

2012

企业社会责任报告 CSR REPORT



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报告说明 Notes:

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2012年度为主,适度向前延伸,以补充2011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。

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 2012, with a brief supplement to the information disclosed in 2011.

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

2012年,面对复杂多变的经济金融环境,我们内控成本,外拓市场,与各利益相关方共同创造和分享价值,为社会提供优质的产品和服务,履行“为所有利益相关方创造财富和价值”的社会责任观。

我们秉承“清洁我们的生活环境,提供社会信赖的建筑材料”企业使命,实现企业“节能、降耗、减污、增效”;加速水泥窑协同处置技术的优化与推广,为社会消纳更多的废弃物,清洁我们的生活环境,引领绿色水泥行业的发展。

我们坚持将“安全第一、预防为主、综合治理”的方针落到实处。全面推行可视化领导力的培训、岗位安全风险评估和“自安”项目,增强全员的安全意识;完善安全硬件设施建设,为员工提供安全的工作环境。

我们崇尚“天生我才必有用”,培养基层员工的能力,中层员工的品德,高层员工的胸怀,实现员工与企业共同成长。

我们坚持“履行责任回报社会”,倡导和支持员工投身公益活动,支持教育、关爱老人、扶贫帮困,环境整治,促进社会良性发展。

作为中国水泥行业唯一一家经历风雨磨砺的“百年老店”,我们会面临更多前所未有的挑战,但我坚信我们的责任光荣而伟大,我们将把推动社会经济可持续发展作为崇高目标,自觉履行企业社会责任,努力把社会责任理念融入到企业运营的各个环节,最大限度地追求经济、社会和自然环境的综合效益。



华新水泥股份有限公司总裁

李俊

In 2012, facing a difficult and business environment, we controlled cost and expanded our markets, providing high quality products and services to society, and fulfilling our social responsibility to create value for all stakeholders.

To realize our mission “To clean our living environment while providing reliable building materials”, while saving energy, reducing pollution and increasing benefits to society, Huaxin accelerated the implementation of cement kiln co-processing technology to dispose of more waste, clean our living environment and to lead the green development of the cement industry.

Following the path of safety through prevention and comprehensive treatment of risks, Huaxin carried out visible leadership training, job safety analysis and training in safe behaviour, enhancing the safety awareness of all staff. The Company continued an active program to identify and correct potential safety hazards in all plants to ensure a safe work environment.

Based in the idea that everyone has a talent, we have cultivated the ability of employees and managers to help employees and company grow together.

We believe in “fulfill responsibility, repay society” and encouraged employees to volunteer their time to support education, care for the old, help the poor, improve environment, and promote healthy development of society.

As the only “century-old shop” in Chinese cement industry we will face more challenges, but we believe that our responsibility is to push forward sustainable development of the economy, fulfill corporate social responsibility, try to integrate the concept of social responsibility into every link of the Company’s operation, and pursue the triple bottom line.

02 公司概况

Company Profile

美好的世界，从我们开始！
A beautiful world starts from us!



作为中国建筑材料行业的领先者之一，华新有着一百多年悠久的历史。

过去，华新是在生产水泥的同时做环保，现在是在保护环境的同时生产水泥。除了传统上关注于环保排放和资源利用外，还加大了环保服务力度，例如将垃圾转变成有用的产品等。

截至 2012 年，华新的水泥生产能力达到 6500 万吨，商品混凝土生产能力 1500 万立方，骨料生产能力 400 万吨。华新还是水泥和垃圾处理平台装备制造领域的领先企业，建有 7 家垃圾预处理工厂，总资产达 230 余亿元，是中国制造业 500 强和财富中国 500 强企业。

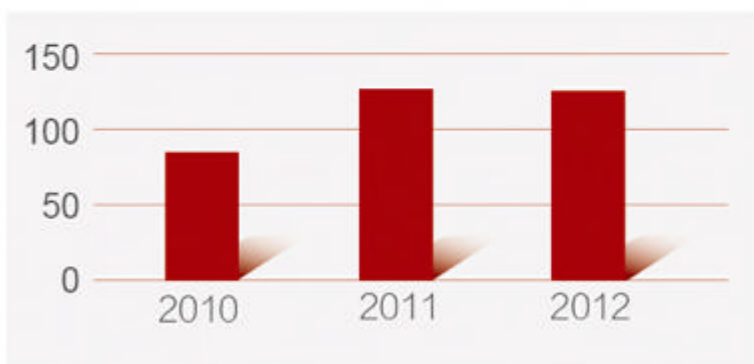
Huaxin is one of China's leading building materials company with a long history going back over 100 years.

In the past, Huaxin produced cement while protecting the environment, but now we change our emphasis to protecting the environment while producing cement. In addition to the traditional concerns about environmental emissions and resource usage, Huaxin increasingly offers environmental services, such as transforming waste into useful products.

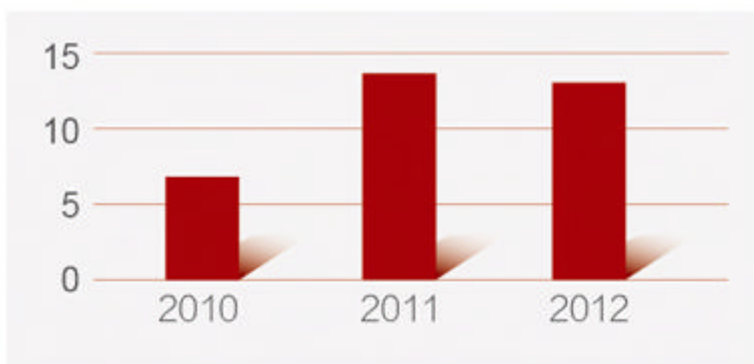
In 2012, annual cement production capacity reached 65 million tons, Ready Mix Concrete capacity 15 million cubic meters and Aggregate capacity 4 million tons. Huaxin is also a leading manufacturer of equipment for both cement plants and waste treatment platforms with 7 waste pre-treatment plants constructed in 2012. Huaxin's total assets reached over 23 billion yuan, placing Huaxin in the China manufacturing industry top 500 and Fortune China top 500 enterprises.

2012年公司经济效益

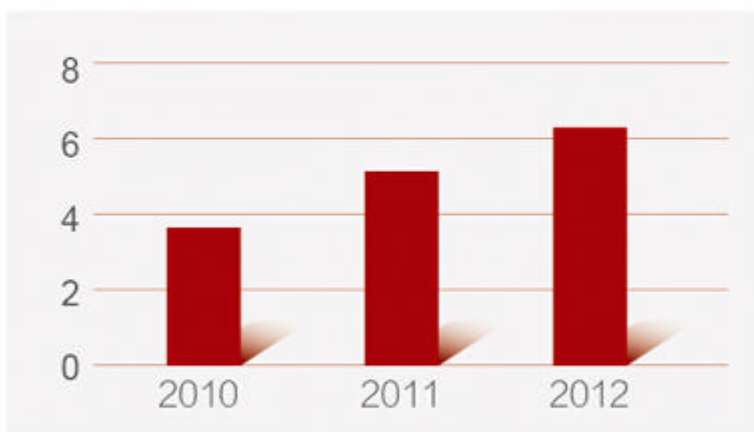
2012 Contribution to the Economy



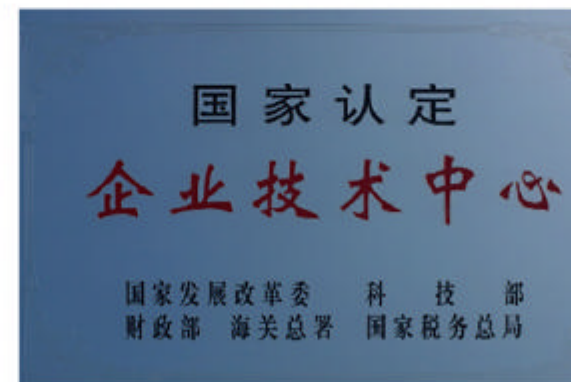
营业收入 (单位: 亿元)
Revenue (100 million RMB)



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)



2012年公司荣誉

2012 Company Awards

国务院国资委、中国上市公司协会、经合组织 (OECD)、上海证券交易所联合授予公司“2012年度上市公司治理专项奖——信息披露奖”称号。
The SASAC of the State Council, China Association for Public Companies, Organization for Economic Co-operation and Development (OECD), and Shanghai Stock Exchange jointly awarded Huaxin the title of “2012 listing company management special award—information disclosure award”.

国家发改委、科技部、财政部、海关总署、国家税务总局等部门联合授予公司“国家级企业技术中心”称号。

National Development and Reform Commission, Ministry of Science and Technology, Ministry of Finance, Customs Bureau, and State Taxation Administration jointly awarded Huaxin the title of “State-Level Enterprise Technology Center”.

中国信息安全认证中心宣布公司通过 ISO27001 体系认证, 标志着公司成为中国首家获得 ISO27001 认证的水泥企业。

China Information Security Certification Center declared Huaxin passed ISO27001 system certification, marking Huaxin becomes the first cement company in China that obtained ISO27001 certification.

公司旗下西藏、宜昌、武穴、信阳四家工厂通过国家首批低碳水泥产品认证。
Huaxin's four subsidiaries in Tibet, Yichang, Wuxue, and Xinyang passed national first batch of low carbon cement product certification.

湖北省计生委授予公司“湖北省生育文明建设先进单位”荣誉称号。
Hubei Family Planning Commission conferred Huaxin the title of “Hubei Birth Civilization Advanced Unit”.

湖北省企业联合会、统计局和湖北日报传媒集团联合授予公司“2012 湖北企业 100 强”称号。

Hubei Enterprise Association, Statistics Bureau and Hubei Daily Media Group jointly conferred Huaxin the title of “2012 Hubei top 100 enterprise”.

华新上榜《财富》中国 500 强。
Listed in China Top 500 by Fortune magazine.

公司总裁李叶青荣膺“十二五”水泥行业杰出人物称号, 华新公司同时被评为“十二五”水泥行业创新企业。

Huaxin CEO Li Yeqing was honored as a cement industry personage in 12th FYP, Huaxin was honored as 12th FYP cement industry innovation enterprise.

公司总裁李叶青荣获“湖北省劳动模范”称号。
Huaxin CEO Li Yeqing was honored as “Hubei model worker”.

03 公司治理 Corporate Governance



徐永模董事长（右一）代表公司领奖 / Xu Yongmo chairman got prize on behalf of company

外在压力通常必须得借助于内在机制的运转才能起到激励效果。因此，我们一直在完善公司内部治理。2012年，我们按照集约化、专业化、一体化整体协调发展的方向，完善内部管控，加强风险防范，进一步提升了公司治理水平。

2012 saw considerable improvement in Corporate Governance as Huaxin invested in developing specialist expertise in this area.

规范治理 Governance Rules

2012年，华新对公司现行的上市公司规范运作方面的有关治理文件进行了清理和审阅：如修订《关联方交易管理规定》、《公司信息披露事务管理办法》、《内部控制制度》，草拟《公司银行间债券市场债务融资工具信息披露管理制度》，登记董事、监事、高管、助理副总裁的关联方信息等等。这些相关制度文件的完善，进一步保障了公司内部治理工作的规范运行。

In 2012, Huaxin revised and improved a number of important internal regulations, including: "Related Party Transaction Administration Provisions", "Corporate Information Disclosure Affair Management Method", "Internal Control System", Draft "Corporate Inter-Bank Bond Market Debt Financing Tool Information Disclosure Management Regulation".

真实披露信息 Accurate and Timely Information Disclosure

根据《上市公司信息披露管理办法》的相关规定，华新定期向中国证监会湖北证监局提供公司报告、关联交易、对外担保、临时公告等方面的资料，并回复其提出的各种问题，上报公司的经验总结材料等，严格履行作为一家上市公司对社会和广大股民应尽的责任。2012年，国务院国资委、中国上市公司协会、经合组织(OECD)、上海证券交易所联合授予华新“上市公司治理专项奖——信息披露奖”荣誉称号，该奖励是国内证券监管机构在信息披露领域给予上市公司的最高荣誉。

According to regulations related to "Listed Company Information Disclosure Management Method", Huaxin provided timely and accurate disclosure of required information. In 2012, SASAC, the China Association for Public Companies, the Organization for Economic Co-operation and Development (OECD), and the Shanghai Stock Exchange jointly awarded Huaxin the title of "Listed Company Management Special Award—Information Disclosure Award", the award is the highest honor given by domestic securities regulatory agency to listed company in the field of information disclosure.

内部控制 Internal Control



华新开展内部控制知识培训 / Huaxin carries out internal control training

2012年3月，普华永道中天会计师事务所有限公司对华新2011年的内部控制出具了标准无保留意见的审计报告。

公司在持续实施财政部等五部委联合发布的《企业内部控制基本规范》及其配套指引的基础上，在总部及各水泥事业部全面推广实施控股股东豪瑞公司的内部控制体系，使财务报告质量的控制得到进一步加强。

March 2012, Huaxin's auditor, PWC Zhongtian, issued a standard "no reservation" audit report on Huaxin's 2011 internal control.

Huaxin continues to improve its internal control systems in accordance with the guidance issued by the Ministry of Finance, and has implemented majority shareholder, Holcim's internal control system, to further enhance quality control of financial report.

清洁生产 Clean Production

2012 年一个新的倡议是实施清洁文明生产竞赛来鼓励每个工厂减少资源和能源的消耗，污染物的排放，并实现经济，社会与环境效益的统一。在 2012 年，经过湖北工业大学湖北省轻工清洁生产中心等机构的评估，有 13 家华新水泥工厂通过了清洁生产审核验收；混凝土搅拌站九江站也成为江西省首批通过清洁生产审核验收的混凝土搅拌站。

A new initiative in 2012 was to implement a clean production competition to encourage each plant to reduce resource and energy consumption, pollutant discharge and to realize a balance of economic, social and environment benefits. In 2012, many plants were assessed by Hubei University of Technology Hubei Light Industry Clean Production Center organ etc. and 13 Huaxin cement subsidiaries passed clean production audit acceptance; the Jiujiang station was the first readymix concrete station to pass clean production audit acceptance in the first batch evaluated in Jiangxi province.



九江华新混凝土站成为江西省首批通过清洁生产审核验收的混凝土搅拌站。
Jiujiang concrete station passed clean production audit acceptance in Jiangxi

减少排放 Emission Reduction

我们不仅仅是遵守国家标准，而且通过工艺优化和安装新的设备不断减少排放，成为行业减排的领导者。

Huaxin not only abides by national standards, but also continuously reduces emissions through process optimization and installation of new equipment, leading the industry in emission reduction.

脱硝 Denitration

为了帮助减少城市空气污染，工业需要减少氮氧化物的排放。公司在引进、消化、吸收先进脱硝技术的同时加强自主研发、强调技术创新，采用低氮燃烧技术降低氮氧化物产生，同时安装 SNCR 系统对烟气进行末端治理，2012 年已完成湖北襄阳、四川渠县、湖南道县和株洲的窑线工厂脱硝建设，落实了国家及地方环保对氮氧化物减排的要求。

In order to help reduce urban air pollution, industry needs to reduce NOx emissions. Relying on Huaxin's research and technical innovation Huaxin has adopted advanced combustion technology to reduce generation of NOx. In 2012, Huaxin installed SNCR NOx reduction plants to treat emissions in Hubei Xiangyang, Sichuan Quxian, Hunan Daoxian and Zhuzhou plants.



华新襄阳公司脱硝现场液氨储罐
Huaxin Xiangyang plant denitration plant

04 环保履责 Environmental Protection



在华新，环保不仅仅包括减少我们生产活动对环境的影响，还包括为社会提供解决环境问题的服务例如垃圾处理。

At Huaxin, environmental protection not only includes reducing the environmental impact of our activities but also includes services to help society deal with environmental problems such as waste disposal.

降低无组织排放 Fugitive Emission Reduction

工厂通过加强内部管理和安装先进的粉尘抑制系统等途径降低了水泥工厂装包系统的粉尘无组织排放。

Cement plants have reduced packaging system fugitive dust emissions through enhancing internal management and installing improved dust suppression systems.



南通公司通过安装辊道清包机，装包车间现场无组织排放得到有效的改善

Nantong plant installed a roller conveyor as part of improvement to the packaging system.



株洲公司通过对包装机密封、建设装包收尘系统控制粉尘无组织排放

Zhuzhou plant sealed the bag filling machines and built a dust filter system to control fugitive dust.

减少CO₂排放 CO₂ emission reduction

我们旨在成为行业碳减排的典范。

We aim to become a carbon emission reduction model in our industry.

通过优化生产工艺，减少石灰石和煤等原燃料的使用，2012年较2011年的排放效率相比减少了120482吨CO₂排放；

Through optimizing production process, Huaxin reduced limestone and coal usage, reducing CO₂ emission by 120,482 tons comparing the emission efficiency in 2011;

通过利用水泥窑协同处置优势，华新增加了可替代燃料的使用200%，替代了15000吨的标准煤，节省了42151吨的CO₂排放；

Through using cement kiln co-processing opportunities Huaxin increased usage of alternative fuel by 200%, replacing 15,000 tons of standard coal and saving 42,151 tons CO₂;

优化余热发电、风机变频改造等措施减少电力消耗，降低间接CO₂排放；

Through optimization of waste heat recovery (WHR) and installation of variable speed drives to reduce electricity consumption, Huaxin reduced CO₂ emission from power generation plants;

配合湖北省发改委、武汉大学等单位建设探索湖北省碳交易系统；

Through cooperation with Hubei Development and Reform Committee, Wuhan University to build an effective carbon trade system in Hubei;

通过生产低碳水泥，华新减少了客户建设的碳足迹。2012年，华新武穴、信阳、宜昌和西藏工厂成为获得首批通过中国环境标志—低碳水泥认证的企业。

Through production of low carbon cements, Huaxin reduced the carbon footprints of our customers buildings. During 2012, Huaxin Wuxue, Xinyang, Yichang and Tibet plants became the first batch of enterprises to pass China Environment Label—low carbon cement certification.

工厂内部固体废物零排放 Zero emission of solid wastes

2012年，华新制定目标到2014年所有的工厂都应该消除固体废物排放。为了实现这一目标，就有必要对垃圾进行分类，循环再利用或在水泥窑中协同处理。

In 2012, Huaxin introduced a target that all plants should eliminate solid waste emissions by 2014. In order to achieve this goal, it is necessary to sort wastes and then to reuse, recycle or co-process in cement kilns.



黄石公司利用窑系统处置固体废物

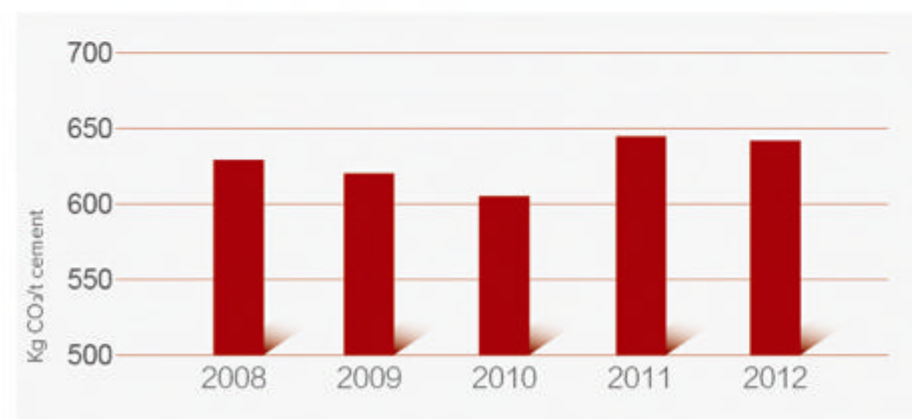
Huangshi plant made use of kiln system to dispose of solid waste

渠县公司利用油品过滤装置，

对生产系统产生的废油进行过滤后再利用
Quxian plant used oil filtration device to filter waste oil from production and reuse them

业绩指标 Performance Indicators

每吨胶凝材料生产所产生的单位毛 CO₂
Specific CO₂ emissions



降低资源和能源使用 Reducing energy and resource consumption

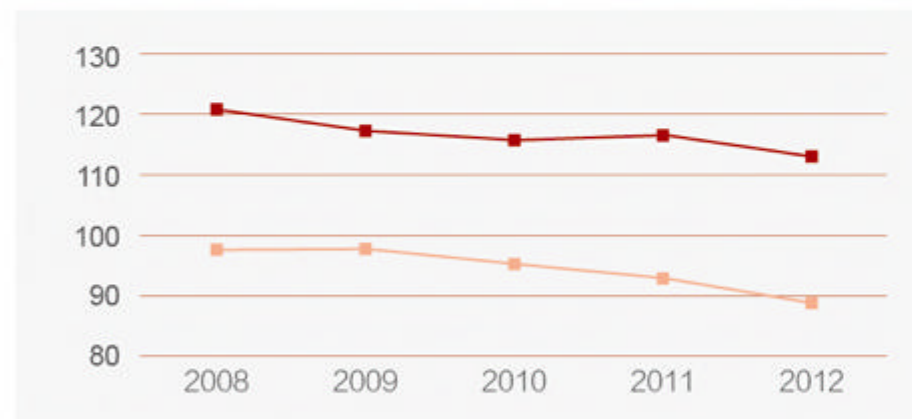
依据水泥行业清洁生产标准, 华新在集团下属水泥工厂推行能效对标竞赛、磨机电耗标定等活动, 持续降低公司能耗。

2012年, 公司大多数水泥窑线可比能耗达到国内先进水平。

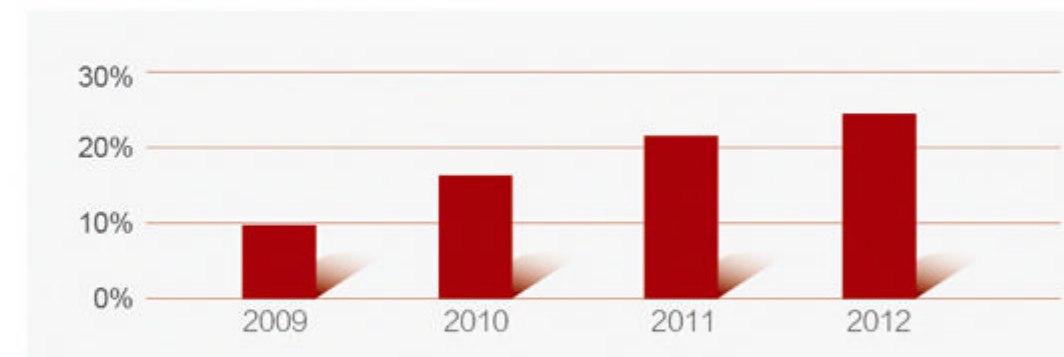
According to cement industry clean production standard, Huaxin carried out energy efficiency benchmarking competition and mill power consumption mark activities to further reduce power consumption. In 2012, Huaxin most cement kiln lines energy consumption reached domestic advanced level.

单位水泥能耗量
Unit cement energy consumption

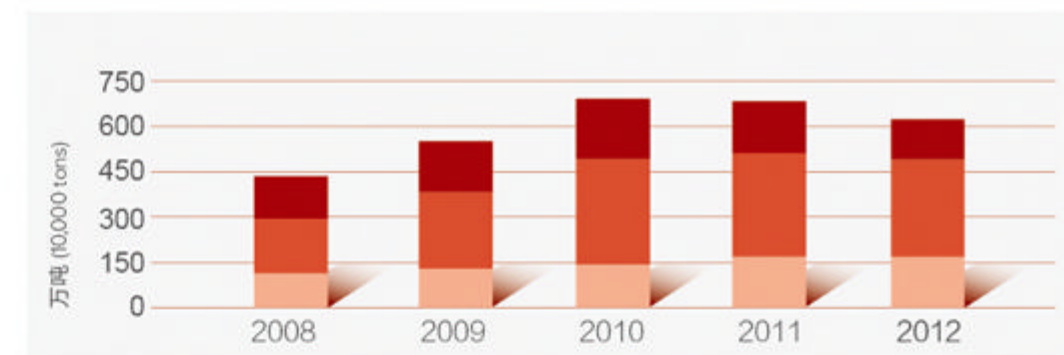
■ 单位熟料煤耗 clinker coal consumption (kg/t)
■ 单位水泥电耗 cement power consumption (kwh/t)



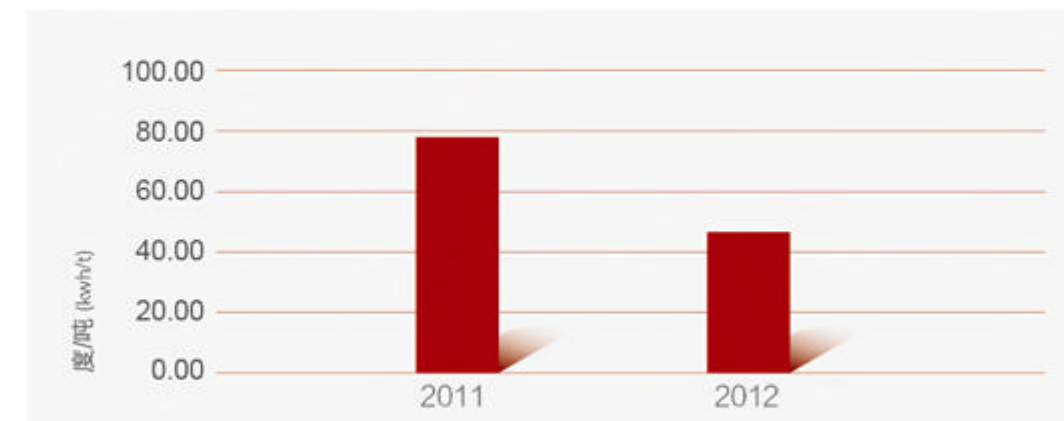
工厂余热发电量占工厂总耗电量的百分比
Percentage of power from waste heat



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



垃圾衍生材料 (RDF) 生产电耗
Power consumed in RDF production



注: 2012年 RDF 处置量较 2011 年有大幅增长
Note: 2012 RDF treatment amount increases a lot compared with in 2011.

矿山复垦和生物多样性 Quarry Rehabilitation and Biodiversity

我们致力于矿山复垦和生物多样性保护，来减轻因矿山开采对生态系统的影响，促进生态环境良性发展，达到矿山与周边环境相协调，并通过将生态系统恢复到未开发水平实现矿地的永续利用。作为豪瑞的一部分，华新和世界自然保护联盟 (IUCN) 成为伙伴关系设计矿山的发展和复垦计划以维持生物多样性。

Huaxin carries out quarry rehabilitation and biodiversity protection to reduce the influence of quarry exploitation on the ecosystem, to promote benign development of ecology, to reach harmony between quarry and neighboring environment and to realize sustainable utilization of quarry land by returning the ecosystem to pre-development levels. As part of Holcim group, Huaxin partners with IUCN to design quarry development and rehabilitation plans that sustain biodiversity.

实例 Case Studies

黄石公司矿山复垦工程 Huangshi quarry rehabilitation project

黄石公司利用阶梯平台绿化与高坡绿化相结合的方法，采用上爬下垂种植槽立体种植，槽内采用生长周期迅速，覆盖面积较广的攀爬与垂吊植物，灌木及草本植物短期复绿，平台底部砌护土防水挡墙防止水土流失，有效实现矿山复垦。

Huangshi Plant has made extensive use of native plants to rapidly green the benches and slopes of the worked out areas of the quarry. Extensive use have been made of quick growing vines to rapidly cover the slopes in just a few growing seasons. This has helped to stabilize the quarry slopes and prevent water and soil loss.



黄石公司矿山复垦现状
/ Huangshi quarry rehabilitation

环保服务 Environmental Services

过去，我们是在生产水泥的同时做环保，现在，是在做环保的同时生产水泥。2012年，我们增加了3个垃圾预处理平台，6个在建开工项目，5个签约项目，废弃物年处理能力达到130万吨，在技术研发工作中实现了循环经济发展。主要项目包括：

In the past, we produced cement while protecting environment, but now we protect environment while producing cement. In 2012, we added 3 waste pre-treatment platforms with an additional 6 under construction and, 5 planned but not yet started. Huaxin's annual waste treatment capacity is 1.3 million tons. In 2012 Huaxin invested in research and technical development work to help realize the potential of a circular economy. Major projects included:

组建污泥研究实验室 Sludge research

根据污泥的特性、改性剂成分的组成、污泥与改性剂的适应性等相关内容开展了大量实验研究工作，为自主研发污泥添加剂、降低生产成本、优化生产组织等奠定了基础。

Huaxin carried out research on sludge characteristics and additives, which laid the foundation for independent research and development of sludge additives, lowering production cost, and optimizing production.

开展二恶英机理研究 Study on dioxins

通过对水泥窑系统不同点位气固相样品的取样检测，获得了可信、完整的水泥窑系统气固相二恶英含量及分布状况数据，编制并实施了《水泥窑系统二恶英生产机理研究》方案，形成了一套完整的水泥窑系统对二恶英产生及阻滞机理研究的理论，奠定了华新在水泥窑系统二恶英研究的领先地位。

Through comprehensive sampling at different points in the cement kiln system, we were able to model dioxin content and distribution. On the basis of this, we implemented the "cement kiln system dioxins generation mechanism study" plan, formed a complete theory of cement kiln system effect on generation and retardation of dioxins and established Huaxin's leading position in cement industry dioxin research.

“水泥窑协同处置水面漂浮物技术开发及其应用”通过了湖北省科技厅组织的省级重大科技成果技术鉴定，被认定为——“达到了国际领先水平，具有自主知识产权，对水面漂浮物的环保、节能处置具有重要的示范意义，建议在全国范围内进一步推广应用”。

"Cement kiln co-processing of floating waste technical development and application" passed provincial level "Important Scientific Achievement Technical Identification" organized by Hubei Department of Science and Technology. This award requires that the technology "reached international leading position, with independent intellectual property rights, having important demonstration significance to floating wastes environment friendly and energy saving disposal, suggesting further roll-out in the whole country".

“水泥窑协同无害化和资源化处置生活垃圾工程技术开发与示范应用”，被认定为——“国际首例，具有完全自主知识产权，经济、社会、环境效益显著，整体技术达到国际先进水平，建议在全国范围内推广使用”。

"Cement kiln co-processing of living wastes to harmless and resourceful technical development and modeling application", was identified as "The first international, with completely independent intellectual property rights, good economic, social and environmental benefits, reached international advanced level in overall technology, suggesting to be rolled-out in the whole country".

实例 Case Studies

华新在武汉市的第一个垃圾预处理环保项目正式破土动工 Huaxin's first waste pre-treatment environment project in Wuhan

2012年3月2日，武汉垃圾预处理环保项目在阳逻陈家冲正式破土动工，该项目是武汉市重点工程项目和实现城乡垃圾集中无害化、减量化、资源化处理的民生工程，并获得“武汉市重大项目认定证书”，被评为武汉市循环经济十大领域重点工程，获得武汉市循环经济引导资金支持，并获得国家专项资金申请重点推荐。

On March 2nd, 2012, Wuhan waste pre-treatment environment project formally broke ground in Yangluo Chenjiachong. The project is a "Wuhan important livelihood project" to realize safe urban and rural garbage, reduction and treatment. It won a "Wuhan Important Project Certification" award and was recommended for the national special fund for such projects.

该项目总投资 1.5 亿元，分两期建设，一期日处置垃圾 500 吨，二期规划日处置垃圾 1000 吨。

The project total investment is 150 million yuan, built in two phases, respectively dispose waste of 500tons and 1000tons daily.



公司原董事长陈木森（左四）、总裁李叶青（左三）为项目奠基

Huaxin's chairman Chen Musen (fourth from left) and CEO Li Yeqing (third from left) laying foundation for project

华新在汉首家市政污泥环保处置项目建成投产 The first sludge ecological treatment project of Huaxin in Wuhan was completed.

武汉污泥生态处理工厂于 2012 年 8 月开工建设，处置规模为 300 吨 / 天，总投资 3000 余万元，占地仅 3 亩，项目建成投产后可消纳武汉市 1/3 的市政污泥量

Wuhan sludge ecological treatment plant started construction in August 2012, the treatment capacity is 300tons/day. Total investment is over 30 million yuan. Land occupation is only 3 mu. After the project is put into production it can dispose one third of the total municipal sludge generated by Wuhan.



公司总裁李叶青（左四）、公司副总裁周家明（左一）参加了投产仪式

Huaxin CEO Li Yeqing (fourth from left), vice president Zhou Jiaming (first from left) participated in production ceremony

华新环保项目正式落户珠海 Huaxin environment project in Zhuhai

2012 年 12 月，华新环境工程有限公司与珠海市人民政府园林和林业局举行城市生活垃圾处置的签约仪式，标志着华新珠海城市生活垃圾生态处理及水泥窑资源综合利用一体化项目正式落地。

In December 2012, Huaxin and Zhuhai Municipal Garden and Forest Bureau held a signing ceremony, marking Huaxin Zhuhai MSW treatment and cement kiln resource comprehensive utilization project.



公司总裁李叶青（右五）、副总裁周家明（左二）、环保事业部副总经理董威（右二）参加了签约仪式

Huaxin CEO Li Yeqing (fifth from right), vice president Zhou Jiaming (second from left), environment BU vice general manager Dongwei (second from right) participated in signing ceremony

华新与北京金隅公司签订环保战略合作协议 Huaxin signs environment strategic cooperation agreement with Beijing Jinyu

2012 年 10 月华新水泥股份有限公司与北京金隅股份有限公司就环保领域方面的合作签署了战略合作协议。此次强强联手，有利于双方发挥各自在管理、技术、资源等方面的优势，共同推进北京地区环保业务的发展。

October, 2012, Huaxin Cement Co. and Beijing Jinyu Co. signed strategic agreement on environmental protection cooperation. This win-win cooperation uses both parties' advantages in management, technology and resources, to promote the environment business development in Beijing.



公司总裁李叶青（后右三）、副总裁周家明（前右二）、助理副总裁王焕忠（后右二）、环保事业部营销总监熊威（后右一）参加了签约仪式

Huaxin CEO Li Yeqing (third from right in second row), vice president Zhou Jiaming (second from right in front row), assistant vice president Wang Huanzhong (second from right in second row), environment BU Sales Manager Xiong Wei (first from right in second row) participated in signing ceremony

2012年各工厂处置一览表 2012 Waste Treatment Plants

| 华新水泥窑协同处置废弃物开工项目 Huaxin waste pre-treatment projects under construction | | |
|--|--|-------------------------------------|
| 地区 Area | 项目名称 Names | 设计处置能力 Design treatment capacity |
| 湖北赤壁市 Hubei Chibi | 赤壁生活垃圾预处理 Chibi MSW pre-treatment | 500吨/天 500 ton/day |
| 湖北武汉市 Hubei Wuhan | 武汉陈家冲垃圾预处理 Wuhan Chen Jiachong wastes pre-treatment | 1000吨/天 1,000 ton/day |
| 湖北南漳县 Hubei Nanzhang | 南漳生活垃圾预处理 Nanzhang MSW pre-treatment | 200吨/天 200 ton/day |
| 重庆奉节县 Chongqing Fengjie | 奉节生活垃圾预处理 Fengjie MSW pre-treatment | 250吨/天 250 ton/day |
| 河南信阳市 Henan Xinyang | 信阳生活垃圾预处理 Xinyang MSW pre-treatment | 800吨/天 800 ton/day |
| 湖南株洲县 Hunan Zhuzhou | 株洲生活垃圾预处理 Zhuzhou MSW pre-treatment | 350吨/天 350 ton/day |

| 华新水泥窑协同处置废弃物建设投产项目 Huaxin waste pre-treatment platforms | | |
|--|---|---------------------------|
| 地区 Area | 项目名称 Names | 设计处置能力 Design capacity |
| 湖北武汉市 Hubei Wuhan | 武汉污泥预处理 Wuhan sludge | 300吨/天 300 ton/day |
| 湖北黄石市 Hubei Huangshi | 黄石污泥预处理二期 Huangshi sludge second phase | 50吨/天 50 ton/day |

| 华新水泥窑协同处置废弃物签约项目 Huaxin waste treatment projects signed | | |
|--|---|-------------------------------------|
| 地区 Area | 项目名称 Names | 设计处置能力 Design treatment capacity |
| 广东珠海市 Guangdong Zhuhai | 珠海生活垃圾预处理 Zhuhai MSW pre-treatment | 1000吨/天 1,000 ton/day |
| 上海市 Shanghai | 上海环保项目 Shanghai environment protection project | 1000吨/天 1,000 ton/day |
| 辽宁灯塔市 Liaoning Dengta | 灯塔垃圾预处理 Dengta wastes pre-treatment | 300吨/天 300 ton/day |
| 湖北蕲春县 Hubei Qichun | 武穴生活垃圾预处理 Wuxue MSW pre-treatment | 100吨/天 100 ton/day |
| 湖北省房县 Hubei Fangxian | 房县垃圾预处理 Fangxian wastes pre-treatment | 300吨/天 300 ton/day |

05 安全履责

Safety

安全工作是企业生存的根基。2012年，将发现和处理安全隐患、鼓励人员报告全部的事故、全面执行风险评估、合并生产和安全体系、培养专业的安全经理作为优先级工作来抓，坚持将“安全第一、预防为主、综合治理”的方针落到实处。

Safety work is the groundwork for a company to exist. In 2012 we focused on five priorities: identifying and dealing with hazards, encouraging people to report all accidents, carrying out hazard assessments, combining production and safety systems, and developing professional safety managers. By doing this we implemented the approach of "Safety through prevention and comprehensive treatment." in real earnest.

优先级工作

Safety Priorities

发现和处理安全隐患

2012年，华新持续鼓励工厂提报安全隐患与加大整改。全年旗下各工厂累计通过OA系统提报安全生产隐患22729条，比2011年增加44%。整改率高达98.5%，相比2011年提高两个百分点，整改资金达700多万元。

Identifying and correcting unsafe conditions

In 2012, Huaxin continued to encourage plants to report and correct unsafe conditions. In total 22,729 unsafe conditions were reported through OA system, an increase of 44% over 2011. The correction rate reached 98.5%, 2% higher than in 2011. Over CNY 7 million was spent on correcting unsafe conditions.

鼓励人员报告全部的事故

2012年，华新逐步改变工厂或员工对轻微伤、未遂事故上报不积极的现状，对轻伤、微伤、未遂事故进行明确定义，并鼓励提报行为。

Encouraging people to report all accidents

In 2012, Huaxin changed people's attitude of not being willing to report slight injuries, and near misses. The Company gave clear definitions of these, and the requirement for reporting.

全面执行安全风险评估方法

华新的安全风险评估由生产、维修部门工程师和安全管理人员一起完成，利用一般性风险评估对其全部活动进行全局性风险辨识，定义出安全管理的优先级，有利于确定安全改进计划；利用作业前风险评估确保特定工作的安全风险得以识别并采取有效措施，保证作业安全。

Carrying out hazard assessment

Huaxin's hazard assessment was completed by engineers in production and maintenance departments, as well as safety management officers. Through this work, hazards in the whole work area were identified and safety management priorities were defined along with safety improvement plans. Hazards assessment before work starts can help ensure safety.

合并生产和安全体系

作为落实2012年安全工作优先级之一“合并生产和安全体系”的具体行动，“恩平”——窑线工厂岗位风险评估项目的全面推广实施是贯穿2012年华新各分子公司安全生产方面的一项主要工作。

Combining production and safety system

The "Enping project" is the main work in 2012 for safe production in subsidiaries. This project helped employees understand the hazards faced for their specific job.

大力实施“目安”计划

为了鼓励员工形成安全的工作实践和行为，2012年，华新引进了“目安”——个人安全行为项目。目安项目鼓励人员采用五种简单的安全行为，从而对减少事故率产生重要的影响。截至到2012年底，公司共有8488人参与了目安培训，占员工总数的72%。

Improving personal safety

To encourage employees to cultivate safe working practices and behaviour, Huaxin introduced "Mu'an" personal safety behaviour in 2012. Mu'an encourages 5 simple behaviours which can have a substantial impact on reducing accident rates. By the end of 2012, 8488 people attended Mu'an training.

全面实施安全基本准则

安全基本准则是适用于华新所有员工的五项最基本的安全要求，违反基本准则的员工都将受到严格处罚。

Implementing cardinal rules

Huaxin's Cardinal rules define five basic safety requirements that apply to all Huaxin staff. Employees who violate these will be punished.



制度与培训

Regulations and Trainings

完善安全规章制度

2012 年华新制定并发布了《华新水泥股份有限公司第三方安全管理办法》、《关于实施工亡事故考核办法的通知》、《关于实施公司安全基本准则的通知》等制度文件,完善了公司安全生产制度体系。

Completing safety relating regulations

In 2012, Huaxin established and issued regulations on Third Party Safety Management Method, Fatality Assessment Method, Implementing Safety Base Rules, etc., by which the Company's safe production system was improved.

全方位开展安全教育培训

2012 年,公司高管、各事业部相继展开可视化安全领导力培训,各事业部管理团队及旗下工厂/项目负责人、总部职能部门负责人等累计 187 人次参加了培训课程;培训中清楚地阐述了安全管理的关键原则,并将管理原则总结到了两个方面:“不要视而不见”,及“清楚了解工作风险”。并先后举办了基层安全经理培训班、工厂经理和其它相关人员的安全资质培训班、水泥工厂执总安全研讨班、承包商经理的第三方安全管理培训班,累计培训 340 人次。华新各分子公司组织了新员工、转岗员工、现场参观人员和日常安全教育等各类安全培训,累计培训人次超过 2 万人。

Safety training

management and BUs arranged training on visual leadership. 187 people in total including BU management teams, GMs of subsidiaries, and managers of functional departments were trained. Key principles of safety management were elaborated and summarized in two management principles: "Don't walk past" and "Clearly understand work hazards".

Other training included safety manager training, safety qualifications training for plant managers and other related staff, a safety workshop for cement plant GMs, third party safety management training for contractors' managers. These various management training sessions involved 340 people. Huaxin subsidiaries also organized safety trainings in many forms for new employees, employees who changes jobs and site visitors, involving over 20,000 people.



职业病防治

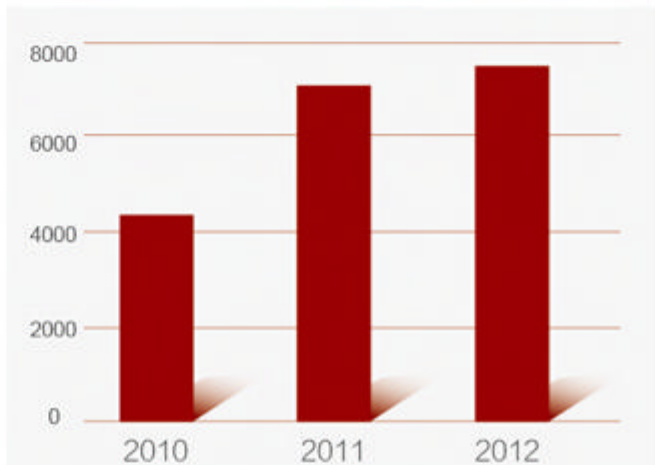
Prevention of Occupational Disease

华新坚持定期组织员工开展职业健康知识讲座;各分子公司定期组织全员进行职业健康体检;建立健全职业病危害事故应急救援预案;开展作业现场职业病危害因素监测;为新建、改建项目开展职业病危害控制效果评价。

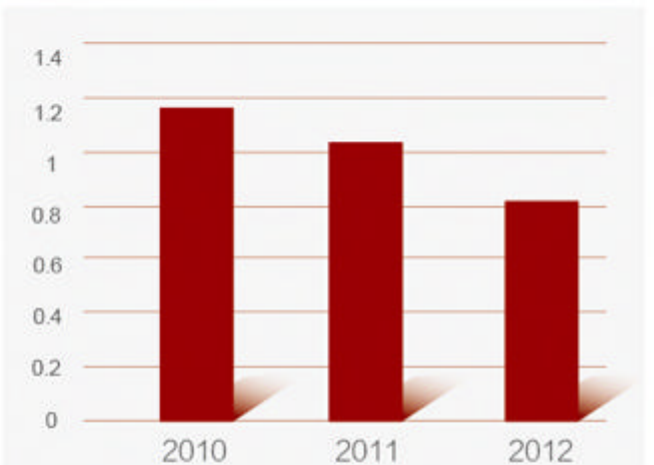
Huaxin regularly carried out lectures on occupational health for employees. Subsidiaries organized physical check for all staff. Occupational disease emergency preplans were built. Monitoring of site occupational hazards were carried out. Effect assessment of control of occupational disease harm was carried out for new and updated projects.

业绩指标

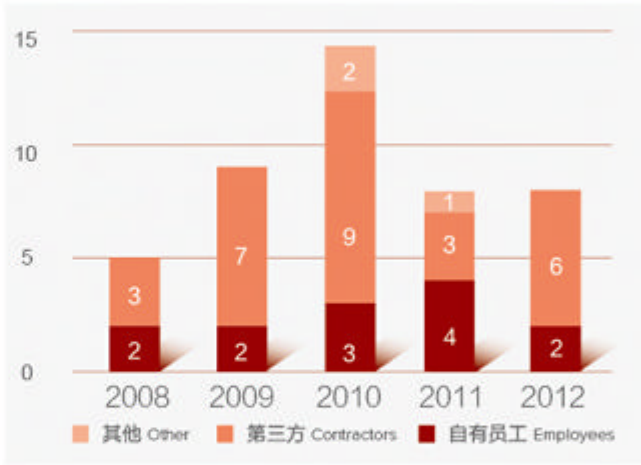
Performance Indicators



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



每百万工时事故率
Accident rate per million work hours



工亡事故数据
Fatalities



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

注: 2012 年因工作服的使用周期未到,劳保用品投入金额相比 2011 年有所下降。

实例 Case Studies

赤壁公司开展综合救援应急演练竞赛 Chibi company carried out emergency rescue competition

为提高员工应对突发安全事故的应急处理能力，2012年赤壁公司组织开展了综合救援应急演练竞赛活动，共有6支参赛队伍参加了本次活动。

To improve employees' ability to cope with emergency accidents, Chibi Company organized emergency rescue competition in 2012. Six teams attended in the competition.

本次活动得到了赤壁公司管理层的高度重视和大力支持，同时也得到了员工们的广泛参与。该公司下属11个部门组成了生产一队、生产二队、维修队、矿山队、质控队和综合队6支队参加比赛，参赛人员达到了70人，占该公司员工的20%以上。本次综合救援应急演练由三个环节组成依次是“劳保用品穿戴”、“火线救援”和“障碍灭火”，经过激烈的角逐，该公司质控队取得了第一名。

Chibi Company management team supported to the activity and employees extensively participated in it. 70 people (20% of the total staff) from 11 departments formed six teams. The competition included: wearing PPEs, fire rescue, and fire extinguishing. The quality control team won the first place



赤壁公司开展综合救援应急演练竞赛
Chibi Company carried out emergency
rescue competition.



岗位工自主整改K5煤磨操作平台
Workers autonomously corrected
K5 coal mill operation platform.



体检车开进株洲公司
The physical check bus drove
into Zhuzhou Company.

安全隐患提报与整改 ——黄石公司熟料分厂自主实施安全隐患整改

Safety hazards reports and corrections

— Huangshi Company clinker workshop carried out hazards corrections

为落实“自主维修、全员维修”的工作精神，2012年，黄石公司维修部向该公司熟料分厂派出4名经验丰富的钳工，帮助熟料分厂部分岗位工学习电焊技术，使他们能独立完成现场的一些小修小补工作。

In 2012, to encourage the spirit of "autonomous maintenance, all staff carry out maintenance", Huangshi maintenance department sent four experienced fitters to help workers in the clinker workshop with electrical welding knowledge, so they can independently complete some small repairs.

同时，黄石公司的安全隐患整改工作也可以在不需要维修部的支持下独立完成，从而减少了整改所需要的时间。

Also, Huangshi Plant unsafe condition correction work can be done independently, without needing maintenance department support and thus reducing the time needed for corrections.

截至2012年底，黄石公司发现隐患1481条，整改隐患1468条，整改完成率达99.1%。

In 2012, Huangshi plant found 1481 unsafe conditions and corrected 1468 at a correction rate of 99.1%.

职业病防治——株洲公司开展全员职业健康体检 Prevention of occupational disease ---Zhuzhou Company carried out physical check on occupational health for all staff

2012年，株洲公司开展的职业健康体检第一次在厂内进行，体检车开进公司，让员工体验到了在“家”就可以进行健康体检的方便，避免了浪费员工路上奔波和等待的时间。本次体检还专门设有专家席，提供专业的健康咨询，向员工宣传职业病防治知识。

In 2012, it was the first time for Zhuzhou Company to carry out physical check on occupational health in plant. A specially equipped bus drove to the plant to make the check up convenient and not waste employees time in travel and waiting. Experts gave health advice on prevention of occupational disease.

06 人员培养 People Development

锐意进取、充满激情的员工是我们可持续发展的源泉。2012年，我们在切实保障员工基本权益的基础上，建立了更加完备的培训体系，同时创建和谐的工作环境，让员工能在华新安心工作、快乐工作。

Employees who are eager to progress and passionate are the source for sustainable development of the company. In 2012, based on ensuring employee rights and interests, we have further refined a training and development system and aimed to provide harmonious work environment, and to allow employees working in Huaxin with assurance and pleasure.

培训与发展 Training and Development

2012年，我们投入大量资源用于建立能力标准、评估人才能力、培训等一系列员工培养与发展活动：

建立了任职资格体系，形成人才管理机制。让每个“有目标”的员工有发展“保障”，为员工的能力提升提供组织资源保障；为职业生涯体系的有效运作设计组织、流程和标准，提供制度保障；

组织了覆盖各层级管理人员的人才盘点活动，评估和盘点组织现有人员能力现状，帮助发展组织和个人的能力和绩效；

组织和实施了近500人的测评和发展反馈活动，更好的了解公司人员的能力现状并进行有效发展；

针对各级管理人员不同层次需求，分别开展“锻造计划”“锤炼计划”“熔炼计划”等培训项目，提升各级管理人员领导力；

与中欧商业在线合作，为公司3000余管理人员提供不同层次的在线课程，满足不同管理人员的培训需求；

建成华新培训基地，包括大小培训教室11间，可供600人同时参加培训，并配有多间讨论教室。培训设施一应俱全，同时满足公司不同类型的培训需求；

建立了在线学习平台，为员工提供在线学习、交流、分享的平台；

为满足技术人员技能提升的需求，为不同层级、不同专业的技术人员开展了维修技术培训、水泥制造课程CMC、生产人员培训MWFT等近100多个技术类课程；

筹建华新水泥实战模拟工厂，拥有重点生产环节所需操作的设备和场景，能模拟工厂安全生产，能够满足生产作业人员提高实际操作能力的实际需求。

In 2012, we invested resources in activities relating to employee development and training, such as building competence standards, assessing talents and their competency as well as training of employees.

Huaxin established job qualification and talent management systems, to make resources available for employees' capability improvement. Huaxin also carried out organizational design, and defined processes and standards for the effective management of career progression of employees.

Huaxin organized talent reviews covering all levels of management and assessed and reviewed overall competency status of the company, to help develop critical capabilities and performance.

Around 500 employees went through the Assessment and Development Center thus providing the company with a clear view of the talent situation and the development needs of employees.

Targeting the different needs of different level of managers, training programs such as "Calcination Plan", "Refinement Plan", "Smelting Plan" were inaugurated to improve Huaxin leadership capabilities.

Huaxin initiated a cooperation with CEIBS Business Online to provide online management training modules for 3,000 managers.

The Huaxin Training Centre was inaugurated in November 2012. The facilities include 11 training rooms of different sizes, which can accommodate 600 people at one time.

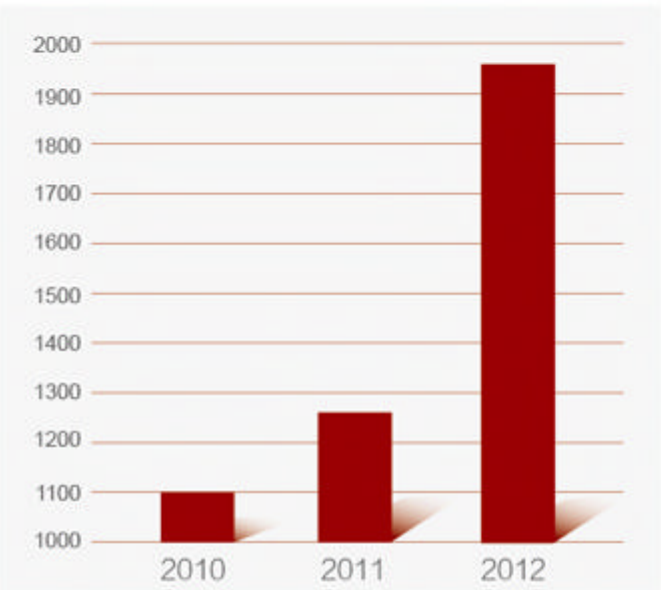
Huaxin built an on-line learning platform for employees' on-line learning needs, sharing of knowledge and experiences.

To satisfy skills improvement of technicians, over 100 technical training courses were carried out, including maintenance skills, cement manufacturing course, manufacturing workforce training.

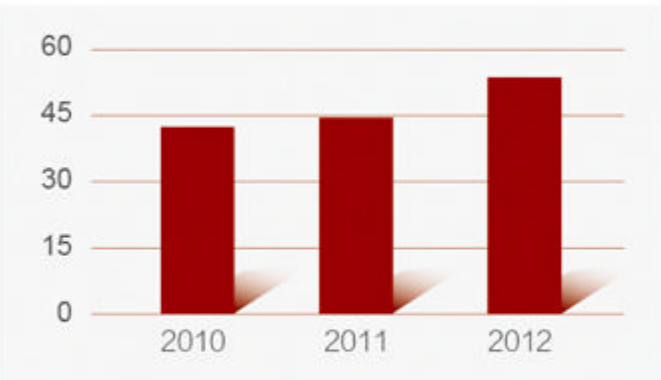
Huaxin built a cement production simulation facility where equipment of key production processes is available, so a safe production environment can be simulated to allow manufacturing workforce to improve their practical operation skills.

业绩指标

Performance Indicators



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/人) Training hours per person



“熔炼计划”培训人员 / “smelting plan” trainees

公司对工厂高级管理人员实施‘熔炼计划’

The Company implemented “smelting plan” for senior managers from the cement business units.

为了提高管理人员的领导力，2012年，公司聘请了两位曾在国际上著名的领导力发展咨询公司担任领导力发展、评鉴工作的资深顾问，组织开展“熔炼计划”项目培训，它主要针对已具有丰富管理经验的管理人员的特点，提升学员在思维决策、人际、自我管理和达成高绩效成果四个方面的领导力，力争实现从优秀到卓越的转变。

To advance leadership skills of senior management in 2012, the Company engaged two senior consultants who had worked for internationally renowned leadership development consulting companies to be the facilitators of leadership development and appraisal work. The “smelting” program aims to improve leadership skills of experienced managers in decision making, interpersonal relationship, self-management and achieving high performance skills.



华新培训基地揭牌仪式 / Open ceremony of Huaxin Training Center

华新培训基地正式揭牌

Opening ceremony of Huaxin Training Center

2012年10月华新培训基地正式揭牌。培训基地的建成，为公司开展各类培训提供了良好的培训场所，为员工创造了良好的学习环境，为管理技术人员进行技术研讨、经验交流和实战训练提供良好的平台。

Opening ceremony of the Huaxin Training Center was organized in October 2012. The Centre provided a venue for the company to carry out training and meeting facilities, created good learning environment for employees, provided good platform for management and technical people’s workshop, experience sharing and life training.

薪酬与福利

Salary & Welfare

为稳定员工队伍，为公司可持续发展提供人力资源保障。2012年，华新积极打造兼具内部公平和外部竞争力的薪酬福利体系，并制定相应的工资福利标准和制度：

薪酬方面，在确保及时、准确完成员工工资福利计算、发放工作的基础上，进一步规范和完善水泥类和非水泥类的分子公司工资总额管理办法，引导各工厂提升员工技能和素质，提升技术水平，从而提高劳动生产率。修订和完善《员工薪酬管理办法》，并制订详细解释细则，使员工深入了解公司薪酬制度。改革调薪策略，向一线基层岗位人员和关键岗位倾斜，促进员工工作积极性的提高。2012年，公司调薪人员人均基薪增幅为16.44%。同时，为提高总部人员市场化服务的积极性，制订了总部市场化绩效考核分配办法；

绩效管理方面，进一步完善多元化的员工激励体系，并结合公司历年来绩效管理实践，修订绩效管理办法，明确绩效管理中评价、沟通、实施和应用等项工作的方法和流程，促进绩效效果的达成；

员工福利方面，重视现有福利项目的沟通与宣传，并不断完善员工福利项目，除按时为员工缴纳“五险一金”之外，还为员工提供意外伤害、补充医疗和补充养老等商业保险，并提高其缴存比例和重大疾病报销额度，2012年已有1300余人从中受益；

持续开展员工安居工程，采取保障房模式进行建设。2012年有3家工厂安居项目开工，从根本上为员工解决长期安居乐业的需求。

To ensure employee stability and provide human capital for the sustainable development of the Company, in 2012 Huaxin refined its compensation and benefits system catering to both internal fairness and external competitiveness, as well as relating salary and welfare standards and regulations.

As to compensation, based on timely and accurate calculation and issuance of employees' salary and welfare, total salary amount management method was further standardized and perfected for cement and non-cement subsidiaries, to guide employees improving skills, competencies and productivity. Huaxin revised and perfected the employees' salary management policy, to ensure employees fully understand the rational of the revised policy, explanatory notes were provided and communicated. The new salary adjustment strategy encourages front line employees to increase their initiative. In 2012, base salary was increased by an average of 16.4%. In addition, in order to enhance the enthusiasm of the headquarters staff of market-oriented services, a method was introduced to give BUs more say in the services provided.

Based on years of incentive management practices, incentive management policy was revised to further clarify methods and processes of assessment, communications, implementation and application, to enhance achievement of performance.

In employee welfare, the company emphasized communication and publicity of current welfare items, and continue to refine other welfare items. In addition to paying social insurances and housing funds for employees, the company also provides commercial insurance including accidental injury, supplementary medical treatment, and supplementary endowment insurance. Huaxin increased the insurances and major illness reimbursement amount. In 2012 more than 1300 employees benefited from these.

Continued to carry out Employee Low Cost Housing project based on the Nation's entitlement model. In 2012 three plants started such projects, helping improve employee's quality of life.

生活

Life

我们员工在工作学习之余，能够充分享受生活。2012年，公司工会通过组织各类丰富多彩的活动，让员工“快乐生活”。

Employees can enjoy rich after-work life. In 2012, Company's labor union organized many colorful activities.

组织丰富多彩的竞赛和活动。2012年，华新工会组织员工参加了2012年全国水泥行业中控操作技能大比武活动，5名员工入围全国决赛，1名员工进入全国10强，优先晋级技师；公司每年一度还将对明星员工进行评比。

In 2012 Huaxin Labor Union organized employees to participate in the 2012 National Cement Industry Central Control Operation skill competition. Five employees were shortlisted into the national final. One employee entered National top 10 and was promoted as a skilled technician. The company also rates star employees on an annual basis.



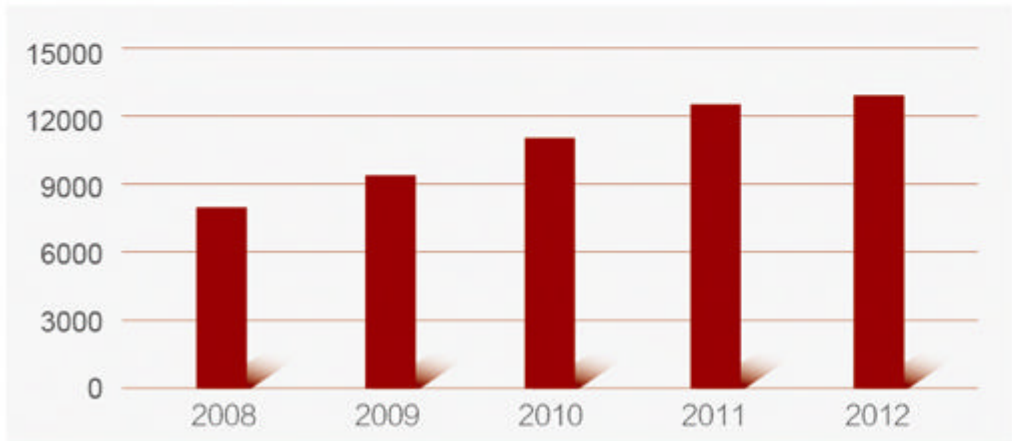
麻城公司工会副主席聆听维修班年轻员工们的心声
Vice chairman of Labor Union in Macheng Company
listens thoughts of employees.

关爱困难员工。2012年，华新工会开展了“面对面、心贴心、实打实服务员工在基层”集中行动月活动，真心实意为员工办实事、解难事；完善《特困员工救助基金管理办法》，对特困员工进行帮扶，开展元旦、春节期间送温暖活动，金额近百万元。Huaxin cares for employees in difficulties. In 2012 Labor Union carried out a month long activity of serving employees with sincere hearts to do practical and difficult things. Special Difficulty Subsidies Management Method was further perfected to help with employees in difficulties. During New Year and the Spring Festival, with the “Delivering Warmth Activity”, around CNY 1 million was distributed to employees in needs.

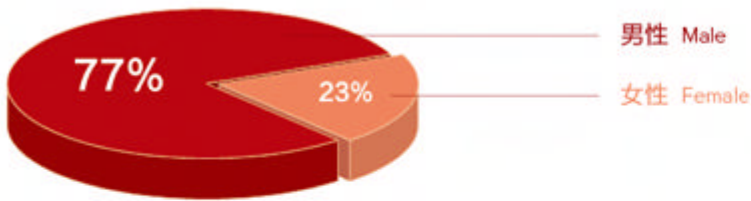
业绩指标

Performance Indicators

员工总人数 Total staff number



2012年华新员工性别比例 Gender



2012年华新员工知识结构比例 Level of Education



实例

Case Studies

鄂西北水泥事业部首个安居工程在襄阳开工
The first housing settlement project of hubei northwest cement bu started construction in xiangyang.



襄阳公司安居工程开工仪式现场
Xiangyang Company held construction start ceremony.

2012年9月，鄂西北水泥事业部首个安居工程—襄阳公司安居工程正式开工建设。该项目周边教育资源集中，交通便捷，总建筑面积1.1万平方米，分13层，可建员工住房72套，其中两室两厅36套，三室两厅36套，整个工程预计1年建成，建成后对改善员工住房条件，引进和留住人才起到积极的推动作用。

In September 2012, Hubei Northwest Cement BU started construction of their first housing project in Xiangyang. The project is close to schooling facilities with convenient traffic connection. With a total construction area of 11,000m² and 13 floors, the project will provide 72 apartments. The project is estimated to be completed in one year. It plays an active role in improving housing conditions, attracting and retaining employees.

包装公司开展“心贴心”走访困难员工家庭活动
Package company visited employees in difficulty



装包公司领导询问患病员工身体状况
Package Co. leaders asked about health of sick employees

2012年4月，包装公司管理层、工会委员共15人分成五个小组，分别对12户困难员工家庭进行走访慰问。

In April 2012, five teams composed of 15 people from the management team and labor union members of Packaging Company visited 12 employee households in difficulty.

领导们来到困难员工家中，与其交心谈心，仔细询问员工的实际困难，认真倾听大家的诉求，向因病致困员工表达深切关怀，并祝愿早日康复。同时，他们表示，企业将在规定范围内，竭尽全力帮助大家解决实际困难，希望受访员工充分信任组织，依靠组织，树立信心，摆脱困境。

Packaging Company senior management went to the houses of employees in difficulty and showed their care and concerns, listened to their difficulties and answered their requests. The management conveyed their care to employees in serious illness and wished them an early recover. This reinforced the company commitment to help employees in difficulty.

秭归公司组织单身青年员工交友联谊活动
Zigui Company organized matchmaking activity



荆州公司开展“报纸风火轮”活动
Jinzhou Company held "newspaper wind and fire wheel" activity



员工业余生活丰富
Rich after work life

中塔员工激情足球
Football game between Chinese and Tajikistan employees.



郴州公司组织户外郊游
Chenzhou Company activity.



鹤峰公司举办佳木斯“快乐舞步”健身操活动
Hefeng Company held body building exercise of "happy dance steps"



信阳公司组织拔河比赛
Xinyang Company tug of war



涪陵公司举办“迎三八”趣味活动
Fulin company held fun games for Women's Day



女员工们正进行着袋鼠跳
Female employees playing kangaroo jumping.

为迎接“三·八”妇女节的到来，缓解女员工的工作压力、丰富她们的业余生活，涪陵公司工会女职工委员会举办迎“三·八”趣味活动。

活动内容有袋鼠跳、摸石头过河、大丰收。丰富有趣的活动吸引了涪陵公司女职工们积极参与，现场气氛十分活跃。

To welcome Women's Day, release work pressures and enrich the life of female employees, Female Employees Committee of Fulin Company held games including "Kangaroo Jumping", "Crossing the river by feeling the stones", and "Bumper harvest". The interesting games attracted the female employees to attend and enlivened the site atmosphere.

07 服务社会 Supporting Local Communities

我们一直致力于构建和谐周边关系，大力开展社区活动，为社会提供优质的产品和服务，实践“为所有利益相关方创造财富和价值”的社会责任价值观。

committed to building harmonious local relations, carrying out community activities, providing products and services of high quality, fulfilling the social responsibility concept of "creating wealth and value for all stakeholders".

周边关系 Local Relations

我们旨在通过努力有效地改善与我们紧密相连的周边社区人们的生活质量。
Our aim is to effectively improve quality of life for people living near our operations.

成立社区顾问团。21家工厂通过成立“社区顾问团”的方式，定期和不定期与周边居民沟通交流，切实了解和解决我们共同的实际问题。

制定周边关系突发事件应急预案。目前，已有35家工厂制定了周边关系突发事件应急预案，预案中明确领导小组及小组成员职责、预防及措施等内容，使周边关系风险做到事前预防。

优先招聘当地用工。为了帮助当地居民改善他们的收入，华新一直实施“优先招聘当地用工”的原则。截至到2012年底，仙桃公司本地用工达到99%，南通公司达到96%。并且，还实施了很多优惠的举措，如东川公司招聘了75名持有东川区再就业优惠证及失业证（简称双证）员工；株洲公司适当招聘家属工，已婚已育女工。

Community consultation panel. 21 plants set up community consultation panels for the purpose of communicating with local people to know and solve practical problems.

Emergency local relations plans. Currently, 35 plants have a plan covering the organization of emergency team and taking appropriate measures in the event of a disaster or emergency.

Huaxin gives priority to neighboring residents. When recruiting workers, this improving their income. Until end of 2012, Xiantao Company had 99% local workers, and Nantong Company had 96% local workers. Dongchuan Company recruited 75 employees who had a reemployment permit and a unemployment permit. Zhuzhou Company recruited some family members and helped women rejoin the workforce after having children.

社区活动 Community Activities

我们开展了丰富多彩的社区活动

Huaxin carried out many kinds of community activities

大力开展志愿者活动。2012年，华新在全集团范围内大力开展“履行责任 回报社会”志愿者活动，员工们通过开展关爱老人、儿童，扶贫帮困、社区建设、环境整治等活动，在社会上引起强烈反响，受到当地政府、工厂周边居民、新闻媒体单位的高度赞扬。公司全年总服务活动时间超过了10万小时。

Volunteer activity. In 2012, Huaxin carried out volunteer activity of "fulfilling responsibilities, rewarding the society" in group wide covering caring for the old and children, support people in poor and difficulty, community building, environment government etc. which caused strong response from the society and was highly appreciated by local government, local people and media. In total volunteers served for above 100,000 hours.

实例 Case Studies

“相聚华新 共度佳节”中秋茶话会
Mid-autumn tea party



“相聚华新 共度佳节”中秋茶话会现场 / Mid-autumn Tea party Site

2012年中秋节，房县公司邀请当地政府部门人员和周边村镇干部一起来到房县公司参加“相聚华新 共度佳节”中秋茶话会。

On Mid-autumn day of 2012, Fangxian Company invited local government people and local town and village leaders to join in team party of "Gathering in Huaxin, Enjoying beautiful festival together".

该公司领导与代表们共同观看了房县公司自建厂以来规模不断壮大及让周边村民迅速脱贫致富的发展历程，使代表们感同身受。

Fangxian Company leaders and local representatives watched the development course of bigger and bigger scale and help local villagers out of poverty.

代表们表示，房县公司的发展与周边经济发展紧密相连，一直以来房县公司与周边村民、干部结下了深厚的友谊。今后，各代表单位将一如既往地全力支持协助房县公司发展，积极主动帮助解决实际困难，真正达到互谋互荣的目的。

Local representatives said Fangxian Company's development interrelated with local economics. Fangxian Company has built deep friendship with local people. In future, locals will support Fangxian Company's development, help with difficulties and achieve mutual success.

“义务助学”志愿者活动
Volunteer to assist education

华新襄城公司在 2012 年期间，持续开展的“义务助学”关爱美德少年郭红雁志愿者活动。襄阳市襄城区欧庙镇郭河村三组 11 岁“美德少年”郭红雁父亲因病去世，她与下身瘫痪的母亲相依为命，依靠低保和好心人资助过日子。襄城公司的志愿者们在得知她的感人事迹以后，决定对她发起义务助学活动。志愿者们为郭红雁送去慰问金和礼物，帮助和辅导她学习；带她走进乡村开拓视野；鼓励她，要坚强面对目前的生活和学习上的困难。该活动在当地引起极大反响，并相继受到当地各方媒体的关注。



襄城公司志愿者看望小红雁 / Volunteers from Xiangcheng Company visit the girl "Hongyan"

In 2012 Xiangcheng Company continued to sponsor Guo Hongyan, a winner of the "Virtuous Youth" contest, with her education. 11-year-old Guo Hongyan's father died due to disease, so she stayed only with her paralyzed mother and relied on living allowances and charitable donations. Volunteers from Xiangcheng Company sent money and gifts, helped her with study, took her to see famous sights, and encouraged her to be persistent in the face of difficulties. This was greatly appreciated by local people and received recognition from local media.

驻村建设志愿者活动
Stay in villages to support construction

2012 年期间，西藏公司经过摸底走访，发现卡龙乡 3 个村农牧民生活比较艰难，特派出 12 名志愿者驻村帮助牧民改善生活条件。志愿者们花了近 3 个月时间完成了 76 户人家所有的羊圈修复工作；3 公里自来水进村工程；6 公里农田灌溉工程。卡龙乡 3 个村都位于海拔 4500m 以上，但志愿者们克服重重困难，缺氧不缺精神，得到当地政府及村民的一致好评。



志愿者帮助村民修复羊圈 / Volunteers repair sheepfolds

In 2012 Tibet Company sent 12 volunteers to stay in three villages with hard living conditions to help them with improvements. The volunteers spent 3 months to repair sheepfolds for 76 households, 3km tap water project, and 6km farm land irrigation project. The villages were located above elevation of 4500m. However the volunteers overcame the big difficulty of lack of oxygen. Their spirit was highly thought of by local government and residents.

志愿服务送温暖 情系孤老献爱心
Send warmness and kindness to aged widows and widowers

武汉市江夏区中心福利院有 200 余位孤寡老人，他们中大多数是空巢老人，并且有相当一部分是生活无法自理的五保老人，非常需要社会的帮助。公司得知这一情况后，决定由总部相关部门志愿者轮流对福利院孤寡老人进行跟踪服务，并与其中 6 名老人结成“帮扶对子”。重阳节前夕，志愿者们来到该福利院慰问这些孤寡老人，带着满载爱心的食用油和大米，送去对老人的亲切慰问与节日祝福；11 月，志愿者为老人们送上了电热毯、取暖器等一系列冬季保暖必需品；12 月，正是隆隆寒冬，志愿者们依然如约而至，这次志愿者不仅送来牛奶等慰问品，还有唱戏机等礼物，他们现场教会老人使用唱戏机，以便老人们平时听听戏曲，使生活更加充实，可谓送上精神关怀。



志愿者为老人送去慰问品 / Volunteers send condoling gifts to old people

There were above 200 widows and widowers in the welfare home of Jiangxia District, Wuhan city. Most of them were unable to care for themselves or in real need of social help. Huaxin volunteers from the Wuhan headquarters formed fixed pairs with six old people. Before the Double Nine Festival, volunteers took edible oils and rice to help the festival be a happy time. In November, volunteers took electric blankets and heating devices to them. In December, volunteers organized some actors to visit. They taught people to use the players to enrich their life and show their spiritual care.

抗震抢险救灾
Earthquake relief

2012 年 9 月 7 日，云南省昭通市发生 5.7 级地震，昭通公司志愿者立刻采取多种形式，尽自己最大能力抗震救灾。从 9 月 9 日起昭通公司组织了 60 余人的志愿者队伍奔赴灾区帮助周边受灾群众修补房屋，搭建临时居住点；昭通公司捐赠了 31.6 万元及 150 吨水泥，员工募集到赈灾捐款约 15 万元。



志愿者为灾区群众修补房屋 / Volunteers repair houses for people in disaster area

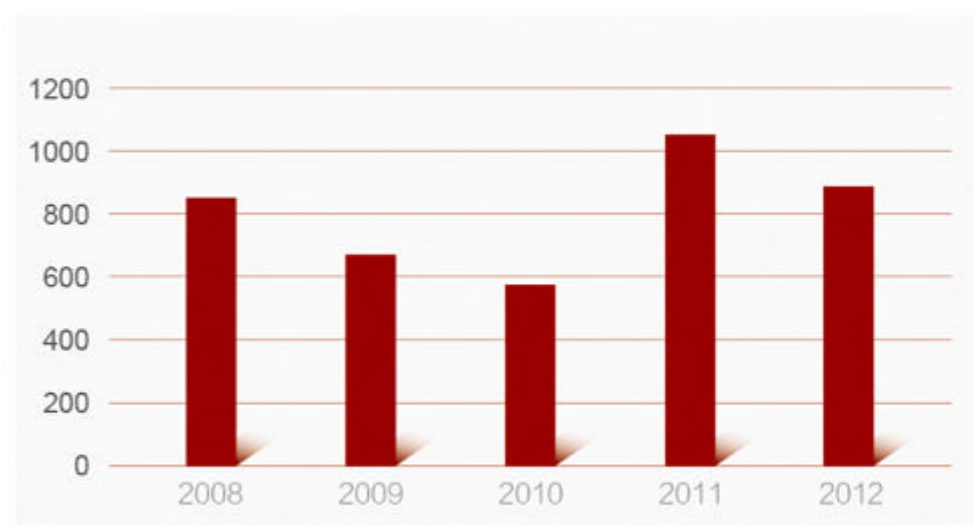
On September 7, 2012, there was a serious earthquake in Zhaotong city. Volunteers from Zhaotong Company assisted with reconstruction efforts. From September 9, a volunteer team of 60 people arrived at the disaster area to help victims repair houses and build temporary residences. Zhaotong Company staff collected CNY14,665 to donate for disaster area and Huaxin donated CNY316,000 and 150 tons of cement.

2012年社会公益活动捐赠情况 2012 Charitable Donations

| 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 | 85 | 545 | 630 |
| 捐资助学 Education | 7 | 15 | 22 |
| 扶贫帮困 Poverty relief | 58 | 22 | 80 |
| 支持灾区建设 Disaster recovery | 8 | 120 | 128 |
| 组织个人捐赠 Individual donation | 26 | | 26 |
| 合计 Total | | 886 | |

单位: 万元 (10 thousand RMB)

社会公益活动捐赠情况 Charitable Donations



单位: 万元 (10 thousand RMB)

2012年华新中标供应重点项目 2012 Major Projects



黄咸高速公路
Highway Huangshi to Xianning



望东长江大桥
Wangdong Yangtze River bridge



湖南沅天河水库
Hunan Centianhe Reservoir



西藏拉日铁路
Railway Tibet Lhasa to Shigatse

| 类别 Type | 项目名称 Projects |
|--|---|
| 公路 Road | 恩(施)黔(江)、恩(施)来(凤)高速公路 Highway Enshi to Qianjiang, Enshi to Laifeng |
| | 保(康)宜(昌)高速公路宜昌段、襄阳段 Highway Baokang to Yichang (Yichang section, Xiangyang section) |
| | 岳阳至宜昌高速石首至松滋段(江南高速) Highway Yueyang to Yichang (Shishou to Songzi section) |
| | 郧(县)十(堰)高速公路 Highway Yunxian to Shiyan |
| | 麻竹高速公路随(州)襄(阳)段 Highway Macheng to Zhuxi (Suizhou to Xiangyang section) |
| | 襄随高速公路随州西段、襄阳东段、襄阳西段 Highway Xiangyang to Suizhou (Suizhou West section, Xiangyang East section, Xiangyang West section) |
| | 临湘大(界)至岳(阳)高速 Highway Linxiang Dajie to Yueyang |
| | 武汉至洪湖高速公路洪(湖)监(利)段 Highway Wuhan to Honghu (Honghu to Jianli section) |
| | 黄(石)咸(宁)高速 Highway Huangshi to Xianning |
| | 通(城)至界(首)高速 Highway Tongcheng to Jieshou |
| 岳(西)至武(汉)高速安徽段 Highway Yuexi to Wuhan (Anhui section) | |
| 淮息淮固高速公路项目 Highway Huaxi to Huaigu | |
| 铁路 Railway | 宜昌紫云铁路 Railway Yichang to Ziyun |
| | 武汉市轨道交通 Wuhan subways |
| | 巴(中)达(州)铁路 Railway Bazhong to Dazhou |
| 西藏拉日铁路 Railway Tibet Lhasa to Shigatse | |
| 桥梁 Bridge | 望东长江公路大桥 Wangdong Yangtze River Bridge |
| 能源建设 Energy | 湖南沅天河水库改扩建工程 Hunan Centianhe Reservoir expansion project |
| | 云南白鹤滩水电站 Yunnan Bahetan hydropower station |
| | 云南乌东德水电站 Yunnan Wudongde hydropower station |
| | 西藏藏木水电站 Tibet Zangmu hydropower station |
| 华能澜沧江电站 Huaneng Lancang River hydropower station | |

老吾老以及人之老

Take Care of The Old

- 1/ 武穴公司志愿者为老人理发
Volunteers from Wuxue Company dress hairs for the old
- 2/ 西藏公司组织青年志愿者看望慰问孤寡老人
Volunteers from Tibet Company visit aged widows and widowers
- 3/ 宜昌公司志愿者与老人话家常
Volunteers from Yichang Company chat with the old
- 4/ 长阳公司志愿者走进敬老院
Volunteers from Changyang Company come to home for the aged
- 5/ 渠县公司志愿者为老人包饺子
Volunteers from Quxian Company make dumplings for the old
- 6/ 包装公司志愿者看望孤寡老人
Volunteers from Packaging Company visit the old
- 7/ 郴州公司志愿者为五保老人送祝福
Volunteers from Chenzhou Company send greetings to the old
- 8/ 仙桃公司志愿者到养老院送防暑降温用品
Volunteers from Xiantao Company send sun stroke prevention materials.
- 9/ 黄石公司志愿者与老人话家常
Volunteers from Huangshi Company chat with the old
- 10/ 房县公司志愿者关爱老人
Volunteers from Fangxian Company care for the old
- 11/ 信阳公司志愿者走进敬老院
Volunteers from Xinyang Company come to home for the aged
- 12/ 装备公司志愿者教老人上网
Volunteers from Equipment Company teach the old to surf the internet



幼吾幼以及人之幼

Take Care of The Youth



- 1/ 渠县公司志愿者为希望小学贫困生送去“爱心书包”
Volunteers from Quxian Company send school bags for poor students
- 2/ 宜昌公司志愿者开展“关爱社区儿童暑期生活”活动
Volunteers from Yichang Company carries out activity of "caring for children's life in summer holidays"
- 3/ 信阳公司志愿者到儿童福利院开展服务活动
Volunteers from Xinyang Company provide services for the welfare home
- 4/ 仙桃公司志愿者关爱特殊教育学校孩子
Volunteers from Xiatao Company care for disabled children



- 5/ 襄城公司志愿者持续开展对郭红雁助学活动
Volunteers from Xiangcheng Company continue to help Guo Hongyan's study
- 6/ 襄阳公司情系竹坪小学
Xiangyang Company is in full thinking of Zhuping primary school
- 7/ 阳新公司志愿者爱心帮扶肾病儿童
Volunteers from Yangxin Company help the child with nephropathy



- 8/ 公司总部志愿者走进黄石福利院
Volunteers from head quarter come to Huangshi Welfare home
- 9/ 岳阳公司志愿者关爱福利院儿童
Volunteers from Yueyang Company take care of children in the welfare home
- 10/ 株洲公司志愿者暑期爱心助教
Volunteers from Chenzhou Company help with study in summer holidays
- 11/ 恩施公司志愿者开展“大手拉小手”爱心助学工程。
Volunteers from Enshi Company help with education

志愿者活动全面展开 Volunteering Activity

1 / 昭通公司志愿者抗震救灾

Volunteers from Zhaotong Company help with earthquake relief



1

2 / 秭归公司志愿者帮助村民春耕

Volunteers from Zigui Company help with spring ploughing



2

3 / 赤壁公司志愿者开展清扫街道活动

Volunteers from Chibi Company clean streets



5

4 / 麻城公司志愿者清扫周边社区道路

Volunteers from Macheng Company clean local roads



6

5 / 湘钢公司志愿者开展学雷锋修路活动

Volunteers from Xianggang Company help with repair road



3

6 / 道县公司志愿者为养老院打扫环境卫生

Volunteers from Daoxian Company clean home for the old



7

7 / 荆州公司志愿者走进田间帮助周边农户拾捡棉花

Volunteers from Jingzhou Company help farmers pick up cotton



8

8 / 郧县公司志愿者修复危桥

Volunteers from Yunxian Company repair bridge in danger



9 / 南通公司志愿者看望儿童福利院儿童

Volunteers from Nantong Company visit children in the welfare home



10

10 / 株洲包装公司组织志愿者帮助村民采摘茶籽

Volunteers from Zhuzhou Packaging Company help farmers pick tea seed



11

11 / 涪陵公司志愿者为当地缺水学校送饮用水

Volunteers from Fulin Company send drinking water to schools lack of water



12

12 / 渠县公司志愿者下乡帮助农户清理菜地杂草

Volunteers from Quxian Company help get rid of ruderals for farmers



13

13 / 迪庆公司志愿者帮村民抢收玉米

Volunteers from Diqing Company help farmers pick corns



14

14 / 武穴公司志愿者帮助村民摘桔子

Volunteers from Wuxue Company help farmers pick oranges



15 / 襄阳公司志愿者走访慰问周边特困户

Volunteers from Xiangyang Company visit households in special difficulty



15