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报告出版的环境考虑
Environmental considerations in publication of this report

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2010 中钢集团 可持续发展报告 Sustainability Report

报告说明 Report Specification

可靠性保证：中国中钢集团公司保证 2010 可持续发展报告信息的真实性、准确性和完整性，并努力做到兼顾内容的实质性和平衡性。我们期待通过发布可持续发展报告等形式，与利益相关方加强沟通，建立互信，共同创造可持续的未来。

报告时间范围：2010 年 1 月 1 日——12 月 31 日，部分内容超出此范围。

报告组织范围：中国中钢集团公司总部以及各下属公司、分支机构。

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中国社科院经济学部社会责任研究中心《中国企业社会责任报告编制指南》
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Reliability Assurance: Sinosteel Corporation guarantees the authenticity, accuracy and completeness of this report and tries to give consideration to the substantiality and balance of the content. We wish to strengthen communication, build up mutual benefit and co-found the sustainable future with the interested parties through issuing sustainability report.

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Reporting Scope: Sinosteel Corporation and all its subsidiaries and branches.

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Reference Standard: Principle of Central Enterprises in Performing Social Responsibility of State-owned Assets Supervision and Administration Commission of the State Council
Guide for Preparation of Social Responsibility Report of Enterprises in China of Research Center for Corporate Social Responsibility of Chinese Academy of Social Sciences
Sustainability Reporting Guidelines (2006) of Global Reporting Initiative (GRI)

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总裁致辞

Message from the President



履行企业社会责任是时代发展对企业提出的必然要求。作为中央企业，中钢集团紧紧围绕做强做优，成为具有国际竞争力的世界一流企业的目标，坚持履行社会责任与促进改革发展相结合，把履行社会责任作为提高企业综合竞争力的重要内容，持续推动经济、环境与社会可持续发展，努力成为依法经营、诚实守信、节约资源、保护环境、以人为本、创建和谐的企业。

坚持科学发展，提升价值创造能力。以科学发展为主题，以转变经济发展方式为主线，以国资委的战略部署为指针，中钢集团立足为钢铁工业和钢铁生产企业及战略性新兴产业提供综合配套，系统集成服务的定位，把握产业发展关键要素，强化专业化与实业化相结合，促进协同经营的深化与发展；强化科研与产业相结合，促进全产业链及产学研一体化机制的形成与发展；强化

海外与国内相结合，促进产业国际化延伸与发展。着力培育资源获取和配置能力、产品开发和服务创新能力、市场开拓和运营改善能力、信息收集和分析应用能力，大力提升价值创造能力，努力履行好企业的经济责任。

促进节能减排，推动低碳绿色运营。中钢集团依托自身在节能环保、循环经济、采矿冶炼等方面的科技研发优势，加快实施已有的科研成果转化，在采矿、冶炼、物流等各个环节积极推进环境保护工作，建立健全环保管理体系，为钢铁行业和钢铁生产企业提供全面的绿色服务，促进产业链上下游的低碳发展，切实履行好企业的环境责任。

坚持以人为本，促进社会和谐发展。中钢集团坚持与员工共同成长，为员工发挥创造性、积极性提供平台；坚持与社区和谐共进，支持参与社区公益事业。特别是在经济全球化的背景下，致力于做负责任的中国企业，赢得当地社会的信任支持，努力实现互利共赢。通过与利益相关方共享企业发展成果，不断追求经济效益与社会效益的统一，自觉履行好企业社会责任。

发展引领未来，责任凝聚力量。中钢集团愿与海内外各界同仁加强交往，扩大合作，善尽责任，共赢发展，为开创更加美好的未来而努力奋斗。

贾宝军
中国中钢集团公司总裁

It is a necessary demand of times for the enterprises to fulfill the social responsibility. As a central enterprise, Sinosteel Corporation is always around the target of being strong, being excellent and being the internationally competitive world-class enterprise. It insists on integrating the fulfillment of social responsibility with the promotion of reform and development, regards the fulfillment of social responsibility as the important content of improving comprehensive competitive power of the enterprises, continuously promotes the sustainable development of economy, environment and society. Sinosteel Corporation is endeavoring to become an enterprise which operates according to law, is honest and trustworthy, saves resources, protects environment, is people-oriented and creates harmony.

Adhering to scientific outlook on development, and promoting value creation ability. Taking scientific development as the theme and accelerating transformation of the pattern of economic development as the main thread, as well as the strategic planning of SASAC as the guiding principles, Sinosteel Corporation, as a company that mainly engaged in providing integrated and comprehensive service for the steel enterprises and strategic rising industries, will decide the key elements in industrial development and strengthen the combination of specialization and industrialization so as to deepen the coordination management and development; we will enhance the combination of research and industry, formation and development of the whole industrial chain and the mechanism of combining learning with research and production; we will develop the connection between markets at home and abroad, and promote the extension and development of the industrial internationalization. We will exert ourselves to develop the capability for acquiring and locating resources, developing new products, improving market developing and operating skills, and the ability for information collection and application as well as value creation, so as to perform our responsibility in economic area.

Promoting energy conservation, and creating low-carbon operation. Sinosteel Corporation makes good use of its advantages in research and development in areas, such as energy saving and environment protection, recycling economy, mining

and smelting, etc, to accelerate the transformation of the existing scientific achievements, carry forward environment protection in various processes like mining, melting and logistics, establish a comprehensive environment protecting system, provide a full-scale green service for the steel enterprises, and promote the low-carbon development in the whole industrial chain. Sinosteel Corporation will be an enterprise that shoulders its environment-protecting responsibility.

Adhering to people oriented systems, and promoting harmonious social development. Sinosteel Corporation supplies the platform for inspiring its employee's spirit of innovation and initiative; supports the programs for public good in community, we develop side by side with our employees, as well as the community where they live. In particular, in accordance with the economic globalization, we are committed to be a responsible Chinese enterprise, which is admired and trusted by the local society, to achieve mutual-benefits as well a win-win situation. We will share the development achievements with the related interested party to pursue the unity of economic and social benefits. We will fulfill our social responsibility.

Development will create a better future, and the responsibility will make a cohesive strength. Sinosteel Corporation is expecting to enhance and expand exchanges and cooperation with friends of the field at home or abroad, we will fulfill our responsibilities and mutual development, and we will strive to create a better future.

Jia Baojun
President of Sinosteel Corporation

社会责任工作绩效对比表

Comparison Table of CSR Performance

经济 Economy		
项目 Item	2009 — 2010 表现 Performance of 2009-2010	对比 Comparison
 经营业绩 Business Performance	2010 年，销售收入同比增长，经济效益再上新台阶 In 2010, the sales revenue increases year-on-year, realizing new stage of economic benefit.	▲
 责任采购 Responsible Purchasing	规范供应商管理和招标工作 进一步推进绿色采购 积极开发海外资源，促进国家资源安全 Standardize supplier management and tender operation Further promote green purchasing Actively develop resources overseas and promote national resource security	=
 优化物流 Logistics Optimization	优化物流经营模式 加强集团仓储业务和库存货物监管 黄骅港物流工业区开航 Optimize logistics business mode Strengthen storage business and inventory supervision management of the Corporation Huanghua Port logistics industrial area sails.	=
 安全生产 Safety Production	进一步完善安全体系 形成安全生产 0123 模式 开展安全培训和相关活动 排查隐患 500 多项，整改率近 95% Further improve the safety system Form the 0123 safety production model Carry on safety training and relevant activities. Check and control more than 500 hidden troubles, with rectification rate nearly 95%	=
 责任销售 Responsible Sales	注重产品质量改善 加强客户关系管理 注重客户关怀 加强业务协同 Emphasize product quality improvement Strengthen customer relation management Pay attention to customer care Strengthen business cooperation	▲
 科技创新 Technological Innovation	加强科技创新体系建设 继续开展科技服务活动 组织开展重大科技项目 授权专利和发明专利大幅增加 Strengthen construction of technological innovation system Continuously carry out activity of science and technology Service Organize and carry out key technology projects Authorized patent and invention patent increases considerably	▲
 风险管理 Risk Management	成立“风险管理与审计工作领导小组” 开展“制度执行年”活动 进一步完善风险管理体系 内部审计和效能监察进一步加强 Establish "Leading Group of Risk Management and Audit" Carry out activity of "System Implementation Year" Further improve the risk management system Further strengthen internal audit and efficiency supervision	▲

▲ 代表较去年有所上升 Improvement = 代表与去年基本持平 No change

 信息化 Informatization	ERP 第四期项目建设 完成资金系统项目建设 数据级灾备系统建设 软件正版化工作取得新进展 Construct phase IV of ERP Finish construction of fund flow system Construct data level disaster recovery backup Genuine software supporting activity gains new achievements	▲
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环境 Environment		
项目 Item	2009 — 2010 表现 Performance of 2009-2010	对比 Comparison
 循环经济 Cyclic Economy	大力推行“对标挖潜” 重视循环经济基础理论研究 加强循环经济成果的产业化 Vigorously push forward "tapping of the potentials by benchmarking" Attach importance to the cyclic economy foundation theory studies Consolidate cyclic economic achievement industrialization	▲
 节能减排 Energy Conservation and Emission Reduction	落实节能减排目标责任人 加强节能减排绩效考核 加大温室气体等关键指标的减排力度 提前一年完成“十一五”节能减排目标 Put into effect the energy conservation and emission reduction target person-in-charge Strengthen energy conservation and emission reduction performance assessment Consolidate emission reduction of such key indexes as greenhouse gas etc. Fulfill energy conservation and emission reduction objective of "the 11th Five-year Plan" ahead of schedule	▲
 生态保护 Ecological Conservation	严格执行环保“三同时” 进一步规范项目环评制度 扩大厂区的绿化面积 统筹矿区的生态保护 强化生态环境的开发和调研 Stringently execute the three simultaneities of environmental protection Further standardize project environmental assessment system Expand green spaces of the plant area Make uniformed planning of the mining area for eco-protection Strengthen eco-environmental development and survey	=

社会 Society		
项目 Item	2009 — 2010 表现 Performance of 2009-2010	对比 Comparison
 员工 Employee	重视员工的身心健康管理 强调良好的企业文化建设 为员工职业成长创造良好氛围 Pay more attention to employees' physical and psychological health management Lay more stress on sound corporate cultural construction Create favorable atmosphere for employees' career growth	▲
 社区 Community	开展社区共建调查 支持所在社区活动 Carry on survey on community joint construction Support activities organized in the community	▲
 公益 Public Welfare	积极开展社会公益捐赠 广泛参与灾难救助活动 援建四川希望小学 参与“援助台湾原住民学童返校”等公益活动 Actively carry on social public welfare donations Participate in disaster relief Support construction of Hope School in Sichuan Participate in public benefit activities like "Aid Program for Dropout Aboriginal Children in Taiwan"	▲
社会责任工作 Social Responsibility Operation	发布首份发达国家国别报告《可持续发展澳洲报告》，并获得联合国全球契约中国网络“典范报告奖” 积极参与联合国全球契约组织的地区活动 参加社科院社会责任研究中心的相关活动 Issue the first developed country report Sustainability Australia Report and won UNGC China Network "Model Report Award" Actively participate in the regional activities organized by UN Global Compact Organization Take part in the related activity of Research Center for Corporate Social Responsibility of Chinese Academy of Social Science	=

关键绩效数据表

Key Performance Datasheet

关键指标 Key Index	2010	2009	2008
主营业务收入 (万元) Main Operating Revenue (RMB 10,000)	18,306,695	16,348,044	17,038,691
资产总额 (万元) Total Assets (RMB 10,000)	12,583,533	12,449,548	10,554,105
总资产报酬率 (%) Return on Assets (%)	1.59	2.80	1.72
净资产 (万元) Net Assets (RMB 10,000)	1,114,831	1,163,642	961,163
资产负债率 (%) Assets Liabilities Ratio (%)	91.14	90.65	90.88
R&D 经费支出金额 (万元) R&D Expenses (RMB 10,000)	29377	31790	34469
能源消费总量 (万吨标煤) Total Energy Consumption (10,000 tce)	129.59	115.59	98.78
万元产值综合能耗 (吨标煤 / 万元) Comprehensive Energy Consumption per RMB 10,000 Output (tce/RMB 10,000)	0.788	0.886	0.767
SO ₂ 排放量 (吨) SO ₂ Emission (ton)	1991	2058	1971
COD 排放量 (吨) COD Emission (ton)	1527	1585	1714
员工总人数 (人) Total Number of employees (People)	46,316	45,748	34,027
员工体检比率 Employee Physical Check Ratio	100%	100%	100%
工伤 (人 / 年) Work-related Injury (man/year)	25	42	79
死亡 (人 / 年) Demise (man/year)	1	1	1
公益捐赠 (万元) Public Welfare Donation (RMB 10,000)	~1500	~4000	~3500

■ 经济指标
Economic Index

■ 环境指标
Environment Index

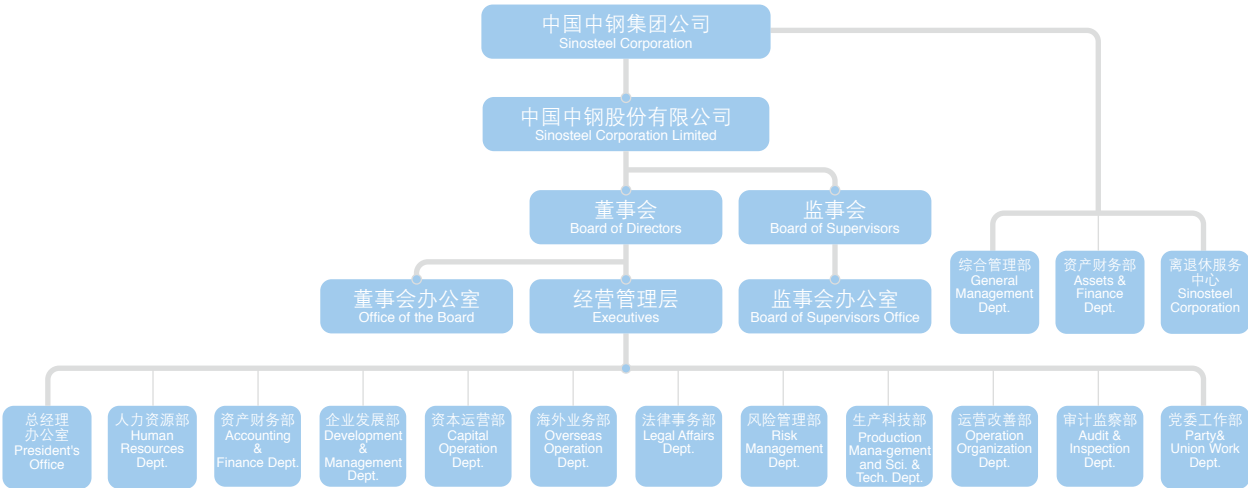
■ 社会指标
Social Index

公司简介

Introduction

中国中钢集团公司（简称中钢集团，英文简称 Sinosteel）是国务院国资委管理的中央企业。所属二级单位 **86** 家，其中：境内 **63** 家，境外 **23** 家。中钢集团主要从事冶金矿产资源开发与加工；冶金原料、产品贸易与物流；相关工程技术服务与设备制造，是一家为钢铁工业和钢铁生产企业及相关战略性新兴产业提供综合配套、系统集成服务的集资源开发、贸易物流、工程科技、设备制造、专业服务为一体的大型跨国企业集团。

Sinosteel Corporation (abbreviated as Sinosteel) is a central enterprise under the administration of the State-owned Assets Supervision and Administration Commission. There are 86 subsidiaries under the administration of Sinosteel, including 63 subsidiaries in China and 23 abroad. Sinosteel is mainly engaged in the development and processing of metallurgical mineral resources, trading and logistics of metallurgical raw materials and products, and related engineering technical services and equipment manufacturing. It is a large multinational enterprise with clearly-defined core businesses that integrate resources development, trade and logistics, engineering projects and science and technology, equipment manufacturing and specialized services, providing comprehensive auxiliary services for the steel industry, steel mills and the related strategically rising industries.



业务布局

Business Layout

中钢集团的业务定位是为钢铁工业及相关战略性新兴产业提供综合配套、系统集成服务。
The business direction of Sinosteel Corporation is to provide integrated support and system integration service for iron & steel industry and relevant strategic emergency industry.



全球运营
Global Operation

作为国内最早“走出去”开展国际经济技术合作的大型国有企业，多年以来，中钢集团一直秉承国内外两种资源并重、境内外两个市场并举的经营发展理念，通过境外投资、境外加工贸易以及对外工程承包等多种方式，加速推进国际化进程。

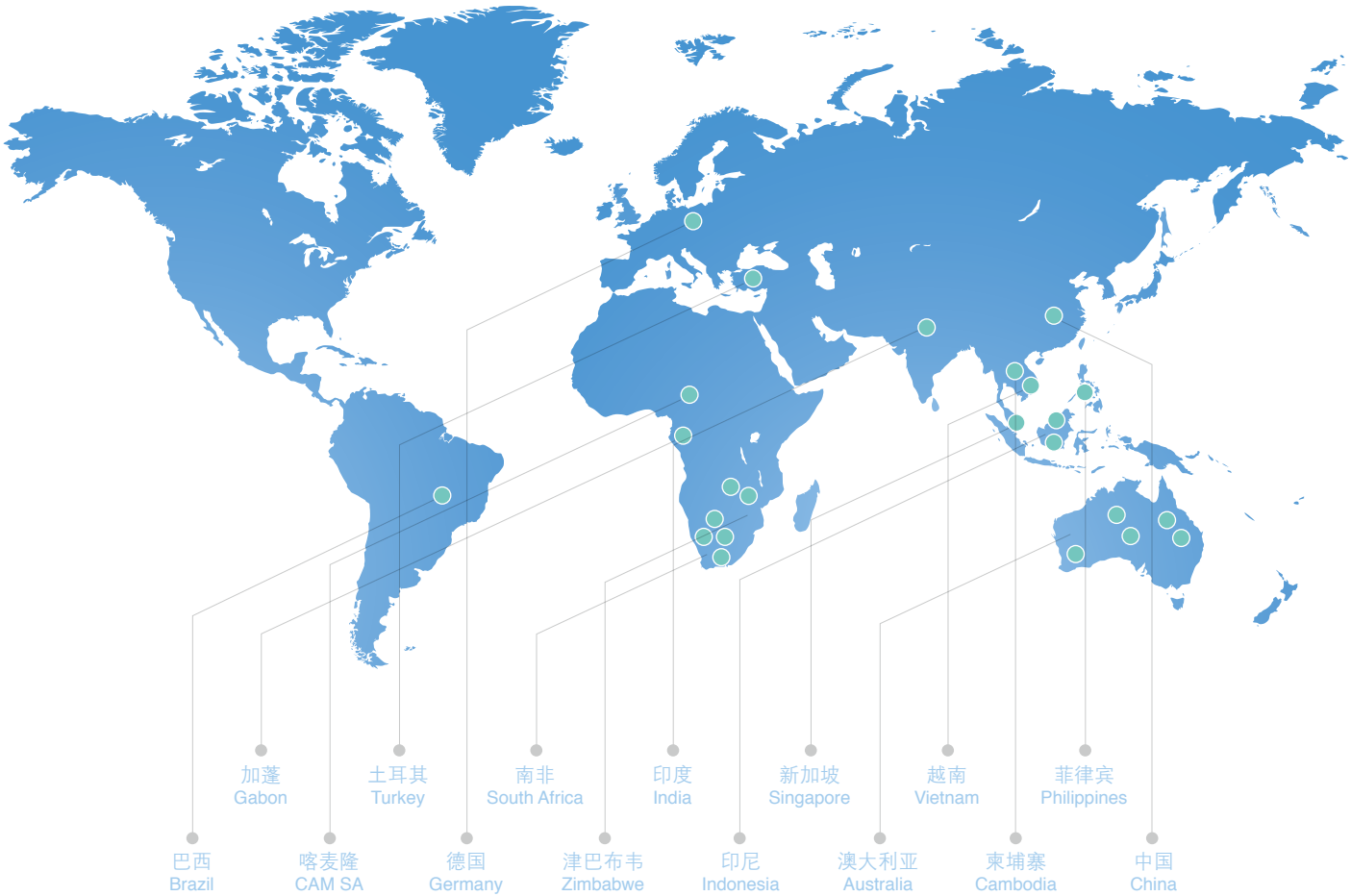
经过多年探索和实践，中钢集团建立了“以资源和市场为导向”的国际化运营和管控体系雏形，通过分层次管控和分区域管理，初步形成了以香港中钢国际为中

心、辐射全球的全球营销和物流服务系统，具备了较强的国际市场竞争力和一定抗风险能力。目前，中钢集团累计对外投资额达 26 亿美元，先后在世界各大洲架构了 5 大区域公司，23 家海外机构，海外员工总数已超过一万人；在澳大利亚、非洲、东南亚等地区拥有近百亿吨铁矿资源、数亿吨铬矿资源以及一定储量的铀矿、镍矿资源。

As one of the earliest large-scale state-owned enterprises that implemented the ‘going global’ strategy to carry out international economic and technical cooperation, Sinosteel Corporation, after all these years, always adhered to the development concept of attaching equal importance to domestic and foreign resources and simultaneously developing the domestic and foreign market and quickened the promotion of the internationalization process through various methods including overseas investment, overseas processing trade, contracted projects abroad, etc.

After years of explorations and practices, Sinosteel has set up an “resource-and-market oriented” embryo for international operation and

management, initially formed the global marketing and logistics service system with Hong Kong Sinosteel Shipping & Forwarding Co., Ltd. as the center and radiating to the global through hierarchical control and sub-regional management and had certain strong international competitiveness and anti-risk capability. At present, the accumulative foreign investment total of Sinosteel Corporation is 2.6 billion dollars; it established 5 regional companies and 23 overseas offices on continents all over the world one after another with overseas staff of over 10 thousands; it owns about 10 billion tons of iron ore resources, hundreds of millions of tons of chrome ore resources and some certain amount of uranium ore and nickel ore resources in Australia, Africa, Southeast Asia, etc.



2010 年集团所获重大奖项
Major Awards of Sinosteel in 2010

2010 年荣列《财富》世界 500 强第 352 位 Ranked the 352 in the Fortune 500 Firms in 2010
第十六届国家级企业管理创新成果一等奖 The First Prize of the 16th National Enterprise Management Innovation Achievement
中钢援助台湾地区失学原住民学童计划荣获 2009 年“中华慈善奖” Sinosteel's Aid Program for Dropout Aboriginal Children in Taiwan won the 2009 "China Charity Award"
荣获“2010 中国·企业社会责任榜杰出企业奖” Sinosteel won the "2010 China · Corporate Social Responsibility Excellent Enterprise Award"
2010 年《中钢集团可持续发展澳洲报告》荣获全球契约中国网络“典范报告——优秀创新”奖 Sinosteel Corporation Sustainability Australia Report 2010 won the Global Compact Network China "Model Report – Outstanding Innovation Award".
第六届中国企业社会责任国际论坛“最具责任感企业” The Enterprise with the Most Sense of Social Responsibility on the 6th Global Cooperate Social Responsibility Forum: China
希望工程 20 年杰出公益伙伴 Outstanding Partner in the First Decades of the Hope Project
《财富》杂志“全球最受尊敬企业”荣誉 “World's Most Admired Companies” Award of the Fortune

可持续发展治理

Governance of Sustainable Development

可持续发展理念

Concept of Sustainable Development

在服务于钢铁工业和钢铁生产企业的过程中，始终兼顾各利益相关方的利益，持续提升价值创造，不断打造绿色钢铁，坚定推进社会和谐。

On the course of serving the iron & steel industry and steel manufacturers, Sinosteel Corporation always gives consideration to the benefits of all the interested parties, continuously increases the value creation, unceasingly builds green steel and firmly promotes social harmony.

● 价值产业链

持续提升价值创造。这是可持续发展的经济维度，指在中钢的发展过程中，注重为股东创造价值，同时兼顾银行、政府、客户、供应商等利益相关方的利益；持续提升整个产业链的价值创造，以实现中钢的基业长青。

● 绿色服务链

不断打造绿色钢铁。这是可持续发展的环境维度，指在中钢的发展过程中，注重环境保护，实现低碳发展，提升上下游企业的环保水平，不断致力于钢铁产业链的绿色制造，以促进中钢与环境的和谐发展。

● 和谐共赢链

坚定推进社会和谐。这是可持续发展的社会维度，指在中钢的发展过程中，始终注重企业运营对员工、社区等利益相关方整体福利水平的提升，以推动中钢与社会的和谐共进。

● Value-added Industrial Chain

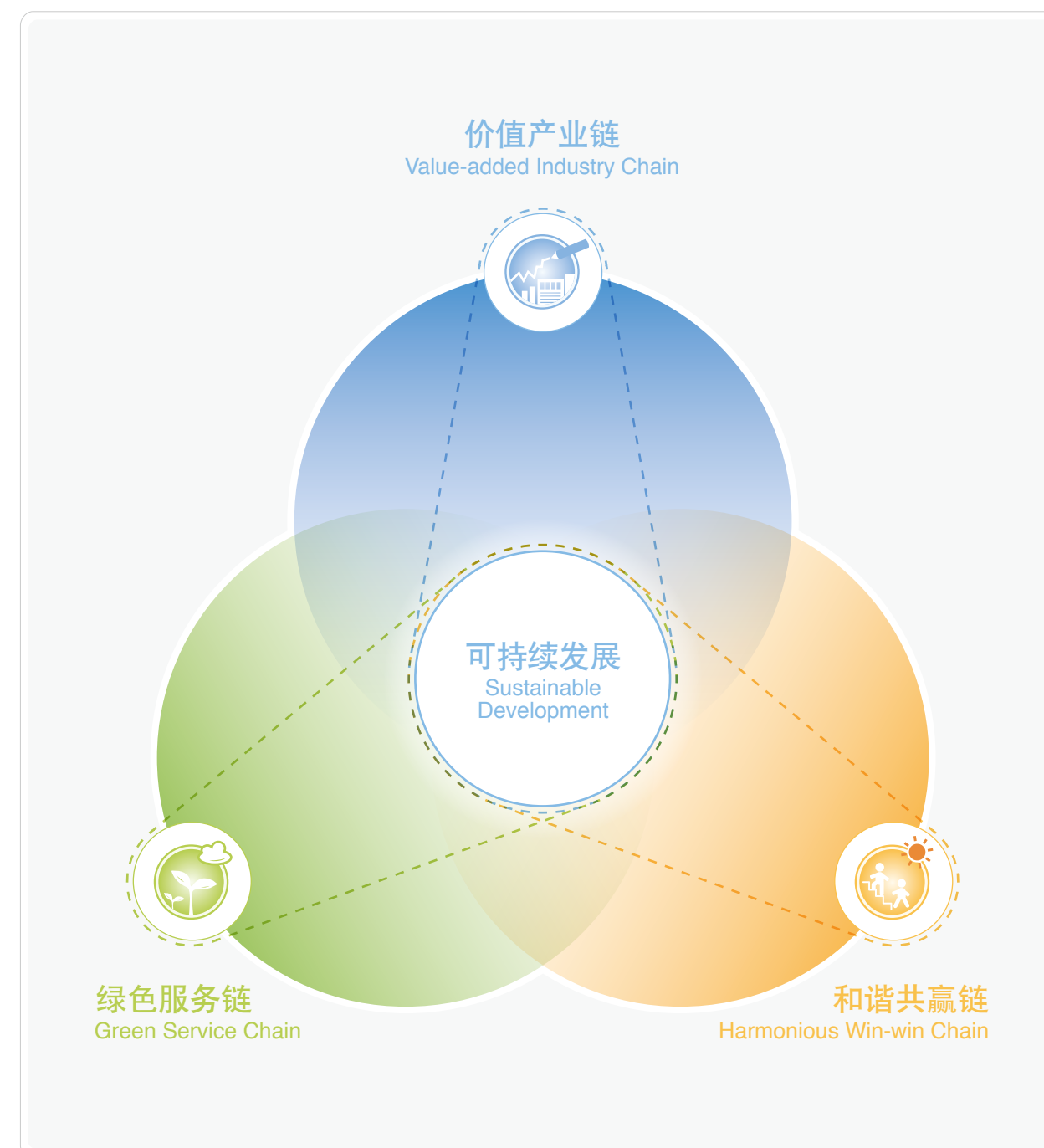
Continuous increasing of value creation. This is the economic dimension in the sustainable development, meaning that in the development process of it, Sinosteel pays special attention to creating value for the shareholders and at the same time, gives consideration to the benefits of other shareholders such as bank, government, client, supplier, etc.; it continuously increases the value creation through the whole industrial chain so as to realize long-lasting existence of Sinosteel.

● Green Service Chain

Unceasing building of green steel. This is the environmental dimension of the sustainable development, meaning that in the development of it, Sinosteel pays special attention to environmental protection, realizes low-carbon development, improves the environmental protection level of upstream and downstream enterprises and unceasingly devotes itself in the green building of the iron & steel industrial chain, so as to promote harmonious development between Sinosteel and environment.

● Harmonious Win-win Chain

Firm promotion of social harmony. This is the social dimension of the sustainable development, meaning that in the development process of it, Sinosteel always pays attention to promotion of the welfare for the shareholders such as staff, community, etc, in the corporate operation so as to drive the harmonious co-progressiveness between Sinosteel and the society.



可持续发展治理维度
Governance Dimension of Sustainable Development

现阶段中钢的社会责任工作维度可表现为“四个层面”
Social responsibility dimension of Sinosteel can be represented in the “four hierarchies”

对政府

遵守法律法规，促进国家资源安全。我们在海内外的所有合作，都严格按照业务所在国家和地区的政府以及政府有关部门的法律、法规要求，严格履行企业对政府的承诺。这是中钢集团在全球任何国家和地区最基本的责任。

同时，作为最早实施“走出去”战略的中央企业，中钢始终承担着国家资源安全的战略责任，致力于为国内钢铁企业提供安全、稳定、可靠的矿产资源，通过深化国际合作，促进世界经济的繁荣与发展。

对社会

诚信经营，保护环境，贡献社区。一个公司在不同的国家和地区开展业务，就要对当地的社会践行承诺，履行好多方面的社会责任。

对企业

追求可持续发展。假如企业没有发展的前景，没有发展的基础，根本谈不上履行社会责任，因为自身没有这种履行社会责任的能力。因此，企业的可持续发展是履行社会责任的一个非常重要的前提。

对员工

保障权益，共同发展。在企业内部履行相应的社会责任就是要保障员工的合法权益，给员工打造能发挥其创造性和积极性的平台，与员工共同成长。

For the government

Sinosteel abides by the laws and administrative regulations and promotes resources security of the nation. In all the operations at home and abroad, we strictly abides by the laws and administrative regulations made by the governments and relevant government departments in the countries and regions where there are businesses of Sinosteel and performs its commitment to the governments. This is the basic responsibility of Sinosteel Corporation in any country and region all over of world.

Meanwhile, as one of the earliest central enterprises that implemented the "going global" strategy, Sinosteel always bares the strategic responsibility to protect the security of national resources, devotes itself to providing safe, stable, reliable mining resources for the domestic steel producers and promotes economic prosperity and development of the world through deepening international operation.

For the society

Sinosteel adheres to sincere operation, environmental protection and contribution to the community. If a company does its business in different countries and regions, it shall perform its commitment to the local society and fulfill many social responsibilities.

For the enterprise

Sinosteel pursues sustainable development. If an enterprise has no prospect and foundation of development, fulfilling of social responsibility is out of question, because there is no capacity for the enterprise to fulfill this kind of social responsibility. So, sustainable development of an enterprise is an important basis for it to fulfill the social responsibility.

For the staff

Sinosteel safeguards rights and interests of the staff and develops with the staff together. If an enterprise wants to fulfill its social responsibility within itself, it shall safeguard the legitimate rights and interests of the staff, create a platform for the staff to bring their creativity and initiative into full play and grow together with the staff.

可持续发展战略实施路径
Path of Carrying out Sustainable Development Strategy



社会责任治理历程回顾

Review of Social Responsibility Management

中央企业是我国国民经济的重要支柱，是国有经济发挥主导作用的骨干力量，对发展生产力，提高我国综合国力，推动经济社会平稳较快发展具有至关重要的作用。因此，中央企业履行社会责任具有与生俱来的天然属性，这种责任感内生于央企对国民生活影响的日益加深，内生于对利益相关方诉求的持续关注，内生于对科学发展观和构建社会主义和谐社会要求的全面落实。

“十一五”期间，中钢在快速发展的同时，始终以实际行动认真履行企业社会责任，持续推动经济、社会与环境的可持续发展，努力成为依法经营、诚实守信的表率，节约资源、保护环境的表率，以人为本、创建和谐企业的表率。

把握重点，深化理念

Grasping the Emphasis and Deepening the Philosophy

我们基于国际公认的社会责任“三重底线”原则，从钢铁行业的独特性出发，立足于中钢多年来的实践经验，把握重点，提炼出符合行业特征和企业特性的中钢可持续发展理念：在服务于钢铁工业和钢铁生产企业的过程中，始终兼顾各利益相关方的利益，持续提升价值创造，不断打造绿色钢铁，坚定推进社会和谐。

突破难点，融入管理

Breaking through Difficulties & Blending into Management

1 建立健全社会责任工作体系

为把社会责任工作落到实处，中钢不断建立健全社会责任工作管理体系。2009年，公司成立“社会责任工作委员会”，负责统筹管理和全面指导中钢的社会责任推进工作。经过几年的努力，中钢已经基本建立起社会责任管理推进机制，从组织体系上保证了社会责任管理工作的持续有效开展。

Central enterprises are important foundation of national economy in China, the backbone for the state-owned economy to play its leading role and have vital role in improving the overall national strength of our country and driving the economy and society to develop stably and fast. Therefore, central enterprises have their natural property to fulfill the social responsibility and this responsibility was born in their increasingly-deepening effect on the national life, constant attention about the demands of the interested party and full implementation of the scientific outlook on development and requirement of building a socialist harmonious society.

During the period of the “Eleventh Five Year Plan”, Sinosteel achieved rapid development; in the meanwhile, we always took practical action to earnestly fulfill social responsibility of an enterprise, successively promote the sustainable development of economy, society and environment and try our best to be a good example of lawful management and being honest and trustworthy, a good example of conserving resources and protecting the environment and a good example of taking people as the foremost and building a harmonious enterprise.

We extract the sustainable development concept that is in accordance with the characteristics of the industry and enterprise on the basis of the internationally recognized “Triple Bottom Line” concept of social responsibility, starting from the uniqueness of iron and steel industry, relying on the years of the practical experience of Sinosteel and by grasping the emphasis. Sinosteel's concept of sustainable development is: It always gives consideration to the benefits of all the interested parties, continuously increases the value creation, unceasingly builds green steel and firmly promotes social harmony on the course of serving the steel industry and steel manufacturers.

1 Establishing and improving the operation system of social responsibility

In order to carry out the social responsibility, Sinosteel unceasingly establishes and improves the management system of social responsibility operation. In 2009, the Corporate Social Responsibility (CSR) Committee of Sinosteel was set up which is responsible for overall management and comprehensive guide of the social responsibility promotion operation of the Corporation. After years of effort, Sinosteel has basically established its promotion system of social responsibility management and ensured the sustainable and effective development of the social responsibility management operation.

2 逐步丰富社会责任工作内涵

经过近几年的探索和实践，中钢将履行社会责任的要求不断融入公司发展战略和日常经营的细节之中，高度重视非财务因素对公司战略决策的影响。

为使中钢的社会责任工作更具科学性，我们在实践中逐步完善社会责任指标框架体系，为科学推进社会责任工作，反映社会责任工作绩效，加强与利益相关方的沟通提供了重要的理论依据。

打造亮点，重视发布

Creating Highlights & Focusing on Issuing

1 定期披露年度报告

2008年1月，中钢编制发布了《2005—2007可持续发展报告》，成为第一家根据国资委《关于中央企业履行社会责任的指导意见》编制报告的中央企业。此后，我们不断完善社会责任报告制度和报告编制体系，及时回应利益相关方的关切，持续改进社会责任工作。继此份报告发布后，我们已累计发布四份年度报告。

2 适时编制国别报告

为系统披露中钢在各运营地履行社会责任方面的良好表现，加强与公司所在地政府等利益相关方的沟通，促进相互之间的理解和信任，树立中央企业负责任的国际形象，我们于2008年10月24日发布了《中钢集团可持续发展非洲报告》中、英、法三种语言版本。该报告作为中国企业第一份可持续发展国别报告，开创了我国发布地区报告的先河，并获得联合国全球契约中国网络中心的“典范报告奖”。

2010年1月29日，我们在北京和珀斯同步发布了《中钢集团可持续发展澳洲报告》。该报告作为中央企业第一份在发达国家发布的可持续发展报告，并获得联合国全球契约中国网络中心的“典范报告——优秀创新奖”。

2 Gradually enriching the connotation of social responsibility operation

After the explorations and practices in recent years, Sinosteel has blended the requirement of fulfilling the social responsibility into the corporate development strategy and details in the daily operation and paid special attention to the effect of non-financial factors on the corporate strategic policies.

In order to make the social responsibility operation of Sinosteel more scientific, we gradually perfected the framework system of social responsibility index in practice and provided important theoretical basis for scientific promotion of social responsibility operation, reflection of job performance of social responsibility operation and strengthening communication with the interested parties.

1 Regular disclosure of annual report

In January 2008, Sinosteel prepared and issued the Sinosteel Corporation Sustainability Report (2005-2007) and became the first central enterprise that has prepared the report according to the Guideline on Fulfilling Social Responsibility by Central Enterprises approved by State-owned Assets Supervision and Administration Commission of the State Council. From then on, we unceasingly perfected social responsibility report system and system preparation system, promptly responded to the concern of the interested parties and continuously improved the social responsibility operation. We have issued four annual reports in an accumulative total after that.

2 Timely preparation of foreign country report

In order to make systemic disclosure of Sinosteel's good performance in fulfilling the social responsibility in countries overseas, strengthen communication with the interested parties such as the local governments that govern the subsidiaries, promote mutual understanding and trust and establish an international image that the central enterprises of China are responsible, on October 24, 2008, Sinosteel Corporation issued its Sinosteel Corporation Sustainability Africa Report in Chinese, English, and French. This is the first foreign country sustainable development report issued by a Chinese enterprise. And this initiated the harbinger of issuing regional report for Chinese enterprises and the report won the UN Global Compact Network China “Model Report”.

On January 29, 2010, we simultaneously issued the Sinosteel Corporation Sustainability Australia Report in Beijing and Perth. This is the first sustainable development report issued in developed country by the central enterprise of China and it won the UN Global Compact China Network “Model Report – Outstanding Innovation Award”.

利益相关方期望
Expectations of Stakeholders



利益相关方评价
Opinions of the Stakeholders



中国社科院经济学部主席陈佳贵
Chairman of Economics Division of Chinese Academy of Social Sciences – Chen Jiagui



“中钢集团通过对战略环境的客观分析和资源的评估，开始从传统商贸企业转向现代生产服务型企业，实现了企业的发展。”

“Sinosteel began to transform from traditional business and trade enterprise into a modern production service enterprise and realized the great-leap-forward development through objective analysis of strategic environment and resource assessment.”



国家开发银行行长蒋超良
President of China Development Bank – Jiang Chaoliang



“中钢在非洲的发展具有高度的战略远见，起步早，成果大，实属不易。希望中钢能在现有的基础上，继续努力，取得更大的发展，国开行不仅会在国内支持中钢的业务，也会全力支持中钢在非洲的持续发展，对中钢开发的优良资源项目在融资上予以积极合作。”

“The development of Sinosteel in Africa has a high degree of strategic vision. It started early and it was hard for it to make so great achievement. We hope that Sinosteel will keep on striving and achieve greater development on the present basis. China Development Bank will not only support the business of Sinosteel in China, but also fully support its sustainable development in Africa and even actively cooperate with its financing on some good resource projects developed by Sinosteel.”



中国企业联合会副理事长李明星
Deputy Director General of China Enterprise Confederation – Li Mingxing



“中钢集团发展过程中有三大特点，一个特点是改革与发展有机结合。第二个特点是增强了硬实力和提升软实力有机结合。第三个特点是专业化与国际化有机结合。”

“There are three characteristics in the development Process of Sinosteel Corporation: first, dynamic combination of conform and development; second, dynamic combination of strengthening hardware strength and promotion of software strengthen; third, dynamic combination of specialization and internationalization.”



中国青年基金会陈燕云副秘书长
Deputy Secretary General of China Youth Development Foundation – Chen Yanyun



“中钢集团一直致力于社会公益事业，积极履行社会责任，“5.12”地震发生后，中钢集团第一时间捐赠 500 万元用于灾区希望小学的建设，这其中凝结着党和政府的高度重视和关怀，也包含着中钢人对灾区人民的深切关怀！”

“Sinosteel Corporation always devotes itself to the social welfare and actively fulfills its social responsibility. After the 5.12 Earthquake, Sinosteel Corporation donated 5 million yuan to the construction of Hope Primary School in the disaster area. This donation embraced the great attention and care from the Party and Government, but also the deep care of the Sinosteel people for the people from the disaster area.”



人民日报经济周刊主编高云才
Chief Editor of People's Daily Economic Weekly – Gao Yuncai



“中钢的现代生产性服务业就是基于不断的创造和创新，我们隐约看到了服务业的未来，未来中钢需要继续创造，我们期待着中国的服务业进一步成长，也期待着一个进一步壮大的中钢。”

“The modern production service of Sinosteel just lies in the successive creation and innovation. And we can vaguely foresee future of the service industry. Sinosteel needs to go on its creation; we are looking forward to the further growth of Chinese service industry and a further-growing Sinosteel.”



新西兰经济发展部部长兼能源与资源部部长 Gerry Brownlee 先生
Minister of Ministry of Economic Development and Minister of Ministry of Energy and Resources of New Zealand – Mr. Gerry Brownlee



“我非常赞赏中钢致力于环境保护与可持续发展的做法。中新两国一直保持良好的合作关系，新西兰通过与中钢等中国企业间的合作，将会推动中新两国以及企业间的全面发展。希望今后双方能够进一步密切往来与合作，为彼此实现共同发展贡献力量。”

“I appraise and appreciate it very much that Sinosteel devoted itself to environment protection and sustainable development. There is always good cooperation relationship between China and New Zealand. New Zealand will promote the comprehensive development between China and New Zealand as well as enterprises of the two countries through cooperation with Chinese enterprises such as Sinosteel, etc. I hope that we can further strengthen the communication and cooperation in the future and make some contributions to the realization of mutual development of us.”

2010 社会责任推进历程

Course of Social Responsibility Promotion in 2010

2010.1.22

2010年1月22日下午,以“开启中国责任”为主题的第五届中国·企业社会责任国际论坛暨“2009最具责任感企业”颁奖典礼在人民大会堂小礼堂举行。论坛上,中钢集团等15家企业荣获“2009最具责任感企业”。中钢认为,一个企业履行社会责任不仅仅在于一时,更在于持之以恒,中钢集团承诺将永远做一家负责任的中国企业。

In the afternoon of January 22, 2010, the Fifth China - Corporate Social Responsibility (CSR) Forum with the topic of "Opening A Chinese Responsibility" and Awarding Ceremony of "Enterprises with the Most Social Responsibility in 2009" was held in the small hall of Great Hall of the People. On the Forum, 15 enterprises including Sinosteel Corporation were honored the "Enterprise with the Most Sense of Social Responsibility in 2009". Sinosteel believes that an enterprise can not fulfill its social responsibility for just one moment, what is more important, it shall persevere in doing so. And Sinosteel promises that it will be forever a responsible Chinese enterprise.

2010.4.9

2010年4月9日,经国务院台湾事务办公室推荐,民政部提名,通过全国公众在中国捐助网、中国慈善信息平台上实名投票,评选委员会最终评审,中钢集团援前台湾地区失学原住民学童计划荣获2009年度“中华慈善奖”最具影响力慈善项目奖。

On April 9, 2010, Being recommended by the Taiwan Affairs Office of the State Council, nominated by the Ministry of Civil Affairs, voted by the real-name registration system on the website of Ministry of Civil Affairs of People's Republic of China and China Charity Information Platform by the public, the plan of Sinosteel Corporation to help drop-out school children of the aborigines of the Taiwan region won the 2009 most influential charity award - "Chinese Charity Award".

2010.8.3

2010年8月3日,由联合国全球契约办公室、全球契约中国网络中心办公室联合主办的“联合国全球契约·中国商业论坛——社会责任与千年发展目标大会”在上海世博源联合国馆召开。会议专家一致认为,《中钢集团可持续发展澳洲报告》作为首份中国企业发布的发达国家可持续发展报告标志着中国企业社会责任达到了新水平,因此荣获“联合国全球契约典范奖——优秀创新奖”。

On August 3, 2010, the "United Nations Global Compact - China Forum - Social Responsibility and the Millennium Development Goals", jointly hosted by the Office of United Nations Global Compact and Global Compact China Network Center Office, was held in the United Nations Pavilion of Shanghai Expo. The experts group of the meeting thought that, as the first developed country sustainable development report issued by Chinese enterprise, Sinosteel Corporation Sustainability Australia Report marks that the social responsibility of Chinese enterprises has reached a new level and that is the reason why the Australia Report won "UN Global Compact Model Report - Outstanding Innovation Award".

2010.12.16

12月16日上午,由新华社电讯社、新华网、经济参考报社等媒体联合主办的“2010中国·企业社会责任峰会”在人民大会堂隆重召开。中钢集团荣获“2010中国·企业社会责任杰出企业奖”。近年来,中钢集团努力树立科学的企业社会责任观,将社会责任融入公司治理和生产经营的全过程,将企业社会责任作为企业的内在驱动力,融入每一个岗位,融入企业文化,使社会责任工作成为广大员工的自觉行动,持续推动经济、社会与环境的可持续发展。

In the morning of December 16, "2010 China - Corporate Social Responsibility (CSR) Summit", jointly hosted by Xinhua News Agency, Xinhua Net, Economic Information Daily, etc., was held in Great Hall of the People. And Sinosteel won the "2010 China - Corporate Social Responsibility - Excellent Enterprise Award". In recent years, Sinosteel Corporation tried its best to build scientific sense of corporate social responsibility, blended social responsibility into the whole process in corporate governance and production operation, viewed corporate social responsibility as the internal driving force of development and blended social responsibility into each post and corporate culture, so as to make social responsibility operation become conscious action of the staff and promote sustainable development of the economy, society and environment.



2010.1.29

2010年1月29日上午,中钢集团在澳大利亚珀斯和悉尼同时发布以“合作建设可持续发展的未来”为主题的《中钢集团可持续发展澳洲报告》,这是中钢集团发布的第二份可持续发展地区报告,也是中国企业首次在发达国家发布的社会责任报告,积极描述海外可持续发展战略的实施,是中钢增强国际竞争力、推进社会责任工作的积极举措。

In the morning of January 29, 2010, Sinosteel Corporation simultaneously issued the Sinosteel Corporation Sustainability Australia Report in Baling and Perth, Australia, with "BUILDING A SUSTAINABLE FUTURE TOGETHER" as the theme. This is the second regional sustainability report issued by Sinosteel Corporation, and also the first social responsibility (CSR) report issued by a Chinese enterprise in developed countries. Active carrying out of the sustainable development strategy overseas is the active measure for Sinosteel to strengthen international competitiveness and promote social responsibility operation.

2010.7.1

2010年7月1日上午,中钢集团先进党组织、优秀共产党员表彰大会在集团总部隆重召开。会上,宣布了中钢集团《关于表彰先进党组织、优秀共产党员的决定》,获奖代表王庆军、伦光林、王运敏作了发言。

On July 1, 2010, the Honoring Meeting of Excellent Party Organization and Excellent Party Members of Sinosteel Corporation was held in the headquarters of Sinosteel. On the meeting, the Party Committee of the Corporation read the "Decision on Honoring the Advanced Party Organizations and Excellent Party Members". Representatives of the award winners Wang Qingjun, Hua Guanglin and Wang Yunmin made speeches on the meeting.

2010.11.10-12

2010年11月10日至12日,中钢集团赴四川省广安市采访,中钢集团出资修建三所希望小学,并出席广安市利州区金洞乡中钢希望小学的揭牌仪式。中钢集团对希望小学的师生表示亲切慰问,向三所希望小学的学生赠送了学习用品,并捐赠8万元用于购买学生课桌椅及教师办公桌。

From November 10 to 12, 2010, leaders of Sinosteel went to Sichuan Guangyuan to visit the three Hope Primary Schools donated by Sinosteel Corporation and attend the opening ceremony of Sinosteel Hope Primary School of Jindong County, Lichou District, and Guang Yuan. Sinosteel Corporation expressed sincere sympathy to the teachers and students of the Hope Primary School, gave study articles as presents to the students from the three Hope Primary Schools and donated 8 thousands yuan to purchase students' desks and chairs and teachers' desks.

2011.1.9

中钢集团在“2010年最具责任感企业”颁奖,2011年1月8日下午,第六届“中国·企业社会责任国际论坛暨2010最具责任感企业”颁奖典礼在钓鱼台国宾馆隆重举行。中钢集团作为一家央企认为,转变发展方式、发展经济、责任重于泰山,随着经济全球化的发展,资源是共享、共有的,也是双向的。中国企业走出去开展海外经济技术合作,遵循一条基本原则就是平等互利、共赢发展。在促进中国经济和中国企业发展的同时,也带动了合作所在国家和地区经济的共同发展。

Sinosteel won "Enterprises with the Most Social Responsibility in 2010". In the afternoon of January 9, 2011, the 6th "China - Corporate Social Responsibility International Forum" and Awarding Ceremony of "Enterprises with the Most Social Responsibility in 2010" was held in Fangleiyuan of Diaoyutai State Guesthouse. The theme of this Forum was "Transformation 2010: Development and Responsibility Considerations". Sinosteel believe that as a central enterprise, transformation is urgent, the development burden is heavy and the road is long and its social responsibility is its duty. With development of economic globalization, resources are shared and owned mutually. The first basic principle for Chinese enterprises to "go global" for economic and technological cooperation overseas is equality and mutual benefit, win-win and development. We promote the development of Chinese economy and enterprises, at the same time, we also push forward mutual development of economy in the cooperative countries and regions.



中钢集团在为钢铁工业提供综合配套、系统集成服务的过程中，高度重视履行好股东责任、伙伴责任、客户责任，同时，努力做好科技创新、安全生产、风险管理、信息化建设等工作。我们始终将价值创造和责任履行有机结合，致力于打造负责任的价值产业链。

In providing iron and steel enterprises with comprehensive auxiliary services and system integration services, Sinosteel Corporation pays great attention to performing its responsibilities as a shareholder, partner and client and to technological innovation, safety production, risk management and informationization construction. We always integrate value creation and responsibility performance, and devote ourselves to building the responsible value-added industry chain.

价值产业链

Value-added Industry Chain

股东责任 Responsibility to Shareholders

公司治理 Corporate Governance

良好的公司治理是中钢集团实现可持续发展的基础。我们主动承担国有资产的保值增值责任，维护股东、客户、员工等利益相关方的利益，提高公司科学决策和防范风险的能力，保证公司有序高效运营。

中钢集团按照现代企业管理制度的要求，在 2009 年以股份公司正式运营为契机，进一步规范和完善公司治理和管理模式。我们按照“科学有效、责权明确、指挥有序、运转顺畅”的总要求，不断规范运作，努力提升公司治理水平，建立了以公司股东大会为权力机构、董事会为决策机构、监事会为监督机构、经营层为日常经营管理机构的现代企业法人治理结构。

按照公司法及相关法律法规及公司章程的要求，董事会办公室不断加强会议管理，努力提高董事会决策效率。2010 年共召开股东大会 7 次、董事会 8 次、专门委员会会议 1 次。先后审议通过了公司年度经营管理方案、财务预决算方案、公司项目投资、业务开展等各类定期报告及重大经营事项等有关议案 84 项，均形成决议，确保了董事会的有效运行，为公司的运营与发展提供了基本的体制机制保障。

Sound corporate governance is the basis for Sinosteel Corporation to realize sustainable development. We take initiative to undertake the state-owned assets value preservation and increment responsibilities, maintain interests of stakeholders, including the interested parties, customers, and employees, enhance corporate scientific decision-making and risk prevention abilities, and ensure orderly and efficient enterprise operation.

Based on modern enterprise management system requirements and by taking official operation of the joint-stock company in 2009 as its turning point, Sinosteel Corporation further standardized and improved its corporate governance and mode of business management. According to the general requirements of “scientific and efficient, clear delineation of rights and responsibilities, orderly command, and smooth operation”, the Corporation continually standardizes its operation and strives hard to enhance standard of corporate governance, and has established a modern enterprise corporate governance, with the Shareholders’ Meeting as its power authority, the Board of Directors its decision-making body, the Board of Supervisors its supervision unit, and the management its routine business management structure.

According to the requirement of Company Law, relevant laws and regulations and articles of incorporation, Office of the Board continuously improves the meeting management and tries its best to improve the decision-making efficiency. In 2010, the Board of Directors totally held 7 general meetings of shareholders, 8 board meetings and 1 special meeting of committees. It deliberated and approved 84 bills including corporate annual management program, financial budget and final account program, various types of periodic reports and important operation matters such as project investment, business operation, etc. and all of them reach final decisions. This ensures the effective operation of the Board and provides basic system and mechanism guarantee for the operation and development of the enterprise.

国有资产保值增值，海外业务实现跨越 The value of the state-owned assets added, business overseas expanded

“十一五”期间，系统内新增二级海外机构 10 家，新增海外从业人员近 6000 人。截至目前，全系统共有海外机构 45 家，其中二级 23 家，三级 16 家，四级 6 家。海外机构员工约 1 万人，比 2006 年增长了 1 倍以上。

During the period of “the 11th Five Year Plan”, the system added 10 overseas second-level institutions and the added overseas staff were nearly 6,000. Up till now, the whole system totally has 45 overseas institutions, including 23 second-level institutions, 16 third-level institutions and 6 fourth-level institutions. Employees of the overseas institutions are about 10,000, one time higher than that in 2006.

2010 年，海外企业资产总额超过 200 亿元，比 2006 年时翻了两番。五年间，海外企业销售收入始终保持平稳增长的态势，在 2008 年突破了 300 亿大关，即便在 2009 年遭遇金融危机的严重冲击，海外业务仍保持平稳运行。

In 2010, the total amount of overseas business assets exceeded 20 billion yuan and quadrupled compared with that of in 2006. In five years, sales revenue of overseas business always kept the momentum of steady growth and exceeded 30 billion yuan in 2008. Even under the serious impact of the financial crisis in 2009, overseas business still kept the momentum of steady growth.

“十一五”时期，中钢对外投资总额超过 20 亿美元，投资涵盖了铁、铬、锰、镍、铀等金属矿产资源的勘探、开发、生产利用等多个领域。投资规模逐步扩大，投资领域不断拓宽，投资方式日渐多样。2006——2010 年，海外项目取得积极进展。

During the period of “the 11th-Five Year Plan”, the total investment exceeded 2 billion dollars and covered various fields including exploration, development, production and using of the metallic mineral resources such as iron, chrome, manganese, nickel, uranium, etc. The size of investment was gradually increased, the field of investment was

continuously broadened and the form of investment was diversified. From 2006 to 2010, triumphant news kept pouring from the overseas projects and the competitiveness and influence of Sinosteel Corporation overseas were significantly improved.



中钢矿业公司积极实施“走出去”战略
Sinosteel Mining Co., Ltd. vigorously implements “Going out” strategy.

2006

2006 年，继 ASA 铬矿之后，中钢集团投资南非萨曼可铬矿项目。该项目铬矿储量 7000 万吨，年产能可为铬矿 100 万吨、铬铁 31 万吨，产品主要销往中国。目前矿山和冶炼厂已进入平稳运营生产期，经营效益良好。

In 2006, after ASA Metals Pty., Ltd., Sinosteel Corporation invested the Samancor chrome project. The chrome ore reserves in this project are 70 million tons; it has an annual output of 1 million tons of chrome ore and 310 thousands tons of ferrochrome ore and the products are mainly sold to China. At present, the mine and smelting plant have been in steady operation and production and the operation efficiency is good.

2007

2007 年底，中钢集团投资控股津巴布韦 Zimasco 公司。Zimasco 公司是津巴布韦国内最大的铬矿和铬铁生产商，拥有铬矿资源总量 1.08 亿吨，年产能为铬矿 60 万吨、铬铁 21.7 万吨，产品具有较高的市场竞争力。截至目前，合资公司克服了金融危机的不利影响以及津巴布韦国内政治经济环境的波动，运营平稳，成为当地外汇收入的重要来源。

At the end of 2007, Sinosteel Corporation invested to control the share of Zimbabwe Zimasco Consolidated Enterprises Ltd. Zimasco is the largest manufacturer of chrome and ferrochrome ores; its total chrome ore reserves are 108 million tons; the annual output of it is 60,000 tons of chrome ore and 217, 000 tons of ferrochrome ore and the products have higher market competitiveness. Up till now, the joint-venture company has overcome the adverse effects brought by the financial crisis and fluctuation of political and economic environment in Zimbabwe and entered into steady operation. It is an important resource of foreign exchange earnings of the local region.

2008

2008 年 3 月，面对澳大利亚默奇森公司的敌意收购要约，中钢在澳大利亚证券交易所正式发起对澳大利亚 Midwest 公司的全面要约收购，并于 9 月控股该公司。

In March 2008, in front of the hostile take-over offer of Australia Murchison Metals Ltd., Sinosteel officially began the tender offer for Midwest Corporation Ltd. in Australian Securities Exchange and controlled the company in September.

2009

2009 年，中钢海外投资项目多方面推进。这一年，中钢南非铬业克服了种种不利因素，确保冶炼厂和球团厂顺利建设并投产，扩产后铬铁产能扩大了 3 倍以上，

为进一步提高资源供应量提供了保证。在西澳，12 月 25 日，满载 6.05 万吨铁矿石的“第一船”驶离杰拉尔顿港，这是中钢集团完成收购 Midwest 公司后出口的第一船铁矿石，标志着中钢集团铁矿资源取得了持续性的进展。在印尼和菲律宾，镍矿项目已完成道路、码头、堆场的修建，达到了出矿条件。在新西兰和喀麦隆，铁矿项目勘探工作持续推进。在土耳其和越南，中钢充分发挥集成优势，承揽了当地的十余个冶金工程建设项目，良好的质量和优质服务使中钢成为在当地冶金建设市场最值得信赖的外国企业之一。

In 2009, the overseas investment projects are promoted from several aspects. In this year, ASA Metals Pty., Ltd. overcame various adverse factors and ensured the successful construction and production of melting plant and pellet plant. After the expansion, the output capacity of ferrochrome iron was increase over three times than the previous and provided insurance for further improvement of resource supplying. In Western Australia, the “First Ship” laden with 60,500 tons of iron ore left Port of Geraldton on December 25. This is the first ship of iron ore for export after completing the acquisition of Midwest Corporation Ltd. and it marks the successive development of iron ore resources of Sinosteel. In Indonesia and the Philippines, the nickel project has completed construction of road, wharf and ore yard and reached the requirement for ore removal. In New Zealand and Cameroon, exploration of iron project was continuing. In Turkey and Vietnam, Sinosteel gave full play to its integration advantages and contracted to construct more than ten metallurgical engineering. Sinosteel has become the most successful foreign enterprises in the local metallurgical construction market with its good quality and excellent service.



矿石堆场
Stockpile



案例：中钢澳洲中西矿业公司第一船 DSO 矿正式启运

CASE: The departure of the first ship of DSO of Sinosteel Midwest Corporation Ltd.

中钢集团成功完成收购 Midwest 公司后，中西矿业公司管理团队以高度的责任心和使命感，努力克服全球金融危机和市场下滑等不利影响，先后成功获得环评审批和公路运输许可等复杂审批手续，顺利完成了公司整合和流程梳理等管理工作，确保了一期矿于 2009 年底投产，预计年产 100—150 万吨 DSO 赤铁矿。待全部铁矿项目达产后，中西矿业公司将成为澳洲重要的铁矿石供应商。

第一船矿的启运开启了中西矿业公司在西澳中西部地区进行矿产资源开发的新篇章，中钢将着力把西澳洲中西部地区打造成为中国海外继皮尔巴拉地区之后的又一铁矿石供应基地，为中国钢铁工业的持续发展提供新的稳定资源。

After completing acquisition of Midwest Corporation Ltd., the management group of Midwest Corporation Ltd. tried their best to overcome the adverse effects brought by the global financial crisis, market decline, etc., with high sense of responsibility and mission, succeeded in gaining the complex examination and approval procedures including Environmental Impact Assessment Approval, road transport licensing, etc. and smoothly finished the management

operation of corporate integration and process improvement, which ensured the production of the mine in the first phase at the end of 2009. It is predicted that the annual output of DSO red iron ore can be 1-1.5 million ton. After all the iron projects were put into production, Sinosteel Midwest Corporation Ltd. will be an important iron ore supplier of Australia.

The departure of the first ship of iron ore opened up a new chapter in the mineral resources development of Sinosteel Midwest Corporation Ltd. in the central and western areas of Midwestern Australia. Sinosteel will exert its strength to make central and western areas of Midwestern Australia be another iron ore supply base overseas after Pilbara and provide new and steady resources for the sustainable development of Chinese steel industry.



投资者关系管理

Management of Investor Relationship

根据公司实际情况和有关法律法规，中钢董事会办公室及时修订、完善公司有关的内部治理制度。在《中国中钢股份有限公司法人治理制度汇编》的基础上，董事会办公室组织修订完善了《公司章程》、《股东大会议事规则》、《董事会议事规则》、各专门委员会议事规则、《总经理工作规则》等，起草制定了公司《信息披露事务管理制度》、《投资者关系管理制度》等规章制度，为公司的规范运行进一步奠定了制度基础。

According to the actual situation and relevant laws and regulations, Office of Board of Sinosteel promptly amends and perfects relevant governance system. On the basis of Compilation of Corporate Governance System of Sinosteel Corporation Co., Ltd., the Office of Board organizes to amend and perfect the Articles of Incorporation, Rule of Procedure of Shareholders' Meeting, Rule of Procedure of Board Meeting, Rule of Procedure of Special Committees Meeting, Work Rules of General Manager, etc., drafts and works out the regulations including Management System of Information Disclosure, Management System of Investor Relationship, etc. and further lays regulation basis for the standardized operation of the enterprise.

伙伴责任 Responsibility to Partners

中钢集团注重与利益相关者和谐共处，并与重要的利益相关者构建战略合作伙伴关系。通过与钢铁行业内上下游企业及海内外各界同仁建立战略合作伙伴关系，有力地巩固和扩大了集团的合作伙伴和战略客户群，提高了企业的社会声誉，为今后的长远发展创造了条件。

全面开展战略合作。扩大与地方政府、钢铁企业、钢厂上下游企业、金融机构、科研院所等五个层次的战略合作，建立稳定的客户关系、社会公共关系和产学研互动关系，提升社会影响。

Sinosteel Corporation pays attention to harmonious co-existence with stakeholders and builds strategic cooperative relations with important stakeholders. Through establishment of strategic cooperative relations with the upstream and downstream enterprises of the iron and steel industry and the domestic and overseas peers of various industries, Sinosteel Corporation has vigorously consolidated and expanded the cooperative partners and strategic customer groups of the Corporation, enhanced its public reputation, and created conditions for future long-term development.

Carry on all-around strategic cooperation. We continuously expand strategic cooperation with five layers, namely, local government, iron and steel enterprises, upstream and downstream enterprises of the steel plants, financial units, and higher learning institutions etc., establish stable customer relations, social public relations and production-study-research interactive relations, and enhance social influence.

与地方政府合作 Cooperation with local governments

中钢集团与浙江省政府有着长期广泛的合作基础，双方合作涉及低碳经济新材料、贸易物流、港口桥梁、货物存储等多个领域。作为现代生产性服务业的代表企业，中钢集团将契合浙江服务业的发展，通过加大战略性投资和促进现代生产性服务业创新，结合自身战略选择和发展需要，积极参与浙江省建立多层次、社会化、专业化的现代服务业体系的建设。双方于2010年10月28日共同签署了《中钢集团与浙江省政府战略合作框架协议》。

Sinosteel Cooperation and the People's Government of Zhejiang Province have long-term and wide cooperation basis and the cooperation of them cover various fields including low carbon economy & new materials, trade & logistics, construction of ports and bridge, cargo storage, etc. As an representative enterprise of modern production service industry, Sinosteel Corporation will cope with the development of service industry in Zhejiang and actively participate in the construction of modern service industry system of Zhejiang with multi-level, socialism and specialization, through increasing of strategic investment and promotion of innovation of modern production service industry and combining with the strategic choice and development demand of itself. In the after noon of October 28, two parties signed Strategic Cooperation Framework Agreement Between Sinosteel Corporation and People's Government of Zhejiang Province.

与科研院所合作 Cooperation with Scientific and Research Institute

在充分发挥中钢集团自身科技优势的同时，我们积极运用外部智力资源为集团创新发展服务，与中国工程院、北京科技大学等开展了广泛合作，产学研合作取得了积极成效。由中国钢铁工业协会和中国冶金矿山企业协会牵头、中钢马矿院作为主要发起人，联合国内冶金矿业15家龙头企业、4家具有前沿技术水平的高等院校和科研院共同组建的“冶金矿产资源高效开发利用产业技术创新战略联盟”，获得国家科技部批准。

“联盟”聚集了我国大型冶金钢铁集团、矿山公司、科研院、高等院校等众多专家、学者和科技工作者，智力密集、人才荟萃。“联盟”的成立标志着我国冶金矿产资源高效开发利用产业技术进入了新的发展阶段。

“联盟”通过产学研之间的联手，建立起以用户需求和市场要素为创新导向的产业链协调发展的创新体系，将科研院校的基础、理论性研究由科研院所转化为成果性技术创新，再由钢铁生产企业将技术物化，使三者有效结合形成全面系统的创新体系。

Apart from giving full play to Sinosteel's advantages, we also actively make use of external intellectual resource for our innovation development. The company cooperates with the Chinese Academy of Engineering, University of Science and Technology Beijing, etc., and the cooperation among industries, universities and research institutes has gained great achievements. With China Iron & Steel Association and China Metallurgical Mining Enterprise Association as initiators and Sinosteel Maanshan Institute of Mining Research Co., Ltd. as the main originator, the "Strategic Alliance of Industrial and Technological Innovation on Efficient Development and Utilization of Metallurgy Mineral Resources" jointly established by 15 leading enterprises of Metallurgy and mining industry in the UN, 4 universities and research institutes with the most advanced technology has been approved by the Ministry of Science and Technology of the People's Republic of China.

The "Alliance" gathers various experts, scholars and scientific and technical workers from large-scale metallurgical iron & steel groups, mining companies, research institutes and universities in China and is intelligence-intensive and assembling of talents. The foundation of the "Alliance" marks that efficient development and utilization of metallurgy mineral resources of China has entered an new era of development.

The "Alliance" established innovation system for the coordinated development of industrial chain with the innovation orientation that is based on customers' demand and market factors; the research institutes transform the basis and theoretical study into results of technological innovation and the steel manufacturers materialize the technologies into products, which combine the three aspects into complete and systematic innovation system.

与钢铁企业合作 Cooperation with Iron & Steel Enterprises

● 中钢与河北钢铁合作 Cooperation with Hebei Iron and Steel Co., Ltd

2011年3月13日上午，中钢与河北钢铁集团有限公司签署《战略合作协议》。中钢与河北钢铁集团之间一直保持着良好的合作关系，在“十二五”期间，中钢将继续坚持为钢铁工业和钢铁生产企业及相关战略性新兴产业提供综合配套、系统集成服务，实现互利共赢。

On March 13, 2011, Sinosteel and Hebei Iron and Steel Group Co., Ltd. signed the "Strategic Cooperation Framework Agreement." We have always maintained good relations for a long time. Thus, in the "Twelfth Five-Year plan" period, Sinosteel will continue to provide comprehensive auxiliary services for the steel industry, steel mills and the related strategically rising industries, and to realize win-win cooperation.



中钢与河北钢铁集团签署战略合作协议
Sinosteel and HBIS signed the Framework Agreement

● 中钢与华菱涟钢合作

Cooperation with Hualing Lianyuan Iron and Steel Co., Ltd

2010 年 4 月 1 日，中钢贾宝军总经理与华菱涟钢郑柏平总经理共同签署了战略合作协议。

长期以来，中钢与涟钢之间已经建立了良好的合作关系，通过这次合作协议的签署会让双方成为更加紧密的合作伙伴，在铁矿石供应、钢材销售及相关技术合作等方面实现互利合作，共同发展。

On April 1, 2010, General Manager of Sinosteel – Jia Baojun and General Manager of Hualing Lianyuan Iron & Steel Co., Ltd. – Zheng Boping signed the Strategic Cooperation Framework Agreement.

Sinosteel and Lianyuan Iron & Steel has established good cooperation relationship for a long time and they believe that the signing of this Cooperation Agreement will make them become closer partners and realize mutual cooperation and development in iron ore supplying, sales of steel products, relevant technology cooperation, etc.

● 矿产开发国际合作，促进世界经济繁荣 International Cooperation of Mineral Development and Improvement of the World Economic Boom

矿产资源储备与国家的经济安全关联紧密，我国的矿产资源禀赋决定了我们对国外进口资源的高度依赖性，铁矿石的供应也严重制约着国内钢铁工业的长远发展。作为最早实施“走出去”战略的企业之一，我们从国家资源安全的长远考虑出发，致力于为国内钢铁企业提供安全、稳定、可靠的矿产资源。经过多年努力，我们在国内外已经拥有较为丰富的铁、铬、锰、镍等资源储量。

Reserves of mineral resources have close relationship with the national economic security. Nature of the mineral resources of China determines that we have high dependence on exported resources overseas and supplying of iron ore also seriously restricts the long-term development of the domestic steel industry. As one of the earliest enterprises that implemented the “going global” strategy, from the long-term consideration of national resource security, Sinosteel strives and is committed to providing domestic iron and steel enterprises with safe, stable, and reliable mineral resources. After many years hard efforts, we have had rich resources reserves including iron, chrome, manganese, nickel etc.

● 中钢集团与力拓集团签署战略合作框架协议

Sinosteel Corporation signed Strategic Cooperation Framework Agreement with Rio Tinto Group

2010 年 12 月 3 日，中钢集团与力拓集团在北京签署战略合作框架协议暨恰那合营企业延期协议。根据协议，恰那合营期限大约将延长五年（2012 年至 2017 年），期间将从恰那矿开采 5000 万吨的铁矿资源。合营公司生产的铁矿石产品由中钢集团负责在中国市场销售。同时双方签署了战略合作框架协议，以进一步加强双方在恰那矿区及周边地区铁矿领域的合作，如共同开展勘探、研究和评估等工作。

中钢集团与力拓集团之间的合作源远流长。在中澳两国政府的支持下，双方于 1987 年就签署了合营协议，共同开发位于西澳皮尔巴拉地区的恰那铁矿，开创了中澳两国工业项目合营的先河。恰那铁矿是中国企业在澳

On December 3, 2010, Sinosteel Corporation signed Strategic Cooperation Framework Agreement and Agreement on Extension of Channar Mining Joint Venture with Rio Tinto Group in Beijing. According to the Agreement, duration of joint venture on Channar Mining will be extended about five years (from 2010 to 2017) and 50 million tons of iron ore resources will be mined from Channar Mining during the contract. Sinosteel shall be responsible for sales of the iron ore products in China which is produced by the joint venture. Moreover, the two parties also signed the Strategic Cooperation Framework Agreement, so as to they can strengthen the cooperation including joint exploration, research, assessment, etc., in the iron ore mining fields in Channar mining area and the mining area of the surrounding region.

Sinosteel Corporation and Rio Tinto Group have a long cooperation history. In 1987, the two parties signed Agreement of Joint Venture under the support of the governments of China and Australia and jointly developed the Channar Mining located in Pilbara of Western Australia,

最早和最大的投资项目之一，经过多年的运营，已成为中国在海外最具影响力的铁矿石原料基地。截至 2010 年 11 月底，恰那铁矿累计向中国供应了 1.83 亿吨高品位铁矿石，有力地促进了中国钢铁工业的发展，为中澳两国经贸关系的巩固和扩大做出了重要贡献，受到社会各界的广泛关注和积极评价，至今仍被视为中澳两国经贸合作的成功典范。

根据规定，合营将于 2012 年第二季度铁矿石产量累计达到 2 亿吨后期满，双方可就项目延期进行洽商。据此，中钢集团与力拓集团于 2004 年底开始启动延期谈判，并于 2007 年 9 月中国国家主席胡锦涛访问澳洲期间，正式签署了《恰那合营企业延期框架协议》，延期谈判进入实质性阶段。

经过数轮谈判和共同努力，双方终于就恰那合营企业延期达成一致，并以此为契机，正式签署战略合作框架协议。这标志着中国最大的钢铁生产服务商与全球领先的资源开采和矿产品供应商之间战略合作伙伴关系的确立，双方互利共赢的务实合作，在已有业务的基础上迈上了新的台阶，对促进中国钢铁工业的发展、澳洲矿业经济的繁荣以及中澳两国经贸交流与合作的进一步扩大都具有重要意义。澳大利亚总理朱莉娅·吉拉德女士特致贺信，表达了对双方合作的良好祝愿。



双方签署《战略合作框架协议》
Signed the Framework Agreement of Strategic Cooperation



西澳州长贺信
Congratulatory letter from
Premier of Western Australia

which initiated the harbinger of joint venture on industry project between China and Australia. Channar Mining is one of the earliest and largest investment projects of Chinese enterprises in Australia and after years of operation, it has become the most influential Chinese iron ore raw material base overseas. Up until the end of November, 2010, Channar Mining has, in an accumulative total, supplied 183 million tons of high-grade iron ores to China, which effectively promoted the development of Chinese iron & steel industry, made great contributions to consolidation and expansion of the economic and trade relationship between China and Australia, attracted wide attention and received positive appraisal from all sectors of the society and was viewed as a successful example of economic and trade cooperation of the two countries.

According to the Agreement, the joint venture will be expired in the second quarter of 2012 when the accumulative total of iron ore output reached 200 million tons and the two parties can negotiate the extension of the project. On this basis, Sinosteel Corporation and Rio Tinto Group started the extension negotiation at the end of 2004 and officially signed the Framework Agreement of Extension on Channar Mining Joint Venture during the period that Chinese President Hu Jintao was visiting Australia in September 2007, bringing the extension negotiation into substantiality stage.

After several negotiations and mutual efforts, the two parties reached an agreement on extension of Channar Mining Joint Venture and officially signed the strategic operation framework agreement on this opportunity. This marks the establishment of the strategic partnership between the largest iron & steel production service supplier and the internationally-leading resources exploitation and minerals supplier. The practical cooperation of mutual benefit and win-win has entered a new era on the basis of the previous business, having important significances in promotion of the development of Chinese iron & steel industry, prosperity of Australian mineral economy and further expansion of economic and trade exchange and cooperation between the two countries. Australian Prime Minister Julia Gillard expressed her good wishes for the cooperation in the congratulatory letter.

● 中钢与阿曼国马斯喀特海外集团签署《铬矿购销长期合作协议》
Sinosteel Corporation signed "Long-term Cooperation Agreement on Purchasing and Sales of Chrome Ore" with Oman MUSCAT OVERSEA GROUP

11月8日，贾宝军总经理应邀出席了在阿曼苏丹国协商会议宫举行的中阿双边合作签字仪式。在两国政府间相关合作文件签署后，在贾庆林主席和阿曼苏丹国协商会议议长的共同见证下，中钢与阿曼国马斯喀特海外集团签署了《铬矿购销长期合作协议》。协议的签署进一步加强了中钢与阿曼企业的合作，进一步扩大了两国企业的合作领域，为促进两国经贸合作和经济发展做出贡献。

On December 11, General Manager of Sinosteel – Jia Baojun was invited to attend the signing ceremony of bilateral cooperation between China and Orman held in the Consultative Conference Hall of The Sultanate of Oman. After signing the relevant cooperation documents by the governments of the two countries, Sinosteel Corporation signed Long-term Cooperation Agreement on Purchasing and Sales of Chrome Ore with Oman MUSCAT OVERSEA GROUP, with Chairman of the Chinese Political Consultative Conference – Jia Qinlin and Chairman of the Consultative Conference of The Sultanate of Oman as the witnesses. Signing of the Agreement further strengthens the cooperation between Sinosteel Corporation and enterprise of Oman, expands the cooperation fields among the enterprises of the two countries and makes contribution to the promotion of economic and trade cooperation and economic development of the two countries.

● 中钢设备与马来西亚锦记集团 PERWAJA 公司合作
Sinosteel Equipment & Engineering Co., Ltd. cooperates with Malaysia PERWAJA Holding Berhad

2010年10月25日，中钢设备与马来西亚锦记集团 PERWAJA 公司 240 万吨球团总承包合同签约仪式在吉隆坡希尔顿酒店隆重举行。该项目是中钢设备近年来在东南亚地区承建的最大的 EPC 总承包项目，项目建成投产后将成为马来西亚和东南亚地区第一家钢铁球团厂，将为中钢设备进一步巩固和拓展东南亚市场起到积极的示范和促进作用。

On Oct.25, 2010, Sinosteel Equipment & Engineering Co., Ltd. signed EPC contract of 2.4 million tons of pellets with Malaysia PERWAJA Holding Berhad in Hilton Kuala Lumpur. It is the largest EPC project undertaken by Sinosteel Equipment & Engineering Co., Ltd. in Southeast Asia in recent year. After the project is put into production, it will be the first steel pellets plant in Malaysia and Southeast Asia, and a demonstration project for Sinosteel Equipment & Engineering Co., Ltd. to further develop and strengthen its Southeast Asian market.



签字仪式
Signing ceremony

诚信经营
Honest Operation

中钢认为，企业各级领导干部要树立正确的商道、人道、官道。所谓的商道就是经商之道，要有信誉、讲诚信、能开拓市场、能创造盈利。经商之道有三个方面的要素：第一要能经商，第二要会经商，第三要懂经商。能经商就是能够开拓市场，买卖越做越大。会经商就是盈利能力强，盈利水平高。懂经商就是讲诚信、守信用、立品牌、树形象。

在合作共赢、共同发展的经营理念指导下，中钢集团坚持诚信经营，推进责任采购：围绕生产性服务企业的定位，加强供应商管理，规范企业招标工作；推行绿色采购理念，引导下属企业“绿色生产”；积极实施以资源为导向的“走出去”战略，拓展国内外矿产资源储备，以企业行为促进国家的经济安全和资源安全工作，促进可持续发展。

同时，我们加强采购的规范管理，在采购中实行集团内部采购，较大的对外招标由中钢招标公司统一进行。中钢招标公司具备国家商务部授予的机电产品国际招标甲级资质和进出口经营权，为国内诸多大型项目提供招标专业服务。

Sinosteel believes that leading cadres at all levels of the enterprises should foster correct business concept, humanity and official principle. Business concept refers to the business senses and skills which also mean to be reputable, creditable and also be able to explore the market and create profit. It has three elements: firstly, can do business, secondly, be able to do business and thirdly, understand how to do business. Can do business refers to be able to explore markets and make business booming. Being able to do business refers to the good ability and high level of making more profit. Understanding how to do business refers to honor credibility, keep faith, build brand and establish image.

Under the guidance of “win-win cooperation and mutual development” operation principle, Sinosteel Corporation insists on honest operation and promoting responsibility purchase: bases on the position of being manufacturing enterprise, strengthen the management of the suppliers, standardize enterprise bidding, promote green purchasing concept, guide the “green production” of the subordinate enterprises, actively implement the “Going Out” strategy, expand global mineral resources reserves, promote national economic and resource security through the enterprise behavior and promote the sustainable development.

At the same time, we strengthen the standardization of purchasing management. We adopt internal purchase. The bigger external biddings are conducted by Sinosteel bidding company in a unified way. Sinosteel Bidding Company is qualified grade A for international bidding of mechanical and electrical products and owns the right to export and import, both granted by Ministry of Commerce of the People's Republic of China. It provides professional service for various large-scale domestic projects.



召开铁合金用户大会
Ferroalloy Customers' Seminar



案例：中钢设备诚信经营，打造中钢品牌

CASE: Honest operation of Sinosteel MECC, building Sinosteel brand

中钢设备从进入冶金工程总承包市场以来，不管出现什么困难，只要有承诺，就会尽最大努力去确保项目的质量和进度，坚持为客户创造价值，客户通过中钢设备公司所展示出来的经营管理能力和诚实守信的理念，进一步加深了相互了解与信任，从而在长期深入的合作中实现共赢。近年来，中钢设备做到了“承揽一个项目，树立一个品牌，开辟、巩固或扩大一片市场”，“中钢”品牌已经在国内外冶金工程总承包市场具有了较高的知名度。

Since the Sinosteel Equipment & Engineering Co., Ltd. (Sinosteel MECC) enters the metallurgy engineering contracting market, no matter what kinds of difficulties, as long as there is a promise, it will try its best to ensure the quality and schedule of the projects, to insist on creating value for the clients. The clients further deepen mutual understanding and trust through the management capability and the concept of honesty and trustworthiness shown by Sinosteel MECC in order to realize the win-win situation during the long-term deeper cooperation. During recent years, Sinosteel MECC has managed to “contract a project, build a brand, explore, consolidate or expand a market”. The brand of “Sinosteel” has high reputation in the domestic and international metallurgy engineering contracting market.



中钢设备承建的重钢 4100mm 宽厚板项目
Sinosteel MECC contracts Chongqing Steel's 41,000mm clemency board project



中钢设备承建的土耳其 TOSYALI 集团年产 110 万吨钢厂
Sinosteel MECC contracts to build Turkish TOSYALI Group, a steel mill with annual 1.1 million tons.



优化物流 Optimizing Logistics

在“2009 年度中国货代物流百强排名”活动中，中钢货运公司蝉联海运五十强第三名，同时，实现了“综合百强”名次的新突破，由 2008 年度的第六名，上升为 2009 年度的第五名，这是公司成立以来在“综合百强”中获得的最好成绩。

2010 年中钢货运公司实现质量管理体系的全面覆盖。10 月，中钢货运四川公司正式取得 ISO9001：2008 质量管理体系认证证书，标志着中钢货运下属九家子公司全部通过认证审核。



案例：黄骅综合大港开航

CASE: Huanghua Comprehensive Port begins sailing

2010 年 8 月 18 日，备受瞩目的沧州渤海新区“亚欧大陆桥新通道桥头堡”——黄骅综合大港正式通航。河北省委书记张云川，省委副书记、省长陈全国出席开航仪式。中钢领导应邀出席开航仪式，与众多嘉宾一道共同见证了渤海新区发展进程中这一重要历史时刻。

沧州黄骅综合大港地理位置优越，港口优势突出，其散货港区、综合港区可建设上百个上万吨级泊位，未来年吞吐量将达到 5 亿吨。黄骅综合大港的通航将增进临港省市与东北亚国家以及中亚和欧洲等地的交往，促进国际贸易合作，也会使腹地内钢铁企业和黄骅综合大港联系更加紧密。中钢将借助沧州黄骅综合大港的平台优势，增进与国内外众多钢铁企业的合作往来，通过在港口建设稳定持续的资源供应、物流配送和服务基地，进一步完善中钢生产性服务业的产业模式和发展格局，不断推进中钢国际化、实业化发展进程。

In the activity of “Top 100 Chinese Logistics in 2009”, Sinosteel Shipping & Forwarding Co., Ltd. continues to hold a post as being before the top three among the top 50. At the same time, it realizes new breakthrough in terms of “Comprehensive Top 100”, increasing from the sixth rank in 2008 to the fifth rank in 2009, which is also the best record in the “Comprehensive Top 100” since the foundation.

In 2010, Sinosteel Shipping & Forwarding Co., Ltd. realizes the entire cover of the quality management system. In October, Sichuan sub-company of Sinosteel Shipping & Forwarding Co., Ltd. obtains ISO9001:2008 quality management system certification, marking all the nine sub-companies of Sinosteel Shipping & Forwarding Co., Ltd. have passed the certification audit.

On 18th August, 2010, the remarkable “bridgehead of the new channel of Asian-European Bridge”---Huanghua comprehensive port in Bohai new district in Cangzhou officially began to sail. Hebei provincial party secretary Zhang Yunchuan, deputy secretary and the governor Chen Quanguo attended the sailing ceremony. Leaders of Sinosteel were invited to attend the ceremony and witnessed the important historical moment during the developing process of Bohai new district with many other guests.

Huanghua comprehensive port of Cangzhou is convenient in geographic position and prominent in port advantage. A thousand-level berth can be constructed in its bulk port and comprehensive port. Its annual throughput will achieve 500 million tons in the future. Its sailing will promote the contacts among the port cities, the Northeast Asia countries, the Middle Asia and Europe and promote the international trade cooperation. Besides, it also let the steel enterprises inside hinterland have closer link with Huanghua port. Sinosteel will promote the cooperation and communication with domestic and international steel enterprises by using the platform advantage of Huanghua port. It will further perfect its manufacturing industrial model and development mode and continuously advance its process of globalization and industrialization through establishing stable and sustainable resource supply, logistics and service base.

客户责任 Responsibility to Customers



客户关系管理 Customer Relation Management

中钢秉承与商业伙伴合作共赢的理念，与战略客户保持着经常的、多领域的、深层次的合作关系，充分挖掘合作空间。我们以满足顾客需求为中心、以提高顾客满意度为着眼点和出发点，重新审订企业标准，开展精益服务，创新服务模式，调整产品结构，实施现场技术服务，与顾客建立长期稳定、互利双赢的战略关系。

Carrying forward the concept of cooperation and win-win with business partners, Sinosteel maintained regular, multi-field and in-depth cooperative relations with strategic customers, and fully tapped the potentials for cooperation. With meeting customer's requirements as center, enhancing customer satisfaction as focus and starting point, we re-examined and revised the enterprise standard, carried on lean services, innovated service mode, adjusted product structure, realized site technical service, and established long-term, stable, mutually beneficial, and a win-win strategic relations with customers.



售后服务体系 After-sale Service System

2009 年—2010 年，中钢开始实施“全面售后服务”管理，最大限度地发挥产品的功效和促进销售，满足顾客需要，注重客户体验，提升服务质量。

From 2009 to 2010, Sinosteel started to implement “all-around after sales service” management, brought into maximum display of product functions, promoted sales to meet customer's needs, laid stress on customer experiences, and enhanced service quality.



案例：中铝国际重庆发专函表扬中钢衡重售后服务工作

CASE: China Aluminum International Engineering Corporation sent special letter to praise Sinosteel Hengyang Machinery Co., Ltd. for its after-service work

2011 年初，中铝国际重庆工程总承包项目部发函至中钢衡重，特表扬中钢衡重售后服务工作。其内容是：“贵我双方签订的供货合同中，8 台磨子已安装完毕。在一年多的设备安装调试过程中，贵公司服务人员刘恒积极配合，热情指导，勤奋钻研，能够吃苦耐劳，受到了现场安装人员一致好评，也给贵单位赢得了信誉”。

中钢衡重为中铝国际重庆制造了 8 台球磨机，在设备安装调试长达一年多时间里，中钢衡重曾多次派机、电、液压服务人员到用户现场进行服务，期间，服务人员刘恒在用户现场时间最长。由于刘恒注重现场沟通，及时反馈信息，扎实解决问题，因此用户特发函表扬中钢衡重售后服务工作。

At the beginning of 2011, China Aluminum International Engineering Corporation Chongqing Engineering Contracting Department sent a letter to Sinosteel Hengyang Machinery Co., Ltd. to praise its after-service work. The content is as the following: “In the supply contract signed by the both parties, 8 pieces of mill have already been installed. In more than a year of installing and testing the equipments, the service staff Liu Heng of your company coordinated positively, instructed passionately and researched hardly and also bear hardships, which brought him consistent high praise and also brought your company good reputation...”

Sinosteel Hengyang Machinery Co., Ltd. manufactures 8 pieces of ball mill for China Aluminum International Engineering Corporation. In more than a year of installing and testing the equipments, Sinosteel Hengyang Machinery has sent machine electric hydraulic service personnel on site to do service. During this period, the service staff Liu Heng spent the most time on site. Because Liu Heng pay attention to communication and effective feedback and carefully solve problems, the user hereby sent a letter to praise the after-service work of Sinosteel Hengyang Machinery.



产品质量管理 Product Quality Management

2010 年 2 月我们颁布了《中国中钢股份有限公司产品质量管理大纲》，结合“抓创新、调结构、增效益”的工作要求，进一步加强和改进中钢所属企业产品质量管理工作。

2010 年 9 月中钢组织召开了首次质量工作推进会议。会上，著名质量管理专家、原冶金工业部质量司那宝魁司长作了题为《抓质量经营，促转变方式》的专题报告，明确提出质量经营是转变发展方式的重要管理模式之一；八家单位作了经验交流发言。

In February of 2010, we issued “Sinosteel Corporation Limited Product Quality Management Outline” and further strengthened and improved the product quality management work of enterprises belonged to Sinosteel by integrating the demand of “Catching Innovation, Adjusting Structure, and Increasing Profit”.

In September of 2010 Sinosteel held the first quality promotion conference. During the meeting, the famous quality management expert and the ex-leader of the Quality Department of Metallurgical Industry Na Baokui gave a specific report on “Catch Quality Management, Promote Transformation Mode”, which clearly proposed that quality management is one of the important management modes in terms of transforming the development mode. Eight units exchanged their experience through speeches.



质量工作座谈会
Quality Seminar



原冶金工业部质量司司长那宝魁作“质量经营是转变发展方式的重要管理模式之一”专题报告
Na Baokui, the ex-leader of the Quality Department of Ministry of Metallurgical Industry, gave a specific report on “Quality operation is one of the important management ways to transform development mode”.



我们坚持“以质量体系的完善促进质量文化的形成，以质量文化的形成促进全民质量意识的提升”这一思路，积极开展“精益服务”活动，持续关注质量体系的完善，不断满足客户需求。

We adhere to the train of thought that “promotes formation of quality culture through quality system, and promotes enhancement of people's quality consciousness through formation of the quality culture”, actively carry on “lean service” activities, continually pay attention to quality system improvement, and continually meet customer's requirements.



案例：中钢吉炭参与发起全球质量信誉承诺倡议

CASE: Sinosteel Jilin Carbon Co., Ltd. participating in launching the global quality reputation commitment initiative

由国家工信部、发改委、商务部、海关总署、工商总局、质检总局主办，中国质量协会承办的“首届中国工业产品质量信誉论坛”在北京隆重召开。本次论坛的主题为：“铸造质量信誉，弘扬中国制造”，旨在推动我国工业产品质量进步，弘扬“中国制造”信誉形象，赢得全球消费者的满意和信赖。论坛期间，共有包括中钢吉炭在内的 156 家中国工业企业参与并发起了全球质量信誉承诺倡议，呼吁全国工业企业加入到“全球质量信誉承诺活动”中来，实施全面质量管理，积极采用先进质量标准，为全球消费者提供满意的产品和服务。

作为国内炭素行业领军企业，中钢吉炭参与并发起了此次倡议活动，并以此次论坛为契机，结合公司提出的“弃量求质”方针，进一步明确目标，加强责任意识，率先垂范，不断提高产品质量，打造品牌效益型企业，把“吉炭”品牌做得更好，为振兴民族工业做出更大贡献。

Hosted by MIIT, NDRC, Ministry of Commerce, the General Administration of Customs, SAIC and AQSIQ and organized by China Quality Institute, “the First China Industrial Product Quality Reputation Forum” was held in Beijing. The theme of this forum is “establishing quality reputation, developing Chinese manufacturing”, aiming at promoting the progress of Chinese industrial products, developing the image of “made in China” and winning the satisfaction and trust of the international customers. During the forum, there are 156 Chinese industries and enterprises, including Sinosteel Jilin Carbon Co., Ltd., participating in this forum and initiating the global quality reputation commitment proposal in order to appeal the industries and enterprises all over the country to join the “global quality reputation commitment activity”, implement the entire quality management, adopt positively the advanced quality standards and provide the global customers satisfying products and service.

As the leading enterprise in the carbon industry in our country, Sinosteel Jilin Carbon Co., Ltd. participates in and initiates this activity. It uses this forum as an opportunity and also integrates with the policy of “abandon quantity, pursue quality” initiated by the company to further clear the targets, strengthen the sense of responsibility, set an example, continuously improve the product quality, create an enterprise based on brand efficiency, make the brand “Jilin Carbon” become better and make more contribution to our national industry.



案例：中钢吉铁荣获“中国质量诚信会员企业”称号

CASE: Sinosteel Jilin Ferroalloy Co., Ltd. wins the title of “Member of CQSA”

4 月 19 日，中钢吉铁被光荣授予由中国出入境检验检疫协会颁发的“中国质量诚信会员企业”牌匾。“中国质量诚信会员企业”是中国出入境检验检疫协会向出口创汇企业颁发的最高荣誉，在国际市场具有很高的信誉度，是中国企业在国际竞争中的一块金字招牌，对企业树立品牌形象和参与国际竞争具有很大的支持作用。

中钢吉铁在吉林省 20 家评选活动签约企业中，脱颖而出，成为省内和行业的佼佼者。中钢吉铁将在现有成绩的基础上，更加注重产品质量管理。

On April 19, Sinosteel Jilin Ferroalloy Co., Ltd. received the plaque of “Member of CQSA” which was issued by the CIQA. “Member of CQSA” is the highest honor that can be awarded by CIQA for export enterprises. It has high credibility in the international markets and shows the reputation of Chinese enterprises in the international competition, which will do great help for building brand image and participating in the international competition.

Sinosteel Jilin Ferroalloy Co., Ltd. has become the best in this field within this province and within this field from 20 signing contract of 20 selection activity in Jilin province. Sinosteel Jilin Ferroalloy Company pays more attention on the product quality management based on the existing achievements.



顾客满意度 Customer Satisfaction

中国商业联合会在全国顾客满意度测评活动中，对我们的“品牌形象”、“预期质量”、“质量感知”、“服务质量感知”、“价值感知”、“满意度”、“忠诚度”等指标进行了深入测度，集团多项指标表现突出，并荣获全国顾客满意十大品牌。

下一步，中钢将逐步探索建立顾客满意评价机制，推进企业持续改进质量管理水平，更强调一把手加强质量意识，主持制订质量方针目标，建立和健全质量、环境和职业健康安全管理体系，努力实现持续改进和常态化管理；责任落实到人，职能分解到位。

In the nationwide survey activity of customer satisfaction, China Chamber of Commerce conducted in-depth measurement towards such indexes of Sinosteel as “brand image”, “expected quality”, “quality perception”, “service quality perception”, “value perception”, “satisfaction”, and “loyalty” etc., and the performance of quite a number of indexes of the Corporation are outstanding, and Sinosteel won the title as one of the ten leading brand awards of national customer satisfaction.



案例：中钢洛耐院荣获力拓集团“杰出供应商”证书

CASE: Sinosteel Luoyang Institute of Refractories Research Co., Ltd. wins the certificate of “Outstanding Supplier” from Rio Tinto Group

2010 年 10 月 21 日，力拓集团在上海举行供应商见面会。中钢洛耐院李红霞院长与丹麦 SIMONSEN 公司董事长 Mr. Morten Simonsen 应邀参会。力拓集团是全球第二大采矿业集团，在中国国内主要是双向贸易，2010 年度在中国国内的采购金额达到 4 亿美元。会上介绍了力拓集团在中国国内的采购现状并对优秀供应商颁发“杰出供应商”证书。中钢洛耐院一贯注重品牌建设及产品在国际市场的影响力，在此次力拓集团活动中凭借过硬的产品质量，雄厚的供货能力以及优秀的以技术为核心的售后服务，殊获此荣。中钢洛耐院是唯一获此殊荣的铝电解槽侧墙用耐火材料供应商。

For the next step, Sinosteel will gradually establish customers’ satisfaction mechanism, promote enterprises to continuously improve the level of quality management, pay more attention on strengthening the quality sense, guild to make the quality policy purpose, establish and improve the management system of quality, environment and professional healthy security and manage to realize constant improvement and normal management. The responsibility should be implemented on individuals and the decomposition of function should be already.



中钢期货为大客户举办钢铁生产企业套期保值培训会
Sinosteel Futures Co., Ltd. provided iron and steel enterprises hedging training for major accounts

On 21st October of 2010, Rio Tinto Group held a meeting of suppliers. The chairman of Sinosteel Luoyang Institute of Refractories Research Co., Ltd. Li Hongxia and the president of a Danish SIMONSEN Mr. Morten Simonsen were invited to attend the meeting. Rio Tinto Group is the second biggest mining group all over the world, mainly two-way trade in China. In 2010, the purchasing total has achieves 400 million dollars. The meeting introduces the current purchasing institution within China and issues the certificate of “Outstanding Supplier”. Sinosteel Luoyang Institute of Refractories Research Co., Ltd. always focuses on the brand building and the influence of the products on the international markets. During this activity of Rio Tinto Group, it wins this honor by the prefect quality, strong supplying capacity and the after-service with techniques as its core. Sinosteel Luoyang Institute of Refractories Research Co., Ltd. is the only supplier for refractory materials used for the side wall of aluminum electrolytic cell.

科技创新 Scientific and Technological Innovation

在由传统商贸型企业向现代生产性服务企业的转型过程中，中钢集团高度重视自身的科技研发实力和技术创新能力，不断加大科技创新投入，专门设立科技创新基金，逐步完善科技创新管理体系，定期召开集团范围内的科技创新会，科技创新能力持续增强。

中钢科技企业发展取得了很大成绩，研发出了一大批具有国内外先进水平的科研成果，在全国科研院所中的排名不断上升。科技板块作为中钢的一个重要板块，对中钢发展的支撑作用在不断增强。我们的科研单位已成功实现企业化、市场化转型，但如何实现可持续发展是当前面临的一个紧迫的重大课题。

科技创新成果只有实现产业化、工程化，才能转化为生产力，才能产生良好的经济效益和社会效益。因此，中钢所属科技企业尽可能做到以研发为基础，以科技创新为支撑，加快产业化、工程化转型。推进科技创新成果应用，推进产业化，多措并举。我们重视自主创新成果的应用，也重视引进消化创新、集成创新等各种创新成果的应用。中钢制品院与清华大学合作、中钢马矿院引进中科院的技术开发项目，推进产业化，都取得了很好的经济效益。事实证明，产学研相结合是加速推进产业化的有效途径。

中钢重视提高科技产业化、工程化的效果，努力打造拳头项目、拳头产品。中钢热能院自主开发的针状焦填补了国内空白，打破了国外产品对中国市场的垄断，也给中钢热能院的发展带来革命性变化，企业的经营规模和实现利润都出现成倍增长，同时对中钢的发展和我国这一产业领域的发展带来重大积极影响。

In the process of transformation from a traditional trading enterprise to a modern production service enterprise, Sinosteel Corporation has attached high importance to its own scientific and technological research and development strength and technological innovation ability, continually strengthened its scientific and technological innovation input, has set up a special science and technology innovation fund, gradually improved its scientific and technological innovation management system, convened regularly corporation-wide science and technology innovation meeting, and its science and technology innovation ability has continually been strengthened.

Sinosteel has achieved greater achievements and successes in making lots of scientific achievements. Its rank is increasing in the national research institutes. Science and technology, as an important part of Sinosteel, will play more supporting function during the development of Sinosteel. Our scientific units have realized the transformation to enterprise and market. However, how to realize the sustainable development is still an emergent task currently.

Those scientific and technological innovation results can produce good economical and social benefit as long as they realize industrialization and engineering. Therefore, the scientific enterprises which belong to Sinosteel should try to be based on research and development and be supported by scientific innovation, which can quicken the transformation of industrialization and engineering. Promoting the application of the scientific and technological innovation results and promoting the industrialization. We should pay attention on both the application of independent innovation results and the application of introducing various kinds of innovation results, including absorbing innovation and integrative innovation. The Sinosteel Zhengzhou Research Institute has cooperated with Tsinghua University. Sinosteel Ma'an Shan Institute introduces the technology projects from Chinese Academy of Science in order to promote the industrialization. All of them have good results. Therefore, the combination of producing, learning and researching is a valid method which can promote industrialization.

Sinosteel pay attention on improving the industrialization and engineering process to produce hit products and hit products. That the needle coke project independently developed by Sinosteel RDTE fills the domestic gap, breaks the monopoly of foreign products on Chinese market and also brings revolutionary changes for Sinosteel RDTE. The operation scale and realized profit have completed double increase. At the same time, it also brings important and positive influence for the development of Sinosteel and our country in this field.

不断完善创新制度 Improve Innovation System

为规范和统一中钢股份科技企业的经营管理，完善管理制度，2010年中钢组织编制完成“十二·五”科技规划，先后组织召开规划编制工作视频会、科技企业“十二·五”发展规划研讨会、科技规划编制中期检查会和科技规划编制汇报会等4次整体会议，以及矿产资源、材料产业、装备制造和循环经济、低碳经济新材料等五大板块规划编制讨论会共计9次。

本着建立产学研用一体化科技创新体系的目的，坚持合作共赢，我们积极开展产学研合作，搭建技术共同进步平台，先后与中国人民大学、北京科技大学、东北大学等高校建立了战略合作伙伴关系；同时，与中国工程院签订了科技合作协议，强化了双方在矿山资源、炭素、耐火材料、新能源、节能环保和现代钢铁流程技术方面的共同探索和研究，加快了科技创新的步伐。

2010年，我们继续推行“中钢科技顾问制度”，借助中国工程院院士的智力优势，聘请知名专家、学者担任中钢股份科技顾问，成立“中钢科技合作顾问委员会”。

In order to standardize and unify the operation management and perfect the management system of Sinosteel Corporation Limited, Sinosteel organized to complete the “twelfth five-year” scientific plan by organizing gradually four meetings, including the video conference on planning the compilation work, the seminar on the development of the “twelfth five-year” plan of scientific enterprises, the medium-term check meeting and the report meeting on the scientific planning compilation. Besides, it also holds nine discussion meetings on the planning compilation from five aspects----mineral resource, material industry, equipment manufacture, recycling economy and new materials of low-carbon economy.

Based on the objective of establishing an integrated production-learning- research-application scientific and technological innovation system, by adhering to the principle of cooperation and win-win pursuit, we carried on actively production-learning-research cooperation, put up a joint technological progress platform, and established strategic cooperative partnership subsequently with a number of higher learning institutions, such as Renmin University of China, University of Science and Technology Beijing, and Northeastern University etc.; at the same time, signed technological cooperation agreement with CAE, strengthen mutual common exploration and research in mining resources, carbon, refractory materials, new energy, energy conservation and environmental protection, as well as modern iron and steel flow technology etc., accelerated the pace of technological innovation.

In 2010, we continuously carry out “Sinosteel Technological Consultant System”, drawing support from the intellectual advantages of members of the CAE and appointing leading experts and scholars to serve as Sinosteel technological consultants, and established the “Sinosteel Consulting Committee for Technological Cooperation”.



案例：中钢山东矿业出台科技创新管理办法

CASE: Sinosteel Shandong Mining Co., Ltd. issues technological innovation management methods

2010年中钢山东矿业公司正式颁布实施《科技项目管理及科技创新成果评定、奖励办法》。《办法》对科技创新组织机构及其职责，科技创新内容及其重点领域，科技项目申报、实施、过程管理、成果评定奖励作了详细的说明和规定。同时要求科技创新项目要具有目的性、计划性、可操作性、成果可转化性、成果效益可持续性。

In 2010, Sinosteel Shandong Mining Development Corporation formally issued and implemented “Science and Technology Project Management and Technology Innovation Achievement Evaluation Methods and Reward Methods”. “Methods” provides detailed explanation and rules for the science and technology innovation organization and its duties, technology innovation content and its focus field, the application, implementation, management, evaluation and reward of technological innovation projects. At the same time, it also requests that technological innovation projects should be purposive, planning, operative, transformative for their results, sustainable for its achievement.

该《办法》的出台将促进中钢山东矿业公司的科学技术发展，保证科技创新活动科学、规范、高效地顺利实施，对推进企业科技创新进步，营造创新氛围，提高科技创新整体竞争力起到了积极的推动作用。

The issue of this “Methods” will promote the science and technology development of Sinosteel Shandong Mining Development Corporation, ensure the scientific, standard, efficient and successful implementation of the technological innovation activities, which also has a positive promoting function for the improvement of technological innovation of enterprises, for creating an innovative atmosphere and improving the whole competitive capacity of technological innovation.



案例：中钢马矿院搭建科技创新平台 激活自主创新活力

CASE：Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. builds platform of technological innovation and invigorates independent innovation

随着国家经济工作重点转向促进经济发展方式的转变，科技创新将进一步成为企业结构调整，提升企业竞争力的重点。科技企业如何建立全面的、系统化的创新体系和机制，激活技术创新活力，实现创新成果的有效转化是科技创新工作的关键。中钢马矿院重点做了两方面的努力。

一是打造一流的创新平台，为科技创新打下坚实基础。中钢马矿院联合国内冶金矿业骨干 15 家龙头企业、4 家具有前沿技术水平的高等院校和科研院，组建“冶金矿产资源高效开发利用产业技术创新战略联盟”，为冶金行业的可持续发展搭建了技术创新平台。同时，中钢马矿院根据国家和金属矿产资源行业发展的需要，组建“金属矿山安全与健康国家重点实验室”，有力促进了技术创新体系与实验室研究平台的建设。通过营造自主创新环境，增强自主创新能力和企业核心竞争力，推动冶金矿产资源行业科学发展。中钢马矿院凭借其在金属矿山开采安全与健康领域的优势技术、研究水平、创新队伍和承担完成国家重大科研任务等方面的强大竞争力，在前瞻性理论与企业生产应用之间，对领域内关键、共性技术进行创新性基础试验研究，对全行业技术进步起到辐射和带动作用，其研究达到国际先进水平。

As the national economy shifts its focus to promoting economic developing mode, technological innovation will become the key point of restructuring and enhancing the competitiveness of enterprises. How to create a comprehensive, systematic innovation system and mechanism, activate technological innovation and achieve an effective transformation of innovation achievements is the key to technological innovation for technology companies. Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. has made great efforts in the following two aspects.

The first is to create first-class platform for innovation which lays a solid foundation for technological innovation. Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. has united 15 national mining and metallurgical leading enterprises and 4 high-level technology universities and research institutes to form a “Strategic Alliance of Technological Innovation for Efficient Development and Utilization of Metallurgical and Mineral Resources” which built a technological innovation platform for the sustainable development of metallurgical industry. Meanwhile, in accordance with the needs of the development of national metallurgical mineral resource industry, Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. built “State Key Laboratory for Safety and Health of Metal Mining” which effectively contributed to building technological innovation system and construction of laboratory research platform. The development of metallurgical mineral resource industry can be promoted by creating independent innovation environment, strengthening independent innovation capability and enhancing core competitiveness of enterprises. The company, with its significant competitive advantages in Safety and Health of Metal Mining, research level, innovation working team and its ability to fulfill major national scientific research, made innovative experimental research within the field between forward-looking theory and application of production. It plays a

二是发挥创新精神，攻克技术难题，形成独有的技术优势和竞争优势。在“开放、流动、联系、竞争”的运行机制下，中钢马矿院已在露天岩土工程灾变规律及控制技术研究、复杂难采矿体安全开采技术研究、金属矿山安全爆破控制技术研究、金属矿开采职业危害因素控制与防护技术研究等领域取得了一批优秀的科研成果，创造性地解决了冶金矿山开采中的多项技术难题，确立了自身的技术优势和行业领先地位。

leading role in industry-wide technological progress, reaching the international advanced level.

The other is to carry out creative spirit and overcome technical problems with the formation of a unique technological advantage and competitive advantage. Within the operating mechanism of "Open, Mobility, Interaction, Competition", the company has made outstanding achievements in open-air disaster law of geotechnical engineering and controlling system study, safe deposits of in-depth mining bodies, safety control of blasting metal mine and mining occupational hazard control and protection technology, tackling numbers of technological problems of Metallurgical mining skillfully and establishing its own technical advantages and the leading role within the industry.



案例：中钢衡重着手建立主导产品专利数据库

CASE：Sinosteel Hengyang Machinery Co., Ltd. sets about building leading product patent database

自 2010 年 5 月中旬开始，中钢衡重着手建立主导产品专利数据库，以进一步规范和加强知识产权的保护、开发和利用，促进公司技术创新和形成自主知识产权，激励员工在本职工作岗位上积极发明创造。

近几年来，中钢衡重高度重视技术创新工作，加强对创新成果的及时保护，专利申报数量大幅增长，专利质量也不断提高。中钢衡重通过对涉及公司主导产品的相关专利的初步调研、论证，完成了建立专利数据库的前期准备工作。并整理牙轮钻机、电铲、地下无轨采矿设备、卷取机卷筒、球磨机等产品主导产品的国内外专利情况，通过专利数据库，规范了企业专业技术人员开展技术创新、专利申请、查询和专利开发利用工作。

中钢衡重在建专利数据库具有以下特点：数据库可根据设定频率及主题，自动批量下载专利数据；通过权限分配，公司研发人员可共享，并轻松检索下载专利数据和局域网专利信息，为专利申请、查询和专利开发利用创造了便利条件。

Since midmonth in May 2010, Sinosteel Hengyang Machinery Co., Ltd. has set about building leading product patent database to further standardize and strengthen intellectual property protection, development and utilization. It promotes technical innovation and the formation of independent intellectual property rights and motivates staff to make innovation and creation.

In recent years, Sinosteel Hengyang Machinery Co., Ltd. has attached great importance to technological innovation, strengthening the protection of the innovation achievements in the result of substantial growth in the number of patent application and improved patent quality. The company has made first-phase preparations for building the database through the initial patent research and feasibility studies for the patent of leading products. It also collected domestic and foreign patent productions, such as rotary drill, excavator, underground trackless mining equipment, coiler reel, ball mill, etc. The patent database standardizes the technical personnel to carry out technical innovation, patent applications, inquiries and utilization of the patent.

The patent database of the company has the following characteristics: it can set the frequency and subject and download patent data automatically; Research staff can share, retrieve and download patent database and patent information in local area network by distribution. It has created favorable conditions for patent application, inquiry, development and utilization.



案例：中钢吉铁实施激励法 助推全员创新

CASE: Sinosteel Jilin Ferroalloy Co., Ltd. carries out motivation methods and encourages all staff to make innovations

中钢吉铁《职工全员技术创新管理办法》颁布实施后，调动了各分厂、部门全体职工技术创新积极性，成果不断涌现。经中钢吉铁创新工作领导小组筛选、审定后，最终评定出3月份职工技术创新成果十五项、合理化建议“金点子”三项，并予以奖励和表彰。

在此项活动开展过程中，中钢吉铁广大职工以主人翁的责任感，积极参与，仅3月份中钢吉铁就收到基层单位申报的创新成果二十一项、职工创新提案八项。五分厂“改变炉前排渣工艺，节省渣罐降成本”和机修分厂“电极壳制作工艺改进”两项获得创新成果一等奖；八分厂“802号炉、803号炉余热系统冬季采用蒸汽保温”项目、运输部“技术改造自制自备敞车”项目、质监部“调整合金牌号、等级组批销售”项目、动力分厂“二循环热水管网增设压力报警器”项目等分别荣获创新成果二、三等奖。中钢吉铁对此次职工全员技术创新项目的落实人和创新合理化建议“金点子”的提出人给予相应奖励。

目前中钢吉铁各基层单位申报的创新项目逐月上升，基层单位通过加强宣传、组织、引导、帮助、协调、促进等基础工作，鼓励越来越多的职工参与到全员创新活动之中，力争通过创新减少劳动强度，提高劳动生产率，为中钢吉铁扭亏增效做贡献。

实现技术创新，必须瞄准工作实际在本职岗位寻求突破。在全面完成包括生产、设备、技术、管理、营销、服务等各条战线和各个层面细化分解的目标任务过程中，要立足于岗位实际和岗位特点，为实现技术创新开辟捷径。通过学习技术创新先进典型事迹，借鉴技术创新先进经验，不断将技术创新成果转化为公司科学发展的动力。

充分发挥管理职能，构建创新体系机制。各单位在技术创新领导机构、评审机构、技术指导机构的指导下，努力建立起班组、工段、分厂（部室）、公司分级管理、分级实施、统一申报、统一考评、统一奖励、即报即评即奖的工作体系和长效运行机制。通过实现

“Technological Innovation Management Measures” carried out by the Sinosteel Jilin Ferroalloy Co., Ltd. has encouraged employees from all the branches and departments make innovations. After selection and validation by innovation leader team, 15 inventions in March and 3 rationalized “Golden Ideas” was rewarded and recognized finally.

During the assessment, the vast majority of workers took an active part in the event with high responsibility. There are 21 inventions submitted from basic units in March and 8 staff proposals. “Converting Front Slagging Technic, Saving Slag Pot and Reducing Costs” invented by the 5th branch factory and “Electrode Shell Technic Improvement” of the machine repair factory won the First Prize for Innovative Achievement. “Boiler 802 and Boiler 803 Residual Heat System for Steam Heat Preservation in Winter” of the 8th branch factory, “Self-made Gondola Transformation” project of Transport Department, “Adjusting Alloy Grades for Group Sales” from Quality Supervision Department and “Pressure Alarm for Secondary Circulation Hot Water Pipeline” won the Second and the Third Prize for Innovative Achievement respectively. The employees who made innovations and proposed “Golden Ideas” were awarded by Sinosteel Jilin Ferroalloy Co., Ltd.

At present, innovation projects submitted from basic units has increased month by month. In order to improve labor productivity and efficiency and make up deficits and increase surpluses, the company encourages more and more employees to make innovations through advocacy, organization, guidance, coordination and promotion, etc. What's important to technological innovation is making breakthrough in one's own post. Opening up shortcut for technological innovation must be in accordance with one's post and its characteristics in the process of production, equipment, technology, management, marketing, and service, etc. Technological innovation can be turned into the motivation of scientific development through the advanced experience of technological innovation.

Bring management functions into full play, build up innovation system mechanism. Under the guidance of technological innovation leader unit, accrediting unit and technical guidance unit, the company tries to manage at different levels including team, section and branch, make grading implement, unified reporting and unified evaluation, timely incentives and long-term operation mechanism. Sinosteel Jilin Ferroalloy Co., Ltd. builds a comprehensive and delicate innovation management system with strong operational and the characteristics of its own through full implementation of the whole staff and daily management. It'll improve core competitiveness and provide inexhaustible motive force for development.

Building a platform to encourage innovation is the key to strengthen

技术创新工作全员化、群众化和日常化管理，构建出一个全面、细致，具有很强操作性和具有中钢吉铁特色的全员创新管理体系，不断提升企业核心竞争力，为企业发展提供不竭动力。

搭建平台、鼓励创新，是强化全员技术创新的关键所在。为此，中钢吉铁各单位、部门在正确引导的基础上，运用完备的管理体系和激励机制，进一步激发起广大职工的聪明才智，以不断提升职工创新创造的能力。同时，全心全意依靠广大职工，努力提高全员素质，深入交流和全面推广创新经验，切实抓住、抓好技术创新成果转化为企业发展动力的关键环节，从而有力推动群众性技术创新活动蓬勃开展，营造出中钢吉铁全员创新的浓厚氛围。

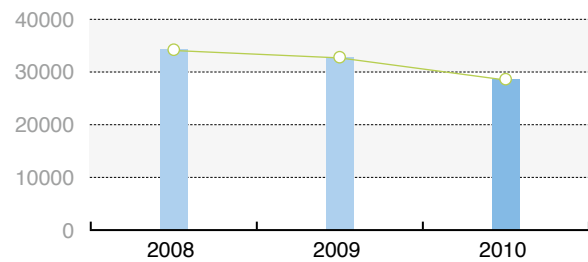
technological innovation. Therefore, the company makes use of comprehensive management system and incentive mechanisms to further inspire employees to continuously enhance the ability of making innovation under the proper guidance of all the units and departments. At the same time, the company will wholeheartedly rely on its staff and improve their comprehensive quality, make exchange of experience in promoting innovation and seized the key of turning innovation achievements into developing motivation, which will effectively promote technical innovation activities and create an atmosphere full of innovation.



科技创新业绩 Technological Innovation Achievements

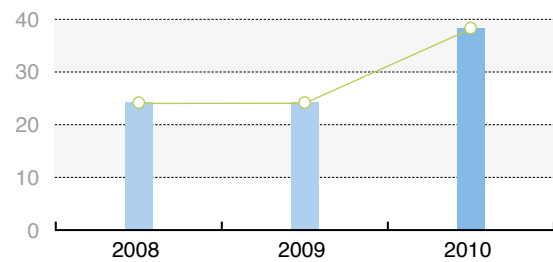
研发投入（即：R & D支出总额）
R&D Expenses (Gross Expenditure of R&D)

万元
RMB 10,000



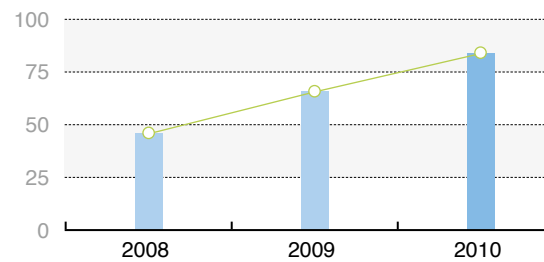
重大创新奖项（省部级以上科技奖励数）
Innovation Awards (Above Provincial and Ministerial Level)

项
Number



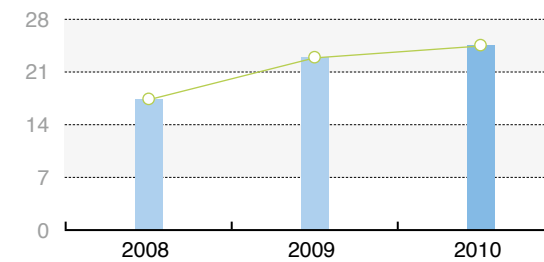
专利数（当年授权数）
Number of Patents (Current Year)

项
Number



国家级研究室
State-level Laboratory

项
Number



近年来，中钢集团高度重视并坚持依靠科技驱动发展，不断加大科技研发投入，科技创新能力建设取得新进展。截至目前，中钢集团已建立各类国家级研发平台18个。2010年6月，中钢马矿院“冶金矿产资源高效开发利用产业技术创新战略联盟”获国家科技部正式批准。12月9日，中国工程院周济院长携中国工程院能源学部的23位院士，为中钢集团马鞍山矿山研究院“院士工作站”揭牌。

中钢所属科研、生产企业坚持“走科技先导型、技术领先型”发展道路，构建了“以企业为主体，市场为导向，产学研、产销研相结合”的科技创新体系，开发了一大批具有自主知识产权的新技术、新工艺、新产品。中钢邢机“邢台轧辊”的品牌享誉全球，真正成为世界轧辊制造业的引领者；被比作“黑蛋糕”的中钢热能院煤系针状焦技术填补国内空白，正引领我国炼钢技术迈进低碳时代。4月21日，由中钢集团与中国工程院成功举办的“2010低碳经济新材料国际研讨会”，对新能源发展所需新材料的产业化进行了规划研究，积极寻求和培育战略性新兴产业，打造竞争新优势，对中钢集团以及中国低碳经济领域新材料发展起到积极地推动作用。

为促进钢铁行业新产品、新技术、新工艺和新装备的推广应用，推进行业技术资源共享、互利合作，推动钢铁工业技术进步和创新发展，中国钢铁工业协会组织会员企业对“十一五”期间钢铁工业技术创新成果进行征集、筛选，共选编198项科技成果，形成了《中国钢铁工业“十一五”技术创新成果汇编》。中钢集团共计有28项技术创新成果分别在关键工艺技术自主创新、先进制造与自动化自主创新、节能减排和可持续发展等领域被列入《中国钢铁工业“十一五”技术创新成果汇编》，显示了中钢集团在钢铁行业相关领域的雄厚技术实力和行业影响力。

In recent years, Sinosteel has attached great importance to technology-driven development and increased R & D investment to make progress in technological innovation. Up to now, Sinosteel has built 18 state-level research centers. “Strategic Alliance of Technological Innovation for Efficient Development and Utilization of Metallurgical and Mineral Resources” from Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. was formally approved by the Ministry of Science in June 2010. Zhou Ji, president of Chinese Academy of Engineering, charged for the inaugural ceremony of "Academy of workstations" for the company with 23 academicians of Chinese Academy of Engineering Energy in Dec.9th.

The institutes and enterprises affiliated to Sinosteel adhere to “technology-based, technique-advanced” concept, build a system of “business-oriented, market-oriented, combining production and research” and develop a large number of new technologies, new techniques and new products with independent intellectual property rights. “Xingtai Roller” of Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. is known worldwide, being the world leader in the manufacturing of roller. “Needle coke coal technique” called as “black cake” filled in the gap domestically, leading steel-making into low-carbon area. On April 21, "2010 International Symposium on new materials, low-carbon economy," held by Sinosteel and the Chinese Academy of Engineering jointly has made a study of the development of new energy industry of new materials actively seek and cultivate a strategic new Industries and make new competitive advantages, eventually, promotes Chinese low-carbon economy.

In order to promote new products, new technologies, new technique and the application of new equipments, member companies of China Iron and Steel Industry Association completed “ ‘Eleventh Five-Year’ technological innovation of China Iron and Steel Industry” including 198 projects totally through collection and selection. It promotes the sharing of resources, mutually beneficial cooperation and technological innovation in iron and steel Industry. 28 technological inventions are listed into “the 11th Five-year Plan’ technological innovation of China Iron and Steel Industry” in terms of independent innovation, advanced manufacturing, automatic independent innovation, energy conservation and sustainable development, etc. Sinosteel is recognized as a powerful and influential enterprise in iron and steel industry.



案例：中钢邢机 2010 年科技创新成效显著

CASE： Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. has made improvement in technology innovation

2010年5月28日，中钢邢机“国家技术中心建设落成典礼”在公司新竣工的科研大楼广场隆重举行。这是目前国内冶金轧辊制造业唯一的国家级技术中心，中钢将在此基础上着力构筑引领国际轧辊研发的最高学术、研发平台。

近年来中钢邢机按照集团的整体战略部署，抢抓机遇，加快发展，坚持走“科技先导型、技术领先型”发展道路，构建了“以企业为主体，市场为导向，产学研、产销研相结合”的科技创新体系，开发了一大批具有自主知识产权的新技术、新工艺、新产品，“邢台轧辊”的品牌享誉全球。

2006年以来，中钢邢机实施了评选“员工创新明星”、在每名员工工资单元中增加一项占工资总额3%创新工资、建立创新考评机制等一系列激励评价手段，针对管理、生产、质量、安全等企业重点工作，实施了全员、全面、全过程的全员创新工作。

2010年中钢集团邢台机械轧辊有限公司员工共提出创新提案29488项，产生创新成果25919项，直接创造经济效益9000多万元。其中，创经济效益20万元以上的创新成果有56项，10万—20万元的有72项。同时，公司申请发明专利12项，实用新型专利12项，授权实用新型专利11项。



中钢邢机厂区
Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. Plant

On May 28, 2010, “Inauguration Ceremony of National Technical Center” of Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. was held in the newly built plaza of Scientific Research Building. It is the only state-level technical center in the domestic metallurgical roller manufacturing industry. On the basis of this center, Sinosteel will build the highest academic and R&D platform to lead international roller R&D.

In recent years, according to the integrated strategic plan, Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. has grasped opportunities, speeded up development, adhered to the “Science and technology oriented, technology guided” development principle, built technical innovation system of “Enterprise as main body and market as guide; integration of industry, education and research, and integration of production, marketing and research”, and developed a group of new technologies, techniques and products with proprietary intellectual property rights. Now the brand of “Xingtai Roller” is famous all over the world.

Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. has carried out all-round and comprehensive encouragement measures, such as selecting “Innovation Star” since 2006, adding innovation salaries (3% of gross payroll) to each staff and establishing incentive series in the respect of working priorities included management, production, quality, security, etc.

In 2010, the company proposed 29,488 projects in 2010, resulting in 25,919 inventions and an economic benefit of 90 million RMB. Among that 56 technological innovation projects of the company achieved economic benefits of more than 200,000 yuan, 72 projects had economic benefits of 100,000-200,000 yuan. Meanwhile, the company has applied for 12 patents, 12 functional new-pattern patents and 11 authorized new-pattern patents.



案例：中钢马矿院科技创新工作取得新突破

CASE: Technological innovation of Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. have made new breakthrough

2010 年，中钢马矿院受安徽省科技厅批准组建安徽省院士工作站。院士工作站旨在依靠国内知名专家及其研发团队，帮助提升中钢马矿院核心竞争力，培育品牌，培养一流的研发专家和队伍。首批加盟院士工作站的院士是北京矿冶研究总院孙传尧院士、中国矿业大学彭苏萍院士、中南大学古德生院士、中国人民解放军后勤工程学院郑颖人院士，他们将在金属矿物加工技术、金属矿安全生产技术、地下开采工艺技术、岩土工程技术等领域开展研究工作。

根据中钢马矿院院士工作站管理办法，院士工作站主要负责推荐合作院士及其研发团队，与行业内院士及其研发团队签订合作协议，审核合作项目和组织评估合作成果，开展相关技术交流和人才培养等工作。

在 2010 年初召开的 2008 年—2009 年度马鞍山市科学技术奖励大会上，中钢马矿院申报的 5 个奖项的科技成果，全部获奖。分别获得“重大科技成就奖”、“科技创新团队奖”和 3 项科技进步奖。

2010 年，中钢马矿院院长王运敏被授予“重大科技成就奖”。这是马鞍山市新颁布奖励办法实行后第二人获此殊荣。中钢马矿院创新团队获得“科技创新特别奖”。由中钢马矿院与马钢南山矿业公司等合作完成的“低品位铁矿石综合利用新技术及装备研究与应用”科技成果，荣获马鞍山市科学技术进步一等奖。

“乳化炸药生产线安全监控技术的研究”和“矿山酸性废水处理技术与设备开发研究”两项科技成果分获马鞍山市科学技术进步三等奖。

In 2010, rectified by Anhui Bureau of Science and Technology, Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. founded Anhui Academician Workstation. The workstation aims to improve competitiveness of the institute, cultivate brands and the first-class R&D experts and team, relying on the domestic famous experts and their R&D team. Sun Chuanyao of Beijing General Research Institute of Mining & Metallurgy, Peng Suping of China University of Mining and Technology, Gu Desheng of Central South University, and Zheng Yingren of Logistical Engineering University firstly joined in the workstation. They will do research on metal mineral processing technology, safety production technology of metal mine, underground mining process, geotechnical engineering technology, etc.

According to management measures of the workstation, it is mainly in charge of recommending cooperative academicians and their R&D team, signing cooperation agreement with academicians and their R&D team, examining and approving cooperative projects, assessing cooperation achievements, carrying out the relative technical exchange and talent cultivating, etc.

On the 2008-2009 Meeting for Rewarding Science and Technology in Ma'anshan held at the beginning of 2010, five technological achievements of Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. all won awards, that is, "Award for Important Scientific and Technological Achievement", "Group Award for Technological Innovation", and three "Award for Science and Technology Progress".

In 2010, President Wang Yunmin was awarded "Award for Important Scientific and Technological Achievement", who was the second person winning the award after Ma'anshan implemented the

new rewards way. Innovation group won "Special Award for Technological Innovation". The technological achievement of "New Technology and Equipment Research and Application of Comprehensive Utilization of Low-grade Iron Ore", cooperated by Sinosteel Ma'anshan Institute of Mining Research Co., Ltd and Ma'anshan Steel Nanshan Mine Corporation, won the First Prize for Science and Technology Progress in Ma'anshan. "Research on Safety Monitor Technology of Emulsion Explosive Production Line" and "Research on Technology and Equipment Development of Acidic Mining Wastewater Treatment" won the Third Prize for Science and Technology Progress in Ma'anshan respectively.



院士工作站揭牌仪式
Celebration of the Anhui Academician Workstation



案例：中钢股份被认定为“北京市专利示范单位”

CASE: Sinosteel Corporation Limited was appointed as "Beijing Patent Demonstration Enterprise"

10 月 28 日上午，由北京市知识产权局主办、中钢集团承办的北京市第三批专利示范工作启动大会暨北京企业知识产权专家团成立仪式在中钢集团总部隆重召开。

此次中钢被评为“北京市专利示范单位”既是北京市各级知识产权行政部门对中钢股份知识产权工作的肯定，也是公司坚持自主创新、发展自主知识产权，着力提升企业核心竞争力的成果体现。

作为北京市专利示范单位，中钢今后可在国内外专利申请费用、专利数据库建设等方面优先享受北京市知识产权局的资助，同时优先参加北京市各类专项资金的申报。各在京下属企业可以充分利用各种优惠政策，积极申请专利，推动公司知识产权工作更上新台阶。

In the morning of October 28, Beijing 3rd Patent Demonstration Kick-off Meeting & Establishment Ceremony of Beijing Enterprise Intellectual Property Expert Group, hosted by Beijing Intellectual Property Bureau and organized by Sinosteel Corporation, was grandly held in the headquarters of Sinosteel.

Sinosteel Corporation Limited was appointed as "Beijing Patent Demonstration Enterprise", which was not only the affirmation of Beijing administrative departments of intellectual property to Sinosteel Corporation Limited, but also the achievement embodiment that the company adheres to independent innovation and develops proprietary intellectual property to enhance the core competitiveness.

As a Beijing patent demonstration enterprise, the company may preferentially enjoy funding of Beijing Intellectual Property Bureau on national and international patent application expenses and construction of patent database. Besides, it may also preferentially participate into application for various special funds in Beijing. The subsidiaries in Beijing will make full use of various preferential policies to actively apply for patents, in order to promote intellectual property work of the company.

安全生产 Production Safety

2010 年中钢及所属各企业继续以“安全第一、预防为主、综合治理”为指导，坚持中钢股份“0123”安全生产模式，不断推进各项工作，巩固安全生产基础，实现生产安全事故总量稳步下降，保持了相对稳定的安全局面。

In 2010, adhering to the guideline of “Safety first, prevention priority, and comprehensive management” and “0123” safety production mode, Sinosteel and its subsidiaries continuously solidified safety production basis, realized steady decrease of safety production accident, and kept relatively stable safety situation.



中钢邢机热处理安全作业
Thermal treatment operation of Sinosteel Xingtai Machinery & Mill Roll Co., Ltd.

安全管理体系 Safety Management System

中钢成立了安全生产委员会，建立了安全生产责任制，广泛进行安全生产教育培训，严格执行安全生产检查，提升安全生产条件，加强承包、租赁经营的安全生产管理，强化突发事件和应急管理，倡导安全文化建设，完善奖惩机制，形成了较为完善的安全体系。

2010 年生产科技部按季度组织召开三次安委会会议，分别由中钢安委会成员、职能部门、生产企业、科技企业及相关企业参加，会议总结安全生产工作，通报情况，布置下阶段工作，宣传推广下属企业安全管理的先进经验。

2010 年中钢继续落实企业安全生产主体责任。根据 2009 年度责任书，兑现了对 28 家企业的 2009 年度安全生产风险抵押承包奖金 56 万元。组织 2010 年度安全生产风险抵押承包责任书签字仪式，由公司领导与 28 家企业签订 2010 年度安全生产风险抵押承包责任书。

Sinosteel has set up a safety production committee, established safety production responsibility system, conducted extensive safety production education training, stringently executed safety production inspection, enhanced safety production conditions, consolidated contracting and leasing operation safety production management, strengthened abrupt event and emergency management, advocated safety cultural construction, improved award and punishment mechanism, and formed a relatively perfect safety system.

In 2010, Production Management and Sci. & Tech. Dept. organized and held three meetings of safety committee quarterly, members of Sinosteel Safety Committee, functional departments, manufacturing enterprises, technology companies and the relevant enterprises attended the meetings. The meetings summarized safety production operation, notify the conditions, arranged tasks for next stage, publicized and promoted advanced experience on safety management of the subsidiaries.

In 2010, Sinosteel continuously implemented main responsibility of corporate safety production. According to responsibility report of 2009, Sinosteel paid RMB 560,000 for 28 enterprises who were awarded safety production risk mortgage contract in 2009, organized signing ceremony of responsibility report on safety production risk mortgage contract in 2010. Leaders of the headquarters and 28 enterprises signed responsibility report on safety production risk mortgage contract in 2010.



案例：中钢西重全面修订安全生产管理制度

CASE: Sinosteel Xi'an Heavy Machinery Co., Ltd. thoroughly revised safety production management system

中钢西重根据企业发展及强化内部管理的要求，2010 年对原有的《安全生产管理办法》等 18 项制度进行了全面修改、整合和补充，重新形成了《中钢集团西安重机有限公司安全生产管理制度》、《中钢集团西安重机有限公司安全生产责任制》、《中钢集团西安重机有限公司危险源（点）管理办法》、《中钢集团西安重机有限公司天然气使用管理制度》、《中钢集团西安重机有限公司劳动保护用品管理办法》、《中钢集团西安重机有限公司生产安全事故综合应急救援预案》、《中钢集团西安重机有限公司环境保护管理办法》、《中钢集团西安重机有限公司绿化卫生管理办法》等 8 项简单、易行的管理制度。

According to requirements to development enterprise and strengthen internal management, Sinosteel Xi'an Heavy Machinery Co., Ltd. thoroughly modified, integrated and supplemented eighteen rules in the former Measures on Safety Production Management in 2010, forming the new eight simple and feasible management systems, such as Safety Production Management System of Sinosteel Xi'an Heavy Machinery Co., Ltd., Safety Production Responsibility System of Sinosteel Xi'an Heavy Machinery Co., Ltd., Measures of Sinosteel Xi'an Heavy Machinery Co., Ltd. on Hazard Source Management, Natural Gas Use Management System of Sinosteel Xi'an Heavy Machinery Co., Ltd., Measures of Sinosteel Xi'an Heavy Machinery Co., Ltd. on Labor Protection Appliance Management, Emergency Comprehensive Plan for Production Accident of Sinosteel Xi'an Heavy Machinery Co., Ltd., Measures of Sinosteel Xi'an Heavy Machinery Co., Ltd. on Environmental Protection Management, and Measures of Sinosteel Xi'an Heavy Machinery Co., Ltd. on Greening and Health Management.



案例：中钢山东矿业认真落实领导带班下井制度

CASE: Sinosteel Shandong Mining Co., Ltd. earnestly implemented system of leaders going into mines

中钢山东矿业制定下发了《中钢山东矿业公司领导下井带班管理制度》文件，明确了公司领导下井带班计划、下井的班次和带班人员，建立了带班台账，确保安全生产。

在落实领导带班制度上，中钢山东矿业坚持做好“三个重视”原则。

一是重视学习。自国发〔2010〕23 号文和国家安监总局第 33 号令颁发以来，中钢山东矿业利用周一安全例会、月度安全总结会和季度安全生产总结会的时间集中进行学习，各施工项目部基层单位利用周安全例会、班前会等形式进行学习。公司安全环保部每月下基层检查各项目学习部学习笔记，对班队长以上人员进行提问、抽考，确保学习效果，做到人人皆知。

Sinosteel Shandong Mining Co., Ltd. formulated Management System of Leaders Going into Mines of Sinosteel Shandong Mining Co., Ltd., defined plan, times and personnel of leaders going into mines, and set up shift record to guarantee safety production.

On implementing the system of leaders going into mines, Sinosteel Shandong Mining Co., Ltd. adheres to the principle of “three emphasis”.

Firstly, emphasize study. Since National (2010) No.23 Document and No.33 Order of State Administration of Work Safety were issued, Sinosteel Shandong Mining Co., Ltd. has organized study of those documents on regular safety meeting on Monday, monthly safety summing-up meeting, and safety production summing-up meeting in the quarter. And each construction project department also learned those documents on weekly regular safety meeting and shift meeting. Safety and Environmental Protection Dept. of the company checked notes of each construction project dept. and tested them to guarantee the study effect.

二是重视制度的制定和完善。10月下旬，中钢山东矿业下发了《公司领导下井带班管理制度》，明确领导下井的班次和带班人员，实行井下交接班制度，建立领导带班下井档案管理制度，进一步强化安全生产主体责任落实和责任追究。严格执行井下现场巡视和汇报制度，认真填写交班记录。下井带班领导加强对重点部位、关键环节的检查巡视，及时发现和处理安全隐患，制止“三违”行为，发现危及职工生命安全的重大隐患时，必须立即组织停产、撤人。

三是重视落实。为保证井下既不空班又能更好地处理地面的日常事务，自11月1日开始，公司将本月的带班及跟班计划张贴公示，接受员工监督。带班过程中，加强对重点部位、关键环节的检查巡视，及时制止违章违纪行为，做到交接有序、问题明晰、记录完整。升井后，及时对下井的时间、地点、经过路线、发现的问题及处理情况、意见等有关情况进行登记。

Secondly, emphasize formulation and improvement of system. In the last ten day of October, Sinosteel Shandong Mining Co., Ltd. issued Management System of Leaders Going into Mines, and defined plan, times and personnel of leaders going into mines, implemented underground shift system, set up file management system of leaders going into mines, and further strengthened main responsibility accountability system of safety production. The company strictly implemented underground inspection tour and report system, and every leader should fill in shift records. Leaders going into mines would inspect key points and links, find out and handle potential safety hazard in time, restrained “three-violation” behaviors. As finding serious hidden trouble endangering employee’s life, the leader should organize production halt at once.

Thirdly, emphasize implementation of system. In order to balance leaders’ work underground and on the ground, since November 1, the company has posted shift plan of each month and accepted employees’ supervision. As the leader goes into the mine, he should inspect the key points and links, restrain violation behaviors in time. After finishing work underground, the leader should record time going into mines, place, route, problems, disposal and suggestions.



案例：中钢赤峰矿业多措并举 努力提高设备安全管理

CASE：Sinosteel Chifeng Jinxin Mining Co., Ltd. simultaneously promoted several measures to improve equipment safety management

中钢赤峰矿业公司在设备管理工作中，以“消除设备缺陷、提升设备性能、实现节能降耗”为指导思想，多措并举，努力提高设备管理水平。

为确保各项工作有序开展，中钢赤峰矿业首先健全制度，结合自身实际情况制定和完善了《设备维修与使用奖惩制度》、《现场交接班制度》、《设备维护保养制度》、《设备事故管理制度》、《安全操作规程》等一系列规章制度，对指标的考核标准、检查及奖惩进行了详细的布置，做到有章可循，有据可查。

Based on the guide line of “Eliminate equipment defect, improve equipment performance, and realize energy saving and consumption reduction”, Sinosteel Chifeng Jinxin Mining Co., Ltd. simultaneously promoted several measures to improve equipment safety management.

In order to ensure every work carries out orderly and according to the actual situation, the company perfects system firstly, formulating and perfecting a series rules and regulations, such as Award System of Equipment Maintenance and Use, Site Hand-over System, Equipment Maintenance System, Equipment Accident Management System, Safe Operation Regulations, etc. Secondly, the company perfected record of equipment management, numbered the equipments, created file, and realized systemic, scientific and

二是进一步健全设备管理台账，对设备统一进行编号，建立档案，把管理工作纳入了制度化、科学化、规范化的管理轨道。三是强化机台日点检、车间周检查、公司月考评、季度总结与评比相结合的检查监督机制，建立公司、车间、机台三级设备管理网络，并对设备进行经常性维护、保养，避免了设备带病作业。四是按“科学管理，合理使用，正确操作，精心维护，计划检修”的办法，对设备的使用、管理实行考核，杜绝了“跑、冒、滴、漏”现象的发生。

同时，以安全生产为宗旨，以反违章、反事故为重点，以“四不放过”为原则，杜绝了重、特大事故的发生。五是经常与有关高校、科研单位和劳动部门合作，组织设备管理人员、电工、钳工、修理工以及重要岗位操作工进行业务技能培训，不仅使他们熟练掌握各类设备的性能，而且提高了快速故障诊断和维修能力，有效提升了设备管理人员和维修人员的素质和业务水平。

standard management. Thirdly, the company strengthened equipment inspection and supervision mechanism including inspecting equipment every day, inspecting workshop every week, assessing the company every month, summarizing and appraising every quarter, set up three-stage management network among company, workshop and equipment, and maintained the equipment regularly; fourthly, with the method of “scientific management, reasonable use, correct operation, exquisite maintenance and planned repair”, the company implemented assessment on equipments’ usage and management, avoiding the phenomena of evaporating, emitting, dripping and leaking.

Meantime, taking safety production as tenet, against violation of regulations and accident as key point, and “Four-no” principle, the company stopped serious accidents. Fifthly, the company often cooperated with colleges, institutes and labor departments to organize skill trainings for equipment management personnel, electrician, bench worker, repairmen, and operators on the important posts, which not only help them master properties of various equipments, but also improved their quick fault diagnosis and maintenance capability and quality and skills of equipment management personnel and repair men.



安全培训 Safety Training

为进一步加强管理，减少各种违章事故，提升全员安全意识，促使员工从被动依赖监督转变为自觉遵守守纪，中钢决定从2009年10月到2010年底开展全员安全培训，考试合格持证上岗活动。

中钢全体员工、包括企业领导、特种作业人员、一线员工、管理人员、实习学生、外来工人、参观人员等都要接受安全培训。截至到2010年底，共有3.9万人接受了培训。

In order to further reinforce the management, reduce various accidents caused by violation of regulation, and improve safety consciousness of all employees, Sinosteel Corporate decided to carry out safety training for all employees and activity of employment with certificates from October 2009 to the end of 2010.

All employees of Sinosteel, including corporate leaders, special operators, workers at the production line, administrative staff, interns, foreign workers and visitors, should participate into the safety training. Till the end of 2010, 39,000 people had received safety training.



案例：中钢股份举办安全生产应急管理讲座
CASE: Sinosteel Corporation Limited held a lecture on safety production emergency management

11月22日，中钢股份举办安全生产应急管理讲座，股份高管，各职能部门、专业公司、地区公司、科技企业、生产企业、其他企业领导及相关人员参加。

在讲座上，国务院参事、安全生产管理资深专家闪淳昌先生回顾了近年应急救援典型案例，指出了应急管理的八点经验和六点不足，提出了应对危机和风险的八大方法。讲座内容精彩、资料翔实，事故教训惨痛，让大家接受了一次生动、深刻的安全生产应急知识教育。

讲座后，中钢及所属企业深入贯彻落实四点要求：一是认真反思，建立健全执行各种应急预案，构建严密、有序的应急体系。二是严格落实《国务院办公厅关于进一步做好消防工作，坚决遏制重特大火灾事故的通知》要求，做好“防火、防冻、防煤气”工作，制定分解措施，狠抓、抓狠，实抓、抓实。三是根据不同时段特点，因时制宜，开展好安全防护工作。四是在总部开展全员安全生产培训、考试合格、持证上岗活动。

最后，讲座在“安全第一、事故为零”的口号中圆满结束。

On November 22, Sinosteel Corporation Limited held a lecture on safety production emergency management. Executives of Sinosteel Corporation Limited, and leaders of every functional department, specialized companies, regional companies, technology companies, manufacturing enterprises, and other enterprises attended the lecture.

In the lecture, Counselor of the State Council Shan Chunchang, a senior expert on safety production management, reviewed typical

cases of emergency rescue in recent years, stated eight pieces of experience and six defects of on emergency management, and put forward eight measures to cope with crisis and risk. From the wonderful speech, every one received a vivid and profound education on safety production emergency knowledge.

After the lecture, Sinosteel and its subsidiaries thoroughly implemented four requirements: firstly, seriously reflect, set up and perfect various emergency response plan, and build strict and organized emergency system; secondly, strictly implement Notice of General Office of the State Council on Further Improve Fire Protection and Resolutely Curb Serious Fire Accident, work well on fire protection, freeze protection and gas protection, and formulate measures; thirdly, according to different characteristics in different time, carry out safety protection work; fourthly, promote safety production training, examination and employment with certificates in headquarters.

At last, the lecture ended in a satisfactory way that every one shouted the slogan of “Safety first, accident zero”.



安全生产应急管理讲座
Lecture on production safety and emergency management

安全业绩
Safety Performance

指标 Index	单位 Unit	2010	2009	2008
工伤人数 Industrial Injury Number	人 Person	25	43	79
工亡人数 Death Toll	人 Person	1	1	1
安全培训次数 Safety Training Times	次 Time	30	1	1
安全培训人数 Person Participating in Safety Training	人 Person	39000	80*	100*

* 该数据仅为集团总部组织的培训人数
It is the number of employee receiving trainings organized by the headquarters

中钢始终强调，各级领导干部要时刻绷紧“安全生产”这根弦。各生产企业要认真落实好安全生产工作，确保企业和员工的生命财产安全。要本着对员工高度负责的态度，狠抓落实，责任到人，做到“零事故、零死亡”。

2010年，中钢组织编制《生产事故案例剖析》。汇总整理了包含所属企业近年生产安全事故在内的163个典型事故案例，其中包括14类生产安全事故案例、交通事故案例等。将《事故案例》发放到每家企业，让企业汲取教训，防患未然。



案例：中钢耐火荣获洛阳市“2009年度安全生产先进单位”称号
CASE: Sinosteel Refractory Co., Ltd. was awarded “Luoyang Advanced Enterprise for Safety production in 2009”.

2010年初，洛阳市政府安委会授予中钢耐火公司“2009年度安全生产先进单位”称号。

2009年，中钢耐火公司领导始终高度重视安全生产工作，积极推行“0123”安全管理模式。公司与各二级单位层层签订安全目标责任书，认真落实安全责任制；建立健全了安全管理体系，并认真落实安全管理制度；通过强化职工安全教育培训，不断提高职工的安全意识；加强隐患排查治理工作，规范生产现场管理，有效制止“三违”现象。通过全体职工努力，2009年安全生产继续保持平稳态势，为企业生产经营工作起到了保驾护航的作用。

Sinosteel always emphasizes that leaders at all levels should focus on safety product. Each manufacturing enterprise should earnestly implement safety production to guarantee life and property safety of enterprise and employees. Based on the attitude to be responsible for employees, the company tries best to realize “Zero accident and zero death”.

In 2010, Sinosteel formulated Case Analysis on Production Accident, which collected 163 typical accident cases of its subsidiaries in recent years, including 14 kinds of production accident case, traffic accident case, etc. The company issued Case Analysis on Production Accident to every enterprise and let them learn from mistakes and take preventive measures.

At the beginning of 2010, Luoyang Municipal Government Safety Committee awarded the tile of “Luoyang Advanced Enterprise for Safety production in 2009” to Sinosteel Refractory Co., Ltd.

In 2009, leaders of Sinosteel Refractory Co., Ltd. attached great attention safety production, and actively carried out “0123” safety management mode. The company signed safety objective responsibility documents with its subsidiaries, earnestly implemented safety responsibility system; set up and perfected safety management system and earnestly implemented safety management system; improved staff’s safety awareness though safety education and training; strengthened hidden trouble hunt and management, standardized production field management, and effectively restrained “three violation” behaviors. Through the efforts of all staff, the company kept stable safety production in 2009 and protected future production and operation of the company.

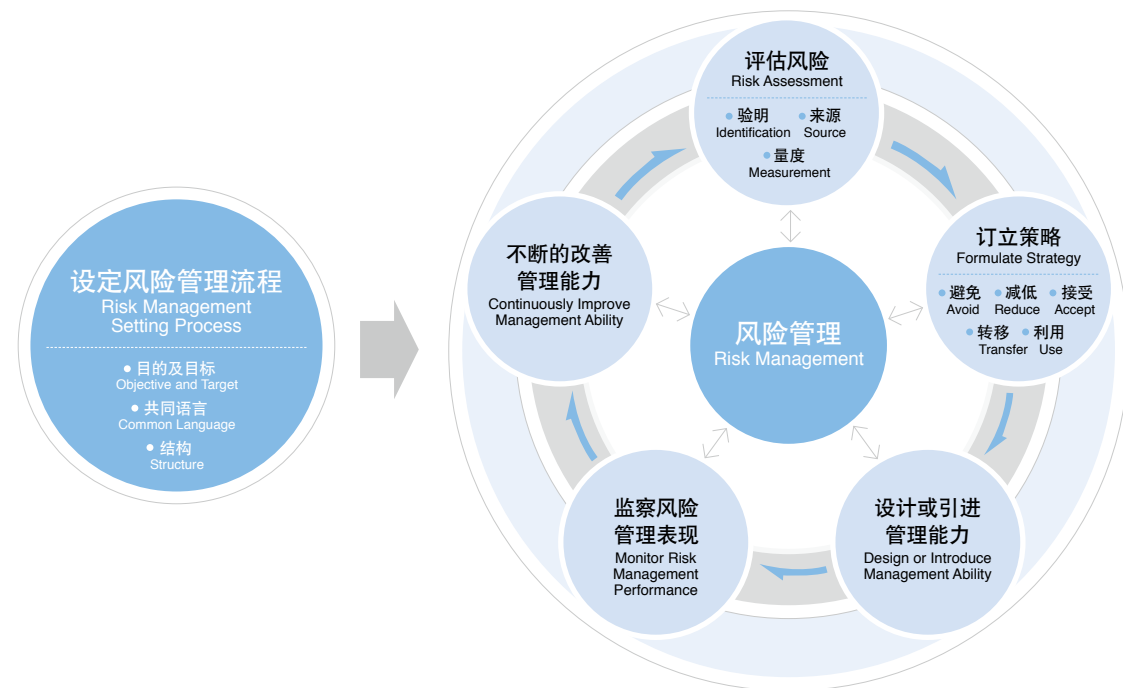
风险管理 Risk Management

中钢集团重视提高风险防范与管理水平，不断探索建立有效的全面风险管理体系和机制。2010年，中钢在风险管理、审计监察的工作力度和重点、报告质量、整改力度及成效等方面都取得了显著提高。着重加强内部控制、风险防范、经济效益审计，继续开展投资项目管理效能监察，全年共发现问题和经营管理中的风险点**89**个，完成审计监察项目**29**个，提出建议**89**条。切实加强全面风险管理，不断提升经营管理水平。

2010年，中钢进行了全面的风险评估，评估出重大风险**14**项，并结合中钢主营业务的特点，重点加强客户供应商信用风险管理和应收预付款风险管理。同时着手建立风险事件案例库，促进增强全员风险防范意识。

Sinosteel Corporation attaches great importance to the enhancement of its capability of risk prevention and management and makes continuous efforts in establishing a sound mechanism of this kind. In the year of 2010, Sinosteel made remarkable progress in such aspects as risk management, audit monitoring, reporting and rectification. Laying considerable stress on internal control, risk prevention and economic performance and carrying on the supervision over the efficiency of investment project management, it spotted 89 risk points during its operation, accomplished 29 projects of audit monitoring and put forth 89 proposals. Sinosteel Corporation has been consolidating its overall risk management and never stopped improving the performance of its operation and management.

In 2010, Sinosteel Corporation comprehensively implemented risk assessment and found 14 material risks. According to our business characteristics, we focused on enhancing customers & suppliers credit risk management and account receivable & advance payment risk management. Besides, we set about establishing case library for risk events to promote and strengthen risk prevention.



案例：中钢邢机全面强化三项资产风险控制

CASE: Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. has strengthened comprehensively the risk control of “Three Assets”.

为进一步强化资产管控能力，持续降低企业经营风险，中钢邢机迅速建立完善了相关制度，实施了系列工作举措，全面加强应收账款、预付（工程）账款、存货“三项资产”风险控制。

应收账款管理上，企业从考核范围、总量控制指标、账龄结构控制指标、期末总量考核、账龄结构考核等方面建立完善了专项考核办法，其中应收账款总量控制指标以2010年6月末余额为基点，对企业7个相关单位明确了考核目标值，考核上每增加1%，核减单位一把手绩效工资10%；账龄结构控制指标上，确立92%控制在6个月以内，8%控制在1年以内，消灭账龄1年以上应收账款，考核上按照账龄实施不同月考核和责任追究。

预付（工程）账款上，企业明确各相关单位责任人，组织逐笔、逐合同进行清理，逐项说明支付时间、原因、清理回收期限，同时要求账龄超1年的年末必须清理完毕，账龄超1年但有合同约定、建设期较长的预付工程款，要逐笔明确责任人，按照合同时间，按期完成清理回收。账龄超3个月的要说明原因，制定措施和限期清理方案，坚决杜绝形成1年以上预付账款。

存货管理上，一方面全面加强企业生产的科学组织，压缩库存资金占用，确保存货资金占用总额和周转速度；另一方面逐家、逐户、逐材料、逐产品进行排查，重点清理解决经营停滞存货，清理处置非正常资金占用，加强正常资金占用管理。

In order to further asset control and continue to prevent enterprise operation risks, Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. has speedily established and perfected related systems in this aspect and has taken a series of effective measures, making possible an overall strengthening of the risk management over accounts receivable, (project) accounts prepaid and stock “Three Assets”.

In terms of accounts receivable, the enterprise has set up sound and specialized assessing methods in such aspects as assessing scope, total control index, aging structure control index, final total assessment and aging structure assessment. The control index of the accounts receivable total used in these methods was based on the balance that occurred at the end of the June in 2010, and the aimed value of the assessment was clarified for the 7 related units of the enterprise, that is, the top leader's merit pay was reduced by 10% every 1% increase in the assessment. In terms of aging structure control index, 92% was controlled within 6 months and 8% within a year. Accounts receivable over a year was eliminated and different monthly assessment and accountability measures were taken in accordance with the aging status of these accounts.

In respect of the (project) accounts prepaid, the enterprise designated clearly the persons in charge of the units concerned to settle each sum and contract of the accounts and to explain term by term the time, reason and recovery period of the payment. At the same time, they were required to finish settling the accounts aging over one year by the end of 2010. For those accounts prepaid aging more than a year but covered by the contract and confined by projects with longer construction time, they should find out exactly the persons responsible for each sum of these accounts and finish as required the settlements within the due time specified in the contracts. Moreover, for those accounts aging over 3 months, they should explain the reasons of delay and formulate counter measures for settlement within a limited time so as to prevent effectively accounts prepaid aging over 12 months.

For inventory management, Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. on the one side stressed its scientific organization and reduced the amount of the stock fund used in order to secure a sufficient total of inventory fund at a health speed of turnover; on the other side, with its focal points in settling stocks due to stagnant operation and fund occupation resulted from improper arrangement, it carried out a door-to-door investigation on possibly related information, literature and products so as to keep fund management in perspective.

中钢邢机全面强化“三项资产”风险控制工作开展以来，各部门从“下半年工作重中之重，事关企业生死存亡”的高度充分重视，迅速分解任务，落实相关责任，逐家逐户开展清理。随着“三项资产”管控能力的不断强化，必将有效降低企业经营风险，战胜异常严峻的市场形势，实现企业健康稳定发展。

Ever since Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. strengthened its risk management of “Three Assets”, all departments have regarded it as their “life and death” task and put it at the top of their agenda in the second half of the year, delegating the task speedily and carrying out the settlements door to door. The strengthening of the control over “Three Assets” is bound to reduce its operating risks effectively, which will in turn enable it to overcome an even tougher market and finally let them realize such development as is health and stable.

反腐倡廉 Combat Corruption and Uphold Integrity

中钢切实加强反腐倡廉制度建设，印发《中国中钢集团公司党委关于进一步加强纪检监察工作的意见》，明确任务、加强总体部署；通过专题会议、检查调研、督促改进等方式，进一步提高各级领导人员对反腐倡廉工作的认识，促进《意见》的贯彻落实，努力实现纪检监察“认识到位、责任到位、机制到位、制度到位、组织和人员到位、工作到位”，为企业科学发展提供促进和保证作用。

同时，积极组织反腐倡廉相关活动。利用集团内部发生的违纪违法案件开展警示教育，组织 **7300** 人次学习《镜鉴》；组织 **310** 名领导人员开展了“述廉评廉”活动，提高了教育的针对性和实效性；深入开展工程建设领域专项治理和“小金库”专项治理工作，提高了监督实效。

Sinosteel Corporation has been forcefully carrying out the task of combating corruption and upholding integrity. Having printed and distributed Sinosteel Corporation Party Committee's View on Further Strengthening Party Discipline Inspection and Supervision Work, it understood completely its task and enhanced its overall arrangement; by means of theme conferences, surveys and supervisions, Sinosteel raised its leaders' awareness of combating corruption and upholding integrity and made sure that the “View” was implemented in a real sense. It endeavored to realize the discipline inspection and supervision task to a level where qualification can be achieved in awareness,

responsibility, mechanism, system, organization, staff and work so as to secure a boosting and ensuring effect on the enterprise's scientific development.

Meanwhile, Sinosteel showed its initiative in activities on combating corruption and upholding integrity. Making use of the warning effect of the events against law and regulations that had happened in itself, Sinosteel organized 7,300 workers to study The Jing Jian, an educational book appealing staff in state-owned businesses to resist corruption; with 310 leaders participating an activity it organized named “Honesty and Integrity”, which was aimed to eulogize the stories of those who were devoted to anti-corruption, Sinosteel succeeded in making anti-corruption education more pertinent and effective; good results has been harvested in Sinosteel's supervision over corruption after its further implementation of the specialized management in the field of project construction and over the negative phenomenon of “a private coffer”.



“创先争优”动员大会
Meeting of “Excel in the performances”

中钢重视加强廉洁文化建设，不断将“规范、诚廉”的廉洁理念体现在制度建设、经营管理工作中。2011年初，中钢集团与下属各企业负责人签订《党风廉政责任书》。

Sinosteel Corporation attaches much importance to strengthen the construction of anti-corruption culture and embodies the concept of “Norm and integrity” into the system construction and daily operation & management. At the beginning of 2011, Sinosteel Corporation signed the Clean Government Assurance with principals of its subsidiaries.



张涵光书记与下属企业负责人签署《党风廉政责任书》
Mr. Zhang Hanguang, the secretary, signed the Clean Government Assurance with subsidiaries' principals.



案例：中钢天源与管理人员签订廉洁责任书

CASE: Sinosteel Anhui Tianyuan Technology Co., Ltd. signed with the management level the Letter of Responsibility for Building A Clean Corporation.

8月18日上午，中钢天源召开了公司党员领导干部与各单位、各部门主要负责人重新签订廉洁责任书的专题会议。党员领导干部签订《党风廉洁建设责任书》，非党员领导干部签订《廉洁建设责任书》。

作为企业廉洁文化建设的重要组成部分，早在公司党委、纪委设立之初的2008年就与广大中层以上干部签订了《党风廉洁建设责任书》。随着《国有企业领导人员廉洁从业若干规定》、《中国共产党党员领导干部廉洁从政若干准则》等新规定的正式颁布，公司纪委围绕新规定、新要求、新情况探索公司廉洁建设工作的新方法、新模式，将新的内容及时补充进入《党风廉洁建设责任书》和《廉洁建设责任书》的承诺范围，修订了责任书的签署方式，由过去自己承诺签署的责任书，转变为一级对一级承诺，双方签署的形式。

通过本次廉洁责任书的签署，进一步强化了廉洁也是生产力的意识，明确公司高管和中层领导的廉洁责任，规定了廉洁义务，必将有力推动和促进中钢天源各级领导干部遵守“规规矩矩办事，清清白白做人”廉洁文化氛围的形成。

On the morning of August 18th, Sinosteel Anhui Tianyuan Technology Co., Ltd. held a conference devoted to signing again the Letter of

Responsibility for Building A Clean Corporation, where Party leaders signed The Letter of Responsibility for Building a Clean Party and the non-Party leaders signed The Letter of Responsibility for Building a Clean Corporation.

As an indispensable component of building a clean corporation, The Letter of Responsibility for Building a Clean Party was signed with many of the middle-level leaders as early as in the year of 2008 when the Corporation's Party Committee and Discipline Inspection Commission were established. With the issue of such new regulations as Certain Regulations on Clean Leadership for Leaders in State-Owned Enterprises and Certain Criteria on Clean Governance for the Leaders Who Are Members of the Communist Party of China, the Corporation's Discipline Inspection Commission has been exploring new methods and modes of building a clean corporation around new regulations, requirements and situations, and has brought timely new contents into the scope of The Letter of Responsibility for Building a Clean Party and The Letter of Responsibility for Building a Clean Corporation. It reformulated the way of signing the letters of responsibility, changing it from the old way of one-party signing to a new way of two-party and level-to-level signing.

After signing these letters of responsibility, the understanding of resistance to corruption as another way of productivity is further strengthened. Making clear that to resist corruption is also top and middle-level leaders' responsibility in the Corporation and specifying their obligation of resisting corruption are also bound to have an active effect on promoting and forming a clean environment where leaders of all levels in Sinosteel Anhui Tianyuan Technology Co., Ltd. can stick to the principle of “being upright in both doing things and living one's life”.

信息化

Informationization

中钢已经初步构建起较为完整的信息化应用架构。按照“6个统一”即统一规划、统一平台、统一建设、统一投资、统一标准和统一管理的信息化建设原则，通过持续不断努力，到“十一五”末，中钢已初步构建起以ERP、资金、OA和视频会议系统为核心的较为完整的信息化应用架构，有效支撑了整个企业经营管理的运行。

统一建设的核心信息系统应用范围已基本覆盖国内所属企业。中钢ERP系统已完成4期建设。其中，财务管理已覆盖80家（含部分三级单位），人力资源管理已实现51家应用；客户管理应用已达72家；业务管理应用已达28家，在贸易、工程、物流、科技、期货、咨询等业务类型实现应用。

OA系统实现面向全集团成员企业应用，全球下属单位都能在统一的OA平台上开展信息交流、邮件传递和部分行政办公管理。

高清视频会议和广域网系统已覆盖38个子公司（含香港、澳门），正在向南非、澳大利亚等海外企业拓展。

Sinosteel Corporation has gradually constructed an integrated informationized application framework. In accordance with the informationized principles of “six unification”---unified planning, unified platform, unified construction, unified investment, unified standard and unified management, Sinosteel Corporation has constructed an integrated informationized application structure centering on ERP, the capital, OA and the active meeting system by the end of the Eleventh Five-Year Plan Period with our continuous efforts, which effectively underpin the whole enterprise's operation and management.

This system has extended to almost all the domestic subsidiary enterprises of the Sinosteel Corporation. The ERP system has accomplished four phases construction. Among these , the financial management has covered 80 companies (including the three-tiered companies), the human resource management, client management and the business management has applied respectively in 51,72 and 28 companies, meanwhile ,the system has applied in business areas like trade, project, logistics, technology, futures as well as the consulting.

The OA system has applied by all the subsidiary companies of Sinosteel Corporation, with which, all the subsidiary companies over the word can communicate with each other, send the e-mail as well as accomplish part of the administrative management in the office.

High-definition active meeting system and the WAN system has covered 38 subsidiary companies(including Hong Kong and Macao), and now it is gradually extending to its overseas companies in South Africa and Australia, etc.



ERP系统作为同类中央企业率先成功应用的系统，自2005年上线运行以来，为中钢的经营管理带来全新的面貌，其综合效能集中体现在“五个一体化”：财务业务一体化，管控一体化，公司间业务协同一体化，公司经营网点一体化，经营层与决策层一体化。

As the first application system successfully applied in the central enterprises , the ERP system has undergone profound changes for the Sinosteel Corporation since its first application in 2005. Its integrated efficiency centers on the following “five integration”, which means the integration of finance and business, the integration of management, the integration of the business collaboration between the companies, the integration of the business outlets, as well as the integration of the management and the decision making level.

在财务管理上，ERP系统实现集团财务的统一管理、数据集成和信息共享。按“一个全面，三个集中”（全面预算管理，集中资金、银行债务、会计核算管理）构建集中统一的财务管理体系。在业务管理上，ERP系统推进了购销分离、协同经营等经营模式的变革；推动业务流程的规范和优化；数据集中、物流动态监控、资源有效调度等，风险控制能力大大提高。

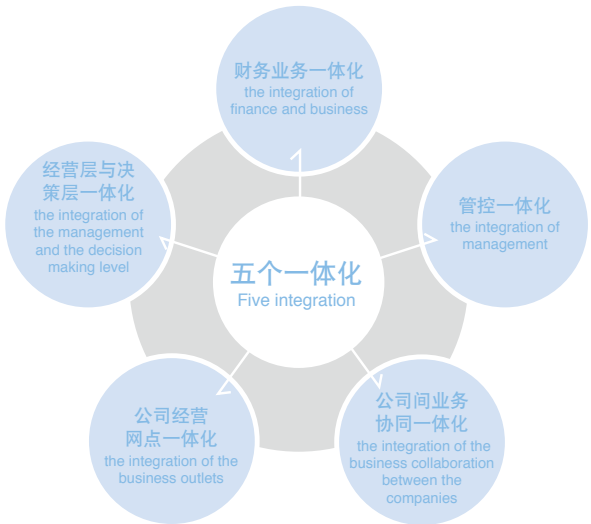
在人力资源管理上，ERP实现人事管理到人力资源管理的根本转变。建立了从基础管理到高级管理、直至人才战略层面的人力资源管理系统；建立人员信息、薪酬、员工自助、招聘、培训和绩效考核6大核心管理功能。

在客户管理上，ERP实现全集团客户和供应商信息资源的整合和利用。实现经营客户与公共关系客户两类客户资源集中管理；建立客户信息、合同、信用、商机四项管理功能，提高客户服务质量。

信息化建设与应用为做强做大的发展战略奠定了坚实的基础。在战略转型上，信息化在健全产业链和价值链方面提供先进的管理手段，实现多行业和多业态集成应用和统一管理，为中钢构建面向钢铁工业和钢铁企业的“现代生产性服务企业”形态发挥重要的支撑作用。

在管理模式上，信息化构建的新型管理平台，具备“系统集成、统一管控、经营协同、资源整合、信息共享5大特点，实现了从传统分散孤岛式管理到集中统一管理方式的根本转变。

On finance management, the ERP system has realized the integrated management , data integration and the information sharing in Sinosteel Corporation, and it constructed a centralized and integrated financial management system in accordance with the principle of “ One Overall and Three Centralized ”(overall master budget, centralized management of the capital, bank debt and the financial accounting). On the business management, the ERP system has put forward the change in the operational model like the separation of the purchase and sale and the collaborated operation; standardized and optimized the business process; realized the data concentration, Logistics dynamic



monitoring as well as the effective resources regulation. And the system has significantly enhance its risk control capability.

On human resources management, the ERP system shift the way the company arrange its personnel and the human resources. It has established the human resource management system from the fundamental management to the high-level management, as well as to the level of talent strategy; constructed six core management functions including personnel information, emolument, staff self-service, recruitment, training and the performance appraisal.

On the management of the customer management, the ERP system has realized the integration and application of the customers and suppliers' information in Sinosteel Corporation. It has fulfilled the central management of the customers and the public relation customers; function the management of the customers' information, contract, credit and the business opportunities as to enhance its service.

The informationized construction and application has laid the solid foundation for the development strategies aiming for the company growing stronger and bigger. It has provided advanced management instruments for refining the industry chain and value chain while implementing the strategy shift; with it , the company has realized integrated application and management in multi-trade and multi-format areas. It has underpinned Sinosteel Corporation constructing the “modern service enterprise specializing in production” pattern for the steel industry and steel enterprises.

On management mode, the new platform constructed by the informationization, characterized with system integration, centralization of management, collaborative operation, resource integration and information sharing, completely shift the way of management from the traditional decentralized to the centralized and integrated way.



2010 年中钢信息化工作进展

The Main Accomplishments of Sinosteel Corporation's Informationization in 2010

中钢积极推进信息化建设再上新台阶，2009 年，在国资委组织开展的信息化评比工作中，连获三项奖评，取得了优异成绩。

Sinosteel Corporation has vigorously promoted the informationization and it has been awarded in three items in the assessment launched by the SASAC in 2009.

中钢集团信息化水平达到国资委“A”级水平，稳步“登高”

The informationization of Sinosteel Corporation has gradually been promoting and achieved the “A” level in the assessment launched by the SASAC .

2009 年，中钢集团在国资委开展的年度中央企业信息化水平评价工作中晋升 A 级，在中央企业中总体排名第 16 名，行业排名第 3 名，迈上了新台阶。评价内容涵盖信息化领导力、信息化基础建设、信息化应用与效果、IT 服务管理与 IT 治理和信息化人力资源五个方面，评价结果显示，中钢信息化水平在变革与创新方面有较大提升。

In 2009, Sinosteel Corporation has been ranked as “A” in the appraisal of the informationized level of central enterprises. It ranked 16 in the central enterprises, and ranked 3 in the steel industry. The appraisal standard includes the informationized leadership, fundamental construction, application and its effect, as well as the IT service management, IT governance and informationized human resources. It turns out that its informationization level has significantly enhanced in the transformation and innovation of the company.

中钢信息化两项目获选国资委中央企业信息化示范工程

The informationization of Sinosteel Corporation has been ranked as the demonstrated project among the central enterprises by the SASAC

为推广中央企业优秀信息化成果，国资委树立了九大类型示范工程，前不久评选出来自 20 家中央企业的 30 个典型示范工程，中钢有两个项目入选，分别是：资金

管理系统和人力资源管理系统。典型示范工程在项目建设、深化应用和运行维护等方面拥有系统化经验，具有广泛的示范性。

In order to promote outstanding achievements in informationization of the central enterprises, the SASAC sets nine demonstrated projects as the example in nine areas, including the 30 demonstrated projects out of the 20 central enterprises. Among them, two projects of Sinosteel Corporation have been included: the capital management system and the human resources management system. These projects have promoted demonstrations on how to construct the projects, deepen its application, as well as run and maintain the project systematically.

中钢门户网站达到国资委网站绩效评估“A”级水平

Sinosteel Corporation's website has been ranked “A” level in the performance appraisal launched by the SASAC

企业网站是企业信息化建设的重要内容，为进一步打造中央企业网上形象，有效提升中央企业软实力，2009 年国资委组织开展了中央企业网站绩效评估工作。中钢集团门户网站被评为 A 级。

The website is an integral part of the enterprise's informationization. For the sake of fostering a good image of the central enterprises and promoting the soft power of China, the SASAC launched central enterprises website performance appraisal. And Sinosteel Corporation's website has been ranked as “A” level.



案例：中钢股份数据级灾备系统首次演练成功举行

CASE： The first drill of the data-level disaster back-up system has been successfully launched by the Sinosteel Corporation Limited

3 月 26 日下午，“中钢股份数据级灾备系统”进行了首次演练。建设中钢股份数据级灾备系统主要目的是全面提升 ERP、资金和 OA 系统的数据和系统的灾难保护能力，并增强对中钢业务持续运营和技术性风险防范的支撑。中钢灾备系统于 2009 年 7 月正式启动，总体工作至 2009 年底基本完成。本次演练就是要模拟集团本部“生产中心”的数据和系统在遭到“灾难性事故”情景下，能否顺利切换到“灾备中心”，并在设计目标内得以继续恢复使用，演练从整套工作流程来验证灾备的效能和目标。

此次演练中两大主要灾备系统技术指标：RTO（恢复时间点目标，主要衡量系统的恢复时间）和 RPO（恢复节点目标，主要衡量数据的可能丢失点）经统计均优于中钢灾备系统的设计目标。经过模拟业务验证，业务完全能按设计的要求进行操作。演练取得圆满成功，较为全面和完整地检验了建设成果，锻炼了队伍，对尽快构建规范的灾备管理机制也具有良好的推动作用。

On March 26, the data-level disaster back-up system has operated the first time in the afternoon. This system mainly aims for comprehensively enhancing the disaster protective capability on data and the system of the ERP, capital and the OA system, and underpinning its trade operation and the technical risk prevention. Officially launched in July 2009, the system has been accomplished by the end of the 2009. This stimulating exercise aims to checking whether the data and system of the “production center” can switch over to the “disaster back-up center” and can be used when they were attacked by the disastrous accident. The exercise is designed to test the efficiency and objective of the back-up system in the whole working procedure.

According to the statistical result, two main technical parameters—the RTO(recovery time objective, which measures the time the system resumes,) and the RPO(recovery point objective, which measures the point where the data might lose) are both better than the designed objectives. It is revealed that the system can be operated in accordance with the designed objectives. This successful exercise has verified the constructed achievements comprehensively and promoted the construction of the normative disaster back-up governing system.



数据灾备中心大楼
The building of “disaster back-up center”



中钢深刻认识到钢铁生产各环节对环境产生的负面影响，认为加强环境保护管理是公司的职责，也是公司管理体系的重要组成部分。有效的环境管理体系是改善环境与实现可持续发展的基本前提，公司鼓励利益相关方的广泛参与，持续改进公司的环境管理，致力于为钢铁工业和相关战略性新兴产业提供绿色服务链。

Sinosteel has a profound understanding of the adverse impact of the various aspects of iron and steel production on the environment, believes that strengthening environmental protection management is an important functional responsibility of the senior management of the company, and also an important component of the corporate management system. Effective environmental management system is the basic premise of improvement of environment and realization of sustainable development, and therefore the company encourages extensive participation of the stakeholders to continually improve the corporate environmental management, providing green service chain for the steel industry and the related strategically rising industries.

绿色服务链 Green Service Chain

环境管理 Environmental Management



环境保护相关制度 Regulations for Environmental Protection

明确绿色供应链责任

The Responsibility of the Green Supply Chain

我们全面考察生产企业的供应商，调查其有无安全生产许可证、排污许可证，是否属于国家发改委等政府主管部门禁止或限制的行业范围，是否符合相关通知、公告中的行业准入条件等。

以责任采购为指导，努力实现采购资源和采购过程的“绿色化”，引导下属生产企业的“绿色生产”，从而打造钢铁行业的绿色供应链。

The company has comprehensively inspected the suppliers of the production industry, including its safety production permission and its sewage discharge permission, and whether it is the industry scope that prohibited or limited by the administrative authorities of the Chinese Government like National Development and Reform Committee (NDRC) or not, and whether it fulfills the market access notified.

Guided by the liability in purchase, the company tries to “green” the resources purchased and the purchasing process, so as to guide the subsidiary production industries to implement “green production”, and establish the “Green Supply Chain” in the steel industry.

完善能源环保统计管理制度

Improve the system of Energy Environment Protection Statistics Management

中钢不断完善能源环保统计管理办法，通过下发《中国中钢股份有限公司能源环保统计管理办法（试行）》，全面阐述集团对能源环保的统计要求，明确能源环保季报、半年报和年报制度，并新增“能源环保统计分析报告”和“重大污染源监控治理月报表”两项内容，进一步加强能源环保统计管理。

Sinosteel has enhanced the energy environment protection statistics management measures. In the issued principles Energy Environment Protection Statistics Administrative Measures of the Sinosteel Corporation Limited (trial), it comprehensively elaborates its statistical requirements, the quarterly, semiannual and annual reports system, and adds the “the analysis report of the energy environment protection statistics ” and “Monthly reports of major pollution source control management”, so that we improve the system of energy environment protection statistics management.

节能环保三条工作主线

Three main operating lines on energy conservation and environmental protection

我们制定了对生态环境“零伤害”的目标，并根据中钢生产企业节能环保管理现状和特点，制定了节能环保三条工作主线：

- 加强重大污染源的监控、预警与管理，坚决杜绝重大环境污染事件；

We established “zero harm” target on the eco-environment, and based on the current conditions and characteristics of energy conservation and environmental protection management of the production enterprises of Sinosteel, formulated three main operating lines on energy conservation and environmental protection:

- Strengthen key pollutant source monitoring, early warning and management, and eradicate resolutely major environmental pollution event;

- 将节能减排关口前移，扎实推进节能减排工作，努力使中钢节能减排指标、数据达到国内、国际同行业先进水平；

- 积极争取国家节能减排政策支持，提高政策使用效率。

- Advance the pass for energy conservation and emission reduction, promote solid energy conservation and emission reduction operations, and strive hard to enable the index and data of energy conservation and emission reduction of Sinosteel to reach the advanced domestic and international standard;

- Actively strive for national policy support on energy conservation and emission reduction, and improve policy application efficiency.



环保工作交流培训 The Exchange and Training of the Environment Protection Management

中钢重视所属企业环保管理能力的提升，为其搭建经验交流的平台，使所属企业之间资源共享，信息互通。为此，2010年集团召开了生产企业节能环保工作经验交流会，会上企业主管能源环保工作的部门负责人充分交流了各自的管理办法与经验，相互学习和借鉴兄弟单位的好经验和好做法，进一步提升业务素质和管理水平。

Emphasizing on the promotion of the subsidiaries management capabilities, Sinosteel Corporation Limited build the platform for the subsidiaries exchanging the resources and the information. In 2010, it conducted a meeting for the production enterprises to exchange the experiences in energy conservation and environment protection. In this meeting, the division principals in the environment protection department have exchanged their governing principals and experiences respectively, so that they can promote their professional qualities and the governing level.



集团提前一年超额完成国家“十一五”节能减排目标 Sinosteel Corporation has accomplished and exceeded the emission reduction targets of the national "The 11th Five Year Plan" one year ahead

“十一五”规划实施以来，中钢集团高度重视环境保护和节能减排工作，将环境保护作为企业必须保证的红线和衡量下属企业工作的硬杠杆，环保与节能减排工作取得较好成绩，2009年万元产值综合能耗、COD和SO₂排放量均提前一年超额完成了“十一五”节能减排目标。

Since the implication of the 11th Five-year Plan, Sinosteel Corporation has laid much emphasis on the environment protection, energy saving and emission reduction, which has been the necessities of the enterprises and the standard for judging the subsidiaries, so that the company has achieved gratifying success. In 2009, the comprehensive energy consumption per 10,000 yuan and the amount of emission of COD and SO₂ has exceeded the objective one year ahead.



案例：中钢集团科技环保援疆 CASE: Sinosteel Corporation's Technical Aid to XinJiang

2010年11月，由新疆环保厅与中国中钢集团公司联合举办的新疆污染防治技术培训班在乌鲁木齐市隆重举行。来自新疆各地、州、市、县级环保局和有关企业的数百名代表参加了会议。

On November 2010, the technical training for the pollution protection and governing has been hold by the XinJiang Environment Protection Department and Sinosteel Corporation in Urumchi. Hundreds of deputies, from the environment protection bureau of different district, autonomous prefecture, city and the country as well as the related enterprises have attended the meeting.

“十二五”是新疆跨越式发展的关键时期，也是加强生态建设、改善环境状况的关键时期。中钢集团和自治区环保厅共同举办这次活动符合新疆当前污染防治和节能减排工作的实际需要。

这次联合举办的技术培训班，旨在落实中央科技援疆战略部署，发挥中钢集团技术优势，运用中钢集团在环境保护、节能减排和污染控制技术领域国内一流的研究开发成果和工程技术能力，开展培训、咨询和工程技术服务，提升新疆持续创新发展能力，实现科技惠及新疆各族群众，为新疆发展尽中钢集团的一份力量。

本次培训活动中，中钢集团邀请了国家环保部科技标准司胥树凡副巡视员作环境保护方面的政策解读，邀请了国内知名环保专家清华大学郝吉明院士作主题报告，中钢集团组织专家团队，从中钢天澄、中钢安环院、中钢马矿院和中钢设备选派了8位专家，全面系统介绍先进的环境保护、节能减排技术、污染控制技术和清洁生产技术，为新疆建设资源节约型、环境友好型社会提供技术服务。

这次技术培训，是中钢集团积极履行中央企业社会责任、开展科技援疆的具体行动。这次活动赢得了新疆维吾尔自治区、自治区环保厅领导的赞誉，赢得了学员的高度评价。



中钢科技援疆培训班现场
Scene of aid-Xinjiang training seminar of Sinosteel Sci-tech Development Co., Ltd.

The twelfth Five-Year Plan Period is the crucial point for Xinjiang's great-leap-forward development and the time for strengthening its ecological construction and the environmental enhancement. Therefore, this meeting has fulfilled the actual requirements of the Xinjiang in pollution prevention, energy saving and the emission reduction.

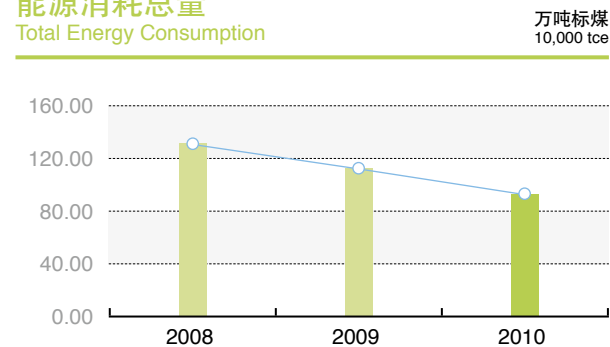
This technical training meeting is in response to the central government's strategic disposition for technical aid to Xinjiang, so as to promote Xinjiang's sustainable development capability and benefit the people of all ethnic groups in the Xinjiang Uyghur Autonomous Region. Sinosteel Corporation, with its outstanding achievements and engineering technical capabilities in environment protection, energy saving and emission reduction, and pollution control techniques can provide the training, consulting and engineering services for Xinjiang's development.

In this training, Sinosteel Corporation has invited Xu Shufan, associate counsel of the Department of Science & Technology and Standards in Ministry of Environmental Protection, who was responsible for illustrating the environment protecting policy. And the well-known environmental experts of Tsinghua University, academician Hao Jiming, have given the keynote lecture. Meanwhile, the 8 experts appointed respectively by the Sinosteel Tiancheng Environmental Protection Science & Technology Co., Ltd., Sinosteel Wuhan Safety & Environmental Protection Research Institute Co., Ltd., Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. Sinosteel Equipment & Engineering Co., Ltd. has comprehensively and systematically introduced the advanced techniques in environment protection, energy saving and emission reduction, pollution control as well as the cleaner production, and provided the technical service for building a resource-conserving and environmentally-friendly society in Xinjiang Uyghur Autonomous Region.

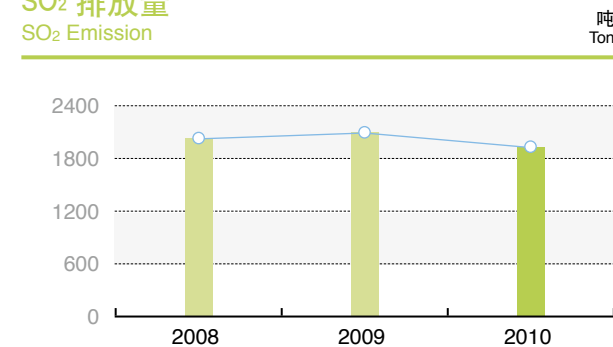
This technical training is the concrete action that Sinosteel Corporation fulfills its responsibility as a central enterprise and provides technical aid to Xinjiang. This activity has enjoyed praise from the Xinjiang Uyghur Autonomous Region government and the environmental protection department, as well as the trainees in this training.

节约资源能耗 Resource Preservation and Energy Consumption

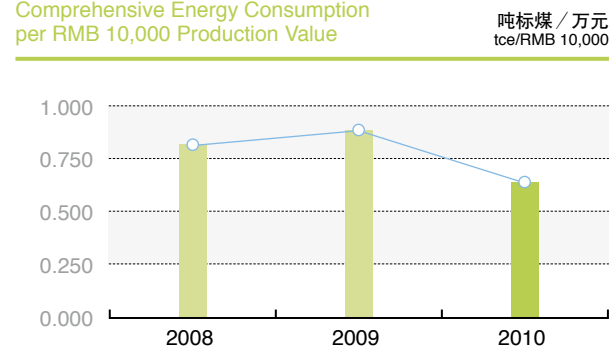
能源消耗总量
Total Energy Consumption



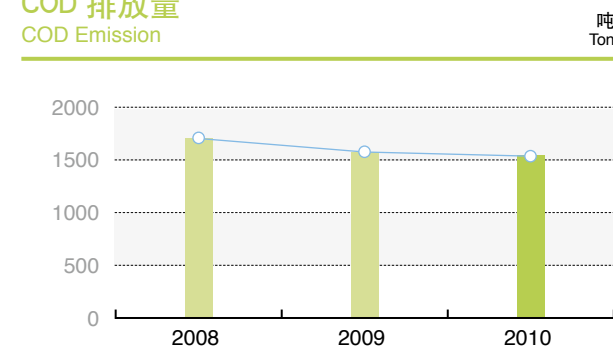
SO₂ 排放量
SO₂ Emission



万元产值综合能耗
Comprehensive Energy Consumption
per RMB 10,000 Production Value

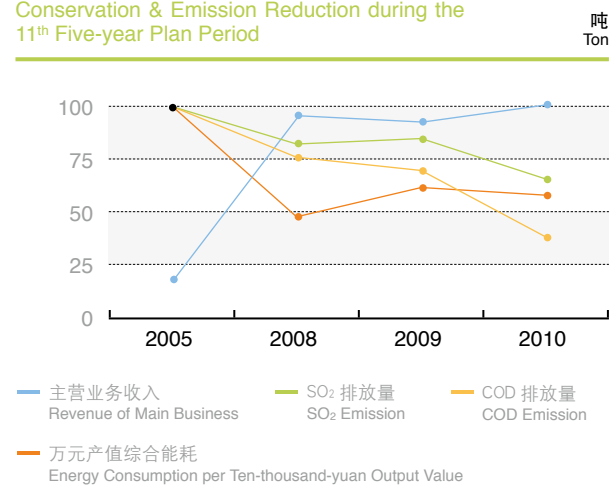


COD 排放量
COD Emission



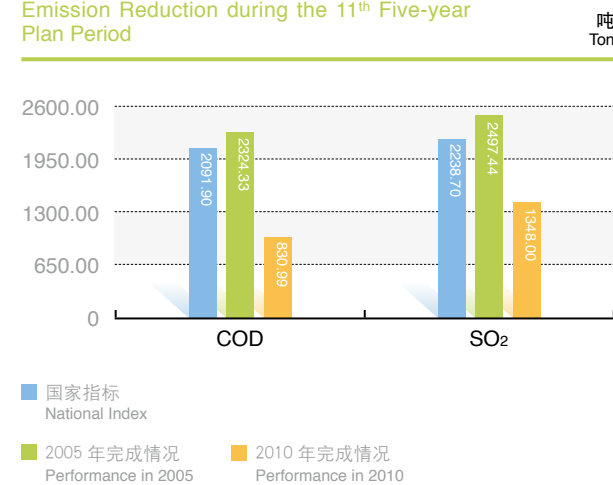
“十一五”期间营业收入与节能减排情况对比表

Comparison of Operation Revenue and Energy Conservation & Emission Reduction during the 11th Five-year Plan Period



“十一五”期间减排情况对比表

Performance on Energy Conservation & Emission Reduction during the 11th Five-year Plan Period





开发新产品，提高能源利用率

Develop New Products and Improve Energy Utilization Rate

中钢富全矿业水源热泵 2010 年中钢富全矿业水源热泵项目一期工程成功进行打压试验，开始投入试运行，该项目投入使用比普通空气制冷系统节能约 50%。

水源热泵项目是中钢富全矿业为解决办公楼、宿舍楼、食堂、车间等厂区室内的冬季取暖和夏季防暑而建设的低碳绿色工程。中钢富全矿业着眼于井下涌水较大的现状，因地制宜，依据水比热容较大的原理，利用冬夏季节井下水温与地表温度的落差，平抑地表室内温度，以达到取暖或防暑的目的。水体分别作为冬季热泵供暖的热源和夏季空调的冷源，以达到夏季建筑物室内制冷的目的；而冬季，则是通过水源热泵机组，从水源中“提取”热能，送到建筑物中采暖。

水源热泵利用水源制冷，比普通空气制冷系统节能约 50%，据粗略估算，公司建成后水源热泵可每年节省电费支出 60 余万元，以服务 30 年计，可节省数百万元的耗能支出；水源热泵利用自然水为冷热源，是一个巨大的动态能量平衡系统，是清洁的可再生能源应用技术，机组运行无任何污染，无燃烧、无排烟，不产生废渣、废水、废气和烟尘，低碳环保。

水源热泵建设是中钢富全矿业扎实推进节能减排工作的最新举措，水源热泵的投入使用将推动公司节能减排工作再上新台阶。

In 2010, the first phase project of water source heat pump of Sinosteel Shandong Fuquan Mining Development Co., Ltd. successfully conducted bulge test and entered trial operation. After it is put into use, the project will save energy of about 50% compared with the common air cooling system.

Water source heat pump project is a low carbon green project of Sinosteel Shandong Fuquan Mining Development Co., Ltd. to solve the problem of heating in winter and heat stroke prevention in summer in office buildings, dormitory buildings, refectory, workshops, etc. With a view to large water gushing underground, the company adjusts measures to local conditions and balances surface indoor temperature based on the principle of the special heat capacity of water and by using the fall of underground water temperature and surface temperature between summer and winter. The water is taken as the heat source for heating in winter and cold source for air conditioning in summer; in winter, water source heat pump set collects heat energy from water source to realize heating in buildings.

Water source heat pump makes use of water source to lower the temperature, which saves energy of about 50% compared with the common air cooling system. It is roughly estimated that after the project is finished, it would save electricity expense up to RMB 600,000 yuan every year. If it works for 30 years, it would save energy consumption expense of millions; water source heat pump makes use of water as cooling and heating sources. It is a huge dynamic energy balance system and a clean renewable energy source application technology. The machine set works without any pollution, no burning, smoke, waste residue, waste water, or waste gas. It is low carbon and environment protective.

Water source heat pump construction is the latest measure of Sinosteel Shandong Fuquan Mining Development Co., Ltd. to promote energy conservation and emission reduction. After it is put into use, it will promote energy conservation and emission reduction of the company to a new level.

Since 2010, based on the three-combination, Sinosteel Jilin Carbon Co., Ltd. has deepened the activity of “potential tapping by benchmarking” to provide important foundation for sustainable and health development of the company.

● 一是对标挖潜工作与转变观念相结合。公司提出“与自身历史最高指标对标，与同行业先进指标对标，与世界强企指标进行对标”的口号，牢固树立“对标为挖潜提供依据，挖潜是对标的继续和发展”的理念，始终坚持月月有计划、月月组织实施，使对标指标体系不断补充完善。

● 二是对标挖潜与技术创新相结合。公司开展了“以重点指标推动工序对标，以压型工序推动全工序对标”活动，稳定压型工序生产工艺，提升设备水平；控制关键岗位工艺参数，优化原料组成，使用再生原料生产石墨电极，运用新型工艺生产接头，推进产品质量升级，提升品牌形象；焙烧、石墨化工序则在优化焙烧炉工艺和稳定石墨化炉变压器的同时，改变装炉方式，优化装炉工艺，提高装炉系数，提高工序成品率。

● 三是对标挖潜与生产管理相结合。公司对影响产品质量和技术发展的突出问题进行彻底改进。压型分厂针对内部废品问题加强生产过程控制，在稳定下料温度、压型速度的前提下实施压型压力控制，在缩短了工艺流程的同时，实现了国际标准流程，降低了产品成本；焙烧分厂针对浸渍真空度不达标的现象，重新铺设了新真空管道，利用废旧原料，降低原料消耗，节约原料价值约 33 万元；石动分厂加强装炉和维护操作，完善工艺检查制度，利用旧混合料再利用，节约辅料能源费用约 70 万元；机加分厂针对以往老工艺标准等制约因素，对各线产品的公差及公差带进行适当调整，在解决本体和接头合理匹配的同时，降低了产品废品率，提升了产品质量。

The first is to combine benchmarking and potential tapping with idea change. The company puts forward a slogan of “Benchmark from self historically highest index; benchmark from advanced index in the industry and benchmark from index of world famous enterprise”, firmly builds up the concept of “Benchmarking underlies potential tapping and potential tapping is the continuation and development of benchmarking”, and always adheres to the tenet of “Make plan every month, implement the plan every month, and continuously improve the benchmarking index system”.

The second is to combine benchmarking and potential tapping with technical innovation. The company carried out the activity of “To promote process benchmarking with key index and to promote the entire process with pressed process”, to stabilize pressed process and improve equipment; control technological parameters of the key posts, optimize material composition, produce graphite electrode with regenerative raw materials, produce joints with new technique, promote upgrading of product quality and improve brand image; apart from optimizing roasting oven technique and stabilizing graphitization furnace transformer, change charging method, optimize charging technique, improve charging factor, and enhance rate of finished products.

The third is to combine benchmarking and potential tapping with production management. The company thoroughly improves the prominent problems influencing product quality and technical development. Profiled steel sheet plant strengthened production process control to solve the problem of internal waste, implemented pressure control under the condition of stable blanking temperature and profiling speed, which not only shortened process flow, but also realized international standard flow and reduced product cost; roasting plant spread new vacuum pipeline again to solve the problem of nonstandard immersion vacuum degree. By using the waste and used materials, it reduced raw material consumption and saved raw materials valued about RMB 330,000; some plant strengthened charging and maintenance operation, perfected process control system, reused the waste and used materials to save cost of about RMB 700,000; with regard to the traditional workmanship standard, the machining plant properly adjusted tolerance and tolerance range of products, which solved matching problem of main body and joint, reduced product reject ratio and improved product quality.



利用新技术，引深对标挖潜活动

Deepen the Activity of “Potential Tapping by Benchmarking” by Using of New Technology

2010 年以来，中钢吉炭以“三结合”为根基，深入对标挖潜工作，为企业持续稳定健康发展提供了重要基础。



创新体制机制，修旧利废节约资源

Innovate mechanism, recycle the waste and save energy

中钢广铁公司各生产单位大力开展降本增效、节支增收活动，2010 年全公司通过修旧利废创效近 200 万元。

中钢广铁通过建立完善修旧利废激励机制，充分调动了职工修旧利废降本增收的积极性和创造性，各冶炼分厂在检修生产炉台过程中，对存在问题和缺陷的设备、配件进行微创新，提高使用效率。随着生产工艺的不断完善，炉日产量不断提高，为增大铁水包容量，各冶炼分厂自主对旧铁水包进行了加高加固改造。目前，修旧利废在三个冶炼分厂随处可见，仅冶炼三分厂 1 至 7 月份修复铁水包、出铁车架、吊车抓料斗、电极大小水套、电动滚筒等价值 32.13 万元。

该公司原料分厂针对建成投入运行一年多来的新焦炭破碎系统对辊破碎机齿辊磨损快导致故障停机率高，且配件外购费用大的状况，组织技术人员对旧齿辊作了改造，利用废旧弹簧钢板切割成一定规格的小钢片，经过处理后焊接到旧齿辊齿形磨损处作为破碎机新的“牙齿”，改造完试运行一个多月后，设备运行寿命延长了一倍，节约外购成本等开支 8 万元，设备故障停机率大幅下降。目前，已相继改造完成四套破碎机齿辊投入生产。此外，运输机械分厂采取废旧利用加工电炉电极壳、回收废旧汽油、修复机械配件等措施，修旧利废创效约 38.9 万元，再创新高。

Production units of Sinosteel Guangxi Ferroalloy Co., Ltd. carried out activities to reduce cost, increase efficiency, cut down expenditures and increase income. The company has realized profit of RMB 2 million yuan through repairing the used equipments and reclaiming the waste.

The company set up the incentive mechanism of repairing the used equipments and reclaiming the waste, and gave full play to the initiative and creativity of employees. When examining and repairing coil bases, each smelting plant reformed the equipments and spare parts with small problem and defects, improving their availability factor. With the improvement of productive technology and the constantly increase of daily output of the furnace, in order to enlarge the capacity of hot metal ladle, each smelting plant autonomously heightened and reinforced the primary hot metal ladle. At present, three smelting plants have carried out activities to repair the used equipments and reclaim the waste. From January to July, those three smelting plants had repaired hot metal ladle, casting frame, hopper of crane, large and small electrode water jackets, and electric roller valued RMB 321,300 yuan.

With regard to the conditions of high breakdown ratio caused by wearing of the newly built coke broken system on crusher teeth roll, and large outsourcing expense of accessories, raw material factory of the company organized technicians to reform the worn teeth roll and weld the processed small steel discs with certain spec cut from the wasted steel spring plate to the worn part of the primary teeth roll. After test run for more than a month, the service life of equipment prolonged double, which saved outsourcing expense of RMB 80,000 and greatly reduced breakdown ratio of the equipment. At present, four sets of crusher teeth roll have been reformed and put into production. In addition, through processing electrode casing of electric furnace, reclaiming the waste gasoline, and repairing machine parts, transport machinery branch makes new record on reclamation of the waste and used materials, creating benefit of about RMB 389,000.



制定绿色办公制度，深入推进降本增效

Formulate green office system and promote cost reduction

2010 年起中钢邢机的机关办公人员，普遍感受到用纸再也不像从前那样“信手拿来”了。公司制定了新的绿色办公制度：所有人员在打印文件时，不仅所有材料必须双面打印，而且一个部门只能保留一台打印机，打印文件和材料时，都要经过部门审批后才能操作。这是中钢邢机积极推进低碳发展的一个缩影。

Since 2010, officers of Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. have felt that they cannot casually use the paper as usual in the office. The company formulates new green office system, that is, all the documents should be double-side printed; one department should have only one printer; the documents should be printed after department approval. It is an epitome of Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. to promote low carbon development.

2010 年起一场轰轰烈烈的降本增效工作在公司内全面铺开。为降低各类消耗，公司从各方面进行了制度完善。

为降低车辆运行成本，公司规定，包括中层管理人员在内，员工出差时，一般情况下提倡乘坐火车出差办事，既减少了运行费用，还减少了汽车尾气排放。为减少文件印刷数量，公司各类通知多数都出现在公司内网上，纸质印刷量大幅度减少。在机关部室办公用纸得到控制基础上，各基层生产单位也积极想方设法，降低用量。铸钢分厂机关人员，为提高纸张使用效率，每次都把电脑中纸张页边距调到最大限度；铸铁分厂热处理车间员工，以往在交接班时，都是在交接班记录本填写内容，如今，他们开始试行电子文档交接，用纸量大幅下降。

为节约生产办公用电和用水，相关生产分厂在保证产品质量的前提下，积极探索节电新措施，生产用电量不断下降；各办公场所从节约电脑、照明灯节电入手，扎实推进。同时，公司与市供电公司协商，将非工业用电定比由原 2% 调整为 0.5%，仅 2009 年就减少电费 100 多万元。为提高用水效率，公司通过新上各类节水设备和装置，使公司新水利用系数不断提高，单位产品取水量不断降低，水重复利用率达到 99.1%。



重视发展循环经济

Stress on developing circular economy

中钢重视发展循环经济，利用中钢安环院在该领域的技术创新优势和系列化、集成化产品和工程应用优势，保持在相关领域标准制订、学术交流、节能减排、行业服务的领导、领先地位，为冶金等诸多行业的循环经济提供技术支持和专业服务。

From 2010, the company has carried out activities to reduce cost and increase efficiency and improved the system from all sides to reduce various consumptions.

In order to reduce transportation cost, the company prescribed that employees including middle management personnel had better travel on business by train, which not only reduces expenditure, but also decrease motor vehicle exhaust emission. In order to reduce document printing amount, the company almost issued notices on the website to reduce paper waste. As the office controlled paper usage, each productive unit also tried best to reduce paper usage. Officers of cast steel plant set paper margin to the maximum in order to improve paper use efficiency; operators of heat treatment workshop of cast iron plant recorded their duty shifting in computer, instead of on paper before. So that, paper usage greatly reduced.

In order to save electricity and water, the related production plants actively search for new measures to save electricity, on condition that the product quality can be guaranteed. Each office actively saved electricity used by computers and lights. Meantime, through consultation with the municipal power supply company, the non-industrial electricity constant ratio reduced to 0.5% from 2%. In 2009, the company decreased electric charge of more than RMB 1 million yuan. In order to improve water use efficiency, the company installed various water saving equipments and devices, which continuously improved water utilization factor, continuously reduce water usage of unit product, and realized water reuse ratio up to 99.1%.

Sinosteel pays much attention to developing circular economy. By using technical innovation advantage of Sinosteel Wuhan Safety & Environmental Protection Research Institute Co., Ltd. in the industry and advantages on series and integrated products and engineering application, the company keeps ahead in standard setting, academic communication, energy conservation and emission reduction, and industrial service, provides technical support and specialized service for the circular economy development of metallurgy and other related industries.

2010年，中钢安环院负责编制了湖北省、武汉市“十二五”循环经济发展专项规划，武汉市再生资源回收体系建设规划，中钢集团“十二五”科技发展循环经济、低碳经济及战略性新兴产业专业领域规划等。同时，为支持中钢科技援疆工作做出新贡献，正在制定塔城地区“十二五”循环经济规划。



重视水资源管理

Attach Much Attention to Water Resource Management

中钢重视水资源管理，坚信水资源保护工作应贯穿采矿、生产、日常办公等各个环节。坚持正确、客观的调查、评价水资源，合理规划管理水资源，积极防控和治理水



案例：中钢洛耐院顺利通过“省级节水型企业”验收

CASE: Successfully passed acceptance of “Provincial Water-saving Enterprise”.

中钢洛耐院以96分（满分为100分）的高分在洛阳市范围内率先通过了年度创建省级节水型企业现场验收。

近几年，中钢洛耐院尽管生产规模逐年上升，但通过有力开展节水管理，积极采用节水先进技术，使新鲜水的取用量得到有效控制，用水重复利用率达**98.14%**，间接冷却水循环率达**100%**，万元产值取水量递减率达**18%**。取水、用水管理连续3年获得洛阳市节水先进单位荣誉称号。“工业万元产值取水量”、“单位产量用水量”两项指标均优于国家、地方和行业平均水平。

创建节水型企业活动的开展，促进了中钢洛耐院全员节水意识和节水管理工作，获得了经济效益和社会效益的双丰收，为进一步降本增效，提高企业竞争力打下了良好的基础。

In 2010, Sinosteel Wuhan Safety & Environmental Protection Research Institute Co., Ltd. prepared Special Plan to Develop Circular Economy during “the 12th Five-year Plan” in Wuhan and Hubei Province, Plan to Construct Renewable Resources Recovery System in Wuhan, Plan to Develop Circular Economy, Low-carbon Economy and Strategic Emerging Industry of “the 12th Five-year Plan” of Sinosteel Corporation, etc. Besides, the institute is formulating Plan to Develop Circular Economy of “the 12th Five-year Plan” in Tacheng Area, to contribute to Aiding Xinjiang.

Sinosteel Corporation attaches much attention to water resource management, firmly believe that water resource protection should run through each link, including mining, production, general office work, etc. Sinosteel adheres to accurately and objectively investigating and evaluating water resource, reasonably plans and manages water resource, and actively control and handle water pollution.

Sinosteel Luoyang Institute of Refractories Research Co., Ltd. successfully passed acceptance of “Provincial Water-saving Enterprise” by score 96 (Total score: 100).

Recently, although it has extended its production scale, Sinosteel Luoyang Institute of Refractories Research Co., Ltd. Has realized water reuse ratio up to 98.14%, indirect cooling water circulation rate of 100%, and water use decreasing rate per RMB 10,000 yuan production value of 18%, through developing water saving management and actively adopting advanced water saving technology. Water use and water management of the company have been awarded “Luoyang Advanced Enterprise for Water Saving” for consecutive three years. Two indices of “Industrial Water Use per RMB 10,000 yuan Production Value” and “Water Use per Unit of Output” of the company are all above the national, regional and industrial average.

Activity to build water saving enterprise promoted water saving awareness and water saving management of the institute, gained economic and social benefits, and laid a solid foundation for further cost reduction and efficiency increase and improving competitiveness of the company.

降污减排

Pollution Reducing and Drain Decreasing



应对气候变化，走低碳发展之路

Cope with climate change and adhere to low carbon development

低碳发展的特点是“低能耗”、“低污染”、“低排放”，结合中钢现代生产性服务业发展模式的特点，我们认为中钢实现可持续发展应走低碳发展之路，重点要突出节能环保工作，应对气候变化。近年来，我们不断加大技术创新和节能环保投入，依托技术进步推动企业产品结构调整，把中钢建设成为一个“资源节约型、环境友好型”的企业。



案例：铁合金行业技术革新和工艺创新是低碳发展的惟一出路

CASE: Technological innovation and process innovation of iron alloy industry is the only way for low carbon development

在2010年中国钢铁业大调整和大变革的过程中，铁合金生产企业应该从行业发展的角度出发，充分把握住蕴藏其中的机遇，尽快适应和融入以低能耗、低污染、低排放为基础的低碳发展模式。

低碳模式不同于传统意义的节能减排，其实是能源高效利用和清洁能源开发，核心是能源技术和减排技术创新。铁合金生产企业要真正实现低碳发展，技术革新和工艺创新是惟一的出路。

抓好电炉煤气和余热利用，是铁合金生产企业向低碳模式努力的一个方向。目前，包括中钢广铁在内，国内已有两家企业的电炉煤气余热发电项目投入运行，在直接降低煤耗、减少二氧化碳排放方面产生了深远影响。中钢吉铁正在全力推进这项工程。

通过工艺改进缩短冶炼工艺流程，降低产品能源消耗，是铁合金生产企业向低碳模式努力的一个方向。目前，中钢吉铁正在与大专院校合作，开发实施相关课题。

Low carbon development is featured by low energy consumption, low pollution and low emission. Combining the development mode of modern producer service industry of Sinosteel, we believe that Sinosteel should adhere to low carbon development to realize sustainable development and focus on energy conservation and environment protection to cope with climate change. These years, we continuously enlarge investment on technical innovation, energy conservation and environment protection, promote product structure adjustment relying on technical progress, and build Sinosteel into a energy saving and environment friendly enterprise.

During great adjustment and reform process in China steel and iron industry in 2010, iron alloy manufactures should fully grasp opportunities, adapt to and blend in low carbon economy model featured by low energy consumption, low pollution and low emission as soon as possible.

Different from the traditional energy conservation and emission reduction, the essence of low carbon economy is effective use of energy and development of clean energy, and the core is to innovate energy technology and emission reduction technology. Technological and process innovation is the only way for iron alloy manufacturers to realize the real low carbon development.

Making good use of furnace gas and residual heat is one direction for iron alloy manufacturers to develop low carbon economy. At present, furnace gas residual heat generation projects of two domestic enterprises including Sinosteel Guangxi Ferroalloy Co., Ltd. have been put into production, which has far-reaching impact on directly reducing coal consumption and carbon emission. Sinosteel Jilin Ferroalloy Co., Ltd. is trying best to carry forward this project.

Shortening smelting process flow and reducing product energy consumption through process improvement is also one direction for iron alloy manufacturers to develop low carbon development. At present, Sinosteel Jilin Ferroalloy Co., Ltd. is cooperating with colleges to research on this subject.

采用新技术、新设备、新材料，是铁合金生产企业向低碳模式努力的一个方向。目前，中钢吉铁进行的电炉节电相关试验，旨在实现节电率大于 5% 的目标，既可以降低生产电炉单位电耗，又能在整体生产中发挥出可观的规模效应。同时，利用微波技术，改变传统的产品生产方式，提高效率，可以大幅度降低电能消耗，降低二氧化碳排放量。

在打造低碳铁合金产业的过程中，除努力研发低碳技术外，实现产业结构和制度创新以及发展观念的根本性转变也极为重要。企业要倡导低碳生活，鼓励全员创新，通过结构调整、制度创新等多种手段，尽可能地减少煤、油、原材料等高碳能源消耗，降低温室气体排放，推动节能减排进入新阶段。

Adopting new technologies, equipments and materials is another direction for iron alloy manufacturers to develop low carbon economy. At present, electric furnace electricity-saving experiment of Sinosteel Jilin Ferroalloy Co., Ltd. aims to realize the objective of electricity saving rate over than 5%, which not only reduces unit power consumption, but also plays considerable scale effect role in the whole production activity. Meantime, microwave technology changes the traditional mode of production, improves production efficiency, and greatly reduces power consumption and carbon emission.

In the process to forge low-carbon iron alloy industry, besides R&D of low carbon technology, it is also very important to innovate industrial structure and system and fundamentally transform development concept. When proposing low carbon life, the enterprise should encourage innovation, decrease high carbon energy consumption such as coal, oil and raw materials through structure adjustment and system innovation, reduce greenhouse gas emission, and promote energy conservation and emission reduction into a new stage.



加强重点污染源监控和治理

Strengthen monitoring and controlling of major pollutant source

为加强重点污染源的监控与治理，杜绝环境污染事故，中钢定期组织开展环保督查活动。2010 年，我们首先在往年污染源排查的基础上汇总、整理和筛选，编制企业污染源督查清单，为企业有污染隐患的污染源编号建档，以便加强对其的监控、管理；其次，年底前有计划组织有关专家针对列入清单中的企业重点污染源进行督查，查明其受控状态，以杜绝环境污染事故；第三，计划完成对湖南、广西等省新收购企业的环保核查，以查清存在的环境污染隐患。对发现的污染隐患要求企业随时发现随时整改，不能马上整改的企业要按要求确定整改责任人，编制突发环境事件应急预案，限定期限落实整改方案，力求对企业重点污染源进行全面严密的监控和积极的治理。

In order to strengthen monitoring and controlling of major pollutant source and completely eradicate serious environmental pollution, Sinosteel Corporation regularly develops environment protection supervision activities. In 2010, on the basis of the pollutant source investigation in former years, Sinosteel collects, files, screens and formulates enterprise major pollutant source supervision list for further monitoring and controlling. Secondly, before the end of the year, Sinosteel plans to organize experts to supervise and inspect enterprise with major pollutant source, find out its controlled condition to completely eradicate serious environmental pollution. Thirdly, Sinosteel plans to finish environment protection inspection of newly purchased enterprises in Hunan and Guangxi to find out the existing major pollutant sources. The enterprise must rectify and reform if there is major pollutant source or punish the principal if it cannot be rectified and reformed at once. Sinosteel formulates emergency response plan and implements reform plan in the limit to completely and rigorously monitor and control major pollutant sources.



案例：建设绿色南磁——中钢天源南磁厂污水处理改造

CASE: Construct green Nanci—Sewage treatment transformation of Sinosteel Taiyuan Nanci Plant

节能减排是企业发展过程中面临的大问题，要处理好企业发展和社会发展的和谐关系，必须从基础做起。中钢天源南磁厂自 2007 年底新四氧化三锰生产线建成投产以来，积极落实国家环保部及集团关于节能减排的要求，在 2008 年对含锰废水进行处理的基础上，2009 年又自我加压，利用现有设施对全厂污水处理系统进行全面改造，最终使 PH 值和锰离子两项指标达到国家严格的排放标准并顺利通过江苏省南京市环保检查。

中钢天源南磁厂工业废水中主要污染物为悬浮物和锰离子，为了拿出合理的锰离子处理方案，厂技术人员首先在实验室通过反复的实验，最终确定了工艺路线。工艺路线确定后，在人员缺乏的情况下，技术人员亲自动手对需要改造的设备及蓄水池进行了初步改造，同时通过一系列的计算及现场测定，确定了蓄水池水量及各设备型号。至此，新的污水处理系统改造初步完成。

任何技术上的创新都要经得起实践的考验。在新的处理工艺刚刚投入运行，各种各样的问题接踵而至，由于锰离子的特殊性质，若要最终稳定低于国家标准要求是需要严格控制条件的，面对各种参数选择难度大等困难，技术人员再次进行探索实验，终于摸索出一条更加合理的工艺路线，保证出水水质稳定，达到环保要求。

目前，中钢天源南磁厂污水处理系统已进入试运行阶段。

中钢天源南磁厂此次污水处理系统改造大部分利用了原有或闲置的设备，在污水达到排放标准的同时，

Energy conservation and emission reduction is a major problem which the company faces with during development. To balance relation between corporate development and social development, the enterprise should start from the basics. Since trimanganese tetroxide production line was put into production at the end of 2007, Sinosteel Tianyuan Nanci Plant has actively implemented the requirements on energy conservation and emission reduction of the group and national environment protection departments. On the basis of treatment of wastewater with manganese in 2008, the company has thoroughly transformed sewage disposal system by using the existing utilities since 2009. And at last, the plant realized that PH value and manganese ion were up to the national strict emission standard and smoothly passed environment protection inspection of Nanjing, Jiangsu.

The major pollutants in industrial wastewater produced by Nanci are suspended matter and manganese ion. In order to propose a reasonable manganese ion treatment scheme, technicians finally defined process route through trials and errors. After defining the process route, although under the condition of lack of personnel, the technicians personally preliminarily transform the equipment and pond. And then, through a series of calculation and field measurement, they defined water yield and equipment models. Through hard work, transformation of new sewage disposal system was finished preliminarily.

Any technological innovation should stand the test of practice. After the new disposal system was put into operation, various problems happened. Due to the special properties of manganese ion, there should be strict conditions to keep it steadily lower than national standard requirements. Facing high difficulty to choose various parameters, through trials and errors, the technicians finally found out a process route suitable for our plant, which could ensure water stabilization and up to environment protection requirements.

At present, sewage disposal system of Nanci has been put into pilot run.

The transformation of sewage disposal system in Nanci mostly used the original or idle equipments. As sewage emission was up to standard, the company further recycled the suspended trimanganese tetroxide particles and manganese ion in the water, which realized economic benefit of more that RMB 100,000. Besides, Nanci also

进一步回收了悬浮的四氧化三锰颗粒以及水中的锰离子，产生经济效益近 10 多万元。与此同时，南磁厂不断改善车间工作环境，车间内立磨和包装岗位新增了两套除尘设备，使员工的工作环境得到了大大改善。中钢天源南磁厂表示，在今后的工作中将继续落实公司环保专项文化理念“保护环境、节约资源，从我做起，从点滴做起”，按照环境保护的要求，把中钢天源南磁厂建成“绿色企业”。

improved working environment of workshops and installed two sets of dedusting equipment for vertical mill and packaging posts, which greatly improved working environment of operators. In future, Nanci people will continuously adhere to the environmental-protection cultural concept of “To start with ourselves to protect environment and save resources” and construct the plant into a “Green enterprise” according to the requirements of environmental protection.



重视降污减排技术创新

Pay more attention to Technological Innovation of Pollution and Emission Reduction

钢铁、电力工业作为基础产业，是国家经济发展的支柱产业之一，对我国经济建设具有巨大的推动作用。但其生产工序多、流程长、设备规模大、资源密集、能源消耗大等特点，造成了环境污染严重的特性，节能减排任务十分艰巨。如何从末端治理转向源头治理，从单一发挥除尘器功能向系统集成和技术创新上找出路，实现钢铁、电力工业走向可持续发展道路的目标，成为中钢人义不容辞的责任。围绕缩短流程、降低投资、节能、高效、减轻环境污染开展了一系列的技术升级和产品创新。

As basic industries, steel & iron and power industries are one of pillar industries to develop national economy and play an important role in the economic development of our country. Due to their tedious production process, long process flow, large equipment scale, intensive resources and large energy consumption, they also cause serious environment pollution, facing with tough task on energy conservation and emission reduction. It is an obligatory responsibility for Sinosteel people to transfer from end treatment to source treatment and adopt system integration and technical innovation instead of the single function of dust remover, to realize sustainable development of steel & iron and power industries. Sinosteel Corporation carried out a series of technology upgrade and product innovation to shorten process flow, reduce investment, save energy, improve efficiency and decrease environment pollution.



案例：科技刷新蓝天 创新助推发展

CASE: Innovation promotes economic development

中钢天澄是中国环境保护产业协会骨干企业，被国家科技部、国务院国资委、全国总工会认定为创新型试点企业，承担“国家工业烟气除尘工程技术研究中心”、“国家环境保护工业烟气控制工程技术中心”关于工业烟尘控制关键技术、共性技术、前沿技术的工程化研究与开发的重任。近三年来，实施国家 863 计划项目 2 项，为国家、行业制定标准、规范 22 项。申报并获得专利授权 22 项，通过工程项目实施、产品供货、环境设施运营、技术咨询服务创造产值 10.6725 亿元，为国家上缴税金 2182 万元。科技成果应用到钢铁、电力、有色、建材、市政等重点行业的工业烟尘污染控制中，为我国的环境治理做出了突出贡献。先后承担了国内最大的高炉——首钢 5500m³ 高炉除尘、国内最大的电炉——宝钢 150t 电炉除尘、国内最大的转炉——首钢 300t 转炉除尘、国内最大的焦化——太钢 7.63m 焦炉除尘、国内最大的烧结——太钢 600m² 烧结机除尘、国内最大的球团——武钢 500 万 t 球团除尘项目和国内最大最早垃圾焚烧炉烟气净化工程。被中国钢铁工业协会认定为国内“钢铁行业最大的除尘工程总包服务商”。



As one of the key enterprise members of China Association of Environmental Protection Industry (CAEPI) and a innovative pilot enterprise appointed by Ministry of Science and Technology, State-owned Assets Supervision and Administration Commission of the State Council, and All China Federation of Trade Unions, Sinosteel Tiancheng Environmental Protection Science & Technology Co., Ltd. shoulders the responsibility to research and develop key technology, generic technology and pioneer technology of industrial smoke control as National Research Center for Industrial Smoke Dedusting Engineering Technology and National Research Center for Environmental Protection Industrial Smoke Control Engineering Technology. In recent three years, the company has implemented two projects of National 863 Plan, formulated 22 items of national and industrial standards and norms, applied for and gained 22 patents, realized production value of RMB 1,067,250,000 through project construction, product supply, environment facilities operation and technical consultation service, and paid tax of RMB 21.82 million. The technological achievements have been applied to industrial smoke pollution control of several key industries, such as steel & iron, power, nonferrous, building material and municipal engineering, making outstanding contribution to environmental management of our country. The company has successively undertaken many projects, including dust removal engineering of the domestic largest blast furnace—Shougang 5,500m³ blast furnace, the domestic largest electric furnace—Baosteel 150t electric furnace, the domestic largest converter—Shougang 300t converter, the domestic largest coke oven—TISCO (Taiyuan Iron & Steel (Group) Co., Ltd.) 7.63m coke oven, the domestic largest sintering machine—TISCO 600m² sintering machine, the domestic largest pellet—WISCO (Wuhan Iron & Steel (Group) Corp.) 5,000,000t pellet, and smoke cleaning engineering of the domestic largest and earliest garbage incinerator. The company is appointed as “the Domestic Largest General Contractor for Dust Removal Engineering in Steel & Iron Industry” by China Iron & Steel Industrial Association.



中钢天澄承建首钢高炉除尘系统
Dust removal system of Shougang Qian'an Iron & Steel undertaken by Sinosteel Tiancheng Environmental Protection Science & Technology Co., Ltd.

矿区生态保护 Mining Area Ecological Protection



重视生态保护

Pay more attention to mining area ecological protection

中钢各个矿区高度重视矿区生态保护工作，严格按照国家和地方相关部门的有关规定，切实抓好矿区生态治理和环境保护工作。

保护厂区生态要从技术着手

Protects mining area ecology through technology

厂区绿化工程是中钢富全矿业打造生态型矿山的一项重要内容，公司自建设之日起就将生态化作为整个矿山未来发展的方向，并从技术方面采取了一系列重要举措。例如采用充填采矿法，采用这种方法矿石回采率高，贫化率低，更重要的是有效保证了地表不发生陷落，维护了矿区周围的生态环境；强化技术设计，在选矿厂采取充分利用循环水选矿方式，不仅可以满足水的循环率，并且解决了污水排放的水质要求，大量节约了水资源的浪费；实施水源热泵项目，既解决冬季采暖、夏季防暑等问题，又实现了节能降耗。

目前，厂区外围主干道完成了覆土、管道铺设、草种播种等工序，实现了基本绿化。厂区内部的绿化也即将展开，厂区内部将分区域、根据各项工程具体进展情况，逐步开展绿化和整治。

Mining areas of Sinosteel attaches great attention to ecological protection, ecological management and environmental protection according to the relevant national and local regulations.

Landscape engineering in mining area is one of the important contents for Fuquan to construct ecological mine. Since its establishment, the company has taken ecologization as the development direction in future and taken series of technological measures. For example, the company adopts filling mining method, which has high ore recovery rate and low ore dilution ratio, effectively ensures that the surface doesn't collapse, and maintains the ecological environment of mining area; the company strengthens technical design and makes full use of circulating water mineral processing method, which not only satisfies circulation rate of water, but also solves problem of heating in winter and sun stroke prevention in summer and realizes energy conservation and emission reduction.

At present, earthing, pipeline laying, grass seed sowing have finished outside of the mining area, and the basic greening has been realized. Greening in the mining area is about to start.



中钢富全矿业保护环境承诺签名
Signature activity for commitment to environmental protection launched by Sinosteel Shandong Fuquan Mining Development Co., Ltd.

建环境友好型矿山 走和谐发展之路

Builds environment friendly mine and adheres to harmonious development strategy

矿山生态环境治理是矿业经济可持续发展的一项重要内容。中钢凤凰矿业地处湖南省湘西州凤凰县，是著名的旅游地区，如何找到矿产资源开发利用与环境保护的平衡点，实现人与自然和谐相处、资源开发与环境协调发展是矿业开发面临的首要问题。

对此，中钢凤凰矿业秉持“清洁优美，友好和谐”的环境理念，通过编制“十二五”节能减排环境保护规划，加强节能减排工作的计划、组织、落实和检查；同时，中钢凤凰矿业倡导以技术创新打造绿色生态矿山，调动广大员工在节能减排工作中从小处入手，发挥聪明才智，深入开展技术创新的小发明、小创造、小建议、小点子、小窍门活动，鼓励各岗位员工提高节约意识和创新能力，降低开发成本，杜绝资源浪费，实现矿山开发的经济效益、社会效益、环境效益三者的统一。

目前，中钢凤凰矿业就当前提钒工艺技术水平，积极引进、研发新技术和新工艺，并委托相关科研院所开展探索性选、冶试验，研发效率更高、消耗更少、排放更少的先进提钒工艺。2010年2月，中钢凤凰矿业完成探索性选、冶试验，开发的低品位石煤钒矿联合提取五氧化二钒探索试验研究成果达国际先进水平，并向国家专利局申请两项发明专利。

Ecological environment governance is one of the important contents to sustainably develop the economy of mine. Sinosteel Hunan Fenghuang Mining Co., Ltd. is located in Fenghuang County, Xiangxi State, Hunan Province, famous as a tourist resort. How to find the balance between mineral resources exploration and environment protection, how to realize harmony between human beings & nature and resources exploration and environment are the first questions for mineral exploration.

Adhering to the environment concept of "Clean and beautiful, friendly and harmonious", Sinosteel Hunan Fenghuang Mining Co., Ltd. formulates environment protective plan of "the 12th Five-year Plan" to strengthen planning, organization, implementation and inspection of energy conservation and emission reduction. In addition, the company build green and ecological mine by technical innovation, mobilizes employees' initiative to contribute to energy conservation and emission reduction, encourages employees to improve saving consciousness and innovation capability, reduces exploration cost, completely eradicates wasting of resources, in order to realize unity of economical benefit, social benefit and environment benefit of mine exploration.

At present, the company actively introduces and develops new technologies and techniques to improve vanadium extraction technology and commissions the relevant institutes to carry out mineral processing and smelting test and develop advanced vanadium extraction technique with higher efficiency, lower consumption and emission. In February, the company finished mineral processing and smelting test. Research result of vanadium pentoxide extraction pilot test of reaches the international advanced level and applies for two patents of invention from State Intellectual Property Office of the People's Republic of China.





重视矿区保育

Attach Importance to Environment Protection in Mine Area

重视完善矿区除尘系统

Promote dedusting system improvement

中钢赤峰矿业选矿区除尘系统改造完善竣工并进入试运行。该工程是中钢赤峰矿业 2010 年重点工程，工程内容包括原矿仓粗碎区域、中转站区域、筛分区域和粉矿仓区域的主要扬尘点。工程施工工期紧、难度大，为确保该项工作顺利进行，公司下达了重点工作指令，制定了《选矿区除尘系统改造施工组织方案》。指派专人负责现场的协调工作及安全、质量、进度进行监督管理，促进除尘系统完善工程竣工。

中钢赤峰矿业选矿区除尘系统完善工程的竣工，有效改善了选矿工人的作业环境，促进了现场文明生产，对安全环保标准化工作有着积极的推进作用。

Dedusting system improvement project of Sinosteel Chifeng Jinxin Mining Co., Ltd. ore-dressing area has been finished and entered the stage of trial operation. As a key project of Sinosteel Chifeng Jinxin Mining Co., Ltd. in 2010, the project includes the main dust raising place of crude ore bin crushing area, transfer station, sizing area, and fine ore bin. Due to its tight construction period and high difficulty and in order to guarantee the success of the project, the company made key project order, formulated Transformation Construction Organization Plan for Ore-dressing Area Dedusting System, sent special person to take charge the coordination and supervise safety, quality and the progress on the spot, which promote smooth completion of the project.

Completion of the dedusting system improvement project effectively improves working environment of ore-dressing men, promotes civilized production on the spot, and exerts positive impact on the accomplishment of annual productive task and safety standardization.



重视尾矿处理

Pay Great Attention to Tailings Disposal

加强金属尾矿综合利用 推出尾矿回收锰矿物技术

Strengthen the comprehensive utilization of metal tailings and develop technology to recover manganese from tailings

“尾矿回收锰矿物技术”是中钢马矿院根据国家提倡循环经济的战略国策，国家尾矿综合利用技术的发展方向，国家的产业政策和绿色工业的发展方向的需要而研发的资源综合利用项目之一。该项目以南京银茂铅锌矿业有限公司为技术推广基地，根据该矿锰矿呈弱磁性性质特点，通过采用高梯度一粗一精一扫选工艺—中矿返回—锰精矿弱磁选除铁回收锰工艺流程，每年可回收锰精矿 3 万吨，为企业产生直接经济效益 500 万元以上；同时每年减少尾矿充填量 3 万吨，因尾矿中回收了碳酸锰，每年减少尾矿处理、运输费用 150 万元以上，五年

Technology to recover manganese from tailings is one of the projects of comprehensive utilization of resources of Sinosteel Ma'an Shan Institute of Mining Research Co., Ltd. according to the demands of national strategic policy of circular economy, national development direction of comprehensive utilization technology of tailings, development direction of national industrial policies and green industry. Nanjing Yinmao Lead and Zinc Co., Ltd. is the technical promotion base. According to the characteristic of manganese ore in this area that it is weak magnetic, the project adopts the process flow of high-gradient coarse and fine separation process—middling product returning—manganese concentrate getting rid of iron and recovering manganese, recovers manganese concentrate of 30,000 tons every year and creates direct economic benefit of over RMB 5 million yuan for the company; in addition, it reduces tailings filling of 30,000 tons every year and cut

累计为企业新增经济效益约 5000 万元。该项目 2010 年获中国有色金属工业科技进步一等奖。

南京银茂铅锌矿业有限公司地处长江江畔，紧挨着金陵名胜栖霞山风景区，特殊的地理位置和生态环境要求企业最大限度的利用资源、保护环境，该项目的成功实施为矿山固体废物零排放提供了技术支撑。所产生的经济效益、环境效益和社会效益十分显著，具有重要的推广价值。

目前，中钢马矿院已将该技术申报国家工信部《金属尾矿综合利用先进适用技术目录》。

走生态矿山之路 让矿山披绿装

Develop Ecological Mine

中钢赤峰矿业“以人为本、打造绿色矿山”，对矿山生态建设给予了足够的关注，矿区周边呈现青山绿水的美好景色。赤峰矿业规定生态保护与污染防治必须与主体工程同时设计、同时施工、同时投入使用，加强矿山生态环境保护基础设施建设，落实环境保护监测和管理计划，积极推广清洁生产，狠抓矿山“三废”的治理以及矿山生态环境的恢复。对尾矿库区周围生态环境的维护和管理，赤峰矿业采取复垦、绿化矿山边坡和露天空区、排渣场及尾矿库。同时，对工业废水、采矿废渣、选矿废水等进行“资源化、无害化、减量化”处理，使其达标排放，有效地保护了环境。去年以来，公司退耕还林 300 多亩，重新绿化 100 多亩，并对生活区进行美化、绿化，形成了鲜花与绿叶相互映衬，蓝天白云与芳草绿树交相辉映的秀美景观。

Sinosteel Chifeng Jinxin Mining Co., Ltd. adheres to the human oriented concept to build green mine and attaches much attention to the ecological construction of the mine. The company states that ecological protection and pollution control should be designed, constructed and put into use together with the main construction, to strengthen infrastructure construction of ecological environment protection of the mine, to implement environment protection monitoring and management

down over RMB 1.5 million on tailings disposal and transportation. In five years, the project has increased the economic benefit by about RMB 50 million for the company. In 2010, the project won the First Prize for Science and Technology Progress in China Nonferrous Metal Industry.

Nanjing Yinmao Lead and Zinc Co., Ltd. is located on the bank of Yangtze River, next to the famous Qixia Mountain Scenic Spot. Special geographic location and ecological environment require the company should make use of resource and protect environmental to the greatest extent. Success of this project provides technical support for zero emission of mining solid waste, brings significant economic, environment and social benefits, and has great promotion value.

At present, Sinosteel Ma'an Shan Institute of Mining Research Co., Ltd. has reported this technology to be listed in Advanced Applicable Technology Catalog of Metal Tailings' Comprehensive Utilization of Ministry of Industry and Information Technology of the People's Republic of China.

plan, to actively promote clean production, to pay close attention to the treatment of waste water, waste gas and waste residue, and recovery of ecological environment of the mine. With regard to maintenance and management of the ecological environment surrounding the tailings areas, the company adopts the measures of rehabilitating and greening mine side slope, open-air mined-out area, slag discharge field and tailings areas. Besides, the company treats the industrial waste water, waste residue and flotation wastewater based on the principle of “recycling, harmless, and minimization”, realizes emission up to the national standard and effectively protects the environment. Since last year, the company has returned farmland of more than 300mu to forest, and beautified the living area.



中钢赤峰矿业尾矿库周边风景如画
Beautiful scene surrounding the tailing areas of Sinosteel Chifeng Jinxin Mining Co., Ltd.



中钢集团的发展依赖于社会各方面的支持与合作。和谐才能营造良好的发展空间，和谐才能创造更多的财富价值，和谐才能实现多方的共赢格局。

中钢集团努力建立和谐的员工关系，为员工提供广阔的发展空间；努力创建和谐的社区关系，积极投身公益事业，为企业的可持续发展创造优质的外部环境；努力坚持和谐发展的企业品格，与各利益相关方一起打造和谐共赢链。

Development of Sinosteel Corporation depends on supports and cooperation of all aspects of the society. Only harmony can build a favorable space for development, only harmony can create more wealth and value, and also only harmony can realize a pattern of win-win situation of multi parties. Sinosteel Corporation strives hard to establish harmonious employee relations, and provides employees with extensive space for development; make efforts to build harmonious community relations, actively devote to public welfare undertakings, and create excellent external environment for sustainable enterprise development; strive hard to adhere to the enterprise character for harmonious development, and build a harmonious supply chain along with all the stakeholders.

和谐共赢链 Harmonious Win-Win Chain

和谐员工关系 Harmonious employee relations

员工是中钢集团最宝贵的财富。中钢集团坚持以人为本，努力构建和谐的员工关系，以集团发展带动员工发展，实现员工与企业的共同成长。

Employee is the most valuable treasure of Sinosteel Corporation. Sinosteel Corporation adheres to human orientation, makes great efforts to build harmonious employee relations, brings along employee development through development of the Corporation, and realizes common progress of both employees and the enterprise.

员工概况 Our Employees

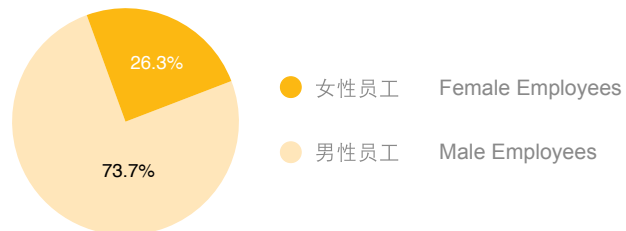
截至 2010 年底，中钢集团从业人员总数为 46316 人（含海外）；员工队伍年轻而富有活力，45 岁以下员工占 78.3%；女性员工的比例为 26.3%。

集团的所有员工都依法签订了劳动合同，员工的社会保险覆盖率也达到 100%。

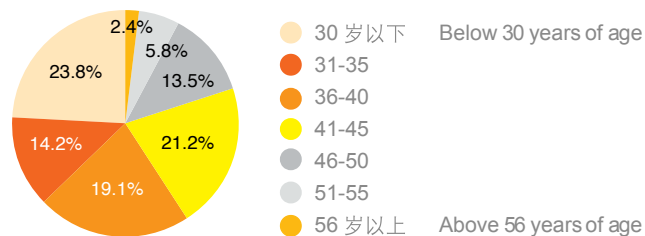
Until the end of 2010, Sinosteel Corporation had a total of 46316 employees; the employee teams are young and energetic, and 78.3% are below 45 years of age; and 26.3% are female employees.

All employees of the Corporation have signed labor contract according to law, and employees' social insurance coverage has reached 100%.

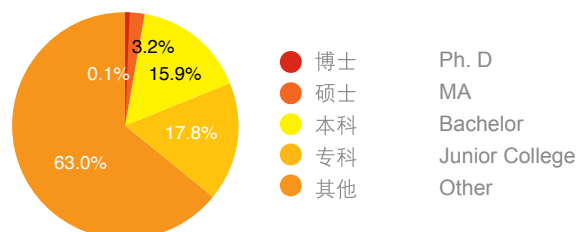
2010 年集团员工性别比例（不含海外机构） Gender Proportion of Employees of the Corporation in 2010 (excluding overseas units)



2010 年集团在职员工年龄结构（不含海外机构） Age Structure of Employees of the Corporation in 2010 (excluding overseas units)



2010 年在职员工学历结构（不含海外机构） Education Qualification Structure of Incumbent Employees in 2010 (excluding overseas units)



尊重员工权益 Respect the Rights and Interests of Employees

中钢集团坚持尊重和保障员工的各项合法权益。严格遵守各国有关劳工的法律法规和政策规定，奉行平等、非歧视的用工政策；认真执行与工会签订的集体谈判协议；严格执行国家工时制度和休假制度，鼓励带薪休假；保证员工对工作中可能出现的安全健康隐患有知情权，并制定了一系列政策和流程，确保职业安全健康。

中钢集团设立了各级工会组织，目前集团在京员工全部加入了工会。建立了职代会制度，保障员工民主权利。在制定涉及职工切身利益的相关政策过程中，均会由工会组织召开职工代表、基层工会负责人和部门负责人座谈会，广泛听取员工意见。

Sinosteel Corporation insists on respecting and safeguarding the various kinds of legal rights and interests of employees. Strictly abides by the relevant labor laws, statutes, and policy regulations of various countries, pursues equality and nondiscrimination policies on employment; performs the collective negotiation agreement signed with the trade union; strictly executes the national work hour system and holiday system, encourage paid-leave holidays; ensures the right to information of employees on hidden troubles of safety and health during work, and has formulated a series of policies and flows to ensure occupational safety and health.

Sinosteel Corporation set up trade union organizations at all levels. At present, all employees' of the Corporation in Beijing have joined the trade union. We have established employees representative system, and safeguarded the democratic rights of employees. In the process of formulating relevant policies involving practical interests of employees, trade union shall convene a symposium participated by employees representatives, grassroots trade union person-in-charge, and department heads, and listen to the broad opinions of employees.

带薪休假制度 Paid Leave

中钢集团关注员工的身心健康，为员工提供带薪休假。集团人力资源部制定了相应的带薪休假制度。海外机构根据当地法律要求和自身实际情况也制定了带薪休假制度。

Sinosteel Corporation cares for employees' physical and mental health, and provides employees with paid leave holidays. The human resource department of the Corporation established the corresponding paid leave holiday system. Based on requirements of local laws and its practical conditions, overseas units have also formulated paid leave holiday system.

平等雇佣制度 Equal Employment System

我们奉行平等、非歧视的劳动用工政策，在招聘及用人过程中坚持“公平、平等、竞争、择优”的原则，不因为员工的种族、年龄、性别、婚姻状况、怀孕情况、家庭责任、肤色、性取向、残疾、道德、信仰、宗教、国籍、人种或社会出身、政治观点、文化背景、语言或出生等因素产生歧视性行为。

We pursue equal and non-discrimination labor employment policies, and adhere to the principle of "fairness, equality, competition and selection of the best" during recruitment and employment, and shall not generate discrimination acts because of race, age, sex, marital status, pregnancy, family responsibilities, skin, sex orientation, disability, morality, faith, religion, nationality, ethnicity or social status, political views, cultural background, language or birth etc. of the employee.

健康档案 Health File

中钢集团定期安排员工体检，以便更好的跟踪员工的健康状况。目前集团总部体检覆盖率已经达到 100%，并且为总部所有员工建立了健康档案。驻外机构也都逐渐建立起各自的健康档案制度。

Sinosteel Corporation arranges regular physical check-up of employees, so as to better track the health conditions of employees. At present, the coverage of physical check-up of headquarters of the Corporation had already reached 100%, and established health files for all employees of the headquarters. Overseas establishments also gradually set up their respective health file systems.

● 坚持员工本地化
Insist on Employee Localization

中钢始终重视实施人才本地化战略，积极从当地员工中培养出一批优秀的管理人才，经过几年的努力，中钢集团全球分支机构的管理层均基本实现了本地化。

中钢集团在非企业积极融入当地文化，培养本地化管理人才，制定并实施了一系列针对本地员工招聘和任用的制度。在非的三个生产型企业中，除少数外派的中方管理人员外，绝大多数员工都来自当地，2010 年，在非洲地区下属公司的本地员工数量已占到员工总数的 99% 以上。通过大量聘用当地员工，提供健康安全的工作条件和广阔的职业发展空间，中钢集团使当地社区、居民切实分享到了企业发展的丰硕成果。

Sinosteel always emphasizes talent localization strategy, actively trained a batch of excellent management personnel from local employees. After several years of hard efforts, all management of the global branch units of Sinosteel Corporation has basically realized localization.

Enterprises of Sinosteel Corporation in Africa actively integrated itself into the local cultural, trained localized management talents, formulated and implemented a series of systems in view of local employee recruitment and employment. Of the three production enterprises in Africa, except a few externally dispatched Chinese management personnel, majority of the employees are from the local area. In 2010, the number of local employees in the subsidiary companies in the African region accounted for more than 99% of the total number of employees. By recruiting a great number of local employees, providing healthy and safe working conditions and broad space for career development, Sinosteel Corporation enabled local community and residents to have practically shared the plentiful and substantial achievements of enterprise development.

● 帮助员工发展
Help Employees Development

中钢建立了“人尽其才，才尽其用”的员工培养、选拔、使用机制，加强员工职业技能和专业素质的培训，拓宽员工职业成长的通道，积极营造开放、互信的企业文化，促进员工的健康发展。

Sinosteel have established an employee training, selection, and use mechanism where “no talent is to be wasted and every individual gives full play to his talent” to strengthen employees’ professional skill and special quality training, expand employee’s career growth channels, actively build an open and mutual trust enterprise culture, and promote healthy development of employees.

● 员工培训
Employee Training

中钢高度重视员工培训，坚持制定年度培训计划，加大员工培训投入，科学安排员工培训内容，强调培训对解决员工工作实际问题的指导作用，提高员工培训的针对性和有效性，最大限度的发挥员工培训的作用与效果。

Sinosteel attaches high importance to employee training, insists on establishing annual training plan, strengthens input on training of employees, scientifically arranges training contents of employees, stresses on the instructing role of training to solution of practical working problems of employees, enhances the pertinence and effectiveness of employee training, and brings the training efficiency and effect of employees to its maximum extent.



案例：所属企业新员工入职培训形式多样 内容丰富
CASE: New employees’ induction training is rich in content and various in forms

新员工到生产企业实习，是冶金行业的老传统，也是集团的光荣传统，集团很多优秀的员工都有过在冶炼企业一线岗位实习或工作的经历，当年取得的收获直到今天仍然有非常积极的意义。

因此，集团 2010 年组织入职新员工全员赴吉林进行为期半年的基层实习，是继入职培训、素质拓展之后，帮助新员工深刻理解中钢集团“实业化”发展战略、全面熟悉各产业情况的关键举措，也是新员工丰富实践经历、磨练意志品质的一个重要平台。

中钢深圳公司于 7 月对新员工进行了入职培训。公司领导对新员工提出了入职寄语：要勇于承担，保持信念，积极进取，终身学习，不断进步，并希望新员工在公司健康快乐的成长，为公司做出贡献。人力资源部开展了“如何开始自己的职业生涯”的讲座，主要针对如何从学生过渡到员工的身份转变，要求新员工们要完成六个方面的转变，尽快适应在中钢深圳公司的工作，尽快提高自己的工作能力。具体讲解了工作中怎样树立中钢意识和团队精神，如何塑造执行力，培养自己的职业化精神以及在工作中怎样建立高效沟通。结合新员工们在中钢深圳工作几个月来的实习情况，与新员工们进行了座谈。

中钢天源 7 月举行新员工入职培训。公司领导从公司的历史发展、辉煌业绩、企业文化、发展战略、企业愿景等方面做了阐述，同时对公司未来的多元化发展思路进行了详细论述，使新员工对公司的过去、现状和未来的发展方向有了全方位的了解。并对新员工提出了四点希望和要求：一、新员工入职以后要不

放弃学习而且要善于学习；二、要坚持实事求是，求真务实的工作作风；三、要有强烈的使命感和责任感；四、要为中钢天源的发展多提建设性的意见。通过学习与交流，可使新员工熟悉环境、了解公司的状况和企业文化，增强员工之间的沟通与交流、帮助新员工尽快适应岗位工作。

中钢富全矿业新员工入职培训于 7 月 12 日全面展开。此次新员工入职培训包括入职教育，系统的安全培训，为期半个月的军训、外委培训和岗前实训等，以有效提升员工的组织观念、技术素养和安全意识，为日后出色完成各项工作打下坚实的基础。

中钢注重加强对各级管理人员的系统培训，提高管理人员整体素质，使管理团队有能力应对挑战，克服困难，保障集团的持续健康稳定发展。



实习员工入场前相互进行安全防护用品佩戴检查
Internship employees checked safety protection articles wearing for each other before going into the construction field.

The new employees' internship in manufacturing enterprises is the tradition for metallurgical industry, and also a glorious tradition of Sinosteel. Many talented employees in our group all have production line internship or working experiences in smelting enterprises. Until today what they got in those years still have positive effects.

Therefore, in 2010 the group organized all new staff for a half year's grass-root base internship training in Jilin Province. It is the key measure to help new staff fully understand Sinosteel's development strategy of "industrial companies" and comprehensive know about each industry situation apart from induction training and outward bound. Also it is an important platform to enrich their experiences and strengthen their minds.

In July, Sinosteel Shenzhen Co., Ltd. ran new employee orientation training. The company leaders gave their wishes to the new recruits. That is: to shoulder your responsibility, keep the faith, be actively enterprising and lifelong learning. Also the leaders wish them a happy life and make contributions to Sinosteel. Human Resource Dept. gave a lecture of "How to start your career". It is mainly about how to face the transition of identity from a student to a social man. It is required that new employee should finish six transformations, try to adapt to the new job and promote working ability as soon as possible. It discussed how to build Sinosteel awareness and team work spirit, how to shape the executive power, how to train their own professional spirit, and how to establish effective communication. Besides, combining their performances during the internship in Shenzhen, Human Resource Dept. had a discussion with the new employees.

In July, Sinosteel Anhui Tianyuan Technology Co., Ltd. ran new employee orientation training. The company leader introduced the development history, outstanding achievements, corporate culture,

development strategy, and enterprise vision. Besides, the leader also described the diversification strategy in detail so that the new employees can have an all-round understanding of the company's past, now and future's development direction. Also they put forward four requirements and hope. Firstly, after the new employees get down to their work they should not give up learning but learn to be good at learning. Secondly, they should persist in seeking truth from facts, truth-seeking and pragmatic style of work. Thirdly, they should have a strong sense of responsibility and mission. Fourthly, they should make constructive suggestion for the development of the company. Through study and communication, it helps the new employees orient themselves, know more about the company and corporate culture, enhance communication between employees, adopt to their routine duties as soon as possible.

On July 12, Sinosteel Shandong Fuquan Mining Development Co., Ltd. ran new employee orientation training. This training includes appointment education, systematic safety training, a half-month military training, outsourced training and pre-service training, in order to effectively enhance the employee's sense of organization, technique-cultivated manners and safety awareness which would lay a solid foundation for future work.

Sinosteel attaches much attention to strengthening systematic training of management at all levels to enhance their quality, to make the company's management team have the ability to cope with challenges, to overcome the difficulties and to ensure the group continues sustainable and healthy development.



中钢天源欢迎新员工
Sinosteel Tianyuan Co. welcome new employees



拓展训练
Outward bound



案例：中钢天源开展精细化管理培训

CASE: Sinosteel Anhui Tianyuan Technology Co., Ltd. conducted delicacy management training

为进一步提升各级管理人员的管理水平和工作质量，将精细化管理方法应用到公司的管理当中，10月29日下午，中钢天源开展了《精细化管理——实现战略目标的理性选择》精细化管理培训。

在授课过程中，主讲人结合知名企业和本公司的管理案例，讲解了实施精细化管理的重要性和必要性，精细化管理的特征、核心、方法及步骤，同时，结合中钢天源的管理现状，提出了做好精细化管理的要求。在互动环节，大家踊跃提问，并针对公司目前存在的一些管理问题提出了意见和建议。本次培训让大家在轻松的氛围中接受了全新的管理理念，认识到在公司良好的发展基础上，实施精细化企业管理的重要性和紧迫性。

精细化管理重在学习，更重在工作落实。下一步，要按照精细化管理的要求，积极推进公司精细化管理，以实现公司全员、全方位、全过程的精细化管理，进一步提升管理水平，向管理要效益，实现公司的战略目标。

In order to promote management and work quality of managers at all levels and apply delicacy management to the corporate governance, Sinosteel Anhui Tianyuan Technology Co., Ltd. conducted delicacy management training named Delicacy Management -- the Rational Choice to Achieve Strategic Target in the afternoon of October 29.

During the meeting, combining management cases of the well-known companies and the company, the speaker described the importance and necessity of delicacy management, as well as the features, core, methods and implementation procedures of delicacy management. Besides, according to the management status of Tianyun, he put forward requirements of delicacy management. In the interactive activity, everybody quizzed eagerly and gave their views and suggestions on the present management problems of our company. This training helped employees accept the new management principles and methods in a lively and light-hearted atmosphere. They realized the importance and necessity of delicacy management on the basis of the company's good development.

The delicacy management emphasizes learning as well as implementation of the work. Everybody agreed to promote delicacy management, to further upgrade management level, to get economic efficiency from the management and to realize Sinosteel's strategic objectives finally.

● 职业成长 Career Growth

中钢重视帮助员工制定职业成长发展目标，建立职业发展顾问制度，为员工的职业发展路径提出建议，定期对员工表现进行考察，根据考察结果，完善员工的职业发展规划，保证员工的个人发展与公司的成长同步。

中钢集团的全球分支机构都坚持人才为先的战略，高度重视建立健全员工的培训和学习体系。中钢集团在非洲的三家生产型企业的全部正式员工都接受过系统培训，并持有专业机构颁发的职业资格证书。

Sinosteel attaches high importance to helping employees formulate career growth development objectives, establish career development consulting system, put forward suggestions on path of career development of employees, conduct regular review towards performance of employees, and based on results of the review, improve employee career development planning, and ensure simultaneous individual development of employees with progress of the company.

All global branch units of Sinosteel Corporation adhere to the strategy of talent first, and attach high importance to establishing and improving employee training and learning system. All regular employees in the three manufacturing enterprise in Africa of Sinosteel have received systemic training and have professional qualification certificate issued by the specialized organization.



案例：中钢两员工荣获全国劳动模范称号

CASE: Two employees of Sinosteel were awarded the title of "National Model Worker"

4月27日，2010年全国劳动模范和先进工作者表彰大会在北京人民大会堂隆重举行，中钢邢机铸钢分厂维修焊起班班长秦海斌、中钢耐火公司技师毛中磊荣获全国劳动模范称号。他们立足岗位，积极奉献，为企业的发展作出了积极的贡献，在他们身上体现了中钢员工热爱祖国、爱岗敬业、勇于创新、甘于奉献的优良品质。

On April 27, Congress for Commending National Model Worker and Advanced Worker 2010 was held in the Great Hall of the People. Qin Haibin, chief operator of Repairing and Welding Group of Cast Steel Branch of Sinosteel Xingtai Machinery & Mill Roll Co., Ltd., and Mao Zhonglei, technician of Sinosteel Refractory Co., Ltd., were awarded "National Model Worker". They actively make contribution to the enterprise on their posts. And they embody the superior quality of Sinosteel staff that they are dedicated and innovative, and love our motherland.



毛忠磊
Mao Zhonglei



秦海斌
Qin Haibin



案例：中钢马矿院王运敏、中钢洛耐院李红霞荣获“全国优秀科技工作者”荣誉称号

CASE: Wang Yunmin of Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. and Li Hongxia of Sinosteel Luoyang Institute of Refractories Research Co., Ltd. were awarded the title of "National Outstanding Scientist and Technician"

在12月14日召开的中国科协会员日暨“全国优秀科技工作者”颁奖大会上，中钢马矿院王运敏院长、中钢洛耐院李红霞院长荣获“全国优秀科技工作者”荣誉称号。

中共中央政治局委员、全国人大常委会副委员长王兆国，全国人大常委会副委员长、中国科协主席韩启德，全国政协副主席、科技部部长万钢出席颁奖大会。

In the Member Day of China Association for Science and Technology and Meeting for Awarding National Outstanding Scientist and Technician held on Dec.14, Wang Yunmin of Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. and Li Hongxia of Sinosteel Luoyang Institute of Refractories Research Co., Ltd. were awarded the title of "National Outstanding Scientist and Technician".

Member of the Political Bureau of CPC Central Committee and NPC Standing Committee Vice-chairman Wang Zhaoguo, NPC Standing Committee Vice-chairman and China Association for Science and Technology Chairman Han Qide, Vice Chairman of the CPPCC National Committee and Minister of Ministry of Science and

会上宣读了《关于表彰全国优秀科技工作者的决定》。中钢马矿院王运敏院长、中钢洛耐院李红霞院长经推荐申报，荣获“全国优秀科技工作者”荣誉称号。

王运敏院长带领马矿院科研团队，创造性地解决了大型露天铁矿开采中多项关键技术、开发出提高冶金矿山资源高效利用的关键技术，在冶金矿山领域做出了突出贡献。李红霞院长带领洛耐院科研团队，开发了“不吹氩防Al2O3堵塞浸入式水口内衬材料”、“薄板坯连铸用浸入式水口的研制”等提高连铸钢质量和连铸效率的关键技术和产品。主持或参加国家自然科学基金、863、国家科技支撑等省级以上项目20余项，为高温材料行业人才的培养和行业的发展做出了贡献。

Technology Wan Gang attended the award meeting. In the meeting, Decision on Commending National Outstanding Scientist and Technician was read. Wang Yunmin of Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. and Li Hongxia of Sinosteel Luoyang Institute of Refractories Research Co., Ltd. were awarded the title of "National Outstanding Scientist and Technician".

Under the leadership of Wang Yunmin, R&D work team of Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. creatively solves several key technical problems in large-sized open-air iron ore mining, develops several key technologies to improve the efficient utilization of metallurgical mining resources, and makes great contribution to the metallurgical mining field. Li Hongxia lead R&D work team of Sinosteel Luoyang Institute of Refractories Research Co., Ltd. to develop several key technologies and products which improve continuous cast steel quality and continuous casting efficiency, such as "non-argon-blowing anti-Al2O3-clog immersion nozzle lining material", "immersion nozzle for thin slab continuous casting", etc. Besides, Li Hongxia hosts or participates in more than 20 projects supported by National Natural Science Foundation, National 863 Plan, etc., and makes great contribution to talent cultivation and industrial development of high temperature material.



中钢马矿院王运敏院长“全国优秀科技工作者”荣誉证
Director Wang Yunmin of Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. were awarded the title of "National Outstanding Scientist and Technician"

中钢洛耐院李红霞院长“全国优秀科技工作者”荣誉证
Director Li Hongxia of Sinosteel Luoyang Institute of Refractories Research Co., Ltd. were awarded the title of "National Outstanding Scientist and Technician"



重视职业安全健康

Pay Attention to Career Health and Safety

中钢集团全球企业郑重承诺重视健康管理，弘扬“以人为本、健康至上”的理念，坚持“预防为主，持续改进”的工作方针，致力于为员工创造健康的工作环境和条件，加强员工职业健康监护，追求职业病零发生率的目标。

我们不断健全职业安全健康管理体系，制定并落实各项安全健康制度与措施，规范劳动安全防护用品管理；每年安排员工进行全面的身体检查，建立职业健康档案；举办各种文体活动，营造愉悦的工作环境，关注员工的心理健康。

● 职业安全健康管理制度

Occupational Safety and Health Management System

中钢严格遵守所在地区政府，行业有关职业健康的法规和政策，结合企业内部情况，制定职业健康管理制度，预防措施及安全操作规程，并建立健全了相应的组织领导机构。

为了加强职业健康安全风险控制，公司建立了职业健康安全风险评估机制，并按照一定的程序，定期对公司的健康安全风险进行评估。

● 职业安全健康管理培训

Occupational Safety and Health Management Training

中钢按照相关制度的要求，积极探索实施各种相关安全健康管理措施，为员工提供安全健康保障。

中钢将安全培训作为安全管理和安全文化建设的重要内容。加大投入力度，采取多种形式，提升员工安全意识和安全操作水平。

Global enterprises of Sinosteel Corporation hereby solemnly undertake that they pay attention to health management, carry forward the concept of “human orientation, and health foremost”, adhere to the working guidelines of “prevention first, continuous improvement”, are committed to creating healthy working environment and conditions for employees, strengthen employee career health supervision, and pursue the objective of zero occurrence of occupational disease.

We continually improve the career safety and health management system, formulate and put into effect various safety and health systems and measures, and standardize labor security protection article management; arrange employees to conduct full physical check-up each year, and establish career health files; organize various kinds of sports and cultural activities, build pleasant working environment, and pay attention to the psychological health of employees.

The Sinosteel strictly abide by the relevant local government and industrial policies and regulations on occupational health, and in connection with enterprise internal practical conditions, have formulated occupational health management systems, prevention measures and safety operating procedures, and established and improved the corresponding organization and leadership structure.

In order to strengthen risk control on occupational health and safety, Sinosteel has established risk assessment mechanisms covering occupational health and safety and periodically conducts risk assessment on the health of employees.

According to requirements of the related regulations, Sinosteel actively explores and implements a range of relevant safety and health management measures so as to provide safety and health assurance to employees.

Sinosteel has taken safety training as an important content of safety management and safety cultural construction. Therefore, the company strengthens its input; adopt multiple means and way to enhance the safety consciousness and standard of safety operation of employees.



案例：中钢 Zimasco 公司 Peak Mine 矿山荣获非洲地区矿山职业安全第一

CASE: Peak Mine of Sinosteel Zimasco was awarded the First Prize of Mining Occupational Safety in Africa

2010 年 9 月，中钢 Zimasco 公司 Peak Mine 矿山在南非职业安全协会组织的非洲地区职业安全评比中获得矿山安全第一。公司冶炼厂也于 9 月获得津巴布韦国家社会安全局颁发的安全金奖。

中钢 Zimasco 公司高度重视安全生产，安全生产工作一直保持世界先进水平，多年无工亡和严重危害事故，连续多年在津巴布韦全国安全检查评比中获得第一名，也连续多年被南非职业安全协会评为铂金 5 星级安全企业，赢得了津政府、社会各界和全体员工的广泛赞誉和一致好评，展示了中钢的良好企业形象。

In September 2010, Peak Mine of Sinosteel Zimasco was awarded the first prize in African Occupational Safety Appraisal Competition organized by National Occupational Safety Association of South Africa (NOSA). Besides, the metallurgical refinery also won the Gold Prize for Safety issued by National Security Agency of Zimbabwe in September.

Sinosteel Zimasco attaches much attention to the safety production, and keeps ahead in safety production in the world, without site casualties or serious accidents. For years, the company has been awarded the first prize in National Safety Inspection Competition of Zimbabwe and Five Star Safe Enterprise issued by NOSA. The company is thought highly by Zimbabwe government, all walks of life in Zimbabwe and all staff, and shows the favorable corporate image of Sinosteel.



中钢 Zimasco 公司 Peak Mine 矿山获奖证书和奖牌
Award certificates and medals of Peak Mine of Sinosteel Zimasco



案例：中钢马矿院“金属矿山安全与健康 国家重点实验室”建设计划顺利通过专家论证

CASE: Construction plan of “Safety and Health of Metal Mine; National Key Lab” of Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. had been adopted by experts

10 月 27 日，国家科技部组织专家对依托中钢马矿院建设的“金属矿山安全与健康国家重点实验室”建设计划进行了论证。

专家组听取了实验室建设计划报告，进行了实地考察。专家组认为，该重点实验室以深井安全开采理论与技术、矿山工程岩体力学与岩层控制技术、露天岩土工程灾变规律与控制技术及职业危害控制技术为重点研究内容。实验室研究方向明确，定位准确，目标可行。该实验室的建设将为解决我国金属矿山安全

On October 27, Ministry of Science and Technology organized the experts to demonstrate the construction plan of “Safety and Health of Metal Mine; National Key Lab” of Sinosteel Ma'anshan Institute of Mining Research Co., Ltd.

The expert group listened to the construction plan report of the lab and visited the field. The expert group thought that the key lab focuses on the research of theory and technology of safe deep mining, rock mechanics of mine engineering and rock strata control technology, catastrophe rule and control technology of open-air geotechnical engineering, and control technology of occupational hazard, with clear research fields, correct orientation, and feasible objectives. Construction of the lab would provide support to solve the common technical problems existing in the domestic metal mine

与健康的共性技术问题，引领行业技术创新，促进行业科技进步提供有力支撑。

目前，实验室已形成了结构合理、创新能力强、实践经验丰富的研究团队，在金属矿山安全与健康方面的技术优势突出，各研究方向的学术带头人具有较高的学术水平。同时，实验室制定了较完善的管理办法和规章制度，研究机构的设置合理，在产学研结合、开放交流、行业服务和技术辐射等方面已提出了相应的措施。

safety and health, to lead industrial technical innovation, and to promote industrial advance of science and technology.

At present, the lab has formed a research team with reasonable structure, strong creativity, and rich experience. The research team has outstanding technical advantages in metal mine safety and health and higher academic level in each research field. In addition, the lab prepares perfect administrative measures and regulations. And reasonable research organization puts forward the related measures in the aspects of integration of industry, education and research, open exchange, industrial service, technical radiation, etc.



案例：中钢吉铁关注一线职工职业安全健康

CASE： Sinosteel Jilin Ferroalloy Co., Ltd. cared for the occupational safety and health of workers at the production line

针对多年不遇的高温酷暑天气，中钢吉铁工会根据班组实际，本着安全适用的原则，利用工会技协创收，为生产一线的 235 个班组休息室购买配发了壁挂式电风扇。

为推进“学习型”班组建设工作，提升班组学习能力和职工队伍整体素质，中钢吉铁工会在人力资源部培训中心协助下，为各班组认真挑选了冶炼、电气等通用工种及汽车修理、车工等特殊工种的专业书籍 650 本。同时，还同步配备了《自己是最好的医生》一书，以提高职工自我保健意识和能力。工会在基层单位设立了 222 个班组“职工读书角”，在中钢吉铁营造出职工积极学习新知识、新技能的浓郁氛围。

To cope with high temperature, the harshest in years, Sinosteel Jilin Ferroalloy Co., Ltd. used the income of labor union and technical association to install wall-mounted electric fan in lounges for 235 teams and groups, based on the principle of safety and utility.



In order to promote the construction of learning teams and groups and improve learning ability and quality of staff, supported by Training Center of Human Resource Dept., Sinosteel Jilin Ferroalloy Co., Ltd. selected 650 books involving metallurgy, electric, automobile repair, lathe operator, etc. Meantime, the company also bought the book called You are the Best Doctor for employees to improve their self-health care awareness and ability. Labor Union set up 222 Staff Reading Corners in the basic units, to build up an environment for employees to learn new knowledge and skills.



开展员工关爱 Caring for Employees

中钢集团不断推进企业文化建设，注重增进员工的身心健康、通过组织各种积极向上的文体活动，提高凝聚力，培养团队精神、丰富员工生活，促进员工素质的全面提升。



案例：中钢集团（系统）职工篮球比赛

CASE： Employee Basketball Competition of Sinosteel Corporation in Beijing

2010 年 10 月，中钢集团组织了职工篮球赛，参赛 22 支球队经过 63 场比赛的激烈角逐，最终，大赛东道主中钢邢机队夺得桂冠，中钢吉炭队获得亚军，中钢吉铁队位列季军，中钢港粤深联队、中钢广铁队、中钢吉电队、中钢西重队和中钢马矿院队分获第 4—8 名；中钢山西队、中钢衡重队获得体育道德风尚奖；中钢邢机荣获优秀组织奖。

在短短的八天时间里，各参赛队伍奋勇拼搏，团结进取，呈现了一场场精彩的比赛，展示了高超的球技，充分展现了中钢员工良好的精神风貌。

Sinosteel Corporation continually advances its enterprise culture construction, paying attention to strengthening physical and mental health of employees, and enhancing coherence through organizing various kinds of positive sports and cultural activities, training their spirit of solidarity, enriching the life and promoting overall improvement of quality of the quality of employees.

In October 2010, Sinosteel Corporation organized employee basketball competition. 22 teams participated in 63 competitions. Finally, the host Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. won the first place, team of Sinosteel Jilin Carbon Co., Ltd. won the second, Sinosteel Jilin Ferroalloy Co., Ltd. won the third, and then was the united team of Sinosteel Hong Kong, Guangzhou and Shenzhen, Sinosteel Guangxi Ferroalloy Co., Ltd., Sinosteel Jilin Electro-Mechanical Equipment Co., Ltd., Sinosteel Xi' an Heavy Machinery Co., Ltd., and Sinosteel Ma'anshan Institute of Mining Research Co., Ltd.; Sinosteel Shanghai Co., Ltd. and Sinosteel Hengyang Machinery Co., Ltd. won Sports Moral Awards; and Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. won the Outstanding Organizer Award.

During the past eight days, each team made every effort to show us wonderful basketball games, unparalleled techniques and favorable image of Sinosteel people.





案例：第六届“中钢杯”登山比赛

CASE: The 6th “Sinosteel Cup” Mountaineering Competition of Sinosteel Corporation

登香山比赛是中钢集团一项传统的群众性体育活动，至今已连续举办了六届。本届比赛按年龄分为男、女甲组和男、女乙组。

比赛起点在香山脚下，终点设在香山顶峰——香炉峰。经过激烈的角逐，最终中钢贸易袁凡、中钢设备周丽楠、中钢设备斯苏苏、中钢贸易张萍分别获得男、女甲组和男、女乙组第一名；中钢设备蝉联团体六连冠，中钢贸易获得团体亚军，中钢钢铁获得团体第三名。

本届登山比赛参加人数为历届之最，有 800 多名员工报名，近 600 名员工参加，活动取得圆满成功。

Fragrancy Hill mountaineering competition is a traditional mass sports activity of Sinosteel Corporation. So far, the company has held six times. In this “Sinosteel Cup” mountaineering competition, it was divided into Men Group A, Women Group A, Men Group B, and Women Group B according to the age.

Starting point was the root of Fragrancy Hill and the destination was Burner Peak of Fragrancy Hill. After fierce competition, Yuan Fan of

Sinosteel Trading Co., Ltd., Zhou Linan of Sinosteel Equipment & Engineering Co., Ltd., Si Susu of Sinosteel Equipment & Engineering Co., Ltd., won Zhang Ping of Sinosteel Trading Co., Ltd., won the first place of Men Group A, Women Group A, Men Group B, and Women Group B respectively; Sinosteel Equipment & Engineering Co., Ltd. continue to gain the team champion for the sixth time, Sinosteel Trading Co., Ltd. won the second, and Sinosteel Iron & Steel Co., Ltd. won the third.



巾帼不让须眉
Women are no inferior to men



案例：中钢地质院举办第六届趣味运动会

CASE: Sinosteel Tianjin Geological Academy Co., Ltd. held its 6th Autumn Employee Funny Sports Games

为进一步丰富员工文化生活、增强员工体质，促进交流互动、熔炼企业团队，中钢地质院于 2010 年 10 月 10 日举办了第六届秋季员工趣味运动会。

运动会将娱乐性与竞技性融为一体，既妙趣横生又紧张激烈，全院员工热情高涨、积极参与。紧张激烈的拔河比赛拉开了运动会的序幕。随后进行了“60 米短跑”、“200 米短跑”、“4 × 100 米接力赛”、“运篮球跑”、“套圈”、“三人四足”、计时快速投篮”

等丰富多彩的比赛项目。比赛过程中精彩瞬间不断涌现，高潮迭起，呐喊声、欢呼声此起彼伏。运动会强化了大家的团队意识，增进了友谊。互助友爱、团结拼搏的精神通过比赛得到了发扬与光大。

通过激烈的角逐，由地质所、研发中心组成的第一分会以团体总分第一名的成绩问鼎本届运动会，第四分会获得了第二名。

In order to further enrich the life and strengthen the physical quality of employees, promote communication and interaction, and build corporate work team, Sinosteel Tianjin Geological Academy Co., Ltd. held its 6th Autumn Employee Funny Sports Games on Oct.10, 2010.

The sports meeting integrate entertainment and competition, which was full of wit and humor, and tense and tight. All staff actively participated in it. The tense and tight tug-of-war marked the beginning of the sports meeting. And then, many other colorful sports games proceeded, such as 60-meter dash, 200-meter dash, 4 x 100m relay, ringtoss, etc. The sports meeting strengthened team consciousness, promoted friendship, and carried forward the spirit that loving and helping each other and solidarity.

After fierce competition, Group One, composed of Geological Office and R&D Center, won the first place, and Group Four won the second.



中钢地质院举办第六届趣味运动会
Sinosteel Tianjin Geological Academy Co., Ltd. held its 6th Autumn Employee Funny Sports Games



案例：中西矿业公司举行“迎中秋”午餐会

CASE: Sinosteel Midwest Corporation Ltd. held Mid-Autumn Luncheon

2010 年 9 月 22 日，中西矿业公司举行“迎中秋”午餐会。

午餐会上，中方员工讲解了中秋节的来历、习俗等，并邀请大家品尝专为中秋节定做的特色中式午餐和月饼，充分感受到了中国传统节日和饮食文化。

通过上述活动，中外员工之间加强了沟通和交流，加深了对彼此文化的理解，这将对公司的文化融合和日常管理产生积极的影响。

On Sep.22, 2010, Sinosteel Midwest Corporation Ltd. held Mid-Autumn Luncheon.

Chinese employees explained the origin and custom of the Mid-Autumn Festival, invited employees from other countries to taste Chinese food and moon cakes customized for the festival, and let them experience Chinese traditional festival and food culture.



“迎中秋”午餐会
Mid-Autumn Luncheon

和谐社区关系 Harmonious Community Relations

在全球化运营中，中钢集团注重与当地建立和谐社区关系，为企业的可持续发展营造良好的外部环境；关注社区需求，了解社区困难，致力于促进社区发展；热心公益事业，开展慈善捐赠，树立负责任的企业形象。

In global operation, Sinosteel Corporation pays attention to establishing harmonious relations with the local community, and builds a favorable external environment for sustainable enterprise development; pay attention to community needs, understand community difficulties, and committed to promoting community development; care for public welfare undertaking, carry on charity donations, and build a responsible corporate image.



社区共建，构建和谐企地关系

Establishing a harmonious relationship between enterprise and local people with the joint efforts of the communities



案例：中钢地质院荣获友谊路地区共建和谐社区单位标兵荣誉称号

CASE: Sinosteel Tianjin Geological Academy Co., Ltd. was granted the honorary title of "Model Unit of Building a Harmonious Community "in Friendship Road Region

10月26日上午，天津市河西区友谊路地区“2010年和谐友谊全民行动成果展示会”上，中钢地质院被评为“共建和谐社区单位标兵”，并荣列《友谊新报》“和谐友谊结硕果光荣榜”之榜首。

天津市河西区友谊路地区“和谐友谊全民行动”已连续开展了4年。自活动开展以来，中钢地质院紧紧围绕“唱响和谐友谊、争做和谐使者”的活动主题，在帮困扶贫、支持就业以及活跃社区文化等方面充分发挥了驻街单位的作用，为友谊路地区和谐社区的建设做出了积极的贡献，多次被评为友谊路地区共建和谐社区单位标兵。

On the morning of October 26, Sinosteel Tianjin Geological Academy Co., Ltd. was been granted "Unit of Building a Harmonious Community" on the Universal Action Exhibition of Harmonious Friendship for 2010 in Friendship Road Region, Hexi District, Tianjin. It ranked first on the honor roll of "Success for Building Harmonious Friendship" by Friendship Daily.

Activities like this has been held for four consecutive years and since the launch of the activity, Sinosteel Tianjin Geological Academy Co., Ltd. has focused on and wing out "friendship Daily News" "Fruit of harmony friendship, honor roll" of the list.

Friendship Road, Hexi District, Tianjin region "harmonious friendship, full action" carried out 4 consecutive years. Since the activities since the Geological Institute of Steel to focus on the theme of "Praising the Harmonious Friendship and Being an Envoy of Harmony" " and it played an important role in helping the poor, supporting employment, and activate the community. It has been awarded for many times for its good performance in building a harmonious community.



中钢地质院荣誉锦旗
Silk banners of Sinosteel Tianjin Geological Academy Co., Ltd.



案例：中钢赤峰矿业 积极构建和谐企地关系

CASE: Sinosteel Chifeng Jinxin Mining Co., Ltd. positively built a harmonious relationship between the enterprise and the region.

中钢赤峰矿业公司在生产建设中以科学发展观统领揽工作全局，坚持企业发展不忘社会责任，积极致力于创建融洽的企地关系，为生产营造和谐的外部环境，收到了良好的效果。

中钢赤峰矿业公司是中钢集团在内蒙古赤峰市松山区投资控股的一个钼采选生产企业。公司地处山区，当地村民比较贫困，所以，克服一切困难，竭尽全力为当地村民办实事，支持带动地方经济发展，一直是中钢赤峰矿业公司成立组建以来履行社会责任的一项重要内容。公司设专门的部门负责协调工农关系，明确企地共建工作职责和工作流程，按程序化、规范化的操作，积极协调企业发展涉及的环保、土地、用电、办证等问题，始终做到不与当地群众发生利益冲突，杜绝了重大企地纠纷发生。同时，公司对其合理要求总是尽力满足，坚持为当地人民群众办实事、办好事，如提供就业，捐资助学，改善环境，交友帮困等，在自身发展壮大中充分履行社会责任，全力构建和谐企地关系，增强了央企在当地的影响力，树立了良好的社会形象，极大融洽了企地关系，演绎出企地一家、共建和谐的精彩篇章。

Sinosteel Chifeng Jinxin Mining Co., Ltd. takes the scientific concept of development to guide its production and construction work, and they never forget their corporate social responsibility in creating a harmonious relationship between enterprise and the region for a better external environment for its development, which has made good achievements.

As a holding enterprise invested by Sinosteel Group in Songshan District, Chifeng City, Inner Mongolia, Sinosteel Chifeng Jinxin Mining Co., Ltd. is a molybdenum mining enterprise, which is located in mountainous areas. The residents there are poor. How to overcome all the difficulties and make every effort to improve the villagers' well-being and promote the local economic development is always a major part of the company's social responsibility since its establishment. The company has set up special departments to coordinate the relations between the workers and peasants, and make clear the responsibilities and working procedures, which can be followed in an orderly and standard way. It actively coordinates the issues which involve the development of the enterprise, such as the environment protection, land, electricity consumption, certification issuance and other issues. They never had conflict of interest with the local people, so they avoided major dispute with them. Meanwhile, the company always tries to meet their reasonable requirements, and insists to do practical things for the local people, such as providing employment, donations to schools, improving the environment, helping the vulnerable and so on. In their own development and growth, the company has fully implemented their social responsibility to build a harmonious relationship between enterprise and the region, which has enhanced the influence of the central enterprises in the region, and established a good social image and drew a picture of harmony for the society.



鸡冠山村民秧歌队自发到中钢赤峰矿业公司进行慰问演出
Villager Yangko Dance Group of Jiguanshan Village performed for employees of Sinosteel Chifeng Jinxin Mining Co., Ltd.

重视教育，热心公益慈善活动 Emphasize education and devote public welfare

中钢援助台湾地区失学原住民学童计划荣获 2009 年度“中华慈善奖” Sinosteel's Aid Program for Dropout Aboriginal Children in Taiwan won the 2009 "China Charity Award"



经国务院台湾事务办公室推荐，民政部提名，通过全国公众在中国捐助网、中国慈善信息平台实名投票、评选委员会最终评审，中钢集团援助台湾地区失学原住民学童计划荣获 2009 年度“中华慈善奖”最具影响力慈善项目奖。

作为大型国有企业，中钢始终把发展主营业务和承担社会责任作为己任，努力服务社会、回报社会。此次获奖项目“台湾地区失学原住民学童计划”是 2009 年中钢积极响应党和政府的号召，向台湾地区捐助善款共计 650 万，其中 150 万通过中国青少年基金会落实，主要以台湾原住民儿童为对象，通过资助原住民地区学校，改善其发展民族文化特色教育，增强学童民族自豪感，创造良好教学环境，保障学童受到良好教育、培养多种技能，增强学生的自信心，为将来走上社会参与竞争作好准备。项目目标明确，意义深远，无论是受捐助对象本身，还是从台、港等两岸三地媒体反应来看，都取得了积极的反响。特别是选取少数民族作为捐助对象，传递了让大家关注少数民族、增进社会和谐这一重要信息，引起了极大的关注，具有极强的社会示范作用。

Recommended by Taiwan Affairs Office of the State Council and Nominated by the Ministry of Civil Affairs, Sinosteel Group's Aid Program for Dropout Aboriginal Children in Taiwan won the most influential charitable program in the 2009 "China Charity Award" through real-name ballot in China Donations Website, China Charity Information Platform and the final selection of the jury.

As a large state-owned enterprise, Sinosteel has been always taking the development of its main business and shouldering its social responsibility as its duty and strives to serve and repay the society. The awarded program - "Aid Program for Dropout Aboriginal Children in Taiwan" which was Sinosteel's positive response to the call of the Party and government in 2009 has donated a total of 6.5 million, of which 1.50 million are implemented through the China Youth Development Foundation. The funds mainly target the aboriginal children in Taiwan. By funding schools, improving the development of their ethnic culture, enhancing the students' sense of national pride, creating good teaching environment and ensuring them to receive good education, cultivating them with variety of skills, to strengthen their self-confidence for the future and get prepared for competition in the society. The program has clear goal and is far-reaching, and it has been proved that it exerted significant influence in not only the people who are beneficial from the program but also it can be seen from the media's reaction in Taiwan, Hong Kong, and the Mainland. Their particular donation to the ethnic minorities drew much concern on this group of from the society and their good deed would promote social harmony and set a good example on charity.



中钢集团援助台湾地区失学原住民学童计划荣获 2009 年度“中华慈善奖”最具影响力慈善项目奖
The plan of Sinosteel Corporation to help drop-out school children of the aborigines of the Taiwan region won the 2009 most influential charity award-"China Charity Award"

中钢援建广元市三所希望小学 Sinosteel helped to build three Hope Primary Schools in Guangyuan

中钢集团始终把关注教育慈善活动当做自身的长久责任。在得知汶川地震中很多孩子失去了校园的消息后，中钢集团第一时间伸出援手，出资援建了四川省广元市三所希望小学，为灾区孩子的茁壮成长做出积极贡献。

中钢集团援建了青川县楼子乡的德清中钢希望小学。青川县是“5.12”特大地震的重灾区。地震当中，原楼子乡中心小学遭受严重损失，学校教学楼倒塌。震后不久，通过中国青基会和当地政府协调，中钢集团为该小学捐赠了 250 万元，用于恢复重建学校校舍。现学校已全面竣工，共招收学生 130 余名，解决了当地儿童失学问题。

中钢集团援建了利州区金洞乡的中钢希望小学。该校位于利州区北部山区，紧邻青川县，地处大山深处，周边自然条件十分艰苦，与外界联系仅靠一条开凿在悬崖之上的 2 米多宽盘山小路，是利州区最为偏远的农村小学。学校始建于 1956 年，覆盖 6 个村，近 3000 人口。“5.12”特大地震致使该校遭受严重破坏。得知学校急需援助的情况后，在中国青少年发展基金会的努力下，中钢集团迅速与利州区政府达成援建协议。学校恢复重建总投资 261 万



中钢捐助的楼子乡希望小学
Sinosteel donated the Hope Primary School in Louzi Town

Sinosteel Corporation always focuses on education charity activities and takes it as our long-term responsibility. Informed that many children lost their schools during Wenchuan Earthquake, Sinosteel Corporation offered help as soon as possible and helped to build three hope primary schools in Guangyuan, Sichuan, which made great contribution to the children's growth.

Sinosteel Corporation helped to build Deqing Sinosteel Hope Primary School in Louzi Town, Qingchuan County. Qingchuan County suffered the hardest hit by the "5.12" Earthquake. The previous central primary school in the town suffered severe damage and the teaching building collapsed. After the disaster, with the coordination of China Youth Development Foundation and the local government, Sinosteel donated RMB 2.5 million to rebuild the school. Now the construction has finished and there are more than 130 students, which has solved the children's educational problem.

Sinosteel Corporation helped to build Sinosteel Hope Primary School in Jindong Town, Lizhou District. The school was located in the mountainous areas of Lizhou District and quite close to Qingchuan Town. It is in the remote mountainous areas, and the natural conditions there are quite difficult. The only way to the outside world is just a 2-meter wide winding path dug on the cliff. The school is the most remote rural primary school in Lizhou District. Found in 1956, the school's enrollment covers 6 villages and a popularity of nearly 3,000. It was badly damaged in the earthquake. Sinosteel Corporation reached an agreement with the



元，其中，由中钢集团捐赠 100 万元。学校从 2009 年 6 月开始动工修建，克服了 2010 年夏天特大洪灾及交通极为不便的种种困难，于 2010 年 10 月中旬完工。新建的教学楼、实验室、学生食堂等建筑面积共 1200 平方米，可容纳 180 名学生同时就读。中钢集团将时时关心同学们的成长与进步，时刻给予同学们以真诚的祝福和帮助，激励大家“学习成才，志强报国”。学生们这样表达自己的心声“感谢中钢的叔叔阿姨，是你们让我们山里娃也跟城里学生一样能在宽敞明亮的教室里上课了！我们一定会努力学习，长大后尽力帮助别人。”

中钢集团还援建了苍溪县龙山镇的中钢希望小学。该校创办于 1958 年，现有学生 269 人。“5.12”特大地震致使该校主要建筑变为危房。为做好灾后重建工作，中钢集团对该校捐助 150 万元，用于教学楼、学生公寓建设。其中教学楼 1518 平方米、学生公寓 1013 平方米分别于今年年初和 8 月中旬陆续完工，学生全部进入新教学楼上课。

为继续关心支持中钢希望小学的发展，今后，每年暑假期间，中钢集团将组织部分优秀学生代表到北京参加夏令营活动，进一步开阔学生视野，增加学生学习实践机会，受到广大师生的热烈响应。



government of Lizhou District to provide financial support to rebuild it as soon as they knew the urgent need of aid with the help of China Youth Development Foundation. The total investment was RMB 2.61 million and Sinosteel Corporation donated RMB 1 million. The reconstruction project started in June, 2009 and was completed in the midmonth of October, 2010. During the project, they overcame all kinds of difficulties, such as flood in 2010 and extremely inconvenient transportation. The total construction area is 1,200 square meters, including the teaching buildings, laboratories, canteen with the accommodation of 180 students. Sinosteel Corporation would always concern about the growth and progress of the students, provide them with sincere blessing and help, and encourage them to be the backbone of our country by study hard. The student performed their own programs to express gratitude to the people who help them to go back to bright and clean classrooms. They would work hard and try to help others when grow up.

Sinosteel Corporation also helped to build Sinosteel Hope Primary School in Longshan Town, Cangxi County. It was founded in 1958 and now there are 269 students. The main building were in a state of disrepair during “5.12” earthquake. In order to reconstruct it, Sinosteel Corporation offered RMB 1.5 million to construct the teaching building and dormitory. The construction of teaching building with an area of 1518 square meters and the dormitory with an area of 1013 square meters was respectively finished at the beginning of 2010 and midmonth of August in 2010. And all the students can study in the new building.

In future, in order to continuously care and support the development of Sinosteel Hope Primary School, Sinosteel Corporation will organize excellent student representatives to visit Beijing in every summer vacation, which is to expand the students’ horizon, provide practice opportunities for the students. It was warmly responded by the teachers and students.



灾难救助，时刻心系社会民生

Provide disaster relief and always concern a lot on the society

中钢心系社会，在出现重大自然灾害的时候，主动伸出援手，站在捐赠和募捐的第一线，发起赈灾救援活动，为社会做出贡献。

Sinosteel Corporation concerns a lot on the society. When severe natural disasters happened, Sinosteel offered assistance initiatively, not only to donate but also launch relief and rescue activities for the people in disasters. They contributed a lot to the society.

“情系玉树、奉献爱心”——中钢集团党员、职工积极为玉树捐款

"Concerning on Yushu Earthquake, Dedicating our love"—Sinosteel Party members and staff actively donated to Yushu

青海玉树“4.14”强烈地震灾害发生后，中钢集团公司党委高度关切，立即研究决定以集团公司名义向地震灾区捐款 100 万元人民币，支持抗震救灾。4 月 21 日，再次向各基层党组织和广大党员职工发出《关于组织动员广大党员、职工支持抗震救灾工作的通知》。各级党组织和广大党员、职工迅速行动起来，积极开展“情系玉树、奉献爱心”捐赠活动，以实际行动支持抗震救灾工作。集团领导、股份公司高管及广大党员领导干部带头捐款，一些出差在外的党员和员工听到捐款的消息，纷纷打电话让同事代为捐款；离退休党员职工接到通知后，第一时间来到离退休服务中心或委托他人帮助捐款。短短 3 天时间，2105 名集团及京内企业党员、职工积极为地震灾区捐款 590436 元，并上交中国红十字基金会。

After the 4.14 Yushu Earthquake in Qinghai happened, the Party Committee of the Sinosteel Corporation very concerned about it and made an instant decision to donate RMB 1 million to support the rescue and relief activities in the name of the Group. On April 21, the Group issued a note on mobilizing the grass-roots party organizations, party members and staff to provide some substantial help to the people in Yushu, The leaders of the Group and the senior executives of the stock companies, as well as the party members took the initiative to donate money. Some party members and employees who were on their business trip also made distance donation with the help of their colleagues. The retired party members and staff came to donate by themselves or asked others to donate as soon as they got the notice. RMB 590,436 yuan was donated by 2105 party members, employees in Beijing within 3 days. The money was handed over to Chinese Red Cross Foundation.

中钢吉炭、中钢吉铁青年志愿者奔赴抗洪抢险第一线

Volunteers from Sinosteel Jilin Carbon Co., Ltd. and Sinosteel Jilin Ferroalloy Co., Ltd. went to the frontline of combating flood

2010 年 8 月，吉林地区连降大到暴雨，导致部分城区、农村发生洪涝灾害，造成口前、旺起等地区人民生命和财产受到巨大损失。受灾最为严重的吉林市永吉县在洪水退去后，浮现大量淤泥，在高温天气里散发出腐烂的臭味，展开大规模清淤工作成为灾区当前抗洪救灾的主要任务。

为响应团市委的号召，中钢吉炭、中钢吉铁团委于 8 月 2 日、3 日两天，召集公司广大青年员工近 60 人次，奔赴灾区开始了为期两天的清淤工作，主要负责对道路、道路两旁的商铺及居民区进行清淤。青年志愿者们临危受



中钢青年志愿者抗洪抢险
Young volunteers of Sinosteel took part in flood fighting.

命，克服困难，不怕脏不怕累，顶着淤泥散发出的腐烂臭味，哪里脏往哪里去，帮助当地老百姓重建家园。出色地完成了清淤任务，并受到了上级部门和领导的好评。

In August, heavy rain poured in Jilin province, and it caused flooding in part of urban and rural areas and people in Kouqian and Wangqi areas suffered a great loss of life and property. The most affected Yongji County in Jilin City became smelly because the mud fermented in high temperature. So the key task to combating flood is to clean the mud.

In response to the call of Youth League of the city, Sinosteel Jilin Carbon Co., Ltd. summoned the majority of young people to go to the disaster-stricken areas to do the cleaning on August 2 and 3. Their main task were to clean the areas of roads and the business and residential areas on the both sides of the roads. They had no fear of danger and were not afraid of dirty and tiredness, finally they did a good job, which had been praised by superiors and leaders. Their deed fully showed that they were hard-working with good spirit.



中钢吉林荣获吉林市“昌邑区抗洪救灾特殊贡献单位”称号
Sinosteel Jilin Ferroalloy Co., Ltd. was awarded the title of “Enterprise with Special Contribution to Flood Fighting in Changyi”.



中钢青年志愿者抗洪抢险队员护送村民到安全地带
Young volunteers of Sinosteel escorted villagers to the safety zone.

携手抗干旱，爱心化甘霖——中钢集团团委组织开展抗旱救灾爱心捐款活动

Combating against drought with love
-- The Youth League Committee of Sinosteel organized donations for combating drought

西南五省区市遭遇大范围持续干旱，部分地区干旱范围和强度更是突破历史极值，给当地人民群众生产生活造成了严重影响。中钢集团团委第一时间响应团中央、中央企业团工委的号召，发出《关于组织“抗旱救灾献爱心”捐款活动的通知》，广泛动员全系统各级团组织 and 广大团员青年积极承担社会责任，弘扬“一方有难，八方支援”的中华民族传统美德，以实际行动参与抗旱救灾。通知发出后，广大团员青年积极参与捐款，播撒爱心。集团各级团组织共筹集善款 114863.1 元。其中，集团团委及在京 12 个团支部共筹集善款 59125 元。

各京外企业团组织积极响应集团团委号召，行动迅速、组织有力、开展了形式多样的救灾活动。中钢安徽、

Five provinces and municipalities in southwest faced a continuous drought. The extent of drought in some areas had reached the peak in their history, which had affected local people's life badly. The Youth League committee of Sinosteel responded to the call for donation and mobilized all the whole system and all youth league members to shoulder their social responsibility, and to fight against the drought with the guidance of Chinese traditional virtues They raised a total of 114,863.1 yuan from youth league organization at all level in Sinosteel Among them, 12 Youth League and Youth League Branch of the Group in Beijing had raised 59,125 yuan.

The Youth League Organization outside Beijing took instant action and well-organized in all kinds of donations. Sinosteel Anhui Co., Ltd and Sinosteel Heng Yang Heavy Foundry and Forging Co., Ltd sent the donation to the drought-hit areas as soon as possible. The Youth League branch of Sinosteel Shanghai Co., Ltd and Sinosteel Shandong Fuquan Mining Co., Ltd launched water-saving activities besides donation to cultivate the young people to save water. Sinosteel

中钢衡重等单位已迅速将善款汇往西南灾区；中钢上海、中钢山东富全矿业团支部在捐款同时开展了“抗旱节水”活动，号召广大团员青年树立节水意识；中钢广东公司团支部派遣青年员工代表到广西旱情严重的小学支援慰问，并带去了饮用水和大米，解燃眉之急。

Guangdong Co., Ltd assigned young people to comfort and support the primary schools in Guangxi with water and rice, which would meet the extremely urgent need there.



案例：中钢集团天津有限公司荣获“优秀慈善集体”荣誉称号
CASE: Sinosteel Tianjin Co., Ltd. won the honorary title of "Outstanding Charity Group"

2010 年 12 月 28 日，天津市河西区慈善协会召开大会，隆重表彰优秀慈善集体、爱心集体、慈善个人及慈善项目，中钢集团天津有限公司荣获“优秀慈善集体”荣誉称号。在同时启动的“2011 年迎新春情暖万家慈善助困活动”仪式上，天津公司再次捐款 8000 元，帮助社区贫困家庭。

2008 年 5 月 12 日，四川省汶川县发生 7.8 级强震。公司决定为灾区捐款 50 万元人民币，并号召全体职工个人为灾区积极捐款，公司 3 天内共筹集善款 71310 元。公司 52 名共产党员又特别交纳特殊党费 51100 元。2010 年 4 月 14 日，青海省玉树县发生 7.1 级强震，天津公司为青海玉树灾区捐款 10 万元人民币，同时号召广大职工伸出援手，奉献爱心，102 名在岗员工共计为灾区捐款 21500 元人民币。

2009 年，中钢集团天津有限公司在天津市“共享阳光”助残晚会上，为天津市残疾人福利基金会捐款 1 万元；2010 年 1 月份，河西区慈善协会提出“伸出您的双手、共筑爱的长城”慈善募捐倡议书，天津公司向一部分困难群众家庭提供了资助 1 万元，受到了天津市河西区委的表彰，荣获了天津市河西区“扶贫济困，乐善好施”的光荣称号。

On December 28, 2010, the Charity Association of Hexi District, Tianjin convened a meeting, to commend the collective groups, individuals and programs which had contributed a lot to charity career. Sinosteel Tianjin Co., Ltd. was granted the honorary title of "Outstanding Charity Group" On the launching ceremony of

the activity—“Embracing the new year of 2011, helping the poor families”, they donated 8,000 yuan again to help poor families in the communities.

The “5.12” earthquake of magnitude 7.8 happened in Wenchuan, the company decided to donate 0.5 million yuan to the people in Wenchuan and called for more donations from the staff. 71,310 yuan was raised in only 3 days. 52 party members donated special membership fee 51,100 yuan. On April 14, 2010, Qinghai earthquake of magnitude 7.1 occurred in Yushu County, the company raised 0.1 million yuan and 102 employees on the position donated 21,500 yuan.

In 2009, on the "Sharing Sunshine" charity party, Sinosteel Tianjin Co., Ltd. donated 10,000 thousand yuan to Tianjin Welfare Fund for Disabled Persons; In January 2010, the Charity Association of Hexi District issued a proposal on the theme of “Giving your hands, Building the Great Wall of Love”, the company financed part of the poor families with 10,000 thousand yuan. Their deed was praised by the government of Hexi District. They also won the glory title of “Helping the poor, keen to charity”.



中钢集团天津有限公司荣获“优秀慈善集体”荣誉称号
Sinosteel Tianjin Co., Ltd. was awarded the title of “Excellent Collective for Charity”.

2011 年社会责任工作展望

Prospect of Social Responsibility Work In 2011

迈向 2011，中钢集团将牢固树立机遇意识、忧患意识、风险意识和责任意识，清醒认识复杂环境带来的机遇与挑战，我们要把握机遇，在加快经济社会发展中，坚定不移地履行好企业社会责任，不断提升企业社会责任工作的管理水平。

In 2011, Sinosteel Corporation will firmly build up the sense of opportunity, urgency, risk and responsibility, and have a clear understanding of opportunities and challenges brought by the complex environment. We will seize opportunities, unswervingly fulfill corporate social responsibility and improve corporate management standard.

1 进一步深化对社会责任工作重要性的认识，建立较为完备的社会责任管理体系，明确所属 86 家机构的对口管理部门和工作人员，真正把企业社会责任融入到企业的中长期发展战略中，提升执行力度。

Further deepen its understanding of the importance of corporate social responsibility (CSR) operation, establish a relatively perfect CSR management system, clarify the specific administrative departments and staff of 86 subordinate organizations, and practically integrates CSR into the mid and long-term enterprise development.

2 进一步完善社会责任绩效指标体系，推动中钢社会责任工作的科学发展。2011 年，我们重点完善“责任推进”、“节能环保”、“社区参与”三项指标所对应的公司管理工作。

Further improve the social responsibility performance index system, and promote scientific CSR development of Sinosteel Corporation. In 2010, we will focus on the management of “responsibility fulfillment”, “energy conservation and environmental protection” and “community participation”.

3 持续探索如何提高企业披露社会责任工作的深度和广度。根据业务的发展情况，更新《中钢集团可持续发展非洲报告》的相关内容。

Continually explore how to increase the depth and width of enterprise disclosure of CSR operation. Based on business development, and update Sinosteel Corporation Sustainability Africa Report.

4 进一步加大与利益相关方沟通的力度，不断创新沟通方式。

Further strengthen communication with stakeholders and continually innovate the mode of communication.

附录一：《2010 中钢集团可持续发展报告》评级报告

Appendix I: Rating Report on Sinosteel Corporation Sustainability Report 2010

中国社会科学院经济学部企业社会责任研究中心受中国中钢集团公司委托，从中国企业社会责任报告评级专家委员会中抽选专家组成“中钢集团 2010 社会责任报告评级小组”。评级小组依据《中国企业社会责任报告编写指南（CASS-CSR 2.0）》相关标准对《2010 中钢集团可持续发展报告》（以下简称《报告》）进行评级。

一、评级依据

中国社会科学院经济学部企业社会责任研究中心、中国企业联合会、中国石油与化学工业联合会、中国轻工业联合会、中德贸易可持续发展与企业行为规范项目、WTO 经济导刊、中国企业公民委员会联合发布的《中国企业社会责任报告编制指南（CASS-CSR 2.0）》。

二、评级结论

完整性（★★★★★）

《报告》系统披露了责任管理、市场绩效、价值产业、绿色服务和和谐共赢等方面的责任实践情况，覆盖了一般采矿业、批发贸易业和机械设备制造业社会责任核心指标的 62.7%，具有较好的完整性。

实质性（★★★★☆）

《报告》系统披露了公司加强安全生产、发展循环经济、应对气候变化、保护矿区生态等核心社会责任议题，积极回应了利益相关方的期望，具有较好的实质性。

平衡性（★★★★☆）

《报告》披露了“工伤人数”、“工亡人数”等负面信息，具有一定的平衡性。

可比性（★★★★★）

《报告》披露了多个关键绩效指标的连续 3 年的数据，具有较好的纵向可比性。

陈佳贵
中心理事长
全国人大常委
中国社科院学部主席团代主席



可读性（★★★★★）

《报告》结构清晰、语言流畅简洁、设计简洁精美、图文并茂、案例丰富、叙述清楚，具有较好的可读性。

创新性（★★★★★）

《报告》明确了以价值产业链、绿色服务链及和谐供应链为内容的可持续发展理念，提出了可持续发展战略实施路径，披露了在海外履行社会责任的情况，具有较好的创新性。

综合评级（★★★★★）

经评级小组评价，《2010 中钢集团可持续发展报告》为四星，是一份优秀的企业社会责任报告。

三、改进建议

- 1、进一步披露企业实质性的负面信息，并进行详细的阐述，改善《报告》平衡性；
- 2、增加同行业关键绩效指标的披露，提高《报告》的横向可比性；
- 3、增加所属行业社会责任核心指标的披露，提高《报告》的完整性。

四、评级小组

组长：
中心常务副理事长、国务院国资委研究局局长 彭华岗

成员：
上海证券交易所高级经理 杨金忠
商道纵横总经理 郭沛源
中国社科院经济学部企业社会责任研究中心主任 钟宏武
中国社科院经济学部企业社会责任研究中心副主任 曾四海

彭华岗
评级专家小组组长
中心常务副理事长
国务院国资委研究局局长

Upon the request of Sinosteel Corporation, CSR Research Center of Economics Division of Chinese Academy of Social Sciences selected experts from Chinese Expert Committee on CSR Report Rating to form Sinosteel Sustainability Report 2010 Rating Team. The rating team rated Sinosteel Sustainability Report 2010 (“report”) based on the relevant criteria specified in Guidelines on Corporate Social Responsibility Reporting for Chinese Enterprises (CASS-CSR 2.0).

1. Basis of rating

Guidelines on Corporate Social Responsibility Reporting for Chinese Enterprises (CASS-CSR 2.0) published jointly by the aforesaid Center, China Enterprise Confederation, China Petroleum and Chemical Industry Association, China Light Industry Federation, the Sino-German Corporate Social Responsibility Project, China WTO Tribune and China Committee of Corporate Citizenship.

2. Conclusions

Completeness (★★★★)

The Report discloses information on social responsibility practices in terms of responsibility management, market performance, value chain, green services and harmony win-win situation, with 62.7% core indicators of social responsibility of the general mining, wholesale trade, machinery and equipment manufacturing industry, it has better completeness.

Materiality (★★★★☆)

The Report discloses the key social responsibility issues like strengthen safety in production, development of circular economy, climate change, mining area ecological protection, positively responses to the expectations of stakeholders, it has better materiality.

Balance (★★★★☆)

This report discloses negative information on work-related injuries and causalities, therefore bears considerable balance.

Comparability (★★★★)

This Report discloses data on some key performance indicators of three consecutive years, it has better comparability.

Readability (★★★★)

This report has a clear structure, concise and fluency language, beautiful and simple design, illustrated expression, a large number of examples and clear statement makes this report quite readable.

Creativity (★★★★)

This report defines the concept of sustainable development of the value chain, green services chain and harmony supply chain, it proposes implementation path of sustainable development strategy and discloses information on social responsibility overseas, therefore bears considerable creativity.

Overall rating (★★★★)

Through evaluation and deliberations, the rating team agreed to rate Sinosteel Sustainability Report 2010 as excellent by giving a four-star rating to it.

3. Suggested improvements

- (1).Disclose and elaborate materiality negative information of corporation further to improve balance.
- (2).Disclose key performance data of the same industry to improve horizontal comparability.
- (3).Disclose more core social responsibility indicators for greater completeness.

4. Rating team

Team leader:

Peng Huagang, vice president of executive council of the Center and director general of Research Bureau,SASAC.

Team members:

Yang Jinzhong, senior manager with Shanghai Stock Exchange
Guo Peiyuan, general manager of SynTao
Zhong Hongwu, director of CSR Research Center, Economics Division, Chinese Academy of Social Sciences
Zeng Sihai, deputy director of CSR Research Center, Economics Division, Chinese Academy of Social Sciences

Chen Jiagui

Chairman of rating expert panel

Standing committee member of NPC

Acting chairman of Presidium of Divisions, Chinese Academy of Social Sciences

Peng Huagang

Head of the rating team

Vice president of executive council of the Center

Director general of Research Bureau of SASAC

附录二：术语解释

Appendix II: Definitions of Terms

铁矿石品位

即铁含量，是衡量铁矿石质量的主要指标。含铁量的工业开采范围是 23%—70%。按铁矿石品位的高低一般分为富矿和贫矿。富矿可直接入炉冶炼。贫矿须经过选矿处理，提高品位后，经过烧结和球团工艺再进行冶炼。

隔热耐火材料

气孔率高、体积密度低、热导率低的耐火材料。又称轻质耐火材料。包括隔热耐火制品、耐火纤维和耐火纤维制品。

耐火材料综合能耗

是指为生产每一吨耐火材料成品综合耗用的能源。包括从原料投入到成品入库的整个基本生产及为其服务的辅助生产所消耗的全部能源。

铁合金

按其功能分为“普通”和“特种”铁合金两大类。“普通”铁合金一般包括硅铁等，主要作为钢冶炼的脱氧剂以及在锻造时改善铸件性能。“特种”铁合金包括高碳铬铁、稀土铁合金、钼铁等，主要作为钢冶炼的合金添加剂，构成钢的实体成分，用于冶炼优质钢和特种钢。

炭素

炭素是以高纯度优质无烟煤，经过深加工改变煤的一些性质得出的物质。炭素制品按产品用途分为石墨电极类、炭块类、石墨阳极类、炭电极类、糊类、电炭类等。俗称炭砖或电炉块，主要用于冶金行业。近年来，医用炭素材料的发展也十分迅猛。

Iron Ore Grade

That is iron content, which is a key indicator to measure iron ore quality. Industrial mining range of iron content is 23%-27%. According to iron ore grade, there are high-grade ore and low-grade ore. High-grade ore can be directly smelted in the furnace. Low-grade ore should be smelted after ore dressing, sintering and palletizing process.

Insulating Refractory

It is refractory material with high porosity, low volume density, and low heat conductivity. It is also called lightweight refractory. It includes insulating refractory product, refractory fiber and refractory fiber product.

Comprehensive Energy Consumption of Refractory Material

Refers to the production of refractories per ton of finished integrated energy consumed. Raw materials into finished products from the entire basic production and storage services, auxiliary production for all energy consumed.

Ferroalloy

In terms of function, it includes common ferroalloy and special ferroalloy. Common ferroalloy generally includes silicon iron which is used as deoxidizer in steelmaking and used to improve casting property in forging. Special ferroalloy includes high carbon ferrochrome, rare earth ferroalloy, ferromolybdenum, etc., which are mainly used as alloy additive for smelting quality steel and special steel.

Carbon

It is a kind of material made of high-purity quality anthracite coal through deep processing to change some properties of coal. According to product functions, it can be classified into graphite electrode series, carbon block series, graphite anode series, carbon electrode series, paste series, electrical carbon series, etc. It is commonly called carbon brick or furnace block, and mainly used in metallurgy industry. In recent years, medical carbon has developed rapidly.

附录三：反馈意见表
Appendix III: Feedback Information

尊敬的读者

非常感谢您阅读《2010 中钢集团可持续发展报告》。为了提高我们社会责任的工作水平，恳请您对我们的报告就以下几方面提出宝贵意见和建议。

Respected readers

Thank you very much for your reading 2010 Sinosteel Corporation Sustainability Report. In order to improve our working level in aspect of performing our social responsibility, we earnestly request you to put forward your valuable opinions and suggestions on our report in the following aspects:

- 1 报告的可读性
Readability of the report
- 2 报告的客观性
Objectiveness of the report
- 3 报告的完整性
Completeness of the report
- 4 报告的形式（包括版式、风格等）
Form of the report (including format, style, etc.)
- 5 其他意见
Other opinions

请就上述意见通过以下任何方式发给我们：
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