



*REPORT OF  
COMMUNICATION  
ON PROGRESS*

SNF(RUDONG) CHEMICALS  
CO.,LTD

发展报告

爱森（如东）化工有限公司

2020.11



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# 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。

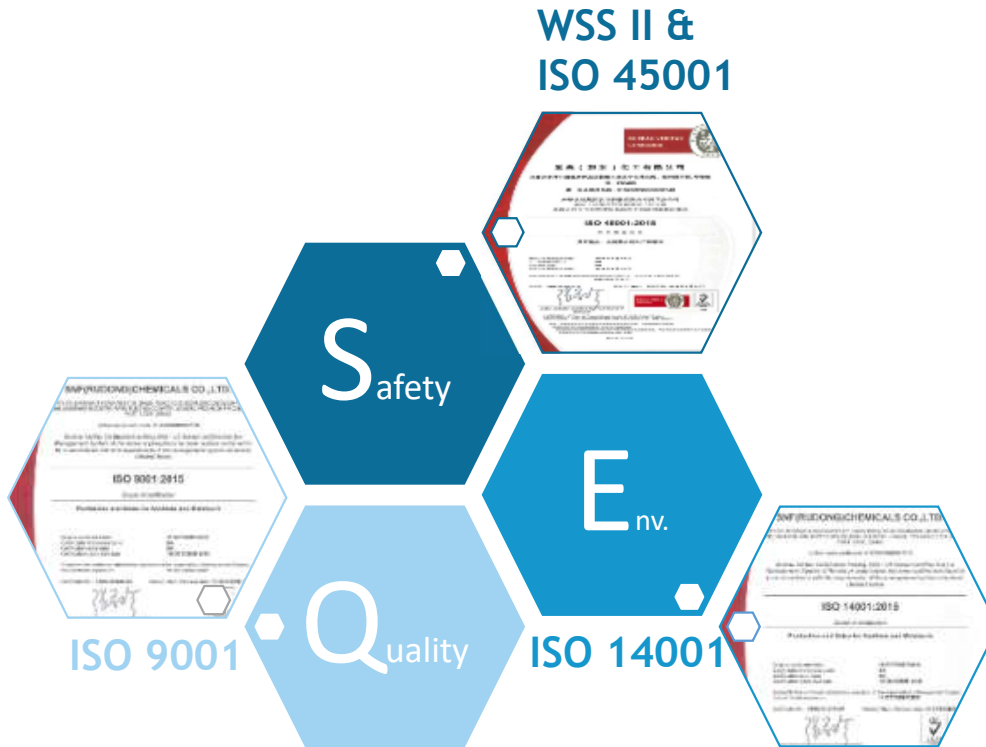
In this annual communication on Progress, we describe our actions to continually improve the integration of the *Global Compact* and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

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。

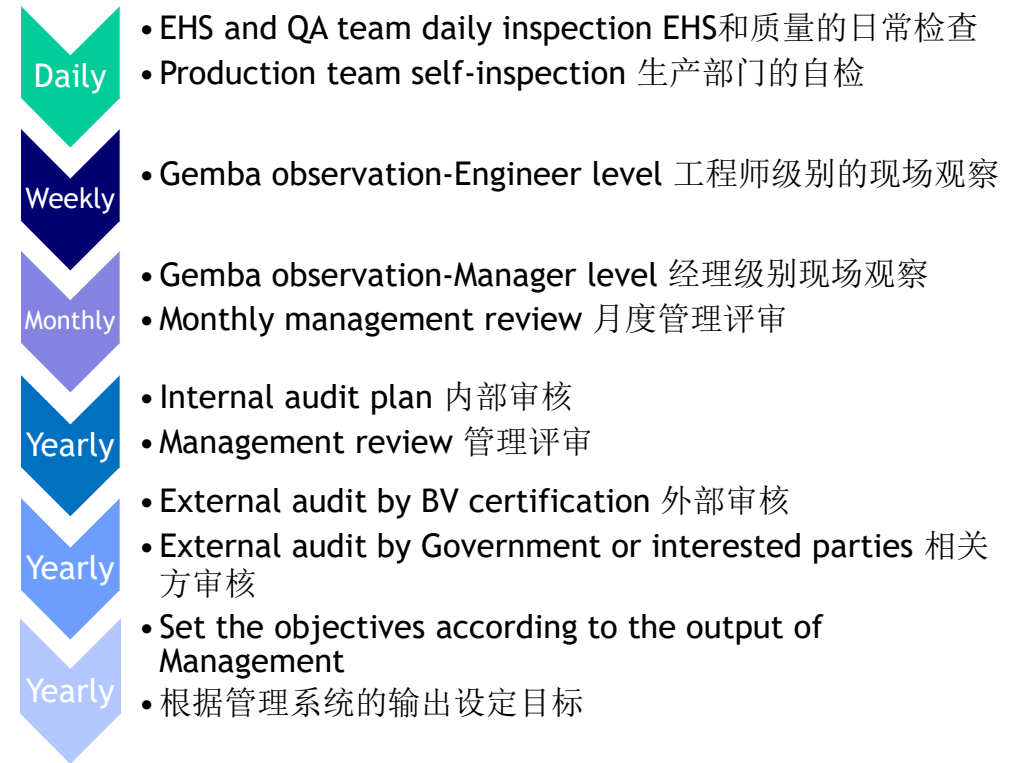
Bruno Michel  
General Manager of SNF Rudong



# CONTINUOUS IMPROVEMENT 持续性改进



- In 2020, we have passed ISO45001 and WWS II surveillance audit without major findings. 2020年，通过ISO45001 和安全生产标准化二级管理体系的监督审核，
- We extended our ISO45001 cover scope, by now, all units have been covered in the ISO45001 certificated scope. 2020年，将ISO45001 职业健康安全管理体系的覆盖范围扩展至全厂。



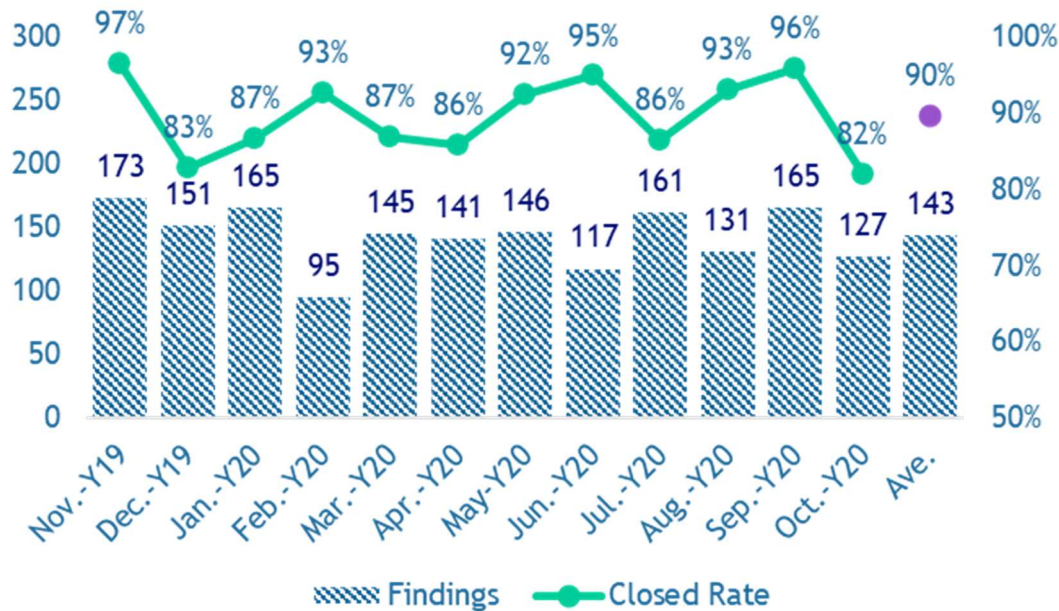
## Maintain management system “alive”!





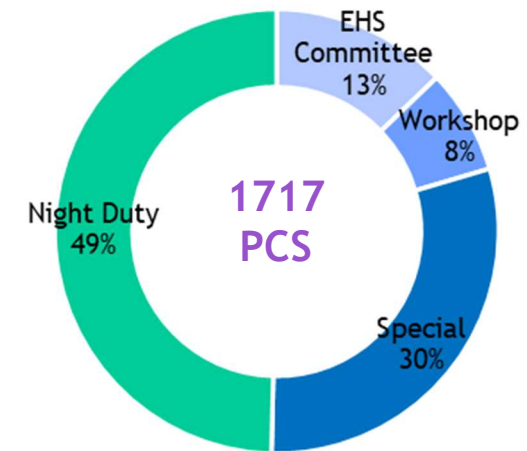
# CONTINUOUS IMPROVEMENT 持续性改进

## EHS INSPECTION



- In order to keep our EHS management system alive, we conduct EHS inspections 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 143 pcs every month with about 90% closing rate. 每个月平均有143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 INSPECTION CLASSIFIED BY TYPES



- 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

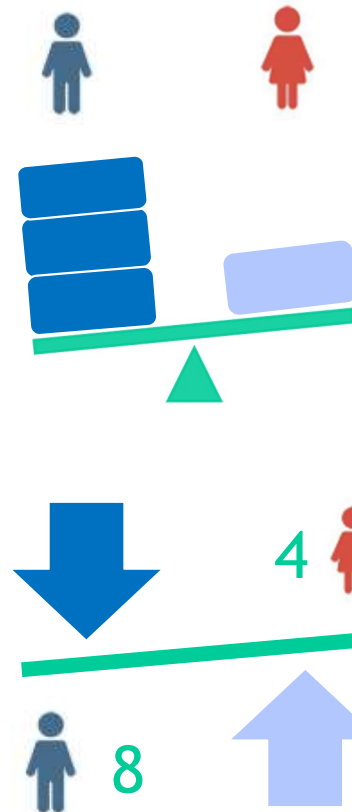
SNF RUDONG Employee Structure  
爱森如东人员组成

Age Structure of Employees  
员工年龄构成

Age Bracket 年龄段	Y 2019	Y2020
< 18	0	0
18-20	3	1
21-30	73	71
31-40	113	137
41-50	69	96
>51	7	12
total	266	317

No child workers or underage workers  
没有童工或未成年工

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



- 317 employees, 85 of them is female. The male to female ratio is 2.7:1  
现有员工317人，女性85人，男女比例：

2.7:1

- 12 managers, 4 of them is female. The male to female ratio is 2:1  
经理12名，女性4名，男女比例：

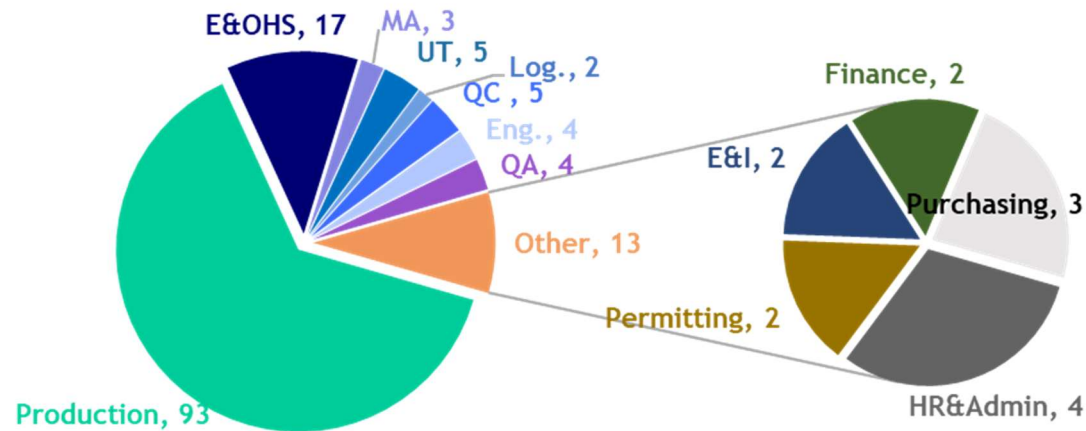
2:1



# 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

## DISTRIBUTION OF INTERNAL TRAINING COURSES



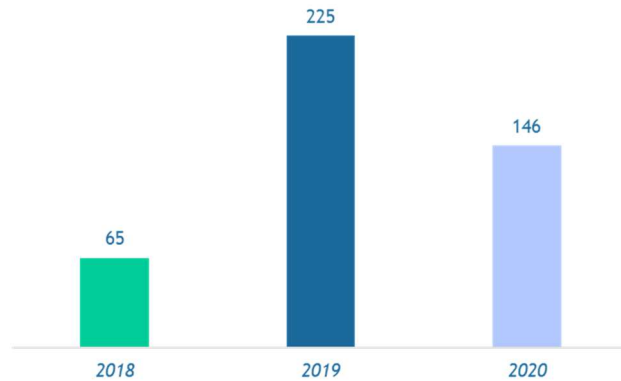
Remark: the span of data is from Jan. to Oct. of Y2020.  
备注：数据跨度为2020年1月至10月。

- In Y2020, we planned and conduct **146** internal continuous training courses for employees based on training demands investigation and analysis.
- 2020年，根据培训需求的调查和分析，一共组织了146种内训课程。

# EMPLOYEE ENGAGEMENT 员工参与

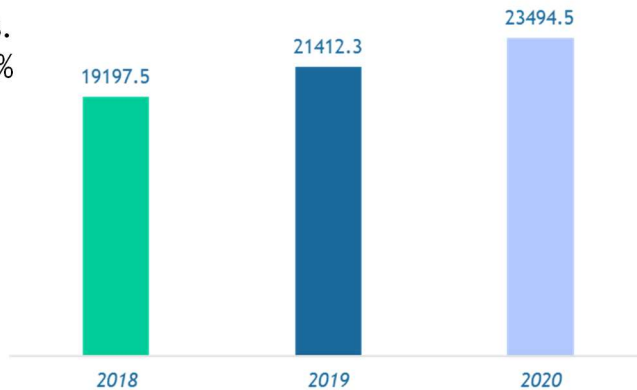
Training: Value and develop everyone's skill  
培训：重视和发展每个人的技能

TRAINING COURSES

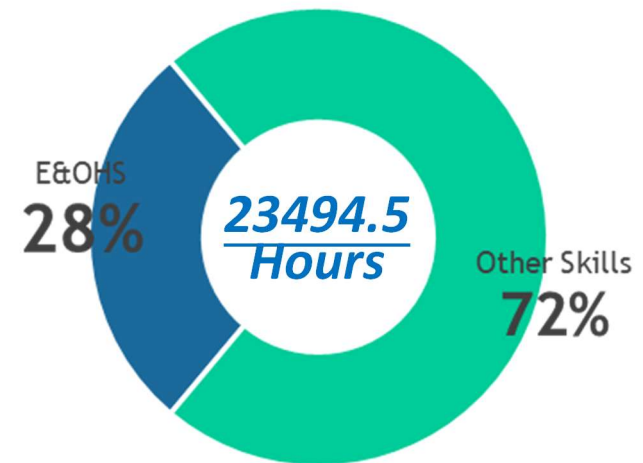


**9.8%** increase  
on training hours.  
培训时间增加**9.8%**

TRAINING HOURS



EMPLOYEE TRAINING HOURS

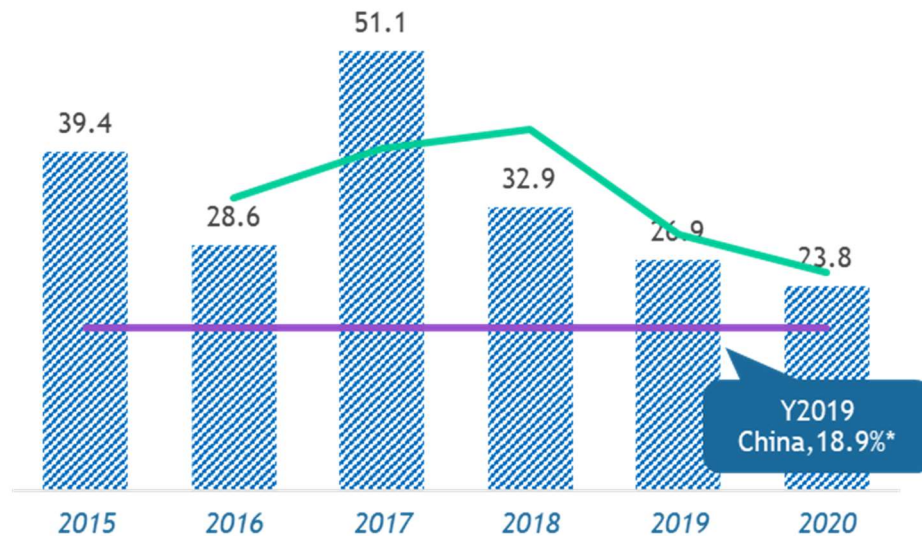


- In Y2020, the total training hours we organized were **23494.5**. Among them, **28%** were E&OHS training.
- 2020年，共计培训时长23494.5小时。其中28%为职业健康安全培训。
- Average acceptance of training hours per each employee were **81.0** hours. 平均每个员工培训时长81.0小时。

# 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

TURNOVER RATE,%



Remark: \* the turnover rate data of China, 2019 is from 51job HR Research Center.

- In Y2020, the turnover rate of SNF RUDONG was about 23.8%. The value is much higher compared to national, but little better than last year.
- 2020年，员工离职率23.8%，比2019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
- Service recognition award
- 公司年度服务奖励

- We set up Service Recognition Award at the beginning of Y2020 to acknowledge for the seniority of individuals
- 我们在2020年初设立了“服务表彰奖”，以表彰员工为公司作出的能力。

**SNF RUDONG**

# EMPLOYEE ENGAGEMENT 员工参与

## Staff Activities 员工活动



- So as to enrich our employees' activities, we organized many activities in Y2020. Such as annual party, dating activity for single employees and safety champions...
- 为了丰富员工的活动，我们组织了年会、单身员工相亲活动和安全活动等。

## Safety Champions



Annual Party

Dating Activity







# SOCIAL ABILITY 社会责任

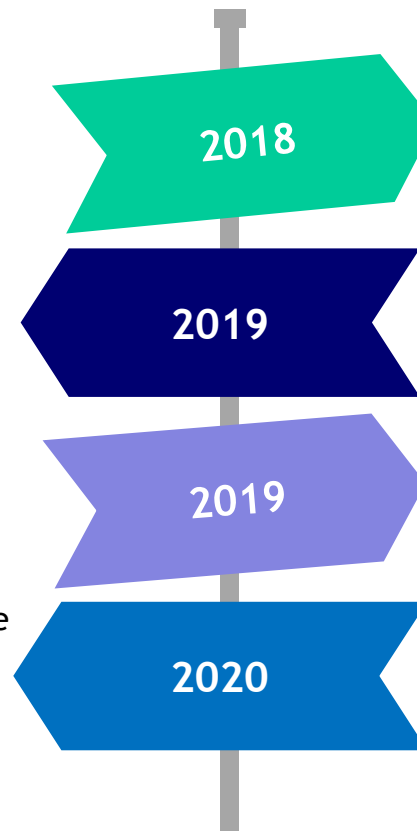
While developing our business, we also actively fulfill our CSR:  
在发展业务的同时，我们也积极履行企业的社会责任：



We donated **100,000** RMB to the Rudong Charity Federation.  
我们向如东慈善总会捐款 **100,000** RMB。

RMB 500,000 was donated to the charity fundraising for coVID-19.  
在抗击新冠疫情慈善募捐中捐赠 **500,000** RMB。

A total of rmb**610,000** has been donated.  
累计捐款610,000 RMB。



**10,000** RMB was donated to Rudong Charity Federation.  
向如东慈善总会捐赠**10,000** RMB。

Passed the second corporate social responsibility audit conducted by Boliden and KPMG China; **No major NCs.**  
通过了由Boliden组织，毕马威中国实施的第三方企业社会责任审核；没有重大不符合项。





# 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

8 times

Local Disposal Drill  
现场处置方案

*The emergency drills we organized in Y 2020  
are as above*  
2020年应急演练计划如上



# 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



-Introduction 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:

**312** hours 累计培训/训练小时数



# EHSQ POLICIES 环境、职业健康安全和质量方针

## Health and Safety 健康安全

- 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、事件和事故的分析和纠正措施
- 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

## 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

## Quality 质量

- 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



# 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

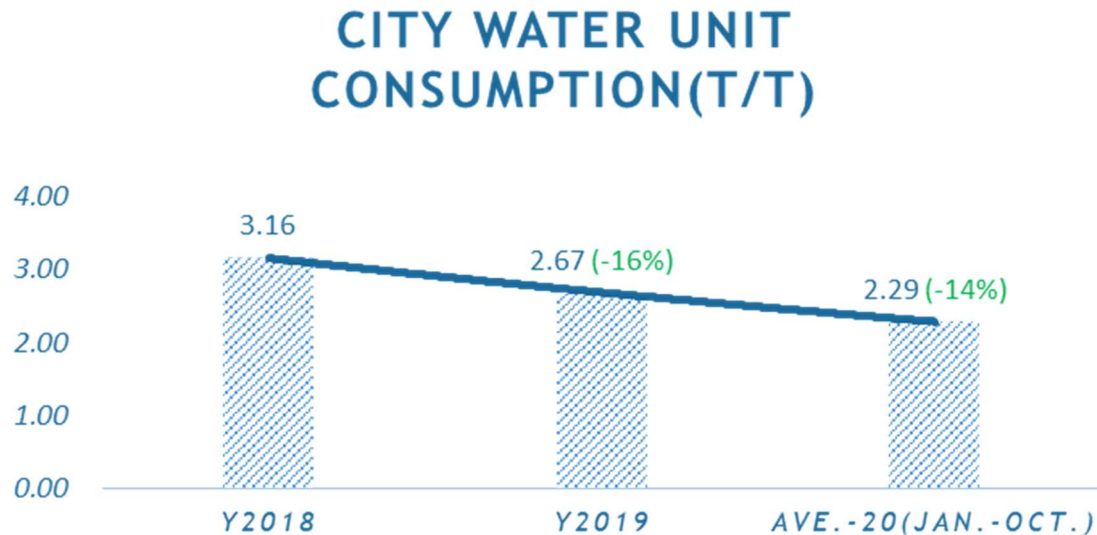
Ensure the operator is competent to operate the plant and perform the task required

- 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





# ENVIRONMENTAL PROTECTION 环境保护



## Remark:备注

- Bar chart means the quantity of water consumption per ton of finished goods; Unit: ton/ton
- 图表示每生产1吨成品，水的消耗量；单位：吨/吨
- Line chart means the trend of city water unit consumption.
- 折线表述自来水单耗的变化趋势。

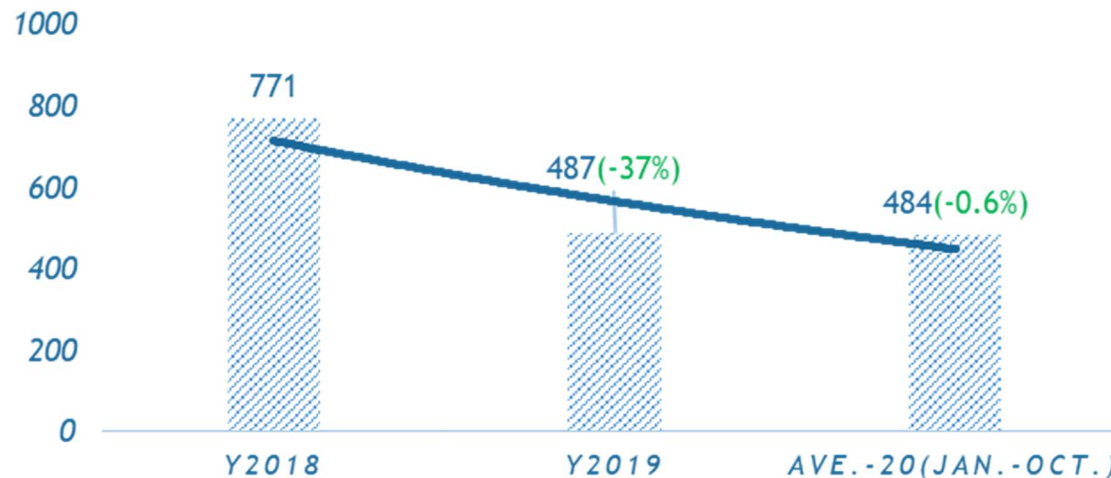
- Compared with last year, the quantity of water consumption per ton of finished goods has decreased.
- 与去年相比，每吨成品的自来水消耗有所下降。
- The average value for the past ten months of Y2020 is 2.29 ton/ton, about 14% decreased compared with average value of Y2019. This is helped by an increase on output.
- 2020年前10个月，自来水吨耗为2.29 ton/ton，相比去年降低了14%。这个得益于产量的增加。
- In the last 3 years, the unit consumption of city water showed a good trend of reduction.
- 在最近的三年里，自来水单耗呈现一个良好的降低趋势。
- In Y2021, we will continue to control the water consumption by the following actions:
- 2021年，我们将持续
  - ✓ Optimize the measure system of city water for each units and enhance performance assessment.
  - ✓ 优化自来水的计量体系和增加绩效考核。
  - ✓ Increase the number of times of water recycling through technical means.
  - ✓ 通过技术手段，提高自来水循环使用的次数。





# ENVIRONMENTAL PROTECTION 环境保护

## ELECTRIC UNIT CONSUMPTION(KW·H/T)



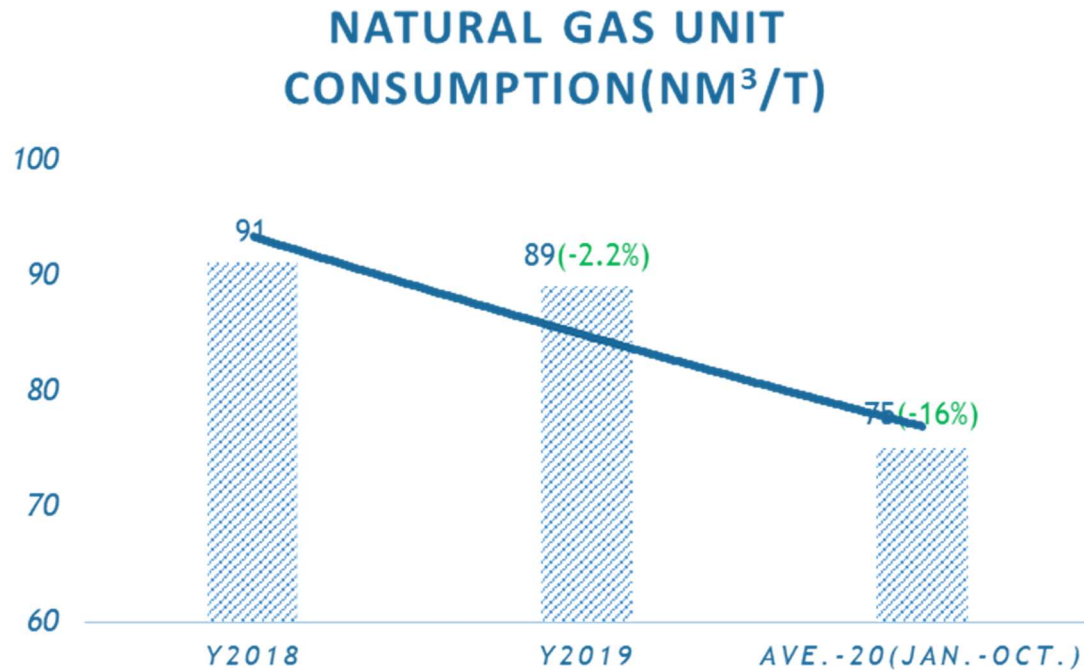
### Remark:备注

- Bar chart means the quantity of electric consumption per ton of finished goods; Unit kW·h/t
- 图表示每生产吨成品，电的消耗量；单位：千瓦时/吨
- Line chart means the trend of electric unit consumption.
- 折线表述电能单耗的变化趋势。

- At the beginning of Y2019, the consumption of electric keeps a relatively stable value.
- 从2019年开始，电能的消耗保持在一个相对稳定的数值。
- The quantity of electric consumption per ton of finished goods kept stable compared to last year.
- 与去年相比，单位成品的电消耗量保持平稳。
- Average of electric consumption is 484 kW·h/ton in the past 10 months of Y2020, 0.6% decline compared to Y2019.
- 2020年前10个月，平均单耗为484kW·h/ton，与去年相比降低0.6%。
- For Y2021, we shall continue to manage our electric consumption to improve energy management performance. The following actions would be done:
- 2021年，我们将持续管理电消耗来提高我们的能源管理绩效。将采取以下措施：
  - ✓ Drive the execution of *Energy Saving Procedure* on each department and level;
  - ✓ 全方位推动《节能管理程序》的实施；



# ENVIRONMENTAL PROTECTION 环境保护



Remark:备注

- Bar chart means the quantity of natural gas(NG) consumption per ton of finished goods; Unit Nm<sup>3</sup>/t
- 图表示每生产吨成品，天然气的消耗量；单位：标方/吨
- Line chart means the trend of NG unit consumption.
- 折线表述天然气单耗的变化趋势。

- We launched our 3<sup>rd</sup> PAM line on July last year. PAM line is the biggest consumer of NG. With the increase of production, natural gas unit consumption also appears a significant decline.
- 去年6月份，我们启用了第三条聚丙烯酰胺生产线。聚丙烯酰胺生产线是天然气最大的消耗者。随着产量的增加，天然气单耗也出现明显下降。
- The average value of NG unit consumption was 75 Nm<sup>3</sup>/t in the past 10 months of Y2020, 16% decrease compared to last year.
- 在2020年过去的10个月里，天然气的平均单耗为75 标方/吨，相比去年下降了16%。
- We have finished the heat recycle project of condensed water.
- 我们完成了冷凝水热量回收项目。
- Some actions shall be done in Y2020 to manage the natural gas consumption:
- 2021年，我们将采取一些措施对天然气消耗进行管理：
  - ✓ Adjust the consumption of NG on dryers on PAM line.
  - ✓ 调节聚丙烯酰胺产线燃烧器的天然气用量。

# SAFETY MANAGEMENT 安全管理

## Y 2020 Safety Culture Construction



2020-06

Hidden Dangers  
Identification on Picture  
看图找隐患



2020-09

Hidden Trouble Finding  
Competition  
隐患查找比赛



2020-04,05,07,09

Safety Written Test  
Competition  
安全笔试竞赛



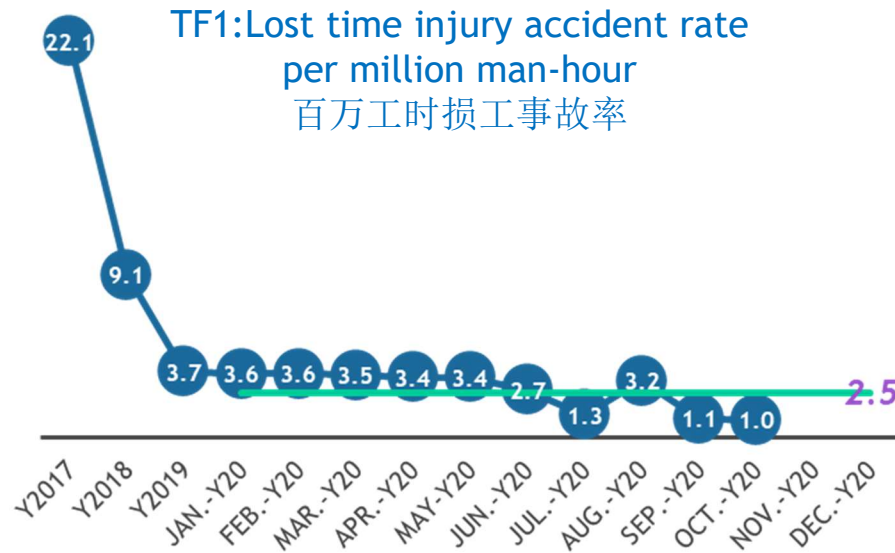
2020-08

Safety Transmitter  
安全传话筒

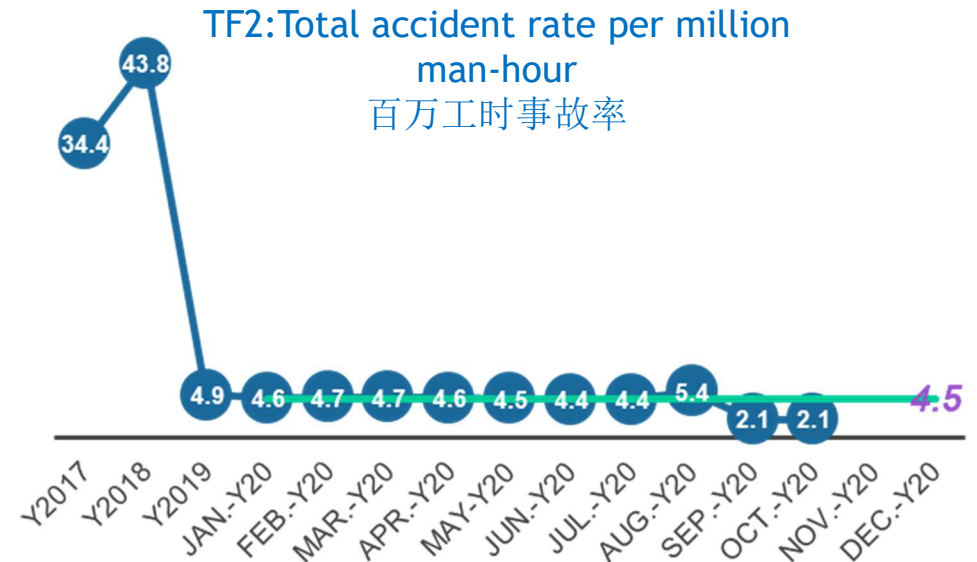


# SAFETY MANAGEMENT 安全管理

## TF1 PERFORMANCE



## TF2 PERFORMANCE



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

- Over the past two years, the performance of TF1 and TF2 has improved through the introduction of ISO45001 and safety standardization management system.
- 在过去的两年，通过导入ISO45001、安全标准化管理体系，TF1和TF2的表现越来越好。
- We got ISO45001 certificate which covered stage one production unit in 2019 and extend the scope which covered the whole plant in 2020. 2019年，生产一期通过ISO45001认证；2020年将ISO45001认证范围扩大至全厂。
- We met our target both on TF1 and TF2 objective from September. It's a great achievement for us, meanwhile, also a challenge in future. 从今天9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。





# ENVIRONMENTAL PROTECTION 环境保护

## Environment Protection Facilities

### Cryo System



- Cryo system to recycle the CS<sub>2</sub> 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



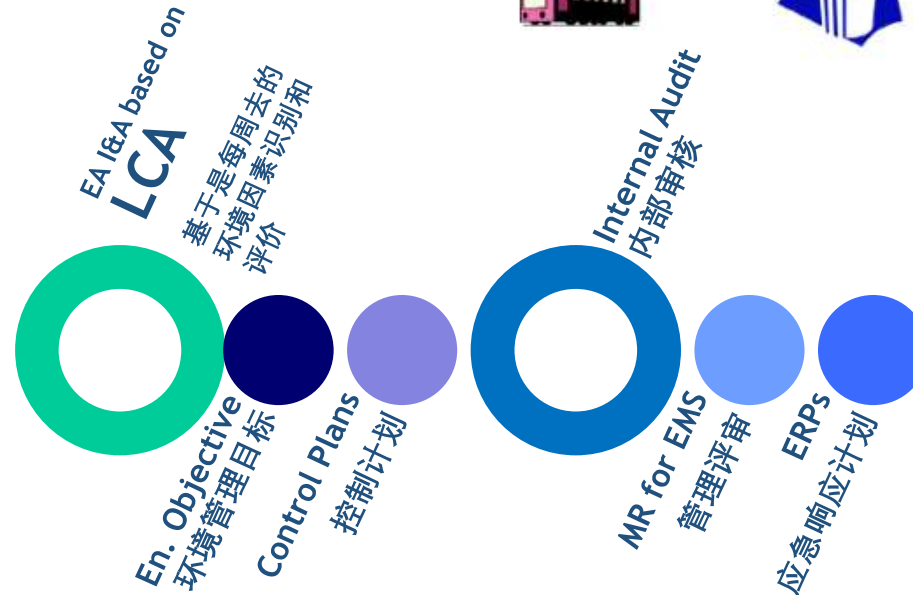
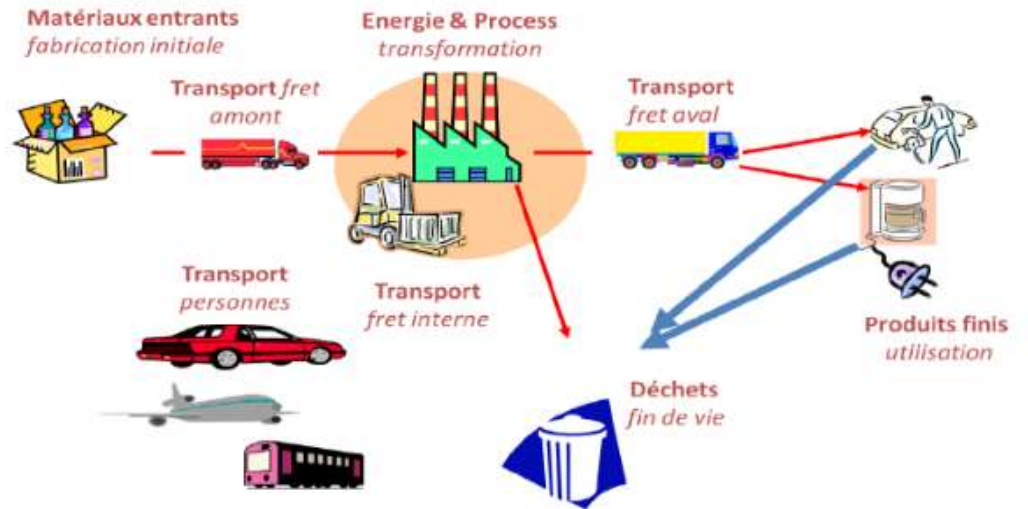
- Waste gas from workshops was treated by RTO system;
- 车间产生的废气经过RTO系统处理后排放。

We will launch a new RTO unit in Y2020 to enhance the waste gas treatment capacity.  
2020年，我们将启用新的RTO单元以增加废气的处理能力。



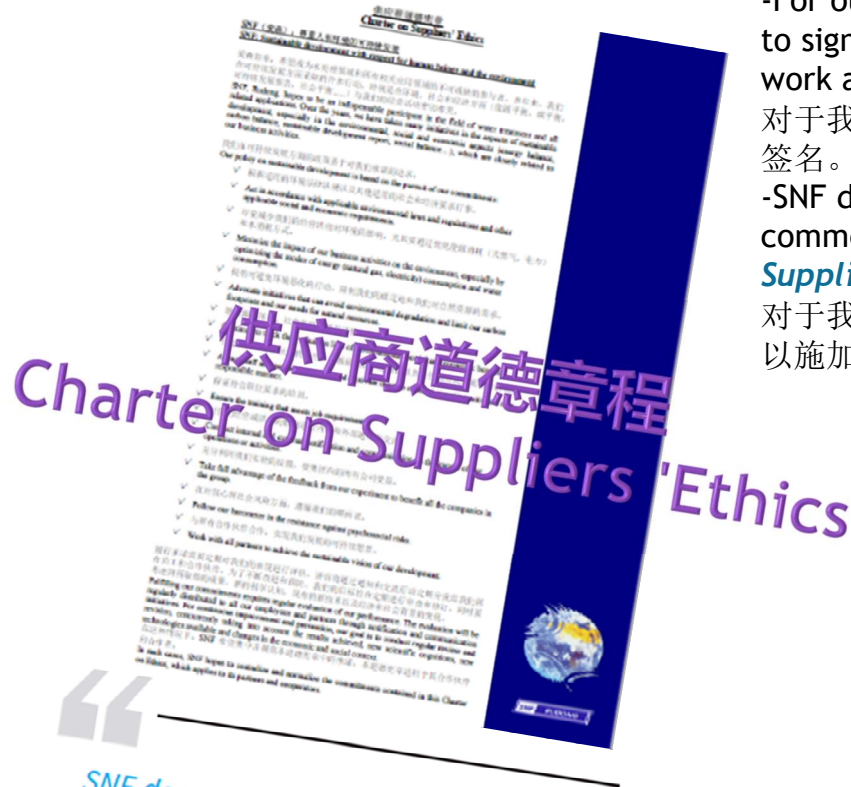


# ENVIRONMENTAL PROTECTION 环境保护





# ANTI-CORRUPTION 反贪腐



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 Y2020

2020年“零”贪腐事件。

**SNF RUDONG**

爱森公司商业道德规范章程

利益冲突

前言

- 爱森公司所有股东均定，爱森公司的所有员工必须遵守办事，所以这需要我们每个员工行为举止在某种程度上都要与这种精神保持一致。
- 与善交配商业行为的法律比较明确，但潜在的个人利益和相关事务之间的利益冲突总是存在的。
- 所以关于可能引起争议的利益冲突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工及整个爱森集团公司的道德章程。

可直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



# Thank you !

SNF (Rudong) Chemicals Co., Ltd.

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