



# Strong today, stronger tomorrow

How BSI is helping Rosti Automotive build a stable platform for international growth

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**Mary Atkinson,**  
Business Systems Engineer,  
Rosti Automotive Group

## The business in brief

Rosti Automotive Limited, headquartered in the Midlands, is a Tier 1 supplier in the automotive industry, specialising in plastic moulded and painted assemblies. With four manufacturing sites in the UK, in addition to its Midlands office, it employs 1,279 people. Its turnover, currently around £150m, is projected to increase more than threefold over the next five years as the company expands its customer base overseas. An early adopter of IATF 16949, Rosti will now make the migration to ISO 45001, the new occupational health and safety standard.

## BSI: the business benefits

Working with BSI:

- Helps 'future-proof' a company
- Helps build employee engagement
- Supports strategic development
- Provides an important external resource
- Adds value to a business



## BSI Case Study: Rosti Automotive Limited Certification: IATF 16949, ISO 9001, ISO 14001 and OHSAS 18001

### Company background

Rosti Automotive Limited was initiated in 2016, with a further rebranding in 2017. It is part of the Nordstjernan group, a family-owned Swedish investment company. Its core business of injection moulded and painted assemblies is carried out at three UK manufacturing locations, two in North Yorkshire and one at Larkhall in Scotland. There is also a Design and Development Centre situated in the Midlands, and a further facility in Wales, which engineers metal pressings and fasteners.

Its manufacturing sites in Yorkshire, at Stamford Bridge and Pickering, were set up by a post-war pioneer of injection moulding. This 'tradition' of innovation continues today. Rosti's design and development team, based at its new headquarters in Leamington Spa, works closely with engineers from original equipment manufacturers (OEMs) and Tier 1 suppliers to meet the ever-changing needs of the automotive industry. Its four manufacturing plants then use the latest automation, moulding, metal pressing and paint technologies to turn those designs into reality.

Rosti Automotive components span a diverse range — from door claddings to interior mirror systems, through engine covers. Whatever the product, though, one thing remains the same: the Rosti Automotive commitment to the highest possible standards of design and manufacturing, implementing the best business practice.

### Working with BSI

This commitment is reflected in the company's relationship with BSI, the world's oldest business standards organization. The Rosti Automotive Yorkshire plants and the bracketry plant in Wales first started working with BSI some 20 years ago, and Rosti Automotive now uses BSI across all of its UK sites.

"BSI are our preferred supplier for certification," says Mary Atkinson, Business Systems Engineer for Rosti Automotive Limited. "They offer very good value for the service they provide."

BSI won the group-wide account after a competitive tendering process, and the organization will, says Ms Atkinson, play an important role in the strategic development of the company, which is currently setting up an

office in China. "We are taking BSI with us as we go global; they're helping us put our plan together," Ms Atkinson continues.

The global reach of BSI, which has 30 overseas offices and clients in 193 countries, makes it an ideal partner for a company that is expanding internationally. But it is, perhaps, BSI's role in helping to build an integrated quality management system (QMS) that Rosti Automotive currently values most. "We knew we had to get our UK QMS platform right before expanding our global customer base," says Ms Atkinson. "We needed reliable support in building strong, constructive systems, and I have 100% faith that BSI can continue to help us achieve our objectives."

### IATF 16949

In line with its commitment to product quality and safety, Rosti Automotive was an early adopter of IATF 16949, the international QMS standard for the automotive industry, published in 2016. All of its plants are now certified to IATF 16949 by BSI. Like its predecessor, TS 16949, the standard was developed by and for the automotive industry. It includes and builds upon the requirements of the international standard for quality management, ISO 9001. As the requirements are much more stringent, it can be a challenging process to achieve certification.

"Whereas the old standard was based on the Plan, Do, Check, Act cycle, IATF 16949 requires a more risk-based approach and puts much more emphasis on employee participation," Ms Atkinson explains. "The days when a company could simply designate a QMS manager and 'tick the box' are gone. IATF 16949 is about 'leadership at all levels', from the top down and the bottom up. You have to write business systems to reflect this change, and make sure everyone in the organization understands them."

BSI played an instrumental role in helping the company meet these challenges and 'embed' quality management throughout the organization. "I cannot stress enough how helpful BSI have been in building a new system and proactively working with us," Ms Atkinson says.

### ISO 45001

In addition to IATF 16949, Rosti moved to the new environmental management standard, ISO 14001:2015, in 2017 and it is now migrating to the new occupational health and safety standard, ISO 45001, successor to OHSAS 18001. Having the 'hat-trick' is an obvious next step: ISO 9001:2015 creates a high-level structure (HLS) or generic approach for management systems; transition to IATF 16949 and you're in a good position to transition to other new quality management standards as well. It's also, of course, a business-critical move: as the emphasis shifts to risk-based thinking and to all the internal and external factors that need to be taken into account in the QMS, 14001 and 45001 are seen as part of a company's 'licence to trade'. "IATF 16949 is essential — no standard, no business — and environmental management and health and safety standards are also now increasingly mandated by OEMs," says Ms Atkinson.

### Employee engagement and BSI

There are other, less obvious, reasons to adopt the new standards — and to work with BSI. "The new focus on teamwork and empowerment in the HLS helps build and maintain employee engagement and morale," Ms Atkinson says.

In this, BSI also plays its part. "When BSI come on site, they're visible to employees, they engage with them. It underlines that we value our people and their contributions."

Employee engagement is key in the move to ISO 45001, which takes OHSAS 18001, International Labour Organization guidelines and various national standards of occupational health and safety into account. "It can only enhance our systems," Ms Atkinson adds.

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