

# 2020 可持续发展报告

THE 2020 SUSTAINABILITY REPORT OF WYNCA GROUP

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



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Zhejiang Wynca Chemical Industrial Group Co., Ltd.

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# Ten Major Events 大事记 2020

**1 抗疫防汛彰显责任担当, 引领行业复工复产注入“新安”动力。** 全员同舟共济, 保障春耕生产、物流运输、医疗配件, 并捐赠 1000 万元现金和物资, 夺取抗疫防汛、复工复产全面胜利。

Showed responsibility by fighting against the COVID-19 and participating in the flood control, and led the resumption of work and production in the industry with "Wynca" power. All the staff cooperated to safeguard the spring ploughing, logistics and transportation, and provision of medical accessories, donated RMB 10 million of cash and materials, and won the overall victory in the fight against the COVID-19, flood control, and resumption of work and production.



1



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**战略领航追赶时代企业, 全力奋进高质量发展的主航道。** 全员自我变革, 以传化“乌镇会议”精神为指引, 绘就未来三年战略蓝图, 明确“2+X”的业务主航道, 攻坚四大战场, 开启高质量发展的新征程。

Took the lead in strategies to catch up with top enterprises, and strived to step into the main course of high-quality development. Guided by the Transfar's spirit of "Wuzhen Conference", all the staff had a self-reform, drew up a strategic blueprint for the next three years, clarified the main business pattern of "2+X", tackled the difficulties in the four major domains, and embarked on a new journey of high-quality development.

**项目落地加持发展动能, 形成全产业链发展优势的大格局。** 镇江 30 万吨有机硅单体项目全面投产, 盐津矿业项目、开化硅产业转型升级项目、宁夏草铵膦项目、福建阻燃剂项目, 在新基建、新材料领域稳步推进。

The implementation of projects drove development and formed the great pattern of development advantages in the whole industry chain. The organosilicon monomer project with a capacity of 300,000 tons/year in Zhenjiang was put into full operation. The mining project in Yanjin, project of transforming and upgrading the silicon industry in Kaihua, glufosinate project in Ningxia and flame retardant project in Fujian were steadily promoted in the fields of new infrastructure and new materials.



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**6 终端化、平台化、全球化步伐加快, 构建企业国内国外双循环新格局。** 草甘膦制剂化率达到 56%, 有机硅中高端产品比例达 38%, 海外产品登记取证 162 个, 新开拓海外空白市场 6 个, 全球市场版图再度扩容升级。

Accelerated the pace of terminalization, platformization and globalization, and built a new pattern of dual circulation at home and abroad. The preparation rate of glyphosate reached 56%, the proportion of medium and high-end products of organosilicon reached 38%, 162 overseas products were registered and licensed, 6 new overseas markets were opened up, and the global market map was expanded and upgraded again.



6



5

**智能制造树立行业标杆, 产业数字化、数字产业化实践迈上新台阶。** 融合 5G、大数据、人工智能等新技术, 成功创建国家工信部物联网示范项目; 联手浙江中控成立中控智新公司, 推进新安产业数字化、数字产业化实践。

Smart manufacturing set the industry benchmark, and practice of industry digitalization and digital industrialization was raised to a new level. We successfully created the Internet of Things demonstration project for the Ministry of Industry and Information Technology by integrating 5G, big data, artificial intelligence and other new technologies; we established the Zhejiang Supcon Zhixin Technology Co., Ltd. together with Zhejiang Supcon, which promoted our practice of industry digitalization and digital industrialization.

**技术创新摘得行业桂冠, 驶入科技驱动产业发展的快车道。** 新申请专利 99 件, 开发新产品 269 个, 荣获中国石油和化工科技进步一等奖、浙江省科技进步二等奖, 三家子公司通过高新技术企业评审。

Technological innovation won prizes in the industry, and we entered the period of fast growth with technology driving industrial development. 99 new patents were applied, and 269 new products were developed. We won the first prize of China Petroleum and Chemical Science and Technology Progress and the second prize of Zhejiang Province Science and Technology Progress, and three subsidiaries passed the evaluation as high-tech enterprises.



4

**9 组织升级赋能战略落地, “人才飞地”“工匠基地”建设得到车俊、黄建发等省委领导点赞。** 优化前中后台组织阵型, 重视干部、专家、员工三支队伍建设, 设立人才战略专项资金; 全面启动职业技能内部认证, 成为全省首批职业技能等级社会化认定企业。

Organizational upgrade enabled the implementation of strategies, and establishment of "Talent Center" and "Workman Base" was praised by Che Jun, Huang Jianfa and other leaders of the Provincial Committee of the CPC. Optimized the front, middle and back office organizations, emphasized the construction of three teams of management personnel, experts and employees, and set up special funds for talent strategies; fully launched the internal certification of vocational skills, and became the first batch of enterprises for socially recognized vocational skills level in the province.



9



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**党经融合贡献红色力量, 全面激发党员员工投入转型变革工作。** 深入贯彻“目标一致、组织一体、工作协同”的党建工作理念, 全面激发员工创造创新活力; 示范引领“政企红盟”, 高效联通“组织共建、发展共促、名片共创”。

The integration of party building and operations contributed a force of red and fully encouraged employees who are party members to engage in transformation and reform. Firmly carried out the party building concept of "consistent goals, integrated organization and coordinated work", and fully inspired the creative and innovative energy of employees; demonstrated and led the "government-enterprise red alliance", and efficiently connected the "joint building of organization, joint promotion of development, and joint creation of representing labels".



7

**资本经营助力产业升级, 产融结合发展新模式获得成功实践。** 资产重组华洋化工, 非公开发行股票募集 3.2 亿元资金, 通过定向增发等方式完成二级市场再次融资超 10 亿元, 为集团战略落地提供充分资源保障。

Capital management facilitated industry upgrade, and the new mode of development with integration of industry and finance was successfully practiced. Asset restructuring of Whyon Chemical was performed, RMB 320 million of funds was raised by private offering of shares, and over RMB one billion was again financed for secondary market by private placement and other means, which provides sufficient resources to guarantee the implementation of the Group's strategies.



8

**卓越运营激活管理潜能, 挖潜增效、创新创效进入新局面。** 打造卓越运营体系, 主要产品装置利用率达 91.6%, 原燃料消耗降本 5000 余万元, 采购降本 10000 余万元, 盘活非经营性资产 2000 余万元, 累计降本增效 2.4 亿元。

Operational excellence activated management potential, potential tapping and efficiency improvement, innovation and efficiency creation entered a new situation. We created a system of operational excellence, with the utilization rate of major products reaching 91.6%, cost of raw fuel consumption reduced by over RMB 50 million, procurement cost reduced by over RMB 100 million, over RMB 20 million non-operating assets being revitalized, and a total of RMB 240 million of cost reduction and efficiency improvement.

## President's Speech 董事长致辞

2020年，是新安发展历史上极不平凡的一年，突如其来的新冠肺炎疫情，加速演变百年未有之大变局，外部环境不确定因素明显增多，内部转型进入深水区压力骤增，健康可持续发展面临严峻挑战。围绕“抗疫情、抓经营、促变革”，全体新安人以“历经磨难精神在、不畏艰难更重生”的气魄和行动，交出了一份荡气回肠的“新安答卷”。

这一年，我们众志成城、同舟共济，确保了国内外六千余名员工的安全健康，取得抗疫防汛的重大胜利。响应国家号召，加紧生产医疗配件，全力保障春耕生产，捐赠1000万元支援地方疫情防控，带动众多合作伙伴复工复产，荣获全国工商联“抗击疫情先进民营企业”。

The year 2020 was an extraordinary year in the history of Wynca's development. The sudden outbreak of the COVID-19 sped up the evolution of the unprecedented changes in a century. The uncertainties in the external environment increased significantly, and the internal transformation entered a deep-water zone with a great increase of pressure, which made the healthy and sustainable development faced with serious challenges. Focusing on "fighting against the COVID-19, emphasizing operations and promoting reforms", all Wynca people delivered an impressive "Wynca completed paper sheet" with the spirit and actions of "surviving the hardships and being reborn despite the difficulties".

“

干在实处无止境，勇立潮头显担当。放眼前路，新安将开启一段波澜壮阔的新征程，让我们与时俱进，与势共进，用浓墨重彩书写成就时代企业、打造长青基业的新篇章。

There is no end to real work, and we have to show our responsibility while standing in the tide. Looking ahead, Wynca will embark on a magnificent new journey. Let us keep pace with the times, advance with the trend, and write a new chapter of becoming a top enterprise and establishing a long-lasting foundation with impressive achievements.

”

In this year, we united and cooperated to ensure the safety and health of more than 6,000 employees at home and abroad and gained success in fighting against the COVID-19 and flood. In response to the national call, we stepped up the production of medical accessories, made every effort to ensure the spring production, donated RMB 10 million to support the local epidemic prevention and control, drove many partners to resume work and production, and won the award of "Advanced Private Enterprise in Fighting Against the COVID-19" by the All-China Federation of Industry and Commerce.

这一年，我们深化转型、全面变革，绘就新一轮战略发展蓝图，对标时代企业，明确“聚焦价值提升、突破核心技术、实现业务领先”的发展思路和“2+X”的业务主航道，布局“科技、资本、管理、组织人才”四大战场，现代企业的科学治理体系和治理能力显著提升。

In this year, we deepened the transformation, had a comprehensive reform, drew up a blueprint for a new cycle of strategic development, benchmarked ourselves against top enterprises, clarified the development idea of "focusing on value enhancement, making breakthroughs in core technologies, and achieving business leadership" and the main business pattern of "2+X", laid out in the four major domains of "technology, capital, management, and organization and talent", and significantly improved our scientific management system and governance capability as a modern enterprise.

这一年，我们“链”上发力、“圈”建生态，围绕“磷”“硅”元素的核心产业生态，开展一系列投资并购和战略项目推进，作物保护产业的除草剂解决方案能力全面增强，硅基新材料全产业链竞争优势进一步提升，加快布局新能源、新材料领域，注入未来发展新动能。

In this year, we made efforts in the "chain", built ecology in the "circle", and carried out a series of investment and mergers and promoted strategic projects around the concentric industrial ecology of "phosphorus" and "silicon" elements. We comprehensively enhanced our capabilities of solutions for herbicide in the crop protection industry, further enhanced the competitive advantages in the whole industry chain of silicon-based new materials, and accelerated the layout in the new energy and new material fields to provide new powers for future development.

这一年，我们坚持创新驱动、数字赋能，除草剂产品绿色生产技术荣获石化行业一等奖、浙江省科技进步二等奖，有机硅在医疗健康、5G材料等新应用领域取得重大突破，创建国家物联网示范项目、首批浙江省工业互联网平台，数字产业化、产业数字化实践迈上新高地。

In this year, we insisted on innovation-driven and digital-enabling. The green production technology of herbicide products won the first prize in the petrochemical industry and the second prize of Zhejiang Province Science and Technology Progress. Major breakthroughs were achieved for organosilicon in medical health, 5G materials and other new applications. We created the national Internet of Things demonstration project and the first batch of industrial Internet platforms in Zhejiang Province, and our digital industrialization and industrial digitalization practice was raised to a new level.

这一年，我们强化循环经济、安全环保，镇江30万吨/年有机硅单体-草甘膦氯资源综合利用项目顺利投产，努力建设清洁、低碳、循环的绿色生产体系；持续深入推进杜邦SHE管理咨询和审核体系建设，持续提高三废治理能力和本质安全水平，安全环保正在成为新安重要的经营资源和竞争优势。

In this year, we strengthened the circular economy, safety and environmental protection. The project of comprehensive utilization of organosilicon monomer - glyphosate chlorine resource with a capacity of 300,000 tons/year in Zhenjiang was successfully put into operation, and we strived to build a clean, low-carbon, circular green production system; we continued to construct the DuPont SHE management consulting and audit system and improve the management capabilities of waste gas, waste water and industrial residue and safety level. Safety and environmental protection are becoming an important operating resource and competitive advantage of Wynca.

这一年，我们深化和谐共建、合作共赢，持续构建和谐劳动关系，创新考核评价体系和分配激励机制，促进员工更好成长成才；加强与产业链、供应链上下游的合作交流，积极维护行业健康发展，积极参与社会公益事业，越来越多的朋友们信赖新安品牌、认可新安事业。

In this year, we deepened harmonious and win-win cooperation, continued to build harmonious labor relations, and made innovations in assessment and evaluation system and distribution incentive mechanism to promote better growth and success of employees; we strengthened cooperation and communication with the upstream and downstream of the industry chain and supply chain, actively maintained healthy development of the industry and voluntarily participated in social welfare, and more and more people trusted Wynca brand and recognized Wynca business.

2020年，我们荣获中国石化行业500强、制造业500强，中国企业信用500强，“十三五”全国企业文化建设优秀单位，浙江省工业大奖金奖、浙江省文明单位、首届杭州市鲲鹏企业等诸多荣誉……这既是我们追求企业价值的累累硕果，也是我们履行时代企业社会责任的历史见证。在此对全体新安人的辛勤付出，对关心支持新安发展的社会各界表示诚挚感谢，希望大家继续对公司未来的发展抱有信心。

In 2020, we won many honors such as Top 500 Petrochemical Companies in China, Top 500 Manufacturing Companies in China, Top 500 Credit Enterprises in China, National Excellent Unit for Corporate Culture Construction in the 13th Five-Year Plan, Gold Award of Zhejiang Province Industrial Award, Civilized Unit of Zhejiang Province and First Kunpeng Enterprise in Hangzhou... These are not only the achievements of our pursuit of corporate values, but also testimonies of our fulfillment of social responsibility as a top enterprise. I'd like to express my sincere gratitude to all Wynca staff for your hard work and to all sectors of society who care about and support the development of Wynca, and I hope that you will continue to have confidence in the future development of the company.

2021年，是国家向第二个百年目标迈进、实施“十四五规划”的开局之年，也是新安实现转型升级和高质量发展目标的关键一年。站在新的起点，国内外经济形势依然复杂严峻，不稳定性不确定性风险依旧较大，但无论光阴如何流转、世事如何变迁、经济如何兴衰，新安都将秉承“绿色化学创造美好生活”的使命，坚持走资源集约型、环境友好型、社会效益型发展道路，朝着“作物保护和硅基新材料领域解决方案的全球领先者”目标持续奋进，创造更可持续、更加美好的未来。

The year 2021 is the opening year of China's second century goal and the implementation of the 14th Five-Year Plan, and it is also a key year for Wynca to achieve the goal of transformation and upgrade and high-quality development. Standing at the new starting point, the domestic and international economic situation is still complicated and severe, and the risk of instability and uncertainty is still great. However, no matter how time flows, how things change, and how the economy rises and falls, Wynca will always adhere to the mission of "Environmental friendly chemicals create a better life", insist on the development path of being resource-intensive, environmental-friendly and socially beneficial, and strive towards the goal of "Become the global leader in silicon-based new materials and crop protection solution" to create a more sustainable and better future.

围绕“抗疫情、抓经营、促变革”，全体新安人以“历经磨难精神在、不畏艰难更重生”的气魄和行动，交出了一份荡气回肠的“新安答卷”

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## Introduction about Wynca

# 新安简介



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Performance in 2020

坐落于美丽新安江畔的浙江新安化工集团股份有限公司，创建于1965年，2001年上市，属中国制造业500强、化工500强、全球农化销售20强企业，中国氟硅行业30周年领军企业、中国化工行业上市公司百强、中国石油和化工行业民营企业百强、“十三五”全国企业文化建设优秀单位、浙江省制造业百强等。

Zhejiang Wynca Chemical Industrial Group Co., Ltd. was located at the bank of the Xin'an River. Founded in 1965 and listed in 2001, it is one of the Top 500 Manufacturing Companies, one of the Top 500 Chemical Companies, one of the Top 20 Agrochemical Companies in the world in terms of sales, a leading company in China's fluorine and silicon industry in its 30th anniversary, one of the Top 100 Listed Companies in China's chemical industry, one of the Top 100 Private Companies in China's petroleum and chemical industry, a national excellent unit for corporate culture construction in the 13th Five-Year Plan, and one of the Top 100 Manufacturing Companies in Zhejiang Province.

新安围绕“2+X”业务主航道，主营作物保护、有机硅材料两个产业。作物保护开发形成了以草甘膦原药及剂型产品为主导，杀虫剂、杀菌剂等多品种同步发展的产品群；同时，以“农飞客”为平台，切入航空植保领域，提供作物保护解决方案，打造农业综合服务生态圈。有机硅材料围绕单体合成，拥有从硅矿冶炼、硅粉加工、单体合成、下游制品加工的完整产业链，形成硅橡胶、硅油、硅树脂、硅烷偶联剂四大系列产品，广泛应用于航空航天、医疗卫生、电子电气、新能源等领域，畅销于全球100多个国家和地区。

Centered on the main business pattern of "2+X", Wynca is mainly engaged in two industries of crop protection and organosilicon materials. For crop protection, it forms a product group dominated by glyphosate bulk drugs and dosage form products with multiple varieties including insecticides and fungicides developing simultaneously; meanwhile, with the platform of "Nongfeike", Wynca enters the field of aerial plant protection, provides crop protection solutions and builds an integrated agricultural service ecosystem. For organosilicon materials, centered on monomer synthesis, Wynca

has a complete industrial chain from silicon ore smelting, silicon powder processing, monomer synthesis and downstream product processing, forming four series of products: silicone rubber, silicone oil, silicone resin and silane coupling agent, which are widely used in aerospace, medical health, electrical and electronic, new energy and other fields, and are sold well in more than 100 countries and regions in the globe.

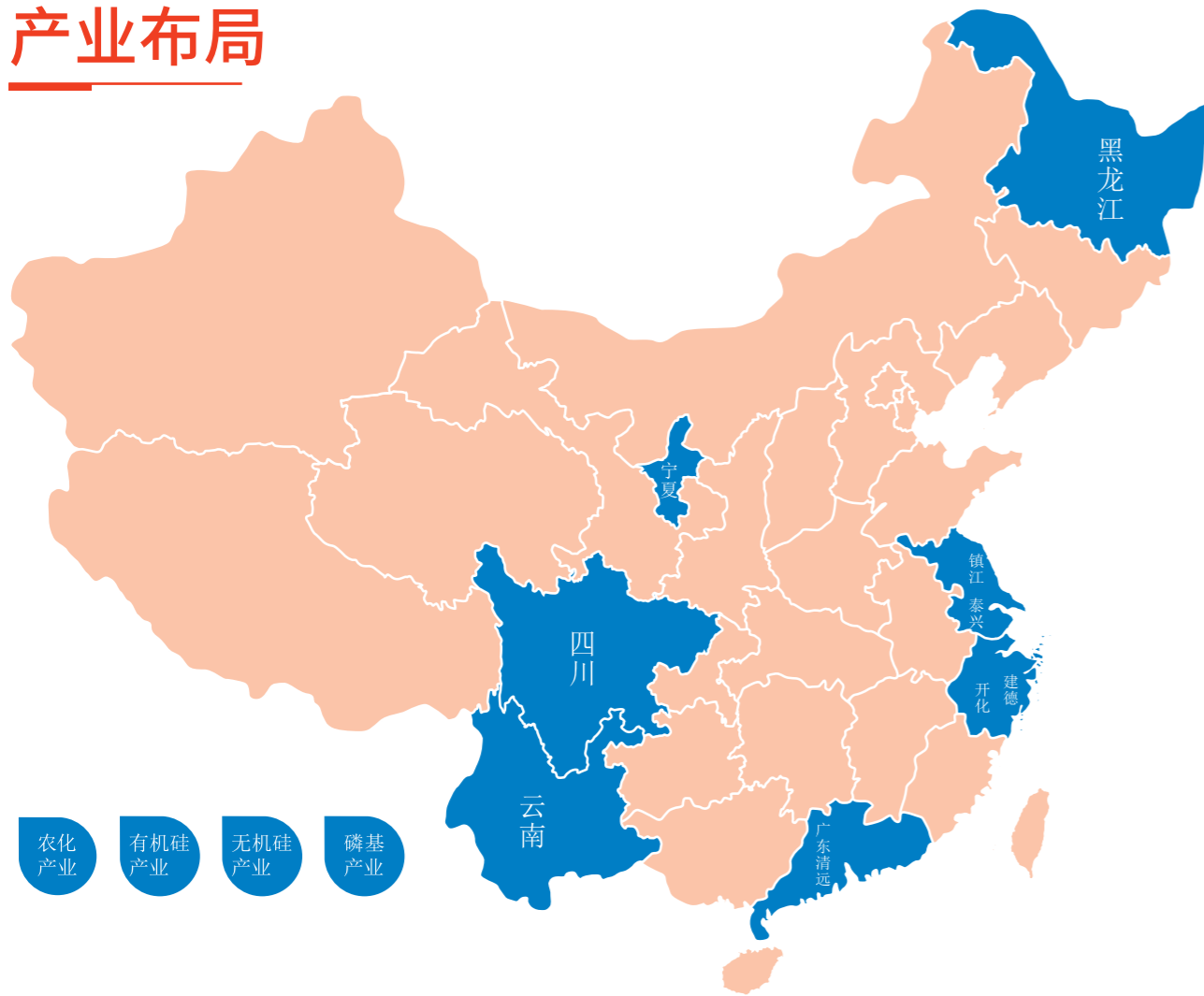
新安建有完善的创新体系，是国家创新型企业、国家高新技术企业、国家知识产权示范企业，拥有集团层面的国家认定企业技术中心，事业部及子公司层面的专业研发中心和三家省级技术中心，以及工厂层面（或服务工厂层面）的生产技术部和制造效能提升中心等三维度的立体创新组织体系，同时拥有国家级博士后科研工作站、两家省级（重点）企业研究院和全国模范院士工作站等科研创新平台。

Wynca has built a perfect innovation system. As a national innovative enterprise, national high-tech enterprise and national intellectual property demonstration enterprise, it has a nationally certified technology center as the core, covers provincial technology centers in three subsidiaries and professional R&D centers in several business divisions, as well as scientific research platforms such as national postdoctoral research center, provincial enterprise institute and national model academician workstation.

新安坚持新发展理念，聚焦“科技、资本、管理、组织人才”四大战场，正通过绿色化、智能化、高端化、平台化、全球化的战略实施，向“制造+平台+服务”的现代化企业转型，稳步迈入时代企业高质量发展轨道。

Wynca adheres to the new development concept, focuses on the four major domains of "technology, capital, management, organization and talents", and is transforming into a modern enterprise featured with "manufacturing + platform + service" through the implementation of strategies of being green, intelligent and high-end, platformization and globalization, and is steadily stepping into the track of high-quality development of top enterprises.

# Industrial layout 产业布局



**农化产业**  
Agrochemical industry

- 江南化工厂 Jiangnan Chemical Plant
- 宁夏新安 Ningxia Wynca
- 马目制造中心 Mamu Manufacturing Center

**有机硅产业**  
Organosilicon industry

- 江南有机硅厂 Jiangnan Silicone Factory
- 开化合成 Kaihua Synthetic Material
- 新安迈图 Wynca Momentive
- 崇耀科技 Top Win Technology
- 硅酮密封胶厂 Silicone Sealant Factory
- 新安天玉 Wynca Tinyo
- 浙江励德 Linktech Silicone Material

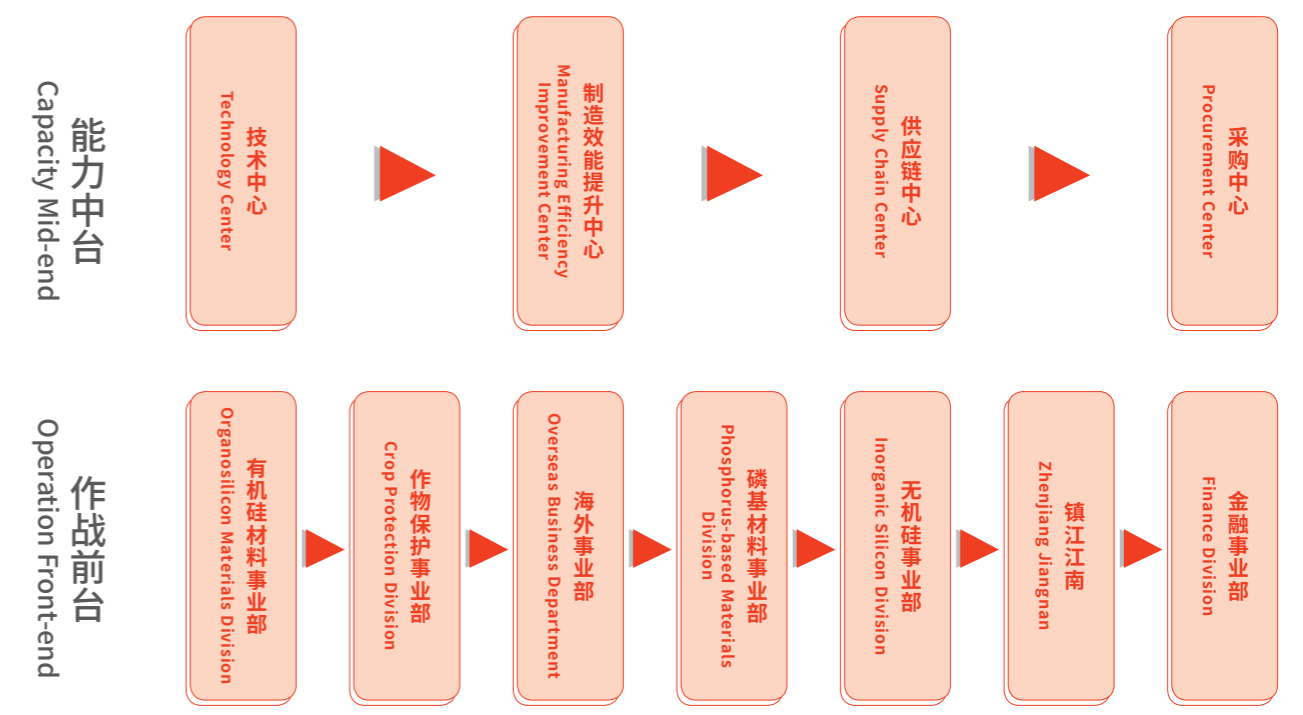
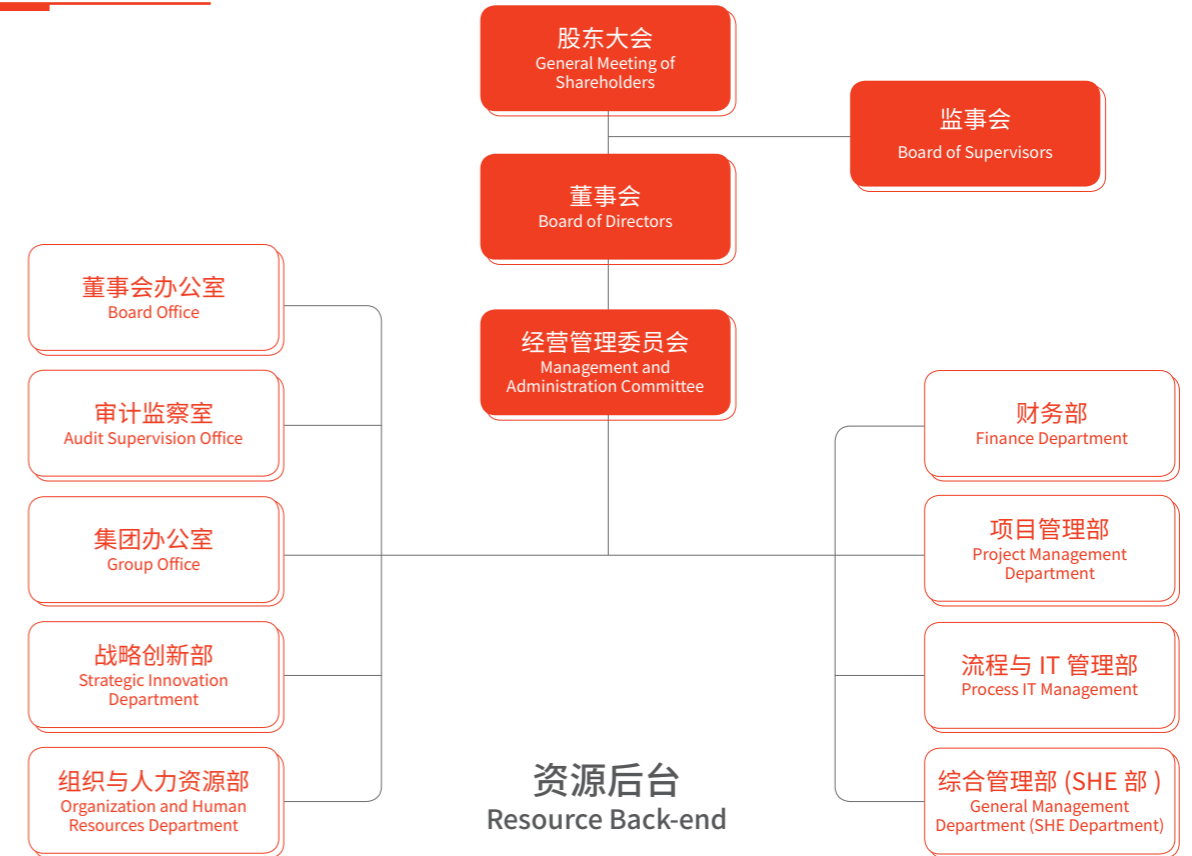
**无机硅产业**  
Inorganic silicon industry

- 黑河元泰 Heihe Yuantai
- 云南永隆 Yunnan Yonglong
- 开化元通 Kaihua Yuantong
- 四川禧龙 Sichuan Xilong

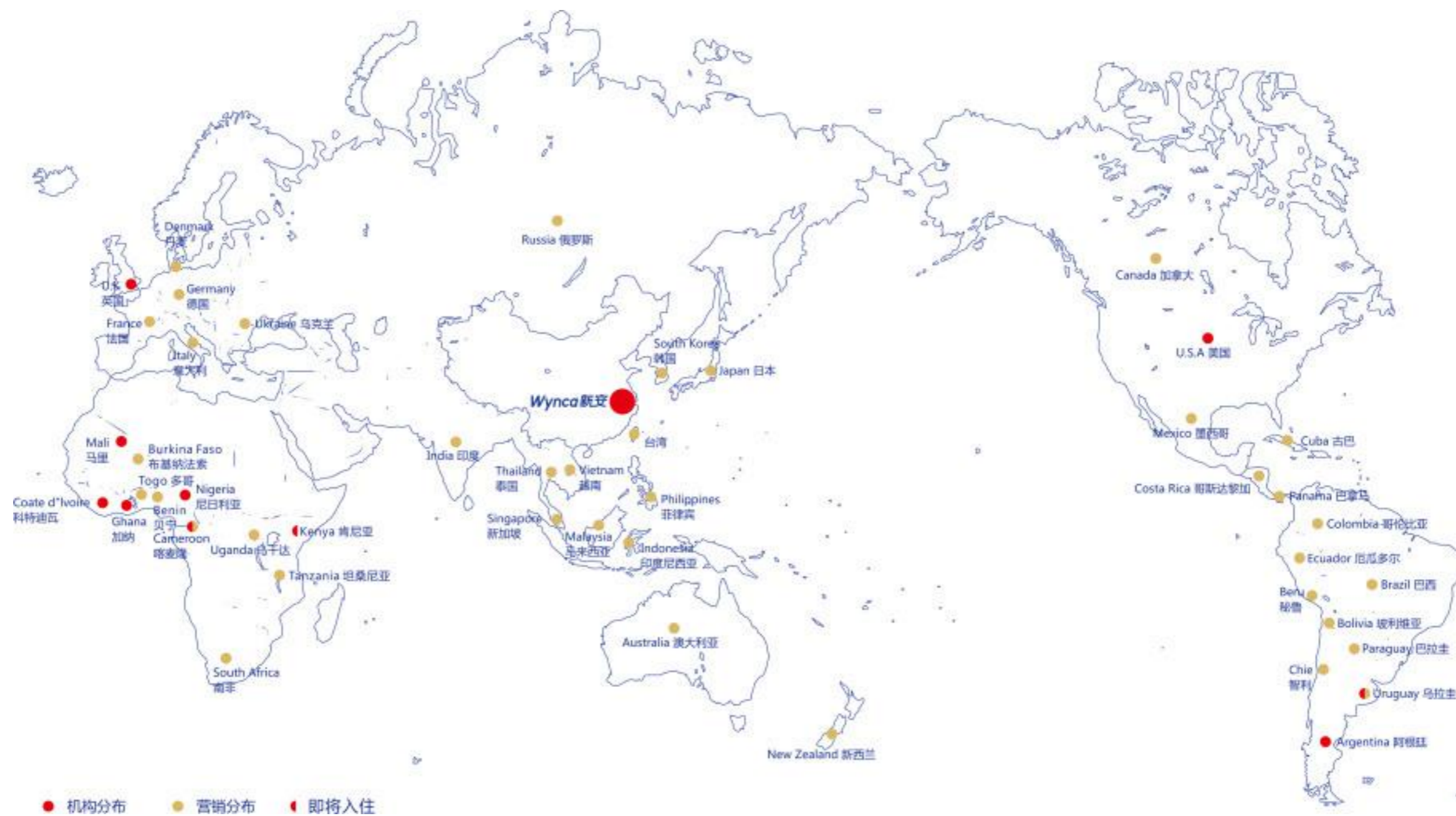
**磷基产业**  
Phosphorus-based industry

- 泰州瑞世特 Taizhou Ruishite
- 泰兴兴安 Taixing Xing'an
- 嘉兴泛成 Jiaxing Fancheng

# Organizational structure 组织架构



## Wynca in the globe 全球新安



新安自 1994 年取得自营进出口权以来，致力于全球化布局，销售网络遍布 130 多个国家和地区，在北美、南美、西非等主要国家及地区设有 8 家子公司，直接对外投资超过 1 亿美元。农药产品登记涉及 90 个国家，2000 余个登记项目，“Wynca”商标在 26 个国家成功注册。2020 年，海外业务占公司全年营收的 33%。

Since 1994 when it obtained the self-operation import and export right, Wynca is committed to global layout. Its sales network covers more than 130 countries and regions, and it has 8 subsidiaries in North America, South America, West Africa and other major countries and regions, with an outbound direct investment of more than USD 100 million. Its registration of pesticide products involves 90 countries and over 1,000 registration items. The "Wynca" trademark has been successfully registered in 26 countries. In 2020, the overseas business accounted for 33% of the company's yearly revenue.

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

Wynca USA is the only Chinese glyphosate enterprise operating terminal business in North America and promoting its own brand; the yearly sales of pesticide products in Africa operation center is nearly USD 100 million. The glyphosate products of Wynca Ghana occupy more than 35% of Ghana market, and it has become China's largest pesticide supplier in West Africa. Its preparation plant is the first overseas modern preparation plant of China's pesticide industry, with more than 300 employees, of which over 90% are local employees in Ghana, becoming a model of "investment from China and made in Ghana"; at the end of 2018, Wynca invested another RMB 35 million for logistics project in Ghana, with the service network radiating to the whole West Africa.

# COMPANY CULTURE 新安文化



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

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

Wynca culture is the core of Wynca spirit, the mission and common vision of Wynca to become a top enterprise in the era, and an important force to promote the sustainable and healthy development of Wynca business.

Wynca culture integrates the ideological consensus of reform and opening up and the excellent cultural achievements of theoretical innovation. It is the wisdom crystallization briefed by Wynca people in more than 50 years of development and also the core value system and action framework to unite and lead Wynca for the future. It is the common commitment of all Wynca people to the organization and stakeholders.





## Performance in 2020

# 2020 年绩效

### 经济绩效

#### Economic performance.

2020 年，公司实现营业收入 1251641 万元，同比增长 4.24%；实现营业利润 81187 万元，同比增长 24.56%；实现净利润 64674 万元，同比增长 23.41%；总资产 1245688 万元，净资产 723670 万元，纳税总额 28106 万元。

In 2020, the operating revenue of the company was RMB 12516.41 million, with a year-on-year growth of 4.24%; the operating profit was RMB 811.87 million, with a year-on-year growth of 24.56%; the net profit was RMB 646.74 million, with a year-on-year growth of 23.41%; the total assets were RMB 12456.88 million, the net assets were RMB 723.67 million, and the total tax amount was RMB 281.06 million.

2020 年是新安发展历史上极不平凡的一年。围绕“抗疫情、抓经营、促变革”工作主线，打响“转型升级、经营突破、降本增效、风险防范”四大攻坚战，全体新安人以历经磨难精神在、不畏艰难更重生的气魄和行动，交出了一份合格的“新安答卷”。

The year 2020 was an extraordinary year in the history of Wynca's development. Focusing on the major work of "fighting against the COVID-19, emphasizing operations and promoting reforms" and fighting in the four tough battles of "transformation and upgrade, operation breakthrough, cost reduction and efficiency improvement, and risk prevention", all Wynca people delivered an impressive "Wynca completed paper sheet" with the spirit and actions of "surviving the hardships and being reborn despite the difficulties".

2020 年度，公司积极发挥上市公司筹融资平台作用，通过发行股份及支付现金的方式购买浙江传化化学集团有限公司持有的浙江传化华洋化工有限公司 100% 股权，并募集配套资金 3.2 亿元。截至 2020 年 12 月 31 日，公司总股本为 818432386 股。

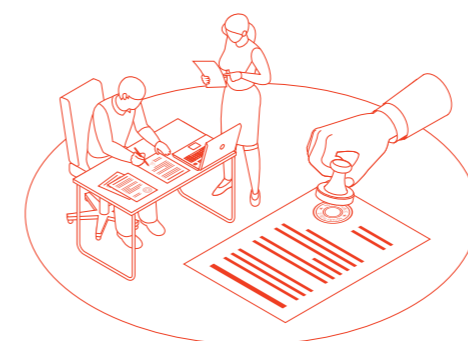
In 2020, the company actively played the role as a financing platform for listed companies, acquired 100% equity in Zhejiang Transfar Whyon Chemical Co., Ltd. held by Zhejiang Transfar Chemicals Group Co. Ltd. by share offering and cash payment, and raised counterpart funds of RMB 320 million. As of December 31, 2020, the total shares of the company were 818,432,386 shares.

单位：万元 (10,000 Yuan)

财务指标 Financial indicator	2018 年	2019 年	2020 年
营业收入 Operating revenue	1,189,694	1,200,668	1,251,641
营业利润 Operating profit	147,546	65,175	81,187
利润总额 Total profit	143,632	64,174	77,179
净利润 Net profit	129,597	52,403	64,674
纳税总额 Total tax amount	37,536	38,996	28,106
总资产 Total assets	1,065,892	1,142,702	1,245,688
净资产 Net assets	641,354	658,599	723,670
资产负债率 Assets-liability ratio	39.83%	42.36%	41.91%

### 管理绩效

#### Management performance.



2020 年，公司不断优化股东大会、董事会、监事会和经营管理委员会组成的“三会一层”治理结构。董事会下设战略委员会、审计委员会、提名委员会、薪酬与考核委员会四个专业委员会。经营管理委员会积极实施公司发展战略，认真执行董事会各项决议，扎实有效地组织开展各项经营管理活动。监事会认真履行法律赋予的监督职能，依法列席董事会会议，检查审核公司财务状况，维护公司资产的完整性、股东利益的最大化和职工权益的合法性。

In 2020, the company continuously optimized the governance structure of the "three meetings and one management committee" consisting of the General Meeting of Shareholders, the Board of Directors, the Board of Supervisors and the Business Management Committee. Under the Board of Directors, there are four professional committees: Strategy Committee, Audit Committee, Nomination Committee and Remuneration and Assessment Committee. The Business Management Committee actively implements the development strategies of the company, conscientiously executes the resolutions of the Board of Directors, and effectively organizes various business management activities. The Board of Supervisors conscientiously performs the supervisory functions conferred by law, attends the meetings of the Board of Directors according to the law, inspects and audits the financial status of the company, and maintains the integrity of the company's assets, the maximum interests of shareholders and the legality of employees' rights and interests.

2020 年 6 月，公司完成了第九届董事会、监事会的换届选举工作，选举产生了公司第十届董事会及四个专业委员会、监事会。董事会由 9 位董事组成，其中 3 位独立董事。监事会由 3 位监事组成，其中职工代表监事 1 位。

In June 2020, the company completed the election at expiration of the 9th Board of Directors and the Board of Supervisors, and elected the 10th Board of Directors and four professional committees and the Board of Supervisors. The Board of Directors consists of nine directors, including three independent directors. The Board of Supervisors consists of three supervisors, including one staff supervisor.

2020 年度，公司共组织召开股东大会 2 次，审议通过议案 52 项；召开董事会 13 次，审议通过议案 100 项；召开监事会 7 次，审议通过议案 69 项。认真审慎履行上市公司信息披露义务，在公司指定的信息披露媒体上及时披露年度、半年、季度定期报告 4 次，发布三会决议、关联交易、对外投资、会计政策变更、发行股份购买资产、资产池业务等临时公告 72 个，及时准确地向股东披露公司的重大事项及财务情况。

In 2020, the company organized 2 General Meetings of Shareholders and reviewed and approved 52 proposals; organized 13 meetings of Board of Directors and reviewed and approved 100 proposals; organized 7 Meetings of Board of Supervisors and reviewed and approved 69 proposals. The company conscientiously and prudently fulfilled its obligations of information disclosure as a listed company, disclosed annual, semi-annual and quarterly reports 4 times on its designated media for information disclosure in time, and issued 72 interim announcements about resolutions of the General Meeting of Shareholders, the Board of Directors, the Board of Supervisors, associated transactions, outbound investment, changes in accounting policies, share offering and acquisition of assets and asset pool business, disclosing the company's significant matters and financial status to shareholders in time and accurately.

### 社会绩效

#### Social performance.

新安是中国制造业 500 强、中国石油和化工企业 500 强、中国石油和化工民营企业销售收入百强、浙江省制造业百强企业、杭州首批“鲲鹏”企业，荣获第四届浙江省工业大奖金奖等多项殊荣。“滴胶草甘膦”“液体硅橡胶”“硅酮密封胶”被评为 2020 年浙江省优秀工业产品，荣获中国石油和化工科技进步一等奖、浙江省科学技术进步二等奖、中国石油和化工专利金奖。

Wynca is one of the Top 500 Manufacturing Companies in China, one of the Top 500 Petroleum and Chemical Companies in China, one of the Top 100 Private Petroleum and Chemical Companies in China in terms of sales revenue, one of the Top 100 Manufacturing Companies in Zhejiang Province, one of the first "Kunpeng" Enterprises in Hangzhou, and has won many awards including the gold award of the 4th Zhejiang Industrial Award. The products of "d-amine-glyphosate", "liquid silicone rubber" and "silicone sealant" were awarded as 2020 Zhejiang Excellent Industrial Products, and won the first prize of China Petroleum and Chemical Science and Technology Progress, the second prize of Zhejiang Province Science and Technology Progress, and the gold award of China Petroleum and Chemical Industry Patents.

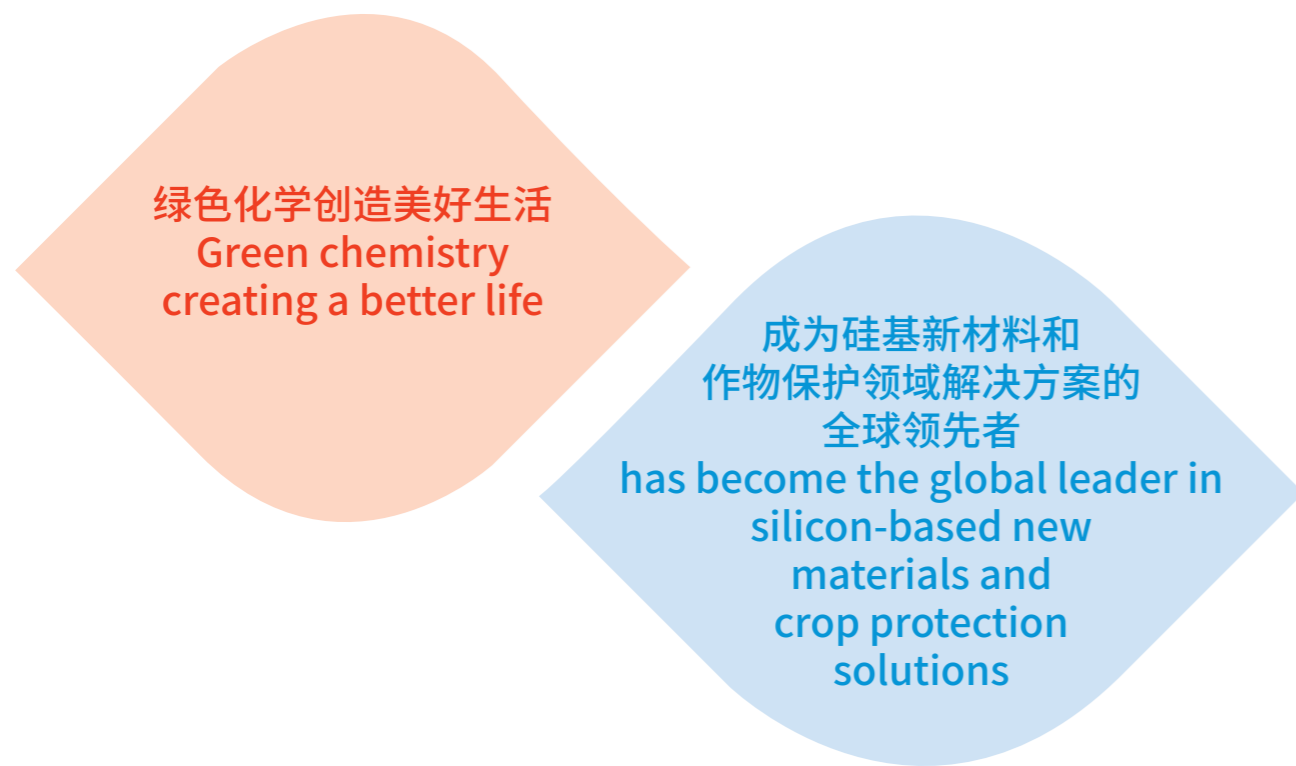
### 管理绩效

#### Management performance

新安坚定转型升级，明确了新一轮战略周期的方向和任务，凝聚高质量发展新动力。以传化乌镇会议精神为指引，打开思维，凝聚共识，确立了顶层设计、战略变革、组织人才激活、共性主干流程建设、有机硅营销研发变革、农化业务集成变革等六大变革任务；运用科学方法论，明确“聚焦价值提升、突破核心技术、实现业务领先”的发展思路和“2+X”的业务主航道，绘就新一轮周期的战略蓝图，布局“科技、资本、管理、组织人才”四大战场，指明“三年补课、三年赶上”的行动路径。

Wynca was firm with its transformation and upgrade, clarified the direction and tasks of the new strategic cycle, and gathered new powers for high-quality development. Guided by the Transfar's spirit of "Wuzhen Conference", Wynca opened up its thinking, gathered consensus, and established six major reform tasks of top-level design, strategic reform, organization and talent activation, major common process construction, reform in organosilicon marketing and R&D, and reform in agrochemical business integration; using scientific methodology, Wynca clarified the development idea of "focusing on value enhancement, making breakthroughs in core technologies, and achieving business leadership" and the main business pattern of "2+X", drew up a blueprint for a new cycle of strategic development, laid out in the four major domains of "technology, capital, management and organization and talent", and specified the action path of "taking three years to make up missed lessons and three years to catch up".

# Blueprint of strategic planning for 2021-2023 2021-2023 年战略规划的蓝图



<b>发展思路</b> DEVELOPMENT IDEAS	聚焦价值赛道 Focus on value track	突破核心技术 breakthrough core technology	实现业务领先 achieve business leadership		
<b>业务航道2+X</b> BUSINESS CHANNEL 2+X	2:有机硅+作物保护 2: organosilicon + crop protection		X:高附加值延伸新兴业务 X: high added value extending emerging business		
<b>发展方向</b> DEVELOPMENT DIRECTION	绿色化 Green	智能化 intelligent	高端化 high-end	平台化 platform	全球化 Globalization
<b>核心能力</b> CORE COMPETENCE	技术创新能力 Technological innovation ability		智能制造能力 intelligent manufacturing ability	全球化运营能力 global operation ability	
<b>战略保障</b> STRATEGIC GUARANTEE	资源资本 Resource capital	组织人才 organizational talent	管理创新 management innovation		



## 专题 ..... 17 Special Topics

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## Special topic 1: Assist in fight against COVID-19

### 专题一：支援抗疫阻击战

2020 年是个极不平凡的年份，一场新冠肺炎病毒疫情肆虐全球，面对疫情，面对经济的停摆，作为有五十五年历史文化底蕴的新安人，积极响应政府防疫情、保春耕的号召，捐款、捐物，助力上下游的企业复工、复产，彰显了新安的社会责任担当。

The year 2020 was truly eventful, for COVID-19 outbreak spreading around the world. Facing the epidemic and economic stagnation, employees in Wynca with 55 years of historical and cultural heritage donated money and supplies to contribute to the resumption of work and production of upstream and downstream enterprises in proactive response to the government's call for epidemic prevention and secured spring harvest, which manifested that Wynca assumed social responsibility.

快速响应，保障疫情物资生产  
Respond quickly to guarantee the production of epidemic-related materials.

1月24日，大年三十，建德市经信局来电要求为消毒液企业提供紧缺包装物。子公司 - 新安包装立即启动应急预案，召集 19 名员工返岗，24 小时连续生产，先后为省医疗器械公司、朗索消毒液公司、湖北回天等 7 家企业，提供了近 12 万只壶（桶）、3050 只专用纸箱，被列入市第一批保供企业名单，用行动支援了疫情防控工作。

On January 24 (Lunar New Year's Eve), Jiande Economic and Information Bureau requested us to provide packing materials in short supply for disinfectant manufacturers via a call. Our subsidiary Zhejiang Xin'an Packing Co., Ltd. immediately activated the emergency plan by calling 19 employees back to work and conducting 24h continuous production. Zhejiang Xin'an Packing Co., Ltd. provided nearly 120,000 pots (buckets) and 3,050 special cartons for 7 enterprises such as Zhejiang Medical Co., Ltd., Lionser Disinfectant Co., Ltd. and Hubei Huitian, and was included in the list of the first batch of enterprises for guaranteed supply in Jiande City for its assistance in epidemic prevention and control with actions.



捐款、捐物，支援地方抗疫大局  
Donate money and materials to assist in local fight against COVID-19.

1月30日，公司给建德市卫健系统捐赠了500箱共10吨84消毒液；1月31日，公司董事会决定捐赠1000万元现金，通过传化慈善基金会支持湖北、浙江等地防疫、抗疫工作，其中定向捐赠建德市慈善总会、开化县红十字会各150万元，传递新安大爱。

On January 30, the Company donated 500 boxes of 84 Disinfectant which totally weighed 10 tons to Jiande Health Care System; on January 31, the Board of Directors of the Company decided to donate RMB 10 million in cash to support epidemic prevention and control in Hubei and Zhejiang via Transfar Foundation, RMB 1.5 million of which was donated to Jiande Charity Federation and Red Cross Society of Kaihua County, respectively, with an aim to extend our care to those in need.



响应号召，助力客户复工、复产  
Respond to the call to contribute to our customers' resumption of work and production.

在政府复工、复产、保障春耕的号召下，新安利用自身优势，有力带动了农化产业上游黄磷、甘氨酸、三乙胺等 200 余家原材料供应商复工、复产，400 余家原药供应商及下游经销商复工，保障了春耕生产和农资需求；打通了有机硅产业 50 余家基础类产品大客户及其下游 520 余家企业的复产工作，并加班加点保障有机硅终端生产 3M 呼吸面罩配件等抗疫物资企业的原料需求。

In response to the government's call for resumption of work and production and secured spring ploughing, Wynca, by taking advantage of its own advantages, effectively drove the resumption of work and production of more than 200 raw material suppliers such as yellow phosphorus, glycine and triethylamine suppliers in the upstream of the agrochemical industry, as well as the work resumption of more than 400 active ingredient suppliers and downstream distributors, satisfying the needs for spring farming and agricultural materials; Wynca contributed the production resumption of more than 50 major customers of basic products in the organic silicon industry and more than 520 downstream enterprises, and worked overtime to satisfy the raw material needs of enterprises producing anti-epidemic materials such as 3M breathing mask accessories at the organic silicon terminal.



## Special topic 2: Contribute to the fight against poverty

# 专题二：助力脱贫攻坚战

2020 年，是全面建成小康社会目标的实现之年，也是全面打赢脱贫攻坚战的收官之年，新安本着“发展新安以回报社会”的初心和使命，一如既往地践行扶贫济困事业，助力国家打赢脱贫攻坚战。

The year 2020 was the year of achieving the goal of building a moderately prosperous society in all respects and the year of finally winning the battle against poverty in all respects. With the original intention and mission of "Wynca develops well to return the society with contributions", Wynca, as always, carried out the course of poverty alleviation and helped the country win the battle against poverty.

### 教育扶贫 Educational poverty alleviation

自 2018 年来，新安在云南省金平县实施精准扶贫，招收贫困学生到公司定向培养学校——建德市工业技术学校学习专业知识，完成定向培养，毕业后留用到公司技术工人队伍中。新安负责承担学生的基本生活、假期探亲等费用，解决他们生活上的后顾之忧，并在节假日安排组织温馨的团体活动，帮助他们尽快地适应环境、融入团队。截至目前，已实施两届，共资助 40 名学生到校就读。

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

Since 2018, Wynca has been implementing targeted poverty alleviation in Jinping County, Yunnan Province, and recruited poverty-stricken students to learn professional knowledge and complete the targeted training in the Company's targeted training school - Jiande Industrial Technical School. After graduation, those students will join the Company's technician teams. Wynca is responsible for bearing students' basic living expenses and holiday visit fees to get rid of their daily worries, and organizing warm group activities in holidays and festivals to help them adapt to the environment and integrate into the team as soon as possible. So far, two sessions have been implemented, and a total of 40 students were funded by Wynca to attend the school.

Wynca upgrades poverty alleviation from simple financial aspect to learning aspect. Poor students can not only learn knowledge and professional skills, but also get employed after graduation upon receipt of a series of securities provided by Wynca, which achieves poverty alleviation on a spiritual level. It manifests that Wynca has a good sense of social responsibility, and makes positive social influence locally and in Jinping County, Yunnan Province.



### 卫生扶贫 Health poverty alleviation

新安捐赠 2000 万元，在贵州、云南等地建设 100 所新安·安心卫生室，改善当地医疗卫生条件，提升贫困地区的医疗服务水平，解决了近 15 万村民的就医难题，缓解“因病致贫”的问题。

Wynca donated RMB 20 million to build 100 Xin'an Worry-free Clinics in Guizhou, Yunnan and other regions, aiming to improve local medical and health conditions and improve the level of medical services in poverty-stricken areas. It has solved the problem of difficulties in medical treatment facing nearly 150,000 villagers, and alleviated the problem of "poverty caused by illness".



### 技能扶贫 Skill poverty alleviation

新安与云南、贵州等贫困地区的职业院校建立“定向培养”机制，提供农民在用药、育种、病虫害防治等方面知识和技能的免费培训。借助农药产品的销售渠道，加大对农民的免费培训，提升农民在用药、育种、病虫害防治等方面的知识和技能，帮助农民增产增收、早日脱贫致富。

Wynca has established a "targeted training" mechanism with vocational technical schools in poverty-stricken areas in Yunnan, Guizhou and other provinces, and provided farmers with free training on knowledge and skills in pesticide use, seed breeding, pest control and other aspects. By means of pesticide product distribution channels, Wynca has strengthened free training for farmers to improve their knowledge and skills in pesticide use, breeding, pest control and other aspects, and to help farmers increase their production and income, and get rid of poverty and become better off as soon as possible.



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新安积极践行习近平总书记“两山理论”，坚持通过发展循环经济，走资源节约型、环境友好型的发展道路，首创氯、硅、磷三元素的循环利用先进技术，成为行业内循环经济模式的先行者，先后荣获“浙江省绿色企业”、“中国石油和化工行业绿色企业和绿色产品”等多项环保荣誉。

Wynca implements the "Two Mountains Theory" of General Secretary Xi Jinping actively and adheres to a resource-saving and environment-friendly development path through the development of circular economy. Wynca is a pioneer of circular economy model in the industry with initiative advanced technology for cyclic utilization of chlorine, silicon and phosphorus. Wynca has been awarded many environmental protection honors such as "Zhejiang Green Enterprise", "Green Enterprise and Green Product in Petroleum and Chemical Industry in China".

## Energy consumption data of company 公司能源消耗数据

能源指标 Energy indicator	单位 Unit	2018 年	2019 年	2020 年
综合能源消费总量 Total consumption of comprehensive energy	吨标准煤 Ton of standard coal	440555	459478	468215
用电量 Electricity consumption	万千瓦时 10000 kWh	127015	137407	143900
用水量 Water consumption	吨 Ton	6682982	6251818	5925083
用蒸汽量 Steam consumption	吨 Ton	1968827	1979336	2034995
用煤量 Coal consumption	吨 Ton	215248	227153	226517
用石油焦量 Petroleum coke consumption	吨 Ton	46493	45709	46882
用天然气量 Natural gas consumption	吨 Ton	7737	7939	7291



## Improve the grid-based environmental-protection management system

### 健全网格化环保管理体系

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

Wynca has established a grid-based environmental-protection management system that includes the President responsibility system and the General Manager responsibility system for secondary factories (departments) and subsidiaries. Wynca has set up a SHE Department and an environmental monitoring station, with full-time environmental management and monitoring personnel. Wynca has passed the ISO14001 Environmental Quality Management System Certification, with a complete safety and environmental management system. The concept of cleaner production runs through all Wynca employees and the whole process of production and operation.



## Improve three-level environmental-protection treatment facilities

### 完善三级环保处理设施

新安建立三级环保处理系统，废水经过工厂、园区、市政污水处理厂三级处理，实施污染物指标自动在线监测，真正实现废水零直排。

三级应急保障系统，各工厂均设有初期雨水和事故应急池，总容积为 11200m<sup>3</sup>；园区设有 7000 m<sup>3</sup> 应急池和应急中心消防队；市政设有 10000 m<sup>3</sup> 应急池和消防队，确保不让一滴废水入江。

Wynca has established a three-level environmental-protection treatment system to enable wastewater to be treated by factory, parks and municipal sewage treatment plants. Implement online automatic monitoring of pollutant indicators to realize zero direct discharge of wastewater.

For the three-level emergency support system, each factory is equipped with the initial rainwater and accident emergency pool, with a total volume of 11,200m<sup>3</sup>; the park is provided with an emergency pool of 7,000 m<sup>3</sup> and fire brigade of emergency center; the municipal government has an emergency pool of 10,000 m<sup>3</sup> and fire brigade to ensure that no drop of wastewater enters the river.

## Innovate technology to reduce pollutant discharge 创新工艺减少污染物排放

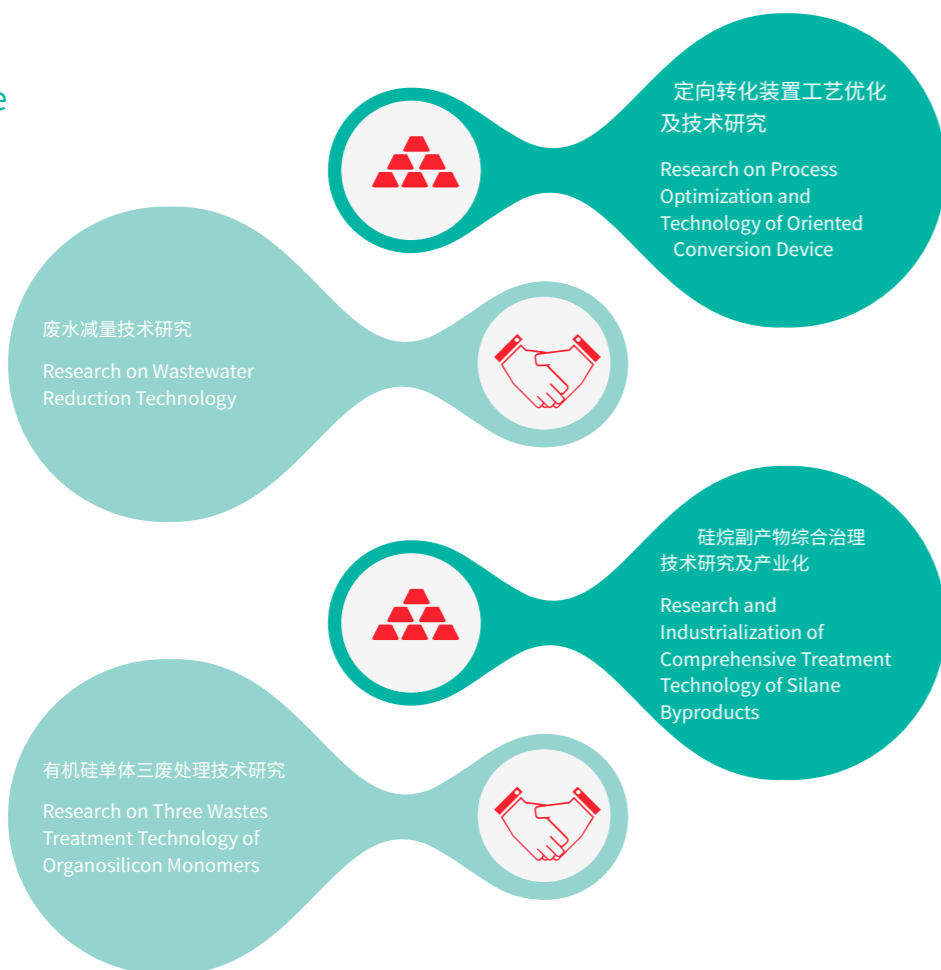
新安成功开发并实施具有自主知识产权的有机磷和有机硅废水治理关键技术。引进美国迈图有机硅单体合成技术，提升有机硅生产转化率，减少主要污染物的排放。自主研发“有机磷废水资源化利用及高效治理产业化技术”集成技术，提升“磷元素”资源的综合利用率，降低能耗、减少废水，被中石化联合会鉴定为国际先进水平，被中国化工环保协会评为“石油和化工行业环境保护、清洁生产重点支撑技术”。

2020 年，新安在环保技术研发与应用方面持续突破，立项课题 4 项，主要攻关废水减量技术研究、烟气治理技术研究和有机硅单体三废治理技术研究。响应国家零排放号召，年度实现废水减量 32.8 万吨，实现直接经济效益 900 余万元。

Wynca has successfully developed and implemented key technologies for organophosphorus and organosilicon wastewater treatment with independent intellectual property rights. The synthesis technology of organosilicon monomers of Momentive is introduced to improve the conversion rate of organosilicon production and reduce the emission of major pollutants. The integrated technology of "industrialization technology for resource utilization and efficient treatment of organophosphorus wastewater" independently researched and developed by Wynca can improve the comprehensive utilization rate of "phosphorus" resources, and reduce energy consumption and waste water. This technology has been recognized as the International Advance Level by CPCIF and "Key Supporting Technology for Environmental Protection and Cleaner Production in Petroleum and Chemical Industry by CCIEPA.

In 2020, Wynca has made continuous breakthroughs in the R&D and application of environmental protection technology, and has set up 4 projects, mainly on research on wastewater reduction technology, research on exhaust gas treatment technology and research on three wastes treatment technology of organosilicon monomers. In response to the national zero-discharge call, Wynca has achieved an annual wastewater reduction of 328,000 tons and achieved a direct economic benefit of more than RMB 9 million.

### 课题名称 Project title



## Improve capability for emergency solution 提高应急处置能力

建立公司、工厂、车间三级突发应急管理网络和应急处置预案，建有专业应急救援队伍和专业消防站及应急物资库，为安全生产提供应急保障。同时，还承担社会应急救援责任，挂牌为“建德市危化品事故应急中心”和杭州市级环应急物资库，多次在省、市应急比武中获得一等奖，并积极在地方突发应急抢险中贡献新安力量。

Three-level emergency management network and emergency response plan of company, factory and workshop, have been established, and professional emergency rescue team, professional fire station and emergency material warehouse to provide emergency guarantee for safe production have been established. In addition, Wynca also took the responsibility of social emergency rescue, listed as "Jiande Hazardous Chemical Accident Emergency Center" and Hangzhou Municipal Environmental Protection Emergency Material Library, won the first prize in the provincial and municipal emergency competition for many times, and actively contributed to the new security forces in the local emergency rescue.



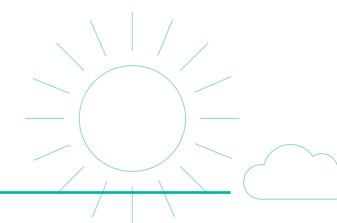


## Realize "Internal Circulation" of raw materials and "reuse" of wastes 实现原料“内循环”、废物“再利用”

新安通过关键技术实现副产的循环利用，在全球率先建立了有机磷——有机硅协同生产中氯、硅、磷三元素的大循环，产出的含“磷”废水被定向转化为磷酸盐产品，含“氯”、“硅”副产物被转化为有机硅产品。

Wynca realized the recycling of by-products through key technologies, and took the lead in establishing a large cycle of chlorine, silicon and phosphorus in the collaborative production of organophosphorus and organosilicon in the world, where the produced wastewater containing "Phosphorus" was directionally transformed into phosphate products, and the by-products containing "Chlorine" and "Silicon" were transformed into organosilicon products.

## Adhere to the principle of green procurement 坚持绿色采购原则



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

The principle of environmental protection was incorporated into the supplier management mechanism in the process of purchasing management, and green, safety, energy saving and environmental protection was taken as one of the conditions for supplier preferred selection. Some raw material suppliers also need to provide RoHS and REACH reports to meet the standards before they can be listed as qualified suppliers.

同时与供应商协同推进包装物回收利用，降低供应商包装成本，减少采购方固废产生。

In addition, Wynca cooperated with suppliers to promote the recycling of packaging materials, reduced the packaging cost of suppliers, and reduced the solid waste generation of purchasers.







## Guarantee the investment of environmental protection funds 保障环保经费投入

三年来新安投入 7.025 亿元用于环保设施的运行和维护、废水排放和危险固废的处置、环境监测和运维等方面的环境保护方面的资金总额（不含项目资本化投入），平均每年投入 2.34 亿元：

In the past three years, Wynca has invested 702.5 million yuan in the operation and maintenance of environmental protection facilities, wastewater discharge and disposal of hazardous solid wastes, environmental monitoring and operation and maintenance (excluding capitalized investment of the project), with an average annual investment of 234 million yuan:

新安近三年环保运行费投入汇总表 (万元)  
Summary of Environmental Protection Operation Investment in Wynca in Recent Three Years (10,000 Yuan)

时间 Time	2018 年	2019 年	2020 年	合计 Total
环保投资 Environmental protection investment	24424.76	23267.47	22556.77	70249.00

2020 年投资 1900 余万元完成了定向转化装置烟气的深度治理，不仅实现了定向转化装置烟气的超低排放，而且将化工二厂草甘膦生产过程中产生的 VOCs 完全焚烧后达标排放。

In 2020, more than 19 million yuan has been invested to complete the deep treatment of flue gas from the directional conversion device, which not only realized the ultra-low emission of flue gas from the directional conversion device, but also completely incinerated the VOCs generated in the glyphosate production process of the second chemical plant before emission which met the standard.

2020 年，子公司 - 宁夏新安和二级单位 - 化工二厂投入近 300 万元进行技术改造，实现污泥减量 600 吨。投资近亿元建设 3 台有机硅废气和废渣焚烧装置，项目建成后将大幅地降低有机硅废气和危险固废的产生。投资 1.5 亿元入股危废处置特许经营企业 - 杭新固废公司，大力推进危废减量化、资源化、无害化合规处置。

In 2020, subsidiary - Ningxia Wynca, and secondary unit - the second chemical plant have invested nearly 3 million yuan to carry out technical transformation and achieve 600 tons of sludge reduction. With an investment of nearly 100 million yuan, 3 sets of organic silicon waste gas and waste residue incinerators were built. After the completion of the project, the generation of organic silicon waste gas and hazardous solid waste was greatly reduced. 150 million yuan has been invested in a franchise enterprise for hazardous waste disposal - Hangxin Solid Waste Company, vigorously promoting the reduction, recycling and harmless compliance disposal of hazardous waste.

## Adhere to the concept of green design 秉承绿色设计理念

新安在项目建设期间，着重进行可行性研究，同期进行项目的环境影响评价工作，在环保设计专篇中落实环评报告书及审批意见提出的环保要求，并进行环保投资预算。进行施工图阶段进一步落实初步设计提出的有关环保问题，保证环保设施与主体工程同步设计。

在设计过程中，采取先进的生产工艺替代方案及自动化控制系统，选用密封性能良好的设备和管件，尽可能减少生产过程中物料散发和泄露，从装置生产源头上减少三废的产生。对废气进行吸收洗涤处理后统一进行有组织达标排放；对废水采取“雨污分流、清污分流、污污分流、分级控制”原则进行集中处理；对一般固废和危险废物分别进行环卫定期清运或委托有资质单位进行处理；对噪声采取减振基础、建筑隔声、选用包阻尼材料等措施，以达到《工业企业厂界环境噪声排放标准》要求。在建筑设计过程中采用新型保温材料进行节能设计，尽量采用半敞开或露天布置，保持良好的自然通风条件，减少有害物质聚集。

Wynca focused on the feasibility study during the project construction, carried out the environmental impact assessment of the project at the same time, implemented the environmental protection requirements put forward in the EIA report and the approval opinions in the special chapter of environmental protection design, and carried out the environmental protection investment budget. During carrying out the construction drawing stage, it further implemented the environmental protection issues raised in the preliminary design, and ensured the synchronous design of environmental protection facilities and the main project.

In the design process, advanced production process alternatives and automatic control system were adopted, and equipment and pipe fittings with good sealing performance were selected to reduce material emission and leakage in the production process as much as possible, and the generation of three wastes was reduced from the source of plant production. The waste gas was absorbed and washed, and then discharged meeting the standard in an organized way. The waste water was treated in a centralized way according to the principle of "Separation of Rain and Sewage, Separation of Clean Water and Sewage, Separation of Sewage and Sewage, and hierarchical control". The general solid waste and dangerous solid waste were cleaned and transported by sanitation regularly or entrusted to a qualified unit for treatment. The noise was treated by vibration reduction foundation, building sound insulation, and the use of binding damping materials, etc. meeting the requirements of Emission Standard of Environmental Noise at Boundary of Industrial Enterprises. In the process of architectural design, new thermal insulation materials were used for energy-saving design, semi open or open layout was used as far as possible to maintain good natural ventilation conditions, reducing the accumulation of harmful substances.

## Carry out environmental protection publicity and training vigorously 大力开展环保宣传培训

新安每年组织全员进行环保法律法规、环保管理制度的培训。借助“6.5”环境日之际，举办“美丽中国我是行动者”大型环保专题活动，并代表企业参加市政府组织的环保嘉年华宣传活动，大力倡导“循环经济 绿色发展”的环保理念。同时，派专业管理人员参加政府和团体组织的环保技术交流活动。

Wynca organized the training of environmental protection laws and regulations and environmental protection management system every year. On the occasion of "6.5" environmental day, it held a large-scale environmental protection special activity of "I am Taking Actions for Beautiful China", and participated in the environmental protection carnival publicity activities organized by the municipal government on behalf of enterprises, vigorously advocating the environmental protection concept of "Circular Economy and Green Development". In addition, professional management personnel were sent to participate in the environmental protection technology exchange activities organized by the government and organizations.



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新安持续推进公共技术创新平台建设，不断提升平台数量与质量。公司院士工作站从杭州市级院士工作站升级为国家模范院士工作站，子公司 - 镇江江南的技术中心升级为省级技术中心。

Wynca continued to promote the construction of public technology innovation platform, and constantly improved the quantity and quality of the platform. The Academician Workstation of the company has been upgraded from Hangzhou Municipal Academician Workstation to National Model Academician Workstation, and the Technology Center of a subsidiary - Zhenjiang Jiangnan, has been upgraded to Provincial Technology Center.

新安获得浙江省科技进步二等奖 2 项，有机磷 - 有机硅产业协同绿色关键技术开发与集成项目获得中石化联合会科技进步一等奖。公司科研团队完成的“草甘膦新剂型创制及柔性制造关键技术开发”荣获神农中华农业科技奖一等奖

Wynca won 2 second prizes of science and technology progress of Zhejiang Province, and the collaborative green key technology development and integration project of organic phosphorus organic silicon industry won the first prize of science and technology progress of Sinopec Federation. The company's scientific research team has won the first prize of Shennong China Agricultural Science and Technology Award for "Glyphosate New Dosage Form Creation and Key Technology Development of Flexible Manufacturing"

## Establish a perfect innovation system 建立完善的创新体系

新安以提升自主创新能力和产业发展驱动力为核心，制定公司科技发展战略、目标任务，制定《科技创新奖励办法》等企业内部鼓励创新的制度，建立多层次、多专业协作的科研组织体系，是国家创新型企业、国家高新技术企业、全国知识产权示范企业，拥有国家认定的企业技术中心、博士后科研工作站、省级企业研究院和全国模范院士工作站。

新安有 580 名科技人员，其中享受国务院特殊津贴 4 人，教授级高级工程师 10 人，高级职称人员 90 人。博士 14 人，培养博士后 13 人。省“万人计划”1 人、省 151 人才培养 13 人、市 131 人才培养 43 人、建德市 282 人才 69 人。

Wynca is a national innovative enterprise, a national high-tech enterprise and a national intellectual property demonstration enterprise, with the core of promoting independent innovation ability and driving force of industrial development, formulating the company's science and technology development strategy, goals and tasks, formulating the Incentive Measures for Science and Technology Innovation and other internal systems to encourage innovation, and establishing a multi-level and multi professional scientific research organization system. It also has the state recognized Enterprise Technology Center, Postdoctoral Research Workstation, Provincial Enterprise Research Institute and National Model Academician Workstation.

There are 580 scientific and technological personnel in the group, including 4 enjoying the special allowance of the State Council, 10 professor level senior engineers and 90 with senior titles. There are 14 doctors and 13 postdoctors. There are 1 provincial "ten thousand talents plan", 13 provincial 151 talents, 43 municipal 131 talents and 69 Jiande 282 talents.

科技研发人员  
scientific and technological R & D

580 人  
personnel

博士  
doctors

14 人  
personnel

博士后  
postdoctors

13 人  
personnel

## Maintain a high level of R & D investment 保持较高水平的研发投入

2020 年研发投入 35313.47 万元，营业收入 1251641.26 万元，占 3%。  
In 2020, the R & D investment is 353.13.47 million yuan, and the operating revenue is 12516.4126 million yuan, accounting for 3%.

2020 年研发投入  
The R & D investment in 2018

35313.47 百万元  
million

营业收入  
the operating revenue

12516.4126 百万元  
million

## Carry out industry-university-research cooperation projects 开展产学研合作项目

新安积极与清华大学、上海交通大学、浙江大学等 11 所大学开展产学研项目合作，借智借脑借力，开展技术攻关、新产品开发，以科技创新为驱动，加快科研成果的落地转化，坚持科研开发与产业化发展并重，形成“产学研”结合良性发展，不断提升新安的核心竞争力。目前，在研项目 23 个，其中 2020 年新签订技术合作项目 7 个，新增合作经费 1300 万元。

Wynca actively cooperated with 11 universities, including Tsinghua University, Shanghai Jiao Tong University and Zhejiang University, to carry out industry-university-research cooperation, find technological breakthrough, and conduct new product development through intelligence and power. Driven by scientific and technological innovation, Wynca sped up the implementation and transformation of scientific research achievements, attached equal importance to scientific research and industrial development, formed a positive development of "Industry-University-Research" combination, and constantly improved its core competitiveness. There are 23 projects currently under research, including 7 new technical cooperation projects signed in 2020, with an additional cooperation fund of 13 million yuan.

年 Year	新签订技术合作项目数 Number of newly signed technical cooperation projects	新增合作经费 New cooperation funds
2018	17 个	1225 万元 12.25 million yuan
2019	6 个	370 万元 3.7 million yuan
2020	7 个	1300 万元 13 million yuan

## Respect and protect intellectual property rights 尊重保护知识产权

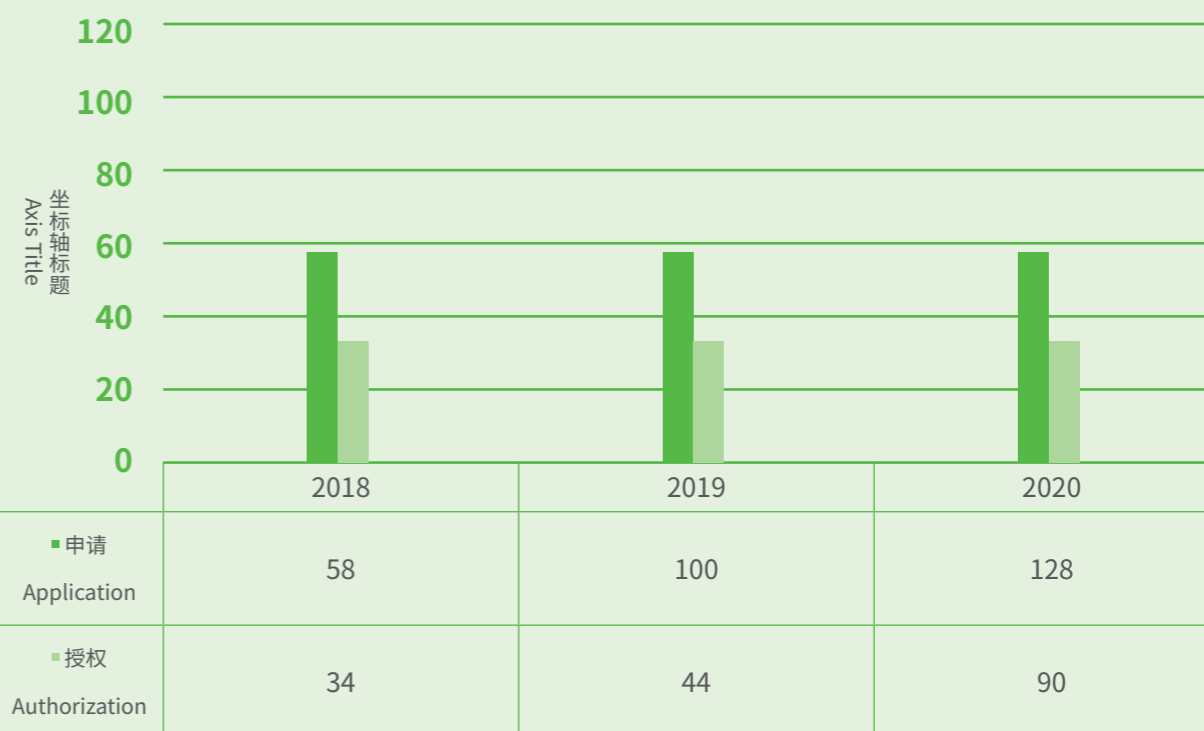
新安重视知识产权，建立了有效的申请和保护体系，至今已申请 617 项专利，其中发明专利 441 项；拥有有效专利 312 项，其中国内发明专利 182 项；国外发明专利 11 项，专利产业化效益超过 10 亿元。“草甘膦合成中水解辅助工序”“有机磷与有机硅单体的联产技术”“气-液-固三项反应及溶剂萃取制备草甘膦铵”“一种 107 硅橡胶的合成新方法”“一种农药生产含磷废料的处理方法及由该方法得到的产物”分别获得第八届、第九届、第十一届以及第十五届、第十九届中国专利优秀奖。

2012 年集团成为首批国家《企业知识产权管理规范》贯标试点单位，2013 年 3 月顺利通过试点企业验收；同年 7 月通过国家知识产权局的答辩，获得首批全国知识产权示范企业；2014 年 8 月新安知识产权管理体系通过国家认证机构的认证，成为全国首批通过该项认证的 145 家企业之一。2020 年，公司申请专利 128 项，已授权 90 项。

Wynca attached great importance to intellectual property rights and has established an effective application and protection system. It has applied for 617 patents up till now, including 441 invention patents. It has 312 valid patents, including 182 domestic invention patents and 11 foreign invention patents, with patent industrialization benefits of more than 1 billion yuan. "Hydrolysis Auxiliary Process in Glyphosate Synthesis", "Co-Production Technology of Organophosphorus and Organosilicon Monomer", "Gas-Liquid-Solid Three Reactions and Solvent Extraction to Prepare Ammonium Glyphosate", "A New Method for Synthesis of 107 Silicone Rubber", "A Method for Treatment of Phosphorus Containing Waste in Pesticide Production and Products Obtained by This Method" respectively won the 8th, 9th, 11th, 15th, and 19th Excellent Award of China Patents.

The group became the first batch of national enterprise intellectual property management standard pilot units in 2012, passed the acceptance of the pilot enterprises in March 2013, passed the defense of the China National Intellectual Property Administration in July of the same year, and won the first batch of national intellectual property demonstration enterprises. The intellectual property management system passed the certification of the national certification body in August 2014, becoming one of the first batches of 145 enterprises in China to have such achievement. The company has applied for 128 patents and authorized 90 in 2020.

2018-2020 年专利情况  
patents in 2018 to 2020



## Help industry development

# 助力行业发展

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

自 2009 年来，主导（参与）完成制修订并已发布实施的国家、行业、团体标准总计 64 项，其中，国家标准 17 项（10 项为主导制定），行业标准 14 项、团体标准 33 项。

Wynca is a member unit of National Chemical Standardization Technical Committee, China Pesticide Standardization Technical Committee, Organic Chemical Branch of National Chemical Standardization Technical Committee, Standardization Technical Committee of China Fluorosilicone Material Industry Association, and the Secretariat of Zhejiang Silicone Standardization Technical Committee. In addition, the main associations are Zhejiang High-Tech Enterprises Association, Zhejiang Chemical Industry Association, Zhejiang Enterprise Technology Innovation Association, Hangzhou Chemical Industry Association, etc.

Since 2009, a total of 64 national, industrial and group standards have been published and implemented, including 17 national standards (10 of which are developed by the leading group), 14 industrial standards and 33 group standards.



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## Safety production management system

# 安全生产管理体系

新安持续提升有感领导、岗位三标等 SHE 管理，不断完善 SHE 管理体系。一是全员参与，由公司领导带头参与 SHE 管理，层层落实 SHE 责任制，健全 SHE 绩效考核体系，全面推进属地管理。二是全面开展风险辨识与控制，通过工艺危害分析、变更管理、启动前安全评审、工作安全分析、安全观察与沟通以及隐患排查，全面的辨识生产每一个环节的风险，制订并落实管控措施。三是健全 SHE 管理制度，基于风险辨识与分析，健全 SHE 管理制度、预案、操作规程，完善台账记录。四是实现 PDCA 循环持续改进，建立完善的 SHE 审核制度，每年审核所有生产单位，促进各单位 SHE 管理持续提升。同时，搭建 SHE 智能平台，通过智能化改造，提升 SHE 管理效率。

Wynca continued to improve the SHE management, such as the sense of leadership and post three standards, and constantly improved the SHE management system. First, all the staff participated in the SHE management. The company leaders took the lead to participate in the SHE management, implemented the SHE responsibility system at all levels, improved the SHE performance appraisal system, and comprehensively promote the territorial management. The second was to carry out risk identification and control in an all-round way, comprehensively identify the risk in every stage of production, prepare and implement management and control measures through process hazard analysis, change management, safety review before start-up, work safety analysis, safety observation and communication, and hidden danger investigation. Third was to improve the SHE management system, improve the SHE management system plans, operating procedures based on risk identification and analysis, and improve the accounting records. The fourth is to realize the continuous improvement of PDCA cycle, establish a perfect SHE audit system, audit all production units every year, and promote the continuous improvement of SHE management of each unit. In addition, it has built SHE intelligent platform, through intelligent transformation, improve the efficiency of SHE management.



## Safety emergency management mechanism

# 安全应急管理机制

新安制定《突发事件综合应急预案》，该预案适用于生产安全事故、自然灾害、社会安全事件、公共卫生事件等。公司所属各生产经营单位根据总体预案体系要求，均已制定建立综合应急预案、专项应急预案、现场处置方案。

新安建有多支专业化、高标准、技术全面、实力雄厚的应急处置队伍。各单位在做好内部应急演练的同时，还积极参与外部应急演练活动，2020年12月，协助支持建德市应急管理局、建德市交通运输局举办“新安杯”建德市危化品专项应急演练竞赛活动。

Wynca formulated Comprehensive Emergency Plan for Emergencies, which was applicable to production safety accidents, natural disasters, social security events, public health events, etc. All production and business units of the company have formulated and established comprehensive emergency plan, special emergency plan and on-site disposal plan according to the requirements of the overall plan system.

Wynca has a number of professional, high-level, comprehensive and powerful emergency response teams. All units actively participate in external emergency drills while adequately finish internal emergency drills. In December 2020, they assisted and supported Jiande Emergency Management Bureau and Jiande Transportation Bureau to hold "Wynca Cup" Jiande hazardous chemicals special emergency drill competition.



## Safety education and training

# 安全教育培训

新安制定《安全培训管理制度》，提高全体员工的安全意识，牢固树立“一切事故都是可以预防的”安全理念，普及安全生产技术知识，提高遵章守纪的自觉性。公司主要负责人、安全生产管理人员和特种作业人员持证率 100%。

新员工（包括合同工、劳务工、实习生等），必须经本单位组织的三级（工厂级、车间级、班组级）安全教育和岗位应知应会考核，方可上岗实习。

2020 年，新安安全经费投入 8282.81 万元，开展安全培训次数 3427 次，培训时长 10234 学时。

Wynca formulated the safety training management system, improved the safety awareness of all employees, firmly established the safety concept of "All Accidents Can be Prevented", popularized the technical knowledge of safety production and improved the consciousness of compliance with laws and regulations. The certificate holding rate of the company's main responsible person, safety production management personnel and special operation personnel is 100%.

New employees (including contract workers, labor workers, interns, etc.) must be assessed by the safety education and post knowledge meeting of the three levels (factory level, workshop level and team level) organized by the unit before they can take the post for practice.

The new safety fund investment in 2020 was 82.8281 million yuan, with 3,427 times of safety training and 10,234 training hours.

年份 Year	安全投入 (万元) Safety investment (10,000 yuan)	安全培训次数 Times of safety training	时长 Hours
2018	4928.54	1580	10089
2019	8578.19	1682	11021
2020	8282.81	3427	10234

## Inspiring the achievement for employees

### 成就员工

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

Talents are the most valuable assets of an enterprise and the strongest driving force for its growth. Wynca has always held high the people-oriented principle when recruiting new employees, protecting the rights and interests of all employees, and constantly improving its promotion and incentive mechanism, so as to safeguard the physical and mental health of employees, enrich their livelihood, and help achieve their individual values.

#### 本地化就业 Local employment

新安下属各子公司均遵守优先雇用所在地区劳动力的原则，公司高管省内籍贯的占比达 82%。国内公司省内员工平均占比在 85% 以上，海外子公司原居民占比为 86.15%。

All subsidiaries of Wynca have observed the principle of giving priority to employing local workers in the region where they are located. To date, 82% of Wynca's executives are natives from Zhejiang Province. In Wynca's domestic subsidiaries, the average percentage of local employees exceeds 85%, while in its overseas subsidiaries, such percentage reaches 86.15%.

#### 海外事业部海外子公司人员统计表（2020 年 12 月）

#### Statistics of Overseas Subsidiaries of Overseas Business Department (December 2020)

人数统计表 Number of people				
单位名称 Name of unit	单位名称 Name of unit	上月人数 Number of last month	本月人数 Number of current month	备注 Remarks
海外事业部子公司 Overseas Business Subsidiary	新安加纳 Wynca Ghana	192	227	华人 22 人、原居民 205 人 22 Chinese and 205 indigenous inhabitants
	新安马里 Wynca Mali	20	20	华人 6 人、原居民 14 人 6 Chinese and 14 indigenous inhabitants
	新安布基纳法索 Wynca Burkina Faso	11	11	华人 3 人、原居民 8 人 3 Chinese and 8 indigenous inhabitants
	新安科特迪瓦 Wynca C ô te d 'Ivoire	9	8	华人 2 人、原居民 6 人 2 Chinese and 6 indigenous inhabitants
	新安尼日利亚 Wynca Nigeria	23	23	华人 6 人、原居民 17 人 6 Chinese and 17 indigenous inhabitants
	阿根廷 Argentina	2	2	华人 1 人、原居民 1 人 1 Chinese and 1 indigenous inhabitant
	新安美国 Wynca USA	5	5	华人 1 人、原居民 4 人 1 Chinese and 4 indigenous inhabitants
合计 Total		262	296	



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## 员工权益保障 Protecting the rights and interests of employees



在岗员工  
on-the-job employees

5766 人  
personnel

男性员工  
male employees

4271 人  
personnel

女性员工  
female employees

1495 人  
personnel

新安严格遵守《劳动法》《劳动合同法》和当地相关法律法规，坚持公平、公开、平等的招聘原则，反对性别、民族等歧视，坚持同工同酬，杜绝使用童工和强迫劳动，全力构建包容、开放的就业环境。2020 年，新安拥有在岗员工 5766 人，其中有男性员工 4271 人，女性员工 1495 人，男女员工比例为 2.8: 1；有少数民族员工 266 人，占比 4.61%；有残疾人员工 25 人，占比 0.43%；有 30 岁以下员工 1159 人、30-50 岁员工 3776 人、50 岁以上员工 831 人。有中高层干部 147 人，其中女性人数为 15 人，占比 10.20%。

公司按照“合法、公平、平等自愿、协商一致、诚实信用”的原则，与所有员工签订书面劳动合同，签订率达 100%，各项合同条款均齐全、合法，并制定配套的劳动合同管理制度，确保合同得到严格履行。

Wynca strictly abides by the Labor Law of the People's Republic of China, Labor Contract Law of the People's Republic of China, and other relevant local laws and regulations. Moreover, Wynca adheres to the principle of fair, open and equal recruitment; opposes discrimination on the basis of gender and ethnicity; insists on equal pay for equal work; eliminates the use of child labor and forced labor; and takes strenuous effort to build up an inclusive and open employment environment. In 2020, Wynca has 5,766 on-the-job employees, including 4,271 male employees and 1,495 female employees. The ratio of male to female employees is 2.8:1. There are 266 minority employees, who accounting for 4.61% of the total. In addition, there are 25 disabled employees accounting for 0.43% of the total. In Wynca, there are 1,159 employees under the age of 30, 3,776 ones at the age of 30-50, and 831 ones above the age of 50. Among all employees, there are 147 middle-level and senior executives, of which 15 ones are women, accounting for 10.20% of the total.

In accordance with the principles of "lawfulness, fairness, equality, voluntariness, consensus, and honesty", Wynca has signed written labor contracts with all employees. The terms and conditions of such labor contracts are complete and legal. Moreover, Wynca has established a supportive labor contract management system to ensure strict compliance with labor contracts.



## 职业发展通道 Career pathway

新安鼓励价值创造，导向冲锋，在干部体系和职务体系基础上依托栋梁计划和 251 人才计划，形成较为完整的新安人才职业双通道培养体系。从新员工的入模期到青年预备队，再到青年骨干，随着员工能力提升，配套的培养形式不断升级，牵引员工各阶段迅速成长。

Wynca encourages the value creation and orientated pioneering. In terms of its cadre system and job ranking system, Wynca has, by replying on its "Bridge Program" and "251 Talent Program", developed a comprehensive dual-channel career training system for talents. As an employee grows from a green hand to a member of young reserve force, and then to a young backbone, Wynca keeps upgrading its talent training model, so as to guide the fast and steady career development of the employee throughout all stages.



## 职业健康管理 Occupational health management

新安为员工创造安全、健康、环保的工作环境，每年委托有资质检测单位对所有职业病危害作业场所开展一次职业病危害因素检测，检测率达100%；对职业病危害严重的单位，每三年委托有资质检测单位开展一次职业病危害现状评价，严格落实职业病危害检测、现状评价报告中提到的建议和措施，并将检测、评价结果向员工公布。

截止2020年12月31日，新安接触职业病危害因素共597人，所有接触职业病危害因素的员工都在上岗前、在岗期间、离岗时进行职业健康检查，职业健康体检率达100%，职业健康监护建档率达100%，职业病发病率为0。

Wynca creates a safe, healthy and environment-friendly workplace for its employees. Each year, Wynca will entrust qualified testing organizations to carry out a test of occupational hazards factors for all workplaces exposed to occupational hazards, accomplishing a testing rate of 100%. For the sectors exposed to serious occupational hazards, Wynca will entrust qualified testing organizations to evaluate the current situation of occupational hazards in every three years. Moreover, Wynca strictly implements the recommendations and measures mentioned in the occupational hazard testing and evaluation reports, and discloses the testing and evaluation results to all employees.

As of December 31, 2020, there were 597 Wynca employees exposed to occupational hazards. All such employees undergo the occupational health examination before, during, and after taking any job positions. In Wynca, the rate of occupational health examination among all employees reaches 100%; the rate of supervision and filing for occupational health reaches 100%, and; the incidence rate of occupational disease is zero.



## 人才培养体系 Talent development system

培训  
training sessions  
**1351** 场  
session

累计培训  
training sessions  
**43520** 人  
personnel

培训费  
training sessions  
**2.394** 百万  
million Yuan

新安以师资体系、课程体系、平台建设、人才盘点、任职资格等工作为基石，聚焦四条培养主线——M序列（管理序列）、P序列（专家序列）、内训师、新员工，搭建学习发展与人才培养体系，培育学习生态，推动学习型组织建设；打造人才梯队，为公司发展建立人才“大后方”；提升组织绩效，助推转型变革攻坚战。

2020年，新安共开展1351场培训，累计培训43520人次，共计139177学时，人均22.5学时，全年使用培训费239.4万。

Whiling taking the trainer system, curriculum system, platform construction, talent inventory, and job qualifications as the cornerstones, Wynca focuses on four main lines of training, including the M-level (management level), P-level (expert level), internal trainer, and new employee, so as to build the learning development and talent training system, cultivates the learning ecology, and promotes the construction of a learning organization. What's more, Wynca creates its talent teams to establish a talent pool for its business growth and, at the same time, improves its organizational performance to push forward its business transformation.

In 2020, Wynca conducted 1,351 training sessions, covering 43,520 person/times with a total of 139,177 training hours, 22.5 hours per person, and annual training cost of 2.394 million Yuan.





## 新安集团第六届工会会员（员工）代表大会代表合影



### 工会组织建设 Trade union

新安认真贯彻《工会法》和《公司法》，紧紧围绕企业改革、发展和稳定大局，积极发挥工会组织联系群众的桥梁纽带作用、民主管理、维护职工权益等作用。先后被授予全国模范职工之家、浙江省创建和谐劳动关系先进企业、省级劳动保障和谐劳动关系示范单位、省级文明单位、省级安康杯竞赛活动示范企业、杭州市社会责任A级企业、模范职工之家、先进女职工组织、工会财务先进等荣誉称号。

公司工会主席依法进入公司高层管理，参与审议公司各项改革措施、技改投入项目、年度分红方案和公司中长期发展规划等。对涉及企业改革、发展和职工切身利益的重大问题、重大事项，发展和职工切身利益的重大问题、重大事项，均提交职代会审议通过并形成相关决议。

公司工会加大维护职工合法权益的力度，开展厂务公开、厂长接待日、民主评议企业领导、签订集体劳动合同等工作，签订劳动工资双方协调协议书，积极参与涉及职工合法权益的内部政策制定。

Wynca has conscientiously implemented the Trade Union Law of the People's Republic of China and the Company Law of the People's Republic of China. While focusing on the general situation of enterprise reform, development and stability, Wynca gives full play to the trade union that links the masses, promotes democratic management, and safeguards the rights and interests of employees. Over the years, Wynca has been awarded a host of honorary titles including the "National Model Home of Staff", "Advanced Enterprise for Creating Harmonious Labor Relations in Zhejiang Province", "Provincial Model Unit for Strong Protection and Harmonious Activities", "Provincial Civilized Unit", "Provincial Model Enterprise for An Kang Cup Competition", "Grade-A Enterprise for Social Responsibility in Hangzhou", "Model Home of Staff", "Advanced Women Workers' Organization", and "Advanced Trade Union for Financial Affairs", etc.

According to related laws, the chairman of Wynca's trade union takes part in the top management of the company, and participates in the discussion concerning various reform measures, technical reform investment projects, annual dividend distribution plan, and medium and long-term development plans of the company. With regard to major issues concerning the reform and development of Wynca and the vital interests of employees, the trade union will submit such issues to the worker's congress for consideration, and formulate relevant resolutions.

The trade union of Wynca has increased its efforts to protect the legitimate rights and interests of employees, carried out a series of activities relating to the transparency in factory affairs, reception days for factory managers, and democratic appraisal of enterprise leaders. What's more, the trade union has signed collective labor contracts for employees, concluded the coordination agreements between the labor and management, and actively participated in the formulation of internal policies involving the legitimate rights and interests of employees.

公司工会围绕劳动关系的建立、运行、监督、协调和源头参与等环节建立有效的利益协调机制、诉求表达机制、矛盾调处机制和权益保障机制，对员工培训、休假、劳动安全卫生、社会保障福利等热点难点问题进行有效监督。严格按照《劳动合同法》有关规定，监督规范各种用工合同的签订、变更、终止、解除程序及劳动合同的执行情况。

公司工会与人力资源部沟通协商，在原有女职工保护规定基础上，制定《女职工权益保护专项协议书》，对女职工的经期、孕期、产期、哺乳期等“四期”保护专门作出若干权益保护的规定，并承诺为女员工办理生育保险、女性安康保险和每年一次的女性健康检查。

Centering on the establishment, operation, supervision, coordination and participation of labor relations, the trade union has established an effective interest coordination mechanism, demand expression mechanism, conflict mediation mechanism and rights protection mechanism. In addition, it has effectively supervised the hot and difficult issues such as employee training, leave, labor safety and health, and social security. In strict accordance with the relevant provisions of the Labor Contract Law of the People's Republic of China, the trade union supervises and regulates the signing, change, termination and cancellation procedures of employment contracts as well as the implementation of labor contracts.

The trade union and Human Resources Department of Wynca negotiate with each other and, on the basis of the original regulations concerning the protection of female employees, formulate a Special Agreement on the Protection of Rights and Interests of Female Employees, which specifically provides for the protection of female employees during the "four periods", such as menstruation, pregnancy, childbirth and lactation. Moreover, they promise to apply for maternity insurance, female health insurance and annual health check for all female employees.



2020年8月3日，新安召开第六届工会会员（员工）代表大会，审议通过了公司2020年上半年行政工作报告、第五届工会委员会工作报告、第五届工会委员会财务工作报告、业务招待费使用情况报告，以及企业年金、工会互助、员工子女助学基金使用情况说明和《劳动合同管理规定》、《员工互助保险及子女助学管理规定》修订情况的报告；选举产生了第六届工会委员会和经费审查委员会。



On August 3, 2020, Wynca held its sixth trade union members (employees) congress. During the congress, the attendees deliberated and adopted the report on the administrative work of the company in the first half of 2020, work report of the fifth trade union committee, report on the financial work of the fifth trade union committee, report on the use of business entertainment expenses, description regarding the use of enterprise annuity, trade union mutual aid, schooling fund for the children of employees, and report on the revision of the Labor Contract Management Provisions and the Management Provisions of Mutual Aid Insurance and Children Schooling Fund. After the congress, the Sixth Trade Union Committee and the Funding Review Committee were elected.

## 丰富文体活动 Abundant cultural and sports activities

新安积极开展群众性文化体育活动，做到年初有计划，每月有活动，年底有总结，丰富职工的业余生活，增强企业的凝聚力。

Wynca actively carries out the mass cultural and sports activities. By making plans at the beginning of the years, carrying out related activities in each month, and summing up the activities at the end of the year, Wynca is able to offer abundant choices for the after-work activities among employees, thus enhancing the cohesion of the enterprise.



2020 年组织开展第六届新安文化年系列活动：拔河比赛、《青山绿水秀新安·变革攻坚毅路行》毅行活动、羽毛球比赛、第十二届职工篮球赛、《清山骑景 破风前行》骑行活动、“五人制”足球赛、“乘风破浪·变革远航”为主题的趣味运动会，推进了企业文化建设。

In 2020, Wynca organized a series of activities for the Sixth Wynca Culture Year, including the tug of war, "Green Mountains and Clear Water: Resilient Wynca in Reform", badminton match, the 12th Staff Basketball Tournament, cycling trip, "five-a-side" soccer game, and fun games themed on "Riding the Tides and Setting Sail for Change", which effectively promoted the construction of corporate culture.

积极参加 2020 年建德市“篮协杯”篮球邀请赛、建德市五一气排球比赛、2020 年建德市职工羽毛球赛等各类活动，展现了新安良好的精神风貌和充满活力的活力，增强了员工的竞争意识和集体凝聚力。

In 2020, Wynca actively participated in local sports activities, such as the 2020 Basketball Invitational Tournament of Jiande City, Labor Day Balloon Volleyball Tournament of Jiande City, and the 2020 Workers Badminton Tournament of Jiande City, which demonstrated the good spirit and vigor of Wynca, and enhanced the sense of competition and collective cohesion among the employees.



## 帮扶困难员工 Helping the employees in difficulty

新安把关心职工生活、热心为职工办实事送温暖作为一项重要工作来抓。成立职工“互助保险基金”，员工家庭生活特殊困难的，可以借款2万元；员工自理医疗费用3000元以上的，可按自理额度的30%-50%分段给予医疗补助，最高可享受10000元；家庭发生意外造成损失的，可享受最高2000元的意外补助；员工因工致残，也可以得到1000元至10000元补助。

Wynca has paid due attention to taking care of the livelihood and offering helping hands to its employees. Wynca sets up a "Mutual Aid Insurance Fund" for employees. For the families of employees with special difficulties, they can borrow 20,000 Yuan from the fund; for employees with individual medical care expenses exceeding 3,000 Yuan, they can enjoy the medical care aid up to 30%-50% (maximum amount: 10,000 Yuan) to such expenses; for employees suffering losses due to family accidents, they can enjoy an accident subsidy up to 2,000 Yuan, and; for employees disabled at work, they can enjoy a subsidy of 1,000-10,000 Yuan.



互助保险基金于2004年建立，累计行政拨款130万元，员工会费31.24万元。截止2020年6月30日，公司累计参加互助保险3058人，共有597人次享受互助基金补助，补助总额137.03万元，人均补助2295元；累计借款24人次，借款额37万元。

The Mutual Aid Insurance Fund was established in 2004. So far, it has been granted a cumulative administrative allocation of 1.3 million Yuan and employee dues of 312,400 Yuan. As of June 30, 2020, there were 3,058 participants for the mutual aid insurance of Wynca. So far, 597 employees have enjoyed the subsidies 1,370,300 Yuan (2,295 Yuan/person) from the fund. In total, the employees have borrowed 370,000 Yuan for 24 person/times from the fund.

2020年慰问困难员工（含退休）58人，困难党员5人，补助金额105600元。

In 2020, Wynca aided 58 employees (including the retirees) and five CPC members in difficulty with total subsidy of 105,600 Yuan.



## Customer services 服务客户

新安认为客户与公司是共存共荣、共同发展的鱼水关系。为此，新安将“客户为先 贡献为本 艰苦奋斗 同创共享”作为企业核心价值观，坚持一切以客户为中心，将客户需求作为一切价值创造的起点和终点，始终专注于满足客户需求，为客户提供个性化服务，深化客户关系，将客户需求转换为产品和服务，并加快推进产品结构的优化调整，形成高附加值、安全环保的新型产品结构，提升价值创造能力。

Wynca believes that there is a fish-water relationship of coexistence and common development between customers and the company. To this end, Wynca takes "customer first, contribution-oriented, hard work, creating and sharing together" as its core values; insists on putting customers at the center; takes customer demand as the starting point and finishing point of all value creation; always focuses on satisfying customer demand; provides individualized service for customers; deepens customer relationship; converts customer demand into products and services; accelerates the optimization and adjustment of product structure; develops new product structure with high added value as well as excellent safety and environmental protection performance, and; enhances the capability of value creation.

## 加强质量管理 Strengthening the quality management

新安秉承“满足需求 标杆导向”的质量理念，实施 QES 管理体系，以客户为关注焦点，建立从原料进厂到产品出厂的全过程质量管理，改进技术、提升工艺，防止不合格的产品出现。

By sticking to the quality concept of "meeting the demands and benchmarking", Wynca implements the QES management system; focuses on customers; establishes the quality management system throughout the whole process from raw materials to finished products; improves the technology and process, and; prevents the unqualified products.



## 潜在风险提示 Potential risk alert

在产品外包装、标签上通过“使用技术与方法”、“注意事项”、“储存与运输”、“中毒急救”等文字内容，提示存在的潜在风险，指导客户正确保存、运输和使用产品；开展客户培训活动，通过产品手册、产品宣传网页对客户进行潜在风险提示。

For the products of Wynca, the external packing and labels are printed with texts such as "technologies and methods adopted", "Precautions", "Storage and transportation", and "First aid for poisoning" to remind the customers of potential risks, and instruct them to store, transport and use the product properly. Moreover, Wynca has carried a series of trainings among the customers, and distributed product manuals and leaflets to point out potential risks.



## 产品召回与赔偿 Proactive response to complaints

如公司提供的产品或服务被证明对客户及消费者的生命或财产安全存在威胁时，公司立刻停止提供该产品或服务，并作出公开声明，尽可能召回已出售产品；对已造成损害的，给予适当的赔偿和保险理赔。

If any product or service provided by Wynca is proven to be a threat to the lives or property of customers and consumers, Wynca will immediately stop the supply of such product or service, issue a public statement to recall the products sold whenever possible, and provides appropriate compensation and settles the insurance claims for any damage already caused.

## 积极应对投诉 Proactive response to complaints

公司建立“客户投诉流程”，通过业务代表、售后服务电话收集客户投诉或客户反馈；通过部门负责人审核、生产、质量管理部门判断、公司负责人等环节审批；根据客户投诉分类，进行退、换货、工厂理赔、保险理赔等售后投诉处理；对市场上假冒、仿冒等侵权行为，提交公司法务协同处理。

Wynca establishes the "Customer Complaint Process" to collect customer complaints or feedbacks through its business representatives and after-sales service hotline; requires the department heads as well as production and quality management departments to review and judge such complaints and feedbacks; carries out the return and replacement of products, settlement of claims by the factory, and insurance claims according to the category of customer complaints. As to the market counterfeit, imitation and other infringements relating to the products of the company, such issues will be submitted to the Legal Affairs Department of Wynca for collaborated handling.



## 客户满意度调查 Customer satisfaction survey

为了解客户对新安产品的评价和需求，持续内部质量改进，为客户提供优质的产品和服务，发展与客户的关系，从而培养客户的长期忠诚度，以实现客户价值与公司收益的最大化，公司建立《客户满意管理制度》，每年按照不同产品客户，分产品、分区域进行客户满意度调查，充分了解客户的想法，深入发掘客户需求，持续提升服务质量，对不足之处，制定有效的改进方案进行改进提高。2020年，经满意度调查分析，客户对新安文化和产品品牌表示认同，对我公司的产品品质、服务等方面总体表示满意。根据调查结果、建议，公司进一步完善售后问题处理流程和响应速度，进一步稳定提升产品质量，加强技术服务力量，满足客户的个性化需求，不断提升客户满意度。

In order to understand the customer's evaluation and demand for Wynca products, ensure continuous internal quality improvement, provide customers with high-quality products and services, enhance the relationships with customers, cultivate the long-term customer loyalty, and maximize the values for customers and the company, Wynca has established the "Customer Satisfaction Management System". Every year, according to the customers of different product, sub-products, sub-regions, Wynca will carry out a customer satisfaction survey to understand the customer demands, further explore the customer needs, keep improving the service quality, and work out effective countermeasures to solve the deficiencies. In 2020, after the customer satisfaction survey and analysis, it was found that the customers highly recognized the corporate culture and product brands of Wynca, and were generally satisfied with Wynca's product quality and service. According to the survey results and suggestions, Wynca further improves the after-sales problem handling process and response speed, stabilizes and improves the product quality, and strengthens the technical service force, so as to meet the individualized needs of customers, and continuously promote the customer satisfaction.

## Giving back to society

# 回报社会

企业的发展离不开社会力量支持，新安饮水思源，坚持以爱心回报社会，支持社会公益事业，共建和谐社会。

新安组建“新安之翼”志愿服务队，坚持尽己所能，帮助他人，服务社会，无私奉献，积极参与建德市的志愿者活动，在活动中弘扬助残扶弱的社会风尚和新安人的精神面貌，在活动中提升员工的思想道德素质和新安的社会担当。

The development of enterprises cannot be separated from the support of social forces. Wynca has always kept giving back to society, and supported the social welfare undertakings, so as to build a harmonious society.

Wynca sets up the "Wynca Wings" volunteer team to help others, serve the society selflessly, and actively participate in volunteer activities in Jiande City, thus promoting the social morality of helping the disabled and the weak, upholding the corporate spirit of Wynca, improving the moral quality of employees and social responsibility of Wynca.



新安充分发挥企业青少年教育基地的作用，向公众讲好化工故事，开展科普活动，由专业人员向当地的中小学生简介有机硅产品特性，指导制作丰富多彩、各式各样的有机硅作品，感受化学的魅力。

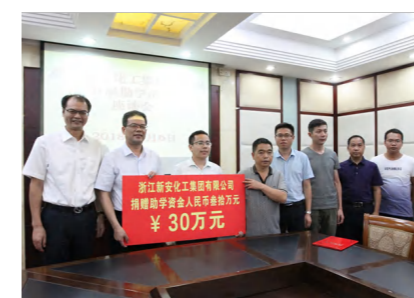
By giving full play to its role as the youth education base, Wynca tells stories of chemical industry to the public, and carries out science popularization activities. Experts from Wynca will introduce the characteristics of organosilicon products to students of local primary and middle schools, and instruct them to make colorful and various organosilicon works to feel the charm of chemistry.



积极开展无偿献血工作，2020 年共组织 150 人参加献血，120 人成功献血，献血总量 44300ml；总计发放补贴费用 44300 元。

What's more, Wynca actively promotes blood donation among its employees. In 2020, 150 employees were organized to participate in blood donation, 120 employees successfully donated a total of 44,300ml of blood. In the year, Wynca granted the subsidy totaling 44,300 Yuan to its employees for blood donation.

积极响应、广泛参与 2020 年建德市第二十一次“春风行动”，为困难群众送温暖，提升群众获得感、幸福感。公司捐款 20 万元；员工个人捐款人数 2314 人，捐款总额 150646 元。



In 2020, Wynca also actively responded to and extensively participated in the 21st "Spring Breeze Action" in Jiande City, which was intended to send warmth to the needy and enhance the sense of gain and happiness among the local people. To support the "Spring Breeze Action", Wynca donated 200,000 Yuan, and 2,314 of its employees donated individually, adding the total donation amount to 150,646 Yuan.

在 2020 年疫情期间，新安作为一家高度具有社会责任感的企业，为国家抗击疫情捐赠 1000 万元，并积极为企业所在地协调各类疫情防控物资，助力地方政府打赢“疫情阻击战”。

During the 2020 COVID-19 pandemic, Wynca, as an enterprise with keen sense of social responsibility, donated 10 million Yuan to the country to fight against the pandemic, and actively coordinated various epidemic prevention and control materials to help the local government win war against the pandemic.

## Construction of compliance system

# 合规体系建设

新安秉持“事前预防、事中控制、事后补救”的风控理念，持续加强内部各层级风险控制体系建设，完善人员匹配和法律事务制度建设，以合法合规经营推动公司转型升级与高质量发展。

新安加强合规建设，修改完善《合同管理制度》《法律事务管理制度》《知识产权风险控制及维权管理制度》。集团设有审计监察室，负责对集团各内部机构的内部控制和风险管理的有效性、财务信息的真实性、完整性、经营活动的效率和效果以及项目建设各环节合规、合法和真实有效性开展审计和评价，及时纠偏，促进和提升企业管理，提高经济效益；负责各类举报的受理、调查、报告及反馈，分析问题原因，必要时对管理系统的问题进行纠正，以实现管理系统的持续改进。2020年完成19个审计项目、8次专项检查，对收集到的各类举报信息，及时调查处理，100%落实处理措施。

By adhering to the risk control concept of "prevention beforehand, control in process and remedy afterwards", Wynca continuously strengthens its construction of internal risk control system at all levels, and improves the staffing and construction of legal affairs system, so as to promote its upgrading and high-quality development on the basis of law-abiding business operation.

Wynca strengthens its compliance construction, and modifies its Contract Management System, Legal Affairs Management System, and Intellectual Property Risk Control and Rights Protection Management System. Wynca Group sets up an Audit and Supervision Office, which is responsible for: auditing and evaluating the effectiveness of internal control and risk management, the authenticity and integrity of financial information, the efficiency of business activities, as well as the compliance, and legality and true effectiveness of all aspects of project construction in its internal organizations; correcting the deviations in a timely manner; promoting the corporate management; improving the economic efficiency; taking charge of the acceptance, investigation, reporting and feedback of various reports; analyzing the causes of problems, and; correcting the problems of management system when necessary, so as to ensure the continuous improvement of its management system. In 2020, Wynca accomplished 19 audit projects and eight special inspections. It promptly investigated and handled all kinds of information collected from the reports, and implemented 100% of the countermeasures.



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## Compliance training 守法合规培训

新安坚持“引进来+走出去”相结合的人员能力提升模式，邀请外部咨询机构开展合规讲座，赋能条线提升合规意识；鼓励支持参加行业协会交流，学习提升合规管理能力。新安推行开展形式多样的法律意识培训，强化员工规则意识和底线原则，普及推广基础法律知识，以课堂授课和内部媒体为切入点，线上分享与线上授课相结合，全面提升全员守法遵法意识，强化全员用法维权能力。

报告期内，新安组织员工前往云南、宁夏、江苏、深圳等地子公司，面向管理层、业务人员、后勤人员等群体，围绕《民法典》开展9场授课，累计180人参加培训。同时利用数字化手段，在内部媒体上开设《法律小讲堂》《瞰法》等栏目合计29期，以更有趣的形式向员工普及法律知识。

Wynca insists on the combination of "introducing in + going out" to improve the capability of personnel. It invites the external consulting organizations to give compliance lectures, so as to enable the employees to improve their compliance awareness. It also encourages its employees to participate in information exchanges held by relevant industry associations, so as to learn and improve their capability for compliance management. Wynca has held legal awareness trainings in various forms to strengthen the awareness of rules and bottom-line principles, and promotes the basic legal knowledge among its employees. By combing the classroom lectures and internal media, as well as the online sharing with online lectures, it comprehensively enhances the awareness of law and compliance among all employees, and strengthens their ability to use the laws and defend their lawful rights.

During the reporting period, Wynca sent its executives to its subsidiaries in Yunnan, Ningxia, Jiangsu and Shenzhen to conduct nine lectures on the Civil Code of the People's Republic of China for 180 employees involving in management, sales and logistics. In the meantime, by using the digital tools, Wynca has distributed 29 sessions of columns such as "Legal Mini Lecture" and "Law Outlook" on its internal media, so as to popularize legal knowledge to its employees in a more interesting form.



## Anti-corruption 反腐败工作

新安制定并贯彻《新安集团中高层管理人员廉洁自律若干规定》《关于加强集团核心经营班子自身建设的决定》《关于严格落实党纪政纪处理的有关规定》，用以管理集团所属及子公司合规风险。每年对集团高管、中层助理及以上干部从品德与价值观、能力、业绩、差异分析、奖惩情况五个方面进行述职考评。

开展反腐倡廉教育，组织员工参加反腐倡廉成果展览，监狱参观等多种活动，增强员工拒腐防变意识。与供应商和客户签订《廉洁采购协议书》，规范廉洁经营行为，防止商业贿赂的发生，杜绝腐败经营行为损害双方的利益。

Wynca has formulated and implemented Several Provisions on Integrity and Self-discipline for Middle-level and Senior Executives of Wynca Group, Decision on Strengthening the Self-Building of the Core Management Team and Relevant Provisions on Strict Implementation of Party Discipline and Political Discipline in an effort to manage the compliance risks of the Group and its subsidiaries. Every year, the senior executives, middle-level assistants, and cadres above middle level in Wynca Group are evaluated in five perspectives: moral and value outlook, capability, performance, variance analysis, and rewards and punishments.

Wynca also carries out the anti-corruption education, organizes employees to attend the anti-corruption exhibition, visit prisons, and take part in other related activities, so as to enhance their awareness to resist corruption. Moreover, Wynca signs the Anti-corruption Procurement Agreement with its suppliers and customers to regulate the clean business practices, prevent the commercial bribery, and protect the interests of both parties from corrupted practice.



## Fair trade 公平交易

新安严格遵守《反不正当竞争法》的相关规定，经营中高度重视保护客户信息、采购信息，切实维护客户与自身的合法权益，2020年获评浙江省商业秘密保护示范点。报告期内，通过司法诉讼、工商举报等途径，开展产品外观、副产品销售维权工作。

Wynca strictly abides by relevant provisions of the Law of the People's Republic of China for Countering Unfair Competition. During business operation, it attaches great importance to the protection of information relating to customers and procurement, so as to effectively safeguard the lawful rights and interests of customers and the company. In 2020, Wynca was recognized as a "Pilot Point for Trade Secret Protection in Zhejiang Province". During the reporting period, Wynca defended the rights relating to its product appearance and sales of byproducts by means of judicial litigation and reporting to local industrial and commercial administrations.

## Contract management 合同管理

新安坚持合同全生命周期管理模式，建立完善《合同管理制度》《信用管理制度》等相关制度，围绕合同起草、审批、变更、用印、结算、查询等环节，利用信息化工具，实现合同规范化的管理目标。

近三年采购和销售合同签订总数为39422份，其中采购合同6597份，销售合同32825份，履约率达到100%。

Wynca insists on the whole life cycle management of contracts. It establishes and improves its "Contract Management System", "Credit Management System" and other related systems. In terms of drafting, approval, change, seal stamping, settlement, and inquiry of contracts, it has utilized the IT tools to realize the goal of standardized contract management.

In the past three years, the total number of purchase and sales contracts signed by Wynca reaches 39,422, including 6,597 purchase contracts and 32,825 sales contracts, with a fulfillment rate of 100%.

采购和销售合同签订总数  
The total number of purchase and sales contracts  
signed by Wynca reaches

39422 份  
part

采购合同  
purchase contracts

32825 份  
part

履约率达到  
A fulfillment rate of

100%



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Identifying and responding to stakeholder demands

识别和回应利益相关方诉求

新安建立了清晰的机构投资者管理台账，完善的投资调研纪要。公司严格按照上市公司信息披露的要求，及时、公平地披露信息。

Wynca has established a clear institutional investor management ledger, and kept the investment research minutes in proper manner. It discloses information in a timely and fair manner according to the requirements for disclosure of information by listed companies.

Communication relating to CSR

企业社会责任沟通

在新安官网定期发布社会责任报告；官网设有“责任关怀”板块，发布捐款、扶贫等公益活动信息；在新安官微、官网新闻板块发布志愿活动、公益活动、捐款、扶贫、助学等新闻。

Wynca regularly publishes its CSR reports on its official website. It provides a "CSR & Care" section on its official website to post information on public welfare activities such as donations and poverty alleviation. In addition, Wynca posts news on volunteer activities, public welfare activities, donations, poverty alleviation and student aid via its official Weibo account.

Protecting the interests of investors

保护投资者利益

2020年，新安通过多种渠道、方式对接机构投资者，通过上交所网站、公司网站、微信、投资者来电等途径，持续开展公开透明的投资者咨询服务，做好信息解读，形成良好常态沟通关系，在公司披露定期报告、重大事项、公司重点项目推进等特殊节点积极主动交流，增强投资者对公司情况的了解和信任感。

In 2020, Wynca contacted the institutional investors via different channels, and offered open and transparent advisory services for its investor through the official website of Shanghai Stock Exchange, official website and WeChat account of Wynca, and the phone call from investors, so as to interpret the information, keep efficient communication with investors. What's more, Wynca took initiative to exchange ideas with investors at the key nodes such as the disclosure of regular reports, and major issues, and progress of important projects, thus enhancing the understanding and trust for the company among its investors.

Enhancing employee satisfaction

提升员工满意度

近三年，新安每年11月上旬定期开展公司组织健康度测评工作，测评员工对现有组织的满意度，包括战略满意度、组织能力满意度、员工思维满意度、员工能力满意度、员工治理满意度、组织氛围满意度6个维度。近三年满意度结果分别为：63.75%，66.56%，65.04%。每年均输出组织健康度诊断报告，帮助员工满意度偏低单位识别问题与改进。

In the past three years, Wynca regularly conducted its organizational health assessment in early November of each year, so as to measure the employee satisfaction with the existing organization in six aspects including: strategy satisfaction, organizational capability satisfaction, employee thinking satisfaction, employee capability satisfaction, employee governance satisfaction, and organizational climate satisfaction. The employee satisfaction results in the last three years reached 63.75%, 66.56%, and 65.04% respectively. Each year, Wynca will publish an organizational health diagnostic report, so as to help the units with low employee satisfaction to identify and rectify their problems.

2020年组织开展“变革在我 未来有我”献策建议活动，共收集内部建议253条、公司层面42条（其中企业发展4项，生产经营6项，人力资源3项，综合管理28项，安全管理1项）。

In 2020, Wynca launched the "Change in me, the future in me" campaign, and collected 253 suggestions from inside and 42 suggestions at the company level (including four ones on corporate development, six ones on production and operation, three ones on human resources, 28 ones on general management and one on safety management).



## Strengthening the supplier management 加强供应商管理



- 新安持续修订和完善供应商管理制度, 将企业社会责任和可持续发展相关理念融入其中, 在加强自身社会责任和可持续发展供应链体系建设的同时, 积极倡导和鼓励供应商同步推进。同时通过对供应商现场审核, 对供应商可持续发展实践进行评估, 针对查找和发现的风险隐患因素, 提出整改措施意见和建议并进行效果验证, 帮助供应商提升可持续管理水平。
- 2020 年度对 6 家供应商进行现场审核, 其中有 4 家均已取得 QES 体系认证, 未取得供应商在社会责任相关内容条款审核中亦基本达标。
- 全年无因社会责任不合格被终止合作的合格供方。
- Wynca consistently improves its supplier management system, which incorporates the concepts related to CSR and sustainable development. While strengthening the construction of its own systems concerning social responsibility and sustainable supply chains, Wynca has actively encouraged its suppliers to keep pace with it. At the same time, through the on-site audits of suppliers, Wynca evaluates the sustainable development practices of suppliers, offers suggestions and recommendations of corrective measures for the hidden risks found, validates the effectiveness of such measures, and helps suppliers to improve their sustainable management level.
- In 2020, Wynca conducted the on-site audit on six suppliers, four of which have obtained the QES system certification. The non-certified suppliers also basically met the standards in the audit of terms and conditions relating to social responsibility.
- In 2020, Wynca didn't terminate the cooperation with any supplier on the basis of failure to perform the social responsibility.



## Outlook 未来展望

未来的新安, 将秉承“客户为先、贡献为本、艰苦奋斗、同创共享”的核心价值观, 在创造价值的同时, 幸福员工, 成就客户, 回馈社会, 致力于成为时代的企业, 创造时代的精彩。

In the future, Wynca will, as always, adhere to its core values of "customer first, contribution-oriented, hard work, and sharing" to create the values and, at the same time, ensure the happiness of its employees, promote the achievements for its customers, and make contribution to society, thus building itself into a company that would lead the way of the era and make glorious achievements.



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## About this report

# 关于本报告

本报告是浙江新安化工集团股份有限公司发布的第 3 份年度社会责任报告，本着客观、规范、透明、全面的原则，本报告详述了 2020 年度本公司开展责任管理工作，履行经济责任、员工责任、客户责任、环境责任、伙伴责任、公众责任等方面的理念、举措和绩效。

This report is the first annual CSR report issued by Zhejiang Wynca Chemical Group Co., Ltd. Based on the principles of objectivity, standardization, transparency and comprehensiveness, this report describe in detail the concepts, measures and performance of the company in carrying out the responsibility management works and fulfilling its responsibilities relating to economic performance, employees, customers, environment, partners, and the public in 2020.

## 报告时间范围 Reporting time frame

本报告时间范围为 2020 年 1 月 1 日至 2020 年 12 月 31 日，部分内容超出上述范围。

The time frame of this report ranges from January 1, 2020 to December 31, 2020. However, some of its contents are beyond the said time frame.

## 报告组织范围 Scope of the reporting organization

以浙江新安化工集团股份有限公司为主体，涵盖下属各分公司、子公司。为便于表达，在本报告中有时也以“新安集团”“新安化工”“新安”“集团”“公司”或“我们”表述。

Zhejiang Wynca Chemical Group Co., Ltd. is taken as the main body, which includes the branches and subsidiaries. In this report, for the convenience of expression, sometimes "Wynca Group", "Wynca Chemical", "Wynca", "Group", "Company" or "We" are adopted to indicate the main body of report.

## 报告发布周期 Report release cycle

本报告为年度报告。

This is an annual report.

## 报告数据说明 Description of report data

本报告所引用的数据，均来自于公司正式文件、统计报告或公开文件。其中，报告涉及的货币种类及金额，如无特殊说明，均以人民币为计量单位。

The data quoted in this report are obtained from official documents of the company, statistical reports or public documents. The type and amount of currency in this report are measured in RMB if not otherwise stated.

## 参考标准 Reference standards

全球报告倡议组织《GRI 可持续发展报告标准》核心方案，国际标准化组织《ISO26000 社会责任指南》。

Core scheme of GRI Sustainable Development Report Standard (Global Reporting Initiative); ISO 26000 Social Responsibility Guidelines (International Organization for Standardization).

中国企业社会责任报告编写指南（CASS-CSR4.0）。

Guidelines for Corporate Social Responsibility Reporting in China (CASS-CSR4.0)

## 可靠性保证 Reliability assurance

本公司保证本报告内容不存在任何虚假记载、误导性陈述或重大遗漏，并对其内容的真实性、准确性和完整性负责。

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## 报告获取方式 How to get the report

本报告以印刷版和电子版两种形式发布，欲获取报告电子版，或对本报告的内容如有疑问或建议，欢迎来电或来函垂询。

This report is available in both printed and electronic formats. If you want to get any electronic copy of this report, or if you have any questions or suggestions about the content of this report, please call or write to us.

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## Feedback form 意见反馈表

尊敬的读者:

Dear readers,

您好!

非常感谢您在百忙之中阅读本报告，为了帮助我们持续改进社会责任工作，提升履行社会责任工作能力与水平，我们诚挚地期待您对本报告进行评价，提出宝贵意见!

Thank you very much for reading this report despite your busy schedule. In order to help us continuously improve our social responsibility works and enhance our ability to perform social responsibilities, we are sincerely looking forward to your evaluation of this report and your valuable comments!

选择性问卷: (请在相应的位置选择打“√”)

Selective questions: (Please mark the appropriate box with "√")

1. 您属于以下哪类利益相关方

1. Which of the following stakeholder categories do you belong to?

- |                                               |                                            |                                                   |
|-----------------------------------------------|--------------------------------------------|---------------------------------------------------|
| <input type="checkbox"/> 政府人员                 | <input type="checkbox"/> 监管机构              | <input type="checkbox"/> 股东和投资者                   |
| <input type="checkbox"/> Government personnel | <input type="checkbox"/> Regulator         | <input type="checkbox"/> Shareholder and investor |
| <input type="checkbox"/> 员工                   | <input type="checkbox"/> 客户                | <input type="checkbox"/> 供应商及合作伙伴                 |
| <input type="checkbox"/> Employee             | <input type="checkbox"/> Customer          | <input type="checkbox"/> Supplier and partner     |
| <input type="checkbox"/> 社区居民                 | <input type="checkbox"/> CSR 从业人员          | <input type="checkbox"/> 同类企业                     |
| <input type="checkbox"/> Local resident       | <input type="checkbox"/> CSR practitioners | <input type="checkbox"/> Similar enterprise       |
| <input type="checkbox"/> 消费者                  | <input type="checkbox"/> 媒体                | £其他 (请注明) _____                                   |
| <input type="checkbox"/> Consumer             | <input type="checkbox"/> Media             | £Other (please specify)_____                      |

2. 您对报告的总体印象是:

2. What's your overall impression of this report?

- |                                    |                               |                                   |                              |                                   |
|------------------------------------|-------------------------------|-----------------------------------|------------------------------|-----------------------------------|
| <input type="checkbox"/> 很好        | <input type="checkbox"/> 较好   | <input type="checkbox"/> 一般       | <input type="checkbox"/> 较差  | <input type="checkbox"/> 很差       |
| <input type="checkbox"/> Very good | <input type="checkbox"/> Good | <input type="checkbox"/> Ordinary | <input type="checkbox"/> Bad | <input type="checkbox"/> Very bad |

3. 您认为报告中所披露的社会责任信息质量:

3. Your opinion about the quality of CSR information disclosed in this report:

- |                                    |                               |                                   |                              |                                   |
|------------------------------------|-------------------------------|-----------------------------------|------------------------------|-----------------------------------|
| <input type="checkbox"/> 很高        | <input type="checkbox"/> 较高   | <input type="checkbox"/> 一般       | <input type="checkbox"/> 较低  | <input type="checkbox"/> 很低       |
| <input type="checkbox"/> Very high | <input type="checkbox"/> High | <input type="checkbox"/> Ordinary | <input type="checkbox"/> Low | <input type="checkbox"/> Very low |

4. 您认为报告结构:

4. Your opinion about the report structure:

- 很合理       较合理       一般       较差       很差  
 Very reasonable       Reasonable       Ordinary       Bad       Very bad

5. 您认为报告版式设计和表现形式:

5. Your opinion about the format design and presentation of this report:

- 很好       较好       一般       较差       很差  
 Very good       Good       Ordinary       Bad       Very bad

开放性问题: 请您对《浙江新安化工集团股份有限公司 2020 年可持续发展报告》提出宝贵意见与建议:

Open-ended question: Please give your valuable comments and suggestions on the 2020 CSR Report of Zhejiang Wynca Chemical Group Co., Ltd.

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