



2018 东方雨虹 企业社会责任报告

Oriental Yuhong Corporate Social Responsibility Report 2018

北京东方雨虹防水技术股份有限公司
BEIJING ORIENTAL YUHONG WATERPROOF TECHNOLOGY CO.,LTD.



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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，连续发布的第十一份企业社会责任报告，是公司 2018 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 2018, this report is the eleventh 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

2018 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, 2018. 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：xiej@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: xiej@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、完备的系统解决方案，已成为建筑建材系统服务商。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，公司形成建筑防水、民用建材、非织造布、建筑涂料、建筑修缮、节能保温、特种砂浆等业务板块合力的建筑建材系统服务能力，在 2017 年获得“全国质量奖”、“全国质量标杆”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, civil and commercial buildings. It has grown into a leading service 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 coating, building repair, energy-saving and thermal insulation, special mortar, and etc. In 2017, the company has won many honors such as "China Quality Award" and "China Quality Benchmark".

东方雨虹控股上海东方雨虹、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，在北京顺义、上海金山、湖南岳阳、辽宁锦州、广东惠州、江苏徐州、山东德州、云南昆明、河北唐山、陕西咸阳、安徽芜湖、浙江杭州、山东青岛、安徽滁州、河南濮阳、湖北荆门等建设 27 个生产研发物流基地。

Oriental Yuhong holds more than 50 subsidiaries including Shanghai Oriental Yuhong, HK Oriental Yuhong, and Oriental Yuhong North American, and so on. It has 27 manufacturing, R&D, and logistic bases respectively in Shunyi District in Beijing, Jinshan District in Shanghai, Yueyang in Hunan, Jinzhou in Liaoning, Huizhou in Guangdong, Xuzhou in Jiangsu, Dezhou in Shandong, Kunming in Yunnan, Tangshan in Hebei, Xianyang in Shanxi, Wuhu in Anhui, Hangzhou in Zhejiang, Qingdao in Shandong, Chuzhou in Anhui, Puyang in Henan, Jingmen in Hubei.

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。为使科技研发与国际并轨，公司在美国建立防水涂料全球卓越研究中心。

Oriental Yuhong pursues 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 technology center, academican expert work station, and post-doctoral work station, etc. Its R&D system is more and more complete, and it has built up 4 R&D centers of 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 technological research and development, Oriental Yuhong established a global excellence research center of waterproof coating in the USA.



人类所有的防水问题，东方雨虹都有责任去解决。作为防水系统解决方案的提供者，东方雨虹将各种专项防水系统成功应用于包括房屋建筑、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。东方雨虹与万科、恒大、碧桂园、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。公司还通过业之峰、阔达、元洲、今朝等近 2000 家大型家装公司和建材市场的千家万店走进普通百姓家。

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, for example. The Great Hall of the People 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, Country Garden and Sunac, etc. Oriental Yuhong has sold its products to ordinary families through nearly 2,000 house decoration companies and building material markets, for instance, Yezhifeng, Kuoda, Yuanzhou, 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 "Create a permanent and safe environment for mankind and 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 prefect 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

2018年东方雨虹全年发布公告171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3次，董事会18次，董事会专门委员会20次，监事会8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近400次，回答网络咨询298次。

In 2018, Oriental Yuhong made a total of 171 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 2018, three shareholder conferences, 18 board of director meetings, 20 special committee meetings of Board of Director and 8 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 400 telephone calls for Internet counseling from investors, and replied 298 times of Internet counseling.

客户 Customers

2018年全年，东方雨虹接待1248批次考察团，共计接待16230人次。考察团重点参观了十二个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拍摄“超级工厂”视频，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行业龙头的企业职责，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 2018, Oriental Yuhong had received 1248 visitor groups, 16320 visitors in total. Those visitor groups visited coat and roll workshops, 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 leading enterprise in the waterproofing industry, and help partners build more classic projects with excellent products and services.

社会

Society

2018年11月，东方雨虹开展第九届无偿献血周活动，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年度公益行为。

In November 2018, Oriental Yuhong carried out "The 9th Unpaid Blood Donation Week". Headed by Beijing headquarters, the activity was participated in by Guangdong Oriental Yuhong, Yueyang Oriental Yuhong, Shenzhen Oriental Yuhong, Xianyang Oriental Yuhong, Jinzhou Oriental Yuhong production base, etc. Ever since 2010, voluntary blood donation has become a yearly public welfare action of Oriental Yuhong.

员工

Employees

2018年，东方雨虹开展了21期新员工培训，共培训2825人，其中625名应届生。对中高层人员，公司组织中层高层储备干部培训共十二次，共有307人参加。定期有序的培训，能让员工在东方雨虹的平台中开启发展、晋升之路，认同企业文化，发挥自身价值，实现人生理想。

In 2018, Oriental Yuhong carried out 21 training programs for new employees, 2825 persons were trained including 625 persons among them are new graduates. The company organized 12 training programs for medium and high-level reserve cadres and 307 persons received the training. Regular and orderly training can help Oriental Yuhong employees make development and promotion, recognize enterprise culture, fulfill their own values and achieve their ideals of life.



供应商 Suppliers

1月10日，东方雨虹2018年度供应商大会在北京召开。大会以“辅车相依战低谷，众志成城迎华年”为主题，共有140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，东方雨虹对2018年表现优异的56家供应商授予优秀称号。

On January 10, 2018, Oriental Yuhong Supplier Conference was held in Beijing. The conference focuses on the theme of "Work Together to Cope with Low Tide, Unite to Celebrate the New Year". More than 140 suppliers were invited to attend the conference. Their service scopes cover raw materials, services, equipment and infrastructure, etc. In the conference, Oriental Yuhong awarded the honor "Excellent Supplier" to 56 suppliers that have made outstanding performances in 2018.

社区 Communities

2018年10月，东方雨虹开展“走进社区 诊治渗漏”大型公益活动。截至12月31日，共计开课500余场，累计为近三十个空巢、孤寡、低保和对社会有突出贡献的家庭进行了免费的漏水维修；2018年，东方雨虹也为非盈利性教育康复培训机构“上海爱好儿童康复培训中心”以及74岁刘阿姨提供免费上门渗漏诊断及完善的修缮服务。

In October 2018, Oriental Yuhong carried out large-scale public welfare activity "Walk into Communities for Leakage Diagnosis and Repair". As of October 31, more than 500 activities were carried out and free water leakage repair service was given to nearly 30 families including empty nesters, elderly widows, families receiving minimum living security, or those families without outstanding contribution to the society. In 2018, Oriental Yuhong provided free leakage diagnosis and repair services for non-profit education and rehabilitation organization "Shanghai Aihao Children Rehabilitation Center" and 74-year-old grandma Liu.

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》《脂肪族聚氨酯耐候弹性涂料》《喷涂聚脲用底涂和腻子》《聚甲基丙烯酸甲酯（PMMA）防水涂料》《硅烷/硅氧烷建筑防护剂活性成分含量及有害物质测定方法》《防水卷材用沥青原料技术要求》《防水卷材企业质量管理规程》《混凝土砂浆粘结防水卷材第1部分预铺防水卷材》《混凝土砂浆粘结防水卷材第2部分湿铺防水卷材》《屋面防水卷材用机械固定件》等数十个国家标准或行业标准的修订，促进防水行业质量提升。

In the recent years, Oriental Yuhong participated or presided over the revision of more than ten national or industrial standards, such as "Environmental Friendly Building Materials and Decoration Materials Technical Requirements", "Single Layer Waterproof Coiled Material Roofing Engineering Technical Specification", "Aliphatic Polyurethane Weather Resistance Elastic Coatings", "Priming Coat and Putty for Spray Polyurea Use", "Poly Methyl Methacrylate (PMMA) Waterproof Paint, Silane/Siloxane Building Protective Agent Active Ingredient Content and Harmful Substances Determination Method", "Bitumen Raw Materials for Use of Waterproofing Materials Technical Requirements", "Waterproofing Coiled Materials Enterprise Quality Management Procedure", "Concrete Mortar Bonding Waterproof Coiled Materials Part I Pre-paving Waterproof Coiled Materials", "Concrete Mortar Bonding Waterproof Coiled Materials Part II Wet-paving Waterproof Coiled Materials", and "Mechanical Parts for Use of Roofing Waterproof Coiled Materials" etc. and promoted the waterproof industry quality improvement.

社团 Mass Organizations

1月13日，2018年东方雨虹新春专家团拜会在东方雨虹总部举行。中国建筑防水协会秘书长朱冬青先生、副会长苗燕女士、顾问专家委员会主任李承刚先生等同建筑防水行业专家50余人欢聚一堂。每年一次的家宴已成为习惯，这是东方雨虹对行业专家的充分尊重。



On January 13, 2018, Spring Festival Expert Gathering was carried out in the headquarter of Oriental Yuhong. Mr. Zhu Dongqing, Secretary-General of China National Building Waterproof Association, Ms. Miao Yan, Vice Director of the Association, and Mr. Li Chenggang, Chairman of the Advisory Board of the Association, gathered with more than 50 experts from the building waterproofing industry. A spring festival gathering each year is a tradition of Oriental Yuhong. It shows the esteem of Oriental Yuhong toward industry experts.

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

中国企业联合会 China Enterprise Confederation

中华全国工商业联合会 All China Federation of Industry and 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

北京市建材联合会 Beijing Building Materials Federation

北京市企业技术中心创新服务联盟 Innovation Service Alliance of Beijing Enterprise Technology Center

北京市国际合作基地联盟 Beijing International Cooperation Base Alliance

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 2018 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 2018 Corporate Social Responsibility Report of Oriental Yuhong.

| 识别 (识别来自众多利益相关方的议题) Identify (Identify Issues From Numerous Stakeholders) | 议题 Issues (Topics For Discussion) |
|--------------------------------------------------------------------------------|------------------------------------------------------|
| 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 |
| 社会媒体渠道 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 Chinese characters '品质经营' are in a bold, white, sans-serif font, and 'QUALITY MANAGEMENT' is in a smaller, white, sans-serif font below them.

Q 品质经营
QUALITY MANAGEMENT



公司治理

Corporate Governance

(一) 经营指标

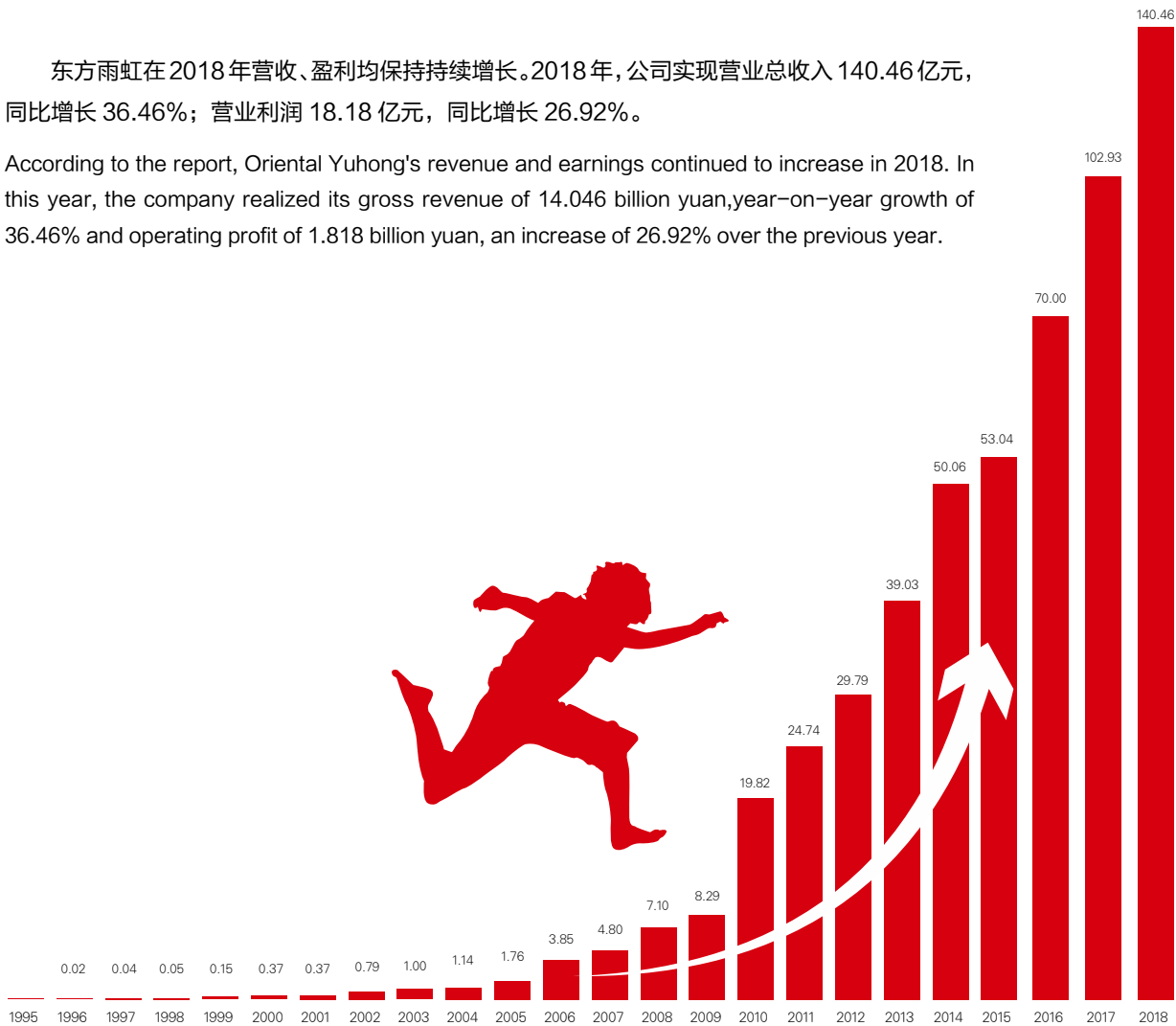
(I) Operation Indicators

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 all staffs 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2018年营收、盈利均保持持续增长。2018年，公司实现营业总收入140.46亿元，同比增长36.46%；营业利润18.18亿元，同比增长26.92%。

According to the report, Oriental Yuhong's revenue and earnings continued to increase in 2018. In this year, the company realized its gross revenue of 14.046 billion yuan, year-on-year growth of 36.46% and operating profit of 1.818 billion yuan, an increase of 26.92% over the previous year.



2018年，经济环境的不确定性、不稳定性因素增加，世界的整体动能在减弱，在这样的背景下，国家坚持稳中求进工作总基调和新发展理念，按照高质量发展要求，有效应对外部环境深刻变化，供给侧结构性改革深入推进，保持经济持续健康发展。但同时，经济运行稳中有变，变中有忧，外部环境复杂严峻，经济面临下行压力。在防水行业上游原材料的沥青成本上涨，防水企业盈利能力受到影响的情况下，公司仍保持快速健康增长节奏。

In 2018, the economic environment saw increasing uncertainty and instability, and the overall vitality of world economy was weakening. In this background, China insists on the guideline of making progress while maintaining stability, pursue high-quality development, effectively cope with in-depth changes of external environment, push the supply-side structural reform, and keep continuous healthy economic development. But at the same time, the economy has seen changes amid overall stability. The external environment is complicated, and the economy has increased downward pressure. In the upstream industry of the waterproofing sector, raw material cost of bitumen rose, and the profitability of waterproofing enterprises were influenced. However, Oriental Yuhong kept a rapid and healthy growth against the background.

公司上下全面贯彻落实《东方雨虹基本法》的精神，勠力同心、攻坚克难、把稳方向，逆势前行，取得了来之不易的成绩。公司将经营策略调整为“稳健经营、稳步推进”，切实注重经营质量，把风险管控放在首要位置，推动公司真正高质量、可持续健康发展；积极转型升级为“建筑建材系统服务商”，在巩固防水领域的同时积极拓展其他新兴业务板块。二十余年来在建材行业的深刻沉淀，公司完成了企业的转型升级，在研发创新、产品质量、服务能力、品牌影响力等方面均居行业领先，成为中国具有竞争性和成长性的行业龙头企业，行业领先地位突出。

The whole staff of Oriental Yuhong followed the spirit of “Basic Principles of Oriental Yuhong”, was dedicated to overcoming difficulties, made progress against the trend, and finally achieved outstanding results. The company adjusted the operation strategy to be “Stable Operation and Stable Progress”. It put emphasis on the operation quality, put risk control onto top position, goes all out to push high-quality, healthy, and sustainable development. It is also actively upgrading itself to systematic service provider of building materials. While solidifying the business in the waterproofing industry, the company is also actively expanding its business into other emerging industries. Thanks to profound accumulation in the building material sector, Oriental Yuhong has completed the transformation and upgrade, and has won a leading position in the aspect of R&D and innovation, product quality, service capability and brand influence. Oriental Yuhong has grown into a leading enterprise proud of outstanding competitiveness and growth in the Chinese waterproofing industry.



(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 company's 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 Yutong, 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）社会认可

(III) Social Recognition

2018年，东方雨虹获得北京银行、建设银行、汇丰银行、花旗银行、交通银行、农业银行、招商银行、平安银行、中国民生银行、东亚银行、宁波银行、华夏银行、进出口银行、中信银行、邮政储蓄银行、上海农村商业银行、兴业银行、江苏银行、渤海银行、南京银行、北京农商银行、沧州银行、徽商银行、中国银行、青岛银行、浦发银行等银行授信，授信总额度110.54亿元，公司还获得建设银行5级评级。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。在2018年中国好公司系列榜单中，东方雨虹与阿里巴巴、苏宁、恒大等一起被评为“中国好公司”^①。

In 2018, Oriental Yuhong won credit from Bank of Beijing, China Construction Bank, Hongkong and Shanghai Banking Corporation Limited, Citibank, Bank of Communications, Agricultural Bank of China, China Merchants Bank, Ping An Bank, China Minsheng Banking Corp., Ltd., the Bank of East Asia, China, Bank of Ningbo, Huaxia Bank, Export-Import Bank of China, China CITIC Bank, Postal Savings Bank, Shanghai Rural Commercial Bank, China Industrial Bank, Bank of Jiangsu, China Bohai Bank, Bank of Nanjing, Beijing Rural Commercial Bank, Bank of Cangzhou, Huishang Bank, Bank of China, Bank Of Qingdao, SPD Bank. The total credit added up to RMB 11.054 billion. The company won Rank 5 rating of China Construction Bank. Oriental Yuhong and its holding companies operate sincerely and are not in arrears with the banks' interests and principals, therefore they have good credit. Oriental Yuhong was included in the list of "2018 China Good Companies" together with Alibaba, Suning and Hengda, etc.

^①注：由上海报业集团 | 界面·财联社主办的第三届界面臻善年会发布2018中国好公司系列榜单。

The "Third Jiemian Annual Conference" hosted by Shanghai United Media Group and Jiemian-Cailian Press released the list of "2018 China Good Companies".

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 2018 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 2018 are as follows:

| 行业认可 Industry recognition | 荣誉称号 Honor |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 广东省地产商会 Guandong Real Estate Chamber of Commerce 网易房产 Netease Real Estate | 年度中国房地产“金牌供应商” Annual “Golden Supplier” of Chinese real estate industry |
| 中国地金联盟 China Real Estate & Finance Development Association | 中国房地产首选供应商品牌 Preferred supplier brand for Chinese real estate industry |
| 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 | 中国房地产 500 强防水材料类品牌首选率榜首（东方雨虹） No. 1 of preferred brands of Top 500 Chinese real estate developers (Oriental Yuhong) 中国房地产 500 强保温材料类品牌首选率榜首（卧牛山） No. 1 of preferred thermal insulation material brands of Top 500 Chinese real estate developers (Woniushan) 中国房地产 500 强开发商首选外资涂料供应商第二名（德爱威） No. 2 of preferred foreign-invested coat suppliers of Top 500 Chinese real estate developers (Caparol) 中国房地产 500 强开发商首选瓷砖胶供应商第四名（华砂） No. 4 of preferred tile glue suppliers of Top 500 Chinese real estate developers (VASA) 中国房地产 500 强开发商首选供应商特别产品类（东方雨虹建筑修缮） Special product of preferred suppliers of Top 500 Chinese real estate developers (Oriental Yuhong Building Renovation) |
| 中城联盟绿色地产 CURA green real estate | 长期合作伙伴 Long-term partner 新晋合作伙伴 New partner |

2018年东方雨虹与万科地产、保利地产、富力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2018年东方雨虹凭借优质专业服务获得的部分奖项：

In 2018 Oriental Yuhong established long-term and stable strategic cooperation relationship with Vanke Real Estate, Poly Real Estate and R&F Group. Some honors won by Oriental Yuhong in 2018 with outstanding professional services are as follows:

| 服务客户 Service Customer | 荣誉称号 Honor |
|-----------------------------------------|-----------------------------------------------------------|
| 恒大地产集团 Evergrande Real Estate Group | 2017年度优秀供应商 2017 Outstanding Supplier |
| 和昌集团 H-Change Group | 优秀战略合作伙伴 Excellent strategic partner |
| 碧桂园 Country Garden | 年度卓越供应商奖 Annual excellent supplier award |
| 江苏保利地产 Jiangsu Poly Real Estate | 优秀集采供应商 Excellent centralized supplier |
| 保利粤东 Poly Yuedong | 优秀工程配合供应商 Excellent engineering cooperation supplier |
| 深圳万科 Shenzhen Vanke | 2017年度优秀服务奖 2017 Excellent Service Award |
| 中建西部建设 China West Construction Group | 优秀供应商 Outstanding Supplier |
| 建业地产 Central China Real Estate | 年度最佳服务奖 Annual Best Service Award |
| 旭辉集团 Xuhui Group | 年度最佳合作奖 Annual Best Cooperation Award |
| 美的地产集团 Midea Real Estate Group | 集团战略供应商 Group strategic supplier |
| 万科集团 Vanke Group | A级供应商、持续领先奖 Class A supplier, Continuous Leading Award |
| 鸿坤集团 HONGKUN Group | 优秀战略合作单位 Excellent strategic partner |
| 恒大集团 Evergrande Group | 卓越战略合作伙伴 Outstanding strategic partner |
| 雅居乐地产 Agile Real Estate | 优秀供应商 Outstanding Supplier |
| 中海地产 China Overseas Property | 优秀集采供应商 Excellent centralized supplier |

(四) 严控质量

(IV) Strict Quality Control

质量是东方雨虹安身立命之本，公司自 2012 年导入卓越绩效模式，建立了独具特色的东方雨虹卓越绩效跑车模型，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。配置预防质量控制系统，从产品的设计开发开始，建立严格的管理制度，从产品开发立项、实验室小试、中试、深入的应用研究及工程试用到研制完成，每个过程均要通过严格的专业评审和全面验证产品生产、性能、使用的可靠性后才能交付生产。

Quality is always put by Oriental Yuhong onto the first position. Since Oriental Yuhong introduced excellent performance mode in 2012, it has established a unique "Oriental Yuhong Excellent Performance Model". Insisting on the tenets "Quality First" and "Serve Customers Wholeheartedly", Oriental Yuhong is devoted to creating good fame with high-quality products and services. Oriental Yuhong has established a preventive quality control system. Ever since the product design and development, it has established a strict management system from the establishment of product development project, laboratory test, pilot production, in-depth application research, engineering tryout to the completion of research. Production cannot start unless each procedure passes strict professional review and overall verification of production, performance and reliability.

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和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，展现作为防水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 construction of waterproofing service system 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 Example:

2018年6月21日上午11点，第62届欧洲质量组织年会在法国巴黎举行。大会以“感受新的质量方式”为主题，来自欧洲和世界各地的企业经营管理者 and 质量专业人士300多人参会。东方雨虹控股副董事长刘斌出席会议并作为亚洲质量发展和管理卓越企业代表分享东方雨虹质量管理经验。



At 11AM of June, 21, 2018, the 62nd European Quality Congress was held in Paris, France. The Congress motto was "Feel the new Quality way!" More than 300 business executives and quality professionals from Europe and around the world attended the conference. Liu Bin, Vice President of Oriental Yuhong, attended the meeting and delivered a speech as a representative of quality development and management excellence in Asia. He shared the quality management experiences of Oriental Yuhong.

(五) 国际化经营

(V) International Business Operation

2018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，真正成为迈向世界的东方雨虹。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，到越来越多的国际交流与合作，再到现如今新闻动态受到雅虎、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 2018 Oriental Yuhong continued to view overseas market as an important part of international strategy and worked hard to march into the world market. 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 Yahoo 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 2018 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 2018

| 项目名称 Name of Project | 产品系统 Product System | 项目影响力 Project Influence |
|--------------------------------------------------------|---------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 援科特迪瓦阿比让体育场 Abidjan Stadium, Ivory Coast | SPU-301, SPUA-351 | 科特迪瓦的“非洲鸟巢” “Bird's Nest” stadium in Ivory Coast |
| 吉布提铁路 Djibouti Railway | 聚丙烯长丝土工布, 两布一膜 Long-fiber polypropylene geotextile, two cloth one film | 目前埃塞 98% 的进出口货物走吉布提港, 因此亚吉铁路可以说是埃塞俄比亚生命线 Now 98% imports and exports of Ethiopia is transported through Djibouti port. Therefore Addisababa Djibouti railway can be said to be the lifeline of Ethiopia. |
| 尼泊尔博卡拉机场项目 Nepal Pokhara Airport project | 聚丙烯长丝土工布 Long-fiber polypropylene geotextile 聚酯短纤土工布 Long-fiber polypropylene geotextile | 博卡拉新机场是中国援建尼泊尔最大的项目之一 New Pokhara is one of the largest projects built with the help of China in Nepal. |
| 雅万高铁 Jakarta-Bandung high- speed railway project | 止水条, 自粘防水板, SPU-361 Water-stop strip, self-adhesive waterproof board, SPU-361 | 雅万高铁是中国高速铁路从技术标准、勘察设计、工程施工、装备制造、 物资供应, 到运营管理、人才培养、沿线综合开发等全方位整体走出 去的第一单项目, 对于推动中国铁路特别是高铁走出去, 具有重要的 示范效应 Jakarta-Bandung high-speed railway was the first project that China high-speed railway goes global from the aspect of technical standard, survey and design, engineering construction, equipment manufacturing, material supply, operation and management, talent training and comprehensive development along the railway. It plays an important demonstration effect for pushing Chinese railway, especially high-speed railway, to go global. |
| 援苏丹朱巴教学医院 Juba Sudan Teaching Hospital | SPU-301, BPS-202, JSA-101 塑性体 APP 沥青卷材 Plastomer APP bitumen roll | 有效提升医疗服务水平 Effectively improve medical service level |
| 马尔代夫航站楼 Maldives Airport terminal | SPU-301, TA-100 瓷砖胶 SPU-301, TA-100 tile glue | 旅游业是马尔代夫支柱产业, 飞机是游客前往各度假岛的主要交通工 具之一, 中国承建该项目对促进马尔代夫旅游业发展至关重要 Tourist industry is always the pillar industry of Maldives, and airplane is one of major traffic means for tourists to different Maldives islands. As the builder of this project, China played an important role to the development of Maldives tourist industry. |

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的战略合作关系，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. 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、诚信至上、环保、遵纪守法为管理理念，携手上游客户共同发展。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, transparent purchase, honesty, environmental protection, and law observation 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.

公司还引入“飞检”(突击检查),从技术研发、制程控制、仓储物流方面把控质量,并长期采用供应商准入认证体系,确保质量的同时也在技术方面展开交流探讨。

The company also introduced "fly check" (surprise check) to control product quality from the technical research and development, process control, and warehousing logistics points of view, and adopted long-term supplier access authentication system to carry on exchange and discussion in the technical aspects while ensuring product quality.

此外,东方雨虹对经销商采取大力扶植的态度,凭借鲜明的品牌定位,前瞻性的销售策略,协助合伙人解决融资、公司化运作的问题,提供完善的技术支持,与经销商互信互惠,平等共赢。

In addition, Oriental Yuhong has given great support to dealers. By virtue of clear brand positioning, forward-looking sales strategy, Oriental Yuhong has helped partners solve financing and corporate operation problems, provided perfect technological support, achieved mutual trust and mutual benefit with dealers, and made win-win cooperation with dealers.

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, Gold etc.

实例 Example:

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。以三权分立为原则,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绩效考核方案,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。与长期合作供应商建立战略合作关系,联合开发推动行业技术不断更新,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. Focusing on the principle of rights separation, and 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. Oriental Yuhong has established strategic cooperation relationship with long-term cooperating suppliers. They have jointly pushed the continuous upgrade of industry technologies and have grown into partners with common values and achieved win-win success.

(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。公司在杭州建德、河南濮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 Yuhong in Jiande, Hangzhou and Puyang, Henan 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
Oriental YuHong, the Unique



公司在中国北京顺义、上海金山、湖南岳阳、辽宁锦州、广东惠州、江苏徐州、山东德州、云南昆明、河北唐山、陕西咸阳、安徽芜湖、浙江杭州、山东青岛、安徽滁州、河南濮阳、湖北荆门等地建设 27 家生产研发物流基地。

Oriental Yuhong has 27 manufacturing, R&D, and logistic bases respectively in Shunyi District in Beijing, Jinshan District in Shanghai, Yueyang City in Hunan Province, Jinzhou City in Liaoning Province, Huizhou City in Guangdong Province, Xuzhou City in Jiangsu Province, Dezhou City in Shandong Province, Kunming City in Yunnan Province, Tangshan City in Hebei Province, Xianyang City in Shaanxi Province, Wuhu City in Anhui Province, Hangzhou City in Zhejiang Province, Qingdao City in Shandong Province, Chuzhou City in Anhui Province, Puyang City in Henan Province, Jingmen City in Hubei Province.

布局 80 多条国际先进生产线。各生产线年设计产能：防水卷材约 5 亿平米，防水涂料近百万吨浆 300 多万吨，保温材料 400 多万立方米，非织造布 15 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 3 million ton mortar, more than 4 million m3 thermal insulation material, 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。2018 年东方雨虹为客户提供的优质专业服务明细如下：

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 2018 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 :

2018年查处涂料造假窝点3个，查处卷材造假窝点3个，售假库房2个；行政案件和刑事案件总数量120个；分别在北京、武汉发起公安集群战役；其中公安受案14起，刑事立案9起，对14名涉案人采取刑事强制措施，5人移送检察院起诉，法院宣判3人；共计收取侵权赔偿金152.5万；巡查建材市场240个，项目工地总计220个，有效巡查数量共计460个；共计查处假冒涂料800余桶、包装桶200多个、包装袋2000多个、粉料800余袋、瓷砖胶200余包，查处假冒卷材80000余平米。

In 2018 three counterfeit coat workshops, 3 counterfeit roll workshops, 2 counterfeit product warehouses were cracked down upon; 120 administrative cases and criminal cases were investigated; public security department in Beijing and Wuhan accepted 14 cases and registered 9 criminal cases, take criminal compulsory measures over 14 persons, transferred 5 persons to local procuratorate, and 3 persons were sentenced; RMB 1,525 million compensation for infringement was received in total; 240 building material markets and 220 project sites were inspected; more than 800 barrels of fake coat, more than 200 packaging barrels, and more than 2,000 packaging bags, more than 800 bags of powders, more than 200 bags of tile glue and 80,000 m² fake rolls were investigated.

（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。国内建筑防水行业集中度较低，市场竞争不够规范，“大行业、小企业”依旧是行业发展标签。防水生产企业众多，除少部分企业整体水平较高外，大多数企业规模小、技术水平及生产工艺落后，市场充斥假冒伪劣、非标产品，落后产能过剩，行业竞争无序，行业环保问题突出。东方雨虹以强烈的自律投入市场，对标国际最优秀的同行，以实际行动捍卫健康、正义、公平的竞争环境，让防水行业在阳光下运行。

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 waterproofing 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, and tries its best to protect healthy, just and fair competitive environment for the waterproofing industry with actual actions.





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。2000 多个、粉料 800 余袋、瓷砖胶 200 余包，查处假冒卷材 80000 余平米。

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 高分子防水材料及产品研发平台 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，东方雨虹聘请了国际顶尖的化工专家作为首席科学家对整个公司的科技发展做协调和规划。截至2018年，公司产品研发、应用技术、工艺装备等高新技术人才队伍中，外聘5位工程院院士，7位国际知名科学家，博士学历24人，硕士学历221人，其中享受国务院津贴专家1人，25位技术带头人。

In terms of staffing, Oriental Yuhong hired international top chemical experts as its chief scientist for cooperation and planning of the whole scientific and technological development of the company. As of 2018, Oriental Yuhong has formed a high-tech talents team covering the fields of product R&D, application technology and process equipment. It has employed 5 academicians from Chinese Academy of Engineering, 7 international famous scientists, 24 doctors, 221 persons with master's degree. One expert of Oriental Yuhong enjoys the State Council allowance and 25 others are honored "Technology Leaders".



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。鼓励技术人员参与“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，在2018年，钟友良、王巍凭借在“2017年中国技能大赛——全国建筑防水行业（防水工）职业技能竞赛”的优异成绩获得“全国技术能手”荣誉称号。公司每月进行一次创新项目总结，应特种功能防水材料国家重点实验室邀请，全年共组织12期院士专家大讲堂，就科学前沿议题与技术人员进行热烈的交流、讨论。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". It has organized evaluation for science and technology advancement award and occupational titles of technicians, and has given award for patent application and released papers. 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". In 2018 Zhong Youliang and Wang Wei won the honor "National Technological Talent" in "2017 China Skills Competition & China Building Waterproofing Industry (Waterproofing Workers) Occupational Skills Competition" Oriental Yuhong made innovation project summary once every month. Invited by Oriental Yuhong state key lab of special function waterproofing material, 12 academician seminars were organized in 2018. Experts made hot discussion over cutting-edge scientific topics with technicians. Each year, Oriental Yuhong held production and construction workers competition, encouraging workers to become talent on their respective posts.

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 :

2018年4月，ASTM 国际标准组织中国代表处首席代表刘斐先生、运营经理胡亚楠女士一行访问东方雨虹产品研发中心。双方就如何在国际标准制定、标准使用、实验室验证计划等领域的合作展开讨论，并达成合作意向。

On April 2018, Mr. Liu Fei, ASTM International's chief representative in China, and Ms. Hu Yanan, ASTM International's operation manager in China visited Oriental Yuhong Product R&D Center. Both sides made discussion over the cooperation in the aspect of international standard formulation, standard usage, laboratory testing plan, etc., and they reached the intent on cooperation.

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、巴斯夫等一大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 bitumen 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 1 Example 1:

2018年1月19日，阿克苏诺贝尔与东方雨虹研讨会及战略合作伙伴签约仪式在北京东方雨虹技术中心举行。会上，东方雨虹与阿克苏诺贝尔、同济大学签订三方合作协议。

On January 19, 2018, AkzoNobel and Oriental Yuhong Seminar & Strategic Partner Signing Ceremony was held in Oriental Yuhong Technology Center. On the seminar, Oriental Yuhong, AkzoNobel and Tongji University signed three-party cooperation agreement.

实例 2 Example 2:

2018年8月28日，德国瓦克化学董事局成员 Christian Hartel 博士、大中华区总裁 Paul Lindblad 先生、大中华区副总裁胡文涛先生等专程访问东方雨虹。肯定了双方就创新日、环保乳液研发、新产品联合开发、联合市场推广等项目的合作成绩和今后深化合作展开讨论。

On August 28, 2018, Dr. Christian Hartel, Director of Wacker Chemie AG, Mr. Paul Lindblad, President of Wacker Chemie AG Greater China, and Mr. Hu Wentao, Vice President of Wacker Chemie AG Greater China, visited Oriental Yuhong. They confirmed the cooperation results of both sides in the aspect of innovation day, R&D of eco-friendly emulsion, joint development of new product, and joint market promotion, etc., and made discussion over future in-depth cooperation.

加大科研投入提升占比

Enhance Investment In Science And Technology, And Increase Percentage

研发投入是被称为制约中国制造业“长跑”的“短腿”，技术研发的不足造成中国制造业利润过低和低水平产能过剩。公司高度重视新产品开发、新产品应用技术推广以及专利、论文、技术服务等工作，以期扩展研发思路，同时紧密结合市场需求，加速成果转化，不断提升公司核心竞争力与市场占有率。近五年平均每年创新和技术服务投入超出年收入的4%。

R&D investment is said to be the shortcoming of Chinese manufacturing industry. The lack of R&D investment caused low profit and overcapacity. Oriental Yuhong thinks highly of new product development, new product application technology promotion, patents, papers and technical services and others, in order to expand R&D ideas. In addition, it pays close attention to market demand, accelerates achievement transformation, and continuously improves its core competitiveness and market share. In recent five years, the average annual investment of Oriental Yuhong into innovation and technical services exceeded 4% of annual revenue.

实例 Example :

欧盟委员会（European Commission）官网发布《2018年全球企业研发投入排名》（World Top 2500 R&D investors），这主要是对全球46个国家和地区的2500家主要企业2017会计年度研发投入进行的调查。东方雨虹以5170万欧元的研发投入额第五次上榜2018年全球企业研发投入排行。

European Commission released "2018 World Top 2500 R&D Investors", which was based on investigation over the R&D investment of 2,500 main enterprises in 46 countries and regions in the 2017 fiscal year. Oriental Yuhong was included into the list of "2018 World Top 2500 R&D Investors" with Euro 1.7 million. This is the fifth time for it to enter the list.

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 2018 年 12 月 31 日，东方雨虹共申请专利 1241 件（发明 662 件，实用新型 499 件，外观设计 80 件），已授权专利 660 件（发明 213 件，实用新型 370 件，外观设计 77 件），其中 421 件专利处于申请阶段。另有 8 件 PCT 国际申请。

Patents: As of Dec. 31, 2018, Oriental Yuhong totally applied for 1,241 patents (662 patents for invention, 449 patents for utility model, 80 design patents). 660 patents have been registered (213 patents for invention, 370 patents for utility model, 77 design patents), and 421 of them are in the application period. 8 others are applying for international patent PCT.

行业标准：近几年，东方雨虹受有关行业协会的委托，主持或参编参编国家 / 行业 / 地方标准 41 项。

Industry standard: In recent years, entrusted by industry associations, Oriental Yuhong presided over or participated in the compilation of 41 national industry standards

实例 Example :

2018 年 10 月，东方雨虹创新项目及发明专利荣获北京市 2018 年职工创新助推。北京东方雨虹防水技术股份有限公司的“特种非固化橡胶沥青防水涂料”获得创新项目助推；北京东方雨虹防水技术有限公司的“具有阻燃特性的非固化橡胶沥青防水涂料及其制备方法”、东方雨虹民用建材有限责任公司的“一种预制构件专用早强聚羧酸减水剂及其制备方法”、徐州卧牛山新型防水材料有限公司的“一种单组分反应触变型聚氨酯防水涂料”获得创新发明专利助推。

In October 2018, Oriental Yuhong innovation projects and patents for invention were included into the list "Beijing 2018 Promotion Projects for Employee Innovation". "Special non-cured rubber bitumen waterproof coat" developed by Beijing Oriental Yuhong Waterproof Technology Co., Ltd. won the honor "Innovation Promotion Project"; "Flame-retardant non-cured rubber bitumen waterproof coat and its preparation method" developed by Beijing Oriental Yuhong Waterproof Technology Co., Ltd., "An early-strength polycarboxylate superplasticizer for the use of prefabricated part and its preparation method" by Oriental Yuhong Civil Building Material Co., Ltd., "A monocomponent thixotropic PU waterproof coat" by Xuzhou Woniushan New-type Waterproofing Material Co., Ltd. were included into the list of promotion projects of innovative patents for invention.

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 1,000 m². 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 2018 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 2018 in the aspects of main products and construction systems by the company:

已完成的实验课题项目 Projects Of Experimental Topics Already Completed

- 智能型热熔防水卷材摊铺机车 – 燃烧器开发
Intelligent-melting waterproofing roll paver: development of combustor.
- 智能型热熔防水卷材摊铺机车 – 一种卷材压实装置
Intelligent-melting waterproofing roll paver: a roll compaction device
- 智能型热熔防水卷材摊铺机车 – 紧凑型热熔摊铺防水卷材机车的车架
Intelligent-melting waterproofing roll paver: the frame of compact thermo-melting waterproofing roll paver
- 智能型热熔防水卷材摊铺机车 – 热能循环利用的装置及热熔摊铺车
Intelligent-melting waterproofing roll paver: thermal energy recycling device and thermo-melting paver
- 智能型热熔防水卷材摊铺机车 – 卷材自动换料系统及热熔摊铺防水卷材机车
Intelligent-melting waterproofing roll paver: automatic roll change system and thermo-melting waterproofing roll paver
- 智能型热熔防水卷材摊铺机车 – 用于热熔摊铺车的平衡行走装置
Intelligent-melting waterproofing roll paver: balance walking device used by the thermo-melting paver
- 智能型热熔防水卷材摊铺机车 – 一种热熔摊铺车用燃烧器防爆装置
Intelligent-melting waterproofing roll paver: a combustor anti-explosive device used by the thermo-melting paver
- 智能型热熔防水卷材摊铺机车 – 用于热熔摊铺防水卷材机车的防护装置
Intelligent-melting waterproofing roll paver: a protective device used by the thermo-melting waterproofing roll paver
- 水性环氧树脂防腐防水体系研究
Research on water-borne epoxy resin waterproof system
- 部品系统配件 – 塑料止水带
Parts of component system: plastic water-stop strip
- 部品系统配件 – 双层排水直式落水口
Parts of component system: double-layer straight drain gully
- 部品系统配件 – 施工缝止水带
Parts of component system: water-stop belt for construction joint
- 部品系统配件 – 铝制 J 型收口压条
Parts of component system: aluminum J-shape closure strip
- 部品系统配件 – 混凝土的螺钉
Parts of component system: concrete bolt
- 部品系统配件 – 双层排水横式落水口
Parts of component system: double-layer straight drain gully
- 部品系统配件 – 侧墙卷材固定件
Parts of component system: side wall roll fixture
- 部品系统配件 – 金属排气口
Parts of component system: metal exhaust outlet
- 变形缝承压板
Bearing plate of deformation joint
- 部品系统配件 – 高强混凝土螺钉
Parts of component system: high strength concrete bolt
- 收口压条
Closure strip

正在开展的实验课题项目 Projects of Experimental Topics under Current Development

- 重大基础课题研究：防水卷材一般性标准
Research of important basic subject: general standard of waterproofing rolls
- 重大基础课题研究：防水涂料一般性标准
Research of important basic subject: general standard of waterproofing coat
- 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
- 桥梁隧道维修养护系统
Bridge & tunnel maintenance & repair 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: Yiding industrial fabricated roofing system
- 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: Saibao 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: Hong' anshi indoor waterproofing and protection system
- 老化体系建立和评价
Establishment and evaluation of aging system
- PCG300 改性树脂耐腐蚀防水系统 - 工业废水处理专用
PCG300 modified resin anticorrosion and waterproof system: for special purpose of industrial wastewater treatment
- PCG400 改性树脂耐腐蚀防水系统 - 特殊功能专用
PCG400 modified resin anticorrosion and waterproof system: for special functions
- 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

东方雨虹的“虹人”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。能够通过对车架重量的减轻、体积的减小及构造的合理布局 and 连接，实现人工智能、节能环保、经济、耐久、轻便、灵活使用的目的。

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. By virtue of frame weight reduction, dimension reduction and reasonable layout and connection, the roll paver achieved the objective of AI control, energy conservation and environmental protection, economy, durability, portability, and flexible use.

2018年5月，东方雨虹“智能制造：虹人助力机械化施工新时代”发布会在上海举行。绿地集团、正荣集团等领导为东方雨虹的虹人坦途、骑行者两款新产品揭幕。

In May 2018, the release meeting of Oriental Yuhong "Intelligent Manufacturing: a New Era of Mechanical Construction with Hotter Man" was held in Shanghai. Leaders of Greendland Group and Zhenro Group unveiled two new products of Oriental Yuhong: Hotter Man Zandra and Spanker.

实例 Example :

坦途 (Zandra) 是防水卷材施工的自动热熔摊铺设备，能够通过控制器对各部件实现智能控制，该产品现已申请 40 余项自主知识产权。

Zandra is an automatic thermo-melting roll paver. It can achieve intelligent control over different parts by virtue of control units. The product is applying for more than 40 intellectual properties.



实例 Example :

骑行者 (Spanker) 则是专门用于防水卷材搭接边施工的小型自动热熔焊接设备，能够通过控制器对各部件实现智能控制。

Spanker is a small-sized automatic thermo-melting welder for special purpose of waterproof joint construction. It can achieve intelligent control over different parts by virtue of control units.

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，虹人助力建立完备的智能设备群，丰富数字化运行体系，打造具有持续生命力的活力企业。

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, Hotter Man helps the building of a perfect intelligent equipment group, enriches digital operation system and builds a sustainable and lively enterprise.

(二) 创新营销系统

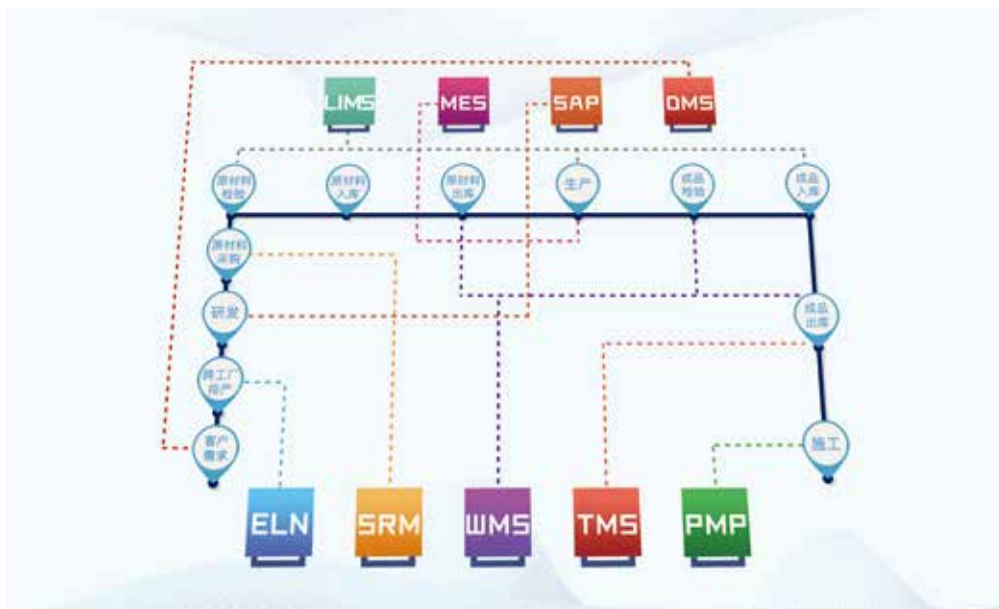
(II) Innovative Marketing System

将技术、产品、管理、服务各个层面串联并相互交融，以信息化和工业化融合体系为支撑，为提升企业可持续竞争优势，东方雨虹不断在“产品唯一身份全供应链管理协同系统”上自我超越。东方雨虹“产品唯一身份全供应链管理协同系统”是一个以质量为核心打造的平台。它以二维码标记为信息传递介质，利用互联网，对外连接上下游供应链，对内打破信息孤岛、整合资源，历时 10 年打造。

Oriental Yuhong connects and combines technology, products, management and services. On the basis of informatization and industrialization, in order to improve enterprises' sustainable competition advantage, Oriental Yuhong has continuously achieved self-transcendence in the "whole supply chain management collaboration system of product unique identity". Oriental Yuhong "whole supply chain management collaboration system of product unique identity" is a platform focusing on quality. Barcode is taken as the information transfer medium. By virtue of Internet, it connects the upstream and downstream supply chain, makes internal information integration. It took Oriental Yuhong 10 years to build the platform.

作为全球化的建筑建材系统服务商，东方雨虹目前已经发展 10000 多位经销商和合伙人，可以通过 DMS 系统快速了解最新销售政策与促销方案，及时做出业务调整、补充货品、下达订单。来自全国各地的客户订单，通过 DMS 发送至 SAP 系统。订单信息集中到北京生产运营中心，中心计划物流专员按照配送半径、产能、到货时间、库存等因素分配给最优的生产工厂，从而实现资源优化配置。

As a globalized building material system service provider, Oriental Yuhong has developed more than 10,000 dealers and partners. By virtue of DMS system, dealers and partners can rapidly know the latest sales policy and promotion plan, make timely business adjustment, replenish products and deliver orders. Orders from every corner of China are delivered via DMS system to the SAP system. Order information arrives in Beijing Production & Operation Center collectively. The Center's planning & logistics persons allocate orders to the optimal factory according to the distribution radius, capacity, delivery time and inventory, so as to achieve optimized resource allocation.



东方雨虹充分利用互联网+的优势，与供应商们达成协同，完成需求与服务过程管理。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、开票与收款等都可以通过SRM系统完成。东方雨虹的金字招牌是用过硬质量铸成的。通过密集的原材料检测、中控检测、成品检测，实现高品质、高标准要求。质量监督中心检验人员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，促进产品品质的提升。

By virtue of the advantage of Internet + Oriental Yuhong has achieved collaboration with suppliers, and achieved the management of demand and service process. The release of purchase demand, bidding and price quotation, contract signing, order confirmation, delivery notice, quality inspection and complaint, billing and payment collection, etc. can be managed via SRM system. The good fame of Oriental Yuhong is built with high quality. By virtue of frequent raw material testing, in-process testing, and finished product testing, it satisfies requirements for high quality and high standard. After testers of Quality Supervision Center completes standardized testing, the test data will be automatically transferred to the cloud center. Through the LMS quality inspection system, quality data of R&D, manufacturing and inspection can be compared to promote the improvement of product quality.

（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 "producing automatization, commerce operation electronization, networked mode of management, and intelligent decision support", continually attempted informatized 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.

实例 1 Example 1:

把建设全心全意为客户服务的数字化营销平台放在信息化建设首位，将客户模拟体验、CRM 客户关系管理系统、经销业务管理系统、移动应用、微信平台等系统进行整合，通过此平台实现企业与客户零距离沟通，使企业、市场与用户的互动程度和范围得到极大扩展。通过信息系统的建设，系统与系统间的相互集成，一方面使内部管理得到了完善，提高了各部门办公与决策效率，也使客户更加的方便，赢得客户认可的同时扩大了市场占有率，被工信部认定为“两化融合”试点单位，成为全国首批通过两化融合评定的企业。

The construction of digital marketing platform is put onto the top position of informatization construction. Customer simulation experience, CRM customer relation management system, dealer business management system, mobile application and Wechat are integrated with the platform, in order to achieve zero-distance communication between enterprise and customers. The interaction degree and range between enterprise, market and customers are thus highly expanded. By virtue of the construction of IT system and integration of different systems, Oriental Yuhong has improved internal management, increased the internal management and improved office and decision making efficiency of different departments, so as to bring more convenience to customers. While winning customer approval, it has also expanded market share. Oriental Yuhong was honored "Informatization and Industrialization Integration Pilot Unit" by Ministry of Information Industry, and has become one of the first batch of enterprises that passed informatization & industrialization integration evaluation in the whole country.

实例 2 Example 2:

东方雨虹提出“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（创客、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 works on attraction and cultivation of frontline operation group (startups and partners), to ensure them to fight bravely and able to fight. It is not only a reform of management method, but also a reform of concepts of talent. 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 which is never minor matter is basic guarantee of company operation. The company abides by the working principle "safety and prevention first", carries out safety responsibility system, so as to avoid all safety misadventure. 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 Oriental Yuhong Production Logistics Base Detailed Safety Management System

| | | |
|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| 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 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:

《制造中心环境安全责任制》
"Environment and Safety Responsibility System of Manufacturing Center"

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。

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 misadventure. Staff 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:

东方雨虹安全信息管理系统在各生产物流基地启用，给安全管理带来了科学性，系统性，便利性，并且在制度管理上达到资源共享。

After Oriental Yuhong Safety Information Management System was used in different production and logistics bases, it has improved the technology, systematicness and convenience of safety management, and has achieved resource sharing in system management.

实例 4 Example 4:

搭建各层级安全会议管理体系已经各层级安全检查管理体系，并将体系落到实处。建立并实施以过程性指标、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，并极大地刺激了各生产物流基地各部门比、学、刚帮超的投入热情，取得了优异的成绩。

Multi-level safety meeting management system has been built by Oriental Yuhong and has been put into operation. Oriental Yuhong has built and implemented safety competition system focusing on process indicator and initiative indicator. It has integrated accident prevention into daily work and highly stimulated the enthusiasm of different production and logistics bases, which has seen excellent achievements.

每一制度、每一条款落实到每个部门、每个车间、每个施工现场、每个岗位。每年对各项制度和操作规程的适宜性、有效性进行重新审阅，并对相关不合格项进行修订，将各项制度规章进一步完善。

Each system and each provision or clause is to be implemented and put into effect in every department, workshop, construction site, and post. Each year, the company shall review the suitability and effectiveness of the various systems and operational procedures, and at the same time amend the relevant items of non-conformity, so as to further improve the various rules and regulations.

安全生产

Safety Production

落实安全生产责任制，建立各部门、各级人员的“横向到边，纵向到底”的安全生产责任体系，层层落实安全生产责任，形成了全员责任、全员参与的安全管理体制，全面实行安全生产标准化及 HES 安全管理体系。

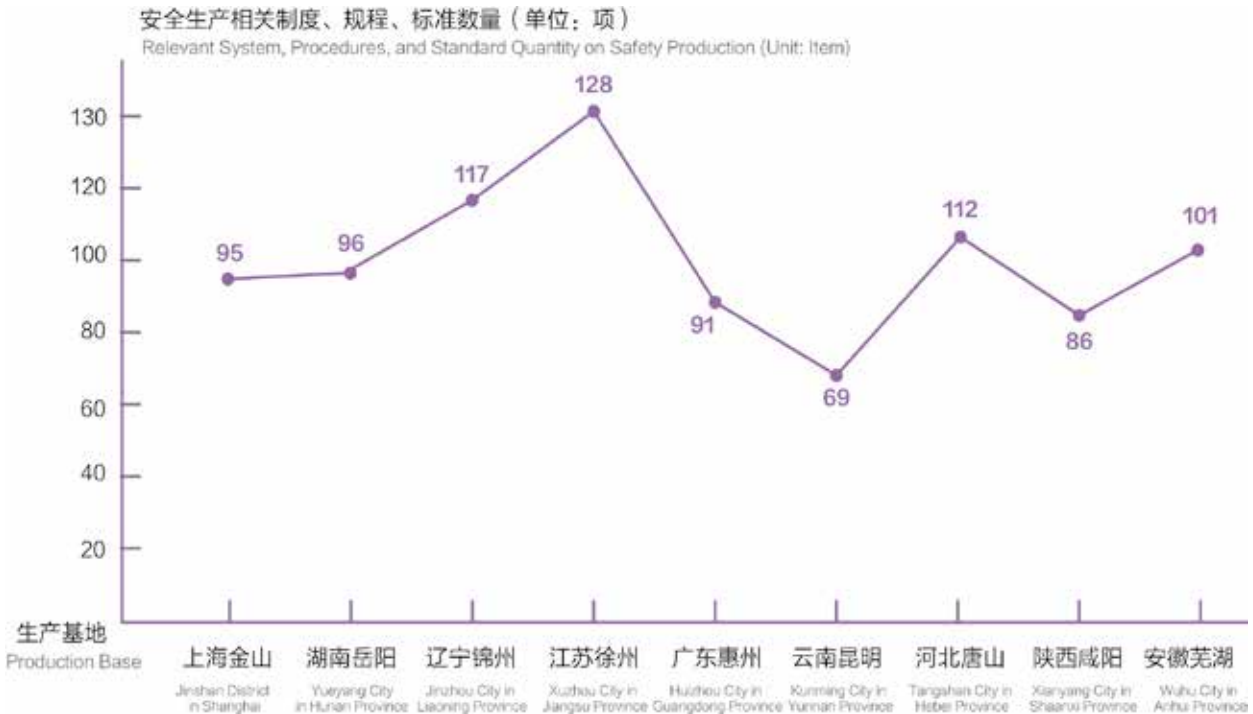
Oriental Yuhong carried out safe production responsibility system, which covered the whole network of construction and staff, to ensure the fulfillment of safe production responsibility. It also wholly carried out safe production standardization and HES safe production system.

为保证贯彻安全管理制度，公司在各大生产基地设立了专门的安全管理部门，配备了专职安全管理人员，实行专人专岗。

To ensure the fulfillment of safety management system, the company has set up the specific safety management department in different production bases and arranged professional safety management persons.

成立了安全联动管理小组，以各生产基地安环主任为组员，生产运营总监为总督导，整体统筹生产运营系统各生产基地的安全管理工作，建立联动互助的长效机制，做到统一部署，安全信息资源共享，群策群力，相互借鉴学习，共同进步，确保生产运营系统整体安全生产目标的达成。

Oriental Yuhong established a consolidated safety management team, with safety management directors of different production bases as team members and production & operation director as the leader. The team is responsible for safety management of different production bases. Long-term coordination mechanism was set up, and safety information and resources were shared. Members worked together to ensure the accomplishment of safe production objective of the whole production & operation system.



实例 1 Example 1:

东方雨虹各生产物流基地在 4 月至 11 月相继开启安全月活动。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、环保发展的思想, 有效地预防安全事故的发生, 不断提高安全生产水平。

Different production & logistics bases of Oriental Yuhong initiated work safety activity from April to November 2018. 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:

生产物流基地消防安全是预防火灾事故发生，避免事故扩大的最后一道防线。为改善工厂消防设施不足，补足消防短板，各生产物流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。2018 年度，东方雨虹各生产基地组织消防演习，以应对突发火灾事故的发生，达到快速响应，迅速处理。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。

The fire safety of production & logistics base is the last defense line to prevent fire accident and avoid accident expansion. In order to make up the shortcoming that fire security facilities are insufficient, different production & logistics bases make regular inspection over firefighting equipment. Many fire monitors were increased to bitumen tank area, and fire water belts were supplemented. In 2018 Oriental Yuhong production bases organized fire security drills, in order to better cope with fire accident, to achieve rapid response and rapid treatment. The fire security drills improved on-site treatment capability of employees and increased the joint fire response capability of different plants and local fire security departments.

实例 3 Example 3:

各生产物流基地于 2018 年初，与公司班组长以上管理人员签订安全责任状，确保全员参与，齐抓共管的效果，整个 2018 全年实现“零”安全事故的目标，有效遏制了安全事故的发生。工厂员工定期做安全培训，提高了施工人员的安全意识，避免安全事故的发生打下良好的基础。

In early 2018, above-team director level managers of Oriental Yuhong production and logistics base signed the letter of safety responsibility, to ensure the whole staff can join safety management. In the whole year the target of zero safety accident was achieved because the management system effectively prohibited the occurrence of safety accident. Plant employees regularly receive safety training, so as to improve workers' safety consciousness and lay good foundation for avoiding safety accident.

实例 4 Example 4:

为提高全员对《制造中心安全处罚管理规定》的掌握情况，各部门在每天早上会上学习《制造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《制造中心安全处罚管理规定》考试，该部门取得优异成绩。

In order to improve the whole staff's grasp of "Management Rules for Safety Punishment of Manufacturing Center", different departments learn the management rules on everyday morning meeting and share safety cases every day. Material Logistics Department organized themselves the examination of "140 Safety Punishment Rules" and "Management Rules for Safety Punishment of Manufacturing Center". The department made good grades.

产品安全

Product Safety

为保证东方雨虹产品安全，公司采取以下措施严控产品质量，确保产品安全。

To ensure the product safety of Oriental Yuhong, the company adopts the following measures to take strict control of product quality.

1. 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，产品符合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。

1. 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.

2. 液态沥青、乳液等原材料均采用封闭式罐装储存、封闭式管道输送，达到与空气隔绝的效果。在产品制备过程中，安全防护措施落实到位，消除产品可能对车间员工的的安全隐患。

2. Liquid bitumen and emulsion are stored in sealed tanks and transported with sealed pipe, thus ensuring air insulation. In the product preparation process, safety protection measures shall be fulfilled to avoid hidden risks that the product may bring to workers in the workshop.

3. 产品的包装符合安全标准，密闭无溢漏隐患，产品上张贴安全技术说明书，关于产品如何安全储备、安全运输、安全使用、安全注意事项、应急处理措施等向消费者明确告知。

3. The product packaging accords with safety standard, and the sealing has no hidden risk of leakage. Material Safety Data Sheet is pasted to the product. It clearly notifies customers how to ensure safe storage, safe transportation, and safe use, as well as safety instructions and emergency measures.

4. 法律定义的危险品，其生产、储存、运输、销售、使用，按法律规定的安全防范措施执行，以保证企业、员工、公众、社会的安全。

4. The production, storage, transportation, use, and application of dangerous products defined by law shall be carried out in accordance with legal safety precaution measures, to ensure the safety of enterprise, employees, the public, and society.

5. 通过看板拉动系统，管理产品质量安全，使用二维码进行出入库管理，实现物资先进先出，提高物资周转效率，全程实现产品质量追溯。

5. Manage the safety of product quality through billboard pull system, use 2D code for entry and exit of the warehouse management, realize first-in and first-out of materials, improve efficiency of material flow, and achieve full-course product quality tracking.

6. 公司建立产品追溯体系，该体系赋予每个产品一个身份编码，能够全方位追溯到产品生命周期内的进程。通过扫描产品的身份编码查询到每一个具体产品的生产车间、生产班组、产品配方工艺的研发负责人、及产品包装、产品使用周期等，对每一个产品的周期进程进行监控，还在一定程度上防止了假冒伪劣产品在施工上的应用。

6. The company has established a product traceability system. The said system endows each product with an ID code, capable of all-round tracking of progress of the life cycle of the products. By scanning the ID code of the product, query the production workshop of each specific product, production shift or workshop, R&D person-in-charge of production technology of product, product packaging, and product life cycle etc, monitor the cycle progress of each product, and eliminated, to a certain extent, the application of fake and inferior products in construction.

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:

1. 公司上下严格宣贯《东方雨虹基本法》，明文规定公司遵守商业规范和道德准则，遵守一切法律、法规，尊重社会习俗和宗教信仰。

1. The "Oriental Yuhong Basic Law" is strictly promoted and carried out throughout the company from top management to bottom work staff, defining clearly that the company shall abide by the business standards and code of ethics, obey all the laws and regulations, and respect social customs and religious belief.

2. 公司明确在职人员对社会及社区的安全建设应负的责任，严禁从事危害公共安全的任何行为。

2. The company specified the responsibilities of on-post staff over the safety of society and community. Any behavior endangering public security is strictly prohibited.

3. 加强对在职人员的公共安全的教育，禁止从事非法娱乐、集会等活动，上下班遵守交通安全法规，保证路途中行车的安全，避免对公众造成不良影响。

3. Oriental Yuhong strengthened public safety education for employees. It banned employees from illegal entertainment and assembly. Traffic rules must be followed to prevent bad influences to the public.

4. 加大对厂区环境保护的投资，投入大量人力、物力进行污染物的治理，严格控制污染物的排放，消除对周边社区的环境影响。

4. Oriental Yuhong increased investment to protect the factory environment, and intensified crackdown on pollutants to strictly control pollutant emission and reduce environmental influence on adjacent community.

5. 作为企业公民，东方雨虹不断强化社会安全措施。举办安全消防演习互动活动，对员工进行消防应急、救护演练，向员工发放急救手册，宣传应急救援知识，营造“人人关注消防、人人参与消防”的安全氛围。

5. As a social citizen, Oriental Yuhong continuously strengthened social safety measures. It conducted fire drills, and issued emergency manual to employees, to publicize emergency knowledge and build a good firefighting circumstance.

6. 公司组织反恐安全知识讲座和交通安全讲座活动，提高全员反恐及交通安全意识。

6. The company organized anti-terrorism security knowledge seminars and traffic safety knowledge lectures to improve anti-terrorism and traffic safety consciousness of all staff.

实例 2 Example 2:

岳阳工厂积极参与岳阳区域易制毒易制爆及危险化学品管理，加入岳阳市危爆协会，积极参与协会组织的培训和活动，进一步提高自身安全管理水平。

Yueyang Plant actively took part in the management of Yueyang District on precursor chemicals, explosive chemicals and hazardous chemicals. It has joined Yueyang Municipal Association of Hazardous Explosive Chemicals, actively participated in the training and activity organized by the association, and further improved its safety management level.

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 affect 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

2018年，东方雨虹继续以“绿色生产、低碳环保”为管理方向，推进环境管理的日常化、系统化和标准化，使环境管理绩效进一步量化，具体评价环境影响。

In 2018, Oriental Yuhong continued to push forward dailyization, systematization and standardization of environmental management with "green production, low-carbon, environmental protection" as direction, further quantify environmental management performance for concrete evaluation of the environmental impact.

实例 1 Example 1:

上海工厂投资 60 万增加光催化环保设备，更好地治理 VOC 治理工作。

Shanghai Plant invested RMB 600,000 to increase eco-friendly photocatalytic equipment, for better control of VOC treatment.

实例 2 Example 2:

唐山工厂投入 19 万元在沥青卷材车间烟囱添加在线监测报警设备，一旦发现超标，立即采取相应减产等措施，确保工厂周边环境健康安全。

Tangshan Plant invested RMB 190,000 to increase online monitoring and alarm device to the chimney of bitumen roll workshop. Once the smoke indicator is below standard, production reduction will be carried out instantly, to ensure environmental protection, health, and safety of the neighborhood.

实例 3 Example 3:

徐州工厂投入 13 万元对厂区污水管道进行改造，投入 26 万元安装了污水在线监测系统。

Xuzhou Plant invested RMB 130,000 into the transformation of sewage pipes in the plant, and invested RMB 260,000 into online sewage monitoring system.

实例 4 Example 4:

芜湖工厂投入 118 万元对厂区污水处理系统进行改造升级，确保出水水质达标排放；投入 15 万元用于 VOC 治理工作的升级，确保工厂周边环境健康安全。

Wuhu Plant invested RMB 1.18 million into the transformation of sewage treatment system in the plant, to ensure outlet water up to standard. It also invested RMB 150,000 into the upgrade of VOC treatment, to ensure environmental protection, health and safety of the neighborhood.

实例 5 Example 5:

芜湖工厂投入 118 万元对厂区污水处理系统进行改造升级，确保出水水质达标排放；投入 15 万元用于 VOC 治理工作的升级，确保工厂周边环境健康安全。

Wuhu Plant invested RMB 1.18 million into the transformation of sewage treatment system in the plant, to ensure outlet water up to standard. It also invested RMB 150,000 into the upgrade of VOC treatment, to ensure environmental protection, health and safety of the neighborhood.

环保设备静电板，若清洗不到位，可能引发火灾。芜湖工厂通过改良静电板清洗配方，极大提升了清洗效率、提高清洗效果，减少了清洗对静电板的腐蚀，降低了静电板的更换频率，更大程度地保护员工健康、安全。

If the electrostatic plate is improperly cleaned, fire may be caused. By virtue of improving electrostatic plate cleaning method, Wuhu Plant highly improved the cleaning efficiency and effect, reduced the corrosion of cleaning to the electrostatic plate, reduced the change rate of the plate, and better protected employee health and safety.

实例 6 Example 6:

濮阳工厂投资 200 余万元建设 RTO 废气处理装置，沥青烟等物质的排放量达到或高于标准。

Puyang Plant invested more than RMB 20 million to build RTO exhaust treatment device, to ensure the emission of bitumen fume can hit or be higher than the standard.

实例 7 Example 7:

天鼎丰非织造布有限公司投资 300 余万元新建 2 台 15T/h 燃气锅炉；投资约 0.5 万在污水排放口安装计量装置；委托有资质单位处置废润滑油花费 1 万；锅炉在线监测设备维保 5.46 万元。

Tiandingfeng Non-woven Fabric Co., Ltd. invested RMB 3 million to build two new 15T/h gas-fired boilers; invested RMB 5,000 to install metering device at the sewage outlet. It spent RMB 10,000 to entrust qualified unit to dispose waste lubricating oil, and invested RMB 54,600 for the maintenance of online boiler monitoring device.

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

| 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) |
|--------------------------------------------|-----------------------------------------------------------------------------|---------------------------------------------------------------|
| 山东莱西 Laixi City in Shandong Province | 0.073 | 0.057 |
| 上海金山 Jinshan District in Shanghai | 0.052 | 0.979 |
| 湖南岳阳 Yueyang City in Hunan Province | 0.056 | 0.804 |
| 辽宁锦州 Jinzhou City in Liaoning Province | 0.081 | 0.04 |
| 广东惠州 Huizhou City in Guangdong Province | 0.040 | 0.398 |
| 江苏徐州 Xuzhou City in Jiangsu Province | 0.093 | 0.035 |
| 云南昆明 Kunming City in Yunnan Province | 0.085 | 0.022 |
| 河北唐山 Tangshan City in Hebei Province | 0.37 | 0.066 |
| 陕西咸阳 Xianyang City in Shaanxi Province | 0.078 | 0.83 |
| 安徽芜湖 Wuhu City in Anhui Province | 0.0296 | 0.57 |
| 杭州建德 Hangzhou Jiande | 0.104 | 0.046 |

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，通过对生产现场的整理、整顿，使生产环境整洁有序、生产过程安全高效。同时，公司还强化三体系等管理，做到管理规范化、科学化，提高体系运作效率。

Oriental Yuhong carried out 5S management and lean production continuously in different production bases. Through rectification, production sites became clean and orderly, and production processes became safe and highly efficient. At the same time, the company strengthened system management, to ensure it standard, scientific and highly efficient.

1. 根据生产工艺，统计基础能耗数据，对不同生产品种编制不同能耗控制管理办法，实现能耗降低，减少能耗不必要浪费。

1. According to production techniques, it made statistics over basic energy consumption data, edited different energy consumption control and management measures for various products, achieved energy consumption reduction and reduced unnecessary energy waste.

2. 锅炉高位油槽通过增加止回阀，切断管道热油反串到高位油槽中，造成热量损失，温度由原有的120度，降至45度，节省燃气用量10%。

2. It increased stop valve to the boiler's high-position oil sink, which transfers hot oil in the pipe to the high-position oil sink, causes thermal loss and so the temperature decreases from 120 degrees to 45 degrees. By this means, the gas consumption is saved by 10%.

3. 将原有的循环自吸水泵更换为效率高的离心泵，电机功率由原有的37kw，调整为22kw，电机能耗下降40%。

3. The original circulating self-priming pump is changed for high-efficiency centrifugal pump, and the motor power is adjusted from 37kw to 22kw. The motor energy consumption declines by 40%.

4. 对涂料车间气力输送反吹系统进行改造，增加脉冲，原来需同时开2台55kw空压机，现在只需要开一台，能源节省50%。

4. The pneumatic conveying back blow system in the painting workshop was transformed. The pulse was increased. Previously two 55kw air compressors were needed, but now just one is needed, thus saving energy by 50%.

5. 对沥青配料缸顶部进行保温节省，减少热量损失，原有配料缸表面温度为55度，进行保温之后，目前缸顶温度为20度，热量损失大大减少。

5. Thermal protection measure was taken over the top of the bitumen preparation tank, to reduce thermal loss. Previously the surface temperature of the tank is 55 degrees. After thermal protection measure was taken, now the temperature of the tank top declines to 20 degrees. The thermal loss is severely reduced.

（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.

东方雨虹 2018 年主要节能环保投入

Major Investment Into Energy Saving And Environmental Protection By Oriental Yuhong In 2018

| 项目 Items | 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 | 265.9286 | 防患于未然 Pollution prevention |
| 8.6 固体废弃物 8.6 Solid waste | 固废处理 Solid waste treatment | 272.22 | 零排放 Zero emission |
| 大气 Air | 活性炭、片碱 Activated carbon, caustic soda flake | 14.635 | 过滤, 符合当地环评标准 Filtering, to meet local environmental standard |
| | 锅炉烟囱改造 Boiler and chimney transformation | 542.38 | 达到北京市 2015 年最新颁布的大气排放标准 Reaching the 2015 latest air emission standard of Beijing |
| | 沥青烟气处理 Bitumen gas treatment | 751.23 | 达到北京市 2015 年最新颁布的大气排放标准 Reaching the 2015 latest air emission standard of Beijing |
| 水 Water | 生活、生产污水处理 Domestic and production sewage treatment | 1221.08 | 排出口达规范要求 Outlet meets regulations |
| 电 Power | 设备保温、照明 Equipment thermal insulation and lightning | 230.0977 | 节能 Energy saving |
| 噪声 Noise | 降噪处理设备 Noise reduction equipment | 91.4555 | 大大降低噪音 Hugely reduce noise |
| 其他 Others | 植被绿化 Vegetation | 528.4684 | 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 | 202.4042 | 降低环境风险 Reduce environmental risk |
| | 周边环境治理 Surrounding environment treatment | 29.4 | 改善周边生态环境 Improve surrounding ecological environment |
| 总计 Total (RMB 10,000) | | 4149.2994 | |

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 minimize construction disturbance and influence to the surrounding environment.

（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，引领行业，质量标准不断提升，得到客户的高度认可。

Standardized construction of Oriental Yuhong has benefited customers and led the industry. Its quality standard was continuously improved, and got high recognition of customers.

实例 Example:

2018年12月，中国建筑防水协会和《中国建筑防水》杂志社联合在全行业范围内开展“2018建筑防水行业科学技术奖-工程技术奖（金禹奖）”评选活动。东方雨虹凭借在防水工程领域的技术创新、施工工法工艺革新、工程管理和应用效果等方面的突出表现，斩获一金两银，连续五年荣获“金禹奖”金奖。

In December 2018, China National Building Waterproof Association and China Building Waterproofing magazine carried out the election of "2018 Science and Technology Award of Building Waterproofing Industry Engineering Technology Award (Jinyu Award)". Thanks to technological innovation, construction process innovation, engineering management and application effect, Oriental Yuhong won two golden awards and one silver award. This was the fifth consecutive for Oriental Yuhong to win the golden "Jinyu Award".

(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 the energy consumption of artificial operation.

“虹旋风”非固化旋转加热装置

" Rainbow Whirlwind " non-cured rotary heating device

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。

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. At the same time, the material will not be overheated and carbonized, and its performance will not be influenced.



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 bitumen, 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% compared to manual roller. Meanwhile, the operation is convenient.



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.

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 the 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. there is 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.



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

2018年，公司积极倡导过好“苦日子、难日子、紧日子”，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勤俭、乐学等相关培训和实践，营造积极的氛围。

In 2018, the company actively advocated living effectively "bitter days, hard days, and lean days". Reforming the management, saving the energy and increasing the quality and efficiency of the company has been the constant magic weapon of an enterprise to be industrious and thrifty in management. Sub-branches of Oriental Yuhong carried out training and practices related to hardworking, thrifty and study, to cultivate an active 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 the concept of thrift and environmental protection throughout the company, 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 a 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，通过员工的自我约束，公司承诺给予一定的奖励。

The company launched the activity of "Be healthy and lively Oriental Yuhong persons". It advocates adequate exercise, healthy weight management, giving up smoking. The company would give certain award to employees who succeeded in health management with self-discipline.



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' knowledge and quality. Employees who pursue advancement and make progress would be given a 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。2018年，公司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 the value of its employees highly. 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, practical approach, sparing no efforts to maintain the legitimate rights and interests of its employees. In 2018, the company created 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, it 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，每年计划招聘应届大学毕业生 500 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 plans to recruit 500 recent 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 the cause, through benefits, through the 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

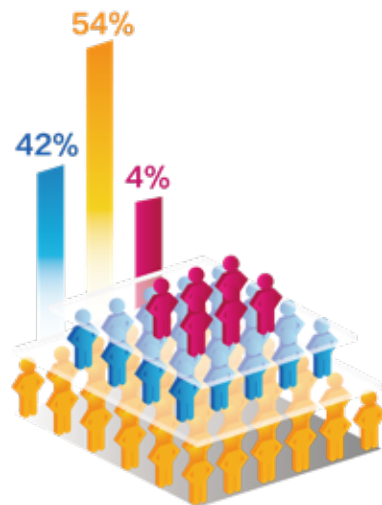
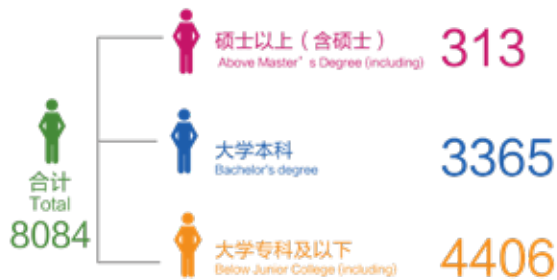
Company Employee Professional Structure



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 308 人，占比 3.58%。

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". It 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 308 minority employees, accounting for 3.58%.

(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 2018 年 12 月 31 日，女员工数 1940，占总比 22.55%，在工会管理、群众代表大会等重要的决策会议上，女职工占全员参与比例的 30%，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, 2018, the total number of female employees reached 1,940, accounting for 22.55% 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，享受半天福利假。

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 a half-day 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员工家庭资助费用多达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。

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.

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。2018年全年无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 2018, 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。2018 年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

2018年东方雨虹的员工净增长为1086人，即向社会新增就业机会1086个。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 2018, the number of net increase of employees in Oriental Yuhong was 1086, that is, created 1086 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, vigorously 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

2018年全国120所院校开展宣传，组织宣讲会120所，参加双选会20所，接收应届生630人。

In 2018, Oriental Yuhong carried out promotion and publicity activities in 120 colleges and universities across the country, organized a total of 120 large-scale campus talks, participated in 20 two-way selection meetings, and accepted 630 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 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 2018 年经济下行的情况下，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 economic downturn in 2018, 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进行股权激励政策，在激励对象符合条件时向激励对象启动两期股权激励，两期共计激励对象 1400 人左右，并在 2018 年进行了 2 次股权解锁及 1 次回购注销，股权回报真认同、真相信、真奋斗的员工。

Oriental Yuhong carried out equity incentive policy toward middle and higher management, key businesspeople and technicians. When incentive targets meet requirements, two-period equity incentive will be given to them. One thousand four hundred persons were awarded the incentive. In 2018 there were two times of equity unlocking and one time of equity re-purchase and cancellation. Equity was given to the employees who 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.

2018年，公司在年度评优评先的基础上，增设季度明星表彰，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。

In 2018, on the basis of the annual assessment for excellent and advanced units and individual employees, the company supplemented the category of quarterly-star commendation, 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 that 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 them 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.

2018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；成立雨虹高管篮球联赛，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 2018, 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员工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，2018年累计为员工投入体检经费182万多元。

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 2018, the company paid a total of more than RMB 1.82 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 selfprotection 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 detrimental 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:

2018年冬季，全国雾霾进入预警状态，公司启动员工雾霾关爱计划，为每位员工配备口罩，根据气象部门的预警程度，适当安排工厂停产、工地停工，保障员工的身体健康。针对红色预警，公司采用弹性工作制的管理方式，减少员工外出。

In the winter of 2018, an early warning was made on fog and haze phenomenon in China. Oriental Yuhong initiated "Fog and Haze Care Plan for Employees". It gave breathing masks to every employee. According to the early warning issued by the meteorological department, Oriental Yuhong made proper arrangement of production suspension of plants and production sites, in order to guarantee employees' health. For red warning, the company carried out elastic working mode to reduce employees' go-out needs.

（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。2018年全年未发生职业危害事故。

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. In the whole year 2018, no occupational hazard accident occurred in Oriental Yuhong.

（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。



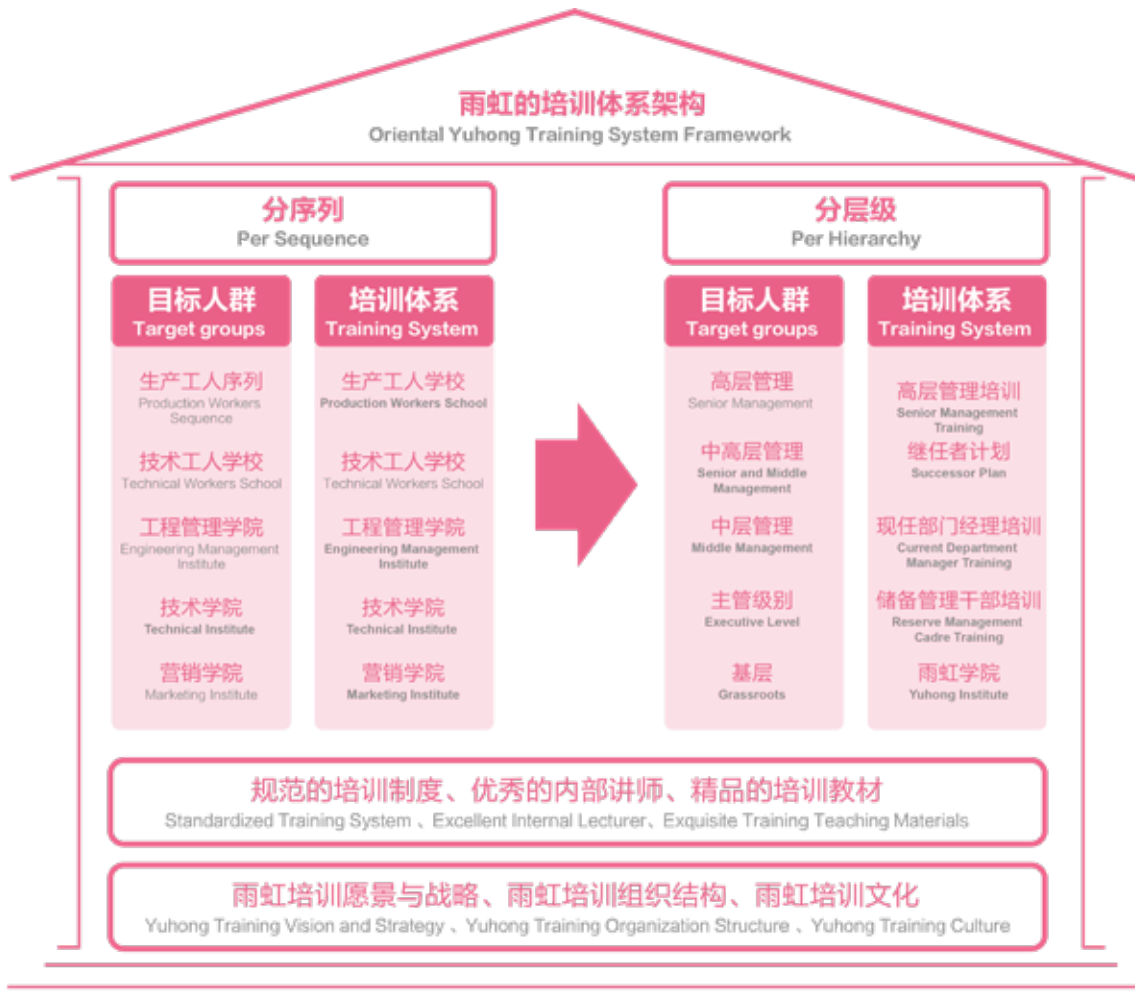
Adhering to the concept that employees and enterprise make cooperation and joint development, Oriental Yuhong starts from overall employee development, provides opportunity for employees to further improve techniques and knowledge, promotes enterprise development with employees' personal development, 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.

（一）培训与成长

(I) Training And Growth

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，并成立 ELN 网络培训学院。2018 年，公司持续推进学分制培训制度，鼓励部门级培训，同时按照职业序列对课程进行了划分。

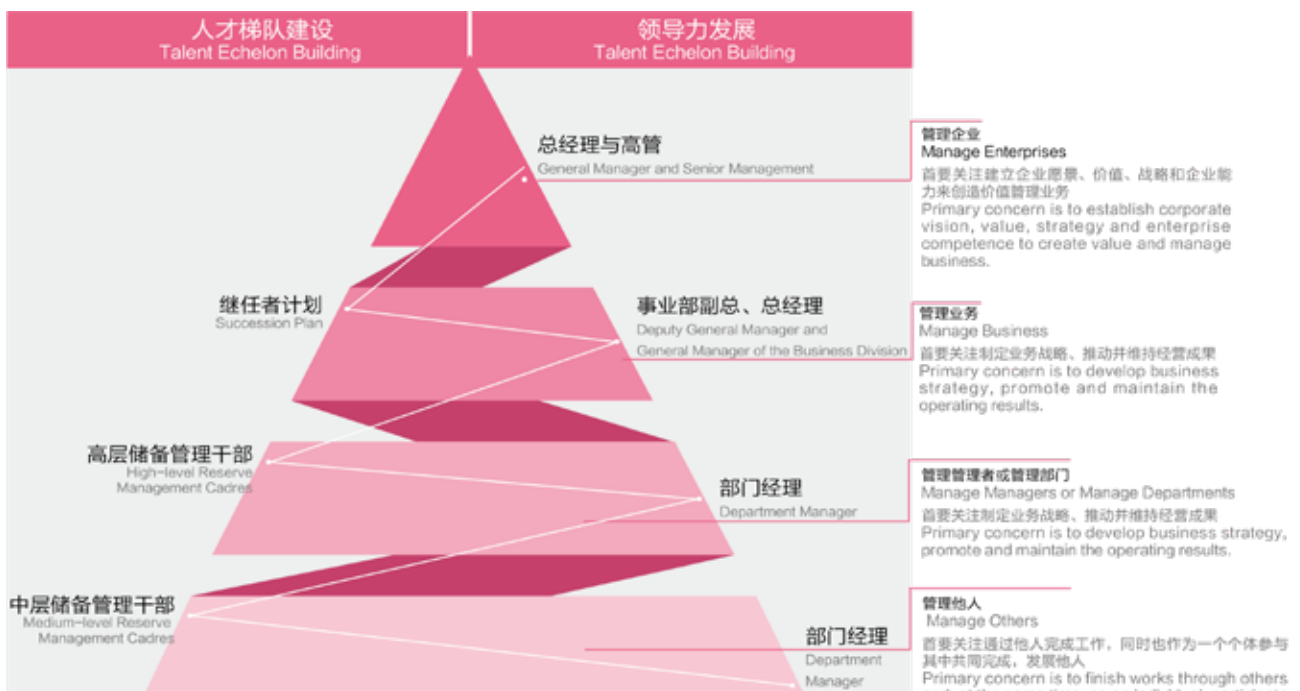
Oriental Yuhong established training system management system, training resources management system and training operation management system. ELN Net Training Academy was thus born. In 2018, the company continuously promoted credit training system, encouraged the department training. And courses are classified in accordance with occupations.



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

完善的培训机制：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。

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.

灵活的培训形式：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。

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

专业的师资力量：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 teacher resource: 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.

定制化培训内容：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 training: 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 Example:**东方雨虹应届生培训顺利结业****Students Of Oriental Yuhong Vocational Technical College Completed Training And Successfully Graduate**

为使应届生更全面系统地了解东方雨虹企业文化、理念、企业价值观，东方雨虹举办了为期 14 天的应届生培训。来自各大高校六百多名应届生，被就近派往徐州、唐山、惠州等生产基地进行实践培训。通过老师讲课和基地参观，加深学员对生产基地的生产情况的了解。

In order to make new graduates know the culture, concept and corporate values of Oriental Yuhong, Oriental Yuhong gave 14-day training to them. Fresh graduates from different colleges were sent to Xuzhou, Tangshan, and Huizhou to have practical training. By virtue of classes and visit to the production bases, the understanding of students about the production status of production bases was intensified.

(二) 职业规划与发展**(II) Career Planning And Development**

2018 年起公司引进专业的咨询机构，针对员工个人特征、结合集团发展需要，打通不同序列之间的横向发展通道，完善各序列职业发展路径，建立开放、公平、有序的职业发展环境。公司共有五大职族、二十六个子序列，全面为员工职业发展提供更多机会和更广阔的平台。

In 2018, the company introduced professional consulting unit and, in view of the employees' personal characteristics and in connection with the needs of the Group development, broke through the transverse development channels between different sequences, improved the path of the various sequential career development, established an open, fair and orderly career development environment. The company has a total of 5 major career groups, 26 sub-sequences, providing more opportunities and a wider platform for comprehensive career development of employees.

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.

建立畅通全员职业生涯发展通道

Establish Smooth And Whole-Staff Career Development Channel



实例 Example:

实施业务专家职业生涯建设，建立特色发展通道

Business Expert Career Construction, Build Characteristic Development Channel

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，如业务专家序列等，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, such as business expert sequence etc., which provide approach for development of all kinds of talents.



S 争做优秀企业公民 STRIVE TO BE AN EXCELLENT CORPORATE CITIZEN

近年来，东方雨虹始终坚持责任先行，积极倡导并参与公益慈善事业，并将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、积极开展“服务百姓 拒绝渗漏”公益活动，为弱势群体提供免费防水维修、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 adhered to its objective of duty first, actively advocated and participated in public welfare and charity undertakings, took its field of operation as the key field for routine public welfare support, and worked hard to build itself into a first-class enterprise with a high sense of corporate social responsibility. The company organized regularly unpaid blood donation, actively carried on "serve citizens, refuse leakage" public welfare activities, provided the vulnerable groups with free waterproofing maintenance, supported environmental protection undertakings, and actively plunged itself into social public welfare and charity undertakings in joint hands with its employees.

公益传播

Public Benefits Propagation

实例 1 Example1:

东方雨虹持续十年开展“服务百姓 拒绝渗漏”公益大讲堂活动

Oriental Yuhong has carried out the public benefit lecture "Serve Citizens, Refuse Leakage" for 10 consecutive years.

东方雨虹自 2009 年初就着手开展“服务百姓 拒绝渗漏”活动，已将公益活动整整坚持了十年。累计向数万名社区百姓直接传播了防水知识，发放了防水科普手册。东方雨虹秉持“为人类为社会创造持久安全的环境”的企业使命，积极参与到公益活动中，为百姓安居生活保驾护航。

Ever since the beginning of 2009, Oriental Yuhong has carried out the public benefit activity "Serve Citizens, Refuse Leakage" for 10 consecutive years. Waterproofing knowledge was publicized to dozens of thousands of citizens, and waterproofing science manuals were sent to them. Insisting on the corporate mission "to create a permanently safe environment for human beings and the society", Oriental Yuhong has actively participated in public benefit activity to protect safe and happy life of citizens.

实例 2 Example2:

东方雨虹开展 2018 年第九届“无偿献血周”公益活动

In 2018, Oriental Yuhong carried out "The 9th Voluntary Blood Donation Week".

11 月 3 日，东方雨虹开展“伸出你的臂膀，托起生命的希望”的无偿献血周”公益活动，北京地区现场参加献血共 126 人，其他生产物流基地纷纷积极响应，共近千人参加无偿献血活动。



On November 3, Oriental Yuhong carried out "Unpaid Blood Donation Week" with the theme "Give a Hope in Life with Your Warm Arms". In Beijing 126 persons participated in the unpaid blood donation activity. Other production and logistic bases made active response, and nearly 10,000 persons in total participated in the activity.

实例 3 Example 3 :

东方雨虹爱军拥军，慰问消防官兵

Oriental Yuhong supported local army and extended its regards to local fire brigade.

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。

In summer, Oriental Yuhong dispatch staff to extend their regards to local fire brigade. They brought cooling and refreshing gifts to firefighters. Firefighters always work on the firefighting frontline and always put the people's life and security onto top position. The activity showed Oriental Yuhong's respect to firefighters and strengthened the close relationship between the army and Oriental Yuhong.

实例 4 Example 4 :

东方雨虹荣获“2018 年度公益年度责任品牌奖”

Oriental Yuhong won "2018 Annual Responsible Brand for Public Benefit"

1月14日至15日，第八届中国公益节暨“因为爱”2018致敬盛典在北京举行。本届公益节以“公益创造美好”为主题，由大众媒体联袂发起，旨在弘扬公益精神，倡导公益行为，搭建多方深度对话、合作沟通的平台，东方雨虹受邀出席并获“年度责任品牌奖”。

On January 14-15, the "8th China Public Benefit Festival & For Love" ceremony was held in Beijing. With "Public Benefit Creates a Beautiful World" as the theme, this public benefit festival was initiated by public media in order to carry forward the spirit of public benefit, advocate public benefit activity, and build a multilateral platform for in-depth discussion, cooperation and communication.

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 Example1:

东方雨虹为患病员工组织“为爱捐款”活动

Oriental Yuhong organized "Donation for Love" activity for ill employees.

2018年1月31日，东方雨虹组织第四次为爱捐款活动，公司领导带着公司关爱基金前往探望研发工程师徐工，将40万元捐款资金交给徐工家人，给予深切关怀。并前往探望研发工程师徐工。在此前的“轻松筹”活动中，亲友、东方雨虹同事以及社会爱心人士齐助力，短短两天内筹集目标资金50万元。

On January 31, 2018, Oriental Yuhong organized the fourth donation activity for an ill employee -- R&D engineer Xu. Oriental Yuhong leaders visited him, and gave RMB 400,000 from "Oriental Yuhong Care Fund" to the engineer's family, to show the care of the company. Leaders visited the sick R&D engineer Xu. Previously in the "Easy Fund Raising" activity, relatives, colleagues and people from all circles donated RMB 500,000 in just two days.

实例 2 Example2:

莱西东方雨虹积极开展“公益同行”活动

Laixi Oriental Yuhong carried out an activity "Along with Public Benefit".

莱西东方雨虹阳光公益团队利用业余时间积极开展“东方雨虹，公益同行”的活动，为敬老院孤寡老人献爱心，还送上亲手包的水饺，提前欢度佳节。

Laixi Oriental Yuhong Public Benefit Group actively carried out "Oriental Yuhong Along with Public Welfare" activity with their spare time. It extended regards to the people in old people's home, and sent hand-made dumplings to them.

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第七期奖学金20万元。天鼎丰奖学金”自设立起，每年一期，至今已是第七期捐赠，用以资助品学兼优和贫困学生勤学上进、励志成才，激励优秀园丁的辛勤付出。

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 2018, Tiandingfeng donated RMB 200,000 to Linyi First Middle School. It was the seventh scholarship given to the school Since "Tiandingfeng Scholarship" was set, it has donated scholarship to poor students and excellent students for seven times in order to encourage those students make advancement and express thanks to hard-working teachers.

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!

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|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-------------|---------------|------------|-----------------|
| 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了回应和披露? 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 () |
| 5. 本报告的可读性，即报告的逻辑主线、内容设计、语言文字和版式设计? What do you think about the report's readability, i.e., logic, content design, language, and format design? | 很好 Very good () | 较好 Good () | 一般 Common () | 较差 Bad () | 很差 Very bad () |
| 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 ? | | | | | |
| 反馈方式 Feedback approach 电话：010-59526420，或添加东方雨虹官方微信（微信号：dfyhgfx） 地址：北京市朝阳区高碑店北路康家园 4 号楼 战略管理中心 Phone: 010-59526420, or Add the WeChat number: dfyhgfx Address: Strategic Management Center, No. 4 Building, Kangjiayuan, Gaobeidian North Road, Chaoyang District, Beijing | | | | | |

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