



*REPORT OF
COMMUNICATION
ON PROGRESS*

SNF(RUDONG) CHEMICALS
CO.,LTD

发展报告

爱森（如东）化工有限公司

2019.11



CATALOGUE 目录

Contents	Page
A. Statement of continued support 支持申明	3
B. Continuous improvement 持续性改进	4
C. Top management commitment 管理层承诺	6
D. Employee engagement 员工参与	7
E. Social ability 社会责任	14
F. Healthy Safety & Environment Policy 健康安全 and 环保方针	15
G. Safety 安全	16
H. Environment 环境保护	24
I. Anti-Corruption 反贪腐	25



STATEMENT OF CONTINUED SUPPORT 持续支持申明

Statement of Continued Support 持续支持声明

Dec 2018

To our stakeholders:
致本公司利益相关者：

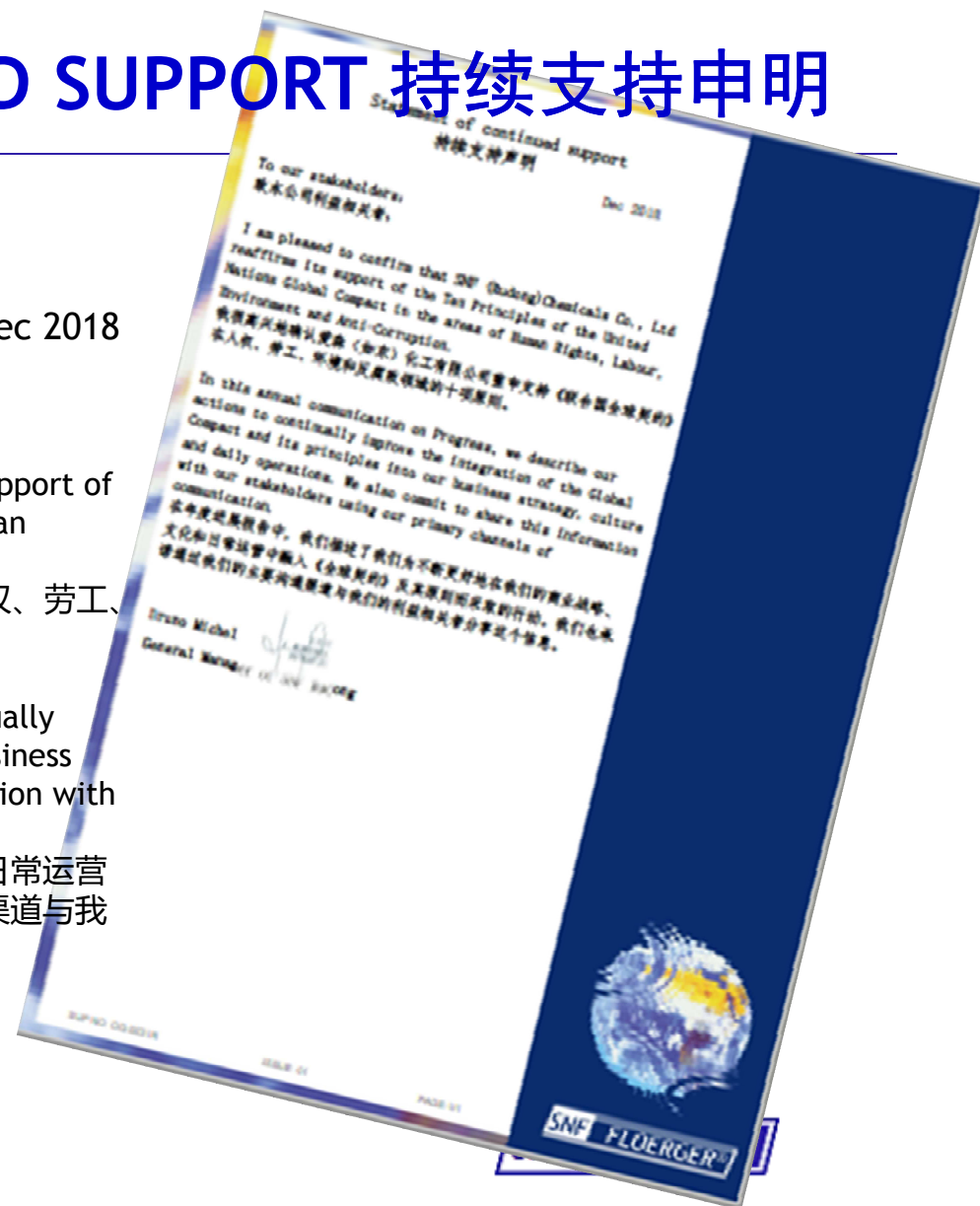
I am pleased to confirm that SNF (Rudong)Chemicals Co., Ltd reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

我很高兴地确认爱森（如东）化工有限公司重申支持《联合国全球契约》在人权、劳工、环境和反腐败领域的十项原则。

In this annual communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

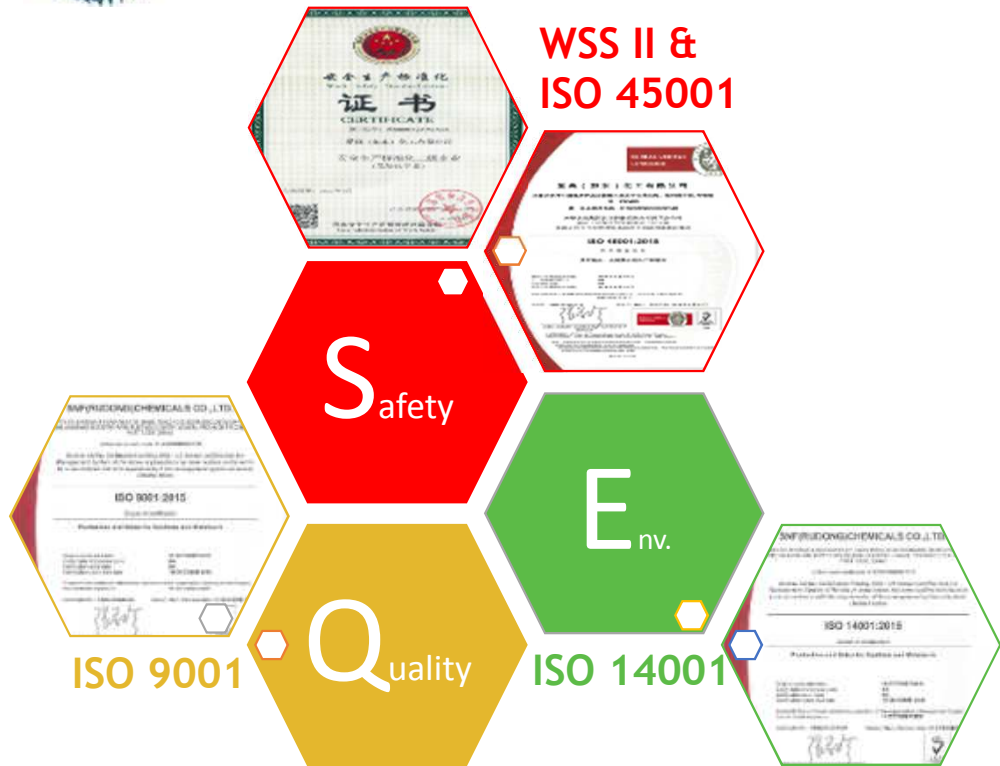
在年度进展报告中，我们描述了我们为不断更好地在我们的商业战略、文化和日常运营中融入《全球契约》及其原则而采取的行动。我们也承诺通过我们的主要沟通渠道与我们的利益相关者分享这个信息。

Bruno Michel
General Manager of SNF Rudong





CONTINUOUS IMPROVEMENT 持续性改进



- EHS and QA team daily inspection EHS和质量的日常检查
- Production team self-inspection 生产部门的自检
- Gemba observation-Engineer level 工程师级别的现场观察
- Gemba observation-Manager level 经理级别现场观察
- EHS Committee meeting 安委会月度会议
- Internal audit plan 内部审核
- Management review 管理评审
- External audit by BV certification 外部审核
- External audit by Government or interested parties 相关方审核
- Set the objectives according to the output of Management
- 根据管理系统的输出设定目标

**Maintain management system
“alive”!**
确保我们的管理体系是有活力的!

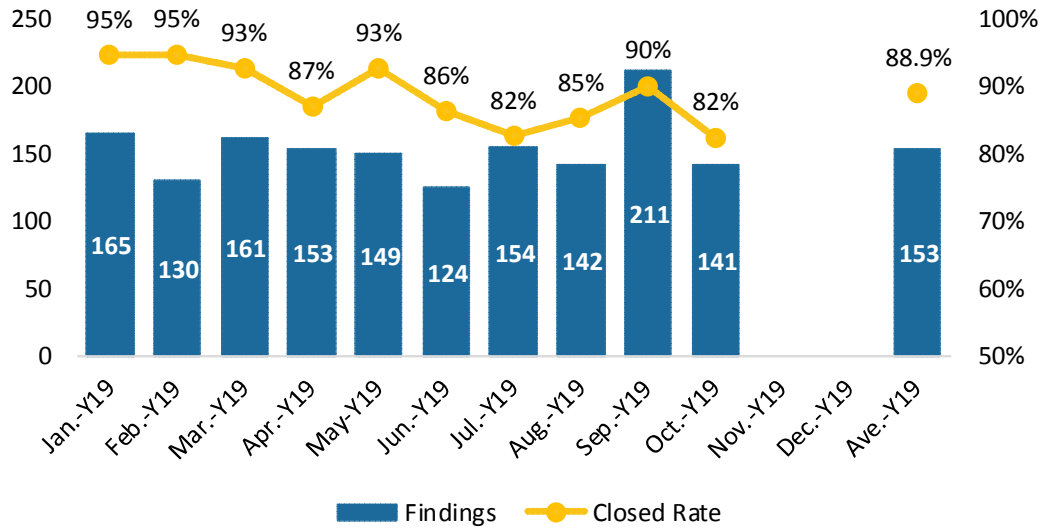


- In 2019, we have got ISO45001 and WWS II certificates. 2019年通过ISO45001职业健康安全管理体系和安全生产标准化二级的认证证书。
- Passed the Surveillance Audit by BV with no major NCs. 通过必维的监督审核，没有严重不符合项。
- Smoothly through SA Audit by KPMG. 顺利通过毕马威社会责任审核。

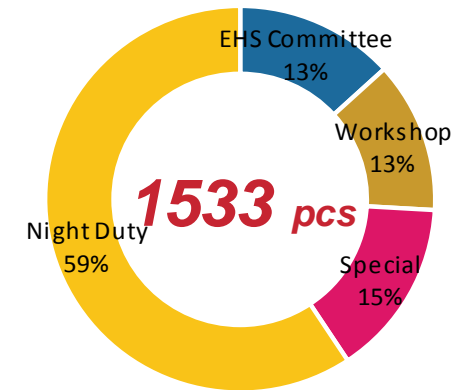


CONTINUOUS IMPROVEMENT 持续性改进

EHS Inspection 环境职业健康安全检查



EHS Inspection Classified by Types 环境职业健康安全检查分类



- In order to keep our EHS management system alive, we conduct EHS inspection every month. 为了确保EHS管理体系是有活力的，我们每个月组织相关检查。
- The average quantity of finding was 153 pcs every month with about 90% closing rate. 每个月平均有153个发现项，关闭率大约90%。
- As mentioned on the previous slide, each level staff participate in these activities. 正如上一张幻灯片提到的，每个级别的员工都参与这些检查活动。

- EHS inspections could be divided into four parts: Night Duty, EHS Committee, Workshop and Special. EHS检查可以分为夜班值班、安委会、车间和特殊检查四类。
- Frequency of each inspection: 每种检查的周期
 - Night Duty every night shift 每天夜班
 - EHS Committee every month 每个月一次
 - Workshop two times every month 每个月两次
 - Special as planned 根据计划



TOP MANAGEMENT COMMITMENT 管理层承诺





EMPLOYEE ENGAGEMENT 员工参与

- We always to encourage our employees to participants in the following activities:

我们一直鼓励员工参与以下活动:

- Meanwhile, we create many ways to realize employee engagement: 同时, 我们建立了多种渠道实现员工参与:



- 工会
- Labor Unions
- 安全委员会
- Safety Committee
- 宣传栏
- BBS
- 餐厅调查
- Canteen investigation
- 隐患排查
- Near miss identification
- 员工培训
- Employee training
- 工作安全分析活动
- JHA activities
- 日常沟通, 邮件、电话、面谈
- Daily communication, such as E-mail, call, face-to-face talk

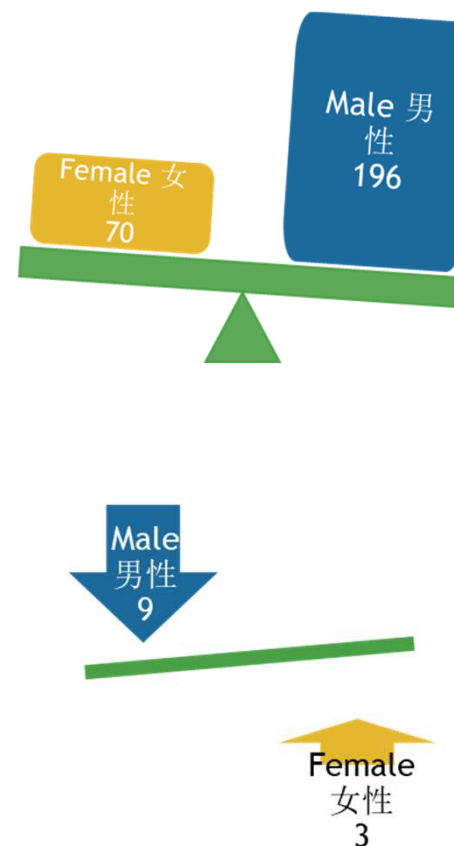


EMPLOYEE ENGAGEMENT 员工参与

SNF RUDONG Employee Make-up 爱森如东人员组成

Age structure of employees 员工年龄构成	
Age Bracket 年龄段	Y 2019
< 18	0
18-20	3
21-30	73
31-40	113
41-50	69
>51	7
total	266
No child workers or underage workers 没有通过或未成年工	

We only hire adults according to our policy. 根据公司的政策，我们只雇佣成年工。



- 266 employees, 70 of them is female. The male to female ratio is 2.8:1. 现有员工266人，女性70人，男女比例：

2.8:1

- 11 managers, 3 of them is female. The male to female ratio is 3:1. 经理11名，女性3名，男女比例：

3:1





EMPLOYEE ENGAGEMENT 员工参与

Training: Value and develop everyone's skill
培训：重视和发展每个人的技能

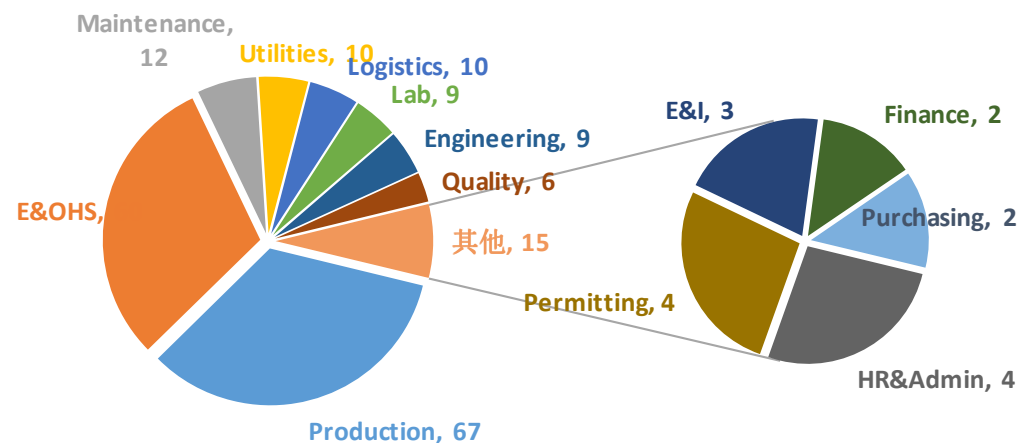
- In Y2019, we've organized **27** kinds of external training for our employees covered all departments or functions, such as Safety, ISO Management Systems, Quality, Purchasing, HR, logistics etc. 2019年，一共组织27种外形课程，按照部门或功能分，如安全、管理体系、质量、采购、人事和物流等。

DISTRIBUTION OF EXTERNAL TRAINING COURSE
外训课程分布



- In Y2019, we planned and conduct **198** internal continuous training courses for employees based on training demands investigation and analysis. 2019年，根据培训需求的调查和分析，一共组织了198种内训课程。

DISTRIBUTION OF INTERNAL TRAINING COURSES
内训课程分布

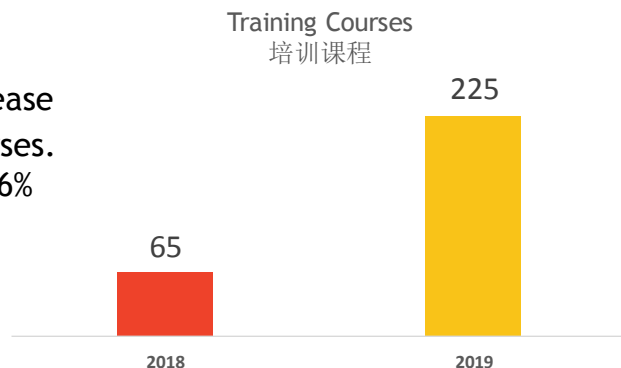




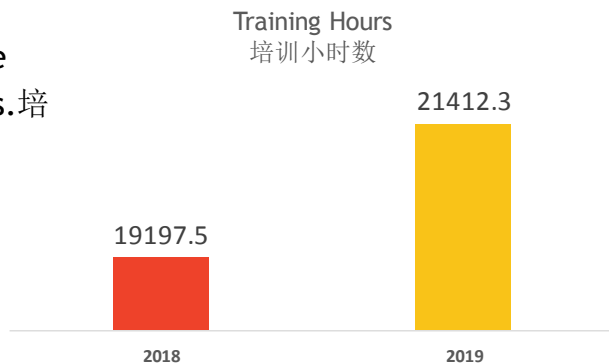
EMPLOYEE ENGAGEMENT 员工参与

Training: Value and develop everyone's skill
培训：重视和发展每个人的技能

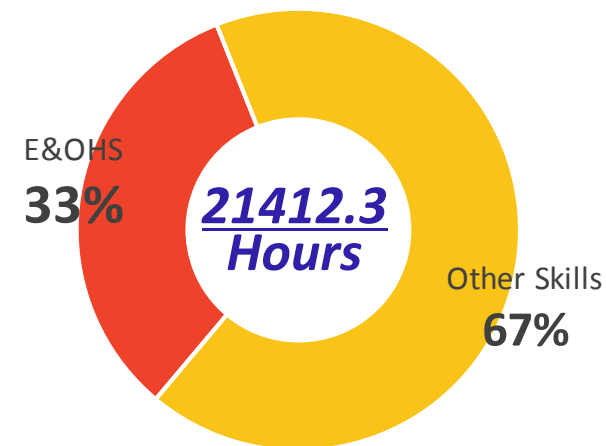
246% increase
on training courses.
培训课程增加246%



12% increase
on training hours. 培
训时间增加12%



Employee Training Hours 员工培训小时数



- In Y2019, the total training hours we organized were **21412.3**. Among then, **33%** were E&OHS training. 2019年, 共计培训时长21412.3小时。其中33%为职业健康安全培训。
- Average acceptance of training hours per each employee were **80.8** hours. 平均每个员工培训时长80.8小时。

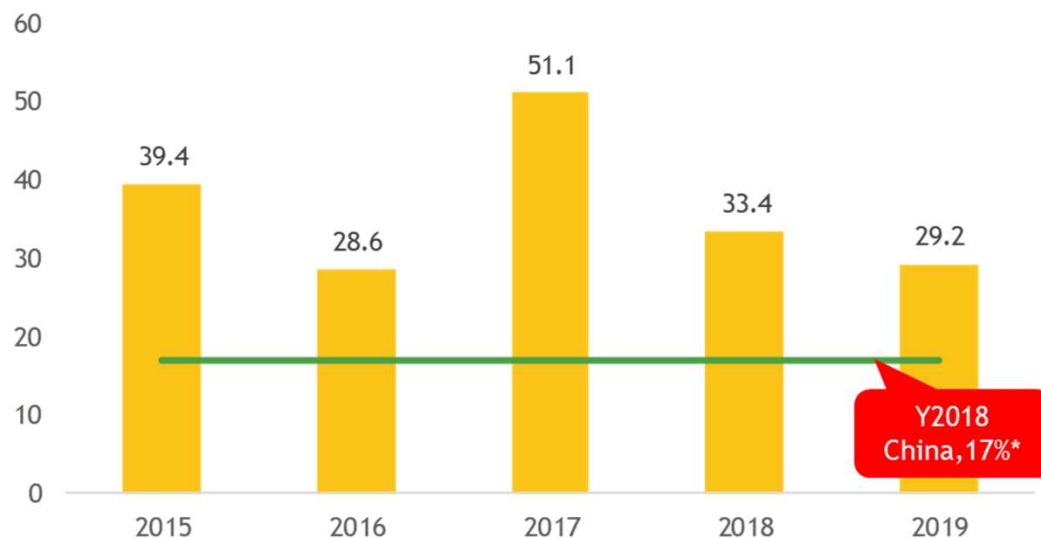


EMPLOYEE ENGAGEMENT 员工参与

Social policy: retain employees and develop quality company

社会政策：留住员工，发展素质公司

Turnover Rate,%



Remark: the turnover rate of China national on year 2018 is from Aon Hewitt.

- In Y2019, the turnover rate of SNF RUDONG was about 29.2%. The value is very higher compared with national, but little better than last year. 2019年，员工离职率29.2%，比2018年全国平均离职率高；当相比去年有所改善。
- We will take many actions to make improvement on it continuously. 我们将持续采取措施降低员工离职率。

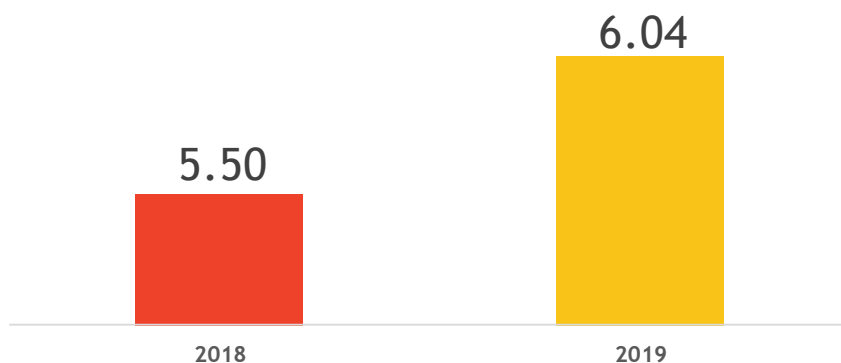
- 专业知识/经验
- Specialized knowledge/experience
- 丰富知识enrich knowledge
- 培训累积
- Accumulation of training
- 员工福利welfare
- 公司归属感sense of belonging
- 内部晋升internal promotion
- 持续的工资增长
- Continual salary increasing



EMPLOYEE ENGAGEMENT 员工参与

Social policy: retain employees and develop quality company
社会政策：留住员工，发展素质公司

Employee Promotion Rate,%



Remark: promotion rate is the promoted employee number / total employee number.



- We focus on employee career development and provide many channels for staff's promotion.我们关注员工职业发展，并为员工提供了多种晋升渠道。
- In Y2019,12 employees were promoted,10% increase on promotion rate compared with last year.2019年，12名员工得到晋升，员工晋升率相比去年提高10%。



EMPLOYEE ENGAGEMENT 员工参与

Staff Activities

员工活动



Annual Party



- So as to enrich our employees' activities, we organized many activities in Y2019. Such as annual party, marathon and safety champions... 为了丰富员工的活动，我们组织了年会、参加马拉松和安全活动等。



SOCIAL ABILITY 社会责任

- We are also actively engaged in social ability while developing our business. 我们发展业务的同时，一直致力于公益事业。
- In 2018, we've 10,000 RMB to Rudong charity federation. We were awarded as a **Caring Enterprise**. 2018年向如东慈善总会捐赠1万元。并被开发区管委会授予爱心企业的称号。
- In 2019, we've **100,000 RMB** to Rudong charity federation. 2019年继续向如东慈善总会捐款10万元。





EHSQ POLICIES 环境、职业健康安全和质量方针

Health and Safety 健康安全 Quality 质量

- Involvement and responsible behavior of every employee 全员参与
- Permanent evaluation of professional risks 持续的专业分析评估
- Proximity Management and follow up 跟踪与管控
- Risk detection and preventive measures 风险监控和预防措施
- Dysfunctions / Incidents / Accidents analysis and corrective actions 运行不良、事件和事故的分析 and 纠正措施
- Follow-up of Performance Indicators 绩效跟踪
- Follow-up of the improvement of accident prevention guidelines 预防措施的实施跟踪
- Understand the demands and the needs of our customers 理解客户的需求和期望
- Supply the right product fitting with the need of our customers in term of performance, quality and timing 及时提供正确的产品或服务满足客户的需求
- Answer in real time customer's questioning 及时答复客户的问题
- Bring the simplest and fastest solution to customers' issues 为客户提供简便快捷的解决方案

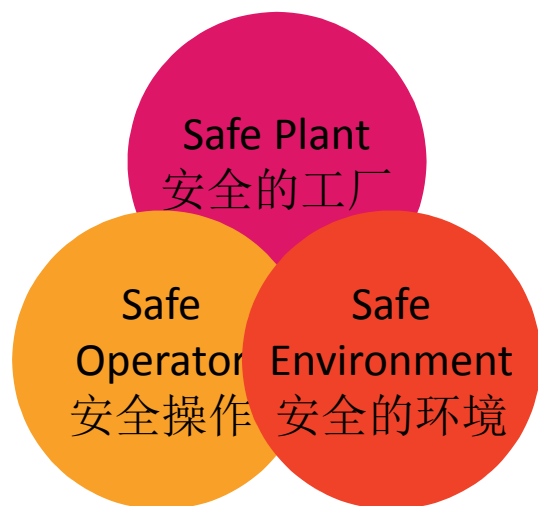
Environmental 环境

- Enhancement of environmental performance 提高环境绩效
- Fulfilment of compliance obligations 履行合规义务
- Achievement of environmental objectives 实现环境目标





SAFETY MANAGEMENT 安全管理



Our plant safety management was executed according to Chinese Local Requirements, ISO45001 and SNF's internal policy.

我们工厂严格按照法规要求和职业健康安全标准和爱森内部政策管理工厂安全。

SAFE PLANT Ensure plant is safe for use 确保工厂安全

- Focus Area 1: Detailed plant hazard assessment 工厂安全评估
- Focus Area 2: Safety Precautions 安全保护措施
- Focus Area 3: Standard Safe Operating Procedure(SOP) 安全操作规程
- Focus Area 4: Daily inspection and fault rectification process 及时整改

SAFE ENVIRONMENT Ensure site and task hazards are Identified, assessed and controlled

- Focus Area 1: Site review by EHS committee monthly 安委会月度会议
- Focus Area 2: Project task review 项目评审
- Focus Area 3: Zone management 区域管理
- Focus Area 4: Labels or Signs on site 现场标识

SAFE OPERATOR Ensure the operator is competent to operate the plant and perform the task required

- Focus Area 1: Operator Training and Competency Assessment 培训
- Focus Area 2: General Safety System Knowledge 基本的安全管理知识
- Focus Area 3: Site Specific Procedures and Knowledge 专业程序和知识



SAFETY MANAGEMENT 安全管理

Y2019 Outstanding Performance on OH&S

2019. **3** Passed WSS II Audit 通过安全标准化



2019. **7** TF1&TF2 met the objective for the first time TF1和TF2 第一次达到目标

2019. **8** Passed ISO45001 Audit 通过职业健康安全管理体系审核



2019. **9** Running without accident over 365 days
安全生产无事故365天

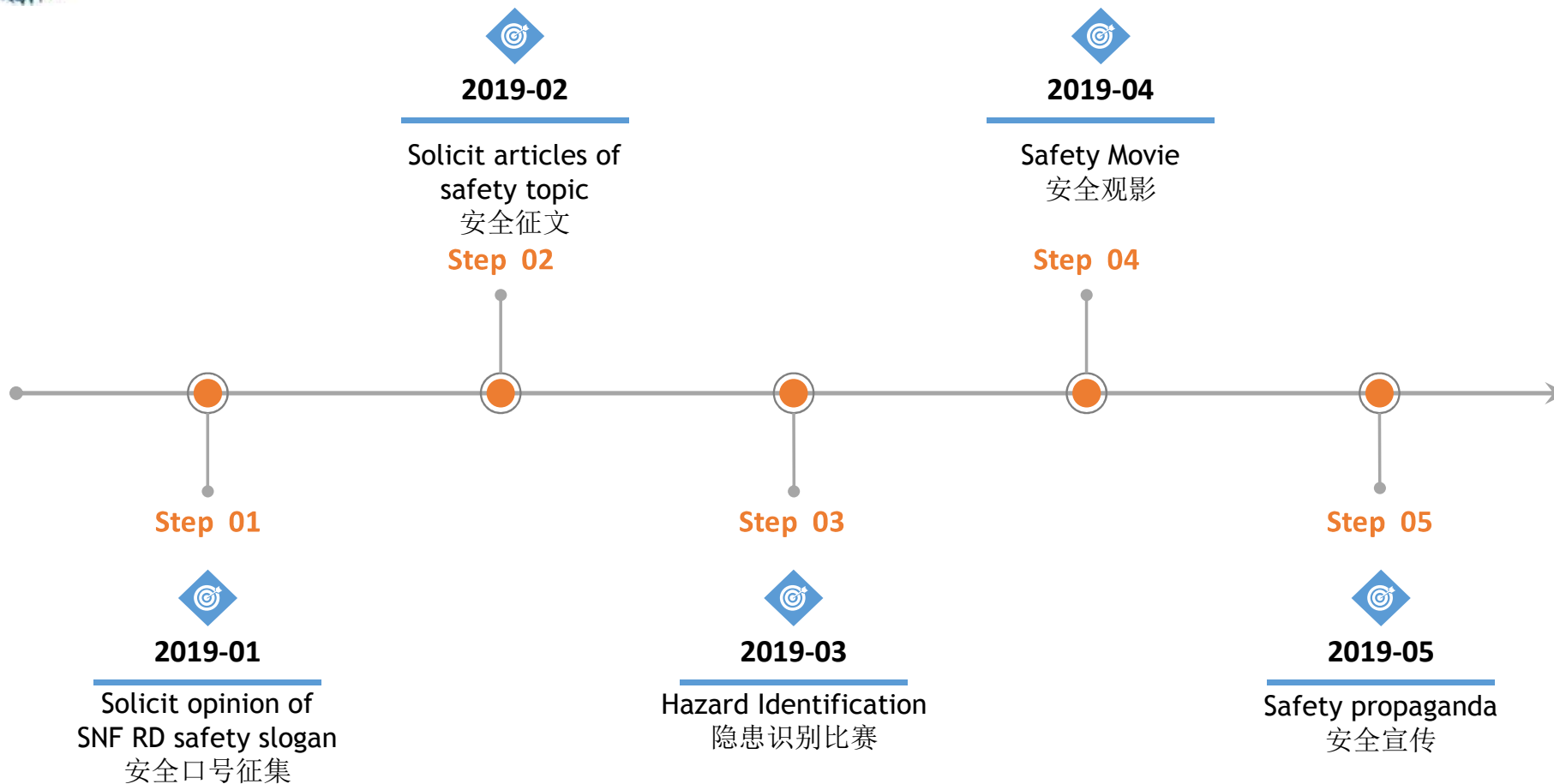


WE ARE ON THE ROAD...
继续前行...



SAFETY MANAGEMENT 安全管理

Y 2019 Safety Culture Construction





SAFETY MANAGEMENT 安全管理

Y 2019 Safety Culture Construction



2019-07

Be a safety man
今天我是安全人

Step 07



2019-09

PERT skill communication
兼职应急队技能交流

Step 09



Step 06



2019-06

Safety Knowledge Competition
安全知识竞赛



Step 08



2019-08

Accident cause analysis
事故分析



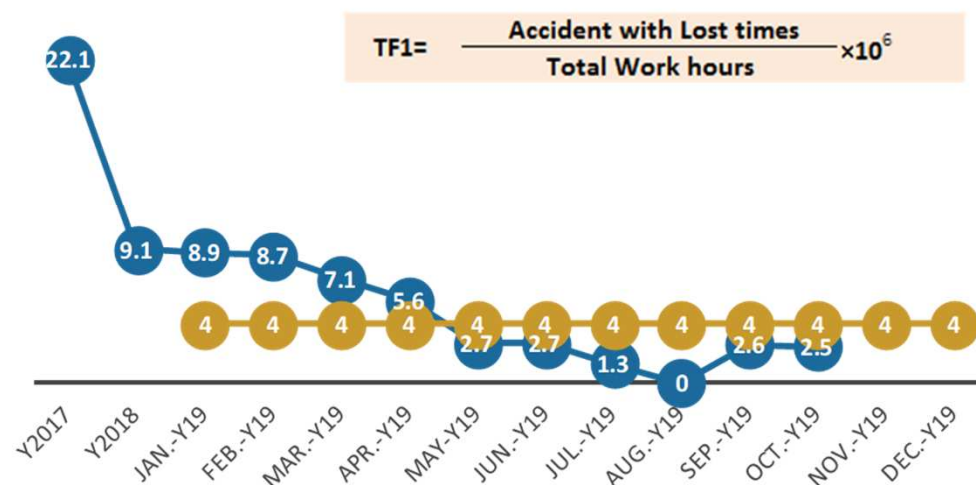
2019-10

Work permit and LOTO filling
作业票&LOTO填写评比

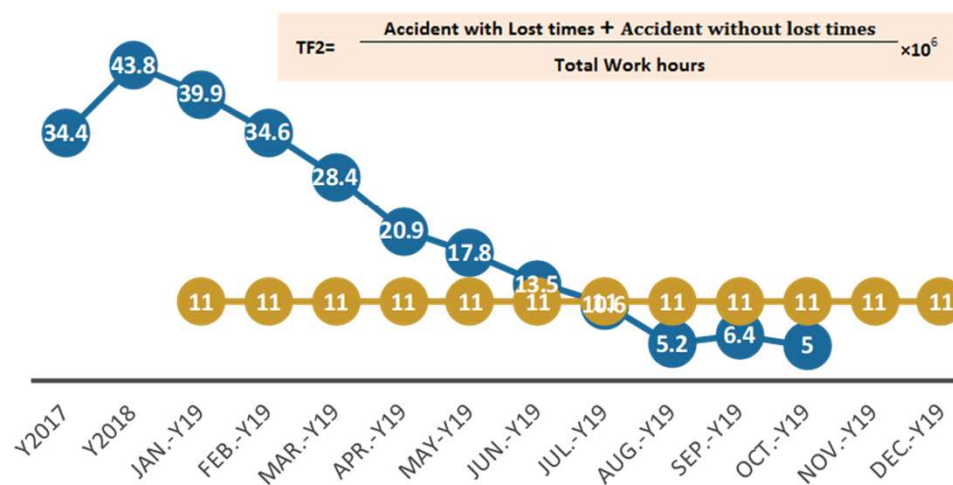


SAFETY MANAGEMENT 安全管理

TF1 Performance



TF2 Performance



Remark: the blue line is our actual performance and yellow line is the objective.

- In the last two years our TF1 and TF2 performance was not good enough due to too many fresh employees and no rich experience. 在过去的两年，由于太多的新员工和没有足够的管理经验，TF1和TF2指标不是很好。
- From this year,2019, we introduced ISO45001 and Work Safety Standardization into our daily occupational health and safety management work. 2019年开始，我们导入职业健康安全管理体系。
- We met our target both on TF1 and TF2 from July. It's a great achievement for us, meanwhile, also a challenge in future.从今天7月份起，我们终于达到制定的目标；同样这对于我们来说也是一个新的挑战。



SAFETY MANAGEMENT 安全管理

Part-time Emergency Rescue Team (PERT)

Fire extinguisher 灭火器



- Practice of fire extinguisher 灭火器使用练习
- Get the basic knowledge of fire extinguisher 灭火器基本知识学习

Fire hose 消防水带



- Practice of fire hose and water gun 消防水带和水枪使用练习
- Introduction of fire hose coil 消防水带盘带解释
- Introduction of fire hose single throw method 消防水带抛法介绍

Heavy duty chemical protective clothing 重型防护服



- Construction and wearing practice of heavy duty chemical protective clothing
- 重型防化服介绍和穿着练习

SCBA 空气呼吸器



- Fire fighting uniform and SCBA wearing training
- 消防服和空气呼吸器学习和穿着练习

Cumulative training/practice times are for each PERT member:

256 hours 累计培训小时数





SAFETY MANAGEMENT 安全管理

Emergency Drill

2 times

General Emergency Drill
综合演习

4 times

Special Emergency Drill
专项演习

13 times

Local Disposal Drill
现场处置方案

The emergency drills we organized in Y 2019
are as above

2019年应急演练计划如上





ENVIRONMENTAL PROTECTION 环境保护

Environment Protection Facilities

Cryo System



- Cryo system to recycle the CS₂ in waste gas from workshop.
- 低温冷凝系统用于回收车间尾气中的二硫化碳。

B07 WWT



- Plant is equipped with chemical and treatment and biodegradable comprehensive sewage treatment system.
- 工厂配备了化学和生物降解综合处理废水系统。

Waste Sorting



- Solid wastes were treated as classified management on site;
- 工厂的固体废弃物经过垃圾分类后转移处理。

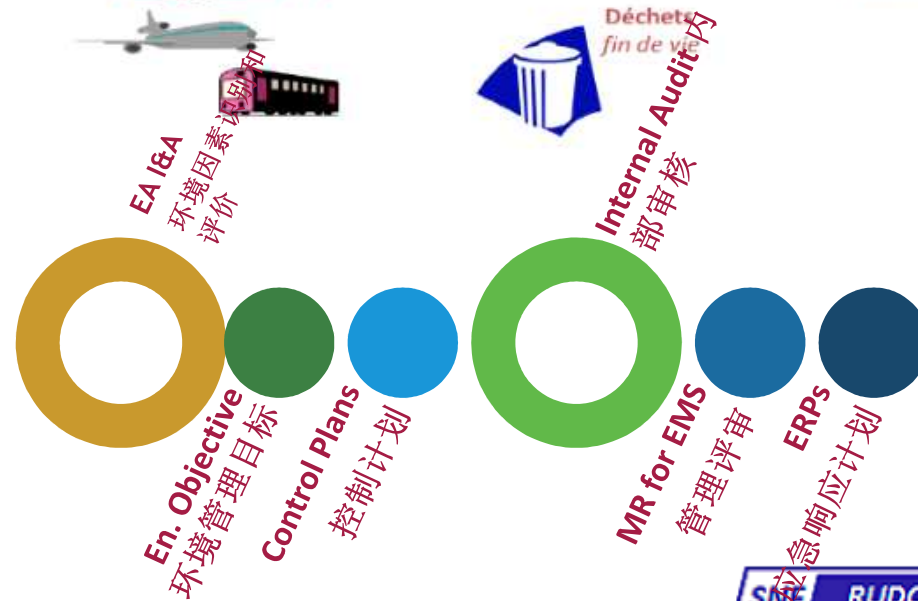
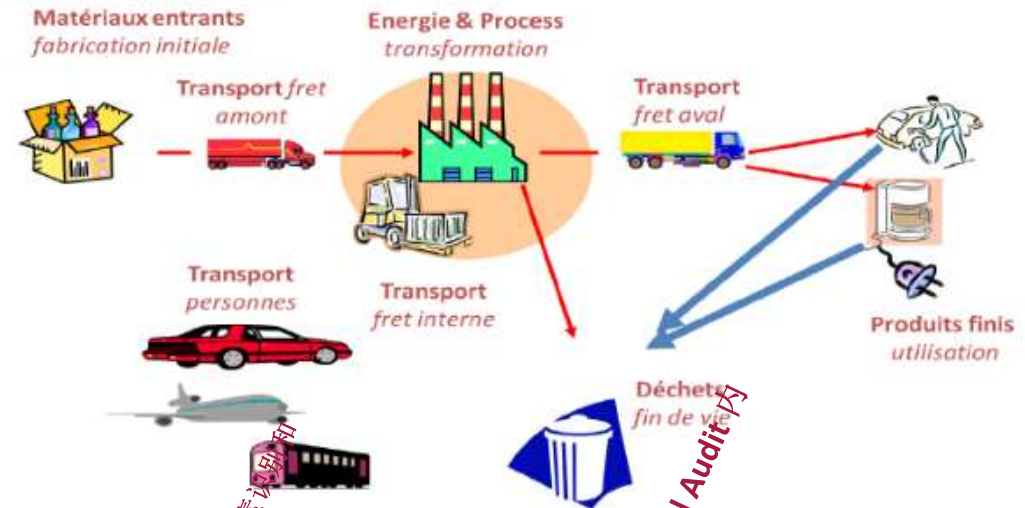
RTO System



- Waste gas from workshops was treated by RTO system;
- 车间产生的废气经过RTO系统处理后排放。

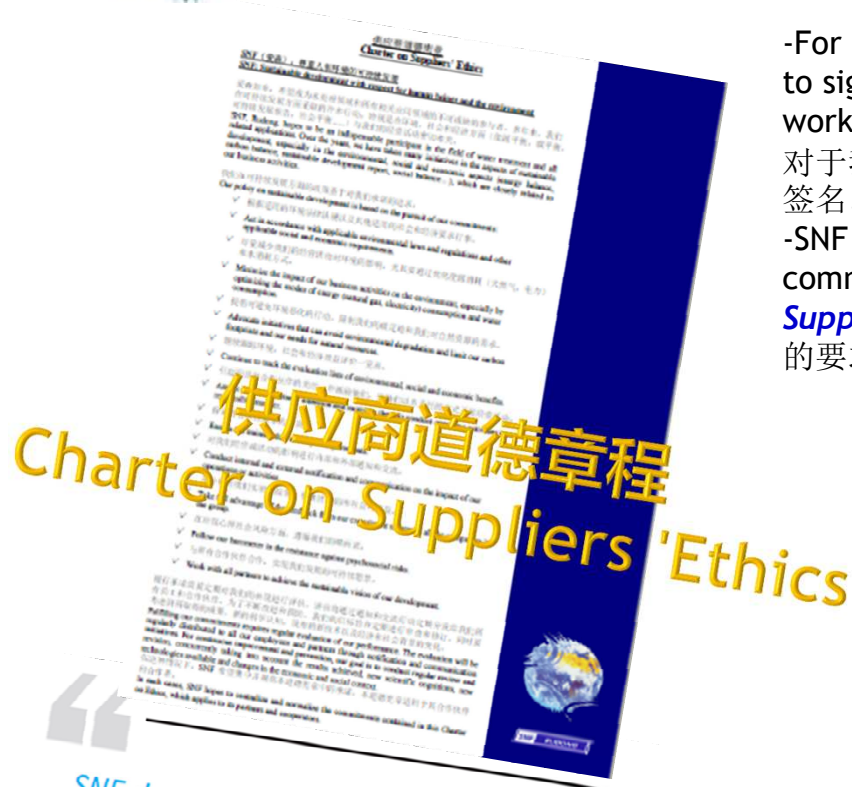


ENVIRONMENTAL PROTECTION 环境保护





ANTI-CORRUPTION 反贪腐



供应商道德章程

Charter on Suppliers' Ethics

SNF does its utmost to choose reliable and ethical commercial partners.

-For our employees, everyone who joined the company need to sign the **SNF Company Business Ethics Rules** and do the work according to this rule.

对于我们的员工，每个人在入职时都会接受反贪腐的培训，并签名。

-SNF does its utmost to choose reliable and ethical commercial partners. Every supplier shall sign the **Charter on Suppliers' Ethics**. 对于我们的商业合作伙伴，我们会将反贪腐的要求传递给他们，以施加影响。

Employee
员工



Commercial Partners
商业伙伴



Zero anti-corruption issue recorded in Y2019
2019年“零”贪腐事件。



爱森公司商业道德规范章程

利益冲突

序言

- 爱森公司所有股东约定，爱森公司的所有员工必须按章办事，所以这需要我们每个员工行为举止在某种程度上都必须与这种精神保持一致。
- 与善义配商业行为的法律比较明确，但潜在的个人利益和相关事宜之间的利益冲突总是存在的。
- 所以关于可能引发争议的利益冲突建立相关的法规是非常有用的，商业道德规范章程重申了爱森公司的标准。
- 爱森公司依靠个人的责任感来保证个人和集体的道德行为规范。
- 此章程和适用于每个人员工及整个爱森集团公司的普通章程。

可链接向他的上司或爱森公司的相关管理

从公司的利益出发，

家属或亲戚谋取私利。

三方的利益，爱森公司员工不得索取

But

Continual Improvement

will NEVER

End...

SNF (Rudong) Chemicals Co., Ltd. 爱森 (如东) 化工有限公司
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