

2019 年可持续发展报告书

2019 SUSTAINABLE VALUE REPORT

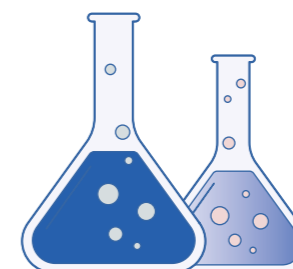
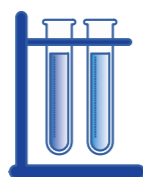


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第一章 / CHPT. 01

报告编制说明 About This Report

报告说明范围 / Reporting Scope

本报告为彤程新材料集团股份有限公司，回顾企业发展历程在公司治理、员工照顾、供应链、环境保护、社会参与等不同范围的可持续发展和社会责任所做的信息总结报告。

This Sustainable Value Report (SVR) outlines Red Avenue New Materials Group's sustainability strategy and the progress made in integrating sustainability into its corporate processes. The SVR provides stakeholders with comprehensive information about the company's corporate social responsibility (CSR), including corporate governance, employee care, supply chain, environmental protection, social participation.

报告周期 / Reporting Period

本报告覆盖彤程新材料集团股份有限公司，为便于表达，在报告表述中使用“彤程新材”，有时以第一人称“我们”等称谓。报告时间跨度为 2019 年 1 月 1 日至 2019 年 12 月 31 日，部分内容超出此时间范围。

The main body of this Report is Red Avenue New Materials Group Co., Ltd. For ease of expression, the term “Red Avenue New Materials” is used in this Report, and first-person phrases, such as “we,” “our,” and “us” are also be convened in the Report.

The reporting period is from January 1, 2019, to December 31, 2019. Some additional content mentioned in the report is beyond the stated reporting period.



报告编写依据 / Compilation Principles

本报告依据以下标准进行编制：

社会责任国家标准《社会责任指南》（GB/T 36000-2015）

中国社会科学院《中国企业社会责任报告编制指南》

国际标准化组织 ISO《ISO26000：社会责任指南（2010）》

全球可持续发展标准委员会（GSSB）《可持续发展报告标准（GRI Standard）》

上海证券交易所《上海证券交易所上市公司环境信息披露指引》

The Report is edited based on the following criteria:

Guidance on social responsibility (GB/T36000-2015)

Chinese Academy of Social Sciences – Corporate Social Responsibility 3.0

ISO 26000 Social Responsibility (2010)

Global Sustainability Standard Board: GRI Standards

Guidelines for environmental information disclosure of listed companies of the Shanghai Stock Exchange

报告信息来源与披露形式 / Source and Disclosure Form

本报告所有信息与内容从彤程新材总部、所属各分公司、工厂等部门提供。由彤程新材的企业社会责任部负责资料汇编，发行有中英双语版本的电子书，完整档案请至彤程新材料集团股份有限公司网站 www.rachem.com 下载。

All the data of the Report is provided by Red Avenue Headquarter, its subsidiaries, factories and other relative departments. Red Avenue CSR department is responsible for the compilation of all collected materials and the publication of Chinese-English bilingual e-Books. To download the complete file, please visit our official website at <http://www.rachem.com>.

联系方式 / Contact Details

若您对本报告书之内容有任何疑问或建议，欢迎您与我们联系。

彤程新材料集团股份有限公司 企业社会责任部

If you have any queries or comments, please contact us.

CSR Department, Red Avenue New Materials Group

Phone: +86-21-6210996

Email: csr@rachem.com

Website: www.rachem.com

彤程新材 2019 年可持续发展报告与 SDGs 目标对应表
Red Avenue Sustainability Report in 2019 and corresponding SDGs

实质性议题 Substantive issues	报告章节与标题 Chapters	对应 SDGs 目标 Corresponding SDGs aims
安全管理 Safety Management	环境健康安全与绿色运营 Environment Health Safety & Green Operation	 
职业健康与安全 Occupational Health and Safety	环境健康安全与绿色运营 Environment Health Safety & Green Operation	 
	幸福职场与员工发展 Happy Workplace and Career Development	 
产品质量管理 Product Quality Management	环境健康安全与绿色运营 Environment Health Safety & Green Operation	 
	客户服务与供应链管理 Customer Service and Supply Chain Management	 
绿色生产 Green Production	环境安全与绿色运营 Environment Safety and Green Operation	 
资源有效利用 Effective Resource Utilization		 
供应链管理 Supply Chain Management	客户服务与供应链管理 Customer Service and Supply Chain Management	 
责任采购 Responsible Procurement		 
客户服务质量 Customer Service Quality		 
推动行业发展 Promoting Industrial Development		 
合规治理 Compliance Management	公司治理 Corporate governance	 
风险管控 Risk Management		 

实质性议题 Substantive issues	报告章节与标题 Chapters	对应 SDGs 目标 Corresponding SDGs aims
培训与发展 Training and Development	环境健康安全与绿色运营 Environment Health Safety & Green Operation	 
	幸福职场与员工发展 Happy Workplace and Career Development	
工作与生活平衡 Work-life Balance	幸福职场与员工发展 Happy Workplace and Career Development	 
	幸福职场与员工发展 Happy Workplace and Career Development	 
基本权益保障 Basic Rights and Interests Protection	幸福职场与员工发展 Happy Workplace and Career Development	 
员工多元化 Employee Diversity	幸福职场与员工发展 Happy Workplace and Career Development	 
关爱社会 Caring for Society	社会关爱与公益事业 Social Care and Public Welfare	 
		 
		 
		 
		 
		 
		 
		 
		 

第二章 / CHPT.02

董事长寄语

A Message from the Chair



从“新”出发，构筑美好世界

2019 年，联合国发布的《全球可持续发展报告》将“不确定性”列为关键词。我们不确定明天会发生什么，明年会发生什么，以及更远的未来会发生什么，但是即便如此，我们依旧确定一件事：开创一个可持续的未来，构筑一个美好新世界。

一直以来，彤程新材都将可持续创新作为我们崇高的使命，自 1999 年成立以来，我们的业务就建立在为绿色中国和可持续世界提供创新材料和共享价值之上。20 年的创新实践，可持续发展已经成为彤程新材乃至全国化工行业从业者和客户的共识，这不仅是技术革新的必然趋势，更是我们对世界和绿色未来的庄严承诺。

我们每一位彤程人都为曾经的努力和成绩感到骄傲，因为这里的每一个数据，每一个成果，每一个突破，都凝聚着大家的智慧与汗水，智慧让我们走向正确的方向，汗水让我们走向期望的远方。

可持续就是要为下一代提供更好的环境，我们除了通过革新技术创造新材料来改善生存所必需的空间环境，我们还密切关注着流淌着人类文明血液的社会环境，这是我们企业应该承担的社会责任。

2019 年，彤程新材继续关心社会弱势群体以消弭因地区发展差异而造成的资源缺口。在助学、扶贫、环保、医疗等领域践行我们的可持续发展理念。彤程关心并关怀社会每个角落，为弱势群体带来“新”希望。

每天都是衔接未来的序章，也是决定未来的关键，从“新”出发，此时的彤程新材，已经厉兵秣马、扬鞭奋蹄。

不确定的是未来，确定的是可持续发展的决心与构筑美好世界的愿望。

董事长

Starting from the "New", Building a Better World

The "Global Sustainable Development Report 2019", issued by the United Nations, has listed "uncertainty" as the keyword. We are not sure what will happen tomorrow, what will happen next year, and in the future, but even so, we still determine one thing: we need to create a sustainable future and build a better new world.

All the time, Red Avenue New Materials regards making sustainable innovation as our noble mission. Since the establishment in 1999, our business has been built on providing innovative materials and sharing value for a green China and a sustainable world.

After 20 years of innovative practice, sustainable development has become the consensus of Red Avenue New Materials, even the chemical industry practitioners and customers across the country. This is not only an inevitable trend of technological innovation but also our solemn commitment to the world and a green future.

Each Red Avenue member is proud of the company's previous efforts and achievements! Every new data, achievement, and breakthrough of Red Avenue represents the collaboration and solidarity of each employee: their wisdom leads us in the right orientation, their contribution and sacrifice let us go beyond the expectations.

Sustainability is to provide a better environment and life for the next generation. In addition to creating new materials through innovative technologies to improve the living space environment, we also pay close attention to the social environment in which the human civilization roots. This lofty action is the social responsibility that Red Avenue should undertake.

In 2019, Red Avenue continued to care about the socially disadvantaged groups to eliminate the resource gap caused by regional development differences. We practiced our concept of sustainable development in fields such as student assistance, poverty alleviation, environment protection, and medical treatment. We care for every corner of society and bring "new" hope to the disadvantaged.

Every day is the prelude to the future and the key to open the better world. Starting from the "new", today's Red Avenue has already engaged in developing and practicing its commitment to the sustainability of the industry, society, and world.

What is uncertain is the future; what is certain is our determination and engagement for sustainable development and our desire to build a better world!

Chair

第三章 / CHPT. 03

公司概况

Company Profile

公司介绍
COMPANY PROFILE

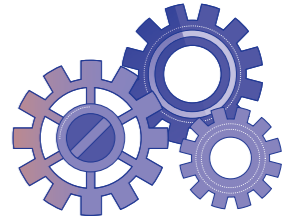
经营理念与核心价值观
OPERATION PRINCIPLE
AND CORE VALUES

治理结构
GOVERNANCE
STRUCTURE

远见与创新：彤程二十
年发展之路
FORESIGHT AND INNOVATION:
TWENTY YEARS OF RED AVENUE
NEW MATERIALS

主要客户与合作伙伴
MAJOR CUSTOMERS AND
PARTNERS

2019 所获荣誉（部分）
HONORS AND AWARDS
IN 2019 (PARTIAL)



公司简介 Company Profile

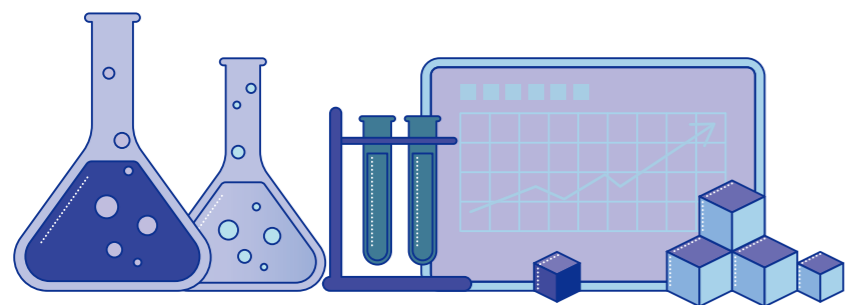
彤程新材料集团股份有限公司是一家集新材料研发生产、技术支持，营销物流、信息交互为一体的综合型集团企业，同时也是一家拥有全产业链竞争优势的化工材料制造和服务商，更是中国新材料产业的可持续发展的重要推手，服务范围涵盖通用橡塑、轮胎橡胶用化工材料、汽车材料、医疗材料、食品添加剂等诸多领域。

公司总部位于上海，拥有 4 家精益制造工厂和 2 个国家级试验室研发中心，业务范围覆盖全球 40 多个国家和地区。

Red Avenue New Materials is a comprehensive group integrating new material research and development (R&D), production, technical support, marketing logistics, and information exchanges. As a chemical material manufacturer and service provider with a competitive advantage in the entire industry chain, Red Avenue New Materials is an essential driver of the sustainable development of China's new materials industry. Its services cover a diverse field, such as general rubber and plastics, chemical materials for rubber tires, auto materials, medical materials, and food additives.

The company headquarters in Shanghai, operating four lean manufacturing plants and two national-level laboratory R & D centers. Its business scope covers more than 40 countries and regions around the world.





彤程化学（中国）有限公司 / RACHEM (China) Co., Ltd

坐落于上海化学工业园区，是全球单厂规模最大的烷基酚及衍生树脂生产企业，也是全球最重要的轮胎橡胶用化工材料供应和服务商。目前，其生产产品与服务已拓展并应用至通用橡塑、医疗与制药、食品添加剂、汽车用高分子材料及复合材料等诸多领域。

RACHEM (China) Co., Ltd locates in Shanghai Chemical Industry Park. It is the world's largest manufacturer of alkylphenols and derived resins in a single plant. At present, its products and services have been expanded and applied to multiplied areas, including general rubber and plastic production, medical and pharmaceutical industries, food additives manufacture, automotive polymer materials and composite materials field.

华奇（中国）化工有限公司 / Sino Legend (China) Chemistry Co., Ltd

坐落于江苏张家港市扬子江国际化学工业园区，为亚洲规模最大的橡胶及轮胎行业用酚醛树脂及间苯二酚树脂生产厂商。拥有国际知名的化学家和国内资深专家、教授组成的一流研发团队。厂区具有世界领先的研发设施、生产装置和自动化生产控制系统与制成。先进的检测仪器及专业的品质控制人员，保证产品从原材料供应、生产过程、检验和交付实现全过程质量控制。

Sino Legend (China) Chemistry Co., Ltd, locates in Yangzijiang International Chemical Industrial Park, Zhangjiagang City, Jiangsu Province. It is the largest phenol-formaldehyde resin and resorcinol resin manufacturer in Asia for rubber and tire industries. The company has a first-class R&D team, which composed of both international and domestic renowned chemists, senior experts and professors. Furthermore, the factory area has the world's leading research and development facilities, manufacturing equipment, and automated production control systems. Advanced testing equipment and professional quality control personnel ensure the entire process of quality control from the supply of raw materials, production process, inspection, and delivery.

常州常京化学有限公司 / Changzhou Changjing Chemistry Co., Ltd

坐落于江苏常州国家高新技术产业开发区，从事研究和生产高新技术的橡胶助剂和其他精细化工产品。主要产品有长效、耐湿超级增粘树脂、橡胶用增硬补强树脂、橡胶粘合剂间苯二酚甲醛树脂。生产的是国家重点攻关产品，被江苏省确认为高新技术产品。

Changzhou Changjing Chemistry Co., Ltd locates in Changzhou National High-tech Industrial Development Zone, Jiangsu Province. It is engaged in research and production of high-tech rubber additives and other fine chemical products. The main products are long-acting, moisture-resistant super tackifying resin, reinforcing resin for rubber, and resorcinol formaldehyde resin for rubber adhesive. The products are critical national key products and have been confirmed as high-tech products by Jiangsu Province.

彤程精细化工（江苏）有限公司 / Red Avenue Fine Chemicals (Jiangsu) Co., Ltd.

坐落在中国响水生态化工园区，是一家致力于橡胶助剂 MBT (M) 等系列产品的化工企业，产品广泛应用于橡胶、轮胎、胶带、胶鞋、胶管、电缆等行业中。从 2017 年开始公司加大了科技力量的投入，企业未来将发展成为国内规模较大、品种较全的橡胶助剂专业生产企业。

Red Avenue Legend (Jiangsu) Chemical Co., Ltd locates in Xiangshui Ecological Chemical Industry Park, China. It is a chemical company dedicated to rubber auxiliaries like MBT (M). The products of Red Avenue Legend (Jiangsu) Chemical Co., Ltd have been widely used in rubber, tires, tapes, rubber shoes, hose, cable manufacturing, and other industries. Since 2017, the company has increased its investment in scientific and technological development. It will develop into a large-scale and full-range professional manufacturer of rubber auxiliary in the future.

彤程北京应用测试中心（北京彤程创展科技有限公司） / Beijing Red Avenue Innova Co., Ltd

坐落于北京经济技术开发区核心地带，是彤程新材设立从事橡胶、塑料、石油等领域新材料，特别是功能性新材料的研究开发、性能测试和应用研究的专业研发机构，也是彤程新材服务于广大顾客、与顾客交流的重要平台。中心荣获国家实验室认可证书，是行业测试能力验证提供者，拥有集新材料研究开发、工程试验、化学与仪器分析、材料性能测试、材料应用测试、技术情报信息筛查等多个单元于一体的研发团队，团队成员组成包括国内在助剂研究开发、应用方面的资深专家和行业技术带头人，以及从事相关领域研究的国外专家教授及从国外学成归国的研究人员等。

Beijing Red Avenue Innova Co., Ltd locates in the core area of Beijing Economic-Technological Development Area. As a new material R&D center established by Red Avenue New Materials, which is engaged in the research of new materials in rubber, plastic, petroleum, exceptionally functional new materials. Meanwhile, Beijing Red Avenue Innova Co., Ltd is an essential platform for customer service

and communication of Red Avenue New Materials. As a research center certified by the China National Accreditation Service for Conformity Assessment (CNAS), Beijing Red Avenue Innova Co., Ltd is also an essential provider of industry test capability verification. It owns an integrated R&D team, which includes senior domestic experts, industrial and academic leaders, foreign experts, professors, and junior Chinese research fellows returning from abroad. The R&D center focuses on various fields such as new materials research and development, engineering tests, chemical and instrumental analysis, material performance testing, material application testing, and technical and business intelligence monitoring.

彤程功能材料（上海）研发中心 / Shanghai R&D Center

坐落于中国经济发展的核心地—上海，与彤程新材在北京的应用测试中心形成双足鼎立之势。中心以市场的需求为导向，专注新材料的开发以及上游原料的应用。拥有集材料基础研究、新产品开发、产品工程技术等全产品链于一体的研发体系和以博士科研小组为基础的多元研发团队，并通过上海交通大学、华东理工大学、烟台大学等科研院所建立了良好的产学研合作以及与客户的技术合作，保证技术的先进性和实效性，提供客户最适宜的产品和服务的综合解决方案。

Shanghai Red Avenue Innova Co., Ltd locates in Shanghai, the core of China's economic development. It is forming a two-legged trend with Red Avenue New Materials' R&D center in Beijing. This center is guided by market demand, focusing on the development of new materials and the application of upstream raw materials. It holds a whole industrial chain R&D system that integrates basic product research, new product development, and product engineering technology. Besides, Shanghai Red Avenue Innova Co., Ltd is supported by a diverse academic research team based on different Ph.D. programs and emerging scholar teams. Through the industry-university-research collaboration established with Shanghai Jiao Tong University, East China University of Science and Technology, and Yantai University, as well as exclusive technological cooperation with customers, the center guarantees the advanced and effective technology. It also provides customers with the most comprehensive solutions for products and services.

北京石墨烯研究院（BGI） / Beijing Graphene Institute

坐落于北京中关村翠湖科技园内，是北京市政府最早批准成立的新型研发机构之一，致力于打造引领世界的石墨烯新材料研发高地和创新创业基地，瞄准未来石墨烯产业，全方位开展石墨烯基础研究和产业化核心技术研发与相关标准制定和产品检测工作。

Beijing Graphene Institute locates in Cuihu Science and Technology Park of Beijing Center of Innovative District. It is one of the earliest emerging R&D institutions approved by the Beijing local government. The Institute carries out all-round research on graphene necessary studies and industrialization, encompassing the core technology research and development of graphene and its related standard formulation and product testing.

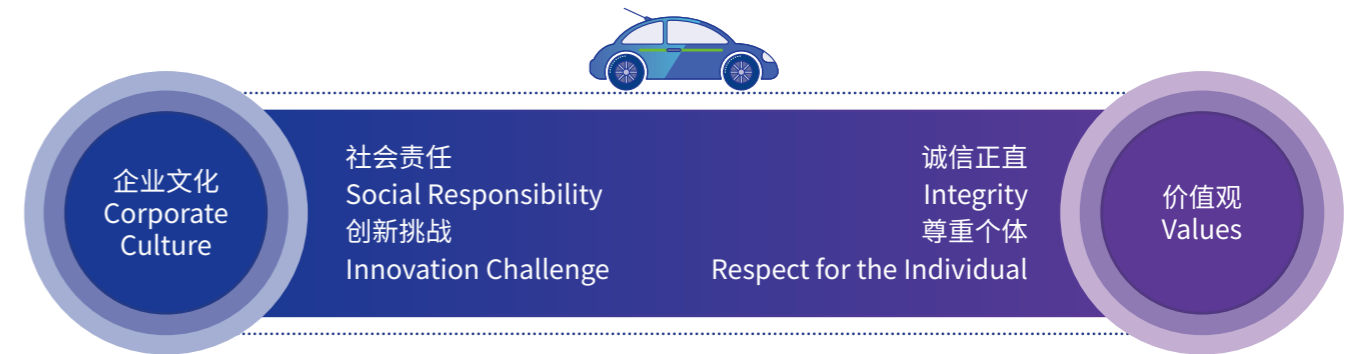
企业文化与 核心价值观 Corporate Culture and Core Values

论经营企业，还是为人处世，诚而有信都是安身立命之本。在彤程，诚信正直更被视为企业基业长青的生命力所在。

Whether running a company or socializing with others, sincerity and trust are fundamental. In Red Avenue New Materials, integrity is regarded as the vitality of the long-term corporate foundation.

无论是面对客户、还是合作伙伴、抑或企业员工，诚信都是我们恪守的基本准则。唯有以此为基础，我们才能成为一个具有强烈责任感的优秀企业公民。

Whether facing customers, partners, or employees, integrity is the basic principle that we adhere to. Only based on integrity, we can become a good and ethical corporate citizen with a strong sense of responsibility.

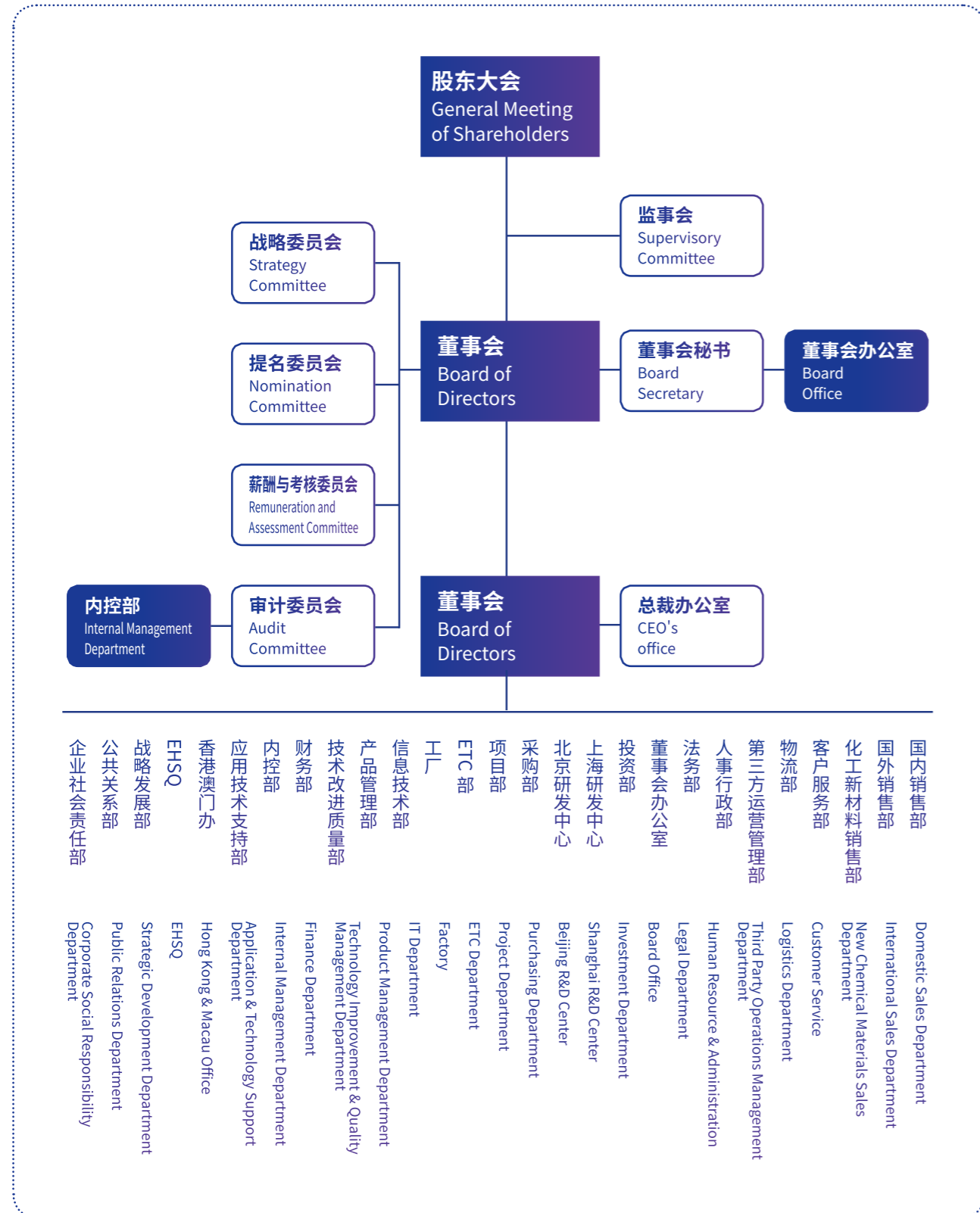


我们的每一步努力，都秉持以诚相待。
以最合适、最可靠的产品和服务，赢得您的信任，提升相互价值。
At every step of our efforts, we treat each other with sincerity.
With the most suitable and reliable products and services, we win your trust while enhancing mutual value.

我们的每一次合作，都谨守契约精神。
严格履行对合作伙伴的全部承诺，是我们共赢未来的坚强基石。
Every time we cooperate, we adhere to the spirit of the contract.
Strictly fulfilling all our commitments to partners is the cornerstone of our future together.

我们的每一次沟通，都源于平等友爱。
我们相信，坦诚的沟通是我们与每位员工思想交流、建立共识的良机，是我们共同成长的必经之路。
Every communication we make comes from equality and friendship.
We believe that sincere communication offers an excellent opportunity for us to exchange ideas and build trust with each employee, and it is the only way for us to grow with solidarity.

治理结构 Governance Structure



治理团队 Governance Team



职务	姓名
董事长, 法定代表人, 董事 Chair, Legal Representative, Board Member	ZHANG NING
总裁, 董事 President, Board Member	周建辉 ZHOU JIANHUI
高级副总裁, 董事, 财务负责人 Senior Vice President, Board Member, Chief Financial Officer (CFO)	丁永涛 DING YONGTAO
高级副总裁 Senior Vice President	顾卫东 GU WEIDONG
高级副总裁, 董事 Senior Vice President, Board Member	袁敏健 YUAN MINJIAN
副总裁, 董事会秘书 Vice President, Board Secretary	李敏 LI MIN
副总裁 Vice President	毛晓东 MAO XIAODONG
副总裁 Vice President	汤捷 TANG JIE
副总裁 Vice President	XIE COREY XIAOJUN
副总裁 Vice President	袁晓蕾 YUAN XIAOLEI
副总裁 Vice President	赵燕超 ZHAO YANCHAO
独立董事 Independent Board Member	HWANG YUH-CHANG
独立董事 Independent Board Member	蹇锡高 JIAN XIGAO
独立董事 Independent Board Member	LI ALEXANDRE WEI
监事会主席, 监事 Chair of Supervisory Committee, Supervisor	刘志京 LIU ZHIJING
监事 Supervisor	董栋 DONG DONG
职工代表监事 Employee Representative Supervisor	范汝良 FAN RULIANG

远见与创新： 彤程二十年的 发展之路 Foresight and Innovation: Twenty Years of Red Avenue New Materials



世界从不停止改变，当前孕育兴起的新一轮科技革命和产业变革，正在加速重构全球分工体系和竞争格局。要站稳脚跟，持续创新成为企业发展的重要基石。彤程自 1999 年创立自今，始终把创新当作组织管理的重要基因，驱动彤程的商业模式能洞察用户需求、推进制造转型产能升级、加大研发力度保持同业技术领先、提高组织结构赋能员工成长，使彤程在激烈的国际竞争中行稳致远，赋能公司稳渐成长。

The world has never stopped changing. The current round of scientific and technological revolutions and industrial evolutions are accelerating the reconstruction of the global division of labor system and the competitive landscape. To stand firm, continuous and durable innovation becomes a vital cornerstone of company advancement. Since its foundation in 1999, Red Avenue New Materials has always considered “innovation” as a core part of organizational management. The innovation-based business model has driven and will continually drive Red Avenue New Materials to gain insight into client's needs, to promote manufacturing transformation, and production capacity upgrades, and to increase research and development efforts. The industrial innovation also allows the company to maintain industry-leading technology, to improve organizational structure while empowering employees in career development. Because of reinforcing technology innovation, Red Avenue New Materials has been enabled to develop durably in the intense international competition and to grow steadily.

彤程的 创新驱动 基因 The innovation- driven gene of Red Avenue

洞察用户需求
Insight into
Customer
Needs



推进制造转型
Advancing
Manufacturing
Transformation



加大研发力度
Strengthening
R&D
Investments



赋能员工成长
Empowering
Employees in
Career Development



1999

上海彤程化工有限公司成立，前期从事全球知名品牌的轮胎橡胶用化工材料的商贸代理，以诚信品性和专案化服务方式，逐步成为国内外主要轮胎橡胶客户的长期合作伙伴。

Shanghai Red Avenue Rachen(china) Co., Ltd. was founded. In the early stage, the company was engaged in the business agent of chemical materials for tire rubber in cooperation globally famous brands. With its integrity and extraordinary project service, the company has gradually built a long-term partnership of major domestic and international tire rubber customers.

2006

于江苏扬子江国际化学工业园投资建设工厂，是当年亚洲规模最大的轮胎橡胶用酚醛树脂工厂之一。

The company invested in the construction of a factory in Jiangsu Yangzijiang International Chemical Industrial Park. This factory was one of the largest phenol-formaldehyde resin factories for rubber and tire industries in Asia.

成立北京应用测试研发中心，从事橡胶、塑料、石油等领域新材料，特别是功能性新材料的研究开发、性能测试和应用研究，全力推进市场的需求创新。

The company set up an application test R&D center in Beijing to engage in the research of new materials in rubber, plastic, petroleum, exceptionally functional new materials. It also participates in promoting market demand innovation.

2008

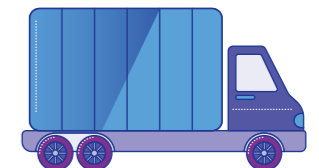
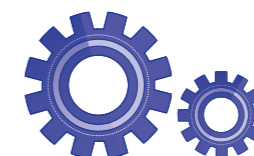
成立彤程集团有限公司，确立了“以创新和负责任的方式推动中国化工产业可持续发展”的企业愿景。

Red Avenue Group Limited was established. The group designed its corporate vision as the fact of promoting the sustainable development of China's chemical industry in innovative and responsible ways.

2009

并购常州常京化学有限公司，进一步强化彤程贯通上、下游产业链并形成完备的一体化全产业链的战略。

The Group acquired *Changzhou Changjing Chemistry Co., Ltd*, which further strengthened the Group's strategy of penetrating and coordinating the upstream and downstream industrial chains and forming a complete integrated industrial chain.



2010

成立上海功能材料研发中心，致力于新材料的开发和材料作用机理的研究。

Shanghai R&D Center was founded. It aimed to develop new materials and reinforce the research on the mechanism of material action.

2011

于上海化工园区投资建设烷基酚基树脂生产厂，是当年度生产规模最大的全球单厂之一。

The Group invested in the construction of an alkylphenol-based resin production plant in the Shanghai Chemical Industry Park. The factory became one of the world's largest single plants in the year.

2016

股份制改制为彤程新材料集团股份有限公司，全力推进公司的管理变革与创新。

The Group carried out shareholding system reform, and Red Avenue New Materials Group Co., Ltd. was established. This action fully promoted the management revolution and innovation of the company.

2018

彤程新材料集团股份公司于 A 股上市，标志着公司发展进入新纪元。

Red Avenue New Materials Group Co., Ltd. was listed on the Shanghai Stock Exchange (SSE), marking the company's development into a new era.

彤程新材料集团股份有限公司参与出资成立北京石墨烯研究院，瞄准未来石墨烯产业，全方位开展石墨烯基础研究和产业化核心技术研发与相关标准制定和产品检测工作。

Red Avenue New Materials participated in the foundation of the Beijing Graphene Research Institute. It aimed at the future graphene industry and carried out all-round research on graphene necessary studies and industrialization, encompassing the core technology research and development of graphene and its related standard formulation and product testing.



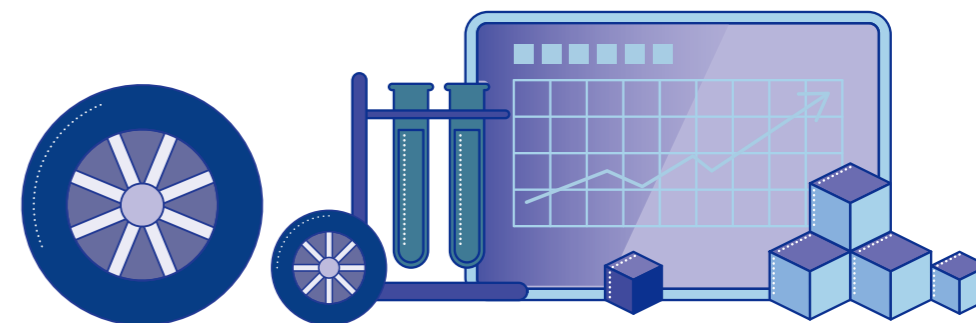
2019

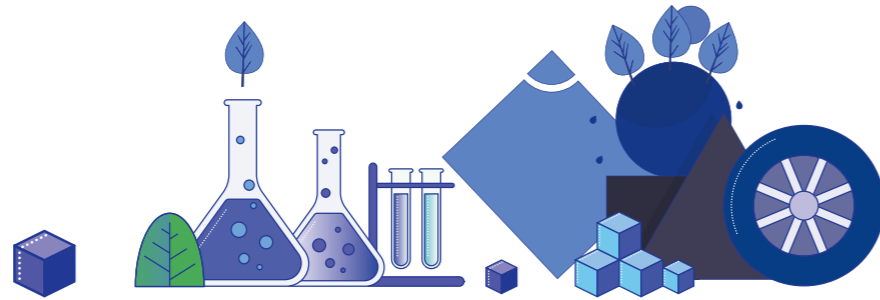
彤程新材料集团股份有限公司入选 AEPW, 成为全球 47 家会员之一，将与国际化学与材料领域的领军企业协同，基于“产品-产业思维”与“明确目标牵引”，通过材料创新，技术革新，共同致力于有效消减地球环境中存在的塑料材质颗粒物与废弃物。藉由大自然的循环概念，使地球资源和人类的经济社会，处处有生机，共同晃动生态和产业的摇篮。

Red Avenue New Materials was selected by the Alliance to End Plastic Waste (AEPW) as one of the 47 members in the world. Based on the ideas of “product-industrial thinking” and “clear target traction,” Red Avenue New Materials cooperates with leading companies in the international chemical and materials field to effectively reduce plastic particles and wastes in the global environment in innovative and joint efforts. Through material and technological innovations and the promotion and initiative of the concept of nature's cycle, the company engaged in advocating the protection of the harmony and sustainability between natural resources, economic development, and social advancement.

到 2019 年 12 月，累计知产申请 366 件，其中，发明专利 211 件，实用新型专利申请 104 件，外观设计专利申请 2 件；境内外商标申请 46 件；软件与著作权申请 3 件。其中，在 2019 年度，新获得发明专利授权 16 件，同时新增发明专利申请 25 件。

Red Avenue New Materials has accumulated 366 applications for intellectual property, including 211 invention patents, 104 utility model patent applications, 2 design patent applications, 46 domestic and overseas trademark applications, and 3 software and copyright applications. Among them, in 2019, the company has obtained 16 new invention patent authorizations and applied for 25 new invention patents.





经过 20 年的发展，我们把握好了三大事件：

During 20 years of evolution, we have focused on three significant events:

选对了业务领域

Right
Business Area

橡胶及轮胎行业的快速发展，让我们迅速崛起，同时其可持续存在的行业属性，也构筑了我们长期发展的基础，构筑了我们追寻更好战略前景的广阔空间。

The rapid growth of the rubber and tire industry allowed us to rise briskly. Meantime, the sustainable attributes of the rubber and tire industry laid the foundation for our long-term development and formed a vast space for us to pursue better strategic prospects.

选对了发展模式

Right
Development Model

并未止步于跨境贸易取得的成绩，而是以此为切入点向产业链上游进行纵向扩展，通过产、研、销相辅相成的产业链条来确立我们的行业地位，因应市场的需求创新、保证了我们在竞争中始终拥有战略纵深，游刃有余。

We have not stopped at the achievements made in cross-border trade. It became an entry point for us to exploder the upstream of the industrial chain vertically. We have established our industry position through the industrial chain synergy that complements production, research, and sales. The model guarantees our strategic advantage in the competition.

选对了经营支点

Right
Business Pivot

坚持以国际视野来发现和引导客户需求，以全球产业供给来满足国内快速增长的需要。正是这种对国际、国内两个市场的深刻理解能力，推动了彤程的不断进步，驱动创新与转型发展。

We insist on discovering and guiding customer needs from an international perspective. Meanwhile, the global vision of industrial supply allows us to satisfy the rapid growth of domestic demand. The deep understanding of both foreign and domestic markets has promoted our continuous progress and motivated our innovation and transformation.

展望未来，我们仍将坚守这三个方面的选择，并进一步提炼新发展阶段的战略定位、实施路径，强化企业文化和价值观、社会责任，创新生态和发展路线图，让彤程始终拥有正确的发展方向 and 持续发展的动力，并将在产品原料环节积极采用更多创新技术，以顺应中国制造产业升级、进一步参与国际竞争的趋势，力争成为全球领先的原料供应商和标杆企业。

For the future, we will stick to certain three key elements. Besides, we will further refine our strategic positioning and implementation path for the new era of development while strengthening the corporate culture, values, and social responsibility for innovative ecology and evolution. Such a plan will allow us always to have a promising development direction and sustainable development dynamics. Our company will actively adopt more innovative technologies in the production process, which is in line with the trend of China's manufacturing industry upgrades. All these efforts permit us to reinforce our further participation in international competition and will ensure Red Avenue New Materials to become a global leader of raw material supplier and benchmarking enterprise.



主要客户与合作伙伴

Major Customers and Partners

轮胎行业 Tire Industry

 <p>普利司通 (日本) Bridgestone Corporation</p>	 <p>固特异 (美国) GOODYEAR Fayetteville Plant</p>	 <p>倍耐力 (意大利) Pirelli Tyre</p>
 <p>韩泰轮胎 (韩国) HANKOOK TIRE CO.,LTD</p>	 <p>正新橡胶 (中国台湾) CHENG SHIN RUBBER</p>	 <p>锦湖轮胎 (韩国) Kumho Tire Co., INC</p>
 <p>三角集团 (中国) Triangle Tyre Co., Ltd.</p>	 <p>阿波罗轮胎 (印度) APOLLO TYRES LTD.</p>	 <p>米其林 (法国) MICHELIN</p>
 <p>大陆轮胎 (德国) Continental Reifen Deutschland GMBH</p>	 <p>佳友橡胶工业 (日本) Sumitomo Rubber Industries</p>	 <p>优科豪马 (日本) Yokohama Tire</p>
 <p>中策橡胶集团 (中国) Zhongce Rubber Group Company Limited</p>	 <p>固铂轮胎橡胶 (美国) Corporacion de Occidente SA de CV</p>	 <p>东洋轮胎橡胶 (日本) TOYO TIRE & RUBBER CO.,LTD</p>
 <p>MRF 公司 (印度) MRF Limited</p>	 <p>耐克森轮胎 (中国) Nexen Tire Corporation</p>	 <p>山东玲珑轮胎 (中国) SHANGDONG LINGLONG TYRE CO.,LTD</p>
 <p>赛轮集团 SAILUN JINYU GROUP CO.,LTD</p>	 <p>风神轮胎 GUIZHOU TYRE CO.,LTD</p>	 <p>贵州轮胎 AEOLUS TYRE CO.,LTD</p>
 <p>双星轮胎 Qingdao Doublestar Tire</p>		

全球主要 PC 企业

Major PC Companies Worldwide

 <p>鲁西集团 LUXI GROUP</p>	 <p>万华化学集团 Wanhua Chemical Group Co.,Ltd.</p>	 <p>台塑化工 FORMOSA PETROCHEMICAL CORPORATION</p>	 <p>科思创 Covestro</p>	 <p>Bayer 材料 Bayer Material Science</p>
 <p>帝人 TEIJIN LIMITED.</p>	 <p>LG 集团 LG Group</p>	 <p>MGC 日本菱优工程 MITSUBISHI GAS CHEMICAL COMPANY, INC.</p>	 <p>TPCC 泰国聚碳酸酯 Thailand Polycarbonate Company</p>	 <p>Samyang SAMYANG HOLDINGS CORPORATION.</p>

全球主要胶粘剂企业

The World's Leading Adhesive Companies

 <p>德国汉高 Henkel KGaA</p>	 <p>No-tape 公司 No-tape Industrial</p>	 <p>Bostik 波士胶 Bostik</p>
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国内主要特殊品行业

Domestic Special Products Industry

 <p>湖北华强 Hubei Huaqiang High-Tech Limited</p>	 <p>鼎湖 Zhongding Group</p>	 <p>山东药玻 Shandong Pharmaceutical Glass</p>	 <p>拓普集团 Tuopu Group</p>	 <p>浙江天铁 Zhejiang Tiantie Industry</p>
 <p>浙江双箭 Double Arrow</p>	 <p>无锡宝通 Wuxi Boton Technology</p>	 <p>电子酚醛 Electronic phenolic</p>		

2019 年所获荣誉 (部分) Honors and Awards in 2019 (Partial)

彤程新材料集团股份有限公司
Red Avenue New Materials Group Co., Ltd.

绿色供应链
合格绿色供应商
Green Supply Chain
Qualified Supplier

山东玲珑轮胎股份有限公司
LingLong Tire

全球轮胎技术论坛
合作伙伴
Partner of the Global Tire
Technology Forum

中国橡胶工业协会
China Rubber Industry Association

第六届中国创新传媒大奖
“校园营销银奖”
The 6th China Innovation Media
Awards: “Silver Award for
Campus Marketing”

蒲公英奖赛事组委会
China Innovation Media Award (Suqin Awards)
Organizing Committee

中国百强
企业奖
China Top 100
Enterprise Awards

中国上市公司百强高峰论坛
China Business Top 100

年度经济发展
贡献奖
Annual Economic
Development Contribution
Award

浦东新区航头镇人民政府
The Government of Hangtou Town,
Pudong New District

年度
优秀供应商
Excellent Supplier
of the Year

红豆集团有限公司
Hodo Group

年度社会责任践行
先锋企业
Pioneer Enterprise of Social
Responsibility Practice

浙江新华爱心教育基金会
Zhejiang Xinhua Compassion Education Foundation

向善公益
伙伴奖
Goodwill Partner
Award

北京水滴汇聚公益基金会
Beijing Shuidihuiju foundation

彤程化学 (中国) 有限公司
Rachem (China) Co., Ltd

上海市
企业技术中心
Shanghai Enterprise
Technology Center

上海市经济和信息化委员会
Shanghai Municipal Commission of Economy and
Informatization

上海市“专精特新”
中小企业
“Specialized, boutique, unique or
innovative” SMEs in Shanghai

上海市经济和信息化委员会
Shanghai Municipal Commission of Economy and
Informatization

《对叔丁基苯酚》项目被认定为
上海市高新技术成果转化项目
The project of “4-tert-Butylphenol” is
recognized as one of the Transformation of New
and High-tech Achievements of Shanghai

上海市高新技术成果转化项目认定办公室
Shanghai Municipal Office for Accreditation of New
and High-tech Enterprises

《低酚型叔丁醇甲醛树脂 (胶粘剂用)》
被认定为上海化学工业区
促进科技创新和成果转化专项扶持项目
The project of “Low phenol type of 4-tert-Butylphenol
formaldehyde resin” (for adhesives) is recognized as one
of the Special Support Project of the Transformation of
New and High-tech Achievements of Shanghai Chemical
Industry Park

上海化学工业区管理委员会
Shanghai Chemical Industry Park

年度上海化学工业区
应急救援先进单位
Annual Advanced Organization of
Emergency Rescue of Shanghai
Chemical Industry Park

上海化学工业区管理委员会
Shanghai Chemical Industry Park

战略
合作奖
Strategic Cooperation
Award

天津市万达轮胎集团有限公司
Tianjin Wanda Tires Group Company Ltd.

华奇 (中国) 化工有限公司
Sino Legend (China) Chemistry Co., Ltd

年度
最佳供应商
Best Supplier
of the Year

米其林轮胎
Michelin

年度亩均税收
十强企业
Top 10 Industrial Enterprises with
Annual Average Tax per Acre

张家港市人民政府
People's Government of Zhangjiagang City

年度张家港市
百强企业
Top 100 Enterprises of the Year
in Zhangjiagang City

张家港市人民政府
People's Government of Zhangjiagang City

苏州市五 A 级
劳动保障信用单位
Five A Grade Labor Security Credit
Organization in Suzhou City

苏州市人力资源和社会保障局
Human Resources and Social Security Bureau of
Suzhou City

江苏省万吨级轮胎工业用
功能性树脂工程技术研究中心
Engineering Research Center of
Functional Resin for Tire Industry of Ten
Thousand-Ton Level in Jiangsu Province

江苏省科学技术厅
Department of Science and Technology of Jiangsu
Province

苏州市 2019 年度
优秀专利奖二等奖
Second Prize of Suzhou City
Excellent Patent Awards 2019

苏州市市场监督管理局
Suzhou Market Supervision Administration

2019 年苏州市
企业技术中心
2019 Suzhou Enterprise
Technology Center

苏州市工业和信息化局
Suzhou Industry and Information Technology Bureau

2019 年江苏省示范
智能车间
2019 Demonstration Smart
Workshop of
Jiangsu Province

江苏省工业和信息化厅
Department of Industry and Information
Technology of Jiangsu Province

2019 年先进制造产业
领跑计划扶持资金项目
2019 Advanced Manufacturing
“Leading Plan”
Funding Program

张家港市工业和信息化局
Zhangjiagang City Industry and Information
Technology Bureau

北京彤程创展科技有限公司
Beijing Red Avenue Innova Co., Ltd

经开区北京市知识产权
试点示范单位
Beijing Municipal Intellectual Property
Pilot Demonstration Organization
in Beijing Economic-Technological
Development Area (BDA)

国家知识产权局专利北京代办处
National Intellectual Property Administration, Beijing
Bureau

常州常京化学有限公司
Changzhou Changjing Chemistry Co., Ltd

纳税
贡献奖
Tax Contribution
Award

江苏常州滨江经济开发区管理委员会
Changzhou Binjiang Economic Development Area of
Jiangsu Province

第四章 / CHPT. 04

社会责任管理与实践

Social Responsibility Management and Practice

战略路径与管理体系
STRATEGIC PATH AND
MANAGEMENT SYSTEM

利益相关方沟通与参与
STAKEHOLDER
COMMUNICATION AND
PARTICIPATION

合规管理与党建工作
COMPLIANCE
MANAGEMENT AND
PARTY-BUILDING WORK

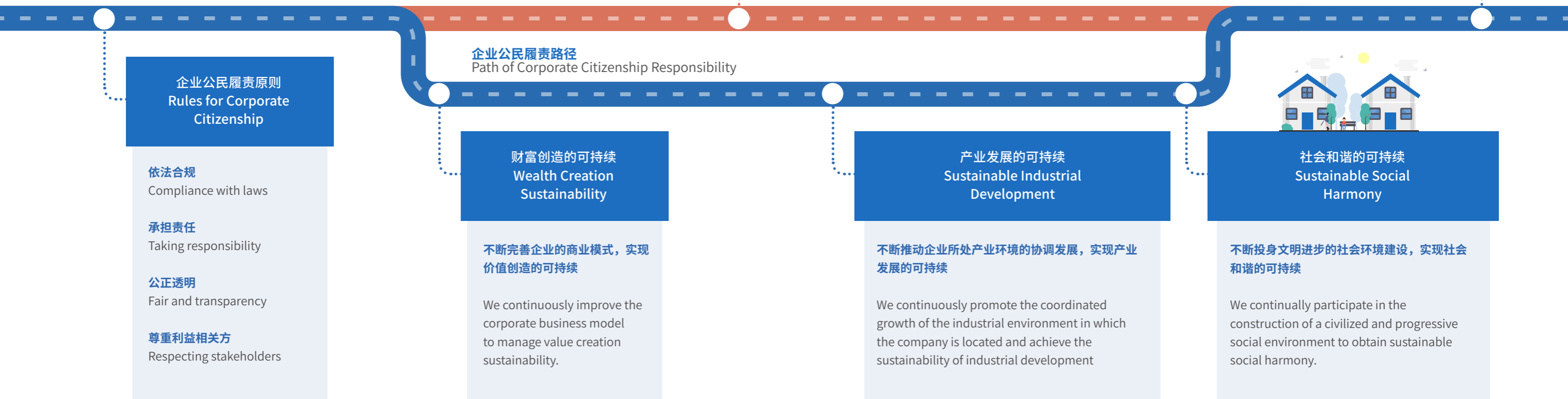
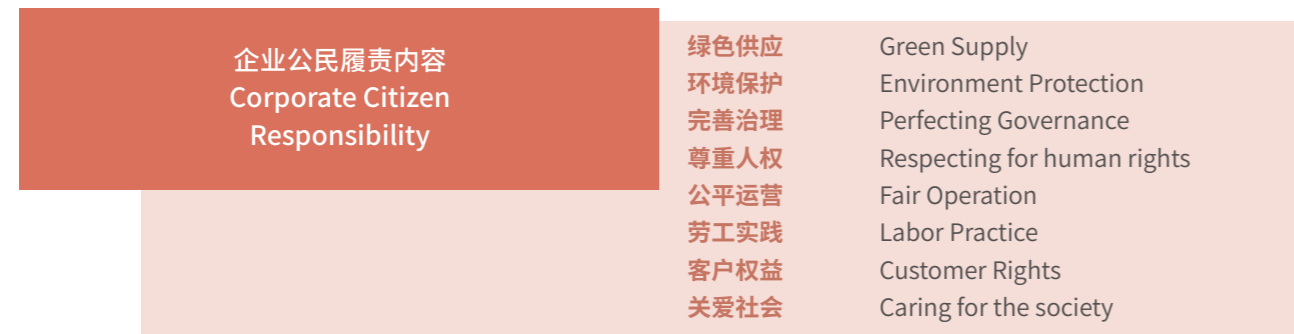
我们相信企业长期的经营与成功，必须仰赖企业的可持续发展及其社会责任的体现。所以将企业社会责任纳入公司治理的重要一环。因为企业履行社会责任，既是实现经济、环境、社会（Environment、Social Responsibility、Corporate Governance，环境、社会、公司治理，简称 ESG）可持续发展的必由之路，也是实现企业自身可持续发展的必然选择；它是顺应经济社会发展趋势的外在要求，也是提升企业可持续发展能力的内在需求，也是企业国际化发展的战略需要。

We believe the corporate long-term operation and success must depend on sustainable enterprise development and its social responsibility. Therefore, corporate social responsibility (CSR) is an integral part of corporate governance. An enterprise fulfilling its social obligations is the only way to achieve sustainable development of the economy, environment, and society, which aims to balance diverse challenges of corporate events, such as environment, social responsibility, corporate governance, environment, community, and corporate governance(ESG). Moreover, CSR is an external requirement conforming to economic and social development orientation. Such engagement is not only an internal demand for the enterprise to enhance its sustainable development capability, but also a strategic imperative for its international development.

战略路径与管理 Strategic Path and Management System

彤程新材在整体推动企业社会责任与可持续发展管理策略上，制定了发展路径，积极推动社会责任真正融入企业的日常生产经营中，提升管理方向，最终帮助企业更好地实现企业公民责任。

Red Avenue New Materials has formulated a development path to promote corporate social responsibility and sustainable development management strategies. We actively encourage our social responsibility to integrate into the daily production and operation process. It aims to improve management orientation, and ultimately help us better achieve duties as a corporate citizen.

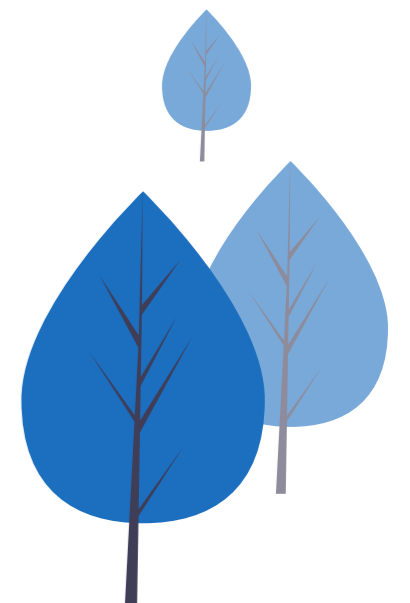
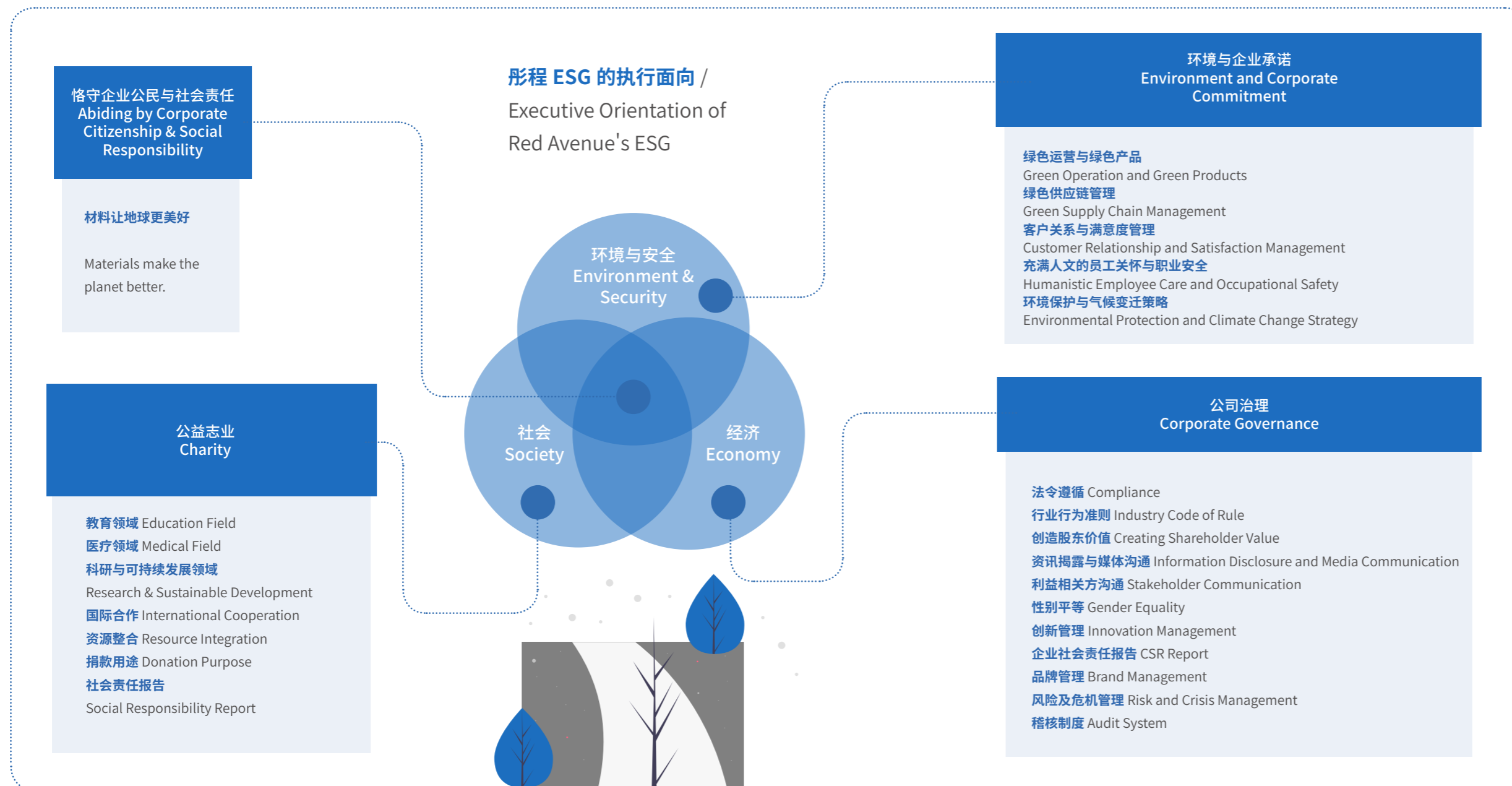


管理体系 Management System

彤程新材作为具有道德与责任感的企业，在追求获利的同时，一直坚持扮演好全球企业公民的角色，把对人、环境和社会的责任关怀不断融入公司的管理流程和业务板块，形成具有彤程新材特色的责任竞争力，以此来创造源源不断的运营动力与竞争力，实现企业可持续发展的目标。



As an ethical and responsible enterprise, Red Avenue New Materials has always insisted on playing a vital role as a global corporate citizen. While pursuing profit, we take our responsibility to care for people, the environment, and society. This value has integrated into the company's management process, and the business sector, forming the responsible competitiveness with Red Avenue's characteristics. It aims to create a continuous flow of operational power and competitiveness while achieving the sustainable development goals of the enterprise.



为有效推动彤程社会责任工作，彤程新材设立企业社会责任部为彤程新材企业社会责任的专属管理与权责单位，主要责任涵盖经济、环境与社会三大议题管理与信息收集，再辅以相应部门协助稽核管理，定期针对各部门所属业务可能接触或影响的利益相关方进行议题讨论，识别和降低相关的运营风险，使社会责任的管理走向科学化、规范化，同时带动集团全体同仁齐心参与，共同实践彤程新材的企业社会责任的核心价值，为企业的可持续发展奉献心力。

To effectively activate the company's social responsibility work, Red Avenue New Materials established the CSR Department as the exclusive management and authority unit of Red Avenue's corporate social responsibility. CSR Department is responsible for the management, information monitoring of the three significant issues of economy, environment, and society. By collaborating with corresponding departments, CSR Department participates in audit management, regular internal communication, and exchanges on the topic related to stakeholders. Such activities attempt to identify and reduce related operational risks in daily works, allow our social responsibility management more scientific and standardized, drive all colleagues to join corporate engagement in social responsibility, and practice the core value of Red Avenue for the sustainable development.



执行策略 Execution Strategy



我们通过强化责任管治、创新责任实践等举措，积极推动社会责任真正融入企业的日常生产经营中。包括：We have actively integrated social responsibility into our daily production and operation through measures such as strengthening responsibility governance and innovative responsibility practices :

1

强化社会责任理念的融合 Enhancing Social Responsibility Concepts Integration

将社会责任理念，融入到各部门日常管理流程和制度中，实现经营决策与社会责任的融合。并视社会责任打造成一项核心能力，将社会责任目标与企业的使命、愿景、战略和实践相结合，不断识别公司业务发展与社会责任之间的关系，形成具有自身特色的社会责任管理和推进路径。

We integrate the concept of social responsibility into the daily management processes and systems of various departments, which allow us to achieve the integration of business decisions and social responsibility. Besides, we treat social responsibility as a core corporate capability. So that social responsibility goals join our corporate mission, vision, strategy, and practice. In the daily work, we continuously identify the relationship between organizational business development and social responsibility and form a social responsibility management and promotion path with Red Avenue's characteristics.

2

设定目标与整合 Setting Goals and Integration

我们每年积极检视彤程新材可透过哪些可行的方案，协助达到 SDGs（联合国永续发展目标的永续目标）。让 SDGs 的链结转换至实质的行动，透过跨部门的合作落实 SDGs 发展。

Each year, we actively review the feasible solutions that Red Avenue New Materials can mobilize to accomplish the sustainable development goals of the United Nations Sustainable Development Goals (SDGs). We work hard to transform SDGs into substantive actions and to implement the SDGs through inter-departmental cooperation.

3

定期向利益相关方沟通 Regular Communication with Stakeholders

我们持续遵循联合国永续发展目标罗盘（UN SDG Compass）的揭露与沟通原则，以重要议题为基础，以 SDGs 目标的执行可能性，回应外界期待。同时，我们仍不断做出变革，将 SDGs 纳入企业发展和经营 DNA，驱动产业与供应链的正向发展，为世界的进步带来实质改变。

We continue to follow the disclosure and communication principles regulated by the UN SDG Compass. Based on essential issues and the feasibility of implementing SDGs, we engage in actively responding to external expectations. Meantime, we continue to make changes and incorporate SDGs into corporate development and business DNA. It drives the positive growth of our industry and supply chain and brings substantial changes to the progress of the world.

为了确保每一位员工都能理解企业社会责任的精神，切实执行并适时提供回馈建议，在公司内部建构多元沟通管道，宣导相关议题，并结合相关沟通机制与平台，将企业社会责任观念化为行动，具体落实于日常作业之中，以促进公司社会责任管理水平不断提升，同时每年邀请员工代表参与集团内部社会及公益活动日，让员工从活动中感受到彤程新材对 ESG 行为准则的重视，以及深化我们在履行企业公民与社会责任的企业文化根本。

To ensure that every employee can understand the spirit of CSR and effectively implement corporate commitment on CSR while providing feedback and suggestions promptly, we construct multiple communication channels within the company. This internal communication effort aims to communicate CSR related issues with all staff. By combining relevant communication mechanisms and platforms, we intend to conceptualize CSR and transform it into actions and to implemented CSR ideas explicitly in daily operations. Internal communication efforts will contribute to the permanent improvement of the company's social responsibility management effectiveness. Meanwhile, employee representatives are welcomed to participate in the group's internal social and public welfare activities each year and to experience the importance of the ESG code towards Red Avenue's growth. Furthermore, these activities will deepen our fundamental corporate culture in fulfilling corporate citizenship and social responsibility.

管道 Channel	名称 Title	内容 Content
高层沟通 High-level Communication	高阶主管会议 Senior Executive Meeting	每年会将相关面向的重大议题，提报高阶主管会议做为讨论议题，并由高阶主管进一步决定未来努力的方向及目标。 Each year, we report the relevant significant issues to the Senior Executive Meeting as a discussion topic, and the senior executives will further decide the orientation and goals of future corporate efforts.
员工论坛 Staff Forum	交流信箱 Exchange & Mail	设有内部的员工意见交流网站，让员工能够在上面交换意见，并针对讨论量较大的内容，进行回应及改善。 We established an internal employee opinion exchange website, which allows employees to exchange opinions on different topics. For higher-discussing themes, relevant departments will respond to them and provide amelioration directions and suggestions.
员工假期 Staff Leave	志愿者假期 Volunteer Leave	每位员工享有 3 天的志愿者假期，可用于安排参与公益组织等各类社会服务实践活动，用于强化员工对企业公民的意识与 CSR 实践。 Each employee benefits a three-day volunteer holiday. They can use this period to arrange various social services, such as participation in public welfare organizations and activities. This HR effort aims to strengthen employees' awareness of corporate citizenship and CSR practice.
年度考核 Annual Assessment	检举与申诉 Report and Complaint	员工凡经查证违反《行为准则》及《诚信经营守则》而受惩处者，均列入年度考核。 The annual assessment will verify and take into account all punishments received by employees have in terms of the violation of the "Code of Conduct" and "Code of Integrity Management".

管道 Channel	名称 Title	内容 Content
员工训练 Staff Training	CSR 基础训练 CSR Fundamental Training	每年针对企业社会责任提供基础教育课程，并针对主要趋势请外部顾问进一步上课。 We provide fundamental lectures on CSR each year and invite external consultants to take further courses in response to significant international trends on CSR.
	CSR 社会活动 CSR Social Activities	每年进行至少 60 小时的不同的社会实践活动，向员工传递企业与社会共好的 CSR 概念。 We set up at least 60 hours of different social practice activities each year to apply the CSR concept in practice. It aims to train employees with a CSR perspective, which highlights the "mutual benefice and reciprocal development" between the enterprise and society.
	新进人员训练 New Staff Training	<ul style="list-style-type: none"> 针对新进人员办理职前训练，如人事制度介绍、工作规则及劳资关系课程。Pre-employment training is set up for recruits. It includes personnel system introduction, work rules, and labor relations courses. 每年派员参加相关教育训练，如《劳动法》、劳资协调及争议处理等内容。Staff will be selected to participate in relevant education and training each year. Lectures include "Labor Law", labor-management coordination, and conflicts management & resolution.
	社群动态发布 Community Management and Communication	我们将相关课程、活动、新知及宣导等事项，透过社群及网站，供员工可随时关注公司 CSR 的成效与发展。 We publish related courses, activities, new knowledge, and communication issues through social media and corporate websites so that employees can always pay attention to the effectiveness and development of the company's CSR.
其他 Other	企业社会责任报告书研讨会 CSR Report Seminar	定期撰写、发布报告书 不定期对最新趋势与行业标转进行内部训练。 We redact and publish CSR reports regularly and organize irregular internal training on the latest trends and industry standards.
	官网企业社会责任专区 CSR Page on Red Avenue's Official Website	在官网创新设置「企业社会责任」，进行内外部沟通。 We innovatively set up a CSR page on the official website for internal and external communication.

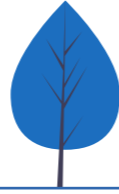


彤程 2019 年 SDGs 可持续发展目标 Red Avenue SDGs Sustainable Development Goals in 2019

	<p>消除贫穷 Eradicating Poverty</p> <p>提供弱势族群各式资源 传递社群关爱 与亚洲多国 NGOs 合作脱贫帮扶计划</p> <p>Providing various resources for vulnerable groups Engaging in community care Cooperating with NGOs in various Asian countries to help alleviate poverty</p>
	<p>健康与福祉 Health & Well-Being</p> <p>优化安全管理落实职场健康方针 提升 EHS 安全运营与责任绩效 提升儿童医疗环境 发起医师培训计划</p> <p>Optimizing security management and implementing workplace health policy Improving EHS security operation and responsibility performance Improving children's medical environment Initiating physician training programs</p>
	<p>教育品质 Education Quality</p> <p>改善教育资源差距 关怀教育弱势 赋能教师成长</p> <p>Ameliorating the educational resource gap Caring for vulnerable groups in the education field Empowering teachers in career development</p>
	<p>性别平等 Gender Equality</p> <p>培养卓越人才、员工多元化 助力全球女性领导力培植计划</p> <p>Cultivating excellent talents and encouraging employee's diversity Empowering the global female leadership development plan</p>
	<p>净水与卫生 Clean Water & Sanitation</p> <p>加大投入污水达标排放管理及循环利用 推动东南亚引水净水工程 建立卫生健康管理教育制度 推动校园医务室计划</p> <p>Increasing investment in wastewater compliance management and recycling Promoting water diversion and purification projects in Southeast Asia Establishing health education system Advocating the campus medical clinic plan</p>

	<p>可负担能源 Affordable Energy</p> <p>提高能源效率与资源综合利用率，加大创新产品与技术研发以实现“节能、降耗、减污、增效”</p> <p>Perfecting energy efficiency and comprehensive utilization of resources Increasing R&D on innovative products and technologies to achieve “energy saving, consumption reduction, pollution reduction, and efficiency enhancement”</p>
	<p>就业与经济成长 Employment and Economic Growth</p> <p>提供优质薪酬 助力员工发展 促进工作环境安全、供应链永续性 强化供应商品质文化共创价值</p> <p>Providing quality salary Employee development Promoting work environment security and supply chain sustainability Strengthening supplier quality culture and initiating a culture with co-create value</p>
	<p>责任消费与生产 Responsible Consumption & Production</p> <p>推动厂区资源循环，节能生产 将供应商等纳入安全管理 构建环境节约型、资源友好型社会</p> <p>Promoting the resources-recycling and energy-saving production in the plant Incorporating suppliers and other related stakeholders into security management Building an environment-saving and resource-friendly society</p>
	<p>气候行动 Climate Action</p> <p>加大气体排放控制 积极应对气候变化 提升环境管理能力 参与全球环境保护组织对话</p> <p>Increasing gas emission control Actively responding to climate change Improving environmental management capabilities Engaging in the dialogue with global environmental protection organizations</p>
	<p>促进和平且包容的社会 Promoting a Society with Peace and Inclusiveness</p> <p>降低贪污与贿赂 提升供应商诚信经营意识 构建全覆盖的廉洁风格防御机制 强化平等与责任</p> <p>Reducing corruption and bribery Improving supplier's sense of integrity management Building a full-cover defense mechanism by respecting the integrity Strengthening equality and responsibility</p>
	<p>促进目标实现的伙伴关系 Initiating Partnerships for the Goals</p> <p>加入全球联合组织 AEPW (终止塑料废弃物联盟) 着力于生物可降解新材料研发 引领并推动行业绿色发展 联合世界银行建构亚洲可持续发展计划</p> <p>Joining the Alliance to End Plastic Waste(AEPW) Focusing on the R&D of biodegradable new materials Leading and promoting the green development of our industry</p>

利益相关方沟通与参与 Stakeholder Communication and Participation



利益相关方的信任与参与是企业持续发展的基础。彤程新材重视各利益相关方的意见，多渠道积极与政府、投资者、股东、客户、供应商、合作伙伴、社区公众等内外部群体保持沟通交流，持续完善对话机制，强化我们的企业社会责任发展方向与行动，使我们在执行相关事务时，更能贴近利益相关方之期望与需求，为彼此创造共享价值，携手实现产业生态、经济增长、环境友好、社会发展实现最大化的贡献。

The trust and participation from the Stakeholders' side are the fundamental aspects of the company's sustainable development. Red Avenue New Materials attaches great importance to the opinions of various stakeholders, actively communicates with internal and external groups such as government, investors, shareholders, customers, suppliers, partners, and the community. We intend to improve the dialogue mechanisms to reinforce our CSR continuously. Such efforts enable us to be closer to the expectations and needs of stakeholders in the execution of related affairs. Meantime, they create shared value for each counterpart. Our goals are to work together to achieve a maximum contribution to industrial ecology, economic growth, environmental friendliness, and social development.

依循这样的思考脉络，彤程新材采用重大性（Materiality）原则，遵循 GRI 准则（Global Sustainability Standard Board: GRI Standards，全球可持续发展标准委员会：可持续发展报告标准）与 AA 1000 SES（Stakeholder Engagement Standards, SES，利益相关方议题沟通原则）标准，建立系统化流程，管理可持续发展议题与目标，这也是本报告书的编写基础。

Following this line of thinking, Red Avenue adopts the “materiality” principle. Meantime, by respecting the AA1000 Stakeholder Engagement Standard, which are standardized by the Global Sustainability Standard Board (AA 1000 SES), we established a systematic process to manage sustainable development issues and goals, which constitute to the basis of this report.

实质性议题评估要点 Essentials for Substantive Issues Evaluation

对经济、环境和社会影响的重要性
The importance of the topic's impact on economy, society, and environment

从以下方面进行评估 Evaluation is conducted in the following aspects

公司管理战略	Corporate management strategy
公司面临机遇和挑战	Opportunities and challenges facing the company
公司实践对经济、社会、环境的现有及潜在影响	Current and potential impacts of corporate practice on economy, society and environment

对利益相关方评估和决策的影响程度 Impact on stakeholder assessment and decision making

利益相关方的沟通意见	Communication opinions of stakeholders
公司高管的行为与态度	Behaviors and attitudes of company executives
NGO 组织的诉求	Appeal of NGOs
全球和行业的行为标准、指南	Global and industry standards and guidelines for conduct

实质性议题分析流程 / Substantive Issues Analysis Process

步骤一 / Step 1

利益相关方的鉴别 Identification of Stakeholders

借由本报告编辑小组各部门主管内部讨论，参考 AA1000 利益相关方沟通议合原则（SES）的五大原则，鉴别出 7 类主要利害关系人。
Through the internal discussion of the heads of related departments, who take part in the editorial team of this report, and referring to the five principles of the AA1000 Stakeholder Engagement Standard (AA1000SES), we have identified seven significant stakeholders.

步骤二 / Step 2

可持续发展议题搜集 Collecting Sustainable Development Topics

参考 GRI Standards 可持续发展披露准则、ISO26000 社会责任指引国际标准、联合国全球盟约十大原则以及媒体报导等，经讨论后筛选出多个可持续发展议题。
Regarding the GRI Sustainability Reporting Standards, the ISO26000 Social Responsibility, the UN Global Compact, and media reports and releases, we have selected several sustainable development topics.

步骤三 / Step 3

议题关切程度分析 Analyzing Concern Degree towards Topics

对议题向各部门进行搜集，透过他们平日与利益相关方频繁互动的经验与内部相关记录，了解利益相关方对可持续发展的议题之关切程度。
We collect topics from various internal departments. Through their daily experience and related internal records of interactions with stakeholders, we can understand the stakeholder's degree of concern on sustainable development.

步骤四 / Step 4

主题排序 Sorting Topics

依据 AA1000 利益相关方沟通议合原则、GRI Standards 可持续发展披露准则、ISO26000 社会责任指引国际标准进行高、中、低三个强度分析，鉴别其重要性，并排列出优先顺序，共鉴别出 8 项重大主题。
According to the AA1000 Stakeholder Engagement Standard, GRI Sustainability Reporting Standards, and the ISO26000 Social Responsibility, we conduct three strength analyses to identify their importance and prioritize them. A total of eight essential topics have been selected.

步骤五 / Step 5

审议与讨论 Review and Discussion

经分析后以 8 项重大主题作为此次报告揭露重点，相关资讯均详实揭露于本报告书中，作为检视彤程新材对社会责任重视程度之依据，以符合利益相关方对本公司的期待。未来将持续检视各项重大主题，并考量利益相关方对报告的反馈，确保报告内容的透明、合理与平衡。
After analysis, eight important topics become the central foci of this report. We disclose all relevant information in this report, which is considered as a basis for reviewing the importance of Red Avenue's social responsibility. Besides, it also takes into account the expectations of our stakeholders. In the future, we will continue to review all critical topics and consider the feedback of stakeholders on the report to ensure that the content of the report is transparent, reasonable, and balanced.

利益相关方列表与回应方式 Stakeholder List and Response Methods

利益相关方 Stakeholder	实质性议题 Substantive Issue	回应方式 Response Method
 政府 Government	带动经济持续发展 响应国家政策 守法和规经营 加强党建能力 Driving sustained economic development Responding to national policy Abiding by laws and regulations Strengthening party-building ability	遵守国家法规政策 响应国家发展政策 依法纳税 加强合规管理 诚信经营 Complying with national laws and policies Responding to national development policies Paying taxes according to law Strengthening compliance management Respecting integrity management
 股东 Shareholder	创造利润与股东权益 风险防控与合规管理 转型发展 产权保护 Creating profits and defending shareholders' equity Ensuring risk prevention and compliance management Transformation and development Property rights protection	提高盈利能力 加强投资者关系管理 完善披露信息机制 强化创新与研发能力 Increasing profitability Ameliorating investor relations management Improving information disclosure mechanism Reinforcing innovation and R&D capabilities
 客户 Client	可持续发展 客户满意和解决方案 Sustainable development Customer satisfaction and solutions	提升技术创新，丰富自主产品 提升服务品质，关注客户体验 Enhancing technological innovation and enriching independent products; Improving service quality and focusing on customer experience

利益相关方 Stakeholder	实质性议题 Substantive Issue	回应方式 Response Method
 供应商 Supplier 合作伙伴 Partner 行业 Industry	公平采购 可持续发展方案 促进行业发展 Fair purchase Sustainable development plan Promoting industry development	加强供应链管理与合作 参与行业发展论坛 提供行业创新奖励机制 Building up supply chain management and cooperation Participating in industry development forums Setting up industrial innovation reward mechanisms
 员工 Staff	员工健康与职场安全 职业发展和成长机会 绩效管理 with 投诉反馈 Employee health and workplace security Career development and growth opportunities Performance management and complaint system	完善照顾与福利体系 完善职场环境 薪酬与职业发展提升 Perfecting the care and welfare system Enhancing workplace environment Ameliorating salary and career development
 环境 Environment	环境管理与污染防治 能源消耗及气体排放 水资源管理 Environmental management and pollution prevention Energy consumption and gas emissions Water resources management	加大先进环保与智能生产工艺 加大节能减排投入 培育环境保护理念 加强环保部门和 NGO 组织沟通 Developing advanced environmental protection and intelligent production technology Increasing investment in energy-saving and emission reduction Cultivating the ideas of environment protection Reinforcing communications between environment protection departments and NGOs
 社会 Society	社会问题与弱势群体 关爱社会与全球公民 Social problems and vulnerable groups Caring for society and being a global citizen	积极投入全球公益慈善事业 落实 SDGs 共建美好社会 Investing actively in global charity Implementing SDGs to build a better society

合规管理与党建工作 Compliance Management and Party-building Work



公平经营 / Fair Operation

彤程新材把履行社会责任的要求融入企业运营全过程和日常管理中，对企业现有的管理体系进行改进、丰富和完善，同时将企业利益相关方的期望和需求的满足融入到了日常管理和运营工作中。用更高的标准健全公司治理制度，并藉由政策、规范，来落实并执行、审视、精进的一连串措施，并恪守所有营运所在地的法律规定，努力建立诚信及当责的企业文化，并且以对社会负责与诚信的方式开展业务，以符合企业和股东的长远利益，创造企业最大的价值。

Red Avenue New Materials integrates the requirements of fulfilling social responsibilities into the entire business and daily management process. We engage in improving, enriching, and completing the existing management system of the company, and integrate the expectations and needs of corporate stakeholders into our system and daily work. We commit to improve our corporate governance system by accepting higher standards and implementing a series of updated measures of policies and regulations. Furthermore, Red Avenue also engages in abiding by the laws and regulations. All of these efforts allow us to build a corporate culture of integrity and accountability. Meanwhile, all corporate activities need to respect our social responsibility engagement, and honesty. Such practice will be in line with the long-term interests of the enterprise growth and shareholders and create the most significant corporate value.

风险内控 / Risk Management at Internal Level

彤程新材重视推进风险内控体系的规范化、标准化。修订和完善内部法律事务管理政策，全面落实法律审核，坚持穿透管理与回归本源的基本原则，加大重点领域业务审核力度，并透过相应的机制，定期开展管理审查、内部控制评价，全面提高风险管控能力，保障企业稳健发展，精细化管理能力。

Red Avenue New Materials attaches great importance to the regulation and standardization of the internal risk control system. By revising and improving the internal legal affairs management policy, we fully implement the legal review process. By adhering to the basic principles of penetrating management and respecting the corporate value, we increase our intensity of business review in critical areas and conduct regular management reviews and internal control evaluations by cooperating with the corresponding mechanisms. All of these efforts aim to improve our risk management and control capabilities, to ensure the stable development of enterprises, and to refine administration capabilities.

反廉洁强化法治 / Anti-Corruption and Strengthening the Rule of Law

彤程新材严格遵守反贪腐相关法律规定，持续健全反贪腐管理体系，加强事前预防、事后监察的体系化反腐倡廉建设，严厉杜绝贪污、舞弊等违法违纪行为。同时透过座谈、培训对员工进行员工行为教育规范，以提升员工对于廉洁文化与工作作风的认识，严于律己，恪尽职守。

Red Avenue New Materials strictly abides by the anti-corruption related laws and regulations, continuously improves the anti-corruption administration system, strengthens the systematic anti-corruption and precautionary construction in advance prevention, and ex-post supervision. We engage in strictly prohibiting violations of law and discipline, such as corruption and fraud. Meantime, we conduct employee behavior education and norms training through seminars and workshops to enhance employee's awareness of an ethical culture and work style. Such practices aim to promote self-discipline and fulfill their duties.

投资者关系 / Investor Relationships

彤程新材重视维护投资者的合法权益，照有关法律法规对上市公司信息披露的规定，通过编制年报、半年报、季度报、临时公告等方式，向股东和投资者及时报告经营绩效和财务情况，以规范的信息披露、多样化的沟通渠道，建立与投资者的良性互动关系，切实保护投资者利益，为资产保值增值做出突出贡献。

Red Avenue New Materials attaches the importance of safeguarding the legitimate rights and interests of investors. According to the relevant laws and regulations on the information disclosure of listed companies, we report timely to shareholders and investors on our operating performance and financial situation through the preparation of annual reports, semi-annual reports, quarterly reports, interim announcements. By standardizing information disclosure and diversifying communication channels, we establish a constructive interactive relationship with investors, which effectively protects the interests of investors, and makes outstanding contributions to asset preservation and appreciation.

党建工作 / Party-building Work

为深入贯彻党的十九大精神，彤程新材在所属分公司或工厂以党建为统领，坚持做好把政治建设作为党建融入企业文化与员工照顾的各环节，通过丰富的基层党建活动，发挥党建凝心聚力作用，筑牢党员队伍的思想根基，完善制定组织建设和工作体系，实现基层党建见干有标准、有流程，充分夯实基层基础与思想和组织保障工作，为企业发展提供了高质量可持续发展的有力保证。

To deepen the implementation of the spirit of the 19th National Congress of the Communist Party of China, Red Avenue New Materials takes the missions of party-building as the essential works of its subsidiaries or factories. We insist on integrating political construction as party-building into all aspects of corporate culture and employee care. By exerting party-building through plentiful grassroots party-building activities, we have reinforced the cohesiveness of party members and solidified the ideological foundation of the party members. By improving the formulation of organization construction and work system, we have also achieved grassroots party involvement with standards and procedures. These efforts have consolidated the grassroots foundation, contributed to the ideological and organizational security work of party members, and provided a guarantee of a high-level and high-quality enterprise durable development.

第五章 / CHPT. 05

环境健康安全与绿色运营

Environment Health Safety & Green Operation

环境健康安全 (EHS) 方针
ENVIRONMENTAL
HEALTH AND SAFETY
POLICY

绿色营运环境优先
GREEN OPERATION &
ENVIRONMENT PRIORITY

严控落实 EHS 风险防控
STRICTLY IMPLEMENTING
EHS RISK PREVENTION
AND CONTROL

污染防治节能减排
POLLUTION
PREVENTION AND
ENERGY CONSERVATION

彤程新材自创立以来秉持工业发展与环保并重的理念，积极重视环境安全及气候变迁趋势，推动以人为本的安全文化，严控安全风险，建构安全的工作空间和降低对环境的冲击。因此，投入最佳的控制技术和制程设备，全面落实安全、健康、环境责任制，并融入生产经营活动之中，将其作为关键管理要素，力求零事故、零伤害、零环境损害、低耗能，减少对环境带来的影响，进而达到对环境和健康职场的可持续发展。

Since its establishment, Red Avenue New Materials has been adhering to the equality of industrial development and environmental protection. We actively pay attention to environmental safety and climate change trends, promote a human-oriented safety culture, strictly control safety risks, to build safe workspaces while reducing the impact on the environment. Therefore, we engage in investing in the best control technology and process equipment, implementing the safety, health, and environmental responsibility system. Furthermore, we integrate all management efforts into production and operation activities and use them as a critical element to strive for zero accidents, zero injuries, zero environmental damage, and low consumption. We aim to reduce the impact on the environment, achieve environmentally sustainable development of and establish a healthy workplace.

环境健康安全 (EHS) 方针 Environmental Health and Safety Policy



“零事故、零伤害、零环境损害”是我们的目标。
Our objectives are
**“Zero accident, Zero injury, and Zero harm to the
environment” .**

彤程新材料集团是全球范围内拥有全产业链竞争优势的化工新材料制造和服务商之一。我们开展业务的准则是负责任地运营，为员工和承包商创造安全健康的工作条件，保护环境和周围的社区。我们提供给客户安全环保的产品和服务，为客户创造更多的价值，为地球可持续发展贡献力量。

Red Avenue New Materials Group is one of the new chemical material manufacturers and service providers with competitive advantages in the industrial chain worldwide. Our business development principles are operating responsibly, creating safe and healthy work circumstances for staff and contractors, and protecting the environment and surrounding communities. We provide customers with safe and environment-friendly products and services, create more value for customers and engage in contributing to the sustainable development of the planet.

我们承诺: We are committed to:

遵守环境、健康和安全管理法规

Comply to laws and regulations as basis;

推行岗位危害分析和强化风险管理, 不断改进职业健康和安全绩效, 以实现无伤害工作环境;

Promote job hazard analysis and strengthen risk management, continuously improve occupational health and safety performance to achieve an injury free working circumstance;

履行企业的社会责任: 通过在设计、生产、供应链以及服务全生命周期的持续努力, 最大程度地减少对环境和气候变化的影响;

Perform corporate social responsibilities: through continuous efforts in product design, production, supply chain, and service, we aim to minimize the impact on the environment and climate change;

高效地利用能源和资源, 重视资源再利用、发展绿色产品, 践行可持续发展;

Efficiently use energy and resources, pay high attention to resource reuse, develop green products, and practice sustainable development;

向我们的利益相关方开诚布公地传达我们在环保、健康及安全方面的理念、实践和绩效。

Communicate our concepts, practices, and performance in environment protection, health, and safety to our stakeholders.

公司管理层和员工的积极参与是实现 EHS 方针的基础。分配足够的资源, 建立完整的管理流程和体系, 严格执行和落实纠正措施是实现此方针的保障。

Active engagement of the management and all employees is the basis for the achievement of EHS policy. Allocating sufficient resources, establishing a complete management process and system, and strictly applying and implementing corrective measures will ensure the effectuation of this policy.

推进 EHS 方针是彤程新材料集团永恒的主题!

Promoting EHS policy is the never-ending theme of Red Avenue New Materials Group!

董事长
Chair

总裁
CEO

绿色营运，环境优先 Green Operation & Environmental Priority

彤程新材秉持源头控制、过程监管、末端治理的综合管控理念，将绿色发展理论和智能化生产管理，融入在原材料采购、产品研发、生产与制程、交通运输、供应链、客户服务等运营管理全过程。

Various processes, pollution prevention systems, and prevention effectiveness have reached national standards. Meantime, we are doing our best to reach and move towards the world's best standards. We attempt to achieve the goals of zero accidents, zero injuries, and zero environmental damage, and then accomplish the strategic foundation of sustainable development. We aim to become a reliable partner for customers to pursue green sustainable development values and solutions jointly.

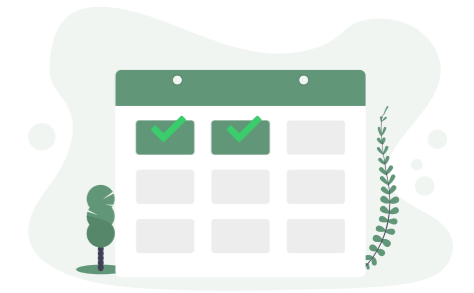
各项制程、污染防治系统和防制成效已达到国家标准，同时向世界最佳标准的进程迈进，力求达到零事故、零伤害、零环境损害的目标，进而实现企业可持续发展的战略基础，成为客户共同追求绿色可持续发展价值和解决方案的强韧合作伙伴。

Red Avenue New Materials adheres to the comprehensive management and control concepts of source control, process supervision, and end governance, and integrating green development theory and intelligent production management into the whole operation process including raw materials procurement, product development, production, process, transportation, supply chain, customer service.



倾力安全， 严控落实 EHS 风险防控

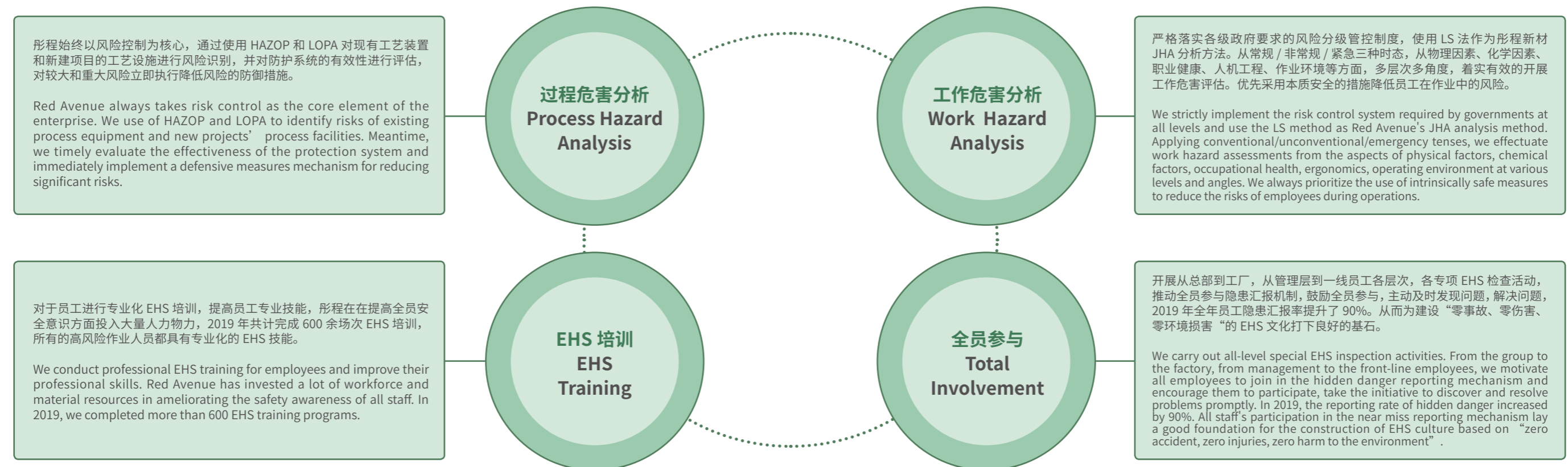
Safety first, Strictly Control and Implement the EHS Protocol on Risk Prevention and Control



彤程新材始终坚持把安全第一放在首要，因为安全是事业的生命线，更是员工的幸福线。因此，我们严格依循 ISO45001 职业健康安全管理体系、ISO14001 环境管理体系以及当地法律法规的安全管理政策，严格落实源头预防控制机制制定的相关工作标准，建立可量化之目标及执行管理方案，强化员工演练与意识，提升对危害之应变能力，展开多项安全监查监督，持续改善隐患，为全体员工创造最佳的工作职场。

Red Avenue always insists on putting safety first in the primary place, because safety is the lifeline of a career and the happiness line of employees. Therefore, we strictly follow the safety management policies, in particular, the ISO45001 for management systems of occupational health and safety (OH&S), the ISO14001 related to environmental management system, and local laws and regulations. Also, we strictly implement the source prevention control mechanism, formulate relevant work standards, establish quantifiable goals and apply management plans, and strengthen employee drills. With awareness, we aim to improve the ability to respond to hazards, carry out several safety inspections and supervision, continue to reduce hidden dangers and create the best workplace for all employees.

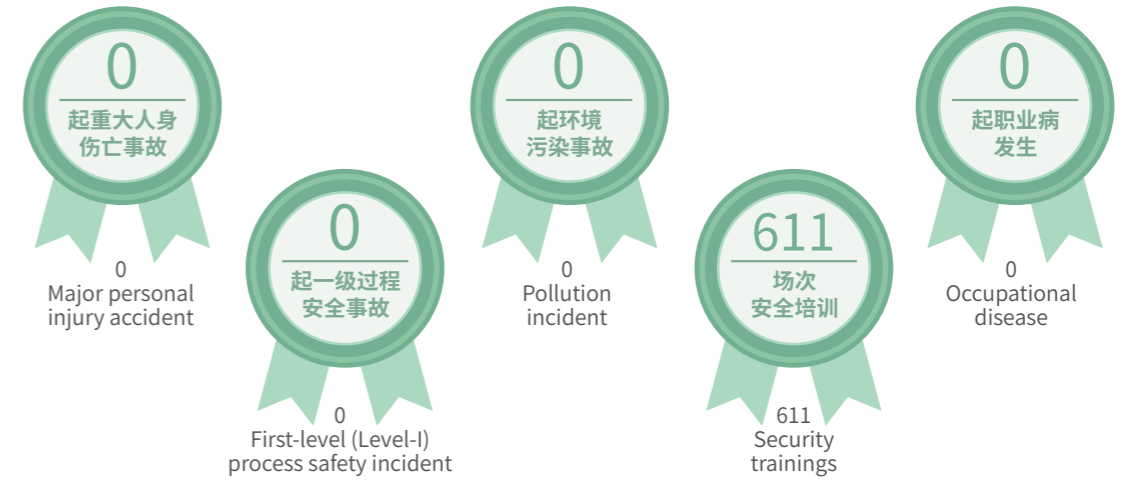
细化 EHS 过程管理

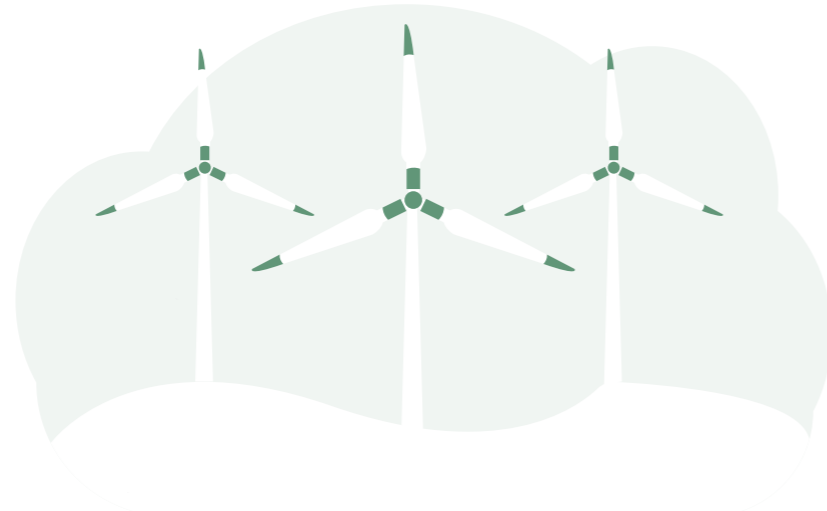


系统化的 EHS 管理 EHS Systematic Management



2019 年 EHS 绩效指标 2019 EHS Performance Indicators





污染防治节能降耗 Pollution prevention, energy conservation and emission reduction

气体减排 / Gas Reduction

为了减少生产对大气可能产生的污染，提高资源综合利用率，实现“节能、降耗、减污、增效”的目标，彤程新材各厂开展实施 VOCs 减排行动，制定 VOCs 减排方案：包括从源头控制、过程监管、末端治理，建立 VOCs 控制设施的运营控制制度，以及建立 VOCs 控制设施运行和维护保养记录制度，同时定期测量与空气污染有关的排放数据，从而减少 VOCs 的泄漏和排放。

To reduce the pollution to the atmosphere from the process of production, we engage in increasing the overall utilization rate of resources and achieving the goals of “energy saving, consumption reduction, pollution reduction, and efficiency increase”. Each plant of Red Avenue New Materials carried out the VOCs emission reduction actions and formulated the VOCs emission reduction plans. From source control, process supervision, and end-of-life management, we established an operation control system for VOCs control facilities. We established a VOCs control facility operation and maintenance record system. Furthermore, we regularly measured emissions data related to air pollution, thereby reducing VOCs leakage and emissions.

彤程化学（中国）有限公司 / RACHEM (China) Co., Ltd

持续进行监测设备泄漏与修复技术（LDAR），对设备各泄漏密封点及时进行修复。

Continuously monitoring the technology of Leak Detection and Repair (LDAR), and timely repairing the leakage points of the equipment.

在 2019 年公司投资 100 余万元新建低氮燃烧器，使氮氧化物的排放浓度降低到 50mg/M³ 以下，完全达到上海《锅炉大气污染物排放标准》（DB31/387-2018）最新要求。

In 2019, the company invested more than 1 million RMB in building a low-nitrogen burner to reduce the emission concentration of nitrogen oxides to below 50mg / M³, fully meeting the latest requirements of Shanghai Emission Standard of Air Pollutants for Coal-burning Oil-burning Gas-fired Boiler (DB31 / 387-2018).

**50
mg/M³**
↓

在 2019 年公司投资 1250 万元新建的蓄热式氧化炉设备系统（RTO）正式投用，对生产工艺工程中产生的废气进行焚烧后排放，在大大降低废气中有害物质排放浓度的同时，又有效地降低了废弃处理过程中活性炭危废的产生，真正意义地实现了绿色排放，其中蓄热式氧化炉设备系统（RTO）处理效率为 99.25%。

In 2019, the company invested 12.5 million RMB in installing a new Regenerative Thermal Oxidizer (RTO), which was officially put into use. The waste gas generated in the production process project was incinerated and discharged. It also effectively reduces the generation of activated carbon hazardous waste during the disposal process, lower the generation of waste activated hazardous carbon waste, and truly achieve green emissions, and the RTO treatment efficiency reached 99.25%.

华奇（中国）化工有限公司 / Sino Legend (China) Chemistry Co., Ltd

进行了 VOCs “一厂一策”提标改造。为此华奇增加生产工艺废气处理装置 RTO、设备动静密封点泄漏检测与修复（LDAR）、罐区产生的呼吸废气改造为有组织排放。

We carried out the “one plant, one policy” standard regarding the VOCs. To this end, Sino Legend increased Regenerative Thermal Oxidizers (RTO), pieces of equipment for Leak Detection and Repair (LDAR), and the respiratory exhaust gas generated in the tank area was transformed into organized emissions.

98.53%
97.90%

投入超过 1,300 万元建设的蓄热式氧化炉设备系统（RTO）已正式投用。对酚醛树脂生产装置的生产工艺废气和造粒废气采用“冷凝 + 水洗 + RTO”，通过排气筒进行有组织排放，处理效率大幅提高，对甲醛和其他有机废气的处理效率可分别达到 98.53% 和 97.9% 以上。

We put into more than 13 million RMB into the installing of the Regenerative Thermal Oxidizer system (RTO). We applied the process of “condensation + water washing + RTO” in the treatment process of granulation waste gas during the phenolic resin production device, and the organic exhaust is emission through the exhaust chimney, and the treatment efficiency is greatly improved. The treatment efficiency of formaldehyde and other organic waste gas can reach 98.53%, respectively, and more than 97.9%.

储罐区产生的呼吸废气，集中收集后，进入冷凝器 + 喷淋塔 + 除雾装置后，处理效率可达 $\geq 90\%$ ，尾气通过排气筒高空排放。

The respiratory exhaust gas generated in the storage tank area is collected and will be treated by the system of "condenser + spray tower + defogging device". The treatment efficiency can reach $\geq 90\%$, and the exhaust gas is discharged through the exhaust tube at high altitude.

\geq
90%

委托第三方对全厂的储罐区、生产车间和污水处理站进行了 LDAR 工作，2019 年发现泄漏点 0 个。

We entrusted a third party to carry out LDAR work on the plant's storage tank area, production workshop, and sewage treatment station. In 2019, 0 leakage points were found.

常州常京化学有限公司 / Changzhou Changjing Chemistry Co., Ltd

为了做到“厂界无异味”，并进一步控制 VOCs 排放量，经认真调研，结合生产经验，对原有废气治理设施进行了两个方面优化调整。

To achieve the objective of "no odor in the factory boundary" and further control VOCs emissions, we carefully carried out research and investigation while taking consideration of production experiences, have optimized and adjusted the original exhaust gas treatment facilities in two aspects:

强化治理措施

to strengthen governance measures

排气筒设置优化调整

to optimize and adjust exhaust tube settings

- 优化调整后公司废气治理措施为：反应釜（包括反应、蒸馏、混合工段）废气与投料真空泵尾气合并进行冷凝，不凝气和造粒废气一并经碱吸收（两段式喷淋塔）+ 污泥吸附（两段式喷淋塔）+ 酸吸收（两段式喷淋塔）+ 光氧催化氧化 + 活性炭吸附，通过 27m 高排气筒排放。
- Through the optimization and adjustment, we updated the company's waste gas treatment measures. First, the waste gas of the reaction kettle (including reaction, distillation, and mixing sections) is combined with the tail gas of the feeding vacuum pump to condense. Second, the non-condensable gas and the granulated waste gas are absorbed by the alkali (two-stage spray tower) + Sludge adsorption (two-stage spray tower) + Acid absorption (two-stage spray tower) + photo-oxygen catalytic oxidation + activated carbon adsorption, discharged through 27m high exhaust cylinder.

- 储罐呼吸阀废气经水封后与废水处理站废气一并通过酸吸收（两段式喷淋塔）+ 光氧催化氧化 + 活性炭吸附，通过 27m 高排气筒进行高空排放。造粒粉尘经滤筒除尘，活性炭吸收排放。
- The exhaust gas of the breathing valve of the storage tank is water-sealed together with the exhaust gas of the wastewater treatment station through acid absorption (two-stage spray tower) + photo-oxygen catalytic oxidation + activated carbon adsorption, and is discharged at a high altitude through a 27m high exhaust cylinder. The filter cartridge removes the granulated dust, which will be absorbed by activated carbon and then discharged.

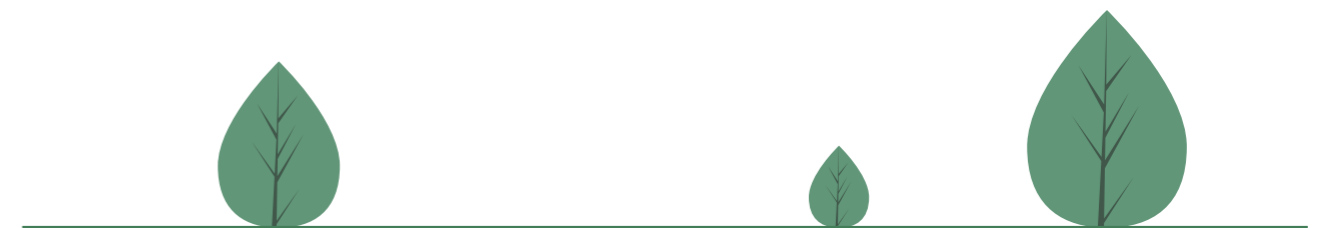
另外，我们也透过各项自发性的行动措施与改善方案，并把节能管理视作是我们日常营运的重要环节，以实际行动随时随地倡导节能减碳之具体作法与措施，鼓励员工积极落实，为环境永续贡献力量。我们更透过教育训练倡导环保议题，提升同仁对气候风险事件之应变能力，以降低公司营运之潜在风险，并为环境可持续发展做出努力。

Also, we have adopted various spontaneous action measures and improvement plans and regard energy conservation management as an essential part of our daily operations. We take concrete activities to advocate specific practices and measures for energy conservation and carbon reduction at any time. We intend to encourage employees to implement these measures and to contribute to the sustainability of the environment actively. We also promote environmental issues through education and training, and enhance our staff's resilience to climate risk events, so as to reduce the potential risks of the company's operations and make efforts for environmental sustainability.

废水处理 / Wastewater Treatment

我们通过工艺优化，减少系统内废水的产生量。废水处理系统将高浓度废水与低浓度废水分开处理，降低废水处理成本。同时通过回收利用废水中的有机物，降低污染物排放浓度，减轻污水处理负担，可强化水资源再利用、加速回收处理流程。废水通过预处理后可达到污水处理厂的接管标准，各污染物排放因子满足水污染物排放浓度限值要求。

We have optimized the process to reduce the amount of wastewater generated in the system. The wastewater treatment system treats high-concentration wastewater and low-concentration wastewater separately, reducing wastewater treatment costs. Besides, by recycling organic matter in wastewater, reducing pollutant discharge concentration, lowering the burden of sewage treatment, we can strengthen the reuse of water resources and speed up the recycling process. After pretreatment, the wastewater can reach the takeover standard of the sewage treatment plant, and the emission factors of each pollutant meet the requirements for the concentration limits of the discharge concentration of water pollutants.



废弃物管理 / Waste Management

彤程各厂坚持“减量化、资源化、无害化”的固废处置原则，积极开展源头减排及综合利用。并通过工艺改进，提高产品合格率，减少不合格品的产生；改变原料包装形式，减少废包装的产生；对存放的固废进行分类，能够回收的全部进行回收，对于没有任何利用价值的固废按照国家规定委托有处理资质的单位进行处理。

Each factory of Red Avenue adheres to the principle of “reduction, resource recycling, and harmlessness” of solid waste disposal, and actively carries out emission reduction and comprehensive utilization at the source. Moreover, through process improvement, we have improved the product qualification rate while reducing the occurrence of non-conforming products. Besides, we have changed the packaging form of raw materials and reduced the generation of waste packaging. Lastly, we have classified the stored solid waste and recycle all that can be recovered. The waste shall be entrusted to a unit with qualifications for disposal following national regulations.

节能项目 / Energy Conservation Project

我们遵守《中华人民共和国节约能源法》等法律法规，在环境管理体系的基础上，将各厂能源消耗纳入管理指标，持续开展节能评估、能源平衡测试等能源管理。通过设备改造升级、开展节约能耗新项目，切实推进节能工作。

We abide by the “Law of the People's Republic of China on Conserving Energy” and other regulations and rules. Based on the environmental management system, we have incorporated the energy consumption of each plant into the management indicators. Meanwhile, we have continued to carry out energy management, such as energy conservation assessment and energy balance testing. Through equipment upgrades and new energy-saving projects, we will energetically promote energy conservation.



华奇（中国）化工有限公司 / Sino Legend (China) Chemistry Co., Ltd

通过对设备升级以降低能源消耗，例如使用磁悬浮风机替代罗茨风机，使用变频电机替代普通电机以减少电力消耗。

Reducing energy consumption by upgrading equipment, such as using magnetic suspension fans to replace roots fans, and using frequency conversion motors to replace ordinary motors to diminish power consumption.

在生产中使用高效能设备，例如高效螺杆冷水机组以减少用水量。

Using high-efficiency equipment in production, such as high-efficiency screw chillers to curtail water consumption

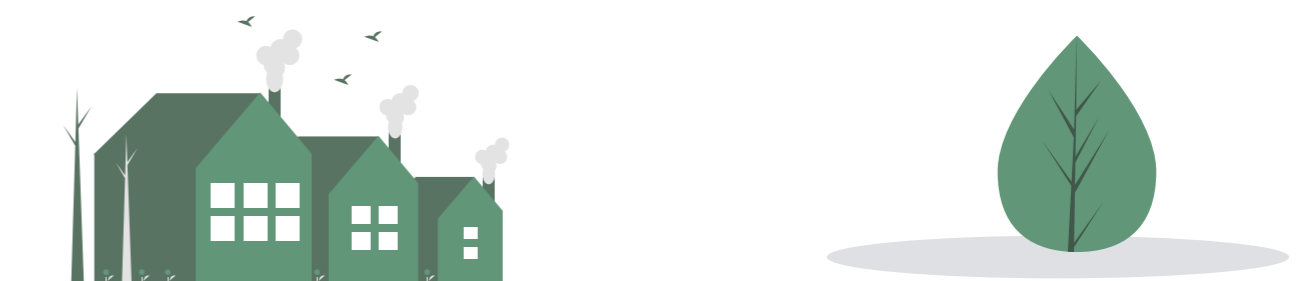
常州常京化学有限公司 / Changzhou Changjing Chemistry Co., Ltd.

为节约能耗，减少蒸汽的使用，特增加节能项目使 PTBP 槽车卸料加热改用蒸汽尾气，平均每车减少使用蒸汽量 4.13t，全年共计减少蒸汽使用量 700 余吨。

To save energy, we have lessened the use of steam and created special energy-saving projects to make the PTBP process more ecologically. The result: 4.13t steam consumption has been reduced per vehicle, and the total steam consumption was reduced by more than 700 tons throughout the year.

为了更合理的利用蒸汽冷凝水回用，特别加装罐区 / 烘房蒸汽冷凝水收集回用进循环水系统来补充水量，罐区 / 烘房冷凝水预计全年回用 950t。

To make more reasonable use of steam condensate reuse, we have established a tank area/drying room for steam condensate collection and recycling to the circulating water system to supplement the water volume. The effort is expected to be reused 950t throughout the year.



第六章 / CHPT. 06

客户服务与供应链管理

Customer Service & Supply Chain Management

完善的客户服务
AMELIORATING
CUSTOMER SERVICE

卓越的供应链管理
EXCELLENT SUPPLY
CHAIN MANAGEMENT

成功企业的竞争优势其中一项，就是携手与供应商为客户创造更大的价值。彤程新材始终真诚倾听客户的声音，以自身技术的先进性和创新性，用心来提供客户最适宜的产品和综合解决方案。

One of the competitive advantages of successful companies is to work with suppliers to create more excellent value for customers. With its advanced and innovative technology, Red Avenue New Materials always sincerely listens to the voices from customers and provides the most suitable products and comprehensive solutions for them.

因为我们相信，客户的体验取决于他们获得支援的技术和品质，所以视客户的竞争力为彤程新材的竞争力，视客户的成功为彤程新材的成功。

We believe the technology and quality of service support is the most critical aspect of customer experience. Thus, customer competitiveness is also Red Avenue New Materials' competitiveness; customer's success is as essential as Red Avenue New Material's success.

完善的客户服务 Ameliorating Customer Service

维持与客户建立深远、共同成长的伙伴关系，是彤程新材十分关注的重要议题，也是我们非常重要的核心价值。因此，为了提供客户最好的服务，彤程新材打造了一支全力以赴的客户服务团队，不仅做为彤程与客户协调沟通的窗口，更重视所有客户的需求与建议，并将建议与评价作为持续进步与创新之来源，以提升服务质量水平。

“Maintaining and deepening a partnership with customers and growing together with them” is not only an essential issue but also a precious core value of Red Avenue New Materials. To provide customers with the best service, Red Avenue has built a dedicated customer service team, which is not only a window for Red Avenue to communicate with customers, but also a platform to take care of all customer needs and suggestions. Customers' remarks contribute to a fundamental source of our continuing progress and innovation to improve service quality and experience.

我们相信，从为产品寻找用户的思维，转变到为客户与用户设计解决方案的极致体验，才能从而在行业中立于不败之地，创造双赢、共创价值。

We believe that focusing on the customer-experience-oriented model allows us to prepare solutions for customers and users better. This approach permits us to be invincible in the industry and to create a win-win and co-create value with our customers.

精准回应客户需求 / Accurately Responding to Customer Needs

彤程始终与客户共同成长，通过客户的发展与成功，来实现自己的价值。因此，作为值得信赖的合作伙伴，我们注重与客户及供应商。

Red Avenue always grows with customers and discovers its value through the development and success of customers. Therefore, being a trusted partner, we focus on collaborating and developing together with customers and suppliers.

我们透过精准面对面的信息交流，倾听客户的愿望，深入分析客户的特定需要，通过密切合作寻找新方式，稳健的速度，共同开发满足个性化需求的解决方案，增强客户及供应商的竞争力。

Through face-to-face communication, we listen to customers' aspirations, analyze customer's specific needs in-depth, find new ways through closer cooperation while jointly developing solutions to respond to individual and particular needs, and enhance the competitiveness of our customers and suppliers.

因为我们相信客户的体验取决于他们获得支援的技术和品质。因此，我们会定期 / 不定期地与客户实时沟通与追踪产品项目进度、研发技术、供应链供货状况等，以符合质量目标的过程绩效、产品的符合性。

We believe the technology and quality of service support is the most critical aspect of customer experience. Therefore, we communicate in real-time with customers to track product project progress, R&D technology advancement, and supply chain supply status. We aim that our service can meet the process performance of quality goals and product compliance.

我们更明确订定客户投诉管道，使客户藉由投诉管道表达相关意见，同时定期将客户所关心的议题汇总后，进行分类与分析，依其重要性、时效性界定改善优先顺序，并确保客户需求获得处理，并一一提出相关改善方案提升个别客户满意度以达成整体客户满意度目标。

We have defined effective customer service channels so that they can express relevant opinions in different ways. Meantime, we regularly summarize the customer's feedback on specific topics and classify and analyze them. Such practice intends to define amelioration priorities according to customer's remarks, topic importance, and timeliness. We attempt to ensure taking care of customer's requests with much attention by providing particular projects and solutions to increase customer satisfaction.



卓越的供应链管理 Excellent Supply Chain Management

在全球化的时代里，企业对外的采购、供应，不仅要衡量在生产、服务和运营程序的影响，也一并应考虑企业的社会责任与声誉的风险。

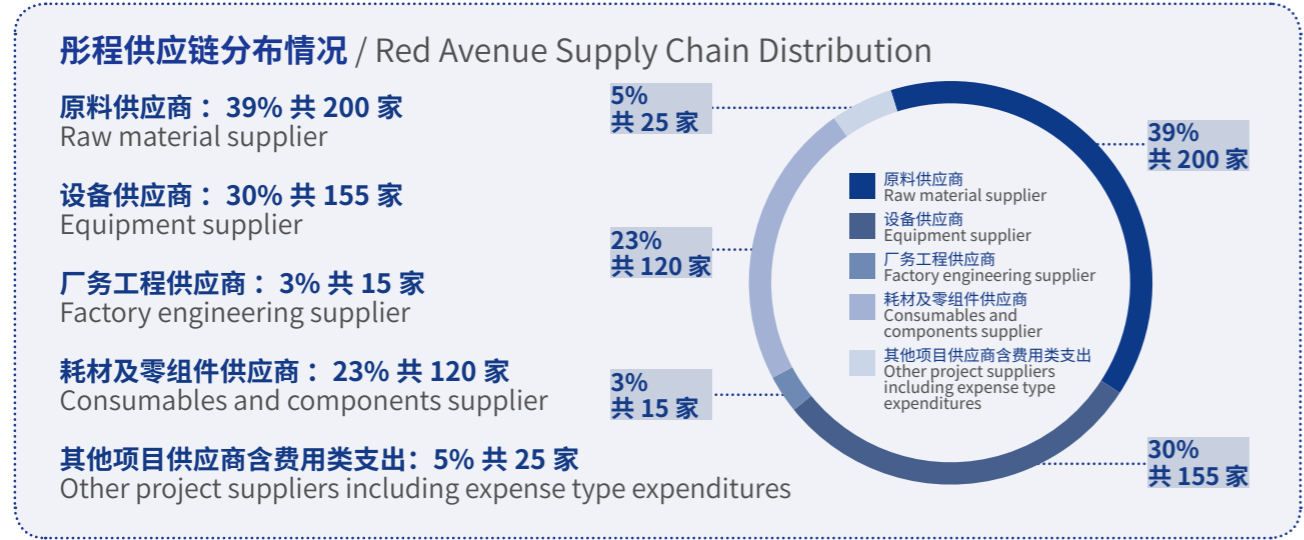
In the age of globalization, the external procurement and supply of enterprises need not only to measure the impact on production, services, and operating process but also to consider corporate social responsibility and reputation risks.

因此，在供应链管理的作为上，彤程新材除了质量的坚持、致力营造一个诚信互惠、公平往来的环境之外，在所有在采购与交易的过程中，会依循供应商管理通则，审核所有供应商在：品质、成本、交付与服务 (Quality, Cost, Delivery and Service, QCDS) 是否符合国内外相关法规，优先选择有 ISO9001、ISO14001、OHSAS18001 等安全管理体系认证，以降低本身和供货商的经营风险及成本。

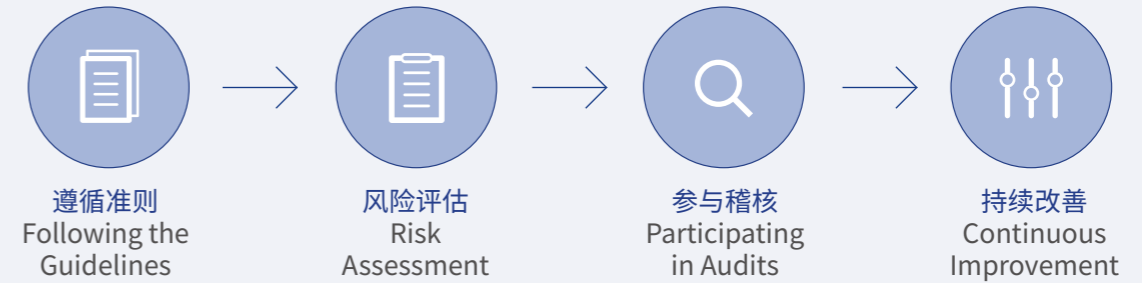
Therefore, in terms of supply chain management, Red Avenue New Materials engages in the persistence of quality and is committed to creating an environment of integrity and mutual benefit and fair exchanges. In all processes of procurement and transaction, we follow the general rules of supplier management. Meanwhile, we review all patterns of partners in terms of quality, cost, delivery, and service (QCDS). We give priority to select partners that comply with relevant domestic and foreign regulations, in particular, with ISO9001, ISO14001, and OHSAS18001 certifications to reduce their operating risks and costs.

因为供应链是我们价值链的重要延伸，也是建立一个保护环境、重视社会责任、劳动人权、安全、健康且可持续发展的供应链世界经济。彤程遵循开放共享、诚信合作的原则，携手与供应商建立可持续发展的伙伴关系，资源优势互补、协同发展，共同铸造合作共赢的美好前景

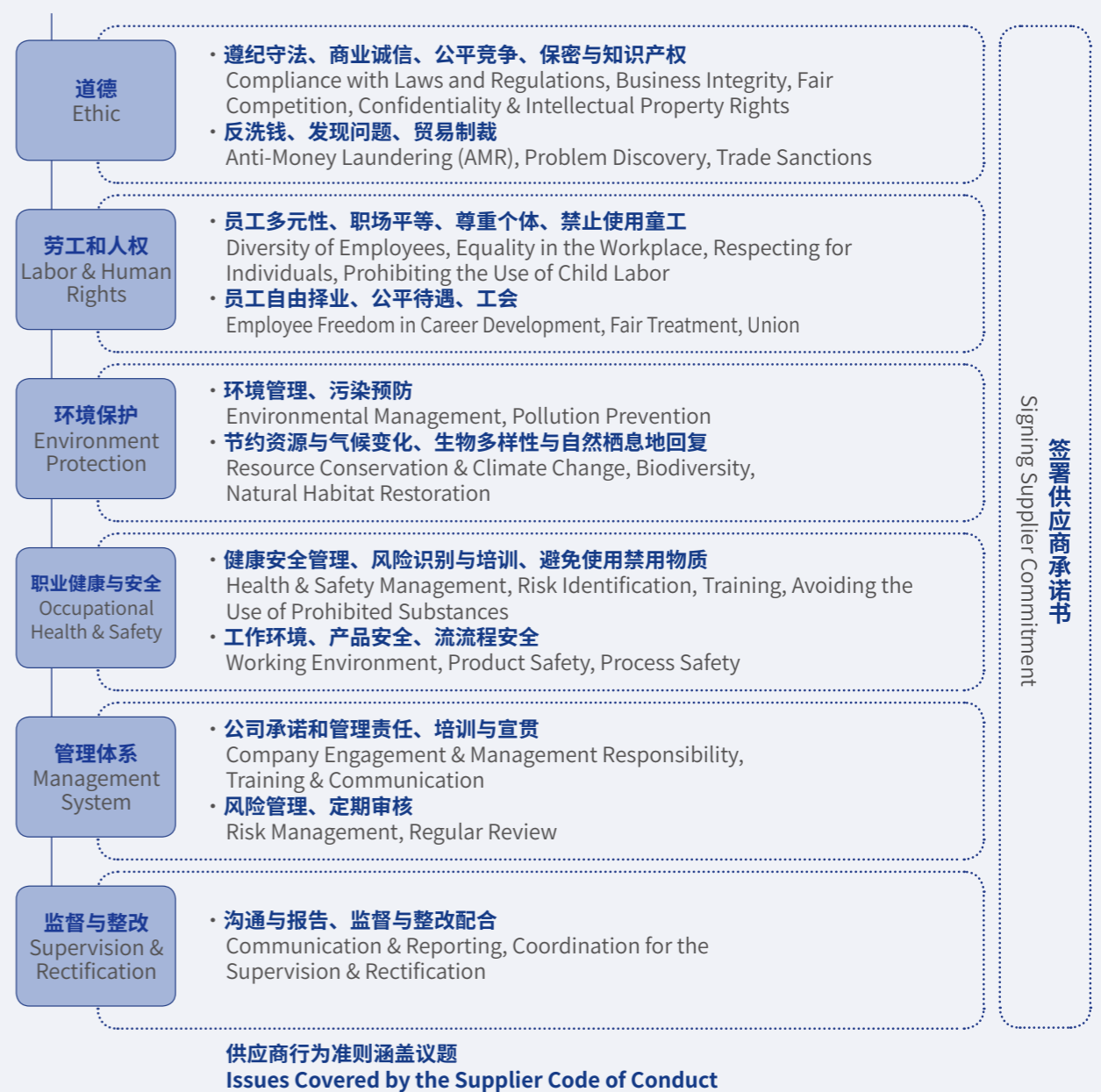
The supply chain is a vital extension of our value chain; it also contributes to establishing a world economy based on the supply chain that protects the environment, values social responsibility, defends labor human rights, security, health, and sustainable development. Red Avenue follows the principles of open sharing, honesty, and cooperation, and joins hands with suppliers to build a sustainable partnership, which focuses on complementing resources and synergistic development, to co-create a bright future of cooperation and win-win cooperation.



供应商审核四大执行方针 / Four Implementation Guidelines for Supplier Audits



供应商行为准则要求 / Supplier Code of Conduct



第七章 / CHPT. 07

幸福职场与员工发展

Happy Workplace and Career Development

尊重个体差异

RESPECTING INDIVIDUAL DIFFERENCES

助力员工成长

ENCOURAGING EMPLOYEES DEVELOPMENT

完善薪酬福利体系

AMELIORATING SALARY AND BENEFITS SYSTEM

保障员工权益

PROTECTING EMPLOYEES' RIGHTS

丰富员工活动

STAFF ACTIVITIES

为员工创造价值

Creating Values for Our Employees

员工成长是公司获得发展的重要战略资源，是企业可持续发展的基石，一个健康、积极进取的员工团队更是企业成功的致胜关键，这也是彤程新材一直努力追求的目标。因此，彤程新材以幸福职场、安全平等的环境、优渥的薪酬制度为基础、员工职能管理与多元的福利制度，及完整的教育训练、晋升发展体系，致力为员工搭建良好的职业发展平台与工作环境，让每一位员工安心工作并全力发挥专长，实现个人价值与企业发展的良性循环。

The growth of employees is a valuable strategic resource for the company's development and the cornerstone of the sustainable development of the company. A healthy and motivated staff team is the key to the success of the company, which is also the goal that Red Avenue New Materials has been pursuing. Therefore, based on the creation of a happy workplace, a safe and equitable environment, an excellent and competitive salary structure, we provide a diversified welfare system. Meanwhile, our staff benefits from a complete education and training arrangement and an advantageous promotion and development policy. Red Avenue engages in building an excellent career development platform with a friendly working environment for employees. Each employee can work with peace of mind and give full play to their expertise while achieving a virtuous circle of personal value and corporate development.

尊重 个体差异 Respecting Individual Differences

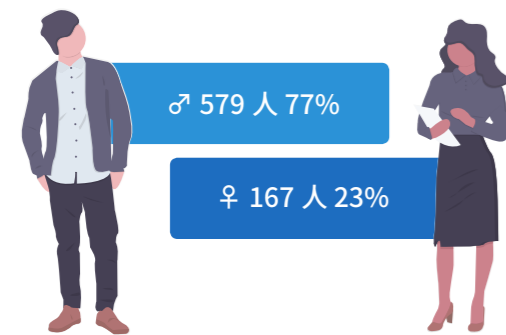
彤程相信一个平等多元、开放沟通的职场文化能有助于员工安心工作，进而提升企业的人力资本。所以我们非常重视职场多元化，尊重个体差异，致力提供一个专业化、有尊严的工作场所，并且明文规定禁止任何骚扰、恐吓或歧视的行为。至今我们并未发生任何歧视事件，无雇用童工，亦无强迫、强制员工或涉及侵犯员工利益等情事发生，并且致力于打造“幸福企业”，也以此为人力资本政策的基础，落实员工照顾，使每一位员工都能有归属与幸福感。

Red Avenue believes that a workplace culture of equality, diversity, and open communication not only permit employees to work with peace of mind, but also to improve the human capital of the company. Thus, we place great value on workplace diversity, respect for individual differences, and strive to provide a professional and dignified organization and expressly prohibit any harassment, intimidation, or discrimination. So far, we have not experienced any discrimination, nor child labor, nor forced, compulsory employees or violations of employees' interests. We are committed to building a "happy enterprise" which is considered as the basis for human capital policies and employee care. So that every employee can have a sense of belonging and happiness.

到 2019 年 12 月，彤程的员工人数 716 人，员工组成方面，男女员工比例、员工年龄层分布情况与 2018 年略有提升。

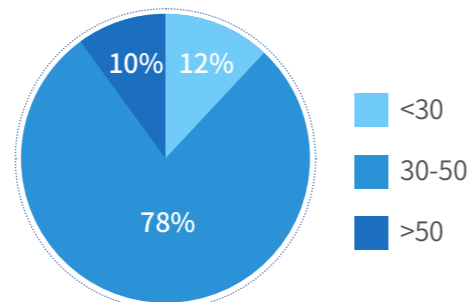
As of December 2019, Red Avenue has 716 employees. In terms of employee composition, the proportion of male and female employees and the age distribution of employees are slightly improved in 2018.

按性别划分 By Gender



Male 549 77%; Female 167 23%

按年龄划分 By Age



< 30 岁 12% / -30 years old: 12%
30-50 岁 78% / 30-50 years old: 78%
> 50 岁 10% / +50 years old: 10%

助力 员工成长 Encouraging Employees Development

彤程新材致力于完整的人力发展环境及平台，因为员工的创新精神、才华与热情是我们成功的驱动力。彤程新材透过实体课程培训、在职训练及团队工作学习，建构我们的员工具有意义并有价值的生涯。

Red Avenue New Materials engages in a complete human resource development environment and platform. Since the innovative spirit, talents, and enthusiasm of employees are the driving forces of our success. Red Avenue New Materials builds meaningful and valuable careers for all employees through organized training programs, on-the-job training, and team-building.



新进培训 / New Staff Training

新进员工到彤程就职，我们即提供新人培训课程，协助新人伙伴可以快速进入自己的工作岗位。包括介绍公司规章 / 工作环境，环境安全卫生，人权及员工沟通管道等方面的知识。While new staff joining us, we will provide a training program for them to help our partners quickly adapt their jobs. The program includes the introduction of company rules and working environment, environmental security and health, human rights, and internal communication channels.



在职培训 / On-the-job training

我们为每个职务制定在职学习目标，并安排有经验的前辈来指导。We set up a complete in-service training system for each position and arrange experienced seniors to guide junior colleagues.



工程人员专业技能提升 / Engineering Staff Professional Improvement

我们持续协助我们的工程师建立专业能力并验证其技术水平，精进技能以服务我们的合作伙伴与客户。We continue to assist our engineers in establishing professional capabilities and verifying their technical level and improve their skills to serve our partners and customers better.



鼓励参与研习训练、吸收外部知识经验 / Motivating Employees Participation in Professional Training and Studies and Obtaining External Knowledge and Experience

基于目前或未来业务发展之需要，我们鼓励员工积极参与各项研习与训练，强化目前职场能力或提前储备未来工作职能，由公司指派或经公司核可参加训练课程者，其训练费用由公司全额负担。

Based on the needs of current and future career development, we encourage each employee to actively participate in various studies and pieces of training to improve professional capabilities and prepare for future job functions in advance. We invest our staff in participating in a variety of training programs and engage in all educational charges.

完善 薪酬福利 Ameliorating Salary and Benefits System

除了法规所规范应提供给员工的基本福利与措施外，彤程新材更搭建了完善的薪酬激励政策，不仅为员工按时缴纳五险一金，并且为员工提供了住房基金、生命关爱基金，帮助员工和他的家庭在经济和医疗负担。使同仁们在工作之余，亦能得到妥善的照顾和身心健康。

Except for the primary benefits and measures prescribed by the regulations, we have established a complete salary incentive policy. We not only pay regulated staff insurance and housing fund for employees on time but also engaging in providing staff extra-housing funds and life care funds. For employees whose family in financial and medical problems, we also engage in helping them reduce the burden. Our philosophy is to provide colleagues getting exhaustive care and physical and mental health in daily life.

福利项目 Welfare	说明 Items
节日福利 Holiday Benefits	中秋、春节发放购物卡、年货。 We distribute shopping cards and festival goods for Mid-Autumn Festival and Spring Festival.
奖金福利 Bonus	年底发放双薪、年终奖，并且在公司每年周年庆时对员工发放周年庆奖金。 We are providing double pay, year-end bonuses, and annual bonuses to employees at the company's anniversary.
津贴福利 Allowances	更好的保障公司人才，为研发人员每月提供一定比例的研发津贴；针对出差人员以及业务人员，提供通讯费用全额报销及出差补贴的福利保障。 To better protect the company's talents, we provide a certain percentage of R & D allowances for R & D personnel each month. For travel personnel and business personnel, we also provide full protection of communication expenses and travel allowances.
住房基金 Housing Fund	为解决彤程新材员工本人因购买住房所造成的暂时经济困难，增强员工归属感、幸福感，为在工作地无住房人员提供无息贷款。 To solve the temporary financial difficulties during the purchase of housing, Red Avenue New Materials provides interest-free loans for those who do not have accommodation in the workplace. This engagement enhances the employees' sense of belonging and happiness.

福利项目 Welfare	说明 Items
生命关爱基金 Life Care Fund	为解决彤程新材员工本人或亲属因重大疾病需要紧急医疗救助所带来的暂时性的资金困难，在生活上关心员工，建立的基金救助渠道。 To help to solve the temporary financial difficulties that our employees or their relatives who need emergency medical assistance because of significant diseases, we have established a fund rescue channel to take care of our employees and their family.
员工休假制度 Employee Vacation System	除依照法律规定制定的各项休假制度外，公司提供了优于国家标准的年假制度，并且制定【志愿者服务假】，鼓励员工参加社会公益活动。另外制定弹性上班制度，方便员工安排工作和家庭生活。 In addition to the various vacation systems established by the law, the company provides an annual vacation policy better than the national standard. It has formulated [Volunteer Service Vacation] to encourage employees who participate in social welfare activities. Besides, a flexible work system is established to facilitate employees to balance their work and family life.
资深员工奖励政策 Senior Employee Reward Policy	为服务公司满 5 年以上的员工颁发荣誉奖杯及金银牌纪念章，以表彰其对公司的贡献。 For staff who have served the company for over 5 years, we provide honored trophies and gold or silver medals to recognize their contribution to the company.
员工健康管理 Employee Health Management	每年安排员工健康体检，针对经常出差人员，提供疫苗接种福利项目。针对医疗保障部分，制定公司医疗报销政策，提供员工及子女更周全的医疗保障。 We provide annual employee health checkups and vaccination benefits programs for those who travel frequently. In terms of medical security, the company's medical reimbursement policy was formulated to allow employees and their children with more comprehensive medical protection.
员工下一代关怀 Staff Care for the Next Generation	报销员工子女保险费用、为新生儿提供金饰礼物，节庆日红包祝福。 Red Avenue engages in refunding employees' children's insurance expenses. Meanwhile, the company provides gold gifts for newborns, and red envelope blessings staff's children on festive days.

保障 员工权益 Protecting Employees' Rights



彤程新材严格遵守《中华人民共和国劳动法》、《中华人民共和国劳动合同法》及其他业务开展当地的法律法规，并制定内部相关规章及实施细则，规范劳动合同管理，员工的劳动合同签约率为 100%。同时，为了充分调动员工的积极性、主动性、创新性，鼓励员工参与公司管理，彤程新材透过顺畅的沟通管道与协商机制，积极营造一个正向的工作环境，以减少劳资对立及离职率；并使员工之想法与意见得以立即处理。多项劳资沟通管道如下：

Following the “Labor Law of the People’s Republic of China”, the “Labor Contract Law of the People’s Republic of China” and other local laws and regulations for business development, we have established internal regulations and implementation rules. We engage in regulating the management of labor contracts, 100% of our employees have signed labor contracts. Meanwhile, to mobilize the enthusiasm, initiative, and innovation of our employees, we encourage them to participate in company management actively. Red Avenue New Materials actively creates a positive working environment through smooth communication channels and negotiation mechanisms. It permits the reduction of labor-management opposition and turnover rate. Meantimes, the employee’s ideas and opinions can be heard and treated immediately. A large number of labor-management communication channels are as follows:

实体意见箱 Entity suggestion box	上海、北京办公室设置意见箱，员工如有建议（意见）除有特殊原因外均采用书面形式提出，填写公司统一的《员工建议（意见）表》，并投入意见箱内。 Our Shanghai and Beijing offices have set up suggestion boxes. Employees are invited to submit suggestions (comments) except for special reasons in written form. They only need to fill out the company’s unified “Employee Suggestions (Opinions) Form” and put them in the suggestion box.
Email 意见箱 Email suggestion box	员工可将意见发送至人力资源部邮箱，每月由相关部门亲自汇总，部分信息也会在每月经理级以上人员例会上提出。得出回复意见后，反馈给相应的部门或者投递人员。 Employees can send comments to the HR department mailbox. Their suggestions will be collected by the relevant departments in person each month. Some information will also be presented at the monthly manager meeting and above. When the response from the management level is available, feedback will be sent to the corresponding department or delivery personnel.
员工热线 Staff Hotline	员工热线设置于总部的人资部，接受员工投诉和谘询，对情况进行检查、即时处理并回复与追踪。 The employee hotline is set up in the HR department of the headquarters. It is responsible for accepting employee complaints and consultations, checking the situation, dealing with it immediately, reply and track.
工会 Union	彤程新材旗下分公司工厂设有工会组织，提供员工意见的沟通管道，协调企业与员工双方的问题。 Factories of Red Avenue New Material’s subsidiary company have a trade union organization to provide a communication channel for employees’ opinions allowing coordinate issues between the enterprise and employees.

员工活动 Staff Activities



活动项目 Project	说明 Items
庆生 Birthday Celebration	每月定期举办员工生日会，为当月生辰员工集体庆祝生日，并且提供每个寿星 1 张生日礼券。 We regularly hold birthday parties for our employees every month to celebrate their birthday. The activity will offer one Birthday shopping vouchers.
旅游 Travel	公司不定期组织员工外出旅游，从国内到国外，拓展员工眼界，丰富员工生活。 The company irregularly organizes employees to travel abroad. It intends to expand the horizons of employees and enrich their lives.
团队建设 Team Building	各部门不定期举办团队活动，增强员工凝聚力和沟通协调能力。 Various departments hold team activities from time to time. These organized actions aim to enhance employee cohesion, internal communication and coordination.
主题活动 Theme Activities	为了鼓励员工劳逸结合、关注健康，关注生活，会不定期举办特定主题的活动，比如三八妇女节的健康讲座、六一儿童节的回归初心活动、母亲节的健康讲座、心理咨询、圣诞节抽奖等。 We organize diverse special theme activities irregularly, including the health talks on March 8th Women’s Day, relevant events on Children’s Day, the health talks on Mother’s Day, psychological counseling, Christmas lottery, etc. The aim is to encourage employees to balance their work and rest, to pay attention to their health and life.
公益参与 Public Welfare Participation	为鼓励员工身体力行参与到公益项目中，每人每年度享有 3 天的带薪志愿者服务假期，既可以用脚步去丈量彤程的公益之路，亦可服务社会释放彤程人的爱。 Each employee of our company benefits from a three-day-paid volunteer service vacation per year. It aims to encourage our staff to participate in public welfare projects. This plan permits our partners to understand the value of public welfare in practice but also serves the society while transferring the love of Red Avenue people.

第八章 / CHPT. 08

社会关爱与公益事业

Social Care and Public Welfare

消弥教育资源差距

BRIDGING THE
EDUCATION RESOURCES
GAP

提升儿童医疗环境

IMPROVING
CHILDREN'S MEDICAL
ENVIRONMENT

驱动社会可持续发展

PROMOTING
SUSTAINABLE SOCIAL
DEVELOPMENT

用爱援助全球慈善事业

ASSISTING GLOBAL
PHILANTHROPY WITH
LOVE

彤程新材创立初期，便以企业之力关注社会角落及资源缺口，把彤程利润用于社会关怀，至今已在中国及全球各地进行助学、扶贫、救灾、环境保护、支教、设立大学奖助学金、帮扶贫困母亲生产救助、救治心脏疾病与白血病患，并形成了教育、医疗、科研、可持续发展四个公益领域。

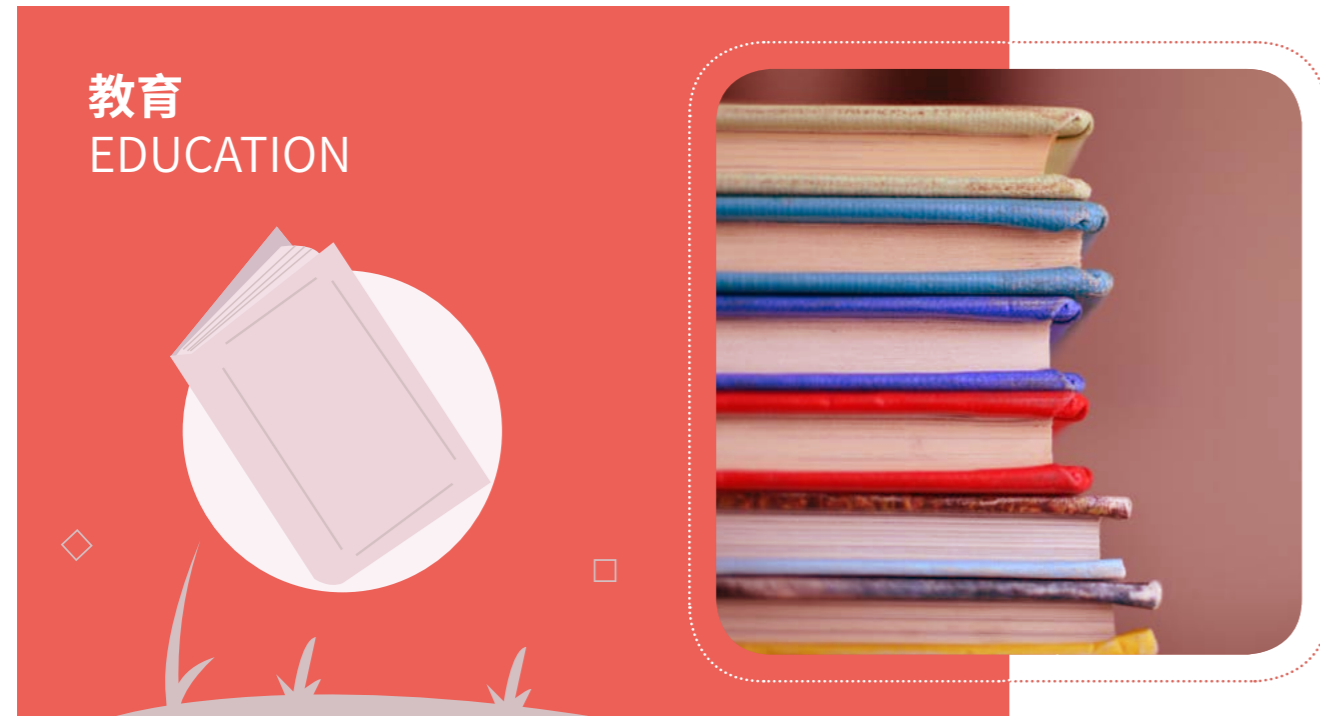
在彤程与许许多多伙伴一起努力协作的20年里，我们共同从生活中发现温暖，并将温暖播洒至中国和世界的每个角落。因为我们坚信，爱与包容可以在生命的困境里折射出希望的光芒，互助与分享铸成人性中最美好的力量，它们跨越语言和地理的边界，成就美好幸福的生活。

我们一直在路上，传递爱，散播希望。未来，彤程仍将透过履行自身的责任与优势，用创新和负责任的态度，持续付出最真切和即时的行动，努力达成联合国全球可持续发展目标 (Sustainable Development Goals, SDGs)，创造一个更友善、更包容、更美好的环境与社会。

From the early days of Red Avenue New Materials, we took care of the socially disadvantaged groups and resource gaps through our own power as a responsible social actor and contributed to social responsibility. So far, we have conducted educational aid, poverty alleviation, disaster relief, environmental protection, education support, the establishment of university awards and financial supports, helping poor mothers giving birth, and helping heart disease and leukemia treatments in China and other countries. Our activities are nowadays focusing on four main fields, including education, medical care, scientific research, and sustainability.

In the 20 years that Red Avenue New Materials worked hard with its various partners worldwide, we have discovered warmth in our daily lives and spread it to every corner of China and the world. Because we firmly believe that love, tolerance, and peace can reflect the light of hope in the predicament of life, mutual assistance and sharing cast the best power of human beings, and they cross language and geography boundaries to build a beautiful and happy life.

We have been and will always be on the road to circulate love and spread hope. In the future, we will continue to devote the most precise and immediate actions by fulfilling our responsibilities and advantages. By insisting on innovative and responsible attitudes, we strive to achieve the United Nations Sustainable Development Goals (SDGs) and create a friendlier, more inclusive, and better environment and society.



消弥教育资源差距 Bridging the Education Resources Gap

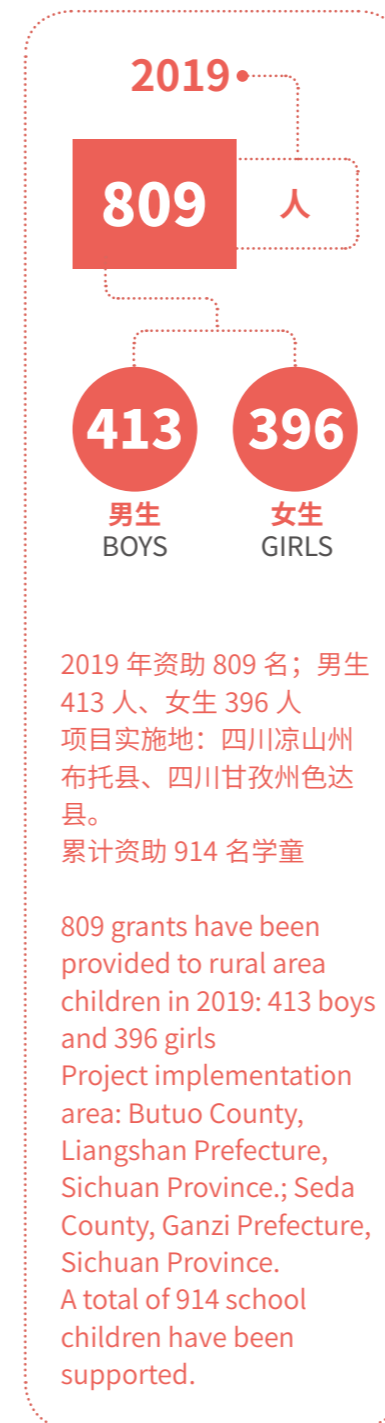
我们在教育领域的第一步，是落实平等教育机会与消弥教育资源差距。从校区基础设施建设、关怀小学生校园生活、扶持贫困高中生助学、设立专项基金金，到助力偏远地区教育工作者等内容，尽可能的为贫困家庭孩子、资源欠发达的地区消除后顾之忧。从小学到大学，从偏远山区孩童到高校精英，努力为他们的求学之路保驾护航。因为，教育是改善贫穷的第一步。

Our first step in education is to provide equal educational opportunities and bridge the gap in educational resources. From campus infrastructure construction to caring for the campus life of elementary school students; From supporting poor high school students to helping them with schooling; From setting up special funds for students to assisting remote areas with educators; we try our best to eliminate worries for children from low-income families and the underdeveloped regions. From elementary school to university, from isolated mountain children to college elites, we are engaging in strive to escorting their educational path because education is the cornerstone to improving poverty.

小学生校园生活 关怀计划 Life Care Plan for Primary School Student

偏远地区受限于资源的影响，相对于城市的孩子在教育和学习上有严重的城乡落差。自 2012 年起，彤程新材分别在四川省凉山州设立“彤程女童班”、贵州毕节设立“彤程儿童班”，资助资源缺乏的少数民族地区及中西部贫困地区的小学及困境儿童，通过改善住宿、营养条件，丰富课外活动、配备生活老师以培养良好的个人习惯等方式，从教育、生活所需的资源及心理关怀、生活体验，希望能够弭平资源差距，让孩子有机会吃饱、穿暖、快乐上学，梦想未来；让偏乡的孩子每一段学习历程都成为可以传讲的美好故事。

The impact of resource limits in rural areas caused a severe urban-rural gap in children's education and learning. Since 2012, Red Avenue New Materials has established "Red Avenue Girls' Class" in Liangshan Prefecture of Sichuan Province and "Red Avenue Children's Class" in Bijie of Guizhou Province. We aim to improve accommodation, nutritional conditions, enrich extracurricular activities. By recruiting life teachers in school, we cultivate good personal habits of rural area children. From education, resources, psychological care, and life experience, we attempt to bridge the resource gap and provide rural area children opportunities to eat well, dress warmly, go to school happily, and dream of the future. We make every child in rural areas to have a beautiful childhood memory.

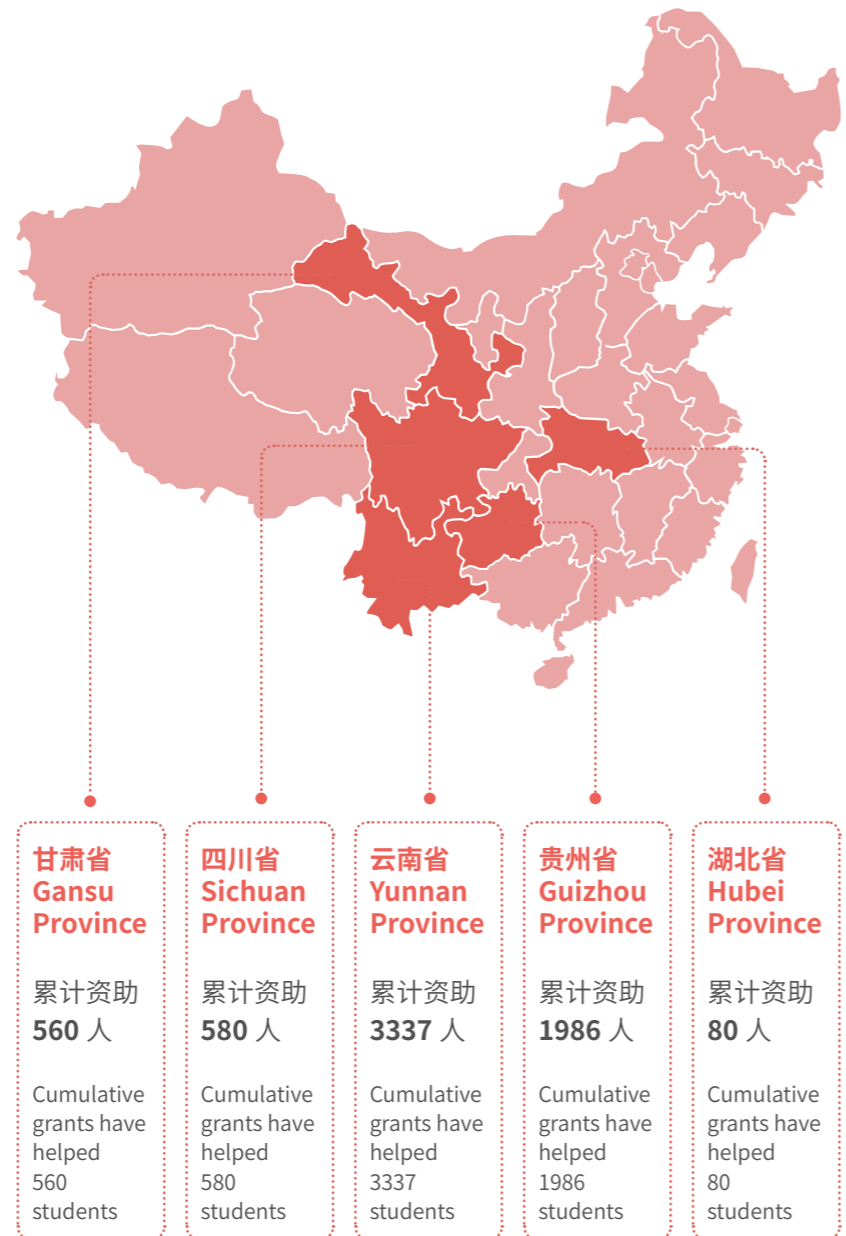


初高中生 助学计划

Education Assistance for Middle and High School Students

多年来彤程新材持续为贫困优秀初高中生提供生活所需费用，支持他们完成高中阶段的学业。通过施行“生活补助+免学费”的方式，减轻贫困优秀初高中生的经济压力；更通过多次回访交流、书信往来鼓励、温暖每个孩子的心，有温度的陪伴他们走出生命的框架。

Over the years, Red Avenue New Materials has continued to provide poor outstanding middle and high school students the necessary living expenses to support them in completing their high school education. Through the implementation of the "living allowance + tuition waiver" method, we aim to alleviate the economic pressure of poor outstanding middle and high school students. Through repeated visits and exchanges by letter between these young people and us, we intend to encourage and warm their hearts and accompany them out of the difficulty.



2019

2457 人

累计资助
Cumulative grants

6543 人

2019 年，共资助在读初高中生 2,456 人，新增 780 人
累计资助帮助 6,543 名初高中生完成学业

In 2019, a total of 2,456 middle and high school students were funded, a year-on-year increase of 780
Cumulative grants have helped 6,543 middle and high school students complete their studies

BB&Ning 急难救助 专项基金计划

BB & Ning Emergency Fund

BB & Ning 专项基金旨在帮助因陷入突发、家庭急难或其他不可抗力因素而可能导致辍学或失学的高中或大学生，为他们提供助学金之外的暂时性的经济补助，让他们安心就学。这一计划鼓励并支持他们勇敢面对人生的挫折，在茫然的时刻仍然充满希望并顺利完成学业。

BB & Ning Emergency Fund is designed to help high school or college students who may drop out of school due to sudden emergence, family difficulties, or other force majeure factors. It provides them with temporary financial assistance in addition to the bursary so that they will be able to continue their studies with confidence. This Fund encourages and supports them to face the frustrations of life bravely so that they have full of hope and successful completion of their education at an uncertain moment.

累计资助
Cumulative grants

375 人

- 2017: 112
- 2018: 66
- 2019: 197

2017 年共资助 112 人
2018 年共资助 66 人
2019 年共资助 197 人
至今累计资助 375 名学生

A total of 112 students were funded in 2017
A total of 66 students were funded in 2018
A total of 197 students were funded in 2019
Cumulative grants have helped 375 students so far.



偏远地区 支教计划 Long-term Teaching Volunteers Support Program in Underdeveloped Areas

彤程新材支持优秀教育团体及个人项目赴偏远地区进行教育服务。我们每年招募优秀的青年人才，向偏远地区输送急缺的教育人才，以从事 1 至 2 年教育服务工作，缓解当地教育资源不足的问题。这一计划也有助于当地学生和社区在教育上逐步实现突破性发展。支教计划的实施在一定程度上促进了教育教学的进展，赋能当地教育生态链，利用不同地区的教学资源协作以提高偏远地区的教育质量。

Red Avenue New Materials supports outstanding education groups and individuals to provide education services in remote and undeveloped areas. We recruit exceptional young talents every year and send them to remote and underdeveloped regions as Teaching Volunteers to engage in one to two years of education service for alleviating the education gap caused by insufficient local resources. This program also helps local students and communities to achieve breakthrough development in education. The implementation of Long-term Teaching Volunteers Support Program has promoted the progress of education and teaching to a certain extent, empowered the local education ecological chain, and coordinated teaching resources in different regions to improve the educational quality in remote and undeveloped areas.



2019

408 位

优秀的教育工作者
408 outstanding
educators

到 2019 年 12 月，这一计划共支持超过 408 位优秀的教育工作者前往四川凉山、云南等地区进行 1 到 2 年的长期教育服务

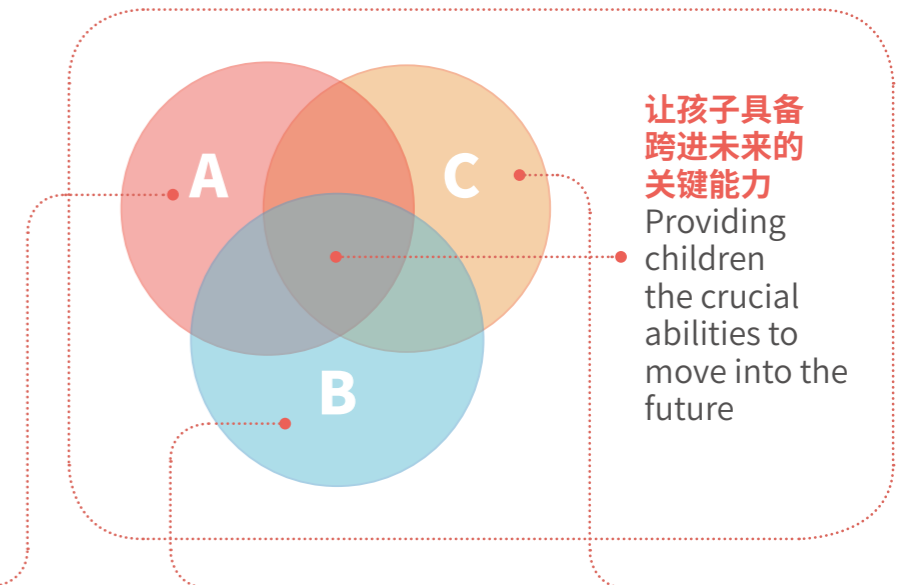
By December 2019, this project has supported more than 408 outstanding educators to Sichuan Liangshan, Yunnan and other regions for one to two years of education services.

教师 赋能计划 Teacher Training and Empowerment Program

2019 年我们共组织 47 支培训师团队，共 385 人的志愿者，前往全国 22 省市 73 地区（其中有国家贫困县 28 个、省级贫困县 7 个），在 860 所学校培训 6,620 名一线教师。
In 2019, we organized 47 educator teams with a total of 385 trainer volunteers visiting 73 provinces and 22 regions (including 28 national poor counties and seven provincial poor counties) to educate 6,620 frontline teachers in 860 schools.

2019 年，我们联合上海真爱梦想基金会、英语流利说，启动中国乡村教师的教师赋能计划，以推动教师的教学策略的创新，使教师在教学过程能锐意革新，精教学品质。该计划期望透过公益组织和平台，让更多创新教育的行动者分享串连并结为伙伴，打造创新的教学方式，提高教学效果，共同为孩子的未来铺路。

In 2019, we joined the Shanghai Adream Foundation and LAIX to launch a teacher empowerment program for rural teachers in China and to promote the innovation of pedagogical strategies so that teachers can innovate and refine the teaching quality in the class. The program attempts to use the non-profit organizations and platforms for attracting more innovative education actors, sharing innovative pedagogies, and improving teaching effectiveness



创建社群学习 Creating Community Learning

联合公益组织创建教学资源平台，打造教师的智慧学习空间，同时藉由平台让更多创新教育的行动者，分享串联，互为伙伴，带来崭新的教育视野。

Creating Community Learning
We joined non-profit organizations to develop a platform for teaching resources and create a smart learning space for teachers. Meanwhile, through the platform, more innovative education actors can share their pedagogical experiences and become partners, bringing innovative perspectives on education.

创新教学策略 Innovative Teaching strategies

推进教学策略的创新，鼓励教师在教学中不断锐意革新、创新教学方式和教学法、精进教学品质，扩大其效果。

We promote the innovation of teaching strategies, encourage teachers to continuously innovate pedagogies to improve teaching quality and expand teaching effects.

驱动教师的成长 Driving Educator Growth

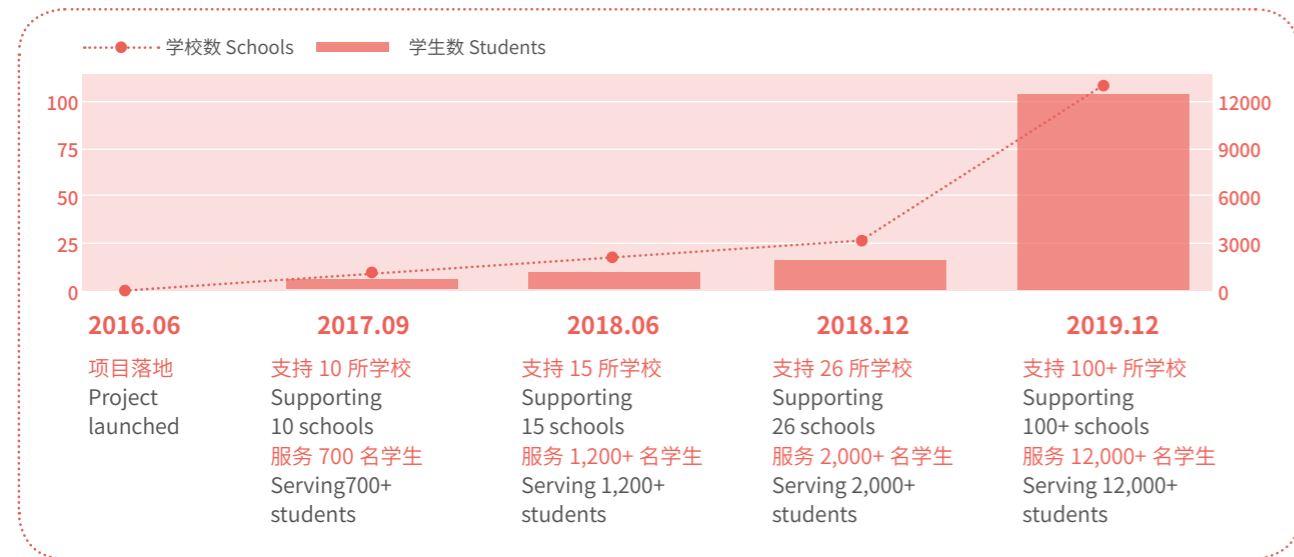
发掘教师创新的潜力，为教师提供职业成长的动力。

We explore the potential of teacher's innovation and provide educators with motivation for career growth.

智能英语 云课堂计划 Smart English MOOC Project

彤程与英语流利说启动为乡村学校捐赠人工智能英语课程，为乡村学生提供个性化、自适应的英语学习路径，帮助学生实现“英语流利说”。

Red Avenue New Materials and LAIX started donating English MOOC courses to rural area schools. The project provides rural area students to have a personalized and adaptive English learning path and helps them to speak fluent English.



12000

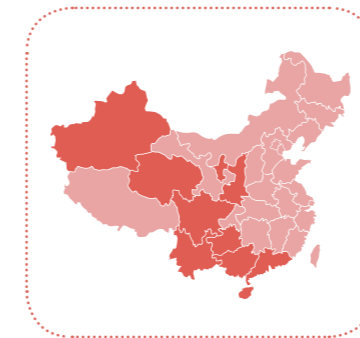
服务超过
12,000 名学生
serves more than
12,000 students

截至 2019 年 12 月，智能英语云课堂项目共支持超过 100 所乡村学校，服务超过 12,000 名学生。

As of December 2019, the Smart English MOOC Project supports more than 100 rural area schools and serves more than 12,000 students.



其他教育项目 Other Education Programs



幸福蛋糕 - 电影计划 / Happiness Cake-Movie Plan

在云南省 8 个州市 20 个县市（区）实施，让边疆和贫困地区的孩子从电影中学习爱与美、美与善，同时，通过孩子们的观后感和心得体会，把分享爱与美的精神传递给他人。

Implemented in 20 counties (districts) of 8 prefectures and cities in Yunnan Province, the plan allows children in frontier and weak areas to learn about love, beauty, and kindness from movies. Meantime, children share their feedback and experience regarding watched films and will learn how to send love and grace to others.

截止 2019 年 12 月，我们在教育领域的努力还包括：

As of December 2019, our efforts in the education field also include:

硬件设施捐助 / Hardware Facility Donation

在广东、广西、贵州、海南、宁夏、青海、陕西、新疆、云南等地建起了二十余所彤程希望小学、光彩小学，为孩子们提供了良好的学习环境。

In Guangdong, Guangxi, Guizhou, Hainan, Ningxia, Qinghai, Shaanxi, Xinjiang, Yunnan, and other provinces, more than 20 Red Avenue Hope Primary Schools and Guangcai Primary Schools have been established, which provides a pleasant learning environment for children.



青川藏区、格桑花西部助学 / “Potentilla fruticosa” Education Assistance in the West

在青海、四川藏区进行贫困学生资助、教师培训、贫困学校校舍修建和学校图书室置办，受益人数超过 3 千人。

In Qinghai and Sichuan Tibetan areas, we fund poverty-stricken students and take responsibility to train local teachers while engaging in school and school libraries buildings in the undeveloped area.

医疗 MEDICAL CARE



提升儿童医疗环境 Improving Children's Medical Environment



童年，有一群孩子是在病床上度过的。你很难想象，再简单不过的一抹微笑，对他们及其家人来说都是陌生的。他们在艰苦中与命运搏斗，却从不失去对生命的热诚与期盼；他们的父母，在每天的日常中实践着爱与勇气，因为孩子的每个变化，都紧紧牵动着他们的心绪。

彤程新材用心呵护这些孩子并保护他们的家庭。我们不只医治孩子的身体，同时也守护孩子的心灵，更用心的为病童、家长及医护人员提供一个完整而友善的医疗环境。

或许，许多年以后，这些长大成人孩子仍不知道，这段童年时光发生过什么样的改变，但这些无法抹去的成长印记将伴随着这些孩子，在漫长的岁月中享受生命的美好。

A group of children spent their childhood in the hospital. It is hard to imagine that a simple smile is strange to themselves and their families. They struggled with fate in hardships, but never lost their enthusiasm and expectations for life; their parents practiced love and courage in their daily lives because every change in their children intimately affects their minds.

Red Avenue New Materials takes care of these children and protects their families. We not only treat the children's illnesses but also guard their minds. That is why we provide a complete and friendly medical environment for sick children, their parents, and the medical staff.

Perhaps, many years later, these grown-up children still do not know what kind of changes have taken place during their childhoods, but these indelible imprints of growth will accompany them and let them enjoy the good life in the long years.

爱的分贝 彤程计划 "I Hear U" Red Avenue Program

彤程新材携手北京爱的分贝公益基金会发起“爱的分贝彤程计划”，为贫困家庭儿童提供就医指导、手术救助、康复教育培训等多个方面的资金支持。为听障儿童及家庭提供支持和帮助，用爱唤醒听障儿童沉睡的耳朵，让这些儿童能够早日回归有声世界。

Red Avenue New Materials and I Hear U Charity Fund launched the "I Hear U" Red Avenue Program to provide financial support for children from low-income families in medical and surgical assistance, rehabilitation education, and training. We provide support and assistance to hearing-impaired children and their families and circulate love helping hearing-impaired children so that they can return to the world of sound at an early date.

45

累积完成 45 名听障儿童的
人工耳蜗植入手术
cumulative helped 45
hearing-impaired children.

2019 年共资助 18 名儿童植入人工耳蜗、21 名儿童进行康复训练
累积完成 45 名听障儿童的人工耳蜗植入手术

In 2019, we funded a total of 18 hearing impaired children for cochlear implants, meanwhile, 21 children have a rehabilitation training. The cumulative support has already helped 45 hearing-impaired children.



病患孤儿 养护计划 Orphan Patient Nursing Plan

彤程新材于 2015 年开始与爱佑基金会合作，分别在宁夏、陕西设立养护中心，为急需救治的病患孤儿提供特殊抚育、手术治疗和养护康复。这些孩子大多病情危重，需要及时的抢救治疗、专业的护理照料及康复训练。恢复健康是他们迈向全新人生的第一步。

Red Avenue New Materials started to cooperate with Aiyou Foundation in 2015 to set up nursing houses in Ningxia and Shaanxi, respectively, to provide the exceptional cure, surgical treatment, and rehabilitation training for orphans in urgent need of care. Most of these children are critically ill and need timely rescue treatment, professional nursing care, and rehabilitation training. Recovery is the first step towards their new lives.



2019

192

共养护 192 儿童
nursed 192
orphans

累计养护
Cumulative
support

1239

2019 年共养护 192 儿童
累积养护 1,239 儿童

In 2019, we have nursed
192 orphans.

The cumulative support
has already helped 1,239
orphans in urgent need of
surgery and special cure.

中西部儿科专科 医疗人员 培训计划

Medical Staff Training Program for Pediatric Specialists in the Midwest Region

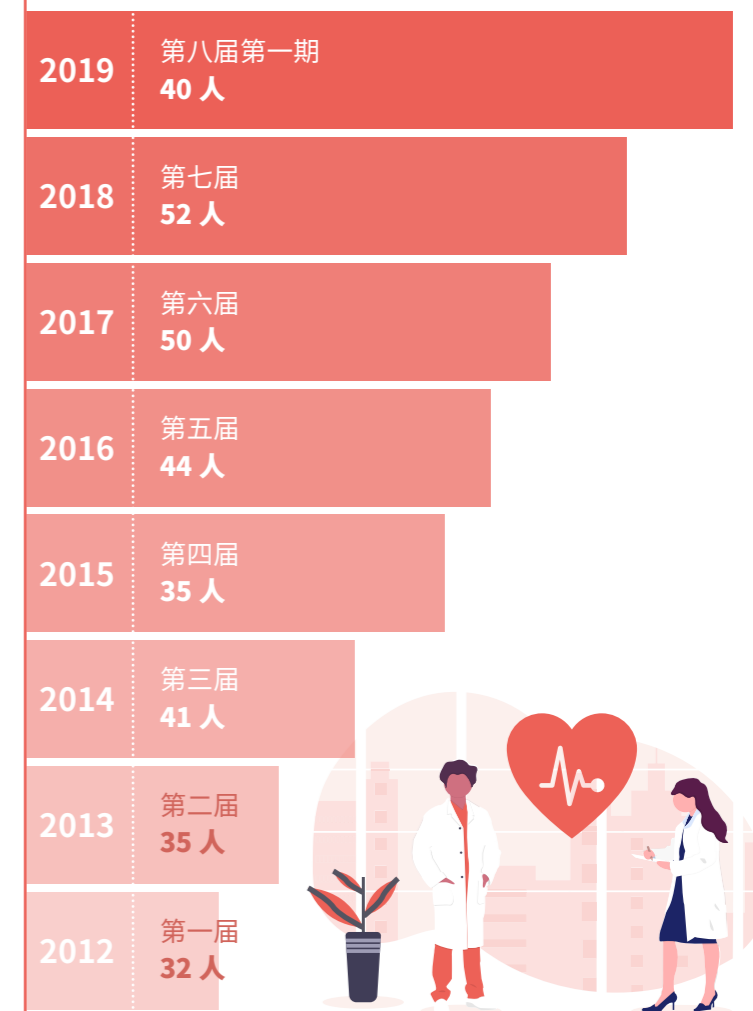
2019 年第八届第一期接受
培训医师有 40 人，学员来
自：广西、甘肃、云南、宁夏、
四川、陕西等地的二县城
市儿科医师。

从 2012 年累计有 329 人
参与培训计划，结业学员
自 2017 年起每年可为至少
1 百万病患儿童提供看诊服
务。

2019 is the 18th-year of
the training program,
40 pediatricians from
Guangxi, Gansu, Yunnan,
Ningxia, Sichuan, and
Shaanxi have participated
in the first session of
the 2019 Medical Staff
Training Program for
Pediatric Specialists in
the Midwest Region.
Since 2012, a total of 329
medical practitioners
have joined in the
training program; Since
2017, graduates from
the program can provide
medical services to at
least 1 million children
each year.

彤程新材于 2012 年起，携手上海交通大学附属新华医院开启“中西部儿科专科医师培训计划”，旨在通过一年的专科培训与临床实习，为中西部地区及医疗欠发达地区免费培训儿科专科医师提供专业理论知识和前沿专业医疗技能培训。在遵循以人为本的医疗理念的基础上，建立有利于儿童医疗的照顾环境，提高中西部地区儿童的生活质量。

Since 2012, Red Avenue New Materials launched the “Medical Staff Training Program for Pediatric Specialists in the Midwest Region” in cooperation with Xinhua Hospital affiliated to Shanghai Jiao Tong University. It aims to offer pediatric specialists who worked in the Midwest and underdeveloped areas of China a one-year free of charge training and clinical practice. Physicians provide professional theoretical knowledge and cutting-edge professional medical skills training. Based on following the people-oriented medical concept, the program intends to provide a conducive environment for children's medical care and to improve the quality of life of children lived in the Midwest region.



水滴彤程 医务计划 Red Avenue Medical Clinic Project: Water Drop Program

彤程新材和水滴公益基金会，携手在贫困山区学校建立校园医务室，把卫生健康教育观念、应急救护、轻微伤自救知识带进贫困山区，帮助当地学校建立起校园卫生管理制度和青少年健康教育制度。

Red Avenue New Materials and Shuidi Charity Foundation have joined hands to build campus medical clinics in undeveloped area schools. The program aims to bring health education concepts, emergency care, and minor injury self-help knowledge into undeveloped mountain areas. Through this joint program, we intend to help local schools establish campus health management systems and youth health education programs.



2019

13485 人

直接受益
13,485 名学童
The direct
beneficiaries
include 13,485
school children

2019 年已在河北 张家口赤城县和怀安县、四川凉山建立了 10 所医务室，直接受益人：13,485 名学童。

In 2019, we built ten campus medical clinics in Chicheng and Huai'an County of Hebei Province and Liangshan Yi Autonomous Prefecture of Sichuan. The direct beneficiaries include 13,485 school children.

其他 Others

截至 2019 年 12 月，我们在医疗领域的努力还包括：

As of December 2019, our efforts in the medical care field also include:

1. 支持贫困先心病患儿完成手术，迄今，已救治 415 名患病儿童，让他们摆脱病魔困扰。

1. Supporting the children having congenital heart disease from undeveloped areas and low-income families to complete the operation. So far, 415 children have been treated to get rid of the disease.

2. 参与脊椎侧弯矫正、新生儿重症等重大疾病儿童个案，为他们提供手术治疗费用，累计资助 90 位儿童。

2. Participating in the treatment of children with significant conditions such as scoliosis illness and severe neonatal illness. Our engagement provided them with medical treatment costs. The program has already supported 90 children.

3. 发动彤程新材所属员工自愿加入中华骨髓库捐赠计划，对配对成功并参与捐助的员工，公司承担其手术过程中所产生的一切医疗、休养、营养补给等费用。

3. Initiating our employees to join the China Bone Marrow Donation Program voluntarily. For employees who have successfully matched with patients and participated in the donation, the company bears all medical, recuperation, nutrition, and other expenses incurred during the operation.





推动社会可持续发展 Promoting Sustainable Social Development

创新，并不是简单的灵机一动，也不是仅凭一人之力和热情的简单创造。创新，不仅需要人与人之间的合作，更需要个人、组织、社会和职能部门的相互信任和共同参与。彤程新材通过或透过资助举办一系列活动，激发民间团体和个人的创新活力，以促进社会问题的解决，为社会的可持续发展提供更多机会。

因为持续创新的过程更需要有组织的愿景与行动的有机协同、资源分配、权力行使、责任与义务的界定。未来，我们将更积极地参与社会创新行动，并强化对社会创新行动者群体的支持。透过实际的参与、合作及组织协调，为社会的进步及可持续发展贡献应有的力量。

Innovation is not a simple idea, nor is it a simple creation by one's enthusiasm. Innovation requires not only the cooperation between people but also the mutual trust and joint participation of individuals, organizations, society, and authorities. Red Avenue New Materials has organized and sponsored a series of activities to stimulate the innovative vitality of civil society and individuals. Such efforts trend to promote the solution of social problems and provide more opportunities for sustainable development of our community.

Since the process of continuous innovation requires not only the organic synergy and coordination of organizational vision and action, but also resource allocation, power exercise, and the determination of responsibilities and obligations for each actor, in the future, we will participate more actively in social innovation activities and strengthen our support for innovation actors in our society. Through real participation, multiple cooperation, and organizational coordination, we should contribute to the progress of our community and sustainable development.

经济科学与 科研技术 奖励计划 "IHearU" Red Avenue Program



6 7 13

已颁发 6 部著作奖，7 篇论文奖，支持 13 位研究者。

The project has awarded six books, seven papers, and supported 13 researchers.

孙冶方经济科学奖 / Award of Sun Yefang Economic Science

彤程支持孙冶方经济科学基金会开展孙冶方经济科学奖的设立，支持理论经济学和具体经济课题研究、鼓励优秀经济学研究成果的出版，并推动中外学术交流活动。该奖旨在深度挖掘更具有影响力、更具可持续发展价值及符合时代主题的研究成果。

Red Avenue New Materials supports the establishment of the Award of Sun Yefang Economic Science in coordination with Sun Yefang Foundation. We engage in supporting theoretical economics and specific economic research, encouraging the publication of outstanding economic research results, and promoting academic exchange activities between China and foreign countries. The award aims to dig deeper into more influential research results that have more sustainable development value in the current era.

侯德榜化工科学技术奖 / Hou Debang Chemical Science and Technology Award

为有效促进产学研结合，彤程支持“侯德榜化工科学技术奖”的设立，以奖励全国范围内长期工作在教学、科研、生产、设计第一线的化工科技工作者以及对化工科技进步做出重要贡献的卓越人员。

To effectively promote the combination of production, teaching, and research, Red Avenue New Materials engages in supporting the foundation of the "Hou Debang Chemical Science and Technology Award."

The program intends to award chemical science and technology practitioners who have been working in the frontline of teaching, academic research, production, and design throughout the country. It also focuses on encouraging professionals who made excellent scientific and technological progress and contributions.

89

已累计奖励并支持 89 名杰出研究者。

A total of 89 outstanding researchers have been awarded and supported.

新材料实验室的建设及人才培养计划

The Program of the New Material Laboratory Establishing and Talent Training



北化工新材料实验室 / New Materials Laboratory at Beijing University of Chemical Technology

以千万级的投入，支持北京化工大学等高校对化工新材料实验室的贡献及人才培养，以切实的方式鼓励科研创新与人才协同发展，助力行业的技术革新。

With tens of millions of inputs, Red Avenue New Materials supports universities and other academic units such as Beijing University of Chemical Technology to contribute to the new chemical material laboratory research and personnel training. The program encourages the collaborative development of scientific research and talent training to activate industry technology innovation.



高校奖助学金 / University Scholarships

彤程鼓励高校学生努力学习，钻研学科，在北京大学、北京工商大学、北京化工大学、青岛科技大学、苏州大学等多所高校设立彤程奖、助学金，为他们在追求梦想的道路上添砖加瓦。截至 2019 年，已有 2,389 名学子获得“彤程奖、助学金”。

Red Avenue New Materials encourages college students to work hard in their educational programs and set up Red Avenue Awards and bursaries in a large number of universities such as Peking University, Beijing Technology and Business University, Beijing University of Chemical Technology, Qingdao University of Science and Technology, and Suzhou University. Scholarships provided Red Avenue New Materials will assist young college students in achieving their dreams.



As of 2019, 2,389 students are granted by the Red Avenue Awards and bursaries.

青年参与计划 "IHearU" Red Avenue Program

截至 2019 年，共支持超过 2,023 名青年，以不同的形式参与社会服务与行动

By the end of 2019, the plan has supported more than 2,023 young people to participate in social services and actions in various forms.

彤程鼓励青年人热爱生命、拥抱多元、跳出舒适圈，以实际的行动参与社会。我们倡导透过公共参与和学习，让年轻人关心身边的大小事，创造出属于他们的集体智慧，塑造新的社会愿景，同时也让他们重新定义自己在世界地图的位置。

Red Avenue New Materials encourages young people to love life, embrace diversity, jump out of the comfort circle, and participate actively in social activities. We advocate that through public participation and learning, young people need to care about the things around them, to create new collective wisdom that suits to their proper generation, and to shape a new social vision. Then, they will redefine by themselves their position on the world map



其他 Others

截止 2019 年 12 月，我们在科研与可持续发展领域的努力还包括：

As of December 2019, our efforts in the field of scientific research and sustainable development also include:

扶持四川青神、广西百色超过 200 个贫困母亲家庭，在资金、物资、就业指导等方面为她们实现脱贫奠定基础，并让他们的家庭在走出困境同时向小康家庭迈进。

Supporting more than 200 low-income mothers in Qingshen County of Sichuan and Baise City of Guangxi. We engaged in assisting in their poverty alleviation in terms of funds, materials, and employment guidance, and let their families move out of the predicament while moving towards a well-off family.

定向资助不同的体育与文化项目，以促进体育领域的发展。

Sponsoring specifically different sport and cultural projects to promote the development of sports.

全球慈善 GLOBAL PHILANTHROPY



用爱援助全球慈善事业 Assisting Global Philanthropy with Love

随着全球化的发展与“一带一路”倡议的落地，民营企业不仅已成为中国对外交往中的中坚力量，更是中国人实现“中国梦”重要参与者。中国民营企业在世界舞台上的活跃不但加强了中国与其他国家之间的信任和理解，有助于国家形象及国际吸引力的提升，更是一个国家文化自信的重要体现。

自 2010 年起，彤程新材便开始参与国际援助与合作项目，从广西百色的中越边境贫困家庭的经济帮扶，到印尼特困学生的资助；从为世界银行在亚洲扶持的 30 多个可持续发展项目和机构提供支持，到近年在缅甸等东南亚国家积极援助公益合作项目等，我们不远万里、我们漂洋过海，只为把来自中国的爱和希望传遍全世界的每一个角落。

With the development of globalization and the implementation of the “Belt and Road” initiative, private enterprises have not only become the backbone of China's international relations, but also a vital factor in the achievement of the “Chinese dream”. The activity of Chinese private enterprises on the global stage has not only strengthened the trust and understanding between China and other countries. It also contributes to improving China's national image and international reputation. Thus, the global participation of Chinese private enterprises will show the world China's country's cultural confidence.

Since 2010, Red Avenue New Materials has participated in international assistance and cooperation projects. From the financial assistance to needy families on the Sino-Vietnamese border in Baise City of Guangxi to economic support for needy students in Indonesia; From the support and engagement for more than 30 sustainable development projects led by the World Bank in Asia to the assistance and non-profit cooperation projects with Southeast Asian countries such as Myanmar, we have traveled far and wide for a sole reason: to spread love and hope from China to every corner of the world.

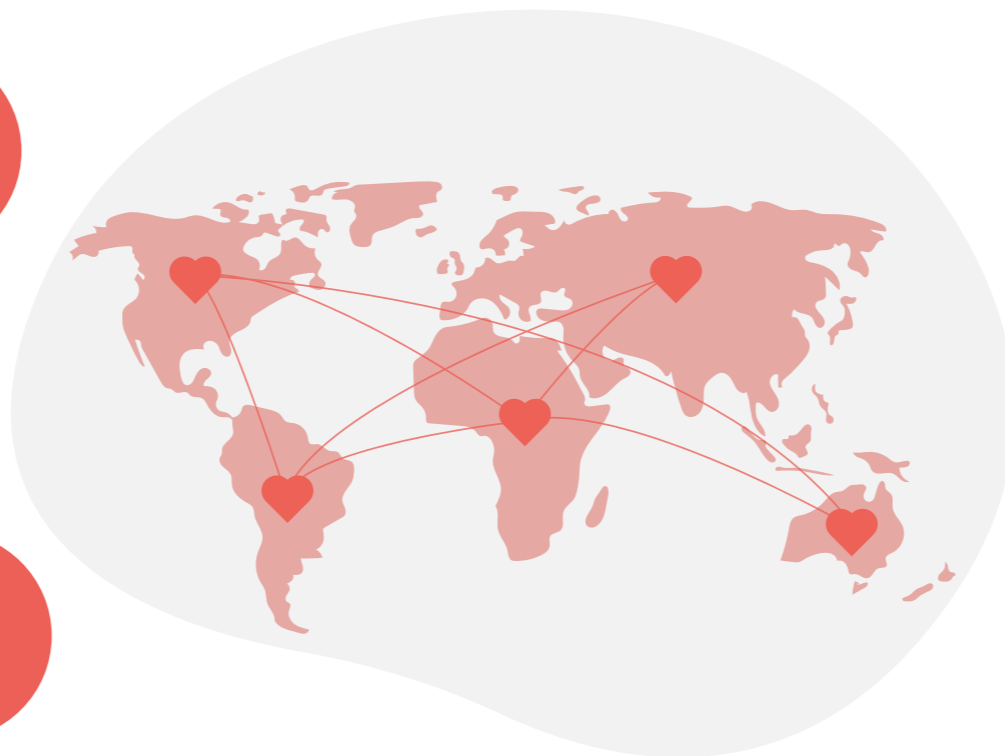
农村基础建设计划
Rural Infrastructure
Construction Project



孤儿照顾计划
Orphan Care Program



孤儿院教保级社工人员培训计划
Educational and Protecting level
Social Worker Training Program
for Orphanage



免费午餐计划
Free Lunch Project



灾害救助及人道救援计划
Disaster Relief and
Humanitarian Relief
Program



全球女性领导力计划
Global Women's Leadership
Program

在东南亚国家参与 22 座桥梁的建设援助以连接当地 69 个行政村。通过基础设施援建，为当地提供了便捷的交通，促进了当地经济的发展。

We participated in the construction of 22 bridges in Southeast Asian countries to connect 69 local administrative villages. Our assistance in local infrastructure provided convenient transportation for the locals and promoted the development of the regional economy.

在东南亚国家共援建 35 座水井，解决了近 3 万 2 千多当地人口及 1 个戒毒中心 60 人的饮水安全隐患。

We assisted the construction of 35 wells in Southeast Asian countries, solving the drinking water safety hazards of nearly 32,000 local population and 60 people of a detoxification center.

与世界银行在亚洲共同扶持 30 多个可持续发展项目与机构，以促进多元化的可持续发展模式。

We supported more than 30 sustainable development projects and institutions with the World Bank in Asia to promote diversified and sustainable development models.

资助 17 位国际大学生来华参与企业及跨文化的国际交流计划。

We funded 17 international students to come to China to participate in corporate and cross-cultural international exchange programs.



关怀 42 所国际孤儿院，建立专业的社会工作及保育制度，更好的保护、教养、陪伴孤苦无依的院童。

We took care of 42 foreign orphanages, established professional social work and childcare systems, and aimed to better protect, educate, and accompany orphans.

资助 1,640 名未成年孤儿的全年照顾，使无人疼爱的孩子有了安全无忧成长环境。

We engaged in financing 1,640 under-age orphans throughout the year to ensure these homeless children have a safe and worry-free environment for growth.

提供东南亚国家 12,814 名贫困学童每天免费的营养午餐，使这些儿童免于饥饿，健康成长。

We provided free daily lunches for 12,814 needy students in Southeast Asian countries to protect them from hunger and to let them grow up healthily.

携手美国亚利桑那州立大学在全球范围内开展女性领导力资助计划，鼓励更多的女性追求梦想，用激情和勇气创造价值。

We collaborated with Arizona State University to launch a Global Women's Leadership Program worldwide to encourage more women and girls to pursue their dreams and create value with passion and courage.



附录 1: GRI standards 指引索引

Appendix 1: GRI standards guidance index



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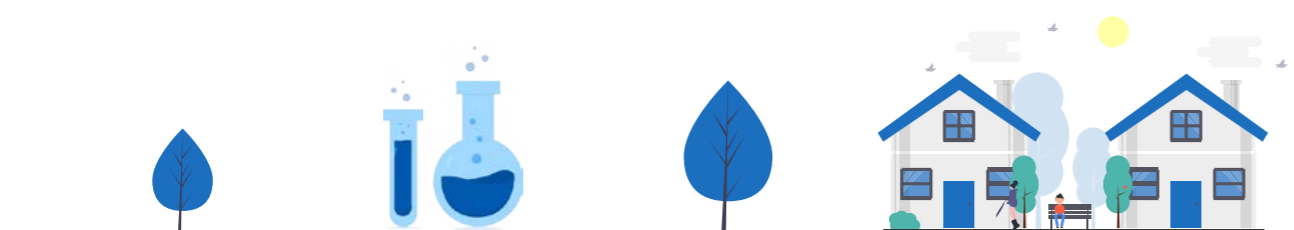
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			客户服务与供应链管理 Customer Service & Supply Chain Management	P.61-66
利益相关方参与 Stakeholder engagement	102-42	利益相关方参与方针 Approach to stakeholder engagement	社会责任管理与实践 Social Responsibility Management and Practice	P.27-44
			环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60
			客户服务与供应链管理 Customer Service & Supply Chain Management	P.61-66
	102-43	提出的主要议题和关切问题 Key topics and concerns raised	社会责任管理与实践 Social Responsibility Management and Practice	P.27-44
			环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60
			客户服务与供应链管理 Customer Service & Supply Chain Management	P.61-66

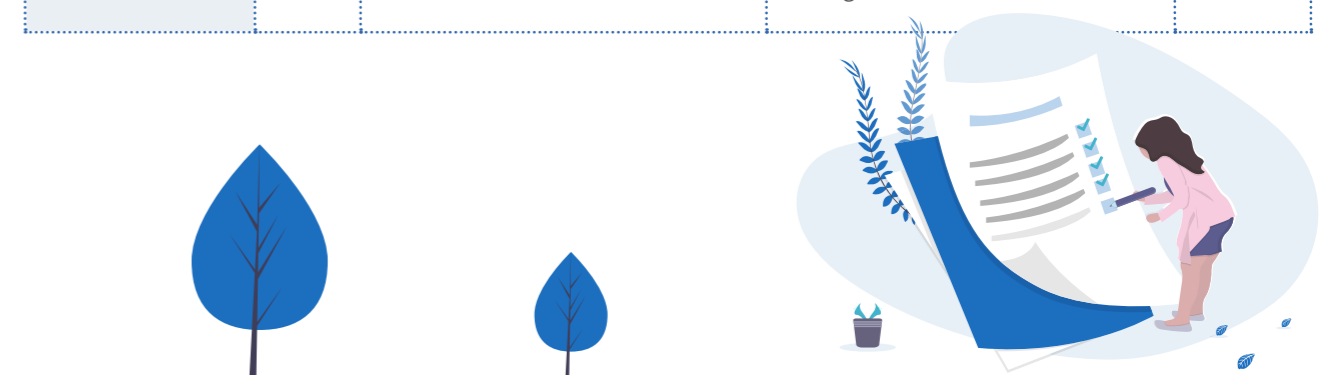
披露项目 Item	对应章节 Chapter	页码 Page		
报告实践 Reporting practice	102-45	界定报告内容和议题边界 Defining report content and topic Boundaries	报告编制说明 About This Report	P.1-2
	102-46	实质性议题列表 List of material topics	报告编制说明 About This Report	P.1-2
	102-47	信息重述 Restatements of information	报告编制说明 About This Report	P.1-2
	102-48	报告变化 Changes in reporting	报告编制说明 About This Report	P.1-2
	102-49	报告期 Reporting period	报告编制说明 About This Report	P.1-2
	102-50	最近报告日期 Date of most recent report	报告编制说明 About This Report	P.1-2
	102-51	报告周期 Reporting cycle	报告编制说明 About This Report	P.1-2
	102-52	有关本报告问题的联系人信息 Contact point for questions regarding the report	报告编制说明 About This Report	P.1-2
	102-53	符合 GRI 标准进行报告的声明 Claims of reporting in accordance with the GRI Standards	报告编制说明 About This Report	P.1-2
	102-54	Gri 内容索引 GRI content index	利益相关方沟通与参与 Stakeholder Communication and Participation	P.39-42
管理方法 Management Approach	103--2	对实质性议题及边界的说明 Explanation of the material topic and its Boundary	报告编制说明 About This Report	P.1-2
	103--2	管理方法及其组成部分 The management approach and its components	报告编制说明 About This Report	P.1-2
管理方法 Management Approach	103--3	管理方法的评估 Evaluation of the management approach	报告编制说明 About This Report	P.1-2
反腐败 Anti-corruption	202-2	反腐败政策和程序的传达和培训 Communication and training about anti-corruption policies and procedures	合规管理与党建工作 Compliance Management and Party-building Work	P.43-44
能源 Energy	302-1	组织内部的能源消耗量 Energy consumption within the organization	环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60
	302-4	减少能量消耗 Reduction of energy consumption	环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60

披露项目 Item	对应章节 Chapter	页码 Page		
水资源与污水 Water and Effluents	303-2	管理与排水相关的影响 Management of water discharge-related impacts	环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60
	303-3	排水 Water discharge	环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60
	303-4	耗水 Water consumption	环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60
	305-1	直接 (范畴 1) 温室气体排放 Direct (Scope 1) GHG emissions	环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60
排放 Emissions	305-7	氮氧化物 (nox)、硫氧化物 (sox) 和其他重大气体排放 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60
	306-1	按类别及处理方法分类的废弃物总量 Waste by type and disposal method	环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60
供应商环境评估 Supplier Environmental Assessment	308-1	使用环境筛选的新供应商 New suppliers that were screened using environmental criteria	客户服务与供应链管理 Customer Service & Supply Chain Management	P.61-66
	308-2	供应链对环境的负面影响以及采取的行动 Negative environmental impacts in the supply chain and actions taken	客户服务与供应链管理 Customer Service & Supply Chain Management	P.61-66
雇佣 Employment	401-1	新进员工和员工流动率 New employee hires and employee turnover	幸福职场与员工发展 Happy Workplace and Career Development	P.67-74
	401-2	提供给全职员工 (不包括临时或兼职员工) 的福利 Benefits provided to full-time employees that are not provided to temporary or part-time employees	幸福职场与员工发展 Happy Workplace and Career Development	P.67-74
雇佣 Employment	401-3	育儿假 Parental leave	幸福职场与员工发展 Happy Workplace and Career Development	P.67-74

披露项目 Item			对应章节 Chapter	页码 Page
职业健康与安全 -1 Occupational Health and Safety -1	403-1	工伤类别, 工伤、职业病、损失工作日、缺勤等比率 Types of work injury, rate of work injury, occupational disease, lost working days, absence	幸福职场与员工发展 Happy Workplace and Career Development	P.67-74
职业健康与安全 -2 Occupational Health and Safety -2	403-1	职业健康安全管理体系 Occupational health and safety management system	环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60
			幸福职场与员工发展 Happy Workplace and Career Development	P.67-74
	403-2	职业健康服务 Occupational health services	环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60
			幸福职场与员工发展 Happy Workplace and Career Development	P.67-74
	403-3	职业健康安全事务: 工作者的参与、协商和沟通 Worker participation, consultation, and communication on occupational health and safety	环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60
			幸福职场与员工发展 Happy Workplace and Career Development	P.67-74
403-4	工作者职业健康安全培训 Worker training on occupational health and safety	环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60	
		幸福职场与员工发展 Happy Workplace and Career Development	P.67-74	
职业健康与安全 -3 Occupational Health and Safety -3	403-1	工伤类别, 工伤、职业病、损失工作日、缺勤等比率 Types of work injury, rate of work injury, occupational disease, lost working days, absence	幸福职场与员工发展 Happy Workplace and Career Development	P.67-74



披露项目 Item			对应章节 Chapter	页码 Page
培训与教育 Training and Education	404-1	每名员工每年接受培训的平均小时数 Average hours of training per year per employee	环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60
			幸福职场与员工发展 Happy Workplace and Career Development	P.67-74
多元化与平等教育 Diversity and Equal Opportunity	405-1	管治机构与员工的多元化 Diversity of governance bodies and employees	幸福职场与员工发展 Happy Workplace and Career Development	P.67-74
			幸福职场与员工发展 Happy Workplace and Career Development	P.67-74
供应商社会评估 Supplier Social Assessment	414-1	使用社会标准筛选的新供应商 New suppliers that were screened using social criteria	客户服务与供应链管理 Customer Service & Supply Chain Management	P.61-66
客户健康与安全 Customer Health and Safety	416-1	对产品和服务类别的健康与安全影响的评估 Assessment of the health and safety impacts of product and service categories	客户服务与供应链管理 Customer Service & Supply Chain Management	P.61-66
			客户服务与供应链管理 Customer Service & Supply Chain Management	P.61-66
营销与标识 Marketing and Labeling	418-1	对产品和服务信息与标识的要求 Requirements for product and service information and labeling	公司概况 Company Profile	P.9-26
			客户服务与供应链管理 Customer Service & Supply Chain Management	P.61-66



附录 2: ISO 26000 指引索引 Appendix 2: ISO standards guidance index



披露项目 Item		对应章节 Chapter	页码 Page
组织治理 Organizational governance	执行目标时决策与实施的系统 A system for decision-making and implementation of current goals	公司概况 Company Profile	P.9-26
人权 Human rights	符合法规并避免因人权问题造成之风险之查核 Due diligence	幸福职场与员工发展 Happy Workplace and Career Development	P.67-74
	人权的风险处境 Human rights risk situations	幸福职场与员工发展 Happy Workplace and Career Development	P.67-74
	避免同谋合污 Avoidance of complicity	公司概况 Company Profile	P.9-26
		合规管理与党建工作 Compliance Management and Party-building Work	P.43-44
	解决申诉 Resolving grievances	幸福职场与员工发展 Happy Workplace and Career Development	P.67-74
工作基本权利 Fundamental principles and rights at work	幸福职场与员工发展 Happy Workplace and Career Development	P.67-74	
劳动实务 Labor practices	聘雇与聘雇关系 Employment and employment relationships	幸福职场与员工发展 Happy Workplace and Career Development	P.67-74
	工作条件与社会保护 Conditions of work and social protection	幸福职场与员工发展 Happy Workplace and Career Development	P.67-74
	意见交流 Social dialogue	幸福职场与员工发展 Happy Workplace and Career Development	P.67-74
	健康与安全 Health and safety at work	环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60
幸福职场与员工发展 Happy Workplace and Career Development		P.67-74	

披露项目 Item		对应章节 Chapter	页码 Page
劳动实务 Labor practices	人力发展与训练 Human development and training in the workplace	环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60
		幸福职场与员工发展 Happy Workplace and Career Development	P.67-74
环境 The environment	污染预防 Prevention of pollution	社会责任管理与实践 Social Responsibility Management and Practice	P.27-44
	可持续发展资源利用 Sustainable resource use	环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60
	气候变迁减缓与适应 Climate change mitigation and adaptation	环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60
客户服务与供应链管理 Customer Service & Supply Chain Management		P.61-66	
公平运作实务 Fair operating practices	反贪腐 Anti-corruption	合规管理与党建工作 Compliance Management and Party-building Work	P.43-44
	公平竞争 Fair competition	合规管理与党建工作 Compliance Management and Party-building Work	P.43-44
	促进价值链的社会责任 Promoting social responsibility in the value chain	环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60
客户与供应链议题 Consumer issues	公平行销、资讯与契约实务 Fair marketing, factual and unbiased information and fair contractual practices	合规管理与党建工作 Compliance Management and Party-building Work	P.43-44
		客户服务与供应链管理 Customer Service & Supply Chain Management	P.61-66
	服务、支援、抱怨与争议解决 Consumer service, support, and complaint and dispute resolution	客户服务与供应链管理 Customer Service & Supply Chain Management	P.61-66
社会责任 Community involvement and development	社会投资 Social investment	环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.45-60
		幸福职场与员工发展 Happy Workplace and Career Development	P.67-74
		社会关爱与公益事业 Social Care and Public Welfare	P.75-100
经济 Economy	增加就业与技术发展 Employment creation and skills development	客户服务与供应链管理 Customer Service & Supply Chain Management	P.61-66
		幸福职场与员工发展 Happy Workplace and Career Development	P.67-74
经济 Economy	创造财富与收入 Wealth and income creation	幸福职场与员工发展 Happy Workplace and Career Development	P.67-74

意见反馈表

感谢您阅读彤程新材料集团股份有限公司《2019 年可持续发展报告书》。为了不断提升报告的披露水平，推进企业社会责任管理能力，彤程新材诚邀您对本报告提出宝贵的意见和建议。您可以填写本表，并通过电子邮件 csr@rachem.com 反馈给我们。我们非常欢迎并由衷感谢。

1. 报告整体评价 (请在相应的位置打√)

	非常好	好	一般	较不好	不好
报告结构是否合理?					
通过报告是否能够了解公司的责任理念和实践特点?					
报告是否友好易读?					
本报告的内容排版和设计是否合理?					
报告的总体评价					

2. 您对彤程新材履行经济责任、社会责任、环境责任的评价 (请在相应的位置打√)

	非常好	好	一般	较不好	不好
经济责任					
社会责任					
环境责任					

3. 您最为关注哪个方面的议题? (请在相应的位置打√)

- 责任管理 商业道德 创新 商业价值
 员工关怀 绿色供应链 环境 其他

4. 您关注的议题在报告中披露程度如何? (请在相应的位置打√)

- 非常全面 全面 有所涉及 涉及很少 未涉及

5. 您对彤程新材企业社会责任报告的建议是

6. 您对彤程新材履行企业社会责任的建议是

Feedback Form

Thanks for reading the “2019 Sustainability Report” of Red Avenue New Materials. To continuously improve the disclosure level of our report and ameliorate corporate social responsibility management capabilities, Red Avenue invites all readers to provide valuable comments and suggestions on this report. Please fill out this form and send feedback via email csr@rachem.com. Thank you!

1. General evaluation of the report (Please mark “√” in the corresponding position)

	Outstanding	Excellent	Acceptable	Below Average	Not Acceptable
Is the report structure reasonable?					
After reading, can you understand the company's responsibility philosophy and practical characteristics?					
Is the report easy to read?					
Is the content layout and design of this report reasonable?					
Overall evaluation of the report					

2. Your evaluation on Red Avenue New Materials' performance of economic responsibility, social responsibility and environmental responsibility (Please mark “√” in the corresponding position)

	Outstanding	Excellent	Acceptable	Below Average	Not acceptable
Economic Responsibility					
Social Responsibility					
Environmental Responsibility					

3. Which issue are you most concerned about? (Please tick “√” in the corresponding position)

- Responsibility Management Business Ethics Innovation Business Value
 Employee Care Green Supply Chain Environment Other

4. How does the report disclose the issues corresponding to your concerns?(Please tick “√” in the corresponding position)

- Very comprehensive Comprehensive Some involved Slightly involved Not involved

5. Please leave your suggestions for Red Avenue's CSR Report

6. Please leave your suggestions for Red Avenue in fulfilling its corporate social responsibility



彤程新材料集团股份有限公司
Red Avenue New Materials Group Co., Ltd.

中国上海市浦东新区银城中路 501 号上海中心大厦 25 层
25/F, Shanghai Tower, No. 501, Middle Yincheng Rd.,
Pudong New Area, Shanghai 200120, P.R.China.
Tel : +86-21-6210 9966
Fax : +86-21-52371633
www.rachem.com