 000 associates are employed at locations outside Germany. Most of this growth was in Asia Pacific, particularly China, where headcount climbed by 3 500, and in central and eastern Europe, where it increased by 2 600. In Germany, some 1 800 associates joined the company for the first time.

### Proportion of women

2007  
percentage figures



\*excluding Germany

### Proportion of women

The proportion of women associates worldwide is around 23 percent. Europe has the highest proportion of women, at roughly 29 percent, while in Asia Pacific the figure is roughly 20 percent. Since the mid 1990's, 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 some 6000 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.

### Part-time models

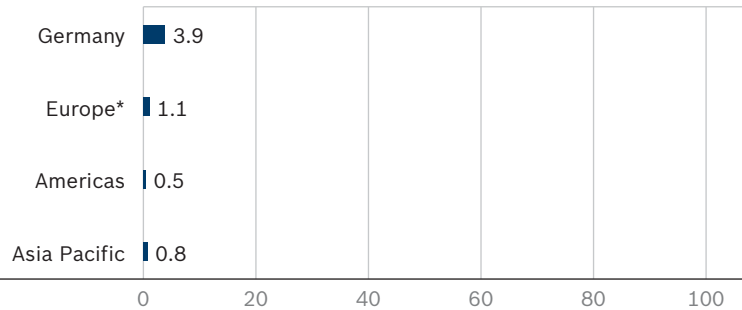
As well as working time models such as flextime, flexible shift work, or telework, Bosch also offers its associates the opportunity to work on a part-time basis. This is open to the majority of associates in the Americas and Europe. Every third female associate of the Bosch Group in Germany currently works part time. This means that seven percent of our associates take advantage of this opportunity.

### Days lost through sickness

During the period under review, the percentage of days lost through sickness in the Bosch Group in Germany stood at 4.4 percent. Bosch implements many measures to protect the health of its associates worldwide.

### Apprentices

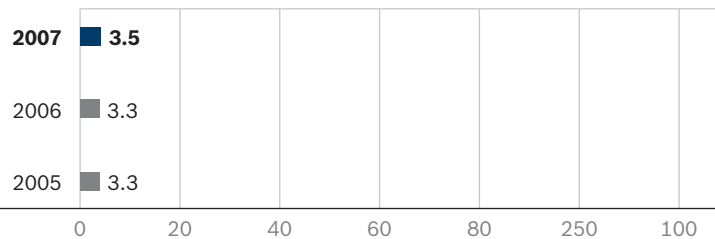
2007  
percentage figures



\* excluding Germany

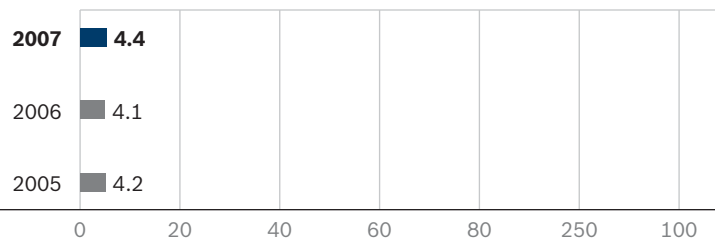
### Share of part-timers

Bosch Group  
percentage figures



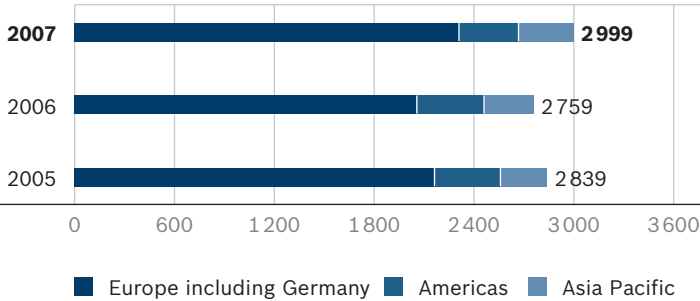
### Days lost through sickness

Bosch Group in Germany  
percentage figures



### Occupational accidents

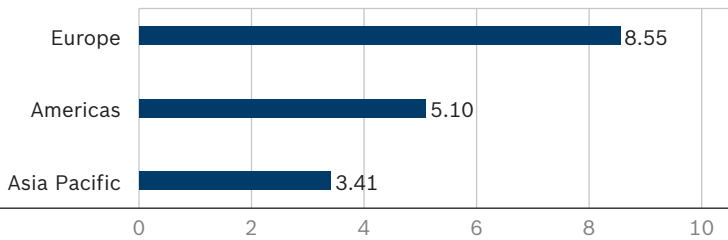
number\*



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

### Accident frequency

occupational accidents per one million working hours



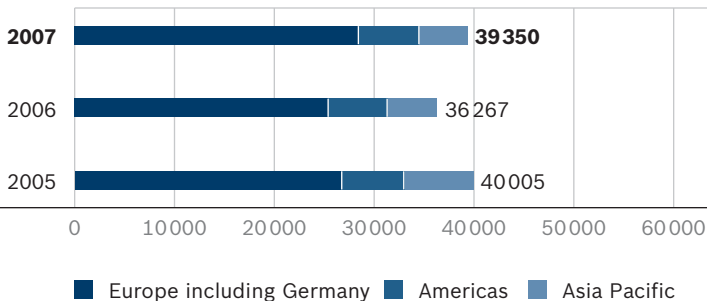
### Occupational safety

As a result of the first-time consolidation of 76 locations, the number of occupational accidents causing more than one day of absence increased – from 2759 in 2006 to 2999 in 2007. There were two fatal accidents in 2007. 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.

The accident frequency rate declined significantly in the Americas and Asia Pacific, by 1.55 and 0.74 percentage points respectively. In Europe, by contrast, the accident frequency rate rose year on year by 0.14 percentage points.

### Days lost

number



### Working days lost

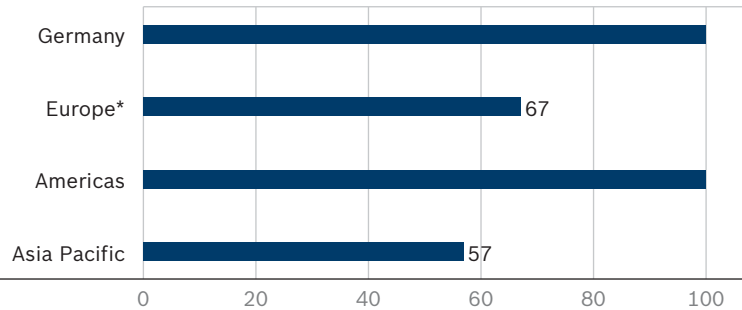
Apart from occupational accidents, the number of days lost as a result of accidents also increased as a result of the first-time consolidation of 76 locations. In 2007, a total of 39,350 days were lost.

### 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, as well as strategies to minimize exposure to hazardous substances.

### Percentage of associates in company health programs

percentage of associates



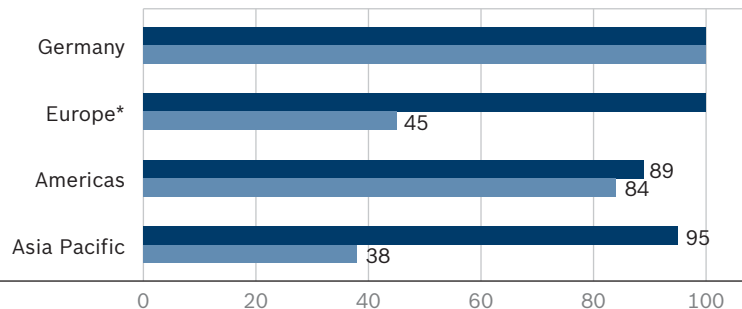
\* excluding Germany

### Pension provision

The Bosch Group has continued to develop its company pension scheme for its approximately 110 000 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

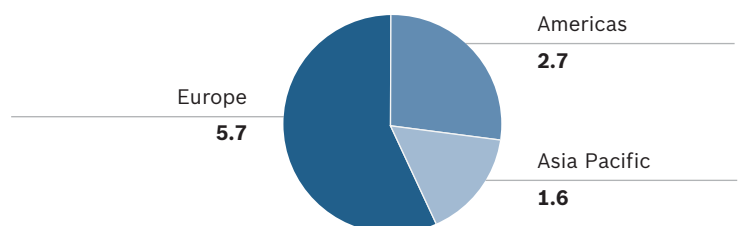
\* excluding Germany

### Donations

The Bosch companies and locations are committed to helping out in emergency situations in their immediate environment, and to supporting cultural events and ecological activities financially by making donations in kind or providing personnel resources.

### Donations

2007: Total 10 million euros  
in millions of euros

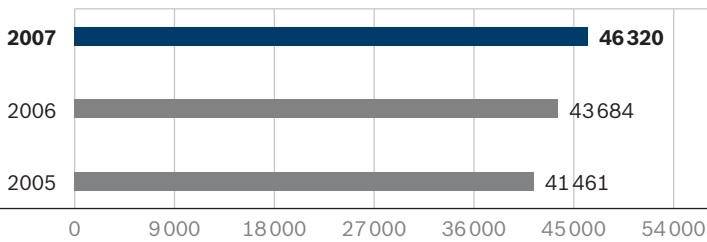


## Financial data

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

### Sales

in millions of euros

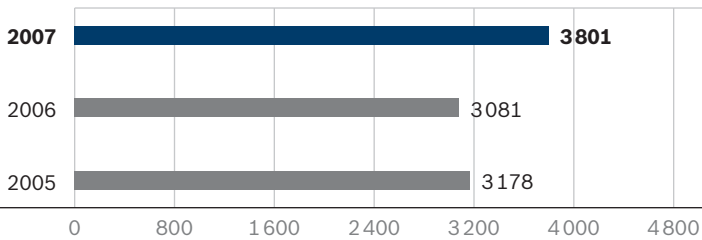


### Economic growth

The Bosch Group's sales in 2007 increased to 46.3 billion euros in total. Of this figure, around 75 percent was generated outside Germany. The biggest share of sales derives from Europe (including Germany), accounting for 65 percent, followed by the Americas with 18 percent, and Asia Pacific with 17 percent.

### Profit before tax

in millions of euros



### Profit before tax

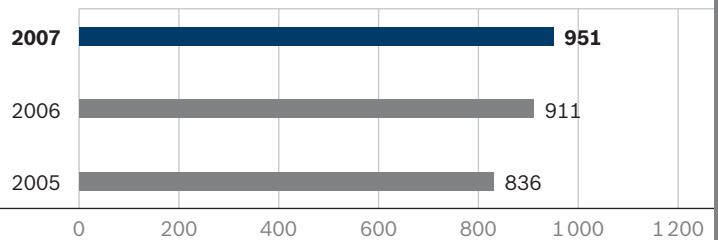
The Bosch Group's result before taxes (EBIT) was 3.8 billion euros in 2007, compared with 3.1 billion euros in 2006. This was equivalent to a pre-tax return on sales of 8.2 percent, which meant that we reached our target return.

### 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 2007, Bosch received state subsidies of 19.7 million euros.

### Income taxes

in millions of euros

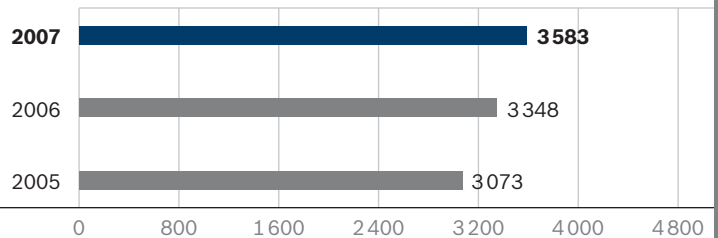


### Investment in research and development

During the past year, we invested a total of nearly 3.6 billion euros of sales in research and development. This is for us an all-time record and is equivalent to 7.7 percent of sales.

### Investment in research and development

in millions of euros

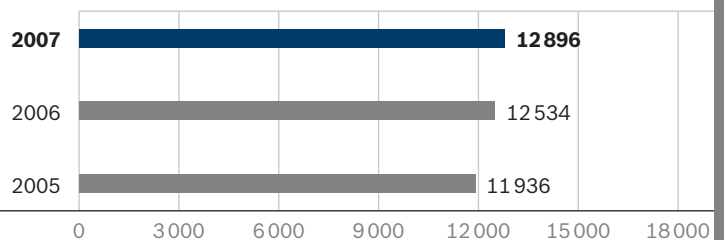


### Personnel expenses

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 292 manufacturing locations worldwide, 213 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.	adjusted
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.	new
<b>Products</b>			
Contribution to reduction in average automobile CO <sub>2</sub> emissions by 25 percent	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 120 g/km.	in progress
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 the management of diesel particulate filters and the use of Bosch Denoxtronic to significantly reduce NOx emissions by actively treating the exhaust gas of commercial vehicles.	in progress
Contribution to halving the annual number of road deaths in Europe to 25 000	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	new
<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.	adjusted
Greater share of national executives in growth countries	long term	One long-term 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
Greater equality of 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
<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.	adjusted
Increase in resource efficiency (energy, water, wastewater, 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 into the tool.	adjusted
Establishment of an indicator system for eco-controlling, and implementation of a policy deployment process	2007	Environmental database to be extended to include relevant parameters. Implementation of a top-down goal agreement process in the company	achieved
Implementation of the newly developed fire protection standards as part of emergency control planning	2007	Rollout according to fixed milestone plan	achieved
Restructuring of emergency control organization	2008	Restructure emergency and crisis management to prepare systematically for dealing with damaging events (business continuity strategies).	new
Ensure compliance with requirements (customers, legal standards, Bosch regulations) relating to declaration duties and prohibition of pollutants	2007	Review and adjustment of product creation process	achieved
Reduction of CO <sub>2</sub> emissions	2020	Locations' CO <sub>2</sub> emissions to be reduced by a total of at least 20 percent worldwide as a result of measures to improve energy efficiency	new

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

Since 2004, the Bosch Group has belonged to the United Nations Global Compact. We support the ten principles of the Global Compact and, in compliance with the Bosch values, use the 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 2007, we 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
<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> Upholding 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 (S. 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 in India (p. 28)
<b>Principle 9:</b> Diffusion of environmentally friendly technologies	Leveraging potential for energy efficiency, 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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Scheufelen BVS matt; this paper is certified in accordance with the regulations of the PEFC – program for the endorsement of forest certification schemes.

Additional information about the company can be found in the Annual Report 2007, in the brochure “Bosch today,” or in the internet at [www.bosch.com](http://www.bosch.com) and [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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