

WELCOME TO OUR HOME



BOSCH
Invented for life



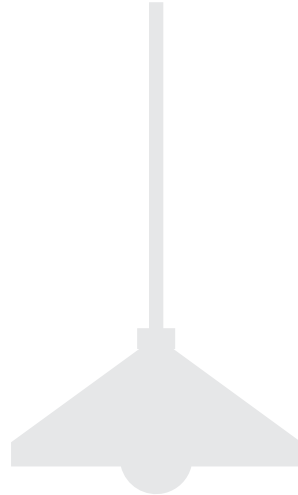
Hello, how are you?



Welcome to the **Center of Engineering** of Bosch Aveiro! Welcome to a big house with many people and rooms. You might feel a bit lost at first: we've all been there! 😊 With this handbook, you will have a glimpse of what it's like to be part of this Center of Engineering.

We are really HAPPY to have you on board and we want you to feel at home. The idea of a Center of Engineering at Bosch Aveiro started in 2014 with one single team. Looking back on this journey, we accomplished incredible things! We are 200+ now, spread in MORE THAN 35 TEAMS, and already representing 3 Business Units [don't panic, you will find the time to know everyone 😊].

Here at Bosch, you will meet teams that work passionately towards our mission. Each one is different, but our values and culture bring us together. The best part is that we truly have an environment where you can get feedback, find trust, respect, and transparency, and we expect you to contribute to that. You might have seen our slogan "TECHNOLOGY FOR LIFE". That sums up our purpose to innovate and create inspiring solutions that improve the quality of life for people around the world. Let's create technology for life together.



Our values — what we build on



You are entering a house where we want you to feel at home.

Our home is made of all the people who work in CE and the values we live by. They are the great pillar of our sustainable growth, and what connects us all.

Future and result focus

Our vision and focus have led us to incredible results. This allows us to secure our future growth.

Responsibility and sustainability

Our goal is to improve life, to create a better world today and tomorrow.

Initiative and determination

CE started in 2014 from scratch. From a couple of software developers invested in proving their worth, to becoming a diverse 200+ group of hardworking people with talent, and a spirit of constant improvement! We look at our challenges as ways to excel ourselves, and deliver great value, with drive and DETERMINATION.

Openness and trust

We share and communicate in a transparent and honest way. This is the best foundation for a relationship built on trust.

Reliability, credibility, legality

We are ACCOUNTABLE for our commitments and actions. We only promise what we can deliver, respecting and observing the law in all our transactions.

Fairness

This is the key to our corporate success, deal fairly with our colleagues and business partners.

Diversity

We embrace different ideas, backgrounds, and ways to do things. Only from that diversity we can thrive in this fast-paced and challenging tech world.



**“In the long term,
an honest and
fair approach to
doing business
will always be the
most profitable.”**

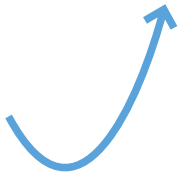
Robert Bosch, 1921



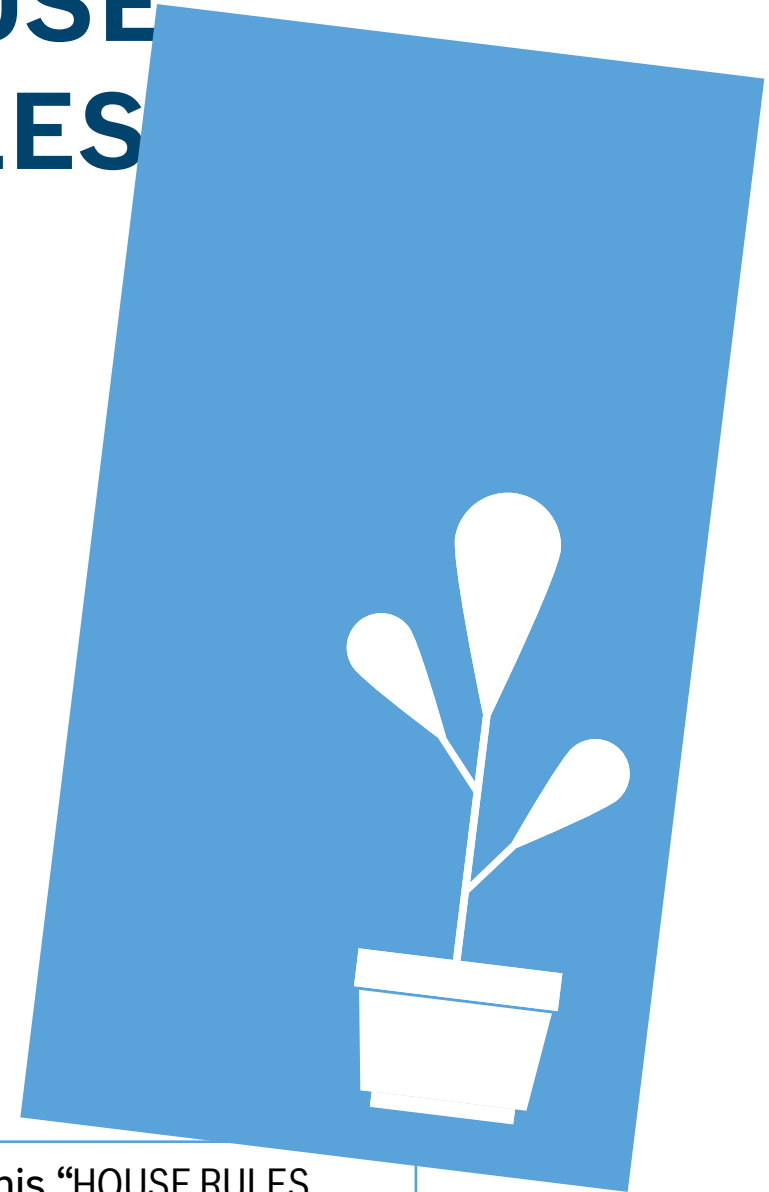
Like in any household, we also have some **house rules**.

We will show you how we live our daily life at CE.

The coolest thing about CE is that it grew so fast, and with such a diverse culture, that we rely on everyone to keep up the pace and share their skills to continue to build this house!



HOUSE RULES



Join us in this “HOUSE RULES
FREE TOUR” sponsored
by Center of Engineering

FLEXIBLE WORKING

Archimedes had one of his best ideas in the bath. We know good ideas can come from anywhere and, with our flexible working policy, you can work in a way that suits you, your project, and your team. You can make your work fit your life — not the other way around.

WORK AND FAMILY

Work isn't just about you; it's about those you live with, love, and look after. You can only take care of business if we help you take care of those around you.

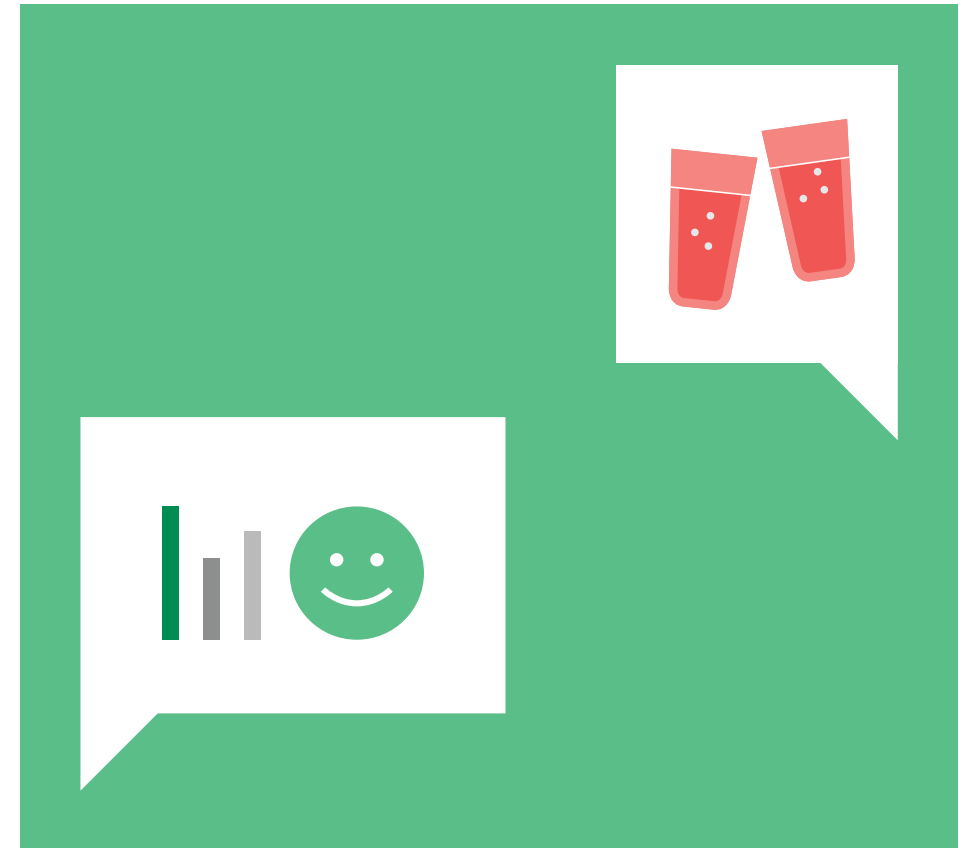
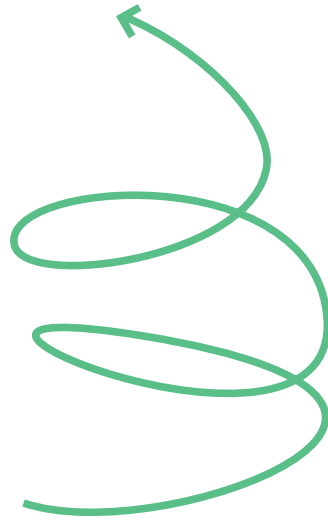
PARENTS can work flexible hours [and the kids are always welcome to bring joy to the meetings].

IF YOU'RE POSTED ABROAD, we'll support your partner with finding a job, look-and-see trips, language courses, and further training grants.

IF YOU ARE A CAREGIVER, we offer both short and long-term solutions, such as working part-time.

HEALTH AND WELLBEING

Your wellbeing is important to us: **you matter**. Only when you are happy, healthy, and have a balanced life, we can **achieve our goals together**. Don't be surprised if you see someone walking down the office with a Pilates mat or a ball under their arm.

**HAVE FUN!**

We want to make your experience at Bosch unforgettable. Great RESULTS will come naturally if you love what you do and if you have fun while doing it! You are part of a team, so make sure you all have the time of your life! That also means you can invite your teammates for some beers a.k.a. “MALHAR UNS COPOS”!

SHOW YOUR WILL

Proactivity is our super-power! A lot of times you will have to find your way, and discover things by yourself. Have the initiative to get the ball rolling on that thing YOU WANT TO BUILD. Talk to your colleagues, create your communities, participate in the events and grow your network!



JOIN THE CLUB

Work takes a lot out of us, so if you want to achieve a HEALTHY BALANCE, you need to get the most out of your leisure time. We have a range of enjoyable activities and events to add a little inspiration, distraction, and fun into your Bosch life. You will hear about CLUB CE!

BEWARE OF THE CAMERA

Yes, we have amazing spaces and **cool stuff**, but you cannot take pictures inside, it's too good to share. 😊 You can take pictures of yourself and your colleagues, but not pictures of the appliances or any technical products or documents. If you want to share any pictures with people in it, please make sure you have the necessary consent first.

FIND YOUR PEOPLE!

We like to talk to each other! Take some time to search for some cool COMMUNITIES at Bosch Connect or teams @ MsTeams! If you don't find who you are looking for, ~~move your ass~~ walk through the office/MsTeams!

IS IT SUPERMAN?

No, it's the super workflow. [Read this with your best meditation voice.] Take a deep breath, hold it for 5 seconds, and embrace it: we are a huge company, so we need to check things thoroughly. Don't freak out when someone asks you to start a long workflow, after a while, we all become pros!

CE/YWNUTA-AV

The first test you will pass at Bosch is when you figure out this acronym. 😊 There's one for E-V-E-R-Y-T-H-I-N-G, can you find out a place to decipher them?



LET'S HAVE A SALAD FOR BREAKFAST?

Oh, no! It's lunchtime already... We work with the CET time zone, so get used to having lunch at 12 o'clock.

LET'S GET PHYSICAL... PHYSICAL

[You can sing it, no one is listening.]
We really like to have fun and challenge each other. If you are running out of creativity or just willing to have some fun, call some colleagues and play football, PlayStation, or card games. You can even book the sports fields that we have here (volleyball, tennis, football, basketball) and show your best competitive look.

WE MAKE IT HAPPEN: THERE ARE NO LIMITS OR IMPOSSIBLE TASKS

If it's worth it, we join all efforts to do it! Some things are *Fast & Furious*, others must pass on the screening processes [and it may take a while 😊]. Be resilient and don't give up!

**WE ARE ALL EQUAL AND WE ALL NEED TO BE CHALLENGED**

We are almost half a million colleagues around the world! Feel free to reach out to anyone and call them by their first name. Imagine how much we can create if we just talk with each other!

WE ARE TUGAS!

Codfish, olive oil, and red wine are part of our CHRISTMAS BASKET. And we all take much pride in it! At Christmas time we have a CE XMAS PARTY, and we like to welcome our colleagues in other countries to join us! Get ready to show your talents at this party and lighten up the mood.

**CE-LEBRATE GOOD TIMES!**

Is there anything better than celebrating our achievements? Only if we add our teams, sun, drinks, and food! Get ready for the coolest sunset of the year!

40 REASONS TO BE

#LikeABosch

01. Health insurance

All employees benefit from one.

02. Cartão Continente

In each purchase you save 7%!

03. Psychological consultations

Mental health is CORE to us!

04. Sport campus

Who's ready for a match?

05. Club CE

We plan different activities every month!

06. CDL

Culture, Sports and Leisure.
Do you need more explanation?

07. ERP: Employee Referral Program

Do you have a friend that would fit perfectly at Bosch? Learn more about the advantages for you.

08. Photography contest

Grab your camera, impress us!

09. Fancy pants | Bosch bands

Join our BAND! Or just become a groupie. 😊

10. University scholarship

Walk the talk: INVEST in your development, we invest with you! And we encourage your family to study too.

11. Movember

Stand up for this cause and show us your best MOUSTACHE!

12. Pharmacy

Just send them an e-mail and they will bring you what you need.

13. Volunteer opportunities

We want to leave a mark not only on technology but also in society.

14. International mobility

We are spread around the world, explore the opportunities!

15. We Share

Want to know something about a trivial subject but never had the time to do it? Join the "We Share" series, we all have something to share with our colleagues!

16. Diversity and inclusion

It's one of our values and we are all responsible for it!

17. UX

We work towards accessible, user-centered products.

18. Healthy eating @ canteen

Salads, natural juices, vegetarian options. This and more everyday!

19. Social responsibility

As a big company, we are committed to working on projects that go beyond technology.

20. Flextime

We all need some personal time every now and then, it's a good thing you have your FLEXTIME!

21. 3 extra vacation days

Enjoy! 😊

22. Blood donation campaigns

When we say our MISSION is to improve the quality of life, we don't mean just with technology. DONATING blood is a selfless act that can save someone's life.

23. Work-life balance

We want you to be HAPPY and feel healthy, that's the priority!

24. Team buildings

These are the moments we are all waiting for.

25. Bosch as Top Employer

It's not us saying it [we are biased 😊], it's everyone else!

26. Bicycles

We have big facilities, so when we are in a rush, find us on our way in a BUGA!

27. e-Universities

You will be surprised by the number of courses you can choose from.

28. Clube de Vantagens Bosch

A world of discounts in a lot of different products!

29. IoT

The Internet of Things is all about CONNECTION. Human connection and technology connectivity is what drives us!

30. Shared staffing

You are the best recruiter for your own team!

31. Agile mindset

An open mind in the workplace is the foundation for everything.

32. Medical office & analysis

For ANY need, at ANY time!

33. Patents

We are passionate about innovation and we want to lead the new tomorrow.

34. Home office

We love to work at HOME, it's a good thing we all have at least two. 😊

35. Bosch é bom!

Focus on quality!

36. YOU!

Thank you for joining us on this journey. We hope you can find soon your personal reasons to enjoy the Center of Engineering as much as we do!

37.

38.

39.

40.

