



# 2014 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2014年度为主，适度向前延伸，以补充2013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

企业既是社会财富的创造者，也是社会责任的承担者。作为我国为数不多的百年企业，华新水泥一直致力于把最优质的建筑材料提供给客户，为社会创造财富，并以做全球最优秀、值得信赖和受人尊敬的企业公民为目标，全面履行企业的社会责任。

2014年，是我国经济进入新“拐点阶段”的一年。面对新形势，我们不断深化改革创新，上下齐心协力、奋力拼搏，在国内经济增长减速的背景下，仍保持业绩的稳定增长。

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，大力推行清洁文明生产，并利用水泥窑协同处理的技术优势，为社会提供安全、可靠的环境服务。在第八届“中华宝钢环境奖”评选中，公司荣获“企业环保类优秀奖”称号，成为本届国内建材行业和湖北省内唯一荣获此殊荣的企业。

我们高度重视员工的职业健康与职业安全，着力营造浓郁的安全生产文化。公司全面落实安全生产责任制，严格执行安全生产责任追究制度，加大对安全隐患、安全违规行为的曝光和处罚，强化一线人员安全生产意识，编制维修作业安全操作规程，逐步完善安全管理体系和制度。

我们提倡华新造就人才，将员工作为人力资源看待，在制度上保障员工合法权益，在机制上引导员工全面发展。通过开展多样化、定制化培训，使员工的素质得到快速提高；实施绩效管理变革，调整员工薪酬结构，让员工共享企业发展成果。

我们不忘回报社会，牢记建造一所工厂，造福一方百姓。华新各工厂不仅是当地的纳税大户，推动当地经济发展，还通过捐赠、慰问以及开展形式多样的志愿者活动，为构建和谐社会作出了积极贡献。

我们关注客户需求，竭力为客户创造价值。通过搭建国内水泥企业首家电商平台，将遍布全国的几十家工厂、几千个客户和零售门店连接起来，让普通百姓网购水泥成为现实。

“美好的世界从我们开始”！这是我们的承诺，也是目标，更是鞭策。在充满挑战与机遇的2015年，我们将继续沿着可持续发展之路，不断探索回报社会的新途径，力争为构建更加和谐、更加美好的世界作出新的更大贡献。

Enterprise is both the creator of social wealth and the undertaker of social responsibility.

As one of the few century old enterprises in our country, Huaxin has committed to providing the best quality building materials to customers, creating wealth for the society and aiming at becoming the world excellent and respectable enterprise, performing social responsibility comprehensively.

In 2014, our country's economy entered into a new "inflection point". Facing new situation, we continuously implemented reform and innovation, cooperated together and made concerted efforts, sustained the steady growth of performance under the background of slowdown in domestic economic growth.

We hold the mission "To clean our living environment while providing reliable building materials", promote clean production and take advantage of cement kiln co-processing to provide safe and reliable environmental service to the society. In the appraisal of the eighth "Chinese Baogang Environment Reward", Huaxin got the title of "Enterprise Environmental Protection Excellent Reward", becoming the only enterprise in domestic building material industry and Hubei province that got this reward.

We pay high attention to employees' occupational health and safety, trying to build a safe production culture. Huaxin implements safety production responsibility system and safety responsibility accountability system, enhance exposure and punishment to safety risks and rules violation behaviors, enhance safety production awareness of frontline employees, compile safety operation regulation for repair operation, and perfect safety management system and regulation step by step.

We advocate Huaxin create talents, treat employees as human resources, guarantee employees legal rights by regulation, and guide employees development by mechanism. Through carrying out diversified and customized training we improve employees' quality rapidly; implement KPI management innovation, adjust payment structure, and share development results.



总裁 李叶青 CEO Li Yeqing

We won't forget to return society. A plant built should benefit the people living around. Huaxin plants are not only local large taxpayer which push forward local economic development, but also carry out volunteer activities such as donation to contribute to harmonious society contribution.

We focus customers' needs, trying to create value for customers. Through building the electronic commerce platform that is first in domestic cement enterprises, we linked together the plants, customers and retail stores, which realized online shopping cement by ordinary people.

"A beautiful world starts from us"! That is our promise, and also the target and more the spur. The year 2015 is full of challenges and opportunities. We will continue the road of sustainable development, explore new ways to return society, and make greater contribution to build more harmonious and beautiful world.

## 公司概况 Company Profile

华新水泥股份有限公司始创于1907年，是国内领先的建筑材料供应商，公司主要从事水泥、环保、混凝土、骨料、装备及工程等业务。

1994年，公司A、B股在上海证券交易所上市。1999年，与全球最大的水泥制造商之一的瑞士Holcim集团结为战略伙伴关系。

截至目前，公司在中国10个省市和海外拥有各类工厂100余家，总资产达260余亿元，销售收入达160亿，员工总数14000人。名列中国制造业500强和财富中国500强。

Initially established in 1907, Huaxin Cement Co., Ltd. is a leading supplier of building materials in China, mainly engaged in businesses of cement, ready-mixed concrete, aggregate, cement equipment and project engineering, etc.

The Company listed its A-shares and B-shares in Shanghai Stock Exchange in 1994, and then in 1999 established a strategic partnership with Holcim headquartered in Switzerland, one of the largest cement manufacturers in the world.

At present, Huaxin has over 100 plants of different types in 10 Chinese provinces and overseas. Total assets reaches 26 billion RMB, contributing 16 billion sales revenue. The staff is 14000 in total. The company ranks among the China Top 500 Manufacturers and the Fortune China Top 500.

2014年，面对水泥行业产能过剩、竞争日益激烈的压力，公司积极应对，主动适应经济发展的新常态。全年实现水泥和熟料销售总量5,133.63万吨，骨料销量511万吨，环保业务处置总量71万吨，商品混凝土销量500万方。全年公司实现营业收入159.96亿元，实现利润总额19.93亿元，归属于母公司股东的净利润12.22亿元。

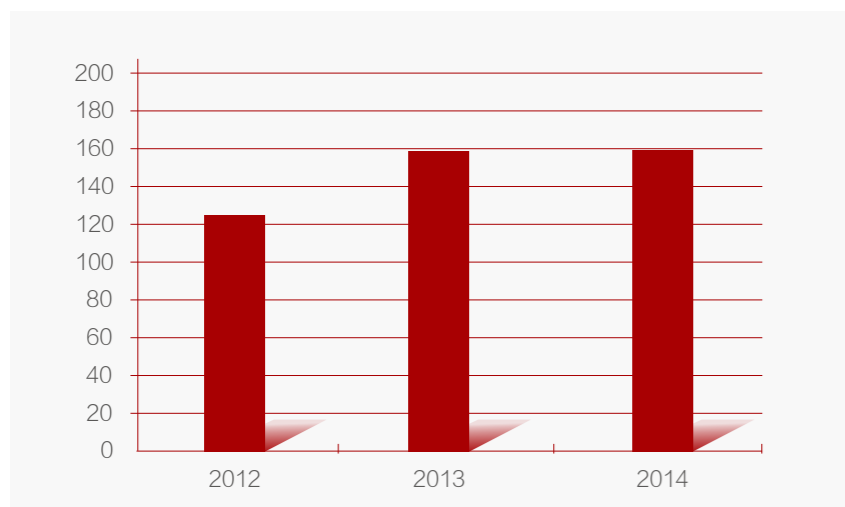
In 2014, facing the pressure of excess capacity of cement industry and fierce competition, Huaxin actively coped with it and fitted in with the new economic development circumstances. In the whole year, Huaxin realized cement and clinker sales of 51.3363 million tons, aggregate sales of 5.11 million tons, environmental business waste treatment of 0.71 million tons, ready mix concrete sales of 5 million cubic meters. Throughout the year the company achieved operating income of 15.996 billion RMB, total profit of 1.993 billion RMB, net profit belonging to shareholders of the parent company is 1.222 billion RMB.



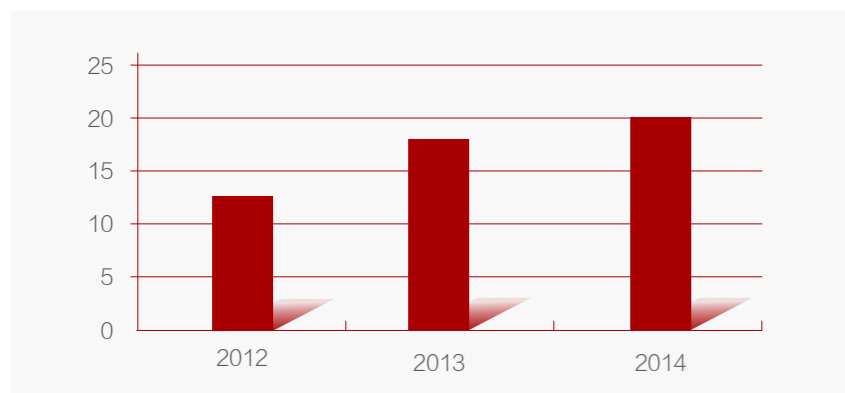
华新水泥投放锦鲤庆祝108岁华诞  
Huaxin Cement put carps in fishpond to celebrate 108 birthday

## 2014年公司经济效益

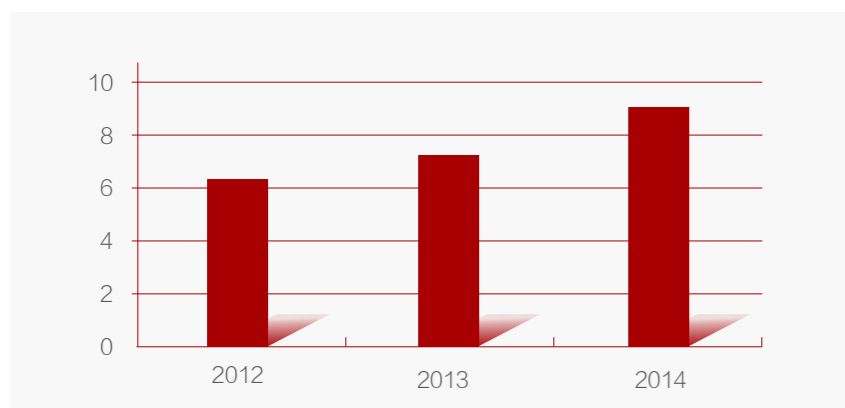
### 2014 Contribution to the Economy



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)

## 2014年公司荣誉

### 2014 Company Awards

由中国企业评价协会、清华大学社会科学学院联合推出“2015中国企业社会责任500强”榜单，华新位列第85位。



Chinese Enterprise Evaluation Association and Tsinghua University Social Science Institute jointly launched the “2015 China corporate social responsibility of the top 500” list. Huaxin is in the 85<sup>th</sup> place.

- 由中国上市公司协会、中国证券投资者保护基金有限责任公司联合中国证券业协会、中国证券投资基金业协会共同举办的“最受投资者尊重的上市公司评选活动”，公司荣获“2014最受投资尊重的上市公司评选入围奖”。  
China Association of Listing Corporation, Chinese Securities Investors Protection Fund Co. Ltd and China Securities Association, Chinese Securities Investment Fund Industry Association jointly organized the “investors most respected listing companies selection activity” Huaxin won the “2014 most respected listing company by investors Award Finalist”.
- 李叶青总裁当选湖北省建筑材料联合会会长。  
CEO Mr. Li yeqing was elected the President of the Hubei Provincial Building Materials Association.
- 中塔两国元首共同见证华新水泥与塔吉克斯坦签署投资协议。  
Heads of China and Tajikistan together witnessed the signing of investment agreement between Huaxin Cement and Tajikistan.
- 《财富》中文网公布2014年中国500强企业排行榜，华新水泥荣登榜单。  
Huaxin was listed in 2014 China Top 500 by Fortune China.
- 由中国企业联合会、中国企业家协会组织的“企业信用评价复评”工作中，华新再次被确定为AAA级信用企业。  
In the “Evaluation of Enterprise Credit Assessment” work organized by China Enterprise Association and China Entrepreneur Association, Huaxin was again awarded AAA credit enterprise.



- 由全国人大环资委、全国政协人资委、环保部等11部委联合授予华新“企业环保类中华宝钢环境优秀奖”称号，公司成为2014年国内建材行业和湖北省内唯一荣获此殊荣的企业。  
The National People's Congress, Human Resources Committee of CPPCC, Ministry of Environmental Protection all together 11 ministries jointly conferred Huaxin the title of “Enterprise Environment Protection Chinese Baogang Environment Excellence Award”, which becomes the only enterprise that got this honor in domestic building materials industry and Hubei province in 2014.



- (第十一届)《中国500最具价值品牌排行榜》，华新水泥位居98位。  
Huaxin was listed in the 11<sup>th</sup> China Top 500 Valuable Brand, in the 98<sup>th</sup> place.

# 公司治理

## Corporate Governance

在完善的公司治理环境中，一个好的内部控制系统才能真正发挥它的作用，企业的运营效率才能得到有效的提升，为此，我们一直致力于完善公司内部治理，通过强化内部控制、加强风险防范，进一步提升公司治理水平。

In a perfect corporate governance environment, a sound internal control system can truly play its role, and the operation efficiency of enterprises can be effectively improved. Therefore, we are committing to improving corporate internal governance, and enhancing internal control and risks prevention to further improve corporate governance level.

## 完善内部治理

### Perfect Internal Governance

2014年公司第七届董事会第二十九次会议决定，董事会下增设治理与合规委员会。同时，本次董事会还通过了董事会各专门委员会工作细则，即《公司董事会战略委员会工作细则》、《公司董事会审计委员会工作细则》、《公司董事会提名委员会工作细则》、《公司董事会薪酬与考核委员会工作细则》、《公司董事会治理与合规委员会工作细则》。原《华新水泥股份有限公司专门委员会工作细则》同时废止。

In 2014 the twenty-ninth meeting of seventh session of the board of directors, they set up governance and compliance committee under the board. Meanwhile, the board also passed the special committees work rules, that is, "Company Board Strategy Committee Work Rules", "Company Board Audit Committee Work Rules", "Company Board Nomination Committee Work Rules", "Company Board Payment and Assessment Committee Work Rules", "Company Board Governance and Compliance Committee Work Rules". The original "Huaxin Cement Co., Ltd Specialized Committee Work Rules" was abolished at the same time.

“透明的公司治理，提升企业价值”。我们通过现场调研（包括工厂调研）、网上路演、电话咨询、电子邮件等各种沟通交流渠道，与投资者们进行公开的、面对面交流。全年共举办9次投资者公开接待周活动，3次管理层与投资者交流会（包括网上路演），处理各种投资者邮件咨询200余次。

"Transparent corporate governance, enhance corporate value". We made public and face-to-face communication with investors through onsite investigation (including plant investigation), online roadshow, telephone consultation, e-mail and other communication channels. A total of 9 Investors Reception Week activities have been held in the year, 3 times management level and investors communication meetings (including online roadshow), dealing various investors e-mail consultation for more than 200 times.



公司年度股东大会暨投资者公开接待日  
Annual shareholders meeting and investors open reception day



投资者公开接待日  
Investors open reception day

## 强化内部控制

### Enhance Internal Control

2014年3月，普华永道中天会计师事务所有限公司对我公司2013年的内部控制出具了标准无保留意见的审计报告。  
In March 2014, PWC Zhongtian CPA firms issued standard and unqualified audit report on our 2013 internal control.

2014年3月，公司完成了控股股东豪瑞公司的内部控制体系在环保业务的推广实施，并在稳定运行三个月后对其执行业务进行现场检查，总体有效性达92%；2014年8-9月，将五部委及豪瑞内控规范推广实施至包装及装备业务。至此，纳入内控实施范围单位资产总额占公司合并财务报表资产总额的91%。

In March 2014, Huaxin completed implementation and promotion of its shareholder Holcim Co.'s internal control system in environment business, and conducted onsite inspection on its implementation after it functioned for three months stably, general effectiveness reached 92%; August to September, 2014, we popularized five ministries and Holcim internal control standard to Bag and Equipment businesses. Till now, total assets included into the internal control implementation range accounts for 91% of the total assets of the company's consolidated financial statements.



华新恩平公司内控体系建设启动会  
Kick off meeting of building internal control system in Huaxin Enping Co.

## 加强风险防范

### Strengthen Risk Prevention

2014年，我们通过以混凝土财务共享服务中心试点项目，开展共享服务运行实践，实现混凝土业务的财务数据集中管理、财务流程标准化，更好地发挥财务集中管控、协同增效作用；通过供应商协同平台的成功上线，确保实现透明、公正的采购。

In 2014, we carry out shared service operation practice through concrete and finance share service center pilot project, realized concrete business financial data concentrated management, financial procedure standardization, to better play the role of concentrated control of finance and enhanced effect; the successful go-live of suppliers' collaborative platform ensured transparent and fair procurement.

## 混凝土财务共享中心上线

### Concrete and Finance Shared Center go-live

截至2014年底，共有38家分子公司纳入财务共享范围，业务覆盖销售结算、采购结算、费用及总账、资金收付、月结、财务报表等方面。自从财务共享服务中心(FSSC)上线一年以来，通过流程的规范化及业务的集中化处理，发现及解决了大量业务合规性问题，降低了公司财务及税收风险；每月组织两次混凝土业务问题沟通及讨论会议，并且开设财务共享中心答疑邮箱用以解决各类内部客户问题。同时，公司还开始进行全面业务共享的可行性研究。

Till the end of 2014, totally 38 subsidiaries were included into financial share scope. The business covers sales settlement, procurement settlement, expense and general ledger, receipt and payment of funds, monthly statement financial statements. Since financial share service center ( FSSC ) go-live for one year, many business compliance problems have been found and solved through procedure standardization and business concentrated treatment, which lowered financial and tax risks; Concrete business problems communication and discussion meeting is held twice in a month, and set finance shared service center answering email to solve various internal customers problems. Meanwhile, Huaxin also started feasibility research of comprehensive business sharing.

## 供应商协同平台上线

### Supplier Collaborative Platform go-live

2014年，供应商协同平台成功上线。通过在线处理业务、在线信息查询、在线传递及打印合同、订单，供应商预制发票、采购员审核等深度合作，有效促进双方沟通与交流，减少流转时间及成本，提高工作效率；通过联合采购、供应商竞价与谈判，保障了物料价格的竞争力，实现了透明、公正的采购。2014年共开展联合谈判45次，实现总部管控物资采购成本节约1680万元。

In 2014, Suppliers Collaborative Platform went - live successfully. Through online business treatment, online information inquiry, online transmission and printing contract, order, invoice, purchasing audit, we promoted effective communication between the two sides, reduced the circulation cost and time, improved work efficiency; Through joint procurement, supplier bidding and negotiation, we ensured material price competitiveness, realized a transparent and fair procurement. 45 joint negotiations were carried out in 2014, realized HQ control material procurement cost saving 16.8 million RMB.

## 共享服务中心的收益

### The benefit of Shared Service Center

共享服务中心的建设可帮助企业从战略、价值、质量、效率角度，全面提升管理水平，给企业带来更多收益，具体实现的目标包括：  
The building of Shared Service Center can help corporate to improve management level from the angle of strategy, value, quality and efficiency, bringing more benefit to corporate, specific targets includes:

风险 Risk	效率 Efficiency	价值 Value	质量 Quality	战略 Strategy
有效控制操作风险 Control operation risks effectively	不断提升管理效率和运营效率 Improve management and operation efficiency continuously	高效运作带来成本节约与优质服务 High efficiency brings cost saving and quality service	提供高质量的服务与信息，保证数据真实有效 Provide high quality service and information, guarantee true and effective data	支持公司战略发展目标的实现 Support the realization of company strategic development goal
<ul style="list-style-type: none"> <li>通过标准化和规范化有效减少、控制操作违规 Standardization and regulation can reduce and control operation rules violation</li> <li>严格执行公司的各项制度，提高业务操作的准确性、及时性和真实性，降低决策风险 Strictly implement the rules of the company, improving the accuracy, timeliness and reality of business operation, lowering decision making risks.</li> </ul>	<ul style="list-style-type: none"> <li>通过建立集中运营支撑平台，提高运营效率 Build concentration operation support platform to improve operation efficiency</li> <li>通过流程再造，提高业务处理效率 Rebuild procedure to improve business treatment efficiency</li> <li>缩短各类业务服务时间：例：关账、授权、发账单、收款 Shorten business service time. Eg.:close account, authorization, bill sending, collection of money</li> </ul>	<ul style="list-style-type: none"> <li>更高的生产力水平 Higher production level</li> <li>更低的服务成本 Lower service cost</li> <li>减少所需的营运资金 Reduce needed operation fund</li> <li>减少费用 Reduce expense</li> <li>减少系统基础设施建设成本 Reduce system infrastructure cost</li> </ul>	<ul style="list-style-type: none"> <li>提供决策所需的信息 Provide information for decision making</li> <li>更好的客户服务 Better customer service</li> <li>减少错误率 Reduce error rate</li> </ul>	<ul style="list-style-type: none"> <li>使用新的商业模式 Use new commercial mode</li> <li>支持兼并重组 Support acquisition and merge</li> <li>支持业务发展 Support business development</li> <li>实现流程和系统的标准化 Realize standard procedure and system</li> <li>为公司其他管理职能的优化提供支持 Provide support to other management functions optimization</li> </ul>



通过供应商协同平台实现全流程的采购管控  
Realize procurement control in whole procedure through Supplier Collaborative Platform

# 环保履责

## Environmental Protection

我们一直以“清洁我们的生活环境，提供信赖的建筑材料”的企业使命为引领，大力推行清洁生产，最大程度上降低生产活动给环境带来的影响；同时，利用水泥窑协同处理的技术优势，为社会提供更多的环境服务。

We have been taking the corporate mission “To clean our living environment while providing reliable building materials” as the orientation, widely implement clean production to reduce the impact of production activities to environment to the minimum; meanwhile, we take the technical advantage of cement kiln co-processing to provide more environment services to the society.

## 清洁生产

### Clean Production

公司将清洁生产理念贯穿到生产的全过程，通过强化内部监管、降低能源和资源消耗，减少污染物和温室气体排放，实现“节能、降耗、减污、增效”。

Clean production concept runs through the whole process of production in Huaxin. Through enhancing internal monitor and reducing energy and resource consumption, we reduced pollutants and greenhouse gases emission, realized “energy saving, consumption reduction, pollution reduction, and benefits increasing”.

### 强化内部监管

#### Enhance internal monitor

2014年，公司通过常态化环境监测、环保风险评估等一系列环境监管措施，促进工厂合规经营，降低工厂运行对环境的影响。

In 2014, Huaxin adopted a series of environment monitor measures such as normalization of environmental monitoring and environment risks assessment to promote compliance operation in plants and lower operation impact to environment.

### 内部环境监管常态化

#### Internal environment monitor normalization

公司下属工厂每月利用自有监测设备对工厂污染物进行监测标定，定期评估工厂的排放状况,并通过在线监控设备，实施实时监控；根据评估、监控结果，工厂及时对生产工艺进行调整、对环保设备进行维护，实现合规排放。

The subsidiaries of Huaxin make use of own monitoring equipment to monitor plant pollutants each month, assess emission status regularly, and conduct real time monitoring through online monitoring equipment; plants realized compliance emission by adjusting production process and maintaining environment equipment in time according to assessment and monitoring result.

### 环保风险评估制度化

#### Environment risks assessment institutionalization

2014年公司出台年度环保风险评估管理办法，定期评价工厂环保风险，并对存在的风险提出改进措施，实现环境影响最小化。

Huaxin issued annual environment risks assessment management method in 2014 to evaluate plants environment protection risks regularly, and propose improvement measures to risks, which minimized impact to environment.

### 水管理精细化

#### Fine water management

2014年公司出台水管理办法，对工厂的取水、排水等各环节提出要求，逐步降低工厂取排水对周边环境的影响。

Huaxin issued water management method in 2014, which proposed requirement on plant water using and discharge, gradually reduced impact of water using and discharge to surrounding environment.

### 推行清洁生产对标

#### Implement clean production benchmark

2014年公司继续推行清洁生产文明生产竞赛，实现工厂在能源消耗、污染物排放等各项指标的全面对标，以减少资源与能源消耗、污染物排放对环境的影响。

In 2014, Huaxin continues to implement clean production competition to realize energy consumption and pollutant discharge benchmark, and reduce impact of resource and energy consumption and pollutant discharge to environment.

	清洁生产审核 clean production audit	废弃物零排放 zero emission	装包无组织排放 (内部标准) package fugitive emission (internal standard)	粉尘排放 dust emission	SO <sub>2</sub> 排放 SO <sub>2</sub> emission	NO <sub>x</sub> 排放 NO <sub>x</sub> emission
2013年	29家水泥工厂 29 cement plants	50%窑线工厂 50% kiln plants	60%装包线 60% package line	100%达标排放 100% standard emission	100%达标排放 100% standard emission	100%达标排放 100% standard emission
2014年	除新建生产线外， 全部水泥工厂 all cement plants except for new lines	70%窑线工厂 70% kiln plants	85%装包线 85% package line	100%达标排放 100% standard emission	100%达标排放 100% standard emission	100%达标排放 100% standard emission



## 降低污染物排放 Lower pollutant discharge

公司以新的水泥工业大气污染物排放标准对标工厂，促进工厂提高污染物治理水平，实现提前合规。  
Huaxin takes new cement industry atmosphere pollutant emission standard as the benchmark to plants, promote the pollutant treatment level in plants and realize compliance in advance.

### NO<sub>x</sub>治理 NO<sub>x</sub> treatment

2014年，公司所有的窑线工厂均安装了SNCR（选择性非催化还原）系统，以在末端实现NO<sub>x</sub>减排的目标；同时，公司秉承清洁生产的理念，从生产工艺改造上着手，探索水泥窑分级燃烧技术，从源头降低NO<sub>x</sub>产生量。

In 2014, all Huaxin's kiln plants have installed SNCR (selective non catalyst reduction) system, to realize NO<sub>x</sub> reduction target at terminal; meanwhile, Huaxin holds the concept of clean production, starts from production process reform, explore cement kiln staged combustion technology, lower NO<sub>x</sub> generation from source.



华新（宜昌）公司加强工艺控制，提高电收尘效率，窑头粉尘排放浓度稳定控制在30mg/m<sup>3</sup>以下。  
Huaxin (Yichang) Co. enhances process control, improve filter efficiency, kiln head dust emission thickness is controlled under 30mg/m<sup>3</sup>.

### 粉尘治理 Dust treatment

公司通过预防性维修，保证收尘器始终处于最佳运行状态，并通过执行定期清扫、清理制度降低粉尘排放。

Through preventive repair, Huaxin guarantee dust filters function in the best status, and implement regular clean regulation to lower dust emission.



华新（涪陵）公司采用先进成熟石灰石-石膏湿法脱硫工艺，利用窑尾余热锅炉收集的石灰石粉加水制成浆液作为吸收剂吸收烟气中的二氧化硫，形成的副产品石膏用作水泥粉磨原料。

Huaxin (Fulin) Co. adopt advanced and mature limestone-gypsum wet desulfurization process, making use of the limestone powder collected by kiln rear waste heat boiler added with water to be an absorbent to absorb the SO<sub>2</sub> from smoke, the byproduct gypsum is used for cement grinding material.

### SO<sub>2</sub>治理 SO<sub>2</sub> treatment

公司使用低硫煤，并通过监控生料含硫量从源头上控制SO<sub>2</sub>的产生来源；对于SO<sub>2</sub>排放较高的工厂，通过新上脱硫设施，降低SO<sub>2</sub>排放对环境的影响。

Huaxin use low sulfur coal and monitor the sulfur content in raw meal to control SO<sub>2</sub> generation from source; as to plants with high SO<sub>2</sub> emission, new desulfurization facilities are installed to reduce SO<sub>2</sub> emission impact to environment.

### 无组织排放控制 Fugitive emission control

2014年，公司继续推行装包系统无组织排放控制，85%的水泥装包线已安装高效辊道清包机，达到公司内部无组织排放控制标准。并在鹤峰、襄城、郟县等公司探索装车栈台无组织排放控制的技术手段。

In 2014, Huaxin continued to implement package system fugitive emission control. 85% cement package lines have been installed high efficiency roller cleaning machine, and reached internal fugitive emission control standard. We also explore loading platform fugitive emission control technical method in Hefeng, Xiangcheng, and Yunxian subsidiaries.

改造前  
Before reform



改造后  
After reform



华新（鹤峰）公司通过安装装车收尘系统，收集车辆装包过程中70%的扬尘，大大降低粉尘无组织排放对环境的影响。

Huaxin (Hefeng) Co. installed loading dust filter system to collect 70% dust during package, largely lowered dust fugitive emission impact to environment.

### 矿山复垦 Quarry rehabilitation

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。

Huaxin sticks to the idea of corporate development and environment protection, ecological benefit priority and social and economic benefits, social responsibility and sustainable development, carry out rehabilitation to exploited quarry in plots and sections according to the principle "who exploit should rehabilitate".



华新（西藏）公司矿山复垦前  
Huaxin (Tibet) Co. quarry before rehabilitation



华新（西藏）公司矿山复垦后  
Huaxin (Tibet) Co. quarry after rehabilitation

## 应对气候变化 Respond to climate change

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，降低温室气体排放。

In order to alleviate greenhouse gases impact to environment, Huaxin implement carbon asset management, energy saving and emission reduction meanwhile improve alternative fuel availability to lower greenhouse gases emission.

### 实施碳资产管理 Implement carbon asset management

公司出台碳资产管理办法，定义下属各生产单位的CO<sub>2</sub>排放量核算准则，提前为全国碳交易做准备。

Huaxin issued carbon asset management method, define CO<sub>2</sub> emission amount accounting standard for subsidiaries to prepare for national carbon trade.

### 推进碳交易试点 Advance carbon trade pilot

2014年公司下属工厂积极参与湖北省、重庆市、广东省的碳交易试点工作，并以碳交易为契机，全方位的实施节能降碳。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，2014年公司直接CO<sub>2</sub>排放总量较2013年下降2%。

In 2014, subsidiaries actively participated in carbon trade pilot work in Hubei, Chongqing, and Guangdong provinces, taking carbon trade as the opportunity to implement energy saving and carbon reduction. Based on CSI (Cement Sustainability Initiative Organization)cement industry greenhouse gases accounting guideline, Huaxin's direct CO<sub>2</sub> emission in 2014 decreased by 2% compared with that in 2013.

### 持续推进能效提升工程 Continue to push forward energy efficiency improvement project

通过降低熟料烧成热耗、水泥粉磨电耗，优化余热发电运行，提升发电效率等提升能源利用效率，降低单位产品CO<sub>2</sub>排放。By reducing heat consumption of clinker burning, power consumption of cement grinding, optimization of WHR operation, and improve power generation efficiency to improve energy efficiency and reduce CO<sub>2</sub> emission per unit product.

### 提升可替代燃料利用率 Improve alternative fuel efficiency

2014年，累计处置生活垃圾50万吨，三峡漂浮物50万方，间接减少CO<sub>2</sub>排放约33万吨。

In 2014, totally 0.5 million tons living wastes and 0.5 million cubic floating wastes in Three Gorges were treated, indirectly reduced CO<sub>2</sub> emission about 0.33 million tons.

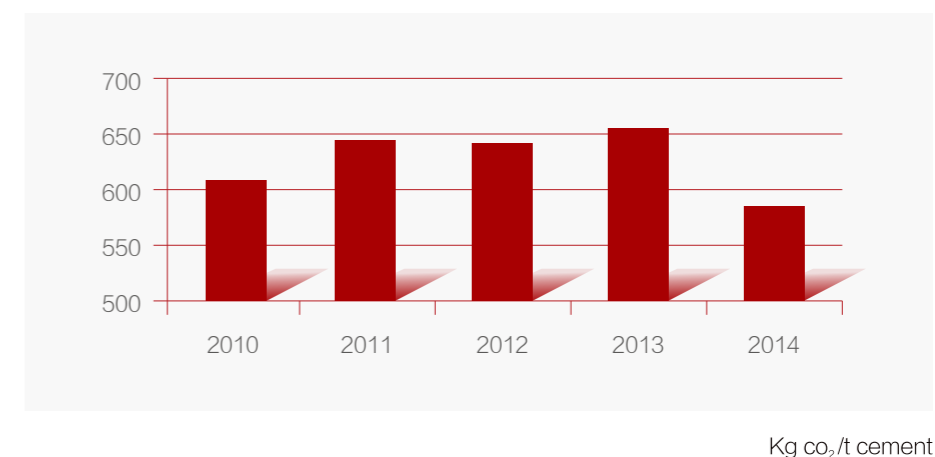


华新（襄阳）公司被评为建材行业减排示范企业  
Huaxin (Xiangyang) Co. was rated as emission reduction demonstration enterprise in building material industry

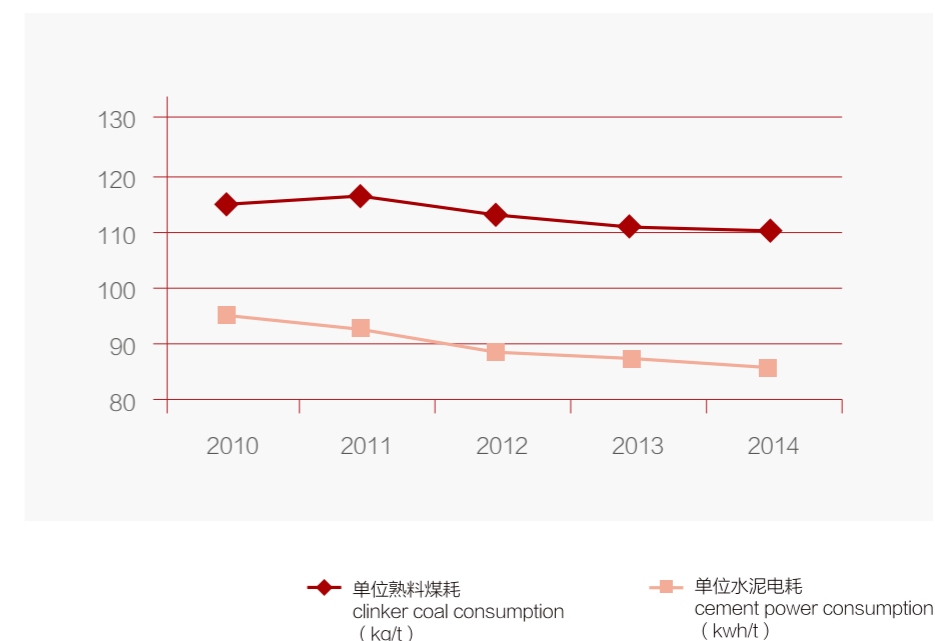
## 业绩指标

### Performance Indicators

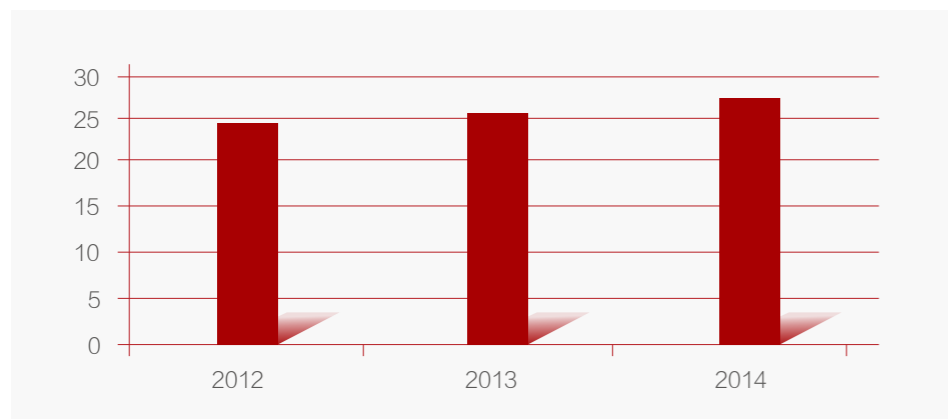
#### 每吨胶凝材料生产所产生的单位毛CO<sub>2</sub> Specific CO<sub>2</sub> emissions



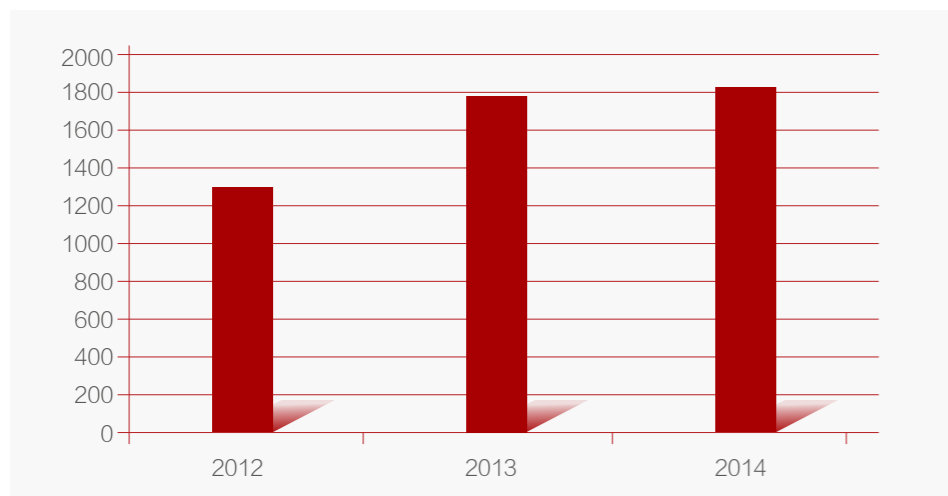
#### 单位水泥能耗量 Unit cement energy consumption



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

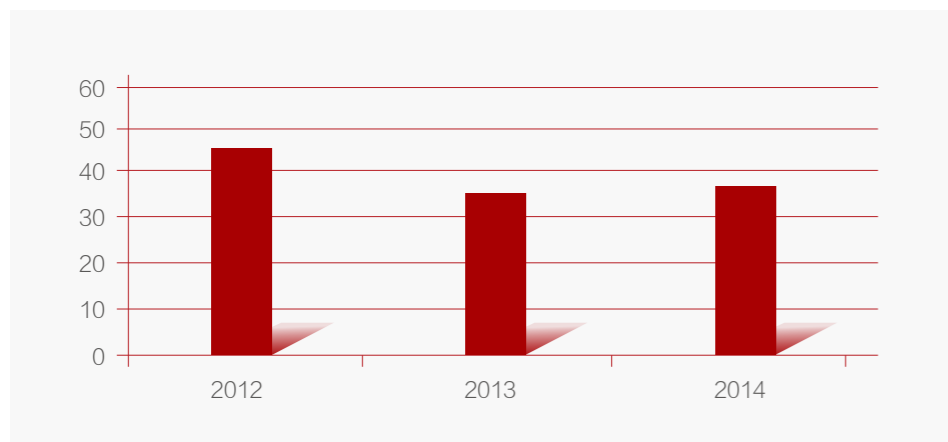


工业固体废弃物的消耗量  
Consumption of industrial byproducts



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

## 环境服务

### Environment Service

李叶青总裁说：“过去，华新是在生产水泥的同时做环保，现在是做环保的同时生产水泥。未来，华新的水泥是因环保需求而存在。”

The CEO Mr. Li Yeqing said: “In the past, we produced cement while protecting environment, but now we protect environment while producing cement. In the future, Huaxin’s cement exists for environment protection need.”

目前，华新运行和在建的环保工厂共计20家，利用水泥窑协同处置废弃物能力已达到548万吨/年，累计为社会处置了50万吨生活垃圾、10万余吨工业危废、15万吨市政污泥、50万吨污染土、50万方水域漂浮物。2014年，华新废弃物处置量同比增加42%，环保业务营业收入（不包括RDF替代收入）突破1.2亿，同比增长13%，展现了良好的增长态势。

Now Huaxin has 20 environment plants in operation and construction, the capacity of co-processing wastes by cement kiln has reached 5.48 million t/y, totally treated 0.5 million tons living wastes, 0.1 million tons industrial hazardous wastes, 0.15 million tons municipal sludge, 0.5 million tons polluted soil, 0.5 million cubic water floaters for the society. In 2014, Huaxin wastes treatment amount increased 42% year on year, environment business sales revenue (exclude RDF alternative revenue) broke through 120 million, increased 13% year on year, which showed good growth.

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1	2	3
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- 1.黄石污泥处置工厂  
Huangshi Sludge Treatment Plant
- 2.武汉陈家冲生活垃圾处置工厂  
Wuhan Chenjiachong Living Waste Treatment Plant
- 3.湖南株洲生活垃圾处置工厂  
Hunan Zhuzhou Living Waste Treatment Plant



## 技术研发 Technical research

经过近十年的积累，华新环保研发团队的能力建设有了显著提高。公司第二代环保技术的成功应用，标志着公司环保技术全面推广的时机已经成熟。

With ten years accumulation, Huaxin environment protection research group's capacity is obviously improved. The successful application of the second generation environmental technology marked the ripe time for widely promotion of Huaxin's environmental technology.

2014年，华新“生活垃圾生态化前处理和水泥窑协同后处置技术创新和实践”通过了中国建材联合会的科学技术成果鉴定，专家一致认为：“整体技术达到国际先进水平，应加快推广应用”；申报了国家专利26项取得20项；发表国际论文3篇、国内有影响力论文2篇；并摘得

中华宝钢环境奖“企业环保类优秀奖”和中国建材联合会科学技术进步一等奖。

In 2014, Huaxin "living wastes ecological pretreatment and cement kiln co-processing technical innovation and practice" passed scientific and technological achievements appraisal by China Building Materials Association. Experts agreed that: "The overall technology reached the international advanced level, we should speed up the popularization and application"; 26 national patents obtained 20; published 3 international papers, 2 domestic influential papers; and won the China Baogang Environmental Award "Corporate Environmental Excellence Award" and first prize for scientific and technological progress by China Building Materials Association.

## 商务模式创新 Business model innovation

2014年，华新环保商务合作模式有了新的突破和进展。In 2014, Huaxin environmental protection business cooperation mode has new breakthrough and progress.

在充分利用公司水泥生产基地与当地公共资源获取订单的基础上，结合省外废弃物处置实际情况，通过借力第三方资源优势和借助当地水泥窑线资源开展商务公关，打

破了废物处置依赖本公司水泥生产线的地域性壁垒，拓展了商务合作的范围和广度。

Based on making full use of cement production sites and local government public resources to obtain orders, combine with the situation of wastes treatment outside the province, borrow third party resource and advantage and local cement kiln resource to conduct business, broke the regional barriers of depending on own cement lines for wastes treatment, expanded business operation scope and wideness.

## 业务发展 Business development

华新在湖北区域的环保发展布局已基本完成，省外发展也井然有序。2014年，公司环保新签约项目有5个：娄底生活垃圾处置项目、昭通生活垃圾处置项目、黄梅生活垃圾处置项目、苏州污染土处置项目、杭州污染土处置项目。其中苏州、杭州污染土业务的成功实施，标志着公司在长三角区域的开发有了实质上突破，为公司拓展福州、南通、天津等地污染土业务奠定了良好的基础，为公司未来环保业务增长提供了有力的支撑。

Huaxin has basically completed environment protection development layout in Hubei, development outside the province is also in order. In 2014, environment protection new projects are five: Loudi living wastes treatment project, Zhaotong living wastes treatment project, Huangmei living wastes treatment project, Suzhou polluted soil treatment project, Hangzhou polluted soil treatment project. The successful implementation of Suzhou and Hangzhou polluted soil business marked the substantial breakthrough development in Yangtze River Delta area, lay a good foundation for Huaxin to expand polluted soil business in Fuzhou, Nantong, Tianjin and other places, provide powerful support to future environmental protection business growth.

## 项目建设 Project building

2014年，公司建成陈家冲二期及鄂州、应城、南漳、信阳、攸县、珠海7个环保项目；其中信阳和鄂州2个项目投产；2014年有十堰、南太子湖、长山口3个环保项目开工建设。

In 2014, Huaxin built Chenjiachong phase II and Ezhou, Yingcheng, Nanzhang, Xinyang, Youxian, Zhuhai totally 7 environment protection projects; in which Xinyang and Ezhou projects are put into production; In 2014, there are 3 environment protection projects of Shiyan, South Taizi Lake, and Changshankou began construction.

## 业绩指标

### Performance Indicators

**2014年环保处置能力**  
2014 Environmental treatment capacity

分类项目 project	生活垃圾 living wastes	市政污泥 city sludge	污染土 polluted soil	漂浮物 floating wastes	危废 hazardous wastes	总计 total
处置能力 (含运营/在建/签约, 万吨) treatment capacity (include operation/construction/signing contract, 10 thousand tons)	432.2	57.9	24.8	6.6	26.5	548

**2014年环保签约项目一览表**  
2014 Environment signed projects list

地区 area	项目名称 project name	设计规模 design scale
市政垃圾 city wastes		
湖南娄底市 Hunan Loudi	娄底垃圾处理项目 Loudi wastes treatment project	600吨/天 600 tons/day
云南昭通市 Yunnan Zhaotong	昭通垃圾处理项目 Zhaotong wastes treatment project	1000吨/天 1000 tons/day
湖北黄梅县 Hubei Huangmei	黄梅垃圾处理项目 Huangmei wastes treatment project	300吨/天 300 tons/day
污染土 polluted soil		
江苏苏州市 Jiangsu Suzhou	苏州污染土项目 Suzhou polluted soil project	30000吨 30000 tons
浙江杭州市 Zhejiang Hangzhou	杭州污染土项目 Hangzhou polluted soil project	80000吨 80000 tons
		运往武穴环保工厂处置 transported to Wuxue environment plant for treatment

**2014年环保投产项目一览表**  
2014 Environment protection projects list

序号 No.	地区 area	设计规模 design scale (吨/天tons/day)	投产时间 production time	
1	河南信阳 Henan Xinyang	信阳生活垃圾生态处理项目 Xinyang living wastes ecological treatment project	800	2014年10月 October 2014
2	湖北鄂州 Hubei Ezhou	鄂州生活垃圾生态处理项目 Ezhou living wastes ecological treatment project	500	2014年12月 December 2014

## 实例

### Case Studies

**华新鄂州生活垃圾生态处理项目开始试生产**  
Huaxin Ezhou living wastes ecological treatment project started trial production



华新鄂州生活垃圾生态处理工厂大门  
The gate of Huaxin Ezhou Municipal Solid Waste Ecological Treatment Plant

2014年12月9日上午，华新环境工程（鄂州）有限公司生活垃圾生态处理项目开始试生产。鄂州市委常委、政法委书记胡运星率市环保局、住建局、环卫局及鄂城区相关领导，现场调研试生产情况。公司环保事业部总经理王焕忠等陪同调研。

In the morning of December 9<sup>th</sup>, 2014, Huaxin Environmental Engineering (Ezhou) Co. living wastes ecological treatment project started trial production. Ezhou Municipal Standing Committee, the committee secretary Hu Yunxing with related leaders from Municipal Environmental Protection Bureau, Bureau of Living Building, Sanitation Bureau, and Echeng region to carry out onsite investigation of trial production. Wang Huanzhong, general manager of Huaxin's Environment Protection BU and related people accompanied the investigation.

鄂州市生活垃圾生态处理项目位于鄂州市燕矶镇百洪村，项目总投资约8000万元，占地46亩，设计日处理生活垃圾500吨。该项目利用华新水泥窑协同处理城市生活垃圾的特有生产工艺，具有处置过程“稳定化、无害化、资源化”优势，将改善城市生活环境和提高居民生活质量。Ezhou living wastes ecological treatment project is located in Baihong village Yanji town, Ezhou city. Total investment of the project is about 80 million RMB, covers an area of 46 acres, designed capacity is 500 tons/day of living wastes. The project take advantage of the special production process of cement kiln co-processing of city wastes, having advantage “stability, harmlessness, resourcefulness” in treatment course, which will improve city living environment and living quality of residents.

## 华新水泥窑协同处置娄底生活垃圾项目正式签约

Huaxin cement kiln co-processing of Loudi living wastes project signing ceremony

2014年9月30日上午，公司与娄底市城管局签订了《娄底中心城区生活垃圾处置协议》，这是继株洲县、攸县项目之后，公司在湖南省第3个正式落地的水泥窑协同处置城市垃圾环保项目。

In the morning of September 30<sup>th</sup>, 2014, Huaxin signed "Loudi Downtown Area Living Wastes Treatment Agreement" with Loudi Urban Management Bureau, which is the third cement kiln co-processing of city wastes project in Hunan province after Zhuzhou county and Youxian county.

娄底市人大副主任赵应良，市政府副秘书长林有良和该市相关部门负责人，以及公司助理副总裁梅向福等出席了签约仪式。娄底生活垃圾项目日处理规模设计为

600吨，项目建成后，每年可处置生活垃圾约20余万吨，娄底100%的生活垃圾将得到无害化、资源化、彻底化处理，将大大加快“青春娄底、生态娄底、卫生娄底”的建设步伐。

Loudi city's deputy director Zhao Yingliang, municipal government deputy secretary Lin Youliang and heads of relevant departments, and Huaxin's assistant vice president Mei Xiangfu attended the signing ceremony. It is reported that Loudi living wastes project daily treatment scale is designed 600 tons, the annual wastes treatment is about 0.2 million tons after completion of the project. 100% of Loudi's living wastes will get harmless, resourceful, and thorough treatment, which will quicken "youthful Loudi, ecological Loudi, and health Loudi" building pace.

## 华新在云南省首个“城市生活垃圾生态处置项目”落户昭通

Huaxin's first "City Living Waste Ecological Treatment Project" in Yunnan settled in Zhaotong

2014年8月18日，公司副总裁柯友良代表华新与昭通市昭阳区人民政府签订了《华新水泥昭通城市生活垃圾生态处置项目合作协议》，这标志着华新在云南省的首个城市生活垃圾处置环保项目正式落户昭通。

August 18<sup>th</sup>, 2014, vice president Ke Youliang represented Huaxin and Zhaotong Zhaoyang District People's Government to sign "Huaxin Cement Zhaotong City Living Waste Ecological Treatment Project Cooperation Agreement", which marked Huaxin's first city living waste treatment environment project settled in Zhaotong.

昭通环保工厂设计建设规模为日处理城市生活垃圾1000吨，分两期建设（一期500吨、二期500吨），工程总投资1.3亿，其中一期投资8100万。项目将采用华新水泥城市生活垃圾生态前处理技术和水泥预分解窑协同后处置系统工艺，为昭通市生活垃圾处理提供“减量化、无害化、资源化”的解决方案，实现经济、社会、生态文明可持续发展。

Zhaotong Environment Protection Plant designed daily capacity is 1000 tons of living waste, built in two phases (phase I 500 tons, phase II 500 tons), total investment 130 million RMB, in which phase I investment is 81 million RMB. The project will adopt Huaxin Cement city living waste ecological treatment technology and cement pre-calciner kiln co-process treatment process, providing "reduction, harmless, and resourceful" plan for Zhaotong living waste treatment, realized economic, social, and ecological sustainable development.

## 公司摘得中华宝钢环境奖“企业环保类优秀奖”

The company won the China Baogang Environmental Award "Corporate Environmental Excellence Award"



图为环保事业部总经理王焕忠（左三）代表公司领奖

Environmental Protection BU general manager Wang Huanzhong (third from left)

由全国人大环资委、全国政协人资委、环保部等11部委组织的第八届“中华宝钢环境奖”颁奖典礼于5月13日在北京人民大会堂举行，华新水泥荣获“企业环保类中华宝钢环境优秀奖”称号，成为本届国内建材行业和湖北省内唯一荣获此殊荣的企业。

The eighth "China Baogang Environmental Protection Award" ceremony organized by National People's Congress, the CPPCC National Human Resources Committee and Ministry of Environmental Protection was held on May 13<sup>th</sup> in the Great Hall of People in Beijing, Huaxin Cement got the title of "Enterprise Environmental Protection China Baogang Environmental Excellence Award", becoming the only enterprise that won the honor in domestic building material industry and Hubei province.

“中华宝钢环境奖”是我国环境保护领域综合性的最高社会性奖项。本次评选工作从2013年5月正式启动，主题为“推动绿色循环，建设美丽中国”，中国水泥协会推荐了

5家水泥企业参与“企业类”评选，最终公司从全国众多参评单位中脱颖而出，成功入围该奖项。公司助理副总裁、环保事业部总经理王焕忠代表公司上台领奖。颁奖仪式后王焕忠接受了各大媒体专访，新浪微博对整个颁奖仪式进行了微直播。

China Baogang Environment Prize" is the highest award in the field of social comprehensive environmental protection in China. The selection work was officially started from May 2013, the title is "promoting green recycle, and build a beautiful China". China Cement Association recommended 5 cement enterprises to participate in the "enterprise class" selection, and finally Huaxin came out on top from the many participants, successfully nominated for this award. Huaxin's assistant vice president and general manager of Environment BU Wang Huanzhong accepted the reward on behalf of the company. After the ceremony Wang Huanzhong accepted interview from major medias. Sina micro-blog broadcasted the whole ceremony.

## 安全履责 Safety

2014年，公司强调以“聚焦人”为载体，不断加强基础安全管理工作，努力提高安全业绩，推动公司安全发展。

In 2014, Huaxin emphasized “focus on people” as the carrier, continuously enhance basic safety management work, try to improve safety performance, advance safety development in Huaxin.

## 成立“职业健康与安全管理部”

Establish “OH&S department”

公司在2014年将原隶属于战略与发展中心的社会责任部重新调整，成立了隶属于总裁办公室的职业健康与安全管理部，强化职业健康和安全管理职能，强化从总部到事业部安全总监，再到各工厂专职安全管理人员的安全管理体系。

In 2014, Huaxin restructured the CSR department that affiliated to Strategy and Development Center, established occupational health and safety management department under the command of CEO office, enhanced occupational health and safety management function, enhanced safety management system from HQ to safety supervisor in BU, then to full-time safety management people in plants.

## 职业健康工作

Occupational Health Work

2014年公司各工厂继续大力开展职业健康相关工作，一是做好职工的职业健康体检工作，把职工的职业健康体检作为一项常态化的工作来抓，确保每位员工都按工作性质进行定期职业健康体检。

In 2014, plants of Huaxin continued to carry out occupational health work. One is do well employees occupational health physical examination work as a routine work, ensure every employee receive regular occupational health examination as per work nature.

二是做好职业场所的职业危害因素的检测工作。公司要求在做好职工体检的同时，必须同时做好职业场所的危害因素的检测工作，检测不达要求的，进行收尘、降噪的整改，确保职工工作的场所危害因素达标，以保障职工的身心健康。

Two is do well occupational hazard factors inspection work. Huaxin requires do well physical examination and hazardous factors inspection at the same time. Those inspected cannot reach standard, should receive dust filter and noise reduction rectification, to ensure work place hazardous factors reach standard and employees health.

三是开展职业健康现状评价工作。按照《职业病防治法》的要求，以职业病防治为主线，对职业健康进行综合现状评价，努力做好职工健康工作。

Three is carrying out occupational health status assessment work. Conduct comprehensive status assessment of occupational health with occupational disease prevention as the main line according to “occupational disease prevention law” .

2014年公司下属各水泥工厂均开展了职工的职业病体检工作和职业场所危害因素检测工作，职业健康现状评价已有33家工厂通过验收，有50家工厂正在进行。

In 2014, Huaxin's cement plants all carried out occupational disease physical examination work and work place hazardous factors inspection work, 33 plants passed acceptance of occupational health status assessment, 50 plants are under the assessment.

## 安全管理

### Safety Management

#### 在做好水泥生产业务安全的同时，努力做好其它业务单元的安全工作

Do well safety in cement production business, meanwhile do well safety work in other business units.

2014年公司针对不同于水泥业务的混凝土骨料业务和环保处理业务，组织专业人员编写了《混凝土骨料岗位安全手册》、《环保业务岗位安全手册》，以指导各新兴业务员工识别安全风险，减少作业过程安全事故的发生。In 2014, aimed at concrete aggregate business and environment treatment business different from cement business, Huaxin organized special personnel to compile “concrete aggregate position safety pamphlet”, “environment protection business position safety pamphlet”, to guide new business employees recognize safety risks, reduced safety accident during operation.

2014年公司开展了设计安全和建筑结构安全检查评价工作（DSCQP），针对矿山、混凝土建筑物、钢结构物的安全风险进行了一次系统检查，共检查出了高风险70条，中等风险154条，并有针对性制订了相应的整改和控制措施。截止到2014年底，有57条高风险经整改和控制后已消除或降低了风险等级。

In 2014, Huaxin carried out design safety and building structure safety inspection and assessment work (DSCQP), carried out a systematic inspection on safety risks in quarry, concrete building, and steel structure, totally found out 70 high risks, 154 middle risks, and made corresponding rectification and control measures. By the end of 2014, 57 high risks have been eliminated or lowered risk level after rectification and control.

#### 大力实施“安宏”项目、“事故预防机制矩阵（FPE矩阵）”项目和隔离加锁项目等安全改进项目

Implements “Anhong” project, “fatality prevention element matrix (FPE matrix)” project and isolation & lockout project

针对维修作业中易发生安全事故的特点，推广实施了“安宏”项目，就是组织编写维修检修安全操作标准，共制定机械、电气和工艺三个专业712个检修清单，对维修检修中的安全风险进行针对性的识别和防范，项目成果填补了公司维修作业安全管理工作的空白。

According to the feature that safety accident is easy to happen in repair job, Huaxin promoted the implementation of “Anhong” project, which is the compile of repair and maintenance safety operation standard, totally made 712 maintenance lists of mechanical, electrical and process professions, carrying out identification and prevention of safety risks in repair and maintenance, the project result filled the blank of repair job safety management work.

公司在2014年参照豪瑞公司的事故预防机制（FPE）推行了《车辆与交通安全手册》（FPE3）、《电力安全管理手册》（FPE4）。并开展FPE安全矩阵的试点推广工作，以扼制重大事故的发生。

In 2014 Huaxin consulted Holcim’s fatality prevention element (FPE) to develop “vehicle and traffic safety pamphlet” (FPE3) and “electrical safety management pamphlet” (FPE4). Huaxin also carried out FPE safety matrix pilot extension work to contain happening of major accident.

公司在2014年全面推行隔离加锁制度，从原来的停电挂牌制度转变到更先进更安全的隔离加锁制度，使安全真正掌握在员工自己手上。目前已有73家工厂实施了隔离加锁制度，有11家工厂正在进行采购锁具、培训等实施前的准备工作。

In 2014, Huaxin widely implemented isolation & lockout system, changed from the original stop power hang plate system to more advanced and safe isolation & lockout system, making safety really held in employees’ own hands. Now 73 plants have implemented isolation & lockout system, 11 plants are procuring locks and doing training to prepare for implementation.



安宏项目评审会  
Anhong project assessment meeting



阳新公司FPE矩阵项目评分表  
Yangxin Co. FPE matrix project score chart



武穴公司磨检修时进行隔离加锁  
Wuxue Co. carry out isolation & lockout before maintenance

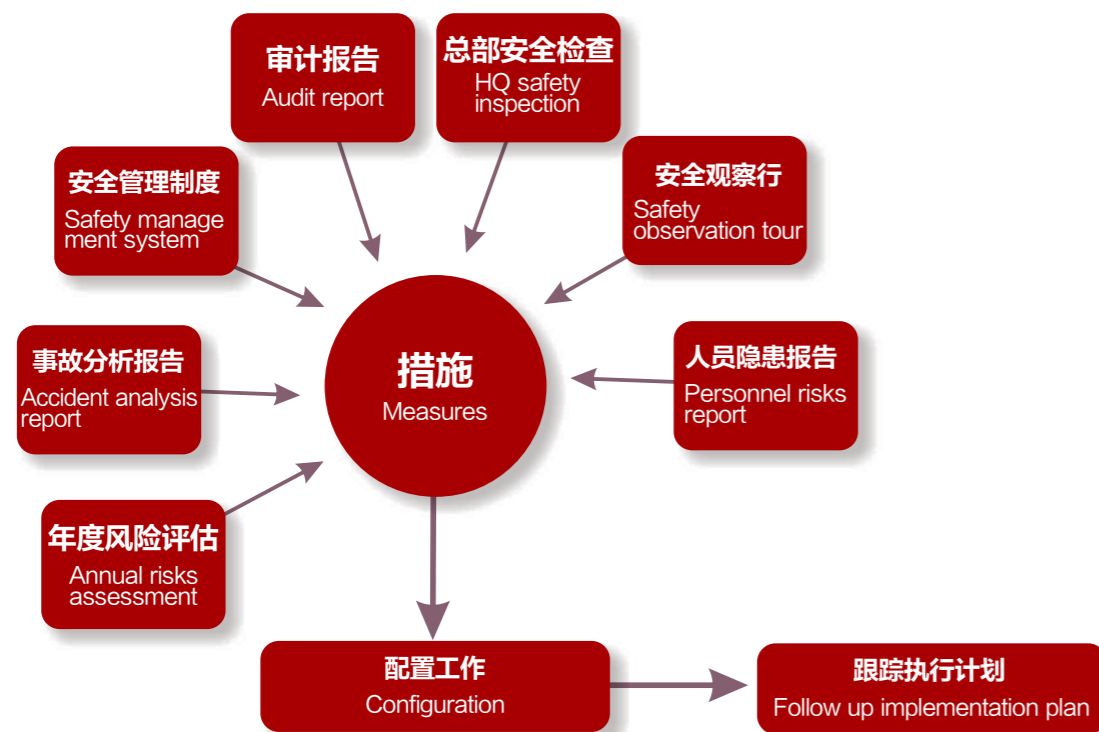


### 安全管理驾驶舱系统（INX系统）上线运行 Safety management system (INX system) go-live

公司为了进一步提高安全执行力，需建立一个好的系统工具帮助安全管理工作，借鉴豪瑞集团在澳大利亚和新西兰的安全管理系统经验，着手在华新现有的系统平台上自主开发一套INX安全管理系统，以通过这套安全管理系统加强各项安全措施的执行力度、提高安全信息透明度、帮助各级管理人员进行安全管理、改善分析和报告的质量。这套系统于10月份正式上线运行，目前运行状况良好。

In order to further improve safety implementation, Huaxin need to build a good systematic tool to help safety management work, borrow Holcim's safety management experience in Australia and New Zealand, develop a set of INX safety management system based on Huaxin's existing system platform, to enhance implementation of safety measures through this safety management system, improve the transparency of safety information, help management personnel of each level to carry out safety management, improve analysis and report quality. The system go-live formally in October, now the operation is good.

INX系统示意图：  
INX system diagram:



### 公司持续开展安全培训工作 Huaxin carry out safety training continuously

公司在2014年推行“安全落地培训计划”，培养和提升基层班长、工人安全意识和安全技能，以进一步改善公司安全业绩，全年共有1357名班长接受了安全落地培训，有98819人次的员工参加培训，培训率达到了100%。平均培训时间达到了10分钟/人·周。

In 2014, Huaxin implemented “safe landing training plan” to cultivate and improve safety awareness and skills of grass-root monitors and workers, further improve safety performance of the company. A total of 1357 monitors received safe landing training this year, a total of 98819 employees participated in the training. The training rate reached 100%. The average training time reached 10 minutes/person · week.

公司总部以邮件形式发送周安全时刻，将各种事故案例在全公司各单位进行共享，起到安全警示和安全培训的作用，全年共发布安全时刻37期。

Huaxin HQ send weekly safety moment in emails to share accident cases in the whole company, which play the role of safety warning and safety training, totally issued 37 safety moments in the whole year.

公司定期开展安全资质培训、安全管理培训，以提高安全管理人员的能力和素质，全年对执行总经理、生产副总经理、矿山部长、安全部长、专职安全员等安全管理人员的培训共278人次。

Huaxin carries out safety qualification training and safety management training regularly to improve ability and quality of safety management personnel, totally 278 people including executive manager, production manager, head of quarry department, head of safety department, and full-time safety personnel have received training in a year.



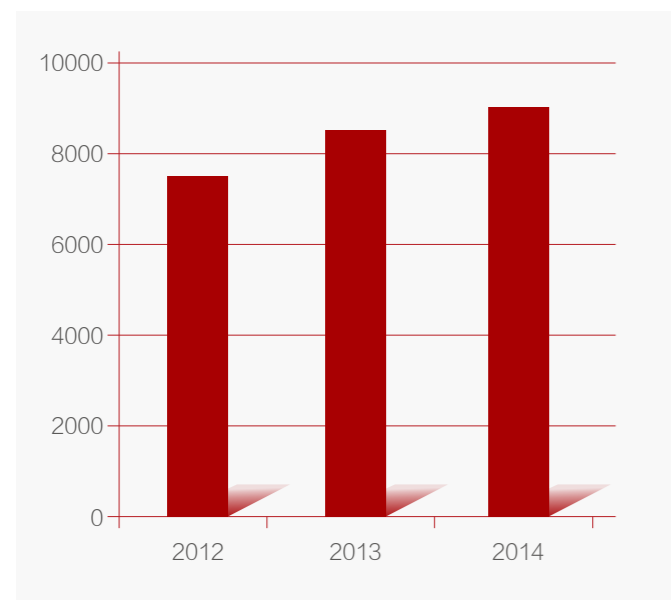
公司定期举办安全管理培训班  
Safety management training is held regularly

## 业绩指标

### Performance Indicators

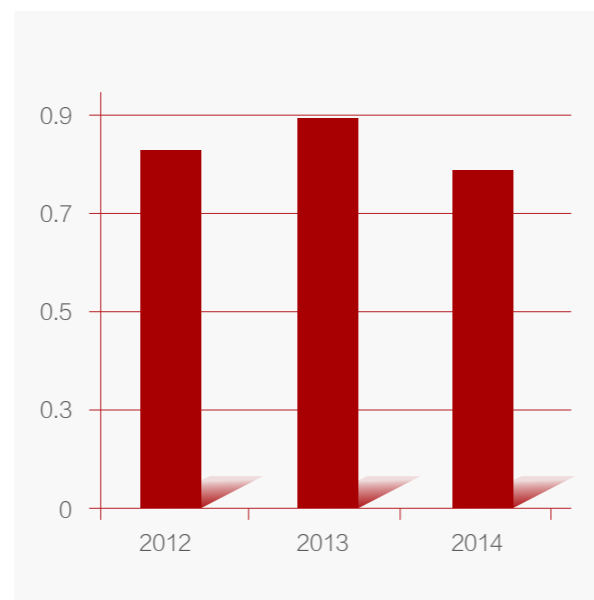
安全生产投入情况 (万元)

Safety investment (10 thousand RMB)



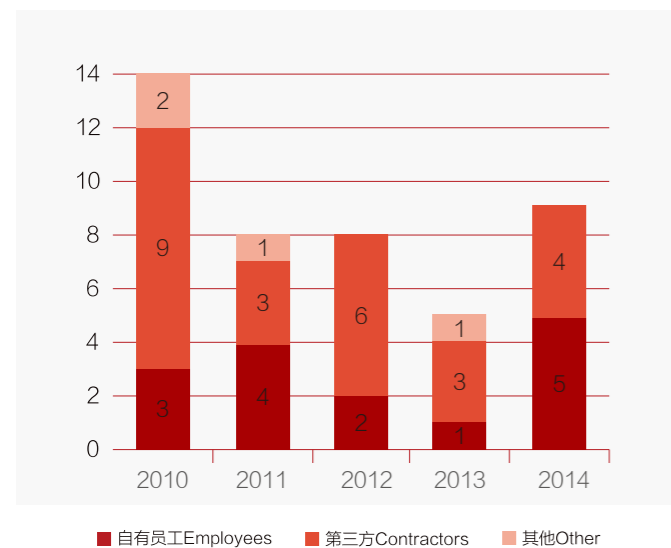
每百万工时的事故率

Accident rate per million work hours



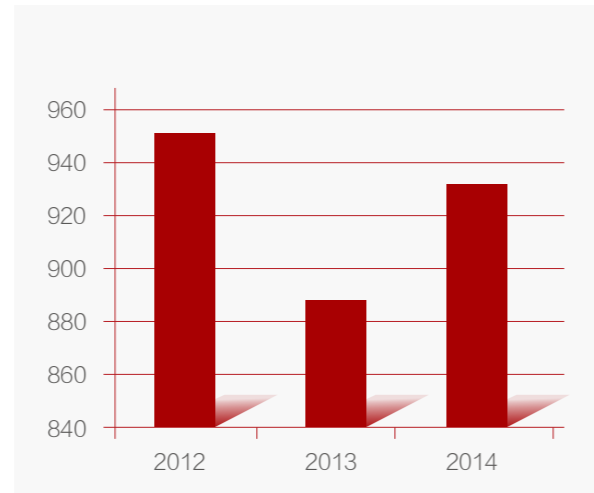
亡工事故数据 (人)

Fatalities (person)



劳保用品投入情况 (万元)

PPE investment (10 thousand RMB)



## 实例

### Case Studies



黄石分公司荣获“湖北省首届十佳安全生产示范企业”荣誉称号  
Huangshi Branch got the title of “Hubei first top ten safety production demonstration enterprise”

11月17日下午，为期5个多月的“湖北省首届十佳安全生产示范企业”大型公益活动评选结果揭晓，黄石分公司荣获湖北省首届“十佳安全生产示范企业”荣誉称号。  
In the afternoon of November 17<sup>th</sup>, “Hubei first top ten safety production demonstration enterprise” large public welfare activity announced the selection result, Huangshi Branch got the Hubei’s first “top ten safety production demonstration enterprise” title.

此次评选活动是由湖北省安监局、总工会、煤监局、湖北日报传媒集团、湖北广播电视台联合举办，经过基层推荐、相关部门审核把关、初选公示、媒体宣传、社会投票、专家组和评审组投票最终确定。

The selection activity is jointly organized by the Hubei Provincial Work Safety Supervision Bureau, the General Union, Coal Supervision Bureau, Hubei Daily Media Group, and Hubei TV Broadcasting, through recommendation from grass-root, checked by relevant departments, primary publication, media publicity, social voting, expert group and review group voting to determine the final result.

近年来，黄石分公司始终把安全生产作为回报员工的最大福利、企业生产经营的生命线，坚持“安全第一，预防为主，综合治理”的方针，从强化目标管理、加强安全监督，注重

安全细节、开展隐患排查、加强应急管理、抓好安全教育、加大安全投入、开展安全宣传等方面狠抓安全生产工作。同时，该公司安委会每年年初召开工作会布置任务，季度进行工作总结，定期分析研究重大安全生产问题，定期组织不同形式和内容的安全大检查，及时消除隐患，保证了公司生产经营的持续、健康和稳步的发展，连续四年获得“湖北省安全生产红旗单位”荣誉称号。

In recent years, Huangshi Branch always take safety production as the biggest welfare to return employees, and the lifeline of production and operation, adhere to the policy of “safety first, prevention crucial, comprehensive treatment”, pay close attention to safety production from strengthening target management, safety supervision, safety details, risks investigation, emergency response management, safety education, safety input, and carry out safety propaganda. Meanwhile, safety committee of the company hold work meeting every year beginning to assign tasks, and summary work quarterly, and regular analysis and research of major safety production problems, and organize safety production inspection of different forms and contents, eliminated hidden risks in time, to ensure continued, healthy and steady development of production, getting the title “Hubei production safety red flag unit” for four consecutive years.

湖南水泥事业部关注营销人员安全积极开展“湘营安全锁”项目  
Hubei Cement BU pay attention to the safety of sales personnel, actively carry out “Xiangying Safety Lock” project

湖南水泥事业部“湘营安全锁”项目第一次将营销人员的安全规范，特别是交通安全列入日常考核，对业务员的安全装备、开车前、行车中、停车后等四个方面进行安全加锁，通过工厂普查、事业部抽查的方式，考核业务员安全销售工作，发现一起违规就进行管理处罚，使安全管理纳入到营销人员的日常管理中来。

Hunan Cement BU “Xiangying Safety Lock” Project listed safety regulation of sales personnel, especially traffic safety into the routine assessment for the first time, carried out safety lockout to four aspects of safety equipment, before driving, in driving, and after parking, take the way of general survey in plant and spot check in BU to assess salesman’s safety sales work, giving punishment once find violation, bringing safety management into the routine management of sales personnel.

此项目得到了总部职业健康与安全管理部、湘潭交警大队和湘潭晚报等单位的支持，湖南事业部营销总监、安全总监在试点工作总结会上公布了事业部抽查结果，并表示2014年经过在湘钢及长株潭片区的试运行，业务员安全意识大幅提升，每个营销业务员出行前都在车上配备好灭火器、反光警示牌和安全帽、安全鞋等安全装备，严格遵守公司《交通安全承诺书》及国家新交通安全法，展示了良好的企业形象。

The project received support from HQ OH&S department, Xiangtan Traffic Police Brigade and Xiangtan Evening News. Hunan BU marketing director and safety director published the sample result in pilot work meeting, and said that in 2014 after trial operation in Xiangtan Iron and Steel and Changsha, Zhuzhou, and Xiangtan area, safety awareness of sales personnel is greatly improved. Each salesman is well equipped with fire extinguisher, reflective warning signs, safety helmet, and safety shoes in the car before the trip, strictly comply with “Traffic Safety Commitment” and national new traffic safety law, to show good enterprise image.

湖南水泥事业部还将全面总结“湘营安全锁”项目试运行中的经验和不足，在2015年全面推广此项目，切实保障营销人员安全。

Hunan Cement BU will also summarize the experience and deficiency from trial operation of “Xiangying Safety Lock” Project, comprehensively promote the project in 2015, to effectively protect the safety of sales personnel.

襄阳公司举办职业健康安全讲座增强员工自我防护意识  
Xiangyang Company held occupation health and safety lecture to enhance self-protection awareness of staff



襄阳公司请专家进行职业健康培训  
Xiangyang Co. invited expert to give occupational health training

为提高广大员工对职业健康安全的认识和自我防护意识，预防和减少职业病危害，5月28日下午2点，襄阳公司特邀请襄阳市职业病防治医院的赵银国主任，为广大生产一线员工进行职业健康安全知识讲座。矿山分厂、熟料分厂、水泥分厂以及维修部等各一线岗位员工共计50余人参加了学习。

In order to improve staff’s recognition and self-protection awareness of occupational health and safety, prevent and reduce occupational diseases, in May 28<sup>th</sup> 2:00pm, Xiangyang Company invited Zhao Yinguo, director of Xiangyang Occupational Disease Prevention and Treatment Hospital to give occupational health and safety knowledge lectures to frontline employees. Totally 50 frontline employees from quarry branch, clinker branch, cement branch and repair department participated the learning.

赵银国主任向员工们深入浅出地讲解了职业健康安全方针目标和法律法规、主要危险品基础知识、常见危险性作业的防护措施、常见职业病危害的自救与互救、紧急情况的应急预案，并结合襄阳公司各岗位职业病危害因素进行了科学、深入地分析。同时，他还要求襄阳公司各生产一线部门要密切配合，加大现场检查力度，从源头上杜绝职业病隐患，让员工自觉做好日常防护，建立群防机制。培训会上，员工们聚精会神听讲，一丝不苟做笔记，获得了较好的培训效果。最后，参加培训人员还接受了现场测

试，以加深对职业病健康安全知识的理解。Director Zhao Yinguo taught employees occupational health and safety policys and laws, basic knowledge of main dangerous items, preventive measures for common dangerous jobs, self-help and mutual help of common occupational disease, emergency response plan, and did scientific and deep analysis according to the occupational disease harm of different positions in Xiangyang Company. Meanwhile he requires that frontline departments should cooperate closely to enhance on-site inspection, eliminating occupational disease risks from source, asking employees to do well routine protection and building group prevention mechanism. Employees concentrated their attention and made notes in the training, obtained good training effect. Finally, participants also received on-site testing to enhance understanding and grasp of the knowledge.

此次培训是体现以人为本，关爱员工身心健康的一项重要举措，得到了大家的一致赞誉。通过此次活动的开展，公司广大员工充分认识到加强作业过程中的职业健康防护的重要性、必要性和自觉性，同时也提高了广大员工对职业病危害的自我保护意识，夯实了公司安全生产的防护堡垒，促进了企业持续健康发展。

The training is an important move to reflect people-oriented, caring employees’ mental and physical health that got praise in consensus. The staff fully recognized the importance and necessity of occupational health protection during operation, meanwhile improved self-protection awareness, strengthened the safety production protection fortress, and promoted sustainable and healthy development.

## 人员培养 People Development

2014年，华新继续实施绩效管理变革，完善绩效管理与考核体系，实现人均收入同比增长31%。同步开展多样化培训，提供定制化培训课程，满足不同层级、不同职级的差异化需求。

In 2014, Huaxin continues to implement performance management reform, perfect performance management and assessment system, realize per capita income increased 31% year on year. Trainings are carried out to provide customized training courses to meet with different needs from different levels and positions.

## 培训与发展

### Training and Development

2014年，华新学院作为“公司发展的加速器”，遵循人才成长规律，开展一系列培养项目，快速、大批量培养公司需要的各类人才。

In 2014, Huaxin Academy as “the accelerator of company development”, followed the rules of talent growth, carried out a series of training projects, to cultivate talents needed by the company rapidly.

- 对1869名M3-M10级人员开展人才盘点工作，对高潜力员工制订个人发展计划，帮助其逐步实现发展目标。  
Carry out talent inventory work to 1869 employees from M3-M10 levels. Develop individual development plan to high potential employees to help them realize development goal.
- 对800个关键岗位（部长及以上管理岗位）制订了继任者计划，形成关键岗位继任者梯队，并针对继任者成熟度及风险制定相应的人才管理措施。  
Develop successor plan to 800 key positions (management positions above head of department), form key position successor echelon, and make corresponding talent management measures according to successor maturity and risks.
- 开展西藏中层管理人员培养项目和冷水江基层管理人员培养项目，针对不同层级管理人员的不同特点和要求实施有针对性的人才培养计划。  
Carry out Tibet middle management personnel cultivation project and Lengshuijiang basic management personnel cultivation project, implement talent cultivation plan according to characteristics and requirements of different levels.
- 为公司高级管理人员提供卓越领导力培训课程，帮助他们实现领导力的跨越式突破。  
Provide leadership training course for senior management personnel, help them achieve breakthrough in leadership.
- 持续开展中基层管理人员领导力提升项目，并持续为公司全体管理人员开展在线管理培训，提升各级管理人员的管理能力。  
Carry out basic and middle management personnel leadership improvement project, and provide on-line management training for all management staff to improve their management ability.
- 召开8期总裁管理研讨会，通过沟通和智慧碰撞，共享和升华管理经验，覆盖各层级各专业人员201人。  
Hold CEO management workshop for 8 times to share and raise management experience through communication and wisdom collision, covered 201 people of different levels and professions.
- 大力开展英语培训，为47人提供英语水平测试，并为169人提供了不同层级的在线英语和面试英语培训项目。  
Carry out English training, provide English proficiency test for 47 people, and provide on-line English and interview English training of different levels to 169 people.
- 为分子公司培训机修工、电修工、巡检工、焊工等380人，培养维修工程师11人。  
Train mechanical repair worker, electrical repair worker, inspection worker, and welding worker totally 380 people for subsidiaries, train repair engineers of 11 people.
- 持续开展核心技术培训课水泥制造课程（CMC），并首次引进预防性维修课程（PMC）。  
Carry out core technology training course cement manufacture course (CMC) continuously, and bring in preventive maintenance course (PMC) for the first time.
- 为业务单位实现战略合作目标的合作伙伴，开展了大量针对性的考核定级、绩效评价、人才发展、专业培训等项目。  
Carry out great amount of customized grade assessment, performance assessment, talent development, and professional training projects for partners of business units to achieve strategic goal.

2014年，华新培训投入经费为1786万元。In 2014, Huaxin's input in training is 17.86 million RMB.

## 薪酬与福利

### Salary & Benefit

2014年，公司继续实行绩效管理变革，用历史最优运行指标作为绩效考核的目标值，激励员工不断创造最好业绩；同时继续为员工提供更好的福利。

In 2014, Huaxin continued to implement performance management innovation, use the best operation indicator in history as the target value for performance assessment, motivate staff to create the best performance, meanwhile provide better welfare to them.

#### 薪酬方面 Salary

- 规范工资总额考核：按产能规模将窑线进行划分，确定差别单价；取消利润奖励；明确了工资总额考核涵盖的范围；详实的数据模拟，根据2011-2013年的实际业绩完成情况，区分不同的工厂类型，进行详细的数据测算。

Regulate total salary assessment: classify kiln lines according to capacity scale, decide difference unit price; cancel profit incentive; make clear the scope covered by total salary assessment; detailed data simulation, distinguish different plant types, and measure data in detail according to actual performance completion of 2011-2013.

- 明确职级晋升条件，实施年度职级调整。

Make clear grade promotion condition, implement annual grade adjustment.

- 员工调薪按照职级与基薪、业绩评价相结合、调薪幅度与工资总额的增长薪酬结构转换相结合的原则，调薪操作更直观；同时更加关注低收入员工的薪酬调整。

Employees salary adjustment follows the principle of grade combined with base salary and performance evaluation, salary adjustment is combined with total salary increase and salary structure conversion. Salary adjustment is more clear; meanwhile pay more attention to low-income employees salary adjustment.

- 依据资格对象的个人KPI指标的年度考核，年度排序进行长期激励。

On the basis of personal KPI index annual assessment, carry out annual ranking for long-term incentive.

#### 福利方面 Welfare

- 重视现有的员工福利制度。继续为员工缴纳“五险一金”及意外伤害、补充医疗和补充养老保险。

Attach importance to existing staff welfare system. Continue to pay "Five social insurances and one housing fund" for staff, and accidental injury, supplementary medical and supplementary endowment.

- 按照公司规定享受通讯费、行车费、单身子女费、女工保健费。

Enjoy communication allowance, driving allowance, single child subsidy, and female employee health care subsidy according to company regulation.

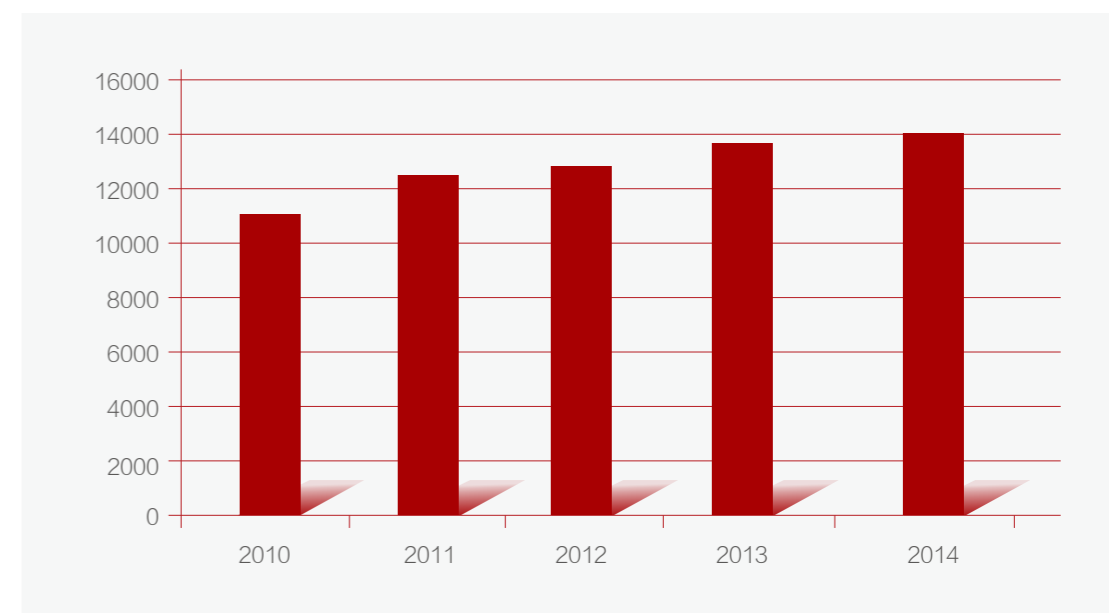
- 2014年，公司工会在珠海员工休养中心开展员工修养活动，共分26批接待休养员工540名。

In 2014, labor union of Huaxin carried out employees relaxation activity in Zhuhai Recreation Center, 540 employees were received there in 26 batches.

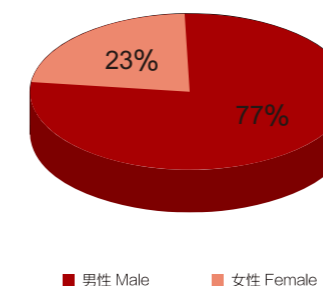
## 业绩指标

### Performance Indicators

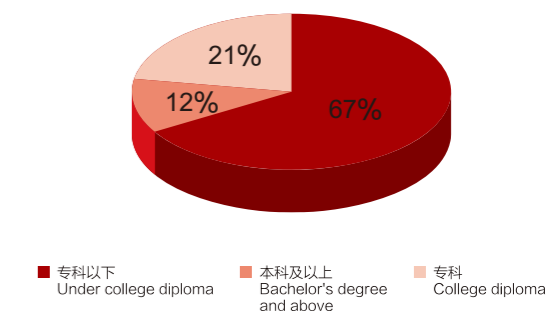
员工总人数  
Total staff number



2014年华新员工性别比例  
Gender



2014年华新员工知识结构比例  
Level of education



## 实例

### Case Studies

#### 卓越领导力高级研修班 Excellent leadership senior seminar

公司与华中科技大学高级人才培训与发展中心合作举办卓越领导力高级研修班，公司总裁和总监级以上高级管理人员参加，旨在通过系统的高级工商管理核心课程培训，将先进的管理理念与企业管理实践相结合，提高公司高级管理人员的领导力，实现领导力的跨越式突破，塑造积极向上并被共同认可的领导力方向和模式。

Huaxin cooperated with Huazhong University of Science and Technology Advanced Talent Training and Development Center to hold excellent leadership senior seminar. Huaxin's CEO and senior management personnel above supervisor level participated in it. The aim is to combine advanced management idea with enterprise management practice to improve the company's senior management leadership, realize breakthrough in leadership, and create a positive and commonly recognized leadership direction and mode.

#### 首批员工抵达华新珠海职工之家 Employees of the first batch arrived at Huaxin Zhuhai Staff Home

3月16日，公司工会组织的首批休养员工抵达华新珠海职工之家，拉开了公司2014年员工休养活动的序幕。来自总部机关、黄石、株洲、散装储运、长阳、襄阳等公司的20余名一线员工及其家属参加了为期一周的首批休养。通过休养活动不仅让基层一线职工感受到组织的关爱，同时将为舒缓日常工作的压力、增强同事和单位之间的交流、提升团队的凝聚力，打造出更加骄人的业绩奠定良好基础。

On March 16<sup>th</sup>, organized by company labor union, the first batch of relaxation employees arrived at Huaxin Zhuhai Staff Home, which is the prologue to 2014 employees relaxation activity. 20 frontline employees and their families coming from HQ, Huangshi, Zhuzhou, Bulk Transportation, Changyang, and Xiangyang companies participated the relaxation lasting for one week. Frontline employees felt care from organization in the activity, and also relieved pressure from work, enhanced communication and cohesion among employees, to achieve better performance in work.

## 丰富的业余生活

### Rich Amateur Life



包装公司圣诞节给员工发“平安果”  
Bag Co. distributed safety fruits to employees on Christmas Day



宜昌公司开展青年联谊会活动  
Yichang Co. carried out blind date activity



员工疗养集体照  
Group photo of employees in recuperation



荆州公司组织员工羽毛球比赛  
Jingzhou Co. organized employee badminton competition



宜昌公司开展“6·1”亲子活动  
Yichang Co. carried out "June 1st" parent and child activity



襄阳公司开展“精彩瞬间 微笑天使”摄影比赛  
Xiangyang Co. carried out "wonderful moment, smiling angel" photography contest



渠县公司员工健美舞表演队  
Quxian Co. employees aerobics team

## 服务社会 Supporting Local Communities

一直以来，我们始终坚持回报社会的理念。一方面保证为社会提供优质产品和服务；另一方面坚持持续性的企业社会责任实践活动，实现企业和社会的共同可持续发展。

We follow the concept of returning the society. On one hand we provide high quality products and services to society; On the other hand we continue the practical activities to achieve the common sustainable development of the company and society.

## 产品和服务

### Products and Service

华新水泥不仅致力于提供优质产品，同时致力于打造完整的服务价值链。

Huaxin cement is devoting to providing high quality products as well as creating a whole service value chain.

#### ● 值得信赖的产品 Reliable products

“为客户提供优质、安全、环保的产品”始终是我们不懈的追求，华新水泥生产的全部15个品种水泥均为国家首批质量免检产品，在全国水泥质量评比中始终名列前茅。

“Providing high quality, safe and environmental products” is our diligently pursuit. All of the 15 types of cement produced by Huaxin are listed in the first batch of products which are exempted from quality inspection, and always ranked in the top in national cement quality appraisal.

#### ● “点对点”的定制化服务 Customized “point to point” service

华新水泥凭借丰富的运营经验，整合多项独有的优质资源，践行“为客户创造价值，帮助客户成功”的服务理念，努力成就中国建材工业领域最专业的定制服务商。近年来，公司先后与湖北省交通投资公司、中建三局、中铁大桥局、中交二航局、西藏华能公司等集团建立战略性合作伙伴关系。

By right of rich operation experience, Huaxin cement consolidates many particular high quality resources, fulfils the concept of “creating value for customers and help customers to be successful”, to become the most professional customized service provider in Chinese building materials field. In recent years, the Company builds strategic cooperative partnership successively with Hubei Provincial Communications Investment Company, China Construction Third Engineering Bureau, China Railway Major Bridge Engineering Group, China Communications Second Harbor Engineering Bureau, and Tibet Huaneng Company.

#### ● “E”步到位的电商服务 “E” period service

2014年5月1日，我国水泥企业首家电子商务平台正式上线，这标志着具有百年历史的华新水泥营销模式发生重大变革，正式跨入“E”时代。华新数字化客户服务中心和华新商城、供应商平台等网上平台一起为客户提供全方位的服务。客户们可以用电脑登录华新网上商城，或手机下载华新商城客户端，不论企业用户还是个人用户，都可随时随地了解到产品信息、进行订单业务处理及交易自助查询。客户提货可以自提，也可以通过公司销售体系送货上门；同时，消费者还可获得正品保障，摆脱假水泥的困扰，享受到全新的售前、售中和售后服务。电商平台推出至今已在湖北、湖南、重庆、四川、云南等10个省市组建1492家电商平台支点门店。

On May 1<sup>st</sup>, 2014, the first electronic commerce platform of Chinese cement company went on live, marking the centurial Company having a major change in marketing mode and stepping into “E” period. The electronic service covers digital customer service center, Huaxin mall and suppliers’ platform. The customers can log in Huaxin online mall or download Huaxin mall client so that no matter a company user or an individual can know product information transact or inquiry business orders whenever and wherever possible. The customers even can be delivered to their doors and be guaranteed to receive the certified products. 1492 stores in Hubei, Hunan, Chongqing, Sichuan, Yunnan etc. were reset to support the electronic commerce platform.

## 社区活动

### Community Activities

我们一直以践行企业社会责任为己任，秉承“建造一所工厂，造福一方百姓”的理念，在社会公益事业中积极发挥自身作用。

We take fulfilling social responsibilities as our responsibility and follow the concept of “Bringing benefits to the people around the operations”, to play a constructive role in social welfare activities.

#### 公益行动

#### Public interest action

所谓“远亲不如近邻”，华新分布在中国各地及塔吉克斯坦的工厂都结合了地方特色，与所在社区加强互动，扶贫救灾、支持教育、关爱儿童、关心老人、扶助弱势群体，环境整治，多年来从未间断。2014年，全公司开展了“讲道德、促和谐”志愿者活动，活动得到了12000人积极参与，活动次数达到3000次，总活动服务时间达到10万小时。

It is said that a near neighbor is better than a distant cousin. Huaxin's plants in Tajikistan and China carried out activities covering poor and disaster relief, education support, caring for the old and young, help with disadvantaged groups, and environment improvement, based on local conditions for many years. In 2014, “morality and harmony” volunteer's activity was carried out through the whole company. 12000 volunteers served the activity for 3000 times totally 100,000 hours.



1	2
3	4

1. 西藏公司为贫困户修建房屋  
Tibet Co. build houses for poverty
2. 装备公司辅导留守儿童学习  
Equipment Co. tutor stay-at-home children
3. 宜都包装公司帮助年老村民做农活  
Yidu Bag Co. help old villagers with farm work
4. 房县公司参加“保水质”集中公益行动  
Fangxian Co. participate in “Water Quality Protection” social activity

## 实例

### Case Studies

#### 中塔友谊项目

#### China and Tajikistan friendship project

“走出去”的华新亚湾水泥公司在投产后，不仅以市场销量和质量迅速成为塔国第一水泥品牌，公司还先后安置了800多名当地居民直接和间接就业，拉动了当地经济的发展，同时主动帮扶社区群众，为周边村民捐赠水泥修缮房屋、整修破损的公路，为当地学校、医院、清真寺等提供自来水等，充分展现了华新水泥的人文关怀和员工爱心。Huaxin Gayur Cement Co. Ltd, after it stepping outside and going into production, developed to the first cement brand quickly by right of the sales and quality. What's more, the Company provided direct and indirect jobs for over 800 local people, pushing forward the development of local economics. It also took initiatives to help with the communities, donating cement to repair houses and roads, providing tap water supply for local schools, hospitals and Mosques. Huaxin people's humanistic concern and love are showed to the public.



亚湾公司向当地政府捐赠的缝纫机  
Sewing machines donated by Yawan Co. to local government



亚湾公司助力瓦赫达地震灾区重建家园  
Yawan Co. helps Wahda earthquake area to rebuild home



成立慈善基金  
Founding charity foundation

2014年7月21日，由华新水泥创建的首个中资企业慈善基金——“我爱塔吉克”华新基金正式成立。

“我爱塔吉克”华新基金由华新亚湾水泥有限公司创建，她将以“帮助社区民众，造福塔国人民；深化中塔友谊，共建美好家园”为愿景，承诺每卖出一吨水泥将捐出1个索莫尼。慈善款将主要用于帮助塔吉克斯坦贫困家庭与特殊人群。12月30日，已使用华新基金向当地政府捐赠了20台缝纫机帮助贫困区妇女致富。

On July 21<sup>st</sup>, 2014, Huaxin foundation “I love Tajikistan”, the first Chinese Company charity foundation was founded by Huaxin Gayur Cement Co. Ltd. Following the vision of “help with community people, bring benefits to Tajikistan people, deepen the friendship of China and Tajikistan, build a beautiful home together”, it promised to donate 1 Somoni on every sale of 1 ton cement. The donated money will be used to help the households in poor and special groups. By December 30<sup>th</sup>, 20 sewing machines, bought with the donated money, were sent to local government to help the poor women.

援建“华新友谊学校”  
Support in building of “Huaxin Friendship School”

由华新亚湾水泥公司耗资250万美元援建的“华新友谊学校”已于2014年11月12日正式开学，可容纳320名学生上课，总建筑面积达3600平方米。

The school, which Huaxin Gayur Cement Co. Ltd spent 2.5 million US dollars to build, opened on November 12<sup>th</sup>, 2014, which can contain 320 students with a construction area of 3600 m<sup>2</sup>.



“我爱塔吉克”华新基金  
“I love Tajikistan” Huaxin fund



华新友谊学校  
Huaxin Friendship School

支援灾区  
Disaster area relief



地震救灾行动 Earthquake disaster relief

2014年8月3日16:30，云南省昭通市鲁甸县发生里氏6.5级地震，造成大量人员伤亡和巨额财产损失。地震发生后，华新昭通公司一方面积极应对地震，确保工厂人员、生产安全，另一方面积极组织骨干员工、民兵应急分队组成志愿者团队40余人，奔赴昭通机场，协助搬运救灾物资，全力支援鲁甸地震灾区。志愿者们到达机场后，在机场救灾物资搬运管理方的统一协同指挥下，迅速加入搬运队伍当中，经过三个半小时的奋力拼搏，数十吨大米、面粉、方便面、药品、衣物、棉被、矿泉水被搬上转运车，再从车上搬至直升飞机上。

There was a class 6.5 earthquake in Ludian county, Zhaotong City, Yunnan province at 16:30 on August 3<sup>rd</sup>, 2014, causing lots of casualties and major loss of property. Huaxin Zhaotong Company not only tried to ensure the safety of staff and production, but also organized over 40 volunteers to help carrying disaster relief materials in Zhaotong airport. After 3.5 hours' hard work, several tons of rice, wheat flour, instant noodles, medicines, clothes, quilts, mineral water were carried to the helicopter.

2014年12月份，昭通公司和东川公司志愿者们深入巧家县包谷脑、新店、小河等原地震重灾区，对当地受灾户展开慰问活动，赠送了600套保温杯，得到了受灾户村民们的一致好评。

In December 2014, volunteers from Zhaotong Company and Dongchuan Company came to the major disaster area of last time earthquake, to extend their regards and send 600 vacuum cups to people there. Their actions were highly praised.

## 关爱留守儿童

### Care for the stay-at-home children

“小朋友，暑期没有家长陪伴是不能结伴到河边、水库游泳的，看似平静的水面下，可能隐藏着急流和漩涡”、“湿手不能摸电器，遇有家用电器着火，应先切断电源再救火”，8月份以来，襄阳公司志愿者们走进结对帮扶的南背村，积极开展“集中关爱假期留守儿童”活动，义务为他们讲解暑期安全知识，并为每人送上了《中小学生自救自护实用手册》，受到了孩子和家长们的一致好评。

Since August, volunteers from Xiangyang Company explained safety knowledge in summer holidays and send Students' Manual for Self Protection and Save to stay-at-home children in a local village. They told them "There may be torrent and whirlpool under the quiet water so you can't swim without the accompanying of parents.", "Electrical appliance can't be touched by wet hands. Cut off the power first in case of a fire on electrical appliance."

每当暑假来临之际，留守儿童的安全问题成了社会最关注的话题，令留守儿童父母最担心的同样是孩子们暑期的安全问题。公共关系与社会责任部在2014年7月份精心设计和编制了《中小学生自救自护实用手册》，策划了“集中关爱假期留守儿童”主题的志愿者活动，公司旗下的工厂将《中小学生自救自护实用手册》发放至工厂周边村落和社区的留守儿童、中小学

## 新棉衣温暖藏童

### New cotton clothes warming Tibet children

12月5日，山南地区浪卡县卡龙乡小学的200多名孩子们穿上了西藏公司驻村工作队特定定制的藏式爱心棉衣。浪卡县卡龙乡小学海拔在4500米左右，目前学校现有12个教学班，在校学生200名，由于地处高海拔地区，当地农牧民生活都比较贫困，没有多余的钱为孩子置办冬衣。12月的西藏正处于隆冬季节，温度在零下7至8℃，孩子们依然穿着秋季单薄的校服。西藏公司第四批驻村工作队了解情况后，就与当地乡政府取得联系，在乡政府的协助下，西藏公司第四批驻村工作队出资13000元，在当地的一家棉衣店特定定制了200套藏式新棉衣，让孩子们温暖的度过一个冬天。



襄阳公司为留守儿童讲暑期安全  
Xiangyang Co. taught summer holiday safety to stay-at-home children

生手中，志愿者们每到一处都进行了现场宣讲，让学生们掌握安全避险知识，提高自护自救能力。目前，该手册已发至50个社区和25所学校的留守儿童和学生手中。

Whenever the summer holidays coming, the safety of stay-at-home children becomes a society concern as well as the parents' worry. In view of this, the Public Relations and Social Responsibility Department of Huaxin well designed and compiled Students' Manual for Self Save and Protection. Volunteers from plants explained and publicized the knowledge on site and the manuals have been distributed in 50 communities and 25 schools.

On December 5<sup>th</sup>, more than 200 children in Kalongxiang school of Shannan area worn the Tibet style cotton clothes customized by Huaxin Tibet Company. Located on the elevation of 4500 meters, people there were poor and can't afford winter clothes for the children, who had to wear thin clothes even in the negative 7℃ or 8℃ in December. Upon knowing the situation, the fourth batch of work team from Tibet Company stationing in the village contacted with the local government and contributed CNY 13,000 to customize 200 sets of cotton clothes for children.

## 关爱孤寡老人

### Care for old people of no family



渠县公司到福利院慰问老人  
Quxian Co. visited the old at welfare house

12月6日上午，渠县公司组织公司舞蹈队的女职工利用周末时间到敬老院开展关爱孤寡老人活动，给老人们带去了欢乐。一到敬老院，女职工志愿者们便对老人们嘘寒问暖，为了让老人们中午能吃上新鲜的饺子，她们顾不上休息，各自洗完手后，便将提前准备好的包饺子要用的材料分放到桌面上，开始包起饺子来。在包饺子的过程中，志愿者们还不时地相互交流着饺子不同包法的经验。随后，又给老人们跳起了广场舞，随着一首首优美的舞曲响起，整个敬老院洋溢着欢乐的氛围。

On the morning of December 6<sup>th</sup>, the women staff of Quxian Company spent the weekend time to visit people in Old People's Home. They asked their feelings and made dumplings for them. After that, volunteers played public square dancing for the old people. With the beautiful dance music, the Old People's Home was full of joy.

## 爱心助农忙

### Help with famers' busy season



郴州公司助农采摘葡萄  
Chenzhou Co. help farmers to pick grape

8月8日上午，天空下着毛毛雨，郴州公司志愿者们前往周边顶上村果农家帮忙采摘葡萄。顶上村是郴州地区有名的葡萄种植区域，近日迎来了葡萄丰收的季节，但顶上村六组村民杨大伯家里却没有帮忙人手。志愿者们在他的带领下来到了葡萄园，听了杨大伯的简要介绍挑选和采摘葡萄的方法后，就开始帮忙采摘了。雨越下越大，志愿者们的鞋和裤腿也全都被地上的草打湿了，但是看着一筐筐的收获，心里甜滋滋的。此次活动的开展，不仅拉近了村企之间的关系，也让志愿者们体会到了收获的喜悦。

Though there was little rain on August 8<sup>th</sup>, volunteers from Chenzhou Company still came to help picking grapes for uncle Yang who were alone without helpers in his family. The heavier and heavier rain made the volunteers' shoes and clothes wet, but seeing the harvest, they felt sweet in the heart.

### 帮助困难村民

Help with people in difficulty



秭归公司帮助村民修路  
Zigui Co. help villagers to pave road

12月9日，秭归公司组织20余名志愿者为周边村民扩宽及修复破损的道路。这条道路是郭家坝村通向附近村民橙子地里的重要交通要道，是一条老式的农村泥土路，保障着本村几十户村民橙子的运输。受冬季频繁的雨雪天气影响，该公路出现积水积泥现象，部分路基垮塌，严重影响村民正常出行。秭归公司领导了解到这些情况后，同郭家坝村村委会充分沟通，组织公司志愿者们准备公路的修复工作。当日上午，秭归公司熟料分厂出动了一台铲车，协同志愿者及该村几位村民合力对这条泥土路进行路基维护及路面铺石。经过了4个多小时，一条漂亮的乡村公路恢复了原貌，村里的大爷大妈们都为志愿者们的善举竖起了大拇指。

On December 9<sup>th</sup>, Zigui Company organized over 20 volunteers to widen and repair the damaged road, which was an unpaved road connecting the village and orange fields. Due to the rain and snow in winter, the road was waterlogged and broken down, impacting the normal travelling of people seriously. Upon knowing the situations, Zigui Company contacted the local government to communicate the repair work. A forklift was provided. Volunteers and some villagers enhanced the roadbed and paved the road together. After 4 hours' hard work, a beautiful road was seen by people, who praised Huaxin's action very much.

### 美化社区环境

Beautify the community

近期气温下降，市区道路两旁落叶纷纷，影响了石料山社区环境卫生。11月21日，黄石分公司10余名志愿者在该社区居委会工作人员的带领下，清扫落叶和垃圾。居民楼下的花坛里、小沟壑内，志愿者都一一清扫，不放过任何一个死角，经过两个多小时的清扫，共清理落叶三车、垃圾四车；11月23日，黄石分公司志愿者们又来到社区，拿着铁铲，提着粉刷桶，采取用“双手撕、铁铲刮、涂料粉刷”等办法，对社区内的电线杆、楼道墙壁等处的“牛皮癣”进行清理。经过志愿者的努力，小区里“牛皮癣”比较严重的居民楼换了新颜。志愿者们用自己的实际行动呼吁大家爱护家园，深受居民们的好评。

The more and more fallen leaves impacted the environment of Shiliaoshan Community, so on November 21<sup>st</sup>, over 10 volunteers from Huangshi Company helped to clean the fallen leaves and wastes under the lead of the community committee. Without ignoring any dead corner, they cleaned 3 trucks of fallen leaves and 4 trucks of wastes. Two days later, they come to the community again to clean the paper slips on the electric poles or walls with the shovels and painting tools prepared by themselves. The community had a new face. By setting the good example, the volunteers appeal people to love their own home.



黄石公司清扫社区垃圾  
Huangshi Co. clean rubbish in community

## 2014年社会公益活动捐赠情况

2014 Charitable Donations

单位：万元  
Unit: 10 thousand RMB

类别 type	捐款金额 donation amount	物资折合人民币 materials in cash	合计 total
社区（新农村建设） community (new rural building)	195.6	385.4	581
捐资助学 education	13.9	1360.5	1374.4
扶贫帮困 poverty relief	71.6	72.7	144.3
支持灾区建设 disaster recovery	22.7	14.6	37.3
组织个人捐赠 individual donation	31	0	31
合计 total		2168	

备注：含亚湾公司向当地捐赠1471万元人民币。  
Note: The data includes CNY 14.71 million donated to local people by Huaxin Gayur Cement Co. Ltd.

# 感动瞬间

## Touching Moments



迪庆公司向周边学生捐赠《小学生自护自救手册》  
Diqing Co. donate Pupils Self Protection and Saving Pamphlet to surrounding students



襄阳公司成立华新水泥爱心助学金  
Xiangyang Co. establish Huaxin Cement Student Love Fund



鹤峰公司为重病少年捐款现场  
Hefeng Co. donation site for the teenager in serious disease



信阳公司帮助村民干农活  
Xinyang Co. help villagers with farm work



宜昌公司慰问困难群众  
Yichang Co. visited people in poverty



荆州公司为环卫工人送清凉  
Jingzhou Co. send cool water to sanitation workers

道县公司帮五保户插秧  
Daoxian Co. help difficult villagers to transplant rice

涪陵公司为涪白路段养路站人员送清凉  
Fulin Co. send cool melon and drink to road maintenance workers

赤壁公司志愿者清扫国道渣土  
Chibi Co. volunteers clean dregs on national road