



延锋彼欧

延锋彼欧汽车外饰系统有限公司
YANFENG PLASTIC OMNIUM AUTOMOTIVE
EXTERIOR SYSTEMS CO., LTD

2021

YFPO企业 2021
年度

社会责任报告

YFPO CSR Report 2021





■ 报告范围 Scope of the Report

本报告是延锋彼欧汽车外饰系统有限公司发布的第二份企业社会责任报告，报告信息和数据主要涵盖了2021年1月1日至2021年12月31日期间公司各项社会责任实践活动，基于报告的延续性和对比性，部分数据和信息不局限于2021年。本报告披露范围为公司总部、全资分子公司和并表合资公司（具体见<延锋彼欧汽车外饰系统有限公司2021年CSR报告披露范围清单>）。

This report is the second Corporate Social Responsibility Report published by Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd with the information and data included mainly covers all kinds of social responsibility practices since Jan 1st 2021 to Dec 31st. Regarding to the continuity and comparison of the report, some are not limited to 2021. The scope of disclosure of the report covers the company's headquarters, wholly-owned subsidiary companies and joint ventures, which can be refer to "List of disclosure scope of Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. 2021 CSR Report" for details.

■ 内容选择 Content Selection

报告内容在选取过程中，公司遵循 GRI标准的重要性、完整性、响应性原则，从经济、社会和环境三个方面进行阐述，重点报告了公司在组织治理、产品责任、环保责任、共同发展等方面的社会责任承担。本报告的数据和信息收集工作按公司现有工作流程进行。为提高报告的公信力，公司委托必维国际检验集团进行第三方报告验证。



Move Forward with Confidence

During content selection of the report, the company followed the request on importance, integrity and responsiveness of GRI standards, elaborated from the aspects of economy, society and environment, and reported the company's social responsibility focusing on organizational governance, product responsibility, environmental responsibility and common development. Data and information collection for this report is carried out according to the company's existing working procedures. In order to improve the credibility of the report, the company commissioned Bureau Veritas to implement third-party verification.

■ 编制原则 Principle of Compilation

本报告参考《全球报告倡议组织 GRI标准》、国际标准化组织《ISO 26000:2010 企业社会责任指南》、《GB/T36001-2015 社会责任报告编写指南》的要求进行编制。

This report is prepared in accordance with the requirements of the Global Reporting Initiative (GRI) Standard, ISO 26000:2010 Guidelines for Corporate Social Responsibility and GB/T36001-2015 Guidelines for preparing Social Responsibility reports.

■ 指代说明 Refer to the Company

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■ 发布方式 Channels of Release

报告发布周期为每年一次，以印刷版和网络版两种形式发布。网络版可在本公司网站查阅（网址：<https://www.yfpo.com/>）。报告语言为中英文两种，对两种文本的报告理解上发生歧义时，请以中文文本为准。

The report is published annually in both print and online formats. The online version is available on the Company's website (<https://www.yfpo.com/>). The report language is Chinese and English. In case of any discrepancy between the two language, the Chinese meaning shall prevail.



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为当前环境减负、为绿色未来创新 Minimize impact on current environment, innovation for greener future



企业社会责任及可持续发展如今最大的挑战，应该算是如何遏制住全球气候变暖，如何维持与保护好健康的人类生存的环境。延锋彼欧作为一家负责任的公司及汽车外饰行业的领军者，不能袖手旁观，我们有能力也应承担起相应责任去积极地影响我们的生态变迁。尽管当前我们还面临诸多挑战，如原材料成本的快速上涨、半导体芯片的持续短缺及最近在中国肆虐的新冠疫情。

延锋彼欧团队承诺于CSR及可持续发展，2021年数据也清晰地证明了这一点。譬如安全健康方面，我们2021年总事故发生率为0.013几乎达到历史最低水平，比2020年降低了约38.5%。全公司中国所有工厂里，没有任何一名员工受到严重伤害。公司的所有废弃物也得到100%正确处理。对于员工关爱方面，我们也得到较好的回报，2021年员工的满意达到89.8%，敬业度Q12也是过历史最好水平4.55。在公益方面，公司所有基地的公益活动覆盖率达到100%。公司所有的管理者及关键岗位员工都签署了廉洁协议，2021年我们也邀请了绝大多数供应商伙伴与我们一起参与共建廉洁合作。

为了能够更有效地开发并布署延锋彼欧CSR及可持续发展战略，2021年我们最大成就之一就是建立了全新的组织治理架构，管理架构，关键议题及行动措施，重新强化了我们的CSR品牌，“Act for All众心一行”。在这方面，我们虽没有成功先例可以借鉴，但我们能做的是不断寻求更好的方式来提升我们自身。

延锋彼欧相信能够将CSR及可持续发展的目标与行动，最终转换成公司长期的竞争优势。我们产品在保证质量与安全的同时，将持续集中在轻量化、空气动力学，并最大程度的利用可再生材料。我们也会将更多的资源投入到绿色制造及绿色供应链，如绿能、干式喷房水性漆涂装线，等等。

经过过去多年的努力，CSR及可持续性已经成为延锋彼欧文化基因的一部分。我们有理由相信我们的使命，即创造美好汽车生活，将在不远的未来实现。

The most critical challenges on CSR and sustainability today might be the global warming of climate, to preserve the healthy environment for human being. YFPO, as a responsible care and the leading company in exteriors industry, cannot be a speculator or bystander. It is our duty now to positively influence the natural ecological transition, despite of the disruptions of raw materials cost increase, semi-conductor chips shortage as well as the recent severe covid situation in China.

YFPO team is committed to CSR & sustainability. The year 2021 data speaks the facts. As usual, for basic the health & safety, our 2021 rate of total accident occurrence has almost reached historical low to 0.013, with -38.5% improvement from 2020. No one is seriously injured in any of YFPO site through out China. 100% of our hazardous materials have been properly treated. We care for our people, in return, we have reached 89.8% of employee satisfaction and highest Q12 engagement level at 4.55 in 2021. We support local communities, all of our YFPO sites have been involved in varieties of charity and supporting activities. All of our managers and key positions employees have signed the integrity commitment letter and in 2021 much more of our suppliers have been invited to sign those non-corruptive agreement as well.

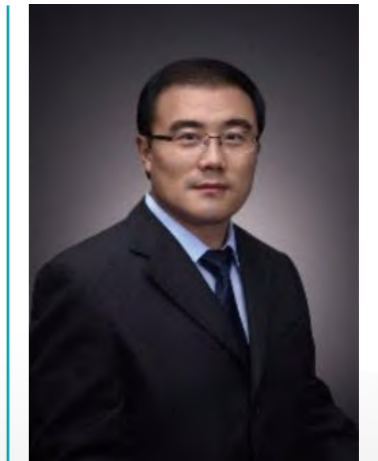
In order to be more efficiently develop and deploy CSR/Sustainability strategy in YFPO, one of the great achievement in 2021 is to establish the new dedicated organization of governance, the management structure, key initiatives, re-emphasized the CSR brand, Act for All. There was no previous successful case to learn, and what we can do is to constantly looking for better ways to improve ourselves.

YFPO has confidence to turn all our CSR/ Sustainability ambitions, actions to eventually become our YFPO long-term competitive advantages. We will continue focusing on light weight, aero dynamics, to utilize as much as possible the recycle materials, meanwhile, to maintain and improve the product quality and safety. More resources will be invested on the green manufacturing and entire supply chain, green energy, water-borne painting line with dry booth, etc.

With previous few-years' efforts, CSR & Sustainability is now part of YFPO cultural DNA. We believe our mission, which is to create a better automotive life, will be realized in a not-so-long future.

 总经理
General Manager

以可持续发展理念助企业行稳致远 Boost enterprise to go far and stead with sustainability development



延锋彼欧成立于2007年，在成立伊始，中法双方母公司在环保上就达成了高度一致的意见，秉持着“愿意让自家孩子来公司工作”的形象化理念，来设计规划每一家全新工厂，引入当时颇为先进及昂贵的蓄热式焚化技术(RTO)处理涂装废气，从一开始就奠定了延锋彼欧追求环境友好的基础认知。

随着中国日新月异的发展，环保理念逐渐深入人心。在2021年，即使外部环境充满挑战，疫情反复、能效双控、气候变化导致极端天气和次生灾害等情况接连发生。在全力保障员工健康安全、确保高质量产品供应的同时，延锋彼欧仍在努力强化环保措施，包括排口在线监测、提高废气有组织收集率、固废持续减量等。努力践行企业社会责任。

2021年对于延锋彼欧来说，是可持续发展体系建设的元年：我们有力支撑绿色出行服务发展，公司新能源业务占比首次超过了20%；我们不断提升绿色制造运营水平，明确新设

涂装产能以水性漆应用为首选，并探索更低排放的电镀替代工艺；我们深入理解绿色低碳相关标准，初步形成全生命周期的减碳框架理念，持续扩大屋面光伏使用范围，力求碳和其他排放的同步降低；我们广泛对接利益相关方之关注，在员工发展、社会服务、股东协同、协会交流、政策建议等方面拓展思路，形成亮点。

全体员工的共同努力带来了丰硕的经营成果，也让公司的社会价值得到了充分展现。

2022年，延锋彼欧将迎来十五周岁的生日，在“众心一行”品牌的引领下，我们将砥砺前行，加快低碳路径的科学设置，进一步强化供应链参与，响应客户和社会需求，以可持续发展理念行稳致远。

YFPO was founded in 2007. At the beginning of its establishment, the parent companies of China and France reached a high consensus on environmental protection. Adhering to the visual concept of "Attract our employees' children to work in our company", YFPO used quite advanced and expensive Regenerative Thermal Oxidizer (RTO) to deal with coating waste gas in each new factory, which laid the foundation of YFPO's pursuit of environmental friendliness from the beginning.

With the rapid development of China, the concept of environmental protection has gradually taken root in the hearts of the people. In 2021, repeated epidemics, double control of energy efficiency, extreme weather and secondary disasters caused by climate change occurred one after another even if external environment was full of challenges. While fully protecting the health and safety of employees and ensuring the supply of high-quality products, YFPO has continuously strengthened environmental protection measures, including on-line monitoring of exhaust outlets, improving the organized collection rate of waste gas, continuous reduction of solid waste, etc. YFPO is striving to practice corporate social responsibility.

2021 is the first year for YFPO to build a sustainable development system. We strongly supported the green travel services. New energy business accounted for more than 20% for the first time; We continued to improve the level of green manufacturing operation, firstly choose water-borne technique in new painting line. We explored alternative electroplating processes with lower emission. We deeply understood relevant green and low-carbon standards, initially formed the concept of carbon reduction framework in whole life cycle. We continued to expand the application scope of roof photovoltaic and strived to reduce carbon and other emissions simultaneously. We widely connected the concerns of stakeholders to expand ideas and form highlights in aspects of employee development, social services, shareholder coordination, association exchanges, policy suggestions and so on.

The joint efforts of all employees have brought fruitful business results and fully demonstrated the social value of the company.

In 2022, YFPO will celebrate its 15th birthday. With the guidance of the brand of "Act for All", we will go ahead to speed up scientific route of low-carbon path, further strengthen the participation of supply chain, respond to the needs of customers and society, and make steady progress with the concept of sustainable development.

 常务副总经理
Deputy General Manager

2021 荣誉和奖项 2021 HONORS AND AWARDS



社会认可类 SOCIETY RECOGNITION



总部 嘉定区区长质量奖
HQ, MAYOR'S QUALITY AWARD
OF JIADING DISTRICT



技术中心 上海市优秀创新金奖
TC, EXCELLENT INNOVATION GOLD
AWARD OF SHANGHAI CITY



总部 嘉定区综合实力百强 先进制造业百强
HQ, TOP 100 INTEGRAL STRENGTH & ADVANCED
MANUFACTURER OF JIADING DISTRICT



仪征 仪征市年度优秀企业
YZ, ANNUAL OUTSTANDING ENTERPRISE
OF YIZHENG CITY



总部 上海市技师创新工作室
HQ, TECHNICIAN INNOVATION STUDIO
OF SHANGHAI CITY



浦东 张江镇人民政府表扬信
PD, COMMENDATORY LETTER FROM
ZHANGJIANG TOWN

股东认可类 SHAREHOLDER RECOGNITION



宁波 上汽集团先进职工之家
CX, SAIC ADVANCED
WORKERS' HOME



总部 华域汽车数字化推进优秀案例
HQ, HASCO OUTSTANDING CASE OF
DIGITALIZATION



浦东 延锋团队集会三等奖、最佳人气奖
PD, 3RD PRIZE & BEST POPULAR AWARD
OF YANFENG TEAM RALLY

客户认可类 CUSTOMER RECOGNITION



总部 沃尔沃中国年度最佳供应商
HQ, VOLVO BEST SUPPLIERS
OF THE YEAR



总部 蔚来质量卓越合作伙伴
HQ, NIO EXCELLENT QUALITY
PARTNER



宁德 上汽乘用车优秀供应商
ND, SAIC PV EXCELLENT
SUPPLIER



长春 一汽大众感谢信
CCJV, FAW-VW THANKS
NOTE



江夏 上汽通用武汉最佳物流响应供应商
JX, SAIC GM WUHAN BEST LOGISTIC
RESPONSE SUPPLIER



江宁 上汽集团南京公司优秀供应商
JN, SAIC NANJING EXCELLENT
SUPPLIER

延锋彼欧

Yanfeng Plastic Omnium





▶ 经济 ECONOMIC



公司销售规模创历史新高, 新产品市场开拓形势喜人, 客户认可范围不断拓展, 产品、制造和信息化技术加强融合
New height on sales scale, encouraging new product market exploitation, expanding customer recognition and enhanced integration of technology of product, manufacturing and IT.



▶ 环境 ENVIRONMENTAL



辨识气候环境风险, 强化源头降废战略, 系统探索减碳研究, 初步尝试环境披露
Identifying climate-related & environment risks, enhancing strategy of waste reduction from source, exploring systematic carbon reduction research, attempting initial environmental disclosure.



▶ 社会 SOCIAL



卓越绩效政府认可, 员工敬业度创新高, 供应商CSR宣贯启动, 公益活动全面覆盖
Excellent performance recognized by government; staff engagement newly peaked, supplier CSR promotion started, social benefit activities 100% covered.





2021年,全球新冠疫情扩散速度仍居高不下,截至2022年1月3日,全球累计确诊新冠肺炎(COVID-19)病例超2.9亿例,累计死亡病例超546.0万例;全球新冠确诊病例超过100万例的国家达42个,115个国家病例超10万例^①。从德尔塔到奥密克戎,病毒的不断变异给疫情防控带来新的挑战,各国针对疫情防控的态度和执行状态的巨大差异同样给全球疫情防控带来了更大的复杂度。

中国采取了强有力的“动态清零”政策,2021年末累计疫苗接种超过28.35亿剂次^②,基本保障了国内疫情可控,生产和生活总体受到的影响较小。但由于境外输入和国内散发传播,在部分城市或行政区划内仍出现不少封闭管控事件,并同时导致差旅和物流运输方面的问题,影响公司运营与经营。

Within 2021, the Covid 19 pandemic had kept spreading rapidly. By January 3, 2022, there were more than 290 million confirmed cases and more than 5.46 million deaths worldwide. Globally, 42 countries have more than 1 million confirmed cases, and 115 countries have more than 100,000 cases. From Delta to Omicron, the constant mutation of the virus has brought new challenges to epidemic prevention and control, and the huge difference in the attitude and implementation in various countries had also brought greater complexity to the global epidemic prevention and control.

China has adopted a strong policy of “dynamic zero”. By the end of 2021, more than 2.835 billion doses of vaccines had been taken inside the country, which basically ensured the controlling of epidemic with relatively little impact on production and daily life. However, due to overseas transmit and domestic dissemination, still lots of closed control events happened in cities or regions, which also led to problems on travel and logistics, affecting the company's operation and business.

在应对新冠疫情方面,公司运营与经营主要面临的问题和应对措施如下:

- 1、运营单位受持续境外输入和国内散发传播疫情冲击;在2020年疫情防控的经验基础上,不断优化调整疫情防控策略,通过微信调查日报及时掌握员工健康状态,推动疫苗接种,疫苗接种完成率达96.04%;
- 2、由于疫情影响叠加火灾等情况,加剧了汽车芯片全球供需紧张的局面,严重影响下游整车客户的生产计划,产量波动幅度急剧扩大;公司积极与客户互动,配合调整生产计划,并同时通过数字化技术和优化的人员组织减少对制造成本的影响,灵活应对了相关供应波动风险;
- 3、针对供应链上下游相关方受疫情影响导致生产中止或物流受阻;公司采取一切手段确保采购渠道、投入仓储资源合理提高库存水平,在落实严格防控措施的基础上,协调当地政府和社区,配合客户协调模具转移等临时应对措施,全力保障供货水平;
- 4、由于奥密克戎变异株由南非首次报告导致航班熔断,公司在南非开展工作的6人无法及时返回;公司紧急置备相关防疫和生活物资,为相关人员在南生活提供支持和保障,同时对员工及其国内家属开展了多次慰问,给家庭带去节日礼物,并通过对口支持人员及时掌握其家庭的实际困难,并给予协调解决。

在社会活动方面,公司主动组织公益活动或志愿者服务,支持社区、疫情防控团队快速落实核酸检测、隔离期内居民生活配套供应服务等任务;

In response to the COVID-19 outbreak, the company's operation and operation are mainly faced with the following problems and countermeasures:

- 1. Plants were affected by the continuous transmission from abroad and local infections; Based on the epidemic prevention and control experience in 2020, the strategy had been constantly optimized and adjusted, including monitor of the employees' health status through daily Wechat investigation, vaccination promotion with completion rate reaching 96.04%;
- 2. Due to the impact of the epidemic as well as others like fire disaster, the situation of global supply and demand of automotive chips has been intensified. It seriously affected the production plan of downstream vehicle customers, and sharply expanded the fluctuation range of production. With active interaction with customers to coordinate and adjust production plans, and efforts to reduce impact on manufacturing costs through digital technology and optimized personnel organization, we have flexibly responded to related supply volatility risks;
- 3. As per the situation that upstream and downstream parties of the supply chain affected by the epidemic, resulting in production suspension or logistics disruption; We took all measures to ensure procurement channels and invest storage resources to reasonably raise inventory level. With strict prevention and control measures, we also coordinated with local governments and communities, struggled with customers to take temporary actions such as mold transfer to guarantee the supply level.
- 4. Six of the company 's employees in South Africa were unable to return in time because of the Omicron variant, which was first reported in South Africa; We urgently delivered supplies for epidemic prevention and living to guarantee their living in South Africa, carried out visits to the employees as well as their family members in China with holiday gifts, and grasped the actual difficulties of their families in time and provided coordinated solutions through corresponding support personnel.

Regarding to the society, the company has actively organized public benefit activities or voluntary services to support community and epidemic prevention team for rapid task implementation like nucleic acid testing as well as living supplement for citizens during quarantine period.



疫苗接种车上门服务
Door-to-door service of vaccination bus



配合动态清零, 坚守供应保障
Cooperate Dynamic Zero, Hold Supply Insurance

① Worldometers世界实时统计数据 Data from Worldometers Statistics
② 国家卫健委通报数据 Data from National Health Commission

01

公司概况 CORPORATE PROFILE

十五载以梦为马, 沐甚雨, 栉疾风, 不负韶华

DRIVEN BY DREAM IN 15 YEARS, WE TAKE UNCEASINGLY EFFORTS IN ANY CONDITION WITH OUR YOUNG HEART.

SDGS



关键议题 KEY INITIATIVES

- 10-支持和带动经济发展
SUPPORT / LEAD ECONOMY GROWTH
- 16A-新科技的研发运用
RESEARCH & APPLY NEW TECH



合并销售额 (亿元)
Revenue Consolidated (100mil. RMB)

89.56

*保险杠市占率 (中国, %)
Market share of bumpers (China, %)

25.4

在产尾门项目数
Tailgate Projects in production

17

*数据包含非并表公司
Data including non holding joint ventures



使命, 愿景, 核心价值观 Mission, Vision & Core Values

使命: 共创美好汽车生活!

我们站在行业的前沿, 敏锐捕捉科技与人本的契合, 将创新的智慧、美的品味、无处不在的关爱注入汽车, 让用户体验到了驾乘的愉悦和超出预期的满足! 我们愿和整车厂、消费者和合作伙伴共同创造美好汽车生活梦想, 让汽车世界走向崭新的未来!

Mission: Better life through automotive innovation.

We combine cutting-edge technology with innovative styling and dedication in designing our products to ensure an exceptional driving experience. Our goal is not just to meet but exceed the expectations of our customers. We are partnering with vehicle manufacturers, consumers and other stakeholders for a better automotive experience, driving the industry to a brighter future.

愿景: 成为世界上最好的汽车外饰系统供应商。

我们致力于成为客户满意、股东满意、员工满意和社会尊敬的, 具有全球竞争力和美誉度的汽车零部件行业的引领者。

Vision: To be the best automotive exterior system supplier in the world

We are devoted to becoming the global leader in automotive component industry with competency to create customer satisfaction, employee pride, shareholder recognition, social respect.

企业核心价值观: C-SPIRIT

C代表我们的客户 (Customer), 无论是整车厂还是消费者, 都是我们一切经营活动的中心、生存和发展的基础、追求卓越的动力。SPIRIT代表奋斗 (Striving)、人本 (People)、创新 (Innovation)、包容 (Respect)、诚信 (Integrity)、团队 (Teamwork) 六种精神, 集中体现了延锋彼欧员工的思维和行为风格、道德和情感主张。

Core Values: C-SPIRIT

The C in Customer includes car manufacturers and all consumers of automotive components. Our customers are, and always will be, the center of our business. They are the foundation of our success and inspire us to strive for further excellence. SPIRIT stands for Striving, People, Innovation, Respect, Integrity and Teamwork. These six core values guide our thinking, behavior and ethical values.



一、公司概况 CORPORATE PROFILE



延锋彼欧汽车外饰系统有限公司成立于2007年4月，总部和技术中心位于上海嘉定，其前身为延锋伟世通外饰厂，公司在原有安亭、重庆两个生产基地的基础上，通过持续的努力，发展为国内领先的汽车外饰系统供应商。

截至2021年底，公司拥有28个工厂实体，其中并表主体23个。2021年宁波公司入驻吉利沃尔沃路桥基地接手了外饰工厂运营，并启动了上海临港新基地、沈阳大东新基地和合肥新桥基地的建设；非并表公司中广州新合资公司建成投产。

除上海外，在沈阳、武汉、东莞、宁波设有技术中心驻点，并在美国、德国、日本等地设立了前沿办公室，可直接与OEM总部进行面对面的交流。延锋彼欧围绕汽车外饰产品，不仅为客户提供可靠的配套产品，更提供独特的设计、研发和验证服务，公司具备从造型设计到量产的全面服务能力，自2011年起公司产品长期占据市场占有率首位。

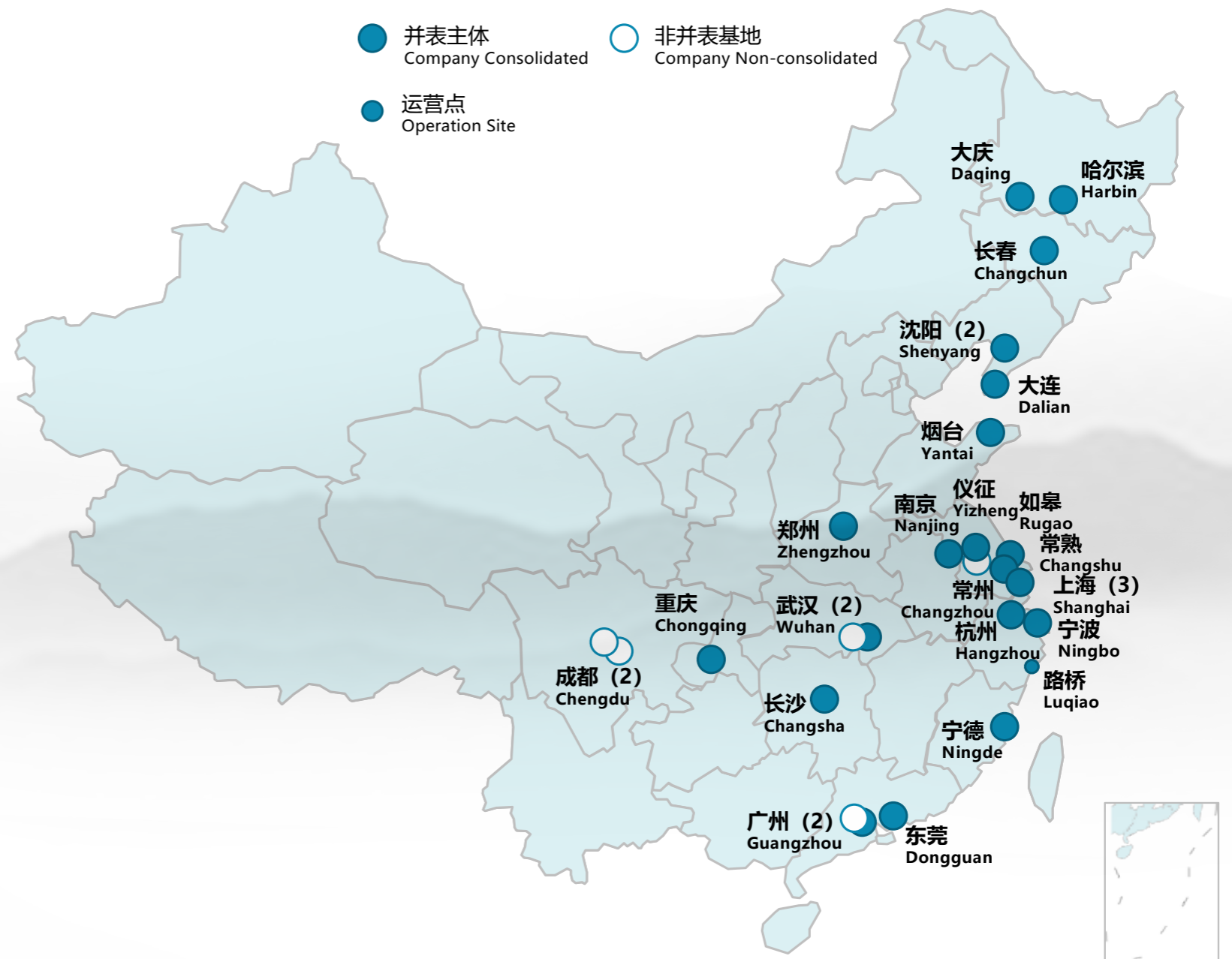
近年来，公司紧跟汽车新四化的发展趋势，在创新上进一步增大了投入力度。大量新工艺、新产品的涌现进一步扩展了公司的产品线，据统计，2021年公司投产项目76个，全年开发项目180个，在获得客户认可的同时更进一步夯实了企业自身的竞争力。

Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. was established in April, 2007. The headquarter and technical center is located in Jiading, Shanghai. Inheriting the Anting and Chongqing base from its predecessor as exterior plant of Yanfeng Visteon, the company has been taking great effort and has become the leading auto exterior system supplier in China.

By end of 2021, YFPO owns 28 plants, among them 23 consolidated, and 2 under construction. In 2021 Ningbo Company has launched the operation for Geely Volvo Luqiao bumper plant. In Shanghai Lingang, Shenyang Dadong and Hefei Xinqiao, new plants had been under construction. As per companies non-consolidated, Guangzhou New JV in 2021 have realized SOP (Start of Production).

Besides Shanghai, YFPO technical center has branches in Shenyang, Wuhan, Dongguan and Ningbo, as well as front offices in the US, Germany and Japan so as to communicate face to face with OEM headquarters. Focusing on auto exterior market, YFPO is providing unique design, research, development and verification services as well as reliable products. The company is able to provide full scope service starting from modelling design to mass production. Since 2011, the company has been occupying the first place in the market.

In recent years, by tightly following the CASE trend (Connective, Autonomous, Sharing, Electrified), YFPO has enhanced the investment on innovation. Many new process and new products has come out and expanded the company's product line. As statistics shown, in 2021, the company has realized 76 successful launches among 180 programs ongoing, this achievement has not only praised by customer but also further consolidated the competitiveness of the company itself.



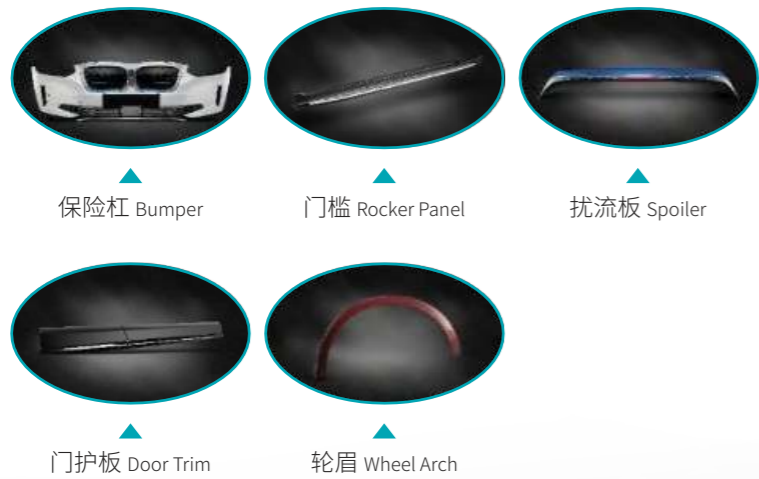
延锋彼欧分、子公司全国分布图
YFPO Company Layout

一、公司概况 CORPORATE PROFILE



产品线

Product Line



保险杠 Bumper

门槛 Rocker Panel

扰流板 Spoiler

门护板 Door Trim

轮眉 Wheel Arch

延锋伟世通与法国彼欧合资，
延锋彼欧成立
YFPO was established as joint venture
between Yanfeng Visteon and Plastic Omnium



2007

中国第一根彩色塑料保险杠
在延锋伟世通外饰厂诞生
The first colored plastic bumper facial
was produced in Yanfeng Visteon exterior plant.



1997

引入复合材料尾门产品线，
国内外饰轻量化序幕拉开
Introduction of composite tailgate launched
exterior lightweight trend in local market.



2010

浦东、沈阳大东新工厂开工，
公司贴近客户快速布局
Groundbreaking of Pudong and Shenyang Dadong plants
started the footprint expansion sticking to customers.



2008

总部和新技术中心大楼落成，
设计开发与验证能力全面升级
Completion of new headquarters building with technical center supported
upgrade of design, development and verification capability.



2013

乘用车保险杠市场占有率升至首位，
成为国内行业龙头
Ranked 1st in China Passenger Vehicle
bumper facial market.



2011

收购延康如皋，拓展饰件产品线，
建立匹配“新四化”的新平台
The acquisition of Yankang Rugao made the expansion of
trim product line which set new platform for CASE.



2018

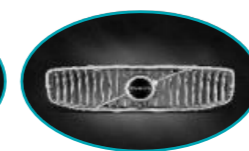
首获海外业务，新能源业务占比超21.2%
First overseas business intake, EV sales exceed 21.2%



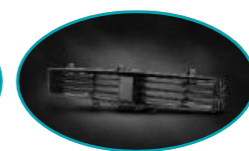
2021



前备箱 Frunk



格栅 Grille



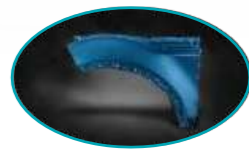
可变进气格栅 AGS



(透波) 标牌
Emblem (Wave Transparent)



尾门 Tailgate



翼子板 Fender

一、公司概况 CORPORATE PROFILE



可持续发展绩效指标

Performance of sustainable Development

经济 Economic	环境 Environmental	社会 Social
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总资产 (亿元) Total Assets (100mil. RMB)			年保险杠配套整车产量 (万辆) Sets of Bumper Facial supplied (10k)			合并销售收入 (亿元) Sales Consolidated (100mil. RMB)			纳税总额 (亿元) Total Tax Paid (100mil. RMB)			研发投入 (亿元) R&D Input (100mil. RMB)		
2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019
117.75	99.96	89.50	480.1	422.9	473.2	89.56	75.06	75.80	4.35	3.60	4.06	4.04	4.09	3.93

政府奖励与扶持资金 (万元) Government Incentives and Funds (10k RMB)			危险废物处理率 (%) Rate of Hazardous Waste Treatment (%)			废气委外监测达标率 (%) Pass Rate of 3 rd Party Monitor on Waste Gas (%)			固体废物排放量 (吨) Solid Waste Discharge (MT)			可回收利用固废总量 (吨) Recyclable Solid Waste (MT)		
2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019
2,566	3,127	2,817	100	100	100	100	100	100	4,854	3,645	3,800	1,995	3,645	3,800

光伏电站年发电规模 (MWh) Annual Generation of Solar PV (MWh)			电力年度消耗总量 (GWh) Total Annual Power Consumption (GWh)			万元产值综合能耗 (标煤/万元) Comprehensive Energy Consumption (KGce/10kRMB)			温室气体 (S1+S2) 排放量 (吨CO ₂ 当量) Total GHG Emissions (S1+S2) (Ton CO _{2e})		
2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019
2,379	2,203	2,199	203.41	173.71	178.97	0.0908	0.0926	0.0922	181,898	155,733	166,512

累计有效专利授权数 (项) Accumulated Patent Verified (Nr.)			客户满意度 (%) Customer Satisfaction (%)			廉洁承诺书签署率 (%) Honesty Commitment Signing Rate (%)			男女同岗位薪酬比例 (%) Salary of Female to Male (%)		
2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019
364	298	255	91.6	91.8	91.9	100	100	100	100	100	100

员工平均培训课时 (课时) Average Training Hours per Capita (Hours)			员工年度培训总课时 (课时) Total Training Hours per Year (Hours)			总事故发生频率 (20万工作小时) Rate of Total Accident Occurrence (200k Hrs)			损工事故伤害频率 (20万小时) Rate of LTA (200k Hrs)			重大事故数 (起) Number of Major Accidents (Cases)		
2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019
58.3	65	52	276,022	253,638	228,581	0.013	0.030	0.068	0	0.015	0	0	0	0

职业体检率 (%) Rate of Occupational Health Checks (%)			员工扶助帮困金 (万元) Funding Aids to Employees (10k RMB)			志愿者活动参加人次 Man-time Involved in Voluntary Services			供应商廉洁协议签订率 (%) Signing Rate of Supplier Honesty Agreement (%)			特殊工艺供应商EHS审核实施率 (%) Coverage of EHS Audit Implemented to Specific Process Suppliers (%)		
2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019
100	100	100	30.3	34.5	40.3	487	390	275	100	100	100	100	100	100



战略发展 Strategic Development

市场与客户 Market & Customer

- 消费升级趋势显著, 高端车型占比提高
Significant consumption upgrading trend leads more premium models.
- 汽车产业深刻变革, 新四化下技术交融
Profound automobile industry revolution with technology integration under CASE trend.
- 市场细分逐步模糊, 生态融合需求迭代
Blurring market segment due to eco-system mindset and demand iteration.

股东与员工 Shareholders & Employees

- 股东方协同发展和回报期望强化
Enhanced expectation by shareholder on synergy and payback.
- 员工对发展和生活水平期望提升
Higher expectation by employees on development and better life.
- 劳动力市场供给结构变化对人力资源管理带来挑战
Challenges to HR management due to changing labor market structure.



社会 Society

- 疫情严峻态势不减, 冲击地缘政治经济
Ceaseless severe epidemic keep impacting geopolitics and economy.
- 人口红利结构调整, 生育政策效果缓释
New population policy hardly revises demographic dividend structure.
- 文化自信显著提升, 价值取向多元发展
Exploding cultural confidence mixed with diverse value orientations.

对手和替代者 Competitors & Substitutes

- 传统领域竞争深化, 热点地区争夺更白热化
Intense traditional competition show up in hot areas.
- 前沿领域交叉融合, 创新价值竞争更跨行业
Crossover frontier race focus on innovative value output.
- 绿色低碳理念驱动, 材料工艺替代更多尝试
Green, low-carbon driver calls new material or process.

供应商和政府 Competitors & Substitutes

- 数字化技术背景下政府和产业链需求和供给不平衡
Uneven demand / supply from government and industry chain back on digitalization.
- 可持续发展要求下环保与碳中和约束与能力不匹配
Mismatch environment care & carbon neutral constrain / capability under sustainability.
- 共同富裕的目标下生产力和生产关系分配仍不均衡
Imbalance distribution on forces / relations of production to common prosperity goal.



02

组织治理

ORGANIZATION GOVERNANCE

求卓越基业长青, 守初心, 践使命, 诚信为纲

EXCELLENCE BUILT TO LAST, WE SHARE HEART AND MISSION THROUGH PRACTICE AND KEEP GOOD FAITH.

SDGS



关键议题 KEY INITIATIVES

- 4-公司治理与风险管控
GOVERNANCE & RISK CONTROL
- 6B-合规经营和纳税
COMPLIANCE & TAX PAYMENT
- 9-公平、公正、透明采购
FAIR, JUSTICE & TRANSPARENT PURCHASE
- 10-支持和带动经济发展
SUPPORT / LEAD ECONOMY GROWTH
- 12-诚信合规的供应基础
INTEGRITY & COMPLIANCE

廉洁承诺签订数(含供应商)
Number of Honesty Commitment Signed(Incl. Suppliers)

1,403

商业行为准则培训率(%)
Training Coverage of Code of Conduct (%)

100

女性中高层管理者占比(%) *
Proportion of Female Middle or Senior Management (%)

16

*该指标为总部和技术中心中高层管理者中女性管理者的占比。
This indicator is the proportion of female managers in the middle and senior managers of the headquarters and technology center.

二、组织治理 ORGANIZATION GOVERNANCE



三大改进 Top 3 Improvements

- 健全可持续发展组织架构、分析和未来规划
Optimizing sustainable development organization structure, analysis & future planning.
- 强化利益冲突、反贿赂、反腐败指引
Enhancing guiding to interest conflict, anti-bribery & anti-corruption.
- 通过调研重新定位关键议题
Repositioning key initiatives through survey.

专题:优化风险管理逻辑

FEATURE – Optimize Risk Management Logic



风险管理早已是汽车行业一贯重视的环节,通过对风险的辨识、衡量和分析,选择最有效的方式,主动、有目的、有计划地处理和防控风险,才有可能实现企业的可持续发展。

Risk management has been a consistent important part to automotive industry for long. Only by properly understanding, measuring and analyzing the risks, choosing the most effective solution, and actively, purposefully and designedly dealing with and preventing risks can the enterprise realize sustainable development.

公司战略规划部负责公司总体风险管理,每季度更新企业战略层风险机遇分析及应对措施。在此基础上,考虑到产品设计与开发、环境、职业健康与安全、信息安全、制造和交付、财务与内控等过程的特殊性和专业性,公司相关部门负责在对应标准下的细化风险辨识和分级管理,通过避免、消除、分担、转化、适应、接受等方法合理应对风险,保障公司日常运作和持续稳健发展。

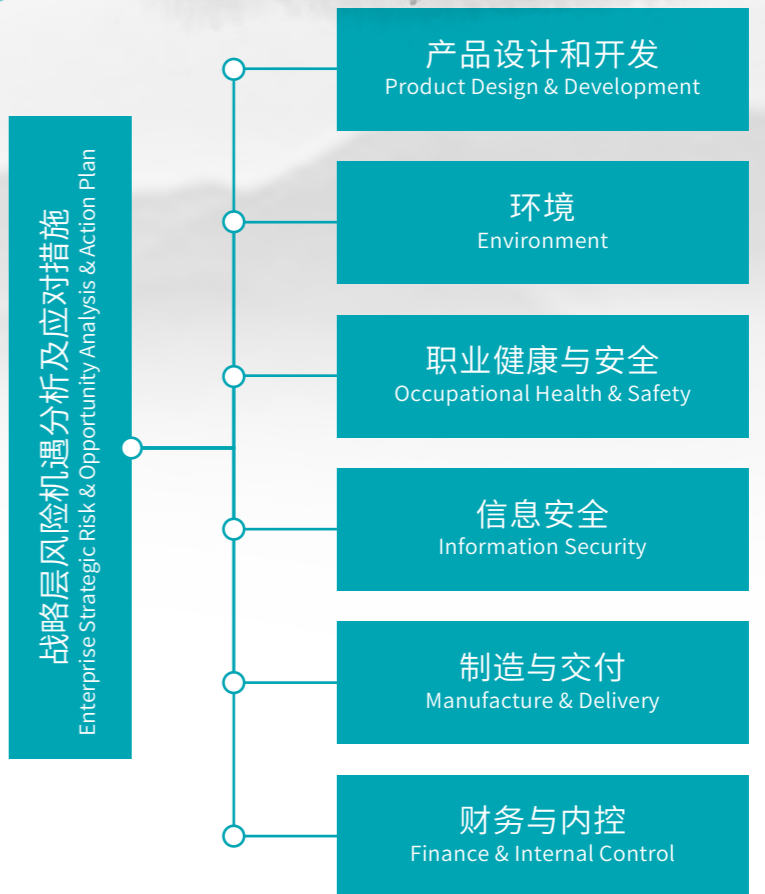
YFPO Strategic Planning Department leads the overall risk management by updating enterprise strategic risk & opportunity analysis & action plan on a quarterly base. In addition, considering the specialty of different professions including product design & development, environment, occupational health & safety, information security, manufacture & delivery, finance and internal control, owner departments are responsible to detailed risk identification and classification under relative standards, and ensure daily operation and sustainable development by avoiding, eliminating, sharing, converting, adapting and accepting, etc.

2021年末,公司开始参考COSO和世界可持续发展工商理事会合编的企业风险管理整合框架尝试对战略层风险机遇分析及应对措施进行改版,并结合气候变化的情景分析增加气候风险和机遇。该工作预计于2022年中初步完成,并通过CDP进行首次披露。

By end of 2021, YFPO has launched the attempt to upgrade the strategic risk & opportunity analysis & action plan base on ERM (Enterprise Risk Management) integrated framework developed by COSO and WBCSD. Climate-related risk & opportunity is going to be added according to scenario analysis estimated to be ready for disclosure through CDP (Carbon Disclosure Project) in Mid-2022.



企业风险管理整合框架
Enterprise Risk Management Integrated Framework



公司风险管理架构
YFPO Risk Management Structure

二、组织治理 ORGANIZATION GOVERNANCE



公司治理架构 Governance Structure

董事会是公司最高权力机构，一年至少召开两次会议，讨论和决策有关公司的一切重大方针和策略事宜。董事会由8人组成，股东双方各指派4人，包含董事长和副董事长各1人，董事长为法定代表人，公司总经理也是董事会成员。公司同时设有2名监事，负责监督公司的日常经营活动以及对董事、经理等人员违反法律、章程的行为予以指正。公司董监事中女性3人，占比30%。

The board of directors (BOD) is the highest authority of the company. The BOD meeting is held at least twice a year to discuss and make decisions on all major policies and strategies of the company. The BOD is composed of 8 members, 4 appointed by each shareholder, including 1 chairman and 1 vice chairman. The chairman is the legal representative, and the general manager of the company is also a member of the board of directors. The company has set 2 supervisors who are responsible for supervising the daily business activities of the company and correcting directors, managers and other personnel who violate laws and articles of association. Among the company's board of directors, there are 3 women, accounting for 30%.

公司经营管理机构为执委会，由董事会负责建立，执委会由6人组成，除总经理和常务副总经理外，其余副总经理分管商务，财务，运营和技术。公司下设一个技术中心和五个事业部分管相关工厂运营，与其余职能部门一起协调落实执委会的经营管理策略和政策。执委会、技术中心和事业部总经理/副总经理，加上总部、技术中心总监与工厂总经理，一起组成经营委员会，管理公司日常运营和持续改进。总部和技术中心中高层管理层中女性4人，占比16%。

The company's operation and management organization is the Executive Committee (EC), which is established by the board of Directors. The Executive Committee is composed of 6 people. Except the general manager and executive deputy general manager, the other vice general managers are in charge of business, finance, operation and technology. The company is owning a technical center and five business divisions which are responsible for the operation of relevant plants. They coordinate and implement the management strategies and policies of the EC together with other functional departments. Together with EC and general manager / vice general manager of technical center and business divisions, directors from the headquarters and technical center as well as plant general managers are involved to compose the Operation Committee (OC) for managing of the companies' daily operation and continuous improvement. Among the middle and top management in headquarters and technical center, there are 4 women, accounting for 16%.



商业行为准则 Business Code of Conduct

公司《员工行为规范》从品行、礼仪、纪律素养等五个维度倡导良好规范的员工日常行为，同时承接母公司商业行为准则，提供指导原则以确保我们遵守使用的法律法规，并严格遵循本公司的政策和规程，支持本公司成为全球领导者和优秀的企业公民。新员工入职时必须完成行为规范和行为准则的培训，并完成考核。

We have "Employee Behavioral Norm" to advocate good standardized behavior covering 5 parts like character, etiquette, discipline, etc. We also undertake business code of conduct from our mother companies to provide guiding principles ensuring our comply with suitable laws and regulations and strictly following the company's policies and procedures and hence supporting YFPO to become a global leader and excellent corporate citizen. During on-board training, all employees would have to complete the learning of these behavioral norm and code of conduct and pass the exam.

2021年我们开展了诚信合规嘉年华活动，帮助员工 增强诚信合规理念，更好践行延锋行为准则。

In 2021, we held Integrity and Compliance Carnival to help employees enhance mindset and better practice Code of Conduct.



诚信合规嘉年华
Integrity & Compliance Carnival



内部控制 Internal Control

公司内控科隶属于执行委员会的独立单位，以确保公司经营风险、财务风险等得到控制与防范。内控科于2013年首次发布《延锋彼欧内控手册》，现行2017版亦每年保持评估，其管控要求涉及采购、销售、物流、信息系统等两百余个业务循环，涵盖关键控制点、风险等级、审计方法等，有效指导公司合规管理与风险控制。2021年，更新的内控自查清单为年度自查自测自评工作提供指导与可操作性。

The Internal Control (IC) Section is an independent unit subordinate to the executive committee. It ensures business / financial risks to be controlled and prevented. In 2013, the first edition of YFPO Internal Control Manual had been issued, and the current 2017 edition are kept evaluated yearly. It involves 200+ business cycles such as procurement, sales, logistics and information system, covering critical control points, risk levels and audit methods to guide corporate compliance management and risk control effectively. In 2021, the list of IC self-examination was updated to improve the orientation and operability of the annual self-assessment.



二、组织治理 ORGANIZATION GOVERNANCE



廉洁承诺

Integrity commitment

内部——公司针对管理人员、关键岗位人员(采购/财务/设备等)等不同群体设置了专属的廉洁承诺,在公司承诺周上,上述人员均须签订《廉洁从业责任/承诺书》。公司还举办诚信合规日,引导干部、员工树立廉洁、诚信的价值观;在重大节日,及时通过邮件、微信等多种形式,做好廉洁过节提醒,督促相关领导与人员强化廉洁从业意识,划清红线,明确责任,确保知行合一。

Internal - YFPO has set up an exclusive commitment to integrity for different groups such as management personnel, key position personnel (purchasing/finance/equipment), etc. During the company's commitment week, the above-mentioned personnel must sign the "Integrity Practitioner Liability Commitment". The company also held integrity and compliance day to guide cadres and employees to establish the values of integrity and integrity. Before major festivals, timely reminders of integrity and festivals are provided through emails, WeChat and other forms, to urge relevant leaders or personnel strengthen integrity awareness, clarify bottom line, responsibilities, and ensure the unity of knowledge and action.

供应商——公司邀请供应商参与共建廉洁的合作关系,通过签订廉洁承诺与供应商达成书面约定,并不断扩大适用供应商范围,至2021年,我们已我们已根据采购战略覆盖100%的P类生产供应商①以及非生产供应商。

Supplier - We involve suppliers to build incorruptible collaboration relationship through signing honest commitment for written confirm. We continuously enlarge the adaptive scope and has covered 100% suppliers including P class production① & non-production according to purchase strategy by 2021.

年份 Year	签订数 Signed
2019	296
2020	391
2021	1403

举报邮箱/热线—— yfpojw@yfpo.com
Reporting Email/Hotline +86 (0)21-3918 6927

举报人保护措施——我们承诺遵守不得报复政策,即绝不针对报告可能违规行为举报人进行报复。这意味着任何一位员工不会因为提出有关可能违反准则的问题或担忧,抑或报告违规行为而遭受不良影响。如果员工因为报告违规行为而遭受报复时,员工的主管以及人力资源部,法律或合规部将采取行动切实保护员工安全。

Whistleblower Protections - We are committed to our non-retaliation policy, which means that we will never retaliate against whistleblowers who report possible violations. This means that no employee will be adversely affected by raising questions or concerns about possible Code violations or reporting violations. In the event of retaliation against an employee for reporting a violation, the employee's supervisor, as well as Human Resources, Legal or Compliance, will take action to effectively protect the employee's safety.

*P类生产供应商:合格等级生产供应商
P class production suppliers refers to qualified ones.



利益冲突

Conflict of Interests

依据政府法规要求和商业行为准则要求,我们坚持杜绝员工在履行公司职务中,其所代表或者维护的公共利益、企业利益与个人利益之间可能发生的冲突。

According to government regulation and business code of conduct, we insist to eliminate any conflict between specified individual and the benefit of public or enterprise which he/she represents or maintains, during their performing company duty.

公司已要求关键人员100%完成利益冲突申报,并在招聘关键岗位时就其利益冲突情况进行申报和背景调查,并采取合适措施以确保合规。

The company has requested 100% key personnel finish declaration of interest conflict. During recruitment, declaration and background investigation will be suitable for key positions so that proper action could be taken to ensure compliance.



反垄断

Anti-trust

根据国家法规要求,在投资项目管控流程中,公司已充分考虑了经营者集中申报等反垄断合规措施。

According to anti-trust law, we have fully considered anti-trust compliance measures such as declaration of concentration of business operators in investment project management process, reflecting the anti-monopoly compliance requirements from Company's internal processes.



法律合规

Legal Compliance

公司高度重视对国家及地方的法律法规的遵守,及在内部规章制度及流程管控的体现。

2021年《民法典》实施新增了“建立反性骚扰机制”的规定。公司相关部门协同母公司商讨建立反性骚扰机制,建立投诉热线并在公司官网上建立链接,为员工提供了维权渠道。

YFPO attaches great importance to compliance with national and local laws and regulations, as well as those reflected in Company's internal regulations and process control. In 2021 "Civil Code" officially entered into force and newly added "anti-sexual harassment mechanism". We have worked together with mother company and established anti-sexual harassment helpline with access on company's website, which provided a channel for company employees to protect their rights.

2021年《数据安全法》《个人信息保护法》等多部法律法规出台,公司法务积极解读新规要求,梳理公司现状,并协调人力资源部制定和发布实行了公司个人信息保护政策。

In 2021, a number of laws and regulations such as "Data Security Law" and "Personal Information Protection Law" were set. YFPO legal actively interpreted the requirements, investigated actual status, formulated and published our personal information protection policy with human resources department.



二、组织治理 ORGANIZATION GOVERNANCE



■ 管理架构

Management Structure

延锋彼欧可持续发展委员会成立于2020年年末。委员会成员包括公司执委会成员、经营委员会成员，同时任命了战略规划部总监为延锋彼欧可持续发展管理者代表，质量系统部作为委员会日常工作的监管部门。

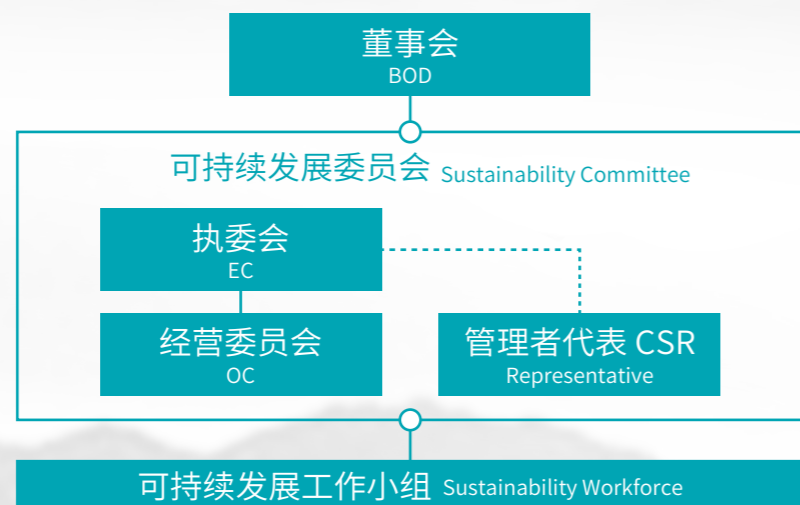
YFPO Sustainable Development Committee was officially established at the end of 2020 involving all EC and OC members. Director of Strategic Planning Department is appointed as management representative for CSR, and Quality System Department is the supervision department of the daily work of the Committee.

2021年可持续发展委员会首年运作，公司总经理作为执委会代表向董事会汇报了可持续发展方针、战略、政策和相关工作进展和后续目标。

In 2021 which is the first full year for the committee, General Manager of the company, as representative of the EC, has reported to the BOD on sustainable development guidelines, strategies, policies, relevant working progress as well following target.

公司董事会充分重视可持续发展目标的规划和落实，要求执委会充分借鉴股东方即有能力，推动内外部和产业链上下游充分交流，全面规划细致的可持续发展路径图和阶段性目标，高效投入各类资源推动可持续发展支持公司总体战略目标的实现。

The BOD of the company has placed considerable value on planning and implementation of sustainability targets, requested EC to push exchange with the upstream / downstream supply chain as well as internal / external stakeholders, plan for detailed sustainability roadmap and targets in stages, and efficiently input various resources to promote with referring existing capabilities of the shareholders so as to support the achievement of the company' s overall strategic goals.



可持续发展管理架构
Management Structure of Sustainable Development



■ 方针

Policy

在公司追求卓越的经营过程中，时刻关注理念、行动和产出的可持续性，致力于通过公义的商业道德准则、轻灵的环境足迹、动态的社会协同为人类多彩幸福未来的不断持续提供必要保障。

Throughout all processes to operation excellence, always pay attention to the sustainability of mindset, activities and outputs, hence provide necessary guarantees for the continuous colorful well being future through lucid business practices, light environmental footprint and lively social synergy.



■ 可持续发展体系架构

Structure of Sustainable Development System

可持续发展委员会的工作涵盖企业社会责任的所有议题，公司构造了可持续发展管理三大框架，分为：经营责任、环境友好和企业公民三个部分，辅以供应链下沉管理，与利益相关方展开磋商，评估在企业社会责任方面的风险和机会，提出可持续发展战略，制定有详细目标和预算的行动计划，并监控运营。

Sustainable Development Committee will cover all topics of CSR. The company has constructed a three-pillar framework (which are divided into: Business Accountability, Environmental-Friendly and Corporate Citizenship) also with complemented by supply chain management. We will consult with stakeholders, assess CSR risks and opportunities, propose sustainable development strategies as well as action plans with detailed targets and budgets, and monitor daily operations.



可持续发展体系架构
Sustainable Development System

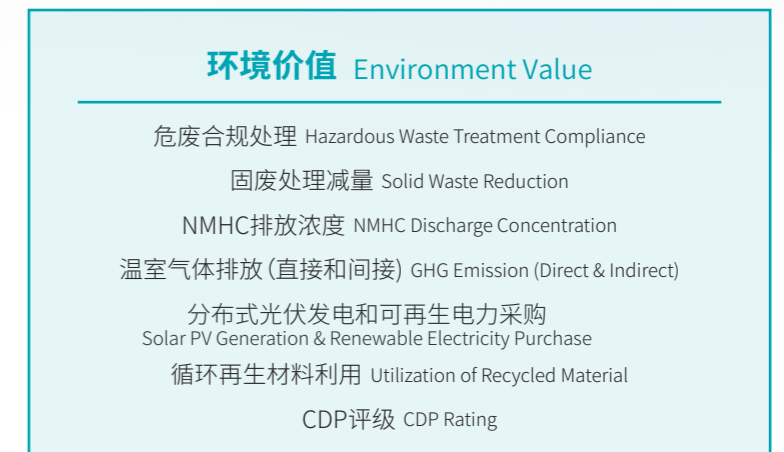


品牌：众心一行
Brand- Act for All

二、组织治理 ORGANIZATION GOVERNANCE



公司价值流与SDGs Value Flow and SDGs



二、组织治理 ORGANIZATION GOVERNANCE



可持续发展未来规划
Planning for a Sustainable Future

2025目标
Target 2025

<h2>1 环境友好 Environmental-Friendly</h2> <ul style="list-style-type: none"> ▪ 碳中和 Carbon Neutrality ▪ 益源减排 Resource & Discharge Optimization 	<p>可行的碳中和路径 Feasible carbon neutrality roadmap.</p> <hr/> <p>可再生电力占比超20% Over 20% renewable electricity usage.</p> <hr/> <p>保险杠总成可实现25%循环再生材料利用 25% recycled resin could be taken for bumper assembly.</p> <hr/> <p>水性涂装线数量超8条 Over 8 water-borne paint lines.</p> <hr/> <p>首次实现电镀线全流程无六价铬投产 1st achieve chroming line start production with Cr IV free.</p>
<h2>2 经营责任 Business Accountability</h2> <ul style="list-style-type: none"> ▪ 责任延伸 Response Extension ▪ 权益保障 Benefit Insurance 	<p>反腐败、反垄断、反不正当竞争合规扩展地域范围 Territory expansion on anti-corruption, antitrust and fair play.</p> <hr/> <p>信息安全和隐私保障升级 Upgrade information security & privacy protection.</p> <hr/> <p>动态训育和精准监管 Dynamic instruction and precise supervision.</p> <hr/> <p>拉动供应商能力提升以响应时代要求 Supplier capability improvement for fitting request of the era.</p>
<h2>3 企业公民 Corporate Citizenship</h2> <ul style="list-style-type: none"> ▪ 多样适应 Adapt to diversity ▪ 广泛参与 Boarder Participation 	<p>扩展国家民族文化融合适应 Ethnic & cultural fusion and adaption to expanding country.</p> <hr/> <p>人机工程学优化 Optimize ergonomics.</p> <hr/> <p>更广泛参与公益活动和志愿者服务 Wider participating public warfare activities and voluntary services.</p> <hr/> <p>更多行业标准和政府政策建议 More suggestion to industry standard and government policy.</p>

二、组织治理 ORGANIZATION GOVERNANCE



关键议题 Key Initiatives

基于《全球报告倡议组织 GRI标准》指导架构，公司梳理了可持续发展关键议题识别流程，作为可持续发展报告的依据，切实回应相关方期望获得的信息。

According to the guideline of the Global Reporting Initiative (GRI) Standard, YFPO has developed the identification process for key initiatives of sustainable development for this report to effectively response the anticipation for information by the stakeholder.

公司按客户、股东和投资方、供应商和承包商、员工、政府和监管机构、社区和社会组织以及合作伙伴区分利益相关方，完成了首次较为全面的利益相关方关注议题问卷调查，共有6类相关方被邀请参加调研，回收有效问卷669份，其中各相关方中高层管理有效问卷43份，确定关键议题23项。

By dividing stakeholder into customers, shareholders & investors, suppliers and subcontractors, employees, government and supervision, communities and social organizations, as well as collaborative partners, YFPO has fulfilled the first time a relative full-scale questionnaire for stakeholder-focused initiatives. 669 answers from 6 sorts of the stakeholder invited have been received, 68 among them were answered by medium or top managements. Finally 23 key initiatives have been identified.

除调研外，公司重视与利益相关方互动的常态性和全面性，不断寻找各类方法优化沟通方式。

Except for questionnaire survey, the company also attaches great importance to the normality and comprehensiveness of interaction with stakeholders and seek continuous different kinds of methods to optimize the communication channel.



董事会
BOD Meeting



客户交流
Customer Communication



供应商交流
Supplier Communication



员工座谈
Staff Discussion



政府来访
Government Visits



校企合作
Collaboration with Colleges

6类Sorts	699份 Answers	43位 Answers	23项 Items
利益相关方 Stakeholders	有效问卷 Effective	中高层管理 Mid/Top Management	关键议题 Key Initiatives

调研分为两部分，一是针对外部相关方就其所关注的议题进行调查，获得排名靠前的议题，并根据议题与相关方的关联程度合理分配议题分布，尽量减少重复议题。

The survey was conducted with two steps. The first one was focus on key initiatives that are mostly concerned by the stakeholders outside the company by ranking, as well as distributing those initiatives by relational degree to stakeholders to reduce repetition.

二是在外部相关方高关注议题的基础上，进行内部员工问卷调查，确定他们的关注议题，并明确特定相关方就相关议题对公司影响程度的辨识。

The second was to focus on internal employees to confirm their key initiatives and also evaluation on impacts of outsider stakeholders to the company base on the result of step 1.

两部分调研完成后，综合调研数据，结合公司业务实质对数据进行转换运算，扩大议题分布离散度，形成最终结果（见下页）。

After the above steps, a conversion was done in accordance with all data and the company's business nature so as to enlarge dispersion of these initiatives and form final results as next page.

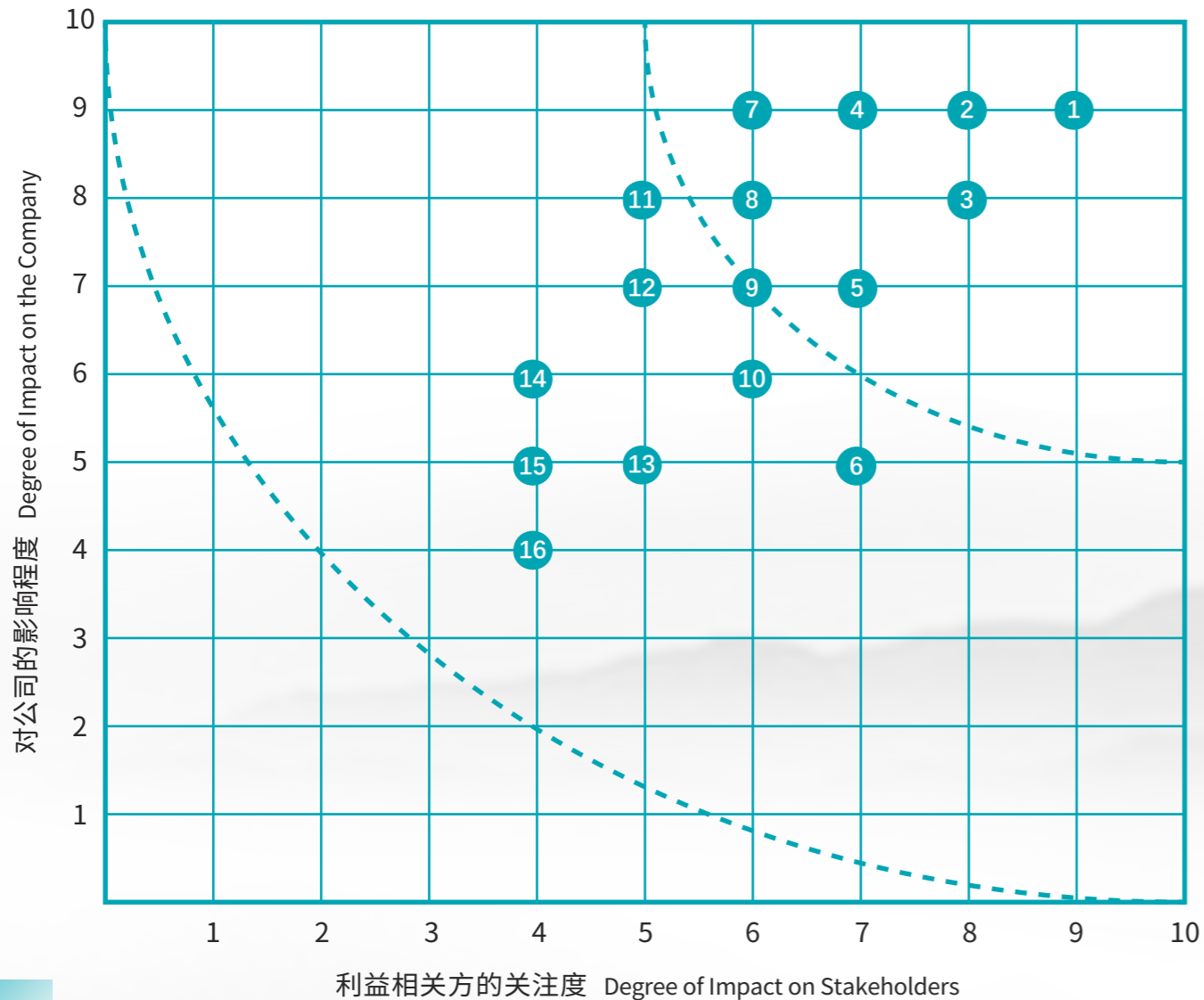


二、组织治理 ORGANIZATION GOVERNANCE



关键议题

Key Initiatives



排序

Ranking

- | | | | |
|-----------------------------------------------|----------------------------------------------|------------------------------------------------------|---------------------------------------------|
| 1 及时响应与高质量
Quick Response & High Quality | 5 良好的薪酬待遇
Good Remuneration Package | 9 公平、公正、透明采购
Fair, Justice & Transparent Purchase | 14 培训和职业发展
Training & Career Development |
| 2 产品安全
Product Safety | 6 保护消费者、员工权益
Protecting Consumers & Staff | 10 支持和带动经济发展
Support / Lead Economy Growth | 15 履行社会责任
Fulfill Social Responsibility |
| 3 信息安全与隐私保护
Information Security & Privacy | 7 供应商安全环境绩效
Supplier HSE Performance | 11 安全与健康
Health & Safety | 16 新科技的研发运用
Research & Apply New Tech |
| 4 公司治理与风险管控
Governance & Risk Control | 8 排放控制
Discharge Control | 12 诚信合规的供应基础
Integrity & Compliance | 行业共同发展
Industry Common Development |

	利益相关方 Stakeholder	相关方代表 Representatives	关注议题 Initiatives Focused	沟通方式 Channel of Communication	议题评价结果 Evaluation	披露章节 Chapter In
1	客户 Customer	整车厂 OEMs	及时响应与高质量 Quick Response & High Quality 产品安全 Product Safety 信息安全与隐私保护 Information Security & Privacy	客户满意度调查 Customer Satisfaction Survey 客户投诉 Customer Compliant 客户沟通会议、展览 Communication, Meeting, Exhibition 客户审核和评分 Customer Audit & Scoring	9×9 8×9 8×8	第三章 Chapter 3
2	股东和投资方 Shareholders & investors	上级公司 Parent Companies	回报与增长 Payback and Growth 公司治理与风险管控 Governance & Risk Control	董事会 BOD Meeting 经营审核 Operation Review	8×9 7×9	第一章 Chapter 1
3	供应商和承包商 Suppliers & Subcontractors	生产性供应商 Productive Suppliers 非生产性供应商 Non-productive Suppliers 承包商和服务商 Subcontractors	公平、公正、透明采购 Fair, Justice & Transparent Purchase 供应商安全环境绩效 Supplier HSE Performance 诚信合规的供应基础 Integrity & Compliance	供应商会议和培训 Meeting / Training with Suppliers 电话、邮件沟通 Communication by Phone / Mail 各层多维沟通 Multi-dimensional Communication 现场审核和检查 Onsite Audit / Check	6×7 6×9 5×7	第六章 Chapter 6
4	员工 Employees	全职员工 Full-time Employees 兼职员工 Part-time Employees 供应商驻厂员工 Onsite Supplier Employees	良好的薪酬待遇 Good Remuneration Package 培训和职业发展 Training & Career Development 安全与健康 Health & Safety	员工敬业度调查 Employee Engagement Survey 员工座谈会、职代会 Employee Symposium & Congress 内部网站、在线平台 Internal Website / Online Platform	7×7 4×6 5×8	第五章 Chapter 5
5	政府和监管机构 Government & Supervision	各级政府 All levels of government 税务部门 Tax Bureau 经信/发改/科技部门 Economy & Science Department 市场/环保/人社部门 Market / Environment / Human Resource Departments	保护消费者、员工权益 Protecting Consumers & Staff 合规经营和纳税 Compliance & Tax Payment 支持和带动经济发展 Support / Lead Economy Growth 排放控制 Discharge Control	政府会议 Government Conference 研讨会 Seminars 现场参观与沟通 Onsite Visit & Communication 监督和检查 Supervision & Check	7×5 7×5 6×6 6×8	第二/五章 Chapter 2,5 第三章 Chapter 3 第一章 Chapter 1 第四章 Chapter 4
6	社区和社会组织 Communities & Social Organizations	周边社区/村镇 Community / Villages 定点帮扶地区 Specific Supporting Areas 媒体和社会组织 Media & Social Organizations	排放控制 Discharge Control 透明的信息发布 Transparent Disclosure 履行社会责任 Fulfill Social Responsibility	定期报告披露 Periodic Report Disclosure 参观拜访、媒体采访 Visiting, Media Interviews 各类活动和项目合作 Activities & Collaborations	6×8 5×5 4×5	第四章 Chapter 4 第六章 Chapter 6
7	合作伙伴 Collaborative	大学和研究机构 Universities & Institutions 行业协会 Industry Association	新科技的研发运用 Research & Apply New Tech 行业共同发展 Industry Common Development	项目合作和互访 Program Collaboration & Visits 行业交流 Industrial Discussion	4×4 4×4	第三章 Chapter 3 第六章 Chapter 6

03

产品责任

PRODUCT RESPONSIBILITY

为更美出行体验, 稳运行, 强创新, 超越期望

FOR A BETTER EXPERIENCE IN MOTION, WE ENHANCE OPERATION & INNOVATION TO EXCEED EXPECTATION.

SDGS



关键议题 KEY INITIATIVES

- 1-及时响应与高质量
QUICK RESPONSE & HIGH QUALITY
- 2A-产品安全
PRODUCT SAFETY
- 3-信息安全与隐私保护
INFORMATION SECURITY & PRIVACY
- 6A-保护消费者、员工权益
PROTECTING CONSUMERS & STAFF
- 16A-新科技的研发运用
RESEARCH & APPLY NEW TECH
- 16B-行业共同发展
INDUSTRY COMMON DEVELOPMENT



客户满意度 (%)
Customer Satisfaction (%)

91.6

研发费用比例 (%)
R&D Cost Rate (%)

4.8

信息安全事故数 (起)
Number of Information Security
Accidents (Cases)

0

三、产品责任 PRODUCT LIABILITY



三大改进 Top 3 Improvements

- 新客户^①评审通过, 日系客户质量能力专项提升, 体系管理能力得到多个客户^②认可
Passing various new customer audit and improving specific quality capability to J-OEMs, our system management capability have been acknowledged.
- 创新研发测试能力进一步加强, 新产品推广效果进一步展现
Further enhancement of innovation, development and validation, greater effectiveness of new product line promotion.
- 强化工业网络安全建设, 启动TISAX信息安全认证准备并发布个人信息保护政策
Enhanced industrial network safety, launch TISAX information security certification preparation and publish personal information protection policy.



专题: 新冠疫情对应

FEATURE - Coping with Covid-19



即便有国内政府动态清零政策, 境外输入和国内散发疫情对公司交付产生了多次重大冲击, 主要影响工厂生产组织、项目开发和供应链保障, 涉及江苏、湖北、河南、辽宁、广东、上海、重庆等地。在确保员工健康与安全的前提下, 各工厂、项目团队及采购部的员工通力合作, 在政府支持、客户理解、供应商配合下, 我们总体维持了有序的生产组织, 尽最大可能保障了生产和开发的交付, 获得了客户的广泛好评和政府相关部门的正面认可。我们感谢全体员工的付出和杰出表现!

Even under domestic "Dynamic Zero" policy, overseas transmission and domestic dissemination had still caused significant impacts to our delivery on production organization, program development and supply chain insurance covering Jiangsu, Hubei, Henan, Liaoning, Guangdong, Shanghai and Chongqing, etc. Under the premise of ensuring the health and safety of our employees, with the full cooperation of them from factories, project teams and purchasing department, as well as the support of the government, the understanding of customers and the cooperation of suppliers, we have generally maintained an orderly production organization and ensured the delivery of production and development as much as possible, which has won wide praise from customers and positive recognition from relevant government departments. We thank all the staff for their dedication and outstanding performance!



江夏 管理层与一线员工留宿工厂抗疫保供
JX Management Live in Plant with Operators to Maintain Delivery



南京 全员顶岗确保供应
JN All Staff in Position for Delivery



总部采购 全力协调上虞疫情供应商模具转移
HQ Purchasing, All Out for Tooling Transfer from Supplier Affected by Epidemic in Shangyu

① 新客户: 大众中国、奥迪新能源 New customers: VW China, Audi New Energy

② 认可的客户: 上汽大众、上汽通用、宝马、福特、沃尔沃等 Customers who acknowledge our systematic management capability: Saic-VW, Saic-GM, BMW, Ford, Volvo, etc

三、产品责任 PRODUCT LIABILITY



质量方针 Quality Policy

持续改进, 超越顾客期望, 使本公司发展成为具有国际竞争力的企业。

Improve continuously and exceed customer expectations, for growing to an internationally competitive company.

以顾客满意为目标, 始终理解顾客当前和未来的需求, 并将其转化为公司的管理过程与产品过程控制要求, 不断的满足顾客的需要并争取超越顾客期望, 是每个员工的共同责任。通过持续改进提升公司的运营管理结果, 实现公司的愿景目标。

Aiming at customer satisfaction, it's a shared responsibility for each employee to make out current and future demands of the customer, transfer them to the demands on the company's management and product process control and continuously satisfy or even exceed customer expectation. Hence achieve the vision of the company by continuously improving operational management result.

产品安全委员会 Product Safety Committee



产品安全是产品责任的基础, 公司设立产品安全委员会, 由技术中心副总与质量系统部总监牵头, 由研发、质量、制造管理人员和专家组成, 委员会主要职责如下:

Product safety is the foundation of product liability. YFPO has set up Product Safety Committee led by Vice General Manager of Technical Center and Director of Quality System Department and composed of managers or experts from technical, quality and manufacturing department. Main responsibilities of the committee is -

负责产品安全特性和控制原则的制定与更新, 对公司发生的相关产品安全问题进行技术决策, 对客户提出的产品安全问题进行技术评价, 并提供专家意见。

To define and update product safety characteristics and control principles, make technical decisions on related product safety issues, make technical evaluation on product safety issues raised by customers, and provide expert advice.

- 负责规划和开展产品安全风险预警和安全性能检测等工作, 监督检测国家强制性技术法规和标准的执行情况。

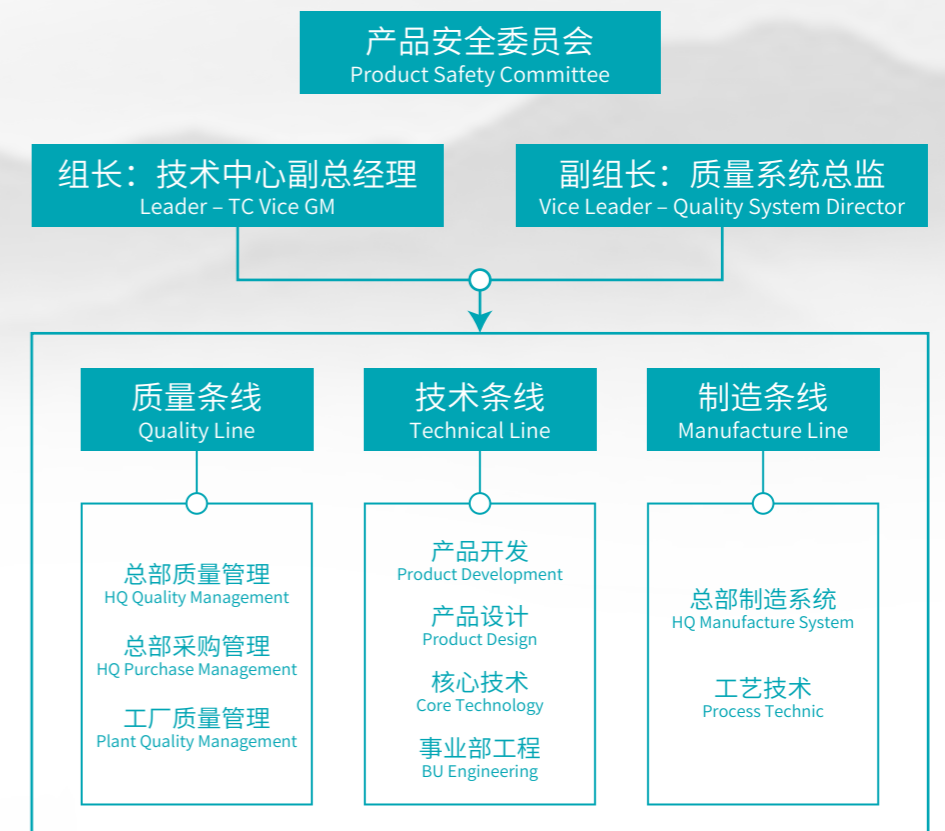
To plan and fulfill product safety performance testing and risk alert, supervise implementation of national compulsory regulations and standards.

- 通过工作例会制度, 每6个月交流重大产品安全信息, 检查各项工作实施开展情况。跟踪、监督公司的重大产品安全问题产品, 包括产品市场质量表现、售后质量问题, 指导、参与处置重大产品安全事件。

To exchange major product safety information every 6 months and check the implementation status through regular meeting. Track and supervise the company's major product safety issues, including quality performance, after-sales quality issues, guide and participate in the disposal of major product safety incidents.

- 对已发生的产品安全事故, 组织与协调缺陷产品引起整车汽车产品召回的实施, 积极开展与整车厂和政府相关部门产品安全管理工作的沟通和交流。

To organize and coordinate the implementation of vehicle product recall caused by defective products for product safety accidents that have occurred, and actively carry out the communication and exchange with OEMs and relevant government departments on product safety.



产品安全委员会架构
Structure of Product Safety Committee

三、产品责任 PRODUCT LIABILITY



产品研发与创新

Research, Development & Innovation of Products

基于完善的技术评估管理流程,公司技术中心负责产品技术标准和产品开发体系,涉及结构设计、工程开发、材料开发和产品验证等,并结合公司战略规划建立公司未来5年及更长期的新技术发展规划和新产品发展趋势。

Based on thorough technical evaluation management process, the technical center is responsible for establishing product technical standards and product development system which including structural design, engineering development, material development and product verification, and proposing the company's new technology development plan and new product development trend in the next 5 years and beyond combined with strategic planning.

公司对研发坚持投入,2019-2021年共计达12.06亿元,技术中心超过460名产品设计、开发和验证的工程技术人员与总部及各工厂近百名制造和信息技术人员共同构筑了延锋彼欧汽车外饰技术高地。符合行业特性、良性的激励机制全方位促进创新研发的有效开展。

We continuously input in R&D which added up to 1.175 billion RMB from 2019 to 2022. More than 460 engineering and technical personnel for design, development and verification in the technical center together with nearly 100 manufacturing and information technology personnel in the headquarters and plants have set the technology leading position in auto exterior for YFPO. The company has established a positive and effective incentive mechanism to strengthen innovative, research and development.



创变理念指引公司技术发展
"Innovation Change" mindset guides our technology development

研发成果

R&D Achievements



2021 ☆	
78	设计项目 Design Projects
180	开发项目 Projects in Development
76	投产项目 Projects SOP
12	全球车型项目 Global Projects
6	客户技术展 Customer Tech-shows
40	客户新产品/技术RFI Customer RFIs for new tech / product
4	展车 show cars

研发能力

R&D Capability



1 核心技术能力包括产品结构设计、工程开发、产品验证和材料及装备开发等。经多年努力,公司在各领域均达行业领先地位,体现在响应速度和质量、资源效率、技术标准和前瞻性等。2021年,我们在功能饰件、发光外饰、表面处理新工艺、自动化设计方面有突破性进展。

Core technology capability includes product structure design, engineering, product verification and material, equipment development, etc. After years of continuous efforts, the company has been in the leading position in all core technology fields, reflected in quick response and high quality, resource efficiency, technical standards and forward-looking aspects. In 2021, we have made breakthrough progress in functional trims, illuminating exterior parts, new surface treatment process and automatic design.

2 产品开发能力基于矩阵式管理架构,建立产品开发系统(YFPODS)和《项目管理程序》规范开发过程管控,由项目经理负责组建团队、分六阶段实施,并利用自主开发的IS-PM项目管理系统通过关控审核,确保项目质量、财务、进度等状态。同时,进一步细化的《项目管理手册》通过标准流程细则、任务精益周期驱动项目高效开发。公司也注重拉动工厂提升试制效率,保障项目管理向敏捷开发优化。

Product development capability is based on matrix structure, we set product development system (YFPODS) as well as "Project Management Procedure" to standardize development process control. Project manager organizes team to implement development jobs with 6 stages. By using the self-developed IS-PM (Project management System), gate reviews are set to ensure quality, finance and timing. Further refined "Project Management Manual" drives project efficient development with standard process rules and lean task cycle. We also pay attention to plant involvement to raise trial efficiency and ensure project development make progress towards agile development.

3 创新研发能力着眼于全面提升公司产品技术竞争力。公司通过创新流程保障、创新活动推广、创新绩效评价,不断强化创新能力。独立的创新研发管理团队负责创意收集评估、建立产品路径、概念设计、模型验证、应用和业务推广等整个创新业务流程。创新管理和创新活动已从产品、工艺技术逐步扩展到设备工装、数字化、原材料等方面。

Innovation capability is focusing on comprehensive improvement to the company's competency. Through procedure enhancement, promotion activities, performance evaluation, we have been strengthen our innovation capability. Dedicated innovation management team is responsible for creative collection, evaluation, roadmap, concept design, validation, application and business promotion processes. The scope of innovation has been expanded from product and process to equipment & fixtures, digitalization and raw materials.

三、产品责任 PRODUCT LIABILITY



产品研发与创新

Research, Development & Innovation of Products

■ 从创新到市场

0→1

我们重视将创新理念与市场需求结合,用我们的技术底蕴支撑商业洞见的落地,并造福广大用户的移动出行体验。

We place considerable value on combination of innovative ideas and market needs, support the realization of business insights with our technical heritage to benefit experience in motion of end users.

在专职创新研发管理团队的推动下,公司各相关职能参与创新项目团队,按创新流程指引进行用户场景和市场需求分析,以期精准匹配客户需求,不断迭代市场定义,强化技术营销效果。针对有价值的创意拥有者,公司高层与市场、产品规划相关条线总监通过午餐会等形式展开交流,让创意可以直达决策层。

Driven by dedicated innovation management team, all relevant functions participate in innovation project teams, analyze user scenarios and market demands according to innovation process to accurately match customer needs, constantly iterate market definition, and strengthen technical marketing effectiveness. Our EC and directors of marketing & product line planning would communication with the owners of valuable ideas through luncheon and other forms to make ideas directly goes to decision-making level.

公司秉承开放共赢的理念,乐于与客户、供应商和相关机构共创,并考虑与合适的初创公司、投资者和孵化器开展合作,推动技术跨界融合,实现价值输出。

Adhering to an openness and win-win concept, we are willing to innovate with customers, suppliers and relevant institutions, and consider cooperating with appropriate startups, investors and incubators to promote the cross-border integration of technology and realize value output.



创新午餐会
Innovation Luncheon



客户技术展
Customer Tech-show



与院校合作交流
Cooperation with University

■ 产学研

Industry-University-Research Cooperation

1+1+1>3

产学研技术合作为解决企业瓶颈问题提供了新的思路,为企业核心竞争力的加强提供了特别的保障。公司非常重视产学研合作,本着优势互补、互惠互利、共同发展的原则,与科研院所、高校交流合作,不断取得成果。

The cooperation among industry-university-research has provided a new way to solve the bottleneck of the company and a special guarantee for strengthening core competence. We proactively cooperate with universities and research institutions. Based on the principles of complementary advantages, mutual benefit and common development, we've been making achievements.

产学研技术合作起步于测试装备类,后逐步发展到材料应用类、智能制造类。2021年公司与上海交通大学、上海同济大学、江苏大学知名院校进行项目合作,内容涵盖热力耦合疲劳的材料本构研究、连续纤维高速冲击材料性能、光导数字建模算法等。

Our cooperation theme started from test equipment and hence expanded to material application, intelligent manufacture, etc. In 2021, we launched projects with Shanghai Jiaotong University, Shanghai Tongji University and Jiangsu University to promote technological innovation covering material constitutive study on thermal mechanical coupling fatigue, high-speed collision performance of continuous fiber materials and digital modeling algorithm of light guide parts.



三、产品责任 PRODUCT LIABILITY



产品测试和验证

Product Testing & Validating

自2011年建立、2015年首次获得实验室CNAS 认证证书以来,公司测试中心始终保持不断进取:客户认可范围不断扩大、2020年CNAS复审通过、创新产品测试验证能力不断拓展,总体已达到外饰行业国际领先水平,可面向整车厂提供结构功能验证、材料性能检测、柔性尺寸测量分析、非标测试方式设计与实施,及外饰产品失效机理分析服务。

Since its establishment in 2011 and first certified by CNAS in 2015, our test center is always making progress – with wider customer acknowledgement, latest CNAS review passed in 2020 and expanding test and validation capability for innovative products. Now it has generally reached world-class leading position for exterior industry with structural validation, material performance testing, flexible dimension measurement & analyze, non-standard test design & implementation as well as failure analysis service for exterior parts to OEMs.

实验室采用领先的数字化工具,对产品开发验证全流程进行数字化管理,确保测试过程的有效性、结果的真实性和管理的高效性。该系统采用项目管理管控模式对产品开发测试,从标准解析、资源配置、进度跟踪、报告分析、风险预示、成本管理等方面实现在线处理和展示。更进一步的智能分析功能可总结产品开发常见失效类型,为新产品的开发提供风险评估参考。

We use leading digitalized software to manage whole process of product development and verification and ensure the validity, reliability and efficient of the process. The software take Gate control methodology to deal and illustrate testing from standard study, resource supply, timing track, report analyze, risk indication to cost management. Further intelligent analysis function would summarize common failure types for reference to new product development risk evaluation.

2021年,测试中心完善和优化了可变进气格栅 (AGS) 及部件的实验方法,完成了6个AGS的验证,实现了该产品验证能力的完善。同时,也完成了透光外饰实验能力建设,从材料、光学、电子性能、总成性能等各方面实现自主检测。

In 2021, testing center has completed and optimized the test methods of Active Grille Shutter (AGS). With completion of test on 6 AGS products, we now convince to realize the master of validation capability of this product. Also we have finished test capability establishment for light transparent exterior parts, with now holding independent test capability on material, optics, electronic performance and assembly performance.



测试中心展示区
Exhibition area of test center



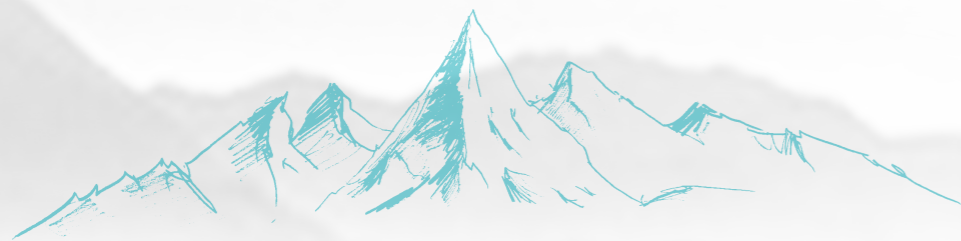
测试中心荣誉墙
Honor wall of test center



AGS电机可靠性性能验证
AGS Motor Reliability Performance Validation



数字化管理系统
Digital management system



三、产品责任 PRODUCT LIABILITY



产品质量管理 Product Quality Management

■ 体系保障 Systematic Insurance

以IATF16949:2016(汽车行业质量管理体系认证标准)为基础,基于价值创造过程及核心竞争力定位,公司识别并确定了六大系统管理模块,建立了质量管理体系架构;结合相关方要求进行内化及对标,梳理关键过程并确认目标、运行活动及管理者;制定过程指标,以平衡计分卡(BSC)为载体设定与跟踪;通过各类形式管理改进产品质量问题及公司经营问题,充分保障公司质量管理体系的稳定运行。

Align with IATF16949:2016 (Automobile Industry Quality Management System Certification Standard), start from value creation process & core competitiveness positioning, we identified, determined 6 modules and established quality management system structure. We benchmark stakeholders' requirements, sort out key processes and identify objectives, operational activities and managers. With process indicators in BSC (Balance Scoring Card), we manage and improve product quality and company operation through all forms to fully ensure the stable operation of the company's quality management system.



延锋彼欧质量管理体系结构图
YFPO Quality System Structure

■ 能力认可 Capability Acknowledgement

基于质量体系管理的成熟度与执行效果,公司质量管理能力取得客户高度认可,顺利通过所有客户质量审核并保持结果优异。2021年初,仪征公司获评大众中国(VGC)A级供应商,其涂装线成为VGC全国首条获得AR审核绿灯的供应商涂装生产线。2021年末,长春公司通过了奥迪中国新能源潜在供应商审核,获取了奥迪中国合格供应商资格。

Thanks to the maturity and execution effect of quality system, our quality management capability has been highly recognized by customers. We successfully passed all customer quality audits with excellent results. In early 2021, Yizheng plant passed Volkswagen China (VGC) A class supplier audit, its paint line became the first supplier one to obtain green light of AR audit in China. At the end of 2021, Changchun company passed the potential supplier audit of Audi New Energy and become qualified supplier of Audi China.

客户 Customer	评价标准 Evaluation Standard	结论 Result
上汽大众 Saic VW	Formel-Q	A TOP
上汽通用 Saic GM	BIQS	Lv 4 TOP
福特 Ford	MSA	Q1 TOP
宝马 BMW	GS90018	G TOP
沃尔沃 Volvo	VQE	300 TOP
捷豹路虎 JLR	JLR-Q	Y
大众(中国) VW China	VDA 6.3	A 2021
奥迪新能源 Audi New Energy	VDA 6.3	通过 Pass 2021
东风日产 Dongfeng Nissan	ASES / PESES	通过 Pass 2021

部分客户认可情况
Customer Acceptance Status (Partial)

■ 不断更新 Sharpen the Saw

公司针对新工厂建设、客户要求提升等因素,开展内部质量管理体系和运行成熟度评价,每年保持更新,2021年更新至V8版本,于2022年01月发布。

In view of new factory construction, customer requirements and other factors, we carry out internal quality management system operation maturity evaluation and keep updating annually. In 2021, the Maturity Evaluation Manual has been upgraded to V8 version and issued in January 2022.

2021年,公司完成了日系体系标准专项研究,进一步优化了对日系客户标准的匹配度;建立了售后管理评价流程体系,并完成对所有分子公司进行首次审核。

In 2021, we completed the specific research on J-OEM system standards, which further optimized the matching degree of Japanese customer standards. Meanwhile the evaluation process system of after-sale management was established first audit all coverage.



南京 参与客户QC发表会
JN Participate Customer QC Contest

三、产品责任 PRODUCT LIABILITY



产品质量管理 Product Quality Management

■ 开发过程 Development Process

公司建立了《产品安全控制管理规定》明确产品安全管理职责, 识别产品安全特性并确定控制方法; 产品安全技术委员会作为公司产品安全管理组织, 定期交流重大产品安全信息, 跟踪、监督重大产品安全问题。

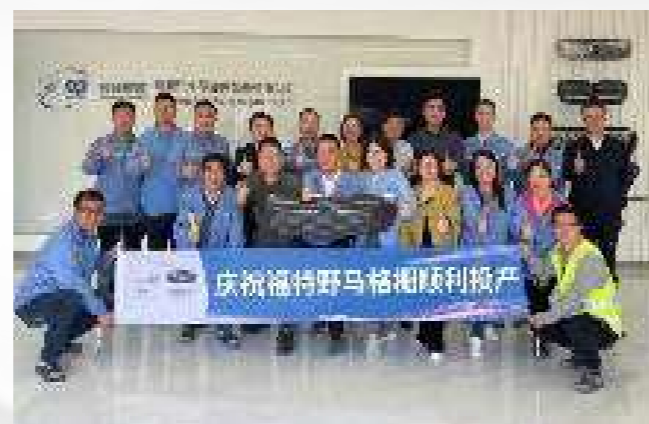
The company has established "Product Safety Control Management Regulations" to clarify product safety management responsibilities, identify product safety characteristics and determine control methods. As the as the company's product safety management organization, Product Safety Technical Committee is regularly exchanging major product safety information, tracking and supervising major product safety issues.

在产品项目开发管理阶段, 公司通过APQP (产品质量先期策划) 五阶段管控确保产品质量在最前端即被有效识别风险及预防控制。除按先期质量策划 (APQP) 方法和客户特殊要求控制开发过程中的质量关键控制点外, 公司关注数据的提取和分析, 并积极利用在设备、工装、胎具、软件系统等载体上设定防错手段, 避免产品失效的发生。

During product development stage, through five stages of APQP (Advanced Product Quality Planning), we would ensure risks on product quality to be effectively identified at the very beginning and to be prevented or controlled. In addition, the critical control points will be not only controlled by APQP methodology or special requirement of the customers, we pay attention to the collection and analysis of data, actively apply Poka Yoke (mistake prevention) function in equipment, tooling, fixture, software system and others to avoid the occurrence of product failure.



大连 东风日产项目监察
DL DF Nissan Project Audit



如皋延康 福特野马格栅投产
RGYK Ford Mustang Grill SOP

■ 制造过程 Manufacture Process

我们注重过程监控以确保最终产品能够满足要求。

We focus on process monitoring to ensure final product meets the requirements.

1 为确保产品制造过程稳定性, 公司拥有完整的内部审核组织架构, 包括: 体系审核、过程审核、分层审核、产品审核等评审手段, 避免过程失效的发生。

In order to ensure the stability of production, we have complete internal audit organization structure, including system audit, process audit, layered audit, product audit and other review methods to avoid the occurrence of process failure.

2 通过数字化系统与统计工具的运用, 实时了解和监控过程状态。一旦发现异常波动, 系统自动报警提醒相关人员快速对接处理。

Through use of digital systems and statistical tools, we understand and monitor process status in real-time. Once abnormal fluctuation is found, the system will automatically alarm to remind relevant personnel to handle quickly.

3 始终将防错概念作为关键要素, 在产品设计与研发阶段, 运用FMEA工具, 识别生产过程中的潜在风险、易错点, 输出防错手段, 避免失效的发生。

POKA-YOKE (error prevention) concept is always a key element. During product design and development phase, the use of FMEA tools identify potential risks and fallible point in production. Error prevention means will be output to avoid the occurrence of failure.

此外, 通过制造系统专业平台, 从工艺、设备、物流、计划、模具、能源、安全等多模块, 包括OPL (一点经验)、BBP (最佳业务实践) 等各地的经验被汇总和提炼成成为作业标准和工具等, 使专业能力和管理工具有效融合, 以便快速分享与复制, 有力支撑公司制造技术的持续进步。

In addition, through manufacturing system platform, experience summarize and concentration including OPL (One Point Lesson), BBP (Best Business Practices) and so on covering modules like process, equipment, logistics, planning, tooling, energy, safety, etc. become standards and tools to make the professional ability and management tools, effective fusion for quick sharing and replication, which supports the continuous progress of manufacturing technology.

三、产品责任 PRODUCT LIABILITY



产品质量管理 Product Quality Management

■ 数字化工具提升质量管理水平 Improve Quality Management Level By Digitalization Tools

随着制造过程无人化、信息化的快速发展,数字技术的利用为质量管理水平提升带来了新的动力。公司紧跟技术发展,以“智能制造”为主题,在产品生命周期管理、全供应链管理、企业运营支持管理等各领域多点开花,逐步打造多个网联化业务系统,实时监控过程风险,完成系统大数据互联互通。

With rapid development of unmanned, informatized manufacturing process, the utilization of digital technology has brought new driver to improve of quality management level. With our chasing technology trend and taking "intelligent manufacturing" as the theme, we have made various progress in fields of product life cycle management, whole supply chain management and enterprise operation management assistance, gradually built couple of connective business systems to monitor process risks in real time, complete the interconnection and interaction of big data of the system.

MI-SPC	EQMS	QCS
<p>实现产品/过程特性在线 SPC控制,异常波动自动提醒,锁定不稳定因素,以消除潜在风险,提升过程能力。</p> <p>Realization of online SPC control of product/process characters, automatic alert on abnormal fluctuations supports locking unstable factors to eliminate potential risks and improve process capabilities.</p>	<p>问题解决与管理运用系统,与公司现有电子系统自动对接,从人/机/料/法/环/测维度全方位监控追溯产品诞生全过程中的问题点,跟踪解决问题。</p> <p>Problem solving management system which automatically connects with existing systems, monitors and traces issues during whole production process birth from human / machine / material / method / environment / measurement, and tracks and solves the problems.</p>	<p>在线质量检验 On-line quality inspection</p> <ul style="list-style-type: none"> 在线完成产品检验并自动报检 Automatic inspection and online reporting. 检验不合格,自动推送EQMS生成问题单 Automatically push EQMS system to create issue when NG found. 在任意时间快速检索历史数据 Check historical data at any time. 检验报表的快速生成,有助于分析和改进 Quick inspection reports supports analysis and improvement.

■ 质量意识和持续改进 Quality Mindset and Continuous Improvement

公司高层高度重视质量意识和持续改进,积极倡导“每天进步一点点”理念,推广“六大质量守则”,营造浓厚氛围,助力可持续发展。公司每年举办一系列推进质量意识、促进持续改进的活动,传递公司的质量理念和质量精神,让质量贯彻在每个工作环节中,落实到每个工作细节里。

Our top management attaches great importance to quality awareness and continuous improvement, actively advocates the concept of "progress a little bit every day", promotes "six quality rules" and creates strong atmosphere for sustainable development. We hold a series of activities to promote the quality awareness and promote continuous improvement each year to spread quality philosophy and quality spirit, so that quality is implemented in daily work and implemented in work details.

质量月活动是公司质量文化的一个缩影,是传递延锋彼欧质量理念,强化质量意识的一个最佳平台,与往年不同,延锋彼欧2021年的质量月活动进行了迭代升级,除了9月质量月举办集中性活动外,根据历年来分子公司质量管理中的薄弱项,量身打造了“2021月月质量月”的全年主题性活动,更长久、更多样、更全面的促进全员拥有质量意识、从而能有效对过程进行预防、对产品风险进行把控,实现提升员工质量意识和质量能力的管理目标。

Quality month is a miniature of the company quality culture, as well as the best platform to delivery YFPO quality philosophy and strengthen quality mindset. Unlike in previous years, 2021 quality month is an iterative upgrade on in addition to the centralized activities. Except the majority activity held in September's National Quality Month, according historical molecular quality management weak points, we introduced "Continuous Quality Month 2021" session to promote the quality mindset of all employees for a longer, more diversified and more comprehensive way, so as to effectively prevent the process and control product risks, achieve the management goal of improving the quality mindset and quality ability of employees.



质量月活动
Quality Month Activity



长沙 质量挑战赛
CSa Quality Contest

三、产品责任 PRODUCT LIABILITY



客户权益保护

Protecting Customer Benefit

快速响应客户投诉处理

Quick Response to Customer Complaint

客户投诉流程由《售后问题处理管理规定》规范, 多样化渠道构筑的信息平台帮助公司快速感知和传递客户投诉并推动及时有效的处理。EQMS (问题管理系统) 可供各层员工快速创建于发布客户的任何抱怨、投诉信息, 确保以最快速的时间通知对应的责任人员进行对接和处理, 并转达相关制造环节、工厂管理团队和总部监控职能, 以推动专题分析研究、制定整改措施。

Customer complaint treatment is guided by "After-sales Problem Solving Management Procedure". A multi-channel information platform helps us notice & transmit customer complaints quickly for a timely, effective handle. EQMS (Electrical Quality Management System) is open for each employee to create and release any customer complaint information, ensuring fastest receive and process by right responsible, and copy to relevant team who produces, manages and monitors for joint analysis to formulate corrective actions.

同时, 公司各部门也被要求主动收集市场问题, 通过高层互访、日常走访、用户座谈会、顾客满意度测评、电话沟通等方式, 结合顾客投诉的处理工作, 倾听顾客意见和建议。

Meanwhile, all departments are also required to proactively collect aftermarket issues, and listen to the opinions and suggestions of the customers through top management mutual visit, common visit, customer conversation, customer satisfaction survey and tele-communication.

质量条线定期对顾客投诉进行汇总, 每月对质量异议情况进行统计分析, 总结客户端投诉、抱怨的问题。质量事件和抱怨问题会进行整理汇编, 由总部质量系统部发布与跟踪排查, 信息经验共享, 问题横向排查确认, 以不断提高产品和服务质量。

Quality sections shall be summarized and analyzed on a regular basis. The monthly quality objection review includes all what customers complained. Key issues caused complaint are collected into the "quality incidents" and released by Quality System Department of headquarters with tracking correction and lesson-learnt, so as issues would be prevented transversely to constantly improve our quality level.

客户满意度调查

Customer Satisfaction Survey

《顾客满意度评估管理程序》帮助公司针对不同类型的顾客设计多元化的测量内容及方法, 每年进行一次, 辨识改进机会、制定行动措施、评估改进结果、积极横向展开。2021年公司客户满意度为91.6%。

"Customer Satisfaction Evaluation Procedure" helps us design diversified measurement contents and methods, identify improvement opportunities, action plans, effectiveness and expansion once a year. In 2021, YFPO customer satisfaction was 91.6%.

提升客户服务

Improve Customer Service

超越客户期望是我们永恒的追求, 除满足客户在产品和服务上的基本要求外, 我们努力挖掘客户的潜在需求, 改进和提升客户服务水平, 以增值方案换取客户信赖。

It's our eternal pursuit to exceed customer expectation. In addition to meeting customer's basic requirements, we strive to dig out their potential demand, correct and improve our customer service level, enhance customer trust with our value-added solutions.

开发过程中, 我们优化项目进度、分析制造可行性、减少工程更改, 不断约定更有挑战性的开发目标; 日常交付时, 我们灵活应变、站前协同、资源共享, 长期保持紧密的联动关系; 在工作之余, 我们结对共建、交流学习、共续和谐情感纽带。

In development phase, we keep challenging our target through timing optimization, manufacture feasibility simulation and engineering change reduction. During production, we keep tight interaction with agile response, proactive collaboration and resource sharing. Besides work, we pair together to build, exchange and study for a sustainable harmonious emotional bond.

提升客服人员能力

Enhance Customer Service Capability

客服人员的能力直接影响服务质量和客户感知, 我们不断强化客服人员能力, 赋能前线, 倡导简单高效的服务效果。客户部、产品开发部等商务和技术部门共进行了三次全员分享, 邀请总监亲自牵头参与; 质量职能通过QC擂台、案例分析共享、质量专业技能培训等活动强化客服人员的质量能力; 各工厂积极与客户展开现场服务人员技能交流和竞赛, 并拓展到其他一线员工, 以提高过程控制和问题综合解决的能力。

The capability of customer service staff directly impact customer service quality and customer perception. We continuously enhance their capability, empower frontline, and advocate simple, effective results. Customer Account Department and Product Development Departments have 3 sharing meetings which involving directors. Quality functions also support to enhance quality skills through QC contest, case study sharing and specific training. Plants also hold timely communication or competition with customer with expansion to other operators so as to improve process control and comprehensive problem solving.



工厂与客户对标
Benchmark between plant and customer



参与客户体育竞赛
Participating Customer Sports Games

三、产品责任 PRODUCT LIABILITY



信息安全与隐私保护

Information Security & Privacy Protection



■ 信息安全管理组织架构

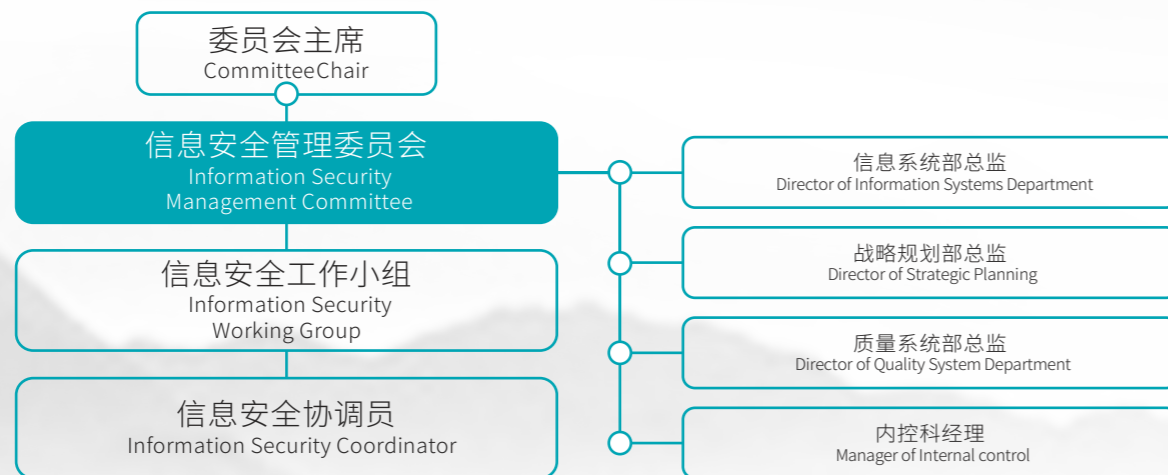
Organization Structure to Information Security Management

我们始终认为信息的安全防护对于公司品牌价值、相关方的权益极为重要。我们持续完善公司信息安全组织,推动信息安全管理制度的落实,定义保护公司信息和服务所需的安全控制措施,确保公司信息符合相关的法律法规和标准规范。

We believe that protecting information security is extremely important to our brand value and the right of shareholders and customers. We keep improving our information security organization, implementing information security management regulations, defining security control measures required to protect information systems & services to ensure our operation complies with laws, regulations and standards.

“信息安全管理委员会”是公司信息安全管理体系的最高管理机构,由信息安全主管EC担任主席,信息系统、战略规划、质量系统、内控等条线负责人组成,负责制定公司信息安全目标、战略和方针,对重大信息安全事项和事件进行统筹决策。上述部门代表成立信息安全工作小组,其他各部门指派信息安全协调员组成支援团队,引入建设信息安全管理体系 (ISO27001),定期进行内外部审计与管理评审会议,监督制度落实与执行。

Information Security Management Committee is the top management in our information security management system. It is composed of responsible EC as chairman, as well as directors of information system, strategic planning, quality system and manager of internal control. They are fully responsible for policy, strategy, targets and treatments of major issues on information security field. Representatives to them will form information security working group, with coordinators from other departments as support team, it introduces information security management system (ISO27001), regularly conducts internal and external audits and management review, and supervises implementation of the system.



信息安全管理委员会架构
Structure of Information Security Management Committee

■ 信息安全保护

Protecting Information Security

■ 法律法规及客户要求

Legal & Customer Requests

- 依照《网络安全法》要求, 辨识重要系统、网站, 并已于2020年完成信息系统安全等级保护 (二级) 备案; 公司内外部数据、个人隐私数据, 遵循《数据安全法》、《个人信息保护法》相关要求, 在收集与使用前均会取得相关方的授权;

According to "Network Security Law", we identify important systems and websites, and have completed information system security level protection (level 2) recording in 2020. To comply with requests of "Data Security Law" and "Personal Information Protection Law", we should obtain authorization from relevant parties before collection and use of internal / external data and individual privacy data;

- 依照ISO27001的标准, 建立数据安全管理制度, 持续推进改善;

We follow ISO27001 standard to establish data security management regulation with continuously improvement;

- 客户要求方面, 识别TISAX具体标准, 完成差异分析并着手整改提升, 计划于2022年正式通过TISAX认证。

As per customer request, we identified detailed TISAX standards, completed gap analysis and started to correct and improve. It's planned to officially pass the TISAX certification in 2022.

- 工业安全方面, 我们基于MI (制造智能) 落地施行了延锋彼欧的工业安全管理体系。通过对设备接入、业务访问及运维的标准化管控, 实现了对工业网络设备、业务和人的全面治理, 进一步保障了公司生产运营过程中的信息安全。

On industrial safety, we implemented our industrial safety management system based on MI (Manufacturing intelligence). Through standardized management and control on equipment access, business access and maintenance, we realized comprehensive management of industrial network to equipment, business and people and guaranteed our information security in production and operation.



三、产品责任 PRODUCT LIABILITY



信息安全保护

Protecting Information Security



■ 保护员工和客户隐私

Protecting Privacy to Customer and Staff

延锋彼欧依据《中华人民共和国个人信息保护法》相关要求,处理个人信息遵循公开、透明原则,公开个人信息处理规则,明示处理的目的、方式和范围。2021年我们制定并发布了《延锋彼欧个人信息保护政策》,针对在日常经营、管理、人力资源等活动中,对员工的个人信息所作的各类处理行为做了规范和约束,并获得员工&第三方服务人员授权。

To comply with "Personal Information Protection Law", we follow the principles of openness and transparency in handling personal information, publish personal information processing rules, and expressly state the purpose, method and scope of processing. In 2021, we published "YFPO Personal Information Protection Policy", which regulates and restrains the handling of employees' personal information in daily management, administration, human resources and other activities, and is authorized by employees & third-party service providers.

- 针对在日常经营、管理活动中对员工的个人信息所作的各类处理行为,制定并发布延锋彼欧个人信息保护政策和员工通知&同意函;

For various processing behaviors of employees' personal information in daily operations and management activities, YFPO personal information protection policy and employee notification & consent letter are formulated and released.;

- 针对客户数据,全员均已签署《保密告知书》,约定工作中涉及客户数据的保密事项;

For customer data, all employees have signed the "Confidentiality Notice", stipulating the confidentiality of customer data in the work;

- 针对管理人员、专家和部分关键岗位员工及供应商与公司签订《保密协议》进一步约定并承诺保守公司商业秘密;

For managers, experts and some key position employees and suppliers sign the "Confidentiality Agreement" with the company to further agree and promise to keep the company's trade secrets.

- 员工信息安全培训中,也明确阐述了对于客户信息保密的义务和处理方式。

In the employee information security training, the obligations and handling methods for keeping customer information confidential are also clearly explained.

截至2021年,我们已实现连续三年未收到任何关于侵犯客户隐私或遗失客户资料的投诉。

By 2021, we have achieved three consecutive years without receiving any complaints about invasion of customer privacy or loss of customer data.



TISAX启动会
TISAX Kickoff Meeting

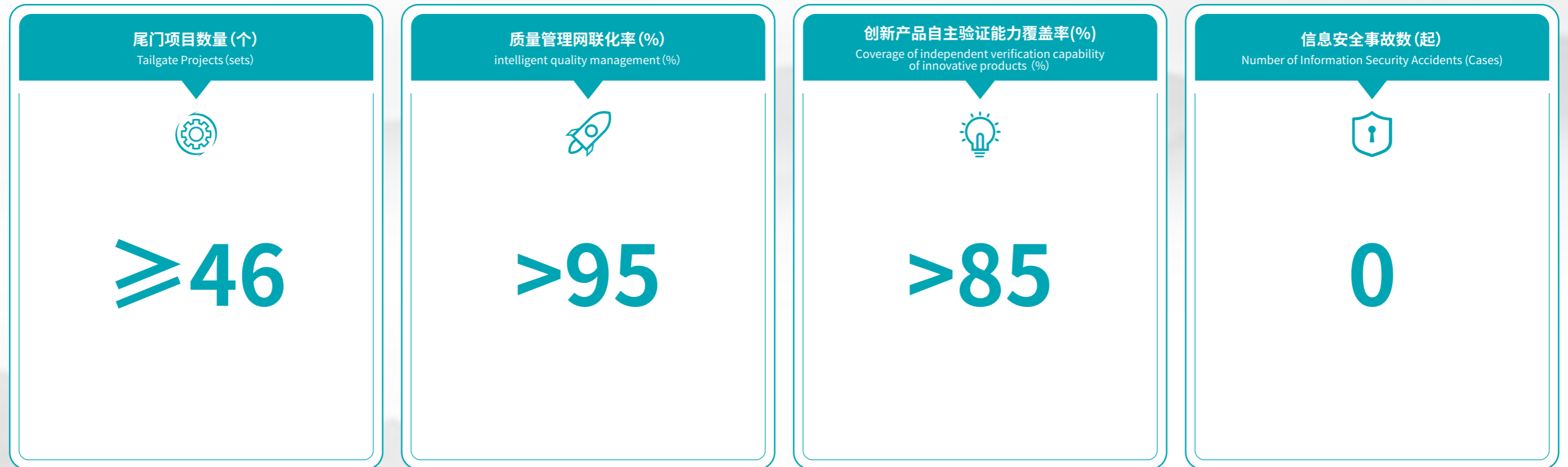


网络安全监控
Network Security Monitor



2025展望

2025 Outlook



04

环境责任

ENVIRONMENT RESPONSIBILITY

去守护绿水青山, 降排放, 节能耗, 始于足下

TO PROTECT LUCID WATERS & LUSH MOUNTAINS, WE' VE BEEN PUSHING DISCHARGE CONTROL AND ENERGY SAVING

SDGS



关键议题 KEY INITIATIVES

- 1-及时响应与高质量
QUICK RESPONSE & HIGH QUALITY
- 8-排放控制
DISCHARGE CONTROL



EHS年度投入金额 (万元)
EHS Annual Input (%)

4,209

固体废弃物回用量 (吨)
Amount of Recycled Solid Waste (MT)

1,995

分布式光伏发电量 (MWh)
Generation of Solar PV (MWh)

2,379

四、环境责任 ENVIRONMENT RESPONSIBILITY



三大改进 Top 3 Improvements

- 着手循环再生塑料应用研究, 协同客户先行先试
Commence on recycling resin application research and trail with customer collaboration.
- 初步研究气候变化风险, 开启减碳致零战略规划
Initial research on climate-change risks and kickoff strategic planning for carbon reduction to zero.
- 专项固废管理活动征集案例实现固废减量和资源化利用
Specific activity regarding to solid waste collected and implemented ideas realizing solid waste reduction and resource utilization.



专题:能效双控限能及供货保障

FEATURE – Power Limitation under Energy Consumption Double Control and Delivery Insurance



自中国宣布“3060”双碳目标后, 各级政府加严了能效双控机制, 加上全球能源供给不确定性导致能源成本大幅上升, 2021年9月起, 全国多地遭遇能效双控预警之下迅速实施的限电等政策, 给生产交付带来冲击。公司相关职能部门与对应工厂紧密协作, 采取各种手段协调和适应限电要求, 协同客户做好供货保障和计划调整, 为客户生产提供了有力支撑。

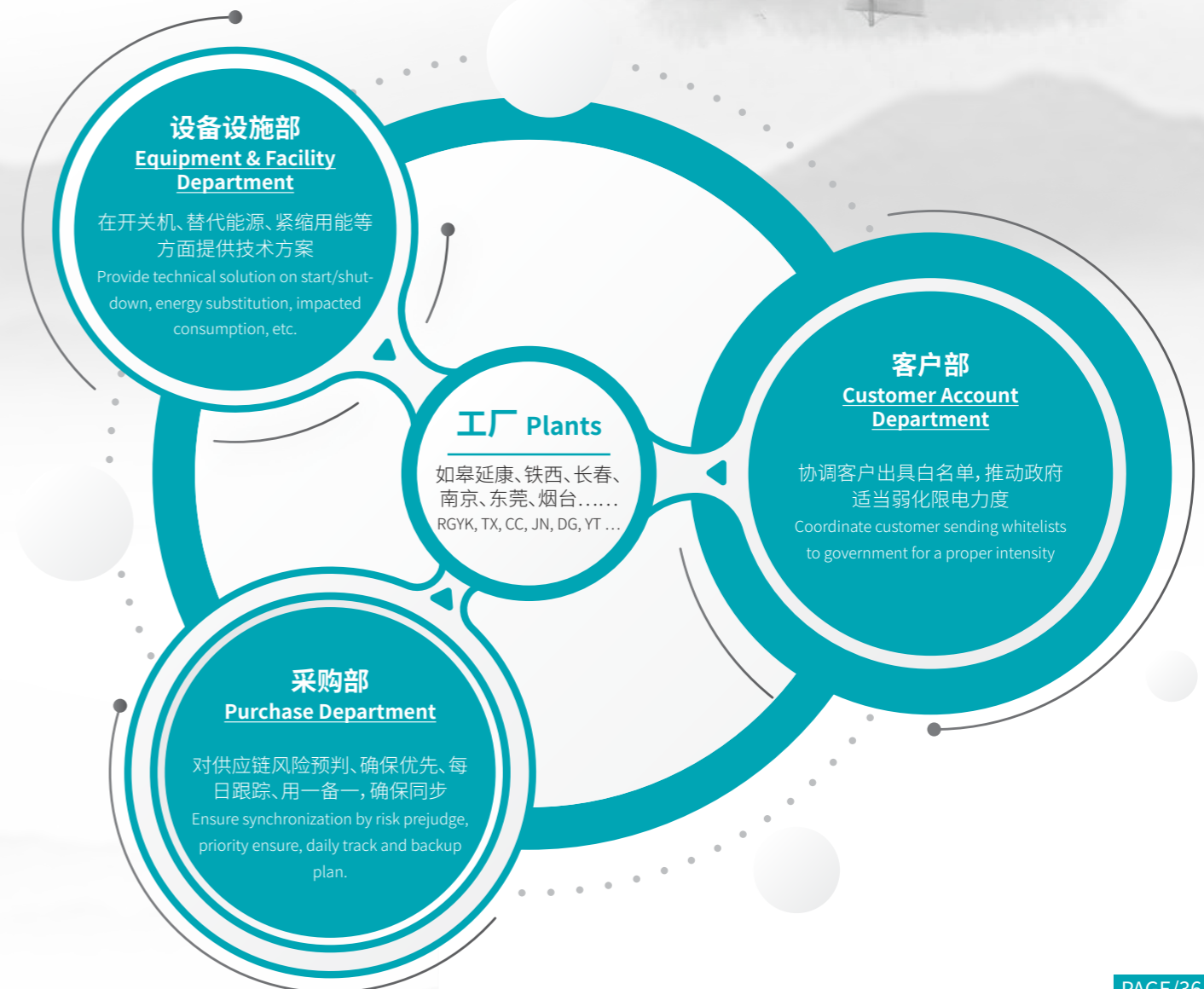
Since China's announcing “3060” carbon peaking and carbon neutrality, governments at all levels have tightened “Energy Consumption Double Control” mechanism. In addition, the growing uncertainty of global energy supply had significantly increased energy cost. Starting from September 2021, many sites were impacted by rapid implementation of power limitation or so under alarm of this double control mechanism mainly against production and delivery. Together with central functions' support, relevant plants had tried all methods to coordinate and adjust power limit requirement, collaborating customer for delivery insurance and plan adjustment, which had provided strong support to customers' production.



南京 站房负荷控制
NJ Power Station Loading Control



烟台 关闭辅助设备
YT Turn Off Auxiliary Equipment



四、环境责任 ENVIRONMENT RESPONSIBILITY



环境方针 Environment Policy

引领绿色理念, 改善环境要素, 成为优异企业公民

Lead the green idea, improve environmental factors and become excellent corporate citizens.

- 遵守国家地方有关环境保护的法律、法规和其他要求。

We obey national and local laws, regulations and other requirements on environmental protection.

- 在我们的运营、产品与服务中倡导“绿色、低碳”理念, 致力于提供有利于环保的产品与服务。

We advocate "green and low-carbon" mindset in our operations, products and services, and are committed to providing environmentally friendly products and services.

- 努力从源头上预防对环境造成的负面影响, 持续改进我们对废气、废水及各类固体废弃物等环境影响因素的控制措施, 提高能源和其他资源的利用率。

We strive to prevent the negative impact on environment from the source, continue to improve our control measures on environmental factors such as waste gas, sewage and various solid wastes, and raise the utilization efficiency of energy and other resources.

- 努力营造公司与周边社区的良好环境, 树立优异的环保企业公民形象。

We endeavor to create good environment surrounding communities as well as ourselves and maintain good image of environmental corporate citizenship.



环境管理体系 Environment Management System

公司依据ISO14001:2015标准建立和实施环境管理体系, 制定了包括环境因素的识别与控制评价、环境监测测量程序及环境责任制管理规定、固体废物污染防控管理规定、外来相关方环境管理规定等关键管理程序及规定。公司及下属分子公司在投产后1年内均通过ISO14001环境管理体系认证, 2021年新增宁德和如皋基地。并且已完成20家工厂获取排污许可证。

We establish and implement environmental management system according to ISO14001:2015 standard, and have formulated key management procedures and regulations including identification and control evaluation of environmental factors, environmental monitoring and measurement procedures and environmental responsibility system management regulations, solid waste pollution prevention and control management regulations, environmental management regulations of external interested parties and so on. We, together with our subsidiaries have passed ISO14001 environmental management system certification within one year after putting into operation. Ningde and Rugao bases have been added in 2021. 20 factories have been completed to obtain pollutant discharge permits.

2021年度, 公司下属宁波、南京及安亭等工厂分别获得三星级绿色工厂、通过清洁生产企业认证。

In 2021, Ningbo, Nanjing and Anting plants were awarded the titles of three-star green plant or passed clean production enterprise certification.



如皋延康 排污许可证
RGYK Permission of Discharging



安亭 清洁生产企业认证审核
AT Verification Audit for Clean Production Enterprise

四、环境责任 ENVIRONMENT RESPONSIBILITY



循环经济与产品生命周期

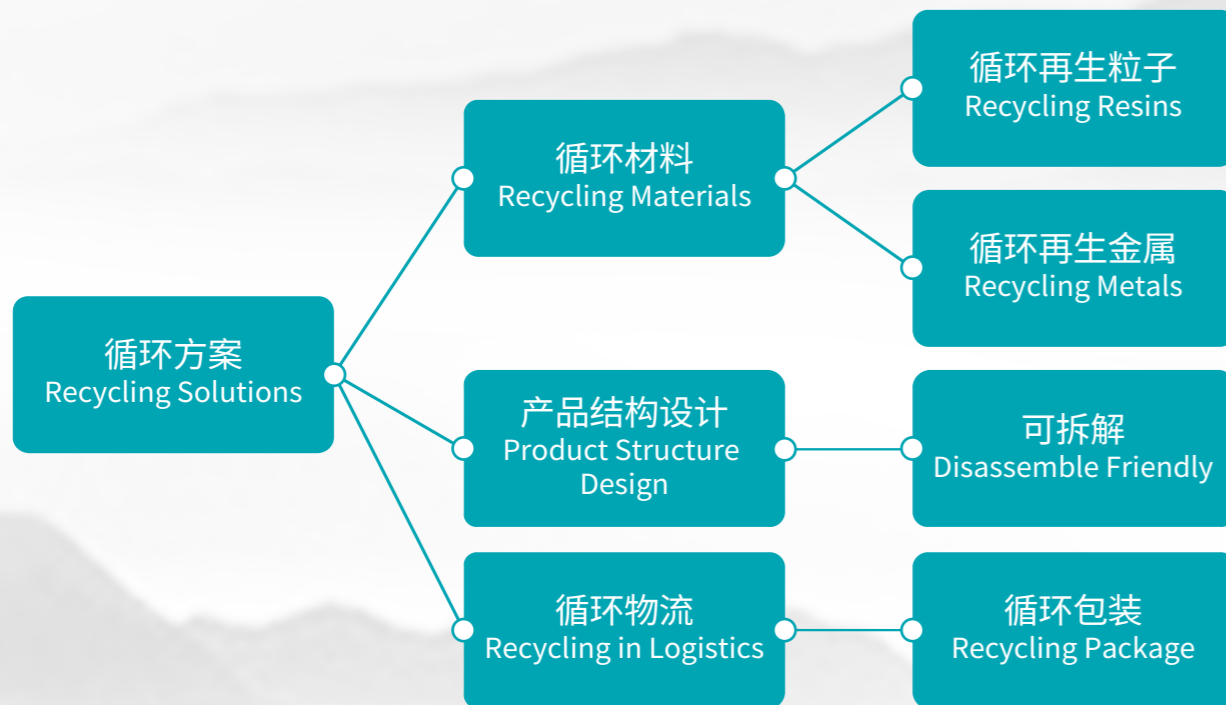
Recycling Economy & Product Lifecycle Analysis

基于公司产品的工艺和产能分布,我们在原材料使用、产品设计、物流包装等方面存在经济可行的循环模式。2021年,通过与客户的交流,我们已开始着手探索循环再生塑料的使用,并在部分车型上先行先试。

Based on our main process and capacity footprint, there are economic recycling opportunities on raw material utilization, product design, logistic package, etc. In 2021, through discussion with customers, we have started to discover further utilization on recycling resins for injection parts and trail on part of the car models.

基于公司低碳致零战略目标,我们启动了产品生命周期温室气体排放分析的研究工作,并在客户的支持下首次进行了试算从而发现问题,在2022年,我们将保持与客户、外部机构、供应商、母公司等各相关方的充分交流,基本确定公司产品生命周期碳足迹的测算逻辑,建立响应客户碳足迹测算要求且符合认证规范的测算能力。

According to the company's strategic target for low carbon to net zero, we have launched product lifecycle greenhouse gas emission analysis. With the support of our customer, we had made the first time a trail accounting and calculation. In 2022, we will keep full communication with customers, external institutions, suppliers and mother companies to confirm our product carbon footprint (in LCA) logic and establish our capability to account and calculate in accordance with verification regulation so as to answer to our customers.



污染物运行控制

Pollution Management and Control

公司遵守国家地方有关环境保护的法律、法规和其他要求。在我们的运营、产品与服务中倡导“绿色、低碳”理念,并加强对污染治理设施的升级改造和管理。

We comply with national and local laws, regulations and other requirements on environmental protection, advocate the concept of "green and low-carbon" in our operations, products and services, and strengthen the upgrading and management of pollution control facilities.

公司下属分子公司获取排污许可证的同时依据相关规范制定了工厂环境自行监测方案,并委托第三方开展年度环境监测,确保各工厂污染物达标排放。

The company's subordinate molecular companies obtain emission permits at the same time to develop environmental self-monitoring program and carry out environmental monitoring every year to ensure that each plant pollutants meet the standard emissions.

噪声

Noise

我们充分识别公司活动所产生的噪声源,对高噪声设备采取隔声、消声等降噪措施,并依照国家规范定期进行厂界噪声监测,确保作业环境以及厂界噪声达标。

We fully identify noise sources generated by the company's activities. Weaken noise such as sound insulation and silencing for high-noise equipment, and regularly monitor the noise at the plant boundary in accordance with national specifications to ensure that the working environment and the noise at the plant boundary meet the standards.



密封措施(刮渣池)
Sealing measures (scraping pool)



RCO处理设施
RCO processing equipment

四、环境责任 ENVIRONMENT RESPONSIBILITY



污染物运行控制

Pollution Management and Control



- 我们按程序文件要求,对生产、办公等活动所产生的工业废水、生活污水进行充分识别,按当地法规进行排放管理与控制。

According to procedure documents, industrial wastewater and domestic wastewater produced by production, office and other activities were fully identified. Discharge management and control were carried out according to local regulations.

- 我们禁止将工业、生活污水排入雨水管网或向土壤、地表或地下水直排;对无法处理后达标排放的工业废水,按危险废物委托第三方进行处置。

YFPO prohibits discharge of industrial and domestic wastewater directly into rainwater pipe network, soil, earth surface or groundwater. As to industrial wastewater that cannot be discharged under local standard even after treatment, entrusted qualified supplier should be sourced to handle it as hazardous waste disposal.

- 我们对废水处理外包方加强环保监督、检查管理,制定详细的操作规程以及监督检查机制。

Monitor and environmental protection supervision to outsource wastewater treatment suppliers have been enhanced by formulating detailed operating procedures and supervision and inspection mechanism.



- 我们对VOCs排放点位监测制定提升目标,按应收尽收原则建立监测地图以及时探知问题,通过平台互助解决疑难问题、经验分享与固化,2021年公司加强对无组织废气逸散的监测。

We have established improve targets on monitor to VOCs emission points, monitor mapping under "receiving all receivable" principle has been ensuring in-time issue detection, problem solve is supported through platform mutual assistance with experience share and solidify. In 2021, we strengthened the monitoring of unorganized exhaust emission.

- 南京,安亭,仪征等10家企业对主要废气排口实现在线监测,通过数据分析确保污染防治设备的正常开启及运行,满足污染物达标排放。

Online monitoring of exhaust emissions have been installed in 10 plants including Nanjing, Anting, Yizheng. Through data analysis, we can ensure proper starting & running of pollution prevention and control equipment to meet the pollutant emission standards.

- 在已有RTO等措施的基础上,2021年新建临港项目使用水性漆占比涂料总量60%以上,强化源头控制。安亭,浦东工厂投入RCO转轮浓缩加催化燃烧一体机,大幅降低无组织废气逸散。

Adding to existing measures such as RTO, the use of water-borne accounted for more than 60% of the total paint in new LG projects. Anting and Pudong plants have invested RCO (Runner Concentration) integrated with Catalytic Combustion to greatly reduce the fugitive emissions.



- 我们有健全的固体废物污染防控责任制度,设定减少废物的目标,采用预防、减少、再利用、回收、再循环、清除和最终处置的方式处理。

We have robust management procedure for accountability of solid waste pollution prevention and control with reduction goals set with methods including preventing, reducing, reusing, recycling, resetting and final disposing.

- 我们加强全员固废防控培训宣传,每年至少一次覆盖固废收集、分类、贮存、转运、处置各环节人员培训。

We strengthen all-staff training and publicity of solid waste prevention and control, and cover the training of personnel in all links of solid waste collection, classification, storage, transfer and disposal at least once a year.

- 我们基于统计、分析,制定危险废物管理计划并削减危废排放。总部每月对固废贮存、转移、备案情况跟踪对标,汇总固废处置数据。

Based on statistics and analysis, we formulate hazardous waste management plan and reduce hazardous waste discharge. Every month the HQ tracks on the storage, transfer and filing of solid wastes, makes benchmark and summarize the disposal data of solid wastes.

- 2021年,通过“减量化、资源化、无害化”专项固废管理活动,我们征集案例106个,经评估可复制案例33个,在19家基地共计实施108个减量项目,实现固废减量276t,资源化利用63.7t。

In 2021, through "reducing, recycling, decontamination" activity regarding to solid waste, 106 cases were collected, 33 can be copied after evaluation. 108 projects were implemented in 19 plants, realizing 276 tons solid waste reduction and 63.7 tons resource utilization.

四、环境责任 ENVIRONMENT RESPONSIBILITY



应对气候变化

Tackle Climate Change

在所有生产、提供服务及产品的过程中不断改进和提高能源绩效, 包括提升能源效率, 降低能源消耗, 减少温室气体排放。

Continuously improve and enhance energy performance throughout product manufacture & service including increasing energy efficiency, reducing energy consumption and greenhouse gas emissions.

Energy Policy 能源方针



- 我们支持政府及相关机构和上级集团的能源要求, 并遵守与节能相关的法律法规及其他要求。

We support all energy related requirements of the government, institution and superior organizations, and comply with the laws and regulations and other requirements related to energy conservation.

- 我们设定并实现适当的能源目标和指标, 并鼓励全体员工在工作和个人活动中持续改进能源绩效。

We set and achieve appropriate energy objectives and encourage all employees to continuously improve their energy performance at work and in their personal activities.

- 我们在采购对主要能源使用具有或可能具有影响的能源服务、产品和设备时, 以及在新建和改进设施、设备、系统和过程的设计时, 强调对改进能源绩效的要求和评价。

We emphasize requirements and evaluation of energy performance improvement throughout purchasing of all energy services, products and equipment that have or may have an impact on key energy use, as well as designing of new facilities, equipment, systems and processes and modification as well.

- 我们在经济和技术条件许可的情况下为改进能源绩效的相关活动提供资源。

We provide resources for activities related to improving energy performance where economic and technical conditions permit.

能源管理机制

Energy Management Mechanism

参照ISO50001能源管理体系, 在第三方认证机构辅导下, 公司建立能源管理文件制度, 系统策划、评审、实施、改进。公司总部通过上海市能效中心对重点用能单位能源管理体系建设效果评价, 确认能源管理绩效推动有力。

Referring to ISO50001 energy management system and with guidance of certification authority, we established energy management system to plan, review, implementation and improvement. The headquarters has been evaluated by Shanghai Energy Efficiency Center confirming remarkable effect on performance.

我们持续优化生产工艺, 以提效为抓手, 坚持挖掘和攻关降低能耗。围绕余热回收、新低耗设备技术、高效设备设施、新能源应用, 我们探索工艺设备的改革和突破, 快速转化为新基地建设标准。自2007年成立至今, 公司综合能源效率复合下降率达77%。

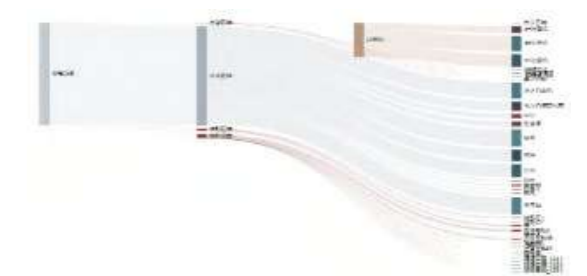
We continue to optimize production process, take efficiency improvement as key initiative, insist on mining and tackling to save energy. Focusing on waste heat utilization, low consumption equipment technology, high-efficiency facilities and new energy application, we explore reform and breakthrough of existing processes and equipment, quickly transmit into standard to new base construction. Since our establishment in 2007, our compound decline rate of comprehensive energy efficiency has reached 77%.

精细化的能源管理也体现在公司智能制造路径中。过去两年, 我们搭建了覆盖公司各主要工艺和三级能源计量要求的能源管理信息系统, 对能源数据、计量管理、设备绩效等进行综合管控, 寻找持续节能降耗的机会点。我们通过创新的“清单式”设备信号采集规划, 制定产线开关机及非生产时段能源消耗的对标机制, 通过能源效率及时准确分析评估帮助工厂“精准”挖掘能源提升机会。

Refined energy management is also reflected in our intelligent manufacturing roadmap. In past two years, we have built energy management information system that covers our main processes and three-level energy measurement requirement to comprehensively control energy data, measurement management and equipment performance and find opportunities for sustainable energy conservation and consumption reduction. Through innovative "listing" equipment signal acquisition planning, we formulate benchmarking mechanism for energy consumption in non-production period, timely and accurately analyze and evaluate the energy efficiency of production lines of each site and help them "accurately" find opportunity to improve.



公司能耗强度下降情况
Energy consumption reduction



电耗过程桑基图
Diagram of power consumption process

四、环境责任 ENVIRONMENT RESPONSIBILITY



应对气候变化 Tackle Climate Change

随着国家“3060”碳中和目标不断深入人心，公司在应对气候变化方面基础渐稳。公司正积极协调各相关方不断深化气候变化认知、制定和完善公司碳中和路径和预期目标。

With China's "3060" carbon neutralization goal becoming more popular, we have gained better foundation in dealing with climate change. We are actively coordinating all relevant parties to continuously deepen the understanding of climate change, formulate and improve our carbon neutralization roadmap and targets.

针对气候变化，由战略规划部牵头，公司首次以情境分析的方式讨论了气候变化带来的风险与机遇，以确定重点、明确路径、设立目标并排定优先级。以“宏愿、科学、务实、合作”为原则指导公司研究低碳策略、探索净零路径。

For climate change, led by the strategic planning department, we discussed the risks and opportunities brought by climate change in the form of scenario analysis for the first time to determine key initiatives, clarify roadmap, set goals and priorities. Guided by the principle of "Vision, Scientific, Practical & Cooperative", we are now studying low-carbon strategy with a net zero roadmap.

现阶段，绿色电力的应用是首当其冲的低碳措施，重点体现在可再生电力对总用电量占比逐年提高。我们通过各种有效的手段来落实这一要求。

At present, green power application is the first choice mainly rely on increase of renewable power rate compared to total annual electricity consumption. We implement all effective ways to realize that.

推进光伏电站——公司已将屋顶分布式光伏电站同步配置作为新工厂标准。2015年，上海安亭基地作为首站正式并网运行；2021年，上海安亭总部大楼光伏电站作为公司的第四座电站正式并网发电，公司发电规模已达2500MWh/年。预计至2025年末，公司光伏电站年发电规模将达到12500MWh/年，占总用电量的7%。

More PV power stations - Roof distributed solar PV stations has been taken as standard for new plants. In 2015, the first station was deployed in Shanghai Anting plant. In 2021, with the headquarters' becoming the fourth building with power station, our power generation scale has reached 2500mwh / year. It is estimated that the annual power generation scale of the company will reach 12500mwh / year by the end of 2025, accounting for 7% of the total power consumption.



上海嘉定总部176kW分布式光伏电站
Jiading HQ Building 176kW PV Power Station

电力市场交易——公司亦积极通过各省市电力市场交易获取可再生电力，并紧密跟踪国内权益属性消纳规则。预计至2025年末，公司绿色能源比例将提升至20%以上。

PPA - we also actively obtain renewable electricity through local PPA, and closely track the claim of equity attributes of domestic market transactions. It is estimated that by the end of 2025, green energy rate will reach more than 20%.

碳排放权交易——作为上海市辖区范围内的重点用能企业，公司在2016年纳入了上海市碳排放权交易试点企业，至今已连续5年100%完成各年度履约。

Carbon emission trading - as key energy consuming enterprise of Shanghai, we have been included in the pilot enterprise of carbon emission trading in Shanghai in 2016. So far, we have 100% completed annual performance for five consecutive years.

气候变化风险与机遇 Climate Change Risks & Opportunities

2021年，通过对碳中和现状与趋势研究，公司战略规划部已明确将气候变化风险与机遇纳入公司战略风险与机遇分析，并按巴黎协定1.5°C目标、LTP长期贡献与2030年目标、BAU一如往常三种情境进行分析，范围涵盖极端高温、冰雪消融和海平面上升、暴雨台风等次生极端天气、洪涝泥石流等次生灾害、火灾、干旱和粮食歉收、极端低温、寒潮和暴风雪、病毒变异和流行疾病、物种减少和第一产业等各方面。

In 2021, through research on current status and trend of carbon neutrality topic, YFPO Strategic Planning Department has made decision to include climate-change risks and opportunities into our strategic risk and opportunity analysis. It is going to be a scenarios-based analysis divided into which in accordance with the Paris Agreement 1.5°C target, LTP (long-term pledges) and 2030 target, BAU (Business As Usual). The scope covers extreme high temperature, melting ice and sea level rise, secondary extreme weather such as storms and typhoons, secondary disasters such as floods and mudslides, fires, droughts and crop failures, extreme low temperatures, cold waves and blizzards, virus mutation and epidemic diseases, species loss and primary industries.

专题：2021郑州洪涝灾害 Feature - Zhengzhou Flood 2021



2021年7月，郑州打破全国记录的暴雨造成严重内涝，对郑州工厂造成巨大影响。郑州公司启动防汛应急预案，总经理与安全工程师现场指挥，骨干员工快速响应，在保证安全的前提下全力投入防汛抗险，保障公司资产安全和快速复产。我们致敬这些员工，也再次认识到气候变化的重大挑战，深感意义重大、刻不容缓。

As unprecedented rainstorm attacked Zhengzhou In July 2021 and caused severe waterlogging and impacted our plant there. We launched the flood control emergency plan with general manager and safety engineer on-site command as well as rapid response of cadre to fight against the situation in the premise of safety. The company's assets and quick production recovery was secured. We salute to these workers and recognize once again the significance and urgency of the challenge from climate change.

四、环境责任 ENVIRONMENT RESPONSIBILITY



温室气体排放 Greenhouse Gas Emissions

公司自2020年起开始探索碳排放数据的测算,基于总部及公司控股的全工艺生产基地(共17家)和部分简单工艺基地(共2家)进行了能源统计。根据“上海市温室气体排放核算与报告指南和行业方法”中相关的排放因子,对公司直接和间接的能源排放进行了盘查,并对历史数据进行了推演,形成了初步的公司能源碳排放数据。

Since 2020, we have started to calculate inventory of carbon emissions. regarding to the energy consumption statistics of 17 full process plants and 2 simple process bases which is controlled by the company, as well as the headquarters. We referred to emission factors from “guidelines and industry methods for accounting and reporting of greenhouse gas emissions in Shanghai”, accounted direct and indirect energy emissions for 2020 and deduced historical data form preliminary energy consumption data and formed our first knowledge on the company’s energy-related carbon emission inventory.

2021年,我们将地域范围扩展到所有并表基地(17家全工艺基地和简单工艺基地增至6家),实现并表基地能源碳排放盘查全覆盖。2021年,公司能源直接与间接排放达到了181,898 tCO₂,排放强度(万元产值碳排放)为313.3kg CO₂/万元产值,较前一年略有下降。

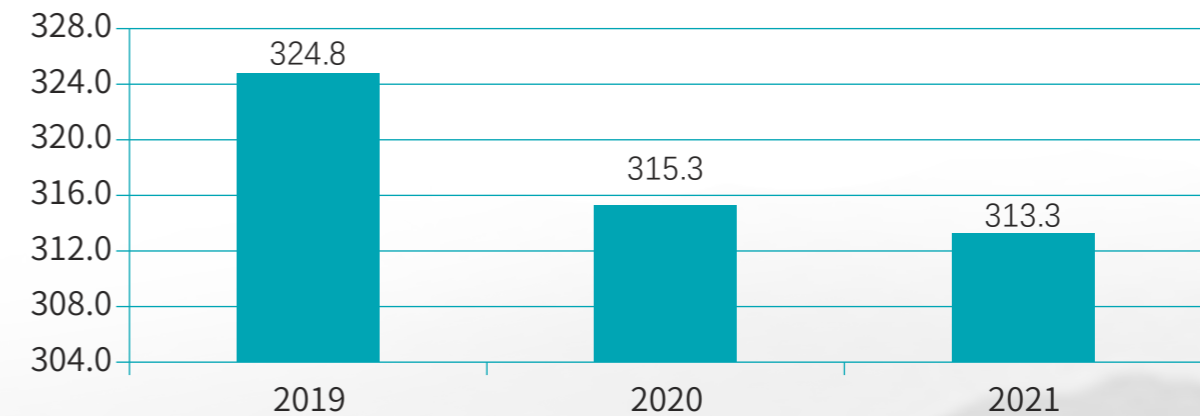
In 2021, we expanded the scope of energy-related carbon emissions to all bases (17 full process plants and simple process bases increased to 6 sites) and achieved full coverage on consolidation basis. Our full year direct and indirect energy emissions was 181,898 tCO₂, and the emission intensity (GHG emission/10kRMB) was 313.3 kgCO₂, slightly lower than that of the previous year.

2022年,秉承严谨探究的态度,我们将采用符合ISO-14064-1的标准对公司组织内部(范围一、范围二)的碳排放做完整测算,对范围三碳排放进行辨识分析并基于一定置信度的数据来源对相关碳排放项进行测算,并结合测算结果更新减碳战略,包括拉动上游供应链加入相关计划。

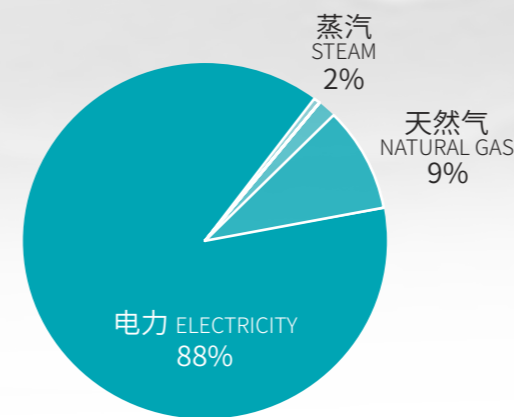
As for 2022, we are going to complete carbon emission of organization (Scope 1 and 2) refer to ISO 14064-1 standard, identify and analyze scope 3 for accounting data under proper confident level, and update our carbon reduction strategy according to the results. It will include upstream supplier involvement into the relative project.

能源方面,我们在既定的能源碳排放减量策略指导下,将采用各种方法降低万元产值能源消耗、进一步落实光伏等节能减排项目、通过可供给的市场渠道提升可再生电力利用和消纳量。

On energy, we take all methods to reduce energy consumption per 10k production value, further implement solar PV stations, raise the acquisition and consumption of renewable electricity through available market channels under our existing energy-related carbon reduction strategy.



能源碳排放强度 (kgCO₂/万元)
Energy-related GHG Emissions Intensity (kgCO₂/10kRMB)



能源碳排放分布
Energy-related GHG Emissions Distribution

排放源 SOURCE	单位 UNIT	因子 FACTOR
天然气 NATURAL GAS	tCO ₂ /10k m ³	21.81
汽油 GASOLINE	tCO ₂ /Ton	3.10
电力 ELECTRICITY	tCO ₂ /MWh	0.788
热力 HEAT	tCO ₂ /GJ	0.11
柴油 DIESEL	tCO ₂ /Ton	7.04
液化石油气 LIQUEFIED PETROLEUM GAS	tCO ₂ /Ton	2.98
蒸汽 STEAM	tCO ₂ /Ton	0.30

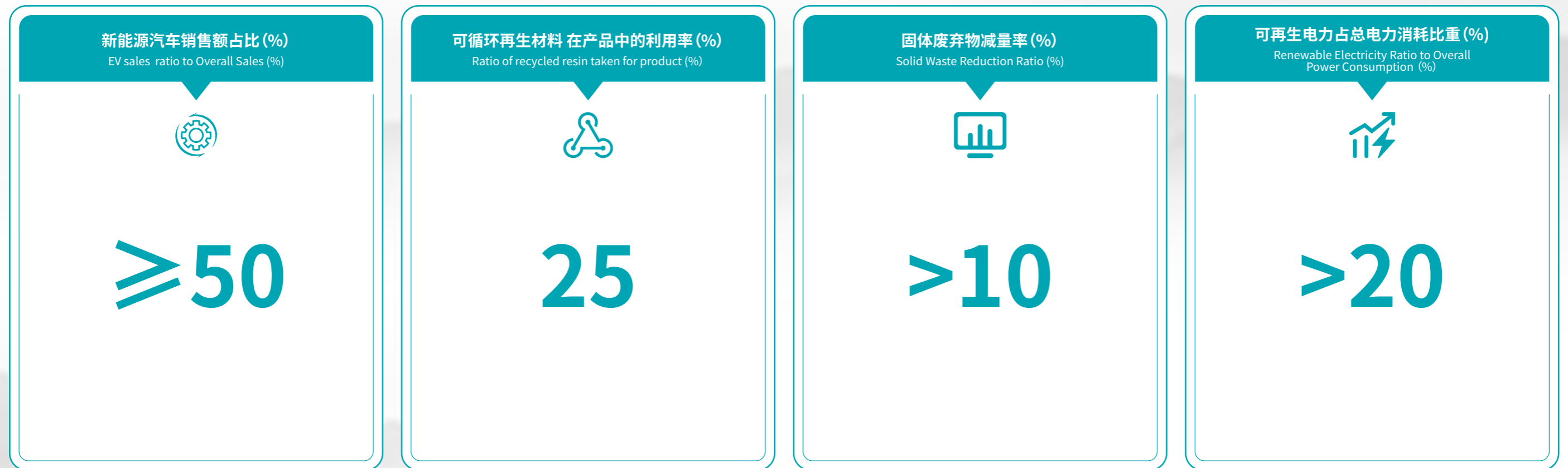
能源碳排放因子*
Energy-related GHG Emissions Factors

*排放因子取自《上海市温室气体排放核算与报告指南和行业方法》
Emission factors from <guidelines and industry methods for accounting and reporting of greenhouse gas emissions in Shanghai>



2025展望

2025 Outlook



05

关爱员工 CARING EMPLOYEES

尊重生命与健康, 致发展, 促和谐, 以人为本

WITH RESPECT TO LIFE AND HEALTH, WE PUT PEOPLE FIRST AIMING AT DEVELOPMENT AND HARMONY

SDGS



关键议题 KEY INITIATIVES

2B-回报与增长
PAYBACK AND GROWTH

5-良好的薪酬待遇
GOOD REMUNERATION PACKAGE

6A-保护消费者、员工权益
PROTECTING CONSUMERS & STAFF

11-安全与健康
HEALTH & SAFETY

14-培训和职业发展
TRAINING & CAREER DEVELOPMENT



Q12员工敬业度
Q12 Employee Engagement

4.55

内部招聘数(人)
Internal Recruitments (People)

29

总事故发生频率(每20万小时)
Rate of Total Accident Occurrence
(200k working hours)

0.013

五、关爱员工 CARING EMPLOYEES



三大改进 Top 3 Improvements

- 0损工事故, 总事故发生频率创记录
0 Lost-time accident, lowest rate of total accident occurrence ever booked.
- 更精准的培训和职业发展路径, 员工满意度创新高
More accurate training and career development roadmap and historical highest employee satisfaction.
- 强化疫情防控, 推广疫苗接种, 完善应急响应
Enhanced epidemic prevention with vaccination promotion and emergency reaction improvement.



专题: 新冠疫情对应

FEATURE – Coping with Covid-19



秉承着“疫情防控常态化, 疫情处理标准化”的理念, 公司不断完善疫情防控体系, 保持迅速反应, 制定《疫情防控一厂一方案》要求, 各部门、分子公司做细做实疫情防控工作, 共同构筑防护防线。内部倡导员工积极接种疫苗, 当好自己健康的第一责任人; 同时积极预约当地社区医院上门接种疫苗, 截止2021年12月31日, 5317人(含相关方)完成第二针疫苗的接种, 接种率 96.04%。

In 2021, despite the ongoing outbreak of the new champions league, adhering to the "epidemic normalized, epidemic process standardization" concept, rapid response related company, establish and perfect the epidemic prevention and control system, system of "epidemic prevention and control a plant scheme" requirement, various departments, various molecular company do fine do real epidemic prevention and control work, to build the protection line. Internal advocate employees to actively vaccinate, as the first person responsible for their own health; By January 30, 2022, 5,276 people (including relevant parties) had received the second dose of vaccine, with a vaccination rate of 96.04%.

- 2020, 发布《YFPO疫情防控工作手册》, 包含组织保障、体温监测等12个模块内容, 统筹疫情防控。
"YFPO Epidemic Prevention and Control Manual" was issued in 2020. With 12 modules such as organization guarantee and temperature monitoring to manage overall YFPO epidemic prevention and control.
- 2021年1月发布《春节疫情防控工作手册》, 为返乡员工提供防疫指引。
In January 2021, the Spring Festival Epidemic Prevention and Control Manual was issued to provide guidance on epidemic prevention for returning employee.
- 2021年2月上线《疫情防控每日申报系统》, 便于员工每日上报体温情况, 出行计划等。
In February 2021, Daily Declaration System for Epidemic Prevention and Control launched so that employees could report their temperature and travel plans on a daily basis.
- 2021年4月、5月、12月三次协调资源上门疫苗接种。
Coordinated resource door-to-door vaccinations in April, May and December 2021.
- 2021年8月, 疫情防控常态化, 各分子公司建立《疫情防控一厂一方案》, 精准防疫。
In August 2021, when epidemic prevention and control became normal, each subsidiary established their own "Epidemic Prevention and Control Plan" aiming at precise epidemic prevention.
- 防疫期间, 针对各地散发的确诊病例和中高风险地区, 第一时间发布流调信息并进行受控管理。
During this period, information on epidemic control was immediately released and controlled in response to confirmed cases scattered around the country and medium-high risk areas.



五、关爱员工 CARING EMPLOYEES



我们的员工 Our Employees



■ 人力资源政策 Human Resources Policy

公司倡导人力资源多元,在聘用、报酬、培训、发展等事项上,不针对种族、民族、社会出身、社会阶层、血统、宗教、身体残疾、性别、婚姻状况、年龄或其他而产生歧视;公司保护员工结社自由与集体谈判权益,严格执行对女员工特殊保护的规定,不安排在经期、孕期、哺乳期的女员工和未生育的女员工从事国家禁忌的工作,禁止强迫劳动,同工同酬,不使用童工,提供安全合理的工作条件的权利。

We advocate diversity in human resources non-discrimination against race, ethnicity, social origin or class, descent, religion, physical disability, gender, marital status, age or other factors in employment, remuneration, training and development. We protect employee rights and interests on freedom association and collective bargaining, and strictly enforce the provisions of the special protection for female employees during their menstrual period, pregnancy, lactation and those childless ones work in the national taboo. Forced labor and child labor are banned, equal pay set for equal work, safe & proper working condition is maintained.

■ 人权政策 Human Rights Policy

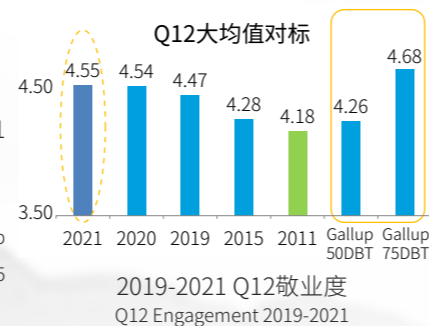
我们相信每位员工皆应得到公平的对待与尊重,致力保障员工的人权并尊重基本的自由,提供平等就业机会,保障个人隐私,提供自由与安全表达意见的渠道,营造安全及健康的工作环境。

We believe that every employee should be treated fairly and with respect. We are committed to protecting the human rights of our employees and respecting basic freedoms, providing equal employment opportunities, safeguarding personal privacy, providing free and safe channels to express opinions, and creating a safe and healthy work environment.

■ 员工满意度 Employee satisfaction

公司坚持C-spirit企业文化,每年开展员工满意度调查,以聚焦差距不断提升。2021年公司员工满意度89.8%,Q12敬业度4.55,为历年最高。

We adhere to C-spirit corporate culture, carry out annual employee satisfaction survey to define gap for improvement. In 2021, the company's employee satisfaction was 89.8%, and Q12 engagement 4.55 broken our record.



■ 人员结构 Employee Structure

	2019	2020	2021
员工人数(人) Number of employees	4,324	3,895	4,387
男女比例(男:女) Male to female ratio (male:female)	8.4 : 1.6	8.4 : 1.6	8.4 : 1.6
学历(本科及以上:大专及以下) Academic qualifications (undergraduate and above: college and below)	32% : 68%	33% : 67%	31% : 69%
少数民族比例(%) Ethnic Minority Ratio (%)	4.69	4.60	4.80
管理层中女职工比例(%) Percentage of female employees in management (%)	13.3	13.5	15.3

■ 人才招聘 Talent Recruitment

招聘团队积极打造“锋”品牌,针对社会招聘、实习生招聘和校园招聘,分别树立“锋行、锋采、锋耀”特色主题招聘。招聘过程富有创意和充分体验。通过更深入的互动,企业和应聘者加深互相了解。有力支撑企业的招聘效率和效果。

The "Feng" brand established by recruitment team splitted into themes of "Feng Xing" (social), "Feng Cai" (intern) and "Feng Yao" (campus). The recruitment process is full of creativity and high participative. Recruiters and candidates deepen their understanding through interaction, which further improves the professionalism and efficiency of recruitment.



校园招聘开放日
Open Day for Graduate Recruitment

五、关爱员工 CARING EMPLOYEES



我们的员工 Our Employees



人才日 Talent Day

2021年,公司升级了“人才日”活动,“以人为本,共话发展”,强化内部雇主品牌,让员工更进一步明晰延锋彼欧所倡导的人才理念,了解公司为员工所搭建的发展路径、培养体系和价值平台,实现公司发展和员工自我实现的双赢。

In 2021, we upgraded "Talent Day" with "people-oriented, talk about development" to strengthen the internal employer brand so that employees would clearly understand the talent concept advocated by YFPO, understand career roadmap, training system and platform value built for employees, in order to achieve win-win situation between company development and employee self-actualization.



绩效管理 Performance Management

为充分发挥员工的潜能和主动性,帮助员工实现学习和发展目标,公司对包括高层领导在内的所有员工的职业发展实施有效的管理。公司设立年中/年末人员发展会议,盘点人员绩效、能力、潜力的同时,跟踪回顾培训及人员培养举措的落实,以及下一步改进计划。

In order to give full play to the potential and initiative of our employees and to help them achieve their learning and development goals, career development management for all employees including senior leaders are set. We have mid-year/year-end staff development meetings to take stock of staff performance, capabilities, and potential, as well as to track and review the implementation of training and staff development initiatives and next steps for improvement.

人员结构 Employee Structure

公司遵循国家及当地法律、法规要求,实行同工同酬,平等对待。公司实行3P付薪制度,即岗位(Position)、能力(Person)和绩效(Performance)是三个定薪因素。以规范、公平的薪资制度作为基础,充分关注员工的绩效贡献和能力,把握薪资分配的公平性,达成薪酬福利对员工的激励和保留作用。

The company abides by the requirements of national and local laws and regulations, implements equal pay for equal work. The company implements 3P salary regulations (position, person and performance). Based on standardized and fair salary regulations, we fully pay attention to the performance contribution and ability of employees, grasp the internal fairness of salary distribution, and achieve the incentive and retention effect of salary and welfare on employees.

	2019	2020	2021
男女同岗位薪酬比例 (%) Salary of Female to Male (%)	100%	100%	100%
劳动合同签订率 (%) Rate of Labor Contract Signature (%)	100%	100%	100%
五险一金覆盖率 (%) Coverage of Employees' Insurance & Fund (%)	100%	100%	100%

公司设有专业的薪资管理系统,员工可凭身份信息登录系统,快速查询薪资情况,方便快捷。

Professional salary management system is being used for employees to access and query their own information.

公司为员工打造全方位的福利体系,有效激励员工,并让员工感受到公司的关怀。

Comprehensive welfare system for employees is defined and updated to effectively motivate employees and makes them feel being cared.



网络查询电子工资单
Online salary inquiry



全方位的福利体系
Comprehensive Welfare System

五、关爱员工 CARING EMPLOYEES



海外拓展的人力资源准备

FEATURE – Human Resource Preparation for Global Expansion

■ 首次出征 The First Set Out

2月16日, 公司首批两位员工开拔出征南非。公司领导在机场为逆行者送行。

Two employees set out for South Africa on February 16. Company leaders saw them off at the airport.



■ 项目宣讲 Project Publicity

8月20日, 公司以“南征北援, 非你莫属”为主题, 进行南非项目宣讲会。公司领导介绍了南非项目的战略意义, 南非业务既是挑战更是机遇。也是员工迎接公司全球化挑战, 突破自我、持续发展的契机。

On August 20, South Africa project publicity was held with special theme of “South Africa exploration with support from all of us in Northern Hemisphere”. Strategic significance, challenge and opportunity were explained by top management. It is also an opportunity for employees to meet the challenges, exceed themselves and continue development.



■ 后勤支援队成立 Logistics support team established

9月1日, 南非先锋队后勤保障支援团成立, 启动员工家属关怀行动。

On September 1, South African vanguard logistics support group was established, also started to care for employees' families.



■ 暖心助力 Warm-hearted Activity

10月17日开展暖心助力活动, 公司领导向南非先锋队成员及家属表达感谢, 为每个家庭建立“结对”保障跟踪机制, 并发放防疫物资及国际出差生活礼包。

A warm-hearted activity was held on October 17. Top management expressed their gratitude to the members of the South African vanguard and their families, established a “pairing” support tracking mechanism for each family, and distributed epidemic prevention materials and international business life gift packages.



■ 承前继后 Second Batch Preparation

11月5日, 上海总部、沈阳与南非三地连线交流, 通过分享当地状态和疫情控制情况, 即将启程的第二批队员做好了更充分的准备。

On November 5, online meeting among the headquarters, Shenyang and South Africa was held. By sharing information of local conditions and epidemic control status, preparations are made for the second batch members.



■ 南征者奖 South-Explorer Award

公司授予南非先锋队2021年南征者奖。

South African vanguard was awarded the 2021 South-Explorer Award.



五、关爱员工 CARING EMPLOYEES



员工权益保护 Employee Rights Protection

■ 工会成立于2007年公司创立之初，是会员和职工利益的代表，维护员工合法权益。公司工会覆盖全部签约员工，截至2021年末成员共2572人。工会负责组织、动员员工以民主的形式参与企业和社会事务，每年召开年度员工代表大会和集体协商会议，代表员工与企业签订集体合同，议题涵盖后勤管理、安全、民生等。工会设立员工民管小组，并在基层形成民管网络，成为企业内部信息上传下达的重要环节。此外，工会也参加劳动关系纠纷、工伤等安全事故的调查和处理，在此过程中维护员工权益。

Labor Union has been set in 2007 along with the establishment of the company. As the delegation of the benefit of its members and employees, it protect the legitimate right of employees. Our Labor Union covers all 2572 contractual employees by end of 2021, it is responsible for organizing and motivating employees to participate in enterprise management and social affairs in a democratic manner. It holds annual staff congress and collective consultation meeting, sign collective contracts with the enterprise on behalf of employees, and discuss topics covering logistics services, safety and livelihood, etc. An employee democratic management team is set with civil management network at the grassroots level, which has become an important link for the uploading and distribution of internal information of the enterprise. In addition, the Labor Union also participates in the investigation and handling of work-related injuries by safety accidents and labor relations disputes to secure rights and interests of employees.

■ 帮扶纾困基金自2008年开始设立，用以帮助员工及时解决生活中的困难。基金专人专管，专款专用，对受助群体实行分类服务，确保关爱全覆盖。工会梳理制定了生活、医疗、助学、节日帮困等工作规则，形成规范的管理程序，并通过6次修订，使规则更贴近职工实际，不断提高帮扶的力度。

Assistance & Relief fund has been set since 2008 in order to help employees solve their difficulties in life in a timely manner. This dedicated fund is managed by special personnel with sorting for life assistance, medical assistance, education assistance, and holiday assistance, etc., Regulations and standardized management procedures have been written and revised 6 times, so as to make it closer to employees' real life and with stronger assistance.

年份 / Year	帮扶金 / Amount	惠及人次 / Number
2021	303,100.00	323
2020	345,267.20	356
2019	403,401.30	512

■ 员工交流&活动基于我们对员工诉求及建议的重视。通过多元透明的沟通渠道，员工可通过线上通讯工具、面谈、填写调查意见等多种方式向主管、公司领导表达个人意见。公司管理层以开放的态度听取员工建议，并作出妥善的回应。公司不定期举办各类员工喜闻乐见的活动，如运动会、兴趣小组等，希望我们的员工能在工作与生活间找到平衡，既保持良好的心态，更能在延锋彼欧度过健康、充实的生活。

Employee Communication & Activities are born of our great attachment to demands and suggestions of our staff. Through multiple, transparent communication channels within the enterprise, one can express personal opinions to supervisors and company leaders through online communication tools, face-to-face interviews, and survey opinions. Company management listens to employee suggestions with an open mind and responds appropriately. The company holds various activities that are popular among employees from time to time, such as sports meetings, interest groups, etc., we hope that our employees can find a balance between work and life, not only maintain a good attitude, but also spend a healthy and prosper lifetime in YFPO.



愿景周
Vision week



女神节
Women's Day



家庭日
Family Day



员工周年庆
Employee Anniversary



团队集会
Team Rally



义诊服务
Free Clinic Service

五、关爱员工 CARING EMPLOYEES



培训与职业发展

Training & Career Development



职业发展规划

Career Development

为进一步吸引和保留人才,公司制定人才发展及评估机制和政策,设置专业、管理两条发展通道,设计每个序列岗位的发展路径和培养计划。员工可结合自身专长和潜能,有机会横向、纵向深度发展,同时在内部形成人才活水机制,通过跨地区、跨岗位、跨领域轮岗,内部培养发展人才,为公司战略目标的实现奠定人才基础。

We formulate talent development and evaluation mechanisms with policies for attracting talents. Two development channels of specialty and management are set with roadmap and training plan for each position hence employees have opportunity to develop horizontally and vertically with their own expertise and potential. It also forms mechanism of activated internal talent pool. Through cross-region, cross-position and cross-function job rotation, employees are cultivated and developed to become talents internally. This can build a talent foundation for the realization of the company's strategic objectives.

员工培训

Staff Training

公司制定了《培养体系》,确保培训需求、制定培训计划、实施培训、培训效果评价四个环节有效实施,结合员工职业生涯设计,为员工的能力提升与职业发展创造平台,保障公司发展战略目标的实现。

The company has established the training system to ensure the effectiveness of 4 aspects including training needs, training plan, implementation and effectiveness evaluation. Align with staff career design, platform for employee capability upgrade and career development was set, which ensured the realization of the company's development strategy.

公司不断强化三级培训网络,为不同层级的员工提供培训计划;内部课程和外训相结合,提供有针对性的培训服务。

The company continuously strengthens the three-level training network and provides training plans for employees at different levels; Combine internal courses with external training to provide targeted training services.

公司为员工提供多种学习机会,鼓励和支持员工以各种方式实现与工作和职业发展、技能提高相关的学习目标。据统计,2021年员工人均培训课时达58.3小时/人。

We provide a variety of learning opportunities for employees, encourage and support employees to achieve their job-related learning goals on career development and skill improvement in various ways.

According to statistics, the training hours of employees will reach 58.3 hours / person in 2021.



	2019	2020	2021
员工年度培训总课时(课时) Total annual employees' training hours (hours)	228,581	253,638	255,970
年度人均培训课时(课时/人) Annual average personal training hours (hours/person)	52	65	58.3
在校生实习时长(天) Man-days Provided to Students At School	132	154	176

五、关爱员工 CARING EMPLOYEES



培训与职业发展

Training & Career Development



■ 新人上岗培训

Training of the Job Qualification Training

公司为新人上岗编制了岗位学习指南,更好、更快地帮助新人掌握要点、快速融入。

We prepare Job Qualification Guide for newcomers to better and faster let them acquire key points and adapt quickly.



■ 2021年特色培训项目

2021 Featured Training Program

为顺应公司快速发展及对各色人才的需求,在与各部门共同研究后,我们在原有立体丰富的培训体系基础上进一步延申,开发了多门特色课程,初步取得了显著的效应。例如:

In order to adapt to the rapid development of the company leading to demand for various talents, after joint research with functional departments, we further extended the original comprehensive and abundant training system with a number of characteristic courses developed, which initially achieved significant effects. Such as,



T-RUN项目 T-RUN Project

依据公司战略要求,培养并储备核心技术人才。
Train and reserve core technical talents according to company strategy.



育苗计划 Seedling project

作为参观及实习基地与高校建立合作机制,助力高校人员培养。在企业、高校和学生之间形成共赢。
Establish cooperation mechanism with colleges and universities as base for visit and practice to help colleges education, which creates win-win situation among enterprises, universities and students.



GT成长营 Global Talent Development Plan

培养并储备海外业务所需人才,推动公司国际化水平。
Cultivate and reserve talents for overseas business to promote our level of internationalization.



匠成&技师工作室 Craftsman Workshop & Technician studio

倾力打造专业技师团队,至今已有4个技师站和27名技师。
Professional technician team to be built with great efforts, with 4 technician stations and 27 members so far.



涂装工艺员培养项目 Painting technician training project

挖掘一线员工涂装工艺技能潜质,拓宽员工向上发展的通道。
Excavate operators' potential on painting process and widen the channel for employees' path of upward.



安亭 培训道场 AT Training Dojo

打造工厂培训品牌,从企业文化、意识引导、现场感知、实操能力、技能水平等方面进行属地化培训提升。
Brand of training of AT plant, localized training system on company culture, mindset, on-site perception, operation ability and level of skills.

五、关爱员工 CARING EMPLOYEES



职业健康安全 Occupational Health & Safety

职业健康安全方针 Occupational Health & Safety Policy

在我们所有工作范围和过程中,没有什么比生命与健康更为重要。

In all areas and processes of our work, nothing is more important than life and health.

- 我们的生产、经营等一切活动都应遵守国家及当地政府的职业安全健康法律、法规及其他要求。

We shall comply with the occupational safety and health laws, regulations and other requirements of the national and local government throughout production, operation and other activities.

- 对危险化学品、特种设备等作业过程及场所进行有效地控制,并持续改进我们的各类预防措施,以防对人员造成伤害。

Effective control hazardous chemicals, special equipment and other operating processes and sites, and continuously improve our various measures to prevent injuries to personnel.

- 努力消除现场安全隐患,不断提高员工的自我保护意识,并共同维护一个良好与健康的工作环境。

Strive to eliminate site safety hidden dangers, constantly improve the self-protection awareness of employees, and jointly maintain a good and healthy working environment.



EHS健康运行 EHS Health Operation

公司依据国家法律法规、股东方健康安全相关管理程序、ISO 45001体系标准以及其他相关要求,建立、实施、保持了职业健康安全管理体系,指导延锋彼欧及各分、子公司职业健康安全管理体系的运行。

YFPO establishes, implements and maintains the occupational health and safety management system in accordance with national laws and regulations, shareholder health and safety related management procedures, ISO 45001 standards and other relevant requirements, and guides the operation of the occupational health and safety management system of all plants and sites.



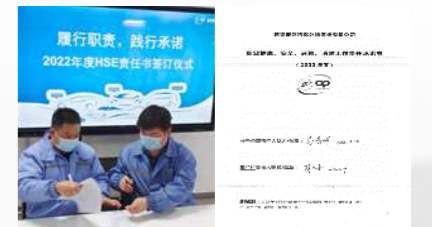
强化安全责任 Strengthen Safety Responsibility

2021年新《安全生产法》发布,公司组织管理层及员工认真学习,增强管理层责任意识,明确各级人员岗位职责,牢固树立“安全第一”的思想,为公司的发展提供有力保障。

In 2021, the new Work Safety Law will be released. The company organizes the management and employees to study the laws and regulations, enhance the responsibility consciousness of the management, clarify the job responsibilities of all levels of personnel, firmly establish the idea of "safety first", and provide a strong guarantee for the development of the company.

按惯例,年初各分/子公司/部门各级管理人员100%完成了“职业健康安全环境(HSE)责任承诺书”的签订工作。

As a routine job, at the beginning of the year, the signing of "occupational health, safety and environment (HSE) responsibility commitment" for managers at all levels of each branch / subsidiary / department has been completed totally.



年度HSE责任书签订 Yearly HSE responsibility agreement

五、关爱员工 CARING EMPLOYEES

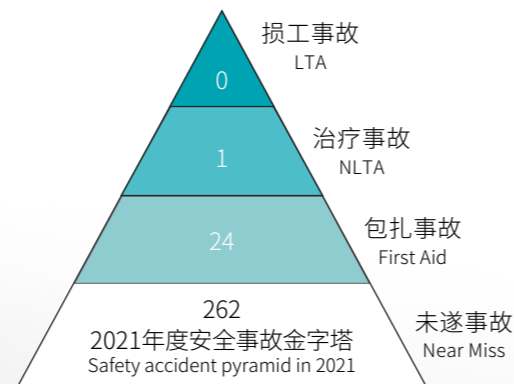


职业健康安全 Occupational Health & Safety

健康安全绩效 Health & Safety Performance

公司极其重视海因里希事故金字塔原理，鼓励所有工厂积极上报未遂事故，推进相关隐患整改，消除风险在萌芽状态，来减少乃至消除金字塔顶端的严重事故。

The company attaches great importance to the principle of Heinrich accident pyramid, encourages all factories report near misses actively, push correction of relevant hidden dangers, and eliminate risks from the very beginning so that serious accidents at the top of the pyramid would be reduced or even eliminated.



	2019	2020	2021
EHS年度投入金额 (万元) EHS Annual Input (10 thousand Yuan)	5,300	5,000	4,200
损失工作日事故数 (次) Number of LTA	0	1	0
实际损失工作日 (天) Days of LTA	0	57	0
损失工作日事故伤害频率 Lost Workdays Case Rate	0	0.015	0
伤害严重率 Severity Rate	0	0.84	0
总事故发生频率 Rate of Total Accident Occurrence	0.068	0.030	0.013
职业病发生次数 (次) Number of occupational Diseases	0	0	0
职业体检率 (%) Rate of occupational physical examination	100	100	100

职业健康与体检 Occupational health and physical examination

公司按国家法规要求安排员工定期进行健康普查，保障员工的健康。针对可能受到职业病危害的岗位员工，在上岗前、在岗期间、转岗过程、离岗时安排职业健康体检。

According to the requirements of national regulations, the company arranges employees to have regular physical examinations to ensure their health. For those who may be exposed to occupational disease hazards, occupational health examination would be arranged pre-job, on-job, job transfer and before leaving.

人机工程的评估与改进 Evaluation and improvement of ergonomics

为使我们的员工在生产活动中更加高效、安全、健康、舒适，公司开展人机工程的评估和改进工作。到2021年底，新增设备人机工程学评估覆盖率100%，各分子公司各工位人机工程学评估覆盖率36.29%。

In order that our employees would be more efficient, safe, healthy and comfortable in working activities, we carry out evaluation and improvement of ergonomics. By 2021, the ergonomic assessment coverage rate of newly added equipment is 100%, and the ergonomic assessment coverage rate of each station of each molecular company is 36.29%.

行为安全观察 TOP SAFETY Visit

行为安全观察的核心是针对员工操作过程中的不安全行为进行现场观察、分析、讨论，促使员工认识不安全行为的危害，阻止并消除不安全行为的发生。公司自2011年起引入Top Safety行为安全观察工具，总事故发生频率呈明显下降趋势，并连续多年达成目标。

The core of Top Safety Visit tool is to guide employees prevent and eliminate unsafe behaviors by understanding to harm of those behaviors through on-site observation, analysis and discussion during their operation. Since 2011, YFPO has introduced Top Safety Visit tool. The total accident frequency has shown significant downtrend and reached target for many consecutive years.

六大安全守则

1 人员行走

- 保持通道畅通
- 禁止奔跑
- 禁止嬉戏打闹
- 禁止在通道内停留

2 个人防护用品

- 根据作业环境正确佩戴防护用品
- 防护用品必须完好有效
- 防护用品必须正确佩戴
- 防护用品必须正确佩戴

3 叉车

- 叉车作业时禁止载人
- 叉车作业时禁止超速
- 叉车作业时禁止酒后作业
- 叉车作业时禁止无证作业

4 吊装

- 吊装作业时禁止超载
- 吊装作业时禁止偏载
- 吊装作业时禁止斜拉
- 吊装作业时禁止违章指挥

5 能源锁定

- 检修作业时必须切断能源
- 检修作业时必须挂牌
- 检修作业时必须上锁
- 检修作业时必须有人监护

6 高处作业

- 高处作业时禁止酒后作业
- 高处作业时禁止无证作业
- 高处作业时禁止违章作业
- 高处作业时禁止冒险作业

六大安全守则
6 Non-Negotiable on Safety



五、关爱员工 CARING EMPLOYEES



职业健康安全 Occupational Health & Safety



■ 有毒有害物质管理 Hazardous Substance Management

公司通过《危险化学品安全管理规定》对生产经营活动中危险化学品的认定、采购、运输、储存和使用的全过程进行管理，以预防对安全、环境、健康增加负面的物质，确保员工在生产经营活动中的安全和健康。公司开发建立CSMS化学品管理系统，统一监管、归档化学品的使用，严格执行法规及标准要求，杜绝禁用物质的使用。

The company manages the whole process of identification, procurement, transportation, storage and use of hazardous chemicals in production and business activities through the Provisions on the Safety Management of Hazardous Chemicals, so as to prevent substances that increase negative impacts on safety, environment and health and ensure the safety and health of employees in production and business activities. The company has developed and established CSMS chemical management system to uniformly supervise and file the chemicals, strictly implement laws and standards, and eliminate the use of prohibited substances.

■ HSE专题活动 HSE Activities

公司极其重视安全工作的宣导，强化员工的安全意识，每月设定安全主题，在所有工厂、基地开展活动。包括知识宣讲、趣味游戏、互动体验，大大增强了员工的参与度和安全意识。

We take great regards to promote sense of safety, strengthen the safety awareness of employees, set monthly safety theme and carry out activities in all plants. The activities included not only safety knowledges, but also fun games and interactive experiences, which greatly enhanced the safety mindset of employees through high engagement.

■ 消防和应急疏散演习 Fire Protection & Emergency Evacuation Practice

公司严格遵守国家消防法规要求，设立消防月，进行普法和消防知识宣传。同时在整个公司范围内，进行消防和应急疏散的演习。演习的消防警铃一响，公司包括客户、供应商、外服人员在内的所有人，均须按逃生要求快速撤离，到达指定地点集合。通过日常不断的培训、演练，让员工熟练掌握消防器材使用，更清楚疏散通道、安全出口，增强大家的应急处置能力。

Fire protection month is set under the nation's regulation for law disseminate and relative knowledge promotion. Emergency evacuation & fire fighting exercises are conducted throughout the company. As soon as the fire alarms, all personnel including staff, customers, suppliers and service personnel must evacuate quickly according to the escape requirements and assemble at the designated place. Through daily continuous training and exercising, employees can master the use of fire-fighting equipment, know more about evacuation routes and emergency exits, and enhance everyone's emergency response ability.

The timeline displays the following activities for each month:

- JAN:** 厂内机动车辆安全培训 (In-plant foraging vehicle safety training)
- FEB:** 危险化学品的危险特性 (Hazardous characteristics of hazardous chemicals)
- MAR:** 消防知识 (Fire safety knowledge)
- APR:** 消防知识 (Fire safety knowledge)
- MAY:** 消防知识 (Fire safety knowledge)
- JUN:** 消防知识 (Fire safety knowledge)
- JUL:** 消防知识 (Fire safety knowledge)
- AUG:** 消防知识 (Fire safety knowledge)
- SEP:** 消防知识 (Fire safety knowledge)
- OCT:** 消防知识 (Fire safety knowledge)
- NOV:** 消防知识 (Fire safety knowledge)
- DEC:** 消防知识 (Fire safety knowledge)

2021年YFPO HSE专题活动
YFPO's HSE activities in 2021



2025展望

2025 Outlook



06

共同发展

COMMON DEVELOPMENT

倡导互利与双赢, 谈合作, 讲奉献, 偕行致远

ADVOCATING WIN-WIN MUTUAL BENEFIT, WE SHARE THE LONG JOURNEY WITH COOPERATION AND DEDICATION.

SDGS



关键议题 KEY INITIATIVES

- 7-供应商安全环境绩效
SUPPLIER HSE PERFORMANCE
- 12-诚信合规的供应基础
INTEGRITY & COMPLIANCE
- 13-透明的信息发布
TRANSPARENT DISCLOSURE
- 15-履行社会责任
FULFILL SOCIAL RESPONSIBILITY
- 16B-行业共同发展
INDUSTRY COMMON DEVELOPMENT



供应商CSR指标达标率 (%)
Supplier CSR Target Completion Rate (%)

100

志愿者服务参与人次 (人次)
Man-time Involved in Voluntary Services (Man-time)

478

累计提交政策或标准建议数量 (项)
Accumulated Suggestions on Policy or Standards (Qty)

7

六、共同发展 COMMON DEVELOPMENT



三大改进 Top 3 Improvements

- 启动对供应商企业社会责任和可持续发展的宣贯
Start promotion on social responsibility and sustainable development to suppliers.
- 自发组织的浦东阳光志愿者服务队获得股东方和地方政府高度认可
A self-organized Pudong Sunshine Voluntary Service Team has got high appraisal by shareholder and local government.
- 推动建立慈善公益组织, 激励慈善公益活动
Promote the establishment of charitable organizations and encourage charitable activities.

专题: 新冠疫情对应

FEATURE – Coping with Covid-19



新冠疫情发生后, 公司相关力量迅速集结, 在做好内部员工健康检测、防疫物资准备、防疫标准制定的同时, 积极组织各类活动支持公司和社会防疫工作。

After the outbreak of the Covid-19 epidemic, the relevant forces of the company assembled quickly and organized various activities to support the company and the society's epidemic prevention work while doing internal employee health testing, preparing anti-virus materials, and formulating anti-virus standards.



浦东公司阳光志愿者集结形成防疫突击队
参加隔离小区的防疫工作

Members of Sunshine Voluntary Team from Pudong Company assembled to form an epidemic prevention commando and participated in the epidemic prevention work in the isolated community.



防疫手册为所属园区抗疫提供参考
Epidemic prevention manual provided a reference to industrial zone for anti epidemic work.



沈阳地区分子公司参与母公司慰问榆东社区
防疫一线工作人员活动

Plants in Shenyang area participated mother company's condolence to the front-line staff of Yudong community epidemic prevention.

*供应链疫情应对与支持见第三章, 不再赘述
Supply chain's anti-virus description please see Chapter 3, will not repeat here.

六、共同发展 COMMON DEVELOPMENT



与供应商合作共赢

Win-win Collaboration with Suppliers

YFPO的供应链

YFPO Supply Chain

延锋彼欧采购的主要生产性物资包括塑料粒子、油漆、注塑件、喷漆件、金属件、电器件、紧固件、挤出件、胶水和其他表面处理原料和药剂等。公司供应商数量众多，覆盖跨国龙头、国内国企、合资、民营及不少中小微公司。延锋彼欧一直以“成为供应商首选的客户”为理念，致力于与供应商保持良好的合作，密切配合，共同进步和发展。

We purchase productive commodities including plastic resins, paints, injection molded parts, painted parts, metal parts, electrical parts, fasteners, extrusion and other surface treatment materials and chemicals. YFPO has numerous suppliers including transnational giants, domestic state-owned enterprises, joint ventures, private companies and many of them are small-sized. With the mindset “to be the first choice for suppliers”, we have always been committed to maintaining good cooperation with suppliers, cooperating closely, making progress and development together.

供应商战略管理

Supplier Strategic Management

供应链的竞争力早已成为延锋彼欧核心竞争力的重要组成部分。延锋彼欧特别注重与供应商建立良好的战略合作关系，公司根据供应商业绩和所供产品的重要度，公司将供应商按层级进行分类，与核心供应商建立战略合作伙伴关系，与主要供应商、一般供应商建立长期合作关系，在资金、技术、管理上对供应商给予积极扶持和帮助，确保供应商持续发展，谋求共赢格局。公司依据供应商的过程表现、综合评价、设计能力、合作意愿和合作时间等，确定供应商的战略等级，对于不同战略等级的供应商实施分层的管理模型。

Industry-leading companies are inseparable from industry-leading supply chains, and the competitiveness of supply chains has been an important part of YFPO core competency. We pay more attention to establishing good strategic cooperative relations with suppliers. According to performance and importance degree of product, we classify suppliers and build strategic partnership with core suppliers, build long-term cooperation with main suppliers and general suppliers. We support and help suppliers in terms of capital, technology and management to ensure the sustainable development of the supplier and seek a win-win pattern. We have determined strategic levels of suppliers according to their performance, comprehensive evaluation, design ability, willingness of cooperation and history, etc., and implements hierarchical management models for suppliers with different strategic levels.



供应商管理电子平台

Supplier Management E-Platform

YFPO供应商管理电子化平台IPUR是YFPO和供应商之间交流的窗口，所有供应商均可使用。它帮助供应商更好与我们开展业务和合作，包括商务管理、项目管理、绩效管理、能力提升等。

YFPO supplier management platform IPUR is a non-exclusive window for communication between YFPO and all suppliers. It helps suppliers better do business and cooperate with us, including business management, project management, performance management, ability improvement, etc.



供应商管理电子平台IPUR
IPUR – Supplier Management Platform

供应商绩效评价和能力提升

Supplier performance evaluation and capability improvement

为了更好的与供应商合作，帮助其满足汽车行业越来越高的要求，YFPO也向供应商端传递主机厂、行业的要求，并将这些要求融入YFPO的日常管理中，帮助供应商提升能力。

For better cooperate with suppliers and help them meet increasing requirements of the automotive industry, YFPO also conveys the requirements of OEMs and industries to suppliers and integrates these requirements into daily management.

公司建立《供应商定期评审评价管理规定》，对潜在供应商审核包括研发能力、制造能力、质量水平、成本控制和安全与环境作为必要准则，同时制定年度审核计划，及不定期的飞行审核，力求供应商常态管理符合客户要求。

We have established "Regulations on Periodic Review and Evaluation of Suppliers", which clearly requires R&D capability, manufacturing capability, quality level, cost control, safety and environment compliance as adequate criterion to potential suppliers. In addition, annual audit plans as well flying check would help our suppliers comfort to customer request in daily work.

为更好推进供应商的技术能力、管理效率，降低质量风险与质量成本，近年来，公司与供应商协同推进质量管理能力提升，搭建供应商能力提升平台。公司通过供应商平台会、高层互访、供应商动态评价和各种形式的交流会议等，实现了从供应商发展战略、企业文化到业务信息的有效沟通。2021年我们重点针对消除七大浪费开展了推进。

In order to better promote the technical capabilities and management efficiency of suppliers, reduce quality risks and costs, in recent years, we have cooperated to build platform for supplier capability improvement. Effective communication from supplier development strategies, corporate culture to business information have been conducted through meetings, high-level mutual visits, supplier dynamic evaluations and various forms of exchange meetings. In 2021, the improvement was focus on seven wastes reduction.

六、共同发展 COMMON DEVELOPMENT



与供应商合作共赢

Win-win Collaboration with Suppliers



■ 供应商社会责任管理

Supplier Social Responsibility Management

供应商是否能切实履行社会责任、助力可持续发展,对公司可持续发展战略的推进带来了愈发明显的影响。公司于2008年即建立了《供应商手册》,为供应链提供了指导性标准。近年来除制造、质量、物流管理外,不断增加对安全环境管理的要求模块。我们于2020年参考SA8000社会责任体系标准新增了供应商“社会责任和可持续发展篇”,要求供应商必须符合所在国法律法规条款要求、社会责任和可持续发展10项原则,应建立企业内部社会责任相关的管理制度,并对关键议题实施有效管控执行。2021年通过IPUR,我们对供应商进行了社会责任及可持续发展的宣贯。

Whether suppliers can earnestly fulfill their social responsibilities and contribute to sustainable development has an increasingly obvious impact on the advancement of the company's sustainable development strategy. We established the "Supplier Handbook" in 2008, which provides guiding standards for the supply chain. In recent years, in addition to manufacturing, quality, logistics management requirements, the requirement modules for supplier safety and environmental management have been continuously increased. In 2020 we added module of "supplier social responsibility and sustainable development" refer to SA8000 social responsibility system, requiring suppliers to comply with the requirements of the local laws and regulations as well as 10 principals of social responsibility and sustainable development, establish internal corporate social responsibility related management system, and implement effective control for key issues. In 2021 through IPUR, we promoted social responsibility and sustainable development notice for suppliers.

潜在供应商审核对安全与环境的评估也由公司HSE专业人员负责,环境与安全审核的结果具有一票否决权。公司对已准入供应商制定安全环境审核计划,针对危化品、特定工艺供应商,必须覆盖到安全环境审核。通过IPUR供应商管理系统,及时通知与监控评审计划的有效执行。截止到2021年已经完成42家供应商的安全环境审核,所有提出的问题都得到了有效的解决。

Potential supplier audit safety and environment part was audited by our HSE professionals who have one-vote veto power. For admitted suppliers we formulate safety and environmental audit plan, which must cover the safety and environmental audit for suppliers of hazardous chemicals and specific processes. Through IPUR supplier management system, we would timely notify and monitor the effective implementation. As of 2021, 42 suppliers have got through safety & environment audit with all the issues raised effectively resolved.

公司业务形态导致我们与供应商的商业接触面广、频次高、金额大,为保证廉洁、公正、透明的经营环境,我们已实现所有供应商“廉洁承诺书”签署全覆盖,并同时开放举报渠道以及时知晓并纠正可能存在的腐败行为。

The business form of the company leads us to have extensive commercial contacts with suppliers, with high frequency and large amount of money. In order to ensure an honest, fair and transparent business environment, we have achieved full coverage of the signing of the "Integrity Commitment" for all suppliers, and opened reports at the same time. Channels to be aware of and correct possible corrupt practices in a timely manner.



对供应商社会责任要求
Request to Supplier Social Responsibility



社会责任及可持续发展宣贯
Social Responsibility & Sustainable Development Promotion

■ 供应商CSR绩效管理

Supplier CSR Performance Management:

YFPO时刻关注供应商企业社会责任的落实情况,并在公司内部制定了指标,进行月度的跟进。

We always pay attention to the implementation of suppliers' corporate social responsibility, and has established indicators within the company for monthly follow-up.

六、共同发展 COMMON DEVELOPMENT



慈善公益活动

Charity and Public Benefit Activities

部分案例 Classical Cases

教育和就业机会 EDUCATION & JOB OPPORTUNITY



总部“助爱十年，部一予力”河南固始助学
HQ, "A DECADE'S LOVE, BRANCH 1'S UTMOST"
STUDENT AID IN GUSHI, HENAN



铁西 朝阳县学生结对
TX, CARE PAIRING STUDENTS IN CHAOYANG
COUNTY, LIAONING



江夏“凝聚爱心，点燃希望”湖北团凤助学
JX, "GATHERING LOVE, LIGHTING HOPE"
STUDENT AID IN TUANFENG, HUBEI

健康医养 HEALTH & PHYSICIAN CARE



东莞 无偿献血
DG, VOLUNTARY BLOOD DONATION



浦东 救护员培训
PD, FIRST AIDER TRAINING



长沙 重阳节慰问抗战老兵
CSA, VISIT VETERAN OF WWII AT
CHUNG YEUNG FESTIVAL

其他 OTHERS



烟台 雪天应急公益道路救援
T, EMERGENCY TRAFFIC ASSISTANT IN SNOWY DAY



铁西 与街道结对参与除雪活动
TX, SNOW CLEARING WITH LOCAL COMMUNITY

绿色环保 ENVIRONMENT PROTECTION



总部 公益净滩
HQ, CLEARING INTERTIDAL ZONE



烟台 垃圾分类宣传
YT, GARBAGE SORTING PROMOTION



南京及各地 植树节活动
NJ & ALL SITES, ARBOR DAY ACTIVITIES

个人贡献 INDIVIDUAL CONTRIBUTION



浦东 罗梅 张江镇十佳志愿者 志愿讲解
PD, LUO MEI, TOP 10 VOLUNTEER OF ZHANGJIANG
TOWN, VOLUNTARY COMMENTATOR



总部 法籍员工Isabelle在中国参与无偿献血
FRENCH EMPLOYEE ISABELLE DONATES
BLOOD IN CHINA



总部 冯丽惠 参与社区疫苗接种志愿服务
FENG LIHUI'S VOLUNTARY VACCINATION
SERVICE IN LOCAL COMMUNITY

六、共同发展 COMMON DEVELOPMENT



慈善公益活动

Charity and Public Benefit Activities

理念与投入

Philosophy & Inputs

公司将履行社会责任纳入公司发展目标之中，努力用各种方式回报社会，寻求企业发展与社会和谐的契合：公司在不断改善经营业绩，积极为国家和地方缴纳税收的同时，热心公益，在环境保护、教育支持、体育促进、社会关爱等领域不断践行企业社会责任，并形成了长效机制。

We have incorporated the fulfillment of social responsibility into the company's development goals, strive to return society in various ways and seek the harmony between corporate development and society. When constantly improving business performance, we also concern public welfare as well as proactive tax-payment, continue to practice corporate social responsibility in fields of environmental protection, education support, sports promotion, social care, etc. with long-term mechanism.

浦东公司阳光志愿者服务队

Sunshine Voluntary Service Team in Pudong Branch

本着回报社会，关爱社会的理念，2020年5月延锋彼欧浦东公司注册成立了延锋彼欧第一支官方认证的志愿者服务队“延锋彼欧浦东公司阳光志愿者服务队”。服务队成立后陆续开展了一系列社会志愿服务活动：防诈骗义务宣传、疫苗接种点志愿服务、衣物捐赠等。

In line with the concept of repaying the society and caring for the society, in May 2020, Yanfeng PIO Pudong Company registered and established Yanfeng PIO's first officially certified volunteer service team "Yanfeng PIO Pudong Company Sunshine Volunteer Service Team". After the establishment of the service team, a series of social volunteer service activities have been successively carried out: voluntary publicity of anti-fraud, volunteer service at vaccination points, clothing donation, etc.

	2019	2020	2021
基地公益活动平均覆盖率 Site Average Coverage Rate of Voluntary Activities	100%	100%	100%
志愿者参与人次数 Man-time of Volunteer Participants	275	390	478

慈善公益活动绩效
Charity and Public Benefit Performance



防诈骗宣传
Anti-fraud Promotion



“衣旧有温暖，环保在浦东”共收集衣物621件，捐往新疆阿克苏和四川凉山
“Warm Old Clothes, Sustainability in Pudong” - 621 clothes collected has been donated to Aksu in Xinjiang and Liangshan in Sichuan



卢湾体育馆新冠疫苗接种志愿服务
Voluntary Service for vaccination in Luwan Gymnasium



广慈福利院志愿服务
Guangci Welfare Institute voluntary service



2021年12月21日，浦东公司阳光志愿者获浦东新区张江镇人民政府表扬信
On December 21, 2021, Sunshine Volunteers of Pudong Plant won a letter of commendation from the government of Zhangjiang Town, Pudong New Area

六、共同发展 COMMON DEVELOPMENT



参与社会协商

Society Consultation Participation

在专注主营业务经营、做好经济建设工作的同时，我们在力所能及的范围内广泛与相关方协商，助力行业进步、社会和谐。

In parallel with our economic contribution focusing on business scope, we keep consultation with all relative stakeholders with our capacity to support industry progress and society harmony.

基于较为领先的智能制造部署和探索，包括上海、湖北、辽宁、黑龙江等多地政府与行业协会深入交流，作为行业和地区性标杆参与地方智能制造建设推进工作。我们向政府和同行介绍当前实践、探讨前沿话题、协商行业标准和路径规划，获得政府和相关参与者的高度评价。

Regarding to our leading deployment and discovery on intelligent manufacture, we have been keeping deep communication with governments including Shanghai, Hubei, Liaoning and Heilongjiang and industrial associations. We participate local intelligent manufacture construction promotion acting as industrial and regional benchmark. Through introduction current practice, discuss frontier topics and deliberating industrial standard and roadmap planning with government and accompaniers, we were highly appraised by them.

在涂装行业领域，我们参加了MF材涂联动主办的涂装论坛，分享水性漆高发缺陷的问题解决，推广水性漆应用技术，强化了行业认可度。

In scope of coating industry, we participated painting forum and shared problem solving of high-frequent defects of water-borne paint to support promotion of water-borne application. It enhanced our industry acknowledgement.

公司参与行业标准协会的研讨会议，包括《乘用车保险杠系统》标准、汽车碰撞安全工作组GB24550汽车对行人碰撞保护法规、GB17354车辆前后端保护装置、GB 26134乘用车顶部抗压强度、新版国标4785标准修订规划等。

We participate in conference of industry standards associations, including passenger car bumper system standards, GB24550 vehicle pedestrian collision protection regulations, GB17354 vehicle front and rear end protection devices, GB 26134 passenger car top compressive strength, revision planning of new national standard 4785, etc.

针对双碳话题，我们主动联系CDP和中汽研，并积极参加外部论坛，快速吸收相关知识，结合行业细分交流经验。

Focusing on Carbon Peaking & Carbon Neutrality, we proactively talk to CDP and CATARC, attend external forums so as to absorb relevant knowledge quickly and exchange experiences combine with segment characteristics.

在创新领域，我们参与了汽车照明及光信号装置新技术与新标准研讨会，针对透光外饰与关联行业专家和标准制定者交流。

As per innovation areas, we participated in the workshop on new technologies and standards for automotive lighting and optical signal devices, discussing with experts and standard setters of transparent exterior products and related industries.

在政府政策方面，公司部分员工自统战战线向政府相关部门提出若干建议，并受到政府好评。

Regarding to government policy, numbers of our staff have proposed suggestion to specific bureaus through united front channel, getting positive feedback.

2021年，铁西工厂、宁德工厂分别接受了当地媒体的采访报道，重点围绕经济建设和技术进步，展现了公司的良好形象。

In 2021, TX and ND plants have been interviewed and reported by local media with topics from economic operation and technology improvement, which showed the company's good image.



江夏 武汉市工业智能化改造提升会
Industrial Intelligent Modification Improvement Meeting
of Wuhan City Held in JX



总部 塑料件涂装论坛发言
Speech on Plastic Painting Forum by HQ



宁德 媒体报道
Media Report ND



2025展望

2025 Outlook



核心供应商碳管理覆盖率(%)*
Coverage of carbon management in core suppliers (%)



100

年志愿活动参与人次--OFC
Annual Voluntary Activity Participants in Man-time



>1,000

累计提交政策或标准建议数量
Accumulated Suggestions on Policy or Standards



>50

*该指标显示核心供应商在目标年将碳管理工作要求落实到企业中
The indicator shows that the core suppliers will implement the requirements of carbon management in the enterprise in the target year

附一、披露范围 APPENDIX I - LIST OF DISCLOSURE SCOPE



延锋彼欧汽车外饰系统有限公司2021年CSR报告披露范围清单

List of Disclosure Scope of 2021 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. CSR Report

序号	公司名称 Name	公司地址* Location	主要产品业务 Main Product / Business	公司简称 Abbreviation
1	延锋彼欧汽车外饰系统有限公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd.	中国上海市嘉定区安亭镇墨玉路540号 540 Moyu Road, Anting Town, Jiading District, Shanghai, China	总部职能、研发中心、测试中心 Headquarter Function, Technical Center, Test Center	延锋彼欧总部 HQ
2	延锋彼欧（上海）汽车外饰系统有限公司 Yanfeng Plastic Omnium (Shanghai) Automotive Exterior Systems Co., Ltd.	中国上海市嘉定区安亭镇墨玉路540号17幢 17-540 Moyu Road, Anting Town, Jiading District, Shanghai, China	汽车保险杠、汽车复合材料尾门 Bumpers, Composite Tailgates	安亭公司/工厂 AT
3	延锋彼欧汽车外饰系统有限公司浦东分公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Pudong Branch	中国上海市浦东新区东胜路229号 229 Dongsheng Road, Pudong New District, Shanghai, China	汽车保险杠 Bumpers	浦东公司/工厂 PD
4	延锋彼欧汽车外饰系统有限公司沈阳分公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Shenyang Branch	中国辽宁省沈阳市欧盟经济开发区月亮湖街59号 59 Yuelianghu Street, EUEDZ, Shenyang, Liaoning, China	汽车保险杠 Bumpers	大东公司/工厂 DD
5	延锋彼欧汽车外饰系统有限公司南京江宁分公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Nanjing Jiangning Branch	中国江苏省南京市江宁经济开发区长盛街7号 7 Changsheng Street, Jiangning EDZ, Nanjing, Jiangsu, China	汽车保险杠 Bumpers	南京公司/工厂 JN
6	重庆延锋彼欧富维汽车外饰有限公司 Chongqing Yanfeng Plastic Omnium FAWAY Automotive Exterior Co., Ltd.	中国重庆市两江新区金开大道1999号 1999 Jinkai Avenue, Liangjiang New District, Chongqing, China	汽车保险杠、汽车复合材料尾门 Bumpers, Composite Tailgates	重庆公司/工厂 CQJV
7	延锋彼欧仪征汽车外饰系统有限公司（含合肥基地） Yanfeng Plastic Omnium Yizheng Automotive Exterior Systems Co., Ltd. (Incl. Hefei Base)	中国江苏省扬州市（仪征）汽车工业园屹丰大道77号 77 Yifeng Avenue, Yizheng Auto Industrial Park, Yangzhou, Jiangsu, China	汽车保险杠、汽车复合材料尾门 Bumpers, Composite Tailgates	仪征公司/工厂 合肥基地 YZ, HF Base
8	延锋彼欧汽车外饰系统有限公司烟台分公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Yantai Branch	中国山东省烟台市开发区台北北路52号 52 North Taipei Road, Yantai Development Zone, Shandong, China	汽车保险杠 Bumpers	烟台公司/工厂 YT
9	延锋彼欧汽车外饰系统有限公司东莞分公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Dongguan Branch	中国广东省东莞市凤岗镇雨湖路3号1栋101室 1-101, No 3 Yuhu Road, Fenggang Town, Dongguan, Guangdong, China	汽车保险杠、汽车复合材料尾门 Bumpers, Composite Tailgates	东莞公司/工厂 DG
10	延锋彼欧（沈阳）汽车外饰系统有限公司（含G08基地） Yanfeng Plastic Omnium (Shenyang) Automotive Exterior Systems Co., Ltd. (Incl. G08 Base)	中国辽宁省沈阳市经济技术开发区开发二十二号路186号 186, 22# Road, ETDZ, Sheyang, Liaoning, China	汽车保险杠、汽车复合材料尾门附件 Bumpers, Composite Tailgate Parts	铁西公司/工厂, G08基地 TX, G08
11	延锋彼欧宁波汽车外饰系统有限公司 Yanfeng Plastic Omnium Ningbo Automotive Exterior Systems Co., Ltd.	中国浙江省宁波市杭州湾新区滨海六路180号大众联合汽车产业园4号厂房 4-180, Binghai VI Road, Hangzhouwan New District, Ningbo, Zhejiang, China	汽车保险杠 Bumpers	宁波公司/工厂 CX
12	延锋彼欧汽车外饰系统有限公司常熟分公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Changshu Branch	中国江苏省常熟市经济技术开发区万和路39号万和工业坊12&13号楼 12&13-39 Wanhe Road, ETDZ Changshu, Jiangsu, China	汽车保险杠、汽车复合材料尾门 Bumpers, Composite Tailgates	常熟公司/工厂 Csu
13	延锋彼欧武汉汽车外饰系统有限公司 Yanfeng Plastic Omnium Wuhan Automotive Exterior Systems Co., Ltd.	中国湖北省武汉市江夏经济开发区金港新区凯迪拉克大道88号 88 Cadillac Avenue, Jingang New District of Jiangxia EDZ, Wuhan, Hubei, China	汽车保险杠、汽车复合材料尾门 Bumpers, Composite Tailgates	江夏公司/工厂 JX
14	延锋彼欧汽车外饰系统有限公司长沙分公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Changsha Branch	中国湖南省长沙市长沙县经济技术开发区干杉镇龙峰南路108-1号 108-1 South Longfeng Road, Ganshan Town, ETDZ Changsha County, Hunan, China	汽车保险杠 Bumpers	长沙公司/工厂 Csa
15	长春华众延锋彼欧汽车外饰有限公司 Changchun Huazhong Yanfeng Plastic Omnium Automotive Exterior Co., Ltd.	中国吉林省长春市东南湖大路5001号 5001 Dongnanhu Avenue, Changchun, Jilin, China	汽车保险杠、汽车复合材料尾门 Bumpers, Composite Tailgates	长春公司/工厂 CCJV
16	延锋彼欧汽车外饰系统有限公司郑州分公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Zhengzhou Branch	中国河南省郑州市经济开发区经开二十二大街177号 177 Jingkai 22# Avenue, EDZ, Zhengzhou, Henan, China	汽车保险杠 Bumpers	郑州公司/工厂 ZZ
17	延锋彼欧（杭州）汽车外饰系统有限公司 Yanfeng Plastic Omnium (Hangzhou) Automotive Exterior Systems Co., Ltd.	中国浙江省杭州市钱塘新区江东五路5105号 5105 Jiangdong 5# Road, Qiantang New District, Hangzhou, Zhejiang, China	汽车保险杠 Bumpers	杭州公司/工厂 HZ
18	延锋彼欧（宁德）汽车外饰系统有限公司 Yanfeng Plastic Omnium (Ningde) Automotive Exterior Systems Co., Ltd.	中国福建省宁德市蕉城区七都镇三屿上汽零部件工业园区名爵路3号 3 Mingjue Road, SMPV Component Zone, Sanyu, Qidu Town, Jiaocheng, Ningde, Fujian, China	汽车保险杠 Bumpers	宁德公司/工厂 ND
19	延锋彼欧（大庆）汽车外饰系统有限公司 Yanfeng Plastic Omnium (Daqing) Automotive Exterior Systems Co., Ltd.	中国黑龙江省大庆市高新区沃庆路13号 13 Woqing Road, HTZ, Daqing, Heilongjiang, China	汽车保险杠 Bumpers	大庆公司/基地 DQ

*公司地址为注册地地址
The company location is the registered address.

附一、2021年CSR报告披露范围

延锋彼欧汽车外饰系统有限公司2021年CSR报告披露范围清单(续)

List of Disclosure Scope of 2021 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. CSR Report (Continue)

	公司名称 Name	公司地址 Location	主要产品业务 Main Product / Business	公司简称 Abbreviation
20	延康汽车零部件如皋有限公司 (含太仓基地) Yankang Automotive Component Rugao Co., Ltd (Incl. Taicang Base)	中国江苏省如皋市经济开发区金轮西路9号 9 West Jinlun Road, Rugao EDZ, Nantong, Jiangsu, China	汽车电镀件及格栅总成、汽车透波透光饰件 Chrome Trims & Grilles, Wave / Light Transparent Trims	如皋延康公司/工厂 太仓基地 RGYK, TCa Base
21	延锋彼欧汽车外饰系统有限公司上海临港分公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Shanghai Lingang Branch	中国上海市浦东新区泥城镇新元南路600号13幢101 13-101, 600 South Xinyuan Road, Nicheng Town, Pudong New District, Shanghai, China	汽车保险杠 Bumpers	临港公司/基地 LG
22	延锋彼欧汽车外饰系统有限公司大连分公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Dalian Branch	中国辽宁省大连市开发区南港路7号 7 Nangang Road, Development Zone, Dalian, Liaoning, China	汽车复合材料尾门 Composite Tailgates	大连公司/基地 DL
23	广州中新延锋彼欧汽车外饰件有限公司 Guangzhou Zhongxin Yanfeng Plastic Omnium Automotive Exterior Parts Co., Ltd.	中国广东省广州市增城中新镇中福北路3号 3 North Zhongfu Road, Zhongxin Town Zengcheng, Guangzhou, Guangdong, China	汽车保险杠 Bumpers	广州公司/工厂 GZJV
24	延锋彼欧(哈尔滨)汽车外饰系统有限公司 Yanfeng Plastic Omnium (Harbin) Automotive Exterior Systems Co., Ltd.	中国黑龙江省哈尔滨市哈南经济开发区哈南第八大道3号 3, 8# Avenue, Hanan EDZ, Harbin, Heilongjiang, China	汽车保险杠 Bumpers	哈尔滨公司/基地 HEB

备注

临港基地2021完成搬迁，注册地点将变更。

广州公司2021年业务转移至新广州合资公司（由延锋彼欧、广州中新、广汽部件三方合资，延锋彼欧不并表，不纳入报告范围），2021年5月起已无实际生产运营活动。

哈尔滨公司已无实质生产运营活动。

Remark

LG Base has been moved. Register address is going to be changed.

In 2021, Guangzhou company transferred the business to the new Guangzhou joint venture (a joint venture of YFPO, Guangzhou Zhongxin and GAC components, which is not consolidated and is not included in the scope of the report). There has been no actual production and operation activities since May 2021.

We already have no actual production in HEB.



尊敬的读者, 您好!

非常感谢您阅读了《延锋彼欧汽车外饰系统有限公司 2021年度社会责任报告》。如果您对本报告有任何想法和建议, 请填写下面的意见反馈表, 通过邮寄、传真或电子邮件发给我们。对于您的宝贵意见, 我们致以深深的谢意!

姓名: _____ 联系电话: _____ 电子邮箱: _____

1. 您认为哪些章节为您提供了重要信息?

- 公司概况 组织治理 产品责任
 环保责任 员工关爱 共同发展

2. 您如何评价本报告?

- 易读性 好 一般 不好
完整性 好 一般 不好
中肯性 好 一般 不好
排版设计 好 一般 不好
总体印象 好 一般 不好

3. 您对我们下一年度报告的建议?

4. 请与我们联系:

通讯地址: 中国上海市墨玉路540号

邮政编码: 201805

邮箱地址: sustainability@yfpo.com

Dear Reader,

Thank you very much for reading 2021 YFPO Social Responsibility Report of Yanfeng Plastic Omnium Automotive Exterior Systems Co., LTD. If you have any thoughts or suggestions on this report, please fill out the feedback form below and send them to us by mail, fax or email. We would like to express our deep gratitude for your valuable suggestions.

Name: _____ Phone Number: _____ Email: _____

1. Which chapters do you think provide you with important information?

- Corporate Profile Organization Governance Product Responsibility
 Environment Responsibility Caring Employees Common Development

2. How do you evaluate this report?

- Readable Good Ordinary Not Really
Completeness Good Ordinary Not Really
Relevance Good Ordinary Not Really
Layout Design Good Ordinary Not Really
Total Image Good Ordinary Not Really

3. Your suggestion to our next year's report?

4. Please contact us

Address: 540 Moyu Road, Shanghai, China

Post Code: 201805

Email: sustainability@yfpo.com

附三、GRI 指标索引 APPENDIX III - GRI BENCHMARK



第一部分：一般披露项 Part One – General Disclosures

编号 Code	描述 Description	SDG	页码 Page
组织概况 Organization Overview			
102-1	组织名称 Name of the organization		9
102-2	活动、品牌、产品和服务 Activities, brands, products, and services		9,10
102-3	总部位置 Location of headquarters		9
102-4	经营位置 Location of operations		9
102-5	所有权与法律形式 Ownership and legal form		9
102-6	服务的市场 Markets served		9,10
102-7	组织规模 Scale of the organization		9,11,64,65
102-8	关于员工和其他工作者信息 Information on employees and other workers		46
102-9	供应链 Supply chain		58
102-10	组织及其供应链的重大变化 Significant changes to the organization and its supply chain		N/A
102-11	预警原则或方针 Precautionary Principle or approach		14
102-12	外部倡议 External initiatives		N/A
102-13	协会的成员资格 Membership of associations		N/A
战略 Strategy			
102-14	最高组织者声明 Statement from senior decision-maker	16	3
102-15	关键影响、风险和机遇 Key impacts, risks, and opportunities		12
道德与诚信 Ethics and integrity			
102-16	价值观、原则、标准和行为规范 Value, policy, standard, & code of conduct	16	8,15,16
102-17	关于道德的建议和关切问题的机制 Mechanisms for advice and concerns about ethics	16	15,16
管治 Governance			
102-18	管治架构 Governance structure		15
102-19	授权 Delegating authority		15
102-20	管理层对于经济、环境和社会议题的责任 Executive-level responsibility for economic, environmental and social topics		17
102-21	经济、环境和社会议题与利益相关方进行的磋商 Consulting stakeholders on economic, environmental and social topics		20, 21

第一部分：一般披露项 Part One – General Disclosures

编号 Code	描述 Description	SDG	页码 Page
102-22	最高管治机构及其委员会的组成 Composition of the highest governance body and its committees		15,24,32
102-23	最高管治机构主席 Chair of the highest governance body		15
102-24	最高管治机构的提名和甄选 Nominating and selecting the highest governance body		15
102-25	利益冲突 Conflicts of interest		16
102-26	最高管治机构在制定宗旨、价值观和战略方面的作用 Role of highest governance body in setting purpose, value and strategy		15,17
102-27	最高管治机构的集体认识 Collective knowledge of highest governance body		3
102-28	最高管治机构的绩效评估 Evaluating the highest governance body's performance		N/A
102-29	经济、环境和社会影响的识别和管理 Identifying and managing economic, environmental, and social impacts		12,18,20,21,41
102-30	风险管理流程的效果 Effectiveness of risk management processes		N/A
102-31	经济、环境和社会议题的评审 Review of economic, environmental & social topics		21
102-32	最高管治机构在可持续发展报告方面的作用 Highest governance body's role in sustainability reporting		3,17
102-33	重要关切问题的沟通 Communicating key initiatives		20,21
102-34	重要关切问题的性质和总数 Nature and total number of key initiatives		20,21
102-35	报酬政策 Remuneration policies	3.8	47,49
102-36	决定报酬的过程 Process for determining remuneration	3.8	47,49
102-37	利益相关方对报酬决定过程的参与 Stakeholders' involvement in remuneration	3.8	47,49
102-38	年度总薪酬比率 Annual total compensation ratio	3.8	N/A
102-39	年度总薪酬增幅比率 Percentage increase in annual total compensation ratio	3.8	N/A
利益相关方参与 Stakeholder engagement			
102-40	利益相关方群体列表 List of stakeholder groups		20
102-41	集体谈判协议 Collective bargaining agreements	8	49
102-42	利益相关方的识别和遴选 Identifying and selecting stakeholders		20
102-43	利益相关方参与方针 Approach to stakeholder engagement		20

附三、GRI 指标索引 APPENDIX III - GRI BENCHMARK



第一部分：一般披露项 Part One – General Disclosures

编号 Code	描述 Description	SDG	页码 Page
102-44	提出的主要议题和关切问题 Key topics and concerns raised		20,21
报告实践 Reporting practice			
102-45	合并财务报表中所涵盖的实体 Entities included in the consolidated financial statements		64,65
102-46	界定报告内容和议题边界 Defining report content and topic Boundaries		1,21
102-47	实质性议题列表 List of key initiatives		21
102-48	信息重述 Restatements of information		N/A
102-49	报告变化 Changes in reporting		N/A
102-50	报告期 Reporting period		1
102-51	最近报告日期 Date of most recent report		1
102-52	报告周期 Reporting cycle		1
102-53	有关本报告问题的联系人信息 Contact for questions regarding the report		66
102-54	符合 GRI 标准进行报告的声明 Claims of reporting in accordance with the GRI Standards		1,71
102-55	GRI 内容索引 GRI content index		67-70
102-56	外部鉴证 External assurance		71
管理方法 Management approach			
103-1	对实质性议题及其边界的说明 Explanation of the material topic and its Boundary		21
103-2	管理方法及其组成部分 The management approach and its components		15-17
103-3	管理方法的评估 Evaluation of the management approach		15-17,21

第二部分：具体标准披露项 Part2: Topic-specific disclosures

编号 Code	描述 Description	SDG	页码 Page
经济绩效 Economic Performance			
201-1	直接产生和分配的经济价值 Direct economic value generated and distributed	8	11
202-2	气候变化带来的财务影响以及其他风险和机遇 Financial implications and other risks and opportunities due to climate change	13	N/A
203-3	义务性固定福利计划和其他退休计划 Refined benefit plan obligations and other retirement plans		N/A
204-4	政府给予的财政补贴 Financial assistance received from government		11

第二部分：具体标准披露项 Part2: Topic-specific disclosures

编号 Code	描述 Description	SDG	页码 Page
市场表现 Market presence			
202-1	标准起薪水平工资与当地最低工资之比 Ratios of standard entry level wage by gender compared to local minimum wage		N/A
202-1	从当地社区雇佣高管的比例 Proportion of senior management hired from the local community		N/A
间接经济影响 Indirect economic impacts			
203-1	基础设施投资和支持性服务 Infrastructure investments and services supported	1,10	N/A
203-2	重大间接经济影响 Significant indirect economic impacts	1,10	N/A
采购实践 Procurement practices			
204-1	向当地供应商采购支出的比例 Proportion of spending on local suppliers	1,17	N/A
反腐败 Anti-corruption			
205-1	已进行腐败风险评估的运营点 Operations assessed for risks related to corruption	16	15
205-2	反腐败政策和程序的传达及培训 Communication and training about anti-corruption policies and procedures	16	16
205-3	经确认的腐败事件和采取的行动 Confirmed incidents of corruption and actions taken	16	无 None
不正当行为 Anti-competitive behavior			
206-1	不正当竞争行为、反托拉斯和反垄断实践的法律诉讼 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	16	无 None
物料 Materials			
301-1	所用物料的重量或体积 Materials used by weight or volume		N/A
301-2	所使用的回收进料 Recycled input materials used		38
301-3	回收产品及其包装材料 Reclaimed products and their packaging materials		N/A
能源 Energy			
302-1	组织内部的能源消耗量 Energy consumption within the organization	13	11,42
302-2	组织外部的能源消耗量 Energy consumption outside of the organization	13	N/A
302-3	能源强度 Energy intensity	13	11,40,42
302-4	减少能源消耗 Reduction of energy consumption	12,13	40-42
302-5	降低产品和服务的能源需求 Reduction in energy requirements of products and services	13	N/A

附三、GRI 指标索引 APPENDIX III - GRI BENCHMARK



第一部分：一般披露项 Part One – General Disclosures

编号 Code	描述 Description	SDG	页码 Page
水资源 Water Resource			
303-1	组织与水(作为共有资源)的相互影响 Interactions with water as a shared resource	12	39
303-2	管理与排水相关的影响 Management of water discharge-related impacts	12	39
303-3	取水 Water withdrawal		N/A
303-4	排水 Water discharge		39
303-5	耗水 Water consumption		N/A
生物多样性 Biodiversity			
304-1	组织所拥有、租赁、在位于或邻近于保护区和保护区外生物多样性丰富区域管理的运营点 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		不涉及 Not Relevant
304-2	活动、产品和服务对生物多样性的重大影响 Significant impacts of activities, products, and services on biodiversity		不涉及 Not Relevant
304-3	受保护或经修复的栖息地 Habitats protected or restored		不涉及 Not Relevant
304-4	受运营影响区域的栖息地中已被列入 IUCN 红色名录及国家保护名册的物种 IUCN Red List species and national conservation list species with habitats in areas affected by operations		不涉及 Not Relevant
排放 Emissions			
305-1	直接(范畴 1)温室气体排放 Direct (Scope 1) GHG emissions	7,12,13	11,42
305-2	能源间接(范畴 2)温室气体排放 Energy indirect (Scope 2) GHG emissions	7,13	11,42
305-3	其他间接(范畴 3)温室气体排放 Other indirect (Scope 3) GHG emissions		N/A
305-4	温室气体排放强度 GHG emissions intensity	7,12,13	42
305-5	温室气体减排量 Reduction of GHG emissions	7,13	40,42
305-6	臭氧消耗物质(ODS)的排放 Emissions of ozone-depleting substances (ODS)		N/A
305-7	氮氧化物(NOx)、硫氧化物(SOX)和其他重大气体排放 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	12	39
污水和废弃物 Effluents and waste			
306-1	按水质及排放目的地分类的排水总量 Water discharge by quality and destination		N/A

第二部分：具体标准披露项 Part 2: Topic-specific disclosures

编号 Code	描述 Description	SDG	页码 Page
306-2	按类别及处理方法分类的废弃物总量 Waste by type and disposal method	12	11,39
306-3	重大泄漏 Significant spills		无 None
306-4	危险废物运输 Transport of hazardous waste		N/A
306-5	受排水和 / 或径流影响的水体 Water bodies affected by water discharges and/or runoff		N/A
环境合规 Environmental compliance			
307-1	违反环境法律法规 Non-compliance with environmental laws and regulations	12	N/A
供应商环境评估 Supplier environmental assessment			
308-1	使用环境标准筛选的新供应商 New suppliers that were screened using environmental criteria	12,17	58,59
308-2	供应链对环境的负面影响以及采取的行动 Negative environmental impacts in the supply chain and actions taken	12,17	N/A
雇佣 Employment			
401-1	新进员工和员工流动率 New employee hires and employee turnover	8	N/A
401-2	提供给全职员工 (不包括临时或兼职员工) 的福利 Benefits provided to full-time employees that are not provided to temporary or part-time employees	1,3,8	47,49
401-3	育儿假 Parental leave	3,5	N/A
劳资关系 Labor/Management			
402-1	有关运营变更的最短通知期 Minimum notice periods regarding operational changes		N/A
职业健康与安全 Occupational health safety			
403-1	职业健康安全管理体系 Occupational health and safety management system	3,8	52-54
403-2	危害识别、风险评估和事件调查 Hazard identification, risk assessment, and incident investigation	3	52-54
403-3	职业健康服务 Occupational health services	3	52-54
403-4	职业健康安全事务：工作者的参与、协商和沟通 Worker participation, consultation, and communication on occupational health and safety	3	52-54
403-5	工作者职业健康安全培训 Worker training on occupational health and safety	3,8	52-54
403-6	促进工作者健康 Promotion of worker health	3	45,52-54
403-7	预防和减轻与商业关系直接相关的职业健康安全影响、 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3,8	52-54

附三、GRI 指标索引 APPENDIX III - GRI BENCHMARK



第二部分:具体标准披露项 Part2: Topic-specific disclosures

编号 Code	描述 Description	SDG	页码 Page
403-8	职业健康安全管理体系适用的工作者 Workers covered by an occupational health and safety management system	3	52-54
403-9	工伤 Work-related Injuries	3	11,53
403-10	工作相关的健康问题 Work-related health problems	3	52-54
培训与教育 Training and education			
404-1	每名员工每年接受培训的平均小时数 Average hours of training per year per employee	3	11,50
404-2	员工技能提升方案和过渡协助方案 Programs for upgrading employee skills and transition assistance programs	3,8	50,51
404-3	定期接受绩效和职业发展考核的员工百分比 Percentage of employees receiving regular performance and career development reviews	8	47
多元化与平等机会 Diversity and Equal opportunity			
405-1	管治机构与员工的多元化 Diversity of governance bodies and employees	5,10	15,46
405-2	男女基本工资和报酬的比例 Ratio of basic salary and remuneration of women to men	5	11,46
反歧视 Non-Discrimination			
406-1	歧视事件及采取的纠正行动 Incidents of discrimination and corrective actions taken		无 None
结社自由与集体谈判 Freedom of association and collective bargaining			
407-1	结社自由与集体谈判权利可能面临风险的运营点和供应商 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	17,16	无 None
童工 Child labor			
408-1	具有重大童工事件风险的运营点和供应商 Operations and suppliers at significant risk for incidents of child labor	17,16	无 None
强迫或强迫劳动 Forced or compulsory labor			
409-1	具有强迫或强制劳动事件重大风险的运营点和供应商 Operations and suppliers at significant risk for incidents of forced or compulsory labor	17,16	无 None
安保实践 Security practices			
410-1	接受过人权政策或程序的培训的安保人员 Security personnel trained in human rights policies or procedures		N/A
原住民权利 Rights of indigenous peoples			
411-1	涉及侵犯原住民权利的事件 Incidents of violations involving rights of indigenous peoples		无 None

第二部分:具体标准披露项 Part2: Topic-specific disclosures

编号 Code	描述 Description	SDG	页码 Page
人权评估 Human rights assessment			
412-1	接受人权审查或影响评估的运营点 Operations that have been subject to human rights reviews or impact assessments	12,17	N/A
412-2	人权政策或程序的员工培训 Employee training on human rights policies or procedures		15
412-3	包含人权条款或已进行人权审查的重要投资协议和合约 Significant investment agreements / contracts include human rights clauses or audit	12,17	N/A
当地社区 Local communities			
413-1	有当地社区参与、影响评估和发展计划的运营点 Operations with local community engagement, impact assessments, and development programs		N/A
413-2	对当地社区有实际或潜在重大负面影响的运营点 Operations with significant actual and potential negative impacts on local communities		无 None
供应商社会评估 Supplier social assessment			
414-1	使用社会标准筛选的新供应商 Source new suppliers under social standard	12,17	59
414-2	供应链对社会的负面影响以及采取的行动 Negative social impacts in the supply chain and actions taken	12,17	N/A
公共政策 Public policy			
415-1	政治捐赠 Political contributions		无 None
客户健康与安全 Customer health and safety			
416-1	对产品和服务类别的健康与安全影响的评估 Assessment of the health and safety impacts of product and service categories	9,12	24
416-2	涉及产品和服务的健康与安全影响的违规事件 Incidents of non-compliance concerning the health and safety impacts of products and services		无 None
营销与标识 Marketing and labeling			
417-1	对产品和服务信息与标识的要求 Requirements for product and service information and labeling		N/A
417-2	涉及产品和服务信息与标识的违规事件 Incidents of non-compliance concerning product and service information and labeling		无 None
417-3	涉及市场营销的违规事件 Incidents of non-compliance concerning marketing communications		无 None
客户隐私 Customer privacy			
418-1	与侵犯客户隐私和丢失客户资料有关的经证实的投诉 Substantiated complaints concerning breaches of customer privacy and losses of customer data		33
社会经济合规 Socioeconomic compliance			
419-1	违反社会与经济领域的法律和法规 Non-compliance with laws and regulations in the social and economic area		无 None

附四、 报告验证说明 APPENDIX IV – VERIFICATION STATEMENTS



Bureau Veritas Certification



BUREAU VERITAS 验证声明

验证目的

BUREAU VERITAS (以下简称 BV) 受延锋彼欧汽车外饰系统有限公司的委托对《延锋彼欧 2020 年度社会责任报告》(以下简称《报告》)执行第三方验证工作。报告中所有信息全部由延锋彼欧提供,验证人员没有参与报告编写过程。验证人员的职责是在评审报告信息收集、分析和整理过程的基础上,针对报告披露信息的客观性和可靠性提供独立的验证声明。

验证范围

- 验证《报告》在披露期限 (2021.1.1-2021.12.31) 内的关键数据、信息及其管理支持系统的准确性和客观性;
- 对《报告》中数据和信息的收集、汇总、分析、检查等管理过程进行评价;
- 验证验证对象为延锋彼欧总部,总部位于中国上海市墨玉路 540 号。验证过程中验证人员远程访谈了延锋彼欧的相关管理职能部门,抽样远程访问了延锋汽车零件如果有限公司工厂和延锋彼欧武汉汽车外饰系统有限公司,不包含其他场所和利益相关方。
- 以下信息排除在验证范围之外:
 - 信息披露期限之外的活动信息;
 - 关于延锋彼欧立场、使命、目标、未来承诺和承诺的陈述;
 - 通过第三方财务审计的财务数据和信息。

验证方法

验证过程包括如下活动:

- 与提供社会责任信息和数据的相关部门人员进行访谈;
- 评审延锋彼欧提供的文件证据;
- 对报告中绩效数据进行抽样验证;
- 评价绩效数据和信息的收集与管理过程。


验证活动根据《BV 验证管理程序》进行,采用 AA1000 和 ISAE3000 审核标准进行社会责任报告验证,同时参考 GRI 标准评价报告内容的客观性、完整性、实质性、响应性。验证活动是基于 BV 认定的合理的、非绝对的基础上进行策划、实施和得出结论。

验证结论

- 经远程验证,延锋彼欧 2021 年度社会责任报告中的信息和数据是客观的、可靠的,验证人员没有发现对社会责任报告造成重大影响的系统性或实质性错误;

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■ 验证人员在验证过程中发现,延锋彼欧在社会责任管理方面存在改进和完善的的机会,具体建议见下文“改进建议”。

客观性

报告披露的信息和数据是客观的、可靠的。延锋彼欧采用内部系统进行数据采集和整理,关于运营、安全、环保、人员管理方面的数据,通过过程验证,延锋彼欧提供的证据比较可靠,报告内容具有客观性。

完整性

报告范围覆盖延锋彼欧总部及其各工厂,报告以“组织治理”、“产品责任”、“环保责任”、“员工关爱”和“共同发展”为重点,同时披露了公司社会责任管理、经济责任和环境责任等利益相关方关注的议题。

实质性

延锋彼欧参考《全球报告倡议组织 GRI 标准》、国际标准化组织 (ISO26000:2010 企业社会责任指南)、《GB/T36001-2015 社会责任报告编写指南》标准的要求,合理识别并披露了该公司在汽车零部件产品开发过程中涉及的社会责任关键议题和关键信息,具有实质性。

改进建议

通过验证和评价活动,延锋彼欧在社会责任管理方面有以下改进的机会:

1. 进一步明确数据收集规则,以提高报告数据质量。

验证独立性、公正性及能力声明

BUREAU VERITAS 是一家拥有 190 多年历史,在质量、环境、职业健康安全和社会责任领域提供独立验证服务的机构。验证小组成员与委托方延锋彼欧无任何利益或冲突关系,验证活动是独立的、公正的。

邹凤贤
中国区总监
BUREAU VERITAS 认证部
2021-09-06

郑宇恒
验证组组长
BUREAU VERITAS 认证部
2022-04-01

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'INDEPENDENT ASSURANCE STATEMENT'

Introduction and objectives of work

BUREAU VERITAS has been engaged by Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. (hereafter referred to as "YFPO"), to conduct an independent assurance to 2021 CORPORATE SOCIAL RESPONSIBILITY REPORT (hereafter referred to as "the Report") of YFPO. This Assurance Statement applies to the related information included within the scope of work described below. This information and its presentation in the report are the sole responsibility of the management of YFPO. Auditors were not involved in the drafting of the Report. Our sole responsibility was to provide independent assurance on its content.

Scope of work

- Data and information included in the report for the report period from 2021.1.1 to 2021.12.31;
- Appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported;
- The assessment team remote audited related functional departments in YFPO head-quarter (located at No. 540 Moyu Road, Anting Town, Jiading District, Shanghai, China), Yankang Automotive Component Rugao Co., Ltd and Yanfeng Plastic Omnium Wuhan Automotive Exterior Systems Co., Ltd. Auditors did not visit other sites and its stakeholders.

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period;
- Positional statements (statements of beliefs, goals, future intention and future commitment);
- Much of the operating financial data in this Report is taken from YFPO Annual Reporting and accounts, which is separately audited by an external auditor and therefore excluded from the scope of the Bureau Veritas assurance.

Methodology

As part of its independent assurance, Bureau Veritas undertook the following activities:

- Interviews with relevant personnel of YFPO;
- Review of documentary evidence produced by YFPO;
- Audit of sampled CSR performance data;
- Assessment of data and information systems for collection, aggregation, analysis and review.

Our work was conducted against Bureau Veritas' standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance. For this assignment, we have used the verification rules and instructions ISAE3000, AA1000 and GRI. The work was planned and carried out to provide reasonable, rather than absolute assurance and we believe it provides a reasonable basis for our conclusions.

Our findings

On the basis of our methodology and the activities described above, it is our opinion that:

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- The revised information included in the report are objective, reliable and free from material mistake or misstatement;
- During the process of assurance engagement, BV also identified some improvement opportunities to be included in the "Key areas for ongoing development".

Objectivity

The information and data presented in the report is objective and reliable. YFPO uses information system to collect and sort operation, HR, safety and environmental data. Through on-site verification, the evidence provided by YFPO is reliable and traceable.

Completeness

The Report covered YFPO and its wholly owned and holding subsidiaries. It focus on "Organization Governance", "Product Responsibility", "Environment Responsibility" and "Caring Employees", and "Common Development". It discloses corporate social responsibility management, economic responsibility, and community responsibility which are stakeholders concerned issues.

Materiality

According to GRI Standard, ISO26000:2010 and GB/T36001-2015 standards requirements, YFPO identified and reasonably disclosed key CSR issues and information involved in automotive part industry.

Key areas for ongoing development

Based on the assurance work conducted, the following opportunities for improvement have been identified for YFPO:

It is suggested YFPO to establish CSR quantitative indicator system, define CSR data statistics scope and data centralized management department to improve CSR report completeness.

1. Further clarify the data collection rules to improve the quality of reporting data;

Statement of independence, impartiality and competence

Bureau Veritas is an independent professional services company that specialises in Quality, Health, Safety, Society responsibility and Environmental management with more than 190 years history in providing independent assurance services. No member of the assurance team has a business relationship with YFPO. We have conducted this verification independently, and there has been no conflict of interest.

Fanny ZOU
Director For Greater China Region
Bureau Veritas Certification
2021-09-06

Yuheng Zheng
Assurance Team Leader
Bureau Veritas Certification
2022-04-01

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延锋彼欧

延锋彼欧汽车外饰系统有限公司

YANFENG PLASTIC OMNIUM AUTOMOTIVE EXTERIOR SYSTEMS CO., LTD

2021年度企业社会责任报告

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