











## 关于本报告 About the Report

本报告是继《东方雨虹企业社会责任报告（1998-2008年度）》、《东方雨虹企业社会责任报告（2009年）》之后的第三份社会责任报告。

This report is the third social responsibility report (1998-2008) and the "Oriental Yuhong Corporate Social Responsibility Report (2009)".

### 公开承诺 Public Commitment

本报告中所披露的数据真实准确，所陈述的事实客观公正。

Data disclosed in this report are authentic and accurate and facts stated are objective and fair.

### 报告范围 Scope of the Report

本报告时间跨度为2010年1月1日至2010年12月31日，并包含必要的历史数据。如无特别说明，本报告的信息和数据均来自北京东方雨虹防水技术股份有限公司及所属的全资子公司或控股公司。

The time range of this report is from January 1st 2010 to December 31st 2010, and it also includes necessary historical data. Unless specially indicated, all information and data of this report come from Beijing Oriental Yuhong Waterproof Technology Co., Ltd., and its sole subsidiaries or holding companies.

### 称谓说明 Title Explanation

为表述方便，“北京东方雨虹防水技术股份有限公司”在报告中简称“东方雨虹”、“公司”或“我们”。

For convenience purpose in expression, "Beijing Oriental Yuhong Waterproof Technology Co., Ltd." is briefly called "Oriental Yuhong", "Company" or "We" in this report.

### 编撰依据 Compilation Basis

中国工业企业及工业协会社会责任指南  
(2008版)

全球报告倡议组织GRI《可持续发展报告指南  
(2006版)》

China Industry Enterprises and Association Social Responsibility Guideline (2008 Version)

Sustainability Reporting Guidelines of Global Reporting Initiative (GRI) (2006 Version)

### 获取方式 Means of Acquisition

本报告为中英文对照，可向我们索取纸质版本或登录<http://www.yuhong.com.cn>下载电子版。 (联系电话：010-59031840 电子邮箱：zengwm@yuhong.com.cn)

This report is written in both Chinese and English. For cross reference, you may claim paper quality version or log on our website at: <http://www.yuhong.com.cn>, to download electronic version.  
(Tel: 010-59031840 E-mail: zengwm@yuhong.com.cn)

## 董事长致辞

董事长  
Chairman

李卫国  
Li Weiguo

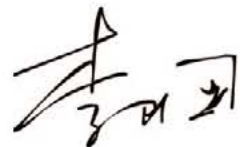
2010年，在全球经济艰难复苏、国内经济环境错综复杂的情况下，东方雨虹不畏艰难、奋勇开拓，克服各种不利因素，恪守“为国家、为社会、为客户、为员工、为股东”的企业五为宗旨，积极履行企业社会责任，做了大量卓有成效的工作。作为公众性上市企业，我们努力为投资者提供满意的利润分配回报。2010年，我们加快改革，稳健发展，全面完成了全年各项工作任务，实现了经营业绩的历史性突破。截至2010年末，东方雨虹总资产21.98亿元，2010年实现营业收入19.82亿元，同比增长138.95%；实现净利润1.04亿元，同比增长34.55%；每股收益0.66元，同比增长43.47%。

作为产品与技术服务的提供者，我们秉承“责任构筑未来”的理念。作为中国建筑防水龙头企业，我们对行业黑幕说不，绝不生产或使用哪怕一平方米的伪劣产品，同时加快产品科技研发创新，不断提升各岗位的技术服务水平，为客户提供优质的防水技术系统服务。作为雇主，我们努力为员工的成长与发展提供良好的环境，科学管理员工绩效，拓宽员工职业发展通道，有力启动工匠、领袖的企业文化，真正实现待遇留人、事业留人和文化留人。

作为企业公民，我们努力为社会奉献自己的拳拳爱心，第一时间为青海玉树地震灾区捐款，大力支持新疆等西部地区的经济发展，同时在房屋防水知识科普、支持社区建设、帮扶经济困难群体等方面做了大量艰苦细致的工作。

“为员工为员工创造持续安全的工作环境”是东方雨虹的企业使命，我们希望让世界因为东方雨虹的存在而更加美好，让东方雨虹的客户、经销商、员工等价值链伙伴都能够从我们的行动中获益。这一年来，我们有意识地将履行社会责任与拓展市场业务、提升品牌形象以及建设企业文化紧密结合起来，成功地将社会责任内化整合为东方雨虹长期发展的核心竞争力。

东方雨虹以成长为行业领袖为目标。在我们看来，一个伟大的领袖型企业不仅仅提供优质的产品或服务，更能带动行业不断前行，让这个世间变得更好，在充满挑战的未来，东方雨虹将继续围绕企业“五为”宗旨，拓宽思路，创新方法，切实履行企业公民应尽的社会责任，为建设一个美好和谐的社会贡献自己的一份力量。



## Chairman's Message



In 2010, under the situation that the world economy was recovering painstakingly and the Chinese domestic economy was still in labyrinth, abided by the "five-for mission": for the state, for community, for clients, for staff, and for shareholders, Oriental Yuhong courageously expanded and developed, overcame various kinds of adverse factors, actively performed its social responsibility, and completed a great deal of work effectively and fruitfully. As a public listed enterprise, we strove hard to provide investors with good return of profits. In 2010, we accelerated the reform process, continued to develop steadily, accomplished the business target of the year fully, and achieved historical business breakthroughs. At the end of 2010, total assets of Oriental Yuhong reached RMB 2.198 billion. We gained business income RMB 1.982 billion in 2010, up 138.95% compared with the same period in 2009. We gained net profit RMB 104 million, up 34.55% on a year-on-year basis. Earnings per share (EPS) of Oriental Yuhong reached RMB 0.113, up 43.47% on a year-on-year basis.

As a product and technology service provider, Oriental Yuhong upheld the concept that "responsibility builds the future". As the leading enterprise in waterproofing industry in China, Oriental Yuhong refused any business under table and will never produce fake products. We will accelerate scientific and technological innovation at the same time and continually improve the standard of technical service to provide our customers with high-quality waterproof technological system service. As an employer, we made great efforts to provide good development environment for employees, enhanced scientific management level, expanded channels for employees' career development, tried to build progressive and harmonious enterprise culture, and genuinely achieved the

target of retaining talents by welfare, career development and culture. As a corporate citizen, we endeavored to devote to society, made donations for the earthquake-stricken area of Yushu in Qinghai province at the earliest time, and vigorously supported economic development of the western regions such as Xinjiang province. We also have done a lot of detailed work in a number of fields at the same time, such as promoting waterproof knowledge popularization, supporting community construction, and helping groups in economic difficulties.

"To create a sustainable and reliable living environment for human beings" has always been the enterprise mission of Oriental Yuhong. We hope that the world will become better because of Oriental Yuhong, and all our valuable partnership, such as customers, distributors and employees etc. can benefit from our progress. During the whole year, we consciously combined fulfilling social responsibility together with expansion of market business, enhanced brand image and built enterprise culture, and successfully internalized and integrated social responsibility into an organic component of the long-term development strategy of Oriental Yuhong.

Becoming the leader in waterproofing industry is Oriental Yuhong's target. From our perspectives, a great leader enterprise will not only provide high-quality products and services, but will also lead the industry to advance continually, and make this world better and more beautiful. In the future fulfilled with challenges, Oriental Yuhong will continue to insist on the "five-for mission", expand its way of developing, innovate its methods, practically perform its social responsibility of a corporate citizen, and make its own contributions to build a beautiful and harmonious society.

Li Weiguo

## 关于东方雨虹

### About Oriental Yuhong

#### 企业概况 Enterprise Overview

北京东方雨虹防水技术股份有限公司成立于1998年，于2008年9月10日起在深圳证券交易所上市，股票简称“东方雨虹”，股票代码“002271”。

从创立伊始，公司就致力于系统解决防水问题的探索和研究，现已发展成为一家集防水材料研发、生产、销售及施工服务于一体的防水行业龙头企业及国家高新技术企业。我国防水行业首家上市公司，拥有业内首家国家级企业技术中心和博士后科研工作站。

北京东方雨虹防水技术股份有限公司控股上海东方雨虹、岳阳东方雨虹、广东东方雨虹、四川东方雨虹、锦州东方雨虹和昆明风行防水材料有限公司，在北京顺义、上海金山、湖南岳阳、辽宁锦州、广东惠州和云南昆明建有六大生产基地，总占地面积60多万平米，拥有世界领先的多功能进口改性沥青防水卷材生产线、冷自粘沥青防水卷材生产线和世界先进的环保防水涂料生产线。年产SBS、APP、自粘、高分子等各类防水卷材8000万平方米，聚氨酯系列、聚脲系列、丙烯酸系列、水泥基系列、沥青系列等各类涂料10万吨。

Beijing Oriental Yuhong Waterproof Technology Co., Ltd. was founded in 1998. In September 10, 2008, the company was listed in the Shenzhen Stock Exchange, stock name, "Oriental Yuhong", and stock code "002271".

Since the beginning of establishment, the company has been committed to systematically solve the waterproof problem exploration and research. Now, the company has already become a leading enterprise in waterproofing industry, integrating waterproof materials research and development, production, distribution, and construction services. And it is the national high-tech enterprise and the first listed company in waterproofing industry which owns the first national certified enterprise technology center and postdoctoral research workstation.

Beijing Oriental Yuhong Waterproof Technology Co., Ltd. is holding the following subsidiary companies, namely, Shanghai Oriental Yuhong, Yueyang Oriental Yuhong, Guangdong Oriental Yuhong, Sichuan Oriental Yuhong, Jinzhou Oriental Yuhong, and Yunnan Kunming Fengxing Waterproof Material Co., Ltd., and has set up six production bases in Shunyi of Beijing, Jinshan of Shanghai, Yueyang of Hunan, Jinzhou of Liaoning, Huizhou of Guangdong, and Kunming of Yunnan, with total area over 600,000 m<sup>2</sup>. The company owns the most advanced multifunctional imported modified bitumen waterproof membrane production line in the world, cold self-adhesive bitumen waterproof membrane production line, and the most advanced environmental protection waterproof coating production line. The annual production of various kinds of waterproof membrane materials has reached 80 million square meters, including SBS, APP, self-adhesive and synthetic polymer membranes etc., and various kinds of coatings 100,000 tons, including polyurethanes series, polyurea series, acrylic acid series, cement-based series, and bitumen series etc.



人类所有的防水问题，东方雨虹都有责任去解决；人类所有的防水难题，东方雨虹都有信心去攻克。作为系统防水解决方案的提供者，东方雨虹将各种雨虹专项防水系统成功应用于包括房屋建筑、高速公路、城市道桥、地铁及城市轨道交通、高速铁路、机场、水利设施等众多领域。特别是在人民大会堂、国家粮、棉库以及鸟巢、水立方等85%以上的奥运场馆等国家标志性建筑和大量高铁、地铁等国家重大基础设施建设项目中，东方雨虹均发挥了防水系统优良的应用效果，获得用户及社会各界高度评价。在民用建筑领域，东方雨虹同诸多关注建筑品质的大中型地产商、建筑企业、家装公司建立了长期战略合作关系，构筑了遍布全国的工程和零售渠道网络，为构筑和谐人居贡献力量，全面践行“为人类为社会创造持久安全的环境”的企业使命。随着国际化战略的实施，公司生产的优质防水产品已远销四十多个国家和地区。

For all waterproof problems of humankind, Oriental Yuhong has the responsibility to solve; for all waterproof difficulties of humankind, Oriental Yuhong has the confidence to overcome. As a system waterproof solution provider, Oriental Yuhong has successfully applied various kinds of Yuhong waterproof systems to numerous fields, including housing construction, superhighway, urban highway and bridge, subway and urban rail transit, high-speed railway, airport, and water conservancy facilities etc. Especially in the construction of national landmark buildings or constructions, including The Great Hall of the People, the National Grain Depots, the National Cotton Depots, over 85% of the Olympics Buildings, such as the National Stadium (Bird Nest) and the National Aquatics Center (Water Cube) etc., and national key infrastructure construction projects, such as high-speed railways and subway etc., Oriental Yuhong has performed excellently in waterproof system application and obtained high compliment from both user and the public. In the field of civil construction, Oriental Yuhong has established long-term strategic cooperative relations with numerous land agents, building enterprises, and home decoration companies which pay attention to architectural quality, and builds nationwide engineering and retail channel network which makes contribution to building harmonious habitations and fulfill the enterprise mission of "creating a sustainable and reliable living environment for human beings". With implementation of the internationalization strategy, the high-quality waterproof products produced by the company have been distributed to more than 40 countries and regions.

## 治理结构 Governance Structure

公司根据《公司法》、《证券法》等法律、行政法规、部门规章的要求，建立了规范的公司治理结构和议事规则，形成了科学有效的职责分工和制衡机制。股东大会、董事会、监事会分别按其职责行使决策权、执行权和监督权。

股东大会享有法律法规和公司章程规定的合法权利，依法行使公司经营方针、筹资、投资、利润分配等重大事项的表决权。

董事会对股东大会负责，依法行使企业的经营决策权。董事会建立了审计委员会、战略委员会、薪酬与考核委员会、提名委员会四个专业委员会。董事会9名董事，其中女性1名，独立董事3名。独立董事担任各个专业委员会的召集人，涉及专业的事项首先要经过专业委员会通过后才提交董事会审议，以利于独立董事更好地发挥作用。

监事会对股东大会负责，对公司财务和高管履职情况进行检查监督。管理层负责组织实施股东大会、董事会决议事项，主持企业日常经营管理工作。

为加强内部审计，公司设立了审计监察部。审计工作直接向董事会审计委员会及监事会负责，其机构负责人由董事会任命，保证了审计监察机构设置、人员配备和工作的独立性。审计监察部通过执行综合审计或专项审计业务，评价内部控制设计和执行的效率与效果，对公司内部控制设计及运行的有效性进行监督检查，促进内控工作的持续改善。

Based on requirements of laws, administrative rules and regulations, such as "Company Law", "Securities Law" etc., the company has established standardized structure and rules of procedure, and has formed scientific and efficient work division and balance mechanism. The Shareholders Meeting, the Board of Directors, and the Board of Supervisors exercise their decision-making power, executive power, and supervisory power according to their respective functional responsibilities.

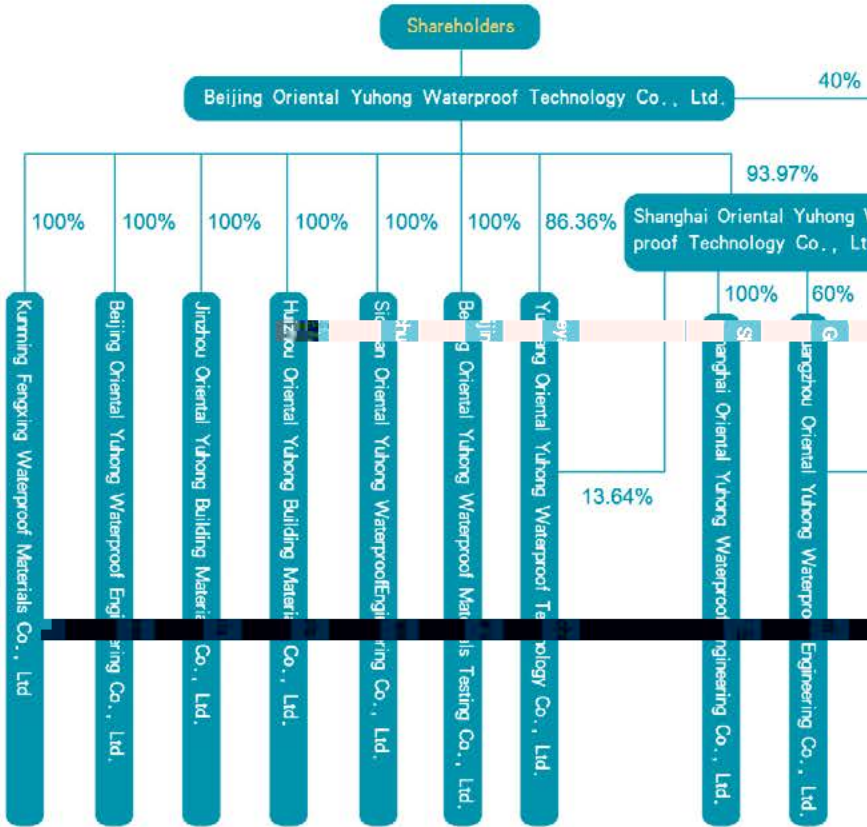
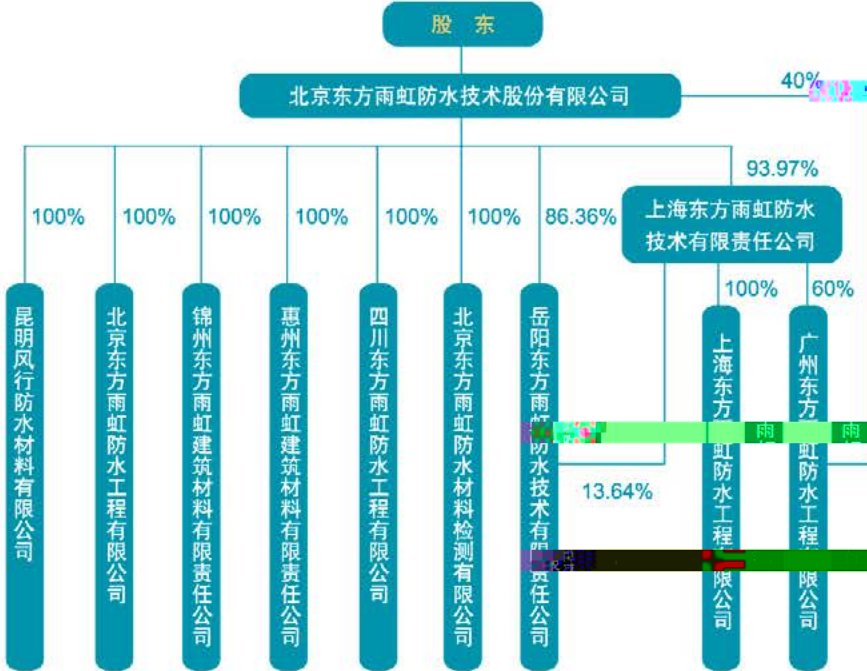
Shareholders Meeting is entitled to lawful rights stipulated in laws, statutes, and articles of association, and exercise the voting rights of such key events as operation guidelines, financing, investment, and profit distribution of the company according to law.

The Board of Directors is responsible for the Shareholders Meeting, and exercises the decision-making power of management of the enterprise according to law. The Board of Directors has set four professional committees, namely, Auditing Committee, Strategy Committee, Remuneration Committee, and Nomination Committee. The Board of Directors has 9 board members, of which 1 female and 3 independent directors. Independent director acts as convener of various professional committees, and items involving specialties and professions are first adopted by professional committees before submitted to the Board of Directors for review to facilitate independent directors to play their roles better.

The Board of Supervisors is responsible for the Shareholders Meeting, and carries out the customary inspection supervision towards the performance of duty of financial and senior management of the company. The management is responsible for organizing implementation of items of resolution of Shareholder's Meeting and of the Board of Directors, and presides over the routine operation management of the company.

To strengthen internal audit, the company has set an Audit Supervision Department. The auditing operation is accountable directly to the Auditing Committee of the Board of Directors, and the Board of Supervisors, and its institutional person-in-charge is appointed by the Board of Directors which ensures the independence of the audit supervision unit setup, staffing, and operation. Through execution of comprehensive audit or professional audit operation, the audit supervision department evaluates its internal control design and execution efficiency and effects, conducts supervision inspection towards the efficiency of internal control design and operation of the company, and promotes continuous improvement of the internal control operation.

公司组织结构图如下 Corporate Organization Structure is as follows:



## 社会责任战略

## Social Responsibility Strategy

### 社会责任目标

坚持实现防水企业、行业和整个社会的共同发展。在追求自身发展的同时，不以经济利益为唯一目标，把企业建设、行业建设与社会发展目标结合起来，承担责任，成就社会。

### 实现社会责任路径

经过多年积极探索，东方雨虹已初步建立了以利益相关方为出发点、以社会责任战略为核心的社会责任管理体系。东方雨虹定期审议企业社会责任战略及重大社会责任举措，组织协调各职能部门积极履行社会责任。未来，东方雨虹将结合整体战略规划，东方雨虹将从循序渐进实施社会责任战略，逐步实现社会责任的常态化。



## 社会责任工作重点 Key Work Points of Social Responsibility

建立和完善公司总部以及各分支机构的企业社会责任管理体系，并将社会责任理念作为企业战略的重要内容，全面融入日常运营管理中。

加强与各利益相关方的沟通，积极应对社会责任重大问题的挑战，逐步在全球范围推进企业的社会责任实践。

实行可控、稳健的风险管理政策，加强对环境、社会、经营等方面的风险管理，从而实现企业的可持续发展。

为企业员工提供专业的平台、快乐的平台、实现自我价值与尊严的平台。提供良好的工作环境与发展空间，让员工身心愉快地工作，认同企业的理念，与企业共同成长。

与相关利益方共同努力，注重保护环境，支持节能减排，减少资源的使用，降低二氧化碳等温室气体的排放，促进低碳经济发展。支持社区发展，通过各地的机构参与相关社区建设与公益活动，组织和鼓励员工参与各种形式的志愿者活动。

Establishing and improving the enterprise social responsibility management system of the headquarters of the company and its branches, and taking the concept of social responsibility as an important content in the enterprise strategy to fully integrate it into its routine business management.

Strengthening communication with various stakeholders, actively deal with challenges on important issues of social responsibility, and gradually advance global wide corporate social responsibility practice. Implementing controllable and moderate risk management policies and strengthening risk management on environment, society and management etc., thereby realizing sustainable corporate development.

Providing enterprise staff with a professional, happy platform to realize self-value and dignity; providing a sound working environment and developmental space where employees can work with a happy and pleasant mind, approve enterprise concept, and grow together with the enterprise.

Working together with stakeholders, paying attention to environment protection, supporting energy saving and emission reduction, reducing use of resources, lessening greenhouse gases emission, such as carbon dioxide etc., and promoting low-carbon economic development.

Supporting community development and participating in relevant community construction and public welfare activities through units of various localities, and organizing and encouraging employees to participate in various forms of volunteer activities.



## 利益相关沟通 Communication with Stakeholders

东方雨虹利益相关者涵盖了投资人、客户、员工、合作伙伴、行业协会、当地社区、高等院校及非政府组织等。公司的任何议题都有可能涉及到他们当中的某些群体，他们的知识、影响力及潜在价值都必须予以充分的考虑和审视，并据此决定与他们接触和沟通的合适途径。在一个纷繁复杂、相互关联的世界里，同时也作为公众性公司，东方雨虹坚持与不同领域的利益相关者建立有效的联系。

2010年，我们继续延续我们基本的利益相关方沟通机制，运用此机制指导相关工作的开展，具体见下表。

Stakeholders of Oriental Yuhong cover investors, customers, employees, partners, industrial associations, local communities, higher learning institutions, and non-government organizations (NGOs) etc. Any topic for discussion of the company may involve certain groups of these stakeholders, their knowledge, influence and potential values must be taken into full consideration and review, and based on which, determine the proper approach of contact and communication with them. In a complex and interrelated world, as a public company, Oriental Yuhong insists on establishing efficient contact with stakeholders of different fields.

In 2010, we will continue our basic stakeholder communication mechanism, and make use of this mechanism to guide the development of various operations. Specifically, please refer to the following table:

利益相关方 Stakeholder	沟通机制与形式 Mechanism and Form of Communication	沟通内容 Content of Communication
投资者 Investor	公开信息披露 Open information disclosure 股东大会 Shareholders Meeting 业绩说明会，网上路演 Performance explanation meeting, online road-show 股东实地访问与考察 Shareholders on-the-spot visit and inspection 网站、热线、邮箱 Website, hotline, and mailbox	定期报告、临时公告等公司信息 Company information of regular report and temporary bulletin etc. 重大战略决策 Significant strategic decision 经营管理情况 Business management
客户 Customer	400热线客服电话 400 customer hotline 客户满意度调查 Customer satisfaction survey 内刊《东方雨虹》资讯沟通 Internal publication "Oriental Yuhong" information communication 官方网站留言系统 Official website message system 官方论坛在线咨询 Official forum online inquiry 电话/在线产品防伪查询 Telephone/online product anti-forgery inquiry	了解客户需求 Understanding customer requirements 改善服务，提升客户满意度 Improving service, and enhancing customer satisfaction 详细产品信息 Detailed production information 免费技术咨询 Free technical inquiry 产品真伪查询 Product authenticity inquiry

利益相关方 Stakeholder	沟通机制与形式 Mechanism and Form of Communication	沟通内容 Content of Communication
员工 Employee	工会 Trade Union	工权益保障
	员工成长机制 Employee Development mechanism	Safeguarding employee's rights and interests
	网络及面授培训 Network and face-to-face training	员工职业生涯发展
	绩效管理机制 Performance management mechanism	Employee occupation and career development
行业协会 Industry Association	内刊、内网、内部邮箱、短信平台 Internal publication, intranet, internal mailbox, Short Messaging Platform	员工工作绩效 Employee performance
	定期行业代表大会 Regular industry representative meeting	公司理念、产品、服务、制度等资讯 Inquiry of corporate concepts, product, service, and system etc.
	业内专家交流会 Industry experts exchange meeting	行业中长期发展规划 Industry long-term development planning
社区 Community	行业考察与参观活动 Industry investigation and visit activities	行业一系列技术标准的制定 Formulation of a series of industry technical standard
	开展社区技术服务 Carrying out community technical service	行业技术交流 Industry technology exchange
	内刊《东方雨虹》资讯沟通 Internal publication "Oriental Yuhong" information communication	改善受助人群的居住困难 Improving the habitation difficulties of the subsistence-receiving people
	为特殊群体提供帮助 Provide help to special groups	公司企业社会责任理念及行动传播 Corporate social responsibility concept and action dissemination
合作伙伴 Partner	各参与方日常交流 Routine exchange between various participants	公司整体形象传播 Overall corporate image dissemination
	合作伙伴大会 Partners' Meeting	合作业绩追踪 Cooperate performance tracking
	实地访问与考察 On-the-spot visit and investigation	探讨业务合作的机会 Exploring business cooperation opportunities
高等院校 Higher learning institutions	满意度调查 Satisfaction survey	服务质量反馈 Service quality feedback
	设立助学奖学金 Setting up scholarship	共同培养人才 Joint cultivation of talents
	东方雨虹高校形象大使制度 Oriental Yuhong image ambassador system in higher learning institutions	招聘人才 Talents recruitment
NGO	校园招聘会 Campus recruitment	传播企业文化 Disseminating enterprise culture
	定期电话或会面 Regular phone or meeting	项目内容 Project content
		项目支持 Project support
		项目最新进展 Project latest progress

在与各利益相关方不断的沟通过程中，我们更加清楚地认识到，对利益相关方关注议题的回应有效性需要稳定而持久的机制和方法去保证。公司将完善企业社会责任绩效指标体系建设工作，目标是建立起一套与利益相关方关注密切相关的动态、稳定的企业社会责任绩效指标体系，使企业社会责任建设的方向、目标更加清晰。

During the process of continues communication with various stakeholders, we realize more clearly that, validity of the response to the topics for discussion of attention by stakeholders needs to be guaranteed with stable and lasting mechanism and methods. The company will improve its corporate social responsibility performance index system construction, and the purpose is to establish a set of dynamic and stable corporate social responsibility performance index system that is related to the close attention by stakeholders to make the direction and objective of corporate social responsibility construction more lucid and clear.



## Core Values

# 核心价值

东方雨虹以“为国家、为社会、为客户、为员工、为股东”为宗旨，不断优化自身管理，加强核心竞争力，坚持诚信守法，创造多方共赢的局面。

By keeping the tenet of “serving the state, community, clients, staff and shareholders”, Oriental Yuhong constantly optimizes self-management, strengthens core competitiveness and adheres to honesty and loyalty so as to create a win-win situation.

## 核心价值观 Core Values

东方雨虹的文化以楚文化为精髓，以儒家思想为底蕴，传承散发着中华文明的泥土芬芳，涵盖了人类共同的美好追求，体现了全体东方雨虹人的普遍诉求与价值取向。

With the culture of Chu as quintessence and Confucianism as details, the culture of Oriental Yuhong carries Chinese civilization forward, through the common pursuit of all human beings, and reflects the common ideal and value orientation of all Oriental Yuhong staff.

企业宗旨：为国家、为社会、为客户、为员工、为股东  
 企业使命：为人类为社会创造持久安全的环境  
 企业职责：人类所有的防水问题东方雨虹都有责任解决  
 企业指导思想：科技创新、产业报国  
 企业精神：事在人为  
 企业信仰：天地与我们同在；好人有好报  
 企业文化：公平、务实、进取、宽容、奉献  
 企业发展愿景：成为全球防水最有价值企业，令人尊敬的中华公众企业，由中华民族伟大复兴的推动力量



Our purpose: Serve the state, community, clients, staff and shareholders.  
 Our mission: To create a sustainable and reliable living environment for human beings.  
 Our responsibility: Oriental Yuhong is committed to solving all the waterproofing problems.  
 Our guiding ideology: Specializing in waterproof technologic innovation sustainably for our country.  
 Our spirit: Human effort is a decisive factor.  
 Our faith: We perch poetically on earth. One good turn deserves another.  
 Our culture: Fairness, honesty, innovation, tolerance and dedication.  
 Our development vision: To be the most valuable enterprise in international waterproofing industry; To be a respectable public enterprise in China; To be the driving force in the successful transformation of Chinese nation.

## 业绩关键指标 Key Performance Indicators

指标 Indicators	2010年	2009年	2008年
总资产(万元) Total Assets (Unit:RMB 10,000 yuan)	219,761.25	101,143.60	66,048.55
归属于母公司股东权益(万元) Shareholders' equity vested in parent company (Unit:RMB 10,000 yuan)	101,822.58	48,158.80	42,267.43
营业收入(万元) Business income (Unit:RMB10,000)	198,166.02	82,930.59	71,231.76

指标 Indicators	2010年	2009年	2008年
归属于母公司股东的净利润 (万元) Net profits vested in shareholders of the parent company (Unit: RMB 10,000 yuan)	10,384.00	7,318.56	4,412.39
平均每股收益 (元) Average earnings per share (EPS) (Unit: RMB yuan)	0.66	0.46	0.28
纳税总额 (万元) Total tax payment (Unit: RMB 10,000 yuan)	9,757.88	4,381.66	4,517.48

## 核心竞争力 Core Competitiveness

东方雨虹经过十余年的稳健经营，尤其是经历2008年成功登录资本市场后几年的跨越式发展后，已在下列方面具备了业内领先的竞争力：

After more than a decade of moderate operation, especially after the several years of leap-forward development since it has been listed in 2008, Oriental Yuhong has already equipped itself with leading competitiveness in the waterproofing industry in the following aspects:

## 资金实力 / Capital Strength

充裕的资金是企业开展技术研发、品牌推广、产能扩张、战略并购、人才招聘等各方面工作的重要保障，资金实力的优势，是东方雨虹最核心的竞争优势之一。

Sufficient capital is an important guarantee of an enterprise to operate on many aspects, such as technological research and development, brand promotion, production capacity expansion, strategic acquisition and merger, and talent recruitment etc. Capital strength is one of the most important core competitiveness of Oriental Yuhong.

2010年12月完成A股非公开发行1350万股，募集净资金4.51亿元，主要用于辽宁锦州及广东惠州的生产研发基地建设。投资项目均是围绕公司的主营业务进行，用于扩大公司主导产品防水卷材和防水涂料的生产规模。

In December 2010, Oriental Yuhong completed its A-share non-public offering of 13 million shares, and raised net funds RMB 451 million, which were mainly used for production R&D base construction in Jinzhou of Liaoning and Huizhou of Guangdong. All the investment projects focused on the main business operation of the company for expansion of the production scale of waterproof membrane and waterproof coating.

资本市场的平台不仅会加快我公司发展步伐，更进一步规范了治理结构和经营制度，从未来几年国家的宏观政策及公司发展势头来看，持续的盈利能力足以支持企业的快速发展和保持良好的偿债能力。

The capital market platform will not only accelerate the development of the company, but also further standardize the organizational structure and operation system. From the perspective of state macro-policies and the development trend of the company in the next few years, its sustained profitability is able to support the rapid development and debt paying ability.

## 品牌优势 / Brand Advantage

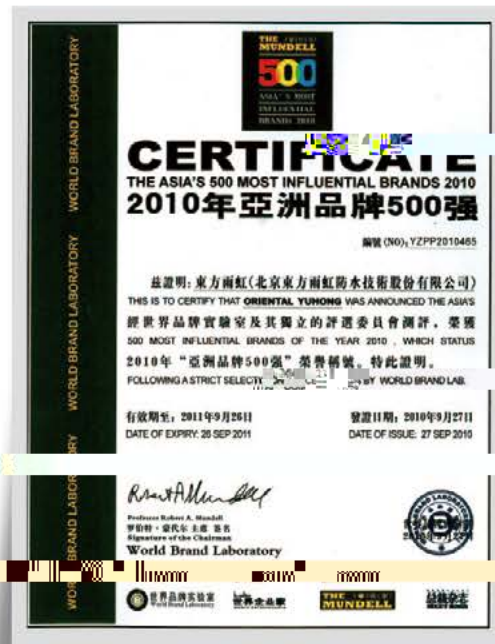
东方雨虹自成立以来，始终坚持研发生产技术领先的防水材料，服务于中高端市场。公司先后为众多国家级和地方重点工程供应防水材料，取得了优良的经营业绩，如人民大会堂、国家粮库、奥运工程、世博工程、高铁项目等。公司的品牌也因此受到市场的高度认可，是无可争议的领先品牌。2008年公司成功上市，带来认知度和美誉度大幅提升，与同行业其他企业相比，公司具有强有力的品牌优势。

Since the establishment of the company, Oriental Yuhong has always insisted on the research and development of leading production technology of waterproof materials to serve the middle and high-end market. The company has supplied numerous national level and local key engineering projects with waterproof materials and obtained excellent performance, such as The Great Hall of the People, National Grain Depot, Beijing Olympics projects, Shanghai World Expo projects, and high-speed railway projects etc. As a result, brand of the company has also gained high market recognition, making it an indispensable leading brand. In 2008, the company was successfully listed, which brought along with considerable improvement of recognition and reputation, and compared with other companies in the waterproofing industry, Oriental Yuhong possessed strong brand advantage.

## 人力资源优势 / Human Resource Advantage

防水行业是个人力资源匮乏的行业，很难找到现成的优质人才，更多的需要企业自己去发现和培养。东方雨虹自创始就高度重视人才的发掘和培养，现员工人数和质量已远远超过其他同行企业。以东方雨虹北京公司各部门员工数据为例，截至2010年底，该公司业务与职能部门共有员工1814人，其中大专学历725人，本科学历669人，硕士学历55人，博士学历7人，大专以上学历占80.26%。

Waterproofing industry is one industry which is short of human resources, and it is very hard to find experienced talents, so the companies need to find and cultivate these talents on their own. Since the beginning of establishment, Oriental Yuhong has been paying high attention to identification and cultivation of talents. Now, the number and quality of the employees have far exceeded that of other companies in the waterproofing industry. The data from the departments of Beijing branch of Oriental Yuhong shows that the company has a total of 1814 employees, of which, 725 with junior college education qualifications, 669 with undergraduate education qualification, 55 with Master education qualifications, and 7 with doctorate education qualifications, and those with junior college education qualifications above accounting for 80.26% by the end of 2010.



## 技术研发实力 / Technology R&D Strength

2009年11月，东方雨虹防水工程有限公司被评定为国家级高新技术企业，同时东方雨虹北京技术中心荣膺“国家认定企业技术中心”，为目前中国建筑防水行业唯一获此认定的企业。

2010年11月，经人力资源社会保障部、全国博管会批准，北京东方雨虹被正式授予“博士后科研工作站”牌匾。

东方雨虹的技术改造、技术创新和技术转化能力得到了充分认可。

In November 2009, Oriental Yuhong Waterproof Engineering Co., Ltd. was appraised as the national high-tech enterprise. At the same time, Oriental Yuhong Beijing Technology Center received the title "National Certified Enterprise Technology Center", making it the only enterprise obtaining this accreditation in China waterproofing industry.

In November 2010, with approval of the Ministry of Human Resources and Social Security, and the National Administrative Committee of Post-Doctoral Researchers, Beijing Oriental Yuhong was officially conferred the honor of "Post-Doctoral Scientific Research Workstation".

The technological renovation, technological innovation and technological transformation ability of Oriental Yuhong were fully recognized.

## 规模经营能力 / Scale Operation Ability

东方雨虹在国内的六大生产基地年产能卷材8000万平米，涂料10万吨，居于业内第一。此外，公司不断扩张的销售网络、规范的销售团队，使得东方雨虹的产能优势得到充分体现。规模化经营能力是东方雨虹核心优势之一。

Oriental Yuhong has six production bases in China, with annual outputs of 80 million square meters of membrane and 100,000 tons of coating, which are the largest in the waterproofing industry. In addition, the continually expanding sales network and the sales teams with standardized management fully demonstrate the production capacity advantage of Oriental Yuhong. The scale operation ability is one of the core advantages of Oriental Yuhong.

## 团队营销能力 / Team Marketing Ability

东方雨虹的团队营销能力主要体现在公司在重大工程领域持续占据着主导地位，比如高铁、奥运工程、世博工程等，无一不体现了东方雨虹的团队营销能力。

The team marketing ability of Oriental Yuhong mainly manifests in that the company continually occupies a leading status in the major project fields such as high-speed railway, Olympic projects and Shanghai World Expo projects etc., all of which represent the team marketing ability of Oriental Yuhong.

核心价值  
Core Values

科技创新  
Scientific and Technological Innovation

安全生产  
Safety in Production

环境保护  
Environmental Protection

员工关怀  
Staff Care

社会公益  
Social Public Welfare

## 企业文化优势 / Enterprise Culture Advantage

作为中国建筑防水行业龙头企业，东方雨虹在致力于自身产业发展的同时，始终高度重视企业文化建设，取得了丰硕成果。公司设有专门的企业文化岗位，定期策划举办丰富多彩的文化活动，凝聚和提升每一位员工对企业的精神归属感。每月出版的内部报纸《东方雨虹》连续三年获北京工商联优秀企业内报内刊称号。

As the "leading enterprise of China waterproofing industry," while committed to its own development, Oriental Yuhong also pays high attention to enterprise cultural construction, which has made plentiful and substantial achievements. The company has set up special post for enterprise culture construction, regularly plans and conducts colorful cultural activities, agglomerates and lifts the spiritual belonging to the enterprise of each employee. "Oriental Yuhong", a monthly internal publication of the company, has won the title of "Excellent Enterprise Internal Paper and Publication" from Beijing Federation of Industry and Commerce for three consecutive years.

## 优化公司管理 Corporate Management Optimization

### 把握战略发展方向 / Seizing Strategic Development Orientation

“取势宏远，做事精微；成本领先，速度制胜；享誉中华，蜚声海外，铸就全球防水行业最有价值的企业”。这是东方雨虹2010-2015的战略目标。

2010年，东方雨虹共举行股东大会2次，董事会会议7次，监事会会议9次，董事会、监事会及各专门委员会各司其职，勤勉尽责，科学决策，审议议案内容涵盖战略发展、非公开发行股票、资本规划与管理、年度经营情况与财务报告等一系列对公司持续经营具有重要意义的事项。



"To be the most valuable corporation in global waterproofing industry with macro planning, micro management, efficient production and service, competitive costs, and branding loyalty in China and Oriental Yuhong from 2010 to 2015."

In 2010, Oriental Yuhong convened a total of 2 shareholders meetings, 7 meetings of the Board of Directors, and 9 meetings of the Board of Supervisors. The Board of Directors, Board of Supervisors, and various professional committees perform their own functions and assiduously execute their own duties, make scientific decisions, and the content of their deliberation of resolutions cover a series of items with great significance for sustainable operation management of the company, such as strategic development, non-public offering fund financing, capital planning and management, annual business condition and financial report etc.

随着公司未来5年发展战略的逐步实施，生产基地基本布局完善，销售网络日趋广泛深入，东方雨虹在技术、人才、管理、市场及品牌等方面综合优势将逐步显现，促进公司由行业中的龙头企业变为领袖企业。

With gradual implementation of the development strategy of the company in the following 5 years, layout of production bases has been basically improved, sales networks are extensively penetrated day by day, and the comprehensive 'advantages' of Oriental Yuhong 'will be further demonstrated in technology, talent, management, market and brand etc., which facilitate transformation of the company from a leading enterprise to a leader enterprise in waterproofing industry.

### 提升投资者关系 / Enhancing Investors Relation

2010年，东方雨虹以积极、主动、公开的态度，坚持以投资者为中心、以提升投资者体验和工作效率为基本原则，与资本市场各类投资者和分析师保持良好的沟通交流，以多种形式向投资者及时、全面、客观地传递本公司的战略、业绩、新业务及投资价值。

In 2010, with active, initiative and open attitude, Oriental Yuhong insisted on taking investors as center, enhancing investor's experience and working efficiency as basic principles, maintained good communication and exchange with various investors and analysts in the capital market, transmitted comprehensively and objectively the strategy, performance, new business and investment values of the company to investors in various forms in

东方雨虹及时更新、维护、完善投资者关系网页，确保内容及时、准确、有效，进一步改善了投资者体验，提高了投资者满意度。

Oriental Yuhong updates, maintains and improves the investor relation webpage in time, ensures that contents are timely, accurate and effective, further improves investor's experience, and enhances investor's satisfaction.

### 完善信息披露 / Improving Information Disclosure

东方雨虹作为上市公司，严格按照信息披露相关法律法规的要求，及时、准确、真实、完整地披露各项重大信息，保持良好的信息透明度，确保投资者及时了解公司重大事项，最大程度保护投资者的利益。2010年，东方雨虹通过信息披露的全过程控制，不断完善信息披露的质量，进一步增强披露主动性。本公司2010年共发布4份定期报告，在深圳证券交易所披露文件共79份。

As a listed company, Oriental Yuhong always adheres to kinds of important information in time, with accuracy, authenticity and integrity in strict accordance with relevant requirements of laws and regulations on information disclosure, continually maintains good information transparency and makes investors understand by a timely and effective way in time, and protects investor's interests to the maximum extent. In 2010, through the full-course control of information disclosure, Oriental Yuhong continually improved the quality of information disclosure, and further strengthened its initiative of disclosure. In 2010, the company published a total of 4 copies of regular reports, and disclosed a total of 79 documents in Shenzhen Stock Exchange.

核心价值  
Core Values  
科技创新  
Scientific and Technological Innovation  
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Safety in Production  
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Environmental Protection  
员工关怀  
Staff Care  
社会公益  
Social Public Welfare

2011年6月13日，深交所公布了对上市公司2010年度信息披露的考核结果。在上市公司日常信息披露监管中，针对每次披露事项，深交所有关部门均从及时性、准确性、完整性、合法合规性等四个方面进行动态评分，东方雨虹考核结果为“优秀”。

On June 13th 2011, Shenzhen Stock Exchange announced the assessment results of the 2010 annual information disclosure of listed companies. In the supervision towards the routine information disclosure from the listed companies, according to each item of disclosure, relevant departments of Shenzhen Stock Exchange conducted dynamic assessment and grading from four aspects, timeliness, accuracy, integrity, and legal compliance, and the result of the assessment of Oriental Yuhong was "excellent".

## 严控经营风险 / Controlling Operation Risk

作为上市股份制企业，为保证全面风险管理顺利推进，公司根据董事会决议要求，成立了风险监管部，并结合公司实际运营情况，建立了内部全程控制的风险管理体系。

As a listed joint-stock company, to ensure advancing smoothly risk supervision management, according to the requirements of resolution of the Board of Directors, the company set up a Risk Supervision Department and connected with actual operation conditions of the company to establish "internal full-course risk" supervisory management system.

## 应收账款控制 / Account Receivable Control

为控制合同风险及账期较长的应收款风险，公司进一步完善了财务风险控制制度，严格执行“制度面前，人人平等”的评审原则。鉴于公司集销售与施工于一体的特殊性，风险监管部就销售合同、销售款回收、施工合同、施工款回收等，都制定了“点对点”的全程评审机制并清晰地明确了项目经办人的经济责任、法律责任。同时，根据各类合同性质和重要程度，建立了一套高质量、高效率的业务流程审批制度。

To control contract risks and account receivable risks with longer account cycle, the company has further improved the financial risk control system and strictly executes the evaluation principles that "Everyone is equal before the principle". According to the particularity of the company that integrates sale and construction, the risk supervision department has established "point-to-point" full-course evaluation mechanism concerning sales contract, sales recovery, construction contract, and construction amount recovery etc.; for specially approved or non-specially approved projects with certain risks, the risk supervision department has clearly defined the economic responsibility and legal responsibility of the project agent. At the same time, based on the various kinds of contractual nature and degree of importance, the company has set up a set of high-quality and high-efficiency examination and approval system.

资信风险管理 / Credit Risk Management

风险监管部门严格评估客户资信，对合同评审、工程签订和回款情况等过程进行全程动态管理，及时提供预警信息。

Risk supervision department strictly evaluates client credit, and conducts full-course dynamic management towards contract evaluation, project conclusion and signature and account recovery etc., and provides timely warning information.

成本风险管理 / Cost Risk Management

公司产品成本中，原材料成本所占比重较大，而公司主要原材料均属于石油化工产品，受国际原油的影响较大。因此，如果上述原材料市场价格出现较大幅度波动，将对本公司的盈利水平产生一定的影响。



公司作为行业龙头企业，充分发挥研发优势，进一步降低能耗，强化企业内部管理，提高生产工人素质和生产自动化程度，提高全员劳动生产率，具有较高的品牌影响力。在原材料价格大幅上涨的情况下，可以适当提高产品销售价格，提升成本转嫁能力；公司将加强集中采购、全方位采购及对原材料市场走势的研究并充分利用上市后较强的资金实力，在原材料价格相对低位时增加采购量，以降低平均采购成本。

As in the cost of the company products, cost of raw materials accounts for high proportion, and all main raw materials of the company pertain to petrochemical products, which are subject to high influence of the international crude oil price, therefore, the market price fluctuation of the above raw materials will impact on the profitability of the company.

As a leading enterprise in the waterproofing industry, Oriental Yuhong gives full play to the research and development advantages, further reduces energy consumption and extent of production automation, improves all-staff labor productivity, possesses brand influence, raises the sales price when the raw materials price increase, and enhances the cost transfer ability; the company will strengthen the group purchasing and comprehensive purchasing, as well as research on the market trend of raw materials, and make full use of the strong capital strength after being listed to increase purchasing quantity when raw materials price is relatively low to reduce average purchasing cost.

## 反腐败反商业贿赂 / Anti-corruption and Anti-commercial Bribery

东方雨虹一贯坚持反腐倡廉，杜绝权钱交易，避免不正当竞争的行为，以促进公司规范运营，维护相关方利益。在各部门的专业风险评估与分析中，对包括采购、营销、财务、资金等核心部门，就反腐败问题的预防、监管进行了细致研究。

东方雨虹在新员工入职培训中即加强了反腐败政策及相关法律法规的宣讲，覆盖率100%。审计监察部对业务、采购等系统不定期进行反腐败培训。

公司对采购、签约行为严格执行廉政协议签约制度。根据协议条款，合作双方不准向对方索要或接受回扣、礼金、有价证券、贵重物品和好处费、感谢费等或以报销形式获取利益；不准要求、暗示或接受相关单位为个人装修、婚丧嫁娶、配偶子女的工作安排以及出国（境）、旅游等提供方便；不准参加有可能影响公正执行公务的相关单位的宴请、健身、娱乐等活动；不得以其他任何形式从相关单位获得利益。

东方雨虹公布了相关高管和监察部负责人的热线电话，随时接受反腐败方面的举报、投诉。

东方雨虹对腐败行为采取“零容忍”态度，2010年，东方雨虹对深圳某零售渠道主管虚假制作广告谋取私利和上海某员工利用虚假发票重复报销差旅费等腐败行为作出了公司内部处理。2010年度，东方雨虹没有员工因腐败行为触犯国家法律。

经回访供应商、电话抽查、内部调查及审计等方式，总体反映东方雨虹员工廉洁程度在行业内居较高水平。

Oriental Yuhong has always adhered to combating corruption and building a clean government, putting an end to trading power for money, and avoiding unfair competition, so as to promote standardized operation of the company and safeguard the interests of the concerned parties. In the professional risk evaluation and analysis conducted by various departments, including purchasing department, sales department, financial department, and capital department etc., the company has conducted detailed research on corruption prevention and monitoring.

During the training for new staff, Oriental Yuhong has strengthened the promotion and publicity on anti-corruption policies and relevant laws and regulations with 100% coverage. The auditing department of the company conducts irregular anti-corruption training towards sales department, purchasing department and so on.

The company strictly executes honesty agreement system towards purchasing and contract signing. Based on clauses of agreement, no party shall be allowed to demand or accept commission, monetary gifts, negotiable securities, valuables, reward for go-between, and fee for thanks from the other party, or obtain benefits through reimbursement; shall not be allowed to demand, hint or accept conveniences provided by the relevant units for individual housing decoration and fitment, wedding and funeral, work arrangement of spouse and children, and travel abroad or tour etc.; shall not be allowed to participate in banquet, health and fitness, and amusement activities that may affect fair and just execution of official duties; and shall not obtain benefits from relevant units in any other forms.

Oriental Yuhong published the hotline numbers of relevant senior management and person-in-charge of the supervising department, and is ready to accept anti-corruption report and complaints at any time.

Oriental Yuhong adopts “no tolerance” towards corruption behavior. In 2010, Oriental Yuhong executed the internal punishment and disciplinary sanction towards corruption behaviors: fake advertisement for personal gains by a person-in-charge of the retail channel of the company in Shenzhen; fake invoices of travel expenses are reused by an employee in Shanghai. In 2010, Oriental Yuhong had no employee violate state laws and regulations because of corruption.

Through return visit to suppliers, telephone spot check, internal investigation and audit etc., it is generally reflected that the honesty and integrity of employees of Oriental Yuhong is at a relatively higher level in the waterproofing industry.

## 合规守法经营 Conformity and Law-abiding Operation

经营之道，诚信为本。东方雨虹追求阳光下的利润最大化，坚持以诚相待，信誉至上的经营原则。通过在公司各业务板块、各级公司建立并强化诚信守约的理念，不断完善包

For business management, sincerity and good faith is the principle. While pursuing maximum profits, Oriental Yuhong adheres to the business principle of treating each other in all sincerity, and credit coming first and foremost. Through establishing

itself, including contract execution supervision management mechanism and self-disciplinary mechanism, and realizes its commitment of sincerity and honoring contracts.



## 秉持诚信为本 Insistence on the Principle of Honesty and Sincerity

### 信贷 / Credit

东方雨虹连续六年被基本账户开设银行评为AAA级信用企业，金融机构2010年授予公司及子公司综合信用额度为13.1亿元。

Oriental Yuhong has been appraised as "AAA-Class Credit Enterprise" by basic account deposit bank for six years, and in 2010, the comprehensive credit line of the company and the subsidiaries was extended to RMB 1.31 billion.

### 纳税 / Tax Payment

2010年，东方雨虹被北京市顺义区地税局评为“纳税信用等级A级”。

In 2010, Oriental Yuhong was appraised as "Enterprise with A-Class Credit on Tax Payment" by the Local Tax Bureau of Shunyi District, Beijing.

### 信用等级 / Credit Rating

2010年，东方雨虹被中国建筑防水协会评定为“企业信用评价AAA级”。

In 2010, Oriental Yuhong was appraised as "AAA-Class Enterprise Credit Assessment" by China Waterproofing Association.



## 多方和谐共赢 Multi-stakeholder Harmony and Win-win

### 以行业繁荣为己任 / Taking Industry Prosperity as Task

作为中国建筑防水行业的龙头企业，东方雨虹以带动整个行业健康持续发展为己任。2010年12月8日，东方雨虹董事长李卫国全票当选为中国建筑防水协会首任理事长兼会主席，标志着公司将更多地履行对行业发展的重要责任。

东方雨虹与同行业的企业及各种专业机构、协会等组织保持良好的沟通，协助行业协会与会员企业，共同制定符合科学发展规律的行业发展战略规划，并积极参与各项行业标准的制定。

东方雨虹严格遵守国家各项法律，对行业内的丑恶现象坚决说“不”，坚持品质至上、诚实守信的经营原则，绝不生产伪劣产品，坚决抵制恶性价格竞争，坚持在阳光下谋利益，带头为行业创造公平竞争的有序环境。

东方雨虹在社会上的正面影响力，提升了整个行业的美誉度，以自己的优良业绩，为行业吸引了更多投资者的目光。

As the leading enterprise in China waterproofing industry, Oriental Yuhong takes it as its own task to bring along the whole industry for healthy and sustainable development. In December 8th 2010, Li Weiguo, Chairman of Oriental Yuhong, was elected unanimously Chairman of the first Council of the Board of China Waterproofing Association, indicating that the company will take more responsibilities for the development of the whole industry.

Oriental Yuhong has maintained good communication with other enterprises in the waterproofing industry and various professional institutions and associations etc. It assists industry association and members of the Association to jointly establish industry strategic planning that conforms to rules of scientific development, and actively participates in the formulation of various industry standards.

Oriental Yuhong strictly abides by the various state laws and regulations, and refuses all kinds of vile practices in the industry, adheres to the business principles of quality coming first and foremost, sincerity and good faith, and will never produce fake or inferior quality products, resolutely resists vicious price competition, insists on pursuing for profits with open and honest business practice, and takes the lead to create an orderly industry environment for fair competition.

Oriental Yuhong's positive social influence has enhanced the good reputation of the whole industry, and with its own excellent performance, Oriental Yuhong has attracted more attention from more investors for the whole industry.

## 为客户创造价值 / Creating Value for Customers

为客户创造价值是东方雨虹的产品及服务团队的首要责任所在。尤其在当前建筑防水行业受到客户充分重视的情况下，“人类所有的防水问题东方雨虹都有责任解决”，东方雨虹坚持以专业、诚信的服务，为客户创造超出他们预期的价值。

东方雨虹拥有丰富的防水产品线，并提供系统的防水解决方案。

长期以来，公司始终秉承“服务赢得市场”理念，针对不同客户的细分要求，制定相应的产品研发计划，从技术及服务上最大限度地满足顾客多样化的需求，提供高品质产品。

此外，公司凭借多年来积累的“系统防水、拒绝渗漏”的技术优势，建立起业内一流的防水工程技术体系及稳定可靠的专业施工队伍，持续为客户提供完善的系统防水解决方案。

To create value for customers has been the responsibility of products and technical services from Oriental Yuhong. Especially under the present circumstance that customers do not pay full attention to waterproof construction, “For all the waterproof problems of humankind, Oriental Yuhong has the responsibility to solve”, and Oriental Yuhong adheres to providing professional and honest services to create values which are beyond the expectations for customers.

Oriental Yuhong owns a plenty of waterproof product series and provides systematic waterproof solutions.

For a long time, Oriental Yuhong has always carried forward the “winning market through service” concept, and according to the detailed requirements of different customers, establishes corresponding product research and development plan to meet the diversified requirements of customers to the maximum extent from both technology and services and provides

In addition, by virtue of “systematic waterproofing and rejecting leakage” technical advantages accumulated for many years, the company has established the first-class waterproof engineering technology system in the industry and a stable and reliable professional construction team, continually provides customers with perfect systematic waterproofing solutions.

## 保护消费者权益 / Protecting Consumer Rights and Interests

为更好保护消费者的权益，东方雨虹对主要产品进行了防伪登记，为消费者提供电话查询和官网在线查询两种验证模式。客户还能通过400热线及在官网、官方论坛等在线咨询的方式获得售前、售中及售后技术服务。

为打击严重侵犯消费者权益的违法行为，东方雨虹专门成立了“打假办公室”，协助国家执法机关进行假冒“雨虹”牌防水产品的查处工作。

To better protect the rights and interests of consumers, Oriental Yuhong conducts anti-counterfeit registration towards main products, and provides consumers with two kinds of authenticity verification modes, namely, telephone inquiry and official website online inquiry. Moreover, customers may also obtain fast, conveniently and free technical consulting services through 400 hotline, and online inquiry on official website, and official forum etc.

To fight against serious violation of consumers’ rights and interests, Oriental Yuhong has set up a special “anti-counterfeit office” to assist state law enforcement units to investigate and prosecute counterfeit “Oriental Yuhong” brand waterproof products violations.

2010年8月，东方雨虹接到举报北京远郊县某村有一个制造假冒“雨虹”牌防水涂料外包装桶的非法加工窝点，现场查扣了带有我公司标识的包装桶1600多个、假冒合格证17500多张、假冒公司行政公章一枚、假冒产品包装袋9000个、带有我公司标识的覆膜16000张、防伪码标签900张、生产加工机械一台。目前涉案嫌疑人已经批捕，案件正在审理中。2010年，北京东方雨虹打假办公室在北京各建材市场、小区建材销售网点总共发现假冒涂料1000余桶，并全部得到了当地工商执法部门的依法处罚。

In August 2010, Oriental Yuhong received a whistle-blowing complaining that there was an illegal processing hideout in a certain remote sub-urban village that manufactured fake “Yuhong” brand external packaging barrel for waterproof coating. During our site investigation, those checked and detained included more than 1600 packaging barrels labeled with markings of our company, over 17500 pieces of fake certificates of conformity, one piece of fake common seal of administration of the company, 9000 fake product packaging bags, 16000 pieces of leather coats with markings of our company, 900 anti-counterfeit code labels, and one set of production and processing machinery. At present, suspects of the case had already been approved for arrest, and the case is still in hearing process. In 2010, Beijing Oriental Yuhong Anti-counterfeit Office discovered a total of more than 1000 barrels of counterfeit coating in various building materials markets and community building materials sales points in Beijing, and all these violations and perpetrations had been punished or penalized by the local administration of industry and commerce law enforcement departments according to the laws.

## 与合作伙伴共发展 / Common Development with Partners

东方雨虹近年的超常规快速发展，离不开国内外、上下游各方合作伙伴的支持。东方雨虹秉承平等合作、诚实守信的原则，与合作伙伴建立起友好互信的关系。

针对供应商，不断完善采购流程与机制，建立公平、公正的评估体系，推行公开招标和阳光采购，杜绝暗箱操作、不正当交易情形。严格遵守并履行合同约定，到期无条件付款，友好协商解决纷争，以保证供应商的合理合法权益。

The ultra-conventional fast development of Oriental Yuhong in recent years would be impossible without the support of cooperation of various parties from both home and abroad, both upstream and downstream. Oriental Yuhong carries forward the principle of equality and cooperation, sincerity and good faith, and establishes friendly and mutually trusting relations with partners.

In view of suppliers, Oriental Yuhong continually improves the purchasing flow and mechanism, establishes fair and just evaluation system, promotes public bidding and sunshine purchasing, puts an end to close-box operation, and irregular transactions, strictly abides by contractual stipulations, pays loans unconditionally upon maturity, settles disputes down through friendly consultation to ensure reasonable and lawful rights and interests of suppliers.

针对经销商等合作伙伴，东方雨虹采取大力扶持的态度，协助经销商解决融资问题，提供完全的技术支持，不断改进服务品质，坚持与经销商同舟共济、和谐发展。

In view of partners, such as the distributors etc., Oriental Yuhong adopts an attitude of vigorous support, assists dealers to solve their financing problems, provides full technical supports, continuously improves service quality, and adheres to harmonious development with distributors through mutual help and assistance.



## 助力地方经济 / Assisting Local Economy

东方雨虹在全国多个城市设立分子公司和生产基地，尤其是响应国家产业政策，在经济欠发达地区积极布点，提供稳定的就业机会，上缴大量利税，繁荣了地方经济。

2011年2月，东方雨虹董事长李卫国因在招商引资及促进区域经济发展方面作出的杰出贡献，被评为“政协北京市顺义区委员会2010年度优秀政协委员”。

Oriental Yuhong has set up branches and subsidiaries and production cases in many cities across the country. Especially in response to the national industrial policies, the company has made active stationing in areas with less developing economy, provides stable employment opportunities, hands in a great amount of profit payment and tax turnover, and prospers the local economy.

In February 2011, Li Weiguo, Chairman of Oriental Yuhong, was appraised as an "Excellent Member of the People's Political Consultative Conference of Shunyi District Committee of Beijing Municipality 2010" because of his outstanding contribution to the investment promotion and capital attraction and promoting regional economic development.



Scientific and Technological Innovation

# 科技创新

依托国家认定企业技术中心和博士后科研工作站，东方雨虹重视知识产权，坚持科技创新，打造科研核心竞争力，以促进企业持续发展。

Relying on National Certified Enterprise Technology Center and Postdoctoral Research Institute, Oriental Yuhong places special emphasis on intellectual property right, adheres to scientific and technological innovation and builds research core competitiveness to promote sustainable development of the enterprise.

## 科技创新与知识产权战略

### Scientific and Technological Innovation and Intellectual Property Right Strategy

纵观东方雨虹成长的历史，从名不见经传发展为行业龙头，成功经验在于：始终坚持以自主创新为依托，打造企业核心竞争力，促进企业持续健康发展。为此，我们把科技创新视为公司各项工作的重中之重，面向市场需求，不断推进新产品、新技术、新工艺的开发、引进和推广。

按照公司未来5年的发展规划，到2015年，东方雨虹北京技术中心将建设成为国内领先、具有国际影响力的防水材料研发基地，推出一系列具备国际先进水平的技术和产品成果；同时为培养防水行业院士级专家提供宽松的土壤。我们将紧紧围绕国际国内市场，用优质产品和技术，服务于全球不同国家、不同领域和不同气候条件的客户。

东方雨虹自创立就非常重视知识产权。东方雨虹的知识产权战略是在依托国家知识产权相关法律制度的前提下，遵循市场经济的规律，引导企业在市场竞争中自我增强其知识产权创造、利用、管理与经营能力，是企业整体发展战略的重要组成部分，包括了专利情报战略、专利获得战略、专利实施战略、专利维护战略和企业商业秘密战略等有机组成部分。

Taking a comprehensive view of the history of Oriental Yuhong, from an unknown and insignificant company to the leading enterprise in the waterproofing industry, it is convinced that the success experience lies in that: the company continually takes independent innovation as the most important thing of various operations of the company, and in view of market requirements, continually advances the development, importation and promotion of new product, new technology and new technique.

According to the next 5 years development plan of the company, by 2015, Oriental Yuhong Beijing Technology Center will be built into a domestic leading and internationally influencing waterproof materials research and development base, and launch achievements of a series of technology and products with advanced international standard, at the same time, provide a loose environment in order to train and cultivate academician-level waterproof industrial experts. We will focus closely on the international and domestic market and provide services to different climate conditions around the world with our quality products and technology.

Since the beginning of the establishment, Oriental Yuhong has been paying high attention to intellectual property rights. The intellectual property rights strategy of Oriental Yuhong is to abide by the rules of market economy and to guide the enterprise to strengthen on its intellectual property rights creation, utilization, management and operation abilities in market competition under the premises of support of relevant laws and regulations of the state intellectual property rights, which constitute the important component of the overall enterprise development strategy, including such organic elements as patent intelligence strategy, patent acquisition strategy, patent implementation strategy, patent maintenance strategy, and enterprise trade secret strategy etc.

## 国家认定企业技术中心 National Certified Enterprise Technology Center

东方雨虹高度重视产品研发和产品创新工作，在公司成立的第二年（1999年）即设立了东方雨虹防水技术研究所（后称技术中心），是我国防水企业中第一个设立研究机构的单位。该研究中心于2006年8月被北京市工业促进局认定为北京市企业技术中心，2008年2月被北京科学技术委员会认定为北京市科技研究开发机构，2009年11月，东方雨虹北京技术中心荣获“国家认定企业技术中心”称号。

Oriental Yuhong pays high attention to product research and development and product innovation. In the second year after its establishment (1999), the company set up Oriental Yuhong Waterproof Technology Research Institute (subsequently called "Technology Center"), making it the first research institute among all the waterproofing enterprises in China. In August 2006, the technology center was accredited as Beijing Enterprise Technology Center by Beijing Industrial Commission of Intellectual Property Administration. In February 2008, it was accredited as Beijing Scientific and Technological Research Development Unit by Beijing Association for Science and Technology. In November 2009, Oriental Yuhong Beijing Technology Center won the title "National Certified Enterprise Technology Center".



## 持续增加科研投入 Continuous Increase of Scientific Research Input

2009年—2010年科研投入对比 / Comparison of Scientific and Technological Input 2009—2010:

年度 Year	2010年	2009年
营业收入总额 (万元) Gross Operation Revenue (RMB 10,000 yuan)	198166	82931
科研经费支出 (万元) Expenditure of science and technology (RMB 10,000 yuan)	8029	2586
科研经费投入比例 Proportion of input of science and technology	4.05%	3.12%

## 博士后科研工作站 Postdoctoral Research Institute

2010年11月，北京东方雨虹博士后科研工作站经国家人力资源和社会保障部与全国博士后管理委员会审查批准设立。该工作站旨在吸引、培养和使用高层次优秀人才，坚持自主创新与产学研结合的研发道路，解决企业自主研发和创新过程中的关键问题。公司将在自主核心技术、成果转化、持续创新、规模经营等领域大胆探索，增强企业核心竞争力，保持与世界先进水平同步。

In November 2010, with examination and approval by the Ministry of Human Resources and Social Security and National Administration Committee of Post-Doctoral Researchers, Beijing Oriental Yuhong Post-Doctoral R&D Workstation was established. The workstation aims at attracting, cultivating and using high-caliber excellent talents, adheres to the path of research and development, innovating and solving key problems in the process of enterprise independent research and development innovation. The company will courageously explore the core technologies, incubating scale operation etc. to strengthen enterprise core competitiveness, and keep abreast with the world advanced standard.



## 科技创新产品及社会认可

### Scientific and Technological Innovation Products and Social Recognition

产品 / Product	社会认可 / Social Recognition
根植阻穿刺聚合物改性沥青防水卷材 Root Penetration Resistance Modified Bitumen Waterproof Membrane for Planted Roof	获2010年度北京建材行业联合会、北京硅酸盐学会科研成果二等奖 Obtained the 2010 2nd scientific research achievement award issued by Beijing Building Materials Federation (BBMF) and Beijing Silicate Society
耐盐碱性聚合物改性沥青防水卷材 Saline-alkali Tolerant Polymer Modified Bitumen Membrane	获2010年度北京建材行业联合会、北京硅酸盐学会科研成果三等奖 Obtained the 2010 3rd scientific research achievement award issued by Beijing Building Materials Federation and Beijing Silicate Society
PCC水泥基渗透结晶防水材料 PCC Cement-based Osmotic Crystal Waterproof Materials	获2010年度北京建材行业联合会、北京硅酸盐学会科研成果三等奖 Obtained the 2010 3rd scientific research achievement award issued by Beijing Building Materials Federation and Beijing Silicate Society
PCC水泥基渗透结晶防水材料 PCC Cement-based Osmotic Crystal Waterproof Materials	获2010年中国建筑材料联合会、中国硅酸盐学会颁发的全国建筑材料科技进步三等奖 Obtained the 2010 3rd national building materials scientific and technological progress award issued by China Building Materials Federation and China Silicate Society
高强聚氨酯 High Strength Polyurethane	获北京市顺义区科学技术奖 Obtained Beijing Shunyi District Scientific and Technology Award
高性能自粘聚合物改性沥青防水卷材 High-performance Self-adhesive Polymer Modified Bitumen Waterproof Membrane	2010年通过建设行业科技成果评估，总体技术达到国内领先水平 Passed the 2010 building industry scientific and technological achievements evaluation, and reached the overall domestic leading standard
自粘改性沥青防水卷材 Self-adhesive Modified Bitumen Waterproof Membrane	2010年通过北京市高成长企业自主创新专项验收 Passed the 2010 Beijing high-growth enterprise independent innovation special item acceptance check

## 专利工作 Patent Work

东方雨虹近年来依托业内首家国家级企业技术中心，与多所高等院校进行产学研合作，并投入大量资金进行技术研发。与此同时，东方雨虹将知识产权工作列入董事会重要决策事项，实行专人专岗，有效管理知识产权。截至2010年底，东方雨虹主要产品和技术已申请专利共45项，其中授权专利25项，包括7项发明专利、13项实用新型、5项外观专利。另有20项专利进入实质审查阶段。

2010年10月，北京东方雨虹防水技术股份有限公司被北京市知识产权局认定为“北京市专利示范单位”，可在国内外专利申请、专利数据库建设等方面优先得到北京市知识产权局的资助，同时优先申报北京市各类专项资金。

In recent years, relying on the first national certified enterprise technology center, Oriental Yuhong has engaged in production, learning and research cooperation with multiple higher education institutions, and invested a great amount of fund for technological research and development. At the same time, Oriental Yuhong has listed intellectual

property management in the Board of Directors and implemented post assignment for designated personnel for effective intellectual property rights management. By the end of 2010, the main products and technologies of Oriental Yuhong has already reached a total of 45 patents, of which, 25 are authorized patents, including 7 invention patents, 13 are practical and novel patents, 5 are appearance patents. Another 20 patents have entered their phase for substantial examination.

In October 2010, Beijing Oriental Yuhong Waterproof Technology Co., Ltd. was appraised as "Beijing Municipality Patent Demonstration Unit" by Beijing Municipal Intellectual Property Office. With this entitlement, Oriental Yuhong can obtain with priority subsidy from Beijing Intellectual Property Office from aspects such as domestic and overseas patent application and patent database construction etc., and at the same time, has the priority to apply for various kinds of funds from the Beijing municipal government.

## 学术出版物 Academic Publications

2010年，《中国建筑防水》期刊出版了《中国建筑防水东方雨虹防水技术专刊》，该专刊收录了东方雨虹33位研发、施工等专业技术人员撰写的23篇科技论文，内容涵盖防水理论与系统研究、防水新材料研究与应用、防水工程设计与施工等方面。该论文集是近年东方雨虹在防水材料研发及工程技术方面研究成果的集中体现，为业内提供了有充分参考与借鉴价值的技术资料。

In 2010, the periodical "China Building Waterproofing" published "Special Publication of China Building Waterproofing for Oriental Yuhong Waterproof Technology". The special publication collected a total of 23 scientific and technological research papers compiled by 33 professional technical personnels of Oriental Yuhong in the fields of research and development, and construction etc., contents of these papers cover various aspects, including waterproofing theory and system research, research and application of new waterproof materials, waterproof engineering design and construction etc. Collection of these articles is a central manifestation of Oriental Yuhong in the areas of waterproof materials research and development and engineering technology etc., and provides the industry with sufficient technical data for the value of reference and learning.

核心价值  
Core Values

科技创新  
Scientific and Technological Innovation

安全生产  
Safety and Production

环境保护  
Environmental Protection

员工关怀  
Staff Care

社会公益  
Social Public Welfare



## Safety in Production

# 安全生产

安全是质量和生命的保障。建筑行业是安全风险行业，东方雨虹坚持以人为本的安全价值观，完善安全制度，加强安全管理，2010年实现安全事故零发生。

Safety is the guarantee of the quality and life. As construction industry is a safety risk industry, Oriental Yuhong keeps the safety values of "people foremost", perfects the safety system and strengths safety management. In 2010, no safety accident happened in Oriental Yuhong.

## 完善安全制度 Improving Safety System

东方雨虹根据国家相关安全监督管理法律和规定的要求，加强安全制度建设，制定了《安全生产责任制度》、《安全教育管理制度》、《安全检查管理制度》、《安全生产奖惩制度》、《危险化学品安全管理制度》等22项安全管理制度，将安全责任层层落实到每个部门、每个车间、每个施工现场、每个岗位。

According to the requirements of relevant laws and regulations on safety supervision and management, Oriental Yuhong has strengthened the safety system construction, has established 22 safety management systems, including "Safety in Production Responsibility System", "Safety Education Management System", "Safety Inspection Management System", "Safety Production Award and Punishment System", as well as "Dangerous Chemicals Safety Management System" etc., and has put the safety responsibility into effects on each department, each workshop, each construction site, and each post step by step.

## 加强安全教育 Strengthening Safety Education

东方雨虹制定了完善的安全培训制度。

Oriental Yuhong has established sophisticated safety training system.

针对防水施工安全，公司及所属单位根据《安全培训管理程序》的要求，每个施工现场配备持证上岗安全员，负责对施工作业人员进行完善的安全教育和安全检查；通过施工组织安全设计和预防措施、施工前安全技术交底、每日安全例会、施工后的安全总结等方式，不断提高施工人员的安全意识和危险源控制能力。

In view of waterproofing construction safety and based on requirements of the "Procedure of Safety Training Management", the company and the subordinate units requires that each construction site shall be assigned with safety personnel who are responsible for sophisticated safety education and safety inspection towards construction operation personnel; through construction organization safety design and prevention measures, safety technical disclosure before construction, regularly daily safety meeting, safety summary after construction etc., continually enhances the safety consciousness and dangerous source control ability of construction personnel.

针对工厂生产工人，公司重点加强对新员工的“三级安全教育”和在职员工的经常性安全教育培训，提高员工的安全意识和安全知识和技能，从而提高员工行为的安全性。

In view of production workers of the factories, the company strengthens the "three-level safety education" towards new employees and incumbent employees with regular safety education training, enhances employees' safety consciousness, safety knowledge and skill to enhance the safety of employees' behavior.

新员工必须通过三级安全教育才能上岗，以上海工厂为例，该厂2010年组织各类安全培训，共计841人次参加。

New employees must pass the three-level safety education before they are allowed to take post. Take Shanghai factory as example, the factory organized various kinds of safety training in 2010, and a total of 841 man-times participated in these trainings.

## 日常安全管理 Routine Safety Management

为保证贯彻安全管理制度，公司在各大工厂设立了专门的安全管理部门，配备了专职安全管理人员（注册安全工程师），实行专人专岗。

To ensure implementation of safety management systems, the company has set up special safety management department in various major factories, assigns full-time safety management personnel (certified safety engineer), and executes exclusive post for designated personnel.

落实安全生产责任制，建立了各部门、各级人员的“横向到边，纵向到底”的安全生产责任体系，层层落实安全生产责任，落实了全员责任、全员参与的安全管理体制。

对安全检查及隐患整改工作长抓不懈，安全检查从严从细，隐患整改及时彻底。

以危险源辨识、风险评价、风险控制为主线，开展事故预测和预防工作，始终坚持安全第一，预防为主的方针，做到防患于未然。

做好职工的劳动保护工作，为职工提供符合标准的劳保用品，并督促员工正确佩戴和使用，定期为员工进行职业健康体检，始终将职工的健康与安全放在首位。

制定应急救援预案，并定期进行演练，提高职工的应急处理能力。

积极开展安全生产文化活动，每年以安全生产月为主题，进行多种喜闻乐见的安全文化活动，推进企业安全文化建设，营造“人人关注安全，我要安全”的良好氛围。

To put safety production responsibility system into effect, the company has established a safety production responsibility system of "horizontally to the edge and vertically to the bottom" for personnel of various departments and at all levels, implements the safety production responsibility layer by layer, and has formed an all-staff responsibility and all-staff participation safety management system.

To persevere with unremitting efforts in safety inspection and straightening of hidden troubles, safety inspection should be started from details and with a firm hand, and straightening of hidden troubles should be timely and to every inch.

With dangerous source identification, risk evaluation, and risk control as main line, Oriental Yuhong carries accident predication and prevention work out, and always adheres to the principle of safety coming first and prevention coming foremost to be well prepared for any hidden dangers.

Completing effectively employee's labor protection operation, providing employees with labor protection appliances that conform to standard, urging employees to wear and use correctly, conducting occupational health examination towards employees, and always putting the health and safety of employees at first.

Setting up emergency rescue scheme, conducting regular drilling, and improving employee's emergency handling ability.

Actively organizing safety production cultural activities, with safety production month as theme, conducting various kinds of safety cultural activities each year, promoting enterprise safety cultural construction, building a sound atmosphere that "all people pay attention to safety and ask for safety".

## 安全事故零发生 Zero Safety Accident

东方雨虹所有员工均签订了《安全生产协议书》，施工项目经理、生产班长、车间主任、部门主管、厂领导层层签订了《安全生产责任状》，并将工资的30%作为安全绩效考核，逐月考核、年终兑现。大大提高了员工的安全意识，全员基本实现了从“要我安全”到“我要安全”的转变，大大降低了安全事故、设备事故等的发生。

在2010年，东方雨虹成功实现了各工厂和施工项目安全事故“零发生”：

- 重大人身伤亡事故：无。
- 重大设备安全事故：无。
- 一般设备安全事故：无。

All employees of Oriental Yuhong have signed the "Safety Production Agreement", and all levels of the company from construction project manager, production monitor, workshop director, department head to the leadership of the factory have signed the "Safety Production Responsibility Contract", and 30% of the salary is taken as safety performance assessment, which is conducted monthly and cashed in at the end of the year, which has enhanced the safety consciousness of all employees who have basically realized a transformation from "safety demand from me" to "I demand safety", which significantly has reduced safety accident and equipment accident.

In 2010, Oriental Yuhong successfully realized zero safety accident in all factories and construction projects;  
Major physical casualty accident: zero.  
Major equipment safety accident: zero.  
General equipment safety accident: zero.



Environmental Protection

# 环境保护

东方雨虹以“为人类为社会创造持久宜居的环境”为使命，必然包含了为社会提供环保安全的产品以及采用节能环保的生产方式。

Oriental Yuhong sees “creating a sustainable and reliable living environment for human beings” as its mission, it is inevitable to provide environmental products for the society, and adopt the economic and environmental production mode.

## 积极研发环保型产品

### Research and Development on Environmental Protection Type Product

建筑防水行业是涉及建筑安全、百姓民生、环境保护（或环境安全）、建筑节能等重要产品和技术的行业。东方雨虹作为防水行业龙头，肩负创新技术、推进行业发展的重担。针对建筑可持续发展的新需求，东方雨虹致力于研发环保型产品。

尤其是针对种植屋面、太阳能屋面、通风节能坡屋面等新型节能屋面系统和生活垃圾填埋场、污水处理等防渗工程领域，东方雨虹开发了多个环保型产品。

Building Waterproofing Industry is an industry which involves the important products and technology such as building safety, people's livelihood, environmental protection (or environmental safety), building energy conservation and so on. As the leading enterprise in waterproofing industry, Oriental Yuhong takes the responsibilities for technology innovation and promoting industry development. According to the requirements of the sustainable development of buildings, Oriental Yuhong is committed to the research and development of environmental protection type products.

Especially to such new type energy saving roof covering systems as planted roof, solar energy roof, ventilation and energy saving slope roof etc., as well as such anti-seepage engineering fields as household waste landfill, and sewage treatment etc., Oriental Yuhong has developed a number of environmental protection type products.

## 节能降耗 Energy Saving and Consumption Reduction

东方雨虹的各项节能项目，旨在通过资源的综合利用，短缺资源的代用，二次能源的利用，以及节能、降耗、节水，合理利用自然资源，达到自然资源和能源利用的最合理化，主要措施如下：

The various energy saving projects of Oriental Yuhong aim at realizing the most reasonable use of natural resources and energy through comprehensive resource utilization, substitution of scarce resources, utilization of secondary energy, as well as energy saving, consumption reduction, water saving and so on, to reach the most reasonable use of natural resources and the main measures are:

## 提高生产效率 / Enhancing Production Efficiency

东方雨虹公司各级生产部门，都视通过精细管理，实行科学生产来提高生产效率为首要的节能降耗手段。如东方雨虹技术支持部门，通过技术革新，成功将聚氨酯的工艺时间小时缩短4个小时，此项改进使聚氨酯生产效率提高了25%，生产线电能消耗降低达16.9%。

The production departments of Oriental Yuhong at all levels regard improvement of production efficiency through refined management and practice of scientific production as the primary measure for energy conservation and consumption reduction. For instance, the technical support department of Oriental Yuhong successfully reduced the processing time of polyurethane by 4 hours through technological innovation, and this improvement has increased the production efficiency of polyurethane by 25%, and the electricity consumption of production line has been reduced by 16.9%.



## 降低常规能耗 Reducing Routine Energy Consumption

东方雨虹设置专门能源管理组织机构，成立节能领导小组和推进办公室，开展能源规划和节能促进工作。主要节能措施有：

制定节电、节水、节能等各项用能管理制度，并贯彻执行，将用能管理工作落到实处。加强全员节能意识的宣贯与培训，普及节能法规和常识，做到全员参与，全员责任。

完善二、三级能源计量器具配备，同时建立定期抄表制度，并对计量数据进行统计分析，从中及时发现异常并找出规律，解决出现的问题，采取改进措施，为定额管理提供科学的依据。

继续加大节能技改力度：加强锅炉燃烧调整，降低过剩空气系数，提高锅炉热效率；根据生产计划，合理调整沥青贮罐保温温度，减少罐区保温用能；对空压机、搅拌机进行变频调速改造等。如锅炉采用水煤浆锅炉，将原煤燃烧率提高了9%，热效率提高16%，减少了CO<sub>2</sub>和SO<sub>2</sub>等物质的排放。

Oriental Yuhong has set up a special energy management organization, and has established energy saving group and promotion office to carry out energy planning and energy saving promotion work. Main energy saving measures include:

Establishing various kinds of energy using management system, such as electricity saving, water saving, and energy saving, to be carried out and implemented, and putting energy using management measures into effect. Popularizing energy saving consciousness of all-staff, popularizing energy saving regulations and knowledge, and ensuring all-staff's participation and all-staff's responsibility.

Improving secondary and tertiary energy measurement instrument allocation, and establishing regular meter reading system at the same time, conducting statistical analysis towards the measured data, discovering abnormalities and finding rules out in time, solving the discovered problems, adopting measures for improvement, and providing scientific basis for quota management.

Continuing to strengthen energy saving technological improvement; strengthening adjustment of boiler burning, reducing excess air coefficient, increasing boiler burning efficiency; based on production plan, making reasonable adjustment of bitumen storage and holding temperature, and lessening heat preservation energy use of tank area; conducting frequency control restructuring towards compressor and blender. For instance, if adopting coal water mixture (CWN) boiler, the raw coal burning rate may be increased by 9%, and thermal efficiency by 16%, and also reducing emissions of such substances as CO<sub>2</sub> and SO<sub>2</sub> etc.

## 资源循环利用 / Resource Recycling Utilization

东方雨虹各工厂大力挖掘循环资源的潜力，如循环水利用率高达98%，锅炉余热利用率达20%；包装纸、塑料袋、包装桶等可再生资源100%回收利用等。

The factories of Oriental Yuhong vigorously tap potentials of the recycling resources, for instance, the rate of circulation water utilization has reached 98%, the rate of boiler residual heat utilization has reached 20%; such renewable resources as packaging paper, plastic bag, and packaging barrel etc. have reached 100% cyclic using.

## 使用清洁能源 / Using Clean Energy

东方雨虹在各生产基地全面启动了生活热水太阳能项目，目前正积极研究更多新能源在生产环节的利用。

Oriental Yuhong has started up full domestic heat water solar energy project in various production bases. At present, the company is making active research on utilization of more new energy in production process.

## 清洁生产 Cleaner Production

东方雨虹清洁生产的目标为减少废物和污染物的排放，促进产品的生产、消耗过程与环境相融，降低工业活动对人类和环境的风险，达到对人类和环境危害的最小化以及经济效益的最大化。

The production objective of Oriental Yuhong is to reduce waste and pollutant discharge, promote mutual integration between product production, process of consumption and the environment, reduce risks of industrial activities to humanity and environment, and realize minimum damage to humanity and the environment and maximum economic benefits.

各生产基地均投入专项资金进行环保减排的治理。如上海工厂2010年各类环保投入116.48万元，岳阳工厂75万元，有效确保了三废的达标排放。2010年3月份，北京工厂投资400万元在厂区内建造新的环保库房，有效解决了“生产产品露天堆放”可能产生的环境问题。

All production bases have invested special fund for treatment of environmental protection and emission reduction. For instance, in 2010, the various kinds of environmental protection input of Shanghai factory amounted to RMB 1.1648 million, Yueyang factory amounted to RMB 750,000, and effectively ensured standard discharge of the three wastes (waste gas, waste water, and industrial residue). In March 2010, Beijing factory invested RMB 4 million to build new environmental protection warehouse in the factory area, which effectively solved the environmental problem which may be generated by "air storage of products".

2010年，东方雨虹未发生违反国家环保法律法规的行为。

In 2010, Oriental Yuhong had no act of violations of the state environmental protection laws and regulations.



表3：2009—2010年北京工厂万元产值单耗对比

Table 3: Comparison of Unit Consumption per RMB 10,000 Production Value of Beijing Factory 2009—2010

年度 / Year	2010年	2009年
产值单耗 (tce/万元) (包含沥青) Production Value Unit Consumption (tce/RMB 10,000) (including bitumen)	0.7455	1.0695
产值 (万元) Production Value (RMB 10,000)	101620	53505
企业产值总节能量 tce (包含沥青) Enterprise Total Amount of Energy Conservation in Production Value tce (including bitumen)	-32924.88	-1722.86
节能率 (包含沥青) Energy Saving Rate (including bitumen)	30.29%	2.92%

表4：2009—2010年上海工厂万元产值单耗对比

Table 4: Comparison of Unit Consumption per RMB 10,000 Production Value of Shanghai Factory 2009—2010

年度 / Year	2010年	2009年
产值单耗 (tce/万元) (包含沥青) Production Value Unit Consumption (tce/RMB10,000) (including bitumen)	0.78277	1.12297
产值 (万元) Production Value (RMB 10,000)	53001.4	26511.2
企业产值总节能量 tce (包含沥青) Enterprise Total Amount of Energy Conservation in Production Value tce (including bitumen)	-17170.32	-898.47
节能率 (包含沥青) Energy Saving Rate (including bitumen)	23.9%	2.19%

表5：2009—2010年北京工厂企业产品总节能量对比

Table 5: Comparison of Total Energy Saving Quantity of Enterprise Product of Beijing Factory 2009—2010

	2010年	2009年
企业产品总节能量 tce (包含沥青) Total Energy Saving Quantity of Enterprise Product tce (including bitumen)	-8411.76	-4246.82





表 8: 2010年度岳阳工厂采取环保减排措施成效

Table 8: Effects after Adoption of Environmental Protection and Emission Reduction Measures of Yueyang Factory 2010

		治理前浓度及总量 Concentration and Gross Amount before Treatment	治理后成效 Effects after Treatment
废气 Waste Gas	厨房油烟 / Kitchen Oil Fume	油烟/Oil Fume	12mg/m <sup>3</sup> , 43.2kg/a
		SO <sub>2</sub>	6.5kg/a
		NO <sub>2</sub>	31.03kg/a
		CO	74.83kg/a
	上料中 / Materials-Feeding	粉尘/Dust	7.2t/a
	有机废气/Organic Waste Gas	少量/Small Quantity	
废水 Waste Water	生活污水 / Domestic Sewage	CODcr	300mg/l, 1113.75kg/a
		BOD	250mg/l, 928.13kg/a
		NH <sub>3</sub>	30mg/l, 111.3kg/a
		SS	200mg/l, 742.5kg/a
固废 Solid Waste	粉尘 / Dust	7.1t/a	
	生产固废 / Solid Waste Production	3t/a	
	边角料 / Leftover Materials	回收/Reclamation	
	生活垃圾 / Household Waste	55kg/d, 16.5t/a	
噪音 Noise	源噪音强度约为60—75DB(A), 采取措施后完全满足《工业企业厂界环境噪声排放标准》中3类标准的要求 Intensity of the source noise is about 60—75DB(A), after adoption of measures, it fully meets the requirements of the III standard specified in "Standard of Noise at Boundary of Industrial Enterprises"		

(注: ①、②、③: 岳阳工厂厨房油烟中的SO<sub>2</sub>、NO<sub>2</sub>、CO等(本效果不明显)数据未发生变化。)

Note: ①、②、③: the effect of management measures of Yueyang factory towards the gas pollutant SO<sub>2</sub>, NO<sub>2</sub>, CO, etc. (The effect is not obvious, and the data does not make any change.)

表9：2009年-2010年度北京工厂主要污染排放及能耗对比

Table 9: Comparison of Main Pollution Discharge and Energy Consumption of Beijing Factory 2009-2010

项目 / Item	2009年	2010年
SO <sub>2</sub> 排放量(吨) / SO <sub>2</sub> Discharge (t)	6.48	6.01
氮氧化物排放量(吨) / Nitrogen Oxide Discharge (t)	22.68	21.6
粉尘排放量(吨) / Dust Discharge (t)	1.8	1.5
污水排放量(吨) / Sewage Discharge (t)	2700	2701
水消耗量(吨) / Water Consumption (t)	5384	5446
电消耗量(万千瓦时) / Electricity Consumption (10,000 kWh)	534.05	704.72
煤消耗量(吨) / Coal Consumption (t)	4795.61	5418.26
产值单耗(tce/万元) / Production Value Unit Consumption (tce/RMB 10,000)	1.0605	0.7455
重复用水量(吨) / Volume of Water for Repeated Use (t)	11800	11830

表10：2009年-2010年度上海工厂主要污染排放及能耗对比

Table 10: Comparison of Main Pollution Discharge and Energy Consumption of Shanghai Factory 2009-2010

项目 / Item	2009年	2010年
SO <sub>2</sub> 排放量(吨) / SO <sub>2</sub> Discharge (t)	1.44	1.56
氮氧化物排放量(吨) / Nitrogen Oxide Discharge (t)	0.88	0.92
粉尘排放量(吨) / Dust Discharge (t)	1.6	1.75
污水排放量(吨) / Sewage Discharge (t)	4200	4870
水消耗量(吨) / Water Consumption (t)	21579	28052
电消耗量(万千瓦时) / Electricity Consumption (10,000 kWh)	450	518.28
煤消耗量(吨) / Coal Consumption (t)	1440.6	1851.2
产值单耗(tce/万元) / Production Value Unit Consumption (tce/RMB 10,000)	1.12297	0.78277
重复用水量(吨) / Volume of Water for Repeated Use (t)	720	750

核心价值  
Core Values

科技创新  
Scientific and Technological Innovation

安全生产  
Safety in Production

环境保护  
Environmental Protection

员工关怀  
Staff Care

社会公益  
Social Public Welfare



## Caring Staff

# 员 工 关 怀

东方雨虹坚持与员工共同前进和发展，提供良好的工作环境，营造向上、和谐的企业文化，实现待遇留人、事业留人和文化留人。

Oriental Yuhong persists in improving and developing with staff together, provides pleasant working environment, and creates positive and harmonious enterprise culture to realize the enterprise stability by excellent treatments, careers and culture.

## 保障员工权利 / Staff Rights Guarantee

### 严格遵守劳动合同法 / Strictly Abiding by Labor Contract Law

东方雨虹严格遵守劳动合同法，与员工劳动合同签约率为100%。劳动合同的签约对象包括正式员工和试用期的员工，并与实习生100%签署实习协议，以保障其权益。

东方雨虹签订的劳动合同均使用经专业律师事务所审核的《劳动合同书》，按劳动合同规定，员工可享受法定休假日、年休假、婚假、丧假、产假、看护假等带薪假期。公司拒绝使用童工，并充分尊重员工意愿，杜绝所有形式的强迫或强制劳动。

Oriental Yuhong strictly abides by the labor contract law and the labor contract signing rate with employees has reached 100%. The targets of signed labor contract include official employees and employees in probation period, and also signed practicum agreement with 100% of trainees to safeguard their rights and interests.

All signed labor contracts used by Oriental Yuhong are those "Employment Contract" examined and approved by professional law firms. According to labor contract provisions, employees are entitled to such paid leaves as statutory holidays, annual leave, wedding leave, funeral leave, maternity leave, and nurse leave etc. The company refuses child labor, and fully respects the will of the employees, and put an end to all forms of compulsory or forced labor.

### 提供平等工作机会 / Providing Equal Work Opportunities

东方雨虹为所有人提供平等的工作权利和机会。

公司在校园招聘、社会招聘、资深管理人才引进以及在公司内部各个晋升环节，都坚持男女平等、同工同酬的原则。怀孕的女性职员，在东方雨虹的工作岗位不会因产假受到影响，并能得到人性化的关怀。东方雨虹女性员工生育假后返岗率达100%。

东方雨虹在入职时遵循国家法规政策，认可正规医疗机构出具的健康体检报告，对于乙肝病毒携带者等不会对正常工作造成影响的人士并未设置隐性门槛。

2010年度，东方雨虹未出现因性别、健康、种族、民族、宗教相关的职业歧视案例。

Oriental Yuhong provides all employees with equal work rights and opportunities.

In all respects, such as campus recruitment, public recruitment, senior management appointment, as well as internal promotion, the company always adheres to the principle of equal pay for equal work and equal pay for equal work. The pregnant female employees, whose working posts in Oriental Yuhong will not be affected because of their maternity leave, the rate of post return of female employees of Oriental Yuhong reached 100%.

During employment, Oriental Yuhong abides by state regulations and policies, and approves the health examination report issued by standard medical units, and for patients who will not affect normal operation, such as Hepatitis B carriers etc., the company does not set up hidden threshold.

In 2010, no occupational discrimination cases related to sex, health, race, nationality, and region have been found in Oriental Yuhong.



## 促进职业发展 Promoting Career Development

### 大力吸引人才 / Energetically Attracting Talents

东方雨虹提供具有一定竞争力的薪酬福利、完善的职业成长通道、培训体系、激励体系、良好的企业文化，采取网络招聘、现场招聘、猎头服务、与大专院校合作等多种渠道来吸引各类人才。

东方雨虹制定了专项的吸引“银发人才”、“海外归国人才”、“外籍人才”等人才的招聘制度。针对“银发人才”，公司积极引入与各岗位亟需的专业退休人才，让他们继续发挥自己的专长，在实现“老有所为、老有所乐”的同时，缓解企业发展与专业人才匮乏的矛盾。针对“海外人才”、“外籍人才”，公司通过积极参加国内外人才交流会、海外知名院校同乡会等活动，广泛吸引海外留学生等优秀人才加盟。

公司还大力推行“伯乐”制度，鼓励内部员工向公司推荐优秀人才，为内部推荐者发放伯乐奖金。公司还对培养、输送人才表现突出的管理人员进行嘉奖，在吸引外部人才的同时，稳定内部人才。

### 重视教育与培训 / Paying Attention to Education and Training

为了让员工能够更好胜任工作岗位，满足其专业技能、提升业绩、自我发展等不同层面的需求，东方雨虹组织了各种培训，提高员工素质，传播企业文化。

Oriental Yuhong provides remuneration and benefits with certain competitiveness, perfect career development channel, training system, incentive mechanism, and sound corporate culture, adopts multiple channels to attract various kinds of talents, such as network recruitment, site recruitment, hunting services, and cooperation with colleges and universities and higher learning institutions etc.

Oriental Yuhong has formulated special talent recruitment system such as “elder talents”, “talents returned from overseas”, and “talents of foreign nationalities”. In the company activity, it introduces professional retired talents who can continue to exert their specialties for urgent needed posts, which achieves “letting the old have something to do, letting the old have something to be happy with”, alleviates the contradiction between enterprise development and shortage of professional talents. For “talents returned from overseas” and “talents of foreign nationalities”, the company attracts extensively excellent talents through active participation in activities, such as domestic and overseas talent exchange, associations of famous overseas educational institutions and so on.

Moreover, the company also vigorously promotes “talent scout” system, which encourages the employees to recommend outstanding talents to the company, and awards the recommenders. The company also commends management personnel with outstanding performance in training and recommending talents, which will attract external talents and stabilize internal talents.

To enable employees to be more competent for their work, and meet various requirements in professional skill, improvement of performance, and self-development etc., Oriental Yuhong has organized various kinds of training to enhance quality of employees and disseminate the corporate culture.

东方雨虹的培训体系由课程体系、讲师体系、运营体系、评估体系四部分组成，以专业化、职业化、公司化、国际化为培训目标，以知识培训、技能培训、素质培训为内容，采取内部培训、外部培训、员工自学等多种形式，另每年以系统为单位组织大型密集型封闭式系统内训。

对员工自发参加的某些专业技术类培训，公司还制定相关制度给予一定的经费补贴。

东方雨虹日常开展的专业和管理类培训包括：

**新员工培训**——帮助新入职员工了解公司文化、发展历程、规章制度、行业概况、产品知识等，提高职业技能，加快融入公司。

**工人培训**——工人（包括施工工人和工厂生产线工人）的培训主要由技能课程、安全生产课程及综合素质课程组成，旨在建立高水准的产业工人队伍，帮助这些大多来自农村的工人提高职业技能，加速融入城市生活。

**防水专业知识培训**——东方雨虹为客户提供的建筑防水系统解决方案，因此公司将防水专业知识培训列为日常培训的重点，以打造专业的技术服务团队。公司业务系统及后勤系统的管理人员都参加了此类培训。

**中层管理人员培训**——中层管理人员的培训主要是提高他们关于业务的决策能力、计划能力，加深对企内外形势和发展的认识，使他们深刻理解现代经营管理体系，提高他们对人的判断和评价能力以及与人沟通交流能力。中层管理人员是企业中流砥柱，东方雨虹高度重视此类培训，并为高层管理人员培养和储备人才。

The training system of Oriental Yuhong consists of four parts, namely, curriculum system, lecturers system, operating system, and evaluation system; with specialization, professionalization, corporatization, and internationalization as training objective, and knowledge training, skill training, and quality training as contents, adopts multiple forms, such as internal training, external training, and employee self-study etc.; and the company also organizes large-scale intensive closed type internal systematic training with system as unit each year.

For some professional training which are participated by the employees on their own initiative, the company has also established relevant systems to afford certain fund subsidies.

Professional and management training routinely carried by Oriental Yuhong include:

**New Staff Training**——which helps new employees understand the enterprise culture, course of development, rules and regulations, industry overview, and product knowledge etc., improves occupational skills, and accelerates their integration into the company.

**Worker Training**——training of workers (including construction workers and factory production line workers) mainly consists of skill curriculum, safety production curriculum, and comprehensive quality curriculum, the aim is to build a high-caliber industrial workers' team, and helps these workers — majority of whom come from rural areas — to establish qualities, and accelerate their integration into the urban life.

**Professional Waterproof Knowledge Training**——As what Oriental Yuhong provides to customers are systematic building waterproof solutions, therefore the company takes professional waterproof knowledge training as the key routine training, so as to build a professional technical service team. All personnel of the business system and logistics system of the company have participated in this type of training.

**Mid-level Managerial Personnel Training**——the purpose of mid-level managerial personnel training is mainly to improve their business decision-making ability and planning ability, deepen their understanding of the internal and external situation and development of the enterprise, enable them to acquire a deeper understanding of the modern business management system, and enhance their judgment and evaluation ability of people and communication and exchange ability with people. As the mid-level managerial personnel are the mainstay of the enterprise, Oriental Yuhong therefore trains and reserve talents for high-level management personnel.

**高层管理人员培训——**高层管理人员的培训主要针对公司战略发展需求，多采取聘请高端讲师授课及参加外部高层次系统培训课程的形式，保证建立一个高智能、高效率、有前瞻性、业内领先的管理精英团队。

**Training for Senior Executives——**training of high-level managerial personnel mainly aims at requirements of strategic development of the company, and mostly adopts the form engaging high-end lecturers for teaching and participating in external high-level systematic training curriculum to ensure building of a high-intelligence, high-efficiency, prospective and industry-leading management elite team.

**E-learning网络培训——**东方雨虹建立了先进的

**E-learning Network Training——**Oriental Yuhong has established

的在线网络平台，内容不仅营销、人力资源、生产、财务等专业内容，还包括生活、旅游等各方面内容，近900门课程，课程能够根据需求持续更新。全体员工可以不受时间、地域限



advanced online network platform, the contents of which include not only professional contents, such as marketing, human resources, production, and finance etc., but also various aspects, for instance, life and travel etc., with nearly a total of 900 curricula, which are continually updated based on requirements. All staff or employees may arrange their own time of learning based on their personal needs and interests without time or

制，根据自己的需求和兴趣自主安排学习。根据每位员工的岗位，设立了必修课程和最低学分，鼓励员工根据个人需求进行选修并将自学情况与年终考核和奖励挂钩。

regional restrictions. Based on post of each employee, the company has set up compulsory curriculum and the minimum credit hour, which encourages employees to take elective courses based on their personal requirements, and links self-study with year-end assessment and bonuses.

以东方雨虹北京总部为例，2010年培训费用近100万元，完成各类培训45项，2331人次参加。其中新员工培训9期，583人次参加，主要内容涵盖企业文化、企业发展史、公司规章制度、行业情况与政策、公司产品等；高管培训3期，159人次参加；外派培训11次，30人次参加，内容涵盖财务管理、营销、人力资源等方面；在职军事化训练2期，426人次参加；防水工程施工工人专项培训业已完善，为工人们进行了多次全方位的安全生产培训以及消防培训。上海公司2010年度组织各类培训67次，共1871人次参加，共投入培训经费352,359元。

Taking Beijing Headquarters of Oriental Yuhong as example, in 2010, the training expense was nearly RMB 1 million, and completed 45 various types of training, with a total of 2331 participants. Of which, 9 sessions of training were targeted towards new employees, with a total of 583 participants, and the main contents covered enterprise culture, history of enterprise development, corporate rules and regulations, industry conditions and policies and company products etc; 3 sessions were for senior executives, with a total of 159 participants; 11 trainings were for personnel of external assignment, with 30 participants, contents covered financial management, marketing, and human resources etc; 2 sessions were incumbent military training, with 426 participants; special training for construction workers of waterproof engineering has already been improved, and multiple comprehensive safety production training and fire fighting training for workers were also conducted. In 2010, Shanghai company organized a total of 67 times of various types of training, with a total of 1871 man-times participants, and total input of training expense amounted to RMB 352,359.



## 拓宽晋升通道 / Expanding Promotion Channels

员工被视为东方雨虹的核心资源，公司应用先进的人力资源理念，积极为员工设计畅通的晋升通道。

为鼓励员工为企业长期服务、共同发展，公司管理岗位的招聘实行内部竞聘优先的原则，在内部竞聘不能满足要求的情况下，再进行社会招聘。

针对专业技术岗位，东方雨虹专门建立了自己企业的技术职称评审体系，根据员工的专业专长、技术资质、工作经验、管理能力等，进行职称考试和评定。此外，组织生产和工程施工岗位员工进行技能测试和比赛等活动如一年一度的“防水施工工人大比武”等也成为公司日常制度，为表现优秀的员工提供晋升机会。

此外，公司还大力推行“后备干部储备制度”，为有一定管理潜质的优秀员工提供全方位的理论培训与实践锻炼机会，为公司储备管理人才。

Employees are regarded as core resources of Oriental Yuhong, therefore, the company applied advanced human resources concept to actively design smooth promotion channel for employees of the company.

To encourage employees to provide long-term services for the company for common development, managerial post recruitment of the company practices the principle of priority internal competitive recruitment. Public recruitment is implemented only when internal competitive recruitment cannot meet requirements.

For professional technical posts, Oriental Yuhong has established technical title appraisal system. According to professional specialties, technical qualifications, working experiences, and management abilities of employees, examination and evaluation for technical post are conducted. Moreover, the company also organizes production and engineering construction skill test and competition, for instance, activities such as the "waterproof construction worker competition", which is conducted once a year and other activities have also become a routine system of the company, providing promotion opportunities for employees with excellent performance.

In addition, the company also vigorously promotes "cadres reservation system", providing comprehensive theoretical training and practical workout experiences for excellent employees with management potential qualities, and reserves management talents for the company.

## 完善薪酬体系 Improving Remuneration System

东方雨虹以效率、公平、合法为基本目标，在企业经营战略的指导下，结合企业发展总方针，以“效率、公平、合法”为目标，实行六种不同的薪酬类别，即年薪制、岗位绩效工资制、技术职称评定工资制、提成或奖励工资制、固定工资+产量工资制、协议工资制，并结合不同岗位序列的具体情况，确立并完善了一套科学的薪酬管理体系。该体系包括：职能管理序列薪酬体系、专业技术人员薪酬体系、业务序列薪酬体系、检测人员薪酬体系、生产工人薪酬体系、施工人员薪酬体系等。完善的薪酬制度有利于吸引和留住企业所需人才，最大限度地激发员工的工作积极性，支持、帮助企业赢得并保持人力资源竞争的优势，促进企业的可持续发展。

近几年，随着东方雨虹业绩水平的不断提升，公司员工的薪酬水平也得到很大提高，薪酬水平在防水行业内处于较高水平，专业技术人员、关键岗位人员的薪酬水平具有相当的市场竞争力，工厂的生产线工人的工资也达到业内领先水平。

With efficiency, fairness, and lawfulness as basic objectives, under guidance of enterprise business strategy and in connection with the general direction and general objectives of enterprise development, Oriental Yuhong implements six kinds of different remuneration systems, namely, annual salary system, post performance wage system, technical post evaluation wage system, deduction or bonus wage system, fixed wage + output wage system, and agreement wage system; also, in connection with the specific circumstances of order of different post, the company has established and improved a set of scientific remuneration management system. This system includes: functional management sequence remuneration system, professional technical personnel remuneration system, business sequence remuneration system, inspection personnel remuneration system, production worker remuneration system, and construction worker remuneration system etc. A perfect remuneration system is favorable for absorbing and retaining talents required by the company, stimulates the maximum extent of the working enthusiasm of employees, supports and helps enterprise to win and keep human resources.

In recent years, with the continuous improvement of performance level of Oriental Yuhong, the remuneration standard of employees of the company has also got a substantial improvement, and the remuneration standard has been maintained a relatively higher level in the waterproofing industry, the remuneration standard of professional technical personnel and key post personnel have considerable market competitiveness, the wage of production line workers of the factory has also reached the leading standard in the waterproofing industry.

## 优化福利待遇 Optimizing Benefits

维护员工的合法权益是企业应尽的法律义务；关爱企业员工、提供必要的福利也是企业可持续发展的重要保障。

To safeguard the lawful rights and interests of employees is the due legal obligations of the enterprise; caring for enterprise employees and providing necessary benefits is also an important guarantee for sustainable development.

核心价值  
Core Values

技术创新  
Scientific and Technological Innovation

安全生产  
Safety in Production

环境保护  
Environmental Protection

员工关怀  
Staff Care

社会公益  
Social Welfare

东方雨虹除按照国家规定员工应该享受的福利，包括社会保险（养老、医疗、工伤、生育）、住房公积金、法定节假日、婚丧假、产假、产期陪护假、高温补贴、防暑降温费等福利之外，还提供了多种额外的福利和礼品。如，为每位过生日的员工发放生日礼物并组织生日会庆祝活动，为新婚员工发放新婚礼金和礼品，在春节、端午、中秋等传统节日发放过节补贴。此外，每位员工的父母都会在春节期间收到公司委托员工送达的特别礼品。员工患病住院时，人力资源部会代表公司对该员工进行探望，并送上礼品，如2010年上海公司慰问生病员工10余人。

为保障基层生产工人的休息，改善工人居住条件，东方雨虹为所有的工厂工人和防水施工工人提供免费的集体宿舍，共计3000余平米，还人性化地为探亲家属设立了夫妻房。此外，为缓解各大城市员工的租房经济压力，北京、上海、四川、广东等公司，均拨出专款，为员工租赁了集体宿舍，并提供数字电视、24小时热水、宽带网络、乒乓球活动室等功能设施，不断优化员工的居住条件。如北京公司总部，就有1200平米的宿舍，让170多名员工受益；上海公司租赁了400多平米的宿舍，供近100位员工居住。

Except from the benefits according to the state regulations, including social insurance (pension, medical, work-related injury, and childbearing), public accumulation fund for housing construction, statutory holidays, wedding and funeral leave, maternity leave, paternity leave, high-temperature allowance, heatstroke prevention subsidy etc., Oriental Yuhong also provides multiple additional benefits and gifts. For instance, distributing of birthday gifts for each employee during his or her birthday, organizing birthday party, distributing monetary gifts and presents to newly-joined employees, distributing subsidies or allowance to employees during the Chinese Spring Festival, Dragon Boat Festival, and the Mid-Autumn Festival etc. Moreover, the parents of each employee will also receive special gifts delivered by employees as commissioned by the company during the Chinese Spring Festival. During hospitalization of patient employees, the human resources department will visit the employee on behalf of the company and send gifts. For instance, in 2010, Shanghai branch visited more than 10 patient employees of the company.

To safeguard the rest of the production workers and improve their habitation conditions, Oriental Yuhong provides all factory workers and waterproof construction workers with free collective dormitory, totaling over 3000 m<sup>2</sup>, and also provides visiting family members with rooms. Besides, to mollify the economic pressure from house renting of various employees in big cities, subsidiary companies in Beijing, Shanghai, Sichuan, and Guangdong etc., have all allocated special funds to rent collective dormitories for employees, provided such functional facilities as digital TV, 24-hour heat water, wide band, table-tennis activity room etc., to continually optimize habitation conditions of employees. For instance, in the headquarter of Beijing, there are dormitories covering 1200 m<sup>2</sup>, benefiting more than 170 employees; Shanghai branch leased dormitories for employees covering more than 400 m<sup>2</sup> for living by nearly 100 employees.

## 客观公正的考核机制 Objective and Fair Assessment Mechanism

东方雨虹员工以月、季度、年为单位接受绩效考核，以便于工作绩效的过程改进，提升员工个人绩效。考核人充分尊重被考核人的自我评价及发言，保证被考核人对考核数据、评语、结果有完全知情权。

Oriental Yuhong takes month, quarter, and year as unit to conduct performance evaluation and assessment to facilitate improvement of the process of performance of work, and enhance personal performance of employees. The assessor fully respects the self-evaluation and personal statement to ensure that the assessed employees have the right to be fully informed of the assessment data, remarks, and results.

## 力行人文关怀 Humanistic Concern

### 关注员工身体健康 / Paying Attention to the Health of Staff

东方雨虹倡导健康生活方式，鼓励员工进行体育锻炼。

2010年，东方雨虹安排员工进行全面的身体检查，北京公司、上海公司分别有400多人参加。平时公司会通过邮件、视频等方式，传播健康知识。

2010年5月和9月，董事长李卫国带头，东方雨虹组织员工参加了两次北京市国际长走活动，共有200多人参加。

2010年7月，一年一度的东方雨虹职工运动会在上海成功举办。东方雨虹各地分支机构共800多位员工参加了本次运动会，其中运动员即有400多人。

各地分子公司积极组织员工篮球队、足球队等体育团体，每月利用业余时间开展友谊比赛，丰富生活、强健体魄。

Oriental Yuhong advocates healthy life style, and encourages employees to do sports and physical exercises.

In 2010, Oriental Yuhong arranged employees to conduct all-around physical check up, and more than 400 employees from Beijing Company and Shanghai Company participated in this activity respectively. At ordinary times, the company disseminates health knowledge through means of post mail and video etc.

In May and September 2010, led by Li Weiguo, chairman of the company, Oriental Yuhong organized employees to participate in Beijing Municipality Long Walk activities twice, and more than 200 employees participated in these activities.

In July 2010, the once-a-year Oriental Yuhong Employees Sports Meeting was successfully held in Shanghai. More than 800 employees from various local branches of Oriental Yuhong participated in these sports games, of which more than 400 were athletes.

Branches and subsidiaries at various localities actively organize sports teams, such as employee basketball team, and soccer team etc., and carry on friendship competition at spare time each month to enrich life and strengthen employee's physical health.



Core Values  
核心价值观  
Scientific and Technological Innovation  
科技创新  
Production Safety  
安全生产  
Environmental Protection  
环境保护  
Staff Welfare  
员工福利  
Social Welfare  
社会公益

## 员工爱心互助 / Mutual Help between Staff

2010年春节期间，东方雨虹北京技术中心员工孙丹类风湿性关节炎病情恶化，独自一人住进了医院。为控制病情，需要注射一种昂贵的生物制剂，每周的医疗费将近3000元。刚还完大学助学贷款，家境艰难的孙丹举步维艰。获知情况的技术中心段文锋主任第一时间前去医院探望孙丹。随后，北京技术中心发出倡议，号召同事们帮孙丹度过难关。仅三天时间，就收到来自北京公司、材料厂、技术中心及外界的捐款共计25000元整。3月5日，完成了阶段治疗的孙丹病情得到了控制，顺利出院。

During the Chinese Spring Festival in 2010, Sun Dan, an employee of Oriental Yuhong Beijing Technology Center, hospitalized because of deterioration of her illness of rheumatoid arthritis. In order to control her state of illness, she needed to be injected with a kind of expensive biological agent, and her weekly medical expense reached nearly RMB 3000. But she had just paid off her college education loans, with hardshi family conditions, found herself besieged by all difficulties. Sun Dan's manager, the director of the technology center, upon being informed of her situation, went to the hospital to visit Sun Dan at the first time. Afterwards, Beijing Technology Center issued a notice calling for all colleagues to help Sun Dan to overcome her difficulties. Within just a short period of three days, the technology center received donations from Beijing branch, the materials factory, the technology center, and the public, totaling RMB 25,000. On March 5th, Sun Dan completed her phased treatment and left hospital with her sickness under control.

## 丰富文化生活 Enriching Cultural Life

东方雨虹一直提倡“和谐、平等、真诚、率直”的人际关系和工作氛围，通过组织丰富多彩的员工文化活动，加速企业与员工的融合，建立起企业与员工的沟通纽带。

公司开设了图书室、电影广角等文化设施，并组织英语角等活动丰富员工业余文化生活。

2010年2月，公司成功组织了大型的新春晚会和元宵晚会，几百名员工共同欣赏了精彩纷呈的文艺节目。

Oriental Yuhong has always advocated an interpersonal relationship and working atmosphere characterized by “harmony, equality, sincerity, and frankness”, and through organizing colorful cultural activities to accelerate enterprise and employee integration, and built up a communication link between enterprise and employees.

The company also set up cultural facilities, such as library, and movie panorama at the company, and organized English corner activities to enrich the cultural life of the employees in their spare time.

In February 2010, the company successfully organized large-scale Chinese New Year Party and Lantern Festival Party, and several hundreds of employees enjoyed the wonderful cultural programs together.

2010年7月东方雨虹职工卡拉OK大赛成功举行。12月，上海材料厂也组织了内部卡拉OK大赛，得到了全体员工的积极响应。

2010年6月-10月，东方雨虹成功举办了首届“中国虹”书画摄影比赛。比赛面向全体东方雨虹员工及社会各界朋友，自6月初开始公开征集参赛作品，至8月30日截稿，本次比赛共收到来自全国各地的书类作品114幅、摄影作品191幅，共计305幅。东方雨虹员工踊跃参加了本次比赛，参赛作品的水准也得到了各位专业评委的充分肯定。最后优胜作品在多地展出，起到了良好的反响。

2010年，公司组织全体基层工人前往北京欢乐谷两日游。

在以上活动之外，公司还每年为每位员工额外提供480元专项资金，以部门为单位，自由组织旅游、度假等业余文化休闲活动。



In July 2010, Oriental Yuhong Employee Karaoke Contest was successfully held. In December, Shanghai Materials Factory also organized its internal Karaoke contest which received active response from all employees.

From June to October 2010, Oriental Yuhong successfully held the first "China Rainbow" painting, calligraphy and photography competition. The competition was open to all employees of Oriental Yuhong and friends from all walks of life, and works collection started from the beginning of June and end on August 30th. In this competition, a total of 114 pieces of paintings and calligraphies, and 191 photographic works, totaling 305 pieces, were collected from all around the country. Employees of Oriental Yuhong had actively participated in this competition, and the standards of their participative works also gained full confirmation from the various professional members of the panel of judges. Works that won the final competition were exhibited in many places and received favorable feedback.

In 2010, the company organized all workers of the factory to enjoy a two-day tour in Beijing Happy Valley Park.

In addition to the above activities, the company also provides additional RMB 480 each year for each employee as special funds. As department unit, travelling activity, holiday activity and other activities were organized freely according to the requirements of the employees.



## Social Public Welfare

# 社会公益

为灾区和西部地区捐款、资助高等教育、为弱势群体提供免费防水维修、组织丰富的志愿者活动等。企业不断积极投入到慈善公益事业之中。

Oriental Yuhong takes a positive part in the charity events, such as donating money to disaster and western areas, subsidizing high education, providing free waterproof maintenances for the disadvantaged groups and organizing the numerous volunteer activities, etc.

## 慈善捐助 Charity Donation

### 支援灾区人民 / Supporting People in Disaster Areas

2010年5月，青海玉树地震不幸发生之后，社会各界纷纷伸出援助之手，向受灾地区捐款捐物，表达自己的一份心意。东方雨虹公司也不例外，在地震之后，迅速在企业内部开展募捐活动，短短的几天时间，该活动募得爱心款244825.8元。5月21日，东方雨虹将这笔善款捐给中国青少年发展基金会，用于资助青海玉树地震灾区因灾失学的大学生。根据基金会的帮助建议，东方雨虹将与61名贫困大学生结成一对一的资助对子，为每名大学生提供4000元的资助，帮助他们解决生活困难。

2010年10月28日，四川广元市苍溪县黄猫乡东方雨虹希望小学正式挂牌。该小学在汶川地震中遭到严重破坏，东方雨虹援建后，如今的学校已焕然一新，能够容纳800名学生，目前有学生500多名，教职工达40多名。随着办学条件的极大改善，该校教学质量也跃居苍溪县前列。

In May 2010, after the disastrous earthquake stroke Yushu city of Qinghai province, people from the whole country lent helping hands to make generous donations to the stricken area. Oriental Yuhong also organized donation activities in the enterprise, and the activity had received loving donations totaling RMB 244,825.8 yuan within just a few days. On May 21st, Oriental Yuhong presented this cash donation to China Youth Development Foundation (CYDF) to subsidize college students from poor families in the earthquake stricken area of Yushu city of Qinghai province. Based on donation suggestions from CYDF, Oriental Yuhong organized subsidy pairs with 61 poor college students, and provided each student with a subsidy of RMB 4000, helping them overcome their difficulties.

On October 28th 2010, Oriental Yuhong Hope Primary School of Huang-mao Township, Cangxi County, Guangyuan City of Sichuan Province officially established. The original primary school suffered serious destruction during the Wenchuan Earthquake. After aid construction by Oriental Yuhong, the school now looks brand new, able to accommodate 800 pupils. At present, the school has more than 500 students, over 40 teaching staff. With substantial improvements on school operation conditions, the teaching quality of this primary school has also become one of the best primary schools in Cangxi.



## 支持西部建设 / Supporting Construction of Western Areas in China

2010年11月4日，东方雨虹向“北京和田发展基金”捐款28万元。“北京和田发展基金”由北京市对口支援和经济合作工作领导小组新疆和田指挥部在北京青少年发展基金会设立，旨在广泛调动社会各界力量，吸引更多社会资金、资源，共同促进和田地区经济社会全面发展，并造福当地各族群众。东方雨虹此举有力支援了西部地区的经济建设。



On November 4th 2010, Oriental Yuhong donated RMB 280,000 to "Beijing-Hetian Development Fund". "Beijing Hetian Development Fund" was set up by Xinjiang Hetian Headquarters of Beijing Counterpart Support and Economic Cooperation Steering Group in Beijing Youth Development Foundation (BYDF), aiming at mobilizing extensively social forces from all walks of life, attracting more public funds and resources, jointly promoting the all-around economic and social development of Hetian region, and benefiting the local masses of all nationalities. This initiative of Oriental Yuhong vigorously supported the economic construction of the western areas in China.

## 资助高等教育 / Subsidizing Higher Education

2010年4月，东方雨虹向北京化工大学捐款4万元，用于设立助学奖学金。

## 其他主要捐款 / Other Main Donations

2010年3月，东方雨虹向北京市顺义区杨镇的村民捐赠8万元福利费。

In March 2010, Oriental Yuhong donated welfare funds RMB 80,000 to Yangzhen villagers of Shunyi District, Beijing.

2010年7月，东方雨虹向上海市金山区红十字会基金会捐款5万元，向中国红十字基金会捐款3万元。

In July 2010, Oriental Yuhong donated RMB 50,000 to the Red Cross Foundation of Jinshan District, Shanghai, and RMB 30,000 to China Red Cross Foundation.

核心价值观  
Core Values  
科技创新  
Technological Innovation  
安全生产  
Production Safety  
环境保护  
Environmental Protection  
员工关怀  
Staff Care  
社会公益  
Social Public Welfare

## 社会公益 Social Public Welfare

### “服务百姓 拒绝渗漏”主题公益活动

#### “Serve the Masses, Reject Leakage” Public Benefit Activity

“服务百姓 拒绝渗漏”主题公益活动是东方雨虹自2009年开始大力推行的大型公益活动。

在中国，房屋渗漏已成为困扰百姓生活的常见问题，与此相反的是，大多数普通消费者对于如何鉴别防水材料的真伪、如何鉴定防水工程的质量、房屋出现渗漏后应该如何处理等问题缺乏认识，而导致屡修屡漏、财产受损，甚至纠纷不断、邻里反目……

针对这种现状，2009年开始，北京东方雨虹与北京电视台合作，开始在各大社区开展“服务百姓 拒绝渗漏”系列活动，以社区居民为对象，通过播出系列防水专题节目、线下专题讲座、参观防水博物馆、发放科普读物、开通免费咨询热线、提供专业渗漏治理方案和服务等各种方式普及防水知识，提高老百姓对防水问题的专业认知，倡导安全环保理念，远离渗漏困扰，该活动受到广泛好评。

2010年，东方雨虹和BTV生活频道再次组成公益活动战略联盟，于“315”期间启动了全年“服务百姓 拒绝渗漏”系列活动，全年活动在09年的基础上进一步扩大了科普宣传范围，增加了为特殊群体免费维修的内容——特殊人群包括低保户家庭；空巢孤寡老人家庭；市级以上（含市级）劳动模范；对社会、对国家有特殊贡献的离退休（伍）人员等。

2010年，东方雨虹“服务百姓 拒绝渗漏”主题公益活动在北京40多个社区开展了近百场次的房屋渗漏、防水问题咨询，接听电话1500多次的渗漏诊断及防水问题咨询电话，现场发放防水科普资料24000多册，为80个特殊群体的家庭提供了免费的渗漏维修，仅维修费用即投入近70万元。



“Serve the Masses, Reject Leakage” is a large-scale public benefit activity which has been vigorously promoted by Oriental Yuhong since 2009.

In China, housing leakage has become a common problem bothering the people's life. However, the majority of consumers

lack of knowledge on how to judge the authenticity of waterproof materials, how to appraise the quality of waterproof engineering, and how to handle with leakage etc., which cause repeated repair and repeated leakage, property loss, disputes, quarrelling between neighbors and so on.

According to the situation, Beijing Oriental Yuhong has cooperated with BTV since 2009 and started to carry on “Serve the Masses, Reject Leakage” series activities in big communities. Community residents are targeted during these activities, and professional leakage solutions, services and kinds of waterproof knowledge are popularized through various forms such as broadcasting series of waterproof special programs, on-line special lectures, materials, opening free consulting hotline to enhance the professional perception of the masses on waterproof problems, advocate safety habitation and environmental protection concepts, and urge people to keep away from the disturbance of leakage. These activities are widely praised by the public.

In 2010, Oriental Yuhong and BTV Life Channel formed public benefit activity strategic alliance, and started all-year-through “Serve the Masses, Reject Leakage” series activities during the period of “March 15th” — International Day for Protecting Consumers' Rights and Interests. On the basis of 2009, the science popularized scope of the whole year's activities were further expanded and the contents of free maintenance for special groups were increased — special groups include low-income families; the elderly in “empty nest” families; above city level (including city) labor models; and retired and resigned personnel with special contributions to the society and the country, and so on.

In 2010, the “Serve the Masses, Reject Leakage” public benefit activity of Oriental Yuhong has been carried out nearly one hundred times of housing leakage and waterproof consulting in more than 40 residential communities in Beijing, answered 1500 man-times telephone calls on leakage diagnosis and waterproof problems consulting, distributed more than 24000 copies of waterproof science popularization materials, provided free leakage maintenances for 80 families of special groups, and the input of maintenance expense reached nearly RMB 700,000.

## 建立无偿献血机制 / Establishing Blood Donation Mechanism

2010年11月，全国多个地区的媒体纷纷报道了各地血库血源紧缺的问题。东方雨虹素有积极组织员工无偿献血的传统，考虑到每年冬天各地血源都会相对紧张，东方雨虹因此建立了“无偿献血周”制度，确定每年11月的第一周为东方雨虹的“无偿献血周”，组织总公司和各地分支机构的员工积极进行无偿献血。

据第一个“无偿献血周”活动结束后的统计，11月6日开始的该活动中，东方雨虹各地员工共有207人参加了本次献血活动。

In November 2010, the medium in many regions across the country had reported the problem of shortage of blood resources in blood banks in various regions. Oriental Yuhong has the tradition of organizing employees for blood donations. Considering that the blood resources in various localities are always in shortage in winter each year, therefore, Oriental Yuhong established a "blood donation week" system, determining that the first week of November each year as the "blood donation week" of Oriental Yuhong. And the company will organize employees of the headquarters, branches and subsidiary companies participate in blood donation activity.

According to the statistics from the first "blood donation week" to 6th November 2010, 207 employees from various localities of Oriental Yuhong had participated in the blood donation activity.

## 丰富多彩的公益志愿者活动 / Various Public Welfare Volunteer Activities

2010年，东方雨虹组织了多次公益志愿者活动。

4月3日，东方雨虹的33名环保志愿者参加了北京市顺义区杨镇政府举办的第四届植树节活动。本次活动的主题是“传递绿色低碳杨镇”，东方雨虹响应国家节能减排的号召，将绿色环保的概念从产品生产渗透到到员工的日常生活当中，形成真正“绿色”的企业文化。

In 2010, Oriental Yuhong organized many public welfare volunteer activities.

On April 3rd, 33 environmental protection volunteers of Oriental Yuhong participated in the 4th Arbor Day which was organized by Yangzhen Township Government. The activity was entitled "Transmitting Green, Low Carbon in Yangzhen Township". In order to respond to the national call for energy conservation and emission reduction, the concept of green and environmental protection is infiltrated by Oriental Yuhong from production to the daily life of the employees which forms genuine "Green" enterprise culture.



## GRI索引(G3.1版)

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	1.2 主要影响、风险及机遇的描述 1.2 Description of main influences, risks and opportunities	F
2. 机构简介 BRIEF INTRODUCTION	2.1 机构名称 2.1 Name of organization	F
	2.2 主要品牌、产品及(或)服务 2.2 Main brand, product and (or) services	F
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	2.9 汇报期内机构规模、架构或所有权方面的重大改变 2.9 Important changes of scale of organization, structure or ownership within the reporting period	F
	2.10 汇报期内所获得的奖项 2.10 Awards obtained within the reporting period	F
3. 报告规范 REPORT SPECIFICATION	3.1 信息汇报期(如财政年度/西历年) 3.1 Information reporting period (for instance, fiscal year/western calendar)	F
	3.2 上一份报告的日期(如果有的话) 3.2 Date of the previous report (if any)	
	3.3 汇报周期(如每年、每两年一次) 3.3 Reporting cycle (for instance, each year, biennial)	F
	3.4 查询报告或报告内容的联络点 3.4 Report inquiry or liaison point for content of report	F
	3.5 界定报告内容的过程 3.5 Process defining content of report	F
	3.6 报告的界限(如国家、部门、附属机构、租用设施、合营机构、供应商) 3.6 Boundary of report (for instance, country, department, affiliated units, leasing facilities, joint venture establishment, and supplier)	F

	GRI 指标内容 GRI CONTENT INDEX	披露情况 INFORMATION DISCLOSURE	
3. 报告规范 REPORT SPECIFICATION	3.7 指出有关报告范围及界限的限制 3.7 Point out restrictions of the scope of boundary of the relevant report	F	
	3.8 根据什么基础, 汇报合营机构, 附属机构, 租用设施, 国外采购业务及其它可能严重影响不同汇报期及 (或) 不同机构间可比性的实体 3.8 What are the bases to report joint venture unit, auxiliary unit, leased facilities, overseas purchasing business, and other entities that may seriously affect the comparability of different reporting period and (or) between different units.	F	
	3.9 数据量度技巧及计算基准, 包括用以编制指标及其它信息各种估计所依据的假设及技巧 3.9 Data measurement skills and calculation benchmark, including the various kinds of evaluation-based assumptions and skills for compilation of indexes and other information	F	
	3.10 解释重整旧报告所载信息的结果及原因 (例如合并/收购, 基准年份/年期有变, 业务性质, 计算方法) 3.10 Explain the results and reasons for re-arrangement of information loaded in the old reports (for instance, merger/acquisition, change of benchmark year/year period, nature of business, method of calculation).	F	
	3.11 报告的范围, 界限及所有计算方法与以往报告的重大分别 3.11 Major and important differences between scope, boundary and all method of calculation of the report with that of previous report	F	
	3.12 表列各类标准披露在报告中的位置 3.12 Tabulate the position of the various kinds of standards disclosed in the report.	F	
	3.13 在可持续发展报告附带的认证报告中列出机构为报告外寻求外部认证的政策及现行措施。如没有列出, 请解释任何外部认证的范围及根据, 并解释汇报机构与验证者之间的关系 3.13 Enumerate the policies and existing measures that the unit sought external authentication for purposes other than report in the authentication report affiliated to the sustainable development report. If not listed, please explain the scope and basis of any external authentication, and also explain the relationship between unit and the authenticator.	F	
	4. 管治, 承诺及参与度 GOVERNANCE, COMMITMENT AND PARTICIPATION	4.1 机构的管治架构 4.1 Governance structure of organization	F
		4.2 指出最高管治机关的主席有否兼任其他行政职位 4.2 Point out whether the chairman of the highest governing unit assumes other part-time administrative position	N/A
		4.3 如机构属单一董事会架构, 请指出最高管治机关中独立及 (或) 非执行成员的人数 4.3 If the organization pertains to the structure of singular Board of Directors, please point out the number of independent and (or) non-executive member in the highest governing unit	F
		4.4 股东及雇员最高管治机关提出建议或经营方向的机制 4.4 Mechanism for proposal or management orientation of the highest governing unit of shareholders and employees	F
		4.5 对最高管治机关成员, 高层经理及行政人员的赔偿 (包括离职安排), 与机构绩效 (包括社会及环境绩效) 之间的关系 4.5 Relationship between compensation to members of the highest governing unit, high-level management and executive personnel (including leave of post arrangement) and organizational performance (including social and environmental performance)	NR



	GRI 指标内容 GRI CONTENT INDEX	披露情况 INFORMATION DISCLOSURE
经济 ECONOMY	<p><b>EC1 创造和分配的直接经济价值，包括总收入、利润、营运成本、员工薪酬、捐助和其它社会投资、留存收益、向政府和资本提供者支付的资金</b></p> <p>EC1 Direct economic values created and distributed, including gross income, profits, operating cost, payroll, donations and other social investment, earning retained, as well as funds paid to government and capital suppliers.</p>	F
	<p><b>EC2 机构因气候变化而采取的行动所带来的财务成本及其它风险和机会</b></p> <p>EC2 Financial cost brought about by actions adopted by the unit due to climate change, and other risks and opportunities.</p>	F
	<p><b>EC3 机构固定福利计划的覆盖范围</b></p> <p>EC3 Scope of coverage of fixed welfare plan of the unit.</p>	F
	<p><b>EC4 政府给予机构的重大财务支持</b></p> <p>EC4 Important financial support granted by the government to the unit.</p>	N/A
	<p><b>EC5 在主要经营场所，按性别划分的工资的标准起薪点与当地最低工资标准的比率范围</b></p> <p>EC5 The range of ratio of standard starting salary point with local minimum wage standard divided according to sex in main site of business operation.</p>	F
	<p><b>EC6 在主要经营场所对从当地供应商采购的政策、制度和比例</b></p> <p>EC6 Policies, systems and percentage of purchase from local supplies in main site of business operation.</p>	F
	<p><b>EC7 在主要经营场所雇用当地员工的程序和聘用当地高级管理人员的比例</b></p> <p>EC7 Procedure of recruitment of local employees and percentage of recruitment of local high-level managerial personnel in main site of business operation.</p>	N/A
	<p><b>EC8 通过商业活动、提供实物或免费专业服务而开展的主要面向大众福利的基础设施投资与服务及其影响</b></p> <p>4EC8 Infrastructure investment and services carried on mainly oriented towards common benefits through business activities, provision in kinds, or free professional services, and their influences.</p>	F
	<p><b>EC9 对其间接重大经济影响的理解与说明，包括该影响的程度和范围</b></p> <p>EC9 Understanding and explanation of its indirect and major economic influence, including extent and scope of the said influence.</p>	F
环境 ENVIRONMENT	<p><b>EN1 按重量或体积细分的原料总用量</b></p> <p>EN1 Total quantity of use of raw materials according to weight or volume segmentation.</p>	F
	<p><b>EN2 所用原料中可循环再生材料的百分比</b></p> <p>EN2 Percentage of recyclable and renewable materials in the raw materials used.</p>	F
	<p><b>EN3 使用一次能源资源的直接能源消耗</b></p> <p>EN3 Direct energy consumption that uses primary energy resources.</p>	F
	<p><b>EN4 使用一次资源的非直接能源消耗</b></p> <p>EN4 Non-direct energy consumption that uses primary sources.</p>	F
	<p><b>EN5 通过采取节能措施和提高利用效率而节省的能源</b></p> <p>EN5 Energy saved through adoption of energy saving measures and enhancement of utilization efficiency.</p>	F

	GRI指标内容 GRI CONTENT INDEX	披露情况 INFORMATION DISCLOSURE
环境 ENVIRONMENT	<p>EN6 为运用节能或可再生能源的产品和服务所进行的倡议活动，以及由于这些活动带来的能源需求减少量</p> <p>EN6 Initiation activities conducted for application of energy saving or renewable energy products and services, and the reduced quantity of energy demand brought about by these activities.</p>	F
	<p>EN7 减少间接能源耗用的措施，以及措施所取得的成效</p> <p>EN7 Measures to lessen indirect energy consumption, and effects obtained by these measures.</p>	F
	<p>EN8 按源头划分的总耗水量</p> <p>EN8 Total water consumption divided according to source</p>	F
	<p>EN9 因耗用水而严重影响到水源</p> <p>EN9 Water resources seriously affected because of water consumption.</p>	N/A
	<p>EN10 可循环再利用水所占的百分比和总量</p> <p>EN10 Percentage and total quantity of recyclable and reusable water</p>	F
	<p>EN11 机构在环境保护区或保护区毗邻地区及保护区之外生物多样性丰富的区域拥有、租赁或管理的土地地理位置和面积</p> <p>EN11 Geographical location and area of land owned, leased or managed by the unit in protected area, or adjacent area of the protected area, and outside of the protected area.</p>	N/A
	<p>EN12 描述机构活动、产品和服务对保护区内及保护区之外生物多样性价值高的地区的生物多样性的影响</p> <p>EN12 Describe the important impact of activities, products and services of the unit on biodiversity of regions with high biodiversity values within and without the protected area.</p>	N/A
	<p>EN13 受保护或已恢复的栖息地</p> <p>EN13 Protected or already recovered habitats.</p>	N/A
	<p>EN14 管理影响生物多样性的战略，当前采取的行动和未来计划</p> <p>EN14 Strategy for management that affects biodiversity, currently adopted and future plan.</p>	F
	<p>EN15 按照生物濒临绝种的风险，依次列出处于受机构经营活动影响的、被列入国际自然及自然资源保护联盟濒危物种红色名录 (IUCN Red List) 和国家保护名录的物种数量</p> <p>EN15 Enumerate in turn the number of species listed in the International Union for Conservation of Nature's Natural Resources (IUCN) Red List and list of national protection under influence of operation activities of the unit according to risks of endangered species.</p>	N/A
	<p>EN16 直接和间接温室气体排放量按重量计算</p> <p>EN16 Direct or indirect greenhouse gases emission calculated according to weight.</p>	F
	<p>EN17 按重量计算的其它相关间接温室气体排放</p> <p>EN17 Indirect discharge of other relevant greenhouse gases calculated according to weight.</p>	F
	<p>EN18 减少温室气体排放的措施及成效</p> <p>EN18 Measures to lessen greenhouse gases emission, and effects.</p>	F



	GRI指标内容 GRI CONTENT INDEX	披露情况 INFORMATION DISCLOSURE
	<p>LA1 按雇用类型、雇用合同、地区及按性别划分的员工总数</p> <p>LA1 Total number of employees divided according to type of employment, contract of employment, region, and sex.</p>	F
	<p>LA2 按年龄组别、性别及地区划分的新员工及员工流失总量和比例</p> <p>LA2 New employees and total employees divided according to age groups, sex, and region.</p>	F
	<p>LA3 按主要业务划分，提供给全职员工的而临时或兼职员工享受不到的福利</p> <p>LA3 Benefits provided to full-time employees only and temporary or part-time employees are not entitled to as divided according to main operation.</p>	F
	<p>LA4 受集体谈判协议保障的员工比例</p> <p>LA4 Proportion of employees safeguarded by collective negotiation agreement.</p>	NR
	<p>LA5 向员工通报重大业务变化的最短通知期，包括指出该通知期是否在集体协议中订明</p> <p>LA5 The shortest notice period that notifies employees of major and important changes of operation, including pointing out whether the said period of notice is stipulated in the collective agreement.</p>	F
	<p>LA6 在协助监管和咨询职业健康与安全计划的正式的管理劳资健康与安全委员会中，劳工代表的比例</p> <p>LA6 The proportion of labor representatives in committees officially managing labor and capital health and safety that assist in supervision and consulting occupational health and safety.</p>	NR
<p>社会劳工措施和合理工作 Social Labor Measures and Reasonable Work</p>	<p>LA7 按照地区、性别划分的工伤率、职业病率、误工率（损失工作日比例）、缺勤率，以及工伤事故和职业疾病死亡人数</p> <p>LA7 Rate of work-related injury, rate of occupational disease, lost time injury rate (proportion of loss of working date), as well as number of fatal casualties from work-related accidents and occupational diseases divided according to region and sex.</p>	P
	<p>LA8 为帮助员工及家人或社区成员而推行的，关于严重疾病的教育、培训、咨询辅导、预防和风险控制的项目</p> <p>LA8 Projects concerning education, training, counseling and guidance, prevention and risk control of serious diseases promoted for help of employees, their family members or community members.</p>	F
	<p>LA9 与工会达成的正式协议中涵盖的健康与安全议题</p> <p>LA9 Topics for discussion on health and safety covered in official agreement entered into with trade union.</p>	F
	<p>LA10 根据性别、员工类别划分，每位员工每年接受培训的平均时数</p> <p>LA10 The average number of hours of training accounted by each employee every year as divided based on sex, and type of employees.</p>	F
	<p>LA11 支持员工提高继续受聘能力，以及帮助员工处理退休事宜的技能管理和终生学习计划</p> <p>LA11 Skill management and lifetime learning plan that supports employees to improve their continual recruitment ability and help employees handle effectively matters of retirement from office.</p>	F
	<p>LA12 按性别划分的接受定期绩效和职业发展考评的员工比例</p> <p>LA12 Proportion of employees that accept regular performance and career development examination and appraisal as divided according to sex.</p>	F

GRI 指标内容 GRI CONTENT INDEX	披露情况 INFORMATION DISCLOSURE
<p><b>LA13 按照性别、年龄组别、少数族裔成员及其他多元化指标划分，说明各管理机构的成员和每类员工的组成细分</b> LA13 Explain the composition segmentation of members of the various management units and each type of employees divided according to sex, age groups, members of ethnic minorities, and other diversification indexes.</p>	F
<p><b>LA14 按员工类别、重要运营地划分，男性与女性员工的基本工资比例</b> LA14 Basic wage ratio of male and female employees divided according to type of employees and important place of operation.</p>	NR
<p><b>LA15 按按性别划分的育婴假后员工返岗率</b> LA15 Rate of post return of employees after paternal leave divided according to sex.</p>	F
<p><b>HR1 包含关注人权的条款或已经通过人权审查的重要投资协议与合同的总数及比例</b> HR1 Total number and proportion of clauses containing attention to human rights or important investment agreement and contract that have already passed human right review.</p>	NR
<p><b>HR2 已通过人权审查的重要供应商、承包商和其它商业伙伴的比例，及机构采取的行动</b> HR2 Proportion of important suppliers, contractors and other business partners that have already passed human right review, and actions adopted by the unit.</p>	F
<p><b>HR3 员工在工作所涉人权范围的相关政策及程序方面接受培训的总时间，包括受培训的员工比例</b> HR3 Total time of training of employees accepted on relevant policies and procedures of the scope of human rights involved in operation, including proportion of employees accepting the training.</p>	F
<p><b>HR4 歧视个案的总数，和机构采取的改正行动</b> HR4 Total number of cases of discrimination, and actions of correction adopted by the unit.</p>	F
<p><b>HR5 已发现可能严重侵犯、危害结社自由和集体谈判权的运营活动及重要供应商，以及保障这些权利所采取的行动</b> HR5 Operation activities and important suppliers already discovered that may possibly infringe and endanger seriously the freedom of association and collective bargaining power, and actions adopted for safeguarding these rights.</p>	NR
<p><b>HR6 已发现可能会发生严重危害童工的运营活动及重要供应商，以及有助于消除使用童工的措施</b> HR6 Operation activities and important suppliers already discovered that may occur serious harming of child labor, and measures that are favorable for elimination of the use of child labor.</p>	N/A
<p><b>HR7 已发现可能会导致严重的强迫或强制劳动的运营及重要供应商</b> HR7 Operation and important suppliers already discovered that may possibly result in serious forced or compulsory labor, and measures that are favorable for elimination of all forms of forced or compulsory labor.</p>	N/A
<p><b>HR8 保安人员在作业所涉人权范围的相关政策及程序方面接受培训的比例</b> HR8 Proportion of security personnel accepting training in relevant policies and procedures of the scope of human rights involved in operation.</p>	F

人权  
HUMAN RIGHTS



	GRI 指标内容 GRI CONTENT INDEX	披露情况 INFORMATION DISCLOSURE
产品责任 Product Responsibility	<p>PR1 为改良而评估产品及服务在其生命周期各阶段对安全和健康的影响，以及必须接受这种评估的重要产品和服务类别的比例</p> <p>PR1 Evaluate the impact of product and services on safety and health towards the various periods of its life cycle for amelioration, and the proportion of important products and service types that must accept this kind of evaluation.</p>	N/A
	<p>PR2 按结果划分，在产品和服务的生命周期中，在健康和安全方面违反法规和自愿性守则的事件总数</p> <p>PR2 Total number of times of violation of laws and regulations and voluntary rules of conducts in areas of health and safety within the life cycle of product and services divided according to results.</p>	N/A
	<p>PR3 按照程序要求的商品及服务的信息种类，以及属于此类别所规定的重要产品和服务的比例</p> <p>PR3 Type of information of products and services required according to procedure, and the proportion of important products and services defined by information pertaining to this type.</p>	N/A
	<p>PR4 按结果划分，违反产品及服务信息和标签的法规及自愿性守则的事件总数</p> <p>PR4 Total number of times of violation of laws and regulations and voluntary rules of conducts of products and service information and labeling divided according to result.</p>	N/A
	<p>PR5 有关的措施，包括客户满意度的调查结果</p> <p>PR5 Relevant measures, including survey result of customer satisfaction.</p>	F
	<p>PR6 为符合与市场沟通（包括广告、推销和赞助）相关的法律、标准和自愿性守则而开展的措施</p> <p>PR6 Measures carried on to conform to laws, norms and voluntary rules of conducts related to market communication (including advertisement, sales promotion and sponsorship).</p>	F
	<p>PR7 按结果划分，违反与市场沟通（包括广告、推销及赞助）相关的法规和自愿守则的次数</p> <p>PR7 Number of times of violation of laws and regulations and voluntary rules of conducts related to market communication (including advertisement, sales promotion and sponsorship) divided according to results.</p>	F
	<p>PR8 已被证实的关于侵犯客户隐私权及遗失客户资料的投诉总数</p> <p>PR8 The total number of times of complaints already confirmed concerning infringement of client privacies and loss of client data.</p>	N/A
	<p>PR9 违反涉及产品和服务的提供与使用的相关法律及规定所受到的重罚金额</p> <p>PR9 The amount of severe punishment for violation of relevant laws and regulations involving provision and use of products and services.</p>	F

注：F 披露 P 部分披露 NR 未报告 N/A 不可用  
 Note: F Disclosure P Partial Disclosure NR No Report N/A Not Available

附件 / Annexes

附件1 东方雨虹已取得的各种认证资格

Annex 1 Certifications Obtained by Oriental Yuhong

认证名称 Certification Name	认证机构 Certification Authority	有效期至 Date of Expiry
质量管理体系 (ISO9001) Quality Management System (ISO9001)	中国建筑材料认证中心 China Building Materials Authentication Center	2011年9月 September 2011
环境管理体系 (ISO14001) Environmental Management System (ISO14001)	中国建筑材料认证中心 China Building Materials Authentication Center	2011年9月 September 2011
职业安全健康 (GB/T28001) Occupational Health and Safety (GB/T28001)	中国建筑材料认证中心 China Building Materials Authentication Center	2011年9月 September 2011
环境标志产品认证(十环) China Environmental Labeling Product Certification	中环联合认证中心 China Environment United Authentication Center	2013年6月 June 2013
产品环保认证 Product Environmental Protection Certification	中国建筑材料认证中心 China Building Materials Authentication Center	2013年10月 October 2013
产品质量认证 Product Quality Certification	中国建筑材料认证中心 China Building Materials Authentication Center	2013年10月 October 2013
CRCC产品认证 CRCC Certification	中铁铁路产品认证中心 China Railway Certification Center (CRCC)	2013年4月 April 2013
CE产品认证 CE Certification	劳氏质量认证有限公司 Lloyd's Registration Quality Assurance Co., Ltd.	
FM产品认证 FM Certification	美国安丰认证有限公司 America FM Approvals	
实验室认证 (ISO17025) Laboratory Certification (ISO17025)	中国合格评定认可 China National Accreditation Service for Conformity Assessment (CNAS)	2012年6月 June 2012
计量认证 Metrology	北京质量监督局	2012年1月



附件2 东方雨虹2010年取得的主要社会荣誉或认可  
Annex 2 Honors and Approvals Obtained by Oriental Yuhong in 2010

社会荣誉或认可 Honors and Approvals	认可机构 Authorized Institution	时间 Time
<b>整体形象类 / Overall Image Type</b>		
亚洲品牌500强 The Asia's 500 Most Influential Brands	世界品牌实验室 World Brand Lab	2010年9月 September 2010
董事长李卫国全票当选为中国建筑防水协会首任理事会主席 Li Weiguo, Chairman of Oriental Yuhong, was unanimously elected as the President of the first Council of Directors of China Waterproof Association	中国建筑防水协会 China Waterproof Association (CWA)	2010年12月 December 2010
上市公司信息披露考核优秀 Excellent information disclosure of listed companies upon assessment	深圳证券交易所 Shenzhen Stock Exchange	2011年6月 June 2011
最具影响力涂料品牌 Brand of the Most Influential Coating Materials	慧聪网 HC360.com	2010年5月 May 2010
2010年建材行业靠新出强企业 Strong Enterprise from Innovation in the Building Materials Industry in 2010	北京建材行业联合会 Beijing Building Materials Federation (BBMF)	2011年4月 April 2011
李卫国董事长获北京市顺义区优秀政协委员 Li Weiguo, Chairman of Oriental Yuhong, won the title of excellent member of the Shunyi District People's Political Consultative Conference, Beijing	北京市顺义区政协 Shunyi District People's Political Consultative Conference of Beijing Municipality	2010年12月 December 2010
2010上海城市公众满意企业 2010 Shanghai Public Satisfaction Enterprise	上海城市公众满意度调查活动办公室 Shanghai Public Satisfaction Survey Office	2011年1月
2010第一财经营销盛典世博赢销奖 2010 CBN Marketing Grand Ceremony World Expo Sales Winner Award	CBN第一财经 CBN	2010年12月 December 2010
北京市顺义区优秀党支部 Outstanding Party Branch of Shunyi District of Beijing Municipality	中共北京市顺义区委 Shunyi District Committee of CPC Beijing Municipal Committee of the Communist Party of China	
纳税信誉A级企业 Tax Payment Class A Credit Standing Enterprise	北京市顺义区地税局 Shunyi District Local Tax Bureau of Beijing Municipality	
<b>科研成果类 / Science and Technology Achievements Type</b>		
博士后科研工作站 Post-Doctoral R & D Workstation	人力资源和社会保障部与全国博士后管理委员会 Ministry of Human Resources and Social Security and National Administrative Committee of Post-Doctoral Researchers	2010年11月 November 2010
北京市专利示范单位 Beijing Municipality Patent Demonstration Unit	北京市知识产权局 Beijing Intellectual Property Office	2010年10月 October 2010
"十一五"建筑业科技进步与技术创新先进企业 The "11th Five-Year Plan" Building Industry Scientific and Technological Progress and Technological Innovation Advanced Enterprise	中国建筑业协会 China Construction Industry Association	2010年12月 December 2010
种植屋面用耐根穿刺聚合物改性沥青防水卷材获2010年科研成果二等奖 Root resistance polymer modified bitumen waterproof membrane for planted roof use won the 2nd class scientific and technological achievement award 2010	北京建材行业联合会、北京硅酸盐学会 Beijing Building Materials Federation (BBMF), Beijing Silicate Societ	2011年4月 April 2011

社会荣誉或认可 Social Honors or Approval	认可机构 Approval Unit	时间 Time
耐盐碱性聚合物改性沥青防水卷材2010年科研成果三等奖 Salt-alkaline resistance polymer modified bitumen waterproof membrane won the 3rd class scientific and technological achievement award 2010	北京建材行业联合会、北京硅酸盐学会 Beijing Building Materials Federation (BBMF), Beijing Silicate Society	2010年4月 April 2011
PCC水泥基渗透结晶防水材料2010年科研成果三等奖 PCC cement-based penetrating crystalline waterproof materials won the 3rd class scientific and technological achievement award 2010	北京建材行业联合会、北京硅酸盐学会 Beijing Building Materials Federation (BBMF), Beijing Silicate Society	2011年4月 April 2011
高强聚氨酯获北京市顺义区科学技术奖 High-intensity polyurethane won Beijing Shunyi district science and technology award	北京市顺义区科学技术委员会 Beijing Shunyi District Science and Technology Commission	
高性能自粘聚合物改性沥青防水卷材通过建设行业科技成果评估, 总体技术达到国内领先水平 High-performance self-adhesive polymer modified bitumen waterproof membrane passed the building industry scientific and technological achievement evaluation, and its overall technology has reached the domestic leading standard	住房和城乡建设部科技发展促进中心 Science and Technology Promotion Center under Ministry of Housing and Urban-Rural Development	2011年10月 October 2010
自粘改性沥青防水卷材通过北京市高成长企业自主创新专项验收 Self-adhesive modified bitumen waterproof membrane passed the Beijing municipality high growth enterprise independent innovation special acceptance check	北京市科学技术委员会 Beijing Science and Technology Association	2010年1月 January 2010

#### 工程质量类 / Engineering Quality Type

长城杯 (北京电子技术服务中心) The Great Wall Cup (Beijing Electronic Technology Service Center)	北京市优质工程评审委员会 Beijing Quality Project Review Committee	2010年10月 October 2010
长城杯 (太原万国城MOMA项目) The Great Wall Cup (Taiyuan Wanguocheng MOMA Project)	北京市优质工程评审委员会 Beijing Quality Project Review Committee	2010年10月 October 2010
(注: 以上奖项为东方雨虹与参建总包单位共同取得) (Note: the above awards are jointly obtained by Oriental Yuhong and general contracting units participating in the construction)		

#### 绿色环保类 / Environmental Protection Type

清馨环保企业奖 Qingxin Environmental Protection Enterprise Award	《每日经济新闻》报 "National Business Daily" Newspaper	2010年5月 May 2010
清馨绿色建材奖 Qingxin Green Building Materials Award	《每日经济新闻》报 "National Business Daily" Newspaper	2010年5月 May 2010
北京工厂获顺义区年度节能减排先进单位 Beijing Shunyi District Factory won annual energy saving and emission reduction advanced unit	北京市顺义区节能减排领导小组 Beijing Shunyi District Energy Saving and Emission Reduction Commission	2010年9月 September 2010
2010上海世博会建设工程节能环保新材料 2010 Shanghai World Expo Construction Energy Saving and Environmental Protection New Materials	中国建筑业协会 China Construction Industry Association	2009年11月 November 2009





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

地址: 北京市朝阳区高碑店北路康家园4号楼  
邮编: 100123  
电话: 010-85781800 传真: 010-85785519  
厂址: 北京市顺义区潮平路沙岭段甲2号  
邮编: 101309  
电话: 010-81441089 传真: 010-81441944  
客服: 400-779-1975 网址: [www.yuhong.com.cn](http://www.yuhong.com.cn)

Address: No. 4 Building, Kang Jiayuan District Geo Beidian North  
Road, Chaoyang District of Beijing, China  
Postcode: 100123  
Tel: 010-85781800  
Fax: 010-85785519  
Hotline: 400-779-1975  
<http://www.yuhong.com.cn>



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环保纸张印刷