

在新的一年里，鹏远新和将以行动继续支持联合国全球契约关于人权、劳工、环境及反腐败方面的十项原则
Pioneer Logistics continues to support the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption

鹏远新和国际物流有限公司 2017 可持续发展报告

Sustainable Development Report
2017 Pioneer Logistics Co., Ltd.



We PIONEER LOGISTICS support 10 principles of UN Global Compact in the areas of Human Rights, Labor Standards, the Environment, and Anti-Corruption.

报告说明 REPORT INSTRUCTION

报告范围 Report Range

本报告以鹏远新和国际物流有限公司为主体，涵盖总公司及子公司。

报告时间范围：2017 年 1 月 1 日至 2017 年 12 月 31 日。

This report covers the practice of sustainable development of Pioneer Logistics (including the headquarters and all branches) from January 1, 2017 to December 31, 2017.

报告编制原则 Report Formation

本报告参照全球报告倡议组织《可持续发展报告指南 4.0》、联合国全球契约十项原则及联合国全球契约年度进展报告实践指南等标准要求编写。

This report is formed in accordance with GRI 4.0, The UN Global Compact's ten principles, and COP formation guidance.

报告内容说明 Report Content

报告包含鹏远新和国际物流有限公司在人权、劳工、环境、反腐败等方面的可持续发展责任。

This report covers topics concerning the sustainable responsibility of Pioneer Logistics on human rights, labor, environment and anti-corruption.

报告指代说明 Report Reference

文中出现的“鹏远新和”、“鹏远物流”、“公司”以及“我们”均代表鹏远新和国际物流有限公司。

“CPL”, “the company”, “us” or “we” all refer to Pioneer Logistics.

报告发布形式 Report Issuance

报告语言为中文和英文两种，在对两种文本理解上发生歧义时，请以中文文本为准。

This report is issued in two versions, Chinese and English. In the event of any dispute or misunderstanding as to the interpretation of the language or terms, the Chinese version shall take control.



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专注价值分享

DEDICATED TO SHARED VALUES

可持续发展报告 2017

Sustainable Development Report 2017

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总经理致词

A WORD FROM THE GENERAL MANAGER

一年来，鹏远新和在 2016 的基础上加快调整转型，积极贯彻创新、协调、绿色、开放、共享五大发展理念，掀开了发展的崭新篇章。在以市场为导向、以客户为中心的基础上持续发展的同时，鹏远新和积极履行经济、环境和社会责任，切实维护企业的可持续发展。

During the past year, Pioneer Logistics moved onto a new chapter on development, sped up the pace of adjusting and upgrading core business on the basis of the 2016, positively implemented the core development concept of "Innovation, Coordinate, Green, Openness, Sharing". With the development of the core concept of "customer-focused & market-oriented business", we actively fulfill the requirement of our economic, environmental and social responsibilities, effectively protected the sustainable development of CPL.

朱明奇 Steve Zhu

鹏远新和国际物流有限公司总经理
General Manager of Pioneer Logistics Pty Ltd.

专注价值分享 Dedicated to Shared Values

专注价值分享 是指引我们行为的原则。价值分享不止为公司利益也为员工、客户、环境、社会团体等。我们为客户提供高品质的服务；我们坚持以人为本的员工管理理念；我们为国内外大学生提供了解社会和企业文化的平台；为实现绿色物流目标，我竭尽全力减少运输车辆尾气排放，减少包装材料浪费及节约用电。基于价值分享理念，我们正在积极地面对和处理当代经济和社会挑战，为人们更好的生活做出贡献。

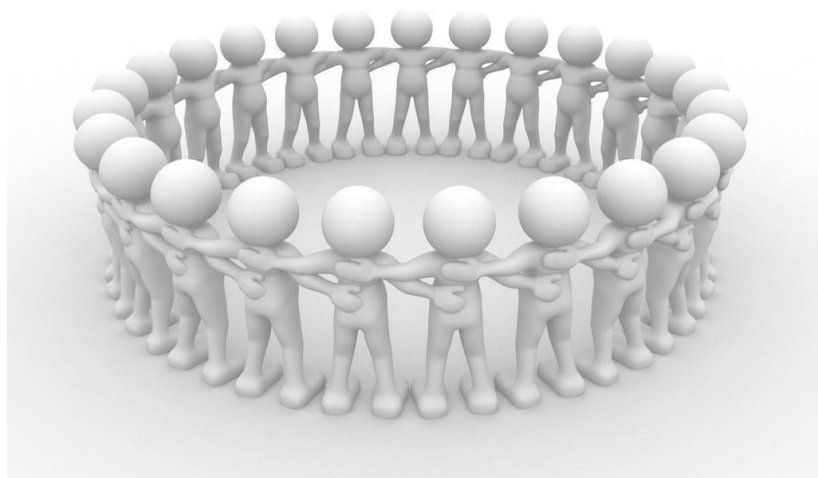
DEDICATED TO SHARED VALUES is the principles that guide our actions. The shared values is not only for the benefit of the enterprise but also for employees, customers, environment, communities and so on. We provide the customers with high quality services; we adhere to a management strategy of people-orientation; we offer a social and cultural platform for domestic university students and international students; In order to achieve a goal of the green logistics, we try our best to reduce truck exhaust, a waste of package material and saving electrical energy. Based on the principle of shared values, we are positively facing and tackling the economic, environmental and social challenges of our times in order to make contribution to better lives of people in the globe.



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以人为本 People-Orientation

我们一直坚守‘以人为本’管理理念-在管理过程中以人为出发点和中心, 围绕着激发和调动人的主动性、积极性、创造性展开的, 以实现人与企业共同发展为目标的一系列管理活动。



我们深刻体会到人的发展是企业发展的前提, 因为员工的聪明才智是企业重要的知识资源, 它的开发程度决定着企业能否持续发展。所以, 企业搭建、形成和完善内部培训体系, 形成与客户业务技能联动交流机制, 全员能力和综合素质在教学互长的环境中不断得到提升。在新的

一年, 鹏远新和也将持续认真履行对员工的责任, 继续为员工发展创造良好环境。

We continue to adhere to the people-oriented management strategy-during the management, we orient employees encouraging and motivating their enthusiasm, positivity and innovation in order to achieve a management goal of development of both employees and the enterprise. We get a deeper understanding of a fact that the enterprise development is based on the development of employees. This is because employees' intelligence is a significant knowledge source of the enterprise and at the same time there is an increasing trend between a degree of this source development and sustainable development of the enterprise. Therefore, We strengthened the inner training programs and by building interactive learning channel for the employees between CPL and our customers' company, which significantly raised the professional skills and comprehensive quality for all employees involved. CPL will continue to earnestly fulfill the responsibilities for our staff and keep on creating & sustaining a better environment for their developments.

总经理

General Manager of CPL



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公司概况 COMPANY PROFILE

鹏远新和国际物流有限公司（以下简称鹏远新和）成立于 1993 年，是一家创新型、综合性专业第三方物流企业，致力于为客户提供新型供应链一体化解决方案，整合采购、进出口代理和报关、仓储、包装、配送与售后等服务，形成一站式的供应链管理，与多家著名企业建立长期战略合作关系。人才专业化、管理系统化、服务规范化、物流网络化，使鹏远新和倍受国内外客户的信赖，并且多次获得各合作航空公司及物流业界的奖项和好评，在中国物流行业享有较高声誉。

我们关注客户需求，及时提供专业解决方案，为持续增加客户价值承担责任。

We focus on customers' wants and needs, provide professional solutions on timely basis, and are responsible for enhancing customer value consistently.

Pioneer Logistics (CPL) was founded in 1993 and is an innovative and professional third-party logistics enterprise. CPL is committed to provide advanced integrated supply chain solutions such as integrated procurement, import and export, customs clearance, warehousing, packaging, distribution, customer service and more for its customers. Specialized employees, systemized management, standardized service and well-networked logistics enable CPL to be a reliable partner and have helped CPL receive a good reputation from customers in and outside China!



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资质 Qualification

鹏远新和是由商务部批准的国际货物运输代理企业，也是首批经中国民用航空总局和民航华北管理局批准的兼有航空运输一类客、货和二类客、货销售代理业务资质的航空运输销售代理人。而在国内综合物流方面，鹏远新和拥有完善的道路运输资质以及独立运输车队，并且长期与铁路运输部门保持紧密的合作关系。公司利用完善的第三方物流和仓储管理信息系统以及 GPS 定位跟踪系统，针对中国物流企业的实际运作特点不断开发、创新。

鹏远新和有以下主要会员资质：

Main Qualifications

1	Business License of Legal Entity
2	Organization Code Certificate
3	Tax Registration Certificate
4	Road Transport Operator's License
5	ISO9001 Quality Management System Certificate
6	ISO14001 Environmental Management System Certificate
7	Occupational Health and Safety Management System Certificate

- | | |
|---|--|
| 8 | IATA Registered Agent for Air Cargo Transportation |
| 9 | IATA Registered Agent for Air Passenger Transportation |

Pioneer Logistics is an international forwarding company approved by the Ministry of Foreign Trade and Economic Cooperation (MFTEC), and an air transportation sales agent, one of the first agents with Class-A passenger and cargo sales certificate by CAAC. PL has grown into a leading provider in the domestic logistics industry. Its truck fleet equipped with GPS, warehouses, distribution centers and state-of-the-art IT system, that enhance productivity and ensure we continue to be a leading company. Furthermore, we keep close partnership with railway operations, which are advantageous additions to our business category.

Pioneer Logistics obtained membership in the following organizations:

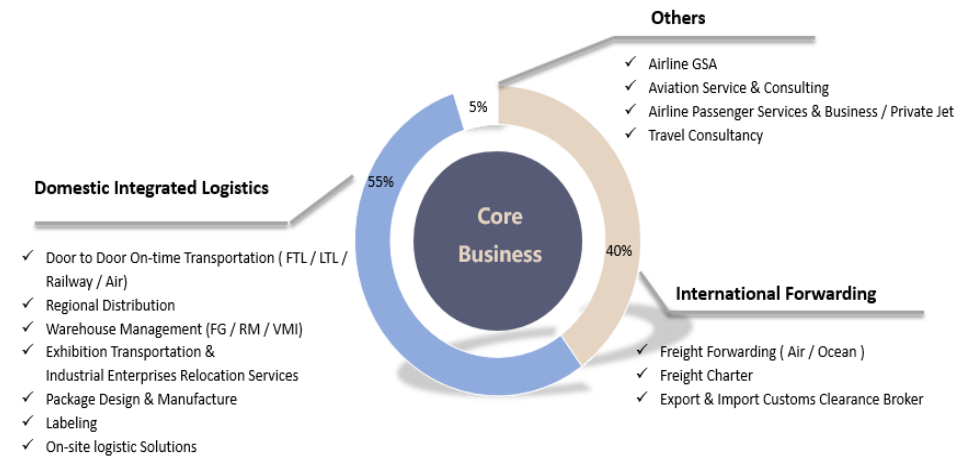


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业务领域 Business Profile

公司主营业务有国内综合物流、国际货运代理及其它航空咨询、国际包机与旅游服务等。

The business profile of Pioneer Logistics covers domestic integrated logistics, international freight forwarding and charters, aviation consulting and other related services.



除了公司的主营业务以外，鹏远新和还提供电气工程与安装服务、供应链综合管理咨询、以及酒店票务服务等物流相关增值服务与配套产品，凸显了鹏远 新和如下几方面优势：

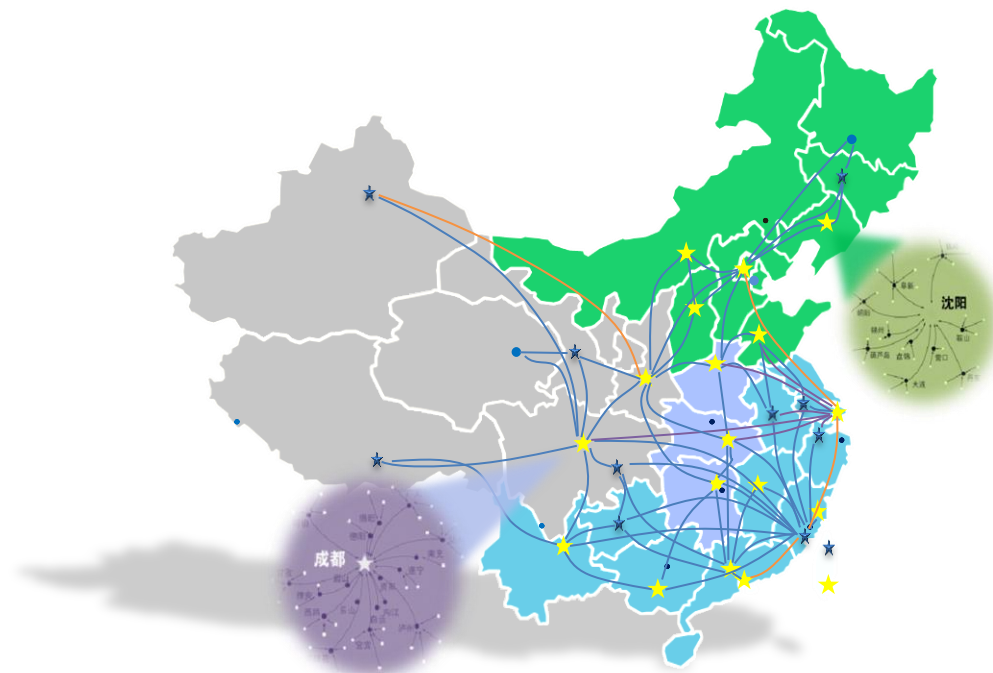
- ✓ 增加了公司产品之间的融合性和弹性。
- ✓ 完善的配套支持服务，可满足相关附加服务要求，
给客户一揽子服务与一站式解决方案。
- ✓ 强大的综合物流平台可迅速响应客户的需求和变化，灵活调配服务团队和硬件/软件资源，定制高效节能的优质服务。

In addition to the company's primary logistics services, we provide services such as transportation and accommodation bookings, packaging services as well as electrical engineering and installation services. Which highlights the following advantages of CPL:

- ✓ Integrated product packages
- ✓ Supportive resources to fulfill additional service requirements of our customers and provide one-stop solutions
- ✓ Strong integrated logistics platform capable of quickly respond to customer's needs and changes, flexible deployment of service team and hardware / software resources, customized efficient and quality services.

国内综合物流业务 Integrated Logistics

鹏远新和通过整合多种运输资源形成了覆盖全国约 3,500 个节点和地区的物流网络，并在全国范围内拥有约 15,000 平米的集货室内操作平台。



凭借完善的运输网络和多年的操作经验，鹏远新和可为客户提供全国范围内的门到门限时运输服务、区域性及城市配送业务、仓储管理及供应商库存管理业务、展览运输业务、供应链综合管理和咨询业务等。

Pioneer Logistics has a strong capacity in the land transportation market in China. We can provide door-to-door time-efficient transportation, regional and urban distribution, warehousing management and vendor managed inventory. Our extensive operation services include transportation business, supply chain management and consulting based on our well-developed transportation networks.

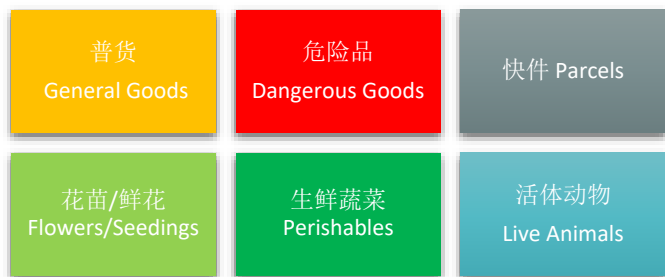


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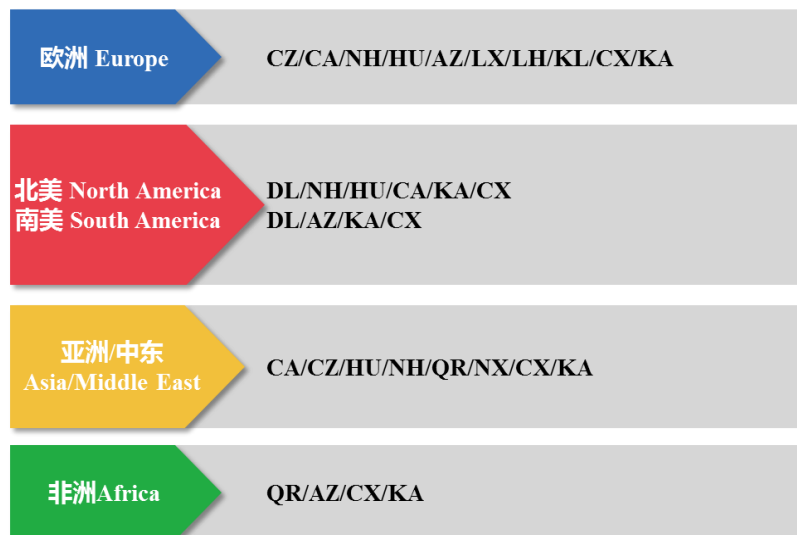
国际代理业务 International Freight Forwarding Business

鹏远新和凭借强大的国际网络支持和对中国航空货运市场的精通以及国内专业的操作能力，在国际进出口运输行业、报关清关领域以及海陆空多种方式联运领域赢得了良好的口碑和美誉，并维持了较高的客户满意度和广阔的客户群。

Depending on the support of powerful international networks, the profound understanding of airfreight market in China and the its professional operation capacity, PL has earned an excellent reputation and customer loyalty in the industry of international and domestic import & export transportation as well as in the fields of custom clearance and multimodal transportation. As a professional logistics company subordinate to CAAC, PL posses' unique advantages in developing chartered business in the international and domestic market.



主要航线 Main Flight Lanes



包机租船业务 Air and Ocean Charters

鹏远新和多次承接国家重要的政治性客包机项目的运输服务，目的地远至非洲和中东，并且具有丰富的商业性包机运作经验，与多家国内外航空公司建立了良好的关系，可在最短的时间内根据客户需求拟定最安全经济的包机航班计划，并可提供点对点客包机业务。作为中国民航下属的专业物流公司，鹏远新和在国际、国内市场上发展包机租船业务具有得天独厚的优势。

Pioneer Logistics has taken several tasks of important governmental passenger charters, with the destination ranging to Africa and the Middle East; we have sufficient commercial charters operation experience. We



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maintain a good relationship with many airlines, which we could design an economical and provide safe air charter solutions for the customers, including door to door air charter.



航空售票业务 Flight Ticket Business

鹏远新和是经民航总局和民航华北地区管理局批准的一类航空客票代理，是民航总局（CAAC）指定的航空票务代理机构，是国际航空运输协会（IATA）和航空运输销售代理人协会注册会员，是专门从事国际、国内机票代理销售业务及旅行、酒店预订及相关经济信息咨询服务的专业服务公司，在北京拥有正式销售代理机构。

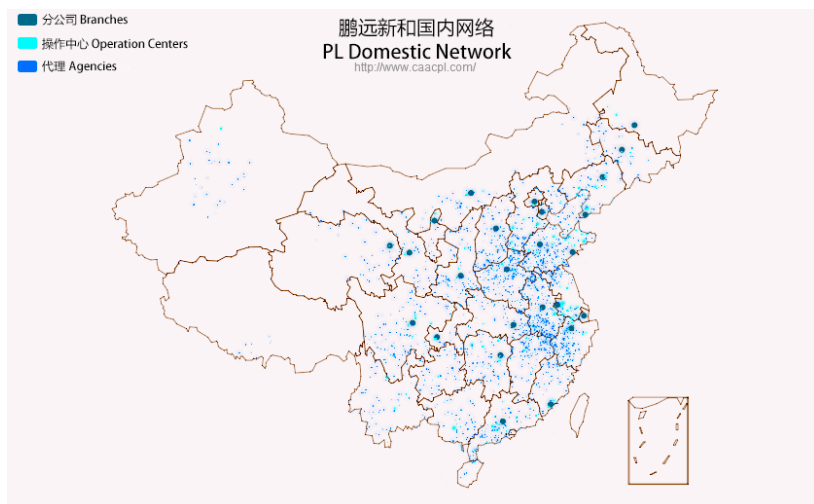
Pioneer Logistics is the class-A ticket agency approved by CAAC, the appointed air ticket agency by CAAC and the member of IATA and Aviation Transportation Sales Agency Association. We specialized in international and domestic tickets sales agencies business, hotel reservation and economy information consulting services. We also own our formal sales agencies institution in Beijing.



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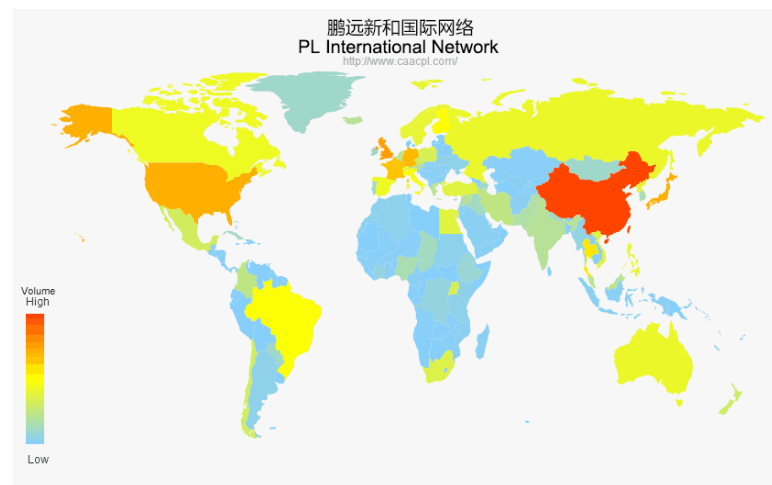
公司网络 Company Network

鹏远新和总部设在北京。目前国内在天津、广州、上海、沈阳、长春、秦皇岛、大连、深圳、武汉、合肥、厦门、珠海、成都等地设立了 25 个分公司、36 个操作中心和 198 个操作点，服务网络遍布全国 60 多个城市，依靠专业、健全的操作网络为客户提供安全、快捷、高效的物流服务。在海外已形成了以欧洲、中东、北美、南美、澳洲、日本及东南亚为重点的国际业务网络。



Pioneer Logistics is based in Beijing, owning 25 branches, 36 operation centers and 198 operation stations around China, our services networks spread all over 60 cities throughout the country. Relying on sophisticated operation network, PL provides safe, rapid and high effective logistics

service for customers. And in terms of its global network, PL is leading the way in lines to Europe, The Middle-East, North America, South America, Oceania, Japan and South East of Asia.



服务客户 Customers

我们致力于与全球各大企业间的交流和合作，主要客户分布在电力、汽配、化工、电子、药品、食品、会展等领域，包括 Schneider、ABB、Siemens、Hyundai、Toyota、以及最新合作伙伴 Bosch、Honeywell、京东等。



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通过各行各业物流需求的研究和实际操作经验，鹏远新和摸索出了完备有效的物流操作体系，可为不同需求客户的需求量身定做物流运作方案，并且在实际运作中快速调整，最大化地满足客户高质低耗的物流需求。

We are dedicated to the communication and cooperation with global companies. We provide service to companies in the fields of electronics, electrics, power, petroleum, automobile, chemistry, food, exhibitions etc. The VIPs are Schneider, ABB, Siemens, Hyundai, Toyota, and recently partnered corporation such as Bosch, Honeywell and JD etc. Based on rich experiences with a large variety of industries, CPL could tailor-make viable and effective logistics management for every kind of customers and may most closely meet their logistic needs. We have received great customer feedback and have a strong reputation in the industry owing to our years of standardized and customer-tailored service.

战略与管理 STRATEGIES AND ADMINISTRATION

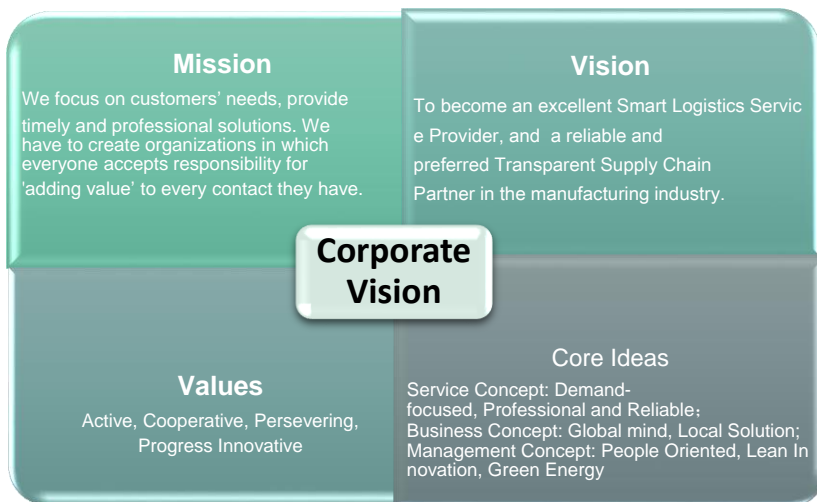
鹏远新和在为中国物流业贡献力量的同时，将履行社会责任、坚持可持续发展等问题纳入到企业的新型发展战略之中。在鹏远新和现阶段的发展中，坚持既要追求经济效益，又要追求社会效益，注重环境保护的战略方针。

Pioneer Logistics contributes his strengths to China's logistics industry, and will add social responsibility and sustainable development to the new improved development strategy of the enterprise. In the current stage of development, it is not only necessary to insist on the pursuit of economic interest, but also the pursuit of social benefits, focusing on the strategy of environmental protection.



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企业愿景 Vision



可持续发展责任 Sustainable Development Responsibility



责任管理 Responsibility Management

可持续发展是人类社会的共同责任，我们是可持续发展的坚定支持者和实践者。我们将在科学发展观的指引下，以更大的决心、下更大力气、采取更加有效的措施推进可持续发展进程，为全球可持续发展做出更新的、更大的贡献。

Sustainable development is the common responsibility of human society, and we are a firm supporter and practitioner of it. We will be guided by the Scientific Development Concept with greater determination, greater



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efforts, to take more effective measures to promote the sustainable development process, to make new and greater contribution to the global sustainable development.

经济责任 Economic Responsibility

实现营业额的稳步增长，将净利润、纳税额作为企业经济责任的重要测量维度，通过知识创新和人才优势，发展核心业务，助力行业发展，推动经济，实现国有资产保值增值。

To achieve turnover robust growth and make the total net profit and tax a priority when calculating dimensions of enterprise economic responsibility. It is to recognize the value of fixed assets, innovation, HR advantages, developing core business, to make sense of industry development and promote the growth of the national economy.

环境责任 Environmental Responsibility

关注用水量、用电量、耗油量等关键指标，规范节能减排的标准和管理，加大监督力度，做好废旧包装、产品、污水、饮食垃圾等废弃物分类管理及处理与再利用工作。

In relation to water consumption, electricity use, fuel consumption per kilometer etc., as key targets of our environmental responsibility goals. To standardize the energy conservation and emissions reduction, strengthen the supervision, manage well of the packaging of the waste, such as sewage waste classification management and processing and recycling work.

社会责任 Social Responsibility

促进就业，保障人权、关注女员工、残疾人以及农民工的权利，提供平等沟通的工作环境，实现利益相关者间的相互协作，共建和谐；遵守商业伦理，反对商业贿赂，创造公平竞争的市场环境。

We promote stable employment, protect human rights, and are aware of the rights of female employees, disabled persons and migrant workers. We provide equal communication environment to promote collaboration, harmony and learning among community and parties of interest. We comply with business ethics, fight against commercial bribery in order to create a fair competitive market environment.

管理团队 Management Team

鹏远新和建立跨职能团队，依靠高水平的责任治理，对整个公司的企业社会责任事务进行高效管理。企业社会责任管理委员会组成人员为总经理及各下属部门的最高领导层，负责监管公司整体的企业社会责任和可持续发展工作，将企业社会责任的理念渗透到各部门相关战略、执行、管理等工作中，传达至每个员工，鼓励员工积极参与社会责任事项，促进责任理念与每个员工的日常工作相结合，将社会责任管理工作真正落到实处。

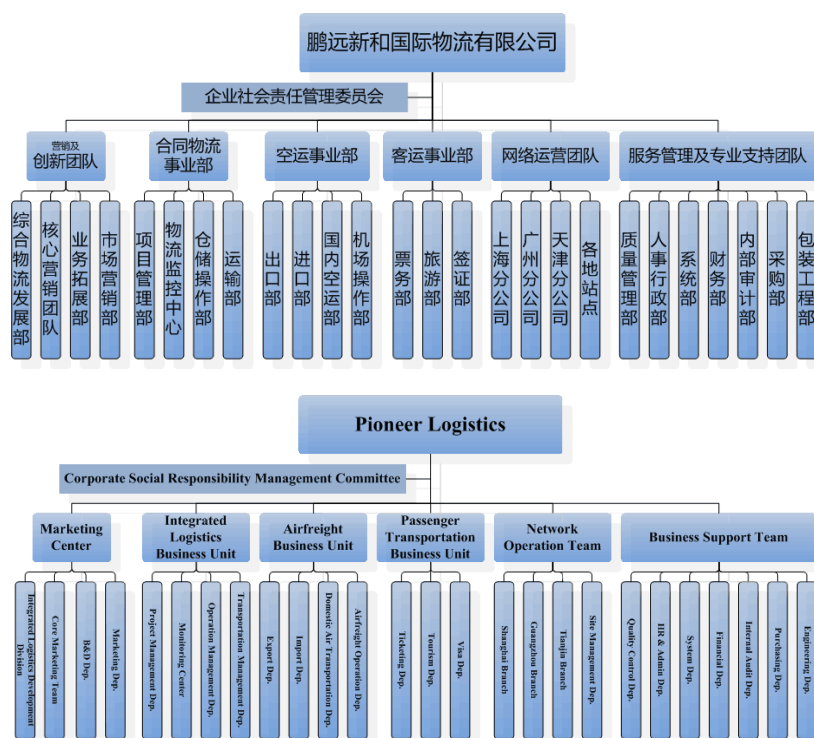
Pioneer Logistics establishes the cross-functional team, relying on a high level of responsibility management, to manage the company's corporate social responsibility affairs efficiently. The members of corporate social responsibility management committee are general manager and the subordinate departments for the highest leadership, they are responsible



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for the supervision of the company as a whole enterprise social responsibility and sustainable development, and to penetrate the concept of corporate social responsibility to the departments related strategy, implementation and management. Communicating to each employee and encouraging staff to actively participate in social responsibility issues and promote the understanding of responsibilities of each employee's daily work, combined with the social responsibility management exemptions.

组织架构图 Organization Structure



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利益相关方 Parties of Interest

我们根据利益相关方对企业可持续发展的影响程度和风险大小进行识别和选择，并且注意与多元化的利益相关方建立常态的沟通机制，倾听他们的需求，学习他们的长处，认真对待他们的反馈，以责任未双方带来巨大的价值。

We identify and select the parties of interest according to the enterprise sustainable development and the influence degree of the magnitude of risk, and pay attention to the interests of the diversification and establish related normal communication mechanism, and listen to their needs, learn their strengths, treat their feedback, and bring great value for both parties by the responsibility.

利益相关方列表 LIST OF PARTIES OF INTEREST

利益相关方	期望与要求	沟通形式及表现
政府	<ul style="list-style-type: none"> ❖ 诚信守法 ❖ 商业道德 ❖ 依法纳税 	<ul style="list-style-type: none"> ✓ 响应国家政策 ✓ 依法合规 ✓ 诚信经营
员工	<ul style="list-style-type: none"> ❖ 保障员工合法权益 ❖ 公平合理的薪酬福利 ❖ 完善的职业发展渠道 ❖ 安全健康的工作环境 	<ul style="list-style-type: none"> ✓ 员工关怀与改善薪酬激励 ✓ 增强员工参与管理度 ✓ 建立全方位培训体系 ✓ 打造良好企业文化

		✓ 建立通畅、透明的内部沟通渠道
行业	❖ 行业发展 ❖ 与合作伙伴共赢	✓ 推进行业自律 ✓ 培养行业人才 ✓ 积极参与国内外同业交流
客户	❖ 保持诚信 ❖ 优质的产品和服务 ❖ 高效的响应速度 ❖ 秉承共赢的合作态度	✓ 加强客户关系管理 ✓ 及时更新产品信息 ✓ 提高客户满意度
商业伙伴	❖ 优势互补 ❖ 信息共享 ❖ 实现互利共赢	✓ 业务交流 ✓ 定期走访 ✓ 建立长期合作关系
公众	❖ 提高物流服务 ❖ 为公众谋求利益 ❖ 支持社会公益事业	✓ 参加公益活动 ✓ 搭建公众平台 ✓ 增添多样化公众沟通渠道 ✓ 定期组织“公众参观日”活动
非政府组织	❖ 支持机构发展 ❖ 履行组织章程	✓ 积极参加有关会议及活动 ✓ 支持机构能力建设 ✓ 开展志愿服务
环境	❖ 节约能源 ❖ 提倡绿色出行、办公 ❖ 支持环保公益事业	✓ 节能经营 ✓ 广泛使用电子流程，深化无纸办公 ✓ 关注生态保护

✓ 实现环境友好

Parties of Interest	Expectations and Requirements	Communication and Performance
Government	❖ Integrity and abidance by law ❖ Business ethics ❖ Appropriate tax payment	✓ Responsive to government policies ✓ Regulatory compliance ✓ Integrity management
Employees	❖ Protect the rights and interests of employees ❖ Better employment opportunity and fair salary and welfare system ❖ Career development channels ❖ Safe and healthy working environment	✓ Staff care and welfare improvement ✓ Establish a full range of training programs ✓ Develop better corporate culture ✓ Enhance employee participation in the degree of management ✓ Establishment of transparent internal communication channel
Customer	❖ Trust-worthy ❖ High quality product and service ❖ Quick response time	✓ Strengthen customer relation management ✓ Up to date product information ✓ Improve customer satisfaction



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Business Partner	<ul style="list-style-type: none"> ❖ Complementary advantages ❖ Shared information ❖ Achieve mutual benefit 	<ul style="list-style-type: none"> ✓ Business communication ✓ Regular visits ✓ Build long term cooperation relationship
Publics	<ul style="list-style-type: none"> ❖ Improve logistic services ❖ Develop public interest and benefits ❖ Support public welfare undertakings 	<ul style="list-style-type: none"> ✓ Involve in public welfare undertakings ✓ Establish public platforms ✓ Multiple public communication channels ✓ Organize 'public visit day' on regular basis
NGO	<ul style="list-style-type: none"> ❖ Institutional development ❖ Fulfil the obligations 	<ul style="list-style-type: none"> ✓ Active participation in meetings and activities ✓ Support for institutional development ✓ Carry out volunteer service
Environment	<ul style="list-style-type: none"> ❖ Promote green travel and low-carbon life ❖ Support environmental welfare ❖ Ecological protection 	<ul style="list-style-type: none"> ✓ Energy saving operation ✓ Extended use of electronic process, work towards paperless office



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员工篇 Employees

员工的参与，技术才能不只是他们持续个人发展的一个保障，也是维持我们高品质服务和商业成功的重要依托。因此，我们提供支持和尊重的工作环境，确保员工有机会发展他们的个人专业技能。此外，我们不仅创建了一个具有积极和建设性的领导-员工之间的谈话平台，也提供了一个健康，安全和包容的工作环境。

Employees' engagement, skills and expertise are not only their commitment to continue personal development but also a significant foundation in keeping our high quality of services and business success. Therefore, we provide a supportive, respectful work environment where our employees have opportunities to develop their skills and expertise. Besides, we create a good platform for positive and constructive employer-employee dialogue and offer a healthful, safe and inclusive work environment.

尊重人权 Respecting human rights



鹏远新和支持与尊重《联合国工商企业与人权原则》，遵从相关的人权条例，并了解国际企业社会责任和框架的人权部分，深知作为一个组织对尊重和保护人权所应该承担的责任和为此应做的努力。

因此，我们已经将《联合国工商企业与人权原则》理念嵌入到公司的价值观和政策中，作为我们道德的罗盘指引着我们如何善待员工。我们明确地拒绝一切强迫劳工和雇佣童工不良行为，尊重每个员工的想法和选择，保证平等的就业选择机会。

We Pioneer Logistics pledge to support and uphold the values of "UN Global Compact-Principles of Human Rights". As a corporate company we are committed to ensuring that all employees at Pioneer Logistics, both understand and agree to comply with this bill of rights when conducting business internally and externally. We, as an organization, continually endeavor to improve our contributions to our Corporate Social Responsibility and strive to reach above and beyond our expected responsibilities, enabling us to protect and defend every employee's human rights and guarantee a safe, respectful working environment for all.

Therefore, the principles of UN Global Compact-Principles of Human Rights which have been embedded into our values and policies serve as an ethical compass to guide us in how we treat each employee within the organization. We clearly reject all forced labor or child labor, respect opinions and choices of each employee and guarantee equal opportunity in employee recruitment and selection.



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员工参与 Employee engagement



我们为员工提供一个积极，开放的交流平台，员工有机会表达对于鹏远发展，目前工作环境，晋升系统等方面的想法和建议。通过定期地领导-员工的谈心，我们清晰地了解我们哪里需要改善并且我们深知这个谈话对促进员工信任，积极性和忠诚度有潜在的影响。

进一步来说，员工的忠诚度和积极的态度有助于企业成功和实现企业策略目标。

We provide our employees with a positive and open platform in which they are given opportunities to express their opinions and suggestions for CPL development, current work environment, promotion system and so on. By the regular employer-employee dialogue, we clearly get to know where we need to improve and we deeply understand that this dialogue has potential influences on boosting employee trust, loyalty and motivation. Furthermore, the loyalty and positive attitude play a key role in driving our business success and achieving our strategic goals.

员工个人发展 Employee personal development



知识经济时代，员工更为看重的不是薪酬、福利，而是个人发展与个人价值的实现。为此，鹏远新和建立了完善的员工个人发展计划与培训计划。

In the era of knowledge economy, we often find employees weigh the realization of personal development and personal value over salary and welfare. For this purpose, CPL established personal development plans and training plans.

灵活的职业生涯规划 Flexible Career Plans

鹏远新和认为，员工职业生涯规划不是一成不变的，而是要寻求动态中的平衡。每一年度，公司都会根据员工具体情况对其职业生涯规划进行回顾并及时做出适当调整，同时通过内部轮岗帮助员工充分发掘自身潜力，更好地认识自我，寻求职业生涯发展的更多可能。

CPL believes that each employee's career planning is not static, but to seek a dynamic balance. Every year, we conduct reviews on every employee's career plans based on their personal circumstances and make appropriate adjustment, at the same time internal rotation may be conducted to help the employee to fully tap their potential.



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完善的内部晋升体系 Excellent Promotion System



上升空间对于员工不仅仅意味着更高的职位与薪酬，更是对其价值的肯定，以及获得更多工作经历的机会。在鹏远新和出现职位空缺时，人力资源部会及时发布公告，所有员工都可以根据自身的能力、兴趣竞聘，这为员工提供了在不同

部门、方向发展和不断学习的机会，对其个人发展有很大帮助。

Promotion for employees not only means a higher position and salary, but also the value recognition of the person and better opportunities. When vacancies arise in CPL, it will be announced by our HR department in a timely manner and all employees could apply for the position according to own capability and interest. This provides the opportunity for employees to work in different departments and directions to help their personal development.

多层次的员工培训系统 Integrated Training Program



鹏远新和为员工的学习、发展提供了很多资源，不仅鼓励员工在本岗位上不断提升，而且鼓励员工就未来可能担任的岗位进行学习。首先，对于新员工采用“师傅制度”，每名新员工都有师傅并在

工作、生活上给与其帮助、指导，使其尽快融入企业。其次，公司会

根据员工自身需求，制定个性化的培训计划，如沟通技巧培训、当众表达技巧培训等。

CPL invested a lot of resources for staff learning and development, not only to encourage employees to improve in their position, but also to acquire the knowledge needed for future possibilities. Every new employee will have a mentor to guide through the first stage of work, and personalized training programs such as communication skills will be offered.

多元化与机会平等 Diversification and Opportunity Equality



鹏远新和着力营造一个平等、公正的企业氛围，通过充分保障言论自由和广开言路，鼓励员工为企业发展献计献策，积极组织各岗位员工共同探讨和解决企业发展和实际运作中面临的问题，形成了上下一致、团结奋进的局面。

作为一家大型综合物流企业，鹏远新和的员工来自五湖四海，不同民族和肤色的员工享有同样的工作机会和职业发展机会。鹏远新和尊重各个民族的生活和文化习惯，并为不同文化背景的员工快速融入公司以及当地文化提供帮助。

By promoting freedom of speech and encouraging all employees to air their views, provide suggestions and be involved in the development of the enterprise, we at PL are able to create an equity driven atmosphere within the business. In keeping with our participative management style, every



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employee is actively encouraged to cooperatively discuss and solve any problems the enterprise may face.

CPL is a large-scale logistics enterprise, comprised of business professionals from all over China and every corner of the globe. CPL celebrates our diverse and multi-cultural environment, and ensures all employees are able to enjoy equal occupation development opportunities regardless of color, nationality, gender or socio-economic status. We respect the culture and lifestyle of others from different backgrounds and create appropriate accommodations for them so as to assist them to quickly adapt to life in China and immediately become integrated into our company.

职业健康&安全 Occupational health & safety



根据 ISO 职业健康安全、质量、环境管理体系认证要求，鹏远新和持续进行这一管理体系的内部审核、自我保证和监督。基于 ISO 职业健康安全要求，我们不断全面地改进优化我们工作场所的健康性和安全性，改善劳动条件，维护

员工的合法利益。这一举措增强了我们的企业凝聚力，完善了企业的内部管理，为创造更好的经济效益和社会效益起到保驾护航的作用。鹏远新和管理层依据自己预定的时间间隔体系进行评审，以确保体系的持续适宜性、充分性和有效性。



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According to requirements of ISO9001, ISO14001 and OHSAS18001, CPL continues to improve the internal EHS standard through ongoing management system of internal audit, self-assurance and supervision. Based on the OHSAS18001, We continuously and completely improve and optimize the health and safety of our workplace, improve working conditions, and protect the legitimate interests of employees.

职业健康 Occupational Health

鹏远新和十分注重员工的安全和健康，除基本医疗保险外，还做出了以下安排。


 办理补充医疗保险


 提供年度体检福利，保障员工身体健康状态


 创建瑜伽俱乐部，鼓励员工积极参加锻炼，强健体魄


 创造绿色工作生活园区，维护良好的办公环境


 举办工位 5S 环境评比活动，树立良好的办公环境意识

We believe that the health and safety of our staff are vital. Therefore, PL not only provides basic medical insurance, but also organizes and provides the following:

- Supplementary medical insurance for our employees;
- Annual medical examination to ensure the health status of each employee;
- Yoga Club for employees to encouraged participation in physical exercise after work, adding to their general well-being;
- The green working and living environment



- Organize 5S competition for office desks for making an awareness of a good working environment ;



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职业安全 Occupational Safety

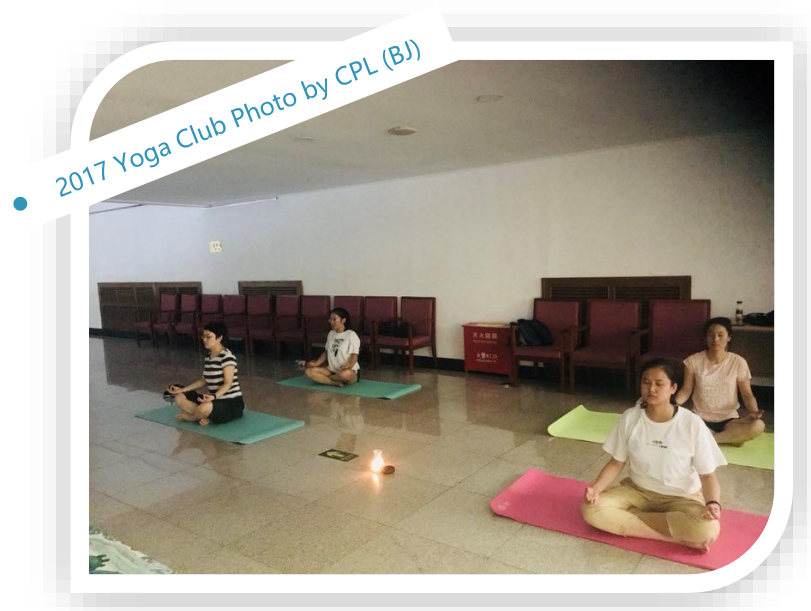
鹏远新和对于叉车驾驶员和厨师等岗位人员，要求持证上岗，积极制定服务提供流程图，制定设备器材维修计划，对各种办公和运营设备定期检查保养，保存记录。

同时，定期组织员工进行 EHS 培训，强化员工防患于未然意识，提高对潜在安全风险的敏感度。

Pioneer Logistics adheres to the most recent and up to date Environment Health and Safety guidelines and procedures. All staff members are made aware of the health and safety guidelines upon induction to the company. All employees responsible for operating heavy machinery, delivering shipments etc. are required to provide applicable certificates and qualifications to the appropriate management team member before commencing work, as well as receive induction trainings includes (although is not limited to) Fire drill training; correct record keeping procedures and equipment maintenance strategy for all of the appropriate office and operating equipment. We have established and implemented a strict EHS Management System in order to preserve and protect the Environment, Health and Safety of employees and the business. The EHS Management System, aiming to improve the internal management, cohesion and coordination within the enterprise, as well as overall effectiveness and efficiency has resulted in superior economic and social benefits for the company.

平衡工作和生活 Work-Life Balance

鹏远新和鼓励引导员工找到工作和生活的平衡点，消除一切形式的强迫劳动，定期为员工提供参与团队建设的机会，使大家在与同事出游的过程中充分感受生活的美好；定期到体育馆健身和组织各项体育活动，不仅拉近了同事之间的感情，而且为减轻工作压力，放松心情提供了良好的解决方案。



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Every employee requires a balance between work and home life. To alleviate the pressures of work and help individuals to relax, we motivate employees to participate in a range of activities such as team sports and exercise classes in order to promote a healthy balanced lifestyle; as an additional incentive to be active, gym cards may be supplied to staff and encouraged to organize and participate in team sports. We believe that keeping staff healthy and active leads to a better workplace environment and team-building sports such as basketball or football are beneficial for enhancing vital communication and cooperation skills.

• 2017 Group Activity Photo by CPL (BJ)



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环境篇 ENVIRONMENT

提高能效 Enhance Energy efficiency



在世界运输业积极应对气候变化、逐步降低碳排放的趋势下，鹏远新和率先在国内启动节能减排管理，全面梳理公司生产经营环节的能耗影响因素。鹏远新和将绿色运营理念从仓储到运输整个供应服务链，全面推行“绿色物流 The Green Logistics”项目。

鹏远新和群策群力，通过优化运输路线、优先选择绿色运输车辆、注重对运输车辆的养护，使用清洁燃料和节能型仓库等方案，不断提升自身的资源利用率，降低碳排放和能源消耗，促进地球可持续发展。

Under the trend of proactive response to climate change and gradually reduce carbon emissions within global industrial transportation industry, CPL have been keeping the management of energy saving and emission reduction, optimizing the energy consumption influence factors within the daily work of company production and operation. We have embedded the concept of Green Operation into the whole Supply Chain service, fully implementing the “The Green Logistics” project. CPL pulled the wisdom of everyone to boost our green concept for the sustainable earth development. We have increased the resources utilization rate, reduced carbon dioxide emissions and saved energy consumption via optimizing the transportation routes, emphasizing on vehicle maintenance, utilizing environmental fuels as well as choosing the green transportation vehicles and energy-saving storage scheme.



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内部
Internal

- *优化包装材料
To optimize Packaging material
- *场地节能改造
To do On-site energy saving transformation
- *推行节电办公
To promote Energy Saving at Work



外部
External

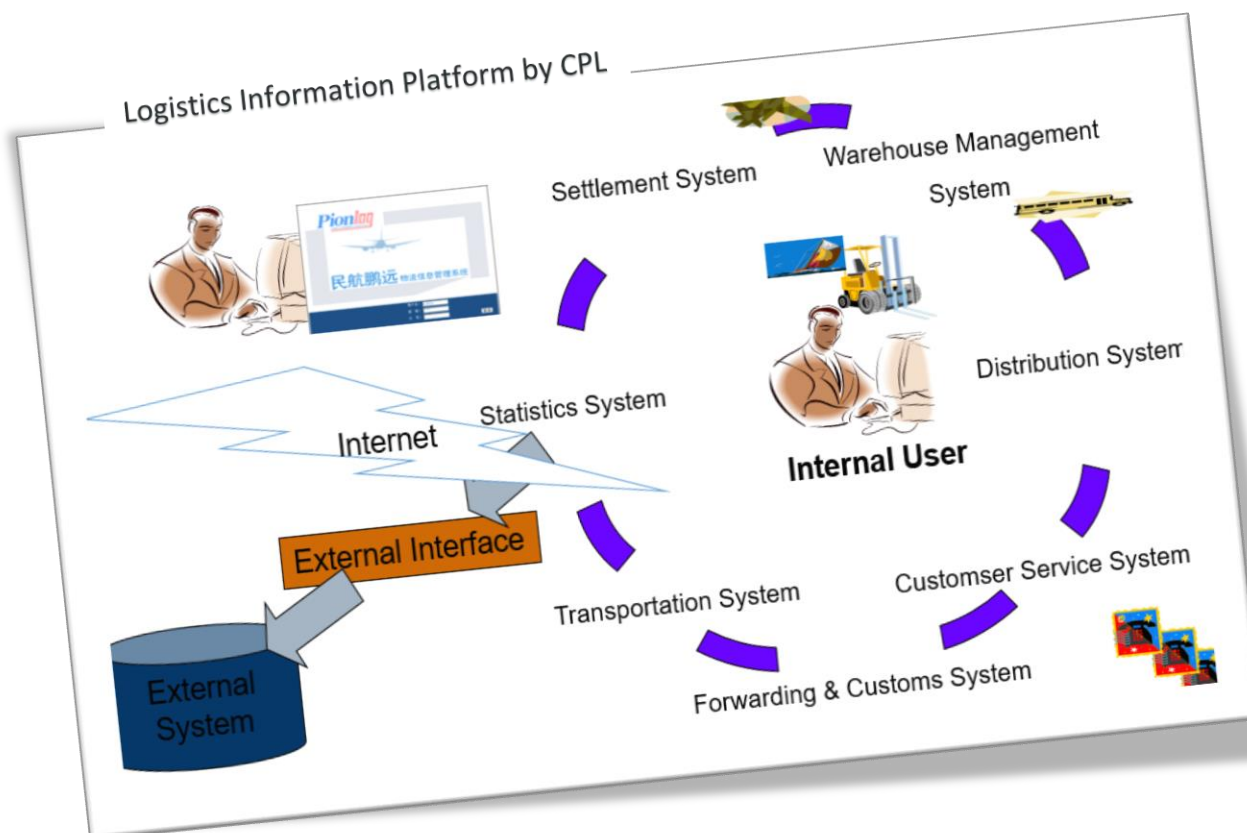
- *优化运输路线
To optimize goods transport routes
- *推广电子运单及报表
To promote electronic bill and report
- *优化物流管理系统
To optimize logistics management system
- *提供碳排放报告
To provide carbon emission report
- *开发废弃物管理等环保产品
To develop waste management and other environmental protection products

物流管理系统优化

Logistics management system optimization

通过优化现有的自主物流管理系统，鹏远新和实现与上游客户以及下游供应商的管理系统的直接对接，在对面单信息进行保密的同时节省了大量用纸需求，既节能环保又提高了物流公司的运转效率。通过与企业物流车辆管理系统的对接，实现节能减排、高效便捷，并通过车辆识别装置，提高车辆在调度过程中的准确度以及在识别过程中的精准度，提高整体的运输效率。

Through the optimization of independent logistics management system, CPL is working hard to achieve system integration with our customers and suppliers to protect the confidentiality of information and reduce the demand for paper. Both energy conservation and improvement of the operation efficiency are achieved by the integration of vehicle management systems, through the vehicle identification devices, the accuracy in the process of scheduling and recognition of the vehicle are improved, which uplifts the overall efficiency of transportation.



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反腐败篇 ANTI-CORRUPTION



为杜绝一切形式的商业活动的腐败和贿赂行为，鹏远新和加强内控机制，做到诚实守信，树立以守法诚信、优质服务为核心的经营理念。

In order to reject all forms of business corruptions, CPL have promoted honesty and trustworthiness and have laid emphasis on internal self-discipline system. Moreover, it is essential to obey the law, be honest and provide high quality services for business management.

内部廉洁自律制度设立 Internal Self-Discipline

鹏远新和深知企业稳定、持续发展离不开内部廉洁自律制度的设立，因此，我们结合自身的实际情况，强化制度监督，推进制度防腐；推行反腐培训课程，加强道德和思想教育；加强对易发多发腐败的重点环节、重点岗位人员的监督、管理力度。确保杜绝一切商业贿赂，创建公平竞争的营商环境和树立企业良好形象。

CPL deeply understands that there is a close correlation between a stable and sustainable development of corporation and the internal self-discipline system. Therefore, according to the corporation situation itself, we have emphasized the system supervision and taken advantage of the system to prevent corruption behaviors. Moreover, by regular anti-corruption training, we are able to lay a solid foundation for staff's ethical and ideological

education to help us build an incorruptible enterprise culture. Our staff strictly abide by management policies and have never accepted any form of bribery or participated in activities that could jeopardize their moral integrity or their job. Furthermore, we are serious to supervise and manage important staff who are easier and more frequently bribed in order to reject all forms of business bribe, establish business environment of equal competition and create a good corporation profile.

与所有供应商签订反商业贿赂 External Mechanism

鹏远新和与旗下所有供应商签订反商业贿赂条款，对供应商公布举报电话等反腐联系方式，对于商业贿赂行为，一经发现，绝不姑息。

All suppliers and partners who corporate with CPL are required to sign the Anti-bribery terms. This terms guarantee that we, as a state-owned enterprise actively carries out a series of anti-corruption procedures and strategies to establish ethical and genuine partnerships with companies that share similar ideologies. We prohibit any and all illegal activities in addition, any activities that violate morality and integrity, including bribery, cheating, plagiarism, money laundering, illegal transactions, and stealing company property are strictly forbidden.



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展望 OUTLOOK

鹏远新和的总体发展目标：在保持快速发展、优化结构、降低能耗、尊重环境的基础上，实现服务质量的不断提高。我们将继续秉承“以人为本、绿色物流、创新经济、持续发展”的发展原则，发挥物流技术与物流资源的优势，逐步完善和强化公司现有的产业链，实现企业、社会、员工共同发展的愿景，不断创新技术及管理模式，提升物流资源利用率及客户服务水平，积极参与与其他企业的国际化合作与竞争，继续保持行业领先，努力打造世界一流的物流企业。

Pioneer Logistics' overall development goal is to continually improve our quality of service, fast development, structure optimization, and respect for the environment through the reduction of energy consumption and carbon emissions. We will

obey the developmental principles of *people first, green logistics, economic innovation, and sustainable development* and improve on our logistics technologies and resources to strengthen our company's industrial chain. We will constantly work to create innovative technologies and plans

promoting effective and efficient utilization of logistics resources, and participate in international cooperation and competition with global and domestic enterprises to maintain an industry-leading level and build a world-class reputation as a credible logistics enterprise.



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