



# 2015 东方雨虹 企业社会责任报告

Oriental Yuhong Corporate Social Responsibility Report 2015

为人类为社会创造持久安全的环境  
To create a sustainable and reliable living environment for human beings

北京东方雨虹防水技术股份有限公司  
BEIJING ORIENTAL YUHONG WATERPROOF TECHNOLOGY CO.,LTD.



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## A 关于本报告 ABOUT THIS REPORT

本报告是东方雨虹 2009 年建立报告发布制度以来，连续发布的第八份企业社会责任报告，是公司 2015 年度履行经济、环境、社会三大责任的真实反映。我们对相关情况做出如下说明：

A real reflection to Oriental Yuhong's actions of implementing economic, environmental, and social responsibilities in 2015, this report is the eighth corporate social responsibility report (CSR report) since Oriental Yuhong established CSR report release system in 2009. The following are explanations to the CSR report.

### 报告主体 Report Subject

以北京东方雨虹防水技术股份有限公司为主体，包含所属分子公司、事业部及生产基地等分支机构。

Take Beijing Oriental Yuhong Waterproof Technology Co., Ltd. as the subject, including its subsidiary companies and branches, business division and production bases and other branch units.

### 指代说明 Abbreviations Used

“北京东方雨虹防水技术股份有限公司”在报告中也以“东方雨虹”或“公司”表示。

The word "Oriental Yuhong" or "the company" herein refers to Beijing Oriental Yuhong Waterproof Technology Co., Ltd.

### 时间范围 Reporting Period

2015 年 1 月 1 日至 12 月 31 日。考虑到披露的延续性和可比性，部分信息内容在时间上向前或向后适当延伸。

The reporting period is from January 1 to December 31, 2015. In consideration of continuity and comparison of disclosure, a part of information is extended back or forth on the basis of time.

### 报告周期 Reporting Cycle

本报告为年度报告。

This report is published annually.

### 编写原则 Report Compilation Principles

客观、规范、诚信、透明。

Objectivity, standardization, sincerity, and transparency.

## 信息来源

### Sources of Data

相关信息和数据均来自北京东方雨虹防水技术股份有限公司及其下属的全资子公司或控股公司。

Related information and data herein are from Beijing Oriental Yuhong Waterproof Technology Co., Ltd. and its wholly-owned subsidiaries or holding companies.

## 报告改进

### Report Improvement

参照全球报告倡议组织（GRI）《可持续发展报告指南》（G4）及社会责任系列国家标准编制。

Take the "Sustainability Reporting Guidelines" (G4) of the Global Reporting Initiative (GRI) and national series standards on social responsibilities.

报告编制过程中邀请伙伴、员工、NGO 等利益相关方参与，发挥报告在利益相关方沟通、企业社会责任绩效监控中的作用。

In the process of compilation of the report, stakeholders such as partners, employees, NGOs and others were invited to participate, and roles of the reports in stakeholders' communication and the corporate social responsibility performance monitoring are brought into play.

## 编写依据

### Compilation Basis

参照全球报告倡议组织 (GRI)《可持续发展报告指南》（G4）、GB/T 36001-2015《社会责任报告编写指南》、GB/T 36000-2015《社会责任指南》、GB/T36002-2015《社会责任绩效指标分类体系》编写。

Compilation Basis: compiled with reference to the "Sustainability Reporting Guidelines" (G4), "Social Responsibility Reporting Guidelines" (GB/T 36001-2015), "Social Responsibility Guidelines" (GB/T 36000-2015), and "Social Responsibility Performance Indicator Classification System" (GB/T36002-2015) of the Global Reporting Initiative (GRI).

## 语言版本

### Language

本报告以中英文形式发布。

The report is presented in Chinese and English.

## 报告获取

### Access to the Report

本报告仅提供电子版。PDF 版请登录公司网站 <http://www.yuhong.com.cn>，或扫描右侧二维码，获取电子版。（联系电话：010-59031808 电子邮箱：sunxj@yuhong.com.cn）

The report is published only in electronic version. You can visit the Company's website <http://www.yuhong.com.cn> for an online PDF version, or scan the right side two-dimension code to obtain the electronic edition. (Contact telephone: 010-59031808, Email: sunxj@yuhong.com.cn).



## A 董事长致辞 ADDRESS FROM CHAIRMAN OF THE BOARD

# 微不足道的伟大 Great Yet Insignificant

—— 东方雨虹董事长 李卫国

—— Li Weiguo, Oriental Yuhong Chairman

东方雨虹总部位于北京的东部一隅，淹没于熙攘的社区之中，与地铁、火车的轰鸣相伴，道通路明，门迎八方友客。在这里，我们每一天都在做这件富有价值的事，所提供的每一平米的产品和服务都是高尚的。作为建筑的守护者，我们在这个渺小而卑微的行业，默默谨守并维护中国建筑防水于工业文明之中的秩序。

Headquarters of Oriental Yuhong is located in a corner of the eastern part of Beijing, submerged in the bustling community, accompanied by the roaring of subway and trains, with bright roads and smooth transport, welcoming guests from all directions. Here, we are engaging in this valuable and significant task every day, and every square meter of products and services we provide are lofty and noble. As a guardian of construction, in this trivial and humble business, we are keeping and maintaining silently the order of China building waterproofing in the industrial civilization.

不是最好的产品东方雨虹不做，也不销售，不是第一名的施工东方雨虹不提供，有瑕疵的产品就是废品，不满意的服务就等于是没有服务。这是东方雨虹的坚持与专注。我始终相信，唯有坚持才能产生价值，东方雨虹二十年来的发展也证明了这一点：合规经营、品质服务，遵循市场秩序，才能永续发展。

Oriental Yuhong manufactures and distributes nothing but the best products, provides only the first prize construction quality, for we believe that products with defects are waste products, and unsatisfactory service equals to no service. This is what Oriental Yuhong adheres to and focuses on. I always believe that only persistence can generate value, and the two decades of Oriental Yuhong's development has also proven this point: only compliance management, quality service and abidance by the market order can ensure sustainable development.

坚持的力量不容小觑。作为国内最早一批推动社会责任管理、披露社会责任的民营企业，东方雨虹从 2009 年开始发布第一本企业社会责任报告，直至今日，已是连续第八本。这期间，我们有意识地将社会责任作为企业管理的一部分，而责任，也早已内化为企业文化的一部分。我们关于责任的披露，不仅仅是主动接受社会的监督，更因为防水作为一个隐蔽工程不易理解，大众离真相很远。为此，东方雨虹投注极大的精力去做知识普及，引导行业秩序，提升行业地位，这些其实相对艰苦，也很难引起重视，但唯有主动伸手，逐步建立良好的沟通机制，方能实现良性循环。

The strength of persistence should not be underestimated. As the earliest batch of domestic private enterprises that promote social responsibility management and disclose social responsibility, since starting publishing its first corporate social responsibility report in 2009, Oriental Yuhong has continually published the eighth annual CSR report. During this period, we have consciously taken social responsibility as part of corporate management, and responsibility has already internalized as part of our corporate culture. Our disclosure about responsibility, is not just to take initiative to accept social

supervision, more importantly, waterproofing, as a hidden project, is not easy to understand, and the public is too far from the truth. For this purpose, Oriental Yuhong has injected a great deal of energy to promote and popularize the knowledge, guide industrial order, enhance industrial status. In fact, these are relatively hard, and it is also very difficult to arouse attention, only when taking the initiative to extend a hand and gradually establish a sound communication mechanism can we realize virtuous cycle.

2015 年，东方雨虹的战略开始调整。在继续深耕防水主营业务的同时，在民用建材、保温、非织造布等领域积极做大做强。这一年，我们也在加快国际化步伐，建立海外公司，力图使科技研发与国际并轨，建立拓展海外市场业务及营销渠道网络的实施平台。“企者不立；跨者不行。自见者不明；自是者不彰。自伐者无功；自矜者不长”，无论路走得有多远，我们一步一耕耘，追求可持续发展的方向不变，以责任赢取价值和尊严的方向不变。

In 2015, Oriental Yuhong started to adjust its strategy. While continuing deep improvement of its waterproofing main operations, Oriental Yuhong has actively developed itself bigger and stronger in the fields of civil building materials, heat preservation, and non-woven fabrics. This year, we are also speeding our steps of internationalization, build overseas companies, strive to integrate our science and technology research and development with the international systems, establish and expand overseas market operation and marketing channel network implementation platform. "He who stands on tip-toe, does not stand firm; He who takes the longest strides, does not walk the fastest. He who does his own looking sees little; He who defines himself is not therefore distinct. He who boasts of what he will do succeeds in nothing; He who is proud of his work, achieves nothing that endures." No matter how far we walk, we plough and weed step by step, and our direction of pursuing sustainable development won't change, and our direction of gaining values and dignity through responsibility won't change.



## C 公司概况 COMPANY OVERVIEW



1995 年进入建筑防水行业，二十余年来，东方雨虹为重大基础设施建设、工业建筑和民用、商用建筑提供着高品质、完备的防水系统解决方案。在“产业报国、服务利民”的指导思想下，公司投资还涉及非织造布、建筑节能、砂浆以及能源化工等多个领域。公司旗下品牌包括东方雨虹（工程防水业务）、雨虹（民建业务）、卧牛山（节能保温）、天鼎丰（非织造布）、风行（防水）、华砂（砂浆）、洛迪（硅藻泥）、五洲图圆（能源贸易）等。

Oriental Yuhong entered the construction and waterproofing industry in 1995. Over the past twenty years, Oriental Yuhong has been providing major infrastructure construction, industrial and civil and commercial buildings with high quality and complete waterproof system solutions. Under the guiding concept of "repaying the country through industry, benefiting the people through service", the company's investment also involves non-woven fabrics, building energy saving, mortar and energy chemical industry and other fields. Brands under the banner of the Company include: Oriental Yuhong (project waterproof operation), Yuhong (civil construction operation), Woniushan (energy-saving insulation), Tiandingfeng (non-woven fabrics), Fengxing (waterproof), Huasha (mortar), Lodi (diatom mud), and Wuzhoutuyuan (energy trade) etc.

东方雨虹控股上海东方雨虹防水技术有限责任公司、广东东方雨虹防水工程有限公司、香港东方雨虹投资有限公司、东方雨虹北美有限责任公司等 30 余家分子公司。公司在中国北京顺义、上海金山、湖南岳阳、辽宁锦州、广东惠州、江苏徐州、山东德州、云南昆明、河北唐山、陕西咸阳、安徽芜湖、四川泸州、浙江杭州建设 13 家生产研发物流基地，拥有世界领先

的多功能进口改性沥青防水卷材生产线、冷自粘沥青防水卷材生产线、高分子卷材生产线和世界先进的环保防水涂料、砂浆、保温材料、非织造布生产线。

Oriental Yuhong share holds more than 30 subsidiary companies, including Shanghai Oriental Yuhong Waterproof Technology Co., Ltd., Guangdong Oriental Yuhong Waterproof Construction Co., Ltd., Hong Kong Oriental Yuhong Investment Co., Ltd., and Oriental Yuhong (North America) Co., Ltd. etc. At the same time, the Company has set up 13 production, R&D, and logistics base in Shunyi District in Beijing, Jinshan District in Shanghai, Yueyang in Hunan, Jinzhou in Liaoning, Huizhou in Guangdong, Xuzhou in Jiangsu, Dezhou in Shandong, Kunming in Yunnan, Tangshan in Hebei, Xiangyang in Sha'anxi, Wuhu in Anhui, Luzhou in Sichuan, Hangzhou in Zhejiang, and boasts the world advanced imported multifunctional modified asphalt waterproofing Coiled Materials production line, cold adhesive bitumen waterproofing Coiled Materials, polymer Coiled Materials production line, and the world advanced environmental protection waterproof coating, mortar, insulation materials, and non-woven production lines.

东方雨虹不懈地追求可持续发展，以科技进步、产品优异、服务满意和安全环保推动规模化发展。公司获批建设特种功能防水材料国家重点实验室，拥有国家认定企业技术中心、院士专家工作站、博士后科研工作站等。研发体系日益完备，形成了产品、应用、施工装备和生产工艺四大研发中心。为使科技研发与国际并轨，公司与美国里海大学（Lehigh University）合作组建水性涂料海外研发中心（美国宾夕法尼亚州），与美国沥青科技公司（Asphalt Technology LLC），美国阿拉巴马大学（the University of Alabama）合作组建改性沥青海外研究中心（美国南卡罗来纳州）。

Oriental Yuhong pursues unrelentingly sustainable development, and promotes scaled corporate development through science and technology progress, excellent products, service satisfaction and safety environmental protection. The Company has been approved to construct special function waterproof materials national key laboratory, owns state recognized enterprise technology center, academician expert workstation, post-doctoral scientific and technological research workstation etc. Its system of research and development is becoming more and more complete, and has formed four major product, application, construction equipment, and production technology research and development centers. To integrate its science and technology research and development with the international system, the company, in collaboration with Lehigh University, set up water-based coating overseas R&D center (Pennsylvania of the United States), in collaboration with Asphalt Technology LLC and the University of Alabama of the United States, set up modified asphalt overseas research center (South Carolina of the United States).

实现世界东方雨虹的梦想，全力为构筑和谐人居贡献力量，全面践行“为人类为社会创造持久安全的环境”的企业使命，东方雨虹一直在路上。随着东方雨虹国际化战略的全面实施，公司生产的优质产品远销德国、巴西、委内瑞拉、波兰、土耳其、安哥拉、南非、印度等超过 100 个国家和地区。

To make its dream of world Oriental Yuhong come true, to make contribution with full efforts for the building of a harmonious habitat, and to put the enterprise mission of “creating a lasting and safe environment for human being and



for society” into comprehensive practice, Oriental Yuhong has always been on the way. With the full implementation of the internationalization strategy of Oriental Yuhong, high-quality products of the company have been exported to more than 100 countries and regions, including Germany, Brazil, Venezuela, Poland, Turkey, Angola, South Africa, and India etc.

人类所有的防水问题，东方雨虹都有责任去解决。作为防水系统解决方案的提供者，东方雨虹将各种专项防水系统成功应用于包括房屋建筑、高速公路、城市道桥、地铁及城市轨道交通、高速铁路、机场、水利设施等众多领域，特别是在中国人民大会堂及鸟巢、水立方等 85% 以上的 2008 年北京奥运场馆等中国标志性建筑和京沪高铁、北京地铁等国家重大基础设施建设项目中。公司与万科、保利、华润、天鸿、金地、大华、华为、金螳螂等 130 余家大型房地产商、企业集团建立长期稳定的战略合作关系。面对广大终端消费者对优质防水产品的需求，雨虹防水通过业之峰、实创、阔达、元洲、今朝、博洛尼等近 2000 家大型家装公司和建材市场的千家万店走进普通百姓家。

Oriental Yuhong is responsible to solve all waterproof problems of humans. As a waterproof system solution provider, Oriental Yuhong has successfully applied all kinds of special waterproof systems to numerous fields, including housing construction, highways, urban road and bridge, subway and urban rail, high-speed railways, airports, water conservancy facilities, and many other areas, especially China's landmark buildings, such as the Great Hall of the People, and more than 85% of the Beijing Olympic venues, such as the National Stadium (Bird's Nest), the National Aquatics Centre (the Water Cube) etc., as well as national major infrastructure construction projects, including the Beijing-Shanghai High-speed Railway, Beijing Metro etc. The Company has established long-term stable strategic cooperative relations with more than 130 large-scale real estate developers and enterprises groups, including China Vanke, China Poly Group Corporation, China Resources, Tianhong Land, Gemdale, Dahua Technology, Huawei, Gold Mantis and so on. In view of the end-consumer demand for high-quality waterproof products, Oriental Yuhong makes itself accessible to the ordinary homes through thousands of stores of nearly 2000 large-scale domestic outfit companies and building materials markets, such as Yenova Decoration, Shichuang, Kuoda, Yuanzhou, Jinzhao, Boloni etc.

2015 年，公司销售各类防水卷材超过一亿平方米，防水涂料二十余万吨，防水施工面积四千多万平方米。

In 2015, the company sold more than 100 million m<sup>2</sup> of all kinds of waterproofing materials, over 200,000 tons of waterproof coating, and over 40 million m<sup>2</sup> of waterproof construction area.

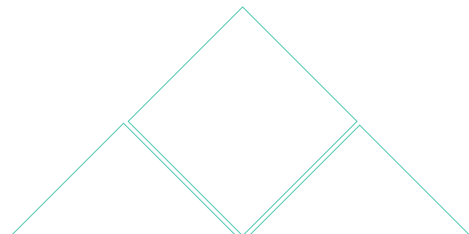
# C 公司组织架构图

## CORPORATE STRUCTURE



北京东方雨虹防水技术股份有限公司  
BEIJING ORIENTAL YUHONG WATERPROOF TECHNOLOGY CO., LTD.







# S 社会责任管理

## ocial Responsibility Management

履行社会责任是东方雨虹企业运营的内在因子。通过全系统、多维度的责任管理理念，东方雨虹从研发、生产、销售、施工等环节入手，努力以更环保、更节能、更安全、更高效的方式持续提供更好的产品和服务，将责任理念植入到日常生产运营中。

To fulfill social responsibility is the inner factor of Oriental Yuhong Corporation. Through whole system and multi-dimensional responsibility management concept, and starting from research and development, production, sales, construction and other aspects, Oriental Yuhong Corporation strives to provide much better products and services by more environmental friendly, more energy efficient, safer and more effective means, and implants the concept of responsibility into its daily production operation.

## 社会责任管理机制

### Social Responsibility Management Mechanism

履行社会责任是东方雨虹企业运营的内在因子。通过全系统、多维度的责任管理理念，东方雨虹从研发、生产、销售、施工等环节入手，努力以更环保、更节能、更安全、更高效的方式持续提供更好的产品和服务，将责任理念植入到日常生产运营中。

To fulfill social responsibility is the inner factor of Oriental Yuhong Corporation. Through whole system and multi-dimensional responsibility management concept, and starting from research and development, production, sales, construction and other aspects, Oriental Yuhong Corporation strives to provide much better products and services by more environmental friendly, more energy efficient, safer and more effective means, and implants the concept of responsibility into its daily production operation.



成立社会责任工作小组，总经理任小组组长，成员包括各分子公司、各事业部总经理，各中心总监，各工厂厂长，成员之间相互配合组织本单位的社会责任推进工作。

Oriental Yuhong established a social responsibility work team, whose chief is Oriental Yuhong General Manager and whose members are General Manager of Oriental Yuhong subsidiaries and divisions, directors of different centers and factories. Members work in concert to push forward the social responsibility fulfillment of their units.





# 利益相关方沟通参与

## Stakeholders Communication and Participation

利益相关方 Stakeholder	要求与期望 Requirements and Expectations	沟通方式 Mode of Communication	回应 Response
政府 Government	遵守法律法规 Abide by laws and regulations	政策指示发布 Policy instructions issued	严格遵守法律法规 Strictly abide by the laws and regulations
	提供就业机会 Provide employment opportunities	扩大再生产 Expand reproduction	提供充足工作岗位 Provide enough jobs
股东 Shareholders	公司治理 Corporate governance	实地考察 Field trip	稳健经营并如实汇报公司经营治理情况 Prudent management and report company operation management according to facts
	业绩持续增长 Sustained growth performance	定期发布报告 Report published on a regular basis	完善信息披露 Perfecting information disclosure
员工 Employees	薪酬福利 Compensation benefits	员工调查 Employee survey	多维度详细的调查问卷 Multidimensional detailed questionnaire
	培训成长 Apprenticeship	自媒体、雨虹学院交流 Self-media, Yuhong Institute exchange	培训需求调查及媒体沟通 Training needs survey and media communication
	职业发展 Career development	面对面沟通 Face-to-face communication	员工权益保障 Employee rights and interests safeguard
客户 Customers	优质产品和服务 Quality products and services	售后跟踪与服务 After-sales tracking and service	满意度调查 Satisfactory survey
供应商 Suppliers	公开、公平、公正采购 Open, fair and impartial procurement	供应商大会 Supplier general meeting	完善的招标管理 Complete or perfect tender management
	资质审核 Examination and verification of qualification	研讨会 Seminar	合规有序经营 Compliance and orderly management
	诚信管理 Integrity management	日常业务交流 Daily business communication	内部审计监察 Internal audit and supervision
行业 Industry	促进发展 Promote development	参编行业规范 Participate in compilation of industrial norms	引领行业正向发展 Leading industry positive development
社区与社会团体 Community and Social Organizations	参与社区发展 Participate in community development	员工志愿活动 Employee volunteer activities	贡献社会 Contribute to society
	支持公益事业 Support public welfare undertakings	公益事业 Public welfare undertakings	给予专业帮助 Give professional help
	环境保护 Environmental protection	节能减排 Energy conservation and emission reduction	严格遵守法律法规 Strictly abide by the laws and regulations



## 利益相关方沟通实例 Stakeholders Communication Examples

### 股东

#### Shareholders

2015 年东方雨虹全年发布公告 96 次，其中发布定期报告 4 次，确保投资者的及时监督和公司的透明经营。召开 3 次股东大会、13 次董事会会议、5 次监事会会议，保证公司规范运营。多次组织投资者到公司进行访问调研，向投资者介绍公司的生产经营情况和发展战略，并回答分析师关于销售模式、经营业绩、投资增速、研发能力等方面的问题。并接听投资者电话咨询近 400 次，回答网络咨询 413 次。

In 2015, Oriental Yuhong Corporation made a total of 96 public notices throughout the year, of which, 4 were made on a regular basis in order to ensure investors' timely supervision and transparent operation of the company. The Corporation held 3 shareholders general meetings, 13 meetings of the Board of Directors, 5 meetings of the Board of Supervisors to guarantee standard operation of the company. In addition, the Corporation organized investor's visit and survey to the Company for many times, introducing to them the company's production and operation conditions and development strategy, answering questions of the analysts about sales model, operating performance, investment growth, and research and development ability etc. At the same time, the Corporation also answered nearly 400 telephone calls for Internet counseling from investors, and replied 413 times of Internet counseling.

### 客户

#### Customer

2015 年 7 月 7 日下午，东方雨虹东北区域经销商、应用技术中心标准化施工团队等 100 余人，莅临东方雨虹锦州生产基地参观考察。考察过程中，陪同领导首先对东方雨虹锦州生产基地的定位、发展、布局、文化及企业概况做了简单的介绍，让考察人员在参观的同时对锦州生产基地进行全面的了解。随后陪同领导带领考察人员参观了锦州生产基地卷材车间，并对公司的规模和先进的生产设备进行了详细地讲解。最后，应用技术中心技术工程师高博洋对卷材施工工艺进行现场讲解，并通过“望、闻、问、切”等方式对卷材质量进行评定，使参会人员了解东方雨虹产品质量优良的外在表现。

In the afternoon of July 7th 2015, more than 100 people from distributors of the Northeastern Region of Oriental Yuhong, and the Standardization Construction Team of the Applied Technology Center, arrived at Jinzhou Production Base of Oriental Yuhong for a visit. In the process of visit, the leader accompanying the delegation first gave a brief introduction of the orientation, development, layout, culture and company profile of Oriental Yuhong Jinzhou Production Base, so that visitors can have a comprehensive understanding of Jinzhou Production Base in the visit. Afterwards, the accompanying leader brought the visitors to visit the Jinzhou Production Base coil workshop, and explained in detail the company's scale and advanced production base. In the end, Mr. Gao Boyang, technical engineer of the Applied Technology Center, gave a site explanation of the Coiled Materials construction technology, and conducted assessment towards the quality of the Coiled Materials by way of "look, listen, question, and feel the pulse (four ways of traditional Chinese diagnosis)", so that participants were able to understand the external manifestation of the excellent product quality of Oriental Yuhong.



## 员工

### Employee

2015年6月8日，东方雨虹北京生产基地开展第二期生产序列新员工培训。培训伊始，东方雨虹北京生产基地副厂长刘晓俊为本次培训班致辞，他对新员工加入北京生产基地表示热烈的欢迎，并对新员工的安全意识、时间管理、岗位技能提升及培训学习方面提出了明确的要求，寄予了较高的期望。

On June 8th 2015, Oriental Yuhong Beijing Production Base carried out its Phase 2 production sequence new employee training. At the beginning of the training, Liu Xiaojun, Deputy Director of Oriental Yuhong Beijing Production Base, delivered a speech for this training. In the speech, he expressed his warm welcome to the new employees who join the Beijing Production Base, and put forward clear requirements to the new employees in terms of safety consciousness, time management, post skill improvement, as well as training and learning, and placed a relatively higher expectation.

## 社会

### Society

2015年11月21日，东方雨虹开展无偿献血周活动，由北京总部发起，广东东方雨虹、上海东方雨虹、四川东方雨虹、江苏卧牛山、山东天鼎丰、东方雨虹岳阳生产基地、东方雨虹锦州生产基地等各地分支机构纷纷响应。帮助他人，挽救生命，从2010年开始，无偿献血成为东方雨虹人持续进行的年度公益行为。

On November 21th, 2015, Oriental Yuhong conducted the blood donation week activity. Beijing Oriental Yuhong initiated the action, and Guangdong Oriental Yuhong, Shanghai Oriental Yuhong, Sichuan Oriental Yuhong, Jiangsu Woniushan, Shandong Tiandingfeng, Oriental Yuhong Yueyang production base, Oriental Yuhong Jinzhou production base etc. jumped on the bandwagon. Ever since 2010, blood donation has become annual public welfare action for the staff of Oriental Yuhong.







## 供应商

### Supplier

东方雨虹举办 2015 年度供应商总结暨优秀供应商授牌大会，塞拉尼斯、巴斯夫、瓦克等 50 家供应商参会。会上，根据东方雨虹采购政策及供应商管理工作方向进行了沟通宣贯，并深刻阐述了公司的责任理念，并将继续坚持供需平等、合作共赢的合作理念。

Oriental Yuhong held its 2015 Annual Supplier Summary & Outstanding Supplier Awarding Conference, 50 suppliers, including Celanese, BASF, Wacker and so on participated in the conference. During the meeting, based on the procurement policy and working direction of supplier management of Oriental Yuhong, the company made communication, promotion and implementation, and expounded the concept of corporate responsibility in a profound manner, and at the same time continued to adhere to its concept of equality of supply and demand and win-win cooperation.

## 社区

### Community

东方雨虹一向注重与社区保持良好的沟通，连续 7 年开展“服务百姓 拒绝渗漏”公益活动，将防水科普知识带入社区，帮助居民解决渗漏难题，登门义诊，帮助改善受助人群的居住环境。

Oriental Yuhong always thinks highly of well communication with communities. It has continuously carried out public welfare activity “Serve Citizens, Fight against Leakage” for seven consecutive years. Oriental Yuhong popularized waterproof techniques to various communities, and helped citizens solve living conditions.





行业近两年，东方雨虹参与或主持了《环保型建材及装饰材料技术要求》、《单层防水卷材屋面工程技术规程》、《脂肪族聚氨酯耐候弹性涂料》、《喷涂聚脲用底涂和腻子》、《聚甲基丙烯酸甲酯（PMMA）防水涂料》、《硅烷 / 硅氧烷建筑防护剂活性成分含量及有害物质测定方法》、《防水卷材用沥青原料技术要求》、《防水卷材企业质量管理规程》、《混凝土砂浆粘结防水卷材第1部分预铺防水卷材》、《混凝土砂浆粘结防水卷材 第2部分 湿铺防水卷材》、《屋面防水卷材用机械固定件》等数十个国家标准或行业标准的修订，促进防水行业质量提升。

Industry in the last two years, Oriental Yuhong participated or presided over the revision of more than ten national or industrial standards, such as "Environmental Friendly Building Materials and Decoration Materials Technical Requirements", "Single Layer Waterproof Coiled Material Roofing Project Technical Specification", "Aliphatic Polyurethane Weather Resistance Elastic Coatings", "Priming Coat and Putty for Spray Polyurea Use", "Poly Methyl Methacrylate (PMMA) Waterproof Paint", "Silane/Siloxane Building Protective Agent Active Ingredient Content and Harmful Substances Determination Method", "Asphalt Raw Materials for Use of Waterproofing Materials Technical Requirements", "Waterproofing Coiled Materials Enterprise Quality Management Procedure", "Concrete Mortar Bonding Waterproof Coiled Materials Part I Pre-paving Waterproof Coiled Materials", "Concrete Mortar Bonding Waterproof Coiled Materials Part II Wet-paving Waterproof Coiled Materials", and "Mechanical Parts for Use of Roofing Waterproof Coiled Materials" etc. and promoted the waterproof industry quality improvement.

## 社团

### Organization

2015年12月14日，中国建筑防水协会第七次会员大会暨“全国建筑防水产品质量提升大会”在北京友谊宾馆召开，会议选举产生了中国建筑防水协会第七届领导机构成员，东方雨虹董事长李卫国全票当选理事会会长。

On December 14th 2015, the 7th Membership Meeting of China National Building Waterproof Association (CWA) & "National Building Waterproof Product Quality Improvement Conference" was held in Beijing Friendship Hotel. During the meeting, members of the 7th session leadership organization of CWA has been elected, Li Weiguo, Chairman of Oriental Yuhong, was selected President of the Council with full number of votes.

#### 以下为东方雨虹参与的部分社团组织：

The following are part of the social organizations participated in by Oriental Yuhong:

- 中国建筑防水协会 China National Building Waterproof Association
- 北京湖南企业商会 Hunan Enterprises Chamber of Commerce in Beijing
- 北京建筑防水行业诚信联盟 Beijing Building Waterproofing Industry Credit Alliance
- 上海市绿色建筑协会（GBC） Shanghai Green Building Council (GBC)
- 上海市建筑建材协会（SBMIA） Shanghai Building Materials Industry Association (SBMIA)
- 上海市化学建筑协会 Shanghai Chemical Building Material Trade Association
- 上海市化学建筑协会防水分会 Shanghai Chemical Building Material Trade Association Waterproof Branch
- 中国聚氨酯工业协会 China Polyurethane Industry Association
- 上海市企业家联合会 Shanghai Entrepreneurs Association
- 上海市总工会 Shanghai Federation of Trade Unions
- 广东省建筑防水材料协会 Guangdong Building Waterproof Association (GDWA)
- 广东省名优企业打假协会 Anti-counterfeiting Association of Guangdong Province Famous Enterprises
- 广东省湖南商会 Hunan Chamber of Commerce in Guangdong Province
- 广州市湖南宁乡商会 Hunan Ningxiang Chamber of Commerce in Guangzhou
- 天河区棠下商会 Tianhe District Tangxia Chamber of Commerce
- 深圳市防水协会 Shenzhen Waterproof Association
- 四川省江苏商会 Jiangsu Chamber of Commerce in Sichuan Province
- 四川省建筑科技协会建筑防水分会 Sichuan Provincial Building Science and Technology Association Building Waterproof Branch
- 成都市房地产开发企业协会 Chengdu Real Estate Development Enterprises Association
- 成都市建筑业协会 Construction Industry Association of Chengdu
- 成都市物业管理协会 Chengdu Property Management Association
- 四川省山东商会 Shandong Chamber of Commerce in Sichuan Province
- 四川华商会 Sichuan China Chamber of Commerce
- 四川省土木建筑学会 Sichuan Society of Architects and Civil Engineers
- 四川省勘察设计协会 Sichuan Province Exploration and Design Association
- 成都市工程建设质量协会 Chengdu Construction Quality Association
- 四川省建筑防水专委会 Sichuan Province Construction Waterproof Special Committee
- 中国产业用和纺织品行业协会副会长单位 China Nonwovens & Industrial Textiles Association
- 中国产业用纺织品行业发展指数样本企业 China's Industrial Use Textiles Industry Development Index Sample Enterprise
- 东华大学理事单位 Donghua University Council Members
- 中国纺织联合会理事单位 China Textile Federation Council Unit
- 山东湖南商会副会长单位 Shandong Hunan Chamber of Commerce Vice President Unit



# 实质性议题识别

## Substantive Issue Identification

东方雨虹通过与利益相关方的长效沟通,参照《可持续发展报告指南》(G4)相关要求,识别来自众多利益相关方的议题,从而确认东方雨虹 2015 年企业社会责任报告的社会责任实质性议题。

Through long-term effective communication with stakeholders, with reference to the relevant requirements of the "Sustainable Development Report Guide" (G4), Oriental Yuhong identifies the topics for discussion from numerous stakeholders, thereby confirming the substantive issues of the social responsibility of the 2015 Corporate Social Responsibility Report of Oriental Yuhong.

识别 (识别来自众多利益相关方的议题) Identify (identify issues from numerous stakeholders)	议题 Issues (Topics for Discussion)
东方雨虹自媒体平台互动 Self-media platform interaction of Oriental Yuhong	公司治理 Corporate governance
客户的反馈 Customer feedback	气体排放 Exhaust emission
社交媒体渠道 Social media channels	公益 Public benefits
投资者的质询与沟通 Investor's inquiry and communication	社区发展 Community development
社区参与 Community participation	员工关系 / 人才培养 Employee relations/personnel training
政府相关部门的督导 Relevant government department supervision	公平合理的薪酬体系 Fair and reasonable compensation system
行业协会的工作会议 Industry association working conference	能源消耗 Energy consumption
行业发展趋势的调研 Research of industrial developmental trend	股东收益 Shareholder's dividend
员工合理化建议 Staff rationalization proposal	劳动保护 Labor protection
股东考察与线上沟通 Shareholders inspection and online communication	供应链管理 Supply chain management
	劳工人权 Labor human rights
	合法纳税 Legal tax
	售后跟踪与服务 After-sales tracking and services
	供应商政策支持 Supplier's policy support
	促进行业发展 Promote industry development





# Q 品质经营

uality Management



# 公司治理

## Corporate Governance

### (一) 管理机制

#### (I) Management Mechanism

东方雨虹在严格遵守原有制度法规基础上,进一步完善企业法人治理结构,遵守社会公德、商业道德,不断健全董事会、监事会制度,提高公司科学治理水平。

On the basis of strict compliance with the original system regulations, Oriental Yuhong further improves its corporate governance structure, complies with the social ethics, business ethics, constantly perfects the system of board of directors and board of supervisors, and improves the company's scientific management level.

东方雨虹建立职权明确、协调运转、有效制衡的股东大会、董事会、监事会,独立董事、董事会秘书等制度,并在董事会下设战略委员会、审计委员会、薪酬考核委员会、提名委员会等四个专门委员会。公司股东按照公司章程和《股东大会议事规则》,根据《公司法》、《证券法》等法律法规的要求行使权力。

Oriental Yuhong establishes general shareholders meeting, board of directors, board of supervisors, independent directors, and secretary of the board of directors system, with clear functions and powers, operation in coordination for effective checks and balances, and the board of directors consists of four special committees, namely, strategy committee, audit committee, compensation and evaluation committee, and nomination committee. Shareholders of the company exercise their powers in accordance with the company's articles of association, "Rules of Procedure of the General Shareholders' Meeting" based on the "Company Law", "Security Law" and other laws and regulations.

#### 完善制度体系

《中华人民共和国公司法》《中华人民共和国合同法》  
《中华人民共和国会计法》《中华人民共和国行政许可法》  
《中华人民共和国商标法》《建筑业企业资质管理规定》

#### Improve institutional systems

"Company Law of the People's Republic of China"  
"Contract Law of the People's Republic of China"  
"Accounting Law of the People's Republic of China"  
"Administrative License Law of the People's Republic of China"  
"Trademark Law of the People's Republic of China"  
"Construction Enterprise Qualification Management Regulations"

### 实例 1 Example 1:

2015 年公司董事会审议通过了“成立杭州东方雨虹建筑材料有限公司”、“成立虹之网信息科技有限公司”等议案，借此充分发挥公司的产能布局和销售渠道资源优势，从而实现业务的快速发展。

During the 2015 meeting of the Board of Directors, the Company deliberated and adopted a number of proposals, including "establishment of Hangzhou Oriental Yuhong Building Materials Co., Ltd." and "establishment of Yuhong Network Information Technology Co., Ltd", so as to give full play to the productivity layout and sales channel resources advantage of the company, thereby realizing rapid business development of the company.

### 实例 2 Example 2:

公司设立审计监察部，通过审查和评价公司有关财务信息的真实性和完整性、经营活动的效率和效果、管理人员履职情况及内部控制的适当性、合规性和有效性来促进公司目标的实现，以合理的成本达成有效的控制，从而改善经营管理，规避或降低经营风险，促进公司价值实现增长。

The company has set up an Audit and Supervision Division to promote realization of objectives of the company through review and evaluation of the authenticity and integrity of financial information, efficiency and effect of business activities, performance of duties of management personnel and the appropriateness, compliance and effectiveness of internal control of the company to achieve effective control through reasonable cost, thereby improving business management, avoiding or reducing management risks and promoting value of the company to achieve growth.

### 实例 3 Example 3:

2016 年，公司出台《东方雨虹基本法》，并在各分子公司、各部门进行全员宣贯学习，实现公司管理从人治向法治化转变，全面进行规范化管理。

In 2016, the Company promulgated its "Oriental Yuhong Basic Law", which was fully promoted and carried out for learning throughout its subsidiary companies and departments in order to realize the transition of corporate governance from the rule of man to the rule of law and carry on standardized overall management.





## (二) 商业道德

### (II) Business Ethics

2015 年, 东方雨虹获得北京银行、建设银行、汇丰银行、招商银行、平安银行、中国民生银行、东亚银行、广发银行、中信银行、上海农村商业银行、兴业银行、浦发银行、交通银行、农业银行、江苏银行等银行授信, 授信总额度超过 38 亿元, 公司还获得建设银行 5 级评级。公司及其他控股公司诚信经营, 不存在拖欠银行利息和本金的情况, 资信状况良好。2015 年度东方雨虹共缴纳税款合计 51,738.81 万元。

In 2015, Oriental Yuhong got bank credit from Bank of Beijing, China Construction Bank, HSBC, China Merchants Bank, Ping An Bank, China Minsheng Bank, BEA, China Guangfa Bank, China Citic Bank, Shanghai Rural Commercial Bank, Industrial Bank, Shanghai Pudong Development Bank, Bank of Communications, the Agricultural Bank of China, Bank of Jiangsu, etc. and the total line of credit exceeded RMB 3.8 billion. Besides, it also won 5 credit rating at China Construction Bank. The company and other holding companies have never been in arrears with bank interest and principle payment and it is proud of an excellent credit status. In 2015, Oriental Yuhong paid RMB 51,738.81 tax in total.

2015 年 12 月 20 日, 由品牌中国产业联盟、新华网、中国会展经济研究会共同主办的“2015 品牌中国年度人物暨品牌中国十周年盛典”在北京隆重举行。北京东方雨虹防水技术股份有限公司董事长李卫国先生荣获“2015 品牌中国(建筑节能行业)年度人物”荣誉称号。在李卫国的带领下, 东方雨虹积极投身公益事业, 以高度的社会责任感, 捐赠资金和物资用于抗洪救灾、助学扶贫、兴建希望小学、解决职工就医就学问题、大力推行“服务百姓 拒绝渗漏”主题公益活动、防水咨询活动等, 累计受益上万余人。

On December 20th 2015, “Brand China Man of the Year & Brand China 10th Anniversary Celebration 2015”, jointly sponsored by Brand China Industry Union, Xinhua News Agency, and China Convention/Exhibition Event Society, was solemnly held in Beijing. Mr. Li Weiguo, Chairman of Beijing Oriental Yuhong Waterproof Technology Co., Ltd., won the honorary title of “Brand China (Building Energy Efficiency Industry) Man of the Year 2015”. Under leadership of Li Weiguo, Oriental Yuhong has actively engaged in public welfare undertakings, with a high sense of corporate social responsibility, donated fund and materials for flood relief, educational poverty alleviation, building Hope Primary School, solving employees' problems of medical treatment and childrens' education, and vigorously promoted “serving the masses, and refusing Leakage” theme public welfare activity and waterproofing consultation activities etc., and an accumulative of over ten thousands of people have benefited.

2015 年 12 月 18 日, 北京东方雨虹防水技术股份有限公司和北京东方雨虹防水工程有限公司双双荣获“2015 年北京市诚信创建企业”荣誉称号。

On December 18th 2015, Beijing Oriental Yuhong Waterproof Technology Co., Ltd. and Beijing Oriental Yuhong Waterproof Project Co., Ltd. both won the honorary title of “Sincerity Construction Enterprise Beijing 2015”.

2015 年 8 月 21 日, 东方雨虹荣获第五届中国湘商力量总评榜湘商“十大诚信企业”。

On August 21th 2015, Oriental Yuhong was awarded the “Top Ten Sincerity Enterprises” of Hunan Businessmen in the overall list of the 5th Enterprise Power Hunan Province China.

2015 年 3 月 18 日, 东方雨虹锦州生产基地获得区级“功勋企业”和“5A 级诚信企业”两项荣誉称号。

On March 18th 2015, Oriental Yuhong Jinzhou Production Base was awarded two regional honorary titles, namely, “Meritorious Service Enterprise” and “5A Grade Sincerity Enterprise”.

### (三) 严控质量

#### (III) Strict Quality Control

建立质量管理体系，固化质量观。东方雨虹严格按照 ISO9000 质量管理体系的要求建立起了《质量管理手册》、《质量投诉处理机制》、《质量责任追究制度》、《产品质量问题召回制度》等一系列规章制度，推进质量文化建设。公司目前已通过 ISO9001 质量管理体系认证、ISO14001 环境管理体系认证、GB/T28001 职业健康安全管理体系认证，子公司北京东方雨虹防水材料检测有限公司通过了 CNAS 中国合格评定认可委员会认可和 CMA 计量体系认证，具备对外出具具有法律效力的检测报告的能力。公司产品通过十环认证、铁路产品认证、3C 认证、CE 欧盟认证、美国 FM 认证，俄罗斯 GOST -R 认证等一系列产品认证，每月至少接受一次内部预审和外部审核，确保产品质量。

Set up quality management system, and consolidate its view of quality. Oriental Yuhong has established a series of rules and regulations, such as "Manual on Quality Management", "Quality Complaints Handling Mechanism", "Quality Responsibility investigation System", "Product Quality Problem Recall System" etc., and promoted quality cultural construction. At present, the company has passed a number of quality system certifications, including ISO9001 Quality Management System Certification, ISO14001 Environmental Management System Certification, GB/T28001 Occupational Health and Safety Management System Certification; Beijing Oriental Yuhong Waterproof Materials Testing Co., Ltd., a subsidiary of Oriental Yuhong, has been approved by CNAS China Conformity Assessment Committee and adopted the CMA Measurement System Certification, endowed therefore with the ability of issue of testing report with legal effects. Products of the Company have adopted the Ten-ring Certification, Railway Product Certification, 3C Certification, CE EU Certification, FM Certification of the United States, Russian GOST-R Certificate and other product certification; at the same time, products of the company also accept at least once a month internal preliminary review and external examination to ensure its quality.

公司构建研发、生产、检测“三权分立”的质量管理体系，研发，生产，检测三个环节互相配合，互相监督，使整个质量管理体系具有自我修复和纠正的功能，防止产品质量出现重大波动。

The company establishes a research and development, production, and testing "separation of the three powers" quality management system, where the three aspects of research and development, production, and testing cooperate, support and supervise each other, to ensure that the whole quality management system has self-repair and self-correction functions to prevent significant fluctuation of quality of the product.

#### 实例 1 Example 1:

2015 年 3 月，为提升生产管理水平，在产品质量上精益求精，东方雨虹惠州生产基地围绕“全面提高质量安全水平”这一主题，开展“质量月”系列活动。

In March 2015, in order to enhance the level of production management and keep improving the quality of products, Oriental Yuhong Huizhou Production Base carried out "Quality Month" series activities focusing on the theme of "Improving Comprehensively the Level of Quality and Safety".



## 实例 2 Example 2:

2015 年 9 月，在国家质检总局的指导下，由中国建筑防水协会联合地方防水社团组织及骨干企业开展的建筑防水行业“质量提升万里行”活动启动，东方雨虹作为“建筑防水行业质量万里行”典型单位，在会上被授予“质量提升示范企业”称号。

In September 2015, under the guidance of the General Administration of Quality Supervision, Inspection and Quarantine of the People's Republic of China (AQSIQ), "Long March to Quality Improvement Campaign" activity of the building waterproof industry carried out by CWA in association with local waterproof organizations and leading enterprises was initiated, as a typical enterprise of the "Long March to Quality Campaign of the Building Waterproof Industry", Oriental Yuhong was conferred the title of "Quality Improvement Demonstration Enterprise" during the activity.

## 实例 3 Example 3:

2015 年 11 月，全国追求卓越大会在京召开。中国质量协会公布第十五届全国质量奖推荐获奖名单：全国 9 家组织获第十五届全国质量奖，4 家组织获全国质量奖入围奖，4 个项目获全国质量奖卓越项目奖。北京东方雨虹防水技术股份有限公司凭借在质量、绩效管理等方面取得的显著成绩，荣获第十五届全国质量奖入围奖（组织奖）。

In November 2015, the National Pursuit for Excellence meeting was held in Beijing. During the meeting, China Association for Quality (CAQ) announced the lists of the recommended awardees for the 15th National Quality Award: a total of 9 organizations nationwide won the 15th National Quality Award, 4 organization won the finalist prize of the National Quality Award, and 4 projects won the Excellent Project Prize of the National Quality Award. Relying on its outstanding achievements in terms of quality and performance management, Beijing Oriental Yuhong Waterproof Technology Co., Ltd. won the finalist prize of The 15th National Quality Award (Organization Award).

## （四）国际化经营

### (IV) International Business Operation

2015 年，公司继续把海外市场作为国际化战略版图上的重要一环，努力把公司打造为世界一流的防水企业。公司经北京商务委员会批准，取得开展对外承包工程业务资格，可在境外承包与自身实力、规模、业绩相适应的工程项目。“大区制”的深入推行，将公司的海外市场划分为若干大区，专人负责，既能布局全球，又能做好市场细分，公司还派遣对外工程项目中所需的专业技术人员进行海外项目的施工指导，在促进当地就业的同时，也为当地培养专业的技术工人，将东方雨虹的标准化施工播种在了海外。并先后设立了香港东方雨虹投资有限公司、东方雨虹（北美）有限责任公司。

In 2015, Oriental Yuhong continuously regarded the overseas market as a crucial cog in the international strategic map, in order to build itself into a world top-class waterproofing enterprise. Approved by Beijing Municipal Commission of Commerce, Oriental Yuhong got the certification of contracting foreign projects in compliance with its strength, scale, and performance. The in-depth promotion of "Major Region System" facilitated the company to divide its overseas market into a number of major regions under designated personal management, which helped the company not only carry out its global operation layout, but also manage effectively its market segmentation. At the same time, the

company also assigned professional technical personnel required in overseas engineering project to provide guidance for overseas project construction, but also trained professional technical personnel with promoting local employment, thus sowing the seed of standardization construction of Oriental Yuhong overseas, and has subsequently set up Hong Kong Oriental Yuhong Investment Co., Ltd., Oriental Yuhong (North America) Co., Ltd.

截至 2015 年末，东方雨虹所生产的产品已远销中东、欧洲、东南亚、非洲等 100 多个国家和地区，公司持续地为全球客户提供高品质的防水产品和专业的技术服务。

By the end of 2015, Oriental Yuhong had sold products to more than 100 countries and regions in the Middle East, Europe, Southeast Asia, and Africa. The Company is continuously supplying top-quality waterproof products & services to global customers.

### 实例 Example :

#### 以下为东方雨虹承接的部分重大国际项目

The following are some of the major international projects undertaken by Oriental Yuhong

项目名称 Name of Project	产品系统 Product System	项目影响力 Project Influence
加纳体育场 Ghana Stadium	SPU 301 , SPU 351	中国援加纳最大项目 The biggest project of China's aid to Ghana
肯尼亚蒙内铁路 Mombasa-Nairobi Railway, Kenya	SPU 361 , RWB 801	肯尼亚建国以来最大项目 The biggest project since the founding of Kenya
埃塞俄比亚国铁路及轻轨 National Railway and Light Rail, Ethiopia	SBS 卷材 , SPU311 SBS coiled materials, SPU311	撒哈拉以南非洲地区第一条全电动轻轨 The first all-electric light rail in the sub-Saharan Africa
坦桑尼亚甘博基尼大桥 Kigamboni Bridge, Tanzania	PCC 501 , RDB812 SAM 920	东非第一大桥，当地人民的世纪期盼 The biggest bridge in East Africa, century expectation of the local people
乌兹别克斯坦安革连至琶布铁路隧道 Angren-Pop Railway Tunnel, Uzbekistan	EVA 防水板 EVA Waterproof plate	亚洲最长隧道 The longest tunnel in Asia
肯尼亚肯雅塔大学医院 Kenyatta University Hospital, Kenya	SPU 311 , SAM 920	东非最先进的生命圣殿 The most advanced Life Hall



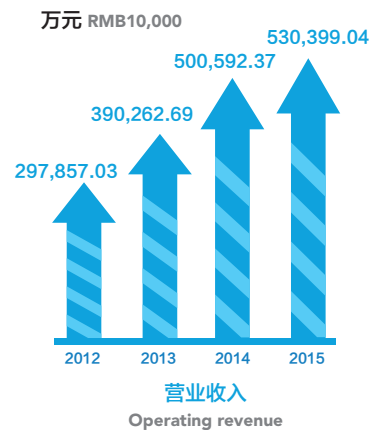
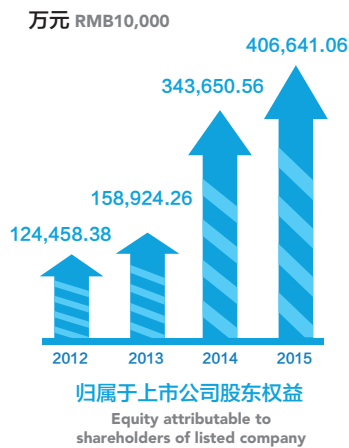
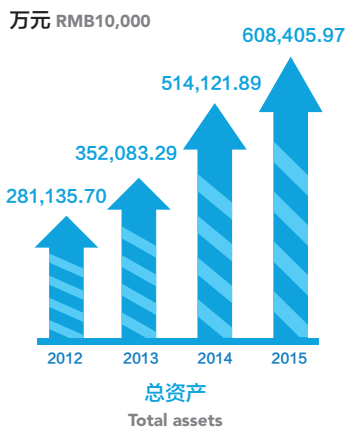
坦桑尼亚甘博基尼大桥  
Kigamboni Bridge, Tanzania

## (五) 持续的盈利能力

### (V) Continuous profitmaking capability

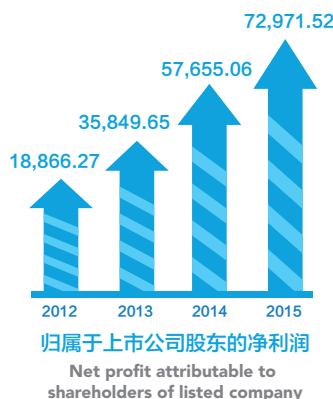
2015 年是东方雨虹的丰收年。公司上下一心，全力以赴，苦练内功，强化营销，向管理要效益，向市场要效益，向股东和社会交上了一份满意的答卷：

Oriental Yuhong saw good harvest in 2015. Through all-out efforts of the whole staff, marketing strengthening, management efficiency improvement and market development, Oriental Yuhong submitted satisfactory returns to its shareholders and the society.

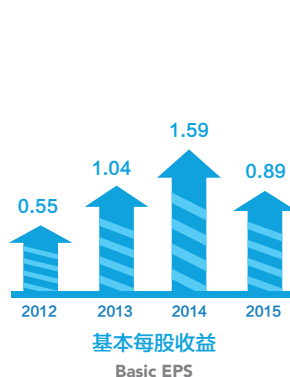




万元 RMB10,000



元 RMB



万元 RMB10,000



2015 年，公司实现营业总收入 530,399.04 万元，同比增长 5.95%；营业利润 72,807.39 万元，同比增长 16.71%，利润总额 83,723.48 万元，较上年同期增长 28.52%。

In 2015, the Company realized gross RMB 5.3039904 billion, up 5.95% on a year-on-year growth; operating profits RMB 728.0739 million, up 16.71% on a year-on-year growth, total profits RMB 837.2348 million, up 28.52% on a year-on-year growth against last year.

公司通过对大型战略客户的持续开拓和对潜在业务的持续跟进，保持了直销业务的持续增长；随着公司新建生产线的不断投产及产能释放，产能紧张的局面得到缓解，驱动销售渠道网络功能进一步发挥，从而保持了建筑防水及其他相关业务的稳步扩张。

Through the continuous expansion of large-scale strategic customers and continuous follow-up of potential business operation, the company maintained the sustained growth of its direct sales business; With the continuous operation and release of productivity of newly build production lines of the company, the situation of tense production has been eased, and the sales channel driven network function has been further brought into play, thereby maintaining the steady expansion and progress of the building waterproof and other related business operation.

目前，公司正处在规模效益逐渐释放的轨道上，在效益管理上，公司首先通过原材料大规模集中批量采购，有效控制了成本，并在全中国布局生产基地，以此带来产品运输等销售成本的下降，规模效益也得到了进一步提升，强化了可持续发展的盈利能力；二是公司生产所需的原材料多数为石油化工产品，报告期原油价格持续下跌，且下游工业对于化工产品需求未出现明显改善信号，一定程度上促进了原材料成本的下降；三是随着公司全国性销售网络的逐步完善，以及品牌和质量优势的进一步确立和巩固，这些因素促进了报告期内公司盈利能力的提升。

At present, the company is in the track of gradual release of its scaled economy, in terms of benefit management, with effective cost control through scaled and centralized batch procurement of raw materials first, then reduction of sales cost such as product transport brought about by nationwide layout of production bases, the scaled economic benefits of the company has also been further increased, which strengthened continuous profitability; secondly, majority of the raw materials required for production of the company are petrochemical products, the crude oil price had fallen continuously during the reporting period, and demand of the downstream industry for the petrochemical products had no sign of obvious improvement, which, to a certain extent, contributed to the decline of the raw material's cost; thirdly, with the gradual perfection of the nationwide sales network of the company, as well as further establishment and consolidation of the brand and quality advantages, all these factors contributed to the increase of profitability of the company during the reporting period.

## 合作共赢

### Win-win Cooperation

东方雨虹本着平等、合作、共赢的理念与合作伙伴开展高端合作，维护稳固且高效的供应链，不断将社会责任理念推广到供应商伙伴中，积极拓展公司、合作伙伴、行业的发展空间，共同应对各类环境和社会的挑战。以品牌责任为理念，为客户提供全流程、多维度、深沟通的优质服务。

In line with the concept of equality and win-win cooperation, Oriental Yuhong carried out high-end cooperation with partners, maintained stable and efficient supply chain, continually promoted the concept of corporate social responsibility to supplier partners, actively expanded the development space of the company, its partners and the industry to jointly cope with challenges of the various types of environments and society. With brand responsibility as its philosophy, Oriental Yuhong provided customers with the whole-process, multidimensional, and deep communication quality services.

### （一）供应链责任管理

#### (I) Supply Chain Management Responsibility

东方雨虹的原材料供应商主要有中石油、中石化、塞拉尼斯、巴斯夫、瓦克、巴塞尔等国内外优秀企业，经过多年合作，公司与上述公司形成紧密的战略合作关系，是这些企业的最大行业客户。

Oriental Yuhong's major raw material suppliers are excellent domestic and foreign enterprises such as CNPC, Sinopec, Celanese, BASF, Wacker, Basel. After years of cooperation, the Company went into close strategic relationship with the above-mentioned companies, and it is the largest client of those enterprises.

集中采购是东方雨虹的主要采购模式，以全球化、信息化、阳光采购、诚信至上、环保、遵纪守法为管理理念，携手上游客户共同发展。以进料检验过程、采购管理过程、仓库管理过程、生产管理过程、出场检验过程、质量管理过程、技术工艺管理过程作为供应商现场认证的主标准，以确保产品供应质量。

Centralized purchasing is a major purchasing mode of Oriental Yuhong. With globalization, informatization, transparent purchase, honesty, environmental protection, and law observation as management concepts, Oriental Yuhong made win-win development with its upstream partners. The company takes incoming inspection process, procurement management process, warehouse management process, production management process, appearance inspection process, quality management process, and technology management process as the main standards of site certification of the supplier to ensure supply product quality.

公司还引入“飞检”（突击检查），从技术研发、制程控制、仓储物流方面把控质量，并长期采用供应商准入认证体系，确保质量的同时也在技术方面展开交流探讨。

The Company also introduced “fly check” (surprise check) to control product quality from the technical research and development, process control, and warehousing logistics points of view, and adopted long-term supplier access authentication system to carry on exchange and discussion in the technical aspects while ensuring product quality.

此外，东方雨虹对经销商采取大力扶植的态度，凭借鲜明的品牌定位，前瞻性的销售策略，协助工程渠道经销商解决融资、公司化运作的问题，提供完善的技术支持，与经销商互信互惠，平等共赢。

Moreover, Oriental Yuhong adopted a vigorous support attitude towards the distributors, relying on its bright brand positioning, prospective sales strategy, the Company assisted project channel dealers to solve financing and corporative operation problems, and provided complete technological support based on the principle of mutual trust, mutual benefits, equality and win-win prospect with the dealers.

### 实例 Example :

2016年3月，东方雨虹工程渠道全国经销商大会在惠州隆重举行，来自全国各地的五百多位经销商参加了此次盛会。会上为2015年77位优秀经销商现场颁发奖励，来自河北的优秀经销商代永亮摘得“最佳功勋奖”桂冠。

In March 2016, Oriental Yuhong Project Channel National Dealers Conference was solemnly held in Huizhou, and more than 500 dealers from all over the country attended this grand pageant. During the meeting, 77 outstanding dealers of the year 2015 were conferred on-site awards for encouragement, Dai Yongliang, an outstanding dealer from Hebei province won the title of “The Best Meritorious Award”.

面对广大终端消费者对优质防水产品的需求，公司通过业之峰、实创、阔达、居然之家、百安居、金螳螂家装e站等大型家装公司和建材市场的千家万店走进普通百姓家。

In view of the demand by a wide range of end-consumers for high-quality waterproof products, Oriental Yuhong makes itself accessible to the ordinary homes through thousands of stores of large-scale domestic outfit companies and building materials markets, such as Yenova Decoration, Shichuang, Kuoda, Easyhome, B&Q, Gold Mantis home decoration e Station etc.

### 实例 Example :

2015年，东方雨虹零售渠道联合行业及装饰企业，举办防水及瓷砖铺贴系统施工挑战赛，活动旨在联合行业内生产企业、专业协会、家装公司和科研、检测机构，共同向施工人员和消费者推广系统解决方案。比赛强调从基层、防水层、粘合层到瓷砖层的系统配套，从而彻底解决消费者面临的房屋渗漏和瓷砖空鼓、脱落问题。

In 2015, Oriental Yuhong retail channel, in association with industry and decoration enterprises, held waterproof & ceramic tile laying and paving system construction challenge match, aiming to jointly promote system solutions to construction personnel and consumers in union with industrial production enterprises, professional associations, home decoration companies, as well as scientific and technological research and testing units. The contest emphasizes system support from base layer, waterproof layer, bonding layer to the ceramic tile layer, thereby solving completely the housing leakage, ceramic tile hollowing and falling off problems facing the consumers.



## (二) 客户责任管理

### (II) Customer Responsibility Management

#### 1、竭诚满足客户需求，营销网络全覆盖

Meet customer needs wholeheartedly, and realize overall coverage of marketing network

2015 年，东方雨虹根据品牌运营理念，针对不同的细分市场，有针对性地满足客户需求。确定了以北京、上海、广东、南京、四川和昆明等多个公司为支持平台，工程渠道、零售渠道、重大业务、大客户业务、本土业务、海外业务和工程施工业务纵横覆盖的立体化销售服务网络，因地制宜地为客户提供贴身式的服务。

In 2015, based on its brand operation concept and in view of different market segmentation, Oriental Yuhong met its customer requirements with pertinence. Oriental Yuhong established a 3D marketing network with various subsidiaries such as in Beijing, Shanghai, Guangdong, Nanjing, Sichuan, and Kunming as supporting platforms, and integrating project channel, retail channel, important business, VIP business, local business, overseas business, and project construction business, so as to provide most careful service for customers.



公司除原有的北京、上海、岳阳、锦州、惠州、徐州、德州等生产基地外，2015 年新增投产昆明、唐山生产基地，咸阳生产基地也即将投产，公司 2015 年还投资新建四川泸州、芜湖、杭州等生产基地，全面完善布局物流网络，为客户快速供货，使命必达。

In addition to its original production bases in Beijing, Shanghai, Yueyang, Jinzhou, Huizhou, Xuzhou, and Dezhou etc., in 2015, the Company newly added and put into operation the following new production bases in Kunming, Tangshan, and Xianyang Production Base will also be put into operation soon. In 2015, the Company also invested and newly constructed the following production bases, namely, Luzhou in Sichuan, Wuhu in Anhui, and Hangzhou in Zhejiang for full improvement and layout of its logistics network, so as to provide customers with quick goods delivery and completion of tasks.

## 2、提供优质专业服务，打造客户口碑

Provide Quality Professional Services, Create Customer Public Praise

公司配备近百名技术服务人员，针对客户需求，提供有效的施工解决方案。2015 年东方雨虹为客户提供的优质专业服务明细如下：

The company has equipped itself with nearly one hundred technical service personnel and provides effective construction solutions according to customer needs. Details of quality professional services provided by Oriental Yuhong to customers in 2015 are listed as follows:



2015 年，东方雨虹与万科地产、万达集团、鸿坤地产、当代置业、华夏幸福基业等 120 余家房地产商、企业集团建立了长期友好稳定的战略合作关系。以下为 2015 年东方雨虹凭借优质专业服务获得的部分奖项：

In 2015, Oriental Yuhong established long-term friendly and stable strategic cooperative relations with more than 120 real estate developers and enterprise groups, including Vanke Real Estate, Wanda Group, Hongkun Real Estate, MOMA, CFLD etc. The following are some of the awards won by Oriental Yuhong in 2015 due to its quality professional services:

服务客户 Service Customer	获得荣誉 Won honors
万科 Vanke Group	A 级供应商 A Class Supplier
融创 SUNAC China	优秀供应商 Outstanding Supplier
碧桂园 Country Garden Group	优质服务奖 Quality Service Award
大华 Dahua	“A 级” 施工单位与优秀供应商 “A Class” Construction Unit and Excellent Supplier
昆明万科 Vanke Kunming	昆明万科 2015 年第三季度优秀供应商 Kunming Vanke 3rd Quarter Excellent Supplier 2015
时代地产 Time Property	2013-2015 年度优秀供应商 Excellent Supplier 2013-2015
中信地产 CITIC Real Estate	2015 年度战略合作优秀供应商 Excellent Supplier for Strategic Cooperation 2015
鸿坤地产 Hongkun Real Estate	优秀战略合作伙伴 Excellent Strategic Cooperative Partner

### (三) 消费者权益保护

#### (III) Consumer Rights Protection

中国建筑防水市场龙蛇混杂，假冒伪劣现象严重。为了捍卫消费者权益，东方雨虹除了为消费者提供电话查询和官网在线查询两种防伪查询模式外，公司还专门成立“品牌维权部”，设立举报电话，对所获取信息进行分析并有针对性地安排人员进行跟踪取证，通过摸排线索并对掌握的证据核实后，协助执法单位进行针对性打击，保护了消费者的合法权益。

Chinese building waterproofing market is rather complex and there are many fake and poor-quality products. To protect customers' rights and interests, Oriental Yuhong provided customers with two product authenticity inquiry ways: telephone inquiry and online inquiry. It also set up "Brand Rights Protection Dept." and announced tip-off telephone. After getting tip-off information, Oriental Yuhong will make analysis and arrange special persons to make investigation and collect evidences. Then it will help law enforcement agency to crack down on fake products, so as to protect customers' lawful rights and interests.

## 实例 Example :

2015年3月28日至29日,由广东省名优企业打假协会主办的2015年广东省质量与维权打假公益宣传活动在广州市“5号停机坪”购物广场隆重举行,本次活动的主题为“天天3.15 我们在行动”,旨在推进质量诚信体系建设,提升全民质量与消费维权意识。广东东方雨虹作为“省内名优企业”、“质量诚信承诺单位”受邀出席此次活动。

From March 28th to 29th 2015, Quality Rights Protection Anti-counterfeiting Public Welfare Promotion Activity of Guangzhou Province 2015, sponsored by Famous Enterprises Association of Anti-Counterfeiting of Guangzhou Province, was solemnly held at the “No. 5 Parking Apron” Shopping Center in Guangzhou. With “Everyday March 15th - We are in Action” as theme, this activity aims to promote quality and creditworthiness system construction, and improve the overall quality and consumer rights protection consciousness of the people. As a “Provincial Famous Enterprise” and “Quality Creditworthiness Commitment Unit”, Guangdong Oriental Yuhong was invited to attend this activity.

## (四) 让防水行业在阳光下运行

### (IV) Let Waterproof Industry Operate Under the Sun

作为中国建筑防水协会主席团主席单位,东方雨虹为行业的发展积极建言献策,促进行业的规范发展。坚决不生产一平米非标产品,以强烈的自律投入市场,以实际行动创造健康、正义、公平的竞争环境,让防水行业在阳光下运行。

As president of the board of China National Building Waterproof Association, Oriental Yuhong contributed much to the development of the industry and promoted the standardization of the industry. The company is determined not to produce non-standard products, not even one square meter, plunges itself into the market with strong self-discipline, and uses practical actions to create a healthy, justice, and fair competition environment, let waterproof industry operate under the sun.











# S 科技创新

## Scientific and Technological Innovation

东方雨虹从公司和行业市场情况出发，以“科技创新，产业报国”为指导思想，构建日益完备的科技创新体系，将自主创新理念贯穿于生产及工程实践中，以国内领先、国际先进的创新成果，引领行业的发展方向，推动行业的进步，增强公司和行业的可持续发展能力。

In accordance with company conditions and industry conditions, Oriental Yuhong took “making scientific and technological innovation; serving the country by industry development” as corporate guidance. It built up an improved scientific & technological innovation system, and carried out the concept of independent innovation concept in construction and engineering practices. On the foundation of domestic and overseas advanced innovation results, it led the industry development tendency, pushed forward industry development and improved its own and the industry's sustainable development capability.



## 创新机制引领发展

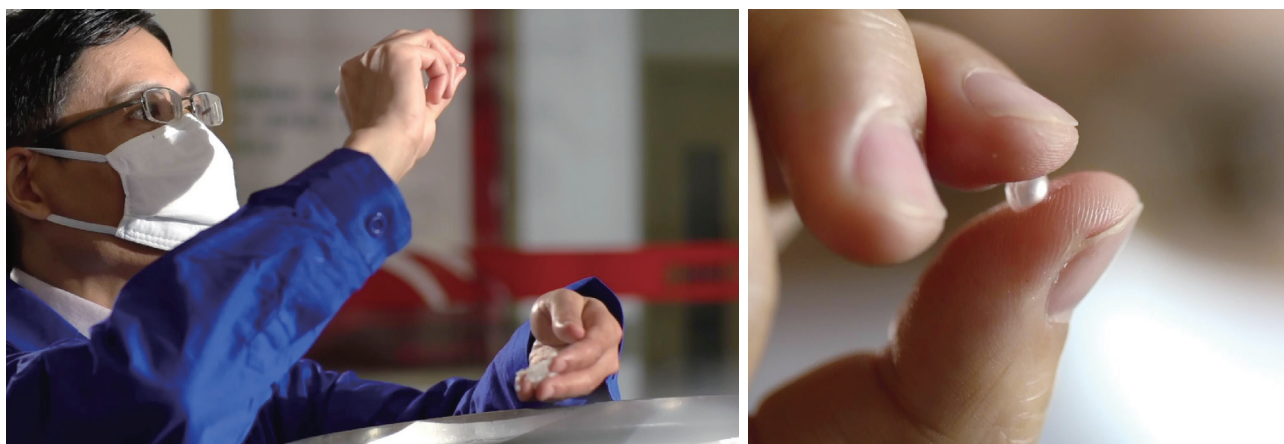
### Innovation Mechanism Leads Development

公司依据产品技术战略，建立了集产品研发、工艺装备、应用技术、工程技术为一体的技术中心，形成了覆盖“防水系统设计、材料研发、施工及技术服务”的系统研发“航母战斗群”，先后承接国家“863”计划、国家重点新产品、国家火炬计划等国家项目。2007 年与北京化工大学先进弹性体材料研究中心联合成立“北京化工大学高分子防水材料研发中心”，同年成立施工装备研发中心。2009 年东方雨虹研发中心成为行业唯一“国家认定企业技术中心”，2010 获批成立“博士后科研工作站”，2011 年获批成立“防水材料北京市重点实验室”，同年成立了生产工艺研发中心和应用技术研发中心，2012 年获批成立“先进橡塑防水材料北京市工程实验室”，2014 年获批成立“院士专家工作站”，2015 年经科技部批准，获批建设“特种功能防水材料国家重点实验室”。

Based on its product technology strategy, the Company has set up a Technology Center that integrates product research and development, technological equipment, applied technology, and project technology, formed a “Carrier Battle Group” that covers system research and development of “waterproof system design, materials research and development, construction and technological service”, and subsequently undertaken a number of national projects, such as the State “863 Program”, State Key New Product, and the National Torch Plan etc. In 2007, Oriental Yuhong and the Center of Advanced Elastomer Materials of Beijing University of Chemical Technology jointly set up “Polymer Waterproof Material R&D Center of Beijing University of Chemical Technology”. In the same year, it established construction equipment R&D center. In 2009, Oriental Yuhong R&D Center became the only “National Certified Corporate Technology Center” in the industry; in 2010, it was qualified to set up “Post-doctoral Research Center”. In 2011, it was qualified to set up “Beijing Key Lab of Waterproof Materials”. In the same year, Oriental Yuhong established manufacturing technique R&D center and applied technology R&D center. In 2012, it was qualified to set up “Beijing Engineering Lab of Advanced Rubber & Plastic Waterproof Materials”. In 2014, the Company was approved to set up its “Academician and Expert Workstation”, and in 2015, with approval of the Ministry of Science and Technology, the Company established its “Special Function Waterproof Materials National Key Laboratory”.

在人员配置方面，东方雨虹聘请了国际顶尖的化工专家作为首席科学家对整个公司的科技发展做协调和规划。截至 2015 年，公司产品研发、应用技术、工艺装备等高新技术人才队伍中，由博士、硕士为主体的核心研发和应用管理人员 349 人，博士学历 17 人，硕士学历 137 人，其中享受国务院津贴专家 2 人，科技新星 3 人，北京市百千万人才工程 2 人，北京市优秀青年人才 1 人，顺义区优秀青年人才 1 人，各类技术带头人 25 人。

In terms of staffing, Oriental Yuhong hired international top chemical experts as its chief scientist for cooperation and planning of the whole scientific and technological development of the company. As of 2015, among the new and high-tech talent team of the company for product research and development, applied technology, and technological equipment, 349 are core R&D and application management personnel, with Doctor and Master degree employees as the principal, of which, 17 have Doctorate degree, and 137 Master's degree, 2 of them are experts entitled to the State



Council Allowance, 3 are science and technology new stars, 2 belongs to the New Century National Hundred, Thousand and Ten Thousand Talent Project of Beijing, 1 is Outstanding Young Talent of Beijing, 1 Outstanding Youth Talent of Shunyi District, and 25 are various kinds of technology leaders.

在机制保障方面，东方雨虹制定了《东方雨虹创新项目管理办法》、《科技成果评审奖励办法》、《合理化建议奖励办法》等人才激励制度，组织科技进步奖评审及技术人员职称评定，对申报的专利、发表的论文均给予奖励。鼓励技术人才参与“科技新星”、“领军人才”、“劳动模范”、“战略储备人才”等外部人才培养项目，并且首届“中国屋面防水大师”钟友良成为行业内唯一享受北京市政府津贴的防水技术人才。公司每月进行一次创新项目总结，每季度安排一次与外部研发机构的沟通、交流。每年开展生产工人、施工工人技术比武大赛，鼓励工人岗位成才。

With respect to mechanism of guarantee, Oriental Yuhong has formulated a series of talent incentive systems, including “Measures of Oriental Yuhong Innovation Project Management”, “Methods of Incentives for Evaluation of Scientific and Technological Achievements”, and “Methods of Incentives for Rationalization Proposal” etc., organized evaluation for science and technology progress awards and evaluation of technical title of technical personnel, and also awards to patents declared and research papers published. Encouraged technical personnel to participate in external talent training programs, such as “Science and Technology New Star”, “Leading Talents”, “Labor Model”, and “Strategic Talent Reserve” etc.; meanwhile, Zhong Youliang, the first “Master of Roofing Waterproof of China”, became the only waterproof technical talent entitled to the Government Subsidy of Beijing municipal government within the industry. The company conducted monthly innovation project summary, and arranged a quarterly communication and exchange with external research and development institutions. Each year, Oriental Yuhong held production and construction workers competition, encouraging workers to become talent on their respective posts.

公司成立跨职能小组、设立员工意见箱、采纳合理化建议、鼓励员工创新。提倡创新多维度、多领域，不设限。

The Company has founded cross-functional team, set up employee opinion box, adopted reasonable suggestions, and encouraged employees for innovation. At the same time, advocated multidimensional and multidisciplinary innovation without limits.



### 实例 1 Example 1:

2015年9月30日，国家科学技术部正式批准以北京东方雨虹防水技术股份有限公司为依托单位，建设特种功能防水材料国家重点实验室，为防水材料在我国重大基础设施建设和节能环保领域的安全可靠长久的应用提供科学依据和技术支撑。

On September 30th 2015, the Ministry of Science and Technology officially approved to construct the special function waterproof materials national key laboratory with Beijing Oriental Yuhong Waterproof Technology Co., Ltd. as the supporting unit, so as to provide scientific basis and technological support to the safe, reliable and long-term application of waterproof materials in the field of key infrastructure construction and energy saving and environmental protection of China.

### 实例 2 Example 2:

2015年9月23日，江苏卧牛山公司代表建筑保温领域优秀企业出席“第二届全国建筑保温隔热行业技术创新大会”，并荣获“全国建筑保温隔热行业技术创新型企业”称号，卧牛山公司总工程师花海东荣获“行业优秀总工程师”称号。

On September 23rd 2015, on behalf of outstanding enterprises of the field of construction and heat preservation, Jiangsu Woniushan Company attended "the 2nd National Construction Heat Preservation and Insulation Industry Technology Innovation Conference", and won the title "National Construction Heat Preservation and Insulation Industry Technology Innovation Enterprise", Hua Haidong, Chief Engineer of Woniushan Company won the title of "Industry Outstanding Chief Engineer".

### 实例 3 Example 3:

2015年12月16日，东方雨虹召开2015年第一届“微创新”方案发布会，来自生产运营中心、民用建材分公司、信息部等各系统、各部门共计9支优秀代表队参加，现场奖励了为公司提升核心竞争力、降低运营成本、提升效率的创新方案提供者，鼓励各体系员工积极创新，提出合理化建议。

On December 16th 2015, Oriental Yuhong held the 1st "Micro-Innovation" scheme release conference of 2015, a total of 9 outstanding representative teams from the Production Operation Center, subsidiary companies of civil building materials, and various systems and departments of the Information Division etc. attended the conference. At the site of the conference, the Company awarded innovation scheme provider who helped the company improve its core competitiveness, reduce operation cost, and enhance efficiency, and encouraged employees of various systems to actively innovate and put forward rationalization proposal.







## 创新平台汇聚力量

### Innovation Platform Gathering Strength

东方雨虹搭建内部、外部的研发平台，加强与企业、高校的合作，开展多层次的产学研合作。

Oriental Yuhong built up internal and external R&D platforms, strengthened cooperation with enterprises and colleges, and carried out multi-layer cooperation of production, academy, and research.

公司秉持“技术第一、创新第一”的理念，多年来与美国里海大学、北京化工大学、中科院化学所、陶氏化学、巴斯夫等一大批科研院所和国际知名化工企业建立了合作关系。公司分别与美国里海大学建立“乳液聚合实验中心”，与北京化工大学、青岛理工大学共同研发了高耐候纯聚脲弹性涂料、喷涂式高浓度自硬型橡胶沥青涂料等 16 项技术成果；还与北京化工大学、天津大学、湖北工业大学等院校采取设立奖学金方式共同挖掘和使用人才，促进了与高校良好的合作关系。

Adhering to the concept of “Technology First, Innovation Foremost”, over the past many years, the Company has established cooperative relations with a large batch of scientific research institutions and world famous chemical engineering enterprises, such as Lehigh University of the United States, Beijing University of Chemical Technology, Institute of Chemistry, Chinese Academy of Sciences, the Dow Chemical Company, BASF etc. The Company has established “Emulsion Polymerization Experiment Center” with Lehigh University of the United States, and has achieved 16 technological results through joint research and development with Beijing University of Chemical Technology, Qingdao University of Science and Technology, such as high weather-proof pure polyurea elastic coating, spray type high concentration self-hardening rubber asphalt paint etc.; and has also jointly developed and used talents with a number of higher learning institutions, such as Beijing University of Chemical Technology, Tianjin University, and Hubei University of Technology etc., by means of scholarship, and promoted sound cooperative relations with higher learning institutions.

公司结合战略发展、产品质量及施工和服务的要求，与防水协会、证监会、质量技术监督局、经济与信息化委员会、北京市住房与城乡建设委员会、中国建筑材料工业协会等机构，建立良好合作关系，不断识别相应的法律法规及各种规章制度，以满足各相关方要求，为公司可持续发展带来资源优势。

In connection with its strategic development, product quality and construction and service requirements, the Company has established sound cooperative relations with institutions such as the Waterproof Association, Securities Regulatory Commission, Bureau of Quality and Technical Supervision, Economic and Information Commission, Beijing Municipal Commission of Housing and Urban-Rural Development, as well as China Building Materials Industry Association (CBMIA) etc., continually identified corresponding laws and statutes and various rules and regulations, so as to meet the requirements of various parties, and bring the company with resource advantages for its sustainable development.





## 实例 Example :

2015 年，东方雨虹成立北美公司，并在美国宾西法尼亚州 Ben Franklin TechVentures 建立以水性涂料为核心的科研实验室。Ben Franklin TechVentures 是美国最负盛名的十大孵化器之一，兼具世界级属性以及里海大学的地理优势，未来可为公司提供进一步提升公司产品技术、生产制造能力的实验空间。

In 2015, Oriental Yuhong established its North American Company, and set up its scientific research laboratory with water-based coating as the core in Ben Franklin TechVentures in Pennsylvania of the United States. Ben Franklin TechVentures is one of the most prestigious incubators of the United States, endowed at the same time with the world-class characteristics and geographical advantages of the Lehigh University. In the future, it can provide the company with further experimental space to improve the company's product technology and production and manufacturing ability.





## 加大科研投入提升占比

Enhance Investment in Science and Technology, and Increase Percentage

年度 Year	2013	2014	2015
营业收入总额 (万元) Operating revenue (RMB10,000)	390,262.69	500,592.37	530,399.04
科研经费支出 (万元) Scientific research expenses (RMB10,000)	15,446.56	22,502.00	25,130.81
科研经费投入比例 Ratio of investment into scientific research	3.96%	4.50%	4.74%

研发投入被称为制约中国制造业“长跑”的“短腿”，技术研发的不足造成中国制造业利润过低和低水平产能过剩。这一现象在中国建筑防水行业表现尤为明显，行业整体研发投入严重不足。而东方雨虹将创新科研作为企业发展的原动力，从上市之初就投入 6000 多万元建设企业技术中心，接着投资 2500 多万元购置了 700 多台国际上最先进的试验仪器及设备，近三年平均每年创新和技术服务投入超出年收入的 4%，这一投入相当于规模以上防水企业的全年营业收入。

R&D investment is said to be the shortcoming of Chinese manufacturing industry. The lack of R&D investment caused low profit and overcapacity. This phenomenon is especially highlighted in Chinese building waterproofing industry. The whole industry seriously lacks investment. However, Oriental Yuhong viewed science and technology innovation as motivity of corporate development. It invested RMB60 million to build corporate technology center when it was just established, and then invested RMB25 million to buy more than 700 most advanced international test instruments and devices. Its investment into innovation and technology service is more than 4% of its annual operating revenue every year on average in recent three years, and the sum of investment is same to annual operating revenue of a waterproof enterprise above designated size.

为强化检测能力，公司先后投资 1500 万元购置热磁力搅拌器，PosiTest 液压式拉拔实验仪，罗斯行星分散机，一体式电位滴定仪，空气压缩机等 814 台国内外先进的检测仪器设备。通过连年持续投入，公司已建成行业内检测水平最高、检测手段最完善、检测设备最齐全的检测机构。

To improve test capability the company has bought 814 domestic and foreign advanced test devices with RMB 15 million investment, for instance, thermal magnetic stirrer, PosiTest hydraulic pullout test equipment, Ross double planetary mixers, all-in-one potentiometric titrimeter, air compressor, etc. Through continuous investment for many years, the company has built up a test center proud of the highest test level, the most improved test methods, and the most complete lineup of test equipment.



## 创新成果彰显实力

### Innovative Results Demonstrates Strength

**重大创新项目：**东方雨虹企业技术中心承担 4 项国家火炬计划项目，2 项国家重点新产品技术，1 项国家 863 计划项目，44 项自主创新产品，另有 4 项技术达到国际先进水平，填补国内技术空白。

Important innovation projects: Oriental Yuhong corporate technology center completed 4 National Torch Plan projects, 2 national key new product technologies, 1 national 863 plan project, and 44 independently innovative products. 4 other technologies met advanced international level, and filled the blank of domestic technology.

**专利：**截止 2016 年 2 月 29 日，公司共申请专利 478 件（发明 347 件，实用新型 118 件，外观设计 13 件），已授权专利 187 件（发明 82 件，实用新型 94 件，外观设计 11 件），另有 140 件专利进入实质审查阶段，核准注册商标 17 项。

Patent: as of February 29th 2016, the Company has applied a total of 478 patents (347 inventions, 118 utility models, 13 appearance designs), already authorized 187 patents (82 inventions, 94 utility models, and 11 appearance designs), another 140 pieces of patents have entered the stage of substantive examination, and 17 verified of trademark registration.

**论文著作：**2015 年度，共发表论文 13 篇，其中国内核心期刊发表 8 篇、国内其它刊物发表论文 5 篇。

Books and Papers: in 2015, published a total of 13 theses, among which 8 in the domestic core journals, 5 in other domestic journals and publications.

**行业标准：**近三年，东方雨虹受有关行业协会的委托，主持或参编国家行业标准 18 个。

Industry standard: in recent three years, entrusted by industry associations, Oriental Yuhong presided over or participated in the compilation of 18 national industry standards.

**科技荣誉：**Science and Technology Honors:



### 实例 1 Example 1:

2015 年 12 月 23 日，东方雨虹热粘复合防水施工技术荣获 2015 年度中国建筑学会科技进步二等奖。

On December 23rd 2015, the hot glue composite waterproof construction technology of Oriental Yuhong was awarded the 2nd prize of Science and Technology Progress of the Architectural Society of China 2015.

### 实例 4 Example 4:

2015 年，东方雨虹喷涂速凝橡胶沥青防水涂料荣获 2015 年度中国建筑防水协会建筑防水行业技术进步奖二等奖。

In 2015, the spraying quick-setting rubber asphalt waterproofing paint of Oriental Yuhong was awarded the 2nd prize of the Building Waterproof Industry Technology Progress of China National Building Waterproof Association (CWA) 2015.

### 实例 2 Example 2:

2015 年，东方雨虹热塑性聚烯烃（TPO）防水卷材开发及应用荣获 2015 年度中国建筑防水协会建筑防水行业技术进步奖一等奖。

In 2015, thermoplastic polyolefin (TPO) waterproof coiled materials development and application of Oriental Yuhong was awarded the 1st prize of Building and Waterproof Industry Technology Progress of China National Building Waterproof Association in 2015.

### 实例 5 Example 5:

2015 年，东方雨虹喷涂硬泡聚氨酯保温防水材料荣获 2015 年北京建材行业科学技术二等奖。

In 2015, the spraying hard foam polyurethane insulating and waterproofing materials of Oriental Yuhong was awarded the 2nd prize of Beijing building materials industry science and technology progress 2015.

### 实例 3 Example 3:

2015 年 12 月 28 日，东方雨虹复合卷材及其制备技术荣获 2015 年度北京市防水行业技术创新奖。

On December 28th 2015, the compound coiled materials and its preparation technology of Oriental Yuhong was awarded the Technology Innovation Award of Beijing Municipal Waterproof Industry 2015.

### 实例 6 Example 6:

2015 年，东方雨虹喷涂速凝橡胶沥青防水涂料、聚羧酸高性能减水剂荣获 2015 年北京建材行业科学技术三等奖。

In 2015, the spraying quick-setting rubber asphalt waterproof coating, and poly carboxylic acid high performance water reducing agent of Oriental Yuhong were awarded the 3rd prize of Beijing building materials industry science and technology progress 2015.





## 创新应用实例

### Innovation Application Examples

#### (一) 应用技术研究及推广

##### (I) Application Technology Research and Promotion

东方雨虹应用技术中心于 2011 年 9 月在北京市朝阳区金盏乡成立。中心占地 3800m<sup>2</sup>，下设：

Oriental Yuhong Applied Technology Center was established in Jinzhan Township, Chaoyang District, Beijing City in September 2011. Occupying an area of 3,800 square meters, the center is made up of:

沥青卷材研究室 Asphalt Roll Research Office

装配式屋面系统研究室 Prefabricated Roofing System Research Office

预铺反粘系统研究室 Pre-paving Anti-adhesive System Research Office

路桥研究室 Road Bridge Research Office

涂料研究室 Coatings Research Office

灌浆系统研究室 Grouting System Research Office

应用性能验证实验室 Application Performance Verification Research Office

系统配件工具研究室 System Accessories Tools Research Office

技术咨询服务部 Technical Advisory Service Department

技工小组 Technician Group

针对不同产品的性能进行有针对性的技术创新，以下为公司 2015 年在主要产品和施工体系等方面正在开展和完成的主要实验课题项目：

In view of the performance of different products, the Company conducted pertinent technological innovation. The following are the main experimental topic projects that are currently developing and have completed in 2015 in the aspects of main products and construction systems by the Company:





正在开展的实验课题项目 Projects of Experimental Topics Under Current Development	已完成的实验课题项目 Projects of Experimental Topics Already Completed
对 TPO 均质型防水卷材通过添加不同外加剂配比， 将卷材晒直屋面进行老化试验。 By adding different portion of admixtures to TPO homogeneous type waterproofing materials, conduct aging experiments towards the proofing of coiled materials through direct sunshine	热熔搭接边强度研究试验 Hot melt overlapping edge strength research experiment
HDPE 自粘胶膜新胶层性能测试 HDPE self-bonding adhesive film new rubber layer performance test	基层改善实验研究 Basic layer improvement experimental research
涂盖料旋转粘度测试 Coated cover material rotary viscosity test	水性基层处理剂改性研究 Water basic layer treatment agent modification research
水泥基渗透结晶抗渗实验 Cement-based permeation crystallization anti-permeability experiment	三元乙丙橡胶卷材同聚氨酯涂料复合试验 Ethylene-Propylene-Diene Monomer (EPDM) rubber coiled material and polyurethane coating composite test
路桥专用乳化沥青生产 Production of emulsified asphalt for use of road and bridge	薄弱基层改进试验 Weak basic layer improvement test
湿铺卷材铺设机改造 Wet paving coiled materials laying machine reconstruction	使用新型垫片测试单层钢结构屋面机械固定应力变化实验 Using new gasket to test monolayer steel structure roofing machine fixed stress experiment
沥青软化点测定仪用配件 Accessories for use of asphalt softening point tester	高分子卷材 (TPO) 耐老化试验 High polymer coiled materials (TPO) aging resistance test
	研究背衬型 TPO 防水卷材胶粘剂 使用不同工具对粘接情况的影响 Impact on bonding situation using different tools for research of backing type TPO waterproofing coiled materials adhesive
	HDPE, EVA 耐酸性实验 HDPE, EVA acid resistance test
	标准化施工工法改进 Standardization construction technique improvement
	HDPE 自粘胶膜桩头施工工法研究 HDPE self-adhesive film pile construction technique research
	热浇筑型桥面防水涂料研究 Hot casting type bridge waterproof paint research
	高压喷涂机进料口加过滤护罩 High pressure sprayer feeding port added with filter cover



## (二) 创新营销系统

### (II) Innovative Marketing System

东方雨虹数字化销售系统是集营销管理及漫游展示为一体的数字化平台。围绕企业经营目标，树立“全面、全心、全意为客户服务”的意识，构筑企业与客户之间紧密连接的桥梁，提升营销层级。东方雨虹数字化销售系统把握“第三屏幕”移动设备及移动产业的成长趋势，运用其移动化、实时化、交互化和可管理等特点，在（移动）互联网上运行虚拟交互式软件、公司资料宣传、视频宣传等综合性的营销讯息，使公司迈入无纸化销售和对外宣传推广的全新形态。

Oriental Yuhong's digital sales system is a digital platform that integrates marketing management and roaming display. Focusing on the enterprise management objective, Oriental Yuhong constructs the "comprehensive, wholehearted, and all-intentional customer service" consciousness, builds a closely connected bridge between enterprises and customers, and improves its marketing level. By grasping the "third screen" mobile device and mobile industry growth trends as well as applying its mobility, real-time transformation, interaction and manageability characteristics, Oriental Yuhong's digital sales system operates comprehensive marketing messages on the (mobile) internet such as virtual interactive software, company information publicity, propaganda video etc., enabling the company to enter its brand-new form of paperless sales and external publicity and promotion.

数字化销售系统中，漫游雨虹以全景 3D 方式，主动、被动两种漫游，让体验者犹如置身现代化工厂实景中，清晰、生动地让客户体验到行业文化、技术实力、生产供应等能力。包含虚拟防水博物馆、虚拟技术中心、虚拟生产车间。雨虹手册以交互多媒体产品电子书及主导产品的结构、特点、应用的 3 维动画，配合产品、施工等视频、ppt 宣传，节省大量传统营销印刷，绿色环保，且带给用户全新体验。东方雨虹数字化营销系统将最终实现贯穿企业经营等各个环节数字化管理体系，提供给客户更好地服务。

The full 3D roaming of Oriental Yuhong in both active and passive mode in the digital sales system enables customers to experience clearly and vividly the industrial culture, technical strength and production supply abilities of the company as if they are placed in a live-action of a modern factory. The full 3D modes include a virtual waterproof museum, a virtual technology center, and a virtual production workshop. Oriental Yuhong's manual, with its interactive multimedia product e-books and 3D animation that dominates products structure, characteristics and application, supported by products and construction videos, PPT publicity, saves a great deal of traditional marketing printing, both green and environmental friendly, and also brings users a brand new experience. The digital marketing system of Oriental Yuhong will eventually realize digital management system that penetrates the various aspects of corporate management, and provides customers with better services.

## (三) 创新管理模式

### (III) Innovative Management Mode

东方雨虹接受一切勇于打破常规的新方法、新模式，立志于为客户提供最优质的产品和服务。切实履行“生产过程自动化，商务运营电子化，管理方式网络化，决策支持智能化”的二十八字两化融合方针，根据实际情况不断尝试信息化的深度应用，用信息化的手段指导生产，不仅为科技创新和管理提供新思路，还在提高产品研发、节能安全等方面提供了强有力的保障，同时也促进了工业经济转型升级的步伐。

Oriental Yuhong accepts all kinds of new methods and new patterns that dare to break the routines, committed



to providing customers with the best quality products and services. Oriental Yuhong has earnestly implemented the principle that integrates “production process automation, commerce operation electronization, networked mode of management, and intelligent decision-making”, continually attempted informationalized in-depth application based on actual situation, and directed production through informatization means, which has provided not only new thoughts to science and technology innovation and management, but also powerful guarantee in improving products research and development and energy-saving and security etc., at the same time promoted the pace of industrial economic transformation and upgrading.

### 实例 1 Example 1:

2016 年 3 月 3 日，锦州东方雨虹建筑材料有限责任公司被授予“2015 年度锦州市智能制造暨两化融合先进单位”称号。

On March 3rd 2016, Jinzhou Oriental Yuhong Building Materials Co., Ltd. was conferred the title “Jinzhou Intelligent Manufacturing & Integration Advanced Unit 2015”.

### 实例 2 Example 2:

2015 年 12 月 28 日，东方雨虹“标准化施工服务体系”荣获 2015 年度北京市防水行业管理创新奖。

On December 28th 2015, the “Standardization Construction Service System” of Oriental Yuhong was conferred the Beijing Municipal Waterproof Industry Management Innovation Award 2015.

### 实例 3 Example 3:

2015 年 12 月 23 日，江苏省经信委举行“全省两化融合示范典型企业经验交流会”并对获奖企业授牌，东方雨虹徐州生产基地榜上有名。

On December 23rd 2015, Jiangsu Provincial Economic and Informatization Committee held the “Two Provincial Integration Demonstration Typical Enterprise Experience Exchange Meeting”, and conferred award to the winning enterprises, Oriental Yuhong Xuzhou Production Base was on the awarded list.

### 实例 4 Example 4:

2015 年 4 月 2 日，根据《信息化和工业化融合管理体系评定管理办法》，北京东方雨虹防水技术股份有限公司顺利通过两化融合管理体系认定。

On April 2nd 2015, based on the “Measures of Measurement for Assessment of Informatization and Industrialization Integration Management System”, Beijing Oriental Yuhong Waterproof Technology Co., Ltd. successfully adopted the double integration management system accreditation.









# S 安全责任

afety responsibility

秉持“为人类为社会创造持久安全的环境”的使命，东方雨虹树立全员参与的安全管理思想，健全安全管理体系，建立安全制度，组织开展安全教育和培训，提高安全意识和危机处理技能，形成浓厚的安全文化氛围，确保公司稳定生产和正常运营。

Committed to the mission of creating a sustainable and safe environment for human society, Oriental Yuhong advocated whole-staff safety management concept, established safety system, carried out safety education and training, improved risk management techniques, created good safety culture circumstance, and ensured steady production and normal operation.



## 安全管理体系 Safety Management System

东方雨虹根据国家相关安全监督管理法律和规定的要求，加强安全制度建设，在 2015 年将《安全生产责任制度》、《安全教育管理制度》、《安全检查管理制度》、《安全生产奖惩制度》、《危险化学品安全管理制度》等安全管理制度进行了修订和完善，并将安全责任进行了细化。

In accordance with national safety monitoring & management laws and regulations, Oriental Yuhong strengthened safety system construction, and revised and improved some safety management systems in 2015, including "Safe Production Responsibility System", "Safety Education Management System", "Safety Inspection Management System", "Safe Production Reward & Punishment System", and "Dangerous Chemical Safety Management System", etc. It also elaborated the safety responsibility.

### 实例 1 Example 1:

#### 东方雨虹生产基地安全管理制度明细 Oriental Yuhong Production Base Detailed Safety Management System

安全生产责任制 Production Safety Responsibility System	动火作业管理制度 Fire Operation Management System	安全隐患排查制度 Potential Safety Hazard Screening System
安全教育管理制度 Education Safety Management System	职业卫生管理制度 Occupational Health Management System	廉洁自律管理办法 Clean and Self-discipline Management System
安全生产检查制度 Production Safety Inspection System	工伤事故报告处理管理制度 Accident Work Injury Report Processing Management System	东方雨虹工厂出入管理制度 Oriental Yuhong Factory Entrance-Exit Management System
安全生产奖惩制度 Production Safety Award and Punishment System	消防安全管理制度 Safety Utilization of Fire Protection Management System	工厂安全联动管理制度 Factory Security Linkage Management System
劳动保护用品管理制度 Labor Protection Supplies Management System	安全用电管理制度 Safety Utilization of Electric Power Management System	有限作业空间管理办法 Limited Operation Space Management System
危险化学品安全管理制度 Hazardous Chemical Materials Safety Management System	火灾事故应急管理制度 Fire Accident Emergency Management System	生产运营中心安全处罚管理规定 Production Operation Center Security Punishment Management Regulations
设备安全管理制度 Equipment Safety Management System	化学品泄漏应急处理管理制度 Chemical Leakage Emergency Treatment Management System	生产运营中心工伤事故处理管理办法 Production Operation Center Accident Work Injury Treatment Management
特种作业安全管理制度 Special Operation Safety Management System	外来施工作业安全管理制度 Foreign Construction Safety Management System	生产运营中心员工安全信用积分考核管理规定 Production Operation Center Employee Safety Credit Score Evaluation Management Regulations
高处作业安全管理制度 Height Operation Safety Management System	培训、实习人员安全管理制度 Training, Interns Safety Management System	



## 实例 2 Example 2:

### 徐州生产基地 2015 年新增 3 项制度、完善更新 4 项应急预案

The 3 newly added systems and 4 improved and updated emergency plans by Xuzhou Production Base in 2015.

《徐州工厂安全生产全员实行互保互联的相关规定》、《吨袋安全管理制度》、《员工交通安全管理制度》为徐州生产基地 2015 年新增的 3 项制度。

The 3 newly added systems by Xuzhou Production Base in 2015 are as follows: "Relevant Provisions of Xuzhou Factory for Safety Production in Whole Staff Implementation of Mutual Protection and Mutual Interconnection", "Ton Bag Safety Management System", and "Employee Traffic Safety Management System".

《徐州工厂卷材配料罐起火应急救援预案》、《沥青储罐起火应急救援预案》、《车间突发停电应急预案》、《TDI 突发事件应急处置方案》为徐州生产基地 2015 年更新的 4 项应急预案。

The 4 newly updated emergency plans by Xuzhou Production Base in 2015 are as follows: "Xuzhou Factory Coiled Materials Make-up Tank Ignition Emergency Rescue Plan", "Asphalt Storage Ignition Emergency Rescue Plan", "Workshop Sudden Power Failure Emergency Plan", and "TDI Emergency Disposal Scheme".

四项应急预案的完善，通过对员工现场培训，强化应急演练操作，做到防患于未然，确保安全生产。

Improvement of the 4 emergency plans, through the on-site training of employees, strengthen emergency drilling operation, take preventative measures, and ensure safety production.

## 实例 3 Example 3:

### 上海生产基地 2015 年新增 2 项制度

The 2 newly added systems by Shanghai Production Base in 2015

《叉车安全管理制度》、《禁烟管理制度》为上海生产基地 2015 年新增的 2 项制度。

The 2 newly added systems of Shanghai Production Base in 2015 are "Forklift Safety Management System", "Non-smoking Management System".

## 实例 4 Example 4:

### 唐山生产基地 2015 年新增 2 项制度

The 2 newly added systems by Tangshan Production Base in 2015

《外来施工作业安全管理制度》、《禁烟管理制度》为唐山生产基地 2015 年新增的 2 项制度。

The 2 newly added systems by Tangshan Production Base in 2015 are: "Foreign Construction Operation Safety Management System", "Non-smoking Management System".

针对唐山生产基地一边建设，一边施工的情况，加大对外来施工队伍安全制度的宣贯，从源头上控制总包、分包以及甲方聘用的第三方的安全管理，针对施工队伍进行安全培训。

In view of Tang Production Base conditions of building and construction at the same time, strengthen promotion and implementation of safety system of Foreign construction team, control from the very source safety management of general contracting, sub-contracting, and third party's engagement by Party A, and conduct safety training towards the construction team.

## 实例 5 Example 5:

### 锦州生产基地 2015 年 3 项应急预案完善更新

The 3 improved and updated emergency plans by Jinzhou Production Base in 2015

《消防应急救援预案》、《燃气事故应急救援预案》、《锦州工厂卷材车间配料罐及环保管线起火救援预案》三项应急制度的完善，通过员工现场培训，加深应急操作合理性，确保安全生产。

Improved three emergency systems, namely, "Fire Emergency Rescue Plan", "Gas Accident Emergency Rescue Plan", and "Jinzhou Factory Coil Plant Blending Tank and Environmental Pipeline Fire Rescue Plan", and through site employee training, deepen emergency operation rationality, and ensure production safety.

## 实例 6 Example 6:

### 惠州生产基地 2015 年新修订 5 项制度

The 5 newly revised systems by Huizhou Production Base in 2015

《建设项目安全设施及职业病防护设施“三同时”管理制度》、《消防广播系统管理规定》、《专项应急预案》、《门禁卡使用管理规定》、《外来施工作业安全管理规定》为惠州工厂修订完善的相关制度，其制度修订主要根据操作适应性及合理性进行修订，同时完善建立安全档案，安全培训考试记录、奖惩记录、安全责任状、安全操作协议等资料。

The 5 revised and improved relevant systems by Huizhou Production Base are: "Building Project Safety Construction and Occupational Disease Prevention Facilities "Three Simultaneity" Management System", "Fire Control Broadcasting System Management Regulations", "Special Emergency Plan", "Entrance Card Use Management Regulations", and "Foreign Construction Operation Safety Management Regulations". Their revision is mainly based on operational adaptability and rationality, and at the same time, improve the setup of safety profile, safety training examination records, rewards and punishment records, safety liability form, safety operation agreement, and other data.



每一制度、每一条款落实到每个部门、每个车间、每个施工现场、每个岗位。基地建立健全各项安全生产规章制度，各项安全生产规章制度已全面覆盖并有针对性，每年对各项制度和操作规程的适宜性、有效性进行重新审阅，并对相关不合格项进行修订，将各项制度规章进一步完善。

Each system and each provision or clause is to be implemented and put into effect in every department, every workshop, every construction site, and every post. The production base establishes and improves various kinds of safety production rules and regulations, and all safety production rules and regulations have their universal coverage and are targeted with pertinence. Each year, the company shall review the suitability and effectiveness of the various systems and operational procedures, and at the same time amend the relevant items of non-conformity, so as to further improve the various rules and regulations.



## 安全生产

### Safety Production

落实安全生产责任制，建立各部门、各级人员的“横向到边，纵向到底”的安全生产责任体系，层层落实安全生产责任，形成了全员责任、全员参与的安全生产管理体制。公司全面实行安全生产标准化及 HES 安全管理体系。

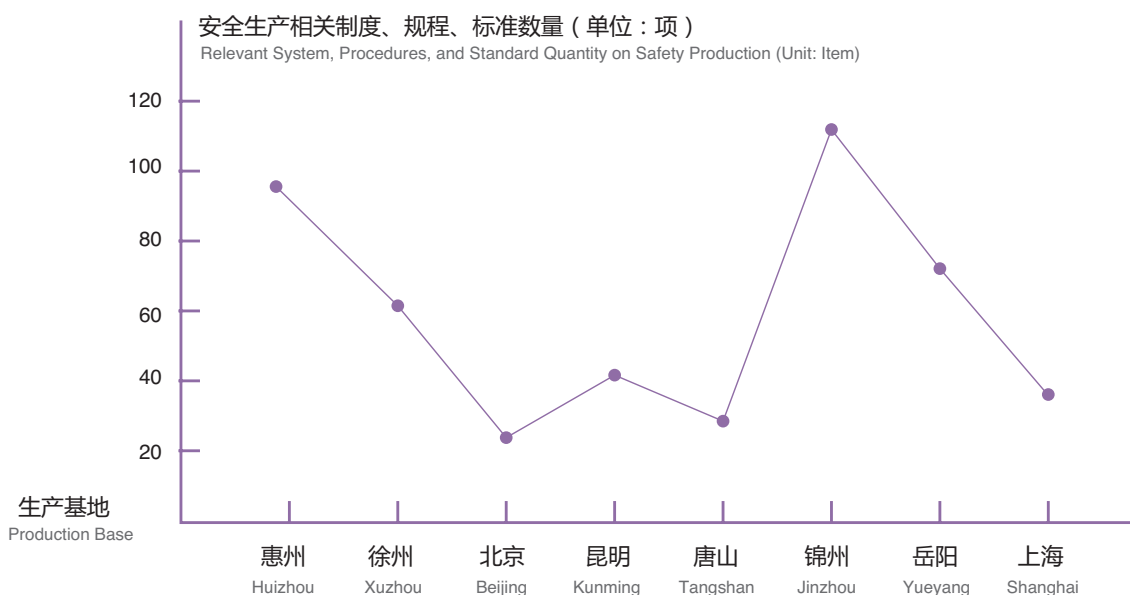
Oriental Yuhong carried out safe production responsibility system, which covered the whole network of construction and staff, to ensure the fulfillment of safe production responsibility. It also completely carried out safe production standardization and HES safe production system.

为保证贯彻安全管理制度，公司在各大生产基地设立了专门的安全管理部门，配备了专职安全管理人员，实行专人专岗。

To ensure the fulfillment of safety management system, the company set up special safety management department in different production bases and arranged professional safety management persons.

成立了安全联动管理小组，以各生产基地安环主任为组员，生产运营总监为总督导，整体统筹生产运营系统各生产基地的安全管理工作，建立联动互助的长效机制，做到统一部署，安全信息资源共享，群策群力，相互借鉴学习，共同进步，确保生产运营系统整体安全生产目标的达成。

Oriental Yuhong established a consolidated safety management team, with safety management directors of different production bases as team members and production & operation director as leader. The team is responsible for safety management of different production bases. Long-term coordination mechanism was set up and safety information and resources was shared. Members worked together to ensure the accomplishment of safe production objective of the whole production & operation system.



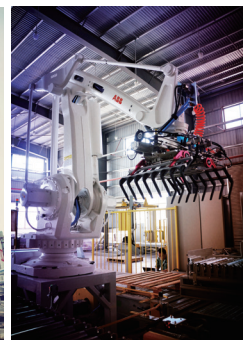


## 实例 1 Example 1:

### 惠州生产基地 Huizhou Production Base

2015 年惠州生产基地，全厂围墙加装防盗钢丝网，办公楼安装了红外报警系统，办公楼安装指纹门禁系统，财务室及办公楼安装防盗门及门窗防盗网。新制定的出入制度对保安员进行培训，严格执行成品、废品、垃圾、杂项工具、自带货及物品等物资的出厂检查。

Huizhou Production Base in 2015. The factory equipped its fencing with anti-theft wire mesh, its office building installed with infrared alarm system and fingerprint entrance guard system, its financial room and office building installed with security doors and windows burglar mesh. With the formulation of new access system, security guards will undergo training, ex-factory inspection of finished goods, scrap, waste, miscellaneous tools, one's own goods and articles and other materials will strictly enforced.







## 实例 2 Example 2:

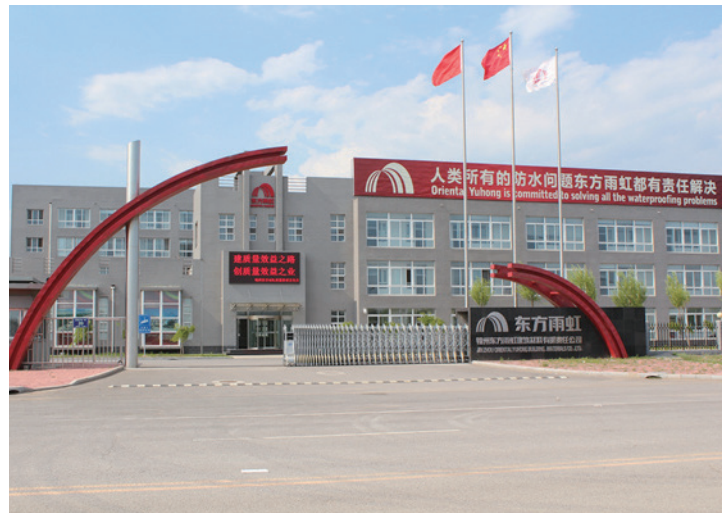
### 锦州生产基地 Jinzhou Production Base

基地实行安全培训下车间计划，将安全培训重心改为生产一线，通过员工考试摸清安全欠缺情况，抛弃统一培训模式，采用岗位班组实地培训，缩短理论培训，强化实操培训，将员工切实掌握安全技能纳入绩效考核范畴，确保安全工作落到实处。

The Production Base shall execute the plan of safety training in the workshop, shift the focus of safety training to the production front line, understand circumstances of the lack of safety through exam of employees, abandon unified training model, adopt post shift site training, shorten theoretical training, strengthen practical operation training, and brought employees' practical mastery of safety skills into the scope of their performance evaluation, and ensure that safety works are put into effect.

2015年4月9日，锦州生产基地被锦州滨海新区（开发区）授予“2014年度安全生产工作目标管理先进单位”荣誉称号。

On April 9th 2015, Jinzhou Production Base was awarded the honorary title of "Safety Production Work Target Management Advanced Unit 2014" by Jinzhou Binhai New Area (Development Area).



## 实例 3 Example 3:

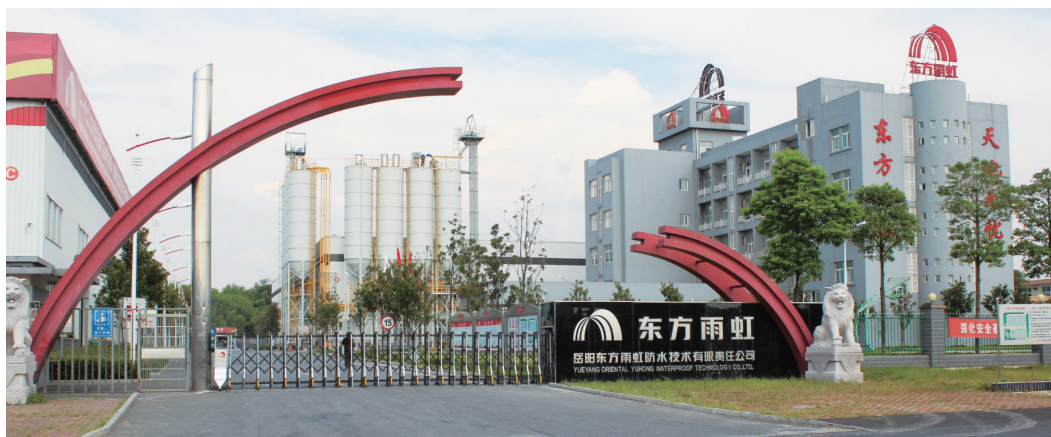
### 岳阳生产基地 Yueyang Production Base

开展“未遂事件征集”活动，发动员工收集生产过程中所见所闻所经历的安全环保未遂事件，反思未遂危险性和潜在的发生原因，防微杜渐。

Carry out "Near-miss Accident Collection" activity, mobile employees to collect safety and environmental protection near-miss events seen, heard or experienced in the process of production, reflect on the risks and causes of potential occurrence of near-miss accident, and check erroneous ideas or concepts at the outset to prevent its occurrence.

开展安全环保咨询进班组活动，工厂安环部、设备部深入车间班组，为员工解答安全环保问题。

Carry out safety and environmental protection consulting team activity, safety and environmental protection department and equipment department of the factory advance to the workshop or team shifts, and explain and answer employees' questions on safety and environmental protection.



## 实例 4 Example 4:

### 徐州生产基地 Xuzhou Production Base

“安全关怀、安全监察、安全积分、互保互联”四位一体安全创新管理模式的应用，使得徐州生产基地安全管理水平相比 2014 年提升较高，实现安全环保零事故。

Application of the four-in-one safety innovation management model of "concern for safety, safety supervision, safety grade accumulation, and mutual protection and interconnection" enabled the safety management standard of Xuzhou Production Base to a better level compared with that of 2014, thereby achieving zero accident on safety and environmental protection.

首次在基地推进安全关怀工程，每月有一至两项安全关怀的主题落地，让员工感受到安全关怀带来的好处以提升安全意识，规范员工的安全行为和习惯，以此为基础，企业安全文化建设得以深入展开。

Promoted for the first time safety concern project in the Production Base, there are one to two themes on safety concern that are put in place each month, made employees feel the benefits brought about by safety concern so as to enhance their safety consciousness, standardized their safety behavior and habits, and with this as basis, the construction of enterprise safety culture is able to carry out further and deeper.

建立安全监察机制并实施，起到了有效的监督及促进作用，安全监察小组在隐患排查与治理方面效果尤其明显，使得全年隐患整改完成及时率在 95% 以上。

Established and implemented safety supervision mechanism, played the role of effective supervision and promotion, effects of the safety supervision team is especially evident in terms of checking of hidden perils and governance, making the hidden danger timely rectification completion rate the whole year reaching above 95%.

全面实行安全互保互联，各车间、部门以自由组队形式，每 2-5 人组成一个互保互联小组，签订《互保互联小组公约》，实行同奖同罚、连带责任，形成相互监督、互帮互助的安全管理网络体系，营造浓厚的安全生产氛围，促进班组安全文化建设。

Fully implemented mutual guarantee of safety and interconnection, in each workshop and department, every 2-5 people organized a mutual safety and interconnection team on a free teaming basis, signed the "Convention on Mutual Guarantee of Safety and Interconnection", executed the same award and punishment and joint and several liability system, formed mutual supervision and mutual help safety management network system, created a strong safety production atmosphere, and promoted shift or team safety culture construction.

组织制作了基地的外来人员安全教育宣传片，采用卡通动漫的方式形式安全教育，寓教于乐，效果较好。

Organized and produced production base foreign personnel safety education publicity film, adopted animated cartoon for safety education, integrating education with recreation, with good effects.





## 产品安全

### Product Safety

为保证东方雨虹产品安全，公司采取以下措施严控产品质量，确保产品安全。

To ensure the product safety of Oriental Yuhong, the company adopts the following measures to take strict control of product quality.

1、东方雨虹本着精益求精的态度，已通过质量管理体系、环境管理体系、职业健康安全管理体系、测量管理体系、CE、CTC、CRCC、中国环境标志产品认证等认证，加强管理体系实际运作并持续改进，产品达到国家法律法规和国际规则规定的安全标准，消除产品可能对消费者和社会产生的安全隐患。

1. Oriental Yuhong has passed the authentication for quality management system, environmental management system, occupational health and safety management system, measurement management system, CE, CTC, CRCC, Chinese environmental labeling, etc. It strengthened and improved the operation of management system. Its products meet safety standards stipulated by domestic and international rules and regulations, and hidden safety risks for customers and society are eliminated.

2、原材料液态沥青、机油均采用封闭式罐装储存，输送采用封闭式管道，达到与空气、环境隔绝的效果。

2. Raw materials such as liquid asphalt and engine oil are stocked in sealed tanks and transported through closed pipeline, to ensure insulation from air and environment.

3、产品的包装符合安全标准，密闭无溢漏隐患，产品上张贴安全技术说明书，关于产品如何安全使用、安全注意事项、应急处理措施等向消费者明确告知。

3. Product packages meet safety standard and have no leakage risk. Safety technology instructions are posted on products to inform customers of safe application procedures, safety precautions, and emergency treatment measures.

4、法律定义的危险品，其生产、储存、运输、销售、使用，按法律规定的安全防范措施执行，以保证企业、员工、公众、社会的安全。

4. The production, storage, transportation, use, and application of dangerous products shall be carried out in accordance with legal safety precaution measures, to ensure the safety of enterprise, employees, the public, and society.



5、通过看板拉动系统，管理产品质量安全，使用二维码进行出入库管理，实现物资先进先出，提高物资周转效率，全程实现产品质量追溯，产品抽查检测合格率 100%。

5. Manage the safety of product quality through billboard pull system, use 2D code for entry and exit of the warehouse management, realize first-in and first-out of materials, improve efficiency of material flow, achieve full-course product quality tracking, and product sampling inspection qualification rate has reached 100%.

6、公司建立产品追溯体系，该体系赋予每个产品一个身份编码，能够全方位追溯到产品生命周期内的进程。通过扫描产品的身份编码查询到每一个具体产品的生产车间，生产班组，产品配方工艺的研发负责人，及产品包装，产品使用周期等，对每一个产品的周期进程进行监控，还在一定程度上杜绝了假冒伪劣产品在施工上的应用。

6. The Company has established a product traceability system. The said system endows each product with an ID code, capable of all-round tracking of progress of life cycle of the products. By scanning the ID code of the product, query the production workshop of each specific product, production shift or workshop, R&D person-in-charge of production technology of product, product packaging, and product life cycle etc., monitor the cycle progress of each product, and eliminated, to a certain extent, the application of fake and inferior products in construction.





## 社会安全

### Social Security

企业作为重要的社会有机体，在经济活动、社会活动中，必须围绕社会安全进行企业的正常运营，以下是东方雨虹为确保社会安全实施的相关措施：

As important social organism, enterprises should carry out normal enterprise operation in economic and social activities while focusing on social security. The following are relevant measures implemented by Oriental Yuhong to ensure social security:

1、2015 年，公司制定并正式出台《东方雨虹基本法》，并在全公司上下严格宣贯，明文规定公司遵守商业规范和道德准则，遵守一切法律、法规，尊重社会习俗和宗教信仰。

1. In 2015, the Company formulated and officially issued its "Oriental Yuhong Basic Law", and strictly promoted and carried out throughout the company from top management to bottom work staff, defining clearly that the Company shall abide by the business standards and code of ethics, obey all the laws and regulations, and respect social customs and religion.

2、所有入职人员皆签订洁身自律安全协议，明确其作为东方雨虹人对社会及社区的安全建设应负的责任，严禁从事危害公共安全的行为。

2. All employees shall sign self-discipline and safety agreement to clarify their responsibility for the safety construction of society and community and to prevent them from risky actions for public safety.

3、加强对在职人员的公共安全的教育，禁止从事非法娱乐、集会等活动，上下班遵守交通安全法规，保证路途中行车安全，避免对公众造成不良影响。

3. Oriental Yuhong strengthened public safety education for employees. It banned employees from illegal entertainment and assembly. Traffic rules must be followed to prevent bad influences to the public.

4、加大对厂区环境保护的投资，投入大量人力、物力进行污染物治理，严格控制污染物的排放，消除对周边社区的环境影响。

4. Oriental Yuhong increased investment to protect factory environment, and intensified crackdown on pollutants, to strictly control pollutant emission and reduce environmental influence on adjacent community.

5、作为社会公民，东方雨虹不断强化社会安全措施。举办安全消防演习互动活动，对员工进行消防应急、救护演练，



向员工发放急救手册，宣传应急救援知识，营建“人人关注消防、人人参与消防”的安全氛围。

5. As a social citizen, Oriental Yuhong continuously strengthened social safety measures. It carried out fire drills, and issued emergency manual to employees, to publicize emergency knowledge and build a good firefighting circumstance.

6、公司组织反恐安全知识讲座和交通安全讲座活动，提高全员反恐及交通安全意识。

6. The Company organized anti-terrorism security knowledge seminars and traffic safety knowledge lectures to improve all staff anti-terrorism and traffic safety consciousness.

### 实例 1 Example 1:

2015 年 11 月 6 日，上海东方雨虹开展消防模拟演习活动，公司特邀金山卫消防支队共同参与演练。为进一步强化安全意识，杜绝隐患的发生，工厂每年至少组织两次消防演练。

On November 6th 2015, Shanghai Oriental Yuhong carried out fire control simulation drill activity, the Company invited Jinshanwei Fire Fighting Brigade to participate in the joint drill. In order to further strengthen the safety consciousness and eliminate the occurrence of hidden dangers, the factory will organize at least twice fire control simulation drills each year.

### 实例 2 Example 2:

2015 年 12 月 1 日，上海公司邀请金山公安局反恐支队钱警官进行反恐安全知识培训，使全体员工对反恐知识有了进一步的了解。

On December 1st 2015, Shanghai Company invited police officer Mr. Qian with Anti-terrorism Detachment of Jinshan Public Security Bureau for anti-terrorism safety knowledge training, enabled all staff to have acquired further understanding of knowledge on anti-terrorism.





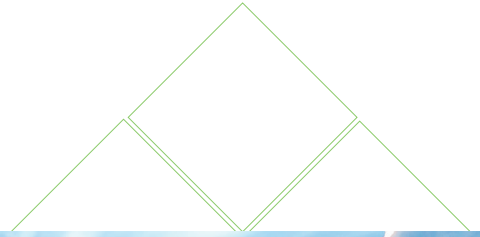
### 实例 3 Example 3:

2015 年 12 月 27 日，上海公司邀请金山区交警支队周警官进行交通安全培训，强化员工的交通安全意识。

On December 27th 2015, Shanghai Company invited police officer Mr. Zhou with the Traffic Police Detachment of Jinshan District for a traffic safety training, and strengthened staff's traffic safety consciousness.











# R 资源与环境

## Resources and Environment

为了给未来留一片绿色，东方雨虹力求在自身的经营活动及生产、施工过程中最大限度减小对环境的影响。公司通过创新节能减排的理念、技术和管理机制，不断提高能源利用率，切实提高能效、循环利用资源，减少污染排放，积极建设节约型和环境友好型企业。

To leave a green environment to our descendents, Oriental Yuhong tried its best to reduce environmental influence caused by its operation, production, and construction. With energy-saving and emission-cutting concept, technology and management system, the company continuously increased energy utility rate and efficiency, made circular use of resources, and built itself into an economical and eco-friendly enterprise.





## 环境管理与绩效

### Environmental Management and Performance

2015年,东方雨虹继续以“绿色生产、低碳环保”、“标准化”为管理方向,继续推进环境管理的规范化、系统化和日常化。

In 2015, Oriental Yuhong continued to push forward standardization and systematization of environmental management with “green production, low-carbon, environmental protection, and standardization” as direction.

此外,公司还在探索“绿色生产、低碳环保”评估指标的相关内容,使环境管理绩效进一步量化,具体评价环境影响。

In addition, the company is also exploring the relevant contents on “Green production, low-carbon environmental protection” evaluation indexes to further quantify environmental management performance for concrete evaluation of the environmental impact.

上海生产基地 2015 年投资 200 万将燃煤锅炉替换成天然气锅炉;所有的储罐和卸油口全部安装废气处理设施;卷材车间生产线实现了全密闭。

In 2015, Shanghai Production Base invested RMB 2 million to have replaced coal-fired boiler with natural gas boiler; all tanks and oil discharge outlets had been installed with waste gas treatment facilities; and the coil workshop production line had realized full enclosure.

岳阳生产基地三期 EVA 防水板项目取得环评批复。

The Phase III EVA waterproof board project of Yueyang Production Base have obtained its environmental protection approval.

徐州新沂生产基地 2015 年顺利通过建设项目环保验收。

In 2015, Xuzhou Xinyi Production Base successfully passed its construction project environmental protection acceptance check.

惠州生产基地完成二期项目的环保试生产,完成环保清洁生产验收,并完成总体环保竣工验收。

Huizhou Production Base completed its Phase II project environmental protection trial production, its environmental protection clean production acceptance check, as well as its overall environmental protection completion acceptance check.

锦州生产基地通过了辽宁省清洁生产指导中心审核。

Jinzhou Production Base passed the examination and verification conducted by Liaoning Provincial Center for Clean Production Instruction.



### 东方雨虹各投产生产基地主要节能环保指标

Main Energy Saving and Environmental Protection Indicators of Various Production Bases of Oriental Yuhong in Operation

项目 Project	北京 Beijing	上海 Shanghai	岳阳 Yueyang	锦州 Jinzhou	徐州 Xuzhou	昆明 Kunming	惠州 Huizhou	唐山 Tangshan
产值单耗 (tce/万元) Production Value Per Unit Consumption (tce/RMB 10,000)	0.456	0.65	0.165	0.17	0.1758	0.35	0.17	0.28
化学需氧量排放 (吨) Chemical Oxygen Demand (COD) Emission (Ton)	0.107	0.38	0.45	0.19	0.15	0.06	0.1	0.22

### 实例 Example :

2015 年, 公司将开展工业旅游作为推进智能化生产与绿色生产的重要项目。东方雨虹徐州生产基地成为工业旅游项目的首批试点单位, 目前正在申报阶段。徐州生产基地集科、工、贸、施工、服务于一体, 是国内优秀的防水材料 and 保温材料生产企业, 是江苏省高新技术企业、江苏省质量信用 AA 级企业、江苏省两化融合示范单位, 并获评“江苏省示范智能车间”。基地占地面积近 300 亩, 总建筑面积 7.6 万平方米。采用世界领先的生产工艺, 已建成年产 3000 万平方米防水卷材生产线、10 万吨涂料生产线、40 万吨砂浆生产线及 32 万立方米进口石墨改性膨胀聚苯板生产线等。

In 2015, the company will carry out industrial tourism as an important project to promote intelligent manufacturing and green production. Oriental Yuhong Xuzhou Production Base became the first batch of pilot unit of industrial tourism project, and is currently at its reporting phase. Integrating science, industry, trade, construction and service as a whole, Xuzhou Production Base is a domestic excellent waterproof and thermal insulation material production enterprise, a high-tech enterprise of Jiangsu province, a quality credit AA grade enterprise of Jiangsu province, a double industrialization fusion demonstration unit, and was appraised as "Jiangsu province demonstration intelligent workshop". The Production Base covers an area of nearly 300 mu, total building area of 76000 square meters. Adopting the world's leading production technology, the Company has already built 30 million square meters of waterproof coiled materials production line, 100,000 tons of coating production line, 400,000 tons of mortar production line, and 320,000 cubic meters of imported graphite modified expanded polystyrene panel production line etc.

徐州生产基地目前已全面实现智能化生产, 引进国际先进的生产设备, 并与山东大学就自主搬运机器人(智能移动机器人)设计开发、物品智能识别系统开发等八个项目达成智能系统研发合作意向。基地内设展厅、屋顶花园绿色种植系统、防水科普长廊、现代化穿梭式货架仓储物流系统、智能化生产车间、功能齐全的质量检测中心、民建实操施工训练场、景观河防渗漏系统等具备参观旅游与技术交流的配套设施和场地, 游客可通过零距离观光和体验, 了解产品材料选择和制作工艺, 亲眼目睹优质产品的生产过程, 体验优质产品的品质。

Xuzhou Production Base has now fully realized intelligent production, introduced the world advanced production equipment, and has reached intelligent systems research and development cooperation intention with Shandong University concerning eight projects, namely, autonomous handling robot (intelligent mobile robot) design and development, item intelligent identification system development etc. Inside the Production Base, there has been set up with supporting facilities and venues for visit, tourism, and technical exchange, such as exhibition hall, roof garden green planting system, waterproof science popularization corridor, modern shuttle shelf warehousing logistics system, intelligent production workshop, full functional quality inspection center, civil construction practical operation construction training field, and landscape river anti-leakage and anti-seepage system etc., where visitors can understand the product material selection and production process through zero distance sightseeing and experience, witness personally high quality product production process, and experience the high-quality product.



基地极为重视绿色环保，种植具备观赏性的花卉、绿植、多种果树，配备安环人员负责基地的安全、卫生保障工作，并有资深员工作为专业解说员；设有健康餐厅结合严格的餐厅管理制度，为游客提供丰盛、干净、健康的美食，并有各大高中档协议饭店供游客自由选择。即将设立的游客中心，将配置大型显示屏，传播企业文化及科普知识，提供安全参观服饰与保护设备，进行参观前的安全教育，配有宣传资料及产品展示，使用方法及施工的实操培训，让游客全方位了解企业及产品的同时，还能将参观所得应用到现实生活中去。

The Production Base attaches extreme importance to green environmental protection, plants ornamental flowers, green plants, and a variety of fruit trees, equipped with security and environmental protection personnel to be responsible for the safety, sanitation and logistic works, with senior staff as professional commentator; the Base is equipped with healthy restaurant combined with strict restaurant management system, providing visitors with abundant, clean, and healthy food, and there are also various high and medium-level agreement hotels for free choice by tourists. The visitors' center, which will soon be set up, will be configured with large display screen for dissemination of enterprise culture and the popularization of science knowledge, provide safe visit clothing and protection equipment, conduct pre-visit safety education, equipped with promotional materials and product display, use method and construction practical operation training, let visitors acquire an all-round understanding of enterprise and product, and at the same time, apply to their real life what they have learned from the visit.



## 绿色生产

### Green Production

#### (一) 节能降耗

##### (I) Energy saving and emission cutting

东方雨虹各大生产基地持续推行 5S 管理和精益生产，通过对生产现场的整理、整顿，使生产环境整洁有序、生产过程安全高效。同时，公司还强化三体系等管理，做到管理规范化、科学化，提高体系运作效率。

Oriental Yuhong carried out 5S management and lean production continuously in different production bases. Through rectification, production sites became clean and orderly, and production processes became safe and highly efficient. At the same time, the company strengthened system management, to ensure it standard, scientific and highly efficient.

1、沥青卷材车间原有导热油回油管线太长，管线保温效果不佳，热效率低。通过在导热油主管线部位，增加两个分油缸，分为冷油和热油两根导热油管，降低能耗。

1. The original heat conduction oil return line of the asphalt coil workshop is too long, the pipeline heat preservation effect is not good, thermal efficiency is low. By adding two sub-oil cylinders at the main part of the heat conduction oil pipeline, dividing them into cold oil and hot oil conductive tube, the energy consumption can be reduced.

2、涂料车间原有锥形搅拌和无重力搅拌装置能耗高，效率低，改为新型卧式干粉搅拌装置，结合变频器控制，节能可达 20% 左右；将生产线的码垛方式改为机械臂，产能可提高 500% 以上。

2. The original cone mixing and zero-gravity mixing of the coating workshop has high energy consumption, low efficiency, and therefore changed to new-type horizontal dry powder mixing device, and combined with the frequency converter control, they can save energy up to 20% or so; change the stacking way of the production line into mechanical arm, their production capacity can be increased by 500% or more.

3、外加剂车间原有工艺采用两步法，设备运转周期长，维修频次高，损耗相对较大。采用一步法替代两步法，提高效率，降低消耗。

3. The original technology of the admixtures workshop uses two-step methods, the equipment operation cycle is long, maintenance frequency is high, the loss is relatively great. Adopting one-step method to replace the two-step method can improve efficiency and reduce the consumption.





4、沥青卷材工艺原有的 90# 沥青因流动性相对较弱，需要加热到 150 度才能满足输送方式，经过工艺改造，新研发的 200# 沥青是一种流动性强，温度加热到 80 度即可通过输送泵输送的新型沥青。通过新增 8000 吨沥青储罐一个、沥青输送管道系统一套、沥青输送泵 2 台，使用 200# 流动性高的新型沥青，替代原来 90# 沥青，节能降耗。

4. The original 90# asphalt of the asphalt coil process, because of its relatively weak liquidity, needs to be heated to 150 degree before it can satisfy the transportation mode, and after process modification, the newly developed 200# asphalt is a kind of new type of asphalt with strong liquidity, capable of being transported via transport pump when heated to 80 degree. By newly adding one asphalt storage tank of 8000 tons, one set of asphalt transport pipeline system, 2 units of asphalt transport pumps, using the new type of 200# asphalt with high liquidity to replace the original 90# asphalt can save energy and reduce consumption.

5、公司原有的无胎生产线采用敞开式涂油池，散热快，保温效果不佳，温度冷却较快，能耗较大，目前准备新增封闭式改性沥青储罐一个、节能型无胎生产线涂油装置一套、高效冷冻机组一套，利用该储罐自有的保温措施，实现良好的控温过程及环保效果。

5. The original no-tire production line of the company adopts open-type oil pool, with fast heat dissipation, poor thermal insulation effect, rapid temperature cooling and relatively higher energy consumption. At present, it is planned to newly add one enclosed modified asphalt storage tank, one set of energy-saving no-tire production line oiling device, and one set of highly efficient refrigeration unit. By making use of its own heat preservation measures of the said storage tank, it can realize sound temperature control process and good environmental protection effect.

6、更换手动操作系统，采用最新 DCS 操作系统，优化生产工艺，提升生产转化率，节能降耗。

6. Replace the manual operation system, adopt the latest DCS operating system, optimize production technology, improve production conversion rate, and save energy and reduce consumption.

7、原高分子卷材生产线采用以单螺杆挤出机为主的单层覆着工艺，加料性能相对较弱、排气效果不够优异、物料停留时间长，且挤出机机筒加热温度相对不够稳定，能耗也相对较高。改造后采用新型复合共挤工艺，产品厚度控制在 2% 以内，远超国内标准。其核心挤出机采用进口 170、150 型的高效能双螺杆挤出机系统，将塑料塑化成均匀密实的熔融体，混合效果佳，排气自洁性能优良，比普通变频器节能 40% 以上。

7. The original polymer coiled material production line adopts single cladding process that gives priority to single screw extruder, its material charging performance is relatively weak, exhaust effect is not good enough, material stay time is long, and the extrusion machine barrel heating temperature is relatively not stable enough, energy consumption is also relatively high. After reconstruction, new type composite co-extrusion technology will be adopted, with product thickness controlled within 2%, which is far beyond the domestic standards. Its core extruder adopts imported 170 type, 150 type high-efficiency twin-screw extruder system, which plastifies the plastics into evenly compacted molten body, with good mixing effect, and sound self-cleaning exhaust performance, capable of saving more than 40% of energy than the general frequency converter.



8、洗澡用的热水由以前的全天供应改为定时供应，减少蒸汽用量。

8. The bathing hot water will be changed from whole day supply before to regular hour supply, and reduce steam consumption.

9、对管道和反应釜破损的保温进行更换，减少热能损耗。

9. Replace the damaged heat preservation of pipeline and reaction kettle, and reduce heat loss.

10、聚氨酯生产由 2 个反应釜生产改为 6 个反应釜同时生产，提高生产效率，降低能耗。

10. Change 2 reaction kettles to 6 reaction kettles for simultaneous polyurethane production, improve the production efficiency, and reduce energy consumption.

11、根据需要将卷材车间配料罐按高温、低温区分开，降低能耗。

11. Separate the coiled materials workshop into high temperature and low temperature according to need, and reduce energy consumption.

12、工厂空压机通过管道连接，降低空压机的开机率，降低耗电量。

12. The factory air compressor shall be connected through pipeline to reduce the air compressor starting up ratio and save electricity.

13、每个宿舍安装电表，合理控制电的使用。

13. Each dormitory shall be installed with meter, and make reasonable control of the use of electricity.

## (二) 低碳减排

### (II) Low-carbon Emissions

东方雨虹按照“谁生产，谁处理”的原则，组织开展环境考评，加强环保投入，统一生产现场管理，加强对污染物和废弃物的控制和处理，减少对社区和周边生态环境的影响。

Producers must be responsible for the waste caused in the production. In accordance with this principle, Oriental Yuhong carried out environmental evaluation, increased environmental investment, unified production site management, and strengthened control and treatment on pollutants and wastes, to reduce influence on community and surrounding ecological environment.



### 东方雨虹 2015 年主要节能环保投入

Major investment into energy saving and environmental protection by Oriental Yuhong in 2015

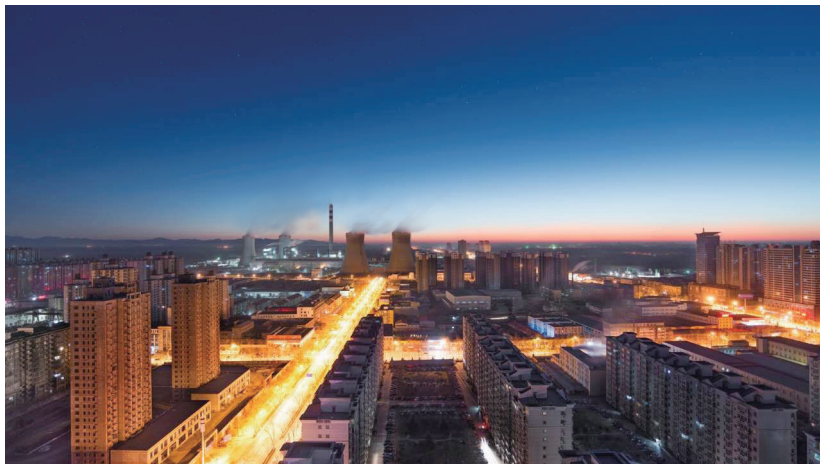
项目 Items	环保措施 Measures	投入 (万元) Investment (RMB10,000)	结果 Results
预防 Prevention	安环预防和检测 Prevention and test	142.52	防患于未然 Pollution prevention
8.6 固体废弃物 8.6 Solid waste	固废处理 Solid waste treatment	131.09	零排放 Zero emission
大气 Air	活性炭、片碱 Activated carbon, caustic soda flake	8.5	过滤, 符合当地环评标准 Filtering, to meet local environmental standard
	锅炉烟囱改造 Boiler and chimney transformation	403.8	达到北京市 2015 年最新颁布的大气排放标准 Reaching the 2015 latest air emission standard of Beijing
	沥青烟气处理 Asphalt gas treatment	798	达到北京市 2015 年最新颁布的大气排放标准 Reaching the 2015 latest air emission standard of Beijing
	粉料管道输送 Powder pipeline transportation	86	输送过程零排放 Zero emission in transportation process
水 Water	生活、生产污水处理 Domestic and production sewage treatment	145	排出口达规范要求 Outlet meets regulations
电 Power	设备保温、照明 Equipment thermal insulation and lightning	105.75	节能 Energy saving
噪声 Noise	降噪处理设备 Noise reduction equipment	17	大大降低噪音 Hugely reduce noise
其他 Others	植被绿化 Vegetation	335.05	符合《城市绿化规划建设指标的规定》 Meet "Regulations on Urban Vegetation Construction"
	事故应急池 Accident emergency pool	78.7	降低环境风险 Reduce environmental risk
	周边环境治理 Surrounding environment treatment	36	改善周边生态环境 Improve surrounding ecological environment
总计 Total	2287.41		



## 实例 1 Example 1:

2015 年，徐州生产基地投资 170 万、岳阳生产基地投资 280 万将沥青烟气处理设备更新换代，大幅度提高烟气净化处理效率，厂区空气环境明显改善。

In 2015, Xuzhou Production Base invested RMB 1.7 million, and Yueyang Production Base invested RMB 2.8 million to replace the asphalt smoke processing equipment, thereby greatly improving the flue gas purification treatment efficiency, and the air environment of the factory area improved significantly.



## 实例 2 Example 2:

锦州生产基地 2015 年共投资 192 万元，分别对 3# 线环保电场进行更换、整体更换 4# 线环保收尘系统，改善了员工操作环境，规避职业健康危害因素的浓度含量，实现了环保达标排放。

In 2015, Jinzhou Production Base invested a total of RMB 1.92 million to replace the 3#line environmental protection electric field, and replace overall the 4#line environmental protection dust collecting system respectively, which has improved the staff operating environment, avoided the contents of concentration of occupational health hazard factors, and realized environmental protection standard emissions.







## 绿色施工

### Green Construction

东方雨虹严格遵循以下施工原则：减少场地干扰、尊重当地环境；施工结合气候；节约能源；减少环境污染，提高环境品质；实施科学管理、保证施工质量，力争将施工周边环境的干扰和影响降到最低。

Oriental Yuhong strictly abides by the following building principles: reducing site disturbance, respecting local environment, paying attention to climate, saving energy, reducing environmental pollution, increasing environmental quality, carrying out scientific management, and ensuring construction quality, so as to reduce construction disturbance and influence to the surrounding environment to the minimum level.

### (一) 雨虹标准

#### (I) Yuhong Standard

2015 年，东方雨虹继续采用“标准化工地”施工管理体系，涵盖流程、工法、图集、工具、施工管理等各个方面，并通过岗前培训、施工安排部署、样板示范、标准化施工装备、现场管理、安全为先、工程实时追踪形成了标准化全链条服务，做到施工工艺规范化、场容场貌秩序化、管理流程程序化、内部管理信息化、监控手段科学化。

In 2015, Oriental Yuhong continued to adopt "Standardization Construction Site" construction management system, covering various aspects, such as process, construction methods, collection of drawings, tools, and construction management etc., and through pre-post training, construction arrangement deployment, model demonstration, standardization construction equipment, field management, safety first, and engineering real-time tracking etc., formed standardized service chain, thereby realizing construction technology standardization, field capacity and appearance regularization, management process sequencing, internal management informationization, and scientific monitoring method.

#### 实例 1 Example 1:

2015 年 12 月 17 日，东方雨虹凭借“卧牛山 EPS 车间及库房屋面防水保温工程”、“上海辰山植物园种植屋面防水工程”获得中国建筑防水工程“金禹奖”两项金奖，承建的“凤凰国际传媒中心地下室防水工程”获得中国建筑防水工程“金禹奖”银奖。这是东方雨虹继 2014 年荣获“金禹奖”后，再夺此殊荣。

On December 17th 2015, by virtue of "Woniushan EPS Workshop and Warehouse Roof Waterproof Thermal Insulation Engineering" and "Shanghai Chenshan Botanical Garden Planting Roof Waterproof Project", Oriental Yuhong won two golden awards - "Jinyu Award", conferred by China Building Waterproof Project, and the "Phoenix International Media Center Basement Waterproofing Project" undertaken by Oriental Yuhong won silver award - "Jinyu Award", conferred by China Building Waterproof Project. This is the second time that Oriental Yuhong won this honor after winning the "Jinyu Award" in 2014.



## 实例 2 Example 2:

2015 年 10 月，第 63 届国际屋面联合会（IFD）年会在德国波恩召开。大会评选出 2015 年度 IFD 获奖项目（IFD-AWARD 2015）。东方雨虹·深圳机场 T3 航站楼屋面防水保温工程荣获 IFD 金属屋面提名奖。这是中国首次也是迄今唯一获国际屋面联合会奖项。

In October 2015, The 63rd International Federation of Roofing Trade (IFD) Annual Meeting was held in Bonn, Germany. During the meeting, the IFD-AWARD 2015 was voted. Shenzhen Airport T3 Terminal Building Roof Waterproof Thermal Insulation Project of Oriental Yuhong won the IFD Metal Roofing nomination award. This was the first time, and also the only time so far, that China won the International Federation of Roofing Trade (IFD) award.

## （二）防水工程机械化施工

### (II) Waterproof Engineering Mechanization Construction

公司自主研发了 200 米超长卷材施工车（自主知识产权、达国际领先水平）、60 米以内卷材施工车（自主知识产权、达国内领先水平）；电动高压无气涂料喷涂机、涂料喷枪；自动爬行焊机、无穿孔焊接机、手持式焊接机等一系列机械化施工设备，设备多为行业首创，与传统施工方式相比，在保证和提高质量的前提下，可以提高施工工效 3-5 倍，缩短施工工期达 40%-60%，减少人员成本，而且具有配料准确、均匀稳定、科技含量高等优点。

The Company has spontaneously developed a series of mechanical construction equipment, such as the 200m long coiled materials construction vehicle (independent intellectual property rights, reached the international advanced level), the 60m within coiled materials construction vehicle (independent intellectual property rights, reached the domestic advanced level); electric high-pressure airless spraying machine, paint spray gun; crawl automatic welding machine, welding machine without perforation, and hand-held welding machine etc., most of these innovative equipment are the first in the industry, and compared with the traditional construction mode, while guaranteeing and improving the quality, they can improve the construction efficiency for 3-5 times, shorten the construction period 40%-60%, reduce labor costs, and are also characterized by accurate mixing of ingredients, uniformed and stable, with high technology content.

在推行机械化施工方面，东方雨虹注重实践与培训相结合，多次举办施工比赛及实操培训，在全公司范围内推行机械化施工。

In promoting mechanization construction, Oriental Yuhong pays attention to the integration of practice with training, organized many times construction competition and field training, and promoted companywide mechanization construction.

## 实例 Example :

2015 年“联盟杯”全国建筑防水行业职业技能大赛上，东方雨虹先后夺得改性沥青防水卷材组冠军（张立团队）、高分子卷材组一冠（徐龙潇团队）一季（王瑞杰团队）、喷涂防水涂料组一亚（宋悦团队）一季（廖荣新团队），加之前两任中国屋面防水大师钟友良、彭小明，东方雨虹的大师阵容进一步扩充，充分印证了“大师出自雨虹”的事实。

During the "League Cup" of the National Building Waterproof Industry Vocational Skill Competition held in 2015, Orient Yuhong subsequently won championship (Zhang Li's Team) of the Modified Asphalt Waterproofing Materials category, one champion and one third place (Wang Ruijie's Team) of the Polymer Coiled Materials Group category, one silver medal (Song Yue's Team) and third place (Liao rongxin's Team) of the Spraying Waterproof Coating category, coupled with the previously two Chinese roofing waterproof masters Zhong Youliang and Peng Xiaoming, Oriental Yuhong's masters squad had further expanded, which fully demonstrates the fact that "master comes from Oriental Yuhong".



## 绿色生活

### Green Life

2015 年，东方雨虹继续在全公司范围内组织发起勤俭节约、反对浪费的“绿色生活”主题活动。

In 2015, Oriental Yuhong continuously carried out "green life" action advocating frugality and fighting against waste.

公司倡导员工“绿色用餐”，号召各单位大力推广餐桌文明礼仪，倡导文明用餐行为，拒绝使用一次性餐具。做到就餐“光盘”，做到“吃多少盛多少”，并逐步推进接待工作的“分餐制度”，最大程度减少餐桌上的浪费，各员工相互监督，相互提醒，形成“节约光荣、浪费可耻”的良好氛围。

The company called employees to be against food waste. It called different units to promote dinner table civilized etiquette, and fight against disposable tableware. Clean plate was advocated. Separate meal system was carried out for guest entertainment to reduce waste on dinner table. Employees warned and monitored each other and formed a good atmosphere "frugality is honorable, and waste is shameful".

2015 年，公司积极倡导过好“苦日子、难日子、紧日子”，大到管理改革，小到节水节电，提质增效……是企业勤俭持家的不变法宝。东方雨虹天津公司、广东公司、四川公司、江苏卧牛山等各分子公司都已开展勤俭持家的相关培训和实践，为公司节省了大量人力、物力、财力，营造了良好的氛围。

In 2015, the company actively advocated living effectively "bitter days, hard days, and lean days" and, from major issues as management reform to minor topics as water-saving and power-conservation, making the company strong and increase efficiency...has been the constant magic weapon of an enterprise to be industrious and thrifty in management. The various subsidiaries of Oriental Yuhong, including its Tianjin Company, Guangdong Company, Sichuan Company, Jiangsu Woniushan Company etc., all have carried on industry and frugality related training and practices, saved a large amount of manpower, material resources, and financial resources, and created a good atmosphere.

#### 实例 1 Example 1:

##### 锦州生产基地：废物利用变新宝

##### Jinzhou Production Base: recycling of wastes into new treasure

“新”垃圾袋的使用：采用车间生产过程使用的剩余废旧袋子充当垃圾袋，承装实验用垃圾，极大减少了垃圾袋的采购。

The use of the "new" garbage bags: adopt residual waste bags used in the workshop production process as garbage bags to load junks used for experiment, and this has greatly reduced the purchase of garbage bags.

实验测试原材料的回收：由于实验，基地实验室经常会剩余一些原材料，如改性粉、改性剂、填料等。鉴于这些原材料储存期长、稳定性好，可重复利用。实验室及时将剩余材料进行分类收集，达到一定重量后送返生产使用。积少成多，避免不必要的浪费。

Recycling of raw materials for experiments and testing: because of experiment, the laboratory in the Production Base is often left with some raw materials, such as modified powder, modifying agent, and filler etc. Given that these raw materials have long shelf life, with good stability, they can therefore be reused. Hence, the laboratory classified and collected these surplus materials in time, and after reaching a certain weight, they are returned for production use. Many a little makes a mickle, thereby avoiding unnecessary waste.



## 实例 2 Example 2:

公司倡导员工“绿色出行”。公司号召员工尽量绿色出行，能坐公交地铁尽量乘坐公交地铁，能骑自行车就骑自行车，能爬楼梯就不乘电梯，为空气质量做出贡献。

Oriental Yuhong advocated "green traffic". It called employees to go by public transport means, bike, and try to avoid elevator but to climb stairs for better air quality.

## 实例 3 Example 3:

公司倡导员工“绿色办公”，要求进一步深入推广无纸化办公，工作流程尽量电子化，减少纸张文件的印制，用纸提倡双面使用、反复使用，少用一次性签字笔，倡导员工节约用水用电，支持可循环使用的物品，反对过分包装。公司重视办公区域内的绿化和美化工作，及时为办公室购置盆栽，力争为员工提供优雅舒适的工作环境。

The company advocated "green office". It asked different departments to push forward paperless office, computerize office work, and reduce the use of paper as well as disposable marker pen. It also advocated employees to save water and power, use recyclable articles and fight against surplus packaging. The company attaches high importance to greening and beautification work within the office area, purchase bonsai for offices timely, striving to provide employees with elegant and comfortable working environment.

## 实例 4 Example 4:

公司开展“除恶俗，做尊贵有礼的雨虹人”活动，在全公司范围内提倡节俭、环保，通过员工的自我约束与自我激励，提升东方雨虹人的个人素养，保持集体氛围的阳光与向上。

The company carried on "Getting Rid of Vulgar Practice, Be A Noble and Polite Employee of Oriental Yuhong" activity, advocating companywide economizing and environmental protection, and through employees' self-discipline and self-motivation, improve the personal quality of employees of Oriental Yuhong, and maintain a sunny and progressive attitude of an collective atmosphere.









# H 人权与劳工实践

## uman Rights and Labor Practice

员工是企业最宝贵的资源和财富，东方雨虹珍视员工价值，秉承“为国家、为社会、为客户、为员工、为股东”的企业宗旨，结合公司发展阶段、行业特点、人才结构特点，努力探索相关有效途径，全力维护员工各类合法权益。2015年，公司创设内外部无边界沟通渠道，突出对弱势群体的权益保护，加强安全、环保、职业健康管理；同时，构建多维立体的员工关爱体系，施行多元化员工激励政策，畅通全员职业生涯发展通道，不断推进员工的成长与发展，不断提升员工的满意度，努力保障员工权益的实现，全情回报员工、回馈社会。

Employees are the most precious resources and wealth of an enterprise. Oriental Yuhong treasures highly the value of its employees. Adhering to the enterprise tenet of "for the country, for the society, for customers, for employees, for the shareholders", in combination with the company's developmental stage, industry features, and talent structure characteristics, Oriental Yuhong exerted efforts to explore relevant effective approach, sparing no efforts to maintain the legitimate rights and interests of its employees. In 2015, the Company created internal and external border-less communication channels, highlighted protection for the rights and interests of vulnerable groups, and strengthened security, environmental protection, and occupational health management; at the same time, built a multi-dimensional and solid employees care system, implemented diversified staff incentive policies, straightened out all employee career development channels, continuously promoted their growth and development, continually improved employee satisfaction, made great efforts to guarantee the realization of rights and interests of the employees, rewarded employees and contributed to the society wholeheartedly.



## 人才队伍建设

### Talent Team Construction

东方雨虹践行以人为本的发展理念，每年计划招聘应届大学毕业生 200 名，引进美籍科学家，广泛吸纳海内外优秀人才，获得国家和省级人才“千人计划”奖励。公司坚持以事业留人，以待遇留人，以环境留人，以感情留人，优化人才队伍结构，共促企业发展基业长青。

Oriental Yuhong puts the people-centered development philosophy into practice, it plans to recruit 200 fresh university graduates each year, introduces American scientists, extensively absorbs excellent talents from both home and abroad, and won the national and provincial "Thousand Talents Program" award. The Company adheres to its practice of retaining talent through cause, through benefits, through environment, and through emotional attachment, optimizes its talent team structure, and jointly promotes the lasting foundation of enterprise development.

### 公司员工专业结构

Company Employee Professional Structure

生产、施工、后勤人员  
Workers, Builders, Logistical personnel

947 22.61%



技术人员  
Technicians

802 19.15%



销售人员  
Sales persons

1281 30.59%



财务人员  
Financial staff

135 3.22%



管理、职能人员  
Managers, Functional official

1023 24.43%

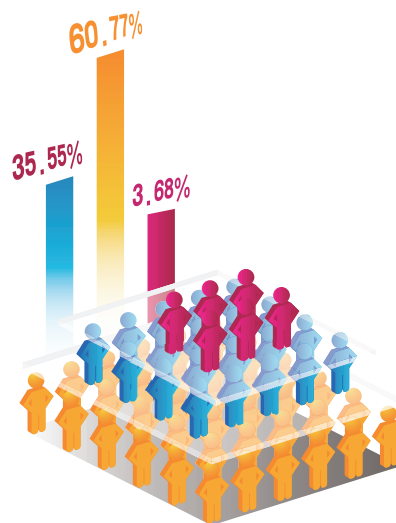
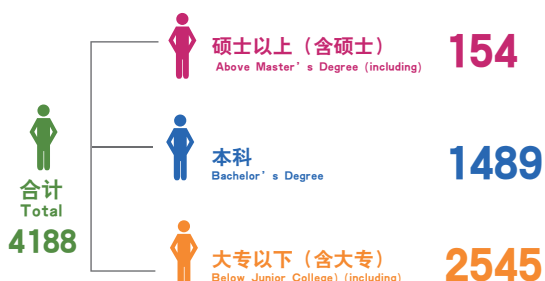


合计  
Total 4188

### 公司员工受教育情况

Company Employees by Education

人数  
Number of Employees  
占员工总数比例  
Percentage of Total





## 歧视和弱势群体

### Discrimination and Disadvantaged Groups

#### (一) 公平、公正、无歧视的用工政策

##### (I) Fair, Just and Nondiscriminatory Employment Policy

公司遵守有关劳工和人权的国际公约，遵守《中华人民共和国劳动法》、《中华人民共和国劳动合同法》和《中华人民共和国工会法》，倡导平等和非歧视的用工政策，禁止在招聘、薪酬、福利、晋升中有任何歧视行为，公平对待不同国籍、种族、文化背景的员工，充分尊重各民族员工的风俗习惯，尊重员工宗教信仰自由的权利；注重促进女性和少数民族就业，不断为员工创造公平、公正、和谐、人文的工作环境。公司现有少数民族员工 126 人，占比 2.91%。

The Company complies with the international convention on labor and human rights, abides by the "Labor Law of the People's Republic of China", "Labor Contract Law of the People's Republic of China" and the "Trade Union Law of the People's Republic of China", advocates recruitment policy of equality and non-discrimination, prohibits any acts of discrimination in recruitment, compensation, benefits, and promotion, gives fair treatment of employees of different nationality, race, and cultural background, fully respects the habits and customs of employees of all nationalities, respects employee's rights to freedom of religious belief; focuses on promoting employment of women and minorities, and continually creates for employees a just, fair, harmonious, and humanistic working environment. At present, the Company has 126 minority employees, accounting for 2.91%.

#### (二) 妇女权益保障

##### (II) Protection of Women's Rights and Interests

妇女权益是人权的重要权利之一。公司尊重女员工的职业发展，实行男女员工同岗同酬，女性员工享有完全平等的政治权利，在晋级中同等条件下优先使用女性员工。截至 2015 年底，公司女性高管占比为 25%；在工会管理、群众代表大会等重要的决策会议上，女职工占全员参与比例的 50%，享有同等权利和地位。

Women's rights are one of the important rights of the human rights. The Company respects female employee career development, practices equal pay with equal post for both men and women employees, women employees enjoy completely equal political rights, and under equal conditions, promotion favors female employees. As of the end of 2015, female senior management in the Company accounted for 25%; in Trade Union management, employee general assembly and other important decision-making meetings, female employees accounted for 50% of the total number of all participants, enjoying equal rights and status.





公司关爱女性员工身心健康，严格遵守国家相关规定，充分保障女员工“三期”休假，严禁女职工参加第四级重体力的工作，严禁女职工在经期进行冷水、低温作业。考虑到女职工特殊需要，结合医院建议，在女员工孕期不同阶段，额外补充产检假，公司女性员工生育假后返岗率达 100%。每年“3.8”妇女节，公司为每位女性员工精心准备个性化礼物，享受半天福利假。

The Company cares for women employees' physical and mental health, strictly abides by the relevant state provisions, fully guarantees female employees "3-period" holidays, strictly prohibits female employees from participating in the 4th grade heavy manual works, strictly prohibits female employees from cold water and low temperature operation during menstrual period. Considering the special needs of female employees, in connection with hospital suggestions, during the different stages of pregnancy of female employees, supplements them with additional antenatal care holidays, after birth holidays, the post return rate of female employees will reach 100%. During "March 8th" (International Women's Day) each year, the Company prepares carefully personalized gift for every female employee, and they enjoy a half-day welfare holiday.

### (三) 弱势群体的保护

#### (III) Vulnerable Groups Protection

公司切实保护残疾人等弱势群体的合法权益，每年参加残疾人就业专场招聘会，为残疾人提供了销售代表、施工管理员、内勤等多个岗位的就业机会。公司安排残疾人员工熊某任职 14 年，与公司形成了长期、稳定的无固定期限的雇佣关系，在其家庭连续遭遇不幸时，除启动关爱基金外，还实行全员捐款计划，帮助其渡过生活的困境。

The Company protects practically the legitimate rights and interests of the disabled and other vulnerable groups; the company also participates in recruitment fair specially prepared for the disabled every year, and provided for the disabled many posts of employment opportunities, such as sales representative, construction manager, and internal or office work. For instance, the Company employed Mr. Xiong, disabled, to work in the company for 14 years, and has established with him a long-term stable open-ended employment relationship with the company. When his family fell continuously on hard times, aside from starting a loving fund, the company also initiated a full-staff donation program to help him live through the difficult times.

#### 实例 Example :

##### 雨虹关爱基金 Yuhong Care Foundation

2013 年，东方雨虹设立“雨虹关爱基金”；2014 年新的关爱基金管理办法发布，拓宽了申请条件；2015 年关爱基金线上流程开通，员工可根据实际情况自行申请，申请渠道更便捷。雨虹关爱基金主要用于资助因医疗、教育、自然灾害等因素导致生活困难的员工及其子女，关爱和慰问爱岗敬业的优秀员工。2015 年雨虹关爱基金累计向 13 个家庭伸出了援助之手，资助费用 214000 元整。

In 2013, Oriental Yuhong set up "Yuhong Care Foundation"; in 2014, its new measures of care foundation was promulgated, which had broadened its application conditions; in 2015, the care foundation online process was open, employees may apply on its own based on its actual conditions, and the channel for application is much more convenient. Yuhong Care Foundation is mainly used for funding employees and their children who have life difficulties because of health care, education, natural disasters and other factors, care and express sympathy to outstanding employees who cherish their posts and devote wholeheartedly to work. In 2015, Yuhong Care Foundation extended a helping hands to a total of 13 families, with a funding costs of RMB 214,000 yuan.



## 基本权利与保障

### Basic Rights and Protection

#### (一) 基本人权的保障 (制度、渠道)

##### (I) Basic Human Rights Protection (System, Channel)

东方雨虹建立了严格的人力资源管理制度，严禁和抵制任何形式的雇用童工行为，严格避免强制劳动现象发生，至今没有出现过雇佣童工、强制劳动的现象。

Oriental Yuhong has established strict human resource management system, strictly prohibiting and resisting the recruitment of any form of child labor, strictly avoiding the occurrence of forced labor, as a result, the phenomenon of recruitment of child labor and forced labor has never occurred so far.

公司倡导“无边界沟通”理念，积极营造内外部无边界沟通渠道。员工可跨部门、跨职位、跨地域，通过办公软件、企业邮箱、上访、举报箱等各类线上、线下渠道反映他们遇到或可能发生的人权问题。公司对员工的检举和上访即查即办，一事一结，绝不拖延。2015 年全年没有一例侵犯人权的举报和上访事件发生。

The Company advocates "border-less communication" concept, and actively builds internal and external no-boundary communication channel. Employees may report all kinds of human rights issues or problems that they have encountered or may possibly occur across departments, cross-posts, cross-regional via office software, enterprise email, petition, report box and other kinds of online and offline channels. To the impeachment and petitions of employees, the Company will investigate and deal with in time, and each investigation will reach its conclusion, and will never delay. In 2015, there is no, not even one, report of a case of violation of human rights or petition have occurred.

#### (二) 劳工权益的申张

##### (II) Upholding of Labor Rights and Interests

公司按照有关规定建立工会组织，员工入会率 100%。同时，成立业务委员会，鼓励员工积极参与企业创新、业务管理，倾听业务一线的声音，尊重广大基层员工的权益。

The Company has set up Trade Union organization in accordance with relevant provisions, with employee enrollment rate reaching 100%. At the same time, the Company has set up business committee to encourage employees to actively participate in enterprise innovation, business management, to listen to the voice of the operation front line, and respect the rights and interests of employees at the grass-roots level.



工会设立劳动争议调解委员会和劳动争议调解员队伍，坚持深入员工中，多方听取员工呼声，认真解答员工关心的热点、难点和焦点问题。对员工反映的重大问题，坚持“咨询必有答复、投诉必有处理、处理必有结果”的原则。

The Trade Union has set up labor dispute mediation committee and labor dispute mediator team, adheres to its practices of deep engagement with employees, listens to their voices through various channels, answers carefully hot, difficult and focus issues of their concern. To the major issues or problems reflected by employees, the Trade Union adheres to the principle that "consulting must be replied, complaints must be dealt with, and processing or treatment must have a result".

在涉及员工劳动关系、工资福利、劳动保护、工作时间、假勤制度等关系员工切身利益的大事上，严格按照相关政策法规，经职工代表大会讨论审议，充分听取和采纳员工的意见和建议，而后协商、公示、公布，并在集体合同中予以明确。

Employees' labor relation, salary & benefit, labor protection, work time, holiday system and other events that are in close relation with employees' interests are discussed by employee representative conference strictly in accordance with related policies and regulations. The conference fully listened to opinions and adopted suggestions of the staff, then negotiated, announced, and specified them in collective contracts.

2015 年为充分保障员工薪酬待遇的内外部平衡，在对内部全部岗位薪酬待遇的摸底调研基础上，还就公司各分支机构所覆盖的 13 个城市、258 个关键岗位，进行外部薪酬调研，对标国内外同行业一流标杆企业，竭力为员工提供富有竞争力的薪酬。

In 2015, to fully guarantee the internal and external balance of employees' remuneration, on the basis of understanding and investigation of the internal compensation package or remuneration of all posts, the Company also conducted external remuneration investigation concerning 258 key posts in 13 cities covered by various branch units of the company, compared the standards of the first-class bench-marking enterprises of the same industry both at home and abroad, so as to make utmost efforts to provide employees with competitive compensation.

### (三) 员工满意度

#### (III) Employee Satisfaction

东方雨虹持续引进咨询公司开展员工满意度专项调查。2015 年围绕影响员工满意度的关键因素，包括公平机会、发展空间、文化氛围、人才策略等 11 个维度分类调研不同层级、不同序列人员满意度情况，明确管理改进需提升的 15 个具体措施，切实提升员工满意度。

Oriental Yuhong continued to introduce consulting companies to carry out special staff satisfaction survey. In 2015, focusing on key factors that affect employee satisfaction, including 11 dimensions, such as fair opportunity, development space, culture atmosphere, talent strategy etc., the Company conducted classified investigation and research on employee satisfaction from different layers and towards personnel of different sequence, clearly managed and improved 15 specific measures that need for enhancement, and practically increased employee satisfaction.



# 就业与雇佣

## Employment and Recruitment

### (一) 保障就业

#### (I) Employment Guarantee

公司建立健全劳动用工制度，规范用工管理，员工劳动合同签订率 100%；并不断完善适应市场要求及企业发展的岗位体系，建立市场化的竞争性劳动用工机制，分类用工、竞争择优，逐步优化劳动用工结构，避免利用非固定工作或过度利用临时性工作，努力提供有保障的就业体制。

Oriental Yuhong established and improved labor system and standardized employment management. 100% employees signed labor contracts. The company improved the system of posts to meet market demands and corporate development demands continuously. It also established competitive employment system and gradually optimized employment structure, to avoid overuse of part-time laborers and guarantee employees' benefit.

### (二) 促进当地就业

#### (II) Promote Local Employment

2015 年东方雨虹的员工净增长为 586 人，即向社会新增就业机会 586 个。公司坚持属地化用工政策，在均等的条件下，优先聘用当地员工，依托公司在当地业务的快速发展，有力促进了当地就业率的提升。随着战略版图的不断扩大，公司在北京、上海、广州、深圳、天津、四川、昆明、南京、山东分别建立了全资子公司；并在上海、岳阳、锦州、惠州、徐州、昆明、唐山、咸阳、芜湖建立了生产研发物流基地，极大地提升了当地的工业经济总量，促进了当地居民的就业，对优化产业结构、丰富产业门类起到了积极的促进作用。

In 2015, the number of net increase of employees Oriental Yuhong was 586, that is, created 586 new jobs employment opportunities. The Company insisted on localization recruitment policy, i.e., under equal conditions, priority was given to the hiring of local staff, which, relying on the rapid local business development of the company, strongly promoted the local employment rate. With its continuous strategic map expansion, the Company had set up wholly owned subsidiaries in Beijing, Shanghai, Guangzhou, Shenzhen, Kunming, Nanjing, Tianjin, Sichuan, and Shandong respectively; established a production, R&D logistics bases in Shanghai, Yueyang, Jinzhou, Huizhou, Xuzhou, Kunming, Tangshan, Xianyang and Wuhu etc., which had greatly increased the local industrial aggregate economic volume, promoted the employment of local residents, and played a positive role in promoting the optimization of industrial structure and enriching industrial categories.

### (三) 校园招聘

#### (III) Campus Recruitment

2015 年东方雨虹在全国 16 所院校开展宣传，共组织大型校园宣讲会 21 场，参加双选会 13 场，接收应届毕业生 176 人。

In 2015, Oriental Yuhong carried out promotion and publicity activities in 16 colleges and universities across the country, organized a total of 21 large-scale campus talks, participated in 13 two-way selection meetings, and accepted 176 current year's graduates.





## 薪酬激励

### Remuneration and Incentives

公司拥有完善的薪酬激励制度，根据岗位价值评估，按照薪酬水平市场化的原则以岗定薪、岗调薪调、效率优先、按绩取酬、兼顾公平；同时定期进行薪酬回顾和调整，逐步完善各种形式的中长期激励，力争为员工提供持续稳定、有吸引力、较为完善的薪酬体系，共享企业发展成果。

The Company boasts a perfect compensation incentive system. Based on its post value evaluation and according to the principle of remuneration level marketization, the Company defines its salary according to post, once the post changes the remuneration will adjust accordingly, gives priority to efficiency, renders remuneration according to performance, takes count of justice; and at the same time, conducts regular salary review and adjustment, gradually improves all forms of medium and long-term incentives, strives to provide employees with stable, attractive, and relatively more perfect compensation system, and enjoys together the achievement of enterprise development.

三年来，员工薪酬平均增长率 12%，高于社会薪酬平均提升水平。即使在 2015 年经济新常态的情况下，公司仍坚持为全体员工上调薪酬，并向技术、施工管理系统员工倾斜，致力于培养行业技术领先型的雨虹技术人员，打造一流的防水工匠队伍。

Over the past three years, the average growth rate of employee's remuneration was 12%, higher than the social average level of salary increase. Even in 2015 during the economic "new normal" circumstance, the Company still continued to increase the staff salary, and tilted towards employees of the technology and construction management system, committed to developing and cultivating industry technology leading type technical personnel of Oriental Yuhong, and building the first-class waterproof craftsmen team.

此外东方雨虹社会保险和住房公积金制度健全，按规定及时为员工缴纳养老、医疗、失业、工伤、生育保险和住房公积金，全员 100% 覆盖。同时，为常年出差人员额外购买意外伤害保险，对于外出培训及团体活动员工购买意外商业保险，让员工安心工作，放心出行。

Furthermore, Oriental Yuhong has improved social insurance and housing provident fund systems. It paid insurances for employees' endowment, medical treatment, unemployment, employment injury, maternity and housing provident fund, with 100 percent coverage for all the employees. Meanwhile, the company specially bought accident insurance for employees who went on business trip throughout the year. It also bought accident and commercial insurance for employees who went on business trip of training or group activity. Make employees work comfortably and feel free to go on business trip.

2015 年，公司在年度评优评先的基础上，增设季度明星表彰，对在工程、技术、管理、职能、销售等各序列业绩突出、成长迅速的先进集体和个人进行表彰，尤其对奋战在基层一线人员、屡创新高的普通销售人员举行颁奖，奖励人次约占公司总人数的 22%。

In 2015, on the basis of the annual assessment for excellent and advanced units and individual employees, the Company supplemented the category of quarterly-star commendation, according to which, advanced collectives and individuals with outstanding performance and fast growth in terms of engineering, technology, management, function,



and sales etc., would be commended, and the awards were conferred especially to those front-line personnel fighting at the grass-roots level and ordinary sales personnel who had always set new records, the rewarded people-times accounted for about 22% of the company's total number of employees.

### 实例 1 Example 1:

#### 股权激励 Stock ownership incentives

为了进一步建立、健全公司长效激励机制，吸引和留住优秀人才，有效地将股东利益、公司利益和经营者个人利益结合在一起，东方雨虹按照收益与贡献对等原则，根据《公司法》、《证券法》、《上市公司股权激励管理办法（试行）》等有关法律、法规的规定，董事会对中层以上管理人员、核心业务技术人员等共计 330 人授予了股权激励限制性股票 1701.4 万股。其中首次获授的激励对象共 311 人，限制性股票 1631.6 万股。通过股权激励，极大地调动了关键员工的工作激情和创造力，促进了公司高速发展。

To further set up and improve a long-term stimulation mechanism, attract and retain excellent talents, effectively combine shareholders' interests, company's interests and operator' individual interests, in accordance with incoming-contribution equity principle, and laws and regulations like Company Law, Securities Law, Measures for the Administration of the Equity Incentives of Listed Companies (trial), a total of 330 above medium-level management personnel and core business technical personnel were granted 17.014 million equity incentive restricted stocks by the Board of Directors. Of which, 311 were incentive targets that were granted stocks for the first time, and 16.316 million of restricted stocks. Equity incentive had greatly mobilized key staff's working enthusiasm and creativity, and promoted the company's high-speed development.

### 实例 2 Example 2:

#### 员工奖励 Employee Reward

公司根据不同的员工表现设立了不同梯度的奖金定额，2015 年度东方雨虹共评选出感动雨虹人物两名，分别颁发奖金 8 万元；评选出突出贡献团队奖两个，分别为北京工厂和工渠事业部南方片区，并各颁发奖金 20 万元。

Based on different performances, the Company had set up bonus quota of different gradient. In 2015, Oriental Yuhong had appraised and elected 2 personnel who had "touched" Oriental Yuhong, each was granted a prize of RMB 80,000; appraised and elected 2 teams with Outstanding Contributions, which were Beijing Factory and the Southern Division Area of Gongqu Undertakings Department respectively, each was granted a prize of RMB 200,000.

### 实例 3 Example 3:

#### 员工奖励 Employee Reward

2015 年公司搭建线上成就积分系统，通过对员工各种正向行为的肯定，赋予其成就值，激发员工荣誉感，满足多元认可的心理需求。该系统无负面激励设置，全方位正面激励，突出精神鼓励，是公司企业文化的落地承载平台、公司员工激励体系的有效补充。

In 2015, the Company set up its online achievement points system, by confirming the various kinds of positive behavior of employees, the Company endows them with achievement value to inspire employees' sense of honor and meet their psychological needs of multiple recognition. The said system has no negative incentives setting, and it realizes all-round positive incentives, and highlights moral encouragement which is the grounding bearing platform of the corporate culture of the Company, and also an effective supplement to the incentive system of employees of the Company.



## 福利关爱

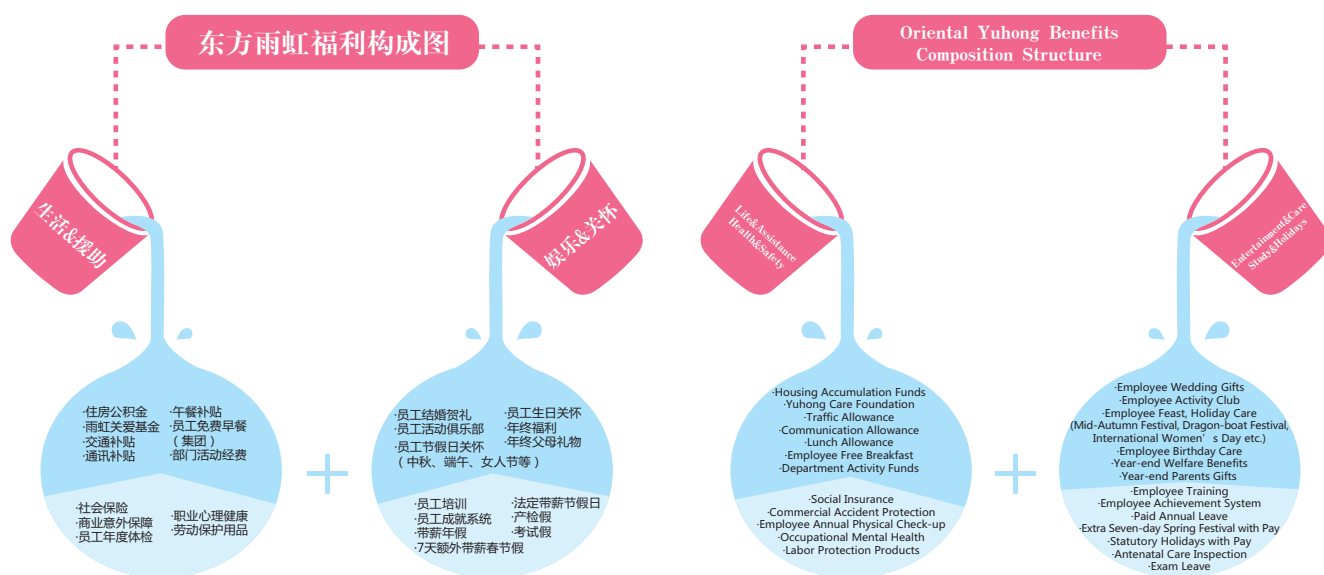
### Welfare Benefits and Care

东方雨虹视员工为家人，致力于打造多维立体的员工关爱体系。对于每一个重大日子，东方雨虹都努力做到“爱，不缺席”。员工生日、新婚，公司第一时间送上生日礼品、新婚礼金；中秋、端午、春节等传统节日，公司举行各类员工活动并派发礼品；每年春节，公司还满怀感恩之情地为员工父母送去诚挚的问候和新年礼物。

Oriental Yuhong treats employees as family members, committed to building a multi-dimensional solid employee care system. For each significant day, Oriental Yuhong always tries to achieve "love, no miss". On staff birthday or wedding day, the Company sends its birthday gift, new wedding gift money at the earliest time possible; during Mid-Autumn Festival, the Dragon-boat Festival, Spring Festival and other traditional festivals, the Company holds all kinds of employee activities and distributes gifts; during the Spring Festival every year, the company also, with full gratitude, extends its sincere greetings and New Year's gift to the parents of employees.

2015 年公司继交通补贴、通讯补贴、午餐补贴之后，新增员工住房补贴，为中低收入员工解决住房的实际困难，为生活在异乡的兄弟姐妹增添了一份家的关怀。

In 2015, after subsidies to transportation, communication and lunch, the Company had newly added employee housing subsidy, helping medium and low-income workers solve the practical housing difficulties, thus adding a sense of care of home to our brothers and sisters living far away from their hometown or native place.





### 实例 1 Example 1:

#### 春节父母礼品 Spring Festival Parents Gifts

2015 年春节，公司为全体员工父母准备了新春礼物，提供电饭煲、血压仪、品牌床品四件套三种不同选择，满足父母们个性化的不同需求；并根据员工提供的家庭地址，直接寄往员工父母家中。

During the Spring Festival in 2015, the Company prepared New Year's gifts for the parents of all employees, providing three kinds of choices, namely, rice cooker, blood pressure meter, brand bedding four-pieces to meet the personalized requirements of different parents; sent directly to the home of these parents of the employees according to the home address provided by these employees.

### 实例 2 Example 2:

#### 免费早餐 Free Breakfast

美好的一天从早晨开始，考虑到员工早起就餐不便，公司为员工提供了免费早餐，其种类丰富兼顾南北方差异，从鸡蛋、酸奶、米粉、炒面，到包子、油条、豆浆、米粥等，满足员工的多元化需求。

A beautiful day starts from the early morning. Considering the inconvenience of breakfast in the early morning of employees, the Company provides them with free breakfast in rich varieties, taking into account also the different tastes from the north to the south of China, ranging from eggs, yogurt, rice noodles, fried noodles to steamed stuffed bun, twisted dough-strips (youtiao), soybean milk, rice porridge etc., meeting the diversified requirements of employees.

### 实例 3 Example 3:

#### 为异地就业员工订购春运往返票 Booking round-trip tickets During Spring Festival for Employees from Different Cities

为帮助员工解决春运返乡难的问题，公司连续三年为基层员工及一线施工工人订购春运往返票，2015 年办理了 335 张往返票，2016 年办理了 426 张往返票，帮助员工安心工作、安全回家。

To help employees solve the problem of difficulties of travel home during Spring Festival, for three consecutive years, the Company booked Spring Festival round-trip tickets for employees at the grass-root level and the first-line construction workers. In 2015, the Company handled 335 round-trip tickets; in 2016, 426 round-trip tickets, helping employees work contentedly and return home safely.

### 实例 4 Example 4:

#### “与卧同行” 春节返乡公益活动 “Travel Along with Woniushan Employees” Spring Festival Coming-home Public Welfare Activities

为了回馈建筑行业工人同胞，帮助困难同仁，江苏卧牛山保温防水技术有限公司在年终都会举办“与卧同行”的春节返乡公益活动，为部分参与活动者提供免费的返乡车票福利。目前已举办两届，送出春节返乡基金近万元。

To back feed our compatriots workers of the construction industry and help our colleagues in difficulties, Jiangsu Woniushan Insulation Waterproof Technology Co., Ltd. would hold “Travel Along with Woniushan Employees” Spring Festival Coming-home Public Welfare Activity at the end of each year to provide some of the activity participants with free coming-home tickets welfare. At present, the activity has already been held twice, and distributed Spring Festival coming-home fund nearly ten thousand yuan.





## 工作生活平衡 Work and Life Balance

公司注重平衡员工的工作和生活，倡导“快乐工作、健康生活”理念，努力创造条件丰富员工八小时之外的生活，提升其工作的幸福指数。并严格执行员工带薪休假制度，支持各种假期的自由组合，方便员工自由出行、轻松出游。在春节法定 7 天假期基础上增加 7 天假期，提供高于国家规定标准的假期天数。

The Company pays attention to balancing the work and life of employees, advocates "Happy Work, Healthy Life" concept, strives to create conditions to enrich employee's life outside of the eight working hours and to improve the well-being of their work. Strictly carries out employee paid-leave system, supports the free combination of a variety of holidays, and facilitates employee's free travel with leisure. On the basis of the 7 days of statutory holidays during the Spring Festival, the Company adds extra 7 days of holiday, thus providing the number of holidays higher than that of the national prescribed standards.

为丰富基层员工生活，改善员工居住条件，公司为所有工厂工人提供免费集体宿舍，共计 8055 平米；各大城市如上海等地拨专款改善集体宿舍条件，提供数字电视、24 小时热水、宽带网络等；在有条件的厂区、集体宿舍设立篮球场、乒乓球、桌球等运动设施，鼓励员工开展各项体育锻炼。

To enrich the life of grass-roots employees, improve their living conditions, the Company provides all factory workers with free dormitories, totaling 8055 square meters; in major cities, such as Shanghai, the Company appropriated special funds to improve the collective dormitory conditions, provides digital TV, 24 hours hot water supply, and broadband network services etc.; in factory areas and dormitories with favorable conditional, the Company sets up basketball courts, table tennis, billiards and other sports facilities, encouraging employees to carry out all kinds of physical exercises.

2015 年公司进一步扩建员工俱乐部规模，共计组建足球、羽毛球、篮球、瑜伽、户外、自行车、登山七大俱乐部，活动经费支持上调 60%；公司还与战略合作伙伴开展各类联谊活动，促进员工跨界交流；成立雨虹高管篮球联赛，在锻炼身体的同时，加强员工与领导之间的沟通，提升团队凝聚力、向心力。

In 2015, the Company further expanded the sale of the club of its employees, organized and built a total of seven major clubs, namely, football, badminton, basketball, yoga, outdoor, cycling, and mountain climbing etc., with activity funds support up-adjusted by 60%; moreover, the Company also carried out various kinds fellowship activities with strategic partners to promote employee cross-border exchange; set up Oriental Yuhong Senior Management Basketball League, while having physical exercise, strengthened communication between employees and the leaders, and improved its team cohesion and centripetal force.



# 健康安全

## Health and Safety

### (一) 职业健康安全管理体系

#### (I) Occupational Health and Safety Management System

公司把员工的健康安全放在首位，建立完善的职业健康安全管理体系，形成了系统的安全作业流程与操作规程，设立部门安全员责任制，定期对车间、实验室等场所进行危险源识别和检查，组织相关区域内作业员工定期开展职业病体检活动，建立员工职业健康管理档案，创造更有利于员工健康的工作环境和劳动条件。

Oriental Yuhong put employees' health and safety on top position, set an improved occupational health & safety management system boasting of systematic safe operation flow and operation specification. It established responsibility system for security guard, identified and checked dangerous source at workshop, laboratory and other sites at regular intervals; It also organized periodical physical examination on occupational disease for operators in related areas, set up file of employees' occupational health, and created work environment and labor conditions advantageous to employees' health.

公司每年定期安排全体员工进行身体检查，根据性别、年龄等多个角度的区分，设计多种体检方案，2015 年累计支出员工体检资金 140 余万。

Oriental Yuhong periodically arranged physical examination for the whole staff every year. It designed various physical examination schemes in accordance with employees' differences in sex and age. In 2015, the Company paid a total of more than RMB 1.4 million for the physical check-up of employees.

### (二) 劳动保护

#### (II) Labor Protection

公司建有标准化劳动防护体系，配备完善的劳动保护用品和安全施工工具，定期进行实操和理论培训，帮助其掌握标准化操作规程、正确使用防护设备和个人劳动防护用品，增强员工的自我防护技能。

The Company has established standardized labor protection system, equipped with perfect labor protection articles and safety construction tools, conducted regularly practical operation and theoretical training, helping them master the standard operation procedures, proper use of protective equipment and individual labor protection articles, thereby enhancing their self-protection skills.

此外公司还注重营造安全文化氛围、打造安全的职业环境。生产现场设置职业健康安全警示标识；定期开展对粉尘、噪声、毒物等职业有害因素的检测，并委托有资质的职业卫生服务机构每年对职业危害作业岗位进行卫生监测。及时对尘、毒、噪



声等防护设施进行升级改造，淘汰落后工艺和技术，改善工作场所作业环境。

In addition, the Company also pays attention to creating safety culture atmosphere and building a safe occupational environment. At the production site, there has been set up with occupational health and safety warning marks; Oriental Yuhong carried out periodical inspections over harmful substances such as dust, noise and poison, and entrusted qualified occupational health service providers to make health inspection over the posts which may be harmful to occupational health. It upgraded and transformed labor protection facilities against dust, poison and noise, discarded outdated techniques and technologies, and improved work environments of construction sites.

严格按照国家规定给予防暑降温补贴，在高温季节定期发放防暑降温药物和饮品；在严寒、重度雾霾天气，及时调整工时、工作内容，保障员工在特殊环境下的安全与健康。

Provide allowance or subsidy for heatstroke prevention in strict accordance with state regulations, distribute regularly heatstroke prevention drugs and drinks in the high temperature season; in severe cold, heavy fog weather, adjust the working hours and working content in time, and protect the safety and health of employees in the special environment.

### 实例 Example :

2015 年，岳阳工厂投入近 30 万元购置劳动保护用品，包括劳保鞋、手套、口罩等；并于夏季为一线工厂员工熬制绿豆汤、送去西瓜，带去阵阵清凉和温情。

In 2015, Yueyang Factory invested nearly RMB 300,000 to purchase labor protection articles, including labor protection shoes, gloves, masks, etc.; and boiled green bean soup for employees of the first line factories in summer, sent them watermelon, and brought them coolness, refreshment and warmth.

## (三) 职业病防治

### (III) Prevention and Control of Occupational Disease

全面贯彻《中华人民共和国职业病防治法》，注重员工职业健康安全监护和职业病危害因素的防治，不断改善施工作业条件，预防、控制和消除职业病危害。对从事有职业危害因素作业的职工进行上岗前、在岗期间和离岗前的职业健康监护体检，体检结果全部及时准确地录入员工档案。对历史上确诊的职业病例及时跟踪复查，对复查后需住院治疗的病人，及时组织到专业医院进行治疗，解除了员工的后顾之忧。特殊作业岗位员工，按规定实行保健津贴及休养制度，员工职业病发病率持续降低。2015 年全年未发生职业危害事故。

Oriental Yuhong carries out Law of the People's Republic of China on Prevention and Control of Occupational Diseases, pays attention to monitoring and protection of occupational health and safety, as well as prevention of occupational disease. It continuously improved construction conditions, and actively prevents, controls and eliminates occupational disease risks. Oriental Yuhong made occupational pre-job, on-job, and job-leave health examinations for employees on the posts of harmful influences to occupational health. It included all the physical examination results into employee files. Furthermore, it made follow-up and re-examination on employees with occupational diseases, and organized patients needing hospitalization to be treated in professional hospitals, which removed employees' worries. Employees on special jobs enjoy health subsidy and recuperation system. Therefore the incidence rate of occupational disease dropped year by year. In the whole year 2015, no occupational hazard accident occurred in Oriental Yuhong.



## (四) 心理健康

### (IV) Mental Health

公司将心理健康管理纳入日常管理工作，关注员工心理变化，主动把握不同员工、不同时期的心理状态，正确地进行人力的配置和转化，帮助员工解决因激烈的市场竞争而带来的身心压力，帮助员工缓解焦虑，促进员工心理健康。

The Company has brought mental health management into its daily management work, focusing on employee psychological change, took the initiative to grasp the mental state and psychological conditions of different employees at different periods, carried out correctly human resource configuration and transformation, helped employees solve their physical and psychological pressure from fierce market competition, assisted them in alleviating anxiety, and promoted employees' mental health.

减少或消除导致职业心理健康问题的因素，建立积极、健康的工作环境，一方面，改善工作的物理环境；另一方面，通过组织结构变革、领导力培训、团队建设、工作轮换、员工生涯规划等手段改善工作的软环境。

Oriental Yuhong reduced and eliminated the factors which may cause occupational psychological health problems, and established positive and healthy work environment. On the one hand, it improved work environment hardware; on the other hand, it improved work environment software through organizational transformation, leadership training, team construction, job shift, and career planning.

#### 实例 Example :

为缓解员工心理压力，2015北京公司启动“心理健康月”活动，外聘专业的心理咨询医师，每周定期坐诊公司，对于有负面情绪、心理困扰的员工进行有效疏导，辅导精神压力。累计支出 14440 元。各工厂同时开展有益于员工身心健康的专题讲座，并通过邮件、视频等方式，传播健康知识。

In 2015, in order to release employee's psychological pressure, Beijing Company initiated its "Month of Mental Health" activity, engaged professional psychological consulting physician from outside to provide regular diagnosis service every week in the company, provided employees in negative mood or suffering psychological distress with effective guidance, and channeling their mental stress, spending a total of 14,440 yuan. At the same time, various factories carried on special lectures good to employees' physical and mental health, and spread health knowledge via mail, video, and other means.





## 发展与培训

### Development and Training

秉承员工与企业和谐共生、共同发展的理念，东方雨虹从员工全面发展出发，为员工提供进一步提升技能和知识的机会，以员工个人发展促进企业发展，以企业发展带动员工个人价值提升。除了针对施工的东方雨虹培训学校外，公司还成立了“雨虹学院”，搭建了新员工入职培训、管理干部培训等内容丰富的内部培训体系。

Adhering to the concept of harmonious development between employees and enterprise, Oriental Yuhong starts from all-round development of employees, it provided employees with opportunities to improve their techniques and knowledge, thus promoting enterprise development through personal development, and increasing employee' personal value through enterprise development. Besides Oriental Yuhong training school, it also established "Yuhong Institute", built a colorful internal training system including new employee pre-job training and manager training.

### (一) 培训与成长

#### (I) Training and Growth

公司建立培训制度管理体系、培训资源管理体系、培训运营管理体系三维立体体系架构，并成立 ELN 网络培训学院。2015 年，公司持续推进学分制培训制度，并将课程按照内容划分为必修课、选修课，一级培训以及二级培训，同时按照职业序列对课程进行了划分，截至 2015 年 12 月，公司内部已开发 1181 门课程。

Oriental Yuhong established training system management system, training resources management system and training operation management system. ELN Net Training Academy was thus born. In 2015, the company continuously promoted credit training system and separated its courses into compulsory courses and optional courses, primary training and secondary training. And courses are classified in accordance with occupations. By the end of December 2015, there has been 1181 courses developed within the company.

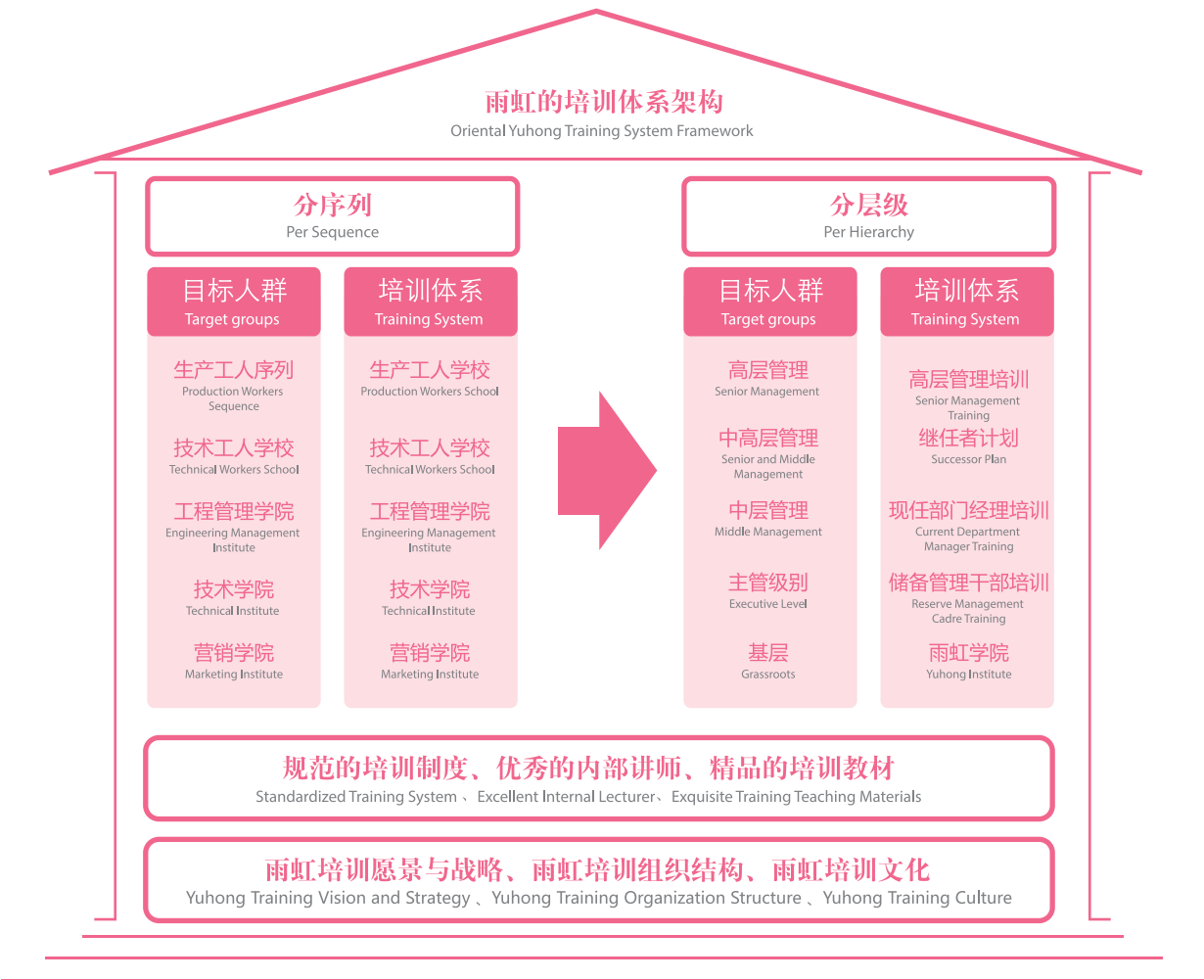
公司为每名新入职员工均指定一名老员工为其导师，签署导师责任状。设计了导师在新员工入职的不同周期应指导的相应课程及知识点。

For every new employee, Oriental Yuhong appointed an old employee as tutor. They signed tutor responsibility agreements. Tutors will teach new employees corresponding courses and knowledge according to different employment periods.



公司按不同序列、职位分层分类开展培训，覆盖率为 95.73%；其中，线上课程覆盖率为 54.70%，线下培训覆盖率 81.96%，总体人均学时 98.68 小时。

The Company conducts hierarchical and classified training according to different sequence and position, with coverage rate of 95.73%; of which, coverage rate of online courses is 54.70%, coverage rate of offline training 81.96%, total learning hours per capita was 98.68 hours.

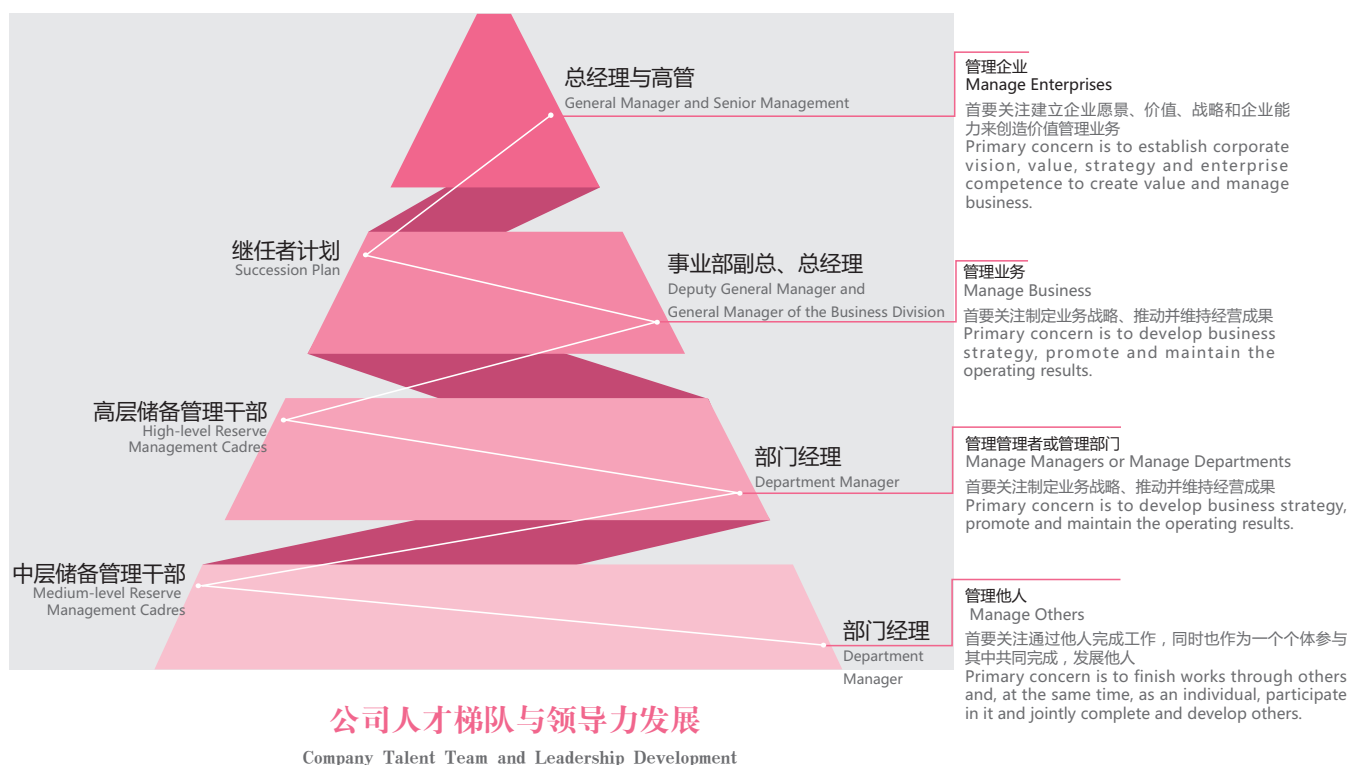




## 东方雨虹培训体系

Oriental Yuhong Training System

培训计划 Training plan	针对对象 Target	培训内容 Content
人才梯队建设 Talent Echelon Construction	高层管理人员 Senior manager	CEO、人力资源总监、财务总监、市场总监、生产总监、 总经理等高层管理人员专业课程、 国内外优秀企业考察（泰安石膏、丰田汽车） Senior manager classes for CEO, human resource director, finance director, marketing director, production director and general manager, visit and inspection of outstanding enterprises both at home and abroad (Tai An Gypsum Co., Ltd., Toyota Motor)
	中高层管理人员 Middle and senior manager	质量管理、营销、项目管理、战略发展、战略财务与资本运作 Quality management, marketing, project management, strategic development, strategic finance and capital operation
	基层管理人员（含储备干部） Management at the Grass-root Level (including Reserve Cadres)	管理基本课程、团队熔炼与企业文化、高效沟通技巧、 冲突处理技巧、财务管理内部课程、自我管理、 员工激励技巧、战略导航 Basic management classes, team integration and corporate culture, high-efficient communication techniques, conflict treatment techniques, internal classes for financial management, self-management, employee stimulation techniques, strategic navigation
专业序列培训 Professional Sequential Training	全员 Whole staff	必修课程：该序列专业化知识培训 Compulsory course: diversification knowledge training for this sequence 选修课程：通用专业化知识、职业技能、生活类能力培训 Optional courses: general professional knowledge, occupational techniques, life ability training 专业序列学院：营销学院、工程技术学院、工程管理学院等 Professional sequential institutes: marketing institute, College of Construction and Technology, College of Engineering and Management etc.
通用能力培训 General Ability Training	全员 Whole staff	通过 E-Learning、雨虹学院公开课的平台， 进行企业文化、核心价值观、 核心产品知识、通用技能等方面的培训 Conduct training on enterprise culture, core values, core product knowledge, generic skills etc. through E-Learning, platform of open class of Yuhong College.



完善的培训机制：建立员工学习积分制、员工导师制，定期开展优秀学员、优秀导师评选，鼓励员工参加学历学位教育、职业资格及中高级职称认证，备考期给予带薪假期、认证费用报销等政策。在职位晋升时优先考虑自愿主动学习、会学习的员工，并对优秀学员给予奖励。培训预算占工资总额的 2%-3%，并逐年加大投入比例。

Perfect Training Mechanism: establish employee learning integral system, employee tutorial system, carry out outstanding trainee and outstanding trainer evaluation selection on a regular basis. It encouraged employees to get higher education degree, occupational qualification, middle-level and senior occupational tile, and gave employees paid-holiday for the preparation of examination. It also reimbursed employees' qualification expenses. The company will give priority to employees who are active in learning when those employees compete with others for job promotion, and reward excellent employees. The training budget accounts for 2%-3% of the total amount of wages, and the investment proportion will gradually be increased.

灵活的培训形式：员工可通过网络线上学习（E-learning）、案例分享、跨公司交流多种灵活方式开展拓展训练、理论学习和实操。2015 年公司还新设微信课堂，打破了学习在时间、空间上的限制。

Flexible Form of Training: Employees can conduct extended training, theory learning and practical exercises through E-learning, case sharing and trans-enterprise communication. In 2015, the Company also newly set up WeChat classroom, which had broken the limit of study in both time and space.

专业的师资力量：公司与防水行业专家协会、近二十所高等院校开展战略合作，定期邀请专家、名师开展讲座，同时建立了内部讲师培养、认证体系，积淀雄厚的师资基础。

Professional teaching staff: Oriental Yuhong made strategic cooperation with waterproofing industry associations and nearly 20 colleges. It periodically invited experts and famous trainers to deliver lectures, and set up internal trainer breeding and authentication system, thus laying a strong teacher foundation.





定制化培训内容：公司根据岗位序列、职级和不同专业岗位有针对性地从事不同角度进行培训。

Customized contents of training: the company gave different trainings to different persons according to their levels and positions.

## 针对不同对象差异化培训

Diversified training for different persons

培训对象 Training target	培训形式 Training form	培训目标 Training objective
高层管理人员 Senior managers	清华大学总裁班、领导力培训、出国考察、自修学习 Tsinghua University President Class, leadership training, overseas investigation, self-study learning	提高战略思维、开阔视野、把握前沿思想 Improve strategic thinking, expand horizons, grasp frontier thinking
中层管理干部 Middle-level managers	内、外部讲师授课；课后实践 Lectures by internal and external lecturer; practice after class	提升领导能力，开阔视野 Improve leadership, expand horizons
储备管理干部 Reserve cadres	内、外部讲师授课；课后实践 Lectures by internal and external lecturer; practice after class	培养管理能力，学习企业内部中层管理者应具备的职业化能力 Breed management capacity, learn professional capabilities of middle-level managers
一般管理员工、普通员工 Common administrative staff, common staff	雨虹学院、E-Learning 网络学习平台、专业性和通用性课程 Yuhong Academy, E-learning platform, professional and general courses	全方位提升员工工作所需知识、技能、素质 Improve knowledge, techniques, and quality of the whole staff
一线工人 Workers	各类产品标准化生产过程、施工工艺、技术工人职业认证 Different products' standardized production process, construction techniques, and technical worker occupational qualification	公司产品生产标准化、施工工艺标准化 Corporate product manufacturing standardization, construction technique standardization
新员工 New employees	新员工入职培训、新员工导师制 New employee pre-job training, new employee tutor system	掌握岗位要求、熟悉公司产品及制度 Grasp requirement on posts, know the company's products and systems well
代理商 Agent	工程渠道代理商、民用装修建材代理商员工培训 Employee training for project channel agencies, civil decoration building material agencies	熟悉公司产品特性，统一文化建设 Know product features well, build a unified culture construction

## 实例 1 Example 1:

## 首次开设工程技术学院培训项目

## Opening Institute of Construction Technology training project for the First Time

据公司技术人才的岗位需求,按照 2014 年年底对工程技术人员的访谈提炼的素质要求,东方雨虹在 2015 年 4 月开设工程技术学院培训项目,主要面对各分子公司总工办及经济技术部主管级员工。以岗位专业课程为主,素养类课程为辅,邀请防水行业专家授课。所有课程都结合员工日常工作的工作情景和任务展开,并在课堂上形成对销售应知应会的专业名词手册,提升技术人员服务的标准、技术交流能力以及技术人员形象素质。

Based on the post requirements of technical talents of the company and according to the quality requirements extracted from the interview with the construction technical personnel at the end of 2014, in April 2015, Oriental Yuhong opened Institute of Construction Technology training projects, which were mainly oriented towards the employees of major responsibilities in the office of the Chief Engineer and the Economic and Technology Department of branch and subsidiary companies. With post professional courses as the principal curriculum, supplemented by literacy class, the company invited waterproof industrial experts to deliver lectures. All courses were unfolded in connection with the routine daily work situation and tasks of the employees, during the courses, manuals of professional terms and definitions on marketing that must and should know were formed, and standard of service, technical exchange ability, image and quality of technical personnel were enhanced.

## 技术学院员工培训素质模型(遵照“ASK”模型,参照员工岗位说明书)

## Quality model of the Institute of Technology staff training (follow “ASK” model, refer to post specifications)



## 实例 2 Example 2:

## 营销学院持续完善,加入实战演练环节

## Marketing Institute Continued to Improve, joining Combat Exercises

2015 年北京公司营销学院根据学员能力不同,开设雏鹰班(初级销售)、雄鹰班(中级销售)进行更有针对性的培训。

In 2015, according to the different abilities of students, the Marketing Institute of Beijing Company opened Young Eagle Class (primary marketing), Adult Eagle Class (intermediate marketing) for pertinent and more targeted training.

其中,沿用“直属销售素质模型”,2015 年雏鹰班开设 2 期,集中学习 22 次,在内容上增加陌生拜访实战演练环节,切实提升了员工的陌生拜访实战能力。并在形式上,开展创新微信课程学习,打破学员与讲师的时空限制。

Of which, by following the "Immediate Sales Quality Model", in 2015, the Company opened 2 terms of Yong Eagle Class, 22 times of collective learning, in terms of content, increased unfamiliar visit combat exercise, which had practically improved employees' unfamiliar visit combat ability; in terms of mode or form, the Company developed innovative WeChat course learning, which had broken the time and space restrictions between students and lecturers.



## (二) 职业规划与发展

### (II) Career Planning and Development

2015 年公司引入专业的咨询机构，针对员工个人特征、结合集团发展需要，打通不同序列之间的横向发展通道，完善各序列职业发展路径，建立开放、公平、有序的职业发展环境。公司共有五大职族、二十一个子序列，全面为员工职业发展提供更多机会和更广阔的平台。

In 2015, the company introduced professional consulting unit and, in view of the employees' personal characteristics and in connection with the needs of the Group development, broke through the transverse development channels between different sequences, improved the path of the various sequential career development, established an open, fair and orderly career development environment. The Company has a total of 5 major career groups, 21 sub-sequences, providing more opportunities and a wider platform for comprehensive career development of employees.

依据职业化行为评价体系中的任职资格标准、职业发展计划与能力素质模型相结合的评价方式，鼓励员工通过常规发展、内部竞聘、破格提拔等其他方式进行岗位轮换和晋升。

Based on the assessment method combining qualification standard, occupational development planning, and competency model, Oriental Yuhong encouraged employees to make job rotation and promotion through normal development, internal competition, and special appointment.

加强绩效反馈与改进，把按季度开展员工绩效面谈、进行人才队伍的培养作为部门经理的重要职责之一，同时还引进一系列的测评工具，并结合 360 度评估等线下工具对员工开展分序列、分职位的不同结构评估，促进员工职业发展。

Strengthen performance feedback and improvement, take quarterly employee performance interview and talent team cultivation as one of the important responsibilities of the department manager, and at the same time, introduce a series of assessment tools, in connection with the 360-degree evaluation and other offline tools, carry out differential structural evaluation according to sequence and position, and promote employees' career development.

### 建立畅通全员职业生涯发展通道

Establish Smooth and Whole-Staff Career Development Channel



## 实例 Example :

## 实施业务专家职业生涯建设，建立特色发展通道

## Implement Business Expert Career Construction, Build Characteristic Development Channel

业务序列原职业发展通道主要通过管理序列晋升，现业务序列人员除通过“管理通道”晋升外，形成了多通道发展机制，如业务专家序列等，为各类人才的发展提供途径。

The original career developmental path of the sequence of operation is promoted mainly through management sequence, now in addition to promotion through the "management channel", the personnel of sequence of operation has already formed multi-channel development mechanism, such as business expert sequence etc., which provide approach for development of all kinds of talents.









# S 争做优秀企业公民

Strive to Be an Excellent Corporate Citizen

作为公益支持的重点领域，形成常态，努力建成具有高度社会责任感的一流企业。公司定期组织无偿献血、积极开展“服务百姓 拒绝渗漏”公益活动，为弱势群体提供免费防水维修、支持环保事业，公司与员工携手积极投身社会公益慈善事业。

In recent years, Oriental Yuhong has always adhered to its objective of duty first, actively advocated and participated in public welfare and charity undertakings, took its field of operation as the key field for routine public welfare support, and worked hard to build itself into a first-class enterprise with a high sense of corporate social responsibility. The company organized regularly unpaid blood donation, actively carried on “serve the masses, refuse leakage” public welfare activities, provided the vulnerable groups with free waterproofing maintenance, supported environmental protection undertakings, and actively plunged itself into social public welfare and charity undertakings in joint hands with its employees.



## 公益传播

### Development and Training

#### 实例 1 Example 1:

##### “无偿献血周”活动第六年

##### The 6th Year of the “Week for Volunteer Blood Donation” Activity

2015 年，以“伸出你的臂膀，托起生命的希望”为主题的第六届无偿献血周活动在东方雨虹召开。仅在北京总部就有逾 100 人的献血员工，累计献血量达 16000cc。自 2010 年确定“无偿献血周”的传统以来，东方雨虹各分支机构连续六年举办无偿献血周活动，多名连年参与无偿献血活动的员工单人献血总量已达 1000ml。捐献可再生的血液，挽救不可重来的生命，对雨虹人来说不仅是大爱的奉献，更是一种责任的力量。

In 2015, the Sixth “Week of Unpaid Blood Donation” activity, with “Hold out Your Arms, Hold up the Hope of Life” as its theme, was held in the Oriental Yuhong. More than 100 employees jointed this unpaid blood donation activity in Beijing Headquarters alone, donating a total of 16,000cc blood. Since 2010 Oriental Yuhong and its subsidies have carried out the event for six consecutive years, and the amount of blood donated by Oriental Yuhong employees has reached 1,000ml per person. Blood donation shows the love and responsibility of Oriental Yuhong employees.





## 实例 2 Example 2:

## 积极开展公益技术交流活动

## Actively Carry out Public Welfare Technology Exchange Activities

东方雨虹是系统防水理念的倡导者和践行者，一直以来，东方雨虹非常重视开展系统防水技术交流活动。防水技术交流活动形式多样，有防水理论、理念的研讨，有防水技术的运用，有防水材料真假的鉴别，还有渗漏现场工程的诊断，从设计院防水设计方案的交流，到甲方单位、总包单位、监理单位的技术交流，到高等院校的理论论证及宣讲，以及公益防水专题技术讲座等。

Oriental Yuhong is the advocator and practicer of systematic waterproof concept. It always thinks highly of systematic waterproof technology communication meetings. Oriental Yuhong held various communication meetings, and they cover waterproof theory and concept discussion, waterproof technique application, identification on authenticity of waterproof materials, diagnosis on leakage, waterproofing design scheme communication, technique communication among the first party, contractor, and supervisor, theory argumentation in colleges, as well as public welfare waterproof special technical lectures, etc.

2015年10月14日，城建科技公益技术讲座在北京建工大厦拉开帷幕，东方雨虹作为防水企业优秀代表应邀出席。讲座由北京市住房和城乡建设委员会主办，云集北京市各区县住房城乡建设委、建设领域设计科研院所、施工、监理、开发、建材、工程质量监督、物业及总后营房部等相关专业技术和施工人员共计300余人。东方雨虹围绕“新型防水体系”的主题带去了《TPO单层屋面系统》的技术演讲，以当前国内居高不下的渗漏现状为背景，阐释TPO单层屋面系统的施工方法与防水优势。

On October 14th 2015, Urban Construction Science and Technology Public Welfare Lecture was kicked off in Beijing Jiangong Building. As an outstanding waterproof enterprise representative, under invitation, Oriental Yuhong attended the lecture. The lecture was organized by Beijing Municipal Commission of Housing and Urban-Rural Development, accumulating a total of 300 people from the committees of housing and urban-rural development of various districts and counties of Beijing, design and research institutes, construction, supervision, development, building materials, engineering quality supervision of the field of construction, property and the barracks departments of the General Logistics Department of the People's Liberation Army, and other relevant professional technology and construction personnel. Focusing on the theme "New Type Waterproof System", Oriental Yuhong brought with it a technical lecture entitled "TPO Monolayer Roof System" and, with the current domestic high leakage situation as background, explained the TPO monolayer roof system construction method and waterproof advantages.





### 实例 3 Example 3:

#### “服务百姓 拒绝渗漏”等公益活动持续举办

#### “Serve the People, Refuse Leakage” and other Public Welfare Activities Held Continually

多年来，公司在“为人类为社会创造持久安全的环境”的企业使命驱动下，连续举办“服务百姓 拒绝渗漏”、“防水知识大讲堂”主题系列公益活动，将公益支持领域与企业业务相结合。该活动也是公司与协会联合打造的财政部支持项目，针对房屋渗漏、如何识别防水材料真伪、如何鉴定防水工程的质量等问题，以社区为单位，通过播出系列防水专题节目、线下专题讲座、发放科普读物、开通免费咨询热线、提供专业渗漏治理方案和服务等各种方式，向更多百姓普及了防水知识，提高老百姓对防水问题的专业认知，帮助解决居民的安居问题。

Driven by the corporate mission “Create Long-term and Safe Environment for Human and Society”, Oriental Yuhong has carried out public welfare event “Serve Citizens, Fight against Leakage” and “Waterproof Knowledge Class” for many years. The public welfare event was supported by the Ministry of Finance. Focusing on the topics such as house leakage, how to verify the authenticity of waterproof materials, and how to evaluate waterproof project quality, with community as unit, Oriental Yuhong broadcasted series waterproof programs, waterproof lectures, released science popularization reading materials, opened free consulting hotline, and provided common people with professional leakage treatment scheme and service. The event publicized waterproof knowledge and improved people's knowledge on waterproof issues, and assisted in solving people's residential problems.

2015 年是“服务百姓 拒绝渗漏”大型公益活动开展的第七年。“服务百姓 拒绝渗漏”活动还针对空巢老人、低保家庭、市级以上劳动模范和为社会为国家做出特殊贡献等四类人群免费开展上门维修服务，切实为社会服务，为百姓办实事。

2015 was the seventh year for the large public welfare event “Serve Citizens, Fight against Leakage”. Oriental Yuhong also carried out for-free maintenance service for four types of people: empty-nest elderly, low-income families, labor models above municipal level, and persons who made special contribution to the society and the nation.

2015 年，东方雨虹“服务百姓 拒绝渗漏”主题公益活动共计执行 61 场，讲座直接受益人群 22350 人左右，上门服务户数近百户，为五保户、孤寡老人、退伍军人等对社会有特殊贡献的人群免费维修名额 20 份，发放防水知识宣传资料五万余份。

In 2015, Oriental Yuhong's “Service for People and Refuse Leakage” theme public welfare activity was held a total of 61 times, benefiting directly 22350 or so people from the lectures, providing nearly a hundred door-to-door household services, offering 20 free maintenance to the five-guarantee families, the orphans and the widowed and the elderly, the veterans, and other groups of people who have had special contributions to the society, distributed about fifty thousand copies of publicity materials on knowledge of waterproof engineering.



## 实例 4 Example 4:

## 建筑防水博物馆

## Building Waterproof Museum

由东方雨虹承建的中国建筑防水博物馆 2015 年接待国内外参观者 3650 人次。博物馆采用文物、文物复原制品、历史文献、历史工匠生平、建筑复原模型等实物展示，辅以现代化多媒体设备展示，以及自己动手进行实践等手段，让参观者获得全面的建筑防水教育。建筑防水博物馆全面展示了中国古代建筑防水的起源和发展历程、我国近现代民族防水工业的发展历程以及新中国成立以来建筑防水工业现代化的历程。博物馆内收集的文物主要为历史建筑屋顶防水产品，有秦、汉、唐、明、清、民国等时代的砖、瓦、柱础、兽头等文物，以及二十世纪中期中国现代建筑防水产品生产、研发设备等近代文物。收藏了历代相关建筑技术的文献图书珍品，如《考工记》、《天工开物》、《营造法式》以及近现代出版的众多建筑历史研究文献、图书等。它是目前世界上第一所也是唯一一所建筑防水为主体阐述建筑发展文化的场馆，它被越来越多的人所熟悉，防水知识也越来越深入到更多人的生活之中。

Chinese Building Waterproof Museum built by Oriental Yuhong was visited by nearly 3,650 domestic and foreign citizens in 2015. The museum gives building waterproof education to visitors through exhibition of relics, relic copies, historical documents, introduction to historical craftsmen, and building models. The exhibitions are supported by modern multimedia devices and hands-on practices. The museum gives full display to the origin and development of ancient Chinese building waterproofing technologies, the modern and contemporary development of Chinese waterproofing industry, and the modernization history of building waterproofing industry since the foundation of the People's Republic of China. The relics in the museum are mainly historical roof waterproof works, including bricks, tiles, column bases, and animal head sculptures in the Qin, Han, Tang, Ming, and Qing Dynasties and the Republic of China. They also include relics of Chinese modern building waterproof products, production, and R&D facilities in the 20th century. The museum collected historical documents about building techniques of different dynasties, for example, The Artificers' Record, Exploitation of the Works of Nature, Building Formulas, and many historical building documents and books in the modern and contemporary times. The museum is the world's first, also the only museum about building waterproofing and building development culture. When more and more people are familiar with the museum, more and more waterproof knowledge is popularized.



## 实例 5 Example 5:

### 校企合作

#### School-Enterprise Cooperation

公司积极开展校企合作，与校方建立合作旨在强强联合、资源共享、校企共赢。在我国从制造大国转变为制造强国的宏观背景下，东方雨虹也亟需一批专业合格、品学兼优、吃苦耐劳的专业技术施工及管理人才，校企合作的实施不仅能够满足东方雨虹对于人才的需要，也将凭借东方雨虹在防水行业的影响力，为学校人才教育与未来的人才就业推波助澜。

The company actively carries out school-enterprise cooperation and establishes collaboration with higher learning institutions, aiming to form alliance between giants, share resources, and achieve a win-win situation both for the school and the enterprise. Under the macroscopic background of China's transformation from being a big manufacturer to a powerful manufacturer, Oriental Yuhong is also in dire need of a batch of professional technological construction and management talents who are professionally qualified, excellent in conduct and learning, able to eat bitterness and bear hardships. Therefore, implementation of the cooperation between colleges and enterprises can not only meet the needs of Oriental Yuhong for talents, but will also, relying on Oriental Yuhong's influence in the waterproof industry, add fuel to the school talent education and talent employment in the future.

2015 年 11 月 17 日，东方雨虹与河北水利电力学院（现河北工程技术高等专科学校）签署联合培养项目意向书，未来，东方雨虹将与校方在建筑防水、保温等职业化教育领域开展合作，探索理论与实践相结合的教学模式，创新校企合作、中西结合的教学方法，双方优势互补，力图成为中国建筑防水、保温领域职业化教育的成功典范。

On November 17th 2015, Oriental Yuhong and Hebei Institute of Hydraulic and Electric Engineering (now Junior College of Hebei Engineering Technology) signed a letter of intent for joint training project. In the future, Oriental Yuhong will carry out cooperation with the said Institute in the field of building waterproof, thermal insulation and other occupation-led education, explore the teaching model that combines theory with practice, innovate the teaching methods of higher learning institution and enterprise cooperation, integrating both Chinese and western education, complement each other's advantages, and strive to become China's paradigm of success of occupation-led education in the field of building waterproof and thermal insulation.





## 爱心传递

### Transmission of Love

作为以社会责任为己任的企业，公司从教育支持、环境保护、文化促进、社会关爱等诸多方面回馈社会，用实际行动履行社会责任，促进企业与社会和谐稳定的发展，把社会责任融入企业发展，完善企业文化和推行社会责任相结合，号召并呼吁社会各界一起投身社会公益活动，为创造健康良性的生活环境尽一份绵薄之力，在创造企业价值的同时，创造更多社会价值。

Oriental Yuhong took social responsibility as its own responsibility. The company paid back the society with education support, environmental protection, culture promotion, and social care. It implemented social responsibility with practical actions, promoted harmonious and steady development of enterprise and society, integrated social responsibility into corporate development, and combined corporate culture construction with social responsibility. It called different circles to devote themselves to public welfare and contribute to the creation of a healthy life environment.

#### 实例 1 Example 1:

##### 捐资助学

##### Donate Money for Education

2015年7月21日，天鼎丰非织造布有限公司为临邑县一中捐赠“天鼎丰奖学金”10万元，这是天鼎丰公司连续第四年资助品学兼优的贫困学生，希望他们勤学上进、励志成才，以及激励优秀园丁的辛勤付出。

On July 21st 2015, Tiandingfeng Non-woven Fabrics Co., Ltd. donated RMB 100,000 to the "Tiandingfeng Scholarship" program of the No. 1 Middle School of Linyi County. This has been the fourth consecutive year that Tiandingfeng Company subsidized poor students who are excellent in character and learning, hoping that they continue to be diligent and hardworking, achieve inspirational success, and at the same time motivate excellent teachers to continue to make their sacrifices and contribution.

2015年10月7日，湖南省桃源县第一中学校友基金会挂牌暨首次捐赠仪式隆重举行。桃源县委领导、校友基金会发起人、其他老校友及嘉宾、该校全体师生共计5000余人出席活动。东方雨虹董事长李卫国、副董事长许利民、总裁向锦明、董事何绍军，以及早期创始人钟佳富、刘泽军参加仪式并支持母校建设，为湖南桃源县第一中学校友基金会捐资逾千万。

On October 7th 2015, Listing of the Alumni Foundation of Taoyuan County No. 1 Middle School, Hunan Province & First Donation Ceremony was solemnly held, more than 5000 people attended the activity, including Taoyuan County leadership, Alumni Foundation sponsors, other old alumni and guests, as well as teachers and students of the school. Li Weiguo, Chairman of the Board of Oriental Yuhong, Xu Limin, Vice-chairman of the Board, Xiang Jinming, President, He Shaojun, Board Director, Zhong Jiafu and Liu Zejun, early founders, attended the ceremony, supported their Alma Mater's construction, and donated nearly RMB 10 million to the Alumni Foundation of Taoyuan County No. 1 Middle School, Hunan Province.





## 实例 2 Example 2:

### 慰问消防官兵，共叙军民鱼水情

Express Sympathy to Fire-fighters, and Upholds the Water and Fish Relationship between the Military and the Civilian

2015 年 8 月 1 日，东方雨虹北京生产基地携部分员工前往顺义杨镇消防中队开展“八一”联谊活动，共叙军民鱼水情深。

On August 1st 2015, Oriental Yuhong Beijing Production Base brought some of its employees to Shunyi Yangzhen Fire Squadron to celebrate the "August 1st" (The Army Day) fellowship activity, during which they chatted and shared together the close relationship between the military and the civilian.

## 实例 3 Example 3:

### 关爱留守儿童

Care for Stay-at-home Children

2015 年 9 月 14 日，东方雨虹“爱一起”公益系列活动正式启动。活动以湖南省永州市宁远县的留守儿童为帮扶对象，旨在改善留守儿童心理失衡、生活失助、学业失教的现状。

On September 14th 2015, Oriental Yuhong officially launched its "Love Together" series public welfare activities. The activity took the stay-at-home children of Ningyuan County, Yongzhou City of Hunan Province as target, aiming to improve the current conditions of psychological imbalance, helplessness in life, and loss of education and upbringing of these left-behind children.

活动第一期以“温情信使”为主题，基于留守儿童亲情缺失的现状，东方雨虹诚邀社会各界的爱心人士成为我们的“温情信使”，并本着为留守儿童传递正能量的原则，严格筛选出合适的爱心人士，与孩子们进行每月一次的信件交流，以期通过书信沟通的方式为爱心人士和留守儿童搭建心灵沟通的桥梁，在笔端传递温情与能量。

Phase I of the activity took "warm messenger" as its theme. Based on the present situation of "lack of parental care" of the stay-at-home children, Oriental Yuhong invited with sincerity compassionate public figures from all walks of life to be our "warm messenger", and in line with the principle of transmitting positive energy to these stay-at-home children, the Company strictly selected suitable compassionate public figures for a monthly letter communication with our children, with the aiming of putting up a bridge for communication of mind and heart between our compassionate public figures and these stay-at-home children through letters, so as to convey warmth and energy through writings.

活动第二期以“一饭一蔬，光盘助学”为主题，基于留守儿童午餐条件艰苦、营养缺乏等现状，东方雨虹秉持着义不容辞的社会责任，怀着对教育事业的关爱，践行公司“过好三个日子”的具体要求，于 2016 年 3 月 28 日开启为爱加餐活动。

Phase II of the activity took "one meal one vegetable, eat all to help develop education" as its theme. Based on the present situation of hard lunch conditions and lack of nutrition of the stay-at-home children, Oriental Yuhong adhered to its duty-bound social responsibilities and, with its care and love of education, put into practice its specific requirements of "living effectively the three-days (bitter days, hard days, and lean days)", and started up its "extra meal for love" activity on March 28th 2016.



## 结束语 Conclusion

东方雨虹把自己取得的一切商业成功和进步都归功于我们的时代，我们的国家，归功于客户慷慨无私的支持和社会的深厚关爱。永怀感恩之心，永念关怀之人，是东方雨虹文化的基本特征，是东方雨虹投入企业社会责任当中永远信奉的圭臬。

Oriental Yuhong owes all its business success and progress to our time, to our country, to the generous and selfless support of our customers, and to the deep care and love of our society. Always having a thanksgiving heart and always caring about the people has been the basic features of the culture of Oriental Yuhong, and also the criteria that Oriental Yuhong always upholds and embraces in its pursuit of corporate social responsibility.

—— 李卫国

—— Li Weiguo

## 社会责任报告意见反馈

### Social Responsibility Report Feedback

您好，感谢您阅读东方雨虹社会责任报告，这是东方雨虹发布的第八份社会责任报告。为了持续改进东方雨虹社会责任工作及社会责任报告编制工作，我们希望倾听您的意见和建议。请您协助完成意见反馈表中提出的相关问题，感谢您对我们工作的支持！

Thank you for reading Oriental Yuhong Corporate Social Responsibility Report, the eighth Social Responsibility Report released by Oriental Yuhong. To improve Social Responsibility Report work and Social Responsibility Report compilation, we sincerely hope we can get your opinions and suggestions. Please answer the question in the feedback sheet. We appreciate your support!

1. 报告整体评价 Overall evaluation of the report				
很好 Very good ( )	较好 Good ( )	一般 Common ( )	较差 Bad ( )	很差 Very bad ( )
2. 本报告全面、准确地反映了公司的社会责任工作现状？ Does the report completely and precisely reflect Oriental Yuhong Social Responsibility Report fulfillment?				
很好 Very good ( )	较好 Good ( )	一般 Common ( )	较差 Bad ( )	很差 Very bad ( )
3. 本报告对利益相关方所关心的问题进行了回应和披露？ Does the report give response to and disclose the issues concerned by stakeholders?				
很好 Very good ( )	较好 Good ( )	一般 Common ( )	较差 Bad ( )	很差 Very bad ( )
4. 本报告披露的信息数据清晰、准确、完整？ Is the information disclosed by the report clear, correct, and complete?				
很好 Very good ( )	较好 Good ( )	一般 Common ( )	较差 Bad ( )	很差 Very bad ( )
5. 本报告的可读性，即报告的逻辑主线、内容设计、语言文字和版式设计？ What do you think about the report's readability, i.e., logic, content design, language, and format design?				
很好 Very good ( )	较好 Good ( )	一般 Common ( )	较差 Bad ( )	很差 Very bad ( )
6. 您认为还有哪些您需要了解的信息在本报告中没有反映？ What information you need is still not included in the report?				
7. 您对我们今后的社会责任工作及社会责任报告发布有何建议？ What suggestion will you give to our future Social Responsibility Report work and Social Responsibility Report?				
<p style="text-align: center;">反馈方式 Feedback approach</p> <p style="text-align: center;">电话：010-58102212，或添加东方雨虹官方微信（微信号：dfyhgfx） 地址：北京市朝阳区高碑店北路康家园4号楼 品牌战略中心 Phone: 010-58102213, or Add the WeChat number: dfyhgfx Address: Brand Strategy Center, No. 4 Building, Kangjiayuan, Gaobeidian North Road, Chaoyang District, Beijing</p>				



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