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纸张: 报告印刷用纸通过FSC认证和ECF认证。
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Paper: The printing paper for this report was certified by FSC and ECF.
Ink: 100% soy ink was used aiming to decrease air pollution
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设计制作: 
鹏图设计
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2012 中钢集团
可持续发展报告
Sustainability Report

关于本报告

About the report

可靠性保证

中国中钢集团公司保证 2012 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。

报告范围

时间范围：2012 年 1 月 1 日—12 月 31 日，部分内容超出此范围。

组织范围：中国中钢集团公司总部以及各分支机构、所属企业。为便于表述和方便阅读，“中国中钢集团公司”在本报告中也以“中钢集团”、“中钢”、“集团”、“公司”和“我们”表示。

发布周期：此报告为中钢集团发布的第六份年度可持续发展报告。

报告数据说明

此报告所引用的 2012 年财务数据可能与最终数据略有差异，请以经审计的财务报告为准；其他数据来源于公司正式文件和统计报告。

报告参考标准

国务院国资委《关于中央企业履行社会责任的指导意见》；
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》；
全球报告倡议组织 GRI《可持续发展报告指南（2006）》（G3 版）；
联合国全球契约十项原则；
国际标准化组织 ISO《ISO 26000：社会责任指南（2010）》。

报告发布语言与形式

本报告以中、英文两种文字出版。
本报告以纸质版和网络版两种形式发布。若需索取纸质版报告，或浏览网络版报告，请登录公司社会责任网页：
<http://www.sinosteel.com/qyshzr>

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Reliability assurance

Sinosteel Corporation hereby assures the authenticity, accuracy and completeness of the 2012 Sustainability Report, and strives to take into account the substantiality and balance of the content. We look forward to enhancing the communication with stakeholders, establishing the mutual trust and jointly creating a sustainable future with the stakeholders through issuing the Sustainability Report and other approaches.

Reporting Period and Scope

Reporting Period: January 1, 2012 - December 31, 2012, and part of contents are beyond this range.

Reporting Scope: Sinosteel Corporation headquarters and all its branches and subsidiaries. For the convenience of expression and reading, the “Sinosteel Corporation” may be expressed as “Sinosteel Corporation”, “Sinosteel”, “the Company” and “We”.
Report Cycle: This report is the sixth annual Sustainability Report released by the Sinosteel Corporation.

Report Data Specification

2012 financial data referred in this report may be slightly different with the final data; the audited financial report shall prevail; other data are based on the Company's official documents and statistical reports.

Report Reference Standard

Principle of Central Enterprises in Performing Social Responsibility issued by the SASAC of the State Council;
Guideline for Preparation of the Social Responsibility Report of Enterprises in China by the Research Center for Corporate Social Responsibility of Chinese Academy of Social Sciences;
Sustainability Reporting Guidelines (2006) by the Global Reporting Initiative (GRI) (G3 version);
The Ten Principles of United Nations Global Compact (UNGC);
ISO 26000: Guidance on Social Responsibility (2010).

Reporting Language and Form

The report is published in both Chinese and English.
The report has paper version and online version, and is available upon request. Please visit the social responsibility website of the Company at
<http://www.sinosteel.com/qyshzr>

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管理者致辞



2012 年是我国“十二五”承前启后的重要一年，也是承载建设“美丽中国”、到 2020 年实现全面小康社会目标的开局之年。但是，2012 年对于钢铁行业来说，却是进入新世纪以来最为艰难的一年。中钢要在期盼与梦想、机遇与挑战并存的形势下保增长、求发展、为全面小康社会和美丽中国建设贡献力量，就更加需要科学发展观的指引，需要全方位的变革创新，需要责任的担当和可持续发展的眼界。

2012 年，我们更加深入地推进可持续发展战略与社会责任管理，将价值、绿色、和谐的理念践行在中钢生产经营的各个环节、决策管理的各个领域，将企业发展与社会责任进行有机统一，努力实现中钢与经济社会环境的全面、协调、可持续发展。

实施战略转型，坚持稳健发展。我们深入研判国际国内经济形势，以稳健经营为基础，以“一、二、五、四、三”发展战略为引领，积极开展战略转型和管理提升工作，提升风险防范能力，重视安全生产和科技创新，不断改善运营质量，实现经济的可持续发展。

加强环境管理，推进低碳发展。我们持续完善和推进环境管理体系和相关制度的建设，提升环境管理能力，并在坚持“环境友好、资源节约”绿色生产的同时，致力于推动采矿、冶炼、物流等全产业链和整个钢铁行业的低碳发展，实现环境的可持续发展。

积极回馈社会，实现和谐发展。我们积极创造良好的工作氛围，倡导员工在实践中不断成长，实现企业与员工的共同发展。我们坚持不懈地参与社区建设，创造税收和就业机会，拉动社区自身发展能力，并在赈灾扶贫、文化教育等多个领域积极参与社会公益事业，实现社会的可持续发展。

当前国家和中钢都处于实现经济转型发展的攻坚阶段，坚持履行社会责任正是实现这一发展的助推器。呈现在您面前的这份报告，不仅是我们过去一年来履行社会责任的一些实践成果，更是我们努力实现可持续发展的一个方向。我们将以党的十八大精神为指引，以更大的勇气和智慧，与利益相关方携手共进，努力开创中钢可持续发展的新局面。

贾宝军
中国中钢集团公司总裁

From the President

2012 is a historical juncture that links the past and the future for the “Twelfth-Five-Year Program” in China. Meanwhile, it marks the beginning of constructing “Beautiful China” and realizing the well-off society in an all-round way by 2020. Nevertheless, as for steel industry, 2012 is the toughest year since the inception of the new century. Faced with challenges and opportunities, to keep on growing, seek development and make new contributions to the society and the construction of “Beautiful China”, Sinosteel Corporation, bearing hopes and dreams, needs to adopt all-around transformation and innovation and shoulder responsibility in a sustainable way, guided by the Scientific Outlook on Development.

In 2012, we strengthened the implementation of sustainable development strategy and social responsibility management, applying the concepts of value added, green development and harmonious development to every aspect of production and operation and every decision-making, and therefore realized the combination of corporate development and social responsibility endeavors, making efforts toward the goal of the all-around, coordinated and sustainable development of Sinosteel Corporation.

Implement strategic transformation and adhere to stable development. Led by the “One, Two, Five, Four and Three” Development Strategy, we have solidified our efforts to study and predict international and domestic economic situation on the basis of stable operation and actively performed strategic transformation and management improvement. We managed to improve capability against risks, paid attention to safe production and science & technology innovation, continuously improved operational quality and realized sustainable development in the aspect of economy.

Reinforce environment management and advance low-carbon development. We continue to perfect and advance construction of the environment management system and relevant system, and improve the competence of environment management, while

adhering to “environmentally friendly, resources conserving” green production. We make great efforts to advance low carbon development of mining, smelting, logistics and the whole industrial chain and the whole steel industry and realized sustainable development in the aspect of environment.

Actively contribute to society and realize harmonious development. We actively create a sound working atmosphere, advocate employee development to realize joint development of business and staffs. We persistently participate in community construction, create jobs and tax revenues and advance community development. Meanwhile, we are actively involved in public benefit business in disaster relief, poverty reduction, culture and education etc., and realized sustainable development in social aspects.

At present, China and Sinosteel Corporation are at the key stage to realize economic reform and development, and sticking to social responsibility endeavor is the booster for this development. This report not only summarized our practices in performing social responsibility over the past year but also serves as a direction for future sustainable development. Guided by the spirit of the 18th National People's Congress of the Communist Party of China, we will join hands and march forward with our Stakeholders in Courage and wisdom, exploring a fresh progress for Sinosteel's sustainable development.

President : Jia Baojun

社会责任工作绩效对比表

Comparison Table of CSR Performance



项目 Item	2011-2012 表现 Performance of 2011-2012	对比 Comparison
经营业绩 Business performance	虽持续受外部经济环境严峻影响，但 2012 年集团通过战略转型、管理提升等工作，实现销售收入和资产总额的稳定发展 Although significantly and continuously affected by the external economic environment, the sales revenue and the total assets in 2012 remained stable through strategic reform and management development improvement	=
安全生产 Safe production	完善安全体系 加强安全应急建设 开展安全生产交叉检查 开展安全培训和相关活动 Further improve the security system Strengthen safety emergency construction Implement safety production cross inspection Carry out safety training and related activities	▲
科技创新 Technological innovation	完善科技创新机制，搭建科技创新平台 加大支持和组织科技创新项目 支持科技成果转化 Improve scientific innovation mechanism, and construct scientific innovation platform Further support and organize the technological innovation projects Support scientific result transformation	▲
信息化 Informatization	ERP 系统覆盖面进一步扩大 Further expand ERP system coverage	▲
风险管理 Risk management	打造内控制度体系，全面提升风险防控 进一步加强内部审计和效能监察 Construct internal control system, comprehensively develop risk prevention, further strengthen internal audit and efficiency inspection	▲
客户服务 Customer service	持续夯实客户关系管理，推动双赢 提升客户服务体验，满足客户多元需求 进一步开展产品质量管理，打造良好市场品牌 Continue to strengthen customer relationship management, and promote win-win situation Promote customer service experience, and meet diversified demand of customers Further develop product quality management, and establish well-known market brand	▲
责任采购 Responsible procurement	进一步加强推行绿色采购理念 加强供应商管理，获得良好赞誉 推动价值链实现协作发展 Further promote green procurement Strengthen supplier management, and acquire good reputation Promote coordinative development of value chain	=

▲ 代表较去年有所上升
Representing the improvement compared to the last year

= 代表与去年基本持平
Representing no change compared to the last year



项目 Item	2011-2012 表现 Performance of 2011-2012	对比 Comparison
环境管理 Environment management	推动环境管理体系认证与再认证 健全节能环保考核机制 构建环境事故应急机制 Promote environment management system authentication and recertification Promote energy saving and environment protection assessment system Construct environment emergency mechanism	▲
绿色制造 Green manufacture	推动能源、水、原材料的可持续利用 污染减排与治理、矿区生态环境保护 开发节能环保产品 推动绿色采购、绿色出行、绿色办公 Promote sustainable utilization of energy, water and raw materials. Pollution reduction and regulation, orefield ecological environment protection Development of energy-saving products Promote green procurement, travel and work	▲
绿色引领 Green leader	为钢铁行业提供绿色专业服务 参与节能减排政策标准制定 Provide professional green service for steel industry Participate in policy standard formulation of energy saving and emissions reduction	▲



项目 Item	2011-2012 表现 Performance of 2011-2012	对比 Comparison
员工发展 Employee development	保护员工基本权益 注重员工能力培养与职业发展 关心员工生活与身心健康 海外企业努力推动员工本地化 Protect basic rights and interests of employees Pay close attention to ability training and vocational development of employees Pay attention to life and physical and psychological health Oversea companies make efforts to promote employee localization	▲
社会和谐 Social harmony	实施社区共驻共建与定点扶贫 持续开展公益捐赠 组织员工志愿者活动 Conducting co-residence and joint construction and designated poverty alleviation in community Actively participate in the social welfare donations Organizing volunteering activities	▲
社会责任工作 Social responsibility operation	规范社会责任组织管理与报告编写流程 加强社会责任沟通交流 组织参与社会责任培训 Normalizing the management of social responsibility organization and the workflow of creating reports Enhancing the communication about social responsibility Organizing the training on social responsibility	▲

关于我们

About Us

公司简介

Company profile

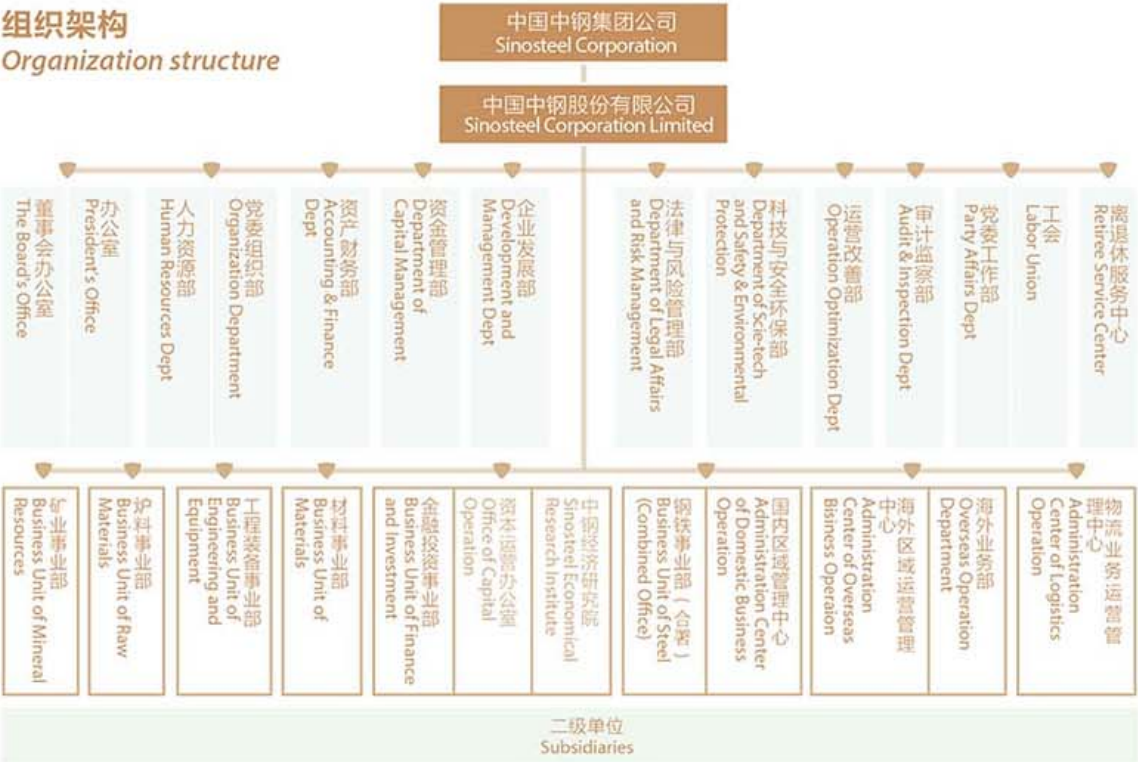
中国中钢集团公司（简称中钢集团，英文简称 sinosteel）是国务院国资委监管的中央企业，成立于1993年2月。20年来，中钢集团伴随着国家改革开放不断成长，建设成为一家为钢铁工业和钢铁生产企业及相关战略性新兴产业提供综合配套、系统集成服务的集资源开发、贸易物流、工程科技、设备制造、专业服务为一体的大型跨国企业集团。目前，中钢集团所属二级单位65家（其中：境内49家，境外16家），资产总额达1091.44亿元，2012年实现主营业务收入1497.37亿元。

Founded in February 1993, Sinosteel Corporation (abbreviated as Sinosteel) is a central enterprise under

the administration of the State-owned Assets Supervision and Administration Commission of the State Council. For 20 years, accompanied by constantly growing national reform and opening up, Sinosteel is building itself into a large multinational conglomerate that integrates resource development, trade & logistics, engineering science & technology, equipment manufacturing and specialized service, providing comprehensive auxiliary and systematic integration service for steel industry, steel production enterprises and relevant strategic emerging industries. At present, there are 65 subsidiaries under the administration of Sinosteel, among which 49 are in China and 16 abroad with total asset of 109.144 billion yuan. In 2012, the prime operating revenue reached 149.737 billion yuan.

组织架构

Organization structure

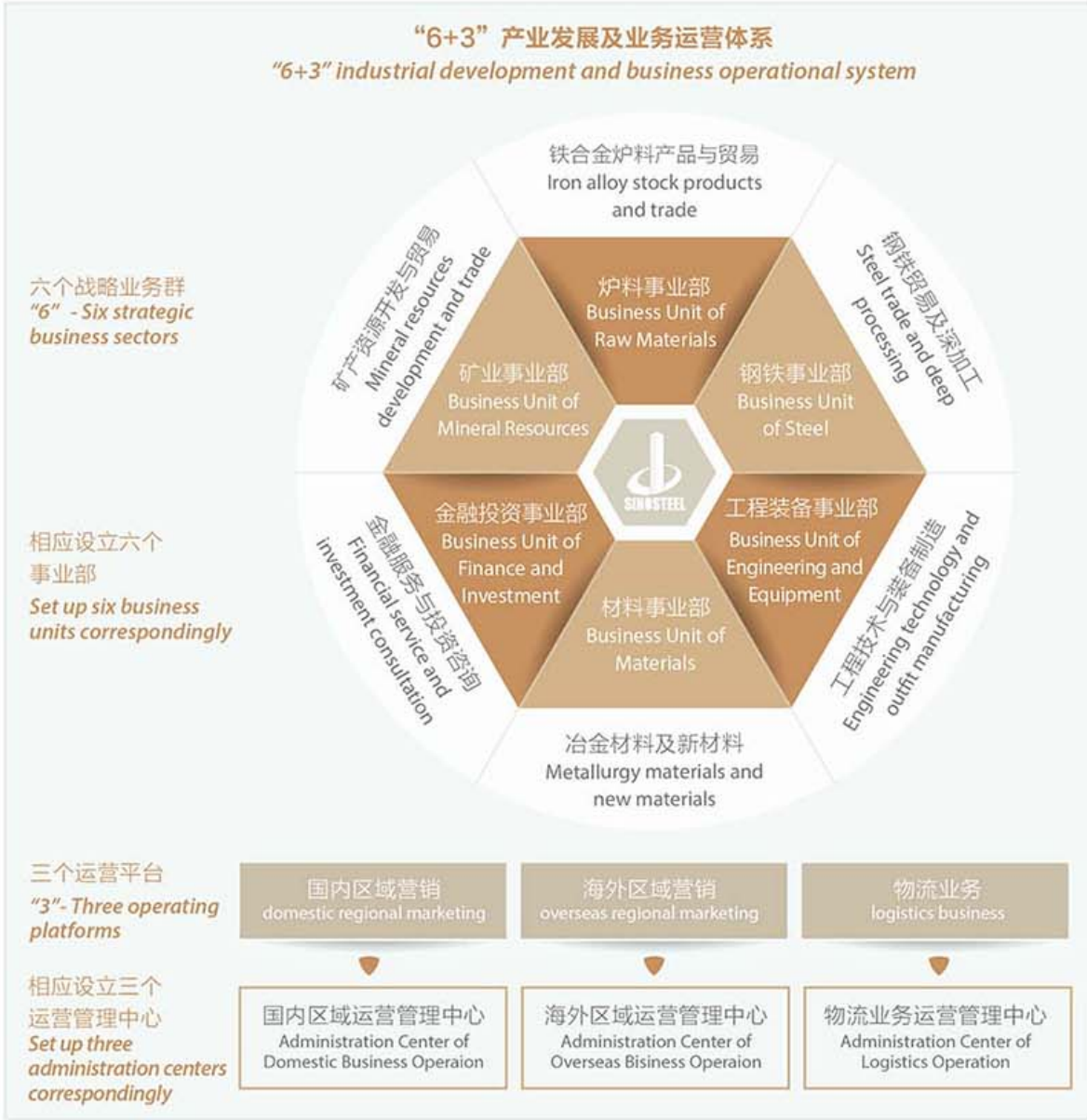


业务板块

Business segments

2012年，中钢集团按照产业链和价值链对公司业务进行了全面梳理、整合重构，建立“6+3”的产业发展及业务运营体系，相应组建了六个事业部和三个运营管理中心。通过规范权责界面，完善总部、事业部、二级单位的权责体系，基本形成了事业部和运营中心聚焦板块运营管理的工作机制，初步实现了公司的一体化运作，集团总体管控能力得到加强。

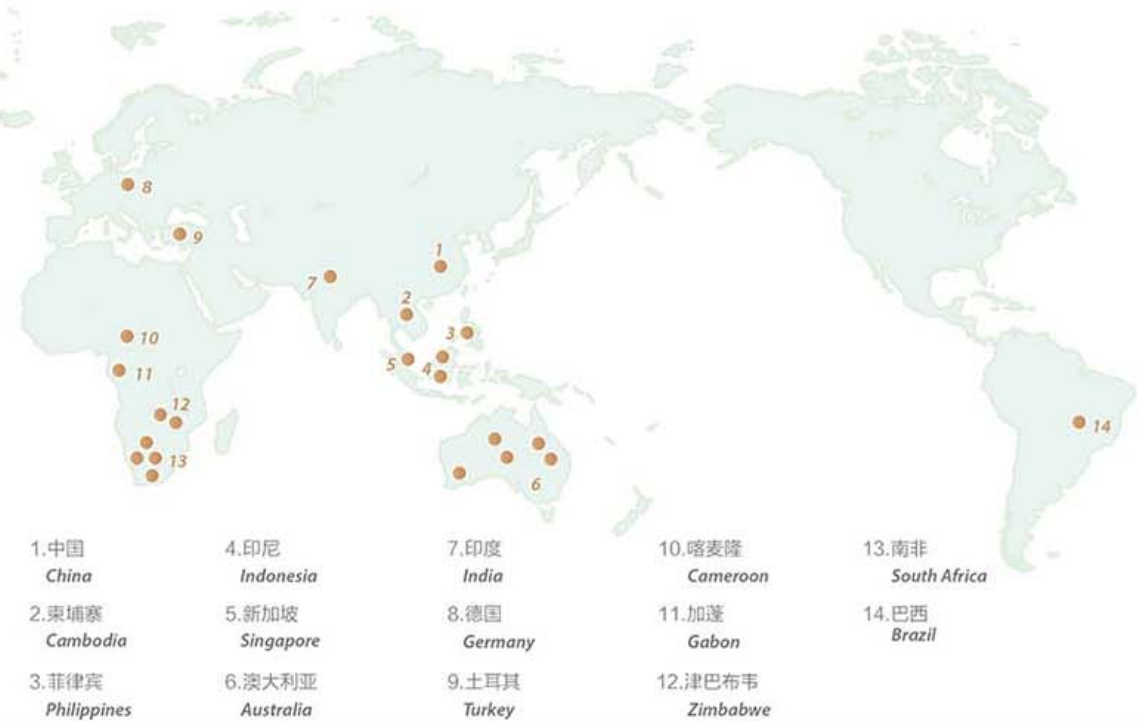
In 2012, based on industrial chain and value chain, SINOSTEEL Corporation sorted and reconstructed business sectors to establish “6+3” industrial development and business operational system and set up 6 business units and 3 administration centers. A work mechanism with business department and operational center focusing on segment operational management has been basically in place through standardizing rights and liabilities, and perfecting rights and liabilities system of headquarter, business department and secondary units, thus preliminarily realizing integrated operation of the corporation and strengthening the overall management and control capability of the headquarter.



全球布局
Global distribution

中钢集团是中国最早“走出去”从事国际经济技术合作的国有大型企业之一，在澳大利亚、南非、津巴布韦等地建有铁矿、铬矿资源基地，为国民经济可持续发展储备了丰富的矿产资源。拥有覆盖全球的营销网络和物流服务系统，是中国主要钢铁生产企业的原料供应商和产品代理商，与国内外多家企业建立了长期战略合作关系。

As one of the first large state-owned enterprises implementing international economic and technological cooperation by "Going Global", Sinosteel Corporation has set up iron ore, chrome ore resources bases in Australia, South Africa, Zimbabwe etc. and provided rich mineral resources for sustainable development of the national economy. The Company, with global marketing network and logistics service system, acts as a raw materials supplier and a product agent of dominant steel products in China and established long-term strategic cooperation relationship with many domestic and overseas enterprises.



公司战略
Corporate Strategy

2012年，中钢集团围绕中央企业“一大目标”、“五大战略”、“三大保障”的发展思路，结合改革发展的实际情况，编制《中钢战略发展规划纲要》，明晰了中钢的战略定位，提出“一、二、五、四、三”的发展战略。

In 2012, with the development thought of "one goal, five strategies and three guarantees" of the central enterprises, in combination with actual situations of reform and development, SINOSTEEL prepared the Guidelines of Strategic Development of SINOSTEEL, clarifying strategic positioning of SINOSTEEL and proposing the "One, Two, Five, Four, Three" Development Strategy.

“一、二、五、四、三”发展战略
“One, Two, Five, Four, Three” Development Strategy

围绕 1 个目标 “One” : Centering on "one" goal	打造具有核心竞争优势的生产性服务商、优秀的跨国企业集团 To create a production-oriented service provider and a multinational conglomerate with core competitive advantages
实现 2 个转变 “Two” : Achieving "two" changes	由注重规模向注重质量、效益、规模均衡发展转变； 由为钢铁行业服务，向为钢铁行业服务为主、相关多元服务转变 The Company will transform from paying attention to the scale only to a balanced development by focusing on quality, efficiency and scale; Transform steel industry service to multi-purpose service centered in steel industry.
明确 5 大业务方向 “Five” : Clarifying "five" business directions	矿产资源开发及加工、商贸物流及钢材深加工、工程技术与装备制造、冶金材料及相关新材料、金融服务与投资咨询 Development and processing of mineral resources; trading and logistics, deep processing of steels; engineering technology and equipment manufacturing; metallurgy materials and relevant new materials; financial services and investment consulting
贯彻 4 条运营方针 Implementing "four" operational principles	业务聚焦 资源高效 拓展国际 增长集约 Business focus, resource efficiency, expanding globally and growing intensively
实施 3 大战略举措 “Three” : Implementing the "three" strategic initiatives	核心业务领先 英才价值驱动 管控持续优化 Leading core business, driving talent value, continuous optimization in management and control



C 公司治理 Corporate governance

2012 年，董事会在国务院国资委、国务院派出中钢集团监事会的支持下，严格按照国家法律法规、公司章程规定要求，认真履行职责，及时召开董事会、股东大会及专门委员会会议，研究讨论公司战略规划、投资管理、资本运营、资产处置等方面工作，大力支持了经营活动的开展。对于公司面临历史包袱沉重、资金链断裂风险、维稳问题突出等重大困难，积极向国资委及相关主管部门进行专题报告，协调解决，促进了改革发展工作的推进。深入开展调研工作，有侧重、有针对性地考察调研了 18 家所属海外、科技、生产及矿山企业，提出了建设性意见和建议，充分发挥了独董的专业指导作用。进一步规范专业委员会运作，研究探讨战略、管控体系优化、风险控制、财务决算、预算安排及投资管理等重点工作，切实履行了专业委员会职责。

高度重视战略管理，大力推进公司发展理念由重规模向重效益的转变，注重企业内在品质的提升。审议通过了公司《战略发展规划纲要》及 8 项业务战略发展规划纲要。高度关注公司管控体系建设，支持经营层按照产业链和价值链对公司业务进行全面梳理、整合重构，促进核心职能履职尽责到位。关注经营管理的重点环节，围绕公司“抓好当期经营、处理历史问题、谋划未来发展”的三大任务，高度关注包括财务管理、风险管理、投资管理、资本运作等在内的各项经营管理工作，促进改革发展工作的有序开展。

In 2012, with the support of SASAC and Sinosteel board of supervisors designated by the State Council, the board of directors strictly followed the laws and regulations of the country and regulations and principles of the company, conscientiously performed its duties, convened board meeting, general meeting of shareholders and special committee meeting, discussed company strategy planning, investment planning, asset operation and asset disposal, and supported the implementation of operation activities. Positively reported to SASAC and relevant department and coordinately solved the historical problems, capital chain rupture risk and maintaining stability problems, and promoted reform. Carried out survey in a deep-going way, investigate 18 overseas, scientific, manufacturing and mining enterprises with focuses, raised constructive opinions and suggestions, and comprehensively played its role of providing professional guidance. Further regulated operation of special committee, formulated strategy, managed and controlled system optimization, risk control, financial final cost, budget layout and investment management, and implemented the duties of special committee.

Gave high priority to strategic management and great impetus to the conception transition from scale-concentrated to profit-concentrated and focused on the internal quality development of the company. Discussed and passed "Strategic Development Planning Outline" of the company and other 8 business strategic development planning outlines. Highly focused on management control system construction, supported management level to organize, reconstruct according to industry chain and value-added chain and promote the fulfillment of core competency. Pay close attention to key links of operation and management, centered on the tasks of maintaining current operation, solving historical problem and planning future development, focused on operation management work of financial management, risk management, investment management and capital management, and promote the implementation of reform and development.

J 加入的社会组织 Joined social organizations

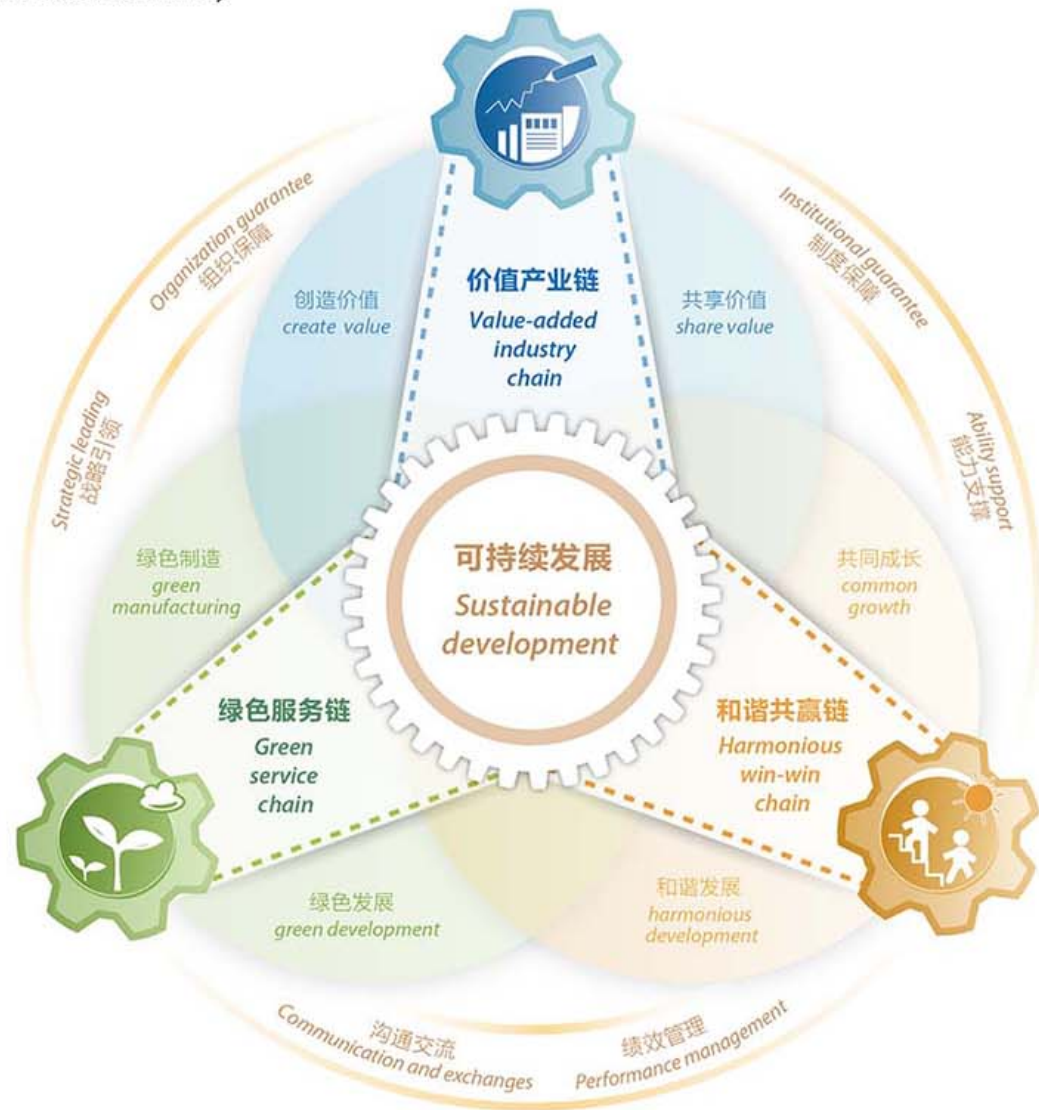
组织名称 Name	任职 Position
中国企业联合会 China Enterprise Confederation	第八届理事会副会长单位 Chairman of the 8th Council
中国企业家协会 China Enterprise Directors Association	第八届理事会副会长单位 Chairman of the 8th Council
中国国际商会 China Chamber of International Commerce	副会长单位 Vice-chairman
中国国际经济交流中心 China Center for International Economic Exchanges	常务理事单位 Managing director
中国对外贸易理事会 China Foreign Trade Council	副理事长单位 Vice president
海峡两岸关系协会 Association for Relations Across the Taiwan Straits	理事单位 Director
海峡两岸经贸协调会 Association of Economy and Trade Across Taiwan Straits	副会长单位 Vice chairman
中国钢铁工业协会 China Iron and Steel Association	常务理事单位 Managing director
中国五矿化工进出口商会 China Chamber of Commerce of Metals, Minerals & Chemicals Importers & Exporters	兼职副会长单位 Part-time vice president of the unit
中国金属材料流通协会 China National Association of Metal Material Trade	常务副会长单位 Senior vice chairman
中国物流与采购联合会 CFLP	理事单位 Director
中国工业节能与清洁生产协会 CIECCPA	副会长单位 Vice chairman
中国印度友好协会 ICFA	副会长单位 Vice chairman
企业家委员会 Entrepreneurs Committee	副会长单位 Vice chairman
中国－非洲联合工商会 China-Africa Joint Chamber of Commerce and Industry	理事单位 Director
中国非洲人民友好协会 Chinese-African People's Friendship Association	理事单位 Director
中国人力资源开发指导委员会 Steering Committee of China Human Resources Development	常务理事单位 Managing director
中国劳动全国理事会 China National Council of Labor	常务理事单位 Managing director

可持续发展管理 Management of sustainable development

可持续发展理念 Concept of sustainable development

经过近几年的探索和实践，中钢形成了基于经济、环境和社会三重底线，同时结合行业特征的可持续发展理念；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。

Through exploration and practices in recent years, SINOSTEEL has formed three bottom lines based on economy, environment and society in combination with the concept of industrial sustainable development: on the course of serving the iron & steel industry and steel production enterprises, the Company always takes into account the interests of stakeholders, continues to enhance value creation; in addition, Sinosteel constantly builds a green steel firm and firmly promotes the 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。

Value-added industry chain

Continue to enhance value creation. This is the economic dimension of sustainable development, which means, in the development process of Sinosteel, to pay attention to creating value for shareholders, while taking into account the interests of the banks, government, customers, suppliers and other stakeholders; it continues to enhance the value creation of the whole industry chain to make the cause of Sinosteel last forever.

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，发展低碳经济，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。

Green Service Chain

Constantly build a green steel firm. This is the environmental dimension of sustainable development, which means, in the development process of Sinosteel, to focus on the environmental protection and the development of low-carbon economy, and the enhancement of the level of environmental protection of the upstream and downstream enterprises. The company is constantly committed to the green manufacturing on the steel industry chain to promote harmonious and coordinated development of Sinosteel and the environment.

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。

Harmonious win-win chain

Firmly promote social harmony. This is the social dimension of sustainable development, which means, in the development process, Sinosteel always pays close attention to the overall well-being enhancement of the business operations to employees, communities and other stakeholders to promote the harmonious development between Sinosteel and the society.

G 可持续发展维度 Governance Dimensions 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”。

Sinosteel's social responsibility dimensions at this stage can be demonstrated in the "four hierarchies".

对政府

遵守法律法规，促进国家资源安全。中钢在海内外的所有合作，都严格按照业务所在国家和地区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。

With respect to government

Comply with laws and regulations to promote the security of national resources. All cooperation relations of Sinosteel at home and abroad are strictly in accordance with the laws and regulatory requirements of the government and relevant government departments of the countries or the regions where the business is located, and strictly fulfill the commitment of business to government. This is the basic responsibility of Sinosteel at any countries and regions in the world.

At the same time, as a central enterprise that is the first to implement the "Going Global" strategy, Sinosteel always assumes the strategic responsibility to safeguard the national resources, and is committed to providing domestic steel enterprises with safe, stable and reliable mineral resources and promoting the prosperity and development of the world economy through deepening international cooperation.

With respect to the society

Operate sincerely, protect the environment and contribute to the communities. When a company is doing business in different countries and regions, it is necessary to fulfill its promises to the local communities and perform a variety of social responsibilities.

With respect to the enterprise

Pursue sustainable development. If a company does not have the prospects of development and the basis for the development, it is out of the question to fulfill its social responsibilities, because it does not have the ability to fulfill such social responsibilities. Therefore, the sustainable development of enterprises is a very important prerequisite to fulfill their social responsibilities.

With respect to the employees

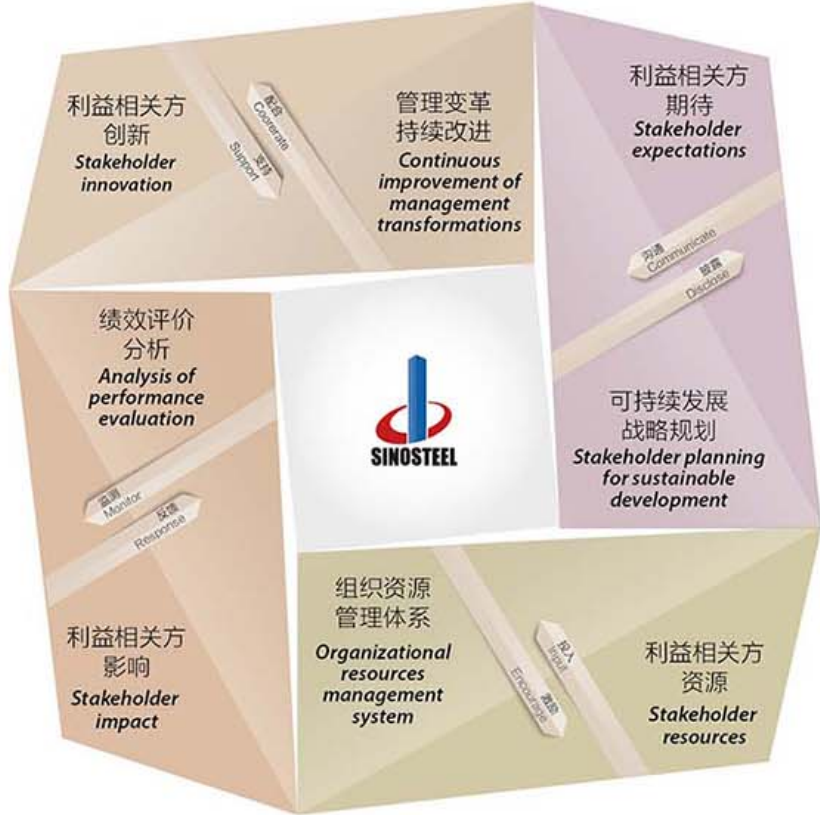
Protect their rights and interests, and gain common development. To fulfill the corresponding social responsibilities within the enterprise is to protect the legitimate rights and interests of employees, to create for employees a platform that can give play their creativity and initiatives so as to grow together with employees.

S 利益相关方管理 Stakeholder Management

利益相关方管理模型 Stakeholder Management Model

我们将利益相关方充分融入到基于PDCA循环的可持续发展体系中，形成具有中钢特色的利益相关方管理模型。具体内涵如下：

We fully combine stakeholders into the sustainable development system based on PDCA cycle and shape the stakeholder management model with characteristics of SINOSTEEL. The connotation is detailed as follows:



在制定可持续发展战略规划过程中与利益相关方进行充分沟通，考虑和回应利益相关方的期望。

在组织资源管理体系中充分运用和发挥利益相关方的资源优势，促进利益相关方参与公司决策和运营。

在绩效评价分析过程中，深入监测集团经营活动对利益相关方的影响，及时反馈利益相关方的意见和建议。

在管理变革持续改进过程中，广泛吸纳利益相关方的创新思维，共同促进企业与社会的可持续发展。

Fully communicate with stakeholders in the course of creating a strategic plan for sustainable development, consider and respond to stakeholder expectations.

Fully apply and yield resources advantages of stakeholders in the organization resources management system, and promote stakeholders to involve in decision-making and operation of the Company.

In the process of performance evaluation, deepen in monitoring stakeholder impact by business activities of the Group, and give feedback on opinions and suggestions from stakeholders.

In course of continuous improvement of management, extensively absorb innovative thoughts from stakeholders, and jointly promote sustainable development between enterprises and the society.

利益相关方沟通
Communication among stakeholders

 <p>国资委 SASAC</p> <p>期望: 国有资产保值增值、完善公司治理结构、防范经营风险</p> <p>回应: 遵守法律法规制度、参加工作会议、定期汇报、实施绩效考核</p> <p>Expectations: Maintenance and appreciation of state-owned assets, Improve the corporate governance structure, Guard against operational risks</p> <p>Response: Observe laws, rules and regulations, participate in work meetings, report regularly and implement performance evaluation</p>	 <p>政府 Government</p> <p>期望: 保障国家资源安全、遵纪守法、促进经济环境社会和谐发展</p> <p>回应: 参与政策制定、拜访、定期会晤、工作会议、签订战略合作协议</p> <p>Expectations: Safeguard national resource security, observe laws and regulations, and promote harmonious development of economy, environment and society</p> <p>Response: Participate in policy stipulation, pay visits, hold work meetings, and sign strategic cooperation agreements</p>	 <p>员工 Employees</p> <p>期望: 基本权益得到保障、有顺畅的职业发展渠道、个人价值得以实现</p> <p>回应: 职工代表大会、发展工会组织、员工座谈会、员工满意度调查</p> <p>Expectations: Protect their rights and interests, give them smooth career development channels and let them realize personal value</p> <p>Response: Workers' Congress, Development labor union, Employee forum, Survey of workers satisfaction Seminar</p>	 <p>客户 Clients</p> <p>期望: 提供安全可靠的产品、维护良好的客户关系、提供优质的服务</p> <p>回应: 客户关系管理、客户关怀活动、客户合作洽谈、客户第三方满意度调查</p> <p>Expectations: Provide safe and reliable products, maintain good customer relationship, and provide superior service</p> <p>Response: Customer relationship management, customer care activities, customer cooperation negotiation, customer's third-party satisfaction survey</p>	 <p>合作伙伴 Partners</p> <p>期望: 协同创新、优势互补、提高价值创造的能力、建立长期可持续的合作关系</p> <p>回应: 高层互访、开展项目合作、不定期会晤、签订战略合作协议</p> <p>Expectations: Collaborative innovation, complement each other's disadvantages, improve value creating capability, and establish a long-term sustainable cooperation relationship</p> <p>Response: Management's exchange visit, project cooperation, irregular meetings, and sign strategic cooperation agreements</p>	 <p>社区 Community</p> <p>期望: 保护周边社区环境、带动社区繁荣、促进社区和谐</p> <p>回应: 开展社区需求调研、实施社区共建计划、公益捐赠、组织员工志愿者活动</p> <p>Expectations: Protect the environment of the community, promote community prosperity and promote a harmonious community</p> <p>Response: Conduct community demand research, implement community co-building plan, public welfare donations and organize volunteer's activity</p>	 <p>NGO 组织 NGO</p> <p>期望: 支持 NGO 组织的倡议或活动、发挥企业模范表率作用、推动可持续发展各项工作</p> <p>回应: 参与行业协会等 NGO 组织的年会或活动、参加项目研讨、开展项目合作</p> <p>Expectations: Support initial or activity organized by NGO, give play to the exemplary role of the enterprise and promote tasks relevant to sustainable development</p> <p>Response: participate in annual Meetings or activities held by NGO such as industry associations and project seminars, and conduct project cooperation</p>	 <p>供应商 Supplier</p> <p>期望: 遵守商业道德、公平公开公正实施招投标、为供应商提供指导和帮助</p> <p>回应: 签订合同协议、将供应商纳入 ERP 管理、供应商关怀活动、供应商满意度调查</p> <p>Expectations: Abide by the business ethics, apply tendering and bidding in fair and open manner, and provide guidance and help to suppliers</p> <p>Response: Sign contracts & agreements, bring providers into ERP management, conduct care activities to suppliers, and conduct supplier's third-party satisfaction survey</p>
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P 可持续发展推进 Promotion of sustainable development

责任管理 Responsibility management

我们持续健全中钢集团社会责任管理体系，根据集团管控模式调整与业务整合推进情况，进一步明确社会责任工作的归口管理部门和工作人员，为公司社会责任管理奠定了组织体系保障。

The Company is constantly improving the working system of the social responsibilities. In accordance with the management and control mode and business integration advancement, management department and personnel to which social responsibilities shall be assigned to is further clarified, thus laying organizational system guarantee for management of the company's social responsibilities.



我们持续规范可持续发展报告的编写流程，要求各子公司严格按照社会责任指标体系的要求报送相关材料，保证了报告的质量和水平。《2011年中钢可持续发展报告》获评中国社科院四星级优秀报告。

We continuously standardize formulation flow of report on sustainable development; require subsidiaries to submit relevant materials in accordance with requirements of the social responsibility index system to ensure quality and proficiency of the report. The 2011 Sustainability Report was 11th on Sustainable Development of SINOSTEEL by China Academy of Social Sciences.



责任沟通 Responsibility communication

我们注重与媒体的沟通，在《中国企业报》、《中国青年报》、《中国冶金报》、中国产业经济信息网等媒体披露中钢履行社会责任的积极做法，传播中钢的责任理念与价值观。

我们充分利用可持续发展报告的沟通载体作用，于2012年7月在全球契约网络发布报告电子版，增强中钢与国际机构的沟通交流。

我们积极参与交流活动，于2012年7月参加了由UNDP举办的“南南合作框架下中国企业社会责任能力提升及推广”项目研讨会，与各界人士共商企业社会责任的经验、困惑和解决之道。

We focus on communication with media. Release positive action of SINOSTEEL's performing social responsibility in China Enterprise Newspaper, China Youth News, China Industrial Economy and Information Network etc. to transmit responsibility ideas and value concept of SINOSTEEL.

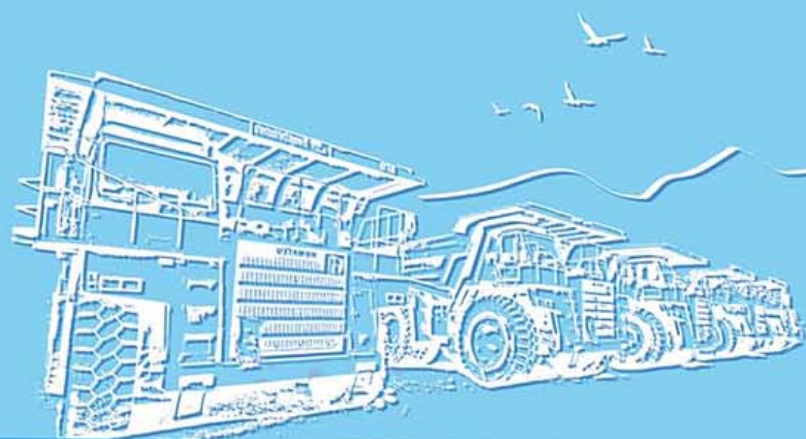
Fully utilizing the function of communication carrier of the report on sustainable development, we released electronic version report via the global contract network in July 2012, reinforcing communication between SINOSTEEL and international organizations.

With actively participation in communication, We participated in the project research and discussion conference of "Social Responsibility Competence and Promotion of Chinese Enterprises in the Framework of South-South Cooperation" sponsored by UNDP in July, 2012, discussing experience, difficult and solution on social responsibility with personnel of different fields.

责任培训 Responsibility training

我们注重社会责任管理人员的能力提升，于2012年6月参加了由国务院国资委组织的情景式社会责任培训，在模拟的社会责任案例场景中，思考、讨论和演示企业在社会责任管理活动过程中可能遇到的困难、问题以及探索相应的解决之策。

With focus on capability enhancement of the social responsibility management system, we participated in scene-type social responsibility training organized by the State Assets Administration Committee in June 2012, thinking, discussing and demonstrating difficulties, problems and solutions in social responsibility management activities in the simulated social responsibility case.



1 Value-added Industry Chain 价值产业链



价值产业链

Value-added industry chain

我们始终坚持价值与责任的有机结合。面对全球经济持续低迷、钢铁行业市场环境疲软的严峻形势，我们以稳固提升价值创造能力为根本，以助力客户实现价值为宗旨、以与伙伴共享价值为核心，努力打造中钢负责任的价值产业链。

We always make organic combination between the value creation and responsibility fulfillment. Facing severe situations of downturn economy worldwide and weak demand of steel industry market, we attaches great importance to fulfilling a shareholder responsibility, partner responsibility, customer responsibility, and at the same time, strives to make scientific and technological innovation, safe production, risk management, information technology construction, etc. We are committed to building a responsible value-added industry chain.

增强价值创造能力

Fixed value creating capability

我们坚持以经济效益为中心，以“三着力、两加强”为重点，加强市场研判，严控经营风险，积极落实开源节流降本增效措施，实现中钢集团稳定持续发展。2012年，公司营业收入累计实现 1497.37 亿元，主营产品累计经营量 7312 万吨，市场份额保持稳定。

We adhere to economic benefits, focus on “three exertions, two reinforcements”, reinforce market research, strictly control business risks, actively take measures to increase income and reduce expenditure as well as improve efficiency and realize sustainable development of Sinosteel Corporation. In the year 2012, the Company's revenue is 149.737 billion yuan, cumulate sales of dominant commodity are 73.12 million tons with stable market share.

战略转型应对挑战

Strategic transition to tackle challenges

随着宏观经济持续低迷，钢铁企业步入微利化，公司全面研析战略环境，进一步明晰公司发展战略。2012年，我们大力推进由重规模向重效益转变；由为钢铁行业服务，向为钢铁行业服务为主、相关多元服务转变的战略转型，实现企业平稳健康发展。

With economic downturns and steel manufacturers making less profits, the Company researches and analyzes strategic environment and further clarifies the Company's development strategy. In 2012, the Company transformed from scale-centered to benefit-centered; transformed from only serving steel industry to dominantly serving steel industry and related diversity service, and realize stable and healthy development of enterprises.

战略定位及业务发展思路

Strategic positioning and business development thought

战略关键性业务 – 矿产资源开发与加工

Key strategic business-mineral resources development and processing

在保持并提升现有业务竞争力的基础上，重点关注已探明矿区的开发建设，尽快形成现实产能，同时加大新矿种的开发力度，形成国内最具影响力的综合性资源供应商。

On the basis of keeping and improving the existing business competence, concentrate on development and construction of proven mining area, form reality production capacity as soon as possible, increase development strength of new mineral varieties and become the most influential comprehensive resources provider.

战略拓展业务 – 工程技术与装备制造

Strategic expansion business-engineering technology and outfit manufacturing

关注工程总包及设计能力、技术服务能力的提升、产品研发及新市场领域的拓展，保持并提升轧辊等业务的市场优势，并加快装备产品升级与转型，争取进入国内领先、具有国际化竞争实力工程技术的行列。

Focus on enhancement of project general contracting and design capabilities and technical service capabilities and expansion of product R&D and new market filed, keep and raise market advantages of roller etc., speed up outfit products upgrading and transformation and enter the lane of engineering technical enterprises which are domestically leading and carry international competitive strength.

战略培育业务 – 冶金材料及相关新材料

Strategic cultivation business-metallurgy materials and related new materials

关注国家重点产业发展、重点工程所需关键材料及节能环保材料的研发和装备技术集成，致力于新产品的工程化、产业化和市场化推广，在新材料的细分市场具有重要地位和影响力。

Focus on R&D and outfit technology integration of key materials and energy conservation and environmental protection materials for key project development of the country and for key projects and engage in project orientation, industrialization and market promotion of new materials and play a key role and become influential in segment market of new materials.

基础性业务 – 商贸物流及钢材深加工

Basic business-commerce and trade logistics and steel deep processing

改变传统的钢铁贸易模式，加大与上下游企业的合作力度，建立全方位、立体化的钢铁流通渠道体系，打造中国钢铁产业国际化的领先地位。

Change the traditional steel trade mode, increase cooperation strength with enterprises in the upper and lower reaches, establish all-around and three-dimensional steel circulation channel systems and build up leading status of internationalization of steel industry in China.

战略支撑业务 – 金融服务与投资咨询

Strategic supporting business-financial service and investment consultation

关注金融产业机会，以金融工具、手段创新为基础，提升服务能力，并推进业务运作与资本运作对接，为产业发展提供支撑；有序搭建各业务板块资本运营平台，筹措发展资金，优化资本结构。

Focus on financial industry opportunity, based on financial instruments and means innovation, improve service capability, advance contact between business running and capital operation contact and support the industrial development; orderly establish capital operation platform of business sectors, raise development fund and optimize fund structure.

战略支撑举措

Strategic supporting measures

围绕战略业务优化和整合、适度推进对外投资，做到核心业务领先；
With strategic business optimization and integration, we properly advance foreign investment, leading in core business;

围绕转变职能，创新人力资源管理，改革激励机制，吸引优秀人才，做到英才价值驱动；
With function change, we innovate HR management, reform encouragement mechanism, and attract excellent talents, realizing talent-value driven;

围绕业务整合优化，全面提升集团整体管控效能，做到管控持续优化。
With business integration and optimization, we improve all-around management and control efficiency, realizing continuous optimization of management and control.

管理提升稳固经营

Management enhancement to stabilize business

我们以开展管理提升活动为契机,加强降本增效和防范风险,全面推进投资管理、资金管理、绩效管理等工作,着力提高公司运营效益和发展质量,为公司的科学发展夯实基础。

We take management enhancement activities as the opportunity, reinforce cost reduction and risk prevention, fully advance investment management, fund management, performance management etc., improve the Company's business benefits and development quality and lay a sound foundation for the Company's scientific development.

荣誉 Honors

中钢邢机“全员创新管理”荣获国家级企业管理现代化创新成果二等奖
Sinosteel XTMMC "all staff's innovation and management" awarded second prize of national enterprise management modernization innovation achievements

中钢天津公司经营风险管理项目荣获天津市第十八届企业管理现代化创新成果一等奖
Business risk management project of Sinosteel Tianjin Co., Ltd. awarded first prize of modern innovation of 18th enterprise management of Tianjin City

积极开展专项提升工作

我们认真贯彻落实国资委中央企业管理提升工作部署,紧密结合中钢发展实际,以促进稳健经营、促进效益提升为重点,扎实推进 7 方面的专项提升,进一步夯实公司发展基础。

Actively conduct special improvement

We focus on the work schedule on management improvement of central enterprise of the State Assets Administration Committee, in combination with development situations of SINOSTEEL, concentrate on promoting stable and healthy business and benefit increasing, boost special improvements in 7 aspects and lay a foundation for the Company's development.



专项提升取得阶段性成果

Special improvement to obtain stage achievements

投资管理 Investment management

重点强化了投资、项目管理、资产处置与公司战略发展方向相一致,明确了各个业务板块发展方向,制定了实施路径,投资规模得到有效控制。

Reinforce the matching of investment, project management and asset disposal with the Company's strategic development, clarify development trend of each business sector and effectively control investment scales.

绩效管理 Performance management

与管控模式相适应的事业部、运营管理中心考核评价制度即将实施,以集团副职领导人员和总部职能部门考核为重点的全员绩效考核体系得到改进。

Business unit, operation administration center evaluation system corresponding to the management and control mode will come into force and all the staff's performance evaluation system will be improved.

资金管理 Fund management

保资金链安全的预案机制已经形成,资金配置的效率有所提升。

The proposal mechanism for safeguarding fund security has been formed, and fund configuration efficiency has been increased.

经营风险 Business risk management

全面启动了内控体系的建设和监督检查工作,强化了合同全流程的监管。

Launch construction, supervision and check of the internal control system, and reinforce supervision of complete flow of the Contract.

管理信息化 Management informatization

信息化深化应用支撑管理改善和流程优化取得新进展,数据资源开发利用支撑决策管理的能力得到提升。

New progress has been made to deepened application support management improvement and flow optimization of information orientation, and capability of data resources development to support decision-making management has been improved.

党建管理 Party construction management

不断深化创先争优活动,创新形式和载体,引导基层党组织围绕中心、结合实际,促进生产经营各项任务的完成。积极倡导求真务实的作风,树立价值、效益导向,营造积极向上的氛围,引导职工坚定信心,共渡时艰。

Constantly deepen the activity of "being a leading Party member", innovate forms and carriers and promote completion of production activities; create good atmosphere and make the staff confident.

反腐倡廉管理 Anti-corruption management

围绕为企业改革发展营造风清气正的氛围、提高坚强的促进和保障作用的目标,责任追究工作水平和案件管理工作水平得到提升,审计管理建议跟踪整改力度进一步加大,内部审计的功效得以切实发挥。

Create upright atmosphere towards enterprise reform and development, upgrade purpose for promoting and safeguarding. Thus, level of responsibility tracing work and case management work has been enhanced, tracing and rectification efforts of auditing management and suggestions have been further expanded and effect of internal auditing has been substantially realized.

深入开展降本增效工作

开源节流降本增效工作是促进中央企业完成全年稳增长、提效益目标的重要措施。2012年，我们进一步加强市场预测预警，及时调整经营策略，强化资金管控，压缩非生产性支出，加强人工成本控制，努力提高经济效益，为中钢持续稳定发展奠定基础。

Efforts to reduce cost and improve efficiency

Increasing income and decreasing expenditure, cost reduction and efficiency increasing are key measures for the central enterprises to realize the objective of stable development and increasing benefits. In the year 2012, we reinforced market forecast alert, timely adjusted business strategy, enhanced fund management and control, compressed non-productive expenditures, strengthened labor cost control, endeavored to increase economic benefits, laying a solid foundation for sustainable and stable development of SINOSTEEL.

中钢集团开源节流全方位工作 SINOSTEEL's All-around Endeavors in Increasing Income and Reducing Expenditures



CASE | 中钢富全矿业充填站成功加装旋流器实现促产降本增效 Sinosteel Fuquan Mining Filling Station Installed Cyclone to Reduce Cost and Increase Efficiency

中钢富全矿业实施充填系统技术改造，特别是加装旋流器，开展溢流浓度试验，提升工艺水平，为采充平衡、实现生产接续提供保障，同时有效降低充填成本，挖潜增效。

Technology reform of the filling system is made for Sinosteel Shandong Fuquan Mining Development Co., Ltd., in particular to adding cyclone, develop overflow concentration test, improve process level, and lay the foundation for balanced filling and continuous production. Meanwhile, filling cost is lowered, potential is explored and effect is increased.



中钢富全矿业充填站成功加装旋流器
Sinosteel Fuquan Mining Industry Filling Station Successfully Installed with Cyclone

安全生产保障运营 Safe production for smooth operation

我们以“0123”安全生产模式为指导，牢固树立“要安全的效益，不要带血的利润”和“少一点失误、多一份安全”等安全发展理念，强化落实安全生产责任，夯实安全生产基础，扎实开展安全生产各项工作，保持了相对稳定的安全生产局面。

Sinosteel and all its subsidiaries kept “0123” safe production mode and adhered to the concepts of “safe benefits, profits without blood” and “fewer mistakes, more safeties”, continued to reinforce safe production responsibility, lay the foundation for safe production. It maintained a relatively stable situation of safe production.

健全安全管理体系

我们调整安全生产委员会，建立安全生产责任制，完善奖惩机制；保障安全生产投入，提升安全生产条件；严格执行安全生产检查，加强承包、租赁经营的安全生产管理；强化应急管理，对可能发生重特大生产事故风险的危险源实行动态管理；倡导安全文化建设，广泛开展安全生产教育培训，形成了较为完善的安全管理体系。

荣誉 Honors

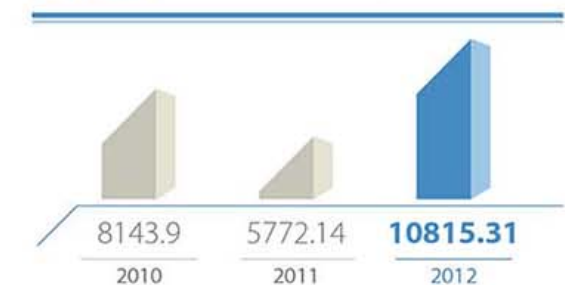
中钢天源荣获全国“安康杯”竞赛优胜单位荣誉称号
Sinosteel Anhui Tianyuan Technology Co., Ltd has been awarded the honorary title of the Outstanding Enterprise in the competition of An Kang Cup

完善安全生产应急机制

我们通过修订《中国中钢集团 / 中钢股份有限公司生产事故应急综合预案》，进行了重大事故风险分析，构建应急救援组织系统，规范生产事故应急管理工作，提高应对事故风险和处置事故的能力，最大限度地减少生产事故造成的人员伤亡、财产损失、环境损害和社会影响。

安全生产投入 Investment on Safe production

单位：万元
Unit: 10 thousand yuan



因工伤亡人数 Death and injury by working

指标 Index	单位 Unit	2010	2011	2012
工亡人数 Number of death by working	人 Person	1	3	1
重伤人数 Number of severe injury	人 Person	2	0	2
轻伤人数 Number of slight injury	人 Person	23	11	4

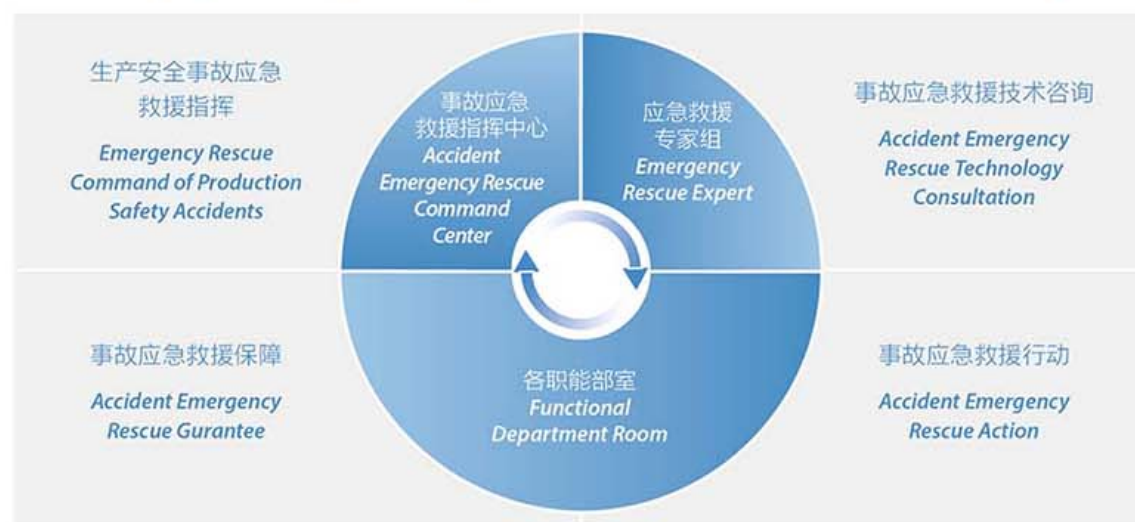
Perfect safety management system

Sinosteel adjusts a safe production committee, establishes safe production accountability and gives extensive safe production education and training. It strictly implements safety production examination, increases input in safety production, improves safety production conditions, enhances safety production management over contracting and leasing operation, strengthens accident and emergency management, advocates safety culture advancement, and improves reward and punishment mechanism. Hence, a complete safety management system is formed.

Perfect safe production emergency mechanism

We analyze key accident risks by preparation of Comprehensive Emergency Proposal for Industrial Accidents of China Sinosteel Group/Sinosteel Corporation Limited., build emergency rescuing and organization system, standardize emergency management of industrial accidents, improve capability of countering accident risks and handling accident and minimize personnel death and injury, property losses, environment impairment and social influences by the industrial accidents.

中钢集团生产安全事故应急救援组织系统 Emergency Rescue Organization System of Safe Production Accident of SINOSTEEL Group



创新安全检查模式

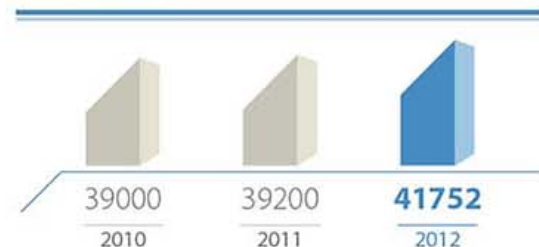
我们开创了“交叉检查、互比互学、对标提升”的检查模式，组织同类企业间进行相互交叉检查，重点排查事故安全隐患，查找、比对安全管理缺陷，全年共排查出安全隐患 119 项。对查出的问题提出整改建议和要求，并跟踪追查整改落实情况。

强化安全生产意识

安全教育与培训。我们建立了较完善的安全生产培训制度和体系，各所属企业积极落实年度安全培训计划，基本实现了企业主要负责人、安全管理人员和生产经营单位特种作业人员 100% 持证上岗，班组长、新工人、农民工 100% 培训合格后上岗的目标。

安全培训人数
Number of Persons Receiving Safety Training

单位：人
Unit: Person



Innovate safety check mode

We innovate the check mode of "cross check, comparison learning and improvement reference to standard", organize cross check among enterprises of the same industry, find out accident safety hidden troubles, compare the safety management defects with finding out 119 safety hidden troubles throughout the year. Propose correction suggestions and requirements for the problems found and track enforcement performance.

Reinforce safe production awareness

Safety education and training. Sinosteel Corporation has a complete Safe production training institution and system and offers training for all employees. Its affiliated enterprises realize the annual training program and basically realize that the main principal, Safe production staff and special-job personnel work at 100% with certificate, and the team director, new employees and farmer worker work at 100% after training.

100%

持证上岗
certificates

100%

培训合格后上岗
Training of qualified posts

CASE | 中钢集团举办多期安全生产标准化培训班 Sinosteel Group Holds Multi-session Safe Production Standardization Training Course

结合中钢各企业特点和实际，采取“分地域、分板块、上门培训服务”的方式为企业做培训，聘请安全生产专家先后在吉林、衡阳、来宾、洛阳、西安为来自中钢吉炭、中钢吉铁、中钢新型、中钢川炭、中钢热能院、中钢衡重、中钢广铁、中钢洛耐院、中钢洛耐、中钢制品院、中钢西重等企业的 560 多名企业领导、安全管理人员和安全生产标准化相关人员参加培训。培训效果良好，得到了企业的广泛好评。

Judging from features and actual situations of all enterprises under Sinosteel, training is conducted

to all enterprises under Sinosteel according to their locations, blocks they belong to at the enterprises. Safety production experts are invited to conduct training for over 560 enterprise leaders, safety production management personnel and safety production standardization personnel from Sinosteel Jilin Carbon, Sinosteel Jilin Steel, Sinosteel New Type, Sinosteel Sichuan Carbon, Sinosteel Heat Energy Institution, Sinosteel Hengyang Heavy Machinery, Sinosteel Guangxi Steel, Sinosteel Luoyang Refractory Material Institution, Sinosteel Product Institution and Sinosteel Xi'an Heavy Machinery at Jilin, Hengyang, Laibin, Luoyang and Xi'an. The training has won favorable results and popular praise from the enterprises.

安全生产月活动。在第十一个全国“安全生产月”活动中，围绕“科学发展、安全发展”主题，结合中钢实际，我们开展了各类文化宣传、法制教育活动，宣传安全生产法律法规，传播安全文化，增强了职工安全责任意识 and 自我防范能力。

Safe production month activity. In the eleventh national "Safe Production Month", with the subject of "scientific development, safety development", in combination with actual situations of SINOSTEEL, we develop culture publicity, law education, to publicize Safe production laws and rules, transmit safety culture and reinforce staff's safety responsibility awareness and self-precaution.

CASE | 中钢锡林浩特萤石公司“安全生产月”百人签名承诺活动 Sinosteel Xilinhote Fluorite Co., Ltd. "Safe Production Month" with Commitment of One Hundred Persons' Signature

中钢锡林浩特萤石公司组织全体员工开展了安全生产百人签名承诺活动，带动广大员工立足岗位实际，牢记安全职责，提高安全意识，进一步推进安全生产工作再上新台阶。

Sinosteel Xilinhote Fluorite Co., Ltd. organized all the staff to carry out the one hundred persons' signature activity for Safe production, encouraging the staff to keep in mind the safety rules, enhance safety awareness and further promote safety production to a new level based on their specific job responsibilities.



科技创新驱动发展

Science & technology innovation drives development

声音 voice

科技创新对经济发展起着关键作用。你们要带头推动产、学、研、用相结合，实现科技驱动、创新驱动。

——国务院总理（时任中共中央政治局常委、国务院副总理）李克强在两会期间会见河南代表团时对中钢洛耐院党委书记、院长李红霞说到

Science & technology innovation plays a key role in economic development. You should take the lead in combination of production, teaching, researching and application, realizing science and technology drive and innovation drive.

——The Prime Minister of the State Council (the former member of standing committee of Political Bureau of CCP and Vice Prime Minister)-Li Keqiang said to General Secretary of the Party and President LI Hongxia of Sinosteel Luoyang Institute of Refractories Research Co., Ltd. when visiting He'nan Delegation during the Two Conferences period of CPC

中钢不仅在矿产资源、装备制造领域具有较强影响力和竞争力。其所属科研院所经过多年发展也积累了较为丰厚的科技资源。中钢那机依靠自主创新打破国外高新技术轧辊垄断局面的做法更是令人钦佩。

——中国科协副主席、工程院院士刘玟在2012年3月12日走访中钢时表示

SINOSTEEL is not only influential and competitive in mineral resources and outfit manufacturing field, but its affiliated research institutes also have rich science & technology resources after many years' development. Sinosteel XTMMC breaks the overseas hi-tech roller monopoly by self-innovation, which is much appreciated.

——Vice Chairman of China Association for Science and Technology and Academician of the Chinese Academy of Engineering Liu Jie said while visiting SINOSTEEL on March 12, 2012

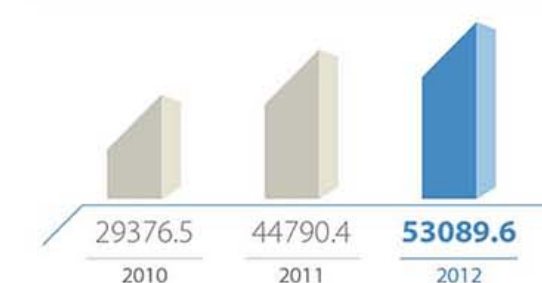
我们不断提升科技研发实力和技术创新能力，以“科技成果化、成果专利化、专利产业化、产业效益化”的思想为指导，坚持打造以技术为核心的高技术生产型服务企业，不断加大科技创新投入，逐步完善科技创新管理体系，持续增强科技创新能力，提高集团核心竞争力。

We constantly improve scientific research strength and technology innovation capability. Guided by "science & technology orienting achievement, achievement orienting patent, patent orienting industrialization and industry orienting benefits", we stick to build up the technology-centered high-tech manufacturing enterprises, increase investments on science & technology innovation, perfect innovate the scientific

innovation system, increase science & technology innovation and improve core competitive strength of the Group.

研发投入 R&D Expenditure

单位：万元
Unit: 10,000 yuan



内容 Content	指标 Index	2012	2011	2010
当年申请专利数量 Quantity of Patents Applied This Year	↑ PCS	248	190	163
当年授权专利数量 Quantity of Patents Granted This Year	↑ PCS	174	128	84

完善创新机制

我们开展了全面、系统和深入的科技调研，收集掌握公司科技创新资料，加速推进公司科技创新体制机制和制度建设，规范和统一中钢集团科技创新管理，提升科技管理水平。我们将科技考核指标纳入境内制造类企业考核体系范畴，加大科技工作考核力度和范围，推动科技创新工作的开展。

Perfect innovation mechanism

We performed all-around, systematic and intensive science research and investigation, collect the Company's science & technology innovation materials, accelerate the Company's science & technology innovation mechanism and system construction, standardize and unify science innovation management of SINOSTEEL and improve science management. We take science evaluation indexes into the evaluation system of domestic manufactures, increase evaluation strength and scope of science & technology work and advance exercising of science & technology innovation.

27

2012年，集团获各类省部级科技奖项27项

In the year 2012, the Group received 27 various provincial and ministerial technology awards.



CASE | 中钢集团出席并载誉钢铁工业科学技术大会 SINOSTEEL Presented with Honors at the Science & Technology Conference of Steel Industry

2012年9月11日，中钢集团参加了钢铁工业科学技术大会，会议对钢铁工业科技工作先进集体和优秀个人、冶金科技进步奖获奖单位进行表彰，明确了“十二五”钢铁工业科技创新工作思路，以科技创新推动钢铁工业转型升级。中钢集团在大会上收获多个奖项，钢铁协会会长对中钢集团致力于高新技术成果的转化给予了肯定。

On September 11, 2012, SINOSTEEL participated in the Science & Technology Conference of Steel Industry, which awarded advanced collective and individual of science & technology work of steel industry and awarded unit of metallurgy science, clarify the steel industry science innovation thoughts in the "Twelfth-Five-Year Plan" and propel transformation and upgrading with science & technology. SINOSTEEL was awarded many times at the conference, and the Director of the Steel Association gave affirmation on conversion of high-tech achievement conversion.



钢铁工业科学技术大会颁奖现场
Scene for Award of Science & Technology Conference of Steel Industry

荣誉 Honors

中钢洛耐院和中钢马矿院获“中国钢铁工业科技工作先进单位”
Sinosteel Luoyang Institute of Refractories Research Co., Ltd. and Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. awarded "Advanced Unit for Science & Technology Work of China Steel Industry"

中钢安环院丁帮勤、中钢制品院李居强和中钢吉电李静获“中国钢铁工业优秀科技工作者”
Ding Bangqin of Sinosteel Wuhan Safety & Environmental Protection Research Institute Co., Ltd., Li Juqiang of Sinosteel Zhengzhou Research Institute of Steel Wire & Steel Wire Products Co., Ltd. and Li Jing of Sinosteel Jilin Electro-Mechanical Equipment Co., Ltd. awarded "Excellent Science & Technology Worker of China Steel Industry"

中钢邢机周战军和中钢衡重崔昌群获“中国钢铁工业优秀科技管理工作”
Zhou Zhanjun of Sinosteel XTMMC and Cui Changqun of Sinosteel Hengyang Machinery Co., Ltd. awarded "Excellent Science & Technology Worker of China Steel Industry"

由中钢马矿院为主承担的“露天矿岩土工程灾变控制技术”获“2012年度冶金科学技术一等奖”
"Catastrophe Control Technique of Open Field Rock Soil Engineering" undertaken by Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. awarded "first prize for metallurgy science and technology 2012"



建设创新平台 Construct innovation platforms

我们督促所属企业做好创新能力平台的建设、维护和验收；在公司范围内筛选、组织并推荐所属企业积极参与国家技术创新示范企业评选。

建设创新平台 Construct innovation platforms

We urge the affiliates to construct, maintain and check the innovation capability platform; screen, organize and recommend the affiliates to involve the national technology innovation demonstration enterprises contest within the Company.

截至到 2012 年底 / Till the end of the year 2012

3	2	2	5	9	6
公司拥有 3 个国家级产业技术创新战略联盟 The Company had got 3 national industrial technology innovation strategy unions	2 个国家级技术创新服务平台 2 national technology innovation service platforms	2 个国家重点实验室 2 key national laboratories	5 个国家认定企业技术中心 5 national certified enterprise technology centers	9 个国家工程（技术）研究中心 9 national engineering (technology) research centers	6 个国家检测中心 6 national testing centers

CASE | 中钢集团三家国家工程研究中心获国家发改委授牌表彰 Three National Engineering Research Centers of SINOSTEEL Awarded by the National Development and Reform Commission

2012年11月，在国家发改委举办的“提升产业创新能力推进发展方式转变”主题展览暨国家创新能力建设和国家信息化建设授牌表彰大会及国家工程研究中心建设20周年主题论坛上，集团所属三家国家工程研究中心——耐火材料国家工程研究中心、炼焦技术国家工程研究中心和金属矿产资源高效循环利用国家工程研究中心被授予“国家工程研究中心优秀业绩”奖。中钢洛耐院王守业和王文武、中钢热能院孟庆波和王守凯、中钢马矿院王运敏和那琼六名同志被评为“国家工程研究中心先进工作者”。

In November, 2012, at the theme exhibition of "Promote Industrial Innovation Capability and Advance Conversion of Capability" held by the State Committee of Reform and Development, which are also Awarding and Praising

Conference of Innovation Capability Construction and Information-orientation Construction and 20th Anniversary Topic Forum of National Engineering Research Center Construction, the three national engineering research centers affiliated to the Group-National Engineering Research Center-Fire-Resistance Materials National Engineering Research Center, Coking Technology National Engineering Research Center and Efficient Cycling and Utilization of Metallic Mineral and Resources National Engineering Research Center were awarded "Excellent Performance of National Engineering Research Center". Wang Shouye and Wang Wenhu of Sinosteel Luoyang Institute of Refractories Research Co., Ltd., Meng Qingbo and Wang Shoukai of Sinosteel Anshan Research Institute of Thermo-Energy Co., Ltd., Wang Yunmin and Na Qiong of Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. were awarded "Advanced Worker of National Engineering Research Center".

鼓励新产品开发和成果转化

Encourage new products development and achievements conversion

我们贯彻落实国家鼓励新产品开发的政策，积极组织各所属企业不断进行技术创新和技术突破，研制生产新产品，提高产品性能，扩大产品使用功能，并将此转化为企业的生产力。

We implement the policy of promoting new product development, actively organize affiliates to carry out technological innovation and breakthroughs, develop and produce new products, improve product performance, expand use function of the products and convert them into productive force of the enterprise.

近年来中钢集团新产品开发情况
New Product Development of SINOSTEEL in Recent Years

项目 Items	单位 Unit	2012	2011	2010	2009	2008	2007
新产品开发项目数 Quantity of Newly Product Development Projects	项 Number	158	153	146	171	183	126
新产品销售收入 Sales Income of New Products	万元 10,000 yuan	417561	548620	366451	366451	343206	418343
新产品产值率 Rate of Output Value of New Products *	%	36	37	24	28	23	13

*：指一定报告期内新产品产值占企业产品总产值的比率

*: Proportion of output value of new products to total output value of the enterprise in a specified time period

CASE | 中钢集团所属企业成果技术推介交流会成功举办 Sinosteel and Its Affiliates' Achievements Exchange Meeting

2012年11月7日，集团依托中国金属学会组织并举办了“中钢集团所属企业成果技术推介交流会”。会上，集团所属中钢马矿院、中钢吉铁、中钢衡重等十家企业涉及矿产资源、耐火材料、安全环保等领域具有行业优势的50余项成果与成套技术得以展示。专家们纷纷表示，中钢集团所拥有的成果技术覆盖了钢铁行业服务流程的各个环节，希望进一步精选、凝练，在行业中予以推广。

On November 7, 2011, Sinosteel teamed up with China Metal Association to hold the Sinosteel and its affiliates' Achievements Exchange Meeting. During the meeting, its affiliates which are engaged in the provision of mineral resources, fire-proof materials and environmentally friendly products including Sinosteel Ma'anshan Institute of Mining Research Co., Ltd., Sinosteel Jilin Ferroalloy Co., Ltd and Sinosteel Hengyang Machinery Co. Ltd exhibited about 50 pieces of their latest achievements and cutting edge packaged technology. Experts at the meeting thought that all of these achievements owned by Sinosteel have covered every aspect of steel industrial and hope these achievements and technology could get promoted across the whole industry.

信息化提升运营管控

Informatization improving operation and business management and control

自2004年开始，我们构建了以ERP系统为核心的统一管控平台，同时建设了OA、资金、视频会议、信息标准化、财务报表等系统以及安全、灾备、网络、机房等基础保障，在支撑战略调整、提高管控能力、支撑业务运营、促进流程优化等方面发挥了较好的作用。

Since the year 2004, we have established the uniformed management and control platform with ERP system as the core and constructed OA, fund, video conference, information standardization, financial statement and other systems as well as security, disaster recovery, machine room and other fundamental guarantees, yielding functions in terms of supporting strategy regulation, improving management and control, supporting business operation, promoting flow optimization, etc.

截至2012年底中钢集团ERP系统覆盖情况
ERP System Coverage of SINOSTEEL till the End of 2012



防范风险坚实基础

Risk prevention and foundation solidified

荣誉

Honors

中钢集团上海有限公司被评为 2010 年至 2012 年度“守行规、讲诚信、创业绩”先进企业
Sinosteel Shanghai Co., Ltd. has been awarded the title of “the Outstanding Enterprise” during the period from 2010 to 2012

中钢设备被评定为境外成套工程 AAA 级信用企业
Sinosteel Equipment & Engineering Co., Ltd. was Granted Overseas Turnkey Project AAA Grade Credit Enterprise

我们积极完善风险管控体系，不断加强风险监控，全面提高风险防控能力。2012 年，公司通过梳理、修订及新增制度，基本完成内控制度体系建设；对 331 个集团经济合同及 24832 个重要子公司经济合同进行法律审核，有效防范法律风险；提交各类风险报告 22 份，对重点客户和供应商做出风险提示 200 余次，对事业部（运营中心）和所属企业发出风险提示 15 份，对防范经营风险，稳健经营起到了积极作用。

We actively perfect the risk management and control system, constantly reinforce risk monitoring and improve risk prevention and control. In the year 2012, the Company finished construction of the internal control system by sorting, revising and newly adding systems; reviewed 331 Group economic activities and 24832 key subsidiaries' economic contracts to prevent law risks; submitted 22 risk reports, made more than 200 risk reminders for key accounts and suppliers and issued 15 risk reminders to business sectors (operating and management center) to play an active role in preventing business risks and stable operation.

内控制度体系示意图
Schematic Diagram of Internal Control System



我们以科学发展观为指导，全方位深入开展反腐倡廉管理提升。2012 年，中钢集团继续深化效能监察工作，开展效能监察 86 项，提出监察建议 151 条；中钢邢机、中钢吉铁效能监察项目受到国资委纪委表彰。

Guided by the scientific outlook on development, we deepen in promoting anti-corruption management. In the year 2012, SINOSTEEL continued to deepen efficiency supervision, exercised 86 efficiency supervisions and proposed 151 supervision suggestions; the efficiency supervision projects of Sinosteel XTMMC and Sinosteel Jilin Ferroalloy Co., Ltd. were awarded by the State Assets Administration Authorities.



2012 年 10 月 16 日至 17 日，集团党委副书记、纪委书记、工会主席邵殿祥深入中钢沈阳公司、中钢北方公司等企业，就开展党建和反腐倡廉建设等工作情况进行调研。

From October 16 to 17, 2012, the Vice Secretary of the Party, the Secretary of Discipline Committee and Chairman of the Labor Union Shao Dianxiang visited Sinosteel Shenyang Co., Ltd. and Sinosteel Northern Metal Resources Co., Ltd. for investigation and research of Party construction, anti-corruption construction etc.

2012 年反腐倡廉工作主要进展
Main Progress of Anti-corruption in 2012



A 助力客户实现价值 Assist customers in realizing values

我们视与客户共发展为关乎企业现实生存和长远发展的重要因素，致力于追求长久互利的客户关系，坚持为客户提供优质的产品质量和完善的服务感受。

We regard common development with customers as key element for the enterprise survival and long-term development. We are committed to pursue a mutually beneficiary relationship with the customers on a long-term basis and adhere to provide good quality products and perfect service experience to them.



中钢设备公司承建的土耳其 TOSYALI 集团年产 110 万吨钢厂连铸、热连轧项目全线热负荷试车成功。
Steel construction equipment company in Turkey TOSYALI Group's annual production capacity 1.1 million tons of steel continuous casting, hot rolling line of heat load test project success.

荣誉 Honors

中钢邢机荣膺中国机械工业第一批现代制造服务业示范企业
Sinosteel XTMMC was awarded as the 1st batch of modern manufacturing demonstration of China Machinery Industry

中钢期货荣获 2012 年度第十届中国财经风云榜金牌产业服务公司奖
Sinosteel Futures Co., Ltd. was awarded as the Golden Industry Service Company of 10th Session of 2012

夯实客户关系管理 Tamp the customer relationship management

我们一贯以“与客户建立优势互补、互惠互利、相互依存战略伙伴关系，用一流的服务为客户创造价值，实现与客户的双赢”为经营理念，致力于建立长期稳定、互利双赢的客户关系。

We always adhere to business concept of "establish strategy partners, create value for customers with the first-class services and realize win-win with customers and engage in a long-term stable, mutual beneficiary and win-win customer relationship.

CASE | 中钢贸易实行客户责任制推动双赢 Sinosteel Trading Co., Ltd. Implements Customer Responsibility System to Achieve Win-win

2012 年，中钢贸易推动改革创新，实行客户责任制，将客户进行细分和重新配置，在组织管理、制度流程等环节出台一系列配套措施，实现责权利匹配。业务人员更加深入地与客户沟通，更有针对性地提供服务。同时，采销联动、销售单元之间的合作主动性加强，为客户提供了更多元化的服务。

In the year 2012, Sinosteel Trading Co., Ltd. advanced reform and innovation, applied customer responsibility system with segment and assignment of customers, issued a series of supporting measures in organization and management, system flow etc. and realized assignment of responsibility and right. The business staff deepened in communicating with customers, and delivered targeted services. Meanwhile, reinforced the cooperation initiative and sales unit and offered diverse services to customers.



我们以满足客户需求为出发点，提高顾客满意度为着眼点，创新服务模式，调整产品结构，实施现场技术服务，为用户提供增值服务和精益服务，全面提升客户服务体验。

We are based on satisfying customers' demands, focus on increasing customers' satisfaction, innovate service mode, adjust product structure, implement field technology service, offer value-added services and lean services and improve customers' service experience.

CASE | 中钢邢机创新提升服务 Sinosteel XTMMC Improves Services Through Innovation

中钢邢机大力推广“配套供给、全线总包、租赁使用、功能计价”商业模式，以科技研发不断提升轧辊产品性能，为客户降低成本，同时，客户可借助中钢邢机强大的科技研发实力，促进自身产品竞争优势持续提升，以达到充分展示双方优势，在发展中实现共赢的目的。目前，功能计价模式得到越来越多客户的认同。

Sinosteel XTMMC vigorously promote the "matching supply across the total package, rental use, feature-denominated" business model, technology research and development and improve the roll product performance, reduce costs for customers, while customers can take advantage of the strong R&D strength of Sinosteel XTMMC, promote the continuous improvement of their products a competitive advantage in order to achieve fully demonstrate their strengths in development to achieve win-win goal. Currently, functional pricing model has been more and more customers agree.

CASE | 中钢洛耐院客户满意度得到提升 Customer Satisfaction of Sinosteel Luoyang Institute of Refractories Research Co., Ltd. Improved

2012 年，中钢洛耐院实施差异化销售，对重点客户进行维护，关注重点顾客走访情况及顾客满意度的调查情况。全年重点客户走访率 100%，顾客满意率 95.58%，顾客满意率较 2011 年提高了 0.1 个百分点。

In the year 2012, Sinosteel Luoyang Institute of Refractories Research Co., Ltd. applied differentiated sales, maintained key accounts, and focused on visiting key accounts and customers' satisfaction survey. Visiting rate of key accounts is 100%, customers' satisfaction is 95.58% and customers' satisfaction rate has been increased by 0.1% than that of the year 2011.

强化产品质量管理 Reinforce product quality management

我们贯彻国务院《质量发展纲要（2011-2020 年）》，深入研究同行业质量标准，以落实岗位质量管理与控制责任制为基础，建立和完善企业质量保证体系，开展质量全过程管理，提高产品和服务质量，打造和维护良好的企业品牌。

We implement the *Guideline for Quality Development* (2011-2020) by the State Council, conduct an in-depth research in quality standards of the same industry, based on post quality management and control responsibility system, establish and perfect corporate quality assurance system, develop whole-process quality management, improve product and service quality, create and maintain a sound corporate brand.

中钢质量管理的目标 Objective of SINOSTEEL Quality Management Objective



以质立业，满足用户需要
Rooted on the quality, to meet customer needs



以精为本，打造名牌产品
With excellency as the basis, to build brand-name products



以诚相待，提供优质服务
With integrity, to provide quality services



以效取胜，提高经济效益
Winning by high efficiency, to enhance economic benefit

荣誉 Honors

中钢设备公司承建工程荣获“2011-2012 年度国家优质工程（境外工程）银质奖”
The projects undertaken by Sinosteel Equipment & Engineering Co., Ltd. was awarded "Silver Award of National Excellent Project (Overseas Project) 2011-2012"

中钢设计院获 2012 年度全国有色金属行业部级优秀工程设计咨询成果奖
Sinosteel Engineering Design & Research Institute Co., Ltd. was awarded ministerial engineering design consultation awarded of non-ferrous metal industry in 2012

中钢吉铁获吉林省 2011 年度优秀出口企业“质量安全奖”
Sinosteel Jilin Ferroalloy Co., Ltd. was awarded "Safety Award for Quality" by excellent exporters in 2011

中钢天源获“2011 年马鞍山市市长质量奖”荣誉称号
Sinosteel Anhui Tianyuan Technology Co., Ltd. was awarded the honor of "Quality Award of Mayor of Maanshan City 2011"



中钢天澄实施全员、全过程、全方位的质量管理
Sinosteel Tiancheng Environmental Protection Science & Technology Co., Ltd. performs all-staff, whole-process and all-around quality management

中钢制品院号召员工严把生产工序的每一个质量控制关
Sinosteel Zhengzhou Research Institute of Steel Wire & Steel Wire Products Co., Ltd. appeals staff to strictly control each quality control link of the production working procedure

中钢邢机全面推进精益服务，产品质量居国内领先水平
Sinosteel XTMMC advances lean service, and product quality is leading in China

完善售后服务体系 Perfect after-sales service system

2012 年，我们持续推进实施“全面售后服务”管理和“精益服务”管理，最大限度地发挥产品的功效，满足客户多样化需求，解决客户后顾之忧。

In the year 2012, we continued to implement the "overall after-sales service" management and "lean service" management to maximize function of the products, satisfy customers' diverse demands and remove customers' worry.

CASE | 中钢西重积极推进售后服务 Sinosteel Xi'an Heavy Machinery Co., Ltd. Improves After-sales Services

中钢集团西安重机有限公司以《客户信用管理规定》、《售后服务管理办法》为基础，建立了健全的客户关系管理制度和售后服务体系，在全国各地设有 17 个办事处，关注顾客需求，跟踪顾客质量反馈，确保顾客意见和要求能够得到及时有效的解决。2012 年，中钢西重顾客满意度达到 87.6%。

Based on Rules and Regulations on Customers' Credit, Management on After-sales Service, Sinosteel Xi'an Heavy Machinery Co., Ltd. establishes and perfects customer relationship management system and after-sales service system, sets up 17 offices worldwide, focuses on customers' demand, follows up customers' feedback quality and ensures that customers' opinions and requirements are solved timely and effectively. In the year 2012, customers' satisfaction rate of Sinosteel Xi'an Heavy Machinery Co., Ltd. reached 87.6%.

S 与伙伴共享价值 Share value with partners

合作伙伴的可持续与我们的长久发展息息相关。我们追求与合作伙伴建立公平、公正、富有凝聚力的稳定合作关系，与伙伴协同发展，共创价值，打造有活力可持续的产业价值链。

合作共赢谋发展 Cooperation and win-win for development

我们将合作共赢视为中钢集团诠释价值产业链理念不可或缺的组成部分。2012年，我们进一步深化政企合作、同业合作、银企合作和产学研合作，为公司可持续发展创造了良好的外部条件。

Sustainability of partners is closely related to our long-term development. We are in pursuit of establishing fair, just and cohesive stable cooperation relationships with partners jointly develop and create value and build up vigorous and sustainable industrial value-added chain.

We regard win-win cooperation as the indispensable component for SINOSTEEL in interpreting the concept of value-added industry chain. In 2012, we further deepened government and corporate cooperation, cooperation in the same industry, bank-enterprise cooperation, and cooperation between production, study and research, creating favorable external conditions for sustainable development of the Company.

声音 voice

“中钢是具有社会责任感的企业，在津企业为当地经济社会发展做出了重要贡献。”

——津巴布韦青年发展、本土化与经济授权部部长 Honourable Saviour Kasukuwere
在2012年9月到访中钢时表示

中钢通过深入开展管理改革创新，整合公司业务，形成的“6+3”产业发展和业务运营体系值得肯定。这种务实高效的改革措施不仅表现出中钢清晰的发展方向，更体现了中钢促转型、谋发展的坚定信心和决心。

——中铝公司总经理 熊维平在2012年4月中钢与中铝战略合作签字仪式上提到

“SINOSTEEL is a socially responsible enterprise, whose enterprises in Zimbabwe have made great contributions to local economic and social development.”

——Minister of Zimbabwe Youth Development, Localization and Economic Empowerment expressed during his visit to SINOSTEEL in September, 2012

By deepening management reform and innovation and integrating company business, SINOSTEEL's "6+3" industrial development and operation business are worthy of praising. Such practical and efficient reform measures show development trend of steel and demonstrate firm confidence and decisions of promoting transformation and seeking development in SINOSTEEL.

——Delivered by General Manager of China Aluminum Xiong Weping at the signing ceremony of strategy cooperation between SINOSTEEL and China Aluminum in April, 2012

政企合作 Government and enterprise cooperation

CASE | 与吉林市人民政府签订合作协议 Sign Cooperation Agreement with the Jilin Municipal Government

在“央企走进吉林”活动中，中钢集团与吉林市人民政府签署《铁合金炭素整体搬迁项目》合作协议。中钢将着眼企业稳定长远发展，与吉林市开展深层次、高水平合作，实现互利双赢。

In the activity of "central enterprises walking into Jilin", SINOSTEEL Corporation signed Overall Relocation Project of Iron Alloy Carbon with the People's Government of Jilin City. SINOSTEEL focused on stable and long-term development, carried out in-depth and high-tier cooperation with Jilin City and realized mutual benefits and win-win situation.

CASE | 合作推动恰那合营企业持续发展 Cooperation Promotes Sustainable Development of CHANNAR Joint Venture

2012年12月6日，恰那合营企业成立25周年暨第100届政策会纪念活动在京隆重举行。恰那合营项目是中澳两国经贸往来中最具代表性的合作项目。25年间，中钢集团与力拓集团共同努力实现了互信、互谅、共赢，为双方长期互利共赢发展奠定了坚实基础。

On December 6, 2012, the commemorative activity of 25th years' foundation and 100th session of policy conference was solemnly held in Beijing. CHANNAR joint venture is the representative project in the economy and trade relation between China and Australia. In the past 25 years, SINOSTEEL and Rio Tinto have realized mutual trust, mutual understanding and win-win jointly, paving a solid foundation for long-term and win-win development of the two countries.

声音 voice

恰那合营项目是中澳两国过去四十年经贸往来中最具代表性的合作项目，中钢集团参与运营管理更让恰那项目发挥出全部潜力。

——澳大利亚驻华大使 Frances Adamson 女士

CHANNAR joint venture is the representative cooperation project during the forty years of economic and trade exchanges between Australia and China. The participation of Sinosteel Group in the operational management give full play to CHANNAR project's potential.

——Australia Ambassador to China
Ms Frances Adamson

CASE | 深化与西澳政府的合作 Strengthen the Cooperation with Western Australian Government

2012年5月15日，贾宝军总裁在珀斯会见了西澳州总理科林·巴奈特，双方就中西部地区项目建设进行了深入友好的交流。中钢中西矿项目的成功开发将拉动澳洲中西部地区矿业和经济的整体发展。科林·巴奈特总理表示，西澳政府将一如既往地支持和配合中钢，携手共同推动项目配套设施建设。

On May 15, 2012, Mr. Jia Baojun, the President of Sinosteel Corporation, met Colin Barnett, Premier of Western Australia. Both party communicated opinions about project construction in mid-western Australia. Sinosteel Midwest Corporation Ltd has been involved in special project construction to improve the development of mineral sector and economy in mid-western Australia. According to Colin Barnett, Western Australian Government would always show support to and cooperate with the Corporation to realize the further development of project construction.

同业合作 Peer cooperation

CASE | 与中国铝业股份有限公司签署战略合作协议 Sign Strategic Cooperation Agreement with the Aluminum Corp of China



签署战略合作协议
Signing strategic agreement

2012年4月，中钢与中国铝业股份有限公司签署了战略合作协议。双方将在矿产资源开发、工程总承包、设备与技术服务等方面开展全方位、深层次的合作，共同提升企业综合实力，实现彼此互利共赢发展。

In April 2012, SINOSTEEL and the Aluminum Corp of China signed strategy cooperation agreement. Both parties performed all-around and in-depth cooperation in mineral resources development, general project contracting, equipments and technology services etc., increased comprehensive strength of enterprises and realized mutual benefits and development.

CASE | 携手珠海振戎公司做强做优 Join Hands with Zhuhai Zhenrong Company to Become Strong and Excellent

2012年5月，中钢集团与珠海振戎公司签署战略合作协议。珠海振戎公司是一家重要的国际贸易企业，在能源等领域具有重要影响力。双方将在能源、矿产资源勘探开发与销售、工程总承包、冶金产品贸易等双方优势产业开展全方位合作，实现共同发展。

In May, 2012, Sinosteel Corporation and Zhuhai Zhenrong Company signed strategic cooperation agreement. Zhuhai Zhenrong is a key international trade enterprise and is influential in energy etc. Both parties develop all-around cooperation in advantage industry of energy and mineral resources exploration sales, general project contracting, metallurgy product trade and realize joint development.

CASE | 中钢股份与河北钢铁开展战略合作 Develop Strategic Cooperation Between Sinosteel Stock and Hebei Iron and Steel Group

2012年3月，河北钢铁集团与包括中钢股份在内的41家单位签署战略合作协议。中钢股份张经华副总经理与河北钢铁股份总经理于勇代表双方签署协议。中钢将在围绕“五大”业务方向努力打造成为立足钢铁、相关多元、综合配套、系统集成生产服务商的进程中，进一步加强双方合作。

In March, 2012, Hebei Iron and Steel Group signed cooperation agreement with 41 organizations including Sinosteel Stock. Zhang Jinghua, Deputy General Manager of Sinosteel, and Yu Yong, General Manager of Hebei Iron and Steel Group, signed the agreement on behalf of the two parties. In the progress of becoming the production service provider in the five business tendencies in steel, diversity, comprehensive supporting and system integration, SINOSTEEL absorbs experience of Hebei Steel and reinforces cooperation between both parties.



签署战略合作协议
Signing strategic agreement

银企合作 Bank-enterprise cooperation

CASE | 与广发银行加强交流 发展银企合作 Enhance Communication with China Guangdong Development Bank to Develop Bank-corporate Cooperation



2012年12月，中钢股份刘安栋副总经理、总会计师在集团总部会见了来访的广发银行董事长董建岳一行，双方就加强银企合作进行了深入探讨。董建岳董事长表示将继续支持中钢集团的改革发展和经营发展，进一步开创双方通力合作的新局面。

In December 2012, the Deputy General Manager of Sinosteel Stock Liu Andong and Chief Accountant visited the President of Guangdong Development Bank Dong Jianyue and his fellows at the Group headquarter, and both parties discussed in terms of bank-corporate cooperation. The President Dong Jianyue said that, he would continue to support reform getting rid of poverty and business development of SINOSTEEL and open a new stage for both parties' cooperation.

CASE | 中钢广东公司与中国大地财产保险公司签署信用保险合作协议 Sinosteel Guangdong Co., Ltd. and China Continent Property & Casualty Insurance Co., Ltd. Signed Credit Insurance Cooperation Agreement

2012年9月，中钢广东公司与中国大地财产保险公司签署信用保险合作协议。此次信用保险的签约是广东公司规避经营中应收账款风险的有效措施之一。广东公司将以此为契机，进一步加强与大地保险的业务合作，做稳做好现有业务，加快新业务新客户新渠道的开发。

In September 2012, Sinosteel Guangdong Co., Ltd. and China Continent Property and Casualty Insurance Company signed credit insurance cooperation agreement. The signing of the credit insurance is one of the measures for Sinosteel Guangdong Co., Ltd. to avoid risks of receivables. Sinosteel Guangdong Co., Ltd. took this as the opportunity, reinforced business cooperation with Continent Property & Casualty, ran business well and accelerated development of new business, new customers and new channels.

产学研合作 Production, teaching and research cooperation

CASE | 中钢洛耐院加入非晶节能材料产业技术创新战略联盟 Sinosteel Luoyang Institute of Refractories Research Co., Ltd. Joined the Technology Innovation Strategic Alliance of China Amorphous Energy Saving Materials Industry

2012年9月，中钢洛耐院作为理事单位，加入以国产非晶带材业务为龙头，联合国内非晶配电变压器铁芯、非晶配电变压器等优势企业、科研院所、大学及金融机构共同组建的技术创新合作组织非晶节能材料产业技术创新战略联盟，将为非晶材料的生产提供必不可少的配套支持材料。

In September, 2012, as the membership unit, Sinosteel Luoyang Institute of Refractories Research Co., Ltd. joined the technology innovation cooperation organization-non-crystal energy saving materials industry technology innovation strategy union with the domestic non-crystal belt materials as the top materials and jointly constructed by advantageous enterprises of with non-crystal power distribution power transformer, non-crystal power distribution transformer etc., research institute, colleges and financial institutes, offering indispensable supporting materials for production of non-crystal materials.



促进价值链履责 Promote value chain performance

我们遵循公开、公平、公正和诚实信用的原则进行招标采购，在业内赢得较高评级和荣誉；我们不断推行绿色采购理念，加强供应商管理，共同促进社会和谐发展。

We tender and purchase on the principles of opening, fairness and faith, and win high rating and honor in the industry; we advance the concept of green purchasing, reinforce management over suppliers and promote harmonic development of society.

荣誉 Honors

中钢招标荣获“招标代理机构诚信创优 5A 级”先进单位和“2012 年度十大最具影响力招标机构”荣誉称号

Sinosteel Tendering Co., Ltd. was awarded advanced unit of "5A Rating for Tendering Agent", "Top 10 influential Tendering Organizations 2012"

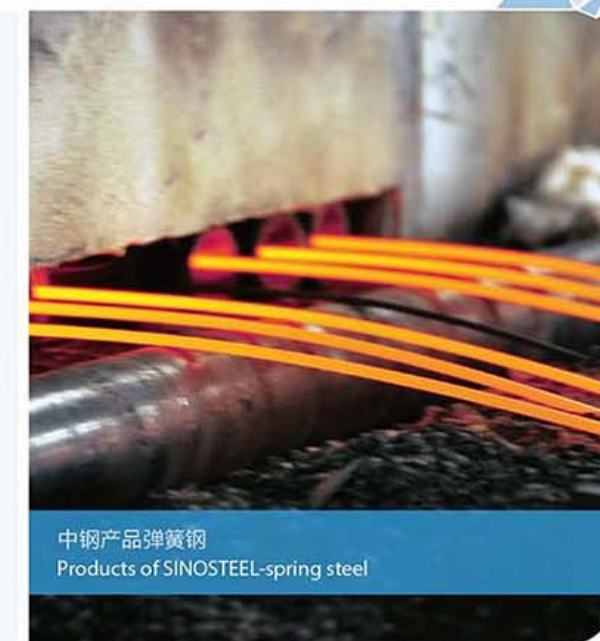
我们通过与钢铁行业内上下游企业建立战略合作伙伴关系，有力地带动价值链实现协同发展，为今后的长远发展创造了条件。

We drive coordinated development of the value chain by establishing strategic cooperation relations with enterprises of the steel industry in the upper and lower reaches and create conditions for long-term development in the future.

CASE | 中钢制品院带动价值链上下游企业共发展 Sinosteel Zhengzhou Research Institute of Steel Wire & Steel Wire Products Co., Ltd. Drives Joint Development of the Upstream and Downstream Enterprises of the Value Chain

2012年，中钢制品院积极与宝钢集团、南京钢铁公司等上游钢企合作开发新材料、新钢种。同时，与广汽部件集团达成合作意向，在金属制品的下游产业链寻求新的市场。通过产业链建设，上下游成为更加紧密的合作伙伴。

In the year 2012, Sinosteel Zhengzhou Research Institute of Steel Wire & Steel Wire Products Co., Ltd. cooperated with Baosteel, Nanjing Steel Company and other enterprises in the upper reaches to seek new materials and new steel. Meanwhile, reached consensus with Guangzhou Automobile Group, and sought new markets in the lower reaches industrial chain of metallic products. Through the industrial chain construction, the upper and lower reaches become closer cooperation partners.





2

Green
service
chain
绿色服务链



绿色服务链

Green service chain

我们始终认为加强环境保护不但是公司的职责与义务所在，更是公司实现可持续发展的基本前提。我们充分发挥节能减排、生态文明建设的主力军作用，在坚持自身绿色制造的同时，积极促进钢铁行业绿色发展，深化和延伸中钢的“绿色服务链”。

We always think that reinforcement of environmental protection is duty and responsibility of the Company and is basic prerequisite for the sustainable development of the Company. We play the leading role in energy saving and emissions reduction and ecological civilization construction, while adhering to green manufacturing, actively promote green development of steel industry, and deepen and extend "green service chain" of SINOSTEEL.

P 完善环境管理基础

Perfect environment management foundation

我们从持续改进环境管理体系、健全节能环保考核机制、构建环境事故应急机制、提升环境管理能力等方面出发，不断提高集团整体的环境管理水平。

We improve overall environment management of the Group by continuously improving environment management system, perfecting energy-saving environment protection mechanism, building environment accident mechanism and improving environment management etc.

持续改进环境管理体系

Continuously improve environment management system



我们不断促进所属企业环境管理体系的建设、认证与再认证，持续完善环境管理制度与流程，改进管理体系运行的有效性和适宜性。

We constantly promote construction, certification and re-certification, perfect system and flow and improve effectiveness and suitability of the management system of the affiliated enterprises.

健全节能环保考核机制

Perfect energy-saving and environment protection evaluation mechanism

我们组织修订《中国中钢集团公司节能环保目标责任考核办法》，形成了节能环保考核的长效激励机制。该机制强化了所属企业节能环保考核目标，引导所属企业明确节能环保工作方向，确保集团完成国家的节能减排考核任务。

We revised Assessment on Target Responsibility of Sinosteel Corporation and Environment Protection of SINOSTEEL Group and formed long-term excitation mechanism of energy-saving and environmental protection assessment. The mechanism reinforces energy-saving and environmental protection assessment objectives of affiliated enterprises, leads affiliates to see clearly the work objectives of energy saving and environmental protection and ensures that the Group can accomplish energy saving and emission reduction task assigned by the State.

构建环境事故应急机制

Build environmental emergency mechanism

我们不断推进所属企业搭建防范有力、指挥有序、快速高效和统一协调的环境事故应急处置体系，编制完善环境事件应急预案。通过应急机制建设，进一步提高了公司应对环境公共危机的能力。

We constantly advance the affiliated enterprises to set up powerful, orderly, rapid, efficient and coordinated environment accident emergency handling system, prepare perfect environmental emergency response plan, and further improve the Company's capability of tackling public crisis by constructing emergency mechanism.

2012 年主要子企业环境应急机制建设情况

Main Affiliates' Environmental Emergency Response Mechanism Construction in 2012

中钢邢机 Sinosteel XTMMC	制定《突发环境事件应急预案》 Environmental Emergency Response Plan was produced
中钢天源 Sinosteel Anhui Tianyuan Tech. Co., Ltd.	制定《环境事件应急预案》和《污染源专项应急预案》 Environmental Emergency Response Plan and Pollutants Emergency Response Plan were produced
中钢洛耐院 Sinosteel Luoyang Institute of Refractories Research Co., Ltd.	制定《突发环境事件应急预案》并和《新安县突发环境污染事故应急救援预案》形成联动机制 Environmental Emergency Response Plan and Xin'an County Pollution Incidents Emergency Rescue Plan were produced

开展环境管理能力建设

Develop environmental management construction

我们召开集团节能减排座谈会、研讨会和培训班，举办“物质循环与可持续发展”专题报告会等。通过加强节能环保信息交流与资源共享，不断提升工作人员的环境管理能力。

We hold the symposium, seminar and training on energy saving and emission reduction, convene public lecture titled "material cycling and sustainable development", and constantly improve the staff's environmental management capacity by reinforcing energy-saving and environmental protection information communication and resources sharing.

CASE | 中钢集团举办“物质循环与可持续发展”专题报告会 SINOSTEEL Held Public Lecture Titled "Materials Cycling and Sustainable Development"

2012年7月11日，集团邀请国土资源部科技与国际合作司司长姜建军研究员作了题为“物质循环与可持续发展”的专题报告。报告对集团公司转变发展方式、发展循环经济、促进节能减排、走可持续发展的道路具有重要的指导意义。

On July 11, 2012, the Group invited the researcher Jiang Jianjun, acting as Chief of Department of Science & International Cooperation of the Ministry of Land and Resources, to deliver the public lecture titled "materials cycling and sustainable development". This report is of important guidance significance for the Group company in transforming mode of growth, developing cycle economy, facilitate energy conservation and emissions reduction and embark on sustainable development.

CASE | 中钢集团召开节能减排工作座谈会 Sinosteel Corporation Held a Meeting to Discuss Energy Saving and Emissions Reduction

2012年，我们组织召开了中钢集团节能减排工作座谈会，围绕节能减排资源共享、节能减排科技创新、加强管理人员专业知识培训、持续做好“十二五”节能减排工作等进行了深入交流与探讨。

In 2012, we held a meeting to discuss energy saving and emission reduction. The meeting aimed to realize resource sharing and technology innovation for energy saving and emission reduction, strengthen relevant professional knowledge training for management staff, and have a deep discussion on energy saving and emission reduction during the 12th Five Year period.



座谈会现场
The Meeting Scene

CASE | 中钢集团召开“万家企业”节能工作研讨会 SINOSTEEL Convoked "10,000 Enterprises" Energy-saving Seminar

2012年8月13日—14日，中钢集团“万家企业”节能工作研讨会在中钢吉炭召开。中钢吉炭、中钢吉铁、中钢耐火等九家列入“万家企业”名单的企业主管领导和相关部门负责人参加了会议。

From August 13 to 14, 2012, SINOSTEEL "10-thousand enterprises" energy-saving seminar was held in Sinosteel Jilin Carbon Co., Ltd. Leaders and principals of 9 enterprises listed in "10-thousand enterprises" such as Sinosteel Jilin Carbon Co., Ltd., Sinosteel Jilin Ferroalloy Co., Ltd., Sinosteel Refractory Co., Ltd. attended the conference.



“万家企业”节能工作研讨会现场
Scene of Energy-Saving Seminar of "10-thousand enterprises"

CASE | 中钢集团开展2012年节能减排、环境保护管理能力提升培训 SINOSTEEL Carried Out the Training of Energy Saving, Emission Reduction and Environment Protection Management in 2012

2012年12月1日至2日，我们举办了“中钢集团2012年节能减排、环境保护管理能力提升培训班”，国资委节能减排主管领导宋和乾处长亲临培训班开班仪式；宝钢集团能源环保部长传授宝钢节能工作的先进经验；国家发改委、国家标准化研究院等专家讲述节能减排形势、任务、管理体系等，提升了集团节能减排管理工作人员的眼界和能力。

From December 1 to December 2, 2012, we held "SINOSTEEL Energy-Saving and Environment Protection Management Promotion Class of SINOSTEEL 2012", and Song Heqian appeared in the opening ceremony, who is the leader in charge of the program of energy-saving and emission reduction organized by the State-owned Assets Supervision and Administration Commission of the State Council; the Chief of Energy Department of Baosteel Group Corporation Limited introduced advanced experience of energy saving; experts of the National Development and Reform Commission and China National Institute of Standardization introduced situations, task, management system of energy-saving and emission reduction, which improved energy saving and emission reduction management and vision and ability of the staff.

A 坚持自身绿色制造 Adhere to independent green manufacturing

我们坚持走低碳发展之路，加快自身绿色转型，深入推进生产过程中的资源可持续利用和污染减排，保护矿区生态环境，运营中积极倡导绿色采购、绿色出行和绿色办公，倾力打造一个“绿色中钢”。

We adhere to the road of low-carbon development, accelerate the transformation of independent green manufacturing, deepen sustainable utilization and pollution emission reduction in the production process, protect ecological environment in the mining area, actively sparkplug green purchasing, green traveling and green office and spare no efforts for "Green SINOSTEEL".

荣誉 Honors

中钢邢机被中国铸造协会评为“绿色铸造示范企业”
Sinosteel XTMMC was given the award of the Green Foundry Model Enterprise by China Foundry Association

中钢绿色制造理念模型 Sinosteel's Green Manufacturing Model



资源可持续利用 Sustainable utilization of resources

声音 voice

树立物质循环与可持续发展理念对中钢的发展有重要意义。中钢在资源开发过程中，始终坚持资源意识、节约意识和环保意识，努力实现企业可持续发展。

——中钢集团总裁贾宝军在2012年7月举办的“物质循环与可持续发展”专题报告会上的发言

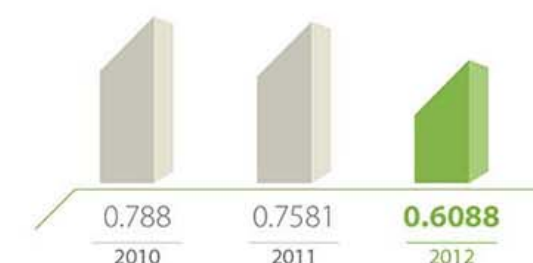
Shaping the concept of materials recycling and sustainable development is significant for the development of SINOSTEEL. In the process of resources exploration, SINOSTEEL adheres to resources awareness, saving awareness and environmental protection awareness, striving for realization of sustainable development.

——Delivered by President of Sinosteel Corporation and Vice Secretary of the Party Jia Baojun at the subject conference of "Materials Cycling and Sustainable Development" held by SINOSTEEL in July, 2012

能源节约利用

我们以管理节能和技术节能相结合，完善能源管理体系，推广应用余热利用、无功补偿等节能环保新技术、新工艺，采取避峰就谷、合同能源管理等措施，不断提升集团的能效水平。2012年，集团万元综合产值能耗为0.6088吨标煤/万元，比2010年降低22.74%，提前三年完成国家下达的“十二五”节能减排目标。

万元产值综合能耗
Comprehensive energy consumption of production value per 10 thousand yuan
单位：吨标煤/万元
Unit: tons of standard coal per 10 thousand yuan



Energy saving and utilization

We combine the management energy saving and technology energy saving, perfect the energy management system, promote the thermal heat utilization, inactive compensation and other energy-saving environment protection with new process and technique. Some measures are used to increase energy efficiency such as avoidance from peak hours and operation during valley hours, contracted energy management etc. In the year 2012, energy consumption is 0.6088 tons of standard coal per production value of 10 thousand yuan, decreased by 22.74% than that in 2010, and the energy-saving and emission reduction objectives have been accomplished 3 years in advance.

中钢集团节能指标完成情况 Completion of energy-saving indexes by Sinosteel Corporation

CASE | 中钢那机创新能源管理显成效 Sinosteel XTMMC Achieved Good Results in Innovative Energy Management

中钢那机深化“一个坚持，三个转变”的能源管理模式，通过开发高附加值产品与再制造工作，加强产品工序间的准时化、连续化生产，进一步提高能源管理的精益化、科学化水平，全力打造资源节约型、环境友好型示范企业。

2012年，中钢那机万元产值综合能耗完成0.42吨标煤/万元，同比降低8.7%；吨产量综合能耗完成0.63吨标煤/吨，同比降低7.35%。

Sinosteel XTMMC deepens the energy management mode of "one adherence and three transformations", improves lean and scientific

proficiency of energy management by developing high value-added products and re-fabrication and reinforcing timely and continuous production among production procedures and builds up a model enterprise which is resources-saving and environment friendly.

In the year 2012, energy consumption of Sinosteel XTMMC was 0.42 tons of standard coal per production value of 10 thousand yuan, decreasing by 8.7% than that of the last year; and comprehensive energy consumption of per ton production capacity was 0.63 tons of standard coal per ton, decreasing by 7.35% than that of the last year.

节能五行动

Five Steps to Realize Energy Saving

开展能效对标 Develop energy efficiency standard calibration	完善能源计量体系 Perfect energy measurement system	创新合同管理模式 Innovate contract management mode	优化工艺降低工序能耗 Optimize process to lower energy consumption	实施精益生产减少过程能耗 Apply lean manufacturing to reduce energy consumption
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员工在实施精益生产减少过程能耗
The staff reducing energy consumption in implementing lean manufacturing

水资源循环利用

为最大限度地减少对水资源的消耗，我们尽量采用清洁生产工艺，应用冷却水循环利用、尾矿池回水再用、生活污水零排放等技术，加强用水日常管理，水资源得到合理的利用。

Cycle and utilization of water resources

To minimize consumption of water resources, we adopt technologies of clean production processing, recycling use of cooling water, re-utilization of tailings pond return water and zero discharge of domestic sewage, reinforce daily management of water consumption and utilize water resources reasonably.

CASE | 中钢刘塘坊矿业合理利用水资源造福于民 Sinosteel Anhui Liutangfang Mining Co., Ltd. Made Proper Use of Water Resources to Benefit Civilians

2012年，中钢集团安徽刘塘坊矿业公司正值基建与生产并存时期，每天需要从井下抽水4500余吨。公司采用废水循环利用技术，每小时利用循环废水900余吨，占消耗的82%。同时公司还投资50万元修建了景观河和排水沟，为上游地区农田在雨季泄洪排水，下游在旱季蓄水灌溉发挥了重要作用。

The year 2012 is the co-existence period of capital construction and production of Sinosteel Anhui Liutangfang Mining Co., Ltd., and more than 4500 tons of water was pumped from the well every day. The Company adopts the waste water recycling technology and reuses waste water of 900 tons hourly, accounting for 82% of consumption. Meanwhile, the Company invested 500 thousand yuan to build the scene river and drainage ditch to

discharge flood for farmland in the upper reaches in the rainy season, and play a key role in impounding and irrigation in the lower reaches in the drought season.

82%

每小时利用循环废水900余吨，占消耗的82%
utilizes waste water of 900 tons hourly, accounting for 82% of consumables

50万元

同时公司还投资50万元修建了景观河和排水沟
the Company invested 500 thousand yuan to build the scene river and drainage ditch



有助于充分利用水资源的排水沟
Drainage ditch advantageous to utilization of water resources

CASE | 中钢富全综合利用水资源，建设低碳环保矿山 Sinosteel Shandong Fuquan Mining Development Co., Ltd. comprehensively utilizes water resources and builds low-carbon environment friendly mine

中钢富全最大限度的利用水资源，通过节水系统建设促进矿区内水资源的综合利用，实现了生产生活污水零排放。矿井达产后，每年可节约用水 108 万 m³，减少污水排放 16.5 万 m³，节约电耗 330.3 万 KWH。

Sinosteel Shandong Fuquan Mining Development Co., Ltd.

maximizes utilization of water resources, promotes comprehensive utilization of water resources in the mining area by construction of the water-saving system and realizes zero discharge of production and domestic sewage. After the mine reaches specified production capacity, it saves about 1.08 million cubic meters of water, reduces sewage discharge of 165 thousand cubic meters and saves electricity consumption of 3.303 million KWH.



中钢耐火镁质分厂节能环保高温隧道窑
Steel refractory magnesite factory energy saving temperature tunnel kiln

原材料可持续利用

我们在资源利用过程中努力践行绿色、环境友好的理念，选用优质原料、优化工艺配方和工艺参数，努力提高辅料废料的重复利用水平，寻找更为环保的新兴材料替代品以减少对环境的影响。

Sustainable development of raw materials

In the process of resources utilization, we practice the green and environmentally friendly concept, select the excellent raw materials, optimize process ingredients and process parameters, try to improve repeated utilization of auxiliary and scrapped materials and seek more environmental protection emerging material substitute to minimize influences on environment.

CASE | 中钢邢机采用新型包装材料一年少砍 900 棵树 Sinosteel XTMMC Adopts New Packing Materials, Preventing 900 Trees from Being Hewed Per Year

中钢邢机的轧辊产品外包装，使用的多是木板条。2010 年以来，公司全面引入“绿色轧辊生产”理念，采用由农作物等环保材料合成的新型包装材料替代木板条，不仅节约了木材，也大大降低轧辊包装成本。一年节省木材达 1000 多立方米，相当于少砍 900 多棵直径 400 毫米、9 米多高的大树。

In most cases, wooden lath is used for external package of roller product of Sinosteel XTMMC. Since the year 2010, the Company has introduced the concept of "green roller production", adopted crops and other environmental protection materials to synthesize new package materials as substitute of wood lath, which saves wood and reduces packing costs. It saves more than 1000 cubic meters of wood, equivalent to more than 900 trees with diameter of 400mm and height of more than 9 meters not to be hewed.



员工在检验环保轧辊
Environmental protection rollers inspected by staff

污染减排与治理 Pollution Reduction and Control

我们从源头预防、过程监控和风险防范三方面着手，大力开展新投资项目的环保审查和清洁生产审核，引入烟气脱硫除尘、污水处理、减噪防噪等各项环保技术；动态掌握污染源活动状态，提前做好汛期环境污染事故风险防范。

Starting with source prevention, process monitoring and risk prevention, we vigorously carry out environmental protection and cleaning production review of new investment projects, and introduce flue gas desulfurization, sewage treatment, noise reduction and other environmental technology; We actively control the state of sources of pollution in order to prevent environmental pollution accident in flood season in advance.

2012 年, 公司 SO₂ 和 COD 排放量分别为 1357.29 吨和 1209.06 吨, 比 2010 年分别降低 31.83% 和 20.84%, 提前三年完成国家下达的“十二五”减排目标。

In 2012, the emissions of SO₂ and COD were respectively 1,357.29 tons and 1,209.06 tons, which correspondingly decreased by 31.83% and 20.84% than that of the year 2010. In turn, the company completed the state-assigned 'the Twelfth Five-Year Plan' emission reduction targets three years in advance.

中钢集团污染减排指标完成情况 Completion of SINOSTEEL Pollution Reduction Targets



CASE | 中钢洛耐院多措并举减排降污 Sinosteel Luoyang Institute of Refractories Research Co., Ltd. Takes Measures to Reduce Pollution and Emission

中钢洛耐院采取规范管理、工艺技术更新、厂区环境治理等多种措施减排降污, 努力实现经济效益和环境效益统一。

In order to achieve unification of economic and environmental benefits, Sinosteel Luoyang Institute of Refractories Research Co., Ltd. takes standardized management, updates technology and controls the environmental problems around the plant to reduce pollution and emission.

废气 Exhaust	废水 Waste water	废渣 Waste residue	噪声 Noise
<p>废热回收利用、提高除尘效率、提高能源利用率等 Recycle waste heat, improve the dust collection efficiency and , energy utilization, etc.</p> <p>废气排放量 13600 万立方米, 比 2011 年减少 0.73% Emissions of exhaust is 136 million cubic meters, 0.73% less than that in 2011</p>	<p>采用清洁生产、节能环保的工艺, 做好用水、排水管道检查, 避免跑冒滴漏 Apply the technology of clean production, energy saving and environmental protection, and inspect water supply and drainage pipes to avoid leaking.</p> <p>废水排放量为 118560 立方米, 比 2011 年减少 8% Discharge of wastewater is 118,560 cubic meters, 8% less than that in 2011</p>	<p>工业固废破碎后回收利用, 生活垃圾运至垃圾填埋场, 危险固废交由有资质的单位处置 Recycle Industrial solid waste, transport living garbage to the landfills, transfer hazardous waste to qualified units</p> <p>破粉碎后回收利用的半成品、废品为 439.79 吨 Recycling semi-finished and waste products after smash is 439.79 tons</p>	<p>基础减震、设置隔声罩、消声器等; 做好厂区道路绿化, 美化厂容, 吸收噪声 Damping foundation, set the sound insulation cover and muffler; green the plant road, beautify landscape of plant, and absorb noise</p> <p>厂区噪声 54.4~57.5 分贝 The plant noise is 54.4~57.5 db</p>

保护矿区生态环境 Ecological Protection in Mining Areas

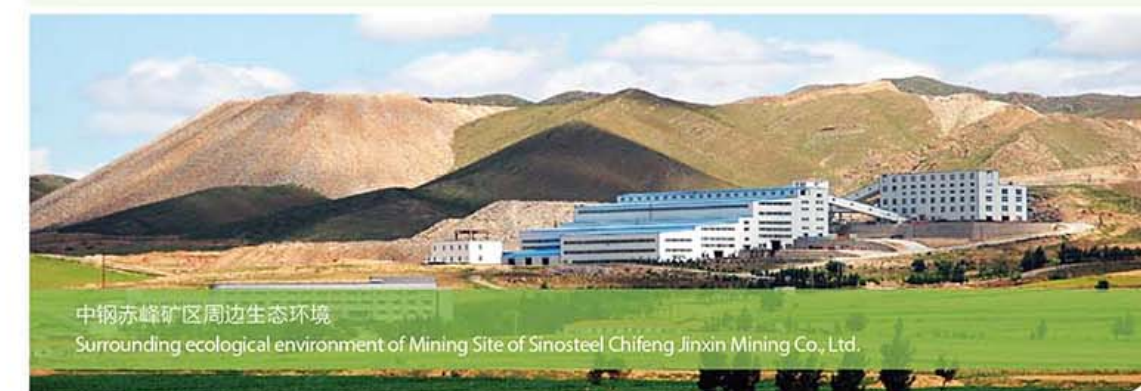
公司所属矿业企业坚持“矿产资源开发与生态环境保护并重, 生态环境保护与生态环境建设并举”的方针, 加强矿区环境基础设施建设、矿山“三废”治理以及生态环境恢复, 最大限度减轻矿业活动对生态环境的破坏。

Adhering to the principle of “development of both mineral resources and ecological environment protection, both ecological environment protection and construction”, the company-owned mining enterprises strengthen environmental infrastructure, “three wastes” treatment and restoration of the ecological environment to deeply reduce the damage of mining activities on the ecological environment.

CASE | 中钢赤峰矿业持续投入资金保护矿区生态环境 Sinosteel Chifeng Jinxin Mining Co., Ltd. Continuously Invests in the Ecological Environment Protection in Mining Areas

中钢赤峰鑫矿业自 2007 年以来, 先后投资 120 多万元绿化美化矿区, 绿化面积达到 700 多亩。累计投入 8000 多万元, 建设尾矿库处理系统、防渗工程环保设施, 有效地保护了矿区的生态环境。

Since 2007, Sinosteel Chifeng Jinxin Mining Co., Ltd. has invested about 1,200,000 yuan to beautify the area with the green areas up to more than 700 hectares. The company invested a total of more than 80 million yuan to build tailings treatment systems, seepage control and other environmental protection facilities, which effectively protected the ecological environment in mining areas.



CASE | 中钢锡林浩特萤石公司推进绿色矿山建设 Sinosteel Xilinhot Fluorite Co., Ltd. Promotes Green Mine Construction

中钢锡林浩特萤石公司投资近 80 万元, 对接手企业历史遗留的地表塌陷区、井下采空区以及地表零星废石、废渣和探矿槽等进行了综合治理, 共回填、覆土 1200 立方米, 恢复植被 1.7 平方公里, 维护了矿区周围的生产作业环境和草原生态环境。

Sinosteel Xilinhot Fluorite Co., Ltd. invested almost 800,000 to comprehensively treat taken-over enterprises' historical surface subsidence areas, underground and surface gob sporadic waste rock, slag etc., backfilling 1200 cubic meters, vegetation restoration of 1.7 square kilometers and maintenance of the production and grassland ecological environment around mining area.

开发节能环保产品

Energy-saving and Eco-friendly Product Development

我们积极推动产品转型升级，将节能、低碳、低硫等绿色环保理念融入到产品的设计、开发与生产过程中，尽力减少产品对资源环境的消耗与影响。

We are in pursuit of product transition and upgrading, to combine ideas such as energy saving, low carbon and low sulfur into product's design, development and production process and reduce product's harmful effects on natural resources and environment.

CASE

中钢吉电开发生产绿色铁合金 Sinosteel Jilin Electro-Mechanical Equipment Co., Ltd. Developed Iron Alloy Products

2012年，中钢吉电与滨海、瑞典 UHT 公司合作开发新品种铁合金及精品铁合金，这类铁合金将含有极低的硫和中、低、微不等碳，能有效降低铁合金对环境造成的影响。

In 2012, Sinosteel Jilin Electro-Mechanical Equipment Co., Ltd. teamed up with Binhai, Sweden UHT company to develop new and high quality iron alloy products. The products contain a low level of sulfur and carbon contents with decreased amount of harmful effects on environment.



积极倡导绿色运营

Active promotion of green operations

我们将节能环保的理念贯穿在日常采购、出行和办公的每一处细节，在公司上下培育节约资源、保护环境的理念和氛围。2012年，公司召开视频会议109场，有效降低了因公务出行的能源消耗。

We run through the concept of energy saving and environmental protection in every detail of everyday procurement, travel and official business to foster the concept and atmosphere of resource conservation and environmental protection in the company. In 2012, the company held 109 video conferences, effectively reducing the energy consumption due to business travel.

中钢所属企业绿色运营典型做法

SINOSTEEL-owned enterprises' typical practices for green operation

绿色采购 Green purchasing	<p>中钢天源在办公采购中优先购买对环境负面影响较小的环境标志产品，办公电器优先选择一级能耗产品。</p> <p>In office procurement, Sinosteel Anhui Tianyuan Technology Co., Ltd. purchased in priority products which had slight negative impact on environment, and preferred primary energy consumption of office appliances.</p>
绿色出行 Green travel	<p>中钢沈阳在办公出行中尽可能安排员工合并用车，培训驾驶人员养成良好的驾车习惯，减少能源消耗。</p> <p>In the business travel, Sinosteel Shenyang Co., Ltd. arranged combined cars as much as possible for their staff, trained drivers to develop good driving habits, and reduced energy consumption.</p>
绿色办公 Green office	<p>中钢制品院合理控制办公用品发放数量，努力减少一次性消耗品的使用量，提倡使用钢笔等环保办公用品。</p> <p>Sinosteel Zhengzhou Research Institute of Steel Wire & Steel Wire Products Co., Ltd. reasonably controlled the issuing quantity of office supplies, tried to reduce the use of disposable consumables, promoted to use pens and other environmental protection office supplies.</p>
环保公益 Environmental charity	<p>中钢辽宁积极参与环保公益事业，组织公司员工参与“地球一小时”、“环保嘉年华”等活动。</p> <p>Sinosteel Liaoning Co., Ltd. was actively involved in environmental protection public welfare undertakings and organized staff to participate in the "Earth Hour", "Environmental Protection Carnival" activities.</p>



中钢新型团委组织“增强环保意识，贡献绿色力量，美化厂区环境”青年义务植树活动。
Sinosteel Shanghai Advanced Graphite Material Co., Ltd. Youth League organized youth voluntary tree planting activity of "enhancing awareness of environmental protection, devoting green strength and beautifying the plant environment".

P 促进行业绿色发展 Promote green development of industries

随着我国资源环境压力的日益增大，作为高耗能高污染的钢铁行业面临绿色转型的紧迫任务。我们在做好中钢自身的绿色制造的同时，以技术创新为根本、绿色服务为抓手，为钢铁行业的节能环保事业做出了积极贡献。

With China's growing pressure on resources and the environment, as high energy consumption industries, steel enterprises are faced with urgent green transformation. We do a good job in our own green manufacturing; meanwhile, based on technology and innovation as well as green services as the starting point, we make a positive contribution for the steel industries' energy saving and environmental protection.

提供绿色专业服务 Provide professional green services

我们积极开辟在节能环保新兴领域的前沿阵地，大力开发无铬、低硫的环保材料和环保装备，研发钢铁工业烟气脱硫除尘、CO₂ 捕集利用等环保技术，承担环保工程项目设计等，为钢铁产业的绿色发展做出了重要贡献，树立了公司在环保领域的骨干地位和良好形象。

We actively develop front fields of energy saving and chromium-free, low sulfur environmentally friendly materials and environmental protection equipment, research and develop flue gas desulfurization, and the technology of CO₂ capture and utilization, undertake environmental engineering project design, etc., which has made contributions for steel industries' green development and established backbone position and good image for the company in the field of environmental protection.

荣誉 Honors

中钢天澄获中国环境保护产业协会“中国环保行业 AAA 信用企业”和“2011 年度中国环保产业骨干企业”

Sinosteel Tiancheng Environmental Protection Science & Technology Co., Ltd. won "China environmental protection industry AAA credit enterprise" and "2011 Annual China environmental protection industry backbone enterprise" of China Environmental Protection Industry Association

中钢天澄承担的 3 个环保工程项目获“2011 年度国家重点环境保护实用技术示范工程”荣誉
Three environmental projects beared by Sinosteel Tiancheng Environmental Protection Science & Technology Co., Ltd. were awarded "2011 annual national key environmental protection practical technology demonstration project"



CASE | 中钢吉电参与建立综合利用不锈钢集尘灰回收场 Sinosteel Jilin Electro-Mechanical Equipment Co., Ltd. Participated in the Establishment of Recovery Field for Comprehensive Utilization of Stainless Steel Dust



合作意向书签订现场
Scene of signing cooperation letter of intention

中国的不锈钢产量约 1200 万吨，不锈钢粉尘量约 12-36 万吨，粉尘中含有大量可回收的镍与铬。回收利用不锈钢集尘灰有望发展成为一个新兴的环保产业。

中钢吉电、滨海、Befesa Valera 三方拟计划出资建立综合利用不锈钢集尘灰回收场。并已就此合作项目签订了“不锈钢集尘灰项目合作意向书”。

China's stainless steel output is about 12,000,000 tons, and stainless steel dust weight is about 120,000-360,000 tons. The dust contains lots of recyclable nickel and chromium. Recycling stainless steel dust is expected to become a new industry of environmental protection.

Sinosteel Jilin Electro-Mechanical Equipment Co., Ltd. Marina, and Befesa Valera plan to found the recycling yards to comprehensively utilize stainless steel flue dust. This cooperation project has recently signed a "letter of intent stainless steel flue dust project".

CASE | 中钢马矿院建成金属矿产资源高效循环利用国家工程研究中心 Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. Established Metal Mineral Resource Efficient Recycling National Engineering Research Center



“金属矿产资源高效循环利用国家工程研究中心”验收会现场
Scene of check and acceptance conference of "National Engineering Research Center for Efficient and Recycle Utilization of Metallic Mineral Resources"

2012 年 10 月 30 日，由中钢马矿院牵头组建的“金属矿产资源高效循环利用国家工程研究中心”顺利通过验收。

该中心大力研发如何提高金属矿产资源开发利用的工艺技术和装备水平等问题，研发成果为宝钢梅山、鞍钢等企业提供了技术咨询和服务 284 项，大幅提高了企业的矿产资源利用率。

On October 30, 2012, "Metal Mineral Resource Efficient Recycling National Engineering Research Center" founded by Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. successfully passed the check and acceptance.

The center vigorously developed how to improve the technology and equipment level of metallic mineral resources development and utilization. R & D results provided 284 technical advice and services for Baosteel Meishan, Anshan Iron and other enterprises, resulting in a substantial increase in the company's mineral resources utilization.

参与环境政策制定 Participation in environmental policy-making

我们积极承担国家及行业环保标准、技术规范编制工作。2012 年编制完成《钢铁工业污染物排放系列标准（8 项标准）》等，这些标准的出台有助于我国每年减排颗粒物污染物合计约 200 万吨，占全国烟尘排放量的 20%。

We actively undertook national and industrial environmental standards, technical specifications preparation. In 2012, we completed the preparation of the "iron industry waste emission standards (8 standards)", etc., the introduction of which would help China's annual total emissions of particulate pollutants of about 2 million tons, accounting for 20% of soot emissions.



培育行业环保人才 Cultivation of environmental protection industry talents

我们积极发挥公司人才与技术优势，编辑整理公司内部各行业节能减排的优秀人才档案与节能减排服务机构，向国资委推荐，鼓励内部专业人才走出去为央企的节能减排提供技术力量与专业服务。

We actively took advantages of company's talents and technology, edited the files of talents from company's energy conservation and energy saving sector as well as energy saving service institutes, recommended to the SASAC to encourage professionals to go for the central enterprises to provide technical strength and energy saving services.

树立海外绿色形象 Setting up overseas green image

随着公司“走出去”战略的实施，我们在澳大利亚、南非、喀麦隆、菲律宾等多个国家开展了矿业开采业务。我们不遗余力地投入到矿区及其周边社区的环境保护中，为中钢在海外树立了良好的形象，得到了当地居民和组织的认可和支持。

With the implementation of the "Go global" strategy, we carried out mining operations in Australia, South Africa, Cameroon, Philippines and other countries. We spared no effort to environmental protection of mining areas and their surrounding communities, setting a good image in the overseas for SINOSTEEL; in return, we acquire recognition and support of the local residents and organizations.

中钢中西矿业公司

中钢中西矿业公司不断保持与西澳州环保署的沟通，通过持续开展大量艰苦细致的工作，完成了包括地质、水文、噪音、废弃物、动植物生态系统影响等方面的评估，得到了当地政府的认可与支持。

Sinosteel Midwest Corporation Ltd.

The company maintains good communication with Western Australian Environmental Protection Agency. Though continuously implementing large mount of hard work, it finished evaluation including geographic, water, noise, wastes and ecological system of plants and animals, and acquired support and recognition from the local government.



中西矿业一期矿 Koolanooka 矿山现场
Western Mining a mine Koolanooka mine site

中钢南非铬业

中钢南非铬业不断完善环境设施配套，采用封闭式电炉减少有毒物质排放；建设原料余热系统减少电能消耗；修建收集雨水的水库促进水的节约与循环利用。



ASA Metals Pty., Ltd.

ASA Metals Pty., Ltd. continued to improve the environmental facilities and used closed furnace to reduce toxic emissions; it built materials waste heat system to reduce power consumption; it also built reservoirs to collect rainwater to promote water conservation and recycling.



中钢喀麦隆

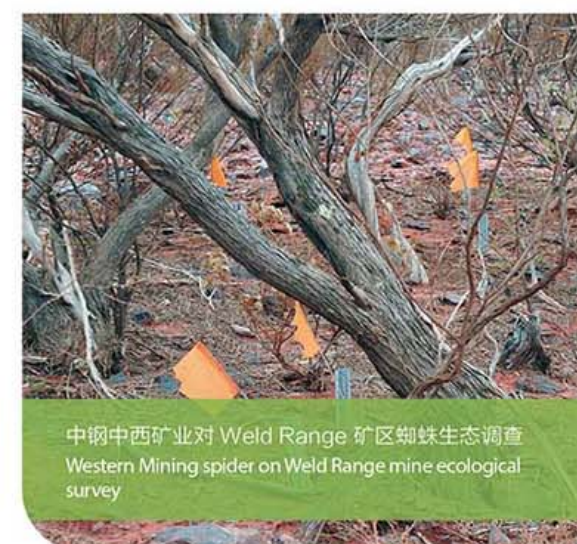
中钢喀麦隆在项目筹建阶段，严格按照喀麦隆共和国环保法完成环境影响评价报告，并向公众宣讲环评报告内容，争取当地居民的认可和支持。



公司开展环评报告讨论与宣讲
The company carried out discussions and lectures on EIA

Sinosteel CAM SA

In the project planning stage, Sinosteel CAM SA completed an environmental impact assessment report in strict accordance with the Environmental Protection Law of the Republic of Cameroon and reported EIA to the public and fought for the recognition and support of local residents.



中钢中西矿业对 Weld Range 矿区蜘蛛生态调查
Western Mining spider on Weld Range mine ecological survey



公司开挖沉淀池、水沟解决矿区水资源污染
The company excavated settling ponds and ditches to solve the water resource pollution problems.

中钢菲律宾

中钢菲律宾深入开展矿区环保工作，开挖沉淀池、水沟等减少矿区水污染，加固边坡防治滑坡，修建苗圃为将来复垦工作做准备。目前已经培育上千颗树苗，可以随时向矿区移栽。

Sinosteel Philippines Co. Ltd., Inc.

Sinosteel Philippines Co. Ltd., Inc. carried out in-depth environmental work in mining areas, excavated settling ponds, ditches, etc. to reduce water pollution, reinforced slope to prevent landslide and constructed nurseries all together for future reclamation. It has cultivated thousands of saplings that could be transplanted in mining areas at any time.

中钢萨曼可

公司每个月两星期雇佣 11 个当地人清扫工厂附近垃圾，既维护了矿区周边的生态环境，也促进了当地就业。

Tubatse Chrome (Pty) Ltd.

Every two weeks in each month, the company hired 11 local people to do dissection near the factory, which not only maintained the ecological environment around the mining areas, but also promoted the local employment.



公司雇佣当地人维护矿区周边环境
The company hired local people to maintain the surroundings in mining areas.





3

Harmonious win-win chain 和谐共赢链



和谐共赢链 Harmonious win-win chain

我们始终坚持以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的理念，努力建立和谐的员工关系和社区关系，与各利益相关方一起打造和谐共赢链。

We always adhere to the concept that only harmony can create a favorable development environment, generate more values and achieve win-win situation of multi-party. We are committed to establish a harmonious relationship with employees and the community and create a harmonious win-win chain with all stakeholders.

G 与员工共同成长 row up with the staff

员工是中钢集团最宝贵的财富。我们坚持以人为本，努力构建和谐的员工关系，为员工提供广阔的发展空间，以公司发展带动员工发展，实现员工与企业的共同成长。

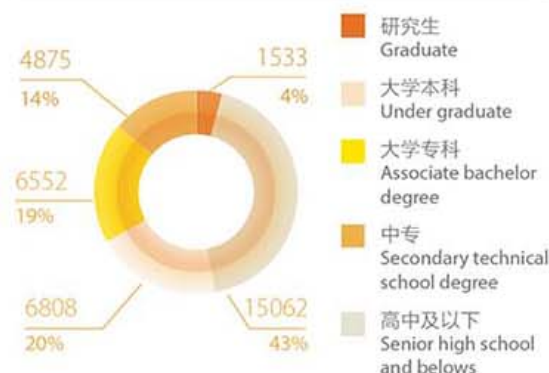
Employees are the most valuable wealth of Sinosteel Corporation. We always put people first and seek to build harmonious employee relationship, provide extensive development space to the staff and drive employee growth with the growth of the Group, achieving common growth of employees and enterprises.

员工概况 Staff Overview

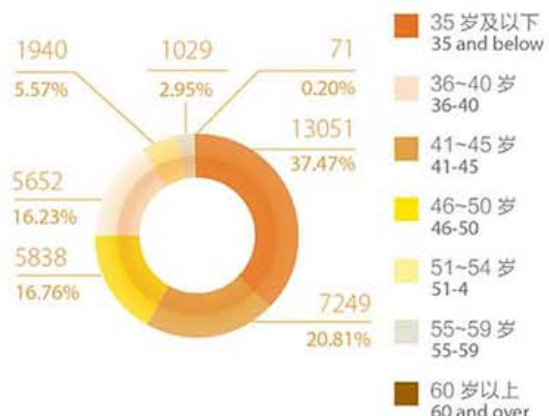
截至 2012 年底，公司共有在岗员工 34830 人，其中女性员工比例 22.97%，女性管理者比例 31.45%。

As of the end of 2012, Sinosteel employed a total of 34,830 personnel. Among them, female employees account for 22.97%, and women account for 31.45% in the management level.

学历结构图
Education Background Structure Figure



年龄结构图
Age structure figure



保障员工权益 Guarantee Rights and Interests of Employees

我们全力保障员工权益，认真贯彻《劳动法》、《集体合同规定》等国家法律法规，坚持平等雇佣，同工同酬，为员工提供合理的带薪休假。积极构建平等协商集体合同长效机制，深化民主管理，完善了以职工代表大会为基本形式的民主管理制度。2012 年公司系统共召开职代会 1 次，办理职代会提案 16 件，职代会提案落实率 100%。各级工会建会率 100%，员工参加工会比例 100%。

We spare no efforts in guaranteeing the staff's rights and interests. We enforce Law of Labor, Rules of

Collective Contract and other national laws and regulations; adhere to equal employment with the same remuneration paid for the same post and offer reasonable paid annual leave. We actively establish long-term mechanism on the basis of fair negotiation, deepen democratic management and perfect the democratic management system with the staff congress as the basic form. In the year 2012, the Company held one employees' congress, handled 16 proposals and realized 100% of the proposals with 100% labor unions establishment at different levels and 100% staff joining in the labor union.



促进员工发展 Promote staff development

我们秉承人是最宝贵资源的理念，全面落实“英才价值驱动”的战略，全力保障员工权益，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，关爱员工，致力员工本地化，促进员工的健康发展。

We adhere to the concept that human is the most valuable resource, implement the strategy of "talent-value driven", guarantee staff's rights and interests, strengthen the professional skills and professional quality, widen the career growth channel, care the staff, promote the staff localization and the healthy development of the staff.



加强员工培训

我们进一步建立和完善培训管理体系，努力打造培训资源平台，邀请知名专家授课，并参加了 2012 年国资委“企业经营管理素质提升工程”等培训项目。公司在海外运营中，为当地员工提供从语言、专业知识到紧急救护等实用技能培训。

Reinforce staff training

We further establish and perfect the training management system, spare no efforts in building the training resources platform, and invite famous experts to deliver lessons. We also participated in the "Corporate Operation and Management Character Promotion Program" organized by the State-owned Assets Supervision and Administration Commission in 2012. In overseas operation, the Company offer practical skill training from language, professional knowledge to emergency rescuing.

CASE | 中钢集团举办中高层领导人员管理培训 Sinosteel Corporation Held the Senior Management Training

2012 年 11 月 23 至 25 日，集团公司举办了中高层领导人员管理培训。培训通过业内专家从宏观经济到企业微观管理创新等多角度的阐述讲解，让中高层领导人员了解了形势，拓宽了视野，启发了思路。

A senior management conference was being held during the period from November 23 to November 25, 2012. During the training conference, industrial experts explained the current situation, helped broaden the vision of attendees and inspired them to understand the connection between macro economy and enterprise management innovation.



培训会现场
Training Conference Scene

CASE | 中钢集团举办总部职能部门及事业部经理层管理培训 Sinosteel Corporation Held the Headquarters Functional Departments and Business Sector Management Training

2012 年 11 月 8 日至 11 日，集团公司举办了总部职能部门及事业部经理层管理培训，包括集团战略及管控模式优化、财务沙盘模拟、钢铁行业知识及集团产品体系、管理沟通、战略执行力五门课程。

From November 8 to 11, 2012, the Corporation held the headquarters functional departments and business sector training, including corporate strategy and management and control mode optimization, financial sand table simulation, steel industry knowledge and corporation product system, management communication and strategy executive force.



财务沙盘模拟现场
Scene of financial sand table simulation

颁奖
Award

CASE | 校企合作 加快专业技术人才培养 Speed up Professional Technical Talents Training Through College and Corporate Cooperation



中钢耐火公司与西安建筑科技大学联合申报国家级工程实践教育中心，中钢耐火公司被批准为“首批国家级工程实践教育中心建设单位”。

Sinosteel Refractory Co., Ltd. and Xi'an University of Architecture and Technology jointly applied for the National Engineering Practice Education Center, and Sinosteel Refractory Co., Ltd. was approved as "The First Batch of National Engineering Practice Education Builder".

助力员工职业发展

我们为员工提供多元化的职业发展条件，建立人才激励机制，拟定了《中国中钢集团公司科技骨干人才管理激励办法》，引入职业生涯规划、岗位素质模型等人力资源管理手段，开展形式丰富的技能竞赛。

2012 年共完成公司各系列各级别共计 1013 人的职称初聘、评审或审核工作。截至 2012 年底，公司共有技能人才 22144 人，科技人才 3733 人，高级工程师 1977 人，享受国务院政府特殊津贴专家 72 人，技能人才占在岗职工的比例 63.58%。

Boost staff's career development

We offer diverse career development conditions to the staff, establish talent encouragement mechanism, draft Management and Encouragement of Science & Technology Backbone Talents of Sinosteel Corporation, introduce staff's career plan, post character model and other HR management mode and develop rich skill competition.

In the year 2012, the Company completed preliminary review, review or approval of technical titles for 1013 persons of different levels. Till the end of the year 2012, the Company has 22144 skilled persons, 3733 science & technology staff, 1977 senior engineers, 72 experts entitled to the government subsidy of the State Council, and the technicians account for 63.58% of the on-job staff.

荣誉 Honors

中钢副总工程师、洛耐院院长、党委书记李红霞荣获 2011 中国经济女性年度创业人物荣誉称号
Deputy Chief Engineer of SINOSTEEL, President and General Secretary of the Party Committee of Sinosteel Luoyang Institute of Refractories Research Co., Ltd., Li Hongxia was awarded the honorary title of Annual Female Business Establish Figure for Economy of China 2011

中钢马矿院王运敏院长荣获第九届光华工程科技奖“工程奖”
Wang Yunmin, the Dean of Sinosteel Ma'an Shan Institute of Mining Research Co., Ltd. has been awarded the Engineering Certificate of the 9th Guanghua Engineering Scientific and Technological Competition

中钢石家庄设计院院长支全被评为全国有色金属行业设计大师
Zhiquan, the Dean of Sinosteel Engineering Design & Research Institute Co., Ltd. Shijiazhuang Design Institute has been awarded the certificate of National Nonferrous Metals Design Expert

CASE | 公司建立竞争上岗机制选拔优秀人才 Competitive Mechanism Established to Select Outstanding Employees

公司注重人才培养,不断拓宽选人用人视野,建立了“人尽其才,才尽其用”的员工培养、选拔、使用机制。2012 年,先后开展了总部职能部门副职领导人员、经理层人员、部分所属单位领导人员的竞争上岗,共有 3 名同志通过竞聘提拔到职能部门副职领导岗位,22 名同志提拔到经理、副经理级岗位。

The company paid close attention to employee training, continuously extend the scope for hiring extraordinary employees and established employee training, selecting, using mechanism which can best utilize the talent of employees. In 2012, the company had adopted job bidding mechanism on officers of headquarter function department, managers and department leaders, and 3 employees were promoted to headquarter function department and 22 employees were promoted to managers and vice managers through the competition.



中钢天源第二届岗位技能比武大赛
2nd session of post skill competition of Sinosteel Anhui Tianyuan Technology Co., Ltd



中钢邢机通过“五个一”活动、劳动竞赛等多种形式提升员工能力
Sinosteel XTMMC promotes the ability of employees through 5 ones activity and labor competition in various forms

CASE | 集团举办“企业国际化进程中的人力资源管理”主题论坛 The Forum of HR Management During the Process of Enterprise Going Global

2012 年 10 月 19~20 日,集团与清华大学经济管理学院共同举办“企业国际化进程中的人力资源管理”主题论坛。通过举办论坛,集团汲取了人力资源管理方面的先进理念和有益经验,对于落实“英才价值驱动”举措、加强和改进中钢国际化人才的管理和培养工作将产生积极长远的影响。

On October 19 and 20, 2012, Sinosteel Corporation teamed up with School of Economics and Management, Tsinghua University to hold a forum known as the Forum of HR Management During the Process of Enterprise Going Global to learn advanced theories and useful experience about HR management. The execution of Talent Value Driven policy will strengthen and improve its international talents management and cultivation.

注重员工关爱 Concern and Love Staff

我们注重关爱员工生活。通过帮扶困难职工,慰问一线及离退休职工,关爱女职工,保证员工职业健康安全、开展丰富的文娱活动等措施,提升员工的幸福感与归属感。

We focus on staff care. Improve staff's sense of happiness and belonging by helping staff in poverty, greeting the front-line and retired staff, caring female workers, assuring staff's occupational health and safety, organizing abundant recreational activities and upgrading staff health and sense of belonging.

2012 年 9 月 27 日,中钢集团上海有限公司组织离退休老同志近 30 人赴嘉兴南湖和枫泾古镇开展“看改革成果、看经济发展、看社会进步”主题活动。On September 27 2012, Sinosteel Shanghai Co., Ltd. organized almost 30 retired staff to Jiaxing Nanhu and Fengjing ancient town to participate in the theme activity titled “A Look at Reform Achievements, Economic Development and Social Progress”.



声音 voice

“作为一名产业工人,只有立足本职,不断学习,不断创新,为企业的生产经营贡献自己的聪明才智,对企业、对社会有所贡献,才能最大限度的实现自己的人生价值。”

——李新庆,中钢耐火赛隆分厂副厂长
全国五一劳动奖章获得者

“As an industrial worker, only based on their own continuous learning, innovation, production and operation of enterprises to contribute their wisdom, the enterprise, contribute to society, in order to realize the maximum value of your life.”

Li Xinqing,
Sinosteel fireproof Cylon branch deputy foreman
National Labor Medal

CASE | 中钢马矿院积极参加马鞍山市女职工劳动保护宣传活动 Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. Participated in Female Worker Labor Protection Activity in Ma'anshan

2012年6月10日，中钢马矿院组织参加了马鞍山市《女职工劳动保护特别规定》宣传咨询日活动。通过“营造和谐氛围 展示巾帼风采”主题展板和《女职工劳动保护特别规定》宣传资料介绍，展现了马矿院女职工工作成就。

On June 10 2012, Sinosteel Ma'anshan Institute of Mining Research Co., Ltd. organized and participated in the publicity activity for Special Code for Protection over Female Workers in Ma'anshan City. Demonstrate working achievement of Ma'anshan Mineral Research Institute by the theme board titled "Build up Harmonic Atmosphere, Show Female Mien" and publicity materials in Special Code for Protection over Female Workers, showing the working achievement of the female workers.

丰富员工业余生活

我们重视员工的精神生活，开展丰富多彩的文体娱乐活动，丰富职工的业余文化生活，营造团结和谐的氛围。



中钢地质院举办 2012 年秋季趣味运动会
SINOSTEEL Geology Academy held 2012 Autumn Delight Sports Meeting

Enrich staff's spare time life

We focus on staff's spiritual life by developing all loptual life by recreational activities to enrich staff's spare time life and build up harmonic and unified atmosphere.



中钢集团在京单位举办职工篮球赛
Organizations of SINOSTEEL in Beijing held staff basketball match



2012 年 1 月 16 日，中钢地质院在天津滨湖剧院举行春节联欢会
On January 16, 2012, Sinosteel Tianjin Geological Academy Co., Ltd. held the Spring Festival at Tianjin Lakeside Theater

保障员工职业健康

我们高度重视员工的职业健康安全，认真贯彻执行《中华人民共和国职业病防治法》和《职业健康监护技术规范》，改善作业环境，每年对从事职业危害岗位的员工进行健康检查，开展职业卫生知识的教育与培训，确保员工身体健康。

Guarantee staff's occupational health

We pay great attention to staff's occupational health, carefully enforce Law of the People's Republic of China on Prevention and Treatment of Occupational Diseases and Technical Specifications of Monitoring of Occupational Health, improve operation environment, conduct health inspection for staff at hazardous posts every year, and develop education and training of occupational sanitation knowledge to ensure the staff's physical conditions.

CASE | 中钢衡重为从事有毒有害作业员工进行职业健康体检 Sinosteel Hengyang Machinery Co., Ltd. Conducted Health Examination for Staff in Hazard and Toxic Operation



员工体检现场
Scene of physical examination of the staff

2012 年 2 月 13 日，中钢衡重组织 309 名从事有毒有害岗位作业的员工，进行为期一周的职业健康体检。

On February 13, 2012, Sinosteel Hengyang Machinery Co., Ltd. delivered one-week occupational health examination for 309 staff in hazard and toxic operation.

CASE | 中钢石家庄设计院举办“健康生活、快乐工作”主题讲座 The Seminar of Healthy Life and Happy Work Held by Sinosteel Engineering Design & Research Institute Co., Ltd. Shijiazhuang Design Institute

2012 年 2 月 27 日，中钢石家庄设计院工会举办了一场“健康生活、快乐工作”的主题讲座。专家从自我认知、轻松减压、职场女性与和谐家庭四个方面为女职工进行了讲解，为大家在身体健康与心理调节方面进行了全方位的指导。

On February 27 2012, Sinosteel Engineering Design & Research Institute Co., Ltd. Shijiazhuang Design Institute held a seminar named Healthy Life and Happy Work. Experts gave the female employees advice on self realization, pressure, professional women and happy family life and helped them find balance between physical and mental health.



女性健康专家在为女职工进行健康教育和指导
Women Health Expert at the Seminar

CASE | 中钢南非铬业职业安全绩效显著 Outstanding Occupational Safety Performance of ASA Metals Pty., Ltd.

中钢南非铬业获得了 OHSAS18001 职业健康和安全管理体系证书，并开设了 HDISA 个人防护设备项目。2012 年公司取得了 200 万工时无死亡事故的成绩，同时微伤害指标也取得了近几年的最好记录。

ASA Metals Pty., Ltd. obtained the OHSAS18001 Occupational Health and Safety Management System Certificate and set up HDISA individual protection program. In the year 2012, the Company obtained the achievement of death-free in 2 million working hours, and the micro-injury index also hit the record.

致力员工本地化 Adhere to staff localization

我们努力为当地社区创造就业机会，支持员工本地化。严格遵守海外公司当地劳动法中的相关规定，员工可享受该国所有法定节假日。截至2012年底，中钢海外企业的当地员工 5496 人，外派的中国籍员工 69 人，海外运营中当地员工与中国籍员工比例为 79.6:1。

We endeavor to create employment opportunities for local community and support staff localization. We strictly observe relevant rules and regulations in local labor law for overseas companies, and the staff is entitled to legal holidays in the country. Till the end of 2012, the number of local staff of overseas enterprise of SINOSTEEL is 5496 persons, the number of accredited Chinese staff is 69 and the proportion of local staff in overseas operation and the Chinese staff is 79.6:1.



CASE | 中钢菲律宾汇洋矿业有限公司努力推行员工本地化 SINOSTEEL Philippines Huiyang Mining Industry Co., Ltd. Promoted Staff Localization

中钢菲律宾汇洋矿业公司推行 8 小时工作制，公司女工可享受法律规定的 2 个月带薪产假，男工可享受 1 周的带薪产假。截至 2012 年底，公司正式菲籍员工 25 人，其中管理人员 6 人、工人 19 人，均为周边村庄村民。公司工程承包商雇用的司机及员工也均为本地居民，雇用人数常年维持在 100 人左右。

Sinosteel Philippines Co., Ltd., Inc. applies 8-hour working system. The Company's female workers are entitled to 2-month paid maternity leave, and male workers are entitled to 1-week paid maternity leave. Till the end of the year 2012, SINOSTEEL Philippines has 25 official Filipino employees, 6 for managers and 19 for workers, and all of them are villagers in the villages nearby. Drivers and staffs employed by the project contractors are local residents, and the number of employees is around 100.

H 与社会和谐发展 armonious development with society

在全球化运营中，我们注重与当地建立和谐社区关系，积极促进社区发展，投身公益事业，为企业的可持续发展营造良好的外部环境，树立负责任的企业形象。

In globalization operation, we pay attention to establishing harmonious relationship with local community, actively promote community development, and devote ourselves to public business, creating favorable external environment for the sustainable development of the enterprise and establishing a responsible enterprise image.

携手社区共同发展 Join hands with community for joint development

国内社区

我们心系社区，与社区密切沟通，通过“服务进社区”、“结对共建”等形式，促进社区发展，共建和谐社区。

Domestic community

We feel concerned about community, closely communicate with community, promote community development and establish harmonious community by "Delivering Service to Community" and "Partners for Joint Construction" and other forms.

CASE | 中钢地质院党委被评为“共驻共建先进党组织” Sinosteel Tianjin Geological Academy Co., Ltd. Awarded "Advanced Party Committee for Co-residence and Joint Construction"

中钢集团天津地质研究院每年国庆和春节期间为街道贫困居民送粮、油和鸡蛋等物品；组织珠宝鉴定专家组成服务团队进社区开展“天津珠宝街服务进社区”活动；在“八一”建军节慰问天津武警总队二支队八中队，并签订“警民共建”协议书。2012 年，中钢地质院党委被评为天津市河西区“共驻共建先进党组织”。

Sinosteel Tianjin Geological Academy Co., Ltd. provides grain, oil, egg and other articles to residents in poverty during the National Day and Spring Festival each year; organizes jewelry appraisal experts to form a service team to carry out "Tianjin Jewelry Service Entry into Community"; on "August 1" Army Day, greets No.8 Sub-team of No.2 Team of Tianjin Armed Police Headquarters, and signs agreement for "Co-construction by Police and Residents". The Party Committee of Sinosteel Tianjin Geological Academy Co., Ltd. was awarded "Advanced Party Organization for Co-residence and Joint Construction" by Hexi District of Tianjin City in 2012.



国际社区

我们关心所驻社区的发展，积极投身睦邻友好关系建设，本着共建共享、和谐相处的原则，努力促进海外运营所驻的社区经济社会发展。

International community

We focus on the development of the community, actively devote into construction of harmonious relationship, on the basis of principles of co-construction, sharing and harmonic getting along with each other, and try to promote economic and social development of the residence community where the overseas company is located.

CASE | 中钢澳洲通过合营项目为当地创造税收和就业机会 Sinosteel Australia Pty., Ltd. Creates Tax Revenue and Job Opportunities Via Joint Venture

恰那铁矿是中国企业参与海外资源开发的第一个投资项目，也是中澳两国当时最大的工业合营项目。恰那铁矿总投资额为 4.2 亿美元，设计水平 1000 万吨 / 年，全部产品通过中钢销往中国市场。

最近几年，恰那铁矿每年的产销量都保持在 1000 万吨以上，并为当地提供了 100 多个直接就业机会和每年上亿美元的税费收入。

CH ANNAR Iron is the first investment project for Chinese enterprises to participate in overseas resources development, and is the largest industrial project between China and Australia at the time being. Total investment of CH ANNAR Iron is 420 million AUD, with designed capacity of 10 million tons/year, and all products are sold to China via SINOSTEEL.

In the recent several years, annual production capacity and sales of CH ANNAR is above 10 million tons, which offers more than 100 direct employment opportunities for the local and hundreds of millions of AUD tax income every year.



促进多元文化融合 Promote diverse culture fusion

我们在海外运营过程中，重视多元文化融合。通过组织各种交流、讲座、文体活动积极促进中国企业与当地工商界的交流，增进中资员工与当地员工间的感情沟通，并扩大了中资企业在国际范围内的影响，促进海外社区与中方的相互了解。

We focus on multi-culture fusion in overseas operation. We promote communication between Chinese enterprises and local industrial and commercial fields by all kinds of communications, lectures and sports and cultural activities to enhance emotional communication of staff in China-funded enterprises and the local staff, expand influences of China-funded enterprises internationally and promote mutual understanding between overseas community and the Chinese party.

CASE | 中钢澳大利亚有限公司促进中澳文化融合 Sinosteel Australia Pty., Ltd. Promotes Sino-Australia Culture Integration

作为澳大利亚中国总商会珀斯分会会长单位，中钢澳大利亚有限公司积极促进会员单位间业务交流。2012 年组织了十余场业务交流、专题讲座和文体活动。

5 月，中钢澳公司与国资委针对央企普遍关心的问题与西澳州政府及州发展部进行了沟通。

6 月 28 日，澳大利亚中国总商会珀斯分会在中钢澳公司组织了新西兰矿业项目推介会。

10 月 16 日，澳大利亚中国总商会（CCCA）珀斯分会在中澳建交四十周年大型庆典活动上组织了“中澳建交 40 周年图片展”。

分会组织相关会员单位编写《西澳矿业投资指南》，内容包括当地的法律法规、矿业投资审批流程、环保及社会责任等。

As the Director Unit of Perth Branch of CCCA, Sinosteel Australia Pty., Ltd. actively promoted business communication between members. In the year 2012, the Company organized more than 10 business communication, special subject lectures and cultural and sports activities.

In May, Sinosteel Australia Pty., Ltd. and the State-owned Assets Supervision and Administration Commission communicated with Western Australia State Government and the State Development Department for issues ordinarily concerned by the central enterprises.

On June 28, Perth Branch of CCCA organized New Zealand Project Recommendation Conference at Sinosteel Australia Pty., Ltd.

On October 16, Perth Branch of CCCA organized "Show of Pictures for 40th Anniversary of Diplomatic Relations Establishment between China and Australia" at the ceremony for 40 years' diplomatic relations between China and Australia.

The branch organized member units to prepare Guide to Investment on Mining Industry in Western Australia, including local laws, approval flow for investment on mining industry, environmental protection, social responsibility etc.



新西兰矿业项目推介会
Project Recommendation Conference for New Zealand Mining Industry

CASE | 中钢南非铝业促进中非文化融合 ASA Metals Pty., Ltd. Promoted Sino-Africa Culture Integration

中钢南非铝业在运营过程中面临两大工会之间、公司黑人和白人之间、公司与周边社区之间的多重矛盾，公司以文化融合为切入，开展多项工作，逐步赢得员工和社区居民的信任和支持。

▼ 对当地社区居民进行免费技术培训，2012 年支持社区培训中心达 25 万兰特。

▼ 捐赠 220 万兰特修建社区活动中心，为公司和社区提供了良好的交流场所。

▼ 为当地曼彻斯特联合足球俱乐部和 Maroga Tearing Lion 足球俱乐部购买成套足球用具及平整球场等。

▼ 聘用专业人员促进员工与管理层之间的沟通，通过拓展训练、谈话等方式消除他们之间的矛盾，促进文化融合。

In course of operation, ASA Metals Pty., Ltd. faces many conflicts between the two labor unions, the black and the white and the Company and the surrounding communities. The Company starts with culture fusion, develops multiple works and obtains trust and support from staff and community residents.

▼ Deliver free technical training to local community residents, and support the community training center up to 250 thousand Rand in 2012.

▼ A donation of 2.2 million Rand is offered for construction of community activity center, providing a communication site for the Company and community.

▼ Purchase complete football articles and level ground for local Manchester United Football Club and Maroga Tearing Lion Football Club.

▼ Invite professional staff to promote communication between staff and management, remove conflict between them by outward bound, talking etc., promoting culture fusion.

热心公益回馈社会

Emphasis on public charity activities to repay society

我们努力服务社会、回报社会，重视教育，热心公益慈善活动，促进社会和谐发展。

We make great efforts to serve and repay the society, pay attention to education and public charity activities, and promote harmonious development of society.

志愿服务

我们关注社会公益，积极发挥员工的热情与爱心，不定期组织员工志愿者参加社会公益活动，在回馈社会的同时提升员工的凝聚力和认同感。

Volunteer service

We focus on public charity, actively yield staff's zeal and love, and organize staff volunteer to participate in public charity activities irregularly, improving staff's cohesion and acceptance while repaying society.



中钢衡重组织员工参加无偿献血
Sinosteel Hengyang Heavy Machinery organized staff to donate blood for free



定点扶贫

我们关注贫困地区发展致富，2011 年确定了翁牛特旗梧桐花镇毛家窝铺村定点扶贫项目，2012 年全面启动建设。

Designated poverty alleviation

We concern development and enrichment in the poverty area. In the year 2011, Maojiawopu Village of Wutonghua Town of Wengniute Flag was determined as the designated poverty alleviation project, and the construction was fully launched in 2012.

CASE | 翁牛特旗梧桐花镇毛家窝铺村蔬菜基地 Vegetable Base of Wojawopu Village of Wutonghua Town of Wengniute Flag

集团 2012 年全面启动建设定点扶贫项目——翁牛特旗梧桐花镇毛家窝铺村 3000 亩蔬菜基地，一次性拨付 150 万元，打配机电井 9 眼，配套变压器 16 台套，架设高低压线路 2.1 公里，铺设输水管道 21300 米，修田间作业路 5 公里；建设膜下滴灌工程 1900 亩，喷灌工程 800 亩，微灌工程 300 亩；种植露地蔬菜 3000 亩。

全年种植的蔬菜纯增收 425.7 万元，较过去种植粮食作物亩增收 800 多元。项目覆盖 292 户，1187 人（其中贫困户 131 户，569 人），人均增收 3586 元。

The Group launched the designated poverty alleviation project—a vegetable base of 3000Mu of

Maojiawopu Village of Wutonghua Town of Wengniute Flag, with appropriation of 1.5 million yuan, supplied with 9 groundwater irrigation wells, 16 sets of supporting transformers, 2.1Km of high and low-voltage circuits, 21300 meters of water conveyance pipeline and 5Km of field road; with construction of under-plastic-film irrigation project of 1900 Mu, irrigation project of 800 Mu and micro-irrigation project of 300 Mu; and planting outdoor vegetable of 3000 Mu.

Net income of vegetable throughout the year is 4.257 million yuan, increasing by more than 800 yuan/Mu than grain planting in the past. The project covers 292 households and 1187 persons (including 131 poor households, 569 persons) and income per capita is increased by 3586 yuan.



集团援助的翁牛特旗梧桐花镇毛家窝铺村蔬菜基地现场
Scene of vegetable base of Maojiawopu Village of Tonghua Town of Wengniute Flag funded by the Group



助学

我们重视青少年教育，持续资助中钢希望小学，在海外运营中积极帮助社区学校修建校舍、培训教师、捐赠电脑等设备、制定学生发展计划，促进社区教育普及。

Financial aid to students

We concern the youth's education, so we continue to fund SINOSTEEL Hope Primary School, actively help community schools construct buildings, train teachers, donate computer, prepare student development program in overseas operation and promote popularization of community education.

CASE | 中钢希望小学夏令营 SINOSTEEL Hope Primary School Summer Campus

2012年8月13日，公司启动第二届中钢希望小学夏令营活动，带领四川省广元市三所中钢希望小学12名师生一同参观游览了北京大学校园、天安门、八达岭长城景区，并与他们进行了座谈。

On August 13, 2013, the Company launched 2nd session of SINOSTEEL Hope Primary School, brought 12 teachers and students of 3 SINOSTEEL Hope Primary School of Guangyuan City of Sichuan Province to visit camps of Peking University, Tian'anmen Square, Badaling Great Wall scenic area and communicated with them.

声音 voice

“感谢中钢的叔叔、阿姨为我们建设了宽敞明亮的教学楼和崭新的桌椅书桌，也感谢你们为我们提供了一个能够接触外面世界的机会，特别感谢中钢希望小学夏令营活动。回家后我们会好好学习，努力成才，回报社会，成为对社会有用的人。”

——学生代表 曹玉琳

"Thanks for uncles and aunts from SINOSTEEL to fund spacious and bright teaching building and brand-new chairs and desks for us and also thanks for providing us an opportunity to touch the outside world, in particular to the Summer Campus Activity of SINOSTEEL Hope Primary School. I will study hard after back home, repay society and become a useful talent in society."

——Student representative: Cao Yulin



CASE | 中钢萨曼可支持社区教育 Tubatse Chrome (Pty) Ltd. Provides Support to Community Education

中钢萨曼可积极支持社区教育，通过参与当地 Steelport 学校的学生发展计划，赞助 Maelebe 小学和 Kgahlanong 中学的老师，为 Maelebe 小学建教室、帮助在 Tukagomo 地区的困难儿童、在 Mapodile 捐赠图书馆、给当地学校孩子捐赠食物、衣服、毛毯等方式，全力促进当地教育发展。

Tubatse Chrome (Pty) Ltd. actively supports community education and promotes local education development by participating in students' development program at local Steelport school, sponsoring teachers of Maelebe Primary School and Kgahlanong Middle School, building classrooms for Maelebe Primary School, helping children in poverty in Tukagomo area, donating library in Mapodile and donating foods, clothes, carpet etc. to children at local school.



参与 Steelport 学校学生发展计划
Participate in students' development program at Steelport School



为 Maelebe 小学建教室
Build classrooms for Maelebe Primary School



赞助 Maelebe 小学和 Kgahlanong 中学的老师
Fund teachers of Maelebe Primary School and Kgahlanong Middle School



为 Mapodile 捐赠图书馆
Donated library for Mapodile

捐赠

公司扶贫助困，回报社会，踊跃参加“送温暖、献爱心”等社会公益活动，为贫困地区村民、城市困难家庭以及自然灾害中受灾群众等捐赠资金改善他们的生活，树立了良好的中央企业形象。

Donation

The Company alleviates poverty and helps those with financial difficulties, repays society, actively participates in social public interest activities such as “deliver warm and donate love”, donate for villagers in poverty area, families with financial difficulties and the mass suffering from natural disasters to improve their life and demonstrates a fine image as central enterprise.

中钢集团总部 2012 年公益捐赠情况 Public Interest Donation of SINOSTEEL Corporation Headquarters 2012

内蒙古萨力巴乡章京营子
村村民饮水工程维修专项
基金

Special fund for maintenance
of drinking project for
villagers of Zhangjingyingzi
Village of Saliba Town of Inner
Mongolia

84861

元/ yuan

参与“博爱在京城”募捐
活动，为海淀区困难家庭
捐款

Participate in donation “Love
in Beijing” and donate for
poverty families in Haidian
District

5866

元/ yuan

为在 7.21 特大自然灾害受
灾群众捐款

Donate for mass suffering
from disaster on July 21

43712

元/ yuan

CASE | 中钢衡重积极“助残”捐款献爱心 Sinosteel Hengyang Machinery Co.,Ltd. Actively Participated in “Funding the Disabled”

在全国第 22 个助残活动日期间，中钢衡重积极响应衡阳市委、市政府的号召，组织全体员工开展向残障人士捐一天工资活动。26 个基层单位的 2000 多名员工，共捐助爱心款 89280 元，使残障人士切实感受到社会的关怀。

During the period of the 22nd “Funding the Disabled” activity in China, actively responding to appeal by Hengyang Municipal Party Committee and Municipal Government, Sinosteel Hengyang Machinery Co.,Ltd. organized all the staff to donate one-day salary to the disabled. More than 2000 staff from 26 root units donated 89,280 yuan to make the disabled feel concern from society.

CASE | 公司在京单位开展送温暖、献爱心社会捐助活动 Sinosteel Beijing Offices Launched Social Donation Activity Themed “Offering Warmth and Showing Love”

2012 年 4 月 17-20 日，集团公司响应《北京市民政局关于在全市开展 2012 年“送温暖、献爱心”社会捐助活动的通知》号召，集团在京单位 1004 名职工共捐款 84861 元，作为内蒙古萨力巴乡章京营子村村民饮水工程维修专项资金。

According to the spirit of Notice on Launching Social Donation Activity for “Offering Warmth and Showing Love” by Bureau of Civil Affairs of Beijing in 2012, from April 17 to 20 2012, 1004 employees of organizations of the Corporation in Beijing donated 84,861 yuan as the special fund for maintenance of drinking project for villagers of Zhangjingyingzi Village of Saliba Town of Inner Mongolia.

CASE | 中钢南非铬业积极开展社区捐建 ASA Metals (Pty) Ltd Made Big Donation to Local Community

中钢南非铬业在运营所在地，通过捐资建设学校、饮水项目等民生工程，有力促进了当地经济社会发展，赢得了社区居民的认可与支持。

ASA Metals (Pty) Ltd made donations to help locals build schools and reservoirs for drinking water supplies, improve local economic development. The company has been highly recognized and received support from locals.



为 KGOKODIBENG 高中捐赠 20 台电脑
20 computers were donated to KGOKODIBENG, a high school.

关键绩效表 Key Performance Datasheet



2011 中钢集团
可持续发展报告
2011 Sinosteel
Corporation
Sustainability
Report



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



2009 中钢集团
可持续发展报告
2009 Sinosteel
Corporation
Sustainability
Report

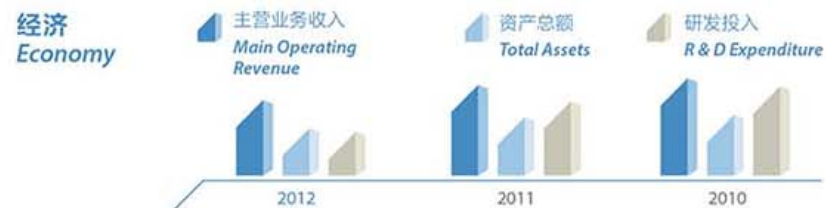


2008 中钢集团
可持续发展报告
(中文版)
2008 Sinosteel
Corporation
Sustainability
Report
(Chinese)

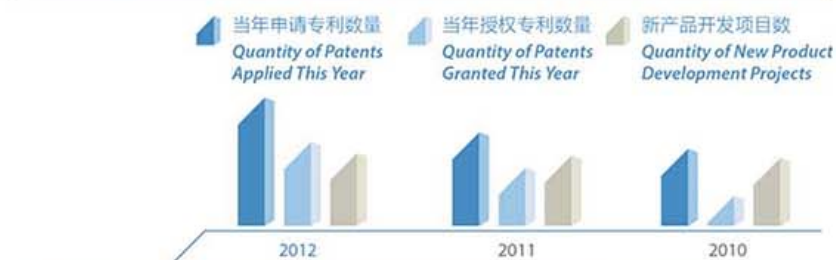


2008 中钢集团
可持续发展报告
(英文版)
2008 Sinosteel
Corporation
Sustainability
Report
(English)

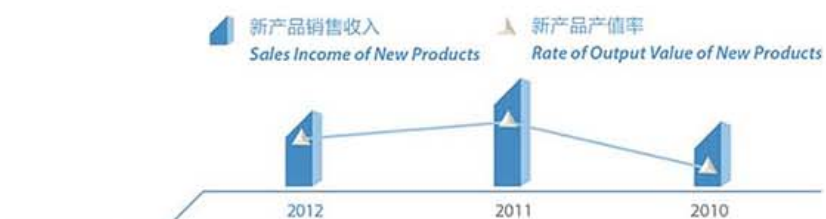
经济 Economy



指标 Index	单位 Unit	2012	2011	2010
主营业务收入 Main Operating Revenue	亿元 100 million yuan	1,497.37	1,797.67	1,845.66
资产总额 Total Assets	亿元 100 million yuan	1,091.44	1,258.16	1,258.35
研发投入 R & D Expenditure	万元 10,000 yuan	29376.5	44790.4	53089.6

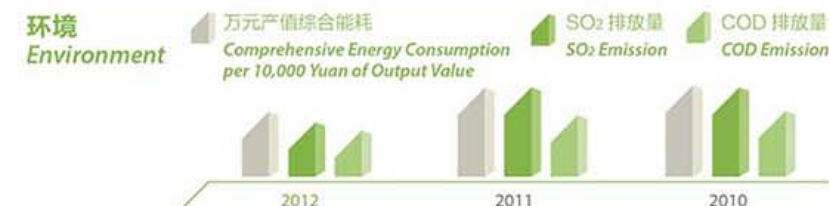


指标 Index	单位 Unit	2012	2011	2010
当年申请专利数量 Quantity of Patent Applied This Year	个 PCS	248	190	163
当年授权专利数量 Quantity of Patents Granted This Year	个 PCS	174	128	84
新产品开发项目数 Quantity of New Product Development Projects	个 PCS	158	153	146



指标 Index	单位 Unit	2012	2011	2010
新产品销售收入 Sales Income of New Products	万元 10,000 yuan	417561	548620	548620
新产品产值率 Rate of Output Value of New Products	%	36	37	37

环境 Environment



指标 Index	单位 Unit	2012	2011	2010
万元产值综合能耗 Comprehensive Energy Consumption per 10,000 Yuan of Output Value	吨标煤 / 万元 Ton SCE / 10,000 yuan	0.6088	0.7581	0.788
SO ₂ 排放量 SO ₂ Emission	吨 Ton	1357.29	1897.92	1,991.1700
COD 排放量 COD Emission	吨 Ton	1209.05	1435.55	1,527.3800

社会 Society



指标 Index	单位 Unit	2012	2011	2010
员工总人数 Total Number of Employees	人 Person	34,830	46,671	46,316
员工体检比例 Medical Examination Ratio of Employees	%	100%	100%	100%
安全生产投入 Investment on Safe Production	万元 10,000 yuan	10815.31	5772.14	8143.9
安全培训人数 Number of Employees Participating in the Safety Training	人 Person	39000	39200	41752

海外运营中当地员工与中国籍员工比例
Ratio of Local Employees to Chinese Employees in Overseas Market

女性管理者比例
Ratio of Female Managers

技能人才占在岗职工的比例
Ratio of Skilled Talents



2005-2007
中钢集团可持
续发展报告
(中文版)
2005-2007
Sinosteel
Corporation
Sustainability
Report
(Chinese)



2005-2007
中钢集团可持
续发展报告
(英文版)
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Corporation
Sustainability
Report
(English)



中国中钢集团
可持续发展报
告
Sinosteel
Corporation
Sustainability
Report
(Chinese/
English)



非洲报告
(中文版)
Sinosteel
Corporation
Sustainability
Report
(Chinese)



非洲报告
(英文版)
Sinosteel
Corporation
Sustainability
Report
(English)



非洲报告
(法文版)
Sinosteel
Corporation
Sustainability
Report
(English)



展望未来 Outlook

2013 年是中钢集团战略聚焦调整期的关键一年，也是改革发展的关键一年。我们将坚持稳健经营，深化改革调整，加快创新发展，聚焦扭亏增盈、资金保障两个重点，着力实现经营业绩、资金筹措、资产盘活、资本运作、激励机制、用人机制六个方面新突破。

2013 年，我们将持续提升经营绩效水平。深化企业战略转型，强化管理提升，保障安全生产，强化科技创新驱动，有效防控经营风险，坚持透明运营，与利益相关方合作共赢，为改革发展提供基础支撑。

2013 年，我们将持续促进绿色低碳发展。坚持自身低碳运营，加强节能减排管理，支持清洁能源和绿色产业发展，深入开展节能环保培训和宣传活动，树立海外绿色形象，为改革发展落实重要抓手。

2013 年，我们将更加注重社会和谐稳定。加强民主管理，关注员工成长，实现激励机制、用人机制的新突破。积极参与社会公益，服务民生。为改革发展提供坚强保障。

放眼未来，责任重于泰山。当前中钢集团正处于改革发展的攻坚阶段和紧要时期。我们将不断开拓创新，攻坚克难，与利益相关方携手努力开创中钢集团改革发展的新局面。

The year 2013 is a crucial year for SINOSTEEL in its strategy-focused adjustment period and a key year for its reform and development. We will adhere to stable operation, deepen reform and adjustment, accelerate innovation and development and focus on realizing breakthroughs in business performance, fund raising, fund liquidation, capital operation, incentive mechanism and employment mechanism.

In the year 2013, we will continue to improve business performance. Deepen corporate strategy transformation, reinforce management enhancement, safeguard safe production, reinforce science & technology innovation drive, effectively prevent and control business risks, adhere to transparent operation, cooperate and realize win-win with stakeholders, laying a fundamental foundation for reform and development.

In the year 2013, we will continue to promote green and low-carbon development. Adhere to self-supported low-carbon operation, reinforce energy saving and emission reduction management, support clean energy and green industrial development, deepen in developing energy saving and environmental protection and publicity activity and demonstrate the overseas green image, taking a hand for reform and development.

In the year 2013, we will concern more about social harmony and stability. Reinforce democratic management, concern staff growth and realize new breakthroughs in encouragement mechanism and employment. We will actively participate in social public interest activities and service livelihood, providing a solid foundation for reform and development.

Looking forwards to the future, responsibility is heavier than Mount Tai. At present, Sinosteel Corporation is at the tackling and crucial period for reform and development. We will continuously explore and innovate, tackle difficulties, and join hands and enter a new stage for reform and development of Sinosteel Corporation with stakeholders.

附录 Appendix

联合国“全球契约”十项原则绩效对照表 Global Compact Index

十项原则 COP 10 principles	页码 Page
人权	
1. 尊重和维持国际公约规定的人权 Principle 1 - Businesses should support and respect the protection of internationally proclaimed human rights	P72-P73
2. 决不参与任何漠视与践踏人权的行为 Principle 2 - Make sure that they are not complicit in human rights abuses	
劳工	
3. 维护结社自由，承认劳资集体谈判权利 Principle 3 - Businesses should uphold freedom of association & effective recognition of the right to collective bargaining	
4. 消除各种形式的强迫性劳动 Principle 4 - The elimination of all forms of forced and compulsory labour	P74-P80
5. 消除童工 Principle 5 - The effective abolition of child labour	
6. 杜绝用工歧视与职业歧视 Principle 6 - Eliminate discrimination in respect of employment and occupation	
环境	
7. 对环境挑战未雨绸缪 Principle 7 - Businesses should support a precautionary approach to environmental challenges	
8. 主动承担更多的环保责任 Principle 8 - Undertake initiatives to promote greater environmental responsibility	P50-P69
9. 鼓励无害环境技术的发展和推广 Principle 9 - Encourage the development and diffusion of environmentally friendly technologies	
反腐败	
10. 反对任何形式的贪污、勒索和行贿受贿 Principle 10 - Businesses should work against all forms of corruption, including extortion and bribery	P36-P37

评级报告

Appendix I: Rating report on 2012 Sinosteel Group Sustainability Report

CSR 中国社会科学院经济学部
企业社会责任研究中心
Research Center for Corporate Social Responsibility Chinese Academy of Social Sciences

《2012 中钢集团可持续发展报告》评级报告

中国社会科学院经济学部企业社会责任研究中心（以下简称“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”中推选专家组成评级小组，对《2012 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写指南（CASS-CSR 2.0）》，及《中国企业社会责任报告评级标准（2013）》。

二、评级结论

完整性（★★★★☆）

《报告》从“可持续发展管理”、“价值产业链”、“绿色产业链”、“和谐共赢链”等方面，披露了一般采矿业、机械设备制造业和批发贸易业核心指标的 66.9%，具有一定的完整性。

实质性（★★★★☆）

《报告》涵盖了“职业健康管理”、“安全生产”、“环境管理体系”、“节约能源、水资源”、“减少三废排放”、“责任采购”等实质性议题，实质性表现优秀。

平衡性（★★★★☆）

《报告》披露了“员工伤亡人数”等安全生产负面数据信息，并对改进、预防措施做了简要说明，具有一定的平衡性。

可比性（★★★★☆）

《报告》披露了 14 个关键绩效指标连续 3 年的历史数据，具有一定的可比性。

可读性（★★★★☆）

《报告》框架清晰，篇幅适中；案例叙述详尽，图文设计精美；中英文对照充分考虑了海外利益相关方沟通需要，可读性表现优秀。

创新性（★★★★☆）

《报告》中齿轮状社会责任模型图，与钢铁行业特征吻合；价值产业链、绿色服务链、和谐共赢链的责任议题表述方式，凸显出企业的可持续发展理念，提升了报告质量，具有良好的创新性。

综合评级（★★★★☆）

经评级小组评价，《2012 中钢集团可持续发展报告》为四星级，是一份优秀的企业社会责任报告。

三、改进建议

- 1、增加对行业核心指标的披露，提高报告的完整性。
- 2、增加对负面信息的披露，提高报告的平衡性。
- 3、增加连续多年定量数据和关键行业数据的披露，提高报告的可比性。

评级小组

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中国企业社会责任报告
评级专家委员会
Chinese Expert Committee on CSR Report Rating

CSR 中国社会科学院经济学部
企业社会责任研究中心
Research Center for Corporate Social Responsibility Chinese Academy of Social Sciences

2012 Sinosteel Group Sustainability Report

Upon the request of Sinosteel Corporation, CSR Research Center of Economics Division of Chinese Academy of Social Sciences (hereinafter "Center") invited experts from Chinese Expert Committee on CSR Report Rating to form a Rating Team. The rating team rated 2012 Sinosteel Group Sustainability Report (hereinafter "the Report") as follows:

1. Rating Criteria

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 and Standards of China Corporation Social Responsibility Report Rating 2013.

2. Rating results:

Completeness (★★★★☆)

The Report discloses the key indicators in the aspects including "governance of sustainable development", "value-added industry chain", "green service chain" and "harmonious win-win chain", covering 66.9% core indicators of social responsibility of the general mining, machinery and equipment manufacturing industry and wholesale trade, it has considerable completeness.

Materiality (★★★★☆)

The Report discloses the material issues in the industry like "occupational health management", "safe production", "environment management system", "energy and water reduction", "reducing the three wastes" and "purchasing responsibility" with adequate statement and excellent materiality.

Balance (★★★★☆)

This Report discloses production safety negative indicators like "people of work-related injuries" and describes the improvement and preventive measures briefly, it has considerable balance.

Comparability (★★★★☆)

The Report discloses data on 14 key performance indicators of 3 years in a normative and comparative way which makes the Report has considerable comparability.

Readability (★★★★☆)

The Report has a clear structure, appropriate length, completely expounded cases and good designing of pictures and composing. Considering the need of foreign interest party, the Report is written in both Chinese and English. All of above make the report with an excellent readability.

Creativity (★★★★☆)

In the Report, the corporation responsibility Model of gear shape matches the characteristics of iron and steel industry; the responsibility topic of "value-added industry chain", "green service chain" and "harmonious win-win chain" highlight the company's sustainability idea and improve the quality of the report. The Report has a good creativity.

Overall rating (★★★★☆)

Through evaluation and deliberations, the rating team agreed to rate 2012 Sinosteel Group Sustainability Report as excellent by giving a four star rating to it.

3. Suggested improvements

- (1). Disclose more core indicators of social responsibility in relevant industries of the corporation to improve the completeness of the Report.
- (2). Make the Report more balanced by disclosing more negative information.
- (3). Disclose horizontal information about the key performance indicators and also in the industry where Sinosteel Group operates to make the report more comparable.

Rating team

Team leader: Zhong Hongwu, Director of the Center
Team member:

Chen Honghui, Assistant dean of Lingnan College, Zhongshan University
Liu Weihua, Vice Chairman and secretary-general of China Corporate Citizenship Committee

Peng Huagang
Vice president of the rating committee
Vice president of executive council of the Center

彭华岗

Zhong Hongwu
Monitor of the rating team
Director of the Center

钟宏武

中国企业社会责任报告
评级专家委员会
Chinese Expert Committee on CSR Report Rating

读者反馈表
Appendix III: Feedback Information

尊敬的读者：
We want to express out gratitude on you for reading Sinosteel Corporation Sustainability Report 2012. Considering the intention of improving our working level in aspect of social responsibility, we earnestly request you to put forward your valuable opinions and suggestions on our report in the following aspect:

- 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
Integrity 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：
Please send your opinions and suggestions to us in any of the following ways:
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