



Corporate Social Responsibility



Bratislava, October 2016
Eugen Mladosiovic
Adient Slovakia s.r.o.



Adient Slovakia Company Overview



Company Overview

- Established in 1885 Milwaukee, WI, USA
- Until Oct 31st 2016 part of Johnson Controls (Automotive Experience)
- Headquarter in Milwaukee, Wisconsin, USA
- Independent, publically traded company on New York Stock Exchange
- 75 thousand employees worldwide

Global leader in automotive seating systems and components

23.9 \$

**billion
revenue
in 2015**

(incl. nonconsolidated sales)

278

**locations
globally**

22+

**million
seat sets a year**

Supporting all
major
automakers in
the differentiation
of their vehicles

Company Overview



- in Slovakia 25 years
- > 4 thousand employees and 8 locations – one of key employers



Company Overview

- Beside the production plants – locations with high added value
 - engineering center Trenčín
 - Business Center Bratislava (no SSC)
- Bratislava Business Center
 - Finance
 - Purchasing
 - HR (local and global)
 - IT (incl. global infrastructure)
 - business units for customer support

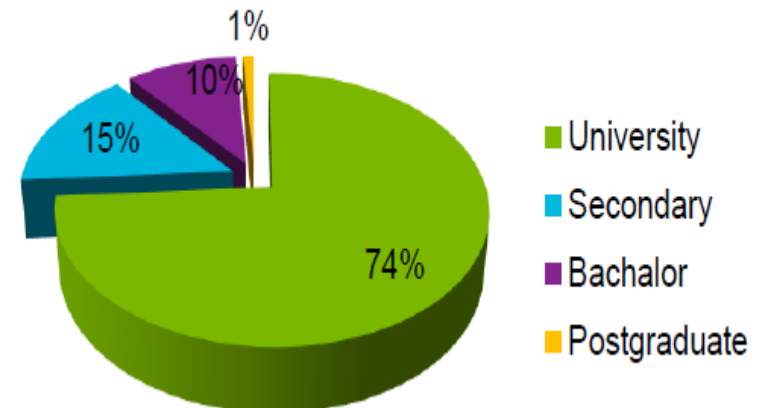
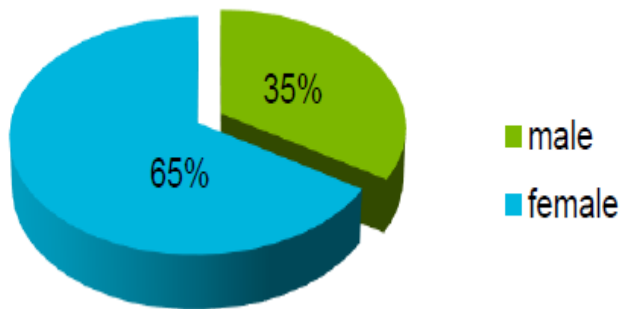


Bratislava Business Center

- International and diversified team
 - > **800** employees
 - > **100** employees on maternity leave
 - average age **31**
 - > **37** nationalities

(Brazil, British, Bulgarian, Croatian, Czech, Dominican, Egyptian, Ecuadorian, French, Grecian,

Chilean, Hungarian, Indian, Mexican, Nigerian, Portuguese, Polish, Romanian, Russian, Slovak, Serbian, Spanish, Swedish, Taiwan, Ukrainian ...)



CSR Basics

WHY?

responsible

&

???

social

CSR Basics

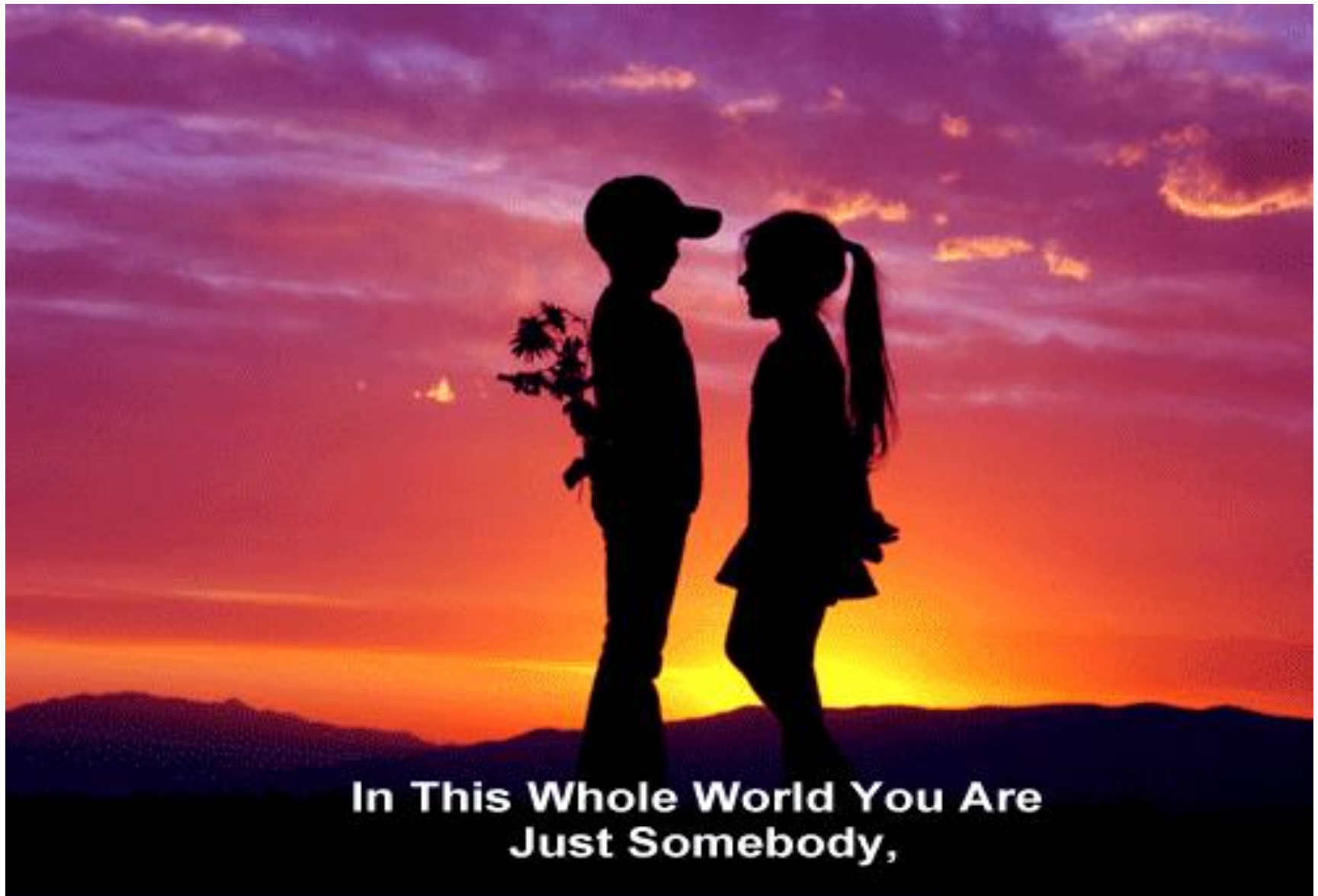
What is the difference ???



OR



CSR Basics



CSR Basics

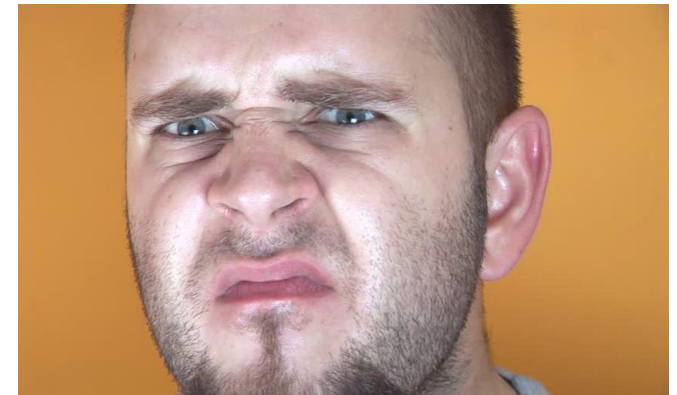


feelings



love

emotions



CSR Basics

Social Responsibility

all our surroundings need sometimes



**GET
HELP**



**You CAN,
I CAN
DO IT !!!**



CSR Basics

We have government, social systems ...

BUT



Corporate Social Responsibility



CSR Basic Thoughts



Responsibility Towards Employees

- Benefits



- Fixed Benefits

- 13th Salary, Language Courses, Dining coupon
 - Vitamin Program, Coffee Program, Flu Vaccination
 - Wedding Allowance, Child Birth Allowance, Jubilee Allowance

- Flexible Benefits

- Annual Medical Care, Gift coupon, Dining coupon
 - Transportation/ Parking Allowance, Dress code Allowance, Housing Allowance

- Learning

- online trainings, internal trainings and external trainings
 - development of internal leaders - Leadership Development Program
 - learning and development part of performance review

Responsibility Towards Employees

- **Health and safety**

- ❖ no injuries on working place
- ❖ introduction and continuous trainings
- ❖ first-aid treatment trainings



- **Massages**

- ❖ massages on regular way (on working place) everybody can participate, online reservations

- **Events**

- ❖ Christmas event, Sports day, Open door day

- **Leisure time**

- ❖ different sport art, online reservations, twice per week



Responsibility Towards Community

- This is a basic principle of our business
- We support community in each location where we are active
- We promote volunteerism of our colleagues on a daily basis

- Few of activities:



Our City / Naše mesto

- priority of the company
- participation since 2008
- top management participation each year
- in 2015 a 2016 we were the No. 1 within participated companies (684 a 697 employees)



Responsibility Towards Community

Christmas Wishes / Vianočné želania

- strong tradition – since 2007
- volunteers are collecting stories from impacted families and collecting needs from none governmental organizations (i.e. crisis centers)
- Buying a gift - a „wish“ of the children to make them happy and help parents financially
- areas: children living in substitute families and social care, mentaly disabled etc.



!!!
instead of toys
“wish”
FOOD



Responsibility Towards Community

Sheltered workshop

- we host since beginning sheltered workshops in our premises
sheltered workshops = employed disabled persons
- Christmas and Eastern markets in offices



Blood donation



- on quarterly basis + on demand
- > 350 blood donations yearly
- all in company building / relax areas



Responsibility Towards Suppliers

- We are committed to providing safe, quality products and services; We expect our suppliers to conduct their operations in a **socially** and **environmentally responsible manner**, aligning with our values and policies
- **Supplier sustainability rating** (17 parameters related to human rights, working conditions employee safety and energy management)
- **Carbon Disclosure Project** = independent not-for-profit organization holding the largest database of primary corporate climate change information in the world; sense of the participation is better understand the potential risks and opportunities of climate change within our supply chain
- **Supplier efficiency program** to help suppliers reduce energy usage and improve sustainability in their operations.



Responsibility Towards Suppliers

Suppliers' diversity

- we are leader *example*
In 2015, we spent more than \$1.5 billion with more than 500 certified women- and minority- owned suppliers we incorporated small or disadvantaged businesses in more than 50 product and service categories into our customer solutions
- awards and recognitions *example*
Member of Billion Dollar Roundtable, a group of just 21 U.S. companies that each spend more than \$1 billion annually with certified minority- and women-owned firms, since 2002

Awards and Recognition

Our dedication to providing relevant, innovative, value-driven solutions does not go unnoticed

2015 TEMA Award

Toyota Motor Engineering & Manufacturing North America, Inc. recognized Automotive Seating with an Excellent Supplier Diversity Award.

2015 J.D. Power Awards

The J.D. Power 2015 Seat Quality and Satisfaction Study ranked Automotive Seating highest in the Luxury SUV and Mass Market Midsize / Large Car segments.

2015 Toyota Superior TNGA Promotion Award

Toyota awarded Automotive Seating for promoting its Toyota New Global Architecture (TNGA).

2014 Fiat Chrysler Awards

Automotive Seating was recognized for diversity and cost-reduction efforts, and received two FCA US Qualitas Awards.

2014 General Motors Awards

In 2014, General Motors honored Automotive Seating with both the General Motors Supplier of the Year Award and the Overdrive Award.



Responsibility Towards Customers

Our customers are all the key automotive producers



Responsibility Towards Customers

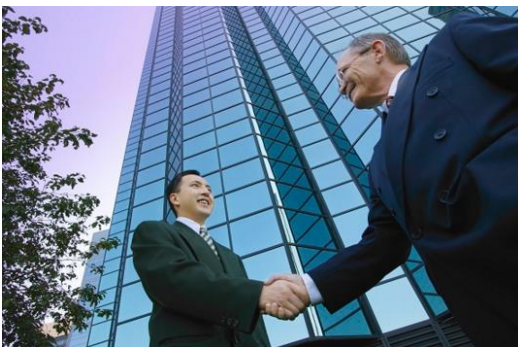


Adient Mission:

We will be the world class automotive seating supplier through leadership in cost, quality, launch execution, and customer satisfaction.

We will leverage our capabilities to drive growth, both within and beyond the automotive industry.

Bruce McDonald, chairman and CEO



Responsibility Towards Competitors

- is one of our basic ethic principles:

„We believe in vigorous competition and do not use illegal or unethical means to gain an advantage over a competitor.“



- Daily business practices:
 - Follow all antitrust and competition laws in countries where Adient operates
 - Do not join Adient competitors or business partners in agreements or understandings that limit competition
 - Do not agree to fix prices, rig bids, divide up products, territories, customers or markets, or limit production or sale of products
 - Do not make false, baseless, or misleading remarks about Adient, its competitors or their products

Responsibility Towards Environment

We promote the safe, efficient, and responsible use of global resources and our employees actively support their communities.



- **Sustainability is an integral part of our business**
- more sustainable products and services; improving our operational efficiency, including lowering costs and reducing the environmental footprint of our operations and supply chain.
- accomplishments:

Global 100: [Most Sustainable Corporations in the World](#), Corporate Knights, “The Magazine for Clean Capitalism,” since 2010.

[100 Best Corporate Citizens](#), Corporate Responsibility Magazine, since 2006.

[World’s Most Ethical Companies](#), Ethisphere Magazine, since 2007.

[Newsweek Green Rankings](#) — Newsweek magazine, since 2009.

[Sustainability Leader](#) — Sustainable Asset Management, since 2008.

[Environmental Management Leader, Russell 3000](#), since 2014.

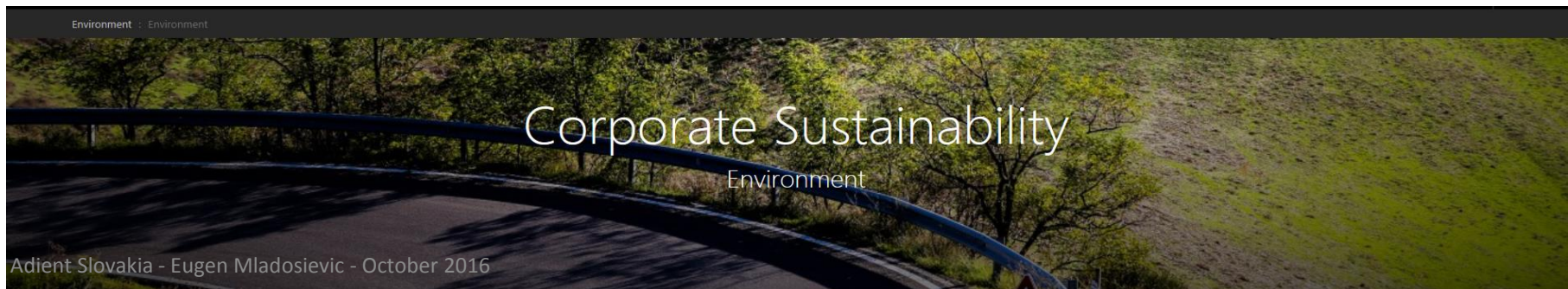
[Governance & Environmental Management Strength \(GEMS\) Ranking](#), a measurement of a company’s ability to anticipate and manage environmental risk, IW Financial, since 2010.



Responsibility Towards Environment

- Also at our location we turn principles into the actions:

- ✓ **Recycling:** waste & battery recycling, default duplex and black color printing
- ✓ **Energy saving:** bulbs installation, automatic bulbs at toilets
- ✓ **Pollution reduction:** car pooling, storage for bicycles



...last, but not least ...

If you wanna make the world a better place, take a look at yourself, then make that change.

- Michael Jackson-

