

Sustainable Innovation





Consumer

Construction

Transportation

Hygiene

Packaging

Assembly

Manufacturing



Hot Melt adhesives



Packaging



Reactive adhesives



Pilot



Water-based adhesives



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Bostik, one group for three markets

Bostik is one of the largest adhesive and sealant companies in the world. The group designs, manufactures and markets adhesives and sealants for three key markets: Industry, Construction and Consumer. Its products are used in a wide range of fields – from gas tankers and buildings to furniture and diapers.

Bostik is committed to providing sustainable and innovative solutions that combine technological performance, ease of use, cost effectiveness and respect for the environment.

The growing demand for energy efficiency, particularly in the construction and transport sectors, offers strong potential. In order to meet this demand through product and marketing innovation, Bostik Research and Development is committed to developing products using the latest technologies.

Bostik is also strengthening its capacity to provide tailor-made bonding solutions, to deliver outstanding customer service.

Key figures

With a turnover close to **1.4 billion euros**, Bostik employs **5,000 people** in its production facilities and sales operations in **39 countries**. It has a presence in more than 50 countries with **48 production sites** worldwide, **2 Research and Development sites** and **10 technical centres** spread over the five continents.

The company enjoys leading positions in various segments:

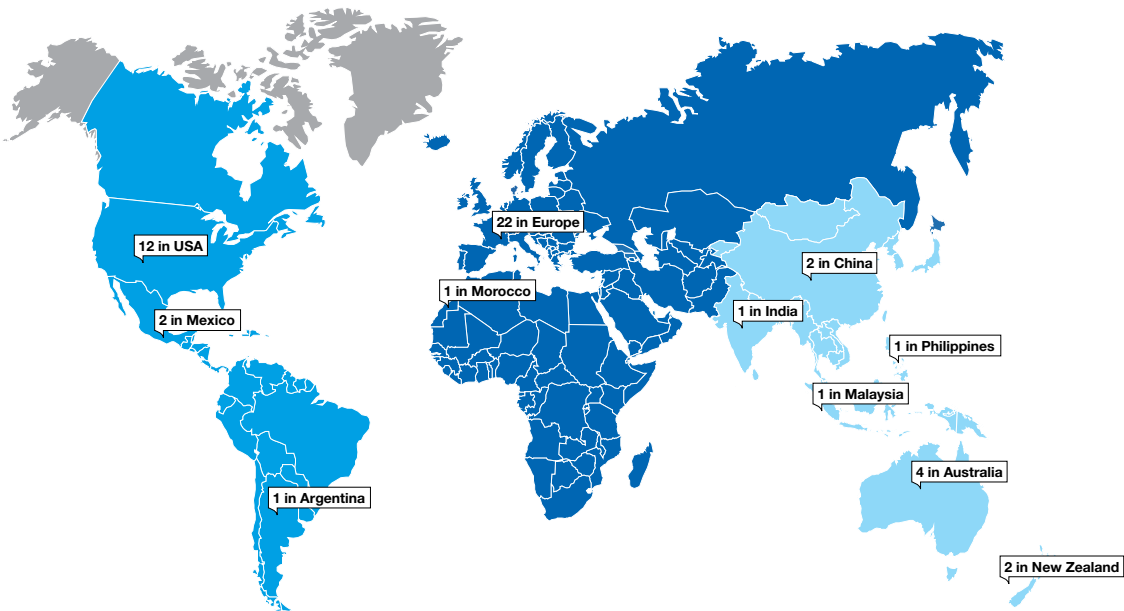
- **N° 1 worldwide** for nonwoven disposable products: 80 billion diapers per year are produced in the world with our adhesives.
- **N° 2 worldwide** for building renovation and construction applications: tiling, floor covering, waterproofing, decoration.
- **N° 1 in France** for consumer markets, with strong positions in other European countries.

Bostik is a wholly-owned company of Total

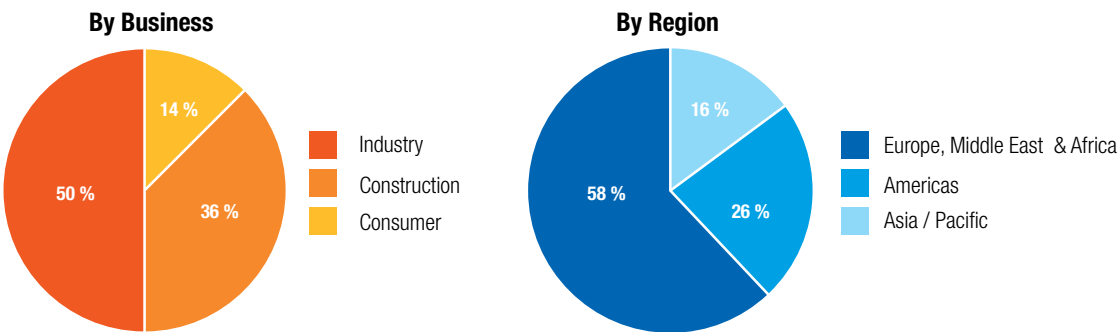


TOTAL

Bostik production sites in the world



Turnover breakdown



A new corporate culture

As innovation plays a central role in our strategy, Bostik has initiated an innovation-focused approach largely based on adopting a new corporate culture called the **Bostik Way**.

Adopting the Bostik Way means that women and men at Bostik are thinking and acting responsibly; that sustainability and innovation become second nature; and that they are basing their actions on six commitments towards their colleagues, customers and partners: **Boldness**, **Openness**, **Sustainability**, **Team spirit**, **Innovation** and **Knowledge**.



- **Boldness** brings us to think and act differently; to individually and collectively develop new solutions to meet our clients' expectations and to prepare society's needs for tomorrow
- **Openness** to stay alert to new opportunities created by current and future generation needs, proposing adapted solutions such as contributing to energy conservation
- **Sustainability** imposes upon us an acute sense of our environmental responsibility by developing safe and environmentally friendly products and by helping our clients to reduce their environmental impact
- **Team spirit** a fundamental principle that makes each employee personally involved in the improvement process toward sustainable innovation and in the respect of safety for everyone
- **Innovation** to answer the unmet needs of customers and society, based on a strong and effective Research and Development organisation and an efficient management system
- **Knowledge** by leveraging our skills and our understanding of applications to constitute an essential link through the value chain from the chemical industry to the end user.



◀◀ Facing today's challenges and preparing for tomorrow ▶▶

In its quest for sustainable development, Bostik strives to achieve economic prosperity while protecting the environment and improving quality of life, now and for the generations to come.

Bostik pursues its role in meeting these challenges through five bold continuous improvement action plans:

- Develop innovative solutions which meet and anticipate the needs of present and future generations by contributing to energy conservation and reducing the health and environmental footprint of its products
- Support its customers in improving the environmental impact of their products and processes
- Minimise the environmental impact of its operations
- Devote extensive resources to Research and Development and innovation management
- Convert knowledge from upstream chemical industry to end users needs, creating innovation through the whole value chain.

These commitments are formal components of Bostik's long term strategic plan in order to achieve continuous improvement in our contribution to sustainable development.

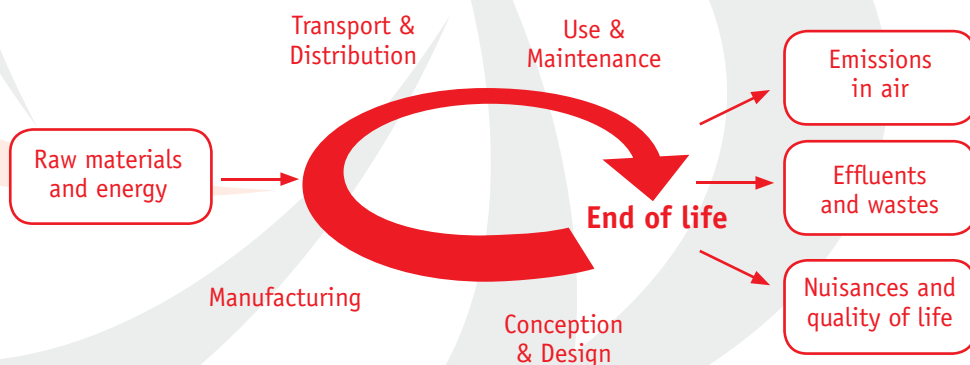


Life Cycle Thinking

Thinking in terms of product life cycle is essential in the path to sustainability by expanding the focus from the production phase to the whole product or system life cycle, thus reducing pollution by minimising the environmental impacts at the source.

Adopting Life Cycle Thinking in the development and application of its sustainability strategies means developing the use of Life Cycle Assessment and integrating Eco-design principles in product development process. Using this approach, Bostik can continually improve the environmental impact of its new products and services. An increasing number of Bostik new products and systems are now developed taking into account health and environmental impacts throughout the whole life cycle.

Product Life Cycle Concept



Life Cycle Assessment: a tool for sustainable innovation

Bostik has pioneered the use of Life Cycle Assessment (LCA) in the adhesive industry. This implies compilation and evaluation of the inputs and outputs and the assessment of the potential environmental impacts of a product system throughout its life cycle. Many of our products are now supplied with life cycle based Environmental Product Declarations which provide a quantitative and transparent evaluation of how the product performs in every stage of its life, based on ISO international standards

Design for the environment

Bostik is expanding the integration of Eco-design methods in its new product development processes. These methods help in reducing the environmental impact of a product with the following design principles:

- **Rethink** the product and its functions (functional adhesives)
- **Reduce** energy and material consumption throughout product life cycles
- **Replace** harmful substances with more environmentally friendly alternatives
- **Recycle** as much as possible and design products for easier disassembly and recycling
- **Reuse**: design the product to allow them to be easily re-used
- **Repair**: make the product easy to repair to prevent premature replacement.

◀◀ Contributing to energy conservation ▶▶

Energy conservation and the development of renewable energies have become top priorities. Through constant collaboration with its clients, Bostik innovates by providing the industry with solutions to meet these priorities.

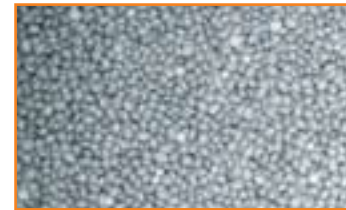
Greater energy efficiency

One of Bostik's key strategic drivers is to actively contribute to more sustainable and energy efficient construction practices. Bostik works with some of the world's leading manufacturers of construction components including insulating glass units, insulating panels, heating and ventilation systems. Bostik supplies bonding and sealing solutions which improve insulation performance and minimise the energy used to heat and cool buildings. Its range of products includes sealants, foam fillers, insulating coatings, as well as flooring and roofing products which can be combined to form an insulated building envelope resulting in reduced energy consumption.

In the transportation sector, which accounts for 20% of global carbon dioxide emissions, Bostik's adhesives contribute to the design of lighter vehicles by allowing bonding of lightweight materials, such as thermoplastics and composites to replace metals, or polycarbonate to replace glass. These adhesives provide greater design flexibility over fasteners, allowing for more complex parts and a reduction in the overall number of components. Bostik also contributes to improving the transport of natural gas by providing more durable tank sealing solutions.

In industrial applications, Bostik's strategy is to focus its development on 100% solid adhesives (hot-melts or reactive), which eliminate the need for energy to transport and evaporate water or solvents, while at the same time providing higher speed and productivity in the bonding processes.

Thermal efficiency improvement in construction



- Bostik has partnered with one of its customers to design an innovative thermal insulation system where expanded polystyrene beads are injected into cavity walls. Bostik has developed the adhesive to bind these beads together, which provides an outstanding improvement in thermal efficiency.



- Wallflex Hytherm is an elastomeric membrane commercialised in Asia which contains special vitreous ceramic spheres designed to provide thermal insulation to the exterior walls and roofs of buildings. Independent testing has shown that Wallflex Hytherm used as an external coating on roof construction materials such as galvanized iron sheeting, reduces the temperature of the roof material by as much as 15°C when exposed to direct sun heat.



New sealant for liquefied natural gas tankers

- For safety reasons, Liquefied natural gas is transported at very low temperatures and atmospheric pressure. Bonding the tankers' secondary containment membranes therefore requires an absolutely perfect seal. Bostik's breakthrough solution to this challenge is a polyurethane adhesive that is unique in the marine shipping sector and provides flexibility and durability down to -160°C, the temperature of liquefied gas.



An innovative process for flexible food packaging

- Bostik has developed a 100% solids hot melt adhesive for flexible lamination in food packaging which substitutes reactive polyurethane and water-based adhesives. Inline lamination and printing are now possible without the need for a drying tunnel to remove solvent or water, providing energy savings, reduced emissions and increased productivities. There is no need to wait for quality control (done in line) and the customer has reduced inventory since reels no longer need storage for final curing.

Supporting the development of renewable energy

Bostik develops technologies answering the specific bonding and sealing needs of solar and wind power equipment manufacturers and installers.

Bostik supplies the solar energy industry with a range of custom made adhesives and sealants which help protect photovoltaic systems from premature hydrothermal ageing, or which contribute to heat transfer efficiency in solar thermal collectors. In addition, Bostik is conducting research and development programmes aimed at developing adhesives suited for the future generations of photovoltaic systems such as flexible organic cells.



Photovoltaic equipment long term protection

- The vast majority of current photovoltaic systems, the so-called 1st generation, are based on crystalline silicon. They require effective protection against weathering in the form of multilayer systems, obtained by laminating together impervious films of fluorinated polymers, which exhibit anti-adhesive properties, and are therefore very difficult to bond. Bostik has developed adhesives providing outstanding ageing resistance to ensure long term protection of the silicon layers.



More efficient and reliable Wind Turbines

- Adhesives and sealants are critical components used in both the manufacture and installation of wind turbine components – blades and housings – and Bostik offers a range of environmentally friendly, high performance technologies which enable turbine manufacturers to reduce material and assembly costs, increase production rates and improve performance and long term reliability.

« Manufacturing healthy and environmentally friendly products »»

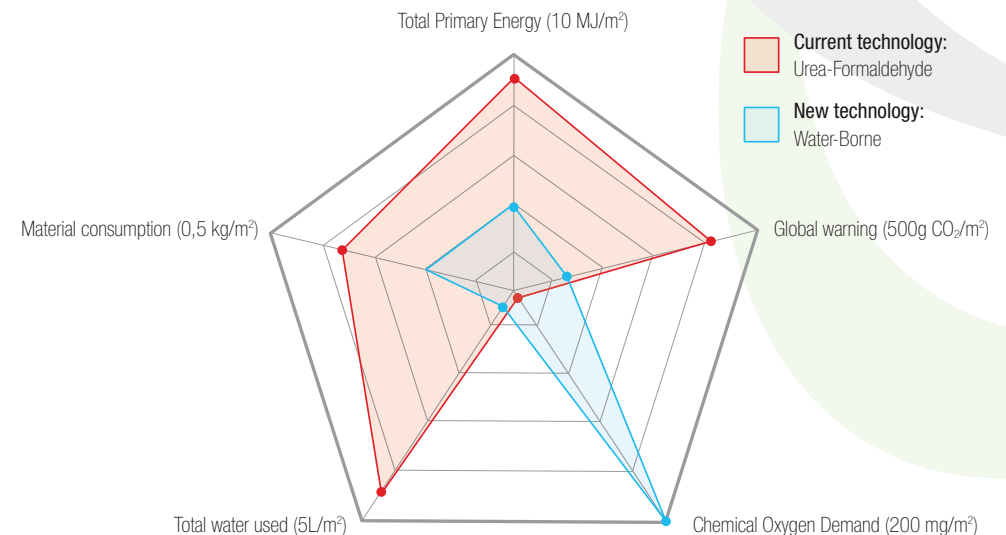
Bostik has always considered the health of employees, customers and consumers, and the protection of the environment as a top priority. Our chemists and product stewardship officers permanently assess the hazards and potential harmful effects of ingredients and determine whether a product is safe for its intended use. This goes well beyond mere compliance with law and regulations.

Bostik is a strong proponent of technologies free of solvent and of volatile organic compound (VOC), constantly developing new generations of alternatives such as hot-melts and reactive products. For instance, Bostik was among the first producers to introduce low VOC construction adhesives in Europe, and pioneered the substitution of solvent-based grab adhesives and parquet flooring adhesives with new solventless technologies such as polyurethane and silane-modified polymers. In order to remain at the leading edge in offering the safest alternatives that current technology allows, all our innovation projects include specific qualifying criteria ensuring that newly developed products are safer and healthier to use than current generation.

New process for insulation and partition wall panels

- Urea-formaldehyde resins (UF) have been used for bonding the honeycomb network between two layers of plasterboard in the production of indoor insulation and partition wall panels. This hazardous process used acid catalyst and required a high temperature laminating step. To meet manufacturers' needs and help them to comply with the changing regulations, Bostik has developed water-based adhesives to phase out UF resins. This new technology eliminates formaldehyde release in the atmosphere and the need to handle acid components, which means reduced occupational exposure for workers during production, as well as improved indoor air quality during the wall life. This new product has been developed based on life cycle management principles. The manufacturing process has been simplified and the amount of waste produced and energy used in the process have also been significantly reduced.

Product environmental profile Urea-formaldehyde vs Bostik waterborne bonding technology



Solvent-free and low emission technologies



- The Siemens Transportation System light rail vehicle, built for the Houston metro, was the first train manufactured in the USA with panels and glass assembled by bonding without any mechanical fastening. Bostik's VOC-free semi-structural adhesives were selected for their performance, but also because they don't require surface preparation with a solvent treatment before bonding.



- In some applications, there is still no alternative to solvent-based adhesives. Bostik Consumer Department provides an improved solution with a high solid formulation; 50% less solvent and higher concentration of the active raw material, resulting in a stronger and safer product for the end user.



- New hot-melt polyurethane adhesive for textile lamination is achieving increased success with underwear, sportswear and medical garment manufacturers in Asia. This innovative solventless technology allows the customer to eliminate large amounts of methylene chloride, a hazardous solvent traditionally required, while increasing their production line speed from 5 to 30 m/min, and saving on energy since the new adhesive cures at room temperature.

Alternatives to isocyanate and epoxy resins



- To substitute epoxy resin in aluminium can liners, Bostik offers a line of copolyester resins free of bisphenol-A. With a broad range of performance characteristics, from low temperature flexibility to high temperature performance, Vitel® resins are also used in electronics for electromagnetic interference shielding, flexible printed circuits, photovoltaic cell construction and as fire retardant adhesives in aerospace.



- Polyurethane insulating foam sprays are widely used by builders for fixing and insulating windows and doors. Studies have indicated that exposure to substances containing free isocyanate monomers present some health hazards when protective clothing is not worn. For this reason, and in anticipation of future regulations, Bostik took the initiative to launch an isocyanate-free expansive sealing foam named Care Seal based on moisture-cure polyether technology.



Helping customers to reduce their environmental impacts

Whereas the direct environmental impact of Bostik's products and operations is relatively limited, the actual contribution of its innovative functional adhesive technologies to reducing the environmental impact of its customer's activities can be significant.

Seventy percent of Bostik products are 100% solids hot-melt or reactive adhesives, a much higher proportion than 30% for the adhesive industry as a whole. Compared to conventional water-borne or solvent-based alternatives, these technologies considerably reduce the cost and energy required for transporting and evaporating water or solvents, while eliminating the need for recycling effluents and allowing for higher productivity in the bonding process.



Reducing materials consumption

- Two recent innovations for the Hygiene Disposable market allow customers to considerably reduce the amount of non-renewable material they use. ZeroCreep™ is an adhesive for bonding leg elastics and other elastic features in baby diapers. Its outstanding properties allow reducing the amount of glue without sacrificing performance.

- Based on a similar formulation approach, Securance™ is an attachment adhesive for feminine hygiene or light adult incontinence products, allowing 33% less material to be used while maintaining robust properties.



Reducing packaging weight

- Bostik is one of the leading suppliers of adhesives for laminating flexible packaging materials. A lorry or container transporting foodstuff packaged in flexible packages can carry 95% of goods and only 5% of packaging materials, instead of 50% when glass jars are used, thus requiring less fossil energy for transport.



Reducing weight of plastic labels

- Most cosmetic products sold in plastic containers use transparent "no-label-look" labels, which were until now bonded using water-based adhesives. Bostik has developed an innovative hot-melt adhesive formula, free of water and solvents, which reduces the weight of the labels by 30% whilst improving optical clarity, adhesion and water resistance. This clear label adhesive is made of 50% of renewable materials.

Along the same lines, functional adhesives which bring additional features beyond adhesion often allow the customers to simplify process and eliminate other components in the final product. This provides energy and material savings far beyond the weight or commercial value of the adhesive itself.



Bonding



Debonding without damage

Debonding on demand

- A new solvent-free consumer product to strongly fix all kinds of objects on all supports, for indoor & outdoor applications and still detach them cleanly on demand! This innovation helps to easily recycle shelves and hangers, giving them a second life. Supporting walls are left clean and used adhesives can be disposed off neatly.



Contribution to glass bottle recycling

- Bostik teams have developed a pressure sensitive label adhesive for recyclable glass bottles. This product allows labels to be taken off easily, leaving no adhesive residue on the bottle, thus preventing pollution of the cleaning water.

And more...



Package-free system

- Bostik has developed a large size bulk packaging system for pressure sensitive adhesives which allows customers to hand-feed their process continuously without any packaging waste. Used for hygiene disposable market, Omnimelt is a coextruded "package-free" packaging system which melts and becomes part of the adhesive formula. Omnimelt helps maximise the throughput capability of customer's production lines and provides high temperature resistance for storage and shipment even in countries with high temperature and harsh climates.



Refillable packaging

- In 2009 Bostik launched a new hardwood adhesive package in the form of flexible refill pouches with 80% less plastic than a conventional bottle. This new packaging is attractive for several reasons: less waste, ease of use and cheaper than a standard container.

« Sustainable Construction »

Construction of buildings has a significant impact on people and the environment. It is possible to counteract many of its more negative effects. Paying attention to the needs of designers, construction project managers, building owners and occupiers, Bostik aims to market construction systems that are cleaner, healthier and more sustainable. This approach will turn modern environmental requirements into real opportunities for sustainable construction.

Bostik has based its construction market strategy on three pillars:

- Assessment of the environmental and health impact of products and systems
- Optimum protection of the environment throughout product lifecycle
- Improvement of indoor air quality.



Bostik is a sponsor of the UNEP/SETAC Life Cycle Initiative

The United Nations Environment Program, UNEP and the Society for Environmental Toxicology and Chemistry, SETAC launched an International Life Cycle Partnership, known as the Life Cycle Initiative, to enable users around the world to put life cycle thinking into effective practice.

The United States green building market

In the United States, Bostik is a major proponent of the US Green Building Council's Leadership in Energy and Environmental Design (LEED) initiative within the construction materials industry. It offers a complete range of LEED compliant adhesives and sealants free of VOC and solvents. Some of these products are manufactured with recycled raw materials. As a member of the Green Building Initiative, Bostik is also contributing to advancing the green construction movement in North America.



High environmental quality building in France

The French building and construction market is moving towards sustainable development with the promotion of new HQE® (High Environmental Quality) buildings. All the products involved in HQE® building operations, including construction adhesives, have to present Environmental Product Declaration (EPD's) established according to the French standard NF P 01-010 including and ISO 14 040 Life Cycle assessment (LCA). Bostik France includes a systematic LCA study and EPD approach for all its building materials. More than 70 EPD's are available today for self levelling compounds, tile adhesives, soft flooring adhesives, parquet adhesives, sealant,...





Silentstik® Parquet Adhesive, designed to optimise environmental performance

- By reducing impact sound transmission by 19 dB, the Silentstik® parquet adhesive meets the most severe acoustical requirements without the need for a soundproofing underlayer. Thanks to its unique visco-elastic properties, this innovative product combines excellent acoustic and adhesive performances. It also enables savings in materials and labour. Its eco-designed packaging and the absence of volatile organic components also make it compatible with the criteria for high environmental quality buildings.



Aqua Blocker waterproofing membrane, alternative to bitumen

- A super-elastic, low-emission and solvent-free waterproofing membrane named Aqua Blocker has been designed as an alternative to bitumen to protect buildings from water and moisture ingress. It is recommended for sealing flat roofs and walls, and to repair leaks around gutters, chimneys, corrugated roofing, roof tiles, balconies, terraces and concrete slabs.



Use of recycled materials

- TruColor Pre-Mixed Grout is a water-based urethane grout offering the ultimate in colour accuracy, stain protection and crack resistance for residential and commercial tile installations. It contains 8% post-consumer, recycled glass content and is therefore an excellent product for green building projects. A second product made from the same technology is also available and targeted at glass tile installation only. This grout is made from 80% post consumer, recycled glass content and is translucent.



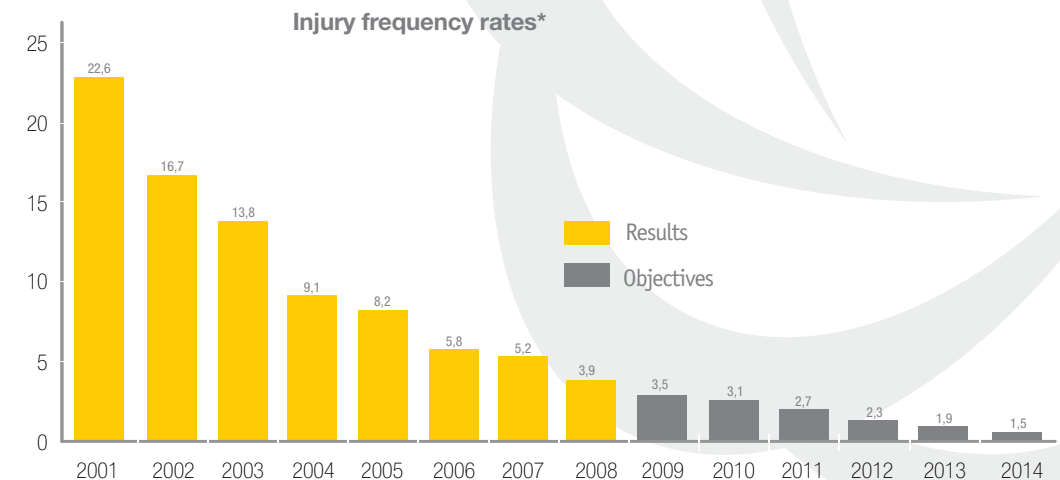
« Cultivating responsibility, diversity and equity »»

Bostik has made operational safety, human health and environmental protection its highest priorities. To increase the involvement and responsibility of every employee, Bostik has been encouraging the sharing of culture, experience and know how. A team spirit behaviour based on safety, environment, ethics and human policy principles and rules has been developed.

A culture of safety

Bostik has established a safety programme based on:

- reducing industrial hazards: Bostik designs and builds safe production sites where all potential hazards have been carefully identified and analysed. Safety enhancement plans are continually submitted and the results are regularly audited
- improving safety at work: badly controlled welding or poorly earthed electrical equipment, for example, can start fires or worse... Each incident is analysed so that the causes of all incidents can be identified and the lessons learned. The updated results are regularly posted on the group's intranet and sent to all production plant managers. A computerised management tool helps managers to monitor and measure progress and to provide key guidelines for employees in order to reduce the accident rate
- developing transparent and interactive communication at all level of the organisation. Through its listening capacity and ability to give honest and realistic answers, Bostik maintains mutual confidence and openness essentiel for efficient safety management.

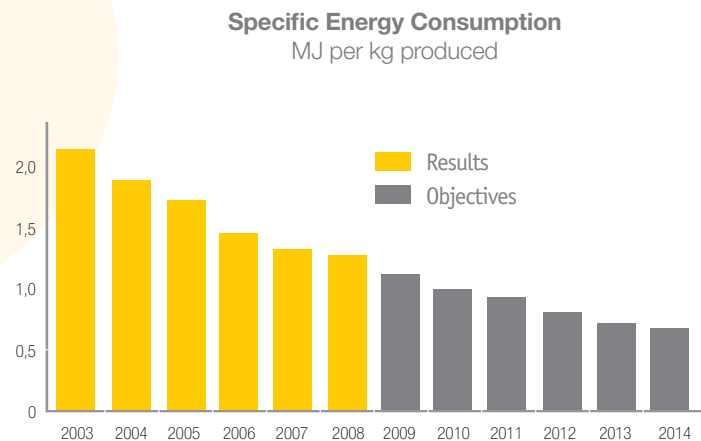


*Number of injuries per million working hours.

A programme for the environment

Bostik has set-up a continuous improvement programme to limit the environmental impact of its operations. Each plant records and controls water and energy consumption, waste generated, air emissions (VOC, greenhouse gases, SO₂, NO_x and dust), and monitors the quality of waste water.

A five year plan sets ambitious objectives to minimise our environmental footprint. For instance, total energy consumption of all Bostik plants decreased by 11% between 2003 and 2008, and further reduction of 38% are planned over the next five years, at constant perimeter. Regarding waste generated by the operations, a new systematic and more thorough monitoring process was implemented in 2008. Bostik's objective is to reduce by 43% the amount of waste generated per tonne of adhesives produced by 2014.



A code of conduct

According to our code of conduct, Bostik teams provide customers with quality products and services and strive at all times to offer them the best performance at competitive prices for their particular requirements.

Bostik's Suppliers and Service Provider Policy implies respecting each party's interests, with transparent and fairly negotiated contract terms.

A corporate HR policy

Through its global presence and the variety of its businesses, Bostik integrates a broad range of cultures, experience and know-how that develop a global team spirit. The group's human resources policy is based on diversity, equity, mobility and responsibility, thus making it possible to meet the professional aspirations of its employees.

- Bostik fosters diversity and equal opportunity. It is a priority of the group to internationalise its management teams and to fight discrimination
- Bostik cultivates positive employee relations by broadening the scope of constructive dialogue to include the challenges of corporate responsibility, healthcare and sustainable development
- Bostik ensures that all its employees are well supported in their professional development and that this support is as equitable as possible, especially in its compensation and training policies.



◀◀ Impulsing innovation in every thought and action ▶▶

Bostik has developed a company-wide culture in which innovation is a top priority and where every employee feels proud to contribute daily to a constant stream of innovative products and processes.

Efficient drivers

Bostik's innovation strategy is focused on developing new products and processes which meet society and markets expectations for a more sustainable development, based on the three following drivers:

- **Health and Environmental impact:** reduce usage of non renewable resources, improve recyclability, and proactively promote technologies which are safer to use and harmless to man and the environment
- **Functional value:** designing adhesives which bring additional features such as sound deadening, fire resistance, barrier properties, elastic properties, debonding on demand
- **New applications:** adhesives which can substitute traditional mechanical fastening methods, with additional benefits such as:

Reducing energy consumption in transportation and buildings

Reducing material consumption in finished articles and energy needed for their production

More efficient renewable energy production.

An aligned management system

Bostik's roadmap to innovation excellence is based on three components managed globally by an innovation steering committee.

- **A strategic vision** defining where innovation efforts are focused
- **Effective innovation resources**, particularly a strong Research and Development organisation
- **Sophisticated internal processes** to generate new ideas and turn them into industrial and commercial innovations in the most efficient way.

Communication events such as an innovation forum and innovation awards take place every year to further promote this culture.



Research & Development

Proximity and customer intimacy

Bostik's Research and Development organisation combines the technical expertise in polymer and adhesive science of a large group, together with customer intimacy offered by a global decentralised technical support network.

Two main Research and Development centres – located in Ribécourt (France) and Milwaukee (USA) – provide upstream research capability in polymer and adhesive science, and develop new technology platforms for adhesives and sealants.

Ten medium-sized regional applied technology centres ensure local product development and transfer of technologies. These are completed by a network of local technical service centres, enabling Bostik to give local technical support in all regions.



Analytical laboratory



Pilot coater and laminator



Spiral spray elastic bonding process

Products and application expertise

Bostik Research and Development is focused on key technologies combining intrinsic performance capabilities and minimum impact on health and environment:

- hot-melts based on polyolefins, styrene-block copolymers, butyl, polyester and polyamide
- reactive polymers (mostly silane-modified polymers and polyurethane)
- converted adhesive products (films, webs, tapes)
- formulated cementitious adhesives and construction products
- water-based adhesives and sealants.

Bostik places great emphasis on maintaining sound knowledge of its customer's applications and processes, in all markets. Its Research and Development centres are equipped with advanced pilot application equipment capable of effectively simulating the customer processes, to test the new products in real application situations.

The same approach is used for the construction and do-it-yourself markets with application centres that provide job site simulation infrastructure used both for product application testing, and for training of customers and contractors.

Fundamental research

Based on outstanding expertise in analytical chemistry, rheology and thermo-mechanical analysis, Bostik R&D teams have developed a strong know-how in the understanding of polymer structure-properties relationships. This expertise has been instrumental in introducing new adhesives capable of optimum balance between application and bonding properties.

Energising tools

Worldwide Innovation Forum

Since 2007, this three-day event has gathered more than 180 employees every year from over 30 countries. Business, marketing and Research and Development managers are given the opportunity to meet, to present their most recent innovations and to learn about new developments from other regions and business units.



Bostik Innovation Awards

Every year since 2004, the innovation awards recognise the best innovation initiatives by Bostik employees worldwide. Several trophies are presented to reward the most outstanding achievements, not only in terms of product innovations, but also internal processes innovations, and the best transfer of innovation between different geographic regions of the world.

◀◀ Sharing and converting know-how and experience ▶▶

In order to offer its customers the most appropriate solutions, Bostik leverages its chemistry and application expertise. Its cross-fertilisation inside and outside the organisation enables Bostik to face this challenge.

An invaluable link for leveraging knowledge

Like an essential cog in complex machinery, Bostik is positioned midway in the adhesive value chain between the upstream chemical industry supplying raw materials, and industrial or consumer end-users in need of bonding and sealing solutions.

Combining its intimate understanding of end user applications with its expertise in chemistry, materials science and formulation technology, Bostik creates value and innovation throughout the whole supply chain. It converts this knowledge to meet end-user needs, while translating the desired application properties into chemical and polymer structure requirements, sparking off new molecule design through collaboration with its raw materials suppliers. To harbour this know how, Bostik has developed decentralised virtual working groups of experts which assure the transversality of knowledge, supported by collaboration with academic institutions.



A wide scope of opportunities to develop new skills

Bostik fosters the professional development of all employees, offering them opportunities to enhance their knowledge and tailor their personal development to their internal and external environment. The group offers training on a particularly wide array of topics, including technical skills, industrial safety, foreign languages, management training, business ethics, environmental issues and corporate social responsibility.

Bostik is also developing a programme called “B Stronger”, which is based on an analysis of the group’s existing skills and future needs. Adapted to local needs in all subsidiaries, this programme will eventually set up hiring and career development plans that include job descriptions, performance reviews, training programmes, internal promotions and a system for identifying talents.

Lastly, Bostik relies on its university. A place for sharing knowledge and expertise, Bostik University provides a friendly setting for group managers to meet and exchange ideas. By helping to strengthen the group’s team spirit, the university is a valuable asset for a decentralised organisation like Bostik.



Intensive technical and commercial training

Three axes drive Bostik’s technical training centres throughout the world: training, information and development of new know-how. To offer clients the best technical and commercial support, the Bostik sales forces are constantly aware of the latest technical innovations as well as current or forthcoming rules and regulations. Highlighting the advantages of their products and systems drives all sales specialists.

This know-how, the result of many years of experience in the field, is also shared with all clients and partners. Day after day, through training, recommendations, demonstrations but also through technical partnerships Bostik looks to optimise existing approaches or to create the innovations of tomorrow’s innovations.



