

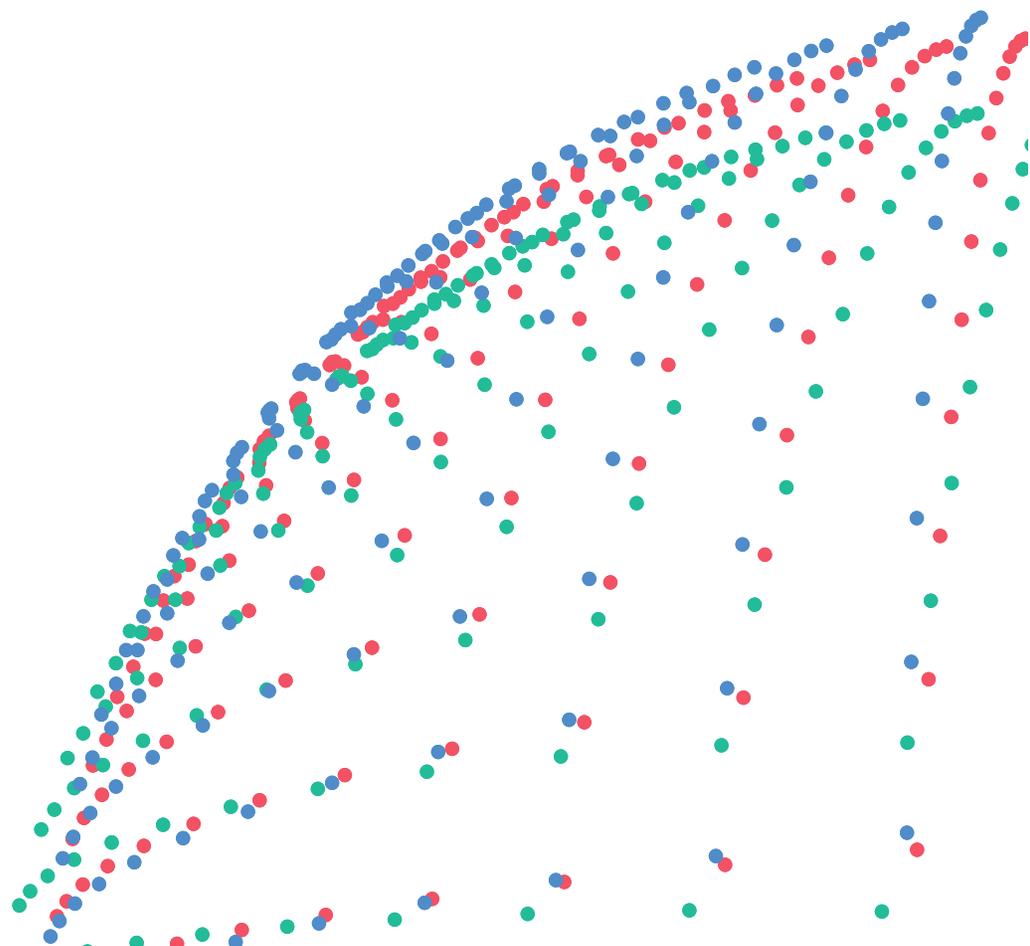
东方雨虹

企业社会责任报告



Oriental Yuhong Corporate Social
Responsibility Report 2019

2019



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A 关于本报告 ABOUT THIS REPORT

本报告是东方雨虹 2009 年建立报告发布制度以来，连续发布的第十二份企业社会责任报告，是公司 2019 年度履行经济、环境、社会三大责任的真实反映。我们对相关情况做出如下说明：

A real reflection to Oriental Yuhong's actions of implementing economic, environmental, and social responsibilities in 2019, this report is the twelfth corporate social responsibility report (CSR report) since Oriental Yuhong established CSR report release system in 2009. The following are explanations to the CSR report.

报告主体

Report Subject

以北京东方雨虹防水技术股份有限公司为主体，包含所属分子公司、事业部及生产基地等分支机构。

Take Beijing Oriental Yuhong Waterproof Technology Co., Ltd. as the subject, including its subsidiary companies and branches, business division and production bases and other branch units.

指代说明

Abbreviations Used

“北京东方雨虹防水技术股份有限公司”在报告中也以“东方雨虹”或“公司”表示。

The word "Oriental Yuhong" or "the company" herein refers to "Beijing Oriental Yuhong Waterproof Technology Co., Ltd".

时间范围

Reporting Period

2019 年 1 月 1 日至 12 月 31 日。考虑到披露的延续性和可比性，部分信息内容在时间上向前或向后适当延伸。

The reporting period is from January 1 to December 31, 2019. In consideration of continuity and comparison of disclosure, a part of information is extended back or forth on the basis of time.

报告周期

Reporting Cycle

本报告为年度报告。

This report is published annually.

编写原则

Report Compilation Principles

客观、规范、诚信、透明。

Objectivity, standardization, sincerity, and transparency.

信息来源

Sources Of Data

相关信息和数据均来自北京东方雨虹防水技术股份有限公司及其下属的全资子公司或控股公司。

Related information and data herein are from Beijing Oriental Yuhong Waterproof Technology Co., Ltd. and its wholly-owned subsidiaries or holding companies.

报告改进

Report Improvement

参照全球报告倡议组织（GRI）《可持续发展报告指南》（G4）及社会责任系列国家标准编制。

报告编制过程中邀请伙伴、员工、NGO 等利益相关方参与，发挥报告在利益相关方沟通、企业社会责任绩效监控中的作用。

Take the "Sustainability development Reporting Guidelines"(G4) of the Global Reporting Initiative (GRI) and national series standards on social responsibilities.

In the process of compilation of the report, stakeholders such as partners, employees, NGOs and others were invited to participate, and roles of the reports in stakeholders' communication and the corporate social responsibility performance monitoring are brought into play.

编写依据

Compilation Basis

参照全球报告倡议组织(GRI)《可持续发展报告指南》(G4)、GB/T 36001-2015《社会责任报告编写指南》、GB/T36000-2015《社会责任指南》、GB/T36002-2015《社会责任绩效指标分类体系》编写。

Compiled with reference to the "Sustainability development Reporting Guidelines "(G4), "Social Responsibility Reporting Guidelines" (GB/T 36001-2015), "Social Responsibility Guidelines" (GB/T 36000-2015), and " Social Responsibility Performance Indicator Classification System" (GB/T36002-2015) of the Global Reporting Initiative (GRI).

语言版本

Language

本报告以中英文形式发布。

The report is presented in Chinese and English.

报告获取

Access To The Report

本报告仅提供电子版。PDF 版请登录公司网站 <http://www.yuhong.com.cn>，或扫描右侧二维码，获取电子版。（联系电话：010-59526420，电子邮箱：xiejj@yuhong.com.cn）。

The report is published only in electronic version. You can visit the company's website <http://www.yuhong.com.cn> for an online PDF version, or scan the right side QR Code to obtain the electronic edition. (Contact telephone: 010-59526420, Email: xiejj@yuhong.com.cn).



C 公司概况

COMPANY OVERVIEW



东方雨虹成立于 1995 年，二十余年来，为数以万计的重大基础设施建设、工业建筑和民用、商用建筑提供高品质的系统解决方案，已成为优质的建筑建材系统服务商。公司追求高质量稳健发展，以主营防水业务为核心延伸上下游及相关产业链，形成建筑防水、民用建材、非织造布、建筑涂料、建筑修缮、节能保温、特种砂浆、建筑粉料等业务板块合力的建筑建材系统服务体系。公司陆续通过欧盟 CE 认证，德国 EC1 认证、美国 FM 认证、美国能源署（EPA）能源之星认证等多项国内国际认证，并获“全国质量奖”、“全国质量标杆”、“国家技术创新示范企业”等荣誉认定。

Founded in 1995, Oriental Yuhong has been dedicated to providing high-quality and improved system solutions for the construction of thousands of important infrastructure projects, industrial buildings, civil and commercial buildings. It has grown into a high quality provider in the building material industry. Oriental Yuhong always pursues high-quality and stable development. It focuses on waterproofing services, and extends its business to upstream and downstream sectors as well as relevant industry chains. The company has formed strong building material service capabilities integrating building waterproofing, civil building materials, non-woven fabric, building coat, building repair, energy-saving and thermal insulation, special mortar, building powder etc. Oriental Yuhong has passed many domestic and international certification including EU CE certification, Germany EC1 certification, USA FM certification, and “Energy Star” of Environmental Protection Agency (EPA). And it has won many honors such as “China Quality Award”, “China Quality Benchmark” and “National Technology Innovation Demonstration Enterprise”.



控股上海东方雨虹、香港东方雨虹、东方雨虹北美有限责任公司等 50 余家分子公司,在上海、湖南、辽宁、广东、江苏、山东、云南、河北、陕西、安徽、浙江、山东等地建设 28 个生产研发物流基地,拥有 80 余条先进生产线。其中,从美国 R&D、意大利 Boato 引进卷材生产线 50 余条。引入德国克劳斯玛菲高分子防水材料生产设备,采用德国爱立许、西门子技术,拜耳概念设计等技术,全流程自动化生产,树立了高产能、高精度、高稳定性的标杆,实现 300 公里辐射半径,24 小时使命必达。

Oriental Yuhong holds more than 50 subsidiaries including Shanghai Oriental Yuhong, HK Oriental Yuhong, and Oriental Yuhong North American, etc. It has 28 manufacturing, R&D, and logistic bases respectively in Shanghai, in Hunan Province, in Liaoning Province, in Jiangsu Province, in Shandong Province, in Yunnan Province, in Hebei Province, in Shaanxi Province, in Anhui Province, in Zhejiang Province, in Shandong Province. The company owns more than 80 advanced production lines. It introduced more than 50 roll production lines including USA R&D and Italy Boato lines. Krauss Maffei (Germany) waterproof material manufacturing equipment was also introduced into Oriental Yuhong. Eirich and Siemens technologies, Bayer concept design technology have been combined to achieve whole-process automated production, thus establishing an industry benchmark featuring high capacity, high precision, and high stability. It has covered a radius of 300km and availability within 24h.

东方雨虹不懈地追求可持续发展,以科技进步、产品优异、服务满意和安全环保推动规模化发展。公司获批建设特种功能防水材料国家重点实验室,拥有国家认定企业技术中心、院士专家工作站、博士后科研工作站等。研发体系日益完备,形成了产品研发、生产工艺装备、应用技术、工程施工技术四大研发中心。公司还成立职业技术学院,旨在提升标准化施工服务技能及培养具有全球竞争力的产业工人。为使研发与国际接轨,在美国建立防水涂料全球卓越研究中心。

Oriental Yuhong pursuits of sustainable development continuously. It promotes the scale development with science and technology advancement, product excellence, service satisfaction, and safety & environmental protection. It has been authorized to build state key lab of special-purpose waterproof material, and has established national-certified corporate R&D center, academician work station, and post-doctoral work station, etc. Its R&D system is more and more improved, and it has built up 4 R&D centers for product, production process equipment, application technology, engineering construction technology. Oriental Yuhong established a vocational technical college, in order to improve standardized construction & service techniques and cultivate industrial workers with global competitiveness. To be in line with international level of research and development, Oriental Yuhong established a global excellence research center of waterproof coat in the USA.



作为建筑建材系统服务商，东方雨虹已将优秀产品及专业服务成功应用于房屋建筑、高速公路、城市道桥、地铁及城市轨道、高速铁路、机场、水利设施等众多领域，包括人民大会堂及鸟巢、水立方等 2008 年北京奥运场馆等中国标志性建筑和京沪高铁、北京地铁等国家重大基础设施建设项目中。公司与万科、恒大、融创等 200 余家房地产商、大型企业集团建立了长期友好稳定的战略合作关系，并通过业之峰、阔达、元洲、今朝等近 2000 家大型家装公司和建材市场走进千家万户。

As an outstanding building materials service provider, Oriental Yuhong is responsible for solving all waterproofing problems for human beings. As a professional provider of waterproofing system solutions, Oriental Yuhong has successfully applied various of waterproofing systems to buildings, highways, urban roads and bridges, metros, urban railways, high-speed railways, airports, and water conservancy facilities. Outstanding examples are China's representative buildings, e.g. China's Great Hall and 2008 Beijing Olympics including the Bird's Nest and the Water Cube, as well as important national infrastructure construction projects such as Beijing-Shanghai high-speed railway, and Beijing Metro. Oriental Yuhong has established long-term and stable strategic cooperation relation with more than 200 real estate developers and large enterprises including Vanke, Hengda, Sunac, etc. Oriental Yuhong has sold its products into millions of families through nearly 2,000 large-scale home decoration companies and building material markets, such as Yezhifeng, Kuoda, Yuanzhou and Jinzhao.

实现世界东方雨虹的梦想，全力为构筑和谐人居贡献力量，全面践行“为人类为社会创造持久安全的环境”的企业使命，东方雨虹一直在路上。随着东方雨虹国际化战略的全面实施，公司生产的优质产品远销德国、巴西、澳大利亚、美国、加拿大、俄罗斯、日本、新加坡、韩国、中非、南非等超过 100 个国家和地区。

Oriental Yuhong is always making efforts to realize the dream of a "globalized Oriental Yuhong", making contribution to building a harmonious habitat for people, and fulfilling the corporate vision of "building a durable and safe environment for human being and the society". With the implementation of Oriental Yuhong's international strategy, the products of company are exported to more than 100 countries and regions such as Germany, Brazil, Australia, the United States, Canada, Russia, Japan, Singapore, South Korea, Central Africa and South Africa.



C 公司组织结构图 CORPORATE STRUCTURE





S 社会责任管理

SOCIAL RESPONSIBILITY MANAGEMENT

社会责任管理机制

Social Responsibility Management Mechanism

履行社会责任是东方雨虹企业运营的内在因子。通过全系统、多维度的责任管理理念，东方雨虹从研发、生产、销售、施工等环节入手，努力以更环保、更节能、更安全、更高效的方式持续提供更好的产品和服务，将责任理念植入到日常生产运营中。

To fulfill social responsibility is the inner factor of Oriental Yuhong. Through whole system and multi-dimensional responsibility management concept, and starting from research and development, production, sales, construction and other aspects, Oriental Yuhong strives to provide much better products and services by more environmental friendly, more energy efficient, safer and more effective means, and implants the concept of responsibility into its daily production operation.



成立社会责任工作小组，总裁任小组组长，成员包括各分子公司、各事业部总经理、各中心总监、各工厂厂长，成员之间相互配合组织本单位的社会责任推进工作。

Oriental Yuhong established a social responsibility work team, whose chief is Oriental Yuhong General Manager and whose members are General Managers of Oriental Yuhong subsidiaries and divisions, directors of different centers and factories. Members work in concert to push forward the social responsibility fulfillment of their units.

利益相关方沟通参与 Stakeholders Communication And Participation

利益相关方 Stakeholder	要求与期望 Requirements and Expectations	沟通方式 Mode Of Communication	回应 Response
政府 Government	遵守法律法规 Abide by laws and regulations	政策指示发布 Policy instructions issued	严格遵守法律法规 Strictly abide by the laws and regulations
	提供就业机会 Provide employment opportunities	扩大再生产 Expand reproduction	提供充足工作岗位 Provide enough jobs
股东 Shareholders	公司治理 Corporate governance	互动易 Hudongyi (irm.cninfo.com) 实地考察 Field trip	稳健经营并如实汇报公司经营治理情况 Prudent operation and report company operation management according to facts
	业绩持续增长 Sustained growth performance	定期发布报告 Report published on a regular basis 业绩说明会 Achievement presentation meeting 巨潮资讯 Cninfo	完善信息披露 Perfect information disclosure
员工 Employees	薪酬福利 Compensation benefits	员工调查 Employee survey	多维度详细的调查问卷 Multidimensional detailed questionnaire
	培训成长 Apprenticeship	自媒体、雨虹学院交流 Self-media, Yuhong Institute exchange	培训需求调查及媒体沟通 Training needs survey and media communication
	职业发展 Career development	面对面沟通 Face-to-face communication	员工权益保障 Employee rights and interests safeguard
客户 Customers	优质产品和服务 Quality products and services	售前、售中、售后服务 Pre-sale, in-sale and after-sale services DMS系统 DMS system	项目质量评价 Project quality evaluation
供应商 Suppliers	公开、公平、公正采购 Open, fair and impartial procurement	供应商大会 Supplier general meeting SRM系统 SRM system	完善的招标管理 Complete or perfect tender management
	资质审核 Examination and verification of qualification	研讨会 Seminar	合规有序经营 Compliance and orderly management
	诚信管理 Integrity management	日常业务交流 Daily business communication	内部审计监察 Internal audit and supervision
行业 Industry	促进行业质量提升 Promote the improvement of industry quality	产品及服务品质示范 Product and service quality demonstration	引领行业正向发展 Leading industry positive development
社区与社会团体 Community and Social Organizations	参与社区发展 Participate in community development	员工志愿活动 Employee volunteer activities	贡献社会 Contribute to society
	支持公益事业 Support public welfare undertakings	公益活动 Public welfare activities	给予专业帮助 Give professional help
	环境保护 Environmental protection	节能减排 Energy conservation and emission reduction	严格遵守法律法规 Strictly abide by the laws and regulations

利益相关方沟通实例

Stakeholders Communication Examples

股东 Stakeholders

2019年东方雨虹全年发布公告128次，其中发布定期报告4次，确保投资者的及时监督和公司的透明经营。全年共组织召开股东大会4次，董事会13次，董事会专门委员会15次，监事会11次，保证公司规范运营。多次组织投资者到公司进行访问调研，向投资者介绍公司的生产经营情况和发展战略，并回答分析师关于销售模式、经营业绩、投资增速、研发能力等方面的问题。并接听投资者电话咨询百余次，回答网络咨询141次。

In 2019, Oriental Yuhong made a total of 128 public notices throughout the year, of which, 4 were made on a regular basis in order to ensure investors' timely supervision and transparent operation of the company. In the whole year 2019, four shareholder conferences, 13 Board of Director meetings, 15 special committee meetings of Board of Director and 11 meetings of Board of Supervisors were convened to ensure standardized operation of the company. In addition, the company organized investor's visit and survey to the company for many times, introducing to them the company's production and operation conditions and development strategy, answering questions of the analysts about sales model, operating performance, investment growth, and research and development ability etc. At the same time, the company also answered nearly 100 telephone calls for Internet counseling from investors, and replied 141 times of Internet counseling.

客户 Customers

2019年全年，东方雨虹接待1885批次考察团，共计接待22570人次。考察团重点参观了总部及生产基地的涂料和卷材生产车间、成品仓储车间，以及实验室和模型展厅。万科采筑平台还前往生产基地，直观地感受到生产基地的内部结构和东方雨虹的产品特点，深入了解。未来，东方雨虹将继续履行企业职责，以优异的产品与服务，助力合作伙伴打造更多的经典工程。

In the whole year 2019, Oriental Yuhong had received 1,885 visitor groups, including 22,570 visitors in total. Those visitor groups visited coat and roll workshops of Headquarters and production base, finished product warehouses and workshops, laboratories and model exhibition halls in 12 production bases. Vanke Aupup platform shot the "Super Factory" video in Oriental Yuhong production base, to let viewers directly know the internal structure of the production base and characteristics of Oriental Yuhong products. In the future, Oriental Yuhong will continue to perform the duties of enterprise in the waterproofing industry, and help partners build more classic projects with excellent products and services.

社会 Society

2019年5月28日，在第十七届中国国际屋面和建筑防水技术展览会召开之际，东方雨虹于上海世博展览馆隆重召开2018年企业社会责任报告发布会暨深圳WTA年终总决赛合作启动仪式。东方雨虹坚持每年发布企业社会责任报告，积极履行质量承诺，接受政府部门、行业协会、社会媒体的监督，并在这一重要时刻进行深圳WTA年终总决赛合作启动仪式，切实之举支持社会体育公益事业。

On May 28, 2019, at the 17th China International Roofing & Waterproofing Expo, Oriental Yuhong held the launching ceremony for 2018 Corporate Social Responsibility Report & the Cooperation with Shenzhen WTA Year-end Finals in Shanghai World Expo Exhibition & Convention Center. Oriental Yuhong has insisted on issuing corporate social responsibility report, actively fulfilled quality commitment, received the supervision of government, industry association and social media. On the important occasion of releasing the annual corporate social responsibility report, it unveiled the cooperation with Shenzhen WTA Year-end Finals, in order to support the public social sports welfare.

员工 Employees

2019年，紧密围绕企业发展目标，深入贯彻以人为本，以专业为本，以团队为本，以执行力为本的员工发展战略，在年投入培训经费超759万元，高效有序开展面向内部员工百余场超4300小时的学习活动，覆盖12176人次。员工和企业的良好互动，能让员工在东方雨虹的平台中有序发展，认同企业文化，发挥自身价值，实现人生理想。

In 2019, focusing on the corporate development goal, Oriental Yuhong has implemented the people-oriented, professional-oriented, team-based and execution-oriented employee cultivation strategy. It invested more than RMB 7.59 million for employee training in the year 2019. More than 100 internal employee training activities, lasting 4,300 hours in total, were carried out and they benefited 12,176 employees. The healthy interaction between employees and enterprise has enabled employees to make orderly development with the Oriental Yuhong, recognize corporate culture, play its own values, and realize the ideal of life.



供应商 Suppliers

2020年1月10日，东方雨虹2019年度供应商大会在芜湖召开。大会以“戮力同行·共生共赢”为主题，共有150余位供应商代表受邀参会，服务范围涵盖原料类、服务类、设备类、基建类等。会上评选了“AAA”级供应商10家，“AA”级供应商22家，“A”级供应商33家。此外，埃克森等5家供应商获得“技术创新奖”称号，万华等4家供应商获得“卓越质量奖”称号。

On January 10, 2020, Oriental Yuhong Supplier Conference was held in Wuhu. The theme of the conference is “Cooperate Efforts Together for Win-win Success”. More than 150 supplier representatives were invited to attend the meeting. Their service scope covers raw materials, services, equipment, infrastructure and so on. At the meeting, 10 suppliers were awarded AAA grade, 22 AA grade, and 33 others A grade. In addition, five suppliers including Exxon won the “Technology Innovation Award”, and four suppliers including Wanhua won the “Excellent Quality Award”.



社区 Communities

东方雨虹顺义园区研发中心携手杨镇工会、高能环境、东方雨虹建筑修缮、雨虹防水走进杨镇阳洲鑫园社区，开展公益大讲堂活动。本次公益讲堂主要就“垃圾如何进行分类、如何处理，家庭防水小技能”等话题展开讨论，期间，东方雨虹研发人员联合其他主办单位，利用自身专业知识为社区居民进行详细的普及与讲解，并现场与大家互动交流。

Oriental Yuhong Shunyi Park R&D Center joined hands with Yangzhen Trade Union, BGE, Oriental Yuhong Building Renovation, and Yuhong Waterproof to give a public welfare lecture to the Yangzhen Yangzhou Xinyuan Community. At this public welfare lecture, they mainly discussed the topics such as “how to classify and dispose of garbage” and “household waterproof skills”. During the period, Oriental Yuhong R&D personnel and experts from other hosting companies provided detailed professional knowledge popularization and explanation for community residents. Experts made interaction with everyone on the site.

行业 Industry

近几年，东方雨虹参与或主持了《环保型建材及装饰材料技术要求》《单层防水卷材屋面工程技术规程》《陶瓷砖胶粘剂》《用于陶瓷砖粘结层下的防水涂膜》《预铺防水卷材》《硅烷/硅氧烷建筑防护剂中有效成分及有害物质测定方法》《防水卷材用沥青原料技术要求》《建筑外墙及屋面用热反射材料技术条件及评价方法》《混种植屋面用耐根穿刺防水卷材》《防水沥青与防水卷材术语》《工程检测移动实验室通用技术规范》等数十个国家标准或行业标准的修订，促进行业质量提升。

In recent years, Oriental Yuhong participated in or presided over the revision of dozens of national standards or industry standards, which successfully promoted the improvement of industry quality. The standards include “Technical requirements for environmental building materials and decoration materials”, “Technical specification for roofing engineering of single-layer waterproof membrane”, “Ceramic tile adhesive”, “Waterproof coating film used under the bonding layer of ceramic tile”, “Pre-pavement waterproof membrane”, “Effective ingredients in silane/siloxane building protective agent and the determination of hazardous substances”, “Technical requirements for asphalt raw materials for waterproof rolls”, “Technical specification and evaluation methods of heat reflective materials for exterior building walls and roofing”, “Root-puncture resistant and waterproof rolls for Mixed Planting Roofing”, “Terminology of waterproof asphalt and waterproof rolls”, “General technical specification for engineering testing mobile laboratory”, etc.

社团 Mass Organizations

1月26日,2019年新春专家团拜会在京召开。团拜会以“感谢有你”为主题,由中国建筑防水协会和东方雨虹联合主办,回顾防水行业的丰硕成绩,畅谈2019年行业发展新格局。东方雨虹期望未来与更多有责任、有担当的专家一起,携手并进,砥砺前行,共创行业美好未来。



On January 26, 2019, the Spring Festival Gathering of Experts was convened in Beijing. With “Grateful to Have You” as the theme, the Spring Festival Gathering was jointly hosted by China National Building Waterproof Association and Oriental Yuhong. They looked back to the outstanding achievements of waterproofing industry and talked about the new industry development layout in 2019. Oriental Yuhong looked forward to working together with more responsible experts, forging ahead and creating a better future for the industry.

以下为东方雨虹参与的部分社团组织:

The following are part of the social organizations participated in by Oriental Yuhong:

中国质量协会 China Association for Quality

中国建筑防水协会 China National Building Waterproof Association

中国房地产业协会 China Real Estate Association

中国建筑建材联合会 China Building Materials Federation

中国建筑材料企业管理协会 China Building Material Enterprise Management Association

北京市工商业联合会 Beijing Federation of Industry & Commerce

北京市科技金融促进会 China Association for Promotion of Science & Technology and Finance

北京市科技咨询业协会 Beijing Consulting Association

北京市建材行业联合会 Beijing Building Materials Federation

实质性议题识别

Substantive Issue Identification

东方雨虹通过与利益相关方的长效沟通,参照《可持续发展报告指南》(G4)相关要求,识别来自众多利益相关方的议题,从而确认东方雨虹 2019 年企业社会责任报告的社会责任实质性议题。

Through long-term effective communication with stakeholders, with reference to the relevant requirements of the "Sustainable Development Report Guide"(G4), Oriental Yuhong identifies the topics for discussion from numerous stakeholders, thereby confirming the substantive issues of the social responsibility of the 2019 Corporate Social Responsibility Report of Oriental Yuhong.

识别来自众多利益相关方的议题 Identify Issues From Numerous Stakeholders	实质性议题 Material topics
东方雨虹自媒体平台互动 Self-media platform interaction of Oriental Yuhong	公司治理 Corporate governance
客户的反馈 Customer feedback	节能减排 Energy conservation and emission reduction
社交媒体渠道 Social media channels	公司经营治理 Company operation management
投资者的质询与沟通 Investor's inquiry and communication	员工关系 / 人才培养 Employee relations/personnel training
社区参与 Community participation	公平合理的薪酬体系 Fair and reasonable compensation system
政府相关部门的督导 Relevant government department supervision	能源消耗 Energy consumption
行业协会的工作会议 Industry association working conference	股东收益 Shareholder's dividend
行业发展趋势的调研 Research of industrial developmental trend	劳动保护 Labor protection
员工合理化建议 Staff rationalization proposal	供应链管理 Supply chain management
股东考察与线上沟通 Shareholders inspection and online communication	劳工人权 Labor rights
	合法纳税 Legal tax
	售后跟踪与服务 After-sales tracking and services
	供应商政策支持 Supplier's policy support
	促进行业发展 Promote industry development

A large yellow circle containing the text 'Q 品质经营' and 'QUALITY MANAGEMENT'. The 'Q' is a stylized white letter. The background of the page is a photograph of the National Stadium in Beijing, featuring its iconic white, woven steel structure under a blue sky with light clouds. In the foreground, there are green trees and a paved plaza.

Q 品质经营
QUALITY MANAGEMENT

公司治理

Corporate Governance

(一) 经营指标

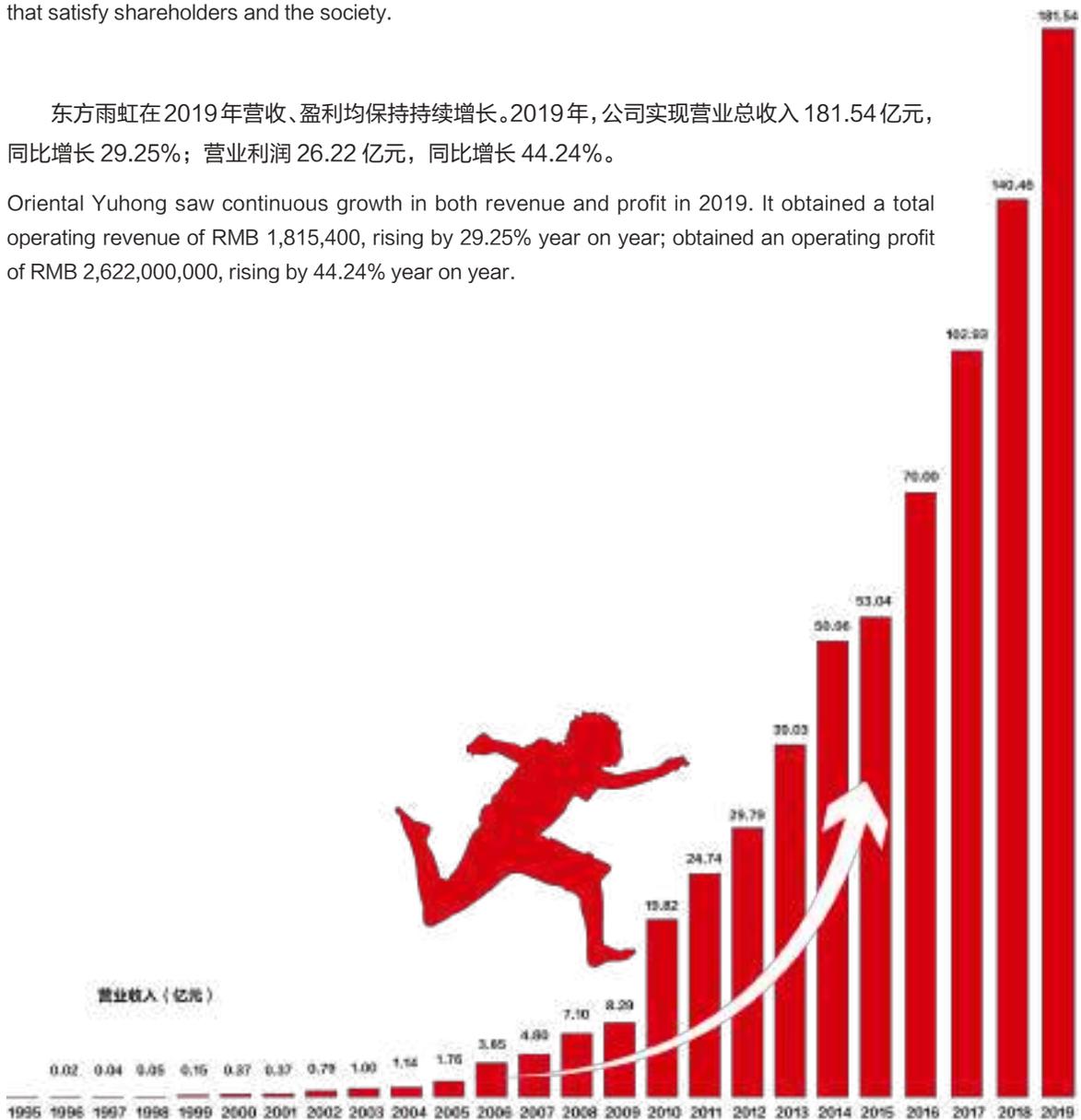
(I) Operation Indicators

东方雨虹上下一心，全力以赴，苦练内功，强化营销，向管理要效益，向市场要效益，向股东和社会交上了一份满意的答卷。

The whole staff of Oriental Yuhong unites together and goes all out to improve the internal strength, enhances marketing capability, gets more benefit from lean management and market. Oriental Yuhong has thus achieved outstanding results that satisfy shareholders and the society.

东方雨虹在2019年营收、盈利均保持持续增长。2019年，公司实现营业总收入181.54亿元，同比增长29.25%；营业利润26.22亿元，同比增长44.24%。

Oriental Yuhong saw continuous growth in both revenue and profit in 2019. It obtained a total operating revenue of RMB 1,815,400, rising by 29.25% year on year; obtained an operating profit of RMB 2,622,000,000, rising by 44.24% year on year.



2019年，面对复杂严峻的国际环境及国内“三期叠加”影响持续深化、经济面临下行压力，国家坚持稳中求进工作总基调，坚持贯彻新发展理念，坚持以供给侧结构性改革为主线，扎实做好“六稳”工作，经济运行总体平稳，发展质量稳步提升。

In 2019, in the complicated international environment, due to the continuous impact of “three phase superposition” onto domestic market, under the downward pressure on economy, China insisted on the general principle of seeking progress while keeping performance stable, adhered to the implementation of the new development concept, adhered to the supply-side structural reform as the main line, did a solid job of “six stability”. The overall economic operation has been stable, and the development quality has been steadily improved.

东方雨虹人始终将《东方雨虹基本法》作为行动标尺，初心为梦、笃定前行，坚持“去伪存真、刚骨安身、上下同欲、自我革新”十六字方针，将更高质量稳健发展作为战略定位，将风险管控放在首要位置，稳健经营、稳步发展，较好完成全年经营任务。

Oriental Yuhong has always taken “The Basic Law of Oriental Yuhong” as the benchmark of actions. It has cherished the original dream and advanced forward steadily. Adhering to our principles “removing hypocrisy, strengthen ourselves, assimilating seniors and grassroots employees, and keeping self-renovation”, Oriental Yuhong has viewed high-quality and stable development as the company strategy, put risk control onto top position, kept a steady operation and steady development, and well fulfilled annual business tasks.

通过全面贯彻企业文化与核心价值观，以奋斗者为本，通过集体奋斗、长期奋斗、艰苦奋斗，不断提升企业信仰与凝聚力。高效响应公司战略定位，迅速落实组织变革，组建北方、华南、华东三大区，快速实现直销及工程渠道的有效融合，充分发挥渠道+直销“1+1>2”的优势。不断总结并推广工程渠道领域“合伙人机制”的成功经验，研究业务市场和销售模式的持续创新与改进，依托品牌及资源优势，发展认同公司文化和发展理念的合伙人。通过完善市场管理、信用管理、技术支持与服务等方式加大对合伙人的扶持力度。进一步巩固与开拓大型房地产公司的战略合作，积极拓展及延展客户资源的深度与广度，加大基础设施建设、城市新兴基建及工业仓储物流领域等非房地产领域的销售和推广力度。

Through comprehensive implementation of corporate culture and core values, thanks to the hard struggle of the whole staff, Oriental Yuhong has continuously enhanced corporate belief and cohesion. It gave high-efficiency response to the corporate strategy, quickly implemented organizational changes, rapidly fulfilled organization reform, set up three regions in North China, South China, and East China. The company quickly realized the effective integration of direct sales and engineering channels, and gave full play to the advantages of channel + direct sales “1 + 1 > 2”. It continued to summarize and promote the successful experience of the “partner mechanism” in the field of engineering channels, studied the continuous innovation and improvement of the business market and sales model, and relied on brand and resource advantages to develop partners who recognize the company’s culture and development philosophy. By virtue of improving market management, credit management, technical support and services, the company has increased support to partners. It further consolidated and developed strategic cooperation with large real estate companies, actively expanded and extended the depth and breadth of customer resources, increased sales and promotion in non-real estate sectors such as infrastructure construction, emerging urban infrastructure, industrial warehousing and logistics.

为提升组织运营效率，报告期，公司推行大部制、共享服务制、扁平化管理、流程优化等组织管理举措，持续优化组织架构、优化流程、减少部门墙。按照以结果为导向的原则开展培训工作，各层级、多渠道的培训有机结合，以提升员工胜任力。继续全面推行标准化施工服务体系，通过专业化的培训与管理，提升专业化服务能力，培养并壮大具有全球竞争力的产业化施工队伍。通过加强产品、应用技术、施工装备、生产工艺等方面的研发，进一步提升公司国际化技术研发实力与创新能力。

In order to improve the operational efficiency of the organization, during the reporting period, the company implemented organizational management measures such as large department system, shared service system, flat management, and process optimization. It has continuously optimized the organizational structure, optimized the processes, and reduced inter-department barriers.

The employee training has been carried out in accordance with the result-oriented principle, and all levels of multi-channel training are combined to enhance employee competence. Oriental Yuhong has continued to implement a standardized construction service system in an all-round way, improved professional service capabilities through professional training and management, cultivated and strengthened an industrial construction team with global competitiveness. By strengthening the research and development of products, applied technologies, construction equipment and production technologies, etc., the company has further enhanced the international technology research and development strength and innovation capabilities.

> 企业文化 Corporate Culture

公司宗旨：为国家、为社会、为客户、为员工、为股东

Company tenet: Create value for nation, society, customers, employees and shareholders.

公司使命：为人类为社会创造持久安全的环境

Company mission: To create sustainable and safe environment for human society.

公司愿景：成为全球建筑建材行业最有价值企业

Company vision: To be the most valuable global enterprise in the construction materials industry.

公司价值观：真、善、美

Company values: Genuineness, excellence, elegance.

公司信仰：天地与我们同在，好人有好报

Company belief: Development keeps us company and one favorable turn deserves another.

公司精神：事在人为，坚韧图成，永创新高

Company spirit: Where there is a will, there is a way; strive for excellence, keep moving forward.

公司指导思想：产业报国，服务利民

Guiding ideology: Return for nation, service to people.



（二）管理机制

(II) Management Mechanism

东方雨虹在严格遵守原有制度法规基础上，进一步完善企业法人治理结构，遵守社会公德、商业道德，不断健全董事会、监事会制度，提高公司科学治理水平。

On the basis of strict compliance with the original system regulations, Oriental Yuhong further improves its corporate governance structure, complies with the social ethics, business ethics, constantly perfects the system of board of directors and board of supervisors, and improves the company's scientific management level.

东方雨虹建立职权明确、协调运转、有效制衡的股东大会、董事会、监事会、独立董事、董事会秘书等制度，并在董事会下设战略委员会、审计委员会、薪酬与考核委员会、提名委员会等四个专门委员会。公司股东按照《公司章程》和《股东大会议事规则》，根据《公司法》《证券法》等法律法规的要求行使权力。同时根据法律法规完善企业制度体系。

Oriental Yuhong establishes general shareholders meeting, board of directors, board of supervisors, independent directors, and secretary of the board of directors system, with clear functions and powers, operation in coordination for effective checks and balances, and the board of directors consists of four special committees, namely, strategy committee, audit committee, compensation and evaluation committee, and nomination committee. Shareholders of the company exercise their powers in accordance with the "Articles of Association", "Rules of Procedure of the General Shareholders' Meeting" based on the "Company Law", "Security Law" and other laws and regulations. We have improved enterprise system in accordance with laws and regulations.

完善制度体系
Improve institutional
systems

《中华人民共和国公司法》	"Company Law of the People's Republic of China"
《中华人民共和国合同法》	"Contract Law of the People's Republic of China"
《中华人民共和国会计法》	"Accounting Law of the People's Republic of China"
《中华人民共和国行政许可法》	"Administrative License Law of the People's Republic of China"
《中华人民共和国商标法》	"Trademark Law of the People's Republic of China"
《建筑业企业资质管理规定》	"Construction Enterprise Qualification Management Regulations"

在保证投资者回报的前提下，妥善处理好投资者、决策者、管理者之间，以及与各利益相关方的关系，调动各方的积极性，增强东方雨虹全面抗风险能力，实现公司可持续发展。

On the premise of ensuring investors' return on investment, we have properly handled the relationship between investors, decision makers, managers and interest-related parties, so as to actively motivate the enthusiasm of different parties, strengthen the risk-resisting capability of Oriental Yuhong, and achieve sustainable development of Oriental Yuhong.

践行东方雨虹基本法，切实维护投资者的利益，保证及时、准确、真实、完整按相关法律法规等披露与公司有关的重大事项，保证外界及时获知公司的财务、生产经营、公司治理等情况。

We have fulfilled the basic principles of Oriental Yuhong, protected the interests of investors, ensured timely, accurately, genuinely, and completely disclosure of important issues related with the company according to laws and regulations. And we have ensured the outside knows the finance, operation, and management of Oriental Yuhong in time.

持续优化东方雨虹制度文件。依据上位法的修订情况，对涉及公司规范运作的相关制度进行梳理，对部分制度的相关条款进行修改完善，并按照法律法规等的要求，履行了董事会、股东大会的审批程序。

We have continuously optimized the system documents of Oriental Yuhong. According to the alteration of relevant laws, the systems related with our standard operations were sorted, and some articles were improved. In addition, according to the requirements of laws and regulations, the examination and approval procedures of the Board of Directors and the shareholder conference were carried out.

(三) 企业信誉

(III) Corporate reputation

依法诚信纳税

Corporate reputation

东方雨虹始终秉承“依法诚信纳税”理念，加强财务管理，销售收入快速增长，入库税款稳步提升，年纳税额增长率高达 32%。

Oriental Yuhong always insists on the principle of “pay taxes in accordance with laws”. It has strengthened financial management and seen rapid increase in sales revenue and paid taxes. The annual growth rate of taxes is as high as 32%.

依法诚信纳税是神圣职责和光荣义务，是企业最重要的信誉品牌，是企业生存发展的第一信条。公司将各纳税申报情况作为日常考核的重要依据，凡是与纳税相关的事项，必须经过税务专员、财务主管、财务负责人三级审核把关，以准确运用税收政策，规范涉税行为，要求做到规范账务、熟知税法、正确计税、如实申报。

Paying taxes according to laws is a sacred duty and a glorious obligation. It is the most important reputation brand of an enterprise, and the first creed of the corporate survival and development. The company regards tax returns as an important basis for daily assessment. All matters related to tax must be reviewed and checked by the tax commissioner, financial supervisor, and the person in charge of finance, in order to ensure accurate use of tax policies, and standardize tax-related behaviors. Tax officers must ensure accounting compliance, get full understanding of tax laws, make accurate calculation of taxes, and make truthful tax declaration.

为保障依法纳税，东方雨虹定期开展税法知识培训，组织财务部门开展学习讨论，不断提高财务管理人员业务素质，确保专业技能紧跟国家政策步伐；积极配合税务机关进行税法宣传开展税收政策宣传，不断提高员工诚信纳税意识和税收风险防控意识；主动与税局沟通衔接，按时申报，足额缴纳税款，积极履行企业经济责任和社会责任，树立企业社会形象。

In order to ensure tax payment according to laws, Oriental Yuhong carried out tax knowledge training regularly. It has organized financial department to carry out learning and discussion, continuously improved continuously improved the professional quality of financial management personnel to ensure their professional skills can closely follow the pace of national policies. It has actively cooperated with tax administration to carry out tax law publicity, constantly improved employees' awareness of tax payment and prevention and control of tax risks; actively communicated with the tax bureau, made declaration on time, paid taxes in full, actively performed corporate economic and social responsibilities, and established a corporate social image.

资信状况 Credit

2019年，东方雨虹获得工商银行、建设银行、交通银行、中国银行、农业银行、进出口银行、北京银行、民生银行、东亚银行、平安银行、宁波银行、北京农商行、花旗银行、汇丰银行、中信银行、兴业银行、江苏银行、广发银行、浦发银行、华夏银行、招商银行、邮政储蓄银行、上海农商行、昆仑银行、南京银行、光大银行、沧州银行、扬子银行、徽商银行等银行授信，授信总额度 121.54 亿元。公司及其他控股公司诚信经营，不存在拖欠银行利息和本金的情况，资信状况良好。

In 2019, Oriental Yuhong won credits from ICBC, CCB, Bank of Communications, Bank of China, Agricultural Bank of China, Export-Import Bank, Bank of Beijing, Minsheng Bank, Bank of East Asia, Ping An Bank, Bank of Ningbo, Beijing Rural Commercial Bank, Citibank, HSBC, China CITIC Bank, Industrial Bank, Bank of Jiangsu, Guangdong Development Bank, Shanghai Pudong Development Bank, Huaxia Bank, China Merchants Bank, Postal Savings Bank, Shanghai Rural Commercial Bank, Kunlun Bank, Nanjing Bank, China Everbright Bank, Cangzhou Bank, Yangzi Bank, Huishang Bank and other banks. The total line of credit reached RMB 12,154,000,000. Yuhong and its holding companies operate sincerely and are not in arrears with the banks' interests and principals, therefore they have good credit.

(四) 社会认可

(IV) Social Recognition

东方雨虹优质的产品与服务获得地产商会及行业协会等平台的认可，以下为 2019 年东方雨虹凭获得的部分荣誉称号：

By virtue of excellent products and services, Oriental Yuhong has won the recognition of real estate trade unions and industry associations. Some honors won by Oriental Yuhong in 2019 are as follows:

权威认可 Authority	荣誉称号 Honor
国务院 The State of Council	国家科学技术进步奖二等奖 Second Prize of National Science and Technology Progress Award
中国建筑防水协会 China National Building Waterproof Association	金禹奖金奖 Golden Award of Jinyu Award 金禹奖银奖 Silver Award of Jinyu Award
中国建筑材料企业管理协会 China Building Materials Enterprise Management Association, 建筑材料工业规划研究院 China Building Materials Industry Planning Institute	2019 年中国建材企业 20 强榜单 2019 Top 20 Chinese building materials enterprises 卧牛山节能获 2019 年中国最具成长性建材企业 100 强 Woniushan won the honor "China's Top 100 rapidly-growing building materials enterprises"
中国标准化研究院 China National Institute of Standardization 中国节能协会 China Energy Conservation Association	企业标准“领跑者”证书。 Corporate standard "leader" certificate
中国仓储及配送协会 China Warehousing and Distribution Association	中国绿色仓储与配送技术创新奖 China Green Warehousing and Distribution Technology Innovation Award
中国房地产业协会、优采平台 China Real Estate Association, Excellent Procurement Platform	标杆企业、年度“建筑黑科技” Benchmark enterprise, annual "architecture black technology"

<p>中国房地产业协会 China Real Estate Association 中国房地产测评中心 China Real Estate Evaluation Center 上海易居房地产研究院 Shanghai E-House Real Estate Research Institute</p>	<p>上市公司盈利能力五强 Top 5 profitable listed companies</p>
<p>中国房地产业协会 China Real Estate Association 中国房地产测评中心 China Real Estate Evaluation Center 上海易居房地产研究院 Shanghai E-House Real Estate Research Institute 中国房地产研究会 China Real Estate Research Association 中国房地产业协会 China Real Estate Association 中国房地产测评中心 China Real Estate Evaluation Center</p>	<p>开发企业 500 强首选供应商服务商品品牌 Top supplier and service provider brand of Top 500 development enterprises 防水材料类品牌首选率榜首（东方雨虹） First preferred waterproofing material brand (Oriental Yuhong) 保温材料类品牌首选率榜首（卧牛山） First preferred insulation material brand (Woniushan) 高端水性涂料品牌首选率榜首（德爱威） First preferred high-end water-based paint brand (Caparol) 瓷砖胶内品牌首选率第四名（华砂） No. 4 preferred tile adhesive brand (Huasha) 硅藻泥施工材料双包类榜单第一名（洛迪） No. 1 double-package service provider of diatom mud construction materials (Luodi) 首选特别产品类（东方雨虹建筑修缮、德爱威） First preferred special product (Oriental Yuhong Building Renovation, Caparol)</p>
<p>中国建筑业协会建筑防水分会 Building Waterproof Branch of China Construction Industry Association</p>	<p>入编《优质工程防水材料与技术白皮书（2019 版）》 Listed into “White Papers of High-quality Engineering Waterproof Materials and Technologies (2019 Edition)”</p>

2019年东方雨虹与万科地产、碧桂园、恒大集团等二百余家房地产商、企业集团建立了长期友好稳定的战略合作关系。以下为2019年东方雨虹凭借优质专业服务获得的部分奖项：

In 2019 Oriental Yuhong established long-term and stable strategic cooperation relationship with Vanke Real Estate Country Garden and Evergrande Group. Some honors won by Oriental Yuhong in 2019 with outstanding professional services are as follows:

服务客户 Customer	荣誉称号 Honors & titles
恒大地产集团 Evergrande Group	年度优秀供应商 Annual excellent supplier
宝龙地产 Powerlong Real Estate	“战略合作奖” “卓越品质奖” “Strategic Cooperation Award”, “Excellent Quality Award”
万科集团 Vanke Group	A级供应商 A level supplier
碧桂园 Country Garden	年度卓越供应商奖 Annual excellent supplier award
正荣地产 Zhengrong Real Estate	同心共荣奖 Best partner award
绿城中国 Greentown China	A级供应商 A level supplier
融创中国 Sunac China	优秀供应商 Excellent supplier
中海地产 China Shipping Real Estate	年度A级集采供应商 Annual A-level centralized supplier
富力集团 R&F Group	优秀合作供应商 Excellent partner supplier
建业地产 CCRE Real Estate	年度最佳服务奖 Annual best service award
旭辉集团 Xuhui Group	优秀战略供应商 Excellent strategic supplier
世茂集团 Shimao Group	战略供应商特殊贡献奖 Special contribution award of strategic supplier
星河地产 Galaxy Real Estate	优秀供应商 Excellent supplier
招商地产 China Merchants Real Estate	最佳工程配合奖 Best engineering cooperator award
招商蛇口 China Merchants Shekou	战略合作优秀供应商 年度A级供应商 Excellent supplier of strategic cooperation Annual A-level supplier
时代中国 Times China	年度A级供应商 Annual A-level supplier

(五) 严控质量

(V) Strict Quality Control

作为建筑建材系统服务商，东方雨虹将质量作为公司立足之本，成立产品质量监督管理中心，设置严格的产品质量控制流程；在品质经营方面，东方雨虹自2012年以来导入卓越绩效模式，建立了独具特色的东方雨虹卓越绩效跑车模型，以“合法合规经营”为基本准则，以“过程管理”为核心，坚持“质量第一”，用高品质的产品与系统服务铸就好口碑。

As an excellent building materials system service provider, Oriental Yuhong has always regarded quality as the foundation of the company. It has established a product quality supervision and management center, and set up a strict product quality control process. In the perspective of quality management, Oriental Yuhong has introduced an excellent performance model since 2012, and established a unique Oriental Yuhong “excellent performance sports car model”, with legal and compliant management as the basic criterion, and “process management” as the core, it has adhered to the “quality first” principle, in order to create a good product fame with high-quality products and system services.

生产严格执行生产过程质量控制要求，将优质的自动化生产装备作为基础保障，设置关键过程控制点，并将管理职责落实到个人，岗位实施标准化作业，尽量减少人为影响，在过程中建立全面质量监控体系，通过岗位自检、关键过程专检、巡检和抽检的模式，保障生产过程质量稳定。东方雨虹为保障产品质量管理的客观性和公正性，建立完备的监督管理机制，拥有通过CNAS和CMA双重认证的检测公司，并成立了独立于研发、生产部门的产品质量监督团队，将研发、生产、检测“三权分立”，令三个环节互相配合与监督，使整个质量管理体系具有自我修复和纠正的功能，从原材料进厂到生产过程直到产品出厂实施全面的质量控制，防止产品质量出现重大波动。



Oriental Yuhong strictly carries out quality control requirements for the production process. It takes high-quality automatic production equipment as the basic guarantee, sets key process control point, and allocates management responsibility to individuals, carries out standardized job operation, so as to reduce artificial influence as much as possible. It has established a comprehensive quality monitoring system in the operation process, and by means of on-post self-inspection, special inspection, patrol inspection and random inspection over key process, it has tried its best to ensure quality stability in the production process. In order to guarantee the objectivity and fairness of product quality management, Oriental Yuhong has established perfect monitoring and management mechanism. It owns a testing company that has passed CNAS and CMA certification, and has established a product quality monitoring and management team independent from R&D department and production department, so as to separate R&D department, production department and testing department, and ensure the whole quality management system to have self-repair and correction functions. All-round quality control is ensured from the incoming delivery of raw materials, the production process, and the outbound delivery of products, so as to prevent major fluctuation of product quality.

通过预防质量控制系统与第三方检验监督模式，东方雨虹实现了生产全过程的产品质量控制，全力保障满足客户需求质量目标的生产。围绕“设计是前提，材料是基础，施工是关键，维护是保障”的二十字方针，大力推行防水系统服务体系 and 全面的施工标准化服务体系，将施工服务打造成为产品质量的一环，展现作为建筑建材系统服务商强大的综合实力。坚持把追求卓越作为一切工作的起点，不断推动企业在技术领域的核心竞争力，严格把控质量，更好地适应经济全球化的发展趋势，服务客户，以质量和品质回报社会。在品牌价值不断提升的同时，公司将继续深化质量管控工作，主动公布相关产品的废品率、不合格率，做到公开、透明，在质量把控上力求完美。质量，就是价值与尊严的起点。

By virtue of preventive quality control system and third-party inspection and supervision mode, Oriental Yuhong has achieved quality control over the whole production process and guaranteed the production of products that satisfy customers' demand. Focusing on the tenet "Design is the Premise, Material is the Basis, Construction is the Key, Maintenance is the Guarantee", Oriental Yuhong has promoted the sector of building materials and comprehensive construction standardized service system, built construction service into a part of product quality, and shown powerful comprehensive strength as a waterproofing system service provider. Oriental Yuhong has taken the pursue for excellent as the beginning point of all work, continuously improved its core competitiveness in technologies, strictly controlled quality, so as to better adapt to the development trend of economic globalization, serve customers, and give back to the society with high quality. While continuously improving brand value, Oriental Yuhong is devoted to deepening quality management and control. It has actively disclosed the rejection rate and non-conformity rate of relevant products to achieve openness and transparency, and to achieve perfect quality control. Quality is the beginning point of value and esteem.

实例 1 Example 1:

2019年8月28日，由中国质量协会主办的“全面质量管理推进暨中国质量协会成立40周年纪念大会”在北京国际会议中心举行，东方雨虹受邀出席并获评“全面质量管理推进40周年杰出推进单位”。



On August 28, 2019, "Promotion of Total Quality Management & the 40th Anniversary Meeting" sponsored by China Association for Quality was convened in Beijing International Convention Center. Oriental Yuhong was invited to attend the meeting and was awarded "40th Anniversary Excellent Promoter of Total Quality Management".

实例 2 Example 2:

2019年12月28日，经市场监管总局批准，中国质量报刊社主办的2019“质量之光”论坛在北京人民大会堂新闻发布厅举行。本次论坛聚焦2019年市场监管和质量领域的热点话题，并就促进质量提升、推进质量共治进行深入探讨。大会同期发布2019“质量之光”入选名单，东方雨虹获评“年度质量标杆”称号。



On December 28, 2019, Approved by the State Administration for Market Regulation, the 2019 "Light of Quality" forum sponsored by China Quality Journal was held in the press hall of the Great Hall of the People in Beijing. This forum focused on hot topics about market supervision and quality in 2019, and made in-depth discussions on promoting quality improvement and quality co-governance. The conference released the list of 2019 "Light of Quality" awards, and Oriental Yuhong was awarded the title "Annual Quality Benchmark".

（六）国际化经营

(VI) International Business Operation

2019年，公司继续把海外市场作为国际化战略版图上的重要一环，根据海外市场的差异化布局，定制不同的外延和内生战略。在海外建立研发平台，越来越多的国际交流与合作，新闻动态受到彭博社、美联社、路透社等国外主流媒体的关注，随着诸多国际化举措的落地实施，东方雨虹在国际市场上的声量也在不断提升。

In 2019 Oriental Yuhong continued to view overseas market as an important part of international strategy. According to the differentiated layout of overseas market, Oriental Yuhong made different external and internal development strategies. Oriental Yuhong established overseas R&D platform and made more and more international exchange and cooperation. So far its news has been reported by overseas mainstream media such as Bloomberg, Associated Press and Reuters. Following the implementation of many international measures, Oriental Yuhong has expanded its influence in the international market.



随着东方雨虹国际化战略的全面实施，公司生产的优质产品远销德国、巴西、澳大利亚、美国、加拿大、俄罗斯、日本、新加坡、韩国、中非、南非等超过 100 个国家和地区。

With the implementation of Oriental Yuhong's international strategy, the products of company are exported to more than 100 countries and regions such as Germany, Brazil, Australia, the United States, Canada, Russia, Japan, Singapore, South Korea, Central Africa and South Africa.

实例 Example :

以下为 2019 年东方雨虹承接的部分重大国际项目

The following are some of the major international projects undertaken by Oriental Yuhong in 2019

项目名称 Name of Project	产品系统 Product System	项目影响力 Project Influence
巴基斯坦卡拉奇核电项目 Karachi nuclear power plant, Pakistan	TPO, 岩棉板 TPO, rock wool board	巴基斯坦卡拉奇核电站建设项目是中巴两国政府合作项目，是国家实施“中巴经济走廊”和“一带一路”建设的重要成果，也是国家大力推动中国核电“走出去”战略的标志性项目。 The Pakistan Karachi nuclear power plant construction project is a cooperative project between China and Pakistan. It is an important achievement of China's implementation of the "China-Pakistan Economic Corridor" and the "Belt and Road" initiative, also an iconic project of China's nuclear power "going out" strategy.
埃塞俄比亚宝丽机场二期 c 项目 Phase II Parking Apron of Ethiopian Polaroid Airport	YS202	宝丽国际机场位于埃塞俄比亚首都亚的斯亚贝巴，是埃塞俄比亚航空的主要航空枢纽，航线遍布全国、非洲大陆外，还飞往亚洲、欧洲及北美等地。 Polaroid International Airport is located in Addis Ababa, the capital of Ethiopia. It is the main aviation hub of Ethiopian Airlines, with routes all over the country and the African continent, also extending to Asia, Europe and North America.
港珠澳大桥澳门口岸 - 境外 停车场工程 Hong Kong-Zhuhai-Macao Bridge Macao Port-overseas parking garage project	SAM920 非固化 ARC 耐根穿刺 SAM920 non-cured ARC root-puncture resistance	《美国工程新闻纪录》评选的年度全球最佳及优秀工程项目结果揭晓，港珠澳大桥澳门口岸管理区项目被评为优秀机场和口岸项目。 The results of the annual best and outstanding engineering projects selected by "USA Engineering News Record" were announced. The project of Hong Kong-Zhuhai-Macao Bridge Macao Port Management Zone was rated as an outstanding airport and port project.
老挝电视台改造项目 Laos TV station renovation project	BPS202 基层处理剂 Primary treatment agent	这是落实国家“一带一路”倡议和广播影视文化“走出去”战略，提升中国国际传播能力建设承担的又一对外援助项目管理任务。 This is another foreign aid project in order to implement China's "Belt and Road" initiative and the "going out" strategy of radio, film and television culture, in order to enhance China's international publicity capacity.

<p>新西兰保障住房 Affordable housing in New Zealand</p>	<p>SBS BPS202 基层处理剂 SAM920 SBS BPS202 base treatment agent</p>	<p>这是落实国家“一带一路”倡议和广播电视文化“走出去”战略，提升中国国际传播能力建设承担的又一对外援助项目管理任务。 This is another foreign aid project in order to implement China's "Belt and Road" initiative and the "going out" strategy of radio, film and television culture, in order to enhance China's international publicity capacity.</p>
<p>新西兰保障住房 Affordable housing in New Zealand</p>	<p>SBS BPS202 基层处理剂 SAM920 SBS BPS202 base treatment agent</p>	<p>新西兰政府宣布将在奥克兰公有土地上建造 34000 套保障性住房，这是 1950 年代以来新西兰规模最大的保障性住房建造计划。 The New Zealand government announced that it will build 34,000 affordable houses on the public land Auckland, which is the largest affordable housing construction plan in New Zealand since the 1950s.</p>
<p>尼泊尔博卡拉机场项目 Nepal Pokhara Airport Project</p>	<p>聚丙烯长丝土工布 Polypropylene filament geotextile</p>	<p>老博卡拉机场的跑道只有 1400 米，新建机场是尼泊尔政府及人民追求了 40 多年的梦想，这一项目被誉为“国家荣誉工程”。 The runway of the old Pokhara Airport is only 1400 meters long. The new airport is the dream of the Nepalese government and people for more than 40 years. This project is known as the "National Honor Project".</p>
<p>援缅甸国家艺术剧院维修项目 Aid project for the maintenance of National Theatre of Myanmar</p>	<p>SBS, APP</p>	<p>项目建设于上世纪 80 年代末，于 1991 年正式运营，至今已有 20 余年的历史，剧院运营期间，曾多次承办中缅友谊演出与文化交流活动，反响热烈，为巩固两国睦邻友好关系起到重要作用。 The project was built in the late 1980's, and was put into operation since 1991. With a history of more than 20 years, the theater has undertaken the China-Myanmar friendship performances and cultural exchanges for many times, and won public praise. It has played a significant role for the consolidation of friendship between two countries.</p>
<p>马来西亚东部沿海铁路 East coast railway of Malaysia</p>	<p>EVA</p>	<p>东部沿海铁路是迄今为止中马之间最大的经贸合作项目。一期全长 590 公里，双线电气化铁路。 East coast railway is one of the largest economic and trade cooperation projects between China and Malaysia. Phase I railway is 590km long. It has two-line electrified railway.</p>

合作共赢

Win-win Cooperation

东方雨虹本着平等、合作、共赢的理念与合作伙伴开展深度合作，维护稳固且高效的供应链，不断将社会责任理念推广到供应商伙伴中，积极拓展公司、合作伙伴、行业的发展空间，共同应对各类环境和社会的挑战。以品牌责任为理念，为客户提供全流程、多维度、深沟通的优质服务。

In line with the concept of equality and win-win cooperation, Oriental Yuhong carried out high-end cooperation with partners, maintained stable and efficient supply chain, continually promoted the concept of corporate social responsibility to supplier partners, actively expanded the development space of the company, its partners and the industry to jointly cope with challenges of the various types of environments and society. With brand responsibility as its philosophy, Oriental Yuhong provided customers with the whole-process, multidimensional, and deep communication quality services.

(一) 供应链责任管理

(I) Supply Chain Responsibility Management

东方雨虹的原材料供应商主要有中石油、中石化、塞拉尼斯、巴斯夫、瓦克、巴塞尔、朗盛、烟台万华、李长荣等国内外优秀企业，经过多年合作，公司与上述公司形成紧密战略合作关系，是这些企业在中国最大的行业客户之一。

Oriental Yuhong's major raw material suppliers are excellent domestic and foreign enterprises such as CNPC, Sinopec, Celanese, BASF, Wacker, Basel, LANXESS, Yantai Wanhua, Li Changrong, etc. After years of cooperation, the company went into close strategic relationship with the abovementioned companies, and it is one of the largest clients of those enterprises.

集中采购是东方雨虹的主要采购模式，以全球化、信息化、阳光采购、可持续发展为管理理念，携手上游合作伙伴共同发展。公司采用供应商准入认证体系，以进料检验过程、采购管理过程、仓库管理过程、生产管理过程、出场检验过程、质量管理过程、技术工艺管理过程作为供应商现场认证的主标准，以确保产品供应质量。

Centralized purchasing is a major purchasing mode of Oriental Yuhong. With globalization, informatization, sunshine procurement and sustainable development as management concepts, Oriental Yuhong made win-win development with its upstream partners. The company takes incoming inspection process, procurement management process, warehouse management process, production management process, appearance inspection process, quality management process, and technology management process as the main standards of site certification of the supplier to ensure supply product quality.

过程管理中引入飞检制度，从技术研发、制程控制、仓储物流方面把控质量。并开展技术、最佳实践、环保等多维度合作交流。此外，东方雨虹对中小供应商采取帮扶的态度，凭借鲜明的品牌定位，前瞻性的采购策略，协助合作伙伴解决融资、公司化运作的问题，提供完善的技术支持，实现共赢发展。

Oriental Yuhong has introduced unannounced inspection system into the process management, controlled the quality from the perspective of technology research and development, process control, warehousing and logistics. It has also carried out multi-dimensional cooperation and exchanges in technology, best practices, environmental protection, etc. In addition, Oriental Yuhong adopts a supportive attitude towards small and medium-sized suppliers. With its clear brand positioning and forward-looking procurement strategy, it has assisted partners in solving financing and corporate operation problems, provided comprehensive technical support, and achieved win-win development.

面对广大终端消费者对优质防水产品的需求，公司通过业之峰、阔达、居然之家、金螳螂等大型家装公司和建材市场的千家万店走进普通百姓家。

In view of the demand by a wide range of end-consumers for high-quality waterproof products, Oriental Yuhong makes itself accessible to the ordinary homes through thousands of stores of the large-scale domestic outfit companies and building materials markets, such as Yenova, Kuoda, Easyhome, Goldmantis etc.

实例 1 Example 1:

采购供应中心持续提升内部服务质量，致力于供应链管理工作的全面信息化、高效化、职业化。以总拥有成本最低为目标，不断提升地方工厂采购部的供应链管理能力和效率。优化各项管理指标和绩效考核方案，以结果为导向切实提高供应链管理成效。从采购管理模式、供应商绩效、战略供应商建设等方面，建立高效供应链，联合开发推动行业技术不断更新，供应链多维度持续改进，以赢得同业及客户的尊重。成为具有共同价值观的合作伙伴，实现共赢。

Procurement Supply Center continuously improves internal service quality, and is dedicated to the informatization, high efficiency and professionalism of supply chain management. Targeting the minimum total cost of ownership, Oriental Yuhong continuously improves the supply chain management capability of Procurement Dept. of local plants. It optimized various management indicators and performance evaluation plans, and made result-oriented improvement of management efficiency of supply chain. From the perspective of procurement management model, supplier performance, and strategic supplier construction, etc., Oriental Yuhong has established a high-efficiency supply chain, made joint development to promote the continuous update of industry technologies, continuous improvement of multi-dimensional supply chain, so as to win the respect of the industry peers and customers. They have grown into partners with common values and achieved win-win success.

实例 2 Example 2:

2019年4月18日，北京东方雨虹防水技术股份有限公司和瓦克化学股份有限公司在京宣布成立联合实验室并举行揭牌仪式。据悉，双方将围绕防水涂料的基础研究应用展开广泛深入合作，共同推进高性能及绿色环保防水产品的研发。为消费者，提供更多低气味、无溶剂、环保的高性能防水产品。

On April 18, 2019, Oriental Yuhong Waterproof Technology Co., Ltd. and Wacker Chemie AG announced the establishment of a joint laboratory and held the unveiling ceremony. The both companies will carry out in-depth cooperation in basic research and applications of waterproofing coat, in order to promote the research and development of high-performance and environment-friendly waterproofing products and provide customers with more low-odor, solvent-free, environmentally friendly, and high-performance waterproofing products.



实例 3 Example 3:

2019年11月7日，东方雨虹与塞拉尼斯在北京签署全面战略合作协议，双方就产品研发、新兴市场开发以及在安全环保及可持续发展方面达成更深入的合作。双方致力于达成一项合作协议，以优于其他竞争技术的化学解决方案推动防水和乳液行业的可持续发展。

On November 7, 2019, Oriental Yuhong and Celanese signed a comprehensive strategic cooperation agreement. Both parties will carry out in-depth cooperation in the aspect of product research and development, the development in emerging market, safety, environmental protection and sustainable development. Both parties were devoted to reaching a cooperation agreement, in order to push the sustainable development of waterproofing and emulsion industry with chemical solutions better than other competitors.

（二）客户责任管理

(II) Customer Responsibility Management

1、竭诚满足客户需求，营销网络全覆盖

Meet customer needs wholeheartedly, and realize overall coverage of marketing network

东方雨虹在华北、华东、东北、华中、华南、西北、西南等地区均已建立生产物流研发基地，产能分布广泛合理，确保公司产品以较低的仓储、物流成本辐射全国市场，在满足客户多元化产品的需求和全国性的供货要求方面具备了其他竞争对手不可比拟的竞争优势。公司在唐山二期、四川德阳、杭州建德、湖南岳阳投资建设的生产基地相继投产，优化了公司产能分布，进一步确保公司“渗透全国”的战略目标的稳步实施，更为持续、便捷地向广大客户提供公司优质产品夯实了基础。

Oriental Yuhong has established production & logistics R&D bases in North China, East China, Northeast China, Central China, South China, Northwest China and Southwest China, etc. The capacity layout is reasonable and covers a wide range, so as to ensure the company's products can cover national market with low cost of warehousing and logistics. While meeting customers' diversified product demand and national supply requirement, Oriental Yuhong has owned incomparable competitive advantages. Production bases of Oriental Tangshan Phase II, Deyang in Sichuan, Jiande in Hangzhou, Yueyang in Hunan province have been put into operation. They optimized the capacity layout of Oriental Yuhong, and further ensured the stable implementation of "Penetrate into the Whole National Market" strategy. The foundation of Oriental Yuhong providing high-quality products to customers continuously and conveniently was solidified.



生产研发 物流布局图



布局八十多条国际先进生产线。各生产线年设计产能：防水卷材约五亿平米，防水涂料约一百多万吨，砂浆类产品约两百万吨，保温材料约四百二十多万立方米，建筑涂料约十五万吨，非织造布约十五万吨。

More than 80 international production lines Annual design capacities of different production lines: 50,000 m2 waterproof rolls, nearly one million ton waterproof coat, more than 2 million ton mortar, more than 4.2 million m3 thermal insulation material, 150,000 tons of architectural coatings, and 150,000 ton non-woven fabric.

2. 提供优质专业服务及系统解决方案

Provide excellent professional services and system solutions

公司配备近百名技术服务人员，针对客户需求，提供有效的施工解决方案。2019年东方雨虹为客户提供的优质服务明细如下：

The company has equipped itself with nearly one hundred technical service personnel and provides effective construction solutions according to customer needs. Details of quality professional services provided by Oriental Yuhong to customers in 2019 are listed as follows:



(三) 消费者权益保护

(III) Consumer Rights Protection

中国建筑防水市场龙蛇混杂，假冒伪劣现象严重。为了捍卫消费者权益，东方雨虹除了为消费者提供电话查询和官网在线查询两种防伪查询模式外，还专门成立“品牌维权部”，设立举报电话，对所获取信息进行分析并有针对性地安排人员进行取证，通过摸排线索并对掌握的证据核实后，协助执法单位进行针对性打击，保护消费者的合法权益。

Chinese building waterproofing market is rather complex and there are many fake and poor-quality products. To protect customers' rights and interests, Oriental Yuhong provided customers with two product authenticity inquiry ways: telephone inquiry and online inquiry. It also set up "Brand Rights Protection Department" and announced tip-off telephone. After getting tip-off information, Oriental Yuhong will make analysis and arrange special persons to make investigation and collect evidences. Then it will help law enforcement agency to crack down on fake products, so as to protect customers' lawful rights and interests.

实例 Example :

2019 年公司维权案件共计处理 137 起，其中通过公安机关进行执法的刑事案件 16 起；在追根溯源方面共计查处卷材制假窝点 7 个，涂料造假窝点 3 个；公安机关采取强制措施的涉假犯罪嫌疑人 20 人；在流通流域，通过市场监督管理部门查处的项目工地涉假和售假商户 100 余个、售假库房 10 余个，保障了公司利益不被侵害的同时，很大程度上维护了终端业主的利益，避免了假货导致的漏水、维修等一系列的问题的发生；并且为广大消费者无偿提供了近千次的产品真伪鉴定服务。

In 2019, a total of 137 company rights protection cases were handled, including 16 criminal cases handled by public security organs. A total of 7 coil counterfeiting dens and 3 coat counterfeiting dens were investigated for traceability. Public security organs took compulsory measures over 20 criminal suspects for counterfeiting. In the circulation sector, more than 100 merchants or construction sites, and over 10 warehouses were investigated by market supervision administration for the manufacturing and sale of fake products. In order to ensure the company interests will not be damaged, Oriental Yuhong has tried its best to protect terminal customers' interest, and avoided the occurrence of many problems such as water leakage and maintenance for fake products. It has provided product authenticity verification services for consumers free of charge for nearly 1,000 times.

市场流通领域，发现侵权案件，主要是举报到当地的市场监督管理局，进行行政查处；案值较大的，达到刑事立案标准的，就直接举报到公安的经侦部门；我们通过执法部门的协助，再进行追根溯源，无论是建材市场，还是项目工地，确保购买和使用我们公司品牌的防水材料都是正品，让广大消费者放心。

In the sector of market circulation, once infringement cases are found, Oriental Yuhong will report to the local market supervision and administration bureau for administrative investigation and punishment. If the case value is large and the criminal filing standard is met, it will directly report to the public security department of economic investigation. With the assistance of legal enforcement, Oriental Yuhong traced back to the source of case. In any building materials market or any construction site, we will ensure Oriental Yuhong-branded waterproofing materials sold or used there are genuine products, so as to assure the public customers.

（四）让防水行业在阳光下运行

(IV) Let Waterproof Industry Operate Under The Sun

作为中国建筑防水协会会长单位，东方雨虹为行业的发展积极建言献策，促进行业的规范发展。国内建筑建材行业集中度较低，市场竞争不够规范，“大行业、小企业”依旧是行业发展标签。其中生产企业众多，除少部分企业整体水平较高外，大多数企业规模小、技术水平及技术工艺落后，市场充斥假冒伪劣、非标产品，落后产能过剩，竞争无序，行业安全环保问题突出。东方雨虹以强烈的自律投入市场，对标国际最优秀的同行，坚持披露履责信息，坚持品质经营，以实际行动捍卫健康、正义、公平的竞争环境，让行业在阳光下运行。

As president of the board of China Building Waterproof Association, Oriental Yuhong contributed much to the development of the industry and promoted the standardization of the industry. The concentration degree of domestic building materials industry is low, and the market competition is not standardized. "Large industry and small enterprises" are still the industry development features. There are many waterproofing manufacturers in China. Except a few enterprises with high level, most enterprise feature small scale, low technology level and unimproved production techniques. There are many fake products and non-standard products in the market, and the industry has outstanding problems including outdated and excess capacity, disorderly industrial competition, and environmental problems. With powerful self-discipline spirit, Oriental Yuhong compares itself to the most excellent international peers, it has always insisted on the disclosure of responsibility fulfillment information and adhered to high-quality operation.





S 科技创新 SCIENTIFIC AND TECHNOLOGICAL INNOVATION

东方雨虹从公司和行业市场情况出发，以“科技创新，产业报国”为指导思想，构建日益完备的科技创新体系，将自主创新理念贯穿于生产及工程实践中，以国内领先、国际先进的创新成果，引领行业的发展方向，推动行业的进步，增强公司和行业的可持续发展能力。

In accordance with company conditions and industry conditions, Oriental Yuhong took "making scientific and technological innovation; serving the country by industry development" as corporate guidance. It built up an improved scientific & technological innovation system, and carried out the concept of independent innovation concept in construction and engineering practices. On the foundation of domestic and overseas advanced innovation results, it led the industry development tendency, pushed forward industry development and improved its own and the industry's sustainable development.

创新机制引领发展

Innovation Mechanism Leads Development

公司依据技术创新战略，建立了集产品研发、生产工艺、应用技术、工程技术、检验检测、海外研发、战略储备为一体的科研平台，形成了覆盖“系统设计、材料研发、施工及技术服务”的系统研发“航母战斗群”，先后承接国家“863”计划、国家重点新产品、国家火炬计划等国家项目。

By virtue of technology innovation strategy, Oriental Yuhong has established a scientific research platform integrating product research and development, production technique, application technology, engineering technology, testing and inspection, overseas R&D, and strategic reserves. It has formed a system R&D "aircraft carrier group" covering system design, material R&D, construction and skill services, and it has undertaken national projects such as national "863" plan, state key product and state torch plan, etc.

科研平台 Scientific Research Platform

产品研发 Product R&D	产品研发中心 Product R&D Center
生产工艺 Production Skills	生产工艺装备研发中心 Production Skills & Equipment R&D Center
应用技术 Application Technology	应用技术研发中心 Application Technology Research Center
工程技术 Engineering Technology	工程施工技术研发中心 Engineering Construction Technology R&D Center
检验检测 Testing & inspection	CNAS、CMA 认证标准化实验室 CNAS and CMA certification standardized laboratory
海外研发 Overseas R&D	防水涂料全球卓越研究中心 Waterproof coat global excellence research center
战略储备 Strategic reserve	特种功能防水材料国家重点实验室 State key laboratory of special functional waterproof materials 高分子防水材料产品研发平台 R&D platform of high polymer waterproof material and product 高分子材料研发中心 High Polymer Material R&D Center

在人员配置方面，公司技术中心外聘 4 位工程院院士，7 位国际知名科学家，1 位国务院津贴专家，25 位技术带头人。先后有美国、加拿大、香港地区以及国内高校与研究机构的 10 多名客座教授在本实验室开展研究或不定期的技术交流指导。研发团队拥有 22 名博士，221 位硕士，专职研发人员均具有硕士以上学历，引进留学归国科研人员 7 人、引进国外专家 4 人、院士 3 人，4 名中青年人才获北京市科技新星项目支持，2 人获顺义区优秀青年人才，2 人获北京市百千万人才工程入选者。

In the aspect of personnel allocation, Oriental Yuhong Technology Center has employed 4 academicians from Chinese Academy of Engineering, 7 international famous scientists, 1 expert enjoying the State Council allowance, and 25 experts honored "Technology Leaders". More than 10 guest professors from the USA, Canada, HK, domestic colleges and research institutes have carried out technology communication and given instructions in the laboratory of Oriental Yuhong. Oriental Yuhong R&D team includes 22 doctors, 221 persons with master's degree. All full-time R&D personnel have master or higher level degree. Oriental Yuhong has introduced 7 research experts returning from overseas study, 4 foreign experts and 3 academicians, 4 young talents won the support of Beijing New Technology Star Project, 2 won the honor "Excellent Young Talents in Shunyi District", and 2 others became candidates of "Beijing Millions of Talents Project".



在机制保障方面，东方雨虹制定了《东方雨虹创新项目管理办法》《科技成果评审奖励办法》《合理化建议奖励办法》等人才激励制度，组织科技进步奖评审及技术人员职称评定，对申报的专利、发表的论文均给予奖励。鼓励技术人才参与“科技新星”“领军人才”“劳动模范”“战略储备人才”等外部人才培养项目，公司每月进行一次创新项目总结，每年开展生产工人、施工工人技术比武大赛，鼓励工人岗位成才。

In the aspect of mechanical guarantee, Oriental Yuhong made "Oriental Yuhong Management Measures for Innovative Project", "Incentives for Scientific Results Evaluation" and "Incentives for Reasonable Suggestions". Oriental Yuhong has encouraged technical talents to participate in external talent cultivation programs including "New Technological Star", "Talent Leader", "Model Worker" and "Strategic Reserve Talents". The company makes monthly summary of innovation project. Every year it carries out skill competitions of manufacturing workers and construction workers. It encourages workers to become elite on their positions.

公司成立跨职能小组、设立员工意见箱、采纳合理化建议、鼓励员工创新。提倡创新多维度、多领域、不设限。

The company has founded cross-functional team, set up employee opinion box, adopted reasonable suggestions, and encouraged employees for innovation. At the same time, advocated multidimensional and multidisciplinary innovation without limits.

实例 Example :

2019年3月27日，特种功能防水材料国家重点实验室以“笃定创新、勇往直前”为主题，在北京召开第一届学术委员会第四次会议。会上，特种功能防水材料国家重点实验室主任段文锋汇报了2018年的工作成果及2019年重点工作。2018年特种功能防水材料国家重点实验室先后承担国家级项目3项、省部级项目4项、获省部级科技奖励3项，1项成果经鉴定达国际领先水平、2项成果达国际先进水平，申请专利56项（PCT专利3项）、发表论文55篇（SCI论文35篇）、参编国家/行业标准11项。近三年累计实现近十亿的科技成果转化。

On March 27, 2019, the State Key Laboratory of Special Functional Waterproof Materials held the fourth meeting of the first Academic Committee in Beijing with the theme of "Resolute Innovation and Courage to Advance". At the meeting, Duan Wenfeng, director of the State Key Laboratory of Special Functional Waterproof Materials, reported on the work achievements in 2018 and the key work plan in 2019. In 2018, the State Key Laboratory of Special Functional Waterproof Materials had undertaken 3 national-level projects and 4 provincial-level and ministry-level projects. It has won 3 provincial and ministry-level science and technology awards. 1 achievement has been certified to reach the international advanced level, 2 achievements have reached the international leading level, 56 patent applications have been submitted (including application for three PCT patents), 55 papers have been published (including 35 SCI papers). The laboratory also participated in 11 national/industry standards. In recent three years, the scientific and technology results have been transformed into the benefits of almost RMB 1 billion in total.

创新平台汇聚力量

Innovation Platform Gathering Strength

东方雨虹搭建内部、外部研发平台，加强与企业、高校的合作，开展多层次的产学研合作。

Oriental Yuhong built up internal and external R&D platforms, strengthened cooperation with enterprises and colleges, and carried out multi-layer cooperation of production, academy, and research.

公司秉持“技术第一、创新第一”的理念，多年来与美国里海大学、北京化工大学、中科院化学所、陶氏化学、巴斯夫等一批科研院所和国际知名化工企业建立合作关系。公司分别与美国里海大学建立“乳液聚合实验中心”，与北京化工大学、青岛理工大学共同研发高耐候纯聚脲弹性涂料、喷涂式高浓度自硬型橡胶沥青涂料等几十项技术成果；还与北京化工大学、天津大学、湖北工业大学等院校采取设立奖学金方式共同培养人才，促进与高校良好的合作关系。

Adhering to the concept of "Technology First, Innovation Foremost", over the past many years, the company has established cooperative relations with a large batch of scientific research institutions and world famous chemical engineering enterprises, such as Lehigh University of the United States, Beijing University of Chemical Technology, Institute of Chemistry, Chinese Academy of Sciences, the Dow Chemical Company, BASF etc. The company has

established "Emulsion Polymerization Experiment Center" with Lehigh University of the United States, and has achieved dozens of technological results through joint research and development with Beijing University of Chemical Technology, Qingdao University of Science and Technology, such as high weather-proof pure polyurea elastic coating, spray type high concentration self-hardening rubber asphalt paint etc.; and has also jointly developed and used talents with a number of higher learning institutions, such as Beijing University of Chemical Technology, Tianjin University, and Hubei University of Technology etc., by means of scholarship, and promoted sound cooperative relations with higher learning institutions.

公司结合战略发展、产品质量及施工和服务的要求，不断识别相应的法律法规及各种规章制度，以满足各相关方要求，为公司可持续发展带来资源优势。

In accordance with strategic development plan, product quality, construction and service requirements, Oriental Yuhong has continuously identified corresponding laws and regulations and different regulatory system, in order to meet the requirements of different related parties and bring resource advantage for sustainable company development of the company.



实例 Example:

2020年1月10日，中共中央、国务院在北京人民大会堂隆重举行国家科学技术奖励大会。北京东方雨虹防水技术股份有限公司为第一完成单位，与北京化工大学、岳阳东方雨虹防水技术有限责任公司、北京东方雨虹防水工程有限公司等为主要完成单位共同完成的《地下空间防水防护用高性能多材多层高分子卷材成套技术及工程应用》项目获得2019年度“国家科学技术进步奖”二等奖。

On January 10, 2020, the Central Committee of the Communist Party of China and the State Council held the National Science and Technology Award Conference in the Great Hall of the People in Beijing. The project "Complete Technology and Engineering Application of High-performance Multi-material and Multi-layer Polymer Coil for Underground Space Waterproof Protection" won the second award of "National Science and Technology Progress Award" in 2019. Beijing Oriental Yuhong Waterproof Technology Co., Ltd. was the first completion unit of the project, with Beijing University of Chemical Technology, Yueyang Oriental Yuhong Waterproof Technology Co., Ltd. and Beijing Oriental Yuhong Waterproof Engineering Co., Ltd. as the major completion units.



创新成果彰显实力

Innovative Results Demonstrate Strength

重大创新项目：东方雨虹企业技术中心承担 3 项国家火炬计划项目，2 项国家重点新产品技术，1 项国家 863 计划项目，31 项核心技术，150 项自主创新产品。

Important innovation projects: Oriental Yuhong corporate technology center completed 3 National Torch Plan projects, 2 national key new product technologies, 1 national 863 plan project, 31 core technologies, and 150 independently innovative products.

专利：截至 2019 年 12 月 31 日，全集团累计拥有有效专利 815 件（其中发明 255 件，实用新型 481 件，外观设计 79 件），其中，国外有效专利 2 件。

Patents: As of December 31, 2019, the whole group has owned 815 valid patents (including 255 invention patents, 481 utility model patents and 79 design patents), including 2 valid foreign patents.

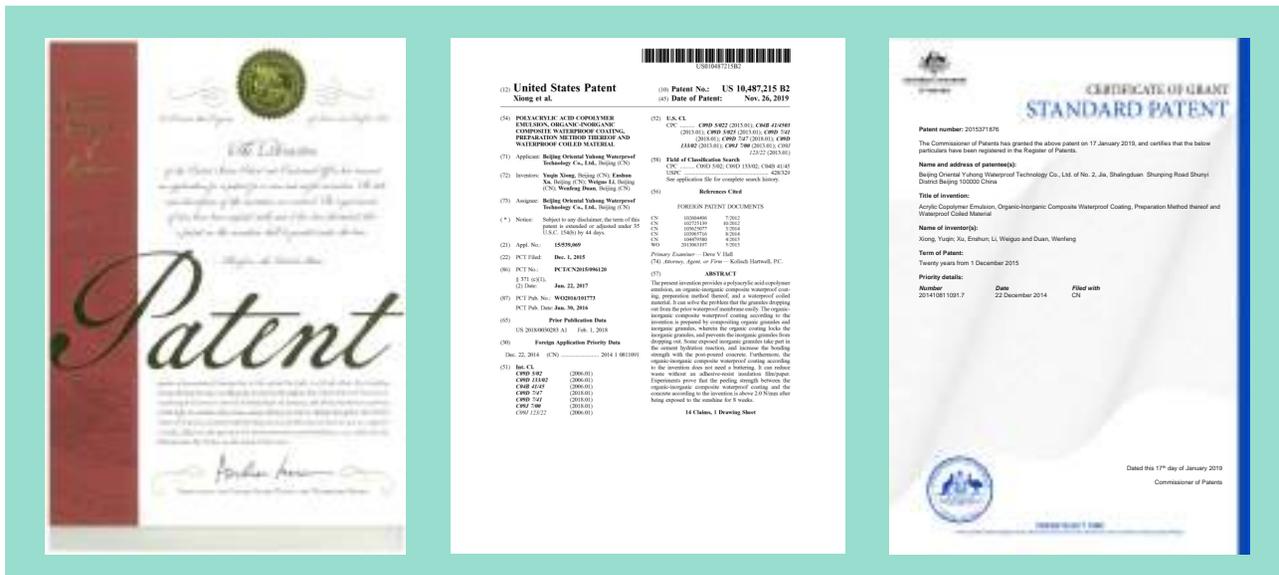
行业标准：近几年，东方雨虹受有关行业协会的委托，主持或参编国家 / 行业 / 地方标准 44 项。

Industry standard: In recent years, entrusted by industry associations, Oriental Yuhong presided over or participated in the compilation of 44 national industry standards.

实例 Example :

2019 年，东方雨虹 HDPE 产品获得美国专利商标局 (United States Patent and Trademark Office) 颁发的发明专利证书（专利号 US10487215）。东方雨虹 HDPE 产品在同年 1 月获得澳大利亚知识产权局 (IP Australia) 颁发的发明专利证书（专利号 AU2015371876），东方雨虹作为“国家知识产权示范企业”，始终将科技创新作为企业核心竞争力，并注重知识产权保护。东方雨虹将继续加快海外知识产权布局，以高研发提升全球竞争力。

In 2019, Oriental Yuhong HDPE product obtained the invention patent certificate (patent number US10487215) issued by the United States Patent and Trademark Office. The product also obtained the invention patent certificate (patent number AU2015371876) issued by IP Australia in January 2019. As a “national intellectual property demonstration enterprise”, Oriental Yuhong always regards technological innovation as its core competitiveness, and it pays attention to intellectual property protection. Oriental Yuhong will continue to accelerate the layout of overseas intellectual property rights and enhance global competitiveness with high R&D strength.



创新应用实例

Innovation Application Examples

(一) 应用技术研究及推广

(I) Application Technology Research And Promotion

东方雨虹应用技术中心位于北京顺义，占地 1000 m²，下设应用技术与基础课题综合研发部、部品系统研发推广部、技术支持服务部、综合管理部。

Situated in Shunyi, Beijing, Oriental Yuhong Application Technology Center occupies an area of 1,000m². It has Application Technology and Basic Subject Comprehensive R&D Department, Component System R&D and Promotion Department, Technological Support Service Department, and Comprehensive Management Department.

针对不同产品的性能进行有针对性的技术创新，以下为公司 2019 年在主要产品和施工体系等方面正在开展和完成的主要实验课题项目：

In view of the performance of different products, the company conducted pertinent technological innovation. The following are the main experimental topic projects that are currently developing and have completed in 2019 in the aspects of main products and construction systems by the company:

已完成的实验课题项目 Completed experiment programs

- 重大基础课题研究：防水卷材一般性标准
Research on key basic subject: general standards for waterproof membranes
- PCG-100 改性树脂防水防腐系统
PCG-100 Modified resin waterproof and anti-corrosion system
- PCG-200 改性树脂防水防腐系统
PCG-200 Modified resin waterproof and anti-corrosion system
- PCG-300 改性树脂耐腐蚀防水系统 – 工业废水处理专用
PCG-300 Modified resin waterproof and anti-corrosion system –special for industrial wastewater treatment
- 部品系统研发与推广 – 赛堡地下工程防水防护系统
R&D and promotion of component system: Safable underground engineering waterproofing and protection system
- 部品系统研发与推广 – 虹安适室内防水防护系统
R&D and promotion of component system: COMESIM indoor waterproofing and protection system
- 部品系统研发与推广 – 宜顶工业化装配式屋面系统
R&D and promotion of component system: EDEE industrial fabricated roofing system
- 装饰防水一体化背涂型防水砂浆系统
Decoration & waterproof integrated back-coating mortar system
- 混凝土修复用砂浆系统
Mortar system for concrete repair



正在开展的实验课题项目

Projects of Experimental Topics under Current Development

- 防水材料老化机理及耐久性研究
Study on Aging Mechanism and Durability of Waterproof Materials
- 各种防水材料相容性研究
Study on the compatibility of various waterproof materials
- 地下与屋面各节点防水破坏模拟及原理分析
Simulation and principle analysis of waterproof damage of underground and roof nodes
- 不同部位防水材料搭接可靠性研究
Research on reliability of lapping of waterproof materials of different parts
- 热熔卷材应用性能评价方法
Evaluation method of hot melt coil application performance
- SBS 改性沥青卷材定速定量热熔试验机
SBS modified asphalt coil material constant speed quantitative hot melt testing machine
- 防水涂料（砼基层）测厚仪
Thickness gauge for waterproof coating (concrete base)
- 防水涂料定厚刮板
Waterproof coat fixed thickness scraper
- 防水涂料附加层铺设器
Waterproof coat additional layer laying device
- 防水涂料抗静水压测试仪
Waterproof coat anti-hydrostatic pressure tester
- 基层模拟变形仪
Base analog deformation meter

东方雨虹的“虹人”（Hotterman）智能型热熔防水卷材摊铺机车，它集控制、行走、轨迹校正、卷材及地面加热、压实摊铺于一体。在同为两人施工的条件下，虹人坦途的施工速度可达 5m/min，是人工速度的 6 倍以上；单卷卷材施工时间 3min，仅为人工施工时间的 17.5%；通过智能控制，使卷材烘烤不过度不欠缺，压实工序紧跟其后，弹性压板适应任何基层，实现 100% 满粘效果。第二代虹人（Hotterman）智能型热熔防水卷材摊铺机车在第一代虹人的基础上进行了全新升级，具有体积小、操作方便、满粘率高、效率高、环保节能和经济耐久性的特点。

Oreintal Yuhong "Hotter Man" intelligent thermo-melting waterproof roll paver integrates the functions of control, walk, track correction, roll and ground heating, compaction and paving. Operated by two persons, the operation speed of Hotter Man Zandra roll paver can reach 5m/min, 6 times more than manual operation. Single roll paving time is 3 min, just 17.5% of the manual operation time. Intelligent control mode ensures proper roll heating. The compaction procedure follows the heating procedure and the plastic pressing plate is adaptable to any base and achieves 100% adhesion rate. The second generation Hotterman intelligent-melting waterproofing roll paver is upgraded on the basis of the first generation of Hotterman. It features small volume, easy operation, high viscosity, high efficiency, environmental protection, energy conservation, high economy and high durability.

实例 Example :

2019年，为了实现绿色机场、智慧机场，在北京大兴国际机场项目中，东方雨虹选用“虹人（Hotterman）”智能型热熔防水卷材摊铺机坦途（ZANDRA）助阵，它集控制、行走、轨迹校正、卷材及地面加热、压实摊铺于一体。通过智能控制，使卷材烘烤不过度不欠缺，压实工序紧跟其后，弹性压板适应任何基层，实现100%满粘效果。

In 2019, in order to build Beijing Daxing International Airport into an environment-friendly and intelligent airport, Oriental Yuhong used Hotterman intelligent-melting waterproofing roll paver ZANDRA in the construction. It integrates control, walking, trajectory correction, coil and ground heating, compaction and paving. Through intelligent control, coil material is not baked too much and not lacking. The compacting process is followed. The elastic pressing plate is adapted to any base layer, and achieves a 100% full stick effect.



为打造机械化施工平台、树立机械化施工形象、协助合伙人打造亮丽的工程品牌，东方雨虹智能装备公司提供了丰富的产品体系及配套工器具，使高效的施工速度和可靠的施工得到了保障，完善的寿命周期管理。东方雨虹引领行业由生产制造商向系统服务商转型，同时机械化、智能化转型可以帮助企业在保持现有业务和框架的基础上，丰富数字化运行体系，打造具有持续生命力的活力企业。

In order to build a mechanized construction platform, establish a mechanized construction image, and help partners build a bright engineering brand, Oriental Yuhong Intelligent Equipment Co., Ltd. provides a rich product line and supporting tools to ensure a high construction speed and reliable construction. A perfect life cycle management is ensured. Oriental Yuhong is an industry pioneer leading the transformation from manufacturer to system service provider. On the basis of helping enterprise keep the current business and framework with mechanical and intelligent transformation, enriches digital operation system and builds a sustainable and lively enterprise.

(二) 创新营销系统

(II) Innovative Marketing System

作为全球化的建筑建材系统服务商，东方雨虹一直在加速信息化与工业化的结合，以互联网+的方式，实现营销管理与客户服务的升级。在品质方面，公司通过密集的原材料检测、中控检测、成品检测来实现严格的品控要求。质量监督中心完成检测标准动作后，检验数据自动传至云中心。在 LIMS 质检系统上，可进行研发、生产、检验三类质量数据对比，以检测产品品质，并保证品质的持续提升。

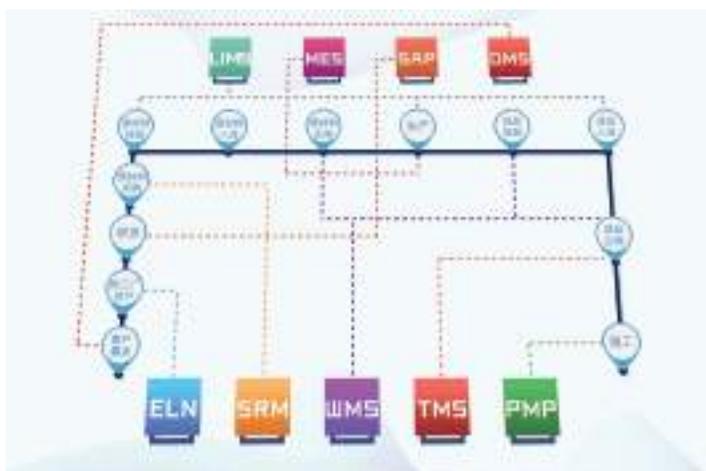
As a global service provider of building materials, Oriental Yuhong has been accelerating the integration of informatization and industrialization, and has achieved the upgrade of marketing management and customer service by means of Internet +. In terms of quality, the company achieves strict quality control requirements through intensive raw material testing, central control testing, and finished product testing. After the quality supervision center completes the inspection standard action, the inspection data is automatically transmitted to the cloud center. On the LIMS quality inspection system, three types of quality data comparison can be carried out in R & D, production, and inspection to detect product quality and ensure the continuous improvement of quality.

在营销过程方面，发布采购需求、投标报价、签订合同、确认订单，发货通知、质检与投诉、开票与收款、对账等都可以通过 CRM 系统完成。DMS 系统则帮助渠道客户快速了解公司最新的业务政策与促销方案，及时做出业务调整、补充货品、下达订单。来自全国各地的订单通过 DMS 发送至 SAP 系统，根据供货半径、到货时间、工厂产能、库存等因素分配给最优的生产工厂，实现生产、物流、库存的最优配置和对订单的快速响应。

In the aspect of marketing process, the release of procurement demand, bid quotations, signing contracts, confirming orders, shipping notices, quality inspections and complaints, invoicing and payment collection, and reconciliation can be all completed through the CRM system. The DMS system helps channel customers quickly understand the company's latest business policies and promotion plans, make timely business adjustments, product supplementation, and order placement. Orders from all over the country are sent to the SAP system through the DMS system, then allocated to the optimal factory according to factors such as supply radius, arrival time, factory capacity, inventory, etc., so as to achieve optimal configuration of production, logistics, inventory and fast order response.

2019 年，东方雨虹还在产品追溯方面推进了“产品唯一身份全供应链管理协同系统”，它以二维码为信息介质，赋予所有产品唯一身份认证，利用移动互联网实现所有产品的来源、去向可追溯。

In 2019, Oriental Yuhong also promoted the “Whole Supply Chain Management Collaboration System of Product Unique Identity” in product traceability. It uses QR codes as information media to give all products unique identity authentication. By virtue of mobile Internet, the traceability of all products is achieved.



(三) 创新管理模式

(III) Innovative Management Mode

东方雨虹接受一切勇于打破常规的新方法、新模式，致力于为客户提供最优质的产品和服务。切实履行“生产过程自动化，商务运营电子化，管理方式网络化，决策支持智能化”的二十八字两化融合方针，根据实际情况不断尝试信息化的深度应用，用信息化的手段指导生产，不仅为科技创新和管理提供新思路，还在提高产品研发、节能安全等方面提供了强有力的保障。

Oriental Yuhong accepts all kinds of new methods and new patterns that dare to break the routines, committed to providing customers with the best quality products and services. Oriental Yuhong has earnestly implemented the principle that integrates "production process automation, commerce operation electronization, networked mode of management, and intelligent decision-making", continually attempted informationalized in-depth application based on actual situation, and directed production through informatization means, which has provided not only new thoughts to science and technology innovation and management, but also powerful guarantee in improving products research and development and energy-saving and security etc.

坚持利用科学系统方法向管理要效益。自2012年以来，东方雨虹导入卓越绩效管理模型；建立独具特色的东方雨虹卓越绩效跑车模型；以“合法合规经营”为基本准则；以“过程管理”为核心；以“两化融合”为手段，坚持“质量第一”“全心全意为客户服务”，用高品质的产品和服务铸就好口碑。

Oriental Yuhong has always insisted on winning benefits from management using scientific and systematic methods. Since 2012, Oriental Yuhong has introduced the excellent performance management model; established a unique Oriental Yuhong excellent performance sports car model. With "legal and compliant management" as the basic criterion, focusing on "process management", by means of "Integration" and adhering to "quality first" and "serving customers wholeheartedly", Oriental Yuhong has created a good reputation depending on high-quality products and services.

实例 Example:

“平台+创客”的经营管理新思路，一方面是对公司平台的打造，包括品牌、研发、生产、物流、仓储、市场、人力和财务等公共保障职能的高效搭建；另一方面，是对前线作战团队（合伙人）的吸引和培育，使之“敢于作战，善于作战”。它不仅是一种管理方式的变革，更重要的是对人才观念的变革，让个人与组织长期组合起来，共同生长，共担责任，共享价值的一种适应现代市场经济发展的有效模式。

Oriental Yuhong put forward "platform + startups" operation and management ideas. On one hand, it is devoted to building company platforms, including high-efficiency building of public guarantee system integrating brand, R&D, production, logistics, warehousing, market, HR and finance. On the other hand, it is devoted to attraction and cultivation of frontline operation group (partners), to ensure them "brave to fight and able to fight". It is not only a reform of management method, but also a reform of talent thinking. It helps achieve long-term combination of individuals and organization, helps them grow together, undertake responsibilities and share values. This is an effective mode adapted to modern market economy development.



S 安全责任 SAFETY RESPONSIBILITY

安全是公司运营的基本保障,安全面前无小事。公司遵循“安全第一,预防为主”的工作方针,层层落实安全责任制,避免和杜绝一切安全事故。东方雨虹树立全员参与的安全管理思想,健全安全管理体系,建立安全制度,组织开展安全教育和培训,提高安全意识和危机处理技能,确保公司稳定生产和正常运营。

Safety is basic guarantee of company operation. Safety is never minor matter. The company abides by the working principle "safety and prevention first", carries out safety responsibility system, so as to avoid all safety accidents. Oriental Yuhong has set the safety management principle that the whole staff shall participate in safety management. It goes all out to improve safety management system, establish safety systems, organize safety education and training, improve safety awareness and crisis management skills, and ensure stable production and normal operation.

安全管理体系

Safety Management System

东方雨虹根据国家相关安全监督管理法律和规定的要求，加强安全制度建设，将《安全生产责任制度》《安全教育管理制度》《安全检查管理制度》《安全生产奖惩制度》《危险化学品安全管理制度》等安全管理制度进行了修订和完善，并将安全责任进行了细化。

In accordance with national safety monitoring & management laws and regulations, Oriental Yuhong strengthened safety system construction, and revised and improved some safety management systems, including "Safe Production Responsibility System", "Safety Education Management System", "Safety Inspection Management System", "Safe Production Reward & Punishment System", and "Dangerous Chemical Safety Management System", etc. It also elaborated the safety responsibility.

实例 1 Example 1:

东方雨虹生产基地安全管理制度明细 Detailed safety management system of Oriental Yuhong production base

安全生产责任制 Production Safety Responsibility System	动火作业管理制度 Fire Operation Management System	安全隐患排查制度 Potential Safety Hazard Screening System
安全教育管理制度 Education Safety Management System	职业卫生管理制度 Occupational Health Management System	廉洁自律管理办法 Clean and Self-discipline Management System
安全生产检查制度 Production Safety Inspection System	工伤事故报告处理管理制度 Accident Work Injury Report Processing Management System	东方雨虹工厂出入管理制度 Oriental Yuhong Factory Entrance-Exit Management System
安全生产奖惩制度 Production Safety Award and Punishment System	消防安全管理制度 Safety Utilization of Fire Protection Management System	工厂安全联动管理制度 Factory Security Linkage Management System
劳动保护用品管理制度 Labor Protection Supplies Management System	安全用电管理制度 Safety Utilization of Electric Power Management System	有限作业空间管理办法 Limited Operation Space Management System
危险化学品安全管理制度 Hazardous Chemical Materials Safety Management System	火灾事故应急管理制度 Fire Accident Emergency Management System	生产运营中心安全处罚管理规定 Production Operation Center Security Punishment Management Regulations
设备安全管理制度 Equipment Safety Management System	化学品泄漏应急处理管理制度 Chemical Leakage Emergency Treatment Management System	生产运营中心工伤事故处理管理办法 Production Operation Center Accident Work Injury Treatment Management
特种作业安全管理制度 Special Operation Safety Management System	外来施工作业安全管理制度 Foreign Construction Safety Management System	生产运营中心员工安全信用积分考核管理规定 Production Operation Center Employee Safety Credit Score Evaluation Management Regulations
高处作业安全管理制度 Height Operation Safety Management System	培训、实习人员安全管理制度 Training, Interns Safety Management System	员工交通安全管理制度 Employee Traffic Safety Management System
禁烟管理制度 Smoking Bans Management System	叉车安全管理制度 Forklift Safety Management System	安全帽佩戴规定 Helmet Wearing Policy
厂内货物运输安全管理制度 Management measures for the safety of in-plant cargo transportation	变更管理制度 Management System of Changes	静电及防爆安全管理制度 Management measures for static and anti-explosion safety

实例 2 Example 2:

《生产运营中心环境安全责任制》依国家法律规定，明确各岗位对环境保护和安全生产所负有的职责，预防环境和生产安全事故，承担失职渎职行为及事故后果的法定责任。坚持“管理生产必须管安全，管业务必须管安全，谁主管谁负责”的原则，严格落实安全生产责任制，层层执行安全生产责任制；坚持“终身责任制”的原则，即在谁的任期内产生的违法违规问题，而在其后他人任期内恶果显现，导致政府追究刑事犯罪或行政处分，或发生重大环境事故及安全事故，不因调离而免除责任，公司会处以任期内当职人员同样的处罚。即使责任人离职或退休，公司保留追究法律责任的权利。

Environmental safety responsibility system of production and operation center, in accordance with national laws and regulations, Oriental Yuhong has specified different positions' functions and responsibilities of environmental protection and work safety, in order to prevent environment and work safety accident. Persons on different positions shall undertake legal responsibility for any dereliction of duty or accident. Insisting on the principle "Production Management Must Include Safety Management, Business Management Must Include Safety Management, and In-charge Manager must be Responsible for Safety Management", Oriental Yuhong strictly carries out work safety responsibility system. According to the principle "Life-long Responsibility System", if any person has illegal action on the post and the bad effect arises after he/she leaves the post, and the action leads to criminal case, administrative punishment, environmental accident or safety accident, he/she will not be exempted from accountability and will be given the same punishment as on-post employee. Even if the responsible person resigns or retires, Oriental Yuhong will reserve the right of calling the person to legal account.

实例 3 Example 3:

建立了工厂之间的联动检查机制。组织东方雨虹集团内安全管理专业人员，对消防系统、防爆系统、导热油系统、应急管理系统进行专项检查，实现互查互助，共同提高，有效提高工厂对高风险设施的管理，将隐患遏制在萌芽状态。

Established a linked inspection mechanism between factories. Organized safety management professionals within Oriental Yuhong Group to conduct special inspections on fire fighting system, explosion-proof system, thermal oil system, and emergency management system to achieve mutual inspection, mutual assistance and joint improvement. Effectively improved the management of high-risk facilities in the factory, and nipped hidden hazards in the bud.

实例 4 Example 4:

搭建工厂之间安全管理竞赛体系。建立并实施了以过程性指标、主动性指标为主的安全竞赛体系，将事故预防工作融入到日常的工作过程中，鼓励各厂主动提高安全管理，将查隐患、防风险、遏事故作为竞赛出发点，提升全员参与安全管理的积极性，极大地刺激了各厂各部门比、学、赶、超的投入热情，取得了优异的成绩。

Built a safety management competition system between factories. Established and implemented a safety competition system based on process indicators and initiative indicators, integrated accident prevention into the daily work process, encouraged factories to actively improve safety management, and take hidden danger detection, risk prevention and containment as the starting point of competition. Increased the enthusiasm of all employees to participate in safety management, greatly stimulated the enthusiasm of various departments and departments of the factory to learn, catch up, and exceed. The actions have achieved excellent results.

现场安全管理

On-site safety management

实例 1 Example 1:

东方雨虹各个制造基地开展安全月活动。各生产基地结合自身情况，设计活动方案与要求。安全月活动旨在对安全管理人员和重要岗位职工进行安全生产培训，进一步强化员工对安全工作的重视以及危机处理能力，为了确保做好安全生产工作，全体员工一定要提升安全环保素养，坚持安全发展、环保发生的思想，有效地预防安全事故的发生，不断提高安全生产水平。

Various manufacturing bases of Oriental Yuhong carried out safety month activities. Each production base designed its activity plan and requirements according to its own situations. Work safety month activity aims to give work safety training to safety officer and employees on key posts, let customers pay more attention to work safety and improve their crisis response capability. In order to ensure work safety, the whole staff must improve safety and environmental protection capability, insist on safety development and environmental protection, effectively prevent the occurrence of safety accident, and continuously improve work safety level.

实例 2 Example 2:

消防安全是工厂安全管理的重中之重。为改善工厂消防设施不足，补足消防短板，各生产基地定期检查消防设备，在沥青罐区增设多台消防炮，同时补充配套消防水带，目前已全部到位。2019年度，东方雨虹新投产多个工厂和卷材产线，在投产前严格做到消防设施到位、人员消防培训到位、消防手续到位。通过演练，锻炼了厂内员工现场处理能力，提升了工厂与当地消防部门联动处理能力。

Fire safety is the key of factories' safety management. In order to make up the shortcoming that fire security facilities are insufficient, different production bases make regular inspection over firefighting equipment. Many fire monitors were increased to asphalt tank area, and fire water belts were supplemented. In 2019, Oriental Yuhong put a number of factories and roll production lines into operation, and strictly ensured the availability of fire protection facilities, personnel training of fire protection knowledge, and passed fire safety qualification before the production.

实例 3 Example 3:

为解决配料车间粉料投料时产生的有机颗粒物粉尘，可能因意外导致爆炸的风险，集团积极引入外部专家进行评价，对所有制造工厂的配料间进行防爆改造，将照明灯具、电机等相关设施进行改造，大大消除了事故风险。

In order to solve the risk of explosion possibly caused by organic particulate dust generated in the powdering process of the mixing workshop, Oriental Yuhong Group actively introduced external experts to evaluate risks. Explosion-proof transformation of the mixing rooms was carried out in all manufacturing factories, and the lighting fixtures, motors and other related facilities were transformed. The transformation greatly eliminated the risk of accidents.

实例 4 Example 4:

根据应急演练时暴露出紧急情况下关闭导热油阀门速度较慢的问题，2019 年集团积极投入，统一安排各工厂的卷材车间导热油主要阀门降低到离地 1 米的高度，有效地消除该风险。

To solve the problem of slower closing speed of the thermal oil valve in emergencies during the emergency drills, in 2019 Oriental Yuhong Group made uniform arrangement of reducing the height of the main valve of the thermal oil in the roll workshop of each factory to 1 meter above the ground, thus effectively eliminating risks.

实例 5 Example 5:

为提高全员对《生产运营中心安全处罚管理规定》的掌握情况，唐山工厂各部门在每天早会上学习《生产运营中心安全处罚管理规定》，每天分享安全案例，物资物流部等部门先自发组织《140 条安全处罚条例》的考试，通过工厂组织每周的《生产运营中心安全处罚管理规定》考试，提高了各部门员工的责任意识、安全意识。

In order to improve the understanding of “Management Regulations on the Safety Penalty of the Production and Operation Center”, all departments of the Tangshan factory learned the “Management Regulations on the Safety Penalty of the Production and Operation Center” at the morning meeting, and shared safety cases every day. Material Logistics Dept. organized the examination of “140 Regulations on Safety Penalties”. The factory also organized weekly examination of “Regulations on the Management of Safety Penalties in Production and Operation Centers”, to improve employees’ sense of responsibility and safety.



产品安全

Product Safety

为保证东方雨虹产品安全，公司采取措施严控产品质量，确保产品安全。东方雨虹本着精益求精的态度，已通过质量管理体系、环境管理体系、职业健康安全管理体系、测量管理体系、CE、CTC、CRCC、中国环境标志产品认证等，加强管理体系实际运作并持续改进，产品达到国家法律法规和国际规则规定的安全标准，消除产品可能对消费者和社会产生的安全隐患。

To ensure the product safety of Oriental Yuhong, the company adopts the following measures to take strict control of product quality. Oriental Yuhong has passed the authentication for quality management system, environmental management system, occupational health and safety management system, measurement management system, CE, CTC, CRCC, Chinese environmental labeling, etc. It strengthened and improved the operation of management system. Its products meet safety standards stipulated by domestic and international rules and regulations, and hidden safety risks for customers and society are eliminated.

社会安全

Social Security

企业作为重要的社会有机体，在经济活动、社会活动中，必须围绕社会安全进行企业的正常运营，以下是东方雨虹为确保社会安全实施的相关措施：

As an important social organism, enterprises should carry out normal enterprise operation in economic and social activities while focusing on social security. The followings are relevant measures implemented by Oriental Yuhong to ensure social security:

实例 1 Example 1:

建德工厂与当地派出所、所属村镇协作，在人员管理上推行应用旅店式管理系统，对所有进出厂人员进行规范管理，外协单位人员等流动人口，积极做好治安备案和资料存档，维护当地社区的治安稳定。

Jiande factory cooperated with local police stations and affiliated villages and towns to implement hotel management system in personnel management, regulated all incoming and outgoing personnel, and managed the floating population such as personnel from outsourcing units. It actively did a good job in public security filing and data archiving to maintain public security stability in the local community.

实例 2 Example 2:

昆明工厂积极参与社会安全工作，在 2019 年 10 月，与当地街道办、派出所联动，组织安全应急演练，及打击“两抢一盗”活动，取得了很好的社会影响，同时也提升了昆明工厂的社会安全责任担当。

Kunming factory actively participated in social security management. In October 2019, it cooperated with local street offices and police stations to organize safety emergency drills and cracked down on “two robberies and one thief” activities. Those actions achieved good social impact and increased the social security responsibility of the Kunming factory.

实例 3 Example 3:

芜湖工厂积极配合参与芜湖市三山区应急管理局的各项安全监管工作，协助其成立芜湖市三山区安全生产协会，并担任会长单位，工厂管理人员同时担任协会会长和秘书长，助理社区安全管理工作的整体向上。

Wuhu factory actively cooperated with Sanshan District Emergency Management Bureau of Wuhu City in various safety supervision work, assisted the establishment of Sanshan District Work Safety Association of Wuhu City, and served as the chairman unit. The factory management also worked as the president and secretary general of the association. The factory made great contribution to the promotion of the overall community safety management work.

实例 4 Example 4:

2019 年 11 月，徐州工厂承办了徐州市工贸企业应急演练、多家工贸企业代表参加观摩，得到了应急管理局和当地工厂代表的高度认可，同时也对工厂的应急管理流程。

In November 2019, Xuzhou factory undertook emergency drill for Xuzhou industrial and trade enterprises. A number of industrial and trade enterprise representatives watched the drill, which was highly praised by the emergency management authority and local factory representatives. The drill helped improve the emergency management process of the factory.



R 资源与环境 RESOURCES AND ENVIRONMENT

为了给未来留一片绿色，东方雨虹力求在自身的经营活动及生产、施工过程中最大限度减小对环境的影响。公司通过创新节能减排的理念、技术和管理机制，不断提高能源利用率，切实提高能效、循环利用资源，减少污染排放，积极建设节约型和环境友好型企业。

To leave a green environment to our descendents, Oriental Yuhong tried its best to reduce environmental influence caused by its operation, production, and construction. With energy-saving and emission-cutting concept, technology and management system, the company continuously increased energy utility rate and efficiency, made circular use of resources, and built itself into an economical and eco-friendly enterprise.

环境管理与绩效

Environmental Management And Performance

2019年，东方雨虹继续以“绿色生产、低碳环保”为管理方向，持续推进环境管理的日常化、系统化和标准化，不断加大环保设施的投入，提高环境管理绩效水平，在满足环保标准的基础上，做到精益求精，使社会效益最大化。

In 2019, Oriental Yuhong continued to take “green production, low carbon and environmental protection” as its management direction, continued to promote the routine, systematic and standardized environmental management. The company continuously increased investment into environmental protection facilities, worked hard to improve the level of environmental management performances. On the basis of meeting environmental standard, Oriental Yuhong has constantly strived for perfection in order to maximize social benefits.

实例 1 Example 1:

上海工厂加大技改投入，对锅炉尾气和RTO(蓄热焚烧炉)尾气进行热量利用，减少蒸汽耗用，一年节省费用约45万，并同时减少了排放。

Shanghai factory increased investment in technological transformation to use the heat of boiler exhaust and RTO (regenerator incinerator) exhaust, in order to reduce steam consumption. The project saved about RMB 450,000 a year and reduced emissions at the same time.

实例 2 Example 2:

惠州工厂投入一台RTO对沥青烟气进行充分燃烧后排放，投入270万。

Huizhou factory increased an RTO to fully burn the asphalt fume and then emit it. RMB 2.7 million was invested into the project.

实例 3 Example 3:

昆明工厂响应环保号召，将生产过程中使用的工业燃煤锅炉彻底淘汰，改用天然气锅炉，在当地天然气管道还未连通的不利条件下，公司克服困难，不计成本，投入经费修建了临时燃气站，采用车辆运输压缩天然气(CNG)的方式供气，解决了燃煤锅炉排放污染物对当地大气环境的污染，提升了当地居民对公司环保投入及保护环境的信心与信任。

In response to the environmental protection call, Kunming factory completely eliminated the industrial coal-fired boiler used in the production process and switched to natural gas boiler. Under the unfavorable conditions that the local natural gas pipelines were not connected, the company overcame difficulties regardless of costs, and invested in the construction of temporary gas stations. It supplied gas by vehicle transportation of compressed natural gas (CNG), which solved the pollution of coal-fired boiler emissions to the local atmospheric environment, and enhanced the confidence and trust of local residents in the company's environmental protection efforts.

实例 4 Example 4:

芜湖工厂持续高标准进行环保设施改进，2019 年投入 60 万元，对车间配料系统、卸料口废气无组织排放收集改造，减少了废气的无组织排放；对锅炉低氮改造，实现锅炉废气低氮燃烧，降低氮氧化物的排放。

Wuhu factory continued to make high-standard improvement of environmental protection facilities. In 2019, RMB 600,000 was invested into the transformation of fugitive emissions of the workshop batching system and the discharge port, thus reducing the fugitive emissions of exhaust. The transformation project also included boiler's low nitrogen transformation, in order to achieve low nitrogen combustion of boiler exhaust and reduce nitrogen oxide emissions.

实例 5 Example 5:

濮阳工厂通过 2019 年新上热能管理系统，通过仪表测量获取准确数据，从而生产优化工艺，降低能耗；两台 RTO 管线进行串联，当低负荷时只开启一台 RTO，减少燃气的消耗。

In 2019 Puyang factory used a new thermal energy management system to obtain accurate data through meter measurement, thus optimizing production process and reducing energy consumption. Two RTO pipelines are connected in series, and only one RTO is turned on when the load is low, so as to reduce gas consumption.

实例 6 Example 6:

滁州天鼎丰响应国家环保号召，将水煤浆锅炉淘汰，耗费一千多万资金，重新修建两座天然气导热油炉和一座天然气蒸汽锅炉，二氧化硫、颗粒物排放各减少约 2t/a。

In response to national environmental protection call, Chuzhou Tiandingfeng eliminated the coal-water slurry boiler. It spent more than RMB 10 million on rebuilding two natural gas heat-conducting oil furnaces and a natural gas steam boiler. The emissions of sulfur dioxide and particulate matter were respectively reduced by about 2t/a.

实例 7 Example 7:

天鼎丰非织造布积极配合当地生态环境局淘汰一台 25 吨燃煤锅炉。同时，为保证生产的正常运营，在原有两台天然气锅炉的基础上，于 2019 年 7 月份新安装完成 1 台冷凝燃气蒸汽锅炉。

Tiandingfeng Non-woven Fabric Co., Ltd. actively cooperated with the local ecological environment bureau to eliminate a 25 ton coal-fired boiler. At the same time, in order to ensure normal production, on the basis of the original two natural gas boilers, it newly installed a condensing gas steam boiler in July 2019.

2019 年东方雨虹各投生产基地主要节能环保指标

Main Energy Saving and Environmental Protection Indicators of Various Production Bases of Oriental Yuhong in Operation in 2019

项目 Project	产值单耗 (tce/ 万元) Production Value Per Unit Consumption (tce/RMB 10,000)	化学需氧量排放 (吨) Chemical Oxygen Demand (COD) Emission (Ton)
上海金山 Jinshan District in Shanghai	0.0046	1.47
湖南岳阳 Yueyang City in Hunan Province	0.059	2.284
辽宁锦州 Jinzhou City in Liaoning Province	0.052	0.402
广东惠州 Huizhou City in Guangdong Province	0.043	0.308
江苏徐州 Xuzhou City in Jiangsu Province	0.093	1.100
云南昆明 Kunming City in Yunnan Province	0.036	0.022
河北唐山 Tangshan City in Hebei Province	0.078	0.98
陕西咸阳 Xianyang City in Shaanxi Province	0.048	0.91
安徽芜湖 Wuhu City in Anhui Province	0.044	0.315
浙江建德 Jiande City in Zhejiang Province	0.044	0.435
山东莱西 Laixi City in Shandong Province	0.00329	0.52
河南濮阳 Puyang City in Henan Province	0.055	0.0526
湖北荆门 Jingmen City in Hubei Province	0.068	-
四川德阳 Deyang City in Sichuan Province	0.00312	-

绿色生产

Green Production

(一) 节能降耗

(I) Energy Saving And Emission Cutting

东方雨虹各大生产基地持续推行 5S 管理和精益生产，通过全员参与节能合理化建议，持续对生产现场的改进，使生产环境整洁有序，使生产过程保持节能、安全高效。

Major production bases of Oriental Yuhong continued to implement 5S management and lean production. They encouraged the whole staff to give reasonable energy conservation opinions and continuously improved the workplace management. Their workplace environment has been clean and orderly, and the production process has achieved energy conservation, safety and high efficiency.

1. 选用合理的管道保温结构和优质保温材料，降低热量损耗。

1. Choose reasonable pipeline insulation structure and high-quality insulation materials to reduce heat loss.

2. 合理安排生产工艺、生产班次，错、轮休假日，尽量使用低谷电，避开用电高峰，起到间接节电效果，提高企业用电负荷率。

2. Make reasonable arrangement of production process, production shifts, off-day adjustment and rotating shifts. Try to use low-cost electricity, avoid peak time of electricity consumption, so as to achieve an indirect power-saving effect, and increase the power consumption rate of enterprises.

3. 保持生产均衡和正常的设备维修，使设备处在最佳工作状态下，不仅节约直接能耗，也减少间接能耗。

3. Maintain production balance and normal equipment maintenance, so that the equipment can be in the best working state. By this means, both direct energy consumption and indirect energy consumption can be reduced.

4. 车间照明控制形式采用分段制，根据生产时实际情况开启，以利节约用电。在保证高效操作的前提下，不同操作场合采用合理的照度标准，选用合适的照明灯具。照明控制开关设置灵活，不需要部分可随时关闭。

4. The lighting control form of the workshop adopts a segmented system, which is opened according to the actual situation during production, so as to save electricity. Under the premise of ensuring highly efficient operation, reasonable illumination standard is adopted and suitable lighting appliances are used in different operation occasions. The lighting control switch is flexible and any lamp not needed can be turned off at any time.

5. 对员工开展节能知识教育，组织有关人员参加节能培训，未经节能教育、培训人员不得在耗能设备操作岗位上工作。

5. Give energy-saving knowledge education to employees, and organize relevant personnel to participate in energy-saving training. The personnel without energy-saving education and training shall not operate energy-consuming equipment.

6. 生产节拍优化：根据产品生产进度，合理安排，集中生产，减少开关机次数，设备空载时间。推行精益生产，统计 OEE 数据，并不断改善。

6. Optimization of production takt: According to the production progress of the product, make reasonable arrangements, centralized production, reduce the times of machine starting and shutdown and equipment no-load time. Promote lean production, make statistics of OEE data, and make continuous improvement.

7. 卷材、聚氨酯循环水泵节能改造：将原有的 55KW 自吸泵更改为 30KW 的管道离心泵加自制吸负桶。

7. Energy-saving transformation of roll material and polyurethane circulating water pump: change the original 55KW self-priming pump to 30KW pipeline centrifugal pump plus self-made suction bucket.

8. 胶体磨经济运行：针对胶体磨不同研磨时间，分别取样确认研磨效果，以确定胶体磨的最经济运行时间。

8. Economical operation of colloid mill: According to different grinding time of colloid mill, samples are taken to confirm the grinding effect, in order to determine the most economical operation time of colloid mill.

9. 锅炉经济运行：关闭锅炉内循环，控制出口压力，使配料系统及生产线导热油油压正常，降低锅炉出口温度，优化二次循环泵运行高温系统直供生产线和配料。

9. Economic operation of the boiler: close the boiler internal circulation, control the outlet pressure, ensure a normal heat transfer oil pressure for the batching system and production line, reduce the boiler outlet temperature, optimize the secondary circulation pump to run the high-temperature system to give direct supply to the production line and the batching system.

10. 大功率电机由定频改变变频节能：4 台供料泵由定频改为变频电机；冷却水塔 2 台 22KW 改为 11KW 电机；2 台定频空压机改为变频空压机。

10. High-power motor is changed from fixed frequency to variable frequency in order to save energy. 4 feed pumps are changed from fixed frequency to variable frequency motor. 2 22KW motors of the cooling water tower are changed for 11KW motors. 2 fixed frequency air compressors are changed for variable frequency air compressors.

(二) 低碳减排

(II) Low-carbon Emissions

东方雨虹按照“谁生产，谁处理”的原则，组织开展环境考评，加强环保投入，统一生产现场管理，加强对污染物和废弃物的控制和处理，减少对社区和周边生态环境的影响。

Producers must be responsible for the waste caused in the production. In accordance with this principle, Oriental Yuhong carried out environmental evaluation, increased environmental investment, unified production site management, and strengthened control and treatment on pollutants and wastes, to reduce influence on community and surrounding ecological environment.

2019 年东方雨虹主要节能环保投入

Major Investment Into Energy Saving And Environmental Protection By Oriental Yuhong In 2019

项目 Project	环保措施 Measures	投入 (万元) Investment (RMB10,000)	结果 Results
预防 Prevention	安环预防和检测 Prevention and test	152.78	防患于未然 Pollution prevention
固体废弃物 Solid waste	固废处理 Solid waste treatment	540	零排放 Zero emission
大气 Air	活性炭、片碱 Activated carbon, caustic soda flake	26.02	符合当地环评标准 To meet local environmental standard
	除尘器 / 锅炉烟囱改造 Transformation of dust collector / boiler chimney	52.87	达到北京市 2017 年新颁布的大气排放标准 Reaching The 2017 Latest Air Emission Standard Of Beijing
	沥青烟气处理 Asphalt Gas Treatment	2395.98	达到北京市 2017 年新颁布的大气排放标准, 新增 RTO 设备 Reaching The 2017 Latest Air Emission Standard Of Beijing, and adding RTO equipment
	锅炉低氮改造 Low nitrogen transformation of boiler	302.1	降低氮氧化物排放 Reduce nitrogen oxide emissions
水 Water	生活、生产污水处理 Domestic and production sewage treatment	365.308	排出口达规范要求 Outlet meets regulations
电 Power	设备保温、照明 Equipment thermal insulation and lightning	371.0677	节能 Energy saving
噪声 Noise	降噪处理设备 Noise reduction equipment	37.7	大大降低噪音 Hugely reduce noise
其他 Others	植被绿化 Vegetation	734.12	符合《城市绿化规划建设指标的规定》 Meet "Regulations On Urban Vegetation Construction"
	事故应急池 Accident Emergency Pool	156.9	降低环境风险 Reduce Environmental Risk
	周边环境治理 Surrounding Environment Treatment	127.98	改善周边生态环境 Improve Surrounding Ecological Environment

绿色施工

Green Construction

东方雨虹严格遵循以下施工原则：减少场地干扰、尊重当地环境；施工结合气候、节约能源；减少环境污染、提高环境品质；实施科学管理、保证施工质量，力争将施工周边环境的干扰和影响降到最低。

Oriental Yuhong strictly abides by the following building principles: reducing site disturbance, respecting local environment, paying attention to climate, saving energy, reducing environmental pollution, increasing environmental quality, carrying out scientific management, and ensuring construction quality, so as to reduce construction disturbance and influence to the surrounding environment to the minimum level.

(一) 雨虹标准

(I) Yuhong Standard

东方雨虹率先在行业提出标准化施工的理念，通过将规范施工、科学管理等单体概念整合，形成了一系列流程的标准化全链条服务。包括专业完善的防水技工岗前培训，统一规范的施工工艺，整洁安全施工环境，严格透明的施工管理。

Oriental Yuhong was the first enterprise that put forward the concept of standardized construction. By integrating standardized construction and scientific management and other concept, it has formed a whole chain of standardized services. Oriental Yuhong provides improved pre-post waterproof technician training, standardized construction process, clean and safe construction environment, strict and transparent construction management.

东方雨虹的标准化施工惠及客户、影响行业，质量标准不断提示，渗漏率不断的降低，得到客户的高度认可。

Oriental Yuhong's standardized construction benefits customers and affects the whole industry. The quality standards are continuously upgraded, and the leakage rate continues to decrease, which is highly recognized by customers.

(二) 防水工程机械化施工

(II) Waterproof Engineering Mechanization Construction

东方雨虹自主研发的热熔摊铺防水卷材机采用预混燃烧，提高燃烧效率的同时更加环保无 CO、NOX 等排放；质量轻便、体积小。此外，东方雨虹配备多种机械化施工装备，提高施工效率，降低人工作业的能源消耗。

Hotter Man thermo-melting waterproofing roll paver independently developed by Oriental Yuhong adopts premixed combustion mode to improve the combustion efficiency and ensure CO and NOX-free emission. The paver has light weight and small volume. In addition, Oriental Yuhong is equipped with multiple types of mechanical construction equipment, which effectively improve work efficiency and reduce energy consumption of artificial operation.

实例 1 Example 1:

“虹旋风”非固化旋转加热装置

" Rainbow Whirlwind " non-cured rotary heating device

完全具有自主知识产权，结构简单、轻便，整体重量 33 公斤。设备下方安装有万向轮，移动方便。数字式温控系统，控温准确，精度高。恒温动态旋转加热，材料不过热、不起火、无碳化，不影响材料性能。

Completely with self-owned intellectual property, the device features simple structure, light weight and convenience. The total weight is 33kg. Under the device there are universal wheels easy to move. The digital temperature control system boasts accurate temperature control and high precision. The device features constant-temperature rotary heating. Material will not be overheated, will not be carbonized, and its performance will not be influenced.



实例 2 Example 2:



固瑞克 Xtreme Z45 电动防水涂料喷涂机

GRACO Xtreme Z45 electric waterproofing sprayer

适用聚氨酯、非固化、聚合物水泥基、沥青等多种防水涂料，可提供平顺稳定的喷幅。在与手动滚涂相比，可提升表面质量，减少裂纹、气泡和返工。同时人力成本比使用手动滚筒时节省 40%。操作便携。

It applies to the spray of PU, non-cured waterproof material, polymer modified cement-based waterproof material, and asphalt, etc. The sprayer can provide smooth and stable spraying width. Compared with manual spraying, the sprayer can improve the surface coating quality, and reduce crack, bubble and reworking. And the artificial cost saves 40% cost compared to manual roller. The operation is convenient.

实例 3 Example 3:



H-xp3

美国固瑞克公司进口设备，设备质量可靠，压力和比例稳定，使用寿命长。适用聚脲、发泡聚氨酯等防水涂料，流量大，施工效率高，最大流 10.6L/min。设备功能齐全，具有报警、警告，压力偏差、超温等多种保护和监测措施。

GRACO Xtreme sprayer is imported from the United States. The equipment has reliable quality. The pressure and spray ratio are stable and its service life is long. It applies to waterproof coat such as polyuria and polyurethane foam. The flow rate is high, the construction efficiency is high, and the max. flow is 10.6L/min. The equipment has complete functions, including warning, alarm, protection and monitoring measures for pressure deviation and overheating.

实例 4 Example 4:

抛丸机

Shot blasting machine

清理基层表面的浮浆，提高防水层与混凝土基层的粘着。清理效率高，操作人员少，容易实现机械化。不使用压缩空气，不需要大型的压缩空气站，清理基层时不会产生湿气。其自身自带除尘装置无扬尘产生。

It cleans the laitance on the surface of base, improves the adhesion between waterproof layer and concrete base. The cleaning efficiency is higher, the number of operators is low, and it's easy to achieve mechanization. No need to use compressed air, and large-sized compressed air station is not necessary. Moisture will not be created when cleaning the base. The self-carried de-dusting device ensures no dust. No compressed air is used, no large compressed air station is needed, and no moisture is generated when cleaning the base. Its own dust removal device will not generate dust.



在推行机械化施工方面，东方雨虹注重实践与培训相结合，多次举办施工比赛及实操培训，在全公司范围内推行机械化施工。

In promoting mechanization construction, Oriental Yuhong pays attention to the integration of practice with training, organized many times construction competition and field training, and promoted companywide mechanization construction.

绿色生活

Green Life

2019年，公司管理改革、环保节约、提质增效等是企业勤俭持家的不变法宝。东方雨虹各分子公司开展乐学等相关培训和实践，营造积极的氛围。

In 2019, Oriental Yuhong made management reformation, environmental protection and cost conservation, quality improvement and efficiency improvement, which are key weapons for a company to keep progress. Branch companies of Oriental Yuhong carried out various training and practice activities to create a positive atmosphere.

实例 1 Example 1:

公司开展“做尊贵有礼的雨虹人”活动，在全公司范围内提倡节俭、环保，通过员工的自我约束与自我激励，提升东方雨虹人的个人素养，保持集体氛围的阳光与向上。

The company carried on "Be A Noble and Polite Employee of Oriental Yuhong" activity, advocating company wide economizing and environmental protection, and through employees' self-discipline and self-motivation, improve the personal quality of employees of Oriental Yuhong, and maintain a sunny and progressive attitude of an collective atmosphere.

实例 2 Example 2:

公司开展“做健康活力的雨虹人”活动，在全公司范围内提倡坚持适量运动、健康管理体重、戒除吸烟危害，在各部门建立健康大使。通过员工的自我约束，公司承诺给予一定的奖励。

The company carried out the activity of "being a healthy and energetic Yuhong person", to advocate moderate exercise, healthy weight management, smoking cessation. Health ambassadors were set in various departments throughout the company. Through self-discipline of employees, the company promises to give certain rewards.



实例 3 Example 3:

公司开展“做专业乐学的雨虹人”活动，在全公司范围内提倡专业乐学，员工自身要求进步，提升东方雨虹人的个人知识素养，学习积累到一定程度给予一定的奖励。

Oriental Yuhong carried out "Be Oriental Yuhong persons eager to learn". It advocates the studious spirit in the range of the whole company, in order to improve employees' personal knowledge and quality. Employees who pursue advancement and make progress will be given certain award.



H 人权与劳工实践 HUMAN RIGHTS AND LABOR PRACTICE

员工是企业宝贵的资源和财富，东方雨虹珍视员工价值，秉承“为国家、为社会、为客户、为员工、为股东”的企业宗旨，结合公司发展阶段、行业特点、人才结构等特点，努力探索相关有效途径，全力维护员工合法权益。2019年，公司继续创设内外部无边界沟通渠道，突出对弱势群体的权益保护，加强安全、环保、职业健康管理；同时，构建多维立体的员工关爱体系，施行多元化员工激励政策，畅通全员职业生涯发展通道，不断推进员工的成长与发展，不断提升员工的满意度，努力保障员工权益的实现，全情回报员工、回馈社会。

Employees are the most precious resources and wealth of an enterprise. Oriental Yuhong treasures highly the value of its employees. Adhering to the enterprise tenet of "for the country, for the society, for customers, for employees, for the shareholders", in combination with the company's developmental stage, industry features, and talent structure characteristics, Oriental Yuhong exerted efforts to explore relevant effective approach, sparing no efforts to maintain the legitimate rights and interests of its employees. In 2019, the company continued to create internal and external border-less communication channels, highlighted protection for the rights and interests of vulnerable groups, and strengthened security, environmental protection, and occupational health management; at the same time, built a multi-dimensional and solid employees care system, implemented diversified staff incentive policies, straightened out all employee career development channels, continuously promoted their growth and development, continually improved employee satisfaction, made great efforts to guarantee the realization of rights and interests of the employees, rewarded employees and contributed to the society wholeheartedly.

人才队伍建设

Talent Team Construction

东方雨虹践行以人为本的发展理念，2019年招聘应届大学毕业生120名，引进美籍科学家，广泛吸纳海内外优秀人才，获得国家和省级人才“千人计划”奖励。公司坚持以事业留人、以待遇留人、以环境留人、以感情留人，优化人才队伍结构，共促企业发展基业长青。

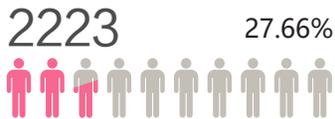
Oriental Yuhong puts the people-centered development philosophy into practice, it recruited 120 fresh university graduates each year, introduces American scientists, extensively absorbs excellent talents from both home and abroad, and won the national and provincial "Thousand Talents Program" award. The company adheres to its practice of retaining talent through cause, through benefits, through environment, and through emotional attachment, optimizes its talent team structure, and jointly promotes the lasting foundation of enterprise development.

公司员工专业结构

Company Employee Professional Structure

生产、施工、后勤人员

Production, construction, and logistics person



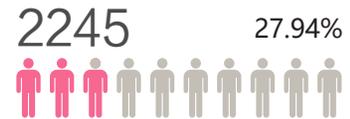
技术人员

Technicians



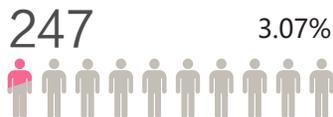
销售人员

Sales persons



财务人员

Financial staff



管理、职能人员

Management and functional personnel



合计 Total 8036

公司员工受教育情况

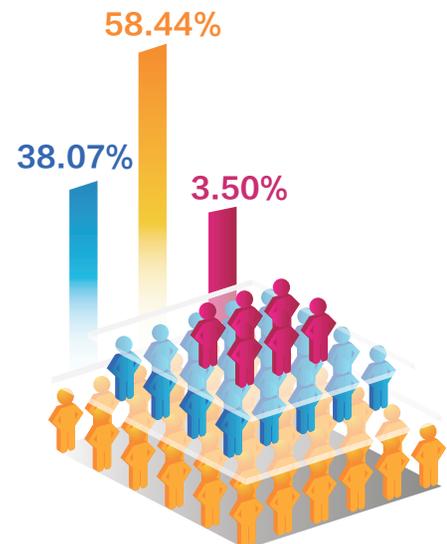
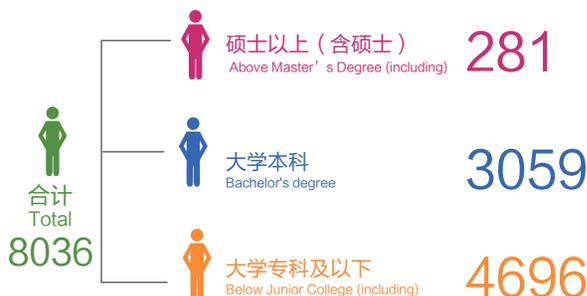
Company Employees by Education

人数

Number of Employees

占员工总数比例

Percentage of Total



弱势群体

Vulnerable Groups

(一) 公平、公正、无歧视的用人政策

(I) Fair, Just And Nondiscriminatory Employment Policy

公司遵守有关劳工和人权的国际公约，遵守《中华人民共和国劳动法》《中华人民共和国劳动合同法》和《中华人民共和国工会法》，倡导平等和非歧视的用工政策，禁止在招聘、薪酬、福利、晋升中有任何歧视行为，公平对待不同国籍、种族、文化背景的员工，充分尊重各民族员工的风俗习惯，尊重员工宗教信仰自由的权利；注重促进女性和少数民族就业，不断为员工创造公平、公正、和谐、人文的工作环境。公司现有少数民族员工 263 人，占比 3.27%。

The company complies with the international convention on labor and human rights, abides by the "Labor Law of the People's Republic of China", "Labor Contract Law of the People's Republic of China" and "the Trade Union Law of the People's Republic of China", advocates recruitment policy of equality and non-discrimination, prohibits any acts of discrimination in recruitment, compensation, benefits, and promotion, gives fair treatment of employees of different nationality, race, and cultural background, fully respects the habits and customs of employees of all nationalities, respects employee's rights to freedom of religious belief; focuses on promoting employment of women and minorities, and continually creates for employees a just, fair, harmonious, and humanistic working environment. At present, the company has 263 minority employees, accounting for 3.27%.

(二) 妇女权益保障

(II) Protection Of Women's Rights And Interests

妇女权益是人权的重要权利之一。公司尊重女员工的职业发展，实行男女员工同岗同酬，女性员工享有完全平等的政治权利，在晋级中同等条件下优先使用女性员工。截至 2019 年 12 月 31 日，女员工数 1760，占总比 21.90%；在工会管理、群众代表大会等重要的决策会议上，享有平等权利和地位。

Women's rights are one of the important rights of the human rights. The company respects female employee career development, practices equal pay with equal post for both men and women employees, women employees enjoy completely equal political rights, and under equal conditions, promotion favors female employees. As of December 31, 2019, the total number of female employees reached 1,760, accounting for 21.90% of the whole staff. The ratio of female employees in key decision-making meetings such as trade union management meeting and employee representative conference reaches 30%. Female employees enjoy equal rights and positions.

公司关爱女性员工身心健康，严格遵守国家相关规定，充分保障女员工“三期”休假，严禁女职工参加第四级重体力的工作，严禁女职工在经期进行冷水、低温作业。考虑到女职工特殊需要，结合医院建议，在女员工孕期不同阶段，额外补充产检假，公司女性员工生育假后返岗率达 100%。每年“3.8”妇女节，公司为每位女性员工精心准备个性化礼物，享受福利假。

The company cares for women employees' physical and mental health, strictly abides by the relevant state provisions, fully guarantees female employees "3-period" holidays, strictly prohibits female employees from participating in the 4th grade heavy manual works, strictly prohibits female employees from cold water and low temperature operation during menstrual period. Considering the special needs of female employees, in connection with hospital suggestions, during the different stages of pregnancy of female employees, supplements them with additional antenatal care holidays, after birth holidays, the post return rate of female employees will reach 100%. During "March 8th" (International Women's Day) each year, the company prepares carefully personalized gift for every female employee, and they enjoy welfare holiday.

(三) 弱势群体的保护

(III) Vulnerable Groups Protection

公司切实保护残疾人等弱势群体的合法权益，每年参加残疾人就业专场招聘会，为残疾人提供了销售代表、施工管理员、内勤等多个岗位的就业机会。

The company protects practically the legitimate rights and interests of the disabled and other vulnerable groups; the company also participates in recruitment fair specially prepared for the disabled every year, and provided for the disabled many posts of employment opportunities, such as sales representative, construction manager, and internal or office work.

实例 Example:

雨虹关爱基金 Example Yuhong Care Foundation

2013年，东方雨虹设立“雨虹关爱基金”；2014年，新的关爱基金管理办法发布，拓宽了申请条件；2015年，关爱基金线上流程开通，员工可根据实际情况自行申请，申请渠道更便捷。雨虹关爱基金主要用于资助因医疗、教育、自然灾害等因素导致生活困难的员工及其子女，关爱和慰问爱岗敬业的优秀员工；2015年，雨虹关爱基金累计向13个家庭伸出了援助之手，资助费用21.4万元；2016年，公司持续关注生活困难的员工，累计帮助18名员工，资助费用达40万元；2017年，公司重点关注员工身体健康问题，除了每年的例行体检，公司向因重大疾病导致生活困难的家庭资助费用多达43万元；2018年，公司重点关注员工重病和家庭困难等生活问题，资助费用多达50多万元；2019年，公司重点关注员工重病和家庭困难等生活问题，资助费用多达71万元（其中困难员工帮扶641495，其他礼金支出74400）。

In 2013, Oriental Yuhong set up "Yuhong Care Foundation"; in 2014, its new measures of care foundation was promulgated, which had broadened its application conditions; in 2015, the care foundation online process was open, employees may apply on its own based on its actual conditions, and the channel for application is much more convenient. Oriental Yuhong Care Fund is mainly to help employees and their children who live hard for medical treatment, education, and natural disaster, express care and regards to excellent employees. In 2015 Oriental Yuhong Care Fund totally assisted 13 families and the subsidy reached RMB 214,000. In 2016, the company continued to help employees in hard life and the subsidy added up to RMB 400,000. In 2017, the fund put emphasis on the health of employees. Except annual physical inspection, the company gave RMB 430,000 subsidy to families who live hard for serious disease. In 2018, the company put emphasis on employees who live hard for disease and other reasons, and the subsidy was more than RMB 500,000. In 2019 the company paid special attention to the life problems of employees, such as serious illnesses and family difficulties. A total subsidy of up to RMB 710,000 was given to employees (including RMB 641,495 for employees in difficulties and RMB 74,400 for gifts and other expenses).

基本权利与保障

Basic Rights and Protection

(一) 基本人权的保障 (制度、渠道)

(I) Basic Human Rights Protection (System, Channel)

东方雨虹建立了严格的人力资源管理制度，严禁和抵制任何形式的雇用童工行为，严格避免强制劳动现象发生，至今没有出现过雇佣童工、强制劳动的现象。

Oriental Yuhong has established strict human resource management system, strictly prohibiting and resisting the recruitment of any form of child labor, strictly avoiding the occurrence of forced labor, as a result, the phenomenon of recruitment of child labor and forced labor has never occurred so far.

公司倡导“无边界沟通”理念，积极营造内外部无边界沟通渠道。员工可跨部门、跨职级、跨地域，通过办公软件、企业邮箱、上访、举报箱等各类线上、线下渠道反映他们遇到或可能发生的人权问题。公司对员工的检举和上访即查即办，一事一结，绝不拖延。2019 年全年没有一例侵犯人权的举报和上访事件发生。

The company advocates "border-less communication" concept, and actively builds internal and external no-boundary communication channel. Employees may report all kinds of human rights issues or problems that they have encountered or may possibly occur across departments, cross-posts, cross-regional via office software, enterprise email, petition, report box and other kinds of online and offline channels. To the impeachment and petitions of employees, the company will investigate and deal with in time, and each investigation will reach its conclusion, and will never delay. In 2019, there is no, not even one, report of a case of violation of human rights or petition have occurred.

(二) 劳工权益的申张

(II) Upholding Of Labor Rights And Interests

公司按照有关规定建立工会组织，同时，成立业务委员会，鼓励员工积极参与企业创新、业务管理，倾听业务一线的声音，尊重广大基层员工的权益。

The company has set up Trade Union organization in accordance with relevant provisions. At the same time, the company has set up business committee to encourage employees to actively participate in enterprise innovation, business management, to listen to the voice of the operation front line, and respect the rights and interests of employees at the grass-roots level.

工会设立劳动争议调解委员会和劳动争议调解员队伍，坚持深入员工中，多方听取员工呼声，认真解答员工关心的热点、难点和焦点问题。对员工反映的重大问题，坚持“咨询必有答复、投诉必有处理、处理必有结果”的原则。

The Trade Union has set up labor dispute mediation committee and labor dispute mediator team, adheres to its practices of deep engagement with employees, listens to their voices through various channels, answers carefully hot, difficult and focus issues of their concern. To the major issues or problems reflected by employees, the Trade Union adheres to the principle that "consulting must be replied, complaints must be dealt with, and processing or treatment must have a result".

在涉及员工劳动关系、工资福利、劳动保护、工作时间、假勤制度等关系员工切身利益的大事上，严格按照相关政策法规，经职工代表大会讨论审议，充分听取和采纳员工的意见和建议，而后协商、公示、公布，并在集体合同中予以明确。

Employees' labor relation, salary & benefit, labor protection, work time, holiday system and other events that are in close relation with employees' interests are discussed by employee representative conference strictly in accordance with related policies and regulations. The conference fully listened to opinions and adopted suggestions of the staff, then negotiated, announced, and specified them in collective contracts.

(三) 员工满意度

(III) Employee Satisfaction

东方雨虹持续引进咨询公司开展员工满意度专项调查。围绕影响员工满意度的关键因素，包括公平机会、发展空间、文化氛围、薪酬福利等主要驱动因子，通过办公系统、微信客户端分类调研不同层级、不同序列人员满意度情况。有效识别了影响员工满意度的关键因素，明确改进需提升的具体措施，切实提升员工满意度。

Oriental Yuhong continuously introduces consulting agencies to make investigation on employees' satisfaction. In 2018, centering on key factors influencing employees' satisfaction, including fair opportunity, development space, cultural atmosphere, salary & benefit, Oriental Yuhong made the investigation on the satisfaction degree of different levels of employees via office system and Wechat APP. The investigation identified key factors influencing employees' satisfaction, specified detailed improvement measures, and practically increased employee satisfaction.

就业与雇佣

Employment And Recruitment

(一) 保障就业

(I) Employment Guarantee

公司建立健全劳动用工制度，规范用工管理，员工劳动合同签订率 100%；并不断完善适应市场要求及企业发展的岗位体系，建立市场化的竞争性劳动用工机制，分类用工、竞争择优，逐步优化劳动用工结构，避免利用非固定工作或过度利用临时性工作，努力提供有保障的就业体制。

Oriental Yuhong established and improved labor system and standardized employment management. 100% employees signed labor contracts. The company improved the system of posts to meet market demands and corporate development demands continuously. It also established competitive employment system and gradually optimized employment structure, to avoid overuse of part-time laborers and guarantee employees' benefit.

（二）促进当地就业

（II）Promote Local Employment

2019年东方雨虹的总员工数为8036人，公司坚持属地化用工政策，在均等的条件下，优先聘用当地员工，依托公司在当地业务的快速发展，有力促进了当地就业率的提升。随着战略版图的不断扩大，公司在北京、广东、深圳、天津、四川、昆明、南京、山东、江苏等地分别建立了全资子公司；在北京、上海、湖南、辽宁、广东、江苏、山东、云南、河北、陕西、安徽、浙江、河南、湖北、江西、广西建立了生产研发物流基地，极大地提升了当地的工业经济总量，促进了当地居民的就业，对优化产业结构、丰富产业门类起到了积极的促进作用。

In 2019, the number of net increase of employees Oriental Yuhong was 8036, that is, created 8036 new jobs employment opportunities. The company insisted on localization recruitment policy, under equal conditions, priority was given to the hiring of local staff, which, relying on the rapid local business development of the company, strongly promoted the local employment rate. With its continuous strategic map expansion, the company had set up wholly owned subsidiaries in Beijing, Guangzhou, Shenzhen, Tianjin, Sichuan, Kunming, Nanjing, Shandong and Jiangsu respectively; established a production, R&D logistics bases in Beijing, Shanghai, Hunan, Liaoning, Guangdong, Jiangsu, Shandong, Yunnan, Hebei, Shanxi, Anhui, Zhejiang, Henan, Hubei, Jiangxi, Guangxi etc., which had greatly increased the local industrial aggregate economic volume, promoted the employment of local residents, and played a positive role in promoting the optimization of industrial structure and enriching industrial categories.

（三）校园招聘

（III）Campus Recruitment

2019年全国80所院校开展宣传，组织宣讲会40场，参加双选会10所，接收应届生120人。

In 2019, Oriental Yuhong carried out promotion and publicity activities in 80 colleges and universities across the country, organized a total of 40 large-scale campus talks, participated in 10 two-way selection meetings, and accepted 120 current year's graduates.



薪酬激励

Remuneration And Incentives

公司拥有完善的薪酬激励制度，根据岗位价值评估，按照薪酬水平市场化的原则以岗定薪、岗调薪调、效率优先、按绩取酬、兼顾公平；同时定期进行薪酬回顾和调整，逐步完善各种形式的中长期激励，力争为员工提供持续稳定、有吸引力、较为完善的薪酬体系，共享企业发展成果。

The company boasts a perfect compensation incentive system. Based on its post value evaluation and according to the principle of remuneration level marketization, the company defines its salary according to post, once the post changes, the remuneration will adjust accordingly, gives priority to efficiency, renders remuneration according to performance, takes count of justice; and at the same time, conducts regular salary review and adjustment, gradually improves all forms of medium and long-term incentives, strives to provide employees with stable, attractive, and relatively more perfect compensation system, and enjoys together the achievement of enterprise development.

即便在 2019 年经济形势复杂的情况下，公司仍坚持为全体员工上调薪酬，员工薪酬平均增长率 10% 左右，并向基层员工倾斜，致力于培养行业技术领先型的技术人员，打造一流的工匠队伍。

Even in the complicated economic situation in 2019, Oriental Yuhong still raised the salaries for the whole staff. Average salary growth was about 10%, and the salary increase inclined toward grassroots employees. Oriental Yuhong is devoted to cultivating technicians with leading technologies, and is devoted to creating first-class craftsmen.

公司对中高层、核心业务及技术人员实行股权激励政策，在激励对象符合授予条件时向激励对象授予股权激励，2019 年公司实施第三期限限制性股票股权激励，授予激励对象共 1752 人。截至 2019 年公司共实施三期股权激励计划，其中首期股权激励计划已实施完毕，第二期、第三期股权激励计划尚在有效期内。公司在 2019 年进行了 2 次股权激励及 1 次回购注销，股权激励真认同、真相信、真奋斗的员工。

The company implemented an equity incentive policy for middle and high-level, core business personnel and technicians. Equity incentives were given to them when those persons meet the granting conditions. In 2019, the company carried out the third-phase restricted stock equity incentives, and stock equity was given to 1752 persons in total. As of 2019, the company has implemented three phases of equity incentive plans in total, of which the first phase of the equity incentive plan has ended, and the second and third phases are still within the validity period. In 2019, the company carried out equity unlocking for two times and repurchase cancellation for one time, in order to reward the employees who really trust in the company and work hard.

此外东方雨虹社会保险和住房公积金制度健全，按规定及时为员工缴纳养老、医疗、失业、工伤、生育保险和住房公积金，全员全覆盖。同时，为常年出差人员额外购买意外伤害保险，对于外出培训及团体活动员工购买意外商业保险，让员工安心工作，放心出行。

Furthermore, Oriental Yuhong has improved social insurance and housing provident fund systems. It paid insurances for employees' endowment, medical treatment, unemployment, employment injury, maternity and housing provident fund, with coverage for all the employees. Meanwhile, the company specially bought accident insurance for employees who went on business trip throughout the year. It also bought accident and commercial insurance for employees who went on business trip of training or group activity. Make employees work comfortably and feel free to go on business trip.

公司在年度评先评优的基础上，增设感动雨虹人物，对在工程、技术、管理、职能、销售等各序列业绩突出、成长迅速的先进集体和个人进行表彰，尤其对奋战在基层一线人员、屡创新高的普通销售人员举行颁奖。

On the basis of the first appraisal of the annual appraisal, the company added an award “The Person Moving Yuhong”, according to which, advanced collectives and individuals with outstanding performance and fast growth in terms of engineering, technology, management, function, and sales etc., would be commended, and the awards were conferred especially to those front-line personnel fighting at the grass-roots level and ordinary sales personnel who had always set new records.

福利关爱

Welfare Benefits And Care

东方雨虹视员工为家人，致力于打造四大福利关爱体系，包括生活援助、健康安全、娱乐关怀、旅游休假等。对于每一个重大日子，东方雨虹都努力做到“爱，不缺席”。员工生日、新婚，公司第一时间送上生日礼品、新婚礼金；中秋、端午、春节等传统节日，公司举行各类员工活动并派发礼品；每年春节，公司还满怀感恩之情地为员工父母送去诚挚的问候和新年礼物；基层员工儿女考上重点大学，公司给予奖励。

Oriental Yuhong treats employees as family members, committed to building four welfare care systems, included life & assistance, health & safety, entertainment & care, tourist & holiday etc. For each significant day, Oriental Yuhong always tries to achieve "love, no miss". On staff birthday or wedding day, the company sends its birthday gift, new wedding gift money at the earliest time possible; during Mid-Autumn Festival, the Dragon-boat Festival, Spring Festival and other traditional festivals, the company holds all kinds of employee activities and distributes gifts; during the Spring Festival every year, the company also, with full gratitude, extends its sincere greetings and New Year's gift to the parents of employees. The company gives rewards to employees whose children are admitted to key universities.



工作生活平衡

Work And Life Balance

公司注重平衡员工的工作和生活，倡导“快乐工作、健康生活”理念，努力创造条件丰富员工八小时之外的生活，提升其工作的幸福指数。并严格执行员工带薪休假制度，支持各种假期的自由组合，方便员工自由出行、轻松出游。2018年，公司重新修订了员工的年休假期管理办法，按工龄逐年延长员工的假期。公司春节假期延长至14天，高于国家规定的假期天数。

The company pays attention to balancing the work and life of employees, advocates "Happy Work, Healthy Life" concept, strives to create conditions to enrich employee's life outside of the eight working hours and to improve the well-being of their work. Strictly carries out employee paid-leave system, supports the free combination of a variety of holidays, and facilitates employee's free travel with leisure. In 2018, the corporation revised annual vacation management method for employees. It lengthened employees' annual vacation to 14 days, higher than the vacation length required by the state.

2019年，公司继续举办文化艺术节及运动会，并与战略合作伙伴开展各类联谊活动，促进员工跨界交流，在锻炼身体的同时，加强员工与管理者之间的沟通，提升团队凝聚力、向心力。

In 2019, the company continued to hold cultural and art festivals and sports games, and carried out various kinds fellowship activities with strategic partners to promote employee cross-border exchange; set up Oriental Yuhong Senior Management Basketball League, while having physical exercise, strengthened communication between employees and the leadership, and improved its team cohesion and centripetal force.



健康安全

Health and Safety

(一) 职业健康安全管理体系

(I) Occupational Health And Safety Management System

公司把员工的健康安全放在首位，建立完善的职业健康安全管理体系，形成了系统的安全作业流程与操作规程，设立部门安全员责任制，定期对车间、实验室等场所进行危险源识别和检查，组织相关区域内作业人员定期开展职业病体检活动，建立员工职业健康管理档案，创造更有利于员工健康的工作环境和劳动条件。

Oriental Yuhong put employees' health and safety on top position, set an improved occupational health & safety management system boasting of systematic safe operation flow and operation specification. It established responsibility system for security guard, identified and checked dangerous source at workshop, laboratory and other sites at regular intervals; It also organized periodical physical examination on occupational disease for operators in related areas, set up file of employees' occupational health, and created work environment and labor conditions advantageous to employees' health.

公司每年定期安排全体员工进行身体检查，根据性别、年龄、工作性质、病史等多个角度，设计多种体检方案，2019年累计为员工投入体检经费213万多元。

Oriental Yuhong periodically arranged physical examination for the whole staff every year. It designed various physical examination schemes in accordance with employees' differences in sex, age, job nature, medical history. In 2019, the company paid a total of more than RMB 2.13 million for the physical check-up of employees.

(二) 劳动保护

(II) Labor Protection

公司建有标准化劳动防护体系，配备完善的劳动保护用品和安全施工工具，定期进行实操和理论培训，帮助其掌握标准化操作规程、正确使用防护设备和个人劳动防护用品，增强员工的自我防护技能。

The company has established standardized labor protection system, equipped with perfect labor protection articles and safety construction tools, conducted regularly practical operation and theoretical training, helping them master the standard operation procedures, proper use of protective equipment and individual labor protection articles, thereby enhancing their self-protection skills.

此外公司还注重营造安全文化氛围、打造安全的职业环境。生产现场设置职业健康安全警示标识；定期开展对粉尘、噪声、毒物等职业有害因素检测，并委托有资质的职业卫生服务机构每年对职业危害作业岗位进行卫生监测。及时对尘、毒、噪声等防护设施进行升级改造，淘汰落后工艺和技术，改善工作场所作业环境。

In addition, the company also pays attention to creating safety culture atmosphere and building a safe occupational environment. At the production site, there has been set up with occupational health and safety warning marks; Oriental Yuhong carried out periodical inspections over harmful substances such as dust, noise and poison, and entrusted qualified occupational health service providers to make health inspection over the posts which may be harmful to occupational health. It upgraded and transformed labor protection facilities against dust, poison and noise, discarded outdated techniques and technologies, and improved work environments of construction sites.

严格按国家规定给予防暑降温补贴，在高温季节定期发放防暑降温药物和饮品；在严寒、重度雾霾天气，及时调整工时、工作内容，保障员工在特殊环境下的安全与健康。

Provide allowance or subsidy for heatstroke prevention in strict accordance with state regulations, distribute regularly heatstroke prevention drugs and drinks in the high temperature season; in severe cold, heavy fog weather, adjust the working hours and working content in time, and protect the safety and health of employees in the special environment.

实例 Example:

2019 疫情当前，在企业加强劳动保护不能迟缓。东方雨虹各分子公司，配合并遵守各地政府规定与要求，针对现阶段合理规划办公制度，采用错峰到岗办公 + 居家办公的形式，科学有序推进复工复产。确保为员工提供安全的办公环境，各个区域消杀、防护用品保障、入司严格核查、疫情防护提示等。

In 2019 the COVID-19 occurred. The labor protection cannot be delayed by enterprises. Branch companies of Oriental Yuhong cooperated with and abided by the local government regulations and requirements. They made reasonable office system adjustment. The combination off-peak office + home office was taken to promote the production resumption. In order to ensure that employees are provided with a safe office environment, all-around cleaning and disinfection, the protection with protective appliances, strict inspection over the personnel entering the company, and frequent tips on epidemic prevention were carried out.

(三) 职业病防治

(III) Prevention And Control Of Occupational Disease

全面贯彻《中华人民共和国职业病防治法》，注重员工职业健康安全监护和职业病危害因素的防治，不断改善施工作业条件，预防、控制和消除职业病危害。对从事有职业危害因素作业的职工进行上岗前、在岗期间和离岗前的职业健康监护体检，体检结果全部及时准确地录入员工档案。对历史上确诊的职业病例及时跟踪复查，对复查后需住院治疗的病人，及时组织到专业医院进行治疗，解除了员工的后顾之忧。特殊作业岗位员工，按规定实行保健津贴及休养制度，员工职业病发病率持续降低。

Oriental Yuhong carries out "Law of the People's Republic of China on Prevention and Control of Occupational Diseases", pays attention to monitoring and protection of occupational health and safety, as well as prevention of occupational disease. It continuously improved construction conditions, and actively prevents, controls and eliminates occupational disease risks. Oriental Yuhong made occupational pre-job, on-job, and job-leave health examinations for employees on the posts of harmful influences to occupational health. It included all the physical examination results into employee files. Furthermore, it made follow-up and re-examination on employees with occupational diseases, and organized patients needing hospitalization to be treated in professional hospitals, which removed employees' worries. Employees on special jobs enjoy health subsidy and recuperation system. Therefore the incidence rate of occupational disease dropped year by year.

（四）心理健康

(IV) Mental Health

公司将心理健康管理纳入日常管理工作，关注员工心理变化，主动把握不同员工、不同时期的心理状态，正确地进行人力的配置和转化，帮助员工解决因激烈的市场竞争而带来的身心压力，帮助员工缓解焦虑，促进员工心理健康。

The company has brought mental health management into its daily management work, focusing on employee psychological change, took the initiative to grasp the mental state and psychological conditions of different employees at different periods, carried out correctly human resource configuration and transformation, helped employees solve their physical and psychological pressure from fierce market competition, assisted them in alleviating anxiety, and promoted employees' mental health.

减少或消除导致职业心理健康问题的因素，建立积极、健康的工作环境，一方面，改善工作的物理环境；另一方面，通过组织结构变革、领导力培训、团队建设、工作轮换、员工生涯规划等手段改善工作的软环境。

Oriental Yuhong reduced and eliminated the factors which may cause occupational psychological health problems, and established positive and healthy work environment. On the one hand, it improved work environment hardware; on the other hand, it improved work environment software through organizational transformation, leadership training, team construction, job shift, and career planning.

发展与培训

Development And Training

秉承员工与企业和谐共生、共同发展的理念，东方雨虹从员工全面发展出发，为员工提供进一步提升技能和知识的机会，以员工个人发展促进企业发展，以企业发展带动员工个人价值提升，搭建了新员工、管理干部、专业序列、合伙人等等内容丰富的内部培训体系。此外公司成立“雨虹学院”，针对施工工人进行系统培训。



Adhering to the concept that employees and enterprise make cooperation and joint development, Oriental Yuhong starts from overall employee development, provides opportunity for employees to further improve techniques and knowledge, promotes enterprise development with employees' personal development, and drives employees' self-value improvement with enterprise development. A colorful internal training system combining new employees, management cadres, professionals and partners was built up. In addition, Oriental Yuhong established "Oriental Yuhong Vocational Technical College", to give systematic training to constructors.

秉承以“岗位——能力”为中心的原则，东方雨虹从职业生涯管理的角度为企业中的每位关键人才规划学习发展路径，为企业内不同的从业人员设计个性化的培训课程，为员工打通职业生涯发展的快速通道。

Adhering to the key principle of “post-ability”, Oriental Yuhong has planned a learning and development route for every key talent in the enterprise from the perspective of career management, and designed personalized training courses for different employees, which opened up fast channels for the career development of employees.

(一) 培训保障

(I) Training and Growth

为保障学习发展的有序有效进行，公司建立培训制度管理体系、培训资源管理体系、培训运营管理体系三维立体体系架构，2019年，公司着力完善学分制度，打磨精品学习发展项目，提升ELN网络平台使用效率，强化培训推动组织变革和业务创新的功能，为公司培养质量的关键人才。

In order to ensure the orderly and effective progress of learning and development, the company has established a three-dimensional system integrating the training system management, training resource management, and training operation management. In 2019 the company strived to improve the credit system, developed high-quality learning and development projects, improved the use efficiency of the ELN network platform, strengthened the training to promote organizational reform and business innovation, and cultivate key talents for the company.

遵从“去伪存真”的理念，东方雨虹全面完善培训组织结构、运营流程、管理制度，进一步明确培训工作的战略定位、发展策略、资源建设目标和运营方针。对课程体系、师资体系、评估体系、知识管理体系进行了全面的复盘梳理，加强领导力项目的发展力度，鼓励具备成熟度的项目走出企业面向行业市场化运行。

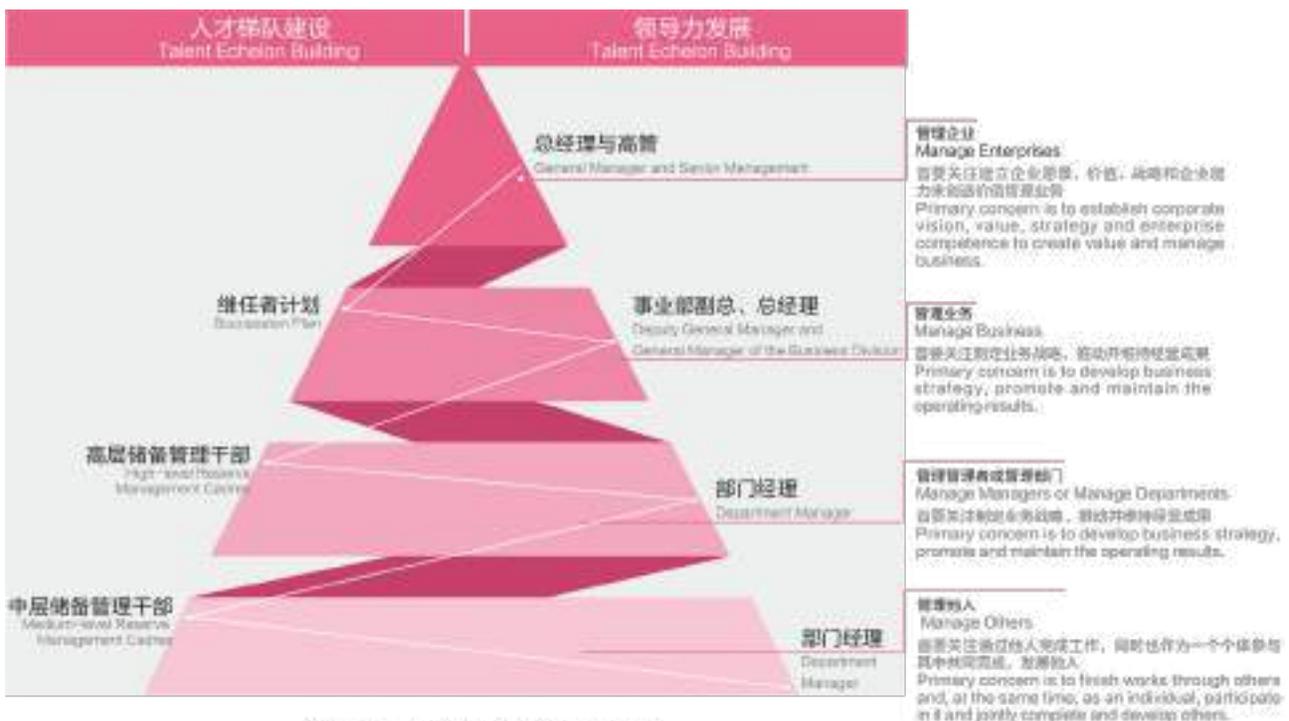
Adhering to the concept of “removing the false and keeping the true”, Oriental Yuhong has made comprehensive improvement of training organization, operation process and management system. It further specified the strategic positioning, development strategy, resource construction goals and operation guidelines of training. The course system, teacher system, evaluation system, and knowledge management system have been comprehensively reviewed, the development of leadership projects has been strengthened. It also encouraged mature projects to be put into market operations.



东方雨虹培训体系

Oriental Yuhong Training System

培训计划 Training plan	针对对象 Target	培训内容 Content
六级人才培养体系 Six-level talent cultivation system	基中高层管理人员 Grassroots, mid-level and high-level managers	各层级管理人员通用及专业能力提升培训。 Training for the improvement of general and professional capability of different levels of managers.
	各层级储备管理人员 Different levels of reserve managers	各层级选拔并培养后备人才通用及专业能力提升培训。 Training for the improvement of general and professional capability of different levels of selected and cultivated reserve talents
专业序列培训 Professional Sequential Training	全员 Whole staff	针对专业序列，如销售、工程、生产、研发、市场等，设置培训体系。涵盖企业文化培训、该序列专业化知识与技能培训。 Training system is set for professionals, e.g. sales, engineering, manufacturing, R&D and marketing persons. It covers corporate culture training, professionals' knowledge and skill training
通用能力培训 General Ability Training	全员 Whole staff	通过 E-Learning、G 直播、线下培训方式进行企业文化培训、通用工作技能培训。 Corporate culture training and general work skill training are made by virtue of E-Learning, G live stream, and offline training.



公司人才梯队与领导力发展
Company Talent Team and Leadership Development

制度化保障：建立员工学习积分制、员工导师制，定期开展优秀学员、优秀导师评选，鼓励员工参加职业资格及中高级职称认证，备考期给予带薪假期、认证费用报销等政策。在职位晋升时优先考虑自愿主动学习、会学习的员工，并对优秀学员给予奖励。

Systematic guarantee: Oriental Yuhong established employee learning integral system and employee tutor mechanism, regularly encouraged employees to participate in occupational title and mid- and high-level occupational title certification. Preferential policy such as paid holiday and certification expense reimbursement will be given to employees who are preparing for the certification. When making promotion, priority will be given to the employees who study actively and are able to study, and award will be given to outstanding students.

数字化学习：员工可通过 G 直播、网络线上学习（E-learning）、线下案例分享研讨等多种灵活方式开展拓展训练、理论学习和实操。

Digital learning: employees can make expansion exercises, theoretical learning and practices by G live streaming, E-learning and offline case sharing and discussion.

专业化师资：公司与防水行业专家协会、高等院校开展战略合作，定期邀请专家、名师开展讲座，同时建立了内部讲师培养、认证体系，积淀雄厚的师资基础。

Professional teachers: the company and waterproof expert association and colleges carry out strategic cooperation to regularly invite experts and scholars to give lectures. In addition, Oriental Yuhong established internal teacher cultivation and certification system to accumulate rich reserve of teachers.

定制化课程：公司根据岗位序列、职级和不同专业岗位有针对性地从不同角度进行培训。

Tailor-made courses: the company gives training according to job levels, occupational titles and different professional positions.

针对不同对象差异化培训

Diversified Training For Different Persons

培训对象 Training target	培训形式 Training form	培训目标 Training objective
管理干部 Managers	内、外部讲师授课；课后实践 Lectures by internal and external lecturer; practice after class	企业文化认同，提升领导能力，开阔视野等 Corporate culture identity, improve leadership, expand horizons etc
非管理人员 Non-management	在岗辅导；内部讲师分享 On-position training: internal sharing by teachers	企业文化认同，提高专业技能等 Corporate cultural identity, improve professional skills
合伙人 Partner	内外部讲师授课 Lectures by internal and external lecturer	企业文化认同，产品知识、施工工艺流程等 Corporate culture recognition, product knowledge, and construction process.

实例 1 Example 1:

东方雨虹建筑修缮召开技术工程师专业能力认证辅导培训会。雨虹修缮来自全国的七十位服务中心技术工程师定期开展学习讨论，共享技术、经验、智能勘测设备、产品、成本核算及施工安全管理等多个方面知识资源，深入的进行从技术应用到项目案例的延伸，从技巧到应用的拓展。

Oriental Yuhong Building Renovation held a training meeting for technical engineer professional competence certification. 70 technical engineers from service centers of Oriental Yuhong Building Renovation all around China keep regular study and discussion at the meeting. They shared knowledge resources on technology, experience, intelligent survey equipment, products, cost accounting and construction safety management, etc., made in-depth exploration from technology application to project cases, and from skills to applications.



实例 2 Example 2:

数字时代的便利，东方雨虹积极进行培训方式的迁移与转型，运用在线技术推出直播课程，打造以体系升级、数字化转型、互动交流为新三大支柱体系培训模式，共享知识资源，传递业务经验，以“创变”赢未来。

By advantage of the conveniences of the digital era, Oriental Yuhong actively carried out the shift and transformation of training methods, launched online live education courses, created a new three-pillar system training model combining system upgrade, digital transformation, and interactive communication. It shared knowledge resources, passed on business experience, in order to make success in the future with “Innovation and Transformation” .

(二) 职业规划与发展

(II) Career Planning And Development

2019年公司引进专业咨询机构，结合集团发展战略，建立并完善任职资格体系，设置五大族类、二十六个子序列，引导员工纵向专业发展、横向综合发展、专业路线、管理路线不同的职业发展路径。

In 2019, the company introduced professional consulting agencies. Combined with the group's development strategy, it has established and perfected the qualification system, set up five groups and twenty-six sub-sequences for the qualification system, in order to guide employees to enjoy different professional development route covering vertical professional development, horizontal comprehensive development, professional route, and management route, etc.

依据职业化行为评价体系中的任职资格标准、职业发展计划与能力素质模型相结合的评价方式，鼓励员工通过常规发展、内部竞聘、破格提拔等其他方式进行岗位轮换和晋升。

Based on the assessment method combining qualification standard, occupational development planning, and competency model, Oriental Yuhong encouraged employees to make job rotation and promotion through normal development, internal competition, and special appointment.

加强绩效反馈与改进，把按季度开展员工绩效面谈、进行人才队伍的培养作为部门经理的重要职责之一，同时还引进一系列的测评工具，并结合360度评估等线下工具对员工开展分序列、分职位的不同结构评估，促进员工职业发展。Strengthen performance feedback and improvement, take quarterly employee performance interview and talent team cultivation as one of the important responsibilities of the department manager, and at the same time, introduce a series of assessment tools, in connection with the 360-degree evaluation and other offline tools, carry out differential structural evaluation according to sequence and position, and promote employees' career development.

业务序列原职业发展通道主要通过管理序列晋升，现业务序列人员除通过“管理通道”晋升外，形成了多通道发展机制，为各类人才的发展提供途径。

The original career developmental path of the sequence of operation is promoted mainly through management sequence, now in addition to promotion through the "management channel", the personnel of sequence of operation has already formed multi-channel development mechanism, which provide approach for development of all kinds of talents.



(三) 职业技能培训

(III) Vocational skill training

2013年4月成立雨虹学院，以内部员工培训为主，开办营销、干部、工程管理等培训。2015年，成立东方雨虹职业技术学院，在上海、广州、昆明、四川等设立6家分院，开展防水工人技术培训工作，是建筑防水行业职业技能培训基地。2019年1月10日获得北京顺义人力资源社会保障部办学资质，成立北京市顺义区东方雨虹职业技能培训学校，成为防水行业首家具备防水工培训资质的民办院校，建筑防水行业职业技能考点和全国首家防水行业样板技术师认证机构。

In April 2013, Yuhong College was established. It focuses on internal employee training and offering training courses of marketing, cadre, and project management. In 2015, Oriental Yuhong Vocational and Technical College was established, and 6 branches were set up in Shanghai, Guangzhou, Kunming, Sichuan, etc. The college provides technical training for waterproof workers, and it acts as a professional skills training base for the construction waterproof industry. On January 10, 2019, Oriental Yuhong obtained the school qualification of the Human Resources and Social Security Department of Beijing Shunyi District, and established the Oriental Yuhong Vocational Skills Training School in Shunyi District, Beijing. The school has become the first private school in the waterproof industry with the qualification of training in waterproof engineering, the professional skills test center for the construction waterproof industry and the first certification organization for model technicians in the Chinese waterproof industry.

实例 Example:

2019年雨虹学院全国培训防水技能人员共计2110人，开发课程包括：样板技术师认证、国家防水工认证、项目经理认证、销售工程师认证。培训覆盖省份共30个，其中河南省、湖北省、湖南省、安徽省、四川省培训人数占到整体培训人数的60%。2019年12月，与广州城建职业学院、四川城市职业学院、徐州工业职业学院签署产业学院合作协议，共同培养高校技能人才。

In 2019, Yuhong College trained 2,110 persons with waterproof skills nationwide. Development courses included: model technician certification, national waterproofing worker certification, project manager certification, and sales engineer certification. The training covered a total of 30 provinces, of which trainees from Henan, Hubei, Hunan, Anhui and Sichuan accounted for 60% of the total training. In December 2019, the college signed cooperation agreements with Guangzhou Urban Construction Vocational College, Sichuan Urban Vocational College, and Xuzhou Industrial Vocational College. They will jointly cultivate college technical talents.



S 争做优秀企业 STRIVE TO BE AN EXCELLENT ENTERPRISE

责任担当

Responsibility fulfillment

近年来，东方雨虹始终坚持责任先行，将“为人类为社会创造持久安全的环境”作为不变的企业使命，把社会责任内化整合为企业长期发展战略的有机组成部分，以服务为引领，在担当中前行，并将企业自身的业务领域作为公益支持的重点领域，形成常态，努力建成具有高度社会责任感的一流企业。公司定期组织无偿献血、垃圾分类等公益活动，奉献爱心和支持环保事业，公司与员工携手积极投身社会公益慈善事业。

In recent years, Oriental Yuhong has always insisted on responsibility first. It has taken “creating a lasting and safe environment for humanity and society” as its unchanging corporate mission, and transferred social responsibility to an integral part of long-term corporate development strategy. With excellent service as the leading principle, it has forged ahead while undertaking social responsibility. Oriental Yuhong has taken its business sectors as key area of public benefit support, and has achieved normalization of public benefit development, tried to build itself into a first-class company with deep awareness of social responsibility. The company regularly organizes charitable activities such as free blood donation, garbage classification, etc., to dedicate love and support to environmental protection. The company and the whole staff join hands to actively participate in social charity.

2020年1月，新冠肺炎疫情爆发，东方雨虹奋战在全国各防疫应急项目工地上，突击队员日夜鏖战，与时间赛跑。继武汉火神山医院、雷神山医院建设完成之后，根据战疫需要，各地版的“小汤山医院”“方舱医院”防疫应急项目先后开工。东方雨虹作为建筑建材系统服务商，承担了大量防水工程建设任务，紧急调度团队，争分夺秒，全力驰援荆门、孝感、苏州、蚌埠、西安、贵阳、咸阳、哈尔滨、丰城、临沂、晋中、珠海、深圳、北京、汉中、惠州、吕梁、忻州等全国多地防疫应急项目。

In January 2020, COVID-19 epidemic broke out. Oriental Yuhong fought hard on the construction sites of various epidemic prevention emergency projects across the country. Oriental Yuhong personnel fought day and night to race against time. After the completion of the construction of Wuhan Huoshenshan Hospital and Leishenshan Hospital, according to the needs of epidemic prevention and control, the anti-epidemic emergency projects like “Xiaotangshan Hospital” and “Square Cabin Hospital” started construction. As a service provider of building materials system, Oriental Yuhong has undertaken a large number of construction tasks of waterproofing projects. It dispatched teams urgent to support the construction of epidemic prevention and control projects in Jingmen, Xiaogan, Suzhou, Bengbu, Xi'an, Guiyang, Xianyang, Harbin, Fengcheng, Linyi, Jinzhong, Zhuhai, Shenzhen, Beijing, Hanzhong, Huizhou, Lvliang, Xinzhou and other places across the country.

实例 1 Example 1:

东方雨虹驰援火神山医院建设：全面做好防渗防水防护工程

Oriental Yuhong contributed to the construction of Huoshenshan Hospital with outstanding anti-seepage and waterproof protection project

1月23日下午，湖北省武汉市城建局紧急召集武汉建工、中建三局等单位举行专题会议，在武汉建设火神山医院，集中收治新型冠状病毒肺炎患者。1月24日，东方雨虹、高能环境、天鼎丰火速集合，主动承担防水防渗、防护工程建设。连夜确定技术方案，仓储物流调度，50多名包括技术总工、项目经理、施工工人的团队应战就位。1月27日，因又快又好地完成火神山医院防渗工程建设，武汉建工集团发来感谢信。建筑面积3.39万平方米的武汉火神山医院于2020年2月2日正式交付。东方雨虹在完成火神山地下防水防渗工程施工后，再次调集一万五千平方米的东方雨虹SAM-921高延伸自粘沥青防水卷材，为屋面连体缝处增添防水保障。

On the afternoon of January 23, the Wuhan Urban Construction Bureau of Hubei Province urgently called Wuhan Construction Engineering, China Construction Third Engineering Bureau and other units to hold a special meeting to build the Huoshenshan Hospital in Wuhan, in order to intensively treat COVID-19 patients. On January 24, Oriental Yuhong, BGE, and Tiandingfeng actively undertook the construction of waterproof, anti-seepage and protection projects. They determined the technical solutions and made warehousing and logistics scheduling overnight. A team made up of more than 50 persons including chief technical engineers, project managers, and construction workers were in place. On January 27, Wuhan Construction Engineering Group sent a thank-you letter to Oriental Yuhong for the completion of the anti-seepage project of the Huoshenshan Hospital. Wuhan Huoshenshan Hospital with a construction area of 33,900 square meters was officially put into use on February 2, 2020. After completing the construction of Huoshenshan Hospital underground waterproof and anti-seepage project, Oriental Yuhong delivered 15,000 square meters of Oriental Yuhong SAM-921 high-extended self-adhesive asphalt waterproof membrane again to add waterproof protection to the roof joint.

实例 2 Example 2 :

“虹世界·绿环境”垃圾分类公益行

“Yuhong World & Green Environment” garbage classification activity

2019年东方雨虹联合高能环境及社会各界共同开启全球联动的“虹世界·绿环境”垃圾分类公益行，以海内外三十座城市为线下站点开展“Plogging+垃圾分类”活动，并联合线上运动平台开启网络版马拉松，以垃圾分类公益讲座、拾荒慢跑等形式，凝聚社会公益力量，践行“美丽中国，我是行动者”。

In 2019 Oriental Yuhong and BGE and persons from various circles jointly kicked off the “Yuhong World & Green Environment” garbage classification activity, and carried out the “Plogging + garbage classification” activity with 30 cities at home and abroad as offline stations. They also cooperated with online sports platform to launch an online marathon. In the form of garbage public welfare lectures, waste picking and jogging, etc., it gathered the power of social public welfare and fulfilled the slogan “Beautiful China -- I Am the Actor” .



实例 3 Example 3 :

东方雨虹开展 2019 年第十届“无偿献血周”公益活动

Oriental Yuhong carried out the 10th “Unpaid Blood Donation Week” public welfare activity in 2019

东方雨虹开展第十届无偿献血周活动，由北京总部发起，广东东方雨虹、岳阳东方雨虹、深圳东方雨虹、咸阳东方雨虹、锦州生产基地等各地分支机构纷纷响应。帮助他人，挽救生命，从 2010 年开始，确定每年的 11 月第一周为公司无偿献血周，无偿献血成为东方雨虹人持续进行的公益行为。

In 2019 Oriental Yuhong launched the 10th unpaid blood donation week activity to help others and save lives, which was initiated by the Beijing headquarters, and met with a quick response by Guangdong Oriental Yuhong, Yueyang Oriental Yuhong, Shenzhen Oriental Yuhong, Xianyang Oriental Yuhong, Jinzhou production base and other branches. From 2010, Oriental Yuhong determined that the first week of November each year is the company’s free blood donation week, and free blood donation has become an ongoing public welfare activity of Oriental Yuhong people.



实例 4 Example 4 :

东方雨虹荣获“2019 亚洲企业社会责任 - 社会公益发展奖”

Oriental Yuhong won “2019 Asian Corporate Social Responsibility-Social Welfare Development Award”

2019 年 5 月，由亚洲企业商会主办的“2019 国际企业社会责任论坛”在台湾隆重开幕。东方雨虹凭借“服务百姓，拒绝渗漏”公益治理项目——为“上海爱好儿童康复培训中心”免费修缮，荣获“2019 亚洲企业社会责任 - 社会公益发展奖”。

In May 2019, “2019 International Corporate Social Responsibility Forum” sponsored by the Asian Enterprise Chamber of Commerce was grandly opened in Taiwan. Oriental Yuhong won the “2019 Asian Corporate Social Responsibility-Social Public Welfare Development Award” for its “Serve Citizens, Refuse Leakage” public welfare project which provides free repair service for the “Shanghai Children’s Rehabilitation Training Center”.



爱心传递

Transmission Of Love

作为以社会责任为己任的企业，公司从教育支持、环境保护、文化促进、社会关爱等诸多方面回馈社会，用实际行动履行社会责任，促进企业与社会和谐稳定的发展，把社会责任融入企业发展，完善企业文化和推行社会责任相结合，号召并呼吁社会各界一起投身社会公益活动，为创造健康良性的生活环境尽一份绵薄之力，在创造企业价值的同时，创造更多社会价值。

Oriental Yuhong took social responsibility as its own responsibility. The company paid back the society with education support, environmental protection, culture promotion, and social care. It implemented social responsibility with practical actions, promoted harmonious and steady development of enterprise and society, integrated social responsibility into corporate development, and combined corporate culture construction with social responsibility. It called different circles to devote themselves to public welfare and contribute to the creation of a healthy life environment.

实例 1 Example 1:

东方雨虹捐赠校服布料

Oriental Yuhong donated cloth for school uniforms

2019年，东方雨虹积极发挥企业在社区方面的共建作用，为扶贫项目出资，传递爱心、奉献社会。今年支出20万为新疆和田地区墨玉县阔依其乡夏普克村的小学捐赠校服布料，使得当地的孩子可以穿到崭新的校服。

In 2019, Oriental Yuhong actively played an active role in the joint construction of local community. It invested in poverty alleviation projects, passed on love, and made great contribution to the society. In the year it donated RMB 200,000 to buy school uniform cloth for the primary school in Sharp Village, Kuoyi Township, Moyu County, Hetian District, Xinjiang. Thanks to the donation, local children can wear new school uniforms.

实例 2 Example 2:

东方雨虹爱军拥军，慰问消防官兵

Oriental Yuhong showed love and expressed appreciation to firefighters

2019年8月1日，东方雨虹前往消防中队慰问消防官兵，并送上清凉解暑慰问品。消防官兵常年奋战在灭火救援前线，时刻将人民的生命财产放在第一位。慰问活动的开展，让广大消防官兵感受到人民群众对他们的崇高敬意，体现了东方雨虹与军民的鱼水情。

On August 1, 2019, Oriental Yuhong dispatch persons to extend their regards to local fire brigade. They brought cooling and refreshing gifts to firefighters. Firefighters always worked on the firefighting frontline and always put the people's life and security onto top position. Oriental Yuhong showed love and expressed appreciation to firefighters. The activity expressed the high respect of the people for firefighters and built up a good relationship between the army and the people.

实例 3 Example 3 :

东方雨虹资助品学兼优和贫困学生，设立奖学金

Oriental Yuhong has set up a scholarship and gives subsidy to outstanding students and poor students

从2008年起，东方雨虹设立“北京化工大学东方雨虹专项奖学金”，旨在帮助家庭困难的有志青年和品学兼优的优秀学生顺利完成学业，促进校企双方在技术、人才方面的交流与合作，每年约有30名品学兼优的学生得到此项奖学金的资助。8月，天鼎丰为临邑第一中学捐赠奖学金20万元。天鼎丰奖学金”自设立起，每年一期，至今已是第八期捐赠。

From 2008, Oriental Yuhong has set "Oriental Yuhong Scholarship for Beijing University of Chemical Technology" in order to help poor students and excellent students to finish college, and to promote college-enterprise exchange and cooperation in technology and talents. Every year about 30 students got the scholarship. In August, Tiandingfeng donated RMB 200,000 to Linyi First Middle School. It was the eighth scholarship given to the school Since "Tiandingfeng Scholarship" was set.

结束语 Conclusion

东方雨虹把自己取得的一切商业成功和进步都归功于我们的时代，我们的国家，归功于客户慷慨无私的支持和社会的深厚关爱。永怀感恩之心，永念关怀之人，是东方雨虹文化的基本特征，是东方雨虹投入企业社会责任当中永远信奉的圭臬。

Oriental Yuhong owes all its business success and progress to our time, to our country, to the generous and selfless support of our customers, and to the deep care and love of our society. Always having a thanksgiving heart and always caring about the people has been the basic features of the culture of Oriental Yuhong, and also the criteria that Oriental Yuhong always upholds and embraces in its pursuit of corporate social responsibility.

—— 李卫国

—— Li Weiguo

社会责任报告意见反馈 Social Responsibility Report Feedback

您好，感谢您阅读东方雨虹社会责任报告，这是东方雨虹发布的第十一份社会责任报告。为了持续改进东方雨虹社会责任工作及社会责任报告编制工作，我们希望倾听您的意见和建议。请您协助完成意见反馈表中提出的相关问题，感谢您对我们工作的支持！

Thank you for reading Oriental Yuhong Corporate Social Responsibility Report, the eleventh CSR report released by Oriental Yuhong. To improve CSR work and CSR report compilation, we sincerely hope we can get your opinions and suggestions. Please answer the question in the feedback sheet. We appreciate your support!

1. 报告整体评价 Overall evaluation of the report	很好 Very good ()	较好 Good ()	一般 Common ()	较差 Bad ()	很差 Very bad ()
2. 本报告全面、准确地反映了公司的社会责任工作现状? Does the report completely and precisely reflect Oriental Yuhong Social Responsibility Report fulfillment?	很好 Very good ()	较好 Good ()	一般 Common ()	较差 Bad ()	很差 Very bad ()
3. 本报告对利益相关方所关心的问题进行回应和披露? Does the report give response to and disclose the issues concerned by stakeholders?	很好 Very good ()	较好 Good ()	一般 Common ()	较差 Bad ()	很差 Very bad ()
4. 本报告披露的信息数据清晰、准确、完整? Is the information disclosed by the report clear, correct, and complete?	很好 Very good ()	较好 Good ()	一般 Common ()	较差 Bad ()	很差 Very bad ()
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6. 您认为还有哪些您需要了解的信息在本报告中没有反映? What information you need is still not included in the report?					
7. 您对我们今后的社会责任工作及社会责任报告发布有何建议? What suggestion will you give to our future Social Responsibility Report work and Social Responsibility Report?					
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为人类为社会创造持久安全的环境

To create a sustainable and reliable living environment for human beings

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