



鹏远新和国际物流有限公司

PIONEER LOGISTICS CO., LTD

2021可持续性发展报告

Sustainable Development Report 2021



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：2021年1月1日至2021年12月31日。

This report covers Pioneer Logistics' (including the headquarters and all branches) practices of sustainable development from January 1, 2021 to December 31, 2021.

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 Pioneer Logistics' sustainable responsibility on: human rights, labor, environment, and anti-corruption.

报告代指说明

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 relating to the interpretation of the language or terms, the Chinese version shall supersede.

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前言-总经理致辞

a Word from the General Manager



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 Co., Ltd.

我很高兴鹏远重申其支持联合国全球契约关于人权、劳工、环境和反腐败的十项原则。

I am pleased that Peng Yuan reaffirmed its support for the UN Global Compact's 10 Principles on Human Rights, Labor, Environment and Anti-Corruption.

2021年是“十四五”规划的开局之年，也是碳中和元年。面对全球疫情此消彼长和企业发展的种种不稳定因素，鹏远坚持以人为本，以保障员工的基本健康权益为基本点，以提高效率、促进发展作为工作方向，牢固树立落实创新、协调、绿色、开放、共享五大发展理念，积极学习碳达峰碳中和的相关政策，加强与上下游合作伙伴的互联互通合作，以务实行动维护全球供应链和产业链的稳定，践行企业肩负的经济、环境和社会责任，坚定不移推动公司向绿色低碳、健康可持续的方向稳步前进。

The year 2021 is the opening year of the 14th Five-Year Plan and the first year of carbon neutrality. In the face of the global epidemic and various unstable factors in the development of the enterprise, CPL insists on being people-oriented, takes the basic protection of employees' basic health rights and interests as the basic point, takes the direction of improving efficiency and promoting development, firmly implements the five major principles of the principles of innovative, coordinated, green, open, and shared development, actively learns the relevant policies of carbon dioxide peaking and carbon neutral, strengthens the interconnection and cooperation with upstream and downstream partners, takes pragmatic actions to maintain the stability of the global supply chain and industrial chain, and practices the economic, environmental and social responsibilities of the enterprise. We will take action to maintain the stability of the global supply chain and industrial chain, fulfill our economic, environmental, and social responsibilities, and steadily promote our company towards a green, low-carbon, healthy and sustainable direction.

● 融入双循环格局 Joining the Dual Circulation Development Pattern

我们积极融入国内大循环为主体、国内国际双循环相互促进的新发展格局，持续提升科技创新能力和服务品质，打造数字化和透明化的运行体系，为客户提供专业、可靠、对需的优质服务，携手合作伙伴共赢。我们牢记企业的经济责任，积极开拓海内外市场，加强与国内外客户建设性的沟通与合作，团结上下游伙伴积极开展提效行动并探索潜在的发展机会，共享发展红利。

CPL actively integrate into the new development pattern, in which domestic economic cycle plays a leading role while international economic cycle remains its extension and supplement. We continue to improve the scientific and technological innovation ability and service quality, create a digital and transparent operation system, provide customers with professional, reliable, and on-demand quality services, and work together with partners to achieve a win-win situation. We keep in mind the economic responsibility of the enterprise, actively explore domestic and foreign markets, strengthen constructive communication and cooperation with customers at home and abroad, unite upstream and downstream partners to actively carry out effective actions, explore potential development opportunities, and share development dividends.

● 坚持以人为本 Humanity

我们坚持以人为本的管理理念，不断健全我们的组织体系、制度体系和考核体系，为保障广大员工的各项权益不断努力。通过企业一系列的措施，我们改善了员工的生活品质，并为员工全面发展持续赋能。我们支持性别平等并将其融入企业的管理实践，公平对待所有女性和男性员工，提供包容性的工作环境以及公平的晋升通道。我们重视每一位员工的发展，倡导持续学习，不断突破，追求卓越。

We adhere to the people-oriented management concept, constantly improve our organizational system, institutional system, and assessment system, and make continuous efforts to protect the rights and interests of our employees. Through a series of corporate initiatives, we improve the quality of life of our employees and continue to empower their all-round development. We support gender equality and integrate it into our management practices, treat all female and male employees fairly, and provide an inclusive work environment and fair promotion channels. We value the development of every employee and advocate continuous learning, breakthroughs, and excellence.



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

● 共创低碳未来 Low-Carbon Future

我们立足本土积极响应低碳倡议，吸收和借鉴国际先进经验，兼顾现实性和前瞻性制定企业的绿色低碳发展战略，探索可靠的实施路径，并计划启动更加全面、有效的行动，为实现碳中和这项紧迫而艰巨的任务贡献企业一份力量。

We respond to the low-carbon initiative based on our local area, absorb, and learn from the international advanced experience, consider the realistic and forward-looking development of corporate green low-carbon development strategies, explore reliable implementation paths, and plan to launch more comprehensive and effective actions to contribute to the urgent and arduous task of achieving carbon neutrality.

General Manager of CPL

企业文化 Company Culture

价值观

客户至上，以人为本，
精益求精，协作共赢。

Customer-centric, Humanity, Innovation, Collaboration.

使命

助力客户持续提升供应链竞争力，成就员工实现人生价值，协同合作伙伴共进共赢。

Empower our customers to enhance their market competitiveness and stakeholders' value; Support our employees to uncover their potential and achieve self-actualization; Engage our partners to achieve as one Pioneer.

核心理念

成为国内领先的全供应链智慧物流服务
供应商。

A leading service provider serving logistics and supply chain community with wisdom and intelligence.

愿景

全球化思维 本地化解决方案
对需 专业 可靠

Global Mind, Local Solution
Needs-focused, Professional, Reliable

鹏远新和国际物流有限公司，前身是民航鹏远航空服务公司，成立于1993年，隶属中国民航总局，是中国国内最早从事国际货代、综合物流及航空票务等业务的综合性服务供应商。

Pioneer Logistics, formerly known as Pengyuan Aviation Service, was founded in 1993 and affiliated to the general Civil Aviation Administration of China (CAAC). Pioneer Logistics is one of the earliest companies engaged in international freight forwarding, contract logistics and airlines tickets business in China.

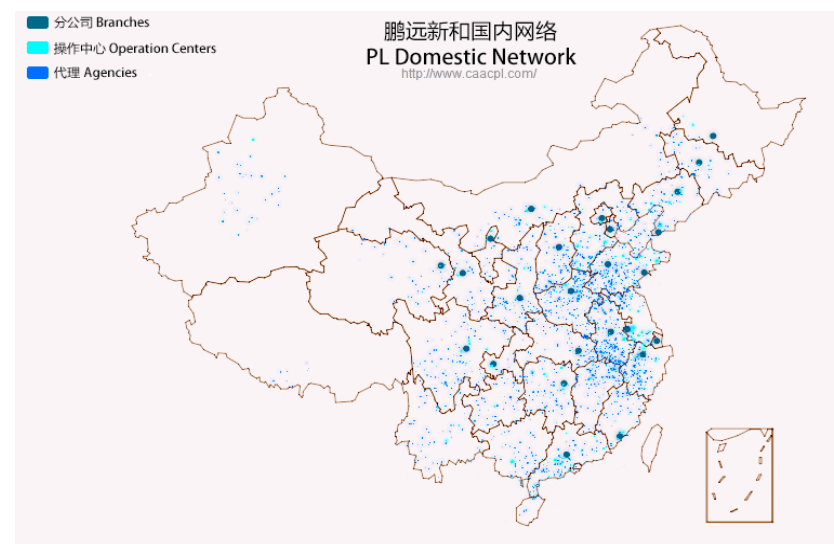
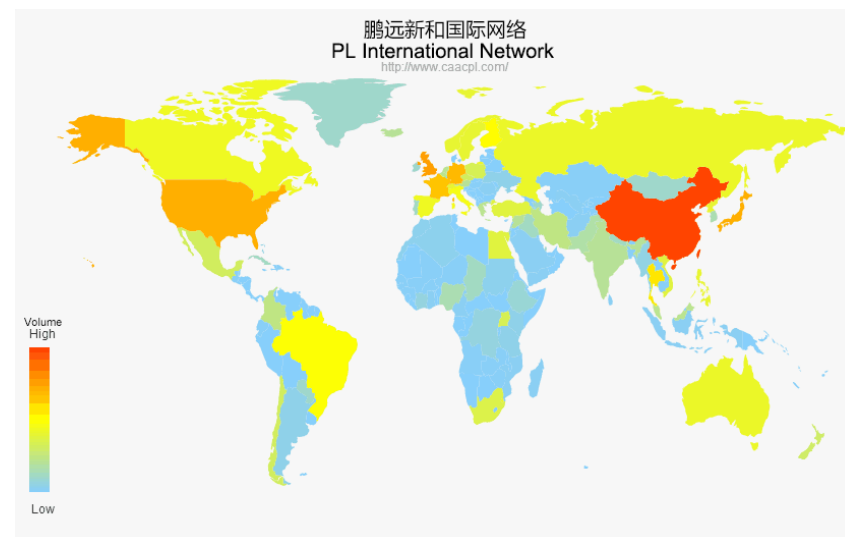
公司总部设于北京，目前在国内设有25个分公司，36个分拨中心及198个作业站点，汇聚形成覆盖中国约3,500个物流节点的运营网络；在海外搭建了以欧洲、北美、南美、澳洲、日本、东南亚及中东为重点航线的国际网络平台。

The company, headquartered in Beijing, has 25 branches, 36 hubs and 198 operation stations in China, which has formed the nationwide networks covering about 3,500 logistics nodes. At the same time, it has set up the international networks covering Europe, North America, South America, Australia, Japan, Southeast Asia and Middle East areas.

■ 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 across 60 cities throughout the country. Relying on sophisticated operation networks, PL provides safe, rapid, and highly effective logistics services for customers. 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 Southeast Asia.



服务客户 Customers



我们致力于与全球各大企业的交流和合作，客户群体主要集中在工业制造、汽车、电力、安防、能源、航天航空、科技、电子、化工、医药、零售、服装、电商、展览展会、跨境贸易等行业领域，其中80%以上的客户为世界500强企业。

We are dedicated to communicating and cooperating with global companies. Main customers display in industries of industrial manufacturing, auto, electric, security & protection, energy, aerospace, science and hi-tech, electronics, chemicals, pharmaceuticals, retail, apparels, E-commerce, exhibition, trade etc. Over 80% of our customers are the Fortune Global 500 enterprises.

发展迄今，鹏远新和始终坚持以客户为中心，以市场为导向，匠心打造产品与服务，运用完善的运营网络、先进的信息技术、专业的团队以及成熟的质量管理体系为客户提供一站式全程供应链解决方案与服务。鹏远新和隶属鹏远集团，集团旗下还拥有易捷科技、鹏远贸易、宝鹏环境科技、植治和新供应链管理、易捷假期等多家兄弟公司。

Since its establishment, CPL has always been sticking to its customer-centric, market-oriented principles, continuously improve the competitiveness of products and services, providing customers with one-stop whole-process supply chain solutions and services through complete operation networks, advanced information technology, professional team and mature quality management systems. Pioneer Logistics is subordinate to Pioneer Group, the group also owns Easy Technology, Pioneer Trade, Baopeng Environmental Technology, New Arua Supply Chain Management, Easy Tour and other brother companies.



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。

Pioneer Logistics is an international forwarding company approved by the Ministry of Foreign Trade and Economic Cooperation (MFTEC), an air transportation sales agent, and one of the first agents with Class-A passenger and cargo sales certificate by CAAC. CPL has become a leading provider in the domestic logistics industry. CPL ensures its position as a leading company with complete qualifications and extensive experience by enhancing the productivity through truck fleets equipped with GPS, maintaining close partnership with railway operations department. We keep developing and upgrading the 3rd party logistics IT system based on our well-established TMS, WMS and GPS.



协会列表

Association List



联合国全球契约 (UNGC)



中国国际运输代理协会 (CIFA)



北京报关协会 (BCB)



国际航空运输协会 (IATA)



中国航空运输协会 (CATA)



世界货物运输联盟 (WCA)



中国货运联盟 (CCA)



中国物流与采购联合会 (CFLP)

资质 Qualification



主要资质列表 Certification List

- 1

企业法人营业执照

Business License
- 2

道路运输经营许可证

Road Transportation Business License
- 3

ISO9001质量管理体系认证

ISO9001 Quality Management System Certificate
- 4

ISO14001环境管理体系认证

ISO14001 Environmental Management System Certificate
- 5

ISO45001职业健康安全管理体系认证

ISO45001 Occupational Health and Safety Management Standard
- 6

高新技术企业证书

High and New Tech Enterprises Certificate
- 7

AEO认证企业证书

AEO Certificate



■ 业务领域 Business Profile

■ 主营业务 Core Business

主营业务包含国际货代、合同物流、项目物流、供应链与物流解决方案、物流信息技术解决方案、航旅会展、航务咨询、关务与贸易等服务。

The core business includes International Freight Forwarding, Integrated Logistics, Project Logistics, Supply chain & Logistics Solution, Logistics Information Technology Solution, Airlines Service, Travel Management, Aviation Consulting, Customs & Trade Services.



国内综合物流 Domestic Integrated Logistics

- ✓ 门到门限时运输
- ✓ 区域性配送
- ✓ 仓储管理(成品/原材料/VMI)
- ✓ 展览/赛事/活动物流
- ✓ 包装设计与制造
- ✓ 生产现场综合服务
- ✓ 供应链综合解决方案与实施

Door to Door On-time Transportation (FTL/ LTL/Railway/Air)

Regional Distribution

Warehouse Management (FG/RM/ VMI)

Exhibition Transportation & Industrial Enterprises Relocation Services

Package Design&Management

On-site Logistics Solutions

Supply Chain Solution





国内综合物流业务 Domestic 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 provide door-to-door and 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.



关务与贸易 Customs & Trade Service

- ✓ 关务服务 Customs Service
- ✓ 检务服务 Inspection Service
- ✓ 海关合规咨询 Customs Compliance Consulting
- ✓ 境内保税库 Bonded Warehousing
- ✓ 进出口服务 Import & Export Service
- ✓ 国际贸易 International Trade
- ✓ 采购服务 Procurement Service
- ✓ 销售服务 Sales Service
- ✓ 仓储配送 Warehousing & Delivery





国际货运代理业务 International Freight Forwarding

Europe	CZ/CA/NH/HU/AZ/LX/LH/KL/CX/KA/3S/TK/7L
North America South America	DL/PO/NH/HU/CA/KA/CX/CK/ET
Australia New Zealand	PO/CZ/CA/CX
Asia Middle east	CA/CZ/HU/NH/QR/NX/CX/KA/CI/CK/BR/7L/AI/SQ/EY
Africa	QR/CX/KA/ET/EK/TK/EY

主要航线列表 Main Airlines List

鹏远新和凭借强大的国际网络支持 and 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 powerful international networks, the great insight of the airfreight market in China, and its professional operation capacity, CPL 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 customs clearance and multi modal transportation.

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。作为中国民航管理下的专业公司，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 accomplished several tasks relating to critical governmental passenger charters, with destinations ranging from Africa to the Middle East. This exemplifies our sufficient commercial charters operation experience. We have maintained a good relationship with many airlines; we intend to design economical and safe air charter solutions for customers, including door to door air charter. As a professional company under the management of CAAC, CPL possesses unique advantages in developing its charter business in the international and domestic market.



鹏远是国内最早经中国民航总局认证的从事航空客运销售代理业务的一类销售代理人之一，是民航总局指定的政府采购机票代理人，拥有国家旅游局颁发的国际旅行社资质。我们整合机票和旅游优势资源，目前以票务服务、签证服务、差旅管理、定制旅游，会展服务为主要产品及服务。凭借专业、诚信、高效、灵活的服务理念，为客户提供最具价值与温度的全品类旅行服务。

Pioneer is one of the earliest air passenger sales agents in China certified by CAAC. It has the international travel agency qualification issued by the National Tourism Administration. Integrating the advantageous resources of airlines and tourism, we provide airlines service, visa service, travel management, customized tourism and exhibition service as our main products and services. With the service concept of "be professional, honest, efficient, flexible", we make our customers experience the most valuable and warmest service in the full range of travel.

01

票务签证服务 Flight Ticket&Visa Business

拥有25年航空机票服务经验，可为客户提供国内外180余家航司的优惠机票方案。拥有经验丰富的签证团队，可提供专属签证顾问一对一服务，大部分国家签证代送代取，多个国家签证加急等服务。

With 25 years airlines service experience, we could provide the preferential solutions with more than 180 airlines to the customers. With rich experience in visa application, we could provide one-on-one service for visa consultancy, visa delivery&collection and urgent visa application for various countries.





02

会展服务 Exhibition Service

提供专业会议会展服务，包含策划、组织、商务对接、会场布置、布展撤展、会议物质仓储物流等系列服务与管理。

Provide professional conference and exhibition services, including planning, organization, business development, venue layout, exhibition arrangement, material logistics services and management.

02

差旅管理 Travel Management

提供线上和线下企业差旅管理服务，使企业差旅整体成本最小化，流程高效便捷，提供阶段性专业分析报告及持续优化解决方案服务。

Provide online and offline travel management services, help customers minimize the overall cost of business travel activities with efficient and convenient process, provide professional analysis reports and continuous optimization solutions.

03

定制旅游 Customized Tourism

根据客户的个性化需求，为客户量身设计、打造旅游出行方案，为客户提供更具个性化更有品质的服务。

According to the personalized needs of customers, we design tailor-made travel plans for customers, and provide more personalized and high-quality services.



业务领域 Business Profile

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：

- ✓ 增加了公司各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，给客户提供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 main business, we also provide electrical engineering and installation services, comprehensive supply chain management consulting, and hotel ticketing services and other logistics-related value-added services and supporting products, highlighting the following advantages of CPL:

- ✓ Integrated product packages
- ✓ Supportive resources to fulfill additional service requirements of our customers to provide one-stop solutions
- ✓ Powerful integrated logistics platform can quickly respond to customer needs and changes, flexibly deploy service teams and hardware/software resources, and customize energy-efficient and high-quality services.



成就 Achievement



施耐德DBCJ项目感谢信 Letter of Thanks by Schneider

Time goes by quickly, meanwhile the cooperation between Encory and Pioneer has established for over a year.

We as the whole Encory China team would like to take the opportunity to thank you very much for the very good cooperation. Pioneer has offered very high quality service and is always agile and flexible to meet new requirements and challenges.

We wish you and your family health, good luck and happiness in the new year!

The package we prepared for you (Elevarian beer mug, bear and Encory bottle as shown on photo) could not be sent due to Corona situation. We would send it later or hand it over to you personally on the next trip. We hope we can meet again in China this year! ☺



宝科利项目感谢信 Letter of Thanks by Encory China Team

■ 可持续发展责任 Sustainable Development Responsibility

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 shared responsibility of human society, and we are a firm supporter and practitioner of this belief. We are guided by the Scientific Development Concept with greater determination and efforts to enact more effective measures to promote the sustainable development processes and make new and greater contributions to global sustainable development.

2021年亮点内容

Highlights in 2021



鹏远完成ISO14001环境管理体系认证、ISO9001质量管理体系认证的再认证工作。



- ISO9001 Quality Management System Certificate
- ISO14001 Environmental Management System Certificate

ISO14001
ISO9001

鹏远完成ISO45001:2018 GB/T45001-2020的再认证工作，覆盖运营管理所涉及的职业健康安全管理活动。



- ISO45001 Occupational Health and Safety Management Standard

ISO45001

■ 可持续发展责任 Sustainable Development Responsibility

01 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，实现固有资产保值增值。

Recognizing the value of fixed assets, innovation, and HR advantages, developing core business to understand industry development, and promoting growth of the national economy are all dimensions of the enterprise's economic responsibility to achieve robust turnover growth and make total net profit and tax a priority.



全国各地疫情防控工作开展带来对各项防疫物资的紧急需求，鹏远积极配合国家物资调配，全力支持疫情防控期间物资运输工作。

The Covid-19 prevention and control work throughout the country has brought about an urgent demand for various epidemic prevention materials. CPL actively cooperates with the national material allocation and fully supports the material transportation during the epidemic prevention and control period.

环境责任 Environment Responsibility

作为一家肩负社会责任感的企业，鹏远充分且很早意识到自身业务对环境的影响，一直致力于打造可持续发展的供应链服务，希望能以身作则，通过企业运营的优化与升级，在物流领域乃至全社会带来积极影响。

- ✓ 鹏远在2021年12月成立了碳中和工作小组。
- ✓ 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。

As a socially responsible company, CPL is fully and early aware of the impact of its business on the environment, and has been committed to building sustainable supply chain services, hoping to lead by example and bring positive impact in the logistics field and society as a whole through the optimization and upgrading of business operations.

- ✓ CPL set up a carbon neutral working group in December 2021.
- ✓ Key targets of CPL's environmental responsibility goals include but not limited to: water consumption, electricity consumption, and fuel consumption per kilometer. These targets will be confronted through standardizing energy conservation and emissions reduction; strengthening supervision; improving management of waste packaging, such as sewage, food wastes classification management; and processing and recycling work.



社会责任 Social Responsibility

鹏远致力于在全球运营中保护人权，并尊重运营所涉及社区内所有群体的人权。

- ✓ 公司以《国际劳工公约》《世界人权宣言》为原则，遵守《中华人民共和国劳动法》《未成年人保护法》，制定了《员工手册》《劳动合同》等规章制度；
- ✓ 获得ISO14001环境管理体系认证；
- ✓ 鹏远为员工学历提升与技能认证的学费资助，鼓励员工培养优秀子女，鼓励员工教育；
- ✓ 鹏远在公益慈善方面持续深耕，鼓励员工从小我方面做贡献。

CPL is committed to protecting human rights in its global operations and respecting the human rights of all groups in the communities involved in its operations.

- ✓ Based on the principles of the International Labour Convention and the Universal Declaration of Human Rights, the Company abides by the Labor Law of the People's Republic of China and the Law of the People's Republic of China on the Protection of Minors, and has formulated rules and regulations such as the Employee Handbook and the Labor Contract.
- ✓ Obtained ISO14001 environmental management system certification
- ✓ CPL subsidizes tuition fees for employee education promotion and skill certification, encourages employees to cultivate excellent children, and encourages employee education.
- ✓ CPL continues to deepen its efforts in public welfare and charity, and encourages employees to make contributions from their childhood.



利益相关方 Parties of Interest

	期望与要求 Expectations and Requirements	沟通形式及表现 Communication and Performance
政府 Government	诚信守法 Integrity and abidance by laws 商业道德 Business ethics 依法纳税 appropriate tax payments	响应国家政策 Responsive to government policies 依法合规 Regulatory compliance 诚信经营 Integrity management
员工 Employees	保障员工合法权益 Protect the rights and interests of employees 公平合理的薪酬福利 Better employment opportunities and fair salary and welfare systems 完善的职业发展渠道 Career development channels 安全健康的工作环境 Safe and healthy working environment	员工关怀与改善薪酬激励 Staff care and welfare improvements 增强员工参与管理度 Establish a full range of training programs 建立全方位培训体系 Establish a comprehensive training system 打造良好企业文化 Develop better corporate culture 建立通畅、透明的内部沟通渠道 Establishment of transparent internal communication channels
行业 Customer	行业发展 Trust-worthy High quality products and service 与合作伙伴共赢 Quick response time	推进行业自律 Strengthen customer relations management 培养行业人才 Cultivate talents in the industry 积极参与国内外同业交流 Actively participate in domestic and foreign trade exchanges


客户 Business Partner	保持诚信优质的产品和服务 Complementary advantages		加强客户关系管理 Strengthen customer relations management	
	高效的响应速度 Efficient response speed		及时更新产品信息 Up-to-date product information	
	秉承共赢的合作态度 Shared information achieve mutual benefits		提高客户满意度 Improve customer satisfaction	
商业伙伴 Business Partner	优势互补 Complementary advantages		业务交流 Business communication	
	信息共享 Shared information		定期走访 Regular visits	
	实现互利互赢 Achieve mutual benefits		建立长期合作关系 Build long term cooperation relationships	
公众 Publics	提高物流服务 Improve logistic services		参加公益活动 Involvement in public welfare undertakings	
	为公众谋求利益 Develop public interest and benefits		搭建公众平台 Establish public platforms	
	支持社会公益事业 Support public welfare undertakings		增添多样化公众沟通渠道 Multiple public communication channels	
非政府组织 NGO	支持机构发展 Institutional development		定期组织“公众参观日”活动 organize ‘public visit day’ on regular basis	
	履行组织章程 Fulfill obligations		积极参加有关会议及活动 Active participation in meetings and activities	
			支持机构能力建设 Support for institutional development	
环境 Environment			开展志愿服务 Carry out volunteer service	
	节约能源 Promote green travel and low-carbon life		节能经营 Energy saving operations	
	提倡绿色出行、办公 Support environmental welfare		广泛使用电子流程，深化无纸办公 Extended use of electronic process, work towards paperless office	
	支持环保公益事业 Ecological protection		关注生态 Pay attention to the ecological	
			环境友好 Environment friendly	

员工的参与、技术和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。

Our employees' engagement, skills, expertise, and commitment to continued personal development are key principles in keeping our services high-quality and business successful. We have created a productive platform for positive and constructive employer-employee dialogue to offer opportunities for transparency and improvement. Our supportive and respectful work environment also fosters a healthy, safe, and inclusive space.




■ 尊重人权 Respecting Human Rights



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。

The principles of "UN Global Compact-Principles of Human Rights" have been embedded into our values and policies, and they serve as an ethical compass for how we treat each employee. We categorically reject all forms of forced labor and child labor, respect the opinions and choices of each employee, and guarantee equal opportunity in employee recruitment and selection.



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。

Pioneer Logistics pledges 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 understand and agree to comply with this bill of rights when conducting business internally and externally. As an organization, we continually endeavor to improve our contributions to our Corporate Social Responsibility and strive to reach above and beyond the expected responsibilities. This enables us to protect and guarantee a safe and respectful working environment for all.

■ 尊重人权 Respecting Human Rights

员工参与

我们积极营造一个开放、自由的交流平台，重视每一位员工的意见与想法。员工可以自由地表达对鹏远发展，自身工作等方面的想法和意见。

We provide our employees with a productive and open platform in which they are given opportunities to express their opinions and suggestions for CPL development, current work environment, promotion system, and etc.



环境安全

鹏远新和已获得ISO45001认证，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，维护员工的合法权益。我们按照该认证要求进行日常运营，定期组织员工进行EHS培训，强化员工防患于未然的意识，提高对潜在安全风险的敏感度。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。

CPL has obtained the ISO45001 certification and has been following the most recent and up-to-date Environment Health and Safety guidelines and procedures. With respect to our staff's legal rights, we have been improving the health and safety measures at our facilities. All staff members are made aware of the health and safety guidelines upon induction into the company. The EHS guidelines have also been integrated into our daily operations. Training for promoting EHS and risk awareness are conducted on a regular basis. In addition to providing better working conditions, we also improve internal management, cohesion, and coordination within the enterprise, and overall effectiveness and efficiency that lead to prosperity for our company and benefits for society.





安全管理目标

Safety Management Goals

鹏远制订了员工安全目标，量化安全生产要求，并且推动安全生产项目落地执行。为实现年度安全管理目标，我们不断完善安全管理架构和安全管理制，建设并落实安全生产责任制，强化安全风险管控，丰富安全宣传，提高全员安全意识，将安全风险降至最低。

CPL has formulated staff safety and safety objectives, quantified safety production requirements, and promoted the implementation of safety production projects. In order to achieve the annual safety management objectives, we constantly improve the safety management structure and safety management system, build and implement the safety production responsibility system, strengthen the safety risk management and control, enrich the safety publicity, improve the safety awareness of all staff, and minimize safety risks.



员工健康与安全目标追踪设定情况

Tracking and Setting of Employee Health and Safety Goals

2021年目标

Goals

1. 杜绝重、特大伤亡事故，急性中毒事故

Eliminate serious and extraordinarily serious casualties and acute poisoning accidents

2. 杜绝重大伤亡事故发生

Eliminate major casualty accidents

3. 轻伤事故，年内低于1起

Less than 1 minor injury accident in the year

4. 杜绝火灾事故

Eliminate fire accidents

2021年目标完成情况

Target

1. 0 起重、特大伤亡事故，急性中毒事故

No serious and extraordinarily serious casualties and acute poisoning accidents

2. 0 起重大伤亡事故发生

No major casualty accidents

3. 轻伤事故，年内0起

No injury accident in the year

4. 0 起火灾事故

No fire accidents



消防演习 Fire Drill

■ 机会平等 Equal Opportunity



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。

CPL is a large-scale logistics enterprise comprised of business professionals from across China and every corner of the globe. CPL celebrates our diverse and multi-cultural environment and ensures that all employees are given the right to enjoy equal occupational development opportunities regardless of color, nationality, gender, or social-economic status.



鹏远新和的招聘政策严格遵守相关的国家法律法规，对任何岗位的招聘均不得要求应聘对象的性别、种族、宗教信仰或其他与工作内容不相关的条件。并在招聘过程中严格执行，定期进行内部审计。

CPL's recruitment policy fully conforms to all relevant laws and regulations. No position will impose any restrictions on gender, race, religion, or other criteria not relevant to the job.

鹏远新和建立了完善的人力资源管理体系，对每一位员工都有适合的职业发展规划，对应职级体系。所有员工都可以根据年度绩效表现，得到明显的职级提升或者薪酬待遇提升。同时开放了管理岗位，员工可根据自身特点和能力，竞聘成为管理者，为员工提升职业发展，准备好足够的舞台。

CPL has established a perfect human resource management system, and has a suitable career development plan for each employee, corresponding to the rank system. All employees can get obvious rank promotion or salary promotion according to their annual performance. At the same time, management positions are available, and employees can compete to become managers according to their own characteristics and abilities, so as to prepare sufficient stage for employees to improve their career development.

■ 机会平等 Equal Opportunity

无论是内部、外部，技能、安全培训，每个员工都有同等的培训机会。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。

CPL has invested numerous resources for staff learning and development to encourage improvements in employee positions and to acquire the necessary knowledge for future opportunities. Every new employee will have a mentor to guide them through their first stage of work. New employees are also offered personalized training programs, such as communication skills.



内部培训 Internal Training



职业素养培训 Professional Quality Training



仓库操作培训 Warehouse Operation Training

职业健康 Occupational Health

平衡工作和生活 Work-Life Balance

鹏远新和在疫情期间也尽力为员工提供参与团队建设的机会，使员工充分感受生活的美好，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。

CPL believes each employee requires a well-balanced work and home life. In order to alleviate the pressures of work, promote a healthy and balanced lifestyle, and help individuals relax. We encourage and provide employees to participate in a range of activities during the hard time of Covid-19. CPL believes that keeping our 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.



攀岩团建 The Climbing



马拉松 The Marathon



三八妇女节活动
International Working Women's Day



线上年会 Live Annual Party

■ 职业健康 Occupational Health

鹏远新和的企业文化鼓励员工在工作时间内高效地完成工作，希望员工找到工作和生活的平衡点，我们认为充足的个人时间对于员工的身心健康与创造力有着非常重要的积极作用。无论是额外工作或是公司组织与正常工作无关的活动，员工均有权利拒绝参加，消除一切形式的强迫劳动。

CPL encourages our staff to work effectively and efficiently during working hours, which is an aspect of our business culture. CPL also provides opportunities for our staff to find appropriate work-life balances. We believe sufficient personal time is vital to our staff's health and creativity. There are no extra compulsory assignments or responsibilities not relevant to normal duties. Our staff can appropriately refuse to participate without fear of negative consequences.

福利 Welfare

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：

CPL believes the health and safety of our staff are vital. CPL not only provides basic medical insurance, but also organizes and provides the following:

- **办理补充医疗保险**

Supplementary medical insurance for our employees

- **提供年度体检福利，保障员工身体健康状态**

Annual medical examinations to ensure the healthy status of each employee

- **创造绿色工作生活园区，维护良好的办公环境**

The green working and living environment

- **创建瑜伽、羽毛球俱乐部，鼓励员工积极参加锻炼，强健体魄**

Yoga and Badminton Club to encourage our employees to participate in physical exercise after work and add to their general well-being

鹏远不断优化运输方案并通过整合，把不必要的运输活动消除，以达到未来减少浪费来解决碳排放的目标。

CPL continuous to optimize transportation solutions and eliminate unnecessary transportation activities through integration and streamlining, in order to achieve the goal of reducing waste and carbon emissions in the future.





智能物流 Green Technology

鹏远车队提前进行运输线路规划，结合货物的时效要求、距离等因素，采用智能算法提供路径规划最优解。同时，鹏远依托大数据分析和深度学习技术，整合货运线路和运力资源，提升陆地运输效率，实现车辆与货物的精准匹配。

CPL carries out the transportation route planning in advance, and adopts intelligent algorithms to provide the optimal solutions of route planning by combining the cargo's timeliness requirements, distance and other factors. At the same time, relying on big data analysis and deep learning technology, CPL relies on big data analysis and deep learning technology to integrate freight routes and capacity resources, improve land transportation efficiency, and achieve accurate matching of vehicles and cargo.



绿色办公 Green Office

用水：鹏远对各个办公区用水设备情况的定期巡查，对出现问题的设备及时上报修理，通常在1天内完成维修，减少水资源的无故浪费。

Water: CPL regularly inspects the water equipment in each office area, reports the equipment with problems to repair in time, and usually completes the maintenance within 1 day to reduce the waste of water resources.

用电：鹏远积极对场地用电管理进行改进，计划对部分场地的用电系统加装智能管理系统，减少未来能源消耗。

Power consumption: CPL actively improves the power consumption management of the site, and plans to install an intelligent management system in the power consumption system of some sites to reduce energy consumption in the future.



公众意识培养 Public Awareness

公司邀请内外部讲师进行节油驾驶、新能源管理等相关专题的线上培训，提升车辆管理人员及驾驶员的车辆知识储备，改善不良驾驶习惯，通过规范日常驾驶操作降低车辆油耗。

We invite internal and external lecturers to conduct online training on fuel-saving driving, new energy management and other related topics to enhance the vehicle knowledge reserve of vehicle managers and drivers, improve bad driving habits, and reduce vehicle fuel consumption by standardizing daily driving operations.

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 corruption, CPL promotes honesty and trustworthiness. CPL emphasizes the internal self-discipline system. This system entails that it is essential to obey the law, be honest, and provide high quality services for business management.





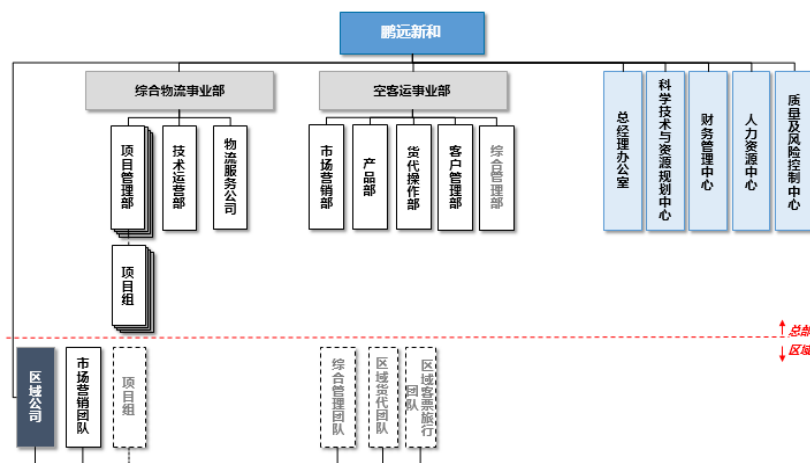
企业管治

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。

Striving towards a high-level of responsibility management, Pioneer Logistics established the cross-functional team to efficiently manage the company's corporate social responsibility affairs. Members of the corporate social responsibility management committee include the general manager and highest leadership from the subordinate departments. This team is responsible for the overarching enterprise in terms of company supervision, social responsibility and sustainable development, and strategies of corporate social responsibility. In addition to these duties and the responsibility management exemptions, this team is also responsible for implementing and managing, communicating with each employee, encouraging staff to actively participate in social responsibility issues, and promoting the understanding of responsibilities in daily work.

鹏远新和组织架构方案





反腐败意识培养

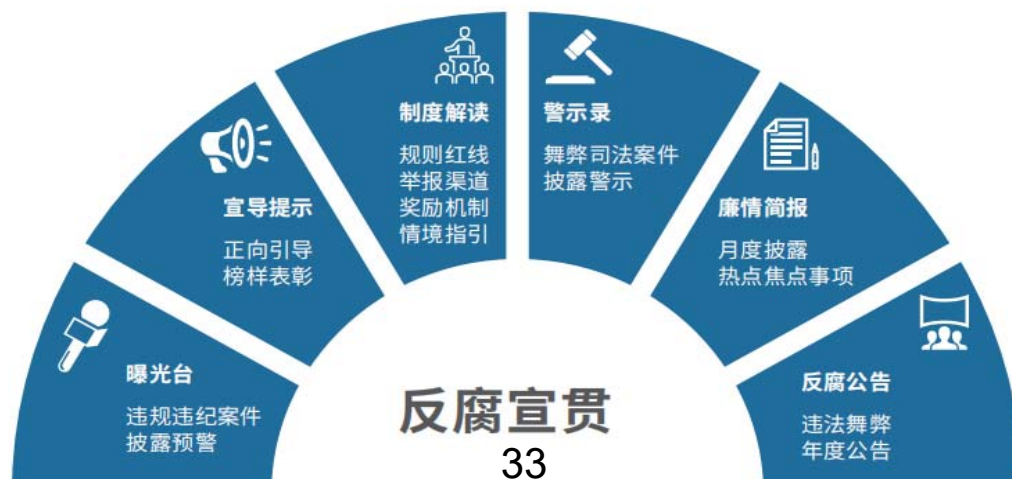
Awareness

鹏远致力于采取积极地预防性措施，通过明确的沟通和渠道，严防违规行为的发生。

- ✓ 鹏远搭建了廉洁文化宣传体系，通过制度解读、以及反腐公告等形式，主动向员工宣贯公司反腐败制度及措施。通过线上案例、线下培训等多种形式，针对员工和管理层开展廉洁文化正面宣导及舞弊案例反面警示。
- ✓ 在2021年，我们对新员工新增开展反腐败入职培训。
- ✓ 鹏远新和不断加大对内部廉洁自律制度的建设，以及不断加强管理层、一般员工在反腐败方面的认识，现企业内部对廉洁与反腐败的重要性有了广泛的共识。

CPL is committed to taking proactive and preventive measures to strictly prevent violations through clear communication and awareness.

- ✓ CPL has established an incorruptible culture publicity system, and actively publicized the company's anti-corruption system and measures to employees through system interpretation, anti-corruption announcement and other forms. Through various forms such as online cases and offline training, we carry out positive propaganda of integrity culture and negative warnings of fraud cases for employees and management.
- ✓ In 2021, we conducted anti-corruption onboarding training for new employees.
- ✓ CPL has constantly increased the construction of the internal integrity and self-discipline system, as well as continuously strengthened the awareness of management and general employees in anti-corruption, and now there is a wide consensus within the enterprise on the importance of integrity and anti-corruption.





廉洁自制制度的完善 Self-Discipline

在提升员工对于反腐败的认识的同时，完善相关的制度、流程，尤其在财务方面的识别风险环节，改善流程并加强管理力度，从制度上减少发生腐败的可能性，创建公平竞争的商业环境和树立企业良好形象。

CPL will continue improving its policies and procedures to better prevent corrupt behaviors from the start. We have reviewed our financial procedures to identify risks associated with potential corruption. We have either modified the processes or placed stronger preventive measures. CPL is committed to establishing a business environment of equal competition and a good corporation profile.

业务环节 Business

保证费用内容和票据的双重审核，防止商业行贿、虚报数目的行为滋生。

Ensure double audit of expense content and bills to prevent the breeding of commercial bribery and false numbers.

采购环节 Purchase

保证采购分离、优化招投标流程，防止串通招投标与受贿关联交易存在。

Ensure procurement separation and optimize the bidding process to prevent the existence of collusive bidding and bribe-taking related transactions.

财务环节 Finance

建立定期审计制度，明确职责和授权范围，杜绝挪用、侵占公司资金的行为滋生。

Establish a regular audit system to clarify the scope of responsibilities and authorizations to prevent the embezzlement and misappropriation of company funds from breeding.



法律培训 Training



与外部签订反商业贿赂

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 collaborate with CPL are required to sign anti-bribery terms. These terms guarantee that we actively carry out series of anti-corruption procedures and strategies to establish ethical and genuine partnerships with companies that share similar ideologies. CPL has established a reporting channel for anti-corruption and published report contact number to vendors. Any staff member who is receiving solicitation, exhortations, or bribery can report the incident(s) to management and receive support. We prohibit any and all illegal activities that violate morality and integrity, including, but not limited to: bribery, cheating, plagiarism, money laundering, illegal transactions, and stealing company property.



积极配合客户对反腐败相关方面的要求，在客户要求与自身政策当中，选择较严格的标准，从客户处积极学习，结合鹏远新和现状，完善自身政策。进行合作前的背景调查和合作时的廉洁承诺，防止商业行贿、关联关系和串通招投标行为滋生。

CPL actively cooperate with customer to meet the anti-corruption relevant requirements. We learn from our customer on anti-corruption regulation and practice to improve our own rules and execute the stricter terms. staff better identify the various forms of corruption and to give guidance on how to handle them. Background check before cooperation and clean commitment during cooperation to prevent commercial bribery, association and collusion in bidding.

展望

Outlook

鹏远新和的总体发展目标：

我们将坚持秉承“客户至上，以人为本，精益创新，协作共赢”的原则，尊重环境与人才，紧跟市场趋势，夯实组织能力、激发员工潜能，积极探索新的市场与机会，以持续为客户增加价值为己任，携手合作伙伴共进共赢。同时，我们将更加注重发挥物流技术与资源配置的优势，加快完善产品组合及精益流程链，持续提升数字化能力及科技服务水平；聚焦优势领域，积极参与国际化合作与竞争，努力保持行业领先地位，在成为全国领先的全供应链智慧物流服务供应商的路上坚实地迈步前进。

Pioneer Logistics' overall development goals are to uphold the values of Humanity, Innovation, Green Power, and Sustainability, respect for the environment, cost-optimization, structure adjustment, market trend following, customer needs focusing, product and service innovation, organization support capability strengthening, and proactive market and opportunity exploration. By empowering our customers to increase their market competitiveness and stakeholders' value, empowering our employees to realize their potential and achieve self-actualization, and engaging our partners to achieve as one Pioneer, we will be able to realize the sustainable development of security and stability of low carbon. CPL will fully utilize the benefits of logistics technology and resources, gradually strengthen its industrial chain, increase resource utilization rates and the quality of scientific and technological services, actively engage in international cooperation and competition, maintain its leadership position in the industry, strive to build a world-class logistics enterprise, and become a leading full supply chain intelligent logistics service provider.

