



2018

企业社会责任报告
CSR REPORT



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华新水泥股份有限公司



报告说明 Notes

本报告依据《全球报告倡议组织（GRI）可持续发展报告指南》以及国务院国资委《关于中央企业履行社会责任的指导意见》编制而成，报告披露数据以2018年度为主，适度向前延伸，以补充2017年报告中未曾披露的有关信息。

我们将定期发布公司社会责任报告，接受社会监督，搭建与您沟通的平台。

This report is compiled based on “Global Reporting Initiative (GRI) Reporting Guidelines for Sustainable Development” and the State “Guidance on Central Corporate Fulfilling Social Responsibility”. Data disclosed mainly refer to 2018, with a brief supplement to the information disclosed in 2017.

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

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总裁 李叶青 CEO Li Yeqing

01

总裁致辞

Forward by the CEO

100多年前，华新人扛起民族工业振兴重任，开创百年品牌，100多年后，华新人肩负起传统行业转型使命，引领新时代高质量发展。2018年，我们认真学习贯彻党的十九大精神和中央经济工作会议精神，创造出公司历史最好业绩。More than 100 years ago, Huaxin people shouldered the important task of revitalizing the national industry and created a century-old brand. More than 100 years later, Huaxin people shouldered the mission of transformation of traditional industries and led the high-quality development of the new era. In 2018, we earnestly studied and implemented the spirit of the Nineteenth National Congress of the Party and the spirit of the Central Economic Work Conference to create the best performance in the company's history.

企业不仅是社会财富的创造者，也是社会责任的承担者。华新不仅着力打造环保产业，还将绿色生产贯穿于始终，不断优化污染防治水平，实现大幅度节能减排以及资源最大化利用，以产业推进落实国家“绿水青山就是金山银山”的生态保护理念。Enterprises are not only the creators of social wealth, but also the bearers of social responsibility. Huaxin not only strives to build an environmental protection industry, but also runs green production throughout the whole process, constantly optimizes the level of pollution prevention and control, realizes large-scale energy conservation and emission reduction, and maximizes the use of resources, so as to promote the implementation of

the national ecological protection concept of "Lucid waters and lush mountains are invaluable assets".

“发展一处，造福一方”，从国内到海外，华新不仅推动地方经济建设和发展，还倡导和支持员工投身形式多样的志愿者服务以及开展精准扶贫活动，履行社会责任，促进社会可持续发展。

From home to abroad, Huaxin not only promotes local economic construction and development, but also advocates and supports employees to engage in various forms of volunteer services and carries out precise poverty alleviation activities, fulfilling social responsibility and promoting social sustainable development.

我们崇尚“安全第一”的生产文化，高度重视员工的职业健康与安全，持续推进安全培训，强化安全管控，不断提高员工的安全保护意识，确保公司整体安全管理水平有效提升。We advocate the "safety first" production culture, attach great importance to the occupational health and safety of employees, continue to promote safety training, strengthen safety management and control, constantly improve the safety awareness of employees, and ensure that the overall level of safety management of the company is effectively improved.

我们秉承“以人为本”，提高员工薪酬标准和福利待遇，增强公司以业绩为导向的薪酬激励性，遵循人才成长规律，通过开展多样化、差异化培训和丰富多彩的文体活动等，促进人才培养与发展，持续提升公司核心竞争力。We uphold the principle of "people-oriented", improve the salary standard and welfare treatment of

employees, enhance the company's performance-oriented salary incentive, follow the law of talent growth, through diversified, differentiated training and rich and colorful cultural activities, to promote personnel training and development, and continue to enhance the core competitiveness of the company.

我们始终坚持“客户至上”的经营理念，建立完善的产品质量管理体系，为用户提供满意的产品和服务，拓展新材料业务，不断满足客户需求，竭力为客户创造价值。We always adhere to the "customer first" business philosophy, establish a perfect product quality management system, provide users with satisfactory products and services, expand new materials business, constantly meet customer needs, and strive to create value for customers.

“百舸争流，破浪者领航，千帆竞发，奋勇者当先！”在充满挑战与机遇的2019年，我们定当牢记使命，勇于创新，团结奋进，不断奉献，践行企业社会责任，为国家和社会发展贡献“华新力量”！"Hundreds of rivalries, wave-breakers, sailors, brave people first!" In 2019, full of challenges and opportunities, we must bear in mind our mission, be brave in innovation, unite and forge ahead, constantly contribute, practice corporate social responsibility, and contribute to the development of the country and society "Huaxin Force"!

02

公司概况 Company Profile

华新水泥股份有限公司始创于1907年，被誉为“中国水泥工业的摇篮”。1994年，公司A、B股在上海证券交易所上市。1999年，与全球最大的水泥制造商之一的瑞士Holcim集团结为战略伙伴关系。2015年，拉豪中国—华新水泥实施全面整合。

Founded in 1907, Huaxin Cement Co., Ltd is regarded as "the cradle of China's cement industry". The Company listed its A-shares and B-shares in Shanghai Stock Exchange in 1994, and in 1999, established a strategic partnership with Holcim headquartered in Switzerland, one of the largest cement manufacturers in the world. In 2015, LafargeHolcim China - Huaxin Cement implemented comprehensive integration.

近年来，在以公司党委书记、总裁李叶青为班长的高管团队带领下，公司上下积极贯彻落实十九大精神，以安

全生产为基础，以“三个聚焦”为抓手，以创新高质量发展为方向，着力实施“四大战略”，加快推进水泥主业及环保、骨料、新型建材等新业务发展。截至2018年底，公司在湖北、湖南、云南、四川、贵州、广东、河南、重庆、西藏等9省市及海外塔吉克斯坦、柬埔寨两国拥有近200家分子公司，具备水泥产能近1亿吨/年、水泥设备制造5万吨/年、商品混凝土2330万立方/年、骨料2500万吨/年、砂浆生产能力5万吨/年、水泥包装袋5亿只/年及废弃物处置550万吨/年的总体产能。

In recent years, under the leadership of the senior management team headed by Li Yeqing, Secretary of the Party Committee and President of the company, the company has actively implemented the spirit of the Nineteenth National Congress, based on safety production, with "three focuses" as the grasp, with new quality development as the direction, focusing on the implementation of "four strategies" to speed up the development



of cement industry and new business such as environmental protection, aggregate and new building materials. By the end of 2018, the company has nearly 200 molecular companies in nine provinces and cities such as Hubei, Hunan, Yunnan, Sichuan, Guizhou, Guangdong, Henan, Chongqing, Tibet, and overseas Tajikistan and Cambodia. It has nearly 100 million tons per year of cement production capacity, 50,000 tons per year of cement equipment manufacturing, 23.3 million cubic meters per year of commercial concrete, 25 million tons per year of aggregate, 50,000 tons per year of mortar production capacity and water. The total production capacity of 500 million mud bags per year and 5.5 million tons per year of waste disposal.

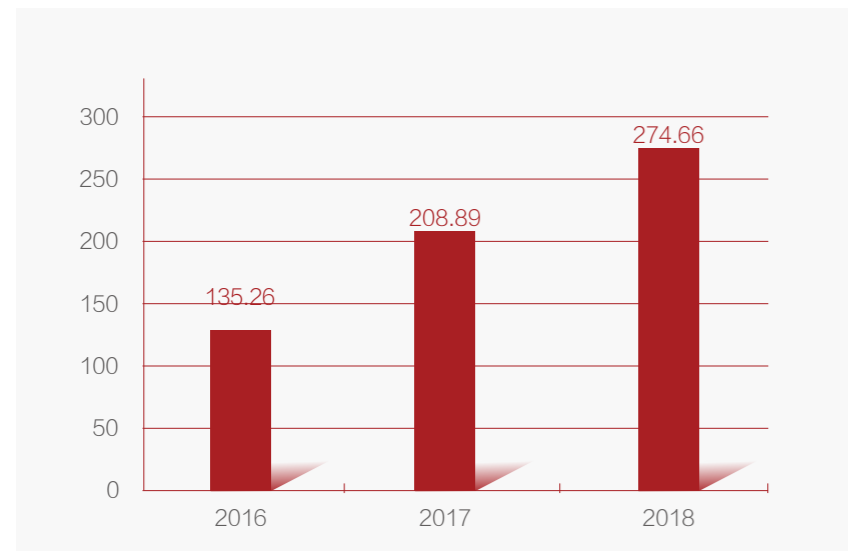
2018年，公司销售水泥及商品熟料7072万吨，同比增长2.91%；销售骨料1451万吨，同比增长25.87%；各类废弃物入窑处置量达到214.4万吨，同比提升17.25%。实现营业收入274.66亿元，同比增长31.48%；实现利润总额

71.31亿元，同比增长153.59%；归属于母公司股东的净利润51.81亿元，同比增长149.39%，上交税收38.98亿元，为股东创造了价值，为社会作出了贡献。

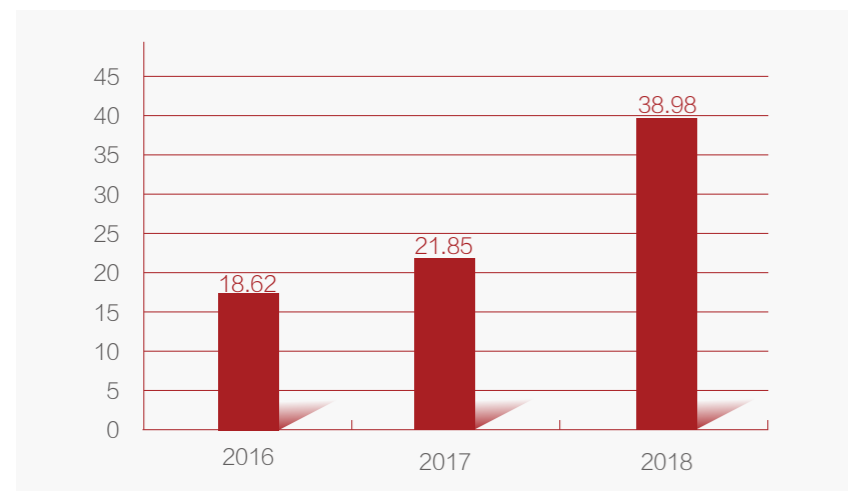
In 2018, the company sold 70.72 million tons of cement and clinker, an increase of 2.91% compared with the same period last year; 14.51 million tons of aggregate, an increase of 25.87% compared with the same period last year; the amount of waste disposed in kilns reached 2.144 million tons, an increase of 17.25% compared with the same period last year. Operating income reached 27.466 billion yuan, an increase of 31.48% over the same period last year, and total profits reached 7.131 billion yuan, an increase of 153.59% over the same period last year, the net profit attributable to the shareholders of the parent company was 5.181 billion yuan, an increase of 149.39% over the same period last year, and the tax payment was 3.898 billion yuan, which created value for the shareholders and contributed to the society.

2018年公司经济效益

Economic Results of the Company in 2018



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



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

2018年公司荣誉

Company Honor in 2018



1、华新水泥连续4年入选亚洲品牌500强。
Huaxin Cement has been selected as the top 500 Asian brands for four consecutive years.



2、华新水泥连续9年稳居《财富》中国500强排行榜，较去年上升93位。
Huaxin Cement has been ranked in Fortune 500 for nine consecutive years, up 93 from last year.

3、华新水泥稳居中国制造业企业500强排行榜，较去年上升57位。
Huaxin Cement ranked among the top 500 manufacturing enterprises in China, up 57 from last year.

4、华新水泥五度跻身“中国500最具价值品牌”排行榜，位列第88位。
Huaxin Cement ranked fifth in the list of "China's 500 Most Valuable Brands", which ranked 88th.

5、李叶青总裁荣获“中国建材行业改革开放四十年风云人物”。
President Li Yeqing was awarded "Influential man for Forty Years of Reform and Opening-up in China's Building Materials Industry".



6、华新水泥荣获2017年度上市公司金牛最具投资价值奖。
Huaxin Cement won the most valuable investment award of Golden Bull in 2017.



7、华新水泥以2017年利润总额28.12亿元排名中国百强企业奖196位（湖北上市公司中位列第二）。
Huaxin Cement ranked 196th in the Top 100 Enterprise Awards of China with a total profit of 2.812 billion yuan in 2017 (ranked second in Hubei listed companies).



8、华新水泥名列2018湖北企业百强排行榜第31位，较去年前进2位。
Huaxin Cement ranked 31st in the Top 100 list of Hubei Enterprises in 2018, two places ahead of last year.

9、华新水泥产品四度荣膺“湖北名牌产品”称号。
Huaxin Cement Products have been awarded the title of "Hubei Famous Brand Products" for four times.



10、华新水泥荣获“建材企业‘走出去’发展先进单位”称号。
Huaxin Cement has been awarded the title of "Building Material Enterprises 'Go Out' to Develop Advanced Unit".



11、华新水泥荣获建材行业管理体系认证“优秀企业”称号。
Huaxin Cement has won the title of "Excellent Enterprise" in the management system certification of building materials industry.

03

公司治理

Corporate Governance

2018年，我们积极完善公司内部治理机制，加强风险识别与评估，努力提升公司运营管理能力，实现公司最佳经营业绩。

In 2018, we actively improved the internal governance mechanism, strengthened risk identification and assessment, and strived to improve the company's operational management capabilities to achieve the best operating performance.

创新投资者关系管理工作，加强股票市值管理

Innovating the management of investor relations and strengthening the management of stock market value

全年组织4次股东大会、9次董事会、9次专门委员会（其中审计3次、合规1次、提名1次、薪酬2次、战略2次）；全年为公司股东大会、董事会及专门委员提供高质高效中英同传、交传和中英文材料，为董事决策提供支持。全年共披露定期报告4份、临时公告32份，中英文公告同步发出。全年各类公告披露及时准确、无差错、无一次更正公告，符合交易所信息披露各项要求，并获得交易所年度信息披露B类评价。全年举办10次投资者公开接待周活动，总计38批次现场接待到访的机构投资者、基金经理、建材行业分析师/研究员；组织5次管理层与投资者交流会（包括现场接待、网上路演和电话会议等方式）。全年27次参加证券公司资本市场策略会，17次参加券商组织的与机构投资者交流的电话会议，4次组织投资者到工厂现场参观。月均接听投资者咨询电话90余次、通过微信回复投资者/分析师咨询40余次。2018年公司总市值增幅达25.12%，市值增长连续两年在14家以水泥为主业的A股上市公司中列第一。

The company organized four shareholders' meetings, nine boards of directors and nine special committees (including three audits, one compliance, one nomination, two salaries and two strategies) throughout the year and we provided high-quality and efficient English-Chinese simultaneous transmission, transmission and Chinese-English materials for the shareholders' meeting, board of directors and special members of the company, and provide support for directors' decision-making. Four periodic reports and 32 interim announcements were disclosed throughout the year, and both Chinese and English announcements were issued simultaneously. Annual announcements were timely, accurate, error-free and no correction announcements, which meet the requirements of the exchange for information disclosure, and get the B-type evaluation of the exchange's annual information disclosure. Ten investor public reception weeks were held throughout the year. A total of 38 on-site visits were received by institutional investors, fund managers and building materials industry analysts/researchers, five exchanges between management and investors were organized (including on-site reception, online roadshow and telephone conference). We participated in 27 securities company capital market strategy meetings, 17 telephone meetings with institutional investors organized by securities companies, and organized 4 on-site visits of investors to factories. Monthly average received more than 90 investor advisory calls and responded to investor/analyst consultation more than 40 times through Wechat. The total market value of the company increased by 25.12% in 2018, ranking first in 14 A-share listed companies with cement as the main industry for two consecutive years.

强化风险识别与评估, 持续提升内控执行效果

Strengthen risk identification and assessment to continuously improve the implementation effect of internal control

2018年5月至6月, 公司组织总部各职能部门及各事业部开展年度商业风险管理工作, 从宏观环境、创新、供应链、财政等多个方面, 通过开放式研讨对各具体风险进行识别与评估, 最终确定了7项关键风险, 同时拟定了7项关键风险的应对措施及计划, 并对其执行结果进行跟踪。

From May to June in 2018, the company organized all functional departments of headquarters and various business units to carry out annual business risk management, from macro-environment, innovation, supply chain, finance and other aspects, each specific risk was identified and evaluated through open-ended discussion, at the same time, seven key risk response measures and plans were drawn up, and their implementation results were followed up.

公司内控规范中的各项控制活动均以业务流程风险为导向, 设置相应的控制目标及控制活动描述, 涵盖水泥、环保、混凝土、骨料、装备工程、包装等主要业务领域, 涉及公司层面、IT、财务、固定资产、存货、收入、支出、人力资源等多项业务流程。2018年, 公司对已在水泥、环保、混凝土、骨料、装备工程、包装等业务单元、总部职能及共享服务中心全面实施的内控规范进行更新, 并将各业务单元的控制活动分别设置责任人, 通过内控管理平台对各控制活动的执行情况予以确认、督办及监控。通过内网通报、全集团专项职能会议、内部审计项目现场会议等方式进一步加大内控宣贯力度, 持续提升业务单元对内控的了解与重视。

The control activities in the company's internal control norms are guided by business process risk, setting corresponding control objectives and descriptions of control activities, covering the main business areas such as cement, environmental protection, concrete, aggregate, equipment engineering, packaging, etc., involving the company level, IT, finance, fixed assets, inventory, income, expenditure, human resources and

other business processes. In 2018, the company updated the internal control norms that have been fully implemented in business units such as cement, environmental protection, concrete, aggregate, equipment engineering, packaging, headquarters functions and shared service centers, and set up responsible persons for the control activities of each business unit, and confirmed, supervised and monitored the implementation of each control activity through the internal control management platform. Through intranet announcement, full group special function meeting, internal audit project on-site meeting and other ways to further strengthen the internal control propaganda and consistently enhanced the business unit's understanding and attention to internal control.

2018年3月, 普华永道中天会计师事务所(特殊普通合伙)对我公司2017年的内部控制出具了标准无保留意见的审计报告。

In March 2018, PricewaterhouseCoopers Zhongtian Accounting Firm (Special General Partnership) issued a standard and unqualified audit report on our company's internal control in 2017.

2018年, 公司对总部职能、共享服务中心、13家水泥工厂及2家包装工厂进行内控执行有效性审计, 致力于不断提升内控执行效果, 并组织各单位开展年度内部控制自我评价, 未发现重大及重要缺陷。

In 2018, the company audited the effectiveness of internal control execution of headquarters functions, shared service centers, 13 cement plants and 2 packaging plants. It was committed to continuously improve the effectiveness of internal control execution, and organized various units to carry out annual internal control self-evaluation, no major and important defects were found.

创新思路 多措并举, 全面推动党风廉政建设向纵深发展

Innovative thinking and take various measures simultaneously, promoting the Construction of Party Style and Clean Government in an All-round Way to deeply develop



公司廉洁工程创建活动启动
Initiation of Incorruption Project Creation Activity

2018年, 公司创新思路, 多措并举, 全面落实党风廉政建设责任制, 深入推进惩防体系建设, 党委主动担当起主体责任, 纪委积极履行监督责任, 不断强化风险预防控制, 持续聚焦监督执纪问责。通过以“第十九个党风廉政宣教月”、党规党纪“十进十建”等活动为契机和载体, 全面抓牢廉政简讯、廉洁手册、节点廉洁教育等九大阵地, 严格坚守党风廉政工作“四同时”、党员干部教育培训、法纪巡回宣讲、廉洁问题管理联动等七项制度, 重点筑牢营销风险、工程项目风险防控等五道防护墙, 积极构建了廉洁从业环境, 不断推动了党风廉政建设向纵深发展, 为公司持续健康高质量转型发展提供了红色引擎, 公司党风廉政建设工作得到了黄石市委、纪委的充分肯定。

In 2018, the company innovated ideas, took various measures at the same time, fully implemented the responsibility system of Party Style construction, further promoted the construction of the punishment and prevention system, Party Committee took the initiative to assume the main responsibility, Discipline Inspection Commission actively fulfilled the supervision responsibility, continuously strengthened risk prevention and control, and continuously focusd on supervision, discipline and accountability. By taking the activities of "the 19th Party Conduct and Clean Government Propaganda Month" and "the 10th Construction of Party Regulations and Disciplines" as the opportunities and carriers, we firmly grasped the nine positions of honest government bulletins, honest handbooks and node honest education, strictly adhere to the seven systems of "four simultaneity" of Party conduct and clean government work, education and training of Party members and cadres, law and discipline tour propaganda, and management linkage of honest issues, and focus on building a firm marketing style, five protective walls, such as insurance and project risk prevention and control, have actively constructed a clean working environment, continuously promoted the development of Party conduct and clean government construction, and provided a red engine for the sustainable healthy and high-quality transformation and development of the company. The work of Party conduct and clean government construction of the company has been fully affirmed by Huangshi Municipal Committee and Discipline Commission.

实例

Case Studies

公司开展基层党务工作人员培训提升党建工作质量

The company carried out training for grass-roots party workers to improve the quality of Party building work



8月24日，公司政工部在华新学院举办基层党务工作人员培训班。公司党委书记、总裁李叶青讲授党风廉政教育专题党课，公司党委副书记、纪委书记彭清宇主持培训并作总结讲话。此次培训以“现场+视频”形式，公司各级基层党组织书记、副书记、委员及基层党务业务人员共560人参加培训。李叶青书记指出，加强党风廉政建设，有利于公司高质量转型发展，是根治生产经营和管理环节的廉洁风险的需要，是公司关爱党员、员工，维护家庭和睦，落实好“聚焦人”的需要。他就推进党风廉政建设纵深化，提出明确举措：强化主体责任，严格落实“一岗双责”；加强廉洁教育，让党性教育形成“常态”；完善制度建设，扎牢扎紧制度“笼子”；优化体系建设，充分发挥二三级组织作用；规范权力运行，让权力暴晒在阳光下；加大信访监督力度，促进党风廉政建设；践行“四种形态”，着力抓早抓小；保持查处高压态势，促成自觉廉洁从业；重视结果应用，实行“廉洁一票否决”。彭清宇副书记作培训总结讲话时表示，经过此次培训，大家深入学习了习近平新时代中国特色社会主义思想，对党建重点业务工作有了进一步了解，特别是李叶青书记的专题报告，为公司深入推进党风廉政建设工作指明了方向和路径。他要求党务工作人员必须具有高度的责任感、强烈的进取意识、较强的业务能力、优良的工作作风，更好地履职尽责，推动公司党务工作取得新成绩，迈上新台阶。

On August 24, the Ministry of Politics and Industry held a training course for grass-roots Party workers in Huaxin College. Li Yeqing, secretary and President of the Party Committee of the company, taught the special Party lessons on Party conduct and clean government education. Peng Qingyu, Deputy Secretary of the Party Committee and Secretary of the Discipline Committee of the company, presided over the training and gave a concluding speech. The training was in the form of "on-site + video". 560 Party secretaries, deputy secretaries, members and grass-roots Party business personnel at all levels of the company participated in the training. Secretary Li Yeqing pointed out that strengthening the construction of Party conduct and clean government was conducive to the transformation and development of the company with high quality, which was the need to eradicate the risk of honesty in production, operation and management, which was also the need for the company to care for Party members and employees, maintain family harmony and implement the "focus on people". He put forward clear measures to promote the deepening of the construction of a clean and Honest Party style and government: strengthening the main responsibility, strictly implementing the "one

post and two responsibilities"; strengthening the education of integrity, so that the party spirit education can form a "normal"; improving the system construction, firmly tightening the system "cage"; optimizing the system construction, giving full play to the role of the second and third levels of organizations; standardizing the operation of power, so that it can be exposed to the sun; and increasing letters and visits, supervising efforts to promote the construction of a clean and honest Party conduct; practicing the "four forms" and focusing on early grasping small ones; maintaining a high-pressure situation of investigation and punishment to promote self-conscious and honest employment; attaching importance to the application of results and implementing the "one vote rejection of honesty". Peng Qingyu, Deputy Secretary of the training summary speech, said that after this training, we have deeply studied Xi Jinping's new era of socialism with Chinese characteristics, and have a further understanding of the key business work of Party building, especially Secretary Li Yeqing's special report, which points out the direction and path for the company to further promote the work of Party conduct and clean government. He demanded that Party staff should have a high sense of responsibility, a strong sense of enterprising, strong business ability, excellent work style, better performance of their duties and duties, and promote the company's Party work to achieve new achievements, to a new level.

公司荣获2017年度上市公司金牛最具投资价值奖

The company won the most valuable investment award of Taurus in 2017



11月15日，第20届中国上市公司金牛奖颁奖典礼在四川成都举行，华新水泥荣获“2017年度金牛最具投资价值奖”，华新水泥董事会秘书王锡明荣获“2017年度金牛董秘奖”，为100位最佳金牛董秘之一。本届评选委员会从3500多家A股上市公司中，评选出2017年度金牛最具投资价值奖共涉及98家上市公司，荣获此奖的企业数量不到A股企业的3%，皆为是上市公司中“业绩中坚”。此次获奖是对华新水泥深厚的运营管理能力、良好的资本运作能力和持续的技术创新

能力等综合实力的肯定，表明华新水泥在信息披露、公司治理、投资者关系管理、资本运作等领域做出了卓有成效的工作，得到资本市场的广泛关注与高度认可。

On November 15, the 20th Golden Bull Award Ceremony of China's Listed Companies was held in Chengdu, Sichuan. Huaxin Cement won the "Golden Bull Most Valuable Investment Award in 2017" and Wang Ximing, secretary of the board of directors of Huaxin Cement, won the "Golden Bull Board Secretary Award in 2017", one of the 100 best Golden Bull Secretaries of the Board of Directors. From more than 3,500 A-share listed companies, the selection committee selected 98 listed companies as the most valuable investment award in 2017. The number of enterprises that won this award is less than 3% of A-share listed companies, all of which are the "performance backbone" of listed companies. This award affirmed the comprehensive strength of Huaxin Cement, such as its deep operation and management ability, good capital operation ability and sustained technological innovation ability. It showed that Huaxin Cement has made fruitful work in the fields of information disclosure, corporate governance, investor relationship management, capital operation and so on, and has been widely concerned and highly recognized by the capital market.

04

环保履责 Social responsibilities performance in environmental protection

通过持续推行清洁生产,不断优化污染治理水平、降低污染物排放对环境不利影响的同时,我们利用水泥窑协同处置的先进技术优势,不断拓宽环境服务业务,以产业推进落实国家“绿水青山就是金山银山”的生态保护理念。

While Huaxin continuously initiate clean production, optimize pollutants abatement , decrease the harmful influence on the pollutants' emission , based on the advanced co-processing by cement kiln technologies , constantly expand the environmental service to practice the national ecological protection principles(Lucid waters and lush mountains are invaluable assets) with the industrialization .

清洁生产 Clean Production

公司在不断推进污染治理水平,实现污染物逐步下降的同时,探索优化水泥窑主要污染物(颗粒物、SO₂、NO_x)超低排放技术,并通过内部环境监管与治理,提升各分子公司在污染物排放控制、环境管理水平,打造水泥行业绿色工厂样板。

While continuously promoting the level of pollution control and realizing the gradual decrease of pollutants, the company explored and optimized the ultra-low emission technology of main pollutants (particulate matter, SO₂, NO_x) from cement kilns, and through internal environmental supervision and control, promoted the level of pollutant emission control and environmental management of the subsidiaries, and built a green plant model in cement industry.

全面实施环境审计 Fully implement environmental audit

公司对水泥等主要业务实施环境审计,从管理制度、现场污染防治、矿山复垦等方面实施对标,指导并督促各工厂制定环境整改措施,不断优化各工厂污染防治与环境管理水平,全面提升公司的可持续发展竞争力。

The company carried out environmental auditing for cement and other major businesses , took benchmark on management system , on-site pollutants control& prevention , and mine land reclamation , guided and required the plants to make action lists on environmental improvement to optimize the pollutants control &prevention measures and management level, and comprehensively promoted the sustainable development competitiveness of the company.

降低污染物排放 Reduction of Pollutant Discharge

集团下属各分子公司通过强化污染物控制与治理,全年实现颗粒物、SO₂、NO_x等主要污染物稳定达标排放。其中,公司下属恩平等一大批工厂实现主要排放口颗粒物达到水泥工业颗粒物大气污染物特别排放限值的要求(20mg/Nm³),信阳公司实施窑头电收尘改造、采用“低氮燃烧+水泥窑协同处置降氮方案+SNCR”方案,实现主要污染物达到水泥行业超低排放限值。

By strengthening the control and prevention of pollutants, the major pollutants such as particulate matter, SO₂ and NO_x could be discharged steadily through the year. Among them, the concentration of particle matter discharged were under the special limited value of national ambient pollutants control standard of cement industry in several plants ,like enping plant . the EP utilization of cooler , the nitrogen degrading measurement as the lower nitrogen oxygen combustion , the kiln co-processing and SNCR were carried out by the Xinyang plant , which made the concentration of particle matter,SO₂,NO_x discharged were under the ultra-low limited value of cement ambient pollutants control standard .

落实污染物自行监测

Implement self-monitoring of pollutants

集团下属各水泥工厂严格依据《污染物自行监测指南 水泥工业》的要求，制定自行监测方案并实施，为公司的污染物排放提供内部自查与预警，实现主要污染物稳定达标排放。

According to the requirements of "Guidelines for Self-monitoring of Pollutants Cement Industry", cement plants made up and implemented self-monitoring schemes, which provided internal self-monitoring and early warning for the plants' pollutant s emissions and achieved stable discharge of major pollutants.

全面实施环境信息公开

Fully push up the public of the environmental information

落实排污许可证执行报告。各水泥工厂严格按照排污许可证申请与核发技术规范的要求，定期在全国排污许可证管理信息平台上落实排污许可证季度、月度执行报告，向全社会公开公司主要污染物排放浓度与总量，接受社会监督。

In strict accordance with the requirements of application and issuance of technical specifications for pollutant discharge permits, cement plants regularly implemented quarterly and monthly implementation reports of pollutant discharge permits on the national information platform for pollutant discharge permit management, publicized the concentration and total amount of major pollutants discharged to the whole society, and accepted social supervision.

建设污染物实时播报平台。通过设立厂区电子显示屏，实时播报污染物排放情况，接受社区居民等利益相关方的监督。

Built a real-time pollutant broadcast platform. By setting up the electronic display screen in the plant area, the pollutant emission situation could be broadcast in real time, which could be supervised by the community residents and other stakeholders .

推行工厂环保开放日活动。通过工厂开放日活动，向公众展示工厂在污染物治理上的努力及改善，接受公众监督。

Promoted the opening day of environmental protection in factories. Through the factory opening day activities, to show the public the factory's efforts and improvements in pollutant control, subject to public supervision.

全员环保意识培养

The cultivation of all staff ' s environmental awareness

推行环保观察行，要求全员主动发现环保问题，通过提出问题——分析问题——解决问题的流程，对于现场发现的环保问题，实施立行立改，实现全员环保，不断提升公司污染防治水平。

We implemented environmental watching act , to require all staff to discover the on-site environmental problem , through the flow (introduce, analyze, then fix up the problem)to implement reformation for the environmental protection problems found on the spot, and constantly improved the company's pollution prevention and control level.

生物多样性保护

Biodiversity protection

公司致力于金沙江土著鱼类保护，已连续3年参与金沙江土著鱼类增殖放流活动，维护金沙江的自然生态平衡。

Huaxin contributed to protect the original fishes in jinsha river and have participated in the reproduce& release activity of original inhabitant fishes for three consecutive years , to keep the ecological balance of jinsha river .

应对气候变化 Dealing with climate change

公司在严格落实国家、地方的温室气体减排目标的同时，持续推进温室气体减排，降低单位产品碳排放强度；通过内部碳排放审计工作，提升公司碳排放数据核算与核查水平；通过实施碳配额交易与托管，实现碳资产保值增值。

While the company strict push forward the national and local reduction target of greenhouse gases ,the GHG emission volume were continuously decreased ,and the specific carbon emission was cut down year by year .according to the internal carbon audit , increasing the calculation and certification ability of carbon data .According to the transaction and deposit of the carbon allowance to realize the Value-keeping and Value-adding of Carbon Assets.

积极参与碳交易试点，实现100%履约

Positively participate into the carbon trading , realize fully compliance in carbon trading priority area.

在湖北、重庆、广东3个碳交易试点省份，华新20家水泥企业按期、足额上缴履约配额，履行企业应对气候变化的社会责任。

In three pilot provinces of carbon trading in Hubei, Chongqing and Guangdong, 20 cement plants in Huaxin handed in their performance quotas on time and in full to fulfill their social responsibilities in dealing with climate change.

持续推进能耗下降工程，CO₂减排效果明显

Continuous promoting of energy consumption reduction projects, CO₂ emission reduction effect was obvious

提高RDF（垃圾衍生燃料）热替代率，降低化石燃料燃烧产生的CO₂排放；

Increase the thermal substitution rate of RDF (refuse derived fuel) and reduce CO₂ emissions from fossil fuel combustion;

实施预热器降阻改造，降低高温风机电耗和熟料烧成热耗；

Implement resistance reduction retrofit of preheater to reduce power consumption of high temperature fan and heat consumption of clinker sintering;

实施生料粉磨系统改造，大幅降低生料加工电耗；

Implementing the transformation of raw meal grinding system, greatly reducing the power consumption of raw meal processing;

持续推进风机效率提升项目，降低电耗；

Continuous promotion of fan efficiency improvement projects to reduce power consumption;

2018年，基于全国水泥行业温室气体量化指南，2018年公司吨熟料CO₂排放量较上年显著下降。

In 2018, based on the national guidelines for quantifying greenhouse gases in cement industry, CO₂ emissions per ton of clinker in 2018 decreased significantly compared with the previous year.

实施内部碳排放审计，提升公司碳资产管理水平

Implement internal carbon emission audit to improve the management level of carbon assets

以国家水泥行业温室气体核算指南为基础，制定碳排放审计标准，从计量设备管理、台账管理、绩效评价等方面对水泥生产企业实施全面评价，并有针对性的提出节能降碳解决方法，提升各控排企业的碳资产管理水平。

Carbon emission auditing standards were formulated based on the national accounting guidelines for greenhouse gases in cement industry. Comprehensive evaluation of cement production plants were carried out from the aspects of measurement equipment management, account management and performance evaluation. Solutions for energy saving and carbon reduction were put forward to improve the management level of carbon assets .

实现碳资产保值增值

Realize the Value-keeping and Value-adding of carbon assets

把握碳市场规律，采用“高抛低吸”、“CCER与配额置换”等策略，成功实现碳资产增值保值。

Graspt the law of carbon market, adopted the strategies of "high selling and low absorbing", "CCER and quota replacement", and successfully realized the value-added and preservation of carbon assets.

积极参与碳市场建设

Actively participate in the construction of carbon market

参与第二届《碳会计与碳金融国际研讨会》，并分享华新的碳资产管理及交易经验，助力控排企业提升碳资产管理水平；

Participated in the second International Symposium on Carbon Accounting and Carbon Finance, and shared Huaxin's experience in Carbon Asset Management and trading, so as to help emission control enterprises improving their carbon asset management level;

积极参与武汉大学《水泥行业碳交易技术与标准集成解决方案》的课题研究，对水泥行业节能降碳的关键点进行梳理与分析，并提供有效的解决方案；

Actively participated in Wuhan University's project "Solution of carbon trading technology and standard integration in cement industry", sorted out and analyzed the key points of energy saving and carbon reduction in cement industry, and provided effective solutions;

协助中国建材联合会、湖北碳排放权交易中心等机构推进水泥行业碳资产管理能力建设。

Assisted China Building Materials Federation, Hubei Carbon Emission Trading Center and other institutions to promote the capacity building of carbon assets management in the cement industry.

推进全员低碳意识培养

Promoting the training of Low Carbon Awareness of the whole staff

为响应国家节能、低碳的号召，公司在2018年全国节能宣传周和全国低碳日期间，举行低碳宣传周活动及低碳小知识有奖竞赛活动。号召全员参与，从生活的一点一滴做起，鼓励全体员工节水节电，采用步行和骑自行车替代私家车等活动践行降碳的承诺。

In response to the call of national energy-saving and low-carbon, the company held a low-carbon publicity week and a low-carbon knowledge award-winning contest during the National Energy-saving Publicity Week and the National Low-carbon Day in 2018. Called on all the staff to participate, start from every bit of life, encouraged all staff to save water and electricity, using walking and bicycling instead of private cars and other activities to implement the commitment of reducing carbon.

实例 Case Studies

致力于金沙江土著鱼类保护 Committed to the protection of indigenous fish in Jinsha River



金沙江放鱼现场
Fish Release scene in jinsha river

2018年，公司与香格里拉土著鱼类恢复和保护协会共同举办的金沙江土著鱼放流活动，活动共放生土著鱼鱼苗1万余尾，旨在进一步推动环境保护，提高大家对野生土著鱼类的保护意识，维护自然生态平衡。

In 2018, the company and the Shangri-La Indigenous Fish Restoration and Protection Association jointly organized the Jinsha River Indigenous Fish Release Activity, which released more than 10,000 indigenous fish fry in order to further promote environmental protection, enhancing people's awareness of the protection of wild indigenous fish and maintaining the natural ecological balance.

华新临沧公司开展“美丽中国，我是行动者”环保月活动 Huaxin Lincang Company launched "Beautiful China, I am an Actor" Environmental Protection Month



临沧公司环保月活动现场
Environmental Protection Month scene

为积极履行国家在十九大上提出的“绿水青山就是金山银山”的战略方针，牢固树立尊重自然、顺应自然、保护自然的理念，结合国家2018年提出的“美丽中国，我是行动者”的环保主题，临沧公司启动了首个以“美丽工厂，我是行动者”为主题的环保月活动，动员全厂员工积极行动、深入持久地推进工厂的美化建设，不断提升环保意识，实现从“清洁工厂”到“花园式工厂”的转变。

In order to actively implement the strategic policy of "Lucid waters and lush mountains are invaluable assets" put forward by the State at the Nineteenth National Congress, firmly establish the concept of respecting nature, conforming to nature and protecting nature, Lincang Company launched the first environmental protection monthly activity with the theme of "Beautiful China, I am an actor" put forward by the State in 2018. The staff of the whole factory actively, deeply and persistently promoted the beautification construction of the factory, constantly enhanced the awareness of environmental protection, and realized the transformation from "clean factory" to "garden factory".

环境服务

Environmental Service

2018年，华新环保处置废弃物214.4万吨，同比上年增长17.25%；完成主营业务收入4亿元，同比上年增长22.02%，水泥窑协同处置市场占有率全国前列。2018年，累计处置生活垃圾142.07万吨、市政污泥59.62万吨、三峡漂浮物5.93万吨、危险废物3.11万吨、其他固废3.67万吨，实现碳减排196万吨（与填埋相比）。

In 2018, 2.144 million tons of wastes were disposed of in Huaxin, an increase of 17.25% over the previous year; the revenue from the main business was 400 million yuan, an increase of 22.02% over the previous year; and the market share of cement kiln cooperative disposal was the first in China. In 2018, a total of 1.427 million tons of domestic waste, 596,200 tons of municipal sludge and 59300 tons of floating matter from the upstream of the Three Gorges dam, 31100 tons of hazardous waste and 36700 tons of other solid waste were disposed of, achieving Carbon Emission Reduction by 1960000 tons(compared with landfill).

武汉市30%的生活垃圾、90%的城市污泥由华新进行无害化处置，河南省信阳市、四川省万源市以及湖北省鄂州市、武穴市、十堰市、赤壁市、应城市、秭归县、南漳县和湖南省株洲县、攸县等市县100%的生活垃圾均交给华新处置；湖北省黄石市、宜昌市、大冶市及重庆涪陵100%的生活污泥也由华新进行环保处置。

In Wuhan, 30% of domestic waste and 90% of municipal sludge are harmlessly disposed of by Huaxin. The lists of the cities' 100% of domestic waste are disposed of by Huaxin :

Henan province :Xinyang City

Sichuan Province: Wanyuan City ,

Hubei province : Ezhou City , Wuxue City, Shiyan City, Chibi City, Yingcheng City, Zigui County, Nanzhang County,

Hunan province :Zhuzhou County and Youxian County,

while 100% of domestic sludge in Huangshi City, Yichang City, Daye City and Fuling of Chongqing are also disposed of by Huaxin.

华新水泥窑协同处置固废成套技术特点和优势

Technical characteristics and advantages of Huaxin co-processing solid waste by cement kiln

城市生活垃圾两段式处置商业模式：华新的技术路线分为生态化预处理和水泥窑协同无害化处置两大部分。独有的两段式处置商业模式，可以在没有水泥窑线的城市建设和运行垃圾预处理厂，不仅有效减轻城市的环境负荷和远期环境影响，还大大提高政府统筹解决“垃圾围城”中规划布局的灵活性。Business model of two-stage disposal of municipal solid waste: Huaxin's technological route include two parts: ecological pretreatment and harmless disposal of cement kiln. The unique two-stage disposal business model can construct and operate garbage pretreatment plants in cities without cement kiln line. It not only effectively reduces the environmental burden and long-term environmental impact of cities, but also greatly improves the flexibility of the planning and layout of the government in overall solving the "garbage siege".

大替代率协同处置衍生燃料装备与系统稳定控制技术：基于新的燃烧模式和衍生燃料特点，通过炉内结构创新设计，研发了新型分解炉，不仅能处置高含水、大尺寸的衍生燃料，而且处置量达到世界最大。通过大量的生产实践和数据分析开发出专家系统，实现了协同处置与水泥生产控制系统的深度融合，保障了水泥生产的稳定运行与产品质量。

Based on the new combustion mode and the characteristics of derivative fuels, through innovative design of furnace structure, a new type of calciner has been developed, which can not only deal with high water content and large size derivative fuels, but also achieve the largest disposal capacity in the world. Through a large number of production practices and data analysis, an expert system was developed, which realized the deep integration of cooperative disposal and cement production control system, and ensured the stable operation of cement production and product quality.

协同处置全程高环保标准消解技术：二噁英是社会最关注的排放污染热点问题。华新利用高活态碱性物质原位吸附固化含氯前驱物，从源头上遏制二噁英。

Cooperative Disposal of High Environmental Protection Standard Dissolution Technology: Dioxins are the most concerned issue of emission pollution in society. Huaxin uses highly active alkaline substances to adsorb and solidify chlorine-containing precursors in situ to contain dioxins from the source.

超大规模生活垃圾生态预处理技术：过去，衍生燃料选取效率很低，另有大量有机可燃物和无机物胶粘在一起，分离难度大。华新充分利用其中厨余组分可供微生物生长繁殖的特点，开发出好氧生物发酵干化、分选与除臭一体化技术，显著提高了衍生燃料的选取效率。

Ultra-large-scale domestic waste ecological pretreatment technology: In the past, the selection efficiency of derivative fuels was very low, and a large number of organic combustibles and inorganic substances

were glued together, it is difficult for separation. Huaxin takes full advantage of the characteristics of kitchen waste components for microbial growth and reproduction, and develops an integrated technology of aerobic bio-fermentation drying, sorting and deodorization, which significantly improves the selection efficiency of derivative fuels.

以国际通用的热值替代率TSR (Thermal substitution rate) 即替代燃料的热值占熟料生产所消耗的全部热值比例来衡量水泥窑协同处置的资源化应用水平, 我国目前平均TSR尚不足1%。华新致力于利用预处理后的生活垃圾可燃物 (RDF) 替代分解炉用煤的研究和实践, 已在旗下的信阳、武穴、阳新水泥工厂进行生产测试, 最高可实现分解炉90%的热能替代, 且能保证熟料生产运行稳定。2018年各工厂年度累计TSR 为3%—26% (指标高低不等主要是受垃圾供应量及质量的影响), 远高于国内水平。

Using International General Index of TSR (Thermal substitution rate) which means the calorific value of alternative fuels as a proportion of total calorific value consumed in clinker production to measure the resource application level of cement kiln cooperative disposal, the average TSR in China is less than 1%. Huaxin is committed to the research and practice of replacing coal for calciner with RDF after pretreatment and production tests have been carried out in Xinyang, Wuxue and Yangxin cement plants, maximum 90% thermal energy substitution for calciner and it can ensure the stable operation of clinker production. In 2018, the total annual TSR of each factory is 3%-26% (the difference of index is mainly affected by the quantity and quality of garbage supply), which is much higher than the domestic level.

环保生产高效运营

Efficient operation of environmental protection production

通过研发人员的技术攻关, 持续改进环保工厂运行效率、产品质量及环境质量, 进一步提升赤壁、信阳、郟县、秭归、万源等工厂水泥窑协同处置效率, 其中信阳工厂日处置生活垃圾能力已达1000吨/天。

By means of Key Technologies through R&D Personnel, we continued to improve the operation efficiency, product quality and environmental quality of environmental protection and further we effectively improved the efficiency of co-processing by cement kiln in plants such as Chibi, Xinyang, Yunxian, Zigui and Wanyuan, among them the daily disposal capacity of domestic garbage in Xinyang Plant has reached 1000 tons per day.

环保业务蓬勃发展

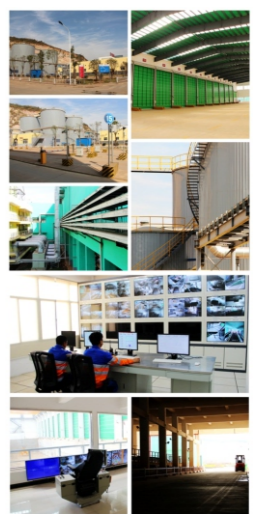
Vigorous development of environmental protection business

环保事业部与各区域事业部密切协同, 在工业危废业务上进行重点突破, 快速实现了参天、郴州、信阳、水城危废项目布点, 恩平危废项目环评通过专家评审, 取得南漳危废项目环评批复, 株洲危废项目已基本满足试生产条件, 目前工业危废环评批复的处置能力已达21万吨/年。“东湖高新生物园小微企业危废项目”突破了传统危废处置的商业模式, 通过全面调研为生物城量身定制了从废物收集、检验、物流的一体化服务, 探索到全新的商业合作模式。成功签约巴东生活垃圾、西藏山南生活垃圾、富民干化污泥项目。

The Ministry of Environmental Protection was in close coordination with other regional departments and has made key breakthroughs in industrial hazardous waste business, realising the distribution of hazardous waste projects in Shentian, Chenzhou, Xinyang and Shuicheng rapidly, the environmental impact assessment of Enping hazardous waste project has passed the expert review and the approval of environmental impact assessment for Nanzhang hazardous waste project has been obtained, Zhuzhou hazardous waste project has basically met the trial production conditions and the disposal capacity of industrial hazardous waste of environmental assessment approval has reached 210,000 tons per year at present. The "Dangerous Waste Project of Small and Micro Enterprises in Donghu High and New Biological Park" broke through the traditional business model of hazardous waste disposal, through a comprehensive survey, the integrated service of waste collection, inspection and logistics has been tailored for Bio-City, and a brand-new business cooperation model has been explored. We have successfully signed the Badong Municipal Solid Waste Project, Shannan Municipal Solid Waste Project and Fumin Drying Sludge Project.



华新环境长山口工厂全貌
Huaxin Environment Changshankou
Factory Panorama



整洁的生产区域
Clean production area

业绩指标

Performance Indicators

2018年环保处置能力
Disposal capacity in 2018

分类项目 item	生活垃圾 MSW	市政污泥 SS	污染土 CS	漂浮物 FM	危废 HW	总计 TOTAL
处置能力 (含运营/在建/签约, 万吨) disposal capacity Including operation/ in construction/ signed, 10 k tons	390	120	20	10	10	550

2018年环保投产项目一览表
Eco projects put into operation in year 2018

序号 No.	地区 area	项目名称 project name	设计规模 design scale (吨/天tons/day)	投产时间 time of operation
1	武汉江夏 Wuhan Jiangxia	华新环境长山口工厂 生活垃圾项目 Huaxin ECO changshankou MSW project	2000	2018.11
2	湖北宜都 Hubei Yidu	华新环境工程(宜都市)有限公司 污泥项目 huaxin ECO(Yidu) SS project	350	2018.10
3	湖北宜昌 Hubei Yichang	宜昌污泥干化处理项目 Yichang SS drying disposing project	360	2018.10
4	湖北十堰 Hubei Shiyan	华新环境工程(十堰)有限公司生活垃圾项目 Huaxin ECO(Shiyan) MSW project	1000	2018.5
5	云南昭通 unnan Zhaotong	华新水泥(昭通)有限公司生活垃圾项目 Huaxin ECO(Zhaotong) MSW project	500	2018.9

2018年环保签约项目一览表
Eco Projects signed in 2018

地区 area	项目名称 name	设计规模 designed capacity
& MSW&SS		
西藏山南 Tibet Shannan	山南生活垃圾 Shannan MSW project	250吨/天 250 T/D
云南昆明 Yunnan Kunming	昆明污泥 Kunming SS project	100吨/天 100 T/D
湖北巴东 Hubei Badong	巴东生活垃圾 Badong MSW project	200吨/天 200 T/D
危废HW		
湖北阳新 Hubei Yangxin	阳新危废 Yangxin HW project	15万吨/年 150,000t/y
湖北南漳 Hubei Nanzhang	南漳危废 Nanzhang HW project	5万吨/年 50,000t/y
广东恩平 Guangdong Enping	恩平危废 Enping HW project	10万吨/年 100,000t/y
重庆参天 Chongqing Cantian	参天危废 Cantian HW project	6万吨/年 60,000t/y

实例

Case Studies

李叶青总裁获评2018年中国十大固（危）废领军人物

CEO Li Yeqing was awarded the Top Ten Leaders of China's Solid (hazardous) Waste disposing industry in 2018



11月1日，由危废中国网发起的“2018年中国十大固（危）废领军人物评选”结果出炉，李叶青总裁获评2018年中国十大固（危）废领军人物，该评选旨在宣扬固（危）废处置企业领导人的企业精神，表彰他们在环保领域披荆斩棘作出的卓越贡献。

On November 1, President Li Yeqing was awarded the Top Ten Leaders of China's Solid (hazardous) Waste disposing Industry in 2018, which was initiated by China National hazard Waste Network. The purpose of the selection is to promote the entrepreneurial spirit of leaders of solid (hazardous) waste disposal enterprises and to commend them for their excellent contributions in the field of environmental protection.

近年来，在李叶青总裁的领导下，华新积极向绿色环保转型，专注于水泥窑协同处置固体废物成套技术的研发和实践，致力于解决“垃圾围城”难题。经过近十年的研发与实践，华新形成了具有国际先进水平和自主知识产权的整套水泥窑协同无害化和资源化处置技术和装备，取得了91项相关专利，涵盖城市生活垃圾、市政污泥、工业危废、污染土、漂浮物五大环保业务处置平台。由李叶青总裁领衔完成的“水泥窑高效生态化协同处置固体废物成套技术与应用”成果，荣获2016年国家科学技术进步奖二等奖，该技术总体成本低、燃料替代率高，易于推广，可对固体废物实现安全化、无害化处置，无二次污染隐患，有效缓解了“垃圾围城”问题，为行业转型升级、生态文明建设提供了新思路。

In recent years, under the leadership of CEO Li Yeqing, Huaxin has been actively transforming into a green environment, focusing on the research and development and practice of a complete set of technologies for the co-processing solid waste in cement kilns, and is committed to solving the "garbage siege" problem. After nearly ten years of research and development and practice, Huaxin has formed a set of technology and equipment for the co-processing harmless and resource-based disposal of cement kilns with international advanced level and independent intellectual property rights. It has obtained 91 patents covering six major environmental protection business platforms, including municipal solid waste, industrial hazardous waste, polluted soil, floating matter. The achievement of "Complete Technology and Application of High Efficiency and Eco-synergistic Disposal of Solid Waste in Cement Kiln" led by CEO Li Yeqing won the second prize of the 2016 National Science and Technology Progress Award. The overall cost of the technology is low, and the fuel substitution rate is high, also easy to popularize. It can achieve safe and harmless disposal of solid waste without secondary pollution risks and effectively alleviate the "garbage siege" problem. The technology provide new ideas for the transformation and upgrading of the industry and the contribution of ecological civilization process.

公司荣获第二届中国专利优秀奖

Huaxin won the 20th China Patent Excellence Award

12月25日，由中国国家知识产权局和世界知识产权组织（WIPO）共同主办的第二届中国专利奖颁奖大会在北京举行。我公司发明专利“一种垃圾处理系统及方法”（专利号：ZL201410561976.6）荣获第二届中国专利优秀奖。

On December 25, the 20th China Patent Awards Conference, co-sponsored by the State Intellectual Property Office of China and the World Intellectual Property Organization (WIPO), was held in Beijing. Huaxin has won the 20th China Patent Excellence Award for its invention patent "A Waste Treatment System and Method" (Patent No. ZL201410561976.6).

公司广泛应用这项发明专利技术，创立了中国垃圾预处理环保领域多个第一。这项发明技术的成功应用使“高能耗、高排放、高投入”的水泥工业，真正转变成绿色产业，为水泥这种传统原材料产业向环保功能产业转型升级提供了方向、途径和技术支撑，为推进我国水泥窑协同处置废弃物技术装备和污染防治技术进步，促进水泥工业的绿色-循环-低碳发展，提供了很好的示范引领。

The company extensively applies the patented technology of this invention and was the first experimenter in the field of waste pretreatment and environmental protection in China. Successful application of this invention technology has transformed the cement industry from "high energy consumption, high emission and high investment" to a "green" industry. It has guided the direction, path and technical support for the transformation and upgrading of cement industry from a traditional raw material industry to the environmental protection function industry. It has also promoted the technical progress of waste disposal and pollution prevention in cement kilns in China, and promoted the cement industry to be green, Cycle-low-carbon development provides a good demonstration guide.

住建部督导组到长山口项目现场督导垃圾分类终端处置工作

Supervisory Team of Ministry of Housing and Construction went to Changshankou Project site to supervise waste classification terminal disposal work

4月14日，住建部督导组在湖北省住建厅及武汉市城管委相关领导的陪同下，到华新长山口生活垃圾生态处理项目现场，督导调研武汉市垃圾分类后的终端处置工作。

On April 14, the supervisory team of the Ministry of Housing and Construction, accompanied by the relevant leaders of the Housing and Construction Department of Hubei Province and the Wuhan Urban Management Committee, went to the site of the Changshankou Municipal Solid Waste Eco-treatment Project in Huaxin to supervise and investigate the terminal disposal of Wuhan municipal solid waste after classification.

督导组与现场技术人员交流，详细了解了长山口项目臭气、污水处理的相关技术方案。督导组认为华新环保技术属于国内领先水平，也是目前能够有效处置城市生活垃圾最彻底的技术方案之一，表示华新通过水泥窑来协同处置武汉市湿垃圾技术上是完全可行的，希望华新加快长山口项目建设，早日投产，为武汉市湿垃圾“减量化、资源化、无害化”处置做出有效示范，为“每天不一样”的武汉做出贡献。

Members of the supervisory team communicated with technicians on site, and had a detailed understanding of the relevant technical schemes of odor and sewage treatment in Changshankou project. The supervisory group believed that Huaxin's environmental protection technology was the leading level in China and one of the most thorough technical schemes that could effectively dispose of municipal solid waste at present. It was fully feasible for Huaxin to coprocess Wuhan's wet waste through cement kilns. It was hoped that Huaxin would speed up the construction of Changshankou project and put into operation as soon as possible, so as to "reduce, recycle and dispose Wuhan's wet waste harmless" and make an effective demonstration of disposal and contribute to Wuhan "different every day".

全国政协人口资源环境委员会副主任杨松赴公司调研环保业务

Yang Song, Deputy Director of the Population, Resources and Environment Committee of the CPPCC National Committee, went to the company to investigate environmental protection business

4月18日，全国政协人口资源环境委员会副主任杨松一行到公司调研环保业务，对华新水泥窑协同处置市政垃圾、市政污泥技术表示肯定。公司党委书记、总裁李叶青，执委、副总裁、华新环境公司总经理杨宏兵等陪同。

On April 18, Yang Songyi, deputy director of the Population, Resources and Environment Committee of the CPPCC National Committee, went to the company to investigate the environmental protection business, and affirmed the technology of Huaxin cement kiln's collaborative disposal of municipal garbage and municipal sludge. Li Yeqing, (CEO and President of the Party Committee of the company), and Yang Hongbing, (executive committee, vice president and general manager of Huaxin Environment Company), were accompanied.



在华新龙王嘴污泥处置工厂，杨松听取了相关情况汇报。与其他不同种类的市政污泥处理技术相比，该工厂在污泥处理技术上有着无害化、减量化的优势。该技术的创新是污泥深度脱水与水泥窑焚烧技术结合，在处理过程中不会产生包括气体在内的任何有害物质及遗留任何残渣，无二次污染，所产生的污泥饼全部运往华新旗下水泥窑入窑焚烧，实现“吃干榨净”。杨松对此高度评价，认为华新不断发展环保技术，并把成果运用到实际中来，不断改进各类废弃物的处置工艺，使处置工作更加合理、高效。

In Huaxin Longwangzui sewage Sludge Disposal Plant, Yang Song listened to relevant reports. Compared with other municipal sludge treatment technologies, this plant has the advantages of harmlessness and reduction in sludge treatment technology. The innovation of this technology is the combination of deep dewatering of sludge and incineration technology of cement kiln. No harmful substances including gas and any residue are produced in the process of treatment, and no secondary pollution occurs. All the sludge cakes produced are transported to cement kiln under Huaxin banner for incineration, so as to realize "eating, drying and pressing". Yang Song highly praised this, believing that Huaxin has been developing environmental protection technology and applying the results to practice, constantly improving the disposal process of various kinds of waste, so as to make the disposal work more reasonable and efficient.

华新长山口工厂是目前在建的世界上规模最大的生活垃圾预处理工厂。在现场，杨松询问了长山口工厂的建设情况和工程进度。当得知建成投产后能为武汉及周边地区循环经济、节能减排、环保事业等方面作出重大贡献时，他表示，希望加快长山口工厂建设进度，力争早日投产，持久助力地方经济可持续发展。

Huaxin Changshankou Plant is currently the largest domestic waste pretreatment plant in the world. On the spot, Yang Song inquired about the construction and progress of Changshankou factory. When he learned that the completion of production can make a significant contribution to the circular economy, energy saving and emission reduction, environmental protection in Wuhan and its surrounding areas, he expressed the hope that the construction progress of Changshankou factory would be accelerated, and the early commissioning would be strived to sustain the sustainable development of local economy.

在整个调研过程中，杨松仔细询问华新环保技术的有关问题，详细了解了华新处置生活垃圾、长江漂浮物和市政污泥的有关情况，认真听取了企业在发展中遇见的各类问题提出的诉求，他对华新的快速发展给予高度评价，希望华新继续大力发展环保产业，为全国生态文明建设和促进地方经济发展做出更大贡献。

During the whole investigation process, Yang Song carefully inquired about Huaxin's environmental protection technology, detailed information about Huaxin's disposal of domestic garbage, Yangtze River floats and municipal sludge, listened carefully to the demands of various problems encountered by enterprises in their development, and highly praised the rapid development of Huaxin. He hoped that Huaxin would continue to vigorously develop the environmental protection industry for the national livelihood. The construction of ecological civilization and the promotion of local economic development have made greater contributions.

中央党校调研组赴南漳环保工厂调研

Investigation Group of Central Party School to Nanzhang Environmental Protection Factory



5月15日，中央党校调研组赴南漳环保工厂调研生活垃圾处置工作，对华新水泥窑协同处置技术给予充分肯定。

On May 15, the research team of the Central Party School went to Nanzhang Environmental Protection Plant to investigate the disposal of domestic waste, and fully affirmed the cooperative disposal technology of Huaxin cement kiln.

在襄阳市常务副市长王忠运、市政府秘书长尚显强等陪同下，调研组一行听取了华新水泥窑协同处置生活垃圾技术及环保业务的发展情况，实地参观了南漳生活垃圾生态预处理工厂中控室，详细了解了项目建设、垃圾预处理成本、处理方式、环境保护等情况。该工厂生活垃圾从接收到处置，全程均处于密封和负压环境中，经过多重工艺，最终实现无害化处置，为襄阳市的可持续发展做出了贡献。

Accompanied by Wang Zhongyun, Executive Vice Mayor of Xiangyang City, and Shang Xianqiang, Secretary-General of the Municipal Government, the research team listened to the development of Huaxin Cement Kiln's cooperative disposal technology and environmental protection business, visited the central control room of Nanzhang Municipal Solid Waste Ecological Pretreatment Plant on the spot, and got a detailed understanding of the project construction, waste pretreatment cost, disposal methods and environmental protection. From receiving to disposing, the garbage in this factory is in a sealed and negative pressure environment. Through multiple processes, the harmless disposal of garbage is finally realized, which contributes to the sustainable development of Xiangyang City.

调研组表示，华新水泥窑协同处置技术为垃圾处置开辟了新路径，在促进生态文明建设方面大有可为，希望华新把企业发展与环境保护更紧密地结合起来，研发更先进的环保技术，不断促进当地两型社会建设。

According to the research group, Huaxin Cement Kiln Co-disposal Technology has opened up a new way for waste disposal and has great potential in promoting the construction of ecological civilization. It is hoped that Huaxin will combine enterprise development with environmental protection more closely, develop more advanced environmental protection technology and continuously promote the construction of local Two-oriented society.

华新环境(十堰)再生资源利用有限公司牵手当地政府开展危废处置合作

Huaxin Environment (Shiyan) Renewable Resources Utilization Co., Ltd. Hands in Hand with Local Government to Develop Cooperation on Disposal of Dangerous Wastes

7月24日，华新环境十堰公司与十堰市郧阳区政府签订合作协议，双方将在一般工业废弃物和危险废弃物处置和回收利用等方面开展合作，这是公司加强鄂西环保产业布局，拓展危废处置业务的重要举措。公司副总裁杨宏兵、郧阳区副区长肖安长代表双方签订了合作协议。

On July 24, Huaxin Environmental Shiyan Company signed a cooperation agreement with the Yunyang District Government of Shiyan City. The two sides will cooperate in the disposal and recycling of general industrial wastes and hazardous wastes. This is an important measure for the company to strengthen the layout of environmental protection industry in Western Hubei and expand the business of hazardous wastes disposal. Yang Hongbing, Vice President of the company, and Xiao Anchang, Vice President of Yunyang District signed a cooperation agreement on behalf of both sides.

根据合作协议，华新环境十堰公司将在郧阳区打造首个集城市生活垃圾、市政污泥、一般工业废弃物和危险废弃物处置的多平台环保项目，每年将无害化、资源化处置7000吨危险废弃物，彻底解决困扰地方政府多年的危险废弃物处置难题。

According to the cooperation agreement, Huaxin Environmental Shiyan Company will build the first multi-platform environmental protection project in Yunyang District, which will collect municipal solid waste, municipal sludge, general industrial waste and hazardous waste disposal. It will dispose 7,000 tons of hazardous waste harmlessly and resourcefully every year, and thoroughly solve the problem of hazardous waste disposal that has plagued local governments for many years.

肖安长副区长表示，该项目对郧阳区生态文明建设有着重要意义，郧阳区委区政府对该项目高度重视，将在土地出让、税收减免与奖励、场平费用分担等实际问题为企业发展创造有利条件，全力做好服务，为项目建设与平稳运营保驾护航。杨宏兵副总裁对郧阳区委区政府对该项目的支持表示感谢。他表示，华新将全力以赴把项目做好做优，实现固体废弃物和危险废弃物等无害化、减量化、资源化处置，为当地经济社会的可持续发展做出新的贡献。

Xiao An, deputy director of the district, said that the project was of great significance to the construction of ecological civilization in Yunyang District. The government of Yunyang District attached great importance to the project. It would create favorable conditions for the development of enterprises on practical issues such as land transfer, tax relief and incentives, and fair cost sharing. It would do its best to provide good services and escort for the construction and smooth operation of the project. Vice President Yang Hongbing thanked the Yunyang District Government for its support for the project. He said that Huaxin will spare no effort to do a good job in the project, achieve harmless, reduced and resource-based disposal of solid waste and hazardous waste, and make new contributions to the sustainable development of local economy and society.

环境公司与武汉光谷生物城签署危废处置战略协议

Environmental Corporation and Guanggu Biological City of Wuhan Signed Strategic Agreement on the Disposal of Dangerous Wastes



12月19日，华新环境公司与武汉国家生物产业基地在武汉举行合作签约仪式。根据协议，双方将从战略层面联手打造“绿色环保生物产业园区”。

On December 19, Huaxin Environmental Corporation and Wuhan National Biological Industry Base held a cooperative signing ceremony in Wuhan. According to the agreement, the mutuals will work together from a strategic level to create a "green environmental protection bio-industrial park".

经过十年建设发展,光谷生物城目前已聚集生物企业2000多家,已基本形成大健康产业生态圈。但与此同时,小微企业众多,部分企业存在环保意识不强、环保能力薄弱的问题,对生物城的环境造成隐患。为确保园区内所有小微企业能够合法合规且安全的处置危险废物,光谷生物城经过详实的市场调查,最终确定与华新环境进行合作,启动小微企业危险废弃物一体化处置项目。

After ten years of construction and development, Guanggu Biological City has gathered more than 2000 biological enterprises, and has basically formed a large healthy industrial ecosphere. But at the same time, there are many small and micro enterprises, some of which have the problems of weak environmental awareness and weak environmental protection ability, which cause hidden dangers to the environment of bio-city. In order to ensure that all small and micro enterprises in the park can dispose of hazardous wastes legally and safely, Guanggu Biological City, after detailed market research, has finally decided to cooperate with Huaxin Environment and initiated the project of integrated disposal of hazardous wastes in small and micro enterprises.

在签约仪式上,华新环境公司总经理王加军表示,华新将严格遵守国家环保相关政策法规,依托华新水泥窑协同处置的国家先进废物处置平台,针对生物城企业产废的实际情况,探索适合生物城实际的全新的企业园区危废整体服务的运营模式,按照高标准规划、高效率执行,将光谷生物城打造成具有国家示范性作用的生物产业园。华新环境将在相关主管单位的支持帮助下,与园区产废企业一起努力、不断完善服务,优化整体规划、夯实过程管理,全力为园区企业提供合法合规、优质高效的服务,为“中国光谷”国家示范生物产业园的建设发展贡献一份力量。

At the signing ceremony, Wang Jiajun, general manager of Huaxin Environmental Corporation, said that Huaxin would strictly abide by the relevant national environmental protection policies and regulations, rely on the advanced national waste disposal platform of Huaxin Cement Kiln Cooperative Disposal, in view of the actual situation of wastes produced by enterprises in Biological City, explore a new operation mode of the whole service of hazardous wastes in the enterprise park, which is suitable for the actual situation of Biological City, and plan according to high standards and high standards. Efficiency implementation will turn Guanggu Biological City into a national demonstration bio-industrial park. With the support of relevant competent units, Huaxin Environment will work with the waste enterprises in the park to continuously improve their services, optimize overall planning, consolidate process management, and make every effort to provide legitimate, compliant, high-quality and efficient services to the enterprises in the park, so as to contribute to the construction and development of "China Optical Valley" National Demonstration Bio-Industrial Park.

华新环境公司商务发展、物流公司负责人,武汉东湖高新区环保局、光谷生物城、武汉生物技术研究院、生物城及园区企业代表等相关负责人等参加了签约仪式。

The person in charge of the business development and logistics company of Huaxin Environment Company, the Environmental Protection Bureau of Wuhan Donghu High-tech Zone, Guanggu Biological City, Wuhan Biotechnology Research Institute, representatives of enterprises of the Biological City and the park participated in the signing ceremony.

05

安全履责

Social responsibilities performance in safety

安全是公司发展的基石，我们持续推进安全培训，强化安全管控，不断提高员工的安全意识，形成良好的安全习惯，确保公司整体安全管理水平有效提升。

Safety is the cornerstone of the company's development. We continue to promote safety training, strengthen safety management and control, constantly improve staff's safety awareness, form good safety habits, and ensure that the overall safety management level of the company is effectively improved.

安全培训

Safety training

安全领导力培训

leadership of Safety training



公司首席安全官赵崇光进行“我辅导”项目培训
Zhao Chongguang, Chief Safety Officer of the Company, conducted "I Coach" Project Training

公司组织实施了安全领导力“我辅导”(I Coach)培训项目，为总部职能部门、各事业部管理人员共165人次提供了现场培训，有效提升了各级管理人员的安全领导力。

The company has organized and implemented the safety leadership "I Coach" training project, which provided on-site training for 165 managers of headquarters functional departments and departments, and effectively improved the safety leadership of managers at all levels.

健康与安全现场主题专家TtT培训

Health and safety field subject expert TtT training

公司组织实施了健康与安全现场主题专家TtT培训项目，涵盖HSMS健康安全管理体系、能量隔离II、吊装安全、移动设备&道路运输II、应急管理5个主题项目；全年为9个事业部共开展29场次TtT现场培训，为所有现场安全经理及相关管理人员共1045人次开展了安全培训，全面提升了公司安全人员的专业素质和管理能力。

The company organized the implementation of the scene of the health and safety subject matter experts TtT training project, covering HSMS health and safety management system, energy isolation II, hoisting security, mobile equipment & road transport II, emergency management, and other 5 theme projects; in the whole year, a total of 29 TtT on-site trainings were carried out for 9 BU, and safety trainings were carried out for 1045 person of all on-site safety managers and relevant management, which comprehensively improved the professional quality and management ability of safety personnel of the company.



环保事业部/工厂现场TtT培训
Environmental protection BU/Plant on-site TtT training

工程项目管理培训 Engineering project management training

为强化项目施工现场安全管理，公司为各事业部项目经理及项目安全管理人员38人举办专题项目安全管理研讨班，使学员进一步掌握项目安全管理体系及现场安全管理方法，为改善项目现场安全管理奠定基础。

In order to strengthen the project construction site safety management, the company held special project safety management seminar for 38 project managers and project safety management of each BU, so that the trainees could further master the project safety management system and sited safety management method, and laid a foundation for improving the project site safety management.



公司总裁李叶青作项目研讨培训班开班讲话
Speech on the opening of the project seminar and training course by Li Yeqing, president of the company

安全部长能力提升培训 Minister of security capacity enhancement training

公司组织实施安全部长能力提升项目共三期管理培训班，为各事业部/工厂60多名安全部长、经理提供了现场培训和为期三个月的“一对一”辅导，为公司安全可持续发展进程提供了强有力的人才支撑。

The company organized and implemented three management training courses for the capacity improvement project of safety minister, which provided on-site training and three-month "one-to-one" coaching for more than 60 safety ministers and managers in each BU, providing strong talent support for the company's safety and sustainable development process.



公司首席安全官赵崇光作安全部长培训班开班讲话
Zhao Chongguang, chief safety officer of the company, made a speech at the opening of the safety minister training class

其他人员能力提升培训 Other personnel ability enhancement training

公司分批次组织各事业部安全总监、部分工厂执总及安全部长等约70人至3M上海研发中心、霍尼韦尔亚太区研发中心学习与交流，实地培训与体验安全产品的防护功能，进一步提升各级管理人员的安全能力。

In batches, the company organized about 70 employees, including safety directors of each BU, chief executives of some plants and safety ministers, to study and communicate with 3M Shanghai research and development center and Honeywell Asia Pacific research and development center, trained and experienced the protection function of safety products on the spot, and further improved the safety ability of managers at all levels.



参观代表亲身体验霍尼韦尔高空坠落测试塔
Visitors can experience the Honeywell falling tower in person

全面推行实施iSave 十条黄金/白银规定 Fully implemented the I Save 10 gold / silver regulation

"iSave" 十条黄金规定

规定1：个人防护用品 必须正确佩戴好适宜的防护用品才能进入生产区域	规定6：高处作业 必须采取有效坠落保护措施才能进行车顶作业
规定2：风险评估 必须进行风险评估后才能进行作业	规定7：能量隔离 必须实施能量隔离后才能进行作业
规定3：工作许可 必须在高风险作业前办理工作许可	规定8：有限空间 必须先通风、再检测、后进入有限空间作业
规定4：移动设备 必须获得授权后才能驾驶移动设备	规定9：热作业 必须严格按照预热器清堵规程进行作业
规定5：物流运输 必须养成良好的道路运输驾驶习惯	规定10：皮带机 必须严格遵守皮带机安全十条规定

华新水泥 HUAXIN CEMENT

"iSave" 十条黄金规定宣传海报
"iSave" 10 golden rules propaganda poster

"iSave" 十条白银规定

规定1：物流车辆 必须获得入厂安全培训、告知，并严格遵守	规定6：限制区域 必须对限制区域进行有效隔离和警示
规定2：卸料安全 必须缓慢举升货箱，防止车辆重心过度偏移	规定7：合同方安全 必须对入场合同方进行安全培训并监督其作业
规定3：吊装安全 必须经过培训和授权后才能进行吊装作业	规定8：有害物质 必须了解、评估有害物质风险并检查防护设施
规定4：用电安全 必须持证并获得授权后才能从事电气作业	规定9：医疗应急响应 必须熟悉医疗应急响应流程，掌握心肺复苏技能
规定5：边坡和浮石 必须定期检查、清理边坡和浮石	规定10：职业健康 必须参加职业健康检查并主动报告健康异常状况

华新水泥 HUAXIN CEMENT

"iSave" 十条白银规定宣传海报
"iSave" 10 silver regulations propaganda poster

2018年以来，公司全面推行“iSave”十条黄金规定的实施，各单位广大员工积极参与，全面掀起学习、践行、应用十条黄金规定的热潮，为提升公司安全业绩起到了良好的促进作用。

Since 2018, the company has carried out the implementation of the 10 golden rules of "iSave" in an all-round way, with the active participation of employees of all units, setting off an upsurge of learning, practicing and applying the ten golden rules in an all-round way, which has played a good role in promoting the safety performance of the company.

大力开展一级安全生产标准化创建工作

Vigorously carried out the establishment of standardization of safety production at the first level

2018年，公司大力开展一级安全生产标准化创建工作，推进各单位持续强化安全责任的落实，通过全员参与，建立健全安全管理体系，全面管控安全生产工作，实现了安全管理系统化、岗位操作规范化、设备设施本质化、作业环境定置化，提高了公司本质安全管理水平，有效降低了事故的发生，最终实现企业安全达标。截止年底，公司已有18家工厂顺利通过了国家一级安全生产标准化现场评审。

In 2018, the company vigorously carried out the first-level standardization of production safety, promoted the implementation of the continuous strengthening of safety responsibilities of various units, established and improved the safety management system through the participation of all staff, and comprehensively controlled the work of production safety, realized the systematization of safety management, standardization of post operation, the essentialization of equipment and facilities, and the fixing of working environment, and improved the intrinsic safety management water of the company. Ping, effectively reduce the occurrence of accidents, and ultimately achieve enterprise safety standards. By the end of the year, 18 plants of the company had successfully passed the on-site evaluation of national level safety production standardization.

下图为一级安标创建成果展示

The following picture shows the results of the establishment of the first-level security standards.



整洁亮丽的工厂厂区
A tidy, shiny plant



蓝天白云下的预热器
Preheater under blue sky and white clouds



规范整洁的人车分离系统
Standard and clean separation system



电气室定置化管理
Electrical room localization management

安全审计

Safety audit

2018年，公司组织完成25家工厂的集团安全审计，并在各事业部选定6家已审计的工厂开展了“回头看”工作，确保审计整改措施得到有效的落实。开展了针对小型工厂的“世界级”安全体系的建立和评审，并创建了4家混凝土样板工厂和3家环保样板工厂，同时对样板工厂进行了“世界级”安全审计，系统性的改善了安全管理工作。

In 2018, the company organized and completed the group safety audit of 25 plants, and carried out "looking back" work in 6 audited plants selected by each BU to ensure the effective implementation of audit rectification measures. The establishment and review of "world-class" safety system for small plants were carried out, and 4 concrete model plants and 3 environmental model plants were established. Meanwhile, "world-class" safety audit was carried out for the model plants, which systematically improved safety management.

职业健康与工业卫生工作

Occupational health and industrial hygiene work

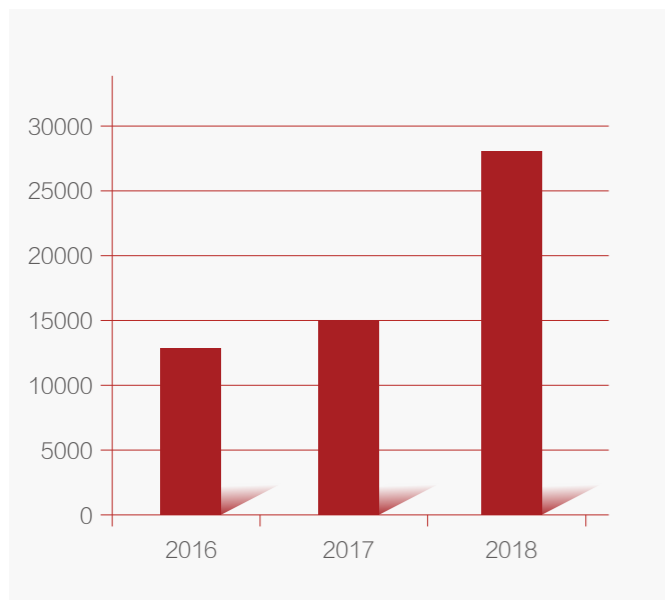
2018年，公司逐步建立和完善职业健康管理体系标准，从集团层面发布了两个与职业健康管理相关，四个与工业卫生相关的管理文件，一个医疗应急管理文件，为各分子公司职业健康和工业卫生管理工作提供了统一的依据和标准，同时积极为员工提供健康安全的工作环境。

In 2018, the company gradually established and improved the occupational health management system standards, from the group level, it issued two management documents related to occupational health management, four management documents related to industrial health and one medical emergency management document, which provided a unified basis and standard for the occupational health and industrial health management of various molecular companies, and actively provide employees with a healthy and safe working environment.

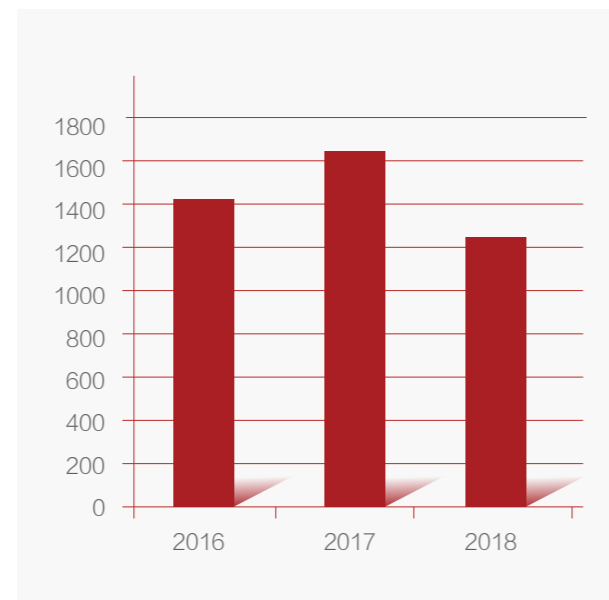
业绩指标

Performance Indicators

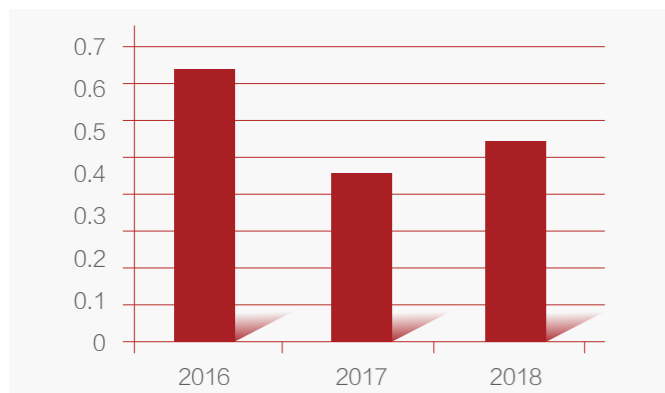
安全生产投入情况 (万元)
Safety investment (10 thousand RMB)



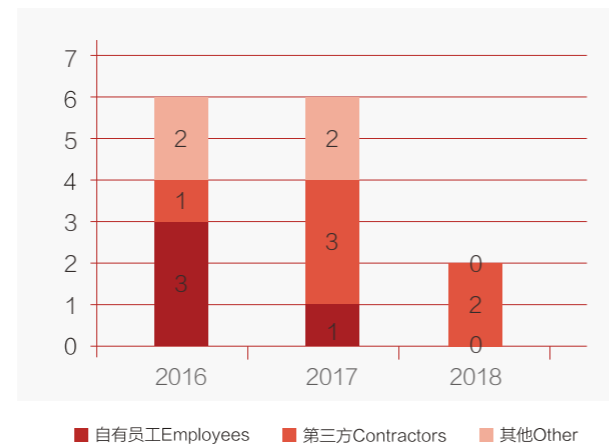
劳保用品投入情况 (万元)
PPE investment (10 thousand RMB)



百万工时损失事故率
Accident rate per million work hours



工亡事故数据 (人)
Fatalities (person)



实例

Case Studies

公司启动“2018年健康安全月”活动
The company launched its "health and safety month 2018" campaign



2018年5月，公司“2018年健康安全月”活动启动大会在华新学院举行，公司副总裁刘凤山、首席安全官赵崇光，总部及分子公司员工等参加，黄石市安监局副局长鲁明舫等应邀参会。2018年公司健康安全月活动主题是“生命至上，安全第一，每天从我做起”，设置了“优秀组织奖”和“我的关键经验教训”竞赛优胜奖，对活动中涌现的先进单位和个人进行表彰奖励，并通过公司内网、微信平台、华新报及安全培训等各种手段对活动中好的经验、做法及良好的实践进行大力宣传和推广，提高员工安全意识和自我防护能力，促进公司安全管理水平再上新台阶。

In May 2018, the launch meeting of the company's "2018 health and safety month" activity was held in Hua Xin University. The company's vice President Fengshan Liu, chief safety officer Chongguang Zhao, employees from the headquarters and affiliated companies attended the meeting. In 2018 the company health and safety month activity theme is "life first, safety first, starts from me every day", set up the "excellent organization" and "my key lessons" competition first prize, the activities of the emerging advanced honor rewards to units and individuals, and through the parent company Intranet, micro letter platform, China and good experience in a variety of means such as safety training on activities, practice and good practice in the publicity and promotion, improve employee safety awareness and self-protection ability, promote the company's safety management level to a new level.

The fifth domestic and foreign cement industry safety production technology exchange meeting was held



11月27日至28日，第五届国内外水泥行业安全生产技术交流会在重庆召开。应急管理部领导及专家，华新、中建材、海螺等百余家水泥行业领导及安全管理人员，劳保用品厂商等330余人出席大会，就水泥行业安全生产的现状 & 先进经验等进行了精彩讨论和分享。其中，公司安全管理经验分享及成果引发参会嘉宾的关注和好评。

On November 27th- 28th, the 5th domestic and foreign cement industry safety production technology exchange meeting was held in Chong Qing. Leaders and experts of the

emergency management department, leaders and safety management personnel of more than one hundred cement industry such as Hua Xin, building materials of china and conch, more than 330 people including labor protection supplies manufacturers attended the conference, and had a wonderful discussion and sharing on the status quo and advanced experience of safe production in the cement industry. Among them, the company's safety management experience sharing and results triggered the attention and praise of the participants.

此次会议由中国建材检验认证集团股份有限公司、首都科技条件平台中国建材集团研发实验服务基地主办，华新承办，主题为“践行安全发展，助力和谐社会”，旨在搭建企业间沟通与交流的桥梁，帮助水泥企业及时了解掌握国家政策方向，促进水泥企业实现科学、绿色、健康、安全发展，促进我国水泥行业安全生产技术整体迈向更高水平。

The conference was sponsored by China Building Material Inspection and Certification Group Co., Ltd. and China Building Material Research and Development Laboratory Service Base of Capital Science and Technology Platform. It was sponsored by Huaxin, with the theme of "Practicing Safe Development and Promoting Harmonious Society". The purpose of the conference was to build a bridge for communication and exchange among enterprises, to help cement enterprises understand and grasp the direction of national policies in time, and to promote cement enterprises to realize science, green, healthy and safe development would promote the overall production safety technology of cement industry to a higher level.

公司党委副书记、副总裁刘凤山在致辞中表示，安全生产是企业发展的“生命线”，华新在企业转型发展的同时，始终秉承“安全第一”的核心价值观，近年来通过进一步建立健全健康与安全管理体系，推进全员参与安全改进计划，大力开展一级安全生产标准化创建等，持续提高了企业的安全管理水平。

In his speech, Liu Fengshan, deputy secretary and vice president of the Party Committee of the company, said that safety production is the "lifeline" of enterprise development. While transforming and developing the enterprise, Huaxin always upheld the core value of "safety first". In recent years, through further establishing and improving the health and safety management system, promoting the participation of security personnel in safety improvement plans, vigorously launching the first-level standardization of safety production construction, etc. has continuously improved the safety management level of enterprises.

应急管理部安全生产执法局局长马锐致辞。他表示，安全生产是企业核心竞争力，各企业要努力建立一把手亲自抓、全员参与、岗位达标的安全管理体系。他对华新近年来持续完善的健康与安全管理体系给予肯定。

Ma Rui, Director of Safety Production Law Enforcement Bureau, Emergency Management Department, delivered a speech. He said that safety in production is the core competitiveness of enterprises, enterprises should strive to establish a first-hand, full participation, post standards of safety management system. He affirmed Huaxin's continuous and perfect health and safety management system in recent years.

会议上，公司首席安全官赵崇光作《PDCA领导力》报告。他围绕“plan（计划）、do（执行）、check（检查）、act（行动）”详细讲解，并对识别和管控健康安全风险以及持续改进等进行了实例分享，获得了参会人员的高度评价。

At the meeting, Zhao Chongguang, Chief Safety Officer of the company, made a report on PDCA Leadership. He elaborated on "plan", "do", "check" and "act". He shared examples of identifying and controlling health and safety risks and continuous improvement. He was highly praised by the participants.

与会嘉宾实地参观了涪陵公司全自动水泥包装系统。该公司通过完善安全生产制度、全员参与、加大安全设施投入、强化安全培训、提升职业健康管理等通过水泥企业安全生产标准化国家一级企业评审。

The participants visited Fuling Company's fully automatic cement packaging system on the spot. Through improving the safety production system, full participation, increasing investment in safety facilities, strengthening safety training and improving occupational health management, the company passed the national first-level enterprise evaluation of safety production standardization in cement enterprises.

会议期间，来自应急管理部、重庆市委党校应急管理培训中心、与会水泥企业和劳保企业等的专家和安全管理人 员，进行了安全管理方面的经验交流及安全技术和环保技术方面的研讨。会议还对征集到的有关安全生产管理、安全生产技术、其他安全生产辅助设施和装备等方面的优秀论文获奖者进行颁奖。公司员工陆斌、姚志林、杨俊杰等获奖。

During the meeting, experts and safety managers from the Ministry of Emergency Management, the Emergency Management Training Center of the Party School of Chongqing Municipal Party Committee, the participating cement enterprises and labor insurance enterprises exchanged experiences in safety management and discussed safety technology and environmental protection technology. The conference also awarded awards for outstanding papers on safety production management, safety production technology, other safety production auxiliary facilities and equipment. Company employees Lu Bin, Yao Zhilin, Yang Junjie and others won the prize.

“一级安标”评审再传捷报 桑植、襄城、华湘环保公司达标

The "level 1 safety standard" evaluation succeeded again to Sang Zhi, Xiang Cheng and Hua Xiang environmental protection company



截至2018年10月下旬，公司安全标准化一级创建工作稳步推进，桑植、襄城、华湘环保公司先后通过中国建材检验认证集团股份有限公司组织的国家安全生产标准化一级企业评审。为了推进安全标准化创建工作，桑植、襄城、华湘环保公司按照评定标准，通过建立健全安全生产责任制，完善安全管理制度和操作规程，深入开展隐患排查，建立预防机制，规范生产行为，有力地促进和改善了企业安全生产工作，现场安全状况得到根本性的改观，安全生产规范化建设取得成效。

As of the end of October 2018, the company has made steady progress in the establishment of safety standardization level 1. Sang Zhi, Xiang Cheng and Hua Xiang environmental

protection company have passed the national safety production standardization level 1 enterprise evaluation organized by China building materials inspection and certification group co., LTD. In order to promote the establishment of safety standardization, Sangzhi, Xiangcheng and Huaxiang Environmental Protection Company, according to the evaluation criteria, has established and improved the responsibility system for safety production, perfected the safety management system and operating rules, carried out in-depth investigation of hidden dangers, established prevention mechanism, standardized production behavior, effectively promoted and improved the work of safety production in enterprises, and fundamentally improved the safety situation on site. Effectiveness has been achieved in the standardization of production safety.

06

员工发展 Staff Development

我们遵循人才成长规律，不断完善员工培训发展体系，努力提升员工薪酬标准和福利待遇，加强工会创新建设，切实服务员工群众，为助力企业发展凝心聚力。

We follow the law of talent growth, constantly improve the employee training and development system, and strive to improve employee compensation standards and welfare treatment, strengthen the innovation and construction of trade unions, and effectively serve the masses of employees, in order to facilitate the development of enterprise cohesion.

培训与发展 Training and Development

公司针对不同层级、不同类型员工开展多样化、差异化培训，持续提升了公司核心竞争力，并首次开展内部培训师认证工作，有效推动了公司学习型组织的构建。

The company carried out diversified and differentiated training for different levels and types of employees, continuously improving the company's core competitiveness, and conducted the certification of internal trainers for the first time, effectively promoting the construction of the company's learning organization.

管理培训 Management training

公司持续开展领导力发展项目，公司高管参加了LH组织的高级领导力课程，同时公司内部分别面对公司核心管理人员、具有丰富管理经验的中层管理人员和一线经理人，组织开展Mini-MBA、高级管理培训和中级管理培训3个培训项目，提升各级管理人员的领导力，实现从“自身做事”到“带队伍做事”、从“管理”到“领导”的转变，共计106名学员参加了培训。公司开展导师计划项目，李叶青总裁和公司全体高管担任“导师计划”的导师、来自总部和事业部及分子公司的20名高级管理人员作为学员参与了该项目，在导师和学员之间建立起基于信任的双向学习型关系。组织开展新员工入职/转岗培训，对总部新入职/转岗员工分批进行企业文化、管理制度、业务流程、职业健康与安全等专题培训，共计40名学员参加。持续开展在线管理课程和在线英语培训，全年总计7313人次参加了在线管理课程的培训、240人次参加了在线英语的培训。

The company continued to carry out leadership development projects. The senior executives of the company participated in the senior leadership courses organized by LH. At the same time, facing the core managers, middle managers with rich management experience and front-line managers, the company organized three training projects, Mini-MBA, senior management training and intermediate management training, to enhance the leadership of managers at all levels. A total of 106 trainees participated in the training from "doing things by themselves" to "doing things with teams" and from "management" to "leadership". The company carried out the mentor plan project. President Li Yeqing and all the senior executives of the company acted as mentors of the "mentor plan". 20 senior managers from headquarters, departments and subsidiaries participate in the project as trainees, and established a trust-based two-way learning relationship between mentors and trainees. We organized and carried out induction/transfer training for new employees, and trained them in batches on corporate culture, management system, business process, occupational health and safety. A total of 40 trainees participated. Continuous development of online management courses and online English training, a total of 7313 people participated in online management courses throughout the year, 240 people participated in online English training.

技术培训 Technical training

公司开展水泥制造课程、工艺工程师、预防性维修工程师、机械工程师、电气仪表自动化工程师、润滑工程师、质量工程师、培训师、初/中/高级机维修工、润滑工及焊工、班组长培训；开展联轴器中心线找正、生产转维修、低压变频器等多个专项培训，同时开展了维修岗位钳工、焊工、电仪工技能竞赛活动等，全年共培训4670人次、培训时间达到396天，进一步提升了广大员工的专业技术理论知识与实践操作技能水平。

The company carried out training for cement manufacturing courses, process engineers, preventive maintenance engineers, mechanical engineers, electrical instrument automation engineers, lubrication engineers, quality engineers, trainers, junior/middle/senior machine repairmen, lubricators and welders, team leaders, etc. It also carried out special training for the alignment of coupling centerline, production conversion maintenance, low-voltage frequency converter and so on. The skills competition activities of fitters, welders and electricians in maintenance posts were carried out. A total of 4670 people were trained and the training time reached 396 days, which further improved the professional and technical theoretical knowledge and practical operation skills of the employee.

营销及采购培训 Marketing and purchasing training

公司组织开展“市场部经理菁英特训营”、“营销片区总经理雏鹰培养计划”、“分销系统”推广、价格体系、价格管理系统、重点项目开发运行管理及风险控制等相关培训，全年共计开展培训40余场，超过1400人次参加了培训，进一步提升了公司营销人员的专业知识和综合素质水平。持续开展采购专业知识培训，围绕商品维度、组织维度、供应商管理、市场管理、合同管理等主题，累计开展2期培训，共计82人次参加培训。

The company organized and developed related training such as "Marketing Manager Elite Training Camp", "Marketing Area General Manager Eagle Training Plan", "Distribution System", "Promotion of Price System", "Price Management System", "Key Project Development Operation Management" and "Risk Control". Over 40 training sessions have been conducted throughout the year, and more than 1400 people have participated in the training, which further improved the professional knowledge of the company's marketing personnel knowledge and comprehensive quality level. We continued to develop procurement professional knowledge training, around the commodity dimension, organizational dimension, supplier management, market management, contract management and other topics, a total of two training sessions, a total of 82 employee participated in the training.

财务培训 Financial training

公司组织开展财务系统人员“涅槃培养计划”系列培训，根据财务人员能力评估结果，针对“财务报表阅读与分析”、“经营财务分析”、“预测和计划”、“资本支出管理”和“税收筹划”5个专业能力项开展6期相应主题的培训课程，通过现场+视频的方式，来自总部、事业部和分子公司的财务人员共计750余人次参加了培训，进一步推动了公司财务人员职能转型、促进了专业能力的提升。

The company organized and developed a series of training courses on "Nirvana Training Plan" for financial system personnel. According to the evaluation results of financial personnel's abilities, six training courses on the corresponding topics were conducted for five professional competencies: reading and analysis of financial statements, business financial analysis, prediction and planning, capital expenditure management and tax planning. The courses were based on on-site + video. Over 750 financial personnel from headquarters, business departments and subsidiaries participated in the training, which further promoted the transformation of financial staff functions and the promotion of professional competence.

内训师认证 Internal trainer certification

首次在全公司范围内组织开展技术、营销、采购和安全专业资深培训师和首席培训师的选拔和认证工作，来自总部、事业部和分子公司的224名培训师被认证为资深培训师、21名培训师被认证为首席培训师，进一步规范管理和有效激励公司内部培训师，推动公司学习型组织的构建。

Training teacher certification for the first time in the company-wide organization to carry out the technical, marketing, procurement and safety professional senior trainers and chief trainer selection and certification work, from the headquarters, BU and plant 224, certified trainer for senior trainer, was 21 trainer certification to chief trainer, further standardize the management and effective incentive internal trainer, drive the construction of a learning organization.

福利与关怀 Welfare and care

薪酬福利 Salary and welfare

为持续提升员工的敬业度，增强公司以业绩为导向的薪酬激励性，对标市场提高公司整体薪酬的外部竞争性，公司根据上年度的经营业绩，并结合员工综合评价排序情况进行年度薪酬调整，同时努力提高员工福利待遇。

In order to continuously improve employee engagement, enhance the performance-oriented salary incentive of the company, and improve the external competitiveness of the overall salary of the company in the standard market, the company adjusted the annual salary according to the business performance of the previous year and combined with the ranking of the comprehensive evaluation of employees, and at the same time made efforts to improve employee welfare treatment.

员工关怀 Employees care

为切实做好困难员工帮扶工作，公司工会以开展工会特困帮扶“1+1”活动为切入点，通过系统梳理、摸底，切实掌握公司困难员工实际情况，并根据员工困难程度，进行帮扶“1+1结对”，逐步建立可持续、实时跟踪动态化的帮扶管理机制，全年共成功结对51对，做到“一户一策”，通过有的放矢制定可行、有效的帮扶措施及开展帮扶工作，切实帮助困难员工逐步脱贫脱困。

为进一步提高员工休养工作服务水平，公司工会重新梳理编制了公司员工休养管理制度，明确了休养活动的参加对象、行程安排及休养中心管理工作流程，加快推进昆明员工休养基地项目的建设，并在7月正式投入使用，让员工切实感受到了公司的关怀和温暖。

In order to do a good job in helping the difficult employees, the company's trade union took the "1+1" activity as the breakthrough point, combs and explores systematically to grasp the actual situation of the difficult employees in the company, and carried out "1+1 pairing" according to the difficulty degree of the employees, and gradually established a sustainable, real-time and dynamic support management mechanism, which has successfully paired 51 pairs throughout the year. To "one household, one policy", through targeted formulation of feasible and effective measures to help and carry out support work, effectively help the poor employees gradually out of poverty.

In order to further improve the level of employees for services, the company union reframe compiled the company staff recreation management system, has been clear about the object and schedule of the recreation activities and recreation center management process, accelerate the Kun Ming staff recuperation base construction of the project, and formally put into use in July, let employees feel the company's care and warmth.

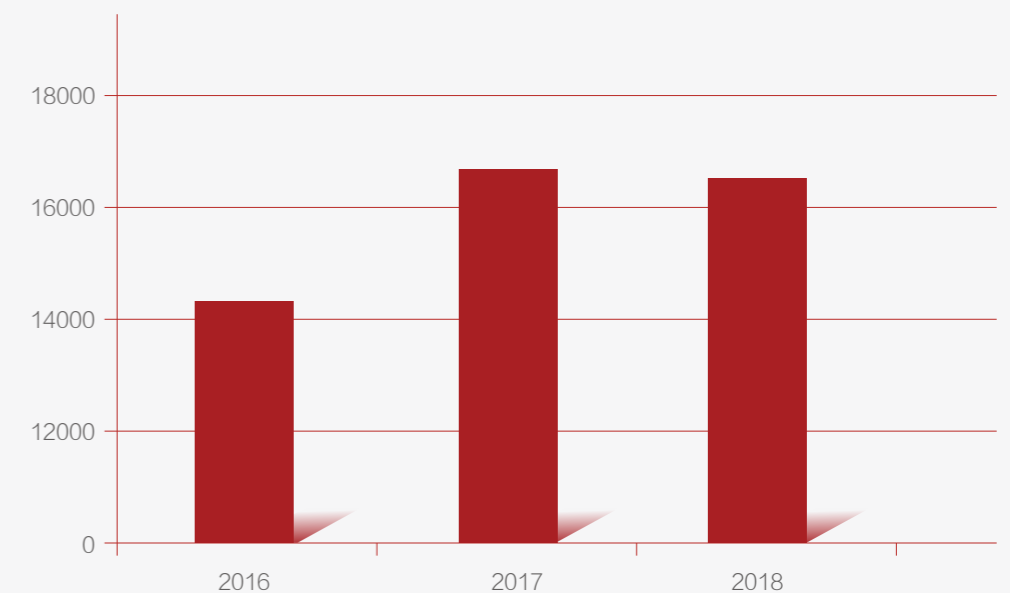
竞赛和文体活动 Competitions and recreational and sports activities

公司开展“争创十佳能手”劳动竞赛、维修岗位（钳工、焊工、电仪工）职业技能竞赛、企业文化知识竞赛等活动，进一步激发了劳动热情，提高了员工岗位素质和专业技能，同时开展员工喜闻乐见的文体活动，丰富了员工业余文化生活，进一步增强了企业凝聚力。

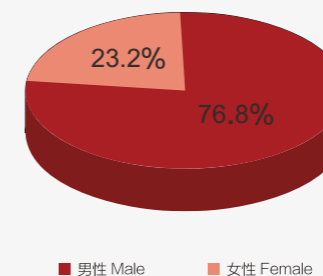
The company carried out such activities as "striving for the top 10 talents" labor competition, professional skill competition for maintenance posts (fitters, welders, electricians) and enterprise culture knowledge competition, which further stimulated labor enthusiasm, improved the quality and professional skills of employees. At the same time, it carried out cultural and sports activities which employees like to enjoy, enriching their amateur cultural life and further strengthening the cohesion of enterprises.

业绩指标 Performance Indicators

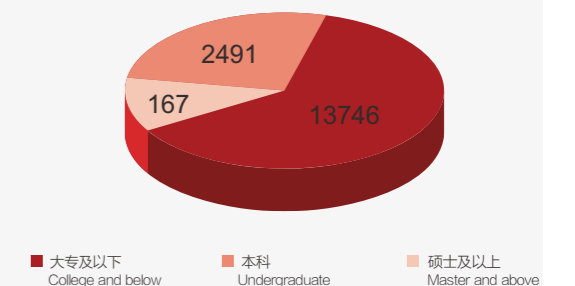
员工总人数
Total number of employees



华新员工性别比例
Gender ratio of employees



华新员工学历组成
Education background structure of Hua Xin employees



实例 Case Studies



高级管理培训（VI期）
Advanced Management
Training (VI period)



中级管理培训（VII期）
Intermediate Management
Training (Phase VII)

2018年4月领导力发展的高级管理培训和中级管理培训项目相继启动，公司领导梅向福和叶家兴分别出席了2个项目的开学典礼并致辞。11月16日，公司总裁李叶青出席高级管理培训项目的结业典礼并现场答疑。
In April 2018, senior management training and intermediate management training projects for leadership development were launched one after another. Leaders Mei Xiangfu and Ye Jiaying attended the opening ceremonies of two projects and delivered speeches. On November 16, President Li Yeqing attended the closing ceremony of the Senior Management Training Project and answered questions on the spot.



2018年公司开展导师计划项目，公司全体高管担任“导师计划”的导师，公司助理副总裁罗焘在启动会议上讲话。
In 2018, the company launched the mentor program, and all the company's executives served as the mentors of the "mentor program", assistant vice President Luo Tao spoke at the launch meeting.



市场部精英特训营
Marketing Manager
Elite Training Camp



营销总经理雏鹰培养计划
Marketing General Manager
Young Eagle Training Program

2018年，公司相继启动市场部精英特训营和营销总经理雏鹰培养计划等重点培训项目，公司领导李叶青、刘云霞和罗焘出席开学典礼并致辞。
In 2018, the company launched key training projects such as marketing manager's elite special training camp and marketing general manager's Eagle training program. Leaders Li Yeqing, Liu Yunxia and Luotao attended the opening ceremony and delivered speeches.

华新“争创十佳能手”劳动竞赛 Huaxin labor competition for "top 10 talents"



安全第一 客户至上 结果导向 诚实守信 创新发展 以人为本

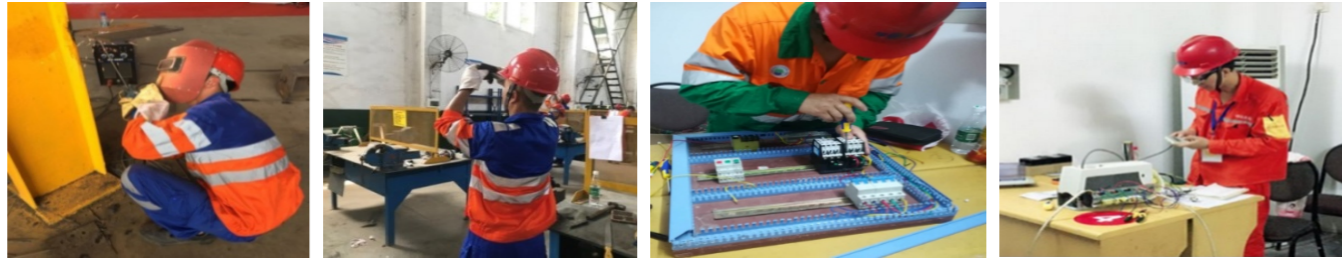


为深入贯彻公司关于持续推进争创十佳能手劳动竞赛活动的要求，进一步激发调动全体员工全力以赴创业绩的工作热情，大力营造“比、学、赶、帮、超”的浓厚氛围，公司工会持续开展以评选“十佳技术能手”、“十佳操作能手”、“十佳点子王”、“十佳销售能手”、“十佳管理能手”为主要内容的“争创十佳能手”劳动竞赛活动。共计16000余名员工参加了竞赛，共征集、分享各类“金点子”974条，实施各类技术改造、管理创新项目70余项，成效显著，为促进公司生产经营管理再创佳绩，发挥了积极作用。

In order to further implement the company's requirements for continuing to push forward the labor competition activities for the top 10 talents, further arouse the enthusiasm of all employees to devote all their efforts to entrepreneurial performance, and vigorously create a strong atmosphere of "comparison, learning, catching up, helping and exceeding", the company's trade unions continued to carry out the selection of "top 10 technologists", "top 10 operators", "top 10 ideas" and "top 10 sales" skills and Top 10 Management Skills as the main content of the "Top 10 Skills" labor competition activities. A total of more than 16,000 employees participated in the competition, collecting and sharing 974 "golden ideas" and implementing more than 70 projects of technological transformation and management innovation, which achieved remarkable results and played a positive role in promoting the company's production, operation and management to achieve better results.

公司开展2018年维修岗位职业技能竞赛活动

The company held professional skills competition for maintenance positions in 2018



维修岗位焊工、钳工、电焊工技能大赛
Maintenance post welder, fitter, electrician skill competition

为进一步聚焦重点岗位员工技能提升，动员引导广大员工立足岗位学知识、练技术、强技能，不断提升岗位技能水平和综合素质，公司工会组织开展了以“学知识、强技能、当能手”为主题的维修岗位（钳工、焊工、电焊工）职业技能竞赛活动。此次竞赛是公司维修岗位近年来第一次举办的大型专项技能竞赛，历时2个多月，竞赛分为网上学习答题、区域初赛和总部决赛三个阶段进行，共有1434名维修岗位人员参加了此次竞赛。通过此次比赛，为公司选拔了一大批有知识、有技术的一线维修岗位人才，并在公司内掀起了学技术、练技能、强本领的热潮。

To further focus on the key job employee skills upgrading, mobilization of lead all staff based on post knowledge, practice and technical skills, strong, constantly enhance the level of job skills and comprehensive quality, the company union carried out in order to "learn the knowledge, skills, when experts" as the theme of maintenance jobs (fitter, welding, all workers) vocational skills competitions. This competition is the first large-scale special skills competition held by the company for maintenance positions in recent years. It lasted for more than two months, and the competition was divided into three stages: online learning and answering questions, regional preliminary contest and headquarters final contest. A total of 1,434 maintenance personnel participated in this competition. Through this competition, a large number of knowledgeable and skilled front-line maintenance personnel have been selected for the company, and a wave of learning technology, training skills and strong skills has been set off in the company.

公司首届企业文化知识竞赛落幕 掀起全员学企业文化新高潮

The first corporate culture knowledge competition of the company ended and set off a new upsurge of corporate culture for all employees

12月21日，历经近3个月的2018年华新企业文化知识竞赛圆满落幕。在当天的决赛中，8支代表队经过激烈角逐、层层淘汰与最终对决，地维公司代表队喜获冠军。公司领导李叶青、彭清宇、王锡明、梅向福、赵崇光、罗焘、叶家兴、张林等现场观看了决赛，中国水泥协会常务副会长孔祥忠也应邀出席并与公司领导一道为获奖者颁奖。为弘扬华新百年企业文化，进一步贯彻和落实《员工手册》和《iSave十条黄金规定》，统一员工行为规范，公司工会联合公共事务、人力资源、安全、纪委等部门组织开展企业文化知识竞赛。自9月启动以来，竞赛组委会精心策划、周密部署，各单位积极响应、广泛动员，通过线上和线下的知识竞答活动，掀起了全员学习企业文化的热潮。



冠、亚军颁奖现场
Crown and Runner-up Awards Presentation Site

On December 21, the 2018 Huaxin Enterprise Culture Knowledge Competition, which lasted for nearly three months, came to a successful conclusion. In the final of the day, after fierce competition, layers of elimination and final confrontation, the team of Divi Company won the championship. The company leaders Li Yeqing, Peng Qingyu, Wang Ximing, Mei Xiangfu, Zhao Chongguang, Luotao, Ye Jiaying, Zhang Lin and so on watched the finals on the spot. Kong Xiangzhong, executive vice president of China Cement Association, was invited to attend the finals and presented awards to the winners together with the company

leaders.

In order to promote the culture of Huaxin Cement Company for 100 years, further implement and implement the Employee Manual and I Save 10 Golden Rules, unify the behavior norms of employees, the company's trade unions jointly organized the competition of enterprise culture knowledge with the departments of public affairs, human resources, safety and discipline committee. Since its launch in September, the Organizing Committee of the competition has carefully planned and carefully deployed, and various units have responded positively and mobilized extensively. Through online and offline knowledge competition and answering activities, it has set off an upsurge of the whole staff learning enterprise culture.

公司组织开展2018年度“华新杯”员工羽毛球锦标赛活动

The company organized and carried out the 2018 "Huaxin Cup" staff badminton championship



装备公司获得冠军
Equipment Company won the championship

总部获得亚军
Headquarters won the runner-up

总部获得亚军
Yunnan Business Department and Huang Shi Company won the third place

为丰富广大员工的业余文化生活，营造和谐奋进、昂扬向上的企业文化氛围，今年公司工会按照群众性活动原则，组织开展了2018年度“华新杯”员工羽毛球锦标赛活动，比赛以工厂单位进行组队，分为工厂选拔赛、区域淘汰赛、总决赛三个阶段，共有66支队伍近700余名员工参加了比赛，经过层层选拔淘汰，最终20支球队脱颖而出晋级总决赛。近年来，公司工会通过持续开展“华新杯”系列员工文体活动，进一步增进了各单位及员工间的沟通交流，营造了和谐团结的文化氛围。

To enrich the amateur cultural life, build harmonious progress, vigorous enterprise culture atmosphere, this year the company in accordance with the principle of mass activities of trade unions, organized a 2018 annual "Huaxin Cup" badminton tournament, game team in the plant, divided into three factory audition, regional knockout, the finals stage, a total of 66 teams in nearly more than 700 employees took part in the game, through layers of screening out, eventually 20 teams stand out from the advance to the finals. In recent years, the trade union of the company has continued to carry out "Huaxin Cup" series of staff recreational and sports activities to further enhance the communication between units and employees, and created a harmonious and united cultural atmosphere.

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服务社会

Serving the Society

在实现公司业绩迅速增长的同时，我们不忘回报社会，一方面为用户提供满意的产品和服务，聚焦客户需求和体验，一方面践行企业社会责任，助力社会和谐发展。

We do not forget to repay the society while realizing the rapid growth of the company's performance, we provide satisfactory products & services, and focus on customer needs & experience on the one hand, practicing corporate social responsibility, and helping the harmonious development of society on the other hand.

产品与服务

Products and Services

为用户提供满意的产品和服务

Provide users with satisfactory products and services

公司严格按照国家质量管理规程及相关法律法规的要求，建立了一整套完善的质量管理体系，包括进厂原燃材料质量的管理、生产过程质量管控、出厂产品质量控制管理、客户服务管理、化验室标准化管理等制度。严格按照质量管理体系文件的要求，从原燃材料进厂到水泥出厂，由生产基地质量部24小时对每个生产环节实施质量管控，工厂均通过了ISO9000质量体系认证和化验室认证。工厂严格执行化验室检测对比制度、确保检测数据的准确性，2018年有41家分子公司在全国水泥化学分析大对比中获奖。通过精细化质量管理，公司产品较好地满足了客户需要，所有产品均按产品质量认证要求通过国家权威机构认证，2018年本公司未发生重大质量事故。

Strictly abiding by national quality control instructions as well as relevant laws and regulations, the company has established a complete quality management system, including the management of the quality of the raw materials and fuel entering the plant, the quality control of the production process, the quality control of the manufactured products, the customer service management, and the standardized management of the laboratory. Strictly in accordance with the requirements of the quality management system documents, from the raw materials entering the factory to the cement out of the plant, quality control department of the plant implemented quality control for each production link in 24 hours. All the plants have achieved the ISO9000 quality system certification and laboratory certification. The plants strictly implemented the laboratory inspection and comparison system to ensure the accuracy of the test data. In 2018, there were 41 plants rewarded in the national cement chemical analysis. Through refined quality management, the company's products met the needs of customers well. All products are certified by the national authority according to the requirements of product quality certification. No major quality accidents occurred in 2018.

公司制订了一系列质量管理考核制度，对工厂质量KPI进行严密管控。包括质量管理规程实施细则、原材料管理规定、市场产品抽检管理制度、助磨剂应用质量管理规程、质量事故管理制度等。

The company has formulated a series of quality management assessment system, which tightly controlled the quality KPI of the plant. Including the implementation rules of quality management regulations, raw material management regulations, market product sampling management system, grinding aids application quality management regulations, quality accident management system, etc.

公司建立了专业的信息化管理系统服务于质量管理，将互联网+技术较好地应用到了水泥生产的全过程质量管理，生产及质量人员可以迅速而准确地获取质量信息，精准实施质量控制管理。公司还推广使用PGNNA在线分析仪等高新技术用于生产质量控制，利于提高产品稳定性。为满足部分客户的需要，近几年专门针对装修用途开发了精品家装水泥“华新师傅”，投放市场后

获得客户普遍好评。

The company set up a professional information management system to serve quality management; "Internet plus" technology were applied to the quality management of the whole process of cement production. Production and quality personnel could obtain quality information quickly and accurately, and implement quality control management precisely. The company also promoted PGNNA online analyzer and other high-tech for production quality control, which was conducive to improving product stability. In order to meet the needs of some customers, especially for decoration purposes, we have developed high-quality household decoration cement "Huaxin Master", which has been widely praised by customers.

公司产品被广泛应用于多个国家重点工程，2018年中标赤壁长江大桥、功东高速公路、宜昭高速、巴塘（拉哇）水电站、苏哇龙水电站、个元高速、华丽高速、巴塘电站等20多个大型重点工程项目。

Our products were widely used in many national key projects. In 2018, we won the bid for Chibi Yangtze River Bridge, Gongshan-Dongchuan Expressway, Yichang-Zhaojun Expressway, Batang Hydropower Station, Suwalong Hydropower Station, Gejiu-Yuanyang Expressway, Huaping-Lijiang Expressway, Batang Hydropower Station and more than 20 large key projects.

聚焦客户需求和体验

Focus on customer needs and experiences

2018年，公司始终坚持以“聚焦客户为目标”，在客户体验上，深度优化“华新商城”，推广“分销系统”，并强化客户端功能，构建“互联网+”的营销生态圈，提升客户购买便捷性；在营销管理上，强化基础营销管理，规范营销业务运作，净化内部管理环境，提升服务水平；在差异化产品上，持续巩固武汉、重庆等精品家装市场的领先地位，推广民用结构水泥和托盘化项目，进一步提升市场竞争力。公司根据自身技术优势，拓展新材料业务，新增腻子粉、瓷砖胶、防渗宝等产品，以更加丰富的产品，满足客户需求。

In 2018, the company always adhered to the goal of "customer-centric", on the customer experience, deeply optimized the "Huaxin mall", promoted the "distribution system", and strengthened the client function, built the "Internet plus" marketing ecosystem, improved customer convenience. On marketing management, strengthened the basic marketing management, standardized the marketing operation and purified the internal management environment in marketing management. On differentiated products, continued to consolidate the leading position of high-quality household decoration market in Wuhan, Chongqing and other areas, promoted civil structural cement and palletization projects, and further enhanced market competitiveness. According to own technological advantages, the company expanded new material business and developed new products, such as skim coating, tile fixing, waterproofing and other products to meet the needs of customers with more abundant products.

扶贫及公益

Poverty alleviation and public welfare

精准扶贫

Targeted poverty alleviation

为全面贯彻落实中央关于扶贫开发的重要指示精神，履行好企业社会责任，公司成立了以李叶青总裁为组长、刘凤山副总裁为副组长的精准扶贫工作领导小组，负责精准扶贫工作总体领导和指导，按照“总部指导、事业部督导、工厂实施”的原则全面组织开展精准扶贫工作。

In order to fully implement the important directive spirit of the Central Committee on poverty alleviation, and fulfill corporate social responsibility, the Company set up a leader group on targeted poverty alleviation, headed by CEO Li Yeqing and Vice-President Liu Fengshan. The group was responsible for overall leadership and guidance of targeted poverty alleviation, and organized targeted poverty alleviation according to the principles of "guided by headquarters, supervised by BU, implemented by plant".

公司下发相关通知，在全公司内开展精准扶贫、脱贫攻坚活动，并制定了精准扶贫规划：一是按照“政府主导、社会参与、自力更生、开发扶贫”的方针，重点帮扶贫困村庄的道路硬化、危房修缮、水利设施、矿山修复帮扶贫困村基础设施建设；二是因地制宜，保障精准扶贫易地搬迁工程项目的低价水泥供应；三是结对到村到户，实施残疾人、农村孤儿和留守儿童等贫困人员的保障帮扶；四是积极参与贫困地区教育发展水平和人力资源开发帮扶；五是积极开展转移就业扶贫，在有条件的分子公司吸纳贫困帮扶对象进厂务工和职业技能培训；六是积极推进“救急难”工作，开展临时救助活动，对因病、因灾、因残等支出型特殊原因致贫的困难家庭实施临时特别救助，助其渡过难关。

The company issued relevant announcements, formulated targeted poverty alleviation planning and carried out poverty alleviation activities throughout the company. First, according to the policy of "government-led, social participation, self-reliance, development and poverty alleviation", it focused on helping poor villages with road hardening, dangerous houses repairing, water conservancy facilities, mine restoration to help poor villages with infrastructure construction; second, adaptation to local conditions, ensured the supply of low price cement for targeted poverty alleviation relocation projects; third, went into the village to help disabled, rural orphans, left-behind children and other poor people; fourth, actively participated in the development of education and human resources development in poor areas; fifth, actively helped them to find jobs in the plant and get vocational skills training. Sixthly, actively promoted "emergency help", and carried out temporary help activities, provided temporary special help to needy families who were poor due to special reasons such as illness, disaster and disability, to help them overcome difficulties.

2018年，公司精准扶贫活动合并投入1483.11万元，其中现金634.75万元、捐赠物资折款848.37万元，帮助建档立卡贫困人口脱贫数6356人。

In 2018, the company invested 14.8311 million yuan in targeted poverty alleviation, with a cash value of 6.3475 million yuan and a donation of 8.4837 million yuan that helped 6356 poor people out of poverty.

志愿者活动 Volunteer activity

为不断巩固和提升公司形象，实践“为所有利益相关方创造财富和价值”的企业社会责任价值观，促进企业和周边社区的友爱和进步，2018年，公司开展了“奉献、友爱、互助、进步”为主题的志愿者活动。通过广大员工自愿参与志愿者活动，促进了企业和周边社区的和谐发展，提升了企业社会形象和影响力，推动了公司的可持续发展。

In order to continuously consolidate and enhance the company's image, and practice the corporate social responsibility values of "creating wealth and value for all stakeholders", and promote the friendship and progress of enterprises and surrounding communities, in 2018, the company carried out volunteer activities of "dedication, friendship, mutual assistance and progress". Through the voluntary participation of employees in the volunteer activities, the harmonious development of the company and surrounding communities has been promoted, the corporate social image and influence have been enhanced, and the company's sustainable development has been promoted.

2018年社会公益活动捐赠情况 Donations at Social Welfare Activities in 2018

单位：万元
Unit: 10 thousand RMB

类别 type	捐款金额人民币 Cash Donation (RMB)	物资折合人民币 Goods and materials convert into cash (converted into RMB)	合计人民币 Total (RMB)
社区 Community	396.56	179.9	576.44
捐资助学 Help develop the education	35.39	32.41	67.79
扶贫帮困 Help and support the poor	82.631	61.1012	143.73
组织个人捐赠 Organize individual donations	—	—	28.59
支援灾区建设 Support the construction of disaster areas	634.75	848.36	1483.11
合计 Total		2299.66	

实例 Case Studies

41家分子公司在全国水泥化学分析大对比中获奖 41 plants won awards in national cement chemistry analysis

2018年10月，国家水泥质量监督检验中心发布了“弘朝科技杯”全国第十六次水泥化学分析大对比获奖名单，公司旗下参赛的41家分子公司斩获多项殊荣。

In October 2018, the National Cement Quality Supervision and Inspection Center released the 16th National Cement Chemical Analysis Awards List, there were 41 Huaxin plants participated and won many awards.

本次大对比是由国家水泥质量监督检测中心在全国范围内开展的水泥品质检验最高级别的比赛，代表着水泥行业最高检验技术标准。公司各单位高度重视，收到样品后召开研讨会，严格按照规定时间节点组织相关人员精心试验，并及时反馈试验结果。经过前期的数据填报和分析对比，公司旗下参赛的41家分子公司脱颖而出，分析数据均在允许误差范围内。其中，襄阳、恩施、丽江、西藏、郧县公司荣获“全优奖”；秭归、信阳、黄石、渠县、随州、东骏、武穴、道县、恩平、阳新、涪陵、襄城、景洪、地维、房县、郴州、冷水江、长阳、红河、东川、水城、参天、日喀则公司荣获“优良奖”；盐井、剑川、赤壁、顶效、宜昌、昭通、桑植、富民、麻城、万源、云龙、鹤峰、临沧公司荣获“全合格奖”。

This nationwide competition was the highest level of cement quality inspection conducted by the National Cement Quality Supervision and Inspection Center, representing the highest inspection technical standards in the cement industry. All the plants paid high attention to this competition after receiving the samples. The plants organized the relevant personnel to carefully test according to the specified time, and fed back the test results in time. After the preliminary data filing and analysis comparison, 41 plants won rewards and the analysis data were within the allowable error range. Xiangyang, Enshi, Lijiang, Tibet, and Yunxian plants won the "Excellent Award"; Zigui, Xinyang, Huangshi, Quxian, Suizhou, Dongjun, Wuxue, Daoxian, Enping, Yangxin, Fuling, Xiangcheng, Jing Hong, Diwei, Fangxian, Chenzhou, Lengshuijiang, Changyang, Honghe, Dongchuan, Shuicheng, Cantian and Shigatse plants won the "Good Awards"; Yanjing, Jianchuan, Chibi, Dingxiao, Yichang, Zhaotong, Sangzhi, Fumin, Macheng, Wanyuan, Yunlong, Hefeng and Lincang won the "Qualified Award".

李叶青等人大代表走访阳新县贫困村助力精准扶贫

Li Yeqing and other NPC deputies visited poverty villages in Yangxin County to help targeted poverty alleviation



根据省人大常委会“聚力脱贫攻坚、人大代表在行动”现场推进会会议精神和市、县人大有关要求，结合全年“代表行动”的整体部署，11月1日上午，公司总裁李叶青作为湖北省人大代表，与阳新县长明进华等省、县、镇人大代表一行前往阳新县韦源口镇鲤鱼海村，开展精准扶贫走访慰问活动。

On the morning of November 1st, according to the spirit of the Provincial People's Congress Standing Committee's "Concentrate on poverty alleviation, NPC deputies took action "meeting and the relevant requirements of the municipal and county people's congresses, combined with the overall deployment of the "representative actions", as the representative of Hubei Provincial

People's Congress, CEO Li Yeqing and other people went to the village of Liyuhai to carry out targeted poverty alleviation consolation activities.

鲤鱼海村部分村民家里经济条件较差，阳新公司积极履行社会责任，2017年7月与困难家庭结成帮扶对子，助力贫困村民脱贫摘帽。李叶青一行走访了阳新公司定点结对帮扶的5户贫困家庭，了解这些家庭的基本情况，询问他们的身体状况和致贫原因，查看帮扶手册、相关扶贫佐证材料及走访记录等，宣讲扶贫政策，并送去慰问金，鼓励他们坚定脱贫致富的决心。五户帮扶对象反馈了各自的帮扶受助情况，感谢人大代表们对贫困群众的关心，感谢阳新公司自建厂以来对周边贫困村民的帮扶和救助，村民生活条件得到了较大改善。

Some villagers in Liyuhai Village had poor economic conditions, Yangxin plant actively fulfilled its social responsibilities. In July 2017, plant and the poor families formed a pair to help the poor villagers get rid of poverty. Li Yeqing visited five poor families who were assisted by Yangxin plant. He understood the basic situation of these families, asked about their physical condition and causes of poverty, checked relevant poverty alleviation materials and visit records, and publicized the poverty alleviation policy, also sent a condolence payment to encourage them to be determined to get rid of poverty. These five families thanked the deputies and Yangxin plant for helping them since the establishment of the plant; their living conditions have been greatly improved.

李叶青表示，将充分发挥好人大代表作用，扎实开展精准扶贫工作，助力贫困家庭早日脱贫。他希望贫困村民与周边工矿企业建立紧密合作关系，实现互赢互利；与政府、企业加强沟通交流，及时了解帮扶扶贫政策，不断拓宽脱贫致富的渠道，早日实现脱贫梦。

Li Yeqing said that he would give full play to the role of the NPC deputy, solidly carry out targeted poverty alleviation, and help poor families get rid of poverty as soon as possible. He hoped that the poor villagers could establish close cooperative relations with the surrounding enterprises to achieve mutual benefit; poor villagers should strengthen communication with the government and enterprises, timely understand the policy of poverty alleviation policy, continuously expand the channels for getting rid of poverty, and realize the dream of being rich as soon as possible.

迪庆公司开展2018年精准扶贫技能培训

Diqing plant carried out 2018 targeted poverty alleviation skills training

为进一步助力推动上江乡脱贫攻坚工作，实现香格里拉市委市政府提出的“百企帮百村，政企联动，打赢脱贫攻坚战”的号召，迪庆公司联合迪庆州总工会，香格里拉市劳动和社会保障局、上江乡人民政府，结合迪庆公司行业特征和自身优势，助力上江乡人民政府免费开展职业技能培训——电工焊工职业技能培训。

In order to further promote the work of poverty alleviation in Shangjiang village, and realized the call "100 Enterprises to Help 100 Villages, Winning the Poverty Campaign by Government-Enterprise together", which proposed by Shangri-La Government. Diqing plant, Diqing Federation of Trade Unions, Shangri-La City Labor, The Social Security Bureau and the Shangjiang Government, combining with Diqing plant's industry characteristics and its own advantages, helping Shangjiang government to carry out vocational skill training for free -electrician and welder vocational skills training.

6月26日，由迪庆州总工会，香格里拉市劳动和社会保障局和上江乡人民政府和迪庆公司联合举办的“精准扶贫工业技能培训开班仪式”在迪庆公司2楼会议室举行。出席开班仪式的领导有迪庆公司总经理尹维胜、香格里拉市上江乡人民政府乡长杨成义、迪庆州总工会、香格里拉市劳动和社会保障局相关领导。

On June 26th, the Diqing Federation of Trade Unions, the Shangri-La City Labor and Social Security Bureau, Shangjiang Government and Diqing plant jointly held the "Targeted Poverty Alleviation Industrial Skills Training Opening Ceremony" in Diqing plant. Leaders attending the opening ceremony included Yin Weisheng, general manager of Diqing plant, Yang Chengyi, head of the Shangjiang Government, and other relevant leaders of the Shangri-La City Labor and Social Security Bureau.

迪庆公司副总经理李永杰主持开班仪式并致欢迎词，香格里拉市上江乡人民政府乡长杨成义做动员讲话，乡长杨成义畅谈了百企帮白村、拓宽贫困户与失业农民就业增收渠道的重要深远意义，同时，他对此此次培训的电焊工完全可以预期的美好职业前景进行了深入的描绘与展



望，他鼓励所有参培人员，要在充分认识各级政府和迪庆公司良苦用心的基础上，用心学、认真学，学深、学透、学精，学以致用，争取用自己学到的这一技之长，改变自己和家庭的生活现状与面貌。

Li Yongjie, deputy general manager of Diqing plant, presided over the opening ceremony and delivered a welcoming speech. Yang Chengyi, the head of the Shangjiang made a mobilization speech. He said that broaden the income-increasing channels of poor and unemployed farmers had important and far-reaching significance. At the same time, He encouraged all participants to fully understand the government and Diqing plant's good intentions, study hard and apply what you have learned, and strive to use the skills you have learned to change the present situation of yourself and your family.

上江乡主管劳动和就业的康副乡长发表热情洋溢的讲话，引导所有参加培训的学员要从“要我脱贫”转变为“我要脱贫”，并鼓励他们一定要转变观念、树立信心，珍惜迪庆公司在百忙之中给大家提供的这个机会和搭建的平台，在学有所成后，争取用自己勤劳的双手，改变暂时困难的命运，让明天的生活更加美好！

Deputy head of Shangjiang government, who is in charge of labor and employment in Shangjiang Township, delivered a warm speech, guiding all participants in the training to change from “make me out of poverty” to “I want to get rid of poverty” and encourage them to change their concepts and build confidence, cherish the opportunity and platform provide by Diqing plant, and strive to use hard-working hands to change the temporary difficulties and make tomorrow's life even better!

在开班仪式现场，迪庆公司给参加培训的所有人员发放劳动防护用品和培训教材共计40余套，此次培训共有43人报名，迪庆公司抽调4名专业工程师对培训学员进行指导和组织教学。培训完成后由迪庆州总工会、香格里拉市劳动和社会保障局组织了职业鉴定考试，成绩合格者取得了相关从业资格证书，同时，迪庆公司还向每位学员赠送了一套电焊工具，工作细致入微。

At the opening ceremony, Diqing plant provided more than 40 sets of PPE and training materials to all the people involved in the training. A total of 43 people signed up for the training, Diqing plant transferred 4 professional engineers to guide and teach. After the completion of the training, Diqing Federation of Trade Unions and the Shangri-La Labor and Social Security Bureau organized the professional certification test. Those who passed the test obtained the relevant qualification certificates. At the same time, Diqing plant also gave a set of welding tools to each student.

近年来，迪庆公司始终以社会责任为基石，全力投入和助力地方政府的脱贫攻坚战，从技能培训、产业扶贫、就业扶贫等方面入手，为当地村民实现再就业、创业提供服务平台，取得了当地政府和社会的一致认可。

In recent years, Diqing plant has always relied on social responsibility as the cornerstone, fully committed to helping the local government to fight poverty, and started from the aspects of skills training, industrial poverty alleviation, employment poverty alleviation, etc., and provided a service platform for local villagers to achieve re-employment and start a business. Diqing plant achieved unanimous recognition from the local government and society.

2吨大白菜背后的感人故事——秭归公司又一扶贫举措为村民送实在

Touching story behind 2 tons of Chinese cabbage - Another poverty alleviation initiative of Zigui Company



“有清炒大白菜、水煮大白菜、白菜汤等传统菜式，也有白菜烙土豆饼、白菜土豆芝麻煎饼、白菜沙拉、白菜三明治等小吃。每天做出的白菜都能卖完，辣的清淡的，口味挺全，员工都爱吃。”

"There are fried cabbage, boiled cabbage, cabbage soup and other traditional dishes, but also cabbage branded potato cakes, cabbage potato sesame pancakes, cabbage salad, cabbage sandwiches and other snacks. Every day, the cabbage can be sold out and the employees like it".

12月9日至14日短短6天内，秭归公司的员工足足吃掉了约2吨大白菜。白菜清甜可口，而背后的感人故事更打动人心。

In just six days from December 9th to 14th, employees of Zigui plant ate about 2 tons of Chinese cabbage. Chinese cabbage was sweet and delicious, and the story behind it was more touching.

原来，这些白菜系秭归公司行管部通过“以购代捐”方式，从该公司对口扶贫单位文家岩村购得。文家岩村位于湖北省宜昌市秭归县郭家坝镇大山深处，属于极度贫困村。受地理环境影响，村民们只能靠种些土豆、大白菜、萝卜、核桃、花椒等维持生计，没有其他收入。由于交通不便，农产品运出成本高，在市场上完全没有竞争力。为了帮助贫困户销售滞销的农产品，12月8日，秭归公司行管部前往文家岩村贫困户家里实地考察，以高于市场价的价格从贫困户手中购买了大白菜、土豆、萝卜等共计约3吨农产品，直接给他们带来了一笔实实在在的收入。

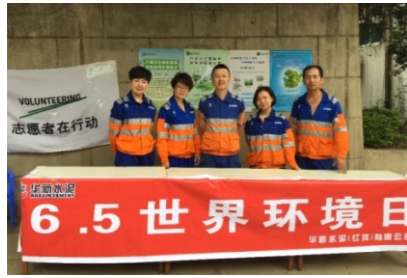
It turned out that these white cabbages were purchased by the plant through the "purchase"(donation) method from the plant's counterpart poverty alleviation unit Wenjiayan Village. Wenjiayan Village is located in the deep mountainous area of Guojiaba Town, Zigui County, and is an extremely poor village. Affected by the geographical environment, the villagers can only rely on planting potatoes, Chinese cabbage, radishes, walnuts, peppers and other livelihoods, no other income. Due to the inconvenient transportation, the cost of exporting agricultural products is high and there is no competition at all in the market. In order to help them to sell unsalable agricultural products, on December 8th, the plant went to the poor households in Wenjiayan Village to conduct on-the-spot investigations and purchased about 3 tons cabbage, potatoes and radishes from poor households at a price higher than the market price.

近年来，秭归公司在秭归县“百企帮百村”精准扶贫行动中花了不少心思，此前已推出爱心收购活动帮助文家岩村贫困户解决玉米、辣椒滞销等问题。除了通过“以购代捐”，秭归公司还不定期给当地贫困种植户进行电商销售知识培训，帮助他们逐步找到销售渠道，提高积极性，从而最终实现脱贫脱困。

In recent years, Zigui plant has spent a lot of time in targeted poverty alleviation, and has launched charity buying activity to help local poor households solve the problem of corn and pepper unsalable. In addition to the "purchase"(donation)", Zigui plant also trained local poor growers about electricity business knowledge, helping them find sales channels and improve their enthusiasm, so as to finally get rid of poverty.

红河公司志愿者到社区开展环保宣传活动

Volunteers from Honghe plant carried out environmental protection propaganda activities in the community



2018年6月5日是第47个世界环境日，今年世界环境日的主题是：“美丽中国，我是行动者”，旨在推动全社会积极参与生态文明建设，携手行动，共建天蓝地绿水清的美丽中国。当天上午，红河公司志愿者来到星光社区集中开展环保宣传活动。

June 5th, 2018 was the 47th World Environment Day. The theme of this year's World Environment Day was "Beautiful China, I am an actor". It aimed to promote the active participation of the whole society in the construction of ecological civilization and work together to build a beautiful China with blue sky, green land and clear water. In the morning, volunteers from Honghe plant came to Xingguang Community to concentrate

on environmental protection publicity activities.

在活动现场，志愿者们向过往社区居民讲解了相关环保政策和环保小知识，同时还向大家介绍了红河公司近年来在环保方面所做的大量工作，特别是开展“美丽工厂”建设活动以来工厂所发生的翻天覆地的变化。通过志愿者们耐心的讲解，让居民们及时了解工厂积极实施环保行动的态度和所取得的成效。活动过程中，志愿者们还向社区居民发放了环保宣传单、宣传册、环保袋等共计1500余份。

At the events, the volunteers explained the relevant environmental policies and knowledge to the community residents, and also introduced the great work done by Honghe plant in environmental protection in recent years, especially the changes in the plant since the "beautiful factory" construction activities were carried out. Through the patient explanation of volunteers, residents could timely understand the plant's attitude to actively implementing environmental protection actions and the results achieved. During the activities, volunteers also handed out more than 1500 environmental protection leaflets, brochures and bags to community residents.

多年来，红河公司始终坚持每年到社区开展环保宣传活动，得到了附近社区居民的欢迎和认可。在环保改善方面，红河公司近年来投入了大量人力物力，先后完成了各原辅料堆场密封、收尘器改造、厂区道路修复和植树绿化等多个项目，使工厂环境面貌发生了巨大改变。红河公司以及每一名员工将会继续保持一名环保行动者的姿态，加快实施各项环保改善措施，积极投身环保治理工作，为把工厂建设成为绿色、低碳、可持续发展的花园式工厂而不懈努力。

Over the years, Honghe plant has always insisted on carrying out environmental protection publicity activities every year in the community, which has been welcomed and recognized by residents in the nearby communities. In terms of environmental protection improvement, Honghe plant has invested a lot of manpower and material resources in recent years, and has completed various projects such as sealing of raw materials and storage yards, renovation of dust collectors, road repairing and tree planting in the plant area, which has greatly changed the environment of the plant. Honghe plant and each employee will continue to maintain the attitude of an environmental actor, accelerate the implementation of various environmental improvement measures, and actively participate in environmental protection, making unremitting efforts to build the plant into a green, low-carbon, sustainable garden plant.

黄石分公司团委志愿者向小学生宣贯交通安全知识

Volunteers from the Youth League Committee of Huangshi Branch publicize traffic safety knowledge to pupils

11月23日，华新水泥黄石分公司团委志愿者带着统一制作的《小学生交通安全手册》来到龚家巷小学门口，义务当起了交通安全宣传员。在现场，志愿者们为学生们发放《小学生交通安全手册》，宣传手册配有顺口溜、交通安全儿歌和漫画，这些元素混合在一起更容易理解和熟记；内容方面包括了上学放学路上、过马路时和乘车时需要注意的事项，还有常见的交通标志。On November 23rd, volunteers from the Youth League Committee of Huaxin Cement Huangshi Branch came to the entrance of Gongjiaxiang Primary School with the "Primary School Traffic Safety Handbook" and volunteered to be a traffic safety promoter. At the scene, volunteers distributed the "Primary School Traffic Safety Handbook" for students. The brochures were equipped with jingles, traffic safety songs and comics, these elements were easy to understand and memorize. The content included the matters needing attention on the way to school, after school, when crossing the street and when riding a car, as well as common traffic signs.

碰到一些低年级的学生，对手册上的字有些不认识，志愿者会逐条讲解，教他们认识到交通安全的重要性：让他们懂得步行时要靠右；过马路时要走人行横道；“红灯停绿灯行”；没有红绿灯的情况下要“一看二慢三通过”。除此之外志愿者们还希望小朋友们也当起小宣传员，提醒身边的同学和家人遵守交通规则，提高交通安全意识。同学们也纷纷表示以后一定会安全出行，遵守交通规则，努力做好小小宣传员，让更多的人文明出行，安全出行。

When met some junior students, they didn't know the words on the handbook. Volunteers explained the importance of traffic safety one by one, and taught them the importance of traffic safety, such as walking on the right side, crossing the street on the sidewalk, following the instructions of traffic lights, be careful without the traffic lights. In addition, the volunteers also hoped that the children could act as little propagandists to remind their classmates and family members to abide by traffic rules and raise awareness of traffic safety. Students have also expressed that they would abide by traffic rules, and strive to do a good job as a small propagandist, so that more people could travel safely.



渠县公司志愿者帮助周边农民灌溉农田

Volunteers of Quxian plant help surrounding farmers irrigated their farmland



4月19日，渠县公司质量控制部组织志愿者帮助周边农民灌溉农田，为秧苗播插打下基础。

On April 19th, quality control department of Quxian plant organized volunteers to help surrounding farmers irrigate their farmland and lay a foundation for planting seedlings.

卷硐乡属于山区，缺乏水资源，春耕生产全靠天的眼色。马上就到了秧苗播插的季节，但住在卷硐乡逢春村四社的王明树老人却焦头烂额，因为他家的农田没有做好下雨蓄水的准备，所以田里仍然干涸着，无法顺利播种

稻谷。王明树大爷的儿女都外出务工去了，灌溉农田就成了最大的难题。渠县公司质量控制部部长陈兵知道此事后，当天上午9时，组织志愿者带上消防带和防水服等必要的工具，来到王明树大爷家里，准备帮助他完成农田灌溉。短暂地与王明树大爷交流了一下志愿者们的来意，同时也了解了王大爷目前遇到的问题，接着陈兵部长就把志愿者分成三组：

第一组负责水源点，确保有足够的水量被抽到农田里；第二组负责消防水带连接和维护；第三组负责农田蓄水。

Juantong town belonged to the mountainous area and lack of water resources, spring cultivation depends entirely on the weather. Soon it would be the season of planting, but Wang Mingshu, who lived in the Fourth Community of Fengchun Village, Juantong Town, was in a terrible state of anxiety. Because his farmland was not ready for rain and water storage, the field was still dry and unable to plant rice. Uncle Wang's sons and daughters went out to work. Irrigation of farmland became the biggest problem. Volunteers of Quxian plant were organized to bring fire hose and waterproof clothes and other necessary tools to Uncle Wang's home at 9 a.m. to help him complete farmland irrigation. After a brief exchange with Uncle Wang, then Chen Bin, head of quality control department divided the volunteers into three groups: the first group was responsible for water sources to ensure that enough water was pumped into the farmland; the second group was responsible for connection and maintenance of fire hose; and the third group was responsible for farmland water storage.

由于卷硐乡每到秧苗播种时都会缺水，乡政府在一个叫“冷水河”的小河沟将山沟的水截住，并安装了水泵，专门用于农田灌溉。但由于长时间没有使用，小河沟中水藻较多，泥土沉积，影响水泵工作。于是第一组志愿者穿上防水服，下到泵体位置，将水藻扯掉，然后用锄头在泵体吸水管下钩出一个大坑，使大量水集中在泵体下面，确保了抽水顺利，水量充足。第二组将带来的消防水带连接在抽水管道上，一直连到王明树大爷的农田里。第三组用锄头将农田的田埂上缺损的部分用泥土填垒起来，并夯实，确保抽上来的水不被流失。通过8小时分工协作，帮助王明树大爷完成了约5亩农田的灌溉。临走时王大爷抓着志愿者们的手说：“辛苦你们了！茶水也没沾，真不好意思，有你们华新在我们身边，遇到困难也不怕了！”

Because of the lack of water, the local government intercepted the water from a river and installed pumps for irrigation. However, due to the longtime of no use, there were a lot of algae and soil deposits in the small river ditch, which affect the work of the pump. So the first group of volunteers put on waterproof clothes, and did a lot of work to ensure pumping and had sufficient water. The second group used the fire hoses connected to the pumping pipes until they reach Uncle Wang's farmland. The third group used hoes to fill up the defective part of the farmland with soil and tamp it to ensure that the pumped water could be store up. Through 8-hour of cooperation, Uncle Wang's 5 mu farmland's irrigation was completed. When the volunteers left, Uncle Wang grabbed the volunteers' hands and said, "Thank you for your hard work! Huaxin is beside us, we are not afraid of difficulties!"

襄城公司志愿者开展“村企结对”助力文明城市创建

Volunteers of Xiangcheng plant carry out "village-enterprise pairing" to help build a civilized city



12月19日，襄城公司志愿者开展“村企结对”，联合襄城区周家冲社区工作人员开展社区环境卫生清理整治工作，共建文明城市。

On December 19th, the volunteers of Xiangcheng plant carried out "village-enterprise pairing" and cooperated with the staff of Zhoujiachong Community in Xiangcheng District to carry out community environmental clean-up work and build a civilized city.

襄城区岷山路华中制药家属区是襄阳较早的小区之一，由于房龄老、位置偏，现大部分房屋空置，留下居住的多为老人，行动不便，社区环境卫生整治难、维护难。襄城公司志愿者积极响应“村企结对”志

愿服务工作，主动联系周家冲社区工作人员，开展社区环境整治工作。当日下午，该公司志愿者同周家冲社区志愿者一起，清理华中制药厂家属区内排水沟。由于排水沟长年得不到有效清理，累积的灰尘、污水、滋长的杂草沉淀成淤泥堆满水沟，一到下雨天，雨水就会漫出路面，给过往行人带来不便。沉积的淤泥也给清理工作带来困难。活动中，志愿者有的铲、有的扫、有的装车运淤泥，还有的捡拾路边的白色垃圾……寒冷的天气阻挡不了大家的劳动热情。经过近三个小时的辛苦劳动，积满淤泥的排水沟被清理干净，路边的白色垃圾也不见了踪影。醒目的工作服，也让过往居民了解了华新志愿者乐于奉献的良好品质。

Huazhong Pharmaceutical Family Area was one of the old communities in Xiangcheng. Because of its old age and location in isolated areas, most of the houses were vacant now, only elderly lived here. It was difficult to clean-up and maintain clean in the community. The volunteers of Xiangcheng plant responded positively to the volunteer work of "village-enterprise pairing" and contacted the community staff of Zhoujiachong community actively to carry out the community environmental renovation work. In the afternoon, volunteers from the plant and Zhoujiachong community cleaned up the drainage ditches. Because the drainage ditch has not been effectively cleaned up for many years, the accumulated dust, and sewage and growing weeds deposit into silt and fill the ditch. When it rains, the rainwater will overflow the way and bring inconvenience to passers-by. Sedimentary sludge also makes it difficult to clean up. In the activities, some volunteers shoveled, some swept, some loaded and transported mud, and some picked up the white garbage by the roadside... Cold weather can't stop everyone's enthusiasm for work. After nearly three hours of hard work, the drainage ditches were cleaned up and the white garbage on the roadside disappeared. The striking work clothes of Huaxin also let the residents know the good quality of Huaxin volunteers' willingness to contribute.

襄城公司此次“村企结对”志愿者活动，不仅美化了社区生活环境，为文明城市创建贡献力量，同时也向外界展示了华新志愿者良好的精神风貌。

Xiangcheng plant's "village-enterprise pairing" volunteer activity not only beautifies the community living environment, contributes to the creation of civilized cities, but also shows the good spiritual outlook of Huaxin volunteers to the outside world.

道县公司志愿者开展助农插秧活动

Volunteers of Daoxian Plant Carry out Agricultural Transplanting Activities



5月19日，华新水泥（道县）有限公司志愿者第二服务队20余人来到劳动力薄弱的寿雁镇小汪家村汪伯伯家里，帮助他老人家插秧，助力春耕生产。

On May 19th, more than 20 volunteers from the Second Service Team of Huaxin Cement (Daoxian) Co., Ltd. came to Uncle Wang's home in Xiaowangjia Village, Shouyan Town, where the labor force was weak, to help the elderly transplant seedlings and help spring farming production.

村里的汪伯伯今年已经60多岁了，带着老母亲和两个年幼的孙子生活，儿子媳妇都在外务工，家里没有劳动力，眼下大春了，无人插秧可怎么办呢？道县公司志愿者服务队队长邓志强了解到这一情况后，迅速行动，组织志愿者第二服务队人员来到汪伯伯家里，帮助他抓农时、及时插秧。

Uncle Wang was over 60 years old; he lived with his old mother and two young grandchildren. His sons and daughters-in-law went out to work. There was no labor force at home. Deng Zhiqiang, the leader of the volunteer service team of Daoxian plant, learned about this situation, he quickly took action to organize the second volunteer's service team to come to uncle Wang's home to help transplant rice seedlings in time.

第二服务队志愿者大多是80后青年，干过农活的少，但初生牛犊不怕虎，他们一来到田边，就脱掉鞋袜、卷起裤脚、挽起袖子，一组人下田扯秧、洗泥、捆秧。别看捆秧是个简单活，但要捆好却不容易。在汪伯伯的耐心指导下，志愿者们一会就学会了，把秧苗捆得结实实。另一组人将捆好的秧苗用箩筐装好运到泥田边，并用力抛洒至田间，供插秧的人使用。插秧对于志愿者们来说，也是一门新课题，他们起初插的秧多数都漂在水面，原来他们栽的秧苗根没粘住泥巴，在村干部和队长邓志强的示范下，志愿者们学会了用大拇指和食指插秧，掌握了插秧机巧。经过两个小时的劳动，一亩多的秧田便插上了绿油油的秧苗。虽然每个志愿者都是一身汗、一腿泥，但留在他们脸上最多的是灿烂的笑容和劳动后的喜悦。

Most of the volunteers of the Second Service Team are post-80s youths who have done little farm work, but Young people were fearless. As soon as they come to the fields, they took off their shoes and socks; rolled up their trousers and sleeves. A group of people went out to the fields to pull rice seedlings, wash mud and bundle rice seedlings. Bundling rice seedlings looked like a simple job, but it was not easy to bundle them properly. Guided by Uncle Wang's patience, the volunteers soon learned to tie the seedlings firmly. Another group of people packed the bundled seedlings in baskets and carried them to the edge of the mud field, and sprinkled them to the field for the trans-planters. Transplanting seedlings was also a new subject for volunteers. Most of the seedlings they planted at first floated on the water. Originally, the roots of the seedlings they planted did not stick to the mud. With the demonstration of village cadres and Deng Zhiqiang, the volunteers learned to transplant seedlings and mastered the skill of transplanting. After two hours of work, more than one mu of rice seedlings was planted with green seedlings. Although each volunteer was sweaty and muddy, the most important thing that remained on their faces was their brilliant smile and joy after work.

道县公司志愿者服务队在春耕期间深入田间地头，帮助缺老户、孤寡老人等困难群众抢栽秧苗，为他们送去帮扶“及时雨”。

The volunteer service team of Daoxian plant went deep into the field during the spring ploughing period to help the needy and the widowed elderly to plant seedlings.

鄂州包装公司与花湖开发区政府共建桥梁解决出行难题

Ezhou Packaging Plant and Huahu Development Zone Government Build Bridges to Solve Travel Difficulties together



11月23日，鄂州市鄂城区花湖开发区滨港东路上，由花湖开发区政府紧急新建的桥梁投入使用，解决了鄂州包装公司货物、人员进出难题。

On Nov. 23rd, a bridge newly built by the government of Huahu Development Zone was put into use, which solved the problem of goods and personnel entering and leaving of Ezhou Packaging plant.

为改善生态环境，自今年8月起，花湖开发区政府启动污水治理工程，开挖花湖开发区滨港路的道路，安装雨污分管网，鄂州包装公司恰好位于此路段。11月上旬，工程施工逐渐接近鄂州包装公司门前路段，该公司接到通知，附近区域一周后所有道路将切断，两个月内所有车辆将不能通行。得知此信息，该公司领导层立即启动应急预案，联络花湖开发区政府，将道路中断的严重性告知，如中断道路，将使企业原材料、成品袋等物资难以进出，企业面临停产，当下正值水泥销售旺季，不仅会损害水泥客户的利益，也使企业遭受严重的经济损失。

In order to improve the ecological environment, since August, the government of Huahu Development Zone has started the sewage treatment project, excavated the road of Huahu Development Zone Binggang Road, and installed the rain and sewage diversion pipe network. Ezhou Packaging plant was just located in this section of the road. In early November, the construction of the project gradually approached the front section of Ezhou Packing plant. The plant was informed that all roads in the nearby area would be cut off in a week and that all vehicles would not be able to pass within two months. Knowing this information, the plant's leadership immediately launched an emergency plan, contacted the Huahu Development Zone Government, and informed the severity of the road interruption. If the road interruption, it would make it difficult for enterprises to enter and exit raw materials, finished bags and other materials. Enterprises will face a shutdown. It was the peak season of cement sales; road interruption will not only damage the interests of cement customers, but also cause serious economic losses to enterprises.

经双方协商，最终由鄂州包装公司拟定应急方案，在厂区门前开辟一条通道与对面未施工的路段连接，改道通行；政府安排施工单位在该公司门前搭建一座9米宽的桥梁通向对岸，经过一周施工，鄂州包装公司门前赫然搭起一座新桥梁，不仅保证员工上下班的车辆通行，还保障了大型载重货车顺利行驶。

After discussion between two sides, Ezhou Packing plant finally worked out an emergency plan to open a channel in front of the plant area to connect with the unconstructed section of the opposite road; the government arranged the construction unit to build a 9-meter wide bridge in front of the plant to the opposite side, after a week of construction, a new bridge was built in front of the Ezhou Packing plant, which not only guaranteed the staff to work but also guaranteed the smooth running of large trucks.

华新“我爱柬埔寨”教育基金捐建的卓雷丁学校围墙开工奠基
Foundation for the construction of the school fence in Chakrey Ting,
donated by Huaxin Education Fund "I Love Cambodia"



9月27日下午，由华新“我爱柬埔寨”教育基金捐建的卓雷丁学校围墙开工奠基。公司副总裁、海外事业部总经理徐钢，柬埔寨喷哐省教育厅厅长，喷哐省德初县长，柬埔寨公司员工代表及卓雷丁学校师生共计200余人参加了开工仪式。

On the afternoon of September 27th, the construction of the fence in Chakrey Ting School, funded by the Huaxin Education Fund of "I Love Cambodia" began. Xu Gang, Vice President of the Company and General Manager of Overseas BU, Director of Cambodia's Education Department, Head of local government, Cambodia's staff representatives and teachers and students of Chakrey Ting School attended the opening ceremony.

开工仪式上，柬埔寨喷哐省教育厅厅长Tak Hab回顾了华新“我爱柬埔寨”教育基金创办以来为支持喷哐省教育事业开展的一系列帮扶活动，为喷哐省有华新这样有高度社会责任感的中资企业感到骄傲，他代表喷哐省教育厅和卓雷丁学校全体师生向徐钢副总裁和柬埔寨公司表达真诚的感谢，希望柬埔寨公司在保持良好的经营业绩同时继续关注喷哐省的教育事业，为柬埔寨下一代的茁壮成长作出更大的贡献。

At the ceremony, Tak Hab, Director of the Education Department of Kampot Province, recalled a series of support activities to support the development of

education in Kampot Province since the founding of the Huaxin "I Love Cambodia" Education Fund. He was proud of the Chinese-funded enterprises with a high sense of social responsibility like Huaxin in Kampot Province. On behalf of the Kampot Provincial Education Department and all the teachers and students of Chakrey Ting School, he expressed his sincere thanks and hoped that the Huaxin Cambodian plant will continue to pay close attention to the education in Kampot Province while maintaining good business performance and make greater contributions to the growth of the next generation in Cambodia.

徐钢副总裁向卓雷丁学校师生分享了他的童年经历，勉励各位学生抓住柬埔寨国家发展的机遇，努力学习，掌握好本领，建设家园，为柬中人民深厚友谊世代传承贡献力量。他希望同学们在学好科学文化知识的同时，以柬埔寨公司为基地，更好的了解现代工业，做一名优秀的国家发展建设者。

Vice President Xu Gang shared his childhood experience with the teachers and students of Chakrey Ting School. He encouraged the students to seize the opportunity of Cambodia's national development, and study hard, master their skills, build their homes and contribute to the inheritance of Cambodian-Chinese profound friendship from generation to generation. He hoped that while learning scientific and cultural knowledge well, students would take the Huaxin Cambodian plant as their base, better understand modern industry and become an excellent national development builder.

感动瞬间

Touching Moments

包装公司开展“绿色出行健步走”志愿者活动



参天公司志愿者重阳节前夕看望红炉镇敬老院老人



道县公司志愿者积极参加道县示范幼儿园爱心助教活动



顶效公司志愿者走进校园为学生宣讲安全用电知识



恩平公司志愿者在省道边安装荧光柱保安全



房县公司开展“关爱儿童健康，从清洁保护双手做起”健康进校园活动



荆州公司志愿者带孤寡老人户外踏春



西藏公司驻村工作队帮助江惹村困难户种植小麦



剑川公司志愿者参加无偿献血传递爱心



阳新公司志愿者重阳节前慰问福利院孤寡老人



盐井公司退伍军人义务植树献礼建军节



宜都包装公司志愿者帮助周边果农摘柑桔