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2021 可持续发展报告

THE 2021 SUSTAINABILITY REPORT OF WYNCA GROUP



浙江新安化工集团股份有限公司

Zhejiang Wynca Chemical Industrial Group Co., Ltd.

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关于本报告 About the Report

发布周期 Release Period

本报告为年度报告，也是浙江新安化工集团股份有限公司发布的第十四份企业社会责任报告。
This report is prepared on an annual basis and is the 14th corporate social responsibility report issued by Zhejiang Wynca Chemical Industrial Group Co., Ltd.

时间范围 Time Frame

2021 年 1 月 1 日至 2021 年 12 月 31 日，部分内容由于考虑项目连续性或重大影响的因素，会向前追溯或向后延伸。
From January 1, 2021 to December 31, 2021, the time of some contents will be traced back or extended forwards due to the continuity or significant impact of the project.

报告边界 Report Boundary

本报告以浙江新安化工集团股份有限公司为主体，涵盖下属各分公司、子公司；涉及的内容与浙江新安化工集团股份有限公司的业务覆盖区域一致，包括了公司的企业社会责任理念、战略和具体实践，以及在报告期内的企业运营状况。
This report mainly serves Zhejiang Wynca Chemical Industrial Group Co., Ltd. and covers all branches and subsidiaries. The contents involved are in line with the business coverages of Zhejiang Wynca Chemical Industrial Group Co., Ltd., including the Company's corporate social responsibility concept, strategy, and specific practice, as well as its operation status during the reporting period.

编制依据 Preparation Basis

本报告参照全球可持续发展标准委员会（GSSB）发布的 GRI STANDARDS 核心方案、国际标准化组织《ISO26000 社会责任指南》、《中国企业社会责任报告编写指南》（CASS-CSR4.0）编制。
This report is prepared with reference to the GRI STANDARDS core solutions issued by the Global Sustainability Standards Board (GSSB), ISO26000 Guidance on Social Responsibility issued by the International Organization for Standardization and Guide on Preparing Chinese Corporate Social Responsibility Report (CASS-CSR4.0).

数据说明 Data Description

本报告所引用数据均来自公司正式文件和统计数据。本报告所引用数据，除另有说明，度量衡均为公制，货币单位均为人民币。
The data cited herein are all from the official documents and statistical data of the Company. The data cited herein are measured in metric system with RMB as the monetary unit, unless otherwise specified.

指代说明 Description of Reference

为便于表述和阅读，报告中浙江新安化工集团股份有限公司简称为“新安集团”“新安”“集团”“公司”或“我们”（内文另有所指除外）。
For clear expression and easy reading, Zhejiang Wynca Chemical Industrial Group Co., Ltd. in the report is referred to as "Wynca Group", "Wynca", "the Group", "the Company" or "We/us/our" (unless otherwise specified in the text).

报告获取 Access to Report

本报告以印刷版和电子版两种形式发布，欲获取报告电子版，或对本报告的内容如有疑问或建议，欢迎来电或来函垂询。
This report is published in both printed and electronic forms. For any access to an electronic version or any questions or comments on the report contents, please call us or write to us.

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管理者致辞 Leader's Speech

2021年是新安56年历史上具有重要里程碑意义的一年。在这个特殊的年份里，我们经历了百年变局加速演进、新冠疫情深远影响、能耗双控限电限产、原料价格巨幅波动、海运物流延误中断等复杂环境考验。新安作为具有深厚历史底蕴的企业，尤其近五年来坚持转型变革，有了洞察形势、把握趋势的能力，沉着应战，以变应变，为集团上市20周年献上一份振奋人心的“大礼”！

2021 saw an important milestone in the 56-year Wynca. In this special year, we have experienced complex environmental tests, such as accelerated evolution of changes in the past century, far-reaching influence of COVID-19 pandemic, dual control of energy consumption, electricity limitation and production limitation, huge fluctuation of raw material prices, delay and interruption of maritime logistics, etc. Wynca, as an enterprise with a long history, has persisted in transformation and reform in the past five years, and has shaped the ability to gain insight into the situation and grasp the trend. It calmly meets the challenge and adapts to changes, offering an exciting "gift" for the 20th anniversary of the Group's listing!

这一年，全体员工上下齐心，克服种种困难和挑战，保障了生产经营平稳运行，履行了对客户的承诺，经营业绩创下了历史新高。

In 2021, all Wynca employees worked hard together to overcome all kinds of difficulties and challenges, which ensured the smooth production and operation, fulfilled the commitments to customers, and achieved a record high in business performance.

这一年，我们迭代了集团和主要业务板块的战略蓝图，制定关键核心要素的发展规划，战略运营体系更趋成熟。

In 2021, we iterated the strategic blueprints of the Group and the major business segments while formulating the development plans of key core elements, making the strategic operation system more mature.

这一年，我们并购了合肥星宇，投资颖泰生物，加快草铵膦等项目建设和解决方案的布局步伐，为作物保护产业国内登顶奠定扎实基础。

In 2021, we acquired Hefei Xingyu, invested in Nutrichem, accelerated the construction of glufosinate-ammonium and other projects and the layout of solutions, and laid a solid foundation for a leading crop protection industry in China.

这一年，我们拓展了光伏、动力电池及新能源汽车、5G等领域的产品应用，硅基新应用领域开拓有力，终端化发展取得明显突破。

In 2021, we expanded the application of products in the fields of photovoltaics, power batteries, new energy vehicles, 5G, etc., vigorously developed the new silicon-based application fields, and made obvious breakthroughs in terminal development.

这一年，全面启动云南盐津、平武两大工业硅项目建设，收购了云南聚成硅业，工业硅产业向着30万吨以上规模格局前进。

In 2021, we fully started the construction of Yanjin and Pingwu industrial silicon projects in Yunnan, and acquired Yunnan Jingcheng Silicon Industry, boosting the industrial silicon sector to move towards a scale of over 300,000 tons.

这一年，我们发布了科技“壹计划”，落实“登峰”“尖兵”“远航”三大行动计划，凸显科技主轴的重要地位，吹响了科技强企的号角。

In 2021, we released the "One Plan" for science and technology issues, and implemented the three action plans of "New Heights", "Pioneer" and "Sailing", highlighting the importance of science and technology and kicking off the journey of invigorating enterprises through scientific and technological development.

这一年，我们在资本市场表现亮眼，新安未来发展获得投资者的认可，新安股份市值一度达到388亿，改变了资本市场的认知。

In 2021, we performed well in the capital market/ With the future development of Wynca recognized by investors. The market value of Wynca shares once reached RMB38.8 billion, which changed the cognition of the capital market.

这一年，我们以数字化为切口，实现产业链上数字化，荣获浙江省首批工业互联网平台、杭州市“链主工厂”，成为省市智能制造标杆。

In 2021, starting from digital transformation, we realized online digitalization of industrial chain, and won the first batch of industrial Internet platforms in Zhejiang Province and become the "Chain Main Factory" in Hangzhou and the intelligent manufacturing benchmark.

这一年，我们顺利通过有机硅行业督查，开启新安“双碳”项目，推进新一轮安全环保三年综合治理行动，夯实了企业发展“底座”。

In 2021, we successfully passed the silicone industry supervision, started Wynca "3060" project, promoted a new round of three-year comprehensive management of safety and environmental protection, and consolidated the "base" of enterprise development.

这一年，我们隆重庆祝建党百年华诞，深化党经融合，列入省级产改试点，光伏产业链、端午龙舟赛等引发央视主流媒体报道。

In 2021, we solemnly celebrated the centenary of the Party, deepened the Party-economy integration, and was awarded as the provincial-level production reform pilot. The PV industry chain and the Dragon Boat Race triggered coverages by CCTV mainstream media.

这一年，我们不忘社会责任，捐款2300余万元参与公益事业，入选中国民营企业社会责任百强、浙江省文明单位等。

In 2021, we firmly fulfilled our social responsibility, donated nearly RMB23 million for public welfare undertakings, and were awarded as the Top 100 Private Enterprises with Social Responsibility in China and Zhejiang Provincial Civilized Unit.

这一年，我们秉承“平台、共享、生态”理念，成功举办首届供应链大会，吸引产业链上下游百余位嘉宾参与，取得良好反响。

In 2021, we, by adhering to the concept of "platform, sharing and ecology", successfully held the first session of supply chain conferences, attracting more than 100 guests from upstream and downstream of the industrial chain and receiving good responses.

这些成绩的取得，离不开广大干部员工的共同奋斗和努力，离不开广大股东、社会各级领导、各界人士的关心和指导，离不开客户和合作伙伴们的信赖和支持。我谨代表董事会、经营班子，向奋斗在全球各地、各条战线上的新安人表示亲切的问候！向一直以来关心、支持、帮助新安事业发展的朋友们表示衷心的感谢！

“

在时代变迁的风浪大考中，我们之所以能破浪前行，靠的正是洞察研判趋势的战略驾驭把握能力、凤凰涅槃的勇气、不破楼兰终不还的意志力。在董事会的正确领导下，新安定能破而后立，行稳致远，扬帆驶向时代蓝海。

”

”

In the acid test of changing times, we can pull through because we have the strategic control ability to understand and judge the trend, the courage of experiencing difficulties before rebirth, and the spirit of perseverance. Under the correct leadership of the Board of Directors, Wynca can go through those hard times, win stable operations, and become far-reaching, thus sailing to the blue ocean of the times.

”

These achievements are inseparable from the joint efforts of cadres and employees, the care and guidance of shareholders, leaders at all levels of society and those from all walks of life, and the trust and support of customers and partners. On behalf of the Board of Directors and the management team, I would like to express my cordial greetings to Wynca members working all over the world and on all fronts! I further would like to express my heartfelt thanks to friends who have been caring, supporting, and helping Wynca!

2022 年，中国经济面临“需求收缩、供给冲击、预期转弱”三重压力，但中国经济韧性强，长期向好的基本面没有发生根本性改变。对此，我们既要增强如履薄冰的紧迫感和危机感，也要坚定战略信心去攻坚克难、应对挑战。

In 2022, China's economy is challenged by "demand contraction, supply shocks and expected weakening", but the fundamentals of China's strong economic resilience and long-term improvement have not changed essentially. For this, we should not only enhance our sense of urgency and crisis by acting with great caution, but also strengthen our strategic confidence to overcome difficulties and meet challenges.

新的一年，我们要坚持“稳经营、谋新局、提能力”的工作主基调，作物保护和硅基新材料要成为和保持行业的翘楚地位，同时要在以新能源为主要应用场景，以氯、硅、磷三元素为基础的新材料和解决方案的整合提供者方面快速崛起，由“双轮驱动”上升为“三足鼎立”的新格局，全面开创新安转型升级和高质量发展的新局面，持续为广大客户、合作伙伴、员工、股东创造价值。

In the new year, we should adhere to the work focuses of "stabilizing operations, shaping new pattern and improving capabilities. Crop protection and new silicon-based materials should become and keep industry leading; additionally, we should take new energy as the main application scenario and then rise rapidly as an integration provider of new materials and solutions based on chlorine, silicon, and phosphorus. Transferring from the traditional "Two-wheel Drive" to a new "Triangle Drivers", we will fully create a new situation of transformation, upgrading and high-quality development in Wynca, and continuously create value for customers, partners, employees, and shareholders.



董事长：
Chairman:



走进新安
About Wynca



新安概况

Company Profile

新安集团创建于1965年，2001年上市，总部位于浙江建德，拥有控股子公司70余家、员工近6000人，属中国制造业500强、中国化工500强、中国氟硅行业领军企业、中国石化行业民营企业百强、中国民营企业社会责任百强等。

新安主营作物保护、硅基新材料两大产业，其中作物保护形成了“中间体-原药-制剂”一体化发展模式，涵盖种子种苗、除草剂、杀虫剂、杀菌剂、作物营养等完整的作物保护体系，保障粮食安全、助力农民增产增收；硅基新材料拥有从上游硅矿开采冶炼、有机硅单体合成、下游产品制造的完整产业链，广泛应用于5G通信、光伏新能源、轨道交通、汽车、电力、医疗健康、建筑等领域，畅销于全球100多个国家和地区。并以新能源为应用场景，氯、硅、磷三元素为基础的新材料和解决方案的整合提供者方面要快速崛起。

新安建有完善的创新体系，是国家创新型企业、国家高新技术企业、全国知识产权示范企业，拥有集团国家认定企业技术中心为核心，涵盖三个子公司省级技术中心、多个事业部专业研发中心的创新组织体系，同时拥有国家级博士后科研工作站、省级企业研究院和全国模范院士工作站等科研平台。

新安是传统制造业数字化转型成功实践的典型代表，先后被评为国家智能制造和两化融合试点示范企业，并参与国家工业互联网平台supET建设，成为首批应用企业，成功入选浙江省首批工业互联网平台和“化工大脑”试点企业，浙江省“未来工厂”培育名单、杭州市“链主工厂”，曾于2017年、2021年两次在杭州市制造业高质量发展大会上作典型发言。

未来，新安将坚持以数字化转型为切口，聚焦“科技主轴、资本引擎、人才主体、管理创新”四大战略领域，持续纵深推进转型升级和高质量发展，努力成为“全球领先、科技创新、绿色生态”的时代卓越企业，构建共创、共享、共赢的发展平台，持续为客户、员工、股东、社会创造价值，促进共同富裕。

报告期内，集团无所有权、性质和供应链的重大变化。

Wynca Group, founded in 1965 and listed in 2001, headquartered in Jiande City, Hangzhou, with more than 70 holding subsidiaries and nearly 6,000 employees. It is one of the top 500 manufacturing enterprises, top 500 chemical enterprises, top 20 global agrochemical sales enterprise, the Leading Enterprises in 30th Anniversary of China's Fluorine and Silicon Industry, Top 100 Private Enterprises in China's Petrochemical Industry, and Top 100 Private Enterprises with Social Responsibility in China.

Wynca Group is mainly engaged in crop protection and silicon-based new materials. Among others, crop protection has formed an integrated development model of "Midbody-Active compound-Preparation", covering the crop protection system including seeds and seedlings, herbicide, pesticide, bactericide and crop nutrition to ensure food security and help increase the production and harvest. For new silicon-based materials, our Group has a complete industrial chain covering the upstream silicon ore mining and smelting, organic silicon monomer synthesis and downstream product manufacturing. Our products are widely used in fields including 5G communication, new photovoltaic energy, rail traffic, automobile, power sector, health care and architecture, and are sold well in more than 100 countries and regions around the world. Additionally, Wynca takes new energy as the application scenario and rises rapidly as an integration provider of new materials and solutions based on chlorine, silicon, and phosphorus.

Wynca Group has established a perfect innovation system. It is a national innovative enterprise, a national high-tech enterprise, and a national intellectual property demonstration enterprise. It has an innovation organization system centered on state-recognized enterprise technology and covering the provincial technology centers of three subsidiaries and R&D centers of several business divisions. Wynca further has scientific research platforms such as post-doctoral research workstations, provincial enterprise research institutes and national model academician workstation.

Wynca has become a typical representative of the successful practice of digital transformation in traditional manufacturing industry, having been rated as a national pilot demonstration enterprise of intelligent manufacturing and integration of IT application with industrialization, and has participated in the construction of the national industrial internet platform supET, becoming the first batch of application enterprises. Wynca has been successfully selected for the first batch of industrial internet platforms, "chemical brain" pilot enterprises, and "future factories" development list of Zhejiang Province and Hangzhou "chain main factory". Wynca has also been selected to make speeches at the Hangzhou Manufacturing High-Quality Development Conference twice in 2017 and 2021 respectively as a typical representative.

In the future, Wynca will continue to take digital transformation as the starting point, focus on the four main strategic areas of "technology the principal line, capital the engine, talents the main body and innovation in management", keep further enhancing the transformation, upgrade and high quality development, try to become the "world-leading, technologically innovative, ecologically green" enterprise, building a collaborative, sharing and mutually beneficial development platform, continuing to create value for the customers, employees, shareholders and society and promoting common prosperity.

During the reporting period, the Group had no significant changes in ownership, nature and supply chain.

产业布局 Industrial Layout



作保生产中心



江南化工厂



宁夏新安



合肥星宇

作物保护产业

无机硅产业



开化元通



云南永隆



四川禧龙



黑河元

- 机构分布
- 营销分布
- ◀ 即将入驻



新安自1994年取得自营进出口权以来,致力于全球化布局,销售网络遍布130多个国家和地区,在北美、南美、西非等主要国家及地区设有8家子公司,直接对外投资超过1亿美元。农药产品登记涉及90个国家,1000余个登记项目,“Wynca”商标在26个国家成功注册。2021年,新安海外板块完成销售收入64.24亿元,占公司全年营收的32.44%。

Wynca has been committed to the global layout since it obtained the self-managed import and export right in 1994. Its sales network covers more than 130 countries and regions, and has 8 subsidiaries in major countries and regions such as North America, South America, and West Africa, with direct foreign investment exceeding USD 100 million. The registration of pesticide products involves more than 1,000 registered projects in 90 countries, and the trademark "Wynca" has been successfully registered in 26 countries. In 2021, Wynca overseas businesses achieved sales revenue of RMB6.424 billion, accounting for 32.44% of the Company's annual revenue.



新安美国是中国唯一一家在北美市场经营终端业务并推广自主品牌的草甘膦企业；非洲运营中心农药产品年销售额近 1 亿美元，新安加纳草甘膦产品占据加纳市场 35% 以上，已成为中国在西非地区最大的农药供应商，其配制工厂是中国农药行业第一家海外现代化制剂工厂，有员工 300 余名，其中 90% 以上为加纳本土员工，成为了“中国投资、加纳制造”的典范；2018 年底新安又投资 3500 万元配套加纳物流项目，服务网点辐射整个西非地区。

Wynca USA is the only glyphosate enterprise in China that operates terminal business and promotes its own brand in the North American market; The annual sales of pesticide products in the African Operation Center are nearly USD100 million, Wynca (Ghana) glyphosate products hold more than 35% of Ghana's market and have become China's largest pesticide supplier in West Africa. Its preparation factory is the first overseas modern preparation factory in China's pesticide industry, with more than 300 employees, of which more than 90% are local employees in Ghana, shaping a model of "Made in Ghana with Chinese Investment". At the end of 2018, Wynca invested another RMB35 million to support Ghana logistics projects, and its service outlets spread throughout West Africa.

新安文化 Corporate Culture

绿色化学创造美好生活
Environmental friendly
chemicals create a better life

成为硅基新材料和作物保护领域
解决方案的全球领先者
Become the global leader in
silicon-based materials
and crop protection

客户为先 贡献为本
艰苦奋斗 同创共享
Customer prior, Contribution
oriented, Hard struggle,
Co-creating and sharing
together

新安使命
Our Mission

新安愿景
Our Vision

核心价值观
Core Values

新安精神
Our Spirit

新安作风
Our Style

组织氛围
Our Atmosphere

执着追求 持续创新
Stay exploring
Keep innovating

严 细 实 快
Strict, Meticulous, Solid,
Efficient

新安是家庭 新安是学校
新安是舞台 新安是沃土
Wynca is our family, our
school, our stage and our base
of well-progress

新安文化是新安的精神核心，是新安成就时代企业的使命担当和共同愿景，是推动新安事业持续健康发展的重要力量。

新安文化集聚了改革开放的思想共识和理论创新的优秀文化成果，是新安人凝炼五十多年发展的智慧结晶，更是凝聚、引领新安新未来的核心价值体系和行动纲领，是全体新安人向组织以及利益相关者的共同承诺。

Wynca culture is the spiritual core of the company, the mission and common vision in Wynca striving to be an enterprise of the times, and an important driver for the sustained and healthy development of Wynca cause.

Gathering the ideological consensus of reform and opening-up and outstanding cultural achievements of theoretical innovations, Wynca culture is the wisdom crystallization of Wynca people during the development for more than 50 years; it is the core value system and action program that condenses and leads Wynca's new future, and is the common commitment of all Wynca people to organizations and stakeholders.



Wynca 新安

十件大事

新安集团
2021年度

01

经受复杂环境考验， 经营业绩创历史新高

有效应对新冠疫情、原料涨价、双控双限等不利影响，持续推进转型升级，把握市场机遇，新安市值、营收、利税、出口四项核心指标创历史新高，企业市值突破200亿元，实现营业收入190亿元，同比增长52%，利税35亿元，同比增长252%，出口创汇7.56亿美元，同比增长109%。



03

加快构建作保生态圈，为重返行业龙头奠定扎实基础

以资本为引擎，并购合肥星宇、入股颖泰生物，稳步推进宁夏、玉门等重大战略性项目建设，强化作保产业融合协同，加快构建作物保护生态圈，综合解决方案能力得到快速提升，进一步夯实新安的行业领先地位。



成功召开千岛湖会议， 发布未来五年战略规划

全面贯彻传化集团新安江会议精神，2021年9月，成功召开新安千岛湖会议，明确未来五年“科技至上 创新引领”战略发展主线，刻画事业发展“战略树”，展现未来五年新蓝图，战略运营体系更趋成熟，战略引领作用进一步彰显。



Wynca 新安			
发展宗旨	聚势价值创造	突破核心技术	实践卓越领先
发展使命	2+3+1+1 专精特新+作保保护	长期附加增值服务及新兴产业	
发展方向	绿色	智能	高端 平台 全球
核心能力	技术创新能力	数字化能力	全球化运营能力
战略保障	资源资本	组织人才	管理创新



02

拥抱能源变革新时代， 抢抓硅资源战略新布局

紧抓能源革命新机遇，加快无机硅产业布局，盐津矿业达产，盐津硅业开工，平武天重新启，收购云南景成，与协鑫合资建设光伏配套项目，稳步推进30万吨硅资源的战略布局，新安工业硅的行业话语权进一步得到提升。



04

05 有机硅加速布局新领域，终端化发展步入快车道

有机硅终端销量突破10万吨，实现利润同比增长60%，突破华为等111家行业头部客户，电力通信、医疗健康等四大领域收入同比增长88%，弹性体、涂料助剂、工业灌封胶等成为细分行业冠军，崇耀科技成为省级“专精特新”企业。



06 发布“壹计划”，吹响科技强企号角

2021年8月，成功举办集团第三届科技大会，发布“壹计划”，弘扬科技创新，激发创新活力，部署科技创新行动。推动与浙江大学、山东大学、浙江工业大学的战略合作，开启“名校+名企”产学研用新模式，链接全球科技资源。



07 成功入选“链主工厂”，数字赋能打造智造新标杆

作为浙江省“化工大脑”的首批试点应用企业，新安马目智能园区以工业互联网平台为底座，实现“磷基、硅基”两大新材料产业的数字生态链接，推动上下游融合发展 and 效益最大化，成功入选浙江省“未来工厂”培育名单、杭州市“链主工厂”。



09 品牌文化赋能添彩，彰显时代企业责任担当

庆祝建党百年华诞，深化党经融合，列入省级产改试点，光伏产业链、端午龙舟赛等引发央视等主流媒体报道。坚持发展成果与社会共享，捐款近2000万元参与公益事业，入选中国民营企业社会责任百强、浙江省文明单位等。



08 推进新一轮安全环保综合治理，深化绿色低碳循环经济体

紧跟国家“双碳”战略，全面开启新安双碳路径和行动方案项目，推进新一轮安全环保三年综合治理行动，深化绿色低碳循环经济体。顺利通过有机硅行业专项督查，经受“双控双限”考验，为企业平稳运行夯实了“底座”。



10 成功召开供应链大会，推动产业链上下游共建共享

2021年9月，成功举办传化集团首届供应链大会新安专场，吸引近100位嘉宾参与，新华网阅读量近112万人次。秉承“平台、共享、生态”理念，以创新的模式连接产业生态、创造战略发展机遇，共建共享产业生态圈，取得良好反响。



品牌荣誉 Brand Honor

近五年新安集团所获荣誉 Wynca Group Honors in Recent Five Years

时间 Time	所获荣誉 Honors	颁发机构 Issuing authority
2021年4月 April 2021	浙江省级工业互联网平台 Zhejiang Provincial Industrial Internet platform	浙江省经济和信息化厅 Economy and Information Technology Department of Zhejiang
2021年6月 June 2021	优秀专利奖 Outstanding Patent Award	国家知识产权局 China National Intellectual Property Administration
2021年9月 September 2021	浙江省制造业百强企业（第83名） Top 100 manufacturing enterprises in Zhejiang Province (Ranked 83th)	浙江省企业联合会、浙江省企业家协会、浙江省工业经济联合会 Zhejiang Enterprise Federation, Zhejiang entrepreneur association and Zhejiang industrial economy Federation
2021年9月 September 2021	中国制造业企业500强（第475名） Top 500 Manufacturing Enterprises in China (Ranked 475th)	中国企业联合会、中国企业家协会 China Enterprise Confederation, China Enterprise Directors Association
2021年11月 November 2021	中国石油和化工企业500强（第108名） Top 500 Petroleum and Chemical Enterprises in China (Ranked 108th)	中国石油和化学工业联合会、中国化工企业管理协会 China Petroleum and Chemical Industry Federation, China Chemical Enterprise Management Association
2021年11月 November 2021	中国A股公司ESG百强榜 China A-share company ESG top 100 list	证券时报 Securities Times newspaper
2021年11月 November 2021	杭州市“绿色工厂” Hangzhou "green factory"	杭州市经济和信息化局 Hangzhou Municipal Bureau of Economy and Informatization
2021年12月 December, 2021	中国石油和化工科技进步奖二等奖 Second prize of China Petroleum and chemical science and Technology Progress Award	中国石油和化学工业联合会 China Petroleum and Chemical Industry Federation
2021年12月 December 2021	中国民营企业社会责任100强（第35位） Top 100 Private Enterprises with Social Responsibility in China (Ranked 35th)	全国工商联 All-China Federation of Industry and Commerce
2021年12月 December 2021	中国石油和化工民营企业销售收入百强（第42名） Top 100 sales revenue of China's petroleum and chemical private enterprises (Ranked 42th)	中国石油和化学工业联合会 China Petroleum and Chemical Industry Federation
2021年12月 December 2021	浙江省节水标杆企业 Zhejiang water saving benchmarking enterprise	浙江省水利厅 Department of Water Resources of Zhejiang Province
2021年12月 December 2021	杭州市“链主工厂” Hangzhou "main supply chain factory"	杭州市经济和信息化局 Hangzhou Municipal Bureau of Economy and Informatization
2020	中国制造业企业500强 Top 500 Manufacturing Enterprises in China	中国企业联合会、中国企业家协会 China Enterprise Confederation, China Enterprise Directors Association
	中国石油和化工企业500强 Top 500 Petroleum and Chemical Enterprises in China	中国石油和化学工业联合会、中国化工企业管理协会 China Petroleum and Chemical Industry Federation, China Chemical Enterprise Management Association
	中国石油和化工民营企业销售收入百强 Top 100 sales revenue of China's petroleum and chemical private enterprises	中国石油和化学工业联合会 China Petroleum and Chemical Industry Federation
	中国石油和化工科技进步一等奖 First prize of scientific and technological progress of China Petroleum and chemical industry	中国石油和化学工业联合会 China Petroleum and Chemical Industry Federation
	中国石油和化工专利金奖 China Petroleum and Chemical Industry Patent Gold Award	中国石油和化学工业联合会 China Petroleum and Chemical Industry Federation
	浙江省制造业百强企业（第83名） Top 100 manufacturing enterprises in Zhejiang Province (Ranked 83th)	浙江省企业联合会、浙江省企业家协会、浙江省工业经济联合会 Zhejiang Enterprise Federation, Zhejiang entrepreneur association and Zhejiang industrial economy Federation
	浙江省科学技术进步奖二等奖 Second Prize of Zhejiang S&T Progress Award	浙江省人民政府 The People's Government of Zhejiang Province
	浙江省文明单位 Civilized unit of Zhejiang Province	浙江省人民政府 The People's Government of Zhejiang Province
第四届浙江省工业大奖金奖 Gold medal of the 4th Zhejiang Industrial Award	浙江省企业联合会、浙江省企业家协会、浙江省工业经济联合会 Zhejiang Enterprise Federation, Zhejiang entrepreneur association and Zhejiang industrial economy Federation	



2019	中国石油和化工企业 500 强 Top 500 Petroleum and Chemical Enterprises in China	中国石油和化学工业联合会、中国化工企业管理协会 China Petroleum and Chemical Industry Federation, China Chemical Enterprise Management Association
	中国制造业企业 500 强 Top 500 Manufacturing Enterprises in China	中国企业联合会、中国企业家协会 China Enterprise Confederation, China Enterprise Directors Association
	中国石油和化工民营企业销售收入百强 Top 100 sales revenue of China's petroleum and chemical private enterprises	中国石油和化学工业联合会 China Petroleum and Chemical Industry Federation
2018	智能制造试点示范 Pilot Demonstration of Intelligent Manufacturing	中华人民共和国工业和信息化部 Ministry of Industry and Information Technology of the People's Republic of China
	高新技术企业 New High-tech Enterprise	浙江省科学技术厅、浙江省财政厅、国家税务总局浙江省税务局 Science Technology Department of Zhejiang Province, Zhejiang Provincial Department of Finance, Zhejiang Provincial Tax Service of the State Taxation Administration
	中国石油和化工企业 500 强 Top 500 Petroleum and Chemical Enterprises in China	中国石油和化学工业联合会、中国化工企业管理协会 China Petroleum and Chemical Industry Federation, China Chemical Enterprise Management Association
	中国制造业企业 500 强 Top 500 Manufacturing Enterprises in China	中国企业联合会、中国企业家协会 China Enterprise Confederation, China Enterprise Directors Association
	中国石油和化工民营企业销售收入百强 Top 100 sales revenue of China's petroleum and chemical private enterprises	中国石油和化学工业联合会 China Petroleum and Chemical Industry Federation
	浙江省外贸创新发展示范单位 Zhejiang Foreign Trade Innovation and Development Demonstration Unit	浙江省商务厅 Department of Commerce of Zhejiang Province
2017	中国石油和化工企业 500 强 Top 500 Petroleum and Chemical Enterprises in China	中国石油和化学工业联合会、中国化工企业管理协会 China Petroleum and Chemical Industry Federation, China Chemical Enterprise Management Association
	中国制造业企业 500 强 Top 500 Manufacturing Enterprises in China	中国企业联合会、中国企业家协会 China Enterprise Confederation, China Enterprise Directors Association
	中国石油和化工民营企业销售收入百强 Top 100 sales revenue of China's petroleum and chemical private enterprises	中国石油和化学工业联合会 China Petroleum and Chemical Industry Federation
	中国石油和化学工业品牌培育示范企业 Brand Incubation Demonstration Enterprise in China's Petroleum and Chemical Industry	中国石油和化学工业联合会 China Petroleum and Chemical Industry Federation
	中国石油和化学行业质量标杆 Quality Benchmarking of China's Petroleum and Chemical Industry	中国石油和化学工业联合会 China Petroleum and Chemical Industry Federation
	“品质浙货”出口领军企业 Leading Export Enterprise of "High-Quality Zhejiang Goods"	浙江省商务厅 Department of Commerce of Zhejiang Province
	杭州市服务贸易示范企业 Hangzhou Service Trade Demonstration Enterprise	杭州市商务委员会（杭州市粮食局） Hangzhou Municipal Bureau of Commerce (Hangzhou Municipal Bureau of Food and Strategic Reserves Grain Bureau)



依法合规，铸就价值新安
**Creating Wynca of great value based on
compliance with laws and regulations**



规范公司治理 Standardizing corporate governance

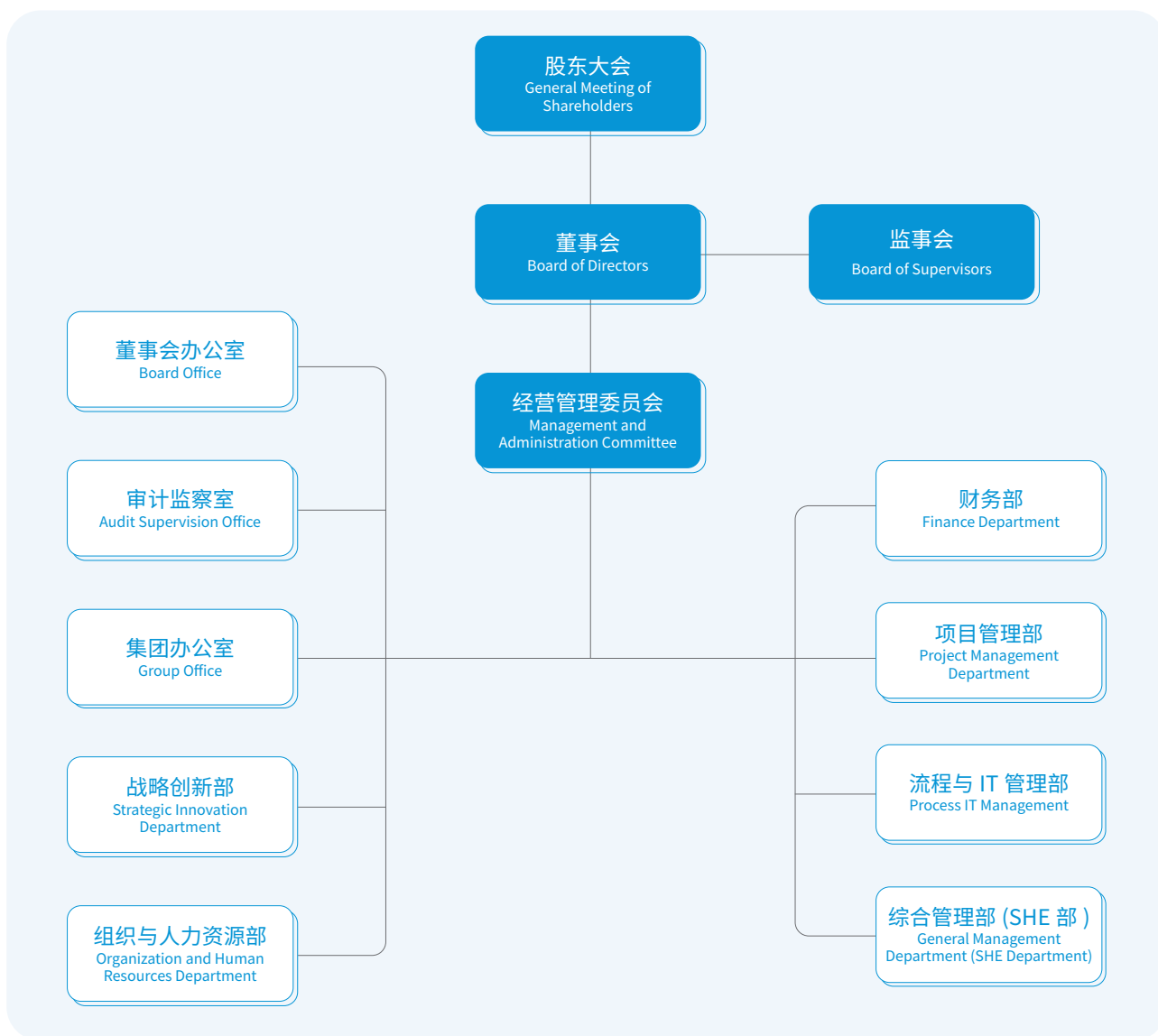
新安集团不断优化股东大会、董事会、监事会和经营管理委员会组成的“三会一层”治理结构。经营管理委员会积极实施公司发展战略，认真执行董事会各项决议，扎实有效地组织开展各项经营管理活动。经营管理委员会下设战略投资委员会、技术创新委员会、组织与薪酬委员会、经营预算与绩效委员会、管理创新与数字化委员会、风控委员会、安全生产（SHE）委员会等七个专业委员会。监事会认真履行法律赋予的监督职能，依法列席董事会会议，检查审核公司财务状况，维护公司资产的完整性、股东利益的最大化和职工权益的合法性。

Wynca Group constantly optimizes the “three organs and one layer” governance structure consisting of the General Meeting of Shareholders, the Board of Directors, the Board of Supervisors and the Operation and Management Committee. The Operation and Management Committee actively implements the Company’s development strategy, earnestly carries out various resolutions of the Board of Directors, and organizes the implementation of various operation and management activities in a solid and effective manner. The Operation and Management Committee consists of seven professional committees, including the Strategic Investment Committee, the Technology Innovation Committee, the Organization and Remuneration Committee, the Operational Budget and Performance Committee, the Management Innovation and Digitalization Committee, the Risk Control Committee, and the SHE Committee. The Board of Supervisors conscientiously fulfills the supervisory functions entrusted by the law, attends the meetings of the Board of Directors in accordance with the law, inspects and audits the Company’s financial status, maintains the integrity of the Company’s assets, the maximized interests of shareholders and the legitimacy of employees’ rights and interests.



组织架构

Organizational structure



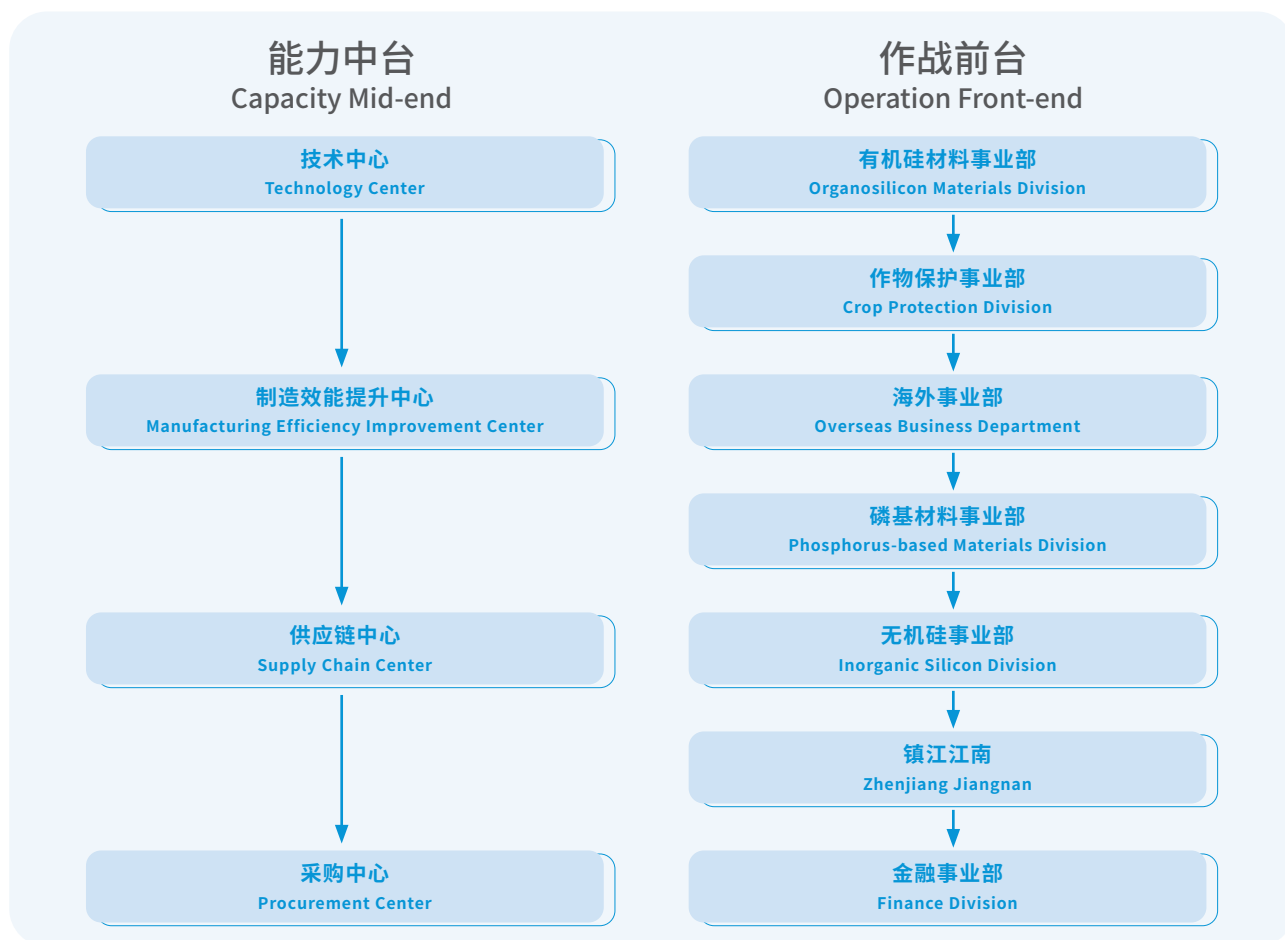
2021 年度，新安集团共组织召开股东大会 1 次，审议通过议案 **28** 项；召开董事会 13 次，审议通过议案 **36** 项；召开监事会 6 次，审议通过议案 **13** 项。

In 2021, the Company organized and held 1 General Meetings of Shareholders, reviewed and approved **28** proposals; held the 13 meetings of the Board of Directors, reviewed and approved **36** proposals; and held the 6 meetings of the Board of Supervisors, reviewed and approved **13** proposals in total.

2021 年度，新安集团严格按照交易规则要求及《公司限制性股票激励计划方案》规定，对离职激励对象已获授但尚未解锁的合计 **4.20** 万股限制性股票进行回购注销。截至 2021 年 12 月 31 日，公司总股本为 818390386 股。

In 2021, the Company repurchased and cancelled a total of **42,000** restricted stocks that were granted but not unlocked by resignation incentive targets in strict accordance with the requirements of trading rules and the provisions of the Company's Restricted Stock Incentive Plan. As at December 31, 2021, the Company's total share capital was 818,390,386 shares.

资源后台 Resource Back-end



2021 年，新安集团实现营业收入 1897666.36 万元，实现营业利润 321729.42 万元，实现净利润 271251.64 万元，总资产 1719934.15 万元，净资产 983513.26 万元，纳税总额 71257.24 万元。

In 2021, Wynca Group achieved an operating income of 18,976,663,600 yuan, an operating profit of 3,217,294,200 yuan, a net profit of 2,712,516,400 yuan, total assets of 17,199,341,500 yuan, net assets of 9,835,132,600 yuan, and a total tax payment of 712,572,400 yuan.

新安集团近三年经济绩效表

Economic performance of Wynca Group in the past three years

财务指标 Financial indicator	单位	2019 年	2020 年	2021 年
营业收入 Operating income	万元 (10000 yuan)	1,201,906.20	1,253,002.05	1,897,666.36
营业利润 Operating profit	万元 (10000 yuan)	65,255.06	81,108.17	321,729.42
利润总额 Total profit	万元 (10000 yuan)	64,254.04	77,099.90	314,321.61
净利润 Net profit	万元 (10000 yuan)	52,476.50	64,592.68	271,251.64
纳税总额 Total taxes	万元 (10000 yuan)	32,212.88	30,275.08	71,257.24
总资产 Total assets	万元 (10000 yuan)	1,143,167.33	1,246,062.01	1,719,934.15
净资产 Net assets	万元 (10000 yuan)	658,703.58	723,693.54	983,513.26
资产负债率 Assets and liabilities	%	42.38	41.92	42.82

备注：2019 年、2020 年数据为审后数；2021 年数据为审前数。

Remarks: The data for 2019 and 2020 are numbers after being audited; the data for 2021 are numbers before audit.

守法合规培训 Compliance training

Wynca carries out legal awareness training in various forms, strengthens employees' awareness of rules and bottom-line principles, popularizes and promotes basic legal knowledge, relies on classroom teaching and internal media as the starting point, combines online sharing with offline teaching, comprehensively improves the all employees' awareness of compliance with laws, and strengthens the ability of all employees to safeguard their rights in accordance with the law.

During the reporting period, Wynca gave 22 lectures on contract legal risk, engineering legal risk and other topics to managers and marketing personnel, with a total of 12 class hours and more than 2000 participants in the training. In addition, the Group adopted digital means to launch a total of 25 issues of the Law Overview program on the internal media to popularize legal knowledge among employees in a more vivid form.

新安集团推行开展形式多样的法律意识培训，强化员工规则意识和底线原则，普及推广基础法律知识，以课堂授课和内部媒体为切入点，线上分享与线下授课相结合，全面提升全员守法遵法意识，强化全员用法维权能力。

报告期内，新安对管理人员、营销人员等进行合同法律风险、工程法律风险等主题的授课 22 次，课长合计 12 课时，累计参训人员 2000 余人次。同时，集团利用数字化手段，在内部媒体上开设《瞰法》栏目合计 25 期，以更为生动的形式向员工普及法律知识。



管理风险防控 Prevention and control of management risk

- 事前预防
- 事中控制
- 事后补救

新安集团秉持“事前预防、事中控制、事后补救”的风控理念，始终将风险控制放在合规体系建设的重要位置，持续加强内部各层级风险控制体系建设，完善风控人员匹配，完善法律事务制度建设，以合法合规经营推动公司转型升级高质量发展。

The Company adheres to the risk control concept of “prevention in advance, control in process and remediation after event”, and always puts risk control at an important position in the construction of compliance system, continuously strengthens the construction of internal risk control systems at all levels, improves the matching of risk control personnel, and perfects the establishment of system for legal affairs, and thus promotes the transformation and upgrading and the high-quality development of the Company by means of operations in compliance with laws and regulations.

2021 年，新安集团组织员工前往建德、江苏等地子公司，面向管理层、业务人员、后勤人员等群体，围绕合规管理、证照管理、合同管理、危废管理等方面提供合计 48 个工作时的风险摸排，并出具相应的现场法律服务报告，就程序合规、人事用工风险、合同风险等方面问题提出相应的改进和完善意见。

In 2021, the Group organized employees to visit subsidiaries in Jiande, Jiangsu and other places, and provided risk research and investigation centering on compliance management, license management, contract management, hazardous waste management, etc. for the management, business personnel, logistics personnel and other groups for a total of 48 working hours, issued corresponding onsite legal service reports, and put forward corresponding improvement and enhancement opinions on procedural compliance, personnel and employment risks, contract risks and other issues.

反腐倡廉

Combating corruption and upholding integrity

新安集团制定并贯彻实施《新安集团中高层管理人员廉洁自律若干规定》《关于加强集团核心经营班子自身建设的决定》《关于严格落实党纪政纪处理的有关规定》，用以管理集团所属及子公司合规风险。

新安集团积极开展反腐倡廉教育，组织员工参加反腐倡廉成果展览，监狱参观等多种活动，增强员工拒腐防变意识。公司关注三个重点，切实加强反腐倡廉工作：

Wynca Group formulates and implements the Several Regulations for Integrity and Self-discipline of Wynca Group's Middle and Senior Management, the Decision on Strengthening the Self-Construction of the Group's Core Management Team, and the Relevant Regulations for Strictly Implementing Party Discipline and Political Discipline to manage compliance risks of the Group's affiliates and subsidiaries.

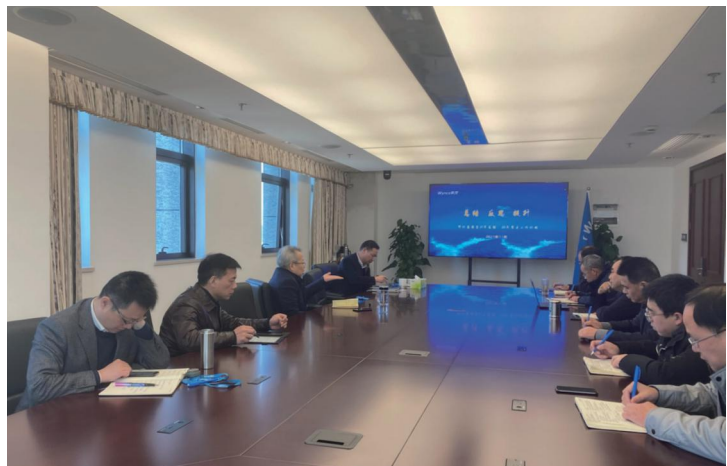


The Company actively carries out education on combating corruption and upholding integrity, organizes employees to participate in exhibitions of achievements in combating corruption and upholding integrity, prison visits and other activities, and thus enhances employees' awareness of anti-corruption and prevention from change. The Company pays attention to three priorities and effectively strengthens the works of combating corruption and upholding integrity:

<p>中层管理人员 For middle management</p>	<p>通过公开选拔，述职述廉，廉洁承诺，打造一支风清气正的中层管理队伍。实施中层干部日志和周志管理，开展月度、年度考核，提升责任担当和执行力。 The Company has built a clean middle management team by means of open selection, debriefing of responsibility and integrity, and commitment to integrity. In addition, it has implemented the management of journals and weekly records of middle-level cadres, carried out monthly and annual assessments, and improved the responsibility and execution.</p>
<p>重点科室岗位 For key departments and positions</p>	<p>加强对采购中心、财务部、组织与人力资源部，战略创新部、项目管理部等重点管理部门和岗位人员的管理监督，针对性地开展廉洁自律教育，提高按程序办事的意识，洁身自好，清除以权谋私、损人利己，增强拒腐防变能力。 The Company has strengthened the management and supervision of personnel in key management departments and positions, such as those in Purchasing Center, Finance Department, Organization and Human Resources Department, Strategic Innovation Department, Project Management Department, etc., carried out targeted integrity and self-discipline education, improved the awareness of handling affairs according to procedures and preserving employees' moral integrity, eliminated the abuse of power for personal gains and harming others to benefit themselves, and enhanced the ability to resist corruption and prevent change.</p>
<p>重点工程项目 For key engineering projects</p>	<p>凡是集团重大建设工程、大宗设备采购、大修维保等进行公开招标，纪委人员全程参与监督，降低工程造价，节约生产成本，预防违纪违规现象发生。 all major construction projects, bulk equipment procurement, overhaul and maintenance, etc. of the Group are subject to public bidding, and the personnel of the Disciplinary Committee participate in the supervision throughout the process. The Company reduces project construction costs, saves production costs, and prevents violations of discipline and regulations.</p>

新安集团与供应商和客户签订《廉洁采购协议书》，规范廉洁经营行为，防止商业贿赂的发生，杜绝腐败经营行为损害双方的利益。

The Company signs the Integrity Procurement Agreement with suppliers and customers, standardizes integrity business practices, avoids the occurrence of commercial bribery, and completely eradicates the corrupt business practices that harm the interests of both parties.



公平交易 Fair dealing

新安集团严格遵守《反不正当竞争法》的相关规定，坚持“竞争优先，和而不同，持续发展”的市场参与原则，倡导以优异的品质和服务赢得竞争优势，摒弃不道德、不合法的商业行为。公司不允许从事排除竞争对手的任何行为，拒绝以不道德或违法的商业行为来寻求竞争优势，严禁员工通过不公平的方法获取不公正的好处。公司使用供应商评价、供应商选定和招标等多种方法来促进行业公平竞争。公司依法规范公司宣传、广告行为，确保产品或服务的广告不存在虚假、误导性的陈述，符合公平经营与广告法的相关要求。

Wynca Group strictly complies with the relevant provisions of the Anti-Unfair Competition Law, adheres to the market participation principle of “competition first, harmony in diversity and sustainable development”, advocates winning competitive advantages by relying on excellent quality and service, and abandons immoral and illegal business activities. The Company does not allow any behavior of excluding competitors, refuses to seek competitive advantages by unethical or illegal business practices, and strictly prohibits employees from obtaining unfair benefits by unfair methods. The Company promotes fair competition in the industry by various methods, such as supplier evaluation, supplier selection, bidding, etc. The Company regulates its publicity and advertising behaviors in accordance with the law, and ensures that the advertisements of products or services are free from false and misleading statements and in compliance with the relevant requirements of the fair business and advertising laws.

合规信息披露

Disclosure of compliance information

新安集团始终认真、审慎地履行上市公司信息披露义务，加强信息披露事务管理，认真、及时、准确、完整地披露公司信息，特别是对于可能影响股东和其他投资者投资决策的重大信息，公司都第一时间对外发布、报送，保证公平对待所有投资者，不存在选择性披露，确保了广大投资者的知情权。2021年，公司在指定的信息披露媒体上及时披露年度、半年、季度定期报告4次，发布三会决议、聘任高管、关联交易、对外投资、对外担保等临时公告63个，及时准确地向股东披露公司的重大事项及财务情况。

Wynca Group has always seriously and prudently fulfilled the information disclosure obligations for listed companies, and it has strengthened the management of information disclosure affairs, and disclosed the corporate information in a serious, timely, accurate and complete manner, especially the material information that may affect the investment decisions of shareholders and other investors, which the Company has released and reported to the public as soon as possible. The Company ensures that all investors are treated fairly and no selective disclosure is made, so that the investors' right to know has been guaranteed. In 2021, the Company disclosed the annual, semi-annual and quarterly periodic reports for 4 times on the designated information disclosure media, and published 63 temporary announcements with regard to resolutions of the three organs, appointment of senior executives, related party transactions, external investments, external guarantees, etc. in a timely manner, and disclosed the Company's major events and financial conditions to the shareholders in a timely and accurate manner.

保护中小投资者利益

Protecting the interests of small and medium investors

2021年以来，新安集团通过多种渠道、方式对接机构投资者，通过上交所网站、公司网站、微信、投资者来电等途径，持续开展公开透明的投资者咨询服务，做好信息解读，形成良好常态沟通关系，做到在公司披露定期报告、重大事项、公司重点项目推进以及主要产品及原料价格出现波动等特殊节点积极主动交流，增强投资者对公司情况的了解和信任感。

Since 2021, the Company has connected with institutional investors through various channels and by various methods, continuously carried out open and transparent investor consulting services through the website of Shanghai Stock Exchange, the Company's website, WeChat and investor calls, provided interpretation of information, formed a good normal communication relationship, taken initiative to make active communications at special points such as the Company's disclosure of periodic reports, major events, the Company's key projects, fluctuations of prices of main products and raw materials, etc., and enhanced investors' understanding the Company's situations and their trust in us.

信息安全

Information security

新安集团参照国内外的安全标准和规范，利用成熟的信息安全方法论，建立组织、管理和技术为一体的信息安全体系，达到国家和行业信息安全标准的要求；持续改进安全防护体系，多维度相结合，对信息安全事件进行综合防范。

With reference to domestic and foreign security standards and specifications, Wynca Group uses mature information security methodologies, establishes an information security system featured by the integration of organization, management and technology, and meets the requirements of national and industry information security standards; in addition, we continuously improve the security protection system, realize combination of multiple dimensions, and comprehensively prevent information security incidents.

新安集团制定《信息安全风险管理办法》，规范信息资产的信息安全风险的管理，规范信息资产的信息安全风险评估及安全加固，对信息资产的信息安全风险进行可知、可控，通过信息安全风险调研，获取信息资产在设计实现时或者在安全策略配置时的威胁和弱点相关的信息，并对收集到的信息进行识别、分析和评估，综合评判给出信息安全风险被利用造成信息安全事件发生的可能性和造成损失及影响的程度。通过部署安全策略、完善安全技术、更新补丁等方式对信息安全风险进行修复。

Wynca has formulated the Measures for Management of Information Security Risk, regulated the management of information security risks of information assets, standardized the information security risk assessment and security reinforcement of information assets, ensured that the information security risks of information assets are known and controllable, obtained information about the threats and weaknesses of information assets upon realization of design and allocation of security strategies by relying on information security risk researches, identified, analyzed and evaluated the collected information, comprehensively evaluated and concluded the possibility that information security risks are exploited and thus cause information security incidents and the extent of loss and impact thereof, and performed repair of information security risks by deploying security strategies, improving security technologies and updating patches, etc.

新安集团完善《信息安全应急预案》，健全信息安全事件应急响应体系，规范应急响应工作内容和流程，提高应急响应能力，做到有效预防、积极应对、及时控制、果断处理，确保网络与信息系统的业务连续性，减少安全事件带来的负面影响及损失。

Wynca has improved the Information Security Emergency Plan, perfected the information security incident emergency response system, standardized the contents and processes of emergency response works, enhanced the emergency response capabilities, achieved effective prevention, active response, timely control and decisive handling, ensured the security of network and information systems and the continuity of business, and reduced the negative impact and loss of security incidents.

新安集团实施《信息安全培训管理办法》，规范员工的信息安全教育和培训工作，促进员工信息安全教育培训的日常化、制度化、专业化，增强信息安全培训工作的效果，提高信息安全意识和防范能力，保障信息资产安全。2021年，邀请浙江省市场监管局专家开展商业秘密保护讲座，进一步提升公司员工的保密意识和保密管理技能。同时，作为浙江省商业秘密保护示范点新安对外开展宣讲工作，发挥了示范引领作用。

The Company implements the Management Measures for Information Security Training, regulates the information security education and training for employees, promotes the routine, institutionalized and professional information security education and training for employees, enhances the effectiveness of information security training, and improves information security awareness and prevention capacities, and guarantees the security of information assets. In 2021, the Company invited experts from Zhejiang Provincial Administration for Market Regulation to provide trade secret protection lectures, and thus further enhanced the Company's employees' confidentiality awareness and confidentiality management skills. In addition, as a commercial secret protection demonstration site in Zhejiang Province, Wynca carried out publicity works externally and played a leading role in demonstration.

新安集团建立《信息安全奖惩管理办法》对反映信息安全隐患被核实、提出信息安全合理化建议并被采纳的个人，视情形给予绩效考核加分的奖励；对在信息安全方面作出突出贡献的个人、对举报信息安全违规事件情况查证属实者、举报信息安全违法违纪行为为集团挽回重大经济损失的个人给予现金奖励。

The Company has established the Management Measures for Information Security Rewards and Punishments, under which the individuals who have reported hidden dangers of information security that have then been verified, or those who have put forward information security rationalization suggestions that have been accepted will be rewarded with additional points granted in performance appraisal as appropriate; individuals who have made outstanding contributions in information security, the individuals who have reported information security violations that have then been verified, and the individuals who have reported information security violations and thus recovered significant economic losses for the Group, the cash rewards will be given to them.



保护知识产权 Protection of intellectual property



新安集团作为国家知识产权示范企业，浙江省、杭州市专利示范企业，秉承“树市场意识，以创新为基，结运用之果，做绿色先锋”的知识产权方针，树立“规范知识产权全面管理，合理规避风险；实施知识产权运用战略，拓展产品市场”的知识产权长期目标，配备专职人员管理集团的知识产权事务，建成规范的知识产权管理制度及流程，将技术管理、组织管理、信息管理、生产经营管理、诉讼和风险管理融为一体，确保新安在各项活动尤其是技术创新活动中知识产权的不断产出和风险防范，积极运用知识产权各项制度，体现创新价值，支撑公司的可持续、快速发展。

新安集团以知识产权管理为中心，以标准化、规范化为手段，以积极运营和保护体现知识产权价值为宗旨，目前已经形成了一定数量的稳定性良好的知识产权，其中五项发明专利分别获得了第八、九、十一届、十五届以及十九届中国专利优秀奖，“XINAN 及图”商标获中国驰名商标。公司重视技术创新，多次承担国家省部级的重大科研攻关项目，并获得多项国家及省部级的科技奖励，新安制定了技术成果及时申请专利保护的管理流程，并建立企业内部的专题专利数据库，充分利用专利文献提高研发和生产效率并规避侵权风险；重视商业秘密的保密工作，对保密信息、场所、人员等采取了合理适当的保密措施，涉及主导产品的核心技术秘密经权威部门鉴定，同时不断的尝试并实现知识产权的许可、转让模式，进一步完善相关的管理制度。

新安集团切实提高知识产权保护力度，先后针对各种知识产权纠纷，陆续发起了专利侵权、商标侵权、商标异议等多起维权行动，并均取得胜诉。通过多种法律手段维护了公司合法权益，其中专利侵权案获赔 2000 万元、专利及商业秘密侵权案获赔 2300 万元。通过这些实际诉讼案例，锻炼了新安的维权队伍，提高了保护知识产权的能力，并与国内知名律师事务所建立了良好的合作关系。

As a national intellectual property demonstration enterprise and a patent demonstration enterprise in Zhejiang Province and Hangzhou City, Wynca Group adheres to the intellectual property policy of “establishing market awareness, taking innovation as foundation, achieving results of application and becoming a green pioneer”, establishes the long-term intellectual property goals of “standardizing comprehensive management of intellectual property rights, and reasonably avoiding risks; implementing the intellectual property utilization strategy, and expanding the product market”, assigns full-time personnel to manage the Group's intellectual property affairs, establishes the standardized system and process for intellectual property management, integrates technology management, organizational management, information management, production and operation management, litigation and risk management, ensures the continuous output and risk prevention of intellectual property rights in various activities, especially technological innovation activities, actively uses various intellectual property systems, reflects innovation value, and supports the Company's sustainable and rapid development.

Wynca takes intellectual property management as the center, adopts standardization and normalization methods, and adheres to the aim of actively operating and protecting the value of intellectual property rights. At present, a certain number of intellectual property rights featured by good stability have been formed. Among them, five invention patents have won the 8th, 9th, 11th, 15th and 19th China Patent Excellence Awards, and the trademark “XINAN and Figure” was rated as a Famous Trademark of China. The Company attaches great importance to technological innovation, and has undertaken many major key scientific research projects at the national, provincial and ministerial levels, and has been granted several national, provincial and ministerial scientific and technological awards. Wynca has formulated the management process for timely application for patent protection of the technological achievements, established special topics and patent database within the enterprise, and made full use of patent documents to improve R&D and production efficiency and avoid infringement risks; attached importance to the confidentiality of trade secrets, and taken reasonable and appropriate confidentiality measures for confidential information, places, personnel, etc. The core technical secrets involving leading products have been identified by authoritative departments. In addition, we constantly make attempts and realize the licensing and transfer mode of intellectual property rights, and further improve the relevant management system.

Wynca effectively improves the protection of intellectual property rights. For various intellectual property disputes, it has successively launched a number of rights protection actions, such as those for patent infringement, trademark infringement, trademark objection, and won all of the cases. The legitimate rights and interests of the Company have been protected by various legal means, including RMB 20 million compensation received in patent infringement cases and RMB 23 million compensation received in patent and trade secret infringement cases. Through these actual litigation cases, Wynca has trained its right protection team, improved its ability to protect intellectual property rights, and established a good cooperative relationship with well-known domestic law firms.





诚信履约

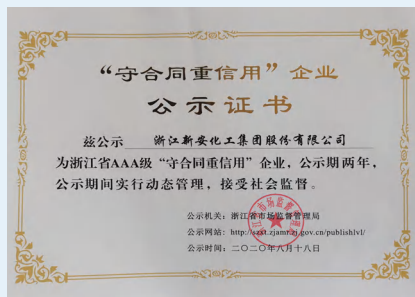
Contract performance with integrity

新安集团坚持合同全生命周期管理模式，以《合同管理制度》、《档案工作管理规定》等相关制度为依托，结合《信用管理制度》、《建设项目采购管理办法》等相关要求，围绕合同起草、合同审批、合同变更、合同用印、合同结算、合同查询等环节。利用在线 OA、电子签章等工具，不断丰富和完善公司各类合同范本、实现线上审核、统一合同台账的管理等目标，同时也及时掌握了合同履行率、合同收付款情况。

近三年，集团合同签订总数为 41905 份，其中采购合同 6782 份、销售合同 35123 份，履约率达到 100%。

Wynca adheres to the full life cycle contract management model, relies on relevant systems, such as the Contract Management System, the Archives Work Management Regulations, etc., combines the Credit Management System, the Management Measures for Construction Project Procurement and other relevant requirements, centers on contract drafting, contract approval, contract modification, contract printing, contract settlement, contract inquiry, etc. With the use of online OA, electronic signatures and other tools, the Company continuously enriches and improves various contract templates of the Company, realizes the goals of online review, unified contract ledger management, etc., and also grasps the contract performance rate and the status of contract amount receipts and payments in a timely manner.

In the past three years, the Group has signed a total of 41,905 contracts, including 6,782 purchase contracts and 35,123 sales contracts, and the performance rate has reached 100%.





合作共赢，打造满意新安
Creating satisfactory Wynca by
through win-win cooperation

质量管理 Quality management

新安集团秉承“满足需求，标杆导向”的质量理念，实施 QES 管理体系，以客户为关注焦点，建立从原料进厂到产品出厂的全过程质量管理，持续完善自身的质量管理体系，严格管控质量风险，落实质量管理措施，以提供可靠、安全的产品和服务。

新安集团运用 FMEA、SPC 等质量统计工具，通过内部审核、自我评价、第三方审核或评价、QC 小组活动，不断寻找改进机会和持续改进的方式，迈向卓越的性能。近年来，公司未出现过重大质量投诉，在历年接受各级质量的抽检中，合格率均达 100%。

新安集团实行三级质量诚信教育培训，牢固树立全体员工的诚信意识。由公司组织一级教育工作；各部门根据公司要求，编制教育培训计划和内容，认真组织开展质量教育培训；各车间负责组织开展班组长及员工的诚信宣传教育工作。公司通过专题培训、书面文字进行张贴或传达、质量诚信先进员工经验交流、利用早会或班前会、利用图片展示等多种方式对企业员工实施质量诚信教育。

Wynca adheres to the quality concept of “satisfying needs and guiding with benchmarks”, implements the QES management system, focuses on customers, establishes the full-process quality management from the incoming of raw materials to the delivery of products, continuously improves its own quality management system, strictly controls quality risks, implements quality management measures, and thus provides reliable and safe products and services.

With the use of FMEA, SPC and other quality statistical tools and through internal audit, self-assessment, third-party audit or evaluation as well as QC group activities, the Company continuously looks for improvement opportunities and continuous improvement methods to achieve excellent performance. In recent years, the Company has not received any major quality complaints, and has realized the pass rate of 100% in the spot checks of quality at all levels over the years.

The Company implements the three-level quality integrity education and training, and firmly establishes the integrity awareness of all employees. The Company organizes the Level 1 education work; each department prepares education and training plans and contents according to the Company's requirements, and earnestly organizes quality education and training; each workshop is responsible for organizing and implementing the integrity publicity and education for team leaders and employees. The Company implements quality and integrity education for enterprise employees by various methods, such as special training, posting or communication in written words, exchanging of experience by advanced employees in quality and integrity, using morning or pre-shift meetings, adopting pictures for display, etc.



创新驱动 Keeping innovation driven

新安集团以提升自主创新能力和产业发展驱动力为核心，制定公司科技发展战略、目标任务，制定实施《研发课题管理制度》《科技创新奖励办法》《科研绩效提成管理办法》等创新管理制度，建立多层次、多专业协作的科研组织体系，是国家创新型企业、国家高新技术企业、全国知识产权示范企业，拥有国家认定的企业技术中心、博士后科研工作站、省级企业研究院和全国模范院士工作站。新安现有科技人员共 579 人，其中享受国务院特殊津贴 4 人，教授级高级工程师 10 人，高级职称人员 90 人。全球引才“521”计划外国专家 1 人、博士 21 人。国家“百千万”人才 1 人、浙江省“万人计划”1 人、浙江省 151 人才培养 13 人、杭州市 131 人才培养 41 人。

Wynca Group takes the improvement of independent innovation capabilities and driving force of industrial development as the core, develops the Company's strategies, goals and tasks for scientific and technological development, formulates and implements innovation management systems, such as the R&D Project Management System, the Science and Technology Innovation Incentive Measures, the Management Measures for Research Performance Commission, etc. It has established a scientific research organization system featured by multiple levels and collaboration of multiple specialties. As a National Innovative Enterprise, a National High-tech Enterprise and a National Intellectual Property Demonstration Enterprise, the Company has the nationally recognized enterprise technology center, the post-doctoral research workstation, the provincial enterprise research institute and the national model academician workstation. Wynca currently has 579 scientific and technological personnel, including 4 who enjoy the special allowance of the State Council, 10 professor level senior engineers and 90 personnel with senior professional titles. One foreign expert and 21 doctors of Philosophy in the "521" program for global talent introduction. There are 1 national "ten million" talents, 1 Zhejiang "ten thousand plan", 13 Zhejiang 151 talents and 41 Hangzhou 131 talents.

新安长期保持较高水平的研发投入，2018 年集团研发投入 34068.34 万元，2019 年集团研发投入 35430.50 万元，同比增长约 4%；2020



年集团研发投入 35313.47 万元，同比增长约 -0.33%；2021 年集团研发投入 57178.65 万元，同比增长约 61.92%。

Wynca has maintained a high level of R&D investment for a long term. In 2018, the Group invested RMB 340.6834 million in R&D. In 2019, the Group invested RMB 354.3050 million in R&D, representing a year-on-year increase of about 4%; in 2020, the Group's R&D investment was RMB 353.1347 million, representing a year-on-year increase about -0.33%; in 2021, the Group had the R&D investment of RMB 571.7865 million, representing a year-on-year increase of about 61.92%.

2019 年—2021 年，集团申请专利 322 项，其中有发明专利 182 项、外观设计 29 项、实用新型 111 项。近三年，集团获授权专利 182 项，其中有发明专利 75 项、外观设计 27 项、实用新型 80 项。2021 年 6 月草甘膦酸盐可溶性固体剂型荣获国家知识产权局颁发的中国专利优秀奖。

From 2019 to 2021, the Group applied for 322 patents, including 182 invention patents, 29 appearance designs and 111 utility models. In the past three years, the Group has been granted 182 authorized patents, including 75 invention patents, 27 design patents and 80 utility model patents. In June 2021, the soluble solid dosage form of glyphosate salt won the China Patent Excellence Award granted by the National Intellectual Property Administration.

风险提示 Risk warning

新安集团在产品外包装、标签上注明产品性质（标注上腐蚀品、易燃液体等）、安全措施，给客户提供的产品都有相应的化学品说明书，阐明化学品的理化特性（如 PH 值，闪点，易燃度，反应活性等）以及对使用者的健康（如致癌，致畸等）可能产生的危害等，提示存在的潜在风险，指导客户正确保存、运输和使用产品。在产品宣传、客户培训过程中，也做好相关的风险提示。

Wynca Group indicates product properties (with corrosion products, flammable liquids, etc. specified) and safety measures on product packaging and labels, and all products provided to customers are accompanied with corresponding chemical instructions to clarify the physical and chemical properties of chemicals (such as PH value, flash point, flammability, reactivity, etc.) and the possible harm to the health of users (such as carcinogenic, teratogenic, etc.), remind users of the potential risks, and guide customers to store, transport and use the product in a correct manner. In the process of product promotion and customer training, the relevant risk warnings are also provided.



售后服务

After-sale services

新安集团制定了《售后服务管理规定》，规范处理产品交付及服务过程的各项工作，明确相关部门在售后服务过程中的职责，规范产品售后服务的程序，使售后服务工作制度化、规范化。

新安集团制定《客户投诉处理管理办法》，完善客户投诉处理流程，通过业务代表、售后服务电话收集客户投诉或客户反馈；业务负责人启动集团客户投诉流程，售后管理人员分析问题，根据情节重大与否，通过部门负责人审核、生产、质量管理部门判断、集团负责人等环节审批；根据客户投诉分类，进行退、换货、工厂理赔、保险理赔等售后投诉处理。2021 年，集团农化营销中心接到投诉 0 起；有机硅接到投诉 124 起，已解决 117 起，跟进中 7 起，解决率约 94.35%。

Wynca Group has formulated the After-sales Service Management Regulations, standardized the works of handling product delivery and service processes, clarified the responsibilities of relevant departments in the after-sales service process, standardized product after-sales service procedures, and allowed institutionalized and standardized after-sales services.

Wynca has formulated the Management Measures for Handling Customer Complaints, improved the customer complaint handling process, and collected customer complaints or customer feedback through sales representatives and after-sales service calls; the person in charge of business starts the Group's customer complaint process, the after-sales management personnel analyze the problem and determine whether the situation is serious or not, the head of department carries out review, the production and the quality management departments make judgments, and the head of the Group grants approval; In 2021, the Group's Agrochemical Marketing Center received 0 complaint; and 124 complaints were received about silicone, 117 of which had been resolved, and 7 were being followed up. The resolution rate was about 94.35%.

农化营销中心近三年的投诉情况
Complaints received by the Agricultural Chemical Marketing Center in the past three years

	2019 年				2020 年				2021 年
	投诉总数 Total complaints	已解决 Resolved	跟进中 In progress	解决率 Resolution rate	投诉总数 Total complaints	已解决 Resolved	跟进中 In progress	解决率 Resolution rate	投诉总数 Total complaints
农化营销中心 Agrochemical Marketing Center	19	19	0	100.00%	11	9	2	81.82%	0
汇总 Summary	19	19	0	100.00%	11	9	2	81.82%	0

有机硅近三年的投诉情况
Complaints about silicone in the past three years

	2019 年				2020 年				2021 年			
	投诉总数 Total complaints	已解决 Resolved	跟进中 In progress	解决率 Resolution rate	投诉总数 Total complaints	已解决 Resolved	跟进中 In progress	解决率 Resolution rate	投诉总数 Total complaints	已解决 Resolved	跟进中 In progress	解决率 Resolution rate
混炼胶 Rubber compound	148	147	1	99.32%	200	197	3	98.50%	66	64	2	96.97%
密封胶 47 Sea	47	47	0	100%	33	33	0	100.00%	51	46	5	90.20%
基础 Base	-	-	-	-	-	-	-	-	7	7	0	100.00%
汇总 Summary	195	194	1	99.49%	233	230	3	98.70%	124	117	7	94.35%

新安集团建立完善的产品召回与赔偿制度，如果提供的产品或服务被证明对客户及消费者的生命或财产安全存在威胁时，企业应立刻停止提供该类产品或服务，并作出公开声明，尽可能召回已出售产品；对已造成损害的，公司给予适当的赔偿和保险理赔。

Wynca has established the sophisticated product recall and compensation system. If the products or services we provide prove to be a threat to the life or property safety of customers and consumers, the Company shall immediately stop providing such products or services, make a public statement, and recall sold products as far as possible; in case of damages that have been caused, the Company shall provide appropriate compensation and settlement of insurance claim.

客户培训 Customer training

新安集团秉持合作共赢的理念，通过召开客户交流会、新产品推介会、产品培训会等多种途径加强客户培训，增进与客户的沟通交流，给客户解读新安集团企业文化，现场给客户做药效示范试验，邀请农户观摩，与客户开展全方位多层次的合作。2019年，集团开展客户培训733次；2020年，集团开展客户培训508次；2021年，集团开展客户培训832次。

Wynca Group adheres to the concept of win-win cooperation, strengthens customer training by various means such as holding customer exchange meetings, new product promotion meetings, product training meetings, etc., enhances communication and exchanges with customers, interprets the corporate culture of Wynca Group for customers, performs demonstration tests of drug efficacy for customers on site, invites farmers to inspect, and carry out all-round and multi-level cooperation with customers. In 2019, the Group carried out 733 session of customer training; in 2020, the Group conducted 508 sessions of customer training; in 2021, the Group provided 832 sessions of customer training.



客户满意度 Customer satisfaction

新安集团制定并实施《客户满意度调查及处理管理办法》，规范客户满意管理，每年开展客户满意度调查，了解客户感受，并针对客户反馈的意见，持续改进产品和服务，提升客户满意度，促进质量改善与售后服务，确保客户对企业的充分信任。

2021年，新安集团对有机硅客户发出调查问卷168份，实际收回153份（其中DMC客户33家，107胶客户20家，生胶客户29家，密封胶客户27家，弹性体客户44家），平均得分为92.28分，征集到客户意见、建议44条。公司对调查结果进行深入分析，查找可提升的方面，采取有效措施提升客户满意度，并对评分分数低于70分的客户和有针对性建议的客户进行回访、回复处理。

2021年，新安集团农化营销中心按照不同产品客户，分产品分区域，进行了客户满意度调查。本次调查通过二维码问卷形式向客户发放满意度调查问卷138份，回收125份，回收率91%，客户对我司的产品及服务都持肯定态度，制剂产品客户满意度达93.5%。经过对评估项目的满意度调查数据的统计分析，公司找出客户期望改善的方面，指导公司内部人员进行了有针对性的改善，并反馈客户。

Wynca Group formulates and implements the Customer Satisfaction Survey and Handling Management Measures, standardizes customer satisfaction management, conducts customer satisfaction surveys on an annual basis, learns about customer feelings, continuously improves products and services based on customer feedback, enhances customer satisfaction, promotes quality improvement and after-sales services, and ensures customers' full trust in the Company.

In 2021, Wynca distributed 168 questionnaires to silicone customers, and actually received 153 returned questionnaires (including those from 33 DMC customers, 20 107 rubber customers, 29 raw rubber customers, 27 sealant customers, and 44 elastomer customers). The average score thereof was 92.28 points, and 44 customer opinions and suggestions were collected. The Company conducted in-depth analysis of the survey results, found areas to be improved, took effective measures to improve customer satisfaction, and carried out return visits and gave response to customers with a score lower than 70 and customers who provided targeted suggestions.

In 2021, Wynca Agrochemical Marketing Center conducted a customer satisfaction survey according to different product customers by product and region. In this survey, 138 satisfaction questionnaires were distributed to customers in the form of QR code questionnaire, and 125 questionnaires were returned, with a returning rate of 91%. The customers affirmed our products and services, and the customer satisfaction of preparation products reached 93.5%. Upon the statistical analysis of the satisfaction survey data of evaluation items, the Company found the areas that customers expected for improvement, guided the Company's internal staff to make targeted improvements, and gave feedback to customers.

产学研合作

Industry-university-research cooperation



新安集团加强与国内知名科研院所的连接，借智借脑借力，开展技术攻关、新产品开发，加快科研成果的落地转化，坚持科研开发与产业化发展并重，形成“产学研”结合良性发展，不断提升新安的核心竞争力。

2021年，新安集团与上海交大、中科院工程所、微电子所、宁波材料所、厦门大学等近20家院所开展技术合作交流。集团创新合作模式，与山东大学共建“硅基高端新材料研究院”，与浙江工业大学共建“绿色化学研究院”2个高能级研发平台，与浙大科创中心共建的“创新研究院”积极筹划中。

Wynca Group strengthens the connection with domestic well-known scientific research institutes, leverages wisdom, brains and efforts, strives to make technological breakthrough and carries out new product development, accelerates the settlement and transformation of scientific research results, adheres to emphasis on both scientific research development and industrialization development, forms a benign development featured by the combination of “industry, university and research”, and continuously improve the core competitiveness of Wynca.

In 2021, Wynca carried out technical cooperation and exchanges with nearly 20 universities and institutes, such as Shanghai Jiaotong University, Institute of Engineering and Institute of Microelectronics of Chinese Academy of Sciences, Ningbo Institute of Materials, Xiamen University, etc. The Group innovated the cooperation model, jointly established the “Research Institute of Silicon-based High-end New Materials” in cooperation with Shandong University, and jointly established 2 high-level R&D platforms of “Green Chemistry Research Institute” in cooperation with Zhejiang University of Technology, and was actively planning the “Innovation Institute” to be jointly established in cooperation with the Scientific and Technological Research Center of Zhejiang University.

助力行业发展

Contributing to the industry development

新安集团是全国化学标准化技术委员会、中国农药标准化技术委员会、全国化学标准化技术委员会有机化工分会、中国氟硅材料工业协会标准化技术委员会等标委会的委员单位，是浙江省有机硅标准化技术委员会秘书处承担单位。另外参与的主要协会有中国农药工业协会、浙江省高新技术企业协会、浙江省化学学会、浙江省企业技术创新协会、杭州市化学学会等。

近三年新安集团主导（参与）完成制修订国家、行业、团体标准共计41项。2019年，完成20项标准制定，其中国家标准1项、行业标准2项、团体标准17项；2020年，完成7项团体标准制定；2021年，完成14项标准制修订，其中国家标准4项、行业标准1项、浙江制造标准1项、团体标准8项。

2021年，新安集团制定的全氟丙烯等7项高端合成材料专用原料系列标准获中国石油和化学工业联合会颁发的科技进步奖二等奖。

Wynca Group is a member of standardization committees, such as the National Standardization Technical Committee of Chemical, the National Standardization Technical Committee of Pesticide, the Organic Chemical Branch of the National Standardization Technical Committee of Chemical, the Standardization Technical Committee of China Association of Fluorine and Silicon Industry, etc. It is the responsible unit of the Secretariat of the Standardization Technical Committee of Organic Silicon of Zhejiang Province. In addition, the major associations it has joined include China Crop Protection Industry Association, Zhejiang High-tech Enterprise Association, Zhejiang Chemical Industry Association, Zhejiang Enterprise Technology Innovation Association, Hangzhou Chemical Industry Association, etc.

In the past three years, the Group has led (participated in) and completed the formulation and revision of 41 national, industry and group standards in total. In 2019, it completed the formulation of 20 standards, including 1 national standard, 2 industry standards and 17 group standards; in 2020, it completed the formulation of 7 group standards; in 2021, it completed the formulation and revision of 14 standards, including 4 national standards, 1 industry standard, 1 Zhejiang manufacturing standard and 8 group standards.

In 2021, the series standards for 7 dedicated raw materials for high-end synthetic materials, such as perfluoropropylene, etc., formulated by Wynca Group won the Second Prize of the Science and Technology Progress Award granted by China Petroleum and Chemical Industry Federation.





供应商管理 Supplier management

新安集团持续修订和完善供应商管理制度，将企业社会责任和可持续发展相关理念融入其中，在加强自身社会责任和可持续发展供应链体系建设的同时，积极倡导和鼓励供应商同步推进。同时通过对供应商现场审核，对供应商可持续发展实践进行评估，针对查找和发现的风险隐患因素，提出整改措施意见和建议并进行效果验证，帮助供应商提升可持续管理水平。

新安集团持续修订和完善供应商管理制度，并制订了可持续采购政策，将 CSR 纳入采购业务全流程，并将 CSR 纳入供应商的绩效考核。对于 CSR 表现好的供应商，集团在同等条件下提高采购份额，优先提供业务合作机会；对于 CSR 表现差，尤其是违反 CSR 红线要求的供应商，集团要求限期整改，同时降低采购份额或限制业务合作机会，整改不通过或拒绝整改的，将取消合作关系。

2021 年 7 月以后，新安集团要求新增原料供应商均填报《供应商社会责任评估表》，了解供应商履行社会责任的情况，作为集团供应商选择和准入的条件之一。对长期合作供应商，集团要求签订《供应商行为准则》，明确描述了供应商对社会的责任和环境、管理的要求，并要求供应商承诺遵守和执行。

Wynca Group consciously revises and improves the supplier management system, integrates the concepts related to corporate social responsibility and sustainable development therein, and actively advocates and encourages suppliers to advance simultaneously while strengthening the construction of its own social responsibility and the supply chain system with sustainable development. Furthermore, through onsite audits of suppliers, the Group evaluates suppliers' sustainable development practices, puts forward comments and suggestions on rectification measures and conducts effect verification based on the hidden risk factors found and discovered, and thus assists suppliers to improve their sustainable management level.

Wynca continuously revises and improves the supplier management system, formulates the sustainable procurement policies, incorporates CSR into the entire procurement process, and includes CSR in the supplier performance assessment. For suppliers with good CSR performance, the Group increases procurement share under the same conditions and gives priority to providing business cooperation opportunities; for suppliers with poor CSR performance, especially those violating the CSR red line requirements, the Group requires their rectification within a time limit, and also reduces the procurement share or restricts the business cooperation opportunities. If the supplier fails in the rectification or refuses to make rectification, the cooperative relationship will be cancelled.

Since July 2021, the Group has required all new raw material suppliers to complete the Supplier Social Responsibility Assessment Form so as to learn about the suppliers' fulfillment of social responsibility, which have been adopted as one of the conditions for the Group's supplier selection and admission. For long-term cooperating suppliers, the Group requires the signing of the Code of Conduct for Suppliers, which has clearly described the suppliers' social responsibility as well as environmental and management requirements. In addition, the Group requires the suppliers' commitment to comply with and implement the requirements.



目前，新安集团集采物料合格供方共有 313 家，其中通过 ISO9000 认证的有 73 家，通过 ISO14001 认证的有 40 家，通过 OHSAS18001 认证的有 34 家。

At present, the Group has a total of 313 qualified suppliers for centralized procurement of materials, of which 73 have passed ISO9000 certification, 40 have passed ISO14001 certification and 34 have passed OHSAS18001 certification.

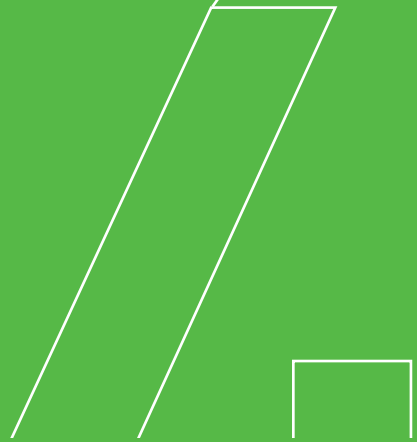
新安集团供应商情况 Information on Wynca Group's suppliers			
共有 313 家 A total of 313 suppliers	A 类 Class A	B 类 Class B	C 类 Class C
通过 ISO9000 认证 73 家 suppliers have passed ISO9000 certification	15 家 15 suppliers	58 家 58 suppliers	0
通过 ISO14001 认证的有 40 家 suppliers have passed ISO14001 certification	14 家 14 suppliers	26 家 26 suppliers	0
通过 OHSAS18001 认证 34 家 suppliers have passed OHSAS18001 certification	14 家 14 suppliers	20 家 20 suppliers	0

2021 年，新安集团抽取了 3 家供应商进行现场评审，评审结果总体良好，对未取得职业健康安全管理体系和环境管理体系的供应商，提出了要求取证的改进意见和建议。

In 2021, Wynca Group selected 3 suppliers to carry out onsite review, and the review results were generally good. For suppliers who did not obtain the occupational health and safety management system and environmental management system, the Group put forward the improvement comments and suggestions on the request for evidence collection.

报告期内，未出现因社会责任不合格被否决的潜在供应商和业务因社会责任不合格被中止合作的供应商。

During the reporting period, there were no potential suppliers who were rejected due to unqualified social responsibility or suppliers whose business cooperation was terminated due to unqualified social responsibility.



以人为本，成就和谐新安
**Realizing harmony of Wynca in
people oriented manner**



以人为本，成就和谐新安

Realizing harmony of Wynca in people oriented manner

人才是企业最宝贵的财富，也是企业发展最强动力。新安坚持以人为本，广纳英才，保障员工权益，不断完善晋升激励机制，呵护员工身心健康，丰富员工生活，成就员工价值。

Talent is the most valuable asset of an enterprise, and is also the most powerful driving force to realize enterprise development. Wynca adheres to people-oriented concept, recruits a great number of talents, protects the rights and interests of employees, continuously improves the promotion and incentive mechanism, protects the physical and mental health of employees, enriches the life of employees, and achieves value for employees.

员工满意度

近三年，新安集团每年定期 11 月上旬开展全集团组织健康度测评工作，测评员工对现有组织的满意度，包括战略满意度、组织能力满意度、员工思维满意度、员工能力满意度、员工治理满意度、组织氛围满意度 6 个维度。近三年满意度结果分别为：66.56%，65.04%，66.72%。每年均输出组织健康度诊断报告，帮助员工满意度偏低单位识别问题与改进。

Employee Satisfaction

In the past three years, the Group has regularly conducted a Group-wide organization health assessment in early November every year to evaluate employees' satisfaction with the existing organization, covering six dimensions, i.e. strategic satisfaction, organizational capacity satisfaction, employee thinking satisfaction, employee capacity satisfaction, employee governance satisfaction and organizational atmosphere satisfaction. The satisfaction results in the past three years were 66.56%, 65.04% and 66.72%, respectively. It output organization health diagnosis report every year, and helped the units with low employee satisfaction to identify problems and make improvement.

用工基本情况

Basic situation of employment

新安集团严格遵守《劳动法》《劳动合同法》和当地相关法律法规，坚持公平、公开、平等的招聘原则，重视人才的多元化，反对性别、民族等歧视，坚持同工同酬，杜绝使用童工和强迫劳动，全力构建包容、开放的就业环境。公司注重男女平等，坚决杜绝在雇佣中对女性的歧视。公司不歧视残疾人，积极为残疾人创造工作机会。

新安集团每年面向社会招聘 500 余人，集团为完善人才招聘体系制定了《内部推荐管理办法》倡议内部员工进行人才推荐，加快岗位招聘进度；每年组织校园招聘，与山东大学、浙江工业大学建立校企合作关系，在技术创新、成果转化、人才培养方面达成良好互动。2021 年，共招聘 796 人，其中工人 580 人、应届毕业生 89 人，极大带动了当地就业。

Wynca Group strictly complies with the Labor Law, the Labor Contract Law as well as relevant local laws and regulations, adheres to the principles of fair, open and equal recruitment, attaches great importance to the diversity of talents, protests against discrimination by gender and ethnicity, insists on equal pay for equal work, eliminates the use of child labor and forced labor, and strives to build an inclusive and open employment environment. The Company pays attention to equality between men and women, and resolutely puts an end to the discrimination against women in employment. The Company does not discriminate against persons with disabilities and actively creates job opportunities for them.

Wynca recruits more than 500 people every year. To improve the talent recruitment system, the Group has formulated the Internal Recommendation Management Measures to encourage the x internal employees to recommend talents and accelerate the job recruitment; it organizes campus recruitment every year, establishes university-enterprise cooperation relationship with Shandong University and Zhejiang University of Technology, and achieves good interaction in technological innovation, achievement transformation and talent training. In 2021, the Group recruited a total of 796 employees, including 580 workers and 89 fresh graduates, and thus greatly stimulated local employment.

新安集团近三年吸纳就业人数

Number of employees recruited by Wynca Group in the past three years

年度 Year	吸纳就业总人数 (人) Total number of employed persons (person)	其中工人 (人) Including: Workers (person)	应届毕业生 (人) Fresh graduates (person)
2019 年	926	674	101
2020 年	400	209	61
2021 年	796	580	89

2021 年，新安集团拥有在岗员工 5959 人，其中有男性员工 4373 人，女性员工 1586 人，男女员工工比例为 2.8: 1；有少数民族员工 458 人，占比约 7.69%；有残疾人员工 21 人，占比约 0.35%；有 30 岁以下员工 1407 人、30-50 岁员工 3833 人、50 岁以上员工 719 人。

新安集团董事会由 9 名董事组成，其中女性董事 2 名，占董事会成员的比例为 22%。集团现有中高层干部 166 人，其中女性人数为 20 人，占比约 12.05%。

2019 年，新安集团员工年度流失率约 10.11%；2020 年，集团员工年度流失率约 11.09%；2021 年，集团员工年度流失率约 17.11%。

In 2021, Wynca had 5,959 on-the-job employees, including 4,373 male employees and 1,586 female employees, with a male-female ratio of 2.8:1; it had 458 ethnic minority employees, accounting for about 7.69%; 21 disabled employees, accounting for about 0.35%; 1,407 employees under the age of 30, 3,833 employees between the ages of 30 and 50, and 719 employees over the age of 50.

The Group's Board of Directors consists of 9 directors, including 2 female directors, accounting for 22% of the members of the Board of Directors. The Group currently has 166 middle and high-level cadres, including 20 female cadres, accounting for about 12.05%.

In 2019, the annual turnover rate of the Group's employees was about 10.11%; in 2020, the annual turnover rate of the Group's employees was about 11.09%; in 2021, the annual turnover rate of the Group's employees was about 17.11%.



员工权益保障

Protection of employees' rights and interests

新安集团严格执行国家法律法规，尊重国际通行的社会责任行为准则，坚决杜绝雇用童工和强迫劳动，禁止歧视和骚扰。2021 年，公司未发生上述侵犯人权的事件及申诉。

新安集团严格执行国家有关员工休假的规定，制定《工作时间与休假管理规定》，规范员工工作时间、休息休假等，公司实行带薪年假休假制，员工依法享有休息、休假权利，按规定享受婚假、产假、护理假等假期，员工子女未滿三周岁的，每年可享受 10 天育儿假。

新安集团遵循按劳分配的原则，制定《薪资管理规定》，以岗位价值级别体系为基础，设立公司统一的薪资等级；以绩效为付薪的核心，建立高绩效导向的激励文化；以任职者能力级别认定和价值观判断为标尺，进行全面的薪资考量。员工最低工资标准高于政府规定的当地最低工资标准。

新安集团按照“合法、公平、平等自愿、协商一致、诚实信用”的原则，与所有员工签订书面劳动合同，合同签订率达 100%，各项合同条款均齐全、合法，并制定配套的劳动合同管理制度，确保合同得到严格履行。集团为员工提供社会保险、住房公积金、企业年金、夏季高温津贴、工作餐贴、营养保健费、春节假日餐贴、劳动保护、旅游费、商业保险的保障和福利，从员工入职即为其为员工缴纳五险一金，员工参保率达 100%。

Wynca Group strictly implements national laws and regulations, respects the internationally accepted code of conduct for social responsibility, resolutely eradicates the employment of child labor and forced labor, and prohibits discrimination and harassment. In 2021, the Company had no human rights violations or complaints as mentioned above.

The Group strictly implements the national regulations on employee leave and formulates the Management Regulations for Working Hours and Vacations to regulate working hours, rest and vacation, etc. of employees. The Company implements the paid annual leave system, under which the employees have the right of rest and vacation in accordance with the law, and are entitled to marriage leave, maternity leave, nursing leave, etc. according to regulations. The employee who has a child under the age of three can enjoy 10 days of parental leave every year.

The Group follows the principle of distribution according to work, formulates the Salary Management Regulations, and establishes a unified salary scale based on the position value level system; takes performance as the core of salary payment, and establishes the high performance-oriented incentive culture; uses the incumbent ability level recognition and value judgments as benchmarks, and carries out comprehensive salary consideration. The minimum wage for employees is higher than the local minimum wage specified by the government.

Under the principles of “legitimacy, fairness, equality, voluntariness, consensus and good faith”, the Group enters into written labor contracts with all employees, realizing a contract signing rate of 100%. All contract terms are complete and in compliance with the law. In addition, it has developed the supporting labor contract management system to ensure that the contracts are strictly performed. The Group provides employees with protection and benefits, such as social insurance, housing provident fund, enterprise annuity, high temperature allowance in summer, work meal allowance, nutrition and health care allowance, Spring Festival and holiday meal allowance, labor protection, travel expenses, and commercial insurances, etc. When employees join the Group, it immediately pays expenses of five insurances and the housing provident fund for employees, and its employee insurance coverage rate reaches 100%.





员工民主管理 Democratic employee management

浙江新安化工集团股份有限公司工会是浙江省石化行业和建德市第一家股份制企业工会、第一家上市公司工会。新安集团工会建立以来，认真贯彻《工会法》和《公司法》，紧紧围绕企业改革、发展和稳定大局，积极探索适应现代企业制度要求的工会工作新思路、新模式、新载体，全面履行工会的各项职能，开展丰富多彩的工会特色活动，更好地发挥工会组织联系群众的桥梁纽带作用，进一步激发广大会员和员工的积极性、创造性，为做大做强做优企业，实现新安集团的跨越式发展作出应有贡献，先后被授予全国模范职工之家、浙江省创建和谐劳动关系先进企业、省级劳动保障促和谐活动示范单位、省级文明单位、省级安康杯竞赛活动示范企业、杭州市社会责任 A 级企业、模范职工之家、先进女职工组织、工会财务先进等荣誉称号。

新安集团工会重视发挥职代会的民主管理作用，在建立集团工会的同时，即建立职代会制度，对涉及企业改革、发展和职工切身利益的重大问题、重大事项，均提交职代会审议通过并形成相关决议。截至 2021 年末，先后召开六届共 31 次会员（职工）代表大会。

The labor union of Zhejiang Wynca Chemical Industrial Group Co., Ltd. is the first joint-stock enterprise labor union and the first listed company labor union in the petrochemical industry in Zhejiang Province and in Jiande City. Since the establishment of the labor union of the Group Company, it has conscientiously implemented the Labor Union Law and the Company Law, closely centered on the overall context of enterprise reform, development and stability, actively explored new ideas, new models and new carriers of the labor union works that are in compliance with the requirements of modern enterprise system, fully performed various functions of labor union, carried out a variety of special activities of labor union, given better play to the role as bridge and link between of the labor union organization in connecting with the masses, further stimulated the enthusiasm and creativity of a great number of members and employees, made due contributions to the creation of a bigger, stronger and better enterprise and to the leap-forward development of Wynca Group, and has been awarded the honorary titles, such as National Model Home of Employers, Advanced Enterprise for Creating Harmonious Labor Relations of Zhejiang Province, Provincial Demonstration Unit for Strengthening Security and Promoting Harmony, Provincial Civilized Unit, and Provincial Ankang Cup Competition Event Demonstration Enterprise, Hangzhou Social Responsibility Level A Enterprise, Model Home of Employees, Advanced Female Employee Organization, Advanced Labor Union in Finance, etc.

The labor union of the Group Company attaches great importance playing the democratic management role of the Congress of Workers. When the Group's labor union was established, the system of congress of workers has been established. The major issues and major matters in connection with reform and development of enterprise as well as vital interests of employees are submitted to the Congress of Workers for review and approval, and relevant resolutions are made. By the end of 2021, a total of 31 congresses of member (employee) representatives have been held in six sessions.

员工教育培训

Staff education and training

新安集团以新安学院为载体，利用在线教育平台，整合内外部学习资源，聚焦员工能力提升，有针对性地开展学习培训，持续打造内部学习生态，推动学习型组织建设。2021年，新安集团投入培训费297.3万元，共举办各类培训1197场次，累计培训31856人次，共计148235学时，人均参训22.8学时。

Wynca Group takes Wynca College as a carrier, uses the online education platform, integrates internal and external learning resources, focuses on the improvement of employees' capacities, carries out learning and training in a targeted manner, continuously builds an internal learning ecology, and promotes the construction of a learning-oriented organization. In 2021, Wynca Group invested RMB 2.973 million in training, and held a total of 1,197 training sessions in various types. The total training participants were 31,856, the total training hours were 148,235, and the per capita training hours were 22.8.

新安集团近三年员工培训绩效

Wynca Group's employee training performance in the past three years

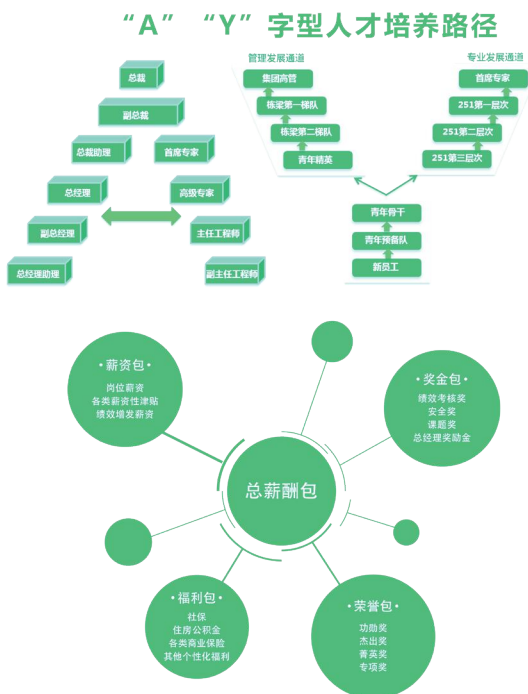
年度 Year	培训费用 Training costs	培训场次 Training sessions	参训人次 Number of participants	培训学时 Training hours	人均学时 Per capita hours
2019年 2019	460万元 RMB 4.6 million	1890	42383	198546	33
2020年 2020	239.4万元 RMB 2.394 million	1351	43520	139177	22.5
2021年 2021	297.3万元 RMB 2.973 million	1197	31856	148235	22.8





职业发展通道

Career development path



新安集团鼓励价值创造，导向冲锋，建立通畅的内部人才流动机制，支持员工在重点岗位的锻炼培养，培养复合型人才。集团在干部体系和职务体系基础上依托栋梁计划和251人才计划，形成较为完整的新安人才职业双通道培养体系。从新员工的入模期到青年预备队，再到青年骨干，随着员工能力提升，配套的培养形式不断升级，牵引员工各阶段迅速成长。

Wynca encourages value creation, gives priority to orientation, establishes the smooth internal talent flow mechanism, supports the exercise and training for employees in key positions, and cultivates versatile talents. On the basis of cadre system and job title system, the Group forms a relatively complete talent professionalism dual-channel training system of Wynca by relying on the Pillar Plan and the 251 Talent Plan. From the entry period for new employees to the youth reserve team and then to the youth backbone, the supporting training forms have been continuously upgraded with the improvement of employees' capacities, and led the employees to grow rapidly at each stage.



职业健康管理 Occupational health management

职业健康体检率
The occupational health examination rate

100%

新安集团将创造“安全、健康、环保”的工作环境，不断提高企业 SHE 管理水平，作为 SHE 管理目标之一。每年委托有资质检测单位对所有职业病危害作业场所开展一次职业病危害因素检测，检测合格率 100%，职业病危害严重的单位每三年委托有资质检测单位开展一次职业病危害现状评价，严格落实职业病危害检测、现状评价报告中提到的建议和措施，并将检测、评价结果向员工公布。

职业健康监护建档率
The occupational health monitoring file establishment rate

100%

新安集团本部接触职业病危害因素共 597 人，所有接触职业病危害因素的员工严格按照制度流程都进行了上岗前、在岗期间、离岗时职业健康检查，职业健康体检率 100%，职业健康监护建档率 100%，职业病发病率为 0。

职业病发病率
The occupational disease incidence rate

0

Wynca Group deems the creation of “safe, healthy and environmentally friendly” working environment and the continuous improvement of the level of enterprise SHE management as one of the SHE management goals. Every year, the Group entrusts a qualified testing unit to carry out an occupational disease hazard factor test on all occupational disease hazard workplaces, and achieves the test pass rate of 100%. For the unit with serious occupational disease hazards, the qualified testing unit is entrusted to conduct an occupational disease hazard status evaluation every three years. In addition, the Group strictly implements the occupational disease hazard tests as well as the suggestions and measures referred to in the status evaluation report, and it announces the results of testing and evaluation to employees.

A total of 597 persons are exposed to occupational disease hazards in the Group headquarters. All employees exposed to occupational disease hazards have received the occupational health examinations before, during and after work in strict accordance with systems and procedures. The occupational health examination rate is 100%, the occupational health monitoring file establishment rate is 100%, and the occupational disease incidence rate is 0.

员工心理健康 Mental health of employees

新安集团高度重视员工心理健康管理工作，开展职业心态、情绪管理、协调工作生活等方面的培训，帮助员工学会自我解压的技巧和方法，帮助管理者提高心理健康管理工作的技术，帮助员工纾解心理焦虑，缓解心理压力。2021年8月，集团女职委组织开展了以“学做智慧父母，培养优秀孩子”为主题的情绪管理培训。子公司镇江江南组织开展 EAP 专项培训，加强对员工的人文关怀和心理疏导。通过 EAP 理论导入，心理学常识、咨询式沟通、情绪及压力管理、心理异常症状识别等方面的学习，促进团队健康工作状态，提高个人及团队的工作绩效，有 26 人取得了证书。

Wynca attaches great importance to the management of employees' mental health, provides trainings in occupational mentality, emotional management, coordination of work and life, etc., helps employees learn self-decompression skills and methods, assists managers in improving mental health management techniques, and helps employees relieve mental anxiety and cope with mental stress. In August 2021, the Group's Female Employees Committee organized the emotional management training themed by "learning to become smart parents and cultivating excellent children". Its subsidiary Zhenjiang Jiangnan organized and carried out EAP special training to strengthen humanistic care and psychological counseling for employees. Through the introduction of EAP theory as well as the learning in respect of psychological common sense, counseling communication, emotional and stress management, psychological abnormality symptom recognition, etc., it has promoted the healthy working state of team and improved the work performance of individuals and teams, and 26 employees have been granted certificates.



工作生活平衡

Balance between work and life

新安集团大力倡导奋斗、反思文化，坚持开展“一文一武”的特色文化活动，2021年举办系列大型文化活动7场。其中，以“牢记重要嘱托 推进高质量发展”为主题的建党百年庆祝大会，全网直播实时观看120万余人次，得到上级党组织和社会各界的高度肯定；以“奋楫击鼓竞上游 数智争锋创未来”为主题的龙舟大赛，现场盛况获得新华网、人民网、央视等主流媒体的集中报道，激发了全员的文化自信和奋斗激情。集团组队参加杭州市、传化职工运动会等活动共斩获6大奖项。

Wynca Group vigorously advocates the culture of great efforts and reflection, and insists on carrying out the characteristic cultural activities of “civil and martial virtues”. In 2021, a series of 7 large cultural activities were launched. Among them, the centennial celebration of the founding of the Communist Party of China themed by “keeping in mind the important entrustment and promoting the high-quality development” was watched by more than 1.2 million audience in real time on the whole network, and was highly recognized by party organizations at a higher level and all walks of life; the grand dragon boat competition themed by “competing in the dragon boat competition and creating the future with digital wisdom” was reported by mainstream media, such as Xinhuanet, People's Daily Online, CCTV, etc. on site, and inspired the cultural confidence and struggle passion of all staff. The Group dispatched a team to participate in Hangzhou and Chuanhua Staff Games and other activities, won a total of 6 awards.



关心关爱员工 Caring for employees

升级改造园区公共服务设施
In upgrading the public service facilities in the park

7.5 百万元
million

新安集团持续提升智能制造水平，深化杜邦 SHE 体系建设，生产实现员工自主化、设备自动化管理，投入 750 余万元升级改造园区公共服务设施，为基层生产操作室更新配置空调、建设洗衣房等设施，改善生产环境。

Wynca Group continuously improves the level of intelligent manufacturing, deepens the construction of DuPont SHE system, realizes the employee autonomy and equipment automation management in production, invests more than RMB 7.5 million in upgrading the public service facilities in the park, renews and configures air conditioners for grassroots production and operation rooms, builds laundry rooms and other facilities, and improves production environment.

新安集团建设新安大厦员工活动中心，优化快递收发室，设立口罩、女性用品互助站等细节服务；装修 30 套人才公寓、电梯加装升级等一系列改造，开展人才公寓留住过年员工美食送餐活动；保障员工用餐环境、质量和食品安全，新安食府满意度从 85% 提升到 94.16%，园区食堂满意度从 72% 提升到 80.2%；完善免费班车服务体系，员工吃住行生活品质进一步提升，让每个员工安居乐业，共享美好生活。

The Group has built the Wynca Building Employee Activity Center, optimized the express receiving and dispatching room, established detail services, such as masks and women's products mutual aid stations, etc.; decorated 30 talent apartments, installed and upgraded elevators, and carried out other series renovations, and carried out the activities of food delivery for employees who stayed in the talent apartments during the Spring Festival; in addition, it ensures the dining environment, quality and food safety for employees. The satisfaction of Wynca restaurant has increased from 85% to 94.16%, and the satisfaction of canteen in the park has increased from 72% to 80.2%; furthermore, it has improved the free shuttle service system, further enhanced the employees' quality of life in food, accommodation and travelling, allowed every employee to live and work in peace and contentment, and shared a better life.

帮扶困难职工、子女助学
In need and their children in study

78 人
employees

2021 年，新安集团出资 20 余万元，帮扶困难职工、子女助学 78 人次，切实为员工办实事、做好事、解难事。

In 2021, the Group spent more than RMB 200,000 in assisting 78 employees in need and their children in study, and effectively handled concrete affairs in a down-to-earth manner, achieved good results and solve difficulties for employees.







环保安全，实现绿色新安
**Environmental protection and
safety to realize green Wynca**

完善管理体系 Improvement of management system

新安集团建立了完善的 SHE 管理体系：一是全员参与，从集团领导带头参与 SHE 管理，层层落实 SHE 责任制，健全 SHE 绩效考核体系，全面推进属地管理；二是全面的风险辨识与控制，集团通过工艺危害分析、变更管理、启动前评审、工作安全分析、安全观察与沟通以及隐患排查，全面的辨识生产每一个环节的风险，制订并落实管控措施；三是健全 SHE 管理制度，基于风险辨识与分析，建立健全集团 SHE 管理制度、预案、操作规程，完善各类台账记录，确保每项工作有据可依；四是实现 PDCA 循环，持续改进。集团已建立完善的审核管理制度，每年审核覆盖所有生产单位，促进各单位 SHE 管理持续提升。同时，集团搭建 SHE 智能平台，通过智能化改造，提升 SHE 管理效率。

Wynca Group established a sound SHE management system to realize the following. Firstly, as for whole staff participation, group leaders took the lead to participate in SHE management and implement SHE responsibility system layer by layer, thus improving SHE performance assessment system and comprehensively boosting territorial management. Secondly, as for comprehensive risk identification and control, the Group comprehensively identified risk of each link in the production through process hazard analysis, change management, pre-launch review, work safety analysis, safety observation and communication as well as potential hazard elimination, with control measures formulated and implemented. Thirdly, as for improvement of SHE management system, the Group established and improved SHE management system, plans and operation procedures on the basis of risk identification and analysis and improved all ledger records to ensure that each work is based on related regulations. Fourthly, the Group realized PDCA circulation and made continuous improvement. The Group has established a sound review management system and annual review covers all production organizations to promote continuous improvement of SHE management of all organizations. Moreover, the Group has set up SHE intelligent platform to improve SHE management efficiency through intelligent reconstruction.

2021 年新安集团安全环保工作以 SHE 体系推进为基础，开展专业队伍建设，持续实施岗位三标，夯实管理基础；以三年综合治理和隐患排查、特殊作业改善为举措，减少合规性风险及安全隐患；以 SHE 审核及重大节日检查为手段，强化对问题发现、跟踪与辅导，坚持持续性提升改善。同时，集团持续优化 SHE 智能平台，通过智能化改造，提升 SHE 管理效率。

The safety and environmental protection work of the Group in 2021 was based on SHE system advancement and professional team construction was carried out. Three-standard for post was continuously implemented to enhance the management foundation. With three-year comprehensive treatment, potential hazard elimination, special work improvement measures taken, compliance risks and potential safety hazards were reduced. Through SHE review and major festival inspection, problem finding, tracking and coaching were strengthened, promoting continuous improvement. Furthermore, the Group continuously optimized SHE intelligent platform and improved SHE management efficiency through intelligent reconstruction.

一年来，新安集团生产经营总体稳定，无社会级事故发生。

The production and operation of the Group throughout the year was generally stable without social accidents.

加强应急管理 Strengthening emergency management



新安集团制订较为完善的《突发事件综合应急预案》，该预案适用于生产安全事故、自然灾害、社会安全事件、公共卫生事件等。集团所属各生产经营单位根据集团总体预案体系要求，均已制订建立综合应急预案、专项应急预案、现场处置方案。

Wynca Group formulated a relatively sound Comprehensive Emergency Plan for Abrupt Events which was applicable to production safety accidents, natural disasters, social security events, public health events, etc. According to requirements of overall plan system of the Group, all production and operation organizations of the Group formulated comprehensive emergency plans, special emergency plans and on-site disposal schemes.

新安集团积极主动履行社会责任，建立有多支专业化、高水准的救援队伍。公司于2007年成立了集团应急中心，随后相继在镇江江南、开化合成、宁夏新安等多个子公司成立应急中心，承担突发事故应急救援职能，同时履行相应的社会应急救援义务。集团本埠区域应急中心，是一支拥有20余名技能过硬的退役军人与10余名化工安全、工艺安全等各专业技术专家组成的专职应急救援和化工应急处置队伍，在上级的关心支持下，应急中心抓住机遇和契机积极融入建德市“五个一体化”项目建设。



Wynca Group actively and initiatively performed social responsibility and established multiple professional high-level rescue teams. In 2007, the Group established the Group Emergency Center. Subsequently, it successively established emergency centers in many subsidiaries such as Zhenjiang Jiangnan, Kaihua Hecheng, Ningxia Wynca to assume the function of emergency rescue of abrupt accidents and perform corresponding social emergency rescue obligations. The emergency center in the local area of the Group is a full-time emergency rescue and chemical emergency disposal team composed of over 20 skilled veterans and over 10 professional technical experts in chemical engineering safety and process safety. With care and support of the superior, the emergency center seized the opportunity to be actively integrated into construction of “five-integration” project in Jiande City.



新安集团应急中心在保障企业自身安全的同时还承担建德市危化品事故应急中心职能，范围辐射至杭州地区。2021年度在配合协调集团各单位做好内部应急演练活动的同时，还牵头、组织建德市各大化工生产经营单位开展为期30天的建德市危化品应急救援专业提升交流活动，参与人员达到1400余人次，进一步提升我市化工应急队伍的专业素质，确保战时即来、来之能战、战之即胜，科学、高效地开展现场应急救援，充分发挥应急队伍的排头兵的作用。

While safeguarding corporation safety, the emergency center of the Group also assumed the function of emergency center for hazardous chemical substance accidents in Jiande City and the scope was extended to Hangzhou area. In 2021, the emergency center cooperated with all group organizations to carry out internal emergency drill and took the lead to organize all chemical production and operation organizations of Jiande City to conduct professional improvement and exchange activity for Jiande hazardous chemical substances lasting for 30 days. Participants reached over 1400 persons-times, further improving professional quality of chemical emergency teams in Jiande and ensuring that corresponding personnel could be in place for disposal and winning victory in case of emergency. Therefore, on-site emergency rescue could be carried out scientifically and efficiently to fully exert the role of vanguard of the emergency team.



新安集团应急中心还积极参与外部应急演练活动。2021 年共计参加应急拉练 18 次，参与了 2021 年人民防空应急演练，参加 2021 年危险化学品事故应急演练；处置 2021 年 4 月 5 日 320 国道乾潭高速出口路段发生交通事故、2021 年 10 月 10 日建德市新安江工业园区发生火灾事故等。

In addition, the emergency center of the Group actively participated in external emergency drill. In 2021, it participated in 18 emergency drills. It participated in 2021 civil air defense emergency drill and 2021 emergency drill for dangerous chemical accidents. Moreover, it disposed of the traffic accident on April 5, 2021 at the exit section of Qiantan Expressway of National Highway 320 and the fire accident on October 10, 2021 in Xinanjiang Industrial Park of Jiande City.



2021 年，新安集团应急中心在“中化杯”浙江省安全生产应急救援技能竞赛中，获得浙江省安全生产应急救援竞赛团队第三名；在 2021 年建德市危化企业应急技能竞赛中，获得团体第一名，包揽了个人总成绩的前五名，并有三名队员获得了“建德市技术能手”的荣誉称号。

In 2021, the emergency center of Wynca Group won the third prize of safe production emergency rescue competition team of Zhejiang Province in “Sinochem Cup” safe production emergency rescue skill competition of Zhejiang Province. It won the first prize of group in emergency skill competition of hazardous chemical enterprises of Jiande City in 2021, occupying top five places of personal total score. 3 team members won the honorary titles of “skill experts of Jiande City”.

实施绿色管理 Implementation of green management

新安集团建立以总裁负责制、二级工厂（部门）和子公司以总经理负责制的网格化环保管理体系，专门设立 SHE 部并建立环境监测站，配备专职环保管理和监测人员。企业通过了 ISO14001 环境质量管理体系认证，具有完备的安全环保管理制度，将清洁生产理念贯穿于公司全员和生产、经营的全过程。

Wynca Group established a grid-based environmental protection management system subject to President responsibility system with secondary factories (departments) and subsidiaries subject to General Manager responsibility system. It specially set up SHE department and set up environmental monitoring stations equipped with full-time environmental management and monitoring personnel. The Group has passed the ISO14001 environmental quality management system certification, and possessed a complete safety and environmental protection management system, with concept of clean production implemented by all staff of the Group and through the whole process of production and operation.

新安集团积极响应国家推进绿色低碳循环发展，2021 年立项环保技术研发课题 8 项，80 余名研发骨干参与环保技术研究与应用，围绕公司主营业务主要攻关废水减量技术研究、废气治理技术研究和副产的资源化利用研究。

The Group actively responded to the call of China to boost green and low-carbon recycling development. In 2021, it set up 8 projects for research and development of environmental protection technology, and more than 80 main research and development personnel participated in the research and application of environmental protection technology. The focus was put on main business of the Group, mainly involving research of waste water reduction technology, waste gas treatment technology and byproduct resource utilization.

支持低碳产业 Support in low-carbon industry

新安集团成立集团碳达峰碳中和领导小组和工作小组，牵手浙江大学，启动新安双碳路径和行动方案项目，开展双碳政策、趋势、标杆研究，摸清家底，结合产业特征制定系列碳减排措施和开展碳减排技术创新。

Wynca Group established the leading group and working group for carbon peak and carbon neutral and cooperated with Zhejiang University to launch Wynca double carbon path and action plan project for double carbon policy, trend and benchmark research and confirmation of actual conditions. In addition, Wynca Group formulated a series of carbon emission reduction measures and conducted carbon emission reduction technology innovation in combination with industrial characteristics.

基于自主研发和外部合作，新安不断延伸磷化工产业链，积极拓展磷基下游产品，切入新能源电池领域，开发新产品，助力新能源电池电解液生产，力争保障我国新能源产业链所需材料供给。

Wynca continuously extended the phosphorus chemical industry chain by relying on independent research and development and external cooperation and actively expanded phosphorus-based downstream products to step into the new energy battery field. It developed new products to boost production of electrolyte for new energy batteries, and endeavored to ensure the supply of materials needed by new energy industry chain of China.

新安集团利用硅元素的优质性能，不断开发新产品拓展应用领域，尤其在近几年快速发展的新能源电池领域，新安联合国内知名高校，开发新能源电池负极材料，提升新能源电池蓄电能力和使用寿命，助力我国战略性新兴产业发展。

Wynca continuously developed new products to expand the application fields by utilizing excellent performance of silicon element. In particular, the field of new energy batteries has developed rapidly in recent years. Therefore, Wynca cooperated with well-known universities and colleges to develop new energy battery anode materials, thus improving the storage capacity and service life of new energy batteries, and boosting the development of strategic emerging industries in China.

新安集团进一步扩大金属硅、有机硅的产业布局，拓展产品在光伏、新能源汽车等领域的应用，有效补充和健全我国新能源产业链的发展，为我国光伏产业的可持续发展提供有力支撑。

By further expanding the industrial layout of silicon metal and silicone, Wynca extended the application of products in the fields of photovoltaic and new energy vehicles, thus effectively complementing and improving the development of Chinese new energy industry chain, and providing energetic support for the sustainable development of Chinese photovoltaic industry.



采取绿色设计 Adoption of green design

近年来，新安集团在建德市下涯镇马目智能园区陆续进行了《年产 45000 吨室温硫化硅橡胶及配套工程》《建德农药厂年产 6 万吨绿色农药剂型项目》《建德化工二厂年产 3 万吨草甘膦原药及配套产品技术提升改造项目》《杭州崇耀科技发展有限公司年产 14500 吨有机硅特殊功能性材料项目》《浙江励德有机硅材料有限公司 25000 吨有机硅高性能终端材料项目》等建设项目工程设计工作。在自行设计与委外设计过程中，集团均认真落实建设项目“三同时”制度。在项目建设期间，着重进行可行性研究同期进行项目的环境影响评价工作，在环保设计专篇中落实环评报告书及审批意见提出的环保要求，并进行环保投资预算。进行施工图阶段进一步落实初步设计提出的有关环保问题，保证环保设施与主体工程同步设计。

在设计过程中，集团采取先进的生产工艺替代方案及自动化控制系统，选用密封性能良好的设备和管件，尽可能减少生产过程中物料散发和泄露，从工程设计源头上减少三废的产生。

在工程过程中，集团对废气进行吸收洗涤处理后统一进行有组织达标排放；对废水采取“雨污分流、清污分流、污污分流、分级控制”原则进行集中处理；对一般固废和危险固废分别进行环卫定期清运或委托有资质单位进行处理；对噪声采取减振基础、建筑隔声、选用包扎阻尼材料等措施，以达到《工业企业厂界环境噪声排放标准》要求。

在建筑设计过程中，集团采用新型保温材料进行节能设计，在厂房、水池、配电室等室外建筑物尽量采用废气收集及处理措施，减少有害物质无组织排放，并对生产装置产生的 VOCs 尾气进行处理，达标排放。

In recent years, the Group has successively carried out engineering design of construction projects such as 45,000T/A Room Temperature Vulcanized Silicone Rubber and Supporting Projects, 60,000T/A Green Pesticide Formulation Project in Jiande Pesticide Plant, 30,000T/A Glyphosate API and Supporting Product Technology Upgrade and Reconstruction Project in Jiande Chemical No.2 Factory, 14,500T/A Organosilicone Special Functional Materials Project of Hangzhou Topwin Technology Development Co., Ltd., and 25,000T/A Organosilicone High-Performance Terminal Materials Project of Zhejiang Lide Organosilicone Material Co., Ltd. in Mamu Intelligent Park, Xiaya Town, Jiande City. The Group earnestly implemented the “three simultaneities” system of construction projects during self-design and outsourcing design. The Group mainly carried out feasibility study together with environmental impact assessment of the project during the construction period of the project. The Group implemented the environmental protection requirements proposed in the environmental impact assessment report and approval opinions in the environmental protection design section, and formulated the environmental protection investment budget. In the construction drawing stage, it further implemented the environmental protection issues raised in the preliminary design, and ensured that environmental protection facilities and the main project are designed simultaneously.

The Group adopted advanced production process alternatives and automatic control system during the design process, and selected equipment and pipe fittings with good sealing performance, thus minimizing the material emission and leakage in the production process and reducing generation of “three wastes” from the source of engineering design.

During implementation of projects, the Group absorbed and washed the waste gas, with uniform discharge organized after meeting the standard. Waste water was uniformly treated according to the principle of “rainwater and sewage diversion, clean water and sewage diversion, sewage diversion and graded control”. General solid waste and hazardous solid waste were regularly cleaned and transported by sanitation workers or entrusted to a qualified organization for treatment. In addition, for noise, measures such as vibration reduction foundation, building sound insulation, and selection of binding damping materials were taken to meet the requirements of Emission Standard for Industrial Enterprises Noise at Boundary.

The Group adopted new thermal insulation materials for energy-saving design during architectural design, and took waste gas collection and treatment measures in outdoor buildings and structures such as workshops, pools, power distribution rooms, etc. as far as possible, thus reducing unorganized emission of harmful substances. In addition, the Group treated VOC tail gas produced by production devices to meet the emission standards.

温室气体减排 Greenhouse gas emission reduction

新安集团成为全国 2225 家发电行业重点排放单位纳入全国首批碳排放交易单位之一，并按要求在 6 月底前完成全国碳排放权注册登记和交易系统开户，并完成了公司 2020 年度温室气体碳排放报告的编制和通过了省生态环境厅组织的第三方核查。2021 年 7 月 16 日完成全国碳交易系统的账户开通，正式成为交易客户。12 月 9 日按时完成了全国碳排放权交易市场第一个履约周期（2019-2020 年度）碳排放配额共计 70.2532 万吨（按照当时市场价 41.46 元/吨计为 2913 万元）清缴工作。

2021 年 9 月，为了积极响应国家关于碳达峰碳中和的重大战略决策，进一步推进集团减污降碳、绿色创新，集团成立了双碳推进工作小组。经过数月的前期准备工作，集团于 12 月与浙江大学合作启动了双碳路径和行动方案项目，开展全集团的碳排放盘查及报告编制、双碳技术路径与行动方案研究。

Wynca Group became one of the 2225 key emission organizations in the power generation industry in China and was included in the first batch of carbon emission trading organizations in China. Wynca Group completed account opening in the national carbon emission permission registration and trading system before the end of June, and completed preparation of 2020 greenhouse gas carbon emission report, passing the third-party verification organized by the Department of Ecology and Environment of Zhejiang Province according to requirements. On July 16, 2021, the Group opened an account of the national carbon trading system and officially became a trading customer. On December 9, it completed settlement work of the first performance cycle (2019-2020) of the national carbon emission permission trading market on schedule, with the total carbon emission quota up to 702,532 tons (totaling RMB 29.13 million according to the current market price of RMB 41.46/ton).

The Group established a double-carbon promotion working group in September, 2021 to actively respond to the important strategic decision of the CPC Central Committee and the State Council on carbon peak and carbon neutral, and further boost pollution reduction, carbon reduction and green innovation of the Group. After preparatory work for several months, the Group cooperated with Zhejiang University to launch the project of double-carbon path and action plan in December, and carried out carbon emission inventory and report preparation, and the research of double-carbon technology path and action plan of the whole group.

开展节能减排 Energy conservation and emission reduction

新安集团努力实施技术节能、管理节能，不断降低能源消耗，提高能源利用效率，不断完善企业能源管理体系，夯实能源管理基础工作，推动节能管理工作不断创新、开发利用清洁能源，合理利用常规能源，保护环境、推进绿色生态建设。

Wynca Group continuously reduced energy consumption and improved energy utilization efficiency through endeavoring to implement technology and management energy conservation. It continuously improved enterprise energy management system and strengthened basic work of energy management, thus promoting continuous innovation in energy conservation management. Wynca Group developed and utilized clean energy, reasonably utilized conventional energy, with a view to protecting environment and promoting green ecological construction.

能源指标 Energy index	单位 Unit	2019年	2020年	2021年
综合能源消费总量 Total comprehensive energy consumption quantity	吨标准煤 Ton of standard coal equivalent (TCE)	459940	469432	485765
用电量 Electricity consumption quantity	万千瓦时 Ten thousand KWH	137407	143900	149666
用水量 Water consumption quantity	吨 Ton	6251818	5925083	7641768
用蒸汽量 Steam consumption quantity	吨 Ton	2320853	2354368	2461417
用煤量 Coal consumption quantity	吨 Ton	227153	226517	234708
用石油焦炭量 Petroleum coke consumption quantity	吨 Ton	45709	46882	53448
用天然气量 Natural gas consumption quantity	吨 Ton	7939	7291	7237
万元产值综合能耗 Comprehensive energy consumption of production value of ten thousand yuan	吨标准煤 / 万元 TCE/ten thousand yuan	0.398	0.393	0.249
光伏电 PV electricity	万千瓦时 Ten thousand KWH	367	340	362

新安集团成功开发并实施具有自主知识产权的有机磷和有机硅废水治理关键技术。引进美国迈图有机硅单体合成技术，提升有机硅生产转化率，减少主要污染物的排放。

Wynca Group developed and implemented key technologies of organic phosphorus and silicone wastewater treatment with independent intellectual property rights successfully. It introduced organosilicone monomer synthesis technology of Momentive USA to improve the organosilicone production conversion rate and reduce discharge of major pollutants.

2019-2021年集团环保运行费、废水排放、危险固废产生量统计表

2019-2021 Statistical table of the Group's environmental protection operating expenses, wastewater discharge and hazardous solid waste generation

项目 Item	2019年度	2020年度	2021年度	
			数量 Quantity	比上年 YoY
环保运行费 (万元) Environmental protection operation expense (10,000 yuan)	23267.47	23244.12	24002.93	↑ 3.26%
危险固废产生量 (吨) Hazardous solid waste generation (tons)	34199.23	31715.17	29784.62	↓ 6.09%
废水排放量 (吨) Wastewater discharge (tons)	1502679	1324356	1190128	↓ 10.14%

备注：1. 环保运行费仅是17家生产性工厂环保装置运行、环保监测、三废处置等费用，不含项目资本化投入。
2. 废水排放量不含宁夏新安。

Remarks: 1. The environmental protection operation expenses are only for the operation of environmental protection devices, environmental monitoring, and disposal of three wastes in 17 productive factories, excluding project capitalization investment. 2. Wastewater discharge does not include Ningxia Xin'an.

环保培训宣传

Environmental protection training and publicity

新安集团每年组织全员进行环保法律法规、环保管理制度的培训，大力倡导“循环经济，绿色发展”的环保理念。

Every year, Wynca Group organizes all staff to receive training of environmental protection laws and regulations and environmental management system, and vigorously advocates the environmental protection concept of “circular economy and green development”.

2021年6月5日是第50个世界环境日，集团组织高管、中层助理及以上管理人员、各工厂（子公司）环保主管在集团大楼举办了“人与自然和谐共生”为主题的世界环境日活动启动仪式，并邀请了杭州市生态环境局建德分局开展了环保法律法规培训，并被授予杭州市生态环境局建德分局“法制宣贯阵地”。

June 5, 2021 is the 50th World Environment Day. The Group organized senior executives, middle-level assistants and managers above them, and environmental protection supervisors of factories (subsidiaries) to hold the launching ceremony of World Environment Day activities themed with “Harmony between Man and Nature” in the Group Building. The Group invited Jiande Branch of Hangzhou Municipal Ecology and Environment Bureau to conduct environmental protection laws and regulations training, and was awarded the “Legal Publicity Position” of Jiande Branch of Hangzhou Municipal Ecology and Environment Bureau.



2021年6月6日，新安集团代表建德企业参加了建德市政府举办的世界环境日广场活动。

On June 6, 2021, the Group participated in the square events of World Environment Day organized by Municipal Government of Jiande City on behalf of Jiande enterprises.



2021年11月23日，新安集团邀请了浙江大学能源评估中心的黄克玲研究员主讲《集团碳达峰碳中和知识培训》，集团高管、中层助理及以上管理人员、受聘专业技术职务人员、各工厂（子公司）环保主管共计107人参加了培训。

On November 23, 2021, the Group invited researcher Huang Keling from the Energy Evaluation Center of Zhejiang University to give a keynote speech about Carbon Peak and Carbon Neutral Knowledge Training of the Group. 107 people, including senior executives, middle-level assistants and managers above them, employed professional and technical personnel, and environmental protection supervisors of all factories (subsidiaries) attended the training.

2021年11月26日，新安集团组织高管、中层助理及以上管理人员、受聘专业技术职务人员、各工厂（子公司）环保主管共计127人参加了《集团中高层管理人员环保法律法规培训》，邀请了国家生态环境部南京环境科学研究所王娜研究员主讲了《中共中央国务院关于深入打好污染防治攻坚战的意见》文件和最新国家环保法律法规及环保督察案例。

On November 26, 2021, the Group organized 127 people, including senior executives, middle-level assistants and managers above them, employed professional and technical personnel, and environmental protection supervisors of all factories (subsidiaries) to participate in the Training of Environmental Protection Laws and Regulations for Middle and High-Level Managers of the Group, and invited researcher Wang Na from Nanjing Institute of Environmental Sciences, MEE of the People's Republic of China to give a lecture on the document titled Opinions of the CPC Central Committee and the State Council on Deeply Fighting against the Battle of Pollution Prevention and Control and the latest national environmental protection laws and regulations and environmental protection supervision cases.

倡导绿色采购 Advocating green procurement

采购管理过程中将环保原则纳入供应商管理机制，将供应商销售产品需倾向于绿色、安全、节能、环保等内容作为供应商优先选择条件之一。部分原料供应商还需提供 RoHS 和 REACH 报告，达标方能列入合格供方。

The environmental protection principle was incorporated into the supplier management mechanism during the procurement process, and one of preferred supplier selection conditions was that green, safe, energy-saving and environment-friendly factors should be considered for product sales by suppliers. Some raw material suppliers also need to provide RoHS and REACH reports and they can be listed as qualified suppliers after reaching standards.

同时，集团与供应商协同推进包装物回收利用，降低供应商包装成本，减少采购方固体废物产生。

Besides, the Group cooperated with suppliers to boost packing recycling, lower packing costs of suppliers and reduce solid waste of purchasers.



安全生产管理

Safe production management

安全责任重于泰山。新安集团一直秉持“生命至上、安全第一”的理念，落实安全第一责任，加大安全生产费用高投入，狠抓安全管理体系建设，强化安全应急管理，提高全员安全意识，构筑起一道牢固的安全保障网。2021 年投入安全生产经费为 7886.14 万元。

Safety is of paramount importance. Wynca Group has always held the philosophy of “life first, safety foremost” and implemented the responsibility of safety first. It increased the high investment in safe production expenses and highlighted the construction of safety management system. Besides, it strengthened safety emergency management and raised the safety awareness of all staff, thus building a firm safety assurance net. In 2021, the investment in safe production was RMB 78.8614 million.

新安集团近三年安全经费投入
Investment of Wynca Group in safety expenditures in recent three years

年份 Year	安全经费投入 (万元) Investment in safety expenditure (RMB ten thousand)
2019	8578.19
2020	8282.81
2021	7886.14

新安集团制定了《安全培训管理制度》，通过安全培训，提高全体员工的安全意识，牢固树立安全第一的思想，普及安全生产技术知识，提高遵章守纪的自觉性。集团主要负责人、安全生产管理人员持证率 100%，特种作业人员持证率 100%。新员工（包括合同工、劳务工、实习生等），必须经本单位组织的三级（工厂级、车间级、班组级）安全教育和岗位应知应会考核，方可上岗实习。

Wynca Group formulated the Management System of Safety Training to improve the safety awareness of all employees, promote firm establishment of the idea of safety first, popularize the technical knowledge of safe production, and enhance consciousness of compliance with regulations and discipline. The certificate holding rate of the group principal, safe production management personnel and special operations personnel is 100%. New employees (including contract workers, laborers, interns, etc.) must receive the three-level (factory level, workshop level, shift level) safety education and post knowledge assessment organized by the organization. After passing examination, they can take up their posts for internship.

新安集团 2021 年安全培训绩效
Safety training performance of Wynca in 2021

类别 Category	工厂级 Factory level	车间级 Workshop level	班组级 Team level	年度再培训 Annual re-training	“四新”、技改 “Four-new”, technical reform
学时 Class hour	37.5	22.5	15	20	24

新安集团近三年安全培训绩效
Safety training performance of Wynca in the past three years

年份 Year	安全培训次数 Times of safety training	时长 Duration
2019	1682	11021
2020	3427	10234
2021	3632	11123



勇于担当，建设责任新安
Embrace responsibility with passion
and build a responsible Wynca



服务地方发展 Serving local development

新安集团积极与社区利益相关方保持良好沟通，将自身视为社区的一份子，尊重当地的文化习俗，努力融入当地，积极参与社区建设和社会创新，通过本地化雇佣和采购等，带动当地就业，促进地方经济发展。

新安集团下属各子公司均遵守优先雇佣所在地区劳动力的原则，集团高管省内籍贯的占比 71%；本地员工占运营所在地机构员工的比例：国内公司省内员工平均占比 85% 以上，海外子公司原居民占比为 84.76%。

新安集团主动、依法、足额缴纳税金，多次受到表彰。2018 年纳税 37536 万元，2019 年纳税 32212.88 万元，2020 年纳税 30275.08 万元，2021 年纳税 71257.24 万元。

Wynca Group actively maintained good communication with community stakeholders and regarded itself as a member of the community. It respected local culture and customs and strived to integrate into the local area. In addition, it actively participated in community building and social innovation to promote local employment and local economic development through localized employment and procurement.

All subsidiaries of Wynca Group followed the principle of giving priority to employing local labor force, and the proportion of senior executives with native places in the province was 71%. As for proportion of local employees to employees of institutions in the operation location: For domestic companies, the average proportion of employees in the province was over 85%. For overseas subsidiaries, the proportion of indigenous residents was 84.76%.

Wynca Group has taken the initiative to pay taxes in full, in accordance with the law, and has been honored many times. Taxes are 375.36 million yuan in 322.1288 million yuan in 2019, 302.7508 million yuan in 2020 and 712.5724 million yuan in 2021.

海外事业部海外子公司人员统计表（2021年12月） Statistics of Overseas Subsidiaries of Overseas Business Department (December 2020)

人数统计表 Number of people				
单位名称 Name of unit	单位名称 Name of unit	上月人数 Number of last month	本月人数 Number of current month	备注 Remarks
海外事业部子公司 Overseas Business Subsidiary	新安加纳 Wynca Ghana	161	215	华人 21 人、原居民 194 人 21 Chinese and 194 indigenous inhabitants
	新安马里 Wynca Mali	20	20	华人 4 人、原居民 16 人 4 Chinese and 16 indigenous inhabitants
	新安布基纳法索 Wynca Burkina Faso	12	12	华人 4 人、原居民 8 人 4 Chinese and 8 indigenous inhabitants
	新安科特迪瓦 Wynca C ô t e d ' Ivoire	10	10	华人 3 人、原居民 7 人 3 Chinese and 7 indigenous inhabitants
	新安尼日利亚 Wynca Nigeria	25	25	华人 8 人、原居民 17 人 8 Chinese and 17 indigenous inhabitants
	加纳物流	85	85	华人 15 人、原居民 70 人 15 Chinese and 70 indigenous inhabitants
	阿根廷 Argentina	2	2	华人 1 人、原居民 1 人 1 Chinese and 1 indigenous inhabitant
	新安美国 Wynca USA	5	5	华人 1 人、原居民 4 人 1 Chinese and 4 indigenous inhabitants
合计 Total		320	374	



采购本地化比例 Procurement localization rate			
采购额 Procurement amount	2019 年 (万元) Year 2019 (RMB ten thousand)	2020 年 (万元) Year 2020 (RMB ten thousand)	2021 年 (万元) Year 2021 (RMB ten thousand)
原料本地化采购额 Localized procurement amount of raw materials	19957	27468	36800
原料采购总额 Total amount of raw material procurement	257940	285582	414749
占比 Proportion	7.74%	9.62%	8.87%

备注：含杭州地区生产商、贸易商 2021 年外部原料价格上涨幅度过大带动采购总额大幅增加。
Remarks: External raw material prices of producers and traders in Hangzhou in 2021 were included. Too large growth boosted drastic increase of total procurement amount.

履行社会责任

Performance of social responsibility



新安集团在做强做大的道路上仍不忘“发展新安以回报社会”的初心和使命，积极参与社会公益事业。新安之翼志愿服务队是由新安集团团工委领导的组织，坚持尽己所能，帮助他人，服务社会，无私奉献，参与建德市和集团的志愿者活动，在活动中弘扬助残扶弱的社会风尚和新安人的精神面貌，在活动中提升员工的思想道德素质和新安集团的社会担当。2021年，“新安之翼”志愿服务队开展志愿服务200余人次、750小时。

Wynca has never forgotten its original intention and mission of “developing Wynca to repay society” on the path of becoming stronger and bigger, and actively participated in social welfare undertakings. Wynca Wing Volunteer Service Team is an organization led by Wynca Group Working Committee. It insists on making its best endeavors to help others, serving the society, making selfless contributions. It participated in volunteer activities between the Group and Jiande City and carried forward the social fashion of helping the disabled and the weak and the mental outlook of Wynca people in the activities, thus enhancing the ideological and moral quality of employees and the social responsibility of Wynca Group in the activities. In 2021, “Wynca Wing” Volunteer Service Team volunteered for more than 200 person-times and 750 hours.

新安集团切实深化社会公德、职业道德、家庭美德、个人品德建设，把社会主义核心价值观融入员工生产生活，内化为职工的情感认同和行为习惯，组织广大干部员工积极参与“春风行动”、无偿献血等社会公益活动，展示了新安员工文明形象。集团坚持发展成果与社会共享，捐款2300余万元参与公益事业，入选中国民营企业社会责任百强、浙江省文明单位等。

Wynca Group deepened the construction of social morality, professional ethics, family virtue and personal morality practically and integrated socialist core values into employees' production and life, thus internalizing them to emotional identity and behavior habits of staff. The Group organized cadres and employees to actively participate in social welfare activities such as “Spring Breeze Action” and unpaid blood donation, and displayed the civilized image of Wynca employees. The Group insisted on sharing the development achievements with the society and donated nearly RMB 23 million for public welfare undertakings. Therefore, Wynca Group was selected as one of the top 100 private enterprises with social responsibility in China and civilized organization in Zhejiang Province.



新安集团近三年捐赠情况统计表			
Statistical table of donations of Wynca Group in the past three years			
财务指标 Financial indicator	2019年	2020年	2021年
捐赠总额(万元) Total donation (10000 yuan)	1,032	1,445	2,331

备注：含实物和现金；2018年、2019年数据为审后数；2020年数据为审前数。

Remarks: Including physical objects and cash; data for 2018 and 2019 are numbers after being audit; data for 2020 are numbers before audit.

圆梦扶贫计划 Dream realization and poverty alleviation plan



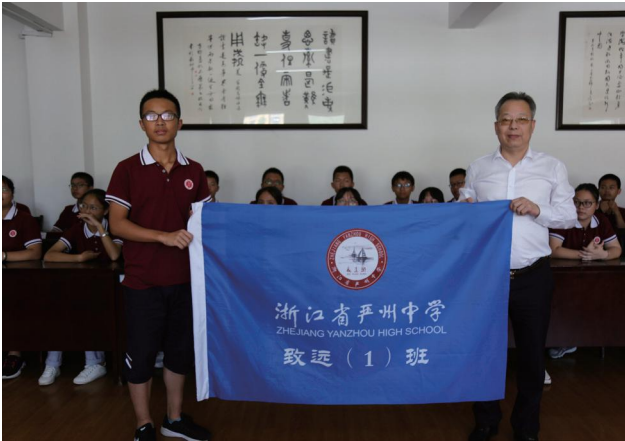
自 2018 年开始，新安集团在云南省金平县实施精准扶贫，招收贫困学生到集团定向培养学校——建德市工业技术学校学习专业知识，完成定向培养，毕业后补充到集团技术工人队伍中。新安集团负责承担学生的基本生活费、代管费和假期回家探亲费用等等，解决他们生活上的后顾之忧，并在节假日安排组织温馨的团体活动，帮助他们尽快地适应环境、融入团队。截至目前，已实施三届，共资助 60 名学生到校就读，其中 2018 级 14 名学生已顺利完成在校期间学习和企业实习，取得毕业证书，于 2021 年 7 月正式入职子公司镇江江南，补充到化工总控和化工分析相应岗位上。2019 级有 7 名学生开始企业实习，另 18 名学生结合企业需求和个人意愿，继续在校读取大专学历，集团继续资助大专学历学习期间的学费、生活费和探亲费，以进一步提升学生学历水平和综合素质。

该项目从原来简单的经济扶贫提升到学习扶贫，通过为贫困学生提供系列保障，不仅能学到知识和专业技能，毕业后还可以直接进单位工作，展现了新安集团良好的社会责任感，在本地和云南金平县都取得了很好的社会影响力。

Since 2018, Wynca Group has implemented precise poverty alleviation in Jinping County, Yunnan Province, and recruited poor students to study professional knowledge in Jiande Industrial Technology School, a directional training school of the Group for completion of the directional training. After graduation, those students will be added to the team of skilled workers of the Group. Wynca Group is responsible for students' basic living expenses, escrow fees, expenses for visiting relatives during holidays, etc., and solving their worries in life. In addition, the Group organized warm group activities during holidays to help them adapt to the environment and integrate into the team as soon as possible. Up to now, three sessions have been implemented and a total of 60 students have been subsidized to attend school. 14 students of Grade 2018 have successfully completed their studies and enterprise internships, with graduation certificates obtained. In July 2021, they formally joined the subsidiary Zhenjiang Jiangnan, and were added to the corresponding posts of chemical general control and chemical analysis. 7 students of Grade 2019 started enterprise internship, and another 18 students continued to study for college degree in school according to the needs of enterprises and personal willingness. The Group continued to subsidize the tuition, living expenses and relatives visiting fees during the period of studying for college degree, with a view to further improving the academic level and comprehensive quality of students.

This project has been upgraded from simple economic poverty alleviation to study-based poverty alleviation. A series of guarantees have been provided for poor students to make them not only learn knowledge and professional skills, but also work directly in the organization after graduation. It shows the good sense of social responsibility of Wynca Group, and has achieved good social influence both locally and in Jinping County, Yunnan Province.





助力疫情防控 Advancement of pandemic prevention and control



面对疫情的肆虐，新安集团充分展现作为大企业的社会责任担当，不仅实现了国内外六千余名员工“零”感染，还多方援助他人：为湖北、浙江等地防疫、抗疫工作捐赠1000万元，其中定向捐赠建德市慈善总会、开化县红十字会各150万元；新安包装积极响应，为省医疗器械公司、朗索消毒液公司、湖北回天等7家企业提供了近12万只壶（桶）、3050只专用纸箱；向建德市卫健系统捐赠了500箱共10吨84消毒液。新安以实际行动荣获全国工商联“抗击疫情先进民营企业”。

在复工、复产、稳农业的号召下，新安带动农化产业上下游600余家供应商、经销商复工，向全国市场供应农资超7000吨，保障春耕生产和农资需求；打通有机硅产业50余家基础类产品大客户及其下游520余家企业的复产工作，保障有机硅终端生产3M呼吸面罩配件等抗疫物资企业的原料需求。



With rage of the pandemic, Wynca Group fully demonstrated its social responsibility as a large enterprise. Wynca not only realized the “zero” infection of more than 6,000 employees at home and abroad, but also helped other people in many ways. Wynca donated RMB 10 million for the pandemic prevention and anti-epidemic work in Hubei, Zhejiang and other places, with RMB 1.5 million donated to Jiande City Charity Federation and Kaihua County Red Cross Society; Wynca Packaging responded positively and provided nearly 120,000 pots (barrels) and 3,050 special cartons for 7 enterprises including Provincial Medical Device Company, Langsuo Disinfectant Company and Hubei Huitian. Wynca donated 500 boxes and 10 tons of 84 disinfectant to health system of Jiande City. Wynca won the title of “Pioneering Private Enterprise Against Pandemic” conferred by National Federation of Industry and Commerce with practical actions.

Responding to the call of work resumption, production resumption and agriculture stabilization, Wynca advanced more than 600 suppliers and distributors at upstream and downstream of the agrochemical industry to resume work and supplied more than 7,000 tons of agricultural materials to the national market, guaranteeing the production of spring ploughing and the demand for agricultural materials. In addition, Wynca enabled the production resumption of more than 50 major customers of basic products in organosilicone industry and more than 520 downstream enterprises, and safeguarded the raw material demand of anti-pandemic materials enterprises such as 3M respiratory mask fittings at organosilicone terminal.



利益相关方沟通

Communication with stakeholders

新安集团把与利益相关方沟通、交流作为企业社会责任管理工作的重点，高度重视与利益相关方的沟通，根据客户需求、投资者利益、供应链管理、员工权益、职业健康与安全、社区合作、监管要求、环境保护、公司形象方面的议题准确识别利益相关方，通过调研、访谈等形式，通过利益相关方的充分参与，了解他们的期望和诉求，并根据自身生产经营和业务实际，采取措施，努力回应和满足合理诉求。

Wynca Group took exchange and communication with stakeholders as the focus of corporate social responsibility management and highlighted communication with stakeholders. In addition, it accurately identified stakeholders according to customer needs, investors' interests, supply chain management, employees' rights and interests, occupational health and safety, community cooperation, regulatory requirements, environmental protection, and corporate image. Wynca could know expectations and demands of stakeholders through investigation and interviews with the full participation of stakeholders. Moreover, Wynca took measures according to its own production, operation and actual business conditions to endeavor to respond to and satisfy reasonable demands.

利益相关方 Stakeholders	期望与诉求 Expectations and demands	沟通回应 Response to communication
客户 Customer	诚信履约 Faithful performance 高质量产品 High-quality products 优质服务 High-class services 听取客户意见和建议 Listening to customer comments and suggestions 保护客户信息安全 Protecting customer information security	严格执行合同 Strictly performing contracts 加强产品质量管理 Strengthening quality management of products 提升服务水平 Improving service level 优化客户投诉流程 Optimizing customer complaint process 信息安全和隐私保护 Protecting information security and privacy
监管机构 Regulatory organization	可持续的盈利水平 Sustainable profitability 规范化的公司治理 Standardized corporate governance 披露经营信息 Disclosing business information 回报股东 Repaying shareholders	完善公司治理体系 Improving the corporate governance system 优化内部合规管理体系 Optimizing the internal compliance management system 及时准确披露经营信息 Disclosing business information timely and accurately 提供合理投资回报 Providing reasonable returns on investment
投资者 Investor	可持续盈利能力 Sustainable profitability 规范公司治理 Standardized corporate governance 披露经营信息 Disclosing business information 回报股东 Repaying shareholders	提升业务管理水平 Improving the business management level 优化内部合规管理体系 Optimizing the internal compliance management system 及时准确披露经营信息 Disclosing business information timely and accurately 提供合理投资回报 Providing reasonable returns on investment

<p>供应商 Supplier</p>	<p>坚持诚信经营 Adhering to faithful operation 带动供应商可持续发展 Driving sustainable development of suppliers 公平贸易 Fairly Trading</p>	<p>公正透明的采购原则和流程 Fair and transparent procurement principles and procedures 提升供应商标准 Improving supplier standards 负责任的原材料采购 Responsible raw material purchasing</p>
<p>员工 Employee</p>	<p>保障员工合法权益 Protecting the legitimate rights and interests of employees 提供职业发展空间 Providing space for career development 薪酬福利保障 Securing salary and welfare 健康安全防护 Protecting health and safety</p>	<p>规范雇佣、尊重人权 Standardizing employment and respecting human rights 创新员工发展渠道 Innovating development channels for employees 依法保障工资和福利 Securing salary and welfare lawfully 健全职业健康安全管理体系 Improving the occupational health and safety management system</p>
<p>社区 Community</p>	<p>带动社区经济发展 Driving economic development for communities 开展多层次、多方位的合作 Carrying out multi-level and multi-dimensional cooperation 社区公益事业 Public welfare establishments of public welfare establishments</p>	<p>提供就业岗位 Providing the opportunities of employment 支持社区建设 Supporting community construction 开展公益、志愿服务活动 Carrying out public welfare and voluntary service activities</p>
<p>环境 Environment</p>	<p>技术交流 Technical exchange 协同创新 Collaborative innovation 行业发展 Industry development</p>	<p>行业会议 Industry conferences 研讨会 Symposiums 产学研合作 Industry-study-research cooperation</p>
<p>政府 Government</p>	<p>依法足额纳税 Paying taxes in full according to law 引领技术创新 Leading technical innovation 守法合规 Observing the law with compliance 带动社会就业 Driving social employment</p>	<p>主动纳税 Paying taxes voluntarily 技术创新 Innovating on technology 遵守法律法规 Observing the laws and regulations 提供就业岗位 Providing the opportunities of employment</p>
<p>媒体、NGO、第三方机构 Media, NGO, and third-party organization</p>	<p>信息公开 Information disclosure 可持续发展合规 Sustainable development and compliance 采访与交流 Interview and exchange</p>	<p>及时披露社会信息 Disclosing social information timely 完善可持续发展体系 Improving the sustainable development system 参观、见面会等 Visits, meet-and-greets, etc.</p>

重要议题识别管理

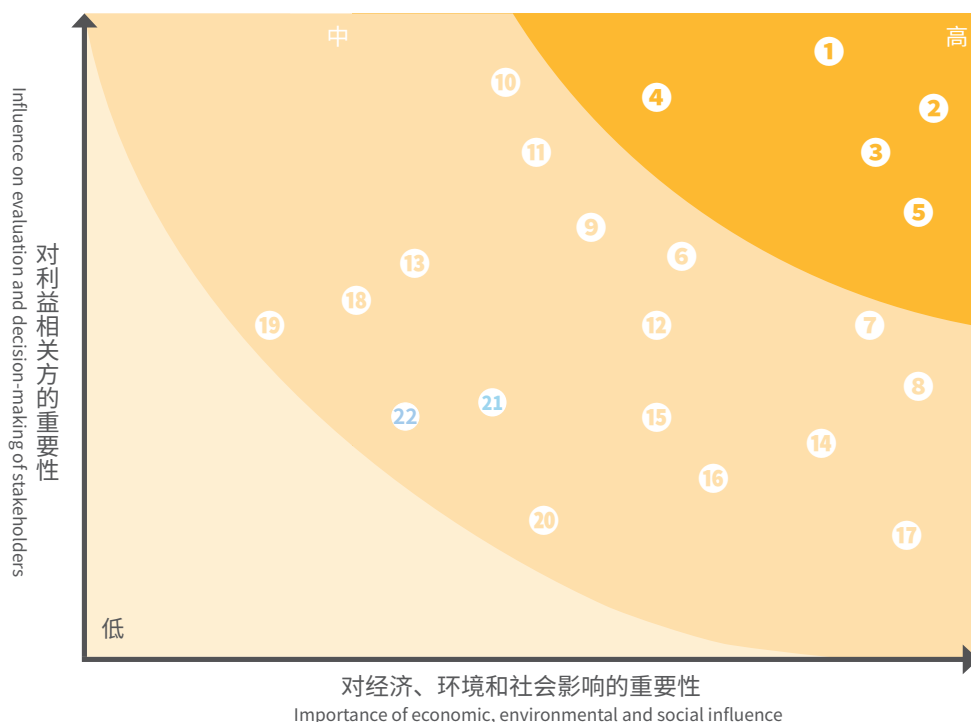
Identification management of important issues

为充分了解利益相关方对新安集团社会责任议题的关注程度,并在本报告中对各议题进行有的放矢地回应,社会责任报告编制小组根据全球可持续发展标准委员会(GSSB)发布的《可持续发展报告标准》(GRI Standards),通过内外部问卷、会议、访谈等调研工作,参考行业特征,全面识别与公司对经济、环境和社会的影响和对利益相关方评价和决策的影响有关的议题。

新安集团通过分析国际和国内社会责任标准,国家和地方政府政策要求,结合公司的发展战略和规划,按照“对利益相关方评估和决策的影响”和“经济、环境和社会影响的重要性”两个维度,对实质性议题进行重要性排序,形成重要性评估矩阵,指导我们有的放矢地推进社会责任工作。

In order to fully understand the attention of stakeholders to the social responsibility issues of Wynca Group and give targeted responses to various issues in this report, the Preparation Group of Social Responsibility Report comprehensively identified issues related to the Group's impact on the economy, environment and society as well as the evaluation and decision-making of stakeholders through internal and external research work concerning questionnaires, meetings and interviews as well as the reference to industry characteristics in accordance with the Sustainable Development Report Standards (GRI Standards) issued by the Global Council on Standards for Sustainable Development (GSSB).

Through the analysis of international and domestic social responsibility standards, national and local government policy requirements, in combination of the Group's development strategy and planning, the Group ranked the importance of substantive issues according to the two aspects of “impact on stakeholder assessment and decision-making” and “importance of economic, environmental and social impact” that an importance assessment matrix was formed to guide us to promote social responsibility work in a targeted manner.



高度重要议题 Highly important issues		中度重要议题 Moderately important issues			
① 员工权益 Employee rights	② 环境保护 Environmental protection	⑥ 创新驱动 Innovation drive	⑦ 信息安全 Information security	⑧ 反腐倡廉 Anti-corruption and integrity promotion	⑨ 教育培训 Education and training
③ 安全生产 Safety production	④ 质量管理 Quality management	⑩ 知识产权 Intellectual property rights	⑪ 绿色管理 Green management	⑫ 温室气体 Greenhouse gas	⑬ 公平交易 Fair trade
⑤ 售后服务 Post-sales service		⑭ 节能减排 Energy conservation and emission reduction	⑮ 信息披露 Information disclosure	⑯ 风险提示 Risk warning responsibility	⑰ 社会责任 Social
		⑲ 节能减排 Energy conservation and emission reduction		⑳ 规范治理 Standardized governance	㉑ 供应商管理 Supplier management

使命： 绿色化学创造美好生活

愿景： 成为硅基新材料和作物保护
领域解决方案的全球领先者

Mission: Green chemistry creates a better life

Vision: becoming a global leader of solutions in
the field of silicon-based new materials
and crop protection

发展思路
Development ideas

▶ 聚焦价值赛道、突破核心技术、实现业务领先
Focusing on price track, breaking through core technology and achieving business leadership

业务主航道
Main business channels

▶ 磷+：作物保护、阻燃剂
Phosphorus+: crop protection and flame retardant

▶ 硅+：有机硅、无机硅
Silicon+: organosilicone and inorganic silicon

磷+、硅+
Phosphorus+ and silicon+

发展方向
Development direction

▶ 绿色 智能 高端 平台 全球
Green Intelligence High-end Platform Global

核心能力
Core capabilities

▶ 技术创新能力、数字化能力、全球化运营能力
Technological innovation capability, digital capability and global operation capability

战略保障
Strategic assurance

▶ 资源资本、组织人才、管理创新
Resource capital, organizational talent and management innovation



未来展望 Future vision

“一切硅磷 再出发”。

“All silicon and phosphorus Starting again”

新的一年，我们要一切归零，“零事故、零伤害、零污染、零感染”是我们永恒的目标，守住红线和底线，这是我们企业持续健康发展的基石，需要每位新安人共同夯实；

“Zero accident, zero injury, zero pollution and zero infection” is our eternal goal in the New Year. Safeguarding the red line and bottom line is the cornerstone of the sustainable and healthy development of our enterprise and it requires the efforts of the every member of Wynca.

新的一年，我们要一切归零，成绩和荣誉只属于过去，新的使命和征程召唤着我们继续前进，只有踔厉奋发，笃行不怠，才能乘势而上，赢取新一轮战略发展开门红；

We should start from zero in the New Year. Achievements and glories only live for the past and the new mission and journey are waiting for us to continuously move forward. Only by working hard and persistently can we seize the momentum and get the good start of strategic development.

新的一年，我们要一切硅磷，着力构建以新能源应用场景为主的“磷基、硅基”两大新材料产业生态，这是我们与时代同步、与国家同频的重大战略选择，更是我们面向未来，全面开创转型升级和高质量发展新局面的必由之路，必将引领我们从胜利走向胜利，书写新的辉煌篇章！

In the next new year, we are going to focus on silicon and phosphorus, and strive to build the industrial ecology of “phosphorus-based and silicon-based” new materials focusing on new energy application scenarios. This is a major strategic choice for us to keep pace with the times and share the same frequency with the country. It is also the only way for us to face the future and comprehensively create a new situation of transformation & upgrading and high-quality development. It will guide us forward from victory to victory as well as writing a new brilliant chapter!

GRI Standards 索引

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Feedback form

意见反馈表

尊敬的读者：

Dear readers,

您好！

Hello

非常感谢您阅读本报告。我们诚挚地期待您对本报告进行评价，提出宝贵意见，以便我们持续改进社会责任工作，提升履行社会责任工作能力与水平！

Thank you very much for reading this report. We sincerely look forward to your comments on this report, so that we can continue to improve our social responsibility and enhance the ability and level of social responsibility work!

选择性问题：（请在相应的位置选择打“√”）

Optional questions : (please tick "√" in the appropriate place)

1. 对于浙江新安化工集团股份有限公司，您的身份是：

1. For Wynca Group, your status is:

- | | | | | | |
|------------------------------------|------------------------------------|------------------------------------|---|--------------------------------|--|
| <input type="checkbox"/> 员工 | <input type="checkbox"/> 消费者 | <input type="checkbox"/> 供应商 | <input type="checkbox"/> 监督机构 | <input type="checkbox"/> 媒体 | <input type="checkbox"/> 其他（请注明） |
| <input type="checkbox"/> Employees | <input type="checkbox"/> Consumers | <input type="checkbox"/> Suppliers | <input type="checkbox"/> Supervisory organization | <input type="checkbox"/> Media | <input type="checkbox"/> Others (Please specify) |

2. 您对报告的总体印象是：

2. Your general impression of the report is:

- | | | | | |
|------------------------------------|--|----------------------------------|-------------------------------|------------------------------------|
| <input type="checkbox"/> 很好 | <input type="checkbox"/> 较好 | <input type="checkbox"/> 一般 | <input type="checkbox"/> 较差 | <input type="checkbox"/> 很差 |
| <input type="checkbox"/> Very good | <input type="checkbox"/> Relatively good | <input type="checkbox"/> General | <input type="checkbox"/> Poor | <input type="checkbox"/> Very poor |

3. 您认为报告中所披露的社会责任信息质量：

3. You think the information quality of social responsibility disclosed in the report is:

- | | | | | |
|------------------------------------|--|----------------------------------|-------------------------------|------------------------------------|
| <input type="checkbox"/> 很高 | <input type="checkbox"/> 较高 | <input type="checkbox"/> 一般 | <input type="checkbox"/> 较低 | <input type="checkbox"/> 很低 |
| <input type="checkbox"/> Very good | <input type="checkbox"/> Relatively good | <input type="checkbox"/> General | <input type="checkbox"/> Poor | <input type="checkbox"/> Very poor |

4. 您认为报告结构：

4. You think the report structure is:

- | | | | | |
|--|---|----------------------------------|-------------------------------|------------------------------------|
| <input type="checkbox"/> 很合理 | <input type="checkbox"/> 较合理 | <input type="checkbox"/> 一般 | <input type="checkbox"/> 较差 | <input type="checkbox"/> 很差 |
| <input type="checkbox"/> Very reasonable | <input type="checkbox"/> Comparatively reasonable | <input type="checkbox"/> General | <input type="checkbox"/> Poor | <input type="checkbox"/> Very poor |

5. 您认为报告版式设计和表现形式：

5. You think the report format design and manifestation is:

- 很好 较好 一般 较差 很差
 Very good Relatively good General Poor Very poor (open-ended questions)

请您对《浙江新安化工集团股份有限公司 2021 年社会责任报告》提出宝贵意见与建议：

Please put forward your valuable comments and suggestions on the Corporate Social Responsibility Report of Wynca Group in 2021:

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