

可持续发展报告

Sustainable Development Report

苏州创泰合金材料有限公司

Suzhou Chuangtai Alloy Materials Co., Ltd





目录 Table of Contents

01About the report

关于报告	06
时间范围 Timeframe	06
报告边界 Reporting Coverage	06
编制依据 Preparation Basis	06
数据说明 Data description	06
指代说明 Indication	06
报告获取 Report Acquisition	06

02Address by the General Manager

总经理致辞	08
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03About Suzhou Chuangtai

走进苏州创泰	13
关于我们 Company profile	14
组织架构 Current corporate governance organization	16
企业文化 Corporate Culture	16
公司荣誉 Company Honor	17

04Promotion of Sustainable Development

推动可持续发展	18
可持续发展管理 Promoting Sustainability	20
利益相关方识别与沟通 Stakeholder Identification and Communication	20
实质性议题分析 Analysis of Substantive Issues	22

05Compacting Governance

夯实公司治理	24
内控体系 Internal Control System	26
商业道德建设 Construction of Business Ethics	28

06Caring for Employees’ Growth

关爱员工成长	30
人才拓展 Talent Expansion	32
推动平等多元化 Promoting Equal Diversity	36
保障员工权益 Respect for Human Rights	38
员工福利与关怀 Employee Benefits and Care	40
民主管理 Democratic Governance	46
助力员工发展 Enabling Employee Development	50
员工健康与安全 Employee Health and Safety	55

07Creating long-term value together

共创长期价值	64
研发创新 R&D Innovation	66
品质保证 Quality Assurance	69
客户服务 Customer Service	70
供应商管理 Supplier Management	71

08Guard the beautiful environment

守护美好环境	74
环境管理 Environmental Management	76
水资源利用 Water Utilization	79
污染防治 Pollution Prevention and Control	80
绿色发展 Green Development	85

09Social welfare

社会公益	92
------	----

10Future expectations

未来展望	94
------	----

11

SDGs 对标表 SDGs Alignment Table	96
GRI 指标索引表 GRIGRI Standards Reference Table	98

意见反馈 Suggestion feedback	102
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关于本报告

本报告是苏州创泰合金材料有限公司编制的 2022 年度可持续发展报告，对公司在环境、社会及管治等方面的实践与发展情况予以系统化的总结。

时间范围

2022 年 1 月 1 日至 2022 年 12 月 31 日，部分内容由于考虑项目连续性或重大影响的因素，会向前追溯或向后延伸。

报告边界

本报告涉及的内容与苏州创泰合金材料有限公司的业务覆盖区域一致，包括了公司的企业社会责任理念、战略和具体实践，以及在报告期内的企业运营状况。

编制依据

本报告参与全球可持续发展标准委员会（GSSB）发布的《可持续发展报告标准》（GRI STANDARDS 2021）和联合国可持续发展目标 SDGs 编制。

数据说明

本报告所披露的数据均来自公司正式文件和统计数据。本报告所披露数据，除另有说明，度量衡均为公制，货币单位均为人民币。

指代说明

为便于表述和阅读，报告中苏州创泰合金材料有限公司简称为“苏州创泰”“公司”或“我们”（内文另有所指除外）。

报告获取

本报告仅发布电子版。对报告内容如有疑问或建议，欢迎来电或来函垂询。

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About the report

This report is the Sustainability Report 2022 prepared by Suzhou Chuangtai Alloy Materials Co., Ltd to provide a systematic summary of the company's practices and developments in the areas of environment, society and governance.

Timeframe

January 1, 2022 to December 31, 2022. Some elements have longer timeframes that start before or end after it due to project continuity or significant impact.

Reporting Coverage

The contents covered in this report are consistent with the business coverage area of Suzhou Chuangtai Alloy Materials Co., Ltd and include the company's CSR concepts, strategies and specific practices, as well as the status of corporate operations during the reporting period.

Preparation Basis

This report participates in the Sustainability Report Standard (GRISTANDARDS2021) issued by the Global Sustainable Development Standards Board (GSSB) and the preparation of the United Nations Sustainable Development Goals SDGs.

Data description

The data disclosed in this report are all from the company's official documents and statistics. The data disclosed in this report, unless otherwise stated, the measurements are in metric system, and the currency units are all in RMB.

Indication

For ease of presentation and reading, Suzhou Chuangtai Alloy Materials Co., Ltd is referred to as "Suzhou Chuangtai", "the company" or "we" (unless otherwise specified in the text).

Report Acquisition

This report is published in electronic version only. If you have any questions or suggestions about the content of the report, feel free to call or write to us.

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Address by the General Manager 总经理致辞



总经理

张建峰

2022 年是极不平凡的一年，疫情反反复复，疫情封控、物流不畅、市场变化大等对我们的生产经营造成极大影响。但公司上下团结一致，在抓好疫情防控的基础上，坚持转型发展与项目建设同步进行，攻坚克难，全力以赴保障各项工作有序开展，无论是经营指标的完成，还是铝棒转型升级，亦或是汽车轻量化新项目建设、市场开发等方面，都取得了不错的成绩，为公司后续高质量发展奠定了坚实的基础。

The year 2022 is an extremely extraordinary year, the pandemic is back and forth, the quarantine, bad logistics, and big changes in the market had caused great impact on our production and operation. However, the company is united, on the basis of good

pandemic prevention and control, adhere to the transformation and development and project construction in parallel, overcome the difficulties, and go all out to ensure the orderly development of all the work, whether it is the completion of the business indicators, aluminum bar transformation and upgrading, or the construction of new automotive lightweight projects, market development, etc., have achieved good results, and laid a solid foundation for the company's subsequent high-quality development.

这一年，产销量持续提升。在集团公司的正确领导下，在全员的共同努力下，我们紧紧围绕生产不放松，持

续在产能提升上发力，熔铸全年铝棒产销量均突破了 18 万吨，比上年增长约 3.5 万吨，同比增长 23%。挤压产能开始释放，全年实现型材产销量 3000 吨。公司全年销售收入突破 50 亿元，比上年增长 5.6 亿元，同比增长 12%。

During the year, our production and sales continued to increase. Under the correct leadership of the group company, with the joint efforts of all staff, we are tightly focused on production without relaxing, and continue to work on capacity enhancement, and the annual production and sales of fusing and casting aluminum rods have exceeded 180,000 tons, an increase of about 35,000 tons compared with the previous year, an increase of 23% year-on-year. Excursion capacity began to be released, and the annual production and sales volume of profiles hit 3,000 tons. The company's annual sales revenue exceeded 5 billion yuan, an increase of 560 million yuan over the previous year, a year-on-year increase of 12%.

这一年，新产品技术开发成效初显。2022 年按照董事长指引的方向，不断调整产品结构，持续推动产品向 3C 材料和汽车轻量化材料转型。全年铝棒产量汽车材料占比达 67.16%，同比增长 46.14%。高端产品占比 80.38%，同比增长 10.5%。

During the year, the new product technology development was effective. In accordance with the direction guided by the chairman of the board of directors in 2022, we will continue to adjust our product structure and promote the transformation of our products into 3C materials and automotive lightweight materials. The annual aluminum bar production of automotive materials accounted for 67.16%, an increase of 46.14% year-on-year. High-end products accounted for 80.38%, up 10.5% year-on-year.

这一年，市场开拓效果显著。2022 年，铝棒新增汽车客户 27 家。截至 2022 年底，型材共积累新老客户 140 个；与汽车行业多家主机厂和一二级供应商建立了业务联系，成功引导重要车企客户来访。成功牵手国内较大的一级供应商，并成功签订“战略合作协议”。

It was a year of remarkable market development. In

2022, 27 new automotive customers were added to Aluminum Bars. By the end of 2022, the profiles have accumulated a total of 140 new and old customers; we have established business contacts with a number of OEMs and Tier 1 and Tier 2 suppliers in the automotive industry, and have successfully guided the visits of important car company customers. Successfully joined hands with a large domestic tier-1 supplier and signed a "strategic cooperation agreement".

这一年，项目建设快速推进，产业链进一步延伸。熔铸 3 台风冷 + 水冷均质炉安装建设完成并投产。挤压全年建设并投产，挤压车间基础布局成型。2# 专家公寓装修、综合楼景观、厂区绿化美化工程建设基本完成，花园式工厂雏形初现。

During the year, the project construction was rapidly advanced and the industrial chain was further extended. Melting and casting 3 sets of air-cooled + water-cooled homogenizing furnace installation construction is completed and put into production. Extrusion was constructed and put into production throughout the year, and the basic layout of extrusion workshop was shaped. The construction of 2# expert apartment decoration, comprehensive building landscape, plant greening and beautification project is basically completed, and the garden-style factory is taking shape.

这一年，公司铺就生态建设之路。公司始终坚持绿色发展理念，厚植高质量发展生态底色，聚焦“双碳”战略目标，积极探索绿色能源开发利用，推动厂区的资源能源的合理配置和综合利用。2022 年底前 12 兆瓦屋顶分布式光伏发电项目成功实现并网发电，每年的发电量 1200 万千瓦时将全部用于生产用能，可解决厂区约 70% 左右的用电需求，在缓解企业自身用电压力的同时，也为公司加快新旧动能转换注入新的活力和动力，公司从回收铝 - 铸造 - 挤压 - 精加工全流程“绿色铝”产业链发展模式初步形成，真正实现了经济效益、环境效益和生态效益的和谐统一。

The Company paves the way for ecological construction this year. The Company always adhered to the green concept of development and provided a strong grounding in high-quality ecological devel-

opment. It focused on the “dual carbon” strategic objectives, and actively explored the development and utilization of green energy to promote the rational allocation and comprehensive utilization of resources and energy in the plants. By the end of 2022, the grid-connected power generation has been successfully realized through the 12 MW rooftop-distributed photovoltaic power generation project, and the annual power generation of 12 million kilowatt-hours will be fully utilized for production energy, which can address about 70% of the plant's power needs and inject new vitality and power for the Company to accelerate the conversion of old and new driving forces while easing the pressure on the enterprise's own electricity consumption. The Company's development mode for the whole process “green aluminum” industry chain of recycled aluminum-casting-extrusion-finishing was initially formed, truly realizing the harmonious unity of economic, environmental and ecological benefits.

这一年，公司开启了精益化提升之路。9月，公司与工业富联合作的“创泰合金智能工厂精益咨询项目”正式启动。项目以熔铸车间为试点，通过建立管控指标，完善数据收集方式，对数据进行收集及汇总分析，确定改善目标，实现以指标为管理抓手，建立日常绩效检讨机制，通过一系列改善方法，实现试点线产能提升 7.7%，其余产线提升 15% ~ 20%。

In this year, the company started the road of lean enhancement. In September, the Lean Consulting Project of Chuangtai Alloy Intelligent Factory initiated by the company and Industrial Wealth Group was officially launched. By taking the melting and casting workshop as a pilot, the establishment of control indicators, improving the data collection method,

collecting and summarizing and analyzing the data, determining the improvement targets, achieving the indicators as the management grip, establishing the daily performance review mechanism, the project has made the pilot line capacity increased by 7.7% and the rest of the production lines increased by 15% to 20% through a series of improvement methods.

这一年，公司职工队伍不断壮大。职工人数从年初的 357 人增加到年底的 565 人，全年净增人数 208 人。全年引入大专及以上学历、专业技术人员 97 人，截至目前公司现有大专及以上学历、专业技术人员 172 人。挤压管理和生产团队逐步壮大，已超过 300 人。营销团队进一步壮大，深加工管理团队和生产团队组建完成。

During the year, the company's workforce continued to grow. The number of employees increased from 357 at the beginning of the year to 565 at the end of the year, with a net increase of 208 for the year. Throughout the year, we introduced 97 persons with college degree or above, professional and technical personnel, and up to now the company has 172 persons with college degree or above, professional and technical personnel. The extrusion management and production team has gradually grown to over 300 people. The marketing team was further strengthened, and the formation of the deep processing management team and production team was completed.

2022 年，公司还荣获了“中国工业铝型材企业优质供应商”、“江苏省民营科技企业”、“苏州市工程技术中心”等荣誉称号。

In 2022, the company also won the honorary titles

of "Quality Supplier of China Industrial Aluminum Profile Enterprises", "Private Science and Technology Enterprise of Jiangsu Province" and "Suzhou Engineering Technology Center".

这一年，我们取得的成果还有很多，为公司将来的发展创造了很好的基础。这些成绩的取得，离不开集团领导的关心和支持，更离不开全体干部职工的辛勤付出。

During the year, we achieved many other results that created a good foundation for the company's future development. These achievements cannot be achieved without the care and support of the Group's leaders and the hard work of all cadres and workers.

接下来，公司要加快铝棒向高尖端方向转型，大力推进挤压、深加工市场开发。公司要加快推进项目建设，完成挤压全线投产满产、精加工 200 台 CNC 设备安装并投产。公司力争成为江苏省“专精特新”企业、工程技术中心、企业技术中心，苏州市工程技术研究中心、示范智能车间等。

Next, the company is going to accelerate the transformation of aluminum rods in the direction of high sophistication and vigorously promote the development of extrusion and deep processing markets. The company is going to speed up the project construction, complete the full production of the whole line of extrusion, and install and put into production 200 CNC equipments for finishing. The company strives to become a "Specialized and New" enterprise in Jiangsu, an engineering center, an enterprise technology center, an engineering technology research center in Suzhou, and a demonstration intelligent workshop and so on.

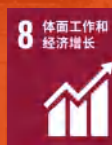
新目标赋予新使命。新的一年，我们将按照集团公司部署，一是坚定不移勇担当，坚决确保项目建设按期保质完成；二是坚定不移稳增长，不断积蓄品牌影响力和市场竞争力；三是坚定不移推创新，不断增强创新能力、提升创新效能；四是坚定不移提质量，全面提升生产精益化管理水平；五是坚定不移控风险，营造安全稳定的发展环境，努力促进各项经营指标的顺利完成。新的一年，我们要稳中求进，全面做强，凝聚工作新合力，接续奋斗新征程，以追求卓越的奋进姿态，勇当高质量发展“排头兵”。

New goals give new missions. In the new year, we will, in accordance with the Group's deployment, firstly, unswervingly take up the responsibility, and resolutely ensure that the project construction is completed on schedule and with quality; secondly, unswervingly stabilize the growth, and continuously accumulate brand influence and market competitiveness; thirdly, unswervingly push innovation, and continuously enhance the innovation ability and improve the innovation efficiency; fourthly, unswervingly improve the quality, and comprehensively enhance the production lean management level; fifthly, unswervingly control the risk, and create a safe and stable development environment, and endeavor to promote the development of the company. Fifth, unswervingly control risks, create a safe and stable development environment, and strive to promote the successful completion of various business indicators. In the new year, we have to make progress in a stable manner, comprehensively do strong, cohesion work new synergy, continue to struggle for a new journey, in order to pursue excellence in the posture of progress, and the courage to be a high-quality development of the "front-runner".



走进 苏州创泰

About
Suzhou Chuangtai



Company profile

关于我们

苏州创泰合金材料有限公司成立于 2014 年，位于苏州市漕湖街道春兴路 8 号，是山东创新金属科技有限公司全资子公司。公司总投资 12.8 亿元，占地面积 316 亩，主要经营铝合金新型合金材料、交通运输轻量化铝镁合金材料及 3C 等高端产品的加工、销售及生产技术研发。2022 年公司实现总产值 50.6 亿元，位列 2022 年“苏州市民营百强”第 63 位，是长三角区域规模最大的铝深加工企业之一。

Suzhou Chuangtai Alloy Material Co., Ltd was established in 2014, located in No. 8 Chunxing Road, Caohu Street, Suzhou City, and is a wholly-owned subsidiary of Shandong Innovative Metal Technology Co., Ltd The company has a total investment of 1.28 billion yuan, covers an area of 316 acres, mainly engaged in aluminum alloy new alloy materials, transportation lightweight aluminum and magnesium alloy materials and 3C and other high-end product processing, sales and production technology research and development. In 2022, the company achieved a total output value of 5.06 billion yuan, ranked 63rd among the "Top 100 Private Enterprises in Suzhou" in 2022, and is one of the largest aluminum deep-processing enterprises in the Yangtze River Delta region.

苏州创泰铝合金熔铸项目拥有 6 条生产线，年产铝合金棒材 25 万吨，主要专注于高端铝合金产品，包括 3C 领域、汽车轻量化、工业及交通运输等高端铝合金产品。特别是在汽车轻量化铝合金高端型材项目方面，公司规划建设 8 条生产线，年产能 6 万吨。我们的产品将广泛应用于汽车铝挤压结构件、电池托盘、减震器、pad 及手机壳等汽车轻量化零部件，同时也用于 3C 产品制造。此外，公司还拥

有先进的精密加工设备，包括 200 台 CNC 机床、冲压机、拉弯机等加工设备，主要用于生产汽车零部件及其他相关产品。

Suzhou Chuangtai Aluminum Alloy Melting and Casting Project has 6 production lines with an annual output of 250,000 tons of aluminum alloy bars, mainly focusing on high-end aluminum alloy products for 3C field, automobile lightweight, industry and transportation. Especially in the automotive lightweight aluminum alloy high-end profile project, the company plans to build 8 production lines, with an annual capacity of 60,000 tons. Product list will be widely used in automotive aluminum extruded structural parts, battery trays, shock absorbers, pads and cell phone shells and other automotive lightweight parts, as well as for 3C product manufacturing. In addition, the company has advanced precision processing equipment, including 200 CNC machine tools, stamping presses, drawing and bending machines and other processing equipment, which are mainly used for the production of automotive parts and other related products.

苏州创泰始终将绿色发展理念贯穿于产品的整个生命周期，全力打造从回收铝 - 铸造 - 挤压 - CNC 精加工全流程“绿色铝”产业链。公司参与并主导了多项有色金属标准的起草、制定工作，先后获评“《铝及铝合金熔铸废水、废气、废渣控制规范》标准研制创新示范基地”“江苏省绿色工厂”“江苏省民营科技企业”“苏州市工程技术研发中心”“国家绿色工厂”荣誉称号。



公司总投资
Total investment of the company

12.8 亿元
RMB **1.28** billion

占地面积
Area occupied

316 亩
316 mu

2022 年公司实现总产值
The company achieved total output value in 2022

50.6 亿元
RMB **5.06** billion

2022 年“苏州市民营百强”第
Ranked 63rd among the "Top 100 Private Enterprises in Suzhou City" in 2022

63 位
63 rd

Suzhou Chuangtai has always put the Environment concept into the whole life cycle of its products, and has made every effort to build a "Green Aluminum" industrial chain from recycled aluminum - casting - extrusion - CNC finishing. The company has participated in and led the drafting and formulation of a number of non-ferrous metal standards, and has been awarded the "Aluminum and Aluminum Alloy Melting and Casting Wastewater, Waste Gas, Waste Dregs Control Specification" Standard Development Innovation Demonstration Base "Green Factory of Jiangsu Province". "Private Science and Technology Enterprise of Jiangsu Province", "Suzhou Engineering Technology R&D Center" and "National Green Factory".

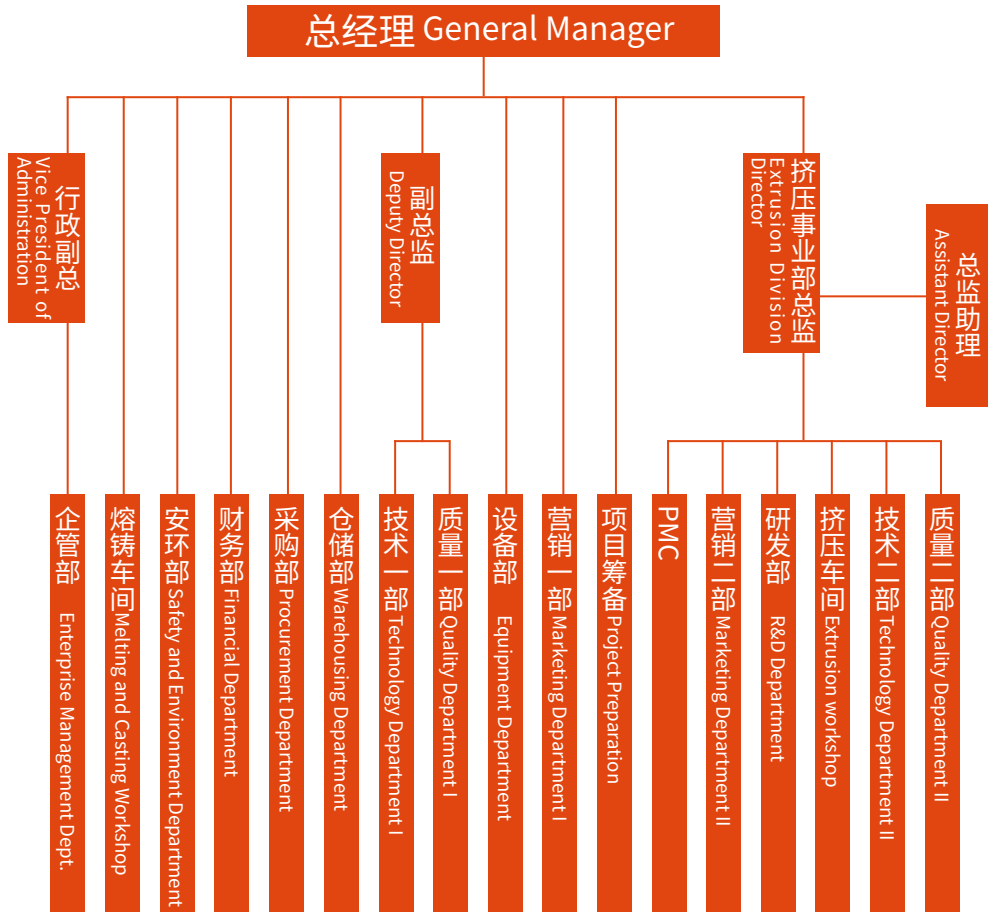
公司积极推进数字化转型升级，依托智能制造赋能，打造“智能工厂”，通过转型、增链、绿色、数字化赋能，努力打造成为创新集团在长三角区域的桥头堡，打造成为国内一流的绿色、低碳、循环、智能、创新型铝合金研发商和制造商。

The company actively promotes digital transformation and upgrading, relying on intelligent manufacturing empowerment, to create a "smart factory", through the transformation, chain increase, green, digital empowerment, and strive to build a bridgehead of the Innovation Group in the Yangtze River Delta region, to build a first-class green, low-carbon, recycling, intelligent, innovative aluminum alloy research and development and manufacturers.



Current corporate governance organization

组织架构



Corporate Culture

企业文化

企业愿景
Corporate Vision

世界级汽车轻量化绿色低碳铝合金研发商和制造商
World-class automotive lightweight green low-carbon aluminum alloy developer and manufacturer.

使命
Mission

争当行业领军 打造百年企业
strive to be the industry leader and build a hundred years of enterprise.

价值观
Values

求真务实 开拓创新 共创共享
truth-seeking, pragmatic, pioneering and innovative, creating and sharing.

Company Honor

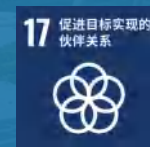
公司荣誉

荣誉名称 Honor/Award	授予单位 Awarding Units	授予时间 Award Time
安全生产标准化二级企业 Level 2 enterprise of production safety standardization	苏州市应急管理局 Suzhou Emergency Management Bureau	2023.6
国家绿色工厂 National Green Factory	中华人民共和国工业和信息化部 Ministry of Industry and Information Technology of the People's Republic of China	2023.2
苏州市企业技术中心 Suzhou Enterprise Technology Center	苏州市工业和信息化局 Suzhou Bureau of Industry and Information Technology	2022.10
中国工业铝型材企业优质供应商 China industrial aluminum profile enterprise quality supplier	上海有色网信息科技股份有限公司 Shanghai SSM Information Technology Co., Ltd	2022.7
江苏省民营科技企业 Private Science and Technology Enterprise in Jiangsu Province	江苏省民营科技企业协会 Jiangsu Association of Private Technology Enterprise	2022.7
2020-2022 年度相城区文明单位 2020-2022 Civilized Unit of Xiangcheng District	苏州市相城区精神文明建设指导委员会 Suzhou Xiangcheng District Spiritual Civilization Construction Steering Committee	2020-2022
江苏省绿色工厂 Green Factory in Jiangsu Province	江苏省工业和信息化厅 Industry and Information Technology Department of Jiangsu	2021.12
2021 年 -2025 年《铝及铝合金熔铸废水、废气、废渣控制规范》标准研制创新示范基地 2021-2025 Innovation Demonstration Base for Standard Development of Aluminum and Aluminum Alloy Melting and Casting Wastewater, Waste Gas and Waste Slag Control Specifications	全国有色金属标准化技术委员会 National Technical Committee for Standardization of Nonferrous Metals	2021.8
2020 年度有效投入奖 2020 Effective Input Award	苏州工业园区苏相合作区管理委员会 Suzhou Industrial Park Suzhou-phase Cooperation Zone Management Committee	2021.3
2020 年度营收增长奖 2020 Revenue Growth Award	苏州工业园区苏相合作区管理委员会 Suzhou Industrial Park Suzhou-phase Cooperation Zone Management Committee	2021.3
经开区有效投入奖 Effective Input Award of Economic Development Zone	苏州相城经济技术开发区管理委员会 Suzhou Xiangcheng Economic and Technological Development Zone Management Committee	2020.3



推动 可持续发展

Promotion
of Sustainable
Development



Promoting Sustainability 可持续发展管理

苏州创泰坚守绿色发展理念，积极培育高质量发展的绿色基础，致力于引领企业和产业朝着可持续发展的方向前进。同时，公司不断加大节能减排力度，将绿色、低碳、循环的发展理念贯穿于产品的整个生命周期。我们采取了多项节能减排措施，以“技术实力派”推动企业可持续发展。

Suzhou Chuangtai adheres to the Environment concept, actively cultivates the green foundation for high-quality development, and is committed to leading the enterprise and the industry in the direction of sustainable development. At the same time, the company continues to increase energy saving and emission reduction, the green, low-carbon, recycling development concept throughout the product life cycle. We have taken a number of energy-saving and emission reduction measures to promote the sustainable development of the enterprise with "technical strength".

此外，公司积极推动内外部利益相关方访谈，并建立了适当的沟通渠道，以便利益相关方能够轻松地与企业沟通，了解各方的期望和需求，促进企业可持续发展。我们将继续以绿色发展为导向，为推动的可持续发展不断努力。

In addition, the company actively promotes internal and external stakeholder interviews and establishes appropriate communication channels so that stakeholders can easily communicate with the company, understand the expectations and needs of all parties, and promote the sustainable development of the enterprise. We will continue to follow green development , with our ongoing efforts to promote sustainable development.

Stakeholder Identification and Communication 利益相关方识别与沟通

苏州创泰高度重视利益相关方的关注和诉求，通过建立有效的利益相关方识别和参与的多样化沟通渠道，及时向利益相关方披露政策更新、日常经营、发展、变革、特殊变动等相关信息及公司可持续发展工作的进展情况。同时，我们积极倾听各相关方的反馈与意见，以深入了解各方对公司的期望与要求，同利益相关方携手，共同完善企业的经营管理。

Suzhou Chuangtai attaches great importance to the concerns and demands of stakeholders, and discloses to stakeholders in a timely manner information related to policy updates, daily operations, development, changes, special changes and the progress of the company's sustainable development efforts through the establishment of diversified communication channels for effective stakeholder identification and participation. At the same time, we actively listen to the feedback and opinions of all relevant parties in order to gain an in-depth understanding of their expectations and requirements of the company, and work hand in hand with the stakeholders to improve the management of the enterprise.

苏州创泰的主要利益相关方包括：政府及监管部门、客户、供应商、员工、环境、媒体和非政府组织以及社区。以下是识别出的主要利益相关方和交流方式：

Suzhou Chuangtai's major stakeholders include: government and regulatory authorities, customers, suppliers, employees, the environment, media and non-governmental organizations, and the community. The following are the main stakeholders and communication methods identified:

重要利益相关方 Key stakeholders	关注议题 Issues of concerns	沟通与回应 Communication and response
政府及监管部门 Government and regulatory authorities	<div>○ 合规经营 Compliance management</div> <div>○ 商业道德 Business ethics</div> <div>○ 遵守政策、法规 Comply with policies and regulations</div> <div>○ 环境合规管理 Environmental compliance management</div>	<div>○ 积极主动纳税 Active taxpayer</div> <div>○ 守法合规建设 Law-abiding and compliant constructor</div> <div>○ 政策收集、咨询与执行 Policy collection, consultation and implementation</div> <div>○ 主动汇报与信息披露 Active reporting and information disclosure</div>
客户 Customer	<div>○ 提供安全和优质的产品和服务 Provide safe and quality products and services</div> <div>○ 听取客户意见和建议 Listened to customer feedback and suggestions</div> <div>○ 公平诚信交易 Fair and honest trading</div> <div>○ 保护客户信息安全 Protected information security of customers</div>	<div>○ 售前售后管理 Pre- and post-sales management</div> <div>○ 客户沟通与意见收集 Customer communication and opinion gathering</div> <div>○ 公平诚信对待客户 Treating customers fairly and honestly</div> <div>○ 强化信息安全管理 Treating customers fairly and honestly</div>
供应商 Suppliers	<div>○ 诚信公平经营 Integrity and fair operation</div> <div>○ 带动供应商发展 Drove the development of suppliers</div>	<div>○ 公开透明的采购原则和流程 Open and transparent procurement principles and processes</div> <div>○ 规范化的供应商管理 Standardized supplier management</div>
员工 Employee	<div>○ 优良的工作环境 Excellent working environment</div> <div>○ 培训和职业发展 Training and career development</div> <div>○ 人权保障 Human rights protection</div> <div>○ 职业健康安全 Occupational health and safety</div>	<div>○ 提供优良的工作环境 Providing an excellent working environment</div> <div>○ 多样化的培训与职业路径规划 Diversity training and career path planning</div> <div>○ 保障员工人权 Protecting employees' human rights</div> <div>○ 加强职业健康安全管理 Strengthening occupational health and safety management</div>

重要利益相关方	关注议题	沟通与回应
环境 Environment	○ 节能降耗 Energy Saving and Consumption Reduction	○ 积极推动节能降耗 Actively promoting energy saving and consumption reduction
	○ 减少碳排放 Carbon Emission Reduction	○ 减少直接和间接碳排放 Reducing direct and indirect carbon emissions
	○ 能源与资源管理 Energy and resource management	
媒体和非政府组织 Media and non-governmental organizations	○ 环境管理 Environmental Management	
	○ 信息透明 Information transparency	○ 及时进行信息公开 Timely information disclosure
	○ 沟通交流和评估 Communication and evaluation	○ 参与和组织交流和评估 Participation and organization of communication and assessment
社区 Community	○ 带动社区经济发展 Drive Community Economy Development	○ 提供就业岗位 Provide jobs
	○ 开展多层次、多方位的合作 Carry out Multi-Level and Multi-Faceted Cooperation	○ 支持社区建设 Support Community Building
	○ 社区公益事业 Community Charity	○ 开展公益、志愿服务活动 Carry Out Public Welfare and Volunteer Service Activities

Analysis of Substantive Issues

实质性议题分析

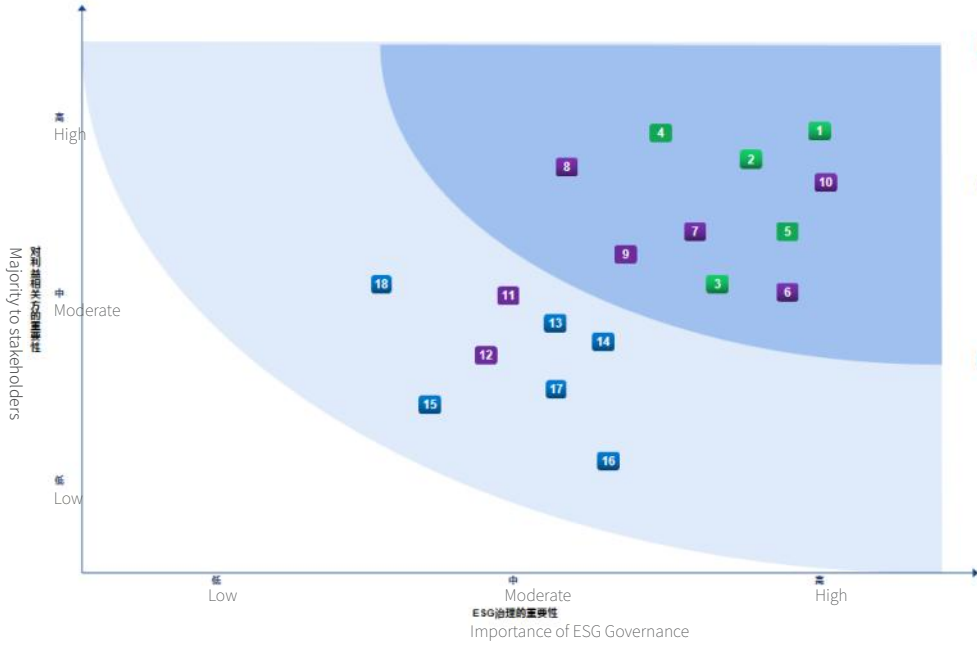
为了解利益相关方对苏州创泰合金材料有限公司的可持续发展方面的关注点和期望，并确定苏州创泰当前阶段的可持续发展实质性议题以及 2022 年度可持续发展报告的实质性内容；公司通过与利益相关方的沟通，深入了解他们所关注的可持续发展议题。同时，公司通过对全球政治、经济、法律与社会发展的态势分析，并结合公司运营战略、发展方针、业务结构等，对可持续发展治理议题进行综合分析及评估。

公司以对经济、环境和社会影响的重要性作为横坐标，以对利益相关方评估和决策作为纵坐标，绘制苏州创泰合金材料有限公司的实质性议题矩阵图

In order to understand the concerns and expectations of stakeholders on the sustainable development of Suzhou Chuangtai Alloy Materials Co., Ltd and to determine the substantive issues of sustainable development of Suzhou Chuangtai at the current stage as well as the substantive contents of Sustainability Report in 2022; the company has gained an in-depth understanding of the sustainable development issues of concern to the stakehold-

ers through communication with them. At the same time, the company conducted a comprehensive analysis and assessment of sustainability governance issues by analyzing the global political, economic, legal and social development dynamics and combining them with the company’s operational strategy, development policy and business structure.

The company uses the importance of the economic, environmental and social impacts as the horizontal coordinate, and the assessment of stakeholders and decision-making as the vertical coordinate, to draw the materiality issue matrix of Suzhou Chuangtai Alloy Materials Ltd as follows:



环境议题

- 1 环境管理
- 2 能源管理
- 3 水资源管理
- 4 污染防治
- 5 温室气体管理

社会议题

- 6 员工权益
- 7 多元化与平等
- 8 薪酬福利
- 9 民主管理
- 10 职业健康安全
- 11 员工发展
- 12 社会公益

治理议题

- 13 内控体系
- 14 商业道德
- 15 信息安全
- 16 研发创新
- 17 客户服务
- 18 供应商管理

Environmental Issues

- 1 Environmental Management
- 2. Energy management
- 3 Water Resources Management
- 4 Pollution Prevention and Control
- 5 Greenhouse Gas Management

Social issues

- 6 Employee Rights and Interests
- 7 Diversity and Equality
- 8 Compensation and Benefits
- 9 Democratic Governance
- 10 Occupational Health and Safety
- 11. Employee development
- 12 Social Welfare

Governance issues

- 13 Internal Control System
- 14 Business Ethics
- 15. Information security
- 16 R&D Innovation
- 17 Customer Service
- 18 Supplier Management



夯实 公司治理

Compacting
Governance



Internal Control System 内控体系

苏州创泰属于集团上市系统范围，严格遵守内控管理制度，集团公司审计部门每年对苏州创泰财务部门业务进行审计，审计内容包括会计凭证、成本核算、业务审批流程、货币资金、存货盘点、销售及运费台账、采购台账登记情况以及上报总部的各种报表。经审计，企业财务完全按照企业会计准则的规定，公允反映公司正常经营情况。

Suzhou Chuangtai belongs to the group’s listed system and strictly abides by the internal control management system. The audit department of the group company audits the business of the financial department of Suzhou Chuangtai every year, which includes accounting documents, cost accounting, business approval process, monetary assets, inventory counts, sales and freight ledger, registration status of purchase ledger, and various statements submitted to the headquarter. As audited, the normal operations of the Company are fairly presented in the enterprise finances fully complied with the provisions of accounting standards for business enterprises.

公司高度重视内部控制及体系建设。为规范公司社会责任管理体系内部审核，公司制定并发布了《内部审核控制程序》。根据这一程序，首先由管理者策划公司社会责任管理体系审核计划纲要，然后任命审核组长，并成立相应的审核组；审核组长负责根据《内部审核控制程序》的规定，准备和实施内部审核，并向管理者代表提交审核报告。此外，每年年初，管理者代表还需要编制一份年度审核计划表，以进一步确保内部审核的有效性。

The company attaches great importance to internal control and system construction. In order to standardize the internal audit of the company’s social responsibility management system, the company has formulated and issued the Internal Audit Control Procedures. According to this procedure, firstly, the manager plans the outline of the audit plan of the company’s social responsibility management system, then appoints the audit team leader and establishes the corresponding audit team; the audit team leader is responsible for the preparation and implementation of the internal audit according to the provisions of the Internal Audit Control Procedure and submits the audit report to the manager’s representative. In addition, at the beginning of each year, the management representatives are required to prepare an annual audit schedule to further ensure the effectiveness of internal audits.

公司为验证其建立的管理体系程序是否有效实施并保持，制定了《内部审核过程控制程序》，以确保在管理体系的运作过程中，及时发现问题并采取纠正和预防措施加以改进。

The company has formulated the Internal Audit Process Control Procedures in order to verify whether the management system procedures it has established are effectively implemented and maintained, so as to ensure that problems are promptly identified and corrective and preventive measures are taken to improve the operation of the management system.

同时，为了确保组织的内部管理体系、流程和程序符合规定标准和要求，公司制定了《内部体系审核程序》。该程序由体系办主导，安环部负责组织实施，适用于公司内部能源管理体系审核。公司的管理体系审核每年至少进行一次，但在发生重大变更或发生重大顾客投诉、重大环境事故、重大环保质量事故以及最高管理层要求，可安排不定期审核；此外，公司每年的内部审核应把能源体系涉及的部门和要素覆盖至少一次。

苏州创泰 2022 年度未接受过任何政府机构或相关单位的处罚。

Meanwhile, in order to ensure that the organization’s internal management system, processes and procedures are in line with the prescribed standards and requirements, the company has established the Internal System Audit Procedures. The procedure is led by the System Office, and the Safety and Environment Department is responsible for organizing and implementing it, which is applicable to the internal energy management system audit of the company. The company’s management system audit shall be conducted at least once a year, but in the event of major changes or occurrence of major customer complaints, major environmental accidents, major environmental quality accidents, and at the request of the top management, an unscheduled audit may be arranged; in addition, the company’s annual internal audit shall cover the departments and elements involved in the energy system at least once.

Suzhou Chuangtai was not penalized by any government agency or relevant unit in the year of 2022.

内部审核过程控制流程 Internal audit process control flow



Construction of Business Ethics

商业道德建设

一直以来，苏州创泰始终坚持树立诚信正直的企业形象。通过不断完善制度、强化监督、加强教育培训等措施，不断强化商业道德建设，营造“诚信、诚实、公开公平、可靠合规、廉洁自律”的企业文化氛围。同时，公司秉承“标本兼治、综合治理、惩防并举、注重预防”的原则，积极推动反腐败和反商业贿赂管理体系的建设，从而有助于积极推动构建廉洁、透明的商业社会，打造公平公正的商业竞争环境。

Suzhou Chuangtai has always insisted on establishing the corporate image of honesty and integrity. Through continuous improvement of the system, strengthening of supervision, and enhancement of education and training, we are constantly strengthening the construction of business ethics and creating a corporate culture of “integrity, honesty, openness and fairness, reliability and compliance, and cleanliness and self-discipline”. At the same time, the company adheres to the principle of “treating both the symptoms and the root causes, comprehensive management, punishing and preventing, and focusing on prevention”, and actively promotes the construction of anti-corruption and anti-commercial bribery management system, which helps to actively promote the construction of a corruption-free and transparent business society and create a fair and just business competition environment.

为了密切关注买卖双方的业务合作关系，共同促进各自的业务发展和廉政建设，保证双方在业务交往活动中做到诚信、廉洁、高效和共赢，公司制定了招投标及商业业务廉政协议书，买卖双方在合作过程，均需自觉遵守国家法律，并按照《中华人民共和国反不正当竞争法》《关于禁止商业贿赂行为的暂行规定》《中华人民共和国招标投标法》以及其他相关法律法规及有关规定严格执行项目协议文件，自觉按协议办事；同时，公司积极开展廉政教育，监督并认真查处违法违纪行为；在招标过程中如有违反廉政纪律的行为，可向对方有关部门投诉和举报。

In order to pay close attention to the business cooperation relationship between buyers and sellers, jointly promote their business development and integrity building, and to ensure that both parties achieve honesty, integrity, high efficiency and win-win situation in business activities, the company has formulated an agreement on bidding and commercial business integrity, that both purchaser and seller should abide by Law of the People’s Republic of China on Bidding and Tendering, Provisional Provisions on Prohibition of Commercial Bribery, and other relevant laws, regulations and provisions of the strict implementation of the project agreement documents, and consciously act in accordance with the agreement; at the same time, the company actively carries out honesty education, monitoring and seriously investigate and deal with violations of laws and disciplinary actions; any violation of the act of honesty and integrity discipline during the bidding process can be the other side of the relevant departments of the complaints and reports.

在合作过程中，买卖双方不得以任何方式索要和收受或变相收受回扣、贿赂等不正当利益；不得参加影响公正执行公务的宴请、娱乐和旅游等消费活动；不得进行其他非正常工作关系以外的违反国家政策、法律法规的活动。卖方在与买方业务交往中，如确保了产品质量、价格和服务，并抵制了买方工作人员的不正当要求，在今后相关经济活动中将优先参与投标。

报告期内，公司未发生已证实的贪污腐败事件。

In the course of cooperation, buyers and sellers are not allowed to ask for and receive or accept in any way, or in disguised form, kickbacks, bribes and other improper benefits; not to participate in consumption activities such as banquets, entertainment and tourism that affect the fair execution of official duties; and not to engage in other activities outside the normal working relationship that violate the state policies, laws and regulations. In its business dealings with the buyer, the seller will be given priority in bidding for future relevant economic activities if it has ensured the quality of its products, prices and services and resisted improper demands from the buyer's staff .

During the reporting period, there were no confirmed incidents of corruption in the company.

Business Ethics Performance Checklist
商业道德绩效一览表

指标 Indicator	单位 Unit	2022	2022
商业道德总培训次数 Total number of business ethics trainings	次 Times	12	12
商业道德总培训人次 Total number of personnel in business ethics trainings	人次 Person-time	565	354
商业道德人均培训时数 Business ethics training hours per person	小时 Hours	2	2
商业道德培训覆盖率（所有员工） Business ethics training coverage (for all employees)	%	100	100
商业道德培训—高级管理人员 Business ethics training - senior management	人次 Person-time	24	13
商业道德培训—高级管理人员培训率 Business ethics training - senior management training rate	%	100	100
商业道德培训—一线员工人次 Business ethics training - number of frontline staff	人次 Person-time	262	182
商业道德培训—一线员工培训率 Business ethics training - frontline staff training rate	%	100	100

关爱 员工成长

Caring for Employees' Growth



Talent Expansion

人才拓展

苏州创泰用人要求：德为先，品为上，先做人，后做事，德才兼备。

Suzhou Chuangtai Employment Requirements: Virtue First, Character First, Be-have First, Do Things Later, Virtue and Talent.

人才是企业之本、竞争之本。苏州创泰秉承以人为本的企业经营理念，将人才视为企业第一资源，把依靠人才作为企业发展的根本前提，把尊重人才作为企业发展的根本准则，把推进企业和员工共同发展作为人才战略的根本任务，坚持用广阔的发展前景凝聚人，用美好的事业目标激励人。

Talent is the basis of enterprise development and competition. Suzhou Chuangtai adheres to Human 's enterprise management concept, regards talents as the first resource of the enterprise, takes relying on talents as the fundamental premise of enterprise development, respects talents as the fundamental guideline of enterprise development, takes promoting common development of the enterprise and the staff as the fundamental task of the talent strategy, insists on cohesion of the people with broad development prospects, and in-spires the people with beautiful career goals.

在人力资源实践活动中，苏州创泰善于为各类人才提供充分施展才华的舞台，做到人尽其才，才尽其用。同时，为优化公司人力资源配置，为公司持续稳定发展提供人力资源保障，公司通过各种有效途径，不断提高企业人力资源管理水平和人才的综合素养，促进企业与员工的互相发展，并让员工分享企业发展成果，实现共同发展；此外，公司还制定了《员工招聘管理制度》，明确和规范公司的招聘原则和操作流程，并保证公司的招聘应遵循以下原则：

In the practice of human resources activities, Suzhou Chuangtai is good at providing all kinds of talents with a stage to fully display their talents, so as to make the best use of them. At the same time, in order to optimize the allocation of human resources and provide human resources protection for the company s sustainable and stable development, the company continuously improves the level of human resources management and the comprehensive quality of talents through various effective ways, promotes the mutual development of the enterprise and the staff, and lets the staff share the fruits of the enterprise s development to achieve common development; in addition, the company has formulated the "Employee Recruitment Management System", which clarifies and standardizes the company s recruitment principles and operating procedures, and to ensure that the company s recruitment follow the principles:

——机会均等原则：在公司出现职位需求时，公司员工享有和外部应征者一样的应征机会；

——Equal opportunity: When there is a demand for a position in the company, employees shall enjoy the same opportunity to apply for the position as external applicants;

——全面考察和重点考察相结合的原则：招聘需由用人部门和人力资源部门从知识、能力、技能、品德、经验、健康状况、岗位胜任力等方面共同进行考察，同时重点考察和公司战略、业务和文化密切相关的技能、素质和品性、德才兼备，真正做到按需录用、量才录用、任人唯贤；

——Combining comprehensive inspection and key inspection: Recruitment needs to be jointly investigated by the hiring department and the human resources department in terms of knowledge, ability, skills, character, experience, health, job competence, etc., and focusing on skills, qualities and characters closely related to the company s strategy, business and culture, virtues, talents and qualities, so that the employees meet our demands and need of skills and can be appointed based on their merits;

——公平竞争与择优录用原则：所有应聘人员处于公平竞争地位，同时根据面试评估结果择优录用；

——Fair competition and merit: all applicants are in a fair competition, while we hire them based on the results of the interview and evaluation;

——人岗匹配原则：所录用的人员能力须与职位需求保持一致，达到人岗匹配的目的。

——Person-to-post matching principle: The ability of the hired personnel shall be consistent with the job requirements to achieve the purpose of person-to-post matching.

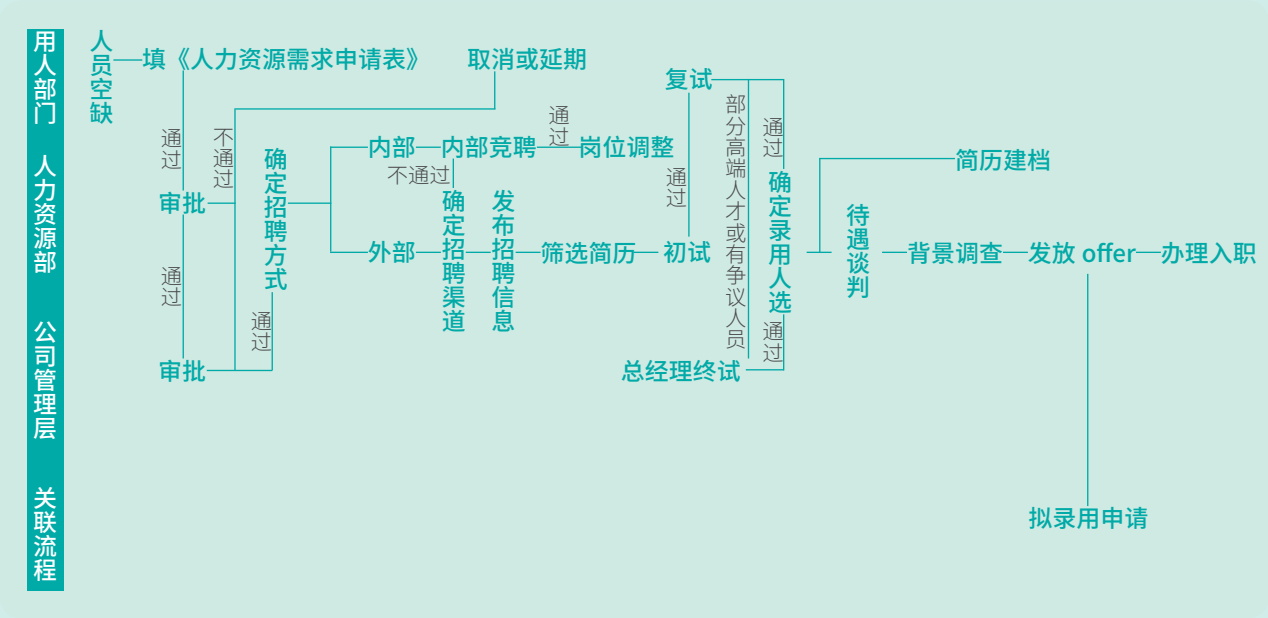
Employee Recruitment Process

员工招聘流程

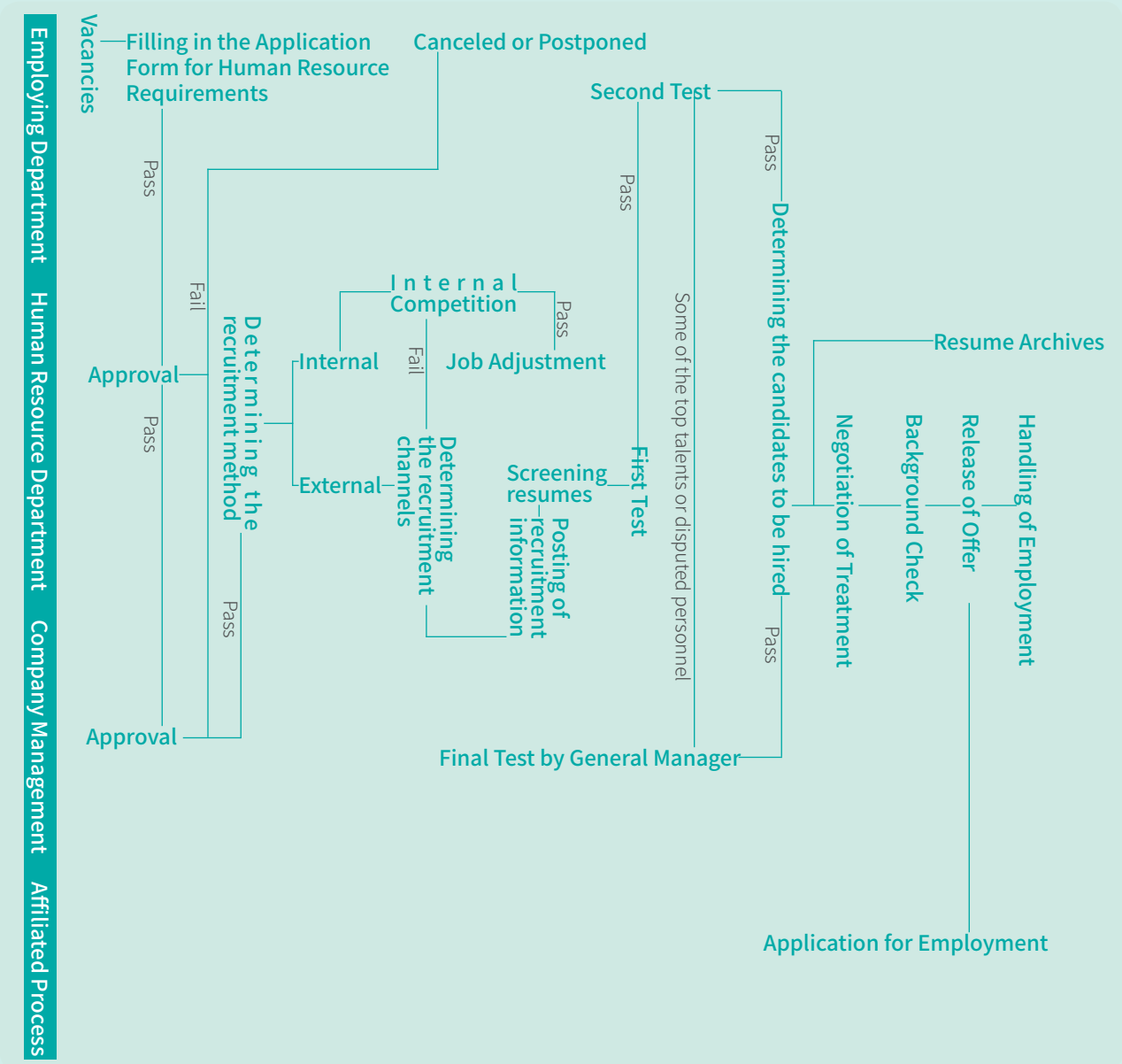
用人部门提出招聘需求→用人部门 OA 提交人力资源需求申请表→各级领导审批→选择招聘渠道和方法→获得应聘者并进行简历筛选→对应聘者进行面试选拔→讨论并做出初步录用决定→正式录用、签订入职资料

Employing department puts forward recruitment demand → Employing department OA submits HR demand application form → Leaders at all levels approve → Select recruitment channels and methods → Obtain applicants and conduct resume screening → Interview applicants and select them → Discuss and make a preliminary hiring decision → Formal hiring, signing onboarding information.

▼ 招聘面试流程图



▼ Recruitment Interview Flowchart



--Interview process for general laborer position
——普工岗位面试流程

招聘专员对应聘者进行初步面试选拔

Recruitment specialists conduct preliminary interviews to select applicants

用人部门负责人面试

Employing department head interview

--Functional position interview process
——职能岗位面试流程

招聘专员对应聘者进行初步面试选拔

Recruitment specialists conduct preliminary interviews to select applicants

用人部门负责人面试

Employing department head interview

人力资源负责人面试

Interview by Head of Human Resources

-- Interview process for technology, engineers, sales, middle/base level managers and other important positions
——技术、工程师、销售、中 / 基层管理者等重要岗位面试流程

招聘专员对应聘者进行初步面试选拔

Recruitment specialists conduct preliminary interviews to select applicants

用人部门负责人面试

Employing department head interview

人力资源负责人面试

Interview by Head of Human Resources

事业部总监面试

Interview by Business Unit Director

--- Interview process for high-end positions with an annual salary of more than 15W
——年薪 15W 以上高端岗位面试流程

招聘专员对应聘者进行初步面试选拔

Recruitment specialists conduct preliminary interviews to select applicants

用人部门负责人面试

Employing department head interview

人力资源负责人面试

Interview by Head of Human Resources

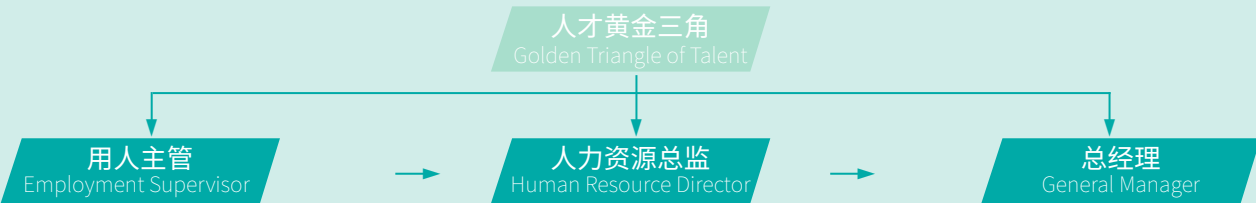
事业部总监面试

Interview by Business Unit Director

总经理面试

Interview by General Manager

--Golden Triangle set up by Talent Recruitment Center: hiring supervisor, human resources director, general manager
——人才招聘中心成立黄金三角：用人主管、人力资源总监、总经理



Promoting Equal Diversity 推动平等多元化

苏州创泰坚持人人平等、关爱人才的理念，坚信人与人之间没有地位的差异，只有职责的不同。我们充分尊重员工的个性和追求，并鼓励员工不断提升自身实力，认同员工所取得的成绩。公司积极倡导平等雇佣，致力于为当地创造更多的就业机会。公司坚决反对任何形式的歧视。在招聘和聘用方面，我们坚守原则，不因年龄、性别、国别、民族、宗教信仰、健康状况等差异对待员工。我们坚定地奉行同工同酬的原则，致力于营造一个多元化平等的工作环境。

Suzhou Chuangtai adheres to the concept of equality for all and care for talents, and firmly believes that there is no difference in status between people, only difference in duties. We fully respect our employees' individuality and pursuits, and encourage them to continuously improve their strengths and recognize their achievements. The company actively advocates equal employment and is committed to creating more local employment opportunities. The company is firmly against any form of discrimination. In terms of recruitment and employment, we adhere to the principle of not treating employees because of their age, gender, country, nationality, religious beliefs, health status and other differences. We firmly uphold the principle of equal pay for equal work and are committed to creating a diverse and equal working environment.

在用人上，苏州创泰坚持尊重人才、尊重创造的理念。不以学历论英雄，不以文凭论成就，而是看重绩效、看重能力、看重潜力。通过建立公平的竞争机制和良好的文化环境，充分调动每一位员工的积极性、主动性和创造性，让员工爱其职而尽其能，做到人适其事，事适其人，人尽其才，才尽其用。

In employing people, Suzhou Chuangtai adheres to the core concept of respecting talents and respecting creation. Instead of judging employees by their academic qualifications and achievements by their diplomas, we value performance, ability and potential. Through the establishment of a fair competition mechanism and a good cultural environment, the company fully mobilizes the enthusiasm, initiative and creativity of every employee, so that they love their jobs and do their best, make the best use of their abilities and talents.

截至 2022 年末，公司共有员工 565 人，其中女性员工 128 人，占公司员工总数的 23%；有高管人数 24 人，其中女性高管人数 5 人，占比 21%。

At the end of 2022, the company had 565 employees, of which 128 were female, accounting for 23% of the company's total workforce; there were 24 executives, of which 5 were female, accounting for 21%.

List of Employee Structure Performance ▼ 员工结构绩效一览表

指标 Indicator	单位 Unit	2022	2021
员工总人数 Total number of employees	人 Person	565	354
安全委员会人数 Number of security committees	人 Person	7	4
员工代表人数 Number of employee representatives	人 Person	60	60
接受绩效和职业发展评估的员工人数 Number of employees assessed for performance and career development	人 Person	565	354

Gender structure ▼ 性别结构

指标 Indicator	单位 Unit	2022	2021
女性员工总数 Total female employees	人 Person	128	98
女性员工在全体员工中的比例 Percentage of female employees in total employees	%	23	28
高管人数（不包括董事会） Number of executives (excluding Board of Directors)	人 Person	24	13
女性高管人数 Number of female executives	人 Person	5	2
女性高管比例 Percentage of female executives	%	21	15

Age structure ▼ 年龄结构

指标 Indicator	单位 Unit	2022	2021
30 岁以下 Under 30 years old	人 Person	97	46
30 岁至 50 岁 30 to 50 years old	人 Person	426	273
50 岁及以上 Age 50 and older	人 Person	42	35
30 岁以下占比 Proportion under 30 years old	%	17.17	12.99
30 岁至 50 岁占比 Proportion between 30 and 50 years old	%	75.40	77.12
50 岁及以上占比 Proportion aged 50 and above	%	7.43	9.89

Educational background structure ▼ 学历结构

指标 Indicator	单位 Unit	2022	2021
研究生 Graduate students	人 Person	1	1
占比 Proportion (%)	%	0.17	0.28
本科 Bachelor	人	66	33
占比 Proportion (%)	%	11.68	9.32
大专 Junior College	人	98	54
占比 Proportion (%)	%	17.35	15.25

Respect for Human Rights

保障员工权益

苏州创泰奉行公开、公平、平等的用工政策，高度重视并坚决维护每位员工的合法权益。我们严格遵守《中华人民共和国劳动法》和《中华人民共和国劳动合同法》等法律法规的要求，在员工招聘、录用、任用以及绩效考核等各个劳动用工环节，建立并贯彻严密的内部劳动保障机制，确保员工能够充分享有合法的权益。

Suzhou Chuangtai pursues an open, fair and equal employment policy, and attaches great importance to and resolutely protects the legitimate rights and interests of every employee. We strictly abide by the requirements of the Labor Law of the People’s Republic of China and the Labor Contract Law of the People’s Republic of China and other laws and regulations, and have established and implemented a strict internal labor protection mechanism in all aspects of labor and employment such as employee recruitment, hiring, appointment and performance evaluation to ensure that employees can fully enjoy their legitimate rights and interests.

Anti-Harassment and Anti-Abuse 反骚扰和反虐待

公司制定了《反骚扰和反虐待管理控制程序》，以建立人人平等互相尊重的工作环境，并保障所有员工在聘用阶段不受骚扰和虐待。

The Company has established the Anti-Harassment and Anti-Abuse Management Control Procedures in order to establish a working environment where everyone is equal and mutually respectful, and to protect all employees from harassment and abuse during the hiring stage.

Voluntary Employment and Prohibition of Forced Labor 自愿雇佣与禁止强迫

公司制定了《自愿雇佣与禁止强迫劳工管理控制程序》，以确保员工的自由权益和人格不受侵犯，严禁和反对任何形式的劳役或强迫劳工，确定员工在自愿的基础上参加工作或劳动。

The Company has established the Management Control Procedures for Voluntary Employment and Prohibition of Forced Labor to ensure that the free rights and interests of employees and their personalities are not infringed upon, to strictly prohibit and oppose any form of servitude or forced labor, and to ascertain that employees participate in work or labor on a voluntary basis.

Anti-Human Trafficking 反贩卖人口

公司制定了《反贩卖人口管理控制程序》，保护公司所有员工的人身权益，杜绝对公司员工的剥削、利用，阻止非法招募、运输、移送、暴力威胁人口而获利的行为，以此预防贩卖人口和奴役人口等不良事件的发生。

The Company has formulated the Anti-Human Trafficking Management Control Procedures to protect the personal rights and interests of all employees, to eliminate the exploitation and use of the employees, and to stop the illegal recruitment, transportation, transfer, and threat of violence against human beings for profit, so as to prevent the occurrence of undesirable events such as human trafficking and human slavery.

Prohibition of Employment of Child Labor and Underage Workers 禁止雇佣童工及未成年工

公司根据国家相关法律规定和国际劳工组织相关标准制定了《童工补救程序》和《未成年工保护程序》，以保障因过往错误而聘用的童工的安全、健康、教育和发展权益，从而采取所有必要的支持和行动，同时向全体员工明确了在发现童工问题时应采取的措施。

The Company has formulated the Child Labor Remedy Procedures and Underage Worker Protection Procedures in accordance with the relevant national laws and regulations and the relevant standards of the International Labor Organization, in order to safeguard the rights and interests of child laborers employed due to past mistakes in terms of their safety, health, education, and development, so that we can take all the necessary support and actions, while the measures to be taken when child labor is detected are clarified to all employees.

Anti-Discrimination 反歧视

公司严格遵守《中华人民共和国劳动法》及社会责任的要求，制定了《反歧视管理控制程序》，禁止在招聘、用工过程中因种族、肤色、年龄、性别、性取向、民族、残疾、宗教、政治面貌、工会成员身份、国籍、婚姻状况、性别认同等而歧视任何员工，以保证人人享受平等、公正的对待。

The Company strictly abides by the Labor Law of the People’s Republic of China and the requirements of social responsibility, and has formulated the Anti-Discrimination Management Control Procedures which prohibit discrimination against any employee in the process of recruiting and hiring on the basis of race, skin color, age, gender, sexual orientation, ethnicity, disability, religion, political appearance, union membership, nationality, marital status, gender identity, etc. in order to ensure that everyone enjoys equal and fair treatment.

Freedom of Association 结社自由

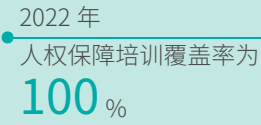
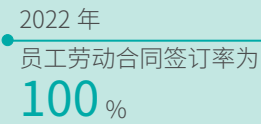
公司制定了《结社自由管理控制程序》，尊重并保护员工自由结社和集体谈判的权利，确保公司活动符合当地法规和社会责任标准的要求。

The Company has formulated the Management Control Procedures for Freedom of Association to respect and protect the rights of employees to freedom of association and collective bargaining, and to ensure that the Company’s activities meet the requirements of local regulations and social responsibility standards.

Protection of Basic Rights and Interests of Female Employees 保护女员工的基本权益

为确保女工、怀孕女工、哺乳期女工得到应有的特殊保护，公司制定了《女员工保护程序》，实行男女权利平等，无论是在聘用、薪酬福利、培训竞争机会等事项上均享有机会平等、自由选择的权利，不得因种族、社会阶层、国籍、宗教、残疾、性别或政治归属等方面有歧视行为，公司不允许强迫性、虐待性或剥削性的性骚扰行为。包括姿势、语言和身体的接触；亦不得因为女员工怀孕、生育、哺乳降低其工资、予以辞退、与其解除劳动或者聘用合同。

In order to ensure that female workers, pregnant workers, and breastfeeding workers receive the special protection they deserve, the Company has formulated the Procedures for the Protection of Female Employees to implement the equal rights of men and women who enjoy the right to equal opportunities and free choice in matters of hiring, remuneration and benefits, and opportunities for training and competition, etc. The Company shall not discriminate against female employees on the basis of race, social class, nationality, religion, disability, gender or political affiliation. The Company does not allow forced, abusive or exploitative sexual harassment. Including posture, language and physical contact; nor shall the Company reduce the salary of female employees, dismiss them, or terminate their labor or employment contracts because they are pregnant, giving birth or breastfeeding.



Legal Employment
合法用工

员工入职当天均签订劳动合同，员工劳动合同签订率为 100%。

2022 年，公司人权保障培训覆盖率为 100%。

报告期内，公司未发生雇佣童工、强迫劳动、歧视骚扰等行为和事件。

Employees sign labor contracts on the day they join the Company, and the rate of employees signing labor contracts is 100%.

In 2022, the Company’s human right protection training coverage rate was 100%.

During the reporting period, there were no acts and incidents of child labor, forced labor, discrimination and harassment in the company.

Employee Benefits and Care
员工福利与关怀

Compensation and Benefits
薪酬福利

苏州创泰遵照集团公司的经营理念和管理模式，并依据国家有关劳动人事管理政策和公司其他规章制度，不断完善薪酬福利政策，制定包含《福利管理制度》《管理岗位及后勤岗位人员薪资标准》《营销货车司机及装卸工考核办法》等系列制度，为员工提供有竞争力的薪酬水平和福利待遇。同时，公司积极推行多元化的发展战略，并根据各个岗位不同的发展情况，实行差异化的绩效薪酬底薪，以激发员工的潜力，提高员工的积极性，进而推动整个组织的活力和创造力。

Suzhou Chuangtai follows the business philosophy and management mode of the Group Company. According to the relevant national labor and personnel management policies and other company rules and regulations, it constantly improves the remuneration and benefit policies, and formulates a series of systems containing Benefit Management System, Salary Standards for Management Positions and Logistics Positions, Assessment Measures for Marketing Truck Drivers and Loaders, etc., to provide employees with competitive salary levels and benefit treatment. At the same time, the Company actively implements diversified development strategy and differentiated performance pay base salary according to the different development of each position, in order to stimulate the potential of employees, improve their enthusiasm, and then promote the vitality and creativity of the whole organization.

此外，公司严格执行员工带薪休假制度，确保员工能够充分享受国家法定休假。与此同时，公司提供多元化的福利体系，以满足员工的不同需求和期望。

In addition, the Company strictly enforces the paid leave system for employees to ensure that they can fully enjoy the national statutory leave. Meanwhile, the Company provides a diversified benefit system to meet the different needs and expectations of employees.

Legal welfare
法定福利

法定福利是国家和地方政府法律法规规定提供给员工的基本保障性福利，包括社会保险、住房公积金、法定休假、高温补贴等。

Statutory benefits are the basic guaranteed benefits provided for employees under the laws and regulations of the state and local governments, including social insurance, housing provident fund, statutory leave, and high temperature subsidies.

——**社会保险和住房公积金** 社会保险和住房公积金办理根据当地政策法规，由公司和个人承担，其缴费基数按照国家规定执行。

——Social insurance and housing provident fund: Social insurance and housing provident fund, according to local policies and regulations, shall be shared by the Company and individuals, and its contribution base shall be in accordance with national regulations.

——**法定休假** 包含节假日、事假、病假、工伤假、婚假、产假（流产假）、陪产假、哺乳假、丧假、带薪年假、公假等。

——Statutory leave: Including holidays, personal leave, sick leave, work-related injury leave, marriage leave, maternity leave (abortion leave), paternity leave, breastfeeding leave, bereavement leave, paid annual leave, public vacations, etc.

——**高温补贴** 公司根据工作环境温度给员工发放降温补贴，发放防暑降温费的补助时间为每年 6、7、8 三个月，补贴标准根据法律法规规定标准执行。

——High temperature subsidy: The Company gives employees cooling subsidies according to the temperature of the working environment, and the issue time of heatstroke prevention and cooling expenses is June, July and August every year. The subsidy standard is implemented as required by laws and regulations.

Universal Benefits
普惠福利

普惠福利是公司提供给全体员工的保障性利益和服务，包括免费工作午餐、健康体检、节日礼品、员工团队旅游活动、生日祝贺、探望慰问生病员工等。Universal benefits are the guaranteed benefits and services provided by the Company for all employees, including free working lunches, health checkups, holiday gifts, staff team travel activities, birthday congratulations, visiting and condolences to sick employees, and so on.

——**免费工作午餐** 公司员工可享受公司食堂提供的免费午餐。

——Free working lunch: Employees of the Company can enjoy free lunch provided by the Company’s cafeteria.

——**员工宿舍** 有住宿需要的员工可申请免费住宿。

——Staff dormitory: Employees with accommodation needs can apply for free accommodation.

——**健康体检** 入职体检，员工工作满半年后可以凭体检发票予以报销；入职满一年可以免费参加公司组织的职中体检。

——Health checkups: For orientation checkups, employees can be reimbursed with the invoice of checkups after working for half a year; employees who have been employed for one year can participate in the in-service checkups organized by the Company free of charge.

——**节日礼品** 每逢重要节假日，公司为员工发放购物卡或礼品。发放标准根据公司每年经营情况确定。

——Holiday gifts: On every important holiday, the Company issues shopping cards or gifts to employees. The standard of issuance is determined according to the Company’s annual operation.

——**员工团体活动** 原则上公司根据经营情况利用闲暇时间组织员工活动，活动标准由公司确定，费用由公司承担。

——Employee group activities: In principle, the Company uses its leisure time to organize employee activities according to the operation situation, the standard of the activities is determined by the Company and the expenses are borne by the Company.

——**生日祝贺** 公司为员工准备价值 100 左右的礼品。

——Birthday congratulations: The Company prepares gifts worth less than RMB 100 for employees.

——**其他福利** 公司建立阅读室、健身室、篮球场等相关设施，以丰富职工的业余文化生活。

——Other benefits: The Company has established a reading room, a fitness room, a basketball court and other related facilities to enrich the amateur cultural life of employees.

Employee Care 员工关爱

一直以来，公司秉持以人为本的理念，深刻关心和爱护每一位员工。我们积极落实各项福利政策，同时因地制宜组织开展丰富多彩、形式多样的文化体育活动来凝聚人心，缓解员工压力，激发职工的工作激情，增强企业的凝聚力和职工战斗力。

All along, the Company has been upholding the people-oriented concept, deeply caring and loving every employee. We actively implement various benefit policies, and organize colorful and diverse cultural and sports activities according to local conditions to unite people's hearts, relieve employees' pressure, stimulate employees' passion for work, and enhance the cohesion of the enterprise and the fighting force of employees.

在政策和设施方面，我们为员工的提供了全方位的支持，为职工参与活动提供便利。公司采取行政投资、阵地共建等方式，逐步完善了活动场地建设，打造了党建阵地、职工活动中心、篮球场等，为员工工作生活平衡创造良好条件。

In terms of policies and facilities, we provide all-round support for employees' activities and facilitate their participation in activities. The Company has grad-



健步走 Brisk walking

ually improved the construction of activity venues by adopting administrative investment and position co-construction to create Party building positions, employee activity centers, basketball courts, etc., thus creating good conditions for employees' work-life balance.

公司从提高职工健康素质建设出发，大力推动职工文体活动的广泛开展，先后举办了趣味运动会、健步走、环湖跑等多项活动，激发职工活动兴趣，营造欢快的工作氛围。

Starting from improving the health quality construction of the staff, the Company vigorously promotes the extensive development of staff's cultural and sports activities, and has held a number of activities such as fun games, brisk walking, running around the lake, etc., to stimulate the staff's interest in activities, and to create a cheerful working atmosphere.



红色观影 Red theme film watching



团建 Team building



团建 Team building



趣味运动会 Fun games



趣味运动会 Fun games



篮球赛 Basketball games



篮球赛 Basketball games

案例：职工子女升学奖励座谈会

Case: Employees' children's enrollment incentive symposium

为加强公司与员工之间的联系，增强员工对公司的忠诚度和满意度，充分展现公司的人文关怀，公司于 2022 年 8 月 19 日举办了以“莘莘学子传喜讯，硕果累累赢金秋”为主题的苏州创泰 2022 年职工子女升学奖励座谈会，并准备了行李箱及随箱礼品，彰显了公司对员工家庭的关怀和支持，营造了更加积极的企业文化。

In order to strengthen the connection between the Company and the staff, enhance the loyalty and satisfaction of the staff to the Company, and fully show the humanistic care of the Company, the Company held the Suzhou Chuangtai 2022 Employee's Children's Enrollment Incentive Symposium on August 19, 2022 with the theme of "Students spreading the good news in golden autumn", and prepared suitcases and accompanying gifts to show the Company's care and support for employees' families and create a more positive corporate culture.



Care for Female Employees 关爱女性员工

公司高度重视女性员工的特殊权益和需求，在法定标准范围内，为女员工提供了婚育、哺乳、产假等合法休假权益，并特别设置了母婴室，以确保哺乳期员工的舒适和方便。

The Company attaches great importance to the special rights and needs of female employees, and provides female employees with legal leave rights and benefits such as marriage and childcare, breastfeeding, maternity leaves, etc., within the scope of the statutory standards, and has specially set up a nursery room to ensure the comfort and convenience of breastfeeding employees.

为体现公司对女员工的尊重和关怀，公司举办了三八节插花活动，让女员工能够在工作中感受到节日的温馨与关怀。此外，公司还为女员工准备了三八节福利，以感谢她们的辛勤工作和贡献。

In order to reflect the Company's respect and care for female employees, the Company held a flower arrangement activity on March 8, so that female employees could feel the warmth and care of the holiday in the work environment. In addition, the Company has prepared Women's Day benefits for female employees to thank them for their hard work and contribution.



三八节活动 Women's Day activities

Democratic Governance 民主管理

公司高度重视民主管理，不断优化民主监督机制，坚持和完善职工代表大会制度，抓好职工民主管理和监督工作，并且每年召开一次职工代表大会，向会员或会员代表报告工作，接受会员和会员代表的评议；公司坚持强化民主管理意识，维护职工合法权益，代表职工与企业行政方面建立集体协商制度，并签订集体合同。此外，公司坚持团结工会干部，培养工会积极分子，组织职工学文化、学技术、学法律，争做“四有”职工，抓好工会活动阵地建设，丰富职工业余文化体育生活，加强企业文化建设。

The Company attaches great importance to democratic management, constantly optimizes the democratic supervision mechanism, adheres to and improves the system of staff congresses, grasps the work of democratic management and supervision of the staff, and also convenes staff congresses once a year to report its work to the members or representatives of the members and to accept the comments of the members and representatives of the members; the Company adheres to the strengthening of the awareness of democratic management, safeguards the legitimate rights and interests of the staff, establishes the collective negotiation system on behalf of the staff with the administrative side of the Company and signs collective contracts. In addition, the Company insists on uniting the trade union cadres, cultivating the trade union activists, organizing the workers to learn culture, technology and law and to strive to be the workers with “four virtues”, holding the trade union activities, enriching the spare time cultural and sports life of the workers, and strengthening the construction of enterprise culture.

公司还定期组织职工或会员大会开展劳动竞赛、技术比武、提合理化建议等活动，关心职工生活，为职工排忧解难，及时反映职工的意见和要求，争做职工之友，积极协助行政抓好有关职工奖惩、安全生产、劳动保护、劳动保险和工资福利等工作，办好职工集体福利事业。此外，公司依法及时足额拨交、上缴工会经费，管好、用好工会经费，管理好工会财产。公司还组织员工定期开展工会规范化建设和“企业规范化文化中心”“劳动关系和谐企业”建设等活动，进一步增进员工的参与感和获得感，促进企业和职工的和谐发展。

The Company also regularly organizes staff or member meetings to carry out labor competitions, technical competitions, rationalization proposals and other activities, cares about the life of the staff, solves problems for the staff, reflects the views and requirements of the staff in a timely manner, strives to be a friend of the staff, actively assists the administration in grasping the work related to the staff’s rewards and punishments, safe production, labor protection, labor insurance and wages and benefits, and does a good job in the collective welfare undertakings of the staff. In addition, the Company allocates and pays union funds in full and in a timely manner according to law, manages and utilizes union funds well, and manages union property well. The Company also organizes employees to regularly carry out activities such as standardized construction of trade unions and the construction of “Standardized Corporate Culture Center” and “Harmonious Enterprise in Labor Relations”, which further enhances the employees’ sense of participation and gain, and promotes the harmonious development of the enterprise and the employees.

苏州创泰坚持将民主管理与企业改革发展任务更加紧密地联系起来、与企业经营管理活动更加有效地结合起来。我们鼓励广大职工积极参与企业改革发展、生产经营等方面的讨论，广泛征集职工关于企业改革发展、生产经营等方面的意见建议，调动职工以主人翁的姿态投入到企业的各项建设和管理中去，提高生产效率，促进企业的高质量发展。

Suzhou Chuangtai insists on linking democratic management more closely with the tasks of enterprise reform and development, and combining it more effectively with enterprise management activities. We encourage the staff to actively participate in the discussion of enterprise reform and development, production and operation, etc., and widely solicit their opinions and suggestions on enterprise reform and development, production and operation, etc., to mobilize the staff to devote themselves to the various constructions and management of the enterprise with the attitude of masters, to improve the production efficiency, and to promote the high-quality development of the enterprise.

Employee Communication Channels/Listening to the Voices of Grassroots Employees 员工沟通渠道 / 倾听基层员工声音

——**员工意见箱设置** 公司设置员工意见箱，公司全体员工可以通过不记名的方式将个人意见投进公司设置的员工意见箱里；总经办每月会开启意见箱，将搜集的意见和建议报送总经理审阅。

——**Setup of staff suggestion box.** The Company sets up a staff suggestion box. The Company’s staff can cast their personal opinions into the staff suggestion box in an anonymous way; General Manager’s Office will open the suggestion box every month, the collected opinions and suggestions will be reported to the General Manager for review.

——**制定《员工申诉管理控制程序》** 公司制定了《员工申诉管理控制程序》，鼓励员工从工作角度出发，认真、负责地向公司提合理化建议，以实现公司的持续化改善。同时，公司总经理手机号及微信号向全员开放，以便为员工提供正当、畅通的沟通渠道，员工有不满意意见或受利益侵害均可通过直接打电话、发信息等方式与总经理沟通。

——**Formulation of the Employee Grievance Management Control Procedure.** The Company has formulated the Employee Grievance Management Control Procedure to encourage employees to make rationalization proposals to the Company seriously and responsibly from the perspective of their work, so as to achieve continuous improvement of the Company. Meanwhile, the General Manager’s cell phone number and WeChat number are open to all employees, in order to provide employees with proper and open communication channels. Employees who have dissatisfied opinions or whose interests are infringed can communicate with the General Manager through direct phone calls, messages, and other means.

Employee Satisfaction Survey and Improvement Measures
员工满意度调查及改善措施

为进一步了解员工对公司现状的认识和评价，以及员工队伍的状态，推动公司快速发展，苏州创泰开展了一项综合性调查，范围覆盖公司的经营规划、质量管理、企业文化、工作环境、安全生产、公司福利等多个方面。通过此次调查，公司希望了解员工对公司的满意程度，以便更好地发现问题，持续改进。

In order to further understand the staff's understanding and evaluation of the Company's current situation, as well as the state of the workforce, and to promote the rapid development of the Company, Suzhou Chuangtai has conducted a comprehensive survey covering its business planning, quality management, corporate culture, working environment, safe production, company welfare and other aspects. Through this survey, the Company hoped to understand the level of employee satisfaction with the Company in order to better identify problems and make continuous improvements.

——**开展满意度调查** 公司每年进行一次员工满意度调查，员工通过无记名方式将自己意见和建议写在调查表上。企管部根据调查表进行汇总分析后呈报给总经理审阅。

企管部于 2022 年 12 月 16 日对员工进行随机的抽样调查工作，此次调查共发出《员工满意度调查表》300 份，以匿名方式进行员工满意度调查，共收回 290 份，有效答卷为 290 份，平均分达到 85.52 分。

——**Conduct satisfaction survey.** The Company conducts an annual employee satisfaction survey, in which employees write down their opinions and suggestions on the questionnaire by anonymous means. The Enterprise Management Department summarizes and analyzes the questionnaire and submits it to the General Manager for review.

The Enterprise Management Department conducted a random sampling survey on December 16, 2022, which issued 300 Employee Satisfaction Questionnaires and conducted employee satisfaction survey in an anonymous manner, and a total of 290 questionnaires were retrieved, with 290 valid responses and an average score of 85.52 points.

通过员工满意度调查，公司在薪酬福利、伙食状况、工作环境和工作制度方面进行了一系列改善措施。

Through the employee satisfaction survey, the Company has carried out a series of improvement measures in terms of salary and benefits, meals, working environment and working system.

——**建立合理的福利制度** 明确因劳所得，确保福利符合企业发展规划和员工生活水平。

——**Establish a reasonable benefit system.** We clarify the income from labor and ensure that the benefit is in line with the enterprise development plan and the living standard of the employees.

——**提供高质量员工餐** 公司通过各种方式尽可能为员工提供更高质量的员工餐，改善饭菜质量，改善用餐环境，丰富餐食样式。

——**Provide high-quality employee meals.** The Company provides employees with higher quality staff meals by various means as much as possible to improve the quality of meals, improve the dining environment and enrich the style of meals. We clarify the income from labor and ensure that the benefit is in line with the enterprise development plan and the living standard of the employees.

——**改善工作环境** 生产车间因生产工艺的影响，夏季车间温度较高。为激励员工在困难的工作条件下保持积极性和动力，公司为相关岗位员工提供高温补贴。同时，公司积极采取降温措施，如在车间放置冰块、及时为员工配送解暑饮品。

——**Improve the working environment.** The temperature in the production workshop is high in summer due to the production process. In order to incentivize employees to maintain their motivation and drive under difficult working conditions, the Company provides high temperature subsidies for employees in relevant positions. Meanwhile, the Company actively adopts cooling measures, such as placing ice cubes in the workshop and distributing heat relief drinks to employees in a timely manner.

——**优化公司制度** 根据部分岗位的休息时间进行调整，采用更具人性化考勤管理制度，推动制度进一步完善。

——**Optimize the company system.** The Company adjusts the rest time according to some positions, adopts a more humanized attendance management system, and promotes further improvement of the system.

Enabling Employee Development 助力员工发展

苏州创泰高度重视员工培训与发展。我们积极规范和促进商学院培训工作持续系统地进行，以创造良好的学习氛围，使员工能更快更好地融入公司，提升员工专业技能和素质，从而增进团队绩效，促进公司经营目标的实现和员工的共同发展。为此，公司制定了《创泰商学院管理制度》，适用于商学院培训体系、培训资源建设与管理 and 培训实施所涉及各个环节。

Suzhou Chuangtai attaches great importance to employee training and development. We actively regulate and promote the business school training work continuously and systematically, in order to create a good learning atmosphere, so that employees can be faster and better integrated into the Company, to enhance the professional skills and quality of employees, so as to enhance the team performance, and promote the realization of the Company's business objectives and the common development of employees. To this end, the Company has formulated the Chuangtai Business School Management System, which applies to the training system of the business school, the construction and management of training resources and the implementation of the training involved in all aspects.

此外，为进一步加强公司的人力资源管理，优化人员配置，增强活力，转变工作作风，提高办事效率，全面培养和锻炼员工队伍，建立干部和骨干员工交流和轮岗的长效机制，公司制定了《岗位轮换工作实施方案》，着眼于干部的培养锻炼和潜在能力的开发，致力于建立起公司的管理人才库，为公司的持续发展提供坚强的组织保障。

In addition, in order to further strengthen the Company's human resource management, optimize staffing, enhance vitality, change work style, improve efficiency, comprehensively train and exercise the workforce, and establish a long-term mechanism for the exchange and rotation of cadres and key employees, the Company has formulated the Job Rotation Work Implementation Plan, focuses on the cultivation and exercise of cadres and the development of their potential capabilities, and is committed to establishing a pool of management talents to provide a strong organizational guarantee for its sustainable development.

公司还制定了《员工岗位变动管理制度》，员工可通过内部招聘、转岗、调岗、借调等方式拓宽个人，提升自己的工作能力，实现自我价值。

The Company has also formulated the Employee Position Change Management System, in which employees can broaden their personal horizon through internal recruitment, transferring, reassigning and secondment to enhance their working ability and realize their self-worth.

Annual training program and implementation 年度培训计划与实施

根据集团公司整体战略，由苏州创泰企管部于每年 12 月份在全公司范围内组织开展培训需求调查，各部门负责人将部门需求信息提报给企管部，并由企管部对培训需求信息进行汇总分析和整理，编写公司年度培训方案，初步制定公司年度培训计划经总经理审批后公示；为便于计划的实施和控制，企管部可将年度培训计划分解为季度或月度计划，并跟踪培训实施过程，收集培训记录。

According to the overall strategy of the Group Company, the Enterprise Management Department of Suzhou Chuangtai organizes the training demand survey in December every year in the whole company. Each department head reports the departmental demand information to the Enterprise Management Department, and the Enterprise Management Department summarizes, analyzes and collates the training demand information, prepares the Company's annual training program, and initially formulates the Company's annual training plan for the approval of the General Manager and then makes it public; in order to facilitate the implementation and control of the plan, the Enterprise Management Department can decompose the annual training plan into quarterly or monthly plans, and track the training implementation process and collect training records.

Training system of Chuangtai Business School 创泰商学院培训体系

培训组织框架 Training Organization Framework

为加强培训管理，确保培训有人抓，有人管，责任层层分解，公司实施三级培训管理机制，并确定学院课程体系主任为公司培训体系的整体跟进责任人。

In order to strengthen the training management and to ensure that the training will be monitored and managed by someone, and that the responsibility is broken down layer by layer, the Company implements a three-level training management mechanism, and determines the director of the college course system as the person who is responsible for the overall follow-up of the Company's training system.

组织架构 Organizational framework	层级 Hierarchy	具体描述 Specific description	责任人 Responsible person
一级管理 Level 1 Management	公司级 Company level	企业商业院安排的计划内培训 Planned training arranged by the Enterprise Business School.	商学院计划体系计划主任 Director of Business School Curriculum System Program
二级管理 Level 2 Management	部门级 Departmental level	公司各部门安排的培训 Training arranged by various departments of the Company.	部门负责人 Department Head
三级管理 Level 3 Management	班组级 Shift level	公司各部门班组安排的培训 Training arranged by the shifts of each department of the Company.	班长 / 副班长 Shift Supervisor/Deputy Shift Supervisor

培训内容 Training content

- 专业知识培训** 员工从事本职或相关联工作应具备的基本知识
——Professional knowledge training: Basic knowledge that employees should have to engage in their own job or related work;
- 专业技能培训** 员工胜任本职或相关联工作应具备的岗位专业技能
——Professional skill training: Professional skills that employees should possess to be competent for their own job or related work;

- 道德素质培训** 构建公司和员工之间信任与和谐劳动关系的职业道德培训
——Moral quality training: Professional moral training to build trust and harmonious labor relations between the Company and employees;
- 文化制度培训** 公司推行的企业文化、管理体系、规章制度方面的培训
——Culture and system training: Training on corporate culture, management system, rules and regulations implemented by the Company.

内部培训 Internal training

- 新员工岗前培训**企管部和相关部门对新员工进行知识和技能方面的培训
——Pre-employment training for new employees: Knowledge and skill training for new employees by the Enterprise Management Department and relevant departments;
- 专业技能培训**各部门根据培训计划有针对性组织的岗位技能培训
——Professional skill training: Job skill training organized by each department according to the training plan in a targeted manner;
- 转岗培训**员工调换工作岗位时由调入部门组织的岗位技能培训
——Transfer training: Job skill training organized by the transferring department when employees change jobs;
- 增值培训**员工晋升或需扩大管理责任时所做的岗位技能培训
——Value-added training: Job skill training done when employees are promoted or need expanded management responsibilities.

外部培训 External training

外部培训是指公司根据发展需要，统一组织的外派培训或部门根据工作需要经申请且批准的外部学习，培训完成后需进行转训。

External training refers to the external training uniformly organized by the Company according to the development needs or the external learning applied for and approved by the department according to the work needs. After the training is completed, transfer training is required.

培训资源建设与管理 Training resource construction and management

在创泰商学院整个培训体系中，公司以内部培训讲师为主，着重建立一支知识水平高、业务精湛、素质优良的内部讲师队伍。

In the whole training system of Chuangtai Business School, the Company focuses on internal training instructors, and focuses on establishing a team of internal instructors with high level of knowledge, exquisite business and excellent quality.

培训体系 Training system



Safe Production Management 安全生产管理

公司积极建立健全安全生产管理制度，推进安全生产责任制、安全操作规程。为加强公司内部实质性安全管理，控制生产安全事故和经济损失，有效应对政府部门执法检查，苏州创泰结合公司安全生产实际，参照安全生产有关法规、标准及上级政府要求等，制定了《2022 年安全生产工作计划》，积极推进“二级安全标准化”建设运行。同时，公司还积极强化考评激励机制的运用，并于 2022 年 3 月初，落实公司《安全绩效考评办法》，实施安全绩效考核，并及时向全员公开通报日常安全管理检查信息，对隐患不整改、安全措施不落实、伪造安全生产管理记录、安全工作不推进等“安全”不作为情况加大惩戒力度。坚持安全生产工伤事故“四不放过”原则落实情况，加强工伤事故惩戒力度，强化安全生产履职执行力，加大安全失职成本。

The Company actively establishes and improves the safe production management system, promotes the safe production responsibility system and safe operation procedures. In order to strengthen the substantial safety management within the Company, control production safety accidents and economic losses, and effectively respond to the law enforcement inspections of government departments, Suzhou Chuangtai has formulated the 2022 Work Plan for Work Safety by combining its actual safety production with reference to the relevant laws and regulations on work safety and the requirements of the higher level government, and actively promoted the construction and operation of “Level 2 Safety Standardization”. Meanwhile, the Company also actively strengthened the use of assessment and incentive mechanism. In early March 2022, the Company implemented Safety Performance Assessment Methods, carried out the safety performance assessment, and timely and openly communicated to the entire staff of the daily safety management inspection information. The Company has increased punishment for “safety” omissions such as failure to rectify hidden dangers, failure to implement safety measures, falsification of safe production management records, and failure to promote safety work. Adhere to the implementation of the principle of “four no spares” for workplace accidents in safe production, strengthen the disciplinary efforts for work-related injury accidents, reinforce the execution of work safety performance, and increase the cost of safety negligence.

为确保员工的安全和降低生产安全事故风险，公司积极加强安全生产管理队伍建设，定期组织召开安委会会议、安全会议，总结、部署安全生产管理工作，通报、协调解决、跟踪安全生产问题，学习安全标准规范等，强化基层及以上管理人员安全生产管理培训，公司鼓励各级员工取得注册安全工程师证书。

In order to ensure the safety of employees and reduce the risk of safe production accidents, the Company actively strengthens the construction of safe production management team, regularly organizes and holds safety committee meetings, safety meetings, summarizes and deploys the work of safe production management, informs, coordinates and solves and follows up the safe production problems, learns the safety standards and norms, etc., and strengthens the safe production management training for grass-roots level and above management personnel. The Company encourages the employees at all levels to obtain the Registered Safety Engineer Certificate.

2022 年，通过安全培训、定期安全考试、日常安全提问、知识竞赛等方式，强化员工“安全职责”、“安全规程”意识，做到全员记在心里、讲在口中，渗透到生产的整个过程和各个环节。2022 年安全生产投入为 1043 万元。

In 2022, through safety training, regular safety exams, daily safety questions, knowledge contests, etc., the Company has strengthend the staff's awareness of “safety responsibilities” and “safety regulations”, so that all the staff will remember and talk about the safety rules, which will penetrate into the whole process of production and all the links. The investment in safe production was RMB 10.43 million in 2022.

2022 年安全生产控制目标	Safe production control target in 2022
(一) 全年重伤及以上安全生产事故为零；控制因工伤伤及其以上人身伤害事故，千人工伤率低于 10%；职业病病例为零。	
(i) Zero serious injuries and above production safety accidents for the year; control of work-related minor injuries and above personal injury accidents, with the rate of 1,000 labor injuries below 10 per thousand; and zero cases of occupational diseases.	
(二) 火灾、爆炸事故、设备安全事故为零。	
(ii) Zero fire, explosion accidents and equipment safety accidents.	
(三) 重大交通安全事故为零。	
(iii) Zero major traffic safety accidents.	
(四) 事故隐患整改率为 100%。	
(iv) The rectification rate of hidden accidents is 100%.	
(五) 职业危害治理率为 100%。	
(v) The rate of occupational hazard management is 100%.	
(六) 员工培训率为 100%。	
(vi) The rate of employee training is 100%.	
(七) 特种作业人员、特种设备操作人员持证上岗率为 100%。	
(vii) The rate of licensed special operators and special equipment operators is 100%.	
(八) 安全生产事故类目标：杜绝生产安全死亡事故，控制重伤事故，千人工伤率依据《安全生产目标责任书》执行。	
(viii) Targets in the category of production safety accidents: to eliminate production safety fatal accidents, to control serious injuries, and the rate of 1,000 injuries is based on the Work Safety Target Responsibility Statement.	
(九) 安全管理类目标：杜绝安全生产行政处罚处罚，依据《安全绩效考评办法》相关规定执行。	
(ix) Safety management objectives: to eliminate administrative penalties for work safety enforcement in accordance with the relevant provisions of the Safety Performance Evaluation Measures.	

安全培训 Social Activities

公司持续关注安全教育培训，确保员工的安全意识和技能得到持续提升。为强化员工“安全第一”的理念，提高从业人员的综合安全素质，使其具备与其从事工作岗位相应的安全知识和操作技能，公司对员工开展常态化的安全教育，并制定管理人员安全教育培训、特种（设备）作业人员持证上岗培训、从业人员日常安全教育培训、新员工安全教育培训、转岗员工复岗员工（因故离岗超过 6 个月）培训和外来人员培训等安全培训计划，提高全员安全意识。2022 年公司员工安全培训率 100%，培训考核合格率 100%。

The Company constantly pays attention to safety education and training to ensure that employees' safety awareness and skills are continuously improved. In order to strengthen the staff's concept of "safety first", improve the comprehensive safety quality of employees, and equip them with safety knowledge and operation skills corresponding to their jobs, the Company carries out regular safety education for employees, and formulates safety education and training for management personnel, special (equipment) operators' licensed induction training, employees' daily safety education and training, new employees' safety education and training, transferring employees' and reinstatement employees' (who have left their jobs for more than 6 months for reasons) training and outsiders' training, etc., so as to improve the safety awareness of the whole staff. In 2022, the safety training rate of the Company's employees was 100%, and the qualification rate of training and examination was 100%.



安全培训绩效数据一览表 Safety Training Performance Data List			
指标 Indicator	单位 Unit	2022	2021
在岗人员安全培训累计人次 Cumulative person-time of on-duty personnel for safety training	人次 Person-time	5,400	7,200
在岗人员人均接受安全培训时数 Per capita number of hours of safety training received by personnel on duty	小时 Hours	24	24

Safety risk management
安全风险管理

风险分级管控体系运行 Risk classification and control system operation

为推动风险管理体系运行，确保公司可持续发展。公司各级管理人员应坚决扛起防范重大安全风险的责任，梳理重点安全风险，制定并落实安全风险管控措施，落实管控责任人，实施《双机制运行奖惩制度》，并组织全员风险管控培训，开展风险辨识的持续更新工作，更新《风险分析评价记录》、《风险分级管控清单》，在新增较大危险因素的场所和有关设施、设备上设置明显的安全警示标志。属于重大危险源的需及时登记建档，建立重大危险源档案。

The purpose is to promote the operation of risk management system and ensure the sustainable development of the Company. Managers at all levels of the Company should resolutely carry the responsibility of preventing major safety risks, sort out key safety risks, formulate and implement safety risk control measures, implement the person responsible for control and implementation of the Dual Mechanism Operation Reward and Punishment System, and organize risk control training for the whole staff, carry out the continuous updating of risk identification, update the Risk Analysis and Evaluation Record and Risk Rating and Control Checklist, and add obvious safety warning signs to the places and related facilities and equipment with new major risk factors. Those belonging to major sources of danger need to be registered and archived in time to establish files of major sources of danger.

隐患排查治理体系 Hidden Danger Identification and Management System

隐患排查是企业安全管理和风险管理的重要部分，为有效识别和处理潜在的危 险和 风险，安环部制定了《2022 年隐患排查计划》，并按计划开展隐患排查工作，以减少事故和损失的可能性。公司每季度至少组织 1 次公司级综合检查和 1 次季节性隐患排查，节假日前组织节假日隐患排查；生产车间每月至少组织 1 次本生产区域范围内的车间级隐患排查；设备部（维修班）每月至少组织 1 次设备、电气等方面的专项检查；班组长每周至少组织 1 次班组级隐患排查，班组长、各岗位主操等每班对所属区域内的安全进行巡回安全检查，并落实班组安全交接班制度。对查出的隐患问题，要逐项分析原因，做到定整改期限、定责任人、定整改措施，并定期复查，直至形成闭环管理，隐患排查治理情况进行公示。

Hidden danger identification is an important part of enterprise safety management and risk management. In order to effectively identify and deal with potential dangers and risks, the Department of Safety and Environmental Protection has formulated the Hidden Danger Identification Plan 2022 and carries out the work of hidden danger identification according to the plan in order to reduce the possibility of accidents and losses. The Company organizes at least 1 company-level comprehensive inspection and 1 seasonal hidden danger inspection every quarter, and organizes holiday hidden danger inspection before holidays; the production workshop organizes at least 1 workshop-level hidden danger inspection within the scope of this production area every month; the Equipment Department (maintenance shift) organizes at least 1 special inspection of equipment, electrics, etc., every month; the team leader organizes at least 1 team-level hidden danger inspection every week, and the team leader, the chief operator of each position, etc. conducts roving safety inspections in the area to which they belong, and implements the team safety handover system. The hidden danger problems identified should be analyzed for reasons one by one, so as to set the deadline for rectification, the responsible person and the rectification measures, and review regularly until the formation of closed-loop management, and the situation of hidden danger investigation and management will be publicized.

风险分级管控更新后，根据管控层级完善隐患排查标准，细化隐患排查治理工作。公司应鼓励员工积极开展“查找身边隐患活动”，对查出的隐患立即整改或上报公司治理。

After the risk classification and control is updated, the hidden danger investigation standard is improved according to the control level, and the hidden danger investigation and management work is refined. The Company should encourage employees to actively carry out the "search for hidden dangers around them", and immediately rectify or report the identified hidden dangers to the Company for governance.

Safety emergency management 安全应急管理

公司坚持“预防为主、防救结合”原则，在做好常态风险管控的同时，认真做好应急准备工作。同时，在应急预案编制前，积极开展风险评估和应急资源调查，以确保在面对潜在风险和紧急情况时能够有序而迅速地应对。此外，公司还编制了《风险评估报告》《应急资源调查报告》，并根据有关法律、法规等，结合本公司组织管理体系、生产规模和可能发生的事故特点，编制《生产安全事故应急预案》，由公司主要负责人签署发布，及时发放到各有关部门、岗位和应急救援队伍。

The Company adheres to the principle of putting prevention first with rescue combined, and makes emergency preparations while doing a good job in normal risk management and control. Meanwhile, before the preparation of the emergency plan, actively carry out risk assessment and investigation of emergency resources to ensure an orderly and rapid response in the face of potential risks and emergencies. In addition, the Company has prepared the Risk Assessment Report, the Emergency Resource Investigation Report, and the Emergency Response Plan for Production Safety Accidents in accordance with the relevant laws and regulations, etc., combined with its organization and management system, the scale of production and the characteristics of possible accidents, which is signed and released by the main person in charge of the Company, and issued to all relevant departments, positions and emergency rescue teams in a timely manner.

此外，根据公司的事故分线特点，安环部发布了《2022 年综合或专项应急预案演练计划》，每年至少组织一次综合应急预案演练或专项应急预案演练。

In addition, based on the characteristics of the Company's accident sub-line, the Safety and Environment Department has issued the 2022 Comprehensive or Special Emergency Response Plan Exercise Plan, organizing at least one comprehensive emergency response plan exercise or special emergency response plan exercise every year.



灭火演练 Fire Fighting Drill



天然气泄漏应急演练 Natural gas leakage emergency drill



消防演习 Fire drill



消防演习 Fire drill

Work Safety Month 安全生产月

2022 年 6 月是我国第二十个“安全生产月”，主题是“遵守安全生产法，当好第一责任人”，为认真贯彻落实习近平总书记关于安全生产重要论述，公司成立安全生产月领导小组，积极开展“安全生产月”活动。

June 2022 is China's twenty-first "work safety month", and the theme is "comply with the work safety law and be the first responsible person". In order to conscientiously implement the General Secretary Xi Jinping's important thesis on work safety, the Company set up a leading group of the work safety month to actively carry out the "work safety month" activities.

案例 1：启动公司安全生产月活动

Case 1: Launching the Company's work safety month activities

2022 年 6 月 10 日前，公司安环部、各车间部门通过各种方式，传达学习公司安全生产月重点活动实施方案，并组织召开公司安全生产工作会议，结合本单位实际进行安全部署，明确各自重点任务及责任分工。在生产现场、厂区主道路等醒目位置，张贴或悬挂安全标语、横幅等。

Before June 10, 2022, the Company's Safety And Environmental Protection Department and each workshop department conveyed and learned the Company's key activity implementation plan for work safety month through various ways, organized and convened the Company's work safety conference, made safety deployment in combination with the company's actual situation and clarified their respective key tasks and division of responsibility. Post or hang safety slogans, banners, etc. in conspicuous locations such as production sites and main roads in the factory.



案例 2：开展“安全宣传咨询日”和安全宣传“五进”活动

Case 2: Carrying out "Safety Publicity and Consultation Day" and "Five-in" activities for safety publicity.

2022 年 6 月 16 日前后，公司组织开展“安全宣传全屏传播”，通过制作公益广告、海报等方式，在公司大力营造“关爱生命、关注安全”的浓厚氛围。公司积极响应国家号召，在生产重点区域及重点工序、岗位悬挂安全生产主题标语，并向公司员工发放安全生产宣传材料，宣传安全生产方针政策、法律法规，宣传安全生产、职业病预防和应急逃生自救互救知识，解答广大员工关心的安全生产问题，鼓励举报身边的安全隐患和非法违法行为。

Around June 16, 2022, the Company organized and carried out the "full-screen dissemination of safety propaganda", and vigorously created a strong atmosphere of "caring for life and paying attention to safety" in the Company through the production of public service advertisements, posters and other means. The Company actively responded to the call of the state, hung production safety theme slogans in key production areas and key processes, positions, and distributes production safety publicity materials to the Company's employees, publicized production safety policies, laws and regulations, publicized production safety, occupational disease prevention and emergency escape self-help and mutual-help knowledge, answers the majority of employees concerned about production safety issues, and encouraged the reporting of safety hazards and illegal and unlawful behaviors around them.

案例 3：举办安全生产知识竞赛活动

Case 3: Holding a work safety knowledge competition

公司于 2022 年 6 月 26 日，面向广大干部职工，积极开展安全生产知识竞赛活动，参赛人员主要是由中基层管理人员、生产岗位员工组成，每支代表队必须有一名班组长参加，鼓励车间主任 / 副主任参加竞赛。题库内容主要源于从业人员安全生产作业活动、安全生产管理等方面。

On June 26, 2022, targeting the majority of cadres and workers, the Company actively carried out the work safety knowledge competition, and the participants were mainly composed of middle and basic management personnel, production position employees. Each representative team must include a team leader, and the workshop director / deputy director was encouraged to participate in the competition. The content of the question bank mainly originated from the practitioners' safe production operation activities, safe production management and other aspects.





共创 长期价值

Creating
long-term
value together

9 产业、创新和基础设施



12 负责任消费和生产



17 促进目标实现的伙伴关系



R&D Innovation 研发创新

Promoting Innovation Culture 推进创新文化

在科技创新和研发管理方面，公司积极建立创新文化，秉持“人尽其才、用人唯贤”的理念来选拔和任用人才。此外，公司还通过多种形式和途径，鼓励员工积极参与创新活动，激发他们的创新热情和积极性。公司推崇创新思维，鼓励员工挑战传统、开拓未知领域、尝试新鲜事物。同时，公司积极为员工搭建成长平台，培养员工的创新能力和团队合作精神。

In terms of scientific and technological innovation and R&D management, the Company actively establishes an innovative culture and upholds the concept of "making the best use of talents and employing only the best people" to select and appoint talents. In addition, the Company also encourages employees to actively participate in innovation activities through a variety of forms and ways to stimulate their enthusiasm and enthusiasm for innovation. The Company promotes innovative thinking and encourages its employees to challenge traditions, explore unknown fields and try new things. Meanwhile, the Company actively builds a growth platform for its employees to cultivate their innovative ability and teamwork spirit.

R&D Innovation Management 研发创新管理

苏州创泰始终坚持创新是企业可持续发展的源动力，通过明确企业的核心竞争力和未来的发展方向，持续跟踪技术研究的前沿，了解最新的科学和工程进展，制定适合自身的创新战略，以增强核心竞争力，实现企业的长期发展目标，志在成为国内领先的汽车铝合金产品开发商和制造商。

Suzhou Chuangtai always adheres to innovation as the source power of its sustainable development, and aspires to become a leading developer and manufacturer of automotive aluminum alloy products in China by defining its core competitiveness and future development direction, continuously tracking the frontiers of technological research, learning about the latest scientific and engineering advances, and formulating an innovation strategy that suits its own needs in order to enhance its core competitiveness and achieve its long-term development goals.

公司不断整合内部研发创新资源，加大技术研究和开发投入，制定科技研究和开发方案，合理分配资金和资源，为技术研究和开发提供必要的支持。同时，公司通过合作、共享等方式尝试寻求更多的创新和研发资源。此外，公司不断推进外部创新与合作，在当今全球化、开放化的大环境下，国际化合作和国内外专家的共同研究可以促进科技创新和研发管理的进一步发展。企业通过技术峰会、合作研发、技术中心等途径与外部力量合作，加速企业的技术迭代和创新升级。

The Company continuously integrates internal R&D and innovation resources, increases investment in technological research and development, formulates scientific and technological research and

development programs, and reasonably allocates funds and resources to provide necessary support for technological research and development. Meanwhile, the Company tries to seek more innovation and R&D resources through cooperation and sharing. In addition, the Company continuously promotes external innovation and cooperation. In today's globalized and open environment, international cooperation and joint research by domestic and foreign experts can promote further development of scientific and technological innovation and R&D management. The Company cooperates with external forces through technology summits, cooperative R&D, and technology centers to accelerate its technology iteration and innovation upgrading.

案例：积极推动汽车锻造业供应的创新变革

Case: Actively promoting innovative changes in the supply of the automotive forging industry

近二十年铝合金底盘悬挂件锻造发展迅速，对挤压棒原料要求越来越严格，成型尺寸越来越复杂。底盘悬挂件锻造厂（控制臂、转向节等安全件）的制程质量风险也逐渐增加，对应的制造和质量成本亦不断提高。整个上下游面临成本、技术改进趋近极限，相关制程、质量、供应风险突显严重。为解决锻造业面临的困惑，提供成本更低、适应性更好的锻造原料。一场由铸棒代替挤压棒的变革即将发生，而我司也是这场变革的积极推动者。

The forging of aluminum alloy chassis suspension parts has been developing rapidly in the past two decades, the requirements for extruded bar raw materials are becoming more and more strict and the molding dimensions are becoming more and more complicated. The process quality risk of the chassis suspension parts forging plant (control arms, steering knuckles, and other safety parts) has also gradually increased, and the corresponding manufacturing and quality costs have been rising. The entire upstream and downstream are faced with costs, technological improvements approaching the limit, and the relevant process, quality and supply risk highlights the seriousness. To solve the confusion faced by the forging industry and provide lower cost and better adapted forging raw materials. A change of cast rods instead of extruded rods is about to happen, and our company is an active promoter of this change.

在这场创新变革前期验证中，我们发现高品铸棒代替挤压棒，不但制造成本大幅度降低，过程裂纹风险大幅度降低、粗晶环控制十分优异、更容易锻造复杂尺寸。

During the pre-validation of this innovative change, we found that high-grade cast rods instead of extruded rods not only had a significant reduction in manufacturing cost, but also had a significant reduction in process crack risk, very excellent coarse grain ring control, and easier forging of complex sizes.

为加快这场变革，我司成立高品锻造铸棒项目组，不断研发调整材料成分、铸造工艺，让铸棒与锻造工艺适配。

In order to accelerate this change, our company has set up a high-quality forging and casting project team, which constantly researches and adjusts the material composition and casting process, so that the cast rods are suitable for the forging process.

高品锻造铸棒项目组启动并投入 2000 多万资金，引进在线剥皮、在线水浸探伤、在线锯切等一条线定制设备，不断调试和改装设备。目前已得到多家锻造业龙头公司的认可，并已展开合作。

The high-grade forging and casting rod project team started and invested more than RMB 20 million to introduce a line of customized equipment such as on-line stripping, on-line water immersion flaw detection, on-line sawing, etc., and continuously debugging and modifying the equipment. It has been recognized by a number of leading companies in the forging industry and related cooperation has been carried out.

R&D team building 研发团队建设

科技创新和研发管理需要一支强大的研发团队。研发团队的建立需要有良好的组织管理和人才激励机制。首先，根据企业的创新战略确定研发团队的人员组成及岗位职责。其次，建立科技创新和研发管理制度，明确研发流程、研发标准和研发保密制度。然后，建立人才培养和激励机制，由部门制定年度内训外训计划，并且每半年度根据员工工作表现开展升职加薪评估。此外，公司还为员工提供了股权激励、人才购房优惠政策，吸引优秀的科研人才加入企业的研发团队。

Scientific and technological innovation and R&D management require a strong R&D team. The establishment of the R&D team requires good organizational management and talent incentives. First of all, the composition of the R&D team and job responsibilities are determined according to the innovation strategy of the enterprise. Secondly, establish a management system for science and technology innovation and R&D, and clarify the R&D process, R&D standards and R&D confidentiality system. Then, establish a talent training and incentive mechanism. The department shall develop annual internal and external training programs, and carry out promotion and salary increase assessment every half-year based on employee performance. In addition, the Company also provides equity incentives and preferential policies on the purchase of housing for talents to attract outstanding research talents to join the Company's R&D team.

Promote industry-university-research cooperation 推进产学研合作

目前公司已与湖南大学苏州研究院成立《汽车轻量化用高性能铝合金联合实验室》，共同开展汽车用高性能铝合金产品的研发工作，与此同时，公司也与长三角先进材料研究院、中铝材料应用研究院苏州院、南京工业大学等科研机构、大学开展合作交流。At present, the Company has set up "High Performance Aluminum Alloy Joint Laboratory for Automotive Lightweighting" with Suzhou Research Institute of Hunan University to jointly carry out the research and development of high-performance aluminum alloy products for automotive use. At the same time, the Company has also carried out cooperation and exchanges with the NATIONAL INNOVATION CENTER par EXCELLENCE, Suzhou Institute of CHINALCO, Nanjing Tech University and other scientific research institutions and universities.

R&D achievements 研发成就

2022 获项目扶持资金 980 万，获批国家绿色工厂。
Won the project support funds of RMB 9.8 million, approved as the national green factory in 2022.

2022 年编制完成并发布《再生变形铝合金原料》国家标准。
Prepared and published the National Standard for Recycled Deformed Aluminum Alloy Raw Materials in 2022.

2022 年开始宁德时代上海智能汽车材料认证工作。
The certification of materials for CATL Shanghai Smart Vehicle began in 2022.

2022 年开始华人运通材料认证工作。
Started the certification work of Human Horizons materials in 2022.

2022 年申请了 12 件实用新型专利和 3 件发明专利，授权了 8 件实用新型专利和 3 件发明专利。
In 2022, 12 utility model patents and 3 invention patents were applied for and 8 utility model patents and 3 invention patents were authorized.

Quality Assurance 品质保证

苏州创泰高度重视质量管理体系建设，始终秉承“质量为本、持续改进、遵章守法、服务顾客”的质量方针，致力于为客户提供优质的产品与服务体验。

Suzhou Chuangtai attaches great importance to the construction of quality management system, always adhering to the quality policy of "quality-oriented, continuous improvement, compliance with laws and regulations, and customer service", and is committed to providing customers with high-quality products and service experience.

为了建立和完善公司的管理体系，实现公司的管理方针和管理目标，促进公司的可持续发展，公司根据 ISO 9001 质量管理体系要求，制定了《系统管理手册》，此手册应用于市场开发、订单审核、产品质量先期策划、过程设计、采购、生产、检验、交付和服务等各个阶段。报告期内，公司已通过 ISO 9001：2015 质量管理体系认证和 IATF 16949：2016 汽车质量管理体系认证。

In order to establish and improve its management system, realize its management policy and management objectives, and promote its sustainable development, the Company has formulated the System Management Manual according to the requirements of ISO9001 Quality Management System, and this manual is applied to all stages of market development, order review, product quality advance planning, process design, purchasing, production, inspection, delivery, and service. During the reporting period, the Company has passed ISO9001:2015 quality management system certification and IATF16949:2016 automotive quality management system certification.

Product quality 产品质量

苏州创泰持续提升质量管理体系水平。为确保产品质量的稳定性和合规性，公司制定了《检验过程控制程序》和《不合格品过程控制程序》，其涵盖了从原材料采购到生产再到最终交付的各个环节，旨在监控和管理产品质量，以便及时处理不合格品，满足客户的高标准要求。

Suzhou Chuangtai continuously improves the level of quality management system. In order to ensure the stability and compliance of product quality, the Company has formulated the Inspection Process Control Procedure and Nonconforming Product Process Control Procedure, which cover all aspects from raw material procurement to production to final delivery, aiming to monitor and manage product quality so as to deal with nonconformities in a timely manner and to meet the high standards of customers.



Customer Service 客户服务

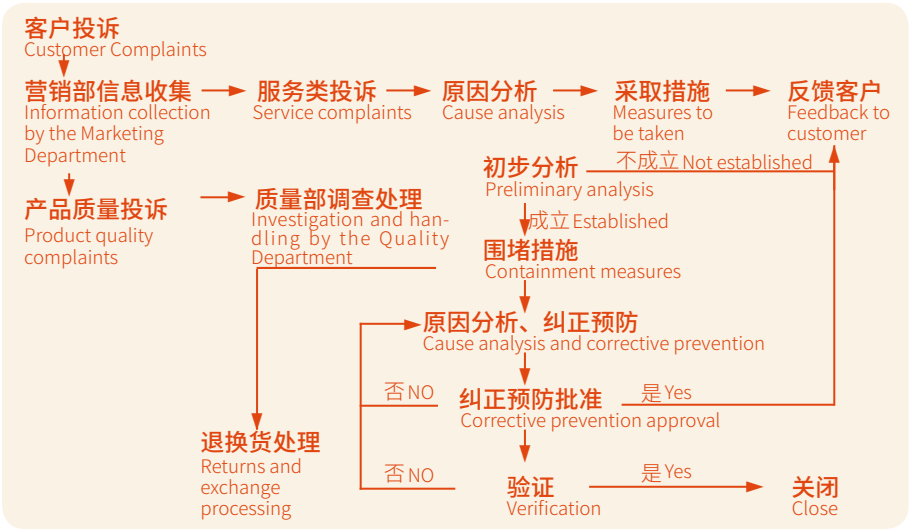
苏州创泰一直秉承着“诚信务实，优质创新”的经营理念，积极维护客户合法权益，并通过开展客户满意度调查、产品质量投诉跟踪，多措并举完善客户反馈机制，建立并维护良好的客户关系。

Suzhou Chuangtai has been adhering to the business philosophy of "honesty and pragmatism, quality and innovation", actively safeguarding the legitimate rights and interests of customers, and through customer satisfaction surveys, product quality complaint tracking, and taking measures to improve the customer feedback mechanism, to establish and maintain good customer relations.

为确保对客户抱怨和反馈进行及时、专业和有效的处理，公司制定了《客户抱怨处理规范》和《顾客反馈过程控制程序》，以便公司能够更好地倾听客户的声音，发现问题，并采取适当的措施来改善产品和服务，以满足客户的需求和期望，提升客户满意度，并维护公司的声誉。

In order to ensure timely, professional and effective handling of customer complaints and feedback, the Company has formulated Specifications for Handling Customer Complaints and Customer Feedback Process Control Procedures so that the Company can better listen to customers' voices, identify problems, and take appropriate measures to improve its products and services in order to satisfy customers' needs and expectations, enhance customer satisfaction, and safeguard the Company's reputation.

▼ 客户投诉流程图 Customer Complaint Flowchart



公司注重提升客户满意度，积极开展客户满意度调查，通过人员礼貌态度、问题回答速度、产品规格质量及有害物质管理、交货期、订单合同履行、送样时效等不同方面进行调查，以确保公司产品和服务满足客户的高标准要求。

The Company focused on enhancing customer satisfaction and actively conducted customer satisfaction surveys through different aspects such as courteous attitude of personnel, speed of answering questions, quality of product specifications and management of hazardous substances, delivery time, fulfillment of order contracts, and timeliness of delivering samples to ensure that the Company's products and services met the high standards of customers.

Supplier Management 供应商管理

苏州创泰大力倡导绿色采购发展理念。公司通过制定并实施《供应商管理控制程序》，以统筹规范供应商的遴选、开发、评价管理等机制，提高供应商各类物资供应的及时性，以保证生产过程所需采购产品的质量、产能及物流能力满足规定要求。

Suzhou Chuangtai strongly advocated the concept of green procurement development. the Company formulated and implemented the Supplier Management Control Procedures to coordinate and standardize the mechanisms of supplier selection, development, evaluation and management, and to improve the timeliness of the supply of various types of materials from suppliers to ensure that the quality, production capacity and logistical capability of the purchased products required for the production process meet the stipulated requirements.

调查潜在供应商 Investigate potential suppliers

根据 APQP 计划或采购产品的需要，采购部对潜在供应商或顾客指定供应商名单中所列潜在供应商进行调查、整理，并确认潜在供应商的产品或材料的法规的符合性。调查以供应商填写《供方基本情况调查表》的方式进行，并将潜在《供方基本情况调查表》及相关资料归档。

In accordance with the APQP program or the needs of procured products, the Procurement Department investigated and organized potential suppliers stipulated in the list of potential suppliers or customer-designated suppliers, and confirmed the compliance of potential suppliers' products or materials with regulations. The survey was conducted by way of suppliers filling out the Basic Information Questionnaire for Suppliers, and the Basic Information Questionnaire for Potential Suppliers and related information were filed.

评估供应商能力 Evaluate supplier's capability

目前，公司物料分类为 A、B、C 三类，对 A 类，B 类物料供应商进行评估。对距公司 300KM 内的 A 类供应商，由采购部、质量部、技术部根据《供方基本情况调查表》调查的相关信息，进行现场评估，并将结果记录于《供方评定记录》；距公司 300KM 外的 A 类供应商可选择远程（电话、视频）审核，其余 A 类供应商实施现场审核。B 类由供应商自评，评估结果≥ 90 分的潜在供应商为合格者。评估合格者方可进入下阶段的开发和 PPAP。

At present, the Company's materials were categorized into A, B and C. Suppliers of A and B materials were evaluated. For Class A suppliers within 300KM from the Company, the Purchasing Department, Quality Department and Technical Department conducted on-site assessment based on the relevant information investigated in the Basic Information Questionnaire of Supplier and recorded the results in the Supplier Evaluation Record; Class A suppliers outside 300KM from the Company could be audited through remote (telephone, video) ways, and the remaining Class A suppliers would be audited on site. Class B suppliers were assessed by themselves, and potential suppliers with assessment results ≥ 90 points were qualified. Those who were qualified in the assessment would be allowed to proceed to the next stage of development and PPAP.

注：A 类：原材料、模具及顾客指定的供应商（进口和贸易商除外）等。

B 类：工装、夹具、检具、辅助材料的供应商，进口和贸易商等。

C 类：提供服务性质产品或其他产品的供应商。

Note: Class A: raw materials, molds and customer-specified suppliers (except imports and traders), etc.

Class B: Suppliers of tooling, jigs, fixtures, gages, auxiliary materials, importers and traders, etc.

Class C: Suppliers of providing products of service nature or other products.

此外，公司还制定了《采购过程控制程序》，以确保从原材料供应商处采购的产品符合规定的采购要求。公司根据物料的采购周期、对产品实现过程及最终产品的影响，将采购物料分为两类：原材料、辅助材料。采购员对供方运送到公司的物料先提报《原材料质检单》通知质检 IQC，质检 IQC 依据《检验过程控制程序》执行检验合格后，仓库管理员再对采购物料进行接收，并核对供货单位、产品名称、型号、规格、数量等，做好相关记录入库。辅助生产的材料（胶水、胶带、工具等），由各需求部门根据生产需要开间接材料及消耗品的“申购单”经主管签核后交采购部进行采购。

In addition, the Company formulated the Purchasing Process Control Program to ensure that the products purchased from raw material suppliers met the specified purchasing requirements. According to the procurement cycle of materials and their impact on the product realization process and final products, the Company classified the purchased materials into two categories: raw materials and auxiliary materials. The purchaser submitted Quality Inspection Sheet for Raw Materials for the materials delivered to the Company to notify IQC which performed the inspection according to the Inspection Process Control Procedure after passing the inspection, and then the Warehouse Manager received the purchased materials and verified the supplying organization, product name, model, specification, quantity and made the relevant records into the warehouse. Auxiliary production materials (glue, tape and tools) were purchased by the demanding departments according to the production needs before submitting the “requisition form” of indirect materials and consumables to the supervisors for signature and review.

守护 美好环境

Guard the beautiful
environment



7 经济适用的
清洁能源



11 可持续
城市和社区



12 负责任
消费和生产



13 气候行动



Environmental Management

环境管理

企业是市场经济的主体，也是环境保护的主体。打好污染防治攻坚战，解决好突出环境问题，任何企业都不能以侥幸与观望的心态逃避环境治理责任。对企业来说，治污减排不仅仅是法律责任、社会责任，更是生存的现实需要。

Enterprises are not only the main body of the market economy, but also the main body of environmental protection. To wage a determined battle to prevent and control pollution and to solve the prominent environmental problems, no enterprise can shirk the responsibility of environmental governance with a fluke and wait-and-see mentality. For enterprises, pollution control and emission reduction are not only a legal and social responsibility, but also a practical need for survival.

苏州创泰高度重视环境保护工作并积极承担环境责任。公司严格遵守国家法律法规以及 行业和地方的环保政策规定的同时，依循 ISO 14001 环境管理体系要求，不断强化和完善环境管理体系，以确保整体环境和管理体系能够持续改进；并积极建立相关管理制度，积极加强环境治理，以实现更高的环保标准和目标。

Suzhou Chuangtai attached great importance to environmental protection and actively undertook environmental responsibility. While strictly abiding by national laws and regulations as well as industry and local environmental protection policies and regulations, the Company followed the requirements of ISO14001 environmental management system and continuously strengthened and improved the environmental management system to ensure that the overall environment and management system could be continuously improved; in addition, the Company actively established relevant management systems and actively strengthened environmental governance to achieve higher environmental protection standards and goals.

- 企业内部在新建厂房和设施的设计过程中，非常注重节能和环保特点，并积极采用环保材料和技术，以提高能源效率和降低环境影响；优化生产过程，逐步实现清洁生产，以减少废物产生和资源浪费公司加强废水、废气、垃圾等废物的管理，确保合规排放和妥善处理，以减少对环境的不良影响；采取有效措施控制车间、宿舍、办公区的噪声、排污、废弃物的排放量，以预防和减少污染，从而改善环境质量。

Within the enterprise, energy saving and environmentally protection features were highly emphasized and environmentally friendly materials and technologies were actively used to improve energy efficiency and reduce environmental impact during the design process of new plants and facilities. The production process was optimized to gradually achieve cleaner production and reduce waste generation and resource waste. The Company strengthened the management of wastes such as waste water, waste gas, and garbage to ensure compliant discharge and proper treatment

and reduce the adverse impact on the environment and took effective measures to control the emissions of noise, sewage, and waste from workshops, dormitories, and office areas to prevent and reduce pollution so as to improve the environmental quality.

- 企业外部积极加强环境监测，定期检测和评估公司周边环境，确保我们的活动对环境没有负面影响；制定和遵守严格的环境标准，确保公司的操作符合法律法规和行业标准；积极参与生态环境保护工作，为保护自然资源和生态系统做出贡献，同时采取措施控制环境污染，减少对生态环境的冲击。

Outside the enterprise, the environmental monitoring was actively strengthened and the Company’s surroundings were regularly tested and evaluated to ensure that human activities had no adverse impact on the environment. Strict environmental standards were developed and obeyed to ensure that the Company's operations comply with laws, regulations, and the industry standards. The Company actively participated in ecological environmental protection work to make contribution to the protection of natural resources and ecosystems and took measures to control environmental pollution and reduce the impact on the ecological environment at the same time.

报告期内，公司已通过 ISO14001 环境管理体系认证。

During the reporting period, the Company passed ISO14001 environmental management system certification.



ISO 14001 环境管理体系认证
ISO14001 Environmental Management System Certification

环境目标Environmental objectives

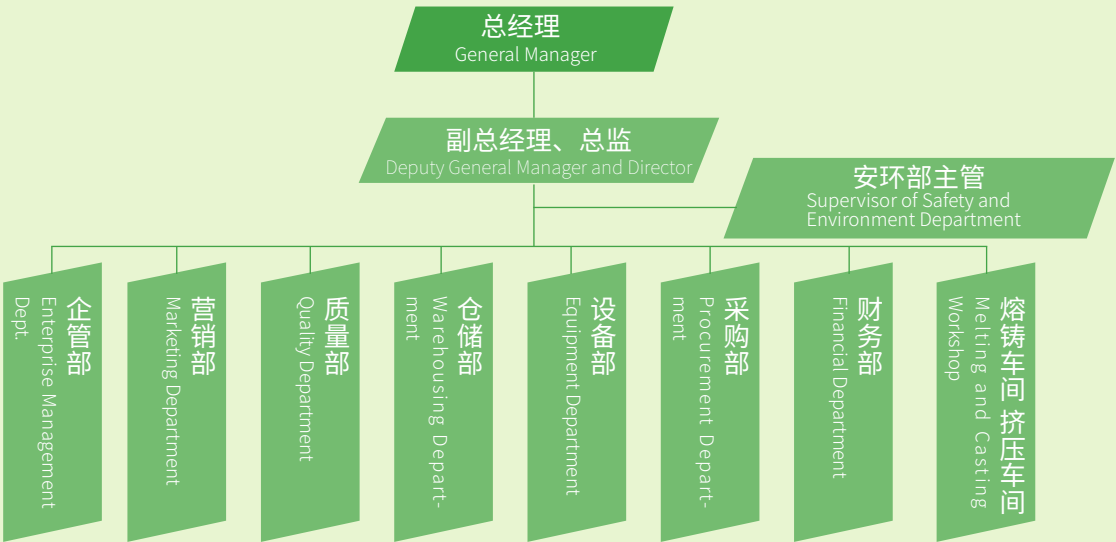
- 控制生产成本材料及办公用品消耗，每年降低办公成本万元产值消耗率的 0.5%。
- Control production cost materials and office supplies consumption, reduce office costs by 0.5% of the consumption rate of 10,000 yuan output value per year.
- 控制水、电、气消耗，每年降低水电气万元产值消耗率的 1%。
- Control the consumption of water, electricity and gas, and reduce the consumption rate of water, electricity and gas by 1% of 10,000 Yuan output value every year.
- 控制固、危废弃物的污染，抽检按规定处理的固、危废弃物符合率达 100%。
- Control the pollution of solid and hazardous waste, sampling of solid and hazardous waste disposed of in accordance with the regulations to comply with the rate of 100%.
- 预防火灾，火灾发生率为零。
- Prevent fires to make the fire rate zero.

环境管理架构Environmental Management Structure

为全面搞好企业环境保护工作，遵循环境保护法律法规和制度要求，结合公司的管理特点，进一步明确公司级领导、职能部门、从业人员应履行的环保职责。各级负责人，职能部门和从业人员严格履行各自的环保职责，全面抓好公司的环境保护工作。

To comprehensively improve enterprise environmental protection, follow the environmental protection laws and regulations and system requirements, combined with the Company's management characteristics, to further clarify the environmental responsibilities to be fulfilled by the company leaders, functional departments, practitioners . The persons in charge at all levels, functional departments and practitioners strictly fulfilled their respective environmental protection duties and fully grasped the Company's environmental protection.

Organizational Chart of Environmental Management
环境管理组织架构



Water Utilization
水资源利用

公司用水主要来自市政自来水管网，主要用于生活办公、食堂餐饮、消防应急使用及企业生产制造。此外，苏州创泰高度重视水资源的合理利用，狠抓节约用水管理。为了提高员工的节水意识，公司在用水设施附近张贴“节约用水”的标识，以强调节约用水的重要性，共同践行环保之道。

The Company's water mainly came from the municipal water pipeline network, mainly used for living and office, cafeteria dining, fire emergency use and enterprise manufacturing.Besides,Suzhou Chuangtai attached great importance to the rational use of water resources and pays close attention to water conservation management. In order to improve the staff's awareness of water conservation, the Company posted "Save Water" signs near the water facilities to emphasize the importance of saving water, and practiced environmental protection together.

水资源使用情况绩效数据一览表 Performance Data List of Water Resources Utilization			
指标 Indicator	单位 Unit	2022	2021
总用水量 Total water consumption	吨 Ton	120,356	76,509
自来水 Tap water	吨 Ton	120,356	76,509
单位产值水耗 Water consumption per unit output value	吨水 / 万元 Tons of water/ RMB10,000	0.23	0.179
污水总排水量 Total sewage discharge	吨 Ton	96,611	39,886

Pollution Prevention and Control

污染防治

废水管理 Waste water management

公司废水主要来自生活污水，包括食堂废水和其他生活污水，无工业废水。食堂废水经现有沉淀池预处理，其他生活污水经场内现有化粪池与处理后，混合一并接入市政污水管网，排入漕湖产业园污水处理厂处理，尾水排入胜岸港。

The Company's wastewater mainly came from domestic wastewater, including canteen wastewater and other domestic wastewater, without industrial wastewater. Canteen wastewater was pre-treated by the existing sedimentation tank, and other domestic wastewater was mixed and connected to the municipal sewage network after treatment by the existing septic tank and treatment in the field and discharged into the Caohu Industrial Park Sewage Treatment Plant for treatment, and the tail water was discharged into Sheng'an Harbor.

水中污染物排放数据绩效一览表 Discharge Data Performance List of Water Pollutants			
指标 Indicator	单位 Unit	2022	2021
水中污染物排放总量 Total amount of pollutants discharged in water	吨 Ton	4.36	6.55
COD	吨 Ton	2.55	2.15
氨氮 Ammonia nitrogen	吨 Ton	0.62	3.38
悬浮物 Suspension	吨 Ton	1.13	0.59
总磷 Total phosphorus	吨 Ton	0.06	0.43



废气管理 Exhaust gas management

公司废气包括有组织废气和无组织废气。有组织废气包括熔炼炉及均质炉产生的天然气燃烧废气和烟尘、铝灰分离废气。无组织废气为合金调配炉未被捕集而逸散的少量烟尘、氟化物，铝灰分离设备未被捕集而逸散的少量粉尘、氯化氢和氟化物。

The Company's exhaust gas included organized exhaust gas and unorganized exhaust gas. Organized waste gas included natural gas combustion waste gas and soot and aluminum ash separation waste gas from the melting furnace and homogenizing furnace. The unorganized exhaust gases included the small amount of soot and fluoride not captured and escaped from the alloy blending furnace, and the small amount of dust, hydrogen chloride and fluoride not captured and escaped from the aluminum ash separation equipment.

熔炼炉天然气燃烧废气、炉内烟尘经烟气管道直接进入“石灰石+布袋除尘器”处理，烟气罩对少量逸散的废气进一步捕集，进入废气处理设施处理。铝灰分离机搅拌和筛分产生的废气一并经集气罩和排气管道收集进入“石灰石+布袋除尘器”处理。通过合理设置废气收集系统，废气收集效率可达到99%以上。合金调配炉和铝灰分离机废气经收集后一并进入“石灰石+布袋除尘器”废气处理设施，经废气处理设施处理达标后，由24m高排气筒排放，布袋除尘器对烟粉尘、氟化物废气处理效率可达到99%以上，对氯化氢去除率可达到98%以上。

The natural gas combustion exhaust gas from the melting furnace and the soot in the furnace were directly processed by the flue gas pipeline into the "limestone + bag filter", and the flue gas hood further captured the small amount of escaping exhaust gas and entered the exhaust gas treatment facilities. The exhaust gas from the mixing and screening of the aluminum ash separator was collected through the air collector and exhaust pipe into the "limestone + bag filter" for treatment. By setting up the waste gas collection system reasonably, the waste gas collection efficiency could reach over 99%. Alloy blending furnace and aluminum ash separator exhaust gas was collected and entered into the "limestone + bag filter" exhaust gas treatment facilities. After they met the standards after being treated by the exhaust gas treatment facilities, they were discharged by the 24m high exhaust pipe, the bag filter could treat more than 99% of the smoke dust and fluoride exhaust gas and remove more than 98% of the hydrogen chloride.

废气排放数据绩效一览表 Exhaust Emission Data Performance List			
指标 Indicator	单位 Unit	2022	2021
废气排放总量 Total Exhaust Emission	吨 Ton	25.74	21.97
- 氮氧化物 -Nitrogen oxides	吨 Ton	23.04	19.24
- 颗粒物 (PM) -Particulate Matter (PM)	吨 Ton	2.70	2.73

废弃物管理 Waste Management

为改善环境污染和固废管理，公司严格遵守国家及各级地方政府污染物排放管理等相关法律法规，对固废进行处理和利用，实行固体废物资源化管理，减少末端废弃物的数量。公司还改进了生产设计和管理，以提高产废设备的使用效率，从而减少废物产生。此外，公司还积极推进清洁生产和环保措施，使用清洁的能源和原料，通过厂房屋面改造，增设太阳能光伏板，以减少对环境的影响。

To improve environmental pollution and solid waste management, the Company strictly abided by the relevant laws and regulations of the state and local governments at all levels on pollutant discharge management, treated and utilized solid waste, implemented solid waste resource management, and reduced the amount of end waste. The Company also improved its production design and management to increase the utilization efficiency of waste-producing equipment to reduce waste generation. In addition, the Company actively promoted cleaner production and environmental protection measures, used cleaner energy and raw materials, and installed additional solar photovoltaic panels through plant roof remodeling to reduce the impact on the environment.

危险废弃物管理 Hazardous Waste Management

公司产生的危险废弃物包括废铝渣、铝灰、废酸液、废碱液、废试剂瓶等。为了妥善管理危险废弃物，公司已建设了一般铝灰库和危废库各 1 座，这些库房具备防风、防雨、防晒的特性。地面采用环氧地坪进行防腐防渗处理，各类危废被分类、分区存储，并设有分隔线来进行有效的隔离。此外，危废仓库的四周设有用于堵截泄露废液的导流槽，以确保任何废液泄漏都可以临时存储于导流槽内。

Hazardous wastes generated by the Company included waste aluminum dross, aluminum ash, waste acid, waste lye, waste reagent bottles and so on. To properly manage hazardous waste, the Company constructed one general aluminum ash warehouse and one hazardous waste warehouse, which were windproof, rainproof and sunproof. The floor was treated with epoxy flooring for anti-corrosion and anti-seepage treatment, and all types of hazardous waste were categorized and stored in separate areas with dividers for effective segregation. In addition, the hazardous waste warehouse was surrounded by deflector tanks for plugging leaking waste liquids to ensure that any leakage of waste liquids could be temporarily stored in the deflector tanks.

——危险废物的收集、存储及处置管理方法及措施：

—Hazardous waste collection, storage and disposal management methods and measures:

(1) 储存场地设置危险废物明显标志；

(1) The storage site was set up with obvious signs of hazardous waste;

(2) 危险废物的储存容器具有耐腐蚀、耐压、密封和不与所贮存的废物发生反应等特性
贮存容器保证完好无损并具有明显标志；

(2) Hazardous waste storage containers were corrosion-resistant, pressure-resistant, sealed and did not react with the stored waste etc. Storage containers were guaranteed to be intact and clearly marked;.

(3) 按照危险废物特性分类进行收集，不相容的危险废物均分开存放；

(3) The collection of hazardous waste was categorized according to its characteristics, and incompatible hazardous wastes were stored separately.

(4) 制定危险废物管理计划，并报地方环境保护行政主管部门备案，危险废物管理计划内容有重大改变的，及时申报；

(4) Formulate hazardous waste management plan and report it to the local environmental protection administrative department for the record, and declare in time if there was any significant change in the content of the hazardous waste management plan;

(5) 建立危险废物贮存台账，如实和规范记录危险废物贮存情况；禁止将危险废物与一般固体废物、生活垃圾及其它废物混合堆放；

(5) Establish hazardous waste storage ledger, record hazardous waste storage truthfully and standardized; prohibit hazardous waste to be mixed and stacked with general solid waste, domestic garbage and other wastes.

(6) 做好危险废物的申报登记，危险废物的种类、产生量、流向、贮存、处置等有关申报事项有重大改变的，及时申报变更；

(6) Complete the declaration and registration of hazardous waste, the types of hazardous waste, the amount of generation, flow, storage, disposal and other related declarations of significant changes in the matter, timely declare changes;

(7) 加强源头分类，按照危险废物特性分类进行收集；

(7) Strengthen source classification and collect hazardous wastes in accordance with their characteristic classification;

(8) 严格执行危险废物转移联单制度，如实申报转移危险废物，并保存联单；

(8) Strictly implement the system of multiple hazardous waste transfer drafts, truthfully declare the transfer of hazardous waste, and keep the drafts;.

(9) 转移危险废物，全部提供或委托给持危险废物经营许可证的有资质单位处置，并签订委托处置合同；

(9) Transfer hazardous waste, completely provide or entrust them to a qualified organization holding a hazardous waste management license disposal, and sign a commissioned disposal contract.

(10) 公司应设有专人专职负责危险废物的收集、暂存和保管，加强对危险废物的管理，保证各类危险废物均得到及时处理，防止造成二次污染。

(10) The Company should have a full-time person in charge of the collection, temporary storage and storage of hazardous waste, strengthen the management of hazardous waste, ensure that all types of hazardous waste were handled in a timely manner, and prevent secondary pollution.

1.The Company actively recycled industrial residues generated by downstream customers instead of electrolytic aluminum, which provided more than 60% of the Company's raw materials.

2. 采用洁净能源生产的水电铝，从根本上实现绿色环保的目的。

2. It adopted hydroelectric aluminum produced by clean energy to fundamentally realize the purpose of green environmental protection.



设备选型与改造 Equipment Selection and Remodeling

公司不断加大节能减排新技术、新工艺、新设备和新材料的引进和推广应用。加快节能减排技术改造，促进产品生产工艺的优化和技术升级，将技术创新作为企业节能减排，实现清洁生产的根本方式。

The Company continued to increase the introduction and promotion of the application of new energy-saving and emission reduction technologies, new processes, new equipment and New Materials. Accelerate energy-saving and emission reduction technological transformation, promote the optimization of product production processes and technological upgrading, and take technological innovation as the fundamental way for enterprises to save energy and reduce emissions and achieve clean production.

—双室炉：将铝屑料直接打入铝液，降低熔化过程中的烧损率，提高成品率，同时达到节能降耗的目的。

—Double chamber furnace: the aluminum chip material was directly hit into the aluminum liquid, reducing the burn rate in the melting process, improving the yield rate, and to achieve the purpose of energy saving and consumption reduction.

—储热室：改造烟道，建造储热室，利用烟道余热给常温铝锭加热升温，可使铝锭进入炉前温度最高可达 150 度，年综合节省天然气 26 万方，折标煤约 316 吨。

—Heat storage room: Modify the flue, build a heat storage room, use the flue waste heat to heat and warm up the room temperature aluminum ingots, which could make the temperature of aluminum ingots up to 150 degrees before entering the furnace, and save natural gas of 260,000 cubic meters (equivalent to about 316 tons of standard coal) per year in a comprehensive way .



案例：烟道改造，余热利用

Case:Flue renovation and waste heat utilization

公司原材料露天存放，温度接近常温。根据生产工艺需求，生产铝棒产品需要将原材料加热融化后再铸造。为降低碳排放，公司对熔铸车间的烟道系统进行改造，项目总投资 105 万元，购置热循环风机、压缩空气系统、电气控制等国产设备 10 台（套），建造储热室。利用烟道内烟气排放时的温度预热原材料，可使原材料进入炉前温度最高可达 150 度，每天可预热原材料 120 吨，年综合节能 26 万方天然气，折标煤约 316 吨。

As the raw materials were stored in the open air where the temperature was close to room temperature, the raw materials needed to be heated for melting and remanufacturing in producing the aluminum rod products according to production process requirements. To reduce carbon emission, the Company transformed the flue of the melting and casting workshop and built a waste heat recovery furnace. The total investment of the project was RMB 1.05 million yuan, and 10 sets of domestic equipment such as heat circulation fan, compressed air system and electric control were purchased, and the heat storage room was built. The waste heat recovery furnace made use of the temperature of the flue gas in the flue when it was discharged to preheat the raw materials, which could make the temperature of the raw materials reach up to 150 degrees before they entered the furnace, and it could preheat 120 tons of raw materials every day, and it could save 260,000 cubic meters of natural gas (equivalent to about 316 tons of standard coal) in the annual comprehensive energy saving.

能源消耗数据绩效一览表 Energy Consumption Data Performance List				
指标 Indicator		单位 Unit	2022	2021
直接能源（范围 1） Direct energy (Scope 1)	天然气 Natural gas	立方米 Cubic meters	22,934,711.00	17,581,838.00
	柴油 Diesel	升 L	87,297	85,131
间接能源（范围 2） Indirect Energy (Scope 2)	电力 Electricity	千瓦时 (kWh)	209,591	17,567,221.84

优化能源结构 Optimizing energy structure

能源转型是实现碳达峰的关键。推进可再生能源的发展，减少化石燃料的使用，提高能源利用效率是能源转型的主要方向。苏州创泰积极响应国家“3060”碳达峰、碳中和战略目标总体要求，通过使用更加清洁、高效的能源，降低企业的碳排放量。公司规划建设屋顶分布式光伏发电项目，利用 6 个车间共计逾 11 万平方米的屋顶铺设光伏组件，把遮风挡雨的厂房屋顶打造成为车间设备的动力来源。

Energy transition is the key to achieving carbon peaking. It is the main direction of the energy transition to promote the development of renewable energy, reduce the use of fossil fuels, and improve the efficiency of energy utilization. Suzhou Chuangtai actively responded to the overall requirements of the national strategic objectives of “3060” carbon dioxide emission and carbon neutrality and adopted cleaner and more efficient energy to reduce the enterprise’s carbon emissions. In the rooftop-distributed photovoltaic power generation project planned and constructed by the Company, the roofs of 6 workshops, totaling more than 110,000 square meters, were paved with photovoltaic modules to transform the workshop roofs sheltered from the wind and rain into the power source of the workshop equipment.

案例：光伏发电

Case: photovoltaic power generation

2022 年 7 月 19 日上午 9 点 58 分，苏州创泰合金材料有限公司 11.9988MWp 屋顶分布式光伏发电项目举行开工仪式。

At 9:58 a.m. on July 19, 2022, the groundbreaking ceremony was held for the 11.9988MWp rooftop distributed photovoltaic power generation project of Suzhou Chuangtai Alloy Materials Co. Ltd.



屋顶分布式光伏发电项目是公司为积极响应国家“3060”碳达峰、碳中和战略目标总体要求，是进一步推动企业向高端化、智能化、绿色化升级发展的重要举措，也是公司以实际行动主动履行企业节能降碳、低碳环保的社会责任，为行业“碳达峰、碳中和”添砖蓄力。项目利用公司 6 个车间共计逾 11 万平方米的屋顶铺设光伏组件，把遮风挡雨的厂房屋顶打造成为车间设备的动力来源。

Rooftop distributed photovoltaic power generation project was the Company's positive response to the overall requirements of the national "3060" carbon peak, carbon and the overall requirements of the strategic objectives, aiming at further promoting the upgrading and development of enterprises to the high-end, intelligent, green, and was also the Company's initiative to fulfill its social responsibility of corporate energy saving and carbon reduction, low carbon and environmental protection, and to contribute to the industry's "Carbon Peak and Carbon Neutral". The roofs of the Company's six workshops were utilized, totaling more than 110,000 square meters, to lay photovoltaic modules, turning the roofs of the workshops, which were sheltered from the wind and rain, into a source of power for the workshop equipment.



工程采用单晶硅 550Wp 光伏组件，总装机容量为 11.9988MWp，设计寿命 25 年，光伏电站所发电量主要由企业内部消纳。项目建成后，年平均发电量约 1156.68 万 kWh。按照火电煤耗 (标准煤) 每度电耗煤 302.5g 计算，预计每年可节省标准煤 3498.96tce，可减少 CO2 排放 9097.31t、SO2:76.98t、NOX:34.99t；整个 25 年经济运行寿命期间，将节省燃煤 87474.12tce，减排 CO2:227432.70t、SO2:1924.43t、NOX:874.74t。

Monocrystalline silicon 550Wp photovoltaic modules were used in the Project, with a total installed capacity of 11.9988MWp and a design life of 25 years. The power generated by the photovoltaic power station was mainly consumed by the enterprise internally. After the completion of the project, the average annual power generation capacity would be about 11,566,800 kWh. According to the thermal power coal consumption (standard coal) per kilowatt-hour coal consumption of 302.5g, it was expected to save 3498.96tce of standard coal per year, which could reduce CO2 emissions of 9097.31t, SO2:76.98t, NOX:34.99t; throughout the entire 25 years of economic operation life period, it would save coal combustion of 87,474.12tce, reduce emission of CO2: 227,432.70t, SO2: 1924.43t, NOX: 874.74t.



12 月底，项目成功实现并网发电。依靠屋顶分布式光伏发电可以解决厂区约 60% 左右的用电需求，在缓解企业自身用电压力的同时，也为公司加快新旧动能转换注入新的活力和动力。项目利用既有建筑，真正实现了建筑光电一体化系统、环境效益及经济效益的和谐统一。

By the end of December, grid-connected power generation was successfully realized. Relying on roof distributed photovoltaic power generation, about 60% of the plant's electricity demand could be addressed to alleviate the pressure of the enterprise's own power consumption and inject new vitality and power to the Company's acceleration of old and new momentum transfer. The existing buildings were used in the Project to truly realize the building photovoltaic integration system, the environmental benefits and the economic benefits of the harmonious integration of the system

温室气体排放绩效数据一览表 Greenhouse Gas Emission Performance Data List			
指标 Indicator	单位 Unit	2022	2021
GHGs 排放总量 Total GHGs emissions	tCO ₂ e	1693722.54	1401327.01
- 直接 GHGs 排放 (范围 1) - Direct GHGs emissions (range 1)	tCO ₂ e	50429.24	38352.7
- 间接 GHGs 排放 (范围 2) - Indirect GHGs emissions (range 2)	tCO ₂ e	1643293.3	1362974.31

制造型企业作为践行绿色发展的重要主体，是产业群零碳排放、绿色转型和绿色创新的重要推动者。作为行业绿色发展的倡导者和践行者，未来，苏州创泰将继续坚定不移走绿色低碳发展之路，推动绿色创新，加强绿色协同，以材料创造美好世界，以绿色创造美好未来。

As an important main part of practicing green development, the manufacturing enterprises are important promoters of zero carbon emission, green transformation and green innovation in industrial clusters. As an advocate and practitioner of green development in the industry, in the future, Suzhou Chuangtai will continue to firmly follow the path of green and low-carbon development, promote green innovation and strengthen the green coordination. Suzhou Chuangtai will create a better world with materials and a better future with green.

苏州创泰始终将履行社会责任扛在肩上，用各种方式方法回馈社会，积极投身公益事业，用行动传递温暖和爱心。

Suzhou Chuangtai has always carried social responsibilities on its shoulders such as contributing to society with various methods, active participating in public welfare undertakings and delivering warmth and love with actions.

一是捐赠资金或物资。公司自成立以来，每年都会捐赠一部分资金用于扶老、助残、救孤、济困、赈灾等公益事业。同时，公司加入当地慈善会，积极参加各类慈善活动。

The first is to donate funds, goods and materials. Since establishment, the Company has donated a part of funds every year for public welfare such as helping elderly, assisting the disabled person, adding needy and reliving disasters. At the same time, the Company joined local charity society and actively participated in various charity activities.

二是参加或开展各类公益文化事业。公司积极参加当地政府及公益组织开展的各类公益文化活动，并连续多年赞助冠名当地举办的国际龙舟赛、运动会等各类文化体育赛事。

The second is to participate in or launch various public cultural welfare undertakings. The Company actively participates in various public cultural welfare activities organized by local government and public welfare organizations, and has sponsored various culture and sports events with title such as international dragon boat races and sports meetings held in local area for many continuous years.

三是开展志愿服务活动。公司积极组织开展各类志愿服务活动，尤其是疫情期间，在做好企业自身防控工作的前提下，不但慷慨解囊捐款捐物，还积极响应当地党委政府及防疫部门的号召，在防疫卡点、核酸检测等方面持续开展多场志愿活动，以实实在在的行动践行新时代志愿服务精神。

The third is to conduct volunteer service activities. The Company actively organized and conducts various volunteer service activities. Especially during the epidemic period, on the premise of achieving good work of prevention and control for enterprise, the Company not only generously donated funds and goods, but also actively responded to the call of local Party committee government and epidemic prevention departments. The Company carried out multiple volunteer activities such as epidemic prevention inspection points and nucleic acid testing, etc. to practice volunteer service spirit in the new era with practical actions.

履行社会责任是企业应尽的义不容辞的责任，也是企业的光荣使命。未来，苏州创泰也将不遗余力，继续投入更多资金、人力物力在公益事业中，为社会发展贡献自己的力量，让更多人受益，共同创造美好未来。

Fulfilling social responsibilities is an obligatory duty and glorious mission for enterprises. In the future, Suzhou Chuangtai will spare no effort to continue donating more funds, manpower and goods in public welfare undertakings for engaging in contributing to social development, benefiting more people and jointly creating a better future.

社会公益

Social welfare



未来展望

Future expectations



奋楫正当时，扬帆再出发

2023 年是全面贯彻落实党的二十大精神的关键之年，也是公司持续深化转型，提高效益的关键年，是公司熔铸项目完善深化转型、挤压项目建设全部完成、高歌猛进打入汽车产业链的关键一年。站在新的历史起点上，苏州创泰将以党的二十大精神为指引，以瞄准成为“创新集团在长三角区域的桥头堡”的发展定位，紧紧围绕“稳生产、强管理、促升级、提效能”这一工作主题，聚全员之力、尽担当之责，锚定年度目标奋楫拼搏，朝着成为“世界级汽车轻量化铝合金研发商和制造商”的目标阔步迈进。

It is the right time for us to set sail again.

The year 2023 is the opening year of comprehensively implementing the spirit of the 20th Party Congress, and it is also the key year for the Company to continue to deepen the transformation and improve the efficiency. It is also the key year for the Company to perfect and deepen the transformation of the melting and casting project, and to complete all the construction of the extrusion project, and to enter the automobile industry chain in a high way. Standing on a new historical starting point, Suzhou Chuangtai would be guided by the spirit of the 20th National Congress of the Communist Party of China (CPC), aiming at the development positioning of "Innovation Group's bridgehead in the Yangtze River Delta region", and closely focusing on the working theme of "stabilizing production, strengthening management, promoting upgrading, and improving efficiency". Gathering all the staff's strength, taking its responsibilities and strive based on the annual goals to become a "world-class automotive lightweight aluminum alloy developer and manufacturer".

苏州创泰合金材料有限公司

SDGs 对标表

SDGs	对应章节	SDGs	对应章节
	总经理致辞 员工福利与关怀 民主管理 社会公益		推动平等多元化 保障员工权益
	/		总经理致辞 推动可持续发展 夯实公司治理 环境管理 绿色发展 社会公益 未来展望
	员工福利与关怀 员工健康与安全 民主管理 社会公益		员工健康与安全 品质保证 客户服务 供应商管理 绿色发展 水资源利用 污染防治
	助力员工发展		
	推动平等多元化 保障员工权益 员工福利与关怀		绿色发展
	/		/
	绿色发展		/
	总经理致辞 关于我们 公司荣誉 保障员工权益 员工福利与关怀		总经理致辞 关于我们 公司荣誉 商业道德建设 民主管理
	总经理致辞 研发创新		推动可持续发展 推动产学研合作 供应商管理

SDGs Alignment Table

SDGs	Corresponding chapter	SDGs	Corresponding chapter
	Address by the General Manager Employees' welfare and care Democratic management Social welfare		Promote equality diversity Respect for Human Rights
	/		Address by the General Manager Promote sustainable development Strengthen corporate governance Environmental Management Green Development Social welfare What HuaFon Group Strives to Be
	Employees' welfare and care Employees' health and safety Democratic management Social welfare		Employees' health and safety Quality assurance Customer service Supplier management Green Development Water resource utilization Pollution prevention and control
	Assist in staff development		Green Development
	Promote equality diversity Respect for Human Rights Employees' welfare and care		/
	/		/
	Green Development		Address by the General Manager Company profile Company Honors Business ethics construction Democratic management
	Address by the General Manager Company profile Company Honors Respect for Human Rights Employees' welfare and care		Promote sustainable development Promote industry-university-research Supplier management
	Address by the General Manager R&D and Innovation		

GRI 指标索引表 GRIGRI Standards Reference Table

使用说明 Instructions for use	苏州创泰合金材料有限公司在 2022 年 1 月 1 日 -2022 年 12 月 31 日参照 GRI 标准报告了在此份 GRI 内容索引中引用的信息。 Suzhou Chuangtai Alloy Materials Co., Ltd. reported the information cited in this GRI Content Index from January 1, 2022 to December 31, 2022 with reference to the GRI Standard.	
使用的 GRI 1 GRI 1 used	GRI 1: 基础 2021 GRI 1: Foundation 2021	
GRI Standards	披露 Disclosure	位置 Location
GRI2：一般披露 GRI2: General Disclosure	2-1 组织详细情况 2-1 Organizational details	关于我们 Company profile
	2-2 纳入组织可持续发展报告的实体 2-2 Entities included in the organization's sustainability reporting	报告边界 Reporting Coverage
	2-3 报告期、报告频率和联系人 2-3 Reporting period, frequency and contact point	时间范围 Timeframe 报告获取 Report Acquisition
	2-4 信息重述 2-4 Restatements of information	/
	2-5 外部鉴证 2-5 External assurance	/
	2-6 活动、价值链和其他业务关系 2-6 Activities, Value Chain and Other Business Relationships	关于我们 Company profile
	2-7 员工 2-7 Employees	推动平等多元化 Promoting Equal Diversity
	2-22 关于可持续发展战略的声明 2-22 Statement on sustainability strategy	推动可持续发展 Promotion of Sustainable Development
	2-26 寻求建议和提出关切的机制 2-26 Mechanisms for seeking advice and raising concerns	民主体管理 Democratic Governance 客户服务 Customer Service
	2-27 遵守法律法规 2-27 Compliance with laws and regulations	商业道德建设 Construction of Business Ethics 保障员工权益 Respect for Human Rights 环境管理 Environmental Management
GRI3：实质性议题 GRI3: Substantive Issues	3-1 确定实质性议题的过程 3-1 Process to determine substantive issues	实质性议题分析 Analysis of Substantive Issues
	3-2 实质性议题清单 3-2 List of substantive issues	实质性议题分析 Analysis of Substantive Issues
	3-3 实质性议题的管理 3-3 Management of substantive issues	实质性议题分析 Analysis of Substantive Issues

使用说明 Instructions for use	苏州创泰合金材料有限公司在 2022 年 1 月 1 日 -2022 年 12 月 31 日参照 GRI 标准报告了在此份 GRI 内容索引中引用的信息。 Suzhou Chuangtai Alloy Materials Co., Ltd. reported the information cited in this GRI Content Index from January 1, 2022 to December 31, 2022 with reference to the GRI Standard.	
使用的 GRI 1 GRI 1 used	GRI 1: 基础 2021 GRI 1: Foundation 2021	
GRI Standards	披露 Disclosure	位置 Location
GRI203：间接经济影响	3-3 实质性议题的管理 3-3 Management of substantive issues	12 社会公益 12 Social Welfare
GRI203: Indirect Economic Influence	203-1 基础设施投资和支持性服务 203-1 Infrastructure investment and support services	社会公益 Social welfare
GRI205：反腐败 GRI205: Anti-corruption	3-3 实质性议题的管理 3-3 Management of substantive issues	14 商业道德 14 Business Ethics
	205-2 反腐败政策和程序的传达及培训 205-2 Communication and training about anti-corruption policies and procedures	商业道德建设 Business Ethics Building
	205-3 经确认的腐败事件和采取的行动 205-3 Confirmed incidents of corruption and actions taken	商业道德建设 Business Ethics Building
GRI302：能源 GRI302: Energy	3-3 实质性议题的管理 3-3 Management of substantive issues	2 能源管理 2 Energy management
	302-1 组织内部的能源消耗量 302-1 Energy Consumption in the Company	绿色发展 Green Development
	302-4 降低能源消耗量 302-4 Reduced energy consumption	绿色发展 Green Development
GRI303：水资源和污水 GRI303: Water and Effluents	3-3 实质性议题的管理 3-3 Management of substantive issues	3 水资源管理 3 Water Resources Management
	303-5 耗水 303-5 Water consumption	水资源利用 Water Utilization
GRI305：排放 GRI305: Emissions	3-3 实质性议题的管理 3-3 Management of Substantive Issues	5 温室气体管理 5 Greenhouse Gas Management
	305-1 直接（范围 1）温室气体排放 305-1 Direct (Scope 1) GHG emissions	绿色发展 Green Development
	305-2 能源间接（范围 2）温室气体排放 305-2 Indirect (Scope 2) Greenhouse Gas Emissions of Energy	绿色发展 Green Development
GRI306：废弃物 GRI306: Waste	3-3 实质性议题的管理 3-3 Management of Substantive Issues	4 污染防治 4 Pollution Prevention and Control
	306-2 废弃物相关重大影响 306-2 Waste-related Significant Impacts	废弃物管理 Waste Management
	306-3 产生的废物 306-3 Generated Waste	废弃物管理 Waste Management

使用说明 Instructions for use	苏州创泰合金材料有限公司在 2022 年 1 月 1 日 -2022 年 12 月 31 日参照 GRI 标准报告了在此份 GRI 内容索引中引用的信息。 Suzhou Chuangtai Alloy Materials Co., Ltd. reported the information cited in this GRI Content Index from January 1, 2022 to December 31, 2022 with reference to the GRI Standard.	
使用的 GRI 1 GRI 1 used	GRI 1: 基础 2021 GRI 1: Foundation 2021	
GRI Standards	披露 Disclosure	位置 Location
GRI308：供应商环境评估	3-3 实质性议题的管理 3-3 Management of substantive issues	18 供应商管理 18 Supplier Management
G R I 3 0 8 ： S u p p l i e r Environmental Assessment	308-1 使用环境标准筛选的新供应商 308-1 New suppliers that were screened using environmental criteria	供应商管理 Supplier Management
GRI401：雇佣 GRI401: Employment	3-3 实质性议题的管理 3-3 Management of substantive issues	8 薪酬福利 8 Compensation and Benefits
	401-2 提供给全职员工（不包括临时或兼职员工）的福利 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	员工福利与关怀 Employee Benefits and Care
	401-3 育儿假 401-3 Parental leave	员工福利与关怀 Employee Benefits and Care
GRI403：职业健康与安全 GRI403: Occupational Health and Safety	3-3 实质性议题的管理 3-3 Management of substantive issues	10 职业健康安全 10 Occupational Health and Safety
	403-1 职业健康安全管理体系 403-1 Occupational health and safety management system	员工健康与安全 Employee Health and Safety
	403-2 危害识别、风险评估和事故调查 403-2 Hazard identification, risk assessment, and incident investigation	安全生产管理 Safe Production Management
	403-3 职业健康服务 403-3 Occupational Health and Safety	安全生产管理 Safe Production Management
	403-4 职业健康安全事务：工作者的参与、意见征询和沟通 403-4 Occupational health and safety matters: workers' participation, consultation and communication	民主管理 Democratic Governance
	403-5 工作者职业健康安全培训 403-5 Worker training on occupational health and safety	安全生产管理 Safe Production Management
	403-6 促进工作者健康 403-6 Promotion of worker health	员工关爱 Employee Care
	403-7 预防和减缓与业务关系直接相关的职业健康安全影响 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	员工健康与安全 Employee Health and Safety

使用说明 Instructions for use	苏州创泰合金材料有限公司在 2022 年 1 月 1 日 -2022 年 12 月 31 日参照 GRI 标准报告了在此份 GRI 内容索引中引用的信息。 Suzhou Chuangtai Alloy Materials Co., Ltd. reported the information cited in this GRI Content Index from January 1, 2022 to December 31, 2022 with reference to the GRI Standard.	
使用的 GRI 1 GRI 1 used	GRI 1: 基础 2021 GRI 1: Foundation 2021	
GRI Standards	披露 Disclosure	位置 Location
GRI404：培训与教育 G R I 4 0 4 ： T r a i n i n g a n d Education	3-3 实质性议题的管理 3-3 Management of substantive issues	11 员工发展 11 Employee development
	404-1 每名员工每年接受培训的平均小时数 404-1 Average number of training hours per employee per year	助力员工发展 Enabling Employee Development
	404-2 员工技能提升方案和过渡援助方案 404-2 Employees’ Skills Upgrading Programs and Transition Assistance Programs	助力员工发展 Enabling Employee Development
GRI405：多元化与平等机会 GRI405: Diversity and Equal Opportunity	3-3 实质性议题的管理 3-3 Management of substantive issues	7 多元化与平等 7 Diversity and Equality
	405-1 管治机构与员工的多元化 405-1 Diversity of governance bodies and employees	推动平等多元化 Promoting Equal Diversity
GRI413：当地社区 GRI413: Local communities	3-3 实质性议题的管理 3-3 Management of substantive issues	12 社会公益 12 Social Welfare
	413-1 有当地社区参与、影响评估和发展计划的运营点 413-1 Operations sites with local community engagement, impact assessments, and development programs	社会公益 Social welfare
GRI414：供应商社会评估 GRI414: Supplier Social Assessment	3-3 实质性议题的管理 3-3 Management of substantive issues	18 供应商管理 18 Supplier Management
	414-1 使用社会标准筛选的新供应商 414-1 New suppliers that were screened using social criteria	供应商管理 Supplier Management
GRI 416：客户健康与安全 GRI 416: Customer Health and Safety	3-3 实质性议题的管理 3-3 Management of substantive issues	17 客户服务 17 Customer Service
	416-1 评估产品和服务类别的健康与安全影响 416-1 Assessment of the health and safety impacts of product and service categories	客户服务 Customer Service

意见反馈表

尊敬的读者：

感谢您阅读《苏州创泰 2022 年可持续发展报告》，为了不断改进报告编制工作，我们特别希望倾听您的意见和建议。请您协助完成反馈意见表中提出的相关问题。

1. 本报告全面、准确地反映公司对经济、社会、环境的重大影响

☐ 很好 ☐ 合理 ☐ 一般 ☐ 差

2. 本报告对利益相关方所关心问题的回应和披露

☐ 很好 ☐ 合理 ☐ 一般 ☐ 差

3. 本报告披露的信息、指标、数据清晰、准确、完整

☐ 很好 ☐ 合理 ☐ 一般 ☐ 差

4. 本报告的可读性，即报告的逻辑主线、内容设计、语言文字和版式设计

☐ 很好 ☐ 合理 ☐ 一般 ☐ 差

5. 您认为本报告最让您满意的方面是什么？

6. 您认为还有哪些您需要了解的信息在本报告中没有反映？

7. 您对我们今后编制社会责任暨 ESG 报告有何建议？

您可以选择以下方式将建议反馈给我们：

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邮编：215143

联系电话：0512—80667798

邮箱：szctqg@sdcxjt.com

Suggestion feedback

Dear readers:

Thank you for reading the 2022 Sustainable Development Report of Suzhou Chuangtai. In order to continuously improve the preparation of the report, we hope sincerely to listen to your opinions and suggestions. You are invited to assist in completing the relevant questions in the feedback form.

1. The report comprehensively and accurately reflects the significant impacts of the Company on the economy, society and environment

☐ Excellent ☐ Reasonable ☐ General ☐ Bad

2. Response and disclosure of stakeholders’ concerns in the report

☐ Excellent ☐ Reasonable ☐ General ☐ Bad

3. The information, indicators and data in the report are clear, accurate and complete

☐ Excellent ☐ Reasonable ☐ General ☐ Bad

4. The readability of the report, including its logical main line, content design, language and words and format design

☐ Excellent ☐ Reasonable ☐ General ☐ Bad

5. Which aspect is the most satisfactory for you in the report?

6. What required information do you think is not reflected in the report?

7. Do you have any suggestions for our future preparation of social responsibilities and ESG report?

You can choose the following ways to send the suggestion feedback to us:

Address: Suzhou Chuangtai Alloy Materials Co., Ltd., Chunxing Road No 8, Caohu Street, Suzhou City, Jiangsu Province

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