

2020

可持续发展报告书



SUSTAINABILITY
REPORT

RED AVENUE



材料让地球更美好
Better Materials Better Planet

目录

Table of contents



<p>01 报告编制说明 About This Report</p> <p>03 彤程新材2020年可持续发展报告与SDGs目标对应表 2020 Red Avenue Sustainability Report And Corresponding SDGs</p> <p>05 董事长致辞 A Message From The Chair</p> <p>07 我们的利益相关方 Our Stakeholders</p> <p>15 一体两翼 三箭齐发 Red Avenue's Footprint</p> <p>17 公司介绍 Company Profile</p> <p>19 我们的合作伙伴 Our Partners</p> <p>20 报告期内公司所获荣誉 Honors Won By The Company During The Reporting Period</p> <p>21 专题 彤心协力，抗疫驰援，共克时艰 Special Report: Record of RA In Covid-19 Pandemic</p> <p>25 公司治理 Corporate Governance</p> <p>27 合规管理与党建工作 Compliance Management&Party-Building Work</p>	<p>29 创新驱动 中国智造 Innovation Drives Intelligent Manufacturing In China</p> <p>31 创新产业布局 Innovative Industrial Footprint</p> <p>35 变革与创新实践之路 Practice On Revolution & Innovation</p> <p>41 创新体系搭建 Innovation System Construction</p> <p>43 知识产权成果与保护 Intellectual Property Achievement&Protection</p> <p>49 科技赋能智能制造 Technological Empoweremnt&Intelligent Manufacturing</p> <p>51 安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation</p> <p>53 环境健康安全方针 Environmental Health&Safety Policy</p> <p>55 以人为本绿色运营 Human-Oriented & Eco-friendly Operation</p> <p>57 严控落实EHS风险防控 Strictly Implementing EHS Risk Prevention & Control</p> <p>65 污染防治节能减排 Energy Conservation & Pollution Reduction</p>	<p>71 共享机遇 聚变未来 Sharing Opportunities And Changing The Future Together</p> <p>73 完善的客户服务体系 Ameliorating Customer Service</p> <p>79 卓越的供应链管理 Excellent Supply Chain Management</p> <p>83 质量管理体系 Quality Management System</p> <p>84 良好的伙伴激励 Good Partner Motivation</p> <p>87 以人为本 惠聚幸福 Human-Oriented And Growing Together</p> <p>89 尊重个体差异 Respecting Individual Differences</p> <p>91 助力员工成长 Encouraging Employees Development</p> <p>93 完善的薪酬福利体系 Ameliorating Salary And Benefits System</p> <p>95 保障员工权益 Protecting Employees' Rights</p> <p>96 丰富的员工活动 Staff Activities</p>	<p>99 向善而为 共筑发展 Business Towards Goodness Togetherness Towards Development</p> <p>101 助益环境保护行动 Contribute To Environmental Protection Actions</p> <p>105 教育人人平等 Equal Education To All</p> <p>113 提升儿童医疗环境 Improving Children's Medical Care</p> <p>118 驱动科研及可持续发展 Drive Scientific Research And Sustainable Development</p> <p>123 国际合作 打造人类命运共同体 Global Cooperation For A Community With A shared Future For Mankind</p> <p>127 附录 Appendix</p> <p>127 附录1: GRI standards指引索引 Appendix 1: GRI standards guidance index</p> <p>135 附录2: ISO 26000指引索引 Appendix 2: ISO standards guidance index</p> <p>137 意见反馈表 Feedback Form</p>
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报告编制说明 About This Report

报告说明范围 / Reporting Scope

本报告为彤程新材料集团股份有限公司，回顾企业发展历程在公司治理、员工照顾、供应链、环境保护、社会参与等不同范围的可持续发展和社会责任所做的信息总结报告。

This Sustainable Value Report (SVR) outlines Red Avenue New Materials Group's sustainability strategy and the progress made in integrating sustainability into its corporate processes. The SVR provides stakeholders with comprehensive information about the company's corporate social responsibility (CSR), including corporate governance, employee care, supply chain, environmental protection, and social participation.

报告周期 / Reporting Period

本报告覆盖彤程新材料集团股份有限公司，为便于表达，在报告表述中使用“彤程新材”，“彤程”有时以第一人称“我们”等称谓。报告时间跨度为 2020 年1月1日至2020年12月31日，部分内容超出此时间范围。

This report involves Red Avenue New Materials Group Co. Ltd, which is also expressed as 'Red Avenue New Materials', 'Red Avenue', or sometimes even first person, covering the period from January 1, 2020 to December 31, 2020, Some additional content mentioned in the report is beyond the stated reporting period.

报告编写依据 / Compilation Principles

本报告依据以下标准进行编制：
中华人民共和国国家标准《社会责任报告编写指南》（GB/T 36001-2015）
中国社会科学院《中国企业社会责任报告编制指南》（CASS-CSR4.0）
国家标准化委员会 SAC《ISO26000：社会责任指南（2010）》
全球可持续发展标准委员会（GSSB）《GRI 可持续发展报告标准（GRI Standard）》
上海证券交易所《上海证券交易所上市公司环境信息披露指引》

The Report is edited based on the following criteria:
National Standards of P.R.C – Guidance on social responsibility (GB/T36001-2015)
Chinese Academy of Social Sciences – Corporate Social Responsibility 4.0
National Standardization Committee SAC: ISO 26000 Social Responsibility (2010)
Global Sustainability Standard Board: GRI Standards
Guidelines for environmental information disclosure of listed companies of the Shanghai Stock Exchange

报告信息来源与披露形式 / Source and Disclosure Form

本报告所有信息与内容从彤程新材总部、所属各分公司、工厂、上海彤程公益基金会、香港彤程基金会等部门提供。由彤程新材的企业社会责任部负责资料汇编，发行有中英双语版本的电子书，完整档案请至彤程新材料集团股份有限公司网站 www.rachem.com 下载。

All the data of the Report is provided by Red Avenue Headquarter, its subsidiaries and factories, Shanghai Red Avenue Foundation, Hong Kong Red Avenue Foundation, and other relative departments. Red Avenue CSR department is responsible for the compilation of all collected materials and the publication of Chinese-English bilingual e-Books. To download the complete file, please visit our official website at <http://www.rachem.com>.

联系方式 / Contact Details

若您对本报告书之内容有任何疑问或建议，欢迎您与我们联系。
彤程新材料集团股份有限公司企业社会责任部。

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彤程新材2020 年可持续发展报告 与SDGs 目标对应表

2020 Red Avenue Sustainability Report And Corresponding SDGs

实质性议题 Substantive issues	报告章节与标题 Chapters	对应 SDGs 目标 Corresponding SDGs aims
安全管理 Safety Management	安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	     
职业健康与安全 Occupational Health and Safety		
产品质量管理 Product Quality Management		
绿色生产 Green Production		
资源有效利用 Effective Resource Utilization		
供应链管理 Supply Chain Management		共享机遇 聚变未来 Sharing opportunities And changing the future together
责任采购 Responsible Procurement		
客户服务质量 Customer Service Quality		
推动行业发展 Promoting Industrial Development		
合规治理 Compliance Management	一体两翼 三箭齐发 Red Avenue's Footprint	 
风险管控 Risk Management		

实质性议题 Substantive issues	报告章节与标题 Chapters	对应 SDGs 目标 Corresponding SDGs aims
培训与发展 Training and Development	以人为本 惠聚幸福 Human-oriented And Growing Together	   
工作与生活平衡 Work-life Balance		
基本权益保障 Basic Rights and Interests Protection		
员工多元化 Employee Diversity		
关爱社会 Caring for Society		      

第一章/ CHPT.01

董事长寄语

A Message From The Chair



材料，让地球更美好！我们，为美好而奋斗！

可持续发展，是现代世界商业文明的交流语言。联合国2030可持续发展目标呼吁通过政府、企业、社会各方共同行动，在促进经济繁荣的同时保护地球。彤程新材将可持续发展作为企业核心竞争力之一。“十四五”规划和2035年远景目标指出：到2030年，中国的“碳中和”二氧化碳排放量达到峰值，之后将逐年减少。

2020年，在彤程，我们紧紧围绕“材料，让地球更美好”为目标，坚持创新致远，聚焦循环经济，为客户和合作伙伴的事业发展持续贡献力量。我们也积极支持全球可持续发展倡议，推进并推广解决方案以解决重大挑战。作为终止塑料废弃物联盟(AEPW)组织的成员之一，彤程新材也是第二家加入该组织的中国企业。

2020有声音，我们向善而为，逐光而行。疫情突发，我们用18天，432小时，50,000公里，彤程人为防疫物资奔走全世界，“翻遍”全球，上演“生死时速”。2020很难，2020也很暖。

2020有颜色，我们坚持“赋能+管控”的EHSQ方针。始终贯彻质量安全管理体系统运行能力，推进“一体两翼”，“三箭齐发”，对标世界一流管理提升行动，加快打造有核心竞争力的市场主体。一方面加强生物可降解材料研发推广，另外作为上海市“十四五”开局之年落地的首批重大产业项目之一，彤程进一步推动光刻胶生产本土化。

2020有味道，数字引领，智造特色。彤程坚持绿色环境，安全韧性，数字智慧为奋斗目标，扎实推进企业转型发展，成立北京和上海先进材料创新中心。坚持“安全第一，以人为本”理念，尊重员工主体地位，保障员工切身利益，企业凝聚力显著提升。

2020有情怀，彤程发展的新征程，也是我们每个彤程人的新征程。彤程人找到自己的坐标，尽到自己的一份责任，让个体奋斗与时代宏图相互激荡。人间值得，每一个打拼的你更值得。

再出发，我们的征途是星辰大海。
再出发，我们的梦想是美好家园。

董事长

Better Materials, Better Planet! We fight for the well-being!

In today's society, sustainability is civility. The United Nations 2030 Sustainable Development Goals calls for the joint action of governments, enterprises, and society to protect the planet while stimulating economic development. Red Avenue regards sustainable development as one of our core values. The Fourteenth Five-Year plan states that by 2030 China will become carbon neutral, a goal in which we are well-prepared.

In 2020, Red Avenue centered its goal on "Better Materials, Better Planet". Focusing on innovation, green material, and continued to strengthen our partnerships. We also actively supported global sustainable development initiatives, advancing and promoting solutions to solve global challenges. Red Avenue became the second Chinese company to join the Alliance to End Plastic Waste (AEPW).

In 2020, there was a call to action, compassionately and swiftly Red Avenuers rose to the occasion. With disregard for self, Red Avenuers set off on a 50,000-kilometer journey across the world within the first 432 hours (18 days) acting on the call of epidemic prevention. Although difficult, the journey itself was the reward.

There was a vibrant feeling in 2020, we stucked to our EHSQ policy of "energizing + controlling" and full implementation of quality and safety management system. With a new world-class management system, we have accelerated our ability to compete in an ever-competitive market. Two new opportunities lay ahead for Red Avenue, the research and development and promotion of biocompostable materials, and the second becoming the first major industrial projects in Shanghai in the first year of the 14th Five-Year Plan-localizing photoresist production.

In 2020, we continued our vision, being a world-class company utilizing both human and artificial intelligence. Red Avenue adhered to an eco-friendly environment, maintaining employee safety and welfare, and resilience in the face of adversity. We continued to support the transformation and development of our enterprises, establishing Beijing and Shanghai innovation centers dedicated to new materials. Red Avenue adhered to the "Safety first & People-oriented" philosophy, realizing in the digital age the most valuable assets any company has is its employees. Being employee focus, has allowed all of our enterprises to coalesce into one entity.

With so much accomplished, we look forward to 2021. Additional challenges lay ahead, the only certainty in an uncertain environment is more adversity. Red Avenuers will continue to strive for a better future, realizing its the responsibility of everyone to contribute to a better world.

Our destination is a sea of stars.
Our dream is a better planet.

The Chair

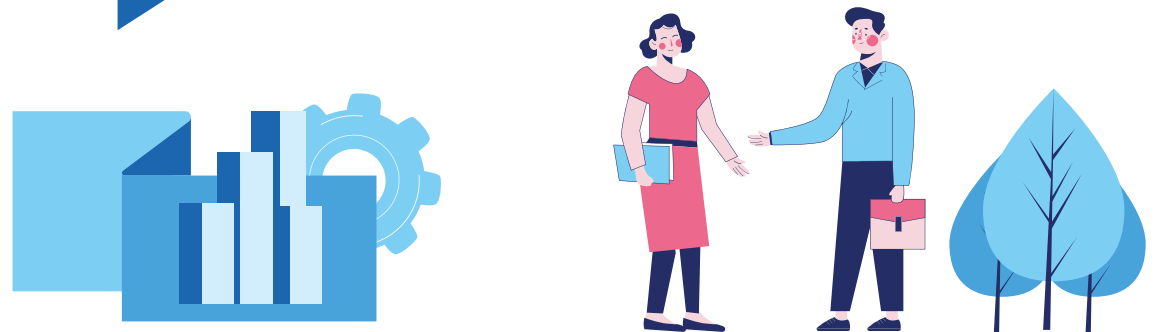
第二章/CHPT.02 我们的利益相关方 Our Stakeholders

彤程新材积极与内外部利益相关方开展有效的对话沟通，缔结更加紧密的合作关系，全面了解各方的诉求和对公司重要议题的关注程度，提升自身管理水平。2020年，公司将结果与自身经营管理重点与联合国可持续发展目标相结合，定义了对公司和利益相关方重要的16项实际性议题，并在报告中进行系统性披露。

Red Avenue New Materials actively engages in effective dialogue and communication with internal and external stakeholders, establishes a closer cooperative relationship, fully understands the demands and attention to the company's important issues of all parties, and improves our management level. In 2020, we combined the results with our business management priorities and the United Nations Sustainable Development Goals, defined 16 practical issues important to the company and stakeholders, and systematically disclosed them in the report.

股东Shareholder
增强公司盈利能力，完善并优化公司治理结构，履行信息披露义务
Enhance the company's profitability, improve and optimize the company's governance structure, and fulfill the obligation of information disclosure.

彤程新材Red Avenue New Material
实现公司业绩稳健增长，建立健全公司治理架构，定期发布年度报告和可持续发展报告
Achieve steady growth in company performance, establish a sound corporate governance structure, and regularly release annual reports and sustainability reports



客户Client
提供优质的服务和绿色产品
Provide quality services and eco-friendly products

彤程新材Red Avenue New Material
与客户建立双向沟通机制，全力保证产品持续稳定供应，并根据客户需求研发新产品
Establish a two-way communication mechanism with customers, ensure the continuous and stable supply of products, and develop new products according to customer needs



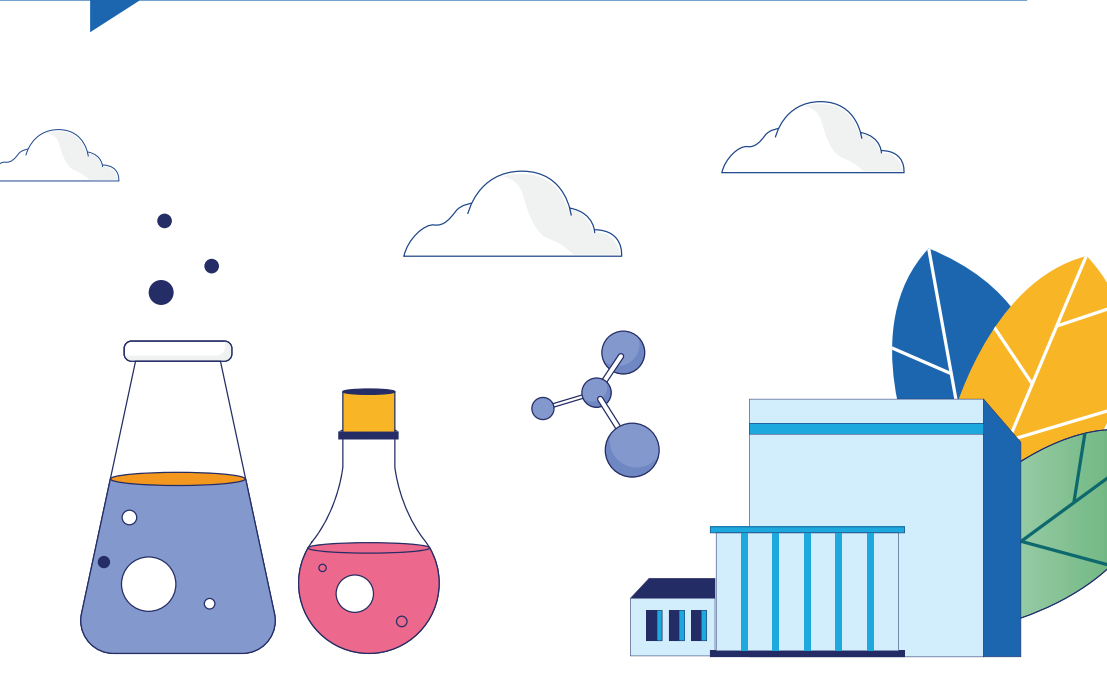
员工Employee
保障员工合法权益，构建良好工作环境，畅通职业发展，工作与生活平衡
Protect the legitimate rights and interests of employees, build a good working environment, bright career development, and balance work and life

彤程新材Red Avenue New Material
召开职工代表大会，加大员工职业健康投入，建立健全职业发展体系，丰富培训计划，关爱员工生活
Convene employee representative meetings, increase employees' occupational health input, establish a sound career development system, enrich training plans, and care for employees' lives



环境Environment
实现清洁生产，落实节能减排，保护生态环境
Realize clean production, implement energy-saving and emission reduction, and protect the ecological environment

彤程新材Red Avenue New Material
践行循环经济，开展系统性的环境管理，配合环保部门检查
Practice circular economy, carry out systematic environmental management and cooperate with environmental protection department's inspections



供应商Supplier
采购公平、透明，实现互利共赢，共促行业发展
Purchasing is fair and transparent, achieve mutual benefit and win-win results, and promote the development of the industry together

彤程新材Red Avenue New Material
建立公平、透明的采购流程，倡导责任采购，提升供应商履责能力，共建可持续供应链
Establish a fair and transparent procurement process, advocate responsible procurement, improve suppliers' ability to fulfill their responsibilities, and jointly build a sustainable supply chain



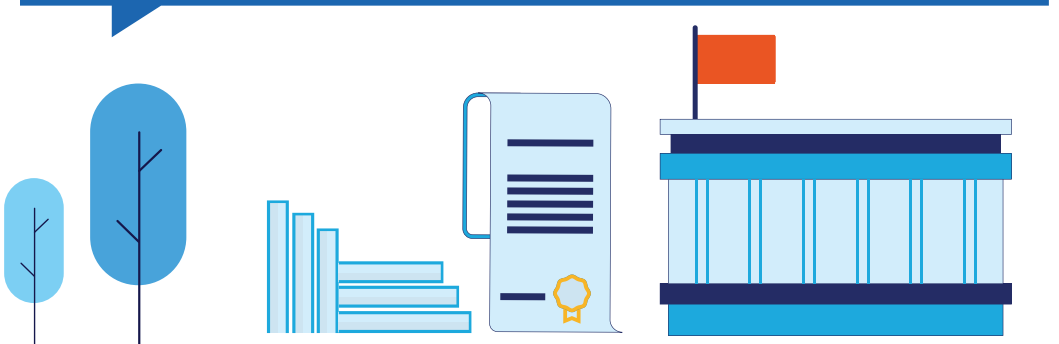
社区Community
热心公益，服务社区发展
Enthusiastic for public welfare, serve community development

彤程新材Red Avenue New Material
带动社区就业，促进当地经济发展
Promote community employment and local economic development



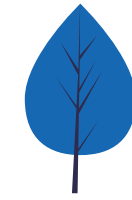
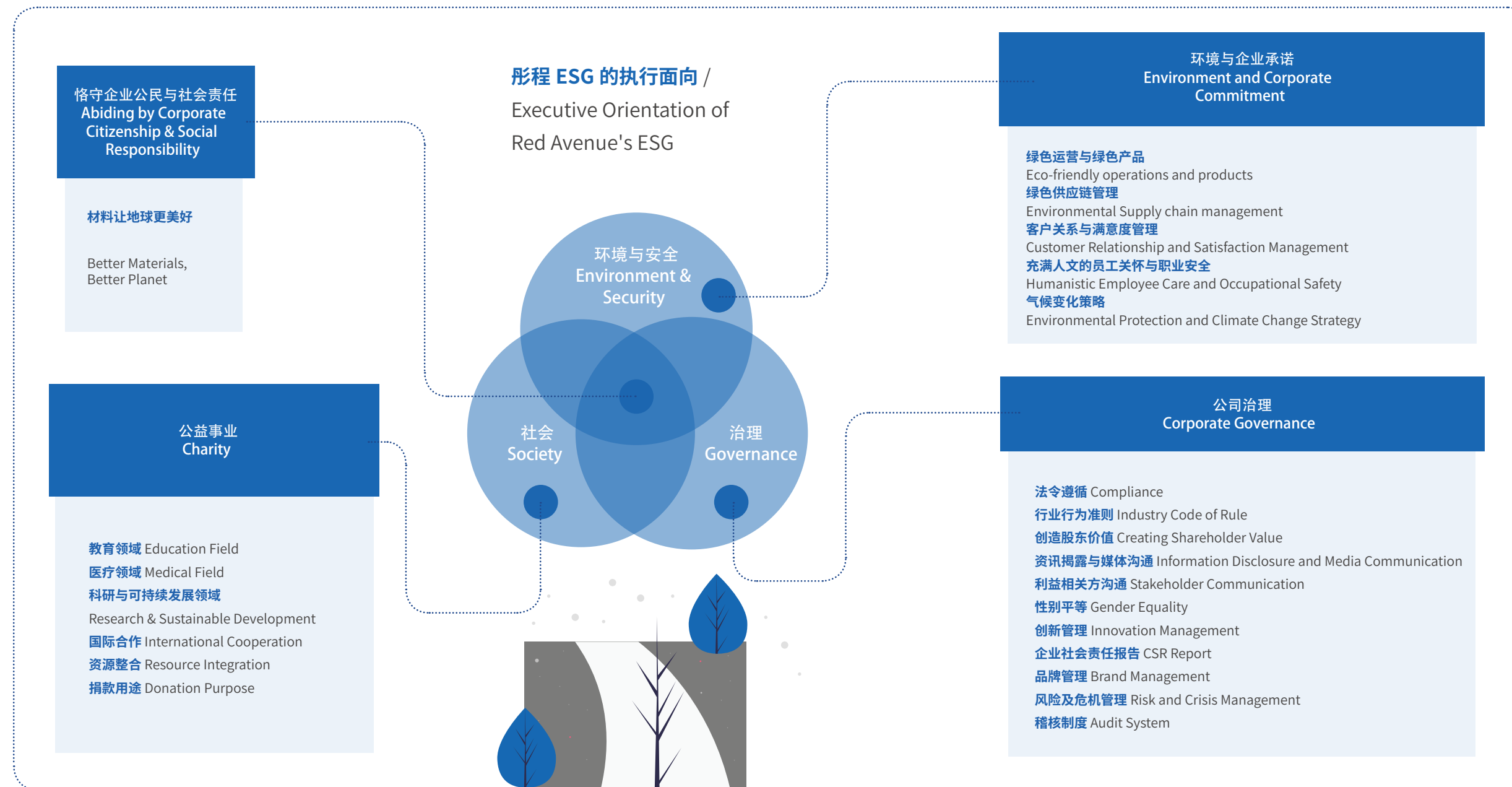
政府及监管机构Government and regulatory agencies
经营守法合规，服务国家与地区经济发展，确保安全运营
Operate in compliance with laws and regulations, serve national and regional economic development, and ensure safe operations

彤程新材Red Avenue New Material
稳健经营，依法纳税，定期向监管机构汇报工作，持续完善安全管理
Operate steadily, pay taxes in accordance with the law, report to regulatory agencies regularly, and continue to improve safety management

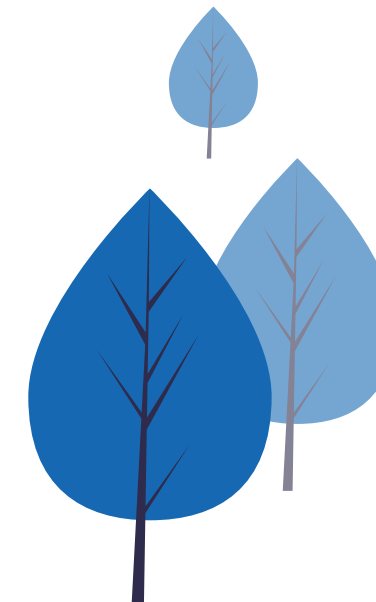


管理体系 Management System

彤程新材作为具有道德与责任感的企业，在追求获利的同时，一直坚持扮演好全球企业公民的角色，把对人、环境和社会的责任关怀不断融入公司的管理流程和业务板块，形成具有彤程新材特色的责任竞争力，以此来创造源源不断的运营动力与竞争力，实现企业可持续发展的目标。



As an ethical and responsible enterprise, Red Avenue New Materials has always insisted on playing a vital role as a global corporate citizen. While pursuing profit, we take our responsibility to care for people, the environment, and society. This value has integrated into the company's management process, and the business sector, forming the responsible competitiveness with Red Avenue's characteristics. It aims to create a continuous flow of operational power and competitiveness while achieving the sustainable development goals of the enterprise.



执行策略 Execution Strategy

我们通过强化责任管治、创新责任实践等举措，积极推动社会责任真正融入企业的日常生产经营中。包括：We have actively integrated social responsibility into our daily production and operation through measures such as strengthening responsibility governance and innovative responsibility practices:

1

强化社会责任理念的融合 Enhancing Social Responsibility Concepts Integration

将社会责任理念，融入到各部门日常管理流程和制度中，实现经营决策与社会责任的融合。并视社会责任打造成一项核心能力，将社会责任目标与企业的使命、愿景、战略和实践相结合，不断识别公司业务发展与社会责任之间的关系，形成具有自身特色的社会责任管理和推进路径。

We integrate the concept of social responsibility into the daily management processes and systems of various departments, which allow us to achieve the integration of business decisions and social responsibility. Besides, we treat social responsibility as a core corporate capability. So that social responsibility goals join our corporate mission, vision, strategy, and practice. In the daily work, we continuously identify the relationship between organizational business development and social responsibility and form a social responsibility management and promotion path with Red Avenue's characteristics.

2

设定目标与整合 Setting Goals and Integration

我们每年积极检视彤程新材可透过哪些可行的方案，协助达到 SDGs（联合国永续发展目标的永续目标）。让 SDGs 的链接转换至实质的行动，透过跨部门的合作落实 SDGs 发展。

Each year, we actively review the feasible solutions that Red Avenue New Materials can mobilize to accomplish the sustainable development goals of the United Nations Sustainable Development Goals (SDGs). We work hard to transform SDGs into substantive actions and to implement the SDGs through inter-departmental cooperation.


3

定期向利益相关方沟通 Regular Communication with Stakeholders

我们持续遵循联合国永续发展目标罗盘（UN SDG Compass）的揭露与沟通原则，以重要议题为基础，以 SDGs 目标的执行可能性，回应外界期待。同时，我们仍不断做出变革，将 SDGs 纳入企业发展和经营 DNA，驱动产业与供应链的正向发展，为世界的进步带来实质改变。

We continue to follow the disclosure and communication principles regulated by the UN SDG Compass. Based on essential issues and the feasibility of implementing SDGs, we engage in actively responding to external expectations. Meantime, we continue to make changes and incorporate SDGs into corporate development and business DNA. It drives the positive growth of our industry and supply chain and brings substantial changes to the progress of the world.


彤程 2020年 SDGs 可持续发展目标 Red Avenue SDGs Sustainable Development Goals In 2020



1 NO POVERTY

消除贫穷 Eradicating Poverty


<p>为弱势群体提供各类资源 传递社群关爱 与亚洲多国NGOs合作进行扶贫帮扶行动</p>	<p>Providing various resources for vulnerable groups Engaging in community care Cooperating with NGOs in various Asian countries to help alleviate poverty</p>
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3 GOOD HEALTH AND WELL-BEING

健康与福祉 Health & Well-Being


<p>优化安全管理落实职场健康方针 提升 EHS 安全运营与责任绩效 提升儿童医疗环境 发起医师培训计划</p>	<p>Optimizing security management and implementing workplace health policy Improving EHS security operation and responsibility performance Improving children's medical environment Initiating physician training programs</p>
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4 QUALITY EDUCATION

教育品质 Education Quality


<p>改善教育资源差距 关怀教育弱势 赋能教师成长</p>	<p>Ameliorating the educational resource gap Caring for vulnerable groups in the education field Empowering teachers in career development</p>
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5 GENDER EQUALITY

性别平等 Gender Equality


<p>培养卓越人才、员工多元化 助力全球女性领导力培植计划</p>	<p>Cultivating excellent talents and encouraging employee's diversity Empowering the global female leadership development plan</p>
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6 CLEAN WATER AND SANITATION

净水与卫生 Clean Water & Sanitation


<p>加大投入污水达标排放管理及循环利用 推动东南亚引水净水工程 建立卫生健康管理教育制度 推动校园医务室计划</p>	<p>Increasing investment in wastewater compliance management and recycling Promoting water diversion and purification projects in Southeast Asia Establishing health education system Advocating the campus medical clinic plan</p>
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7 AFFORDABLE AND CLEAN ENERGY

可负担能源 Affordable Energy


<p>提高能源效率与资源综合利用率，加大创新产品与技术研发以实现“节能、降耗、减污、增效”</p>	<p>Perfecting energy efficiency and comprehensive utilization of resources Increasing R&D on innovative products and technologies to achieve "energy saving, consumption reduction, pollution reduction, and efficiency enhancement".</p>
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8 DECENT WORK AND ECONOMIC GROWTH

就业与经济成长 Employment and Economic Growth


<p>提供优质薪酬 助力员工发展 促进工作环境安全、供应链永续性 强化供应商品质文化共创价值</p>	<p>Providing quality salary Employee development Promoting work environment security and supply chain sustainability Strengthening supplier quality culture and initiating a culture with co-create value</p>
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12 RESPONSIBLE CONSUMPTION AND PRODUCTION

责任消费与生产 Responsible Consumption & Production

<p>推动厂区资源循环，节能生产 将供应商等纳入安全管理 构建环境节约型、资源友好型社会</p>	<p>Promoting the resources-recycling and energy-saving production in the plant Incorporating suppliers and other related stakeholders into security management Building an environment-saving and resource-friendly society</p>
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13 CLIMATE ACTION

气候行动 Climate Action

<p>加大气体排放控制 积极应对气候变化 提升环境管理能力 参与全球环境保护组织对话</p>	<p>Increasing gas emission control Actively responding to climate change Improving environmental management capabilities Engaging in the dialogue with global environmental protection organizations</p>
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16 PEACE, JUSTICE AND STRONG INSTITUTIONS

促进和平且包容的社会 Promoting a Society with Peace and Inclusiveness

<p>降低贪污与贿赂 提升供应商诚信经营意识 构建全覆盖的廉洁风格防御机制 强化平等与责任</p>	<p>Reducing corruption and bribery Improving supplier's sense of integrity management Building a full-cover defense mechanism by respecting the integrity Strengthening equality and responsibility</p>
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17 PARTNERSHIPS FOR THE GOALS

促进目标实现的伙伴关系 Initiating Partnerships for the Goals

<p>加入全球联合组织 AEPW (终止塑料废弃物联盟) 着力于生物可降解新材料研发 引领并推动行业绿色发展 联合世界银行建构亚洲可持续发展计划</p>	<p>Joining the Alliance to End Plastic Waste(AEPW) Focusing on the R&D of biocompostable new materials Leading and promoting the green development of our industry</p>
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第三章 / CHPT. 03 一体两翼 三箭齐发 Red Avenue's Footprint

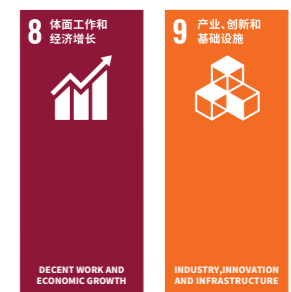
公司介绍 COMPANY PROFILE	我们的合作伙伴 OUR PARTNERS
报告期内公司所获荣誉 HONORS WON BY THE COMPANY DURING THE REPORTING PERIOD	专题 彤心协力，抗疫驰援，共克时艰 SPECIAL REPORT: RECORD OF RA IN COVID-19 PANDEMIC
公司治理 CORPORATE GOVERNANCE	合规管理与党建工作 COMPLIANCE MANAGEMENT AND PARTY-BUILDING WORK

公司简称：彤程新材
股票代码：603650
Company abbreviation: Red Avenue New Material
Stock code: 603650

以创新和负责任的方式
推动中国新材料产业的可持续发展
Promoting the sustainable development
of China's new material industry
in an innovative and responsible way

彤程新材料集团股份有限公司创建于1999年，2018年6月在上交所A股主板成功上市，是全球领先的新材料综合服务商。公司拥有北京和上海双研发中心，在上海、江苏等地建成具有新一代国际标准的生产基地，是全球知名的特种橡胶助剂和高端酚醛树脂生产商，也是国内半导体和显示面板光刻胶等电子化学品领先企业，业务范围覆盖全球40多个国家和地区，形成了完备的一体化全产业链布局，为所在细分行业龙头，拥有多业务并且相互促进的平台型企业优势。

Red Avenue New Materials Group Co., Ltd., founded in 1999, was successfully listed on the main board of A-share of Shanghai Stock Exchange in June 2018. It is the world's leading comprehensive service provider of new materials. The company has double R & D centers in Beijing and Shanghai and has established production bases with new generation of international standards in Shanghai, Jiangsu and other places. It is a world-famous manufacturer of special rubber additives and high-end phenolic resin. It is also a leading enterprise of electronic chemicals such as semiconductor and display panel photoresist in China. Its business scope covers more than 40 countries and regions around the world, forming a complete integrated full range of products. The layout of industrial chain is the leader of the subdivided industry, and has the platform advantages with multiple businesses and mutual promotion.



公司介绍 Company Profile

公司秉承“材料让地球更美好”的绿色发展观，以创新和负责的方式，推动新材料产业的可持续发展。公司是 AEPW (The Alliance to End Plastic Waste) 组织的成员之一，也是第二家加入该组织的企业。作为全球领先的新材料综合方案解决商，公司积极践行“一体两翼”的战略发展道路，“一体”深耕汽车、轮胎用特种材料行业，“两翼”分别为电子材料和可降解材料。各业务群协同快速发展，“三箭齐发”。

Adhering to the green development concept of "Better Materials, Better Planet", the company promotes the sustainable development of new materials industry in an innovative and responsible way. The company is a member of AEPW (The alliance to end plastic waste) and the second Chinese enterprise to join the organization. As the world's leading new material integrated solution provider, the company actively practices the strategic development path of "one body and two wings", "One Body", deeply cultivates the special materials industry for automobile / tire, and "two wings" are electronic materials and degradable materials. The Business groups are developing in a rapid "triple arrows".

汽车、轮胎用特种材料方面，公司主要产品在行业内长期处于领导者地位。同时，公司与国内外轮胎企业建立了长期稳定的业务合作，客户覆盖全球轮胎75强，包括普利司通、米其林、固特异、马牌、倍耐力、中策、玲珑、赛轮等国际知名轮胎企业。在特种橡胶助剂生产企业和加工型橡胶助剂企业排名中，彤程新材连续多年蝉联第一位。

In terms of special materials for automobile / tire, the company's main products have been in a leading position in the industry for a long time. At the same time, the company has established long-term and stable business cooperation with domestic and foreign tire enterprises, with customers covering the world's top 75 tire enterprises, including Bridgestone, Michelin, Goodyear, MaPai, Pirelli, Zhongce, Linglong and other international well-known tire enterprises. In the ranking of special rubber additives manufacturers and processing rubber additives enterprises, Red Avenue has been the top for many years.

公司布局可降解材料行业，是 AEPW (The Alliance to End Plastic Waste) 组织的成员之一，发展 PBAT 产品，依托全球领先的 BASF 整套授权技术，在国家级化工园区—上海化工区建设高规格全生物降解塑料生产基地，致力于国内环保事业发展。

As a member of AEPW (The Alliance to End Plastic Waste), the company is developing PBAT products. Relying on the world's leading BASF complete set of authorized technology, the company builds a high specification biocompostable plastics production base in Shanghai Chemical Industry Park, a national chemical industry park, and is committed to the development of domestic environmental protection.



在电子化学品方面，公司已建立产业运作平台—彤程电子，公司致力于解决中国半导体和显示材料产业链关键材料国产化，成为国际领先的半导体和显示材料关键材料生产商和解决方案提供商。

In terms of electronic chemicals, the company has established an industrial operation platform –Red Avenue Electronics Ltd.,Co. The company is committed to the localization of key materials in China's semiconductor and display materials industry chain and has become an international leading manufacturer and solution provider of key materials for semiconductor and display materials.



我们的合作伙伴 (部分) Our Partners (Partial)



报告期内公司所获荣誉 (部分) Honors Won By The Company During The Reporting Period (partial)



荣誉名称 Honorary name	颁奖机构 Awarding agency
中国企业ESG最佳环境案例奖 ESG best environmental case award of Chinese Enterprises	财联社 Cailian Press
2020 “金质量” 公司治理奖 2020 "Golden Quality" corporate governance Award	上海证券报 Shanghai Security News
2020年度“环境社会责任企业”奖 2020 "Environmental and Social Responsibility Enterprise" Award	中国环境报社 China Environmental News
2020中国石化产业上市公司ESG评级榜单 (前50家) 2020 ESG Rating List of Listed Companies in China's Petrochemical Industry (Top 50)	中国化工信息中心, 中诚信 绿金科技 (北京) 有限公司 China Chemical Information Center, China Cheng Xin Lv Jin Technology (Beijing) Co., Ltd.
2020年度石油和化工行业知识产权示范企业 2020 Intellectual Property Demonstration Enterprise in the Petroleum and Chemical Industry	中国石油和化学工业联合会 China Petroleum and Chemical Industry Federation
2020年度“经济发展特别贡献奖” 2020 "Special Contribution Award for Economic Development"	中共浦东新区航头镇党委航头镇人民政府 Hangtou Town People's Government, Party Committee of Hangtou Town, Pudong New Area of the Communist
上海标准化协会单位会员单位 Member Unit of Shanghai Standardization Association	上海市标准协会 Shanghai Standards Association
奉贤区2020年“三个一百”成长型企业认定 Fengxian District's "Three Hundreds" Growth Enterprise Recognition in 2020	上海市奉贤区人民政府 People's Government of Fengxian District, Shanghai
上海化学工业区第五届运动会团体第四名 The fourth place in the total score of the fifth sports meeting of the Chemical Industry Zone	上海化学工业区工会委员会 Shanghai Chemical Industry Park Trade Union Committee
2020年度纳税超五千万元企业 Enterprises with a tax of over 50 million yuan in 2020	中共张家港市委张家港市人民政府 Zhangjiagang Municipal Committee of the Communist
高新技术企业 High-tech Enterprise	江苏省科学技术厅 Department of Science and Technology of Jiangsu Province

专题|彤心协力，抗疫驰援，共克时艰 Special Report: Record Of RA In Covid-19 Pandemic

2020年初,新冠肺炎肆虐全球,给民众生活带来极大影响。危急时刻显本色,越是艰险越向前。善的力量是共克时艰的重要支撑,企业不仅是经济组织,更是社会组织,承担社会责任当仁不让。

At the beginning of 2020, COVID-19 Pandemic ravaged the world and had a great hassle on people's regular lives. We took the right actions in critical moments and rise to the challenge. The power of goodness is an important support for overcoming difficulties together. We believe that an enterprise is not only an economic organization, but also a social organization.

彤程新材在第一时间成立疫情防控领导小组,同时调拨资金成立疫情专项基金,用于支持新冠肺炎防疫物资采购。彤程新材成立以董事长为组长的“彤心协力,抗疫驰援”志愿者团队小组,调动全球采购资源筹措物资,始终保持随时待命状态,争分夺秒将全球采购的物资在第一时间不计成本派送至最需要的医疗机构,用于新型冠状病毒的预防治疗工作。

Red Avenue New Materials set up a leading group to fight COVID-19 pandemic as soon as possible, and meanwhile allocated funds to establish a special fund to support the procurement of epidemic prevention. Red Avenue New Materials established a volunteer team with the chairman of the board as the leader of the Red Heart Together to Fight COVID-19 Pandemic volunteer team and started global procurement resources to raise supplies. We always kept on standby and raced against time to deliver global procurement supplies immediately, regardless of cost, to the most needed medical institutions for the prevention and treatment of COVID-19.

疫情爆发之初物资严重匮乏,本着救急原则,设置专门志愿者负责对接医院,将医疗物资分配至最有需要的一线,作为湖北省慈善总会接收的境外第一笔捐赠,彤程新材始终走在抗疫驰援的最前端,彤程新材的所有同仁参与防控疫情一线,是荣誉也是担当,是关爱也是行动,守望相助、风雨同舟,践行人类命运共同体理念。

At the beginning of COVID-19 Pandemic, with shortage of epidemic prevention, we volunteered to support hospitals in the principle of emergency relief and distributed medical materials to the front line where the medical supplies were most needed. Giving the first overseas donation received by the Hubei Provincial Charity Federation, Red Avenue New Materials always participated in the front line to fight COVID-19 Pandemic. We honored our contribution as a behavior with our heart, care and action. We are together to offer helps and undergo the difficulties, guided by the concept of A Community With A shared Future For Mankind.



第一时间, 统筹防控 Lost No Time To Plan COVID-19 Prevention

管理保障 MANAGEMENT GUARANTEE

- 彤程新材成立以CEO为组长疫情防控领导小组。
We established a leading group for COVID-19 prevention with the CEO as the team leader.
- 各下属分公司、工厂成立以总经理为组长的疫情防控专项小组。
We required subsidiary companies and plants to set up a special team for COVID-19 prevention headed by the general manager.
- 公司联动, 全员相应, 防范疫情同时, 确保有效运营。
We cooperated with all staff to fight COVID-19 while ensuring effective operation.
- 彤程新材成立以董事长为组长的“彤心协力, 抗疫驰援”志愿者团队小组, 全球采购, 支援疫区。
We established a volunteer team, which is called Red Heart Together To Fight COVID-19 Pandemic, with the chairman of the board as the leader to support epidemic areas by global sourcing.

制度保障 SYSTEM GUARANTEE

- 《彤程集团关于新冠肺炎疫情防控指南和应急响应专项方案》
Guidelines On COVID-19 Outbreak Prevention And Special Plans For Emergency Response
- 《关于新冠肺炎防范措施培训资料》
Training Materials On COVID-19 Preventive Measures
- 《关于新型冠状病毒的防护》
Guard Against COVID-19
- 《彤程新材春节假期安全提示及新冠防范要点》
Safety Tips And Gist Of COVID-19 Prevention In Spring Festival Holiday

行动保障 ACTION GUARANTEE

- 作为湖北省慈善总会接收的第一笔境外捐赠物资，物资捐赠医院为湖北省黄冈市黄州区总医院、黄石市中医院，天门市第一人民医院。此笔捐赠凭证收录于湖北省博物馆疫情专项展览。
We have made a donation for Huangzhou General Hospital of Huanggang City, Huangshi Hospital of traditional Chinese medicine and Tianmen first people's hospital, which was the first overseas donation received by Hubei Charity Federation. This donation certificate has honored a special exhibition about COVID-19 pandemic in Hubei Provincial Museum.
- 作为中华慈善总会接收的第一笔境外捐赠物资发往全国疫情发生的一线医院。
We delivered the donation materials to Frontline hospitals which were struggling in the outbreak of COVID-19 pandemic. This donation was the first overseas donation received by China Charity Federation.
- 作为上海市慈善基金会接收的第一笔境外捐赠物资发往全国疫情发生的一线医院。
We delivered the donation materials to Frontline hospitals which were struggling in the outbreak of COVID-19 pandemic. This donation was the first overseas donation received by Shanghai Charity Federation.
- 推动FFP3型号口罩纳入医院接收物资。
We promote FFP3 masks to be included in hospitals supplies.

抗疫驰援，一路“彤”行

Together To Offer Helps And Supports To Fight COVID-19 Pandemic

2020年度，彤程累计向中国境内捐赠15个省市，164家医院，包括78家湖北医院。累计捐赠物资50余万件，总价值超过400万，受益医护人员数万名。

In 2020, Red Avenue New Materials has donated 164 hospitals in 15 provinces and cities in China, including 78 Hubei hospitals. A total of 500,000 donated materials, with a total value of more than 4 million, benefited tens of thousands of medical staff.

15个省市
164家医院
>50万件物资
总价值>400万



自2020年3月开始，国内疫情发展比较稳定，医疗行业产能逐步恢复，彤程新材将疫情重点关注从境内转向海外。累计向美国、意大利、新加坡、法国、德国、比利时、英国、缅甸等11个国家及地区开展国际物资援助，累计捐赠物资40余万件，惠及人数上万名，其中支持了缅甸26家孤儿院3个月医疗物资，惠及师生一千余人。唯有团结协作，携手应对，国际社会才能最终战胜疫情。

Since March 2020, COVID-19 pandemic has slowed down in China and the medical industry's production capacity has gradually recovered. Red Avenue New Materials has shifted the donation for COVID-19 prevention from domestic to overseas. Red Avenue New Materials Provided international material assistance to 11 countries and regions including the United States, Italy, Singapore, France, Germany, Belgium, the United Kingdom, and Myanmar, and donated more than 400,000 items of COVID-19 prevention materials, benefiting tens of thousands of people, including 26 orphanages in Myanmar. medical supplies for three months offered by Red Avenue New Materials benefited more than 1,000 teachers and students. Obviously, only by global uniting and cooperating can overcome the pandemic.



治理结构 Governance Structure



治理团队 Governance Team



职务	姓名
董事长,董事 Chairman, Board Member	ZHANG NING
总裁,董事 President, Board Member	周建辉 ZHOU JIANHUI
董事,副总裁 Board Member, Vice President	丁永涛 DING YONGTAO
董事,副总裁 Board Member, Vice President	袁敏健 YUAN MINJIAN
独立董事 Independent Director	HWANG YUH-CHANG
独立董事 Independent Director	蹇锡高 JIAN XIGAO
独立董事 Independent Director	LI ALEXANDRE WEI
监事会主席,监事 Chair of Supervisory Committee, Supervisor	刘志京 LIU ZHIJING
监事 Supervisor	范汝良 FAN RULIANG
监事 Supervisor	罗锦 LUOJIN
副总裁 Vice President	顾卫东 GU WEIDONG
副总裁 Vice President	汤捷 TANG JIE
副总裁,董事会秘书 Vice President, Board secretary	李敏 LI MIN
副总裁 Vice President	XIE COREY XIAOJUN
副总裁 Vice President	袁晓蕾 YUAN XIAOLEI
副总裁 Vice President	赵燕超 ZHAO YANCHAO
副总裁 Vice President	毛晓东 MAO XIAODONG

合规管理与党建工作 Compliance Management And Party-Building Work

公平经营 Fair Operation

彤程新材把履行社会责任的要求融入企业运营全过程和日常管理中，对企业现有的管理体系进行改进、丰富和完善，同时将企业利益相关方的期望和需求的满足融入到了日常管理和运营工作中。用更高的标准健全公司治理制度，并藉由政策、规范，来落实并执行、审视、精进的一连串措施，并恪守所有营运所在地的法律规定，努力建立诚信及当责的企业文化，并且以对社会负责与诚信的方式开展业务，以符合企业和股东的长远利益，创造企业最大的价值。

Red Avenue New Materials integrates the requirements of fulfilling social responsibilities into the entire business and daily management process. We engage in improving, enriching, and completing the existing management system of the company, and integrate the expectations and needs of corporate stakeholders into our system and daily work. We commit to improve our corporate governance system by accepting higher standards and implementing a series of updated measures of policies and regulations. Furthermore, Red Avenue also engages in abiding by the laws and regulations. All of these efforts allow us to build a corporate culture of integrity and accountability. Meanwhile, all corporate activities need to respect our social responsibility engagement, and honesty. Such practice will be in line with the long-term interests of the enterprise growth and shareholders and create the most significant corporate value.

风险内控 Risk Management at Internal Level

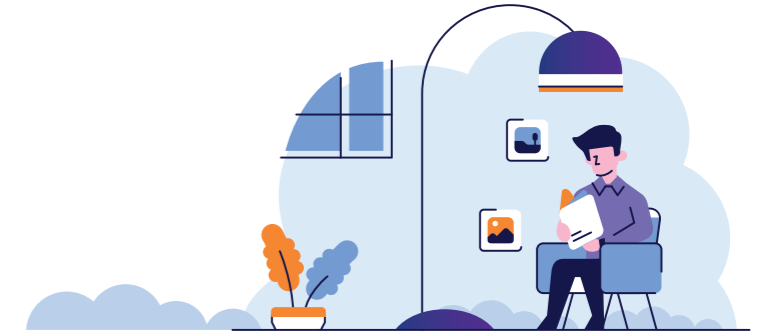
彤程新材重视推进风险内控体系的规范化、标准化。修订和完善内部法律事务管理政策，全面落实法律审核，坚持穿透管理与回归本源的基本原则，加大重点领域业务审核力度，并透过相应的机制，定期开展管理审查、内部控制评价，全面提高风险管控能力，保障企业稳健发展，精细化管理能力。

Red Avenue New Materials attaches great importance to the regulation and standardization of the internal risk control system. By revising and improving the internal legal affairs management policy, we fully implement the legal review process. By adhering to the basic principles of penetrating management and respecting the corporate value, we increase our intensity of business review in critical areas and conduct regular management reviews and internal control evaluations by cooperating with the corresponding mechanisms. All of these efforts aim to improve our risk management and control capabilities, to ensure the stable development of enterprises, and to refine administration capabilities.

反腐败强化法治 Anti-Corruption and Strengthening the Rule of Law

彤程新材严格遵守反贪腐相关法律规定，持续健全反贪腐管理体系，加强事前预防、事后监察的体系化反腐倡廉建设，严厉杜绝贪污、舞弊等违法违纪行为。同时透过座谈、培训对员工进行员工行为教育规范，以提升员工对于廉洁文化与工作作风的认识，严于律己，恪尽职守。

Red Avenue New Materials strictly abides by the anti-corruption related laws and regulations, continuously improves the anti-corruption administration system, strengthens the systematic anti-corruption and precautionary construction in advance prevention, and ex-post supervision. We engage in strictly prohibiting violations of law and discipline, such as corruption and fraud. Meantime, we conduct employee behavior education and norms training through seminars and workshops to enhance employees' awareness of an ethical culture and work style. Such practices aim to promote self-discipline and fulfill their duties.



投资者关系 Investor Relationships

彤程新材重视维护投资者的合法权益，照有关法律法规对上市公司信息披露的规定，通过编制年报、半年报、季度报、临时公告等方式，向股东和投资者及时报告经营绩效和财务情况，以规范的信息披露、多样化的沟通渠道，建立与投资者的良性互动关系，切实保护投资者利益，为资产保值增值做出突出贡献。

Red Avenue New Materials attaches the importance of safeguarding the legitimate rights and interests of investors. According to the relevant laws and regulations on the information disclosure of listed companies, we report timely to shareholders and investors on our operating performance and financial situation through the preparation of annual reports, semi-annual reports, quarterly reports, interim announcements. By standardizing information disclosure and diversifying communication channels, we establish a constructive interactive relationship with investors, which effectively protects the interests of investors, and makes outstanding contributions to asset preservation and appreciation.

党建工作 Party-building Work

为深入贯彻党的十九大精神，彤程新材在所属分公司或工厂以党建为统领，坚持做好把政治建设作为党建融入企业文化与员工照顾的各环节，通过丰富的基层党建活动，发挥党建凝心聚力作用，筑牢党员队伍的思想根基，完善制定组织建设和工作体系，实现基层党建有标准、有流程，充分夯实基层基础与思想和组织保障工作，为企业发展提供了高质量可持续发展的有力保证。

To deepen the implementation of the spirit of the 19th National Congress of the Communist Party of China, Red Avenue New Materials takes the missions of party-building as the essential works of its subsidiaries or factories. We insist on integrating political construction as party-building into all aspects of corporate culture and employee care. By exerting party-building through plentiful grassroots party-building activities, we have reinforced the cohesiveness of party members and solidified the ideological foundation of the party members. By improving the formulation of organization construction and work system, we have also achieved grassroots party involvement with standards and procedures. These efforts have consolidated the grassroots foundation, contributed to the ideological and organizational security work of party members, and provided a guarantee of a high-level and high-quality enterprise durable development.



第四章 / CHPT.04

创新驱动 中国智造

Innovation Drives Intelligent Manufacturing In China

创新产业布局

INNOVATION INDUSTRIAL FOOTPRINT

创新战略

BUSINESS PORTFOLIO

变革与创新实践之路

THE ROAD TO REFORM AND INNOVATION PRACTICE

创新体系搭建

INNOVATION SYSTEM CONSTRUCTION

知识产权成果与保护

INTELLECTUAL PROPERTY ACHIEVEMENT AND PROTECTION

科技赋能智能制造

TECHNOLOGICAL EMPOWERMENT AND INTELLIGENT MANUFACTURING

创新作为第一生产力已经在彤程这片沃土生根发芽，我们坚持理念创新、体制创新，培育科研创新人才，优化硬件设施，扶植创新技术，运营专业工具，营造创新管理文化，激励创新研究成果，对标同行业先进经验，提高产能效率，减少资源消耗，不断可持续的向前发展。彤程致力于与全球学术和行业的合作院校、科研院所和企业等伙伴开展交流与合作。逐年增加研发投入，并且以千万级别的投入支援科研院校创新研发工作。秉承“材料让地球更美好”的理念，坚持自主创新研发之路，影响行业高质量可持续发展。

Innovation as the primary productive force has taken root in the fertile soil of Red Avenue. We insist on concept innovation and institutional innovation, cultivate innovative talents with the ability to do scientific research, optimize hardware facilities, foster innovative technologies, operate professional tools, create an innovative management culture, and encourage innovative research results. We also benchmark against the advanced experience in the same industry, improve production efficiency, reduce resource consumption, which boosts continuous and sustainable development. Red Avenue is committed to communicating and cooperating with universities, research institutes and enterprises around the world. We increase investment in research and development year by year and support the innovative research of scientific research institutions with tens of millions of inputs. Red Avenue adheres to the concept of "Better Materials, Better Planet", complies with the road of independent innovation, research and development, and promotes the high-quality and sustainable development of this industry.



创新产业布局 Innovation Industrial Footprint



战略创新 Strategic innovation

橡胶用功能材料作为公司“一体”中的核心产品，引领中国TBR轮胎新技术研发。积极拓展践行“两翼”的发展战略，深耕电子化学品新材料和生物可降解材料领域，成为公司未来发展强有力的左膀右臂。

As the core product of the company's "one body", the Functional materials for rubber lead the research and development of new technologies for China's TBR tires. We actively practice the "two-wings" development strategy, deepen the field of new electronic chemicals and biocompostable materials that will become two powerful wings in the company's future development.

管理创新 Management innovation

我们将坚持通过组织管理架构和业务流程的不断优化，确立管理成本与服务效率的行业标杆地位。

We will adhere to the continuous optimization of the organization and management structure and business processes to set the industry benchmarking of management cost and service efficiency.

一体化全产业链 Integration of the whole industry chain

我们将坚持整合、贯通、完善一体化全产业链，通过动态调整的产业链覆盖来应对不同阶段行业格局的变化，始终发挥既深谙中国市场、又灵活应对全球产业变局。

We will insist on integrating, linking, and improving the entire integrated industrial chain, and respond to changes in the industry pattern at different stages through dynamically adjusted industrial chain coverage, meanwhile, we will always make efforts to understand the Chinese market and respond to the flexibility of global industrial changes.

市场规范和法律准则 Market norms and laws

我们将坚持遵循政策及市场规范和法律准则，确保各项决策和行为都经得起法律法规和道德良知的检验，对员工、对客户、对股东、对社会都无愧于心。

We will adhere to the policies, market norms and laws to ensure that our decisions and behaviors can withstand the test of laws, regulations and social morals, and live up to the expectations of our employees, customers, shareholders, and society.

技术创新 Technological innovation

技术创新是第一生产力，我们坚持以持续且超常规的投入，加强技术创新和管理创新，形成产品和生产工艺的明显领先优势。

Technological innovation is the primary productive force. We insist on continuous and extraordinary investment to strengthen technological innovation and management innovation to form a clear advantage in products and production processes.

全产业链深度整合 Deep integration of the entire industry chain

我们笃信以技术为核心将是促进全产业链深度融合的关键，我们将通过产学研合作，积极推动技术创新成果产业化。对客户和合作伙伴的深刻理解、对全球产业格局的深切把握、对全产业链的深度整合，将构成彤程集团的差异化市场定位。

We firmly believe that making technology a top priority will be the key to promoting the deep integration of the entire industry chain. We will actively promote the industrialization of technological innovation results through the "industry-university-research cooperation". A deep understanding of customers and partners, a deep grasp of the global industrial structure, and deep integration of the entire industry chain will constitute the differentiated market positioning of Red Avenue Group.

人才培养创新 Talent training and innovation

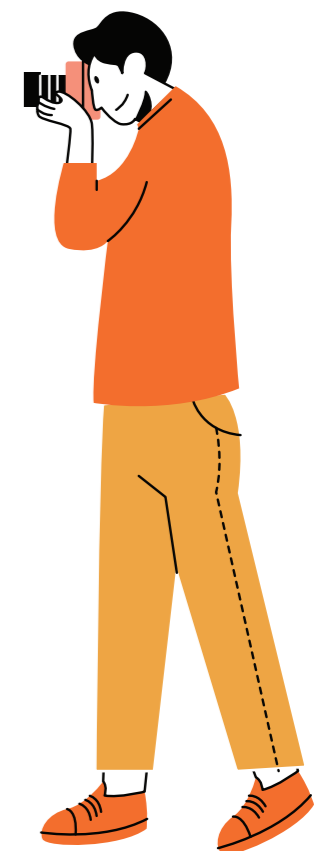
人才培养作为创新布局中的重要核心，推动着各个环节的有序推进。人才专业化、多元化，人才的培养与成长也在彤程的战略发展中起到举足轻重的地位。

As an important core in the innovative layout, talent training promotes the orderly progress of all links. The professionalization and diversification of talents and the training and growth of talents also play a pivotal role in Red Avenue's strategic development.

智造创新 Innovation on intelligence property

彤程发明专利数量稳步增长，除了主营业务有所布局，在生物可降解以及电子化学品方面都开始布局相关的专利技术，为后续重点发展的新材料业务提供有力的知识产权保障。

The number of invention patents of Red Avenue has grown steadily. In addition to our main business layout, we have begun to deploy related patented technologies in biocompostable and electronic chemicals, which provide strong intellectual property protection for the subsequent development of new materials business.



创新战略 Business Portfolio

“可降解材料”及其应用拓展 Bio-compostable and its application

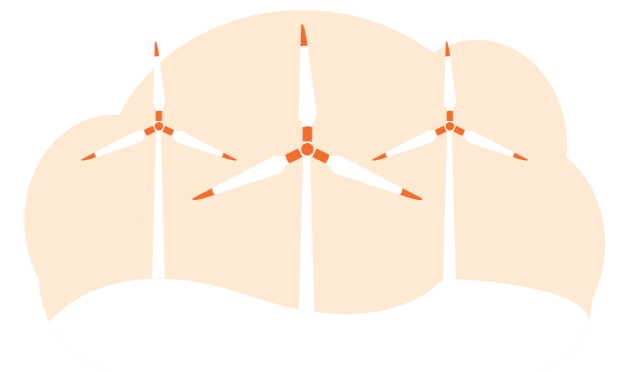
- 先进化工制造技术引进的典型案例**
Typical cases of introduction of advanced chemical manufacturing technology
- 区位优势打造10万吨 PBAT 聚合工厂**
Build a 100,000-ton PBAT polymerization factory with locational advantage
- 从原料到终端产品的全生物可降解产业链布局**
The layout of the entire biocompostable industry chain from raw materials to end products
- 直接进入全球生物可降解塑料供应体系**
Direct access to the global biocompostable plastic supply system
- “政-产-学-研-用” 强强联手**
“Government-industry-academy-research-application” join forces
- 广泛的应用场景与巨大的应用市场**
Extensive application scenarios and huge application market
- AEPW 盟员企业**
AEPW member companies
- 环保生产-生产环保产品的企业信念**
Environmentally friendly production-the enterprise belief of producing eco-friendly products

特种“橡胶化学品”系列 Special-purposed "rubber chemicals" series

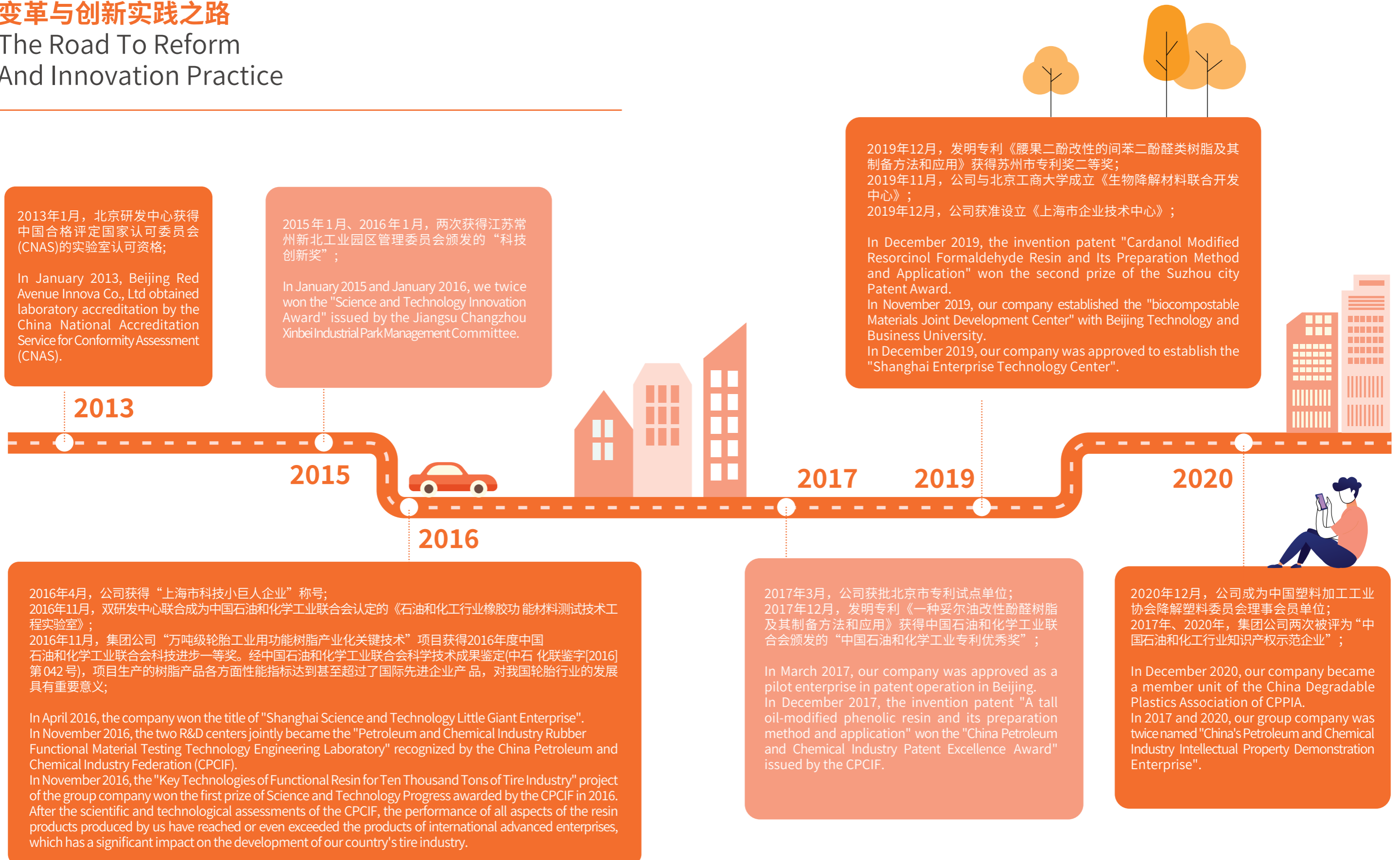
- 在轮胎、橡胶行业拥有技术支持体系优势**
Have technical support system advantages in the tire and rubber industries
- 国际视野，把握行业发展趋势 精益制造地域优势**
An international perspective, grasp the development trend of the industry, lean manufacturing geographical advantage
- 产业链垂直整合优势 自主研发与兼并收购相结合**
Advantages of vertical integration of the industry chain, a combination of independent R&D and acquisitions
- 拥有全球产业链竞争优势的汽车轮胎行业特种橡胶**
Special-purposed rubber in the automotive tire industry with competitive advantages in the global industrial chain
- 化学品的制造商与“产品一体化使用方案”的提供者**
The manufacturer of the chemical and the provider of the "Integrated Product operational program"

高端“电子化学品”系列 High-end "Electronic chemicals" series

- 以“光刻胶”进口替代为抓手**
Taking the import substitution of "photoresist" as a starting point
- 深耕“单体-树脂-配合物”知识链积淀**
Deeply cultivate the "monomer-resin-complex" knowledge chain accumulation
- 精耕“原料-品控-研发-生产”产业链整合**
Intensive cultivation of "raw material-quality control-research and development-production" industrial chain integration
- 与下游头部企业实现战略合作**
Realize strategic cooperation with downstream leading enterprises
- 发展5G通讯、显示、消费电子、芯片领域相关硬件用支撑性关键材料**
Develop supporting key materials for related hardware in the fields of 5G communications, display, consumer electronics, and chips
- 精益制造地域优势**
Focus on manufacturing geographical advantage
- 关注电子类产品的高附加值材料回收技术**
Pay attention to the recycling technology of high value-added materials for electronic products



变革与创新实践之路 The Road To Reform And Innovation Practice



未来与挑战 Future and challenges

近年来，石化产品带来的环境污染已经引起了全球各行各业的关注，减少石化来源的原料，使用具有可持续性的生物原料已经成为了行业未来发展的趋势。

In recent years, environmental pollution caused by petrochemical products has attracted the attention of all walks of life around the world. The reduction of raw materials from petrochemical sources and the use of sustainable biological raw materials have become the future development trend of the industry.

随着全球气候变化及世界各国对环境保护认知的不断提升，对于汽车及相关产品的环保要求不断提高。橡胶用功能材料作为公司“一体”中的核心产品，随着公司在市场上领导地位的确立，公司将持续投入进行产品深入研发，保持公司产品的领先性，扩大产品品类和各类产品的市场占有率。公司拥有的产品研发和应用技术测试平台主要针对现有及未来轮胎橡胶领域各类产品进行产品开发和应用技术开发。同时基于全新战略布局，彤程也将立足当下、全力以赴、共创未来。

With global climate change and the increasing awareness of environmental protection in countries around the world, environmentally friendly requirements for automobiles and related products continue to increase. Functional materials for rubber are the core product of the company's "one body". With the establishment of the company's leading position in the market, the company will continue to invest in in-depth product research and development, maintain the advanced nature of the company's product, and expand the product category and increase the occupation rate for various products in the market. Our company's product R&D and application technology testing platform mainly focus on product development and application technology development for various products in the rubber tire field in the present and future. At the same time, based on the new strategic layout, Red Avenue will also build on the current achievements and go all out to create the future together.

研发创新 Research and development innovation

彤程以创新发展为战略基石，设立北京“材料测试与性能研究中心”和位于上海的“功能新材料研发中心”两个研发中心、CNAS认可实验室。为了满足集团《以橡胶业务为核心、电子化学品和可降解材料为两翼》的发展战略，双研发中心立足于服务整个集团的技术发展，集结业内知名专家团队，立足国内外一流院校，专业研发人员，专业技术人员的高规格人才配置，着重提升自主创新能力，凝练专利技术与自有知识产权。

With innovation and development as the cornerstone of our strategy, Red Avenue has established two R&D centers, the Beijing App and Test Center and the Red Avenue-Functional (Shanghai) Material R&D Center, as well as CNAS accredited laboratories. In order to meet the group's development strategy of "rubber business as the core, electronic chemicals and degradable materials as the two wings", the dual R&D center is based on serving the technological development of the entire group, gathering well-known expert teams in the industry. With high-standard talent allocation of R&D personnel and professional technical personnel from first-class universities and colleges at home and abroad, we focus on improving independent innovation abilities, inventing patented technology and our intellectual property.



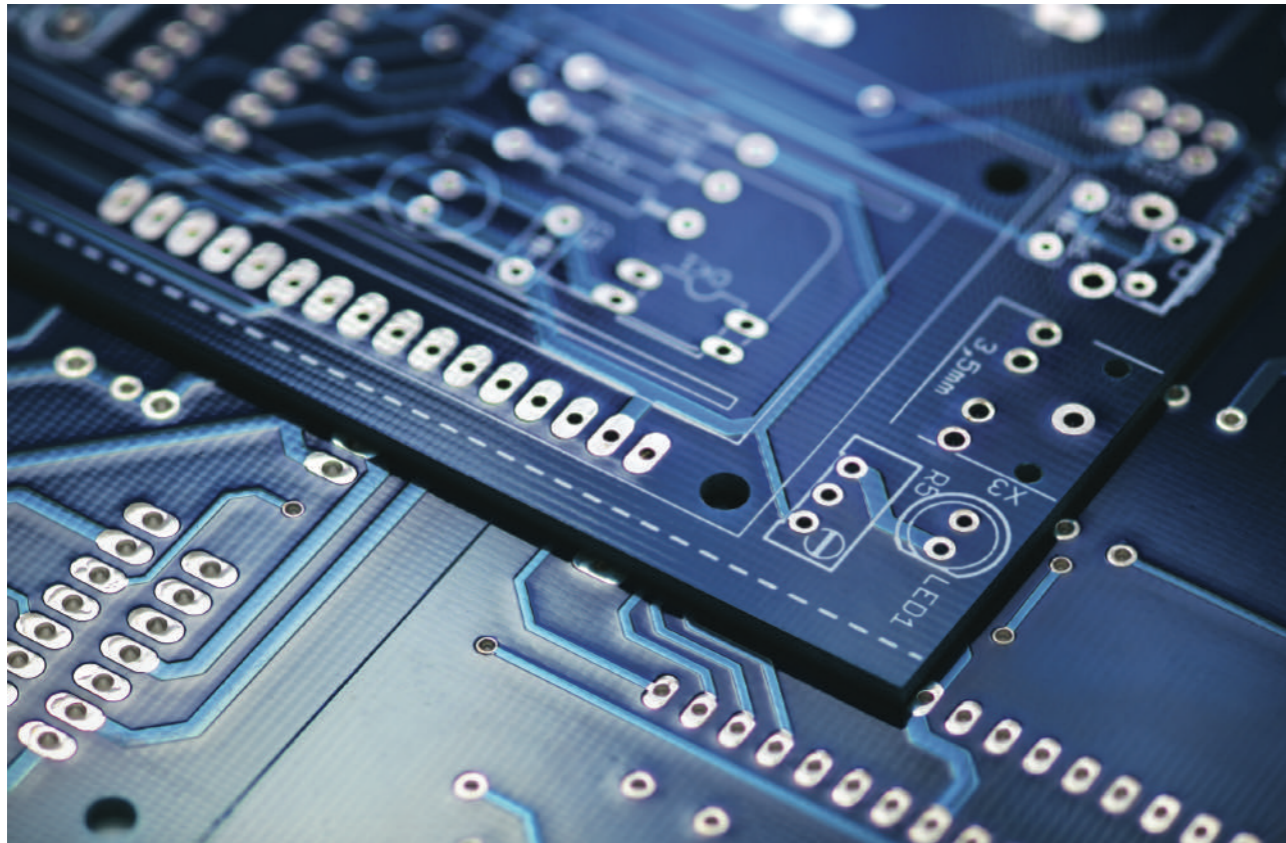
彤程北京应用测试中心（北京彤程创展科技有限公司） Beijing Application and Test Center (Beijing Red Avenue Innova Co., Ltd)

成立于2006年10月，坐落于北京经济技术开发区，建筑面积4000余平方米。北京中心主要从事橡胶、塑料、石油等领域新材料，特别是功能性新材料的原创开发、性能测试和应用研究。在国内首次建立起轮胎及橡胶制品剖析平台，形成了包括取样、制样、物理性能测试、化学分析测试、数据处理、配方推导、报告给出、还原验证等环节在内的一整套科学有效的橡胶配方剖析流程，填补了国内同行业企业在这一领域的空白。

Founded in October 2006, The center has a building area of more than 4,000 square meters and is located in the Beijing Economic and Technological Development Area. The Beijing Center is mainly engaged in the R&D of new materials in the fields of rubber, plastics, and petroleum, especially the original development, performance testing and application research of functional new materials. The tire and rubber product analysis platform has been established by us for the first time in China, and we made a complete set of a scientific and effective process of the rubber formula analysis including sampling, sample preparation, physical performance testing, chemical analysis testing, data processing, formula derivation, report presentation, reduction verification, etc., which has filled the gaps in this field among domestic companies in the same industry.

北京研发中心拥有国际先进的材料分析和材料应用测试设备仪器，通过对大量国外不同公司的产品分析，及时了解国际先进的产品技术和信息，为客户寻找最合适的材料和材料应用技术，近期业务拓展到电子化学品，如光刻胶的性能测试和配方开发。

The Beijing R&D Center has internationally advanced material analysis and application testing equipment. Through the analysis of a large number of foreign companies' products, we can keep abreast of the international advanced technology and information, and find the most suitable materials and material application technology for customers. Recently, the business has expanded to electronic chemicals, such as photoresist performance testing and formulation development.



彤程功能材料（上海）研发中心 Red Avenue-Functional (Shanghai) Material R&D Center

成立于2011年6月，坐落于上海化学工业区，建筑面积超过4500平方米。上海研发中心主要致力于橡胶用功能材料的开发，特别在轮胎用酚醛树脂的开发和应用有着非常深入的研究。包括增粘树脂，补强树脂，粘合促进剂等。另外也为橡胶制品和轮胎公司提供配方技术等解决方案。

Founded in June 2011, it is located in Shanghai Chemical Industry Park, with a construction area of more than 4,500 square meters. This center is mainly dedicated to the development of functional materials for rubber, especially in the development and application of phenolic resins for tires such as tackifying resins, reinforcing resins, adhesion promoters, etc. Besides, we also provide formula technology and other solutions for rubber products and tire companies.

上海研发中心拥有集材料基础研究、新产品开发、产品工程技术等全产品链于一体的研发体系，通过开展贴近客户需求的研究活动，保证产品从原材料控制到最终产品生产的质量稳定和环境友好。主要涉及橡胶化学品、电子材料以及生物可降解材料的开发和应用研究。

The Red Avenue-Functional (Shanghai) Material R&D Center has a research and development system integrating basic material research, new product development, product engineering technology and other related product chains. By carrying out research and development activities that are close to customer needs, we guarantee the stable quality and environmental friendliness of the whole production process. We are also committed to the development and application research of rubber chemicals, electronic materials and biocompostable materials.

人才培养创新 Talent Training And Innovation



人才选拔及引进 Talent selection and introduction

双研发中心现有专职研究开发人员80余名，其中：博士学位获得者11人，其中2人为海归博士，60%以上科研人员具有研究生及以上学历。

The dual R&D center has more than 80 full-time research and development personnel, including 11 doctoral degree holders, 2 of whom are returnees, and more than 60% of the scientific research personnel have a graduate degree or above.

主要技术骨干毕业于北京大学、中国科学技术大学、华东理工大学、天津大学、复旦大学、东华大学、北京化工大学等新材料领域著名的国内外学府与研究机构。

The main technicians graduated from well-known domestic and foreign universities and research institutions in the field of new materials, such as Peking University, University of Science and Technology of China, East China University of Science and Technology, Tianjin University, Fudan University, Donghua University, Beijing University of Chemical Technology.

人才培养与发展 Talent training and development

在研究人员的专业配置方面，充分考虑了实验室的研究与日常运行管理的需求，包括高分子科学、有机材料、无机材料、分析化学、物理化学、材料化学、应用化学、化学工程与工艺等专业，是一支极具竞争力的多学科融合的科研管理和研究队伍。

In terms of the staffing of researchers, the requirements of research and daily operational management of laboratory are fully considered, our researchers came from different majors, including polymer science, organic materials, inorganic materials, analytical chemistry, physical chemistry, materials chemistry, applied chemistry, chemical engineering and technology, etc. They formed a highly competitive multi-disciplinary research management team.



产学研创新体系搭建

Industry-University-Research Cooperation



外部力量

External force: industry-university-research cooperation

华东理工大学
East China University of
Science and Technology



北京工商大学
Beijing Technology and
Business University



北京化工大学
Beijing University of
Chemical Technology



中科化研究所
Institute of Chemistry
Chinese Academy of
Sciences



北京大学
Peking University



同济大学
Tongji University



研发创新体系 R&D innovation system

彤程新材研发中心
Red Avenue
R&D center



内部力量

Internal power: Self-strengthening

上海材料研发中心
Red Avenue-Functional
(Shanghai) Material R&D
Center

北京应用测试中心
Beijing Application and Test
Center

北京石墨烯研究院
Beijing Graphene Institute



知识产权专利成果及保护 Intellectual Property Patent Achievement And Protection



我们为求开拓创新，采用优先的远见布局多个目标市场国，通过有效专利资产来巩固彤程新材在全球市场上的地位。

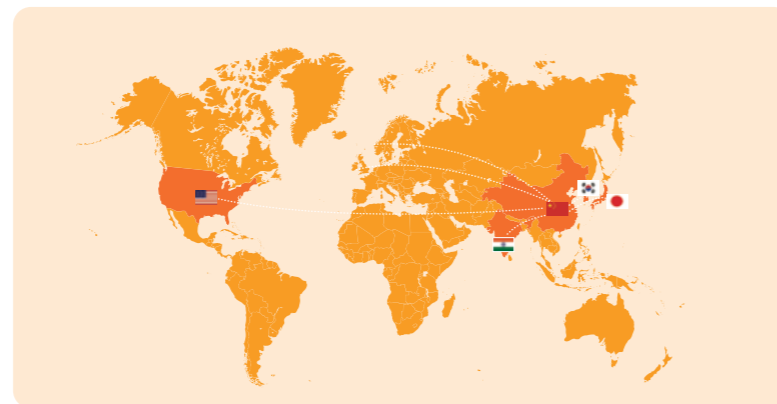
We are committed to pioneering and innovating, choosing multiple target market countries in advance, and consolidating Red Avenue's position in the global market through effective patent assets.

知识产权战略布局

开拓创新，抢占布局目标市场国，中国、美国、欧洲、日本、韩国、印度

Strategic layout of intellectual property rights

Pioneering and innovating to seize the target market, China, the United States, Europe, Japan, South Korea, India



PCT专利申请总量**17**件，PCT有效专利资产**11**件
The total number of PCT patent applications is 17
The number of effective PCT patent assets is 11

技术领域：

橡胶用功能树脂—降低对环境污染；
橡胶用功能助剂—改善轮胎滚动阻力；
轮胎用超级弹性体材料—超耐磨、低滚阻轮胎；
生物基可降解材料—绿色环保材料

Technical field:

Functional resin for rubber: reduce environmental pollution;
Functional additives for rubber: improve tire rolling resistance;
Super elastomer material for tires: super wear-resistant, low-rolling-resistance tires;
Bio-based degradable materials: eco-friendly materials



专利成果

Patent achievements

彤程持续加大研发投入，研发成果逐年增长。截止2020年12月：

累计专利资产**375**件，其中，发明专利**259**件，实用新型专利申请**114**件，外观设计专利申请**2**件。有效专利资产**222**件，其中，发明专利**123**件，实用新型专利**97**件，外观设计专利**2**件。

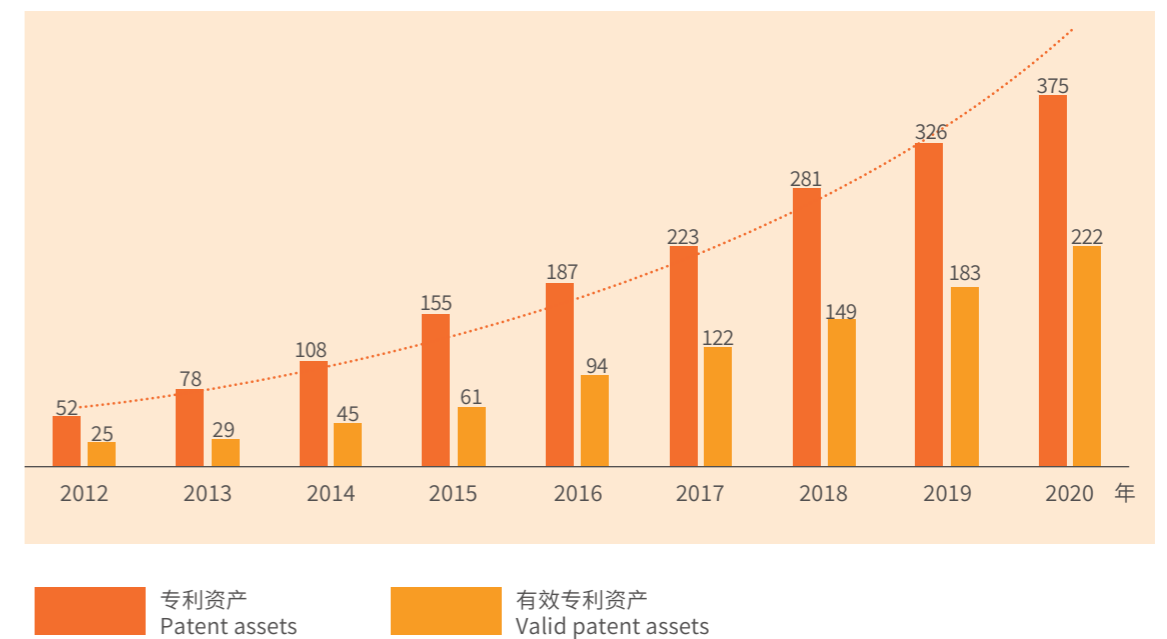
Red Avenue continues to increase R&D investment, and R&D results have increased year by year. As of December 2020:

It has accumulated 375 patent assets, including 259 invention patents, 114 utility model patent applications, and 2 design patent applications. There are 222 valid patent assets, including 123 invention patents, 97 utility model patents, and 2 design patents.



专利资产趋势图

Patent assets trend chart



知识产权保护

Intellectual property protection

为保护公司知识产权，制定《彤程新材料集团股份有限公司保密协议》，从涉密信息、涉密人员、涉密活动、涉密区域等以及涉密机构均会签署保密协议，推动知识产权保护及尊重。

In order to protect the company's intellectual property rights, the "Confidentiality Agreement of the Red Avenue New Materials Group Co., Ltd." was formulated. The confidentiality agreements will contain secret information, secret personnel, secret activities, secret areas, and secret institutions etc. We sign it to promote intellectual property rights protection and show our respect for intellectual property.

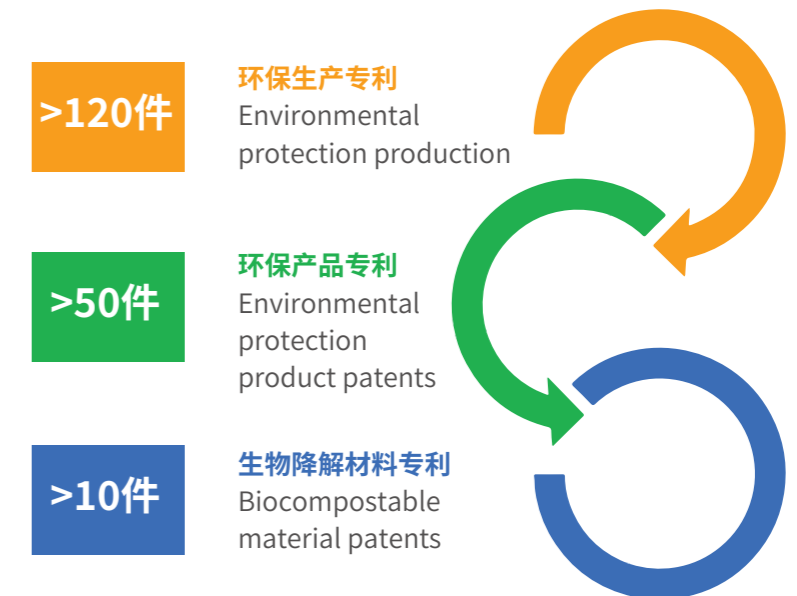
“一体两翼” 专利布局

"One body and two wings" patent layout

特种橡胶化学品 Special rubber chemicals	高端电子化学品 High-end electronic chemicals	可降解塑料及应用 Degradable plastics and applications
<p>橡胶轮胎用基础材料合成技术 Synthesis technology of basic material for rubber tires</p> <p>橡胶轮胎用基础材料生产技术 Production technology of basic materials for rubber tires</p> <p>轮胎/制品用橡胶组合物配方开发 Formula development of rubber composition for tires/products</p> <p>橡胶组合物剖析/测试技术 Rubber composition analysis/-testing technologythe total patent assets will exceed 360 in 2023)</p> <p>环保生产改进技术 Environmentally Friendly Production Improvement Technology</p>	<p>光刻胶用基础材料制备技术 Preparation technology of basic materials for photoresist</p> <p>光刻胶组合物制备技术 Photoresist composition preparation technology</p> <p>电子级酚醛树脂制备技术 Electronic grade phenolic resin preparation technology</p> <p>电子级高附加值材料回收技术 Electronic grade high value-added material recycling technology</p>	<p>高品质PBAT生产技术 High-quality PBAT production technology</p> <p>PBAT的高端应用开发技术 PBAT's high-end application development technology</p> <p>可控降解轮胎胎面开发技术 Formula development of rubber composition for tires/products</p> <p>橡胶组合物剖析/测试技术 Development Technology of Controllable Degradable Tire Tread</p> <p>生物基共聚酯橡胶生产技术 Bio-based copolyester rubber production technology</p>
<p>2023年专利资产总量突破360件 The total patent assets will exceed 360 in 2023</p>	<p>2023年专利资产总量突破100件 The total patent assets will exceed 100 in 2023</p>	<p>2023年专利资产总量突破50件 The total patent assets will exceed 50 in 2023</p>

紧跟国家“碳达峰、碳中和”发展目标，推动低碳环保技术创新

Follow the national development goal of "peak carbon dioxide emissions and carbon neutrality" and promote low-carbon environmental protection technology innovation



环保生产专利

通过优化工艺流程、改善生产工艺、改进工艺设备等方式，实现生产环节的节能、减排。
Environmental protection production patents
By optimizing the process flow, improving the production process and the process equipment, energy-saving and emission reduction in the production process are realized.

环保产品专利

通过对产品从原材料选择、工艺开发和改进，制备的产品在使用过程中，尽量避免对环境、人体带来不利的影响。
Environmental protection product patents
Through the selection of raw materials, technological development, we will try to make the product have no adverse effects on the environment and the human body during the use process.

生物降解材料专利

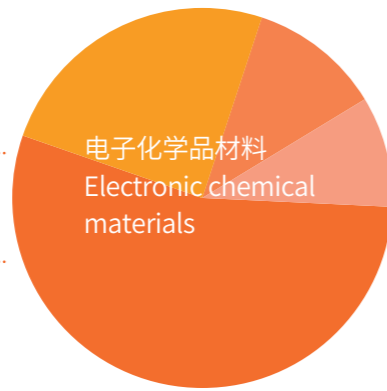
开发生物基可降解塑料、生物基共聚酯弹性体，同时探究生物可降解材料在深加工与高技术、高端应用场景下的技术开发
Biocompostable material patents
Develop bio-based degradable plastics and bio-based copolyester elastomers, and explore the technological development of biocompostable materials in deep processing and high-tech, high-end application scenarios.



关注国家战略发展，全力攻关核心硬科技

Pay attention to the development of national strategy and make every effort to tackle the core hard technology

2023年电子材料领域专利突破100件
Over 100 patents in the field of electronic materials in 2023



2025年电子材料领域专利突破300件
Over 300 patents in the field of electronic materials in 2025



芯片用光刻胶制备技术
Photoresist Preparation Technology for Chips

显示用光刻胶制备技术
Preparation technology of photoresist for display

光刻胶进口替代技术开发
Development of photoresist import substitution technology

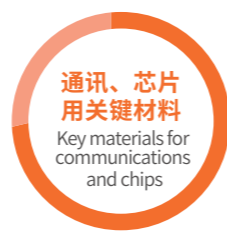


开发电子级酚醛树脂制备技术
Develop electronic grade phenolic resin preparation technology

开发进口产品替代技术
Develop alternative technologies for imported products



光刻胶用超纯溶剂制备技术
Ultra-pure solvent preparation technology for photoresist



合作共赢，加强政-产-学-研-用联合开发

Win-win cooperation, strengthen the joint development of "government-industry-academy-research-application"

产学研合作申请专利>30件，合理优化资源，促进科研机构研究成果转化

"industry-university-research cooperation" applied for more than 30 patents, rationally optimizing resources, and promoting the transformation of research results of scientific research institutions



**企业合作开发技术
Enterprise Cooperative Develop Technology**

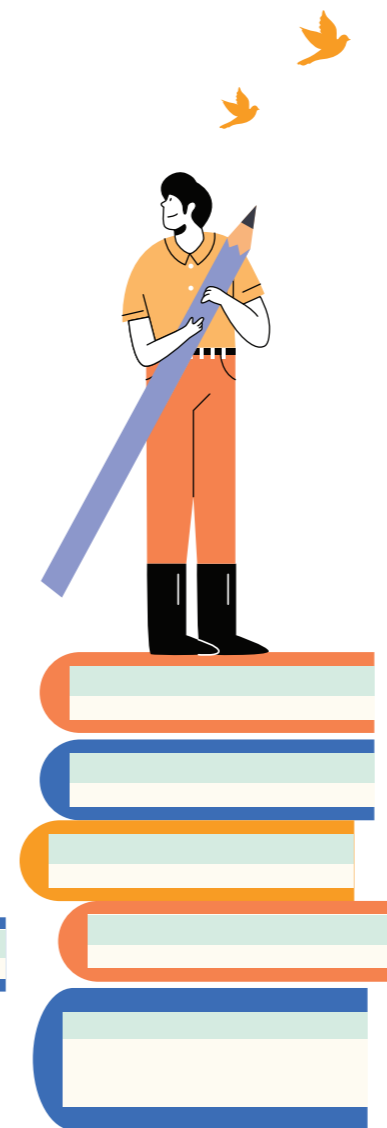
光刻胶制备技术开发
Photoresist preparation technology development
酚醛纤维制备技术开发
Development of phenolic fiber preparation technology

**校企合作开发技术
School-enterprise cooperation develop technology**

轮胎用超级弹性体制备技术
Preparation Technology of Super Elastomer for Tire
轮胎用硅烷偶联剂制备技术
Preparation technology of silane coupling agent for tire
轮胎用多官能橡胶聚合物开发技术
Development technology of multifunctional rubber polymer for tires
生物基可降解材料开发技术
Bio-based degradable material development technology

**企业研究所合作开发
Enterprise-Research Institute Cooperative Development**

轮胎用高分子聚合物结构设计与分析
Design and analysis of high molecular polymer structure for tires



科技赋能智能制造 Technological Empowerment And Intelligent Manufacturing



科技转型之路

The road to technological transformation

在中国智造转型时代背景下，彤程确立了“以创新和负责任的方式推动中国新材料产业可持续发展”的企业愿景。

Under the background of the era of China's intelligent manufacturing transformation, Red Avenue has established the corporate vision of "promoting the sustainable development of China's new material industry innovatively and responsibly".

在不断的革新和践行之路中，我们正在经历以科技带动生产运营的数字转型时期，硬实力和软实力缺一不可。设备和质量是保证化工厂安全稳定运行的强大基石，科技赋能的智慧应用也是保障化工厂长期高效运营的有力臂膀。依靠经过时代筛选的创新科技更是如虎添翼，为企业的科技运营护航。

In the course of continuous innovation and practice, we are going through a period of digital transformation in which technology drives production and operations. During this time, hard power and soft power are indispensable. Equipment and quality are the powerful cornerstones to ensure the safe and stable operation of chemical plants, and the smart application empowered by science and technology is also powerful energy to ensure the long-term efficient operation of chemical plants. We rely on innovative technology that has been screened by the times, this kind of technology is even more powerful to escort the company's scientific and technological innovation operations.

打造现代化智能工厂

Build a modern smart factory

2020年度，彤程新材料集团与全球领先的仓储自动化解决方案一站式提供商霍尼韦尔旗下安全与生产力解决方案集团签订合作协议，彤程化工厂引入霍尼韦尔智能仓库整体解决方案，包括新一代堆垛机系统、输送系统、托盘码垛系统在内的整体解决方案和集成服务等。提升化工产品物流运转效率，大幅升级化工产品物流的智能化，为化工物流的安全、高效提供智能化保障。共同打造智能物流仓储系统，携手创建更安全、更高效的美好未来。

In 2020, Red Avenue New Materials Group signed a cooperation agreement with Honeywell's Safety and Productivity Solutions Group, the world's leading one-stop provider of warehousing automation solutions, and Red Avenue Chemical Factory introduced Honeywell's overall smart warehouse solution and integrated service, including a new generation of stacker systems, conveyor systems, pallet palletizing systems etc. We are dedicated to improve the efficiency of logistics operations of the chemical product, greatly upgrade the intelligentization of chemical product logistics, and provide intelligent guarantees for the safety and efficiency of chemical logistics. Work together with Honeywell to build an intelligent logistics and warehousing system, and to create a safer, more efficient and better future.

2020年，华奇化工与世界领先的物料处理智能解决方案提供商德马泰克签署合作，共同打造一流的仓储物流自动化智能解决体系。自动化仓储系统实现成品入库、贴条形码、仓位存放、成品出库、装车全过程信息化，实现了准确库存，降低了劳动强度和人工成本。跟传统人工库相比，提高存储能力3倍、高度自动化作业，极大地降低人工，高达80%；极大提高仓库管理准确性，节省空间、节省人力、节省投资、同时显著提高作业效率。智能仓储系统的引入，为华奇化工精益生产、智能存储及快速有效的配送带来巨大的运营管理提升，打造现代化智能工厂。

In 2020, Sino Legend Chemical Company signed a cooperation agreement with Dematic, the world's leading material handling solution provider, to jointly build a first-class intelligent solution system for warehousing and logistics automation. The automated warehousing system realizes the informatization of the entire process of finished product storage, barcode labeling, warehouse storage, finished product delivery, and loading, which realizes accurate inventory and reduces labor intensity and labor costs. Compared with the traditional manual warehouse, the storage capacity is increased by 3 times, and the highly automated operation greatly reduces the labor intensity by up to 80%; It greatly improves the accuracy of warehouse management, saves space, manpower, investment, and significantly improves operational efficiency. The introduction of the intelligent warehousing system has brought a huge improvement in operation and management for Sino Legend Chemical Company's lean production, intelligent storage, fast and effective distribution, it created a modern intelligent factory.

彤程引入世界一流企业管理系统SAP，打造终端数字化的中国“智”造企业，赋能智能制造。打造从车间到管理层的数字纽带，打破组织内各部门间的鸿沟，整合数字和系统，让数据流动起来。参照行业最佳实践，通过组织管控与业务流程优化清晰界定管控模式，提升核心业务能力，规范企业经营管理活动，并依托SAP系统建设，实现组织管控与标准流程的落地固化，全面覆盖企业核心业务，提供全面、实时、准确的业务与管理信息。致力于打造一个最终可以使我们企业让客户满意、让员工满意、让股东满意，让社会满意的信息化平台。

Red Avenue introduced SAP, a world-class enterprise management system, to build an intelligent manufacturing enterprise in China with terminal digitization, and to empower intelligent manufacturing. We created a digital link from the workshop to the management, broke the gap between various departments in the organization, integrated numbers with systems, and let data flow. Red Avenue benchmarks against best practices in this industry, clearly defines the management and control model through organizational control and business process optimization, enhances core business capabilities, standardizes business management activities, and relies on the construction of the SAP system to achieve the standardization of organizational control and standard processes which fully cover the core business of the enterprise, provide comprehensive, real-time and accurate business and management information. We are committed to building an information platform that can ultimately satisfy our customers, employees, shareholders, and society.



第五章 / CHPT. 05 安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation

环境健康安全方针

ENVIRONMENTAL
HEALTH AND SAFETY
POLICY

以人为本绿色运营

HUMAN-ORIENTED &
ECO-FRIENDLY
OPERATION

严控落实EHS风险防控

STRICTLY IMPLEMENTING
EHS RISK PREVENTION &
CONTROL

污染防治节能减排

ENERGY CONSERVATION
& POLLUTION
REDUCTION

彤程新材自创立以来秉持工业发展与环保并重的理念，积极重视环境安全及气候变迁趋势，推动以人为本的安全文化，严控安全风险，建构安全的工作空间和降低对环境的冲击。因此，投入最佳的控制技术和制程设备，坚持技术创新和管理创新，秉承“材料让地球更美好”的绿色发展观，全面落实安全、健康、环境责任制，并融入生产经营活动之中，将其作为关键管理要素，力求零事故、零伤害、零环境损害、低耗能，减少对环境带来的影响，进而达到对环境和健康职场的可持续发展。

Since its establishment, Red Avenue New Materials has been adhering to the rules of equality of industrial development and environmental protection. We pay more attention to environmental safety and climate change, promote a human-oriented safety environment, strictly lower safety risks, and build safe workspaces while reducing the impact on the environment. In accordance with the developing view of "Better Materials, Better Planet" we keep up with innovation in technology and management. Therefore, we engage in investing in the best control technology and process equipment to implement the environmental responsibility system to be safety and health. Furthermore, we integrate all management efforts into production and operation activities and use them as a critical element to strive for no accident, no injury, no environmental damage, and lower energy consumption. We aim to reduce the impact on the environment, achieve environmentally sustainable development and establish a healthy workplace.



环境健康安全 (EHS) 方针

Environmental Health And Safety Policy



我们的目标: 0事故 0伤害 0环境损害

Our goal is

“Zero accident, Zero injury, and Zero harm to the environment” .

彤程新材料集团是全球范围内拥有全产业链竞争优势的化工新材料制造和服务商之一。我们开展业务的准则是负责任地运营，为员工和承包商创造安全健康的工作条件，保护环境和周围的社区。我们提供给客户安全环保的产品和服务，为客户创造更多的价值，为地球可持续发展贡献力量。

Red Avenue New Materials Group is one of the new chemical material manufacturers and service providers with competitive advantages in the global industrial chain. Our business development principles are operating responsibly, creating safe and healthy work circumstances for staff and contractors, and protecting our environment and communities. We provide customers with safe and environment-friendly products and services, create more value for customers, and contribute to the sustainable development of our world.



我们承诺: We are committed to:

遵守环境、健康和安全管理法规;
Abide by environmental, health and safety laws and regulations;

推行岗位危害分析和强化风险管理, 不断改进职业健康和安全绩效, 以实现无伤害工作环境;
Promote job hazard analysis and strengthen risk management, continuously improve occupational health and safety performance to achieve an injury free working circumstance;

履行企业的社会责任: 通过在设计、生产、供应链及服务全生命周期的持续努力, 最大程度地减少对环境和气候变化的影响;
Take corporate social responsibilities: through continuous efforts in product design, production, supply chain, and service, we aim to minimize the impact on the environment and climate change;

高效地利用能源和资源, 重视资源再利用、发展绿色产品, 践行可持续发展;
Efficiently use energy and resources, pay high attention to resource reuse, develop green products, and practice sustainable development;

向我们的利益相关方开诚布公地传达我们在环保、健康及安全方面的理念、实践和绩效。
Deliver our concepts, practices, and performance in environment protection, health, and safety to our stakeholders.

公司管理层和员工的积极参与是实现EHS方针的基础。分配足够的资源, 建立完善的管理流程和体系, 严格执行和落实纠正措施是实现此方针的保障。
The practice of EHS policy relies on the participation and management of all employees. Allocating sufficient resources, establishing a complete management process and system, and strictly applying and implementing corrective measures ensure the implementation of this policy.

推进EHS方针是彤程新材料集团永恒的主题!
Promoting EHS policy is the eternal theme of Red Avenue New Materials Group!

董事长
The Chair

总裁
CEO

以人为本，绿色运营 Human-Oriented & Eco-friendly Operation



彤程新材秉持源头控制、过程监管、末端治理的综合管控理念，将绿色发展理念和智能化生产管理，融入在原材料采购、产品研发、生产与制程、交通运输、供应链、客户服务等运营管理全过程。

Red Avenue New Materials applies integrated management in source control, process supervision end treatment. We combine green development theory and intelligent production management with the entire process of operation and management in raw material procurement, product development, manufacturing, transportation, supply chain, and customer service.

各项制程、污染防治系统和防制成效均已达到国家标准，同时向世界最佳标准的进程迈进，力求达到零事故、零伤害、零环境损害的目标，进而实现企业“以创新和负责任推动新材料产业的可持续发展”的企业愿景，成为客户共同追求绿色可持续发展价值和解决方案的强韧合作伙伴。

Our manufacturing processes and pollution control systems have all reached national standards. Meanwhile, we are aiming at world's best standards and doing best to achieve the goal of zero accidents, zero injuries, and zero environmental damage. It helps us to realize the enterprise vision that promoting the sustainable development of new materials industry with innovation and responsibility, to build a strong partnership with customers, and to pursue the value of Eco-friendly and sustainable development and solutions.

积极响应各级政府在重污染天气的管控要求，落实原料和成品的绿色运输的要求，对重污染天气的防控作出贡献。

According to the control requirements of governments about air pollution, we implement the requirements for green transportation of raw materials and finished products, contributing to the prevention of heavy air pollution.

全绿色生产价值链/ Eco-friendly Industry Value Chain



严控落实EHS 风险防控 Strictly Implementing EHS Risk Prevention & Control



彤程新材始终坚持把安全第一放在首要，因为安全是事业的生命线，更是员工的幸福线。因此，我们严格依循ISO45001职业健康安全管理体系、ISO14001环境管理体系以及当地法律法规的安全管理政策，严格落实源头预防控制机制制定的相关工作标准，建立可量化之目标及执行管理方案，强化员工演练与意识，提升对危害之应变能力，展开多项安全巡查监督，持续改善隐患，为全体员工创造最佳的工作职场。

Red Avenue always put safety first , as safety is not only the lifeline of career, but also the line of happiness to staff. We strictly follow the safety management policies of ISO45001 Occupational Health and Safety Management System, ISO14001 Environmental Management System and local laws and regulations. Furthermore, we strictly implement the relevant standards set by the source prevention and control mechanism, establish quantifiable goals, implement management programs, strengthen staff training and awareness, enhance the ability to respond to hazards, carry out a number of safety inspections and supervision, continue to reduce hidden dangers, and create the best workplace for all staff.

工艺设计以本质安全为出发点，不断加强新建装置和现有装置过程安全风险的研究与持续降低，建造地面火炬等安全设施。全面推进作业风险的识别与评估，打造安全与健康的作业环境。新建项目的施工安全是2020年的工作重点，始终将承包商EHS管理和施工作业安全作为项目管理的首要任务。

Intrinsic safety is the starting point of process design. We continues the research on process safety risks for new and existing installations, and the reduction of this risks. while building safety facilities such as ground torches. We fast promote the identification and assessment of operational risks, to create a safe and healthy operating environment. Construction safety of new projects was the focus of our work in 2020 and EHS management of contractors and safety of construction operations were always the primary task of project management.



统筹EHS管理架构 EHS Protocol On Risk Prevention And Control

EHSQ领导力在EHS体系“PDCA”循环中发挥积极作用，领导力和全员参与是EHS管理工作达成显著成效的重要基础，将直接影响到EHSQ管理的实施及效果。

EHSQ leadership plays a positive role in the "PDCA" cycle of EHS system. Leadership and full participation are the important basis for EHS management to achieve remarkable results, and would directly affect the implementation and effect of EHSQ management.

因此，彤程新材建立了以总裁为主席，高级运营副总裁、项目副总裁、EHSQ总监和各工厂总经理组成的的EHS委员会，积极贯彻彤程集团EHS方针，认真对待职业健康安全环境的各方面的需求，积极履行彤程集团EHS方针的各项承诺，坚持在彤程集团内各单位各层级贯彻执行。

Therefore, Red Avenue New Materials has established an EHS committee composed of the president as the chairman, senior vice presidents of operations, project vice presidents, EHSQ directors and general managers of each factory to implement the EHS policy of Red Avenue Group. Moreover, we take the needs of all aspects of occupational health and safety environment, fulfill EHS policy of the Red Avenue Group, and insist on implementing them at all levels in Red Avenue Group.

同时积极倡导宣扬职业健康安全文化，让各级管理者和员工切身感受到领导者对EHS的重视和承诺，达到导向性、凝聚性、激励性、辐射以及同化的目的。

At the same time, we advocate the promotion of occupational health and safety culture, so that managers and staff at all levels can feel the leaders' attention and commitment to EHS, and achieve the purpose of orientation, cohesion, motivation, radiation and assimilation.



EHS安全主题培训 EHS Safety Training



彤程新材及其子公司，工厂时刻关注着企业的环境健康安全以及员工的安全问题，紧密围绕“环境 Environment、健康Health、安全Safety”主题，开展一系列EHS知识专项培训以及应急演练活动，通过普及安全知识，技能实操以及隐患排查等活动，深化员工安全意识，提升员工安全防护技能。同时，倡导健康安全的工作环境，以人为本的绿色运营概念，加强安全文化宣扬。

Red Avenue New Materials, as well as its subsidiaries and factories, always pay attention to the company's environmental health and employees' safety, closely focusing on the theme of "Environment, Health Safety" to carry out a series of EHS knowledge training and emergency drills. Through activities such as popularization of safety knowledge, practicing skills, and hidden danger investigation, we have strengthened employees' safety awareness and improved their safety protection skills. At the same time, we advocate a healthy and safe working environment, and a people-centered green operation concept, strengthening the propagation of safety culture.

EHS知识普及讲堂 A Lecture of EHS Knowledge Popularization



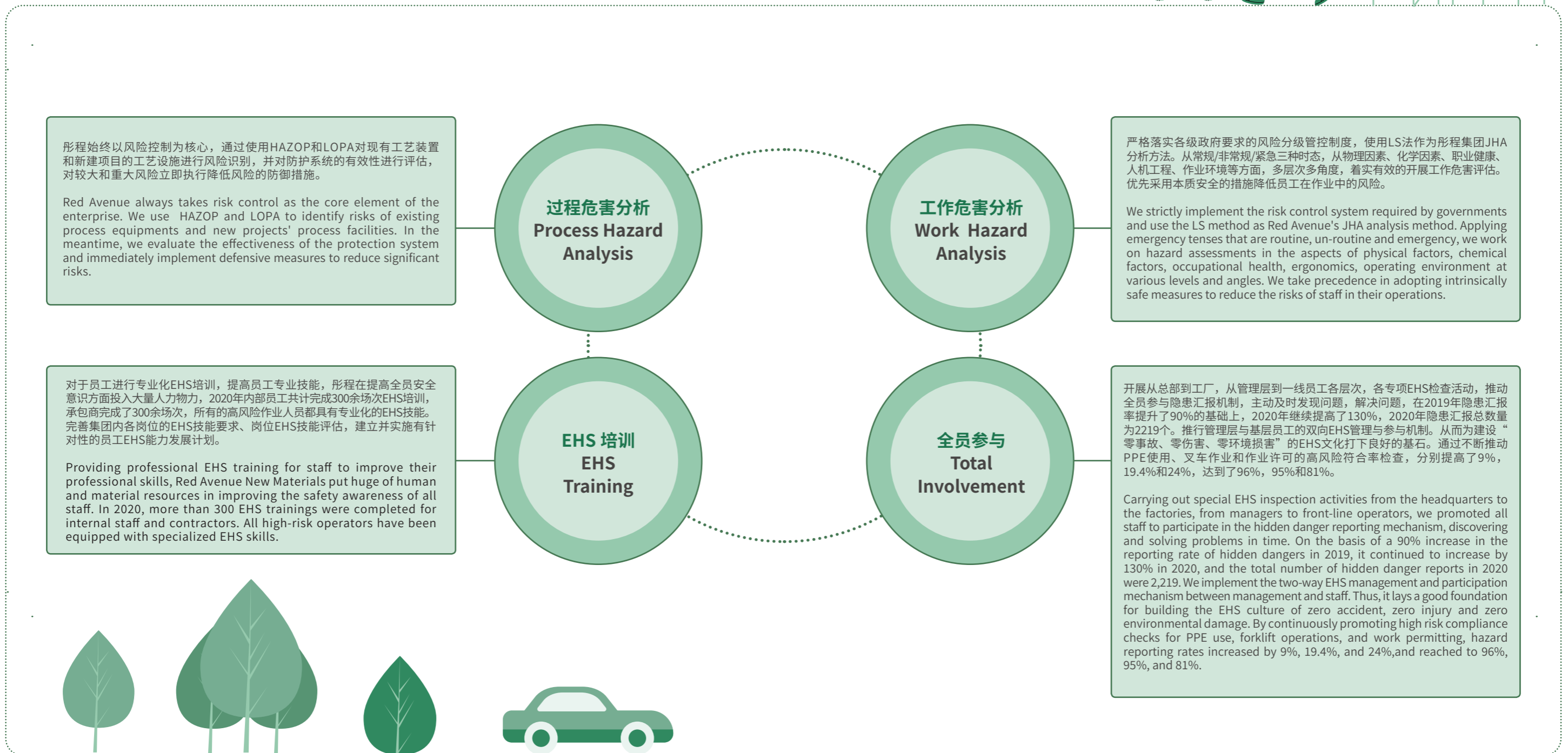
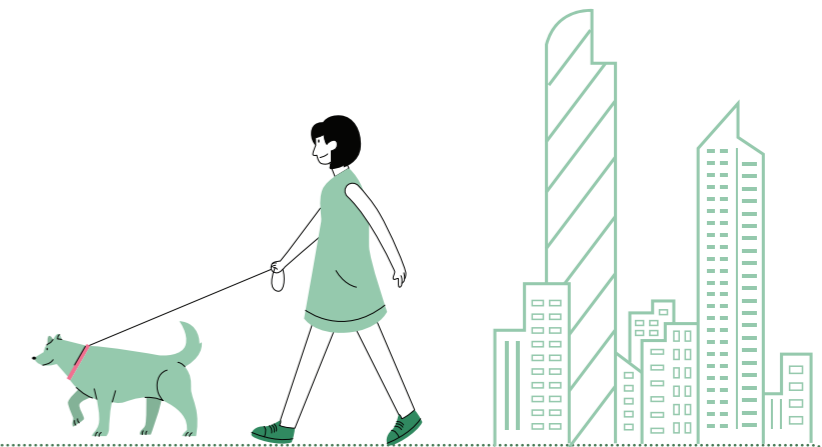
工厂安全培训 Factory safety training



应急演练 Emergency Drill



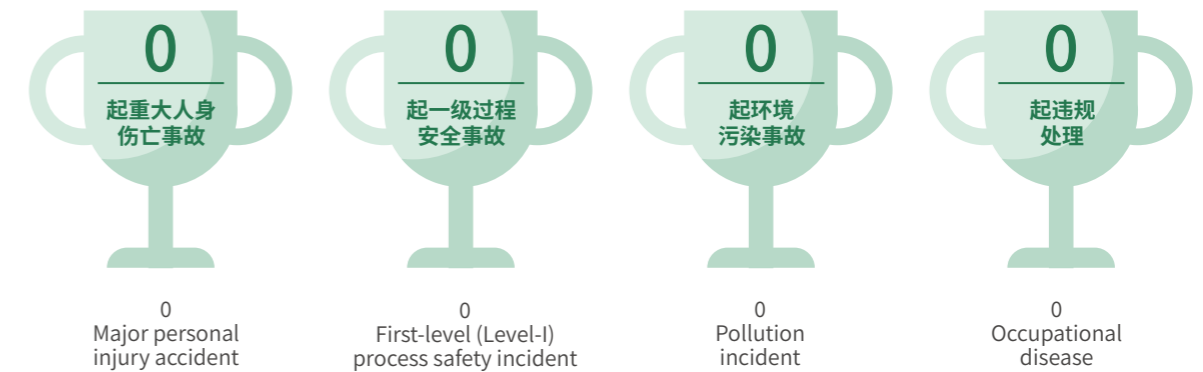
细化EHS过程管理 Refine EHS Process Management



系统化的EHS 管理 EHS Systematic Management



2020 年 EHS 绩效指标 2020 EHS Performance Indicators



污染防治节能降耗 Energy Conservation & Pollution Reduction



气体减排 Gas Emission Reduction

为了减少对大气可能产生的污染，提高资源综合利用率，实现“节能、降耗、减污、增效”的目标，彤程新材各厂开展实施VOCs减排行动，制定VOCs减排方案：包括从源头控制、过程监管、末端治理，建立VOCs控制设施的运营控制制度，以及建立VOCs控制设施运行和维护保养记录制度，同时定期测量与空气污染有关的排放数据，从而减少VOCs的泄漏和排放。

In order to reduce the possible pollution of the atmosphere, improve the utilization of resources, and achieve the goal that "energy saving, consumption reduction, pollution reduction, and efficiency increase", all plants of Red Avenue New Materials carry out the implementation of VOCs emission reduction actions and formulate VOCs emission reduction plans. The actions include source control, process supervision and end treatment, the establishment of an operation control system for VOCs control facilities, and the establishment of a record system for the operation and maintenance of VOCs control facilities. Meanwhile, we regularly measure the data of gas emission which is related to air pollution to reduce the leakage and emission of VOCs.

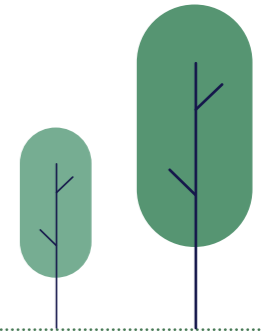
彤程化学（中国）有限公司 RACHEM (China) Co., Ltd

持续进行监测设备泄漏与修复技术（LDAR），对设备各泄漏密封点及时进行修复。

We continuously do Leak detection and repair (LDAR) and repair all leaks and sealing points of equipment in time.

火炬系统是化工企业重要的安全与环保设施，用于处理各种工艺装置和辅助设施正常、开停车、事故和紧急状况下排放的可燃性气体，保护设备和人员安全。2020年彤程化学新建成地面火炬系统，用于处理突发情况下罐区、烯烃装置、各类生产装置等的可燃气体的紧急排放的安全处理，使得工厂整体安全性大大提高，目前运行状态稳定有效。

Flare system is an important of safety and environmental protection facility for chemical companies. It is used to treat flammable gases emitted by various process devices and auxiliary facilities under a normal condition, or in accidents and emergencies, and protect equipment and personnel safety. In 2020, RACHEM built a new ground flare system, which is used to deal with the safe disposal of the emergency discharge of combustible gas from tank farms, olefin devices, and other various production facilities, which greatly improved the overall safety of the plant. It is currently operating stably and effectively.



华奇（中国）化工有限公司 Sino Legend (China) Chemistry Co., Ltd

2020年重污染天气管控期间，华奇和物流承包商共同努力，实现了在物流过程从公司原料进货、成品重型普货载货车辆100%使用国5排放货车进行运输。

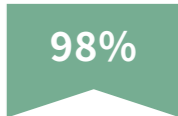
During air pollution control policy in 2020, Sino Legend (China) Chemistry and logistics contractor worked together to achieve 100% use of heavy general cargo vehicles with "China VI" vehicle emission standards in the transportation from the company's raw materials to the finished products.

委托第三方对全厂的储罐区、生产车间和污水处理站进行了监测设备泄漏与修复（LDAR）工作，2020年一共进行了LDAR3次，整体运行情况良好，达到国家和地方政府的相关标准的要求。

A third party was entrusted to carry out Leak detection and repair (LDAR) for the storage tank area, production workshop and sewage treatment station of the whole plant. A total of 3 LDARs were carried out in 2020, and the overall operation was in good condition, meeting relevant national and local government standards Requirements.

锅炉余热回用及低氮改造，新增了预热回收装置，使用超导热管的回收装置的换热效率达98%，将锅炉使用过程中的外排烟气温度由300°C降到150°C左右。

The recovery of boiler waste heat uses low nitrogen transformation, and a new recovery device for pre-heat system has been added. The heat exchange efficiency of the recovery device using superconducting pipes can be 98%, decreasing the temperature of the exhaust flue gas from 300°C to about 150°C during the use of the boiler.



天然气虽然是清洁能源，但是天然气在燃烧过程中还会产生一定的氮氧化物，为了抑制氮氧化物排放量，将现有锅炉改造为天然气超低氮燃烧锅炉，每套锅炉系统新增一台鼓风机，增加FGR烟气外循环系统，每年减少氮氧化物的排放量0.89吨。

Although natural gas is a clean energy source, it also produces certain nitrogen oxides during the combustion process. In order to suppress nitrogen oxide emissions, the existing boiler was transformed into a natural gas ultra-low nitrogen combustion boiler, and a blower was added to each boiler system. The addition of the FGR flue gas external circulation system reduces the emission of nitrogen oxides by 0.89 tons per year.



废水处理 Effluent Treatment

我们通过工艺优化，减少系统内废水的产生量。废水处理系统将高浓度废水与低浓度废水分开处理，降低废水处理成本。同时通过回收利用废水中的有机物，降低污染物排放浓度，减轻污水处理负担，可强化水资源再利用、加速回收处理流程。废水通过预处理后可达到污水处理厂的接管标准，各污染物排放因子满足水污染物排放浓度限值要求。

Through process optimization, we reduce the amount of wastewater generated in the system. The wastewater treatment system separates high-concentration wastewater from low-concentration wastewater, reducing wastewater treatment costs. Also the recycling of organic matter in wastewater can reduce pollutant discharge concentration, release the burden of sewage treatment, strengthen the reuse of water resources, and accelerate the recovery and treatment process. After pretreatment, the wastewater can reach the standard of sewage treatment plant, and the discharge factors of pollutants can meet the limit requirements of water pollutant discharge concentration.

建立自行监测方案，确保污水处理系统的外排水在自检合格后达标排放。

We built monitoring plan to ensure the sewage treatment system of external drainage after self-checking qualified discharging standard.

彤程化学（中国）有限公司2020年有机废水排放量比2019年降低了12%，2020年无机废水排放量比2019年降低20.6%，总共废水减少排放11200吨。

The discharge amount of organic wastewater in 2020 decreased 12% compared to that in 2019. And discharge amount of inorganic wastewater in 2020 is 20.6% lower than 2019. It also brings to a total 11200 tons of decrease of wastewater.

12%

20.6%



废弃物管理 Waste Management

彤程各厂坚持“减量化、资源化、无害化”的固废处置原则，积极开展源头减排及综合利用。并通过工艺改进，提高产品合格率，减少不合格品的产生；改变原料包装形式，减少废包装的产生；对存放的固废进行分类，能够回收的全部进行回收，对于没有任何利用价值的固废按照国家规定委托有处理资质的单位进行处理。

All plants of Red Avenue New Materials adhere to the solid waste disposal principle that "reducing, recycling and harmless", and carry out the emission reduction and comprehensive utilization at the source. Through the process improvement, we have improved the qualified rate of products and reduced the generation of unqualified products. The changing of raw material packaging form has reduced waste packaging use. The stored solid waste and recycle all that can be recovered have been classified. The solid waste without any value shall be disposed by entrusting the units with treatment qualifications according to national regulations.

彤程化学（中国）有限公司2020年危险废物产生量比2019年减低了10%。

In 2020, Rchem (China) Co., Ltd produced 10% of hazardous waste less than that in 2019.

10%

节能项目 Wastewater Treatment

我们遵守《中华人民共和国节约能源法》等法律法规，在环境管理体系的基础上，将各厂能源消耗纳入管理指标，持续开展节能评估、能源平衡测试等能源管理。通过设备改造升级、开展节约能耗新项目，切实推进节能工作。

Abiding by Law of the People's Republic of China on Conserving Energy and other regulations and rules, on the base of the environmental management system, we have incorporated the energy consumption of each plant into the management indicators. Meanwhile, we have continued to carry out energy management, such as energy saving assessment and energy balance testing. Through equipment upgrades and new energy saving projects, we are going on the energy saving promotion.



华奇（中国）化工有限公司 Sino Legend (China) Chemistry Co., Ltd

通过引入精细化生产管理，以最大限度地减少资源使用和提高资源利用效率，科学安排生产计划，提高员工的技术取得大幅提升，使得能源节约取得明显成效，2020年比2019年吨产品能源消耗：
Through the introduction of refined production management, we minimize resource use and improve resource utilization efficiency, scientifically arrange production plans, and improve the technology of employees. Significant improvements have been made in energy saving. More significant results have been achieved in 2020 than in 2019.

吨产品用电量降低**2%**

Electricity consumption per ton of product reduced by 2%.

吨产品水使用量降低**16%**

The water consumption per ton of product water reduced by 16%.

吨产品蒸汽使用量降低**8%**

The steam consumption per ton of product reduced by 8%.

2%

16%

8%



彤程化学（中国）有限公司 RACHEM (China) Co., Ltd

强化连续生产的模式，减少不必要的浪费，提高设备使用效率，能源效率得到明显提高，从而实现了资源的节约，

We have strengthened the mode of continuous production, reduced unnecessary waste, improved the efficiency of equipment and energy use, thus realizing resource saving.

水资源节约：2020年比2019年节约用水量**10.5%**

Water saving: in 2020, water consumption was 10.5% less than that in 2019.

能耗节约：2020年比2019年节约天然气使用量**24.5%**

Energy saving: in 2020, natural gas consumption was 24.5% less than that in 2019.

10.5%

24.5%



第六章 / CHPT. 06 共享机遇 聚变未来 Sharing Opportunities Changing The Future Together

完善的客户服务体系
AMELIORATING
CUSTOMER SERVICE

卓越的供应链管理
EXCELLENT SUPPLY
CHAIN MANAGEMENT

质量管理体系
QUALITY MANAGEMENT
SYSTEM

良好的伙伴激励
GOOD PARTNER
MOTIVATION

在彤程，我们充分利用现有资源，为客户和社会创造价值。共创共赢是彤程对供应商管理的目标，彤程新材除了对质量的坚持、致力营造一个诚信互惠、公平往来的环境外，始终真诚倾听客户的声音，以自身技术的先进性和创新性，用心为客户提供高品质的产品及综合解决方案。我们也不断加深与上下游产业的协同合作，将科学理念与客户服务、供应链管理和行业发展相融合，积极探索服务和管理创新模式，携手产业链上下游伙伴共同创造一个良性发展空间，助力产业升级、推动行业和企业自身的高质量发展。

At Red Avenue, we make full use of existing resources to create value for customers and society. Co-creating a win-win situation is the goal of Red Avenue's supplier management. In addition to insisting on quality and striving to create an environment of honesty, mutual benefit and fair dealings, Red Avenue New Materials always sincerely listens to customers' voices and uses technological advancement and innovation to attentively provide customers with high-quality products and comprehensive solutions. We also continue to deepen our collaboration with upstream and downstream industries, integrate scientific concepts with customer service, supply chain management, and industry development, actively explore innovative models of service and management, and work with upstream and downstream partners in the industry chain to create a benign development space to help industrial upgrading and promote the high-quality development of the industry and ourself.



完善的客户服务体系 Ameliorating Customer Service



彤程新材以维持与客户建立深远、共同成长的伙伴关系为核心价值，打造了一支全力以赴的客户服务团队，只为提供客户最好的服务。我们的团队不仅是彤程与客户沟通协调的窗口，更将所有客户的需求与建议作为持续进步与创新来源，以提升服务质量水平。

"Maintaining and deepening a partnership with customers and growing together with them" is not only an essential issue but also a precious core value of Red Avenue New Materials. To provide customers with the best service, Red Avenue has built a dedicated customer service team, which is not only a window for Red Avenue to communicate with customers, but also a platform to take care of all customer needs and suggestions. Customers' remarks contribute to a fundamental source of our continuing progress and innovation to improve service quality and experience.

我们始终希望在行业中立足于不败之地，从为产品寻找用户的思维，转变成为客户与用户设计解决方案的极致体验，从而创造双赢、共创的价值。

We believe that focusing on the customer-experience-oriented model allows us to prepare solutions for customers and users better. This approach permits us to be invincible in the industry and to create a win-win and co-create value with our customers.

客户服务战略 Customer Service Strategy

彤程新材依靠优异的制造、技术、管理和服务，有充分的信心执行客户服务战略；并致力于通过多项战略为客户提供卓越的服务并携手走向成功。

Relying on excellent manufacturing, technology, management and service, Red Avenue New Materials has full confidence in implementing customer service strategies. We are committed to providing customers with excellent services through multiple strategies and working with customers to be successful together.

通过提供一流的产品与服务，帮助客户解决需求。

持续不断地改进前沿先进技术并有效提供增值与创新。

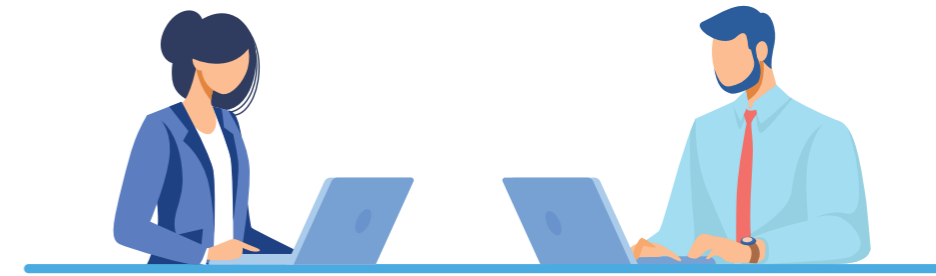
加强公司在一体两翼战略下各领域合作伙伴关系，以便在主营领域进入和渗透全球市场。

专业服务流程程序作为保障《客户服务工作标准流程》、《客户投诉处理程序》、《顾客满意调查程序》等专业内审流程，规范高效的保证客户服务质量。

Help customers solve their problems by providing first-class products and services.

Continuously improve advanced technology and effectively provide extra values and innovation.

Strengthen the company's cooperation in various fields under the "one body, two wings" strategy, so as to enter the global market in our main business areas.



Professional service procedures as a guarantee, professional internal audit processes such as "Customer Service Work Standard Process", "Customer Complaint Handling Process", "Customer Satisfaction Investigation Process" and other professional internal audit processes efficiently ensure the quality of customer service.

客户信息保护 Customer information protection

彤程新材十分注重且保护客户的信息、隐私，和相关的知识产权。为尊重客户的隐私权，确保客户信息的保密性，我们将客户信息列入最高级别的信息管理系统，全面的采取信息安全管控措施，以确保客户的信息不会受到任何程度的窃取、刺探、收买或泄露。

Red Avenue New Materials attaches great importance to and protects customer information, privacy, and related intellectual property rights. In order to respect the privacy of customers and ensure the confidentiality of customer information, we list customer information in the highest-level information management system, and take comprehensive information security control measures to ensure that customer information will not be stolen, spied bought or leaked to any degree.

精准定位客户需求 Accurately Responding to Customer Needs

彤程始终与客户共同成长，通过客户的发展与成功，来实现自己的价值。因此，作为值得信赖的合作伙伴，我们注重与客户及供应商面对面的信息交流，倾听客户的愿望，深入分析客户的特定需要，通过密切合作寻找新方式，以稳健的速度，共同开发满足个性化需求的解决方案，增强客户及供应商的竞争力。

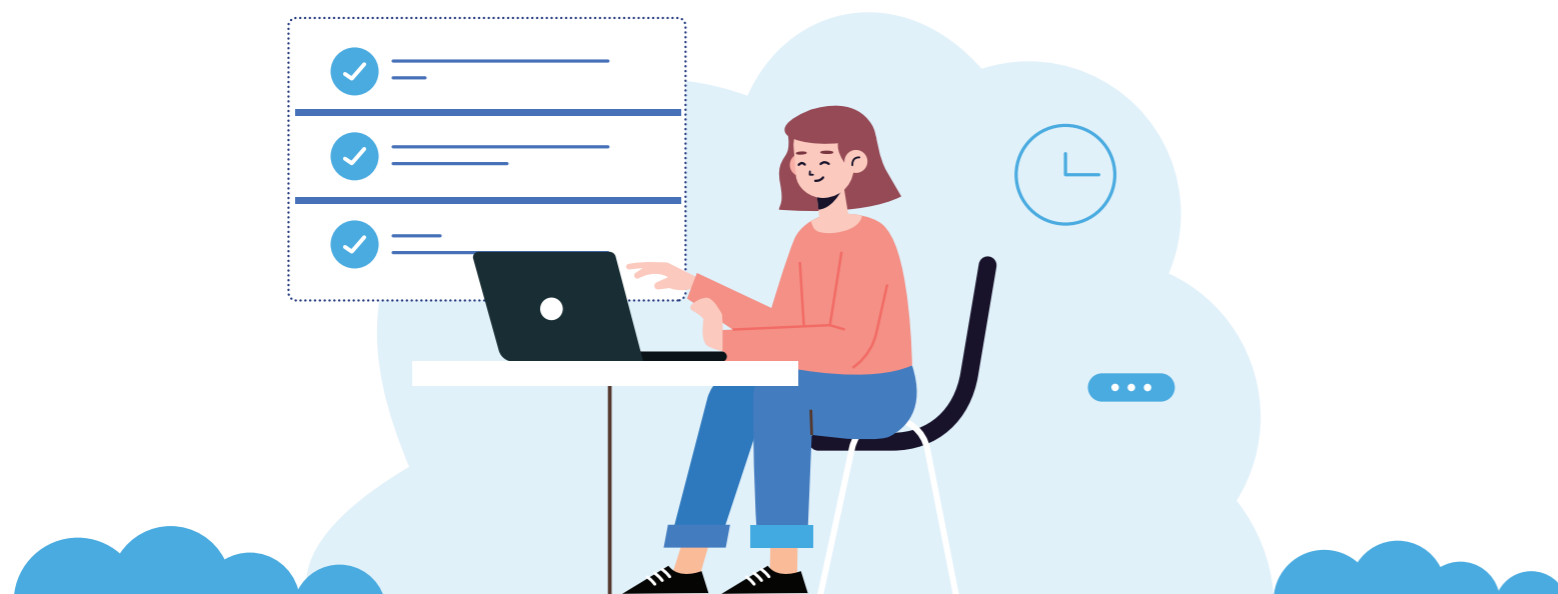
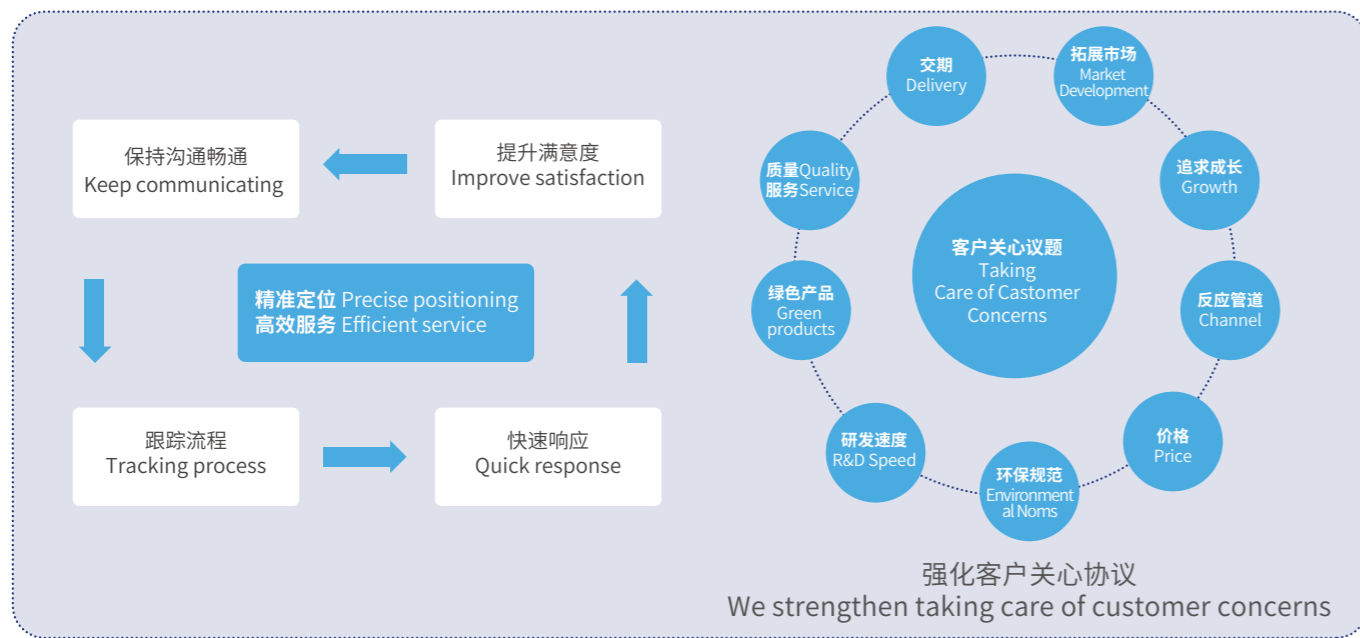
Red Avenue always grows with customers and discovers its value through the development and success of customers. Therefore, being a trusted partner, we focus on collaborating and developing together with customers and suppliers. Through face-to-face communication, we listen to customers' aspirations, analyze customer's specific needs in-depth, find new ways through closer cooperation while jointly developing solutions to respond to individual and particular needs, and enhance the competitiveness of our customers and suppliers.

因为我们相信客户的体验取决于他们获得技术和品质的支持。因此，我们会定期 / 不定期地与客户实时沟通与追踪产品项目进度、研发技术、供应链供货状况等，以符合质量目标的过程绩效及产品。

We believe the technology and quality of service support is the most critical aspect of customer experience. Therefore, we communicate in real-time with customers to track product project progress, R&D technology advancement, and supply chain supply status. We aim that our service can meet the process performance of quality goals and product compliance.

我们更明确客户投诉管道，使客户藉由投诉管道表达相关意见，同时定期将客户所关心的议题汇总后，进行分类与分析，依其重要性、时效性界定改善优先顺序，并确保客户需求获得处理，并一一提出相关改善方案提升个别客户满意度以达成整体客户满意度目标。

We have defined effective customer service channels so that they can express relevant opinions in different ways. Meantime, we regularly summarize the customer's feedback on specific topics and classify and analyze them. Such practice intends to define amelioration priorities according to customer's remarks, topic importance, and timeliness. We attempt to ensure taking care of customer's requests with much attention by providing particular projects and solutions to increase customer satisfaction.



客户评价及投诉处理 Customer's evaluation and complaint handling

多部门协调，追求客户高质量评价

Multi-department coordination, the pursuit of high-quality customer evaluation

彤程新材为了了解客户对公司产品和服务更客观、更全面的评价，协同公司各个部门参与到客户评价系统中去，以便取得客户更高质量的意见，也表达了彤程新材对客户的重视与关心。通过不同部门的合作与沟通，客户能够及时对不同阶段的产品与服务提供最真实、最直接的建议和反馈，为后续供应链管理优化起到了至关重要的作用。

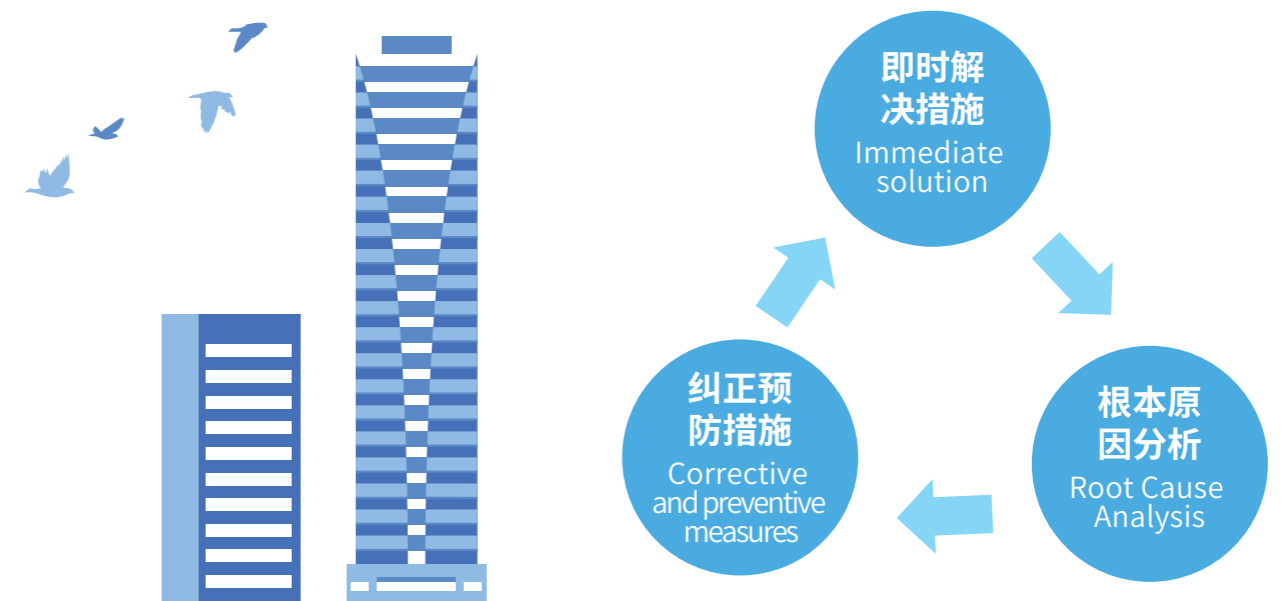
To understand customers' more objective and comprehensive evaluations of the company's products and services, Red Avenue New Materials cooperates with various departments of the company to participate in the customer evaluation system, so as to obtain higher quality opinions from customers, and also expresses Red Avenue New Materials' attention and concern to customers. Through the cooperation and communication of different departments, we try to make customers can provide the truest and most direct suggestions and feedback on products and services at different stages on time, which plays a vital role in the subsequent optimization of supply chain management.

投诉处理程序

Complaint handling procedures

本着以客户为中心的原则，彤程新材制定了相关的投诉处理程序。通过规范的处理，彤程新材能够更加快速、妥善地处理客户的评价及意见，同时发现其中的漏洞与不足，对其补足和改正，使我们的产品和服务过程得到持续改进，最终实现更高的满意度。

Based on the customer-centric principle, Red Avenue New Material has formulated relevant complaint handling procedures. Through standardized processing, Red Avenue New Materials can handle customer evaluation and opinions more quickly and properly, and at the same time discover deficiencies and correct them so that our products and service can be continuously improved, and finally to get higher customers' satisfaction.



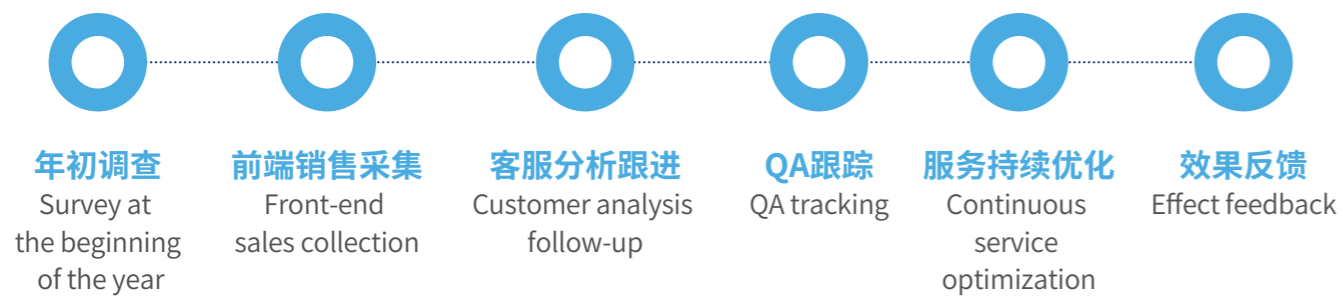
客户满意度 Customer satisfaction

满意度调查程序

Satisfaction survey procedure

通过定期对客户满意度的调查，了解客户对公司产品和服务的总体评价，以及客户当前和未来的需求和期望。根据调查结果改进管理体系，不断提升客户的满意程度。

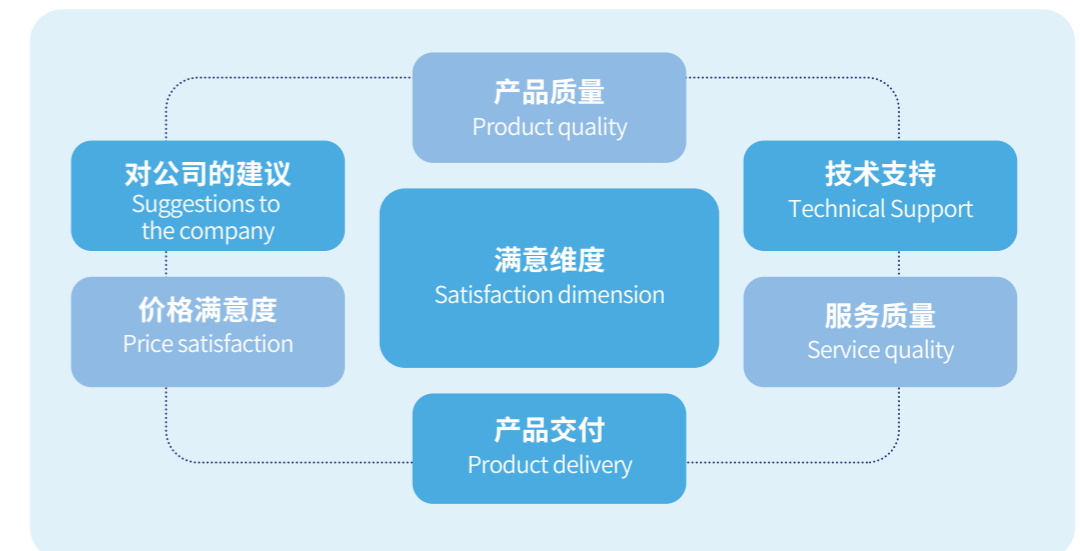
Through regular customer satisfaction surveys, we can understand customers' overall evaluation of the company's products and services, as well as customers' current and future needs and expectations, so that we can improve the management system and customer satisfaction based on the survey results.



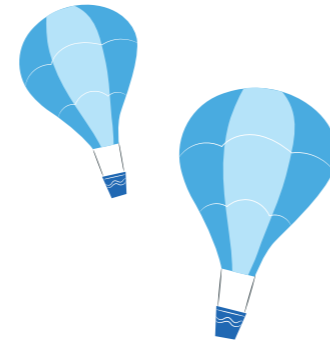
满意维度 Satisfaction dimensions

为了更全面的了解客服的满意度，我们将通过从不同维度的评价来分析客户的反馈。根据客户不同的需求和意见，2020我们在问卷中新增了“技术支持”这一维度。在保证产品和服务质量的同时，我们希望能够增强对技术应用的提升，全方位的为客户解决需求，进一步实现满意度百分百的目标。

In order to have a more comprehensive understanding of customer satisfaction, we will analyze customer feedback through evaluations from different dimensions. According to the different needs and opinions of customers, in 2020, we added the dimension of "technical support" to the questionnaire. While ensuring the quality of products and services, we hope to enhance the application of technology, meet the needs of customers in an all-round way, and further achieve the goal of 100% satisfaction.



卓越的供应链管理 Excellent Supply Chain Management



共创共赢是彤程对供应商管理的目标，彤程新材除了对质量的坚持、致力营造一个诚信互惠、公平往来的环境外，在所有在采购与交易的过程中，会遵循供应商管理准则，审核所有供应商在：品质、成本、交付与服务(Quality, Cost, Delivery and Service, QCDS)是否符合国内外相关法规，优先选择有ISO9001、ISO14001、OHSAS18001等安全管理体系认证，以降低本身和供货商的经营风险及成本。

Therefore, in terms of supply chain management, Red Avenue New Materials engages in the persistence of quality and is committed to creating an environment of integrity and mutual benefit and fair exchanges. In all processes of procurement and transaction, we follow the general rules of supplier management. Meanwhile, we review all patterns of partners in terms of quality, cost, delivery, and service (QCDS). We give priority to select partners that comply with relevant domestic and foreign regulations, in particular, with ISO9001, ISO14001 and OHSAS18001 certifications to reduce their operating risks and costs.

供应链是我们企业内部价值链的重要延伸，除了恪守行为准则外，彤程将建立一个环境、安全生产、保障员工权益、诚信合规等企业优质标准，确保企业对所有的交易行为负责。此外，彤程实施绿色采购、绿色包装及绿色运输，积极推进相关制度落地，向供应商传递绿色可持续发展理念，促进供应商共同履行各项社会责任。

The supply chain is a vital extension of our value chain; it also contributes to establishing a world economy based on the supply chain that protects the environment, values social responsibility, defends labor human rights, security, health, and sustainable development. Red Avenue follows the principles of open sharing, honesty, and cooperation, and joins hands with suppliers to build a sustainable partnership, which focuses on complementing resources and synergistic development, to co-create a bright future of cooperation and win-win cooperation.

供应商审核四大执行宗旨

Four Implementation Guidelines for Supplier Audits

四大执行方针 Four Implementation Guidelines



供应商准入评估机制

Supplier Code of Conduct

供应商行为准则 Supplier Code of Conduct

供应商行为准则涵盖议题 Issues Covered by the Supplier Code of Conduct

道德 Ethic	遵纪守法、商业诚信、公平竞争、保密与知识产权 Compliance with Laws and Regulations, Business Integrity, Fair Competition, Confidentiality & Intellectual Property Rights 反洗钱、发现问题、贸易制裁 Anti-Money Laundering (AMR), Problem Discovery, Trade Sanctions
劳工和人权 Labor & Human Rights	员工多元性、职场平等、尊重个体、禁止使用童工 Diversity of Employees, Equality in the Workplace, Respecting for Individuals, Prohibiting the Use of Child Labor 员工自由择业、公平待遇、结社自由 Employee Freedom in Career Development, Fair Treatment, Freedom of Association
环境保护 Environment Protection	环境管理、污染预防 Environmental Management, Pollution Prevention 节约资源与气候变化、生物多样性与自然栖息地恢复 Resource Conservation & Climate Change, Biodiversity, Natural Habitat Restoration
管理体系 Management System	公司承诺和管理责任、培训与宣贯 Company Engagement & Management Responsibility, Training & Communication 风险管理、定期审核 Risk Management, Regular Review
监督与整改 Supervision & Rectification	沟通与报告、监督与整改配合 Communication & Reporting, Coordination for the Supervision & Rectification

可持续采购 Sustainable procurement

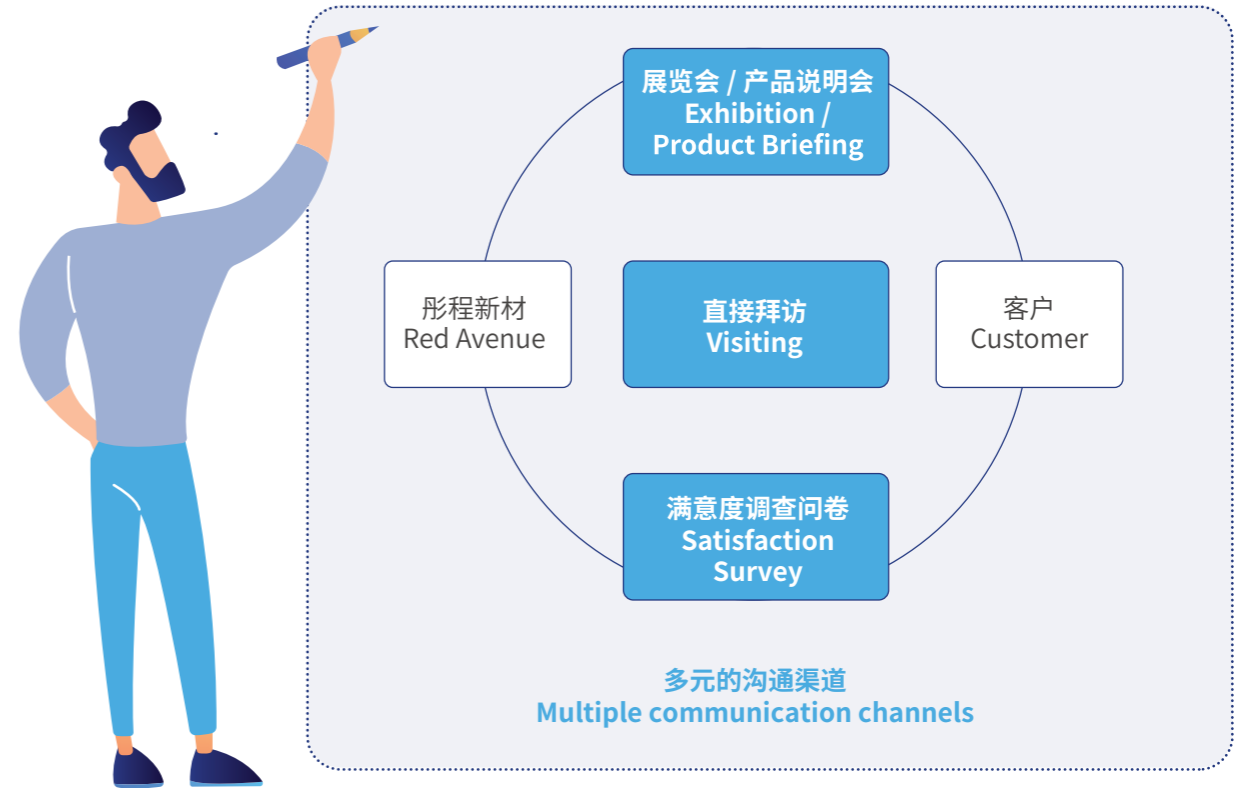
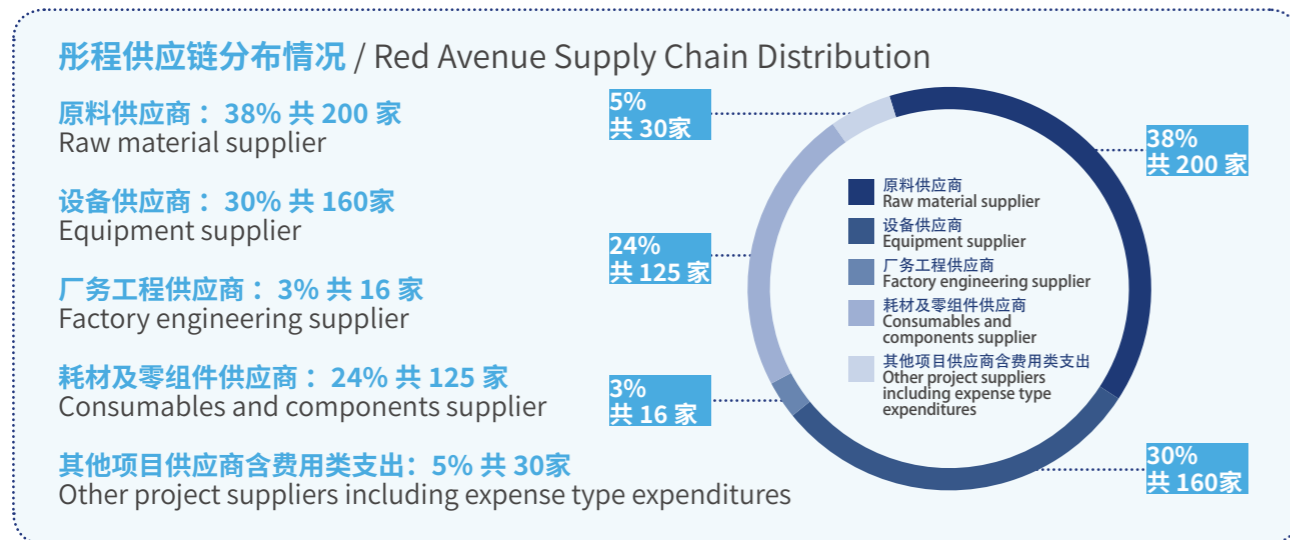
彤程可持续采购供应链推动和落实自身企业社会责任的同时，也致力于采购供应链的可持续性发展，努力提升公司的可持续采购能力。

While promoting the sustainable procurement supply chain and fulfilling our corporate social responsibility, Red Avenue is also committed to the sustainable development of the procurement supply chain and strives to improve the company's sustainable procurement capabilities.

我们的原材料来自于世界各地，我们不仅关注供应商的产品品质、价格及服务，为帮助当地企业的发展与成长，在同等条件下，我们优先选择从当地采购，关注扶植本土企业。通过不断的与优秀供应商的合作交流，优化供应链质量，达成合作共赢局面。未来我们将持续致力于推动供应链的可持续发展。

Our raw materials come from all over the world. We not only pay attention to the product quality, price and service of our suppliers but also to help the development and growth of local enterprises. Under the same conditions, we give priority to purchasing from the local area and focus on fostering local enterprises. Through continuous cooperation and exchanges with excellent suppliers, we optimize the quality of the supply chain and achieve a win-win situation of cooperation. In the future, we will continue to work to promote the sustainable development of the supply chain.

彤程供应链分布情况 Red Avenue Supply Chain Distribution



多元化的沟通渠道

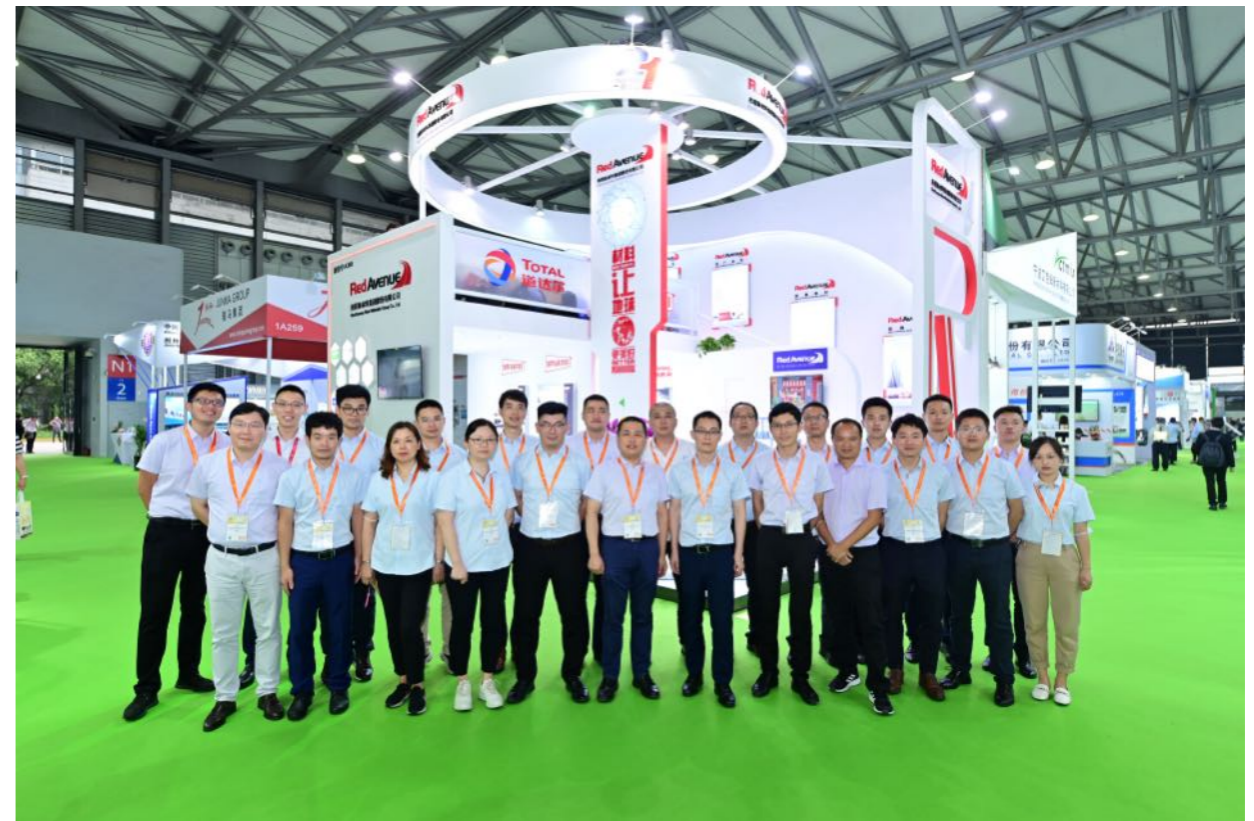
Multiple communication channels

彤程新材自成立以来，一直积极应对市场变化，为客户提供多元化的沟通渠道，耐心聆听他们的声音和需求，加强生产管理、协同组织，保持了稳定发展的良好态势。

Since our establishment, Red Avenue New Materials has been actively responding to market changes, providing customers with diversified communication channels, patiently listening to their voices and needs, strengthening production management, collaborative organization, and maintaining a good momentum of stable development.

2020年，彤程新材在第二十届中国国际橡胶技术展会上震撼亮相，全方位展示“一体两翼”发展战略。在“云端”的帮助下，线上线下联动的方式也为大型展会上的服务展商提供了一个沟通交流的平台，发挥“风向标”作用。

In 2020, Red Avenue New Materials made a shocking appearance at the 20th International Exhibition on Rubber Technology, demonstrated the development strategy of "one body, two wings" in an all-round way. With the help of the "cloud", the online and offline linkage method also provides a communication platform for service exhibitors at large-scale exhibitions and plays the role of a bellwether.



质量管理体系 Quality Management System



彤程以行业标准作为指导，高标准、严要求建设健全内部管理体系，以保证高质量、高效率地开展业务工作，更好地服务客户需求。依靠高科技供应链设立设施与方法管理，为公司智慧高效运转赋能。

Under the guidance of industry standards, Red Avenue builds a sound internal management system with high standards and strict requirements to better serve customer needs. In order to ensure high-quality and high-efficiency business, We rely on high-tech supply chain management standards to empower the company's smart and efficient operation.

彤程新材及旗下工厂通过英国标准协会（BSI）、国际标准化组织（ISO）等国际公认体系认证，主要认证情况如下：

Red Avenue New Materials and our factories have been audited by internationally recognized organizations such as the British Standards Institute (BSI) and the International Organization for Standardization (ISO). The main certifications are as follows:



良好的伙伴激励 Good Partner Motivation



2020年世界正经历着百年未有之大变局，在新冠肺炎引发的全球公共卫生危机和随之而来的经济危机，国际形势变化之下，在良好的合作伙伴的支持下，彤程才能不断的向可持续发展的未来携手共进。我们今天所创造的一切更将关系未来许多代人的福祉。

In 2020, we're facing a period of major change that's rarely seen in a century. With the global public health crisis triggered by the COVID-19 and the subsequent economic crisis, and the changes in the international relations, only by the support of good partners, can Red Avenue continue to make progress towards a sustainable future. Everything we create today will have a bearing on the well-being of many generations in the future.



2020年8月26日，彤程新材与巴斯夫可持续发展论坛在上海举行。吸引了来自政府、下游应用端、学术界、非盈利组织的代表参与分享。作为主办方，巴斯夫和彤程新材也在现场展示了各自在可降解材料方面的优质解决方案。

On August 26, 2020, Red Avenue New Materials and BASF Sustainable Development Forum was held in Shanghai. The forum attracted representatives from the government, downstream applications, academia, and non-profit organizations to participate in the sharing. As the organizers, BASF and Red Avenue New Materials Group also demonstrated their respective high-quality solutions in degradable materials.

巴斯夫大中华区总裁兼董事长柯迪文博士表示“在巴斯夫，我们相信，只有当我们的产品、解决方案和技术能够为环境、社会和经济创造长期价值时，才能称之为真正的成功。今年5月，巴斯夫授权彤程新材料集团生产经认证的可堆肥共聚酯（PBAT）。利用巴斯夫的工艺技术，彤程将在上海建造一座产能为6万吨的PBAT工厂。我们很高兴能与彤程这样的本土民营企业共同开拓创新领域，进一步开发中国的生物降解材料市场，满足价值链上不断增长的需求。”





Stephan Dr. Kothrade, CEO and Chairman of BASF Greater China, said, "At BASF, we believe that only when our products, solutions and technologies can create long-term value for the environment, society and economy can we call it a true success. In May 2020, BASF authorized Red Avenue Advanced Materials Group to produce certified Polybutylene adipate terephthalate (PBAT). Using BASF's technology, Red Avenue will build a PBAT plant in Shanghai with a production capacity of 60,000 tons. We are very happy to be able to cooperate with local private companies like Red Avenue, we will explore innovative fields and further develop China's biocompostable materials market to meet the growing demand in the value chain."

“同时我们双方也积极支持全球可持续发展倡议，推进并推广解决方案以解决重大挑战。去年，我们与近30家公司联合成立终止塑料废弃物联盟(AEPW)，以推进相关解决方案，减少和消除塑料垃圾对环境、尤其是对海洋所产生的影响。联盟已承诺投入10亿美元（目标在未来五年内投入15亿美元）帮助终结环境中存在的塑料垃圾。”

"At the same time, both of us are also actively supporting the global sustainable development initiative and promoting solutions to solve major challenges. Last year, we jointly established the Alliance to End Plastic Waste (AEPW) with nearly 30 companies to promote related solutions and eliminate the impact of plastic waste on the environment, especially on the ocean. The Alliance has committed to invest US\$1 billion (with a target of US\$1.5 billion in the next five years) to help end the presence of plastic waste in the environment."



彤程与美国领先化学公司

The Red Avenue and Shepherd Chemical Partnership

九十年代后期，美国领先化学公司是钴橡胶粘合促进剂的世界领先供应商，钴橡胶粘合促进剂是子午线轮胎制造中的关键原材料。“领先化工非常幸运地能够与彤程取得联系，且与他们合作我感到甚是荣幸。彤程通过他们的热情和不懈的职业道德来增强专业度和对市场的了解，这是一个良好的合作伙伴关系和真正成功的故事。”

In the late nineties, The Shepherd Chemical Company was the world's leading supplier of Cobalt Rubber Adhesion Promoters, a key raw material in the manufacture of radial tires. "It was Shepherd Chemical's good fortune to be contacted by Red Avenue and my pleasure to have worked with them at that time. Their professionalism and knowledge of their market was enhanced only by their enthusiasm and untiring work ethic. A great partnership and true success story."

领先化学的核心价值观是创造价值、改善生活，彤程的文化与之非常契合。通过与彤程这么多年的合作，我们将领先化学始终如一的高质量产品和彤程世界级客户服务相结合，从而建立了牢固且持久的合作伙伴关系。

The culture of Red Avenue was a great fit with Shepherd Chemical where Shepherd's Core Values are Creating Value and Brightening Lives. By working with Red Avenue through the years combining Shepherd's consistent and high quality products with Red Avenue's World Class customer service we built a strong and long lasting partnership.

瑞克·汤纳，总裁兼总经理，这样评价道：“要成为中国客户的最有价值的催化剂合作伙伴，至关重要的是领先化学的产品必须在中国生产。新冠疫情更加明确了对本地弹性供应链的需求，与彤程的合作是我们为客户提供服务的绝佳方式。借助彤程，我们可以与值得信赖的合作伙伴一起为中国客户放心地在中国制造产品。领先化学的核心宗旨是建立长期的合作关系，我们期待在未来数十年内扩大与彤程的关系。”

To be the best value catalyst partner for customers in China it is critical that Shepherd's products are manufactured in China. The COVID-19 pandemic has made even clearer the need for resilient local supply chains and partnering with Red Avenue is a great way for us to serve our customers. With Red Avenue we can confidently manufacture in China, for Chinese customers with a trusted partner. Shepherd's core purpose rests on the foundation of long term relationships and we look forward to expanding our relationship with Red Avenue for decades to come. Ric Towner, President and GM.



第七章 / CHPT. 07

以人为本 惠聚幸福

Human-Oriented & Growing Together

尊重个体差异

RESPECTING
INDIVIDUAL
DIFFERENCES

助力员工成长

ENCOURAGING
EMPLOYEES
DEVELOPMENT

完善的薪酬福利体系

AMELIORATING
SALARY AND
BENEFITS SYSTEM

保障员工权益

PROTECTING
EMPLOYEES'
RIGHTS

丰富的员工活动

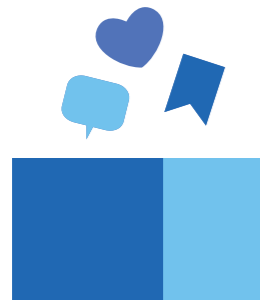
STAFF
ACTIVITIES

企业是沃土，员工是种子。企业的竞争力是实现企业持续发展的保证，加强人才建设是提升企业竞争力的根本。彤程新材秉承“以人为本”的理念，营造多元、平等、包容的企业文化和氛围，激发员工创新精神，实现公司与员工共同发展。尊重人才、发现人才、培养人才是彤程新材的人才发展观，公司不仅将每位员工培养成合格员工，更致力于将员工培养成社会需要的人才。尊重个体差异、助力员工成长、完善薪酬福利、保障员工权益以及丰富员工活动。彤程新材成立机制体制创新及人力资源课题组，优化员工激励机制，持续打造更完善的人才建设体系，助力企业持续健康发展，实现个人价值与企业发展的良性循环。

Enterprises are fertile soil and employees are seeds. The competitiveness of enterprises is the guarantee to realize the sustainable development of enterprises, and strengthening the construction of talents is the fundamental to enhance the competitiveness of enterprises. Red Avenue new material adheres to the concept of "people-oriented", creates a diversified, equal and inclusive corporate culture and atmosphere, inspires the innovative spirit of employees, and realizes the common development of the company and employees. To respect, discover and cultivate talents is Red Avenue new material's talent development concept. The company not only trains every employee to be a qualified employee, but also devotes itself to training employees to be talents needed by the society. Respect individual differences, help employees grow, improve salary and welfare, protect employees' rights and interests, and enrich employee activities. In recent years, Red Avenue new material has set up a mechanism and system innovation and human resources research group, optimized employee incentive mechanism, continuously built a more perfect talent construction system, helped the enterprise to develop continuously and healthily, and realized a virtuous circle of personal value and enterprise development.



尊重 个体差异 Respecting Individual Differences



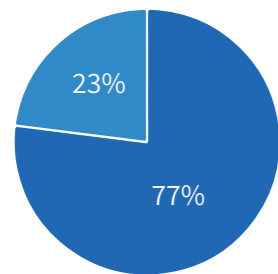
彤程新材坚信平等多元、开放沟通的健康职场环境有助于员工安心工作，进而提升企业的人力资本。所以我们非常重视职场多元化——尊重个体差异，致力于提供一个专业化、有尊严的工作场所，并且明文规定禁止任何骚扰、恐吓或歧视的行为，反对一切因性别、年龄、地域、学历、宗教、国籍等不同而存在的歧视行为。至今我们并未发生任何歧视事件，无雇用童工，亦无强迫、强制员工或涉及侵犯员工利益等事情发生。彤程致力于打造“幸福企业”，也以此为人力资本政策的基础，落实员工照顾，使每一位员工都能有归属与幸福感。

Red Avenue believes that a workplace culture of equality, diversity, and open communication not only permit employees to work with peace of mind, but also will improve the human capital of the company. Thus, we place great value on workplace diversity, respect for individual differences, and strive to provide a professional and dignified organization and expressly prohibit any harassment, intimidation, or discrimination. Furthermore, Red Avenue fights against all discrimination based on gender, age, region, education, religion, nationality, etc. So far, we have not found any discrimination, nor child labor, nor forced, compulsory employees or violations of employees' interests. We are committed to building a "happy enterprise" which is considered as the basis for human capital policies and employee care. So that every employee can have a sense of belonging and happiness.

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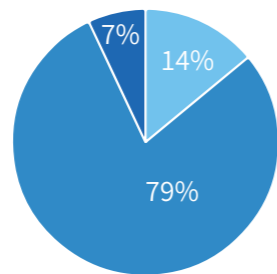
到2020年12月，彤程的员工人数609人
As of December 2020, Red Avenue has 609 employees

按性别划分的员工比例
By Sex



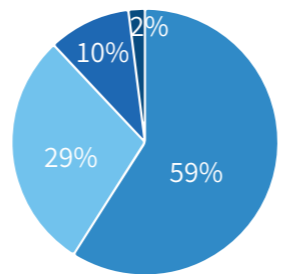
- 男 470人
Male 470
- 女 139人
Female 139

按年龄划分的员工比例
By Age



- <30岁
-30 years old
- 30-50岁
30-50 years old
- >50岁
+50 years old

按学历划分的员工比例
By education degree



- 专科及以下学历
Junior college degree and under
- 本科学历
Bachelor degree
- 硕士学历
Master degree
- 博士及以上学历
PhD degree and above

年资情况分布 Distribution of seniority

年资 seniority(As of 2020)	人数 number Of people/比例 Percentage						合计 Tatol	总比例% Percentage
	上海	北京	华奇	常京	金山			
截止2020年满5年人数 (5≤人数<10) Number of people who have reached 5 year	21 (14%)	4 (16%)	32 (14%)	1 (20%)	84 (44%)	144	24%	
截止2020年满10年人数 (10≤人数<15) Number of people who have reached 10 year	41 (28%)	15 (60%)	76 (32%)	3 (60%)	0	135	22%	
截止2020年满15年人数 (人数≥15) Number of people who have reached 15 year	11 (7%)	0	2 (1%)	1 (20%)	0	14	2%	



助力 员工成长

Encouraging Employees Development

彤程新材致力于完整的人力发展环境及平台，因为员工的创新精神、才华与热情是我们成功的驱动力。彤程新材透过实体课程培训、在职训练及团队工作学习，建构我们的员工具有意义并有价值的生涯。

Red Avenue New Materials engages in a complete human resource development environment and platform. Since the innovative spirit, talents, and enthusiasm of employees are the driving forces of our success. Red Avenue New Materials builds meaningful and valuable careers for all employees through organized training programs, on-the-job training, and team-building.

职业成长发展路径 The career growth and development of employees

秉承“以人为本”的员工发展理念，彤程新材不断完善员工职业发展路径，建立全覆盖、多层次的培训机制，推动员工横向流动、纵向发展，激发员工职业发展潜能。公司通过多种方式帮助员工拓宽职业晋升路径。鼓励员工参与公司重大项目，加大项目激励、晋升机会等资源的倾斜力度，加强内部人才选拔，培育国际化人才，为员工发展提供开阔的平台。

In the accordance with the people-oriented concept of employee development, Red Avenue New Materials constantly improves the career development path of employees, establishes a comprehensive and multi-level training system, promotes the horizontal flow and vertical development of employees, and fulfills the career development potential of employees'. We help employees expand their career paths in a variety of ways and encourage employees to participate in major projects of the company, increase the preferential resources such as project incentives and promotion opportunities, strengthen internal talent selection, cultivate international talents, and provide an open platform for employees' development. Red Avenue New Materials is willing to take responsibility for our employees and community.



新进培训 New Staff Training

新进员工到彤程就职，我们即提供新人培训课程，协助新人伙伴可以快速进入自己的工作岗位。包括介绍公司规章 / 工作环境，环境安全卫生，人权及员工沟通管道等方面的知识。While new staff joining us, we will provide a training program for them to help our partners quickly adapt their jobs. The program includes the introduction of company rules and working environment, environmental security and health, human rights, and internal communication channels.



在职培训 On-the-job training

我们为每个职务制定在职学习机会，并安排有经验的前辈来指导。We set up a complete in-service training system for each position and arrange experienced seniors to guide junior colleagues.



工程人员专业技能提升 Engineering Staff Professional Improvement

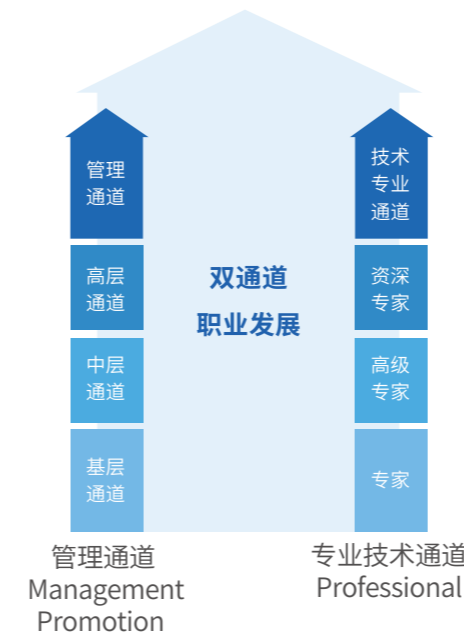
我们持续关注技术人员的专业能力，并协助其提升专业能力水平；以更加精湛的技术和专业的能力，更好的服务我们的合作伙伴与客户。We continue to assist our engineers in establishing professional capabilities and verifying their technical level and improve their skills to serve our partners and customers better.



鼓励参与研习训练、吸收外部知识经验 Motivating Employees Participation in Professional Training and Studies and Obtaining External Knowledge and Experience

基于目前及未来业务发展之需要，我们鼓励员工积极参与各项专业学习与培训，强化目前职场能力或提前储备未来工作职能，由公司指派或经公司审核批准可参加训练课程者，其训练费用由公司全额负担。

Based on the needs of their current and future career development, we encourage each employee to actively participate in various studies and training to improve professional capabilities and prepare for future job abilities in advance. We invest our staff in participating in a variety of training programs and engage in all educational charges.



培训情况 Training Situation

培训情况 Training situation	培训人数				
	上海	北京	华奇	金山	合计
参培人数 Number of participants	24	18	236	192	470
参培时长 (H) Training time	116	582	11864	3098	15660
培训课程数 Number of training courses	22	29	75	101	227



完善 薪酬福利 Ameliorating Salary And Benefits System

除了法规所规范应提供给员工的基本福利与措施外，彤程新材更搭建了完善的薪酬激励政策，不但为员工按时缴纳五险一金，并且为员工提供了住房基金、生命关爱基金，帮助员工和他的家庭在经济和医疗负担。使同仁们在工作之余，亦能得到妥善的照顾和身心健康。

Except for the primary benefits and measures prescribed by the regulations, we have established a complete salary incentive policy. We not only pay regulated staff insurance and housing fund for employees on time but also engaged in providing staff extra-housing funds and life care funds. For employees whose family is in financial and medical problems, we also engage in helping them reduce the burden. Our philosophy is to provide colleagues getting exhaustive care and physical and mental health in daily life.

福利项目 Welfare	说明 Items
节日福利 Holiday Benefits	发放节日礼金、礼品 We distribute shopping cards and festival goods on every festival.
奖金福利 Bonus	年底发放双薪、奖金，并且在公司每年周年庆时对员工发放周年庆奖金。 We are providing double pay, year-end bonuses, and annual bonuses at the company's
津贴福利 Allowances	更好的保障公司人才，针对出差人员以及业务人员，提供通讯费用全额报销及出差补贴的福利保障。 To better protect the company's talents, for travel personnel and business personnel, we provide full protection of communication expenses and travel allowances.
员工休假制度 Employee Leave System	除依照法律规定制定的各项休假制度外，公司提供了优于国家标准的年假制度，并且制定【志愿者服务假】，鼓励员工参加社会公益活动。另外制定弹性上班制度，方便员工安排工作和家庭生活 In addition to the various leave systems established by the law, the company provides an annual leave policy better than the national standard. It has formulated [Volunteer Service Vocation] to encourage employees who participate in social welfare activities. Besides, a flexible work system is established to facilitate employees to balance their work and family life.
资深员工奖励政策 Senior Employee Reward Policy	为服务公司满5年、10年及15年的员工颁发荣誉奖杯及员工服务奖，以表彰其对公司的贡献。 For staff who have served the company for 5 and 10 and 15 years, we provide honored trophies and gold or silver medals to recognize their contribution to the company.

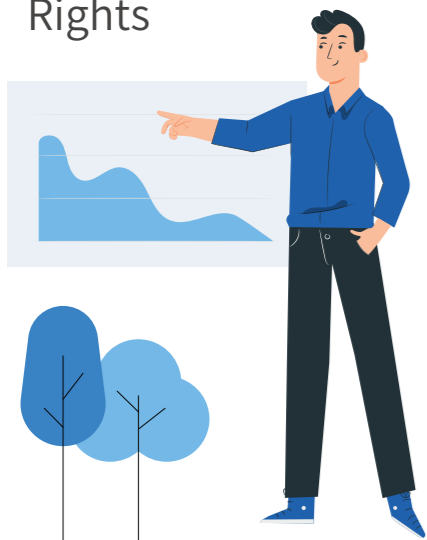
福利项目 Welfare	说明 Items
员工健康管理 Employee Health Management	每年安排员工健康体检，针对经常出差人员，提供疫苗接种福利项目。针对医疗保障部分，制定公司医疗报销政策，提供员工及子女更周全的医疗保障。 We provide annual employee physical examination and vaccination benefits programs for those who travel frequently. In terms of medical safety, the company's medical reimbursement policy was formulated to allow employees and their children with more comprehensive medical protection.
员工下一代关怀 Staff Care for the Next Generation	报销员工子女保险费用，节假日红包祝福。 Red Avenue engages in refunding employees' children's insurance expenses. Meanwhile, the company provides red envelope and blessings for staff's newborns on festive days.
住房基金 Housing Fund	为解决彤程新材员工本人因购买住房所造成的暂时经济困难，增强员工归属感、幸福感，为在工作地无住房人员提供无息贷款。 To solve the temporary financial difficulties during the purchase of housing, Red Avenue New Materials provides interest-free loans for those who do not have accommodation in the workplace. This engagement enhances the employees' sense of belonging and happiness.
生命关爱基金 Life Care Fund	为解决彤程新材员工本人或亲属因重大疾病需要紧急医疗救助所带来的暂时性的资金困难，在生活上关心员工，建立的基金救助渠道。 To help to solve the temporary financial difficulties that our employees or their relatives who need emergency medical assistance because of significant diseases, we have established a fund rescue channel to take care of our employees and their family.

自2012年起，彤程为员工特别设立了住房基金以及生命关爱基金。目的主要是为了解决员工本人因住房、疾病或其亲属重大疾病所造成的经济困难。截止于2020年12月31日前，住房保障基金申请人数49人，累计申请金额14,002,800元；生命关爱基金申请人数5人，累计申请金额300,000元。

In 2012, Red Avenue set up a housing fund and a life care fund for employees. The main purpose is to solve the employee's financial difficulties in housing, illness or the serious diseases of their relatives. As of December 31, 2020, 49 people had applied for the housing security fund, with a total amount of 14,002,800 yuan. Five people applied for the Life Care Fund, with a total amount of 30,000 yuan.



保障 员工权益 Protecting Employees' Rights



彤程新材严格遵守《中华人民共和国劳动法》、《中华人民共和国劳动合同法》及其他业务开展当地的法律法规，并制定内部相关规章及实施细则，规范劳动合同管理，员工的劳动合同签约率为100%。同时，为了充分调动员工的积极性、主动性、创新性，鼓励员工参与公司管理。彤程新材透过顺畅的沟通管道与协商机制，积极营造一个正向的工作环境，以减少劳资对立及离职率；并使员工之想法与意见得以立即处理。多项劳资沟通管道如下：

Following the "Labor Law of the People's Republic of China", the "Labor Contract Law of the People's Republic of China" and other local laws and regulations for business development, we have established internal regulations and implementation rules. We engage in regulating the management of labor contracts, 100% of our employees have signed labor contracts. Meanwhile, to mobilize the enthusiasm, initiative, and innovation of our employees, we encourage them to participate in company management actively. Red Avenue New Materials actively creates a positive working environment through smooth communication channels and negotiation mechanisms. Meantime, the employees' ideas and opinions can be heard and treated immediately. A large number of labor-management communication channels are as follows:

实体意见箱 Entity suggestion box	上海、北京办公室设置意见箱，员工如有建议（意见）除有特殊原因外均采用书面形式提出，填写公司统一的《员工建议（意见）表》，并投入意见箱内。 Our Shanghai and Beijing offices have set up suggestion boxes. Employees are invited to submit suggestions (comments) except for special reasons in written form. They only need to fill out the company's unified "Employee Suggestions (Opinions) Form" and put them in the suggestion box.
Email意见箱 Email suggestion box	员工可将意见发送至人力资源部邮箱，每月由相关部门亲自汇总，部分信息也会在每月经理级以上人员例会上提出。得出回复意见后，反馈给相应的部门或者投递人员。 Employees can send comments to the HR department mailbox. Their suggestions will be collected by the relevant departments in person each month. Some information will also be presented at the monthly manager meeting and above. When the response from the management level is available, feedback will be sent to the corresponding department or people.
员工热线 Staff Hotline	员工热线设置于总部的人资部，接受员工投诉和咨询，对情况进行检查、及时处理并回复与追踪。 The employee hotline is set up in the HR department of the headquarters. It is responsible for accepting employee complaints and consultations, checking the situation, dealing with it immediately, replying and tracking.
工会 Union	彤程新材旗下分公司工厂设有工会组织，提供员工意见的沟通管道，协调企业与员工双方的问题。 Factories of Red Avenue New Materials' subsidiary company have a trade union organization to provide a communication channel for employees' opinions, allowing coordinate issues between the enterprise and employees.

丰富的 员工活动 Staff Activities



彤程新材重视实现员工价值，更重视员工健康与安全，提倡人文健康与工作生活平衡。除了提供健康体检外，每年更是通过一系列丰富多彩的员工活动，让员工能够劳逸结合。工作之余，彤程也组织和鼓励员工参与大量的公益活动，让员工身体力行地参与社会公益，提升员工的身心健康。

Red Avenue New Materials attaches great importance to the realization of employee value, pays more attention to employee health and safety, and promotes humanistic balance between health and work-life. In addition to providing physical examination, we organize abundant activities so that employees can combine work with rest, and work happily. Moreover, in the spare time, Red Avenue organizes and encourages employees to participate in a large number of public welfare activities, so that they can improve their physical and mental health.

庆生 Birthday Celebration	定期举办员工生日会，为员工集体庆祝生日，并且提供每个寿星1张蛋糕券和生日礼金。 We regularly hold birthday parties for our employees to celebrate their birthday. The activity will offer one cake coupon and birthday gift for each staff passing birthday.
旅游 Travel	公司不定期组织员工外出旅游，从国内到国外，拓展员工眼界，丰富员工生活。 The company irregularly organizes employees to travel abroad. It intends to expand the horizons of employees and enrich their lives.
团队建设 Team Building	各部门不定期举办团队活动，增强员工凝聚力和沟通协调能力。 Various departments hold team activities from time to time. These organized actions aim to enhance employee cohesion, internal communication and coordination.
主题活动 Theme Activities	为了鼓励员工劳逸结合、关注健康，关注生活，会不定期举办特定主题的活动，比如三八妇女节的健康讲座、六一儿童节的回归初心活动、心理咨询、圣诞节抽奖等。 We organize diverse special theme activities irregularly, including the health talks on International Women's Day, relevant events on Children's Day, psychological counseling, Christmas Day lottery, etc. The aim is to encourage employees to balance their work and rest, to pay attention to their health and daily life.
公益参与 Public Welfare Participation	为鼓励员工身体力行参与到公益项目中，每人每年度享有3天的带薪志愿者服务假期，既可以用脚步去丈量彤程的公益之路，亦可服务社会释放彤程人的爱。 Each employee of our company benefits from a three-day-paid volunteer service leave per year, which aims to encourage our staff to participate in public welfare projects. This plan allows our partners to not only understand the value of public welfare in practice but also serve the society while spreading the love of Red Avenue people.

2020年度 员工关怀活动 The Events Of Employee Well- Being In 2020



3.8妇女节 International Women's Day

每年的3.8妇女节，公司都会为女性员工准备一份精美的礼物，我们关心每一位女性员工的职业发展、为每一位员工提供平等、和谐的职场环境。

On International Women's Day, we prepare a beautiful gift for female employees. And we pay much attention to the career development of every single female employee. We provide an equal and harmonious workplace for every employee as well.



微笑日 World Smile Day

5月8日是世界微笑日，我们在这一天向全国各地的同事征集微笑并进行线上评选。通过充满创意的方式拉近同事之间的距离，也把爱和温暖传递给更多人。

On May 8th, World Smile Day, we collected smiles from our colleagues across the country and made an online poll. We also spread love and warmth to more people through creative ways to get closer to colleagues.



儿童节 Children's Day

在6月1日国际儿童节到来之际，彤程新材组织员工及“彤”二代们开展了一场特别的活动。与新华医院的小朋友们一起度过了一个“云上儿童节”

With the coming of Children's Day, Red Avenue New Materials organized a special activity with our staffs of the second generation. We spent Children's Day by the cloud with the children of Xinhua Hospital Affiliated To Shanghai Jiao Tong University School of Medicine



端午节 Dragon Boat Festival

为了让员工更好的了解企业文化与业务发展，我们在庆祝端午佳节的同时，融入环保的概念，邀请了PBAT方面的专家为大家介绍可降解材料。

In order to make our employee understand the corporate culture and business development better, we celebrated the Dragon Boat Festival with the concept of environmental protection together. Meanwhile, we invited PBAT experts to introduce biocompostable materials to us.



周年庆 The 21st anniversary

2020年彤程新材迎来了成立21周年的日子。周年庆现场邀请了专业乐队进行表演，并为工作五年、十年、十五年的员工颁发奖杯。

In 2020, Red Avenue New Materials witnessed the 21st anniversary of its establishment. We invited professional bands to perform and trophies were awarded to those who had worked for five, ten and fifteen years.



中秋节 Mid-Autumn Festival

国庆逢中秋，19年一遇。为此，我们开展中秋国庆特别活动，邀请EHSQ部门带来精彩分享，现场更是准备了精美礼品和互动环节。

The only one encounter between Mid-Autumn Festival and National Day in the last 19 years, for which we held a special National Day event, inviting the EHSQ department to share wonderful ideas and specially prepared exquisite gifts and threw an interactive event.



圣诞节 Christmas Day

圣诞来临之际，我们开展EHSQ专题讲座、调香体验等一系列活动，带领员工一起感受圣诞的节日气氛，充分展现企业的人文关怀。

With the approaching of Christmas Day, we held a series of activities such as EHSQ special lecture and aroma experience, leading employees to feel the festive atmosphere of Christmas Day and fully showing the humanistic care of the enterprise.



第八章 / CHPT. 08 向善而为 共筑发展 Business Towards Goodness Togetherness Towards Development

助益环境保护行动
CONTRIBUTE TO
ENVIRONMENTAL
PROTECTION ACTIONS

教育 人人平等
EQUAL EDUCATION
TO ALL

提升儿童医疗环境
IMPROVING CHILDREN'S
MEDICAL CARE

驱动科研及可持续发展
DRIVE SCIENTIFIC RESE-
ARCH AND SUSTAINABLE
DEVELOPMENT

国际合作
打造人类命运共同体
GLOBAL COOPERATION FOR A
COMMUNITY WITH A SHARED
FUTURE FOR MANKIND



彤程新材自创立之日起，开始以企业之力关注社会角落及社会资源缺口。时至今日，彤程已在海内外近百个城市进行助学扶贫、抗疫救灾、环境保护、基建支援、偏乡支教、社创赛事、公益宣导等活动，并逐步形成了教育、医疗、科研、环保及可持续发展、影响力投资、国际合作六大公益领域为主体的社会公益服务体系。

Since the beginning of its establishment, Red Avenue New Material has been putting a great effort to cope with the shortage of social resource and paying attention to every need of the society. Till now Red Avenue New Materials has carried out activities such as education aid and poverty relief, anti-pandemic fund, environmental protection, infrastructure support, rural education, social innovation events, and public service promotion in nearly 100 cities in China and overseas, and has gradually formed a complete social service system which is based on the six public welfare fields including education, medical services, Scientific research, environmental protection and sustainable development, impact investment, and international cooperation.

在彤程不断向前的22年里，我们风雨同舟，经历了许多未曾料想的变迁，我们筚路蓝缕，用爱刻画着参天模样的年轮。无关商业、无关地域，从生活中发现爱与温暖，并将它们传递到中国和世界每个角落。未来，彤程仍将始终如一，通过履行自身的责任与优势，用创新和负责任的态度，付出最真切即时的行动，努力达成联合国全球可持续发展目标 (Sustainable Development Goals, SDGs)，创造一个更友善、更包容、更美好的环境与社会。

Red Avenue New Materials has been moving forward during these 22 years. we are being together to go through the unexpected changes and turmoils. We have contributed the most enthusiasm and received great achievements by effort. Love and warm, which are nothing to do with business or region, are digged from daily life and transfered to every corner of China and the world. In the future, Red Avenue New Materials will remain consistent, take full of its own responsibilities and advantages, keep up with the latest innovation and take immediate actions to achieve the United Nations Global Sustainable Development Goals (SDGs). We are on the way to create a more tolerant and friendlier environment and society.



环境保护 ENVIRONMENTAL PROTECTION



助益环境保护行动 Support Environmental Protection Action



彤程自成立以来，一直秉持着“材料让地球更美好”的绿色发展理念通过参与和支持环保领域相关活动，积极支持全球友善环境和生态系统的重建，让环保观念深入人心，共建人类和大自然繁盛共存的未来，创造一个更美丽的地球家园。

Since its establishment, with the good will that materials make the earth a better place, Red Avenue New Materials has participated in environmental protection activities and supported the restoration of a friendly environment and ecosystem around the world. We are striving to plant a seed of environmental protection in people's hearts, to build a prosperous future for mankind and nature, and to create a more beautiful home on earth.

环保进赛事

Environmental protection in competitions

2020年度彤程作为亚洲最大规模越野跑赛事“2020年第四届Columbia崇礼168国际超级越野赛”的官方公益合作伙伴，为所有参赛选手提供PBAT随身携带可降解垃圾袋，推动减少塑料污染治理行动，呼吁减少一次性塑料污染，倡导可降解PBAT材料在不同场景的应用，遵循着“绿水青山就是金山银山”，鼓励体育赛事参与选手跑步垃圾不丢弃，和彤程的越野“彤”仁一起做环保跑者，用脚步丈量青山绿水，身体力行的倡导越运动、越环保。

As the official charity partner in Asia's largest cross-country race, which was the 4th Columbia Chongli 168 International Super cross Country in 2020, Red Avenue New Materials provided all contestants with PBAT carriable and biocompostable garbage bags to promote the reduction of plastic pollution, calling for the reduction of disposable plastic pollution, advocating the worldwide use of biocompostable PBAT materials in different scenarios. Moreover, guided by the conviction that lucid waters and lush mountains are invaluable assets, we encourage runners participating in sports events not to discard litters, but to be environmental protection runners, to measure every inch of land with your go-green steps, and to take action on environmental protection.



环保进商场

Environmental protection in shopping malls

2020年10月，上海市发展改革委和市生态环境局等十部门联合印发出台了《上海市关于进一步加强塑料污染治理的实施方案》，旨在进一步规范和引导全社会合理适度地消费塑料制品，提高循环使用效率，尽量避免浪费，并尽可能降低和避免塑料制品生命周期内对环境的影响和风险。

In October 2020, Shanghai Development and Reform Commission and Municipal Ecological Environment Bureau, as well as ten other departments, issued Shanghai Implementation Plan on Further Strengthening Plastic Pollution Control. This plan aims to standardize and guide the entire society to consume plastic products in a reasonable and appropriate way, in order to improve recycling efficiency, avoid unnecessary wastes and the pollution of plastic products during their life cycles, and to reduce the impact of plastic products to the environment.

彤程公益基金会作为上海市发展和改革委员会官方委托执行机构，协助塑料污染治理相关公益宣传工作同时制作公益宣传视频和海报，倡导环保生活。目前可在上海市机场、火车站、书店、展会等公共场所看到公益视频和海报的播放。

As the official executive agency of Shanghai Municipal Development and Reform Commission, Red Avenue New Materials Public Welfare Foundation assists in publicity works on plastic pollution control, makes public service videos and posters, and advocates Eco-friendly life. Recently, these kinds of videos and posters can be seen in public places such as Shanghai airports, railway stations, bookstores, and exhibitions.



环保进校园

Environmental protection on campus

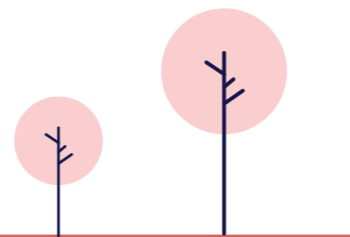
在新冠肺炎引发的全球公共卫生危机和随之而来的经济危机，国际形势变化之下，可持续发展是我们尤为关注的话题，这不仅与我们这代人息息相关，也将关系到我们的下一代。为了倡导环保绿色的生活方式，提高公众的环保意识并倡导高效的可持续解决方案，彤程携手上海市中小学生，以及学术界和致力于环保行动及社会创新的相关公益机构等，举办了一场环保进校园活动，共同携手推动创造可持续的未来。

The global public health and economic crisis was triggered by the COVID-19 pandemic and the international situation is changing in uncertain ways. Sustainable development is a top concern to us. This is not just related to this generation, but to our next generation. In order to promote a green lifestyle, raise public awareness of environmental protection, and promote efficient and sustainable solutions to it, Red Avenue New Materials organized an environmental protection activity on campus, which of its participations involved primary and secondary school students in Shanghai, as well as academia and public service organizations, working together to create a sustainable future.





教育人人平等 Equal Education To All



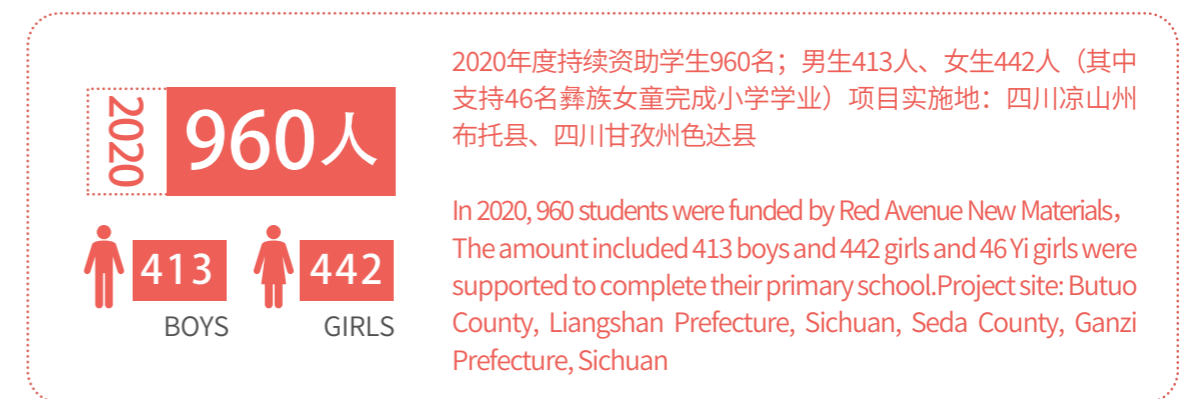
为落实平等教育机会与消弥教育资源差距，我们在通往教育领域的道路上迈出了前进的一大步。从2002年至今，彤程不断坚持教育质量改善与校园生活建设。从校园基础设施建设、关怀小学生校园生活、扶持贫困高中生助学、设立BB & Ning专项基金，到助力偏远地区教育工作者等内容，尽可能的为贫困家庭孩子、资源欠发达的地区消除后顾之忧。多年来，我们始终坚信教育是改善贫穷的第一步。从小学到大学，从偏远山区孩童到高校精英，努力为他们保驾护航，希望在这条求学之路上他们能够平稳地越行越远。

Our first step in education is to provide equal educational opportunities and reduce the gap in educational resources. From campus infrastructure construction to the care for campus lives of elementary school students, From supporting poor high school students to helping them with schooling, From setting up BB & Ning special funds for students to assisting educators in remote areas, we try our best to eliminate worries for children from low-income families in underdeveloped regions. From elementary school to university, from isolated mountain children to college elites, we are engaging in escorting their education opportunities since education is the corner stone to remove poverty.

小学生校园生活关怀计划 Life Care Plan for Primary School Students

自2012年起，彤程新材一直致力于帮助偏远地区资源受限、在教育和学习上有严重城乡落差的少数民族及困境儿童。我们曾分别在四川省凉山州设立“彤程女童班”、贵州毕节设立“彤程儿童班”。2020年，彤程为地处四川高海拔地区、资源极度匮乏的降达文殊小学师生采购冬季御寒保暖衣物、日常生活用品、防疫物资、酥油等物资，通过改善孩子们衣食住行的条件、丰富他们的课外活动、配备生活老师以培养良好的个人习惯等方式，希望能够弭平教育、生活所需的资源、心理关怀及生活体验上的差距，让每一个孩子都有机会吃饱、穿暖、快乐上学，梦想未来；让每一段不平凡的学习历程都成为可以传讲的美好故事。

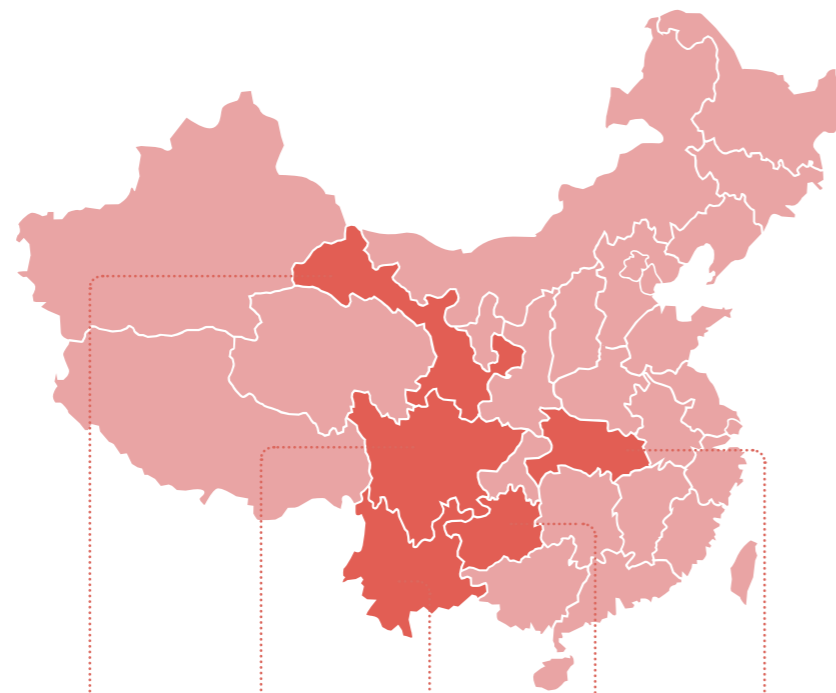
The impact of resource limits in rural areas caused urban-rural problems in children's education and learning. Since 2012, Red Avenue New Materials has established "Red Avenue Girls' Class" in Liangshan Prefecture of Sichuan Province and "Red Avenue Children's Class" in Bijie of Guizhou Province. In 2020, Red Avenue New Materials supplied warm clothing, daily necessities, epidemic prevention materials, ghee and other materials for teachers and students of Jiangda Wenshu Primary School, which is located in the high-altitude area of Sichuan and is extremely scarce in resources. These projects aimed to improve accommodation and nutritional conditions, and to enrich extracurricular activities. Moreover, we employed care-giver teachers for schools to help rural area children with good personal habits and behaviors. We attempt to reduce the resource gap and provide rural area children with enough food, clothes, education, and even dreams of the future. We help every child in rural areas go through a beautiful childhood. Let every extraordinary learning experience become a beautiful story to be told.



初高中生 助学计划 Education Assistance for Middle And High School Students

多年来彤程新材持续为贫困优秀初高中生提供生活所需费用，支持他们完成高中阶段的学业。通过施行“生活补助 + 免学费”的方式，减轻贫困优秀初高中生的经济压力；更通过多次回访交流、书信往来鼓励、温暖每个孩子的心，有温度的陪伴他们走出生命的框架。

Over the years, Red Avenue New Materials has continued to provide outstanding middle and high school students in poverty area the necessary living expenses to support them in completing their high school education. Through the method of providing living allowances and waiving tuitions, we attempted to release these students from the financial pressure. Through continuous visits and communicate, encouraging by letters, we accompanied them out of the difficulties.



甘肃省 Gansu Province	四川省 Sichuan Province	云南省 Yunnan Province	贵州省 Guizhou Province	湖北省 Hubei Province
累计资助 560 人	累计资助 620 人	累计资助 3657 人	累计资助 2246 人	累计资助 104 人
Cumulative grants have helped 560 students	Cumulative grants have helped 620 students	Cumulative grants have helped 3657 students	Cumulative grants have helped 2246 students	Cumulative grants have helped 104 students

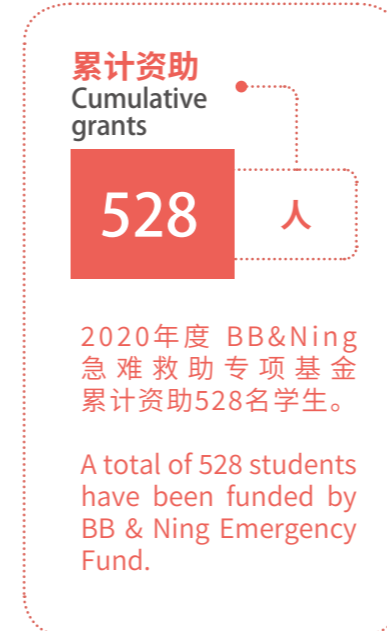
BB&Ning 急难救助 专项基金计划 BB & Ning Emergency Fund

BB & Ning专项基金旨在帮助因陷入突发、家庭急难或其他不可抗力因素而可能导致辍学或失学的高中或大学生，为他们提供助学金之外的暂时性的经济补助，让他们安心就学。这一计划鼓励并支持他们勇敢面对人生的挫折，在茫然的时刻仍然充满希望并顺利完成学业。

2020年，面对突如其来的疫情，学校由线下教学转为线上授课的方式，为了让孩子们的学习不掉队，彤程为83名家庭困难、不能上网课的珍珠生每人采购了一份包含手机和4G电话卡的“网课爱心包”。此外有39位珍珠生在2020年度通过该专项基金获得帮助。

BB & Ning Emergency Fund is set to help high school or college students who may drop out of school due to sudden family difficulties, or other factors. It provides them with temporary financial assistance in addition to financial aid so that they could continue their education and rebuild the confidence. Also this fund encourages and supports them to face the frustrations of life bravely so that they are able to complete their education with full of hope and success at an uncertain moment.

In 2020, impacted by COVID-19 pandemic, schools switched teaching from offline to online. Each of 83 good grade students and poverty students received an "online class warm package" including one mobile phone and one 4G card, without falling behind on learning. Besides, other 39 good grade students got help through this fund.



教师 赋能计划 Teacher Training And Empowerment Program

2020年度受疫情影响，我们将梦想教练计划调整为双线结合方式，其中线上共累计培训201所学校的1,304名一线教师；线下共计148名志愿者前往424所学校培训2,093名教师。截至目前此项目累计支持1,463所学校，9,987名教师培训，受益学生约20万人。

Affected by COVID-19 pandemic in 2020, the Dream Coach program was adjusted into an online-offline combination and 1,304 teachers from 201 schools were trained online. A total of 148 volunteers have trained 2,093 teachers in 424 schools by offline. So far, the program has supported 1,463 schools, trained 9,987 teachers and benefited about 200,000 students.

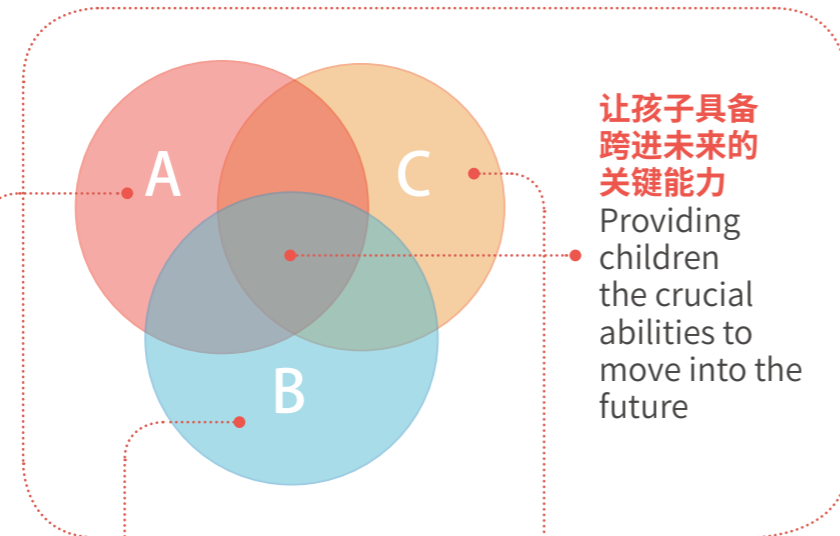
创建社群学习 Creating Community Learning

联合公益组织创建教学资源平台，打造教师的智慧学习空间，同时藉由平台让更多创新教育的行动者，分享串联，互为伙伴，带来崭新的教育视野。

We joined non-profit organizations to develop a platform for teaching resources and create a smart learning space for teachers. Meanwhile, through the platform, more innovative educators can share their pedagogical experiences and participate on education with innovative perspectives.

自2019年起，我们联合上海真爱梦想基金会、英语流利说，启动中国乡村教师的教师赋能计划，以推动教师的教学策略的创新，带动和培训当地教师，帮助当地整体提升教育发展水平。该计划期望透过公益组织和平台，让更多创新教育的行动者分享串联并结为伙伴，共同为孩子的未来铺路。

Since 2019 we joined the Shanghai Adream Foundation and LAIX to launch Empowering Teacher program for rural teachers in China and to promote the innovation of pedagogical strategies so that teachers can innovate and refine the teaching quality in class. The program attempts to unite more innovative educators through sharing innovative pedagogies, and to improve effective teaching, with the help of non-profit organizations and other platforms, Paving the way for children's future.



创新教学策略 Innovative Teaching strategies

推进教学策略的创新，鼓励教师在教学中不断锐意革新、创新教学方式和教学法、精进教学品质，扩大其效果。

We promote the innovation of teaching strategies, encourage teachers to continuously innovate pedagogies, to improve teaching quality, and to expand teaching effects.

驱动教师的成长 Driving Educator Growth

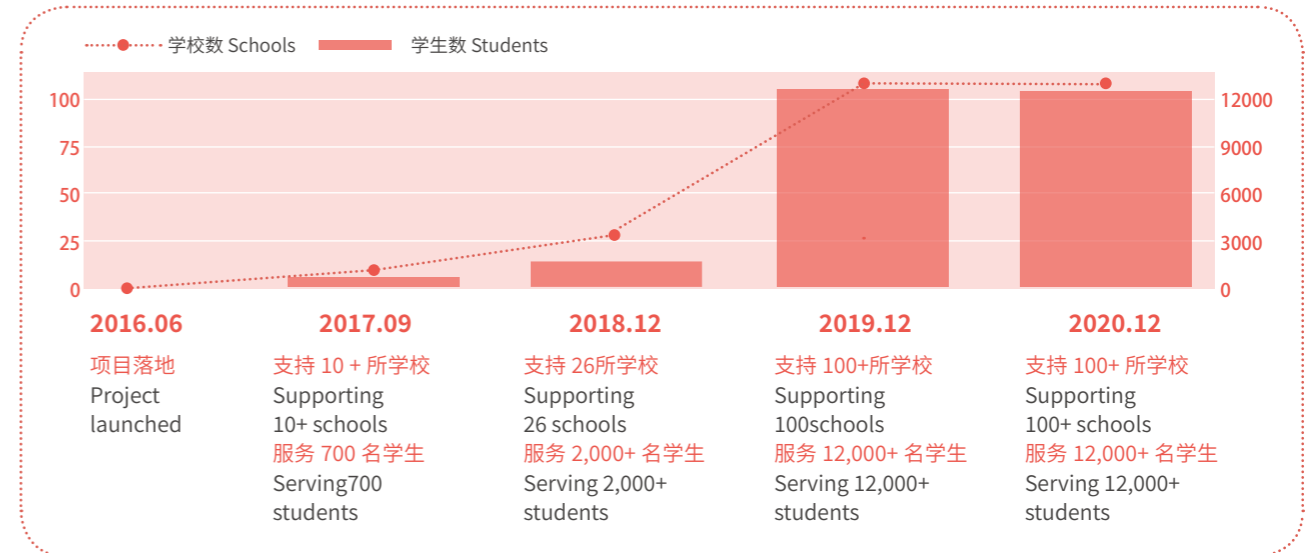
发掘教师创新的潜力，为教师提供职业成长的动力。

We discover the potential of teacher's innovation and empower educators with motivation for career growth.

智能英语 云课堂计划 Smart English MOOC Project

彤程与英语流利说启动为乡村学校捐赠人工智能英语课程，为乡村学生提供个性化、自适应的英语学习路径，帮助学生实现“英语流利说”。

Red Avenue New Materials and LAIX donated to English MOOC courses to rural area schools. The project provides rural area students a path to learn English adaptively and helps them speak fluent English.

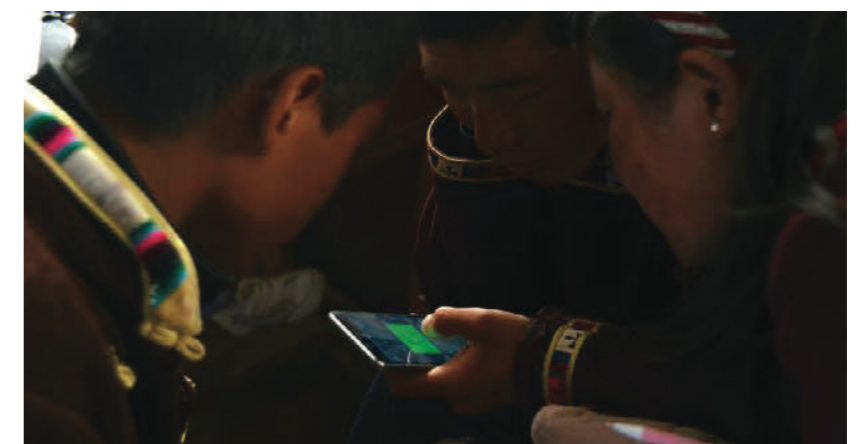


12000

服务超过
12,000 名学生
serves more than
12,000 students

截至 2020 年 12 月，智能英语云课堂项目共支持超过 100 所乡村学校，服务超过 12,000 名学生。

As of December 2020, the Smart English MOOC Project supports more than 100 rural area schools and serves more than 12,000 students.



其他教育项目 Other Education Programs



幸福蛋糕 - 电影计划 / Happiness Cake-Movie Plan

在云南省8个州市20个县市(区)实施，让边疆和贫困地区的孩子从电影中学习爱与美、美与善，同时，通过孩子们的观后感和心得体会，把分享爱与美的精神传递给他人。

The plan, implemented in 20 counties (districts) of 8 prefectures and cities in Yunnan Province, allowed children in the border and weak areas to percept love, beauty and kindness from movies. Meantime, children shared their feedback and experience after films watching and learned how to send love and grace to others.

我们在教育领域的努力还包括：
Our efforts in the education field also include:

硬件设施捐助
hardware facilities donation

在广东、广西、贵州、海南、宁夏、青海、陕西、新疆、云南等地建起了二十余所彤程希望小学、光彩小学，为孩子们提供了良好的学习环境。

More than 20 Red Avenue Hope Primary Schools and Guangcai Primary Schools have been built in Guangdong, Guangxi, Guizhou, Hainan, Ningxia, Qinghai, Shaanxi, Xinjiang, Yunnan, and other provinces, providing a pleasant learning environment for children.



青川藏区、格桑花西部助学 Education Assitance in Qingchuan Tibetan Area Gesanghua West

在青海、四川藏区进行贫困学生资助、教师培训、贫困学校校舍修建和学校图书室置办，受益人数超过3千人。

We fund poverty students and trained local teachers while engaging in school libraries buildings in Qinghai and Sichuan Tibetan areas.

支教计划 Support Education Plan



支持上海杉树基金会每年招募优秀的青年人才，向偏远地区持续输送优质的教育人才，支持优秀教育团队及个人赴偏远地区从事1至2年教育服务工作，缓解当地教育资源不足的问题，赋能当地教育生态链，利用不同地区的教学资源协作以提高偏远地区的教育质量。到2020年12月，这一计划共支持超过427位优秀的教育工作者前往四川凉山、云南等地区进行长期支教服务。

We support Shanghai Cedar Foundation to recruit outstanding youths and continue to deliver high-quality educators to remote areas every year. We assist excellent education teams and individuals to go to remote areas for 1 to 2 years of education service, alleviate the difficulties of insufficient local education resources, empower the local education ecological chain, and collaborate the teaching resources of different regions to improve the quality of education in remote areas. By December 2020, this program supported more than 427 outstanding educators to provide long-term education support services in Liangshan, Yunnan and other regions of Sichuan.

2020

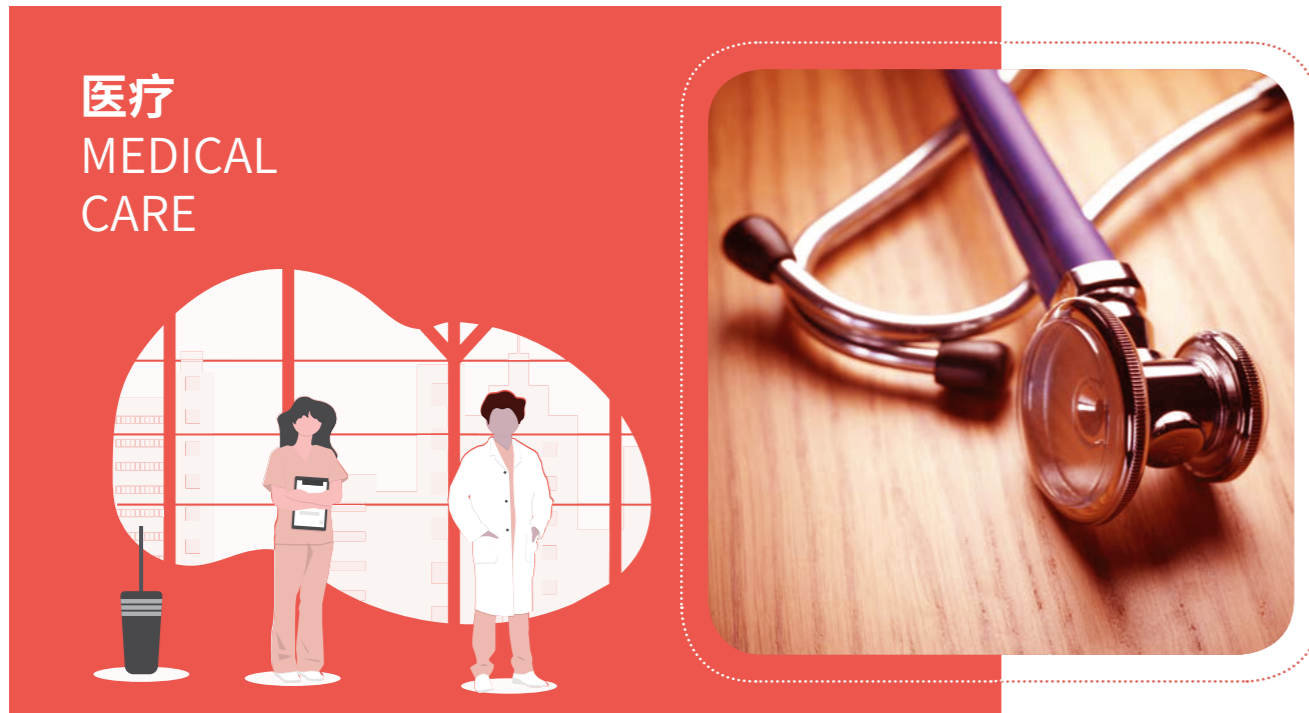
427 位

优秀的教育工作者
427 outstanding
educators

到2020年12月，这一计划共支持超过427位优秀的教育工作者前往四川凉山、云南等地区进行长期支教服务。

By December 2020, this program supported more than 427 outstanding educators to provide long-term education support services in Liangshan, Yunnan and other regions of Sichuan.





医疗 夜以继日 Improving Children's Medical Environment



或许你很难想象，有一群孩子，记忆中的童年是在病床上度过的。生活中最简单的一个笑容，都难以在他们及其家人脸上捕捉到。但他们从未失去对生命的热诚与希望，他们的父母，在每天的日常中实践着爱与勇气，因为孩子的每个变化，都紧紧牵动着他们的心绪。

彤程新材用心呵护这些孩子并保护他们的家庭。我们不只医治孩子的身体，同时也守护孩子的心灵，更用心的为病童、家长及医护人员提供一个完整而友善的医疗环境。

在多年以后，这些孩子仍不知道童年时期的巨大改变，在漫长的岁月中会成为他们无法抹去的成长印记，但享受生命的美好。

It is hard to believe that there are such groups of children spending their childhood in hospital. It is hard to imagine that a simple smile is strange to themselves and their families. They struggle with fate in hardships, but never lost their enthusiasm and expectations for life. Their parents love and encourage each others in their daily lives because every little change in their kids' condition intimately hits their hearts.

Red Avenue New Materials takes care of these children and protects their families. We not only cure the children's illnesses but also guard their minds. That is the reason why we provide a complete and friendly medical environment for sick children, their parents, and the medical staff.

Many years later, these grown-ups would not know what kind of changes have taken place during their childhoods, but these indelible imprints of growth will be with them and let them enjoy lives.

爱的分贝 彤程计划 Red Avenue I-Hear-U Program

彤程新材自2017年携手北京爱的分贝公益基金会发起“爱的分贝彤程计划”，为贫困家庭儿童提供就医指导、手术救助、康复教育培训等多个方面的资金支持。为听障儿童及家庭提供支持和帮助，用爱唤醒听障儿童沉睡的耳朵，让这些儿童能够早日回归有声世界。

Red Avenue New Materials, together with I-Hear-U Charity Fund, launched Red Avenue I-Hear-U program to provide financial support for children from low-income families in medical and surgical assistance, rehabilitation education, and training. We provide support and assistance to hearing-impaired children and their families and help them return to the world of sound in one day.

72

累积完成 72名听障儿童的
人工耳蜗植入手术
cumulative helped 45
hearing-impaired children.

2020年共资助6名儿童植入人工耳蜗，累积完成72名听障儿童的人工耳蜗植入手术及康复训练。

In 2020, we funded a total of 6 hearing-impaired children for cochlear implant surgeries. So far 72 hearing-impaired children have been funded to complete cochlear implant surgeries and rehabilitation training.



中西部儿科专科 医疗人员 培训计划 Medical Staff Training Program for Pediatric Specialists In The Midwest Region

2020年第八届接受培训医师62人，培训医师来自：广西、甘肃、云南、宁夏、四川、陕西等地的二线城市儿科医师。

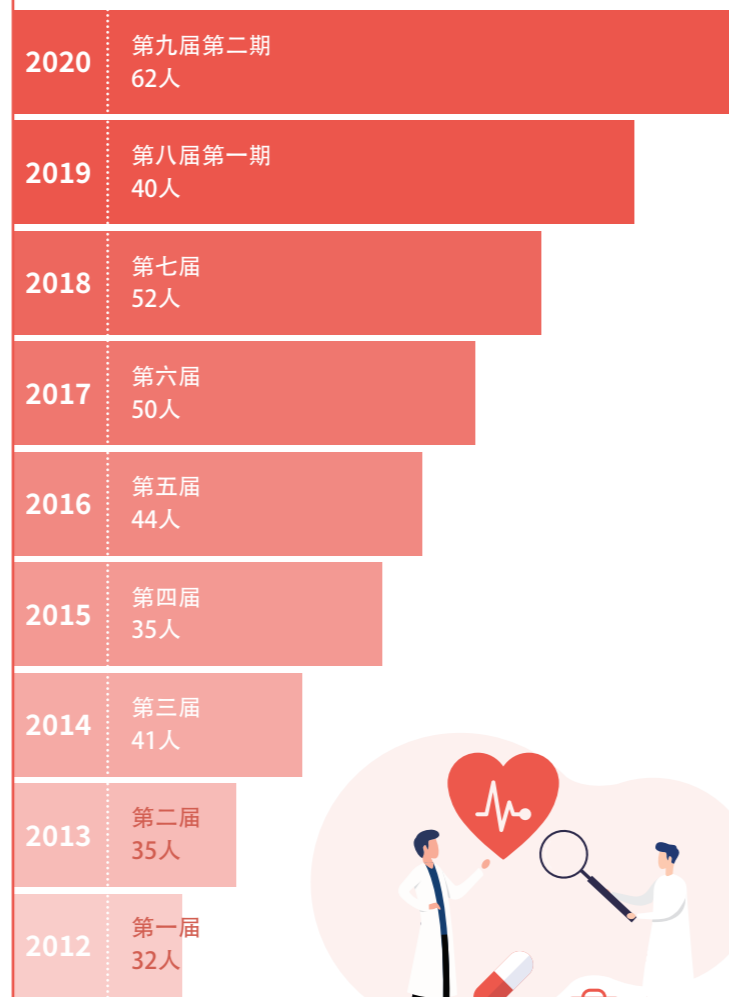
从2012年累计有344人参与培训计划，结业学员自2017年起每年可为至少1百万病患儿童提供看诊服务。

In 2020, in the 18th of Medical Staff Training program, 40 pediatricians from Guangxi, Gansu, Yunnan, Ningxia, Sichuan, and Shaanxi have participated in medical Training Program.

Since 2012, a total of 344 people have joined in the training program. And Since 2017, they have provided medical services to at least 1 million children each year.

彤程新材于2012年起，携手上海交通大学附属新华医院开启“中西部儿科专科医师培训计划”，旨在通过一年的专科培训与临床实习，为中西部地区及医疗欠发达地区免费培训儿科专科医师提供专业理论知识和前沿专业医疗技能培训。在遵循以人为本的医疗理念的基础上，建立有利于儿童医疗的照顾环境，提高中西部地区儿童的生活质量。

Since 2012, Red Avenue New Materials has launched the Medical Staff Training program for pediatric specialists in the mid-west region in cooperation with Xinhua Hospital which is affiliated to Shanghai Jiao Tong University. It aims to offer pediatricians who worked in the mid-west region and underdeveloped areas of China a one-year free training and clinical practice, providing professional theoretical knowledge and professional medical skills training. The program, based on humanism, intends to provide a conducive care environment for children, and to improve better lives for children living in the mid-west region.



水滴彤程 医务计划 Red Avenue Medical Clinic Project: Water Drop Program

彤程新材和水滴公益基金会，携手在贫困山区学校建立校园医务室，把健康卫生教育观念、应急救护、轻微伤自救知识带进贫困山区，帮助当地学校建立起校园卫生管理制度和青少年健康教育制度。

Red Avenue New Materials and Water Drop Charity Foundation have built medical clinics for schools in undeveloped area. The program brings health concepts, emergency care, and minor injury self-help knowledge into undeveloped mountain areas. Through this program, we intend to help local schools establish health management systems and youth health education programs.

2020

15,704 人

直接受益
15,704名学童
The direct
beneficiaries
include 13,485
school children

2020年已在河北张家口赤城县和怀安县、四川凉山、新疆墨玉县、云南昭通、陕西安康建立了14所医务室，直接受益学生人数15,704名学童。

In 2020, we built ten medical clinics in Chicheng and Huaian County of Hebei Province and Liangshan Yi Autonomous Prefecture of Sichuan, benefiting 15,704 school children.



我们在医疗领域的努力还包括：

Our efforts in the medical care field also include:

1.携手爱佑基金会在西安、宁夏设立孤儿养护中心，累计养护病患孤儿1,239人。

Red Avenue New Materials, together with Aiyou Foundation, set up orphan care centers in Xi 'an and Ningxia and nursed 1,239 sick and orphans.

2.支持贫困先心病患儿完成手术，迄今，已救治415名患病儿童，让他们摆脱病魔困扰。

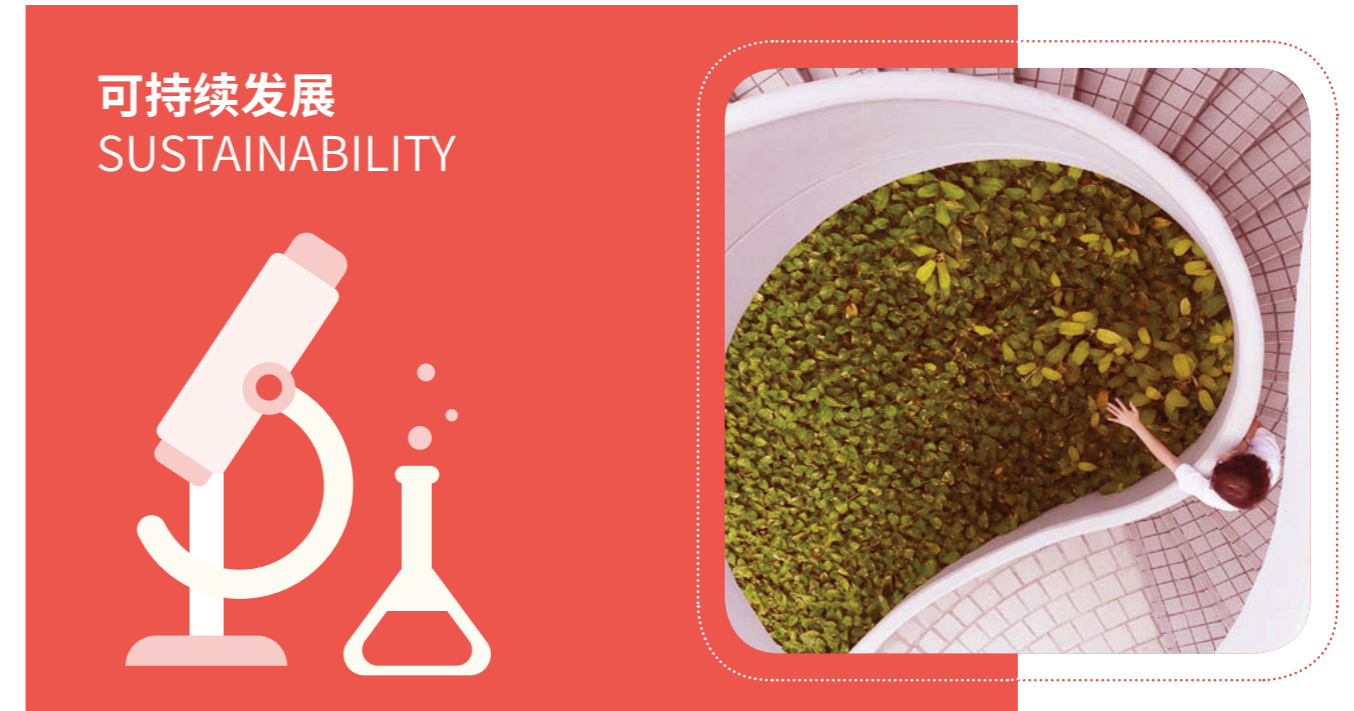
We have Supported the children from undeveloped areas and low-income families, who suffered congenital heart disease, to complete the surgeries. So far, 415 children have been cured successfully.

3.参与脊椎侧弯矫正、新生儿重症等重大疾病儿童个案，为他们提供手术治疗费用，累计资助90位儿童。

We Participate in the treatment of children with significant conditions such as scoliosis illness and severe neonatal illness, pay them the medical treatment fee . The program has already supported 90 children.

4.发动彤程新材所属员工自愿加入中华骨髓库捐赠计划、爱心献血计划，对配对成功并参与爱心捐助的员工，公司承担其手术过程中所产生的一切医疗、休养、营养补给等费用。

We call out our staff to join the China Bone Marrow Donation Program voluntarily. For staff who have successfully matched with patients and participated in the donation, the company affords all the expenses during the operation.



科研及可持续发展

Promote Research And Sustainable Social Development

科研创新对一个国家和民族的生存和发展至关重要。创新驱动的实质是人才驱动，人才是第一资源。彤程新材通过或透过资助举办一系列活动，激发民间团体和个人的创新活力，以促进社会问题的解决，为社会的可持续发展提供更多机会。

因为持续创新的过程更需要有组织的愿景与行动的有机协同、资源分配、权力行使、责任与义务的界定。未来，我们将更积极地参与社会创新行动，并强化对社会创新行动者群体的支持。透过实际的参与、合作及组织协调，为社会的进步及可持续发展贡献应有的力量。

Innovation is not a simple idea, nor is it a simple creation by one's enthusiasm. Innovation requires not only the cooperation between people but also the mutual trust and the participation of individuals, organizations, society, and authorities. Red Avenue New Materials has organized and sponsored a series of activities to stimulate the innovative activities. Such efforts trend to solve social problems and provide more opportunities for social sustainable development.

Since the process of continuous innovation requires not only the coordination of organizations, but also resource allocation, power exercise, and the determination of responsibilities and obligations, in the future, we will participate more in social innovation activities and strengthen our support for innovation producers in our society. Through real participation, multiple cooperation, and organizational coordination, we would contribute more to the progress of our community and sustainable development.

新材料研发 及人才培养计划

The Program Of The New Material Laboratory Establishing And Staff Training



北化工新材料实验室 New Materials Laboratory at Beijing University of Chemical Technology

以千万级的投入，支持北京化工大学等高校对化工新材料实验室的贡献及人才培养，以切实的方式鼓励科研创新与人才协同发展，助力行业的技术革新。

With the amount of ten millions in funding, Red Avenue New Materials supports universities and other academic organizations such as Beijing University of Chemical Technology with the chemical material laboratory researches and talent development. The program encourages the collaborative development of scientific research and staff training to activate industry technology innovation.



“SCIP+” 绿色化学化工创新创业大赛

SCIP+ Green Chemistry and Chemical Innovation and Entrepreneurship Competition

2020年第二届SCIP+绿色化学化工创新创业大赛秉承“创新、协调、绿色、开放、共享”发展理念，以“绿色改变世界，化工智创未来”为主题。彤程作为协办单位携手中国石油和化学工业联合会、中国化工学会、上海化学工业区、华东理工大学等机构，聚焦环境保护，关注创新生态，培育绿色化学化工创新创业的新动能，携手开创化工行业高质量发展新局面。

In 2020, SCIP+ Green Chemistry and Chemical Innovation Entrepreneurship Competition followed the concept of innovation, coordination, green, openness, and sharing, with the theme that "green changes the world, chemical industry creates the future".

As a co-organizer, Red Avenue New Materials cooperated with China Petroleum and Chemical Industry Federation, China Chemical Industry Association, Shanghai Chemical Industry Park, East China University of Science and Technology and other institutions to focus on environmental protection, pay attention to innovation ecology, cultivate new methods for green chemical innovation and entrepreneurship, and lead chemical industry in the new situation of high-quality development of the industry.



彤程自成立以来一直秉承着工业发展与环保并重的理念，力求减少对环境带来的影响，也在科研和可持续发展领域始终鼓励并支持用社会创新家、社会设计师的角度来创造一种新的社会影响，一起创造更多解决社会问题的可能。

Since its establishment, Red Avenue New Materials has been following the concept of industrial development and environmental protection and striving to reduce the impact on the environment. We always encourage to create a new social impact and more possibilities to solve social problems in the position of social innovators and social designers.

本次大赛共覆盖全国28个省市、6个海外国家、110所高校、140家企业、387支队伍参赛，比首届大赛增加50%。

The competition covered 28 provinces and cities in domestic, 6 countries in aboard, including 110 universities, 140 enterprises, and 387 teams to participate in the competition, with an increase of 50% than the first competition.

大赛赛事与创新需求相结合，邀请中外知名企业设立27项指定命题，参赛提交作品实现全覆盖。

The competition was combined with the demand for innovation. Well-known domestic and foreign companies were invited to set up 27 designated propositions, and the submitted works were fully covered.

北京工商大学环境友好聚合物发泡材料团队以及生物界面柔性传感团队这两支团队获得彤程指定命题奖。

The Eco-friendly Polymer Foaming Materials team of Beijing Technology and Business University and the Biological Interface Flexible Sensing team won the Red Avenue New Materials designated proposition award.



经济科学与 科研技术 奖励计划

Economic Science And Technology Research Grant Program



孙冶方经济科学奖 Award of Sun Yefang Economic Science

彤程支持孙冶方经济科学基金会开展孙冶方经济科学奖的设立，支持理论经济学和具体经济课题研究、鼓励优秀经济学研究成果的出版，并推动中外学术交流活动。该奖旨在深度挖掘更具有影响力、更具可持续发展价值及符合时代主题的研究成果。

Red Avenue New Materials supports the Award of Sun Yefang Economic Science in coordination with Sun Yefang Foundation. We engage in supporting theoretical economics and specific economic research, and the publication of outstanding economic research achievements, and promoting academic exchange activities between China and foreign countries. The award is set to dig into more influential research achievements that have more value for sustainable developments in this era.

目前孙冶方经济科学基金会56部著作奖，178篇论文奖，支持379位作者及10个课题组。

The foundation has rewarded 56 books, 178 papers, and supported 379 researchers and 10 research teams.

高校奖助学金 University Scholarships

彤程鼓励高校学生努力学习，钻研学科，携手北京大学教育基金会支持北京大学化学学院科研人才在孵烯材料项目中深入研究。此外，在北京工商大学、北京化工大学、青岛科技大学、苏州大学等多所高校设立彤程奖、助学金，为他们在追求梦想的道路上添砖加瓦。

Red Avenue New Materials encourages college students to work hard and set up Red Avenue Awards and bursaries in many universities such as Peking University, Beijing Technology and Business University, Beijing University of Chemical Technology, Qingdao University of Science and Technology, and Suzhou University. Scholarships provided by Red Avenue New Materials will assist college students in achieving their dreams.

青年参与 计划

Youth Participation Plan

截至 2020 年，共支持超过
2,123 名青年，以不同的
形式参与社会服务与行动

By the end of 2020, the
plan has supported more
than 2,123 young people
to participate in social
services and actions in
various ways.

其他 Others

彤程鼓励青年人热爱生命、拥抱多元、跳出舒适圈，以实际的行动参与社会。我们倡导透过公共参与和学习，让年轻人关心身边的大小事，创造出属于他们的集体智慧，塑造新的社会愿景，同时也让他们重新定义自己在世界地图的位置。

Red Avenue New Materials encourages young people to enjoy lives, accept diversity, jump out of the comfort zone, and engage social activities. We hope that, through public participation and learning, young people care about the things around them, discover their wisdom that suits to their proper generation, and shape a new social vision. Then, they will relocate their positions on the world map.

截止 2020 年 12 月， 我们在科研与可持续发展领域的努力还包括：

By December 2020, our efforts in the field of scientific research and sustainable development also include:

为有效促进产学研结合，彤程支持“侯德榜化工科学技术奖”的设立，以奖励全国范围内长期工作在教学、科研、生产、设计第一线的化工科技工作者以及对化工科技进步做出重要贡献的卓越人员。

In order to promote the education and research, Red Avenue New Materials supports the establishment of the Hou Debang Chemical Science and Technology Award. It is to reward chemical science and technology workers who have been working in teaching, scientific research, production and design for a long time and other outstanding persons who have made important contributions to the progress of chemical science and technology.

已累计奖励并支持80名杰出研究者。

A total of 80 outstanding researchers have been awarded and supported.

扶持四川青神、广西百色超过200个贫困母亲家庭，在资金、物资、就业指导等方面为她们实现脱贫奠定基础，并让她们的家庭在走出困境同时向小康家庭迈进。

We have supported more than 200 low-income mothers in Qingshen County of Sichuan and Baise City of Guangxi. We assisted their families through funds, supplies, and employment guidance, and help them out of poverty while moving towards a good will of well-off family.

定向资助不同的体育与文化项目，以促进体育领域的发展。

We sponsored specific sports and culture projects to promote the development of sports.



56 178 379

已颁发56部著作奖，178篇论文奖，支持379位研究者。

The foundation has rewarded 56 books, 178 papers, and supported 379 researchers and 10 research teams.

2389

截至2020年，已有2,389名学子获得“彤程奖、助学金”。

By 2020, 2,389 students have been granted by the Red Avenue Awards and bursaries.

全球慈善 GLOBAL PHILANTHROPY



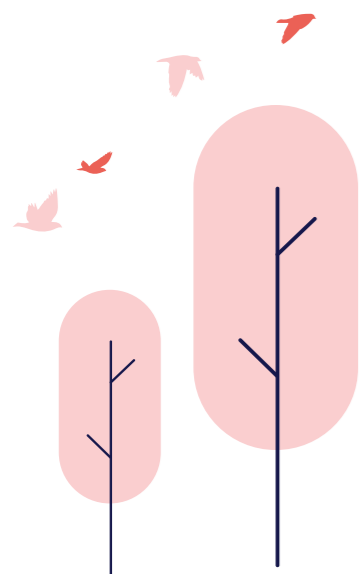
自2010年起，彤程新材便开始参与国际援助与合作项目，从广西百色的中越边境贫困家庭的经济帮扶，到印尼特困学生的资助；从为世界银行在亚洲扶持的30多个可持续发展项目和机构提供支持，到近年在缅甸等东南亚国家积极援助公益合作项目等，我们漂洋过海，只为把来自中国的爱和希望传遍到世界的每个角落。

With the development of globalization and the implementation of the Belt and Road initiative, private enterprises have not only become the backbone of China's international relations, but also a vital factor in the achievement of the Chinese dream. The activity of Chinese private enterprises on the global stage has not only strengthened the trust and understanding between China and other countries. It also contributes to improving China's national image and international reputation. Thus, the global participation of Chinese private enterprises will show the world China's cultural confidence.

Since 2010, Red Avenue New Materials has participated in international assistance and cooperation projects. From the financial aids for families in need on the Sino-Vietnamese border in Baise City of Guangxi to financial support for students in Indonesia; From the support and engagement for more than 30 sustainable development projects led by the World Bank in Asia to the assistance and non-profit cooperation projects with Southeast Asian countries such as Myanmar, we have went far by holding a wish that spreading love and hope from China to every corner of the world.

国际合作 打造人类命运共同体 International Cooperation For A Community With A Shared Future For Mankind

随着全球化的热烈发展与“一带一路”的计划实施，民营企业不仅是推动高质量发展的重要主题，成为国人实现“中国梦”的重要参与者，更是国内外关系维护的重要沟通桥梁。



农村基础建设计划
Rural Infrastructure Construction Project

孤儿院教保级社工人员培训计划
Training Program for Social Worker in Orphanage

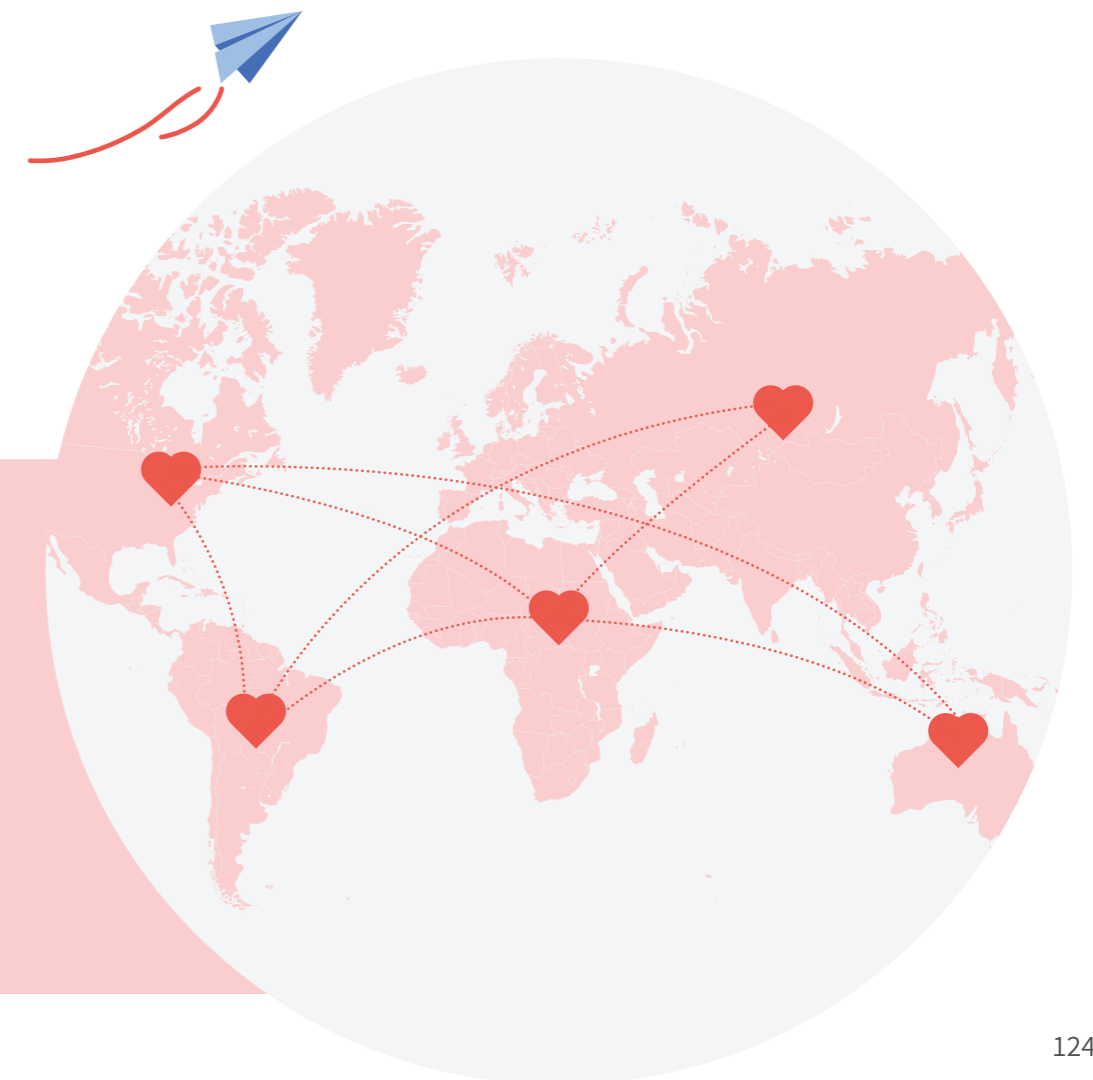
孤儿照顾计划
Orphan Care Program

灾害救助及人道救援计划
Disaster Relief and Humanitarian Relief Program

罗德学者支持计划
Rhodes Scholar Support Program

全球女性领导力计划
Global Women's Leadership Program

免费午餐计划
Free Lunch Program



在东南亚国家参与23座桥梁的建设援助以连接当地72个行政村。通过基础设施援建，为当地提供了便捷的交通，促进了当地经济的发展。

We participated in the construction of 23 bridges in Southeast Asian countries to connect 69 local administrative villages. Our assistance in local infrastructure provided convenient transportation for the locals and promoted the development of the regional economy.

在东南亚国家共援建43口水井，解决了近4万多当地人口及1个戒毒中心60人的饮水安全隐患。

We assisted the construction of 43 wells in Southeast Asian countries, cleaning up the hazards drinking water safety for nearly 40,000 local population and 60 people in a detoxification center.



与世界银行在亚洲共同扶持30多个可持续发展项目与机构，以促进多元化的可持续发展模式。

We supported more than 30 sustainable development projects and institutions with the World Bank in Asia to promote diversified and sustainable development models.

累计资助17位国际大学生来华参与企业及跨文化的国际交流计划。

We funded 17 international students to participate in Corporate and Cross-Cultural International Exchange Programs in China.

关怀42所国际孤儿院，建立专业的社会工作及保育制度，更好的保护、教养、陪伴孤苦无依的院童。

We took care of 42 foreign orphanages, established professional social service and childcare systems to better protect, educate, and accompany these orphans.



资助1,879名未成年孤儿的全年照顾，使无人疼爱的孩子有了安全无忧成长环境。

We engaged in financing 1,879 under-age orphans throughout the year to guarantee these homeless children a safe environment for growth.



提供东南亚国家14,689名贫困学童每天免费的营养午餐，使这些儿童免于饥饿，健康成长。

We provided free daily lunches for 14,689 students in Southeast Asian countries to protect them from hunger and to help them grow up healthily.

携手美国亚利桑那州立大学在全球范围内开展女性领导力资助计划，鼓励更多女性追求梦想，用激情和勇气创造价值。

We collaborated with Arizona State University to launch a Global Women's Leadership Program worldwide to encourage more women and girls to pursue their dreams and create values with passion and courage.

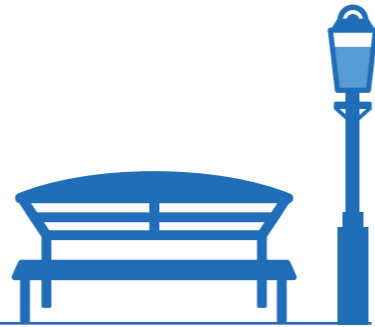
携手英国罗德基金会，每年支持4位“罗德学者”前往牛津大学进行深造。

We work with the British Rhodes Foundation to support four Rhodes Scholars to pursue further studies at the University of Oxford every year.



附录 1: GRI standards 指引索引

Appendix 1: GRI standards guidance index



披露项目 Item	对应章节 Chapter	页码 Page	
组织概况 Organization profile	102-1 组织名称 Name of the organization	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
	102-2 活动、产品、品牌和服务 Activities, brands, products, and services	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
	102-3 总部位置 Location of headquarters	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
	102-4 经营位置 Location of operations	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
	102-5 所有权与法律形式 Ownership and legal form	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
	102-6 服务的市场 Markets served	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
	102-7 组织规模 Scale of the organization	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
	102-8 关于员工和其他工作者的信息 Information on employees and other workers	以人为本 惠聚幸福 Human-Oriented And Growing Together	P.87-98
	102-9 供应链 Supply chain	共享机遇 聚变未来 Sharing Opportunities And Changing The Future Together	P.71-86
	102-10 组织及其供应链的重大变化 Significant changes to the organization and its supply chain	共享机遇 聚变未来 Sharing Opportunities And Changing The Future Together	P.71-86
	102-11 预警原则或方针 Precautionary principle or approach	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
	102-12 外部倡议 External initiatives	我们的利益相关方 Our Stakeholders	P.7-14
	102-13 协会的成员资格 Membership of associations	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28

披露项目 Item	对应章节 Chapter	页码 Page	
战略 Strategy	102-14 高级决策者的声明 Statement from senior decision-maker	董事长致辞 A Message from the Chair	P.5-6
	102-15 关键影响、风险和机遇 Key impacts, risks, and opportunities	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
道德和诚信 Ethics and integrity	102-16 价值观、原则、标准和行为准则 Values, principles, standards, and norms of behavior	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
		共享机遇 聚变未来 Sharing Opportunities And Changing The Future Together	P.71-86
	安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70	
102-17 关于道德的建议和关切问题的机制 Mechanisms for advice and concerns about ethics	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28	
管治 Governance	102-18 管治架构 Governance structure	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
	102-19 授权 Delegating authority	创新驱动 中国智造 Innovation Drives Intelligent Manufacturing In China	P.15-28
		共享机遇 聚变未来 Sharing opportunities, changing the future together	P.71-86
	102-20 行政管理层对于经济、环境和社会议题的责任 Executive-level responsibility for economic, environmental, and social topics	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
		安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
共享机遇 聚变未来 Sharing Opportunities And Changing The Future Together		P.71-86	
	向善而为 共筑发展 Business Towards Goodness Togetherness Towards Development	P.99-126	

披露项目 Item	对应章节 Chapter	页码 Page	
管治 Governance	102-21 就经济、环境和社会议题与利益相关方进行的磋商 Consulting stakeholders on economic, environmental, and social topics	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
		安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
		共享机遇 聚变未来 Sharing Opportunities And Changing The Future Togethe	P.71-86
		向善而为 共筑发展 Business Towards Goodness Togetherness Towards Development	P.99-126
	102-22 最高管治机构及其委员会的组成 Composition of the highest governance body and its committees	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
	102-23 最高管治机构主席 Chair of the highest governance body	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
	102-29 经济、环境和社会影响的识别和管理 Identifying and managing economic, environmental, and social impacts	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
		安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
		共享机遇 聚变未来 Sharing Opportunities And Changing The Future Togethe	P.71-86
	102-31 经济、环境和社会议题的评审 Review of economic, environmental, and social topics	社会责任管理与实践 Social Responsibility Management and Practice	P.25-42
		环境健康安全与绿色运营 Environment Health Safety & Green Operation	P.43-58
		客户服务与供应链管理 Customer Service & Supply Chain Management	P.59-64
利益相关方参与 Stakeholder engagement	102-32 最高管治机构在可持续发展报告方面的作用 Highest governance body's role in sustainability reporting	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
		安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
		共享机遇 聚变未来 Sharing Opportunities And Changing The Future Togethe	P.71-86

披露项目 Item	对应章节 Chapter	页码 Page	
利益相关方参与 Stakeholder engagement	102-33 重要关切问题的沟通 Communicating critical concerns	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
		安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
		共享机遇 聚变未来 Sharing Opportunities And Changing The Future Togethe	P.71-86
		向善而为 共筑发展 Business Towards Goodness Togetherness Towards Development	P.99-126
	102-39 利益相关方群体列表 List of stakeholder groups	我们的利益相关方 Our Stakeholders	P.7-14
	102-41 利益相关方的识别和遴选 Identifying and selecting stakeholders	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
		安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
		共享机遇 聚变未来 Sharing Opportunities And Changing The Future Togethe	P.71-86
		创新驱动 中国智造 Innovation Drives Intelligent Manufacturing In China	P.29-50
	102-42 利益相关方参与方针 Approach to stakeholder engagement	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-20
		安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
		共享机遇 聚变未来 Sharing Opportunities And Changing The Future Togethe	P.71-86
102-43 提出的主要议题和关切问题 Key topics and concerns raised	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28	
	安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70	
	共享机遇 聚变未来 Sharing Opportunities And Changing The Future Togethe	P.71-86	

披露项目 Item	对应章节 Chapter	页码 Page	
利益相关方参与 Stakeholder engagement	102-43	提出的主要议题和关切问题 Key topics and concerns raised 创新驱动 中国智造 Innovation Drives Intelligent Manufacturing In China	P.15-28
	102-45	界定报告内容和议题边界 Defining report content and topic Boundaries	P.1-2
	102-46	实质性议题列表 List of material topics 彤程新材2020 年可持续发展报告 与 SDGs 目标对应表 2020 Red Avenue Sustainable Value About This Report	P.3-4
	102-47	信息重述 Restatements of information	P.1-2
	102-48	报告变化 Changes in reporting	P.1-2
	102-49	报告期 Reporting period	P.1-2
	102-50	最近报告日期 Date of most recent report	P.1-2
	102-51	报告周期 Reporting cycle	P.1-2
	102-52	有关本报告问题的联系人信息 Contact point for questions regarding the report	P.1-2
	102-53	符合 gri 标准进行报告的声明 Claims of reporting in accordance with the GRI Standards	P.1-2
	102-54	Gri 内容索引 GRI content index	附录 Appendix P.127-136
管理方法 Management Approach	103-1	对实质性议题及边界的说明 Explanation of the material topic and its Boundary	P.1-2
	103-2	管理方法及其组成部分 The management approach and its components	P.1-2
	103-3	管理方法的评估 Evaluation of the management approach	P.1-2
反腐败 Anti-corruption	202-2	反腐败政策和程序的传达和培训 Communication and training about anti-corruption policies and procedures 一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28

披露项目 Item	对应章节 Chapter	页码 Page	
能源 Energy	301-1	减少能量消耗 Reduction of energy consumption 安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
水资源与污水 Water and Effluents	302-1	管理与排水相关的影响 Management of water discharge-related impacts 安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
	302-2	排水 Water discharge 安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
	302-3	耗水 Water consumption 安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
排放 Emissions	303-1	直接 (范畴1) 温室气体排放 Direct (Scope 1) GHG emissions 安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
	302-2	氮氧化物 (nox)、硫氧化物 (sox) 和其他重大气体排放 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions 安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
污水和废弃物 Effluents and Waste	304-1	按类别及处理方法分类的废弃物总量 Waste by type and disposal method 安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
供应商环境评估 Supplier Environmental Assessment	305-1	使用环境筛选的新供应商 New suppliers that were screened using environmental criteria 共享机遇 聚变未来 Sharing Opportunities And Changing The Future Togethe	P.71-86
	305-2	供应链对环境的负面影响以及采取的行动 Negative environmental impacts in the supply chain and actions taken 共享机遇 聚变未来 Sharing Opportunities And Changing The Future Togethe	P.71-86
雇佣 Employment	401-1	新进员工和员工流动率 New employee hires and employee turnover 以人为本 惠聚幸福 Human-Oriented And Growing Together	P.89-100
	401-2	提供给全职员工 (不包括临时或兼职员工) 的福利 Benefits provided to full-time employees that are not provided to temporary or part-time employees 以人为本 惠聚幸福 Human-Oriented And Growing Together	P.87-98
	401-3	育儿假 Parental leave 以人为本 惠聚幸福 Human-Oriented And Growing Together	P.87-98
职业健康与安全-1 Occupational Health and Safety -1	402-1	工伤类别, 工伤、职业病、损失工作日、缺勤等比率 Types of work injury, rate of work injury, occupational disease, lost working days, absence 以人为本 惠聚幸福 Human-Oriented And Growing Together	P.87-98

披露项目 Item		对应章节 Chapter	页码 Page	
职业健康与安全-2 Occupational Health and Safety -2	402-1	职业健康安全管理体系 Occupational health and safety management system	安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
	402-2	职业健康服务 Occupational health services	安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
	402-3	职业健康安全事务：工作者的参与、协商和沟通 Worker participation, consultation, and communication on occupational health and safety	安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
	402-4	工作者职业健康安全培训 Worker training on occupational health and safety	安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
职业健康与安全-3 Occupational Health and Safety -3	402-1	工伤类别，工伤、职业病、损失工作日、缺勤等比率 Types of work injury, rate of work injury, occupational disease, lost working days, absence	安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
培训与教育 Training and Education		每名员工每年接受培训的平均小时数 Average hours of training per year per employee	以人为本 惠聚幸福 Human-Oriented And Growing Together	P.87-98
		员工技能提升方案和过渡协助方案 Programs for upgrading employee skills and transition	以人为本 惠聚幸福 Human-Oriented And Growing Together	P.87-98

披露项目 Item		对应章节 Chapter	页码 Page	
多元化与平等教育 Diversity and Equal Opportunity	404-1	管治机构与员工的多元化 Diversity of governance bodies and employeesstem	以人为本 惠聚幸福 Human-Oriented And Growing Together	P.87-98
供应商社会评估 Supplier Social Assessment	405-1	使用社会标准筛选的新供应商 New suppliers that were screened using social criteria	共享机遇 聚变未来 Sharing Opportunities And Changing The Future Togethe	P.71-86
客户健康与安全 Customer Health and Safety	406-1	对产品和服务类别的健康与安全影响的评估 Assessment of the health and safety impacts of product and service categories	共享机遇 聚变未来 Sharing Opportunities And Changing The Future Togethe	P.71-86
	406-2	涉及产品和服务的健康与安全影响的违规事件 Incidents of non-compliance concerning the health and safety impacts of products and services	共享机遇 聚变未来 Sharing Opportunities And Changing The Future Togethe	P.71-86
营销与标识 Marketing and Labeling	407-1	对产品和服务信息与标识的要求 Requirements for product and service information and labeling	一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
			共享机遇 聚变未来 Sharing Opportunities And Changing The Future Togethe	P.71-86
			创新驱动 中国智造 Innovation Drives Intelligent Manufacturing In China	P.29-50



附录 2: ISO 26000 指引索引

Appendix 2: ISO standards guidance index



披露项目 Item	对应章节 Chapter	页码 Page
组织治理 Organizational governance	执行目标时下决策与实施的系统 A system for decision-making and implementation of current goals 一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
人权 Human rights	符合法规并避免因人权问题造成之风险之查核 Due diligence 以人为本 惠聚幸福 Human-Oriented And Growing Together	P.87-98
	人权的风险处境 Human rights risk situations 以人为本 惠聚幸福 Human-Oriented And Growing Together	P.87-98
	避免同谋合污 Avoidance of complicity 一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
	解决申诉 Resolving grievances 以人为本 惠聚幸福 Human-Oriented And Growing Together	P.87-98
	工作基本权利 Fundamental principles and rights at work 以人为本 惠聚幸福 Human-Oriented And Growing Together	P.87-98
劳动实务 Labor practices	聘任与聘任关系 Employment and employment relationships 以人为本 惠聚幸福 Human-Oriented And Growing Together	P.87-98
	工作条件与社会保护 Conditions of work and social protection 以人为本 惠聚幸福 Human-Oriented And Growing Together	P.87-98
	意见交流 Social dialogue 以人为本 惠聚幸福 Human-Oriented And Growing Together	P.87-98
	健康与安全 Health and safety at work 安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70

披露项目 Item	对应章节 Chapter	页码 Page
劳动实务 Labor practices	人力发展与训练 Human development and training in the workplace 以人为本 惠聚幸福 Human-Oriented And Growing Together	P.87-98
环境 The environment	污染预防 Prevention of pollution 安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
	可持续发展资源利用 Sustainable resource use 安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
	气候变迁减缓与适应 Climate change mitigation and adaptation 安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
公平运作实务 Fair operating practices	反贪腐 Anti-corruption 一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
	公平竞争 Fair competition 一体两翼 三箭齐发 Red Avenue's Footprint	P.15-28
	促进价值链的社会责任 Promoting social responsibility in the value chain 安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
客户与供应链议题 Consumer issues	公平行销、资讯与契约实务 Fair marketing, factual and unbiased information and fair contractual practices 共享机遇 聚变未来 Sharing Opportunities And Changing The Future Together	P.71-86
	服务、支援、抱怨与争议解决 Consumer service, support, and complaint and dispute resolution 共享机遇 聚变未来 Sharing Opportunities And Changing The Future Together	P.71-86
社会责任 Community involvement and development	社会投资 Social investment 安全至上 绿色运营 Environmental Health Safety And Eco-friendly Operation	P.51-70
	以人为本 惠聚幸福 Human-Oriented And Growing Together	P.87-98
	向善而为 共筑发展 Business Towards Goodness Togetherness Towards Development	P.99-126
	增加就业与技术发展 Employment creation and skills development 创新驱动 中国智造 Innovation Drives Intelligent Manufacturing In China	P.29-50
经济 Economy	共享机遇 聚变未来 Sharing Opportunities And Changing The Future Together	P.71-86
	创造财富与收入 Wealth and income creation 以人为本 惠聚幸福 Human-Oriented And Growing Together	P.87-98

意见反馈表

感谢您阅读彤程新材料集团股份有限公司《2020年可持续发展报告书》。为了不断提升报告的披露水平，推进企业社会责任管理能力，彤程新材诚邀您对本报告提出宝贵的意见和建议。您可以填写本表，并通过电子邮件 csr@rachim.com 反馈给我们。我们非常欢迎并由衷感谢。

1. 报告整体评价 (请在相应的位置打√)

	非常好	好	一般	较不好	不好
报告结构是否合理?					
通过报告是否能够了解公司的责任理念和实践特点?					
报告是否友好易读?					
本报告的内容排版和设计是否合理?					
报告的总体评价					

2. 您对彤程新材履行经济责任、社会责任、环境责任的评价 (请在相应的位置打√)

	非常好	好	一般	较不好	不好
经济责任					
社会责任					
环境责任					

3. 您最为关注哪个方面的议题? (请在相应的位置打√)

- 责任管理 商业道德 创新 商业价值
 员工关怀 绿色供应链 环境 其他

4. 您关注的议题在报告中披露程度如何? (请在相应的位置打√)

- 非常全面 全面 有所涉及 涉及很少 未涉及

5. 您对彤程新材企业社会责任报告的建议是

6. 您对彤程新材履行企业社会责任的建议是

Feedback Form

Thanks for reading the "2020 Sustainability Report" of Red Avenue New Materials. To continuously improve the disclosure level of our report and ameliorate corporate social responsibility management capabilities, Red Avenue invites all readers to provide valuable comments and suggestions on this report. Please fill out this form and send feedback via email csr@rachim.com. Thank you!

1. General evaluation of the report (Please mark "√" in the corresponding position)

	Outstanding	Excellent	Acceptable	Below Average	Not Acceptable
Is the report structure reasonable?					
After reading, can you understand the company's responsibility philosophy and practical characteristics?					
Is the report easy to read?					
Is the content layout and design of this report reasonable?					
Overall evaluation of the report					

2. Your evaluation on Red Avenue New Materials' performance of economic responsibility, social responsibility and environmental responsibility (Please mark "√" in the corresponding position)

	Outstanding	Excellent	Acceptable	Below Average	Not acceptable
Economic Responsibility					
Social Responsibility					
Environmental Responsibility					

3. Which issue are you most concerned about? (Please tick "√" in the corresponding position)

- Responsibility Management Business Ethics Innovation Business Value
 Employee Care Green Supply Chain Environment Other

4. How does the report disclose the issues corresponding to your concerns? (Please tick "√" in the corresponding position)

- Very comprehensive Comprehensive Some involved Slightly involved Not involved

5. Please leave your suggestions for Red Avenue's CSR Report

6. Please leave your suggestions for Red Avenue in fulfilling its corporate social responsibility

SUSTAINABILITY REPORT



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