

Corporate Citizenship

A PRAGMATIC AND EFFECTIVE WAY OF ENVIRONMENTAL PROTECTION

In 2006, the Group continued to place emphasis on environmental protection. We rigorously adhered to ISO14001 environmental management system standards and created a clean, garden-like environment for the community.

The Group made amendments to environmental standards to achieve a heightened awareness on the cleanliness and hygiene of the plant. The effectiveness of this system hinges on the implementation to encourage all efforts on the protection of the plant site environment, ensuring that all standards are met. A subordinate environmental protection department of the Group – the environmental safety department – has carried out a thorough inspection and examination of the environment, which includes:

- Daily visits to the production site and project works site for environmental and hygiene inspections; relevant departments or contractors will be informed of any omission found and urged to rectify it in a timely manner;
- Weekly environmental and hygiene inspections on all vehicles of the plant in conjunction with the transport division and production unit in order to promote the cleanliness of vehicles and their maintenance to ensure that the vehicles operate normally;
- A periodic inspection of the plant site environment (both outdoor and production site) by production unit. The results will be submitted to the responsible

manager so that any identified issues will be resolved in a timely manner;

- A monthly inspection is done on emissions from the chimneys;
- Contract Jurong Inspection station to test emissions from raw mill and clinker EP and coal mill and cement mill bag filters. Tests are also conducted on the waste water system.

Environment protection requires the participation of everyone in the Company. To achieve this, the Group organizes many environmental protection education activities such as having a theme with slogans and posters.

In addition to environmental protection, we also focus on creating a green work place, a garden factory. Some of the initiative taken include:

- In junction with spring, we planted a large camphor tree of over 20cm in diameter, over 100 saplings of various indigenous trees, and laid down 2,795 square meters of fresh lawn. The survival rate is 100%.
- In April and October, we planted 2,812 saplings with survival rate of 91%, and landscaped 106 square meters of new fresh fescue grass and 360 square meters of lawn along the stream running through the factory respectively.



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- In August, we restored the lawns by the basketball courts and central control building with new manila grass, covening 120 and 60 square meters respectively.
- In September, 85 camphor tress were planted along the east side of the road leading into the plant site. Survival rate is 97%.
- In October, an area of 2,288 square meters west and north side of our No. 2 office building was restored with fescue and 1,000 decorative flower shrubs were put in.
- The Group harvests its own grass seeds from existing patches to sow every year. In 2006, a total of 150kg of grass seeds were harvested and sowed; 30,873 items of various kinds of green plants and saplings were planted and 600 square meters of lawn were added .

In September 2006, Chia Hsin Jingyang Cement was named an “Enterprise Pioneering in Environmental Protection of Zhengjiang During the Eleventh Five-Year Plan Period”. Having received such an honour, the Group is confident that with the heightening of environmental protection awareness of all the staff of the Company, the environmental protection efforts of the Group will scale to new heights in the future.

CORPORATE CULTURE AND EMPLOYEE DEVELOPMENT

The human resource department of the Group emphasizes not only on the tangible aspects of management, such as structures, systems, and resource allocation, but it also emphasizes on the in-tangible aspects, such as employee skills, management style, and corporate value and culture.

- Strategy: planning and measures, including how an enterprise can obtain and allocate limited resources in order to achieve the intended objectives of the company;
- Structure: the manner of organization within the company;
- System: the program and form of information that is transmitted internally;
- Staff: the status of human resources of the company;
- Style: the way leaders and management of the company behave and the traditional style of an enterprise;
- Skills: the unique expertise of key personnel in the entire company;
- Shared values: the set of values or paramount objectives comprising the pursuits of the staff and the corporate objectives.

Under a united set of shared value and a common corporate culture, everyone in the Group works together to improve the Group’s competitive advantages, allowing it to excel. In mid-2006, an off-site training for management was done to further enhance teamwork, trust, and problem solving skills.

OUR INITIATIVES TO RETURN TO THE SOCIETY

It has been three years since the “Jiangsu University Chia Hsin Scholarship” which was established in 2004. The scholarship aims at awarding students from underprivileged families who have shown outstanding scholarly and moral merits. We hope that this will create a virtuous cycle when they enter society. Over the past three years, more than 200 students have benefited from the scholarship.

