



江苏圣奥化学科技有限公司

Jiangsu Sinorgchem Technology Co., Ltd.

2015 可持续发展报告

SUSTAINABILITY REPORT 2015



江苏圣奥化学科技有限公司
JIANGSU SINORGCHEM TECHNOLOGY CO., LTD.

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2015 可持续发展报告



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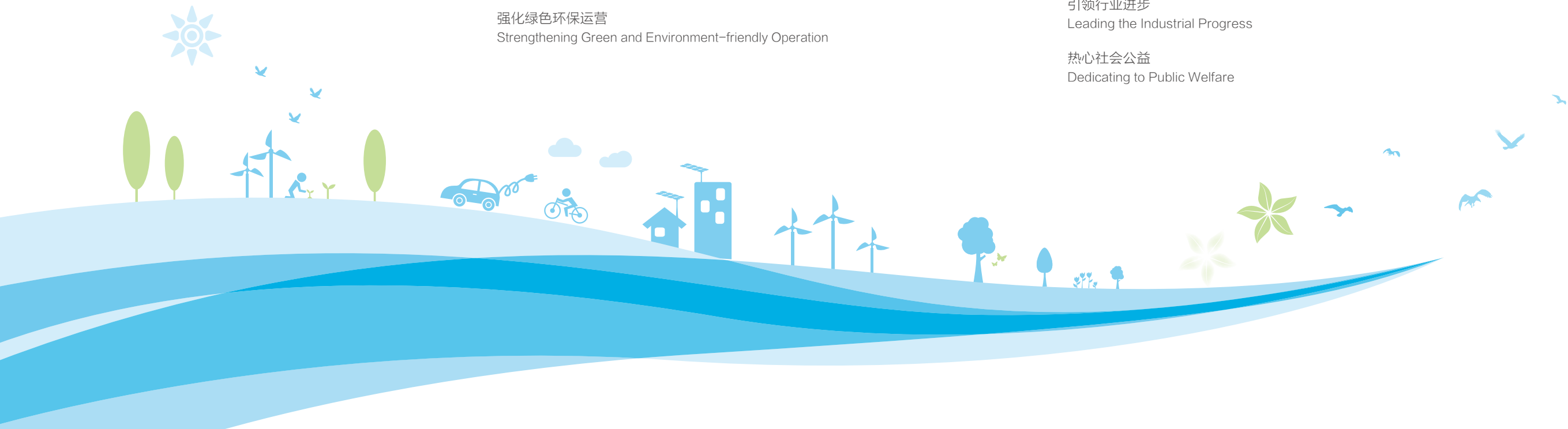
中化国际成员企业
A MEMBER OF SINOCHEM INTERNATIONAL

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关于本报告

About the Report

时间范围	报告边界
以 2015 年 (2015 年 1 月 1 日 -2015 年 12 月 31 日) 为主，部分文字信息涉及以往年份或体现 2016 年的方针和实践。	涵盖江苏圣奥化学科技有限公司 (详见“走进圣奥化学”) 。
报告依据	信息来源
参考《关于中央企业履行社会责任的指导意见》、全球报告倡议组织 (GRI) 《可持续发展报告指南》 (G4) 、中国社会科学院《中国企业社会责任报告编制指南》 (CASS 3.0) 和 GB/T 36001-2015《社会责任报告编写指南》编写。	本报告所披露的信息和数据来源于江苏圣奥化学科技有限公司的官方文件及相关统计数据。报告中所披露的信息经过公司高管和集团的确认。
报告称谓	报告获取
本报告中视语境将“中国中化集团公司”简称为“中化集团”，将“中化国际(控股)股份有限公司”简称为“中化国际”，将“江苏圣奥化学科技有限公司”简称为“我们”、“圣奥化学”或“公司”，将子公司“山东圣奥化学科技有限公司”、“泰安圣奥化工有限公司”、“安徽圣奥化学科技有限公司”分别简称为“山东圣奥”、“泰安圣奥”和“安徽圣奥”。	本报告以印刷版和电子版两种形式供您阅读，您可登陆 http://www.sinorgchem.com/index.htm 获取电子版报告；如需获取纸质版报告或对本报告有任何疑问或建议，请发送电子邮件至 CSR@sinorgchem.com ，或致电 86 21 3176 9966/9988。

Reporting Period	Reporting Boundary
The Report covers from January 1, 2015 to December 31, 2015, and also includes additional information beyond the stated reporting period.	Jiangsu Sinorgchem Technology Co., Ltd. (Please find more details in “About Sinorgchem”).
Reporting Compilation Principles	Data Source
The Report is aligned with <i>Guidelines to the State-owned Enterprises Directly under the Central Government on Fulfilling Corporate Social Responsibilities, Sustainability Reporting Guidelines</i> of the Global Reporting Initiative (GRI G4), <i>Writing and Compiling Guidelines of Chinese Corporate Social Responsibility Reporting</i> (CASS-CSR 3.0) issued by Chinese Academy of Social Sciences, and <i>Guidance on social responsibility reporting</i> (GB/T 36001-2015).	All information and data disclosed in the Report come from official documents and statistical reports of Jiangsu Sinorgchem Technology Co., Ltd. All information disclosed in the Report has been confirmed by the Company senior executives and the Group.
References in the Report	Accessibility of the Report
Unless otherwise stated, in the Report, “Sinochem Group” is abbreviated as “Sinochem”, “Sinochem International Corporation” as “Sinochem International”, “Jiangsu Sinorgchem Technology Co., Ltd.” as “we”, “Sinorgchem” or “the Company”; and subsidiaries “Shandong Sinorgchem Technology Co., Ltd.”, “Sinorgchem Co., Tai’an”, and “Anhui Sinorgchem Technology Co., Ltd.” are respectively referred to as “Shandong Sinorgchem”, “Tai’an Sinorgchem”, and “Anhui Sinorgchem”.	The Report is available in both paper and electronic versions. For the electronic version of the Report, please visit http://www.sinorgchem.com/index.htm . For the paper version or if you have any further inquiries or suggestions of the Report, please email to CSR@sinorgchem.com or dial 86 21 3176 9966/9988.

董事长致辞 Message from the Chairman

董事长 覃衡德
Hengde Qin, Chairman



作为一家全球领先的橡胶化学品供应商，圣奥化学以引领行业的绿色发展为使命，致力于成为全球橡胶化学品用户的最优选择。为了实现这一愿景，我们将企业社会责任融入企业发展战略与日常经营活动，始终秉持“精细化学 绿色生活”的理念，积极探索可持续发展之路，追求与利益相关方的合作共赢。

2015 年，面临中国经济发展速度趋缓、同行竞争日益激烈的态势，我们遵循公司发展战略，向国际化方向前进。在这一过程中，我们广泛携手客户、员工、合作伙伴等利益相关方，共同应对复杂的内外部环境，共赴责任价值之旅。

我们坚持透明合规运营，健全全面风险管控体系，强化知识产权管理，努力提升管理效率，降低运营风险，为股东创造最大价值。

我们专注产品、追求极致，通过开发新型环保原料、改进工艺技术、为客户制定个性化的《客户服务手册》，持续提升客户满意度。

我们聚焦健康、安全和环境，建立覆盖 24 要素且独具特色的管理体系，以安全文化引领员工安全价值观的转变，同时，始终坚持绿色生产，力求让员工更健康地工作，让生产更安全地运行，让环境更加美好。

我们尊重员工价值，融合 GROWTH 文化理念，努力打造多元、和谐、融洽、奋进的工作氛围，为员工搭建成长的舞台，支持员工主动参与公司管理，更将对员工的关爱延伸至其家庭，提升员工的归属感。

我们心系社区，立足自身优势，聚焦教育发展、伙伴成长、行业进步和社会公益，积极奉献资源，发挥自身优势，推动运营所在地经济环境社会的发展。

展望未来，虽然面临较为严峻的发展形势，但是我们坚信只要坚持可持续发展，积极履行社会责任，认真倾听利益相关方的诉求，并将他们的诉求转化为不断提升的动力，就能赢得多方认可，为企业持续发展营造良好的环境，进而与员工、社区和股东分享公司成长的收益。

这是我们发布的第一份可持续发展报告，希望借此梳理公司推进企业社会责任思路的同时，加强与利益相关方的沟通。我们期待每位利益相关方提出宝贵的意见和建议，为公司未来改进社会责任表现指明方向；也希望各利益相关方与我们携手同行，为更美丽的世界和更优质的生活而努力。

董事长

As one of the world's top suppliers of rubber chemical products, Jiangsu Sinorgchem Technology Co., Ltd. is committed to leading the green development of the industry and becoming the primary choice of global rubber chemical users. To turn this vision into reality, we integrate corporate social responsibility (CSR) into our development strategy and daily operation, follow the idea of "Fine Chemistry and Green Life" and explore the path to sustainability, achieving a win-win outcome with stakeholders.

In 2015, confronted with the Chinese economic slowdown and the increasingly fierce competition in the industry, we firmly followed our corporate strategy and ventured out into the international market. During this process, we joined hands with a broad range of stakeholders such as customers, employees and partners, and together, we braced the complicated situations at home and abroad, embarking on the road to enhanced responsibility and value.

We are persistent in transparent and compliant operation. We have improved our risk management and control system, reinforced intellectual property management, enhanced governance efficiency and reduced operational risks, thus creating maximum value for shareholders.

Dedicating to product quality in pursuit of perfection, we have seen a sustained boost in customer satisfaction by developing new types of environmentally-friendly materials, upgrading technical processes and making personalized *Customer Service Manual*.

Focusing on health, safety and the environment, we have built up a unique management system encompassing 24 elements. While transforming the safety value of our employees by disseminating a safety culture, we have never relented in our efforts of green production in order to make our employees healthier, production safer and the environment better.

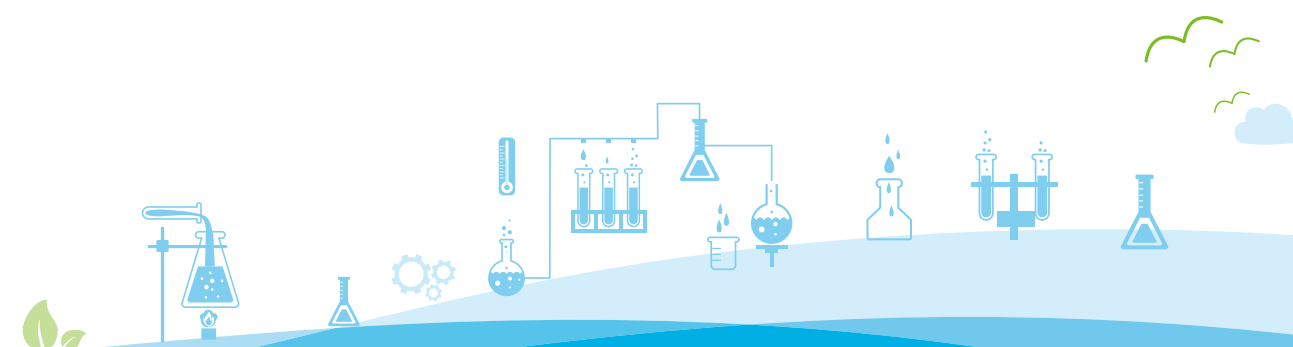
Being mindful of the value of employees, we blend in the philosophy of GROWTH, strive to create a diversified, harmonious and inspiring work environment, set up a platform nurturing employee growth, support employees' proactive participation in corporate management, and extend our care for employees to their families, boosting their sense of belonging.

Being community-spirited, we take full advantage of our strengths and concentrate on education development, partner growth, industry progress and public welfare. We actively contribute our resources to push forward the economic and social development in the localities we operate in.

Looking into the future, despite the challenging conditions, we are convinced that by committing to sustainable development, listening to the voice of stakeholders and turning it into motivation, we could win recognition and foster a favorable environment for sustained corporate development, thus sharing the benefits of growth with our employees, community and shareholders.

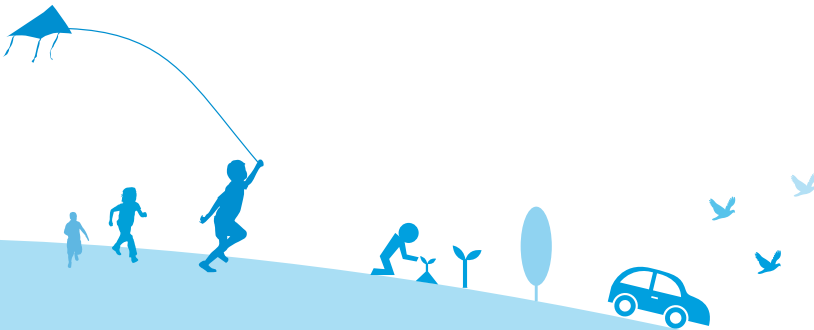
This is the very first sustainability report we have ever released through which we hope to examine our thinking on promoting CSR and increase communication with stakeholders. We look forward to receiving valuable feedback and suggestions from every stakeholder to point out the way to improving CSR in the future. We also hope the stakeholders can join us in our efforts to create a more wonderful world and a better life.

Hengde Qin, Chairman



ABOUT
Sinorgchem

走近
圣奥化学



公司概况 Company Profile

圣奥化学简介

Introduction of Sinorgchem

江苏圣奥化学科技有限公司是全球领先的橡胶化学品综合服务商，产品包括防老剂 PPD 以及中间体 RT 培司、不溶性硫黄、高纯度 TMQ 等。公司专注于橡胶化学品的研发、生产及营销服务，为中化国际（控股）股份有限公司下属成员企业。公司运营中心位于上海，在中国多地拥有生产、研发基地，并在欧洲、美国、新加坡等地设立全资子公司。

公司与世界主要知名轮胎生产商建立了长期合作伙伴关系，业务范围覆盖全球 50 多个国家和地区，拥有海内外员工 1,500 多名。

公司以引领橡胶化学品行业的绿色发展为使命，致力于成为全球橡胶化学品用户的最优选择。

Jiangsu Sinorgchem Technology Co., Ltd. is a global leading rubber chemical supplier, and its products include antioxidant PPD, intermediate RT Base, insoluble sulfur, and high-content TMQ among others. The Company, affiliated to Sinochem International Corporation, focuses on the R&D, production and marketing services for rubber chemicals. With the operation center located in Shanghai, Sinorgchem has production and R&D bases across China and sets up wholly-owned subsidiaries in Europe, the US and Singapore.

Sinorgchem has established long-term partnerships with the world's leading tire manufacturers, with its business covering more than 50 countries and regions in the world and its employee totaling more than 1,500 both at home and abroad.

With the mission of leading rubber chemical industry through green innovation, the Company is committed to becoming the first choice for rubber chemical customers worldwide.

2015 年关键绩效

Key Performance in 2015

实现营业收入 **21.97** 亿元人民币
Achieved an operating revenue of 2.197 billion yuan

贡献税收总额 **2.87** 亿元人民币
Contributed a total tax payment of 287 million yuan

荣获“中国石油与化学工业联合会科技进步二等奖”
Won the "Second Prize for Science and Technology Progress Award of China Petroleum and Chemical Industry Federation"

荣获“中化集团科技进步一等奖”
Won the "First Prize for Science and Technology Progress Award of Sinochem Group"

累计提出专利申请 **139** 项，其中获得授权专利 **88** 项
Filed 139 patent applications in total, among which 88 have been granted

山东圣奥荣获“山东省橡胶行业综合实力 **50** 强企业”称号
Shandong Sinorgchem won the title of "Top 50 Enterprises of Comprehensive Strength of Rubber Industry in Shandong Province"

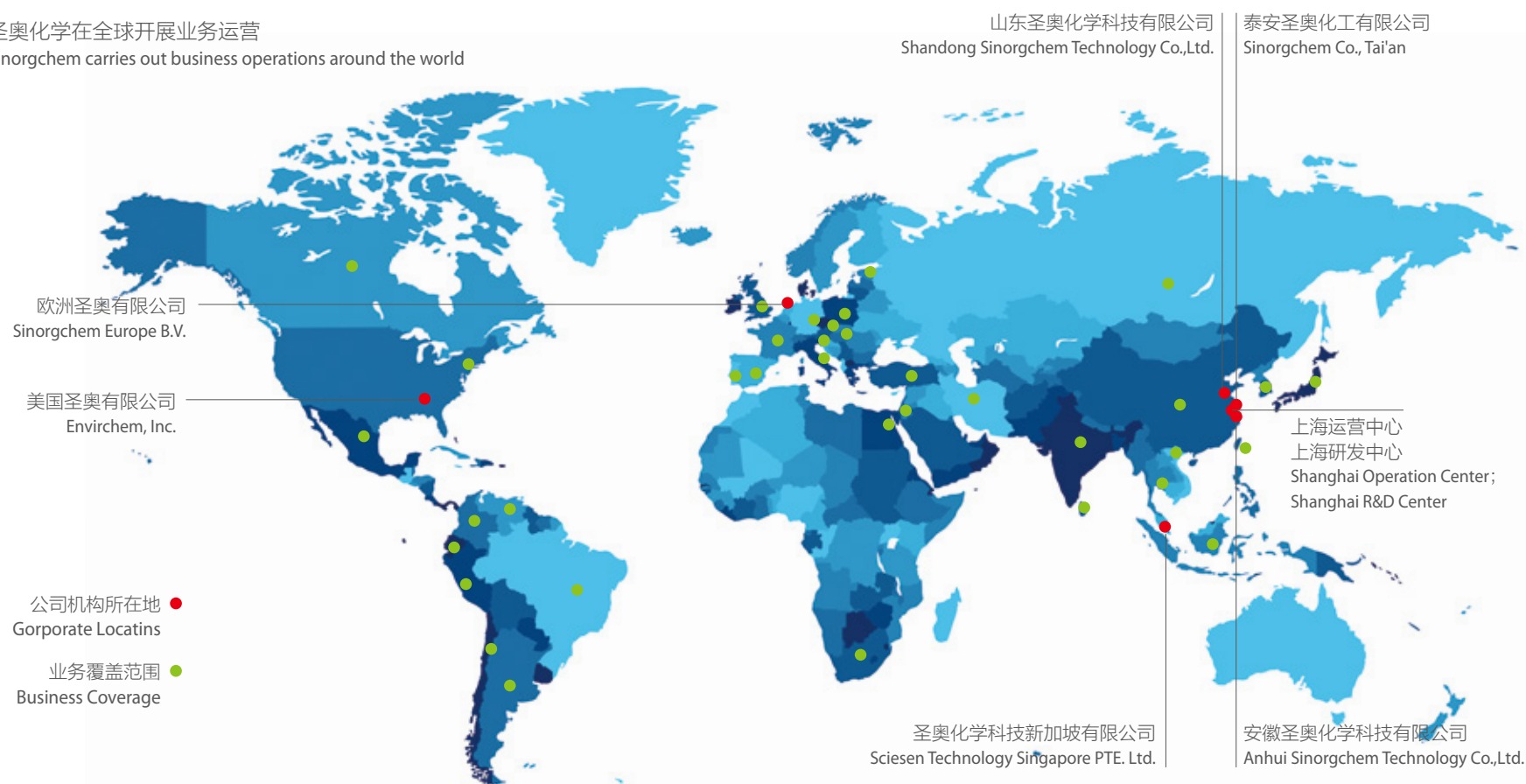
泰安圣奥荣获山东省“推行协商民主，强化社会责任”先进单位称号

Tai'an Sinorgchem won the advanced unit title of "Promoting Deliberative Democracy and Strengthening Social Responsibility" in Shandong province

安徽圣奥“新型橡胶防老剂环保新工艺创新研发团队”被评为安徽省“115”产业创新团队

The "Research and Development Team of Environment-friendly Technology Innovation of New Rubber Antioxidant" in Anhui Sinorgchem won the honorary title of "115" Industry Innovation Team of Anhui Province

▼ 圣奥化学在全球开展业务运营
Sinorgchem carries out business operations around the world



控股股东简介

Controlling Shareholder

中化国际（控股）股份有限公司是在精细化工、天然橡胶、化工物流、分销贸易等领域从事实业生产、研发、营销、物流及实业投资等国际化经营的大型国有控股上市公司，客户遍及全球 100 多个国家和地区。近年来，中化国际在产业化、国际化战略转型的征途中矢志前行，全面强化从资源控制到技术品牌到营销服务的一体化产业价值链，各项核心业务的市场地位不断提升，2015 年业务收入达到 437.46 亿元人民币，总资产为 403.38 亿元人民币。

中化国际的实际控制人——中国中化集团公司是国务院国资委监管的国有重要骨干企业，已先后 25 次进入《财富》全球 500 强，2015 年名列第 105 位。

Sinochem International Corporation is a large state-owned holding company engaging in production and manufacturing, research and development, marketing and logistics, and industrial investment in the fields of fine chemicals, natural rubber, chemical logistics, trading and distribution, and other international chemical businesses, with customers from over 100 countries and regions worldwide. For the last years, Sinochem International has determinedly and persistently moved forward in the course of strategic transformation for industrialization and internationalization, comprehensively strengthened the integrated industrial value chain from resource control, to technological brand and to marketing services, and constantly enhanced its market position in various core businesses. In 2015, Sinochem International's business earnings reached 43.746 billion yuan, and its total assets exceeded 40.338 billion yuan.

Sinochem, actual controller of Sinochem International and a key state-owned enterprise supervised by State-owned Assets Supervision and Administration Commission of the State Council (SASAC), has been enrolled in the list of Fortune 500 for 25 times, ranking 105th in 2015.

发展历程 History



链接 / Link

*RT 培司是指一种防老剂关键中间体。

* 根据美国《1930 年关税法》，美国国际贸易委员会可以对进口贸易中的不公平行为发起调查并采取制裁措施。由于其所依据的是《1930 年关税法》第 337 节的规定，此类调查一般称为“337 调查”。

*REACH 认证是指“Registration, Evaluation, Authorization and Restriction of Chemicals；化学品注册、评估、许可和限制”，是欧盟对进入其市场的所有化学品进行预防性管理的法规。

*RT Base refers to a key intermediate of antioxidant.

*According to United States *Tariff Act of 1930*, United States International Trade Commission shall carry out investigations and prescribe sanctions against unfair practices in import trade. As the ground is based on the provisions of Section 337 of *Tariff Act of 1930*, such investigations are generally referred to as “337” investigations.

*REACH Certification refers to “Registration, Evaluation, Authorization and Restriction of Chemicals”, is a European Union regulation for preventive management of all chemicals imported into the European market.

公司治理

Corporate Governance

圣奥化学将合规透明作为企业经营的基本行为准则，按照《公司法》和现代企业制度的要求，建立规范的法人治理结构，制定和优化公司的章程、议事规则和工作程序规范，确保治理的规范化、科学化和制度化，努力提升管理效率，降低运营风险，为股东创造最大价值。

Sinorgchem regards compliance and transparency as the fundamental code of conduct for enterprise operation. Adhering to the requirements of the Company Law and the modern enterprise system, the Company establishes standardized corporate governance, formulates and optimizes the Articles of Association, rules of procedure and working procedural norms of the Company, ensures the standardization, scientification and institutionalization of governance, strives to enhance management efficiency and lower operation risks, so as to maximize the value for shareholders.

管理团队

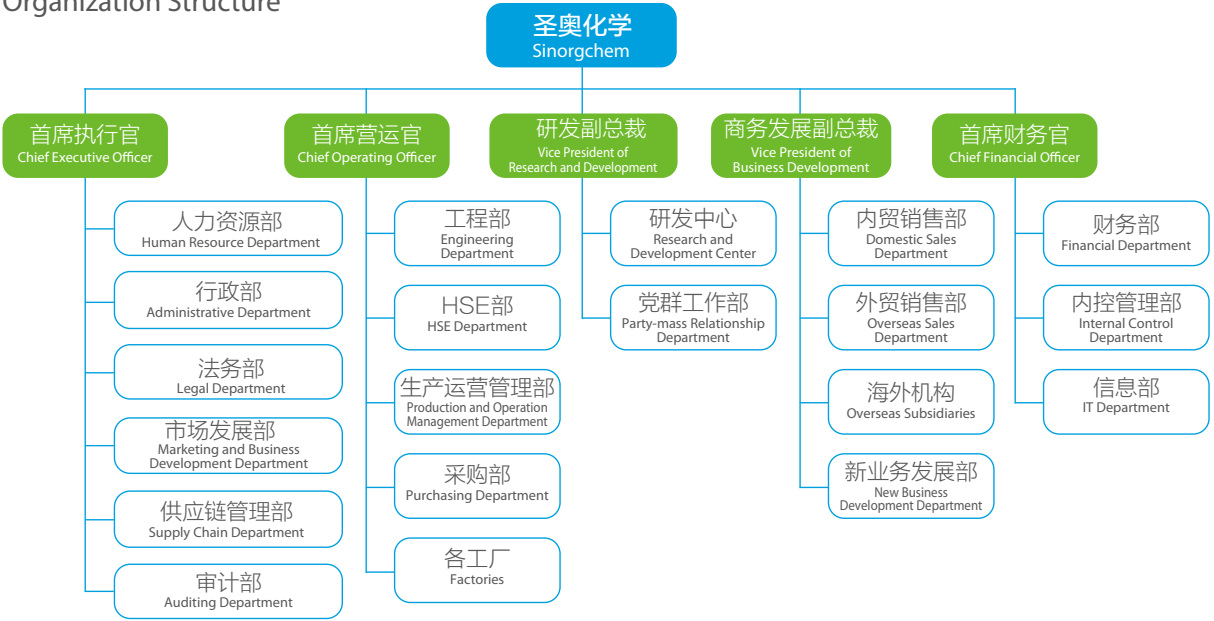
Management Team



陈新民 研发副总裁 Xinmin Chen (David), Vice President of Research and Development	苏赋 首席执行官 Fu Su, Chief Executive Officer	陈颖 首席财务官 Ying Chen, Chief Financial Officer
王忠艇 商务发展副总裁 Zhongting Wang, Vice President of Business Development	高世明 首席营运官 Shiming Gao, Chief Operating Officer	

组织架构

Organization Structure



商业道德

Business Ethics

圣奥化学坚持合规运营，反对一切形式的商业贿赂、腐败和不正当竞争行为，要求所有员工遵守公司的规章制度，对于商业贿赂、腐败等行为采取零容忍政策。公司积极落实中央纪委、国资委纪委的廉政建设和纪检监察要求，开通举报渠道，对于举报内容进行认真核实并严格处理，同时建立机制保护举报人权益。

Sinorgchem insists on operations according to laws, opposes all forms of commercial bribery, corruption and acts of unfair competitions, requires all employees to comply with company rules and regulations and adopts a zero tolerance policy towards commercial bribery, corruption and so on. The Company actively implements the requirements of clean government construction and discipline inspection from Central Discipline Inspection Commission and State-owned Assets Supervision and Administration Commission, opens reporting system, seriously and strictly deals with the reports and establishes informant protection mechanism at the same time.

内外部审计

Internal and External Auditing

圣奥化学根据内、外部审计工作流程，严格开展各项审计工作，以避免出现不合规行为。公司持续推进审计工作制度化、规范化建设，对各类业务和控制进行独立客观的监督和评价，审查经营活动的适当性、合法性和有效性，同时，对供应商和合作伙伴开展商业道德、劳工、人权和环境等相关方面的审计，确保与公司有业务往来的企业也符合商业合规要求。2015 年，公司共完成内部审计项目 15 个。

According to the work process of internal and external auditing, Sinorgchem strictly carries out all kinds of auditing works to avoid noncompliance behaviors. The Company continues to push forward the institutionalization and standardization of auditing works, conducts independent and objective supervision and evaluation for all kinds of businesses and controls, examines the appropriateness legitimacy and effectiveness of management activities. At the same time, the Company implements auditing for suppliers and partners in business ethics, labor forces, human rights, environment and other related aspects to ensure these companies also conform to relevant business requirements. In 2015, the Company finished a total of 15 internal auditing projects.

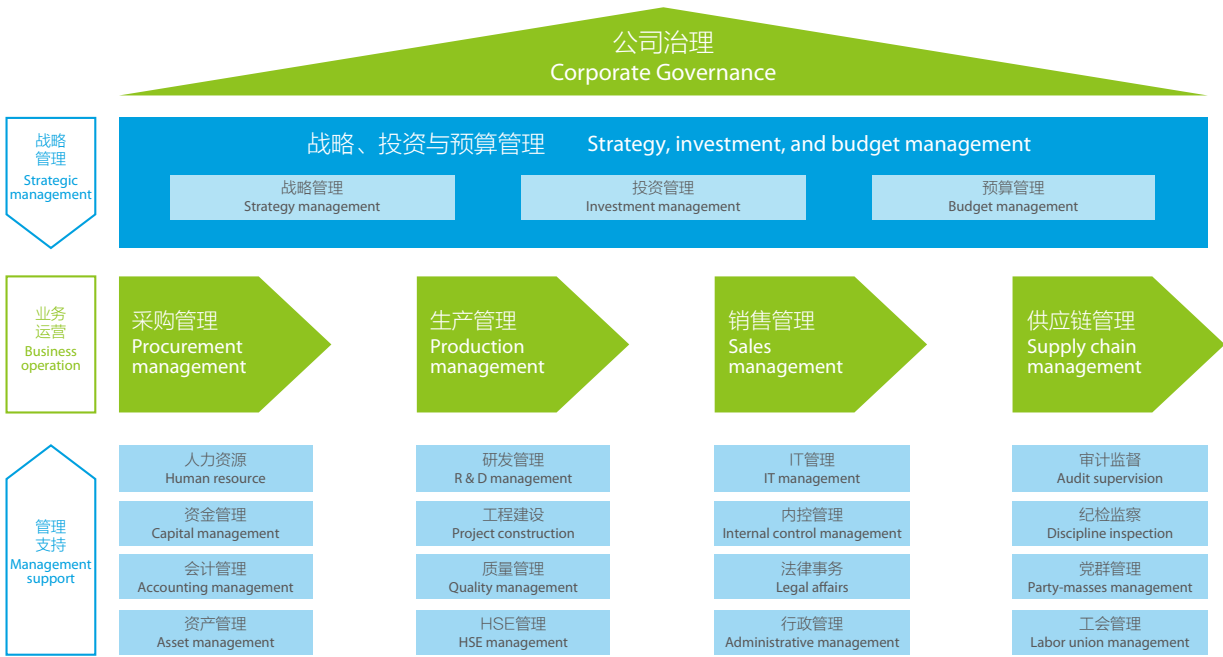
全面风险管控
Comprehensive Risk Management and Control

圣奥化学以中化集团、中化国际以及自身发展的要求为基础，严格遵照国务院国有资产监督管理委员会、中国证监会和化工行业要求，建立健全全面风险管控体系，加强内部控制制度建设，强化对战略、市场、财务、法律和运营等重大风险的识别和防控，为公司的稳健运营和高速发展提供有力保障。

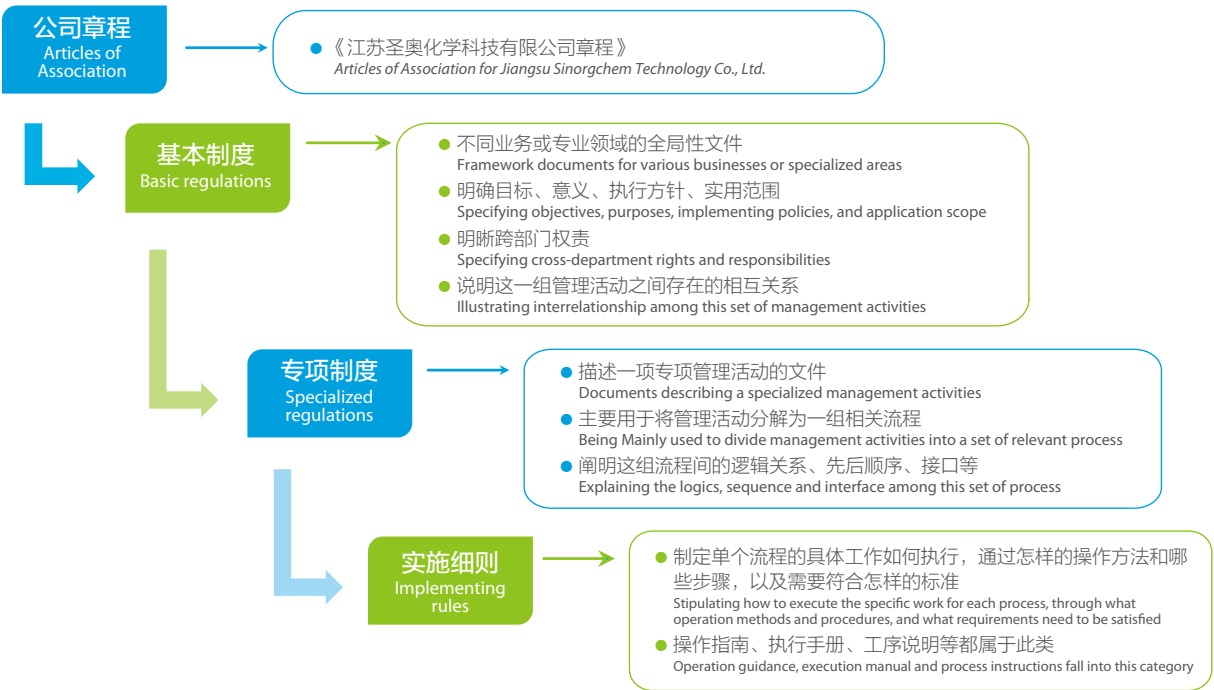
制度建设是企业发展的基石。2015 年，为进一步提升公司管理水平，圣奥化学成立规章制度优化小组，系统梳理各项工作制度，形成一套完整的规章制度框架和文件分级方法，为打造层级清晰、接口通畅、管理专业、动态优化的规章制度体系和规范流程奠定了基础。与此同时，圣奥化学制定和更新了多项制度文件，包括《江苏圣奥信访案件检察及审理工作管理办法》《江苏圣奥保密管理办法》《江苏圣奥反垄断管理办法》和《代理商经销商的政策指导方针》等。

Based on the demands of Sinochem, Sinochem International, and the Company's development, Sinorgchem strictly follows the requirements from State-owned Assets Supervision and Administration Commission of the State Council, China Securities Regulatory Commission and chemical industry, establishes and improves comprehensive risk management and control system, intensifies the institutional construction of internal control, and strengthens the identification and prevention of major risks in strategy, market, finance, law and operation, providing a strong support for the steady operation and high-speed development of the Company.

Institutional construction is the cornerstone for enterprise development. In 2015, in order to further enhance the management level of the Company, Sinorgchem set up an team for optimizing rules and regulations to systematically sort out various working systems and formulate a complete regulatory framework and file classification method, laying solid foundation for a regulatory system and a standard process with clear hierarchy, smooth interface, professional management and optimized dynamic. In the meantime, Sinorgchem formulated and updated numerous institutional documents, including *Regulations on the Procuratorial and Trial of Petition Appeals of Jiangsu Sinorgchem*, *Regulations on Confidentiality of Jiangsu Sinorgchem*, *Regulations on Anti-monopoly of Jiangsu Sinorgchem*, and *Policy Guidelines of Agents and Dealers*.



▲ 圣奥化学的规章制度框架
Regulatory framework of Sinorgchem



▲ 圣奥化学规章制度的分级思路
Hierarchy of the rules and regulations of Sinorgchem

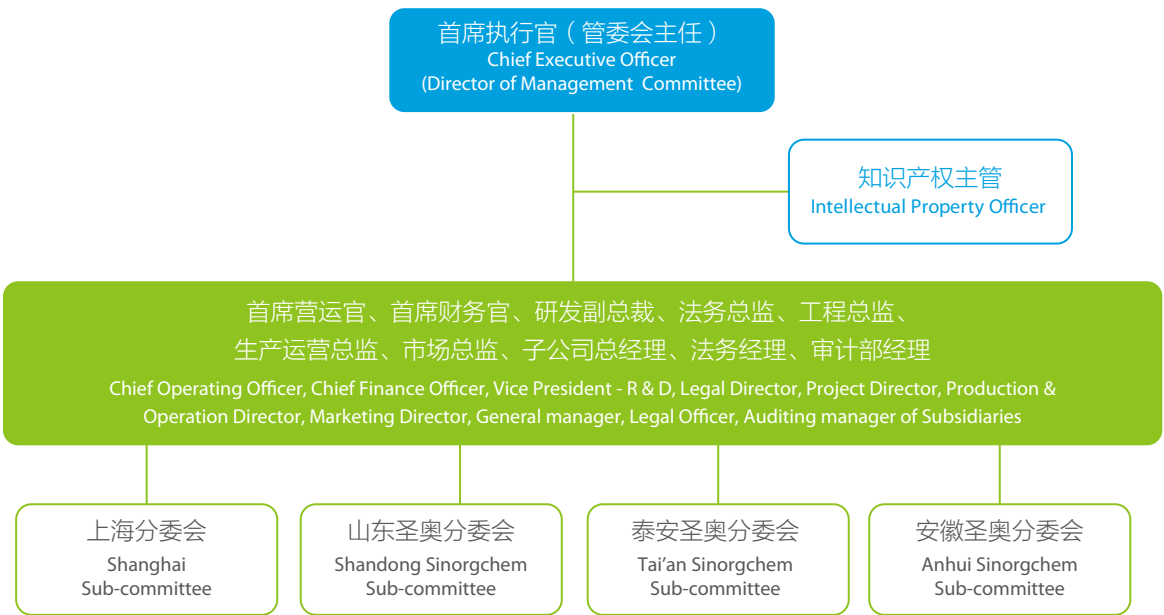
圣奥化学在完善各项制度的同时，加强对制度执行的监督和考核，确保制度执行到位，努力形成用制度规范行为、按制度办事、靠制度管人的长效机制。此外，积极组织系统而全面的培训，帮助员工识别与防范风险；及时回顾制度执行情况，对员工在执行过程中遇到的问题进行快速反馈，并及时修订，让制度得以真正落地执行。

While improving various regulations, Sinorgchem strengthens the supervision and examination of the implementation so as to ensure the fulfillment of each regulation, striving to form a long-term mechanism of regulating conducts by rules, handling work by regulations, managing personnel by systems. In addition, the Company actively organizes systematic and comprehensive trainings to help employees to identify and prevent risks; reviews regulation implementation to give rapid feedbacks and make timely amendments to the problems occurred to employees in implementation, so as to practically implement the regulations.

知识产权管理
Intellectual Property Management

圣奥化学将技术视为核心竞争力之一，重视知识产权管理，竭力避免自身知识产权受到侵犯，也防止侵犯他人知识产权。公司成立了由高管领导的知识产权管理委员会，每季度召开会议讨论相关事项，并定期进行知识产权审计，降低侵权风险。

Sinorgchem views technology as one of the core competitiveness, lays emphasis on intellectual property management, striving to protect its own Intellectual Property from being infringed and avoid infringing on others Intellectual Property. The Company sets up an Intellectual Property Management Committee led by senior executives, which shall hold quarterly meetings to discuss relevant issues and carry out regular Intellectual Property audit to lower infringement risks.



▲ 圣奥化学的知识产权管理委员会
Intellectual Property Management Committee

圣奥化学制定了针对知识产权管理的纲领性文件和配套制度，并不断完善和更新。2015 年，更新了包括《江苏圣奥知识产权管理规定》《江苏圣奥知识产权管理委员会管理办法》等在内的十余个制度。

针对小试、中试、产业化不同研究阶段，公司都会进行专利侵权分析，避免侵犯他人的专利以及研究我们的工艺是否已经被公开。同时，每季度定期更新专利数据库并进行跨部门共享和沟通，使相关员工了解竞争对手的专利技术、新技术 / 新产品相关专利、行业产品的专利情况等。公司还针对电脑、U 盘等信息载体设置了加密保护系统，以确保商业秘密不被泄露。

Sinorgchem formulates and constantly improves and updates the framework documents and supporting systems regarding intellectual property management. In 2015, the Company updated more than 10 regulations including *Regulations on Intellectual Property of Jiangsu Sinorgchem*, and *Measures on Intellectual Property Management Committee of Jiangsu Sinorgchem*.

The Company shall conduct patent infringement analysis regarding various research stages of primary trials, pivot trials and industrialization to avoid infringing others patents and to research whether our technical process has been published. Meanwhile, the patent database is updated on a quarterly basis and shared cross-department, which helps employees know the competitors patented technologies, patents in relation to new technologies/products, and the overall patent situation of the industry products, etc. The Company also sets encrypted protection system on computers, USB and other information carriers to ensure non-leakage of trade secrets.

社会责任管理 Social Responsibility Management

圣奥化学以推动环境保护和可持续发展为己任，将经济、社会与环境责任融入企业战略与经营活动之中，希望通过与利益相关方紧密合作，共创可持续发展未来。

Sinorgchem sees the promotion of environmental protection and sustainable development as its own duty. The Company integrates economic, social and environmental responsibilities into the enterprise strategies and business operation, with the hope to closely cooperate with stakeholders in jointly building a sustainable future.

可持续发展战略 Sustainability Strategy

2015 年，圣奥化学参照中化国际社会责任战略，聚焦国内外可持续发展背景与利益相关方的诉求，制定十年战略规划——《全球布局，绿色发展》，希望通过推动自身和价值链履行社会责任，努力为社会发展做出积极贡献。

In 2015, Sinorgchem, with reference to the social responsibility strategy of Sinochem International, focused on the domestic and international context for sustainable development and appeals of stakeholders and formulate a ten-year strategic plan *Global layout and green development*, striving to make positive contributions to the social development through promoting itself and the value chain to fulfill social responsibilities.

	可持续发展挑战 Challenges to Sustainable Development	可持续发展承诺 Commitments to Sustainable Development
经济领域 Economy	<ul style="list-style-type: none">经济全球化发展进程加快 Economic globalization is accelerating中国经济发展进入新常态，发展速度放缓 China's economic development enters the new normal and the development speed slows down部分化工产品出现明显产能过剩 Certain chemical products are in obvious excess capacity	<ul style="list-style-type: none">以最高标准来要求自己，满足全球客户需求和法规要求 Holding ourselves to the highest standard to meet to global customer demands and legal requirements提升团队能力和素质 Improving team ability and competence基于核心产品进行产品多元化发展 Pursuing diversified product development based on core products
环境领域 Environment	<ul style="list-style-type: none">环境保护成为全球重点关注 Environmental protection has become the global concern中国将绿色化工作作为产业发展重点 China has listed greening work as the industry development priority环境表现成为客户评价的重要因素之一 Environmental performance is one of the key factors for customer evaluation	<ul style="list-style-type: none">研发绿色产品和绿色工艺技术，引领绿色化工 Researching and developing green products and technologies to lead green chemical倡导绿色轮胎，推动行业可持续发展 Advocating green tire and promoting sustainable development of the industry开展环保公益行动，传播绿色理念 Carrying out environmental protection activities to transmit green philosophy
社会领域 Society	<ul style="list-style-type: none">社会对企业参与解决各类问题，促进经济社会和谐发展提出更多需求 Society has raised more demands for enterprise participation in solving various problems and promoting the harmonious development of society	<ul style="list-style-type: none">提供可持续产品服务社会经济发展 Providing sustainable products to serve social and economic development为化工行业培养人才 Cultivating talents for chemical industry开展公益行动 Carrying out public welfare activities

▲ 圣奥化学的可持续发展战略
Sustainability strategy of Sinorgchem

责任理念源自使命
Responsibility Philosophy

圣奥化学的社会责任理念旨在通过履行自身使命为社会可持续发展做出贡献，即负责任地管理公司生产运营活动对经济、环境和社会造成的影响，实现自身可持续发展的同时促进整个社会健康、持续、稳定发展。

Sinorgchem's social responsibility philosophy is to make contributions to sustainable development of the society through fulfilling its own mission, namely, to responsibly manage the effects of business operation on the economy, environment and society and to promote the healthy, constant and stable development of the whole society while achieving its own sustainable development.

企业愿景 Vision	<ul style="list-style-type: none">成为全球橡胶化学品用户的最优选择 Becoming the first choice of rubber chemical customers worldwide
企业使命 Mission	<ul style="list-style-type: none">引领橡胶化学品行业的绿色发展 Leading rubber chemical industry through green innovation
核心价值观 Core Values	<ul style="list-style-type: none">客户导向 Being customer-oriented团队协作 Teamwork and collaboration创新与持续改进 Innovation and continuous improvement承担责任与敬业 Taking responsibility and professional dedication开放与关怀 Being open-minded and caring for people

▲ 圣奥化学的社会责任理念
Sinorgchem's social responsibility philosophy

利益相关方识别与沟通
Stakeholder Identification and Communication

圣奥化学将利益相关方沟通参与作为社会责任管理的重要内容，建立常态化沟通机制，确保各利益相关方获取透明和公开的企业信息，保证利益相关方诉求得到及时有效反馈，与利益相关方建立紧密的合作伙伴关系，共促可持续发展。

Sinorgchem regards stakeholders' communication and participation as important aspects in social responsibility management, establishes normalized communication mechanism, ensures all stakeholders' access to transparent and public enterprise information, guarantees the timely and effective feedbacks to stakeholders' appeals, and forms close partnerships with stakeholders to jointly promote sustainable development.

利益相关方 Stakeholders	主要诉求 Major Appeals	我们的回应 Our Responses
客户 Customers	<ul style="list-style-type: none">合规运营 Ensuring stable and continuous supply提供绿色优质产品 Providing green products of high quality提供品质服务 Providing quality service	<ul style="list-style-type: none">全力保证持续稳定供应 Sparing no efforts to ensure stable and continuous supply建立客户双向沟通机制 Establishing a two-way communication with customers根据客户需求研发新产品 Developing new products according to clients' requirements
员工 Employees	<ul style="list-style-type: none">保障基本权益 Protecting basic rights and interests为企业发展提供建议 Providing advice for enterprise development促进职业发展 Advancing career development of individuals创造良好工作环境 Creating favorable working environment	<ul style="list-style-type: none">召开职工代表大会 Organizing employee representative conferences实施员工培训 Carrying out employee training实行合理化建议奖励制度 Promoting the reward system of rational proposals加大员工职业健康投入 Increasing investment in employees' occupational health
环境 Environment	<ul style="list-style-type: none">实现清洁生产 Realizing cleaner production落实节能减排 Implementing energy conservation and emission reduction保护生态环境 Protecting ecological environment	<ul style="list-style-type: none">配合环保部门检查 Cooperating with environment protection departments to conduct inspections推进清洁生产 Promoting cleaner production研发绿色产品 Researching and developing green products开展环保公益活动 Organizing environment protection activities
社区 Communities	<ul style="list-style-type: none">服务社区发展 Facilitating community service投身社会公益 Devoting itself to social welfare	<ul style="list-style-type: none">带动就业和当地经济发展 Driving employment and local economic development扶持本地供应商 Supporting local suppliers支持教育事业 Supporting educational cause
政府 Government	<ul style="list-style-type: none">守法合规 Abiding by laws and regulations服务国家经济发展 Serving national economic development确保安全生产 Ensuring safety production	<ul style="list-style-type: none">依法纳税 Paying taxes according to law定期汇报工作 Reporting work regularly实现稳健经营 Practicing prudent operation加强安全管理 Strengthening safety management
供应商 Suppliers	<ul style="list-style-type: none">实施公平、透明采购 Practicing fair and transparent procurement促进共同发展 Promoting common development	<ul style="list-style-type: none">推行稳定采购政策 Promoting stable purchasing policy建立公平透明的采购流程 Establishing fair and transparent procurement principle and process帮助供应商进步 Helping suppliers to make progress
股东 Shareholders	<ul style="list-style-type: none">增强盈利能力 Improving profitability完善公司治理结构 Enhancing the Company governance structure履行信息披露义务 Fulfilling the responsibility of information disclosure	<ul style="list-style-type: none">社实现健康增长 Realizing healthy growth建立股东沟通机制 Establishing shareholder communication mechanism定期发布年度报告 Issuing annual report on a regular basis

▲ 利益相关方沟通机制
Stakeholders communication mechanism

关键社会责任议题

Key Social Responsibility Issues

圣奥化学认真研究年度热点问题、国家政策和行业动态，参考上级公司和同行企业披露的核心社会责任议题，结合自身实际发展情况，系统梳理公司关键社会责任议题，建立社会责任议题矩阵，并在报告中对这些关键议题进行披露。

Sinorgchem carefully researches annual hot issues, national policies and industrial trends, takes reference from the core social responsibility issues disclosed by parent company and peer enterprises, systematically sorts out the Company's key social responsibility issues in contemplation of its own development facts, lays out the matrix of social responsibility issues and discloses these issues in the Report..

	致精：为客户创造价值	致功：以责任驱动未来	致和：与员工共享成长	致远：同社区和谐互惠
运营中心	<ul style="list-style-type: none">完善客户服务体系提升客户服务能力促进共同发展	<ul style="list-style-type: none">推进 HSE 管理安全意识提升节能减排	<ul style="list-style-type: none">加强员工培训拓宽职业发展通道全方位关爱员工	<ul style="list-style-type: none">开展公益捐助活动共促行业发展支持教育事业
生产基地	<ul style="list-style-type: none">提供绿色优质产品提供优质服务促进共同发展	<ul style="list-style-type: none">推进 HSE 管理安全绿色生产安全意识提升节能减排	<ul style="list-style-type: none">改善工作环境提供多层次培训平衡员工工作生活	<ul style="list-style-type: none">开展公益捐助活动共促行业发展支持教育事业
海外子公司	<ul style="list-style-type: none">提供优质服务开展沟通交流促进共同发展	<ul style="list-style-type: none">推进 HSE 管理安全意识提升节能减排	<ul style="list-style-type: none">提升销售技能倡导多元文化	<ul style="list-style-type: none">与海外社区共发展参与海外公益事业

	Commitment to Perfection: Creating Value for Customers	Commitment to Accomplishment: Driving Future through Responsibilities	Commitment to Harmony: Achieving Mutual Growth with Employees	Commitment to Future: Attaining Harmonious Reciprocity with Communities
Operation Center	<ul style="list-style-type: none">Improving customer service systemEnhancing customer service levelPromoting common development	<ul style="list-style-type: none">Advancing HSE managementPromoting safety awarenessImplementing energy saving and emission reduction	<ul style="list-style-type: none">Reinforcing employee trainingExpanding career development channelsCaring for employees in an all-round way	<ul style="list-style-type: none">Organizing public welfare donationsJointly advancing industry developmentSupporting educational cause
Production Bases	<ul style="list-style-type: none">Providing high-quality green productsProviding high-quality servicesPromoting common development	<ul style="list-style-type: none">Advancing HSE managementPracticing green and safety productionPromoting safety awarenessImplementing energy saving and emission reduction	<ul style="list-style-type: none">Improving working environmentProviding multi-layer trainingsBalancing employees work and life	<ul style="list-style-type: none">Organizing public welfare donationsJointly advancing industry developmentSupporting educational cause
Oversea Subsidiaries	<ul style="list-style-type: none">Providing high-quality servicesConducting communications and exchangesPromoting common development	<ul style="list-style-type: none">Advancing HSE managementPromoting safety awarenessImplementing energy saving and emission reduction	<ul style="list-style-type: none">Enhancing sales skillsAdvocating diverse culture	<ul style="list-style-type: none">Striving for joint development with oversea communitiesParticipating in oversea public welfare cause

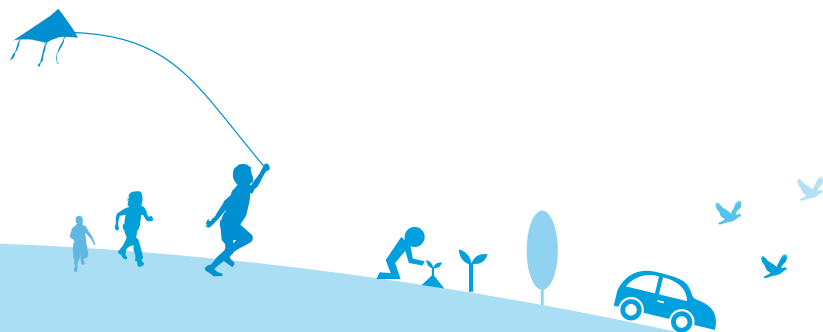


COMMITMENT TO PERFECTION CREATING VALUE FOR CUSTOMERS

致精 为客户创造价值

作为全球领先的橡胶化学品供应商，圣奥化学以客户为导向，追求持续稳定且自始至终交付所承诺的高质量、高安全性和高环保性的产品和服务，致力于成为客户最信赖的伙伴。

As a world-leading supplier of rubber chemicals, Sinorgchem has taken a customer-oriented approach and committedly pursued environment-friendly services and products of good quality and high-safety level, striving to become the most reliable partner of customers.



绿色产品创新者 Innovator of Green Products

2015 年，中国橡胶工业协会发布了《绿色轮胎技术规范》，提出了绿色轮胎产品性能要求，原材料使用要求，并推荐了绿色轮胎生产工艺技术，为中国下一步实现轮胎标签制度打下了基础。圣奥化学在 20 世纪 90 年代就革命性地研制出绿色无污染的橡胶防老剂产品，迅速赢得海内外客户的信任 and 选择，逐步迈向行业领跑者的位置。

In 2015, China Rubber Industry Association released *Technology Regulation of Green Tires*, which put forward requirements of the performance of green tire products and utilization of raw materials, introduced the production technology of green tires and laid a strong foundation for the implementation of tire label system in China. In the 1990s, Sinorgchem had revolutionarily developed a green and pollution-free rubber antioxidant product, which soon won the trust and preference of customers at home and abroad and helped the enterprise to take a leading position in the industry.

提升产品的绿色竞争力

Improving Products' Green Competitiveness

产品是否具有环保性是圣奥化学在产品研发初期优先考虑的要素。以公司的核心产品——橡胶防老剂为例，其本身具有出色的环保属性：尽管橡胶防老剂在客户轮胎生产中添加比例不大，但是却能有效延长橡胶产品的使用寿命，极大增加轮胎耐用性，增强轮胎制动安全性，帮助终端客户实现节能减排。

从生产工艺上来讲，产品能否通过清洁生产工艺实现，也是圣奥化学选择产品的标准之一。因而，在生产环节，圣奥化学专注开发新型环保原料和改进工艺，努力把绿色产品做到极致。目前，公司主营产品均获得 REACH 认证，即产品对环境的影响达到欧盟标准。

Whether a product is environment-friendly is a prior factor of consideration at the beginning stage of its research and development in Sinorgchem. Taking the Company's core product, rubber antioxidant, as an example: the product itself is highly environment-friendly. Though rubber antioxidant only accounts for a small fraction in the production of tires, it effectively prolongs the life expectancy of rubber products, increases their durability and improves the safety level, helping terminal customers to achieve energy saving and emission reduction.

From the perspective of production process, whether a product can be produced by clean production technology is also an important standard in production choice in Sinorgchem. Therefore, in production process, Sinorgchem focuses on developing new environment-friendly materials and improving technologies, endeavoring to reach the goal of green products. At present, all major products of the Company have passed the REACH Certification, indicating that the influences of products on the environment reach the standards of the European Union.



持续科研创新

Continuous Scientific and Technological Innovation

圣奥化学坚持产学研紧密合作的研发模式，形成以上海研发中心为核心；以各子公司相关技术中心为重点；以国内外知名院校合作研发为依托；以科技成果产业化为导向的研发架构。

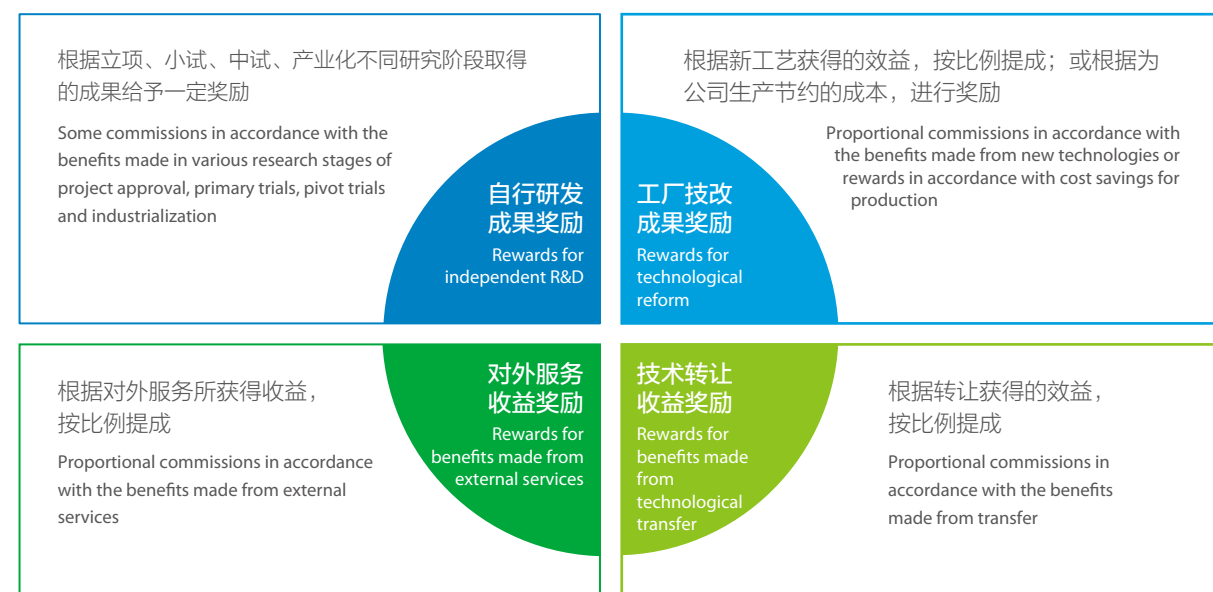
圣奥化学与南京工业大学、浙江工业大学、浙江大学、美国俄亥俄州阿克伦大学、北京橡胶研究设计院等国内外知名院校、科研机构长期合作，取得科技创新成果 190 余项。2015 年，安徽圣奥“新型橡胶防老剂环保新工艺创新研发团队”被评为安徽省“115”产业创新团队。

Sinorgchem has adhered to a research and development mode that integrates industry, university and research and has formed a framework with Shanghai Research and Development Center as its core, relevant technological centers of subsidiaries as its pillars, renowned academies and institutes at home and abroad as its basis and industrialization of scientific and technological achievements as its orientation.

Sinorgchem has carried out long-term cooperation with Nanjing University of Technology, Zhejiang University of Technology, Zhejiang University and the University of Akron, Ohio, the United States, and other renowned universities and institutes at home and abroad to make over 190 achievements in scientific and technological innovations. In 2015, the “Research and Development Team of Environment-friendly Technology Innovation of New Rubber Antioxidant” in Anhui Sinorgchem won the honorary title of “115” Industry Innovation Team of Anhui Province.



▲ 圣奥化学与高校开展产学研合作
Sinorgchem conducts cooperation of production, learning and research with academies and universities



▲ 圣奥化学激励研发技术人员持续创新的机制
Mechanisms in Sinorgchem to encourage R&D personnel to pursue continuous innovation

极致质量管理者 Manager of Superior Quality

圣奥化学将为客户提供高质量的产品和服务视作首要责任，通过为客户制定个性化的《客户服务手册》，从采购、生产到运输，全流程实施产品质量管理和差异化的客户需求管理，将产品和服务质量做到极致。

Sinorgchem regards providing customers with high quality products and services as its primary responsibility. By designing personalized *Customer Service Manual*, the Company carries out product quality management and management of differentiated customer demands in the whole process of procurement, production and transport, making every effort possible in promoting the quality of products and services.

紧守源头保障质量 Focusing on the Source to Guarantee Quality

圣奥化学制定并执行《江苏圣奥采购管理规定》《供方评价控制程序》等制度，加强对采购人员的管理，完善采购流程，严格把控供应商准入，最大限度地降低采购风险，从源头确保产品品质。

与此同时，公司通过与重要的供应商签订年度协议、根据“二八原则”分散采购、保证 90% 以上采购决策集中在总部等措施，确保货源的稳定性，以持续稳定地生产。

Sinorgchem has formulated and implemented systems including *Jiangsu Sinorgchem Procurement Management Regulation* and *Control System of Supplier Evaluations* to strengthen the management of procurement personnel, improve procurement procedures, strictly control the admission of suppliers and minimize procurement risks, hence guaranteeing the quality of products from the source.

Meanwhile, by signing annual agreements with key suppliers, adopting distributed procurement methods according to the “80/20 Rule” and ensuring that over 90% of procurement decisions are made in the headquarters, the Company has guaranteed supply stability and continuous production.



▲ 圣奥化学根据《供方评价控制程序》所实施的供应商准入流程
The supplier admission process of Sinorgchem according to *Evaluation and Control Procedures of Suppliers*

为了确保产品品质，公司对供应商进行严格的分类管理，对于重要的原料、物料供应商，参照《供方现场审核控制程序》进行现场审核，建立供应商档案，并定期评估。对于合格供方，公司根据监督、复评的情况进行打分分级，并据此实施 1 至 3 年不同周期的年度现场审核。2015 年，公司对 19 家供应商进行现场审核，对 65 家供应商进行评级。

公司还对重要原料供应商的社会责任表现进行评估，内容包括安全与环境管理、职业健康管理、劳动权益、可持续性采购和公平竞争与商业道德等，根据评估结果调整供应商在合格名录中的级别与排名。

To ensure product quality, the Company adopts strict classification management of suppliers, carries out on-site examinations among suppliers of important materials according to *Control Procedures for On-site Audit of Suppliers*, keeps record of suppliers and evaluates them on a regular basis. For those qualified suppliers, the Company will further grade and classify them on the basis of supervisions and re-evaluations and carry out annual on-site examination of every one to three years accordingly. In 2015, the Company carried out on-site examinations of 19 suppliers and graded 65 suppliers.

The Company also conducts evaluation of social responsibility of important raw material suppliers, which includes safety and environmental management, occupational health management, labor rights and interests, sustainable procurement, and fair competition and business ethics, etc. The category and ranking of suppliers will be adjusted according to the result of assessment in the qualified supplier list.

	A 类原材料供应商 Supplier of Class-A raw materials	B 类原材料供应商 Supplier of Class-B raw materials	D1 类原材料供应商 Supplier of Class-D1 raw materials
通过 ISO9001 质量体系认证的比率 Ratio of passing the ISO9001 quality system certification	100%	80%	80%
通过 OHSAS18001 职业健康安全 管理体系认证的比率 Ratio of passing the OHSAS18001 occupational health security management system certification	90%	60%	60%
通过 ISO14001 环境管理体系认证的比率 Ratio of passing the ISO14001 environmental management system certification	80%	50%	50%

▲ 圣奥化学的重要原材料供应商通过审核认证的情况
Matrix of certification and evaluation on key raw materials suppliers of Sinorgchem

严格标准提升质量
Improving Quality According to Strict Standards

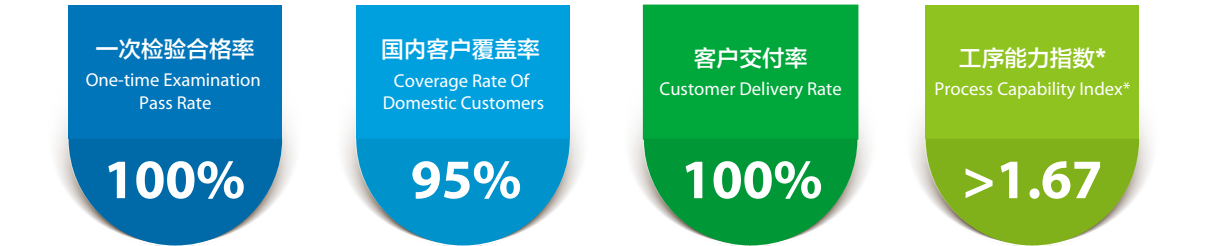
圣奥化学在遵循 ISO 9000 的基础上，严格按照汽车行业质量标准 IS/TS16949* 的要求组织生产，并持续推行质量文化建设，确保产品质量达到或超过公司内部及外部的要求。

In addition to the compliance of ISO 9000, Sinorgchem strictly abides by the requirement of quality standard IS/TS16949 of automobile industry, continuously promotes the construction of quality culture and ensures that product quality shall reach or exceed the requirement within and beyond the Company.

链接 / Link

*IS/TS16949 是国际标准化组织于 2002 年 3 月公布的一项行业性质量体系要求，它的全名是“质量管理体系—汽车行业生产件与相关服务件的组织实施 ISO9001:2008 的特殊要求”。

*IS/TS16949 is an industry quality system requirement released by International Organization for Standardization in March 2002. Its full name is "Quality management system, the special requirement of organizations of automobile parts and related services industry to the implementing ISO9001:2008".



▲ 圣奥化学 2015 年在产品质量方面的绩效
Achievements of product quality of Sinorgchem in 2015

链接 / Link

* 工序能力指数表示工序能力对设计的产品规范的保证程度，是评价加工工艺系统满足加工技术要求的程度。其中，工序能力指数小于 1.33 表明质量较差；1.33-1.67 较好；大于 1.67 更好，但是会造成一定的成本浪费。

*Process Capability Index refers to the level of guarantee of process capability to the product specification of design and indicates how the process system satisfies the requirement of processing technology. Among them, Process Capability Index below 1.33 indicates poor quality; between 1.33 and 1.67 indicates good quality and over 1.67 indicates better quality but certain waste in cost.

公司定期举办季度和年度质量会议，要求高管随时跟踪产品质量信息，从管理层和制度建设的高度促进质量文化建设。同时，组织 QC 小组开展“改善质量绩效，节能挖潜”活动，有效依靠基层智慧提升产品质量，并且针对产品夏季易出现质量风险的特性，在每年 5 月开展相关培训活动，提高员工操作技能。

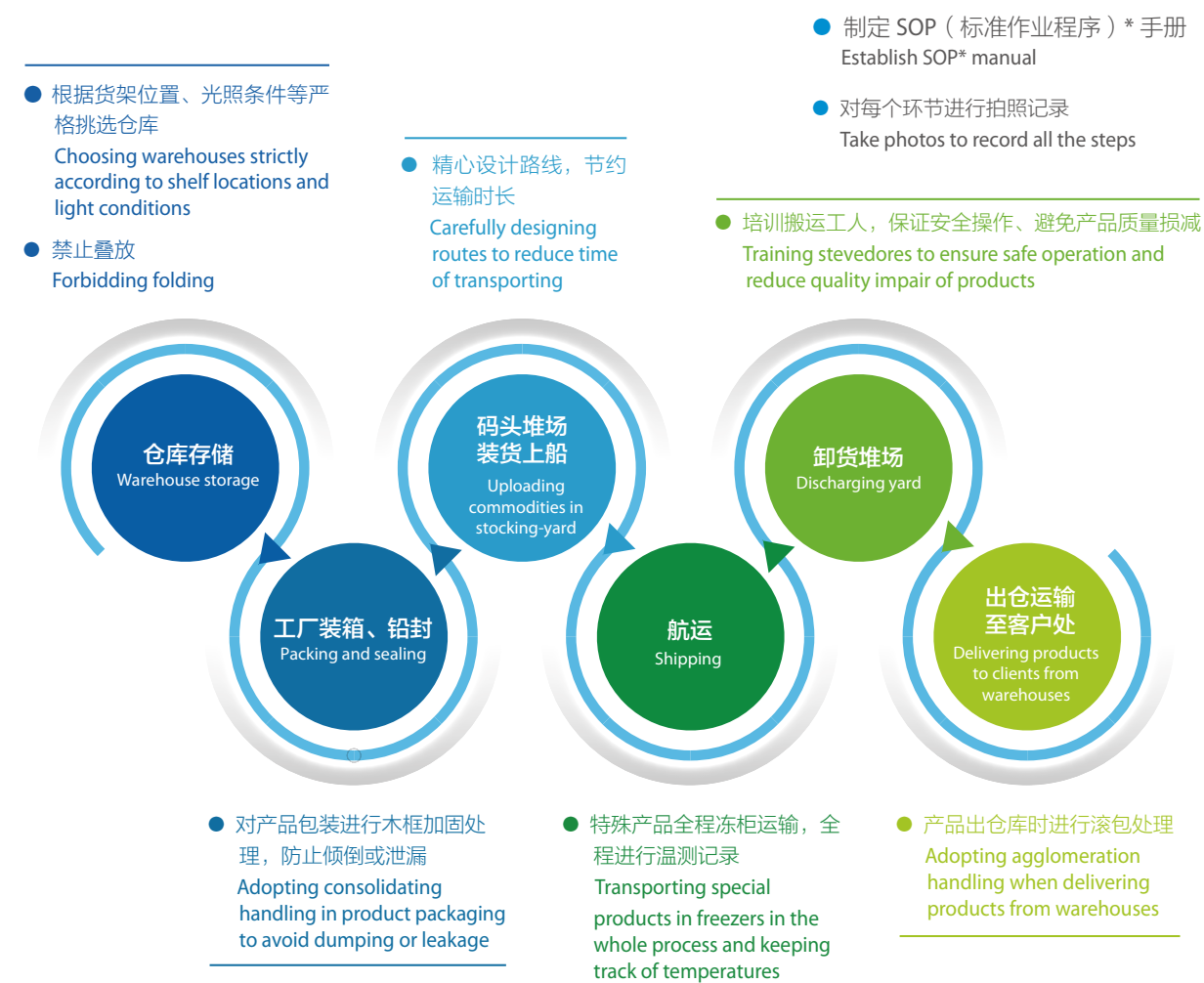
The Company holds quarterly and annual quality meetings, requires senior executives to keep track of product quality information and promotes quality culture construction in managerial personnel and system construction. At the same time, the Company organizes the QC group to carry out the activity of "Improving quality performance and digging the potential of energy saving", which effectively improves product quality with the help of grassroots wisdom. Given the products trait of tendency for quality issues in summer, the Company carries out relevant training activities to improve their operation skills in May every year.

通畅物流管控质量

Guaranteeing the Quality of Logistics Management and Control

在物流运输过程中，公司按照《高温季节产品 4020 防板结规程 QD015》《产品国内发运过程防护规程 QD016》等规程和制度，对每个环节进行精细化、标准化管理，通过监督记录对物流运输全流程进行质量监控，并借助制备特殊运输工具、专用温控工具和严格的仓储条件等手段，全力以赴保证产品在物流运输中不发生质量问题。为了降低物流运输环节的质量风险，公司还向物流供应商提供专项培训。

In the process of logistics, the Company has followed rules and regulations including *Products 4020 Anti-harden Regulation during High Temperature Seasons QD015* and *Regulation of Domestic Product Delivery Protection QD016*, carried out refined and standard management in each step, conducted quality supervision in the whole logistics process through monitoring records, and adopted special transportation tools, specified tools of temperature control and strict storage conditions to ensure the quality of products during transport. In order to reduce the risks of quality in logistics, the Company has also provided special trainings for logistics suppliers.



▲ 物流环节质量管控的主要举措
Main measures of management and control of quality in logistics

链接 / Link

*SOP，即 Standard Operation Procedure 标准作业程序，将某一事件的标准操作步骤和要求以统一的格式描述出来，用来指导和规范日常的工作。

* SOP refers to Standard Operation Procedure, which means to describe the standard operating procedures and requirements of an event in a uniform format. It is used to guide and standardize daily works.

案例 / Case

井字木板菱形框 加固保护集装箱

Adopting Double-cross Shaped Boards and Rhombus Frames to Strengthen the Protection of Containers

圣奥化学发现，在为欧洲客户供货时，尽管在配送各个环节都严格遵照标准执行，全程进行照片记录、温控记录和书面记录，但如果集装箱加固不够，货物存在倾倒和泄漏的可能。针对这一问题，公司进行认真研讨，最终采用井字木板加菱形框对集装箱进行加固的方案，使货物在运往欧洲时，即使首站停靠在集装箱装卸要求最严格的德国口岸，也能满足其要求，从而确保货物运输能符合其他欧洲客户所在国口岸的标准。

Sinorgchem found that when delivering commodities to European customers, though the Company strictly complied with standards in every step and kept photo records, temperature control records and written records in the whole process, it still faced the problem of dumping and leakage of commodities if the containers were not properly protected. In order to solve this problem, the Company conducted serious discussions and then adopted the double-cross shaped boards and rhombus frames to strengthen the protection of containers. After that, when commodities are transported to Europe, even if the first stop is in Germany where the requirements for container loading and unloading are the strictest, the Company successfully meets all their requirements. Therefore, the Company could ensure that the transport of commodities to other European countries is up to standards.

案例 / Case

整车配送消除质量隐患

Adopting Whole Vehicle Delivery to Eliminate Quality Problems

米其林某工厂的单月订单量与物流供应商的整车运输量不一致，需要配载其他货物。这会导致货物因物流和光照时间过长而发生融化、以及因碰撞而造成破包等质量问题。圣奥化学通过与客户协调，将单次订单量从 52 吨 / 单减少到 44 吨 / 单，恰好装满 2 整车配送，在不影响客户需求量的同时保证了质量。

A factory of Michelin encountered mismatch problem of monthly orders and the transport capacity of logistic suppliers and needed the stowage of other commodities. This problem would cause melting of commodities due to long time of exposure to sunlight and damage of packages due to crashes. After consultation with customers, Sinorgchem reduced the amount of every order from 52 tons to 44 tons, which precisely fitted the capacity of 2 trucks, guaranteeing products' quality without compromising the customers' demands.

优质服务提供商 Provider of Quality Services

圣奥化学以满足客户需求为目标，不断完善服务流程和制度，力求在每个与客户相关的服务体验瞬间，高效、快速地解决客户问题，超出客户期待。2015 年，在第三方公司组织的调研中，圣奥化学的客户满意度为 95.6%。

Sinorgchem regards meeting customers' demand as its goal, constantly improves the service process and system, strives to effectively solve customers' problems as soon as possible and exceeds customers' expectations. In 2015, Sinorgchem won a customer satisfaction rate of 95.6% in a research conducted by a third party.

- 设立 800 客户服务热线，为客户提供产品介绍，技术咨询以及投诉处理等综合服务，除了高品质产品，更为客户提供增值的服务。
- 形成高层定期互访机制，倾听客户心声，并采取措施积极回应。
- 积极参与或举办各类行业交流活动，与客户、合作伙伴和业内专业人士互相交流技术和产业发展观点，在扩大公司行业影响力的同时，积极寻求合作机会，共促行业发展。
- Setting up 800 Customer Service Hotline to provide customers with comprehensive services covering product introduction, technology consultation, and complaint handling, etc., offering them not only high-quality products, but also value-added services.
- Establishing the mechanism of communications with senior managers on a regular basis to listen to customers and give active responses.
- Actively participating in or organizing all kinds of interexchange activities within the industry to exchanges technologies and opinions on industry development with customers, partners and professionals, which allowed the Company to increase its influence while seeking opportunities for cooperation to promote industry development.



▲ 圣奥化学 800 客户服务热线处理投诉流程
Complaint handling process of 800 customer service hotline of Sinorgchem

链接 / Link

*8D 报告（8D problem solving），指团队解决问题方法，包括 D0：征兆紧急反应措施，D1：小组成立，D2：问题说明，D3：实施并验证临时措施，D4：确定并验证根本原因，D5：选择和验证永久纠正措施，D6：实施永久纠正措施，D7：预防再发生，D8：小组祝贺等步骤。

* 8D Report (8D problem solving) refers to the team problem solving methods, which include D0: responsive measures to signs of emergency, D1: establishment of groups, D2: problem description, D3, implementation and verification of provisional measures, D4: determining and verifying root causes, D5: choosing and verifying the permanent corrective actions, D6: implementing permanent corrective actions, D7, preventing problems from reoccurrence, D8: group celebrations.



利益相关方证言 / Statement from Stakeholders

“通过对圣奥化学的生产工厂进行过程审核，其在我司助剂类供应商的质量管理中名列前茅。”

——某轮胎有限公司

"We conducted inspections and checks of the production process of factories of Sinorgchem and it has been among the best in our suppliers of accessory ingredients in terms of quality management."

A Tire Co., Ltd.

“圣奥化学安全的生产环境、严格的质量管控以及高品质的产品给我们留下了深刻的印象。我们认为圣奥化学的凝聚力和核心价值观会指引其不断前进。未来，期望与圣奥化学进一步合作，取得共赢。”

——某轮胎销售有限公司

"The production management, strict quality control and products of high quality of Sinorgchem impressed us very much. We believe that the cohesion and core value of Sinorgchem will guide its way ahead. In the future, we look forward to further cooperation with the company and achieve a win-win situation."

A Tire Sales Co., Ltd.

2015 年 5 月，圣奥化学携带新产品亮相“第五届中国（广饶）国际橡胶轮胎暨汽车配件展览会”，向外展示了公司生产和研发实力，宣扬了公司的企业文化和员工关怀。

In May 2015, Sinorgchem carried its new product to attend "The Fifth China (Guangrao) International Rubber Tires and Auto Parts Exhibition", showed its capability of research and development as well as promoting the corporate culture and employee care.



2015 年 11 月，圣奥化学参加“第十五届中国国际橡胶技术展览会”和“第九届亚洲埃森轮胎展览会”，展示公司坚持节能减排、发展绿色可持续经济的企业战略。

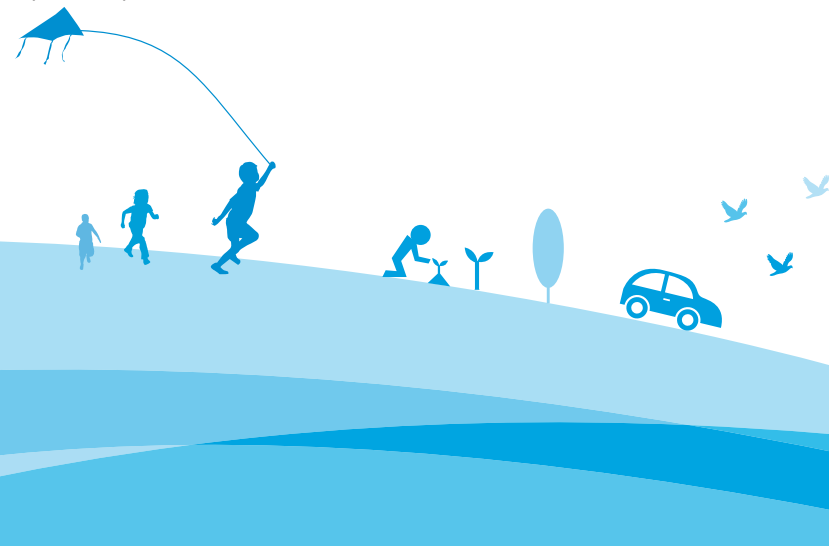
In November 2015, Sinorgchem attended "The 15th China International Rubber Technology Exhibition" and "The 9th Asian Essen Tire Show" to exhibit its corporate strategies that adhered to energy saving and emission reduction, green and sustainable economy.



COMMITMENT TO ACCOMPLISHMENT DRIVING FUTURE THROUGH RESPONSIBILITIES 致功 以责任驱动未来

对于企业来说，推行健康、安全和环保（HSE）管理，不仅仅是开展稳健运营的需要，更是一种责任、一种文化和一种战略。圣奥化学全面推进安全管理体系建设，关心员工职业健康，努力打造安全文化品牌，践行绿色环保理念，力求将 HSE 管理水平的提升转化成社会、客户和员工的认可，驱动企业的高效发展。

For enterprises, to carry out Health, Safety and Environment (HSE) management is not only a requirement of stable operation, but also a responsibility, a culture and a strategy. Sinorgchem promotes the establishment of safety management system in a comprehensive way that the Company cares for employees' occupational health, endeavors to build a brand of safety culture and implements environment-protection philosophy, striving to gain the recognition from the society, customers and employees by improving HSE management and propelling the enterprise's rapid development.

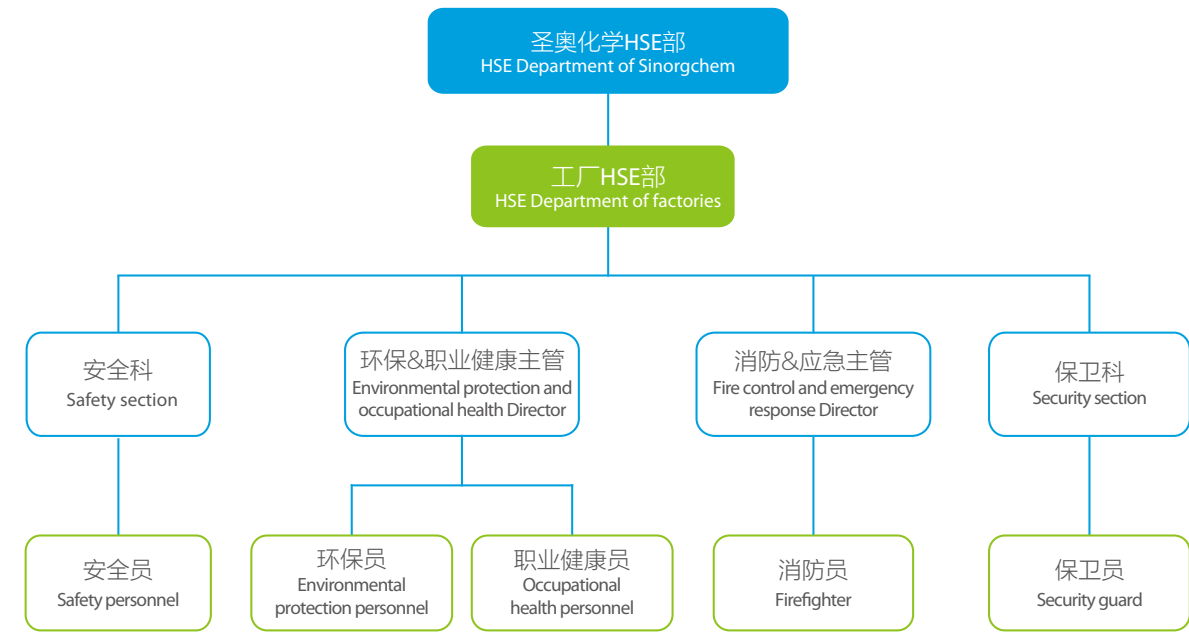


推进全面可靠管理

Pushing Forward Comprehensive and Reliable Management

圣奥化学设立了由高管牵头的HSE管理委员会，并建立8个由职能部门领导担任分委会组长的分委会，覆盖程序制度、安全文化、办公安全、设备管理和工艺技术等部门。此外，公司还安排员工加入中化国际的HSE管委会，负责传达中化国际的精神和要求，以及上报自身下级分委会的管理情况。

Sinorgchem has set up a HSE Management Committee with senior executives as leaders and eight sub-committees led by department leaders, covering departments including procedural system, safety culture, office safety, equipment management, and techniques and skills, etc. Additionally, the Company arranges its employees to join HSE Management Committee of Sinochem International to take the responsibility of delivering requirements and spirits from Sinochem International and reporting the management of sub-committees.



▲ HSE 管理委员会架构
HSE Management Committee structure

HSE 管理体系 HSE Management System

2012 年，圣奥化学引进国际先进管理体系——杜邦安全管理体系，并通过学习杜邦十大安全管理理念，使得公司 HSE 管理体系不断完善。公司管理者进行安全承诺和“有感领导”，树立遵守安全管理的榜样；采用“直线管理”，明确各业务部门对安全管理规定的执行和管理职责；建立全员安全管理模式，奖励对安全管理提出改进意见的员工。

2013 年，中化国际将《职业健康安全管理体系》（OHSAS18000）、《环境管理体系》（ISO14000）、《杜邦安全管理体系》、国家安全生产监督管理总局、中化集团等的要求进行整合，形成了一个涵盖 24 要素的 HSE 管理体系，在全面覆盖上述所有体系要求的同时，具有更高的可操作性。作为中化国际的下属成员企业，圣奥化学通过了《环境管理体系认证》和《职业健康安全管理体系认证》，在持续导入杜邦安全管理体系的同时遵循中化国际的要求进一步完善 HSE 管理体系。

2015 年，圣奥化学积极推进 HSE 管理改善项目，开展了多项 HSE 管理提升行动，使 HSE 管理成效得到进一步完善。全年未发生一般及以上 HSE 事故，B 级 HSE 事故（含工作内损工事件）实现了“零”目标。

In 2012, Sinorgchem introduced globally advanced Dupont Safety Management System and constantly improved the HSE management system by studying the Dupont's ten safety management concepts. The Company managers fulfilled safety commitments and promoted “felt leaders”, set up safety management models, adopted “straight line management”, clearly identified the implementation and regulation responsibilities of safety management of all business departments, established safety management mode among all employees and rewarded employees who put forward improvement opinions on safety management.

In 2013, Sinochem International integrated the requirements of Occupational Health and Safety Management System (OHSAS18000), Environmental Management System (ISO14000), DuPont Safety Management System, State Administration of Production Safety Supervision and Management, and Sinochem Group to form HSE management system with 24 elements that followed all the above systems and possessed a higher feasibility. As an affiliate to Sinochem International, Sinorgchem passed Environmental Management System Certification and Occupational Health and Safety Management System Certification and followed the requirements of Sinochem International to build a HSE management system while importing dupont safety management system.

In 2015, under the guidance of Sinochem International, Sinorgchem actively promoted HSE management improvement projects and carried out a number of HSE management promotion activities to further improve HSE management performance. Throughout the year, there was no HSE accident of or above the general level. HSE accident at level B (including losses of employees during work) achieved the goal of “zero”.

利益相关方证言 / Statement from Stakeholders

“2012 年，公司引进杜邦安全管理体系，其标准高、操作性强，强调从惩罚性管理向奖励性管理的转变，从严格监督管理向自主管理迈进，体现了人性化的管理要求，显著提高了我们的安全管理绩效。”
——圣奥化学 HSE 部总监宗仁宽

“In 2012, the Company introduced DuPont Safety Management System, which has high standard and feasibility, to accelerate the transformation from punishment-oriented management to award-oriented management, from strict supervision to self-management, showing humanized management requirement and significantly improving our safety management performance.”
Renkuan Zong, Chief Director of HSE Department of Sinorgchem

HSE 管理要求融入行为 Integrating HSE Management into Behaviors

为了将 HSE 管理要求融入员工行为，圣奥化学在前期进行培训需求调查，建立安全管理矩阵，并根据计划执行 HSE 培训和实施安全演练。针对中高层管理人员、工厂车间主任、HSE 专业人员、专职司机和有驾驶证员工分别开展安全管理理念培训、高危作业“独立操作”能力培训、技能培训、防御性驾驶理念和现场实操培训等，强化员工安全管理理念和意识。

每年公司还组织覆盖各层级的演习演练，包括公司层面的全面演练、工厂或部门层面的专项演练、现场处置方案演练和岗位应急演练等，提高员工的风险防范能力。

In order to integrate the HSE management requirements into employees' behaviors, Sinorgchem has conducted surveys of training needs in the early stage, established safety management matrix, and implemented HSE training and safety drills according to plans. Aiming at middle and senior management, factory workshop directors, HSE professionals, full-time drivers and employees with driver's license, the Company has carried out philosophy training of safety management, capability training of "independent operation" of high-risk work, skills training, and philosophy and field practice training of defensive driving, etc., strengthening employees' safety management philosophy and awareness.

Every year, the Company organizes exercises and drills that cover all levels of employees, which include comprehensive exercises at the Company level, special drills at the factory or department level, emergency drills of on-site disposal and positions, improving employee's ability to prevent and deal with risks.



◀ 2015 年 5 月，安徽圣奥开展了为期一周的生产车间应急预案演练大比武活动

In May 2015, Anhui Sinorgchem organized a one-week emergency drill competition in production workshops



▲ 2015 年 6 月 22 日，山东圣奥开展了危险化学品泄漏事故应急救援预案演练活动

On June 22 2015, Shandong Sinorgchem organized emergency drill aiming at the leakage of hazardous chemicals



▲ 2015 年 7 月 1 日，泰安圣奥泰举行危险化学品事故应急救援演练

On July 1 2015, Tai'an Sinorgchem organized emergency drill aiming at accidents of hazardous chemicals

关心员工职业健康 Caring for Employees' Occupational Health

员工的职业健康不仅是企业的巨大财富，更是企业稳定发展的基本追求。圣奥化学积极改善员工工作环境，提供各种劳动防护用品，大力开展职业健康安全培训，努力将职业健康危害降到最低，确保员工在工作场所的安全和健康。

Employees' occupational health is not only an enterprise's wealth, but also the basic pursuit of steady development of an enterprise. Sinorgchem actively improves employees' working environment, provides all kinds of labor protection appliances, vigorously carries out trainings on occupational health and safety, strives to minimize hazards of occupational health and ensures employees' safety and health in the workplace.

改善工作环境：公司对职业健康危害进行全周期检查，通过推行清洁生产、TPM（Total Productive Management，全面生产管理）设备管理、5S 管理和提高设备设施自动化程度等举措，使员工直接接触危险品的机率降低。

呵护职业健康：公司设立专职人员进行职业健康管理，涵盖组织体检、实施轮岗管理、发放劳保用品、建立员工健康档案等。公司还在 3 个生产基地都开通了班车，降低上下班途中的安全风险。

Improving working environment: the Company has conducted whole cycle inspections of occupational health hazards and reduced employees' direct contact with dangerous chemicals by promoting clean production, TPM (Total Productive Management) of equipment and 5S management, and improving the level of automation of equipment and facilities.

Caring for occupational health: the Company has set up full-time personnel for employees' occupational health management, covering physical examination organization, position-rotation management, labor protection appliances distribution, and employees' health records, etc. The Company also provided shuttle buses in three production bases to reduce the safety risks of commutes.

20 万

2015 年，班车安全行驶里程数为 20 万公里。

In 2015, the shuttle buses covered a total distance of 200,000 kilometers.

30 小时

2015 年，公司职业健康与安全培训人均 30 小时

In 2015, the Company conducted 30 hours of training on occupational health and safety for each employee.

打造本质安全企业

Building a Intrinsic Safety Company

圣奥化学积极引进国际先进安全管理体系，努力探索企业的安全发展之路，坚持各级管理层率先垂范的“有感领导”，打造独具特色的安全管理文化，以期用安全文化引领员工安全价值观转变，提升员工的安全意识，强化员工的安全行为。

Sinorgchem has actively introduced international advanced safety management system, made great efforts to explore the safety development path, followed the principle of “felt leaders” approved by management personnel at different levels and created safety management culture of its own characteristics, hoping to lead the transformation of employees’ safety value with safety culture, improve their awareness of safety and strengthen their safety behaviors.

营造安全文化

Creating Safety Culture

安全文化是安全管理的最高境界，是安全管理的灵魂。圣奥化学将安全文化视为企业发展的核心文化，根据自身发展需求，制定了安全使命、愿景和价值观，着力将员工的安全价值观念统一到一个方向，使所有员工用一个声音说话，一种思维思考，一种模式做事，最终实现用文化管控安全。

Safety culture is the highest level and the soul of safety management. Sinorgchem regards safety culture as the core culture of enterprise development, creates mission, vision and values of safety according to its own development needs and endeavors to unify employees’ safety value, gets all employees to express with the same voice, think in the same pattern and work under the same mode, hence ultimately managing and controlling safety with culture.

安全愿景
Safety vision

- 杜绝一切安全事故，构建安全圣奥，成为社会、用户、员工信赖的化工企业

Preventing safety accidents of all kinds, building a safe Sinorgchem and becoming a chemical company that wins the trust of society, users and employees

安全价值观
Safety values

- 以人为本，安全第一

People-oriented and safety first

安全使命
Safety mission

- 承担社会责任，成为化工行业安全管理的典范

Assuming social responsibility and becoming the model of safety management in the chemical industry

▲ 圣奥化学的安全文化
Safety culture of Sinorgchem



▲ 圣奥化学推进安全文化建设的措施
Measures of Sinorgchem to promote the construction of safety culture

加强安全管理

Strengthening Safety Management

安全意味着责任。作为一家化工类高危企业，加强安全管理不仅是对企业发展负责、对员工及其家人负责，更是对社会负责。圣奥化学把安全管理放在所有工作的首位，在引进国际先进管理方法——杜邦安全管理体系的同时，结合自身特点不断完善管理，防范安全事故的发生，确保公司安全有序运营。


Safety means responsibility. For a high-risk chemical enterprise, to strengthen safety management is not only being responsible for its own development, but also for its employees, their families and the society as a whole. Sinorgchem gives top priority to safety management. While introducing Dupont Safety Management System, an international advanced management method, the Company has constantly improved the management by taking its characteristics into consideration, prevented safety accidents and ensured safe and orderly operation.

实施“属地*”管理

Implementing “Localized*” Management

为了落实直线管理责任，树立“安全是我的责任”的意识，实现“谁主管，谁负责”的目标，从而实现从“要我安全”到“我要安全”的转变，圣奥化学实施了“属地”管理，进一步提升安全管理水平。

In order to implement straight-line management responsibility, set up the awareness of “safety as a responsibility”, achieve the goal of “supervision equals responsibility” and realize the transformation from “safety as a requirement” to “safety as a voluntary demand”, Sinorgchem has implemented “localized” management to further improve safety management level.

 链接 / Link

“属地”指主要领导的管理范围、副职领导的分管领域、职能部门的业务领域、基层单位和员工的生产作业区域。属地管理的重点是生产作业现场的每一个员工对自己属地区域内人员（包括自己、同事、承包商和访客）的行为安全、设备设施的完好、作业过程的安全、工作环境的整洁负责。

*“Localized” refers to management scopes of main leaders, sub-divisions of deputy leaders, business scopes of functional departments and basic units and production sites of employees. The focus of localized management is that every employee must shoulder the responsibility for the behavior safety of all the personnel in his/her territory (including themselves, colleagues, contractors and visitors) and the safety of the operation processes and ensure that the working environment is clean and tidy and that equipment and facilities are in good condition.

划分属地范围
Dividing the territory

- 以工作区域为主，以岗位为依据，把工作区域、设备设施及工器具细化到每一个人身上
With focus on working area and reference to positions, allocating working areas, equipment and facilities, and appliances to everyone

明确属地主管
Specifying localized supervisor

- 对所辖区域的管理落实到具体的责任人，做到公司所属的每一片区域在任何时间均有人负责管理
Delegating localized management to specific person in charge to ensure every area of the Company has a person in charge

落实管理职责
Implementing management responsibility

- 确认：来人身份
Confirming the identity of the visitors
- 告知：区域风险
Informing risks in the area
- 跟踪：在属地作业人员的工作质量
Monitoring the work quality of the workers in the localized
- 提示：来访者及作业人员的安全行为
Pointing out the safety behaviors of the visitors and the workers

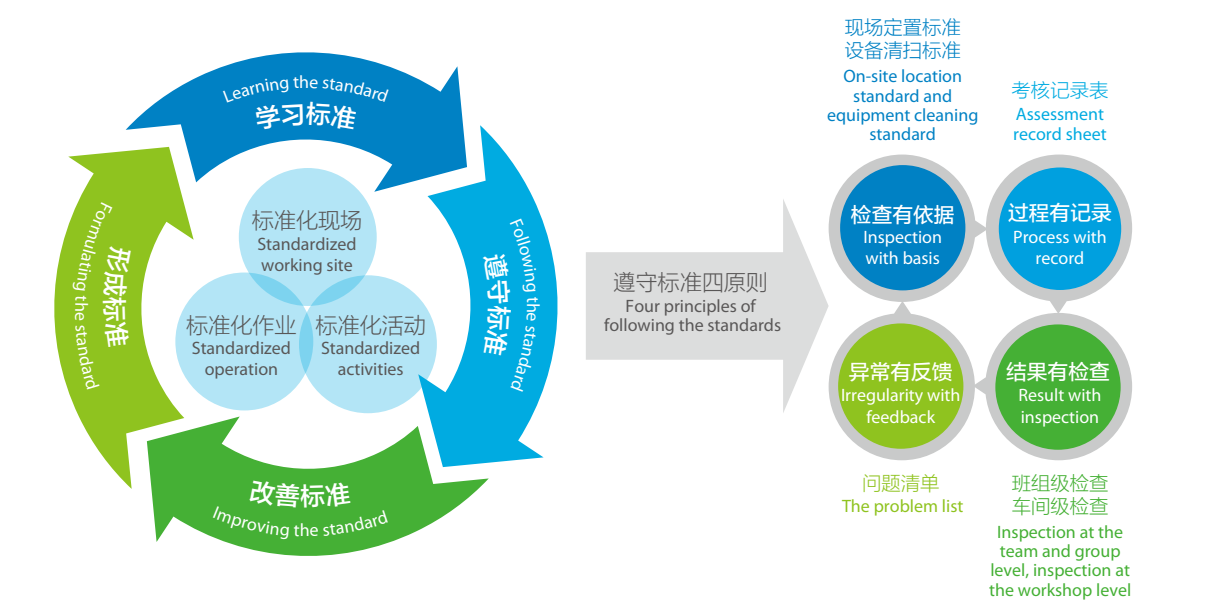
- 维护：属地范围的设备设施完整性
Maintaining the intactness of the equipment and facilities in the localized
- 识别：属地风险
Identifying the localized risks
- 杜绝：自己的违章行为
Getting rid of the violation of regulations
- 监督：他人的不安全行为
Overseeing the unsafe behaviors of others

▲ 圣奥化学“属地”管理步骤
Procedures of “Localized” management of Sinorgchem

推进“三标”“三基”工作
Promoting the Work of “Three Standards” and “Three Basis”

圣奥化学结合自身生产特点提出“标准化现场、标准化活动、标准化作业”的“三标”管理要求，并将其作为基层安全管理的基础，希望通过“三标”管理落实安全生产目标，实现基层安全管理制度的自我完善，夯实安全生产基础。


Considering its characteristics of production, Sinorgchem has put forward “Three Standards” management requirements, which refers to “standardized working sites, standardized activities and standardized operations” and regarded them as the basis of safety management at the basic level, hoping to achieve the safe production target, realize self-improvement of the safety system at the basic level and strengthen the foundation of safety production.



▲ 圣奥化学“三标”管理的内涵
Implication of Sinorgchem’s “Three Standards” management

为了提升基础管理水平，在扎实推进“三标”工作的同时，圣奥化学又开展以“基层建设、基础管理和基本功训练”为内容的“三基”工作，推进生产型企业精细化管理，促进公司管理水平不断提升。

In order to enhance the level of basic management, while promoting the work of “Three Standards”, Sinorgchem has carried out “Three Basis” work, which refers to construction at the basic level, basic management and basic skills training. These promote the refined management in manufacturing industry and continuously improve the Company’s management level.

 案例 / Case

安全管理在车间
Safety Management in Workshops

针对车间的安全管理，山东圣奥提出了这样的原则：对内，严格落实各项规章制度；对外，加强监管力度。对内是指车间员工按照公司规章制度使用个人防护设备、执行作业规程等；对外则是指保障众多车间外来人员、施工队伍的安全。基于此，山东圣奥要求安全员对外来人员实行重点现场监控，并及时办理相关作业票证。目前，车间各项作业票证办证率达 100%，外来施工人员劳动防护用品规范佩戴率达 100%。

In view of safety management in workshops, Shandong Sinorgchem put forward such principle: Strictly implementing rules and regulations internally and strengthening supervision externally. The former implied that employees in the workshop must use personal protective equipment according to rules and regulations and implement rules of operation while the latter indicated the guarantee of the safety of external personnel and construction team. Shandong Sinorgchem required safety personnel to conduct key on-site monitoring of external personnel and handled the registration of relevant working tickets in a timely manner. At present, the registration rate of working tickets of the workshop is 100% and the external workers’ labor protection appliances adoption rate is 100%.

开展安全巡检

Carrying Out Safety Inspection

圣奥化学开展多层次安全巡检，以期尽早发现化工生产过程中人的不安全行为、物的不安全状况、环境的不安全情况以及管理的缺陷等，及时进行处理控制进而消除隐患，防止事故发生。

Sinorgchem has carried out a multi-level safety inspection in order to find the unsafe behaviors of employees, conditions of unsafe facilities and defects of management in chemical production process as early as possible, hence controlling and dealing with the situations in time, eliminating hidden hazards and preventing accidents.



▲ 圣奥化学的全面安全巡检
Comprehensive safety inspections of Sinorgchem

强化绿色环保运营

Strengthening Green and Environment-friendly Operation

圣奥化学一直积极倡导绿色环保理念，始终坚持绿色生产，大力发展循环经济，致力于污染预防和持续改进，进而引领橡胶化学品行业绿色发展，使公司成为化工行业环境保护的典范，为行业乃至社会的可持续发展贡献力量。

Sinorgchem has always advocated the philosophy of environment protection, adhered to green production, vigorously developed recycling economy, and devoted itself to pollution prevention and continuous improvement, hence leading the green development of rubber chemical industry. The Company has endeavored to become a model of environment protection in chemical industry and contributed to the sustainable development of the industry and the society as a whole.

坚持绿色生产

Being Persistent in Green Production

圣奥化学始终坚持采购绿色环保原材料，通过技术创新提高生产工艺的环保水平，减少或消除污染排放。与此同时，推行清洁生产和组织环境保护应急演练，降低环境影响和防范环境事故的发生；开展节能降耗项目，在保护环境的同时追求经济效益。

Sinorgchem has adhered to environment-friendly raw materials, improved the level of environmental protection in the process of production through technical innovation and reduced or eliminated emissions of pollutants. At the same time, the Company has carried out clean production and organized emergency drills of environment protection to reduce the impact on the environment and prevent relevant accidents; the Company has also promoted energy saving and consumption reduction project to protect the environment while pursuing economic benefits.



▲ 圣奥化学努力减少生产环节“三废”的排放
Sinorgchem has made great efforts to reduce the emissions of “Three Wastes” in production

在探寻循环经济的道路上，圣奥化学生产基地积极引进周边企业富余的蒸汽和焦炉煤气，并对自有燃煤锅炉进行燃气改造，大大降低了锅炉废气中二氧化硫、烟尘、氮氧化物的排放总量，为地方的环境改善做出了巨大的贡献。

In exploring recycling economy, Sinorgchem production base has actively introduced of surplus coke oven gas and steam from surrounding enterprises and renovated its own coal-fired boilers, which greatly reduced the emissions of sulfur dioxide, dusts and nitric oxides and made great contributions to the improvement of local environment.



案例 / Case

倡导循环经济，实现合作共赢

Advocating Recycling Economy to Achieve Win-win Cooperation

2013 年，安徽圣奥在新建煤气制氢项目时，与铜陵市焦化厂合作，购买其副产品焦化煤气，并提取煤气作为燃料、提取氢气作为生产原料，既提高资源利用率又减少废气排放，还为双方带来经济效益。经估算，该项目每年为安徽圣奥节约生产成本将近 800 多万元人民币。基于项目的环保与经济价值，当地政府与兄弟单位相继前来参观学习，有力推动了环保理念的传播和环保行动的开展。

In 2013, Anhui Sinorgchem cooperated with the coking plant in Tongling City to purchase its by-product, coking coal and extract the gas as fuel, hydrogen as raw materials, which improved resource utilization rate, reduced exhaust emissions and brought economic benefits for both sides. It was estimated that the project helped Anhui Sinorgchem to save production costs of more than 8 million yuan every year. Based on environmental protection and economic value of the project, local governments and brother companies successively visited the company to learn from it, which substantially promoted the spread of environmental protection philosophy and practice.



案例 / Case

节能减排，挖潜增效

Promoting Energy Saving and Emission Reduction to Dig Potentials and Increase Efficiency

2014 年 1 月 -2015 年 12 月，山东圣奥成立节能增效质量控制小组，关注燃煤锅炉和油炉等热能系统的节能减排，从工艺、设备、管理等手段号召全员参与，全公司、全流程梳理，寻求节能降耗解决的方法。在实施项目两年后，山东圣奥降低了产品煤单耗，节约了煤炭资源，减少了二氧化硫的排放，并带来直接经济效益 724.7 万元人民币。

From January 2014 to December 2015, Shandong Sinorgchem established quality control groups to focus on the energy saving and emission reduction of coal-fired boilers, oil furnaces and other heating system. With technology, equipment, and management, the company called on everyone to participate in the efforts of energy saving and consumption reduction. After two years of implementation, Shandong Sinorgchem reduced the coal consumption per product and reduced emissions of sulfur dioxide, bringing direct economic benefits of 7.247 million yuan.

倡导绿色行动

Advocating Green Actions

对于圣奥化学来说，环境保护不仅仅局限于生产环节，还涉及每一位员工工作与生活的每一个细节。公司除了倡导员工绿色生活之外，还向合作伙伴、社会大众传递环保理念，号召大家共同行动，呵护美丽家园。

For Sinorgchem, environment protection is not only involved in production process, but also integrated in every employee's work and life. In addition to advocating green life, the Company has also spread environmental protection philosophy to its partners and the general public, calling on everyone to take actions and create a better environment.

实行绿色办公

Promoting Green Office

公司大力宣传绿色办公理念，积极实施 LED 灯改造，鼓励员工节水、节电和节约用纸，推广和使用电话会议等等，努力打造绿色办公场所。

The Company has made great efforts to promote the philosophy of green office, actively implemented the transformation of LED lights, encouraged employees to save water, electricity and paper, publicized and held telephone conferences, creating green working environment.

贡献行业绿色发展

Contributing to Green Development of the Industry

公司致力于通过日常沟通、技术交流活动、研讨会等，携手客户、行业伙伴推广绿色轮胎理念，推动整个行业绿色发展。

Through daily communication, technical exchanges, and seminars etc., the Company has committed to joining hands with customers and partners to promote the green tire philosophy and improve green development of the whole industry.



案例 / Case

携手客户处理包装材料

Joining Hands with Customers to Deal with Packaging Materials

以往给海外客户运输货物时，圣奥化学采用固体形式进行运输，会使用较多包装纸袋。据估算，平均 1 吨货物需要 40 个包装纸袋。然而客户收货后一般将包装纸袋直接丢弃。此外，配送货物所使用的塑料、包装纸袋和木质托盘会产生固体废弃物，造成资源浪费，纸袋内衬层残留的少量化学品会对环境造成污染。针对这些问题，经与客户商量，圣奥化学探索使用槽罐车以液体形式配送货物，既省去了包装纸袋和托盘，又防止了污染环境。

In the past, Sinorgchem adopted a method that consumed relatively large amount of packaging materials when transporting commodities to overseas customers. It was estimated that 1 ton of commodities would require 40 packaging paper bags, which were later thrown away by customers. In addition, plastics, packaging paper bags and wooden trays used in the transport of commodities would generate solid wastes and caused waste of resources, and the chemicals in the layers of paper bags would cause pollution to the environment. Aiming at these problems, Sinorgchem discussed with customers and came up with the method of transporting commodities in liquid forms by tank trucks, which not only saved the trouble of packaging paper bags and trays, but also prevented environmental pollution.

开展绿色公益活动

Organizing Green Activities for Public Welfare

圣奥化学在鼓励员工积极参与环保公益活动的同时，努力向社区大众传播生态环保理念。比如，公司开展了以“携手绿色办公，共建碧水蓝天”为主题的一系列环保办公、环保出行宣传活动，倡导人人参与环境保护，共同为社区营造良好的生活环境。

While encouraging its employees to take an active part in environmental protection activities for public welfare, Sinorgchem has made great efforts to spread ecological environmental protection philosophy to the general public. For example, the Company organized a series of activities with the theme of "Joining hands to create green office, bringing back blue sky and clean water" to promote the green office and environment-friendly transportation, advocate everyone to participate in environment protection and create a favorable living environment for the community as a whole.

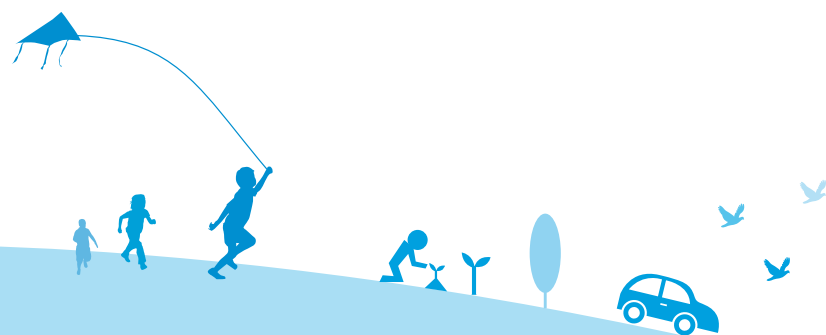
COMMITMENT TO HARMONY

ACHIEVING MUTUAL GROWTH WITH EMPLOYEES

致和 与员工共享成长

圣奥化学认为，企业的成功离不开所有员工持之以恒的努力。公司努力营造多元、和谐、融洽、奋进的工作氛围，激励员工在平凡的工作岗位上实现自我价值与理想，共同铸就充满朝气与活力的全球化公司。

Sinorgchem believes that the success of an enterprise is attributed to the constant effort by the employees. The Company strives to create a diversified, harmonious, and diligent working environment, motivates employees to realize their value and dreams on ordinary positions, and builds a globalized company of vitality with the collective effort.



汇聚多元人才

Gathering Multiple Talents

随着圣奥化学不断发展与壮大，需要的各类人才越来越多。我们严格遵守各地相关法律法规及国际公约，秉持公平、公开、公正的雇佣原则，不断吸纳满足公司发展需求且能够带领公司不断前进的人才。

With the increasing development of the Company, Sinorgchem needs more and more diversified talents. We strictly comply with relevant local laws and international conventions, adhere to recruitment principles of fairness, transparency and impartiality, and constantly attract and gather talents who can promote the development of the Company.

我们理解、尊重和保护员工的习俗、信仰和隐私，杜绝因年龄、性别、婚姻状况、伤残、民族、性别等因素歧视员工或求职者，同时，融入中化国际 GROWTH* 理念，以包容多元的精神鼓励员工充分释放潜能。

We understand, respect and protect the customs, beliefs and privacy of our employees. We forbid discrimination against our employees or candidates regardless of their age, gender, marital status, disability, and nationality, etc. At the same time, we blend in the philosophy of GROWTH* of Sinochem International, with spirits of inclusion and diversification, we hope that the potential of our employees can be fully tapped.

链接 / Link

*GROWTH 是公司企业文化的缩写，代表“追求卓越 (GOOD-TO-GREAT)”、“创新 (RENOVATION)”、“认真 (OWNERSHIP)”、“善于学习 (WILLING-TO-LEARN)”、“合作 (TEAMWORK)”及“诚信 (HONESTY)”六大涵义。

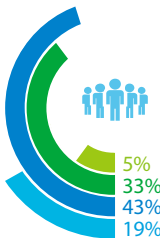
*GROWTH is abbreviated for the corporate culture, standing for six connotations of “GOOD-TO-GREAT”, “RENOVATIO”, “OWNERSHIP”, “WILLING-TO-LEARN”, “TEAMWORK” and “HONESTY”.



30岁及以下
30 and below

31-50岁

51岁及以上
51 and above



中专及以下
Secondary school and below

大专
Junior college graduate

本科
Bachelor

硕士及以上
Master and above

▲ 圣奥化学的员工年龄结构图
Age structure of Sinorgchem employees

▲ 圣奥化学的员工学历构成
Education structure of Sinorgchem employees



▲ 圣奥化学的员工概况
Employee profile of Sinorgchem

培训与发展 Training and Development

我们鼓励员工不断学习，努力为他们提供多元化的学习方案与晋升通道，帮助他们拓展职业生涯，服务公司全球化发展战略的落地。

We encourage our employees to keep learning, try to provide them with diversified study programs and promotion channels, and help them expand their career development in order to facilitate the implementation of the Company's development strategy of globalization.

完善培训体系 Improving the Training System

随着公司在国际舞台崭露头角，我们对于高素质的人才需求也日益迫切。为此，我们通过岗位学习、内部培训、根据个人或岗位需求轮岗或调整、送外学习等方式为员工提供多元的培养途径和学习机会，帮助员工全面提升能力。2015 年，共有 10,118 人次参与培训，培训时长 17,500 小时。

内部培训方面：针对一线生产员工，实施师徒制培训计划；针对基层管理人员，开设覆盖经济生产、员工管理和团队领导力等方面的课程；针对上海运营中心，进行通用技能培训，如沟通技巧、办公软件的操作使用等。

外部培训方面：外送员工参与公开课，如公司供应链部、法务部、IT 部和财务部等职能部门组织员工参加中化国际的统一培训。

With the appearance of Sinorgchem in the international arena, we are in greater need of high quality talents. Therefore, we offer our employees diversified training channels and learning opportunities through various ways such as on-the-job learning, internal training, individual/need-oriented work shift or adjustment, and external learning, in order to help our employees comprehensively improve their capability. In 2015, a total of 10,118 employees participated in the training, with 17,500 hours of training courses altogether.

Internal training: For front-line workers, we implement the apprenticeship training program; for junior management, we set up training courses covering economic production, staff management, and team leadership; for Shanghai Operation Center, we conduct the universal skill training, such as communication techniques, and operation techniques of office software.

External training: We send our employees to participate in open courses. For example, the employees in functional departments such as the Supply chain Department, Legal Department, IT Department and Finance Department were organized to participate in the training organized by Sinochem International.

强化技能培养 Enhancing the Staff Skill Cultivation

为了确保产品品质，让一线员工熟练掌握生产技术，我们自 2013 年起举办技能比武大赛，希望通过比赛磨炼员工的技能，保证为客户提供高质量的产品。

2015 年，公司举办了第三届技能比武大赛，设置设备维修比赛、叉车技能比赛、色谱技能比赛、电气线路板安装比赛和消防水带铺设比赛等 5 个项目，希望实现以赛代练、以赛促训。本次大赛共产生一等奖 7 名，二等奖 7 名，三等奖 7 名，技能比赛不仅仅展示了员工风采，更检验了员工技能水平，促使其不断力求突破。

In order to guarantee the product quality and facilitate front-line workers to master production technologies, we have organized the skill competition since 2013. The skill competition aims to sharpen skills of our employees and thus to guarantee that we provide high quality products for our customers.

In 2015, the Company held the Third Skill Competition, which involves five competition items including equipment maintenance and repair competition, forklift truck skills competition, chromatogram skills competition, electrical circuit board installation competition and fire hose laying competition. The Third Skill Competition was aimed at competition instead of training and at promoting training via competition. The competition set 7 first prizes, 7 second prizes and 7 third prizes for candidates. The skill competition not only displayed the charm of our employees, but also tested their skills and urged them to make breakthroughs.

畅通晋升渠道 Smooth Promotion Channels for Employees

我们向员工提供管理与专业技术两种发展序列，鼓励员工根据公司发展需要和自身兴趣选择合适的发展道路。2015 年，94% 的员工接受了定期绩效、职业发展考评。



▲ 选手在“两人”三带出水打靶项目中矫健身手
The skilled candidates in the “two people with three fire hoses” fire-fighting event

We offer our employees two kinds of development sequences: management and professional technology. We encourage them to select the suitable development path according to the needs of corporate development and their own interests. In 2015, 94% of our employees accepted regular performance assessment and career development appraisal.

沟通与激励 Communication and Incentives

我们从制度设计出发，以工会、日常沟通、合理化建议等渠道为载体，鼓励员工发挥主动性与创造性，为公司发展贡献智慧。同时，每年开展优秀员工评选活动，以表彰为公司辛勤付出的杰出员工，激发员工的工作热情，增进员工对公司的价值认同。

On the basis of system designing, we take channels such as the labor union, daily communication and rationalization proposals as medium in order to encourage our employees to display their initiatives and creativity. At the same time, we organize the excellent employee selection activity annually and reward our hardworking and outstanding employees, so as to motivate staff enthusiasm and enhance staff value recognition of the Company.

公开坦诚的沟通

Open and Candid Communication

我们成立了由分布在不同部门和子公司的 8 名员工组成的工会委员会，各子公司或部门还成立了工会小组，员工入会率 100%（不包括海外员工）。定期开展工会委员会会议，倾听员工的意见和建议，及时回复并反馈处理情况；定期召开职代会，对涉及公司战略和员工福利的重大事项提交职工代表大会审议，并就落实情况跟踪；每年签署集体协商协议，确保员工权益。2015 年，工会渠道共收员工意见 33 条，均据实际情况予以反馈。

此外，员工还可以通过与管理层的沟通大会、公司内网、内刊、各类报道和邮件等渠道了解公司发展状况，自由表达自己的想法和建议，助力公司良性运转。2015 年，公司举办与高管进行面对面沟通的会议 4 次。

畅所欲言的合理化建议

Freedom of Rational Proposals

我们持续推行合理化建议制度，鼓励员工将自身发展与公司发展紧密结合，基于工作中的思考，发挥创新精神，提出合理化建议。一旦员工提出的建议被付诸实施且行之有效，公司都会对每条建议给予 500 或 1,000 元奖励。除此之外，公司还在每月、每季度、每年评选合理化之星，设置“最杰出贡献员工”“最佳合理化建议”“年度创业劳模”等奖项，激励员工提升个人业务能力和创新能力，并始终以主人翁心态降低公司成本、提高管理水平。

We establish the labor union committee, which consists of 8 members from different departments and subsidiaries. In every subsidiary or department, we set up working groups for the labor union. The involvement and registration rate of employees is 100% (overseas employees excluded). We regularly hold the committee conference of the labor union, listen to the opinions and advice of employees, and timely make replies and give feedbacks on problem handling processes; we regularly hold the meeting of staff representatives to discuss and review vital items related to corporate strategies and employee welfare. In 2015, the labor union altogether collected 33 pieces of employee opinions and gave feedbacks according to the realistic handling results.

Besides, our employees also have access to the corporate development status through channels such as communication meetings with management, corporate LANs, internal newsletters, reports and emails. Via these channels, our employees can express their opinions and suggestions freely, which promotes the virtuous operation of the Company. In 2015, the Company held 4 face-to-face meetings with senior officials.

We have constantly implemented the rationalization proposal system, and encouraged employees to closely connect self-development with corporate development and unleash innovation to propose rationalization suggestions according to their insights into daily work. Once the suggestion proposed by the employee is put into effect and proved effectiveness, the Company will reward him or her. Not only have we reward the employee 500 yuan or 1,000 yuan for every piece of advice, but also we have selected the employee of the month, the employee of the season, the employee of the year in terms of performance in rational proposals. Accordingly, we offer prizes such as “the most outstanding employee”, “the employee for the best rational proposal” and “the employee for pioneering work of the year” in order to encourage employees to improve their capabilities of personal business and innovation, focus on cost reduction and management improvement of the Company.



案例 / Case

小窍门派上大用场——特制电焊机护电保平安

A Little Tip Plays a Great Role: the Special Electric Welding Machine Protects Electricity and Guarantees Safety

泰安圣奥的员工刘宝祥提出将电焊机安装在特制的移动式架子上，并于车头一侧装上专用防漏电保护配电箱。该举措既符合临时用电设备“一机一闸一保护”的安全作业规程，也满足一次用电线与临时用电设备距离不超过 5 米的要求，使得电焊机在停歇的间隙里，自动启动保护开关的断电功能，实现节省电能，节约电缆，更重要的是，能够保护作业人员的生命安全。

Baoxiang Liu from Tai'an Sinorgchem proposed that the electric welding machine could be fixed on a special mobile rack truck, with the leakage-protection distribution box installed on one side of the truck head. Such a design not only complies with the “one machine, one switch and long protection” safety operation procedures of contemporary powered devices, but also guarantees that the distance between the disposable wire and the contemporary powered device is no longer than five meters. The measure enables the electric welding machine to launch the power-off function of the protection switch in the stopping phase, which saves electric energy and cables. Most importantly, the life safety of operating personnel can be guaranteed.

振奋人心的激励

Inspiring Encouragement

我们重视每一位员工的努力，从公司业绩、岗位价值、个人能力等出发，建立了公平、规范和富有竞争力的薪酬体系，并根据员工个人绩效进行调整，以吸引和保留人才。

我们每年举行年度先进表彰会，激励员工持续为公司发展增添色彩。2015 年度，公司共有 102 名个人和 11 个团体获得不同层面的先进荣誉称号。

We value the effort of every employee. In aspects of performance, position value and personal capability, we establish a fair, regulated and competitive salary system and make adjustments according to staff performance appraisal in order to attract and retain talents.

We organize the commendation meeting annually, which aims to encourage employees to keep making contribution to the Company. In 2015, 102 employees and 11 units were awarded with the honor of outstanding employee or unit.



获奖员工合影
Group photo of award-winning employees

福利与关爱 Welfare and Caring

我们倡导员工高效工作、快乐生活，努力为员工打造舒心的办公场所，提供优越的福利待遇，还设立阳光基金、员工子女助学金和奖学金，将对员工的关怀延伸至员工的家庭，提高员工的生活品质和幸福指数。2015 年，公司为员工缴纳补充医疗保险 150 万元人民币，向阳光基金投入 50 万元人民币。

We advocate that employees live an efficient and happy working life. To achieve this goal, we strive to create a comfortable working environment, provide munificent welfare and set up charity foundation, children grants and scholarship for our employees. We take care of not only our employees but also their families, which improves their life quality and happiness index. In 2015, the Company paid 1.5 million yuan for employee's supplementary medical insurance and invested 500,000 yuan in Sunshine Fund.

健全的基础设施

Well-established infrastructure

- 优化工厂车间、洗手间、食堂和宿舍的设施和环境
Improving the facilities and environment in workshops, toilets, canteens and staff dormitories
- 开设医务室、活动室等配套功能场所
Providing functional places including dispensaries, activity rooms and so on

完善的薪酬福利

All-round salary and welfare

- 购买补充医疗保险
Purchasing supplementary medical insurance
- 依法缴纳五险一金
Paying Insurance and Housing Fund according to laws
- 提高节日补贴、高温费和交通补贴的标准
Improving the standards of holiday compensations, high-temperature compensations and travel allowance
- 改善伙食
Providing better food

丰富的文体活动

Rich recreational and sports activities

- 生日会
Birthday party
- 主题分享活动
Thematic sharing events
- 体育比赛
Sports competition
- 内部拓展活动
Internal team building
- 文化周活动
Cultural week activities
-

全面的困难帮扶

All-round assistance for needy

- 设立阳光基金，帮助员工家庭解除重大疾病后顾之忧
Establish Sunshine Fund to help employees to solve problems such as major diseases
- 发起捐款，帮助困难家庭员工度过难关
Organizing donations to help needy employees to overcome difficulties

▲ 圣奥化学全方位关心员工生活
All-round welfare program for Sinorgchem employees



▲ 2015 年 10 月 31 日，圣奥化学在滨江森林公园举行秋季拓展培训
On October 31 2015, Sinorgchem organized the autumn outward bound at Riverside Forest Park

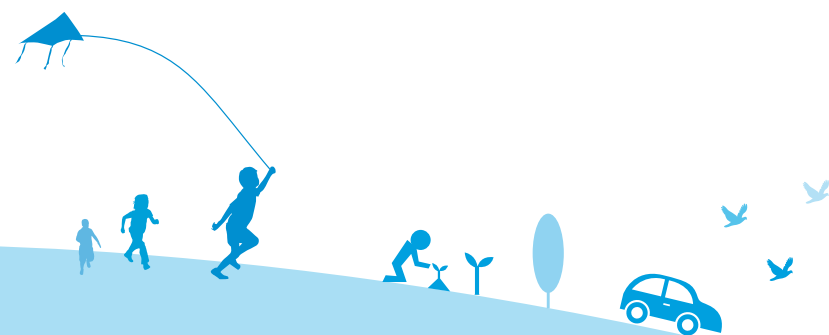
COMMITMENT TO FUTURE ATTAINING

HARMONIOUS RECIPROCITY WITH COMMUNITIES

致远 同社会和谐互惠

与社会和谐共存是企业可持续发展的源泉与动力。圣奥化学立足自身优势，不断寻求更好地服务经济社会发展的方式，将企业的发展与社会事业有机融合，期待通过自身努力与社会实现和谐互惠。

The harmony with society is the source and impetus of the sustainable development of the Company. Based on its own advantages, Sinorgchem keeps on searching for the way to better serve the development of the economy and society and rationally integrate corporate development and social cause. With self-efforts, Sinorgchem hopes that harmony and reciprocity with society can be achieved.



支持教育事业 Supporting Educational Cause

教育决定着一个国家和民族的未来。圣奥化学长期通过教育投资、校企合作和教育扶贫等举措，大力支持教育事业的发展，助力培养适合社会需要的人才，服务国家的经济社会的发展。

Education decides the future of a nation. Sinorgchem has long taken various measures such as educational investment, school-enterprise cooperation, and educational poverty alleviation to provide considerable support for education development, which facilitate the cultivation of talents for social development and promote the development of the economic society.

助力行业人才培养

圣奥化学一直秉持“科技引领绿色化工”的理念，通过校企合作的形式，为社会和化工行业培养更多的人才。2010年，圣奥化学在南京工业大学设立奖助学金，面向化学化工学院、生物与制药工程学院、机械与动力工程学院和自动化与电气工程学院所有专业的优秀本科生及研究生，每人每年提供金额高达5,000元的奖助学金，旨在进一步深化企业与南京工业大学之间的联系与合作，支持其培养人才，奖励优秀学生，资助困难学生，鼓励他们更好地完成学业。

投身教育扶贫

教育扶贫是改变偏远地区落后面貌的重要途径。圣奥化学积极响应国家扶贫号召，通过捐款、捐物和志愿者活动等形式，积极参与到云南省宁蒗县的教育事业帮扶工作中，致力于帮助改变当地落后的教育现状，使孩子们得到更好的教育进而改变自己的命运、改变家乡的落后面貌。



Promoting Cultivation of Talents for the Industry

Sinorgchem has always adhered to the philosophy of "Science and Technology Lead Green Chemical Engineering". Through school-enterprise cooperation, Sinorgchem has cultivated numerous talents for society and the chemical industry. In 2010, Sinorgchem set up the grants and scholarships in Nanjing University of Technology for excellent undergraduates and postgraduates in all majors of the School of Chemistry and Chemical Engineering, School of Biotechnology and Pharmaceutical Engineering, School of Mechanical and Power Engineering, School of Electrical Engineering and Control Science. The grant and scholarship reach 5,000 yuan per person every year. Such a grant and scholarship program is intended to further deepen the communication and cooperation between the Company and Nanjing University of Technology and to support talent cultivation by offering outstanding students scholarships and offering disadvantaged students grants to encourage them to complete their college education.

Devoting to Educational Poverty Alleviation

Educational poverty alleviation is an important way to improve the disadvantaged situation of the remote areas. Responding to national calls for educational poverty alleviation, Sinorgchem has actively participated in the work on educational poverty alleviation in Ninglang County, Yunnan Province through various means such as donation of money and goods as well as voluntary activities. Sinorgchem has been dedicated to helping improve the backward educational status, and facilitating children there to gain better education so as to change their fate and the future of their hometown as well.

◀截至2015年5月22日，公司已连续5年在南京工业大学举办“江苏圣奥奖助学金”颁发仪式
By May 22 2015, the Company has consecutively organized five times of "Jiangsu Sinorgchem Grants and Scholarships Awarding Ceremony"

携手伙伴成长 Growing with Partners

高效、持续、稳定的供应链是商业成功的关键。圣奥化学秉持共同发展的合作理念，积极发挥引领作用，给予合作伙伴指导与帮助，促进供应链企业内部和外部协调发展，致力提高供应链整体竞争力，开创“多赢”的局面。

An efficient, sustainable and stable supply chain is the key to commercial success. Being adhered to the cooperation philosophy of mutual development, Sinorgchem has played an active role in leadership, providing guidance and assistance for its cooperation partners, and committing itself to improving the competitiveness of the whole supply chain in order to create a situation of all-win.

助力稳定运营：圣奥化学不单纯根据价格选择供应商，更重视维持稳定的供应关系，从而为供应商提供稳定的供货需求。同时，公司有意识培养有潜力的供应商，在其经济困难时帮助其度过难关，在产能过剩时保证供应商的开工率，避免其因短时间的人员过剩而面临裁员风险。

给予技术指导：在技术改进、产品质量提升和成本节约等方面为中小供应商提供指导，并将其他供应商的优秀实践介绍给中小供应商，帮助其提升管理能力。此外，通过企业社会责任培训和行业交流等方式分享经验，帮助供应商提升社会责任管理能力。

支持本土供应商：在选择供应商时，圣奥化学努力为运营地供应商创造更多的发展机会。比如，公司优先选用运营所在地的公司承运物流，根据销售区域布局选择海外物流供应商提供物流服务等。2013-2015年，公司本地化采购支出比例均达90%。

Supporting the stable operation: Sinorgchem depends on not only price, but values maintaining the stable supply relationship to select suppliers, and thus offers suppliers stable supply demands. At the same time, the Company pays attention to the development of suppliers who have great potential, and helps them get through difficulties when they are in economic hardship, and guarantees the operating rate of suppliers when there is over-capacity, and thus doing avoid the risk of layoffs as excess labor in a short time.

Providing technological guidance: The Company provides small and medium-sized suppliers with guidance and instruction on aspects such as technological improvement, product quality enhancement and cost reduction. Moreover, the Company introduces excellent practices of other suppliers to small and medium-sized suppliers so as to help them improve the capacity of management. Besides, the Company assists suppliers to improve the capacity of social responsibility management through experience sharing activities such as corporate social responsibility training and industrial exchanges.

Supporting local suppliers: When selecting suppliers, Sinorgchem tries to provide more development opportunities for suppliers in the local operation area. For example, the Company preferentially selects the local logistics companies and chooses the overseas logistics suppliers according to sales area layout. From 2013 to 2015, the annual expenditure in local purchase reached 90 percent of the whole expenditure.

引领行业进步 Leading the Industrial Progress

作为全球领先的橡胶化学品生产企业，圣奥化学始终把技术创新和可持续发展放在企业战略的重要位置，将引领行业绿色发展作为公司长期发展愿景，在集中优势力量研发绿色清洁工艺的同时，积极分享自身实践经验，为行业转型升级和社会持续发展贡献力量。

As the global leading rubber chemicals manufacturing enterprise, Sinorgchem has always given priority to technological innovation and sustainability as corporate strategies and regarded leading the whole industry to achieve green development as the long-term development prospect. The Company focuses on the research and development of green cleaning technologies with premium talents and resources. In the meanwhile, the Company actively shares its own practices and experience and contributes to the transformation and upgrades of the industry and the sustainable development of society.

分享自身优秀实践 Sharing excellent practices

宣传公司绿色工艺，通过分享如何更好使用产品、提高使用效率、降低原材料使用等，帮助同行改进绿色工艺水平
Promoting the green production techniques of the Company. The Company shares how to better use the products, how to improve the utilization efficiency and how to reduce raw materials consumption, in order to help peers improve their green production level

助力自动化水平提升 Promoting automation level

针对国内橡胶助剂行业民营企业自动化水平不高的现状，通过技术交流帮助其提高生产自动化水平
Since the automation level of private enterprises in the domestic rubber chemicals industry is not quite high, the Company helps these enterprises improve their automation level through technological communication and assistance

共商持续发展大计 Discussing the strategy of sustainable development

组织和参与绿色轮胎、绿色发展的行业研讨会，与行业伙伴共商可持续发展策略
Organizing and participating in industrial symposiums on green tires and green development; discussing the strategy of sustainable development with industrial peers

▲ 圣奥化学多举措引领行业发展
Sinorgchem has taken various measures to lead the development of the industry.



案例 / Case

破解行业环保难题

To solve the Environmental Problem of the Industry

圣奥化学自主研发成功的 TMQ 新型橡胶防老剂，突破传统工艺技术路线，使得该产品的防老化效果达到国内领先、国际一流的水平，并打破了国际垄断局面。同时，该产品的整个生产过程无废气、废水、废渣产生，整套生产工艺安全环保无污染，解决了长期以来困扰行业的环保问题。

Sinorgchem independently develops a new TMQ rubber antioxidant, which transcends the traditional technological process. The antioxidant effect of the product has reached the leading national and international level and broken the situation of international monopoly. Furthermore, no waste gas, waste water, and waste residue are generated during the whole production process. The safe, environment-friendly, and non-polluting production process solves the environmental problem which has troubled the industry for a long time.

热心社会公益 Dedicating to Public Welfare

健康的社区是可持续发展理念中一个极为重要的部分。圣奥化学致力于通过自身发展积极回报社会和所在社区，除向需要帮助的人伸出援助之手外，还大力鼓励员工参与丰富多彩的志愿者活动，希望通过点滴努力改善社区发展状况。

The healthy community is a critical component of sustainable development. Sinorgchem has been dedicated to repaying the society and the local community through its own development. Apart from helping disadvantaged people along, the Company considerably encourages employees to participate in various voluntary activities to improve the development of the community as much as possible.

2015 年，山东圣奥凭借在和谐社会建设中的杰出表现，再次荣获由菏泽市文明办和菏泽市民政局颁发的 2014 年度“最具爱心企业”。

In 2015, Shandong Sinorgchem was honored as “the Most Caring Enterprise” in 2014 for its outstanding contribution to the harmonious society construction by Heze Civilization Office and Heze Municipal Bureau of Civil Affairs.

支援灾后重建

Supporting Post-disaster Reconstruction

每当自然灾害发生，圣奥化学总是及时参与到灾后重建工作之中。2008 年，四川汶川特大地震灾难后，圣奥化学与美国凯雷投资集团共同捐赠 2,200 万元人民币用于抗震救灾和支持中国青年志愿者事业。2010 年，中国青海玉树地震发生后，圣奥化学即刻组织员工为青海玉树捐赠物质，支持当地的抗震救灾活动。

Every time when natural disaster breaks out, Sinorgchem instantly devotes itself to post-disaster reconstruction. In 2008, after the Sichuan Wenchuan earthquake, Sinorgchem united the Carlyle Group to donate a total of 22 million yuan for earthquake relief work and China youth voluntary work. In 2010, after the Qinghai Yushu earthquake, Sinorgchem immediately organized employees to donate money and goods for affected people in Yushu Qinghai, in order to support the local earthquake relief work.

关注社区健康

Paying Attention to Community Healthcare

我们关注社区健康事业，努力为运营所在地社区的健康幸福生活贡献力量。公司开展“急救知识进社区”免费培训活动，为社区居民提供健康指导和医疗咨询，帮助居民掌握急救和健康知识、提升健康水平、预防疾病产生。

We pay attention to the community healthcare work, and try to contribute to the healthy and happy lives of local people. The Company carries out the free training activity of “Spreading First-aid Knowledge in Local Communities”, providing local residents with guidance and consultation on health and medical treatment. Therefore, local residents can master more first-aid knowledge and health knowledge, improve their own health conditions and thus prevent diseases.

责任绩效
Performance

HSE
HSE (Health, Safety and Environment Management System)

	2013 年	2014 年	2015 年
HSE 总投资（万元人民币）	1,139	1,181	1,151
职业健康与安全培训人均小时数（小时）	24	30	30
安全生产总投入（万元人民币）	1,075.7	1,076.8	1,028.3
安全生产事故数（起）	0	0	0
能源消耗总量（吨标准煤）	72,158	72,070	64,912
节能技术改造投入（万元人民币）	1,375	243	206
节能技术改造项目数（个）	2	3	2
总用电量（万千瓦时）	5,436	5,354	5,579
配置 LED 照明灯节约电量（万千瓦时）	0	4	6
总用蒸汽量换算标准煤（吨标准煤）	46,974	46,917	42,257
总用纸量（张）	171,400	172,600	172,000
总用水量（万立方米）	26.75	25.96	25.18
节约用水（万立方米）	17.2	17.1	17.3
废水排放总量（万吨）	1.35	1.34	1.36
单位产品废水排放量（万吨）	1*10 ⁻⁸	1*10 ⁻⁸	1*10 ⁻⁸
有害固体废弃物排放（吨）	579	450	517
无害固体废弃物排放（吨）	5,566	5,285	5,901
温室气体排放强度（吨 / 万元人民币）	0.71	0.65	0.99
二氧化碳排放量（吨）	172,026	188,544	179,145
二氧化碳排放换算标准煤（吨标准煤）	53,758	58,920	55,982
COD 排放量（吨）	0.86	1.13	1.29
二氧化硫排放量（吨）	140	120	100

	Year 2013	Year 2014	Year 2015
Total investment in HSE (10,000 yuan)	1,139	1,181	1,151
Career health and safety training hours per capita (hour)	24	30	30
Total investment in safety production (10,000 yuan)	1,075.7	1,076.8	1,028.3
Safety production accidents (time)	0	0	0
Total energy consumption (ton of standard coal)	72,158	72,070	64,912
Invesment in energy-saving technological improvement (10,000 yuan)	1,375	243	206
The number of projects of energy-saving technological improvement (piece)	2	3	2
Total electric power consumption (10,000kW·h)	5,436	5,354	5,579
Total saved energy with LED lights installation (10,000kW·h)	0	4	6
Total vapor consumption (ton ofstandard coal)	46,974	46,917	42,257
Total paper consumption (piece)	171,400	172,600	172,000
Total water consumption (10,000 cubic meters)	26.75	25.96	25.18
Saved water (10,000 cubic meters)	17.2	17.1	17.3
Total waste water discharge (10,000 tons)	1.35	1.34	1.36
Waste water discharge per unit of product (10,000 tons)	1*10 ⁻⁸	1*10 ⁻⁸	1*10 ⁻⁸
Discharge of hazardous solid waste (ton)	579	450	517
Discharge of non-hazardous solid waste (ton)	5,566	5,285	5,901
Emission intensity of greenhouse gases (ton/10,000 yuan)	0.71	0.65	0.99
Emission of carbon dioxide (ton)	172,026	188,544	179,145
Emission of carbon dioxide (ton of standard coal)	53,758	58,920	55,982
Emission of COD (ton)	0.86	1.13	1.29
Emission of sulfur dioxide (ton)	140	120	100

员工
Employees

	2013 年	2014 年	2015 年
员工总数（人）	1,555	1,557	1,503
境内员工（人）	1,548	1,550	1,494
境外员工（人）	7	7	9
女性员工数（人）	500	501	495
少数民族员工数（人）	12	12	12
残疾员工数（人）	14	14	14
管理岗位 * 员工（人）	40	40	39
女性管理人员（人）	12	12	11
新进员工数（人）	40	41	37
员工流失率（%）	3.21	3.46	4.52
培训资金总投入（万元人民币）	88	106	70
培训总时长（小时）	10,925	13,284	17,500
参加培训总人数（人次）	6,854	9,873	10,118
管理人员参加培训时长（小时）	1,827	2,683	3,316
接受定期绩效、职业发展考评的员工 （除管理人员）百分比（%）	96	94	94
接受定期绩效、职业发展考评的管理人员百分比（%）	100	100	100
社会保险覆盖率（%）	100	100	100
集体合同覆盖率（%）	100	100	100
上海运营中心男女员工基本薪金比	1.62	1.59	1.60
生产工厂男女员工基本薪金比	1.40	1.39	1.33
生产线员工平均带薪休假天数（天）	12	12	12
办公室员工平均带薪休假天数（天）	13	13	13

* 管理岗位指公司经理级以上

	Year 2013	Year 2014	Year 2015
The total number of employees (person)	1,555	1,557	1,503
The total number of domestic employees (person)	1,548	1,550	1,494
The total number of overseas employees (person)	7	7	9
The total number of female employees (person)	500	501	495
The total number of employees of minority nationality (person)	12	12	12
The total number of employees with handicaps (person)	14	14	14
The total number of management personnels* (person)	40	40	39
The total number of female management personnels (person)	12	12	11
The total number of new employees (person)	40	41	37
Employee turnover rate (%)	3.21	3.46	4.52
Total investment in training (10,000 yuan)	88	106	70
Total hours of training (hour)	10,925	13,284	17,500
The total hours of employees participating in training (person)	6,854	9,873	10,118
The total hours of management personnels participating in training (hour)	1,827	2,683	3,316
Percentage of employees who receive regular performance assessment and career development appraisal (management personnels excluded) (%)	96	94	94
Percentage of management personnels who receive regular performance assessment and career development appraisal (%)	100	100	100
Coverage rate of social insurance (%)	100	100	100
Coverage rate of collective contract (%)	100	100	100
Salary ratio of male and female employees of Shanghai Operation Center (%)	1.62	1.59	1.60
Salary ratio of male and female employees of production factories (%)	1.40	1.39	1.33
Average days of paid leave of manufacturing workers (day)	12	12	12
Average days of paid leave of office employee (day)	13	13	13

Link: *Management personnels refer to personnels above the level of managers.

责任荣誉

Honors

获奖时间	奖项名称	颁发机构
2015 年	2015 年中国石油与化学工业联合会科技进步二等奖	中国石油与化学工业联合会
2015 年	2015 年中国化工企业 500 强	中国化工企业管理协会
2015 年	2015 年度十大影响力品牌奖	第二届中国（青岛）橡胶工业博览会组委会
2015 年	2015 年度中化集团科技进步奖一等奖	中化集团
2014 年	2014 年中国化工企业 500 强	中国化工企业管理协会
2014 年	领军企业奖	首届中国（青岛）橡胶工业博览会组委会
2013 年	2013 年中国化工企业 500 强	中国化工企业管理协会
2013 年	2013 年度中化集团技术发明奖二等奖	中化集团
2012 年	2012 年中国化工企业 500 强	中国化工企业管理协会
2011 年	2011 年中国化工企业 500 强	中国化工企业管理协会
2010 年	2010 年中国橡胶工业协会产品质量授信和协会推荐品牌	中国橡胶工业协会
2010 年	2010 年中国化工企业 500 强	中国化工企业管理协会
2004 年	2004 年中国石油与化学工业联合会科技进步一等奖	中国石油和化学工业协会
2004 年	2004 年国家科技进步二等奖	国务院
2002 年	2002 年山东省科技进步一等奖	山东省人民政府

Year	Name of Prize	Issuing authority
2015	The second prize for science and technology progress award of China Petroleum and Chemical Industry Federation in 2015	China Petroleum and Chemical Industry Federation
2015	The prize for top 500 Chinese chemical enterprises in 2015	China Chemical Enterprise Management Association
2015	The prize for top ten influential brands in 2015	The organizing committee of the 2nd China (Qingdao) Rubber Industry Expo
2015	The first prize for science and technology progress award of Sinochem group in 2015	Sinochem Group
2014	The prize for top 500 Chinese chemical enterprises in 2014	China Chemical Enterprise Management Association
2014	The prize for enterprise leadership	The organizing committee of the 1st China (Qingdao) Rubber Industry Expo
2013	The prize for top 500 Chinese chemical enterprises in 2013	China Chemical Enterprise Management Association
2013	The second prize for technological innovation award of Sinochem in 2013	Sinochem Group
2012	The prize for top 500 Chinese chemical enterprises in 2012	China Chemical Enterprise Management Association
2011	The prize for top 500 Chinese chemical enterprises in 2011	China Chemical Enterprise Management Association
2010	The prize for product quality credit approved and recommended brand of China Rubber Industry Association in 2010	China Rubber Industry Association
2010	The prize for top 500 Chinese chemical enterprises in 2010	China Chemical Enterprise Management Association
2004	The first prize for science and technology progress award of China Petroleum and Chemical Industry Federation	China Petroleum and Chemical Industry Association
2004	The first prize of state science and technology progress award in 2004.	The State Council
2002	The first prize for scientific and technological progress award of Shandong province in 2004	People's Government of Shandong Province

2016 年展望

Prospects for 2016

议题	2016 年计划	
企业社会责任管理	完善企业社会责任组织架构和管理机制 加强与利益相关方的沟通	
致精：为客户创造价值	绿色产品	<ul style="list-style-type: none">坚持产学研紧密合作的研发模式专注开发新型环保产品和工艺改进
	产品质量	<ul style="list-style-type: none">持续全流程实施产品质量管理，提供超出客户预期的产品
	客户服务	<ul style="list-style-type: none">实施差异化的客户需求管理拓宽客户沟通渠道进一步提升服务水平
致功：以责任驱动未来	HSE 管理	<ul style="list-style-type: none">完善 HSE 管理体系建设继续开展 HSE 管理改善项目
	员工健康	<ul style="list-style-type: none">加大投入，降低职业健康风险，提升员工健康水平
	安全生产	<ul style="list-style-type: none">深化圣奥化学安全文化建设推进“属地”、“三标”和“三基”管理工作
	环境保护	<ul style="list-style-type: none">通过技术创新提升工艺环保水平推行清洁生产探索循环经济模式
致和：与员工共享成长	员工发展	<ul style="list-style-type: none">完善培养机制，提升员工素质和能力持续开展员工技能比武活动
	民主管理	<ul style="list-style-type: none">进一步丰富沟通渠道持续推行合理化建议制度
	员工关爱	<ul style="list-style-type: none">提供全面福利，并延伸至员工家庭开展丰富的文体活动
致远：同社会和谐互惠	支持教育	<ul style="list-style-type: none">继续开展与南京工业大学的教育合作
	伙伴成长	<ul style="list-style-type: none">帮助供应商提升履责能力扶持中小供应商和本土供应商
	行业进步	<ul style="list-style-type: none">推动产业链绿色、高效和创新发展
	社会公益	<ul style="list-style-type: none">持续支援灾区建设开展社区服务项目鼓励员工志愿者活动

Topics	Plans for 2016	
Corporate social Responsibility Management	Improving the organizaition structure and management system of corporate social responsibility Enhancing the communication with interested parties	
Commitment to Perfection: Creating Value for Customers	Green product	<ul style="list-style-type: none">Adhering to the research and development model of productivity and school research integrationFocusing on the development of new environment-friendly products and improved technology
	Product quality	<ul style="list-style-type: none">Keeping on the implementation of product quality manangement during the whole production process, and providing customers with outstanding products than expected
	Customer service	<ul style="list-style-type: none">Implementing differentiated management of customer demandsExpanding communication channels with customersFurther improving the service level
Commitment to Accomplishment: Driving Future through Responsibilities	HSE management	<ul style="list-style-type: none">Improving the construction of the HSE management systemContinuing to conduct the improvement project of HSE management
	Employee health	<ul style="list-style-type: none">Increasing investment in employee health care, reducing risks of occupational health safety, and improving employee health conditions
	Safety production	<ul style="list-style-type: none">Deepening the safety culture construction of SinorgchemPromoting the management work of "Localized", "Three Standards", and "Three Basis"
	Environmental protection	<ul style="list-style-type: none">Improving the envionmental protection level of production techniques through technological innovationPromoting cleaning productionExploring the model of circular economy
Commitment to Harmony: Achieving Mutual Growth with Employees	Staff development	<ul style="list-style-type: none">Improving the staff cultivation and development system, and the staff quality and capabilityKeeping on carrying out staff skills competitions
	Democratic management	<ul style="list-style-type: none">Further enriching communication channelsConstantly promoting the system of rational proposals
	Emloyee Assistance	<ul style="list-style-type: none">Providing all-round welfare for employees and extending the welfare to employees' familyCarrying out rich recreational and sports activities
Commitment to Future: Attaining Harmonious Reciprocity with Communities	Supporting education	<ul style="list-style-type: none">Continuing to conduct educational cooperation with Nanjing University of Technology
	Developing with cooperation partners	<ul style="list-style-type: none">Helping suppliers improve the capability of responsibility fulfillmentProviding assistance for small and medium-sized suppliers and local suppliers
	Industrial progress	<ul style="list-style-type: none">Promoting the green, efficient and innovative development of the industrial chain
	Public welfare	<ul style="list-style-type: none">Constantly supporting the construction of disaster-affected areasCarrying out service programmes for communitiesEncouraging employees to participate in voluntary activities

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亲爱的读者：

您好！感谢您阅读《江苏圣奥化学科技有限公司 2015 可持续发展报告》。我们非常重视并期望聆听您对圣奥化学社会责任工作和这份报告的反馈意见。您的意见和建议，是我们持续提高社会责任信息披露水平、推进企业社会责任管理和实践的重要依据。您可以填写下表，通过邮寄、电子邮件或传真反馈给我们，我们非常欢迎并由衷感谢您提出宝贵意见！

姓名：	单位：				
联系电话：	电子信箱：				
您的身份是： <input type="checkbox"/> 股东 <input type="checkbox"/> 客户 <input type="checkbox"/> 员工 <input type="checkbox"/> 政府部门 <input type="checkbox"/> 合作伙伴 <input type="checkbox"/> NGO <input type="checkbox"/> 社区 <input type="checkbox"/> 媒体 <input type="checkbox"/> 其他（ ）					
您对本报告的评价					
	非常好	好	一般	差	非常差
1. 您认为报告结构是否合理？	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. 您通过报告能否了解公司的责任理念和实践特点？	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. 您认为报告是否友好易读？	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. 您认为本报告的内容安排和版式设计是否合理？	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. 您对报告的总体评价如何？	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
您所关注信息在议题中披露程度如何？					
<input type="checkbox"/> 很全面 <input type="checkbox"/> 比较全面 <input type="checkbox"/> 有所涉及 <input type="checkbox"/> 涉及很少 <input type="checkbox"/> 未涉及					
您对圣奥化学可持续发展报告的建议：					
您对圣奥化学履行企业社会责任的建议：					
您可在圣奥化学网站下载本报告，网址为： http://www.sinorgchem.com/index.htm 您可通过以下方式联系我们： 江苏圣奥化学科技有限公司上海运营中心 市场发展部 地址：上海市浦东新区长清北路 233 号中化国际广场 7 楼 邮编：200126 电话：86 21 3176 9966/9988 传真：86 21 3176 9199 电子信箱：CSR@sinorgchem.com					



Feedback Form

Dear Sir/Madam,

Thank you for reading Sustainability Report 2015 of Jiangsu Sinorgchem Technology Co., Ltd. We value your attention and feedback on the social responsibility work and the Report. Your opinions and suggestions are important basis for the improvement of corporate social responsibility information disclosure and the improvement of corporate social responsibility management and practice. You may submit the feedback via letter, e-mail, or fax after you have filled it. You are welcome to give your comments and suggestions, and your precious feedback will be appreciated!

Name:	Company:				
Tel:	E-mail:				
Identity:					
<input type="checkbox"/> Shareholder <input type="checkbox"/> Customer <input type="checkbox"/> Employee <input type="checkbox"/> Government department <input type="checkbox"/> Cooperation partner <input type="checkbox"/> NGO <input type="checkbox"/> Community <input type="checkbox"/> Media <input type="checkbox"/> Others ()					
How do you think of the Report?					
	Very good	Good	Fair	Poor	Very Poor
1.What do you think about structure of the Report?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Can you figure out responsibility philosophy and practice features of the company through the Report?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. What do you think about the readability of the Report?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. What do you think about the design of the contents and the layout of the Report?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. What is your overall evaluation on the Report?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you think the Report is a complete reflection of topics of your concern?					
<input type="checkbox"/> Complete <input type="checkbox"/> Relatively complete <input type="checkbox"/> Some involved <input type="checkbox"/> A little involved <input type="checkbox"/> Little involved					
What is your suggestion on the Sustainability Report of Sinorgchem?					
What is your suggestion on the fulfillment of corporate social responsibility of Sinorgchem?					
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