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= 任: 高 荣 副 主 任: 唐兴进 杨 焱 杜耀斌 李 源 编: 王凯 陆杰 雷涛 ŧ 副 主 编: 龚体兴 李海侠 母立当 成 亮 安虎虎 苏俊飞 杜士宾 李荣武 余远翠 参加编写:邓丽军 龙元娟 张耀军 张 芬 金开玥 居江涛 梅应平 程江亮 颜正荣 魏武峰 执行单位:中国黄金报社

执行主编:陶明浩

执行副主编:李广国 李广为 王 涛

报告统筹:李 瑨

文字编辑: 刘夏禹 付祎笑

艺术设计:刘 聪

对: 刘豫杰 校



#### 报告说明

本报告是贵州锦丰矿业有限公司被中国黄金集团有限 公司收购以来独立发布的第三份企业社会责任报告。

#### 时间范围

本报告时间跨度以 2020-2021 年度为主,为增强报 告可比性及前瞻性,部分内容涉及其他年份信息。

#### 报告称谓说明

为便于表达和阅读方便,在报告表述中分别使用"贵 州锦丰矿业公司""锦丰公司""公司""锦丰""我 们"等称谓。

#### 编写标准

本报告参照联合国可持续发展目标(SDGs),全球 报告倡议组织(GRI)标准,国际标准化组织(ISO) 《社会责任指南: ISO26000》,遵循国务院国资委 《关于国有企业更好履行社会责任的指导意见》和中 国社会科学院经济学部企业社会责任研究中心《中国 企业社会责任报告编写指南 4.0 之一般采矿业》,并 结合本公司的具体实践进行编写。

#### 发布周期

报告每两年发布一次。

#### 可靠性保证

本报告的信息披露真实,力求客观、全面地反映公司 The information disclosed by this report is authentic and strives 运营的市场绩效、社会绩效和环境绩效。全部数据信 to show Jinfeng's market performance, social performance and environmental performance objectively and comprehensively. 息来源于公司正式文件、统计报告与财务报告,以及 All information and data are derived from our official documents, statistics reports and financial statements, as well as the corporate 经公司各职能部门统计、汇总与审核的各经营单位社 social responsibility practices of the business units that are calculated, summarized and reviewed by functional departments. 会责任实践信息。若财务数据与年报有出入,以年报 In cases of any inconsistencies between the financial figures and that in the annual report, the annual report shall prevail. Unless 为准。无特别说明,本报告所采用的财务数据均以人 otherwise specified, all information data stated in the report are denominated in Renminbi (RMB). 民币为单位。

#### 主体范围

报告涵盖公司各部门。

#### 报告获取方式

本报告提供纸质版和电子版两种形式。若要索取本 报告,请致函贵州锦丰矿业有限公司党群工作部。 电子版请登录公司网站社会责任专栏(http://qzif. chinagoldgroup.com)下载查看。

#### Report Introduction

- This is the third corporate social responsibility report independently released by Guizhou Jinfeng Mining Limited, since its acquisition by China National Gold Group Co., Ltd (China Gold).
- Time Period

The report mainly focuses on 2020 to 2021, and may refer to the information of other years in order to strengthen the comparability and foresight.

#### Report Expression

For the convenience of expression and reading, Guizhou Jinfeng Mining Limited is also referred to as "Jinfeng Company", "Jinfeng", "the Company" or "we".

#### Reference Standards

The report is based on the Sustainable Development Goals of the United Nations, GRI Standards, ISO 26000-Guidance on Social Responsibility, Guideline on Fulfillment of Corporate Social Responsibility of Central Enterprises issued by the State-owned Assets Supervision and Administration Commission of the State Council(SASAC) and Guide on Preparation of Corporate Social Responsibility Reports of Chinese Enterprises(CASS-CSR 4.0) -Mining Industry, published by the Research Center for Corporate Social Responsibility, Economics Division, Chinese Academy of Social Sciences, and written with the practice of the Company.

#### Distribution Cycle

The report is published every two years.

#### Data Declaration

#### Subject Scope

The report covers all departments of the Company.

#### Availability

The report is available in both printed copies and electronic versions. Request for printed copies should be addressed to the Party and Mass Affairs Department of Jinfeng Company. For the electronic version, please visit our website (http://www. gzjinfenggold.com).



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欢迎阅读《贵州锦丰矿业有限公司 2020 ~ 2021 年度社会责任报告》。衷心感谢您一直以来对锦丰公司的关心 和支持!

2020 年至 2021 年,锦丰公司在中国黄金集团有限公司党委的正确领导下,密切围绕着"合而不同,匠心锦丰" 的企业价值观,以及"融合勿顺和,宽和莫迎合,亲和更清合"这一企业价值观核心内涵,紧扣高质量党建引领高质 量发展的工作主线,全面贯彻落实"中外融合,同心图治;诚信守法,和谐共赢;持续改进,追求卓越"的经营管理 理念,在党的建设、安全环保、合规经营、员工幸福和社区和谐方面取得了显著成效。

两年来,我们不断加强党对国有企业的政治领导,积极探索建立中国特色现代企业制度,充分发挥公司党委"把方向、 管大局、保落实"的领导作用,树牢"四个意识"、坚定"四个自信"、做到"两个维护",深刻领会"两个确立" 的决定性意义,以高质量党建引领高质量发展,将加强党的政治建设和提升党建工作水平由公司党委延伸至基层党支 部,并积极推动"一支部一品牌"的支部党建品牌创建工作。2020年6月,荣获中共贵州省委授予的"全省脱贫攻 坚先进党组织"荣誉称号;2021年4月,荣获贵州省委、省人民政府授予的"贵州省脱贫攻坚先进集体"荣誉称号; 2021年7月,荣获中共贵州省国资委党委授予的"贵州省国资委系统先进基层党组织"荣誉称号。

两年来,我们持续强化本质安全水平,筑牢安全生产防线,年均百万工时可记录伤害事故率仅为1.94,且至今仍 持续保持着"零工亡、零重大设备事故"的良好记录。公司始终以习近平生态文明思想为指导,扎实推进矿区生态环 境的保护和治理工作,已顺利通过 GB/T24001-2016/ISO14001:2015 环境管理体系认证。

两年来,我们始终以"市场经济是法治经济,走依法治企之路是时代发展的必然选择"为指导思想,持续提升企业合规管理能力,逐步建立健全企业合规管理制度体系,在重点领域和关键环节紧抓合规风险管控,并与利益相关方和合作伙伴保持着良好的合作关系。两年来,公司没有涉入任何重大法律纠纷案件,经济合同履约率达100%。

两年来,我们在推动企业实现高质量发展的过程中,始终坚持以人民为中心,并以开展党史学习教育为契机,为员工和矿区当地群众办实事、办好事,员工的幸福感、获得感、归属感进一步增强,矿区当地群众与公司的联系更加的密切。我们围绕巩固脱贫攻坚成果与乡村振兴有效衔接,投入资金3408万元,为矿区当地社会的经济发展创造了2.24亿元经济收益,用实际行动践行"企地共赢""企民互利"的发展承诺。

"资源禀赋规模经营科技创新探非凡,社会责任安全环保以人为本领未见"的本质是公司长期得以稳定发展的前 提和基石。展望未来,我们将继续以习近平新时代中国特色社会主义思想为指导,以党的二十大精神为引领,在中国 黄金集团有限公司党委的正确领导下,不断总结和提炼公司"党建引领+中外融合"的国际化管理经验,力争在党的 建设、安全环保、合规经营、员工幸福、社区和谐等方面取得更大的成效,真正创建出一座安全、绿色、以人为本、 节能高效、可持续发展的国际化矿山。



Welcome to read the social responsibility report 2020 - 2021 of Guizhou Jinfeng Mining Limited. Thank you for your concern and support to Guizhou Jinfeng Mining Limited. From 2020 to 2021, under the leadership of the Party committee of China Gold, Jinfeng closely followed the corporate values of "Harmony in Diversity, Ingenuity of Jinfeng", the core values of "Integration rather than Acceptation, Diversity rather than Obedience, Harmony with more Compliance", the main line of "High-quality Development Driven by Excellent Party Building", and the operation philosophy of "Integration of Domestic and International Management. Strive Together for Concentric Objectives, Integrity and Legal Compliance, Harmony and Mutual Win, Continuous Improvement, Pursuit of Excellence". The Company has made remarkable achievements in Party building, safety and environment protection, operation in compliance, well-being of employees and harmony of the community. Over the past two years, we have continuously strengthened the Party's political leadership over the state-owned enterprise, actively tried to establish a modern enterprise system with Chinese characteristics, and given full play to the core political leadership role of the Company's Party committee in "steering, managing the overall situation, and promoting implementation". We have stepped up the "Four Consciousness", strengthened the "Four Cofnidences", ensured the "Two Upholds", and assimilated the decisive significance of the "Two establishments". We promoted the high-quality development of Jinfeng through excellent Party building, carried out the improvement in Party's political work from the Company's Party committee to the primary organizations of the Party, and promoted the "one branch, one brand" activity to establish Party building brands of each branch. Jinfeng was awarded "Model Party Organization in Fighting Poverty in Guizhou Province" by the Guizhou Provincial Committee of the CPC in June 2020, "Model Group in Fighting Poverty in Guizhou Province" by the Guizhou Provincial Committee of the CPC and the People's Government of Guizhou Province in April 2021, and "Model Primary Party Organization in the system of Guizhou SASAC" by the Party committee of Guizhou SASAC in July 2021.



Over the past two years, we have continuously strengthened the intrinsic safety and set up defense lines for workplace safety, so as to make the recordable incident rate per one million man-hours at an annual average of 1.94, and keep a record of zero occupational death and zero serious equipment accident. Guided by Xi Jinping thought on ecological civilization, the Company promoted the protection and governance of ecological environment in mining districts, and has been certified by GB/T24001-2016/ISO14001:2015 Over the past two years, we have persisted in the philosophy of "market economy is an economy ruled by law, which is the sure choice of times", continuously improved the compliance management of the Company, set up and perfected the compliance management system, ensured the compliance risk control in key areas and at key links, and developed a good partnership with stakeholders and partners. In the past two years, the Company has got involved in no major legal dispute cases, with a 100% fulfillment rate of economic contracts Over the past two years, we have adhered to the people-centered principle, and done lots of practical work for the benefit of the locals in mining districts by the opportunity of Party history learning and education in the process of promoting high-quality development of the Company. The employees' senses of well-being, gain and belonging have been further enhanced, and the relations between the locals in the mining districts and the Company have been closer. To consolidate the accomplishment of poverty alleviation and rural vitalization, we invested 34.08 million RMB, and created 224 million RMB of economic benefits for the mining districts, carrying out the promises of "mutual benefits of the corporate and the mining districts" through actual deeds. Jinfeng developed steadily for a long period under the essence of "pursuing excellence by resource endowment, scale operation and technological innovation, leading the future by social responsibility, safety and environmental protection and people-oriented". Looking forward, we will continue to adhere to Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era and the guiding principles from the 20th National Congress, sum up experience from the international management of "leadership in Party building, integration of Chinese and international styles", and make better achievements in Party building, safety and environment protection, operation in compliance, well-being of employees and harmonious of the community under the leadership of under the leadership of the Party committee of China National Gold Group Co., Ltd. We will build a safe, green, people-oriented, energy-saving, efficient, sustainable, international mine.









1.091billion RMB of earnings before taxes

354 million RMB of











贵州锦丰矿业有限公司位于贵州省黔西南州贞丰县境内,是我国黄金矿业领域改革开放的试验田和国际合作开发矿 产资源的成功典范,是中国黄金协会常务理事和贵州省黄金协会副会长单位。2002 年创建,注册资本为 3500 万美元。 2016 年,中国黄金集团有限公司通过境外收购方式取得其绝对控股权。

公司主要从事锦丰(烂泥沟)金矿项目的地质勘探、采矿、选冶和黄金销售。该矿属百吨级超大型金矿,矿石性质为 微细粒浸染型原生金矿,是完全按照国际化标准一次性设计、建成并投入运营的达到世界级规模的采选冶一体化矿山。矿 山设计生产规模为120万吨/年,日处理金精矿790吨,年产合质金4吨左右。截至2021年,已累计生产黄金60.91吨, 实现销售收入165.61亿元,上缴各类税费19.66亿元。

公司是自然资源部批准的首批"国家级绿色矿山"和"矿产资源节约与综合利用先进适用技术推广应用示范矿山", 并获得人力资源和社会保障部颁发的"全国黄金行业先进集体"荣誉称号。公司以"融合勿顺和;宽和莫迎合;亲和更清 合"的企业核心价值观为导向,始终坚持"中外融合,同心图治;诚信守法,和谐共赢;持续改进,追求卓越"的经营理念, 深入贯彻"资源禀赋规模经营科技创新探非凡,社会责任安全环保以人为本领未见"的核心本质,致力于创建一个安全、绿色、 以人为本、节能高效、可持续发展的国际化矿山。

Guizhou Jinfeng Mining Limited is located in Zhenfeng County, Qianxinan, Guizhou Province. It is a test field for China's gold mining reform and opening-up and a model for international cooperation in mineral resources development. It is the Executive Director of China Gold Association and a Vice President Company of Guizhou Gold Association. The Company was established in 2002 with a registered capital of US\$ 35 million. In 2016, China Gold took the controlling stake of Jinfeng through an overseas acquisition.

The company is mainly engaged in the geological exploration, mining, dressing, smelting and gold sales in the gold mine project of Jinfeng (also known as Lannigou Gold Mine). The mine is one of the largest gold deposits of 100 tons, and the nature of the ore is microfine-grained disseminated. It is a world-class integrated mine of mining, dressing and smelting, which is designed, built and put into operation at one time in accordance with international standards. The mine, with a designed production of 1.2 million tons per year, processes 790 tons of gold concentrates per day and produces around 4 tons of alloy gold per year. By 2021, Jinfeng has totally produced 60.91 tons of gold, realized 16.561 billion RMB of sales, and paid taxes of 1.966 billion RMB.

The Company is one of the first batch of "National Green Mines" and "Demonstration Mines for Promotion and Application of Advanced Applicable Technologies for Mineral Resources Conservation and Comprehensive Utilization" approved by the Ministry of Natural Resources, and was awarded "National Model Collective of Gold Industry" by Ministry of Human Resources and Social Security. Guided by the enterprise core values of "Integration rather than Acceptation, Diversity rather than Obedience, Harmony with more Compliance", the business philosophy of "Integration of Domestic and International Management, Strive Together for Concentric Objectives, Integrity and Legal Compliance, Harmony and Mutual Win, Continuous Improvement, Pursuit of Excellence" and the essence of "pursuing excellence by resource endowment, scale operation and technological innovation, leading the future by social responsibility, safety and environmental protection and people-oriented", Jinfeng aims to build a safe, green, people-oriented, energy-saving, efficient, sustainable development, international mine.





#### ■ 组织架构 Organizational Structure





(左起)纪委书记 李源;党委 副书记、工会主席 唐兴进; 党委书记、董事长 高荣;党委 委员、总经理 杨焱;党委委员、 副总经理 杜耀斌

(From left to right) Li Yuan, Secretary of the Commission for Discipline Inspection; Tang Xingjin, Deputy Party Secretary and Chairman of Labor Union; Gao Rong, Party Secretary and Chairman; Yang Yan, member of Party Committee and General Manager; Du Yaobin, member of Party Committee and Deputy General Manager









#### 合而不同 匠心锦丰

#### 融合勿顺和 宽和莫迎合 亲和更清合



Operation Philosophy and Goal

#### 公司以"创建安全、绿色、以人为本、节能高效、可持续发展的国际化矿山"为奋斗目标,坚持"中外融合,同心图治;诚 信守法,和谐共赢;持续改进,追求卓越"的经营理念,力求在资源上有新突破,管理上与时俱进,技术上不断创新,安全环 保上高标准严要求,提升人才队伍业务能力和凝聚力,坚持以人为本,加强与国际接轨,实现企业可持续发展。

Jinfeng aims to build a safe, green, people-oriented, energy-saving, efficient, sustainable development, international mine. Adhering to the operation philosophy of "Integration of Domestic and International Management, Strive Together for Operation, Integrity and Legal Compliance, Harmony and Mutual Win, Continuous Improvement, Pursuit of Excellence", the Company seeks for development of resources, progress in management, innovation of technologies and rigorous standards of safety and environment protection. It improves the personnel's professional competence and cohesion, puts people first, and switches over to international practices, so as to make the Company develop continuously.



坚持人性化管理。关心关爱员工的工作生活 和思想动态,提升员工"做人做事"的能力,为员 工发展创造有利空间,帮助员工实现自我并获得 成就感。同时,在薪酬福利等方面,让员工获得 满足感、自豪感,培养员工对公司的认同感和归 属感。

Jinfeng persists in humanized management. It cares for the employees about their life, work and mentality, improves their ability to "establish themselves and handle affairs" and helps them to realize themselves and have a sense of accomplishment. In the meanwhile, Jinfeng strives to make employees satisfied and proud through compensation and henefits and cultivate their sense of identity and belonging in

以人为本

奋斗目标 可持续 发展

力争在探矿找矿上有新突破,在经营管理上与 时俱进,在工艺技术上不断创新,在安全生产上全 力以赴,在环境保护上持之以恒,在节能增效上不 断努力,在员工管理上以人为本,持续对标国际一 流矿业公司,实现公司可持续发展。

Jinfeng strives to make breakthroughs in prospecting, improve the operation and management, innovate process technologies, protect the environment, save energy, improve efficiency, put the employees first, and follows the examples of first-class international mining companies, so as to realize sustainable development.

中外融合 同心图治

在中国黄金集团有限公司的领导下,将 国际矿业公司先进的建矿、经营理念和科学 做法与国有企业党建工作、内控机制及全过 程管控等密切结合,达到中外矿业先进之处 融合的目的;在中国黄金集团有限公司的大 力支持下,全体员工齐心协力,共同实现各项 奋斗目标,实现同心图治。

Under the leadership of China Gold, we will combine international mining companies' advanced philosophies in mining construction and operation, and scientific practices with state-owned companies' Party building, internal control mechanism and overall process control, so as to integrate the advances in the mining industries home and abroad. With the strong support of China Gold, all employees make joint efforts to achieve the

Operation Philosophy

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诚信守法 和谐共赢

#### 守法经营"的良好企业形象;对社区、承包商、供应商及员工相互尊重和支持是实现共赢的基础,因此公司着力与利益相关方建立和保持良好的合 作关系,以实现平等、合理的和谐共赢模式。

Law-abiding operation and integrity management are the bottom lines for enterprises to achieve long-term and high-quality development, and honesty is the bottom line of professional ethics that every employee must have. Therefore, the Company strives to cultivate a good corporate image of "law supremacy, integrity management, and law-abiding operation". Mutual respect and support of the community, contractors, suppliers and employees provide a solid foundation for win-win cooperation, and thus the company strives to develop and maintain cooperation with stakeholders to achieve reasonable harmony and win-win development









- 1999年6月,经过对矿山实施专项治理整顿之后,贵州省人民政府批准成立贵州省烂泥沟金矿有限责任公司(中方公司),承担烂泥沟金矿开发的招商引资工作。
- 1999年9月,贵州省烂泥沟金矿有限责任公司与中国矿业有限 公司(澳华黄金有限公司的前身)签订关于合作开发烂泥沟金矿 的意向性协议。
- 2001年4月,中外合作开发锦丰(烂泥沟)金矿项目的合作合
   同在贵州省贵阳市正式签订。
- 2002年7月,合营公司——贵州锦丰矿业有限公司注册成立。
- 2005年1月,贵州省发展和改革委员会正式核准锦丰(烂泥沟) 金矿项目。
- 2005年3月,锦丰(烂泥沟)金矿项目开工建设。
- 2007 年 6 月,锦丰(烂泥沟)金矿项目建成并投入生产运营。
- 2009年12月,加拿大埃尔拉多黄金公司与澳华黄金有限公司 宣布正式合并,加拿大埃尔拉多黄金公司成为贵州锦丰矿业有限 公司的实际控股股东。
- 2015年4月,锦丰(烂泥沟)金矿露天矿开采结束。
- 2016年4月26日,中国黄金集团有限公司与加拿大埃尔拉多 黄金公司正式签署购买协议,中国黄金集团有限公司由此占有贵 州锦丰矿业有限公司82%的股权。
- 2016年9月,中国黄金集团有限公司顺利完成对贵州锦丰矿业
   有限公司的股权交割及整体接收工作。
- 2017 年 10 月 30 日,锦丰公司召开第一次党员大会,会议选举
   产生了第一届党委和纪委。
- 2018 年 10 月,锦丰公司获得"国家高新技术企业"认定;被中
- 国黄金集团有限公司授牌为"国际化人才培养基地"。
   2018年11月,锦丰公司获得"两化融合"管理体系评定证书。
- 2019 年 6 月,锦丰公司四方共创党支部被国务院国资委党委授
- 予"中央企业先进基层党组织"荣誉称号。
- 2019年11月,锦丰公司浮选尾矿库加高扩容工程建设项目正式 开工。
- 2020年6月,锦丰公司党委荣获贵州省委授予的"全省脱贫攻 坚先进党组织"荣誉称号。
- 2020年11月,锦丰公司三维可视化管控平台顺利通过项目竣工 验收。
- 2021年4月,锦丰公司荣获贵州省委、省人民政府授予的"贵 州省脱贫攻坚先进集体"荣誉称号。
- 2021年7月,锦丰公司党委荣获贵州省国资委党委授予的"贵 州省国资委系统先进基层党组织"荣誉称号。
- 2021年9月,锦丰公司烂泥沟金矿勘探探矿权顺利延期;获得 中质协质量保证中心签发的"环境管理体系认证证书"。
- 2021年11月,锦丰公司安堡金矿详查探矿权顺利延期,且再次
   通过"高新技术企业"认证。

In June 1999, after a specific rectification on the mine, Guizhou Provincial People's Government approved the establishment of Guizhou Lannigou Gold Mine Co., Ltd. (Chinese company) to be responsible for attracting foreign businesses and investment to Lannigou Gold Mine.

In September 1999, Lannigou Gold Mine signed an intentional agreement on joint development of Lannigou with Sino Mining Pty. Ltd. (the predecessor of Sino Gold Mining Limited).

In April 2001, the contract for joint development of Jinfeng (Lannigou) Gold Mine was officially signed in Guiyang, Guizhou Province.

- In July 2002, Guizhou Jinfeng Mining Limited, a joint venture, was incorporated.
- In January 2005, Jinfeng (Lannigou) Gold Mine Project was officially approved by Guizhou Provincial Development and Reform Commission.
- In March 2005, Jinfeng (Lannigou) Gold Mine Project started construction.
- In June 2007, Jinfeng (Lannigou) Gold Mine Project was completed and put into operation.

In December 2009, Eldorado Gold Corporation and Sino Gold Mining Ltd merged, and Eldorado became the controlling shareholder of Guizhou Jinfeng Mining Limited.

In April 2015, Jinfeng (Lannigou) Gold Mine finished its open pit mining.

On April 26, 2016, China Gold officially signed a purchasing agreement with Eldorado, to hold 82% equity of Jinfeng.

In September 2016, China Gold completed the equity transaction and overall acquisition of Jinfeng.

On October 30, 2017, Jinfeng held its first general membership meeting of its Party organization, and established its Party Committee and Commission for Discipline Inspection.

In October 2018, Jinfeng was certified as a High Tech Enterprise, and China Gold was rated as International Talent Training Base.

In November 2018, Jinfeng obtained the evaluation certificate of "integration of IT application and industrialization" management system.

In June 2019, the Party branch of Four-party Joint Creation of Jinfeng was awarded "Model Primary Party Organization of Central Stateowned Enterprises" by the Party committee of SASAC of the State Council.

In November 2019, Jinfeng's Height Increasing and Capacity Expanding Project of flotation tailings started.

In June 2020, Party Committee of Jinfeng was awarded "Model Party Organization in Fighting Poverty in Guizhou Province" by the Guizhou Provincial Committee of the CPC.

In November 2020, the Three-dimensional Visual Control Platform of Jinfeng passed the completion acceptance.

In April 2021, Jinfeng was awarded "Model Group in Fighting Poverty in Guizhou Province" by the Guizhou Provincial Committee of the CPC and the People's Government of Guizhou Province.

In July 2021, Party Committee of Jinfeng was awarded "Model Primary Party Organization in the system of Guizhou SASAC" by the Party committee of Guizhou SASAC.

In September 2021, Jinfeng's right to prospect gold mines was successfully extended, and the Company awarded the certificate of Environmental Management System by Quality Assurance Centre of China Association for Quality.

In November 2021, Jinfeng's right to prospect gold mines was extended again, and the Company was certified as a High Tech Enterprise for another time.

#### 公司荣誉(2020-2021) Company Honor (2020-2021)

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锦丰公司党委荣获贵州省委授予的"全 省脱贫攻坚先进党组织"荣誉称号 Party committee of Jinfeng was awarded "Model Party Organization in Flighting Poverty in Guizhou Province" by the Guizhou Province



#### 锦丰公司被中共贵州省委、贵州省人民 政府授予"贵州省脱贫攻坚先进集体" 荣誉称号

Jinfeng was awarded "Model Group in Fighting Poverty in Guizhou Province" by the Guizhou Provincial Committee of the CPC and the People's Government of Guizhou Province.



锦丰公司再次通过"国家高新技术企业" 认证 Jinfeng was certified as a High Tech Enterprise for twice.





Party Committee of Jinfeng was awarded "Model Primary Party Organization in the system of Guizhou SASAC" by the Party committee of Guizhou SASAC. 2

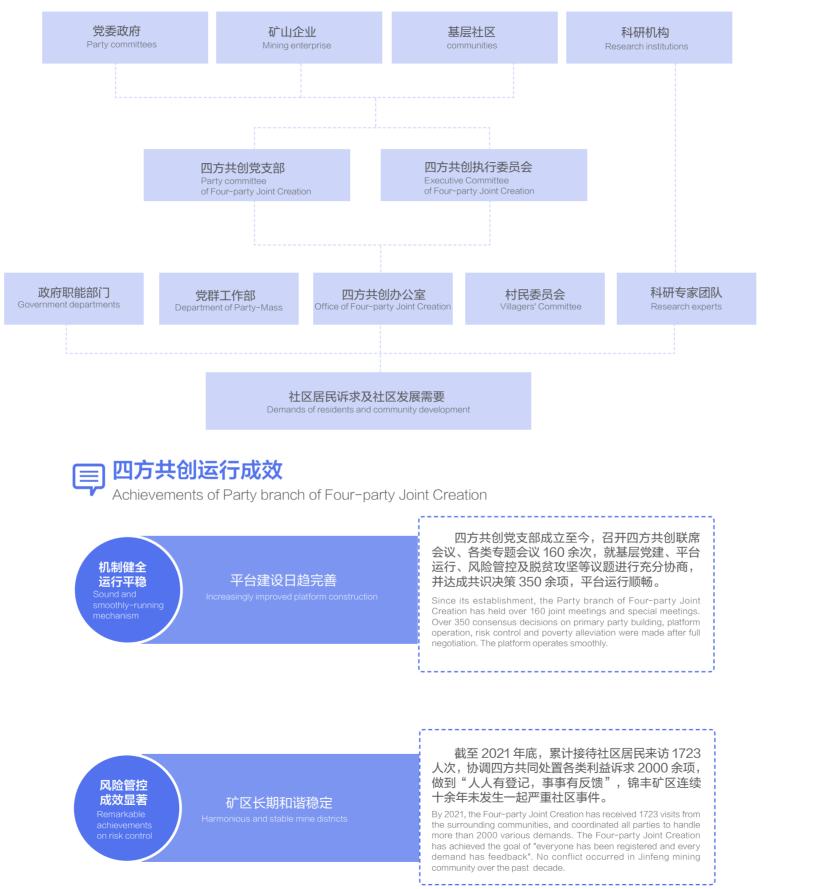












四方共创核心体系 Ľ

基层社区

System of Four-party Joint Creation

金山村、尼罗村、烂泥沟村、 各凡村及尾俄村



基层社区

"自治力

为四方共创夯实群众基础。



四方共创运行模式

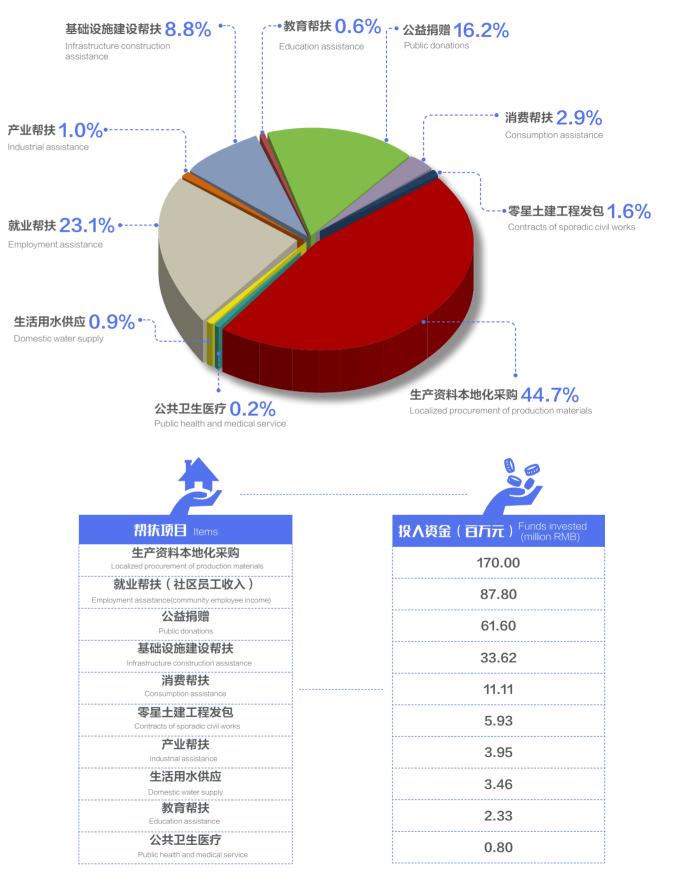
Operation Mode of Four-party Joint Creation

-



## 四方共创成立以来社区投入

Jinfeng's Investment in Community Development Projects Since 2012



# 责任为首 主动有为担使命

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# 践行主动有为的社会责任 Take the Initiative to Fulfill Social Responsibility

责任愿景

Responsibility Vision 责任战略

责任参与



C 1105



安全第一 环保优先 Safety first, environment protection first

资源为基 高效利用 Resource as a basis and

以人为本 造福员工

People-oriented to benefit

employees

utilized effectively

诚实守信 合规经营 Integrity management, operation in compliance 主动有为 的社会责任 企地共赢 社区和谐 Mutual benefits of the corporate and the local, harmonious society 倾心公益 慈善为怀 Public-spirited and charitable

践行主动有为的社会责任







加入的行业组织 Organizations Jinfeng Joined

中国黄金思想政治工作研究会第五届理事会 The Fifth Council of the Gold Enterprises Political Work Association of China
责任战略 Responsibility Strategy
Q 议题识别与管理 Responsibility Topics Identification and Manage
公司积极开展社会责任实质性议题分析,通过对国家宏观 企业社会责任议题管理经验,以及参照《中国企业社会责任报 识别出公司社会责任核心议题。
In accordance with the company plan and Guide on Preparation of Co CSR 4.0) – Mining Industry, Jinfeng identified the core issues of social analysis and interview, questionnaire surveys, management experience
≫议题选择流程 Process of Selecting Issues
1. 确定社会责任目标       2. 了解利益相关方需要         Set social responsibility objectives       Learn the demands of interested p

4. 制订计划并进行实践

ormulate plans and put them into practice

中国黄金协会

组织名称 Name

China Gold Association

贵州省黄金协会

Guizhou Provincial Gold Association

\_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ .

5. 利益相关方反馈

担任职务 Position
常务理事单位 Executive Director
副会长单位 Vice President
常务理事单位 Executive Director

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#### 见政策研究、利益相关方分析与走访、问卷调查、借鉴同行业 最告编写指南 4.0 之一般采矿业 》 等方式,结合实际发展规划,

Corporate Social Responsibility Report of Chinese Enterprises(CASSial responsibility through national macro-policy research, stakeholder ce from corporate social responsibility issues in mining industry.





#### 本报告将全面展现公司在市场、环境和社会等方面的履责信息,同时聚焦重点议题,选取优秀案例,彰显公司社会责

#### 任亮点。

The report discloses information on Jinfeng's performance in economy, environment and society, and analyzes major issues with excellent cases, to show Jinfeng's great performance in taking up social responsibilities.



# Q 社会责任组织体系

Social Responsibility System

公司制定有《贵州锦丰矿业有限公司社会责任管理制度》,公司社会责任工作的指导思想是习近平新时代中国特色社 会主义思想,并将其融入企业发展战略,在生产经营管理过程中注重履行好在资源利用、环境保护、员工发展和社区公益 等方面应履行的社会责任。

在公司党委的领导下,公司持续完善社会责任工作运行机制,专门设立了社会责任工作指导委员会,其职责是全面负 责公司社会责任工作的总体规划和组织实施。具体包括:确定公司社会责任工作的年度计划及工作要点,以及在组织实施 过程中履行指导监督职能等。

公司社会责任工作指导委员会下设办公室(与党群工作部合署办公),该办公室的职责是负责处理公司社会责任工作 的各项日常事务,并负责编制发布公司《社会责任报告》,是公司社会责任工作的具体执行部门。

During its production, operation and management, Jinfeng fulfills its social responsibilities in resource utilization, environment protection, employees' development and communities' welfare according to the Social Responsibility Management System of Guizhou Jinfeng Mining Limited and Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, which also guided the formulation of Jinfeng's development strategy.

Under the leadership of the Company's Party committee, the company continuously improved its operation mechanism of social responsibility and set up a Steering Committee for Social Responsibility Work, responsible for the overall planning and organization of the Company's social responsibility work. Specifically, its tasks include determining the annual plan and key points of the Company's social responsibility work, as well as guiding and supervising the organization and implementation process.

An office is set up under the Steering Committee for Social Responsibility Work, which serves as the executive department to handle the daily affairs of the committee, preparing and issuing the Company's Social Responsibility Report.







#### 利益相关方分析

Involvement of Stakeholders



公司积极贯彻落实国家法律法规、政策文件,坚持守法合规经营,并与监督部门保持定期沟通,加 强安全生产和环境管理。

Jinfeng actively implements the national laws, regulations and policies, operates in accordance with the law and in compliance, communicates regularly with regulatory authorities, strengthens the management of workplace safety and environment.



#### 公司认真贯彻落实集团公司工作部署,持续提高企业高质量发展的水平,强化管理,开拓创新,力促 安全环保、经营提质、降本增效、技术创新、绿色发展再上新台阶。

Jinfeng Earnestly implements the work plans made by China Gold, continuously bolsters high-quality development, strengthens management, promotes innovations, and strives to make achievements in safety, environment protection, business quality improvement, cost reduction, efficiency increase, technological innovation and green development.



#### 公司保护员工权益,为员工提供发展机会和安全健康的工作环境,畅通内部沟通渠道,关爱员工生活, 增强员工对公司的归属感。

Jinfeng protects employees' rights and interests, provides employees with development opportunities, and safe, healthy working environment, keeps the internal communication channels open and cares for employees' life, so as to enhance employees' sense of belonging to the company.



#### 公司积极与科研单位进行技术合作,开展科技创新攻关,相关专家团队为公司科技发展提供技术支持、 智力支撑;四方共创专家团队为社区事务和社区发展出谋划策。

Jinfeng actively carries out technical cooperation and technological innovations with scientific research institutions. The expert teams support the Company's scientific development technologically and intellectually. Experts from Four-party Joint Creation platform provide suggestions for community affairs and community development.



#### 公司遵守商业道德和法律法规,通过战略合作谈判、高层会晤、日常业务交流、定期走访等形式,建 立长期、稳定、互利、共赢的合作伙伴关系。

Jinfeng abides by business ethics, laws and regulations, and establishes long-term win-win cooperation through strategic cooperation negotiations, high-level meetings, daily business exchanges and regular visits.



投资者和债权人

INVESTORS AND CREDITORS

#### 公司始终坚持"守法、诚实、公开"的经营原则,持续提高公司价值,降低经营风险,完善日常沟通 机制,准确及时地披露相关信息,切实维护投资者利益。

Under the operation principles of "law-abiding, honest and open", Jinfeng continuously improves the company's value, reduces business risks, perfects the daily communication mechanism, discloses information accurately and timely, and protects the interests of investors.



#### 锦丰公司始终坚持"尊重社区、共同发展"的价值理念,坚持和发展与社区之间的良好关系,通过"四 方共创"平台构筑多元合作型矿区社会责任管理模式,整合党委政府、专家团队、企业和基层社区 四方资源,参与社区项目建设,为企业生产经营和矿区和谐发展营造良好的社会环境。

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Based on the values of "respect the communities and achieve common development", Jinfeng develops and maintains the relations with communities, builds a multi-cooperative social management model through the Four-party Joint Creation platform, participates in community project construction, and provides a good social environment for the Company's production and operation and the mining districts' harmonious development.



#### 公司积极支持社会团体组织,履行组织章程,积极参加行业有关会议,主动建言献策,助力行业发展。 同时支持公益事业,促进和谐社会建设。

非政府组织 NGO

Jinfeng supports social organizations, implements the articles of the organizations, participates in relevant industrial meetings, and offers suggestions to promote the development of the industry. It also makes contributions to public welfare to promote the construction of a harmonious society



设置"社会责任"专栏

公司通过官方网站公开生产经营、企业文 化及重要资讯,方便社会各界了解并监督公司 履责情况。网站专门设置"社会责任"专栏, 下设社会责任报告、"四方共创"和扶贫工作 专栏,在宣传企业社会责任信息方面发挥了重 要作用。

Jinfeng publishes its production and operation conditions. corporate culture and other important information on its website, so that all sectors of the community can learn and supervise the Company's responsibility fulfillment. "Social Responsibility" column was set up on the website, and it contains three parts namely Social Responsibility Report, Four-party Joint Creation and Poverty Alleviation, and plays an important role in publicizing corporate social responsibility information



公司官网"社会责任"专栏 'Social Responsibility" column

锦丰公司召开 2020-2021 年 度社会责任报告编制工作启动 会议 Initiating for preparation of 2020-2021 Social Responsibility



## 国对外沟通与专题培训

Media Communication and Professional Training

公司加强与媒体之间的交 流,与媒体建立良好的沟通关系, 通过媒体向外界报道公司的履责 事迹,传递社会责任理念,树立 良好的品牌形象。

to the society and created an excellent

Jinfeng's responsibility performance.

公司参加中国黄金报 2020 年新闻宣传工作会议 Jinfeng develops sound relations with 暨党建工作会议 the media and enhances communication with them. It delivered its CRS concepts Jinfeng attended 2020 News and Publicity Conference and Party Building Work Conference brand image through media's coverage on of China Gold News

## 发布企业社会责任报告

公司连续10年发布企业社会责任报告, 塑造有影响、可持续的责任品牌。2020年, 公司发布了《贵州锦丰矿业有限公司 2018-2019 社会责任报告》,报告以发展创新、社 区和谐、安全生产、环境保护、员工关怀为主题, 全面展示了公司在经济、环境和社会等方面的 履责成果。

Jinfeng has issued corporate social responsibility reports for 10 consecutive years to create an influential and sustainable responsibility brand. In 2020, the Company released its 2018 2019 Social Responsibility Report of Guizhou Jinfeng Mining Limited, Themed "Development and Innovation, Harmonious, Society, Workplace Safety, Environment Protection and Employee's Welfare", the report comprehensively shows the Company's achievements on social responsibility in the aspects of economy, environment and society,





封面 Cover of 2017 Social Responsibility Report of Guizhou Jinfeng Mining



#### 《贵州锦丰矿业有限公 司 2018-2019 社会责 任报告》封面

Cover of 2018 - 2019 Social Responsibility Report of Guizhou Jinfeng Mining Limited





公司连续4年组织员工参加中国社会科学院 中国社会责任百人讲座和 ESG 专题会议 For the fourth year in a row, Jinfeng attended Chinese Social Responsibility Lecture and ESG Conference of Chinese Academy of Social Science



# **党建引领 凝心聚力辟新篇** Make Joint Efforts to Build a Bright Future under the Leadership of Party

## 建党百年 共庆华诞

Celebration the centenary of the Communist Party of C	h
守法合规 规范经营	
Compliance Management	
资源优化 综合利用	
Resource Optimization and Comprehensive Utilization	
科技创新 硕果累累	

Lever et al de la comparte 贵州锦丰矿业公司规史 司





归属中国黄金集团有限公司五年来,在上级公司党委的正确领导下,公司始终坚持高质量党建引领高质量发展,始终 坚持中外融合的国际化经营理念、以建党一百周年为契机、凝心聚力、开拓创新、在党建工作上成绩斐然。

五年来,公司党委充分发挥"把方向、管大局、促落实"的作用,积极探索"党建引领+中外融合"的党建工作机制,

深化党建工作与生产经营深度融合。公司党委被贵州省国资委党委授予"贵州省国资委系统先进基层党组织"荣誉称号, 党建工作责任制考核连续两年被集团公司评为"优秀",为公司的高质量发展提供了坚实的政治保障。

Under the correct leadership of the Party committee of China National Gold Group Co., Ltd, Jinfeng has always adhered to the main line of "High-quality Development Driven by Excellent Party Building" and the international business concept of "Integration of Domestic and International Management" since the Company joined China Gold five years ago. At the centenary of the CPC, employees of Jinfeng worked together, promoted innovations and made remarkable achievements in Party building.

Over the past five years, the Party committee of the Jinfeng has given full play to the role of "steering, managing the overall situation, and promoting implementation", actively explored the party building working mechanism of "leadership in Party building, integration of Chinese and international styles", and deepened the Party building's integration with production and operation. The Party committee was awarded "Model Primary Party Organization in the system of Guizhou SASAC" by the Party committee of Guizhou SASAC, and its responsibility system of Party building, which guarantees the high-guality development of the Company politically, was rated "excellent" by China Gold for two consecutive years.

案例 CASE

2021年7月1日,公司举办了庆祝中国共产党成立100周年 暨"七一"表彰大会,公司党委书记、董事长高荣作了题为《重温 光辉历程,牢记初心使命,在企业高质量发展实践中建功立业》的 讲话,带领全体党员重温了党的光辉历程。会议上对公司优秀共产 党员、优秀党务工作者和先进基层党组织进行了隆重表彰。公司新 入党党员与全体参会党员在会上一起举行了入党宣誓仪式,并齐声 合唱了《没有共产党就没有新中国》。

On July 1, 2021, Jinfeng celebrated the centenary of the CPC and "July 1" commendation meeting, where Gao Rong, Secretary of the Party committee and chairman, delivered a speech entitled "Relive the Past Glories of the CPC, Stay True to Our Original Aspiration and Mission, and Make Contributions in the Practice of Jinfeng's High-quality Development", and relived the past glories of the CPC with the members of the Company. At the meeting, the Company's excellent Party members, excellent Party workers and advanced primary Party organizations were solemnly commended. New Party members took the oath to join the Party with and all other Party members at the meeting in witness, and sang the "Without the Communist Party, There Would Be No New China"



公司举办庆祝中国共产党成立100周年暨"七一" 表彰大会

Jinfeng held a celebration of the centenary of the CPC and a "July 1" commendation meeting

#### 开展庆祝建党一百周年主题活动

Carry Out Themed Activities to Celebrate the Centenary of the CPC

#### 为隆重庆祝中国共产党建党 100 周年,持续推动党史学习教育走深走实,教育引导公司全体党员干部知史爱党、知史

#### 爱国,公司党委组织或参与了一系列的庆祝活动。

The Party committee of the Jinfeng organized and participated in a series of celebrations to celebrate the centenary of the Party , continuously deepen the Party history leaning and education, and call on all Party officials and members of the Company to strengthen their loyalty to the Party and the country through carefully learning their history



公司参加"百年党庆·圆梦复兴" 黄金强国 演讲大赛和知识竞赛并荣获西南区域"双料 冠军

Jinfeng participated in the Golden Power Speech Contest and Knowledge Competition of "Celebrate the Centenary of the CPC and Strive to Rejuvenate the Chinese Nation"



公司"贵锦梦之队"参加股份公司党委"百 年党庆·圆梦复兴 "知识竞赛决赛荣获三等

Guijin Dream Team of Jinfeng won the third prize of Party history competition of "Celebrate the Centenary of the CPC and Strive to Rejuvenate the Chinese Nation'



公司举办"学党史、增党性、话担当"主题 演讲比赛

Jinfeng held the speech competition of "Study the Party's History, Strengthen the Sense of Party Principles and Identify the Responsibilities of the Party Members"



Carry out Party History Learning and Education with High Quality

#### 公司党委积极推进党史学习教育走深走实,成立党史学习教育领导小 组,制定印发了《贵州锦丰矿业有限公司党委关于开展党史学习教育的实 施方案》《贵州锦丰矿业有限公司"我为群众办实事"实践活动工作实施 细则》,充分利用红色资源开展党史学习教育,并将"我为群众办实事" 主题实践活动贯穿于党史学习教育全过程,各党支部严格执行"三会一课" 制度,每月定期组织开展党史学习教育专题学习,公司全体党员干部的政 治判断力、政治领悟力和政治执行力不断得到提高。

The Party committee of Jinfeng carried out party history learning and education activities, established a leading group on party history learning and education, formulated and printed the Implementation Plan of the Party committee of Guizhou Jinfeng Mining Limited on Party History Learning and education and the Implementation Rules for the Practical Activity of "Do Practical Works for the People" of Guizhou Jinfeng Mining Limited, made full use of the red resources for Party history learning and education, and carried out the activity "Do Practical Works for the People" throughout the party history learning and education. The Party branches rigidly implemented the system of "regularly holding general membership meetings of the Party branch, meetings of delegates of the Party branch and Party group meetings and attend Party classes on time" and organized courses on the themed Party history learning and education every month. The Party cadres' and members' ability to judge and understand political issues and implement political requirements were improved continuously.





公司党委书记、董事长高荣讲授党史学习 教育专题党课 Gao Rong, Secretary of the Party committee

and Chairman of Jinfeng, taught a special

党课 Li Yuan, Secretary of the Commission for Discipline Inspection of Jinfeng, taught a special Party class

#### 宴例 CASE

2021年,贵州锦丰矿业有限公司党委充分利用红 色资源开展党史学习教育,组织公司全体党员分两批 次赴广西百色开展"知史爱党·初心如磐"主题教育 活动,让公司全体党员身临其境地学习党的革命故事 和党的优良传统,让公司全体党员深刻感悟党的百年 艰辛历程和辉煌成就,进一步增强了党史学习教育的 吸引力和感染力。

In 2021, the Party committee of Jinfeng made full use of red resources to carry out party history learning and education, and sent all Party members to go Baise, Guangxi Province, in two batches for the "Strengthen the Loyalty to the Party through Carefully Learning its history and Stay True to Our Original Aspiration" education. In this way, all of them can learn the Party's revolutions and fine traditions and deeply understand the Party's century long struggle and brilliant achievements. Such an activity form further enhanced the appeal of the Party history learning and education.



Party class



2021年.

公司党委理论学习中心组组织开展党 史学习教育专题学习研讨共计 13次 公司党员领导班子成员讲授党史学习 教育专题党课 9 次

#### In 2021.

the Theoretical Learning Central Group of the Party Committee organized 13 special Party seminars on the theme of Party history learning and education and 9 special Party courses taught by members of the company's Communist leading aroup

公司纪委书记李源讲授党史学习教育专题



公司邀请贵州省社科院研究员进行党史学 习教育专题宣讲 Jinfeng invited the researcher of Guizhou Academy of Social Sciences to teach a special class



公司组织党员赴广西百色开展党史学习教育现场教学活动 Jinfeng sent its Party members to Baise, Guangxi Province to learn Party history on site 





Continuously Strengthen the Construction of Primary Party Organizations

#### 公司不断推进基层党支部建设工作,结合各党支部实际

情况,创新党建工作模式,打造高效、先进的基层党组织, 充分发挥党组织的战斗堡垒作用。

Jinfeng continuously promotes the construction of primary Party organizations. and upgrades the working mode of Party building according to the states of each Party branch to create an effective model primary Party organization and give full play to the role of the organizations as a fort.

#### 公司生产第一党支部与北京科技大学学生联合党 支部进行"红色1+1"结对共建,积极尝试国有企业 党建工作与业务工作深度融合新模式。

The First Production Party branch of the Jinfeng was paired with the Student Party branch of University of Science and Technology Beijing for "Red 1+1" joint construction, and actively tried the new mode of deep integration of Party building and business in the state-owned enterprise



公司四方共创党支部积极整合"党委政府、矿山企业、专家团队、基 层社区"四方力量,充分发挥基层党组织建设的示范引领作用,有效突显 了国有企业在巩固脱贫攻坚成果与乡村振兴有效衔接方面能够起到的重要 作用。四方共创党支部还被国务院国资委党委表彰为"中央企业先进基层 党组织"。

Party committee of Four-party Joint Creation actively integrates the resources from four parties, namely Party committees and government, mining enterprise, experts and communities, gives full play to the demonstrating and leading role in the construction of this primary Party organization. showing the crucial role of state-owned enterprises in the effective integration of the achievements of poverty alleviation and rural revitalization. The Party branch was rated as a "Model Primary Party Organization of Central State-owned Enterprises" by the Party committee of SASAC of the State Council.



公司党委荣获"贵州

省国资委系统先讲基 层党组织"荣誉称号

Party Committee of

Jinfeng was awarded

"Model Primary Party

Organization in the

system of Guizhou

SASAC"

公司举行"红色1+1"

支部联合共建授牌仪式

Awarding ceremony of "Red 1+1" joint construction of Party branches

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先进基层党组织

中共党州党国政管部三会

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公司四方共创党支部召开联席会议暨支部党 员大会

Four-party Joint Creation Party committee of Jinfeng held the ting and general membership meeting of the Party



2021年底,公司团委第二次代表大会隆重召开,选举产生了公司第二届团委班子。 公司党委书记、董事长高荣出席会议并强调: 团委班子成员的政治觉悟必须进一步加 强,要带头贯彻执行上级党组织和公司党委的各项要求部署;团委班子成员的业务能 力必须进一步加强,在团务业务能力和专业业务能力上都必须成为行家里手;公司团 委必须把服务公司、服务社会、服务青年作为履职尽责的工作重点。 At the end of 2021, Jinfeng grandly held its second congress of the Communist Youth League Committee, where the second leading bodies were elected. Gao Rong, Secretary of the Party committee and the Chairman, attended the meeting and stressed that the members of the leading bodies must strengthen their political awareness, and take the lead in implementing the requirements and arrangements of the superior organization and the Party committee; they must improve their professional ability, and be expert in affairs of the League and professional businesses: the Communist Youth League Committee must take serving the company, the society and the youth as the work focus of its duties.



守法合规 规范经营 **Compliance Management** 

公司秉承诚信守法的经营理念,不断规范公司管理体系及议事流程;严格按照国家法律法规推进依法合规经营,注重 培养员工法律意识;持续推进廉洁从业和反腐败工作,营造风清气正的工作环境。 Adhering to the operation philosophy of integrity and legal compliance. Jinfeng standardizes its management system and proceedings. The Company operates in accordance with the law and trains the employees to abide by the law. It promotes professional integrity and anti-corruption to create a clean and upright working environment



公司坚持国际化、高标准的经营管理理念,不断完善 企业法人治理结构,加强制度建设,将党建工作总体要求 纳入公司章程,在《贵州锦丰矿业有限公司章程》中明确 了公司党委在公司法人治理结构中的法定地位,持续推进 《贵州锦丰矿业有限公司党委会议事规则》《贵州锦丰矿 业有限公司董事会议事规则》《贵州锦丰矿业有限公司总 经理办公会议事规则》等规章制度的制定和实施,进一步 规范了公司各治理主体之间的决策权限、议事范围和议事 程序。

Adhering to the international and high-standard operation and management concept, Jinfeng constantly improves the corporate governance structure, strengthens system construction, incorporates the general requirements of Party building into the articles of association, and clarifies the legal status of the company's Party committee in the corporate governance structure in the Articles of Association of Guizhou Jinfeng Mining Limited. The Company compiled rules and regulations including the Rules of Procedure of the Party Committee of Guizhou Jinfeng Mining Limited, Rules of Procedure of the Board of Directors of Guizhou Jinfeng Mining Limited, and Rules of Procedure of the General Manager's Working Conference of Guizhou Jinfeng Mining Limited, and promotes their implementation, further clarifying the responsibilities. powers and rules of procedure for Jinfeng's governance entities.



#### 公司组织开展"国 家宪法日"主题 宣传教育活动

Jinfeng organized activities on the theme of the National Constitution





公司团委举行第二次团员代表大会 Jinfeng held its second congress of the Communist Youth League Committee



两年来,公司不断加强依法合规经营,逐步建立健全合 规管理制度体系,在重点领域和关键环节紧抓合规风险管理。 同时,持续加强法律纠纷案件归口管理工作。公司风险控制 部现有法律专业教育背景人员3名,且公司常年聘有法律 顾问。法律纠纷案件发生后,由公司风险控制部负责案件的 具体办理工作,并与相关部门和外聘法律顾问密切进行协作, 共同推进案件办理进程。两年来,无重大法律纠纷案件,经 济合同履约率达100%。

Over the past two years, Jinfeng has continuously strengthened compliance operation, gradually established and improved the compliance management system, and paid close attention to compliance risk management in key areas and at key links. The Company continuously strengthens the centralized management of legal disputes. Its Risk Control Department currently has 3 staffs with the education background in law, and it also employs legal consultants all year round, when a legal dispute occurs, the Risk Control Department will be responsible for handling the case, and cooperating with relevant departments and legal consultants to promote its handling. In the past two years, Jinfeng has been involved in no major legal disputes, and the performance rate of economic contracts has reached 100%



#### 公司组织开展宪法宣 传周签名仪式

Jinfeng organized the Constitution Week publicity campaign, and the emplovees sign their



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公司持续强化党风廉政建设和加强反腐败工作,成立党风廉政建设和反腐败工作协调小组,开展利益输送、设租寻租、 化公为私、违规挂靠、靠企吃企等专项整治活动,严格执行中层干部选拔任用工作程序,进一步聚焦关键领域,做实做细 日常监督工作,营造风清气正的良好工作局面。

Jinfeng continuously improves Party's conduct, promotes integrity, and fights corruption. The Company established a coordinating group to combat corruption and build a clean Party committee, carried out special rectifications on tunneling, rent-creating and seeking, privatization of public properties, illegal affiliation, and taking advantage of one's position in enterprise for personal gain, resolutely implemented the procedures of the selection and appointment of middle-level leaders, pay more attention to key areas and carried out detailed daily supervision to create a clear working environment.





公司纪委进行节前廉洁提醒 The Commission for Discipline Inspection of Jinfeng held a before-the-festival incorruptibility warning



效率提高等方面取得了良好的效果。

and efficiency improvement





公司不断加强供应商管理,与供应商签订的合同中均包含供应商遵守相关法律法规的内容,通过公平、严谨的审核和 评估促进供应商履责,提高供应商社会责任意识,建立健康的良性供应链。

Jinfeng strengthens the management of suppliers. All contracts with suppliers contain suppliers' compliance with laws and regulations. The company promotes suppliers' performance of responsibilities through fair and rigorous review and evaluation, so as to improve their awareness of social responsibility and establish a healthy supplier chain.





2021年CI建议颁奖 Award ceremony of CI suggestions in 2021









资源是矿山可持续发展的基石。公司重视矿产资 源可持续开发,聚焦资源质量提升,强化资源综合利 用能力及资源节约能力,努力创建一个安全、绿色、 以人为本、节能高效、可持续发展的国际化矿山。

Resource is the cornerstone of sustainable development of mines. Jinfeng values the sustainable development of mineral resources. focuses on resource quality, enhances saving and comprehensive utilization of mineral resources, and strives to establish a safe, green, people-oriented, efficient, energy-saving and sustainable international mine



公司不断加大矿产资源勘探力度,强化资源储备动态管理。截至2021年12月底,根据现有矿体模型报告,公司采矿 权内保有资源量 1056.34 万吨, 金属量 43874 千克, 品位 4.15 克 / 吨。截至 2019 年, 烂泥沟金矿勘探探矿权累计查 明资源量 105.35 万吨, 金属量 4619.73 千克, 品位 4.38 克 / 吨。截至 2021 年, 安堡金矿详查探矿权累计查明资源量 33.56 万吨, 金属量 1060.74 千克, 品位 3.16 克/吨。

Jinfeng increases the exploration of mineral resources and strengthens the dynamic management of resource reserves unceasingly. According to the report on existing ore body model, by the end of December 2021, the Company owned resources in the mining right of 10.5634 million tons, and metal 43,874 kg, at a grade of 4.15g/t. As of 2019, Lannigou Mine has verified resources in the prospecting right of 1.0535 million tons, and metal of 4,619.73 kg at a grade of 4.38 g/t. As of 2021, Anbao Gold Mine verified resources in the prospecting right of 335,600 tons, and metal of 1,060.74 kg at a grade of 3.16 g /t.





提升资源综合利用率 Raise the Comprehensive Utilization of Resources

公司本着"贫富矿兼采"的原则,在采矿过程中重视生产计划的科学性和指导性,充分回收利用低品位矿石,最大程 度提高资源利用率。一方面,由生产计划工程师通过排产软件对高低品位矿石进行搭配回采;另一方面,在国际金价达到 一定价格高位时,公司会专门对低品位矿石的开采进行经济评估,只要能达到盈亏平衡点,便会专门对低品位矿石进行开采, 最大程度对低品位矿石进行回收利用,有效提升矿产资源的利用效率,延长了矿山的服务年限。

Based on the principle of "simultaneous mining of both rich and poor mines", Jinfeng values scientific production plans to guide the mining, fully recovers and utilizes low-grade ores, and maximizes resource utilization. On one hand, the production planning engineer arranges recovery of ores at both high and low grades through production scheduling software. On the other hand, the Company will make an economic evaluation on the mining of low-grade ores, when the international gold price reaches its peak. At the break-even point, it will mine low-grade ores, to maximize their recovery and utilization, effectively improve the utilization efficiency of mineral resources, and extend the service time of the mine.





公司金矿项目主要以微细浸染状蚀变岩型金矿石为主,矿体与围岩特征基本一致,肉眼难以分辨,加上矿体形态变化 较大,极容易造成矿石和废石辨认错误,为了减少人为误差,降低矿石贫化损失,公司在原矿堆场设置了10个转载区。 对暂时无法确定矿废性质的掌子面岩石进行转载取样,收到样品分析结果后进行综合判定,结果为矿石则可进入选厂,结 果是废石则转运至废石堆场。同时做好日常转载记录,记录的内容为涉及的采场、矿石量、品位及去向。 对于计划结束开采的采场,公司利用台车打眼探矿的方式,使得多个采场又成功增加了开采进路,创造经济效益近 千万元。此外,公司还通过扩帮、起底、压顶等多种手段回收残留矿石,保证矿石回采干净。

The gold ores of Jinfeng's gold projects are mainly micro disseminated altered rocks. The ore body and the surrounding rocks have the same characteristics, which are difficult to distinguish by the naked eye. In addition, the shape of the ore body changes greatly, easy to cause errors in the identification of ores and waste rocks. In order to reduce such errors and the ore impoverishment losses, the Company has set up 10 transfer areas in the raw ore stock dump. Jinfeng analyzes the tunnel face rocks after transfering sampling and making comprehensive judgment to determine whether they are ores. The ores will be sent to the concentrator, and the waste rocks to the waste rock dump. Daily transfer records should be made, which include the stopes involved, ore quantity, grades and destinations. Jinfeng increased the mining routes of these stopes that are planned to be stopped by drilling with trolleys, creating economic benefits of nearly 10 million RMB. The company also recovers the residual ores by enlarging, bottoming and capping to ensure that all ores are recycled.





公司原矿堆场转载区 Transfer area in the raw ore stock dump

公司利用台车打眼探矿技术增加开采进路 公司原矿堆场 Jinfeng increased the mining routes by drilling Raw ore stock dump with trolleys

Employees of Jinfeng prospected in the field



From 2020 to 2021. Jinfeng stopped a total of 593,400 tons of low-grade ores, at an average grade of 1.282g/t.





#### 2020年至2021年

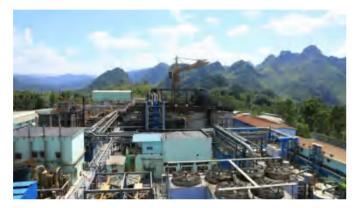
共避免 32370 吨废石进入选厂, 间接节约磨矿成本约468万元。 采矿回采率均为94.1%, 采矿损失率均为5.9%, 矿石贫化率从 10.96% 降低至 10.80%。





公司选厂积极推进选冶环保技术创新,开展了一 系列技术创新和流程优化措施,有效提高了浮选、炭 浸回收率, 总回收率从 2020 年的 85.69% 提高到 2021年的86.21%。

The processing plant Jinfeng has actively promoted innovations of green technologies in processing technologies, carried out a series of measures of technological innovation and process optimization, and improved the recovery rate of flotation and CIL The total recovery rate has increased from 85.69% in 2020 to 86.21% in 2021.



公司选厂 Processing plant

#### 选冶工艺

选冶工艺采用先进的浮选+生物氧化技术,具有规模 大、工艺先进、设备大型化、自动化程度高等特点。矿石 破碎采用复摆式颚式破碎机,小时破碎量 300 吨,矿石细 磨采用一台半自磨机和两台球磨机。浮选流程由 21 台大型 浮选机组成,金精矿采用世界先进的 BIOX<sup>®</sup> 生物氧化技 术进行预处理,通过浸矿细菌氧化金属硫化物矿,使包裹 金裸露出来,再经炭浸提金、解析、电解、熔炼铸锭产出 合质余。



公司再生窑 Regenerator

The advanced Flotation + BIOX technology is adopted for dressing and metallurgy, characterized by large scale, advanced process, large equipment and a high degree of automation. A single toggle jaw crusher is used for ore crushing, with an hourly crushing capacity of 300 tons. A semi-autogenous mill and two ball mills are used for ore fine grinding. The flotation is composed of 21 large flotation machines. The refined gold ores are pre-treated by the world advanced BIOX technology, which exposes the wrapped gold through leaching bacteria oxidizing metal sulfide ores, and produces alloy gold after carbon leaching, electrolysis, melting and ingot-making.



#### 公司高度重视科技创新工作,与科研院校联合搭建科研平台,成立科技创新中心,加大科技创新力度,提升科技创新水平。 公司被中国黄金集团有限公司评为科技创新先进集体,并通过国家高新技术企业认证。

Having built scientific research platforms with scientific research institutions and established Research and Development Centre, the Company attaches great importance to promote technological innovation, because of which, Jinfeng was rated as Model Technological Innovation Group by China Gold and granted the title of national hi-tech enterprise by authorities .



Scientific Investment 48.7615 million RMB in 2020 46.6580 million RMB in 2021



科技工作人员数量 2020年**126**人; 2021年**129**人。

Scientific Researchers 126 in 2020 129 in 2021



2018年10月25日,贵州锦丰矿业有限公司通过"两 化融合"管理体系贯标评定,评定范围是基于数字化矿山的 采矿设计、工艺、生产一体化管控能力建设相关的"两化融合" 管理活动。

2021年11月5日,贵州锦丰矿业有限公司再次通过"两 化融合"管理体系贯标评定,评定范围提升至与智慧矿山生 产经营管控能力建设相关的"两化融合"管理活动。

On October 25, 2018, Guizhou Jinfeng Mining Limited passed the standard implementation evaluation of the "Integration of Information and Industrialization" management system by relevant management activities related to the construction of the digital mine's management of the mining design, process and production integration. On November 5, 2021, Jinfeng passed the standard implementation evaluation of the "Integration of Information and Industrialization"

management system once again by management activities related to the production, operation and control of smart mines.





公司再次获得"国家高新技术企业"认证 Jingfeng was rated as High Tech Enterprise for twice



两化融合管理体系评定证书 Certificate of Integration of Information and Industrialization





公司始终坚持"战略引领、创新驱动、平台支撑"的数字化矿山建设原则,有序推进生产经营与数字化信息化实现有 机融合,让数字化信息化赋能企业高质量发展。公司建成了以"井下安全生产运营系统、选冶生产工业控制系统、生产经 营综合分析系统、SAP+OA 综合办公系统、网络安全行为感知防御系统"等为一体的信息集成系统,初步实现了从分散 向集中、从部门向整体、从集中向集成的阶段性数字化信息化转变,促进了企业资源效益逐步实现最大化。

Adheres to the digitization mine construction principle of "led by strategies, driven by innovation and supported by platform", Jinfeng promotes the production and operation's integration with digital informatization, enabling enterprise's high-guality development through digital informatization. The Company has built an information integration system containing "underground safe production and operation system, industrial control system of dressing, metallurgy and production, comprehensive analysis system of production and operation, SAP+OA comprehensive office system, and perception and defense system of network security act", initially realizing the digital and information transformation from separated department to an integrated whole, and from centralization to integration, and promoting the gradual maximized efficiency of enterprise resources.





#### 案例 CASE

#### Surpac 三维软件在矿山生产技术中的运用

公司充分发挥 Surpac 三维软件在矿山生产技术中的作 用,建立了矿山数据系统和品位控制模型,从时间上和空间 上对矿山信息进行了及时全面的管控,真正实现了对地质储 量、采矿生产和设计的动态管理,有效地提高了地质、测量、 采矿与技术管理、数字信息化建设的技术水平。地、测、采 专业各司其职又紧密联系,能够做到及时共享共用相关数据 和文件,且能迅速结合最新的工作结果直接指导生产部门安 全高效地采矿,有效地控制了采矿贫化损失率,极大地提高 了工作效率。



公司采用 Surpac 三维软件 Surpac 3D software in Jinfeng

#### Application of Surpac 3D software in mining technologies

Jinfeng established a mine data system and a grade control model through Surpac 3D software, to manage mine information timely and comprehensively. In this way, the Company realized the dynamic management of reserves and mining production and design, and effectively improved the technical level of geological surveys, mining and technology management, and digital information construction. The geological, surveying and mining departments attend their own duties and cooperate with each other to share relevant data and documents in time, and quickly guide the Production Departments to mine safely and efficiently in accordance with the latest work results, effectively control the ore impoverishment losses, and greatly improve their work efficiency.



#### "SAP+OA" 综合办公系统在经营管理过程中的运用

公司财务信息化系统以生产经营分析系统为手段,以 SAP 软件系统为核心,形成了 ERP 管理系统,通过 与 OA 线上审批系统的关联,整合了财务、采购、仓储、维修等部门的管理职能。其中,生产经营分析系统提 供数据加工及分析服务,SAP 系统为管理层提供决策、计划、控制与经营业绩评估的系统化管理平台。OA 线 上审批系统与 SAP 系统的无缝衔接,可以进一步优化企业的资源配置,为推行全面预算管理奠定良好的基础。

#### Application of "SAP + OA" integrated office system in operation and management

By means of production and operation analysis system and based on SAP software system, the financial information system of Jinfeng has set up an ERP management system, which integrates the management functions of finance, procurement, storage, and maintenance departments through its association with the OA online approval system. The production and operation analysis system processes and analyzes the data, and the SAP system provides the managers with a systematic management platform for decision-making, planning, control and business performance evaluation. The connection between OA online approval system and SAP system will optimize the resource allocation and lay a solid foundation for the comprehensive budget management.



#### MOX PLC 工业控制系统在选冶工艺流程中的运用

公司充分利用 MOX PLC 工业控制系统功能完善、可靠性强、实用性强、维护方便的优势,最大限度对选 冶工艺流程进行生产控制,并在此基础上尽可能节约成本。MOX PLC 工业控制系统在选冶工艺流程中的运用, 为选冶生产效益及其安全性能的整体提升提供了可靠的支撑。

#### Application of MOX PLC industrial control system in dressing and metallurgy

The company controls the production of dressing and metallurgy process, and saves costs as much as possible through the multifunctional, reliable, practical and easily maintained MOX PLC industrial control system. The application of the system in dressing and metallurgy supports the overall improvement of the production efficiency and safety performance.





3司"SAP+OA"综合办公系统 SAP + OA" integrated office system of Jinfeng

> 公司选冶工艺流程 PLC 控制系统 PLC control system in processing techniques of Jinfeng









2020 年至 2021 年,公司科技创新成果颇丰:《 生物法深度治理黄 金生产含氰废水 - 同步收金技术研究与工业应用》《 深部软弱破碎岩体 大型机械安全高效智能化开采综合技术研究》获得中国黄金协会科学技 术奖一等奖,《 高汞含碳卡林型金矿石生物氧化提金工艺关键技术研究 及产业化应用》获得中国黄金协会科学技术奖二等奖。同时,公司不断 推进科技创新转化和工业应用,通过科技创新成果提升公司经济效益。

From 2020 to 2021, Jinfeng made fruitful achievements in technological innovation. Research and Industrial Application of Deep Treatment of Cyanide Containing Wastewater from Gold Production through Biological Method – Synchronous Gold Collection Technology and Research on Safe, Efficient and Intelligent Mining Technique of Deep Soft and Broken Rock Mass by Large Machinery won the first prizes of the Science and Technology Award for China Gold Association. Study on the Key Technology of Gold Extraction from Mercuric Carbon Carlin Type Gold Ores and Its Industrial Application won the second prize of the Science and Technology Award for China Gold Association. The Company continuously promotes the transformation and industrial application of technological innovation, and improves its economic benefits through such achievements



**窯例** CASE

公司在《深部软弱破碎岩体大型机械安全高效智能化开采综合技术研 究》科研项目中,通过现场调研、工程地质调查、理论分析、室内实验、 数值模拟计算、智能化系统开发和现场工业试验相结合,开展了软弱破碎 岩体质量分级与三维可视化、深部地应力测量、机械化安全高效采矿与支 护、损失贫化控制、超细尾砂膏体充填工艺优化、新型充填挡墙设计与构筑、 数字化矿山集成平台建设、井下交通安全智能化管控与通风等关键技术研 究,实现了锦丰(烂泥沟)金矿项目深部软弱破碎矿岩条件下的低成本、 高效率、机械化、智能化安全开采,年平均降本增效约4139万元。

In the scientific research project, Research on Safe, Efficient and Intelligent Mining Technique of Deep Soft and Broken Rock Mass by Large Machinery, Jinfeng has carried out researches on key technologies such as quality grading and threedimensional visualization of soft broken rock mass, measurement of crustal stress in the depth, mechanized safe and efficient mining and support, control of impoverishment losses, optimization of superfine tailings paste filling, design and construction of new filling retaining wall, construction of digital mine integration platform, safe and intelligent control and ventilation of underground traffic through field investigation, engineering and geological investigation, theoretical analysis, indoor experiments, numerical simulation calculation, intelligent system development and field industrial tests. The Company has realized economic, efficient, mechanized and intelligent safe mining of deep soft and broken rock mass of Jinfeng (Lannigou) Gold Mine Project, with an annual cost reduction and benefit increase of 41.39 million RMB on average.



Research on Safe, Efficient and Intelligent Mining Technique of Deep Soft and Broken Rock Mass by Large Machinery won the first prize of the Science and Technology Award for China Gold Association

#### 案例 CASE

公司通过《生物法深度治理黄金生产含氰 废水 - 同步收金技术研究与工业应用》科研项 目成功研发出黄金矿山外排水物化生化协同治 理技术,在利用微生物降解含氰废水中氰化物 的同时,回收废水中液体金。该项目环境效益 和经济效益明显,每年可以回收金20千克,实 现经济效益 600 万元。

Through the scientific research project of Research and Industrial Application of Deep Treatment of Cyanide Containing Wastewater from Gold Production through Biological Method – Synchronous Gold Collection Technology , Jinfeng has developed the physicochemical and biochemical collaborative treatment for effluent from gold mines, which degrades cyanide by microorganisms and recycle liquid gold in wastewater. The project has achieved obvious environmental and economic benefits, and recovered 20kg of gold per year and obtained economic benefits of 6 million RMB.

**窯例** CASE

公司《高汞含碳卡林型金矿石生物氧 化提金工艺关键技术研究及产业化应用》 科研项目通过固汞技术与炭浸工艺的有机 结合,有效解决汞对生产金浸出率指标的 影响,提高了金的回收率,使高汞矿石的 经济价值得以充分利用,避免了资源浪费, 经济效益显著。

Through the combination of mercury fixation and carbon leaching, the scientific research project Study on the Key Technology of Gold Extraction from Mercuric Carbon Carlin Type Gold Ores and Its Industrial Application solved the influence of mercury on the indexes of gold leaching rate, improves the gold recovery rate, gives full play to the economic value of mercuric ores, prevents resource waste, and obtains remarkable economic benefits.











安全生产绩效 Work Safety Performance 安全生产管理 Work Safety Management 安全生产教育培训 Work Safety Training 职业健康管理











2020年,1460万元 14.60 million RMB in 2020

2021年,1848.22万元 18.4822 million RMB in 2021



2020年至2021年,公司未发生工亡和重大生产及 设备损坏事故,年均百万工时可记录伤害事故率为1.94。

In 2020 and 2021, there were neither staff occupational deaths nor major equipment damages in Jinfeng. The average recordable incident rate per one million man-hours over these two years was 1.94.







安全生产文化 Work Safety Culture

公司始终重视安全文化建设,推行"安全第一, 以人为本"的安全文化理念,并将其切实融入到生产 工作中,强化安全文化氛围。

#### 1. 所有安全事故都是可以避免的

①我们追求的目标是"零伤害、无事故"; ②我们致力于保护员工、承包商和业务伙伴及我 们所在社区居民的安全健康。

1.All safety accidents can be avoided (1) we aim at "no injury, no accident";
(2) We are committed to guaranteeing the safety and health of our employees, contractors, business partners and residents of our communities.

安全文化和理念

#### 3. 安全健康是每个人的责任和义务

①各级管理人员对各自团队的安全直接负责;

②每个人都要为自己和他人的安全健康负责;

③每个人都要勇干纠正、检举安全方面的违章指挥、违 章作业;

④鼓励每个人在上下班内都能成为遵守安全健康规定的 模范:

⑤不要视而不见,人人都是安全官。

3.Safety and health are the responsibility and obligation of each

① Managers at all levels are directly responsible for the safety of their teams:

(2) Everyone should be responsible for the safety and health of himself and others;

③ Everyone should have the courage to inform and correct the command and operation against the regulations in safety;

(4) Encourage everyone to be a model of abiding by safety and health regulations on and off duty;

⑤ Be a safety officer and do not look the other way.

Jinfeng attaches importance to the safety culture construction, promotes the safety culture concept of "Safety First, People-oriented", and put it into production to create an atmosphere of safety culture.

#### 2. 安全第一重要,对每个人均是如此

①永远没有任何一项工作值得我们冒险去做;

②没有任何事情比我们员工及其家人的安全健康更加

重要。

2.Safety is the most important for everyone ① There is never a task worth taking a risk: 2 Nothing is more important than the safety and health of our employees and their families.

#### 4. 牢固树立安全红线意识

①任何人都有权拒绝在不安全的条件下作业;

②未经培训考核授权,任何人不得从事相关工作;

③任何风险隐患、人员伤害、设备损坏、未遂事故,都 必须第一时间汇报;

④任何事故事件,都必须按照"四不放过"原则予以调 查分析、落实改进措施;

⑤未经审核评估,不得开展高风险特殊作业。

4. Firmly establish the awareness of safety red line 1 Anyone has the right to refuse to work under unsafe conditions:

2 No one is allowed to engage in relevant work without training, assessment and authorization;

(3) Any potential risk, personal injury, equipment damage and near-miss must be reported at the first time;

④ Any accident and incident must be investigated and rectified according to the principle of "never let off the accident cause, accident nature, person liable and preventive measures" (5) High risk special operations shall not be carried out without review and assessment.



#### 锦丰公司安全生产黄金法则十二条 Twelve Golden Rules of Work Safety of Jinfeng **法 则** [ - 以健康无病、适宜工作的状态报到上班。 Rule 1- Report to work fit, healthy and ready for duty. **法则** 2 - 开始任何工作前,识别所有隐患和风险,并采取适当的控制措施。 Rule 2– Identify all hazards and risks and implement appropriate controls before starting any task. 法则3 - 遵循隔离及挂牌上锁程序。 Rule 3- Follow isolation and Lockout/Tagout procedures (LOTO) **法则 4** - 未经培训和授权,不得进入受限空间。 Rule 4 – Never enter a confined space unless trained & authorized. 法则5 - 保护自己不被电击伤害。 Rule 5– Protect yourself from electrical shock. 法则 6 - 保护自己不被危化品伤害。 Rule 6- Protect yourself from chemicals and hazardous materials. **法则** 7 - 高处作业时,保证自己和他人的安全。 Rule 7– Protect yourself and others when working at height. **法则** 8 - 始终确保吊装、支撑和搬运作业的安全。 Rule 8- Always perform lifting & hoisting tasks safely. 法则 9 - 水中或河道附近作业时,保护自己,避免溺水。 Rule 9 - Protect yourself from drowning when working on or near water. 法则 10 - 充分识别并远离不稳定围岩。 Rule 10- Beware of & keep away from unstable ground. **法则** // - 注意炸药,小心爆破区。 Rule 11– Beware of explosive & blast zones. 法则12 - 只有车辆和移动设备处于安全状态,且操作员具备驾驶能力并持有效证照时,才能操作。 Rule 12 - Only operate vehicle and mobile equipment which are in a safe condition, operators have valid licenses and competencies.





全生产是一切工作的前提和保障"的理念,在思想上始终保持安全生产警 钟长鸣,始终把员工的安全放在首位,强化安全红线意识和底线思维,把 安全生产管理工作贯穿到每项生产活动中去,致力于建设成一个安全、绿色、 以人为本、节能高效、可持续发展的国际化矿山。

"No accident and no injury" is the goal of Jinfeng's work safety management. Adhering to the concept that "all tasks are based on work safety", the Company always stays vigilant to ensure work safety, and puts the safety of employees in the first place, strengthens the safety red line awareness and bottom-line thinking, and carried out work safety management in production activities. Jinfeng is committed to building a safe, green, people-oriented, energy-saving, efficient and sustainable international mine.



- 1. 管理人员以身作则,倡导安全领导力;
- 3. 正向鼓励和指导安全行为;
- 4. 有效地沟通和交流各类安全信息;
- 5. 一线班组每班的班前安全 5 分钟及每周的班组安全会议;
- 6. 安委会不断地监督及审核公司各项安全策略和绩效;

- 3. Encourage and guide safe behaviors;

# 均获得了安全生产标准化二级企业的资质认证。

the qualification certification of the second-class enterprise of work safety standardization.













#### 公司制定了应急预案汇编,包括总体应急预案、专项应急预案和现场处置方案,其中专项应急预案 12 项,现场处置方 案 8 项。2021 年,公司按照国家应急预案编制新大纲,对所有的应急预案进行了重新修订,并向当地安全生产监督管理 部门备案。

Jinfeng has prepared the emergency plan collections, including overall emergency plans, special emergency plans and on-site disposal plans, including 12 special emergency plans and 8 on-site disposal plans. In 2021, the company prepared a new outline in accordance with the national emergency plans, revised the existing emergency plans, and filed them with the local administration of work safety.



2020年至2021年,公司矿山救援队定期进行集训和应急演练。共组织开展井下防汛应急演练1次、井下 火灾现场应急演练1次、井下冒顶事故应急演练1次、尾矿库防汛应急演练2次、炸药库周边火灾应急演练2次、 高处坠落应急演练1次、绳索救援应急演练1次、接风机联风筒应急演练1次、餐厅火灾应急演练2次。

From 2020 to 2021, Jinfeng's Emergency Rescue Team (ERT) regularly conducted training and emergency rehearsals. ERT totally organized 1 underground flood fighting rehearsal, 1 underground firefighting rehearsal, 1 underground emergency rehearsal of collapsing accident, 2 flood fighting rehearsals at tailings pond, 2 firefighting rehearsals at magazines, 1 rehearsal of fall from height, 1 rope rescue rehearsal, 1 rehearsal of connecting blast fans and chimney fans and 2 firefighting rehearsal at restaurant.







公司矿山救援队应急演练 Emergency Rescue Team's emergency rehearsal



公司切实把构建双重预防机制作为提升本质安全水平的工作重点,积极探索双重预防工作机制的建设,做好安全风险

#### 分级管控和隐患排查治理的各项工作,遏制安全事故的发生。

Jinfeng takes the construction of a dual prevention mechanism as a major task to improve the intrinsic safety level, seeks the construction of the mechanism, and implements graded management and control of safety risks and examination and control of potential risks, to prevent safety accidents.



公司沿用"LS风险评级矩阵表"对现场识别出的各类安全生产风险和隐患,根据事故发生后的严重性和事故发生的

可能性进行等级评估,并参照《安全生产风险分级管控体系通则》,将安全生产风险分级为极高(红色)、高(橙色)、

#### 中(黄色)、低(蓝色)四个级别。

The company uses the "LS Risk Rating Matrix" to assess the production safety risks and hidden dangers identified on the site according to the severity and likelihood of accidents after the accidents. The production safety risks are classified into four levels, namely extremely high (red), high (Orange), medium (yellow) and low (blue) with reference to the General Rules for the Prevention and Control System of Work Safety Risk Classification.



公司安全生产风险评级标准

公司通过进行安全生产风险辨识和评价,将各关键岗位的安全生产风 险类型、可能引发的事故类别、风险级别和管控措施等内容进行了明确, 并制定出了有针对性的风险防范措施,还详细地列出了安全生产作业红线 条款(禁止性规定),从而形成了各个关键岗位的风险清单。岗位风险清 单根据生产作业场所情况的变化而不断进行更新完善。

Through the identification and evaluation of work safety risks, the Company has clarified the types of work safety risks, types of potential accidents, risk levels and control measures of key positions, created targeted measures to prevent risks, and listed the red line clauses (prohibitions) of safe operations, thus forming risk lists of each key position. The lists are constantly updated and improved according to the changes in the situations in the production and operation sites.



Jinfeng has formulated 57 risk lists of the positions, including 17 for mines, 25 for concentrators and tailings pond, 15 for maintenance section.

#### ---- 隐患排查治理机制

公司的隐患排查类型分为定期排查、专项排查、联合排查、管理层排查和日常巡查等多种形式。每次隐患排查结束后, 都建立有台账,并将排查结果及时通报给各责任部门,由各责任部门负责落实整改。公司职业健康安全部负责督促和跟踪 隐患整改完成情况,形成闭环管理。

There are various types of hazard screening, including regular screening, special screening, joint screening, screening by management and daily inspection. After each screening, the result will be recorded in the standing book, and reported to relevant departments, which are responsible for the rectification. Jinfeng Occupational Health and Safety Department supervises and follows the rectification. In this way, the closed-loop management has been formed.

2020年至2021年,

公司共进行隐患排查 2264 次, 排查出安全隐患 6303 项, 整改完成 6104 项, 整改完成率约为 97%。

From 2020 to 2021, Jinfeng carried out 2,264 hazard screening, identified 6,303 hazards, and rectified 6,104 ones, with a rectification rate of 97%



公司开展井下安全生产例行检查 Jinfeng carries out routine inspect



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公司爆破工岗位风险清单 Risk list of blasting workers



予例行检查 tine inspection of the safety of underground production







## 公司严格按照《中华人民共和国道路运输条例》及中华人民共和国交通运输部《道路危险货物运输管理规定》的相关规定,所采购的危险化学品只委托资质齐备的运输公司进行承运,并在矿山现场建有危险化学品专用仓库,各类药剂按照 类别分区域存放。

In accordance with Regulation of the People's Republic of China on Road Transport and Provisions on the Administration of Road Transport of Dangerous Goods issued by the Ministry of Transport of the People's Republic of China, Jinfeng only entrusts transportation companies with complete qualifications to transport the purchased dangerous chemicals, and establishes a special warehouse for dangerous chemicals at the mine, where all kinds of chemicals are stored in different regions according to categories.



#### 氰化钠管理制度

①氰化钠仓库存储使用须符合《中华人民共和国安全生产法》《危险化学品安全管理条例》的要求,每三 年对氰化钠存储仓库进行存储使用安全现状评价。

②氰化钠仓库严格执行双人双锁制度、24小时值班管理制度,并规范配置监测监控系统。

③氰化钠仓库主管负责日常的仓库巡检工作,每月定期对库区内的所有的灭火器材进行检查,确保所有灭 火器材处于正常可用的状态,并做好相关检查记录。

④对于氰化钠的包装物,在集中进行收集后,委托有处理资质的单位进行处理。

Management system of sodium cyanide

① Jinfeng stores and uses sodium cyanide according to Production Safety Law of the People's Republic of China and Regulations on the Safety Administration of Dangerous Chemicals, and evaluates the safety status of sodium cyanide warehouse every three years.

② The double-person and double-lock system and 24-hour on duty management system are implemented at the sodium cyanide warehouse, and the monitoring system is equipped in a standardized manner.

③ The supervisor of sodium cyanide warehouse is responsible for the daily inspection, checks all fire-fighting equipment in the warehouse every month to ensure that all equipment is usable, and makes relevant inspection records.

④ Jinfeng collects the scrapped packaging of sodium cyanide and sends it to a qualified unit to handle.



#### 公司配备有炸药专用运输车,并建有专门的炸药仓库,由库管员和保安共同值守,严格实行 24 小时值班管理制度, 并装设有视频监控和报警装置。为确保炸药和雷管的使用安全,公司配有专人跟踪管理炸药和雷管收发的全过程。

Jinfeng has special vehicles to transport the explosives. A special explosives warehouse is prepared for explosives, where the keepers and security guards carry out 24-hour watchkeeping, and video monitoring and alarm devices are installed. To ensure the safe use of explosives and detonators, the Company assigns special personnel to track and manage the whole process of receiving and sending explosives and detonators.



50



公司易燃易爆品仓库 Warehouse of flammables and explosives



#### 公司建有浮选尾矿库和炭浸尾矿库各1座。2021年,公司对浮选尾矿库和炭浸尾矿库的在线监测系统进行了升级,并 新增了预警联网系统,大大提升了尾矿库在线监测系统的灵敏性。

Jinfeng has a flotation tailings pond and a CIL pond. In 2021, Jinfeng upgraded the online monitoring system for these two ponds and installed an early warning networking system, significantly improving the sensitivity of the online monitoring system.



2021年,浮选尾矿库加高扩容工程建设项目安全设施也顺利通过了验收,进一步提高了矿山企业的抗风险能力。 In 2021, the safety facilities of the flotation tailings pond's height increasing and capacity expanding project passed the acceptance, further improving the risk resistance of the mining enterprise.



公司地下矿采用向上分层充填采矿法,开采后就进行充填,不会形成采空区。大部分开采进路都采用胶结充填法进 行充填。在充填之前,会预先砌筑滤水墙并铺设采场充填管。充填系统采用分级尾砂胶结充填,充填质量浓度为68%至 73%。地下矿山磺厂沟矿段的充填采用管道自流输送。钻孔下端配备了三通及事故池,用于紧急情况下泄压排料。充填采 场采用"钢筋网+麻袋布+喷射混凝土"充填挡墙,充填管道吊顶悬挂,设置排气管和溢流水管引至充填挡墙外,充填挡 墙外设置砖砌临时事故池,事故池容积约100立方米。采场设计分2至3次充填结顶,每次间隔8小时。

Jinfeng's underground mine adopts the higher layer filling method, and fills the pit once after mining, as a result, no goaf formed. Most of the mining routes are filled through cemented filling method. Before filling, the water filter wall will be built in advance and the filling pipe will be laid in the stope. The filling system adopts the graded tailing cement filling method, with a concentration of 68% to 73%. The Huangchanggou Section was filled with the help of free-flowing pipelines. A triplet and an emergency pool are built for pressure relief and discharge in case of emergencies. The stope fills the retaining wall with "steel net + sackcloth + shotcrete" and hangs the filling pipes on the roof, and set exhausts and overflow pipes to drain waters out of the retaining wall, and a temporary brick accident pool is set outside, with a capacity of about 100m3. The stope is designed to be filled and capped 2 to 3 times, with a space of 8 hours between fillings.





公司制定了承包商安全生产管理制度。承包商入场开工前,作业人员资质和单位资质及设施设备都必须接受公司职业 健康安全部的严格检查,其所有员工都必须全部接受公司职业健康安全部的安全生产教育培训。履行完上述程序,并符合 要求的,公司职业健康安全部会给承包商办理《开工许可证》,其获得《开工许可证》后可以正式开工作业。

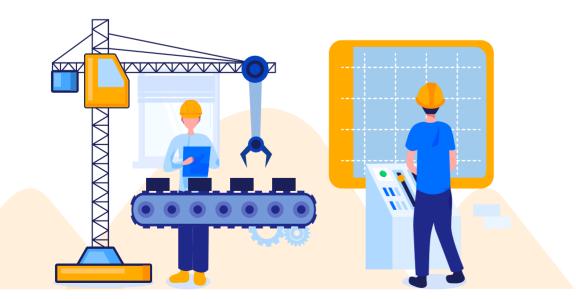
同时,公司每年与承包商签订一次《安全环保责任书》,每季度与承包商召开一次安全生产会议,每天对承包商的施 工现场进行安全巡查,发现问题立即要求其整改,以此全面考核其安全管理绩效。

Jinfeng has formulated the contractor safety management system. Before entering the mine, the Occupational Safety and Health Department should check the qualification of workers and working teams and devices, and all workers should take the department's training on work safety. Then, the department will issue the Permit to Start Work to start their work.

Besides, the Company signs the Safety and Environmental Protection Responsibility Statement with the contractors per year, holds a work safety meeting with the contractors per quarter, and conducts safety inspection on the contractor's construction site per day. When any problem is found, Jinfeng will immediately ask them to rectify, so as to comprehensively assess their safety management performance.



公司承包商入场开工前安全生产教育实地培训 On-site work safety training before contractors entering the mine





公司自成立以来便把安全生产教育培训作为安全生产管理 的一项基础性工作来抓,并设置专职安全培训师岗位,截至 2021年底,在职的安全培训师共有7名。同时,公司还自主 开发设计了一套安全生产教育培训管理系统,建立了数据库, 实现了数字化管理。

Since its establishment, Jinfeng has taken the work safety education and training as a basic work of work safety management, and employed fulltime safety trainers. By the end of 2021, there were 7 in-service safety trainers in total. The company also developed a work safety education and training management system, and established a database, realizing digital management.



○建立有专职的安全培训团队,拥有采矿、选冶、维修、车辆设备操作各专业的专职培训师; ○除法定的三级教育培训外,还对员工进行安全作业程序和操作技能培训考核,未接受过相应安全作业程序 培训,不能安排上岗作业;

○ 定期对员工进行相对应的安全作业程序轮训,安全操作技能提升培训,安全意识提升、风险识别等培训, 使员工不断提升安全作业技能和防范意识:

○所有培训都要有考核,并在日常监督过程中跟踪程序的执行情况,形成有效的纠错机制。

O Jinfeng sets up a safety training team with full-time trainers in mining, dressing and metallurgy, maintenance and vehicle operation;

O In addition to the statutory three-level safety education and training, Jinfeng also trains and checks on the employees on safety operation procedures and operation skills. And the employees cannot be assigned to work without receiving relevant training:

O Jinfeng regularly carries out training on safety operation procedure in rotation, training on safety operation skill improvement, safety awareness improvement, and risk identification for employees, so that employees can continuously improve their safety operation skills and prevention awareness;

O Jingfeng sets up assessments for all training, and tracks the implementation of procedures in the daily supervision to form an effective error correction mechanism







## 安全培训机制



公司部门安全生产教育培训





#### 每逢全国"安全生产月",公司都会开展"安全生产月"主题教育活动,"安全生产月"主题教育活动的开展方式主要有: 专题教育宣讲、安全生产知识竞赛、安全生产标兵评比、安全生产技能比武、专项安全隐患排查、应急预案演练、事故警示教育、 灾害警示教育等。

Every Work Safety Month, Jinfeng carries out themed activities, such as special education and publicity, knowledge competition on work safety, safety production model selection, skills competition on work safety, special safety hazard screening, emergency plan rehearsal, accident warning education and disaster warning education.

案例 CASE

2021年6月,安全生产月期间,公司组织开展《中华人民共和国安全生产法》(新版)专题宣讲24场,累 计 835 人次参加。在讲解的同时,还组织观看了"山东栖霞笏山金矿爆炸事故警示教育视频"和"生命重于泰山" 专题教育视频,提高了员工的安全生产意识和预防事故的能力。

In June 2021, Jinfeng organized 24 special lectures on the Work Safety Law of the People's Republic of China (New Version), with a total of 835 participants during the Work Safety Month. The Company also organized watching the education videos, such as "Explosion at Hushan Mountain Gold Mine, Qixia, Shandong Province" and "Life is of Paramount Importance", which improved the employees' awareness of work safety and their ability to prevent accidents.







2020年至2021年,公司年均完成 各类安全生产教育培训 35000 小时左右, 每年人均安全生产教育培训时数达 30 小时以上。



业职业健康管理水平,持续强化企业职业健康管理能力。

Jinfeng attaches great importance to employees' occupational health, and takes "protecting the workers' occupational health rights and interests" as the core value of the corporate culture. The company continuously improves the occupational health management.

## 工作环境与作业条件保障

Working Environment and Condition Assurance

现出作业质量高、劳动强度低、安全风险小等特点。

都有新鲜风流输送到人员及设备作业场所,以此确保作业环境的安全和健康。

As a highly mechanized mine, Jinfeng carries out mechanized operations in the whole process of mining production links such as rock drilling, blasting, shoveling and loading and transporting, supporting and tailing filling, demonstrating its characteristics of high-quality operation, low labor intensity and low safety risks.

The mine ventilate 100% by machines. The mine adopts diagonal air returning system, and the working face ventilates by high pressure from local fans to ensure that fresh air is delivered to the workers' and equipment's working places on each working face to ensure the safety and health of the working environment.



员工规范佩戴个人防护用品

职业病防治 Occupational Diseases Prevention and Control

公司每年度都会邀请职业健康检查机构到矿山现场为公司全体员工 (含承包商员工)进行职业健康体检,并为每位员工建立了"每人一档" 的职业健康档案,最大程度做好每位员工"上岗前、在岗时、离岗后" 的职业健康体检工作。同时,公司设置有专职的职业健康管理人员,每 月定期对作业现场职业健康危害因素进行监测,并将监测结果进行公示。

Jinfeng invites occupational heal examination organization to the mine to deliver examination for workers (workers from the contractors included), sets up health files for each employee, and offers occupational physical checkup for each employee "before, on and off duty". In addition, the Company employs full-time occupational health management personnel to conduct occupational hazard monitoring each month and publicized the results.

#### 公司高度重视员工职业健康状况,将"充分保障劳动者的职业健康权益"作为企业文化理念的核心价值,持续提升企

#### 公司属于高度机械化作业的矿山,在凿岩、爆破、铲装运、支护、尾砂充填等采矿生产环节中全过程机械化作业,呈

# 矿山井下全机械(100%)通风,矿井采用两翼对角回风系统,工作面采用局部通风机压入式通风,确保每个工作面





#### 中国黄金集团有限公司控股以来

#### 员工体检及健康档案覆盖率 100%

#### 新增职业病病例为 🌔

Since China Gold held the controlling share of Jinfeng, the coverage rate of employees' physical checkup and health files was 100% and there has been no new occupational disease case





公司员工年度职业健康体检 Annual occupational physical checkup for employees



公司邀请第三方机构进行地表职业健康危害因素监测 Jinfeng invited a third-party organization to launch supervisory monitoring of on-site occupational factors



2020 年~2021年,公司每年都委托贵州安科劳动保护技术有限责任公司(贵州省内较为权威的职业 卫生检测机构公司)对矿山现场的职业健康危害因素进行监督性检测。与此同时,公司每三年开展一次职业 健康危害因素评价工作,通过对各个作业点的职业健康危害因素进行全面统计、分析、识别和判定,进一步 将各类职业健康危害因素的接害人员和不接害人员科学地进行细化和区分。

In 2020 and 2021, Jinfeng entrusted Guizhou Anke Labor Protection Technology Co., Ltd. (an authoritative occupational health inspection institution in Guizhou Province) to carry out supervision inspection on occupational health hazards at the mine every year. The Company also carried out evaluation of occupational health hazards every three years. Through comprehensive statistics, analysis, identification and judgment of occupational health hazards at each operating point, the Company further refined and distinguished the personnel who are exposed to various occupational health hazards from those who are not.



#### 公司配备有专职的职业卫生管理人员和专业医务工作人员,每年按计划组织员工开展职业卫生健康知识培训。

Equipped with full-time occupational health managers and professional medical staff, Jinfeng organizes training in occupational health for employees each year.



#### 2020 年至 2021 年, 公司职业健康安全部共举办职业卫生健康知 识专项培训 **191** 次,培训人数 **901** 人次。

From 2020 to 2021, The Occupational Health and Safety Department held 119 occupational health training for 901 trainees.



公司组织员工参加急救知识培训 First aid training for the staff



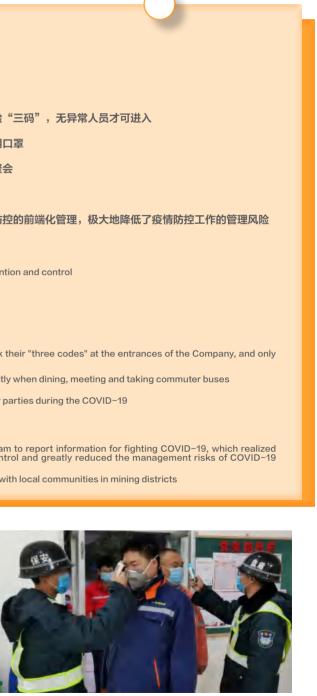
#### 面对突如其来的新冠肺炎疫情,公司成立了新冠肺炎疫情防控领导小组,制定了《贵州锦丰矿业有限公司新冠肺炎疫 情防控管理办法》,并根据国内疫情防控形势的变化情况,结合地方党委政府最新的疫情防控管理规定,定期更新和调整 公司的疫情防控措施,保障员工的身体健康和生命安全,维护公司稳定发展。

Jinfeng established a leading group to fight COVID-19, formulated the Management Measures on COVID-19 Prevention and Control of Guizhou Jinfeng Mining Limited, and regularly updated the prevention and control measures according to the changing situations in China and the latest epidemic prevention and control management regulations of local Party committees and governments, to ensure the health and safety of employees and maintain the stable development of the Company.

1	积极开展疫情防控宣传教育工作
2	注重并做好员工的心理疏导工作
3	储备防疫物资
4	在公司各区域入口处,强制要求员工进行体温检测和查验
5	公司员工在就餐、开会、乘坐通勤车时必须正确佩戴医用
6	禁止公司全体员工在疫情防控期间组织集体活动和聚餐聚
7	公司员工新冠肺炎疫苗三针接种率达 100%
8	公司自主研发了疫情防控信息报备小程序,实现了疫情防
9	与矿区当地社区建立疫情联防联控机制
1	Actively carry out publicity and education on epidemic preven
2	Pay attention to psychological counseling for employees
3	Reserve materials to fight COVID-19
4	Require the employees to take a temperature test and check those without abnormalities can enter
5	Employees of the company must wear medical masks correct
6	All employees are prohibited from group activities and dinner
7	The rate of employees vaccinated with three doses is 100% $$
8	Jinfeng has independently developed a WeChat mini progra the front-end management of epidemic prevention and con prevention and control
9	Established an epidemic prevention and control mechanism v



公司员工宿舍区域常态化消杀 Normal disinfection of employees'dormitories



公司各区域入口处对员工体温进行常态化检测 Normal temperature measurement at the entrances of Jinfeng



# **生态优先 绿色发展奏凯歌** Put Ecological Environment First and Make Achievements in Green Development

CONTRACTOR DE LA CAL

# 提升本质环保 Promote Green Production 助力节能减排 Boost Energy Conservation 建设绿色矿山 Build a Green Mine 普及环保文化

Propagate Environment Protection





#### 公司作为首批国家级绿色矿山企业,积极践行绿水青山就是金山银山理念,选择并研发环境友好的先进生产工艺,制 定并落实多项环境管理制度,逐年加大环保投入,扎实做好本质环保工作。

As one of the first national green mining enterprises, Jinfeng implements the concept of "lucid waters and lush mountains are invaluable assets", selects and develops environmentally friendly advanced production techniques, formulates and implements various environment management systems, increases the investment on environment protection year by year, and promotes green production.



公司被评为 " 国家级绿色矿山 ". Jinfeng was rated as a national green mine



2020 年 ~ 2021 年,公司进一步加强环境管理体系建设。一方面,公司不断加强环境管理制度的制定与落实,现行环境管理制度有《贵州锦丰矿业有限公司固体废物和废旧物资处置管理办法》《贵州锦丰矿业有限公司清洁文明生产(5S)管理办法》《贵州锦丰矿业有限公司大气污染防治管理办法》《贵州锦丰矿业有限公司大气污染防治管理办法》《贵州锦丰矿业有限公司水资源保护和水污染防治管理办法》等。另一方面,公司积极推进环境管理体系建设,2021 年获得中质协质量保证中心签发的环境管理体系认证证书,已符合GB/T24001-2016/ISO14001:2015 环保管理体系相关要求。

From 2020 to 2021, Jinfeng further strengthened its construction of environment management system. On one hand, the Company promotes the formulation of environmental new management systems and the implementation of existing systems, including Treatment and Management Measures for Solid Waste and Waste Materials of Guizhou Jinfeng Mining Limited, Treatment and Management for Cleaner Production of Guizhou Jinfeng Minging Limited and Treatment and Management for Vater Resources Protection and Water Pollution Control of Guizhou Jinfeng Minging Limited. On the other hand, it promotes the construction of environment management system, and has obtained the Environmental Management System Certificate by Quality Assurance Centre of China Association for Quality in 2021, and has been certified by GB/T24001-2016/ISO14001:2015.

## 局 环保应急管理

Environmental Emergency Management

公司编制有《锦丰(烂泥沟)金矿项目突发环境事件应急预案》和《锦丰(烂泥沟)金矿项目尾矿库突发环境事件应 急预案》,并在生态环境保护部门备案。公司严格按照应急预案要求,定期检查应急物资配备情况,定期组织开展尾矿库 汛期突发环境事件、辐射源泄漏突发环境事件、危险废物泄漏突发环境事件应急演练。

Jinfeng formulated the Emergency Plan for Environmental Emergencies of Jinfeng (Lannigou) Gold Mine Project and the Emergency Plan for Environmental Emergencies of the Tailings Pond of Jinfeng (Lannigou) Gold Mine Project and filed it with the ecological environmental protection administration. The emergency plans require regular inspection of emergency materials and regular emergency rehearsals to deal with environmental emergencies such as radiation sources and hazardous waste leakage.



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环境管理体系认证证书

Environmental Management

如外



公司不断完善环境监测制度,积极进行环境风险监测, 评估环境影响因素,及时根据监测结果进行工艺调整和改造, 确保公司厂区周围地表水、地下水、空气质量在合理可控的 范围内。

**污染源自动监控体系** Automatic Pollution Source Monitoring System

#### 公司设置污染源自动监测站房,对砷、氰、氨氮、CODcr、pH、流量等指标进行联 网在线监控,确保监测数据实时传递,并对在线监控设备定时校验,确保监测房管理制

#### 度完善、设备运行档案完善。

Jinfeng set up a room to automatically detect pollution sources, and monitors indexes including arsenic, cyanogen, ammonia nitrogen, CODcr, PH, and rate of flow online, ensuring that monitoring data is transmitted constantly. The Company checks the online monitoring equipment regularly, and ensures that the management systems of the monitoring room and the files on equipment operation are perfect.

**第三方取样检测** Third Party Sampling Test

#### 公司定期委托第三方监测机构对工业废水、精炼炉废气进行监测,并出具监测报告, 对报告进行分类分析,将报告存档管理。同时,公司定期对周边环境空气、地表水、地 下水进行取样、送样检测,并定期委托第三方开展现场采样取样工作,待监测报告出具 后对内容进行分析并存档管理。

A qualified third-party monitoring institution is entrusted to regularly monitor the indicators of mercury and its compounds in wastewater, pollutants from refined furnace exhaust and incinerator exhaust, and the monitoring reports are classified and archived. At the same time, the Company regularly samples the surrounding air, surface water and groundwater and sends the samples for tests, and regularly entrusts a third party to carry out on-site sampling, and analyzes, files and manages the results.

**内部检测** Internal Monitoring

#### 公司设有化验室,每日对外排水汞、砷、氰进行日常手动监测,每周对地下水、周边 地表水进行监测,每季度对厂界噪声进行内部监测,每年对矿区土壤进行监测。

Jinfeng set up a laboratory to monitor mercury and arsenic, cyanogen in external drainage per day, groundwater and surface water in surrounding areas per week, noise at the boundary of Jinfeng per quarter, and soil in mining districts per year.



公司污染源自动监测站房 Room to automatically detect pollution sources



Jinfeng continuously improves the environment monitoring system, actively carries out environmental risk monitoring, evaluates environmental factors, and timely adjusts the process according to the monitoring results, so as to ensure that the quality of surface water, groundwater and air around the Company's plant area is normal and controllable.



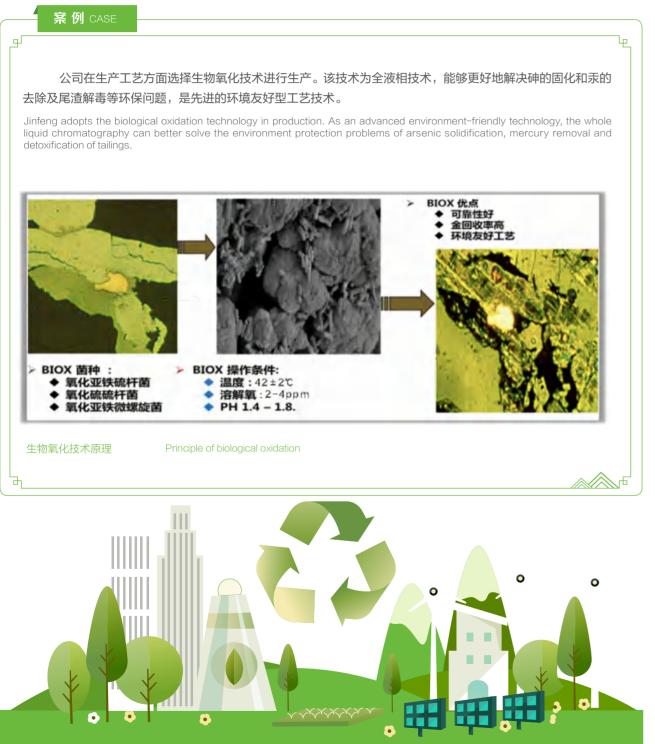
公司邀请第三方机构检测废水指标 Jinfeng invited a third-party organization to test the wastewater





#### 公司高度重视环保技术的研发与应用,通过创新改善环保技术,有效利用资源确保各项排放指标符合国家标准,降低 环境影响,提升本质环保能力。

Jinfeng attaches great importance to R&D and application of environment protection technologies, improves existing technologies through innovation, effectively utilizes resources, and ensures all emission indexes are in line with national standards, to reduce environmental impacts and promote green production.





# 助力节能减排

#### 公司不断加大节能减排力度,利用技术改造推进节能降耗,严格废水、废气、固体废弃物排放标准,完善废旧物资管 理制度, 收获了良好的环境效益。

The company promotes energy conservation, emission reduction and consumption reduction through technical transformation, sets strict standards of discharging wastewater, waste gas and solid wastes, perfects the management system of waste materials, and has achieved good environmental benefits.



能降耗、降本增效。

energy, reduce consumption and costs and increase efficiency.







#### **窯例** CASE



公司深入贯彻习近平生态文明建设思想,将绿色发展理念融入生产运营各个环节,对废气、废水、固体废弃物进行全

#### 方位管控,严格落实清洁生产,坚定不移地走创新型绿色发展之路。

Adhering to Xi Jinping thought of ecological civilization construction, Jinfeng integrates the concept of green development into all stages of production and operation, manages waste gas, wastewater and solid wastes, carries out clean production, and taking the road of innovative green development.

减少废气排放 Exhaust Emission Prevention

公司着力减少以二氧化硫为主的废气排放量,2021年,二氧化硫排放量0.0917吨,同比下降 387.3%; 烟(粉)尘排放量0.086吨,同比下降10.13%。

Jinfeng strives to reduce the emission of waste, especially sulphur dioxide. In 2021, the Company discharged 0.0917 tons of sulphur dioxide, a year-on-year decrease of 387.3%; 0.086 tons of smoke (dust), a year-on-year decrease of 10.13%.

#### 减少废水排放

公司采用 HMBR 法和新型药剂法中高浓度氨氮废水处理工艺, 两种方法均能使外排水中的氨氮和 COD 处理达到《污水综合排放 标准》。考虑到 HMBR 法建设投资相对较高、新型药剂法处理高 浓度氨氮废水成本较大的问题,公司现场开展相关实验以确保技术 储备。

Jinfeng treats the wastewater with ammonia nitrogen in medium or high concentration through HMBR and new reagents, and both methods can make ammonia nitrogen and COD in external drainage up to the Integrated Wastewater Discharge Standard. Considering the high construction investment of HMBR and the high cost of new reagents, the Company carries out relevant experiments on site to ensure technical reserves



公司中高浓度氨氮废水处理工艺 Techniques to treat wastewater with ammonia nitrogen in medium or high

选厂 HMBR 水处理工艺调试 Tests of MBR water treatment in a concentrator

#### 减少固体废弃物 Solid Waste Prevention

公司制定《贵州锦丰矿业有限公司固体废物和废旧物资处置管理办法》中,明确了以公司废旧物资处理小组 为核心的废旧物资处理流程,提出了要对废旧物资的闲置、分类、再利用、处置等流程进行全过程管理的要求。 公司各部门及废旧物资处理小组严格执行废旧物资处置相关要求,结合公司固体废物分类管理制度、招投标制度 和审计监督制度,进一步让废旧物资的处置更为高效和合理,将废旧物资处置的经济效益最大化以取得良好的环 境效益。

2020 年至 2021 年,公司通过严格执行报废和处置流程、引入招投标和审计监督机制等措施,全年共处置废 铁 904.97 吨、废锚杆 492.24 吨、废旧钢球 135.54 吨、废旧岩心框 206.15 吨、废编织袋 8.91 吨、可回收塑 料 1.79 吨,为公司创收 425.45 万元。

The Company formulated the Treatment and Management Measures for Solid Waste and Waste Materials of Guizhou Jinfeng Mining Limited, clarified the waste materials treatment process by the Waste Material Treatment Team, and made the requirements for the whole process management of the out-of-use, classification, reuse and treatment of waste materials. The departments and the Waste Materials Treatment Team implement the requirements on the treatment of waste materials, make the waste material treatment more efficient and reasonable according to the classified management rules of solid waste, bidding rules and audit supervision rules of Jinfeng, and maximizes the economic benefits of waste material treatment for excellent environmental benefits. From 2020 to 2021, Jinfeng treated 904.97 tons of scrap iron, 492.24 tons of scrap bolts, 135.54 tons of scrap steel balls, 206.15 tons of waste core frame, 8.91 tons of waste woven sacks and 1.79 tons of recyclable plastics through strict implementation of the scrapping and disposal process, and introduction of bidding and auditing supervision mechanism, and obtained gains of 4.2545 million RMB.



Jinfeng discharged 22.697 tons the chemical oxygen demand, a year-on-year decrease of 13.53%: 1.337 tons ammonia nitrogen. a year-on-year decrease of 198%.



#### 年度水循环使用量 2020年3166.60万吨 2021年2781.39万吨

Recycled reclaimed water 31.6660 million tons in 2020 27.8139 million tons in 2021









#### 公司高度重视环境可持续性,始终践行绿色办公理念,切实抓实抓好绿色办公工作,营造出了清洁、环保、节约的办 公环境,为人与自然的和谐作出贡献,为提升本质环保水平筑牢基石。

Jinfeng attaches great importance to the sustainable development of environment, and implements the green office concept to create a clean, green and economical office environment, which contribute to the harmony between human and nature, and lay a solid foundation for the improvement of the intrinsic environment protection.

#### 公司着力减少办公设备待机耗能,督促员工不用电脑时以待机代替屏幕保护,每台台式机每年省电6.3度,相应减排二氧 化碳 6 千克;每台笔记本电脑每年省电 1.5 度,相应减排二氧化碳 1.4 千克。同时,公司要求员工在不使用打印机时将其断电, 每台每年省电10度,相应减排二氧化碳9.6千克。

Jinfeng reduces the energy consumption of office equipment standby. The Company urges the employees to make the computer standby rather than on screen protection when not using. Thus, 6.3kWh of electricity was saved per desktop computer per year, and correspondingly the carbon dioxide emission was reduced by 6 kg. 1.5kWh of electricity was saved per laptop per year, and correspondingly the carbon dioxide emission was reduced by 1.4 kg. At the same time, employees are required to switch the printers off when not using, saving 10 kWh electricity per printer per year and reducing carbon dioxide emission by 9.6 kg.



公司加强照明用电和用水管理。一是将选厂区域的照明用灯替换为 LED 节能灯,在保证通光量不降低的同时,极大地降 低了能耗;二是公司全范围使用节水型器具,在发现水龙头、水管、马桶有漏水现象时,及时维修处理。

Jinfeng strengthens the management of electricity for lighting and water. On one hand, the lighting lamps in the concentrator were replaced with energy-saving LED lamps, greatly reducing the energy consumption and ensuring the luminous flux. On the other, it uses water-saving devices company-wide, and repairs the leaking taps, pipes and toilets immediately.



改善矿区环境,扎实推进矿区生态环境的治理和恢复工作,努力实现矿区环境生态化、开采方式科学化、资源利用高效化、 管理信息数字化和矿区社区和谐化。

As one of the first national green mining enterprises in China, Jinfeng adheres to the management concept of "combine exploitation with reclamation", and promoted the management and restoration of the ecological environment in mining districts guided by Xi Jinping ecological civilization thought. The company strives to realize the ecological environment of mining districts, scientific mining, efficient resource utilization, digital management and harmonious communities in mining districts.



公司作为全国首批国家级绿色矿山企业,于2018年起严格按照"矿区 绿化应与周边自然环境和景观相协调,绿化植物合理搭配,矿区绿化覆盖率 应达到 100%"这一绿色矿山建设要求,在矿区开展环境美化工作。矿区环 境美化工作的开展,既能够让公司的各项环保工作达到新的环保标准、环保 规范和环保指标的要求,又能够持续地推进公司的绿色矿山建设。

Jinfeng has carried out environmental beautification in mining districts since 2018 in accordance with the requirement of green mining construction that "plants in mining districts should be properly matched and cohere with surrounding natural landscapes, and green coverage rate of mining districts should reach 100%". The beautification not only enables Jinfeng's environment protection to meet the requirements of new environment protection standards, regulations and indicators, but also promotes the its green mine construction.





# 公司作为全国首批国家级绿色矿山企业,始终秉承"边开采、边复垦"的管理理念,以习近平生态文明思想为指导,



累计种植各类绿化乔木 356株。 各类灌木 58000株 各类地被植物 **93500**棵, 铺设草坪 **23200** 平方米





观景台上远处望,层峦叠嶂。层峦叠嶂,绿水青山藏宝藏。 生态园中花果香,桃李成行。桃李成行,蓝天白云好时光。

——《采桑子 观景台上远处望》技术服务部 惠套笃

Look at the rolling mountains from the observation deck, and treasures can be found in lush mountains and lucid waters, Trees yields various fruits in Jinfeng ecological gardens, and visitors can spend time enjoying the clear sky and water there. -Looking at the Distance on the Observation Deck By Xi Taodu from Technical Service Department

公司自建矿以来始终坚持"边开采边复垦"的生态恢复理念,以 习近平生态文明思想、绿水青山就是金山银山理念及"山水林田湖草 沙冰"的系统化生态恢复思维为指导,扎实推进矿区生态环境的治理 和恢复工作。公司参照国外先进矿山对表土资源进行科学管理的先进 经验,按年度制订并实施生态恢复及复垦计划,并将复垦投入纳入年 度预算,对矿区生态环境进行了高质量的治理和恢复。截至2021年底, 已完成生态治理和恢复的区域面积累计达 75.14 公顷。

Adhering to the ecological restoration concept of "combine exploitation with reclamation", and guided by Xi Jinping ecological civilization thought, the concept of "lucid waters and lush mountains are invaluable assets" and the systematic ecological restoration thought of "mountains, waters, forests, lands, lakes, sands and ices", Jinfeng has promoted the management and restoration of ecological environment in the mining districts since the establishment of the mine. Referring to the advanced experience of scientific management of topsoil resources in foreign advanced mines, the Company formulates and implements the ecological restoration and reclamation plans each year, puts the reclamation investment into its annual budget, and carries out high-quality control and restoration of the ecological environment in the mining districts. By the end of 2021, Jinfeng has rehabilitated a total area of 75.14 hectares.

#### 2020年至2021年 共投入使用土地复垦资金 3198.93 万元 新增复垦及绿化面积 25.664 公顷

From 2020 to 2021 Jinfeng invested a total of 31.9893 million RMB in the reclamation of the used lands and reclaimed and afforested an area of 25.664 hectares



公司废石堆场边坡复垦复绿前 Slopes near waste rock dump before reclamation and



公司废石堆场复垦复绿前 Waste rock dump before reclamation and afforesting



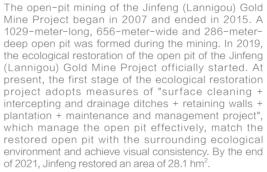
公司废石堆场边坡复垦复绿后 Slopes near waste rock dump after reclamation and



公司废石堆场复垦复绿后 Waste rock dump after reclamation and afforesting

#### 案例 CASE

锦丰(烂泥沟)金矿项目的露天开采从2007 年开始至 2015 年结束,开采的过程中形成了一 个最长约1029米,最宽约656米、最深约286 米的露天采坑。2019年,锦丰(烂泥沟)金矿 项目露天采坑的生态治理和恢复工作正式启动, 目前第一阶段的生态治理和恢复工程采用"坡面 清理+截排水沟+护土墙+绿化工程+养护管 理工程"的治理和恢复措施,可以在有效治理露 天采坑的基础上,进一步使恢复后的露天采坑与 周边的生态环境融为一体,在视觉上达到协调一 致。截至2021年底,露天采坑生态治理和恢复 的面积为 28.1 公顷。



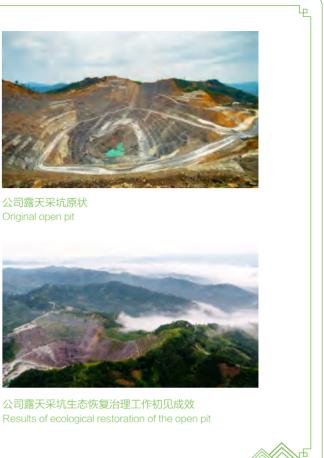
# **建设农业生态示范园** Construction of Ecological Garden

有近 400 亩经过科学规划后,已建设成为集生态种植和养殖为一体的生态示范园,其中,废石堆场 553 平台复垦区域蜕 变为粮食种植区,种植玉米、大豆约36200平方米(54.3亩)。

Jinfeng takes the construction of green mine as one of its sustainable development practices, and has developed a new path of mine reclamation. Up to now, nearly 400 mu of reclaimed land in the mining districts has been built into an ecological demonstration garden for ecological planting and breeding after reasonable planning. The 553 reclaimed area of the waste rock dump has been transformed into a 36,200 m<sup>2</sup> (54.3 mu) grain planting area for corns and soybeans.



公司生态复垦成果显著 Results of ecological reclamation



# 公司始终把绿色矿山建设作为可持续发展的实践之一,探索出了一条矿山复垦的新路径。截至目前,矿区复垦土地中



公司生态园 Ecological Garden





#### 公司生态园在生产管理过程中,采用"有机肥加秸秆还田"的土地肥力增效措施,既促进了种植养殖品种的多样化发展, 又为公司员工餐厅提供了所需的蔬菜水果、肉禽蛋类。

During the production and management, Jinfeng Ecological Garden adopts the measures of "grain for green with the help of organic fertilizers and straws" to enrich cultivated varieties, and provide vegetables, fruits, meat and eggs for the Jinfeng's employees.





公司生态园种植蔬菜 Vegetables in Ecological Garden

公司生态园养殖家禽 Fowls in Ecological Garden



Seeder is sowing corns

#### 公司生态园的建成和使用还带动了矿区周边社区群众的本地化就业,通过"四方共创"和谐矿区建设平台,为矿区当 地社区群众提供就业岗位40余个,对拉动地方经济起到了积极作用。忙碌于春耕的布依族群众来回穿梭于田地垄坎间, 为绿色矿山建设的生态"乐章"增添了企地共建互惠的和谐"音符"。

The establishment and operation of the Ecological Garden promotes local employment of the people in surrounding communities. Through the Four-Party Joint Creation platform of the harmonious mining district construction, Jinfeng provided more than 40 jobs for local communities, which plays a positive role in promoting the local economy. Buyi people devote themselves to spring plowing between the fields, contributing to green mine construction through mutual benefits of the enterprise and local communities.



当地员工在生态园工作 Local employees working in the Ecological Garden



布依族妇女在生态园工作 Buyi women working in the Ecological Garden



#### 公司创新开展环保扶贫,通过碳汇帮扶和与"四方共创"项目联合等方式,促进矿区所在社区居民就业,提升生活之质量, 既带动了当地经济,又让矿区所在地居民主动参与到生态文明建设和环境保护中。

The company creatively promotes environment protection and poverty alleviation, helps the residents to take a job and improves their life guality through carbon sink assistance and Four-party Joint Creation, driving the local economy and leading the residents to participate in ecological civilization construction and environment protection.

## 案例 CASE 公司购买了 2020 年单株碳汇 166666 株,帮助黔东南从江县翠里乡高忙村、高武村等 370 户贫困户, 碳汇价值 50 万元,户均可获得帮扶资金 1351 元,鼓励村民保护生态,植树造林,净化空气,减少碳排放量,

each household can obtain 1351 RMB of subsidies. Jinfeng encourages the villagers to protect the ecology, plant trees, purify the air, and reduce carbon emissions, thus transforming forestry carbon sinks into real benefits for poor households, and encouraging them to actively participate in ecological civilization construction and environmental protection.









锦丰公司获得贵州省生 态环境厅颁发的"积极 购碳企业"牌匾 a board of "Enterprise ctively Purchasing Carbon" by Guizhou Department of Ecology





# 公司注重环保文化的普及,建立完善的环保培训体系,持续开展环境保护宣传教育活动,组织员工进行环保公益活动, 落实环保责任,将公司的环保理念传播至矿区所在社区和广大社会群众中,为建设"美丽锦丰"贡献力量。

The company pays attention to the popularization of environment culture, establishes a sound environmental protection training system, carries out environment protection publicity and education, organizes employees to carry out environmental protection activities, implements its environment protection responsibilities, and spreads its environment protection concept to the communities in the mining districts, contributing to the construction of "Beautiful Jinfeng".



Environment Protection Training and Education

公司认真落实国家环保政策,努力提升员工的生态环保意识,积极开展各类环保培训及宣传教育工作。环保培训与宣 教主要内容涵盖《中华人民共和国固体废物污染环境防治法》(2020年修订)、《排污许可管理条例》(2021年施行)、 《国家危险废物名录》(2021年版)、《工业企业土壤和地下水自行监测技术指南(HJ1209-2021)》等,同时培训 还涉及危险废物管理、辐射源管理等相关知识。另外,公司党委理论学习中心组定期组织开展习近平生态文明思想专题学 习研讨,专门组织了以《活学活用、学以致用,践行习近平总书记关于社会主义生态文明建设的重要论述》为题的专题党课。 2020 年至 2021 年, 公司累计有 1892 人次参与公司环保部门组织的环境保护培训、环境意识培训。

Jinfeng implements China's environment protection policies, raises employees'awareness of environment protection, and carries out various environment protection training, publicity and education. Such activities are about Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste (2020 Revision), Regulation on the Administration of Permitting of Pollutant Discharges (2021), Directory of National Hazardous Wastes (Version 2021) and Technical guidelines of soil and groundwater self-monitoring for industrial enterprises (HJ1209-2021), as well as knowledge of hazardous waste management and radiation source management. In addition, the Theoretical Study Center Group of the Party Committee of Jinfeng regularly organizes seminars on Xi Jinping thought on ecological civilization, and specially organized a Party lesson on the theme of "learning Xi Jinping's important exposition on the construction of socialist ecological civilization, and putting it into practice". From 2020 to 2021, a total of 1,892 employees participated in the environment protection training and training on environmental awareness organized by the Department of Environment Protection.









公司组织开展绿色环保培训 Jinfeng organized environment protection training





公司坚定不移走生态优先绿色发展之路,积极开展各类 环保公益活动,鼓励员工参与环保志愿活动,广泛宣传生态 保护理念和绿色低碳的生活方式,助力全社会形成绿色环保 的社会风气。

# 案例 CASE

组织各党支部联合开展了"保卫锦丰水源地"主题党日活动。100余名党员前往公司水源地洛凡河清理了各 类垃圾共计1吨左右,活动的开展使得公司水源地周边的环境卫生状况得到了有效改善。

To implement Xi Jinping's important exposition on the construction of socialist ecological civilization, the Party branches jointly carried out a Party day activity on the theme of "Safeguarding Water Source of Jinfeng" on the World Environment Day on June 5, 2020. More than 100 Party members went to Luofan River, the water source of the Company, to clean up a total of about 1 ton of garbage, effectively improving the environment around the water source.

他们统一身着橙蓝色、印有"中国黄金"的工装,手戴白色线织手套,腰挂黑色塑料垃圾袋, 是一群"环保卫士"——锦丰人!

Jinfeng People! A group of people in orange blue work clothes with "China gold" printed on, white thread gloves and with black plastic garbage bags on their waists. They are "Environments Guards"! - Colorful June, Flora Season by Deng Lijun from Administration Department





# 案例 CASE

公司环保部于2021年6月5日国际环境日组织开展了"美丽锦丰, 我是行动者"环保公益活动。活动以"人与自然和谐共生"为主题,分别以"坚 定不移走生态优先绿色发展之路""共同构建人与自然生命共同体""以 自然之道养万物之生""共建万物和谐的美丽家园"等为宣传语,在大力 宣传学习习近平生态文明思想的同时,组织知识答题活动和 CI (持续改进) 建议征集活动。本次活动共有250余人参加,在环境保护、节能减排、修 旧利废、清洁生产等方面征集到的专项 CI (持续改进)建议共计 30 余条。

Environment Protection Department organized the environment protection activity "I am taking actions to create beautiful Jinfeng" on June 5, 2021, World Environment Day. On the theme of "harmony between man and nature" and with "Take a Green Development Road That Puts Ecology First", "For Man and Nature: Building a Community of Life Together","Our Solutions Are in Nature" and "Turn Earth into a Beautiful Homeland for All Creatures to Live in Harmony" as slogans, the activity publicized Xi Jinping thought on ecological civilization, organized a O&A activity and collected CI suggestions. More than 250 people participated in the activity, and more than 30 CI suggestions in environment protection, energy conservation, emission reduction, recycling wastes and cleaner production were collected.

The company firmly takes the green development road that put ecological environment first, carries out various environmental protection activities, encourages employees to participate in voluntary environment protection activities, publicizes the concept of ecological environment protection and low-carbon lifestyle, and helps the whole society to form a green and environment-friendly atmosphere.

# 公司为认真践行习近平总书记关于社会主义生态文明建设的重要论述,于2020年6月5日国际环境日,

# ——《七彩六月花样季节》行政部邓丽军



公司组织员工参与"保卫锦 丰水源地"主题党日活动

employees to participate in the Party day of Safeguarding Water Source of Jinfena"



Jinfeng organized Q&A activity on environment protection knowledge







# 四方共创 福沁万家促和谐 Four-Party Joint Creation Benefits the Local Communities 四方共创暖人心 企地和谐共繁荣

21111560

庆祝中国共产党成立100周年 The Communist Party of China

# 定点帮扶成果主 黄金为民显担当 Communities 热心公益传温情 回馈社会添幸福 志愿服务解难题 关怀社区促和谐

协办单位:贵州锦丰矿业有限公司 主办单位: 沙坪镇教育集团金山校区



# 四方共创暖人心 企地和谐共繁荣

公司矿区覆盖贵州省贞丰县沙坪镇的金山、烂泥沟、尼罗三个行政村,共有人口 823 户,3862 人,其中约 80% 人 口为布依族,社会经济发展总体水平相对落后,是当地扶贫攻坚重点难点区域。公司高度重视巩固和发展与当地党委政府 和周边社区的友好关系,始终坚持主动有为履行企业社会责任,通过各种途径助推当地脱贫攻坚事业。

公司通过创建"四方共创"党建扶贫工作模式,在全力做好企业自身各项扶贫工作的基础上,积极动员和整合社会各 界公益力量和党建引领资源,充分发挥公司党员及员工志愿者力量积极参与和服务到矿区周边贫困社区各项扶贫工作过程 中,在党建引领品牌打造、志愿者服务及应对新冠肺炎疫情防控等方面取得了显著成效。

The mines occupy the land of three administrative villages, namely Jinshan, Lannigou and Niluo, in Shaping Town, Zhenfeng County, Guizhou Province. There are 823 households 3862 villagers in these three villages, 80% of whom are of Buyi nationality. With a backward economy, this place was rated as a key area of poverty alleviation. Jinfeng attaches great importance to developing and maintaining the relations with local Party committees, government and communities, actively performs its enterprise social responsibilities, and promotes the poverty alleviation there through various ways.

Jinfeng promotes poverty alleviation through Party building based on the "Four-party Joint Creation", mobilizes and integrates the forces of various circles and the leading resources of Party building, encourages the Party members and volunteers to participate in and serve the poverty alleviation of the poor communities, and has achieved remarkable results in the leading brand building of Party building, volunteer service and the prevention and control of COVID-19.

一個川林筋

执行委员会

## 自"四方共创"开展以来, Since the establishment of "Four-party Joint Creation",

# 四方共创党支部与矿区当地社区各基层党组织联合开展主 题党日活动 60 余次。



通过召开联席会议和群众来访接待,矿区当地群众的诉求 受理率为 100%, 合理诉求解决率为 75% 以上。

公司四方共创党支部党员合影 Members of the Four-party Joint Creation Party branch

, **党建促进企地和谐** Party Building Promotes Harmony Between Enterprises and Communities

于打赢脱贫攻坚战和全面推进乡村振 兴的战略部署,四方共创党支部自成 立以来,与矿区当地社区各基层党组 vitalization. Since its establishment, the 织联合开展"两学一做""不忘初心, 牢记使命"及党史学习教育等专题学 习活动共47次。四方共创党支部充 分发挥桥梁纽带作用,将矿区当地人 民群众寻求脱贫致富、乡村振兴的积 as a bridge to mobilize the local people 极性调动起来,进一步密切公司党员 the countryside, and to strengthen the 和矿区当地人民群众的联系。

公司党委深入学习领会党中央关 The Party Committee of Jinfeng has thoroughly studied the strategic plan of the Central Committee of the Party on winning the tough battle against poverty and pushing forward all-round rural Four-party Joint Creation Party branch has cooperated with local primary Party organizations to jointly carry out 47 study activities of "Two Studies, One Action", "Staying True to Our Original Aspiration and Founding Mission" and Party history. The Party branch gives full play to its role to seek to get rid of poverty and revitalize relations between the Party members of Jinfeng and the local people.



- 雨方井樹

办公室

Party branch



扶贫必扶智,"扶志"和"扶智"根本就是发展教育。公 司党委依托四方共创平台,积极促进矿区当地社区教育事业发 展,自2012年开始,对各教育阶段(小学、初中、高中、大学 的学生进行"全覆盖"的资助和帮扶,积极整合社会各界公益 资源和志愿者服务力量在贵州贫困山区组织开展各类教育扶贫 项目或活动。通过多种帮扶举措,公司用切实的行动助力矿区 当地社区贫困家庭的学子们实现了"升学梦"和"大学梦" 为其实现人生梦想和开启美好生活铺设了前程光明的金光大道 这不仅促进了公司与矿区当地社区的"和谐共赢",也充分展 现了公司的社会责任担当。

It is vital to promote education for increasing people's confidence and helping them acquire knowledge and skills, which will help them escape poverty and achieve prosperity. Based on the Four-party Joint Creation platform, the Party Committee of Jinfeng promotes the education in local communities. Since 2012, the Company has funded the students at all stages of education, primary school, middle school and university included, integrated the forces of various circles and the voluntary services and carried out projects and activities of poverty alleviation through education in Guizhou mountainous areas. Through various assistance measures, the Company has helped the students from poor families in the local communities to realize their "dream of entering a higher school" and "dream of entering a university" with practical actions, paving a road for them to start a better life and realize their dreams of life. This not only promotes the "mutual benefit" between the Company and the local communities, but also fully demonstrates the Jinfeng's social responsibility

案例 CAS

金山村的姚腊妹 2021 年考入毕节医学高等专科学校 Yao Lamei, from Jinshan Village, was admit ted to the Department of Traditional Chinese Medicine, Bijie Medical 中医系,获得了公司四方共创 4000 元大学生奖学金。 College in 2021 and obtained a scholarship of 4,000 RMB from Jinfeng Four-party Joint Creation. Her elder sister Yao 姚腊妹的姐姐姚小秀先后获得高中生及大学生奖学金 Xiaoxiu h as o btained s cholarships for high school students 7000元,哥哥姚鹏在获得 3000元高中生资助后,于 and college students, totaling 7,000 RMB. After receiving the 3,000 RMB scholarship for high school students, Yao Peng, 2019年以优异的成绩考入"双一流"大学——苏州大学, her elder brother, entered Suzhou University, a worldclass university, in 2019, and the Company awarded him an 8,000 公司为其破格提供奖学金 8000 元;而妹妹姚冬妹也在 RMB scholarship. The youngest sister Yao Dongmei also won a scholarship of 1,000 RMB for high school students this year 今年第三次获得1000元的高中生奖学金;2015年至今, for the third time. Since 2015, Yao Lamei and her brother and 姚腊妹兄弟姐妹 4 人先后获得锦丰公司四方共创助学金 sisters have received a total of 28 thousand RMB from Jinfeng and realized their "dream of entering a higher school" and 2.8 万元,实现了他们的"升学梦"和"大学梦"。 "dream of university".



-	
	按照每名学生每月 80-200 元不等的
) E	助养标准,已累计为贞丰县境内 360 余
l	名中小学生发放"一对一"结对助养金
-	100万余元。
	另外,截至 2021 年底,已累计资助来自
	金山村、烂泥沟村和尼罗村的高中生共计
	480 名、大学生共计 122 名,累计发放
9	四方共创助学金 103.3 万余元。
n 5 7 7 8 5 7 8 7 8 8 7 8 8 7 8 8 8 8 8 8	Jinfeng has paid more than 1 million RMB of "one helps one" allowance to over 360 primary and secondary school students in Zhenfeng County, varying from 80 to 200 RMB per student per month. By the end of 2021, the Company sponsored 480 high school students and 122 university students from Jinshan, Niluo and Lannigou villages, and provided scholarships totaling more than 1,033,000 RMB.



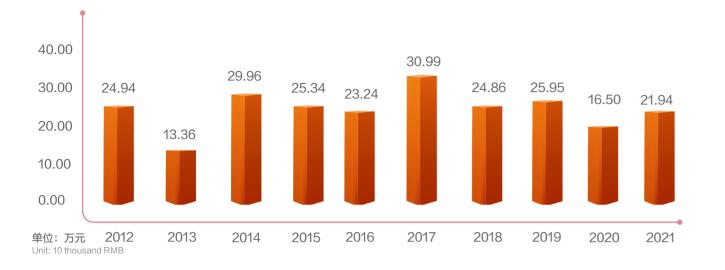


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# 锦丰公司教育帮扶资金投入统计图

Chart of Educational Support Investment







贵州锦丰矿业有限公司 Guizhou Jinfeng Mining Limited



公司着重将特色产业扶持和带动消费扶贫密切结合,组织开展了贞丰"金"系列特色产业扶持项目。截至2020年, 公司累计为产业扶贫示范园采购贞丰"金"系列金香蜜瓜种苗 1.89 万株、鼓槌石斛种苗 1000 公斤、巨菌草种苗 4 万芽 节及各类基建物资等共计 31 万余元,通过产业帮扶,直接或间接带动 50 余名建档立卡贫困户通过常态化就业途径增加收 入来源。在试点种植赤松茸取得成功的基础上,将种植规模扩大到 50 亩,同时将该项目进一步推广至贞丰县珉谷街道办 大碑社区、纳尧村分时段推广种植1000亩,望谟县打易镇、新屯街道办分时段种植1000亩,形成特色产业发展集群。

Jinfeng combines support for characteristic industries with poverty alleviation through consumption, and carries out characteristic industry projects of Zhenfeng "Gold". By 2020, the Company has procured 18,900 golden honeydew melon seedlings of Zhengfeng "Gold", 1,000 kg dendrobium chysotoxum sprouts, 40,000 giant fungus seedlings and various infrastructure materials for the Industrial Poverty Alleviation Demonstration Garden, totaling more than 310,000 RMB. Through industrial support, more than 50 qualified registered poor households increased their income through regular employment. Based on the successful planting of red matsutakes, Jinfeng will expand the planting to 50 mu, and introduce the project to the Dabei Community and Nayao Village in Mingu Street Office, Zhenfeng County to plant 1,000 mu of the matsutakes, and to Dayi Town and Xintun Street in Wangmo County to plante 1,000 mu of the matsutakes, thus to form a characteristic industrial development cluster.

2012年以来,公司在周边社区累计投入特色种植养殖产业发展帮扶资金 395 万元。 Since 2012, Jinfeng has invested 3.95 million RMB in the development of characteristic

cultivation industry in surrounding communities.





产业示范园

公司扶贫示范园贞丰"金"系列金香蜜瓜喜 公司扶持社区试点种植的"金菠萝"初结硕果 获主收 A good harvest of golden honeydew melons Golden pineapples planted by the local of Jinfeng "Gold" in Poverty Alleviation communities with the help of Jinfeng yielded for the first time

# 业帮扶 Employment Support

公司以"四方共创"为平台,通过本地化雇佣、零星用工等方 Jinfeng helps local villagers to find jobs, improve their income 式,帮助当地村民就业、提高收入、改善生活质量,截至2021年 底,矿区周边社区已有210户、1100余名居民乔迁到贞丰县城, 实现了从农民向市民的华丽转变。



通过社区居民优先招聘,实现"一人就业,全家脱贫" "One employment, the whole family out of poverty" has been realized through recruiting community residents first

and improve their quality of life by means of local employment and sporadic employment on the "Four-party Joint Creation" platform. By the end of 2021, 210 families and 1,100 residents in the surrounding communities had moved to Zhenfeng County, transforming themselves from farmers to citizens.





# 公司始终坚持"本地化优先"的员工雇佣原则,带动社区群众稳定就业。自2012年起,累计聘用贵州贞丰籍员工 500 余人,零星用工 6107 人次。其中,优先安置周边社区员工 230 余人,年平均工资总额 1200 余万元。

Jinfeng adheres to the principle of "local residents first", and provides community residents with various posts. Since 2012, the Company has employed over 500 Zhenfeng residents, and 6107 casual labors. It prioritized the employment of over 230 local residents, and paid over 12 million RMB in salaries per vear.



# 2021年,公司共有矿区当地社区(金山村、尼罗村、烂泥沟村)员工 234人,零星使用矿 区当地社区民工 815 人次,累计发放工资及劳务收入达 1204 万余元。

In 2021, Jinfeng employed 234 people in the local communities (Jinshan Village, Niluo Village, Lannigou Village), 815 local residents sporadically, with a cumulative salary and labor fee of over 12.04 million RMB



贵州贞丰籍员工占公司员工总数的比例从 2020 年的 74.95% 上升为了 2021 年的 75.8%。 The proportion of Zhenfeng employees increased from 74.95% in 2020 to 75.8% in 2021.



# 2021年,贵州贞丰籍员工的工资收入相较于2020年上涨了3%。

Compared to 2020, wages for Zhenfeng employees rose by 3% in 2021.

## 2012 年至今本地员工工资收入趋势图

Wages Income of Local Employees since 2012



# **窯例** CAS

# 全国劳动模范忙德书、公司员工黄仕福等原尼罗村、烂泥沟、金山村居民在公司就业后搬迁至贞

Lannigou Village, and Jinshan Village moved to Mincheng Community, Zhenfeng County after their employment. Cen Fukang, Huang Fuli and their family moved into Shengshi Huating Community after their employment in Jinfeng, now their two children have been attending primary school.



公司员工黄仕福一家迁入贞丰珉城小区

# 零星工程发包

Sporadic Projects

公司坚持以"零星土建工程承包"壮大农村集体经济, Jinfeng drives the development of rural collective economy by assigning the sporadic projects to local communities, promotes the 将矿区零星土建工程发包当地社区组织实施,积极带动建 qualified registered poor households to participate in temporary work, and increases the income of the local residents. Since 2012, the 档立卡贫困户参与临时性务工,增加社区群众收入来源。 Company has assigned over 50 sporadic projects to the collective 自2012年起,向矿区当地社区(金山村、尼罗村和烂泥沟村) economic organizations in Jinshan, Niluo and Lannigou villages, including the retaining wall construction project, wire laying project, 集体经济组织发包挡墙建设工程、围网铺设工程、排水沟 drainage ditch construction project, and entrance maintenance projects, with a total of 5.93 million RMB payment. 砌筑工程、入场路维修工程等零星土建工程 50 余项,工程 款总额达 593 万元。

2021年, 锦丰公司先后共向金山村、尼罗村和 烂泥沟村村委会发包矿区零星工程 4 项,工程款 总额共计 21.8 万元。

In 2021, Jinfeng assigned four projects to the Village Committees of Jinshan Niluo Village and Lannigou, with a total of 218,000 RMB estimated payment.







通过矿区零星工程承包发展壮大社区集体经济 Drive the development of collective economy of communities through assigning sporadic projects







2020年~2021年,公司最大程度化解新冠肺炎疫情对贫 困地区农产品销售和贫困群众增收带来的不利影响,在大力支 持社区各类农特产品进企业餐厅的同时,号召广大员工积极参 与消费扶贫,增加当地社区居民经济收入,实现产业扶贫和消 费扶贫的"双促"、公司与当地社区"共赢"。

From 2020 to 2021, Jinfeng eliminated the adverse effects of COVID-19 on the sale of agricultural products and the income increase of the people in poor areas. While purchasing agricultural products from the community, the Company calls on the employees to participate in the poverty alleviation by consumption, so as to increase the income of the local residents, promote both industrial poverty alleviation and poverty alleviation by consumption, and achieve "mutual benefits" of the Company and the local communities.

# 2021年,公司累计从贞丰县境内采购固体氰化钠、 五金配件、汽车配件、火工品、沙石、硫酸、盐酸、 钢材、选矿药剂及饮用水等总额 4821 万余元。

In 2021, Jinfeng purchased 48.21 million RMB of solid sodium cyanide, hardware accessories, auto accessories, initiators, sands, stones, sulfuric acid, hydrochloric acid, steel, mineral dressing reagents and drinking water from Zhenfeng County.

# 2021年,公司采购贞丰县境内蔬菜、水果及干货等 农副产品近 325 吨,总值近 347 万元,其中包含从 周边社区采购优质枇杷、西瓜等 4200 余公斤,价值 2.7 万余元。

In 2021, Jinfeng purchased nearly 325 tons of agricultural products such as vegetables, fruits and dry goods in Zhenfeng County, totaling about 3.47 million RMB, including 4,200 kg high-quality loquat and watermelons from surrounding communities, totaling 27,000 RMB.



公司员工餐厅大力采购矿区当地社区农副产品 Staffs' canteen purchases agricultural products in local communities



定点帮扶成果丰 黄金为民显担当

2020年3月3日,贵州省人民政府发布公告,中国黄金集团"定点帮扶"的贵州省贞丰县正式退出贫困县序列,摘 掉了贫困县的帽子。脱贫攻坚过程中,公司以"四方共创"为平台,围绕"两不愁三保障"原则,以帮助当地贫困人口增 收为目标,带领周边社区共同踏上了实现小康生活的"金色征程"。2021年,公司坚持多举措帮扶矿区当地社区巩固脱 贫攻坚成果和实施乡村振兴战略,以求真务实的优良作风和真抓实干的切实行动充分展现了中国黄金集团"黄金为民"的 政治使命和社会担当。

On March 3, 2020, the Guizhou Provincial People's Government issued a public announcement that Zhenfeng County, paired with China Gold, had officially withdrawn from the list of poor counties. In the process of fighting poverty, adhering to the principle of "Rural poor people are free from worries over food and clothing and have access to compulsory education, basic medical services and safe housing", Jinfeng aimed to increase local poor people's income, led the surrounding community to a well-off life on the "Four-party Joint Creation" platform. In 2021, the Company took many measures to help the local communities to consolidate the achievements of poverty alleviation and implement rural revitalization strategy, fully demonstrating the political missions and social responsibilities of China Gold in a realistic, pragmatic and down-to-earth way.

## 2012年起,公司在基础设施建设帮扶方面实施项

# 目 25 项,投入资金 3362 万余元。

Since 2012, Jinfeng has implemented 25 projects in infrastructure construction assistance, with a total investment of 33.62 million RMB.

# 2021年,公司累计为贵州省贞丰县的社会经济发 展创造的经济收益达 9400 万余元。

In 2021, Jinfeng generated more than 94 million RMB for the social and economic development of Zhenfeng County.



公司党委书记、董事长高荣在贞丰县珉谷街道纳尧村开展扶贫调研 Gao Rong, Secretary of the Party Committee and Chairman, investigated poverty alleviation in Nayao Village, Xiaogu Street, Zhenfeng County



公司捐赠贞丰县人民政府 3000 万元实施柏油路铺设工程 Jinfeng donated over 30 million RMB to the asphalt road pacing project implemented by Zhenfeng County People's Government

# 业观察报》等知名媒体分别以《"四方共创"助力脱贫》《党建引领脱贫攻坚,四方共创和谐发展》为题对公司的"四方共创" 模式及其成效进行了专题报道; 2020 年 6 月, 公司党委荣获 "全省脱贫攻坚先进党组织"荣誉称号; 2021 年 4 月, 公 司荣获"贵州省脱贫攻坚先进集体"荣誉称号;2021年7月,公司党委荣获"贵州省国资委系统先进基层党组织"荣誉称号。

Since its founding, the Four-party Joint Creation Party committee has made remarkable achievements in poverty alleviation and rural rejuvenation, and has been highly recognized by many parties. The well-known media such as Guizhou Daily, State-owned Enterprises & Party Building, and Enterprise Observer have delivered special reports on Jinfenf's "Four-party Joint Creation" mode and its achievements of the Company with the title of "Poverty Alleviation through Four-party Joint Creation" and "Poverty Alleviation by Party Building and Harmonious Development through Four-party Joint Creation". The Party Committee of Jinfeng was awarded the Model Party Organization in Fighting Poverty in Guizhou Province in June 2020, "Model Group in Fighting Poverty in Guizhou Province"in April 2021, and "Model Primary Party Organization in the system of Guizhou SASAC"in July 2021



# 2020年~2021年,公司累计向贵州省贞丰县人民 政府捐赠 3180 万元。

From 2020 to 2021, Jinfeng donated 31.8 million RMB to the Zhenfeng County People's Government.

# 历年来,公司助推"乡村振兴"进程,为当地创造 经济收益及各项资金投入达 4.69 亿元。

Over the past years, Jinfeng has promoted the process of "rural revitalization", generating economic income and investment of all kinds of funds for the local area reached 469 million RMB.



公司党委向矿区当地基层党组织捐赠困难党员帮扶资金 The party committee of the Jinfeng donated funds to primary party organizations in mining districts to help party members in difficulty

公司四方共创党支部成立至今,在脱贫攻坚暨乡村振兴上成绩显著,受到多方肯定及认可,《贵州日报》《国企·党建》《企







公司持续关注公益慈善工作的开展,组织党员与员工 进行抗疫捐款、公益扶贫等活动,解决群众的急难愁盼 问题,助力脱贫及乡村振兴,回馈社会各界的期待。

Jinfeng pays attention to the development of public charities, organizes Party members and employees to donate to fight COVID-19 and for poverty alleviation activities, solves the urgent problems of the local residents, helps in poverty alleviation and rural rejuvenation, and strives to meet the expectations of all walks of society.

案例 CASE 2021年6月,在第71个"六·一"国际儿童节到来之际,公司党员代表和员工代表再一次受邀前往 贵州省贞丰县沙坪镇金山小学,与全校师生一起举办了"童心璀璨喜迎建党百年·四方携手共创美好未来" 校企联谊活动。活动期间,公司向学校捐赠了价值 2.3 万余元的学习用品,并向辛勤耕耘在教育一线的教师

表示了诚挚的问候。 On June 1, 2021, the 71st International Children's Day, Party members and employee representatives of Jinfeng were invited to Jinshan Primary School in Shaping Town, Zhenfeng County, to hold the school-enterprise activity with teachers



公司开展"童心璀璨喜迎建党百年·四方携手共创美好未来"校企联谊活动 School-enterprise activity of "Celebration of the centenary of the Communist Party of China, A shared future by four parties"





2020 年~ 2021 年, 累计向"定点帮扶"贞 丰县及矿山周边社区捐赠3408万元。

From 2020 to 2021, Jinfeng donated 34.08 million RMB to Zhenfeng County and the surrounding communities.

and students of "Celebration the centenary of the Communist Party of China, A shared future by four parties". During the activity, the Company donated more than 23,000 RMB of school supplies and expressed sincere greetings to the teachers.

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案例 CASE

新冠肺炎疫情暴发以来,公司通过捐款、捐物等多种形式为各级地方党委政府提供了力所能及的支持。 2020年2月,新冠肺炎疫情开始蔓延时,公司第一时间向贵州省贞丰县人民政府捐赠了50万元的疫情 防控专项资金,用于定向支持贵州省贞丰县的各项疫情防控工作。

2020年3月,按照《贵州省国资委党委组织部关于组织党员自愿捐款支持新冠肺炎疫情防控工作的通知》 要求,公司党委将募集到的党员捐款共计16800元及时转交给贵州省国资委党委,并将公司员工的捐款共计 31392元,转交给贵州省贞丰县慈善总会。

2020年5月,贵州锦丰矿业有限公司党委为助力贵州省贞丰县沙坪镇金山小学的全校师生顺利复学, 向其捐赠了价值共计 21600 元的防疫物资,包括医用口罩、红外线体温枪、抑菌洗手液、84 消毒液、医用 洒精等。

Since the outbreak of COVID-19, Jinfeng has supported the local Party committees and governments at all levels through donations.

In February 2020, when the epidemic began to spread, the Company donated 500,000 RMB of special funds to the People's Government of Zhenfeng County to support epidemic prevention and control in Zhenfeng.

In March of 2020, the Company Party Committee passed the 16,800 RMB donations from the Party members to the Party Committee of Guizhou SASAC, and 31,392 RMB from the employees to Zhenfeng Charity Federation according to the Notice of the Party Committee of Guizhou SASAC on Organizing Party Members to Make Donations to Support the COVID-19 Prevention and Control.

In May 2020, the Party Committee of Jinfeng donated 21,600 RMB of epidemic prevention materials, including medical masks, infrared thermometers, hand sanitizers, sodium hypochlorite and 75% alcohol by volume, to help the teachers and students of Jinshan Primary School back to school.

价值 57.28 万元。



公司向贵州省贞丰县人民政府捐赠 疫情防控专项资金



公司向矿区当地金山小学捐赠疫情防 Jinshan Primary School

# <u> 志愿服务解难题,关怀</u>

公司志愿服务活动围绕着服务社区、教育帮扶、实践调研及慰问群众等主题进 行组织和开展。一方面,公司以"我为群众办实事"项目的组织实施为契机,组织 实施了"党团共建志愿服务进社区,学史力行排忧解难办实事"等一系列志愿服务。 另一方面,公司以"四方共创"平台为基础,发展和壮大志愿者队伍,助力乡村振兴, 服务矿山当地社区的广大百姓。公司志愿服务的开展取得了很好的社会反响和成效。

Jinfeng organizes voluntary activities on the themes of serving the community, education assistance, on-site research and visiting the local. On one hand, based on the project of "I am doing practical work for the local's benefit", the Company organized and implemented a series of voluntary services, such as "provide voluntary services in communities through the joint construction of the Party and the Communist Youth League, solve the people's problems and learn the Party history". On the other hand, it expands the volunteer team, helps the rural rejuvenation and serves the local residents on the platform of "Four-party Joint Creation". The voluntary services have achieved good social responses and effects.

截至 2021 年, 公司共有员 工志愿者 1000 余名,其 中包括党员志愿者 100 余 名、团员志愿者380余名。

By 2021, Jinfeng had more than 1,000 volunteers, including over 100 Party members and 380 Youth League members.

# 案例 CASE

中国黄金集团贵州有限公司的志愿者常常来到这里开展志愿服务活动。志愿服务的内容包括在产业示范园里做 农活、帮产业示范园里的农作物找销路等。产业示范园里金黄剔透的枇杷、外形圆润的金香蜜瓜,也都是志愿 者们居家常备的应季水果。

The Agricultural Industrial Demonstration Garden of Zhenfeng "Gold" is a major industrial project for local communities. Volunteers from Jinfeng and Guizhou Limited of China Gold provide voluntary services there, such as doing farm work in the Garden and helping to sell the crops. The golden loguat and round golden honevdew melon there are also the seasonal fruits that volunteers will have at home.



公司党员在社区产业示范园开展志愿者服务

# **窯例** CAS

2020 年 11 月,公司四方共创党支部组织开展了以"扶贫扶智,共促成长"为主题的志愿服务活动,在公 司实习的集团公司实习生也参与其中。活动在贵州省贞丰县沙坪镇金山小学开展,实习生志愿者们在活动中与 学校的 140 余名师生进行了良好互动和交流。活动结束后,学校的学生们表示,通过这次活动,不仅跟北京来 的哥哥姐姐们学习到了新的知识,更进一步对外部的世界有了新的了解,从而树立了新的志向,更加坚定了一 定要通过知识改变命运的信念。这类志愿服务活动的开展,不仅能够增进公司与矿区当地社区的联系和感情, 也能够充分体现出公司对矿区当地教育事业的重视和关怀。

In November 2020, the Four-party Joint Creation Party branch organized a voluntary service activity on the theme of "eliminating poverty, setting ambitions, and growing together", with the participation of interns of China Gold. The activity was carried out in Jinshan Primary School, where interns and volunteers interacted and communicated with over 140 teachers and students. At the end of the activity, the students said that through the activity, not only they learned new knowledge from the elder brothers and sisters from Beijing, but also have a new understanding of the outside world, thus establishing a new ambition and strengthening the belief that changing the life by knowledge. Such voluntary activities not only enhance the company's relations with the local communities, but also demonstrate the Company's attention to the education there.



公司开展以"扶贫扶智,共促成长"为主题的志愿服务活动 The Company carries out voluntary service activities on the theme of "eliminating poverty, setting ambitions, and growing 🔒 together



# 贞丰"金"系列特色农业种植产业示范园是公司为矿区当地社区重点帮扶和打造的产业项目。锦丰公司和







# 关爱员工 以人为本助发展 Care For the Employees and Promote Their Developm People-oriented Concept

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贵州锦丰矿业有

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# 员工构成情况

Employee Profile 保障员工权益 Employees Rights and B 助力员工发展 Employee Development 关爱员工生活

Employee Ca



中国共产党贵州锦丰矿业有限



# 截至 2021 年底,公司在岗员工 1101 人,少数民族员工占比 29.16%; 其中男员工 962 人,占比 87.4%, 艾员工 139 人,占比 12.6%;

员工构成情况

# 大专以下学历占比 73.7%,大专学历占比 13%,本科学历占比 12.5%,研究生学历占比 0.8%。

By the end of 2021, the company had 1,101 employees on duty, with 29.16% ethnic minority employees 962 were male employees, accounting for 87.4%, and 139 were female employees, accounting for 12.6%. Employees below college accounted for 73.7%, employees with a college degree accounted for 13%, employees with a bachelor's degree accounted for 12.5%, and employees with a master's degree accounted for 0.8%.





保障员工权益

公司严格遵守《中华人民共和国劳动合同法》《中华人民共和国劳动法》《中华 人民共和国社会保险法》等相关劳动法律法规,制定《劳动合同与雇佣管理办法》《员 工纪律管理政策》,为在岗员工足额缴纳社会保险,真正做到社保全覆盖。同时,积 极配合贵州省贞丰县人力资源和社会保障局劳动保障监察大队开展针对公司的各项 检查工作,其未发现任何一起违规行为,切实维护了公司和员工的合法权益,构建了 和谐的劳动关系。

Jinfeng abides by the The Labor Contract Law of the People's Republic of China, Labor Law of the People's Republic of China, Social Insurance Law of the People's Republic of China and other relevant labor laws and regulations, and formulates the Management Measures on Labor Contracts and Employment and Employee Discipline Management Policy, and pays the social insurance in full for the employees on duty. At the same time, the Company cooperates with the Labor Security Supervision Brigade of Human Resources and Social Security Bureau of Zhenfeng County, to carry out inspections, and no illegal behaviors have been found at Jinfeng, effectively safequarding the legal rights and interests of the Company and its employees, and developing harmonious labor relations.



公司实施平等的用工政策,制定《招聘管理程序》, 平等对待不同国籍、种族、性别、宗教信仰和文化背景 的员工。在招聘过程中,始终秉承公平公开公正的原则。 同时,同等条件下优先考虑聘用矿区当地社区员工,缓 解矿区当地社区群众就业压力,帮助其提高经济收入。

Jinfeng has implemented equal employment policies, and formulated Recruitment Management Procedures with equal treatment for employees of different nationalities, races, genders, religious beliefs and cultural backgrounds. In the recruitment process, we have always adhered to the principle of fairness, openness and justice. Meanwhile, we give priority to the employment of the surrounding communities in order to alleviate the employment pressure and improve the household income of the villagers.

# ► 保护员工隐私 Protect Farely Protect Employee Privacy

公司严格保护员工个人隐私,不仅在员工入职时签订保密 协议,同时在《员工纪律管理政策》中制定了相关规定,非法 定要求,或者未得到董事长(或总经理)授权,任何人不能泄 露员工个人信息、收入情况、健康状况等信息,否则将按公司 规定给予处分。此外,公司建立员工档案清单,做好档案保密 管理工作,切实加强员工个人信息和隐私的管理。

劳动合同签订率 100%

社会保险覆盖率100%

Labor Contract Signing

Rate 100%

Social Insurance

Coverage Rate 100%

The Company strictly protects the individual privacy of the employees. We not only require our staff to sign the confidentiality agreement, but also make relevant regulations in the Employee Discipline Management Policy. No one shall divulge any personal information, such as income and health status of the employees without authorization from the Chairman (or General Manager), otherwise punishment will be given according to the regulations. In addition, the Company establishes a list of employee files, and does a good job in confidentiality management, effectively strengthening the management of employees' personal information and privacy.



地与国际上较为先进的大型矿业公司保持一致。2020年至2021年,公司员工的年平均税前工资收入超过10万元,2021 年较 2020 年, 工资涨幅超 3%。

In its early period, Jinfeng adopts the mining management mode of Australia, Canada and other countries advanced in mining, and keeps in line with the large international advanced mining companies in humanitarian management and employee benefit protection. In 2020 and 2021, the employees' annual pre-tax income exceeds 100,000 RMB. Compared to 2020, the employees' pre-tax income increased by 3% in 2021.









# 公司在建矿初期即采用澳大利亚、加拿大等矿业发达国家的矿业管理模式,在人性化管理和员工福利保障方面尽可能

1. 公司有较完善的工资和岗位体系,为每个岗位提供较合理的工资待遇,并及时了

2. 根据不同的岗位、公司生产效益和员工绩效表现,员工可享受月度绩效奖金或年

3. 按国家和地方的相关规定给员工支付津贴,如下井津贴,高温津贴等; 5. 公司有完善的员工绩效考核体系。员工晋升、工资调整等均以员工绩效考核结果

1. Jinfeng has a perfect compensation and post system to provide more reasonable salaries for each post, and reviews and updates the system regularly after

2. Employees will obtain monthly performance bonuses or annual performance bonuses according to their positions, the Company's production performance and

3. Jinfeng pays allowances to employees according to national and local regulations.

4. Jinfeng offers overtime pay in accordance with national regulations;

5. The company has a perfect performance appraisal system for employees, which is an important reference for employees' promotion and salary adjustment.





公司充分发挥工会组织桥梁和纽带作用,拓宽员工参与民主 决策、民主管理的渠道,落实广大员工的参与权,知情权,实施 民主管理。

Jinfeng gives full play to the role of the Labor Union as a bridge, expands the channels for employees to participate in democratic decision-making and democratic management to ensure their right to participate and right to know, and promotes democratic management.

参加工会的员工 比例100%

# 1. 建立健全厂务公开民主管理基本制度

公司进一步明确了公司厂务公开民主管理的基本原则、内容形式、工作程序、组织领导及监督考核等方面的 内容,为公司厂务公开民主管理工作的顺利开展提供了制度上的保障。

# 2. 不断丰富厂务公开民主管理形式

职工代表大会制度是公司厂务公开民主管理的基本形式。充分利用生产调度例会、生产经营分析会、班组交 接班例会、厂情发布通告会、职工座谈会、支部党员大会等形式积极开展厂务公开民主管理工作,并定期或按需 通过公司网站、简报、微信群、电子邮箱和厂务公开栏等渠道对厂务公开民主管理的相关内容进行公开。 3. 充分保障员工参与民主管理的权利

①草拟制度时,将草案提前发布给公司全体员工,充分征求员工的意见和建议;

②制度的内容是在与公司工会和职工代表进行平等协商的基础上共同确定的;

③制度正式下发后,严格履行公示程序,并通过合适且有效的方式告知公司全体员工。

## 4. 广开言路携手员工共促企业发展

## 公司鼓励员工为企业的高质量发展建言献策,积极引导其参与到公司的各项生产经营管理活动中来。

1. Establish and improve the basic system of open and democratic management of factory affairs

Jinfeng further clarified the basic principles, contents, forms, working procedures, organizational structure, leadership, supervision and assessment, which guarantees the development of the open and democratic management.

2. Enrich the forms of open and democratic management of factory affairs

The system of Employees' Representatives Conference is the basic form of open and democratic management of factory affairs. Jinfeng makes full use of regular production scheduling meetings, production and operation analysis meetings, regular handover meetings, factory information announcement meetings, staff meetings and branch Party meetings to carry out the open and democratic management of factory affairs, and post relevant information of open and democratic management of factory affairs on the company website, brief, WeChat group, e-mail and factory affairs board regularly or as needed.

3. Fully safeguard employees' right to participate in democratic management

① When drafting the system, Jinfeng will publish the draft to all employees in advance, and collect the comments and suggestions of the staff

2 The contents of the system are determined jointly on the basis of equal consultation with the Labor Union and workers representatives;

③ When the system is officially issued, Jinfeng will strictly carry out the publicity procedures and inform all employees in appropriate and effective ways.

4. Encourage the free airing of suggestions and work together with the employees to promote the company's development Jinfeng encourages the employees to advise for the high quality development of the Company, and leads them to participate in the production, operation and management of the Company.



公司召开 2021 年工作会暨一届二次职代会 The 2021 Work Meeting and the Second Session of the First Representative Meeting



# 公司为员工提供丰富多样的学习培训机会,适时邀请专业培训机构为公司员工量身打造专业培训课程,从而帮助其丰 富劳动技能、提高劳动效率,极大地提升了公司员工的工作积极性和创造性,更有利于促使其进一步实现自我价值。

The company provides rich growth space and learning opportunities for employees, and invites professional training institutions to deliver professional courses for employees to enrich their skills and improve their productivity, thus to arouse their enthusiasm and creativity and realize their self-worth.



公司员工忙德书荣获"全国劳动模范"荣誉称号 Mang Deshu, employee of Jinfeng, was awarded "National Labor Model"





公司员工杨国玉荣获"全国优秀农民工"荣誉称号 Yang Guoyu, employee of Jinfeng, was awarded "National Excellent Migrant Worker"









公司员工韩永群荣获"贵州省最美劳动者"荣誉称号 Han Yongqun, employee of Jinfeng, was awarded "the Most Beautiful Worker in Guizhou Province"



公司员工张丽荣获"贵州省国资委系统三八红旗手"荣誉称号 Zhang Li, employee of Jinfeng, was awarded "Woman Pace-Setter of Guizhou SASAC

# 技术人才: 技术员 - 助理工程师 - 工程师 - 高级工程师 - 副总工程师 - 总工程师

Technical Talents: Technician - Assistant Engineer - Engineer - Senior Engineer - Vice Chief Engineer - Chief Engineer

# 管理人才: 专员 - 班 / 组长 - 主管 - 段长 - 经理助理 - 中层管理人员 - 高管

Managerial Talents: Specialist - Team Leader - Supervisor - Section Chief - Manager Assistant - Middle Manager - Executive



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2020-2021 社会责任报告 2020–2021 social responsibility report



公司制定有《贵州锦丰矿业有限公司员工培训管理程序》,常态化 规范开展员工的入职培训和在岗培训,并为在职员工提供丰富的专业培 训和外出培训机会,不仅有力地促进了公司员工工作业务能力和专业技 术水平的提升,也为其职业发展提供了更多的可能。

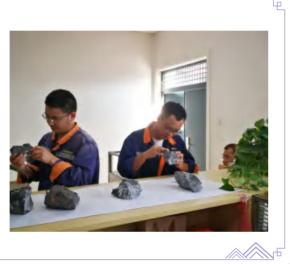
Jinfeng has formulated the Employee Training Management Regulation of Guizhou Jinfeng Mining Limited, providing induction training and on-duty training, as well as abundant professional training and off-site training for on-the-job employees, which not only improves the working ability and professional techniques, but also provides more possibilities for their career development.

2020 年至 2021 年, 公司共投入 **53.12** 万元 用于员工培训 From 2020 to 2021, Jinfeng invested 531,200 RMB in employees' training



锦丰(烂泥沟)金矿项目是典型的卡林型金矿,金以细 微粒浸染状产于碳酸盐岩中,特别是在品位不高的情况下, 肉眼对矿石的辨别存在一定难度。为进一步提高采矿回收率, 避免矿石损失,公司技术服务部地质组组织开展了识别及估 测金矿石品位活动。此项活动的开展是对公司地质技术人员 基础业务技能进行教育培训的一次有益尝试。

Jinfeng (Lannigou) Gold Mine Project has a typical Carlin gold mine, with gold in carbonate rocks in fine particles, especially for gold at a low grade, it is difficult to distinguish ores by naked eye. In order to further improve the recovery rate during mining and avoid ore losses, Geological Group of Technical Service Department has carried out activities to identify and estimate gold ore grades. This is a useful attempt to improve the basic skills of the Company's geological technicians.



关爱员工生活 Employee Care

# 公司始终坚持以人为本,不断提升服务员工的工作水平,被黔西 南州总工会授予"模范职工之家"荣誉称号。两年间公司先后投入6.8 万元为"职工之家"新增了一批文娱设施,装修了"职工书屋",增 强了员工的幸福感、获得感和归属感。

Adhering to the people-oriented philosophy, Jinfeng constantly improves the services to the staff, and was awarded "Model Workers' Home" by the General Trade Union of Qianxinan Prefecture. In the past two years, the Company has invested 68,000 RMB in the "Workers' Home" to add new recreational facilities and decorate the "Worker Library", enhancing the employee's senses of happiness, acquisition and belonging.



**困难员工帮扶** Employee assistance

公司成立以来一直秉承以人为本的经营理念,对因 突发意外而身处困境的员工给予精神上的关怀和物质上 的支持,帮助其渡过难关。





>
慰问矿区当地社区员工Visited local employees in the mining districts

# ①在春节前夕,公司为困难员工(46 名)、工伤员工(8 名)发放慰问金共计 **5.4** 万元; ②公司向贞丰县总工会推荐 20 名贫困员工,并发放 **2** 万元慰问金(每人 1000 元); ③通过向贞丰县总工会申请,帮助 4 名员工子艾获得了贞丰县总工会提供的"金秋助学"助学金。

① On the New Year's eve, Jinfeng provided a total of 54,000 RMB for 46 employees in difficulty and 8 injured employees; ② Jinfeng recommended 20 poor employees to General Trade Union of Zhenfeng County, and provided 20,000 RMB for them, 1,000 RMB per person;

③ Four employees' children have obtained the "Golden Autumn Grant" qualification provided by General Trade Union of Zhenfeng County after application.



# 公司积极开展文娱活动,丰富员工业余文化生活, 增进了员工之间的凝聚力和战斗力。

The company has actively carried out recreational activities to enrich the employees' spare time, and enhance the employees' cohesion and combat effectiveness.



公司 2020 年"迎中秋·庆国庆"书法绘画摄影比赛共收到员 工提供的书法绘画摄影作品共计 380 幅,其中,毛笔书法作品 43 幅,硬笔书法作品 34 幅,绘画作品 23 幅,摄影作品 280 幅。经 公司评审人员层层筛选,共有 37 幅优秀作品获奖并得以集中展出。 本次书法绘画摄影比赛的开展,为公司员工中的书画摄影爱好者提 供了展现自我的平台。同时也进一步丰富了公司员工的业余生活, 得到了公司员工的广泛好评。

Jinfeng received 380 calligraphy, painting and photography works from employees in the competition of "Celebration on Mid-Autumn Festival and National Day" in 2020, including 43 brush calligraphy works, 34 hardtipped calligraphy works, 23 painting works and 280 photography works. After several rounds of appraisals, 37 outstanding works were awarded and exhibited. The competition provided a platform for calligraphy, painting and photography enthusiasts, and further enriched the spare time of the employees, which has been highly recognized by the employees.







第十二届"锦丰杯"篮球比赛 12th "Jinfeng Cup" Basketball Competition











雄关漫道真如铁,而今迈步从头越。 展望未来,我们将以不负韶华、锐意进取、永不懈怠的开拓精神,突出问题导向,保持战略定力,在 中国黄金集团有限公司党委的正确领导下,以高质量党建引领高质量发展。 我们将以一往无前的奋斗姿态,做好如下几个方面的重点工作,稳步踏上逐梦的新征程。

However difficult it might seem, the challenge will be overcome. Looking forward to the future, we will take the pioneering spirit of living the life to the fullest, moving determinedly forward and striving continuously, highlight the problem orientation, maintain strategic determination, and promote high-quality development under the leadership of the Party Committee of China Gold. We will keep on striving toward the following key work, and steadily embark on a new journey of dreaming.



踏上新征程,我们将进一步把打造国际化矿山的具体实践与中国黄金集团有限公司的发展战略相融 合,与公司的"十四五"规划相融合,马上就办、真抓实干,逐梦新时代、奋斗新征程。为集团公司建 设具有全球竞争力的世界一流黄金产业集团作出新的贡献。



In the long run, we will further integrate the concrete practice of building an international mine with the development strategy of China Gold, and with the Company's "14th Five-Year Plan", take immediate actions in a down-to-earth way. We will embark on a new journey and strive to realize our dreams in a new era. We will make new contributions to construct China Gold a first-class gold group in the world with global competitiveness.





# 贵州锦丰矿业有限公司 2020-2021 社会责任报告关键绩效表

KPI of Guizhou Jinfeng Mining Limited 2020–2021 Social Responsibility Report

1 诚信经	营 Honest	Operation
	2020	2021
营业收入(万元) Main business revenue (10,000yuan)	145480	133073
营业收入年增长率(%) Annual increase rate of main business revenue (%)	16.04	-8.53
净利润增长率(%) Growth rate of net profit (%)	52.76	-22.48
<b>净资产收益率(%)</b> Return on equity (%)	37.21	49.29
<b>资产负债率(%)</b> Asset-liability ratio(%)	42.6	44.93
<mark>产品合格率(%)</mark> Product qualification ratio (%)	100	100
客户满意度(%) Satisfaction rate (%)	100	100
经济合同履约率(%) Contract performance rate (%)	100	100
采矿损失率(%) Ore loss rate (%)	5.9	5.9
选矿(冶)回收率(%) Recovery rate of ore processing (%)	85.69	86.21
矿石贫化率(%) Ore impoverishment rate (%)	10.96	10.8
劳动生产率(万元 / 每人 每年)	96.61	82.03
Productivity (10,000yuan/per person per year) 设备运转率(%)	86.9	86.53
Equipment operation rate (%) 开采回采率(%)	94.1	94.1
Mining recovery rate (%)		

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支创新 Technological Innovatio



# 安全生产 Work Safety (10,000yuan)

安全生产投入(万元) Safety investment (10,000yuan)	1460	1848.22
安全生产培训人次(人次) Safety training (person)	16255	18905
安全培训覆盖率(%) Safety training rate for employees (%)	100	100

员工因工伤死亡人数(人) Employee injury (person)

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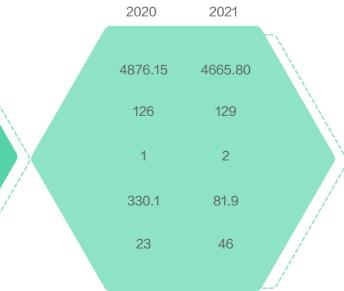
重大设备事故(次) Major equipment accidents (number of times)

重大火灾及爆炸事故(次) Major fire and explosion accidents (number of times

重大交通事故(次) Major traffic accident (number of times)

爆炸物品、危险化学品丢失事故次数(次) Loss accidents of explosives and hazardous chemicals (number of times)

危险化学品严重泄漏事故次数(次) Serious spill accidents of explosives and hazardous chemicals (number of times)





指标名称 <sub>item</sub>	2020年 2020	2021年 2021
绿色环保投入(万元) Environment protection investment (10,000yuan)	7203.59	10050.36
绿色环保培训(人次) Environment protection training (person)	203	1689
土地复垦率(%) Reclamation rate (%)	72.1	78.34
矿区绿化率(%) Green Coverage rate of mining districts (%)	100	100
全年耗电总量(亿度) Total power consumption (ten million kW/h)	1.5853	1.5327
单位产值综合能耗(吨 标准煤 / 万元产值) Energy consumption per RMB 10,000 output (Ton of coal equivalent/10,000 yuan)	0.18	0.17
年度水循环使用量(吨) Water recycling utilization (ton)	3166.60万	2781.39万

# 员工权益 Employee Rights and Benefits

指标名称 item	2020年 2020	2021年 <sub>2021</sub>
员工总数(人) Total employees (person)	1074	1101
女性员工比例(%) Rate of female employees (%)	12.8	12.6
女性管理者比例(%) Female management rate (%)	0.37	0.36
少数民族员工人数(人) Employees of minority ethnic groups (person)	311	321
<u>少数民族员工比例(%)</u> Employees of minority ethnic groups (%)	29	29.16
残疾人雇佣人数(人) Employment of the disable (person)	3	3
残疾员工比例(%) Rate of disable employees (%)	0.3	0.3
劳动合同签订率(%) Coverage rate of contract signing (%)	100	100
社会保险覆盖率(%) Social insurance coverage rate (%)	100	100
员工参加工会的比例(%) Proportion of employees in the union (%)	100	100
体检覆盖率(%) Physical checkup coverage rate (%)	100	100
每年人均带薪休假天数 Annual aid vacation days (day)	9.2	9.6
员工培训总投入(万元) Investment of employee training (10,000yuan)	26.7	26.42
员工培训总人次(人次) Employee training (person)	16332	19148
困难员工帮扶补助(万元) Aid for poverty-stricken employees (10,000yuan)	4.45	5.4
年度新增职业病和企业累计职业病(例) Occupational disease case (person)	0	0



指标名称 <sup>item</sup>	2020年 <sup>2020</sup>	2021年 <sup>2021</sup>
纳税总额(万元) <sup>Total tax (10,000yuan)</sup>	19781	15573
本地化雇佣人数(人) Total number of local employees <sub>(person)</sub>	805	835
本地化雇佣比例(%) Rate of local employees (%)	74.95	75.8
慈善捐赠总额(万元) <sup>Total donation (10,000yuan)</sup>	2802	606
抗击新冠肺炎疫情捐 <u>款价值(万</u> 元) <sup>Total COVID-19 donation (10,000yuan)</sup>	57.2792	0

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2020-2021 社会责任报告 2020-2021 social responsibility report



尊敬的读者:

# 您好!

非常感谢您在百忙之中阅读本报告。报告在编写过程中难免存在瑕疵和纰漏之处,为了不断改进公司社会 责任报告编制工作,我们特别希望倾听您的意见和建议,恳请您协助完成反馈表中提出的相关问题,并反馈给 我们。

选择性问题(请在相应的位置打 🗸 )

1. 本报告全	全面、准确地	反映了公司对	经济、社会、	环境的重大影响。	
□很好	□较好	□一般	□较差	□ 很差	
2. 本报告邓	时利益相关方	所关心问题的	披露。		
□很好	□较好	□一般	□较差	□很差	
3. 本报告抽	皮露的信息、	指标、数据清	晣、准确、完	整。	
□很好	□较好	一一般	□较差	□很差	
4. 本报告的	的可读性,即	报告的逻辑主	线、内容设计	、语言文字和版式设计。	
□很好	□较好	一一般	□较差	□很差	
开放性问题	页:				
(1) 您对	本报告的议题	被露情况有什	公建议?		
(2)您更	希望报告披露	雪哪些议题?			
(3)您更	希望报告以何	可种形式披露悠	系所关心的议题	亙?	
(4)您对	锦丰公司社会	责任工作有什	十么建议?		
如果方便,	请告诉我们关于	于您的信息:			
姓名:	职业	:	机构:	联系地址:	
邮编:	传真	:	电话:	电子邮箱:	
欢迎您向贵	是州锦丰矿业	有限公司提供	反馈		
联系方式:	贵州锦丰矿业有	与限公司党群工	作部		
联系电话:(	0859-68256	01			

传 真:	0859-6825602
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电子邮箱: Tao.Lei@gzjinfenggold.com

100	贵州锦丰矿业有限公司 Guizhou Jinfeng Mining Limited
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Feedback Dear readers: Thank you for taking time to read this report. To improve our pra- responsibility, we sincerely invite you to take some time to evalu questionnaire and send the feedback to us. Question (Please mark " $$ " in appropriate position)
1.It gives a complete and accurate view of the status of Comp         Excellent       Good       Average       Fair       Poor
2.It addresses and discloses the issues of concern of the stal     Excellent Good Average Fair Poor
3.It discloses clearly organized, accurate and complete inform         Excellent       Good       Average       Fair       Poor
4.Its readability, namely the logic of main line, content structu         Excellent       Good         Average       Fair         Poor
1.It gives a complete and accurate view of the status of Comp         Excellent       Good       Average       Fair       Poor
Question:
1.What's your opinions on responsibility topics of the Report?
2.In your opinion, which information do you want to disclose?
3.In your opinion, which kind of information you want to know is
4.Do you have any suggestions on our social responsibility repo

If convenient, please leave your contact information:

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# Contact Us:

Department of Party Affairs of Guizhou Jinfeng Mining Limited Contact Number: 0859-6825601 Fax: 0859-6825602 E-mail: Tao.Lei@gzjinfenggold.com actices and capabilities in fulfilling corporate social late this report. Please kindly complete the following

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