

Speech of G.M

总经理致辞

自 2011 年加入联合国全球契约组织以来，笋科皮手套厂有限公司及新科皮厂一直以全球契约组织的十项原则为指导方针，在人权，劳工，环境和反腐败四个领域内不断自我改进，并在自身能够影响的范围内，通过供应链，去宣扬这些原则和选择供应商。

在过去的 2017 年，公司在人权，劳工，环境和反腐败四个领域内做出了多方面的努力，同时亦获得了诸多的成就。

未来，公司将继续支持全球契约组织的十项原则，并坚持把这些原则作为企业向前发展的重要指标。


Since joined the United Nations Global Compact in 2011, Sunpearl Safety Ltd. and Xinke Tannery have consistently taken the ten principles of the Global Compact as guidelines, self-improvement in human rights, labor, environment and anti-corruption that four fields, to preach these principles and choose suppliers through the supplying chain in the own influence area.

In the past 2017, the company has made many efforts in human rights, labor, environment and anti-corruption, and also gets a lot of success.

Future, the company will continue to support the ten principles of the Global Compact, and to adhere to these principles as an important indicator of the development for enterprises.

General Manager

总经理



Alain Baccou

艾伦 巴谷

Report of Communication On Progress

交流进展报告

Sunpearl Safety Ltd.and Xinke Tannery

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1、 HUMAN RIGHTS –人权

笋科皮手套厂有限公司及新科皮厂一直遵守中国法律，公司员工拥有宗教信仰自由，并且得到尊重，享有人身自由，身体不受束缚，同时享有由中国法律规定和保护的言论自由权利。

在公司内部，员工能够在合法的情况下，发表言论及建议，参加工会组织，开展工会活动。

Sunpearl Safety Ltd. and Xinke Tannery are always abiding Chinese Laws. The enterprise's employees have the rights of freedom, no fetter, also they have the right of speech which approved and protected by Chinese laws.

In our factory, and permitted by the laws, all workers have the rights to give suggestions and make conclusions, to join the workers' union committee and open activities.

2、 LABOR – 劳工

笋科皮手套厂有限公司及新科皮厂全体雇员依法成立员工委员会，与公司进行劳资协商；

The employees of Sunpearl Safety Ltd. and Xinke Tannery built worker's united committee under the laws, and have round-table meeting with the enterprises.

公司与每一位雇员签订劳工合同，明确雇员的工作范畴，工作时间，劳动报酬等，并依法享有中国法律规定的节假日；

The enterprises sign labor contract with each employee, the contract makes certain about the job, work time, salary etc., and the enjoyed holidays protected by Chinese laws.

公司遵纪守法，坚决拒绝雇佣童工，承诺永不雇佣年龄低于 16 岁的劳动力；

The enterprises abide the laws, determine to reject children workers, and promise to refuse labor less than 16 ages forever.

公司选择雇员时，坚持男女平等，依法接纳残疾人劳工，消除任何用人歧视。

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Male and female are equal, when enterprises choose labors. By the laws, the enterprises are available for the disables, against discrimination.

公司依照中国法律，依法给予孕妇休产假，并按照规定发放其工资。

In accordance with Chinese law, the company gives maternity leave, and provides wages according to the regular principles.

ENVIRONMENT – 环境

笋科皮手套厂有限公司及新科皮厂自成立以来，坚持对影响到的周边环境负责，注重环境保护工作，严格遵守中国环保法律、法规，严防任何环保事故发生；

From the beginning, the enterprises are always responsible for the environment that affected by themselves, take care of the protection. The enterprises also strictly abide the environment laws and rules, to prevent any pollution case.

公司配备污水处理站，拥有一整套完善的污水处理设施，雇用专业的管理技术人员，使用科学、经济、可靠的污水处理工艺；

For the enterprise, a waste water treatment have been built, and it is equipped with a set of full treatment facility, managed by professional skillful persons, running with a scientific, economic and reliable treatment process.

多年以来，公司不断提高污水处理能力，改善污水处理质量，使到处理后的污水能够循环再用。目前，现已实现 80%的污水回用；

Rejected-water release online monitoring system now is used in XINKE tannery, and it works in 24 hours to monitoring the quality of the rejected-water, in order to avoid the non-compliant water releasing.

新科皮厂现已投入使用污水在线监控系统，对废水的排放质量进行 24 小时监测，避免不达标排放。

From many years, to reuse the treated water, the enterprises keep to improve the treatment ability and the quality of process.now, 80% treated water are used.

无论过去，还是将来，公司都致力为雇员提供安全，舒适的工作场所。

Both before and the future, the enterprises devote to offer safe and comfortable job place for their employees.

3、 ANTI-CORRUPTION – 反腐败

腐败是全人类的公敌，笋科皮手套厂有限公司及新科皮厂对企业腐败保持高度的警惕，积极采取任何防范措施，预防企业腐败行为的发生。

Corruption is a public enemy, Sunpearl Safety Ltd. and Xinke Tannery are highly vigilant with corruption, and positive to takes any measures to prevent inner-enterprise's corruption.