



圣奥化学
2016 可持续发展报告
Sustainability Report
2016





圣奥化学
2016 可持续发展报告
Sustainability Report
2016

目录

CONTENTS

关于本报告 02
About the Report

高管致辞 04
Message from the Chairman

01

责任之心 立身根本
Dedication Underpins the Foundation of Responsibility

走近圣奥化学 08
About Sennics

企业治理 12
Corporate Governance

企业社会责任管理 16
Corporate Social Responsibility Management

02

责任之道 绿色引领
Green Leads the Way of Responsibility

绿色竞争力 26
Green Competitiveness

创新研发模式 28
Innovation and R&D Mode

03

责任之行 携手向前
Joint Efforts Pave the Path to Responsibility

追求极致品质 32
The Pursuit of Ultimate Quality

打造 HSE 核心竞争力 40
The Enhancement of HSE Core Competitiveness

助力产业共生共享 52
The Bond of Mutual Sharing and Prosperity

促进人本和谐 56
The Harmony of People

责任绩效 68
Performance

未来展望 72
Future prospect

GRI(G4) 指标索引 73
GRI (G4) Content Index

意见反馈表 76
Feedback Form

关于本报告

About the Report

时间范围

以2016年(2016年1月1日—2016年12月31日)为主,部分信息超出以上时间范围。

Reporting Period

The Report covers from January 1, 2016 to December 31, 2016, and also includes additional information beyond the stated reporting period.

报告边界

涵盖圣奥化学科技有限公司及下属子公司(详见“走近圣奥化学”)。

Reporting Boundary

Sennics Co., Ltd. and subsidiaries (Please find details in “About Sennics”).

报告依据

参考《关于中央企业履行社会责任的指导意见》、全球报告倡议组织(GRI)《可持续发展报告指南》(G4)、中国社会科学院《中国企业社会责任报告编制指南》(CASS 3.0)和GB/T 36001-2015《社会责任报告编写指南》编写。

Reporting Compilation Principles

The Compilation of this Report is based on *Guidelines to the State-owned Enterprises Directly under the Central Government on Fulfilling Corporate Social Responsibilities, Sustainability Reporting Guidelines of the Global Reporting Initiative (GRI G4), Guidelines on Corporate Social Responsibility Reporting for Chinese Enterprises (CASS-CSR 3.0)* issued by Chinese Academy of Social Sciences, and GB/T 36001-2015: *Guidance on Social Responsibility Reporting*.

信息来源

本报告所披露的信息和数据来源于圣奥化学科技有限公司的官方文件及相关统计数据。报告中所披露的信息经过公司高管的确认。如无特别说明,本报告中所涉及货币金额以人民币作为计量币种。

Data Source

All information and data disclosed in the Report come from official documents and statistical reports of Sennics Co., Ltd. All information disclosed in the Report has been confirmed by the Company senior executives. Without otherwise stated, in this report, the unit of monetary measurement is RMB.

报告称谓

本报告中视语境将“中国中化集团公司”称为“中化集团”,将“中化国际(控股)股份有限公司”称为“中化国际”,将圣奥化学科技有限公司简称为“我们”“圣奥化学”或“公司”,将子公司“山东圣奥化学科技有限公司”“泰安圣奥化工有限公司”“安徽圣奥化学科技有限公司”分别简称为“山东圣奥”“泰安圣奥”“安徽圣奥”。

References in the Report

In the Report, “Sinochem Group” is abbreviated as “Sinochem”, “Sinochem International Corporation” as “Sinochem International”, Sennics Co., Ltd. as “We”, “Sennics” or “the Company”, and subsidiaries “Sennics Co., Ltd. Shandong”, “Sennics Co., Ltd. Tai'an” and “Sennics Co., Ltd. Anhui ” as “Sennics Shandong”, “Sennics Tai'an” and “Sennics Anhui” respectively.

报告获取

本报告以印刷版和电子版两种形式供您阅读,您可登陆<http://www.sennics.com/index.html>获取电子版报告;

如需获取纸质版报告或对本报告有任何疑问或建议,请发送电子邮件至CSR@sennics.com,或致电86-21-31769966/9988。

Accessibility of the Report

The Report is available in both paper and electronic versions. For the electronic version of the Report, please visit <http://www.sennics.com/index.html>. For the paper version or if you have any further inquiries or suggestions of the Report, please do not hesitate to contact us. Email: CSR@sennics.com; Tel: 86-21-31769966/9988.



高管致辞

Message from the Chairman



董事长 刘红生

Hongsheng Liu, Chairman

随着中国“绿色”发展理念的提出和环境治理的深入推进，橡塑行业和整个价值链也愈加关注橡塑产品在生产、制造、使用及回收等全生命周期内的环保问题。2016年正式启动的联合国《2030年可持续发展议程》更是呼吁所有企业利用创造力和创新能力来共同应对可持续发展的挑战。我们不难发现，可持续发展已成为全球共识，亦是企业核心竞争力的重要组成部分。

《2030年可持续发展议程》肯定了企业在实现可持续发展过程中的重要角色，这对我们来说是全新的契机。圣奥化学根植在深邃的儒家文化土地上，始终秉承着“义利统一”的商业观，以“引领橡塑化学品行业的绿色发展”为公司的战略使命。我们绿色环保的橡塑助剂通过帮助客户提升产品在可持续方面的表现，不仅能实现行业的可持续发展，更能够为全球可持续发展目标的实现尽绵薄之力。

同时，我们也深刻认识到，作为一家精细化工企业，生产运营环节中的环境和安全问题依然是我们社会责任管理的重中之重。公司秉持控股股东——中化国际全球领先的HSE管理要求，尽可能降低生产运营过程中对人类健康和环境造成的负面影响，通过多年不断地实施清洁生产、发展循环经济、加大节能技术开发与改造力度等措施，切实地履行绿色承诺。

“志行万里者，不中道而辍足”。可持续发展的道路没有终点，置身于伟大的改革中，我们愿与利益相关方直面共同的命运与前程，将利益相关方更多、更高、更新的诉求转化为管理和运营提升的动力，与大家携手探索可持续发展新路径！

董事长

引领橡塑化学品行业的绿色发展

Leading through Green Innovation

With the proposition of “Green” development and further promotion of environmental governance in China, it has helped propel environmental issues involved in the full life circle of polymer products, from production, manufacture, use to recycle, into a stronger limelight in the polymer industry and the entire value chain. Moreover, the UN *2030 Agenda for Sustainable Development*, initiated in 2016, calls on all enterprises to rise to sustainability challenges with creativity and innovation capacity. It is clear that sustainable development has become a shared vision across the globe. It is also an indispensable part of corporate core competitiveness.

The *2030 Agenda for Sustainable Development* affirms the crucial role of enterprises in making sustainable development possible. It is a fire-new opportunity for us. Sennics takes a deep root in Confucian culture and holds fast to “the unity of justice and benefit” as the business ethics, aiming at leading through green innovation. Our eco-friendly polymer additive ingredients will help customers improve sustainability in performance of their products, which not only further enables sustainable development of the industry, but also contributes to the global Sustainable Development Goals.

In the meantime, we come to understand thoroughly that, as a fine chemical enterprise, environment and safety issues in production and operation remain our top priority for social responsibility management. Sennics adheres to the world-leading HSE management requirements of Sinochem International, the controlling shareholder of the Company, and minimize negative impacts of production and operation upon human health and the environment. We have been faithfully fulfilling our commitment to green development by clean production, recycling economy, as well as enhanced development and transformation of energy-saving technology over the years.

As an old saying goes, “A man who is determined to travel a thousand miles will never give up halfway”. Sustainability is just a start, rather than a destination. Embracing the great reforms taking place in China, we will share the common fate and future with stakeholders, turning the greater, higher and newer appeals of the stakeholders into the power to drive better management and operation. Together, we will blaze new trails and carve out new chapters for sustainable development!

Hongsheng Liu, Chairman

01

责任之心 立身根本

Dedication Underpins
the Foundation of
Responsibility

责任是企业的生存根本，是形成企业核心竞争力的基础。作为全球领先的橡塑化学品供应商，圣奥化学致力于“引领橡塑化学品行业的绿色发展”，以推动环境保护和可持续发展为己任，将经济、社会与环境责任融入企业战略与经营活动之中，持续提升企业核心竞争力，与利益相关方共创可持续发展的未来。

Responsibility underpins the survival of an enterprise and sustains corporate core competitiveness as a cornerstone. Sennics, one of the world's top suppliers of polymer chemical products, is committed to "Leading through Green Innovation" and shouldering the responsibility of promoting environmental protection and sustainable development. We integrate economic, social and environmental responsibility into corporate strategy and operation, and continuously improve corporate core competitiveness to carve out a future of sustainable development with stakeholders.



走近圣奥化学 About Sennics

公司简介 Company Profile

圣奥化学科技有限公司是全球领先的橡塑化学品供应商，产品包括防老剂 PPD 以及中间体 RT 培司、不溶性硫磺、高纯度 TMQ 等。公司运营中心位于上海，在中国多地拥有生产、研发基地，并在欧洲、美国、新加坡等地设立全资销售子公司。公司与世界主要轮胎生产商建立了长期合作伙伴关系，业务范围覆盖全球 50 多个国家和地区，拥有员工 1,500 多名。中化国际（控股）股份有限公司是圣奥化学的控股股东，客户遍及全球 100 多个国家和地区。

Sennics Co., Ltd. (Sennics), a global leading polymer additives supplier, produces antioxidant PPD, intermediate RT Base, insoluble sulfur and high-content TMQ among others. With the operation center located in Shanghai, Sennics has production and R&D bases across China and sets up wholly-owned sales subsidiaries in Europe, the U.S. and Singapore. What's more, Sennics has established long-term partnerships with the world's leading tire manufacturers, and its businesses have extended more than 50 countries and regions in the world and its employees total more than 1,500 both at home and abroad. Sinochem International Corporation is the holding shareholder of Sennics, with customers covering more than 100 countries and regions worldwide.

责任品牌 Brand of Responsibility

2016 年 12 月，企业名称“江苏圣奥化学科技有限公司”正式变更为“圣奥化学科技有限公司”。企业品牌英文名称变更为“Sennics”，更清晰明确地阐释“Sennics 圣奥化学是致力于技术创新的全球化学品供应商”的企业责任品牌内涵。

In December 2016, the Company changed the name from "Jiangsu Sinorgchem Technology Co., Ltd." to "Sennics Co., Ltd.". Sennics, the English name of the Company, fully conveys the connotation of the corporate brand of responsibility, which is "a global chemical supplier committed to technical innovation" in a clearer way.



Sennics 圣奥化学品牌英文名称解读
Interpretation of the English Name of Sennics



蜂鸟外形颜色多为蓝绿色，是世界上已知最小的鸟类

Hummingbirds generally look green and blue. They are the smallest birds known in the world

蜂鸟飞行的速度是时速 90 公里，能够以每秒 15 次的频率拍打翅膀，象征灵敏高效

Hummingbirds fly at a speed of 90 km per hour. Their wings flap 15 times per second, representing agility and efficiency

蜂鸟飞行时，翅尖划着一个横着的“8”的轨迹，象征无限

When hummingbirds are flying, their wings will be drawing a horizontal "8", resembling the symbol that means infinity

★ Sennics 圣奥化学产品精细、精益求精的工匠精神、引领橡塑化学品行业的绿色发展的品牌使命

The excelsior craftsmanship and the brand mission of leading polymer industry through green innovation

★ Sennics 圣奥化学以精雕细琢的产品、敏捷高效的服务，全情全力精心服务全球客户的企业理念

Sennics' refined products, agile and efficient service, and the corporate philosophy of serving global customers heart and soul

★ Sennics 圣奥化学洞微知著，执着创新，倡导绿色环保、追求无止境的品牌理念

Sennics sees the blueprint through trivial details, constantly seeks innovation and advocates a brand philosophy of making perfection more perfect



Sennics 圣奥化学品牌 Logo 解读
Interpretation of the Logo of Sennics

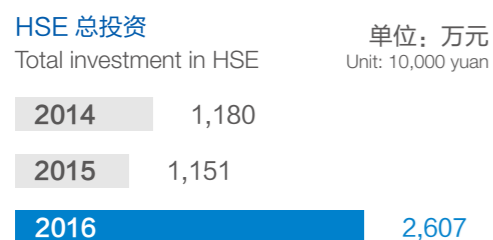
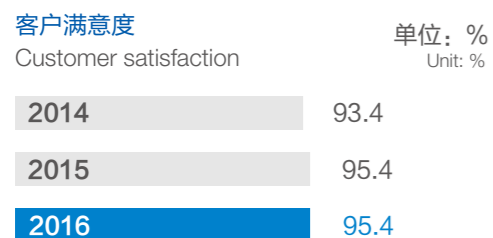
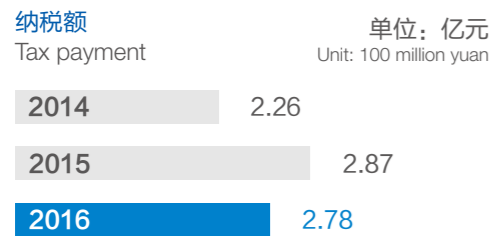
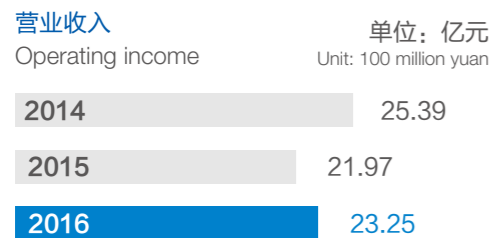
企业新 logo 采用蜂鸟作为品牌符号，通过严谨的圆形与直线的几何切割手法，提炼出简洁有力的符号形象，凸显 Sennics 圣奥化学创新与持续改进的价值观与锐意进取的企业精神，彰显公司“引领橡塑化学品行业的绿色发展，Leading through Green Innovation”的品牌使命。品牌采用的三色交融更呼应 Sennics 圣奥化学注重团队协作的核心价值观，象征企业与用户、社会等利益相关方携手合作的可持续发展理念。

此次企业名称和品牌标志的变更是企业战略因势而变、应势而为的体现，将赋予企业新的内涵与生命力，传递圣奥化学面向未来坚定的变革态度，标志着圣奥化学全球化发展新纪元的开启。圣奥化学志在成为全球橡塑化学品用户的最优选择，与合作伙伴一起为社会大众创造更美好与可持续的生活。

Sennics introduces hummingbird as the image for the new logo. With precise circular and linear geometric shapes of smooth and incised areas, the logo illustrates simple but powerful symbols to highlight Sennics' values of innovation and continuous improvement, the corporate spirit of forging ahead, as well as the brand mission of "Leading through Green Innovation". Three colors merge in the emblem, representing the core values of teamwork and the concept of sustainable development through cooperation between enterprise and users and society.

The change of corporate name and logo marks Sennics' strategic realignment with the industrial trend and dynamics. The new name and logo will carry new connotation and vitality for the Company and deliver the message of Sennics' firm attitude toward reform and the future, marking a new era of global expansion for the Company. Sennics is striving to be the "First Choice for Polymer Additives Worldwide", and to create a more beautiful and sustainable life for society and the public with partners.

关键绩效和荣誉 Key Performance and Honors



链接 LINK

杜邦 HSE 千分制安全审核

杜邦公司将杜邦安全体系 22 个要素细化分解, 明确企业在环境及职业健康安全方面的具体行动及目标, 并针对各项目标设置审核分制, 总分为 1000 分。

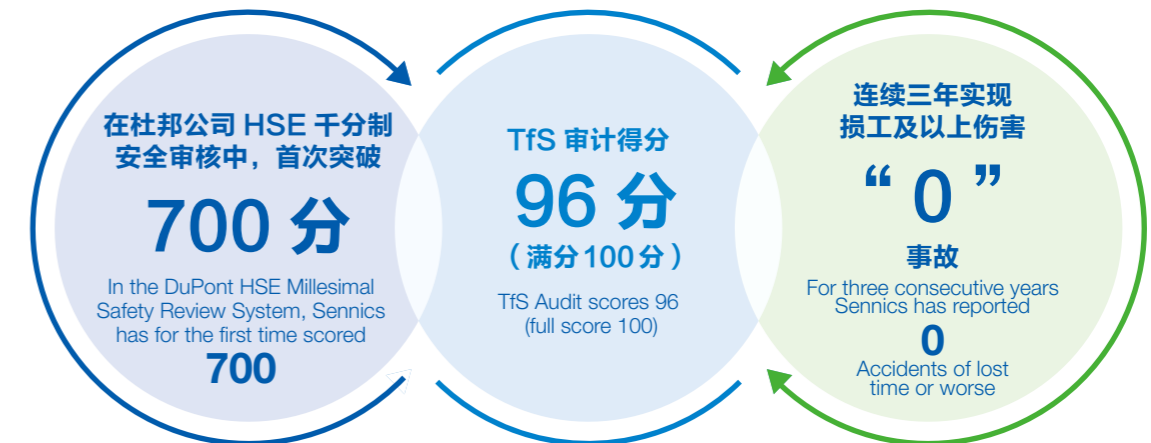
DuPont HSE Millesimal Safety Review System

DuPont breaks down the 22 elements of DuPont Safety System, clarifies specific HSE actions and goals, and sets scoring system with a total score of 1000 points to review all the items of the goals.

TfS (Together for Sustainability)

TfS 倡议由巴斯夫、拜耳、赢创工业、汉高、朗盛和索尔维等 6 家跨国化工企业在 2011 年联合发起, 截至目前在全球拥有 13 家正式成员公司。TfS 以持续改善行业中的健康防护、环境保护和安全性为目标, 强调处于供应链各个环节的上下游所有客户共同参与、携手合作。TfS 以联合国全球契约和化学工业界的责任关怀、可持续发展倡议等广为接受的准则为基础, 成员企业通过问卷分析和质量审核, 共同对供应商进行评估, 并借助独立的审核机构, 依据化学工业所需标准对供应商的可持续发展绩效进行鉴定。

Founded in 2011, the TfS Initiative was launched by six multinational chemical companies, including BASF, Bayer, Clariant, Evonik Industries, Henkel, Lanxess and Solvay. By far, this Initiative has attracted 13 member companies around the globe. With the objective of working together to improve health protection, environmental protection and safety in industries, TfS focuses on mutual participation of all customers of the upper and lower streams of the supply chains. Based on widely-accepted criteria such as the UN contract, responsible care of the chemical industry and sustainable development initiative, TfS member companies together evaluate suppliers by questionnaire and quality audit, and identify sustainable development performance of suppliers by independent auditing institution based on requirements and standards of the chemical industry.



2016 年圣奥化学获得的社会荣誉 Social Honors in 2016

颁发时间 Date	获奖公司 Company	荣誉名称 Honor	颁奖机构 Issuing Authority
2016 年 1 月 January 2016	安徽圣奥 Sennics Anhui	安徽省认定企业技术中心 Anhui Provincial Certified Enterprise Technology Center	安徽省经济和信息化委员会等 Anhui Economic and Information Commission
2016 年 2 月 February 2016	山东圣奥 Sennics Shandong	富民兴鲁劳动奖章; 协商民主、强化社会责任先进单位 The Labor Medal for Prosperity of Shandong, Outstanding Organization of Consultative Democracy and Enhanced Social Responsibility	山东省总工会 Shandong Provincial Federation of Trade Unions
2016 年 3 月 March 2016	圣奥化学 Sennics	2016 年中国橡胶工业百强企业 Top 100 Enterprises of China's Rubber Industry	中国橡胶工业协会 China Rubber Industry Association
2016 年 3 月 March 2016	山东圣奥 Sennics Shandong	山东省化工和危险化学品标杆企业 Shandong Provincial Model Enterprise of Chemical Industry and Hazardous Chemicals	山东省安全生产监督管理局 Shandong Provincial Administration of Work Safety
2016 年 6 月 June 2016	圣奥化学 Sennics	中国化工 500 强 Top 500 Chemical Enterprises of China	中国石油和化学工业联合会、中国化工企业管理协会、中国化工情报信息协会 China Petroleum and Chemical Industry Federation, China Chemical Enterprise Management Association, China Chemical Industry Information Association
2016 年 6 月 June 2016	圣奥化学 Sennics	金蜜蜂·生态文明奖 GoldenBee Ecological Civilization Award	《WTO 经济导刊》 China WTO Tribune
2016 年 7 月 July 2016	安徽圣奥 Sennics Anhui	全国石油与化学工业节能先进单位; “十二五”全国石油和化学工业环保先进单位 National Outstanding Organization for Energy Saving of Petrochemical Industry, National Outstanding Organization for Environmental Protection of Petrochemical Industry During “the 12th Five-Year Plan”	中国石油和化学工业联合会、中国化工环保协会 China Petroleum and Chemical Industry Federation, China Chemical Industry Environmental Protection Association
2016 年 12 月 December 2016	圣奥化学 Sennics	金蜜蜂 2016 优秀企业社会责任报告·成长型企业奖 GoldenBee Excellent CSR Report 2016 · Growing Enterprise	《WTO 经济导刊》 China WTO Tribune

企业治理 Corporate Governance

圣奥化学严格按照相关法律法规的要求，建立并不断完善现代法人治理架构，形成权力机构、决策机构、监督机构和经营管理者之间的制衡机制，确保公司治理的合规和有效。公司每年定期召开董事会议和职代会，对重大经营战略进行决策，实现与利益相关方沟通，并降低企业运营风险。

Sennics strictly follows requirements of relevant laws and regulations and establishes and constantly improves modern corporate governance structure, taking a balanced mechanism among authorities of power, decision-making bodies, supervisory organizations and operators and managers, so as to ensure compliance and effectiveness of the corporate governance. Sennics holds Board Meetings and Employee Representative Conferences on a regular yearly basis, which make decisions on major operational strategies, communicate with stakeholders and reduce the operating risks for the Company.

管理团队 Management Team

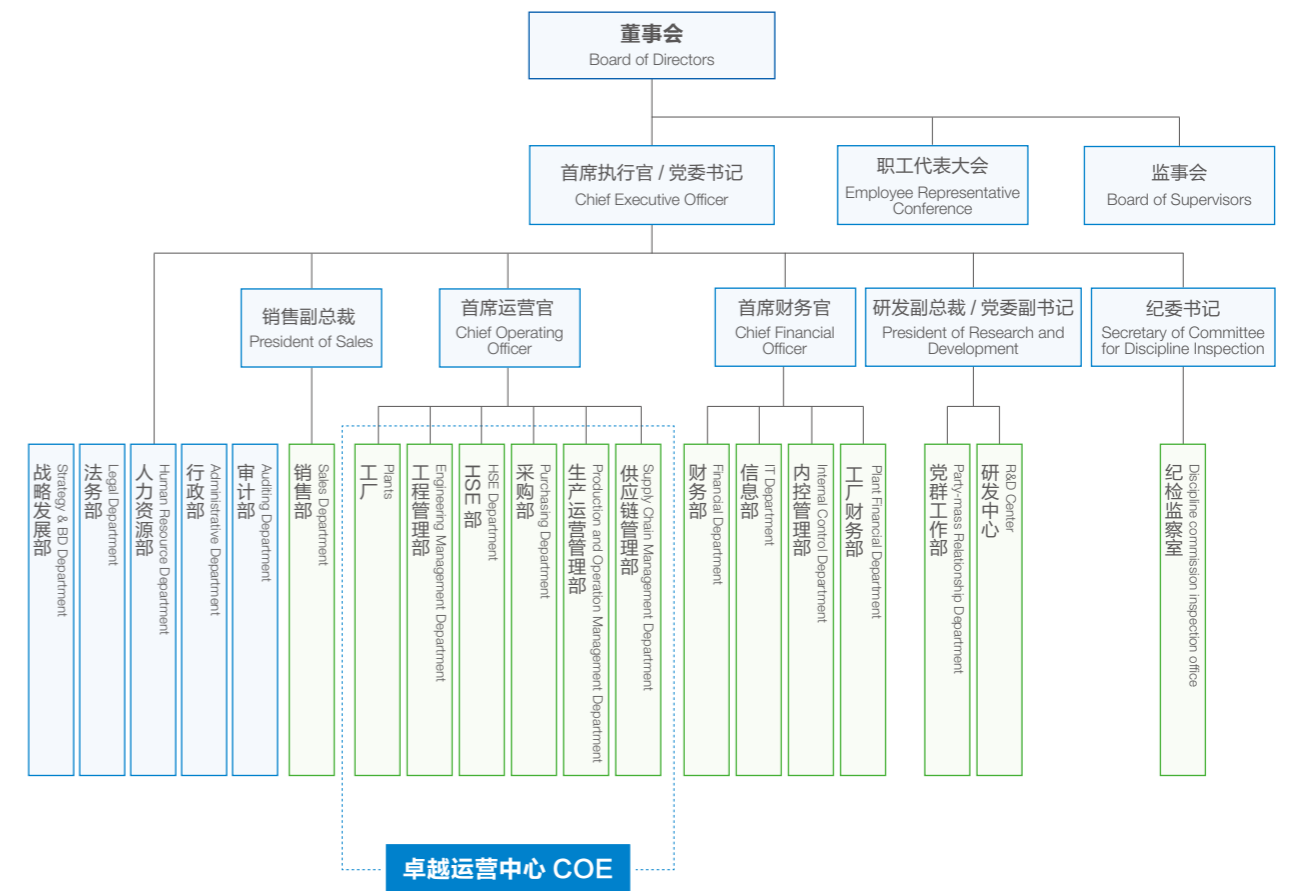


高世明 首席运营官	陈新民 研发副总裁	苏赋 首席执行官	黄辉 首席财务官	王忠艇 销售副总裁
Shiming Gao Chief Operating Officer	Xinmin Chen President of Research and Development	Fu Su Chief Executive Officer	Hui Huang Chief Financial Officer	Zhongting Wang President of Sales

组织架构 Organizational Structure

2016年，圣奥化学成立卓越运营中心(COE)，整合现有生产管理、工程管理、HSE管理、供应链管理及采购管理职能，以进一步加强全产业运营链条的流程改善及效率提升。

In 2016, Center of Excellence was established by Sennics, which integrated current production management, engineering management, HSE management, supply chain management and purchasing management functions to further improve the process of industry-wide operation chain and enhance efficiency.



圣奥化学组织架构
Organizational Structure

合规和商业道德 Compliance and Business Ethics

圣奥化学始终严格恪守合规运营和商业道德，坚决反对一切形式的商业贿赂、腐败、不正当竞争等行为。公司建立并持续完善合规制度体系，开通举报调查渠道，积极提升员工合规意识，形成合规经营的廉洁风气。2016年，公司合同履约率100%，未发生因违反合规和商业道德受到处罚的负面事件。

Sennics strictly follows the compliance operations and business ethics, and opposes all forms of commercial bribery, corruption and acts of unfair competitions. We establish and continuously improve compliance systems by initiating whistle-blowing and investigation channels and actively increasing employees' awareness of compliance, so as to encourage the integrity for compliance in operation. In 2016, Sennics performed 100% of contracts, without any negative report in terms of punishment for violation against compliance or business ethics.



完善合规制度建设 Improve system development

○ 与高层管理人员签署《2016年度党风廉政建设责任书》

Sign Liability Statement on Honest and Clean Conduct 2016 with senior executives

○ 与关键岗位人员签署《2016年度关键岗位人员廉洁承诺书》

Sign Commitment to Integrity for Personnel at Key Positions 2016 with employees at key positions

○ 完成《廉洁风险数据库》和《廉洁风险手册》编制工作

Complete compilations of Integrity Risk Database and Integrity Risk Manual



提升员工合规意识 Improve awareness of compliance

○ 举行廉洁从业宣讲教育活动

Hold publicity and education campaigns on incorruptible employment

○ 参观预防职务犯罪警示教育基地

Visit the Forewarning Education Base for Prevent Duty-Related Crimes

○ 开展“两学一做”党风廉政教育活动

Conduct Party Honesty Campaign on "Studying Party constitution and regulations, studying important speeches by state leaders and become a qualified Party member"

○ 开展海外员工和新入职员工廉洁培训

Launch training on integrity for overseas and new employees

○ 开展关键岗位员工集体廉洁谈话

Conduct collective communication and talks with employees at key positions

圣奥化学持续推进合规的主要措施
Sennics' Major Measures of Continuously Promoting Compliance

内控与风险管理 Internal Control and Risk Management

圣奥化学建立了基于风险管理的内部控制体系，持续加强风险内控管理，严格落实各项审计工作，做到对各项重大风险的准确识别和防控。为做好重大风险监控，公司进一步深化重大风险成因分析，列明各类风险发生时可能出现的异常事项，落实责任部门与管控措施，每月定期跟踪，发布风险预警。2016年，公司完成内部审计项目10个。

Sennics establishes an internal control system based on risk management, continuously improves internal control and management of risk, and strictly implements various auditing work to enable precise identification, prevent and control of various key risks. To monitor key and major risks, the Company further strengthens analysis of the cause of such risks, lists anomalies incurred along with the risks, and designates responsible department and implements management and control measures, in addition to regularly following up and publishing risk warning on a monthly basis. In 2016, the Company finished 10 internal auditing projects.

知识产权保护 Intellectual Property Protection

圣奥化学设有知识产权管理委员会，对公司和子公司的知识产权管理和保护策略进行统筹规划。公司积极开展员工知识产权培训，不断完善知识产权（包括商业秘密）保护的相关制度。同时，公司依据国家质量技术监督局发布的《计算机信息系统安全保护等级划分准则》准则3级的要求进行系统平台和网络的搭建，保护信息资产的安全。截至2016年，圣奥化学获得国内外授权专利97项。

Sennics sets up an Intellectual Property Management Committee, which conducts overall planning for intellectual property management and protection strategies of the

Company and subsidiaries. Sennics actively conducts training on intellectual property for employee, and keeps improving relevant systems for protecting intellectual property (including business secrets). In the meantime, the Company establishes system platforms and networks based on level 3 requirements stipulated in *Classified Criteria for Security Protection of Computer Information System issued by the State Bureau of Quality Technical Supervision*, so as to protect the security of information assets. By 2016, Sennics has gained authorization of 97 domestic and international patents.

企业信息化建设 Corporate Information Construction

信息化建设是现代企业管理运营的必要内容。通过信息技术精简企业内部流程，挖掘潜在价值，有利于提高企业的生产运营效率，降低运营风险和成本。2016年，圣奥化学导入ERP管理系统，加强公司信息流、物流、资金流、价值流和业务流的高效集成，促进公司内外部资源优化整合，推动公司从数字化向智能化、自动化转型，提升企业竞争力。

Information construction has become an integral part of modern corporate management and operation. By streamlining corporate internal procedures and tapping potential value via information technology, an enterprise will find it beneficial to improve production and operation efficiency and reduce operating risks and costs. In 2016, Sennics introduced ERP Management System to reinforce the Company's effective integration of information flow, logistics, cash flow, value flow and business flow, facilitating optimization and consolidation of internal and external resources, promoting the transformation from digital to intelligent and automotive operations, and enhancing corporate competitiveness.

企业社会责任管理 Corporate Social Responsibility Management

圣奥化学将社会责任视为公司的核心竞争力，将责任理念融入公司发展战略、日常管理和经营的各个环节，提升对公司运营的社会影响的管理意识和能力，同时主动挖掘和回应利益相关方诉求，实现与各利益相关方的和谐共赢。

Sennics views the social responsibility as the Company's core competitiveness, integrates the responsibility concept into every link of corporate development strategy, daily management and operation, and improves the Company's management awareness and capability of the social impact of corporate operation. In addition, we actively tap and respond to appeals of stakeholders and realize the harmony and win-win outcome with all stakeholders.

可持续发展背景 Sustainable Development Background

作为一家围绕橡塑化学品开展主营业务的细分领域企业，公司受到全球橡塑和轮胎行业发展动向的深远影响。国际橡胶研究组织最近预测，2020年天然橡胶消费量将达1,360万吨，将为橡胶化学品行业带来新的发展契机。圣奥化学控股股东中化国际持续布局海外业务，加快实现全球化发展，目前已逐渐成长为全球最大的天然橡胶供应商。然而，由于东南亚等主要天然橡胶出口国的种植规模已达极限、新型合成橡胶技术逐步发展、消费者对产品品质提出更高要求等因素，橡胶化学品行业竞争愈加激烈；全球环境问题愈加严重，联合国《2030可持续发展议程》更明确指出企业要加强化学品全生命周期管理；中国石化联合会提出2017年要把绿色发展放在全行业发展的战略地位，切实关注和回应气候变化议题。

As a niche market player centering the main business operations on polymer chemicals, Sennics is subject to profound influence of the momentum of global polymer and tire industries. International Rubber Study Group recently forecasted that by 2020, consumption of natural rubber will reach 13.6 million tons, bringing new opportunities for development to rubber chemical industry. Sinochem International, the shareholder of Sennics, continues to expand overseas business and extends the global footprint, and has gradually become the biggest natural rubber supplier in the world so far.

However, major natural rubber exporters in Southeast Asia have reached their limits in terms of the planting scale. As new synthetic rubber technology has gradually been evolving, customers have posed higher requirements for the product quality, which further leads to more intensified competitions in the rubber chemical industry. Moreover, when global environmental issues become more serious, the *UN 2030 Agenda for Sustainable Development* has put forward clear requirements for better full life cycle management of chemicals by enterprises. China Petroleum and Chemical Industry Federation also elevated green development to a strategic position for industrial development in 2017, in addition to substantial attention to and action on the issue of climate change.

可持续发展目标 Sustainable Development Goals



2015年9月，联合国大会通过了《2030可持续发展议程》。本议程作为千年发展目标 (MDG) 的后续目标，涵盖了17项可持续发展目标 (SDGs) 和169项具体目标，呼吁全球各界自2015年至2030年期间，为实现消除贫困和饥饿、能源、气候变化、和平社会等各项可持续发展目标贡献自己的力量。



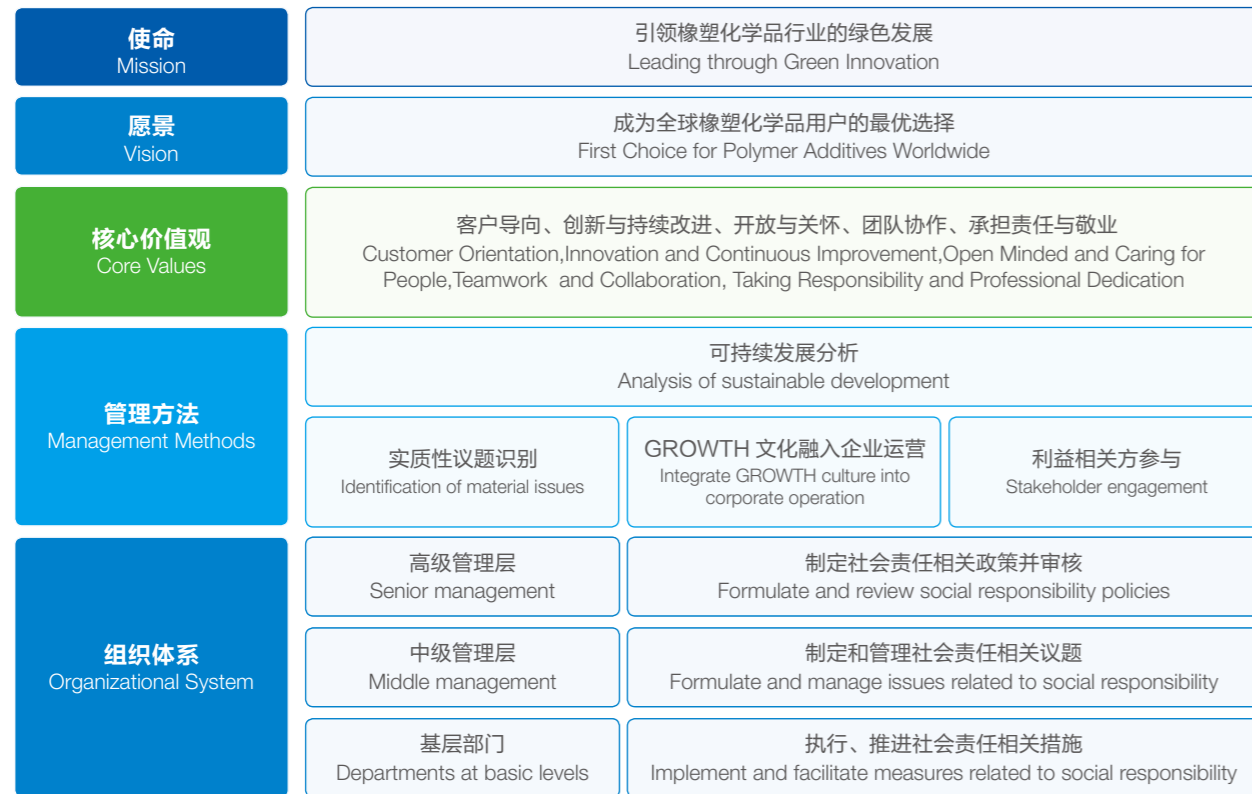
In September 2015, the United Nations General Assembly passed *2030 Agenda for Sustainable Development*. As the objectives following Millennium Development Goals (MDG), the agenda covers 17 Sustainable Development Goals with 169 specific items. The agenda calls on all sectors around the globe to make their own contributions to achieve the SDGs in terms of the areas of poverty, hunger, energy, climate, peace in society, etc. during 2015 to 2030.

在此背景下，以巴斯夫、中石化、中石油等为代表的国际国内橡胶化工企业均逐步将可持续发展理念融入企业管理和运营，通过技术革新提高工艺生产效率、减少化学品对环境的影响，并激发化学力量推动全球可持续发展目标的实现。圣奥化学以责任之心为立身根本，将可持续发展要求视作新的发展机遇，直面市场挑战，通过加大创新力度、加深与各利益相关方的合作，锻造绿色环保的可持续产品，在推进企业和产业链发展的同时，帮助推进《中国落实2030年可持续发展议程国别方案》的实施、积极践行国家“创新、协调、绿色、开放、共享”五大发展理念。

management and operation. They improve process and production efficiency and reduce chemical's impact upon the environment via technical improvements, and activate the chemical power to achieve global sustainable development goals. Sennics devotes itself to fulfilling the responsibility and views sustainable development requirements as new opportunities for development. Facing up to market challenges and enhancing innovation, we further cooperate with various stakeholders and produce green, eco-friendly and sustainable products. In addition to facilitating development of the Company and industrial chain, Sennics helps implement *China's National Plan on Implementation of the 2030 Agenda for Sustainable Development*, and actively brings China's five major development ideas, namely "Innovation, Coordination, Green, Openness and Sharing" into practice.

Under such backdrop, international and Chinese rubber-plastic chemical enterprises with BASF, Sinopec and CNPC as the representatives gradually incorporate the concept of sustainable development into corporate

社会责任融入组织 Integrate Social Responsibility into the Organization



圣奥化学社会责任管理架构
Sennics' Structure for Social Responsibility Management

我们将社会责任理念融入公司治理和运营管理中，通过将社会责任工作进行分解，让公司内部各层级都理解并承担各自的社会责任，并通过与利益相关方的沟通，传递我们的社会责任理念。

圣奥化学以编写社会责任报告为契机，推动公司梳理社会责任现状，促进公司社会责任的管理。

We integrate social responsibility concepts into corporate governance, operation and management. By dividing social responsibility tasks, all levels of the Company understand and shoulder their own social responsibilities, and convey our social responsibility concepts to stakeholders via communication.

Sennics takes the opportunity of drafting the Social Responsibility Report to urge the Company to sort out the current social responsibility for the Company, and improve management of corporate social responsibility for Sennics.

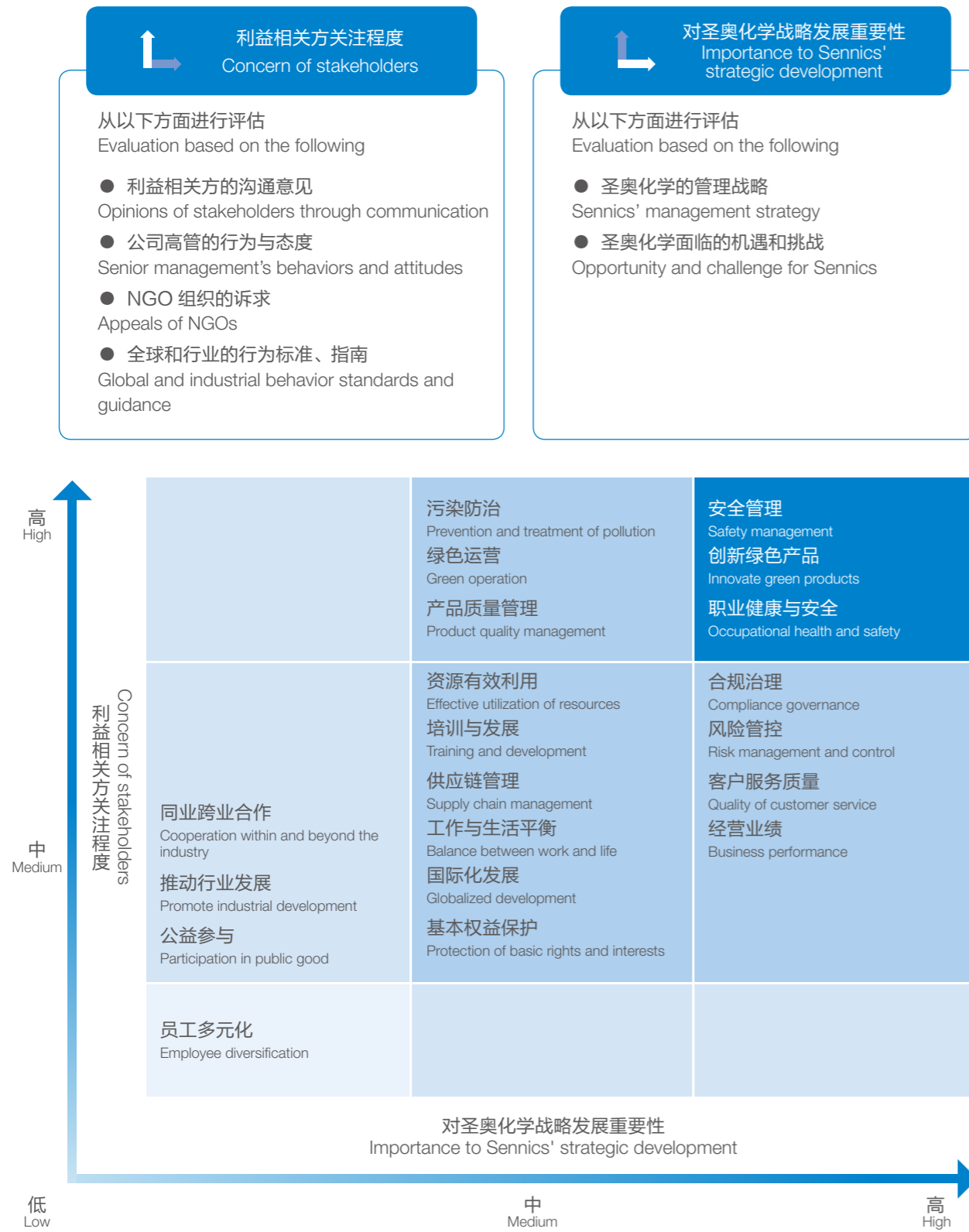
实质性议题分析 Material Issues Analysis

2016年，我们参考全球报告倡议组织(GRI)《可持续发展报告指南》(G4)，基于公司2015年重要披露议题，结合全球可持续发展背景、行业发展趋势、公司发展战略等，通过与公司高级管理层、员工、供应商、客户等关键利益相关方的沟通和诉求收集，从对圣奥化学战略发展重要性和利益相关方关注程度两个维度确定实质性议题的综合排序，并以此作为指导公司下一步CSR规划和考核方向的基础。

With reference to G4 Sustainability Reporting Guidelines issued by Global Reporting Initiative (GRI) and on the basis of disclosed key topics for the Company in 2015 and global background of sustainable development, industrial development trend and corporate development strategy, in 2016, we clarified the comprehensive prioritization of material issues based on two dimensions of their importance to the corporate strategic development and concern of stakeholders, communication with senior management, employees, suppliers, customers and other key stakeholders and collection of their appeals. These material issues will then underpin the Company's CSR planning and direction of assessment at the next level.



圣奥化学确定2016年实质性议题流程
The Procedures for Determination of Sennics Material Issues 2016



圣奥化学 2016 年实质性议题
Sennics Material Issues 2016

实质性议题 Material Issues	与 SDGs 的联系 Connection with SDGs
安全管理 Safety management 职业健康与安全 Occupational health and safety	
员工多元化 Employee diversification	
资源有效利用 Effective utilization of resources 供应链管理 Supply chain management	
培训与发展 Training and development 工作与生活平衡 Balance between work and life	
合规治理 Compliance governance 风险管控 Risk management and control 经营业绩 Business performance 创新绿色产品 Innovate green products	
污染防治 Prevention and treatment of pollution 绿色运营 Green operation 创新绿色产品 Innovate green products	
产品质量管理 Product quality management 客户服务质量 Quality of customer service 供应链管理 Supply chain management	

圣奥化学积极贡献联合国可持续发展目标 (SDGs)
Sennics Actively Contributes to the UN Sustainable Development Goals (SDGs)

利益相关方参与 Stakeholders' Engagement

企业社会责任工作的开展离不开利益相关方的参与和支持。圣奥化学建立了与利益相关方常态化的沟通机制，深入了解利益相关方的诉求与期望，并及时回应。

An enterprise cannot fulfill its corporate social responsibility without the participation of and support by stakeholders. Sennics establishes a normalized communication mechanism with stakeholders, deeply understands their appeals and expectations and responds to them promptly.

圣奥化学利益相关方沟通机制 Sennics Stakeholders Communication Mechanism

利益相关方 Stakeholders	对应的实质性议题 Material Issues	圣奥的回应 Sennics' Responses
 股东 Shareholders	经营业绩 Business performance 风险管控 Risk management and control	实现健康增长 Realize healthy growth 建立股东沟通机制 Establish shareholder communication mechanism 定期发布年度报告 Issue annual report on a regular basis
 客户 Customers	产品质量管理 Product quality management 创新绿色产品 Innovate green products 客户服务质量 Customer service quality	全力保证持续稳定供应 Spare no efforts to ensure stable and continuous supply 建立客户双向沟通机制 Establish a two-way communication with customers 根据客户需求研发新产品 Develop new products according to clients' requirements
 政府 Government	合规治理 Compliance governance 安全管理 Safety management	依法纳税 Paying taxes 定期汇报工作 Reporting work regularly 实现稳健经营 Prudent operation 加强安全管理 Strengthening safety management

利益相关方 Stakeholders	对应的实质性议题 Material Issues	圣奥的回应 Sennics' Responses
 员工 Employees	员工多元化 Employee diversification 培训与发展 Training and development 职业健康与安全 Occupational health and safety 工作和生活平衡 Balance between work and life	召开职工代表大会 Organize employee representative conferences 实施员工培训 Carry out employee training 实行合理化建议奖励制度 Promote the reward system of rational proposals 加大员工职业健康投入 Increase input in employees' occupational health
 环境 Environment	污染防治 Prevention and treatment of pollution 绿色运营 Green operation 资源有效利用 Effective utilization of resources	配合环保部门检查 Cooperate with environment protection departments to conduct inspections 推进清洁生产 Promote cleaner production 研发绿色产品 Research and develop green products 开展环保公益活动 Organize environment protection activities
 供应商 Suppliers	供应链管理 Supply chain management 同业跨业合作 Cooperation within and beyond the industry 推动行业发展 Promote industrial development 国际化发展 Globalized development	推行稳定采购政策 Promote stable purchasing policy 建立公平透明的采购流程 Establish fair and transparent procurement principle and process 帮助供应商进步 Help suppliers make progress
 社区 Communities	公益参与 Participation in public good	带动就业和当地经济发展 Drive employment and local economic development 扶持本地供应商 Support local suppliers 支持教育事业 Support education 帮扶社区困难人员 Support needy people in communities

02

责任之道 绿色引领

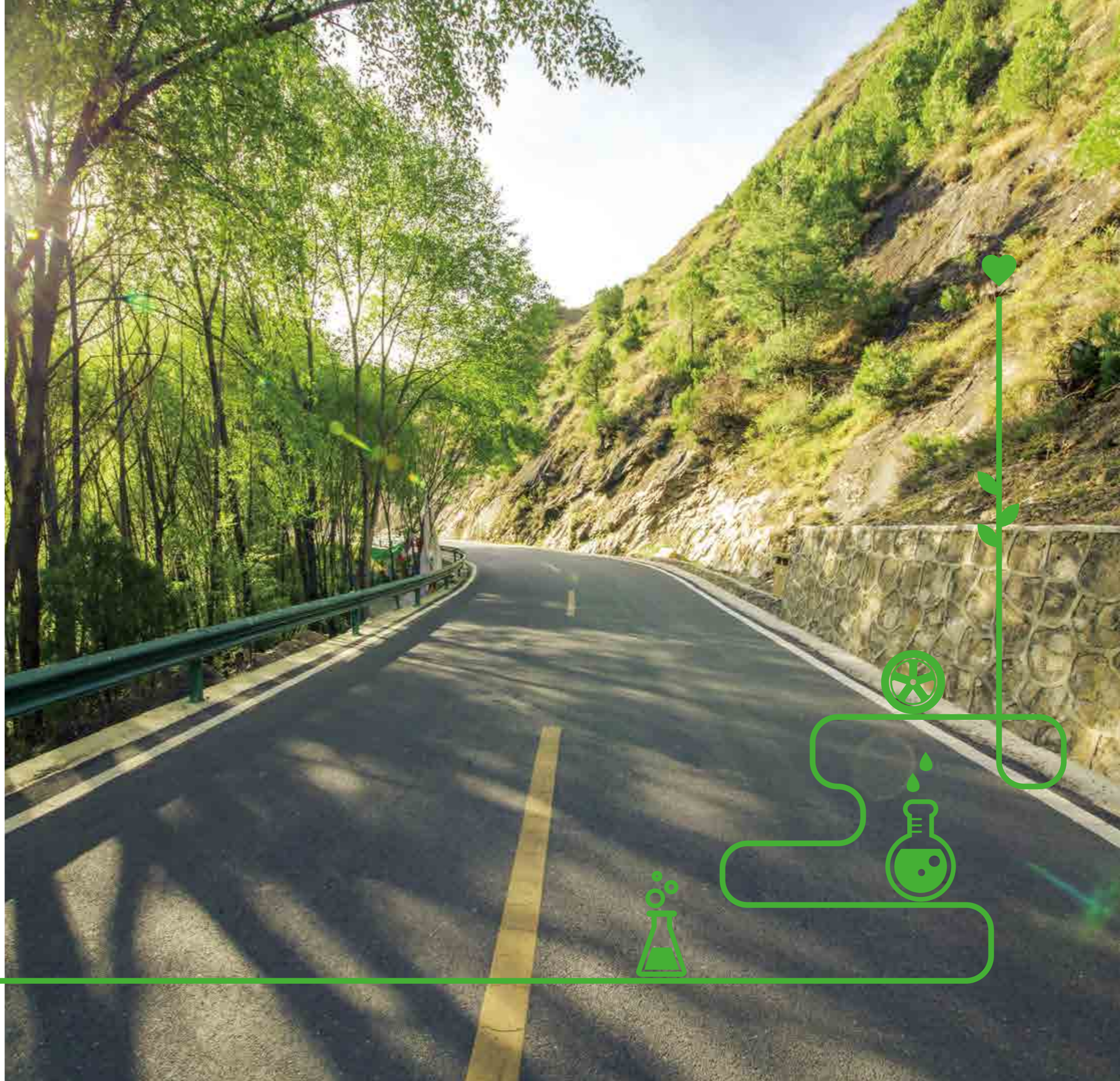
Green Leads the Way of Responsibility

全球仍然面临严峻的环境问题。2015年，中国向联合国提交《强化应对气候变化行动——中国国家自主贡献》，承诺到2030年中国单位国内生产总值二氧化碳排放比2005年下降60%–65%。

如何在控制行业和企业对环境的影响的同时，探索和实践出企业乃至行业可持续发展路径，推动经济责任和环境责任相协调，成为化工行业共同面临的挑战。圣奥化学始终坚持并不断改进绿色工艺，培育绿色核心产品——接近于零污染的优质橡塑助剂产品，推动可持续工业化发展。

The world is still facing with severe environmental problems. In 2015, China submitted to the *United Nations the Enhanced Actions on Climate Change: China's Intended Nationally Determined Contributions*, promising to lower carbon dioxide emissions per unit of China's GDP by 60% to 65% from the 2005 level by 2030.

At present, a common challenge is posed for the chemical industry, that is how to control environmental impacts on the enterprise and the industry, seek the roadmap of sustainable development for an enterprise and even the entire industry, and to promote the balance between economic responsibilities and environmental responsibilities. Sennics sticks to improving green technologies and developing green core products, i.e. premium polymer accessory ingredients with almost zero pollution, to promote sustainable industrial development by reinforcing scientific research and encouraging innovation.



实质性议题 Material Issues	我们的行动 Our Actions	我们的绩效 Our Performance	联合国 2030 年 可持续发展目标 UN Sustainable Development Goals 2030	具体要求 Specific Requirements
创新绿色产品 Innovate green products	鼓励科研创新 Encourage scientific and technical R&D and innovation	单位：万元 Unit: 10,000 yuan 2014 3,541.0 2015 2,654.8 2016 3,488.9 研发投入 Investment in R&D 2016 年研发投入 3,488.9 万元，比去年上升 31% In 2016 Sennics invested 34.889 million yuan in R&D, an increase of 31% of the previous year	 	加强科学研究，提升工业部门的技术能力，包括到 2030 年，鼓励创新，大幅增加每 100 万人口中的研发人员数量，并增加公共和私人研发支出 Enhance scientific research, improve technical capacity of industrial departments by encouraging innovation and dramatically increase the proportion of R&D personnel per 1 million population by 2030, and increase spending on public and private R&D
	同业跨业合作 Cooperation within and beyond the industry	生产水平不断提升的同时，持续减少生产过程中的能源消耗 Continuously reduce energy consumption during production when productivity keeps increasing	单位：吨 Unit: Ton 2014 72,070.0 2015 64,912.0 2016 60,520.9 煤炭消耗总量 Total coal consumption 2016 年，公司煤炭消耗总量下降 6.76% In 2016, the total coal consumption of Sennics was reduced by 6.76%	 

绿色竞争力 Green Competitiveness

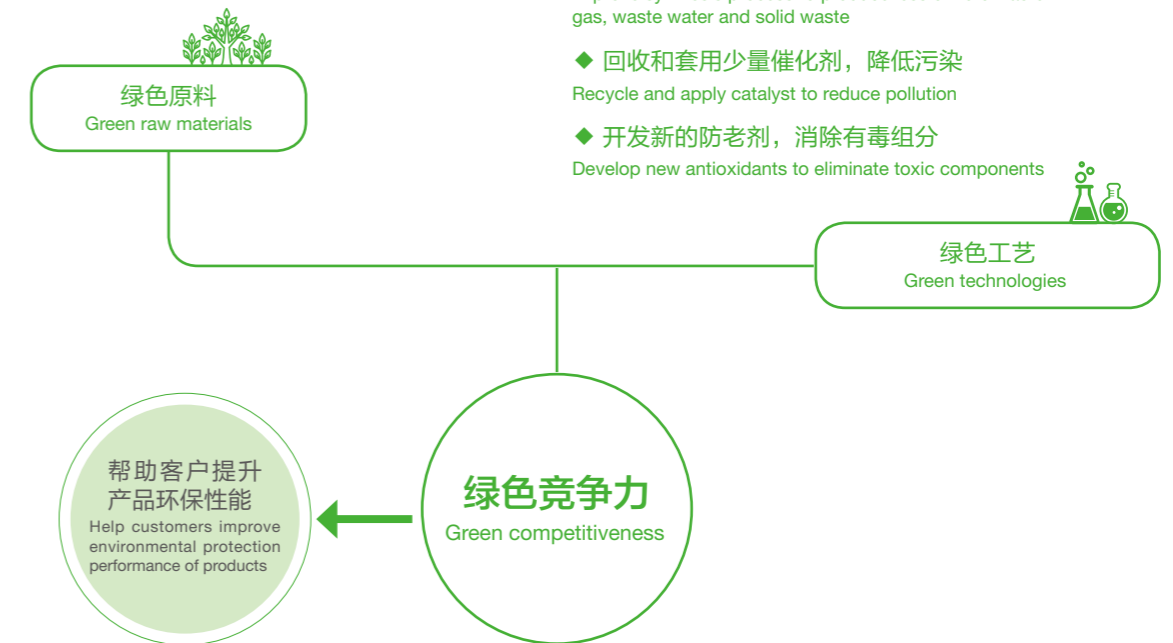
圣奥化学在 20 世纪 90 年代革命性地研制出绿色无污染的橡胶防老剂产品，迅速赢得海内外客户的信任和选择，逐步领导行业绿色持续发展。二十年来，圣奥化学始终以实现“精细化学·绿色生活”为目标，以科技领先、清洁生产为方向，在研发和应用创新、工艺技术以及工程设备等方面不断提升产品的安全绿色环保性能。

Sennics developed rubber antioxidant, a revolutionary green and pollution-free product, in the 1990s. With the product, Sennics has rapidly gained trust and favor

by domestic and overseas customers, which helped us gradually become a leader of green and sustainable development in the industry. For the past two decades, Sennics has consistently upheld the faith of “Fine Chemistry and Green Life” and forged ahead with advanced technology for clean and eco-friendly products by constantly improving the safety, green and eco-friendly performance of products in terms of R&D, application and innovation, process and technology, and engineering equipment.

探索生物质原料，如大豆油

Explore biomass feedstock, such as soybean oil



圣奥化学绿色产品的绿色竞争力
Green Competitiveness

圣奥化学橡胶助剂提升绿色轮胎性能

Sennics rubber chemicals help improve green tire performance

绿色轮胎的可持续性不仅体现在低滚动阻力、低噪音、抗湿滑、高抓地等性能上；同时还体现在轮胎的生产过程中，从环保研发理念、使用绿色原材料、配置绿色工艺，到生产过程的资源节约和再循环等诸多方面。

圣奥化学核心产品——6PPD 即是帮助绿色轮胎提升绿色环保安全性能的重要助剂。尽管在客户轮胎生产中添加比例不大，但是防老剂能够有效延长橡胶产品的使用寿命，极大增加轮胎耐用性，帮助提升强轮胎制动安全性能。

The sustainability of green tire generally lies in the low rolling resistance, reduced noise, strong wet resistance and firm grip. However, it also involves production of the tire, from eco-friendly philosophy behind the R&D, use of green raw materials, application of green technologies, to resource conservation and recycling in the process of production.

6PPD, a core product by Sennics, is a key accessory ingredient that helps green tire improve eco-friendliness and safety performance. It requires only a small proportion of 6PPD for production of the tire, yet the antioxidant will effectively extend the lifespan of rubber products, enhance the durability of tire and enable stronger tire brake performance for safety.

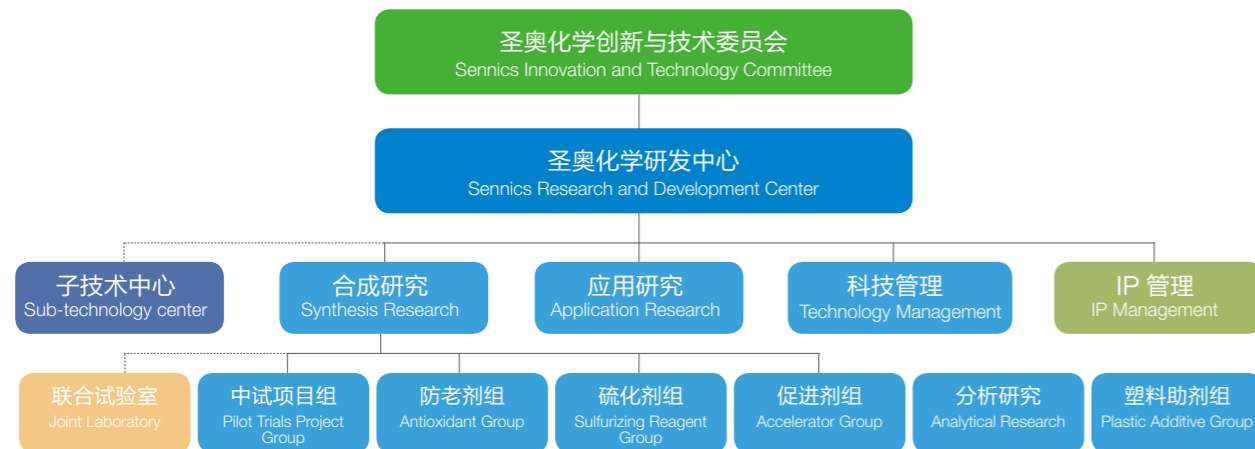
创新研发模式 Innovation and R&D Mode

对圣奥化学来说，创新研发能力是公司发展的不竭源泉。圣奥化学不断完善产学研紧密合作的研发模式，提出“一高三中心两站”的科技平台建设思路，深挖科技创新能力，系统解决研发投入、人员培养、研发能力提升等问题，为圣奥化学科技创新打造“深水良港”。

For Sennics, the innovation and R&D capacity sustain the corporate development. Sennics keeps improving closer industry-university-research cooperation as the R&D mode, and proposes a concept to build up a technical platform with one university, three centers and two stations. Sennics strives to create the most favorable environment and conditions for technical innovation through tapping the capacity for technical innovation and providing systematic solutions to such problems as R&D input, personnel training and enhancement of R&D capacity.

研发科技创新体系组织架构

Organizational Structure for R&D and Technical Innovation System



圣奥化学 Sennics 研发中心概况 R&D Center Overview	科技人员 Researchers and Technicians 约 200 人 Approx. 200 people 研发人员约 38 人 Approx. 38 researchers	试验场地 Experimental Sites 约 1,650 平方米 Approx. 1,650 square meters	固定资产投资 (含中试装置) Fixed Assets Investment (including pilot trial devices) 4,000 余万元 40-plus million yuan
	覆盖业务 Coverage <ul style="list-style-type: none"> 新产品研发 New Product R&D 工艺改进 Process Improvement 产品分析研究 Product Analytical Research 产品应用研究 Product Application Research 		
科研成果 Research Findings 200 余项 200-plus			

完善研发体系 Improve R&D System

- 市场、销售、研发、工程、技术服务
Marketing, sales, R&D, engineering and technical services

培养创新人才 Train Innovative Talents

- 建立校企联合实验室
Establish university-enterprise joint laboratory
- 为本科硕士提供实习
Provide internship for undergraduate and graduate students
- 建立博士后流动站
Set up postdoctoral research stations

创新激励方案 Innovate Incentive Schemes

- 制定并发布《圣奥化学科技激励管理办法》
Prepare and issue *Management Methods for Science & Technology Incentives of Sennics*
- 建立创新池，依据闸门式管理，从方案提出到投产的每个阶段，给予员工相应奖励
Set up innovation pools with access control and provide rewards for employees on each stage from proposal to production

加强开放合作 Enhance Opening and Cooperation

- 与南京工业大学、北京橡胶研究院、青岛科技大学及EVE研究院等国内外知名院校合作研发
Carry out cooperation with domestic and overseas institutions of higher learning and research institutes, including Nanjing Tech University, Beijing Research & Design Institute of Rubber Industry, Qingdao University of Science and Technology, and EVE Rubber Institute
- 与国内外知名轮胎制造商开展战略合作，研制新型防老剂
Seek strategic cooperation with domestic and foreign famous tire manufacturers in developing new antioxidants
- 承担国家工信部橡胶防老剂项目
Undertake rubber antioxidant project of the Ministry of Industry and Information Technology

圣奥化学致力于创新研发的措施
Measures for Encouraging Innovation and R&D



新的研发中心，将主要开展产品技术持续改进和新产品研发、性能研究、应用配方设计及应用性能检测与分析，服务于橡塑化学品研究

The new R&D Center will mainly serve for research on polymer additive by carrying out continuous improvement of technology for products, R&D of new products, performance research and applied formula design, as well as testing and analysis of application performance

03

责任之行 携手向前

Joint Efforts Pave the Path to Responsibility

我们深知，企业的可持续发展需要与各利益相关方携手并行，只有与客户、员工、供应商等价值链伙伴共有资源、共创价值，才能达到共享成果的未来。我们与客户并肩，追求更有品质的产品与服务；我们与员工同心，将 HSE 管理融入工作的每一个环节；我们与合作伙伴一道，促进行业的不断进步；我们与社区合力，营造更绿色更和谐的家園。

We are fully aware that an enterprise should rely on joint efforts with stakeholders for sustainable development. Only by sharing resources and creating value together with value chain partners, such as customers, employees and suppliers, could we reach the future of sharing win-win results. Satisfying demands of customers, we will pursue products and services with higher quality. Sharing minds of employees, we will be able to infuse HSE management into every link of our work. Joining hands with partners, we will promote industrial advancement. What's more, working with communities, we can build a greener and more harmonious home for us all.





追求极致品质

The Pursuit of Ultimate Quality

产品的品质一直是各行各业关注的重心，决定着企业的成长和发展方向。对于化工企业而言，质量更关乎社会经济的发展。我们聚焦产品质量及客户满意度，致力于将产品和服务做到极致，努力成为全球客户可靠事业伙伴，为公司实现可持续发展打下坚实基础。

The quality of products has constantly been a major focus for industries and sectors, as quality defines the way on which an enterprise grows and develops. For chemical enterprises, quality is closely related to social and economic development. Concentrating on product quality and customer satisfaction, we are committed to perfection of product and service, striving to be reliable partners for global customers and laying a solid foundation for Sennics's sustainable development.

实质性议题 Material Issues	我们的行动 Our Actions	我们的绩效 Our Performance	联合国 2030 年 可持续发展目标 UN Sustainable Development Goals 2030	具体要求 Specific Requirements
绿色优质产品 Green products of high quality	秉持对客户的质量承诺，严格控制生产运营的每一个环节 Hold fast to commitment to quality for customers, and strictly control every link of production and operation	单位：% Unit: % 2014 100 2015 100 2016 100 产品一次检验合格率 One-time Examination Pass Rate 公司产品连续三年一次检验合格率均为 100% One-time Examination Pass Rate of products of Sennics have been 100% over the three years		加强科学和技术能力，采用更可持续生产和消费模式 Enhance science and technical capacity, adopt more sustainable production and consumption
	品质服务 Quality service	单位：% Unit: % 2014 93.4 2015 95.4 2016 95.4 客户满意度 Product Qualified Rate 2016 年，公司客户满意度 95.4%，与去年持平 In 2016, the customer satisfaction rate of Sennics was 95.4%, the same as that of the previous year		

一流的质量

Premium quality

随着市场经济的快速发展，企业间竞争日趋激烈，质量对于企业的重要性不言而喻。圣奥化学不断完善质量管理体系，在原材料、生产、物流运输的全流程加强质量管控，对产品质量精益求精。

Quality is of undoubtedly significant importance for enterprises along with the rapid development of market economy and the increasingly fiercer competitions among counterparts. Sennics is in constant pursuit of premium quality of products, persistently improving quality management system and enhancing quality control over the entire process from raw material, production to logistics and transportation.



注重源头管控

Focus on management and control from the source

圣奥化学持续加强对原材料质量的管控，每次对供应商提供的样品进行检验、评估，并对评估结果、样品检测及小试结果进行整体评价，最大限度地降低原材料的质量风险，从源头保障产品的品质。

Sennics continuously improves the management and control of the quality of raw materials. We will conduct testing and evaluation of every sample provided by suppliers, following an overall review based on results of the evaluation, sample testing and primary trials. This will reduce quality risks of raw materials to the minimum, and ensure the quality of product from the source.

链接 LINK

工序能力指数

工序能力指数表示工序能力对设计的产品规范的保证程度，是评价加工工艺系统满足加工技术要求的程度。

Cpk 的评级标准：

A++ 级 Cpk ≥ 2.0 特优 可考虑成本的降低

A+ 级 2.0 > Cpk ≥ 1.67 优 应当保持之

A 级 1.67 > Cpk ≥ 1.33 良 能力良好，状态稳定，但应尽力提升为 A+ 级

B-D 级 1.33 > Cpk 一般至非常差，必须提升工艺能力或应考虑重新整改设计制程

Process Capability Index

Process Capability Index refers to the level of guarantee of process capability to the product specification of design and indicates how the process system satisfies the requirement of processing technology.

Criteria for Cpk Rating:

A++ Cpk ≥ 2.0 Exceptional, cost reduction should be considered

A+ 2.0 > Cpk ≥ 1.67 Excellent, which should be maintained

A 1.67 > Cpk ≥ 1.33 Good, sound capacity and stable status; improvement to A+ rating is desirable

B-D 1.33 > Cpk Moderate to Poor, process capability must be improved or the design process should be adjusted or rectified

加强质量管理

Enhance quality management

圣奥化学在生产过程中，严格遵循 ISO 9001、ISO/TS 16949 质量标准，通过多重措施加强质量文化建设，不断提升产品的质量，满足客户的需求。

During production, Sennics strictly follows ISO 9001 and ISO/TS 16949 quality standards. We take multiple actions to reinforce the quality culture and continuously improve product quality to meet demands of customers.

01 推行质量管理气象图
Promote Quality Management Meteorogram

每周检查产品质量的关键节点，并将数据绘制成气象图，识别出有问题之处
Check key points of product quality on a weekly basis, and prepare meteorograms with data retrieved to identify problems

02 加强隐患排查
Intensify Hazard Elimination

工厂之间交叉审核，及时发现问题
Cross-check by plants to pinpoint problems in a timely manner

鼓励员工提出质量风险合理化建议，并给予奖励
Encourage employees to put forward reasonable advice on quality risk, and reward them

03 开展质量月活动
Launch Quality Month

全员质量意识培训
Conduct training on quality awareness for all employees

分析工技能大比武
Hold skill competitions among analysts

黑板报活动
Publish bulletins

模拟客户审核
Simulate customer review

产品审核
Review product

04 深化质量检测
Enhance Quality Test

加强出库成品中控数据分析、外在包装质量检测
Strengthen mid-data analysis of ex-warehouse finished products and quality testing of exterior packaging

05 组织 QC 小组
Organize QC Group

QC小组开展多样化活动
Organize various activities for QC Group

06 启动 ISO 17025 认证
Launch ISO 17025 Certification

按有关国际准则开展实验室校准/检测
Conduct calibrating/testing in laboratory according to international standards

加强质量管理的相关措施
Measures for Improving Quality Management



分析工技能大比武
Skill Competition for Analysts

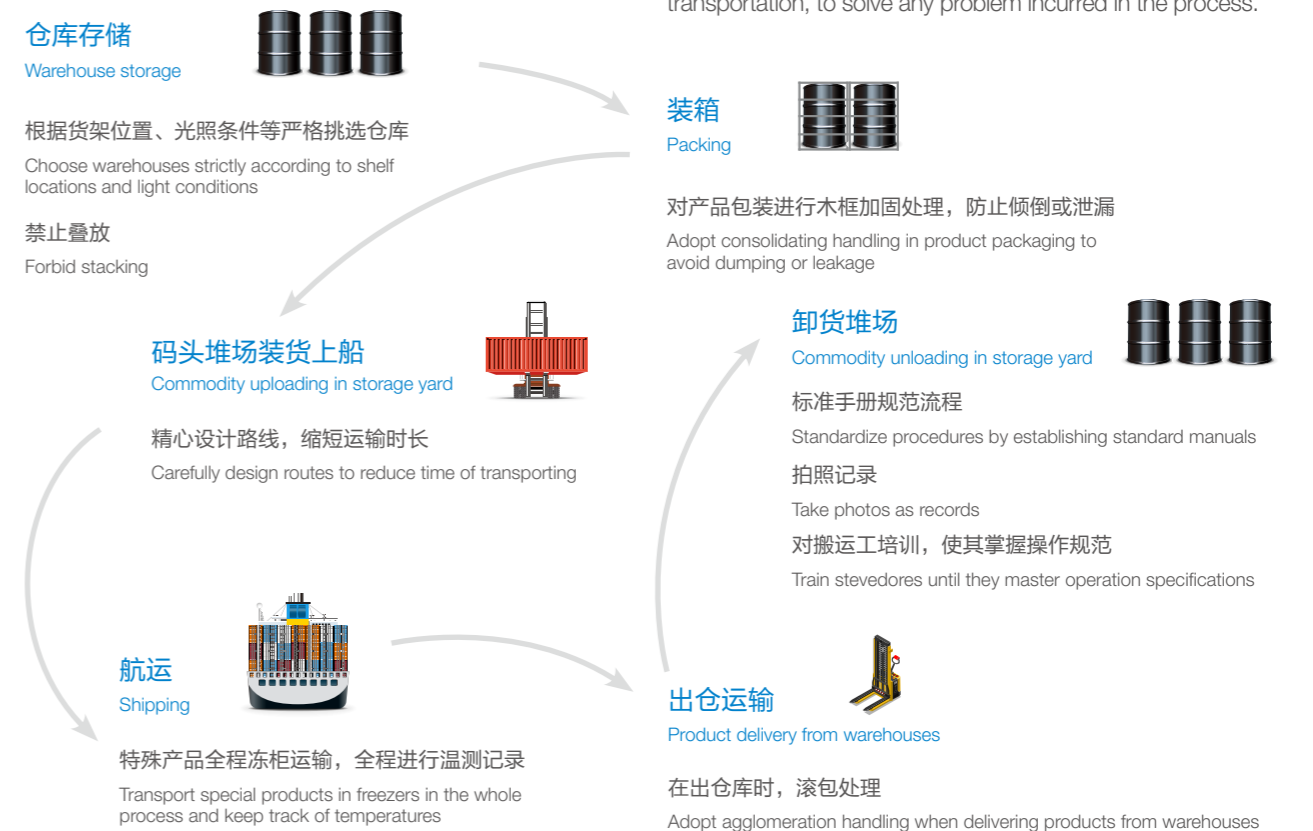


泰安圣奥获中国石化行业 2016 年度全国优秀质量管理小组称号
Sennics Tai'an was honored Second Prize and Third Prize for 2016 National Excellent Quality Management Group of Petrochemical Industry

保障物流环节
Ensure logistics parts

圣奥化学完善《产品国内发运过程防护规程》《产品防护交付管理规程》等规章制度，同时在产品运输的每个环节采取针对性措施，确保产品不因运输环节发生问题。

Sennics improves regulations and systems such as *Regulations on Protection for Domestic Delivery and Transportation of Products and Regulations on Product Protection and Delivery Management*. In addition, we have taken specific measures for each link during the product transportation, to solve any problem incurred in the process.



物流运输全环节管控的措施
Measures of management and control throughout logistics and transport

公司与物流供应商建立通畅的双向沟通机制，每年定期与物流供应商进行交流。针对物流运输过程中的质量事故类型和成因，圣奥化学明确物流过程中各节点的质量风险隐患和应对的操作规程，提升物流供应商的能力，保障产品的品质。

Sennics establishes a smooth two-way communication with logistics suppliers, which is on a regularly annual basis. As to the types of and causes to quality accidents during logistics and transportation, Sennics clarifies the quality risk and hazard in each link of logistics and corresponding regulations on operations, to improve the capacity of logistics suppliers and ensure product quality.



顺畅沟通，保障物流环节高质量

Smooth communication ensures high-quality logistics links

2016年4月，圣奥化学在泰安召开物流供应商质量会议。公司详细向物流供应商讲解圣奥化学的安全文化、质量管理和物流运输相关要求，同时分析运输过程中容易出现的四类问题，提供应急解决措施。圣奥化学不断为物流供应商提供更多的培训和支持，与供应商共同成长，提升“全链条质量管理能力”，携手为客户提供最高质量的产品。

Sennics held a quality conference for logistics suppliers in Tai'an in April 2016. Sennics explained to logistics suppliers in detail Sennics's safety culture, quality management and requirements for logistics and transportation. In addition, we analyzed four problems that are prone to incur during transportation, and provided emergency measures for reference. Sennics keeps offering more training and support to logistics suppliers and growing with them to enhance the "full-chain quality management capacity" and provide products of the highest quality for customers.



贴心的服务 Considerate service

优质服务是客户支持和社会肯定的基础，是企业保持市场竞争优势、提升发展实力的根本。圣奥化学将快速的服务流程、多元化的客户沟通渠道融为一体，为客户带来愉悦的服务体验，与客户共享精彩的工作与生活。2016年，根据第三方（尼尔森）调研，公司客户满意度为95.4%。

Quality service is the cornerstone of customer support and social recognition. It is also the heart of corporate competitive edge on the market and the strength of development. Sennics integrates speedy service process and diversified customer communication channels, bringing pleasant service experience to customers and share with them wonderful moments in life and at work. A third-party survey (AC Nielsen) in 2016 shows that the rate of customer satisfaction for Sennics is 95.4%.

单位：% Unit: %



第三方（尼尔森）客户满意度调研
Third-party Survey (AC Nielsen) on Customer Satisfaction

加强客户沟通

Improve communication with customers

公司认真倾听客户声音，仔细了解客户需求，重视客户的每一次反馈，高效解决客户遇到的问题，不断提升客户满意度，让客户体验到品质服务。

We listen attentively to the voices of customers, carefully learn about their needs and pay attention to their feedback in each time. Furthermore, we will solve customers' problems in an efficient way and keep improving customer satisfaction, providing the experience of quality service for customers.

800 客户热线 800 Customer Service Hotline

一站式问题解决窗口，提供产品介绍，技术咨询以及投诉处理等综合服务

Sennics provides a one-stop solution to problems, covering a comprehensive range from product introduction, technical enquiry and complaint settlement

行业交流 Industry Exchange

参加展会等行业交流活动，积极向客户、行业分享产品动态、特性等，加大与国际客户交流

Sennics takes part in exhibitions and other exchange activities of the industry, actively sharing product news and features with customers and the industry and seeking more extensive communication with international customers

与客户沟通的主要措施
Major Measures of Customer Communication

高层互访 Communications with Customers by Senior management

企业高层与客户定期互访，了解客户对产品的诉求，交流行业动态等内容

Senior executives of Sennics will communicate with customers on a regular basis to understand their demands for the products and share with them industry news

客户审核 Customers Review

积极参与客户发起的审核，并将客户审核视为改进问题的重要渠道

Sennics actively participates in review initiated by customers, taking customer review as a crucial channel for improvements



2016年5月, 圣奥化学参加全球最大最专业的轮胎展会——德国埃森国际轮胎展, 向全球的客户、同行展现绿色承诺和至臻追求

In May 2016, Sennics participated "Reifen", the world's largest and most professional trade fair of the tire industry, showing our green commitment and pursuit of perfection to global customers and industry counterparts.



2016年2月, 某客户对安徽圣奥进行了为期一天的审核, 内容包括供应商管理、生产过程分析、人力资源、客户关怀、结果等方面, 最终评分92分, 为A类供应商

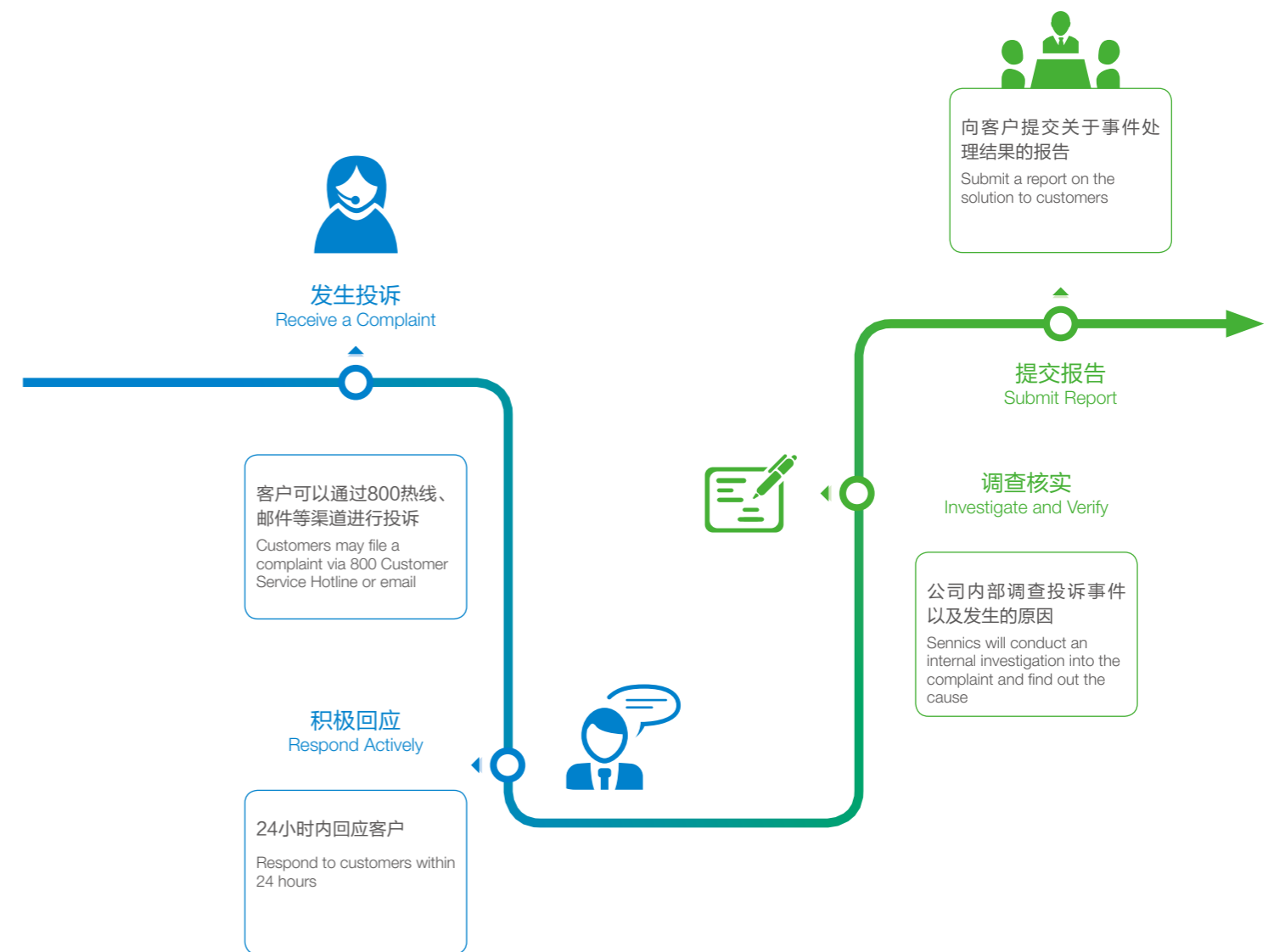
In February 2016, a customer participated in a one-day audit of Sennics Anhui, covering supplier management, productive process analysis, human resource, customer care and results. The final score was 92, ranking among Grade A suppliers.

积极应对客户投诉

Activate positive response and action to customer complaints

我们将客户投诉作为改进相关工作的重要机会。公司建立了完善的投诉处理流程, 为客户提供快速的投诉解决方案, 竭尽全力为客户解决问题, 努力追求最大程度地让客户安心。

We take customer complaints as an opportunity to improve our work. Sennics establishes a sound complaint handling process and provides speedy solutions to customers' complaints, so as to help them solve problems and ensure the maximum relief of customers.



客户投诉处理流程
Customers Complaint Handling Process

打造 HSE 核心竞争力

The Enhancement of HSE Core Competitiveness

化工行业的生产工艺复杂，易发生爆炸、泄露等安全事故，同时对资源能源依赖程度高，易对环境产生负面影响。中国“十三五”规划提出“加大生态环境保护力度，提高资源利用效率，为人民提供更多优质生态产品”，对企业如何保障安全生产、保护环境提出了更高要求。

The chemical industry is characterized by complex process in production, high exposure to explosion and leakage, heavy dependency on resources and energy, and likelihood in negative impact on the environment. China has proposed to “improve protection of eco-environment, enhance utilization rate of resources and provide eco-friendlier products for the people” in the “13th Five-Year Plan”, which also posted higher requirements for enterprises to ensure work safety and protection of the environment.

实质性议题 Material Issues	我们的行动 Our Actions	我们的绩效 Our Performance	联合国 2030 年 可持续发展目标 UN Sustainable Development Goals 2030	具体要求 Specific Requirements
确保安全生产 Ensure safety production	持续提升员工安 全意识和能力 Continuously improve employees' safety awareness and ability	单位：小时 Unit: Hour 2014 30 2015 30 2016 32 职业健康与安全培训人均小时数 Occupational health and safety training hours per capita 2016 年，员工职业健康安全培训时 间人均 32 小时，比去年上升 6.67% The Occupational health and safety training hours per capita was 32 hours in 2016, 6.67% higher than that of 2015		通过预防、治疗及促进身心 健康；实现全民健康保障通 过预防、治疗及促进身心健 康；实现全民健康保障 Achieve well-being of people by prevention, treatment and promotion of physical and mental health
污染防治 Prevention and treatment of pollution 清洁生产 Clean production 资源可持续利用 Sustainable utilization of resources	持续减少生产 运营过程中的 温室气体排放； 发展循环经济 Continuously reduce greenhouse gas emission during production and operation; develop recycling economy	2016 年，公司节能技术改造投入 209.9 万元 in 2016, the Company invested 2.099 million yuan in transformation of energy- saving technologies	 	促进获取清洁能源的研究和 技术 Promote R&D and technology of clean energy 提高能源利用效率 Improve effective utilization of resources

实质性议题 Material Issues	我们的行动 Our Actions	我们的绩效 Our Performance	联合国 2030 年 可持续发展目标 UN Sustainable Development Goals 2030	具体要求 Specific Requirements
污染防治 Prevention and treatment of pollution 清洁生产 Clean production 资源可持续利用 Sustainable utilization of resources	将 HSE 管理提 升到公司战略层 面，通过打造 HSE 核心竞争 力推动公司整体 管理水平持续提 升和快速发展 Elevate HSE management to the corporate strategic level, and promote continuous improvement and speedy development of the overall corporate management by building up HSE core competitiveness	单位：万元 Unit: 10,000 yuan 2014 1,180.0 2015 1,150.5 2016 2,606.7 HSE 总投资 Total investment in HSE 2016 年 HSE 总投资 2,606.7 万元， 同比上升 126.62% The total investment in HSE in 2016 was 26.067 million yuan, up by 126.62% year on year		实现化学品和所有废物在整 个存在周期无害环境管理， 降低对人体健康和环境造成 的负面影响 Achieve management under zero harm environment of chemicals and waste materials during the entire period of existence, and lower the negative impact upon human's health and the environment 通过预防、减排、回收和再 利用，大幅减少废物的产生 Greatly reduce waste production via prevention, emission reduction, recycle and reuse

锻造 HSE 价值

Forge HSE Value

公司深知，加强职业健康安全管理和环境管理 (HSE)，不仅是企业持续发展的必要条件，更是为客户及合作伙伴提供优质产品和服务的基础，也是对员工及其家人负责的基本履责实践。

Sennics fully understands that the enhanced HSE management is not only the prerequisite of corporate sustainable development, the basis of quality product and service for customers and partners, but also fundamental performance of social responsibility for the benefit of employees and their family.

绿色绩效

Green Performance

● 杜邦公司HSE千分制安全审核中，**首次突破700分**

In the DuPont HSE Millesimal Safety Review System, Sennics has for the first time scored 700

● 在接受国际客户社会责任审核中，**HSE首次获得满分的**优异成绩

Sennics has for the first time obtained the full score in HSE in social responsibility review by international customers

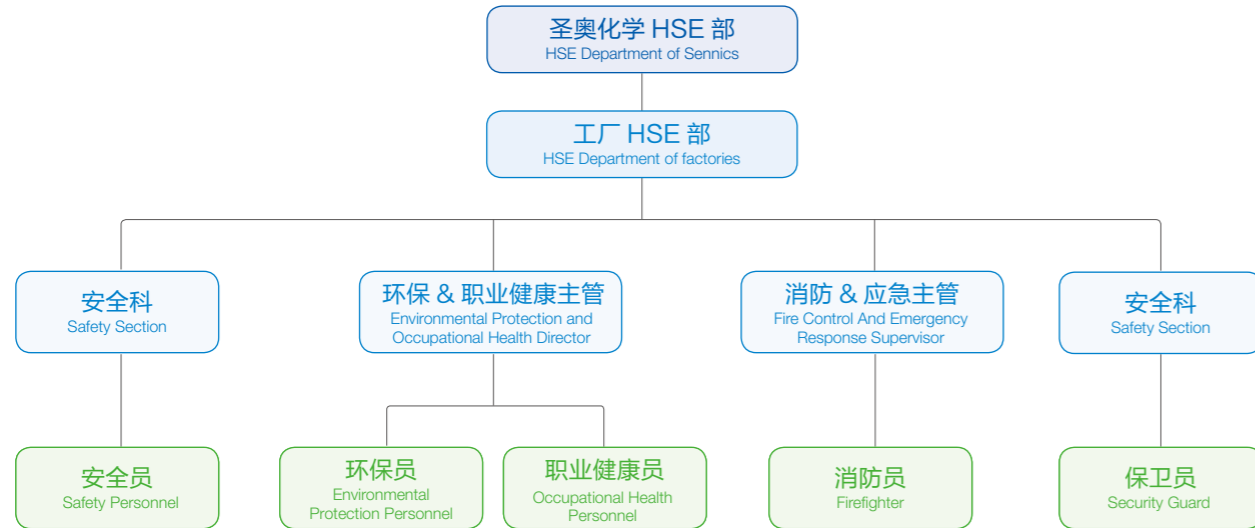
● 铜陵工厂、泰安工厂同时被评为**中化集团HSE“标杆”工厂**

Tongling Plant and Tai'an Plant have both been awarded Sinochem HSE "Model" Plant

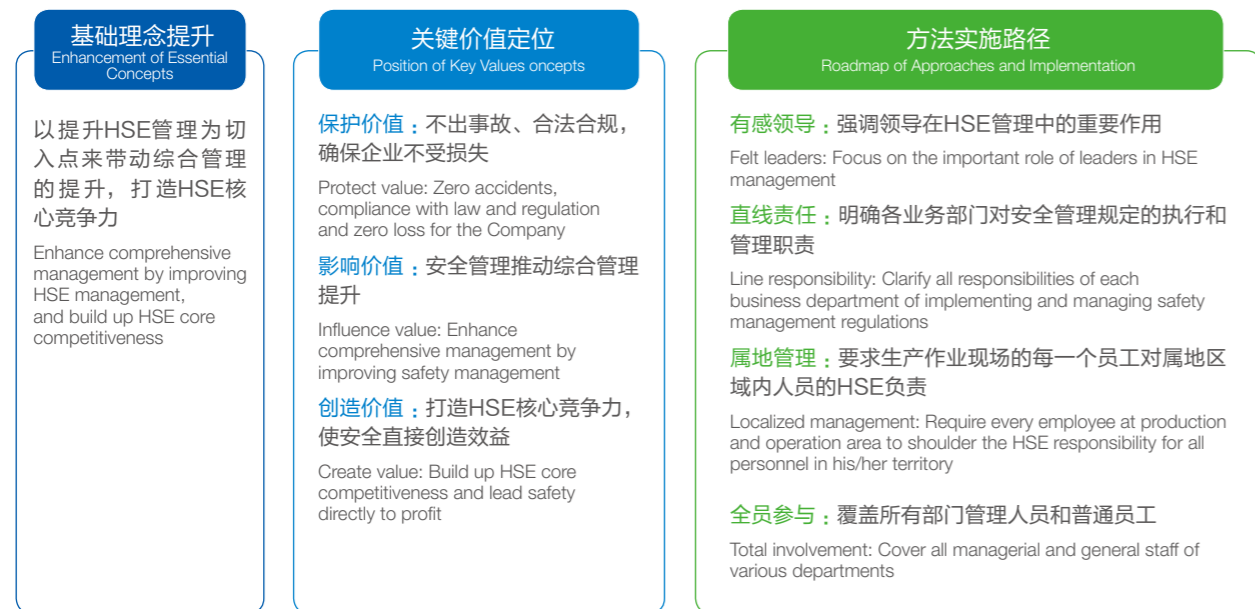


圣奥化学设立 HSE 管理委员会，下辖程序制度、安全文化等 8 个分委会，对 HSE 工作实施管理。公司以国家安全标准、健康安全环境体系为基础，以中化集团 HSE 管理 13 要素为指引，借鉴国际先进的杜邦安全管理体系及杜邦十大安全管理理念，形成具有圣奥化学特色的 HSE 24 全要素管理体系。

Sennics sets up an HSE Management Committee, with eight sub-committees of process and system, safety culture, etc. to manage HSE work. Based on national safety standards and HSE system, Sinochem has developed a unique HSE All 24 Element Management System under the guidance of Sinochem 13 Element HSE Management, with reference to the internationally advanced Du Pont Safety.



圣奥化学 HSE 管理委员会架构
Organizational Structure of Sennics HSE Management Committee



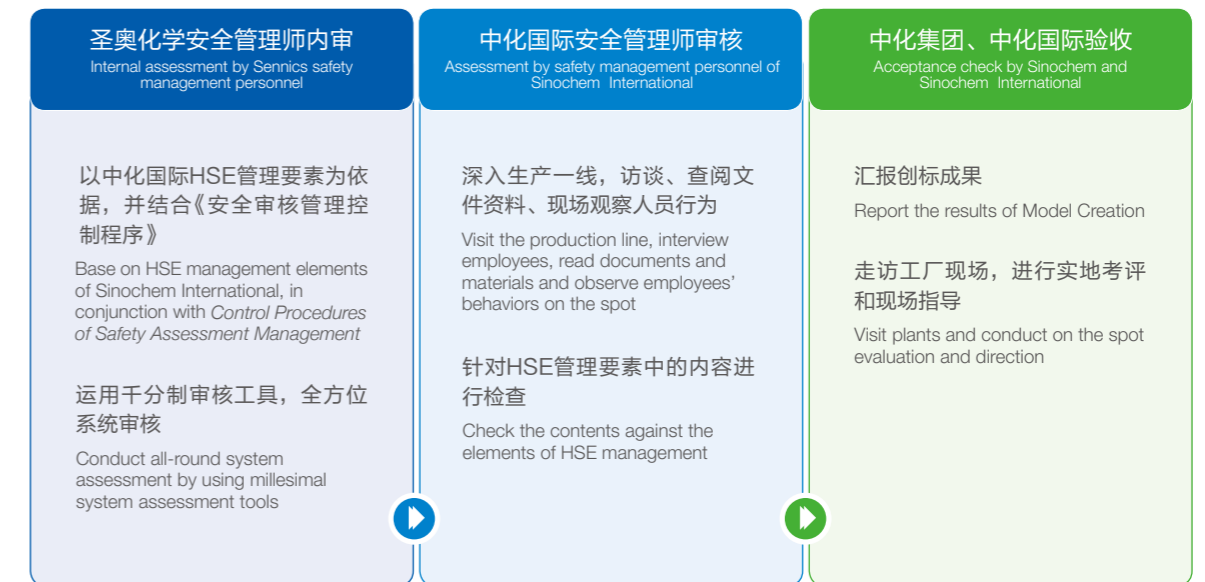
锻造 HSE 价值体系
Build up HSE Value System



借力“创标”平台 促进 HSE 新提升
Promote HSE via “model creation” platform

2016 年初，中化国际按照中化集团的统一部署和《标杆企业创建工作实施方案》具体要求，积极推进创标工作。圣奥化学主动借鉴先进经验，识别短板并制定改进行动，形成《创标手册》手册，不断改善 HSE 管理水平。

In early 2016, Sinochem International actively promoted Model Creation in accordance with the unified deployment of Sinochem Group and specific requirements stipulated in Scheme on Implementation of Model Enterprise Creation. Sennics actively learns from advanced experience, identifies shortcomings and improves actions, so as to formulate a Manual for Model Creation and continuously improve HSE management.



圣奥化学工厂“创标”审核验收
Assessment and Acceptance Check of “Model Creation” for Sennics Plants

链接 LINK

安全管理工程师 Q&A

Q&A about Safety Management Engineer

Q: 什么是安全管理工程师?
Who is safety management engineer?

分类: 初级安全管理工程师 → 高级安全管理工程师
Classification: Junior safety management engineer → Senior safety management engineer

职责: HSE 管理、培训及审核职能
Responsibility: HSE management, training and assessment functions

每季度: 各部门安全管理工程师内审
Every quarter: Internal assessment by safety management engineers of each department

每半年: 各部门安全管理工程师联合审核三个工程
Every half year: Joint assessment of three projects by safety management engineers of each department

每年: 聘请杜邦安全工程师对工厂进行审核
Every year: Assessment of plants by Du Pont's safety engineer

Q: 如何成为安全管理工程师?
How to become a safety management engineer?



2017年1月, 圣奥化学 CEO 苏赋与下属子公司山东圣奥总经理石松、泰安圣奥总经理闫德刚和安徽圣奥总经理唐志民分别签订了《2016年HSE目标责任书》

In January 2017, Fu Su, CEO of Sennics signed *HSE Responsibility 2016* with Song Shi, General Manager of Sennics Shandong; Degang Yan, General Manager of Sennics Tai'an; and Zhimin Tang, General Manager of Sennics Anhui

利益相关方感言

Stakeholders' Testimonial

“做好 HSE 不仅仅是要确保不出事故, 还要以此为切入点和抓手, 来确保公司各项管理的提升, 并快速推动公司业务的发展, 打造圣奥化学核心竞争力。同时, 做好 HSE 也是公司承担社会责任的最好体现。”

Sound HSE management means more than zero accidents. It is a breakthrough as well as a focus for the Company to improve management in various aspects and boost business development in a speedy way to enhance HSE core competitiveness. Besides, HSE is what best reflects the Company's performance of social responsibility.

——圣奥化学 CEO 苏赋
--Fu Su, CEO of Sennics

夯实安全基础
Consolidating Safety Foundation

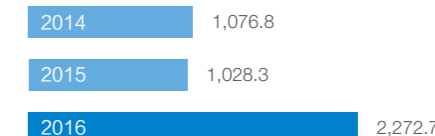
安全是公司稳定持续发展的重要基石。圣奥化学严格遵守《安全生产法》等法律法规的要求, 坚守“零事故”的红线, 加强重大安全风险识别防控管理, 强化员工安全意识教育, 保障员工和周边居民的安全。

Safety serves as the key cornerstone for stable and sustainable development of the Company. Sennics strictly observes laws and regulations such as Law on Work Law on Work Safety and sticks to the principle of “zero accident”. In addition, Sennics strengthens identification, prevention, control and management of essential safety hazards, improves training on safety awareness for employees, and protects the safety of employees and neighboring residents.

绿色绩效
Green Performance

- 连续三年损工及以上伤害“0”事故
For three consecutive years Sennics has reported 0 accidents of lost time or worse
- 山东圣奥被评为省级化工行业和危险化学品标杆企业
Sennics Shandong was honored Provincial Model Enterprise of Chemical Industry and Hazardous Chemicals

单位: 万元
Unit: 10,000 yuan



安全生产总投入
Total investment in work safety

营造安全文化

Create safety culture

公司秉承中化国际安全文化精神, 根据自身发展需求, 明确了安全使命、愿景和价值观, 通过安全文化制度化、安全行为习惯化及安全文化物质化等措施, 持续强化员工的安全价值观念和风险防范意识。

Sennics carries forward the safety culture and spirit of Sinochem International. Based on our own requirement for development, we have clarified safety mission, vision and values. By systematic operation of safety culture, habituation of safety behavior and materialization of safety culture, Sennics continuously improves employees' safety values and risk prevention consciousness.

利益相关方感言

Stakeholders' Testimonial

“在单位大家是同事, 也是情同手足的亲人, 在家里每个人都是顶梁柱, 谁都不希望发生意外。安全生产禁令是我们开展各项工作的底线, 是任何人都不能触碰的雷区, 我们每一个人都应该铭刻在心里, 自己不违背的同时还要监督他人, 以此保障大家的平安和健康。”

We are colleagues and as close as families at work. Everyone of us is the support for the family, so no one wishes for any accident. The compliance of rules on work safety is the baseline for every task. No one should cross the line. Everyone of us knows from our hearts that we should observe the rules and it is also incumbent on us to monitor others, so that everyone will be safe and sound.

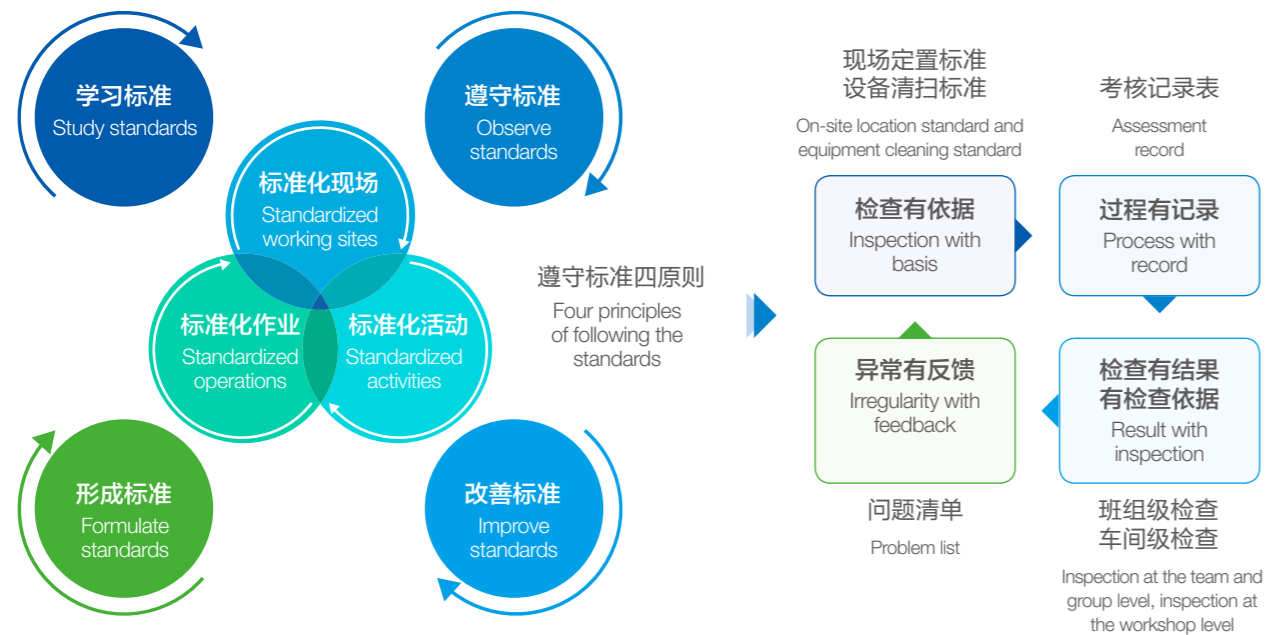
——泰安圣奥生产部经理 柳青
--Qing Liu, Production Manager at Sennics Tai'an

加强“三标”管理

Enhance “Three Standards” management

圣奥化学坚持以“标准化现场、标准化活动、标准化作业”的“三标”管理要求为基层安全管理的基础。子公司不断在日常生产工作中深化对安全生产标准的理解并予以遵守和实践，推进公司基础安全建设。

Sennics holds fast to the “Three Standards” management requirement, which refers to “Standardized Working Sites, Standardized Activities and Standardized Operations”. Subsidiaries keep further understanding, observing and practicing standards of work safety, to improve fundamental safety construction.



圣奥化学“三标”管理的内涵
Implication of Sennics’s “Three Standards” Management

制定安全行动计划 Formulate safety action plan	开展专项培训 Conduct special training	组织安全演练 Organize safety drills
从CEO到总监、班组长的各级领导制定《个人安全行动计划》 Prepare <i>Personal Safety Action Plan</i> by managerial staff at various levels, including CEO, directors and team leaders 公示《计划》，接受员工监督计划完成情况 Publish <i>Personal Safety Action Plan</i> and accept supervision over its implementation by employees	非HSE部门员工讲授和学习安全课程 Teach and study safety courses by employees of departments other than HSE Department 进行学分制考核，考核结果与当年员工考评挂钩 Launch assessment in the credit system and link the assessment results with employee performance assessment of the year	制定四级应急预案 Develop a four-level emergency plan 每年6月安全月、11月消防安全月定期组织开展预案演练 Organize drills according to plans in every June (Month of Safety) and November (Month of Fire Safety) 保证应急预案要求与突发事件紧急处理之间的对应性 Ensure that emergency plan requirements correspond to handling of emergencies

圣奥化学提升安全能力措施
Sennics’s Measures of Improving Safety Capacity

NO.	行动 Actions	价值和目的 Value & Purpose	频次 Frequency	完成时间 Date of Completion												备注 Note	
				1月	2月	3月	4月	5月	6月	7月	8月	9月	10月	11月	12月		
1	确保本人参加的5人(含)以上会议会前安全经验分享落实 Ensure that safety experience is shared before a meeting of five (or more)	积累安全经验, 提高安全意识 Accumulate safety experience and increase safety awareness	每次 Every time														
2	在工厂时遵守工厂的HSE规定, 如上下楼梯扶扶手、乘车系安全带、进入生产区域穿戴PPE、禁带手机等相关要求 Follow HSE rules in plants, such as holding rails in stairs, buckle up in vehicles, wear PPE when entering production zone, no mobile phone, etc.	带头营造良好的安全文化氛围 Take the lead in creating favorable atmosphere of safety culture	每次 Every time														
3	拜访客户时与客户进行HSE方面的交流, 并将公司HSE方面的努力及进展向客户分享 Cover HSE topics in communication during the visit to customers, and share the Company's effort and progress in HSE with customers	体现有感领导, 提高公司影响力 Show felt leaders and enhance the Company's influence	每次 Every time														
4	到工厂实施STOP行为安全观察 Observe STOP behavior safety in plants	积累安全经验, 提高安全意识 Accumulate safety experience and increase safety awareness	1次/半年 Once/6 monthss														

个人安全行动计划
Personal Safety Action Plan



安徽圣奥、泰安圣奥组织应急演练
Sennics Anhui and Sennics Tai'an Organize Emergency Drills

保障员工健康 Protect Employees' Health

员工健康不仅是员工自身事业和公司发展的重要基石，更是公司对员工履行的最重要的企业责任之一。圣奥化学重视保障员工的职业健康，不断补充和完善相关规定制度，推进落实各类职业健康安全措施，保障员工在工作场所的安全和健康。

Employee's health is considered to be not only the crucial cornerstone for development of employees and the Company, but also one of the most important corporate responsibilities for employees. Sennics attaches great importance to the protection of employees' occupational health and protects their safety and health at work by renewing and improving relevant regulations and systems, and implementing various measures on occupational health and safety.

改善工作环境 Improve Working Environment

- 2016年搬迁新办公场所
Relocated to new office building in 2016
- 发放劳动保护用品
Distribute labor protection appliances
- 提高设备设施自动化程度，减少人工化操作
Improve automation of equipment and facilities and reduce manual operation

实行健康管理 Implement Health Management

- 定期体检，并建立健康档案
Offer regular health checks and establish employees' health records
- 每个岗位进行职业危害评估
Conduct evaluation of occupational hazard for each position
- 100%员工购买商业医疗保险
100% coverage of commercial medical insurance for employees
- 健康安全知识培训
Training on health and safety knowledge



公司为高温作业人员送上水果和解暑饮料
Sennics provides fruits and beverages for employees working under severe heat

坚持绿色运营 Adhere to Green Operation

作为化工企业，圣奥化学始终将运营决策和活动对环境的影响纳入整体考虑，坚持绿色生产，大力发展循环经济，持续提升能源利用效率和减少排放，努力实现与环境的和谐相处，推动行业绿色发展。

As a chemical enterprise, Sennics has always taken the impact of operation, decision and activities on environment into overall consideration. We stick to green production, vigorously develop recycling economy and continuously improve utilization efficiency of energy and reduce emission, so as to allow for harmony with the environment and promote green development in the industry.

绿色绩效

Green Performance

- 在2016年全国石油和化工行业绿色发展大会、“十三五”石油和化工行业节能节水与低碳工作促进会暨2015年度能效“领跑者”发布会上，安徽圣奥获得**环保先进单位**称号、**节能先进单位**称号

Sennics Anhui was honored Excellence in Environmental Protection and Outstanding Organization for Energy Saving at National Conference on Green Development for Petroleum and Chemical Industry 2016, Conference on Promoting Energy and Water Saving and Low-Carbon at Work for during the "13th Five-Year Plan" Period and Energy Efficiency Pacemaker Conference 2015.

- 安徽圣奥连续**五年**被铜陵县环保局评为**“绿色企业”**

Sennics Anhui has been honored "Green Enterprise" by Tongling County Administration of Environmental Protection for five consecutive years

废弃物管理

Waste management

公司一贯坚持环保优先的理念，严格执行国家及地区环保法律法规，制订并实施《环境保护管理规定》《环境事件管理办法》等制度，减少生产过程中污染的产生，对于已产生的少量排放实施分类分级管理。

Sennics has given priority to environmental protection and strictly followed national and local laws and regulations on environmental protection. In addition, the Company has formulated and implemented such systems as *Regulations on Management of Environmental Protection* and *Methods for Management of Environmental Events*, minimizing pollution during production and implementing management of the small amount of pollutants discharged during production by classification and grading.

固体废物 Solid Waste

- 降低反应温度，减少固体废弃物产生
Reduce solid wastes through lowering reaction temperatures
- 请具有专门资质的公司进行固体废弃物处理
Engage professional companies to dispose solid wastes

废水 Waste Water

- 将生活污水、初期雨水和工艺废水收集至废水处理站，采用先进的膜生化处理工艺进行处理，实现废水零排放
Gather and take domestic sewage, initial rainwater and process waste water to waste water treatment station, and treat them with advanced membrane biological technique for zero discharge of waste water

废气 Waste Gas

- 将废气进行统一收集，再输入设备进行反应，生成无害气体排出
Gather waste gas, put them into equipment, turn them into non-hazardous gas through reaction and then release them

发展循环经济

Develop circular economy

公司探索循环经济模式，不仅消纳了废气废料，更节约了生产所需原料的购买成本，最终实现提升资源使用的减量化、再利用率和资源再循环，推动公司自身和行业伙伴可持续发展。

Sennics explores the mode of circular economy, which not only makes use of waste gas and other waste materials, but also reduces costs for purchasing raw materials for production, realizing minimization of resources in use and the rates of reuse and recycling and leading to sustainable development of the Company and industrial partners.



善用余热 惠及社区

2016年，山东圣奥及泰安圣奥积极申请废物焚烧项目，希望利用工厂现有焚烧设施承担当地区域焚烧工作，减轻社会处理废弃物压力；与此同时，焚烧产生的热量能够提供工厂生产所需蒸汽，帮助能源节约使用。目前项目已经通过当地政府环评验收通过。

Promote HSE via "model creation" platform

In 2016, Sennics Shandong and Sennics Tai'an actively applied for waste incineration project, in hopes of utilizing existing facilities of the plant to help local areas with the incineration and reduce the pressure of waste treatment for the society. In the meantime, the heat generated from incineration will provide vapor for production, which also saves energy consumption. So far the project has passed environmental evaluation and acceptance check by the local government.

携手合作伙伴提升能源利用率

安徽圣奥持续多年与铜陵市焦化厂开展合作，购买和提炼其副产品焦化煤气作为生产原料，提高资源利用率的同时减少废气排放。该项目每年节约生产成本将近800多万元人民币。

2016年2月，安徽圣奥循环经济示范的典型案例在央视《焦点访谈》栏目播出，起到良好的示范宣传作用，为推动地区经济发展和行业清洁生产作出贡献。

Improve energy utilization with partners

Sennics Anhui has been in long-term cooperation with Tongling Coking Plant, purchasing and extracting the plant's byproduct coking gas as raw material for production. This has enhanced resource utilization rate and reduced waste gas discharge at the same time, saving about 8 million yuan for production in every year.

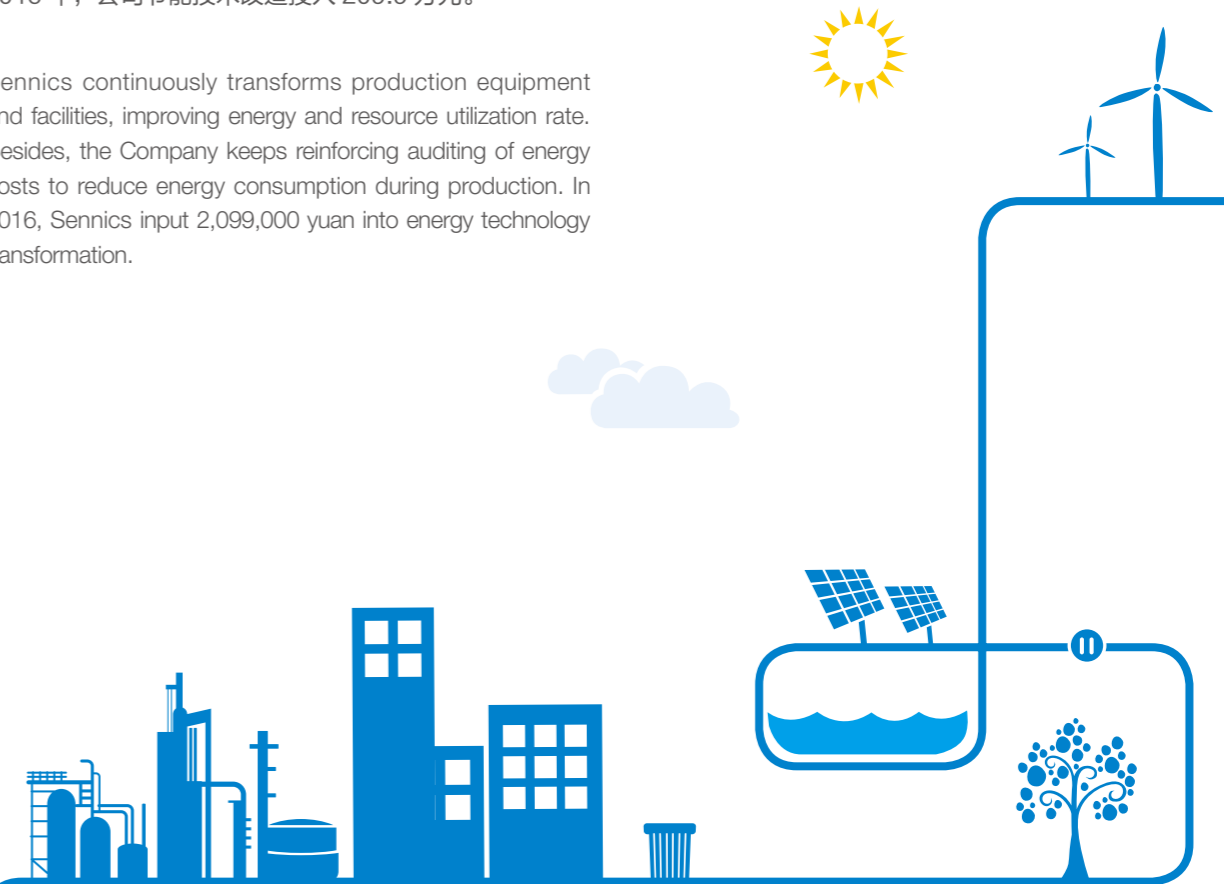
In February 2016, the demonstrative case of recycling economy of Sennics Anhui was covered by CCTV *Topics in Focus*, which has served as favorable role model for promoting regional economic development clean production in the industry.

坚持节能减排

Stick to energy saving and emission reduction

圣奥化学持续改造生产设备设施，提升能源资源利用率；同时不断加强能源成本考核，减少生产用能源消耗。2016年，公司节能技术改造投入209.9万元。

Sennics continuously transforms production equipment and facilities, improving energy and resource utilization rate. Besides, the Company keeps reinforcing auditing of energy costs to reduce energy consumption during production. In 2016, Sennics input 2,099,000 yuan into energy technology transformation.



改造设备设施，推进节能减排

泰安圣奥206车间通过减少溶剂回收工艺过程中的冷凝环节，直接精馏溶剂塔蒸汽，达到节约蒸汽的效果。项目投资1万元，每年可节约69万元。

泰安圣奥还完成对有机热载体导热油炉实施烟气治理优化升级，二氧化硫排放量同比减排3.7354吨，氮氧化物排放量减排5.5748吨。

Transforms equipment and facilities to promote energy saving and emission reduction

Workshop 206 of Sennics Tai'an saved vapor by reducing the link of condensation of the solvent recovery process and directly rectifying vapor in solvent tower. With an investment amount of 10,000 yuan, the project will save 690,000 yuan per year.

Sennics Tai'an also completed optimization and upgrade of smoke-gas treatment for thermal oil furnace with, reducing the discharge of sulfur dioxide and nitric oxide by 3.7354 tons and 5.5748 tons respectively.

助力产业共生共享

The Bond of Mutual Sharing and Prosperity

企业的发展离不开产业链伙伴的鼎力支持。与产业共同发展、共享产业繁荣，我们一直在努力。我们关注其供应链对环境、社会、经济的影响，关注供应保障和供应风险，与供应商合作共同推进负责任的消费和生产；我们致力于引领行业绿色发展，与行业伙伴保持沟通交流，分享自身实践经验，提升行业包容性和可持续性发展能力，为社会的可持续发展做出贡献。

An enterprise cannot go far without the strong support by industrial chain partners. We have been working on growing with the industry and sharing with industrial prosperity. We care about not only the impact of our supply chain on the environment, society and economy, but also supply guarantee and risk, joining hands with suppliers to promote responsible consumption and production. We are committed to leading green development in the industry. We improve tolerance and sustainability for development of the industry by keeping close communication and exchanges with industry counterparts and sharing with them our experience in practice, so as to make contributions to social sustainable development.

实质性议题 Material Issues	我们的行动 Our Actions	我们的绩效 Our Performance	联合国 2030 年 可持续发展目标 UN Sustainable Development Goals 2030	具体要求 Specific Requirements
推动行业发展 Promote industrial development	分享经验、促进行业发展 Share experience and promote industrial development	牵头制定 4 项行业标准 Take the lead in setting four industrial standards		促进包容可持续工业化 Achieve well-being of people by prevention, treatment and promotion of physical and mental health
供应链管理 Supply chain management	责任采购；加强供应商社会责任管理 Responsible purchase; enhance suppliers' social responsibility management	核心物料供应商通过 OHSAS 18001 认证达 55%，通过 ISO 14001 认证达 55% 55% of core material suppliers have passed both OHSAS 18001 certification and ISO 14001 certification		加强科学和技术能力，采用更可持续生产和消费模式 Enhance science and technical capacity, adopt more sustainable production and consumption

构建责任供应链

Establish Responsible Supply Chain

供应链的可持续发展涉及劳工、健康安全、环境保护、商业道德等议题，这些议题受到公众的关注，也影响到整个行业能否可持续发展。圣奥化学将可持续发展融入采购业务和流程，带动整个供应链一起履行社会责任，满足公众不断提高的期望。

Sustainable development of supply chain involves such issues as labor, health and safety, environmental protection, business ethics, etc. These issues are in the limelight of the public, and will also affect sustainable development of the entire industry. Sennics integrates sustainable development into procurement business and process, leading the entire supply chain to perform social responsibility and satisfy the increasingly higher expectations of the public.

完善履责要求

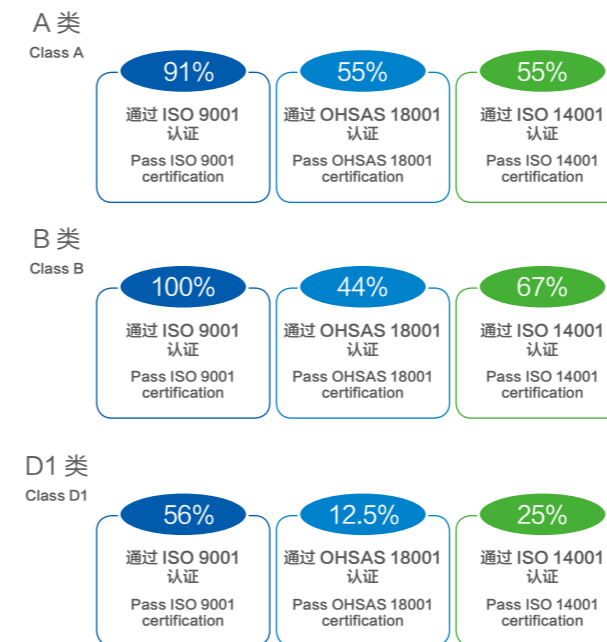
Improve requirement for performance of responsibility

公司不断完善《圣奥化学采购管理规定》《圣奥化学采购管理实施细则》《相关方安全管理规定》等制度，鼓励供应商通过 ISO 9001、ISO 14001、OHSAS 18001 等体系，并将 HSE 等相关要求延伸到物流供应商，并逐渐推动次级供应商完善 HSE 体系，促进供应商提升履责水平。

圣奥化学坚决打击采购中的腐败行为，杜绝商业贿赂的存在空间，与供应商签署《廉洁从业责任书》，同时加强相关人员的管理和廉洁从业教育，自觉抵制不廉洁行为。

Sennics keeps improving such systems as *Regulations on Procurement Management of Sennics*, *Specific Regulations on Implementing Procurement Management of Sennics* and *Regulations on Safety Management* for stakeholders. In addition, Sennics encourages suppliers to pass ISO 9001, ISO 14001, OHSAS 18001 and other systems of certification, and extends HSE-related requirements to logistics suppliers. Furthermore, the Company gradually promotes secondary suppliers to improve HSE system and help suppliers improve their performance of responsibility.

Sennics is strongly cracking down corruption in procurement, and eliminating room for commercial bribery by signing *Incorruptible Employment Responsibility* with suppliers and enhancing management and education of incorruptible employment for personnel concerned to resist malversation.



不同类别供应商通过不同体系认证的比例
Proportion of Suppliers Passing Different Systems of Certification

链接 LINK

A 类原料是公司的核心物料，是指采购数量大、采购金额高且直接构成生产成本主体的重要原料；B 类是除 A 类原料外的其他原料；C 类是辅助材料，是指用量小、采购金额少、要求较低、采购次数较少、市场上可选择性较多的物料；D 类是包装，又细分为 D1 和 D2 两类，D1 类为包装物，D2 类为包装辅料

Class A raw materials are core materials, namely important raw materials that are of large volume in production and large amount for procurement, and directly constitute the main production; Class B raw materials refer to other raw materials than those in Class A; Class C refers to auxiliary materials that are of small volume in production, small amount and low frequency for procurement, low requirements and high alternatives available on the market; Class D refers to packaging, which can be further divided into Class D1 and D2. Class D1 is package, while D2 Class refers to packaging auxiliary materials.

开展供应商评估

Conduct supplier evaluation

圣奥化学建立了完善的供应商评估审核体系，通过供应商评价和现场审核等流程，评估供应商的质量、劳工、环境、安全等方面绩效，在采购时考量供应商的企业社会责任表现，促进其提升履责水平。

对于合格的供应商，公司每三个月对其进行监督复评，根据评价结果将供应商评为 A、B、C 三个等级，同时依据评价结果决定现场审核的周期。在现场审核中，公司识别出可能存在的问题，尤其是高风险问题、管理体系和管理能力方面的问题。2016 年，公司对 60 家供应商进行了评估、对 8 家供应商进行现场审核。

Sennics has established a sound system for evaluation and assessment of suppliers. Via such procedures as supplier evaluation and on-site review, we assess the quality, labor, environment and safety performances of suppliers. Sennics will take suppliers' performance of corporate social responsibility into consideration during procurement, so as to urge them to improve performance of responsibility.

For qualified suppliers, Sennics will conduct supervision and review every three months. The suppliers will be categorized into three classes A, B and C according to the assessment outcome, which will also be used to determine the period for on-site review. In on-site review, the Company will identify possible problems, especially those of high risks, or relating to management system and capacity. In 2016, Sennics conducted evaluations for 60 suppliers and final on-site reviews for 8 suppliers.

管控风险

Manage and control risks

针对新供应商的选择，圣奥化学依据《供方评价控制程序》建立了完善的流程，降低供应商产品不符合公司要求的风险。同时，公司根据“二八原则”分散采购，保证重要的生产原料有多个供应商，要求供应商分批次、分期交付，避免出现原料交期不及时的问题。

As for selection of new suppliers, Sennics has established a sound process based on *Control System of Supplier Evaluations*, and minimized the risks of disqualified products from suppliers. Besides, Sennics decentralizes procurement according to "Pareto Principle", as to ensure multiple suppliers for important raw materials for production. The Company also requires suppliers to deliver in batches and installments to prevent failure in timely delivery.



供应商准入及评价
Supplier Access and Evaluation

推动能力提升

Boost capacity

圣奥化学根据供应商评估、审核中发现的问题，通过加强沟通、技术指导等措施，分享自身可持续发展经验，帮助供应商解决问题和提升社会责任管理能力。

Based on problems unfolded in supplier evaluation and review, Sennics helps suppliers solve problems and improve management capacity for social responsibility by enhancing communication and technical support, as well as sharing of own experience in sustainable development.



促进行业发展

Promote Industrial Development

与行业共同关注可持续发展机遇和挑战，通过开展跨界对话与合作等，有利于形成合力，提升行业竞争力。圣奥化学以引领行业绿色发展为己任，不断升级技术，同时积极参与研讨会等行业交流活动，向行业分享自身优秀经验，参与制订行业标准，树立行业标杆，促进行业的可持续发展，维护整个行业生态系统的整体健康。

Sennics focuses on the opportunity and challenge of sustainable development together with the industry. It is good to conduct cross-industry dialogues and cooperation to form join forces and enhance industrial competitiveness. Sennics shoulders the mission to lead green development for the industry, and continuously upgrades technology. In the meantime, Sennics actively participates in industrial exchanges, such as seminars, to share excellent experience with industry counterparts, participate in formulating industrial standards, creating industrial models, promoting sustainable development and safeguarding the overall soundness of the ecosystem of the entire industry.

做制定标准的“一流企业”

Strive to be a "leading enterprise" and a standard setter

2016年7月，圣奥化学牵头的4项行业标准——橡胶防老剂8PPD/TMQ、橡胶防老剂8PPD、橡胶防老剂77PD、橡胶防老剂6PPD/7PPD正式实施。公司依据设计、开发、试制过程中积累的数据和经验，经过广泛市场、技术调查研究，征集了相关部门和顾客的意见，形成了4项标准，体现了公司在关键技术、核心领域、战略产业上的创新领先。

In July 2016, four industrial standards initiated by Sennics namely Rubber Antioxidant 8PPD/TMQ, Rubber Antioxidant 8PPD, Rubber Antioxidant 77PD, Rubber Antioxidant 6PPD/7PPD were effective. Based on data and experience accumulated during design, development and trial-manufacture, Sennics collects opinions from departments concerned and customers via extensive market and technical surveys and researches, and formulates four standards, showing the leading innovation in key technology, core area and strategic industry.

标准已经成为非常重要的行业发展因素，为行业发展提供了指引。4项行业标准的实施，将提升整个行业产品的质量规格，规范产品市场，提高行业的国际竞争力，为行业未来发展奠定坚实的基础。

Standard has become a very important factor for industrial development, which provides a guidance. The implementation of the four industrial standards will help improve quality specifications of the entire industry, standardize product and the market, enhance international competitiveness of the industry and lay a solid foundation for future development of the industry.

促进人本和谐 The Harmony of People

推进人才资源整理开发和人才能力建设是中国抢占具有国际产业竞争力的重要工作之一。对企业而言，员工是打造核心竞争力的基础，是企业进步的推动者、也是企业发展成果的受益方。圣奥化学积极回应《中国 2025 制造》、人才强国等战略发展方向，坚持将以人为本的理念融入企业文化和实际行动中，为员工创造职业发展机会和健康工作环境，促进人本和谐，筑牢企业可持续发展的根基。

Promoting consolidation and development of human resources and construction of human resource capabilities are one of the key tasks for China to gain internal industrial competitiveness. For enterprises, employees are the foundation for building core competitiveness, the engine for corporate development and also the beneficiaries of achievements of the enterprise. Sennics responds actively to China's strategic development schemes, such as *Made in China 2025* and making the nation powerful through talents. The Company sticks to the concept of people-first and integrates such concept into corporate culture and practical actions, creating career development opportunities and healthy working environment for employees, and promoting harmony among people to solidify the cornerstone of corporate sustainable development.

实质性议题 Material Issues	我们的行动 Our Actions	我们的绩效 Our Performance	联合国 2030 年 可持续发展目标 UN Sustainable Development Goals 2030	具体要求 Specific Requirements
员工多元化 Employee diversification	为不同性别员工提供公平的职业发展机会；注重推进女性员工在经理职位中的任用 Provide equal career development opportunities for employees of different genders; focus on appointing female managers	单位：% Unit: % 2014 30.0% 2015 28.2% 2016 29.3% 女性人员占比 Proportion of female management personnel 近三年来，女性管理人员占比稳定在 30% 左右 Female managers have steadily taken up 30% of all managers for the recent three years	5 性别平等 5 GENDER EQUALITY	确保妇女全面有效参与各级政治、经济和公共生活的决策，并享有进入各级决策领导层的平等机会 Ensure that females are given the equal opportunities of making political, economic and public life decisions, and of becoming decision-making leaders at various levels
基本权益保护 Protection of basic rights and interests 工作与生活平衡 Balance between work and life	设立阳光基金，帮助员工解决疾病、教育等方面的困难 Set up Sunshine Fund to help employees out of difficulties in illness and education	单位：万元 Unit: 10,000 yuan 2014 29.49 2015 39.49 2016 40.64 阳光基金投入 Investment in Sunshine Fund	8 体面工作和经济增长 8 DECENT WORK AND ECONOMIC GROWTH	保护劳工权利，推动为所有工人创造安全和有保障的工作环境 Protect the rights and interests of labor, promote to create safety and guaranteed working environment for all workers

实质性议题 Material Issues	我们的行动 Our Actions	我们的绩效 Our Performance	联合国 2030 年 可持续发展目标 UN Sustainable Development Goals 2030	具体要求 Specific Requirements
培训与发展 Training and development	重视搭建人才成长平台，针对不同类别员工开展多种形式的培训 Focus on building platforms for talents to grow, and conduct various training programs for different types of employees	单位：小时 Unit: Hour 2014 27.68 2015 36.46 2016 49.13 员工人均培训时长 Average training hours per employee 2016 年，公司人均培训时长同比增长 34.75% Average training hours per employee in 2016 increased by 34.75% year on year	8 体面工作和经济增长 8 DECENT WORK AND ECONOMIC GROWTH	确保妇女全面有效参与各级政治、经济和公共生活的决策，并享有进入各级决策领导层的平等机会 Ensure that females are given the equal opportunities of making political, economic and public life decisions, and of becoming decision-making leaders at various levels

打造员工发展的舞台 Build up Platforms for Employee Development

员工发展是圣奥化学实现“全球领先品牌”的基础。圣奥化学积极关注员工权益和回应员工诉求，持续推进、深化 GROWTH 企业文化，制定多样化的员工培养与发展计划，促进员工价值与公司价值的统一。

Employee development plays a fundamental role of helping Sennics become “a world-leading brand”. Sennics actively focuses on employees’ rights and interest and answer to their appeals. In addition, the Company continues to promote and further corporate culture of GROWTH, formulate diversified employee training and development plans, and encourage the unification of employee value and corporate value.

保障员工基本权益

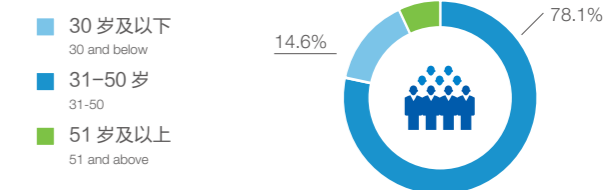
Protect employees’ basic rights and interests

作为一家在海内外均有运营实体的跨国企业，我们始终致力于创造平等、包容、多元的企业文化氛围，严格遵守公司运营地的法律法规、国际人权公约及劳工标准，杜绝因民族、宗教、性别等各种因素产生的员工歧视现象，禁止雇佣童工和强迫劳动等侵犯人权事件，构建和谐和谐的劳动关系。

As a multinational with operations at home and abroad, Sennics is consistently committed to creating a corporate culture and atmosphere of equality, tolerance and diversity. We strictly observe local laws and regulations, international covenants of human rights and labor standards, preventing any discrimination due to various factors like nationality, religion and gender, prohibiting any human rights violations such as child labor and forced labor, and creating a harmonious labor relation.

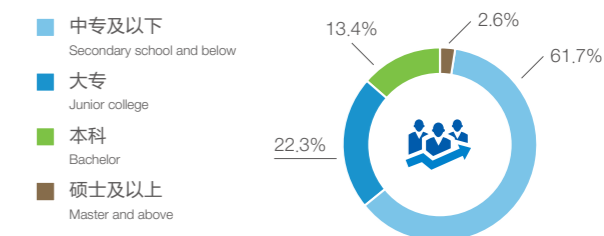
员工年龄构成

Age Structure of Employees



员工学历构成

Education Structure of Employees



员工沟通与激励

Employee communication and incentive

我们倡导开放式沟通，建立了多层次的沟通和激励机制。公司通过与员工的定期沟通，并开展优秀员工表彰活动，积极回应员工的期望和诉求，激励员工发挥潜力。2016年，圣奥化学上海运营中心共收集33条员工合理化建议。

We advocate open communication and establish multi-level communication and incentive mechanism. By regular communication with employees and commendation for excellent employees, Sennics actively responds to employees' expectations and appeals, and encourages them to tap their potential. In 2016, Sennics Shanghai Operation Center received a total of 33 reasonable suggestions from employees.

员工沟通机制

Employee communication mechanism



员工激励机制

Employee incentive mechanism

我们建立健全员工考核激励机制，通过开展创新创业比赛、设立合理化建议创新池、开展优秀员工表彰等措施，促进员工发挥自身潜力，实现职业生涯成长，也为公司的持续发展做出贡献。2016年，公司共有214名个人和13个团体获得先进荣誉称号。

We establish and improves employee assessment and incentive mechanism. We encourage employees to tap into their potential for further growth in their career life and make contributions to corporate sustainable development, by holding innovation and start-up competitions, setting innovation pool for reasonable suggestions and conferring reward to excellent employees. In 2016, altogether 214 individuals and 13 teams of the Company won the honor of excellence.

培训与职业发展

Training and career development

人才发展是企业得以生存的根基。圣奥化学注重员工能力提升和个人成长，通过为员工提供多样化的培养与发展方案，帮助员工拓展职业生涯，并助力公司业务的扩张与转型。

Talent development is the foundation for corporate survival. Sennics attaches importance to improvement of employees' capabilities and personal growth, and helps them expand their career life by providing them with diversified training and development schemes, so that they will assist in business expansion and transformation for the Company.

完善人才培养机制

Improve talent cultivation mechanism

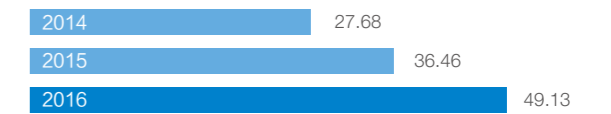
圣奥化学积极筹备和升级人才培养计划、完善培训课程体系，围绕领导力、专业能力、通用技能等内容，持续开展一线班组长训练营、经理人训练营等项目，加速人才发展。

Sennics actively prepares and upgrades talent cultivation plan and improves the training course system. Centering on leadership, professional capacity, general skill, etc., Sennics has continuously launched training camps for front-line team and group leaders and manager training camps to speed up development of talents.

2016年，圣奥化学逐步构建覆盖范围更广的培训体系，针对不同层级不同岗位员工的特征，设置个性化“课程包”，将培训工作从“事务化”向“专业化、职业化”方向发展，培训模式上从“一刀切”向“必修课+选修课”相结合的方式转变。

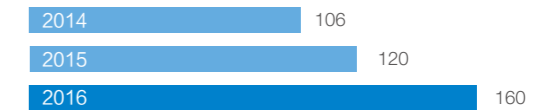
In 2016, Sennics gradually established a training system with wider coverage, which will set up individualized “course packages” for employees at different levels and posts. The system allows training to turn from a “routine” to a “specialized and professional” direction, and the training mode will also shift from “one size fits all” to a combination of “compulsory courses + selective courses”.

单位：小时 Unit: Hour



员工人均培训时长
Average training hours per employee

单位：万元 Unit: 10,000 yuan



员工人均培训投入
Training hours of employees



圣奥化学员工培训体系转型

Transformation of Sennics Employee Training System



人力资源管理培训 Training on Human Resource Management

向中高层管理者传授人力资源管理的必备技能

Impart essential skills of human resource management to middle and senior executives



拓展培训 Outward Training

将 GROWTH 文化六要素串联于拓展活动，让员工体会共享成长的核心要义

Integrate and link the Six Elements of GROWTH Culture in the outward training, allowing employees to understand and share the core meaning of growth



专业培训 Professional Training

根据员工基础、现场管理能力，开展针对性强的专业培训，如精益生产等

Conduct to-the-point training, such as lean production, based on the basic ability and on-site management capacity of employees

2016 年圣奥化学开展的部分员工培训
Part of Employee Training Conducted by Sennics in 2016



员工电气仪表维修技巧培训
Employee Training on Repair Techniques for Electric Instruments

利益相关方感言

Stakeholders' Testimonial

“通过每月一期的高危作业操作能力的培训，让我对公司八大高危作业流程及实施要领融会贯通，对部门工作的开展和个人的提升帮助很大。”

Through the monthly training on high-risk operations, I fully understand the eight major procedures and key points for implementation, which is a great help for me to carry out work in the department and to improve myself.

——参与培训员工

--Employee participated in training

强化员工技能提升

Enhance employees' skills



技能大赛，推动员工以赛促学 Skill competition encourages learning

2016年，圣奥化学协办2016年中国技能大赛暨中化集团职业技能大赛，此次技能大赛是中化集团自2009年举办技能比武以来，规模最大、规格最高的一次。大赛分为技能比武和知识竞赛两个部分，包括化工总控、化学检验、消防射水打靶、隐患排查、综合知识竞赛5个项目。本次大赛提升了一线员工应知应会和技能操作，全面推行了班组和技能人才队伍建设、HSE和生产运营管理等工作。

Sennics co-organized 2016 China Skill Competition and Sinochem Occupational Skill Competition in 2016. It has been the largest and highest-profile event since 2009 when Sinochem held the first skill competition. The event consists of skill competition and knowledge contest, covering five items of chemical general control, chemical test, fire hose shooting, potential risks identification and comprehensive knowledge contest. The competition has improved knowledge and skills of front-line employees, helping improve team building and the pool of skillful talents, as well as management of production and operation.



员工在技能大赛中比拼
Employees Competing in the Skill Competition

“在比賽中找到我们与兄弟单位的差距、找到了自己身上的不足，以后要好好学习，提升自身能力，以更好地胜任本岗位工作。
We have spotted our weakness and the gap from counterpart organizations in the competition. We will improve our learning and enhance our own capabilities to be better fit for our jobs.”

——参赛人员
--Contestant

畅通晋升通道 Smooth promotion channel

2016年，圣奥化学推出管理发展与技术发展双通道的晋升路径，支持员工选择适合自己的职业发展路径。同时，在员工不同的职业发展阶段，我们定期提供相应的职业发展评估，帮助员工储备所需知识与技能，支持员工实现个人的职业发展目标。

In 2016, Sennics promoted a dual-channel for promotion with managerial and technical pathways, supporting employees to choose career development paths that fit for themselves. In addition, on different stages of career development for employees, we will provide regular career development evaluation to help them accumulate essential knowledge and skill, supporting them to realize their own career development goals.

技术发展 Technical Pathway



管理发展 Management Pathway



圣奥化学双通道晋升路径
The Dual-channel Promotion Path of Sennics

工作和生活平衡 Work-life balance

Work-life balance

圣奥化学关注员工工作和生活的平衡，弘扬“开放与关怀”的核心价值观，提升企业文化的吸引力和凝聚力，努力为所有员工构建一个和谐、快乐的工作环境。

Sennics cares about the balance between work and life for employees. We carry forward the core values of “Open Minded and Caring for People” and improve the attractiveness and cohesiveness of the corporate culture to build a harmonious and happy working environment for all employees.

员工关爱 Care about employee

Care about employee

我们在确保员工基本工资和福利保障的基础上，为员工提供额外福利，给予员工人性化的关怀，致力于打造温暖的员工之家。

On the basis of ensuring the basic remuneration and benefits for employee, Sennics provides employee with additional benefits and care, striving to build a home of warmth for employees.

 <p>员工福利 Employee benefit</p> <ul style="list-style-type: none"> 1. 员工商业医疗保险 2. 员工生日会 3. 节日福利 4. 亲子活动 5. 文体活动 	 <p>女性员工关爱 Care about female employee</p> <ul style="list-style-type: none"> 1. 三八妇女节活动 2. 免费健康体检 3. 女性职工特色培训 1. Women's Day activities 2. Health examinations free of charge 3. Special training for female employees 	 <p>员工帮扶 Employee mutual support</p> <ul style="list-style-type: none"> 1. 阳光基金 2. 困难员工补助 3. 患病员工捐款 4. 员工子女教育资助 5. 退休员工慰问 1. Sunshine Fund 2. Allowance for needy employee 3. Donation for employee in illness 4. Support for education of employees' children 5. Visit to retired employee
--	--	---

圣奥化学员工关爱活动
Sennics's Care about Employee

2016年，圣奥化学阳光基金帮助114名员工解决了疾病、教育等方面的困难，让员工真正感受到圣奥化学大家庭的温暖，实现员工与企业共同成长。

In 2016, Sennics Sunshine Fund helped 114 employees out of the difficulty of disease and education, and employee were truly touched by the warmth of the big family of Sennics. In this way, employee will grow with the Company.

单位：万元
Unit: 10,000 yuan



阳光基金投入
Investment in Sunshine Fund

单位：人
Unit: Person



阳光基金获益人数
Beneficiaries of Sunshine Fund

企业文化建设

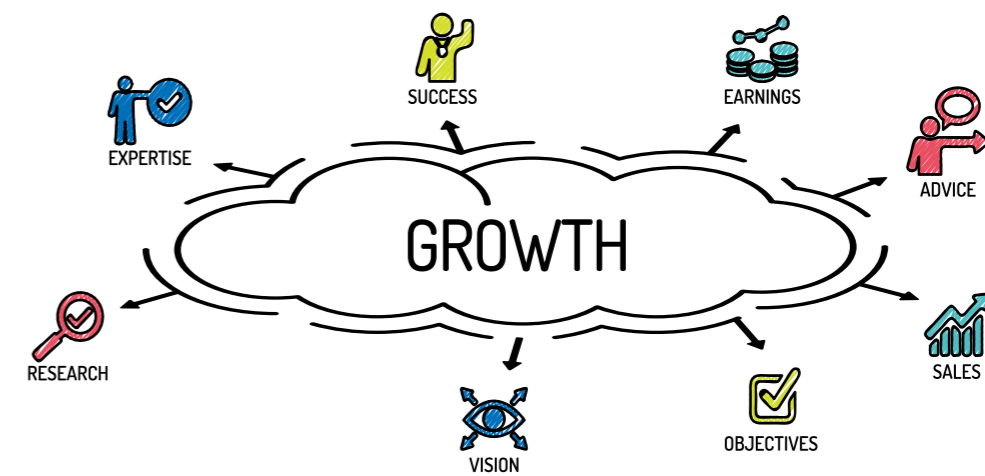
Build enterprise culture

圣奥化学秉持“客户导向、创新与持续改进、开放与关怀、团队协作、承担责任与敬业”的核心价值观，融合中化国际GROWTH文化理念，引导员工将企业文化内化为价值准则、外化为行动指南，助推公司实现新一轮的战略突破，引领公司向绿色、国际化、可持续发展成功转型。

Sennics has been adhering to the core values of "Customer Orientation, Innovation and Continuous Improvement, Open Minded and Caring for People, Teamwork and Collaboration, Taking Responsibility and Professional Dedication". With internalizing GROWTH of Sinochem International into employees' personal value principle and externalizing it into the conscious action of employees, Sennics strives to achieve strategic breakthrough while successfully leading the organizational transformation of being a green, sustainable and international company.



GROWTH 拓展活动
The Quality Development Activity of GROWTH



泰安圣奥员工以 GROWTH 为核心的工作思维导图
The Mind Maps of Employees in Sennics Tai'an with GROWTH as Its Core

丰富多彩的文体活动

Rich and colorful cultural and sports activities

为促进员工工作和生活的平衡，圣奥化学开展了丰富多彩员工文体活动。2016年，我们推出GROWTH专题、体育类、趣味类等活动，满足员工的精神文化需求。同时，圣奥化学通过官网、微信群等渠道加强活动宣传，扩大活动的覆盖面。

To help employees balance their life and work, Sennics introduces rich and colorful cultural and sports activities for employee. In 2016, we launched GROWTH-themed, sports and fun activities to satisfy employees' cultural demand. In addition, Sennics enhances publicity via official website and WeChat and enlarge the coverage of activities.



女性员工微景观盆栽制作
Bonsai Made by Female Employees



金桥长跑活动
Jinqiao Long-distance Running



“圣奥最强音”比赛
“The Voice of Sennics” Contest



“圣奥杯”篮球赛
“Sennics Cup” Basketball Game



2016年春游活动
Spring Outing in 2016

贡献和谐友爱的社区

Contribute to Harmonious and Companionate Community

圣奥化学积极服务社区发展和投身社会公益事业，鼓励员工参与社区活动，为构建更加美好、和谐与充满爱心的社会做出贡献。

Sennics actively provides services for community development, devotes itself to the public good, and encourages employees to join community activities, so as to make contributions to building a more beautiful, harmonious and love outreaching society.

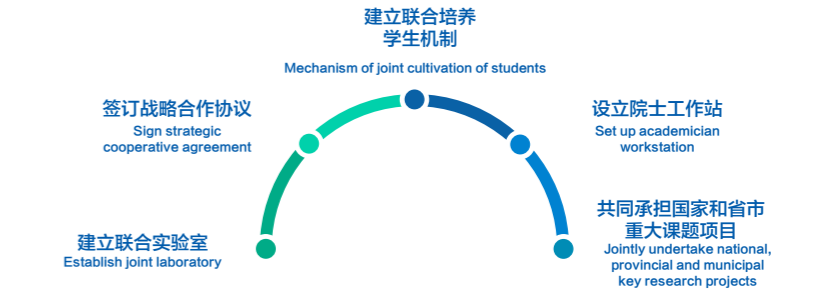
教育是立国之本，是实现社会可持续发展的支柱。我们关注人才教育，已连续六年向南京工业大学的优秀本科生和研究生颁发10万元的奖助学金。

Education serves as the cornerstone of the country, and the pillar of social sustainable development. We pay great attention to education of talents, and has granted a study allowance up to 100,000 yuan to outstanding undergraduate and graduate students of Nanjing Tech University for six consecutive years.

我们与当地社区建立帮扶关系，在节假日为困难家庭送去米面油等食品和必要的资金，帮助他们渡过生活的难关，以此展现公司的人文关怀和社会责任。



圣奥化学为当地困难家庭捐助物资
Sennics Donates Materials for Local Needy Families



圣奥化学与南京工业大学开展深度合作
Sennics and Nanjing Tech University Conduct In-depth Cooperation



2016年，圣奥化学向南工大学生颁发奖助学金
In 2016, Sennics Granted Study Allowances to Students of Nanjing Tech University

We have established a supportive relation with local community. We provide daily necessities and financial aid for daily spending for needy families in holidays, helping them out of difficulty and showing Sennics's care for them as part of the Company's performance of social responsibility.



责任绩效

Performance

类别	指标名称	单位	2014年	2015年	2016年
经济	总营业收入	亿元	25.39	21.97	23.25
	纳税总额	亿元	2.26	2.87	2.78
	客户满意度	%	93.4	95.4	95.4
	一次检验合格率	%	100	100	100
	研发投入	万元	3,541	2,655	3,489
	新增专利数	个	9	6	3
	供应商数量	个	/	/	60
社会	新进员工数	人	41	37	25
	员工总人数	人	1,557	1,503	1,510
	男性员工数	人	1,056	1,008	1,052
	女性员工数	人	501	495	458
	少数民族员工数	人	12	12	12
	残疾员工数	人	14	14	14
	硕士及以上学历员工	人	32	31	39
	本科学历员工	人	178	175	202
	大专学历员工	人	322	328	337
	中专及以下学历员工	人	1,025	969	932
	30岁及以下员工	人	283	275	221
	31-50岁员工	人	1,167	1,125	1,180
	51岁及以上员工	人	107	103	109
	管理岗位员工(经理以上)	人	40	39	58
	女性管理人员	人	12	11	17
	集体合同覆盖率	%	100	100	100
	社会保险覆盖率	%	100	100	100
	员工流失率	%	3.46	4.52	4.97
	员工培训资金总投入	万元	106	120	160
	员工培训总时长	小时	13,284	17,500	74,190
参加培训总人次	人次	9,873	10,118	18,383	
管理人员参加培训时长	小时	2,683	3,316	3,431	

Category	Indicators	Unit	2014	2015	2016
Economic	Operating income	100 million yuan	25.39	21.97	23.25
	Tax payment	100 million yuan	2.26	2.87	2.78
	Customer satisfaction	%	93.4	95.4	95.4
	One-time Examination Pass Rate	%	100	100	100
	Investment in R&D	10,000 yuan	3,541	2,655	3,489
	Number of new patents	/	9	6	3
	Number of suppliers	/	/	/	60
Society	Total number of new employees	Person	41	37	25
	Total number of employees	Person	1,557	1,503	1,510
	Total number of male employees	Person	1,056	1,008	1,052
	Total number of female employees	Person	501	495	458
	Total number of employees of minority nationality	Person	12	12	12
	Total number of employees with handicaps	Person	14	14	14
	Employees with a Master's degree and above	Person	32	31	39
	Employees with a Bachelor's degree	Person	178	175	202
	Employees graduated from junior colleges	Person	322	328	337
	Employees graduated from technical secondary schools and below	Person	1,025	969	932
	Employees at the age of 30 or below	Person	283	275	221
	Employees at the age of 31-50	Person	1,167	1,125	1,180
	Employees at the age of 51 or above	Person	107	103	109
	Number of management personnel (managers and above)	Person	40	39	58
	Number of female management personnel	Person	12	11	17
	Coverage of collective contract	%	100	100	100
	Coverage of social security	%	100	100	100
	Employee turnover rate	%	3.46	4.52	4.97
	Total investment in training	10,000 yuan	106	120	160
	Total hours of training	Hour	13,284	17,500	74,190
Total number of employees participating in training	Person/time	9,873	10,118	18,383	
Total hours of management personnel participating in training	Hour	2,683	3,316	3,431	

类别	指标名称	单位	2014年	2015年	2016年
社会	接受定期绩效、职业发展考评的员工（除管理人员）比例	%	94	94	100
	接受定期绩效、职业发展考评的管理人员比例	%	100	100	100
	办公室员工平均带薪休假天数	天	13	13	13
	生产线员工平均带薪休假天数	天	11	12	12
	体检及健康档案覆盖率	%	100	100	100
	HSE 总投资	万元	1,180.0	1,150.5	2,606.7
	职业健康与安全培训人均小时数	小时	30	30	32
	安全生产总投入	万元	1,076.84	1,028.30	2,272.71
	安全生产事故数	起	0	0	0
	公益总投入	万元	10.4	10.4	11.5
	公益活动服务时间	小时	552	784	1,287
	环境	煤炭消耗总量	吨	72,070.0	64,912.0
用电量		万千瓦时	5,353.5	5,579.3	7,172.1
蒸汽用量		吨标准煤	46,917	42,257	44,218
用水量		万立方米	25.96	25.18	27.16
节约用水		万吨	17.11	17.29	17.55
包装材料总量		吨	800	850	870
有害固体废弃物排放量		吨	450	517	841
无害固体废弃物排放量		吨	5,285	5,901	10,730
二氧化碳排放量		吨	188,544	179,145	196,832
COD 排放量		吨	1.13	1.29	1.29
二氧化硫排放量		吨	120	100	102
节能技术改造投入		万元	243	206	210
配置 LED 照明灯节约电量		万千瓦时	4.0	6.0	11.5

备注:

1. 员工培训总时长统计口径发生变化, 2016 年数据包括上海运营总部及三家子公司。
2. 由于产量提高, 2016 年公司用电量、蒸汽用量、用水量及二氧化碳排放量较 2015 年均有一定的增加。
3. 由于 2016 年企业产品产量提高, 加之中间体质量提升、分割量增大, 纯度增加, 2016 年有害固体废弃物排放量较 2015 年增量较大。圣奥化学通过有资质的第三方处理有害固体废弃物。

Category	Indicators	Unit	2014	2015	2016
Society	Percentage of employees who receive regular performance assessment and career development appraisal (management personnel excluded)	%	94	94	100
	Percentage of management personnel who receive regular performance assessment and career development appraisal	%	100	100	100
	Average days of paid leave of office employee	Day	13	13	13
	Average days of paid leave of manufacturing workers	Day	11	12	12
	Coverage of employees' health check and records	%	100	100	100
	Total investment in HSE	10,000 yuan	1,180.0	1,150.5	2,606.7
	Occupational health and safety training hours per capita	Hour	30	30	32
	Total investment in safety production	10,000 yuan	1,076.84	1,028.30	2,272.71
	Safety production accidents	Number of accidents	0	0	0
	Total investment in public welfare	10,000 yuan	10.4	10.4	11.5
	Length of services for public welfare	Hour	552	784	1,287
	Environmental	Total coal consumption	Ton	72,070.0	64,912.0
Power consumption		10,000 kW/h	5,353.5	5,579.3	7,172.1
Vapor consumption		Ton of standard coal	46,917	42,257	44,218
Water consumption		10,000 cubic meters	25.96	25.18	27.16
Saved water		10,000 tons	17.11	17.29	17.55
Total amount of packaging materials		Ton	800	850	870
Discharge of hazardous solid waste		Ton	450	517	841
Discharge of non-hazardous solid waste		Ton	5,285	5,901	10,730
Emission of carbon dioxide		Ton	188,544	179,145	196,832
Emission of COD		Ton	1.13	1.29	1.29
Emission of sulfur dioxide		Ton	120	100	102
Investment in energy-saving technological improvement		10,000 yuan	243	206	210
Power saved by installing LED lamps		10,000 kW/h	4.0	6.0	11.5

Note:

1. The statistical caliber for total hours of training for employee has changed. The data for 2016 covers those of Shanghai Operation Headquarters and three subsidiaries.
2. Due to improved production volume, the consumption of electric power, vapor and water, as well as the amount of carbon dioxide emission of the Company increased in 2016 over that of 2015.
3. Our production volumes improved in 2016, while the quality of intermediate also improved, the segmentation increased and purity enhanced. As a result, discharge of hazardous solid wastes increased at a relatively high rate over that of 2015. Sennics disposes hazardous solid wastes through qualified third parties.

未来展望

Future Prospect

圣奥化学成立 20 年来，始终致力于成为全球橡塑化学品用户的最优选择，公司将继续以坚定的信念、可靠的产品与服务，与客户、行业伙伴、员工及政府等利益相关方共同迎接新发展阶段的机遇与挑战。

主动对接可持续发展目标，提升企业责任竞争力。 圣奥化学将在以 HSE 管理为核心的社会责任工作与企业发展战略有机结合的基础上，更加注重回应与自身和行业发展密切相关的联合国可持续发展目标要求，持续推进负责任的生产运营，在提升企业自身竞争力的同时贡献全球可持续发展事业。

切实回应实质性议题诉求，增加产品综合价值。 圣奥化学将积极面对行业环境和企业发展阶段对企业自身提出的挑战，主动回应世界轮胎行业多元化、差异化的发展趋势，在完善现有核心产品的基础上，开拓新的塑料产品市场和领域。我们将继续绿色发展道路，不断创新工艺，保证产品的绿色性能和经济价值，帮助客户更好提升产品竞争力。我们将继续加强同业跨业合作，打造责任供应链，带动产业链上下游伙伴共同探索可持续发展路径。我们将与员工建立共同的“圣奥家园”，更加完善职业发展通道，拓展员工培训形式，提升员工的成就感和幸福感。

探索跨界合作平台，与利益相关方和谐共赢。 我们将继续通过拜访、参会、媒体活动等渠道，积极获取和回应相关方的主要诉求。圣奥化学更期待与同行、客户、供应商等利益相关方建立起更广阔领域内的合作关系，汇聚各方优势资源共同解决面临的社会难题。

未来诚可期，让我们一起携手共赴可持续未来！

Since the inception two decades ago, Sennics has always been committed to becoming the First Choice for Polymer Additives Worldwide. With firm faiths, and reliable products and services, Sennics will embrace the opportunities and challenges in the new development period with customers, industrial partners, employees, governments and other stakeholders.

We actively match our targets with the Sustainable Development Goals to create competitiveness in corporate responsibilities. Sennics will dynamically integrate social responsibility, which takes HSE management as its core, and corporate development strategy, focusing more on the UN Sustainable Development Goals that are closely associated with the Company and the industry. Furthermore, Sennics will continue to push forward responsible production and operation, contributing to global sustainability when improving corporate competitiveness.

We respond to appeals of material issues with substantial efforts, and increase comprehensive value of products. Sennics will actively rise to the challenge posed by industrial environment and the corporate development period, and respond proactively to the diversified and differentiated development trend of the world tire industry. Besides, on the basis of improving current core products, we will tap into new markets and sectors of plastic products. We will continue with green development and constant innovation in process, to ensure green performance and economic value of products and help customer with enhanced product competitiveness. We will continue to strengthen working inside and across industries, build up responsible supply chain and explore the path to sustainable development together by taking the lead with partners of upper and lower stream of the industry chain. In addition, we will build a mutual "Sennics Home" together with employees. We will improve career development path, introduce more ways of training and make employees proud and happy.

We explore cross-industry platforms for cooperation and achieve win-win harmony with stakeholders. We will continue to actively learn about and respond to major appeals of stakeholders via such channels as visits, conferences and media activities. Sennics is looking more forward to establishing cooperative relations with stakeholders, including counterpart enterprises, customers and suppliers, in a broader area and pooling preponderant resources of various parties to solve common social problems together.

The future is within our grasp. Let's join hands and forge ahead to a sustainable future.

GRI(G4)指标索引

GRI (G4) Content Index

本报告根据 G4 “核心” 方案编制。
The Report is prepared in accordance with G4 “Core” Indicators.

	指标内容 Indicator	页码 Page
G4-1	机构最高决策者（如 CEO、董事长或相当的高级职位）就可持续发展与机构的相关性及机构可持续发展战略的声明。 Statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	04
G4-2	描述主要影响、风险及机遇。 Description of key impacts, risks, and opportunities.	04
G4-3	机构名称。 Name of the organization.	08
G4-4	主要品牌、产品和服务。 Primary brands, products, and services.	08
G4-5	机构总部的地点。 Location of headquarters.	08
G4-6	机构在多少个国家运营，在哪些国家有主要业务，或哪些国家与报告所述的可持续发展主题特别相关。 Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	08
G4-7	所有权的性质及法律形式。 Nature of ownership and legal form.	08
G4-8	机构所服务的市场。 Markets served.	08
G4-9	机构规模。 Scale of the organization.	08
G4-10	按雇佣合同、性别、地区等划分的员工总人数。 Total number of employees by employment contract, gender and region.	68
G4-11	集体谈判协议覆盖的员工总数百分比。 Percentage of total employees covered by collective bargaining agreements.	68
G4-12	描述机构的供应链情况。 Organization's supply chain.	52-54
G4-13	报告期内，机构规模、架构、所有权或供应链发生的重要变化。 Any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including.	报告期内未发生
G4-14	机构是否及如何按预警方针及原则行事。 Whether and how the precautionary approach or principle is addressed by the organization.	14-15
G4-15	机构参与或支持的外界发起的经济、环境、社会公约、原则或其他倡议。 List of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	11
G4-16	机构加入的协会（如行业协会）和国家或国际性倡议组织。 List of memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization.	11
G4-17	列出机构的合并财务报表或同等文件中包括的所有实体。说明在合并财务报表或同等文件包括的任何实体中，是否有未纳入可持续发展报告的实体。 List of all entities included in the organization's consolidated financial statements or equivalent documents. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	02
G4-18	说明界定报告内容和方面边界的过程。说明机构如何应用界定报告内容的报告原则。 a. Process for defining the report content and the Aspect Boundaries. b. How the organization has implemented the Reporting Principles for Defining Report Content.	19

	指标内容 Indicator	页码 Page
G4-19	列出在界定报告内容的过程中确定的所有实质性方面。 List of all the material Aspects identified in the process for defining report content.	19-20
G4-20	对于每个实质性方面，说明机构内方面的边界。 For each material Aspect, report the Aspect Boundary within the organization.	19-20
G4-21	对于每个实质性方面，说明机构范围外方面的边界。 For each material Aspect, report the Aspect Boundary outside the organization.	19-20
G4-22	说明重订前期报告所载信息的影响，以及重订的原因。 Effect of any restatements of information provided in previous reports, and the reasons for such restatements.	报告期内未发生
G4-23	说明范围、方面边界与此前报告期间的重大变动。 Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	70
G4-24	机构的利益相关方列表。 List of stakeholder groups engaged by the organization.	22-23
G4-25	就所选定的利益相关方，说明识别和选择的根据。 Basis for identification and selection of stakeholders with whom to engage.	22-23
G4-26	利益相关方参与的方法，包括按不同的利益相关方类型及组别的参与频率，并指明是否有任何参与是专为编制报告而进行。 Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	22-23
G4-27	利益相关方参与的过程中提出的关键主题及顾虑，以及机构回应的方式，包括以报告回应。说明提出了每个关键主题及顾虑的利益相关方组别。 Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting, as well as stakeholder groups that raised each of the key topics and concerns.	22-23
G4-28	所提供信息的报告期。 Reporting period for information provided.	02
G4-29	上一份报告的日期。 Date of most recent previous report.	02
G4-30	报告周期。 Reporting cycle.	02
G4-31	关于报告或报告内容的联络人。 Contact point for questions regarding the report or its contents.	03
G4-32	说明机构选择的“符合”方案及所选方案的GRI内容索引，如报告经过外部鉴证，引述外部鉴证报告。 a. The 'in accordance' option the organization has chosen. b. GRI Content Index for the chosen option. c. Reference to the External Assurance Report, if the report has been externally assured.	73
G4-34	机构的治理架构，包括最高治理机构下的各个委员会。 Governance structure of the organization, including committees of the highest governance body.	13
G4-56	说明机构的价值观、原则、标准和行为规范，如行为准则和道德准则。 Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	14、18
G4-57	寻求道德与合法行为建议的内外部机制，以及与机构诚信有关的事务，如帮助热线或建议热线。 Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	14
G4-58	举报不道德或不合法行为的内外部机制，以及与机构诚信有关的事务，如通过直线管理者逐级上报、举报机制或热线。 Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	14
EC1	机构产生和分配的直接经济价值。 Direct economic value generated and distributed.	10、68
EC2	气候变化对机构活动产生的财务影响及其风险、机遇。 Financial implications and other risks and opportunities for the organization's activities due to climate change.	04
EC8	重要间接经济影响，包括影响的程度。 Report examples of the significant identified positive and negative indirect economic impacts the organization has.	55、67
EN3	机构内部的能源消耗量。 Energy consumption within the organization.	70
EN6	减少的能源消耗量。 Reduction of energy consumption.	70
EN7	产品和服务所需能源的降低。 Reductions in energy requirements of products and services.	70
EN8	按源头说明的总耗水量。 Total water withdrawal by source.	70

	指标内容 Indicator	页码 Page
EN15	直接温室气体排放量（范畴一）。 Direct greenhouse gas (GHG) emissions (Scope 1).	70
EN16	能源间接温室气体排放量（范畴二）。 Energy indirect greenhouse gas (GHG) emissions (Scope 2).	70
EN19	减少的温室气体排放量。 Reduction of greenhouse gas (GHG) emissions.	70
EN27	降低产品和服务环境影响的程度。 Extent of impact mitigation of environmental impacts of products and services.	24-29
EN29	违反环境法律法规被处重大罚款的金额，以及所受非经济处罚的次数。 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	报告期内未发生
EN30	为机构运营而运输产品、其他货物及物料以及员工交通所产生的重大环境影响。 Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce.	报告期内未发生
EN33	供应链对环境的重大实际和潜在负面影响，以及采取的措施。 Significant actual and potential negative environmental impacts in the supply chain and actions taken.	无负面影响
LA1	按年龄组别、性别及地区划分的新进员工和离职员工总数及比例。 Total number and rates of new employee hires and employee turnover by age group, gender and region.	68
LA2	按重要运营地点划分，不提供给临时或兼职员工，只提供给全职员工的福利。 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	63
LA6	按地区和性别划分的工伤类别、工伤、职业病、误工及缺勤比例，以及和因公死亡人数。 Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	68
LA10	为加强员工持续就业能力及协助员工管理职业生涯终止的技能管理及终生学习计划。 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	68
LA12	按性别、年龄组别、少数族裔成员及其他多元化指标划分，治理机构成员和各类员工的组成。 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	68
HR3	歧视事件的总数，以及机构采取的纠正行动。 Total number of incidents of discrimination and corrective actions taken.	报告期内未发生
HR5	已发现具有严重使用童工风险的运营点和供应商，以及有助于有效杜绝使用童工情况的措施。 Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	报告期内未发生
HR6	已发现具有严重强迫或强制劳动事件风险的运营点和供应商，以及有助于消除一切形式的强迫或强制劳动的措施。 Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	报告期内未发生
S01	实施了当地社区参与、影响评估和发展计划的运营点比例。 Percentage of operations with implemented local community engagement, impact assessments, and development programs.	67
S03	已进行腐败风险评估之运营点的总数及百分比和已识别的重大风险。 Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	报告期内未发生
S04	反腐败政策和程序的沟通及培训。 Communication and training on anti-corruption policies and procedures.	14
PR2	按后果类别说明，违反有关产品和服务健康与安全影响的法规和自愿性准则（产品和服务处于其生命周期内）的事件总数。 Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.	报告期内未发生
PR5	客户满意度调查的结果。 Results of surveys measuring customer satisfaction.	32

意见反馈表

Feedback Form

亲爱的读者：

您好！感谢您阅读《圣奥化学科技有限公司 2016 可持续发展报告》。我们非常重视并期望聆听您对圣奥化学社会责任工作和这份报告的反馈意见。您的意见和建议是我们持续提高社会责任信息披露水平、推进企业社会责任管理和实践的重要依据。您可以填写下表，通过邮递、电子邮件或传真反馈给我们，我们非常欢迎并由衷感谢您提出宝贵意见！

Dear Sir/Madam:

Thank you for reading *Sennics Sustainability Report 2016*. We attach great importance to your attention and feedback on the social responsibility work and the Report. Your opinions and suggestions are important basis for the improvement of corporate social responsibility information disclosure and the improvement of corporate social responsibility management and practice. You may submit the feedback via letter, e-mail, or fax after you have filled it. You are welcome to give your comments and suggestions, and your precious feedback will be appreciated!

您对本报告的评价
How do you think of the Report?

	非常好 Very good	好 Good	一般 Fair	差 Poor	非常差 Very Poor
1. 您认为报告结构是否合理? What do you think about the structure of the Report?					
2. 您通过报告能否了解公司的责任理念和实践特点? Can you figure out responsibility philosophy and practice features of the company through the Report?					
3. 您认为报告是否友好易读? What do you think about the readability of the Report?					
4. 您认为本报告的内容安排和版式设计是否合理? What do you think about the design of the contents and the layout of the Report?					
5. 您对报告的总体评价如何? What is your overall evaluation on the Report?					
6. 您最为关注哪方面的议题？（可多选） What is/are the issue(s) of your concern? (Multiple choices)	<input type="checkbox"/> 责任管理 <input type="checkbox"/> 商业道德 <input type="checkbox"/> 创新 <input type="checkbox"/> 商业价值 <input type="checkbox"/> 环境 <input type="checkbox"/> 员工 <input type="checkbox"/> 供应链 <input type="checkbox"/> 社区 <input type="checkbox"/> 其他 <input type="checkbox"/> Responsibility management <input type="checkbox"/> Business ethics <input type="checkbox"/> Innovation <input type="checkbox"/> Business value <input type="checkbox"/> Environment <input type="checkbox"/> Employee <input type="checkbox"/> Supply chain <input type="checkbox"/> Community <input type="checkbox"/> Others				
7. 您所关注信息在议题中披露程度如何? How much does the Report cover the issues of your concern?	<input type="checkbox"/> 很全面 <input type="checkbox"/> 比较全面 <input type="checkbox"/> 有所涉及 <input type="checkbox"/> 涉及很少 <input type="checkbox"/> 未涉及 <input type="checkbox"/> All <input type="checkbox"/> Many <input type="checkbox"/> Some <input type="checkbox"/> A Little <input type="checkbox"/> None				

8. 您对圣奥化学企业社会责任报告的建议：
What is your suggestion on the Sustainability Report of Sennics?

9. 您对圣奥化学履行企业社会责任的建议：
What is your suggestion on the fulfillment of corporate social responsibility of Sennics?

本报告为中英文双语版，您可在网站下载本报告：<http://www.sennics.com/index.html>
This Report is prepared in both Chinese and English languages. You may download the Report on the following website: <http://www.sennics.com/index.html>

您可通过以下方式联系我们：
You may contact us via:

圣奥化学科技有限公司
Sennics Co., Ltd.

战略发展部
Strategy & BD Department

地址：上海市浦东新区长清北路 233 号中化国际广场 7 楼
Add: 7/F, Sinochem International Plaza, 233 North Changqing Rd., Pudong New Area, Shanghai, P. R. China

邮编：200126
Post Code: 200126

电话：86 21 3176 9966/9988
Tel: 86 21 3176 9966/9988

传真：86 21 5011 7200
Fax: 86 21 5011 7200

电子信箱：CSR@sennics.com
Email: CSR@sennics.com

