



# BBS Automation Our Philosophy and Performances

BBS Automation develops and produces innovative and flexible automation technology for international customers in a wide range of industries. The BBS Group has around 600 employees across the globe at present, and our success is founded on these highly qualified and extremely motivated individuals.

It is through them – their commitment, ambition and ideas – that we have risen to the position of market leader for automation technology. Horizontal organization is what sets our company culture apart. We place enormous value on autonomous action and decision making, and on sharing one's ideas and visions. The headquarters of the BBS Group is in Munich, Germany, the point from which we guide the activities of our six separate locations. In addition to two sites in Germany (Munich and Blaichach), we have facilities in Penang, Malaysia; in Chicago, USA; and in Suzhou and Tainjin, China.

## What values do we represent?

### **Creativity & Innovation**

We inspire not only our clients with our drive for invention and our steady stream of new ideas for complex automation systems. For our employees, this sometimes means leaving conventional methods behind and daring to try new approaches. The goal is to ensure that our systems and services are a source of ongoing development for improving product manufacturing.

### **Customers & Market Alignment**

Our long-term business success depends on meeting the needs of our customers as closely as possible. We strive to build long-term relationships and to maintain them accordingly. Gaining an understanding of our customers and their needs also means monitoring relevant trends, analyzing the current market, and identifying options for employing new technologies.

### **Fairness & Loyalty**

We treat colleagues, customers and business partners with respect and fairness. Clearly, fairness is not the same as 100% compliance. In our day-to-day business, this means making decisions based on facts, without regard for the standing of specific individuals. Justifying these decisions and championing them requires that we keep everyone involved up to date, communicating with each other in an open, honest and trusting manner. BBS Automation assures our employees of our complete loyalty and solidarity. We expect the same of our employees in return.

### **Passion & Responsibility**

We give everything we have to making our company goals a reality. Everyone contributes equally to this achievement, whether working alone or in a team. Strengthening and expanding our market position depends on enthusiasm, vigor and a sense of responsibility. Each individual is a critical element of the whole in this endeavor.

## What do we offer?

### **Cohesiveness**

While our six locations on three continents places us among the global players who operate in an international work environment, we still view ourselves as one big family. Our sites don't compete with each other; they work together closely. This makes us nearly unique in the industry. We regularly schedule team workshops and events to promote the feeling of community. We also offer long-term prospects, which is one reason such a large majority of our employees have stayed with us on our journey to becoming one of the top companies in the field of automation technology.



#### **Social Involvement**

Our social involvement extends beyond our working hours. For example, we sponsor various clubs in different ways. Many of our employees are involved in, and play active roles in, local clubs during their free time. It's common sense that we would support these clubs, too.

#### **Exciting Responsibilities**

BBS Automation creates very technologically sophisticated automation products for various industries around the globe, including the automotive, aerospace, medtech and renewable energy sectors. This broad spectrum allows our employees to deepen their understanding of various industrial sectors, which is a significant part of their professional development. Our lean company structure guarantees that decisions can be made quickly, and it offers room for personal development.

#### **Work-Life Balance**

We understand how the balance between working and nonworking hours contributes to ensuring that our employees maintain their motivation and energy on the job. Consequently, it's very important to us that our employees are able to combine their family, personal and professional obligations as well as they can. BBS supports this with jobs that have a future and the potential for development, along with flexible work schedules. The best part is that all our sites are located in attractive economic centers that are hot spots for both culture and nature, so there are plenty of recreational offerings.

#### **Professional Training & Development**

In addition to a well-established apprenticeship program, we consider job enrichment, job rotation, and on-the-job training to be the crucial cornerstones of employee professional development. Thanks to our six locations, we're able to offer our employees a comprehensive range of international training and career opportunities. It's not uncommon for employees to work abroad at one of the other locations for an extended period of time.

#### **More information**

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