

2014

内蒙古太平洋矿业有限公司社会责任报告
Inner Mongolia Pacific Mining Corp.Ltd.
Social Responsibility Report

 中国黄金国际资源有限公司
China Gold International Resources Corp.Ltd.





公司简介

内蒙古太平矿业有限公司（原宁夏太平矿业有限公司）是一家由中国黄金国际资源有限公司（原加拿大金山矿业有限公司）和宁夏核工业地质勘查院（原核工业西北地质局二一七大队）于2002年4月组建的中外合作企业。其中，中国黄金国际资源有限公司占股份的96.5%，宁夏核工业地质勘查院占股份的3.5%。公司注册地为内蒙古乌拉特中旗新忽热苏木，主要运营长山壕金矿。2014年长山壕矿年产黄金163,443盎司，为中国北方最大的黄金堆浸矿山。

内蒙古太平矿业公司积极主动承担促进社会进步、地方经济建设、员工发展、环境保护、和谐发展等社会责任，同时按照各级政府部门的要求和安排，科学合理地开发资源、利用资源、保护资源，把资源优势转换为经济优势，努力把社会责任转化为企业发展的动力和长远利益，以国际标准监测、运行和管理矿山，致力于创建国内一流、国际先进水平的绿色环保黄金矿山，为地方经济和谐发展做应有的贡献。



董事长致辞

内蒙古太平矿业有限公司是由中国黄金集团公司控股的唯一一家在加拿大多伦多证券交易所和香港联交所上市的集采、选、冶为一体的现代化黄金矿山企业。我公司采用露天开采、大规模堆浸工艺，在堆浸生产工艺中，引进国际先进水平、国内首创的埋管滴淋技术，保证了矿山在北方寒冷地区全年候生产运营；贵液池覆盖技术及全密闭循环重复利用工艺填补了国内空白，减少了水的蒸发和浪费，同时也实现了生产废水的零排放，成为矿山行业节约水资源和环境保护的典范，同时开创了国内低品位金矿床开发利用的先例。

在环境保护方面，我们始终本着“要金山，也要绿水青山”的环保理念。截止目前，公司绿化总面积23.3万平方米，建立了两套独立的污水采集和处理系统；堆浸采用国外进口的高密度防渗漏HDPE环保底垫，实现生产废水零排放的目标。

自公司成立以来，我们始终秉承“企地和谐，蒙汉团结”理念，在追求自身发展的同时，时刻不忘国企所应承担的社会责任，尊重地方民俗，积极地参与地方活动，投身于和谐乌拉特、和谐社区、新牧区建设，抗旱救灾、扶贫救助、爱心助学、医疗捐赠等社会公益事业，累计捐款900余万元；扶持地方基础建设项目2个，救助贫困户30余户，贫困学生150人。

内蒙古太平矿业有限公司的开发带动了当地经济和各项事业发展，同时也带动了劳动力就业，目前已安置当地剩余劳动力236人，累计上缴税费超11亿元，成为乌拉特中旗的纳税大户，为地方经济建设做出了积极贡献。

“千淘万漉虽辛苦，吹尽黄沙始到金”，一次次可贵的历练，收获的不仅仅是黄金，也熔炼出内蒙古太平矿业有限公司不断进取、追求完美、共谋发展的黄金理念。内蒙古太平矿业有限公司将以黄金人的真诚、智慧和勤劳，以崭新的姿态、必胜的信心、坚定的决心开创公司新的未来，实现公司持续、健康、和谐的发展。

董事长、党委书记：

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环保绿化



绿色休闲长廊

案例

2014年，公司投资150多万元的二期地理式生活污水站建成运行，采用最新的接触氧化法进行水处理，缺氧-好氧（A/O）处理工艺。A/O即缺氧+好氧生物接触氧化法是一种成熟的生物处理工艺，具有容积负荷高、生物降解速度快、占地面积小、基建投资和运行费用低等优点，可替代原有的普通活性污泥法，设备中沉淀污泥，一部分污泥中由于溶解氧的作用进一步得到氧化分解，一部分气提至沉砂沉淀池内，系统污泥只需定期在沉砂沉淀池中抽吸。新建污水处理站令废水中COD和氨氮含量大大降低，处理后的水质全部符合《污水综合排放标准》（GB8978-1996）二级标准，主要用于厂区绿化和道路抑尘。



污水处理站建设



员工宿舍周边绿化



矿区道路绿化带

案例

2012年至今，内蒙太平先后投入资金22万元，购置并更新升级重金属监测设备对矿区周边环境进行严密监测。2014年，内蒙太平进一步健全完善了公司的环境监测站、环境监测管理制度和环境监测记录等；同时，公司设置2名专职环境监测人员，专门负责环境管理和统计工作，实行重金属污染项目日常监测，记录造册，建档立卷。

公司在堆浸生产场地四周设置了5个地下水监测井，定期监测地下水水质，环境监测人员每天从各个监测井抽取水样进行化验检测，随时监控地下水水质。从2012年3月至今，公司地下水水质稳定。



1



2

1 环境监测站监测设备

2 堆浸场作业现场



3

安全生产



露天采场钻机除尘作业

案例

根据中国黄金集团公司粉尘专项整治活动的要求，公司制定了《粉尘专项整治实施方案》并认真组织开展粉尘专项整治活动，有效地控制生产过程中的职业危害。2014年初，十九局项目部成立了道路洒水降尘组，通过划分区域，落实责任，统一调配管理16台洒水车，加强洒水车维护保养，使道路洒水降尘、抑尘工作有了很大的改善。此外，对于采场穿孔作业设备，公司还采用干式除尘和湿式作业相结合的方法，使采场穿孔作业粉尘得到有效控制。



粉尘专项整治活动实施方案宣传栏



破碎车间采用布袋式除尘器除尘



案例

按照《2014年安全教育培训计划》安排，公司组织开展了各类安全教育培训，其中：全员安全教育培训1,269人，新员工“三级”安全教育培训1,109人（含外委施工单位1,004人），特种作业人员培训191人，安全管理人员24人，全部经考试合格后取证上岗。

- 01 破碎厂安全操作规程考试
- 02 公司班组安全生产培训现场
- 03 外委施工单位安全培训考试
- 04 公司事故应急演练
- 05 公司组织采场边坡雷达监测报警滑坡应急演练
- 06 公司消防演习

案例

2014年，公司高度重视应急救援工作，重新修订了应急预案；组织进行了4次应急预案演练；完善了公司应急装备及物资，并定期进行检查与维护，确保应急物资齐全、有效；提高了公司应急救援防护装备水平和人员紧急避险的意识和能力，进一步完善了公司应急救援体系。



05



06

科技创新



东坑采场

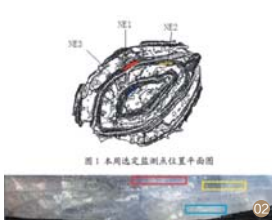
案例

内蒙太平“破碎片岩特大型深凹金矿边坡稳定性综合技术研究”项目针对浩尧尔忽洞金矿破碎片岩的特大型深凹露天矿拟扩建的采深达600米以上的东、西采坑高陡边坡的特点，提出了该环境条件下的高陡边坡稳定研究方法。该项目主要是在浩尧尔忽洞金矿各边坡稳定性分区内，利用已施工完成的详勘地质钻孔资料，采用符合国际惯例的工程地质编录技术对其进行了重新编录，利用露采场出露的岩层露头进行了工程地质调查以及现场取样的室内外岩石力学试验等，进而对边坡稳定性各分区的岩体结构面特征、岩体质量与岩体力学参数进行了深入细致的评价与研究。采用边坡稳定性的赤平投影分析、正交极差的边坡稳定性敏感性分析、极限平衡分析、可靠性分析及弹性有限元数值模拟分析等手段，对边坡稳定性进行了分析，提出了在多因素影响下的边坡各稳定性分区的边坡角大小及台阶几何尺寸，研究了边坡稳定性的综合性的监控技术措施方案。该项目的实施将有效减少矿山露采的废石剥离量，为公司带来良好的经济效益和社会效益。

- 01 公司安全副总张秀仁检查采坑现场
- 02 雷达稳定性监测周报（节选）
- 03 内蒙太平《破碎片岩特大型深凹露天金矿边坡稳定性综合技术研究》获中国黄金协会科学技术二等奖



01



02



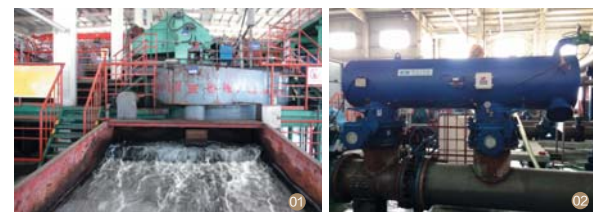
03

案例

由于粉炭回收与选冶回收率密切相关，公司一直对粉炭控制要求很高。目前，选冶厂可回收粒度大于0.1毫米的粉炭，年回收量约70吨，按平均金品位960克/吨计算，可回收金属量约67.2千克/年。2014年，通过对土耳其吉斯拉达格金矿考察学习，公司发现国外对粉炭的控制已经达到0.05毫米水平，因此对选冶厂粉炭回收提出了更高要求。

根据小型试验计算，公司年回收金属量可达4,675克。目前，细粒级粉炭回收半工业试验正在进行中，如能成功回收堆浸循环液中0.05毫米至0.1毫米的粉炭，则可有效减少粉炭上堆量，降低粉炭“截金”对选冶回收率的影响，有助于提高黄金产量，为公司带来一定的经济效益，粉炭回收工艺也将达到国际水平。

- 01 粉炭回收设备
- 02 浓密机（粉炭回收）



01

02



03

降本增效



01

案例

在为期两年半的管理提升活动顺利结束后，内蒙太平于2014年8月启动了精细化管理工作。自精细化管理工作启动以来，公司积极动员，周密部署，制定并下发了周详的精细化管理实施方案。同时，公司严格考核，切实推进抓“五率”及降本增效工作，全年通过开展精细化管理工作为公司创造价值7,689万元。此外，内蒙太平还加大自主施工力度，在绿化美化、设备安装、堆浸场及贵液池修复检测、选冶厂活性炭再生炉不锈钢内胆更换、浸塑护栏网及厂区安装等生产环节减少外委施工，由公司内部职工自主设计施工完成，全年累计节约开支135万元。

- 01 修旧利废设备改造现场
- 02 破碎厂自行安装绿化洒水喷头
- 03 公司各部门组织在养管区域种植花草
- 04 破碎车间生产组班前会学习



02



03



04

员工权益



01



02



03

案例

2014年，为纪念党的九十三年华诞，内蒙太平组织公司优秀党员和入党积极分子前往红色旅游地，塞上明珠、西夏古都——银川旅游参观，深情回顾党的奋斗历史，继承和发扬党的光荣传统和优良作风，缅怀领袖。活动激励了广大职工党员坚定理想信念，激发历史责任感，进一步增强了组织的凝聚力和战斗力。



04

- 01 员工体育活动中心
- 02 内蒙太平宁夏红色教育活动
- 03 内蒙太平足球赛
- 04 急救培训
- 05 安保培训

案例



05

公司始终遵循“以人为本”的原则，加强作业场所道路及穿孔的除尘、降尘治理，改善作业现场职业卫生工作环境，不断加强对作业现场职业危害因素的检查及管理，为员工配发劳动防护用品，全年组织员工体检658人次，建立了全体员工职业健康档案，切实保证了员工的身心健康。

和谐共赢

近年来公司积极履行社会责任，与地方政府携手并进共同发展，参与地方经济建设、抗旱救灾、扶贫救助、爱心助学、医疗捐赠等社会公益事业。公司还积极参与地方祭敖包等各种民俗活动，共同构建“和谐社区”，与驻地农牧民建立了良好的企地关系，塑造了企业的良好形象，带动了地方经济又好又快地发展，为地方经济和谐发展做出了应有的贡献。

案例

2014年“八一”建军节，董事长张历声代表内蒙太平前往巴彦淖尔市军分区驻地慰问部队广大官兵，并送去10万元慰问金。此次慰问不仅令广大官兵深切感受到了企业的美好祝愿和深情厚谊，也得到了巴彦淖尔市政府的高度关注和支持，市委常委副市长牛俊雅亲临慰问现场，对内蒙太平给予了充分肯定和高度赞扬。市军分区首长对内蒙太平的慰问表示了衷心的感谢，并对内蒙太平长期以来主动关心国防建设，推动双拥共建工作做出的贡献给予了高度评价和感谢。



公司领导慰问边防官兵



公司领导与驻地官兵合影



为牧民维修道路

案例

2014年5月，内蒙太平周边牧民反映牧村便道石头太多，摩托车骑行易发生翻车等事故。公司党委果断决定组织人手义务为牧民平整道路，董事长张历声亲自带领四十余名党员干部及职工群众冒烈日，顶风沙，进行了为期两天的义务劳作，为周边牧民平整道路十余公里，受到了牧民群众和地方政府的一致好评。



公司领导慰问牧民



公司领导参加祭敖包盛会



外出牧民驱车赶回参加祭敖包盛会

案例

2014年6月，公司应巴彦淖尔市及驻地苏木政府和牧民邀请，参加了当地牧民一年一度最重要的祭祀活动——祭敖包，公司员工代表观看了射箭、赛马、摔跤等活动，并与牧民一起参与其中。通过参与牧民祭敖包活动，加深了公司员工与牧民群众的交流，促进了企地和谐发展，搭起了企业、地方、牧民稳定、团结、和谐、友谊、发展的桥梁，为公司持续发展营造了良好的外部环境。



Company Profile

Inner Mongolia Pacific Mining Co., Ltd. (Former Ningxia Pacific Mining Co., Ltd.) is a Chinese-foreign cooperative enterprise established by China Gold International Resources Corp. Ltd. (Former Canada Jinshan Gold Mines Inc.) and Ningxia Nuclear Industry Geological Exploration Institute (Former Nuclear Industry Northwest Geology Bureau Group 217) in April, 2002, of which China Gold International Resources Corp. Ltd. holds 96.5% of shares and Ningxia Nuclear Industry Geological Exploration Institute holds 3.5%. The Company is registered in Xinhuresum of Urat Middle Banner in Inner Mongolia and mainly operates the Changshanhao Gold Mine which is the largest gold dump leaching mine in the northern China with the annual output of 163,443 ounce gold in 2014.

Inner Mongolia Pacific Mining Co., Ltd. ("IMP") has taken the initiative social responsibilities for the promotion of social progress, local economic construction, staff development, environmental protection and harmonious development, etc.; at the same time, scientifically and reasonably developed, used and protected resources, converted the resource superiority to the economic advantages and made great efforts to translate the social responsibility into the power and long-term interests for the Company's development. The Company has monitored, operated and managed the mine with international standards and contributed to the harmonious development of the local economy hammering at the creation of environment protecting gold mine as the first rate in China and at international advanced level.



Message from the Chairman

Inner Mongolia Pacific Mining Co., Ltd. ("IMP" or "the Company") is a sole modern gold mining enterprise listed in Toronto Stock Exchange of Canada and Hong Kong Stock Exchange, which is held by China Gold International Resources Corp. Ltd., gathering mining, processing and melting. The Company has guaranteed the mine to produce and operate all year around in the north cold region by using opencast working and large-scale dump leaching process, introducing the buried pipe dripping process which is international advanced level and pioneer in China; expensive liquid pool cover technology and overall closed recycle process have filled a domestic gap in this field and reduced the evaporation and waste of water, meanwhile, the zero release has been achieved to be the model for water resource saving and environmental protection in the mining industry; simultaneously it has created a precedent for the development and utilization of low grade gold deposit in China.

For the environmental protection, we have always taken the environmental protection concept as "Get both of gold and green hills". Up to now, the Company has the total greening area of 233 thousand m², established two sets of independent systems for sewage collection and treatment; realized the target of zero release for industrial wastewater by using the high density antiseep HDPE environmental protection base wad imported from abroad for dump leaching.

Since the establishment, we have always taken the concept of "Harmonizing the enterprise and the local, uniting the Inner Mongolia and the Han" and kept the social responsibilities the state-owned enterprise undertook in mind at all times in our pursuit of self-development, respected the local fold custom, actively participated in the local activities, filling into the social public works such as harmonious Urat, harmonious community, construction of new pasturing area, poor supporting and assistance, education aid and medical donation, etc. with accumulative donations more than RMB 9 million; supported 2 local infrastructure projects, relieved more than 30 low income families and helped 150 poverty students.

The development of IMP has driven the local economy and various business developments as well as the employment of labor force. It has already placed 236 surplus labors there with the taxes and dues exceeding 1.1 Billion Yuan, become the big tax-payer in Urat Middle Banner and positively contributed to the local economic construction.

"Ten thousands of washing bring gold", after worshipful experiences and toughening time and time again, IMP gains not only the gold, but also the golden concept of constant forward-looking, pursuing excellence for seeking co-development. IMP will open up a new future to realize our continuous, healthy and harmonious development with our good faith, wisdom and hard-working, new posture, win confidence and firm decision.

Chairman:

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 Environmental Protection and Vegetation



Green long corridor

 Illustrative case:

In 2014, the underground sanitary sewage works Phase II has been completed for operation, which was invested by the Company with over RMB 1.5 million and used with the latest contact oxidation method and anaerobic-aerobic (A/O) technical process for water treatment. A/O, the anaerobic-aerobic biological contact oxidation process, is a mature biological treatment process with advantages such as high volumetric loading, fast speed of biodegradation, less floor space, lower infrastructure investment and operating cost, can replace the original ordinary activated sludge process. The sludge accumulated in the equipment, a part of which is aerobic degradation by the function of dissolved oxygen in the sludge and another part is air lifted into the sand setting pond. The sludge in the system is required to be suctioned in the sand setting pond at regular intervals. The new sewage treatment station has greatly reduced the contents of COD and nitrogen in the waste water and made the water quality treated to comply with the secondary standard of Integrated Wastewater Discharge Standard (GB8978-1996). The water treated is mainly used for vegetation in factory district and dust control of the road.



Construction of waste water treatment station



Vegetation around the dormitory



Green belt along the road at mine site

 Illustrative case:

Since 2012, IMP has made an investment of RMB 220,000 successively in purchasing and updating the heavy metal monitoring equipment for precise monitoring the environment around the mining. In 2014, IMP further strengthened and perfected the Company's environmental monitor station, environment monitoring management system and record, etc.; at the same time, the Company appointed 2 person for environment monitoring specially to be responsible for the environmental management and statistical work and carry out the daily monitoring of heavy metal pollution projects to record and file.

The Company has set 5 underground water monitoring wells around the dump leaching production site to monitor the underground water quality at fixed period. The environmental monitoring staff extracted water samples from each well to test everyday and monitored the quality of underground water at any time. From March 2012 up to now, the Company's quality of underground water has been stable.



- ① Testing equipment at environment monitoring station
- ② Operation at heap leaching pad



③

 Safe Production



Dust control around drill rigs in the open pit

 Illustrative case:

In accordance with the requirements of China National Gold Group Corporation for special program for dust control, the Company has prepared Implementation Plan on Special Program for Dust Control and made a serious organization of developing special program for dust to effectively control the occupational hazard in the production process. At the beginning of 2014, Project Department of the 19th Bureau established the road watering and dust control group for unified allocation of 16 watering cars, strengthening maintenance of such cars to greatly improve the work of road watering and dust falling by zoning and implementing responsibility. In addition, for the punch equipment of the stope, the Company also used a method of combining dry and wet dust removal to effectively control the dust from the punch operation on the stope.



Dust control plan on bulletin boards



Hop-pocket dust catcher applied in the crushing plant



 Illustrative case:

According to the arrangement of 2014 Safety Education and Training Plan, the Company has organized the development of various kinds of safety education and training, including safety education and training of 1,269 persons in whole, "Three level" safety education and training of 1,109 new employees (including 1,004 persons from contractors), 191 persons conducting special operation and 24 safety managers. They all went on duty by holding a certificate after being qualified through the examination.

- 01 Safety operation instruction exam at the crushing plant
- 02 Safety production training
- 03 Safety production exam for contractor
- 04 Accident emergency training
- 05 Emergency drill for radar monitoring and alarming of mine slope landslide
- 06 Fire drill

 Illustrative case:

In 2014, the Company has paid high attention to the emergency rescue work and revised the emergency plan, organized four emergency drills, completed the emergency equipments and materials of the Company and made inspection and maintenance at regular intervals to ensure the emergency materials to be all in readiness and effective, increasing the level of protective device for emergency rescue and staff's awareness and capability for the urgent danger prevention and further improving the Company's emergency and rescue system.





East pit

Technology Innovation

Illustrative case:

The project "Research on the techniques in maintaining slope stability at deep open pit with broken schist ground" of IMP has proposed the research technique for the stability of high and steep slope under such environmental condition aiming at the characteristic of the east-to-west pit high and steep slope with mining depth above 600 meters, which is proposed to extend by the super-huge deep concave open gold mine of Haoyaoerhudong gold mine with broken schist. This project, mainly within each partition of slope stability of Haoyaoerhudong gold mine, has used the detailed prospecting geological drill data and edit it again by adopting the engineering geological record technique in line with the international convention and conducted engineering geological survey and interior and outdoor rock mechanical test from field sampling by using the outcrop of rock strata exposed in the slope, and then made a intensive evaluation and research on the features of the rock mass structural surface, rock mass quality and mechanical parameters of rock mass of the slope stability in each partition. It has analyzed the slope stability by means of using the stereographic projection analysis of slope stability, sensitivity analysis of orthogonal slope stability, analysis of ultimate equilibrium, reliability analysis and elastic-plastic finite element numerical simulation analysis, proposed the size of slope angle and physical dimension of the step of the slope stability in each partition influenced by various factors and studied the comprehensive monitoring technical measures and scheme for the slope stability. The implementation of this project will effectively reduce the overburden amount of the barren rock mined in the mine and bring good economic and social benefits to the Company.

- 01 Mr Xiuren Zhang, VP of IMP, inspecting the pit
- 02 Selected weekly report on radar stability monitoring
- 03 MP's "Research on the techniques in maintaining slope stability at deep open pit with broken schist ground" winning the second prize of China Gold Association's science and technology award



Illustrative case:

Due to the strong correlation between the carbon recovery and recovery rate of processing and smelting, the Company has always very high standards for carbon control. Currently, the Company can recover 70 tons annually for the recoverable particle size of the carbon being greater than 0.1 mm in the processing plant, and the recoverable amount of metal is about 67.2 kg per year if calculating at the average gold grade of 960 g/t. In 2014, when visiting the Kisladag Gold mine in Turkey, the Company found that the international level of carbon control has reached 0.05 mm level. Therefore, a higher requirement on carbon recovery has been put forward to the processing plant.

According to the calculation from the small test, the annual amount of metal recovered can be up to 4,675g. At the moment, the pilot-scale test for the recovery of fine fraction carbon is ongoing. In case of the successful recovery of carbon from 0.05 mm to 0.1 mm from the dump leaching circulating solution, it can effectively reduce the heaping of carbon, lower the influence on the recovery-rate of processing and smelting from the carbon "Holding gold", contribute to improve the gold output and bring a certain economic benefit to the Company and the recovery process of carbon will also reach the international standard.

- 01 02 Carbon recovery equipment
- 03 Thickener for carbon recovery



 Cost Control and Performance Enhancement



01

 Illustrative case:

After the activities of management improvement with two and a half year successfully being completed, the delicacy management work has been started in August of 2014 in IMP. Since the start of the delicacy management work, the Company has mobilized positively, deployed carefully, prepared and issued the complete implementation plan of delicacy management. Meanwhile, the Company has strictly checked and practically carried forward the work to grasp "Five Ratios", decreased cost and increased benefit, and created value of RMB 76.89 million for the Company through the development of delicacy management work all year around. Moreover, the independent construction efforts have been increased by the Company's own employees with their autonomous design, construction and completion which accumulatively bring down annual expenses of RMB 1.35 million instead of entrusting construction for the production processes such as greening beautification, equipment installation, repair and detection of the dump leaching site and expensive liquid pool, replacement of stainless steel liner for the regeneration furnace of activated carbon in the processing plant, and installations of galvanized fence netting and plant area.

- 01 Revamping of equipment
- 02 Sprinkler head for vegetation installed by the crushing plant
- 03 Responsible departments planting trees at the mine site
- 04 Pre-shift meeting at crushing plant



02



03



04

 Employees' Interests



01



02



03

 Illustrative case:

In 2014, the Company organized a team building activity to Yinchuan City, which is the bright pearl beyond the great wall and the capital of ancient West Xia Dynasty. The activity stimulated all employees to strengthen their ideal and belief, motivated their senses of historical responsibility and further increased the rallying power and combat effectiveness of the team.



04

- 01 Activity center
- 02 Team building in Ningxia Province
- 03 Football game at IMP
- 04 First aid training
- 05 Security training

 Illustrative case:

Following the principle of "People Oriented", the Company strengthened the governance of dust extraction and dust control of the road and in the hole punching activity, improved the occupational health work environment at the workplace and continued to strengthen the inspection and management of occupational hazardous factors at the workplace and allocated labor protection articles for the employees, provided physical examination for 658 employees, established and completed the occupational health record for all employees which has practically guaranteed the employees' physical and psychological health.



05

☀ Harmonious Win-Win

In recent years, the Company has actively fulfilled our social responsibility and gone forward hand in hand with the local government for mutual development, participated in the social public welfare undertaking such as local economic construction, drought resisting and disaster relief, poverty reduction and salvation, education aid and medical donation. The Company has also taken active involvement in various folk activities, such as local Festival Obo, worked together on building "Harmonious community", established good relationship with the resident farmers and herdsmen, molded good image of the Company and drove the provincial economy to develop well and quickly and made relevant contribution to the harmonious development of the local economy.

📷 Illustrative case:

On August 1st, 2014, Mr. Lisheng Zhang, Chairman of IMP, visited the border army of Bayannur City on behalf of the Company with the consolation money of RMB 100,000. The visit not only made the army officers and soldiers deeply feel the best wish and profound sentiments of friendship from the Company, but also received high attention and support from the government of Bayannur City. Mr. Junyan Niu, First Deputy Mayor of the city, made personal appearance to the site for condolence and fully recognized and highly applauded what the Company has done. The leading cadre of the border army expressed his heartfelt thanks to such condolence and spoke highly of the initiative concerning about the national defense construction and contribution to promote the double support and joint development by IMP for a long term.



01



02

01 Leaders from IMP visiting the border army

02 Leaders of IMP with the border army



03

03

📷 Illustrative case:

In May 2014, the herdsmen around IMP reflected that there were too many stones on road of the village which increases the risks for motorcycle driving. The Company's Party Committee decisively decided to organize manpower for leveling such roads as volunteers. During the two-day voluntary labor, Mr. Lisheng Zhang, Chairman of IMP, personally led more than 40 CPC members and cadres to complete the work under the burning sun and sand blown by the wind for leveling the road of more than 10 kilometers around the village which gets unanimous favorable comments from the herdsmen and local government.



04

03 IMP repairing the roads for herdsmen

04 Leaders of IMP visiting herdsmen

2014/Social Responsibility Report



Leaders of IMP attending Obo ritual



Surrounding herdsmen drive back to attend the Obo Festival

Illustrative case:

In June 2014, invited by the government of Bayannur City and local herdsmen, the Company attended the Obo Festival, a most important annual sacrifice activity locally. Employee representatives of IMP watched activities such as archery, horse racing and wrestling, and participated in together with the herdsmen, by which the Company's employees had a deeper communication with the herdsmen to accelerate the harmonious development between the enterprise and local society and put up a bridge for the stable, unite, harmonious, friendly development of the enterprise, local government and herdsmen, and built a good external environment for the sustainable development of the Company.

2014

西藏华泰矿业开发有限公司社会责任报告
Tibet Huatailong Mining Development Corp.Ltd.
Social Responsibility Report

 中国黄金国际资源有限公司
China Gold International Resources Corp.Ltd.





公司简介

西藏华泰龙矿业开发有限公司（下称“华泰龙公司”）是中国黄金国际资源有限公司所属的控股子公司，2007年12月9日在西藏自治区注册成立，公司主要运营位于西藏自治区的甲玛铜金多金属矿，并以此为基地全面开发西藏及其周边矿产资源。甲玛矿位于拉萨市墨竹工卡县甲玛乡境内，距拉萨市68公里，2014年产铜13,992吨。

华泰龙公司自进藏开发建设以来，始终遵循党中央、国务院开发西藏优势矿产资源精神，秉持“环保扎根基，绿化提神气，和谐发展，科技催新机”的建设理念，在自治区党委、政府的支持下，高举民族团结进步的旗帜，紧密结合矿山实际，积极做好矿权整合、地质勘探、生产经营、安全环保、绿化美化、和谐共建、企业文化建设等工作，快速将甲玛铜多金属矿建设成为西藏最大的矿业开发项目，同时在履行社会责任方面取得显著成效，有效促进了甲玛矿区和谐稳定发展，得到自治区各级政府和群众的广泛认可支持，先后获得全国五一劳动奖状、国家第二批绿色矿山试点单位、“中央企业先进基层党组织”、“全国民族团结进步创建活动示范企业”、“自治区先进基层党组织”、“西藏自治区民族团结进步模范集体”等多项荣誉称号，树立了央企良好的社会形象，构建起高原矿山企业社会责任与和谐矿区管理新模式，树立了高原矿山企业践行社会责任的典范。



董事长致辞

西藏华泰龙矿业开发有限公司作为中国黄金集团公司在青藏高原上的第一家控股企业，公司拥有一支有强烈责任感和奉献精神的经营管理人才和以各专业领域技术骨干为代表的高技能人才队伍，技术领先，专业配套，实力雄厚。按照西藏自治区政府“引进国有大型企业参与西藏矿产资源整合开发”的战略思路，在自治区党委、政府的大力支持下，由公司承担建设甲玛铜金多金属矿的重任，并将以此为基地全面开发西藏及其周边矿产资源。

华泰龙公司宗旨是：通过开发甲玛资源，建一座矿山，树一座丰碑。公司将秉承“创业、团队、奉献、卓越”的企业精神，运用先进技术，加强精细管理，把甲玛铜多金属矿建成世界屋脊上的一座大型矿山、科技矿山、绿色矿山、生态矿山、标杆矿山；并在国家产业政策的指导下，立足西藏，面向国际，通过开发西藏矿产资源，促进当地经济社会科学发展、和谐稳定。

“长风破浪会有时，直挂云帆济沧海。”公司愿与业界各位同仁、新老朋友精诚合作，互利共赢，共同开创美好未来！

董事长：

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环保绿化



绿色矿山环保活动

案例

华泰龙公司始终坚持可持续发展的环保理念，不断加大宣传力度，针对高原脆弱生态环境，多年来致力于高原生态脆弱区土壤肥活化处理技术实验，扎实开展矿区水土保持、节水滴灌技术、中水再灌溉技术、剥离后草皮进行二次移植技术、复垦土壤覆盖技术、人工施肥、滴灌降尘技术、土壤肥活化处理技术与苗木试种技术、植树种草栽花等系列工程，通过选择蒙草、北京杨、沙棘、萱草、藏达仁、以及青稞、油菜花等22种植物进行不同海拔的绿植试验，绿化面积达到16万平米，绿化投资96万元，现矿区绿化覆盖率已达95%，极大改善了矿区生态环境，为高原矿业复垦绿化项目提供了丰富的实践数据。



尾矿坝治理工程



车间旁绿化



护坡绿化



太阳能取暖设备

案例

华泰龙公司通过实施安全环保工程、地下平硐运输、循环用水工艺、植被剥离复植、节水滴灌技术、太阳能取暖、节能减排工程、重金属水治理等，打造了一个绿色、环保、科技现代化的大型矿山。同时，针对矿权整合之前私营企业所造成的污染和隐患，华泰龙公司在项目一期建设中，投入大力资金和力量进行治理，其中生态环保工程投资金额达1.8亿元，远超国家规定不低于3%的标准，高达11.7%，创下少数民族地区矿业开发之最，创造了国内或者行业的8个第一，全面改变了传统矿山企业“重效益、多污染、疏民生、轻责任”的负面形象，实现了“既要金山银山，又要绿水青山”的诺言。



节能变频器

安全生产



安全监察大队对陕西德源4620斜井卷扬室电机区进行检查

案例

西藏华泰龙一直注重安全生产监管体制建设。2014年，公司建立并形成了监察大队、安全环保部、生产建设管理部门、生产建设单位四级安全生产管理体系，配备专职安全管理人员68人。同时，按照“一岗双责、齐抓共管”的原则，使公司所有班子成员和部门经理都负有抓安全生产责任的责任。

案例

2014年，公司进一步完善了火工品管理制度和现场监管工作，井下采矿场制定了火工品领取台帐、火工品发放台帐，并于各外委施工队签订了涉爆单位安全管理责任书、涉爆人员安全责任书、火工品使用承诺书，从使用、发放、退库三个环节严格把关，确保火工品在部门内管理不出现差错。同时，严格执行火工品管理制度，做到隐患提前排查，事故超前防范，并针对火工品使用情况，进行不定期检查，避免遗漏、丢失情况发生。同时在爆破后对作业面进行清查，对存在的盲炮进行处理，确保了矿山和谐稳定发展。



火工品领取总台帐

案例

2014年，公司开展安全生产专项整治工作，对安全生产影响重大的排土场、尾矿库、道路运输、地质灾害、竖井提升系统、民爆用品储运使用等重要环节，集中开展专项整治工作，防止恶性安全事故发生，检查发现的1,760项安全生产隐患都得到了及时治理整改。

案例

西藏华泰龙为将井下的安全生产与国际化先进矿山接轨，现场技术管理人员对现场施工进行全天候的监督管理，发现生产中存在的安全问题及薄弱环节，通过完善安全管理制度、强化安全隐患排查与整改力度、开设安全专题讲座，不断提高施工单位作业人员的安全意识，形成了完整的安全检查、落实、反馈机制，使井下安全生产迈向了新的台阶，确保了施工效率的最大化。



安全隐患整改通知书



外委施工单位安全培训考试



外委施工单位露天作业培训现场

科技创新



公司科研人员



公司研究项目《高海拔地区复杂铜金银选矿关键技术与工业应用》获中国黄金协会科学技术二等奖

案例

公司与西北矿冶研究院合作的研究项目《高海拔地区复杂铜金银选矿关键技术与工业应用》，通过添加石灰和硫化钠，提高了次生通矿物的可浮性，实现了复杂铜及伴生金银矿物的浮选回收。该项目研究开发的铜及伴生金银矿物复合药剂酯-305，具有捕收能力强，药剂用量小，节约选矿成本，易于控制等特点。经专家评审，该项目技术路线正确，研究方法合理，具有创新性，技术指标先进，经济和社会效益显著，在同类矿山中具有推广应用价值，研究成果总体达到了国内领先水平。

降本增效

案例

2014年，公司通过加大现场管理，减少采厂废石混入率、降低采矿损失，同时积极开展井下矿石量和矿石品位调查，对高低品位矿石合理配矿，并对特高品位矿石进行人工装袋回收工作，给施工单位制定了专项管理办法，同时对施工单位堆场的大块废石进行圈定，组织小选厂和施工队伍人员开展挑废石工作，每天剔除废石量达10吨，节约选厂入选成本近3,000元，年累计达到百万元。



公司员工和施工队伍人员挑拣大块废石现场

案例

通过开展降本增效、管理提升活动，公司食堂通过规范采购流程，有效地降低了采购价格；通过不断提高库存管理水平，大大提高了货物利用率；通过到员工中走访和调查，不仅使菜品种类不断丰富，菜品质量有了明显的提升。此外，2014年6月，公司职工餐厅还实行全面改革，将沿袭了几年的窗口排队打饭制度，改为员工自助餐形式，开启了公司员工餐厅新的管理模式，既提高了员工就餐的满意度，也使经营成本有效降低，使食堂不单是职工餐厅，也是公司一道人文关怀闪亮的风景线。



员工食堂改打饭为自助餐

员工权益

华泰龙公司医务室自行采购设备，每年对员工进行一次体检，同时不定期抽派人员前往自治区军区总医院进行职业健康方面的检测，为职工身体健康安全提供保障。根据矿区高寒缺氧，人员流动性较大的特点，公司曾4次聘请当地有经验的专家和工作人员深入现场为员工进行多样化的安全职业健康卫生知识讲座，利用网络系统每半年发布一些健康安全常识。



员工例行体检

案例

西藏华泰龙始终坚持“专业培养和综合培养同步进行”的人才培养政策，为公司培养专家型技术人才和综合性管理人才。公司建立了“统分结合”的人才培养体系，努力提高全员综合素质和业务能力。

截止目前，公司已持续开展各种培训，如入职培训、安全教育培训、外委培养、晨光计划、藏语民俗培训、标准化培训、矿山技术知识培训、办公自动化培训、公文写作培训、行车安全培训、摄影书画培训、英语培训，以及各种基层培训项目20余项。



员工机电维修培训



外委施工单位采掘作业培训现场



人事部入职培训

案例

华泰龙公司充分运用民主管理的方式、群众路线的方式和说服教育的方式来进行社会管理，特别是对“老西藏精神”的弘扬和传承，使其在社会管理中发挥出了积极作用。如：成立职工之家、建设职工公寓、加强物业管理、丰富文化生活、加强矿区维稳、举办集体婚礼、开展劳动竞赛，以及成立书法、摄影、文学协会等，继承发扬我们党高度重视思想政治工作、群众工作的优良传统和政治优势，积极探索新形势下组织群众参与社会管理的新途径、新办法。



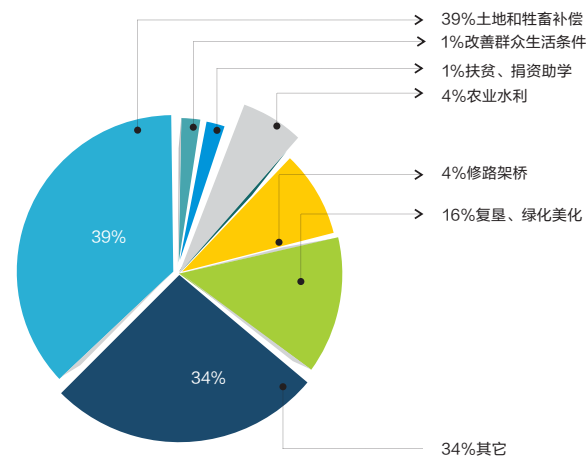
员工集体婚礼



圣诞晚会

和谐共赢

和谐共赢西藏华泰龙近年来累计投入和谐共建资金1.38亿元，用于土地和牲畜补偿、土地复垦、绿化美化、农业水利工程、基础设施建设、改善群众生活条件、扶贫捐赠和捐资助学等，以实实在在的行动为当地群众做好事，办实事，营造了和谐共建的良好氛围，创新了高原少数民族地区经济运行模式，得到了自治区各级党委、政府的肯定和称赞。公司与甲玛乡群众共同成立甲玛工贸有限公司，参与华泰龙公司发展建设，积极引领和带动地方经济发展，通过增加就业岗位和安置农村富余劳动力等方式，致力于当地农牧民群众共同致富，开启了运输、农牧业、砂石厂、环保绿化等多种经营合作项目及多元化经济发展模式。同时，华泰龙公司驻村工作队遵照“树形象、创品牌、重品行、做表率，干实事、赢民心”的工作方针，拉近了与当地农牧民群众之间的距离，赢得了基层组织和广大百姓的信赖和支持。



西藏华泰龙和谐共建资金分配

案例



甲玛工贸为当地群众创收

甲玛工贸公司自成立以来，西藏华泰龙为工贸公司创造了很多增加收入的平台。甲玛乡当地群众自购运货卡车，到目前230多台个人车辆，为了兼顾群众致富平台和创造和谐稳定矿区，制定出由工贸公司统一指挥，工贸公司和当地个人车辆共同承担华泰龙公司运输任务，工贸公司对个人车辆收取小部分的管理费的管理办法，除了工贸公司本公司的职工固定收入外，给个人车辆在近四年的时间里支取的现金近一亿元，这就为甲玛乡群众大大增加了收入，也是做到了中央企业固边富民的社会责任，政治责任，创造了由输血政策改变为造血政策的新局面。

案例



5300党支部庆七一主题活动

董事长滕永清和5300党支部书记鲁茸益新慰问藏区群众

华泰龙公司通过打造5300党支部品牌，努力把党组织的独特优势转化为企业的发展优势，使基层党组织的战斗堡垒作用和党员的先锋模范作用在生产中得到了充分发挥，先后获得“全国创先争优先进基层党组织”、“中央企业先进基层党组织”和“自治区国资委创先争优先进基层党组织”荣誉称号，并通过加强和创新社会管理、创新教育实践载体等方式，促进了各民族牢固树立“三个离不开”思想，做到心连心、同呼吸、共命运，和睦相处、和衷共济、和谐发展，全面构建了高原矿山企业社会责任与和谐矿区管理新模式。

案例

2014年6月，西藏华泰龙积极开展“献爱心、送温暖”活动，利用“六一”儿童节分别为公司驻村工作队所在地的日喀则江孜县两所小学（卡堆乡完小、日星乡完小）及甲玛乡（甲玛中心小学、甲玛中心小学附属幼儿园）送去校服625套，合计金额为42,500元。



公司为驻村小学生捐赠校服



Company Profile

Tibet Huatailong Mining Development Co., Ltd. ("Huatailong" or "the Company"), incorporated on December 9, 2007 in Tibet, is a wholly-owned subsidiary of China Gold International Resources Corp. Ltd. ("CGG"). The Company's principal mining operation is Jiama Copper-Gold Polymetallic Mine ("Jiama" or "Jiama Mine") located in Tibet. Taking Jiama as the base, the Company has started comprehensive exploitation in Tibet and surrounding area. Jiama Mine, located in Jiama Village, Maizhokunggar County, Lhasa City, is 68 miles away from Lhasa City and the copper production of Jiama reaches 13,992 tons in 2014. Since having entered into Tibet for development and construction, Huatailong has been always following the spirit of the CPC Central Committee and the State Council of exploiting superiority mineral resources of Tibet, holding the construction concept of "taking environmental protection as the foundation, gather ourselves up by greening, promoting the development in a harmonious society and creating new opportunities by advanced science and technology". Under the support of the Party Committee and the Government of the autonomous region, holding the banner of national unity and progress, the Company has closely combined the facts of the mine to actively do good jobs of integration of mineral rights, geological exploration, production and operation, safety, environmental protection, afforestation and beautification, harmonious construction, enterprise culture construction and so on and to build Jiama copper-polymetallic ore the largest mining development project in Tibet. Meanwhile, the Company has achieved remarkable results in the respect of fulfilling its social responsibility which has effectively promoted the harmonious and stable development of Jiama mining area and has been widely accepted and supported by all ranks of governments and masses of the autonomous region having won a number of honorary titles such as National "May Day" Labor Medal, the second batch of green mining pilot units of the state, "An Advanced Basic-level Party Organization in Central Enterprises", "Demonstration Enterprise of Constructive Activity of National Unity and Progress", "An Advanced Basic-level Party Organization in Autonomous Region", "Model Collective of National Unity and Progress in Tibet" and so on. The Company has built a good social image of a central enterprise, constructed a new pattern of social responsibility and harmonious mining area management of mining enterprises on plateau and set up the model of mining enterprises on plateau performing social responsibilities.



Message from the Chairman

As the first wholly-owned subsidiary of CGG on the Qinghai-Tibet plateau, Huatailong has a team organized by management talents with strong responsibility and dedication and a team of high-skilled talents represented by technical backbone in various professional fields who are with advanced technologies, supporting professions and enormous potentiality. In accordance with the strategy idea of the Tibet autonomous region government of "introducing large state-owned enterprises to participate in the mineral resources development in Tibet", under the strong support of the Party Committee and the Government of the autonomous region, the Company has been given the important task of constructing Jiama Mine and further comprehensively exploiting the mineral resources in Tibet and surrounding Tibet based on it.

The objective of Huatailong is to build a mine as well as a monument through developing the resources of Jiama. By adhering to the spirit of the enterprise of "entrepreneurship, team, dedication, excellence", the Company will apply advanced technologies and strengthen sophisticated management to build the Jiama Mine, a large-scaled, technological, green, ecological mine and a benchmark of mines on the roof of the world. Meanwhile, under the guidance of national industrial policies, the Company will base on Tibet and face the international to promote local economic and social science development, harmony and stability through the development of mineral resources in Tibet.

"The dream will come true one day, and at that time, we shall make all efforts to achieve our purposes." Our company is willing to sincerely cooperate with colleagues in the industry and new and old friends to create a win-win situation and a better future together!

Chairman

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 Environmental Protection and Vegetation



Environmental protection activity

 Illustrative case:

Adhering to the environmental protection concept of sustainable development at all times, Huatailong increasingly put efforts in propaganda of environmental protection. Aiming at the fragile ecological environment of plateaus, the Company has devoted itself to experiments of soil fertilization treatment technology of ecologically weak regions on plateaus over the years and has solidly conducted a series of engineering of soil and water conservation and water-saving irrigation technologies, reclaimed water irrigation technology, technology of secondary turf after transplantation, reclamation soil cover technology, artificial fertilization, drop irrigation dust-settling technology, soil fertilization treatment technology and seedling trial technology and technologies of planting trees, grass and flowers of mining areas. Through carrying out green planting experiments in different altitudes of 22 kinds of plants such as Mongolian grass, populus beijingensis, sea-buckthorn, hemerocallis, Zngdaren, highland barley and rape flower and others, the vegetation area has reached 160,000 m² with the investment of RMB 960,000 Yuan. The current coverage rate of vegetation has reached 95%. The Company has greatly improved the ecological environment of the mining area and provided abundant practical data for mining reclamation and greening projects on plateaus.



Treatment on tailing dam



Vegetation around the plant



Slope Protecting and Greening



Solar heating equipment

 Illustrative case:

By implementing safety and environmental protection engineering, underground tunnel transportation, circulating water technology, vegetation stripping re-cultivation, water-saving irrigation technology, solar heating, energy conservation and emissions reduction projects and heavy metal water treatment, Huatailong has built a green, environment friendly and technology modernized large-scale mine. Meanwhile, aiming at the pollutions and risks caused by private enterprises prior to the integration of the mineral rights, Huatailong has made investment and input energy in treatment in Phase I construction, and the Company has made an investment of RMB 180 million in ecological environmental protection engineering which has reached 11.7%, far exceeding the national standard of no less than 3%, creating the highest investment in mining development in minority areas as well as getting eight “No. 1” in the country or the industry. It has comprehensively changed the negative image of “valuing benefits, causing much pollution, ignoring people’s life and shirking responsibilities” of traditional mining enterprises and made good the promise of “pursuing both mining resources and green environment”.



Energy-saving frequency-conversion device

Safety Production



Safety supervision team inspecting electromechanical area in hoisting room of inclined shaft

Illustrative case:

Huatailong has always paid much attention to the construction of the supervision system of safety production. In 2014, the Company has formed a four-level safety production management system of supervision team, safety and environmental protection department, production and construction management department and production and construction unit with full-time safety management personnel of 68 persons. Meanwhile, based on the principle of "one position bearing two responsibilities of executing both accountability and management", all the members of the board and managers of departments of the Company shall bear the responsibility of executing accountability of safety production.

Illustrative case:

In 2014, the Company has further improved the management system and site supervision of initiating explosive devices. Underground mine site crated record book for of collecting and distributing initiating explosive devices and signed safety management responsibility agreement, safety responsibility agreement of personnel involving explosives and commitment of initiating explosive devices application with every sub-contractor construction group to strictly control in three stages of usage, distribution and withdrawing to make sure there would be no error of managing the initiating explosive devices inside departments. At the same time, the Company has strictly performed the management system of initiating explosive devices and achieved identifying potential hazards and preventing accidents in advance. Aiming at the use condition of initiating explosive devices, the Company has conducted occasional inspection to avoid omission or loss of the devices. Moreover, the Company examined on the operation after explosion and dealt with misfires to ensure the harmonious and stable development of the mine.



A record of initiating explosive devices

In 2014, the Company has conducted safety production specific rectification works focusing on important links which would have significant influence on safety production such as the upgrade system of dumps, tailing ponds, road transport, geological disasters, and shafts and industrial explosive products storage, transportation and use and others to prevent malignant accidents. 1,760 potential hazards discovered by inspection have all been managed and rectified promptly.

Illustrative case:

The safety production of underground conducted by Huatailong has been brought in line with international practice. The technology management personnel on site have performed the whole day supervision and management on the site operation to find safety problems and weak links existed in the production. Through improving safety management system, strengthening potential safety hazard inspection and rectification and setting up special lectures, the Company has continually improved the safety awareness of operation personnel of contractor and formed a complete mechanism of safety inspection, implementation and feedback to make the mine safety in production to a new stage and to ensure the maximization of the efficiency of construction.



Rectification notice of potential safety hazard



Safety training test for contractors



Open pit operation training for contractors

Technology Innovation



The scientific research personnel at Tibet Huatailong



Tibet Huatailong's "Research and industrial application of key technology on complex mineral processing of copper, gold and silver in high altitude area" winning the second prize of China Gold Association's science and technology award

Illustrative case:

Huatailong's project "Research and Industrial Application of Key Technology on Complex Mineral Processing of Copper, Gold and Silver in High Altitude Area" cooperated with Northwest Research Institute of Mining and Metallurgy, realized the flotation recovery of complex copper and associated gold and silver by adding lime and sodium sulfide to improve the floatability of secondary general mineral. The compound medicament ester-305 developed in the project has the characteristics of strong collecting ability, small reagent dosage, saving mineral processing cost and being easy to control and so on. After reviewed by experts, the project technical route is correct, the research methods are reasonable. It is innovative with advanced technical indexes and significant economic and social benefits which has the value of application in the similar mines and of which the results have generally reached the domestic advanced level.

Cost Control and Performance Enhancement

Illustrative case:

In 2014, Huatailong has decreased the mining loss and reduce the rate of waste in-ore through strengthening site management. Meanwhile, the Company has actively conducted underground ore quantity and ore grade inspection, conducted rational ore matching of high and low grade ores and performed artificial bagging collection work on special high grade ores. The Company has formulated the specific management measures for the contractors. Moreover, the Company has delineated large pieces of waste rocks in the storage yard of the construction units and organized small mineral processing plants and construction teams to conduct the work of picking waste rocks with picking quantity of 10 tons per day and saving processing cost close to RMB 3,000 daily, which accumulatively saving a cost of millions of RMB annually.



Employees of Tibet Huatailong and contractors pick waste rocks at the mine site

Illustrative case:

Through cost control and performance enhancement and management improvement, the Company's dining hall has effectively decreased their purchase price by standardizing the procurement process, improved utilization rate of the goods through constantly improvement of inventory management and enriched the type of dishes and significantly improved the quality of dishes through surveys among the employees. In June 2014, Huatailong's dining hall has conducted a comprehensive reform by changing the original dining way - queuing at windows - into self-service dining, opening a new management pattern of employees' dining. The measures have improved the staff dining satisfaction and effectively decreased the operation cost of the dining hall, making it become a shining scenery line of humanistic care.



Employees enjoy self-service dining

Employees' Interests

The clinic of Huatailong purchases devices and provides routine physical examination for employees once every year. Meanwhile, it has occasionally and randomly selected and sent personnel to general hospital of military district in autonomous region for occupational health inspection to offer protection for health and safety of the employees. According to the characteristics of the mining area locating in alpine and anoxic region and the staff turnover is high, the Company has hired local experienced experts and workers to come to the site to conduct a variety of lectures in regards to safety and occupational health to the employees for four times. The Company also takes advantage of network system to publish common senses of health and safety semi-annually.



Routine physical examination for employees

Illustrative case:

Huatailong has been insisting on the talent training policy of “carrying on professional and comprehensive training at the same time” to train expert technicians and comprehensive management personnel for the Company. The Company has established a talent training system of “combination of unify and separation” to improve the comprehensive quality and business ability of the whole team. Until now, the Company has continuously developed more than 20 training programs such as orientation training, safety education training, contactors training, “Chenguang” training plan Tibetan folk and customs training, standardization training, mining technical knowledge training, training of office automation, document writing training, traffic safety training, photography and calligraphy training, English training, as well as a variety of training programs at the local level.



Training on maintenance of electromechanical equipment



Site training on mining operation for contractors



Orientation training for new employees

Illustrative case:

Huatailong conducted its social management by making full use of democratic management method, mass line method and persuasion and education method. Especially, the transmission and promote of “old Tibetan spirit” has played a positive role in the social management. The measures include establishing employees' family, constructing employees' dormitory, strengthening the property management, enriching cultural life, strengthening the stability of the mine area, holding collective weddings, carrying out labor emulation, and establishing the association of calligraphy, photography, literature, etc, all have inherited and carried forward our tradition of attaching great importance to ideological and political work and mass work as actively exploring new situation and new ways to organize the masses to participate in social management under the new situation.



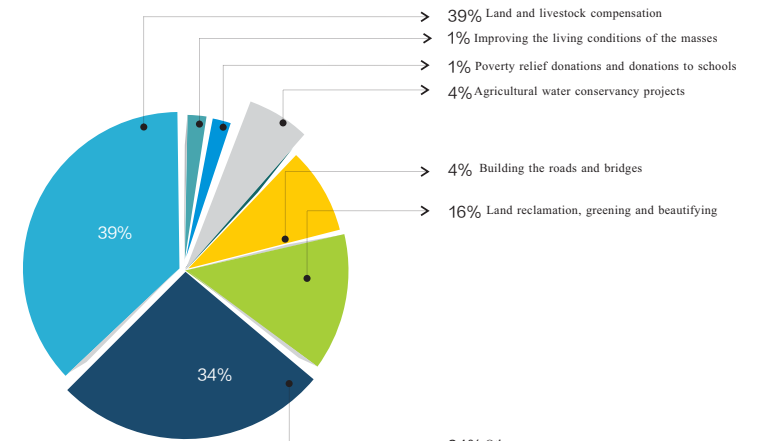
A collective wedding ceremony for employee couples



Christmas party

Harmonious Win-win

Huatailong has accumulatively made an investment of RMB 138 million in harmonious construction, such as land and livestock compensation, reclamation, vegetation, agricultural water conservancy projects, infrastructure construction, improving the living conditions of the masses, donations to local residents who are in difficulties and donations to schools, etc. The Company's concrete actions of doing good and practical works for local residents have built a good atmosphere of harmonious construction, created economic operation model in plateau minority areas and obtained the affirmation and praise from all levels of local government. The Company has established Jiama Industrial & Trading Co., Ltd. jointly with local residents from Jiama town to participate in the development of Huatailong and actively lead the development of local economy. Through creating jobs, arranging extra workers, the Company has committed to seek common prosperity for local farmers and herdsmen. The Company has opened various business cooperation projects and diversified economic development modes such as transportation, farming and animal husbandry, sand factory, environmental protection greening, and etc. Meanwhile, Huatailong's work team stationed at village following the policy of “building good image, creating the brand, attaching importance to character, setting good examples, conducting practical work to win support from the people”, has brought local residents ever closer to the Company and won trust and support from the grassroots organizations and the mass.



Structure of investment Tibet Huatailong made in harmonious construction

Illustrative case:



Jiama Industrial and Trading Company generates revenue for local residents

Since the establishment of Jiama Industrial & Trading Co., Ltd., (“JIT”) Huatailong has created many platforms to generate revenue for JIT. Local residents of Jiama town purchased truck by themselves, and there are more than 230 private trucks up to date. In order to give consideration to both the platforms for people to get rich and creating harmonious and stable mining areas, the Company has decided that all the vehicles should follow the unified command from JIT, and the transportation task should be bear by both JIT and the local private trucks. JIT will charge a small management fee on private trucks. Besides the fixed income JIT paid to its employees, local residents who own the private trucks have received almost RMB 100 million for in nearly 4 years which made their income being increased significantly. Huatailong has also fulfilled the social responsibility as a central enterprise.

Illustrative case:



5300 Party branch holding activities on July 1st

Mr. Yongqing Teng, Chairman of Tibet Huatailong and Mr. Lurong Yixin, party secretary of 5300 Party branch, visiting local residents

By building up the brand of 5300 Party Branch, Huatailong has made efforts to transfer the special advantages of CPC into the development advantages of the Company to allow full play to fighting bastion role of the grassroots organizations and vanguard and exemplary role of the party members. Huatailong's 5300 Party Branch has been awarded a variety of honors, and promoted all nationalities to firmly establish the spirit of "Three Essential Interdependence" by strengthening and innovating social management, innovating education practice carrier. The Company has comprehensively built the new management pattern for undertaking social responsibility and constructing a harmonious mining area as a plateau mine enterprise.

Illustrative case:

In June 2014, Huatailong donated 625 sets of school uniforms, totaling RMB 42,500 on Children's Day to local primary schools in Gyantse County, Shigatse City (Kardoj Township Primary School and Rizhing Township Primary School) and Jiama Town (Jiama Central Primary School and the kindergarten affiliated Jiama Central Primary School) where the Company's working team stationed at the village locates.



Tibet Huatailong donates school uniforms to students in local primary schools