



# 2015 | 企业社会责任报告



## CSR REPORT

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华新水泥股份有限公司



### 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2015年度为主，适度向前延伸，以补充2014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 2014, with a brief supplement to the information disclosed in 2013.

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

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# 总裁致辞

## Forward by the CEO

2015年12月1日，我们迎来了拉豪中国——华新水泥中国首日，全面开启了整合与变革的新航程，并提出企业新的文化价值观：安全第一、客户至上、结果导向、诚实守信、创新发展、以人为本。面对“经济下行、需求下滑”的严峻形势，我们坚信各方携手同心，实现优势互补，必将进一步提升公司的生产经营业绩，进一步夯实公司在建材行业中的领先地位！

我们秉承“清洁我们的生活环境，提供信赖的建筑材料”的企业使命，在追求经济效益的同时，坚持走低碳、循环、可持续发展之路，自主创新，开发出国际领先的水泥窑高效生态化协同处置固体废弃物成套技术，着力打造绿色环保产业，成功实现了企业产业结构调整与转型升级。

我们始终坚持“安全第一”的生产文化，通过提升安全领导力、建立专业安全管理队伍、推行FPE安全矩阵管理、拉网式深度安全检查、安全教育和培训等方式，逐级落实安全生产责任制，促进安全管理水平的不断提升。

我们崇尚“以人为本”，尊重每位员工的权利和选择，公平地给予每个人发展的机会。通过开展多样化、差异化培训和丰富的业余活动，极大地激励了全体员工不断创新、锐意进取的拼搏精神，促进了企业与员工的和谐发展。

我们遵循“客户至上”的服务理念，关注客户需求，积极推动营销体系变革，不断完善产品售后服务管理体制，竭力为客户创造价值。

我们牢记“建造一所工厂，造福一方百姓”的发展理念，积极回报社会。从国内到海外，我们通过捐赠、设立华新基金、开展形式多样的志愿者活动，不仅树立了华新对社会负责的企业形象，而且也提升了中国企业的国际影响力与竞争力。

“美好的世界从我们开始！”这是我们的愿景，更是对社会的承诺。在充满挑战与机遇的2016年，华新水泥一定会赢得更强大的核心竞争力、实现更快的绿色转型发展、履行更好的社会责任，为实现社会和企业的可持续发展而努力奋斗。



总裁 李叶青 CEO Li Yeqing

First", by improving safety leadership, establishing professional safety management team, implementing FPE safety matrix management, "dragnet" deep safety inspection, safety education and training, our safe production responsibility system will be implemented step by step, and safety management level will be promoted to improve continuously.

We advocate "People Oriented", respect each employee's interest and choice and fairly give everyone an opportunity of development. By conducting diversified and differentiated training and abundant leisure activities, our staff's fighting spirit were greatly inspired to innovate unceasingly and forge ahead, which promoted harmonious development of our Company and employees.

We follow the service concept "Customer Centric", focus on demand of our customers, actively push forward the marketing system reform, constantly improve the product after-sales service management system, and strive to create value for customers.

We bear in mind the concept of development "A plant built should benefit the people living around", and proactively repay the society. From domestic to overseas, through donations, establishing Huaxin Fund and conducting various forms of volunteer activities, we not only set a corporate image that Huaxin is responsible for the society, but also enhanced the international influence and competitiveness of Chinese enterprises.

"A Beautiful World Starts with Us!" This is our vision and also the commitment to the society. The year 2016 is full of challenges and opportunities. Huaxin Cement will win stronger core competitiveness, realize faster green transformation development, fulfill better social responsibility, and make arduous efforts for sustainable development of both the society and the Company.

On December 1, 2015, we ushered in LH China & Huaxin Cement China Day One, which opened a new voyage of integration and reform, and proposed new corporate culture values: Safety First, Customer Centric, Result Oriented, Act with Integrity, Ensure Sustainable Growth and People Oriented. Facing the grim situation of "economic downturn and falling demand", we firmly believe that all parties will join hands to achieve complementary advantages, thus the Company's production and operating results will be further enhanced and its leading position in the building materials industry will be further reinforced!

We hold our mission "To clean our living environment while providing reliable building materials", in the pursuit of economic benefits, we insist on low-carbon, recycling, sustainable development, and independent innovation. We developed the world's leading whole set of technology on eco-efficient coprocessing of solid waste by cement kilns and strived to create a green environmental business, successfully realized industrial structure adjustment and transformation upgrading.

We always adhere to our production culture "Safety

# 公司概况

## Company Profile

华新始创于1907年，是我国水泥行业最早的企业之一，被誉为“中国水泥工业的摇篮”。

近年来，华新积极转变发展方式，以水泥生产为轴心，积极推进“纵向一体化”，大力发展水泥及环保装备制造、预拌混凝土、骨料和环保产业。以“能耗低、技术领先、社会效益高、可持续发展”为发展理念，结合国际领先的水泥窑高效生态化协同处置固体废物技术，打造节能减排、绿色环保产业，实现企业与社会、环境的和谐发展。

2015年，面对严峻的宏观经济形势和行业竞争态势，以及华新一拉法基整合带来的双重压力，公司始终坚持一条主线（安全第一）、两个主题（结果导向、业绩至上）、三个聚焦（聚焦客户、聚焦成本、聚焦人）、四大战略（水泥与环保结合的转型战略、水泥业务的海外发展战略、传统工业+互联网的创新战略、整合与协同优化战略）、五大重点（市场、营销、生产运行、集中采购、共享服务），全力抢抓机遇，综合实力稳居国内同行业前列，以252.76亿元的品牌价值蝉联“中国、亚洲500最具价值品牌”。

Huaxin was founded in 1907, it is one of the first enterprises in China's cement industry, it is known as "the cradle of China's cement industry".

In recent years, Huaxin actively changes its development mode, centers cement production, proactively pushes on "vertical integration", and vigorously develops cement and environmental protection equipment manufacturing, ready-mixed concrete, aggregate and environmental protection businesses. "Low energy consumption, leading technology, high social benefit and sustainable development" as its development concept, combining the world's leading technology on eco-efficient coprocessing of solid waste by cement kilns to create energy saving and emission reduction and green environmental protection business, and to realize harmonious development of the Company with the society and environment.

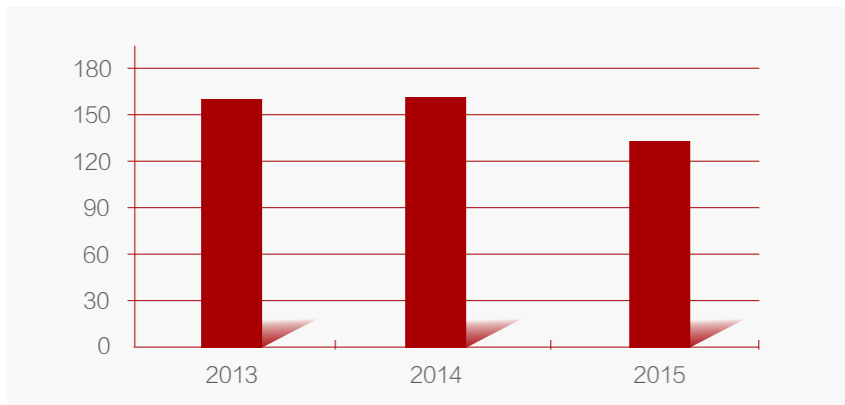
In 2015, facing the double pressure brought about by the severe macroeconomic situation and industrial competition, as well as Huaxin -Lafarge integration, the Company always adhere to one principal line (safety first), two topics (results oriented, performance is supreme), three excellences (customer excellence, cost excellence and people



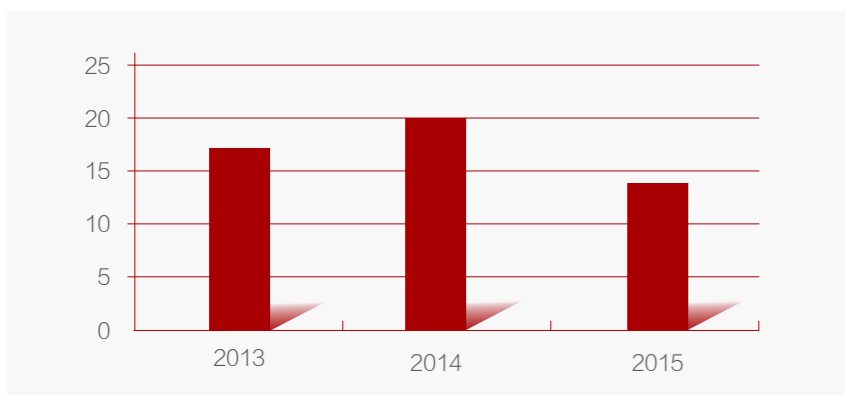
excellence), four strategies (transformation strategy on combination of cement and environmental protection, overseas development strategy on cement business, innovation strategy on traditional industry + internet, optimization strategy on integration and coordination) and five key points (market, sales, production and operation, centralized procurement, shared services), to seize the opportunity with all our strength. Comprehensive strength of the Company steadily ranked forefront in domestic industry. It continued to hold the title of "China and Asia's 500 Most Valuable Brands" with the brand value of 25.276 billion Yuan.

## 2015年公司经济效益

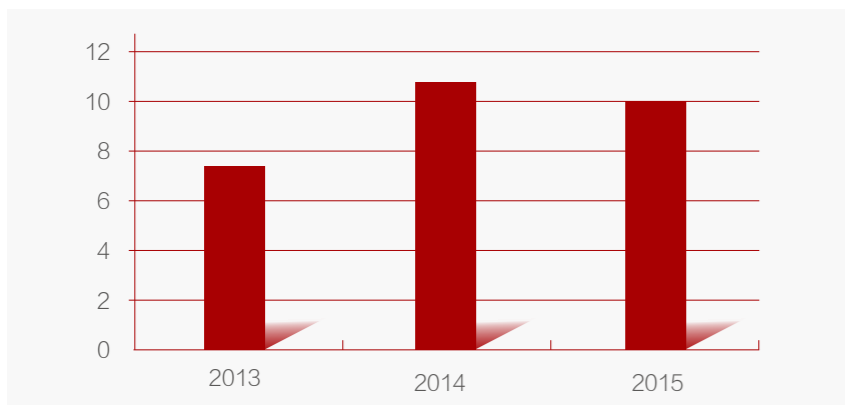
Economic Results of the Company in 2015



营业收入 (单位: 亿元) Operating revenue (100 Million Yuan)



税收实现额 (单位: 亿元) Taxes payment (100 Million Yuan)



支付员工工资总额 (单位: 亿元) Total staff salary payment (100 Million Yuan)

## 2015年公司荣誉

Company Honor in 2015

“2015中国企业社会责任500强”揭晓，华新水泥位列第85位。



“The 2015 Top 500 China CSR” was published, Huaxin Cement ranked No. 85.



1、(第十二届)《中国500最具价值品牌排行榜》，华新水泥位居96位。  
Huaxin ranked No. 96 in the 12th “China’s 500 Most valuable brands”.



2、由世界品牌实验室和世界经理人集团共同编制和发布的2015年《亚洲品牌500强》排行榜在香港揭晓，华新水泥继2013年后再次进入榜单，排名185位，较上次提升11位。  
“The Asia’s 500 Most Influential Brands 2015” List jointly prepared and published by the World Brand Lab and the World Executive Group was disclosed in Hong Kong, Huaxin Cement re-entered the List after 2013, it ranked 185 with 11 places up compared with last time.

3、《财富》(中文版)发布2015年中国500强企业排行榜，华新水泥荣登榜单。  
“Fortune” (Chinese Version) released the ranking list of 2015 China’s Top 500 Enterprises, Huaxin Cement was in the list.



4、公司总裁李叶青再获湖北优秀企业家(金牛奖)称号，公司也再获优秀企业(金鹤奖)荣誉称号。  
CEO Li Yeqing was re-awarded the title of “Hubei Outstanding Entrepreneur (Golden Bull)”, and the Company was also re-awarded the honorary title of “Outstanding Enterprise (Golden Crane).”

5、2015湖北百强企业发布，公司再次名列百强企业第26位。  
2015 Hubei Top 100 Enterprises was released, the Company once again ranked No. 26 among the top 100 enterprises.

## 公司治理 Corporate Governance

良好的公司治理是决定企业健康、可持续发展的基础性因素。2015年，我们积极完善公司内部治理机制，加强风险防范，进一步提升了公司治理水平。

Good corporate governance is a basic element to determine the health and sustainable development of the Company. In 2015, we actively improved our internal governance mechanism and strengthened risk prevention, thus the level of corporate governance was further enhanced.

## 真实披露信息

True disclosure of information

2015年9月6日，公司第八届董事会第五次会议审议批准了公司新的组织结构，并决定在公司高管层中设立执行委员会。公司全年高质量、无差错的披露4份定期报告、51份临时公告。公司全年举办9次投资者公开接待周活动，组织3次管理层与投资者交流会（包括网上路演），全年5次参加证券公司资本市场策略会；全年不定期接待各类投资者70余人次，处理各类投资者邮件、互动问答80余条/次，日均接听投资者电话4人次。

On September 6, 2015, the Fifth Meeting of the Eighth Board of Directors approved the new organizational structure of the Company, and decided to establish the Executive Committee among the Senior Management. During the whole year, the Company disclosed 4 periodic reports and 51 extraordinary announcements with high quality and no error. The Company also held 9 Investor Public Reception Week activities, organized 3 communication meetings between the Management and investors (including online roadshow), participated in 5 capital market strategy meetings organized by securities companies; received various



公司举办投资者公开接待日活动  
Investor Public Reception Day Activities

types of investors more than 70 person-time from time to time, handed mails and interactive questions from all types of investors more than 80 times, and daily answered telephone calls from investors 4 person-time averagely.

## 诚信经营

### Integrity of Operation

2015年，公司从客户需求出发，始终秉承“客户至上”的服务理念，从湖北走向全国，直至迈出国门走向世界，通过持续推行“CRM、CVM项目”，“一机（定制化智能手机+华新APP）、一卡（订单支付系统）、一车（物流配送信息平台）”及“便利店”等营销模式，打造差异化核心竞争力，有效提升了客户购买体验和便捷性。在公司对五大水泥事业部市场区域随机抽取的2147家终端客户样本进行的客户满意度调查中，“满意”、“非常满意”的客户为1836家，客户满意度达90.2%。“华新水泥，百年品质”已成为华新水泥品牌的象征和文化烙印。华新水泥对产品质量和服务的执著追求和努力，赢得了国内外消费者的青睐与广泛认可。

In 2015, the Company focused on customer needs and always adhered to the service concept "Customer Centric"; it went nationwide from Hubei and moved towards the world. Through the continued implementation of "CRM and CVM projects" and marketing model such as "a cellphone (customized smart cellphone + Huaxin APP), a card (order payment system), a truck (logistics information platform)" and "convenience store", to create differentiated core competitiveness and effectively enhance the shopping experience and convenience of our customers. Among the 2147 end customers randomly selected for customer satisfaction survey for the market areas of the five cement business units, customers who gave "satisfied" and "very satisfied" reached 1836, and the customer satisfaction was 90.2%. "Huaxin Cement, a century's quality" has become a symbol of Huaxin Cement brand and cultural imprint. Persistent pursuit and efforts of Huaxin Cement on its product quality and services have won the favor and wide recognition of consumers both at home and abroad.

## 加强廉政建设

### Strengthening Construction of a Clean and Honest Administration



郟县公司召开拒腐防变党风廉政教育活动  
Yunxian Company held education activities on combating corruption and moral degeneration



襄阳公司扎实推进反腐倡廉教育确保全员全覆盖  
Xiangyang Company strongly pushed forward the anti-corruption education to ensure full coverage of the staff

2015年，公司以关键环节的廉政风险防控为重点，在采购、物流、营销等重点关键岗位组织风险防控、排查活动。公司坚持对采购、物流、工程等的网上招标进行实时监督，对发现的问题或疑问，运用《答疑函》、督办整改等方式来解决，全年共计发出和返回《答疑函》60份，撰写网上招选《情况反映》2期。

In 2015, the Company attached great importance to risk control on incorruption, it organized risk prevention and investigation activities for procurement, logistics, marketing and other key positions. The Company insisted on real-time monitor on the online bidding of procurement, logistics and engineering, resolved the problems or questions found by using "Letter of Q&A", supervision and rectification etc.. It issued and reverted a total of 60 "Letter of Q&A", wrote 2 online selection "Status Reports" .

同时，公司纪委监察室与审计、督办、财务、采购、物流、质量、公共关系、法律事务部等部门建立了廉政信息共享、廉政案件联办、廉政风险联防的工作机制，扩大廉政线索来源，提高违纪问题的核查质量，对公司突出的、具苗头性与倾向性的违纪问题采取了协商预防和处理的办法。

Meanwhile, the Discipline Inspection Office worked with Audit, Supervision, Finance, Procurement, Logistics, Quality, Public Relations, Legal Affairs Departments and established a working mechanism to share incorruption information, jointly handled the cases and prevent risks. It expands the sources of corruption clues, improves the verification quality of problems on breach of the principles. As for the extrusive problems which have bad symptoms and propensity, the Company took consultative prevention and treatment.

## 环保履责

Environmental Protection

华新人以“美好的世界从我们开始”为愿景，在追求经济效益的同时，积极履行社会责任，坚持走可持续发展的循环经济之路，着力打造绿色环保产业，让华新成为受社会尊重、客户认同、同行尊敬的国际化一流企业。

With the vision of “A beautiful world starts with us” Huaxin Cement Co., Ltd. proactively performs its social responsibility while pursues economic benefits. By making efforts persistently in promoting a circular economy, and building a green environmental protection Business, Huaxin aims to be a first class international company, which recognized and respected by the society, clients and counterparts from the same industry.

## 清洁生产

Clean Production

公司严格执行国家环保排放标准，最小化生产活动的环境足迹，最大化提升环境服务能力。与此同时，关注产品全生命周期的CO<sub>2</sub>排放，挖掘CO<sub>2</sub>减排潜力，以应对气候变化。

The Company strictly implements national environmental emission standards, minimizes the production footprint on environment and maximizes environmental protection capacity. At the same time, the Company pays much attention to the CO<sub>2</sub> emission in the whole life circle of products and explores the potential to reduce the CO<sub>2</sub> emission, to counter climate change.

## 降低污染物排放

Reduction of Pollutant Discharge

在分析、评价环保合规性风险的基础上，公司制定各工厂环保改进路线图，督导各工厂严格落实。同时，利用在线监控平台，实时监控、预警，辅以主要污染防治设施运行优化，实现污染物连续稳定达标排放。

On the basis of analysis and comments on compliance risks of environmental protection, the Company formulated specific environmental protection improving roadmaps for all plants, and supervised the execution. The Company has consistently reached the standard of pollution discharge by using online supervision platform for real time monitoring and pre-warning assisted and optimized by major pollution prevention facilities.

### NO<sub>x</sub>治理

NO<sub>x</sub> treatment

2015年，公司继续推行水泥窑分级燃烧系统改造，目前已在15家窑线工厂成功实施，分级燃烧改造完成后，可进一步从源头上降低NO<sub>x</sub>排放，减少还原剂氨水的用量，在实现NO<sub>x</sub>排放100%达标的基础上，最小化环境影响。

In 2015, the Company continued its upgrading and reform on fractional combustion system of cement kiln, and the work has been done successfully in 15 kiln line plants. The upgraded system can further reduce the NO<sub>x</sub> emission from the source, reduce the use of Ammonia as the reductant and minimize the impact on environment on the basis of meeting NO<sub>x</sub> emission standard by 100%.



### 粉尘治理

#### Dust emission control

实施窑尾“电改袋”。2015年，公司投入约5000万元完成郟县K2、阳新K2、大冶K2、房县生产线窑尾“电改袋”工程，公司实现窑尾“去电化”。

Kiln end dust collection system upgrading from “electrostatic dust collection to bag dust collection”. In 2015, the Company invested about 50 million Yuan in completing the upgrading work in kiln lines, including Yunxian K2, Yangxin K2, Daye K2 and Fangxian, and realized the goal of no electrical dust collection on kiln ends.

预防性维修与工艺控制相结合。在预防性维修，并通过执行定期清扫、清理制度的基础上，实施窑头收尘器改造和工艺优化，实现窑头电收尘稳定达标排放。

Preventative maintenance combined with the technical process control. The Company successfully optimized and upgraded the kiln head dust collector and regularly carried out the cleaning, realized stable electrostatic dust collection at kiln head that met the emission standard.

### SO<sub>2</sub>治理

#### SO<sub>2</sub> emission control

公司使用低硫煤，并通过监控生料、煤炭中含硫量，从源头上控制SO<sub>2</sub>的产生来源；优化脱硫设施，提升运行效率，实现工厂SO<sub>2</sub>稳定达标排放。公司国内首创的水泥窑在线脱硫系统在涪陵、渠县工厂的应用，有效地控制SO<sub>2</sub>的排放，优于国家标准。

The Company controlled SO<sub>2</sub> emission from the source by using low-sulfur coal and monitored the sulfur content in raw materials and coal; the Company optimized the de-sulfur facilities, thus raised the operation efficiency and helped the plant in meeting the SO<sub>2</sub> emission standard steadily. The Company invented cement kiln line in-process de-sulfur system was installed and applied in Fulin plant and Quxian plant, effectively controlled SO<sub>2</sub> emission and performed better than national standard required.

### 无组织排放控制

#### Management on unorganized pollution discharge

装包系统无组织治理。2015年，公司继续推行装包系统无组织排放控制，基本完成水泥装包线无组织排放治理工作。

Management on unorganized pollution discharge in packaging system. In 2015, the Company continually promoted the control on unorganized pollution discharge in packaging system, and basically completed the management.

### 噪声治理

#### Noise control

从噪声产生源头、传播路径和噪声受体保护三方面降低噪声排放：

Reduced the noise from the three aspects including the source, the transmission and receiver protection;

新建工厂选用低噪音设备、合理布置高噪声设备；

Chose low noise equipment for new plants and reasonably laid out high noise equipment;

对产生机械性噪声设备安装隔声罩，对产生空气动力学噪声的设备安装消音器；

Installed acoustic shield for equipment producing mechanical noise, and installed sound buffer for equipment producing aerodynamics noise;

在可能对周边环境产生较大影响的区域安装隔声墙。

Erected sound proof walls in places where big impacts may happen to surrounding environments.

### 提升环境保护理念

#### Enhance environmental protection concepts

2015年，公司实施各业务单元环保管理人员能力、意识培训，进一步强化环保工厂环保管理水平。

In 2015, the Company improved environmental management capacity in each business sector, carried out the awareness training, and further strengthened environmental management level of environmental plants.

### 推行环境信息公开

#### Implementation of environmental information disclosure

各水泥工厂严格按照上市公司环境信息公开的要求，定期在省市环境监测信息发布平台上公开排放数据，接受公众监督。

Each cement plant, in strict accordance with the environmental information disclosure requirement of listed companies, regularly publicized the emissions data at the provincial and municipal public information release platform and received the public scrutiny.

### 实施矿山复垦与生物多样性保护

#### Implementation of mine reclamation and biodiversity conservation

公司始终坚持统筹企业发展与环境保护治理、生态效益优先与经济社会效益、社会责任与永续发展相统一的理念，按照“谁开采、谁治理”原则对已开采矿山进行分片、分段的复垦治理。

在生物多样性方面，公司与IUCN（世界自然保护联盟）合作，定期实施采矿区生物多样性评估，矿采区内无IUCN红色名录中的物种。

The Company always adheres to the concepts of integration of the corporate development and environmental protection, ecological benefits prior to the economic and social benefits as well as the unity of the social responsibility and sustainable development, based on the principle of "Who mined, who treat", the Company has carried out the reclamation and treatment in mined mines in different areas and sections. In terms of the biodiversity, the Company cooperated with the IUCN (International Union for Conservation of Nature) on a regular basis to assess the biological diversity of mining areas, no IUCN Red List species was found.

## 应对气候变化 Tackle the Climate Change

水泥行业是产生温室气体CO<sub>2</sub>的大户。对华新而言，降低温室气体排放不仅仅体现在严格落实国家、地方的温室气体控制政策上，更多地体现在持续的温室气体减排上。为减缓温室气体排放对环境的影响，公司在全方位推行碳资产管理，持续实施节能减排项目的同时，提高可替代燃料利用率，大幅度地降低温室气体排放。

Cement industry is one of the biggest emitter of CO<sub>2</sub>, as for Huaxin to reduce the greenhouse gas emissions is not only reflected in the strict implementation of national and local policies to control greenhouse gases, but more reflected in the continued implementation of the greenhouse gas emissions reduction. For the mitigation the impact of greenhouse gas emissions on the environment, the company fully implemented carbon asset management, energy saving projects, improvement on the utilization of alternative fuels so as to significantly reduce greenhouse gas emissions.

### 完成碳交易试点履约 Complete carbon trading pilot commitment

2015年，公司积极参与湖北省、重庆市、广东省的碳交易试点工作，按时完成履约，履行企业对气候变化的社会责任。

In 2015, the company was actively involved in carbon trading pilot project in Hubei Province, Chongqing City and Guangdong Province, timely completed the commitment to fulfill corporate social responsibility on climate change.

### 持续推进CO<sub>2</sub>减排 Pushing forward the CO<sub>2</sub> emission reduction

2015年，基于CSI（水泥可持续倡议组织）的水泥行业温室气体核算指南，2015年公司直接CO<sub>2</sub>排放总量较2014年下降8%。

In 2015, according to the CSI's (Cement Sustainability Initiative) guideline on cement industry greenhouse gas calculation, the Company's direct emission of CO<sub>2</sub> in year 2015 decreased by 8% over last year.

### 实施碳资产统筹管理 Implementation of integrated Carbon Asset Management

公司成立气候保护部门统筹各排控企业的碳资产管理，通过碳排放内部核算，挖掘减排潜力，提前为全国碳交易做准备。

Implementation of integrated Carbon Asset Management  
The Company founded a climate protection department to coordinate the carbon asset management of the companies with emission control, through the internal carbon emissions calculation to tap the reduction potential in advance so as to prepare for the national carbon trading.

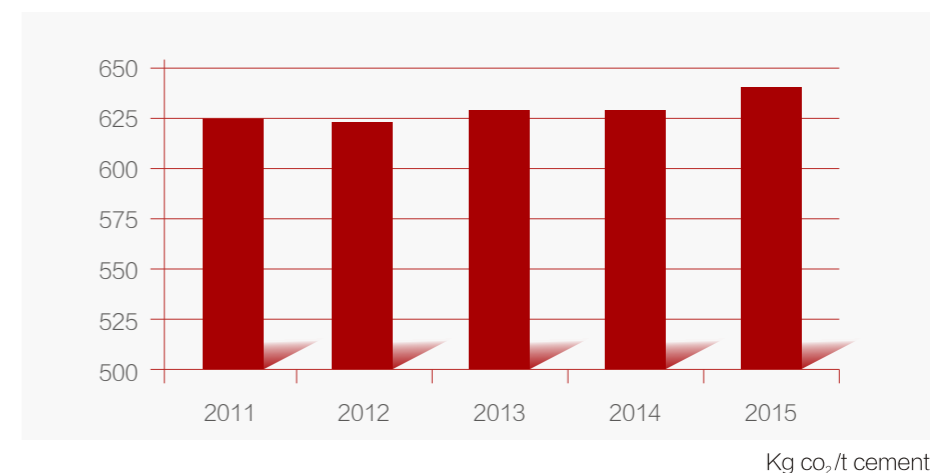
### 提升可替代燃料利用率 Improvement of the alternative fuels utility rate

2015年，累计处置生活垃圾62.65万吨、市政污泥20.82万吨、污染土9.1万吨、三峡漂浮物0.58万吨，减少CO<sub>2</sub>排放60.51万吨。

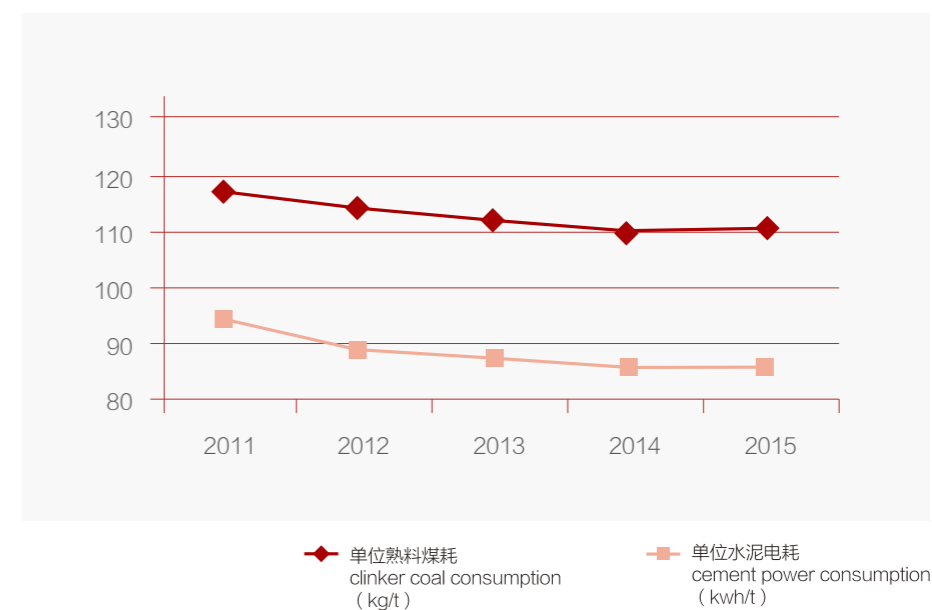
In 2015, the accumulated municipal solid waste (MSW) disposal volume reached 0.6265 million tons, municipal sewage sludge reached 0.2082 million tons, contaminated soil reached 91 thousand tons and three gorges floating material reached 5.8 thousand tons and the CO<sub>2</sub> emission reduced by 0.6051 million tons.

## 业绩指标 Performance Indicators

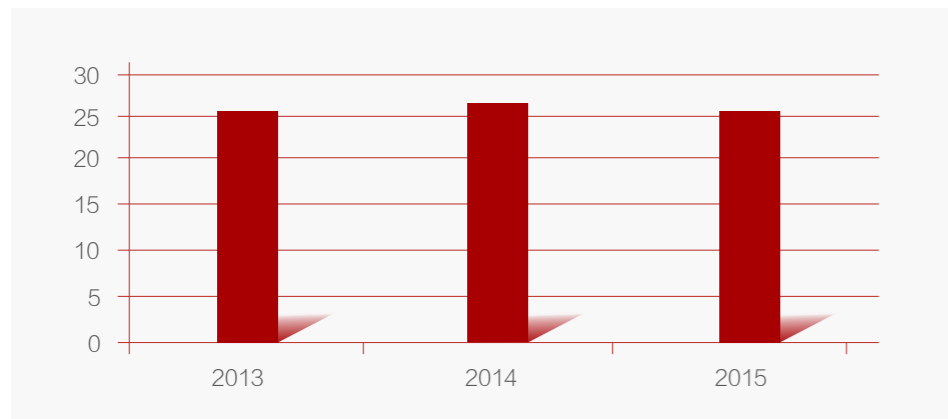
每吨胶凝材料生产所产生的单位毛CO<sub>2</sub>  
Specific CO<sub>2</sub> emissions



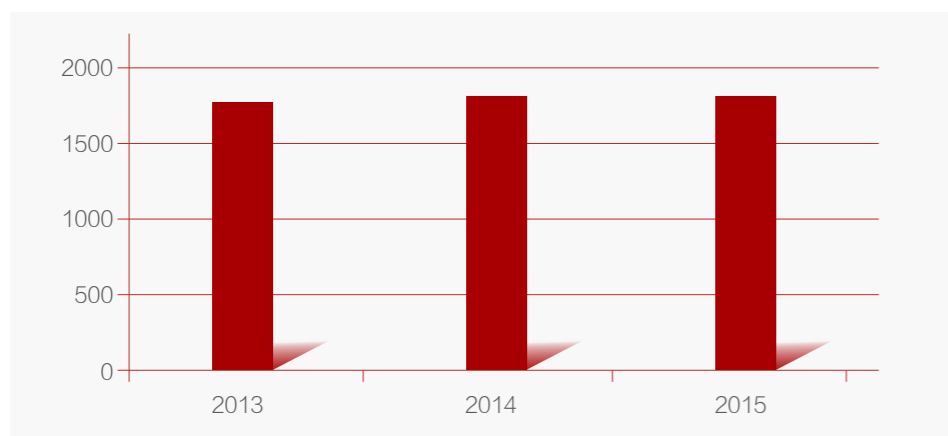
单位水泥能耗量  
Unit cement energy consumption



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

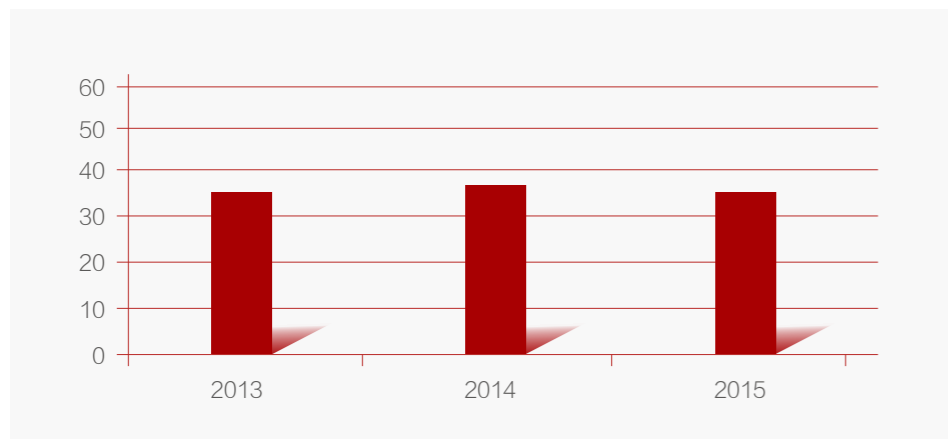


工业固体废弃物的消耗量  
Consumption of industrial byproducts



单位: 万吨/年 Unit:10,000t/y

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



单位: 度/吨 Unit: kwh/t

## 实例 Case Studies

### 秭归公司余热发电改造 Zigui Plant waste heat power generation renovation



余热发电管束的翅片管间距离调整  
Distance adjustment for the waste heat power generation pipe bundle's fin

秭归公司通过对AQC锅炉中压12组蒸发器高压水枪清洗、更换蒸发器管束等措施，对余热发电进行优化，2015年吨熟料发电量较2014年提高近4千瓦时；年发电量增加680万千瓦时；年节约标煤850吨，减少CO<sub>2</sub>排放2200吨；

The Zigui Company optimized the waste heat power generation system through cleaning the AQC boiler medium voltage 12 groups evaporator with high pressure water jets, changing the evaporator pipe bundle etc., and in 2015 power generation per ton clinker increased by 4 kwh over the year 2014; annual power generation increased by 6.8 million kwh; annual saving of standard coal was 850 tons with CO<sub>2</sub> emission reduced by 2200 tons.

### 桑植公司噪音整治工程 Sangzhi Company noise treatment project



桑植公司噪音隔声墙  
Acoustic wall of Sangzhi

桑植公司2015年投入300万元在临近公路一侧修建隔音围墙，针对水泥磨风机、装包收尘器排风筒修建隔声罩，降低噪音对周边环境的影响。In 2015, Sangzhi Company invested 3 million Yuan in the construction of sound walls near the side of the road. Targeted at the cement mill fan, dust collector exhaust duct, the Company installed acoustic shields to reduce the noise impact on the surrounding environment.

## 涪陵公司分级燃烧改造

### Fractional combustion renovation of Fuling Company

涪陵公司分级燃烧项目改造后，已运行9个多月，未影响窑系统的正常运行，生产得到保证，NO<sub>x</sub>排放得到更好地控制。氨水用量由改造前的平均900L/h，降低到目前的平均400L/h，氨水用量下降率55%左右。通过对比评估：在使用相近煤质，相近产量连续生产的情况下，针对改造前后数据对比分析得出，在NO<sub>x</sub>排放浓度控制相近时，改造前后氨水消耗量下降44.4%，则氮氧化物平均下降38.55%。

Since the fractional combustion renovation, the production line has been running for more than nine months, no negative impact was found on the normal operation of the kiln system, NO<sub>x</sub> emissions have been better controlled. The amount of ammonia reduced from the former average 900L / h to the current average 400L / h, dropping about 55%. Through a comparative assessment: under the circumstances of using coal with similar quality, with continuous similar production output data, for comparative



analysis results before and after the renovation, when the NO<sub>x</sub> emission concentration control is similar, ammonia consumption fell by 44.4% after renovation, the average emission of nitrogen oxides reduced by 38.55%.

## 西藏山南公司推行废水零排放

### Tibet Shannan Company pushing forward zero waste water discharge

在生态脆弱、厂区海拔3750m的西藏山南工厂，为实现水排放对环境的“零影响”，2015年共投资123万元，建设废水循环利用设施，实现厂区内废水零排放。生产废水——生产线循环冷却水引至海拔4100m的矿山做绿化灌溉用。生活污水——生活污水主要来自盥洗用水和粪便污水，有机物含量高，经简单处理达到用水排放标准后，全部用于厂区内绿化灌溉，实现零排放。

In ecologically fragile Tibet Shannan Company with an elevation of 3750 meters, to realize the water discharge with "zero impact" on the environment, the Company in 2015, totally invested 1.23 million Yuan to construct waste water recycling facilities to achieve zero discharge of wastewater in the plant region. Production wastewater - circulating cooling water, was led to an altitude of 4100m to do mine greening irrigation. Sanitary sewage - sewage mainly from the toilet water and fecal sewage with high organic matter content, after simple treatment to achieve water discharge standards, all the above sewage was used for green irrigation in plant region and achieved zero discharge.

## 环境服务

### Environmental Service

2015年,华新利用水泥窑协同处置固体废弃物达93.6万吨,同比增长31.9%,为社会处置了62.65万吨生活垃圾、20.82万吨市政污泥、9.1万吨污染土、0.58万吨漂浮物、0.48万吨危废。华新水泥窑协同处置城市生活垃圾的处置量占全国水泥窑协同处置总量的70%,同时武穴、株洲两家公司入选了国家六部委水泥窑协同处置生活垃圾试点企业名单。环保业务营业收入达1.5亿元,同比增加25%。

In 2015, Huaxin disposed solid wastes of 0.936 million tons by using the cement kiln co-process technology, an year on year increase of 31.9%, and the MSW disposal volume reached 0.6265 million tons, municipal sewage sludge reached 0.2082 million tons, contaminated soil reached 91 thousand tons and floating material reached 5.8 thousand tons and the hazardous wastes of 4.8 thousand tons. Cement kiln co-processing of MSW amount of Huaxin accounted for 70% of the total wastes disposed by cement kiln in China, and Wuxue and Zhuzhou Company were selected and included in the cement kiln co-process of MSW pilot company list by the "Six-Ministry". In 2015, total operating revenue of Eco business reached 150 million Yuan, an year on year increase of 25%.

## 聚焦客户

### Customer Excellence

挖掘潜在的合作伙伴,依靠合作伙伴资源和实力,推进长三角、珠三角、鄂西等地区业务发展,努力开发湖北省内外污染土、危废、污泥市场,为地方政府和相关企业提供符合实际的废弃物处置方案,收到显著成效。

Looking for potential partners, relying on the resources and strength of the partners to promote business development in Yangtze River Delta, Pearl River Delta and other regions in western Hubei Province, making great efforts to develop internal and external contaminated soil, hazardous wastes, sewage sludge market and provide the local government and relevant enterprises with the practical waste disposal plans which received remarkable results.

## 安全生产

### Production safety

根据环保工厂安全生产实际,制定“消防”、“受限空间”两大高风险的安全作业规程,全面推动公司FPE安全矩阵项目及“人车分流”项目的落地实施;同时通过对工厂所有生产人员进行针对性地专项安全培训、测试,落实全员持证上岗工作。

The Company stipulated "fire-fighting", "confined space" safety working regulation according to the reality of Eco plant safe operation requirement, pushed forward the FPE safety matrix project and implemented the "separation of pedestrian and vehicles" project; Implemented the principle of all staff on duty with certificates by targeted safety training, testing for operation staffs.

## 技术研发与标准制定

### Technology development and standards setting

积极推进水泥窑协同处置技术的研发与相关标准的建立工作。2015年完成水泥窑协同处置污泥过程中污染物排放研究工作以及挤出液固液分离工艺设计及小试工作；获取专利受理18项，发表论文2篇。具有华新自主知识产权的“水泥窑无害化和资源化协同处置市政污泥工程技术与应用”、“水泥窑无害化和资源化协同处置危险废物工程技术与应用”项目进行了湖北省科技厅组织的科技成果鉴定。至此，华新水泥窑协同处置固体废弃物完整的五大平台（生活垃圾、市政污泥、水面漂浮物、污染土、危险废物）技术均达到国际领先水平。

Actively promote the cement kiln co-processing technology research and development work as well as related standards establishment. In year 2015 we finished the research on pollution emissions during the cement kiln co-processing, solid-liquid separation process design small test work of extrusion liquid; obtained 18 patents, published two thesis. The projects of "Engineering Technology and Application of harmless and recycling cement kiln co-processing of municipal sewage sludge", "Engineering Technology and Application of harmless and recycling cement kiln co-processing of hazardous wastes" with Huaxin's independent intellectual property rights, have passed the scientific and technological achievements verification organized by the Hubei Province Science and Technology Department. At this point, five platforms of cement kiln co-processing of solid wastes (MSW, sewage sludge, floating material, contaminated soil and hazardous waste) technology have all reached the international advanced level.

12月，“废弃物预处理及水泥窑协同综合利用一体化技术”入选了工信部《建材工业鼓励推广的技术和产品目录（2016—2017年本）》。同年，我们主导完成了《水泥窑协同处置生活垃圾工程项目建设标准》和《水泥窑协同处置生活垃圾无害化评价标准》的编制工作。

In December, "waste pretreatment and cement kiln co-integration technology utilization" was included in the Ministry of Industry and Information Technology "products catalog encouraged to promote and apply in building materials industry (2016—2017 version)." In the same year, the "cement kiln co-processing of municipal waste project construction standards" and "Cement kiln co-processing municipal wastes harmless evaluation criteria" were completed and Huaxin played a leading role in the process.

## 环保工厂AFR认证体系

### Eco plant AFR certification system

组织生产、技术、维修、安全部门等组成专业检查小组，对环保工厂设计、建设、生产运行管理、商务等方面存在的风险进行评估，并提出整改意见，协助工厂整改。2015年完成环保所有运行工厂的Acert评估以及长山口、昭通项目设计方面的Acert评估。

An inspection team composed of Production, technology, maintenance, safety services and other professional department carried out the risk assessment on Eco plant design, construction, production and operation management, business and other aspects. The team also gave suggestions and assisted the plant to carry out rectification. In 2015 Acert assessment in all running plants has been finished, design aspects Acert assessment in Changshankou, Zhaotong project has also been finished

## 业绩指标

### Performance Indicators

#### 2015年环保处置能力 Disposal capacity in 2015

分类项目 item	生活垃圾 MSW	市政污泥 SS	污染土 CS	漂浮物 FM	危废 HW	总计 TOTAL
处置能力 (含运营/在建/签约, 万吨) disposal capacity Including operation/ in construction/ signed, 10 k tons	400	65	26	7	25	523

#### 2015年环保签约项目一览表 Eco Projects signed in 2015

地区 area	项目名称 name	设计规模 designed capacity
生活垃圾 city wastes		
重庆云阳 Chongqing Yunyang	云阳垃圾处置项目 Yunyang waste disposal project	350吨/天 350ton/day
湖北秭归 Hubei Zigui	秭归垃圾处置项目 Yunyang waste disposal project	250吨/天 250 ton/day
市政污泥 municipal sewage sludge		
湖北大冶 Hubei Daye	大冶污泥处置项目 Daye Sewage Sludge disposal project	50吨/天 50 ton/day

#### 2015年环保投产项目一览表 Eco projects put into operation in year 2015

序号 No.	地区 area	设计规模 design scale (吨/天tons/day)	投产时间 time of operation
1	湖北应城 Hubei Yingcheng	应城生活垃圾生态处理项目 Yingcheng municipal wastes ecological disposal project	500 2015.7
2	广东珠海 Guangdong Zhuhai	珠海生活垃圾生态处理项目 Zhuhai municipal wastes ecological disposal project	1000 2015.1
3	株洲攸县 Zhuzhou Youxian	攸县生活垃圾生态处理项目 Youxian municipal wastes ecological disposal project	200 2015.7
4	襄阳南漳 Xiangyang Nanzhang	南漳生活垃圾生态处理项目 Nanzhang municipal wastes ecological disposal project	300 2015.12
5	武汉南太子湖 Wuhan Nantaizi Lake	南太子湖市政污泥生态处理项目 Nantaizi Lake municipal Sewage Sludge ecological disposal project	300 2015.10
6	湖北大冶 Hubei Daye	大冶市政污泥生态处理项目 Daye municipal Sewage Sludge ecological disposal project	50 2015.6

## 实例 Case Studies

**华新长山口生活垃圾生态处理项目正式启动**  
Huaxin Changshankou Municipal Wastes Ecological Disposal Project was officially launched



2月10日，华新长山口生活垃圾生态处理项目启动，武汉市委副书记张捷、市城管委副主任米新桥、市发改委副主任池少华等市委、市政府、江夏区及相关主管部门领导以及公司领导周家明、王焕忠出席了项目启动仪式。

On February 10, Huaxin Changshankou Municipal Wastes Ecological Disposal Project was launched, Deputy Secretary-General of Wuhan Municipal CPC Committee Zhang Jie, Deputy Director of the City Administration Committee Mi Xinqiao, Deputy Director of Municipal Development and Reform Commission Chi Shaohua, other leaders from municipal government, Jiangxia District and other relevant authorities as well as Zhou Jiaming, Wang Huanzhong from Huaxin attended the Project Opening Ceremony.

项目总投资5.6亿元，占地170亩。按照规划，长山口生活垃圾生态处理项目将分两期建设，其中一期处置规模为2000吨/天，为全市生活垃圾日产量的1/4，预计2016年年底可建成投产；二期处置规模为1000吨/天。项目建成后，将成为全国最大的生活垃圾预处理和水泥窑协同处置项目，不仅可以处置江夏、武昌等地区的生活垃圾，还可处置长山口生活垃圾填埋场已填埋的陈腐垃圾，从而延长填埋场的使用寿命。

The project has a total investment of 560 million RMB and a land area of 170 mu. According to the plan, The Changshankou Municipal Wastes Ecological Disposal Project will be constructed in two stages, the first stage is estimated to be put into operation at the end of 2016, with a disposal capacity of 2000 tons/day, equaling 1/4 of the total municipal wastes volume of Wuhan city per day and the disposal capacity of the second stage is 1000 tons/day. The project will be the largest municipal wastes pretreatment and cement kiln co-processing project of China which can dispose not only the municipal wastes in Jiangxia and Wuchang Districts but also the stale wastes from the Changshankou municipal landfill site so as to extend the service life of the landfill site.

**环境公司在中英生活垃圾处理研讨会上推介华新环保技术**  
THE Eco Company is introducing and recommending Huaxin Eco technology on the Sino-UK Municipal Wastes Disposal Seminar



6月9日，“中英珠海城市生活垃圾处理研讨会”在珠海举行，华新环境工程有限公司副董事长王焕忠受邀参加研讨并发表了主题演讲，进一步推介了华新水泥窑协同处置技术。通过此次研讨会，华新在学习国内外先进技术的同时，也很好地向国家及省市住建部门、国内外专家展示了华新成熟的水泥窑协同处置技术，为以后华新环保业务在国内外的的发展奠定了基础。

On June 9th, The “Sino-UK Zhuhai Municipal Wastes Disposal Seminar” was held in Zhuhai City, Vice Chairman of Huaxin Environment Engineering Co., Ltd Mr. Wang Huanzhong attended the meeting and delivered a subject speech to introduce Huaxin Cement Kiln Co-processing technology. Taking the opportunity of this meeting, Huaxin on the one hand learned advanced technology from the abroad, on the other hand presented Huaxin’s mature cement kiln co-processing technology to the national, provincial as well as the abroad experts which laid a good foundation for the future development of Huaxin Eco business both in and abroad.

## 华新秭归生活垃圾处理项目正式开工

Huaxin Zigui Municipal Wastes Disposal Project officially launched

6月19日上午，华新秭归250吨/天生活垃圾资源化利用项目在秭归县郭家坝镇正式开工。项目建成后对于改变三峡库区落后的生活垃圾处理方式、改善库区生态环境具有十分重要的意义。该项目将负责秭归县等三峡库区生活垃圾的收集、分类、破碎、干燥后，再通过华新水泥窑协同处置技术真正实现“资源化、无害化、减量化”处置生活垃圾。作为秭归县一项重点环保工程、民生工程，县领导高度重视，对项目选址多次进行比选论证。目前，该项目已被纳入到国务院三峡办“三峡后续规划项目”。

On June 19 morning, Huaxin Zigui 250 ton/day municipal wastes recycling utilization project was officially launched at Guojiaba town of Zigui County. The project has a significant meaning in changing the backward municipal wastes disposal pattern of Zigui County as well as improving the reservoir region ecological environment. The project covers the collection, classification, crushing, drying processes of the wastes from the Three Gorges reservoir area such as the Zigui County etc., after the above processes, the wastes will be disposed in a real “recycling, harmless, reducing” way by Huaxin Cement Kiln Co-processing technology. As a key environmental and livelihood project, the leaders of Zigui County attach great importance to the location selection of the project and carried out location comparison and discussion many times. At present, the project has been included in the “Three Gorges follow-up planned projects” by the Three Gorges Office of the State Council.



## 中国工程院副院长徐德龙到公司调研绿色转型发展

Vice president Mr. Xu Delong of Chinese Academy of Engineering visited the Company and researched on the green transitional development

12月2日下午，中国工程院副院长、院士徐德龙在国家工信部节能司副司长杨铁生、湖北省及黄石市有关领导、专家陪同下，到公司开展区域工业绿色转型发展试点调研，高度肯定了华新水泥窑协同处置技术。公司领导李叶青、杨宏兵、王焕忠等陪同调研。

On December 2nd afternoon, Academician, Vice President Mr. Xu Delong of Chinese Academy of Engineering visited the pilot project of the Company's regional green industrial transitional development accompanied by the vice director of energy conservation department of Ministry of Industry and Information Technology Mr. Yang Tiesheng, relevant leaders of Huangshi City, Hubei Province and other experts. Mr. Xu highly recognized Huaxin Cement Kiln co-processing technology. Mr. Li Yeqing, Yang Hongbing, Wang Huanzhong accompanied the visit.



徐德龙院士表示，在新常态下，工业绿色转型发展是传统产业转型的必由之路。华新水泥窑协同处置技术符合低碳、循环、可持续发展要求，具有技术成熟、综合成本相对较低等优势。他对公司通过自主创新成功闯出一条实现传统产业绿色转型的新路子给予了高度肯定，并希望公司科学利用好水泥窑协同处置技术，实现技术创新和经济效益的完美结合，从而推动我国水泥行业绿色转型发展。

Academician Mr. Xu considered that under the new normal, industrial green transitional development is the only way for the transitional industry to realize the transformation. Huaxin cement kiln co-processing technology is in accordance with the sustainable development requirement of low carbon, recyclable development with mature technology with low comprehensive costs advantages. He also thought highly of the Company's green transformation road for traditional industry through self-dependent innovation, and hopes the Company can make good use of the cement kiln co-processing technology to realize the perfect combination of the technology innovation and economic returns so as to push forward the green transitional development of the cement in industry in China.

## 六部委发布水泥窑协同处置试点企业名单华新环境等入选

Huaxin Eco was included in the cement kiln co-processing pilot company list issued by the "Six-ministry"

2015年5月11日，国家工信部网站发布《关于开展水泥窑协同处置生活垃圾试点工作的通知》（工信厅联节〔2015〕28号）。此次试点工作选取已建成的水泥窑协同处置项目开展，并对其运行情况进行评估。通过试点规范技术工艺路线，提高技术装备水平，建立标准体系，探索运营模式，为“十三五”科学推进利用水泥窑协同处置生活垃圾奠定基础。

通知发布后，经地方推荐、专家评审，工业和信息化部会同住房城乡建设部、发展改革委、科技部、财政部、环境保护部最终确定了6家企业为水泥窑协同处置生活垃圾试点，其中华新水泥旗下的华新环境工程有限公司、华新环境工程（株洲）有限公司入选。

On, May 11, 2015, The National Ministry of Industry and Information Technology issued the Notice on carrying out the cement kiln co-processing of municipal wastes pilot project on its official website (GXTLJ〔2015〕28). This pilot project selection work carried out assessment on the completed cement kiln co-processing project. Through standardizing technology processing road, the pilot work is aimed at improving the technical equipment level and building up a standard system and research on the operation mode so as to lay a great foundation to the scientifically pushing forward of the cement kiln co-processing of MSW in the "13th five year plan".

After the issuance of the Notice, 6 companies were selected as the pilot project of cement kiln co-process of MSW after the recommendation by the local government, assessment by the experts, discussion by the Ministry of Industry and Information Technology, the Ministry of Housing and Urban Construction, Development and Reform Commission, Ministry of Technology, Ministry of Finance, Ministry of Environmental Protection, within which, Huaxin Environmental Engineering Co., Ltd, and Huaxin Environmental Engineering (Zhuzhou) Co., Ltd were included.

## 李叶青总裁在拉豪生活垃圾处理论坛上分享华新经验

CEO, Mr. Li Yeqing shared Huaxin's experience at the Lafarge Holcim MSW disposal Forum



此次论坛是拉豪在完成合并后举办的首个全球性技术会议，计划在一周内邀请拉豪各地专家就生活垃圾预处理及水泥窑协同处理环节进行23项专题介绍，并参观华新生活垃圾预处理和水泥窑协同处理工厂。

The forum is the first global technology meeting after the merger of Lafarge and Holcim, it was planned to deliver 23 special introductions in one week conducted by MSW disposal and cement kiln co-processing experts from all over the world of LH and visit the Huaxin MSW pretreatment and cement kiln co-processing plants.

在致辞中，李叶青总裁向与会代表介绍了华新的历史及环保业务发展的历程，特别是华新开展生活垃圾处理的商务背景及其对华新水泥发展的影响，并分享了华新生活垃圾处理业务中商务拓展、技术研发、设备制造、工厂管理等方面的经验。他希望通过本次论坛在中国举办的契机，来推进华新生活垃圾处理业务的国际化进程。同时也希望大家在本次会议中能够充分互动交流，为共同的环保事业创造价值。

In the speech Mr. Li Yeqing delivered, he introduced the history of Huaxin and the development history of Eco business of Huaxin, especially the business background of MSW disposal of Huaxin and its impact on the future development of Huaxin. He also shared business expansion, technology R&D, equipment manufacture, plant management experiences of Huaxin MSW disposal business and hoped this forum can promote the internationalization process of Huaxin MSW disposal business and guests attending the forum can sufficiently discuss with each other and jointly contribute to the future Eco business.

10月20日，华新环境公司承办的拉法基豪瑞第二届生活垃圾处理论坛在武汉召开。公司总裁李叶青在论坛上致辞，分享了华新生活垃圾处理业务的有关经验。

On October 20th, the second Lafarge Holcim MSW disposal forum held by Huaxin Environmental Engineering Co., Ltd, held was opened in Wuhan. CEO, Mr. Li Yeqing delivered a speech on the meeting and shared the relevant experience of Huaxin in MSW disposal.



# 安全履责

Safety

为提高员工安全风险防范意识，营造浓厚的安全文化氛围，2015年公司坚持以零伤亡事故为目标，以建立专业安全管理团队作为完善安全管理体系的核心，继续加强安全管理工作，降低事故风险，提升本质安全水平。

To raise the safety risk prevention awareness of employees, and create a safety focused culture, the Company, in 2015, set zero injury and death as the goal, continually strengthened safety management with the professional safety management team building as the core, reduced accident risks and raised the intrinsic safety level.

## 提升安全领导力

Raise safety management leadership

公司将管理层安全KPI指标考核提升至20%，从公司高管到分子公司管理层，每月按考核指标完成安全观察行，全年共计完成安全观察行6716例。

The Company raised the proportion of safety management to 20% in Management's KPI assessment. From Senior Management of the Company to the managements of subsidiaries and branches, Safety Observation Tours (SOT) were duly performed in every month, and totally 6716 SOT cases were completed in the year of 2015.



公司总裁（CEO）李叶青（右一）在阳新水泥工厂进行安全观察行  
CEO Mr. Li Yeqing (right 1) in SOT to Yangxin Cement plant.



拉豪全球安全副总裁Sapna（左3）在公司首席安全官（CSO）Guy Belanger（左2）陪同下，在阳新水泥工厂进行安全观察行

LH global Vice president of safety, Ms. Sapna (3rd from the left) accompanied by the CSO of the Company, Mr. Guy Belanger(2ed from the left) in SOT to Yangxin Cement plant.

## 建立专业安全管理队伍

Building a professional safety management team

2015年公司安全总监、首席安全官、总部安全团队人员、事业部安全总监走马上任，成立了专业安全管理队伍，加强并完善了公司职业健康与安全管理体系的建设，推动公司安全管理。

In 2015, the safety management director of the Company, the Chief Safety Officer, personnel for Headquarters safety management team, the safety management directors for BUs took their positions, and the Company thus established a professional safety management team, enhanced and improved the construction of OH&S management system and promoted the safety management in the whole Company.

## 安全教育和培训 Safety education and training

2015年，公司通过开展安全管理资质、安全领导力、安全专业基础知识等全面、系统的专业培训，不仅提升了公司各级安全管理人员的专业素养和能力，而且强化了安全文化作为企业文化建设核心的新文化价值观。

In 2015, through promoting an overall and systematical training in safety management qualification, safety leadership, basic safety management knowledge, the Company raised the professional expertise and capability of safety management personnel of various levels of the Company and enhanced the new culture and value with the safety culture as the core of corporate culture construction.

总部安全团队将作业过程中潜在的安全风险以及预防知识点制作成《工前会安全系列材料》，每周一期，总共发布25期，并定期发布《事故案例与风险警示》、《安全时刻》，这些材料更直观、生动地为员工们展现了安全知识和风险防范要点，深受一线员工欢迎。

The safety management team of the Headquarters compiled the hidden hazards in work process and the preventive measures as Tool Box Meeting Safety Materials once a week, totaled 25 issues, and issued Accident Case and Risk Warnings, Safety Moment and other materials, which directly and vividly demonstrated safety knowledge and key points in risk prevention, received warm welcome from front-line employees.

## 拉网式深度安全检查 Dragnet like in-depth safety inspection

6月至9月，公司总部安全团队分别到鄂东、鄂西、湘粤、西南4片区所属工厂进行拉网式深度安全检查，帮助分子公司及早发现安全隐患并提出整改意见，制定整改措施，明确整改责任人和整改完成时间，有效提高了工厂安全管理水平。全年公司共查找4174条事故隐患。

From June to September, the Headquarters safety management team conducted in-depth safety inspections in Hubei East, Hubei West, Hunan and Guangdong, Southwest, the four areas respectively, helped the subsidiaries and branches to find hidden hazards early, gave them rectifying suggestions and assisted them to design rectifying and reforming measures, clarified the liable persons and schedule for completing the rectification and reform, generally and effectively raised the standard of plant safety management level. The Company found 4174 hidden hazards in total in 2015.

## 推行FPE安全矩阵管理 Promoting FPE Safety Matrix management



图为拉豪大中华负责人Ian（前排左3）、亚太安全总监艾伦（前排左4）在阳新水泥工厂检查FPE矩阵管理执行情况  
Head of LH Grand China, Mr. Ian Riley (3rd from the left in the front line), LH Head of Safety for Asia-Pacific Alan (4th from the left in the front line) were checking FPE Matrix management execution in Yangxin Cement plant

在鄂东水泥事业部试点的基础上，2015年公司开展并推行FPE安全矩阵（死亡事故预防原理）管理，该矩阵是将复杂的FPE安全管理制度精炼浓缩，选择最关键的要素，以帮助企业更好地从“过程上”控制各类事故发生，以有效控制死亡事故；同时，FPE矩阵规定了工厂不同部门人员在执行FPE过程中的职责，以增强工厂领导、生产人员、安全人员的安全责任感。

Based on the pilot program in Hubei East Cement BU, the Company conducted and promoted FPE Safety Matrix (fatality prevention principle) management, which was the essence of the complex FPE Safety management policy, and chose the most critical elements to help enterprises to control the happening of various sorts of accidents, and effectively control the fatality in “process”; in the meantime, FPE Matrix defined the responsibilities of people from different department when executing FPE, and concreted the sense of safety responsibility of plant leaders, production workers and safety management personnel.

## 安全竞赛 Safety Contest

2015年，公司创新性地组织开展安全项目竞赛活动，各分子公司积极参与，经专家评估后，总部确定对8个备选项目进行现场审核，经过评比，阳新公司的“人车分流”和湘粤事业部“湘营安全锁”等项目分别获得2015年度安全竞赛项目优胜奖。

In 2015, the Company creatively organized safety project contest, which was actively participated by subsidiaries and branch companies. Through assessment by experts, the headquarters confirmed 8 projects for onsite assessment, and after final assessment, projects including “separation of pedestrian and vehicles” from Yangxin Company and “Hunan safety lock” project from Hunan & Guangdong BU won the 2015 Annual Safety Projects Contest winning Prize.

## 安全隐患提报抽奖活动 Safety hazard reporting lottery

为提高员工对安全的关注度，提升员工参与安全管理工作的积极性，促进公司安全管理得到有效落实，2015年，公司开展安全隐患提报抽奖活动，坚持每月从隐患提报人员中抽取8名人员并给予500元/人的奖励，年终从提报人员中抽取一、二等奖，分别给予5000元/人、2000元/人的奖励。2015年度隐患上报计划为23656条，累计上报45738条，完成193.4%，年整改隐患45314条，整改率99.1%。

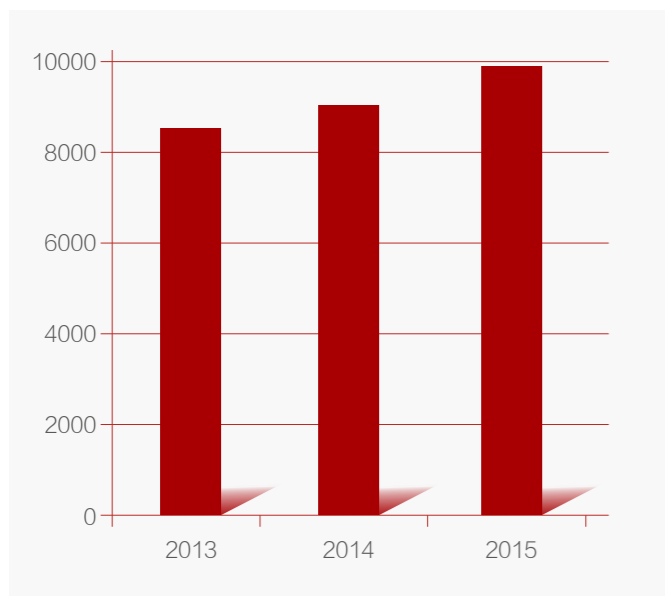
To help employees focus on safety, motivate employees in participating safety management, and promote the effective implementation of safety management, in 2015, the Company initiated Safety Hazard Reporting Lottery activity, in which 8 hazard reporters were chosen as the winners for the 500 Yuan prize for each person in each month, and at the end of the year, winners for the first prize and the second prize were chosen with 5000Yuan and 2000Yuan award respectively. 23656 reports of hidden hazard were planned to report in 2015, while accumulatively 45738 cases were reported, with a completion rate of 193.4%, and 45314 cases were rectified, equaled to 99.1% of the total.

## 业绩指标

### Performance Indicators

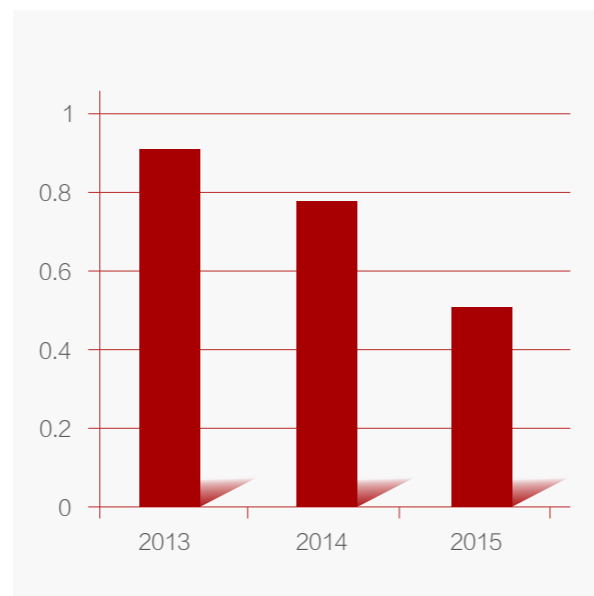
安全生产投入情况 (万元)

Safety investment (10 thousand RMB)



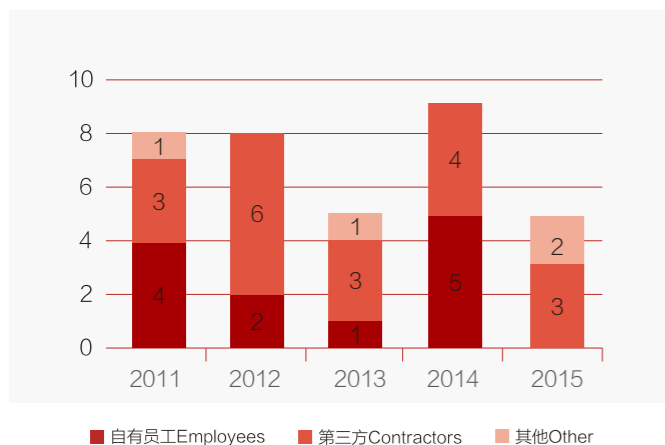
百万工时损失事故率

Accident rate per million work hours



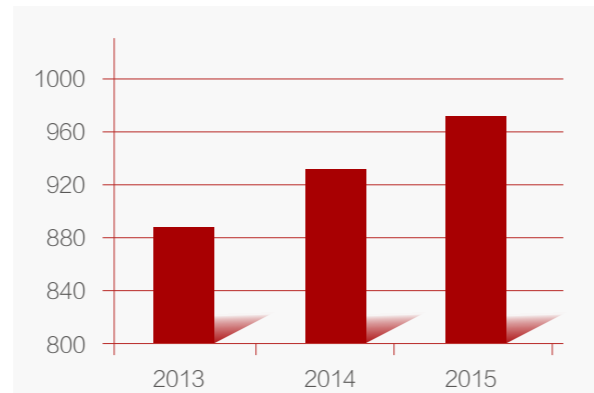
工亡事故数据 (人)

Fatalities (person)



劳保用品投入情况 (万元)

PPE investment (10 thousand RMB)



## 实例

### Case Studies

#### 华新水泥关爱儿童全球道路安全周活动在黄石地区全面展开

Huaxin Cement Co., Ltd. Caring for Children, World Road Safety Week Campaign was carried out in full swing in Huangshi region



华新水泥关爱儿童全球道路安全周活动在黄石地区全面展开

Huaxin Cement Co., Ltd. Caring for Children, World Road Safety Week Campaign was carried out in full swing in Huangshi region

5月4日-8日, 华新水泥“关注儿童生命、学会自救、保护自己”全球道路安全周活动在黄石市城区及大冶、阳新等地部分小学开展。

From May 4th to 8th, Huaxin Cement “Caring the life of children, learn to self-rescue, self-protection” World Road Safety Week Campaign was carried out in some primary schools in urban Huangshi city, Daye and Yangxin areas.

为响应联合国关于开展全球道路安全周活动的倡议, 配合提高广大师生及家长的道路交通安全意识、法治意识和交通文明意识, 营造文明和谐的校园交通安全环境和浓厚的宣传氛围, 公司联合黄石市交警部门、小学开展了系列活动。此次活动在当地引起了热烈反响。湖北日报、黄石日报、黄石电视台等媒体对活动进行了报道。

In response to UN's call for World Road Safety Week, and to raise the awareness of road safety, rule of law and road civility of school faculties, parents of children, form a civilized and harmonized campus road environment, the Company together with Huangshi Traffic Police and some primary schools, rolled out a series of activities and received enthusiastic responses from local people. Hubei Daily, Huangshi Daily and Huangshi TV reported this activity.

## 黄石分公司安全工作管理经验在黄石市全面推广

Huaxin Cement Huangshi Company safety management experience was fully promoted in Huangshi City.

3月17日，黄石市2015年度安全生产工作会议召开，黄石分公司代表全市企业作了安全生产管理经验专题工作报告。黄石市委副书记、市长董卫民在工作会上要求全市企事业单位学习推广黄石分公司安全生产工作管理经验，做到常怀忧患意识、问题意识，突出重点，坚决打好2015年全市的安全生产攻坚战。根据黄石市安全生产工作会要求，黄石市安全生产委员会也下发了《关于推广华新水泥黄石分公司安全管理经验的通知》，要求全市企事业单位全面推广该公司安全管理经验，学习该公司安全管理规范化、标准化做法，以及“安全，企业最大的效益、员工最大的福利”的文化氛围，切实加强组织领导，严格组织实施，并做好全面总结提高工作，从而打造符合本单位的安全文化管理理念，努力实现全市安全生产形势的根本好转。

2015 Huangshi Safe Production Annual Work Meeting was convened on March 17, at which Huaxin Cement Huangshi Company delivered a special work report on safety management experience on behalf of the enterprises of the city. The deputy CPC Secretary of Huangshi Municipality and the mayor, Mr. Dong Weimin required enterprises and public institutions to learn and promote the safety management experience of Huaxin Cement Huangshi Company, to raise the awareness of risks, problems and key issues, and battle for the success of the safe production of the city for the whole year of 2015. According to the requests raised on the meeting, Huangshi Safe Production Committee released “Notification of promoting the safety management experience of Huaxin Cement Huangshi Company”, requesting all enterprises and public institutions to promote the safety management experience and learn the conducts of the Company for the standardization and normalization of safety management, and the culture of “safety is the prime interests of a company, the greatest welfare of employee”, pragmatically strengthen the organizational leadership, strictly organize the implementation, comprehensively generalize experience and improve their own work, thus to establish safety management concepts that suitable for companies of their own, and fundamentally improve the safe production situation of the city.

## 郧县公司荣获“湖北省安全文化建设示范企业”称号

Huaxin Cement Yunxian Company won the title of “Model Enterprise for Safety Culture Construction of Hubei Province”

2015年5月，郧县公司荣获湖北省安全生产监督管理局授予的“2015年安全文化建设示范企业”称号，成为全省水泥行业唯一的示范企业，湖北省仅8家企业获此殊荣。

In May 2015, the Yunxian Company was granted the “2015 Model Enterprise for Safety Culture Construction” by Hubei Safe Production Supervision and Management Bureau. It was the only model enterprise in cement industry and one of the eight enterprises winning the title in Hubei province.



近年来，郧县公司始终把安全文化作为企业文化建设的核心，从营造氛围、培育意识、规范行为、提升素质入手，大力开展安全文化建设，将安全文化渗透到企业经营的全方位和全过程：一是成立了以该公司执行总经理为组长、副总经理为副组长的安全文化示范企业创建领导小组；二是以全员安全意识养成成为根本、以管理制度规范为基础、以行为流程约束为手段、以本质安全文化形成为目的，依托安全文化建设创建工作，全面构建安全行为文化和安全制度文化体系，积极培育干部员工“安全做事、规范做事、用心做事”的思想意识和行为习惯，促使其从“要我安全”向“我要安全”转变；三是从安全理念、安全制度、安全环境、安全行为四大方面开展自查、自改工作，借助大力推行安全生产标准化的良好平台，建立公司的安全文化建设体系，让安全理念深入每个员工心中。

In recent years, Yunxian Company has been persistently constructing a corporate culture with safety culture as the core. Through

creating a safety centered atmosphere, cultivating safety awareness, standardizing people’s behaviors, up raising people’s quality, the Company infiltrated safety culture in all aspects of the enterprise’s business operation and the whole workflow: Firstly, it established a Steering Team for Safety Culture Model Enterprise Construction with the Executive General Manager as the chief and the Vice General Manager as the deputy chief; Secondly, by taking safety awareness cultivation of all the employees and management system standardization as the basis, workflow restriction as the measure, intrinsic safety culture formation as the goal, the Company treated the safety culture construction as the opportunity and strived for establishing a comprehensive culture of safe behavior and a culture system of safety policy, cultivating cadres with the mindset and behavior custom of “work safely, normally and diligently”, help them to transform from “be urged to safe” to “I want to be safe”; thirdly, the Company carried out self-check and self-rectification in four aspects including safety concept, safety policy, safe environment and safe behavior, and established a safety culture construction system, which helped to instill the safety mindset to all employees by using the promotion of the safe production standardization as a good platform.

## 赤壁公司矿山连续安全生产5400天获国家安监总局通报表扬

Quarry of Chibi Company had continuous and safe production for 5400 days, which won a notified commendation by the State Administration of Work Safety

10月，国家安全生产监督管理总局在其官网通报表扬了全国608家连续安全生产超5000天（截至今年3月31日）非煤矿山（企业），赤壁公司矿山成为湖北省内获通报表扬的14家单位之一。

In October, the State Administration of Work Safety published a notice of commendation about the national 608 non-coal mines (enterprises) who had continuous and safe production more than 5000 days (as at March 31) on its official website, quarry of Chibi Company is one of the 14 units in Hubei province who won the notified commendation.

自赤壁公司矿山投产以来，该公司管理层始终坚持“安全第一”，牢固树立安全生产“零事故”理念，不断夯实安全工作根基，从安全制度完善、安全意识培养、安全行为监管、安全隐患整改等四个方面着手，全方位扎实做好安全工作。Since the quarry of Chibi company being put into production, its management always adhered to "Safety First", firmly established the safe production concept of "zero accident", constantly reinforced the foundation of safe working, and firmly fulfilled the safety work from 4 aspects including safety system improvement, safety awareness training, safety behavior supervision and potential safety hazard rectification.

该公司一是通过推行FPE矩阵管理、安平项目、目安项目、隔离加锁等安全管理项目，不断完善矿山安全管理制度，并充分利用早会、周生产例会、月度员工沟通会等方式收集、听取员工的安全建议，共同构建安全生产、工作环境。二是积极组织各项安全知识培训，制订实施安全绩效考评，强化员工安全意识和责任意识，使安全警钟在各级管理者和全体

员工心中长鸣，取得了较好的效果。三是加强员工安全行为监管，规范劳保用品穿戴和岗位操作规程，并严格监督落实。四是通过定期的安全整改，不断完善安全基础设施建设，如加固运矿道路防护设施，加强边坡安全隐患处理，增设安全警示标志牌，为工程车辆加装警示灯等等，有效排除各种安全隐患，杜绝事故的发生。

Firstly, through implementation of FPE matrix management, “An-Ping Project”, “Mu-An Project”, isolation lock and other safety management projects, the company constantly improved mine safety management system, and fully utilized morning meetings, weekly regular production meetings and monthly employee communication meetings to collect and hear employees’ safety recommendations, jointly built a safe production and working environment. Secondly, the company actively organized various safety trainings, formulated and implemented safety performance assessment, reinforced employees’ safety awareness and sense of responsibility, so that the safety alarm always rings in the hearts of its managers at all levels and all its staff, and good results had been achieved. Thirdly, the company strengthened safety behavior supervision, standardized PPE wearing and post operating procedures, and strictly supervised the implementation. Fourthly, constantly improved safety infrastructure through regular safety rectification, such as fastening protection facilities at the road for mineral transportation, strengthening potential safety hazards handling at slopes, adding safety warning signboards, installing caution lights at machinshop trucks and so on, to effectively remove all kinds of potential safety hazards and completely avoid the occurrence of accidents.

# 人员培养

People Development

为了进一步激发员工的责任感与使命感，形成公司强大的凝聚力和向心力，2015年，我们针对不同职级、不同层级员工开展多样化、差异化培训，持续提升公司的核心竞争力。

In order to further stimulate the staff's sense of responsibility and sense of mission, and form the powerful cohesion and centripetal force of the Company, in 2015, we launched diversified and different trainings for employees at different levels or different ranks to continuously enhance the Company's core competitiveness.

## 培训与发展

### Training and Development

#### 管理培训

##### Management Training

2015年，为全面提升高层管理人员管理水平和综合领导艺术，公司持续开展卓越领导力高级研修班，公司中高层管理人员330人次参加了《企业转型与变革创新》、《组织管理智慧》、《商业模式创新》、《企业并购与整合》等9期课程。同时，公司组织中层管理人员、基层管理人员285人次参加了领导力培养、总裁管理研讨会、基础管理课程、工具类等课程的培训。公司针对安全、采购、人力资源等各专业开展培训，583人次参加。此外，全年总计183人次参加英语在线培训、4178人参加了公司组织的在线管理课程的培训。

In a bid to improve the level of management of top management of the Company, in 2015, the Company organized a training program named "senior workshop on excellent leadership" which included 9 sessions with different themes such as "Transformation and Innovation of Enterprises", "Wisdom of Organizational Management", "Innovation of Business Model", "Acquisition and Integration of Enterprises", etc. There were 330 management staff at middle and top level participated in such sessions. Meanwhile, there were 285 middle and fundamental managers of the Company joined in other training programs, such as leadership trainings, management seminars, fundamental management courses as well as management tools trainings etc. There are also professional trainings with the themes of safety, procurement and HR hold by the Company with 583 person-time joining in. Besides, there were altogether 183 employees attending the on-line English training and 4178 employees attending the on-line management courses.

## 技术培训 Technical Trainings

报告期内，公司持续开展水泥制造课程、预防性维修课程、热工技术、粉磨技术、问题解决方法、培训师培训、分子公司中层管理人员培训、班组长培训等培训项目，同时针对生产一线的技术工开展各级别的机修工、电修工、巡检工、焊工、润滑工各项技术培训，提升员工的专业理论知识与实践操作技能。2015年，工程师130人次、一线员工1450人次参加了公司组织的系统提升技术能力的培训活动。

During the reporting period, the Company continued to carry out cement manufacturing courses, preventive maintenance courses, heat technology courses, grinding technology courses, Solve training, T-t-T trainings, molecular company middle management trainings, team leader training programs, etc. At the same time, the Company organized different levels of technical trainings for technical workers on production lines including mechanic, electric repairing, inspection, welder, lubrication and so on, to improve the staff's professional theoretical knowledge and practical skills. In 2015, there were 130 engineers and 1450 front-line workers (the numbers above were calculated according to person-time) took part in the systematic training activities organized by the Company to promote their technical ability.

## 人才发展 Talent Development

2015年公司对1707位M4-M10专业及管理人员进行了业绩、潜力的评价，为公司668个关键岗位制订了继任计划，形成了不同序列的关键岗位继任者人才库，为公司不同层级关键岗位的空缺、轮换管理提供了基础，同时针对盘点结果及继任计划情况，开展了相应的人才培养行动，取得了较好的效果。全年总共2031名员工在人才管理系统中为自己制订了个人发展计划，确定了个人的发展目标及行动计划。

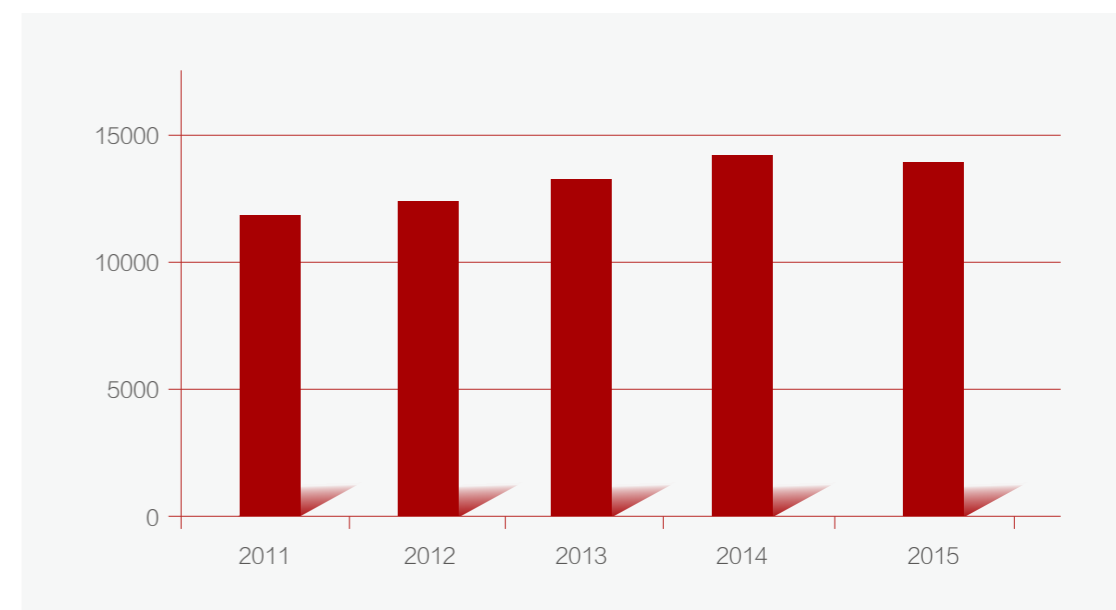
In 2015, the Company carried out assessment on the performance and potentiality of 1701 professionals and management level employees ranging from M4-M10, formulated succession plan for 668 key positions and formed talent pools for successors of key positions from different job families. This action provided basis for the management of key position vacancy and rotating. Meanwhile, the Company implemented corresponding talent fostering actions based on the results of talent review and succession plan, which got good effects. There were a total of 2031 employees made personal development plans for themselves, identified their personal development goals and action plans in the talent management system.

公司一直重视在职工管理知识和专业技能的提高，不仅与高等院校合作创新管理培训项目，也不断加深与大股东拉法基豪瑞公司的交流。2015年，仅公司总部在各类管理、技术等培训项目上的开支就达310万元，人均课时约75小时/人。

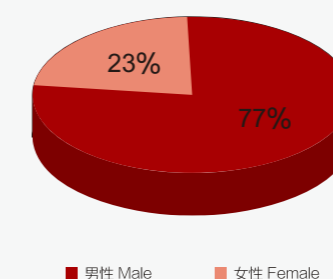
The Company always attached great importance to the improvement of management knowledge and professional skills of the staff. It not only cooperated with colleges and universities to innovate management training programs, but also unceasingly deepened communications with its largest shareholder Lafarge-Holcim. In 2015, Headquarter of the Company spent 3.1 million RMB on all kinds of management and technology training programs with about 75 hours per class/person.

## 业绩指标 Performance Indicators

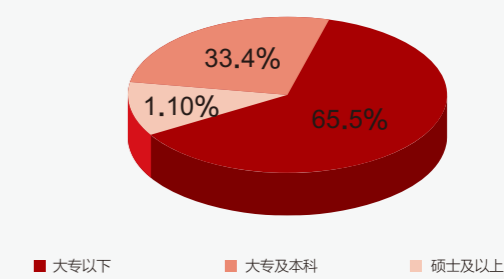
员工总人数  
Total staff number



2015年华新新员工性别比例  
2015 Huaxin New Employees Gender Ratio



2015年华新新员工知识结构比例  
2015 Huaxin Employees' Level of Education



## 实例 Case Studies



4月30日，公司卓越领导力高级研修班正在进行《传统企业互联网时代商业模式变革》课程中的小组讨论。

Discussions during one of the senior workshops on excellent leadership named “Business Model Change of Traditional Enterprises in the Internet Era” on April 30, 2015.



5月13日，公司与华中科技大学高级人才培养与发展中心合作举办的人力资源专业培训项目启动，旨在通过系统的人力资源专业课程，将先进的人力资源管理理念、知识和工具与企业实践相结合，提升公司人力资源管理人员的专业能力，打造积极、创新、高效的专家型人力资源团队。

On May 13, 2015, the Company together with the Senior Talent Training and Development Center of Huazhong University of Science and Technology held human resources professional training program, aiming at combining advanced human resource management idea, knowledge and tools with the enterprise practices through the systematic human resource professional courses, improving professional ability of human resources management personnel, as well as building a positive, innovative, efficient and expert HR team.



9月24日，公司与CIPS合作开展采购专业知识培训，提升公司采购管理人员专业技能，打造专业采购团队提升采购业绩。

On September 24, 2015, the Company cooperated with CIPS to organize procurement professional trainings which aimed at improving professional skills of procurement teams and building professional teams to improve performance.

## 丰富的业余生活 Rich Amateur Life

黄石公司开展喜迎新年·勇攀高峰员工登山运动会  
People of Huangshi Company are holding mountain climbing games to celebrate the coming New Year.

包装公司开展“迎中秋、庆国庆”趣味花灯大会  
People of packaging Company are holding festive lantern interesting games to celebrate the coming mid-autumn festival and the National Day.

荆州公司开展趣味运动会  
People of Jingzhou Company are holding interesting games.

华新杯篮球赛  
Huaxin cup basketball match

华新员工乒乓球赛  
Huaxin staff table tennis match

宜昌公司开展“庆国庆、唱团圆”歌唱比赛  
People of Yichang Company are holding singing contest to celebrate the National Day and people's reunion.

# 服务社会

## Supporting Local Communities

我们一直追求企业的可持续发展，在为客户提供优质产品与服务的同时，全面履行着对利益相关者、环境和社会的责任。

We have always been pursuing the sustainable development of our Company and performing responsibilities in an all-around way for our stakeholders, environment and the whole society while providing our customers with qualified products and services.

## 产品与服务

### Products and Services

近年来，水泥行业进入“产能过剩、需求下滑”的“新常态”，作为富有责任感和使命感的华新水泥，为用户提供满意的产品和服务是我们永恒的宗旨。

In recent years, the cement industry has entered the so-called “new normal” situation of “excess capacity and falling demand”. As a company with sense of responsibility and mission, Huaxin continues to hold firmly the faith as our eternal purpose to provide users with satisfactory products and services.

### 提供用户满意的产品

#### Satisfactory products for clients

公司严格按照国家质量管理规程及相关法律法规要求，建立健全了完善的质量管理体系，制订出一系列产品质量管理制度，从原燃材料进厂到水泥出厂，对每个生产环节实施质量管理监控。

In strict accordance to the national quality management related laws, regulations and standards. The company has established and improved the quality management system with a series of quality management policies, monitoring and controlling the whole production process from raw materials introduction to cement delivery.

公司在每个层级结构都设有质量管理机构（分别为工厂—区域—总部），层层把关，严格推行公司的质量管理体系。通过质量管理信息系统的上线运行，质管人员可随时了解产品生产各环节的质量状况，加强了质量管理的监控力度，有利于保障公司的产品品质。

The company has set quality management organs in every level of the organization (factory –BU –headquarters), to promote strictly the company's quality management system. By using quality management information system, employees in charge of quality control can understand the status of product quality in each production process at any time, which strengthened the monitoring and control of the quality management and guaranteed the product quality of the Company.

另外，我们拥有完备的售后服务管理体制，定期或不定期与用户进行沟通，解决产品使用过程中的问题并不断改善我们的产品质量，以期最大限度地满足顾客的需求。

In addition, we have a complete after-sales service management system through which we can regularly or irregularly communicate with our customers, solving problems of products in use and constantly improving the quality of our products in order to maximally meet the needs of our customers.



## 华新商城—让客户舒心购买

### Huaxin Mall - Comfortable Buying Experience

为进一步推动营销体系变革，整合渠道资源和物流资源，形成具有粘性的客户平台，准确掌握和快速满足客户需求，打造区别于传统竞争形式的核心优势，公司提出了“智能移动IT技术与传统产业结合战略”，以华新电商平台为基础，构建以“一机（定制化智能手机+华新APP）、一卡（订单支付系统）、一车（物流配送信息平台）”为核心的三位一体创新营销体系，充分发挥电商平台方便客户、贴近客户、降低渠道成本、提升业务处理效率、价格调控等功效，打造差异化核心竞争力。

To further promote the marketing system reform, integrate the channel resources and logistics resources, form platforms attractive to clients to accurately and quickly meet their needs as well as build core competitiveness that different from traditional ones, the company put forward the strategy of "Integration of traditional industry with mobile IT technology" and planned to build a triune and innovative marketing system with three parts: a) one handset (customized smartphone plus Huaxin APP); b) one card (a payment system); c) one truck (logistics information platform) on the basis of Huaxin online business platform. With the above systems and measures, the company can give full play to the advantages of the online business platform, become closer and convenient to customers, reduce costs, improve efficiency of business processing and build differentiated core competitiveness.

经过努力推进，2015年华新商城网上水泥销量占公司总销量的81%，同比增长20多个百分点，服务签约客户5,623个，客户体验良好，电商转型战略已见成效。

In 2015, with great efforts in promotion, the cement sales on Huaxin online mall accounted for 81% of the company's total sales and got an increase of more than 20 percentage points compared with the previous year. With 5623 newly contracted customers and bettering customer experience, the effectiveness of online business transformation strategy has been demonstrated.

## 社区活动

### Community Activities

我们致力于承担企业社会责任，在业务所在地成为负责任的优秀企业公民。长期以来，我们通过社区公益行动和志愿者活动，创造积极的社会影响和商业回报。

The Company is committed to corporate social responsibility and hope to become a good and responsible corporate citizen in all business regions. It has been creating positive social influence and commercial return through participating community public welfare activities and volunteer activities for a long time.

## 海外业务公益行为创佳绩

### Overseas Business Success: Public Welfare Behavior

我们牢记“建造一所工厂，造福一方百姓”的发展理念，积极回报社会。进入塔吉克以来，我们投资250万美元，建设了一座可供640名学生上学的现代化学校；设立华新基金，积极开展各种公益活动，包括捐赠校车，维修医院、学校、桥梁，救济贫困百姓等，为提高社会福利水平作出了积极贡献。

We bear in mind the development concept of "building a factory and benefiting the people around" and spare no efforts to make positive returns for society. Since entering the Tajikistan, we have invested \$2.5 million in building a modernized school with a capacity can serve 640 students, and have set up Huaxin fund, actively carried out varieties of activities for public welfare, including donation for school buses, maintenance of hospitals, schools, bridges, poverty relief and etc. All the above actions have made positive contributions to improve the social welfare.

截至2015年底，华新水泥在塔吉克斯坦援建的学校、房屋、帮助修路铺桥的支出、以及由“我爱塔吉克”华新基金开展的各项慈善活动，累计价值已超过2000万索莫尼，为塔吉克斯坦的企业树立了良好的榜样。

By the end of 2015, Huaxin had spent cumulatively more than 20 million Somoni to aid in forms of building schools and houses, paving roads as well as charitable activities supported by Huaxin Fund named "I Love Tajikistan", set a good example for other Tajikistan enterprises.

与此同时，我们还关注塔吉克斯坦员工就业和发展问题，直接或间接创造2000多个就业岗位，耗资巨资派送优秀员工到中国学习，开展“一对一”师带徒培训等，一批批塔吉克斯坦员工茁壮成长。未来，塔吉克斯坦将拥有一批优秀的产业技术工人。

At the same time, we also paid close attention to the Tajikistan employment and development issues and directly or indirectly created 2000 jobs. We spend a huge sum of money to help the development of Tajikistan employees by sending them to study in China in way of "one master for one apprentice" training. In the future, Tajikistan will have a group of outstanding technical workers.

2016年1月19日，“华新水泥亚湾公司社会责任报告”在塔吉克斯坦首都杜尚别举行了隆重的发布会，会上发布了华新水泥亚湾公司社会责任报告、公布了“百万公益计划”等，受到塔国各界广泛好评。这是华新首次在海外举办社会责任发布会，更是在塔中资企业首次举办社会责任发布会。

On 19th January 2016, "Social Responsibility Report of Huaxin Gayur Cement LLC." held a grand press conference in the Tajikistan capital Dushanbe. At the conference, the company issued the corporate social responsibility report and released "millions public welfare plan" which received praises from all walks of life in Tajikistan. It was not only the first time that Huaxin held press conference for social responsibility report abroad, but also the first time for a Chinese-invested enterprise in Tajikistan to hold such event.

## 国内业务志愿者活动掀高潮 A New Upsurge in Domestic Volunteer Activities

2015年，通过全体员工自愿参与“学雷锋、促和谐”的志愿者活动，在全国范围内45家工厂组织了200个志愿者活动服务队，积极开展企业社会责任实践活动，促进工厂自身和周边关系的协调发展，在社会上引起强烈反响。全年参与活动人次达到2.4万，活动次数达到2500次，总活动服务时间超过10万小时。

In 2015, 45 factories of the Company across the country organized 200 volunteer services. Staff of the company voluntarily joined the activities under the theme of "learn from Leifeng and promote harmony". The volunteers actively carried out social responsibility practices to have promoted and coordinated the development of harmonious relations with nearby communities, which raised positive responses in the society. Throughout the year, the Company had 24,000 employees participated in 2500 volunteer services with total service time of more than 100,000 hours.

## 志愿者活动实例 Case Studies

### 襄阳公司举办聋哑学生趣味运动会 Xiangyang Company Held Fun Sports Games for Deaf-mute Students



襄阳公司与聋哑学生一起举行趣味运动会  
Xiangyang Company volunteers in the fun sports games for deaf-mute students

襄阳公司举办聋哑学生趣味运动会：4月12日下午，由襄阳公司团委牵头组织的一场特殊的春季趣味运动会在南漳县曙光小学举行，来自该公司的10名志愿者、摩耳英语学校的13名学生志愿者与曙光小学的16名聋哑学生参加了活动。襄阳公司团委精心准备，量身定制了“袋鼠跳接力”、“你来比划我来猜”、“仙人指路”、“呼啦圈接力”等项目。通过举行此次活动，为孩子们搭建起与社会交流的平台，帮助他们更好地融入社会，也让更多的人了解到聋哑儿童的生活，从而参与到帮扶聋哑儿童的公益事业中来。

In the afternoon of April 12, the Youth League Committee of Xiangyang Company organized a special spring Fun sports game in Shuguang Primary School in Nanzhang County. 10 volunteers from the company and 13 volunteer students from Mover English School together with 16 deaf-mute students from Shuguang Primary School participated in the activity. The Youth League of Xiangyang Company tailored made a lot of interesting games such as "Kangaroo relay", "Your gestures I guess", "Immortal guiding", "Hula-hoop relay", etc. By holding the event, volunteers set up social communication platform for the children, helping them to better fit into society and what's more let more people understand the deaf-mute children's life and participate in public welfare undertakings to help them.

### 荆州公司获得周边福利院赠予的锦旗

Jingzhou Company received thanks expressing silk banner from nearby charity home



荆州公司获得周边福利院赠予的锦旗  
Delegate of Jingzhou Company with the pennant given by the welfare home

1月19日，荆州市沙市区岑河福利院院长李华一行来到荆州公司，为荆州公司送来了“情系孤寡老人，传递社会爱心”的锦旗，对荆州公司志愿者们长期以来对福利院的关心帮扶表示感谢。  
On January 19, a group people led by Mr. Lihua, the director of Cenhe Charity Home of Shashi, Jingzhou, went to Jingzhou company of Huaxin to give a silk banner read "Caring about lonely and childless elderly, passing on social benevolence" and expressed their thanks for the long-lasting welfare support from volunteers of Jingzhou company.

自2012年公司启动志愿者活动以来，荆州公司志愿者就与周边岑河福利院结成长期帮扶对象，对福利院的孤寡老人进行了各种帮扶活动。始终以传播有形的正能量，提高公司的社会形象为宗旨，每季度对于福利院孤寡老人的帮扶活动至少开展一次。三年来，志愿者们通过爱心奉献、真心敬老，与老人们之间已经建立了“不是亲人更胜亲人”的感情。  
Since the company started to hold volunteer activities in 2012, the volunteers of Jingzhou Company have formed a long-time relationship with Cenhe Charity Home to help the lonely and childless old people. Taking on positive energy, the volunteers held at least one supporting activity to help the old people from the charity home each quarter. In the past three years, volunteers have established a relationship with the old people as more than the affection of relatives.

### 赤壁公司志愿者清理居民区垃圾助力“美丽乡村”建设

Volunteers from Chibi Company helped local people in building a "beautiful village" by cleaning up residential garbage



赤壁公司志愿者助力周边村民建设“美丽乡村”  
Volunteers from Chibi Company in building a "beautiful village"

7月20日一大早，赤壁公司近30名志愿者对华新路及沿线居民区垃圾进行了集中清理，助力中伙铺镇南山村全面推进“绿满赤壁”行动和“美丽乡村”建设。  
Early in the morning of July 20 2015, about 30 volunteers from Chibi Company cleaned up the residential garbage along Huaxin Road which helped Nanshan village of Zhonghuo town in comprehensive promoting the "green Chibi" action and "beautiful village" construction.

入夏以来，赤壁地区连日暴雨，致使赤壁公司周边道路两边排水壕沟时有阻塞，一下雨就发生渍水现象，村民叫苦不迭。大家顶着炎热，或挥动着扫帚认真清扫路面垃圾、沙石，或铆足劲清挖路两侧的排水壕沟，或弯着腰仔细地拔除路旁庄稼地的杂草，旁边还有一台铲车紧张忙碌着，努力清运堆在路旁的建筑土渣和生活垃圾。志愿者们充分发挥不怕脏、不怕累的战斗精神，努力不留一处卫生死角。  
Heavy and lasting rains in Chibi in the summer frequently caused drain block and water logging along the roads around the company, which arouse a lot of complaints from the

villagers. To solve the problem, bearing the hot weather, volunteers from Chibi Company spared no efforts in cleaning the wastes and sand on the road, digging drainage ditches on both side of the roads, carefully pulling out the weeds in the side fields alongside with a forklift cleaning up the building residues and household garbage. Volunteers spared no efforts to clean up every inch of land they reached.

此次活动得到了南山村委及周边居民的一致好评，巩固了赤壁公司与周边居民的融洽关系，进一步树立了企业“履行责任、回报社会”的良好形象，也使赤壁公司广大员工得到了一次锻炼。  
Chibi Company received praise from Nanshan Village Committee and the surrounding residents for that activity, which strengthened the relationship between the company and the surrounding residents and established a good corporate image of "performing duties, contributing to society", furthermore, it was a good exercise and experience for the company and the staff.

### 宜昌公司志愿者深入社区开展义务维修活动获居民好评

Volunteers of Yichang Company obtained praise from residents through carrying out activities of maintenance services for free



宜昌公司义务维修  
Volunteers from Yichang Company in providing free maintenance services

4月25日，宜昌公司12名志愿者走进宜都市名都社区开展义务维修服务活动，活动当天，小区居民纷纷将家中不能使用的电饭煲、热水壶、电风扇和破损的纱门、纱窗等从家里拿来送到活动现场，请求志愿者帮忙维修。对家里有电器线路故障、水管需要维修的居民，志愿者将他们的门牌号和联系方式一一登记，按顺序上门维修。开展此项活动以来，宜昌公司的“小红帽”得到了社区居民的一致好评。宜昌公司志愿者将继续发扬雷锋精神，为建设和谐社会而努力。

On April 25 2015, 12 volunteers from Yichang Company entered Mingdu community to provide free of charge maintenance service. The residents of the community brought their broken furniture and defunct appliance such as rice cooker, kettle, electric fan and a broken screen door for maintenance. As for the residents who had circuit default or water pipes need repairing at home, the volunteers checked and wrote down their house number and contact them in order to provide in-house maintenance in sequence. Since the beginning of the activity, volunteers with red hats from Yichang Company received praises from the local community. Volunteers from Yichang Company will continue to carry forward the spirit of Leifeng and strive to build a harmonious society.

### “我爱塔吉克”华新基金为亚湾区捐赠校车

Huaxin Fund ("I love Tajik") donated a school bus to Yovon Area



华新基金耗资20万索莫尼，为亚湾区教育局捐赠高规格校车一辆，解决孩子们上学难问题  
200,000 Somoni from Huaxin Fund was spent on the donation of a school bus to Yovon Education Bureau, which solved the inconvenience of transportation in the way to school

6月27日，“我爱塔吉克”华新基金校车捐赠仪式在亚湾区举行，亚湾区区长、教育局局长以及亚湾公司副总经理周致远出席了仪式。

On June 27, ceremony on school bus donation by Huaxin Fund ("I love the Tajik") was held in Yovon Area. District Head, Managing Director of the Education Bureau and Vice General Manager of Gayur Company Mr. Zhou Zhiyuan attended the ceremony.

据了解，此次捐赠的校车耗资20万索莫尼，从中国定制并运送到塔吉克斯坦，车内设置25个座位，每个座位都配置了安全带，符合校车的所有安全规定，主要供亚湾地区学生使用。捐赠校车，温暖了孩子们的上学路。亚湾公司以实际行动兑现了“建造一座厂，造福一方百姓”的承诺，脚踏实地地诠释了企业发展与社会责任完美结合的内涵。

200,000 Somoni was spent on the donation of a school bus. The bus was customized and shipped from China to Tajikistan. To meet the school bus safety regulations, the bus was equipped with 25 seats inside and every seat has a safety belt. It was used mainly for students in Yovon Area. This donation warmed the students' way to school. Gayur Company fulfilled the commitment of "a plant built should benefit the people living around" by its action, which was a down-to-earth interpretation to the perfect combination of corporate development and social responsibility.

### 信阳公司志愿者助农采茶解民忧

#### Volunteers from Xinyang Company Help Tea Growers in Tea Plucking



信阳公司帮五保户采茶

Volunteers helped the households (who enjoying the five guarantees) picking tea leaves

4月14日下午，信阳公司行管部、质控部共9名志愿者深入周边茶场采茶，解决茶农的燃眉之急。

In the afternoon of April 14, 9 volunteers from Administration Department and Quality Control Department of Xinyang Company went to the surrounding tea plantations to help tea farmers with tea plucking.

4月正是信阳地区春茶上市的旺季，当地茶农却犯了愁，由于周边村民大多外出打工，采茶人手严重不足，而茶叶遇高温长势迅猛，如不及时采摘就会对收成产生较大影响。在这节骨眼上，信阳公司青年突击队的志愿者们，帮助茶农王云霞采茶，尽全力解决她的燃眉之急。当日气温达26℃以上，志愿者们兴致盎然地登上茶山，请教了采茶技巧之后，便分散在茶树间忙碌起来。“一芽一叶”是采茶的主要方式，不一会，大家的采茶动作就娴熟起来，经过近3个小时的采摘，竹篮里堆满了绿色的嫩芽。

April is the peak season for tea in Xinyang, but the local farmers were worried as most villagers went to the city to work, there was serious shortage of manpower at the time. While tea grows fast in the high temperature, there would be great influence on the harvest if tea was not timely picked. At this juncture, volunteers of youth team from Xinyang Company spared no effort to help farmers in tea plucking. On the very day the temperature reached over 26 Celsius, volunteers climbed to the tea mountain in high spirits. After consulting the tea plucking techniques, volunteers started working in the tea trees. "A bud leaf" is the main way of tea plucking, soon, everybody's tea plucking action became faster and skilled. After nearly three hours' picking, the bamboo baskets were filled with green tender shoots.

## 2015年社会公益活动捐赠情况

### Donations at Social Welfare Activities in 2015

单位：万元  
Unit: 10 thousand RMB

类别 type	捐款金额人民币 Donation Amount (RMB)	物资折合人民币 Materials (converted into RMB)	合计人民币 Sum up (RMB)
社区 Community	8	27	35
捐资助学 Donations to schools	10	27	37
扶贫帮困 Aid of poverty	23	399	362
组织个人捐赠 Organization and Individual Donations	44	0	44
合计 Total		478	

# 感动瞬间

## Touching Moments



**1. 全球道路安全周活动-- 黄石公司志愿者为龚家巷小学学生讲解道路安全知识**

World Road Safety Week activity—Volunteers from Huangshi Company are explaining the road safety knowledge to the students of Gongjiaxiang Primary School.

**2. 宜都包装公司看望枝城镇聚福养老院老人**

Volunteers from Yidu Packaging Company are visiting the elderly in Jufu Rest Home in Zhicheng town.

**3. 荆州公司帮助周边居民采摘辣椒**

Volunteers from Jingzhou Company are picking hot peppers for nearby dwellers.

**4. 恩施公司为空巢老人送爱心**

Enshi Company representatives are visiting the empty- nest elderly and giving their presents.

**5. 西藏公司助残日宣传**

Tibet Company volunteers are holding activity for the propaganda of National Day of assistive.



**9. 襄阳公司为龙门留守儿童送安全图书**

Volunteers from Xiangyang Company are giving safety guiding books to stay-at-home children in Longmen area.

**10. 涪陵公司到周边小学生家里讲解“中小学生自护自救实用手册”**

Fuling Company representatives are explaining the Application Manual of Self-care and Self-rescue for Middle and Primary Students to nearby primary school students at their homes.

**6. 渠县公司帮社区居民维修家电**

Volunteers from Quxian Company are mending household electrical appliances for nearby residents.

**7. 宜昌公司志愿者与楼子河村少年儿童共庆“六一”**

Volunteers from Yichang Company are celebrating the Children's Day together with youths and children of Louzhe village.

**8. 鹤峰公司志愿者帮助周边空巢老人晒玉米**

Volunteers from Hefeng Company are insulating corns for nearby empty- nest elderly.