

2011

企业社会责任报告 CSR REPORT

欢迎垂询，或将您的意见发回至：

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报告说明

本报告依据《全球报告倡议组织（GRI）可持续发展报告指南》以及国务院国资委《关于中央企业履行社会责任的指导意见》编制而成，报告披露数据以2011年度为主，适度向前延伸，以补充2010年报告中未曾披露的有关信息。

我们将定期发布公司社会责任报告，接受社会监督，搭建与您沟通的平台。

Notes

This report is compiled based on "Global Reporting Initiative (GRI) Reporting Guidelines for Sustainable Development" and the State "Guidance on Central Corporate Fulfilling Social Responsibility". Data disclosed mainly refer to 2011, with a brief supplement to the information disclosed in 2010.

We will regularly issue corporate social responsibility reports, to provide a platform for communication and for external supervision.



01

总裁致辞

Forward by the CEO

实现可持续发展，不断为社会提供优质的产品和服务，追求经济、社会和环境综合效益，一直是推动我们创新的核心价值之一。我们坚持秉承“为所有利益相关方创造财富和价值”的社会责任观，不断履行企业社会责任，将创造和谐企业价值理念作为一种竞争优势，更作为一种发展谋略。

我们坚持“以人为本，构建和谐劳动关系”的理念，保障员工权益，成就员工发展，使企业成为员工最温暖的家，实现个人价值最辉煌的舞台。因为我们一直认为，员工是企业最珍贵的财富。

我们肩负着“清洁我们的生活环境，提供社会信赖的建筑材料”重大使命。大力发展环保事业，对工厂进行真实有效地环保测评和风险评估，强化环保监管，控制污染物的排放；同时提升资源的综合利用率，消纳和处理人们在生活中和工业生产过程中产生的各种废弃物，并向社会提供在质量上、安全上、服务上值得信赖的建筑材料。目前，我们已在全国投资建成城市生活垃圾、污泥、工业废弃物、污染土等多个处理工厂，力争将水泥企业彻底发展为绿色企业。

我们坚持“发展一地、造福一方”构建和谐周边关系理念，通过建立良好的沟通机制、经济共同体、优先用工、大力开展社会公益活动等方式，创建和谐社区，切实履行企业应尽的社会责任。

展望未来，我们有一个信念，也许我们产能做不到全国第一，销售额做不到全国第一，但未来我们一定会在企业社会责任这块做到全国第一。

Innovation can add value by providing high quality products and services to benefit the economy, society and the environment. Our aim is to create wealth and value for all stakeholders while fulfilling our social responsibilities.

For many years Huaxin has built harmonious labor relations and developed a family atmosphere. By looking after our employees, we create a culture of looking after customers and society.

Our mission is "To clean our living environment while providing reliable building materials". To this end, we are developing our Environmental Services business as well as improving the environmental performance of our plants. Huaxin has built plants in several locations to dispose of municipal waste, sewage sludge, industrial waste and contaminated soil, with the aim of transforming Huaxin into a truly green company.

Harmonious local relations are developed in line with the concept of "Our plants must benefit the local area". This is achieved through building harmonious relations with local communities and contributing to local development through direct financial contributions, employment of locals and favoring local suppliers.

Our aim is not to be the largest building material company on capacity or sales, but the best at fulfilling our social responsibilities.

02

公司概况 Company Profile



武穴生产基地 Wuxue Plant

公司简介 COMPANY INTRODUCTION

2011年华新以“清洁我们的生活环境，提供社会信赖的建筑材料”为新的使命，但该使命中对于服务社会的强调并不是最新的。100多年来，华新为国家的各项建设事业作出了巨大的贡献。1999年与瑞士Holcim集团结为战略伙伴关系。豪瑞不仅是全球最大的水泥制造商之一，在环保方面也有悠久的历史。华新坚持国际化发展道路，学习世界先进经验，努力创建资源节约型，环境友好型企业。

公司主要从事水泥、预拌混凝土、骨料、水泥设备、水泥包装制品、环保业务等生产与销售，并积极利用和发展国际先进的水泥窑协同处理技术、原燃材料替代技术，倾力打造节能减排、绿色环保产业。

公司在湖北、江苏、湖南、云南、西藏、河南、四川、重庆等地建有40余家水泥生产基地、30余家混凝土搅拌站。2011年华新塔吉克斯坦新型干法水泥生产线项目的建立，标志着华新国际化战略的正式启动。

公司坚持走“低能耗、低排放、高技术、高效益”可持续发展之路，秉承“诚信、奉献、业绩、创新”的价值观，为社会创造价值。

In 2011 Huaxin adopted a new vision: To clean our living environment while providing reliable building materials. This emphasis on serving society is not new; Huaxin has over 100 years of experience of making contributions to society. In 1999, Huaxin established a strategic partnership with Holcim, not only one of the largest global building materials groups, but also a company with a long history of work and research towards environmental protection in our industry. Following the policy of scientific development, Huaxin has learned from Holcim's experience to build an energy saving, environmentally friendly enterprise.

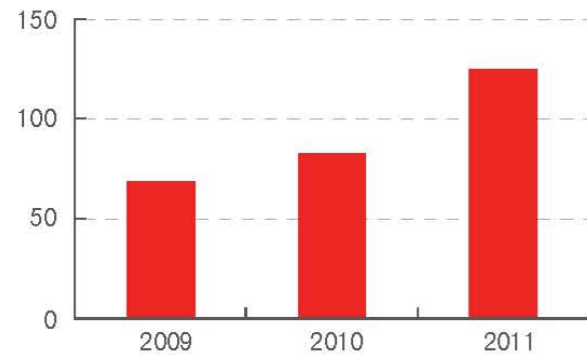
Besides cement, Huaxin has three other Business Units (BU): Ready Mix Concrete & Aggregates; Engineering and Equipment Manufacturing; and Environmental Services. These BUs contribute to the environmental performance of the whole company. Ready mix concrete reduces the dust generated in using cement; Huaxin's equipment technology reduces energy consumption and emissions; and the Environmental Services BU makes use of cement kilns to dispose of municipal and industrial waste.

Huaxin operates over 40 cement plants and grinding stations, and 30 concrete mixing stations in Hubei, Jiangsu, Hunan, Yunnan, Tibet, Henan, Sichuan, and Chongqing. In 2011, Huaxin started its first international project in Tajikistan.

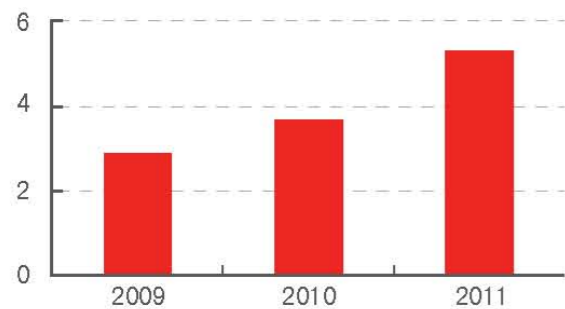
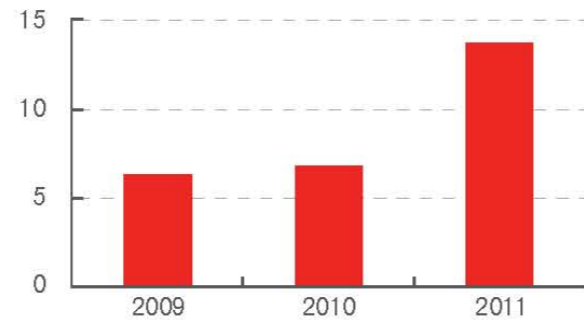


公司经济效益 CONTRIBUTION TO THE ECONOMY

营业收入（单位：亿元）
Revenue (100 million RMB)



税收实现额（单位：亿元）
Taxes paid (100 million RMB)



支付员工工资总额（单位：亿元）
Total salary paid (100 million RMB)

2011年华新荣获的重要奖励 AWARDS EARNED IN 2011



所获奖项名称 Awards

- 中国建筑材料联合会授予“全国建材行业靠新出强优秀企业”称号
Excellent innovation in national building materials industry granted by China Building Materials Federation
- 华新上榜《财富》中国500强
Listed in China top 500 by *Fortune* magazine
- 中国诚信企业评选委员会授予“中国诚信企业”称号
China's trusted enterprise granted by China's Trusted Enterprise Appraisal Committee
- 中国企业联合会、中国企业家协会授予“AAA级信用企业”称号
AAA credit rating granted by China Enterprise Confederation / China Enterprise Directors Association
- 湖北省企业联合会、湖北省统计局、湖北日报传媒集团授予“2011湖北企业100强”称号
Hubei top 100 companies granted by Hubei Enterprise Confederation, Hubei Provincial Bureau of Statistics, and Hubei Daily Media Group
- 2011湖北新锐品牌高峰论坛暨世纪十年新锐湖北名片评选中当选“湖北名片”并荣获“最佳商业模式奖”
Hubei business card and Best business model prize gained in 2011 Hubei New and Vigorous Brand Summit and Century Decade Hubei New Business Card Appraisal Activity
- 湖北省国家税务局授予“湖北省国税百佳诚信纳税人”称号
Hubei reliable taxpayer granted by Hubei State Administration of Taxation
- 中国信息产业协会授予“2010—2011年度中国企业信息化建设优秀实践单位”称号
2010-2011 China Enterprises Information Building Excellent Practice granted by China Association of Information Service
- “华新堡垒”、“堡垒”牌水泥再次荣获“湖北名牌产品”称号
“Huaxin Baolei”, “Baolei” brand cement honored as “Hubei famous brand product” again
- 公司总裁李叶青当选中国水泥“十一五”期间杰出人物
Li Yeqing was honored as a personage in china cement in “11th FYP”
- 公司总裁李叶青荣获优秀企业家（金牛奖）称号
Li Yeqing was honored as excellent entrepreneur
- 公司总裁李叶青当选第二届湖北省十大企业新闻人物
Li Yeqing was honored as the man in the news

03

公司治理 Corporate Governance

没有好的公司治理，公司就不能遵守承诺。因此我们觉得一个强大的公司治理是企业社会责任的必要部分。

作为一个上市公司，按照相关法律要求，华新拥有所有必须的正式机制。

Without good corporate governance companies cannot keep their promises. We therefore regard strong corporate governance as essential to Corporate Social Responsibility.

As a listed company, Huaxin has all the formal mechanisms required by the relevant laws, including the following governance mechanisms.

股东大会

股东大会作为公司的最高权力机构，所行使的权力得以体现。公司所有重大决策均须报股东大会审议批准。股东大会的召集和召开程序严格按照《公司法》、《上市公司股东大会规则》和《公司章程》的规定进行。2011年公司共召开3次股东大会。

SHAREHOLDERS' MEETING

Having highest authority, shareholders have the right to approve all decisions during shareholders' meetings. Meetings are held according to Company Law, Rules for General Meetings of Shareholders of Listed Companies, and Huaxin's Articles of Association. In 2011, the company held 3 shareholders' meetings.



董事会及所属专门委员会

董事会下设战略委员会、审计委员会、提名委员会、薪酬与考核委员会等专门委员会。专门委员会向董事会报告工作，董事会制定董事会议事规则，以确保董事会落实股东大会决议，提高工作效率，保证科学决策。2011年公司共召开13次董事会会议。

BOARD OF DIRECTORS AND BOARD COMMITTEES

The Board has four committees for strategy, audit, nomination, and remuneration. These committees increase efficiency of the Board and improve governance. The Board makes rules of procedures to ensure decisions from shareholders' meeting are fulfilled. In 2011, the company held 13 meetings.

监事会

监事会由五名监事组成。监事会遵守诚信原则，认真履行监督职责，努力维护股东权益，对公司经营状况、财务状况以及公司董事、高级管理人员履行职责等情况进行监督。2011年公司共召开3次监事会。

BOARD OF SUPERVISORS

The Board of Supervisors is composed of five supervisors. Its purpose is to supervise the Board and top management to ensure shareholders' interests are protected. In 2011, the company held 3 meetings.

内控管理 INTERNAL CONTROL

2011年华新采取了两个主要的行动来改善治理，即设立两个新的部门来负责建立符合中国和国际标准的内部控制和审计流程。

During 2011, Huaxin took 2 major steps towards improving governance, namely setting up 2 new departments charged with establishing internal control and audit processes that can meet both Chinese and international standards.

与国际接轨的企业信息管理平台

华新从2007年开始，先后实施SAP核心业务管理系统以及OA办公等信息系统，成功打造了公司信息管理平台。2011年，公司顺利通过了信息系统ISO20000的认证和SAP CCOE官方认证资格，这是对公司具备企业管理系统运维和保驾护航能力的肯定。

COMPANY INFORMATION MANAGEMENT PLATFORM IN LINE WITH INTERNATIONAL PRACTICE

Since 2007, Huaxin has used an SAP business management system and an office information system as a platform for company management. In 2011 the company obtained information system ISO20000 certification and SAP CCOE, which demonstrates the company's ability to maintain and operate a stable information management system.

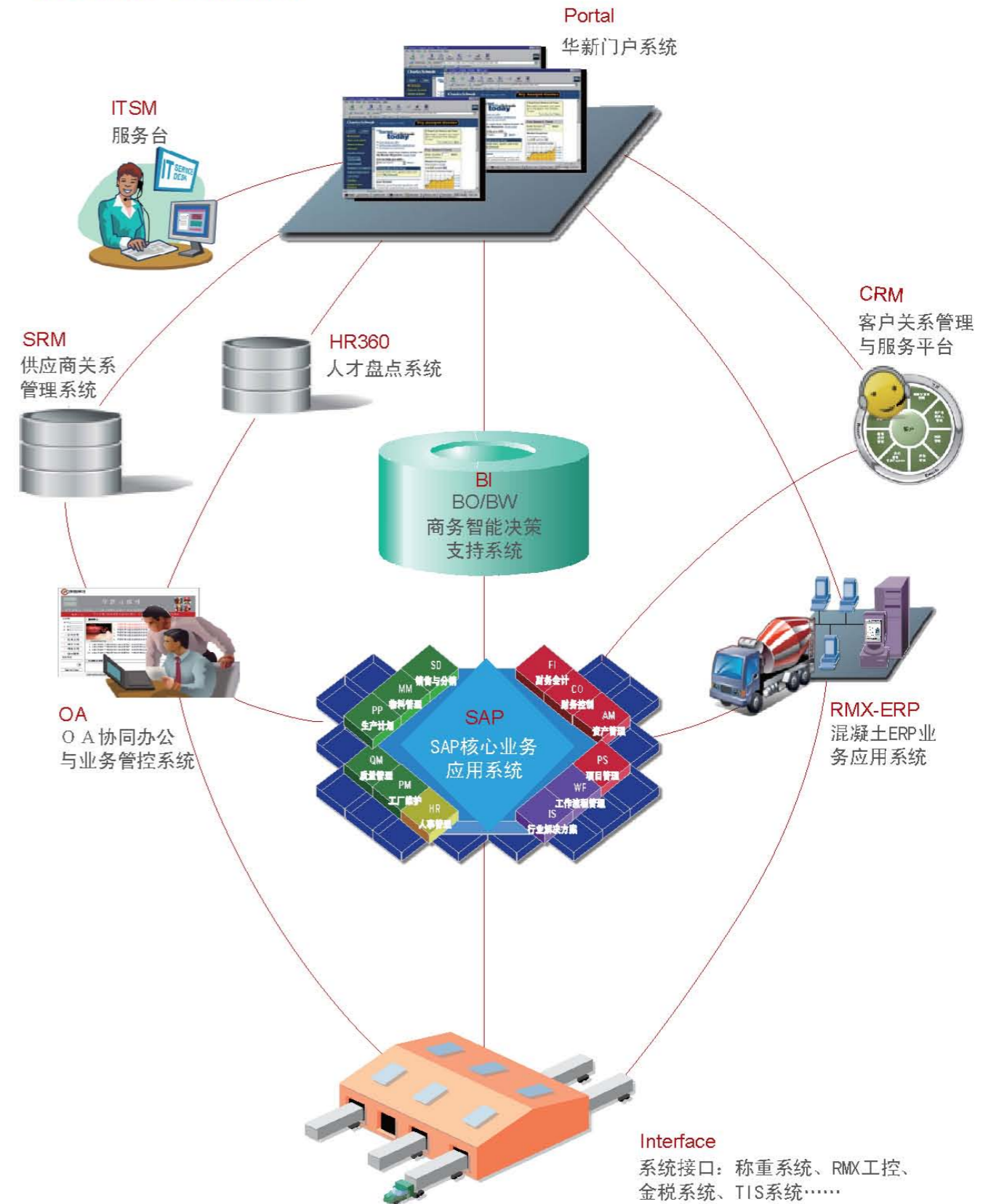
严格的内部控制系统

2011年，华新成立了“内控部”，并成为证监会选取的全国216家内部控制规范试点单位之一。华新全面推行财政部等五部委联合发布的《企业内部控制基本规范》、《企业内部控制应用指引第1号—组织架构》等18项应用指引及《企业内部控制评价指引》，进一步完善了公司的内部控制体系。

STRICT INTERNAL CONTROL SYSTEM

In 2011 Huaxin set up an Internal Control Department, and was selected as one of the 216 companies nationwide for an internal control system pilot. Huaxin implemented internal control application guidelines issued by the Ministry of Finance to improve the company's internal control system, operations and risks management ability.

华新信息化应用系统平台 HUAXIN INFORMATION APPLICATION SYSTEM PLATFORM



04

环保履责 Environmental Protection

对重工业企业来说，减轻对环境的影响是社会责任的一个关键因素，对所有的水泥公司而言，这意味着要减少污染物排放和提高资源综合利用率，而华新所做的远比这更多。华新的使命是“清洁我们的生活环境，提供社会信赖的建筑材料”，清洁环境中一个非常重要的部分就是水泥窑协同处理市政垃圾。

For companies engaged in heavy industry, reducing environmental impact is a key element of social responsibility. For all cement companies this means reducing emissions and resource usage. However, Huaxin goes much further than this. Our vision of the future of Huaxin is "To clean our living environment while providing reliable building products". An important part of cleaning the environment is co-processing of municipal waste in cement kilns as explained below.

降低能源和资源消耗 REDUCING ENERGY AND RESOURCE CONSUMPTION

华新致力于提高能源管理，提高余热发电量，并且用废品衍生出的可替代物替代传统的燃料和原料。Huaxin aims to improve energy management, to increase power generation from waste heat and to replace conventional fuels and raw materials with waste derived alternatives.

2011年的实施行动

- 建立能源管理中心可以提高能源管理效果和帮助优化工艺减少能源消耗；
- 在几乎所有的窑线上安装余热发电，提高水泥窑余热综合利用率；
- 合理运用和优化混合材结构，提高废弃资源的综合利用率；
- 提高原燃料替代率，降低一次化石燃料利用率，减少资源消耗对环境的影响。

IN 2011, HUAXIN:

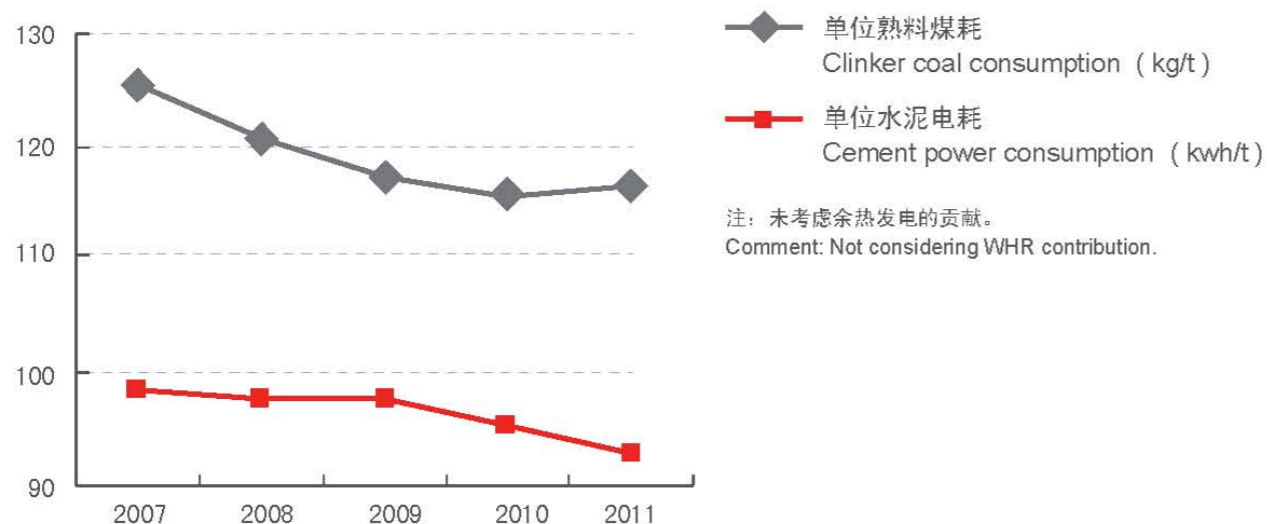
- Built an energy management center to help optimize production processes and reduce energy consumption ;
- Installed additional waste heat power generation (WHR) at almost all kiln lines;
- Improved waste resource utilization rate;
- Improved fossil fuel substitution rate, reducing resource consumption.



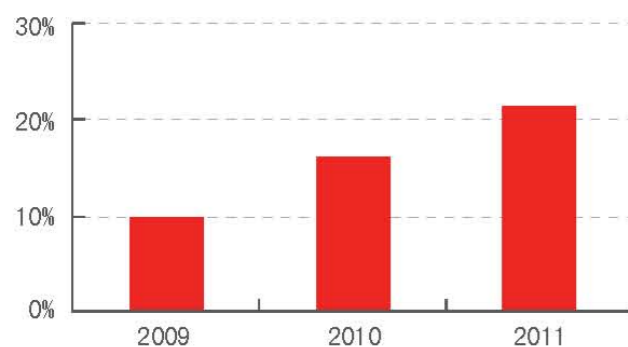
华新水泥能源管理中心监控调度室
Huaxin cement energy management center

业绩指标 PERFORMANCE INDICATOR

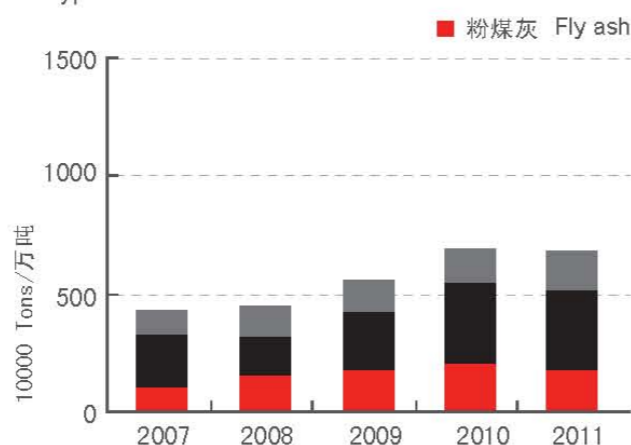
单位水泥能耗量
Unit cement energy consumption



工厂余热发电量占工厂总耗电量的百分比
Percentage of power from waste heat



工业固体废弃物的消耗量
Consumption of industrial byproducts



减少排放 EMISSION REDUCTION

华新致力于不仅仅是遵守国家标准，而且通过技术革新和工艺优化不断减少排放。

Huaxin aims not only to comply with national standards but also to continually reduce emissions through technical innovation and process optimization.

2011年的实施行动

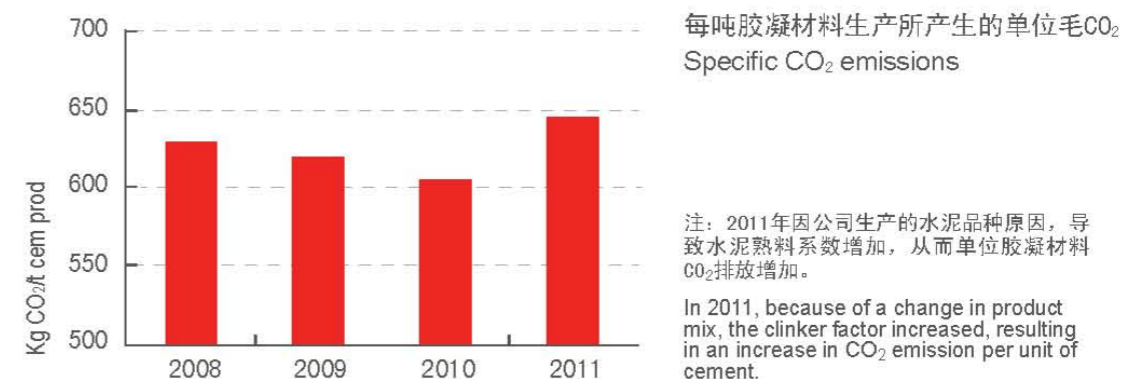
- 采用低硫煤，加强工艺过程控制，在过程中消除SO₂；
- 采用华新自主创新的低氮燃烧器，降低水泥窑NO_x排放；
- 优化粉尘收集操作并且提高预防性的维护；
- 安装低噪音设备例如立磨，安装消音器减少噪音排放对环境的影响；
- 通过生产工艺优化，减少石灰石和煤的使用，减少CO₂的排放；
- 建立内部环保测评及风险分析体系，提高环保风险防范；
- 制定改进的装包车间配置和管理体系，大大减少了粉尘无组织排放。



IN 2011, HUAXIN:

- Increased use of low sulphur coal to reduce SO₂ emissions;
- Installed a number of new burners using Huaxin's own technology to reduce NO_x emissions;
- Optimized dust collector operation and improved preventive maintenance;
- Installed low noise equipment such as vertical mills and installed noise insulation to reduce noise emission environmental impact;
- Through production process optimization, reduced limestone and coal usage and reduced CO₂ emission;
- Built internal environment assessment and risk analysis system;
- Developed improved packing workshop configuration and management system to significantly reduce fugitive dust emissions.

业绩指标 PERFORMANCE INDICATOR



环保服务 ENVIRONMENTAL SERVICES

华新致力于成为中国水泥行业发展协同技术的前锋力量，为城市垃圾处理做出重要贡献，特别是大型的城市垃圾。

Huaxin aims to be at the forefront of developing co-processing technology that allows the cement industry to make a major contribution to disposing China's waste, particularly waste from large cities.

2011年的实施行动

- 武穴垃圾处理示范工厂的运行，证明华新将城市生活垃圾转化成垃圾衍生燃料的技术在商业上和技术上是可行的；
- 在黄石试运行污泥预处理平台，这将会帮助华新优化污泥处理技术；
- 华新水泥窑协同处理技术被授予12项专利；
- 三峡漂浮物的协同处理被认为是一项重要的示范工程；
- “宜昌水泥窑协同处理污泥项目技术运用”被授予宜都政府科技奖；
- 开始对武汉的污染土进行处理，从而使以前被污染的地带重新被安全地开发。

IN 2011:

- Huaxin commissioned a pilot plant in Wuxue, which has allowed Huaxin to prove the technical and commercial feasibility of its technology to convert MSW (municipal sludge waste) into RDF (refuse derived fuel);
- Huaxin commissioned a sewage sludge pre-treatment platform in Huangshi. This will help Huaxin optimize sewage treatment technology;
- Huaxin cement kiln co-process treatment technology has been granted a total of 12 patents;
- Co-processing of Three Gorges floating waste was recognized as an important pilot project;
- “Yichang cement kiln co-process sewage project technical application” was granted a scientific award by Yidu government;
- Started disposal of contaminated soil to allow the safe redevelopment of a brownfield site in Wuhan.

实例 CASE STUDIES

黄石污泥处置项目

Huangshi sewage treatment project

2011年7月，华新与黄石市市政公用局正式签订了“黄石市市政污水处理厂污泥处置特许经营合同”。按合同规定，华新已经建立了污泥处理平台并且将会通过水泥窑协同处理污泥。投资2400万元，日处理能力100吨，可以满足黄石未来5-10年的需求。

In July 2011, Huaxin signed “Huangshi City Waste Water Treatment Plant Sewage Treatment Franchise Operation Contract” with Huangshi City Public Use Bureau. As per the contract, Huaxin has built a sewage processing platform and will dispose of the resulting sludge by co-processing in a cement kiln. Investment was 24 million RMB, daily treatment capacity is 100 tons, which can meet with Huangshi City's need for the next 5-10 years.



华新与黄石市市政 签订“黄石市市政污水处理厂污泥处置特许经营合同”
Huaxin signs an agreement with Huangshi city to treat sewage sludge in an environmentally responsible way.

武穴市生活垃圾处理项目

Wuxue waste treatment project

2011年7月，华新武穴生活垃圾处理平台投入运行。该工厂将城市生活垃圾（MSW）转换成可替代燃料，叫做垃圾衍生材料（RDF），在水泥窑中使用。RDF可以代替煤因此减少了能源消耗和CO₂排放。MSW不可燃烧的部分可以用作可替代原材料减少资源的消耗生产水泥。

项目为国内水泥窑协同处理城市生活垃圾开创了先河，受到了湖北省和武穴市政府的高度赞扬。

超过500名官方参观人员参观了设施并赞赏了它的高环保标准。

July 2011, Huaxin Wuxue's waste treatment platform was put into operation. This plant transforms MSW (Municipal Solid Waste) into alternative fuel, known as RDF (Refuse Derived Fuel), to the cement kiln. The RDF can replace coal and hence reduce energy consumption and CO₂ emissions. The incombustible portion of the MSW can be used as an alternative raw material, reducing the resource consumed to make cement.

The project pioneered cement kiln co-processing of city waste in China, and has received high praise from Hubei Province and Wuxue governments.

Over 500 official visitors have already visited the facility and given their praise for the high environmental standards.



湖北省省长张通参观武穴垃圾预处理工厂
Hubei provincial governor Zhang Tong visits Wuxue waste pre-treatment plant

武汉污染土处置项目

Wuhan contaminated soil treatment project

2011年4月，华新与武汉汉阳市政和北京建工联合体签订了污染土处置协议。此项目总投资约6500万元，处理43万吨的污染土，工程开工于2011年6月，并且将在2012年年初建成。

该工艺确保了污染土的安全处置。土壤首先被粉磨，经过一系列工艺的均化，然后作为可替代的原料送到水泥窑协同处理。水泥窑的高温 and 强碱环境保证了资源的安全回收利用。

In April 2011, Huaxin signed an agreement with Wuhan City government and Beijing Construction Engineering Association to deal with contaminated soil. Total investment of the project is about 65 million RMB to dispose of 430,000 tons of contaminated soil. The project started construction in June 2011, and will be completed in early 2012.

The process ensures safe disposal of contaminated soil.

The soil is first ground and homogenized in a series of processes before being sent to the cement kiln to co-process as an alternative raw material. The high temperature in the cement kiln and the strong alkaline environment ensure safe reclamation of this resource.



污染土处理基地
Contaminated soil treatment facility

05

安全履责 Safety

提供一个安全的工作环境和保护员工的健康是所有公司的基本责任。对于重工业和采矿的水泥公司来说，安全管理是一个挑战也是公司所有管理者第一责任，我们的愿景是在我们的帮助下做到“对员工零伤害”。

Providing a safe working environment and protecting employee health is a basic responsibility of all companies. For cement companies, engaged in both heavy industry and mining, safety management is both a challenge and the first responsibility of the company and all its managers. Our vision is "Zero harm to people" at our facilities.

安全领导力 VISIBLE SAFETY LEADERSHIP

安全工作在于工厂和矿山从高管到各级管理人员对员工的领导力。2011年华新采取了扎实的行动确保所有的领导者投入更多的精力到安全管理工作中，使员工更强有力的认识到安全的重要性。

Safety depends on leadership from top management down to the workers in the plants and quarries. In 2011 Huaxin took concrete steps to ensure all leaders spend more energy improving the safety of our facilities and sent a powerful message to all employees through executives' visible participation in safety management.

2011年的实施行动

- 2011年上半年，总部成立了以高管层为团队的公司安委会，公司高层召开一年两次的安委会，研究和处理公司重要安全问题并带头执行安全制度，检查指导安全工作。如有重大安全问题发生，安委会将临时召开紧急会议协商解决；
- 各分子公司建立了新的安全管理组织架构，由执行总经理直接管理安全工作，所有分子公司设立安全环保部并配备安全环保经理。安全环保经理负责：基地的安全改善计划、按规定报告和分析安全事故、按规定做风险评估（每年、临时）、监管危险的工作、安全培训。

IN 2011:

- In the first half of 2011, Huaxin established a corporate safety committee chaired by the CEO and attended by top managers. In addition every management meeting begins with a discussion on safety;
- Subsidiaries completed a new safety management structure which created Safety and Environment Departments at each plant, with the department manager reporting directly to the Company General Manager.



安全管理改进 SAFETY MANAGEMENT IMPROVEMENT

根据2011年的安全工作思路，从原来的以“事故工伤指标考核”转变为“提报安全隐患多少个”和“在规定时间内整改完成率”的目标考核，同时完善了安全制度，加大了安全培训、第三方安全管理等工作，使安全管理工作发生了较大的改进。

In 2011 Huaxin changed the approach to safety from responding to accidents to encouraging employees to identify risks and requiring management to rectify these risks within a defined time. Safety regulation and training were also enhanced.

2011年的实施行动

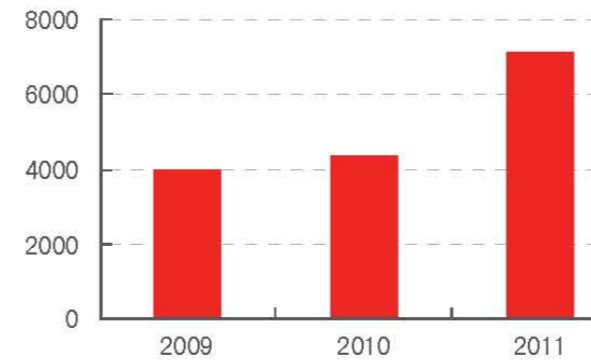
- 完善安全制度。制定了《劳保用品采购、验收、保管和发放暂行规定》、《关于发布第三方人员使用和穿戴劳动用品管理规定》；修订了《安全生产奖励与处罚规定》、《分子公司门卫管理制度》、《华新武汉业务中心办公楼火灾事故应急救援预案》；
- 鼓励提报安全隐患与加大整改。2011年华新旗下各工厂累计通过OA系统提报安全生产隐患15379条，整改率达到96%；
- 推行试点岗位安全风险评估项目。2011年华新在鄂东水泥事业部开始试点恩平项目（即岗位风险评估项目），旨在通过对岗位环境、作业工具、作业方式和流程的伤害风险全面评估来实现对各生产岗位作业流程的全面固化，与“四级巡检”融为一体，从而使工厂或工人的作业向简单化、标准化、科学化的目标靠近；
- 实施风险评估流程。经分析显示大部分安全事故发生在非例行工作时间内，如维修性工作。因此，我们实施了一个新的风险评估流程，这样确保管理者在制定计划性维修和执行项目时可以充分考虑安全风险。

IN 2011:

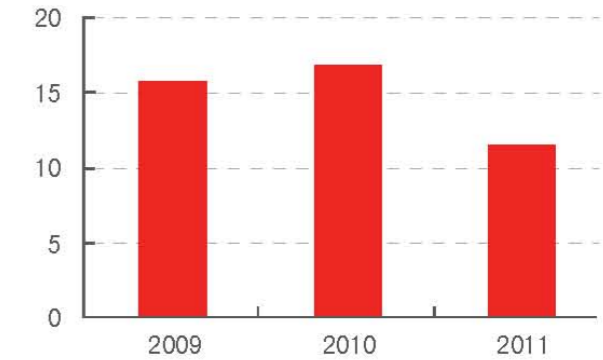
- Improved regulations were issued regarding PPE procurement, third party use of PPE, emergency response, working in confined spaces and controlling access to plant sites;
- Employees were encouraged to report safety risks and required to take corrective actions: 2011 Huaxin's plants use the office automation (OA) system to report safety risks. In 2011, 15,379 issues were reported and the rectification rate reached 96%;
- Huaxin began a project to help every employee better understand the risks involved in his specific job. In addition the job safety requirements are being fully integrated into the production and maintenance responsibilities, including requirements for inspections and safety observations;
- After action reviews showed that a majority of accidents happened during non-routine work; a new hazard assessment procedure was implemented that ensures managers consider safety hazards fully when planning maintenance and project work.

业绩指标 PERFORMANCE INDICATOR

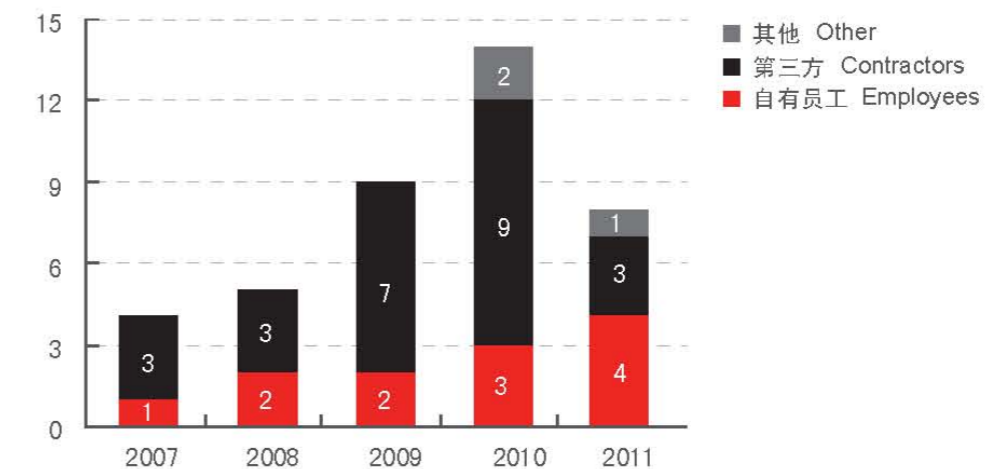
安全生产投入情况（万元）
Safety investment (10 thousand RMB)



每百万工作小时损失的小时数
Hours lost per million work hours



工亡事故数据
Fatalities



实例 CASE STUDIES

阳新公司安全隐患整改行动

Yangxin plant safety improvement

2011年，阳新公司员工上报了1140条安全隐患，整改率达96%。许多的隐患很容易地解决，但是其它的需要详细的研究和设计。

例如，办公楼后面的山体是一个不稳定的斜坡，可能造成塌方和人员伤害。因此我们设计和建造了一个水泥挡土墙阻止山体塌方。

另外，生产区域配电室平台地面出现大面积裂缝，可能会导致配电室墙体发裂和设备事故。因此我们对配电室水泥地面加固，并采取了增加栏杆隔离措施。



办公楼后新做的挡土墙
The newly made retaining wall behind the office

In 2011, Yangxin plant employees reported 1,140 hazards and rectified 96%. Many of these were easily dealt with, but others required detailed study and design.

For example, the hill behind the office building had an unstable slope, which might collapse and cause injury. We therefore designed and built a concrete retaining wall to obstruct it.

Another example is the production switch room foundation was cracked, which could have caused the wall to crack and damage the equipment. Therefore we reinforced the foundation of the switch room, and added railings to separate the equipment from the access area.

黄石公司积极贯彻《第三方人员劳动保护用品穿戴规定》

Huangshi implements "Third party personnel PPE (personal protective equipment) regulation"

2011年11月18日，黄石分公司对涉及该公司的第三方施工队伍，全面强制实施《劳保用品穿戴规定》。

黄石公司安全环保部根据公司《关于发布第三方人员使用和穿戴个人劳动保护用品管理规定的通知》和鄂东水泥事业部相关要求，对第三方劳务人员的安全劳保用品规范问题进行治理：凡是不按标准作业和劳保用品不全、不规范的施工队伍，即责令其停工、整改；对拒不整改的检修队伍，坚决要求其退出项目检修。

经过各分厂、各部门的大力配合，第三方劳务人员的现场安全保障工作取得了明显效果。



第三方劳务人员正规穿戴劳保用品进行现场施工
Third party personnel is wearing PPE before starting construction

On November 18, Huangshi plant enforced new PPE regulations for third party contractors. Huangshi plant Safety & Environment department, in accordance with "Third party personnel PPE regulation" and Hubei East Cement BU requirements, set about to rectify third party personnel PPE regulation problems. Any contractor that does not follow the standard for PPE must cease work. Through cooperation by all parties, third party personnel onsite safety has improved.



参训学员正进行现场演练
Trainees participating in onsite drill

基层安全经理和维修经理安全培训

Safety training for maintenance managers

2011年7月，华新组织开办了三期基层安全经理和维修经理培训班。

此次安全培训采取了训前与训后考试相结合、集中培训与研讨相结合、课堂培训与现场演练相结合的新模式。培训师就机械、电气等安全专业知识，密封空间与高空、起重作业安全规范等诸多内容，结合具体的安全案例进行了详尽的讲解，然后将所有学员分成4组，模拟检修工作的整个过程，重点对作业前进行风险评估，从而使学员将安全知识和安全操作有机的结合起来。

此次参加培训的经理共有77人，总体评价合格率达98%。

July 2011, Huaxin organized phase III safety training for maintenance managers. The safety training included examinations before and after training, classroom training, workshops, and hands-on practice of the skills learned at the plant. Trainers gave detailed instruction on mechanical and electric safety, confined space, working at heights and lifting regulations, combined with specific safety case studies. The class was divided into 4 teams to simulate the execution of repair work starting with risk assessment before work, so that trainees can combine safety knowledge with safe operation.

There were 77 managers who took part in the training.

职业病防治 OCCUPATIONAL DISEASE PREVENTION

华新所有的工厂都遵守了国家及地方政府对工作场所卫生要求的有关规定。

All Huaxin plants abide by the regulations of national and local government on worksite health and safety.

2011年的实施行动

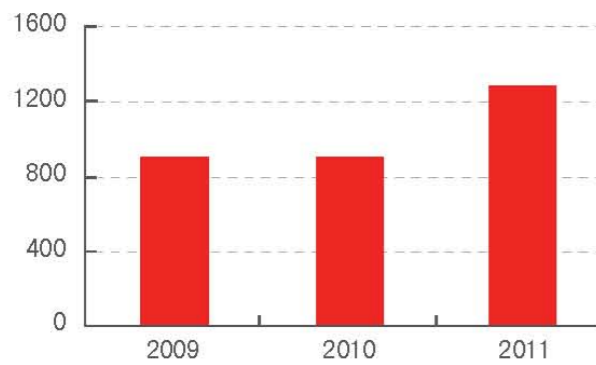
- 在作业区设立职业危害公告和警示牌;
- 设置或制定职业卫生管理机构和组织, 配备专职或兼职医务人员, 负责本单位的职业病防治工作;
- 开展作业现场职业危害因素监测;
- 建立健全职业病危害事故应急救援预案;
- 积极开展技术改造, 加大员工劳保用品的使用;
- 定期对员工进行职业健康体检。

IN 2011, HUAXIN:

- Placed occupational hazard notices and warning plates at work site;
- Created occupational health management organization, and arranged medical personnel to supervise occupational disease prevention work;
- Monitored occupational hazards;
- Designed occupational disease emergency response plan;
- Carried out technical upgrades; increased use of PPE;
- Organized regular physical examination of employees.



华新员工参与体检
Huaxin employees receive physical examination



劳保用品投入情况 (万元)
PPE investment
(10 thousand RMB)



06

人员培养 Employee Development

华新始终把员工视为企业最宝贵的资源和财富，坚持以人为本。在保障员工合法权益的同时，加大教育与培训力度，促进员工的发展。

Huaxin sees employees as the most precious resource and source of value in the company. Not only does Huaxin guarantee the legal rights of employees, but also supports their education and training to promote employee development.

员工权益保障 ENSURING EMPLOYEE RIGHTS AND INTERESTS

华新始终把对员工负责作为自己的企业责任，坚持关爱员工、依靠员工、凝聚员工，依法保障员工的各项权益。

Huaxin always takes employees as company's responsibility, cares for employees, relies on employees, unites employees, and ensures employee rights and interests in accordance of the law.

2011年的实施行动

- 根据《劳动合同管理办法》的相关规定，及时与员工签订和续签劳动合同，员工签订合同率达到100%；
- 根据公司《薪酬管理办法》的相关规定，2011年实施员工加薪策略，员工工资人均增幅达20%，工资按时足额发放；
- 及时为员工缴纳“五险一金”和建立健全的休假管理制度；
- 为女职工提供优越的“三期”保护措施，对员工子女实行医疗补贴制度；
- 实行员工补充养老、补充医疗制度；
- 逐步实施员工安居工程。2011年12月20日华新第一项安居工程——秣归公司安居工程项目正式开工。此项目旨在解决该公司职工住房问题，是一项名副其实的民心工程。

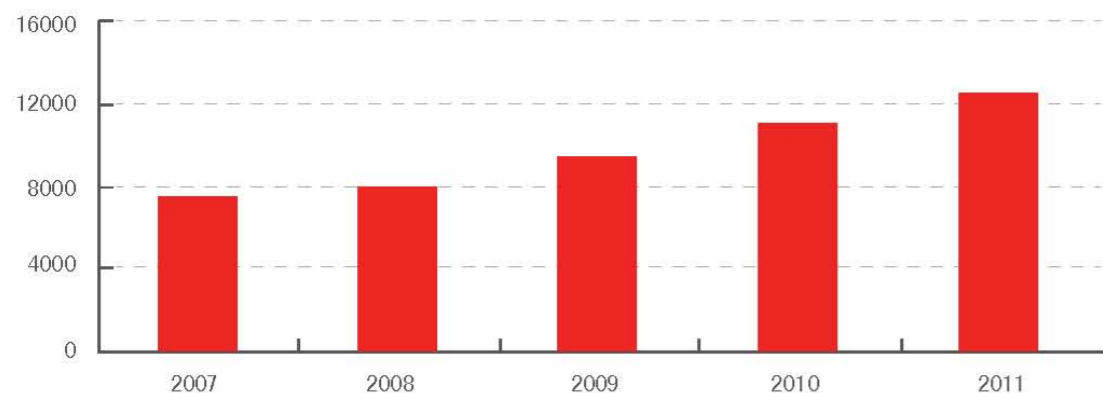


IN 2011:

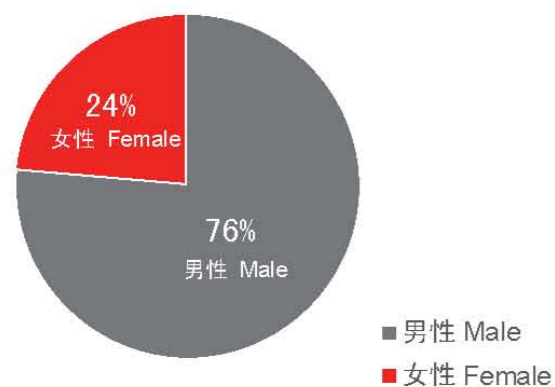
- In accordance with "Labor Contract Management Policy", Huaxin renewed labor contracts on time and with a 100% signature rate;
- In accordance with "Payment Management Policy", average pay increase reached 20% in 2011;
- Huaxin provides five kinds of insurances and housing fund to employees and has a formal vacation management system;
- Huaxin protects female workers who are pregnant, or in confinement period and lactation period, and gives medical subsidies to the children of workers;
- Huaxin has also implemented supplementary pension insurance and medical insurance for employees;
- Huaxin initiated an employee housing project. In Dec. 20, 2011, Huaxin's first housing project in Zigui started construction. This project aims to solve the lodging problem of the employees in response to employee's requests.

业绩指标 PERFORMANCE INDICATOR

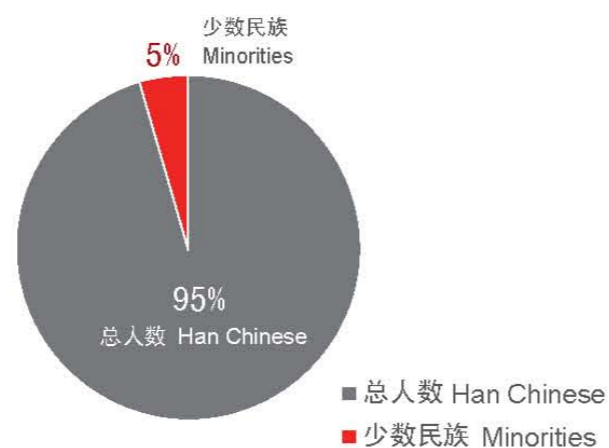
员工总人数
Total staff number



2011年华新员工性别比例
Gender



2011年华新少数民族员工所占比例
Minorities



华新少数民族员工包括白族、布依族、藏族、侗族、回族、拉祜族、傣族、满族、蒙古族、苗族、纳西族、土家族、佤族、瑶族、彝族、仡佬族、壮族、土族等18个民族

Huaxin minorities include Bai, Buyi, Tibetan, Tung, Hui, Lahu, Lisu, Man, Mongolian, Miao, Naxi, Tujia, Wa, Yao, Yi, Gelao, Zhuang and Tu.

教育与培训 EDUCATION AND TRAINING

华新为拥有高素质、高技能员工而感到骄傲，为帮助员工实现个人价值而感到自豪。通过建立员工职业发展与企业成长需求相匹配的培训体系，合理规划员工培训安排，为员工搭建素质提升平台。

Huaxin is proud of having high quality and high skilled employees, as well as of helping employees with their personal goals. By building a training system which matches employees' career development and company development requirements, the Company builds a platform for employee improvements.

2011年的实施行动

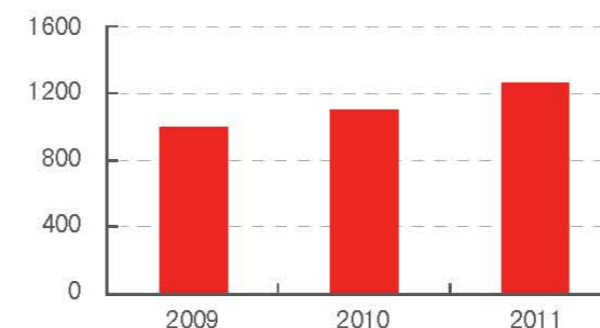
- 2011年华新提供了一系列的培训，包括学历教育、出国实习、脱产轮训、课题研讨、专题讲座、职能拓展等；
- 在师资上，聘请国内外著名管理咨询机构培训师、合资方外籍管理技术专家及知名高校教授等。

IN 2011:

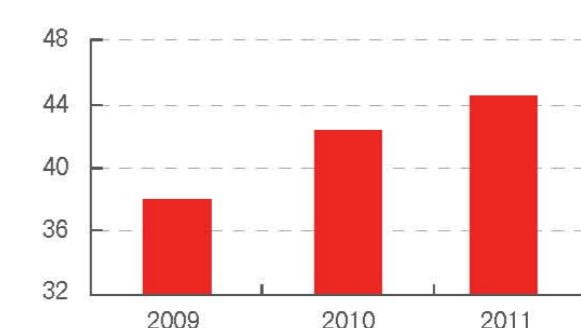
- Huaxin provided a range of training in 2011 including higher degree education, overseas learning, full-time training, topic discussions, symposiums, functional training;
- Huaxin invited famous management trainers from China and overseas, foreign management experts and famous university professors.

业绩指标 PERFORMANCE INDICATOR

华新培训投入情况（万元）
Training expense (10 thousand RMB)



华新人均培训小时数（小时）
Huaxin training hours per person



优厚的福利待遇 WELFARE

华新高度重视员工的身心健康和内部组织氛围的和谐，通过提供舒适的生活环境、丰富的业务生活，使员工获得归属感和认同感，从而把企业当作自己心中最温暖的家。

Huaxin, attaching high importance to employees' physical and mental health and to the harmony of company atmosphere, provided comfortable living conditions, and rich spare time activities, to give employees the sense of belonging and identity so that they regard the Company as part of their own family.



- 1 干净整洁的员工食堂
Clean and spacious canteen
- 2 温馨舒适的总部员工宿舍
Comfortable dormitory
- 3 第一项安居工程——秭归公司
安居工程项目成功开工
The first housing settlement project
—Zigui Company housing settlement
project started construction



丰富的业余生活 RICH AFTER-WORK LIFE



华新团委组织青年员工开展
“真情有约· 缘聚东贝”交友联谊活动
Huaxin Youth League organized
matchmaking activity



武穴公司举行的2011年度总结表彰暨新春联欢会
Wuxue Company held 2011 annual reward and
New Year ceremony

郟县公司组织青年员工开展野炊活动
Yunxian organized a picnic



丰富的
业余生活
RICH AFTER-
WORK LIFE

湘钢公司开展的钓鱼户外活动
Xianggang outdoor fishing

07

服务社会 Supporting Local Communities

2011年华新继续开展志愿者和慈善捐款，坚持“发展一处，造福一方”的理念。

In 2011, Huaxin continued to expand volunteering and charitable donations, using the concept of “bring wealth to where we develop”.

周边居民 NEIGHBORING COMMUNITIES

华新坚持把服务社区、服务群众，作为构建和谐周边居民关系的重点工作。2011年，华新通过建立与周边居民良好的沟通机制、经济共同体、优先用工等措施，切实帮助居民解决实际困难。

Huaxin's priority is to build strong relations with neighboring communities and the public. In 2011, Huaxin helped foster improved communication, developed local communities, and provided preferential employment opportunities.

2011年实施行动

- 建立与周边居民良好的沟通机制。通过定期和不定期或节假日去周边居民家中走访、邀请周边居民来工厂恳谈的方式建立良好的对话机制；
- 建立经济共同体。华新通过优先购买周边居民物资或者给予周边居民承包劳务工作等方式来建立互利共赢关系。以西藏公司为例，2011年，西藏公司采购的物资有32%来自于周边居民，装包、卸货等劳务用工业务也由周边农牧民承担，2011年华新西藏公司支付劳力资费约为300万元；
- 优先用工。华新在人才招聘的时候，会优先考虑工厂周边符合条件的居民。以昭通、秭归公司为例，截至到2011年底，昭通公司共吸纳当地居民200多人，占全厂职工总数的60%，主要承担了工厂装包、保洁、保安、食堂等工作；秭归公司自有合同员工300多人，其中当地员工200多人，占员工总数的71%；秭归公司的发展也带动周边一大批矿山开采、运输、餐饮等行业的发展，就业人数500人左右，为库区移民提供了大量的就业和创业机会。

IN 2011, HUAXIN:

- Fostered improved communications with neighboring residents by visiting residents at their home or inviting them to visit our plants;
- Built economic relationships with local communities. Huaxin buys materials from local residents and contracts work from them where possible. For example, in 2011, Tibet Company procured 32% of materials from local residents and some packaging and shipping labor is also contracted to local farmers who earned 2.7 million RMB from Huaxin in 2011;
- Gave priority to neighboring residents who meet qualifications when recruiting workers. For example, by the end of 2011, Zhaotong Company had 224 local staff (60% of total), Zigui Company had 257 local staff (70% of total). Zigui Company also indirectly employs 500 people in quarry work, transportation, and food service.

志愿者活动 VOLUNTEERING ACTIVITY

华新积极弘扬志愿者精神。公司内，持续发动员工开展志愿者活动；公司外，充分利用信息平台，发动更多社会力量投身志愿者服务。

2011年，华新多家公司组织开展青年志愿者活动：公司团委组织志愿者参加黄石市共创“楚天杯”主题活动；宜昌公司消防志愿者积极参加宜昌市消防宣传活动；郴州公司组织志愿者看望慰问困难村民；秭归公司开展“心手相牵、共享蓝天”关爱农民工子女志愿服务……

志愿者活动的开展不仅为社会上需要帮助的人提供了温暖，同时也带给了所有华新志愿者们一份珍贵的精神财富。

Huaxin supports and encourages employee volunteering. In 2011, many Huaxin plants carried out youth volunteer activities. For example: the Youth League organized volunteers to participate in Huangshi "Chutian Cup" activity; Yichang Company fire fighting volunteers participated in Yichang city's fire prevention activity; Chenzhou Company organized volunteers to visit residents in difficulties; Zigui Company carried out "Link Hearts and Hands to Share Blue Sky" to care for farm workers children volunteer service.

Volunteer activity not only provided comfort to people in need but also brought a rewarding feeling to all of Huaxin's volunteers.



秭归公司团委开展“心手相牵、共享蓝天”关爱农民工子女志愿服务

Zigui Company Youth League Group carried out "Link Hearts and Hands to Share Blue Sky" activity to care for farm workers' children.

公益捐赠 PUBLIC DONATION

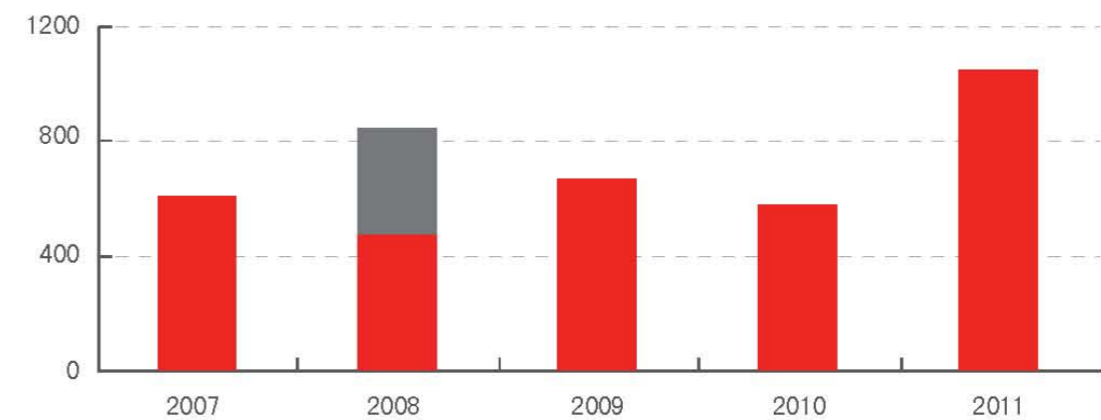
2011年社会公益活动捐赠情况 2011 CHARITABLE DONATIONS

单位：万元 (10 thousand RMB)

类别 Type	捐款金额 Cash	物资 折合人民币 Materials in RMB	合计 Total
社区 (新农村)建设 Infrastructure	181	455	636
捐资助学 Education	105	18	123
扶贫帮困 Poverty relief	32	144	176
支持灾区建设 Disaster recovery	7	109	116
合计 Total		1,051	

社会公益活动捐赠情况 Charitable Donations

单位：万元 (10 thousand RMB)



注：■ 代表地震捐款
Gray represents earthquake donation

“十一五”华新服务的重点工程项目 MAJOR PROJECTS

基础设施建设是地方经济发展的一个主要部分。华新为“十一五”的许多重点项目提供了水泥而感到自豪。
Improving infrastructure is an essential part of bringing development to less developed areas. Huaxin is proud to have supplied cement to many projects during the 11th Five Year Plan.



类别 Type	项目名称 Projects
公路 Road	武(汉)至英(山)高速公路 Highway Wuhan to Yingshan
	杭(州)至瑞(丽)高速公路湖北段 Highway Hangzhou to Ruili (Hubei section)
	(武)汉至鄂(州)高速公路 Highway Wuhan to Ezhou
	沪蓉高速公路宜(昌)至巴(东)段 Highway Shanghai to Chengdu (Yichang to Badong section)
	沪渝高速公路湖北段(宜昌至恩施) Highway Shanghai to Chongqing (Hubei section)
	谷(城)至竹(溪)高速公路 Highway Gucheng to Zhuxi
	十(堰)至房(县)高速公路 Highway Shiyan to Fangxian
	武汉二七长江公路大桥 Wuhan 7 th Yangtze River Bridge Road
	荆(州)岳(阳)长江公路大桥 Jingzhou to Yueyang Yangtze River Road
	麻(城)竹(溪)高速公路大悟至随州段 Highway Macheng to Zhuxi (Dawu to Suizhou section)
	重庆涪(陵)至丰(都)至石(柱)高速公路 Highway Fuling to Fengdu to Shizhu
	麻(城)至武(汉)高速公路 Highway Macheng to Wuhan
铁路 Railway	宜(昌)至万(州)铁路 Railway Yichang to Wanzhou
	武汉城际铁路 Wuhan intercity railway
	石(家庄)至武(汉)铁路湖北段 Railway Shijiazhuang to Wuhan (Hubei section)
	渝(重庆)至利(川)铁路 Railway Chongqing to Lichuan
	渝(重庆)至怀(化)铁路新增二线 Railway additions Chongqing to Huaihua
	兰(州)至渝(重庆)铁路 Railway Lanzhou to Chongqing
	(武)汉至宜(昌)铁路 Railway Wuhan to Yichang
能源 Energy	长沙株(洲)湘潭城际铁路 Intercity railway between Changsha, Zhuzhou and Xiangtan
	金沙江溪洛渡水电站 Jinsha River Xiluodu hydropower station
	金沙江向家坝水电站 Jinsha River Xiangjiaba hydropower station
重庆乌江彭水水电站 Chongqing Wujiang River Pengshui hydropower station	