



上海振华重工(集团)股份有限公司 SHANGHAI ZHENHUA HEAVY INDUSTRIES CO., LTD.

中国上海市东方路3261号 邮政编码: 200125 3261 Dongfang Road, Shanghai 200125, P.R.C T:+86 21 5839 6666 F:+86 21 5839 9555 www.zpmc.com



2015 社会责任报告 Social Responsibility Report



让中国名牌响遍全世界 Let the Famous Chinese Brand Reach across the World 2015 社会责任报告 Social Responsibility Report

上海振华重工(集团)股份有限公司

SHANGHAI ZHENHUA HEAVY INDUSTRIES CO., LTD.















2015

社会责任报告

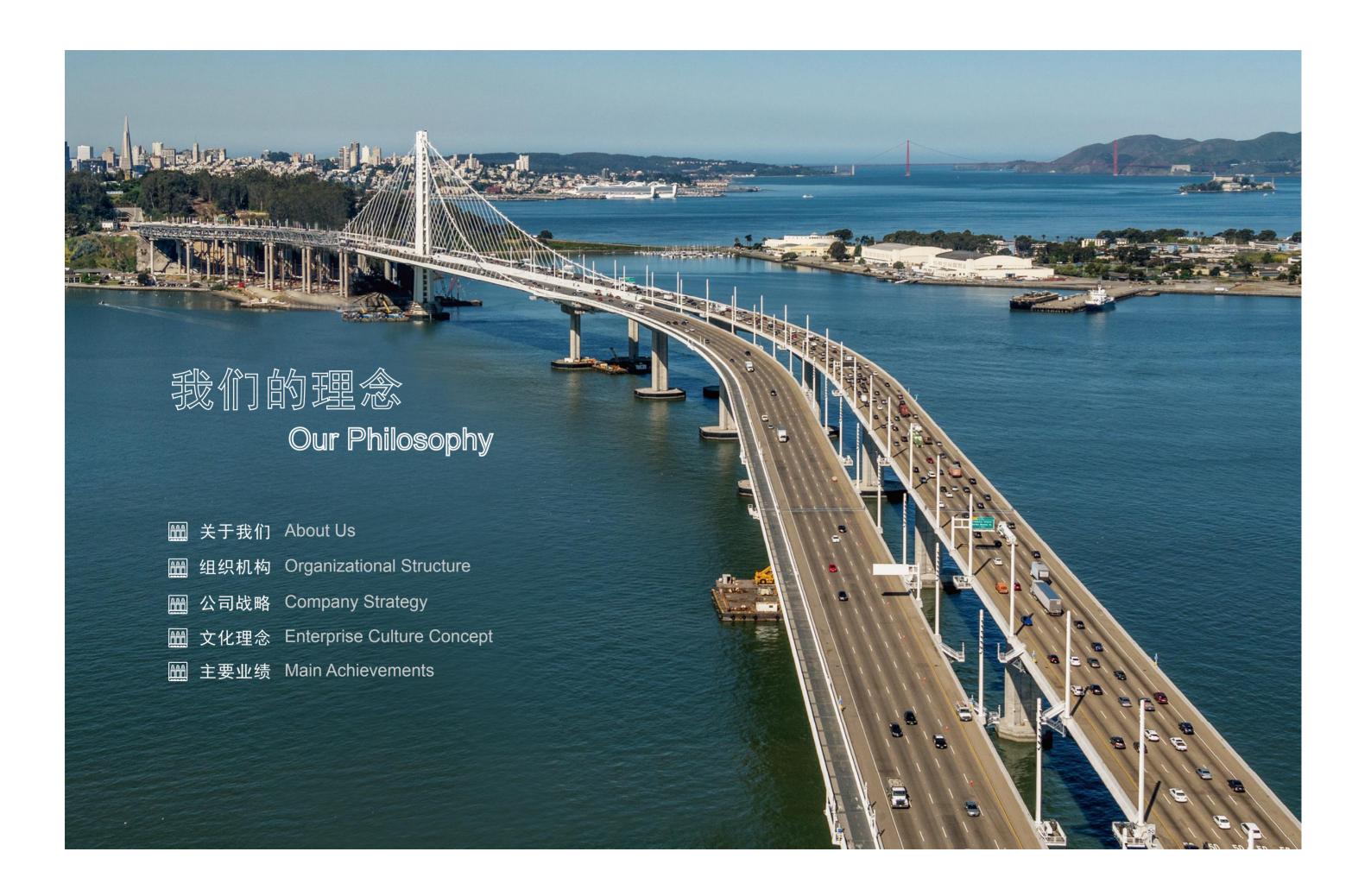
ial Responsibility Report

上海振华重工(集团)股份有限公司

SHANGHAI ZHENHUA HEAVY INDUSTRIES CO., LTD.

















生产基地

占地面积

总岸线

整机运输船

国家科技进步奖



上海振华重工(集团)股份有限公司(ZPMC) 是重型装备制造行业的知名企业,为国有控股A、B 股上市公司,控股方为世界 500 强之一的中国交通 建设股份有限公司。

公司总部设在上海,并在上海本地及南通等地 设有 10 个生产基地,占地总面积 1 万亩,总岸线 10公里,其中深水岸线5公里,承重码头3.7公里, 是全国也是世界上最大的重型装备制造商。公司拥 有 20 余艘 6 万吨~ 10 万吨级整机运输船,可将大 型产品跨海越洋运往全世界。

公司以港口机械起家,目前主营业务包括港口 机械、海洋重工、大重特型钢结构等八类。公司厉 行"自主创新",曾获国家科技进步一等奖。建有国 家级企业技术中心和博士后工作站。现有 2800 名 从事机、电、液设计研发的工程技术人员。



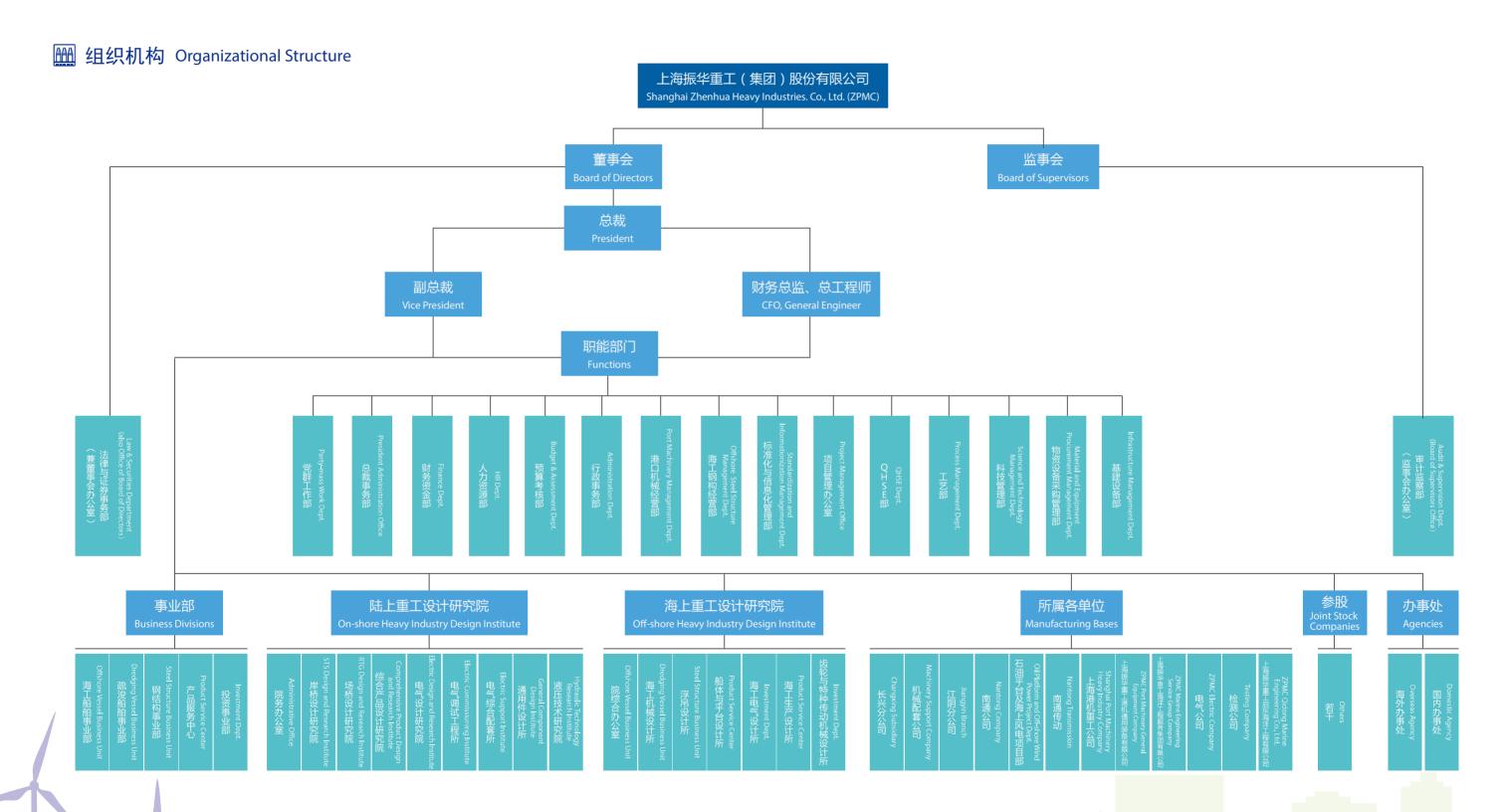
About us

Shanghai Zhenhua Heavy Industries Co., Ltd. (ZPMC) is a famous heavy-duty equipment manufacturer, and a State-owned holding company listed on A and B shares in Shanghai Stock Exchange. The major shareholder is China Communication Construction Co., Ltd. (CCCC), one of Global 500.

ZPMC (hereafter referred to the Company), with its headquarters located at Shanghai, has 10 production bases at Shanghai, Nantong, etc., covering a total area of 6,670hectares and 10-kilometer coastline, including 5 kilometers of deep-water and 3.7 kilometers of heavy-duty dock. ZPMC is the largest heavy-duty equipment manufacturer around China and even around the world. The Company owns more than 20 transportation ships of capacity from 60,000 DWT to

100,000 DWT, able to deliver large sized products by sea to all over the world.

The Company started from port machinery and now is mainly engaged in eight types of business, including port machinery, marine heavy industry, large, heavy and special steel structure, etc. The Company strictly follows the principle of "self-dependent innovation" and won the first prize of National Scientific and Technological Progress Award. The Company has set up a national enterprise technological center and a postdoctoral workstation. At present, the Company has 2,800 engineers and technicians engaged in machinery, electricity and hydraulic system design and R&D.



公司战略 Our Strategy

2015年是公司战略转型、升级发展的关键之年,也是国家"十二五"的收官之年,公司确立的战略目标为: 全面建设具有国际竞争力的世界卓越公司。

2015 was the key year of transition and upgrading of ZPMC and also the end of the "12th Five-year Plan". ZPMC established its strategic objective as follows: to comprehensively build ZPMC a world excellent company with international competitiveness.

公司确立的战略目标

The Company established its strategic goal

全面建设具有国际竞争力的世界 卓越公司

to build a world famous company with international competitiveness in an all-round way



改革、管理、稳定与发展的总方针

The general principle of the Company's reform, management, stability, and development

固根基、恒创新、调结构、转 方式、整资源、强管理、育文 化、上品质

to consolidate foundations, constantly pursue innovations, adjust structures, transfer the mode, integrate resources, strengthen management, cultivate the culture and increase quality.

坚持四条工作主线

The Company adheres to the four main lines in work

深化改革创新 to deepen the

reform and

innovation

全面降本增效

fully reduce cost and increase efficiency

持续固本强基 constantly consolidate the

foundation

强化队伍建设

strengthen the team construc-

文化理念 Enterprise Culture Concept

企业使命: 让中国名牌响遍全世界

战略目标:全面建设具有国际竞争力的世界卓越公司

企业核心价值观: 为顾客创造精品,为员工创造幸福,为股东创造效益,为社会创造财富。

企业道德: 重诺守信, 感恩回报, 关爱员工, 造福社会。

责任履行:与利益相关方沟通与对话,坚持每年发布企业社会责任报告,向利益相关方传播公司社会责任理念 与实践。利用公司报纸、杂志、官方微博、微信等媒体,不定期传播公司履责绩效、案例等,增强沟通效果。

Enterprise mission: to make Chinese brand famous around the world

Strategic objective: to build a world excellent company with international competitiveness.

Core values: to create fine products for customers, happiness for staff, profit for shareholders and fortune for the society.

Business ethics: attach great importance to commitment, feel grateful and return the society, care for our staff and benefit the society.

Obligation implementation: to continuously strengthen communication and dialog with the interested parties, insist on issue enterprise social responsibility report every year, and spread social responsibility concept and practices to the interested parties. ZPMC has been using its newspapers, magazines, official microblog, Wechat and other media to irregularly spread its performances of fulfilling social responsibility and cases to enhance the communication effect.

主要业绩

Main Achievements

莫桑比克马普托大桥钢结构的中标,标志着公司产品已累计进入 全球 90 个国家和地区,岸桥继续保持世界第一的市场份额。

Won bid for a steel structure bridge in Maputo, Mozambique, indicating that ZPMC's products entered 90 countries and regions in the world; ZPMC's STS still occupies the largest market share in the world.



市场份额 STS market share



公司与迪拜签订总金额为 7 亿美元的设备订单,这是今 年单个最大产品订单,仅次于 2014 年新加坡 PSA 集团 订单。

Signed with Dubai an order of equipment, totaling USD0.7bn, which was the biggest single product order in 2015, just second to the order of Singapore PSA group in 2014.

风电市场实力不断提升。成功安装亚洲首座海上风电升压站; 顺利交付"龙源振华五号";与台湾上纬新能源公司签署海上风电 战略合作框架协议。

Continuously increased its strength in wind power market. Successfully installed Asia's first offshore wind power booster substation; successfully delivered Longyuan Zhenhua 5; signed an offshore wind power strategic cooperation framework agreement with Taiwan Shangwei New Energy Company.





高端海工市场持续向好。继 7100 方米国内容量最大的自航泥驳船 "长 江口 1号"成功试航后,又获世界最先进的超大型自航绞吸挖泥船建造 订单。12000吨世界最大起重船生产状态良好,先进技术得到用户认可。 High-end marine engineering market remained robust. Following the successful trial trip of 7100m³ self-propelled Changjiang 1 mud-barges, the largest one in China, ZPMC won the order of the world most advanced ultra-large type self-propelled cutter suction dredger. The production state of the world largest 12000-ton dredger was good and the advanced technology won the recognition of the user.

公司相继与青岛港、洋山港、意大利 VADO 签订自动化码头建设项目, 标志着公司自动化码头建设能力更上新台阶。

ZPMC signed automated container terminal construction projects with Qingdao Port, Yangshan Port and Italian VADO in succession, marking that its capacity of building automated container terminal rose to a new level.



国家专利 发明专利

科技创新成果丰硕,获国家授权专利114件,其中发明专利49件 国际授权 2 件。商标注册成功 1 件;软件著作权登记 2 件。

Achieved fruitful scientific and technological innovation results, winning 114 national authorized patents, of which there are 49 patents for invention and 2 international patent licenses, registration of 1 trademark, and registration of 2 software copyrights.

成功举办"高效化、环保化、智能化、集成化"东南亚港口机械技术交流论坛,以港口设备"一体化、数字化、 标准化、轻量化、精细化、美观化"的高端技术理念赢得国际高度认可。

Successfully held Southeast Asia Port Technology Exchange Forum featuring "Efficiency, Environmental Protection, Intelligence, Integration", and its port machinery won international recognition with high-end technical idea of "integration", "digitalization", "standardization", "light weight" "refinement" and "beauty".

子集团、海外子公司的成立。4月,公司欧洲采购与物流中心正式成立;7月,上海振华海洋工程服务集团 有限公司和上海振华海洋工程集团有限公司相继成立;9月,公司北美采购与物流中心在美国休斯敦揭牌 成立;10月,公司俄罗斯子公司正式注册成立。

Established sub-groups and subsidiaries abroad. In April, ZPMC formally established its Procurement and Logistics Center in Europe; in July, Shanghai Zhenhua Marine Engineering Service Group Co., Ltd. and Shanghai Zhenhua Marine Engineering Group Co., Ltd. were set up in succession; in September, ZPMC North America Procurement and Logistics Center at Houston were established; in October, ZPMC's subsidiary in Russia was formally set up.

公司产品得到国家领导人高度赞誉。韩国总统朴槿惠、巴拿马总统高度评价公司岸桥;哥伦比亚副总统亲 迎公司设备到港;新加坡原总理李显龙亲自体验岸桥操控并表示肯定。

ZPMC's products were highly praised by national leaders. Korea President Park Geun-hye and Panama president highly evaluated ZPMC's STS; Colombia Vice President personally welcomed the delivery of equipment from ZPMC; Singapore former Prime Minister Lee Hsien Loong personally operated ZPMC's STS and confirmed its performance.



港口机械占据全球 第一的市场份额



The Company has occupied the biggest market share in global port machinery indus-

获国家授权专利 114件, 同比增长 100%



Obtained 114 state-authorized patents, up 100% yoy

新签合同额 32.9 亿美元, 同比增加 19.46%



The number of new contracts was USD3.29bn, up 19.46% yoy.

孤 强化基础管理 Tamp Basic Management

依法治企

Manage enterprise according to law

公司遵守国家法律法规、社会公德、商业道德 和行业规则,依法、合规、诚信经营,全年没有出 现重大违法、违规、失信事件。建立了完善的授权、 合同及法律文件审核程序,重大项目的合同全部纳 入流程化管理与监控,全面修改完善现有的"振华

重工合同范本库"。2015 年,公司正式推出了《振 华重工报》普法专栏及"振华重工法证先锋"微信 公众号,成为一线员工手边的"红宝书",定期推送 普法小短文及法治资讯,强化普通员工法律意识。

ZPMC abides by state laws and regulations, social morality, business ethics and industry rules, operates with business integrity according to laws and regulations. As a result, no major illegal events, irregular events or dishonest events occurred in ZPMC's operation all year round. ZPMC set up a sound process for authorization and review of contracts and legal documents, and its contracts of all major projects were included

into the process management and monitoring. The "ZPMC Model Contract Library" was comprehensively modified. In 2015, ZPMC officially launched a special column in ZPMC Newspaper to popularize laws and an official Wechat account named ZPMC Law Pioneering. As the "Little Red Book" for the front line employees, it regularly pushes short articles about laws and information about laws to enhance their law awareness.

提升管理

Improve management

继续围绕提高企业发展效益与质量推动公司全面深化改革。以"固根基、恒创新、调结构、转方式、整资源、强管理、育文化、上品质"24字为总方针,进行"用人、用工、分配"的"三项制度"改革和"公司制、股份制、事业部制、项目部制"的"四制"改革。完善工作机制流程、推进两化建设;围绕一切管理

ZPMC deepened the reform by focusing on improving enterprise development effectiveness and quality. Based on the general principle of "solid foundations, constant innovation, restructuring, transferring mode, integrating resources, strengthening management, cultivating culture, increasing quality", ZPMC carries forward "three systems" reform of "talent employment, worker employment and distribution," and the "four system" reform of "corporate system, joint-stock system and BU system". By focusing on improving work processes, ZPMC promoted the

廉洁从业 Clean practices

严格执行中央八项规定,从严治党,以"三严三实"主题教育实践活动为契机,积极促进党员干部转作风。开展反腐倡廉教育活动和党委中心组学习活动,引导党员干部牢固树立正确的世界观、权力观、事业观。2015年先后制定印发了与工作职责、工作规程、自身建设相关的《上海振华重工党委关于落实党风廉政建设主体责任的实施意见》、《上海振华重工纪委关于落实党风廉政建设监督责任的实施意见》、《上海振华重工纪检监察工作标准化管理实施办法》、《上海振华重工纪检监察信访举报工作

活动,特别是决策进体系,进轨道,加强内控体系建设,全面推动管理工作向规范化、制度化方向提升。全面打造与建设"全面预算、全面成本核算、全面绩效""三全"体系,加强预算管理,严防"跑冒滴漏",严控成本。

construction of the two modernizations; by focusing on all management activities, especially driving the decision-making into a system and into a track, ZPMC strengthened internal control system and comprehensively promoted the management to the standardized and systematic direction. ZPMC comprehensively created and built a "three-overall" system of "overall budget, overall cost calculation, and overall performance" to improve budget management and to prevent "leakage" to strictly control the cost.

暂行办法》、《上海振华重工受理信访举报工作规程》、《上海振华重工兼职纪检监察员管理办法》等工作制度,在源头上保证和监督廉洁从业。

(案例)积极开展法制宣传教育活动。2015年,公司邀请全国十大接触检察官、北京市人民检察院反贪局副局长严承秀担任"预防职务犯罪"讲座主讲,公司共有170多人参加学习。讲座主要围绕当前经济领域职务犯罪的特点、原因、危害、预防措施展开,通过对经典案例的讲述和分析,提升了反腐倡廉的执行高度。

ZPMC strictly adheres to the eight requirements of the Central Party Committee of CPC, strictly strengthens Party discipline, and actively promotes the work manners of the Party members and cadres by using the opportunity of "Three Stricts and Three Steadies". ZPMC carried out education activities to combat corruption, and the Party Committee center group organized learning activities to guide Party members and cadres to firmly establish a correct world outlook, the view of power and the view of career. In 2015, ZPMC developed and issued a series of rules related to work obligations, work processes and self construction to ensure and supervise clean practices from source, including ZPMC Party Committee's Implementation Suggestion on the Main Body Responsibility of Implementing Construction of the Party Conduct and of an Honest and Clean Government, ZPMC Discipline Inspection Commission's Implementation Suggestion on Implementing the Supervision Responsibility of Construction of the Party Conduct and of an Honest and Clean Government, ZPMC's Implementation Procedures for Standardized Management of Discipline Inspection and Supervision, ZPMC's Interim Procedures for Discipline Inspection and Supervision and Letters and Visits, ZPMC's Working Regulation on Receiving Letters and Visits, and ZPMC's Management Procedures for Part-time Discipline Inspectors, etc.

(Case) Actively Carry out Legal Publicity and Education Activities. In 2015, ZPMC invited Yan Chengxiu, one of the top ten prosecutors, Deputy Director of Anti-corruption Bureau of Beijing Municipal People's Procuratorate to give lectures on "Service Crime Precaution" and more than 170 employees of ZPMC attended the lecture. The lecture focused on characteristics, cause, precautionary measures of the current economic field, and increased the execution height of combating corruption through analysis of typical cases.



"预防职务犯罪"讲座现场
The "crime prevention" lecture

审计管理

Audit management

首次召开纪检监察工作会议,先后成立了公司 党风廉政建设和反腐败工作协调小组和兼职纪检监 察员队伍,组织开展了"三严三实"及反对"五不" 思想的干部考核测评工作。严格开展经济责任审计, 客观评价了干部任职期间完成经济指标和企业管理 情况,促进干部勤政廉政;对收购公司净资产、研 发经费等进行严格审计,对存在的风险,存在的问

ZPMC held a meeting on discipline inspection and supervision work for the first time, set up a coordination team for construction of the Party conduct and of an honest and clean government and a team of part-time discipline inspection in succession, and organized "three stricts and three steadiness" and assessment of workers in terms of "five perseverances". ZPMC strictly carried out economic duty audit, objectively assessed economic indicators and enterprise management during a cadre' s tenure, promoted cadres' honest and diligent work,



题及时予以提醒,提出意见。

2015 年纪检监察人员共计参与 26 项招标项目的招标工作和 29 家供应商开户的审核工作。审计中对全部固定资产和流动资产进行现场实物盘点,对财务核算情况进行了核实。2015 年,审计监察部共收到信访件 17 件,已经了结 14 件,还有 3 件正在办理。

implemented strict audit about net asset and R&D expenditure, and gave reminders and suggestions for existing risks and existing problems.

In 2015, ZPMC's discipline inspection personnel participated in audits for 26 bidding projects and 29 suppliers. During the audits, they checked the stock of all fixed assets and liquid assets at the site and also verified the financial accounting results. In 2015, the audit and supervision department received a total of 17 cases of complaint letters, closed 14 cases, and the other 3 are being processed.



工 推进安全生产 Promote Safety Production

公司全面落实"安全第一,预防为主,综合治理"的安全方针。2015全年无重大安全事故发生。

ZPMC fully implemented the security policy of "security first, prevention first and comprehensive management". In 2015, no major security accident happened in ZPMC.

加强安全制度建设

Strengthen the construction of security system

2015 年,公司从今年开始着手筹备进行机械制造行业安全生产标准化二级企业的达标创建工作。重点推进安全标准化二级达标评级 13 个要素的规范化工作,11 月份通过了标准化二级的评审。制定和修订了多个 HSE 管理规章制度,如《领导带队安全检查制度》、《劳动防护用品配备与发放管理规定》、《危险废物安全管理规定》、《安全顽症处罚条例》等,进一步规范作业人员的行为,指导员工安全作业。

在公司环境和职业健康安全管理体系要求下,

In 2015, ZPMC began to make preparations for passing the standards of machinery safety production standardization class II enterprise. ZPMC focused on the standardization of 13 elements required by safety standardization class II rating and passed the rating in November. ZPMC formulated and modified several regulations on HSE, such as Regulation on Safety Check Headed by Leadership, Regulation on Equipment and Distribution of Articles for Labor Protection, Safety Management Rule for Hazardous Wastes, and Regulation on Punishment for Persistent Safety Issues to further regulate conducts of operators and instruct workers to operate safely.

Under environmental and occupational safety man-

相关部门对危险化学品生产单位登记证;危险化学品安全生产许可证;危险化学品工厂认可证书,危险化学品质量监督检验报告,危险化学品道路运输经营许可证,特种作业员工上岗持证记录,危险化学品使用说明书,危险品废弃物的安全处理记录,员工环境与职业健康安全培训记录,职业健康安全管理体系认证"等提供资质认证,并对其履责情况进行现场考察,以查证其落实情况。

agement system requirements of ZPMC, relevant departments registered hazardous chemicals production units, and provided certification for hazardous chemicals production license, hazardous chemicals plant certificate, quality supervision and inspection report of hazardous chemicals, road transport operating license for hazardous chemicals, record of special operation staff working with certificate, use instructions for hazardous chemicals, safety handling record of hazardous wastes, record of environmental and occupational health safety training, OHSMS certificate, and investigated the fulfillment of these certification at the site to check whether these requirements were met or not.

提高员工安全意识

Enhance employees' safety awareness

2015 年,在"送清凉,送文化,送安全"活 动开展之际,公司 QHSE 部编写了《振华重工安全 常识宣传资料》,印发了 36000 余册,连同防暑降 温用品,一同送给一线的作业人员,告知其存在的 危险和夏季基本安全防护知识。

开展各类安全知识讲座、安全交流论坛等活动, 提高安全管理人员的业务知识和管理水平。公司积

In 2015, during the activity of "sending cool, culture and security", ZPMC's QHSE Department prepared ZPMC Safety Knowledge Brochure and released more than 36,000 such brochures together with heatstroke prevention articles to the front-line workers to inform them of risks and basic safety knowledge during operation in summer.

ZPMC organized all kinds of lectures on safety and safety exchange forums to improve the professional knowledge and management level of security personnel. ZPMC actively cooperated with Maersk APMT, Rio Tinto and other users as well as major classification societies to regularly carry out training, exchanges, and seminars to share safety management experience, which achieved a good response.

All the departments and relevant bases of ZPMC hired professional personal on long-term basis to give training for cadres and staff to increase their safety awareness.

极联合马士基 APMT、力拓等用户、各大船级社定 期开展培训交流、座谈,分享安全管理经验,取得 了良好的反响。

公司各部门、相关基地针对国家新实行的安全 生产法,长期聘请专业相关人员给干部员工进行培 训,增强安全意识。



安全培训现场 Safety training

加强安全督查力度 Strengthen safety supervision

按照国家、中国交建及公司要求,落实严格安 全生产"五个一"重要工作部署、长期进行车间、外场、 船舶、高空各处的安全生产大检查活动。

在春节、万一和国庆等节前做好安全检查,督 促做好假期的安全生产工作。

常态化安全检查工作,检查内容包括特种作业

ZPMC strictly implements the important work arrangement of "five strengthenings" about safety production according to requirements of the State, CCCC and ZPMC and carries out major safety production inspections at workshops, the external fields, ships and aloft work sites all the time.

ZPMC implements safety checks on Spring Festival, May 1st, National Day, etc. and supervises safety production during holidays;

ZPMC carried out routine safety checks, including special operation certificates, job approvals, working at heights, typhoon and flood prevention, heatstroke prevention, fire safety, cold prevention in winter, fire and explosion prevention to basically achieve "full coverage" of safety production; strictly checked various potential hazards and supervised relevant persons in charge to rectify those found hazards and paid attention to the formation of long-term mechanism.

持证、作业审批、高空作业安全、防台防汛、防暑降温、 消防安全、冬季防寒保暖、防火防爆等,基本实现 安全生产检查"全覆盖"。严格查找各类安全隐患, 对查处的隐患督促相关责任人限期整改,注重实效 并形成长效机制。



安全检查现场 Safety check

加强应急预案实施

Strengthen implementation of emergency plans

积极开展预案演练工作,加强应急救援管理。 根据年初制定的应急演练计划,开展了相应的演练 工作如高温中暑急救演练、防台防汛紧急处置、生 活区火灾事故救援、船舶消防疏散演练、治安防范 等演练。

通过演练,达到改进不足、提高人员的应急救 援能力的目的,不断完善应急资源配置工作,在基 地各码头设置救援岗亭。

ZPMC actively carried out emergency drills and strengthened emergency management.

ZPMC carried out drills according to emergency plans made in the beginning of the year, such as heatstroke first aid drills, anti-typhoon and anti-flood emergency drills, fire accident drill in living areas, fire rescue and evacuation drills on ships and public security drills.

Through the drills, ZPMC achieved the purpose of correcting deficiencies and improving the emergency rescue capability and constantly improved contingency resources allocation and built rescue pavilions at its bases and ports.

In 2015, to respond to typhoon and severe convection weather in summer, especially to the three typhoon attacks at the same time, ZPMC's leadership took the lead to the front line, coordinated and conducted the whole process. QHSE department organized personnel of all levels to fight against typhoon, established anti-typhoon command team, clarified relevant responsibilities, arranged various work, prepared emergency rescue materials and equipment, arranged personnel to evacuate safely and shared information resources. In 2015, more than 2,100 people participated in escape walkthrough, which

2015 年,针对夏季台风等强对流天气多发的 情况,特别是面对今年三个台风共同来袭的局面 公司领导带头深入一线,统一协调全程指挥, QHSE 部组织牵头各级人员协力抗台,建立防台防 汛指挥小组,明确相关责任,部署各项工作,准备 应急救援物资设备、安排人员安全撤离,做到信息 资源共享。2015 年逃生演练参与人数达到了 2100 人以上,切实提高防灾减灾能力。

improved the ability of disaster prevention and disaster mitigation.



安全演练现场 Safety drill

营造安全主题文化 Create a safety culture

通过开展各类活动,营造全员参与的安全氛围。 在"安全月"开展了面向一线作业人员和安全管理 人员等群体的各项安全宣教培训活动。开展了安全 征文、安全交流等活动。2015年6月是第14个全 国"安全生产月",公司开展丰富多彩的系列活动,

ZPMC created an all-people involved in safety atmosphere by carrying out various activities. It carried out various safety publicities and education activities for the front-line workers and safety managers in "Safety Month" . Articles on safety issues were solicited and safety exchange activities were held. June 2015 was the 14th national "Safety Production Month". ZPMC carried out a series of splendid activities such as safety training, playing safety film "Call of Tears", organized experience meetings, emergency drills, safety inspections, safety knowledge surveys, etc. to create a good atmosphere of safety, forming a culture themed with "Remember Safety All the Time".

如安全培训、观看安全教育主题片《泪的呼唤》、经 验交流会、应急演练活动、安全大检查、安全知识 小调查等,营造了良好的重视安全氛围,形成了"安 全时刻牢记心上"的主题文化氛围。



安全知识小调查现场 Safety survey

巩固质量先行 Consolidate the Quality First Philosophy

坚定质量总体理念

Insist on the overall concept about quality

公司始终坚持质量"零缺陷"的管理理念,提 倡一次把事情做对。严格按照质量法律法规、强制 性标准、合同约定采用标准及协议要求,精心设计, 规范制作。健全和完善质量管理体系,确保质量管 理体系文件的有效性。实施质量监督检查制度,采

ZPMC always adheres to the management philosophy of "zero defect" and advocated doing things right once for all. ZPMC strictly follows laws and regulations on quality, mandatory standards, contract standards and agreement requirements, carefully designs and manufactures products according to standards, improves and perfects quality management system to ensure the effectiveness of the quality management system documentation, implements quality supervision and inspection system, implements on-site supervision and inspection regularly and

取定期及不定期现场监督检查,严格过程控制,保 证产品质量影响因素受控、有效,保证产品过程质量。 2015 年,公司内部过程一次合格率 97.23%,一次 交验合格率 97.55%, 产品出厂合格率 100%, 计量 器具受检率 100%。

irregularly, strictly controls the process to ensure that the product quality influencing factors are controlled and effective and ensure the process quality of products.

In 2015, the pass rate of the processes within ZPMC was 97.23%, the acceptance rate 97.55%, the pass rate of delivery 100%, and the examination rate of measuring instruments 100%.

深化质量管理体系

Deepen the quality management system

2015年 完成了《产品质量主体责任管理规定》 的编制工作;公司与各单位签署了《2015年质量考 核指标责任书》;正式成立上海振华重工(集团)股 份有限公司质量监督管理委员会;起草《上海振华 重工质量管理十三五发展规划》,并顺利通过了 CCS 的换证审核,清晰梳理质量监督流程,有效落实质 量管理思路,为公司产品质量的提升奠定基础。

公司成立质量事故管理委员会,规范质量事故

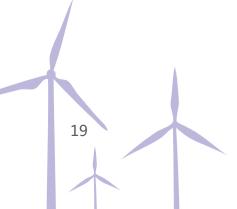
In 2015, ZPMC completed the compiling work of Regulations on Management of Product Quality Entity Responsibility Management; ZPMC signed 2015 Quality Performance Appraisal Indicators Liability Statement with all of its units, officially established ZPMC Quality Supervision Management Committee, drafted ZPMC Quality Management Development Plan for the 13th Five-year Plan Period, smoothly passed the review of the CCS for changing certificate, clearly collated the process of quality supervision, effectively implemented quality management thoughts and laid a base to improve its product quality.

ZPMC established a Quality Accident Management Committee, standardized the handling process of quality accidents and formed timely feedback, timely 处理,形成及时反馈、及时调查、及时定责、及时 整改等机制。同时,对各类事故进行总结汇编,并 制定措施避免事故的重复发生。

公司要求售后质量问题 / 事故及时处理, 重大 问题 / 事故由质量事故管理委员会联合公司质量部 门、技术部门、工艺部门及生产单位共同分析处理 确定责任比例,分别承担责任。

investigation, timely responsibility identification and timely rectifying and reforming mechanism. Meanwhile, ZPMC summarized and compiled all kinds of accidents and developed measures to avoid recurrence of accidents.

ZPMC required to timely deal with after-sales quality problems/accidents; for major problems/accidents, the quality accident management committee and its quality department, technology department, process department and production department will jointly analyze and handle them to identify the liability proportion to require them to undertake the liability respectively.



强化质量提升流程

Enhance quality improvement process

- 1. 每年开展"质量月"活动,营造全员重视质量、追求质量、崇尚质量、人人关注质量的良好氛围。
- 2. 公司大力推进质量改进进程,做实做细质量改进工作。积极落实质量问题的总结、问题根源的分析、改进措施的制定与实施。公司广泛开展 QC小组活动,推动群众性改进活动开展。2015年 QC小组数量得到持续增多,活动课题得到更加扩展,活动手法继续创新,QC工具得到更加有效的应用,极大地促进了公司质量改进工作。公司着力于减少项目质量整改的工作,通过提高图纸准确率、推进
- (1) ZPMC carries out the activity of "Quality Month" annually to create a good atmosphere of advocating all staff to pay full attention to quality, pursuing high quality and driving everyone to pay attention to quality.
- improvement process and improves quality improvement work in detail. ZPMC actively implements the summary and analysis of quality problems and improves the development and implementation of countermeasures. ZPMC widely carries out QC group activities to promote the mass involved improvement activities. In 2015, the number of QC groups increased continuously, the topics of such activities were extended; the methods of carrying out such activities were innovated, QC tools were more effectively applied, which greatly promoted the quality improvement work of ZPMC. ZPMC focused on reducing the work of rectifying project quality by improving the accuracy of drawings,

新工艺、强化过程控制、落实责任单位,有效实现单机整改数的不断下降。

3. 公司重视质量改进工作,QHSE 部积极组织力量分析质量问题,查找问题根源,组织技术力量制定改进措施。2015年制定并发布了《质量管理综合检查管理规定》,并逐步将陆工院、检测中心纳入质量监督体系之中,联合PMO、工艺部对对各生产基地、分公司进行综合检查。积极联合马士基APMT、力拓等用户、各大船级社定期开展培训交流、座谈,分享质量管理经验。

promoting new process, intensifying process control, identifying liability units to effectively achieve constant reduction of single equipment rectifications. (3) ZPMC paid close attention to quality improvement and the QHSE Department actively organized man force to analyze quality problems to find the roots of problems, and arranged technical force to develop improvement measures. In 2015, ZPMC developed and published Regulation on Comprehensive Inspection of Quality Management, and gradually included the Onshore Engineering Institute and the Detection Center into the quality supervision system. In addition, ZPMC, together with PMO and the process department, jointly carried out comprehensive inspections at all its production bases and subsidiaries. ZPMC actively cooperated with Maersk APMT, Rio Tinto and other users as well as major classification societies to regularly carry out training, exchanges, and seminars to share safety management experience.

加大质量考核力度 Enhance quality appraisal intensity

制定了《质量管理考核办法》对各单位考核指标完成情况给予打分,对于在质量提升方面有成绩的进行奖励,譬如对标历史数据 KPI 指标、质量事故率等有提升的,都可以量化考核;并根据《公司奖励基金管理办法》,制定了《上海振华重工(集团)股份有限公司质量标兵评选办法(试行)》,表彰和奖励年度在质量工作上表现及业绩突出的优秀员工,

ZPMC developed Quality Management Appraisal Methods to rate the completion of appraisal indicators by all units and awarded achievements in terms of quality improvement. Indicators like KPI quality accident rate, etc. could be assessed in quantity by benchmarking historical data. In addition, ZPMC developed ZPMC Quality Pacemaker Appraisal and Selection Method (Trial) according to ZPMC Award Fund Management Method to commend and award excellent employees who have made achievements in quality work, which exerted influence and guiding

起到影响和引领作用。此外,成立了公司层面的"质量事故调查小组",每月编制《<振华重工售后简报 > 所涉质量事故调查、追责及改进情况》报告,定期组织质量事故调查专家分析会,对技术难度大,难以定责的质量事故进行分析讨论定责。

effect. In addition, ZPMC established a company-level "quality accident investigation panel", compiled ZMC After-sales Brief Report: Quality Accident Investigation, Accountability and Improvement, regularly organized quality accident investigation experts to attend analysis conference to discuss and identify liability for quality accidents involving high degree of technology difficulty and ambiguous accountability.

可 鼓励科技创新 Encourage Technical Innovation

提升科学创新力度

Increase scientific innovation strength

公司高度重视科技创新工作,积极完善科技创新体系,培育创新精神,营造"鼓励创新、宽容失败"的创新氛围,不断提升公司核心竞争力。

对 2015 年度科研项目立项工作进行了深化改革和创新,确定了 25 项公司级科研立项项目。 召开了首届社会专家代表年会,邀请了 11 位专家 围绕开创振华重工"4.0"时代的顶层设计等主题研讨。

积极争取重点科研项目在国家、上海市及中交集团立项,2015全年共申报项目18项,其中已成

ZPMC attaches great importance to scientific and technological innovation, and actively improves the scientific and technological innovation system, fosters innovation spirit and creates an innovative atmosphere of "encouraging innovation, tolerating failure" so as to continuously enhance its core competitiveness.

ZPMC deepened the reform and innovation for the approval of scientific research projects in 2015 and identified 25 company-level scientific research projects.

ZPMC held the first annual social expert representative meeting and invited 11 experts to discuss about ZPMC's top-level design in the era of industry 4.0.

ZPMC tried hard to win approval for key scientific research projects at the state level, Shanghai level and CCCC level and submitted 18 projects in 2015, of which 11 were approved.

功立项11项。

积极推动中交集团、省部级科技研发项目的组织实施工作,执行中交及省部级在研项目的评估与验收工作19项。

组织申请专利 95 件,其中国际专利 2 件,发明 38 件;获授权专利 114 件,其中国际 2 件,发明 49 件。商标注册成功 1 件;软件著作权登记 2 件。2015 年 10 月由上海市经信委推荐申请了工信部知识产权标杆企业。

ZPMC actively promoted the organization and implementation of scientific research projects of CCCC and scientific research projects at the provincial level and the ministerial level and implemented review and acceptance work for 19 ongoing projects at such levels. ZPMC organized applications for 95 patents, including 2 international patents and 38 inventions and won authorization for 114 patents, including 2 international patents and 49 inventions. ZPMC successfully registered 1 trademark and 2 software copyrights. In October 2015, Shanghai Municipal Commission of Economy and Informatization recommended ZPMC to apply for the title of benchmarking enterprise of intellectual property rights under the Ministry of Industry and Information Technology.

鼓励表彰创新成果

Encourage and commend innovative results

1. 创新成果展示。2015 年常规岸桥的创新成果,主要表现为场桥双卷筒系统,LCPS 先进安全系统,以及标准 RTG 等。这些创新成果,是 ZPMC 针对市场需求,结合自身丰富的研发制造经验,开发出的成果。相对传统柴油机组 RTG, ZPMC 的锂电池节能方案,可以降低 60% 的油耗;市电 RTG 根据客户反馈,可以减少超过 70% 的作业成本;双卷筒系统可以实现防摇,吊具倾转和平移一体化功能,而且相对 8 绳防摇系统,可以大大减轻 RTG 整机重量;LCPS 防撞系统不仅可以实现小车方向的防撞,而且能否提供最佳路径的功能,大大提高作业安全

(1) Showcase of innovative results. In 2015, the innovative results of routine STS, mainly including the dual-reel system of RTG, LCPS advanced safety system, as well as standard RTG. These innovations were achieved by ZPMC based on market demand, combined with its strong R&D and manufacturing experience. Compared with RTG equipped with traditional diesel engine, ZPMC's lithium battery energy-saving program can reduce fuel consumption by 60% and RTG powered by mains supply according to customer's feedback can reduce operation cost by over 70%; the dual-reel system can achieve anti-shake function; the spreader can achieve tilting and translation function and reduce the total weight of RTG compared with 8-rope anti-shaking system. LCPS anti-shaking system not only can achieve the anti-shaking function at the trolley direction but also can provide the optimal path, which greatly improves operation safety. Standard RTG is crystallization of ZPMC' s over 20 years' experience in port machinery manufacturing. Its structural design and overall layout were fully optimized and achieved standardization, light weight and glamorization, which can provide combination of multiple functions according to customers' demand and meet customers' requirements. In addition, ZPMC synchronization of production and sales or the marketing model of

性。标准 RTG 浓缩 ZPMC 20 多年的港机制造经验,充分优化结构设计和整体布局,实现标准化,轻量化,模块化的方案能够根据客户要求提供多种功能组合,极大满足客户需求。而且生产和销售同步甚至生产在先的营销模式,可以大大缩短交货周期,减轻客户资金压力。

2. 公司每年组织召开科技大会。2015 年的科技大会 完成了2015 年度公司自主创新成果的申报、评审工作,对创新型科研项目和先进个人进行了表彰和奖励。2015 年,共 11 个项目获省部级创新发明奖;共申报人才计划、人才奖项12人次。

production prior to sales can greatly shorten the delivery cycle and reduce customers' financial pressure.

(2) ZPMC annually organizes conference on science and technology. During 2015 conference on science and technology, ZPMC completed application and review of self innovated results in 2015 and commended and awarded innovative scientific research projects and advanced individuals. In 2015, a total of 11 projects won provincial innovation and invention prizes and a total of 12 person-times applied for talent plan and talent prizes.



2015 年科技大会表彰现场 The commendation site of 2015 Conference on Science and Technology

回 创造用户股东效益 Create Benefits for Users and Shareholders

打造用户满意精品

Build customer satisfaction products

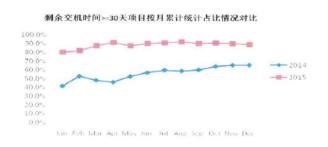
为打造港机精品,交付满意产品,公司推行并贯彻"不欠债离岸"理念,任何产品必须整改完毕才能发运用户现场。为保证发运产品质量水平,公司严格控制,加强多部门联合验收,保证产品质量安全状况符合要求。

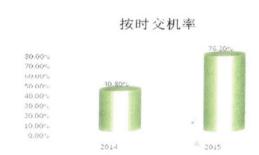
In order to build and deliver competitive port machinery products, ZPMC carries out the "no debt" offshore trading concept and delivers no product to the site of user until the completion of rectification. In order to ensure the product quality level, ZPMC adheres to strict control and enhances joint acceptance with multiple departments to keep product quality and safety status conforming to requirements.

机板块按时发运率和交机率双提升,按时发运率同比 2014 年增长 23.2%,按时交机率同比 2014 年增长 35.5%;重大财产损失同比 2014 年下降50%,形势良好。

2015 年产品质量安全情况总体平稳、有效。尤其港

In 2015, ZPMC's product quality and safety was generally smooth and efficient. Especially the on-time forwarding rate and delivery rate of port machinery sector both increased; the on-time forwarding rate increased by 23.2% and the on-time delivery rate increased by 35.5% compared those of 2014; the major property damage reduced by 50% compared with that of 2014; therefore, the general situation was good.





2015 年与 2014 年交机率与发运率对比表 Comparison chart of delivery rates and forwarding rates in 2014 and 2015

提升客户满意服务

Improve customer's satisfaction about services

公司始终坚持全方位为客户提供满意服务。建立了定期的用户回访制度和针对最终用户的客户满意度调查表,分别从用户对现场服务工作、备件供应速度、公司技术支持等方面进行评价,以便及时改进和提升服务工作的质量。

ZPMC always adheres to providing full range satisfactory services to customers. It has established a system of regularly revisiting users and an end-user satisfaction survey form to evaluate work quality from the user's on-site service, spare parts supply speed, technical support, etc. in order to timely improve and enhance the quality of service work.

ZPMC pays attention to after-sales service; its quality department, technical department, process

重视售后服务,公司质量部门、技术部门、工艺部门及生产单位等联合为用户提供品质服务,同时覆盖全球的海外服务机构,让用户无后顾之忧。2015年顾客满意度为99%。

department and production units jointly provide quality services for users; at the same time, the overseas service agencies with global coverage also provide users services to free them from worrying about safer-sales troubles. The customer satisfaction degree was 99% in 2015.



创造股东实际效益

Create actual benefits for shareholders

作为上市公司,公司严格按照上市规则和相关制度要求,规范公司治理结构,积极维护股东权益,及时、准确、完整披露公司信息,持续提升公司在资本市场的良好形象。

公司重视现代企业制度建设,严格遵守《公司法》、《证券法》等相关法律法规及规范性文件要求,建立、健全公司治理制度体系,完善内部控制管理工作和法人治理结构,强化信息披露工作,持续提高公司治理水平,确保公司稳定发展,形成了以股东大会、董事会、监事会及管理层为主体结构的相互制衡、行之有效的决策与经营管理体系。

2015年,公司组织召开了8次董事会,1次年度股东大会,审议通过共计39项议案,公司董事

As a listed company, ZPMC strictly follows the requirements of the Listing Rules and related regulations, standardizes the corporate governance structure, actively safeguards shareholders' equity, timely, accurately and completely discloses its information and continuously improves its good image in the capital market.

ZPMC attaches importance to the modern enterprise system, strictly adheres to the "Company Law", "Securities Law" and other relevant laws and regulations and normative documents requirements, has established and improved its corporate governance system, perfects internal control management and corporate governance structure, strengthens information disclosure work, continuously improves its governance level to ensure its steady development. Now, ZPMC has formed a balanced effective decision-making and management system composed of general meeting of shareholders, the board of directors, the board of supervisors and the management as the main structure.

In 2015, ZPMC organized 8 board meetings, 1 annual general meeting of shareholders, and deliberated and approved 39 proposals in total. The board of directors of ZPMC completed general election, appointed a new

会完成换届选举、聘任新一届管理层、投资中国通号、 吕四港项目、溧阳中关村项目等重大事项进行了审 核。召开了 5 次监事会,审议通过共计 13 项议案。 会议严格履行表决程序,维护中小投资者权益。严 谨审慎地完成了公司 2015 年第一季度报告、半年 度报告工作,发布业绩预告、重大合同公告、董事 会决议公告、股东大会决议公告等临时公告 20 份, 继续保持十年未打公告"补丁"的记录。

2015 年度我部现场接待机构投资者 32 次,共计 132 人次,处理投资者来函 30 余封,接听投资者热线电话超过 1500 次以上,12 月 3 日组织中小投资者参观调研公司长兴基地,制作《振华重工证券市场动态报告》,上半年共制作 23 期。

management team and deliberated major matters like investing CRSC, Lysi Port Project, Liyang Zhongguancun Project, etc. In addition, ZPMC held 5 meetings of board of supervisors and deliberated and approved 13 proposals in total. The meetings strictly followed the voting procedures and safeguarded the interests of medium and small investors. ZPMC rigorously and carefully completed the first-quarter report of 2015 and the H1 report of 2015 and published 20 transitory announcements like earnings ore-announcement, announcement of major contracts, announcement of board decisions, announcement of general meeting of shareholders, etc. and continuously kept the record of never "patching" for announcements for the past ten years. In 2015, ZPMC received 32 visits of institutional investors and 132 person-times of visits in total, handled more than 30 letters from investors and answered more than 1,500 calls from investors through the hot line. On December 3, ZPMC organized medium and small investors to visit and investigate its Changxing Base. In addition, ZPMC developed Report on ZPMC Dynamics in Securities Market and issued 23 such reports.

理 提升员工幸福指数 Increase Employees' Happiness Index

公司始终坚持"以人为本",切实维护员工权益,

为员工打造良好的发展平台,与员工共享发展成果。

ZPMC always adheres to the principle of "people-oriented", safeguards employees' rights and interests, builds

a good development platform for them, and shares development results with them.

保障员工权益

Guarantee staff's rights and interests

公司严格落实劳动法律法规,维护员工合法权益,风行平等、非歧视的劳动用工政策,反对强迫劳动,杜绝使用童工,关爱特殊员工。2015年,公司员工劳动合同签订率100%。

公司基本养老保险、医疗保险、公积金、工伤保险及生育保险等社会保险覆盖率 100%。不管是正式聘用的还是劳务工性质的员工,公司一律安排体检。每年约有 2900 名员工进行体检。

2015 年度,根据公司发展战略,不断完善分

ZPMC strictly implements labor laws and regulations, maintains employees' legal rights and interests, follows the principle of fair and indiscriminate labor and employment policies, opposes forceful labor, eliminates child laborers and cares for staff in special situation. In 2015, ZPMC labor contract signing rate reached 100%.

ZPMC realized 100% coverage of basic endowment insurance, public accumulation funds, work-related injury insurance and maternity insurance, etc. ZPMC arranged physical examinations for all employees regardless of whether it is a formally hired employee or a dispatched employee. About 2,900 employees undergo a physical examination every year.

配激励制度,完善绩效考核体系,建立完善根据各单位、部门不同性质特点的绩效考核制度,推行了绩效分配与各单位、部门业绩、价值贡献、行业特点、成长阶段等因素密切挂钩,员工绩效与员工岗位职责、价值贡献全面挂钩的薪酬激励机制,建立与市场接轨的分配模式。设立职称津贴、学历津贴、高级执业资格证书津贴、外文津贴等各类津贴,员工流失率为0.38%。

In 2015, according to its development strategy, ZPMC constantly perfected its distribution incentive system, completed its performance assessment system, established and completed performance assessment regulations based on characteristics of different units and departments, put into force performance distribution based on factors like performance of each unit, each department, value contribution, industry features, growth stage, etc. and established a distribution mode in line with market standards. ZPMC has established job title allowance, education allowance, advanced practice certification allowance, foreign language allowances, etc. and the staff turnover rate was 0.38%.

2015 全年共为公司 3346 名在职职工、2210 名退休职工,办理参保市总工会在职职工互助保障 计划;探望慰问在职和退休职工 200 多人次;走访 慰问劳模 47 人次。

公司尊重少数民族员工生活习惯及给予开斋节 放假具体为:生活及饮食习惯方面:我公司员工来

In 2015, ZPMC arranged 3,346 in-service employees and 2,210 retired employees to be covered by the mutual aid insurance plan made by the municipal Labor Union, visited and comforted in-service and retired employees for over 200 person-times and expressed regards to model workers for 47 person-times.

ZPMC respects the living habits of minority employees and arranges Lesser Bairam holidays for them. Living habits: as ZPMC employees are from different areas of China, it arranges self-help food service for them to respect different food habits, especially those of minority employees so that they can choose from various staple foods (rice, steamed bread, steamed stuffed bun, noodles, wonton, jiaozi, etc.), meat and vegetables. Minorities' holidays: ZPMC arranges paid holidays for Muslim employees annually during Lesser Bairam according to the provisions of Shanghai

自全国各地,为尊重各地员工尤其是少数民族员工的饮食习惯,公司采取自助就餐形式,由员工根据口味自行选择各类主食(米饭、馒头、包子、面条、馄饨、饺子等)和荤菜、蔬菜。少数民族节假日方面:我公司根据上海市人民政府的规定,每年对回族员工开斋节给予带薪放假。

Municipal People's Government.



公司领导节前慰问困难职工
The Company leaders extended regards to the needy employees ahead of festivals.

公司保障全体员工职业健康和心理健康,通过 环境和职业健康安全(HSE)管理体系认证。确立 每年为员工定期体检、特殊工种、有害工种专项体 检制度。及时发放劳保用品和防暑降温物品(2015

ZPMC safeguards the occupational health and mental health of all employees and has passed HSE management system certification. ZPMC has established regular physical examinations for employees and special physical examination systems for employees engaged in special work and harmful work. ZPMC timely issues labor protection appliance

年下发高温慰问用品 7000 份,共计 65 万元)。 2015 年组织新区女医师协会医生到公司,为公司总 部和长兴分公司 400 余名职工进行义诊。

and heatstroke prevention articles (7,000 heatstroke prevention articles were issued in 2015, totaling RMB650, 000). In 2015, ZPMC organized women doctors from the new district to give free medical treatment for over 400 employees working at its headquarters and Changxing Branch.





干净整洁的员工宿 Clean and tidy staff quarters

The Company provides bachelor dorms for single employees and subsidies for employee couples to purchase and rent houses.

In the Company, a large percentage of its employees are young people. As a result, the Company built 2 dormitory buildings close to the office building for employees without houses who came to Shanghai to work from other provinces. Now, the accommodation problem of 1,200 employees has been solved. In addi-

为员工提供单身宿舍、夫妻婚房和租房补贴。 公司年轻人占了很大比例,在办公大楼附近 盖了2栋宿舍楼,为外地来沪就业但无房员工提供 便利,目前已解决1200位员工的住宿问题。此外, 为了解决员工夫妻分居两地的问题,公司采取了两 个的措施:一是提供单位宿舍供夫妻住宿,直至其 有自己的婚房,目前已解决100户。二是夫妻在 外租婚房,符合条件的可申请每月750~1000元 补贴,截止目前,已有283人享受租房补贴。

tion, in order to solve the problem of employee couples living apart, the Company took two measures. One is that the Company provides dorms for couples until they have their own house. Now, 100 couples' housing problem has been resolved. The other is that the Company provides subsidies of RMB750-1,000 per month for employee couples who meet certain conditions to rent houses. Until now 283 persons have received subsidies for renting house.

加强员工民主管理

Strengthening democratic management of employees

公司按照《工会法》相关规定以及中国交建、 浦东新区工会相关规定不断完善公司职代会制度和 集体协商制度。定期召开职工代表大会,听取职工 意见。员工参加工会比例 100%。关爱困难员工,

ZPMC has continuously improved workers' congress system and collective consultation system according to "Labor Union Law" and related regulations of trade unions of CCCC and Pudong New District. ZPMC regularly holds congress of workers and staff to listen to proposals of employees. The percentage of employees participating in its labor union reaches

为孕妇、哺乳妇女等特殊人群持续提供特殊保护。 积极开展员工满意度调查活动,不断改善员工管理 提升员工忠诚度。

100%. ZPMC cares for needy employees and special populations such as pregnant women, breastfeeding women to continuously provide special protection for them. ZPMC actively carries out employee satisfaction surveys to continuously improve its staff management and increase employee loyalty.





职代会投票现场 The voting of the worker congress

2015 年 3 月 11 日至 13 日 , 公司第一届职工 代表大会在总部 顺利召开。

From March 11-13th, 2015, the first employee Congress was successfully held in the headquarters of the company.

| 重视人才综合培养 | Value talent training

公司制定了《员工教育培训管理办法》,多渠道、 多方法、多形式、系统化开展各类教育培训活动, 提升人才综合素质。

全年公司共实施培训项目 302 项,累计参加培训员工为 38600 人次,主要有技师、高级技师技能鉴定培训、各类职业技能培训、新员工入职教育培训、公司中层管理岗位培训、项目经理培训、法务培训、

ZPMC developed a "Staff Education and Training Management Method" and carries out various education and training activities to promote the overall quality of talents through multiple channels with multiple methods in multiple forms and in a systematic way.

ZPMC implemented 302 training projects in the whole year, completed 38,600 person-times of training in total, mainly including skill identification training for technicians and senior technicians, various occupational skill training, job training for new employees, job training for middle-level management, project manager training, legal training, risk

风险管理培训、安全培训等。人均培训时间 40 学时 / 年。

重视技能人才培训。公司各生产制造基地配备或改造专门的培训场所和相关教学设施设备。如长兴分公司拥有占地5000平方米集培训和考证为一体的现代教学楼,并拥有80个工位的焊接实训工场,能满足焊工各类国内外资质取证的培训和考试工作。

management training, safety training, and so forth. The training time per capita is 40 periods per year. ZPMC values skilled talent training. The production and manufacturing bases of ZPMC are equipped with or transformed to keep special training venues and related teaching facilities and equipment. For example, Changxing Branch has a modern teaching building, covering an area of 5,000 square meters, used for training and certificate tests, and also has a welding training workshop with 80 job stations, which can meet all kinds of domestic and foreign training and examinations of welders.



充分利用国家相关的育人平台,为有潜力的经营管理人才提供跨区域、跨单位的锤炼机会,锻造卓越经营管理团队。2015 全年选拔推荐国家百千万人才工程人选2名、中青年科技创新领军人才3名、选拔推荐中国交建三优人才的优秀技术专家15名、优秀项目经理1名、优秀高技能人才7名、优秀国际商务人才1名;申报交通运输行业高技能人才培养项目1人。

ZPMC makes full use of domestic educational platforms to provide potential management personnel with trans-regional and trans-unit practice opportunities to forge an excellent management team. In 2015, ZPMC recommended 2 candidates for the New Century National Hundred, Thousand and Ten Thousand Talent Project, 3 candidates for Middle-aged and Young Scientific and Technological Innovation Leading Talents, selected and recommended 15 excellent technical experts for CCCC Three-excellent Talents, 1 excellent project manager, 7 excellent highly skilled talents, 1 excellent international business talent, and 1 candidate for Transportation Industry Highly Skillful Talent Training Project.

促进员工适应发展

Promote employees' adaptive development

公司努力为员工搭建公平公正的发展平台,实现公司与员工共同发展,实现双赢。

坚持让合适的人, 做合适的事。采用市场化选聘与

ZPMC makes efforts to build a fair and impartial staff development platform to realize common development of all staff and achieve win-win results.

ZPMC adheres to the principle that the right people

公司竞聘相结合的选人方式,搞活人才活力,促进员工发展。

do the right thing. By adopting market-oriented selection and competing for posts, ZPMC tries to invigorate talent vitality and promote staff development.



长兴分公司岗位竞聘现场 Changxing Branch's job competition

2015 年度,公司共竞聘 34 场,有 177 人通过公开竞聘走上基层管理岗位和专业技术岗位。此外,全年公司把 57 名总部青年主管"派下去",把 20 名具有基层工作经验的优秀青年管理者"提上来"。为推行管理人员岗位交流机制,内部调动员工 103 人。全年完成4个批次的技能鉴定申报流程,在 350 人的申报鉴定中,高级技师 6 人、技师 38 人、高级工 225 人、中级工 62 人、初级工 23 人,共涉及 12 个工种;组织国家技能鉴定中心主办的考评员、督导员培训及取证,公司技能鉴定考评队伍达到 64 人,督导员有 7 人,涉及到 12 个职业,为获得自主考评奠定基础。

In 2015, ZPMC organized 34 job competitions and 177 persons took lower management jobs and professional technical posts through job competitions. In addition, ZPMC "sent down" 57 young supervisors from the head-quarters and "promoted up" 20 outstanding young managers with rich work experience at the grass-roots level. In order to implement post-exchange mechanism for management personnel, 103 employees were redeployed internally. ZPMC completed 4 batches of skills identification declaring process for 350 employees, of which there were 6 senior technicians, 38 technicians, 225 senior workers, 62 medium workers, and 23 primary workers, covering 12 types of work; ZPMC organized training and certification for evaluation staff and supervisors under National Occupational Skill Testing Authority and the skill identification team of ZPMC is composed 64 evaluation staff and 7 supervisors, covering 12 types of work, laying a foundation for ZPMC independent skill evaluation.

丰富员工文化生活

Enrich cultural life of employees

公司一贯重视关心员工的日常生活及身心健康,建设了篮球场、羽毛球馆、文娱活动室、乒乓球馆、

ZPMC always attaches importance to the daily life and health of employees, has built many recreational venues and facilities for employees, such as basketball 健身房等娱乐场所和设施,开展各类文体活动丰富员工精神文化生活。

court, badminton hall, recreation room, table tennis room, gym, etc. and carries out various cultural activities to enrich their spiritual and cultural life.





2015 年 4 月 27 日, 启东海洋工程公司第一届羽毛球比赛落下帷幕。

On April 27, 2015, Qidong Marine Engineering Company First Badminton Game came to an end.



2015 年 6 月 18 日,公司女员工瑜伽班正式成立开班。

On June 18, 2015, ZPMC formally launched yoga class for its female employees.



2015 年 8 月 19 日,石油平台及海上风电项目部联合南通开发区总工会举办"仲夏夜情怀•相约世贸"七夕联谊活动。

On August 19, 2015, the oil platform and offshore wind project department, together with Nantong Development Zone General Labor Union, organized "Midsummer Mood • Meet WTO Square" Magpie Festival Friendship Event.



2015 年 9 月 19 日,港机通用装备公司组织应届毕业生前往滨江森林公园开展户外拓展活动。

On September 19, 2015, Port Machinery General Equipment Company organized graduates of the current year to attend outdoor development activities at Binjiang Forest Park.





2015年10月31日,长兴分公司第一届"振华长兴•活力杯"篮球赛顺利举办。

On October 31, 2015, Changxing Branch organized the first "ZPMC Changxing Energy Cup" basket ball game successfully.



2015 年 12 月 , 机械配套公司与上海港机重工 分别举行冬季拔河比赛。

In December 2015, the Machinery Support Company and Shanghai Port Machinery Heavy Industries Company respectively held games of tug in winter.

保障农民工权益

Safeguard rights and interests of migrant workers

公司建立健全农民工劳动报酬支付监控制度,确保农民工工资按时足额发放和缴纳社会保险。为农民工提供公寓式的,舒适的宿舍。每年组织工人健康体检。

打通农民工的晋升通道,公司基层一线生产岗 ZPMC established a sound labor remuneration monitoring system to ensure that the salary and social insurance of migrant workers are paid in full and on schedule. ZPMC offers migrant workers apartment-like comfortable quarters. Workers are organized to attend physical examination annually.

ZPMC opens up promotion channels for migrant workers. The workers at grassroots production lines of

位的工人,不论是劳务工还是农民工,只要是钳工、起重工、电工、冷作工、电焊工等特有工种,并且具备规定的技能等级资质,都可晋升为公司正式员工。仅长兴分公司每月平均晋升技能工人约100人。

the Company, whether it is a contract worker or a migrant worker, as long as it belongs to the category of bench worker, lifting worker, electrician, cold operation worker, welder and other special professions and has the prescribed skill level qualifications, it can be promoted to be a full-time employee. There are about 100 skilled workers promoted monthly at Changxing Branch.





每年的春运,都让振华的农民工感到无限温暖。仅南通公司就包车 27 辆,安排 13 条返乡线路,累计接送职工1451人次;长兴分公司作为人员规模较大的基地,2015至2016年度春运累计订购307张火车票,共接送安徽、江西、河南、山东及江苏等地的职工继家属6600多人。

In the travel season in each spring, the migrant employees of ZPMC always feel so warm. Nantong company of ZPMC chartered 27 buses and arranged 13 home lines for its employees and conveyed 1,451 person-times in total; Changxing Branch, as a base of large size, ordered 307 train tickets during 2015-2016 Spring Festival travel season for employees and conveyed over 6,600 employees and their family members to and from Anhui, Jiangxi, Henan, Shandong, Jiangsu, etc.

亚 履行社会职责 Fulfillment of Social Responsibilities

积极践行绿色发展 Actively fulfill green development

1. 绿色生产 Green Production

公司坚持绿色发展,在生产中严格遵守环境保护规定,积极研发绿色环保产品,推行科技节能减排。在原有能源管理制度的基础上补充制定了《节能减排管理办法》、《能源计量管理制度》等一系列文件,继续逐步淘汰效率低、能耗高、自动化程度低的设备,

ZPMC adheres to green development, strictly follows environmental protection regulations in production, actively develops green products and pursues energy saving technology. ZPMC has supplemented and developed Energy Saving and Emission Reduction Management Method, Energy Etiological Management System and other Documents, continuously phases out low efficiency and high energy consumption and low automation equipment and introduces advanced, high efficiency, low

引进技术先进、高效、低耗、环保的高端设备及生产线。2015年公司全年消耗能源总量为 14.591万吨标煤(含船运、启东),万元产值综合能耗(含船运)为 0.0583吨标煤/万元,远远低于 0.117吨标煤/万元的控制指标,圆满的完成了"十二五"的任务。

consumption and environmentally friendly high-end equipment and production lines. In 2015, ZPMC consumed 145,910 tons of standard coal (including Shipping and Qidong) in total, and comprehensive energy consumption per RMB10,000(including shipping) was 0.0583 ton of standard coal/RMB10,000, much lower than the control indicator of 0.117 ton of standard coal/RMB10,000 and the task of the 12th Five-year plan was fully completed.





窗户板全位置窄间隙生产线自动焊接 Window plate full-position narrow gap auto welding production line

桩腿接长装配焊接 Leg extension assembly welding

积极采用新能源、新技术。2015 年,公司研发的钻井平台桩腿窗户板窄间隙焊接生产线改变了传统四人手工电弧焊方式,将热丝 TIG 高质量焊接方法与机器人自动化焊接技术相结合,实现高效自动化焊接。该生产线可提高桩腿生产效率 8 倍以上,节约耗能耗材 80% 以上,大大减少了焊接过程中的烟尘和噪音,且焊后无需打磨,实现了绿色制造。另外,首创绿色节能的锂电池混合动力轮胎式集装箱起重机、环保链斗连续卸船机等设备节能 20% 以上,向绿色生产逐步迈进。

Actively use new energy and new technology. In 2015, ZPMC developed a narrow gap wielding production line for window plate of offshore platform legs, which changed the traditional manual arc welding method by four persons and combined wire TIG high quality welding with robotic automation welding, achieving high efficient automatic welding. The production line can improve the productivity of legs by over 8 times, saving energy supplies by over 80%, and significantly reducing welding fume and noise. After welding, the welding part needs no grinding and thus achieves green manufacturing. In addition, ZPMC first created green and energy saving lithium-ion battery hybrid rubber-tyred container crane, environmental protection continuous ship loader, which saves energy by over 20% and gradually actualizes green production.

案例





废油漆桶处理及锅炉改造后的现场

The site of the waste paint barrels and the boilers after restructured

推进清洁生产工作。根据清洁生产审核工作要求,公司长兴基地在 2015 年经过积极组织、协调,顺利推进了各节点审核工作的落实,尤其是重点推进了两项"中高费"方案的组织实施,一是废油漆处置方式改进;二是生活区锅炉改造,目前这两项工作均已通过专家评估,取得了清洁生产证书。2015 年 9 月南通石油平台及海上风电项目部光伏发电项目的可行性报告也得到批准。

Promote clean production. Based on clean production audit requirements, Changxing base of ZPMC actively organized, coordinated and drove the implementation of audit work of each node in 2015. Especially, it implemented two programs to eliminate "mid and high consumption". One was to improve the way of disposing waste paint; the other was to restructure the boiler at the living area. At present, the two programs have passed the experts' assessment and obtained clean production certificates. In September 2015, the feasibility report of the PV generation project by Nantong Oil Platform and Offshore Wind Power Department was approved.



加强水、声、气、渣四项环境要素管理

公司推广建立废水自动监测系统,严格按频次对废水、废气、厂界噪声排放情况组织监测,响应国家和上海市对大气污染物治理力度的号召,采取各项管理措施重点治理工业挥发性有机物,同时落实危险废弃物处置流程规范化管理。实施空压机余热回收项目,充分利用生产过程中产生的余热来加热热水来作生活热水使用。

Strengthen environmental factors management of water, noise, gas and residues.

ZPMC promoted and established automatic monitoring system of waste water, strictly monitors waste water, waste gas, and factory boundary noise emission based on frequency, adopted all measures to deal with industrial volatile organic compounds to respond to the call of treatment of air pollutants of the State and Shanghai and implemented the standardized management of hazardous waste disposal processes. In addition, ZPMC implemented compressor waste heat recovery project and made full use of waste heat to heat water as domestic hot water.





节能型岸桥:通过上海市节能中心检测,顺利实现了节能10%的设计指标,岸桥起升、小车行走、下降在规定动作内节电率为12.5%,大梁俯仰节电率为10%,大车行走节电率达18%。以每年300工作日计算,五台岸桥每年可节电574145度,折合232吨标准煤,二氧化碳减少排放572吨。

节能型岸桥 Energy-efficient STS

Energy-efficient STS: passed test by Shanghai Energy Conservation Center, smoothly realized the energy-saving indicator of 10%, the lifting of STS and the traveling and descending of trolley within specified routine can save energy by 12.5% and the pitching of crossbeam saves energy by 10% and the gantry traveling by 18%. If there are 300 working days per year, five sets of STS can save electricity of 574,145Kw/h, equivalent to 232 tons of standard coal and the emission of carbon dioxide will reduce 572 tons.

Lithium battery RTG

案例



锂电池轮胎吊:通过降低功率配备和吸收再生能量达到平均油耗 0.374L/TEU,节油率达 60%以上,峰值噪音降低约 15dB。

Lithium battery RTG: by reducing power arrangement and absorbing regenerated energy, it can reach the average fuel consumption level of 0.374L/TEU, its fuel saving rate reaches over 60%, and its peak noise reduces by about 15dB.





LNG 与锂电池混合动力场桥: LNG 与锂电池混合动力,有大容量锂电池组动力 +50Kw 小燃气机组充电的强混合形式,燃料成本节约 50.6%,排放降低二氧化碳 43.6%;大燃气机组动力(约280Kw)+小电池(或电容)能量回收利用(约50Kw)的弱混合形式,燃料成本节约 21.5%,排放降低二氧化碳 12.8%。

LNG 与锂电池混合动力场桥 LNG and lithium battery hybrid RTG

LNG and lithium battery mixed power RTG: driven by LNG and lithium battery mixed power, it is equipped with big capacity lithium battery power + 50Kw small gas unit, which can reduce energy cost by 50.6% and reduce carbon dioxide by 43.6%; the weak mixed combination of large gas unit (about 280Kw) + small battery (or capacitance) (about 50Kw) can recover energy, down energy cost by about 21.5% and emission of carbon dioxide by 12.8%.







锂电池 AGV Lithium battery AGV

混合动力 AGV Hybrid power AGV

锂电池 AGV 与混合动力 AGV:前者实现了码头废气零排放,大幅度降低了设备运行时的噪音污染,较全柴油机组 AGV 约降低 20-25 分贝。采用"在线机会充电"技术的 AGV,锂电池包约为换电产品的 50%,重量减轻近 2 吨,每个工作循环降低能耗约 0.15 度电,每天约节约 26.3 度电;后者油耗较全柴油机组 AGV降低约 50%,大幅降低柴油机组噪音约 15 分贝,同时减少废气排放。

Lithium battery AGV and hybrid power AGV: the former realized zero emission of terminal, significantly reducing the noise pollution caused by equipment in operation, down about 20-25db compared with full diesel unit AGV. For the AGV adopting "online opportunity charging" technology, the lithium battery pack is about 50% of the charging product, so the weight reduces about 2 tons, and each working cycle can save about 0.15kw/h electricity and saves about 26.3Kw/h; compared with full diesel unit AGV, the latter reduces fuel consumption by 50%, greatly reducing noise of the fuel unit by about 15db and reducing exhaust emission at the same time.

2、绿色办公 Green Office

积极推行绿色办公,倡导节约用水和低碳出行。

ZPMC actively promotes green office and advocates

water conservation and low-carbon travel.

案例

多举措节电。大的电梯采用智能群控功能,保证使用效率;中央空调在夏季使用不低于 26 度,冬季使用不高于 22 度;每天由保安人员在下班后对每层进行巡查,无人的楼层及时关闭照明和中央空调;各种用电设备在工作结束后应及时关闭电源,避免设备的空载运行,浪费电能;地下室照明电源逐行使用,保证亮度的同时降低能耗。

Multiple measures taken to save electricity. For big elevators, an intelligent control function is used to ensure efficiency; the central air conditioner in summer is no lower than 26 degrees and not higher than 22 degrees in winter; the security personnel inspects each floor after work every day and shuts down lights and central air conditioner of the floor without persons and cuts off power of electric equipment at the end of work to avoid idle running of equipment and waste of electricity. The lighting equipment of basement is used line by line to ensure brightness and reduce power consumption.



加强废旧物资管理。打印机采用环保硒鼓,对于平日用完的硒鼓进行再利用、再填充、循环再造,最后安排有回收资质的单位进行回收,减少随便丢弃对环境造成的污染,充分做到节能环保,降低能耗。公司内旧的电话机经过维修、清洁、消毒后,可再次利用,避免资源浪费;采购新话机时,均选择免电池的来电显示话机,更环保。

Strengthen waste management. The printers adopt environmental friendly toner cartridges. The used toner cartridges will be recharged for reuse and recycling. Finally, they will be recycled by unit with qualification to reduce environmental pollution caused by casually throwing them away, fully keep energy-saving, environmental protection and reduce energy consumption. After maintenance, cleaning and disinfection, the old telephones in the company can be reused to avoid waste of resources; when purchasing new telephones, select those without battery, because they are more environmental friendly.



加强会议室的节能减排管理。会议室无线话筒使用过的电池,换下来后进行充电,在遥控器上继续使用;以瓷茶杯代替一次性纸杯;会议室用完的纸张,会后进行回收,反面再利用;提供电子设备看图纸,用 PPT 代替横幅;积极推广视频会议、电话会议等。

Strengthen energy conservation management of meeting rooms. The used batteries from the microphones of meeting rooms will be recharged for future use in remote control devices; the disposable paper cups have been replaced with porcelain cups; the paper used in meeting rooms will be recycled for using their back; drawings are viewed with electronic devices; PPT is used to replace banners; actively promoting video conference, teleconferencing, etc.



加强环境保护。办公楼内种植大量植物,用来调节大楼内的室温,减少二氧化碳排放,造就绿色办公环境。公司车班对一些排放量超标的大客车更新为新型金龙大客车,尾气排放达到环保标准。加强车辆保养维修力度,随时检查车辆安全情况,积极保养降低油耗,控制能源。装修办公及相关辅楼时选购绿色环保建材,有符合国家环保标准的绿色建材;地板和办公家具具备省级以上权威机构的检测报告和十环认证标志;木材的甲醛释放量符合国家标准,保证办公室人员的身体健康。

Strengthen environmental protection. A large number of plants grow within the office building to regulate the temperature in the building and reduce carbon dioxide emissions, creating a green office environment. The vehicle shift of ZPMC upgraded large buses with emissions exceeding standard with new type Jinlong buses to make the exhaust emission reach the standard. Enhancing vehicle maintenance and repair; checking vehicle safety, actively maintaining and reducing fuel consumption to control energy consumption. When decorating the office buildings and affiliated buildings, ZPMC selected green materials conforming to national environmental protection standard; the floor and furniture in the office were provided with testing report of provincial level or above and China Environmental labeling products certification; the release of methanol conformed to national standard, which could ensure the health of the staff in office.

3、绿色宣传 Green Publicity

每年根据中国交建"节能宣传周和低碳日活动"的要求,结合公司自身特点开展"践行节能低碳,建设美丽家园"为主题的节能宣传周和低碳日活动,学习贯彻国家上级部门节能减排指示精神,宣传科学发展、绿色发展的节能减排方针。加大节能减排宣传力度,引导职工树立节能意识。充分利用现有资源在重要场合张贴标语、横幅等多种形式,大力

According to requirements of "energy saving publicity week" of CCCC and its characteristics, ZPMC carries out the energy saving publicity week and low carbon day activities themed with "saving energy and building beautiful homeland, learns about the energy saving and emission spirits issued by the superior department and the State and implements them and publicizes scientific outlook on development and green development policies. ZPMC strengthens energy saving and emission reduction publicity, and guides employees to foster their awareness of energy conservation. ZPMC makes full use of the existing resources to put up posters, banners, etc. at important

弘扬节能减排文化,广泛宣传"绿色企业、绿色基层"、"节能减排、人人有责"、"节能低碳、绿色发展"等节能减排文化理念。利用各种形式对各部门节能减排人员进行国家节能减排相关的法律、法规、规章、政策和标准等进行培训教育,积极推广节能减排先进做法和经验。

occasions, vigorously promotes energy conservation culture, widely publicizes cultural concepts like "green enterprise, green grass-roots", "energy-saving and emission reduction is everyone's responsibility", "energy saving and low-carbon and green growth". ZPMC makes use of various forms of training to train and educate personnel in charge of energy saving and emission reduction of all departments about national laws, regulations, rules, policies and standards of energy-saving and emission reduction and actively populates advanced energy-saving and emission reduction methods and experience.



强化用能管理,提高能源效率。2015年,公司加强了对能源使用的管理,定期开展节能减排的专项检查,对检查中发现的长明灯、白昼灯、用气和用水的跑冒滴漏等浪费能源现象加大处罚力度,进一步增强员工的节能意识和资源忧患意识。

Strengthen energy use management to improve energy efficiency. In 2015, ZPMC strengthened the management of energy use, regularly carried out special inspection of energy saving and emission reduction, enhanced penalties on ever-burning lamps, daylight lamps and leakage and waste of gas and water to further increase awareness of energy conservation and resource worrying consciousness.

积极践行社企联合

Actively practice social enterprise alliance

公司高度重视与社区、学校的联系与沟通,通过不同形式的活动开展,展现企业和谐建设的良好形象,加强社企、校企平稳友好的发展态势,促进

ZPMC attaches great importance to communications with communities and schools through various forms of activities to show its good image of harmonious construction, strengthen the friendly development

企业文化精神进一步融入社会,形成强有力的引导屏障。

situation between society and enterprise, schools and enterprise, promote enterprise spirit into society and form a powerful guidance warranty.

1、积极组织应届毕业生就业招聘会 Actively organize graduate employment fair





宣讲招聘会现场 The site of recruitment publicity fair

为加强公司人才聚集,缓解国家、社会就业形势严峻的压力,通过深入学校内部、网上招聘等形式,开展就业宣传、招聘工作。2015 年共组织各单位、部门赴哈尔滨、大连、武汉等区域举办校园专场宣讲 8 场,第一批拟录用人员 101 人;共组织校园应届大学毕业生招聘 12 场,面试 1300 余人,接收 248 人。

To strengthen its talent pool and ease the severe pressure of employment at the national level and social level, ZPMC carries out employment publicity and recruits new staff at schools or through online recruitment. In 2015, ZPMC organized all units and departments to go to Harbin, Dalian, Wuhan and other areas to hold 8 on-campus recruitment propaganda fairs and employed 101 talents for the first batch. In addition, ZPMC held 12 graduate recruitment fairs in universities, interviewed 1,300 graduates and recruited 248 of them.

2、校企联合办学 School-enterprise joint education

案例

2015 年 4 月公司与东明技工学校签订联合办学合作协议书,联合开办焊工 100 名、钳工 100 名、电工 100 名、结构装配工 100 名新生培训班。年底,为进一步提升技能人员培训质量,双方启动校企联合办学实训车间的共建工作。

In April 2015, ZPMC and Dongming Technical School signed an agreement about jointly running a school to open training classes for 100 welders, 100 bench workers, 100 electricians and 100 assemblers. At the end of the year, in order to further enhance the quality of skill training, both sides started to set up school-enterprise joint run training workshops.

3、多次开展义务劳动 Repeatedly carry out voluntary work



2015 年 4 月, 南通公司组织党员、入党积极

分子和中层以上干部、分包商负责人共百余人前往

天宁园"英烈苑"祭扫革命烈士墓园;8月,公司

工会携手浦东新区总工会女工委,联合组织上海浦

南医院、浦东新区人民医院、公立医院、妇幼保健

院及东方医院的优秀医师展开义诊活动;9月,长

兴分公司开展一年一度的献血活动,145 名员工成

功献血 29000 毫升。



长兴分公司义务献血现场 Changxing Branch's blood donation

In April 2015, Nantong Company organized over 100 people, including Party members, activists of Party application, cadres of middle and above level, and heads of sub-contractors to go to the Martyr's Garden at Tianning Park to sacrifice and sweep the tomb of martyrs; in August, ZPMC Labor Union, together with Women Workers Committee of General Labor Union of Pudong New District, jointly organized excellent physicians from Shanghai Pu'nan Hospital, Pudong New District People's Hospital, State-owned hospital, Maternity and Child Care Center and Dongfang Hospital to see patients on a voluntary basis; in September, Changxing Branch carried out the annually blood donation activity and 145 employees donated 29,000ml blood.

4、多次开展帮扶、慰问活动 Carry out assisting and comforting activities

可语句 Carry out assisting and comforting activities



长兴分公司向横沙乡学生捐赠书籍
Changxing Branch donated books to students of Hengsha Township



美国子公司对外帮扶活动 ZPMC's American subsidiaries gave assistance to the people in need

2015 年 5 月,联合浦东新区工会联合援建 云南文山市平坝镇者安小学学生食堂,共计 10 万元;8 月,长兴分公司在"爱心接力助学,梦 想扬帆起航"爱心助学公益活动上,向来自横沙 乡的 20 名中小学生代表捐赠了学习用品和慰问 金;9 月,公司启东海洋工程公司部分党员代表 慰问寅阳镇敬老院老人。海外子公司也参加各类 履行社会责任活动,如美国子公司 2015 年在当 地进行安娜学校授课活动、发放贫困物资等。

In May 2015, ZPMC, together with Pudong New District Labor Union, jointly assisted the construction of the student canteen of Zhe' an Primary School of Pingba town, Wenshan City, Yunnan Province with cost of RMB100,000 in total; in August, Changxing Branch donated school supplies and consolation money to 20 middle school and primary school students from Hengsha township at the public benefit activities themed with "Assist the impoverished students to realize their dreams"; in September, some representatives of Party members of ZPMC Qidong Marine Engineering Company soothed the old men in the nursing home at Yinyang Town. ZPMC's overseas subsidiaries also participated in various social responsibility activities, e.g. ZPMC subsidiary in the USA gave lessons at Anna School at the local place in 2015 and released supplies to the needy.



5、与南码头警署联合宣传防电信诈骗

Joint publicity with the South Ferry Police Station to prevent Telecommuter frauds



社会上的电信诈骗手段层出不穷,屡屡有人上当受骗,为防上当,公司与南码头警署联合组织,印发相 关宣传单,利用人流量大的时段广泛宣传发放,保障公司及周边地区居民的切身利益。

Due to countless Telecom frauds today, many people were cheated. ZPMC cooperates with the South Ferry Police Station to print relevant leaflets and issue them to people around at the rush hours to protect the interests of residents in the Company and around.









6、组织消防培训、演练 Organize fire-fighting and drills



为切实提高公司员工的消防知识,熟悉消防器材的使用,知道消防逃生疏散的基本技能,公司邀请浦东消 防六大队警官,每年至少一次组织总部员工消防培训,并进行实地演练,2015年逃生演练参与人数达到了 2100人以上,切实提高防灾减灾能力。

In order to improve employees' knowledge about fire fighting, familiarity with the use of firefighting equipment, and the basic skills of fire escape and evacuation, ZPMC invited officers of Pudong No.6 Fire Brigade to give fire fighting training at least once a year for the staff of its headquarters and carried out drills at the site. In 2015, over 2,100 employees attended fire drills, which actually improved their ability of preventing disasters and reducing damages.











社会影响力提升 Improvement of Social Influence

公司专注于打造时代精品,创造社会价值,因 此长期得到国家领导人、上海市、国家各部委、交 通与机械行业、中国交建、海内外各界朋友的厚爱

ZPMC focuses on forging quality products of the era and creating social values. As a result, ZPMC has been cared and supported by the State leaders, Shanghai government, ministries and commissions of the State. 与大力支持,建立了良好的关系与沟通渠道,展现 了公司良好的社会影响力。

traffic and machinery industries, CCCC and friends at home and abroad all the time and has built good relationship and communication channels with them and demonstrated its good social influence.





2015 年 3 月 25 日,中国交建副总裁、装备 制造 / 海洋重工事业部总经理、公司董事长宋海良 一行在上海拜会荷兰首相马克•吕特、荷兰环境大臣 曼斯菲尔德等荷兰政要,双方就加强合作、互惠共 赢进行了深入交流,并共同见证了公司与荷兰当地 政府部门签署合作备忘录。期间,宋海良还邀请马 克•吕特实地参观考察公司的制造基地。

On March 25, 2015, Song Hailiang, Vice President of CCCC, General Manager of Equipment Manufacturing and Marine Heavy Engineering Business Department, President of ZPMC and his party called on Netherlands Prime Minister Mark Rutt and Netherlands Environment Minister Mansfield, etc. in Shanghai. Both sides deeply exchanged about strengthening cooperation, achieving mutual benefits and win-win results and jointly witnessed the cooperation memorandum signing ceremony of ZPMC and the local government of Netherlands. During the meeting, Song Hailiang also invited Mark Rutte to visit the construction base of ZPMC.



2015年3月28日至29日,中国交建副总裁、 装备制造与海洋重工事业部总经理、公司董事长宋 海良应邀出席博鳌亚洲论坛 2015 年年会。期间 宋海良参加了国家主席习近平发表演讲的论坛开幕 式以及中美 CEO、中欧 CEO、中日 CEO 对话活动 论坛秘书长周文重对中国交建及公司发展取得的成 就给予高度肯定。

On March 28-29, 2015, Song Hailiang, Vice President of CCCC, General Manager of Equipment Manufacturing and Marine Heavy Engineering Business Department, President of ZPMC, was invited to participate in Boao Forum for Asia in 2015. During annual meeting, Song Hailiang attended the forum opening ceremony in which President Xi Jinping gave a speech and dialogue activities between Sino-American CEOs, Sino-European CEOs, and Sino-Japanese CEOs; Zhou Wenzhong, Secretary of the forum, highly affirmed the achievements of CCCC and ZPMC.





2015年4月24日,公司总裁、党委副书记 黄庆丰参加第三届中国(上海)国际技术进出口交 易会 UNIDO 主题日暨技术贸易国际论坛并发表"以 技术贸易促进科技创新,深入落实'一带一路'国 家战略"主题演讲。

On April 24, 2015, Huang Qingfeng, President and Deputy Secretary of the Party Committee of ZPMC participated in the 3rd session of China (Shanghai) International Technology Fair UNIDO Day and Technical Trade International Forum and gave a speech themed with "Promote technological innovation with technology trade and deeply implement national strategy of the Belt and Road Initiative".



2015年6月1日-2日,公司"工业4.0"欧 洲论坛会暨新战略、新技术、新产品、新服务推介 会在德国汉堡召开,中国交建副总裁、装备制造与 海洋重工事业部总经理、公司董事长宋海良在论坛 开幕式上发表主题演讲;公司总裁、党委副书记黄 庆丰做闭幕讲话。

On June 1-2, 2015, ZPMC "Industry 4.0" European Forum and New Strategy, New Technologies, New Products and New Services promotion event was held in Hamburg, Germany. Song Hailiang, Vice President of CCCC, General Manager of Equipment Manufacturing and Marine Heavy Industry Business Department and Chairman of ZPMC, attended the forum and gave a keynote speech at the opening ceremony; Huang Qingfeng, President and Deputy Secretary of the Party Committee of ZPMC gave a speech at the close ceremony of the forum.





2015年6月18日,中科院与工程院院士调 研公司。

On June 18, 2015, academicians of Chinese Academy of Sciences and Chinese Academy of Engineering visited ZPMC.





2015年7月8日,中国交建副总裁、装备制 造与海洋重工事业部总经理、公司董事长宋海良率 队调研华为公司,期间,与华为创始人任正非进行 会面,并作深入交流。

On July 8, 2015, Song Hailiang, Vice President of CCCC, General Manager of Equipment Manufacturing and Marine Heavy Engineering Business Department, President of ZPMC, led his party to visit Huawei. During the visit, Song Hailiang met with Ren Zhengfei, founder of Huawei and had an in-depth exchange of views.





2015年9月24日至27日,公司总裁、党委 副书记黄庆丰一行赴阿联酋参加系列活动,期间拜 访了迪拜高层,迪拜世界全球总裁等相关高层出席 接待。

On September 24-27, 2015, Huang Qingfeng, President and Deputy Secretary of the Party Committee of ZPMC, and his party went to the U.A.E. to participate in a series of activities, during which, he called on senior management of Dubai, and Global President of Dubai World and other senior management attended the reception.





2015 年 11 月 25 日,中共中央政治局常委、 国家国务院总理李克强在结束苏州举行的中东欧领 导人会晤后调研上海自贸区。在此期间,与正在浦 东自贸区市民中心办理公司海外投资证书的公司总 裁、党委书记黄庆丰进行亲切交谈, 勉励公司要继 续保持全球领先的 ZPMC 装备品牌优势。

On November 25, 2015, after meeting leaders of Central and Eastern Europe at Suzhou, Li Kegiang, member of the Politburo Standing Committee of the CPC Central Committee, Premier of the State Council visited Shanghai Free Trade Zone. During his visit, Li Keqiang had a cordial conversation with Huang Qingfeng, President and Secretary of the Party Committee of ZPMC, who was applying for ZPMC overseas investment certificate at Civic Center of Pudong Free Trade Zone (FTZ), and encouraged him to continuously keep ZPMC's global leading brand advantages.

业务领域成绩突出 Performance Highlights in Business Area

港口机械市场 Port machinery market

国家和地区 countries

公司在港口机械市场连续 18 年占据世界第一 的市场份额。根据英国著名的 world cargo news 统计,2015年公司岸桥占据世界市场份额的 75%,RTG、RMG 的世界市场份额持续提升。2015 年新开拓 2 个国家的市场,累计进入全球 90 个国 家和地区。公司与迪拜签订总金额为 7 亿美元的设

ZPMC has occupied the biggest market share in the port machinery industry for 18 consecutive years. According to statistics of British Worldcargo News, ZPMC's STS accounted for 75% of the world STS market in 2015 and its global market share of RTG and RMG kept rising. In 2015, ZPMC newly developed the markets of 2 countries, and entered 90 countries around the world in total. ZPMC and Dubai signed an order of equipment, worth USD0.7bn in total, which

备订单,是公司继 2014 年新加坡 PSA 集团订单后 今年最大的港机单体设备订单。成功设计世界最大 级别的巴西 12000 吨 / 小时取料机; 3500 吨 / 小 时卸船机安全接卸世界最大 40 万吨矿石船"远卓海" 轮创造世界新纪录;与巴基斯坦 PIBT 国际散货码头 签订的装船机、卸船机合同开拓了国际新领域。

was the largest port machinery order of single equipment in 2015 after the order signed by Singapore PSA Group in 2014. ZPMC successfully designed 12000 t/h claimer, the world's largest one, for Brazil and 3500 t/h ship loader, which safely unloaded the world's largest 400,000t ore vessel Yuanzhuohai, creating a new world record. The ship loader and loader contract signed with Pakistan PIBT International Bulk Terminal explored a new international area.



海工装备市场

Offshore equipment market

公司参建的全球最大海工船 "Pieter Schelte" 号成功首航;7100 方米国内容量最大的自航泥驳船 "长江口 1 号"成功试航;中标世界最先进超大型自航绞吸挖泥船;公司自主设计、研发建造世界最大 12000 吨全回转自航式起重船相关技术和能力达国

The global largest marine vessel "Pieter Schelte" completed its maiden voyage successfully; the world largest 7100m³ self-propelled Changjiang 1 mud-barge completed its maid voyage successfully; ZPMC won the order of the world most advanced ultra-large type self-propelled cutter suction dredger; the related technology and capacity of the world' s largest 12000T self-propelled full rotary crane barge, independently

际先列;希腊 Toisa 多功能饱和潜水支持船装备全球最先进的潜水系统,其安全性和舒适度均居全球的最高水平;"龙源振华5号"的成功交付为海上风电能源开发提供装备支撑。

designed and developed by ZPMC, was ranked in the international leading line. Greece Toisa multi-functional saturation diving support vessel was equipped the latest diving system, and its safety and comfort reached the highest level around the world. The successful delivery of Longyuan Zhenhua 5 provided equipment support for offshore wind power energy development.



Large-scale steel structure market

钢结构产量相比 2014 年增加 6%。提供全部 主体钢结构的世界直径最大美国拉斯维加斯摩天轮 荣获美国钢结构协会主办的年度优秀钢结构工业设 计奖;马士基绑扎桥项目圆满结束,得到用户高度

The output of steel structure increased by 6% compared with that of 2014. The Sky Wheel in Las Vegas with the largest diameter across the world of which all the main body structures ZPMC provided won the annual IDEAS2 hosted by AISC; the lashing STS project of MSK was successfully completed and won the high

认可;贵州清水河大桥完成11节段的建造;中标莫桑比克马普托大桥、世界第一跨度的虎门桥钢箱梁制造项目。

recognition of the user; the construction of 11 segments of Guizhou Qingshuihe Bridge was completed; ZPMC won the bid of Maputo Bridge in Mozambique and Humen steel box beam project with the world longest span.









系统集成与总承包市场

System integration and general contract market

积极响应公司开创振华重工"4.0"时代的号召, 切实推进系统集成与总承包市场。继 2014 年 12 月 19 日全球首个第四代全自动化码头在厦门远海试运 营后,公司于2015年6月27日与青岛港集团签订

ZPMC actively responded to the call of creating ZPMC "4.0" era and practically promoted system integration and general contract market. On December 19, 2014, the world's first G4 full automated container terminal started trial operation in Xiamen Ocean Gate Terminal. After that, ZPMC signed a general contract project of 自动化码头总承包项目,于8月10日中标全球最 大的集装箱全自动化码头订单,于10月16日与马 士基意大利 VADO 签订自动化项目合同,标志公司 自动化码头建设能力已逐步成熟,并得到广泛认可。

full-automated container system with Qingdao Port on June 27, 2015 and signed an automated project contract with MSK Italian VADO, indicating that its terminal construction capability was gradually mature and won wide recognition.





■ 投资市场

Investment market

建立面向振华、面向中国交建的投资项目库, 与国内企业强强联合,"搭船出海",有望在海外股

ZPMC has established an investment project library facing Zhenhua and CCCC. By cooperating with domestic strong enterprises and "going abroad by 权和资产投资类项目上实现突破。

others' boat", it is expected to make a breakthrough in overseas equity and property investment projects.





船运市场

Shipping market

广东平台 1 号交通船成功吊装下水,为后续 2 艘船只下水提供技术支撑; "振华 28" 顺利完成新 加坡 SWIBER 公司一艘铺管船的卸船任务,其专业

Guangdong Platform 1 Traffic Vessel was successfully launched into water, providing technological support for the next 2 vessels. Zhenhua 28 smoothly completed the unloading task of one derrick pipelay vessel of Singapore Swiber Company and its professional transportation capability won the 运输能力获得用户认可;"振华7"轮自改造后首次 成功完成秦皇岛至科特迪瓦阿比让港 11 条工程船的 运输,加强了公司海上运输的能力。

recognition of the user; Zhenhua 7 completed its first transportation of 11 engineering vessels from Qingdao to Cote D' Ivoire after its transformation, which enhanced ZPMC' s overseas transportation capability.

■ 电气市场

Electrical market

与 ABB 集团签署海上升压站项目战略合作协 议,开启首个国内海上升压站 EPC 总承包模式。实 现岸桥远程操作的产品化,并获多个订单。实现新 型的防摇、双卷筒的起升同步、倾回转等技术,突 破轮胎吊控制技术。

ZPMC has signed strategic cooperation agreement on offshore substation project with ABB group, which started the first domestic EPC general contract mode of offshore substation. ZPMC realized production of STS remote control and received multiple orders.

ZPMC developed new anti-swing technology, synchronized lifting with double drums, tilting rotary, etc. achieving breakthroughs in RTG control technology.









一体化服务市场

Integrative service market

除已在德国、荷兰、斯里兰卡、南非、印度、 澳洲等地建立子公司或办事处;在国内的天津、浙江、 山东、福建等 8 地建立了办事处,初步进行布局并 将形成全新的利润增长点外,2015年公司欧洲采购

ZPMC has set up overseas subsidiaries or agencies in Germany, the Netherlands, Sri Lanka, South Africa, India, Australia and other places as well as domestic agencies in 8 cities including Tianjin, Zhejiang, Shandong, Fujian etc. The preliminary outlet arrangement was completed, which will form a new profit growth point. In 2015, ZPMC successively set up

与物流中心、海服集团、海工集团、北美采购与物流中心相继成立。有偿服务改造等市场平稳,正式打开欧美的岸桥加高市场。

Europe Procurement and Logistics Center, Marine Service Group, Marine Engineering Group, and North America Procurement and Logistics Center. ZPMC has a stable performance in paid service and transformation market and formally opened STS heightening market in Europe and America.





> 物质精神荣誉收获

Results of Physical Reward and Spirit Honors

| 人才建设方面

Talent construction

- 1、公司总裁黄庆丰获"中国质量协会质量技术突出贡献奖";
- 2、公司员工魏钧获"2010-2014年度上海市劳动模范"称号、首届"最美中交人"荣誉称号;
- 3、公司员工陈冬春获"上海市五一劳动奖章"荣誉 称号;
- 4、公司员工富茂华被交通运输部授予 2012-2013
- (1) Huang Qingfeng, President of ZPMC, won "China Quality Association Outstanding Quality and Technology Contribution Award";
- (2) Wei Jun, employee of ZPMC, won the title of "2010-2014 Shanghai Model Worker" and honor of "Most Handsome Man of CCCC".
- (3) Chen Dongchun, employee of ZPMC, won the honorary title of "Shanghai May 1st Labor Medal";
- (4) Fu Maohua, employee of ZPMC, was awarded the honorary title of 2012-2013 National Civilized Pacesetter of Transportation Sector;

年度全国交通运输行业文明职工标兵荣誉称号;

- 5、公司员工徐建峰在浦东新区"十大青年之星"评比中获"建设青年之星";
- 6、公司员工施振亚、孙子旺、黄鹏在第二届全国品牌故事演讲比赛获奖;
- 7、公司员工姜文龙、张小峰获南通市经济技术开发区见义勇为基金会 2015 年度 "见义勇为" 荣誉称号;
- (5) Xu Jianfeng, employee of ZPMC, won the title of "Star of Young Builder" in the selection of Top 10 Youth Stars of Pudong New District;
- (6) Shi Zhenya, Sun Ziwang, Huang Peng, employees of ZPMC, won prizes at the 2nd National Brand Story Speech Contest;
- (7) Jiang Wenlong, Zhang Xiaofeng, employees of ZPMC, won the title of "good Samaritans" by the Good Samaritans Fund of Nantong Economic and Technological Development Zone.

科技创新方面

Scientific and technology innovation

- 1月,公司涂装研究所所提交的科技论文"论密封箱体与高空环境涂装作业的安全技术规范"获 2014年上海市安全科技论文一等奖;
- 1 月,公司参与的国家科技支撑计划课题"大功率 港口机械起重专用变频器的关键技术开发与应用" 获国家科技部正式批准;
- 1 月,公司舾装项目部被港珠澳大桥岛隧工程项目 总经理部评为"先进集体"、"最佳配合优胜单位"、"集 体一等功";
- 2 月,公司成功入选科技部组织的"国家火炬计划重点高新技术企业";
- 5月,公司申报项目获上海市科技进步一等奖;
- 9月,公司入选 2015 年中国制造企业 500 强及

2015 年中国装备制造业 100 强;

- 10 月,公司长兴分公司项目获第 27 届上海市优秀 发明奖称号;
- 10月 公司自动化码头设计获"中国好设计"奖称号; 10月,公司获第十七届中国国际工业博览会工业设计银奖;
- 10 月,公司承建的拉斯维加斯摩天轮钢结构获美国钢结构协会 2015 年度优秀钢结构工业设计大奖; 12 月,公司获"多哈新港安全环境管理最佳承包商"荣誉称号;
- 12月 公司获中国交建"五小"创新创效金奖"称号;

In January, On Safety Technological Regulations on Coating Operation in Seal Box and at Heights submitted by ZPMC Coating Research Institute won the first prize of Shanghai Safety Technology Essays in 2014.

In January, Key Technology and Application of Large Power Port Machinery Used Frequency Converter, a national sci-tech support plan project, with ZPMC as a participant, won official approval by Ministry of Science and Technology.

In January, ZPMC's Outfitting Project Department was awarded as "Advanced Group", "Best Cooperative Unit" and "First Prize for Collective Contribution" by the General Management Department of Island-Tunnel Project of Hong Kong-Zhuhai-Macau Bridge.

In February, ZPMC was successfully elected to the list of National Torch Plan Key High-tech Enterprises by the Ministry of Science and Technology;

In May, ZPMC's project won the first prize of

Shanghai Scientific and Technological Progress Award; In September, ZPMC was listed as one of 2015 China Top 500 manufacturers and one of 2015 Top 100 equipment manufacturers;

In October, Changxing Branch's project won the title of the 27th Excellent Invention Award of Shanghai; In October, ZPMC full-automated terminal design won

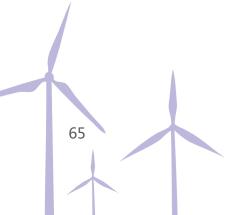
In October, ZPMC full-automated terminal design wor the title of Good Design of China;

In October, ZPMC won silver award for industrial design at the 17th China International Industry

In October, the steel structure of Las Vegas High Roller built by ZPMC won the IDEAS2 prize for steel structure by AISC in 2015.

In December, ZPMC won the honorary title of "Best Contractor of Safety Environmental Management of New Terminal of Doha";

In December, ZPMC won the title of "Five Small" Innovations and Benefits Award" by CCCC;





精神文明方面 Spiritual Civilization

5 月,公司长兴分公司工艺技术部被中央企业 团工委授予"2014年度中央企业文明号"荣誉称号; 7月,公司长兴分公司获2014年度"小清水杯"劳 动竞赛先进单位称号;

8月,公司获中国交建第二届男子篮球赛上海赛区冠军称号;

In May, the Process Technology Department of Changxing Branch was awarded 2014 Central Enterprise Civilized Unit by the Group Work Committee Organization Department of Central Enterprises.

In July, Changxing Branch won the title of 2014 "Xiaoqingshui Cup" advanced unit in labor contest; In August, ZPMC won the champion title in the 2nd Shanghai CCCC Men's Basketball Game; 10月,公司获2014年度中国交建信息工作一等奖;

11月,公司报获2014年度上海市优秀企业报;

12 月,公司长兴分公司获中交"青年安全示范岗"称号;

12月,公司获得中国交建"五四红旗团委"称号。

In October, ZPMC won the first prize of CCCC 2014 Information Work;

In November, ZPMC's newspaper won 2014 Shanghai Excellent Enterprise Newspaper;

In December, Changxing Branch won the title of "Model of Youth Safety Post";

In December, ZPMC won the title of "May Fourth Red Flag Communist Youth League" of CCCC.





展望2016

2016年,是"十三五"的开局之年,我们将 继续坚持对振华战略自信、体制自信、品牌自信、 发展自信与管理自信,以提高公司发展质量和效益 为中心,坚定扭住"改革创新、降本增效、固本强基、 队伍建设"四条主线不放松,坚决贯彻落实"五大 发展理念",构建"六种驱动力",坚持改革、发展、 管理、稳定"24字"总方针,深入推进公司的"供 给侧改革",加快培育四大发展动力,全力开拓八大 核心业务,进一步清晰战略,深化改革,夯实管理, 推进国际化经营,完善产品链、成本链、责任链、 价值链、管理链,为全面建设具有国际竞争力的世 界卓越公司,开启"十三五"发展新局面。

Outlook to 2016

2016 is the first year of the 13th Five-year Plan. We will continue to insist on confidence in our strategy, systems, brand, development and management; we will center on improving our development quality and benefits, firmly grasp the four main lines of "deepening the reform and innovation, reducing cost and increasing efficiency, constantly consolidating the foundation, and strengthening the team construction", firmly carry out and implement "five development concepts", build "six driving forces", insist on the general policy of reform, development,

management and stability, in-depth advance supply-side reform, speed up fostering four major development forces and fully develop our eight core businesses; we will further clarify our strategy, deepen our reform, tamp our management, advance our international business, perfect our product chain, cost chain, responsibility chain, value chain and management chain to comprehensively build a world outstanding company with international competitiveness and lay a good foundation for the new development in the 13th Five-year Plan period.

