

报告说明 Report Specification

截至 2009 年，中钢集团发布了《中钢集团可持续发展报告（2005-2007）》、《中钢集团可持续发展非洲报告》、《中钢集团可持续发展报告2008》、《中钢集团可持续发展澳洲报告》。本报告是继《中钢集团可持续发展报告 2008》之后发布的年度社会责任报告。

为了便于表述和方便阅读，“中国中钢集团公司”在本报告中也以“集团公司”、“中钢”、“公司”和“我们”表示。

本报告全部信息数据来自于公司正式文件和统计报告，以及海外各企业可持续发展实践情况汇总及统计。

报 告 主 体：中国中钢集团公司

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报告参照标准：国务院国资委《关于中央企业履行社会责任的指导意见》

全球报告倡议组织《GRI 可持续发展报告（2006 版）指南》

中国社会科学院《中国企业社会责任报告编制指南》

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As of 2009, Sinosteel Corporation has successively published Sinosteel Corporation Sustainability Report (2005-2007), Sinosteel Corporation Sustainability Africa Report, 2008 Sinosteel Corporation Sustainability Report and Sinosteel Corporation Sustainability Australia Report. This is the annual social responsibility report published after 2008 Sinosteel Corporation Sustainability Report. For convenience of expression, Sinosteel Corporation is referred to as “the Group”, “Sinosteel”, “the Company” and “We”. All information and data in this report was drawn from official documents and statistical reports of the Company, as well as summaries and statistics of sustainable development of various overseas enterprises.

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Reporting scope: Sinosteel Corporation and all its subsidiary companies

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<http://www.sinosteel.com/qyshzr/kcxfzbg/index.shtml>

CONTENTS 目录

- 01 总裁致辞
Message from the President
- 03 责任推进 2009
Responsibility Advancement 2009
- 19 公司简介
Introduction

价值产业链 Value-added Industry Chain



P23

绿色服务链 Green Service Chain



P51

和谐共赢链 Harmonious Win-Win Chain



P65

- 82 附录一：《中钢集团 2009 年可持续发展报告》评级报告
Appendix I: Rating report on Sinosteel Corporation Sustainability Report 2009
- 84 附录二：对中钢集团 2009 可持续发展报告的评价
Appendix II: Comments on Sinosteel Corporation Sustainability Report 2009
- 86 附录三：术语解释
Appendix III: Definitions of Terms
- 87 附录四：反馈意见表
Appendix IV: Feedback Information



总裁致辞 Message from the President

2009年我们大力推行“精益服务”，提升顾客满意度，作为现代生产性服务商，我们尽可能为钢铁企业提供优质高效服务，与之共克时艰。

我们的发展得益于提升科技创新的能力不动摇。创新，是一个企业发展的不竭动力，更是履行社会责任的重要表现。在充分发挥中钢科技创新能力的过程中，我们始终以发展为重，用先进驱逐落后；以淘汰为先，分步骤调整结构。2009年我们的科技创新工作以科技帮扶中小企业为起步，随后建立科技顾问制度，开展“院士中钢行”等活动，展现出企业作为科技创新主体的蓬勃生命力。

我们的发展得益于践行低碳经济的决心不动摇。我们坚信绿色的钢铁力量，能够支撑起美好新生活。因此，中钢承诺提供钢铁生产的绿色服务链，积极转变发展方式，促进产业升级。2009年我们以重大污染源的管理为突破口，加强现场环保核查；全面推进企业节能减排“三大体系”建设，狠抓“三废”治理；依托科技进步促进节能减排，为企业的可持续发展奠定了坚实基础。

我们的发展得益于促进社会和谐的努力不动摇。危机袭来，我们首先承诺不停产、不裁员、不减薪，积极促进员工与企业的共同进步。中钢作为全球公民，积极与各方携手形成抵御危机的有效合力，打造和谐共赢链。在海外，我们同样积极推动社区发展，支持公益慈善活动，创建和谐社区，树立了良好的中国企业形象。

后危机时代的来临，给予我们更多的发展机遇和风险挑战。中钢集团将坚持以科学发展观为指导，全面履行可持续发展战略，持续推动经济、环境、社会的和谐发展，为建设可持续发展的未来而不懈努力奋斗。

总裁：黄天文

回顾 2009 年，我们共同经历了又一个不平凡之年。

一年来，面对国际金融危机的严重冲击和严峻复杂的国内外市场形势，在党中央、国务院和国务院国资委的领导下，中钢集团深入学习实践科学发展观，抢抓机遇，稳健经营，在广大干部职工的共同努力下，克服了前所未有的困难和挑战。

面对 2009 年市场不稳的严峻形势，我们制定“二十字方针”，按照“密切关注、保持冷静、坚定信心、审慎处事、及时调整”的要求，及时采取了一系列积极有效的应对措施，确保了资金运行稳定，主营业务稳定和员工队伍稳定的“三个稳定”状态。中钢集团始终以负责任的态度增加价值创造，维护国家资源安全，加强与利益相关方的交流沟通，充分发挥中央企业的顶梁柱作用，与社会各界携手共进，走出金融危机的阴霾。

我们的发展得益于坚持可持续发展的理念不动摇。中钢在价值产业链上为股东和客户创造价值的同时，注重在市场运作中采取谨慎而负责任的态度，诚信经营，立足长远，充分顾及钢铁产业链的平稳运行，认真应对各种风险和隐患。

In 2009, we jointly experienced one more year out of the common.

In this year, challenged by severe international financial crisis and complicated domestic and international market situations, and under the wise guidance of the Party Central Committee, the State Council, as well as State-Owned Assets Supervision and Administration Commission of the State Council, Sinosteel has learnt and practiced the scientific outlook on development, seized opportunities, and conquered all the unprecedented difficulties and realized stable operation through joint efforts of all employees.

Facing to the severe instable market situation in 2009, we worked out and executed the policy of "Watching Closely, Keeping Calm, Insisting Confidence, Working Prudently and Adjusting Timely", and adopted a series of active and effective countermeasures to ensure the stability of funding operation, major business and staffs. Sinosteel has always been assuming its responsibility to increase our value creation, protect the safety of state-owned resources, strengthen exchange with stakeholders, bring its backbone role as a central enterprise into full play and cooperate with all the circles of the society for mutual development so as to overcome the financial crisis.

Our development benefits from our firm insisting in the concept of sustainable development. While creating values for shareholders and customers in the industrial chain, Sinosteel is always attaches high importance to a prudent and responsible market operation with integrity. Guiding by the long-term development objective, Sinosteel sufficiently took the stable operation of iron and steel industrial chain into consideration and thoroughly coped with various risks and hidden troubles. In 2009, we vigorously launched "lean production" to enhance our customer satisfaction; as a modern productive service provider, we offered high-quality and high-efficiency services to iron and steel enterprises, overcoming the difficulties with them together.

Our development benefits from unalterably improving our innovation ability. Innovation is one endless power for the development of an enterprise and it furthermore reflects the performance of social responsibility. While bringing our innovation ability into full play, Sinosteel always thinks highly of developing to readjust the structure in the principles of washing out the behindhand with the advanced. In 2009, our innovation work started from using science and technology to help SMEs, then we established a science & technology consultation system, inviting academicians as Sinosteel's consultants, which reflected the flourish vitality of the enterprise as well as its innovation.

Our development benefits from unalterable determination in practicing low-carbon economy. We firmly believe that green iron and steel

industry is an important support of a fine new life. Therefore, Sinosteel will always abide by its promises in providing green service to the production chain of iron and steel industry, actively converting development mode and promoting industrial updating. In 2009, with severe and important pollution source management as the breakthrough, we strengthened the examinations of on-the-spot environmental protection, roundly promoted establishment of three energy conservation and emission reduction systems of the enterprise, vigorously controlled and eliminated "three wastes" and utilized advanced technologies to save energy consumption and reduce pollutant emission, which established firm foundation for the sustainable development of Sinosteel.

Our development benefits from our unalterable efforts in promoting development of the harmonious society. Confronted with the financial crisis, we firstly promised not stopping the production, not reducing the staff and not reducing wages and actively promoting joint development of employees and the enterprise. As a global citizen, Sinosteel actively cooperated with all walks of life to fight against the financial crisis and establish the harmonious win-win chain. In overseas operations, we also actively promoted the development of communities, supported commonweal and charities, and constructed harmonious community, establishing a good image of Chinese enterprise.

The coming of the post-crisis era brings us more opportunities and challenges. Sinosteel will insist in practicing the Scientific Outlook on Development and roundly execute the sustainable development strategy to continuously urge the harmonious development of economy, environment and society and make ceaseless efforts for a sustainable future.



President: Tianwen Huang








责任推进 2009

RESPONSIBILITY ADVANCEMENT 2009

中钢集团社会责任工作绩效对比表

Comparison Table of Social Responsibility Operation Performance of Sinosteel Corporation

项 目 Item		2008-2009 表现 Performance of 2008-2009	对比 Comparison
经济 Economy	 经营业绩 Business Performance	在金融风暴冲击下，2009 年的销售收入和资产总额仍然保持稳定。 Withstanding the global financial turmoil, the sales revenue and total amount of assets of 2009 still remained stable.	=
	 责任采购 Responsible Purchasing	规范供应商管理和招标工作 进一步推进绿色采购 积极开发海外资源，促进国家资源安全 Standardize supplier management tendering operation Further advance green purchasing Actively develop overseas resources and promote national resource security	=
	 优化物流 Logistics Optimization	优化物流经营模式 加强集团仓储业务和库存货物监管 建设黄骅港物流工业区 Optimize logistics business model Strengthen storage business and inventory supervision management of the Corporation Construct Huanghua Port logistics industrial area	=
	 安全生产 Safety Production	进一步完善安全体系 形成集团安全生产 0123 模式 开展安全培训和相关活动 排查隐患近 2000 项，整改率超过 95%，业绩斐然 Further improve the safety system Form the 0123 safety production model of the Corporation Carry on safety training and relevant activities Check and control nearly 2000 hidden troubles, rectification rate more than 95%, with outstanding achievements	▲
	 责任销售 Responsible Sales	注重产品质量改善 加强客户关系管理 注重客户关怀 推广“精益服务”理念 Lay stress on product quality improvement Strengthen customer relation management Pay attention to customer care Promote “lean service” concept	▲
	 科技创新 Technological Innovation	与中国工程院开展合作 聘请工程院院士为“中钢科技顾问” 大力支持和组织科技创新项目 授权专利和发明专利大幅增加 Carry on cooperation with Chinese Academy of Engineering (CAE) Appoint CAE Academicians to serve as “Sinosteel Corporation Technical Consultant” Strengthen support and organization of technological innovation project Authorized patent and invention patent increases considerably	▲
	 风险管理 Risk Management	完善全面风险管理，成立“风险管理部” 进一步完善风险管理体系 采取多项风险防范措施 加大风险管理培训力度 Improve all-around risk management, and establish “Risk Management Department” Further improve the risk management system Adopt multiple risk prevention and control measures Strengthen risk management training	▲

	 <p>信息化 Informatization</p>	<p>ERP 建设第三期成绩突出，效果显著 基本实现物流、资金流、信息流、单据流的统一管理 中国企业信息化 500 强第 15 名 Phase III of ERP construction made outstanding achievement, with remarkable effect Basically realize uniformed logistics flow, fund flow, information flow, and document flow management Ranked the 15th among the 500 Strong Chinese informatization enterprises</p>	▲
环境 Environment	 <p>循环经济 Cyclic Economy</p>	<p>大力推行“对标挖潜” 重视循环经济基础理论研究 加强循环经济成果的产业化 Vigorously push forward “tapping of the potentials by benchmarking” Attach importance to the cyclic economy foundation theory studies Consolidate cyclic economic achievement industrialization</p>	▲
	 <p>节能减排 Energy Conservation and Emission Reduction</p>	<p>落实节能减排目标责任人 加强节能减排绩效考核 加大温室气体等关键指标的减排力度 Put into effect the energy conservation and emission reduction target person-in-charge Strengthen energy conservation and emission reduction performance assessment Consolidate emission reduction of such key indexes as greenhouse gas etc.</p>	▲
	 <p>生态保护 Ecological Conservation</p>	<p>严格执行“环保”三同时 进一步规范项目环评制度 扩大厂区的绿化面积 统筹矿区的生态保护 强化生态环境的开发和调研 Stringently execute the three simultaneities of “environmental protection” Further standardize project environmental assessment system Expand green spaces of the plant area Make uniformed planning of the mining area for eco-protection Strengthen eco-environmental development and survey</p>	▲
社会 Society	 <p>员工 Employee</p>	<p>更重视员工的身心健康管理 更强调良好的企业文化建设 Pay more attention to employees' physical and psychological health management Lay more stress on sound corporate cultural construction</p>	▲
	 <p>社区 Community</p>	<p>开展社区共建调查 关注土著社区等文化保护工作 Carry on survey on community joint construction Pay attention to the cultural protection of aboriginal communities etc.</p>	▲
	 <p>公益 Public Welfare</p>	<p>科技服务中小企业，共同抵御金融危机 积极开展社会公益捐赠 关注“水资源”保护公益活动 Provide scientific and technological services for SMEs, and stand against financial crisis Actively carry on social public welfare donations Pay attention to “water resource” protection public welfare activities</p>	▲
社会责任工作 Social Responsibility Operation		<p>加入全球契约中国网络中心 发布首份发达国家国别报告《中钢集团可持续发展澳洲报告》 Join Global Compact Network China Issue the first developed countries report “Sinosteel Corporation Sustainability Australia Report”.</p>	▲

▲ 代表较去年有所上升 Improvement

▬ 代表与去年基本持平 No change

关键绩效数据表

Key Performance Datasheet

关键指标 Key Index	2009	2008	2007
主营业务收入 (万元) Main Operating Revenue (RMB 10,000)	16,348,044	16,793,623	12,275,626
利润总额 (万元) Total Profit (RMB 10,000)	58,062	170,034	309,118
净利润 (万元) Net Profit (RMB 10,000)	17,358	147,182	238,034
资产总额 (万元) Total Assets (RMB 10,000)	12,449,548	9,925,173	7,363,159
总资产报酬率 (%) Return on Assets (%)	2.8	2.4	8.45
净资产 (万元) Net Assets (RMB 10,000)	1,163,642	993,232	785,590
净资产收益率 (%) Net Assets Yield Rate (%)	1.69	23.74	37.42
当年申请 (授权) 专利数量 Number of current year's patent application (authorization)	118 (66)	75 (47)	36 (25)
科研经费投入 (万元) R&D Expenditure (RMB 10,000)	31790.2	34468.59	22027.54
能源消费总量 (万吨标煤) Total Energy Consumption (10,000 tce)	115.59	98.78	110.81
万元产值综合能耗 (吨标煤 / 万元) Comprehensive energy consumption per RMB 10,000 output (tce/RMB 10,000)	0.886	0.676	1.152
SO ₂ 排放量 (吨) SO ₂ emission (ton)	2058	1971	2087
COD 排放量 (吨) COD emission (ton)	1585	1714	1953
员工总人数 (人) Total number of employees (people)	45,748	34,027	31,566
工伤 (人 / 年) Work-related injury (man/year)	42	70	75
死亡 (人 / 年) Demise (man/year)	1	1	2
公益捐赠 (万元) Public welfare donation (RMB 10,000)	≈ 4000	≈ 3500	≈ 800

注：环境指标以 2005 年为对比基年，与十一五规划的要求一致。

Note: For environmental index, the year 2005 shall be taken as the base year for comparison, and the requirements are consistent with that of the Eleventh-Five Year plan.

聚焦 2009 之——科技服务中小企业

Focus on 2009-Scientific and Technological Service for SMEs (small and medium enterprises)

“央企科研机构人才济济，科研成果车载船装，为央企发展作出了重要贡献。央企科研机构不但要为央企发展服务，而且要为全社会服务。这样，有利于进一步激发央企科研机构的活力，有利于调动各类科技人才的积极性，也有利于科研成果的转化，更有利于解决中小企业人才和科技不足的难题。中钢股份有限公司加强科技服务帮扶中小企业的经验值得推广”。

张德江
2009.4.3

——张德江副总理对中钢科技服务中小企业的重要批示

"The scientific research units of central enterprises boast numerous talents; they have acquired a great number of scientific and technological achievements, and made important contributions. These units of central enterprises will not only serve for central enterprise development, but also for development of the whole society. This will be favorable for further triggering the vitality of the scientific research units of the central enterprises, favorable for mobilizing the enthusiasm of various kinds of scientific and technological talents, favorable also for transformation of scientific and technological achievements, and even more favorable for solving the difficulties of shortage of talents and science and technology of SMEs. The experience of Sinosteel Corporation Limited to strengthen scientific and technological service to support the SMEs is worth promotion".

—— Important Written Instruction of Vice Premier ZHANG Dejiang to Sinosteel Corporation in Providing Scientific and Technological Services to SMEs.



会议现场 Conference Site

工作进程

Work Flow

- 2009年，中钢科技创新工作以科技帮扶中小企业作为起步。
- 2月份印发了《关于加强地方中小企业科技服务工作的通知》。
- 4月22日组织召开视频会议，充分肯定了进一步深入开展科技帮扶中小企业的工作方向。
- 5月初，中钢股份选择冶金企业比较集中的地区进行对接。中钢股份主动与徐州市政府联系，开展科技交流洽谈活动，组织中钢设计院、中钢洛耐院、中钢安环院、中钢热能院等4家单位到徐州市进行考察，重点与中小企业科技合作交流，开展科技服务，通过合作共同抵御金融危机，拉动区域经济发展。
- 6月9日，中钢承办国资委“中央企业科技服务中小企业工作经验交流会”。
- 7月，中央电视台新闻联播专题报道了央企通过科技创新帮扶中小企业渡过难关的新闻，对于中钢集团在科技帮扶中小企业方面所做的工作特别给予了肯定和宣传。
- In 2009, Sinosteel Corporation initiated scientific and technological innovation to provide scientific and technological support for SMEs as starting point.
- February, issued a document entitled "Circular Concerning Strengthening Scientific and Technological Service Operation for Local SMEs".
- April 22nd, organized and convened video conference, fully confirming the orientation direction on further deepening the development of scientific and technological support to SMEs.
- In the early of May, Sinosteel Corporation selected areas with relatively more concentrated metallurgical enterprises for interfacing. Sinosteel Corporation took the initiative to contact the Xuzhou municipal government, carried on scientific and technological exchange and discussions, organized four units for inspection in Xuzhou city, namely, Sinosteel Engineering Design & Research Institute Co., Ltd., Sinosteel LuoYang Institute Of Refractories Research Co., Ltd., Sinosteel Wuhan Safety & Environmental Protection Research Institute Co., Ltd. and Sinosteel Anshan Research Institute Of Thermo-Energy Co., Ltd., focusing on scientific and technological cooperation and exchange with SMEs, carrying on scientific and technological services and, through cooperation, stand together against financial crisis, and pull the regional economic development.
- June 9th, Sinosteel undertook the "Central Enterprise Scientific and Technological Service to SMEs Working Experience Exchange and Sharing" of the State-owned Assets Supervision & Administration Commission (SASAC).
- July, CCTV News reports on central enterprises support to SMEs in difficulties through scientific and technological innovation, rendering special confirmation and propagation on services of Sinosteel to SMEs through scientific and technological support.

服务成效 Service Effect

截至 2009 年，中钢集团在研究开发、技术咨询、成果转化应用、工程设计、交钥匙工程、检测检验、联合建立或开放实验室和研究中心、人才培养等方面开展了大量的工作，项目总量为 3737 项，其中涉及为中小企业服务的项目有 2884 项，与中小企业相关项目的合同额为 26503 万元、经济效益 327495 万元，建立技术市场交流服务平台 1 个，具体情况见下表。

As of 2009, Sinosteel Corporation has carried on a great deal of operations in research and development, technical consulting, achievement transformation application, engineering design, turn-key project, testing and inspection, joint establishment or open laboratory and research center, and talent training etc., with a total of 3737 projects, of which, 2884 projects involving services for SMEs, contractual amount related to projects of SMEs RMB 265.03 million, economic benefits RMB 3.27495 billion, setting up 1 technical market exchange service platform. For specific circumstances, please refer to the following table.

序号 No.	项目类型 Project Type	项目总量 Total Quantity of Project	其中中小企业项目数量 Of which, Number of Projects of SMEs	合同额 (万元) Contractual Amount (RMB 10,000)	经济效益 (万元) Economic Benefit (RMB 10,000)
1	研究开发与技术咨询 R & D and Technical Consulting	367	242	3362	140601.74
2	成果转化应用 Achievement Transformation Application	8	8	164.8	800
3	工程设计 Engineering Design	407	315	8505.69	155994
4	交钥匙工程 Turn-key Projects	36	4	14157	30000
5	检测、检验 Testing and Inspection	2603	2101	314	100
6	联合建立实验室和研究中心 Establishment of Joint Laboratory and Research Center	2	—	—	—
7	人才培养 Talent Training	314	214		
8	114 矿业网站 114 Mining Website	1	1		无形资产 Intangible Assets
9	合计: Total:	3737	2884	26503.49	327495.74

聚焦 2009 之——发布澳洲报告，回应利益相关方期望

Focus on 2009-Issuance of the Sinosteel Corporation Sustainability Australia Report and Respond to Stakeholders Expectation

多年来，中钢集团始终坚持国际化和社会责任的同步发展。在世界各地的运营中，中钢集团始终坚持真诚友好、平等互利、团结合作、共同发展的原则。在澳洲，中钢秉承“合作建设可持续的未来”之共赢理念，在促进当地就业和经济发展的同时，注重安全环境健康管理体系的建设，开创企业和社区共赢发展的局面。这种立足当地、融入社区的运营理念和行为，实现了企业与当地社会的和谐共荣发展。

Over the past many years, Sinosteel Corporation has always adhered to the simultaneous development of internationalization and social responsibility. In its worldwide business operation, Sinosteel Corporation has always adhered to the principles of sincerity, friendliness, equality, mutual benefits, solidarity, cooperation, and common development. In Australia, Sinosteel Corporation upholds the win-win concepts of "BUILDING A SUSTAINABLE FUTURE TOGETHER", while promoting local employment and economic development, pays attention to the safety environment and health management system construction, and starts a new phase for a win-win situation and common enterprise and community development. This local-based and community integrated management concept and behavior has realized harmonious development and common prosperity of both the enterprises and the local society.



“此次，中钢发布中国企业首份发达国家的可持续发展国别报告——《中钢集团可持续发展澳洲报告》，标志着中国企业社会责任达到了新水平。”

——联合国全球契约理事，陈英

"This time, Sinosteel Corporation released first report for sustainable development in developed countries of Chinese enterprises—"Sinosteel Corporation Sustainability Australia Report", symbolizes that the CSR of Chinese enterprises has reached a new level."

《中钢可持续发展澳洲报告》发布会

"Sinosteel Corporation Sustainability Australia Report" Press Release

2010年1月29日上午，中钢集团在北京和澳大利亚珀斯两地同步发布了以“合作建设可持续的未来”为主题的《中钢集团可持续发展澳洲报告》，这是中钢集团发布的第二份可持续发展地区报告，也是中国企业首次在发达国家发布的社会责任报告。

澳洲报告全面介绍了中钢集团澳洲业务布局及运营概况，并就公司可持续发展理念、利益相关方参与、经济发展、环境保护、安全与健康、员工、社区、原住民权益与文化保护、未来展望等方面的内容进行了详细阐述，比较充分地反映了中钢集团在澳洲开拓业务过程中，经济效益与社会效益并重，抓发展与促和谐并举，开创企业和社区共赢发展的新局面。西澳大利亚州州长科林·巴奈特先生致信黄天文总裁，表达了对中钢《澳洲报告》编制与发布的由衷赞赏与欢迎。

In the morning of January 29th 2010, Sinosteel Corporation issued "Sinosteel Corporation Sustainability Australia Report" in Beijing and Perth of Australia at the same time, with "BUILDING A SUSTAINABLE FUTURE TOGETHER" as the theme. This is the second regional sustainability report issued by Sinosteel Corporation, and also the first social responsibility (CRS) report issued by a Chinese enterprise in developed countries.

The Sinosteel Corporation Sustainability Australia Report gave a full introduction of the business arrangement and operation of Sinosteel Corporation in Australia, presented also a detailed expatiation of the sustainable development concepts of the company, stakeholders' participation, economic development, environmental protection, safety and health, employees, community, rights and interests of the aboriginals and cultural protection, as well as future prospect etc., and relatively fully reflected the new situation of Sinosteel Corporation in business expansion in Australia, paying equal attention to both economic and social benefits, laying equal stress on development and promotion of harmony, and striving for a win-win situation and common enterprise and community development. In his letter to HUANG Tianwen, President of Sinosteel Corporation, Mr. Colin Barnett, Governor of Western Australia, expressed his sincere appreciation and welcome for the compilation and issuance of the "Australia Report" by Sinosteel Corporation.

利益相关方调研 Report Framework Design and Establishment

为有效、科学编写澳洲报告，中钢集团澳洲报告编写组进行了大量的调查、研究工作。编写组详细研究了中澳关系的发展历史等材料，为报告的科学编织奠定了政策基础。

To compile an effective and scientific Sinosteel Corporation Sustainability Australia Report, the Sinosteel Corporation Sustainability Australia Report compilation team of Sinosteel has conducted a great deal of survey and research. the compilation team studied in details the data of history of development of Sino-Australian relations, which laid a policy foundation for scientific compilation of the report.

项目团队查阅了自 1990 年中国在澳洲成立合资企业开始，20 多年的档案资料，为报告编写提供了充分依据。

The project team consulted the file data over the past 20 years since establishment of the JV enterprise of Sinosteel Corporation in Australia in 1990, and provided full basis for compilation of the report.

项目团队在报告的编写及设计过程中与相关责任人员及在澳企业进行充分沟通讨论，直接征求当地员工的意见，保证报告内容和设计进行完善，期间五易其稿。

In the process of report compilation and design, the project team has had full communication and discussion with relevant persons-in-charge and enterprises in Australia, solicited opinions directly from the local employees, improved the contents and design of the reports, and during the process, the team have revised the draft for five times.



中钢在澳企业专门聘请当地公关公司对报告内容和平设计稿进行把关，对文字图片设计提出了有价值的修改意见，保证报告内容符合当地的法律要求和居民的文化习惯，如有关悉尼歌剧院的图案、土著文化元素的使用建议。

Local enterprises of Sinosteel in Australia have specially engaged local PR companies to render meticulous checking on contents of the report and the draft design, put forward valuable opinions for modification and revision of the written contents and picture design, ensure that contents of the report conform to the local legal requirements and cultural custom of the residents, for instance, suggestions on the pattern of the Sydney Opera House, and use of the aboriginal cultural elements.

自 2009 年 6 月项目启动以来，编写组与外部专家就报告的编制调研了中国社科院亚洲大洋洲研究中心，中国现代国际关系研究院大洋洲研究所等多家机构，收集他们与澳洲利益相关方沟通的经验及对报告编制的意见。

2009 年 9 月，编写组赴澳大利亚进行了实地调研，走访了政府部门、员工、客户、供应商、社区、金融机构等利益相关方，进行了充分的沟通和调研，收集了大量的第一手材料。在多方收集资料的基础上，编写组完成了报告的编制工作。



组图：编写组实地调研照片
Group Photo: Photo of the Compiling Team in Field Survey

Since initiation of the project in June 2009, concerning compilation of the report, the compilation team and external experts conducted research in a number of units, such as the Asia-Oceania Research Center of the Chinese Academy of Social Sciences, and the Institute of Oceania Studies of China Institutes of Contemporary International Relations etc., and collected their experiences of communication with the stakeholders of Australia and opinions on compilation of the report.

September 2009, the compilation team went to Australia for field survey, where they visited such stakeholders as government department, employees, customers, suppliers, community, and financial institutions etc., conducted full communication and survey, gathered a great deal of first-hand data. On the basis of multiple data gathering, the compilation team completed compilation of the report.

利益相关方评价 Stakeholders' Opinions



——西澳大利亚州州长
科林·巴奈特先生

- Mr. Colin Barnett, Premier of Western Australia

“中钢长期以来积极致力于西澳蓬勃发展的铁矿石产业。贵公司22年前就建立恰那铁矿合营企业，成为中国企业投资西澳的先驱者。如今，中钢依然在发展西澳中西矿铁矿项目中发挥至关重要的作用。西澳人民和西澳政府都对中钢通过铁矿石贸易和投资推动中澳两国的关系表示由衷的认可。”

Sinosteel has been a long-term, successful and active participant in Western Australia's vibrant minerals industry, and pioneered Chinese investment in the State through the successful Channar Iron Ore Joint Venture 22 years ago. Today, Sinosteel continues to play a critical role in developing the State's new Mid West iron ore precinct. Sinosteel's efforts in bringing Western Australia and China closer through iron ore trade and investment are well recognized by the people and the Government of Western Australia.



——西澳芭蕾舞团总经理 Steven Roth
——Steven Roth, general manager of WA Ballet

“中钢是中国目前为止唯一的支持西澳芭蕾舞团的企业，我们双方合作的非常愉快！”

"Sinosteel is currently the only Chinese enterprise that supports WA Ballet. We have very pleasant cooperation!"

可持续发展理念

Concept of Sustainable Development

中钢集团的可持续发展理念是：在服务于钢铁工业和钢铁生产企业的过程中，持续增加价值创造，不断打造绿色钢铁，坚定推进社会和谐。具体表现为价值产业链、绿色服务链与和谐共赢链。

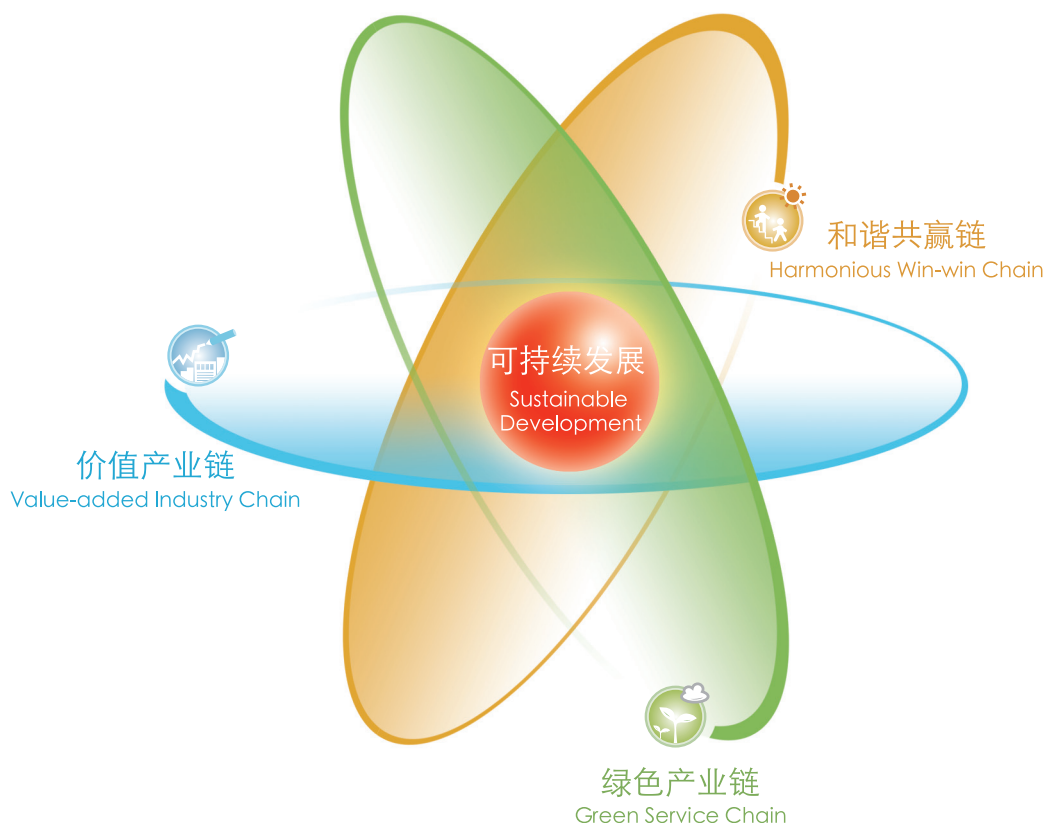
Sinosteel's Concept of Sustainable Development is: On the course of serving the steel industry and steel mills, Sinosteel Corporation aims for sustainable development of its businesses through: the continuous increase of value creation; the building of "green" steel; the firm promotion of social harmony; the establishment of a value-added industry chain; the development of a "green" service chain; and a harmonious "win-win" chain.

社会责任领导机构

CSR Organizational Structure

2009 年我们成立了中钢集团社会责任工作委员会，由集团总裁担任委员会主任，社会责任具体工作由董事会办公室负责，下属各公司均指定战略专员同步部署、同步安排、同步推进集团社会责任工作。

In 2009, we set up the Corporate Social Responsibility (CSR) Committee of Sinosteel, chaired by the President of the Corporation, and the Office of the Board of Directors shall be responsible for specific operation of the social responsibilities; the various subsidiary companies shall also designate strategic commissioner for simultaneous deployment, simultaneous arrangement, and simultaneous advancement of the social responsibility operations of the Corporation.



可持续发展分析矩阵

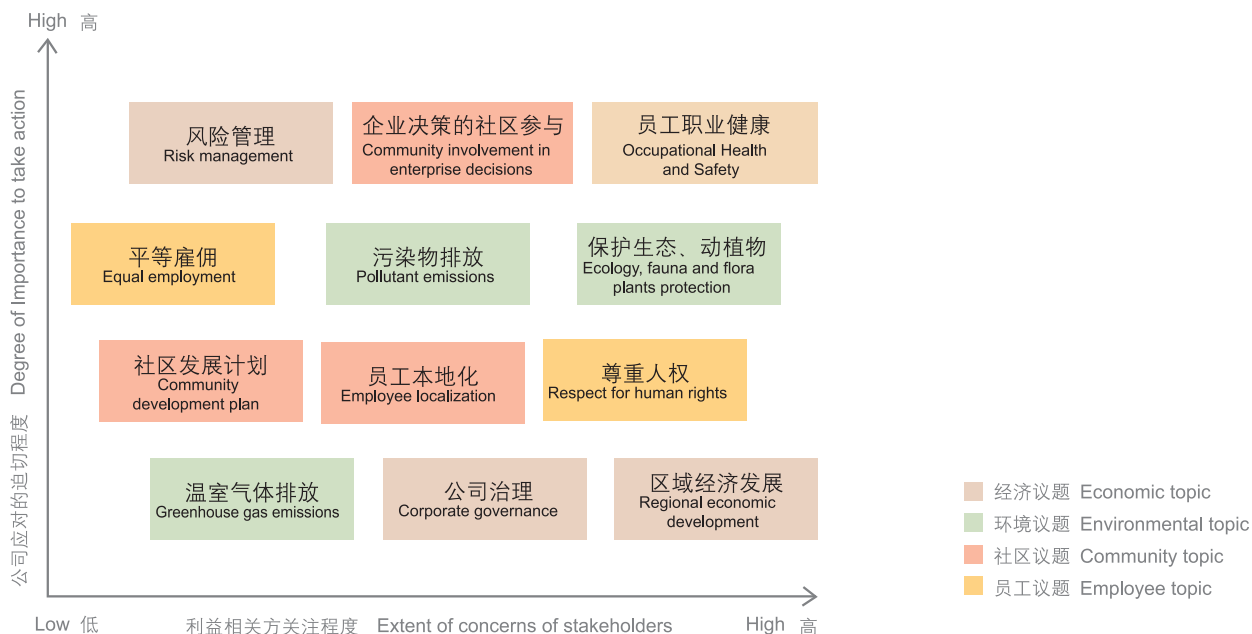
Analysis Matrix for Sustainable Development

中钢高度重视对可持续发展重大问题的管理，组织了对员工、客户、供应商、政府部门、社区代表等的专项调查，通过发放调查问卷、实地访谈等形式全面了解利益相关方对企业可持续发展重点议题的关注情况，并根据问卷调查结果将议题按照利益相关方关注的程度进行排序。

同时，根据公司战略和企业管理的实际，明确了公司对这些重点议题采取应对措施的迫切程度，建立了公司可持续发展重点议题矩阵，为企业改进可持续发展管理提供了依据。

Sinosteel attaches high importance to management of key issues on sustainable development, and has organized special survey on employees, customers, suppliers, government departments, communities etc., and through issuance of questionnaire and field interviews, acquired full understanding of the stakeholders' attention on key topics for discussion of enterprise sustainable development, and also, based on results of the questionnaire, ranked these topics for discussion according to the degree of attention of the stakeholders.

At the same time, based on corporate strategy and practice of enterprise management, clarified the extent of urgency of these companies for adoption of countermeasures toward these key topics for discussion, established corporate matrix on key topics of discussion for sustainable development, and provided a basis for improvement of sustainable enterprise development.



利益相关方

Stakeholders



国资委 State-owned Assets Supervision & Administration Commission

期望目标

Expected Target

- 国有资产的保值增值
Value preservation and value increment of state-owned assets
- 完善公司治理结构
Perfect corporate governance structure
- 防范经营风险
Prevent management risks

互动沟通方式

Mode of Mutual Communication

- 下达相关的政策法规、规章制度
Issue relevant policies, and rules and regulations
- 工作会议
Working conference
- 定期汇报
Regular report
- 业绩考核
Performance assessment

主要指标

Main Indexes

- 主营业务收入
Main operating revenue
- 利润总额
Total profits
- 净资产收益率
Rate of return of common stockholders equity (ROE)
- 国有资产保值增值率
State-owned assets value preservation and value increment rate



政府 Government

期望目标

Expected Target

- 国家资源安全
National resource security
- 遵纪守法
Abide by laws and regulations
- 经济、环境、社会和谐发展
Harmonious economic, environmental, and social development

互动沟通方式

Mode of Mutual Communication

- 制定地方政策规章
Formulate local policies and regulations
- 拜访
visits
- 定期会晤
Regular meeting
- 工作会议
Working conference

主要指标

Main Indexes

- 税收总额
Total revenue
- 就业机会
Employment opportunities
- 节能目标
Energy conservation target
- 减排目标
Emission reduction target



战略合作伙伴 Strategic Cooperative Partners

期望目标

Expected Target

- 优势互补
Mutual complementation of advantages

互动沟通方式

Mode of Mutual Communication

- 签订战略合作协议
Sign strategic cooperation agreement

主要指标

Main Indexes

- 合同协议执行情况
Execution of contract agreement



科研机构 Scientific Research Unit

期望目标

Expected Target

- 协同创新
Synergy innovation

互动沟通方式

Mode of Mutual Communication

- 高层互访
High-level mutual visit

主要指标

Main Indexes

- 科研经费投入
Scientific outlay input



金融机构 Financial Institutions

期望目标

Expected Target

- 提高创造价值的能力
Enhance the value creation ability

互动沟通方式

Mode of Mutual Communication

- 会议商讨
Conference discussion
- 访问座谈
Visit and informal discussions

主要指标

Main Indexes

- 销售收入增长率
Rate of sales revenue increase
- 资本回报率
Return on invested capital



员工 Employees

期望目标

Expected Target

- 权益保障
Protection of rights and interests
- 职业发展
Career development
- 价值实现
Value realization

互动沟通方式

Mode of Mutual Communication

- 职工代表大会
Employees representative meeting
- 发展工会组织
Develop trade union organizations
- 职工满意度调研
Employees satisfaction survey
- 座谈会
Symposium

主要指标

Main Indexes

- 薪酬水平
Remuneration level
- 员工满意度
Employee satisfaction
- 员工忠诚度
Employee loyalty
- 员工流失率
Employee turnover rate
- 员工培训的投入
Input on employee training
- 劳动合同签订率
Labor contract signing rate



供应商 Supplier

期望目标

Expected Target

- 遵守商业道德
Abide by business ethics
- 强化双方合作
Strengthen mutual cooperation
- 遵守责任要求
Abide by responsibility requirements

互动沟通方式

Mode of Mutual Communication

- 签订合同协议
Sign contractual agreement
- 企业 ERP 系统
Enterprise ERP system
- 供应商关怀活动
Supplier care activities
- 供应商第三方满意度调研
Supplier third party satisfaction survey

主要指标

Main Indexes

- 合同履行率
Contract performance rate
- 交货准确率
Delivery accuracy
- 供应商价格执行率
Supplier price execution rate
- 供应商满意度
Supplier satisfaction



客户 Clients

期望目标

Expected Target

- 提供安全可靠的产品
Provide safe and reliable products
- 注重客户关怀
Pay attention to customer care
- 改进服务质量
Improve service quality

互动沟通方式

Mode of Mutual Communication

- 客户关系管理
Customer relationship management
- 客户关怀活动
Customer care activities
- 客户第三方满意度调研
Customer third party satisfaction survey

主要指标

Main Indexes

- 合同履行率
Contract performance rate
- 客户满意度
Customer satisfaction



社区 Community

期望目标

Expected Target

- 保护社区环境
Protect community environment
- 促进社区繁荣
Promote community prosperity
- 创造社区和谐
Create community harmony

互动沟通方式

Mode of Mutual Communication

- 文明共建活动
Civilization joint construction activity
- 公益捐赠
Public welfare donation

主要指标

Main Indexes

- 社区居民满意度
Community resident satisfaction
- 公益捐赠额
Public welfare donation
- 员工志愿者人次
Employee volunteer man-times



NGO

期望目标

Expected Target

- 发挥企业模范表率作用
Display enterprise model demonstration role
- 推动可持续发展各项工作
Advance various operations for sustainable development

互动沟通方式

Mode of Mutual Communication

- 年会、活动
Annual meeting, activities
- 参加研讨
Forum participation

主要指标

Main Indexes

- 参与活动频率
Activity participation frequency
- 沟通次数
Number of times of communication

2009 责任推进历程

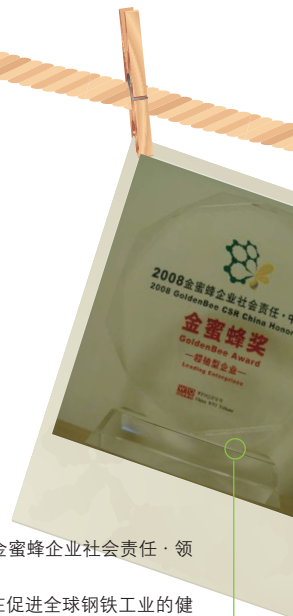
2009 Course of Responsibility Advancement

2009年1月9日，第四届“中国企业社会责任论坛”暨“改革开放30年·最具责任感企业”颁奖典礼在钓鱼台国宾馆隆重举行。中国中钢集团公司荣获“2008年最具责任感企业”称号，黄天文总裁出席此次颁奖盛典，并参与首轮“永续发展”主题对话环节。

On January 9th 2009, the 4th "China Corporate Social Responsibility (CSR) Forum" & "30 Years of Reform and Opening Up · Enterprises with the Most Sense of Social Responsibility" awarding ceremony was held solemnly in the Diaoyutai State Guesthouse. Sinosteel Corporation won the title of the "Enterprise with the Most Sense of Responsibility 2008". HUANG Tianwen, President of Sinosteel, was present in the awarding ceremony, and also participated in the first-round "sustainable development" theme dialogue.

2009年3月31日，中共中央政治局常委、中央书记处书记、国家副主席习近平同志在河南省相关领导的陪同下，来到中钢集团耐火材料有限公司进行调研，详细了解企业开展学习实践科学发展观活动的情况，要求通过深入学习实践科学发展观，找到企业应对国际金融危机的有效办法，促进企业发展。

On March 31st 2009, accompanied by relevant leadership of the Henan Province, XI Jinping, a member of the Standing Committee of the Political Bureau of the Central Committee of CPC, a member of the Secretariat of the Central Committee and State Vice President, came to the Sinosteel Refractory Materials Co., Ltd. for a survey to acquire a detailed understanding of enterprise implementation on activities of study and practice of the scientific outlook for development, and required that, through in-depth study and practice of the scientific outlook for development, (Sinosteel) should find out the effective measures for enterprise to deal with the international financial crisis, and promote enterprise development.



2009年6月5日，由商务部《WTO经济导刊》杂志社主办的“2008金蜜蜂企业社会责任·中国榜”在北京隆重发布。中钢集团荣膺“2008金蜜蜂企业社会责任·领袖型企业”。

“金蜜蜂企业社会责任”评选专家委员会认为，中钢集团作为最早走出去的大型国有企业，肩负着实施国家可持续发展能源战略的重大使命；在促进全球钢铁工业的健康发展和世界经济繁荣的过程中，始终积极贯彻中国政府建设和谐世界的理念，以树立负责任的中国企业形象为己任，坚持履行社会责任与国际化发展同步；在全球范围内，秉承“合作、友谊、双赢、发展”的理念，与当地社区共同发展和谐共进，堪称国有企业履行全球社会责任的表率。

On June 5th 2009, the "2008 Golden Bee CSR · China Honor Roll" sponsored by the "China WTO Tribune" Magazine of the Ministry of Commerce was solemnly released in Beijing. Sinosteel Corporation won the "2008 Golden Bee CSR · Leading Enterprise Award".

The Committee of Experts for appraisal of the "Golden Bee CSR" deems that, as a large-scale state-owned enterprise that has gone overseas the earliest, Sinosteel Corporation bears the important mission to implement the national energy strategy for sustainable development; in promoting healthy development of the global iron and steel industry and world economic prosperity, Sinosteel has always actively implemented the concept of the Chinese government in building a harmonious world, with building up a responsible Chinese corporate image as its mission, and adhered to the simultaneous development of execution of social responsibility and internationalization; in the global arena, Sinosteel upholds the

concepts of "cooperation, friendship, win-win, and development", strives for common development and progress in harmony with the local community, and can certainly be branded as a model of state-owned enterprise in execution of its global social responsibility.

2009年11月12日，中钢作为联合国全球契约成员和中国网络中心的代表参加联合国全球契约中日韩三国网络会议。会议回顾了中日韩三国企业履行企业社会责任的情况，交流了中日韩三国网络中心的工作进展，会议认为，中日韩三国在促进世界经济增长、解决社会问题、克服危机等方面取得了瞩目的成绩，在履行企业社会责任方面取得了良好的绩效。

On November 12th 2009, as a member of the UN Global Compact and representative of Global Compact Network China, Sinosteel participated in the 2009 UN Global Compact China-Japan-Korea Roundtable Conference. During the meeting, participants reviewed enterprise execution of CSR and exchanged network operation progress of the three countries, and the conference deems that the three countries have made outstanding achievements in promoting world economic growth, solving social problems, and overcoming crisis, and also obtained favorable performance in execution of the corporate social responsibility.



2009年12月12日，第二届中国企业社会责任国际研讨会在北京世纪金源大酒店隆重举行。组委会专家一致认为：2008年10月24日，中国中钢集团公司以英文、法文和中文三种文字对外发布了《中钢集团可持续发展非洲报告》。这是中国企业发布的第一份面向非洲的可持续发展报告，也是国内企业发布的首份国别报告，成为中国企业发布海外社会责任报告的起点，具有里程碑意义。中钢集团因此荣获“中国社会责任报告发展特别贡献奖”。

On December 12th 2009, the 2nd China CSR International Forum was solemnly held in the Empark Grand Hotel - Beijing. Experts of the organizing committee unanimously agree that: on October 24th 2008, Sinosteel Corporation issued its "Sinosteel Corporation Sustainability Africa Report" in English, French, and Chinese. This is the first African sustainable development issued by a Chinese enterprise, and also the first foreign country report by a domestic enterprise, which has become the starting point of Chinese enterprises to issue overseas CSR, with therefore milestone significance. For this reason, Sinosteel Corporation won the "Award for Special Contribution to Chinese CSR Reporting".



2009年4月20日，联合国全球契约中国网络中心办公室成立大会在北京远洋大厦举行。中钢股份作为联合国全球契约优秀成员之一，应邀出席会议。会议同时宣布中钢集团《可持续发展非洲报告》荣获首届全球契约中国网络“典范报告”。

On April 20th 2009, establishment of the Office of Global Compact Network China was held in the Ocean Plaza Beijing. As one of the outstanding members of the UN Global Compact, Sinosteel was invited for the Conference. Meanwhile, it was also declared during the meeting that the "Sustainability Africa Report" won the first Global Compact Network China "Model Report".



2009年11月3日，国务院国资委中央企业社会责任工作会议在梅地亚中心隆重举行。中钢集团“科技服务中小企业”、“立足当地，融入社区，做负责任的中国企业”两则案例从央企135份实践案例中脱颖而出，被评为“优秀责任案例”。会议播放“中钢集团海外社会责任实践”宣传片，介绍履行海外社会责任的实践情况，并发表责任感言。

On November 3rd 2009, the Central Enterprise Social Responsibility Working Conference of the SASAC was solemnly held in the Media Center. Two cases of Sinosteel Corporation, namely, "Scientific and Technological Service to SMEs", and "Locally Based, Integrated with the Community, Strive to be a Responsible Chinese Enterprise", stood out among the 135 practical cases, and were appraised as the "Excellent Responsibility Case". The conference also played the "Sinosteel Corporation Overseas CSR Practice" publicity film, introduced the practice of execution of overseas social responsibility, and expressed responsibility remarks.

公司简介 INTRODUCTION

公司战略——生产性服务业的模式创新

Corporate Strategy – Production Service Industry Model Innovation

作为我国现代生产性服务业的实践者，中钢集团近几年来通过大刀阔斧的改革调整，着力推进战略转型，不断创新发展模式，逐步由传统商贸型企业成长为我国钢铁行业规模最大、综合实力最强的现代生产性服务企业。目前，中钢集团已经形成了围绕钢铁生产主流程的集原、辅料生产、设备制造、物流配送、招投标、研发设计、工程建设、金融服务及产品销售等功能于一体的全方位、专业化服务体系，打造了为钢铁工业和钢铁生产企业提供综合配套、系统集成服务的“中钢模式”。

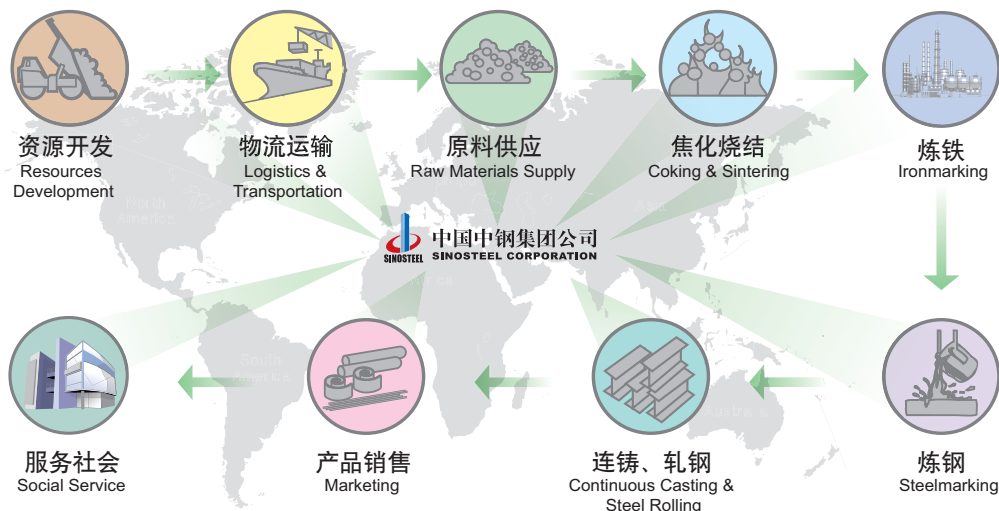
中钢集团综合配套、系统集成服务模式，可以最大限度的内部化钢铁生产流程中各个生产性服务业务，通过对价值链各增值环节的重新组合与优化配置，延伸与重塑高附加值的产业环节，形成一套综合配套、系统集成整体竞争优势。这种模式，是当今世界产业结构革命性转换后的“产业链升级”或“链式升级”的一种最新体现，是中国企业新的历史条件下寻求战略性竞争优势的最新探索，为中国突破低端国际分工格局、推动产业结构升级提供了可供借鉴的宝贵经验。

As a modern production service industry practitioner of China, through bold and resolute reform and adjustment in recent years, Sinosteel Corporation exerted efforts to advance strategic transformation, continually innovate development model, and has gradually become the largest scale and mode comprehensive and powerful modern production service enterprise of the iron and steel industry of China from a traditional business and trade enterprise. At present, Sinosteel Corporation has formed an all-round and specialized service system focusing on the iron and steel production main flow, integrating raw and auxiliary materials production, equipment manufacturing, logistics distribution, tendering and bidding, research and development and design, engineering construction, financial services and product marketing etc., and has molded the “Sinosteel mode” that provides iron and steel industry and iron and steel enterprises with comprehensive support and system integration services.

The comprehensive support and system integration service of Sinosteel Corporation can internalize to the maximum extent the various production service operations of the iron and steel production flow, and through recombination and optimal configuration of the various value increments of the value chain, extend and remodel the high-value added industrial links, thereby forming a complete set of comprehensive support and integrated system competitive advantages. This model is the latest embodiment of “industrial chain upgrading” or “chained upgrading” after revolutionary transformation of the current world industrial structure, the latest exploration of Chinese enterprises in seeking strategic competitive advantages under new historical conditions, and has provided value reference experiences to China to break through the low-end pattern of international work division and promote industrial structural upgrading.

中钢集团综合配套、系统集成服务示意图

The Diagram Of The Comprehensive Auxiliary Service Provide By Sinosteel



公司治理

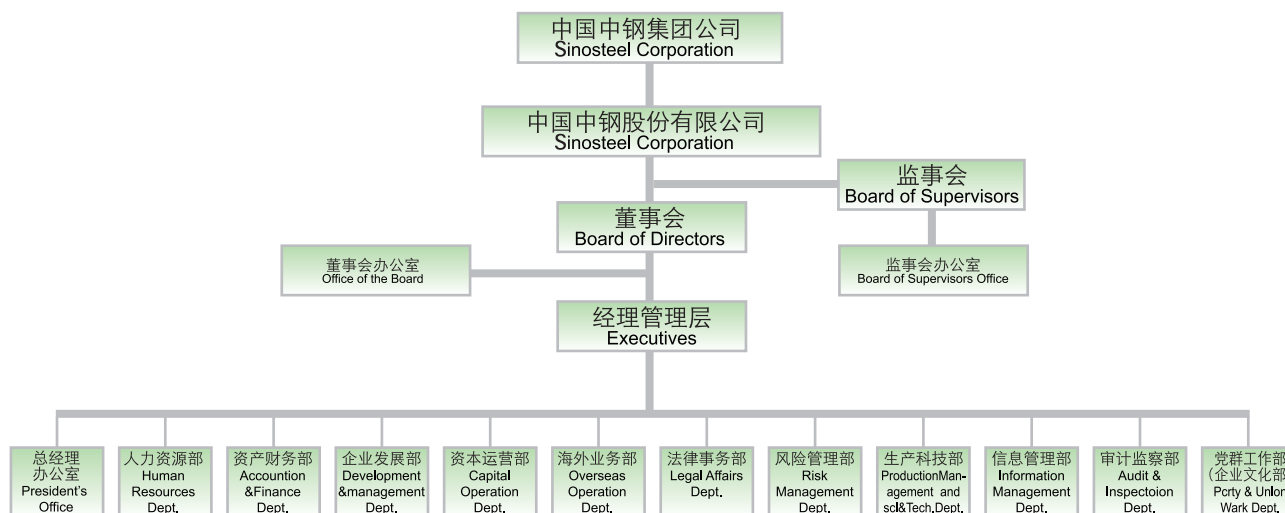
Corporate Governance

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

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

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

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



惩防腐败体系建设

Punishing and Preventing Corruption System Construction

中钢集团以科学发展观为指导，认真贯彻落实中央纪委、监察部和国务院国资委纪委的部署和要求，紧紧围绕集团改革发展大局，抓住“调整优化上水平”的主题，以完善惩治和预防腐败体系为主线，把加强企业管理同健全反腐倡廉机制结合起来，把提高企业科学发展能力同增强惩防腐败能力结合起来，不断开创惩防腐败工作新局面。

With scientific development outlook as guide, Sinosteel Corporation meticulously carries out implementation of the deployment and requirements of the Central Commission for Discipline Inspection of the CPC, the Ministry of Supervision, and the Discipline Inspection

Committee of the State-owned Assets Supervision and Administration Commission (SASAC) of the State Council, focuses closely on the overall situation of the Corporation for development and reform, seizes “adjustment, optimization, and enhancement of standard” as theme, gives priority to improving punishment and prevention of corruption system, combines strengthening enterprise management and perfecting the combating corruption and building a clean government mechanism, integrates enhancing enterprise scientific development ability and consolidating punishment and prevention of corruption ability, continually creates a new prospect for enterprise operation.

全球布局图

Global Layout

中钢的国际化发展战略包括两大部分：

第一：在全球范围实现资源配置（引进来）。中钢围绕铁、铬、锰、镍等矿产资源布局全球。铁矿主要分布在澳大利亚和印度，铬矿主要在南非开采，镍矿分布在印尼和菲律宾。我们重点打造六大区域，香港、澳大利亚、南非、

印度、东南亚、欧洲，逐步实现了海外资源的战略布局。

第二：服务于世界钢铁工业和企业（走出去）。中钢的产品和服务已经拓展到海外，现已承接多项海外工程项目。

1	中钢国际控股有限公司	Sinosteel International Holding Company Ltd.
2	中钢澳大利亚有限公司	Sinosteel Australia Pty., Ltd.
3	中钢澳大利亚矿业有限公司	Sinosteel Australia Mining Pty., Ltd.
4	中钢大洋投资有限公司	Sinosteel Ocean Investment Co., Ltd.
5	中钢澳洲中西矿业有限公司	Sinosteel Midwest Corporation Ltd.
6	中钢南澳铀矿公司	Sinosteel Uranium SA Pty., Ltd.
7	中钢南非有限公司	Sinosteel South Africa (Pty) Ltd.
8	中钢南非铬业有限公司	ASA Metals Pty., Ltd.
9	中钢－萨曼可铬业有限公司	Tubatse Chrome (Pty) Ltd.
10	中钢津巴布韦有限公司	Sinosteel Zimbabwe Pvt. Ltd.
11	中钢津巴布韦铬业控股有限公司	Zimasco Consolidated Enterprises Ltd.
12	中钢印度有限公司	Sinosteel India Pvt Ltd.
13	中钢新加坡有限公司	China Sinosteel (Singapore) Pte., Ltd.
14	中钢德国有限公司	Sinosteel Germany GMBH
15	中钢巴西有限公司	Sinosteel Brasil Metallurgical Trading Ltd.
16	中钢加蓬有限公司	Sinosteel Gabon Company Ltd.
17	中钢喀麦隆有限公司	Sinosteel CAM SA
18	中钢印尼有限公司	Pt.Sinosteel Indonesia
19	中钢印尼矿业有限公司	PT. Sinosteel Indonesia Mining
20	中钢柬埔寨有限公司	Sinosteel (Cambodia) Co., Ltd.
21	中钢菲律宾有限公司	Sinosteel Philippines Co. Ltd.,Inc.
22	中钢集团非洲代表处	Sinosteel Corporation Representative Office
23	中钢集团土耳其代表处	Sinosteel Corporation Turkey Representative Office
24	中钢集团越南代表处	Sinosteel Corporation Vietnam Representative Office



Sinosteel Internationalization Strategy includes two parts:

First, we allocate resources at the global level (bringing in). Focusing on such mining resources as iron, chrome, manganese, and nickel, etc., Sinosteel Corporation is making a global arrangement. Iron resources are mainly distributed in Australia and India, chrome mainly in South Africa, nickel mainly in Indonesia and the Philippines. We build six key regions: Hong Kong, Australia,

South Africa, India, Southeast Asia, and Europe, therefore we have gradually realized strategic arrangement of overseas resources.

Second, we service for the world steel industry and steel enterprises (going out). Sinosteel's products and services have expanded overseas, and we have done number of overseas projects.



中钢集团 2007 – 2009 综合排名情况表

Comprehensive Ranking of Sinosteel Corporation from 2007-2009

项 目	2007	2008	2009
中国企业 500 强	60	33	24
中国服务业企业 500 强	28	15	14
中国进出口企业 500 强	62	40	31
中国企业信息化 500 强	23	20	15



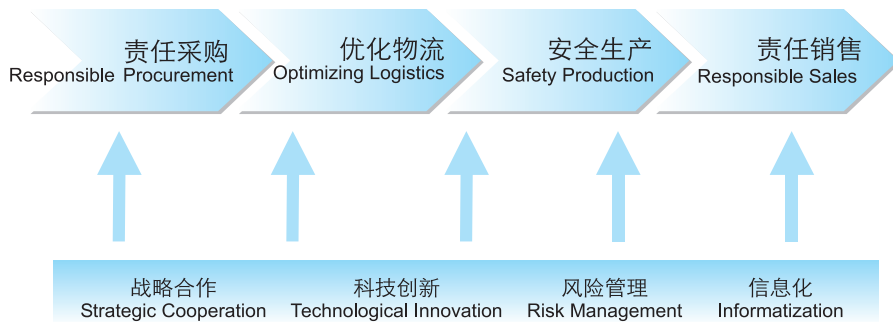
价值产业链

Value-added Industry Chain



中钢集团在为钢铁工业提供综合配套、系统集成服务过程中，对内夯实基础、对外开拓进取，通过推进责任采购、优化物流经营、注重安全生产、实行责任销售，打造了价值创造的基础产业链；同时，通过加强风险管理、促进科技创新、提升信息化水平等辅助建设，为基础产业链提供了有力支撑，从而形成较为完善的价值产业链，持续创造经济价值。

In providing iron and steel enterprises with comprehensive support and system integration, Sinosteel Corporation has consolidated its internal basis, expand external enterprising and, through advancing responsible procurement, optimizing logistics operation, laying stress on safety production, and implementing responsible sales, built value creation basic industrial chain; at the same time, through auxiliary construction, such as strengthening risk management, promoting technological innovation, and enhancing the informatization standard etc., provided base industrial chain with powerful support, thereby forming a relatively perfect Value-added Industry Chain and continually creating economic value.



1635 亿元
RMB 163.5 billion

经过几年的跨越式发展，中钢集团的竞争力得以显著提升，资产总额逾千亿元，2009 年主营业务收入达 1635 亿元；企业实力稳步上升，2009 年名列中国企业 500 强第 24 位，中国服务业企业 500 强第 14 位。

24 位
Ranked 24th

After several years of leap-forward development, the competitiveness of Sinosteel Corporation has been enhanced considerably, and its total assets exceeded RMB 100 billion; in 2009, its main operating revenue had reached RMB 163.5 billion; enterprise strength has steadily risen; in 2009, Sinosteel Corporation ranked 24th in the 500 Strong Chinese enterprises, and the 14th in the 500 Strong Chinese service industrial enterprises.

14 位
Ranked 14th

责任采购 Responsible Procurement

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

Under guidance of the business concept of cooperation and win-win situation for common development, Sinosteel Corporation adheres to sincere management and promotes responsible procurement; focuses on production service enterprise orientation, strengthens supplier management; standardize enterprise bidding operation; advance green procurement concept, guide subsidiary enterprise for “green production”; actively implement “going global” strategy with resource as guide, expand domestic and overseas mining resource reserve, promote national economic safety and resource security operation through enterprise behavior, and facilitate sustainable development.

诚信经营 Sincere Management

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

中钢集团下发了《关于进一步规范招标工作的若干意见》，进一步健全了招标、评标和监标组织机构，规范了招标的操作程序，从而保证招标活动按照“公开、公平、公正和诚实信用”的原则进行。

We strengthen standardized procurement management, and in the process of procurement, adopt internal corporation purchasing, and for relatively bigger external public bidding, Sinosteel Tendering Company shall conduct uniformed external public bidding. Sinosteel tendering company possesses the electro-mechanical product international bidding Class A qualifications and import and export rights for management granted by the Ministry of Commerce,

providing therefore special public bidding services for a number of domestic large-scale projects.

Sinosteel Corporation issued a document entitled “A Number of Opinions Concerning Further Standardizing Public Bidding Operation”, which has further improved the public bidding, bid appraisal, and bid supervision organization unit, standardized public bidding operation procedure, thereby ensuring public bidding activities according to the principle of “open, fairness, impartiality, and creditworthiness”.



案例：集团本部等八家企业荣膺“纳税信用等级A级企业”称号

Case: Eight enterprises, including the Corporation itself, won the title of “Tax Payment Credit Standing A Class Enterprise”.

2009年，海淀区国地税机关为荣膺“纳税信用等级A级企业”称号的集团本部、股份本部、中钢贸易、中钢炉料、中钢钢铁、中钢设备、中钢投资、中钢货运八家企业颁奖。

此次纳税信用等级A级企业评定工作由国税、地税联合展开，中钢占据了海淀区300家入选企业的八席，是极高的荣誉。纳税信用等级A级企业将在公开媒体上向社会公布，并在有效期内（2009年1月1日-2010年12月31日）享受免除税务稽查、优先办理涉税事宜等权利。

In 2009, the state tax and local tax bureaus of Haidian District presented awards to the eight enterprises with the title of “Tax Payment Credit Standing A Class Enterprises”, including the Sinosteel Corporation, the Sinosteel Corporation Limited, Sinosteel Trading Co., Ltd., Sinosteel Raw Materials Co., Ltd., Sinosteel Iron & Steel Co., Ltd., Sinosteel Equipment & Engineering Co., Ltd., Sinosteel Investment Co., Ltd., and Sinosteel Shipping & Forwarding Co., Ltd.

The present appraisal operation for the taxpayment credit standing A class enterprises was jointly carried on by the state tax and the local tax bureaus, and of the 300 enterprises in the Haidian District, 8 enterprises are from the Sinosteel Corporation, which is an extreme honor. The name of taxpayment credit standing A-class enterprises will be published in the media, and they shall be entitled to such rights as tax check exemption and priority handling of tax related matters within their period of validity (January 1st 2009 – December 31st 2010).

促进国家资源安全

Guarantee National Resource Security

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

Mineral resource reservation is closely related to the national economic security. The endowment of China’s mining resources determines that China has a high dependency on the overseas imported resources, and iron ore supply also seriously restrict the long-term development of China’s domestic iron and steel industry. As one of the earliest enterprises that implemented the “going global” strategy, from the long-term consideration of national resource security, Sinosteel strives and is committed to providing domestic iron and steel enterprises with safe, stable, and reliable mining resources. After many years’ hard efforts, we have already had relatively rich reserve of such resources as iron, chrome, manganese, and nickel etc., both home and abroad.

绿色采购

Green Purchasing

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

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

We conduct comprehensive review to production enterprise suppliers; investigate whether they have safety production permit and pollution discharge permit, whether they pertain to the scope of industries that are restricted or limited by competent government department, such as the State Development and Reform Commission etc., and whether they conform to the industrial access conditions of relevant notices and bulletins.

With responsible procurement as guide, strive to realize “greening” of the purchasing resource and purchasing process, guide “green production” of subsidiary production enterprises, thereby building a green supply chain of the iron and steel industry.

优化物流

Optimize Logistics

冶金原料、产品的贸易与物流是中钢集团的三大主业之一。中钢集团高度重视在原材料运输、仓储、库存控制、车辆调度、产成品库存管理、产品配送等方面的价值创造活动，在物流传递领域积累了丰富的经验，建成了出色的物流管理模式，形成了集成的物流经营模式。

Metallurgical raw materials' trading and logistics are one of the three pillar business operations of Sinosteel Corporation. We attaches high importance to value creation activities in raw materials transport, storage, warehouse control, vehicle dispatch, finished product warehousing management and product distribution etc., has accumulated rich experiences in logistics delivery, built outstanding mode of logistics management, and formed integrated logistics business model.

优化经营模式

Optimize Business

仓储、物流、运输实行专业化经营。专业公司是集团整个物流系统的主干，是整体架构的支撑和核心，生产企业和科技企业的产品均通过专业公司进行销售。同时，集团建立了专业公司和地区公司的协同经营体系，实现了专业公司和地区公司的协同经营。此外，通过内部架构梳理和优化，集团实现了专业公司与生产企业、科技企业的顺畅衔接。

中钢货运公司是集团旗下从事进出口及内贸货物的水运、陆运、空运、仓储及货物监管、货运代理、船舶代理、保险代理及相关咨询服务等业务的专业公司，拥有覆盖全国主要口岸、组织结构完善的服务网络体系，在中国国际货运代理协会评选的“中国国际货代物流海运50强”中位列前三。

Storage, logistics and transport implements specialized operation. Specialized companies are backbone of the whole logistics system of the Corporation, the support and core of the whole framework, for products of the production enterprises and technological enterprises are marketed and distributed through specialized companies. Meanwhile, the Corporation has established a coordinated business system between the specialized companies and the regional companies, and realized synergy operation between them. In addition, through internal framework straightening and optimization, the Corporation has realized smooth interfacing between the specialized companies, production companies, and technological companies.

Sinosteel Shipping & Forwarding Co., Ltd. is a specialized company affiliated to the Corporation, engaging in import and export business, and water transport, land transport and air transport, storage, goods supervision, freight agency, shipping agency, insurance agency, and relevant consulting services of goods of domestic trading, with a service network system covering main domestic ports and a perfect organization structure, and was ranked the third in the "50 Strong Enterprises of China International Freight Logistics Marine Shipping" as appraised by the China International Freight Forwarders Association (CIFA).

加强物流安全管理 Strengthen Logistics Safety Management

集团印发了《中国中钢集团公司货物仓储业务及库存货物监管管理办法》，进一步强化了对下属企业仓储及存货的管理，建立了货物仓储业务和库存货物监管协调机制，确保仓储业务的正常开展，提高对库存货物的监管力度。

2009年，中钢起草制定《物流企业管理大纲》，进一步夯实基础管理。中钢货运下属的辽宁、天津等八家子公司均通过 ISO9001 质量体系认证。

The Corporation had issued "Measures for Management of Goods Storage Operation and Inventory Goods Supervision of Sinosteel Corporation", which further strengthened storage and inventory management of subordinate enterprises, established goods storage operation and inventory goods supervision coordination mechanism, ensured normal storage operation development, and enhanced inventory goods supervision.

In 2009, Sinosteel drafted out and formulated its "Outline for Logistics Enterprise Management", which further consolidated base management. Eight subsidiary enterprises of Sinosteel Shipping & Forwarding Co., Ltd. in Liaoning and Tianjin etc., have adopted the ISO9001 Quality System Accreditation.

物流工业区 Logistics Industrial Area

海运是铁矿石等原料的主要运输手段，对于钢铁行业，料场向港口进行转移，可以大量节省物流成本，是钢铁企业发展的必然趋势。

我们抓住国家发展渤海新区的机遇，充分利用港口优势，将在黄骅港建设一个集贸易物流、生产加工、仓储配送、招商引资于一体的物流工业区和专业化平台，从而大大降低物流成本，提高物流配送效率，加强物流服务能力。



案例：中钢货运第三方市场逐步打开

Case: The third party market of Sinosteel Shipping & Forwarding Co., Ltd., has gradually been opened

中钢货运有限公司利用集团的整体优势，积极拓展第三方物流市场，不仅取得了良好的收益，而且进一步提升了“中钢货运”的品牌知名度。

2009年，在第三方租船（订舱）业务方面，公司完成第三方散杂货运量 109 万吨，同比增长 65%；货代业务方面，公司完成第三方散杂货货代量 3,934 万吨，同比增长 20%；陆运业务方面，公司完成第三方陆运散杂货货量 114 万吨，较 08 年同期增长 58%；船代业务方面，全部业务均来自第三方，业务量同比增长达 22 倍；空运业务方面也较以往实现大幅增长。2009 年，中钢货运的第三方物流业务已经成为重要的利润来源。

By making use of its overall Corporation advantages, Sinosteel Shipping & Forwarding Co., Ltd., actively expands its third party market, and has not only obtained favorable benefits, but also further enhanced the brand popularity of "Sinosteel Shipping & Forwarding".

In 2009, with respect to third party chartering (booking) business, the company had realized third party bulk freight transport 1.09 million tons, up 65% on a year-on-year basis; with respect to freight forwarding business, the company realized third party bulk freight forwarding 39.34 million tons, up 20% on a year-on-year basis; with respect to land transport business, the company realized third party land transport bulk freight 1.14 million tons, up 58% compared with the same period of 2008; with respect to shipping agency operation, all business came from third parties, and its business volume increased 22 times on a year-on-year basis; with respect to air transport, it also realized considerable marginal growth than the past. In 2009, the third party logistics operation of Sinosteel Shipping & Forwarding Co., Ltd., has already become an important source of profits.

Ocean shipping is the main measures of transport of such raw materials as iron ore, and as far as iron and steel industry is concerned, transfer of materials field to port can save a great deal of logistics cost, and it is the indispensable trend for iron and steel enterprise development.

Seizing the opportunity of the national development of the Bohai New Area, by making full use of the port advantages, we will build a logistics industrial area and specialization platform in Huanghua Port, integrating trading logistics, production processing, storage distribution, and promotion of investment, thereby reducing the logistics cost considerably, enhancing logistics distribution efficiency, and strengthening logistics service ability.

安全生产

Safety Production

中钢集团高度重视安全生产工作，坚持坚持“安全第一、预防为主、综合治理”的工作方针，不断建立健全安全生产保障体系，完善安全生产责任制和安全生产管理制度，形成安全生产的长效机制。

Sinosteel Corporation attaches high importance to safety production operation. By adhering to the working guidelines of “safety first, prevention priority, and comprehensive management”, Sinosteel Corporation shall continually establish and improve its safety production assurance system, perfect its safety production responsibility system and safety production management system, and form a long effective safety production mechanism.

安全管理体系

Safety Management System

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

2009 年，中钢进一步建立健全安全管理制度。夯实安全基础。先后发布了《关于建立来访参观人员入厂（场）安全提示制度的通知》、《中钢国际广场安全提示》、《关于加强安全事故报送的通知》、《中国中钢股份有限公司危险源管理办法》，修订完善了《中国中钢股份有限公司生产事故应急综合预案》和《中国中钢股份有限公司安全生产管理办法》，制定了安全生产检查流程和生产事故调查处理流程。

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

In 2009, Sinosteel further established and improved its safety management system, and consolidated its safety basis; subsequently issued the “Circular Concerning Establishment of Safety Prompt System for Visitors to the Factory (Site)”, “Sinosteel International Plaza Safety Prompt”, “Circular Concerning Strengthening Safety Accident Reporting”, and “Measures of Sinosteel Corporation Limited on Hazard Source Management”, revised and improved the “Emergency Comprehensive Plan for Production Accident of Sinosteel Corporation Limited” and “Measures on Safety Production Management of Sinosteel Corporation Limited”, and formulated safety production inspection flow and production accident investigation management flow.



案例：中钢集团安全生产 0123 模式

Case: The 0123 Mode of Sinosteel Corporation for Safety Production

——“0”是指工亡事故为 0、重大火灾、爆炸、坍塌、有毒有害气体泄漏等类事故为 0、重大设备事故为 0。

——“1”是“一把手负责制”、“一岗双责制”和“一票否决制”。

——“2”是指两手抓，一手抓硬件，确保本质化安全；一手抓软件，建立起严密完整的安全体系。

——“3”是指全员、全面、全过程的“三全”管理。其中，全员管理中，重点突出新员工、劳务工、返聘工。全面管理中，重点突出以标准化作业为核心规范人流，以定置管理为核心规范物流，以点检定修为核心规范设备流。全过程管理中，重点突出危险源控制、隐患排查、应急管理。

- “0” shall refer to that the worker’s death accident shall be 0, serious fire hazard, explosion, collapse, and leakage of toxic and hazardous gas accident shall be 0, and key equipment accident shall be 0.

- “1” shall refer to “chief leader responsibility system”, “one-position double-responsibility system”, and “one-veto veto system”.

- “2” shall refer to double check: one check is on hardware to ensure intrinsic safety; and the other check is on software to establish a stringent and integral safety system.

- “3” shall refer to the “three all-around” management: all-around employees, all-around aspects, and all-around processes. Of all-around employee management, the key will be on new employees, labor workers, and re-engaged workers. Of all-around management, the key will be standardizing human flow by taking standardized operation as core, standardizing logistics flow with production management as core, and standardizing equipment flow with spot checking and regular repairing as core. Of the all-around process management, the key will be on hazard source control, hidden trouble investigation, and emergency management.

安全培训 Safety Training

我们拥有比较完善的安全运营培训体系，集团内实行全员培训，每年接受安全运营培训的员工近4万人。

2009年中钢施行全员考试持证上岗制度，事故同比有所下降并取得初步成效。为进一步加强管理，减少各种违章，提升安全素质，促使员工从被动依赖监督转变为自觉遵章守纪，决定开展全员安全培训、考核持证上岗活动。全体员工，包括企业领导、特种作业人员、一线员工、管理人员、实习学生、外来工人、参观人员等都要重新普遍进行安全生产培训。

We have a relatively perfect safety operation training system, and implement full-employee training within the Corporation, and nearly 40,000 employees accept safety operation training each year.

In 2009, Sinosteel implemented full-employee examination post certificate system, accident had somehow decreased on a year-on-year basis and preliminary achievements had been made. To further strengthen management, reduce various breach of rule and regulations, enhance safety quality of employees, and urge employees to transform from passive dependency on supervision to conscious observation of rules and discipline, so Sinosteel decided to carry on full-employee safety training and assessment post certificate activities. Full employees shall include enterprise leadership, special type working personnel, first line employees, management personnel, and student of practice, migrant workers, and visiting personnel etc., and all of whom will participate again in the safety production training.



案例：中钢全员安全培训“四结合”

Case: “Four Integrations” of Safety Training of All Employees of Sinosteel

安全教育培训目的是解决人的素质问题和工作责任心问题，提高人的安全意识和安全技术操作规程执行力从而实现安全生产。从这一目标出发，中钢在开展全员安全培训时注重“四个结合”：

1、安全教育培训与安全宣传工作相结合。在培训时开展宣传，在宣传中精选培训要点。

2、突击集中培训与长期个人学习相结合。集中授课毕竟时间有限，将培材内容印发至每一员工，要求员工利用工余时间自学。

3、业务知识学习与安全知识学习相结合。定期开展各种专业技术技能的教育培训工作，而每一次专业教育培训内容和活动都要求必须含有相应的安全知识技能教育内容，并进行相应的严格考核管理，在公司上下形成了“安全活动融合在每位员工的每个行为”的安全文化理念。

4、安全培训与公司文化建设相结合。安全文化是公司文化建设的重要组成部份，而安全培训又是安全文化建设的重要组成部份。虽然公司安全文化建设尚属起步阶段，但全员安全教培训工程为公司的安全文化建设提供了一条有效途径。

The objective of safety education training are to solve the problem of human quality and the problem of the responsibility for work and enhance human safety consciousness and execution of safety technical operating procedure, thereby realizing safety production. Starting from this objective, during its full-employee safety training, Sinosteel laid stress on the “four integrations”:

1. Integration of safety education training operation with safety propaganda operation. During training, carry on propaganda, and select key training points in the propaganda process.

2. Integration of onrush and collective training with long-term individual learning. After all, the time for collective teaching is limited, and therefore the training contents shall be issued to each and every employee, requiring that employees shall study on their own in their spare time.

3. Integration of professional knowledge learning with safety knowledge learning. Carry on regularly various kinds of professional technical and skill education training, and it is required that the content and activity of each professional education training must contain the content of corresponding safety knowledge and skill education, and corresponding stringent examination management shall be conducted, and form a safety cultural concept throughout the company that “safety activity be integrated into each act of each and every employee”.

4. Integration of safety training and corporate cultural construction. Safety culture is an important component of corporate cultural construction, and safety training is also an important component of safety cultural construction. Although corporate safety culture construction is still at its starting stage, full-employee safety education training project provides the corporate safety cultural construction with an effective approach.



案例：中钢吉铁全面启动“百日安全活动”

Case: Sinosteel Jilin Ferroalloy Co., Ltd. fully launches its “One Hundred Days Safety Activity”

中钢吉铁开展了以“以人为本，严细管理，持续加强，稳定发展”为主题的第三个百日安全活动，巩固了前两个“百日安全活动”成果，有效预防和控制了各类安全生产事故发生，更加全面地提高了员工的安全生产意识，营造了“关注安全，关爱生命”的良好氛围，取得了全年工亡事故为零；重大火灾、爆炸、坍塌、有毒有害气体泄漏等类事故为零；重大设备事故为零；重伤事故为零的好成绩。以实施三个百日安全活动为载体，以深化“0123”安全管理模式确保安全生产为主线，夯实基础，灌输理念，创建文化，完善体系，螺旋上升，科学防范，重度监管，全面打造具有中钢特点、吉铁特色的安全管理模式，建立长效机制，为实现生产经营目标保驾护航。

中钢吉铁力求做到：严惩不怠治违章、细节至上查隐患、全面铺开搞培训、深入基层抓基础、脚踏实地求实效、精益求精上水平。

Sinosteel Jilin Ferroalloy Co., Ltd. carried on its third one hundred days safety activity with “human orientation, meticulous management, continuous strengthening, and stable

development” as theme, which consolidated the achievements of its first two “one hundred days safety activity”, effectively prevented and controlled the occurrence of various kinds of safety production accident, enhanced more comprehensively the safety production consciousness of employees, built an “attention to safety and care for life” benign atmosphere, and achieved zero worker’s death accident throughout the year; and achieved good performance of zero accidents of serious fire hazard, explosion, collapse, and leakage of toxic and hazardous gas; zero key equipment accident; and zero major and serious injuries. With implementation of the three one hundred days safety activity as carrier and deepening of the “0123” safety management mode to ensure safety production as principal line, Sinosteel Jilin Ferroalloy Co., Ltd., consolidated its basis, infused concepts, built its culture, improved its systems, advanced spirally, prevented and controlled scientifically with key supervision, molded a comprehensive safety management model with Sinosteel characteristics and features of Jilin Ferroally, established long-term effective mechanism, and escorted the realization of production business objectives.

Sinosteel Jilin Ferroalloy Co., Ltd., strives to achieve: severe punishment for control of breach of rules and regulations, investigating hidden troubles with meticulous details, all-around expansion for training, penetrating into the grassroots for basis, seeking for practical and down-to-earth effect, and keeping on improving to advance to a higher level.

安全事故应急响应机制

Safety Accident Emergency Response Mechanism

2009年，我们建立了生产事故应急救援组织系统，以确保中钢股份各部门在事故应急响应时的有效协作和对应急资源的有效利用。生产事故应急救援组织系统把中钢股份事故应急响应按功能分为四部分，分别为指挥、咨询、行动和保障。

成立生产事故应急救援指挥中心。该指挥中心负责全面指挥、协调中钢股份所属单位发生重特大事故后需要中钢股份实施应急支援时的工作。

In 2009, we established production accident emergency rescue organization system to ensure effective coordination and efficient emergency resource utilization of the various departments of Sinosteel Corporation Limited during emergency response. The production accident emergency rescue organization system divides the accident emergency response of Sinosteel Corporation Limited into four major parts according to functions, namely: command, consulting, action, and guarantee.

Establishment of the rescue command center for production accident emergency response. This command center is responsible for operation when Sinosteel Corporation Limited is required to implement emergency support, responsible for overall command and coordination of operations when it is necessary for Sinosteel Corporation Limited to implement emergency supports after occurrence of major and serious accidents by subordinate units of Sinosteel Corporation Limited.

安全业绩 Safety Performance

2009年,集团安全态势总体趋好,安全意识、安全基础工作和安全管理体系得到加强,曾连续8个月无重伤以上事故,全年无较大及以上事故,无重大火灾、爆炸、坍塌、有毒有害气体泄漏等类事故,工亡事故比上年减少20%,工亡人数减少50%,工伤事故数也有所减少。中钢吉炭、中钢耐火等20家生产和科技企业全年无重伤、无工亡事故,特别是中钢耐火战胜了设施老旧、职工人数多、危险源多、基础薄弱、管理难度大等诸多困难,创造了无轻伤及以上事故的佳绩。

In 2009, the trend of overall safety situation of the Corporation was positive, safety consciousness, safety basic operations and safety management system were strengthened, and for 8 consecutive months, there were no accidents above serious injuries, no relatively serious and above accident throughout the year, and no accidents such as serious fire hazard, explosion, collapse, toxic and hazardous gas leakage etc., workers' death accident reduced by 20% than the previous year, and workers' death toll reduced by 50%, the number of accident of work-related injuries also reduced. More than 20 production and scientific and technological enterprises, including Sinosteel Jilin Carbon Co., Ltd., and Sinosteel Refractory Co., Ltd., had no serious injury and no worker's death accident throughout the year, especially that Sinosteel Refractory Co., Ltd., had overcome a series of difficulties, such as old facilities, numerous number of employees, more hazard sources, weak foundation, big difficulties in management etc., and achieved favorable performance without light injury and above accident.



案例：中钢衡重被评为衡阳市安全生产工作先进单位

Case: Sinosteel Hengyang Machinery Co., Ltd. was appraised as advanced work unit 2009 of Hengyang City for safety production operation

2009年度,中钢衡重因生产能力大幅提升,加之产品向大型化方向发展,园区铸锻项目的开工建设和国内外安装工程项目增多等,安全生产形势也越来越严峻。中钢衡重始终牢固树立安全发展理念,坚持“安全第一、预防为主、综合治理”的方针,狠抓安全生产,强化安全生产管理,落实安全生产主体责任。

- 公司安技部门采取安全管理人员工作日报制度,强化安全检查、隐患排查、重大危险源监察。

- 加强安全培训教育,加强安全处罚力度等有效手段推动了各项安全管理措施的落实。

- 以安全生产月、安全知识竞赛、安全知识演讲比赛等活动为载体,加大安全生产宣传教育,进一步提高了员工的安全意识。

- 公司各二级生产单位结合各自生产实际,组织消防演练、应急抢险演练等专项活动,提高了安全管理人员的专业素质,锻炼了职工应急抢险能力。

In 2009, due to considerable improvement of production capacity, coupled with scaled product development, startup of construction of casting projects in the industrial area and increase of domestic and overseas installation engineering projects, Sinosteel Hengyang Machinery Co., Ltd. confronted more and more serious challenges in safety production. However, Sinosteel Hengyang Machinery Co., Ltd. had always built firmly the safety development concept, adhered to the guidelines of "safety first, prevention priority, comprehensive management", vigorously improved its safety production, strengthened safety production management, and put into effect the safety production principal responsibility.

- The safety and technology department of the company adopted safety management personnel daily work report system, strengthened safety inspection, hidden trouble investigation, and key hazard source supervision.

- By effective measures, such as strengthening safety training education and intensifying safety punishment, facilitated the implementation of various kinds of safety management measures.

- With safety production month, safety knowledge competition, and safety knowledge speech contest as carrier, strengthened safety production propaganda education and further enhanced safety consciousness of employees.

- In connection with their respective production practice and special activities, such as organizing fire protection rehearsal and emergency rescue drill etc., the various secondary work units of the company improved the professional qualities of the safety management personnel, and trained the emergency rescue abilities of employees.



中钢衡重被评为衡阳市2009年度安全生产工作先进单位
Sinosteel Hengyang Machinery Co., Ltd. was appraised as Advanced Work Unit 2009 of Hengyang City for Safety Production Operation

责任销售

Responsible Sales

中钢集团在价值产业链上下游，坚持贯彻责任销售理念，狠抓产品和服务质量、重视客户管理，加强客户关系维护，逐步将科研触角、销售方式、产品定价等延伸至客户生产线和终端领域，即时地掌握客户动态并尽可能满足客户需求。同时，中钢集团还将责任理念融入到市场营销、渠道建设、产品维修、增值服务等销售各环节，确保持续实现客户和企业的共同价值。

By adhering to and carrying out the concept of responsible sales in the Value-added Industry Chain, vigorously improving product and service quality, paying attention to customer management, and strengthening customer relation maintenance, Sinosteel Corporation was able to gradually extend its scientific antenna, sales mode, and product pricing to the customer production line and terminal fields, thereby grasping in time the customer trend and meeting customer requirements as much as possible. At the same time, Sinosteel Corporation has also integrated its responsibility concept into marketing, channel construction, product maintenance, and value added services etc., ensuring the continuous realization of common values of both the customers and the enterprise.

提升产品质量

Enhance Product Quality

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

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



中钢不断完善质量管理的持续改进机制,积极开展“QC小组”、“班组建设”、“劳动技能竞赛”、“合理化建议”等群众性活动。将持续改进作为企业质量管理工作永恒的主题,并注意将活动的成果及时总结和积累成企业的固有技术、知识产权或规章制度。

- 以质立业, 满足用户需要;
- 以精为本, 打造名牌产品;
- 以诚相待, 提供优质服务;
- 以效取胜, 提高经济效益。

Sinosteel continually improves its continuous quality management improvement mechanism, actively carries on mass activities, such as “QC group”, “team construction”, “labor skill competition”, and “rationalization suggestions” etc. Take continuous improvement as the permanent theme for operations of enterprise quality management, and pay attention to summary and accumulation in time of the achievements of activities into intrinsic technologies,

intellectual property right or rules and regulations of the enterprise.

- Establish business through quality, meet users' requirements;
- Establish nature through precision, build famous brand product;
- Treat customer with sincerity, provide quality service;
- Gain victory through efficiency, improve economic benefits.



中钢西重召开“精品工程”活动经验交流会
Sinosteel Xi'an Heavy Machinery Co., Ltd., convenes
“Exquisite Product Engineering” activity experience sharing
meeting



案例：中钢吉炭紧抓产品质量生命线

Case: Sinosteel Jilin Carbon Co., Ltd. vigorously improves its product quality lifelinelaunches its “One Hundred Days Safety Activity”

“生产求质, 经营科学”是中钢吉炭2009年度的重点工作经验之一。在金融危机侵袭的背景下, 中钢吉炭适时提出了“弃量求质”战略方针, 紧抓产品质量提升。

中钢吉炭根据市场情况, 积极主动调整产品结构, 以工艺创新驱动产品质量升级, 打造中钢吉炭品牌, 重点做好大规格超高功率石墨电极的质量突破和市场推进, 并由此开展了一系列的生产活动。

- 做好新产品的研发, 优化生产配方;
- 推进内串石墨化技术的应用;
- 结合用户要求, 细化产品标准;
- 加大检查, 梳理各工序的质量控制点;
- 加强科研、培训。

中钢吉炭力争在生产组织、工艺控制中, 抓好细节, 达到最优化。同时, 严抓生产制度, 从考核管理者出发, 制定“废品减半”活动, 切实为“弃量求质”做好制度上的激励工作。

“Seek quality through production, and be scientific in management” has been one of the important work experiences of Sinosteel Jilin Carbon Co., Ltd. in 2009. Under the attack of financial crisis, Sinosteel Jilin Carbon Co., Ltd., put forwards its “abandoning quantity and pursuing quality” strategic guidelines in time, and vigorously improved its product quality.

Based on market conditions, Sinosteel Jilin Carbon Co., Ltd. took the initiative to actively adjust its product structure, drive its product quality upgrading through technological innovation, build the Sinosteel Jilin Carbon brand, with key focus on effective quality breakthrough of large specification ultra-high power graphite electrode and market advancement, and there forth carrying on a series of production activities.

- Carry on effectively new product research and development, and optimize production prescription;
- Promote the lengthwise graphitization technological application;
- Fine product standard in connection with user requirements;
- Strengthen inspection and straighten out the quality control points of various work procedures;
- Strengthen scientific research and training.

Sinosteel Jilin Carbon Co., Ltd. strives hard to improve details in production organization and process control and achieve optimization. At the same time, we also stringently improve production system and, starting from assessment manager, formulate “scrap product half reduction” activity, and practically stimulate the “abandoning quantity and pursuing quality” operation of the system.



案例：中钢邢机“工序操作质量百分百”竞赛成效显著

Case: Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. achieved remarkable effect in its “one hundred percent working procedure operation quality” competition

2009年中钢邢机开展了“工序操作质量百分百”竞赛活动：铸造、冶炼、电渣炉、热处理四个工序的8个管控点达标率达100%，另外19个管控点达标率突破70%。

中钢邢机以“方圆工程”为切入点，重点围绕“推进精品战略、坚决消灭三级品”，不断提升产品实物质量一致性。为彻底杜绝因工序操作原因，造成产品质量不合格，公司从源头工序——“冶炼工序”入手，在铸造、冶炼、电渣炉、热处理四个工序扎实开展了“工序操作质量百分百”活动，不断提升质量管控能力，避免不合格毛坯转入下道工序。

“工序操作质量百分百”活动的扎实深入开展，在提升产品工序质量基础上，促进了工序操作的工艺优化，确保了工艺科学性、经济性和实用性，为企业产品实物质量的不断提升打下了良好基础。

In 2009, Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. carried on “One Hundred Percent Working Procedure Operation Quality” competition: the standard rate of 8 management and control points of four working procedures, namely, casting, smelting, electric slag furnace, and heat processing, had reached 100%, and the standard rate of other 19 management and control points had reached 70%.

With “square - circle engineering” as its cut-in point, the focus of Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. is on “advancing exquisite product strategy, and resolutely getting rid of third class products”, and continually enhances the quality consistency of product. In order to put to an end completely disqualified products due to working procedure operation, the company started with the source working procedure- “smelting working procedure”, carried on solid activities of “one hundred percent working procedure operating quality” in four working procedures, namely, casting, smelting, electric slag furnace, and heat processing, continually enhance quality management and control ability, avoiding disqualified roughcast to enter the next working procedure.

The steady and in-depth implementation of the “One Hundred Percent Working Procedure Operating Quality” activity has promoted the technological optimization of the working procedure on the basis of improving product working procedure quality, ensured scientificity, economy, and practicality of the technology, thereby laying a favorable foundation for continuous improvement of the product quality of the enterprise.

客户关系管理

Customer Relation Management

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

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

售后服务体系

After-sale Service System

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

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



案例：中钢衡重制订新的《售后服务管理考核办法》

Case: Sinosteel Hengyang Machinery Co., Ltd. formulated new “Methods on Assessment of After sales Service Management”.

2009年12月31日，中钢衡重正式颁布实施新的《售后服务管理办法》，以进一步提高公司售后服务水平，规范售后服务工作管理，更好地为用户服务，提升公司整体形象。

新的《售后服务管理办法》对售后服务工作的总则、组织机构及职责、服务人员行为规范、售后工作考核等作出了详细的规定，其主要宗旨，一是始终关注用户满意度、用户至上，努力创造服务特色，用特色化服务赢得用户。二是注重树立良好的公司形象和个人形象，主动、快捷、准确地处理和反映现场出现的问题，积极协调用户、安装单位关系，努力使用户满意，维护公司利益，遵守施工现场规章制度，确保服务工作安全。

On December 31st 2009, Sinosteel Hengyang Machinery Co., Ltd. officially promulgated its new “Measures on Assessment of After sales Service Management” so as to further improve the corporate after sales service standard, standardize after sales service operation management, provide better services for users, and enhance overall corporate image.

The new Measures has detailed specifications on the general principle, organization and functions, code of conduct of service personnel, and assessment of after sales service operations, and its main objective are as follows: first, always pay attention to users satisfaction, customer first, strive hard to create service features, and win users favor through featured services. Second, pay attention to building sound corporate image and individual image, actively, quickly and accurately deal with and reflect site problems occurred, actively coordinate users and installation unit relations, strive hard to satisfy the users, safeguard company interests, abide by construction site rules and regulations, and ensure safe service operations.

顾客满意度

Customer Satisfaction

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

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



案例：中钢吉铁被三家客户授予优秀供应商

Case: Sinosteel Jilin Ferroalloy Co., Ltd. was conferred the title of “Excellent Supplier” by three customers

中钢吉铁被河北钢铁集团、中信泰富特钢集团、南京钢铁集团分别授予2009年度优秀供应商和五星级供应商。

优秀供应商和五星级供应商都是钢厂从本年度所有供应商中，根据供货商的合同执行情况、产品质量情况和售后服务状况等指标进行综合评定，好中选优，优中选优，给予供应商最高级别的称号。在中信泰富特钢集团经过采购系统测评，中钢吉铁是唯一被授予2009年度优秀供应商的厂家。

Sinosteel Jilin Ferroalloy Co., Ltd. was conferred the title of “Excellent Supplier” and “Five-star Supplier” in 2009 by Hebei Iron & Steel Group Co., Ltd., CITIC Pacific Special Steel Group, and Nanjing Iron & Steel Group.

“Excellent supplier” and “five-star supplier” are titles of the highest ranking conferred by steel plants to suppliers, chosen among all the best and the most excellent suppliers of the year, after comprehensive appraisal based on contract execution, product quality, and after sales service conditions etc. of the supplier. After procurement system measurement and testing by CITIC Pacific Special Steel Group, Sinosteel Jilin Ferroalloy Co., Ltd. became the only company that was conferred the title of “excellent supplier” in 2009.



案例：中钢邢机加大现场服务力度，提高精益服务水平

Case: Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. strengthened site service and improved its lean service standard

为全面实施大客户战略，邢机围绕“差异化产品、特色化服务”营销策略，大力加强市场网络终端建设，加大现场服务力度，提高服务质量，走出一条“科技主导型、技术营销型、增值服务型”的营销道路，使精益服务落到实处。

——做好售前、售中、售后全过程服务。在深入掌握客户单位的轧辊使用条件、使用环境、轧辊管理水平和轧机操作人员素质等情况下，帮助客户选择、设计最适宜的轧辊材质，帮助客户解决使用过程中发生的问题，为公司新产品研发、工艺技术的改进和产品结构调整等提供有价值的信息。

——实施轧辊使用全过程跟踪管理。从轧辊上机开始到报废做好全过程跟踪，包括轧制量、轧制品种、规格、磨削情况等，搜集技术参数，整理运行数据，加强过程检测，分析存在问题，帮助客户完善轧辊管理制度和使用技术，总结维护经验，提高轧辊使用效果。

——从客户角度出发提供超值服务。掌握用户现场使用、消耗、库存、生产计划等信息，引导客户控制建立合理库存，在既不影响客户生产，帮助客户节约资金的同时，使邢机的生产能力形成有效的产出；掌握客户技术进步、结构调整、产品升级情况，以及由此引发的对轧辊品种、质量等方面需求的变化，及时发现用户现实和潜在需求，指导内部生产，持续提高产品技术性能和适应性。

完善的营销网络终端建设，使邢机实现了从“服务客户”向“引导客户”转变，从“满足客户”到“感动客户”转变，进一步赢得了广大客户的信任度和依赖度，从而巩固和扩大了市场份额，大客户的市场订货量实现持续增长。

To implement all-around major customer strategy, focusing on the “differentiated product, and featured service” marketing strategy, Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. vigorously strengthened its market network terminal construction, intensified its site service, improved service quality, beat out a path characterized by “scientific guidance, technological marketing, and value-added service”, thereby putting lean service into effect.

Conduct effectively before, during and after sales full-course services. On the basis of in-depth grasp of the roller use conditions, roller management standard and roller operator qualities of the customer units, help customers choose and design the most appropriate roller materials, help customers solve problems occurred in the process of use, and provide the company with valuable information for new product research and development, process technology improvement and product structural adjustment etc.

Implement full-course roller use tracking management. Conduct full-course tracking from roller mounting to scrapping, including rolling quantity, rolling product variety, specification, and grinding etc., gather technical parameters, arrange operating data, strengthen process testing, analyze existing problems, help customers improve roller management system and use techniques, sum up maintenance experience, and enhance roller use effects.

Start with the customer point of view, provide extra-value service. Master customer’s information on site use, consumption, inventory, and production planning etc., guide customers to control and establish reasonable inventory, while not affecting customer’s production and helping saving funds, enable the production capacity of Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. to form effective output; grasp customer information on technological progress, structural adjustment, and product upgrading, as well as change of demand to roller product variety and quality resulting therefrom, find out in time customers real and potential needs, guide internal production, and continually enhance product technological performance and adaptability.

Perfect marketing network terminal construction enabled Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. to have realized transformation from “customer service” to “customer guidance”, and from “satisfying customer” to “moving customer”, further gained customers trust and dependence, thereby consolidating and expanding market share, and realizing continuous growth of market order of influential customers.

战略共享机制

Strategic Sharing Mechanism

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

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

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

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

与地方政府合作

Cooperation with Local Government

2009年12月16日上午, 中钢集团与安徽省人民政府在合肥市稻香楼宾馆举行战略合作协议签约仪式。

中钢将以此次协议签署为新起点, 进一步拓展双方在更宽领域、更高层次的交流合作, 努力实现互利双赢。希望通过战略合作协议的签署, 进一步促进双方在新的平台上实现优势互补、合作共赢。

In the morning of December 16th 2009, a signing ceremony for the strategic cooperation agreement between Sinosteel Corporation and Anhui Provincial People's Government was held in the Daoxianglou Hotel of Hefei City, Anhui Province.

With signing of this agreement as the new starting point, Sinosteel will further expand the exchange and cooperation of both parties in much broader fields and higher level, and strive to realize mutual

benefits and a win-win situation. It is hoped that through signing of the strategic cooperation agreement, further promote both parties to realize mutual complementation of advantages, cooperation and win-win situation in a new platform.



签约仪式现场
Site for Signing of Ceremony

与科研院所合作

Cooperation with Scientific and Research Institute

2009年1月8日下午，中国中钢集团公司与中国工程院科技合作协议签字仪式在北京友谊宾馆举行。

中国工程院是中国工程技术界的最高荣誉性、咨询性的学术机构，在把握工程科学技术发展方向、国家重大工程建设项目决策咨询以及培养科技人才等方面成就卓越，在国家经济社会发展中具有重要的推动和影响作用。中钢集团和中国工程院通过签署科技合作协议，将发挥中国工程院的群体智力资源优势，在中钢集团各所属企业中全面开展决策咨询、技术诊断、学术技术交流、合作研究与开发等活动。中钢集团也将发挥自身优势，为中国工程院开展科学研究、服务经济发展提供有效的实践平台，为推进我国工程科技事业发展做出更加积极的贡献。

In the afternoon of January 8th 2009, a signing ceremony for the agreement of scientific and technological cooperation between Sinosteel Corporation and the Chinese Academy of Engineering (CAE) was held in Beijing Friendship Hotel.

As the highest honorary and consulting academic institution in the circle of engineering technology in China, CAE has made outstanding accomplishments in grasping the direction for engineering science and technology development, key national engineering construction project decision-making consulting, and training of science and technological talents, wielding therefore an important

role in promoting and influencing the national economic and social development. Through signing of the scientific and technological cooperation agreement between Sinosteel Corporation and CAE, the collective wisdom resource advantages of CAE will be brought into full display, and all-around activities in the various affiliated enterprises of Sinosteel Corporation will be carried out, such as decision-making consulting, technological diagnosis, academic and technological exchange, cooperation research and development etc. Sinosteel Corporation will bring into play its own advantages, provide an effective practical platform for CAE to carry on scientific research and serve economic development, and make more active contribution in promoting the development of China's engineering technological undertakings.



黄天文总裁和邬贺铨副院长代表双方签署合作协议
HUANG Tianwen, President of Sinosteel Corporation, and WU Hequan, Vice President of CAE, sign the cooperation agreement on behalf of both parties

与金融机构合作

Cooperation with Financial Institutions

2009年6月4日上午，中国中钢股份有限公司与国家开发银行在钓鱼台国宾馆八方苑隆重举行《开发性金融合作协议》签字仪式，标志着双方合作关系提升到了新的高度。

双方将在国际合作业务、国内产业联合重组和重点生产项目建设、经营性流动资金等领域建立长期、稳定的战略合作伙伴关系。通过发挥各自优势，共同建立投融资平台，培育全方位、深层次合作的投融资模式，推进投融资体制改革，实现双方共同繁荣、共同发展的目的。

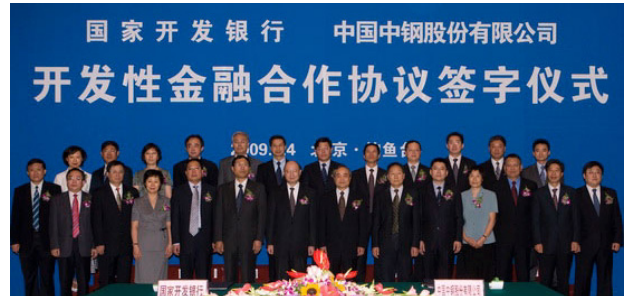
In the morning of June 4th 2009, a signing ceremony for the "Development Financial Cooperation Agreement" between Sinosteel Corporation Limited and National Development Bank was solemnly held in the Diaoyutai State Guesthouse, symbolizing that cooperative relation between the two parties has reached a new height.

Both parties will establish long-term and stable strategic cooperative relations in international cooperation business, domestic industry restructuring, key production project construction, and operating current assets etc., and through display of their respective advantages, jointly establish an investment and financing platform, cultivate all-around and in-depth cooperative investment and financing model, promote investment and financing system reform, and achieve the objective of common prosperity and mutual development.

合作协议的签订旨在将开发银行的中长期投资优势与中钢股份在海外开发矿产资源的优势相结合,巩固中钢在冶金矿产品进出口领域的领头地位,为打通我国经济社会发展的矿产资源瓶颈,支持冶金事业持续健康发展,建设资源节约型社会作出新的贡献。

Signing of the cooperative agreement is aimed at integrating the mid and long-term investment advantages of the National Development Bank (NDB) and the advantages of overseas development of mining resources of Sinosteel Corporation Limited, consolidating the leading status of Sinosteel in the field of metallurgy and mining products import and export, and making new contributions in getting through the bottleneck of mining resources for economic

and social development, supporting the sustainable and health development of the metallurgical industry, and building a resource saving society.



签字仪式现场
Site of the Signing Ceremony

两岸钢企合作

Cooperation of Steel Enterprises across the Taiwan Strait

2009年2月10日,黄天文董事长与台湾义联集团董事长林义守代表各自企业在北京签署了战略合作协议,开启了两岸企业全方位、宽领域、多层次合作的新阶段。

中钢与义联的战略合作,将充分发挥钢铁生产服务商和钢铁制造商的比较优势,深化上下游产业链的互补合作,协同运营、降低成本,有效提升核心竞争力。中钢股份将在台北设立分支机构,负责协调、组织与义联集团及其在台企业的合作。

签字仪式上,黄天文董事长和林义守董事长均表达了双方真诚合作的良好愿望。双方力争成为两岸合作的领头羊,为建立两岸企业互利、共赢的新发展模式,坚定信心、积极有效地应对国际金融危机,促进和加强两岸经贸合作做出积极贡献。

On February 10th 2009, HUANG Tianwen, Chairman of Sinosteel Corporation Limited, and LIN Yishou, Chairman of E United Group of Taiwan, signed a strategic cooperation agreement in Beijing on behalf of their respective enterprises, thereby opening a new phase for all-around, broad field and multi-level cooperation between enterprises across the Taiwan Strait.

The strategic cooperation between Sinosteel and E United Group will bring into full play the comparative advantages of iron and steel production service provider and iron and steel manufacturer, deepen upstream and downstream industrial chain complementary cooperation, synergy operation, reduction of cost, and effectively enhance their core competitiveness. Sinosteel will set up a branch unit in Taipei, responsible for coordination and organization of cooperation with E United Group and its enterprises in Taiwan.

During the signing ceremony, Chairman HUANG Tianwen and Chairman LIN Yishou both expressed their good wishes for mutual sincere cooperation. Both parties strive to become the leader in cross Strait cooperation, and make positive contribution in establishing a new development model of mutual benefits and a win-win situation for enterprises across the Taiwan Strait, strengthening confidence and actively and effectively dealing with international financial crisis, and promoting and consolidating economic and trade cooperation across the Taiwan Strait.



黄天文董事长、林义守董事长代表双方签署战略合作协议
Signing of Strategic Cooperation Agreement between Chairman HUANG Tianwen and Chairman LIN Yishou on behalf of Both Parties

科技创新

Scientific and Technological Innovation

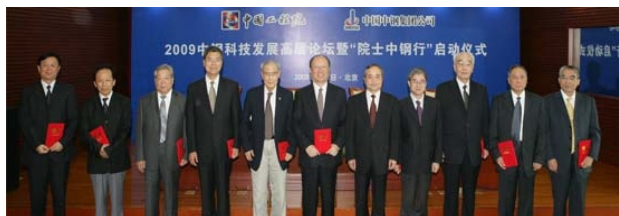
在由传统商贸型企业向现代生产性服务企业的转型过程中,中钢集团高度重视自身的科技研发实力和技术创新能力,不断加大科技创新投入,专门设立科技创新基金,逐步完善科技创新管理体系,定期召开集团范围内的科技创新会,科技创新能力持续增强。

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



黄天文总裁为徐匡迪院长等工程院院士颁发中钢科技顾问受聘证书

HUANG Tianwen, President of Sinosteel, confers Sinosteel Technical Consultant appointment certificate to XU Kuangdi, President of CAE, and other appointees of CAE members



黄天文总裁与受聘院士们合影留念
Group Photo of HUANG Tianwen, President of Sinosteel, with members of CAE Appointees

不断完善创新制度

Continually Improve Innovation System

为规范和统一中钢股份科技企业的经营管理,完善管理制度,2009年中钢编制完成《中国中钢股份有限公司科技企业企业管理大纲》;科技创新基金管理办法及科技成果评价、鉴定、奖励等管理办法等。

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

2009年,我们创新的提出“中钢科技顾问制度”,借助中国工程院院士的智力优势,聘请知名专家、学者担任中钢股份科技顾问,成立“中钢科技合作顾问委员会”。

To standardize and consolidate business management of Sinosteel Corporation Limited and improve its management system, in 2009, we compiled the “General Outline of Sinosteel Corporation Limited on Scientific and Technological Enterprise Management”; methods on science and technology innovation management, and also measures on management of evaluation, appraisal, and encouragement of scientific achievements etc.

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

In 2009, we innovatively put forward the “Sinosteel Technological Consultant System”, drawing support from the intellectual advantages of members of the CAE and appointing leading experts and scholars to serve as Sinosteel technological consultants, and established the “Sinosteel Consulting Committee for Technological Cooperation”.

科技创新业绩

Achievements of Scientific and Technological Innovation

2009年，中钢取得了一批科技成果，许多科技研发项目通过国家部委、省市有关部门的验收、鉴定和成果评定。科技创新工作成绩显著。

In 2009, Sinosteel made a batch of scientific achievements, and many scientific and technological research projects were accepted, appraised, and achievement appraised by the state ministries and commission, and relevant provincial and municipal departments, with therefore remarkable achievements in scientific and technological innovation.

2007~2009 年中钢集团科技调查部分数据比较

Comparison of Partial Data from Scientific and Technological Survey of Sinosteel Corporation 2007~2009

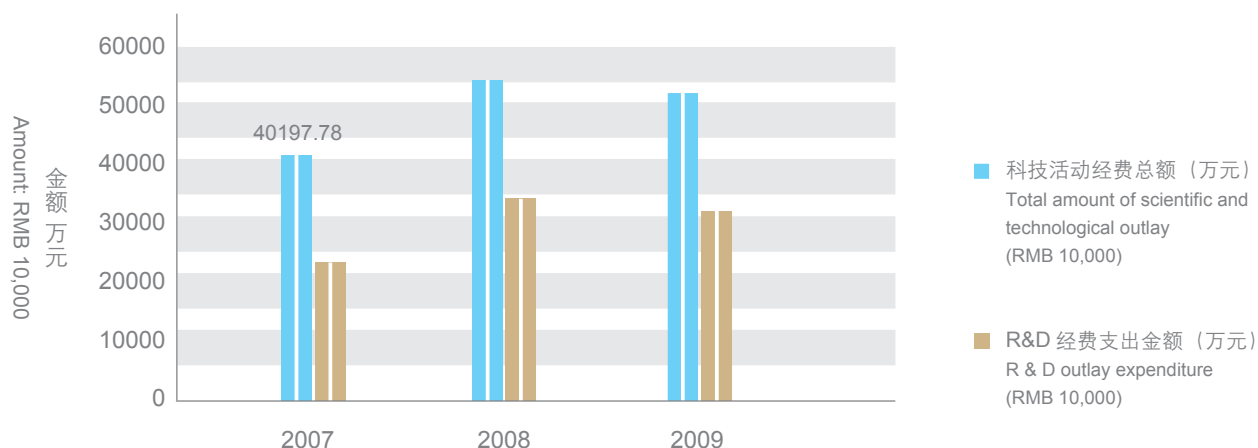
项 目 Item	2009 年	2008 年	2007 年
科技活动经费总额（万元） Total scientific and technology activity outlay (RMB 10,000)	53767.9	54685.83	40197.78
R&D 经费支出金额（万元） R&D outlay expenditure (RMB 10,000)	31790.2	34468.59	22027.54
科技活动经费占主营业务收入比重（%）* Percentage of scientific and technological activity outlay over main operating revenue (%) *	4.05	3.01	2.9
新产品产值率（%）* New product production value profit margin (%) *	28.42	22.55	12.66
新产品开发项目数（个） Number of new product development projects	171	183	126
当年申请（授权）专利数量（个） Number of current year's patent application (authorization)	118 (66)	75 (47)	36 (25)
获得国家及省部级科学技术奖励数量（个） Number of state and provincial level science and technology awards	28	28	0
制定国家标准数量（个） Number of formulation of national standard	35	62	59
制定行业标准数量（个） Number of formulation of industrial standard	13	24	15
全年发表论文数量（篇） Number of papers published throughout the year	318	215	187

注：本文中涉及的科技活动经费占主营业务收入比重和新产品产值率的数据均为参加科技调查统计的中钢所属科技企业、生产企业等相关企业，不含中钢所属的贸易型企业，特此说明。

Note: it is specifically explained that the data involved in this article, such as percentage of scientific and technological outlay over main operating revenue and the new product production value profit margin etc., are all from relevant enterprises of Sinosteel that have participated in the scientific and technological survey statistics, such as affiliated scientific and technological enterprises and production enterprises etc., excluding trading enterprises affiliated to Sinosteel.

图一 2007-2009 年中钢集团科研投入情况

Figure 1 The scientific and technological input of Sinosteel Corporation 2007~2009



图一显示了 2007~2009 年中钢集团科研投入情况。2009 年中钢集团的科技活动经费和研究开发经费分别约为 5.4 亿元和 3.2 亿元，由于受到金融危机的影响这两项费用与 2008 年同期相比，略有下降。2009 年科技活动经费占主营业务收入比重为 4.05%，与 2008 年数据相比有明显增加。

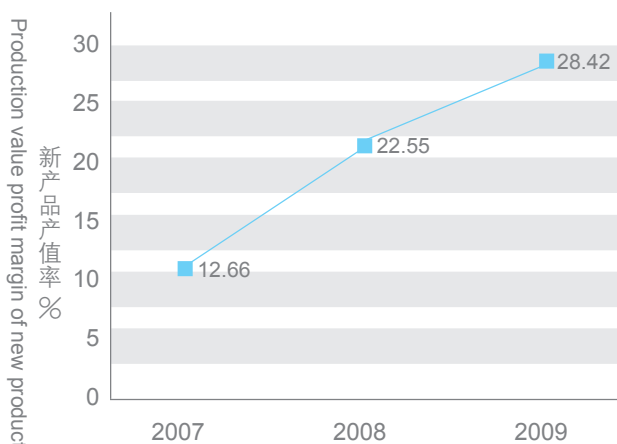
新产品产值率是一个企业创新能力的具体表现，国家鼓励新产品开发的政策，引导企业开发新产品的积极性，指导企业加快新产品的开发，提高新产品产值率。从图二中可以看出 2007~2009 年中钢集团新产品产值率变化的情况。2007 年新产品的产值率为 12.66%，2008 年和 2009 年的数据分别为 22.55% 和 28.42%。近两年以来中钢集团的新产品产值率呈逐年上升趋势，可见中钢集团的技术创新效果和活力持续得以提升。

Figure 1 shows the scientific and technological input of Sinosteel Corporation 2007~2009. In 2009, the scientific and technological activity outlay and R & D outlay of Sinosteel Corporation amounted to RMB 540 million and RMB 320 million respectively, which both dropped slightly compared with the same period of 2008 due to the financial crisis. In 2009, the percentage of scientific and technological activity outlay accounted for 4.05% of the main operating revenue, which evidently increased compared with the data of 2008.

New product production value profit margin is the specific embodiment of enterprise innovation ability. The state encourages the policy for new product development, guides enterprise enthusiasm to develop new products, instructs new enterprises to accelerate new product development, and improve new product production value profit margin. Figure 2 shows the change of new product production value profit margin of Sinosteel Corporation 2007~2009. In 2007, the production value profit margin of new product was 12.66%, and in 2008 and 2009, the figures were 22.55% and 28.42% respectively. In the recent two years, the production value profit margin of new products of Sinosteel Corporation has shown a gradual upward trend, and it is clear therefore that the technological innovation effect and vitality of Sinosteel Corporation has gained continuous improvement.

图二 2007~2009 年中钢集团新产品产值率情况

Figure 2 Change of Production Value Profit Margin of New Products of Sinosteel Corporation 2007~2009



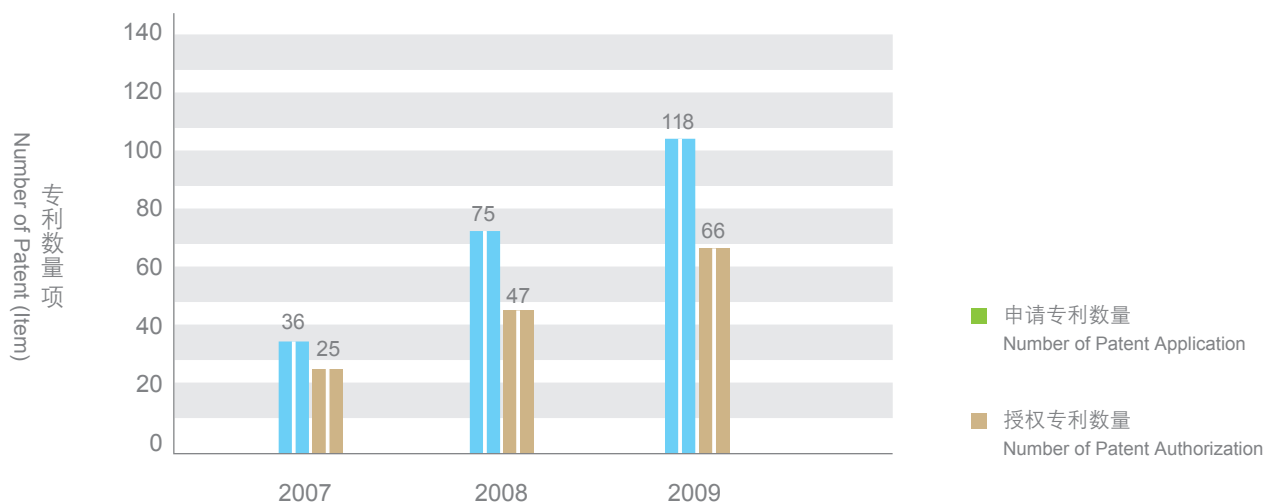
从图三的数据中可以看出，2009 年中钢集团专利申请 118 项、专利授权 66 项。与去年同期相比专利申请和专利授权分别增长 57.3% 和 40.4%，实现了专利申请及授权数量的稳步提升，大大加强了中钢集团知识产权的保护力度。其中中钢洛耐院、中钢热能院和中钢科技公司 2009 年授权专利数量分别达到 14、11 和 6 项，达到了本企业近年来专利授权数

量的历史较好水平，中钢洛耐院还被授予洛阳市“2009 年度知识产权工作先进集体”称号。

Figure 3 describes the number of patent application patent authorization of Sinosteel Corporation 2007~2009. From Figure 3, it is clear that, in 2009, Sinosteel Corporation applied a total of 118 patents, and 66 patent authorizations, up 57.3% and 40.4% respectively compared with the same period of last year, realized steady increase of the number of both patent application and patent authorization, and strengthened vigorously the intellectual property right protection of Sinosteel Corporation. Of which, the number of authorized patent of Sinosteel LuoYang Institute Of Refractories Research Co., Ltd., Sinosteel Anshan Research Institute Of Thermo-Energy Co., Ltd., and Sinosteel Scie-tech Development Company in 2009 had reached 14, 11 and 6 respectively, attaining the relatively better standard of the number of patent authorization of the enterprise in recent years, and Sinosteel LuoYang Institute Of Refractories Research Co., Ltd. had also been conferred the title of “Advanced Group of Intellectual Property Operation 2009” of Luoyang City.

图三 2007~2009 年中钢集团申请专利和授权专利数量情况

Figure 3 Number of Patent Application and Patent Authorization of Sinosteel Corporation 2007 ~2009



风险管理

Risk Management

中钢集团注重保障股东权益，高度关注风险管理，重视资金安全，通过不断加强战略管理、财务管理和投资风险管理。2009年中钢成立风险管理部，进一步完善企业内控机制，建立健全企业危机管理体系，持续提升抵御风险的能力。

风险管理体系

Risk Management System

按照风险管理职能，中钢认为，风险管理的重要职责和定位，即明确四个坚持：

- 坚持以独立性为原则，按照各自的岗位职责、相关的内控制度和规范的业务流程客观公正地开展工作；
- 坚持将风险管理工作融入到企业生产经营的各个环节，真正起到“事前防范、事中控制、事后补救”风险的作用；
- 坚持为企业生产经营服好务，努力为企业创造良好的经营运行环境；
- 坚持发挥好风险管理的监督作用，促进各所属企业经营管理能力的不断提高。

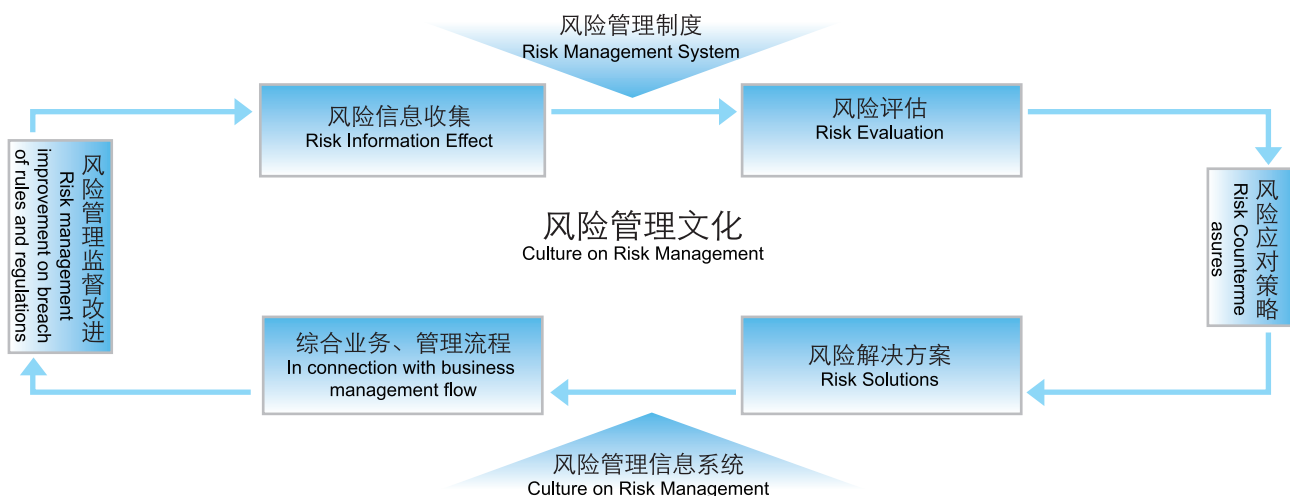
Sinosteel Corporation stringently safeguards shareholders rights and interests, pays high attention to risk management, and lays stress on fund safety through continually strengthening strategic management, financial management and investment risk management. In 2009, Sinosteel set up its Risk Management Department, further improved its enterprise internal control mechanism, established and ameliorated enterprise crisis management system, and continually enhanced its risk resistance ability.

According to risk management functions, Sinosteel deems that, the key functional responsibilities and orientation of risk management shall be as follows, i.e., clearly defining the four insistences:

- Insist on the principle of independence, and carry on operations objectively and fairly according to their respective post functional responsibilities, relevant internal control system, and standardized operation flow;
- Insist on integrating risk management operations into the various links of business management, and play a genuine role of “prevention beforehand, control during risk accident, and remedy afterwards”;
- Insist on providing effective enterprise production operation service, and striving hard to create a sound business operation environment for the enterprise;
- Insist on displaying effectively a supervision role on risk management, and promoting the continuous improvement of business management ability of various affiliated enterprises.

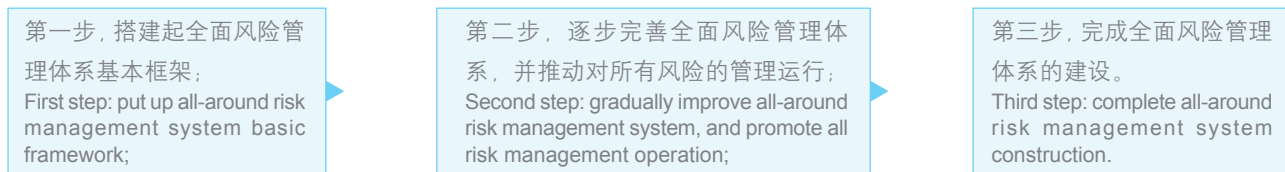
全面风险管理工作框架

Operation Framework of All-around Risk Management



中钢根据全面风险管理体系建设的总体目标，制定了风险管理可持续发展工作规划：

Based on the overall objective of all-around risk management system construction, Sinosteel formulated risk management sustainable development working plan:



风险防范措施

Risk Prevention Measures

2009年，我们采取多项措施加强了风险防范管理，包括：

制定了“弹性预算”内控预案，平衡投资规模与资金风险，严格控制流动资金占用，确保了资金链条安全。

进一步规范投资管理，对集团所属企业 40 个实业投资项目进行了梳理分析排队，避免了投资风险；

进一步加强法律事务管理，将法律服务和监控提早介入到投资、销售、采购、大额资金支付等重要环节，对主要经营品种的业务模式和业务流程中可能存在的法律问题进行分析研究，防范潜在风险。

In 2009, we adopted a number of measures to strengthen risk prevention management, including:

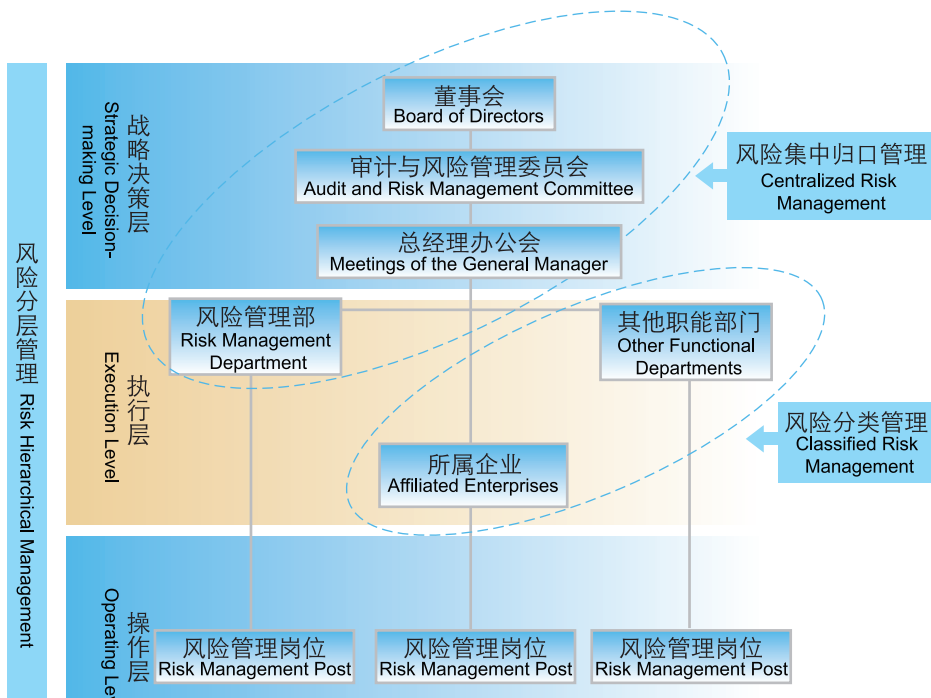
Formulated “flexible budget” internal control scheme, balanced investment scale and fund risks, strictly controlled current fund occupation, and ensured fund chain safety.

Further standardized investment management, conducted arrangement analysis and ranking towards the 40 industrial investment projects of enterprises affiliated to the Corporation, thereby avoiding investment risks;

Further strengthened legal affairs management, and introduced in advance legal services and supervision and control to such important links as investment, sales, purchase, and large amount fund payment etc., conducted analysis and research towards the possible legal issues in the business model and operation flow of main product varieties of management, and prevented potential risks.

全面风险组织管理体系

Organization System of All-around Risk Management



信息化

Informatization

信息化战略是中钢四大战略之一，对其他三大战略提供强有力支撑和保障。

中钢自2004年启动全面的信息化建设，经过6年的持续努力，建成以ERP、资金和OA为核心的一批应用系统，基本形成全范围、全级次、多领域的信息化管理平台。随着应用系统的普及、深入和优化，信息化在加强统一管控能力和提升经营管理水平方面的成效日益显现，在支撑战略转型和创新发展的作用和贡献也已得到确认。未来，在建设成为世界500强中的一流企业的新的中钢战略目标中，信息化必将成为更加重要的核心支撑要素。



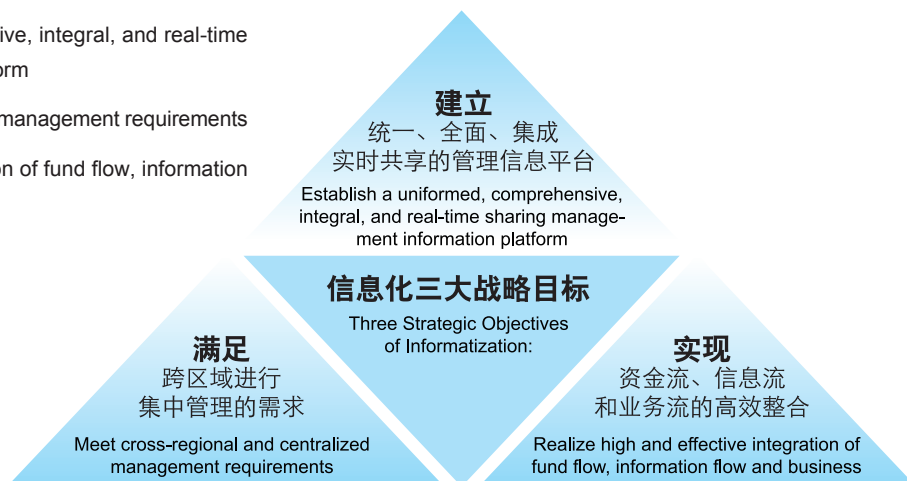
Informatization strategy is one of the four major strategies of Sinosteel, which provides powerful support and guarantee for other three major strategies.

Since launching of its all-around informatization construction in 2004, after six years of continuous efforts, Sinosteel has already established a batch of application system with ERP, fund and OA as core, and has basically formed an all-comprehensive, full-scaled and multi-fields informatization management platform. With popularization, deepening and optimization of the application system, informatization effect has become more visualized in strengthening uniformed management and control ability and improving the standard of business management, and its role and contribution in supporting strategic transformation and innovative development has already been confirmed. In the future, in the new strategic objective to build Sinosteel a first-class enterprise in the 500 world strong enterprises, informatization will certainly become a more important core element of support.

信息化建设目标

Informatization Construction Objectives

- 建立统一、全面、集成、实时共享的管理信息平台
- 满足跨区域进行集中管理的需求
- 实现资金流、信息流和业务流的高效整合
- Establish a uniformed, comprehensive, integral, and real-time sharing management information platform
- Meet cross-regional and centralized management requirements
- Realize high and effective integration of fund flow, information flow and business



信息化建设原则

Principles of Informatization Construction

信息化“六个统一”原则
“Six-uniform” Principles of Informatization:



信息化应用成效

Effect of Informatization Application

● ERP 系统已完成三期建设，覆盖范围包括总部及 **53** 家二级企业。正在开展四期建设。通过 ERP 系统，财务、人力资源、客户（供应商）实现了集中管理。同时，ERP 成功在贸易、货运、工程、科技、投资、期货、招标、咨询等多种业务形态上实现集成应用。ERP 有效促进了“经营模式变革”，带动了“经营管理水平”提升，对规范流程、协同经营和控制风险等也具有较大的推动作用。

● 资金管理系统已在 **154** 家下属单位得到应用，国内企业基本实现集中管理，正在向海外企业推广。统一资金管控平台提升资金管理水平，强化了资金管控和风险防范能力。

● 全球办公自动化系统（OA）实现中钢内部成员企业信息交流，在提高整体办公效率和培育企业文化等方面发挥了重要作用。

● ERP system has already completed its Phase III construction, covering the headquarters, and 53 secondary enterprises. Phase IV construction is ongoing. Through the ERP system, centralized management is realized for finance, human resources, and customers (suppliers). At the same time, ERP has also successfully realized integral application in multiple modes of operations, such as trade, freight, engineering, science and technology, investment, futures, bidding, and consulting etc. ERP has effectively promoted “operating mode reform”, brought along improvement of the “standard of business management”, and played also a relatively bigger role in advancing flow standardization, synergy operation and risk control etc.

● The fund management system has already been applied in 154 subordinate work units, domestic enterprises have basically realized centralized management, and they are currently being promoted to overseas enterprises. Uniformed fund management and control platform has improved the standard of fund management, and strengthened fund management and control and risk prevention ability.

● The global office automation system (OA) has realized member enterprise information exchange within Sinosteel, and has played an important role in improving the overall office efficiency and training enterprise culture.

● 建立统一的信息标准化体系，已制定 **42** 项标准，实现指标规范、编码唯一、信息共享。

● 高清视频会议系统已通 **36** 家企业（含香港、澳门），提高了中钢会议和办公效率

● 2009 年启动数据级灾难备份系统建设，随着数据级灾备系统的进一步完善和投入使用，将会为系统运维和数据完整提供便捷和保障。为全面提升 IT 服务水平和能力提供支撑。

● 2009 年我们继续完善信息系统安全体系建设，从技术和管理两个方面加强信息系统的安全。技术方面完成了对 ERP、OA、资金管理系统、网站、网络系统等的安全现状评估以及针对上述系统的安全加固；管理方面引入国内（等级保护管理要求）、国际标准（ISO27001），构建信息系统安全管理体系，加强安全管理的制度、流程建设，将信息系统安全管理纳入日常运维管理工作。

中钢未来信息化发展将包括建设供应链管理系统（SCM）、客户关系管理系统（CRM）和电子商务系统等，以支撑业务开拓和商业模式创新，促进上下游战略伙伴的信息合作，提升对产业链的控制力。

● Established uniformed information standardization system, formulated already 42 standards, and realized index specification, code exclusiveness, and information sharing.

● High-definition (HD) video conference system has been adopted by 36 enterprises (including Hong Kong, and Macau), and improved the conference and office efficiency of Sinosteel Corporation.

● In 2009, initiated data level disaster backup system construction. With further improvement and put into use of the data level disaster backup system, it will provide system operation and data integrity with convenience and guarantee, and provide support for comprehensive improvement of the IT service standard and ability.

● In 2009, we will continue to improve the information system security construction, and strength information system security from technology and management. In technical aspect, we completed current security evaluation towards ERP, OA, fund management system, website, and network system etc., and security consolidation towards the above system; in management, we introduced domestic (classified security protection management requirements), international standard (ISO27001), built information system security management, strengthened security management system and flow construction, and incorporated information system security management into routine operation management.

Future informatization development of Sinosteel will include: establishment of supply chain management system (SCM), customer relationship management system (CRM), and e-commerce system etc., so as to support business expansion and business mode innovation, promote information cooperation of upper and lower stream strategic partners, and improve industrial chain control ability



信息化经验和成果获得广泛认可

● 2007 年，中钢信息化成果《大型钢铁服务型企业提升管控能力的信息化建设》获得第十四届全国企业管理现代化创新奖。

● 2008 年，中钢位居国资委 2007 年度中央企业信息化水平评价排名第 12 位。

● 2009 年，中钢位居中国企业信息化 500 强第 15 名。

● 2009 年，中钢成为国资委“2008 年度中央企业信息化水平评价 A 级企业”。

● 2009 年，“中钢 ERP 人力资源管理”和“中钢资金管理系统”两项工程被获国资委评选为央企信息化示范工程。

12

位

Ranked the 12th

According to risk management functions, Sinosteel deems that, the key functional responsibilities and orientation of risk management shall be as follows, i.e., clearly defining the four insistences:

● In 2007, “Informatization Construction of Large-scale Iron & Steel Service Enterprise on Improving Management and Control Abilities” - information achievements of Sinosteel, won the 14th National Enterprise Management Modernization Innovation Award.

● In 2008, Sinosteel ranked the 12th place in the informatization standard evaluation of central enterprises by SASAC in 2007.

● In 2009, Sinosteel ranked the 15th place among the 500 strong enterprises in China Enterprise Informatization.

● In 2009, Sinosteel became the “A-Class Enterprise in the Informatization Standard Evaluation of Central Enterprises 2008”.

● In 2009, two engineering projects, namely, “Sinosteel ERP Human Resource Management” and “Sinosteel Fund Management System”, were appraised as the Central Enterprise Informatization Demonstration Project by SASAC.

15

位

Ranked the 15th



“中国企业信息化 500 强”颁奖典礼现场
Site of the “500 Strong China Informatization Enterprise”
Awarding Ceremony



全国人大常委会原副委员长成思危为黄总颁发“2008 年度
信息化领袖人物大奖”

CHENG Siwei, former Vice-Chairman of the Standing Committee of NPC, confers “Informatization Grand Leadership Award 2008” to HUANG Tianwen, President of Sinosteel Corporation



绿色服务链
Green Service Chain



中钢集团认真贯彻落实科学发展观，坚持绿色运营理念，发展清洁生产，在采矿、冶炼、贸易、物流等钢铁服务领域积极推进环境保护工作，致力于通过提供全面的绿色服务促进钢铁企业环保水平的提升，减少钢铁企业运营对环境的消极影响。

Sinosteel Corporation meticulously carries out the implementation of scientific outlook for development, adheres to the concept of green business operation, develops clean production, and actively promoted environmental protection operations in the field of iron and steel service, such as mining, smelting, trading, and logistics etc., and is committed to promoting the improvement of the standard of iron and steel enterprises on environmental protection through provision of all-around green services and reducing adverse impacts of operation of the iron and steel enterprises on the environment.

钢铁产业链对环境的影响

Impact of Iron & Steel Industrial Chain on Environment



中钢集团恪守环保法规，设定环保目标，推行环保措施，努力实现对环境的“零伤害”。在节能减排、环境保护、循环经济等方面取得了显著绩效。

Sinosteel Corporation scrupulously abides by the environmental protection rules and regulations, sets up environmental protection objectives, promotes environmental protection measures, and strives hard to achieve “zero harm” to the environment. In areas such as energy conservation and emission reduction, environmental protection, and cyclic economy, Sinosteel Corporation has made remarkable achievements.

环境保护管理体系

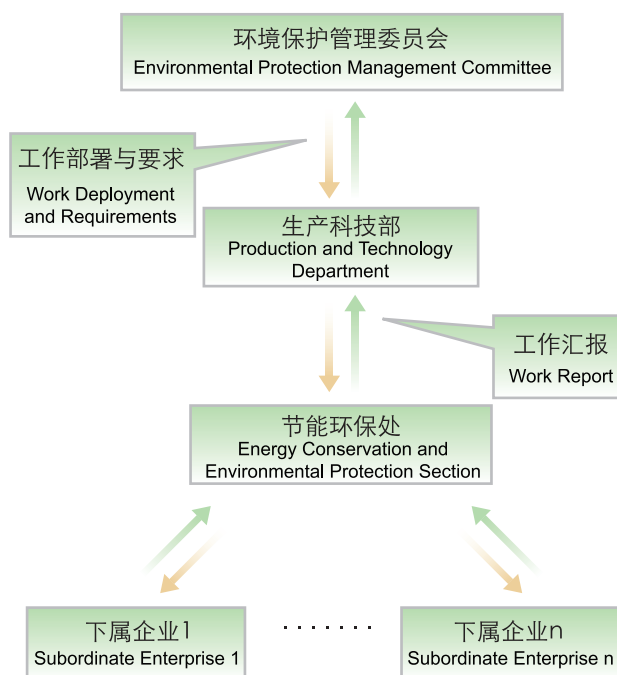
Environmental Protection Management System

中钢集团在全球运营的过程中，充分意识到保护生态环境的重要性，不断致力于生态的保护和环境的改善，不断完善集团的环境管理体系。

2009年5月，我们成立了“环境保护管理委员会”，负责统筹指导与综合决策中钢股份环保管理工作中的重大问题。委员会由中钢股份领导、相关职能部门及企业负责人组成。委员会主任由中钢股份领导担任。

In the process of global business operation, full aware of the importance of protection of the ecological environment, Sinosteel Corporation has continually been committed to ecological protection and environmental improvement, and continually ameliorating the environmental management system of the Corporation.

In May 2009, we set up the “Environmental Protection Management Committee”, which is responsible for uniformed guidance and comprehensive decision-making of key issues of Sinosteel Corporation Limited in environmental protection. The committee consists of leaders of Sinosteel Corporation Limited and persons-in-charge of relevant functional departments and enterprises. The Committee is chaired by the leadership of Sinosteel Corporation Limited.



环境保护管理委员会工作流程
Work Flow of the Environmental Protection Management Committee

环境保护相关制度

Regulations for Environmental Protection

中钢深刻认识到钢铁生产各环节对环境产生的负面影响，认为加强环境保护管理是公司管理高层重要职责，是公司管理体系的重要组成部分。有效的环境管理体系是改善环境与实现可持续发展的基本前提，公司鼓励利益相关方的广泛参与，持续改进公司的环境管理。因此，我们制定了对生态环境“零伤害”的目标，并根据中钢生产企业节能环保管理现状和特点，制定了节能环保三条工作主线：

(1) 加强重大污染源的监控、预警与管理，坚决杜绝重大环境污染事件；

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

(3) 积极争取国家节能减排政策支持，提高政策使用效率。

中钢各海外矿产开采企业也建立了持续改进的环境管理体系，并制定了系统的环境保护政策，这些政策与公司的经营活动、产品和服务对环境产生的影响相适应，主要包括持续改进环境管理和污染预防工作，遵守相关的环境法律法规和其他环保组织的要求，提供制定和审查环境保护目标和指标的框架等，政策以公司文件的形式颁布、实施，并传达给企业员工和社会公众。

Sinosteel has a profound understanding of the adverse impact of the various aspects of iron and steel production on the environment, believing that strengthening environmental protection management is an important functional responsibility of the senior management of the company, and also an important component of the corporate management system. Effective environmental manage-

ment system is the basic premise of improvement of environment and realization of sustainable development, and therefore the company encourages extensive participation of stakeholders to continually improve the corporate environmental management. Hence, we established “zero harm” target on the eco-environment, and based on the current conditions and characteristics of energy conservation and environmental protection management of the production enterprises of Sinosteel, formulated three main operating lines on energy conservation and environmental protection:

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

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

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

The various overseas mineral resource exploitation enterprises of Sinosteel have also established continually improving environmental management system, formulated systematic environmental protection policies, and these policies and corporate business activities, products and services also adapt to the impact of environment, which mainly include continuous improvement of environmental management and pollution prevention, abiding by relevant environmental laws and regulations and requirements of other environmental protection organizations, providing framework that formulates and examine environmental protection objectives and targets etc., and policies will be promulgated and implemented in the form of corporate documents, and transmitted to enterprise employees and the public.



“社会责任是非常重要的，同时我要感谢你们在环保方面采取的积极举措。我先代表个人感谢中钢，但我相信我的子孙后代会更加感谢中钢为此做出的努力。”

——瑞士洛桑国际管理学院院长 John R. Wells 教授

CSR is very important, and let me thank you for the positive measures taken in environmental protection. Personally, I'm grateful to you. However, I believe that our generations will be more grateful to Sinosteel's efforts on these fields.

-International Institute for Management Development
- Lausanne, Switzerland, Professor John R. Wells

中钢在澳公司主要环境政策

Major Environmental Policies of Sinosteel's Australian Subsidiaries

规划与风险管理 Planning and risk management	由风险评估确定重要风险，并通过设定目标和指标等规划方式以及管理的执行来解决所确立的风险。 Identify significant risks and resolve them through the setting of objectives and indicators and through appropriate management.
执行 Execution	寻找经验丰富，经过严格培训的员工协助执行管理环境风险。 Have highly-experienced and well-trained employees assist in executing the management of environmental risks.
改进措施 Improvement measures	环境管理工作的履行要通过各级的定期检查，报告、分析事故和审计监察等多种方式的监督，发现不足，及时纠正。 The implementation of environmental management is subject to regular inspection at all levels and multi-faceted supervision in multiple ways such as report, accident analysis monitoring and auditing. Any failure shall be corrected on a timely basis once detected.
审计和管理审查 Audit and management review	管理层要对环境管理绩效结果进行充分讨论以确保最佳的政策、目标、指标并且保证环境管理体系要素得以利用和实施。 The management level of the company is expected to fully discuss the performance of environmental management to ensure the best utilization and implementation of the policies, objectives, indicators and elements of environmental management system.

环境保护实践

Practice of Environmental Protection

● 注重加强重大污染源的监控、预警与管理，坚决杜绝重大环境污染事件。

我们以重大污染源的管理为突破口，加强现场环保核查，源头防范企业重大环境污染事件。2009年中钢组织开展了对集团主要生产、科技企业的环保核查活动，共排查出污染隐患100余项。对发现的污染隐患能整改的及时整改，不能马上整改的要求企业加强监控并尽快落实整改方案，限定整改期限，确定整改责任人，制定相关应对措施。

● 编制环境事件应急预案，全过程防范重大污染事件。

● Pay attention to strengthening of monitoring, early warning and management of key pollution source, and eradicate resolutely major environmental pollution accident.

With management of key pollution source as breakthrough point, strengthen site checking on environmental protection, and prevent major pollution event of enterprises at its very source. In 2009, Sinosteel organized and carried on environmental protection inspection activities towards main production and scientific and technological enterprises of the Corporation, and investigated and found out more than 100 hidden troubles of pollution. Those hidden troubles of pollution discovered were either rectified in time if possible, or demanded for strengthening of monitoring and supervision by enterprises if not possible for immediate rectification, and putting the reorganization scheme into effect as soon as possible, with time limit set for the reorganization, defining person-in-charge for the reorganization and formulating relevant countermeasures.

● Establish environmental accident emergency scheme, and prevent key pollution event in the full-course.

督促生产企业、科技企业切实加强、重点防控重大环境因素的管理，建立健全环境污染事件应急管理体系，制定企业重大污染源预警报告制度以及相关应急预案。迄今为止，中钢股份所属环境污染重点监控企业中钢吉铁、吉炭、邢机、衡重、洛耐院、热能院、制品院等企业已经全部按照要求编制了突发环境事件应急预案。同时，我们也积极组织企业进行环境事件应急演练，及时更新应急保障信息。

● 全面加强重大环境事件的管理，践行对环境的“零伤害”承诺。

2009年我们制定中钢股份环境事件应急预案，成立环境事件应急指挥部，全面防范股份公司所属企业的重大环境事件。中钢股份环境事件应急处置工作主要体现“四个坚持”：坚持预防为主、以人为本；坚持统一指挥、协同配合；坚持依法规范、决策科学；坚持自救为主、外援为辅。

Prompt and urge production and technological enterprises to strengthen practically, prevent and control with focus, management of key environmental factors, establish and improve environmental pollution event emergency management system, and establish key enterprise pollution source early warning and report system and relevant emergency scheme. so far, all key environmental pollution monitoring enterprises affiliated to Sinosteel Corporation Limited, such as Sinosteel Jilin Ferroalloy Co., Ltd., Sinosteel Jilin Carbon Co., Ltd., Sinosteel Xingtai Machinery & Mill Roll Co., Ltd., Sinosteel Hengyang Machinery Co., Ltd., Sinosteel LuoYang Institute of Refractories Research Co., Ltd., Sinosteel Anshan Research Institute of Thermo-Energy Co., Ltd., and Sinosteel Zhengzhou Research Institute of Steel Ware & Steel Ware Products Co., Ltd., have all formulated their emergency environmental scheme according to requirements. Meanwhile, we also organize actively enterprises to conduct environmental event emergency drills, update emergency security information in time.

● Strengthen all-around key environmental event management, and fulfill the “zero harm” commitment to environment.

In 2009, we formulated Sinosteel environmental accident emergency scheme and established environmental accident emergency command headquarters to prevent all-around major environmental accidents of enterprises affiliated to Sinosteel Corporation Limited. Emergency treatment operation of environmental accident of Sinosteel Corporation Limited is mainly embodied in “four insists”: insist on prevention first and human-orientation; insist on uniformed command and synergy cooperation; insist on standardization and scientific decision-making according to law; insist on self-remedy first supported by external support.

节能减排

Energy Conservation and Emission Reduction

我们为了实现对环境“零伤害”的目标，不断完善内部管理机制，提升全员环保意识，加大环保改造力度，提高能源利用率，减少有害气体和粉尘的排放。

2009年初，中钢18家生产企业和有生产任务的科技企业签订了《中国中钢集团公司安全生产、节能减排、环境保护目标责任书》，在年底结合分析企业节能目标完成情况考核。

In order to achieve the objective of “zero harm” to environment, we continually improve internal management mechanism, enhance the consciousness of all employees on environmental protection, strengthen environmental protection reform, increase energy utilization, and reduce hazardous gas and dust emission.

In the early 2009, 18 production enterprises and scientific and technological enterprises with production tasks of Sinosteel signed the “Responsibility Document of Sinosteel Corporation Limited on Target of Safety Production, Energy Conservation and Emission Reduction, and Environmental Protection”, and made assessment at the year end in connection with analysis of the completion of enterprise energy conservation target.

节能减排体系建设

Energy Conservation and Emission Reduction System Construction

2009年,我们全面推进企业节能减排“三大体系”建设:

- 督促中钢所属生产、科技企业按照要求建立健全节能减排组织管理体系,企业节能减排实行“一把手”负责制,要求企业明确节能减排目标责任与相关管理岗位职责,并将目标和任务逐级进行分解,建立起从企业管理层到一线员工的节能减排目标责任体系,初步形成了“责任层层落实,压力层层传递”的工作机制,节能减排基础管理工作取得实效。

- 各企业进一步夯实节能减排数据统计、计量基础,加大污染物排放监测力度,随时掌握主要污染物排放情况,密切关注各种数据的变化,保证监测和统计数据真实性、完整性和可靠性。

- 实现节能减排关口前移。加大对企业新、改、扩建项目环境影响评价和环保“三同时”制度执行情况的检查、验收力度,全面、全过程加强企业重大污染源的管理,确保污染物达标排放。

In 2009, we pushed forward all-around enterprise energy conservation and emission reduction “three major systems” construction:

- Prompt and urge production and technological enterprises affiliated to Sinosteel to establish and improve the energy conservation and emission reduction management system according to requirements; enterprises for energy conservation and emission reduction shall practice the “chief leader” responsibility system, demanding that enterprises shall clearly define energy conservation and emission reduction target responsibilities and relevant management post functional responsibilities, break down level by level the targets and tasks, establish a energy conservation and emission reduction target responsibility system from the enterprise management to the first line employees, and formed initially a working mechanism where “responsibilities are put into effect layer by layer, and pressure passed on layer by layer”, and the basic management operations of energy conservation and emission reduction achieved practical effect.

- All enterprises had further consolidated the basis of energy conservation and emission reduction data statistics and measurement, strengthened pollutant discharge monitoring, mastered main pollutant discharge at any time, paid close attention to changes of various kinds of data, and ensured the authenticity, integrity and reliability of the monitoring and statistical data.

- Advanced the pass on energy conservation and emission reduction. Strengthen inspection on environmental impact evaluation and the “three simultaneities” system execution for environmental protection of the new, reconstructed and expanded projects of enterprises and degree of acceptance, consolidate comprehensive and full-course enterprise key pollution source management, and ensure standard pollutant discharge.

推行节能减排实践

Advance Practice of Energy Conservation and Emission Reduction

依托技术进步促进节能减排。中钢充分发挥技术创新在节能减排方面的重要作用,深入挖掘企业的节能降耗潜力,扩大节能技术改造范围,加快淘汰高能耗、高污染、低产出工艺、设备,优化生产工艺流程,组织企业自主研发、创新节能环保新技术、新设备,推广工业废水“零排放”技术。加快转化实施已有科研成果的产业化。

Promote energy conservation and emission reduction by virtue of technological progress. Sinosteel has brought into full play the important role of technological innovation on energy conservation and emission reduction, tapped the in-depth enterprise potentials for energy conservation and emission reduction, expanded the scope of energy conservation technical reform, accelerated elimination of high energy consumption, high pollution, and low output technology and equipment, optimized production technological flow, organized enterprises for autonomous research and development, innovated energy conservation and environmental protection new technologies and new equipment, and promoted industrial waste water “zero discharge” technology, and accelerated transformation and implementation of industrialization of the existing technological achievements.

积极开展节能环保技术、经验交流活动。2009年中钢积极推进中挪合作节能减排改进能效管理项目，多次与挪威相关专业人士进行洽谈，挪方技术人员也曾到中钢吉铁进行考察交流，为双方合作打下良好的基础。

积极贯彻落实国家节能减排政策支持，提高政策使用效率。2009年中钢组织申报节能减排资金项目，本次公司获得财政部节能减排资金支持项目共计 11 个，累计投资额达到 26 亿元。项目实施后将大力推动中钢的节能环保工作，为实现中钢的可持续发展做出新贡献。

节能减排成效

Effect of Energy Conservation and Emission Reduction

据统计，2007-2009 年集团所属生产企业约投入 1 亿元用于 43 项节能减排技术改造项目，主要的建设项目及其成效有：

（一）中钢吉铁投入 738 万元完成特种铁合金基地升级改造项目一期工程。采用铁合金二次低压补偿技术，高硅锰铁日产量由 115 吨提高到 130 吨，功率因素由 0.75 提高到 0.92；采用热管换热器对烟气进行降温并可回收烟气余热。

（二）中钢广铁投入 4600 万元完成 8 项节能减排项目的筹划和建设，其中 5 个项目投产：铁合金烟气余热发电项目投产后 4 个月回收生产过热蒸汽 24120 吨，填补了国内利用低品质铁合金废气热量发电的技术空白；精炼锰铁一期工程完成，“三炉联动”工艺及配套设施基本完善，吨产品冶炼电耗比冷装法降低了 500 多 kwh；冷压成球生产线一期工程不仅可实现资源循环利用，还可以解决除尘灰倒运二次污染问题；新焦破生产线技改项目不仅降低了产品能耗，还改善了作业环境；403、404 号炉低压无功补偿项目使炉台功率因数平均由 0.78 提高到 0.90。

Carry on active energy conservation and environmental protection technology, and experience exchange activities. In 2009, Sinosteel actively pushed forward the Sino-Norway cooperation in energy conservation and emission reduction and energy efficiency improvement management projects, had discussions many times with relevant professionals from the Norway side, and Norwegian technical personnel had also come to Sinosteel Jilin Ferroalloy for visit and exchange, which laid a favorable basis for mutual cooperation.

Carry out the implementation actively the national policy support on energy conservation and emission reduction, and improve policy utilization efficiency. In 2009, Sinosteel organized declaration of energy conservation and emission reduction fund projects. For the present time, 11 projects of the company had gained fund support for energy conservation and emission reduction from the Ministry of Finance, and the accumulative investment amount reached RMB 2.6 billion. After project implementation, it will promote considerably the energy conservation and environmental protection operations of Sinosteel, and make new contributions for its sustainable development.

Statistics show that, from 2007-2009; production enterprises of Sinosteel Corporation invested about RMB 100 million for 43 energy conservation and emission reduction technical reform projects, and main construction projects and effects are as follows:

(1) Sinosteel Jilin Ferroalloy Co., Ltd. invested RMB 7.38 million to complete Phase I of the special type ferroalloy base upgrading reconstruction project. By adopting the ferroalloy secondary low-voltage compensation technology, the daily output of ferro silicon manganese had increased from 115 tons to 130 tons, and power factor from 0.75 to 0.92; adoption of heat pipe exchanger had reduced smoke temperature and reclaimed residual heat of smoke.

(2) Sinosteel Guangxi Ferroalloy Co., Ltd., invested RMB 46 million to complete the preparation and construction operations of 8 energy conservation and emission reduction projects, of which, 5 had already been put into production: 4 months after the ferroalloy smoke residual heat power generation project was put into operation, it reclaimed production steam-gas 24,120 tons, filled in the technology blank of using the heat of low-quality ferroalloy exhaust gas for power generation; the Phase I of refining ferro-manganese project, the “three-furnace linkage” technology and supporting facilities have basically been improved, electricity consumption of product smelting per ton had reduced by more than 500 kwh than the cold charge practice; the Phase I of cold briquetted production line had not only realized cyclic use of resources, but also solved the problem of secondary pollution of dumping of the blast furnace dust; the new coke crusher production line technical reform project had not only reduced product energy consumption, but also improved the operating environment; the low-voltage reactive power compensation of the No. 403 and No. 404 furnaces had increased the steel-smelting furnace power factor from an average of 0.78 to 0.90.

(三) 中钢青铁投入 91 万元完成烟尘治理和除尘设备噪音治理 2 项节能减排项目，每年减少粉尘排放 136 吨。

(四) 中钢邢机投入 1069 万元完成 12 项节能减排项目，主要有：锅炉和干燥窑的煤改气工程基本结束了公司燃煤的历史，年可减少燃煤 3000 多吨，SO₂ 72 吨，烟尘 36 吨；铸钢分厂电渣炉和切割烟气除尘项目年可减少烟尘排放 50 吨；生产单位照明灯具全部更换为节能灯，全年节电 154 万 kwh。

(五) 中钢衡重投入 1043 万元实施退火炉煤改油工程、变电站节能改造、老式机床动力系统改造和购买烟气连续监测设备 4 项节能减排项目。燃油退火炉投产后，年减少原煤消耗量 2285 吨。

(六) 中钢钢格板投入 24 万元进行压焊机增压设备改造、整流器改造、电容补偿装置改造 3 项节能减排项目。

(七) 中钢吉炭投入 1922 万元实施了 9 项节能减排项目，变压器更新改造、新建蒸汽锅炉、预热炉改造共实现 4277 吨标煤的节能量，污水综合治理工程年节水 3 万吨，除尘系统改造年减少粉尘排放量 50 吨。

(八) 中钢耐火投入 66 万元实施了 4 项节能减排项目，其中应用智能节电器年可节电 20 万 kwh，绿色照明改造年可节电 30 万 kwh。

(3) Sinosteel Qinghai Ferroalloy Co., Ltd. invested RMB 910,000 to complete 2 energy conservation and emission reduction projects for smoke dust treatment and noise treatment of dedusting equipment, and reduced dust 136 tons each year.

(4) Sinosteel Xingtai Machinery & Mill Roll Co., Ltd., invested RMB 10.69 million to complete 12 energy conservation and emission reduction projects, mainly: boiler and dry kiln coal-gas conversion engineering had basically ended the coal burning history of the company, with annual fuel coal reduction by more than 3000 tons, SO₂ 72 tons and smoke dust 36 tons; the electric slag furnace and cut smoke dedusting projects of the cast steel subsidiary plant could reduce smoke dust discharge by 50 tons annually; with replacement of all lighting lamps to energy-saving lamp (ESL) of the production work unit, the project could save electricity 1.54 million kwh throughout the year.

(5) Sinosteel Hengyang Machinery Co., Ltd. invested RMB 10.43 million to implement 4 energy conservation and emission reduction projects, namely, annealing furnace coal-oil conversion project, transformer and distribution station energy conservation reconstruction, old machine tool power system improvement, and purchasing of smoke dust continuous monitoring equipment. After the annealing oil furnace had been put into operation, it reduced raw coal consumption by 2285 tons a year.

(6) Sinosteel Yantai Steel Grating Co., Ltd. invested RMB 240,000 to conduct 3 energy conservation and emission reduction projects, namely, press welder pressure compensation equipment reconstruction, rectifier reconstruction, and capacitance compensation device reconstruction.

(7) Sinosteel Jilin Carbon Co., Ltd., invested RMB 19.22 million to implement 9 energy conservation and emission reduction projects, and transformer renovation reconstruction, newly built steam boiler and preheating furnace reconstruction had saved energy totaling 4277 tce, the comprehensive sewage treatment engineering saved 30,000 tons of water annually, and the dedusting system reconstruction reduced dust discharge 50 tons.

(8) Sinosteel Refractory Co., Ltd. invested RMB 660,000 to implement 4 energy conservation and emission reduction projects, of which, application of intelligent energy saver (IES) saved 200,000 kwh annually, and green lighting reconstruction saved 300,000 kwh annually.

1

亿元

2007-2009 年集团所属生产企业约投入 1 亿元用于 43 项节能减排技术改造项目

from 2007-2009; production enterprises of Sinosteel Corporation invested about RMB 100 million for 43 energy conservation and emission reduction technical reform projects

消耗指标 Economic Index	单位	2009	2008	2007
能源消耗总量 Total energy consumption	万吨标煤 10,000 tce	113.72	98.7787	93.6146
万元产值综合能耗 Comprehensive energy consumption per RMB 10,000 production value	吨标煤 / 万元 tce/RMB 10,000	1.2	0.617	0.7026
SO2 排放量 SO2 emission	吨 Ton	2694.1	1971.27	1439.84
COD 排放量 COD emission	吨 Ton	3234.57	1714.32	1348.2
铁合金综合能耗——吉铁 Sinosteel Jilin Ferroalloy Co., Ltd.	吨标煤 / 吨 Tce/t	0.972	0.995	0.947
铁合金综合能耗——广铁 Sinosteel Guangxi Ferroalloy Co., Ltd.	吨标煤 / 吨 Tce/t	0.905	0.868	0.872
铁合金综合能耗——青铁 Sinosteel Qinghai Ferroalloy Co., Ltd.	吨标煤 / 吨 Tce/t	2.2	2.35	1.56
耐火材料综合能耗 Comprehensive energy consumption of refractory materials	吨标煤 / 吨 Tce/t	0.330	0.316	0.353
炭素综合能耗 Comprehensive carbon energy consumption	吨标煤 / 吨 Tce/t	2.09	1.8	1.99

水资源保护

Water Resources Conservation

中钢深知全球水资源紧缺的现状, 坚信水资源保护工作应贯穿在采矿生产的各个环节中。坚持正确客观地调查、评价水资源, 合理地规划和管理水资源, 积极防治和控制水源污染。

Sinosteel is deeply aware of the current global water resource shortage conditions, and it firmly believes that water resource protection should penetrate each and every aspect of mining production. Adhere to correct and objective investigation and evaluation of water resources, make reasonable planning and management of water resources, and actively prevent and control water source pollution.



珍稀白天鹅飞临中钢赤峰金鑫矿业尾矿库
Rare White Goose Fly over the Tailing Pond of Sinosteel Chifeng Jinxin Mining Co., Ltd.



水资源保护目标

Objectives of water resources protection

- 尽量减少资源开采过程中对地表水和地下水的影响；
- 控制防止现场的污水进入自然排水系统和周围的植被；
- 保持地表水和地下水的水质和水量，使生态环境系统得到保护；
- Try to reduce the impact on surface and ground water during the exploitation process;
- Control and prevent onsite effluent flowing into natural drainage system and vegetation areas;
- Retain the quality and amount of surface and ground water so as to protect the local ecology;
- Prevent and control water contamination.



水资源保护的主要措施

Major measures in water resources protection

- 对每一个使用的水源制定实施单独的管理计划
- 尽量利用已有的公路和道路，减少对自然排水的影响；
- 任何需要新开发的地区都尽量避免破坏原有的排水网络；
- 控制强降雨期间的矿区排水；
- 在矿区废矿石处理和生产设备安装中考虑排水问题；
- 对危险废物进行安全储存好处理，严格防止污染项目地区的地表水和地下水；
- 只能在规定的地点清洗车辆和机器；
- 将工作污水与干净的雨水分别储存；
- 使用油水分离器剥离含油物质，保证水的循环利用；
- 定期组织营地活动，减少用水对环境的污染；
- 将废水虑水池建立在水平面下方，并远离所有水源，保证水源质量；
- 污水坑回填复垦之前保证水全部蒸发。
- Make and implement management plans for each water source in use;
- Try to use existing highways and roads so as to reduce the impact on natural drainage;
- Try to avoid damaging the existing drainage networks in each area that requires new exploitation;
- Control drainage of mining areas during heavy rain periods;
- Take drainage problems into consideration during the process of waste rock management and equipment installation;
- Properly handle hazardous wastes to prevent them from contaminating surface and ground water in operation areas;
- Clean vehicles and machines only in specified places;
- Store work effluent and clean water separately;
- Separate oily matter with oil-water separator so as to enable water recycling;
- Organize site activities periodically so as to reduce contamination due to water use;
- Establish waste water and filtrating water ponds away from water sources;
- Ensure all the water has evaporated before waste water pits are backfilled and rehabilitated.



案例：中钢邢机扎实开展“节水周”活动

Case: Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. carried on steady “water saving week” activity

中钢邢机紧密结合企业实际，以“严格水资源管理，保障可持续发展”为主题，扎实开展系列活动，进一步提升全员节水意识和企业水资源管控能力。

作为全球产出规模最大、市场占有率最高、资本实力最强的轧辊产品研发制造企业，中钢邢机在瞄准“世界轧辊行业第一强企”奋斗目标的同时，始终将资源节约作为企业科学持续发展的重要工作之一。水资源方面，企业投资进行了节水技术改造，实施了大量节水措施，力促企业水资源管理水平不断提升。企业建立健全水资源管理、指标、考核三大体系，在用水点挂牌明确责任区、责任人，并纳入单位成本考核和经济责任制考核。公司专业部门在加强监督检查，杜绝跑、冒、滴、漏基础上，持续加强节水宣传，利用多种形式广泛宣传引导职工学习节水知识，增强节约用水的环境意识、责任意识和成本意识，力促企业在产能不断攀升的同时，用水量逐年下降。据统计，企业用水重复利用率高达95%以上，冷却水循环率达97.6%。

此次在第十八届“世界水日”和第23届“中国水周”之际，中钢邢机在进一步完善节水管理制度，强化企业节水能力的同时，充分利用报纸、电视、网络等宣传媒体，广泛开展节水宣传，并组织开展“节水知识问答”活动，巡回展出节水宣传展板，进一步强化了全员“贯彻科学发展观、遵守水法规、保护水资源”的节水意识，营造了“关心水资源、节约水资源、珍惜水资源”的良好氛围，为企业水资源综合利用水平提升奠定了坚实基础。



企业走进社区宣传节约用水

(Figure) Enterprise promotion for water saving in community

In close connection with enterprise practice, and with “tightening water resource management and safeguarding sustainable development” as theme, Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. conducted steadily series of activities, which further enhanced the water saving consciousness of all employees and enterprise water resource management and control ability.

As the roller product R & D and manufacturing enterprise with the largest scale of output, and highest market share and the most powerful financial strength in the world, while aiming at the target of “the world strongest roller industrial enterprise”, Sinosteel Xingtai Machinery & Mill Roll Co., Ltd. has always taken resource saving as one of the most important operations of enterprise scientific and sustainable development. With respect to water resources, through investment, the company conducted water saving technological renovation, implemented a great number of water saving measures, and vigorously prompted continuous improvement of the enterprise water resource management. The company established and improved three major systems, namely, water resource management, index, and assessment, and in the water use spot, the responsible area and responsible person are clearly marked with plate, which are incorporated into unit cost examination and economic responsibility system assessment. While strengthening supervision and inspection and eliminating water leakage, emitting, dripping, and seeping, special departments of the company continually reinforced water saving propaganda, made use of multiple forms to extensively promote and guide employees to learn water saving knowledge, strengthen water saving environmental consciousness, responsibility consciousness and cost consciousness, while prompting the continuous ascending of enterprise productivity, gradually reduce water consumption year by year. Statistics show that, enterprise water use repeatability had reached more than 95%, and cold water circulating rate reached as high as 97.6%.

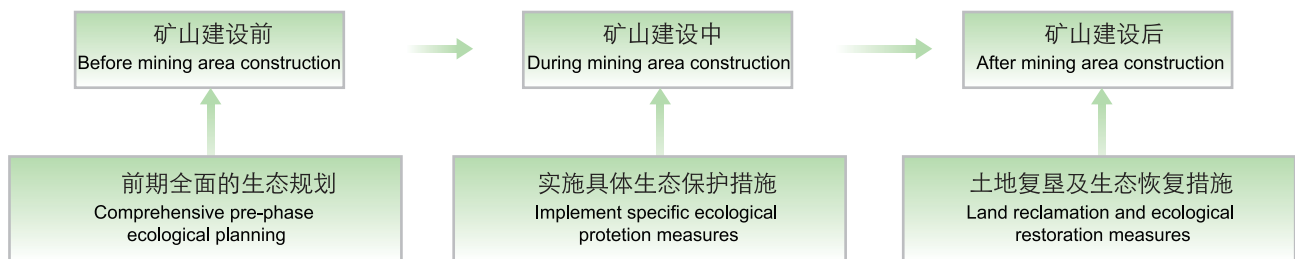
During the present 18th “World Water Day” and the 23rd “China Water Week”, Sinosteel Xingtai Machinery & Mill Roll Co., Ltd., further improved the water saving management system, while consolidating enterprise water saving ability, it also made full use such media as newspaper, TV, and network for publicity, conducted extensive water saving promotion, organized “water saving knowledge Q & A” activity, conducted roadshow of water saving publicity exhibition board, further strengthened water saving consciousness of all employees on “carrying out scientific outlook for development, abiding by water law and regulations, and protecting water resources”, built a sound atmosphere of “care water resources, save water resources, and cherish water resources”, and laid a solid foundation for improvement of the standard of enterprise water resource comprehensive utilization.

矿区生态保护

Mining Area Ecological Protection

中钢集团坚持“在开发中保护，在保护中开发”的矿山生态保护原则，在矿山建设之前进行生态规划，在施工及生产期间实施切实可行的生态保护措施，在服务期满后进行全面地土地复垦及生态恢复，综合整治矿区生态问题，实现矿山建设与生态保护的协调发展，始终致力于保护矿区生物多样性。

Sinosteel Corporation adhered to the principle of “protection amidst development, and development amidst protection” for mining area ecological protection, conducted ecological planning before mining area construction, implemented practical and feasible eco-protection measures during construction and production, carried out all-around land reclamation and ecological restoration after expiration of service, implemented comprehensive treatment on mining area ecological problems, realized coordinated development of mining area construction and ecological protection, and always committed to protecting bio-diversity of the mining area.



“在开发中保护，在保护中开发”的矿山生态保护原则

“Protect amidst Development, and Develop amidst Protection” - Principle of Ecological Protection of the Mining Area



案例：保护西澳盾背蜘蛛洞穴

Case: Protection of shield-backed spider habitat in Western Australia

2009年第一季度，中钢中西矿业公司在地质勘探中保护西澳盾背蜘蛛的栖息环境，同时在蜘蛛分布区域设置彩色旗帜作为标志，提醒工作人员注意。盾背蜘蛛栖息地周围一般有 25 米的缓冲区域。更多关于这些生物数量、分布信息的调查仍在进行中。

In the first quarter of 2009, Sinosteel Midwest implemented a comprehensive programme to survey and protect the habitat of the shield-backed spider. The company marked out the distribution area of these spiders with brightly colored flags so as to remind personnel of the need to take care. A buffer zone of 25 meters is in place around shield-back spider habitats, and extensive surveys to document the population and distribution of these creatures is ongoing.



案例：中钢在澳公司充分重视钻探地区复垦

Case: Sinosteel paid full attention to land reclamation of the drilling area of Sinosteel Australia Pty Ltd.

中钢在澳公司充分认识到土地资源的稀缺和宝贵，高度重视勘探、开采的土地复垦工作，坚持科学复垦理念，探索复垦先进技术，积极克服复垦困难，努力实现“采矿无痕，绿色矿山”的复垦目标。

Sinosteel's businesses and management in Australia are highly aware of the value of land resources and place high emphasis on the rehabilitation of explored and exploited land. Our subsidiaries adhere to the scientific rehabilitation methodologies, explore advance rehabilitation technologies, actively overcome rehabilitation difficulties, and strive to achieve the rehabilitation objective of "minimal trace green mining".



复垦目标

Objective of rehabilitation

- 确保复垦的土地能够长期安全、健康的发展，并与周边地形与环境相适应；
- 完全履行对利益相关方和监管组织的项目结束结果承诺。
- Ensure the long-term safe and healthy development of land rehabilitation and its adaptation to the surrounding terrain and environment;
- Fully achieve the results committed to the stakeholders and regulatory organization at the end of the project.



复垦管理措施

Management measures for rehabilitation

- 临时设施将被拆除或以其他方式妥善处理；
- 碳氢化合物污染的土壤将被移除或进行生物修复；
- 原有的排水网络将被恢复原样；
- 压实路面将被重新松土保证渗水性和播种；
- 表层土和合适的植被将被重新植回原地；
- 对复垦区域张贴警示，以防止再次开发；
- 对于植被恢复不成功地区积极采取有效补救措施。

- Temporary facilities will be removed or properly disposed of in other ways;
- The soil polluted by HC will be removed or be subject to bioremediation;
- The original drainage network will be restored;
- The compacted road will be loosened to allow water permeability and seeding;
- The topsoil will be replaced and suitable vegetation will be planted;
- Warning signs will be placed in the rehabilitation areas in case of re-development;
- Effective remedial measures will be taken in areas where initial vegetation restoration has failed.



复垦监督

Rehabilitation supervision

- 定期的区域检查确保复垦工作持续有序的进行；
- 检查临时设施的拆除和恢复工作；
- 对已复垦地区进行监测，随时准备采取补救措施。
- Conduct regional inspection to ensure continuous and orderly rehabilitation;
- Inspect restoration at sites where of temporary facilities have been removed;
- Monitor the rehabilitation areas and always well prepared to take further remedial measures.



案例：矿区生态保护与重建-珍稀白天鹅飞临中钢赤峰金鑫矿业尾矿库

Case: Ecological Protection and Reconstruction of the Mining Area -Rare White Goose Fly over the Tailing Pond of Sinosteel Chifeng Jinxin Mining Co., Ltd.

中钢集团从事采矿的生产企业都格外重视矿山排土场生态恢复与重建。中钢赤峰金鑫矿业坚持“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,最大限度地减轻矿业活动对生态环境的污染和破坏,取得了较好成效。图为2009年3月24日,珍稀白天鹅飞临中钢赤峰金鑫矿业公司尾矿库的镜头。这是抑制矿山生态环境恶化趋势、恢复土地功能、防治灾害、实现矿产资源开发与环境协调发展的重要手段。

All production enterprises engaging in mining of Sinosteel Corporation pay special attention to ecological restoration and reconstruction of the waste dumping mining area. Sinosteel Chifeng Jinxin Mining Co., Ltd. adhered to the guidelines of “paying equal attention to mining resource development and eco-environmental protection, and equal stress on eco-environmental protection and eco-environmental construction”, minimum the pollution and destruction of mining activities to ecological environment, and achieved relatively favorable results. The Figure below is a scene dated March 24th 2009, showing rare white goods flying over the tailing pond of Sinosteel Chifeng Jinxin Mining Co., Ltd. This are important measures to check the trend of eco-environmental deterioration of the mining area, restore land functions, prevent calamities, and realize coordinated development of mining resource development and environment.



和谐共赢链

Harmonious Win-Win Chain



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

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

Development of Sinosteel Corporation depends on supports and cooperation of all aspects of the society. Only harmony can build a favorable space for development, only harmony can create more wealth and value, and also only harmony can realize a pattern of win-win situation of multi parties.

Sinosteel Corporation strives hard to establish harmonious employee relations, and provides employees with extensive space for development; make efforts to build harmonious community relations, actively devote to public welfare undertakings, and create excellent external environment for sustainable enterprise development; strive hard to adhere to the enterprise character for harmonious development, and build a harmonious supply chain along with all stakeholders.

和谐员工关系

Harmonious Employee Relations

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

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

员工概况

Brief Introduction-our employees

截至 2009 年底，中钢集团员工总数为 42431；员工队伍年轻而富有活力，45 岁以下员工占 80%；女性员工的比例为 24.75%。

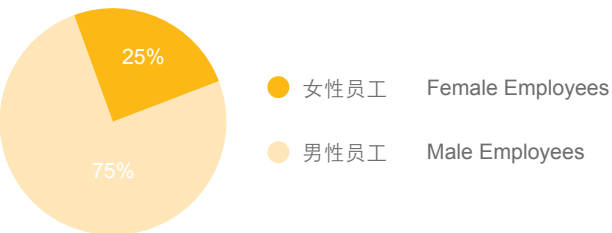
集团的所有员工都依法签订了劳动合同，员工的社会保险覆盖率也达到 100%。

As of the end of 2009, Sinosteel Corporation had a total of 42431 employees; the employee teams are young and energetic, and 80% are below 45 years of age; and 24.75% are female employees.

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

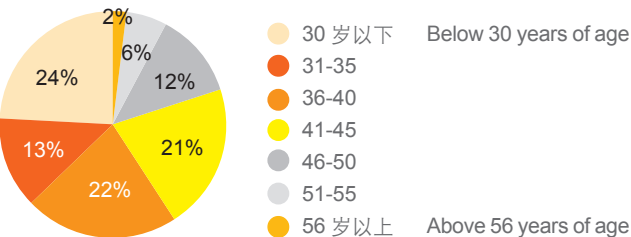
2009 年集团员工性别比例（不含海外机构）

Gender Proportion of Employees of the Corporation 2009 (excluding overseas units)



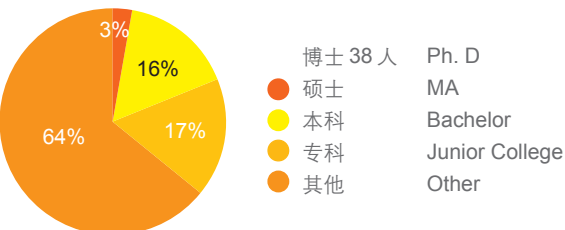
2009 年集团在职员工年龄结构（不含海外机构）

Age Structure of Employees of the Corporation 2009 (excluding overseas units)



2009 年在职员工学历结构（不含海外机构）

Education Qualification Structure of Incumbent Employees 2009 (excluding overseas units)



尊重员工权益

Respect the Rights and Interests of Employees

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

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

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

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

带薪休假制度

Paid Leave

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

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

平等雇佣制度 Equal Employment System

中钢重视保障员工享有平等就业、选择职业及取得劳动报酬的权利。我们奉行平等、非歧视的劳动用工政策，在招聘及用人过程中坚持“公平、平等、竞争、择优”的原则，不因为员工的种族、年龄、性别、婚姻状况、怀孕情况、家庭责任、肤色、性取向、残疾、道德、信仰、宗教、国籍、人种或社会出身、政治观点、文化背景、语言或出生等因素产生歧视性行为。

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

健康档案 Health File

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

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

员工心理健康援助 Employee Psychological Health Support

中钢认为，健康的心理是员工健康的重要指标之一。我们充分重视员工心理健康援助等工作，竭力为员工疏导工作中的压力，创建健康和谐的工作环境。

Sinosteel believes that mental health is an important indicator of our employees' health protection. We pay full attention to assistance work for staff's mental health, and ease the pressure of their work. We try our best to create healthy and harmonious work environment.



案例 中钢中西矿业公司为员工提供心理健康的咨询服务 Case: Sinosteel Midwest Mining Pty Ltd. provides consulting service for staff psychological health

中钢中西矿业公司为公司员工和家属提供心理咨询的服务，以科学的方式切实解决员工在工作和生活中的心理问题。心理咨询服务注重服务的安全性和个人信息的保密性，并对员工及家属情况进行有效的跟进，以确保心理咨询的效果和持久作用。

心理咨询服务主要包括由于家庭分离，身心受到伤害，疾病康复，毒品、酗酒等问题所引起的心理障碍，同时还包括对有效的促进身心健康所建议采取的预防性心理保健措施。免费咨询服务很好地支持了员工，使其能够以积极向上、自信有效率的态度面对生活和工作。

Sinosteel Midwest Corporation Limited (Australia) provides company employees and their dependents with psychological counselling services and solves employees' practical psychological problems in work and living by scientific means. Psychological counselling services pay attention to the safety of service and confidentiality of individual information and follow up effectively circumstances of the employees and their dependents, so as to ensure effects and lasting functions of the psychological counselling.

Psychological counselling services mainly include psychological disorder resulting from such problems as separation of family, physical and psychological damages, disease rehabilitation, drugs, and excessive drinking etc., and at the same time, they also include preventive psychological health care measures adopted as suggested to effectively promote physical and psychological health. Free counselling services have rendered effective support to employees, enabling them to face life and work with a positive, confident and effective attitude.

帮助员工发展

Help Employees Development

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

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

重视员工培训

Pay Attention to Employee Training

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

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



案例：中钢澳大利亚有限公司重视员工培训

Case: Sinosteel Australia Pty Ltd Attaches Great Importance to Staff Training

中钢澳大利亚公司每年制定年度培训计划，培训前进行员工评估和内部沟通，了解员工培训需求，设计培训项目，切实执行培训内容；培训后调查跟踪培训员工的反馈意见，员工普遍反映对于培训内容比较满意，对开展工作有较大帮助。

培训种类包括：

外部培训：国际贸易、贸易文书、财务会计、人力资源和风险管理

内部培训：常规工作技能培训

中钢澳大利亚有限公司的员工年平均培训时间为 24 小时。

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

Sinosteel Australia Pty Ltd sets up an annual training plan every year. Before training, it reviews staff assessment and performs internal communications so as to know the needs of staff, then designs the training program accordingly, and faithfully implements the training. After training, it investigates and follows up feedback from staff. A general feedback from employees is that they are relatively satisfied with contents of the training, which can be of relatively bigger help for carrying out operations.

Types of training:

External training: international trade, trade documents, financial accounting, Human relations and risk management

Internal training: training on general job skills

Average staff training time in Sinosteel Australia Pty Ltd. is 24 hours per year.

Sinosteel lays stress on strengthening on systematic training on management personnel at all levels, enhance their overall quality, enable the management team to be able to deal with challenges, overcome difficulties, and ensure sustainable, healthy and stable development of the Corporation.

1. Internal Training Schedule 2009						
2009	Date	Training	Attendance	Training Provider / Facilitator	Unit Cost	Status
January	18 th	Training Cases Internal Group Study	80% (20/25)	ODM, Training, Document and Finance Staff	ODM (Corporate Affairs Manager)	Completed
						Topic: This session of training involved case analysis. Two cases were presented issues in documentation and control implementation process. Lecture calculation and discrepancies in letter of credit. During the training, "Letter Calculation Discrepancy Problem" has been solved. Staffs also discuss "more case studies in the near future. Some trainees suggest sending articles about the presented case analysis. Materials: prepared by HR and Documentation Team, presented by documentation officer Amy and Lee, and facilitated by HR. Method: involves power point presentation, handout, white board, and team discussion.
	12 th	Shipping Risk Terminology Group Study	80% (20/25)	ODM, Training, Document and Finance Staff	ODM (Corporate Affairs Manager)	Completed
						Topic: This session of training involved presentation on shipping, risk and insurance for several of shipping arrangement. Materials: prepared by Frank, training was facilitated by HR. Method: involves power point presentation, handout and team discussion.
February	26 th	CRM Negotiation Group Study	80% (20/25)	ODM, Training, Document and Finance Staff	ODM (Corporate Affairs Manager)	Completed
						Topic: This session of training involved presentation on Communication, Negotiation, Marketing and Sales, the focus of presentation is on Negotiation (interpretation of key message, method of negotiation etc) Materials: prepared, presented and facilitated by HR. Method: involves power point presentation, handout and team discussion.
	12 th	Trade Finance Education Session	80% (20/25)	ODM, Training, Document and Finance Staff	State Trade Finance Manager of	Completed
						Topic: This session of training was a report of Aug 08 training conducted by St. George Bank representative (ODM). All commercial staffs were invited to the training, only one staff that wasn't at the day, training was compulsory to attend.

图：中钢澳大利亚公司员工培训计划表

Figure: Training Schedule of Employees of Sinosteel Australia Pty Ltd.



案例：中钢集团举办高层管理干部培训班

Case: Sinosteel Corporation Held Senior Management Cadre Training Class

集团根据对领导层的访谈与调研,针对较为突出的培训需求科目,于2009年5月举办了为期三天高层管理干部培训班。中钢集团、股份公司领导及各职能部门、在京企业领导等共44名同志参加。本次培训邀请了国资委发展研究中心、中国人民大学等相关领域专家授课。培训内容主要涉及法人治理结构、财务知识及年报解读、危机管理及媒体应对技巧等课程,除此之外还安排了《传统国学智慧与企业运营》讲座及高层团队拓展培训项目。

Based on interview of survey to the leadership and in view of the relatively prominent items of training requirements, the Corporation held a three-day senior management cadre training class in May 2009. A total of 44 comrades from the Sinosteel Corporation, leadership of the joint-stock companies, and leaders from the various functional departments, offices and enterprise leadership in Beijing participated in the training. For the present training, experts from relevant fields from the SASAC Development and Research Center and Renmin University of China etc. were invited to give lectures. Contents of the training mainly involve corporate governance structure, financial knowledge and explanation of annals, crisis management and media response skills etc. In addition, organizers also arranged lectures on "Wisdom of Traditional Chinese Learning and Enterprise Operation", and training projects for senior management team expansion.



培训会场
Training Site

职业成长

Career Growth

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

中钢集团的全球分支机构都坚持人才为先的战略,高度重视建立健全员工的培训和学习体系。

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

All global branch units of Sinosteel Corporation adhere to the strategy of talent first, and attach high importance to establishing and improving employee training and learning system.



案例：原住民员工 Carl Hamlett 的职业发展

Case: Career development of Aboriginal employee, Mr. Carl Hamlett

Carl 与 2006 年 7 月加入公司的 Weld Range 项目，担任监察员，主要职责是保证所有地面建设开采工作均符合与 Wajarri 原住民签订的勘探文化遗产保护协议的规定。2008 年初，Carl 被提拔为施工现场技术人员，2009 年初和 2009 年 7 月，公司连续提拔 Carl 担任施工现场主要管理者的职务。同时，Carl 在 Weld Range 项目的跨文化交流培训中向员工介绍原住民文化习俗。Carl 在公司的发展反映了中钢对原住民员工的重视、培养和选拔，在实际工作中提高原住民员工的工作技能，引导原住民员工在公司中发挥更为重要的作用。

迄今，中钢中西矿业公司在矿区有 23% 左右的非正式员工为原住民。此外，公司还资助西澳州的原住民培训项目，实现了公司与原住民家庭、社区的和谐共赢。

Carl Hamlett joined the Weld Range project of the company in July 2006, served as supervisor, and his main responsibility was to ensure that all mining operations of the ground construction conform to provisions of the "Agreement on Protection of Cultural Heritage for Prospecting" signed with the aborigines of Wajarri. In early 2008, Carl was promoted site technical personnel for construction. In early 2009 and July of the same year, the company successively promoted Carl post of the main site manager for construction. At the same time, in the cross-cultural exchange and training of the Weld Range project, Carl introduced the cultural customs of the aborigines to the employees. Carl career development in the company reflected the attention, training and selection of Sinosteel to the aboriginal employees, improved the working skills of aboriginal employees in practical operation, and guided the aboriginal employees to play a more important role in the company.

As yet, in the mining area, about 23% of the informal employees of Sinosteel Midwest Corporation Limited are aborigines. Moreover, the company also subsidizes the aboriginal training projects of West Australia, realized harmony and achieved a win-win situation between the company and families and communities of the aborigines.

重视职业健康安全

Pay Attention to Career Health and Safety

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

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

中钢在澳公司成立了由公司最高层负责的安全健康管理体系，全面负责公司的安全生产和员工职业健康工作，并由安全生产委员会统筹协调。

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

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

Sinosteel Australia Pty Ltd. established safety and health management system under the responsibility of its supreme leadership, full responsible for safety production and employee occupational health of the company and the safety production committee shall be responsible for uniformed coordination.

职业安全健康管理制度

Occupational safety and health management regime

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

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

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

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



案例：安全健康管理措施

Case: Safety and Health Management Measures

中钢在澳公司按照相关制度的要求,积极探索实施各相关安全健康管理措施,为员工提供安全健康保障。

In accordance with to requirements of applicable regimes, Sinosteel companies in Australia actively explore and implement a range of relevant safety and health management measures so as to provide safety and health assurance to employees.

1. 现场参观培训

中钢在澳公司要求到现场参观的人员必须进行培训,即所有到矿区生产现场参观的人员都必须在参观前进行现场安全规章制度和个人防护设备的使用培训。

中钢 PNN 合资企业针对铀矿的放射性特性,为了保护员工人身安全,要求在钻探现场工作或者采样的员工必须满足有关着装要求,佩戴安全防护眼镜,专业射线计量仪等。公司根据澳大利亚辐射防护和核安全机构的规定,每三个月对专业射线计量仪进行剂量检测。

从中钢 PNN 合资企业所在的阿德莱德到铀矿项目营地,需要5个小时的车程,为了保护驾驶人员的安全,公司规定要根据事先拟定的行程路径及时间,事先填写“长途行程纪录表”,并通知办公室和营地的相关人员,以确保路上行程安全并有记录可查。如有意外,可及时发现并缩小搜索范围。中钢在澳所有勘探和采矿运营地均有类似的安全驾驶管理流程。

1. On-Site Visit Training

Sinosteel companies in Australia demand that personnel for site visits must undergo training, that is, all personnel for visit at the production site of the mining area must undergo training on site safety rules and regulations and use of individual protection equipment before the visit. In view of the radioactive characteristics of uranium mining, in order to protect physical safety of employees, Sinosteel PNN JV Company demands that personnel working or sampling in the drilling site must meet the relevant dressing requirements, wear safety eye protection glasses and special radial measurement instruments etc. Based on regulations of the radioactive protection and nuclear security unit of Australia, the company conducts dosage testing towards the special radial measurement instruments every three months.

It is a 5-hour drive from Adelaide, where Sinosteel PNN Joint Venture is located, to the Crocker Well uranium project. In order to protect the safety of driving personnel, the company requires that a "Long Trip Record" be filled out beforehand, setting out the journey route and estimated time of arrival. The office and the project site staff must be informed. In this way the company can find out promptly and narrow the searching scope if a traveler is overdue. Similar procedures are in place in all other Sinosteel exploration and mining project sites in Australia.

现场最基本的着装要求图

Figure of the most basic attire requirement at site



- Hearing Protection 听力保护装备
- Hard hat and brim 头盔
- Eye Protection 防护眼镜
- High-Visibility Shirts 醒目的防护马甲或衣服
- Sunscreen 防晒霜
- Gloves 防护手套
- Long Pants 长裤
- Steel-Cap Boots 钢头鞋

2. 职业健康预防措施

职业病的危害和防治问题一直受到社会的普遍关注，中钢更是将职业健康的预防工作视为职业健康管理的头等大事，积极改善工作条件，开展职业健康讲座，强化员工职业健康意识，定期对员工进行健康筛查，发现问题及时处理。中钢中西矿业公司在 2009 年冬季来临之际还安排全体员工注射感冒预防疫苗。

3. 安全健康培训

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

中钢中西矿业公司安全培训主要集中在两个方面：一方面是事故根源调查培训，通过培训使员工具有调查事故根源，发现潜在事故的能力，公司今年加大培训深度，进一步提高员工应对事故能力；另一方面是应急救援训练，通过训练提高安全健康意识，普及安全健康知识，了解突发事件应对方法。

2. Preventive Measures on Occupational Health

Sinosteel companies devote close attention to prevention and remedy of occupational issues. The subsidiaries regard this as the top priority in occupational health management. The companies actively improve working conditions, deliver lectures on occupational health, promote occupational health awareness among staff, regularly carry out health screening of employees, and promptly deal with any problems discovered. As an example of its concern for employees' health, Sinosteel Midwest arranged for all staff to be given influenza vaccine prior to the winter of 2009.

3. Safety and Health Training

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

The safety training of Sinosteel Midwest (Australia) Company is mainly focused on two aspects: one is accident root cause investigation training. Through training, employees are endowed with the ability to investigate root cause of the accident and discover potential accidents. The company therefore strengthens its depth of training to further improve employee's ability to deal with accident; and the other is emergency rescue training. Through training, the company aims to enhance safety and health consciousness of employees, popularize safety and health knowledge, and understand the measures to deal with emergency accident.

坚持员工本地化 Insists on Employee Localization

从2004年起，中钢集团全球各分支机构开始加快实施人才本地化战略，积极从当地员工中培养出一批优秀的管理人才，经过几年的努力，中钢集团全球分支机构的管理层均基本实现了本地化。

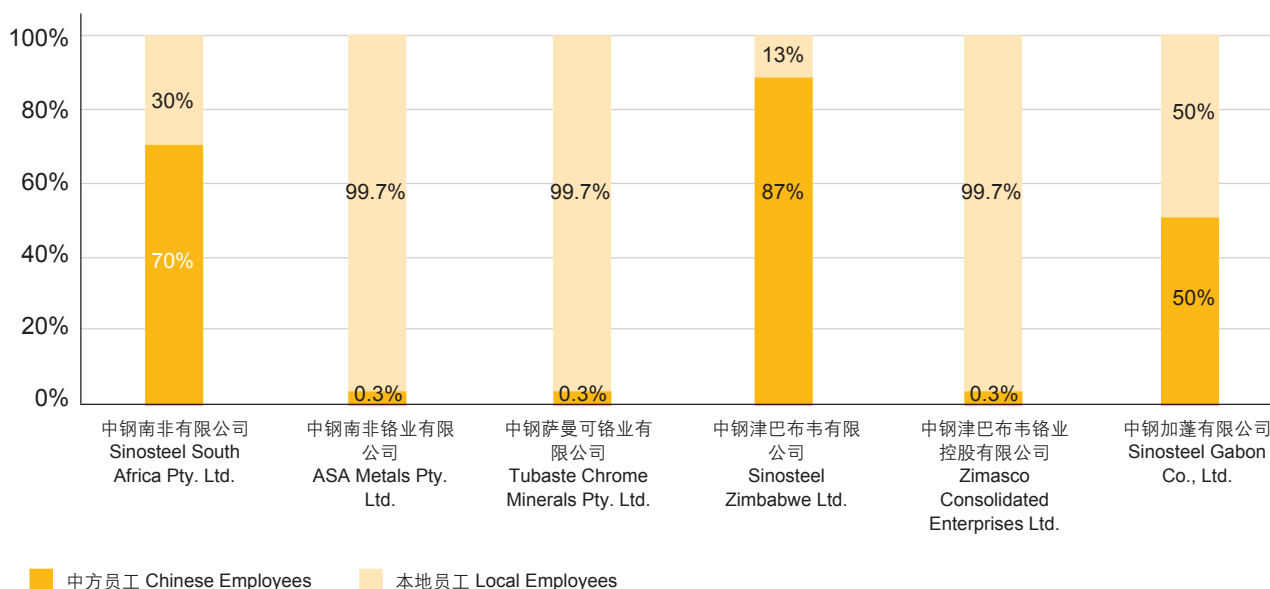
中钢集团在非企业积极融入当地文化，培养本地化管理人才，制定并实施了一系列针对本地员工招聘和任用的制度。在非的三个生产型企业中，除少数外派的中方管理人员外，绝大多数员工都来自当地，2009年，在非洲地区下属公司的本地员工数量已占到员工总数的99%以上。通过大量聘用当地员工，提供健康安全的工作条件和广阔的职业发展空间，中钢集团使当地社区、居民切实分享到了企业发展的丰硕成果。

Starting 2004, the global branch units of Sinosteel Corporate began to accelerate implementation of its talent localization strategy, actively trained a batch of excellent management personnel from local employees. After several years of hard efforts, all management of the global branch units of Sinosteel Corporation has basically realized localization.

Enterprises of Sinosteel Corporation in Africa actively integrated itself into the local cultural, trained localized management talents, formulated and implemented a series of systems in view of local employee recruitment and employment. Of the three production enterprises in Africa, except a few externally dispatched Chinese management personnel, majority of the employees are from the local area. In 2009, the number of local employees in the subsidiary companies in the African region accounted for more than 99% of the total number of employees. By recruiting a great number of local employees, providing healthy and safe working conditions and broad space for career development, Sinosteel Corporation enabled local community and residents to have practically shared the plentiful and substantial achievements of enterprise development.

员工本土化比例

Figure of the most basic attire requirement at site



开展员工关爱 Fraternity of Employees

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

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



中钢集团第五届“中钢杯”登山比赛
Case: The 5th “Sinosteel Cup” Mountaineering Competition of Sinosteel Corporation



中钢吉铁举行 2009 年职工排球赛
Case: Sinosteel Jilin Ferroalloy Co., Ltd. holds its 2009 employee volleyball competition



中钢集团京内职工篮球赛
Employee Basketball Competition of Sinosteel Corporation in Beijing



中钢地质院举办第五届秋季员工趣味运动会
Case: Sinosteel Tianjin Geological Academy Co., Ltd. held its 5th autumn employee funny sports games



案例：中钢集团举办“盛世欢歌颂祖国”活动

Case: Sinosteel Corporation holds its “paying tribute to the prosperous motherland with songs” activity

为庆祝新中国成立六十周年，中钢集团团委举办了“盛世欢歌颂祖国——爱国歌曲大家唱”歌咏活动。由集团及股份公司领导、职能部门和专业公司员工组成的14支代表队，近300名员工纵情高歌，弘扬了中钢员工的爱国主义精神，进一步凝聚了中钢人奋发向上、拼搏进取的力量，展现出广大干部员工热爱祖国、意气风发、朝气蓬勃的精神面貌。

To celebrate the 60th founding anniversary of the New China, the Youth League Committee of Sinosteel Corporation held “paying tribute to the prosperous motherland-everybody singing patriotic songs” singing activity. Nearly 300 employees from 14 representative delegations from the Corporation, leadership of the joint-stock company, functional departments and offices, as well as specialized companies, participated in the activity, singing all their might, carried forward the spirit of patriotism of all employees of Sinosteel, further consolidated the power of Sinosteel people in spurring themselves on amidst struggle and enterprising, displaying the spiritual style of the love for their country, high-spirit, vigor and vitality of all cadres and employees of Sinosteel.



活动现场 1
Activity Site 1



活动现场 2
Activity Site 2

中钢集团建立了员工的“帮扶解困”长效机制。各级工会组织对企业困难职工进行动态管理，为他们建立“困难职工档案”，并多渠道筹资建立“帮扶济困”基金，帮助困难员工度过难关。

我们的公司领导、工会代表不定期探望部分困难职工，了解他们的生活状况，帮助他们解决生活中的实际问题，并鼓励他们坚定信心，在企业和社会的帮助下克服眼前的困难。

Sinosteel Corporation had established employee “helping, supporting and solving difficulties” long-term mechanism. Trade union organizations at all levels shall conduct dynamic management towards enterprise employees in difficulties, build for them “files of employees in difficulties”, raise fund through multiple channels to establish “helping, supporting, and aiding the difficulties” fund, and help employees in difficulties to pull out of their difficulties.

Leadership of the company and trade union representatives also pay irregular visits to some of the employees in difficulties, understand their life conditions, help them solve practical life problems, and encourage them to be steadfast in confidence to overcome the present difficulties with help of the enterprise and the society.



案例：离退休服务中心为空巢老人陈南德生日送上一份亲情

Case: The Center of Service for Retirees shows its care for CHEN Nande, an elderly in an “empty-nest” family, during his birthday celebration

在归国老华侨、退休老干部、空巢老人陈南德老同志80岁生日晚上，离退休服务中心领导和亚运村支部领导及老同志代表一行来到亚运村，为陈南德过80岁生日吃祝寿饭，并送去了象征长寿的寿桃大蛋糕。在饭桌上，带来了集团的祝福和问候。陈南德对集团的关怀非常感动，他激动地说：“人到老年，并非吃饱穿暖就没事了，更重要的是

需要亲情和关怀，你们做到了，我非常感动！真是不是亲人胜似亲人”。

During the night of CHEN Nande’s 80th birthday, a returned overseas Chinese, an old cadre retiree, and an elderly in an “empty-nest” family, leaders of the Center of Service for Retirees, leaders of its Asian Games Village branch, and old comrades representative, came to the Asian Games Village to have a meal together to congratulate his 80th birthday, and presented birthday peaches and cream cake, symbolizing longevity. During the meal, guests brought also blessings and regards from the Corporation, and everyone frequently toasted for his long life and good health. CHEN Nande was deeply moved by the care of the Corporation, saying: “when a person gets old, eating well and dressing well isn’t that important, for what the old people needs most are family love and care, and I’m extremely moved by your gesture! We are not family members but certainly more than family members!”



和谐社区关系

Harmonious Community Relations

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

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



案例：社区赞助计划和社区基金

Case: Community sponsor program and community fund

中钢中西矿业有限公司设立了专门的“社区赞助计划”，接受相关项目的申请，对项目进行严格评审，对通过审查的项目给予相应的支持。赞助计划主要关注社区、教育、环境和原住民权益方面，通过合作、直接捐赠和提供物品或服务来进行赞助，所赞助的物质直接捐赠到社区。所赞助的社区主要有：Shire of Morawa, Perenjorie, 以及 Meekatharra。

此外，中钢中西矿业有限公司还设立了专门的“社区基金”，包括Morawa社区发展基金，Perenjori社区信托基金和Mingenew社区信托基金，保证了当地的设备，运动，基础设施，农场改善项目，教育和医疗服务改善和发展。通过社区赞助计划和社区基金，中西矿业有限公司为促进社区经济、环境、人文等各方面的发展发挥了积极的作用。

社区发展基金是中钢中西矿业公司成立最久的社区资助计划。一开始，公司每年向基金共同管理机构捐助10万多澳币，以赞助当地需要帮助的社区。公司对基金的捐赠额逐年上升，目前，基金赞助了超过21个当地团队，项目包括购买社区所需巴士、资助社区运动协会项目、支持当地旅游设施、捐助当地学校和教育计划等。通过Morawa社区发展基金，公司一共向Morawa社区捐赠超过120万澳元。

中钢中西矿业公司借鉴Morawa社区发展基金的成功经验，正在与其他社区探讨建立类似的社区发展基金。

中钢始终把发展主营业务和承担社会责任为己任，努力服务社会、回报社会。中钢积极资助支持社区发展相关的教育项目，提高社区居民的教育水平，为社区的发展做出贡献

Sinosteel Midwest has established special “community sponsorship programs” to receive applications to assist with worthy local community projects in the mid-west of Western Australia. These sponsorship programs mainly focus on community, education, environmental and aboriginal interests. Sponsorship is provided by cooperation, direct donations and the offer of materials and services. The communities that have already benefited include those nearest our mines and exploration projects, including the Shires of Morawa, Perenjorie and Meekatharra.

In addition, Sinosteel Midwest has also established special “community development funds”, the biggest being the Morawa Community Development Fund, which provides resources for the improvement and development of equipment, sports, infrastructure, agriculture, education and medical services for the local community. Through community sponsorship programs and community development funds, the company plays a positive role in the local economy, environment, sport and culture

Morawa Community Development Fund is the longest established community subsidy plan of Sinosteel Midwest Corporation Limited. In the beginning, the Company donates more than 100,000 Australian dollars each year to the fund joint management unit so as to sponsor local communities in need of help. However, the amount of donation to the fund by the company has gradually increased year by year. At present, the fund has sponsored more than 21 local teams, and projects sponsored include: purchasing buses required by the community, subsidizing projects of the community sports association, supporting local tourism facilities, donation for local schools and education plan etc. Through the Morawa Community Development Fund, the Company has donated a total of more than 1.2 million Australian dollars to Morawa community.

The successful experience with the Morawa Community Development Fund is guiding the company in setting up similar funds in other communities in the large Mid-West Region of WA.

Sinosteel has always taken development of main operating business and assumption of CSR as its own task, making efforts to service the society and repay the society. Sinosteel actively subsidizes and supports community development related education projects to improve the education standard of the community residents and make its own contributions for community development.



中钢中西矿业赞助球队 Geraldton Rovers.
Figure Sinosteel Midwest (Australia) Mining sponsors Geraldton Rovers.



中钢中西矿业公司为乳腺癌基金会捐款2500澳元。基金会寄来感谢信
In August 2009, Sinosteel Midwest (Australia) Mining donated 2500 Australian dollars for the Breast Cancer Foundation. This is the letter of acknowledgment from the Foundation.



案例：中钢援助台湾地区失学原住民学童计划

Case: Plan of Sinosteel Corporation to help drop-out school children of the aborigines of the Taiwan region

2009年中钢启动了“台湾地区失学原住民学童计划”。向台湾地区捐助善款共计650万，其中150万通过中国青少年基金会落实，主要以台湾原住民儿童为对象，通过资助原住民地区学校，改善其发展民族文化特色教育，增强学童民族自豪感，创造良好教学环境，保障学童受到良好教育、培养多种技能，增强学生的自信心，为将来走上社会参与竞争作好准备。项目选取少数民族作为捐助对象，传递了让大家关注少数民族、增进社会和谐的爱心，取得了积极的反响。

In 2009, Sinosteel initiated its "Plan for school children drop-outs of the aborigines of the Taiwan region". Donated a total of RMB 6.5 million to the Taiwan region, of which, RMB 1.5 million was put into effect by China Youth Development Fund (CYDF), mainly with children of aborigines of the Taiwan region as target. Through subsidizing schools of the aboriginal regions, improve their featured education on ethnic cultural development, strengthen the sense of ethnic pride of these school children, create sound teaching environment, ensure that these school children receive favorable education, train multiple skills, consolidate students' confidence, and make ready preparation for participation of social competition in the future. The project shall select ethnic minorities as target of donation, which transmits the important message that all people should pay attention to ethnic minorities and strengthen social harmony, and the activity had gained positive response.



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

中钢始终心系社会，在出现重大自然灾害的时候，都会主动伸出援手，站在捐赠和募捐的第一线，发起赈灾救援活动，为社会做出贡献。2009年，中钢集团总部慈善捐赠数额共计4000万元左右。

Sinosteel has always been caring for the society, and whenever there are major natural calamities, it always take the initiative to extend a helping hand, stand on the front line of donation and solicitation, launch relief and rescue activities, making its own contribution to the society. In 2009, the amount of our charitable giving was around RMB 40 million yuan.



案例：中钢澳大利亚有限公司踊跃捐款帮助火灾受灾地区 Case: Sinosteel Australia enthusiastically donated to help fire disaster areas.

2009年2月发生的维多利亚州森林火灾造成200多人死亡，500多人受伤，损失惨重。中钢澳大利亚有限公司一方面在公司内发起为维多利亚州灾区居民捐款的活动；另一方面作为澳大利亚中国总商会西澳分会的会长单位，也号召会员单位发起赈灾筹款救援活动。截至2009年3月5日，澳大利亚中国总商会西澳分会共收到捐款11万澳元，全部捐给西澳州红十字会。

中钢认为，作为生活在澳洲社会的一员，我们理应伸出援助之手，为灾区的人们献上我们的爱心；而且承担社会责任是在澳中资企业责无旁贷的义务，积极支持当地社区建设也是中资企业在澳长期发展的战略之一。

In February 2009, over 200 people died and over 500 were injured in the Victorian bush fire disaster. There were also huge property losses. Sinosteel Australia immediately launched a collection of donations for victims. In addition, as president of units of Western Australia Branch, China Chamber of Commerce in Australia, Company executives also called on member units to collect donations. By March 5th, 2009, the Western Australia Branch, China Chamber of Commerce in Australia had received a total amount of Aust\$ 110,000 in donations, which were passed on to the Red Cross.

Sinosteel deems that: "As a member of Australian society, we certainly should take out our hands and help the victims in the disaster area. Assuming social responsibility in such ways is the duty of Chinese enterprises in Australia."



公司捐款被登载到西澳报纸上
Company donation was published in the West Australia newspaper



展望 PROSPECT

2010年中钢集团将坚定不移地履行企业社会责任，不断提升企业的社会责任工作的管理水平。

In 2010, Sinosteel Corporation will unswervingly perform its corporate social responsibility (CSR), and continually improve the standard of management of corporate social responsibility.

1、进一步深化对社会责任工作重要性的认识，建立更为完备的社会责任管理体系，真正把企业社会责任融入到企业的中长期发展战略中去。

Further deepen its understanding of the importance of corporate social responsibility (CSR) operation, establish a more perfect CSR management system, and genuinely integrates CSR into the mid and long-term enterprise strategic development.

2、进一步完善社会责任绩效指标体系，推动中钢社会责任工作的科学发展。

Further improve the social responsibility performance index system, and promote scientific CSR development of Sinosteel Corporation.

3、持续探索如何提高企业披露社会责任工作的深度和广度。根据业务的发展情况，择机发布其他地区或国家的可持续发展国别报告。

Continually explore how to increase the depth and width of enterprise disclosure of CSR operation. Based on business development, choose an opportunity to issue sustainable development country report of other regions or countries.

4、进一步加大与利益相关方沟通的力度，不断创新沟通方式。

Further strengthen communication with stakeholders and continually innovate the mode of communication.

附录一：《中钢集团 2009 年可持续发展报告》 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受中国中钢集团公司委托,从中国企业社会责任报告评级专家委员会中抽选专家组成“中钢集团 2009 年可持续发展报告评级小组”。评级小组依据《中国企业社会责任报告编写指南(CASS-CSR 1.0)》相关标准对《中钢集团 2009 年可持续发展报告》(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、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 1.0)》。

二、评级结论

完整性 (★★★★★)

《报告》披露了责任管理、市场责任、社会责任和环境责任等方面的履责行动与绩效,涵盖了各个利益相关方,具有较好的完整性;但社会责任绩效指标的披露较为不足。

实质性 (★★★★★)

《报告》披露了安全生产、科技创新、节能减排、矿区生态保护等关键性社会责任议题,实质性较好;但对客户责任、职业安全健康等重要议题的披露还需充实。

平衡性 (★★★★☆)

《报告》披露了工伤人数、死亡人数等负面信息,具有一定的平衡性;但对履行社会责任的不足之处的披露整体上仍较为缺乏。

可比性 (★★★★★)

《报告》对部分关键绩效指标披露了连续 3 年的数据,具有一定的纵向可比性。

可读性 (★★★★☆)

《报告》从经济、环境、社会三个角度进行披露,语言简洁、平实,案例丰富,并进行了合理的排版设计,具有较好的可读性。

创新性 (★★★★★)

《报告》以中钢特色的“价值产业链”、“绿色服务链”、“和谐共赢链”为框架,开篇集中展示了公司在 2009 年社会责任工作的亮点,具有一定的创新性。

综合评级 (★★★★★)

经评级小组评价,《中钢集团 2009 年可持续发展报告》为四星,是一份优秀的企业社会责任报告。

三、改进建议

- 1、加强对责任管理及社会责任绩效指标的披露,进一步提升完整性;
- 2、充实关键社会责任议题的披露,增加应对气候变化相关信息的披露,提升实质性;
- 3、反映履责的不足之处,增加关键绩效指标的同行比较,改进平衡性与横向可比性。

四、评级小组

组长:中心副理事长、国务院国资委研究局局长 彭华岗

成员:上海证券交易所高级经理 杨金忠

北京大学光华管理学院教授 杨东宁

中国社科院经济学部企业社会责任研究中心主任 钟宏武

中国社科院经济学部企业社会责任研究中心副主任 赖江扬

陈佳贵

评级专家委员会主席

中心理事长

全国人大常委、中国社科院学部主席团代主席

彭华岗

评级专家小组组长

中心副理事长

国务院国资委研究局局长

Appendix I: Rating report on Sinosteel Corporation Sustainability Report 2009

Upon the request of Sinosteel Corporation, CSR Research Center of Economics Division of Chinese Academy of Social Sciences selected experts from Chinese Expert Committee on CSR Report Rating to form Sinosteel Sustainability Report 2009 Rating Team. The rating team rated Sinosteel Sustainability Report 2009 ("report") based on the relevant criteria specified in Guidelines on Corporate Social Responsibility Reporting for Chinese Enterprises (CASS-CSR 1.0).

1. Basis of rating

Guidelines on Corporate Social Responsibility Reporting for Chinese Enterprises (CASS-CSR 1.0) published jointly by the aforesaid Center, China WTO Tribune and China Committee of Corporate Citizenship.

2. Conclusions

Completeness (★★★★)

The Report discloses information on social responsibility practices and performance of Sinosteel in terms of responsibility management, economic, social and environmental responsibilities and covers all stakeholders, but lacks sufficient disclosure on social responsibility performance indicators.

Materiality (★★★★)

This report discloses material information about key social responsibility topics like occupational safety, technological innovation, energy saving and emission reduction and environmental protection at mining areas, but it needs to disclose more information about other important topics like customer engagement and occupational safety and health.

Balance (★★★★☆)

This report discloses information on work-related causalities but lacks sufficient disclosure on the areas for improvement in social responsibility practices.

Comparability (★★★★)

This Report discloses data on some key performance indicators over the past three years and therefore bears considerable vertical comparability.

Readability (★★★★☆)

This report discloses the economic, environmental and social

performance of the organization in an easily understandable language with a large number of examples. The reasonable layout design makes this report quite readable.

Creativity (★★★★)

Encompassing the three chains unique to Sinosteel, i.e., value chain, green service chain and chain of mutual benefit, this report creatively showcases the highlights of the organization in social responsibility practices in 2009.

Overall rating (★★★★)

Through evaluation and deliberations, the rating team agreed to rate Sinosteel Sustainability Report 2009 as excellent by giving a four-star rating to it.

3. Suggested improvements

(1). Disclose more information on responsibility management and social responsibility performance indicators for greater completeness.

(2). Make this report more material by disclosing more information on key social responsibility topics and how the organization responded to the climate change.

(3). Make this report more balanced and comparable by indicating the areas for improvement in social responsibility practices and how the organization performed in comparison with other companies with respect to key performance indicators.

4. Rating team

Team leader: Peng Huagang, vice president of executive council of the Center and director general of Research Bureau of State Assets Supervision and Administration Commission of the State Council;

Team members:

Yang Jinzhong, senior manager with Shanghai Stock Exchange

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Chairman of rating expert panel

Standing committee member of NPC

Acting chairman of Presidium of Divisions, Chinese Academy of Social Sciences

彭华岗

Peng Huagang

Head of the rating team

Vice president of executive council of the Center

Director general of Research Bureau of SASAC



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

附录二：对中钢集团 2009 可持续发展报告的评价

我认真阅读了中国中钢集团公司《2009 年可持续发展报告》（简称《报告》），现做出如下评价：

这是中钢集团公司发布的第三份可持续发展报告。2009 年，该公司面对国际金融危机的严重冲击和复杂严峻的市场形势，以科学发展观为指导，制定了“密切关注、保持冷静、坚定信心、审慎处理、及时调整”的二十字方针，采取了积极有效的应对措施，保持了企业经营的稳定。

特别需要指出的是，2009 年该公司编写发布了中国企业首份发达国家的海外社会责任报告——《中钢集团可持续发展澳洲报告》，得到了当地政府、社区以及国内社会各界的好评。该报告的成功发布表明我国部分领先企业在海外运营中，已经摸索出了履行社会责任促进企业与当地社区共同发展的成功模式。

《报告》在内容、形式等方面具有较为鲜明的特色，主要体现在以下几个方面：

《报告》披露了集团社会责任工作绩效对比情况，将 2009 年的主要社会责任表现与上年度进行对比，使读者对企业社会责任工作的连续性有充分的认识，体现了可比性原则和持续改进的理念。

《报告》将企业社会责任的经济、社会、环境三底线与集团的战略相融合，创造性地提出了价值产业链、绿色服务链与和谐共赢链，并作为报告的主体框架，既有鲜明的企业特色，又体现了社会责任的内涵。

《报告》在阐述集团履责情况时，参照全球契约进展报告指南（COP）的要求，按照承诺、体系、行动、业绩的逻辑框架进行披露，并辅以大量体系图和流程图，便于读者阅读和理解，具有很好的可读性。

《报告》用了较多篇幅介绍集团海外履行社会责任的情况，反映了企业在跨国经营中始终坚持将社会责任理念融入运营中，努力实现企业与所在社区共同发展的思想。

总之，《报告》内容丰富、逻辑清晰，特色鲜明，符合联合国全球契约年度进展报告要求，是一份高水平的报告。

最后，建议未来可持续发展报告在以下方面进一步完善：

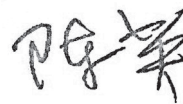
进一步增加温室气体排放、资源节约等量化指标的披露，提高指标的可比性，便于读者更好的认识和了解企业。

积极参与国际重大社会责任活动，参与全球新规则的制定，提升企业的责任影响力。

联合国全球契约理事会理事

北京融智企业社会责任研究所所长

全球契约中国网络中心办公室主任



Appendix II: Comments on Sinosteel Corporation Sustainability Report 2009

I've read carefully the "Sinosteel Corporation Sustainability Report 2009" ("The Report" hereinafter), and now make the following comments:

This is the third sustainability report issued by Sinosteel Corporation. In 2009, in view of the serious impact of the international financial crisis and complex and severe market situation, with scientific outlook for development as guide, Sinosteel Corporation had formulated a guideline: "pay close attention to (the situation), remain calm, be steadfast in confidence, handle with prudence, adjust in time", adopted active and efficient countermeasures, and maintained enterprise operation stability.

It is worth special mentioning that, in 2009, Sinosteel Corporation compiled and issued its "Sinosteel Corporation Sustainability Australia Report" - the first overseas corporate social responsibility (CSR) report for developed countries by a Chinese enterprise, receiving favorable comments from the local government, community, and various domestic circles. Successful issuance of this report indicates that, in their overseas operation, some of our leading enterprises have already found out a successful mode to perform corporate social responsibility (CSR) and promote common development of enterprise and local community.

In terms of content and form, "The Report" has several relatively distinct characteristics, mainly in the following aspects:

"The Report" disclosed the comparison of social responsibility performance of the corporation. By comparing the main social responsibility performance of 2009 with that of the previous year, readers are able to acquire a full understanding of the continuity of corporate social responsibility, which embodies the comparable principle and the concept of continuous improvement.

"The Report" integrated the three bottom lines of corporate social responsibility (CSR), namely, economy, society, and environment, with strategy of the corporation, brought forward creatively such concepts as value-added industry chain, green service chain, and harmonious win-win chain, which were taken as the principal framework of the report, displaying both the distinct enterprise features and the meaning of corporate social responsibility.

When expounding the execution of social responsibility of the corporation, "The Report" made reference to the requirements of the Global Compact Progress Report Guidelines (COP), disclosed

according to the logical framework of commitment, system, action, and performance, supported by a great number of system drawings and flow chart, to facilitate reader's reading and understanding, with therefore very good readability.

"The Report" gave considerable coverage to introducing execution of the overseas social responsibilities of the Corporation, and reflected the idea of the corporation to always adhere to integrating the concept of corporation social responsibility into business operation in its multinational operation and strive hard to realize common development of enterprise and the local community in multinational operation.

In a word, "The Report" is rich in content, clear in logic, with distinct features, conforms to the requirements of the UN Global Compact Annual Progress Report, and is certainly a high standard report.

In conclusion, I would suggest future sustainability reports to focus and improve on the following areas:

Increase in the quantitative measures for disclosure of greenhouse gas emissions and resource conservation, which will improve the Comparability of such indicators and assist the reader to have a stronger awareness and understanding of these issues within these Businesses;

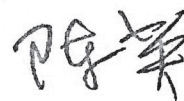
Actively participate in key international social responsibility activities, participate in formulation of new global rules and regulations, and enhance the corporate responsibility impact.

Councilor of the United Nations Global Compact Board

President of Beijing Rongzhi Institute of

Corporate Social Responsibility

Director of Global Compact China Network Center



Chen Ying

附录三：术语解释

Appendix III: Definitions of Terms

精益生产：通过系统结构、人员组织、运行方式和市场供求等方面的变革，使生产系统能很快适应用户需求不断变化，并能使生产过程中一切无用、多余的东西被精简，最终达到包括市场供销在内的生产的各方面最好的结果。与传统的大生产方式不同，其特色是“多品种”，“小批量”。

精益服务：就是将精益生产的思想精髓和操作方式延展到服务环节，在优选客户的基础上，在用户最需要的时间，最需要的地方，提供最有效、最佳的服务，并以此带动企业产品开发、技术创新、质量提升、操作改进、形象改善等企业现场工作，有效促进了企业核心竞争力的形成。

环保“三同时”制度：是指建设项目中环境保护设施必须与主体工程同步设计、同时施工、同时投产使用。

Lean Production: Reform the system structure, manning, operating mode, market supply and demand and the like to enable the production system to meet the increasingly varying customer demand so as to simplify any useless or unwanted production link and finally obtain the best results in various aspects of production including marketing. Different from traditional production mode, it is characterized by “multiple product types” and “small order”.

Lean Service: It is to extend the core concept and operating mode of improved production into various service links so as to provide the most effective and best service to the optimized customer at the most desired time and in the most desired place, while promoting the product development, technical innovation, quality improvement, operation improvement, image improvement and other field work of the enterprise and effectively promoting formation of core competitive power of the enterprise.

Environmental protection “Three Simultaneous” System: it means that the environmental protection facilities of a construction project must be simultaneously designed, constructed and put into use together with the main works of the project.

附录四：反馈意见表

Appendix IV: Feedback Information

尊敬的读者：

非常感谢您阅读《2009 中钢集团可持续发展报告》。为了提高我们社会责任的工作水平，恳请您对我们的报告就以下几方面提出宝贵意见和建议。

Respected readers:

Thank you very much for your reading 2009 Sinosteel Corporation Sustainability Report. In order to improve our working level in aspect of performing our social responsibility, we earnestly request you to put forward your valuable opinions and suggestions on our report in the following aspects:

1. 报告的可读性

Readability of the report

2. 报告的客观性

Objectiveness of the report

3. 报告的完整性

Completeness of the report

4. 报告的形式（包括版式、风格等）

Form of the report (including format, style, etc.)

5. 其他意见

Other opinions

请就上述意见通过以下任何方式发给我们：

通讯地址：中国中钢股份有限公司董事会办公室

北京市海淀区海淀大街 8 号，1000808

Email: csr@sinosteel.com

传真：+86-10-62686620

Please send your opinions and suggestions to use in any of the following ways:

Address: Sinosteel Corporation Board Office

Haidian Street , Haidian District, Beijing (100080)

Email: csr@sinosteel.com

Fax: +86-10-62686620