

7`h[ca`_ W fS^? S`SYW_ W f 3` V BWd`d_ S` UW	' &
9 d\W\ BcaVgUfja`	' (
7` Wdk E Sh[Y 3` V 7_ [eeja` 5 gff[Y	' (
>ai ZUSd`a` 7_ [eeja` e	')
9 d\W\ 5 a` efcjUfja`	' +
KgZa` Y E fS` VSd/	' +
I S\W\baX7` Y[W\W[Y ? WJZS` Sfja`	(' "
9 d\W\ >[XW	(' \$

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5 a_ bS` k 7_ b`akW\BcaX\eeja` S^EfcjUfgdW	(&
5 a_ bS` k 7_ b`akW\4k 7VgUSfja`	(&
Hg^ W\ST`W9 d`gbe	('
8S[d <gef 3` V @a` V[eUd_ [Sfadk 7_ b`ak_ W fBa`fuk	('
Bca\WUfja` A Xi a_ W ie D[YZfe 3` V ;` W\W\efe	('
Hg^ W\ST`W9 d`gbe Bca\WUfja`	((
4Se[U D[YZfe 3` V Bca\WUfja`	()
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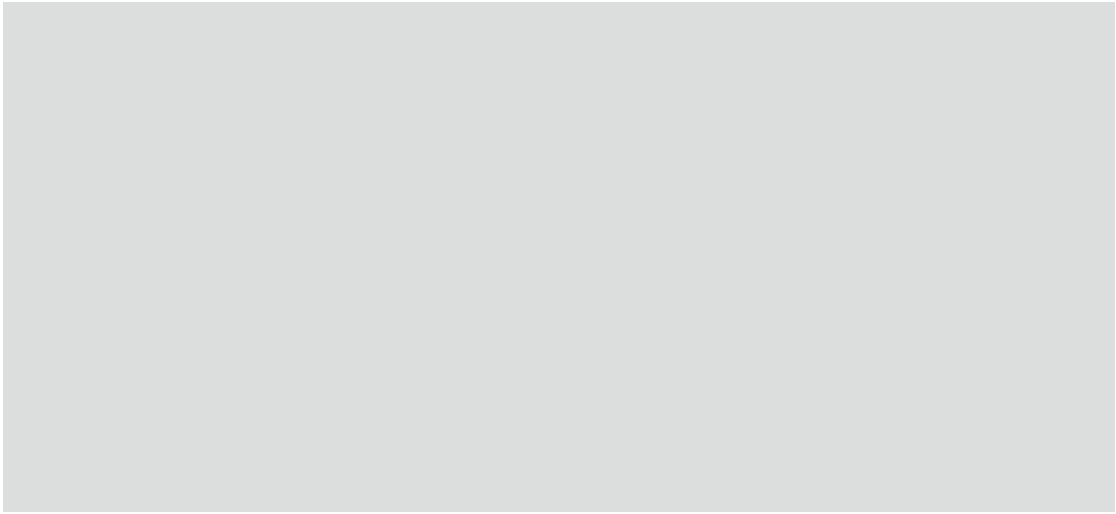
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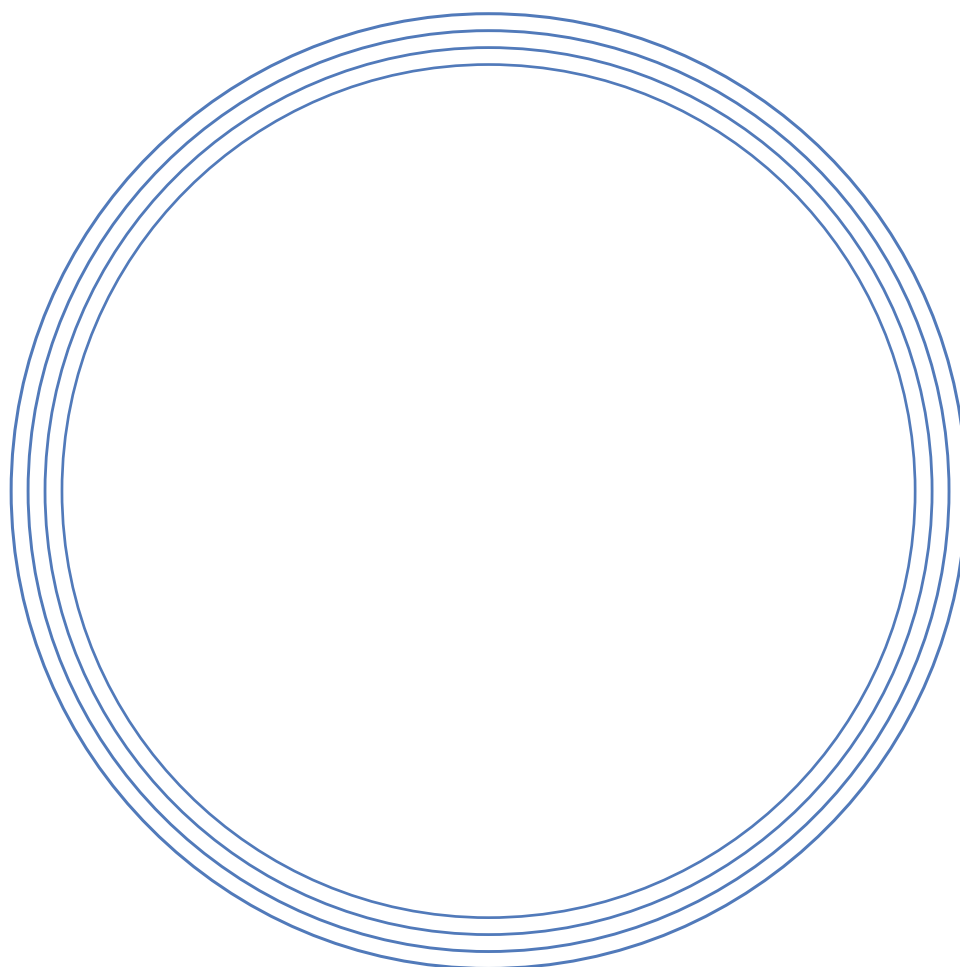
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A dW fS^KgZa` Y [e dWeba` eT`Wxadea`h[Y S`^i SfWbdaaX` Y bcaT`W_ e XadZg_ S` TW[YeZ`3e S bcaWve[fa` S`^bdah[VWd
aXi SfWbdaaX` Y ekefW_ ea`g[fa` et A dW fS^KgZa` Y ZSe egUUVeeXg`k Sbb`fW hSdage aXi SfWbdaaX` Y ekefW_ e fa
Tg[V[Yel Z[YZi Skel gdT`S` daSve S` V TdVYVet` _ Wfdae[gdT`S` dS[† Skel Z[YZZebVWV dS[† Skel S[cbad[et S` V i SfWd
Ua`eWthS` Uk XSu[†f[VeZ`A gferS` V[Y Vy`S_ b`Ve SdW5Z[Sie dVbdVW fSf[hWTg[V[Yel XadVy`S_ b`VZ`FZW9 dVsf: S`^aX
fZWBVab`WS` V \$" " * 4W[Y A k_ b[Ue [U`gV[Y fZW4[dVie @VefS` V fZWI SfWd 5gTW Se i W`Se [_ badS` f` Sf[fa` S`
[XSe[fdjUfgdWUa` efdjUf[fa` bcaWUfe egUZ Se 4W[YZEZS` YZS[Z[YZZebVWV dS[† Skl S` V 4W[Y ? WfcaZ`A dW fS`^
KgZa` Y ZSe VefST`[eZVW `a` YZ`fVd_ S` V efST`WefdsfW[U UaabWdSf[fa` dVsf[fa` i [fZ _ adWfZS` \$" " dVf`WefSfW
VWhWabVde S` V SdYWW fVbd[feVé [U`gV[Y HS`] W : W YVSI 5ag` fck 9 Sd/W S` V Eg` Su[WfUz`A dW fS`^KgZa` Y
ZSe ea`V [fe bcaVgUfe fa adV[Sck XS_ [†Vé fZdagYZ` Wsdk \$!" " " ZageWVWUadSf[fa` Ua_ bS` [Vé S` V Tg[V[Y _ SfWdS`^
_ Sd] Wfel Xad[eFS` UW KW Z[XW YI =gaVSI KgS` I Zagl <[I ZSaZ

#" "

A dW fS^KgZa` Y [e S† Ske _ S] [Y Wxafe fa dVf`f WfZWVdVf_ aXS` Y`aTS`f VW A dW fS^KgZa` Y† _ S] [Y Ua` fdTg[fa`
fa Tg[V[Y S ZSd_ a` [age ZST[†Sf Xad bVab`W S` V Xg`X`† Y fZWUadbadSfWh[e[fa` aX`5 dVf`WfS bVd_ S` W f S` V eSXW
W h[da` _ W f Xad_ S`] [V S` V eaU[Wk`z I [fZ fZW[b`W_ W fSf[fa` aXA dW fS`^KgZa` Yie [fVd Sf[fa` S`^efdsfWk[fZW
bcaVgUfe aXUa_ bS` k SdWVj badVW fa _ adWfZS` #!" " Uag` fdVé S` V dW[fa` e egUZ Se 9 Vd_ S` k† 4dS† [† 3gefds`†S† fZW
G` [fW E fSfVet` 5S` SVSI Dgee[SI <SbS` † E [YSbadW EagfZ =adVf` 5W fcs`^3X[US S` V EagfZ 3X[USZ





SOCIAL RESPONSIBILITY MANAGEMENT

E aU[S^D Wēba` e[T[ffk ? S` SYW_ W f? WUZS` [e_

Fa XgX^eaU[S^dWēba` e[T[ffk [e fZW[` Wd XSuFadaXA dW fS^KgZa` Yz FZdagYZ i Za WekefW_ S` V _ g fZV_ W eja` S^ dWēba` e[T[ffk _ S` SYW_ W f Ua` UWb fi S` V efSd[Y Xba_ dWēWSdUZ S` V VWhWab_ W fi bdaVgUfja` i eS`Wēf Ua` efdgUfja` S` V afZVd SebWUfe! A dW fS^KgZa` Y efdhWē fa bda h[VW_ gUZ TWffWd bdaVgUfe S` V eWdh[UWē Tk _ adVW h[da` _ W fS^ Xd[W Vkt _ adVW Vdyk WXXU[W fi eS`XVd S` V _ adVWXXUf[hW_ VS` et S` V [bS` fe fZWUa` UWbf aXdWēba` e[T[ffk [fa [fe VS[k bdaVgUfja` abWdSfja` z



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;` @ahW_TWd \$" #*! A d[W fS^KgZa` Y USd[W agf `FZW+fZ G` bS[V 4`aaV 6a` Sf[a` I WW] `z: WSVW Tk 4W\` Y
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F ZWxa`ai [Y SdWbSdf aXfZWeaU[S^adYS` [| Sf[a` e bSdf[U]bSfW [Tk A d[W fS^KgZa` Y,

- 5 Z[S @Sf[a` S^4g[V[Y I SfWbdaaX3eeaU[Sf[a`
- 5 Z[S DWS^7efSfW3eeaU[Sf[a`
- 5 Z[S 4g[V[Y ? SfWdS`e 8WVWSf[a`
- 5 Z[S 4g[V[Y ? SfWdS^7` fWbdeW? S` SYW_ W f 3eeaU[Sf[a`
- 5 Z[S 7` fWbdeW5a` XWVWSf[a`
- 3^5 Z[S 8WVWSf[a` aX; Vgefck S` V 5a` _ WdUW
- 5 Z[S 3eeaU[Sf[a` XadBda_ af[a` aXE U[W UW` FWUZ` a`aYk S` V 8[S` UW
- 4 W[Y 5a` eg`f[Y 3eeaU[Sf[a`
- 4 W[Y 4g[V[Y ? SfWdS`e 8WVWSf[a`
- ;` ahSf[a` E Wch[UW3`fS` UWaX4W[Y 7` fWbdeWfWUZ` a`aYk 5 W fWd
- 4 W[Y ;` fWd Sf[a` S^5 aabWdSf[a` 4SeW3`fS` UW

EgTefS` f[hW;eegW;VW f[XUSf[a`

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FZcagYZ`a`YŽfWd_ WXXUf[hWUa_ _g` [USf[a` i [fz efS] VZa`VWbēi i [fz dVWdW UWfa fZWdWWhS` f dVc;g[dV_ W fe aXfZW`EgefS[` ST`W 6VhWab_ W f DWbadf`9g[VW/9 &fi A dW fS`KgZa` Y [VW f[XVē fZWfab[Ue XadV[eUgee[a` Xē_ `g_ Wēage efS] VZa`VWbēi fZVdWk Ua` Xē_ [Y fZWegTefS` f[hW[eegWē aXfZWeaU[S`dWēba` eT [f[k aXfZW`\$" #* 5 a bacSfWE aU[S`dWēba` eT [f[k DWbadf` aXA dW fS` KgZa` Yž

fi :VW f[X/;VW f[X ;eegWē 8cb_ @g_ Wēage EfS] VZa`VWbēi	;eegWē /F ab[Ue 8ad 6 [eUgee[a` fi
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E WŽ_ VW[S b`Sfēad_ [fVdSUF[a` aXA dW fS`KgZa` Y

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;` hWēfad` e [cg[ck S` V Ua_ _g` [USf[a`

5 a_ _g` [fk bSdf[U]bSf[a`

DWWhS` fYahWd_ _W fVWbSdf_ W f egbWch[e[a`

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FZWS^efSxē aXA dW fS^KgZa` Y g` [fWē faYWfZWđS` V YaWē S^agf fa [bđahWfZW[fWđ S^efdW YfZ! W ZS` UWē _ Sđ] Wf[Y
USbST[fki YWfe _ adMTW Wf[Xđa_ MS` _ S` SYW_ W fS` V _ Sđ] WfZ A dW fS^KgZa` Y ZSe fZge SUZ[MhVW agfefS` V[Y dWēg fe
fZSfeSfeX eZSđVZa`VWđē S` V fZWeaU[Wkž

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3UUadV[Y fa fZWdWbadi A dW fS^KgZa` Yie dWwW gWS` V Vđd [Ye Ua` f[gVW fa [UdMSew[\$" #* ž;`
fZ[e kVđđ fZWUa_ bS` k dMS` V W [fe Yđēē dWwW gWaX#&ž' &(< T[fa` kgS` IkVđđŽa` ŽkVđđYđai fZ aX



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/;;fi? S` SYW_ W f? WJZS` [e_

A` fZWTSe[e aXefqUf Ua_ b[S` UWi [fZ fZWadY[S^ekefW_ dWg'Sf[a` et A dW fS^KgZa` Y XgdZWd [bchWé [fe UadbadSfW
YahWt S` UWefqUfgdW Ua_ b[Wé i [fZ fZWeaU[S^WZ [Uel Tge[Wée WZ [Uel Ua` efS` f'k bWdWUfe fZWekefW_ aXTaSdV aX

I WZShWxgX^w fZWTSe[U bQ U]bVé aXA dW fS^KgZa` Yf bdaWUfW fZW[fVdVéfe aX[hVéfacel W egdW f[WkI SUUgdSfWkI YW g[WkI S` V Ua_ bWVWk V[eU^egdWaX[badS` f[eegVé dWSfW i [fZ fZWUa_ bS` k SUUadV[Y fa `Si e S` V dWg`Sf[a` eZ 3` V i WZShWVW egdW fZWagfe[VW] ` ai e fZWx` S` UW abWVsf[a` I S` V _ S` SYW_ W faXA dW fS^KgZa` Y [f[VZ

I WZShWUa` f[gage`k abf[[W fZWekefW_ VaUg_ W fe aXA dW fS^KgZa` Yz 3UuadV[Y fa fZWS fWVsf[a` aXdWVhS` f`Si et fZWekefW_ e dWSfW i [fZ agdefS` VSdV abWVsf[a` e i WdVeadfWf S` V ea_ WsdVUWé i WdW[bdaHVWz` SVV[f[a` I SUUadV[Y fa fZWdWg[dW_ W fe aX`Si e S` V dWg`Sf[a` et fZWVY S_ [Sf[a` S` V SbbdaHS` bdaUWgdVé aXfZW4aSdV aX6[dWVfde S` V fZW eZSdVZa` VVdUa` XWdW UWi WdWUSdVW agfz

;/;fiE aU[S^D WUaY` [f[a`

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;` \$"#(f A dW fS^KgZa` Y i a` UdW[f Xba_ 4S`] aX4WV[Yf 5Z[S 5a` efcgUf[a` 4S`]f : a` Y]a` Y S` V EZS` YZS[4S`] [Y 5adbadSf[a` >[[fWVf 5 [f[TS`]f 4S`] aX5a_ _g` [USf[a` et 3YdUg`fgdS^4S`] aX5Z[Sf 5Z[S ? WdUzS` fe 4S`]f B[Y 3` 4S`]f 5Z[S ? [eZW Y 4S`] [Y 5adba` >fVZ fZW4S`] aX7Sef 3e[Sf 5Z[Sf 4S`] aX@[YTaI : gSj [S 4S`]f 7j badfZ;_ badf 4S`] aX5Z[Sf 5Z[S 5;F;5 4S`]f BaefS^Esh[Ye 4S`]f EZS` YZS[DgdS^5a_ _ WdU[S^4S`]f 5Z[S ;` Vgefd[S^4S`]f 4S`] aX<[S` Yegf 5Z[S 4aZS[4S`]f 4S`] aX@S` V` Yf 4WV[Y DgdS^5a_ _ WdU[S^4S`]f 4S`] aX5S` Yf ZagI : g[eZS` Y 4S`]f 4S`] aX5Z[Sf 4S`] AXC[YVsaI EB6 4S`] ZfZWfafS^UdW[f SVVW gb fa D? 4 ##Z" & T[f[a` ZfZWUa_ bS` k i a` DS`] ' dSf[Y aX5Z[S 5a` efcgUf[a` 4S`] Z A dW fS^KgZa` Y S` V [fe Za`V[Y Ua_ bS` [Vé abWVsfWe[UWVWk S` V SdW` af [SdWVd i [fZ fZW TS`] et [fVdVéfe S` V bQ U]bS`et fZVdVé dWfZVWk ZShWYaaV UdW[fz A dW fS^KgZa` Y i Se [UgVWV [fZW [ef aX` \$" #* 5Z[S 9aaV 5a_ bS` [Vé` faYWZVdi [fZ 3 [TSTSI Eg` [Y S` V : W YVSI WUz

n v \$" #* FZW`FZ[dV <[W_ [S` 3` `gS^5a` XWdW UW ZaefW Tk EZS` YZS[G` [fW ? WV[S 9dagb S` V <[W_ [S` Z`5S[fS` BdVé dWVSeVW fZW [ef aX` \$" #* 5Z[S 9aaV 5a_ bS` [Vé`z

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4k h[dfgWaXWY UW*W f bcaVgUfe S` V eVzh[UWef A d[W fS^KgZa` Y ZSe i a` fZWdWJaY` [[a` aXdMS^WefSfWfdSVWg` [a` e S` V [Vgefck
 SeeaU[Sfja` eZEa_ WZa` ad e i a` Tk A d[W fS^KgZa` Y [\$" #* SdWSe Xa`ai e,

;` Vgefck dWJaY` [[a`	: a` ad
9gS` Va` Y DWS^7efSfW5ZS_ TWdaX5a__ WdWJW @WWSewDS^7efSfW	3` `gS^ 9a`VW EgbbtWd aX5Z[WdWdMS^WefSfW[Vgefck
5Z[S DWS^7efSfW` 8[S` UW6WhWab_ W f 3eeaU[Sfja`	BdWdWdW egbbtWdTdS` V Xad5Z[WdWdMS^WefSfW[Vgefck
5Z[S DWS^7efSfWD WdWsdJZ 3eeaU[Sfja` 5Z[S DWS^7efSfW3eeaU[Sfja` 5Z[S DWS^7efSfW7hS`gSfja` 5W fWd	

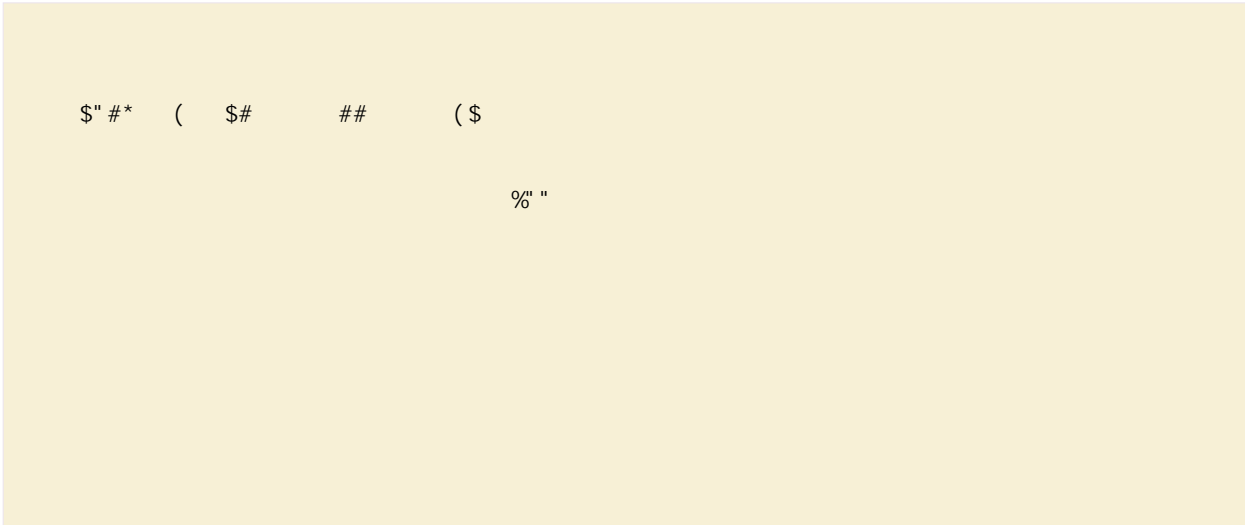


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4k h[dfgWaXbdWhW f[hWcgS f[k Ua` fda^ekefW_ S` V fZ[dvZbSdfk [ebWUf[a` S` V egbWh[e]a` _ aVW A d[W fS^KgZa` Y ZSe
SUZ [WhVW cgS f[k Ua` fda^ahWd fZWi Za`WbdaVgUf[a` bdaUWee S` V YgScS` fVWV fZWbdaVgUf[a` aXbdaVgUfe fZSf eSf[eX
Ugefa_ Wde VV_ S` Vz 8aUge[Y a` fZWfW Wf`6 We[Y` [e fZWBdW_ [eW ? SfWd[S^ [e fZW4Se[e] 5a` efdgUf[a` [e fZW=WkI
? S[fW S` UW[e fZW9gScS` fVWV A d[W fS^KgZa` Y ZSe bda_ afVW fZWUa` efdgUf[a` aXi SfWbdaaX` Y eWh[UWekefW_ S` V



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;` \$" #* A d[W fS^KgZa` Y Ua` f[gWw fa h[W ahWdSe _ Sd]Wf Se S` [_ badfS` f bSd f aX[fWd Sf[a` S^e f dSfWk S` V i a d] Ww

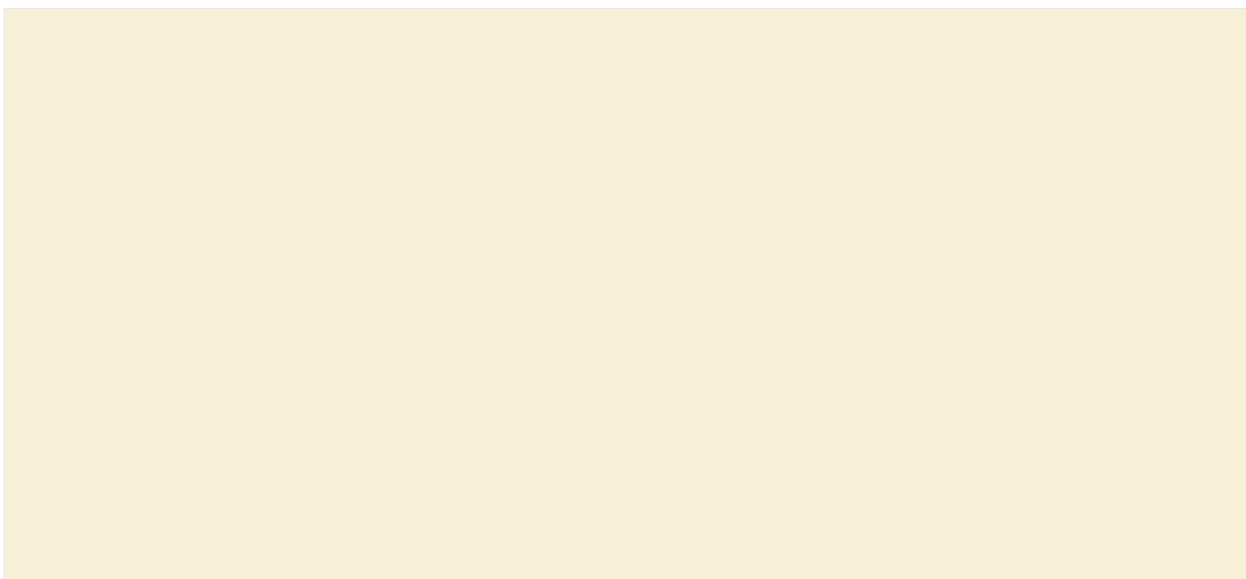
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Example :

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FZW^ai [Y SdWea_ WaXfZW_ S^ad[fWd Sf[a` S^bdaWUfe g` VVdFS] W Tk A dW fS^KgZa` Y [\$" #*

@S_ WaXBdaWUf	BdaVgUfEkefW_	BdaWUf;` XgW UW
3T[VS` E fSV[g_ I ;hacK 5aSeF	EBGŽ%" # EBG3Ž%" #	4[dVie @Vef` efSV[g_ [] ;hacK 5aSeF
6\TAgf[DS[† Sk	>a` YŽX[TWdiba`kbcabk`W W YVafVy f[W fi a UafZ a` WX^	+*` . @ai +*` . [_ badfe S` V Wj badfe aX7fZ[ab[S [e fS` ebadfWV fZdagYZ 6 \TAgf[badfZ FZVdVadW3VV[eSTSTS 6 \TAgf[dS[† Sk US` TWeS[V fa TWfZW\XW[WaX7fZ[ab[Sz
@WbS^Ba] ZScS 3[badf bdaWUf	>a` YŽX[TWdiba`kbcabk`W W YVafVy f[W >a` YŽX[TWdiba`kbcabk`W W YVafVy f[W	@W [Ba] ZScS [e a` WaXfZW^Sd`Vef bdaWUfe Tg[f i [fZ fZWZWb aX 5Z[S [@SbWz
<S] SdfSŽ4S` Vg` Y Z[YZŽ ebVWV dS[† Sk bdaWUf	EBGŽ%" # I SfWŽefab efd[bl eWŽ SVZVehW i SfWbdaaXTaSd/I EBGŽ%" #	<S] SdfSŽ4S` Vg` Y Z[YZŽ ebVWV dS[† Sk i Se fZW\def bdaWUf fZSf5Z[S Z[YZŽ ebVWV dS[† Sk YaVeh Y`aTS^Xba_ fZWSebWUf aXfWUZ` [US^efS` Vsd/I egchWk S` V VVehY` † W Y[VWd[Y Ua` efdjUf[a` † Wcg[b_ W f_ S` gXUfgd[Y† S` SfWd[S^egbb`k† abWdSf[a` S` V_ S` SYW_ W fi fS`W f fS[[Y S` V Ua_ bdWZ W e[hW VVhWab_ W fS`a` Y fZWdS[† Skz;fb`Ske S` [badfS` f VW_ a` efdSf[a` VVWUf XadbgeZ[Y 5Z[VhWdS[† Sk† WdbWU[S`k Z[YZŽ ebVWV dS[† Sk† fa Ya Y`aTS`z
<gTS E gVS` FWSUZ[Y : aeb[fS^	EBGŽ%" # 4BEŽ\$"\$ <E3Ž#" # 3BB B`Sefa_ Wd3BB T[fg_ W da^	7XWUf[hWk [_ bdaHW_ WV[US^eVeh[UWVhW
? S^V[hVeh 3[badf fWd_ [S^	EBGŽ%" # F3Ž#" " EBGŽ%" #† F3Ž#" " f[WY`gW	Fagdfef [Vgefck [e S† Ske fZWb[†Sd[Vgefck aX? S^V[hVeh S` V S[db`S` W[e a` WaX_ S^adfcS^XU_ VS` e Xdfagdfefe fa V\XWVW f ? S^V[hVeh [e`S` Vež3e fZWtg[VVdaxfZ[e bdaWUfi 5Z[S b`SkWV S` [_ badfS` f da`Wfa fZWVhWab_ W f aX? S^V[hVeh fagdfef [Vgefckz



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/;Hfi>WfI SfWbdcaX;` Vgefck A bWdSfWG` VWdFZWEg`

3e bdV[VW f aXfZWTaSdV aX5 Z[S 4g[V[Y I SfWbdcaX3eeau[Sfja` f A dW fS^KgZa` Y Ua` fdTgFW _ gUZ fa fZVWWHwab_ W f aXfZW[Vgefck S` V bda_ aFW fZWefS` VSdV[Sfja` aXfZW[VgefckZ FZUa` UW fdSfja` VWdWVaXVa_ Vef[U Tg[V[Y i SfWbdcaX` Y [Vgefck [e `ai f S` V fZW_ Sd] Wf Ua_ bWf[fa` [e ` a f efS` VSdV[Wz `>SdVW[Vgefck S` V e_ S^W fVbdVeb` SdW ef^fZW[Vgefck VVHwab_ W f XWfgdVez FZVdVSDW_ S` k i SfWbdcaX` Y _ S` gXUfgdVeb [5 Z[Sz 7j UWbf S XW W fVbdVeb i [fZ Z[YZ `VHW` _ aef W fVbdVebXWfgdVeb_ S^eUSW `ai fWUZ` a`aYk `VHW`S` V g` [bdaVW bdaVgUfja` fWUZ` [cgVez FZVdV SDW_ S` k X] WbdaVgUfe S` V `a` ZefS` VSdV bdaVgUfe [fZW_ Sd] Wf S` V fZW[Vgefck ZSe agfefS` V[Y bdaT`W_ e [Ugv[Y agfVSW S` V Wj UWee USbSUfki VleadVWk [VgefckS^Ua_ bWf[fa` f S` V W h[ca` _ W fS^bdaT`W_ eZl [fZ bai WdV^eWZV[eU]b[W eb[ff A dW fS^KgZa` Y Ua_ bSdV [feWXfa fZW_ aef Wj UW W f [fWd Sfja` S^bWVeb S` V fdVeb [fe TWef fa bdaVWf ZVdVZkl `gef S` V X[dUa_ bWf[fa` h[ca` _ W f XdfZWf SfWbdcaX` Y [Vgefck i [fZ SUfgS^SUfja` ez



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; fWd_e aXefSX Yf A dW fS^KgZa` Y Z[dW [fWd Sfja` S^fab UZW_ [US^Vj bWfe Se [fe UZ[MKeU[W f[ef XadUaabWdSfja` S` V bS` [Y aXfZWi Za`WeU[W f[XU S` V fWUZ` a`aY[US^VWhWab_ W f aXfZWUa_ bS` kZ 3e aX\$" #* f A dW fS^KgZa` Y ZSe Xad_ WW S Z[YZ`fWUZ fS`W fe fWS_ UahWd[Y fZW`WWe aXbdaVgUf D` 6f Sbb[USfja` fWUZ` a`aYk S` V bdaUWde Wcglb_ W fZ;f ZSe W_ b`akW` ' SUSVW_ [US` e Xda_ 5Z[WdW3USVW_ k aX7` Y[Wd[Yf) [fWd Sfja` S^S_ age eU[W f[efef \$& VaUfadel \$\$# bWde` e i [fZ _ SefVde VVWdW`A` WVj bWd aXA dW fS^KgZa` Y W `ake fZWE fSfW5 ag` U[^S`ai S` UWS` V \$' afZVde SdW Za` adW `FWUZ` a`aYk >VdVWde`z

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cgS [fkU Ua` efdgUf[a` S` V eVdh[UWdMcg[dV_ W feU A d[W fS^
KgZa` Y ZSe Ua` f[gage`k [VW f[VW UaddVeba` V[Y `Si e
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B5Fw fe, 3e aX6WUz%#t \$" #*† A dW fS^KgZa`Y fafS^k Sbb↑W Xad#t&# bSfW fe /((\$ bSfW fe Xad[hW fja` t &&+ bSfW fe Xad gf[↑fk _ aVW^ * " VVé[Y` bSfW fe fž (" bSfW fe ZShWTWw dW [efVdW /\$#%bSfW fe Xad[hW fja` t %) " bSfW fe Xadgf[↑fk _ aVW^)) VVé[Y` bSfW fe fī S` V &\$# aXfZW_ SdW[fZWSbb↑USfja` bWdjaVž* afZWde SdWSbbk[Y Xad[fWd Sfja` S^bSfW fB5Fž

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SdWfZW_ S[Wj bWd_ W fS^fab[U bcaWUfe fZSf SdWUgdW f k VWhWab[Y S` V ZShWUa_ bWwW [\$" #* [fZWSebWUfe aX_ S[
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: affVd? S` i Se ZWV [EZS` YZS[ž>VbVWde aX9 dWV V S` V 9 dagb S` V LZW da 9 dagb g` hWfWV fi a` W bdaVgUfe aXA dW fS^
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S` V [VgerfdS [Sfa` f [adWUfa [bdaHWW fVbde` f egc S` Sd` ef_ hWffa Sf S` fv ` f d` fR f g f See` f` ` ft

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A d[W fS^KgZa` Y bgf Xad SdV `b'SfXad_ E efSdfgbe` abWdSffa` S` V _ S` SYW_ W f [VWSez A` a` WZS` Vi [f [e VWhafW fa Tg[V[Y Ua_ bS` k b'SfXad_ et [U'gV[Y Z[YZZWUW Uk Tg[V[Y aXbgT[U YgScS` fWVekefW_ [fWdSf[Y TdS` Vi D` 6† bdaVgUf[a` † aY[ef[Uet i SdVZage[Yi _ Sd] Wf : D S` V X` S` UVz A` fZWafZWdZS` Vi [f i ad]e a` SffoSuf[a` S` V Ug f[hSf[a` aX Xa` f[WabWdSffa` Ydagb /efSdfgbe S` V bSdf Wdafi fa W egdWfZW_ fa XfZfTcdShVW S` V ST Wfa XfZfz:f [e` af a` k S dWad_ aX _ S` SYW_ W f_ WZaVi Tgf S'ea S dWad_ aXUa` UVbfe aXfS W fz:f ZWbe SUZ [Ww'a` YZ fWd_ Ua_ T[Sf[a` aX[V[hVgS'e S` V adYS` [Sf[a` † ZWbe fZW_ Ydai faYWZWd g` VWdS] WdVeba` e[T [fWb S` V eZSdWhS'gVezFZ[e [e S` VWUf[hW_ aVWVSbFW fa _ aVWd _ Sd] Wf WUa` a_ k VWhWab_ W fz



Safety responsibility

ESXWk i Z[UZ [e ` WhWd _ [ad _ SffWd [e TSe[U YgSdS` fWw aX
Ua_ bS` k abWdSf[a` ž FZWUa_ bS` k ST[VWè Tk fZWi ad] [Y
bd[U]b`W`eSXWfk S` V bdWhW f[a` Xdef`† USdd[Wè agf eSXWfk
dWèba` e[T[†fk ekefW_ † ea Se fa Sha[V S^eSXWfk _ [eSVhW fgdWž
A d[W fS^KgZa` Y ZSe eVf fZWeSXWfk _ S` SYW_ W f bd[U]b`WfZSf
fZWi Za`WefSXeZS^bSd[U]bSfW[eSXWfk _ S` SYW_ W fž ;f YaVè
S^agf fa [bçhWeSXWfk _ S` SYW_ W f ekefW_ † WèfST†eZ eSXWfk
ekefW_ e† adS` [WeSXWfk WgUSf[a` S` V fdS[[† Y† [bçhWeSXWfk
Si SdW Wèe S` V Ud[e[e _ S` SYW_ W f e] [†e† S` V W†



;" SUUadVS` UWi [fZ ` Sf[a` S^Si e S` V dWg`Sf[a` et AdlW fS^KgZa` Y ZSe ebWU]XW V[XWdW fbae[f[a` ei Xg` Uf[a` e S` V dVeba` eT[f[Ve aXW h[da` _ W fS^bda`fWUf[a` S` V i ad] eSXWk[[adVdifa bdWfW fW h[da` _ W fS` V i ad] eSXWk _ [eSVhW fgdVZ E fSXXa` V[XWdW fbae[f[a` e eZS^g` VVd[S] W^WWS^dVeba` eT[fk XadS` k VVdWUf[a` aXVgfk adSUU[VW fZ;` e[ef[Y a` fZWbd[Ulb`W 'BdaVgUf[a` ? S` SYW_ W f? gef;` U`gVWESXWk ? S` SYW_ W fi 4ge[Vbe ? S` SYW_ W f? gef;` U`gVWESXWk ? S` SYW_ W fi S` V ;` ŽUZsd`W? S` SYWd_ gef TWDVeba` eT`W`adESXWk ? S` SYW_ W fi AdlW fS^KgZa` Y efdUfk USd[Ve agfi ad] eSXWk dVeba` eT[fk ekefW_ ž 3UadV[Y fa fZWbd[Ulb`W`>XVZ`a` Y DVeba` eT[fk EkefW_ ' [XS` k bVbea` ZSe [^WWS^SUF[a` a` fZW

7SUZ ekefW_ S` V WbSUZ bch[e]a` adUSgeW[e] fa TW_ bW_ W fWV S` V bgf [fa WbWUf [WbWk VbWScf_ W fi i ad]eZabl
Ua` efcgUfja` e[fW S` V baefz 7SUZ kVScf fZWUa_ bS` k eZS^dWh[W fZWeg[fST [f[k S` V WbWUf[hW Wbe aXfZWWhScfage
ekefW_ e S` V abWScfja` S^bchUWgdcWb S` V Sf fZWeS_ Wf_ WS_ W V fZWdWWhS` f [fW_ e aX` a` ZUa` Xad_ [fk] ea Se fa
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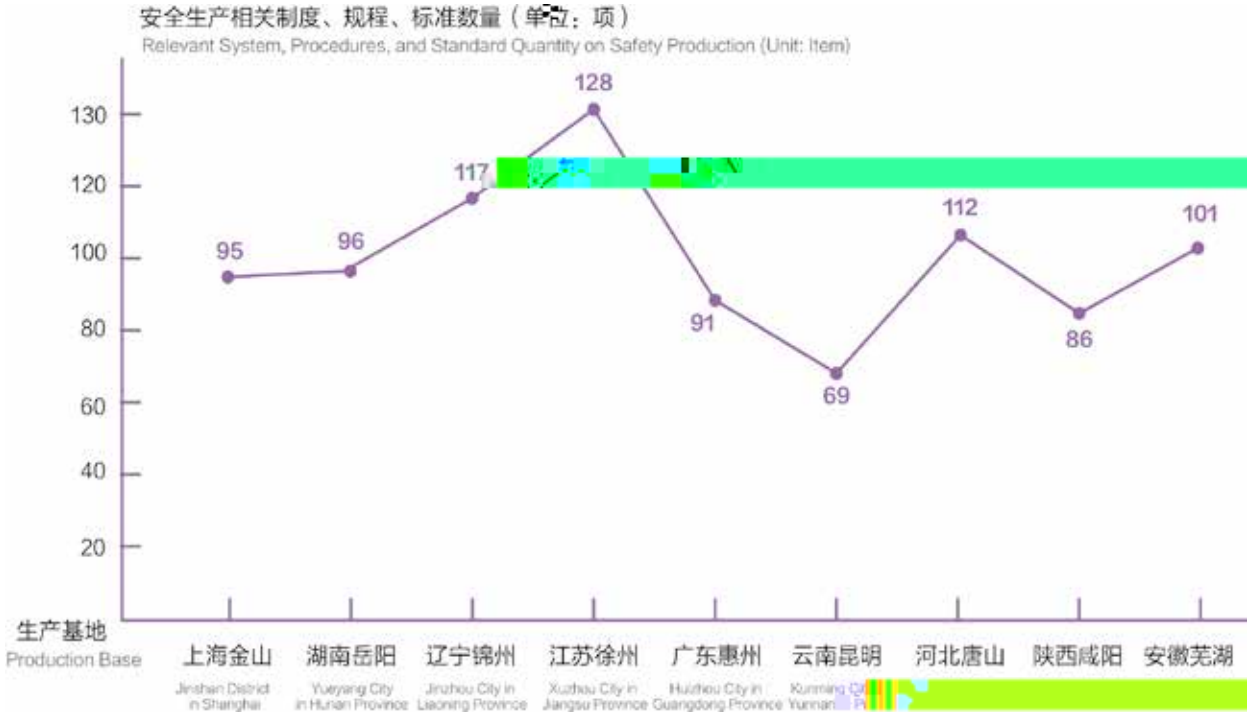
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Fa W egdWfZW Xg X^ W f aXeSXWk _ S` SYW_ W f ekefW_ i fZWUa_ bS` k ZSe eWf gb fZWebWU[XU eSXWk _ S` SYW_ W f
WbWScf_ W f [V[WdW f bchVgUfja` TSeWb S` V ScdS` YW bchWbe[e]a` S^eSXWk _ S` SYW_ W f bWba` eZ

A d[W fS^KgZa` Y WefST [eZWW S Ua` ea [VSfW eSXWk _ S` SYW_ W f fWS_ i i [fZ eSXWk _ S` SYW_ W f V[dWUfadc aXV[XWdW f
bchVgUfja` TSeWb Se fWS_ _ W_ TWb S` V bchVgUfja` ~ abWScfja` V[dWUfadSe fZW WbWVWb FZWfWS_ [e dWba` eT W^adeSXWk
_ S` SYW_ W f aXV[XWdW f bchVgUfja` TSeWb >a` YZfWd_ Uaad [Sfja` _ WUZS` [e_ i Se eWf gbi S` V eSXWk [Xad_ Sfja` S` V
dWbagdWb i WbWZScdWz? W_ TWb i ad] W faYWZWdifa W egdWfZWSUa_ b [eZ_ W f aXeSXWbchVgUfja` aTWUf[hWaXfZWi Za`W
bchVgUfja` ~ abWScfja` ekefW_ z



1 Example 1:

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6 [X]W f bdaVgUfja` ` aY[ef]Ue TSeVe aXA d[W fS^KgZa` Y [[f]SfW i ad] eSXWk SUf[h]fk Xa_ 3bd[^fa @ahV_ TWd"\$ #*žl ad] eSXWk _ a` fZ SUf[h]fk S[e fa Y[hWi ad] eSXWk fS[[Y fa eSXWk aX[U]d S` V W_ b`akVWb a`] Wk baefel `Wf Ugefa_ Wb bSk _ adWSffW fja` fa i ad] eSXWk S` V [bchWfZWd Udje dVeba` eWUSbST[frkz;` adVd]fa W egdWi ad] eSXWk fZWi Za WefSX _ gef [bchWeSXWk S` V W h[da` _ W fS^bda fWUfja` USbST[frk [e[ef a` eSXWk VWhWab_ W fS` V W h[da` _ W fS^bda fWUfja` t VWhUf[h]Wk bdVhW f fZWaUgddW UWaXeSXWk SUU[VW fi S` V Ua` f] gage`k [bchWi ad] eSXWk VWhWz

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i Z[WxUge[Y a` eaU[S^eWUgdffkž FZWxā ai [Ye SdWdWWhS` f_ VSegdVē [bW_ W fW Tk A dW fS^KgZa` Y fa W egdWeaU[S^
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S` V USdd[W agf fZda a Zaa fWUa_ S` k X fb
fVž SYW_ W f fa Taffa_ i ad] efSx VWx [Y U`MSdk fZSf fZW
Ua_ bS` k eZS^ST[VWTK fZWTge[Vēe efS` VSdVe S` V UaVW
aXWZ[Ueł aTVk S^fZW`Si e S` V dWg`Sf[a` eł S` V dVēbWUf
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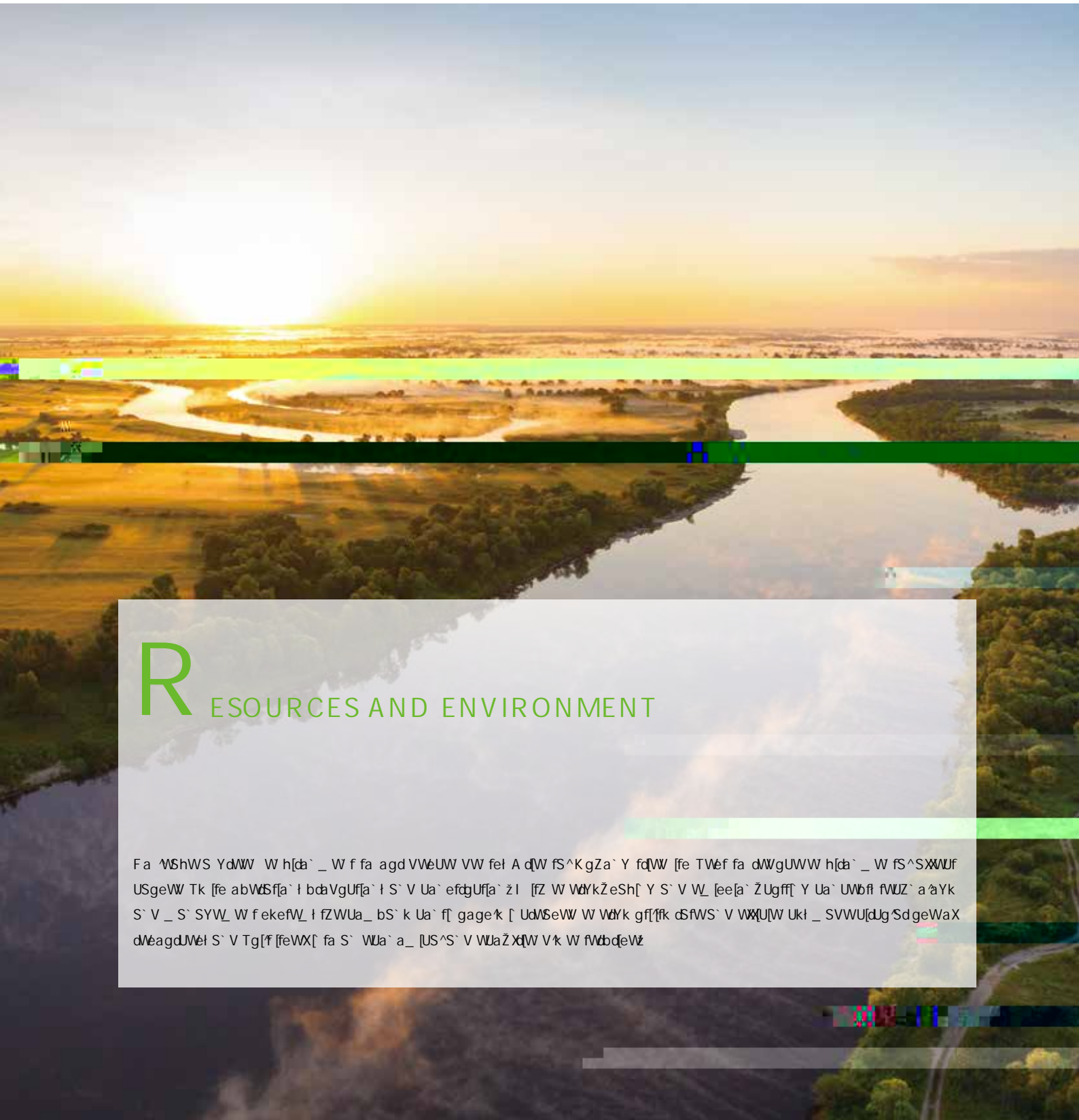
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R ESOURCES AND ENVIRONMENT

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1 Example 1:

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2 Example 2:

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3 Example 3:

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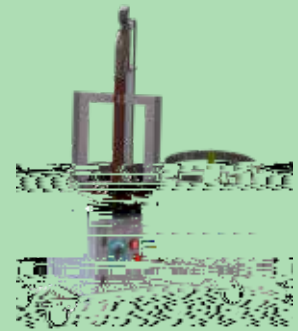
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" Rainbow Whirlwind " non- cured rotary heating device

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X treme Z 45

GRACO X treme Z 45 electric waterproofing sprayer

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S` V [ře eVdh[UW fXV[e ā` Yž;f Sbb fWē fa i SfWbdāaXUaSf egUZ Se ba`kgdS
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Shot blasting machine

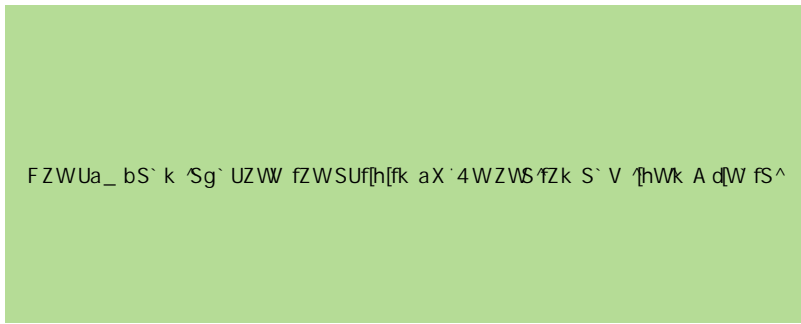
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_ S` SYW_ W fi eSh[Y fZWW Wdk S` V [UdMSe[Y fZWcgS`fk S` V WU[W Uk aXfZWUa_ bS` k ZSe TWW fZWUa` efS` f_ SY[U
i Wsba` aXS` W Wbd[eWfa TW[Vgefd[age S` V fZdXk [_ S` SYW_ W fZ EgTŽTcS` UZVé aXA d[W fS^KgZa` Y USd[W agf
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fZWbVdca` S^cgS`fk aXW_ b`akVWé aXA d[W fS^KgZa` Yf S` V _ S[fS[S eg` ` k S` V bdaYdVé[hWSff[fgVWVaXS Ua`WUf[hW
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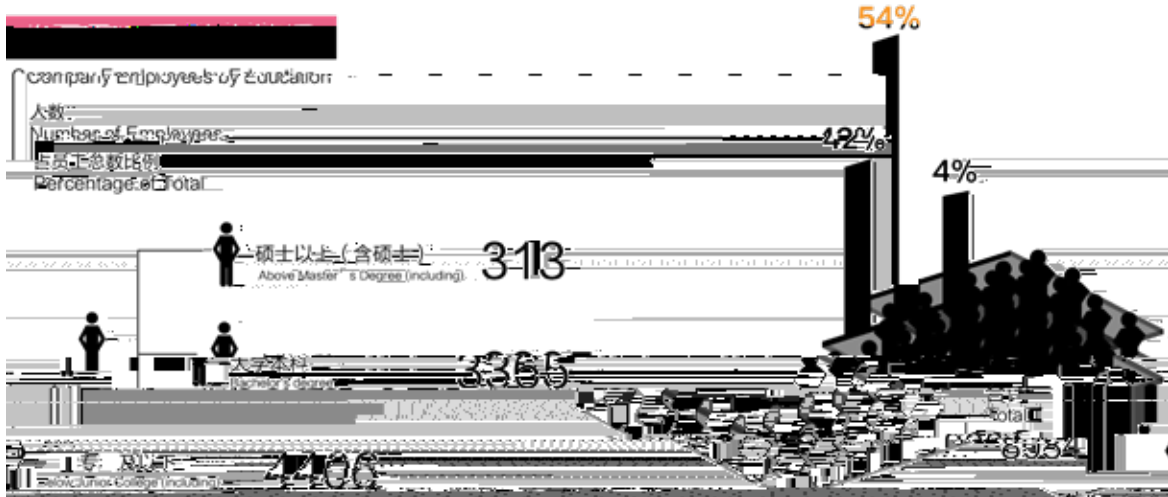
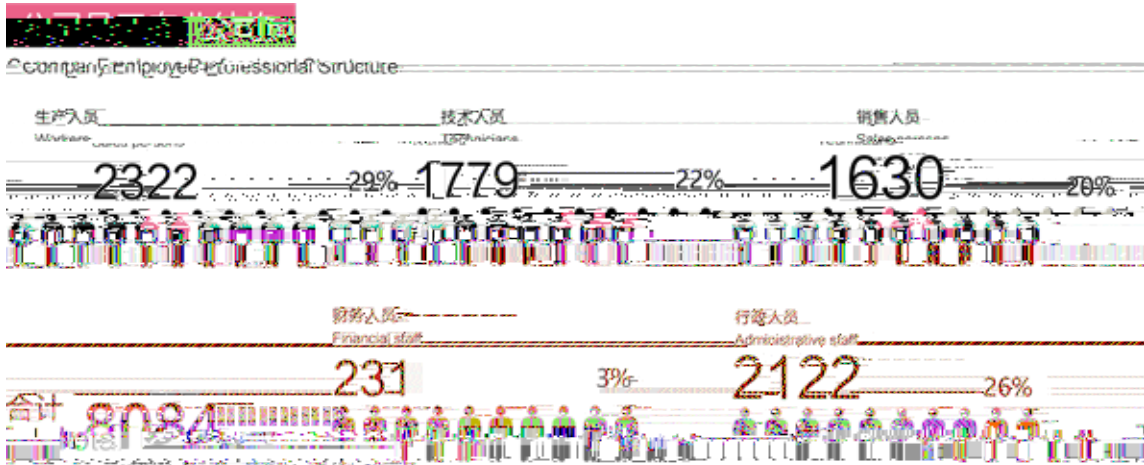


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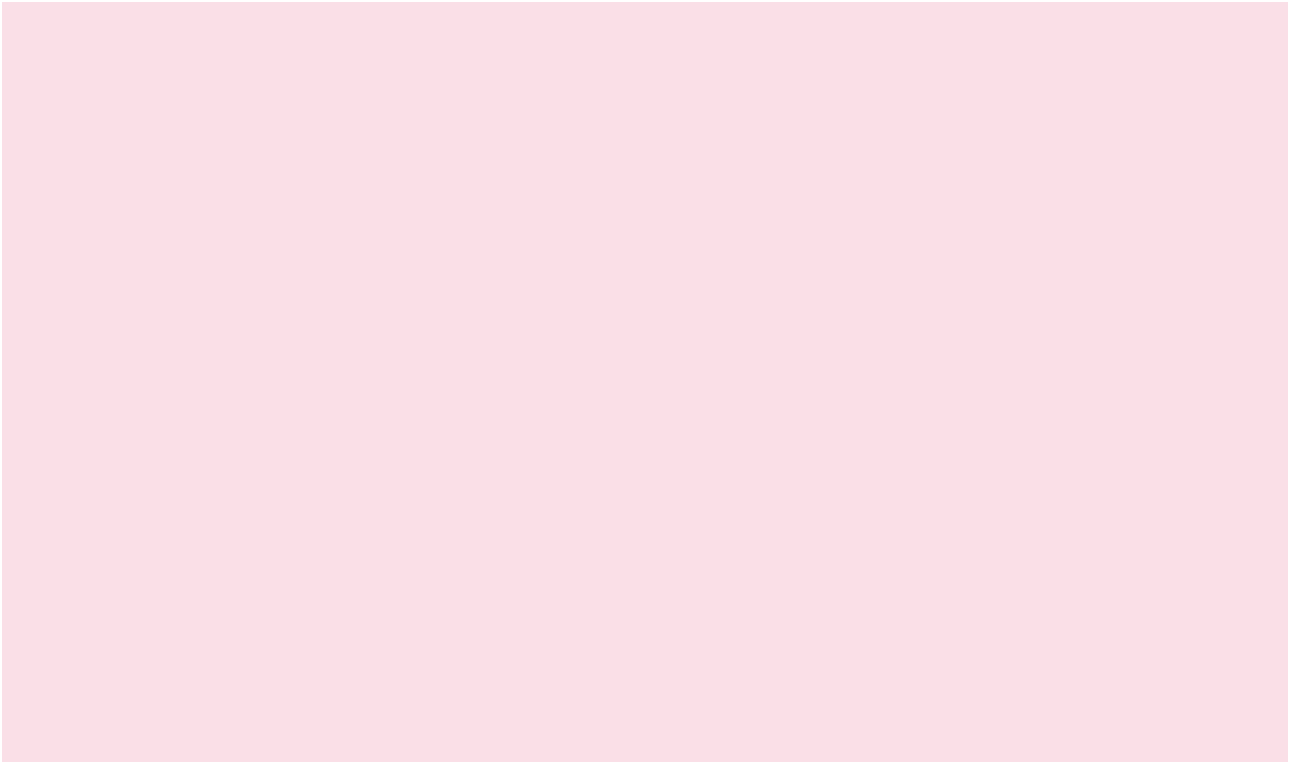
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Ua_ b`WVWk WcgS`^ba f[US^dYZfel S` V g` VVd WcgS`^Ua` V[f a` e f bca_ af[a` Xshade XV_ S` WW_ b`akVWVež 3e aX6 VUWV_ TVd % # I
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;/fiGbZaV[Y A X>STadD [YZ fe 3` V ;` fWdWefe

FZWUa_ bS` k ZSe eWf gb FdSVWG` [a` adYS` [l Sf]a` [SUUadS` UWi [fZ dWWhS` f bcah[e]a` eZ 3f fZWeS_ Wf_ W fZWUa_ bS` k ZSe eWf gb Tge[Wve Ua_ _ [fVWVfa W UagcSYWV_ b`akWVe fa SUf[hWk bScf[U]bSfW[W fWbdeW[` ahSf]a` t Tge[Wve _ S` SYW_ W fi fa fefW fa fZWha[UWaXfZWabWbSf]a` Xa` f t W S` V dWbWUf fZWdYZfe S` V [fWdWefe aXW_ b`akWVe Sf fZW YcSeeZ`cafe WhWz

FZWFdSVWG` [a` ZSe eWf gb `STadV[ebgfW_ W[Sf]a` Ua_ _ [fVWV` V `STadV[ebgfW_ W[SfadfWS_ t SVZWdW` fa [fe bcaUf[UW` aXVWVb W YSYW_ W fi [fZ W_ b`akWVeU fefW e fa fZWdha[UW` fZcagYZ hScage UZS` ` WeU S` ei Wde USdWg`k Zafi V[XUg`f S` V XaUge [eegVe aXfZWdUa` UWd z Fa fZW_ S`ad [eegVe ad bcaT`W_ e dWbWUfW Tk W_ b`akWVeU fZWFdSVWG` [a` SVZWdW` fa fZW bca U]bWfZSf` Ua` eg`f Y _ gefTWdWb`WU t Ua_ bS[fe _ gefTWWVb`fi [fZ S` V bcaUWve[Y adfWbSf_ W f _ gefZShWS dWeg`f z

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A dW fS^KgZa` Y fdVSe W_ b`akVWSe Se Xs_ [k _ W_ TWet Ua__ [ffW fa Tg[V[Y Xagdi WsdWUSdVekefW_ et [UgVWV `XW` See[erS` UW ZVb`fZ ` eS`XWkl W fWfS[_ W f` USdW fagde[ef` Za fVSkI WUz8adVbSUZ e[Y` [XUS` fVSkI A dW fS^KgZa` Y S f Ske fdVSe fa SUZ [VhW` ahW` ` a _ [ee`zA` efSXT[dZVSk adi WVV[Y VSkI fZWUa_ bS` k eW Ve fZW_ T[dZVSk Y[Xf` ` W i WVV[Y Y[Xf_ a` Vk Sf fZWVsd[Vef f_ Wbaee[T`W Vgd[Y ? [VZ3gfg_ ` 8Vef[hS` fZW6dSYa` ZTaSf 8Vef[hS` Ebd[Y 8Vef[hS` V afZVd fdSV[fja` S`XVef[hS`et fZWUa_ bS` k ZaVe S`^] [Ve aXW_ b`akVWVUf[h[fVSe S` V V[efdTgfVe Y[Xe- Vgd[Y fZWEbd[Y 8Vef[hS` W`hWk kVsd fZWUa_ bS` k S`eaI i [fZ Xg`^YdSffgVW Vj fW Ve [fe e[UvdWYdWVf[Ye S` V @W` KVSde Y[Xf fa fZWbSdW fe aX W_ b`akVWSe fZWUa_ bS` k Y[hVe dW SdVe fa W_ b`akVWSe i ZaeWUZ[VdW SdVSV_ [ffW fa] Wk g` [hVeb[fVez

I ad] 3` V >[XW4S`S` UW

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FZWUa_ bS` k bSke SffW f[a` fa TS`S` U[Y fZWi ad] S` V [XWaxW_ b`akVWw` SVhaUSfV` : Sbbk I ad] : W`fZk >[XW Ua` Uwbfi efdhV` fa UdMSfWUa` V[f[a` e fa W dUZ W_ b`akVWw` [XWagfe[VWaXfZWV[YZfi ad] [Y Zag` S` V fa [b`ahWfZWi W`ZTW[Y aX fZWdi ad] z E fdUfk USd[V` agf W_ b`akVWw`bS[VZ` MShWekefW_ t egbbadfe fZWxWwUa_ T[Sfa` aXS hSdWfk aXZa [VSket S` V XSU[ffSfV` W_ b`akVWw` XdWVfdShW`i [fZ` M]egdV` ; \$" #* f fZWUadbadSfa` dVh[eW S` ` gS`hSUSf[a` _ S` SYW_ W f_ WfZaV Xad W_ b`akVWw`z; f`W YfZW VW W_ b`akVWw`i S` ` gS`hSUSf[a` fa #& VSket Z[YZVd fZS` fZW hSUSf[a` `W YfZ dV`g[dW Tk fZWefSfV`

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; \$" #* f fZWUa_ bS` k Ua` f[gVW fa ZaV Ug fgdS`S` V Sdf XWef[hS`e S` V ebadfe YS_ W`f S` V USd[VW agf hSd[age] [Ve XW`ai eZ[b Sur[hfV`e i [fZ efdSfW[U bSdf W`e fa bca_ afWVW_ b`akVWw`Ud`eeZ`TadVWdVY UZS` YW eVf gb A dW fs`KgZa` Y EW [ad ? S` SYW_ W f 4Se] WfTS`^>VSYgW`i Z[`WZSh[Y bZke[US`VY VdU[eW efdW YfZW VW Ua_ _ g` [USf[a` TWfi WW W_ b`akVWw` S` V fZW`MSVW`eZ [b[S` V [b`ahW [fe fV`S_ UaZV`e[a` S` V UW fd[bW`S`^XdV`





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FZWUa_bS`k ZSe TdagYZf_ W fS^ZWS`fZ _ S`SYW_ W f [fa [fe VS[k _ S`SYW_ W f i ad] t XaUge[Y a` W_ b`akVW bekUza`aY[US^UZS` YW faa] fZW[[fSf[hWfa YcSeb fZW_ W fS^efSfWS` V bekUza`aY[US^Ua` V[fja` e aXV[XVWV f W_ b`akVW` Sf V[XVWV f bVd[faVel USd[W agf Uad[WUfk Zg_ S` dV`eagdJWUa` X[VdUW_ Sd] Wf Ua_ bW[fja` t See[efWV fZW_ [S`W[h[Sf[Y S` j [Wk[S` V bda_ afW W_ b`akVW`i_ W fS^ZWS`fZz

A dW fS^KgZa` Y dWgUW S` V W[[SfW fZWXSUfadb i Z[UZ _ Sk USgeWaUUgbSfja` S`bekUza`aY[US^ZWS`fZ bdaTW_ et S` V W`eFST`eZVW bae[f[hWS` V ZWS`fZk i ad] W h[da` _ W fZ A` fZWa` WZS` V[[f _ bdaHW i ad] W h[da` _ W f ZSd[i SdW` a` fZW afZVd ZS` V[[f _ bdaHW i ad] W h[da` _ W f eaXi SdWfZdagYZ adS` [Sfja` S`^fS` eXad` Sfja` t WSVW`eZ[b fS[[Y[fVW_ Ua` efdjUfja` t VaT eZ[Xi S` V USd[WVd bS` ` [Yz

6 WhWab_ W f 3` V FdS[[Y



3VZVd[Y fa fZWUa` UWbf fZSf W_ b`akVW`e S` V W fVbdeW_ S] WUaabWdSfja` S` V`a[f VWhWab_ W fi A dW fS^KgZa` Y efSdfe Xa_ ahVdS`^W_ b`akVWVWhWab_ W fi bdaH[VW`e abbadfg` [fk Xad W_ b`akVW`e fa Xgd[ZVd [bdaHWfVUZ` [cgW`e S` V]` ai WYVW bda_ afW`e W fVbdeWVWhWab_ W fi [fZ W_ b`akVW`e i bVda` S`VWhWab_ W fi S` V Vd[hV`e W_ b`akVW`e i eWZ`hS`gW [bdaHW_ W f i [fZ W fVbdeWVWhWab_ W fZ 3 Ua` adg`^ [fVd S`^fS[[Y ekefW_ Ua_ T[[Y` W_ W_ b`akVW`e[_ S`SYW_ W f USVdV`e bdaXW`eja` S`e S` V bSd` W`e i Se Tg[f`gbz` ;` SVV[fja` t A dW fS^KgZa` Y W`eFST`eZVW` A dW fS^KgZa` Y HaUSfja` S` FVUZ` [US^5a`W`Wf fa Y[hWekefW_ Sf[U fS[[Y fa Ua` efdjUfadbz

A dW fS^KgZa` Y FdS[[Y E kefW_

FdS[[Y b S`	F SdY Wf	5 a` fW f
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B daXWde[a` S` E WtGw f[S`^F dS[[Y	I Za` WefSX	F dS[[Y ekefW_ [e eWf Xad bdaXWde[a` S`et WZYzeS`Wet W Y [VWd[Yf _ S` gXUfgd[Yf D` 6 S` V _ Sd] Wf[Y bWde a` eZ; f UahWde UadbadSfW Ug fgdWfdS[[Yf bdaXWde[a` S`e]` ai` WYWS` V e] [^fdS[[Y
9 W WdS`^3T [f`k FdS[[Y	I Za` WefSX	7 Z`>Wsd [Y 9 5 adbadSfWUg fgdWfdS[[Y S` V YW WdS`i ad] e] [^fdS[[Y SdW_ SVWTK h[drgWax7 Z`>Wsd [Yf 9 f`hWefdWd_ f S` V aXf[WfdS[[Yz



A dW fS^KgZa` Y WefST feZVW W_ b`akVW`MSd [Y [fWdS^ekefW_ S` V W_ b`akVWfgfad_ WUZS` [e_ f dWg`Sdk W UagdSYVW
W_ b`akVW`e fa bSd[U]bSfW[aUUGbSf[a` S^ff`WS` V_ [VZ` S` V Z[YZZ`W`hW`aUUGbSf[a` S^ff`WUWd[XUSf[a` ž BdW`W`W f[S^ba`Uk
egUZ Se bS[V Za`VSk S` V UWd[XUSf[a` Wj bW eWdW_ TgdeW_ W fi [^TWY[hW fa W_ b`akVW`e i Za SdWbdWbSd[Y Xad fZW
UWd[XUSf[a` žI ZW _S] [Y bca_ af[a` f bda`dfk i [^TWY[hW fa fZWW_ b`akVW`e i Za efgVk SUf[hWk S` V SdWST`Wfa efgVkl S` V
Si SdV i [^TWY[hW fa agfes` V[Y efgVW fež



Example:

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;' adVWd fa _ S] W` W` YdSVgSfVé]` ai fZWUg`fgdW Ua` UVbf S` V UadbadSfWhS`gVé aXA d[W fS^KgZa` Yf Ad[W fS^KgZa` Y YShW#&ZVSk fdS[[Y fa fZW_ ž 8dVéZ YdSVgSfVé Xba_ V[XVdW f Ua`WVWé i VdWew f fa J gl Zagf FS` YeZS` f S` V : g[] Zag fa ZShWbdSur[US^fdS[[Yž 4k h[dfgWaxU`SeeVé S` V h[e]f fa fZWbdVgUf[a` TSeVéf fZWg` VVébfQ b ° T e u

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建立畅通公平职业发展通道

FZWaQY[S^USdWdVWhWab_ W fS^bSfZ aXfZWeVtgW UWaXabWsf[a` [e bda_ aFW _ S] k fZdagYZ _ S` SYW_ W f eVtgW UW



STRIVE TO BE AN EXCELLENT CORPORATE CITIZEN

;) dWUW f kVScdA dW fS^KgZa` Y ZSe S^ Ske SVZVdW fa [fe aTVUf]hWaXVgfk Xcdfi Sur[hVWk SVhaUSfW S` V bSdfU]bSfW [bgT^U i WsdWS` V UZSdfk g` VWfS] [Yel faa] [fe XWV aXabWdSf]a` Se fZW] Wk XWV Xad dagf] WbgT^U i WsdWegbbadfi S` V i ad] VW ZSd/ fa Tg[V [feWX[fa S XcdfZUSee W fVbdEwi [fZ S Z]YZ eW eWaXUadbadSfWeaUS^dVeba` e[T[fkZ FZWUa_ bS` k adS`] VW dWg^Sdk g` bS[V T^aaV Va` Sfa` t Sur[hVWk USd]W a` `eWchWU[f] W et dVgeW VMS] SYW bgT^U i WsdWSUf]h[fVet bdah[VWV fZWhg^ WdSTWYdagbe i [fZ XWVi SfVbdcaaX` Y _ S[fW S` UW egbbadVW W h[da` _ W fS^bdafWUf]a` g` VWfS] [Yel S` V Sur[hVWk b^g` YWV [feWX[fa eaUS^bgT^U i WsdWS` V UZSdfk g` VWfS] [Ye [`a[fZS` Ve i [fZ [fe W_ b^akVWdZ

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>Sij [A dW fS^KgZa` Y USd[VW agf S` Surf[h]fk `3`a` Y i [fZ BgT^U 4W Wf ž

>Sij [A dW fS^KgZa` Y BgT^U 4W Wf 9 dagb Surf[h]k USd[VW agf `A dW fS^KgZa` Y 3`a` Y i [fZ BgT^U I WsdW Surf[h]k i [fZ fZW[debSdWf_ Vž;f Vj fW VVW dW Sd/e fa fZWbVab`W[`aV bVab`We Za_ W S` V eW fZS` Vž_ SVVWg_ b^ Ye fa fZW_ ž

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Conclusion

A dW fS^KgZa` Y ai` Wē S^fe Tge[Wēe egUWēe S` V bdaYdWēe fa agd f_ W fa agdUag` fckl fa fZWYW Wāge S` V eWwWēe egbbad` aXagdUgefa_ Wēe S` V fa fZWWWb USdWS` V` ahWaXagdeaU[Wkž 3↑ Ske ZSh[Y S fZS`]eY[h[Y ZWScf S` V S↑ Ske USd[Y STagf fZWbVāb WZSe TWW fZWTSe[U XWfgdWē aXfZWUg fgdWaXA dW fS^KgZa` Yl S` V S`ea fZWUd[WqS fZSf A dW fS^KgZa` Y S↑ Ske gbZa`Ve S` V W_ TdSUmē [fe bgdēg[f aXUadbaēfWeaU[S^dWēba` e[T[fkž

——>[I WYga

