Declaration of Principles on Human Rights
of the Bosch Group

1 Preamble – About this Declaration of Principles

We want to improve people's quality of life by acting in an economically, ecologically and socially responsible manner and to secure the livelihoods of present and future generations. In an increasingly complex world, this declaration of principles is intended to help employees, suppliers, customers, consumers and local communities with whom we are connected to understand our stance on human rights issues in our global business activities.

2 Commitment to respect for human rights

As a globally active company, we are aware of our corporate responsibility to respect human rights. We are therefore committed to both respecting human rights in our own business activities and actively demanding this in our global supply chains and to 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 for 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 labor standards of the International Labour Organization (ILO)

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

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 Robert Bosch GmbH and the employee representatives define and document the Basic Principles of Social Responsibility.
- The Internal Code of Conduct formulates our expectations to all employees obliging them to comply with relevant laws, internal rules and principles on respect for human rights. Employees are regularly trained on the contents of the Code of Conduct.
- Through the Code of Conduct for Business Partners we require the Bosch Group business partners, including recruitment agencies and service providers at our locations, to comply with human rights and environmental principles, to establish appropriate due diligence processes and to pass on this expectation to their own Business Partners. The Code therefore forms an essential part of the contractual obligations and the cooperation between our Business partners and Bosch.

3 Risk management of due diligence obligations

As an industrial company with production sites and supply relationships in many countries and regions, we influence 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 regarding human rights compliance.

For this reason, we have introduced a comprehensive risk management system to ensure compliance with human rights. This includes our direct suppliers as well as our indirect suppliers in the event of concrete indications. For example, we carry out annual risk analyses in our own business area as well as with regard to our direct suppliers, which are supplemented by appropriate ad-hoc audits if necessary. We regularly monitor the effectiveness of our systems and processes, e.g. through internal and external audits, and optimize them continuously.

3.1 Responsibility and management

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

The implementation of human rights and environmental principles is clearly defined by an internal regulation that delegates responsibility for worldwide implementation to the competent corporate departments.
In addition, the Human Rights Committee defines strategic principles. It consists of the heads of the corporate departments of Sustainability & EHS (Environment, Health & Safety), Compliance, Human Resources, Legal Affairs, Facilities and Buildings, Purchasing and Logistics, and Communications. It is chaired by the head of the Sustainability & EHS department, who also performs the role of Human Rights Officer. The Human Rights Committee especially ensures the following:

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

The Human Rights Committee reports regularly to the member of the board of management responsible for sustainability.

3.2 Risk analysis

To continuously improve our understanding of any human rights and environmental impacts, identify possible gaps, and develop appropriate preventive measures, the responsible corporate departments carry out annual and event-related risk analyses. In doing so, we use uniform evaluation methods to ensure comparability between the different areas. The criteria for the assessment are the potential severity and impact of the risk, the irremediability of its consequences, and the likelihood of the risk occurring.

As part of the **risk analysis in own business operations,** the responsible corporate departments identify areas where risks might occur for their own functional area of responsibility. This can be a country, a plant, or a business partner. General risks in regions can be determined using indicators from independent institutions such as the World Bank or the United Nations. Risks can also be derived from certain industrial activities or known critical sectors. Our risk analysis primarily incorporates findings from internal processes and surveys, for example from the existing internal control system or the internal audit. The prioritization of risks in each functional area follows the goal of using preventive measures in a targeted manner and further developing existing processes. In Bosch's direct sphere of influence, the results of the risk assessment determine the prioritization.

We also subject our supply chains to regular risk analyses, at least once a year. In the abstract **risk analysis of our direct suppliers**, we are guided by established, international indexes such as the Human Development Index, the Global Slavery Index, the Child Labour Index and the Environmental Performance Index.
Positive information on a supplier's sustainability performance – 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. For prioritization in the supply chain, the consideration is supplemented by the causal contribution per supplier to causing a risk and the possibilities Bosch has to exert influence.

Should deficiencies arise in the risk management system, adjustments must be made and relevant measures introduced in the responsible corporate departments to counter these directly in the risk field concerned. In addition, risks that affect a number of functional areas or risk fields are managed by the human rights committee for the entire Bosch Group so that comprehensive measures can be developed.

We pay particular attention to raw material extraction, as its accompanying circumstances are often particularly risky from an ecological and social point of view. While Bosch itself only sources very few raw materials directly, potentially high-risk raw materials are processed in primary products and materials.
Through various programs and measures, we want to further reduce human rights and environmental risks related to the procurement of raw materials. In the case of raw materials that can have adverse effects on people and the environment, we also regularly review the risk exposure and counteract potential risks, taking into account the corresponding OECD guidelines and the legal framework conditions. Further information on the comprehensive supply chain engagement can be found in the Bosch Group's Sustainability Report.

Information about risks that we receive from the public, our partners in the supply chain, or via our reporting system is also included in the respective risk analysis.

3.3 Priority risks

The risk analyses carried out so far showed a prioritized risk associated with "recruitment fees" as Indicator for forced labor as defined by the International Labour Organization (International Labour Organization, ILO Convention 29, Article 2). Recruitment fees are payments that workers have to make to employers or third parties as part of a recruitment chain in order to obtain a job. Also, violations of occupational health and safety, the withholding of adequate wage and water scarcity are considered priority risks.
This prompted us to formulate our expectations towards ourselves and our business partners regarding these and other Human rights at risk in more detail, see Section 5 Expectations on human rights and environmental impacts.

4 Measures and effectiveness control

Appropriate measures are developed and implemented to mitigate identified risks or identified impacts on human rights or the environment. Initiated and existing prevention measures are regularly reviewed for their effectiveness (e.g. through internal audits) and, if necessary, adapted. In the event of a violation of human rights-related or environmental obligations in our own business area or at a supplier, we will take immediate and appropriate action to remedy the situation. In addition, we offer training for both employees and suppliers to further deepen their knowledge of our human rights and environmental expectations.
We regularly review our locations and 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: verifications carried out by Bosch itself (in different formats), third-party audits, and self-disclosures by suppliers.

Already when selecting new suppliers, the fulfilment of human rights and environmental requirements forms the basis for a contractual relationship. In the event of a justified suspicion or concrete indication of a violation of human rights-related or environmental obligations, we investigate this carefully and consistently and, if necessary, work towards remedial action. As a matter of principle, violations must be stopped immediately. If this is not possible in the foreseeable future, we expect the supplier to develop a concept to end or minimize the violation. Should a supplier show no willingness to develop in such a way as to meet the Bosch requirements or to initiate measures, Bosch reserves the right to terminate the contractual relationship concerned.

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

5 Expectations on human rights and environmental impacts

Fundamental employee rights are derived from human rights. That is why we take a close look at the situation of people in the workplace and continuously align our activities with the following principles, which we also expect from our business partners:

- *Prohibition of forced labor and slavery*: We respect the principle of freely chosen employment. Forced labor of any kind, which includes but is not limited to debt bondage, human trafficking, torture, and slavery or compulsory labor of any kind is not permitted. We respect the principle of free movement. We especially reject any form of labor based on physical, psychological, sexual or verbal violence and / or abuse or economic exploitation (see ILO indicators of forced labor).
- *Contracting and recruiting*: We consider the ILO general principles and operational guidelines for fair recruitment in our relevant processes. We document all relevant terms, including the notice period for terminating, in employment contracts in line with local statutory standards, provisions, or respective company or collective bargaining agreements. If the worker does not understand the language of the contract, a translation to a language that the worker understands will be provided. Personal documents are only kept if required by local law, provided that they are always accessible for workers. We are aware of the special vulnerability of migrant workers and respect their rights and dignity.
  Neither we nor our agents or sub-agents charge fees for recruitment services that indicate forced labor or debt bondage according to ILO from workers or job seekers for their employment. With regard to employment-related costs, we apply a strict due diligence process to avoid human rights violations in accordance with local law and international standards. If any prohibited fees or employment-related costs are found to have been paid by workers, such fees shall be repaid to the workers as soon as practical.
- *Prohibition of child labor*: We condemn all forms of child labor, adhere to the stipulations of ILO Conventions No. 138 and No. 182 and respect the rights and dignity of children. We employ workers only if they have reached the minimum legal age for work set out by the applicable law in the country of employment. We adhere to all applicable regulations regarding the employment of workers under the age of 18 years (young workers). Young workers shall not perform hazardous work which might jeopardize their health and safety.
- *Working hours*: We comply with local statutory standards, provisions, or respective company or collective bargaining agreements regarding working hours, overtime, breaks, rest periods, vacation and special leave for certain groups of workers. We apply due diligence procedures to control working hours accordingly.
  All overtime shall be voluntary, notwithstanding instructions to work overtime in line with local statutory standards, provisions, or company or collective bargaining agreements. Workers shall have one day off every seven days unless there is an exception provided under local law and in line with international standards.
- *Appropriate compensation and benefits*: Our remuneration and social benefits observe national or local statutory standards, provisions, or respective company or collective bargaining agreements (e.g. payment of at least minimum wage or applying greater pay for overtime). Given comparable requirements and tasks, the principle of equal pay for work of equal value shall apply. Deductions from wage are only made in compliance with local law. Wages and benefits are paid on time. For each pay period, workers shall be provided with a timely and understandable wage statement in line with local standards.

- *Freedom of association, right to collective bargaining and strike*: We recognize the fundamental right of all workers to form trade unions and employee representations in accordance with applicable law and their right to join trade unions of their own free will. Membership in trade unions or employee representative bodies shall not constitute a reason for unlawful discrimination. The right to collective bargaining for the settlement of disputes pertaining to working conditions and the right to strike shall be granted within the framework of statutory provisions and in accordance with ILO Convention No. 98.
- *Prohibition of the use of security forces* if there is a concrete risk of human rights violations due to a lack of training or control. Clearly defined requirements for our security personnel, far-reaching monitoring measures and training on human rights aim to prevent behavior that violates human rights vis-à-vis our employees and third parties.
- *External personnel:* All use of temporary, dispatch and outsourced labor shall be within the limits of the local law.
- *Equal opportunities and protection against discrimination in employment*: We do not tolerate any form of discrimination or harassment which is illegal treatment based on race, sex, gender identity, sexual orientation, age, national or ethnic origin, color, social origin, religion and belief, marital, parental, and familial status, physical and mental abilities, handicap, health status, political or trade union affiliation, or any other characteristic protected by applicable law.
  We uphold and affirm equal opportunity among our workers regardless of the aforementioned characteristics. We respond to violations with appropriate measures. We communicate the principles and our corresponding procedures clearly to our workers.
- *Right to health and safety at work*: We promote the health and safety of our workers through comprehensive prevention strategies ranging from occupational health services to safe working conditions. This includes investments in modern protective equipment, regular safety trainings and risk assessments, as well as the implementation of digital tools for accident prevention and the provision of psychological support. The number of accidents at work is to be continuously reduced and the physical and mental health of the workers is to be strengthened, including through health promotion programs.

The protection of the environment and the climate is inextricably linked to the realization of human rights and sustainable living conditions. The availability and quality of water is of existential importance to our workers, our neighbors, and our business partners. We counter the risk of water scarcity with our own water strategy, which aims to continuously reduce water consumption, purify wastewater and positively influence the local water balance, especially at locations in water-scarce regions. Further information on our comprehensive commitment to sustainability can be found online or directly in the Sustainability Report of the Bosch Group.

6 Complaints procedure

Our complaints procedure enables us to identify critical concerns at an early stage and thus 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, employees 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 can be submitted – also anonymously- using the appropriate IT tool, e-mail or phone.

The reporting system is available in a variety of languages. Employees and business partners are actively made aware of the possibility of submitting a report. The objective is to make it as easy as possible for all target groups to submit reports and to ensure the widest possible accessibility. All reports are processed independently, impartially, autonomously, carefully and confidentially by the responsible complaints office. The principle of a fair procedure and the protection of whistleblowers are our top priority. Our rules of procedure set out the details of the different channels and principles, as well as the processing procedure.

7 Documentation, reporting and communication

We ensure a 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 Declaration of Principles on Human Rights
- In the annually published Sustainability Report of the Robert Bosch GmbH
- In the context of applicable national legal requirements e.g, the Norwegian Transparency Act.

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

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