

2015联合国契约组织年报

UNITED NATIONS GLOBAL COMPACT COMMUNICATION ON PROGRESS 2015



目录 | CONTENTS

一. 高管致辞	1
Address of the Managing Director	1
二. 公司简介	2
Company Profile	2
三. 环境绩效	4
Environmental Performance	4
四. 人权绩效	10
Social Performance	10
五. 经济绩效和未来愿景	23
Economic Performance & Future Vision	23
六. 社会绩效	34
Social Performance	34



高管致辞 Speech by Managing Director



我们认为，一个能走得更远、基业长青的企业，必定是能肩负起社会责任并与环境、社会和谐相处的企业。

We always believe that an enterprise that can be everlasting must be one capable of undertaking social responsibility and in harmony with the environment and society.

2015年，中国政府提出“一带一路”政策，面对跌宕起伏的国际国内经济形势，我们积极应对，在把握好企业航向的基础上，适时调整经营思路和策略，使得企业主营业务稳步增长，管理得到进一步完善，经营发展平台得到了质的提升，实现了企业阶段性的战略目标。

In 2015, Chinese government proposed the policy of One Belt and One Road. In despite of ups and downs of the economic situation home and abroad, we respond actively by grasping the forward and adjusting the management concept and strategy properly, so as to stabilize the growth of main business, improve the management, promote the development platform and finally reach the strategic target.

作为联合国契约组织的一员，一直以来，我们接受全球契约在人权、劳工、环境、反腐败这四个方面的十项原则，在追求企业价值提升的同时持续关注、努力促进全球契约原则。我们的目标是：打造一个足够优秀、值得尊敬的高技术领域大型企业，在自动化产品制造、服务及其紧密相关领域持续努力，创造价值，满足客户、员工、管理者、股东以及政府等等各利益相关方的期待。

As a member of Global Compact, we, when promoting the enterprise value, always stick to its ten principles in then aspects of human right, labor, environment and anti-corruption. Our pursuit is to create an excellent and honorable technical enterprise. For this aim, we make continuous efforts to create value in the automatic control field and hope to achieve the expectations of all interested parties, like our clients, staff, managing person, shareholder, government and others.

为此，我们义务接受公众对我们的监督，我们将以公开的形式，报告我们在2015年履行“全球契约”的进展情况。同时，在接下来的时间里，我们也将一如既往遵循全球契约的十项原则，不断完善我们履行全球契约的目标体系、检测体系和管理体系。

Therefore, we are willing to be under public supervision and give an public report on our performance of "Global Compact" in 2015. In the meanwhile, we commit to ten principles of global compact and improving ourselves in the goal system, detection system and management system.

敬请指教！

Any suggestions are welcome.

总经理： 
Managing Director: Wang Xiaobing
2016年6月
June, 2016



公司简介 Company Profile



作为联合国工业发展组织国际小水电中心水电控制设备制造长沙基地的承载主体，长沙华能自控集团，创建于 90 年代，现已成为一家集科技、文化、教育为一体的投资管理公司。集团下属三家企业：华自科技股份有限公司、长沙华自投资管理有限公司和长沙华源文化传播有限公司。

As the carrier of UNIDO ICSHP Changsha Base, Changsha Huaneng Automatic Control Group, established in 1990's, is now an investment management company incorporating science and technology, culture and education. HNAC Technology Co., Ltd., Changsha Huazi Investment Management Co., Ltd. and Changsha Huayuan Culture Communication Co., Ltd. are the subordinate companies of the Group.

长沙华自投资管理有限公司经营范围为企业投资管理；长沙华源文化传播有限公司经营范围为大型文化艺术活动的组织、策划，图文设计制作，生态环境信息咨询等。长沙华能自控集团核心企业——华自科技股份有限公司，作为集团最大的经营实体，是湖南省和长沙市政府重点支持的上市企业，其主要情况如下：

Changsha Huazi Investment Management Co., Ltd. is engaged in the investment management of the enterprise. Changsha Huayuan Culture Communication Co., Ltd. undertakes the organization, planning, graphic design and production of large-scale cultural and art activities, eco-environmental information consulting service, etc. The core enterprise--- HNAC Technology Co., Ltd., also the biggest operational entity of the Group, is the listed company supported by the government.

华自科技股份有限公司致力于为水利水电、电力及工业用户提供自动化整体解决方案，实现“交钥匙”工程的同时，坚持以市场服务为导向，为用户提供专业培训、远程监控、机电安装及委托运营服务，是联合国工业发展组织国际小水电中心全球唯一的控制设备研发制造示范基地；是原电力部重点产品定点生产企业、国家城乡电网建设与改造工程首批推荐企业；是“泵站自动化及信息化”、“电站自动化设备应用指导意见”等自动化控制设备行业标准的主要起草单位。截止2015年末，全球三十多个国家五千余厂站提供了高效优质的产品与服务，其中中小水电站自动化控制设备市场占有率位居全国第一，泵站自动化系统也具有优势市场地位。

HNAC devotes itself to providing the automation system integrated solution for the users of water conservancy, electric power and industrial areas and undertaking the Turnkey Project. Oriented by the market, it can also supply services as training, remote supervision, electromechanical installation and agency operation and maintenance. It is the globally unique control equipment manufacturing base under UNIDO ICSHP, a pointed production enterprise for key products of National Electricity Company, a recommended enterprise for national



urban and rural power grid construction and transformation projects, the main drafter of for MWR automatic control equipment industry standards, such as Pump Station Automation and Informatization, Application Guide for Power Plant Automatic Equipments, etc. Till the end of 2015, HNAC has provided the effective, superior products and services to more than 30 foreign countries and over 5000 users. And now its hydropower automatic control equipments take the first market share all over China and even the world, and the pumping station automatic system also ranks in the top position.

2015年，公司投入销售收入6%以上作为研发经费，并与高校、科研院所开展协同创新，其中“分布式发电智能监控及光水互补技术研发应用”项目获评2015年度国家火炬计划产业化示范项目；“数字化中小水电站关键共性技术”入选《湖南省战略性新兴产业（制造业）重大关键共性技术发展导向目录（2016）》；与长沙理工大学、华中科技大学等高校和企业合作研发的“配电系统故障自愈控制关键技术及成套装备”项目获评2015年度湖南省科技进步一等奖；公司还积极探索智能制造对生产效率的提高方案，成为首批“长沙智能制造试点示范企业”，公司“电控柜工业机器人自动化生产线应用”成功获批“长沙智能制造第一批试点示范项目”；

In 2015, HNAC had put 6% of the sales revenue into the research and development, and cooperated with colleges and universities, research institutes and gain the achievement as below: the "Development and Application of Distributed Generation Smart Monitoring And Hydro-Solar Power Generation Technology" is awarded as the 2015 National Torch Plan Industrial Model Project; "Key Generic Digital Medium and Small Hydropower Plant" is listed in Guide Directory (2016) of Key Generic Technology of Hunan Provincial Strategic Emerging Industry (Manufacture Industry); the "Key Technology and Completing Equipments for Distribution System Fault Self-recovery Control" was ranked in the first place of Hunan Science and Technology Progress Award 2015; in addition, HNAC positively explored how to apply the smart manufacturing to promote the efficiency, and became the first batch enterprise of "Changsha Smart Manufacture Pilot Project"; and its "Application of Automatic Production Line of Electric Control Cabinet Industrial Robot" was successfully in "the 1st Batch of Pilot Projects of Changsha Smart Manufacture".

在此期间，公司参与多项国家及行业标准的起草工作，其中《NB/T 42055-2015 小水电低压机组自动化控制技术规范》、《NB/T 42052-2015 小水电机组启动试验规程》均已发布。

Besides, HNAC had drafted several national and industry standards. The drafted NB/T 42055-2015 Technical Code of Automatic Control Technology of Small Hydro LV Turbine-generator Set and NB/T 42052-2015 Small Hydro Turbine-generator Set Starting Test Code were officially published.

经公司全体员工的努力，以及对管理和品质的不断创新，“华自”商标被国家工商总局商标局批复认定为中国驰名商标，12月31日，公司在创业板成功上市。

With the unremitting efforts of all staff and continuous promotion of management and quality, the trademark of HNAC is approved as China Famous Brand by the Trademark Office of the National Administration for Industry and Commerce. On Dec. 31st, 2015, HNAC went public successfully in the Growth Enterprise Market.



环境绩效

Environmental Performance



一、承诺与制度 commitment and system

公司为推动经济社会可持续发展，不断改善区域环境质量，进一步提高产品（服务）质量、环境、职业健康安全管理体系，强化全体员工的环境意识，承诺：

In order to promote the sustainable development of economic society, keep improving the regional environmental quality, further upgrade the product quality, environment and Occupation Health Safety Management level and strengthen the environmental

awareness of all staff, we hereby committed:

1) 深入开展环境宣传教育，倡导科学发展理念，加强企业文化建设，贯彻“环境为源，和谐共创”环境体系方针，坚持在企业发展中加强环境保护，在保护环境中促进企业发展，牢固树立环境保护意识；

To conduct deeply in environmental publicity and education and propose the scientific development theory by building the enterprise culture and implement the environmental system policy. We adhere to strengthen the environmental protection in enterprise development and to promote the enterprise development during the process of environmental protection.

2) 坚决贯彻落实环境保护政策法规和标准，严格执行排污申报和排污收费等制度，自觉遵守建设项目环境影响评价和“三同时”规定，主动接受环境现场执法检查 and 监督管理，做到无环境污染事故发生，确保环境质量改善；

To implement the environmental protection policies and criterion, the pollution discharge declaration and pollution charges policy, we will consciously abide by construction project environmental effect evaluation and relative stipulations and positively study the site inspection and supervision management, so as to ensure no environmental pollution accident and a improved environmental quality.

3) 加强企业节能减排投入和技术改造力度，加强污染治理设施的运行管理，主动淘汰落后的生产设备和工艺，积极实施清洁生产，发展循环经济，提高资源的综合利用率，减少污染物的排放。完善突发环境事件应急预案，并组织应急演练，确保环境安全；

To reinforce the input and technical renovation in energy saving and emission reduction invest, the operation management of pollution regulation facilities. We take the initiative action in closing down outdated production facilities and technologies, playing an active role in implementing clean production, developing circular economy, increasing resource utilization rate and decreasing the discharge of contaminant. We also perfected the reserve plan for environmental emergencies, organized the emergency excise to ensure the safety environment.



4) 加强企业环境管理，强化诚信意识，恪守环保信用，将诚信理念贯穿于企业生产经营全过程。主动处理好企业与员工及各利益相关方的关系，自觉维护好员工及各利益相关方的环境权益，自觉接受社会公众的和新闻媒体的监督。

To strengthen the enterprise environmental management and the honest awareness, so as to make the concept of credit through the whole process of production management. We take the initiative action in balancing the relationship between enterprise, staff and the interested parties, maintain their environmental benefits and accept the supervision of the public and media.

二、体系与政策 System and policy

GB/T24001-2004环境管理体系在公司持续稳健的有效运行，并于今年顺利通过了监督审核。公司根据自身的具体情况，为环保和可持续发展工作配备了充足的人力、物力以及技术和财力，建立、实施、保持和改进整体环境保护政策。

The GB/T24001-2004 Environment Management System was conducted in HNAC effectively and we have got the approval for updating the certificate. According to the specific situation, we have nominated the representative for environmental and occupation health safety affairs and built the related environmental protection system.

2016年环境目标为无环境污染，废水、废气、噪声排放达标：1、废水排放符合《污水综合排放标准》（GB8978-1996）表4三级排放标准；2、废气排放符合《大气污染物综合排放标准》（GB 16297-1996）表2新污染源大气污染物排放限值 无组织排放监控浓度限值；3、噪声排放符合工业企业厂界环境噪声排放标准（GB 12348-2008）表1中三类区标准。

Our environmental objective in 2016 is no environmental pollution, the waste water, waste gas and noise emissions reach the national standards; 1. Waste water discharge meets the table 4 in the integrated wastewater discharge standard "(GB8978-1996); 2. Waste gas discharge meets the table 2 in the comprehensive atmospheric pollutant discharge standard "(GB 16297-1996); 3. Noise emissions meet the table 1 in industrial enterprise environmental noise emission standards (GB 12348-2008)

2016年的内审和监督审核都重点审查和强调了安全与环境，进一步明确公司根据国家现行有关法律法规和其它要求，结合以往安全生产经验，对公司环境、安全生产实施过程中环境因素、危险源进行重新识别和评价，列出一般环境因素、重要环境因素，一般危险源、重大危险源，涵盖了公司各项活动和过程，为公司环境因素、危险源的有效控制提供了依据。公司针对识别出的重要环境因素、重大危险源，结合公司施工生产特点和安全生产经验，修订和完善了专项应急救援预案、管理方案及管理制度。各项预案、管理方案和管理制度针对性强，可操作性强，为各活动和过程的开展起到了指导作用。公司每月组织对质量、安全、环境进行大检查，共下发7项整改通知，各责任部门、单位针对检查出的问题责任到人，分工明确，制定相应的纠正/预防措施，并在规定期限内整改完成。

The 2016 internal audit and surveillance audit both emphasized the safety and environment. Based on present laws and regulations and other requirements, combing with previous experience of safety production, we re-identified and evaluate the environmental factor and source of danger during the process of safety production implementation. We have listed general environmental factors, important environmental factors, general sources of danger, and important sources of danger, which covered every aspect of the company activities and provided a basis for the effective control of these sources of danger. On above basis, we have revised the special emergency



rescue plans, management plans and management policies, which have strong pertinence and operability. We also organized a monthly inspection on the quality, safety and environment and release 7 notices for rectification. The problems aroused have clear division of labor and responsibility and are rectified within prescribed time limit.

三、工作成果Achievement

1) 环境目标的实现情况：各类重要环境因素控制在标准规定范围内，未发生有毒有害物质泄漏等污染事故；生产现场厂界噪声排放达标；原材料使用符合环保要求；固体废弃物分类管理，处置率100%；废气、废水、废渣排放达标；重大环境污染事故为零。

Implementation of environmental objectives: All kinds of important environmental factor are controlled within a standard range. There is no pollution accident on poisonous and harmful substance leakage. The noise emission within production area reached the standard. The raw materials used meet with the environmental protection requirement. We had a classified management on the solid wastes and had a 100% disposal rate. The emission of waste gas, waste water and waste residue are standard. And there is no major environmental pollution accident.

2) 职业安全健康目标的实现情况：公司根据统一要求，对员工每两年进行一次体检，对从事有毒有害岗位的特种作业人员每年进行一次体检，无职业病发生，无重大安全伤亡事故发生，重大危险源按管理方案的实施得到了有效控制。

Implementation of occupational safety and health objectives: The staff will have the health examination once every two years. Each special operations personnel will have once each year to guarantee there is no occupational disease and major security accident. The major hazard sources are effectively control by the management.

3) 公司根据环境管理体系的要求，通过对环境管理体系覆盖范围内的活动、产品和服务中能够控制、或能够施加影响的环境因素的识别，对识别的环境因素进行了重新评价，确定了重要环境因素，建立了《重要环境因素清单》。重新整理了法律法规和其他要求文件，更新了《法律法规和其他要求清单》，按《合规性评价控制程序》对环境、能源、废水、废气、噪声、固废等项目进行了合规性评价，均符合公司对法律法规和其他要求的承诺。

According to the requirement of environmental management system, we have re-evaluated the recognized environmental factors and confirmed them as the great important and established the "List of important environmental factor". We rearranged regulations and other documents and updated "List of laws, regulations and other requirements". The environment, energy, waste water, waste gas, noise and solid wastes are evaluated according to Compliance Evaluation Control Procedures.

5) 公司自主研发的HZES3000企业能源管理系统起到了实时监控作用。

Real-time monitoring of self-developed HZES3000 Enterprise Energy Management System

HZES3000企业能源管理系统采用自动化技术、网络通讯技术、实时数据库技术、数据分析和预测技术，对企业“电、水、气、热、风、油”等能源介质的生产、输配和消耗及供能、用能设备状态实施集中、扁平化的动态监控和数字化管理。借助智能数据采集传输网络获取生产过程的参数、信息和能源数据，对企业能源系统各环节实施动态监控和信息化管理。2015年共用水2.12万立方，月平均用水0.18万立方；用电127.87万度，月平均10.66万度；天然气17987立方，月平均1498.9立方。

HZES3000 Enterprise Energy Management System adopts automation technology, networks communication

technology, real-time database technology, data analysis and predict technology to monitor and control the production, transmission, distribution and consumption of the energy mediums like electricity, water, gas, heat, wind, oil, etc. With the help of intelligent data network, HZES3000 obtained the parameters, information and energy data during production process, so as to implement the dynamic monitoring and management, perform energy efficiency analysis and evaluation, and further make the optimal dispatching plan. In 2015, a total of water is 21200 cubic meter, monthly average 1800 cubic meter; Electricity consumption totally is 1278700 kilowatt hour, average monthly 106600 kilowatt hour; Gas totally is 17987 cubic meter, the monthly average 1498.9 cubic.

建立能源管理系统，能实时进行能效分析与评价，制定能源优化调度策略和方案，实现了管控一体化，消除业生产、管理、控制中的信息孤岛，充分利用资源、减少浪费、降低生产成本。

The energy management system is established to perform energy efficiency analysis and evaluation in a real-time manner, develop optimized energy dispatching policies and plans to achieve the unified management and control, eliminate the information islands during production, management, and control, make full use of the resources, reduce waste and reduce production costs.

建立能源管理体系的目的是完善能源信息的采集、存储、管理和利用完善的能源信息采集系统，便于获得第一手运行工艺数据，实时掌握系统运行情况、及时采取调度措施，使系统尽可能运行在最佳状态，并将事故的影响降到最低。

This system aims to improve the acquisition, storage, and management of energy information, and with the use of optimized energy information acquisition system, it will be easy to get first-hand operation and process data, monitor the real-time operation conditions of the system, and take dispatching measures in a timely manner, so as to ensure that the system can operate under optimal conditions and minimize the impact of accidents.

有利于推进国家能源方面法律法规、政策、标准和其他要求的实施。建立能源管理体系标准能够有效地将企业现有的能源管理制度与能源有关的法律法规、能源节约和鼓励政策、能源标准，如能效标准、能耗限额标准、计量和监测标准等，以及其他的能源管理要求有机结合，形成规范合理的一体化推进体系。使组织能够科学的强化能源管理，降低能源消耗和提高能源利用率，促进组织节能、减排目标的实现。

It helps promote the implementation of China's energy related laws, regulations, policies, standards, and other requirements. The established energy management system standards can effectively and organically combine the existing energy management system of the enterprises with the energy related laws and regulations, incentive policies for energy saving, energy standards, such as energy efficiency standards, energy consumption limits, measurement and monitoring standards, as well as other energy management requirements, so as to form a normalized and reasonable system for all-round improvements. This system allows the organization to properly enhance the energy management and reduce energy consumption and improve energy use efficiency, which help the organization to save energy and reduce emissions.

有利于组织能将节能工作落到实处。这是由于传统的能源管理方式只解决了“谁来做、做什么”的问题，而“如何做”、“做到什么程度”主要由执行者凭个人的经验甚至意愿来决定，导致有些节能工作不能达到预期的效果。通过系统的建立一套科学合理且具有可操作的能源管理体系，便能大大减少工作中的随意性，进而提高节能工作整体效果和效率。

This system also helps the organization to implement the measures for energy saving. This is due to the fact that the traditional energy management mode only defines “who to do it and what to do”, whereas “how to do” and “to what extent” will be determined by the personal experience or even the will of the performer. As a result, some energy saving measures cannot achieve the desired results. By establishing a set of scientific, reasonable, and operable energy management system, the procedure for taking energy saving measures will be well controlled, which will improve the overall effectiveness and efficiency of energy saving measures.

有利于及时发现能源管理工作中职责不清问题，为建立和完善相互联系、相互制约和相互促进的能源管理组织结构提供保障。通过识别节能潜力以及节能管理中存在的问题，并通过持续改进、不断降低能源消耗、从而实现组织的能源方针和能源目标。

This system helps to clearly identify the responsibilities for energy management and find any problems about the division of responsibilities in time, and provides guarantee for establishing and improving the organizational structure of energy management that is interrelated, mutual restrictive, and promotes each other. By identifying the potential for energy saving and problems during the energy saving management, and with continuous improvements and reduction of energy consumption, this system will ensure that energy related policies and goals of the organization can be fulfilled.

6) 公司园区分布式太阳能光伏发电项目

HNAC's distributed solar photovoltaic power generation project in the industrial park

该项目投运时间为2015年7月，15年度运行时间6个月，总发电量为232501.5kWh，日平均发电量1270.5kWh。共节省标准煤81385kg，减排CO₂229548kg、SO₂1878kg、NO_x918kg、粉尘469kg。

This project was put into operation in July 2015. Within the operation duration of six months in 2015, the total power generation is 232,501.5 kWh, daily average power generation 1,270.5 kWh, saving a total of 81,385 kg standard coal and reducing the emissions of 229,548kg CO₂, 1,878 kg SO₂, 918kg NO_x, and 469kg dust.



开发太阳能资源是改善生态、保护环境、适应持续发展的需要。在全球能源形势紧张、全球气候变暖严重威胁经济发展和人们生活健康的今天，世界各国都在寻求新的能源替代战略，以求得可持续发展和在日后的发展中获取优势地位。环境状况已经警示我国所能拥有的排放空间已经十分有限了，再不加大清洁能源和可再生能源的份额，我国的经济和社会发展就将被迫减速。提高可再生能源利用率，尤其发展太阳能发电是改善生态、保护环境的有效途径。

Solar energy resource should be utilized to improve and protect the ecological environment and maintain sustainable development. In view of the fact that world energy situation is severe and global warming poses a serious threat to the economic development and health, countries around the world are actively looking for new



alternative energy-based development strategy, in order to maintain sustainable development and superiority in future development. The existing environmental conditions indicate that the space for pollutant emissions is very limited. Without further increase in the share of renewable energy and clean energy, the economic and social development will be forced to slow down. Increasing the use of renewable energy, particularly by solar power generation, is an effective way to protect and improve the ecological environment.

太阳能光伏发电不产生燃煤发电带来的污染物排放问题。同时，电池板可循环使用，系统材料可再利用，光伏的能源投入可进一步降低，是一项新型的绿色环保项目。大力发展太阳能发电事业，可以减轻矿物能源燃烧给环境造成的污染，保护环境，有利于建设环境和谐的社会。

Solar photovoltaic power generation does not cause pollutant emissions that are caused by coal-fired power generation. Meanwhile, as a new environment-friendly project, the investment of photovoltaic power generation will be further reduced with the recycling of solar panel and other system materials. By vigorously developing solar power generation, the pollutions caused by fossil-fired power generation will be mitigated, which is conducive to environmental protection and building an environment-friendly and harmonious society.

通过环境管理体系的运行，各级人员对环境的认识更加清晰，对环境保护的责任更加担当，环境绩效达到目标并逐年提高。

By implementing the environment management system, the employees at all levels will have more clear understanding of the environment protection and shoulder more responsibilities in environmental protection so as to achieve the environmental performance goals and make improvements year by year.

四、反馈与评价Feedback and evaluation

1) 废水（生活污水）的排放，通过广州广电计量检测股份有限公司的监测达到《污水综合排放标准》和《污水排入城镇下水道水质标准》要求。

The discharged wastewater (domestic sewage) meets the requirement of relative standards, which is supervised by Guangzhou Guandian Metering and Inspection Co., Ltd.

2) 废气通过通风，隔离达到要求。

The exhaust gas meets with requirement through ventilation and isolation.

3) 噪声通过合理布置各种设备，加隔音板，戴防声耳罩，并对高噪声源有针对性地采取措施，实现了厂界达标，确保各项目噪声影响满足相关要求。通过长沙市疾病预防控制中心的监测，达到了排放指标。

Through the reasonable location of each equipment, adding acoustic panel and wearing noise-proof earflap, and the measures on high noise source, the noise level within the factory has reached the standard. The discharge index is reached through the monitoring of Changsha Center for Disease Control and Prevention.

4) 固体废弃物：分为一般固废和危险废弃物。一般固废由废品公司回收综合利用。危险废弃物送有资质的单位处置。按法律法规和相关要求进行了控制。

Solid waste: general solid wastes and dangerous solid wastes. The general solid wastes are recycled by the waste company for integrated utilization. The dangerous solid wastes will send to special unit with qualification for disposition.



人权绩效 Social Performance

公司自成立之日起，尊重和维护国际公认的各项人权，尽心尽责，恪于职守，设计、制定了一系列行之有效的人权绩效管理方法和方案，在全公司范围内认真贯彻执行。我们秉承华自人“坦诚、务实、合作、进取”的理念，通过管理、宣传、督促、检查、考评，切实的掌握和提高了员工的工作绩效。

Since the establishment, HNAC has respected and maintained the internationally-recognized human rights, and designed and formulated a series of effective management methods and schemes which is fully implemented in the company. We mastered and improved the work performance of staff via management, publicity, supervision, inspection and assessment adhering to the guide idea of frankness, practicality, cooperation and enterprise.

一、员工保障Security for Staff

公司严格落实职工代表大会制度，通过行使职权，发挥作用，职工代表大会依法行使审议建议、审议通过、民主选举、民主评议、监督审查等职权。搭建企业与员工的沟通平台，倾听并满足员工的合理需求。多年被评为省、市、区的“和谐劳动关系模范企业”。

The company implemented strictly the Workers Conference System, through exercising their functions and rights adhering to related laws and regulations, which was composed of the deliberation suggestion, deliberation approval, democratic elections, democratic appraisal and supervision, etc. We set up communication platform between the enterprise and the staffs, listening to them and meeting their reasonable needs. In the recent years, HNAC was authorized to be the Harmonious Labor Relations Model Enterprise of the Provincial, city and district.

重视员工技能培训和提升，对于特殊岗位（如驾驶员、保安员、安全生产管理员等等）要求持证上岗；积极拓宽校企合作平台，2015年与中南大学成立校企合作人才培养基地、与长沙理工大学联合举办“卓越电气工程师”培训班，同时，通过高职校资源，向在职员工提供各类操作技能的脱产或非脱产培训，并颁发国家认可的作业证明，提高工作品质，帮助员工增加职业含金量，2015年共送培89人学习和通过高级制图员资格认证。





We have paid great importance on the skill training of the staffs and their progress, and all staffs undertaking special work, such as driver, security staff, and production controllers, etc, were required to get related qualified licenses. We expanded positively the cooperation platform between college and corporation, such as Central South University-enterprise Joint Personnel Training Base which was built in 2015, and Excellent Electrical Engineer Training Class which was cooperated with Changsha University of Science and Technology.



Meanwhile, we provided our staffs with the full-time or part-time trainings on all kinds of skills through taking knowledge of vocational schools resources, and proved and awarded them the national recognition to increase their professional value. In 2015, there were 89 employees that have got these opportunities to learn and get senior draftsman qualified certificate.

二、员工关爱 Caring for staff



作为一家高新技术企业，大部分是工程技术人员。为了做了知识型员工的管理，公司定期开展各类高管零距离见面交流会，就工作发展、职业规划、技术知识进行针对性的探讨和交流。

HNAC is a high-tech corporation, and most staffs are Engineering and technical personnel. We conducted regularly various executive zero-distances meetings on the targeted discussion and communication about the topics of work development, career plan, and skill

knowledge.

员工在生活而活跃的氛围中，敢想敢言，在畅所欲言的交流环境里融入企业。

Here everybody could speak freely, and enjoy the vivid, lively atmosphere, consequently integrating into the enterprise.

为了缓解疲劳，提高工作效率，公司组织员工在每天下午 15:30,利用走廊、办公室开展运动，并组织开展工间操比赛，以获得一个健康的身体、愉快的心态，将自我调整到最好状态投入工作。





In order to help every staff keeping good health and sound mental to work in the best state, we organized them to do the corridor and office exercises every afternoon in 15:30, and some gymnastics competitions to relieve their fatigue and improve their work efficiency.

为了设置一套适合企业、满足员工的福利方案，公司通过年度福利满意度调查及反馈，了解员工对福利的满意度及期望点，以提高企业福利水平吸引力。

目前为员工提供的福利有：大型节假日的福利物资、免费工作餐、加班补贴、养老保险、医疗保险、工伤保险、生育保险、失业保险、公积金、健康体检、年休假、上下班厂车、培训。

In order to set up serious suitable and satisfied welfare project, we have done a lot of satisfaction survey and got various feedbacks to understand their suggestions and expectations to make it attractive. Now the welfares we offered included gifts for big national holiday, free lunch, overtime allowance, endowment insurance, medical insurance, industrial injury insurance, birth insurance, unemployment insurance, accumulation house fund, physical examination, annual leave, commuting factory bus, and training.

员工生活环境改进：加强员工餐管理，提高员工在公司生活幸福指数，以吃好、喝好、休息好为主题，公司在员工餐质量提升、住宿环境改善上采取了一系列措施：餐厅夏季配备解暑凉茶、绿豆汁；宿舍安装了空调，保证员工冬暖夏凉。

Staff living environment improvement:

Strengthen work lunch management, and improved every staff the feeling of life happiness indexes. The subject is considered around the ways of eating, drinking, and rest. We have taken some serious measures to improve the work lunch and accommodation environment, such as the cool tea and green bean juice offered by the restaurant in summer, and the air-conditioner installed in the dormitory to ensure appropriate living temperature.

按月进行全员的食堂工作满意度调查，并以此作为对食堂工作人员的绩效激励手段。 Have done satisfaction survey monthly to all staff, and motivated the dining room staff by those ways.

三、员工培训 Staff training

员工最大的福利就是学习。公司每周二晚上开设的培训课已成为员工学习、进步的课堂。以学分制、分组制的培训模式，以项目案例探讨的学习形式，进一步提高了培训效果，优化了培训手段，创新了培训方式，管理培训人员的出勤及所修学时情况将与绩效、年终先优等指标挂钩。2015年公司共开展内部培训76场，累计8000余人次，总课时4261学时。各学习、考



食堂满意度调查问卷结果汇总及通报					
1. 此次问卷调查采用不记名方式；					
2. 此次问卷调查共发放问卷30份，其中有有效问卷30份，有效率为100%。					
3. 此次问卷调查的发放时间为：2015年7月1日					
4. 此次调查问题的主要范围：春招入职新员工					
项目		权重	分值		
食堂就餐卫生环境		25	25.00		
食堂餐具和个人餐具的清洗情况		25	21.67		
食堂总体满意度		25	25.00		
食堂评价（自由打分）		25	21.43		
总计		100	93.09	当月“食堂工作”对应绩效考核等级：	10级
分值计算方法：各项得分A、B、C、D、E五级，分值=（A+B+C+D+E）*权重25					
以下问卷调查汇总情况与上月对比情况：					
1、您认为员工食堂的就餐卫生环境如何？					
总票数	有效票数	A很好	B好	C一般	D较差
票数	30	30	5	16	9
所占比例	100%	100%	17%	53%	30%
员工意见：地面湿。					
上月数据：					
总票数	有效票数	A很好	B好	C一般	D较差
票数	30	30	2	18	0
所占比例	100%	100%	6.67%	60.00%	33.33%

The Canteen Satisfaction Survey Questionnaire Results Summary and Report



评、奖励三围一体，让员工在机制的推动下快乐学习、快乐成长。

The best welfare is learning. Every Tuesday HNAC set up training courses for all staff to learn and make progress here. To improve the training effect, we optimized the measure and have innovative mode, making the credit system training mode and group system discussion form on the targeted subject. The attendance and times were related closely to their annual performance and recommendation evaluation yearly. In 2015, we have taken 76 training courses, and training accumulated more than 8000 times, totally 4261 teaching hours. Integrated with the ways of learning, evaluation and reward, all staffs learn and make progresses happily with these motivators.

为了有效满足员工的培训需求，除了每年年初的全员培训需求调查及培训计划书以外，人力资源会通过各堂课程的培训出勤率、培训现场反馈及培训后的工作改善程度进行培训效果评估，通过各种量表体现不同课程的质量及受欢迎程度，以帮助公司及员工找到最合适的课程和授课方式方法。



三、2015年度培训工作小结

1、管理培训得分及出勤情况

	管理培训人均课时	管理培训平均分	管理培训平均出勤	员工课堂平均分	员工课堂平均出勤
2015	22.55	8.952	59.91%	9.062	77.24%
2014	20.21	8.762	67.7%	8.90	66.92%
2013	/	8.617	52.09%	8.95	66.98%
2012	/	8.453	59%	/	62.65%

分析：

- 1、管理培训人均课时相比去年稍显提升，课时值培训管理优势逐渐显现；
- 2、管理培训平均分逐步提升，讲师团队能力提升以及分类对象，更加使得培训针对性明显，使得培训得分提升；
- 3、管理培训平均出勤率基本上与2014年持平，没有太大的变化；
- 4、员工课堂平均分基本持平，平均出勤稳步提升，说明员工课堂逐渐被员工所接受；

三、2015年度培训工作小结

5、员工课堂开展情况介绍

2015年员工课堂得分与出勤率				
序号	培训名称	培训得分	出勤率	出勤率
1	开关柜产品介绍	9.22	49.57%	
2	《生产转售后面试》	/	100.00%	
3	《生产转售后面试》	/	83.33%	
4	《让梦想起飞》	8.58	56.18%	
5	《商务礼仪》	9.43	73.33%	
6	《安全意识与事故预防》	8.95	66.24%	
7	《安全意识与事故预防》	9.12	100.00%	
8	《生产转售后面试》	/	100.00%	
9	《生产转售后面试》	9.85	128.57%	
10	《电气及冷作钳工》	9.12	108.33%	
11	《机械制图—手工绘图（二维平面图形）》	8.56	88.89%	
12	《Auto CAD—二维平面图形绘制》	8.91	81.00%	
13	《机械制图—三视图绘制》	7.24	79.59%	
14	《Auto CAD—三视图绘制》	9.12	79.17%	
15	《机械制图—尺寸标注》	9.2	68.09%	
16	《Auto CAD—尺寸标注》	9.08	71.58%	
17	《机械制图—零件图》	8.86	68.09%	
18	《员工课堂之应届毕业生管理沟通交流会》	9.91	78.95%	
19	《Auto CAD—零件图》	9.33	67.02%	
20	《机械制图—装配图》	9.03	60.00%	
21	《Auto CAD—装配图》	9.65	58.24%	
22	《机械制图—轴测图》	9.03	61.54%	
23	《Auto CAD—轴测图》	9.47	46.15%	
24	《考前复习》	9.26	73.86%	
25	《模拟考试》	9.39	83.33%	

分析：

得分最高的两堂课，一个为总经理座谈交流，一个为生产转售后面试，前一个为高层的员工关注，直接创造面对面的交流机会，倾听员工心声，赢得了员工认同，而后一个，因为会邀请下一批生产转售后人员参加，给他们提供经验，并且创造了一次模拟经历，也得到了员工的响应，因此此课出勤率也格外的高；而得分较低的两堂课均为理论基础培训，员工自身知识水平有一定差异，因此有员工会认为过于基础，而无培训兴趣，得分自然不高；



2015 年度培训工作小结 2015 Annual Training Summary

管理培训得分及出勤情况 Evaluation score and attendance rate of the training

	Class hours per people of the training course	Average score of management class	Average attendance of management class	Average score of staff class	Average attendance of staff class
2015	22.55	8.952	59.91%	9.062	77.24%
2014	20.21	8.762	67.7%	8.90	66.92%
2013		8.617	52.09%	8.95	66.98%
2012		8.453	59%		62.65%

Analyze:

1、管理培训人均可是比去年稍显提升，课时值培训管理优势逐渐显现；

Per capita management training was slightly more than last year, and the advantages gradually revealed;

2、管理培训平均得分逐步提升，讲师团队能力提升以及分类对象，更加使得培训针对性明显，使得培训得分提升；

Average score of management classroom improve gradually, and the ability of the instructor team was enhanced, making the training more targeted, and the score higher;

3、管理培训平均出勤率基本上与 2014 年持平，没有太大的变化； Average attendance rate of management training is essentially flat with 2014;

4、员工课堂平均得分基本持平，平均出勤稳步提升，说明员工课堂逐渐被员工所接受

Average score of staff class was essentially flat, and the average attendance rate steadily improved, which showed that the employee's class was gradually accepted by the staff.



2015 年度培训工作小结 2015 Annual Training Summary							
员工课堂开展情况介绍 Staff classroom development introduction							
2015 年员工课堂得分与出勤 Score and attendance in 2015							
序号 Numb er	培训名称 Name	培训得 分 Score	出勤率 Attendance	序号 Numb er	培训名称 Name	培训得 分 Score	出勤率 Attendance
1	开关柜产品介绍 Switch cabinet product introduction	9.22	49.57%	14	AutoCAD—三视图绘 制 3-view architecture drawing of AutoCAD	9.12	79.17%
2	生产转售后笔试 Examination for production worker becoming after-sale server	/	100%	15	机械制图-尺寸标注 Dimension of mechanical drawing -	9.2	68.09%
3	员工座谈交流——生 产转售后面评 Staff discussion meeting which is the interview for production worker becoming after-sale server	/	83.33%	16	AutoCAD—尺寸标径 Dimension of AutoCAD	9.08	71.58%
4	让梦起飞 Let our dream take off	8.58	56.18%	17	机械制图—零件图 Parts drawing of mechanical drawing	8.86	68.09%
5	商务利益 Business interests	9.43	73.33%	18	员工课堂之应届毕业 生总经理座谈交流会	9.91	78.95%



					Staff class: communication meeting between general manager and the new graduates		
6	安全意识与事故预防 Safety awareness and accident prevention	8.95	66.24%	19	Auto CAD-零件图 Parts drawing of Auto CAD	9.33	67.02%
7	安全意识与事故预防 Safety awareness and accident prevention	9.12	100%	20	机械制图-装配图 Assembly drawing of Mechanical drawing	9.03	60%
8	生产转售后笔试 Examination for production worker becoming after-sale server	/	100%	21	AutoCAD-装配图 Assembly drawing of AutoCAD	9.65	58.24%
9	生产转售后面试 Interview for production worker becoming after-sale server	9.85	128.57%	22	机械制图-轴侧图 Axle side view drawing of Mechanical drawing	9.03	61.54%
10	电气及冷作识图 Electrical and cold drawing	9.12	108.33%	23	AutoCAD-轴侧图 Axle side view drawing of AutoCAD	9.47	46.15%
11	机械制图—手工绘图	8.56	88.89%	24	考前复习 Review	9.26	73.86%



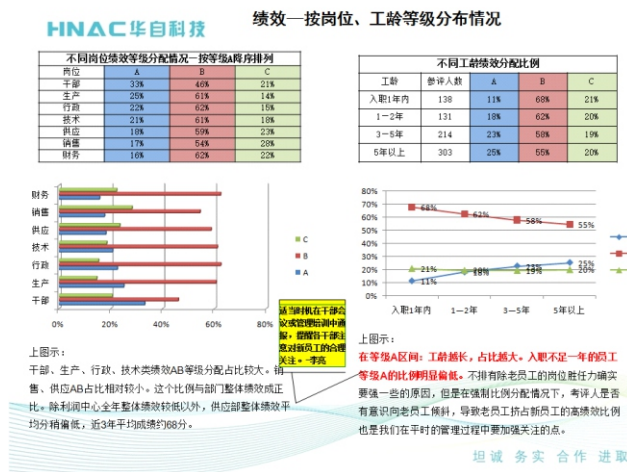
	(二维平面图形) Hand- drawing (2D graphic) of mechanical drawing						
12	Auto CAD 二维平 面图形绘制 Auto CAD(2D graphic)	8.91	81%	25	模拟考试 Simulation test	9.39	83.33%
13	机械制图—三视图绘 制 3-view architecture drawing of mechanical drawing -	7.24	79.59%				
分析：							
<p>得分最高的两课堂，一个为总经理座谈交流，一个为生产转售后面试，前一个为高层的员工关注，直接创造面对面的交流机会，倾听员工心声，赢得了员工认同，而后一个，因为会邀请下一批生产转售后人员参加，给他们提供敬仰，并且创造了一次模拟经历，也得到了员工的响应，因此此课出勤率也额外的高；而得分较低的两堂课均为理论基础培训，员工自身知识水平有一定差异，因此此有员工会认为过于基础，而无培训兴趣，得分自然不高。 There were two courses which scored most points, one was the communication meeting between general manager and the staff, the other was the interview for the production workers who want to become the after-sale servers. Previous one is about senior manager paying attention to the staff by giving them the face to face communication opportunity to listen to the true voices of employees, and won the recognition of employees as a consequence. And then to the other one, because the attendee invited were the assigned people who will become after-sale servers from the position of production department, and trough this opportunity they could be provided with respect, and a simulation manager, so it was also received the staff' s positive response, and the attendance was also exceptionally high. Meanwhile there were two courses which scored lower. We found that they were all theoretical basis training through analyzing the reasons. Because different people had learnt it at the different level, so the staff thought that the course was too basic and useless resulting in the boring score.</p>							

In order to effectively meet the employee's training needs, except doing some survey on the staff training needs and making the training plan at the beginning of the year, human resources office workers evaluated the efficiency by the indexes of attendance rate, on-site feedback and the improvement of work after training after every lesson. They reflected the quality of different courses and the popularity grade through various kinds of datasheets and indexes to help the company and its employees to find the most appropriate courses and teaching methods.

四、员工发展 Staff development

绩效考核 Performance assessment

为适应公司发展需要，实现对员工的有效激励，运用特定的标准和指标，采取科学的方法，对承担生产经营过程及结果的各级管理人员及员工进行绩效考核，旨在对完成指定任务的工作实绩和由此带来的诸多效果做出价值判断，以利全面推行和统一公司各项激励机制。绩效考核与员工薪酬、晋升等结合。



In order to meet the development of the company and effective incentive to employees, we used specific criteria and indexes, adopting scientific approach, to make performance assessment of all levels managers and staffs who undertake the job of production and business operation process and the results, aiming to making value judgment to the work performance of the assigned work and the various effects being with them, thus, to facilitate full implementation and unified the incentive mechanism. It was the combination of performance appraisal and salary, promotion and so

绩效—按岗位、工龄等级分布情况
OTPerformance: distribution according to the position and length of service

上图示：As shown above:

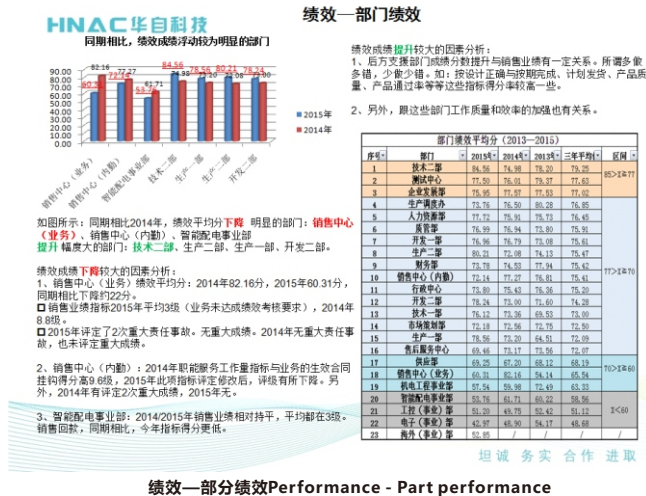
干部、生产、行政、技术类绩效AB等级分配占比较大，销售、供应AB占比相对较小。这个比例与部门整体绩效成正比。除利润中心全年整体绩效较低以外，供应部整体绩效平均稍偏低，近3年平均成绩约68分。In the grade of A and B, the performance class of cadres, producer, administrator and technician accounted for relatively larger, and for the sales, supplier, it was relatively smaller. This ratio was proportional to the overall performance of the department. In addition to the overall performance of the profit center for the whole year was low, the overall performance of the supply department was slightly lower, with an average of about 68 points in the last 3 years.

上图示：As shown above:

在等级A区间：工龄越长，占比越大。入职不足一年的员工等级A的比例明显偏低。不排除老员工的岗位胜任力确实要强一



些的原因，但是在强制比例分配情况下，考评人是否有意识向老员工倾斜，导致老员工挤占新员工的高绩效比例，也是我们在平时的管理过程中要加强关注的点。In the grade A range: the longer the length of service, the greater the proportion. The proportions of staffs whose length of service were less than a year were evaluated as grade A was significantly lower. Excluding older staffs' competency is indeed stronger, but within the regulation of compulsory proportional distribution, whether the supervisor have tended to the old employees or not, resulting in high performance ratio of older employees occupying the new staffs' position. This was the point we should strengthen the attention on the management.



如图所示：同期相比2014年，绩效平均分下降明显的部

门：销售中心（业务）、销售中心（内勤）、智能配电事业部

提升幅度大的部门：技术二部、生产二部、生产一部、开

发二部。As shown in the figure: Compared to that of the same period in 2014, the average performance score decreased significantly in the following departments: sales (business) center, sales center (office), intelligent power distribution utilities Department. The average performance score increased significantly in the following departments: the second technology

department, the second production department, the first production department and the second R&D department.

绩效成绩下降较大的因素分析：An analyze of the factors that result in the decline of performance:

1、销售中心（业务）绩效平均分：2014年82.16分，2015年60.31分，同期相比下降约22分。

销售业绩指标2015年平均3级（业务未达成绩效考核要求），2014年8.8级。

2015年评定了2次重大责任事故。无重大成绩。2014年无重大责任事故，也未评定重大成绩。

1.The average performance of sales center (business): 82.16 points in 2014, declined 60.31 points in 2015, compared to the same period, it decreased by about 22 points. The average sales performance index in 2015 was in the range of the third grade which did not achieve the performance appraisal requirements, in 2014 the same indexes was the 8.8 grade. In 2015, the department was evaluated 2 major accidents. But in 2014, there were no major achievements and accidents.

2、销售中心（内勤）：2014年智能服务工作量指标与业务的生效合同挂钩得分高9.6级，2015年此项指标评定修改后，评级有所下降。另外，2014年有评定2次重大成绩，2015年无。2. And sales center (office): In 2014, intelligent service workload indexes and business effective linked to the contract scored 9.6, but in 2015, the indexes of evaluate was modified, and the rating has decreased slightly. In addition, there were 2 major achievements were assessed in 2014, but nothing special in 2015.

3、智能配电事业部：2014/2015年销售业绩相对持平，平均都在3级。销售回款，同期相比，今年指标得分更低。



3. Intelligent power distribution business department: the sales performance was relatively flat in 2014 and 2015, with an average of 3rd grade . Comparing with the index of accounting receivable in the same period, it got lower scores this year.

绩效提升较大的因素分析：Analyzing the factors to improve the performance:

1、后方支援部门成绩分数提升与销售业绩有一定关系。

所谓多做多措，少作少错。如：按设计正确与按期完成、计划发货、产品质量、产品通过率等这些指标得分率较高一些。

1. Rear support sector' s performance scores had a certain relationship with the sales performance. The error rate was related to the quantity of the work. For example, if the indexes including completing correctly and timely, delivering on time, product quality, product pass rate were implemented by the design, they could score higher.

2、另外，跟这些部门工作质量和效率的加强也有关系。

2. In addition, it was also related to promotion to the quality and efficiency of their work.

薪资Salary

公司薪酬整体水平是参照当地物价水平、行业薪酬水平及公司支付能力制订。与公司、部门和个人的绩效完成状况密切相关，不同的绩效考评结果应当在薪酬中准确地体现，实现员工的自我公平，从而最终保证公司整体绩效目标的实现。

The overall level of remuneration of the company is based on the local price level, the level of the industry pay and the company's ability to pay. And it is related closely to the performance of the company, department and individual status, and different performance appraisal results shall be reflected in salary accurately, to realize the employees self fairness, thus ultimately ensure the realization of the company's overall performance target.

五、员工反馈 Feedback

员工以公司为家，以公司发展为荣，和公司一起同甘共苦，共同奋斗，创造辉煌。公司取得了“团中央青年就业见习基地”、“长沙市和谐劳动关系模范企业”、“长沙市模范职工之家”等称号，2011年度成为“全国民营企业招聘周吸纳就业突出企业”、“长沙市住房公积金缴存先进单位”，并通过湖南省、长沙市两级“和谐劳动关系模范企业”复审，2012年度公司再次获得“长沙市住房公积金管理先进单位”；2014年获得“长沙市就业工作先进单位、长沙高新区和谐劳动关系工作先进单位”。

The staff makes company their home and be proud of its development, sharing the happiness and sorrow, and create glorious achievement together. HANC was authorized to be the Youth Employment Practice Base for Communist Youth League Central Committee and Annual Advanced Unit for Youth Talents Introduction, Model Enterprise for Harmonious Labor Relations in Changsha, and Model Staff Home in Changsha. In the year of 2011, HNAC was awarded the National private enterprise recruitment week to attract outstanding enterprises, Advanced Unit for Housing Fund Deposited in Changsha by Changsha Housing Fund Center. And was reviewed and commended for Model Enterprise for Harmonious Labor Relations in Hunan Province. HNAC was authorized again to be the Changsha Housing Funding Management Advanced Unit in 2012, and the Changsha Advanced Unit of Employment and Changsha Hi-tech Zone Harmonious Labor Relations Advanced Unit in 2014.

经济绩效和未来愿景 Economic Performance & Future Vision

一、管理方法Management policy

1、目标和绩效

(1) Purpose and performance

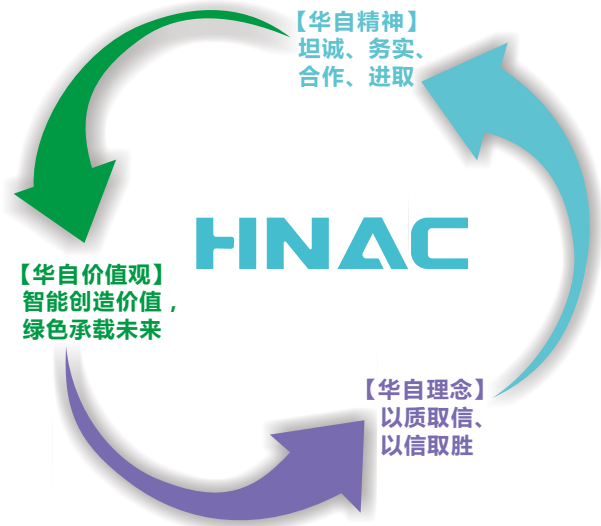
公司以“连续多年国内中小水电自控领域市场占有率第一的地位，保持与客户、员工和合作伙伴诚实互信的关系，最大程度的回报股东、社会和环境”为使命，建立以人为本，以市场为导向、以科研开发为手段，履行企业公民职责，坚持以生产经营和资本经营双轮驱动，以“坦诚、务实、合作、进取”的企业精神和“以质取信、以信取胜”的企业理念，立足于现有主业优势，横向加强推进自动化及信息化系统对其它领域的应用，纵向加快打造为能源领域提供整体解决方案的能力，同时，不断加强国际市场的拓展，让公司成为具有较强国际竞争力的环保能源智能控制及运营服务提供商。

HNAC continuous occupy a highest position in the domestic small and medium hydropower automatic supervision industry market for many years, HNAC always keeps a honest and mutual-trust relationship with clients, employees and partners, furthest paying back to the shareholder, the society and environment as a mission, based on people oriented and market oriented, with technology research and development as a tool, HNAC performs its corporate responsibility and insists on production management and capital management. Under the guidelines of “Frankness, Practicality, Cooperation and Enterprising”, and following the enterprise philosophy that “Win the trust by quality and gain the contract by the trust”, based on the existing main advantages and transverse strengthening to promote the application of automation and information systems in other areas, longitudinal acceleration to create the ability to provide a total solution for the field of energy. At the same time, we strengthen the expansion of the international market; HNAC has become a strong international competitiveness of the environmental protection energy intelligent control and service provider operations.

2、政策和规定

(2) Policy and regulation

公司建立以ISO9001、ISO14001、OHSAS18001为框架的质量、环境管理、职业健康安全体系，将决策管理、目标管理纳入体系相关管理程序，推进全面风险管理体系、控制决策和运营风险，推进精益管理，不断优化管理和业务流程，减少运营浪费、降低运营成本，三体系的内审、外审每年一次，发现问题及时纠正，确保体系运行方向与公司发展战略高度一致，将决策、生产和管理纳入管理体系相关程序加以控制，并开始建立全面风险管理体系，实现对决策和运营风险的管理和控制。





Based on ISO9001, ISO14001 and OHSAS18001, HNAC has set up an environment management and occupational health security system which involves decision-making management and the management by objectives, so that it can carry forward the comprehensive risk management system, control decision-making and operation risk, promote lean management, optimize the management and business flow, reduce the operation waste and lower the operation cost. The above three systems will be audited by the company and the third authority each year, and any problem found in this course will be corrected so as to ensure these three systems to be consistent with the company strategy, for it actually incorporates decision-making, production and management in the management system and thus enhances the control for them. Meanwhile, the company now starts to set up the overall risk management system which will manage and control the decision and operation risk.

3、组织和责任

(3) Organization and responsibility

公司由行政中心负责职能管理体系的发布与落实，并将决策和管理职能通过《岗位任职目标承诺书》形式落实到各个职能部门；财务中心对公司全年预算进行统筹、规划与考核。

The administrative department of HNAC is responsible for the functions of the management system of the issued and implemented, and the decision-making and management functions through “the post goal commitment” to implement the each functional department; The financial center will overall planning and evaluate for the whole the company annual budget.

公司各部门每年年初都会对全年重点工作进行目标承诺，在半年度、年度对工作目标进行自检、跟踪、考核；各职能部门根据职责分工以及合同控制、运输生产、采购控制、工序控制等相关体系文件规定，负责业务开展和生产活动的组织实施，全面确保全年经营管理目标的实现。

In the very beginning of every year, each department of HNAC will have the objective commitment for the key works; and self-check, follow and check the work objective every half year and every year; and each department is responsible for the business development and the production organization, according to the assignment of responsibility and the stipulation of contract control, transportation production, purchasing control, procedure control to the relevant documents, aiming to reaching the annual business operation and management goal.

另外，公司积极鼓励员工全员参与企业建设、全员履行社会责任，加强社会责任全员培训和普及教育，不断创新管理理念和工作方式，努力形成履行社会责任的企业价值观和企业文件，并利用信息化手段打造可持续发展的企业信息管理平台，不但提高了体系执行的有效性，还全面提升了全员社会责任意识，真正将可持续发展工作落到实处，还运用各项先进管理技术，例如流程管理、OA系统、微信公众交流平台等方式进行沟通与信息反馈，同时建立各管理部门间的横向和纵向沟通机制，确实沟通渠道、方式和时限，使沟通能及时有效的进行，提升各项工作的处理效率。

Besides, HNAC actively involves its staff in the enterprise construction, encourage all staff to fulfill our social responsibility, and keeps innovating the management concept and work

mode, so as to form the enterprise value and files focusing on performing the social responsibility. In addition, the application of the enterprise information management system not only enhances the effectiveness of system



performance but also promotes the awareness of social responsibility, which can implement the sustainable development substantially. The other advanced management technology like process management, OA system, WeChat communication platform, together with other communication mechanism among different management departments can enhance the efficiency of the communication and the information feedback and thus improve the processing efficiency of work.

公司在沟通过程中，充分体现股东、管理者和员工三者权利，体现员工是企业的重要组成部分，建立了职工代表大会制度，不定期召开职工代表大会，听取和反映员工的意见、要求和建议，参与行政制订有关方案，对有关问题进行审议，提出对某些问题调查研究的报告。

In the course of the communication, HNAC sufficiently empower the shareholder, the managing personnel and the staff. To guarantee the right of the staff, HNAC builds the system of workers and staff congress, and hold the non-scheduled meeting of workers and staff to listen to their voice, and then involve their advice, requirements and suggestions into the administrative system, or review relevant problems.

4、培训和学习

(4) Training

公司现已建立规模的可持续发展的培训和学习机制，精心策划全方位的可持续发展周期性系列培训，从公司的发展战略、业务发展需要、员工的基本情况以及职业发展等方面出发，识别员工的培训需求，每年制定详实的培训计划、建立机制、投入资金、开展多种形式的培训，并通过包括各种会议、内部信息网络、内刊、公众平台等多种形式进行各层次间的沟通。各相关职能部门在公司年度培训基础上，结合各自部门实际制定内部培训计划并组织实施，针对性的提升员工的业务素质和工作技能，保障公司整体战略和目标的有效实现。

HNAC has already established the sustainable training system which well planned the overall periodic and systematic training for all staff. Starting from the company's development strategy, business development needs, the staff of the basic situation, and career development, identification of staff training needs, a year to develop a detailed training plan, establish mechanisms, investment funds, carry out various forms of training, which is included various meetings, internal information network, publications, public platform for communication between different levels. On the relevant functional departments in company annual training combined with their respective departments practical development of internal training plan and organize the implementation, to improve staff professional quality and work skills, security and target of the company's overall strategy and effective implementation

2011—2015年间，公司承办了5期科技部中小水电援外技术国际培训班，参与学习与交流的外籍代表超100名，促进彼此了解之时将中国优秀的技术推广至国外，提升中国水利水电事业在国际上的话语权。同时，作为中国水利发电协会指定的培训单位，近10多年来，我们已为全国2000多名水利水电方面的工作人员提供了培训，现已形成了较为完善的国内自控技术培训体系。

During 2011 to 2015, HNAC has undertaken 5 period international training workshop sponsored by the Ministry of Science and Technology, which has already had more than 100 foreign delegates attended it by now. Through the communication in the workshop, the advanced technology in China has been promoted to the foreign



countries and the voice from China in the hydropower and the hydroelectric industry are listened worldwide. Meanwhile, as the pointed training organization of the Chinese Association of Hydroelectric Power, HNAC had provided training for more than 2,000 personnel in this industry in recent 10 years, and now the national training system for the automatic technology is completed.

同时，公司也通过内部网、电子刊物等宣传全球契约和可持续发展的意义和基本要求，大家共同研讨和解读全球契约和可持续发展工作的要求。

At the same time, HNAC uses OA system and the electronic publications to broadcast the Global Compact and the meaning of the sustainable development, so that everyone can study and discuss the requirements on the Global Compact and the sustainable development together.

5、监督和验证

(5)Supervision and verification

公司对经济绩效的监督，主要通过以下途径加以实现：一是通过决策的后评估，管理体系内部和外部审核，对决策过程进行评价和持续改进；二是通过建立年度经营目标，绩效指标、目标完成情况等指标体系，实施日常和年度的考核；三是公司的审计部门负责对经营业绩的审计监督和效能监察；四是通过管理体系的运行监控和内部审核。

HNAC supervises the economic performance through the following four ways: 1. By the post-evaluation of the decision, manage the system inspection, evaluate the decision-making process and keep improving; 2. Carry out the daily and annual check by setting up the annual

operation target, target completion condition and other target systems; 3. The audit department is responsible for the audit supervision and efficiency supervision of the economic performance. 4. Through the management system operation monitoring and internal audit.

公司的质量、环境、职业健康安全等综合管理体系已获得中国质量认证管理中心的认证，并且随着全球契约和可持续发展管理体系的建立、完善及优化，质量、环境和健康安全管理体系将得到进一步的提升。

The HNAC of the quality, the environmental and the Occupation Health Safety Management System are obtained the Certification of China Quality Certification Management Center, With the establishment, optimization and improvement of the Global Compact and the sustainable development management system, the quality, the environmental and the Health Safety Management System are further promoted,

二、表现指标Performance indicator

1、创造的直接价值

(1)Direct value created

2015年度完成营业收入41932万元，在中小水电自控领域细分市场领域依旧保持全国领先地位，主营领域的三大产品水利水电自控系统、变配电保护及自动化系统、水处理及工业控制自动化系统较之2014年均不同幅度的增长，在业界树立了中国自控领域的品牌形象，公司近3年的营业收入情况如下：

In 2015, the sales revenue of the company reached to RMB 419,320,000 Yuan maintaining the leading position



in the automatic control field for the small and medium hydropower in China, the Main three field of the automatic control system of water conservancy and hydropower, Power distribution protection and automation system, Water treatment and industrial control automation system is more than 2014 annual growth of different amplitude, HNAC has developed into a famous brand of automatic control equipments in the field of water conservancy and hydropower, the sales revenue of the company from the year of 2013 to 2015 are as follows:

指标名称/年份 Indicator/year	2013	2014	2015
营业收入（万元） The sales revenue(Million yuan)	34222	35690	41932

2、经营成本

(2)Operating cost

有效的成本控制是企业赢取利润、获得成功的基本要素，由于本行业存在一定的季节性，秋冬季节是水电改造的高峰期，三四季度的业绩较为明显，加之，这两年全球经济形势整体较为严峻，节省成本对每家企业的意义已远不止于创新，而是与企业生存和可持发展密切相关。

The effective cost control is the basic factor that the company can gain the profit and success. For this industry is seasonal, autumn and winter are the peak season reconstructing the hydropower. As a result, the business of 3rd and the 4th season are better. In addition, the global economic situation in recent 2 years are severe, so the costing saving for each enterprise is far more than the meaning of innovation, is more closely related to the enterprise' survival and sustainable development.

公司长期以来一贯重视成本控制工作，2015年度在全公司继续推进以降本增效为重点的精益管理活动，加大经营管理的各项关键成本点的控制力度，具体措施如下：一是建立成本控制机制、年底制定次年目标，分解成本指标、细化控制措施，完善成本考核体系，控制运营成本；二是加强成本意识教育，提高员工的节支意识，不单是公司内部的日常经营支出，如水、电、气的使用，相关办公用品的重复利用，还包括员工出差、招待等各项费用的额度；三是开展多种形式的活动，调动员工的成本控制积极性；四是挖掘潜力，对关键成本进行重点管理，在项目设备选择、项目研发、新工程建设等大范围严把成本关；五是利用精益管理、预算控制等工具。解决成本节支的难点问题等措施，努力降低成本。

Since the establishment, HNAC has attached great importance to the cost control. The whole company is continued to promote the focus on reducing the cost of lean management activities in 2015, increase the management of the key points of the cost control efforts, the specific measures are as following ways: 1) set up the cost control mechanism, set out the target for the next year at the end of this year, disaggregate cost index, detail the control mechanism, complete the cost assess system and control the operation cost; 2) strengthen the cost consciousness, not only including the daily operating expenses inside the company, covering water, electricity, gas and the office supplies, nut also limiting the expenses at business trip and reception; 3) prepare different activities



to arouse the enthusiasm of staff for cost control; 4) exploit the potentialities, closely control the major costs, like project equipment selection, R&D and new project buildings; 5) The use of lean management, budget control and other tools to solve the difficult problem of cost savings and other measures to reduce the cost.

随着公司的预算执行更合理成优化，公司的成本比例有一定幅度下降，年末，预算委员会会详细分析研究公司的成本构成，根据各部门不同的经营和管理特点，罗列成本控制指标项，明确责任，监督实施，并将预算执行列入各部门的年度考核指标体系之中。

The budget enforcement became more reasonable and standard, and the cost proportion declined in a certain range. At the end of the year, the Budget Committee will analyze the cost structure in detailed and then set out the cost control index according the features of different departments, clear the lines of their responsibilities and enforce the supervision and the implement as well as take the budget performance into the annual assessment index system of each department

3、员工的工资和福利Salary and welfare of staff

公司严格按照国家法律、法规要求和相关的政策规划，结合行业和企业实际，建立合理的工资和福利制度，维护员工根据利益：

HNAC has established a reasonable salary and welfare system to guarantee the fundamental interests of staff strictly accordance with national laws, regulations and related policy planning, combining the reality of industries and enterprises

(1)公司在获得良好经济效益的同时，努力改善广大员工的工资和福利待遇，提高员工对企业的认同感，增强企业的凝聚力；

We have gained good economic benefits, at the same time we keep improving the salary and benefits of our staff. This made our staff heartily acknowledge and trust us and strengthened company coherence.

(2)公司依法为员工建立各种社会保险、涵盖养老、医疗、工伤、生育、失业保险以及住房公积金等项目，确保员工的合法权益；

HNAC provides staff with various social insurance, which covers endowment insurance, medical insurance, employment injury insurance, maternity insurance, unemployment insurance and housing funds, etc. to ensure their legal interest.

(3)除上述各项社会保险外，公司还为车间相关人员、驾驶员及驻外人员购置额外保险。

Besides above social insurances, HNAC offered the workers, drivers and overseas officials with extra insurance.

4、向政府的支出

2015，公司向政府缴纳税收总额为4317万元；公司近3年缴税情况如下：

指标名称/年份	2013	2014	2015
纳税总额（万元）	3448	3562	4317



5、社会投资和投入Social investment and input

公司积极承担社会责任，支持社会投资事业，积极从事社会投资、慈善和公益事业，以实际行动回馈社会环境。

HNAC played an active role in undertaking social responsibilities, social investment, charity and social and public welfare undertakings.

除对建设的华自希望小学每年提供必要的资助和扶助时，更不忘其它社会各项事业的积极参与，如员工个人投入到社会慈善事业中，捐助山区孩子的学业和生活。

Besides our donation and support teaching for HNAC Hope Primary School each year, our staff also engaged in all kinds of social charities to support the study and living of mountainous children.

6、政府给予的重大资金与政府扶持Financial support and government support from government

2015年，本公司研发的“分布式发电智能监控及光水互补技术研发应用”项目获国家火炬计划产业化示范项目；“配电系统故障自愈控制关键技术及成套装备”获评湖南省科技进步一等奖；“水利水电综合自动化系统技术升级及扩建项目”获批湖南省2015年省战略性新兴产业专项。另外，还有以下荣誉和资质和大家分享：

In 2015, "the distributed generation intelligent monitoring and light water complementary technology research and development application" project of HNAC R&D won the industrialization demonstration project of national torch plan projects; "Distribution system fault self-healing control key technology and complete sets of equipment" as Hunan Province science & technology progress first prize; "Comprehensive automation system of water resources and hydropower technology upgrading and expansion projects" approved by Hunan Province special strategic emerging industries in 2015. In addition, there are some honor & qualifications sharing as below:

(1) “华自”商标被国家工商总局商标局批复认定为中国驰名商标,主要认定范围为第9类电站自动化装置、计算机软件（已录制）、信号控制电力设备上的商品。对企业来说，驰名商标是对企业经营管理水平、企业文化、产品质量、市场认可度等综合实力的肯定。

HNAC trademark is identified as well-known trademarks in China by SAIC approved, main accredited range is for the NO. 9 plant automation equipment, computer software (recorded), signal control electrical equipment goods. For one enterprises, a well-known trademark is affirmation about enterprise culture, enterprise management level, product quality, credibility and so on comprehensive strength

(2) 公司的“MTC-3D泵站自动化及信息管理系统”、“变配电综合自动化系统”、“MTC-3W水处理自动化系统”三大产品获批2015年长沙市第一批两型产品。

HNAC “MTC-3D Pump Station Automation & Information Management System”, “Power Transmission & Distribution Integrated Automation System”, “MTC-3W Water Treatment Automation System” are selected into Hunan Province Government Procurement (2nd batch) Catalog;

(3) 公司的“数字化中小水电站关键共性技术”入选《湖南省战略性新兴产业（制造业）重大关键共性技术发展导向目录（2016）》，此举旨在指导重点产业技术发展方向，突破一批重点领域关键共性技术，是省加速推进新型工业化工作领导小组办公室贯彻落实《中国制造2015》的具体举措。

"Digital key generic technology of small and medium-sized hydropower station" of HNAC t was elected in the



<<strategic emerging industries in Hunan Province (manufacturing) major key generic technology development guidance catalogue (2016)>>, a move aimed at guiding key industrial technology development direction and break through a batch of key generic technology in key areas, it is the specific measure for Hunan Province accelerating new type industrialization implementation" made in China 2015

(4) 公司的机器人生产线改造项目---“电控柜工业机器人自动化生产线应用”项目获批长沙智能制造第一批试点示范项目，公司获批长沙市第一批智能制造试点示范企业。

The reconstruction project of robot production line by HNAC - "the electrical control cabinet industrial robot automation production line application" project was approved by the first batch intelligent manufacturing of pilot demonstration projects in Changsha, HNAC was approved the first batch of pilot demonstration of intelligent manufacturing enterprise in Changsha

8、当地供应商和采购政策 local supplier and purchasing policy

公司积极响应上级主管部门的采购配套政策，确定本土化采购可成为保障供应、稳定当地经济的一项策略，与当地供应商建立长期可持续性战略合作，带动相关业务的供应链健康发展。除本土化外，公司也走出去，与世界级优秀厂商建立合作关系，以确保某些指定产品质量，如ABB、施耐德、西门子等。

To positively respond to the purchase supporting policy of the higher authorities, HNAC confirms that the local purchasing is a policy than can well guarantee the supply and stabilize the local economy; therefore, we has established the long-term sustainable strategic cooperation with the local supplier to drive the development of the related supplying chain. In the meanwhile, HNAC has cooperated with the well-known international manufacturers to ensure the product quality, such as ABB, Schneider, Siemens and so on.

2013年，本公司牵头组建长沙市智能电力设备产业技术创新战略联盟，现有一、二次设备生产厂家、高校、科研院所等30余家成员单位，联盟内成员单位正在逐步实现“一站式”绿色采购，打造智能电力设备产业的集成式发展，争取打造长沙又一个千亿产业集群。

8、重大间接经济影响

In 2013, HNAC took the leadership in the foundation of Changsha Technology Innovation Strategic Alliance of Smart Power Equipments Industry. Till the end of 2014, the alliance has more than 30 members units such as equipment manufacturers, universities, research institutes, etc. The members of Alliance are gradually achieved "one-stop" Green procurement, building integrated development of smart power equipment industry and seek to build a multi-billion industry cluster in Changsha.

公司重视科研工作开发，建有省级企业技术中心，是省水利水电自动化控制工程技术研究中心的组建单位，2012年，获批省院士专家工作站，现有进站院士2名，在2015年工作评选中，获评优秀工作站。自2012年以来，年科研经费营业收入的比例达6%以上，2015年达6.39%。2015年，本公司执笔的小水电机组启动试验规程及小水电低压机组自动化控制技术规范等两项行业标准发布并实施。

HNAC paid a special attention to the scientific research and development. We have the provincial enterprise technical centers, which is the formation unit of provincial water conservancy and hydropower automation control



engineering technology research center. In order to ensure the gradual growth in R & D, breaking the bottleneck related technology research and development. In 2012, HNAC was approved provincial academicians and experts workstations in measurement and controlling field and there are two existing two academicians in workstations, besides, in 2015 annual Award, we were honored as outstanding workstation. Since 2012, the annual research expenditure has proportion to total sales revenue (more than 6%) and 6.39% in 2013. In 2015, a basic technical conditions industry standard of small hydropower cluster control system that we drafted was released and we officially implemented it.

截止2015年底，公司共授权专利117项，其中发明专利7项；当年提交国知局并受理的专利34项，其中发明专利13项；拥有软件著作权46项，软件产品29项。科研成果转换成生产力，产生了较好的社会和经济效益。

By the end of 2015, HNAC has 117 patents, in which 7 are patents for innovation; in this year HNAC submitted to the state intellectual property office about 34 of patents, of which 13 invention patents; Now, HNAC owns totally 46 software copyrights and 29 software products. The scientific result was successfully transformed into the production force, generating sound social and economic benefits;

企业信息化是利用现代管理科学和信息技术建立现代信息网络系统，使企业管理活动各个环节通过信息的快捷流通和有效服务，实现资金流、物流、工作流和信息流的整合，达到企业资源的优化配置，提高企业管理的效率和水平，进而提高企业经济效益和核心竞争力的过程信息化是帮助企业提高管理水平的重要手段，近几年，企业信息化建设成效显著，先后投资近500万元建设和完善了公司的Altium Designer、AutoCAD、OA系统、PMS生产管理系统、财务用友系统及自行开发的远程监控系统等信息化工程。

Enterprise informationization is make use of modern management science and information technology to establish the modern information network system and make the enterprise management activities of each step through information flow and effective services to implement workflow and the integration of information flow, cash flow, logistics, optimize the enterprise resource allocation and improve the efficiency and level of enterprise management and improve the core competitiveness of enterprise economic benefit and process informatization is the important way to help enterprises to improve management level. In recent years, the effect was obvious in enterprise information construction has invested nearly 5 million yuan to build and perfect the company Altium Designer, AutoCAD, OA system, the PMS production management system, financial UFIDA system and remote monitoring system of self-developed informatization project

2、创造的就业机会Employment opportunities

2015年，公司凭借不断优化产品品质和结构，积极争取相关政策，拓展业务发展领域，同时也创造了更多的就业机会，截止年底，拥有员工734人。

Depending on optimizing product quality and structure, HNAC actively seeks relevant policies and expand its business in 2015. Meanwhile, HNAC created more employment opportunities. By the end of 2015, we have a number of over 734 staff.

三、获奖情况 Honors and awards

1、分布式发电智能监控及光水互补技术研发应用获批国家火炬计划示范应用项目

"Distributed generation intelligent monitoring and light water complementary technology research and development application " project was approved national torch plan application demonstration project



2、配电系统故障自愈控制关键技术及成套装备” 获评湖南省科技进步一等奖

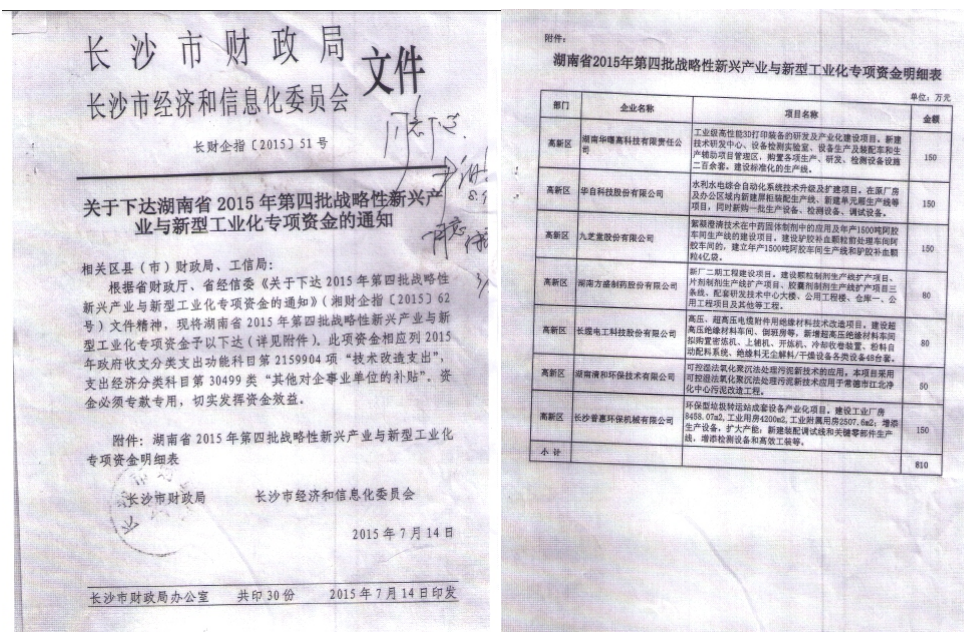
Distribution system fault self-healing control key technology and complete sets of equipment” obtained Hunan science and technology progress award





3、“水利水电综合自动化系统技术升级及扩建项目”获批湖南省2015年省战略性新兴产业专项

Comprehensive automation system of water resources and hydropower technology upgrading and expansion projects" was obtained Hunan Province special strategic emerging industries in 2015



4、“华自”商标被国家工商总局商标局批复认定为中国驰名商标。

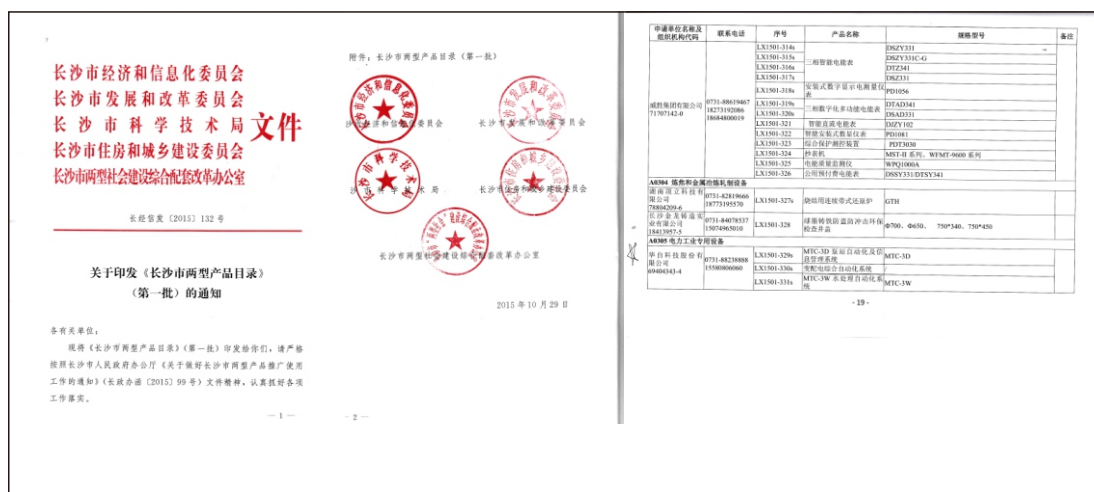
"HNAC" trademark was approved by SAIC as China well-known trademark.





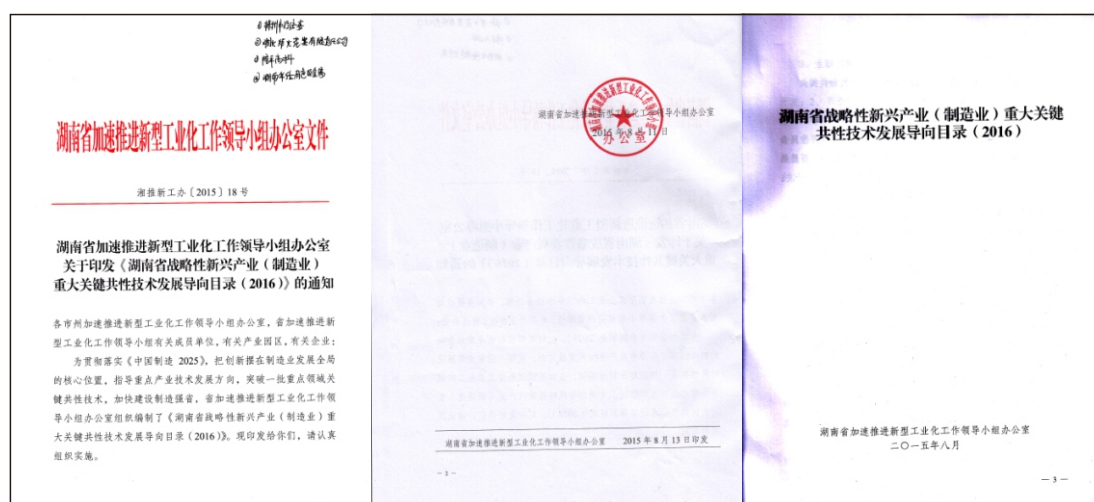
5、公司的“MTC-3D泵站自动化及信息管理系统”、“变配电综合自动化系统”、“MTC-3W水处理自动化系统”三大产品获批2015年长沙市第一批两型产品。

HNAC “MTD-3D Pump Station Automation & Information Management System”, “Power Transmission & Distribution Integrated Automation System”, “MTC-3W Water Treatment Automation System” are selected into Hunan Province Government Procurement(2nd batch) catalog in 2015



6、公司的“数字化中小水电站关键共性技术”入选《湖南省战略性新兴产业（制造业）重大关键共性技术发展导向目录（2016）》。

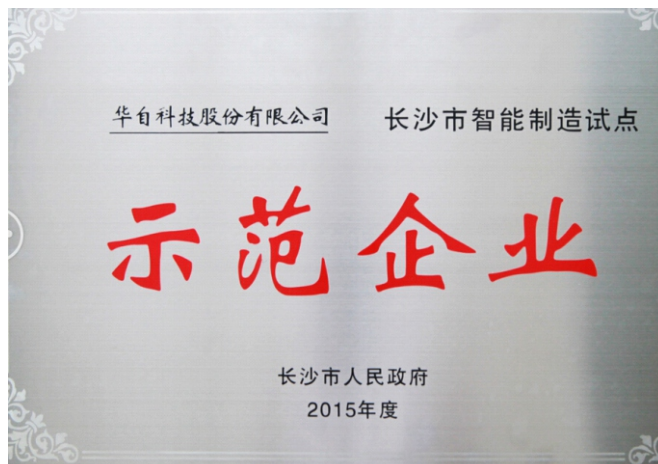
"Digital key generic technology of small and medium-sized hydropower station" of HNAC was selected to "strategic emerging industries in Hunan Province (manufacturing) major key generic technology development guidance catalogue (2016)





7、公司的机器人生产线改造项目---“电控柜工业机器人自动化生产线应用”项目获批长沙智能制造第一批试点示范项目，公司获批长沙市第一批智能制造试点示范企业。

The reconstruction project of robot production line by HNAC - "the electrical control cabinet industrial robot automation production line application" project was approved by the first batch intelligent manufacturing of pilot demonstration projects in Changsha, HNAC was selected in the first batch of pilot demonstration of intelligent manufacturing enterprise in Changsha



8、2015年11月17日，以公司为依托单位组建的“湖南省水利水电自动化控制工程技术研究中心”顺利通过验收评估。

“湖南省水利水电自动化控制工程技术研究中心”于2011年9月获批组建，通过四年的建设，在优化组合依托单位的综合科技资源及产业化优势的基础上，本中心已达到整合、集成国内科研成果，消化、吸收国外先进技术，建成了一个研究开发高新技术产品，培养高级技术和管理人才，传播和辐射行业最新信息的省级工程技术研究中心。

On November 17, 2015, a supporting institution of HNAC of "Hunan province water conservancy and hydropower automation control engineering technology research center" through acceptance evaluation. "In Hunan province water conservancy and hydropower automation control engineering technology research center" was founded in September, 2011, approved and through four years of construction,

the optimum combination depends on the unit, on the basis of comprehensive science and technology resources and industrial advantages, the center has reached integration, integration of domestic scientific research achievements, digesting and absorbing foreign advanced technology, it builds a research and development of high-tech products and cultivates senior technical and management personnel, propagation and radiation industry provincial engineering technology research center of the latest information

“湖南省水利水电自动化控制工程技术研究中心” 验收专家意见

2015年11月17日，受湖南省科技厅委托，长沙市科技局组织专家在长沙召开了“湖南省水利水电自动化控制工程技术研究中心”验收会议。专家组进行了实地考察，听取了工作汇报，并对相关资料进行了审核，经质询和讨论，形成验收意见如下：

- 1.验收材料齐全、真实，符合验收要求。
- 2.项目所完成的建设、技术、经济及人才培养指标均达到合同要求，特别是在专利及软件著作权申报方面超越了合同规定。
- 3.工程中心积极开展对外交流与合作，工程化研究开发能力强，对行业技术的进步发挥了积极作用。
- 4.依托单位对中心建设的人、财、物投入较多，且呈逐年上升的趋势。
- 5.项目建设期内，中心总投资为4992.4万元，其中基础建设为3043.8万元，设备购置为593.6万元，新产品研发为1155万元，人才培养及学术交流为200万元。对政府拨款实现了专款专用。

该中心已达到整合、集成国内科研成果，消化、吸收国外先进技术，研究开发高新技术产品，培养高级技术和管理人才，传播和辐射行业最新信息的省级工程技术研究中心条件。专家组成员一致同意通过验收。

建议该中心进一步拓展国际国内交流途径，加强高新技术深化研究，为湖南省高科技产业的发展作出贡献。

专家组成员（签字）：刘建利 李博

2015年11月17日



社会绩效

Social Performance

一、承诺与制度 Commitment and system

企业发展的不同阶段，所承担的社会责任就不一样，就我们公司而言，所要承担的不光是现有及潜在的客户群体的服务责任、700余人所支撑的家庭责任以及公司经营行为对社会的影响。在此引用我公司质量、环境、职业健康安全方针：“安全为根，重在预防；质量为本，精益求精；环保为源，和谐共创”，是我公司对客户、员工、社会责任的诠释。

The enterprise undertakes different social responsibility at its different stage of development. For HNAC, the responsibility we are undertaking is not only the service for existing and potential customer, but also the families of over 700 staff and our business activities to the society. Our quality, environment and occupation health and safety policy is "Based on safety and we focus on prevention; founded on quality we focus on improving; sourced from environmental protection we create harmony". This is also an explanation of our responsibility to clients, staff and society.

二、体系与政策 System and policy

为了实现我们的承诺，不断完善我公司的售后服务体系，做好市场调查，了解客户的需求，积极开发新产品，以满足新时代客户的需求；不断完善内部管理制度，想员工之所想，急员工之所急，做员工的知心企业，让员工有归宿感，这样员工便能更好的服务企业，相得益彰；持续做好环境保护，在赢利的同时，做好节能减排工作，不断降低万元产值的能源损耗。

In order to realize our commitment, keep improving our after service system and develop the new products, we are perfecting our internal management policies and make our staff feel at home. Therefore the staff will return the company with hard working. At the same time the energy-saving and emission reduction is performed to lower the energy consumption during production process.

三、工作与成果 Work and achievements

第五届“华自杯·快乐之声”卡拉OK比赛

The fifth "HNAC Cup. Happy voice" of Cara OK competition

8月27日晚，在公司工会艺术团全程周密策划、组织以及参赛选手的积极参与下，第五届“华自杯·快乐之声”卡拉OK比赛总决赛如期举行。比赛当晚，来自公司不同部门的10强选手同台竞技，上演巅峰对决。本场比赛为全体员工呈现出一道集视听性、观赏性、娱乐性为一体的音乐盛宴，在丰富员工业余生活的同时，充分展现我司员工青春活力、积极向上的精神面貌，也增强了企业凝聚力。

Through the HNAC Labor Union Art Team full carefully planned, organized and participation of players actively participate, the fifth "HNAC Cup. Happy voice" of Cara OK competition is finally held as scheduled on August 27 night, 2015. From the different departments of the company's top 10 players competed, put on a peak on the game



of that night. The game for all staff to show one set of audio-visual, ornamental and entertainment as one of the music feast, rich employee amateur lives at the same time, fully demonstrated our employees the vigor and positive mental outlook, but also enhance the cohesion of the enterprise.

公司主要领导、员工代表、特邀嘉宾一同观看了本次比赛。比赛现场选手各出奇招，歌曲风格迥异，歌伴舞、音乐情景剧等形式亮点多多，舞台下粉丝团热情高涨。在经过三轮对决后，最终来自智能配电事业部的李颖龙以high番全场的激光舞曲勇夺本届比赛冠军，来自市场策划部的易力克荣获亚军，季军由开发二部潘前华获得。本届比赛特设的最佳创意奖和最高人气奖分别由企业发展部陈晓娇和销售中心彭映芝获得。

The company main leadership, staff representatives, invited special guests to watch the game. A lot of bright spots for the game players out of tricks, different styles of songs, song with dance, music scene drama, The enthusiasm of the the stage fans ran high. After three rounds of battle, ultimately from the intelligent power distribution department Mr. Li Yinglong high audience with laser dance won the tournament champion, from the marketing planning department Mr. Yi Like won the runner up, from the second R&D deparment Mr. Pan Qianhua won the second runner up. The ad hoc Award for the competition and the highest award for the highest prize were separately obtained by the enterprise development department Ms. Chen Xiaojiao and sales center Ms. Peng Yingzhi.

历经海选阶段、晋级赛以及10强总决赛的比拼，第五届“华自杯·快乐之声”卡拉OK比赛终于落下帷幕。在这里特别感谢关注本次比赛的领导、同事和嘉宾的大力支持和热情参与。公司的舞台正因如此才精彩夺目，且将更加灿烂辉煌。

After competition of the mass-election, promotion event and 10 strong finals, the fifth "HNAC Cup. Happy voice" of Cara OK competition is finally ended. Special thanks to the leadership, colleagues and guests for the strong support and enthusiasm to participate in the competition. HNAC stage because of this, it is splendid, and will be more glorious and resplendent.



通过这样的活动，丰富了员工的日常生活，提供了除工作以外的展示平台，可以缓减工作和生活压力。在这里，你可以看到不一样的他们，给员工空间，让他们尽情地发挥，在想唱就唱，在华自的舞台上唱响青春、畅享人生！

Through such activities, it will enrich the daily life of staff, provided with a display platform other than work, can be reduced the work and life pressure. Here, you can see that they are not the same, give staff space, so that they enjoy to play, want to sing, sing the youth, enjoy the life in the HNAC stage!

长沙高新国税局与公司“税企廉洁文化共建”活动

The National Tax Bureau of Changsha Hi-tech Industrial Development Zone and HNAC carry out the activity for the tax enterprises building a clean and honest culture



8月26日，长沙高新区国税局与公司共同举办的“税企廉洁文化共建”活动启动仪式在高新区国税局报告厅举行。长沙国税局纪检组长刘国峰、长沙高新区国税局局长姚美其、公司董事长黄文宝等领导出席本次活动。

The National Tax Bureau of Changsha Hi-tech Industrial Development Zone and HNAC jointly carry out the activity for the tax enterprises building a clean and honest culture, the event launch ceremony was held in the National Tax Bureau of Changsha Hi-tech Industrial Development Zone on August 26, 2015. Mr. Liu Guofeng who is the discipline inspection team leader of The National Tax Bureau of Changsha Hi-tech Industrial Development Zone, Mr. Yao Meiqi who is the director of the National Tax Bureau of Changsha Hi-tech Industrial Development Zone, Mr. Huang Wenbao Who is chairman of HNAC Technology Co.Ltd and the other leaders attend the activity.

公司秉承“坦诚、务实、合作、进取”的企业文化，自成立起就坚持企业廉洁建设并制定相应制度规范员工行为，本次活动



是长沙市开展税企廉洁文化共建的首次尝试，将持续开展岗位互换、文化互通等活动，持续推进税企廉洁文化共建，以达到增强文化感染力，纯净涉税环境，营造廉洁征纳氛围，实现法纪共守，税企双赢的活动目的。

Under the guidelines of “Frankness, Practicality, Cooperation and Enterprising”, HNAC Since its estalishment, adhere to the integrity of enterprises to build and develop the corresponding system to regulate staff behavior, the event is the Changsha City to carry out corporate tax honesty culture and build the first attempt,

will continue to carry out the post exchange and cultural exchange activities, continue to promote the tax rate to build a culture of integrity, in order to enhance the cultural appeal, pure tax environment, and create a levy a clean atmosphere, achieve law and discipline mutal keep, a win-win enterprise tax activities.

通过这样的活动，丰富了员工的日常生活，提供了除工作以外的展示平台，可以缓减工作和生活压力。在这里，你可以看到不一样的他们，给员工空间，让他们尽情地发挥，在想唱就唱，在华自的舞台上唱响青春、畅享人生！

Through such activities, it will enrich the daily life of staff, provided with a display platform other than work, can be reduced the work and life pressure. Here, you can see that they are not the same, give staff space, so that they enjoy to play, want to sing, sing the youth, enjoy the life in the HNAC stage!

长沙高新国税局与公司“税企廉洁文化共建”活动

The National Tax Bureau of Changsha Hi-tech Industrial Development Zone and HNAC carry out the activity for the tax enterprises building a clean and honest culture

8月26日，长沙高新区国税局与公司共同举办的“税企廉洁文化共建”活动启动仪式在高新区国税局报告厅举行。长沙国税局纪检组长刘国峰、长沙高新区国税局局长姚美其、公司董事长黄文宝等领导出席本次活动。

The National Tax Bureau of Changsha Hi-tech Industrial Development Zone and HNAC jointly carry out the activity for the tax enterprises building a clean and honest culture, the event launch ceremony was held in the National Tax Bureau of Changsha Hi-tech Industrial Development Zone on August 26, 2015. Mr. Liu Guofeng who is the discipline inspection team leader of The National Tax Bureau of Changsha Hi-tech Industrial Development Zone, Mr. Yao Meiqi who is the director of the National Tax Bureau of Changsha Hi-tech Industrial Development Zone, Mr. Huang Wenbao Who is chairman of HNAC Technology Co.Ltd and the other leaders attend the activity.

公司秉承“坦诚、务实、合作、进取”的企业文化，自成立起就坚持企业廉洁建设并制定相应制度规范员工行为，本次活动是长沙市开展税企廉洁文化共建的首次尝试，将陆续开展岗位互换、文化互通等活动，持续推进税企廉洁文化共建，以达到增强文化感染力，纯净涉税环境，营造廉洁征纳氛围，实现法纪共守，税企双赢的活动目的。

Under the guidelines of “Frankness, Practicality, Cooperation and Enterprising”, HNAC Since its estalishment, adhere to the integrity of enterprises to build and develop the corresponding system to regulate staff behavior, the event is the Changsha City to carry out corporate tax honesty culture and build the first attempt, will continue to carry out the post exchange and cultural exchange activities, continue to promote the tax rate to build a culture of integrity, in order to enhance the cultural appeal, pure tax environment, and create a levy a clean atmosphere, achieve law and discipline mutal keep, a win-win enterprise tax activities.

一年一度的运动会，可以说是我公司的一件盛事，有助于进一步丰富和活跃员工精神文化生活，提高生活质量；有助于弘扬集体主义和创新精神，增强向心力、凝聚力，激发广大员工的创业热情；有助于员工释放精神压力，转移消极情绪，以积极健康的心态投入生产生活，促进家庭和谐、公司和谐、社会和谐。

The annual sports meeting, can be said to be a grand occasion of HNAC, to further enrich and active cultural life of the staff, improve the quality of life;





contribute to the spirit of collectivism and the spirit of innovation, enhance the centripetal force, cohesion, stimulate entrepreneurial enthusiasm of the broad masses of workers; help employees to release the mental pressure, transfer negative emotion, make a positive and healthy attitude to life and input to production, promote family harmony, company harmony, harmonious society.



四、反馈与评价 Feedback and evaluation

2015年我公司在社会工作方面获得的荣誉有：

获评 “2015年度长沙高新区先进基层工会” 。

获评 “2015年度长沙高新区安全生产工作先进单位” 。

The honors we gained in social work in 2015:

HNAC was crowned the “2015 advanced basic-trade union in Changsha Hi-tech Industrial Development Zone”

HNAC was crowned the “2015 Advanced Unit in Safety Production in Changsha Hi-tech Industrial Development Zone”



地址：湖南省长沙市高新区麓谷麓松路609号 邮编：410205
电话：0731-88238888 传真：0731-88907777
免费服务热线：400 0586 896
邮箱：hnac@cshnac.com 网址：www.cshnac.com

Add: No. 609 Lusong Rd, Lugu, High-tech Zone, Changsha, P. R. China Postal Code: 410205
Contact: International Engineering Dept., HNAC Technology Co., Ltd.
Tel: +86 731- 8890 6157 Fax: +86 731 88907777
Email: overseas@cshnac.com Website: www.cshnac.com