



2013

中国黄金国际资源有限公司社会责任报告

China Gold International Resources Corp. Ltd.

Social Responsibility Report

报告说明

目录

本报告为中国黄金国际资源有限公司发布的第四份社会责任报告,今后每年发布一次。为便于表述和方便阅读,“中国黄金国际资源有限公司”也以“中金国际”、“本公司”、“公司”和“我们”表示。

编制依据

本报告参照国务院国资委《关于中央企业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(CASS-CSR 3.0)》并结合本公司的具体实践进行编写。

时间范围

本报告在时间跨度上以 2013 年度为主,并会适当涉及到公司发展中的重要历史年份。

主体范围

报告涵盖本公司总部及下属机构。

数据来源

本报告是公司积极履行经济、社会和环境责任,实现企业全面、协调、可持续发展的真实反映;全部信息数据来自于公司正式文件、统计报告与财务报告,以及经公司各职能部门统计、汇总与审核的各经营单位社会责任实践信息。若财务数据与年报有出入,以年报为准。如无特别说明,本报告所用财务数据均以人民币为单位。

审验机构

本报告已经中国社科院经济学部企业社会责任研究中心进行独立第三方评级,评级结果详见报告附录。

索取方式

若需索取本报告,请致函中国黄金国际资源有限公司董秘事务部。您也可登录本公司网站浏览到本报告的电子版。

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董事会主席致辞



● 董事会主席：宋鑫

2013年,面对复杂多变的国内外经济环境和贵金属价格大幅波动等不利因素,我们仍然实现了较高的产量,全年业务表现良好。公司全年实现黄金产量 148,326 盎司,收入 3.03 亿美元,溢利 5,700 万美元,这样的业绩证明了我们优良的资产质量,以及我们为股东持续提供回报的能力。

二期建设如期完成,产能得到有效提升。2013年,经过艰苦努力,公司成功实现了对股东的承诺,按预定计划顺利完成矿山二期扩建。内蒙古太平二期扩建工程于 2013 年 8 月 1 日如期试车,目前这座日处理矿石量达 6 万吨、年产黄金将超过 8 吨的中国北方最大黄金堆浸矿山已全面投入生产。西藏华泰龙扩建工程选矿厂土建部分施工完毕,一个系列主要设备安装完毕;露天剥离工程、胶带斜井开拓、尾矿库建设等关键节点攻坚克难、不断推进,为实现两个系列日处理矿石 5 万吨打下了坚实基础。二期扩建的完成和全面投产将为股东带来持续、丰厚的回报。

坚持不懈推动科技创新,积极践行社会责任。西藏华泰龙铜公司钼分离取得了圆满成功并顺利实现工业化,平均回收率铜 90.45%,钼 52.18%,整体技术达到国际先进水平,特别是在高寒高海拔生态脆弱区的铜钼分离方面对同类矿山具有示范作用。在中国黄金协会主持的科技成果鉴定中,西藏华泰龙公司的八项科技成果通过了鉴定,其中一项研究达到国际领先水平,四项研究达到国际先进水平,三项研究达到国内领先水平。此外,西藏华泰龙公司完成了多项国家“十二五”科技支撑课题研究,圆满通过了国家科技部组织的项目年度验收。内蒙古太平公司初步形成了与国际标准接轨的技术标准体系,通过开展技术创新,破解了管路结垢堵塞难题,并妥善处理了冶炼酸气问题,不断完善堆浸工艺,推动选冶回收率再创新高。

以人为本,精心培养矿山建设技术力量,为员工搭建发展平台。公司依托大股东中国黄金集团公司,抽调内地黄金企业技术骨干支援甲玛矿生产建设,实施企业人才培养计划和传帮带制度,加强技能人才队伍培养;通过完善员工休假制度、发挥薪酬激励作用、做好员工职业生涯规划、重视员工职位晋升机制的桥梁作用、推进用工本地化进程,打造了一支年轻的技术团队,为企业未来发展储备了大批的技术力量和技术人才。

公司深知赢得我们运营所在社区及政府的尊重对确保我们业务的成功至关重要,因此,我们不仅专注于盈利能力,还更加重视透过倡导企业社会责任及参与地方慈善活动,与当地社区积极互动和交流。一直以来,我们都注重改善公司两大矿区的生活和工作水平。自 2010 年以来,我们以最高环境管理及社区关系标准进入西藏地区,并积极为周边社区的基础设施建设、学校教育、绿化、景观美化、废水处理、技术创新以及培训当地劳工献策献力。由于公司按最高标准雇佣及培训当地员工,近年来甲玛矿区周边居民平均家庭收入增长约 12 倍。此外,甲玛矿与甲玛乡还成立了合营企业,共有 655 户家庭成为合营企业的股东,许多家庭从事建筑、运输及其他劳动。公司这种创新的自主经营方式令甲玛项目成为西藏地区矿业项目的标杆,公司也因此获得了众多的嘉许和奖励。

未来,我们将继续致力于将最高标准的商业道德引入公司运营所在地,并将此理念与卓越的运营和财务表现融合,力争实现社区、股东及公司三赢的局面。

最后,本人谨代表董事会向我们遍布全球的全体员工及管理人员深表谢意。作为盈利和不断发展的公司,我们意识到持续强劲的财务表现离不开全球 1,600 多名尽职尽责员工的支持。在我们成长为成功及备受尊敬的上市公司的路途上,我们对股东以及社会各界的持续支持致以最深的感谢。

宋鑫先生
董事会主席兼执行董事



首席执行官致辞



● 首席执行官：刘冰

2013年对本公司而言是既充满成功又面临挑战的一年。面对国际金价和铜价大幅波动的不利因素，我们通过提升产能，降本增效，确保生产经营顺利推进，实现了良好的经营业绩，继续为股东提供高额回报。

面对严峻的市场形势，我们持续优化公司运营管理体系，坚持维持高标准的健康、安全、环保、社会遗产和文化保护政策。公司就生态恢复、绿化和景观美化、道路和桥梁建设、环境改善及教育等项目投入大量时间和资金。我们还雇用当地居民和招募少数民族员工，积极参与社区活动，致力于和谐矿区的建设。

健康安全环保稳定运行，矿山绿化美化展示风貌。2013年，中金国际继续坚守健康安全环保这一企业生命线，进一步完善体系，落实责任，提高本质安全能力。大力开展“安全大检查”和内部“百日专项整治活动”，强化现场安全管理。加大了地质灾害监测、预防和治理力度；内蒙古太平公司每周组织巡检，整治各类隐患近千项，并顺利通过国家安监总局“安全生产标准化一级企业”的验收。此外，公司还高度重视和积极开展全员安全培训，培训总计达到3,000人次以上，营造安全生产文化氛围。公司实现了全年工亡事故为零，千人负伤率 $\leq 1.5\%$ 的良好成绩。

在矿山绿化方面，公司全年累计投入资金497万元用于矿区绿化美化，绿化面积近20万平米。特别是我们通过自主雇佣当地人工、组织义务劳动等方式，极大降低了绿化成本。在为员工创造良好生产生活条件的同时，获得了社会各界的广泛好评。

彰显国际形象，备受资本市场和行业瞩目。2013年，公司进一步密切与投资者、监管机构、业内公司沟通互动，通过网站改版、业绩路演、会议论坛、建设简报等多层次、有力度的市场推介和舆论宣传，及时传递公司发展的最新动态，稳定投资者信心、提升公司投资价值。公司与加拿大亚太基金会、中国贸促会和SFU大学在温哥华联合主办中加商务研讨会，以“盈利、增长、有效治理结构”为特点的中金国际模式得到了中加两国各界的高度认可，被国际和国内主流媒体深入报道，成为中国企业在加拿大投资的经典案例。2013年，公司被加拿大《温哥华商业杂志》评为100家盈利能力最佳的公司，位列第28位。

管理提升工作有序推进。公司通过国际三项认证、内控机制审查等各项管理活动，进一步优化管理体系和架构，提升管理效率；积极推动符合国际标准的技术体系的完善和实施，加大现场培训和督导力度，加强对员工在行业、专业、语言等方面的培训，建设学习型组织。同时，公司加大国际化人才的引入和培养力度，着力打造专业齐全、国际化视野开阔的人才队伍，创新性实施符合国际标准的矿山管理和技术标准，完成了为境外独立机构和监管机构所认可的矿山独立技术报告。

2014年，国际黄金市场形势仍较严峻，我们将秉承公司发展愿景，突出“成本”和“成长”两个主题，继续通过严格的成本管理政策和审慎的海外并购策略来应对市场调整，确保在矿山二期建设如期完成，全年生产经营目标得以实现的基础上，全力推动公司发展再上新台阶，在实现股东价值增长的同时继续践行企业社会责任。

本人谨此对公司1,600余名员工展现出的卓越工作态度和奉献精神，以及各位股东对公司一直以来的关注和支持深表谢意。在董事会的领导下，公司管理层及全体员工将在2014年再接再厉，续写公司发展新的篇章！

刘冰先生
首席执行官兼执行董事

公司简介

中国黄金国际资源有限公司是集收购、勘探、开采、开发黄金和其它有色金属资源为一体的矿产开发公司，是中国黄金集团公司的控股子公司。总部位于加拿大温哥华。

本公司的主要资产为位于中国内蒙古的长山壕金矿及位于中国西藏的甲玛铜金多金属矿。中金国际持有长山壕金矿 96.5% 的权益。该矿一期项目于 2007 年 7 月投产，二期项目已基本建成，目前已进入试运行阶段。本公司于 2010 年 12 月 1 日收购甲玛矿区的 100% 权益。甲玛矿为一个大型铜金多金属矿床，蕴含铜、黄金、钼、银、铅及锌资源。该矿一期项目于 2010 年 9 月投产，二期项目目前正处于建设阶段。

中金国际在多伦多证券交易所（多伦多证交所）及香港交易及结算所有限公司（香港联交所）上市，股票代码分别为 CGG 和 2099。有关本公司的其它资料，包括本公司的年度资料表格，可在 SEDAR 的网站 www.sedar.com 及香港交易所披露易网站 www.hkexnews.hk 浏览。

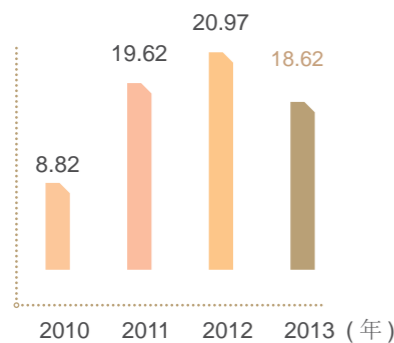


公司的发展愿景

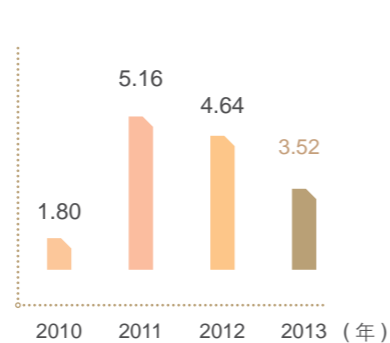
以高度责任感，致力于成为在国际资本市场和全球矿业行业具有重要影响力的大型矿业公司。

公司主要经济指标

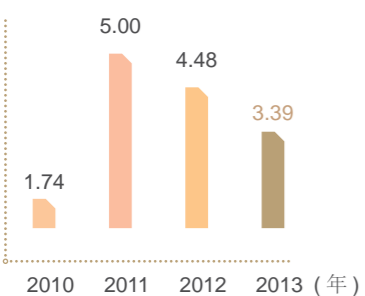
收入 单位：亿元



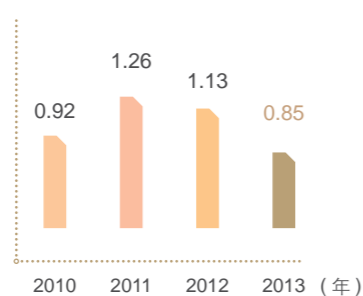
净利润 单位：亿元



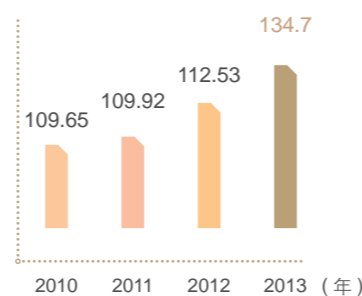
归属于本公司股东净利润 单位：亿元



基本每股收益 单位：元



年末总资产 单位：亿元



社会责任理念

社会责任愿景

公司的社会责任愿景是：以道德的和可持续的方式开展公司所有业务，保护和提升所有直接和间接为中国黄金国际工作的所有员工的权益、健康、安全、福利以及个人发展。以对环境负责任的方式运作，致力于通过创新发展，解决制约公司发展的各类技术问题。积极融入国际社会，利用各种机会宣传中金国际的发展理念，使中国黄金国际树立全球矿业领域社会责任的积极践行者的良好形象。



社会责任模型

中金国际以“做全球矿业领域社会责任的积极践行者”为目标，通过责任组织、风险防范、守法合规、道德经营等措施，推进环保节能、安全生产、员工权益、科技进步、和谐共赢等核心理念的实现。上述内容可概括为以下模型：



我们始终牢记，企业应该在实现核心社会功能追求经济利益的同时，有效管理在运营过程中对利益相关方和自然环境的影响，努力追求企业、社会和环境的综合价值最大化，与利益相关方和谐共建，共同发展。

社会责任价值观



在开发黄金及有色多金属矿产资源过程中，坚持充分、合理、科学开发利用的原则，推进黄金及有色多金属矿产资源的规模开采和综合利用。

决不在任何地方以牺牲生态环境为代价而从事黄金生产。

不单纯追求金钱意义上的黄金，而是在创造物质财富的同时，创造精神财富，注重环境保护，合理开发利用各种资源，义不容辞地承担社会责任和义务。

核心理念



环保节能

致力于创建资源节约型、环境友好型企业。在高效开发利用矿产资源的同时，力求消耗自然资源最少、对环境的影响最低。



安全生产

致力于创建安全的生产经营环境。将安全生产文化贯穿于生产经营的每一个环节，加强安全生产管理体系和制度建设，建立健全安全生产长效机制。



员工权益

坚持“以人为本，人尽其才”的用人理念，全面维护员工权益，为员工提供良好的发展平台，激发员工的积极性和创造力，实现公司与员工的共同发展。



科技进步

秉承“科学技术是第一生产力”和“科技领先，产业报国”理念，积极参与国家黄金及复杂多金属矿难选冶课题研究，并积极开展工业化实践，不断突破黄金行业低品位、难选冶资源领域的技术难关，提高黄金及有色金属资源利用效率。



和谐共赢

坚持“诚信经营、双赢多赢”理念，在尊重、互利的原则下，积极与利益相关方开展广泛合作，不断提升客户服务能力，加强供应商管理，与地方政府、供应商、债权人、企事业单位及其他组织实施战略合作，考虑企业所在地民众利益，创造更多的就业机会，努力实现与利益相关方的互利共赢。

社会责任工作绩效对照表

☀️ A: 完成目标 (大于 95%) B 按计划推进 C 未实现

责任领域	2013 年社会责任目标	目标完成情况
 责任管理	建立内部社会责任管理体系，体系覆盖所有职能部门、二级经营单位与主要生产性企业，完善沟通渠道。	A
	组织多层次的社会责任学习沟通培训，提高各级管理人员和员工的社会责任意识。	A
	加强普法宣传，组织反腐倡廉培训，深化效能监察，培育守法合规的经营理念。	A
 经济绩效	对标国内同业最佳实践，完善资源保障体系和营销服务体系，努力实现战略转型。	A
	加强经营管理，实现资产保值增值。	A
	增强优势资源控制，加大资源获取力度，推进资本运作。	B
 安全绩效	加强安全生产，建立和完善适应战略转型的安全生产管控模式。	A
	推进安全标准化管理体系建设，有效监控重大危险源，完善应急救援体系，争取实现安全生产零死亡事故，努力降低各类事故的发生数。	A
	加强安全管理信息系统和安全教育培训体系建设，不断提高企业安全水平。	A
	加快工艺设备安全技术改造，加大科技研发力度，以技术创新实现安全管理。	A
 员工关爱	严格遵守国家相关法律法规，维护企业员工的合法权益。	A
	开展员工岗位培训，完善员工晋升渠道。	A
	建立健全员工职业安全健康保障制度。	A
	履行对员工的责任，实现逐步提高薪酬待遇的目标。	A
 环境绩效	帮助困难员工克服难关。	A
	规范节能减排基础管理、目标管理，加大节能减排监督、检查，考核力度，保证完成节能减排目标。	A
	加大环保投入，提升环保科技创新能力，抓好节能技术应用，提升再生资源综合利用，力争实现同行业国内领先、国际先进。	A
 社会绩效	科学开发矿产资源，提高资源综合利用率，加强残矿回收和废弃物再利用。	A
	加大对社会公益事业的支持力度，采用多种形式帮助贫困地区。	A
	支持社区教育，加强健康普查，完善社区基础设施建设，实现企业与社区的共同发展。	A
	增加当地采购，实现员工本地化，促进社区经济发展。	A
	遵守商业伦理，反对商业贿赂，创造公平竞争的市场环境。	A

责任管理

责任体系

● 领导机构

公司逐步建立健全企业社会责任管理体系。公司董事会及所属公司治理及提名委员会、审计委员会、薪酬及福利委员会、健康安全环保及社会责任委员会对公司的社会责任战略等工作进行决策、管理。公司管理层负责具体实施。

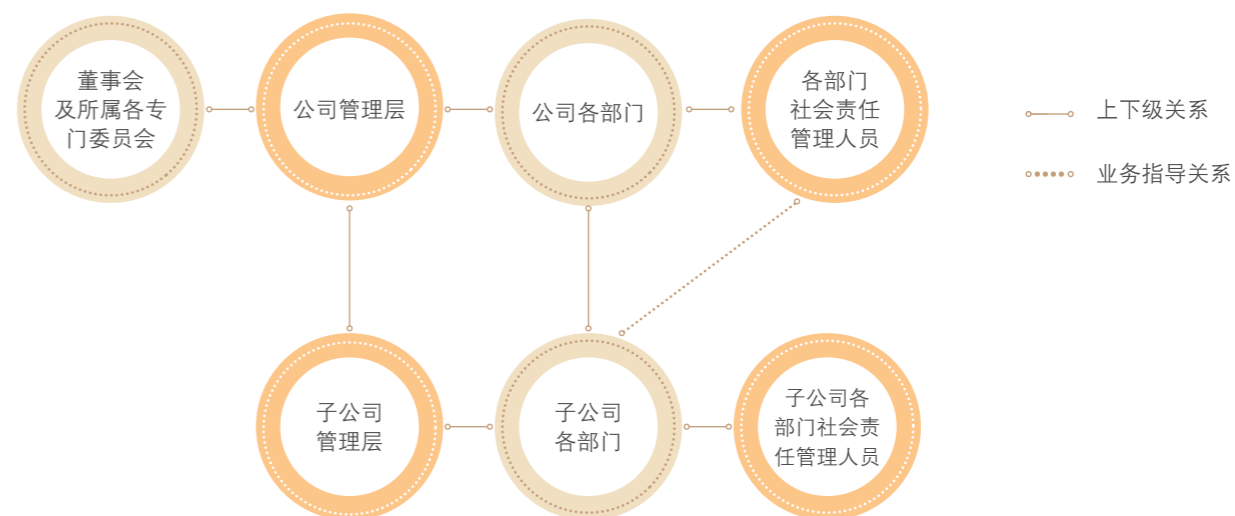
公司下属企业以企业主要管理人员组建社会责任推进团队，负责各企业社会责任工作决策、管理。

● 日常管理机构

公司在总部相关部门及各子（分）公司相关部门配备了安全管理、节能减排与环境保护、薪酬福利、职业健康、科技创新、员工权益等方面的管理机构、管理岗位和管理人员，具体履行和落实社会责任工作。

公司董秘事务部负责公司社会责任信息的披露，以及为投资者、监管机构等利益相关方提供公司社会责任工作的相关咨询回复。

● 组织架构图



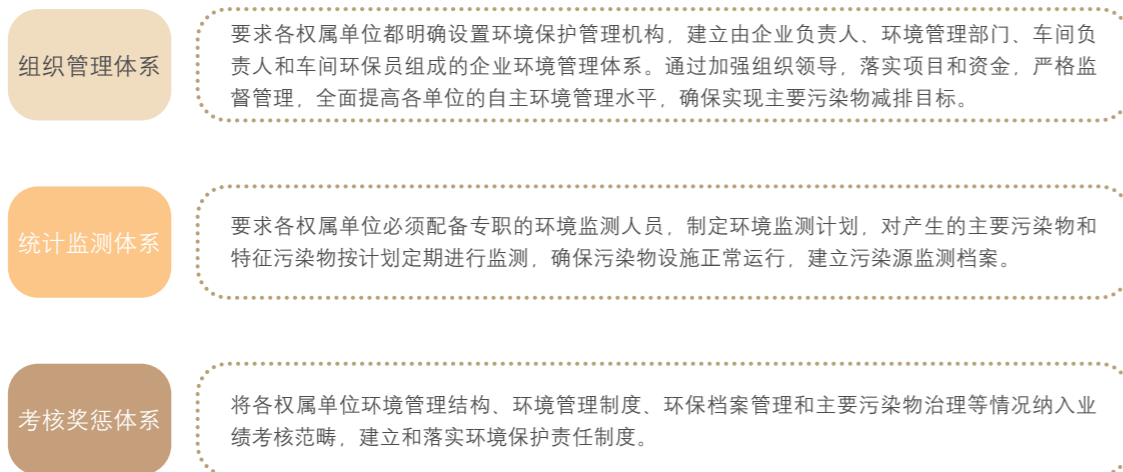
● 公司安全专项管理体系

2013年，公司根据矿山企业易发安全事故的实际情况，进一步完善了企业的安全管理体系。在现有目标管理、检查考评、考核奖惩、责任追究、安全生产教育培训、重大危险源和重大安全隐患监控及管理，以及安全事故管理等内容的基础上，创新性的对公司及施工单位实行网格化管理这一模式，将责任单元、汇报路线和责任人落实到每个环节，逐步完善符合企业实际的安全标准化管理模式，提升了安全管理的效率和效果。



● 公司环保专项管理体系

公司高度重视环境管理体系建设，成立了健康、安全及环境委员会，在公司总部及子公司配备机构及专业环保人员，形成了完善的环境三大管理体系。



责任议题

公司在履行社会责任过程中，注重建立、健全利益相关方参与机制。在确定社会责任议题时充分借鉴其他企业社会责任标准和最佳实践，综合考虑公司发展目标和战略、行业特点和利益相关方的期望与要求，科学合理地选择社会责任议题。

● 社会责任议题选择流程



● 社会责任议题表



有效的社会责任管理是推动企业持续、稳定、和谐发展的基石。中金国际积极完善社会责任推进管理体系，通过多种途径与利益相关方进行沟通，不断提升公司的社会责任绩效。

● 制定管理制度

公司确立了企业社会责任管理的体系、制度与流程，建立了企业社会责任管理与实践的长效机制。编制和发布企业社会责任年度报告是开展落实社会责任工作的有力保证。本报告的编制发布，加深了公司对社会责任工作指标体系的理解，强化了信息统计比对，发现了公司在社会责任管理工作中的“短板”，对促进公司责任管理体系的完善与管理水平的提升将起到举足轻重的作用。









● 开展专项培训

公司持续加强员工安全培训、法律和人文培训、环境管理培训等，为公司专项社会责任管理工作奠定了坚实基础。

● 推动专项工作转变

公司在加强社会责任管理工作中，根据需要，努力以专题实践为突破口和抓手，推进社会责任理念渗透到各个职能部门和业务单位，推动现有工作方式的转变和优化。

● 利益相关方参与

利益相关方	利益相关方描述	对公司的期望	沟通方式	主要指标
 政府	中国政府和业务所在地政府	积极落实国家宏观调控，按照国家产业振兴规划推进行业整合，加强安全生产监管，保护环境。	制定规划措施，参加会议，专题汇报，上报统计报表和拜访。	纳税总额、员工人数。
 国资委	代表国家行使出资人职责	实现国有资产保值增值，完善公司治理结构，聚焦主业，提升企业的竞争力，积极执行国家节能减排政策，实现绿色运营。	制定规章制度，提出工作目标，制定考核标准，工作汇报，上报统计报表。	主营业务收入，利润总额，净资产收益率，国有资产保值增值率。
 员工	公司组织机构中的全部成员	保护员工权益，提供稳定的就业机会与公平合理的薪酬保障，完善员工职业发展的渠道，提供安全健康的工作环境。	成立各级工会组织，定期召开员工代表大会，建立畅通的内部沟通渠道。	劳动合同签订率，社保参与率，员工流失率，员工培训投入，员工代表大会案数。
 客户	购买产品或服务的用户	信守承诺，提供质优价廉的产品和服务质量，实现平等互利。	与客户密切沟通，严格履行合同，提供丰富的产品服务信息。	协议执行情况。
 业务合作伙伴	供应商、承包商、金融机构、科研机构、咨询机构等	遵守商业道德和法律法规，建立长期合作关系，实现互利共赢。	战略合作谈判，高层会晤，招投标，日常业务交流，定期走访。	协议执行情况。
 投资者与债权人	公司及下属企业股票和债券的持有人	持续提高公司价值，降低风险，持续经营，按期还本付息，支付股利。	准确及时的信息披露，定期走访，年度报告，股东大会。	信用评级，少数股东权益。
 社区与公众	企业业务及运营所在地	促进社区经济可持续发展，支持社会公益事业，保护社区环境，实现共同繁荣。	签订共建协议，参与社区项目建设，定期沟通，开展联欢活动。	社区建设投入，社区公益捐赠总额。
 非政府组织	国际组织、行业协会和地方团体等	支持社会团体组织，履行组织章程，加强运营信息披露，支持环保等公益事业。	积极参加有关会议，持续改进，主动建言献策。	参加相关会议次数，社会公益投入。

● 内部沟通

公司在内部推进社会责任沟通，通过在各企业确定社会责任工作联系人，及时反馈和掌握社会责任工作推进情况，进行信息的有效交流



中金国际董事会主席宋鑫参加长山壕扩建工程联动负荷试车现场



中金国际 CEO 刘冰视察长山壕采矿场

● 外部沟通

公司与公司利益相关方进行多种形式的有效沟通，满足利益相关方对公司信息披露的诉求。



巴彦淖尔市段志强市长在施工现场



工信部部长苗圩、自治区人大主任白玛赤林莅临公司检查指导工作



西藏自治区党委副书记、常务副主席、政法委书记邓小刚莅临华泰龙公司检查指导工作



拉萨市委书记齐扎拉视察华泰龙公司

社会评价

中国黄金国际根植于社会，在创造经济效益的同时，持续深化对公司肩负的社会责任的认识，努力履行企业社会责任，获得了社会的良好评价。

截至 2013 年中国黄金国际所获奖项一览表

获奖单位	年份	奖项	授予单位
中金国际	2013	100 家盈利能力最佳的公司 (排名第 28 位)	《温哥华商业杂志》
中金国际	2013	不列颠哥伦比亚省发展最快的公司 (排名第 15 位)	《温哥华商业杂志》
中金国际	2013	不列颠哥伦比亚省 100 家最佳上市公司 (排名第 32 位)	《温哥华商业杂志》
中金国际	2013	不列颠哥伦比亚省 100 家最大的上市公司 (排名第 35 位)	《不列颠哥伦比亚省商业杂志》
中金国际	2013	投资者指南 (中型企业中排名第 15 位)	加拿大《商业杂志》
中金国际	2012	1000 家盈利能力最佳企业 (排名第 182 位)	加拿大《环球邮报》
中金国际	2012	100 家盈利能力最佳的公司 (排名第 20 位)	《温哥华商业杂志》
中金国际	2012	不列颠哥伦比亚省最大的矿业公司 (排名第 9 位)	《温哥华商业杂志》
中金国际	2012	40 佳矿业公司 (排名第 34 位)	《加拿大矿业杂志》
中金国际	2012	不列颠哥伦比亚省最大的公司 (按收入排名第 84 位)	《不列颠哥伦比亚省商业杂志》
中金国际	2012	不列颠哥伦比亚省 100 家最大的上市公司 (排名第 37 位)	《不列颠哥伦比亚省商业杂志》
中金国际	2012	100 家增长最快的公司 (排名第 1 位)	《温哥华商业杂志》
中金国际	2009	加拿大英属哥伦比亚省增长最快的 100 强公众公司	加拿大卑诗省
西藏华泰龙	2013	2012 年度环境保护奖	墨竹工卡县委、县政府
西藏华泰龙	2013	2012 年度纳税大户奖	墨竹工卡县委、县政府
西藏华泰龙	2013	2012 年度先进集体	中国黄金集团公司
西藏华泰龙	2013	全区安全生产先进企业	区安委会、安监局、安管会
西藏华泰龙	2013	全区基层组织建设年先进基层党组织	中共西藏自治区委员会
西藏华泰龙	2012	西藏自治区 2012 年民族团结进步模范集体	中共西藏自治区委员会、西藏自治区人民政府
西藏华泰龙	2012	全区国有企业创先争优先进基层党组织	全区国有企业创先争优领导小组
西藏华泰龙	2012	全国创先争优先进基层党组织	国务院国资委党委
西藏华泰龙	2012	全国民族团结进步创建活动示范企业	中央宣传部、中央统战部、国家民委
西藏华泰龙	2012	中央企业思想政治工作先进单位	国务院国资委党委

获奖单位	年份	奖项	授予单位
西藏华泰龙	2012	全区环境保护工作先进集体	西藏自治区人民政府
西藏华泰龙	2012	墨竹工卡县民族团结先进集体	墨竹工卡县委、县政府
西藏华泰龙	2012	国家级绿色矿山试点单位	国土资源部
西藏华泰龙	2012	主体优质结构	拉萨市建筑工程质量监督站
西藏华泰龙	2012	2011年度社会治安综合治理工作先进集体	墨竹工卡县委、县政府
西藏华泰龙	2012	四号领导班子	中国黄金集团公司
西藏华泰龙	2012	2011年度工会工作优秀单位	墨竹工卡县总工会
西藏华泰龙	2012	2011年全市工业经济发展先进企业	拉萨市人民政府
西藏华泰龙	2012	2011年度全区安全生产先进企业	区安委会、区安监局
西藏华泰龙	2012	基础管理达标企业	中国黄金集团公司
西藏华泰龙	2012	2011年度全市工会工作优秀单位	拉萨市总工会
西藏华泰龙	2012	2011年度拉萨市民族团结进步模范集体	中共拉萨市委员会、拉萨市人民政府
西藏华泰龙	2012	拉萨市建设和谐矿区工作突出贡献单位	拉萨市建设和谐矿区工作领导小组
西藏华泰龙	2012	2012年度全区企业一套表联网直报工作先进企业	区统计局、国家统计局西藏调查总队
西藏华泰龙	2011	全国五一劳动奖状	中华全国总工会
西藏华泰龙	2011	自治区民族团结先进集体	自治区安全生产委员会办公室、自治区安全生产监督管理局
西藏华泰龙	2011	2010年度全县工会工作模范企业	墨竹工卡县总工会
西藏华泰龙	2011	拉萨市2010年纳税大户二等奖	拉萨市人民政府
西藏华泰龙	2011	2011年度墨竹工卡县民族团结进步先进集体	墨竹工卡县委员会、县政府
西藏华泰龙	2011	2010年度全市工会工作优秀单位	拉萨市总工会
西藏华泰龙	2011	第二届“中金杯”篮球赛精神文明奖	中国黄金集团公司
西藏华泰龙	2011	五五普法优秀集体	中国黄金集团公司
西藏华泰龙	2011	2011年度先进集体	中国黄金集团公司
西藏华泰龙	2011	“十一五”期间全国黄金行业先进集体	中国黄金协会、中国机冶建材工会全国委员会
西藏华泰龙	2011	全区先进基层党组织	中共西藏自治区委员会
西藏华泰龙	2011	中央企业先进基层党组织	国务院国资委
西藏华泰龙	2010	2009年度先进集体	中国黄金集团公司
西藏华泰龙	2010	青年文明号	中央企业团工委

获奖单位	年份	奖项	授予单位
西藏华泰龙	2010	全国模范员工之家	全国总工会
西藏华泰龙	2010	平安企业	墨竹工卡县人民政府
西藏华泰龙	2010	优秀基层党组织	中国黄金集团公司
西藏华泰龙	2010	2007年-2010年度中国黄金集团公司先进集团探矿增储奖	中国黄金集团公司
西藏华泰龙	2010	2007年-2010年度中国黄金集团公司先进集团红旗班组奖	中国黄金集团公司
西藏华泰龙	2010	2009年度全市工会工作目标管理优秀单位	拉萨市总工会
西藏华泰龙	2009	2008年度先进集体	中国黄金集团公司
西藏华泰龙	2009	最佳开发奖	2009年中国国际矿业大会、中国国土资源部
西藏华泰龙	2009	市创建和谐劳动关系模范企业	拉萨市总工会、劳保局、国有资产监督管理委员会、工商联、工商行政管理局、安监局
西藏华泰龙	2009	全区“安康杯”竞赛优胜企业	区总工会、区安监局
西藏华泰龙	2009	工人先锋号	拉萨市总工会
西藏华泰龙	2009	全区模范员工之家称号	西藏自治区总工会
西藏华泰龙	2009	全国黄金行业新闻宣传工作先进单位	中国黄金报社
西藏华泰龙	2009	“模范员工之家”	墨竹工卡县总工会
西藏华泰龙	2009	十大找矿成果	中国地质学会
西藏华泰龙	2009	29个第一批科学研究基地之一	科技部、国土部
西藏华泰龙	2009	中国地质科学院十大科技进展	中国地质科学院
西藏华泰龙	2009	先进基层党组织	区人民政府、国资委
西藏华泰龙	2008	纪念改革开放30周年职工文艺汇演二等奖	西藏自治区国资委
内蒙太平	2013	中国地质学会十大找矿成果奖	中国地质学会
内蒙太平	2013	全区绿化模范单位	内蒙古自治区绿化委员会
内蒙太平	2013	国家级绿色矿山试点单位	国土资源部
内蒙太平	2012	支持地方经济发展突出贡献企业	乌拉特中旗人民政府
内蒙太平	2012	基层工会先进集体	乌拉特中旗总工会
内蒙太平	2012	自治区五一劳动奖章	内蒙古自治区总工会
内蒙太平	2012	乌拉特中旗“太平矿业杯”突出贡献奖	乌拉特中旗人民政府
内蒙太平	2012	全区模范劳动关系和谐单位	内蒙古自治区协调劳动关系三方会议
内蒙太平	2012	抗洪抢险爱心奖	乌拉特中旗人民政府

获奖单位	年份	奖项	授予单位
内蒙太平	2012	安全标准化三级企业（矿山）文企共建先进集体	内蒙古自治区安全生产监督管理局
内蒙太平	2012	中国黄金生产十大矿山中国黄金协会	中国黄金协会
内蒙太平	2012	全旗人力资源和社会保障工作先进集体	乌拉特中旗人民政府
内蒙太平	2011	先进集体	中共中国黄金集团公司委员会
内蒙太平	2011	全旗科技创新先进企业	乌拉特中旗人民政府
内蒙太平	2011	巴彦淖尔市抗洪救灾先进集体	巴彦淖尔市人民政府
内蒙太平	2011	巴彦淖尔市促进民族团结进步先进集体	巴彦淖尔市人民政府
内蒙太平	2011	全区职工职业道德建设标兵单位	内蒙古自治区总工会
内蒙太平	2011	内蒙古最具社会责任感企业	内蒙古人民政府
内蒙太平	2011	支持地方经济发展突出贡献企业	乌拉特中旗人民政府
内蒙太平	2010	基层工会先进集体	乌拉特中旗总工会
内蒙太平	2010	基础管理达标企业	中国黄金集团公司
内蒙太平	2010	先进集体	中共中国黄金集团公司委员会
内蒙太平	2010	特殊贡献奖	中国黄金集团公司
内蒙太平	2009	文企共建先进集体	乌拉特中旗人民政府
内蒙太平	2008	全旗人力资源和社会保障工作先进集体	乌拉特中旗人民政府



内蒙太平公司获全区绿化模范单位称号



华泰龙公司获 2013 年度先进驻村工作队称号

环保节能

公司一向坚持从保护环境求发展、在发展中解决环境问题，坚持走安全发展、清洁发展、节约发展、和谐发展之路，全力投入以“三废”治理、节能减排、绿化美化为重点的环境保护与治理行动，大力推进低碳经济，探索低能耗、低污染、低排放的绿色发展模式。

2013 年，公司在尾矿治理、除尘、污水处理、环境监测、土地复垦等方面累计投资约 2.52 亿元。新建矿山环保投入占总投资的比例均超过 3% 的国家标准，平均达到 24.22%。

节能减排

全球气候变化已经成为国际社会广泛关注的重要议题。公司在开展生产经营活动中，积极响应国家号召，落实企业社会责任，以“低消耗、低排放、高效率”为目标，依靠科技创新，大力发展循环经济，提高资源科学开发力度，开展资源综合高效利用，力争使每一份资源消耗都能创造出最大的效益。

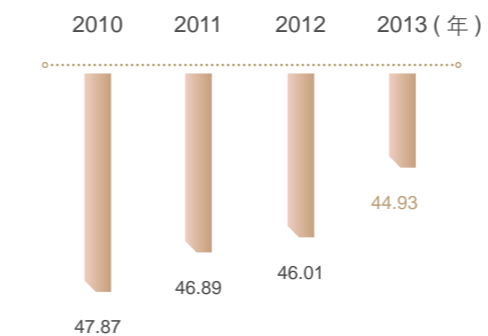
2013 年，公司化学需氧量和二氧化硫的排放量分别为 8.14 吨和 44.93 吨，分别较去年下降 2.1% 和 2.4%。污染物排放控制继续在中国居于同行业领先水平。

案例

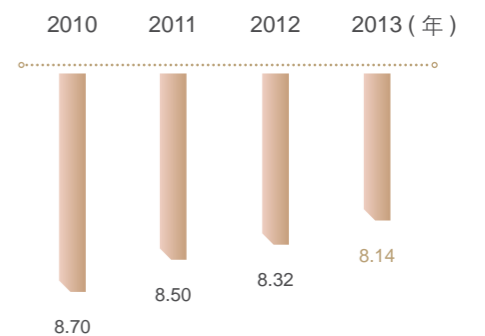
针对西藏地区日照时间长、光照度强的气候特点，企业投入大量资金对矿区内近 20,000 平方米的主要建筑物安装了太阳能采暖设施，有效解决了员工冬季取暖、洗浴问题，每年减少了二氧化碳体排放约 2,500 吨、二氧化硫约 23 吨，全面改变了传统矿山企业“重效益、多污染、疏民生、轻责任”的负面形象，实现了“既要金山银山，又要绿水青山”的诺言，被誉为高原矿业打造绿色环保矿区、推进实现可持续发展的标杆和典范。

公司环保绩效

二氧化硫排放量 单位：吨



化学需氧量排放量 单位：吨



● 广泛采用先进设备和工艺

本公司所属两矿山均为近几年开发的新矿山，矿山建设过程中均遵循“高标准、高起点、严要求”的原则，全部采用当今最先进的设备和工艺以实现节能减排的高效率。

案例

公司内蒙太平工业用水采用的地下水为中等硬度水，其中钙镁离子的总含量偏高。地下水在进入工业使用前需进行预处理，否则会导致贵液泵堵塞、滴淋管堵塞等问题，严重影响生产。此前，公司生产中采用的措施是预先沉淀法，用氢氧化钠对地下水进行预处理后在使用，但是存在处理不彻底、沉淀池板结等难题。根据矿山实际生产条件，经过反复试验，公司在树脂交换和化学阻垢两种方法间最终选用了化学阻垢。通过使用化学阻垢法，公司每年节约成本达 240 万元。



现代化多级碳吸附系统



现代化筛分设备

● 大力加强节能减排宣传工作

公司积极响应国家及集团公司节能减排的号召，积极开展以“节能我行动，低碳新生活”为口号的宣传活动，在公司内部进行广泛节能宣传。公司通过大力推广应用节能实用技术，把公司的节能减排工作落到实处。

案例

面对金价下滑，原材料价格不断上涨的压力，内蒙太平不断加大宣传力度，增强全员参与意识，力争形成“人人想成本、人人降成本”的企业文化。公司降本增效活动办公室将一线实践中积累的大量行之有效的好经验、好方法加以系统总结，编辑成《太平矿业降本增效典型案例手册》，为公司各部门相互学习和交流提供了一个有效途径。公司不断引导广大员工树立节约每一滴水、每一度电的良好习惯，树立节约理念，使降本增效工作长效化、制度化，创建节约型矿山，确保企业持续、快速、健康发展。

水资源循环利用

2013 年，随内蒙太平二期建成投产，滴淋面积增加，公司循环水用量进一步增加。

指标		2013	2012	2011	2010
用水量	总量 (万吨)	689.1	432.4	154.2	121.4
	新水 (万吨)	129.8	95.4	23.2	25.4
	循环水 (万吨)	3,416	3,232	131.0	96.0
万元产值水耗 (内蒙太平)		15.9	9.5	10.9	13.7
吨矿水耗 (吨)		0.13	0.28	0.38	0.16

案例

华泰龙公司选厂浮选废水采用回水处理技术、尾矿压滤干堆技术，与水循环工艺配套使用，既满足了选矿工艺流程要求和稳定选矿指标，又实现了水资源的高效利用，使选矿回水 100% 回用。目前日用水量仅为 2,040 吨，每天可节约用水 2.4 万吨，实现选矿工业废水的零排放，攻克了多金属选矿浮选废水循环利用的技术难题，也消除了工业废水的外排对环境可能造成的污染隐患。



废水循环利用工艺

废水循环利用技术工艺

环境保护

近年来，全球气候变化对人类的生产生活产生了深刻的影响。作为负责任的企业，公司深切认识到环境问题的严峻与迫切。为此，公司积极主动加大环境保护宣传力度，推进绿色环保运营，努力降低自身运营对环境的消极影响。



内蒙太平公司一角

● 实行环保分级管理

公司环境保护工作实行分级管理。公司的安全环保部是环境保护的归口管理部门，对环境保护工作实施统一监督管理。公司各部门依据各自的职责，分工负责环境保护工作；下属企业对所属区域内的环境问题负责，对本企业环境保护工作实行统一管理。

● 加强环保宣传

公司高度重视环保宣传工作，制定和实施年度环保宣传、培训计划，普及环境保护知识，倡导环保文化。通过宣传培训，提高权属公司负责人和环境保护人员的环境意识、工作理念和工作方法，规范公司环境治理，落实企业环境保护主体责任，积极发挥公司在微观环境管理中的主体作用。

案例

华泰龙公司高度重视环保宣传工作，制定和实施年度环保宣传、培训计划，普及环境保护知识，倡导环保文化。通过宣传教育、举办各种活动，提高公司员工的环境意识、工作理念和工作方法，规范公司环境治理，落实企业环境保护主体责任，积极发挥公司在环境管理中的作用。



华泰龙世界环境日宣传活动

● 环保科技创新

公司一直把环保科研作为工作的重点领域之一，充分依靠环境保护创新和系统集成，为污染防治和环境治理提供技术支撑。

案例



内蒙太平化验室

内蒙太平黄金冶炼采用化学除杂法，由于一次性处理量大，产生的氮氧化物采用一般的氢氧化钠喷淋塔无法处理，容易造成酸气体外泄，环保不达标。公司于2013年初正式立项对此问题展开研究，在对众多处理方案进行评估和实验后，最终采用焦炭燃烧法处理烟气。同时，公司还对燃烧炉结构进行了调整，解决了燃烧炉使用中的密封问题。通过对设备和工艺的调整，公司的冶炼酸气处理基本达到了环保要求。未来，通过完善微细粒金回收装置，公司效益还将得到进一步提升。

● 绿色环保运营

公司积极推行绿色办公，鉴于公司跨地域运营的特点，公司日常工作中广泛使用内部办公系统、电话会议系统等，以提高工作效率，实现绿色办公。公司积极推进清洁生产，强化生产全过程环境保护管理，持续提高生产现场的清洁生产水平。

案例

面对严峻的黄金市场现状，内蒙太平坚持推进降本增效工作，取得较好成效。在办公费用方面，公司把各项指标分解到每一个部门，每一位员工，严格考核，层层落实责任，做到精细化管理。在后勤保障方面，不断改进食材保存方式，减少食材浪费，同时改进员工就餐模式，杜绝浪费。同时，合理利用煤、水、电等资源，根据气温变化，暖气热水实行分时段供应。

● 推行绿色采购

公司积极落实国家《关于环境标志产品政府采购实施的意见》，优先采购拥有环保标志的产品，选择绿色环保节能技术领先的厂家作为主要设备供应商，从源头消减污染。

● 保护区域生态环境

公司严格执行《矿产资源开发利用方案》、《矿山地质环境保护与治理恢复方案》、《矿山土地复垦方案》，坚持“以人为本、环保优先、预防为主、清洁生产、节能减排”的环境保护基本原则。在矿产资源开发设计、开采各阶段中，坚持“边开采、边复垦”，持续恢复植被，防止水土流失，保护生物多样性。

公司严格执行国家环境保护的法律法规，对于新投资项目，“环境影响评价”和“三同时”制度执行率达到 100%，从源头加强新投资项目的的环境管理工作。2013 年共预先提取复垦费 120 万元。自成立以来，公司未发生环境污染事故。

案例



华泰龙矿区美化工程

华泰龙公司自主研发开展甲玛矿区土地复垦和植被绿化工程，多年致力于提高高原生态环境脆弱矿区绿化植被覆盖率的综合研究与应用，于 2013 年被西藏自治区农牧科学院鉴定为区内领先水平。目前公司在环境保护、绿化美化、复垦、植树种花种草等方面已投入资金 1.8 亿元，其中 3,300 万元用于整个矿区水土保持和植树复草绿化工程，并将膜下滴灌技术运用到绿化节水工程中，大大减少了因传统喷灌造成的水土流失。为不破坏高原植被，减少群众放牧损失，原矿局部运输方案由地表窄轨运输改为地下平硐运输，虽然增加了投资，但对地表破坏相对较小，有利于生态环境保护。



华泰龙公司绿色运营

● 创建绿色企业

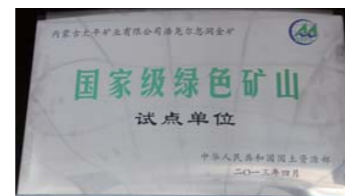
公司牢固树立“建设一座企业，保护一方环境”的理念，通过植被绿化，改善区域的生态环境。

案例

2013 年，内蒙太平绿化美化工程共计投入 403.66 万元。乔木 2,656 棵，成活率 72.74%；栽植灌木 5,942.2 丛，成活率 77.77%；栽植地被 26,233.3 m²，成活率 63.03%；播种苜蓿草籽 31,341.3 m²，成活率约 95%；新建蘑菇亭一座，营区内安设草坪护栏 4,000 米等，极大地改善矿区生态环境。同时，公司被内蒙古自治区绿化委员会授予全区绿化模范单位荣誉称号，被国土资源部正式确定为第三批国家级绿色矿山试点单位并授牌。



内蒙太平矿区一角

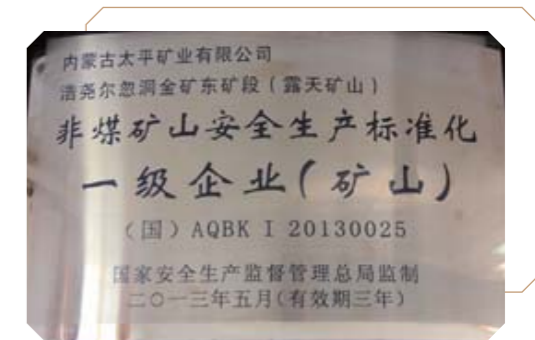


内蒙太平公司被评为绿色矿山试点单位

安全生产

公司充分认识到安全生产的长期性、艰巨性和复杂性，紧密结合公司战略转型需要，坚持“一切事故皆可预防”和“以人为本、安全发展”的安全发展理念，切实落实“安全第一、预防为主、综合治理”的方针，从员工教育、软件完善、硬件改造入手，狠抓安全管理系统工程，从根本上提高公司整体性、本质性安全水平，为创建安全、和谐矿山打下良好基础。

内蒙太平公司积极创建一级安全生产标准化，于 2013 年 1 月 25 日通过国家安监总局的验收，4 月 1 日取得国家安监总局颁发的证书及牌匾，达到了国家安全生产标准化一级企业标准。西藏华泰龙公司也按照国家一级安全标准化企业创建要求，正在进行验收准备工作。



内蒙太平国家安全生产标准化一级企业证书

安全投入与绩效

2013 年，公司安全投入共计 5,657 万元，以加强现场管理、完善制度建设为重点，保障公司安全生产运营。2013 年公司百万吨工亡率为零，重大设备事故率为零，重大火灾及爆炸事故率为零，重大交通事故率为零，实现了安全稳定运营的良好局面。安全生产水平处于中国黄金行业的领先水平。

百万吨工亡率	2010 年	2011 年	2012 年	2013 年
中金国际	0	0	0	0

安全监管

公司参与制定并严格遵守《中国黄金集团公司安全生产事故责任追究暂行规定》，建立健全安全责任体系，强化安全责任，严肃安全责任追究。



内蒙太平矿业管理制度、操作规程汇编

2013 年，公司严格执行公司领导带班制度、安全风险抵押金制度、安全风险源识别及安全未遂事故分析等多项管理制度，同时进一步完善了《外包工程安全环保考核办法》、《各职能部门(车间)的安全环保考核办法》、《安全管理人员管理考核办法》、《从业人员的安全环保考核细则》等规范，进一步完善了公司安全管理制度体系。

经济挂钩

按死亡事故起数及死亡事故人数与各企业领导班子绩效年薪挂钩；将各企业领导班子绩效年薪的最终考核结果的 20% 进行安全管理过程考核。

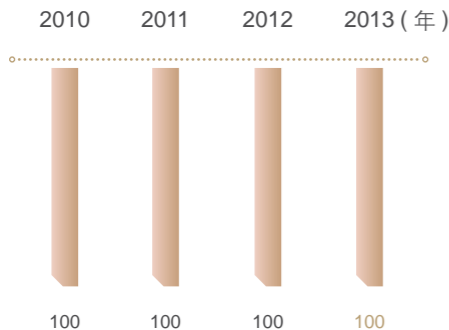
行政处罚

实行安全生产“一票否决”，对发生安全生产事故、不执行安全生产法律法规、方针政策、安全生产工作滞后、重大安全隐患整改不力，实行“一票否决”。被“一票否决”的单位，取消其年度综合性荣誉称号、各类单项表彰奖励资格，取消其主要负责人、分管负责人、管理人员和直接责任人当年评优受奖、提拔任用以及晋职晋级的资格。

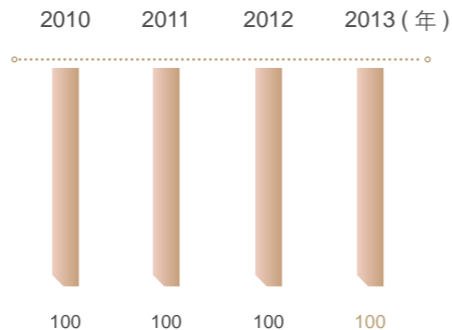
隐患排查

公司在安全生产管理中始终坚持把重大危险源、重点部位、重点环节作为工作中的重中之重，通过加强制度建设，加大专项检查督导，专项治理，严防各类事故的发生。2013 年，公司特种设备检验率达到 100%，合格率达到 100%，特种设备继续保持高水平安全运行的态势。

特种设备检验率 单位：%



特种设备检验合格率 单位：%



案例

西藏华泰龙公司根据工作实际，制定了每月安全生产工作主题，有重点地开展公司职业健康安全环保各项工作。2013 年，西藏华泰龙公司全年累计共开展日常安全检查 285 次，民用爆炸物品专项检查 2 次，用电安全大检查 1 次，节前安全大检查 1 次，地质灾害安全大检查 2 次，车辆安全专项检查 9 次，防汛专项检查 1 次，月度安全大检查 10 次，全年累计共查出各类隐患 315 条，下发隐患整改通知书 95 份，复查率 100%，整改率 100%。2013 年全年未发生亡工事故，未发生重大设备事故、重大火灾事故及爆炸事故、重大交通事故。



华泰龙公司组织电器设备巡检

安全督查工作内容



查企业安全生产主体责任落实情况。



查存在的重大隐患情况、治理工作到位情况、存在的问题和应急措施制定情况。



查企业安全生产投入和隐患治理资金落实情况。



查施工队的安全管理。排查的重点为：爆破作业、露天矿开采、地下矿山安全出口、提升运输系统、配电系统及电气管理、排水系统、通风系统、采空区管理、采场顶板管理、废弃矿井管理、应急预案落实情况、尾矿库、危险（剧毒）化学品等。

危化品管理

公司化学危险品主要有炸药、氰化钠、硫酸、三氧化二砷（砒霜）等。为确保安全，在仓储、运输和使用等环节都制定了严密的防护措施。截至 2013 年，公司自成立以来未发生爆炸物品、危险化学品丢失或严重泄漏事故。

安全文化

公司高度重视安全文化建设工作，通过开展安全教育、培训和宣传，努力促进“要我安全”意识向“我要安全”意念转化，积极营造“安全生产靠大家”、“安全为了生产，生产必须安全”等良好文化氛围。

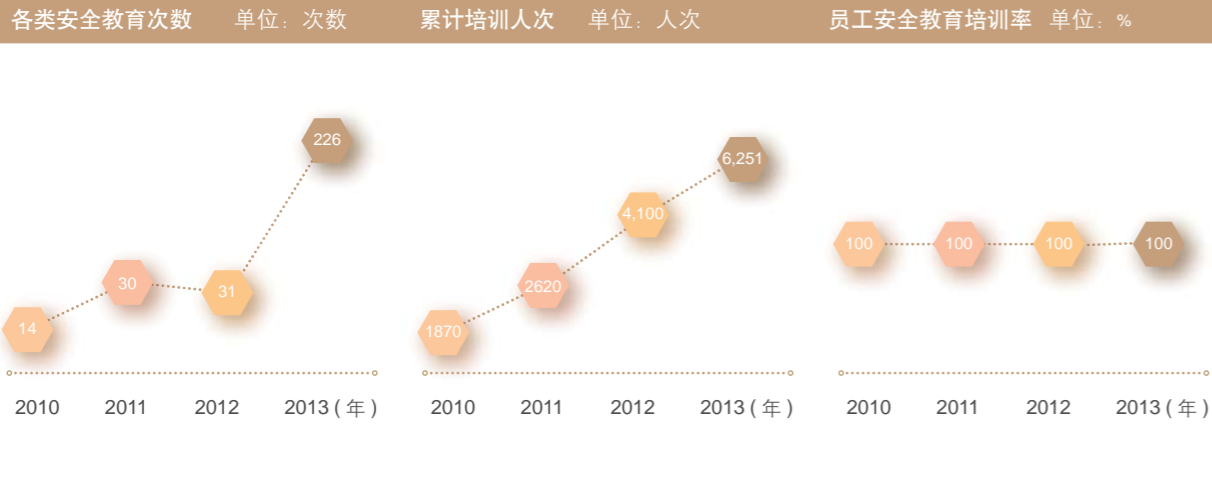
● 安全教育与培训

公司认真贯彻落实《国务院关于进一步强化企业安全生产工作的通知》(国发〔2010〕23 号)和《生产经营单位安全培训规定》(安全监管总局令 3 号)，积极开展安全教育与培训工作。

2013 年，公司及所属企业组织开展各类安全教育培训 226 次，累计培训 6,251 人次。截至 2013 年底，公司员工安全教育培训率达到 100%。



华泰龙公司消防培训



案例



内蒙太平安全生产月安全教育培训讲座

公司高度重视新员工的岗前和岗中安全教育培训及安全生产管理人员、特种作业人员安全技术培训工作。2013年，内蒙太平公司共培训新员工 1,591 人，全部经考试合格上岗；安全生产管理人员、特种作业人员培训共计 161 人，特种作业人员全部达到持证上岗；举办全员安全培训再教育，共计培训 1,280 人，并经考试合格后取得公司安全培训合格证书；举办了两期事故案例警示教育学习宣讲活动，参加人数达 500 多人次。此外，公司还委请氰化钠供应商从氰化钠特性、应急处置等专业方面对公司涉氰人员进行了培训，共有 105 人参加培训，使公司涉氰人员掌握氰化钠中毒的急救方法。

● 安全生产宣传

公司积极参加国家安监总局等多部门联合组织的“安全生产月”、“安全生产年”、“安全知识竞赛”等多项活动，并取得优异成绩，多次获得表彰。

案例

2013年6月，内蒙太平公司认真开展了“安全生产月”活动，通过发放各类安全培训教材、开展安全培训讲座、观看安全教育片、安全主题演讲、安全知识竞赛、应急演练等多种形式，提高和强化了全体员工的安全意识及安全防范能力。



内蒙太平公司“安全生产月”安全主题演讲



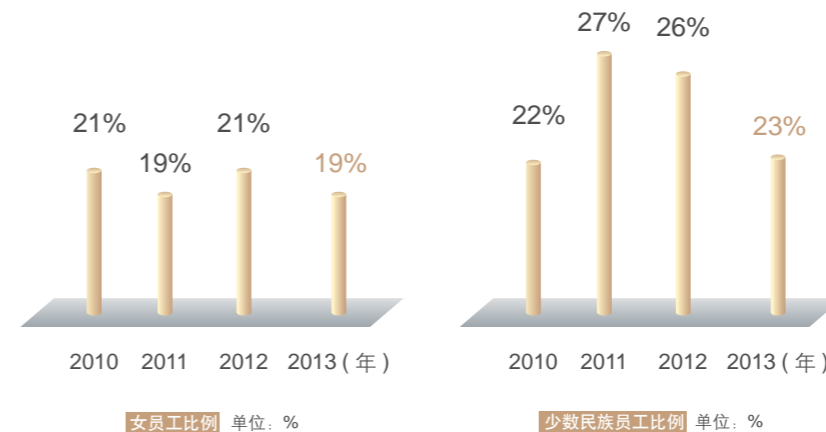
员工权益

公司牢固树立“人才是第一资源”的人才发展观，坚持以人为本，把提高员工素质、为员工提供平等的发展机会、实现员工与企业的共同成长作为企业社会责任的重要内容，积极优化人才结构，提升人才素质，强化人才激励，构建和谐劳动关系，努力打造一支德才兼备、结构合理、团结奋进、有高度责任感的专业化人才队伍。公司坚持“以人为本，人尽其才”的用人理念，全面维护员工权益，为员工提供良好的发展平台，努力激发员工的积极性和创造力。

员工权益

公司始终坚持“以人为本”的用人理念，尊重员工，维护员工的各项利益，努力为员工创造良好的工作和生活条件。在提高员工薪酬福利、改善员工生产生活条件的基础上加大投资，着力加强企业文化建设。

● 员工概况



截至 2013 年底，公司员工总数为 1,527 人。其中女员工为 327 人，少数民族员工为 333 人；初级管理人员及以上岗位员工共 264 人，其中女性 40 人。

● 维护员工权益

严格遵守国家有关劳动法律法规，坚守公司道德标准，加强劳动合同管理，不断完善劳动用工制度，充分重视员工知情权，保障员工的合法权益。2013 年，公司员工劳动合同签订率为 100%，社会保险覆盖率为 100%。

坚持男女同工同酬，体面工作，不因种族、性别、年龄等因素产生歧视行为，严禁使用童工，反对任何形式的强迫劳动。充分发挥员工在民主管理、民主监督中的作用，成立了各级工会组织，建立了职工代表大会、厂务公开等基层民主管理制度，基本上做到民主管理组织健全、厂务公开形式多样，合理化建议渠道顺畅。各级工会大力开展员工民主参与、民主管理活动，积极为员工办实事、做好事。

● 促进员工发展

公司平等对待新老员工，坚持走“招聘、培训、选聘、激励、培养、提升”之路，通过开展多维度多层次的培训提升全员素质，通过完善的人才选拔任用机制为所有员工提供平等的职业发展机会和多元化的职业发展通道，通过加强企业文化建设让员工感受到公司大家庭的温暖，增强员工的凝聚力，实现企业与员工的共同成长。



员工招聘

人才招聘工作坚持“统一搭台，合理授权，分级管理”的模式，坚持公开民主的招聘原则，为所有应聘人员提供平等就业机会。2013年，公司公开招聘共计426人，其中高校应届毕业生19人，社会招聘员工407人。

高校应届毕业生 4%



社会招聘 96%

案例

2013年，内蒙太平公司进一步梳理人才队伍现状，对人力资源结构进行深入分析，制定切实可行的改进方案和措施以解决现有问题。同时，在人才队伍分析的基础上，公司进一步明确公司人力资源规划，制定了2013-2015年的人力资源规划。另外，由于选冶厂二厂正式投产，公司人力资源部结合现有人员的年龄结构、知识结构，通过选冶厂二厂人员招聘对现有人员结构进行调整，使公司的人员组成更加合理，既有经验、阅历丰富的老员工，又有年轻具有活力、理论知识深厚的青年员工。

员工培训

公司秉承“培训提升素质，素质推进发展”的理念，建立层次分明、类级清楚、师资配套、内容有效的培训体系，实施全员素质提升工程。2013年，公司累计培训员工1,238余人次。

对经营管理人员

构建以胜任能力模型为基础，分领军人才、高管人才、后备人才三个层次的培训开发机制，同时推动区域企业高管轮训。

对专业技术人员

重点抓好地测采选等主专业技术骨干业务能力与综合素质提升。

对生产技能人员

极开展新建项目技工岗前培训、技工职业技能等级鉴定以及班组长轮训工作，有效提升了员工的总体素质能力。



华泰龙公司生产技术部专业知识培训



内蒙太平员工公文写作培训

激励约束机制

公司大力加强绩效考核工作，以促进组织绩效、助力战略落地为己任，制定《全员业绩考核管理规定》为基础的绩效考核制度体系。通过考核工作的开展，激发员工想事、谋事、干事、成事的激情。

公司根据自身特点，以促进员工发展，实现人尽其才为目标，按照管理、技术、工人三个序列，细分岗位等级，制定相应薪酬待遇，明确员工的职业发展路径，畅通晋升通道，激发员工士气，努力实现企业与员工的共进双赢。

公司每年都开展职称评审工作，2013年共有87人获聘各级别职称。

公司职称评审数据表

年份	工程系列			社会系列			政工系列		
	初级	中级	高级	初级	中级	高级	初级	中级	高级
2013	8	26	44	1	2	6	0	0	-1
2012	3	4	44	0	0	7	0	1	1
2011	8	36	72	2	11	19	3	0	4
2010	9	79	50	0	1	12	2	0	2

注：2013年政工系列初级减少1人为离职。

注重员工关爱

公司高度重视对员工的关爱，关心女员工、青年员工、离退休员工，积极为困难员工排忧解难。每年春节都组织开展慰问走访活动，对困难员工进行救助，帮助渡过难关。同时，公司高度关注青年员工的发展，加大对青年员工的培训力度，积极为青年员工提供发展平台和创造成长空间。



华泰龙公司生产技术部专华泰龙公司“师带徒、徒拜师”启动仪式业知识培训

加强企业文化建设

公司积极开展积极向上、健康有益、寓教于乐的企业文化活动，加强企业文化建设，丰富员工的文化生活，增强企业的凝聚力。

案例

2013年,西藏华泰龙公司工会组织开展“大干一百天、实现双过半”等各种形式的劳动竞赛,建立职工活动中心、增添文体活动设施,举办职工文艺汇演、篮球赛、职工演讲比赛,开展职工“读书月”、职工书画摄影展等活动,有效提升了企业员工文化素质;团委积极引导青年突击队、青年志愿者开展植树造林、美化矿区等义务劳动,举办第二届集体婚礼、“青春 party”联谊会等,极大丰富了青年员工文化生活,增强了青年员工的归属感和幸福感。



西藏华泰龙公司中秋晚会



第三届华泰龙杯篮球赛

● 体检及健康档案

注重员工的精神需求和心理健康是企业和社会必须面对的问题。公司大力普及心理健康知识,做好信息传导,及时把握员工的心理预期及动态变化,通过心理健康辅导队伍,适时对相关员工进行心理辅导,转变员工的思想观念,增强员工的心理调节能力,体现人文关怀,满足员工的多层次需求。针对公司所属行业特点,公司定期安排员工体检,并建立了员工健康档案。



公司定期为员工体检

● 劳动保护

公司建立规范的安全管理制度,包括劳动防护用品管理制度,公司各企业按照制度要求为所有劳动者提供符合国家标准的工作环境,制定严格的劳动保护措施,切实落实劳动用品发放和使用管理制度,为广大劳动者提供劳动防护用品,并监督、指导劳动者正确使用。



内蒙太平突发疾病应急抢救培训

职业健康

公司牢固树立“以人为本”的理念,把做好职业安全健康工作,维护员工身体健康和企业的可持续发展有机结合起来。截至2013年底,公司职业病病例共计0例,且继续保持了自成立以来无新增职业病病例的良好记录。

● 职业健康管理

公司所属企业将职业安全健康工作纳入企业的生产经营活动中,明确工作目标和措施,指定一名分管领导,具体负责本企业职业安全健康工作。建立专门管理机构,配备专业管理人员,结合企业实际情况,加强对作业场所职业危害的监督检查和监管力度,以有效预防和减少职业危害,逐步推行保险机制,改善作业环境,完善劳动保护,开展职业病的预防、保健、检查和救治,切实加强为员工安全健康工作的组织、领导。



科技创新

公司秉承“科学技术是第一生产力”和“科技领先，产业报国”理念，积极参与国家黄金与复杂多金属矿难选冶课题研究，并积极开展工业化实践，不断引领黄金行业在低品位、难选冶资源领域的技术突破，提高黄金及有色金属资源利用效率。

科技创新投入

公司积极加大科研投入力度。截至 2013 年，公司共取得科技成果 27 项，承担科技研发课题 9 项，为公司实现又好又快发展提供科技保障。

华泰龙公司科研成果

项目名称	授奖等级	备注
尾矿膏体蠕动堆存技术在窄沟陡坡降雨集中山谷型尾矿库的研究与应用	特等	国际领先水平
冈底斯成矿带甲玛铜多金属矿高效地质勘查管理实践	一等	国际先进水平
甲玛矿区溶蚀裂隙岩层井巷支护技术研究	一等	国际先进水平
青藏高原复杂地质条件下金属矿山高陡边坡稳定性研究	一等	国际先进水平
西藏甲玛铜多金属矿铜铅分离关键技术工业试验及其应用	一等	国际先进水平
以“立企为公黄金为民”理念构建高原和谐矿区的创新与实践	一等	国际先进水平
华泰龙公司选矿技术集成优化的研究与应用	二等	国内领先水平
甲玛多金属矿区超标本底水处理技术研究与应用	二等	国内领先水平
提高高原生态脆弱矿区绿化覆盖率综合研究与应用	二等	国内领先水平

西藏华泰龙公司科研攻关团队历经多年攻坚实践，用智慧和汗水凝聚而成的《尾矿膏体蠕动堆存技术在窄沟陡坡降雨集中山谷型尾矿库的研究与应用》、《甲玛多金属矿区超标本底水处理技术研究与应用》、《以“立企为公、黄金为民”理念构建高原和谐矿区的创新与实践》等 8 项科技成果，于 2013 年 11 月 8 日通过业内专家鉴定，其中一项达到国际领先水平、四项达到国际先进水平、三项达到国内领先水平。通过这些成果鉴定、成果转化与示范引领，提升了公司科研攻关团队在行业内的能力水平和企业的影响力。

科技创新成果

● 低品位矿石开发利用

黄金资源是全球稀缺性资源，储量少，产量低，为充分利用有限的资源，增强企业可持续发展能力，公司依托科技进步和规模经营，不断引领黄金行业向在低品位、难选冶资源领域的技术突破，大大增加了可开发黄金资源储量。

案例

2013 年，内蒙太平公司生产技术部改进了矿体二次圈定方法，由原根据品位进行普通数学圈定改为利用地质统计学普通克里格方法进行圈定，使矿体的二次圈定更加合理可信，坑内取样结果与破碎站样品对比分析两者相差由原平均 10% 以上下降至目前的 1.3%。同时精确现场爆破位移，做好精细化采矿设计，积极探索品位控制创新解决方案，加大施工管理和监控力度，逐步完善品位控制程序，降低损失、贫化率。



内蒙太平科研人员正在进行样品测试

多金属分离

甲玛铜金多金属矿富含铜、铅、锌、金、银、钼六种金属元素，且资源储量大，开发前景好。然而，该矿多金属的综合回收技术在国内却是个难题，甚至在国际上也鲜见有成功的案例。截至 2013 年底，经过华泰龙公司科研人员的攻关，甲玛一期铜铅分离技术已应用于工业试验，并取得了重大突破。

案例



西藏华泰龙铜铅分离技术获中国黄金协会科学技术奖

华泰龙公司于 2012 年开始铜铅分离工作，成立了科技攻关小组，克服了高寒缺氧、矿石矿物组成复杂多变、六种有价元素相互干扰影响、回水需全部循环使用、高原低气压不利于浮选、六种有价元素分离难度大，年轻的攻关团队经验不足、无可借鉴经验等种种困难，积极自主创新，在多次实验室试验的基础上，于 2013 年 4 月 26 日开始了铜铅分离工业试验和工业生产，至 2013 年 7 月 20 日铜铅分离工业生产取得了先进技术指标，达到一级品标准，并彻底解决了铜精矿过滤及回水全部利用等问题，标志着铜铅实现成功分离。7 月 26 日，华泰龙公司完成的《西藏甲玛铜多金属矿铜铅分离关键技术工业实验及其应用》项目，在拉萨通过了中国黄金协会组织的科技成果鉴定，被评定为“整体技术达到国际先进水平，在高寒高海拔生态脆弱区的铜铅分离技术方面具有国际领先水平，对同类矿山具有示范作用”。

● 数字化矿山建设

公司所属矿山按照现代化企业生产管理模式，建立以数据为中心，覆盖生产管理与基础自动化的综合系统，将生产全过程实时数据和生产管理信息有机的集成 PCS 系统，根据生产流程，分为粗碎、磨选、浮选压滤、尾矿等部分，完成整个矿山系统的数据监测，数据采集，设备过程控制，数据分析，实现了生产流程的自动化控制。



内蒙太平数字化调度指挥中心

和谐共赢

公司坚持“诚信经营、双赢多赢”，在平等互利的原则下，积极与利益相关方开展广泛合作，不断提升客户服务能力，加强供应商管理，与地方政府、供应商、债权人、企事业单位及其他组织实施战略合作，努力实现与利益相关方的互利共赢。

公司治理

根据上市地上市规则、《公司章程》等文件，公司已经建立起了股东大会、董事会及其专门委员会和高级管理层各司其职、规范运作的公司治理结构。公司注重加强制度建设、规范决策程序，严格按照程序进行各类事项决策。公司所属各企业也按照有关法律法规的规定，建立了规范的公司治理结构。公司对子公司依法行使出资人职责。

目前公司已经成立了审核委员会、提名及企业管治委员会、薪酬及福利委员会、健康、安全及环境委员会。2013 年，公司举行四次董事会会议、四次审核委员会会议、两次提名及企业管治委员会会议、两次薪酬及福利委员会会议、六次健康、安全及环境委员会会议及五次独立董事会议。



独立董事视察长山壕金矿

于财政年度内的董事会及董事委员会会议出席记录	董事会会议	审计委员会会议	提名及企业管治委员会会议	薪酬及福利委员会会议	健康、安全及环境委员会会议	独立董事会议
出席次数 / 会议次数						
执行董事						
孙兆学 (主席)	3/4	不适用	不适用	不适用	不适用	不适用
宋鑫	4/4	不适用	不适用	不适用	不适用	不适用
吴占鸣	4/4	不适用	不适用	不适用	不适用	不适用
江向东	4/4	不适用	不适用	不适用	不适用	不适用
非执行董事						
刘冰	4/4	不适用	不适用	不适用	不适用	不适用
独立非执行董事						
郝英斌	4/4	4/4	2/2	2/2	6/6	5/5
陈云飞	4/4	4/4	2/2	2/2	6/6	5/5
Gregory Hall	4/4	4/4	2/2	2/2	6/6	5/5
John King Burns	4/4	4/4	2/2	2/2	6/6	5/5

依法合规

公司严格按照国家政策、法律及地方政府规定依法合规经营，加强反腐倡廉教育，强化审计监察力度，保障公司生产经营健康顺利开展。

● 合同管理

公司在总部及下属企业设置了专门的合同管理机构 and 专职管理人员，依照《合同管理办法》、《合同审查暂行规定》等制度，对公司合同实行集中统一的垂直管理、统一审核制度。2013 年，公司总部合同履约率达到 100%，子公司重大合同履约率达到 100%。



西藏墨竹工卡县人民法院巡回办案现场

● 法制教育

公司注重结合企业生产经营实际开展普法工作，对公司员工进行《合同法》、《公司法》、《矿产资源法》及《安全生产法》等方面的普法宣传教育，并安排部分法律专家和律师开设法律讲堂，采用知识竞赛、法律征文等多种形式调动员工学法用法的热情。针对公司业务经营地域分散的特点，采取集中和分散相结合的方式开展业务培训工作。



中金国际董事会主席宋鑫视察内蒙太平公司矿山现场

● 内部审计

作为一家在加拿大英属哥伦比亚省注册，并于多伦多交易所和香港联交所两地上市的公司。公司严格按照所在上市地和业务经营区域监管法律、法规，建立起有效的内部审计体系，并采用聘用外部审计师参与内部审计等形式，开展严格的内部审计工作。截至 2013 年，公司已连续 6 年完成了内部审计工作报告，报告结果均显示公司在所有方面不存在重大缺陷。

● 反腐败与反商业贿赂

公司坚持“标本兼治、综合治理、惩防并举、注重预防”的方针，大力加强反腐败和反商业贿赂工作，为公司的改革和发展提供保证。



内蒙太平公司举行反腐倡廉讲座

- 为公司董事、高管提供上市公司合规性培训；在各个层面开展内控机制培训教育。
- 开展遵章守纪教育，重点加强对公司掌管人、财、物等关键岗位人员的廉洁教育。
- 推进企业廉洁文化建设。

投资者关系

● 信息披露

公司高度重视信息披露工作，严格按照上市地的监管要求，兼顾加拿大和香港投资者的不同需求和习惯，及时、准确、完整地披露公司信息。公司积极利用多种形式，做好对资本市场的信息披露工作，确保公司信息披露工作的有效性。

2013年公司合规完成了年度报告、半年度报告和季度报告的发布。除按规则发布公司业绩公告以外，公司还主动在多伦多、香港两个上市地发布公告或新闻，发布内容涉及公司经营管理的诸多方面。主要包括：公司长山壕矿和甲玛矿的生产经营及二期扩建情况、主要勘探项目情况、主要运营数据等，引导投资者及时掌握公司生产经营状况；按监管要求，发布与董事会和股东大会相关的决议公告、关联交易等各类临时公告。2013年，公司共发布各类新闻公告 50 条。



● 投资者关系工作

2013 年，中金国际通过召开投资者见面会、新闻发布会、交易与非交易路演等多种途径，持续与投资者和分析师保持了积极、坦诚的沟通，力图向投资者全面展示公司现状及未来的发展潜力，获得了投资者的积极评价。

● 股息派发政策

公司自成立以来未曾派付任何股息。公司目前也没有设定任何固定股息政策。公司董事将按照公司经营业绩、现金流量及财务状况、经营及资金需求、可分派盈利及所有其它相关因素，决定日后的股息政策。

本公司于加拿大英属哥伦比亚省注册成立。根据加拿大英属哥伦比亚省商业公司法，公司董事可不时宣派及授权支付他们认为可取的股息，包括股息的数额、支付时间及支付方式（但其确定有权收取所派付股息的股东的记录日期，不得早于支付股息日期两个月以上）。

作为一家快速发展的国际新兴矿业公司，公司将不断强化经营管理，实现公司的持续快速发展，为股东创造更多的价值。

客户关系

公司在经营实践中秉承“诚信经营，满意客户”理念，将诚信作为公司与客户紧密联系的纽带和公司发展的基石，不断提升综合服务能力，努力为客户提供优质服务。公司十分重视与客户的长期合作关系，致力于与客户建立起长期稳定的合作关系，推进与客户合作共赢，并籍此提升公司的行业地位和形象。2013年，本公司向前五大客户销售收入总额为 19.01 亿元，占本公司全部营业收入的 100%。

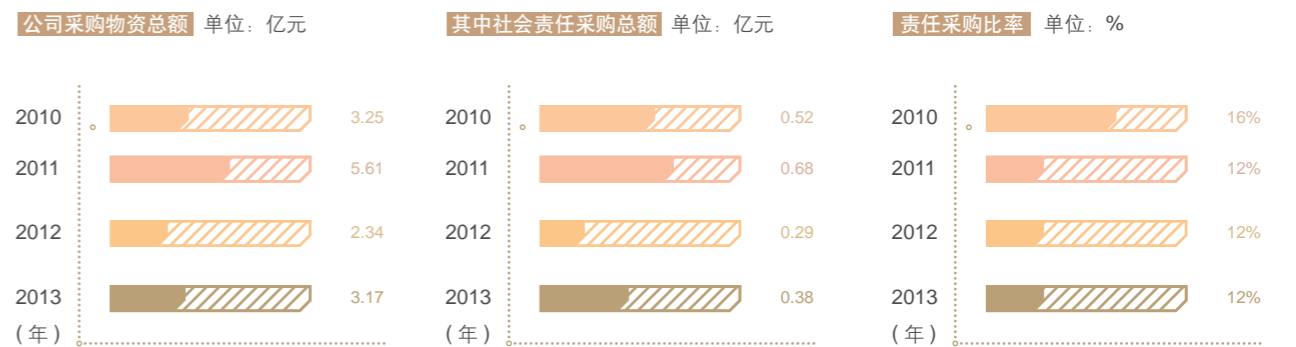
供应商关系

● 严格供应商管理

企业社会责任是企业与关键利益相关者的关系、价值观、遵纪守法以及尊重人、社区和环境有关的政策和实践的集合。为营造和谐的经营环境、获得经济效益和社会效益的双丰收，公司在物资采购中严格督促供货商履行社会责任。积极落实国家《关于环境标志产品政府采购实施的意见》，优先采购环境标志产品，选择绿色环保节能技术领先的厂家作为主要设备供应商，从源头消减污染。

同时，公司坚持平等协商、互利共赢的原则，坚持与资质、信誉及产品和服务质量良好的供货商建立长期战略伙伴关系。

2013 年，公司采购物资总额约 3.17 亿元，其中属社会责任采购的约 3,762 万元，责任采购比率为 12%。



● 推进设备本土化采购

公司致力于与所处地域的供应商合作，稳步推进设备本土化采购工作，优先考虑本地生产技术成熟、产品质量可靠、具有明显价格优势的物资和设备。在降低公司采购成本的同时，有效推动了公司所处地域制造业的产业升级，实现了企地共赢。

案例

华泰龙公司地处青藏高原，交通极其不便，因此如何保证物资供应将十分重要。公司始终致力于与本地供应商合作，稳步推进设备、物资本土化采购进程，优先考虑本地生产技术成熟、产品质量可靠、具有明显价格优势的物资和设备，积极与供应商洽谈建立拉萨市中转库，在满足正常生产的前提下尽量减少公司内部库存量和采购成本的同时，有效推动了公司所在地制造业的产业升级，实现了企业共赢。

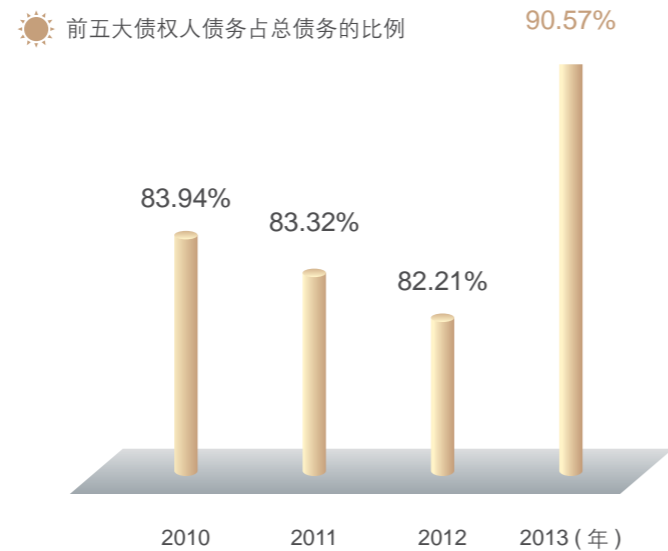
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债权人关系

公司以较稳健的财务结构，充足的现金流为基础，积极充分利用财务杠杆，为股东创造更大的价值。公司主要债权人为银行。2013年，公司对前五大债权人债务占总债务的比例为90.57%。

公司一贯注重发展银企合作关系，致力于建设富有竞争优势的多元化融资体系。公司通过与主要金融机构签订银企合作协议、额度借款协议等，巩固间接融资渠道，保障生产经营资金供给，享受相对优惠的融资成本。银行对公司的财务结构和稳健经营充分信任，如期提供贷款；公司按时还本付息，与银行建立了长期友好互信合作关系。



创先争优

公司按照“推动科学发展，促进社会和谐，服务人民群众，加强基层组织建设”的总体目标要求，以深入开展党的群众路线教育实践活动为契机，不断加强基层组织建设，围绕建设世界一流矿业公司的中心任务，努力做好创先争优工作。

案例

2013年，西藏华泰龙公司共解决当地100余人的就业问题，并将甲玛乡80余名藏族员工派往三门峡黄金技校等相关矿山专业中专学校，进行为期三个月的技能培训，使其能够熟练掌握矿山工作流程及相关操作技能知识。培训人员考试合格进入公司后，人力资源部为其寻找技术能手、业务骨干充当师傅，使他们能够尽快掌握车间设备的基本操作程序，充实员工队伍。不仅团结了当地民众，而且为公司发展做出了贡献。



华泰龙公司党支部“保护环境从我做起”支部活动

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交流合作

公司秉承“双赢多赢”理念，通过合法合理地协调企业与各地方、各单位的利益关系，同地方政府、金融单位、科研院校、大型企业、国际经济组织等广泛建立各类合作关系，使公司在社会上牢固树立了善于整合各类资源、能够调动积极因素的、具有较强综合实力的良好形象。

案例

西藏华泰龙公司近年来一直采取“专家讲座、经验分享、现场考察、研讨交流”相结合的方式，聘请业内知名师资讲授课程、分享经验，组织专业技术人员到同行业企业现场参观考察和研讨交流，着力提高采矿、选矿、测量、机电专业技术骨干的业务工作能力和职业素养，加强生产技能人才队伍建设，以适应近年来新工艺、新设备引进对人才的需要，与世界先进矿山接轨。



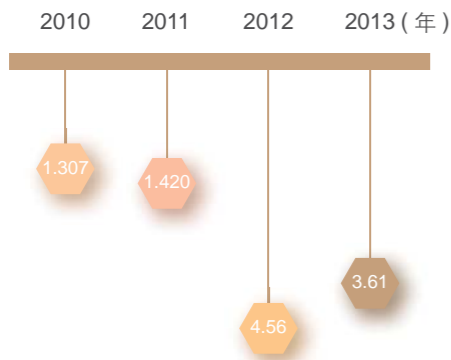
华泰龙公司邀请澳洲选矿专家田建军教授为矿区员工授课

社区公益

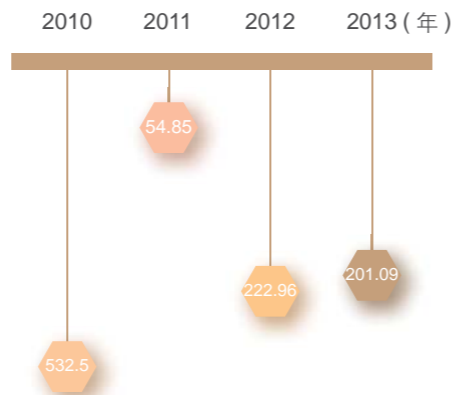
公司以“和谐共建，造福地方”为己任，积极参与社会公益事业，用行动倡行诚信和公平，根植沃土，回报社会，惠及后代，使个人、企业和社会三者和谐、共赢发展。近几年来，公司积极与地方政府携手并进共同发展，参与地方经济建设、新牧区建设、环境建设、抗旱救灾、扶贫救助、爱心助学、医疗捐赠、解决牧民就业及饮水问题等社会公益事业，共同构筑“和谐矿区”、“和谐社会”，得到了企业所在地各级政府和群众的充分肯定。

2013年，公司对外捐助总额为201.09万元，主要用于扶持地方基础设施建设、救助贫困家庭、学生等项目。2013年，公司救助贫困户、贫困学生共计332人次。

公司纳税总额 单位：亿元



公司对外捐助总额 单位：万元



案例

在 2013 年藏历新年到来之际，华泰龙公司领导带领群工部工作人员对甲玛乡 57 户重点户、28 户贫困户，扎西岗乡 13 户、重点户 8 户贫困户的农牧民群众进行走访慰问。送上节日的吉祥祝愿，共送去 36 袋大米、106 桶菜籽油、212 捆茶砖、106 个平锅合计人民币 5 万余元。此外，2011 年以来，



华泰龙公司结对认亲合影

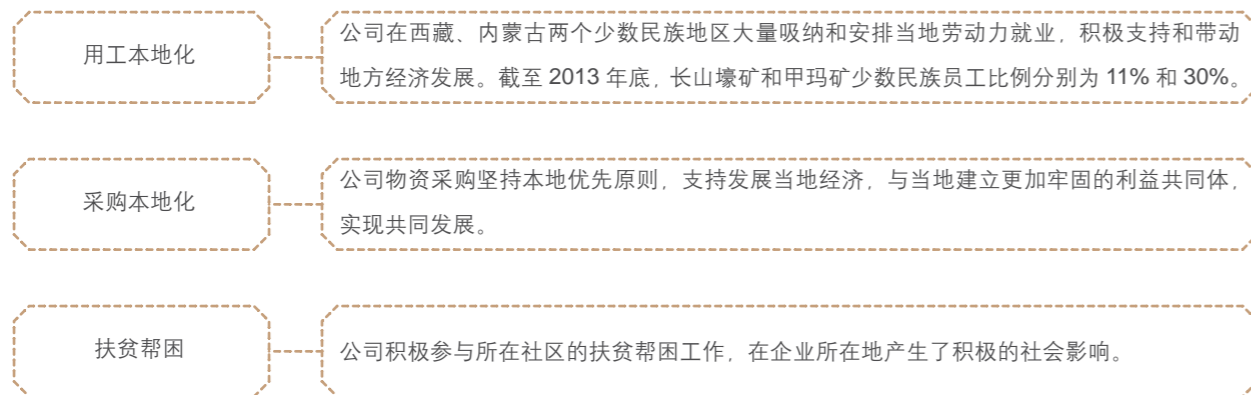


华泰龙公司藏历新年慰问活动

华泰龙公司就与村里的五保户建立了“一对一”帮扶，并于 2013 年 9 月，将结对帮扶活动自公司高管延伸至公司中层副职，力求切实解决百姓的温饱问题，提高贫困百姓的致富技能，真正为群众排忧解难，共同走向富裕之路。

● 带动社区发展

公司坚持企地双赢理念，在矿山发展的同时兼顾地方利益，在环保、用工、税收等方面支持当地经济社会发展。2013 年，公司纳税总额为 3.61 亿元。



案例



中金国际董事会主席宋鑫慰问甲玛乡贫困户、困难职工

自 2013 年 5 月，西藏华泰龙公司北部前进村供水系统自然损坏以后，该村 36 户住家，196 名村民的用水问题一直倍受公司关注。经公司领导和相关部门现场勘察和研究之后，公司决定从幸福公寓生活水接至前进村西口，全线施工长度 1,927 米，供水管道采用 ϕ 75PE 热熔管。同时，为预防冬天村里管道受冻时村民用水不受影响，公司还在前进村东口留砌直径 2 米的阀门井。为了让村民能尽快用上自来水，工程全线完工仅耗时 10 天，共造价达 28 万余元。经过公司努力，干净的自来水接入前进村每家每户，深受甲玛乡政府及前进组百姓的好评。

● 促进民族地区发展

公司十分注重维护民族团结，秉承“建一座矿山，扶一方经济，促一方和谐”的宗旨，在少数民族地区进行资源开发中，极尽帮扶之力，有力地促进了民族地区经济发展。

案例

内蒙太平公司二期扩建工程是推动中金国际实现科学可持续发展的重要项目。该项目总投资约 9.33 亿元，于 2013 年 8 月建成，项目投产后太平矿业产能将由目前的日处理矿石量 3 万吨增加至 6 万吨，公司的产能、产量、利润等重要指标均将在“十二五”未得到大幅提升。内蒙太平二期的建成，不仅将为中金国际圆满实现“十二五”战略目标增添新的动力，也将为地方区域经济发展增添新的力量，同时也标志着内蒙太平公司将成为中国北方产金最大的黄金矿山，公司将进入新的发展阶段。



内蒙太平二期破碎站及储矿仓全景

附录：中金国际社会责任关键绩效表

单位：人民币		2013年	2012年	2011年	2010年
诚信经营					
总部合同履约率	%	100	100	100	100
子公司合同履约率	%	100	100	100	100
本公司向前五大客户销售收入总额	亿元	19.01	21.61	20.54	10.01
本公司向前五大客户销售收入总额占全部营业收入比例	%	100	100	100	100
公司对前五大债权人债务占总债务的比例	%	90.57	82.21	83.32	83.94
环保节能					
公司环保投入（包括尾矿治理、除尘、污水处理、环境监测、土地复垦等）	亿元	2.52	0.39	2.03	2.55
新建矿山中环保投入占总投资比重	%	24.22	14.49	35.10	10.55
化学需氧量（COD）排放量	吨	8.14	8.32	8.5	8.7
二氧化硫排放量	吨	44.93	46.01	46.89	47.87
吨矿处理综合能耗（华泰龙）	千瓦时	47.97	54.79	38.83	38.83
用水量总量	万吨	689.1	432.4	154.2	121.4
其中新水量	万吨	129.8	95.4	23.2	25.4
循环水量	万吨	3,416	3,232	130.9	96.0
万元产值水耗	吨	15.89	9.53	10.97	13.7
吨矿水耗	吨	0.13	0.28	0.38	0.163
预先提取复垦费	万元	120	120	120	120
环境污染事故次数	次	0	0	0	0
安全生产					
安全投入	万元	5,657	1,724	840	1,211
职工工亡人数	人	0	0	0	0
百万吨工亡率	人/百万吨	0	0	0	0
重大设备事故	次	0	0	0	0



重大火灾及爆炸事故	次	0	0	0	0
重大交通事故	次	0	0	0	0
特种设备检验率	%	100	100	100	100
特种设备检验合格率	%	100	100	100	100
爆炸物品、危险化学品丢失事故次数	次	0	0	0	0
危险化学品严重泄漏事故次数	次	0	0	0	0
安全教育培训次数	次	226	31	30	14
安全教育培训人次	次	6,251	4,100	2,620	1,870
员工安全教育培训率	%	100	100	100	100
员工权益					
职工总数	人	1,527	1,271	1,148	1,004
女职工	人	327	239	237	194
少数民族职工	人	333	346	297	231
初级管理人员及以上岗位职工	人	264	148	140	111
其中女职工	人	40	37	33	31
员工劳动合同签订率	%	100	200	100	100
员工社会保险覆盖率	%	100	200	100	100
年度公开招聘人数	人	426	191	251	296
其中高校应届毕业生	人	14	72	62	43
社会招聘	人	313	119	189	253
累计培训员工人次	人次	1,238	1,117	1,341	1,483
年度职称晋升人数	人	75	68	38	147
年度晋升为专家级高工人数	人	0	2	13	11
本年底职业病病例	例	0	0	0	0
年度新增职业病病例	例	0	0	0	0
科技进步					
科研总投入	万元	6,890	4,425	N/A	N/A
新增专利数	项	3	0	N/A	N/A
科技成果	项	27	2	1	1
承担科研课题数	项	9	10	4	4



和谐共赢					
纳税总额	亿元	3.61	4.56	1.42	1.31
采购物资总额	亿元	3.17	2.34	5.61	3.25
其中社会责任采购金额	亿元	0.38	0.29	0.68	0.52
社会责任采购占比	%	10.94	10.57	12	16
对外捐助总额	万元	201.09	222.96	54.85	532.5
救助贫困户、贫困学生	人次	332	410	198	181



评级报告

《中国黄金国际资源有限公司2013年社会责任报告》评级报告

中国社会科学院经济学部企业社会责任研究中心（以下简称“中心”）受中国黄金国际资源有限公司委托，从“中国企业社会责任报告评级专家委员会”中抽选专家组成评级小组，对《中国黄金国际资源有限公司2013年社会责任报告》（以下简称《报告》）进行评级。

一、评级依据

《中国企业社会责任报告编写指南（CASS-CSR 3.0）》暨《中国企业社会责任报告评级标准（2014）》。

二、评级过程

1. 过程性评估小组访谈中国黄金国际资源有限公司社会责任部门成员；
2. 过程性评估小组现场审查中国黄金国际资源有限公司及下属企业社会责任报告编写过程相关资料；
3. 评级小组对企业社会责任报告的管理过程及《报告》的披露内容进行评价。

三、评级结论

过程性（★★★★★）

公司综合办公室董秘处牵头成立报告编写组，高层领导参与编写推进及报告审定；编写组对利益相关方进行识别，根据公司重大事项、国家相关政策、行业对标分析等对实质性议题进行界定；计划在官方网站发布报告，并将以印刷品、电子版、中英文版本等形式呈现报告，具有优秀的过程性表现。

实质性（★★★★☆）

《报告》系统披露了“数字矿山建设”、“职业健康管理”、“安全生产”、“环境管理体系”、“环保技术和设备的研发与应用”、“减少三废排放”、“矿区保育、尾矿处理和矿区生态保护”等一般采矿业关键性议题，具有领先的实质性表现。

完整性（★★★★★）

《报告》从“责任管理”、“环保节能”、“安全生产”、“员工权益”、“科技创新”、“和谐共赢”等角度，披露了一般采矿业70.0%的核心指标，完整性表现优秀。

平衡性（★★★★★）

《报告》披露了“工亡事故数”、“千人负伤率”、“职业病例数”等负面数据信息，并对子公司安全生产隐患排查过程及整改成效进行阐述，平衡性表现优秀。

可比性（★★★★★）

《报告》披露了“纳税总额”、“安全投入”、“环保投入”、“对外捐助总额”等69个关键绩效指标连续3年以上的历史数据，具有卓越的可比性表现。

可读性（★★★★☆）

《报告》框架清晰，语言流畅，案例详实，图片、表格等表达方式丰富，与文字叙述相得益彰，排版精美，选用金色为主色调，符合行业特征，提高了报告的悦读性，可读性表现领先。

创新性（★★★★★）

《报告》以独立分报告形式，采用丰富案例及图片展现子公司责任实践，对主报告内容进行补充，便于相关方全面了解企业责任绩效，具有优秀的创新性表现。

综合评级（★★★★★）

经评级小组评价，《中国黄金国际资源有限公司2013年社会责任报告》为四星级，是一份优秀的企业社会责任报告。

四、改进建议

1. 增加行业核心指标的披露，提高报告的完整性。
2. 增加对企业负面数据信息的披露，进一步提高报告的平衡性。
3. 加强报告过程性管理，提高利益相关方参与度。

评级小组

组长：中国社科院经济学部企业社会责任研究中心主任 钟宏武

成员：中山大学岭南学院教授 陈宏辉

深圳证券交易所高级经理 费加航

中心过程性评估员 方小静、王梦娟

评级专家委员会副主席
中心常务副理事长

评级专家委员会副主席
中心常务副理事长





报告意见反馈表

尊敬的读者：您好！

感谢您阅读本报告。为改进公司社会责任工作，提高公司履行社会责任的能力与水平，我们特别希望您能够对本报告进行评价，恳请您在百忙之中提出宝贵意见和建议，以帮助我们持续改进报告。请您协助完成以下问题，并反馈给我们。

1、报告整体评价（请在相应位置打✓）

- (1) 本报告是否全面、准确地反映了公司的社会责任工作现状？ ()
- (2) 本报告对利益相关方所关心的问题是否进行回应和披露？ ()
- (3) 本报告披露的信息数据是否清晰、准确、完整？ ()
- (4) 本报告的可读性，即报告的逻辑主线、内容设计、语言文字和版式设计？ ()

2、您认为本报告最让您满意的方面是什么？

3、您认为还有哪些您需要了解的信息在本报告中没有反映？

1、您对我们今后的社会责任工作及社会责任报告发布有何建议？

如果方便，欢迎您提供个人信息：

姓名：	职业：
机构：	联系地址：
邮编：	E-Mail：
电话：	传真：

我们的联系方式

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邮政编码：100011

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传真：86-10-56353627

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网站：www.chinagoldintl.com



Important Notice

This report is the fourth corporate social responsibility report published by China Gold International Resources Corp. Ltd. The Company expects to publish the report on an annual basis in the future. In the report China Gold International Resources Corp. Ltd. is also referred to as "China Gold International", the "Company" or "we".

Basis of Preparation

This report is prepared based on the Guideline on Fulfillment of Corporate Social Responsibility of Central Enterprises issued by the SASAC of the State Council and the Guide on Preparation of Corporate Social Responsibility Reports of Chinese Enterprises (CASS-CSR 3.0) published by the Research Center for Corporate Social Responsibility, Economics Division, Chinese Academy of Social Sciences with reference to the practices of the Company.

Time Horizon

Mainly cover is calendar year 2013, with reference to major milestones in our history where appropriate.

Scope of Entities

Headquarters and subsidiaries of the Company.

Source

This report is designed to give a true view of our proactive fulfillment of economic, social and environmental responsibilities for the overall, coordinated and sustainable corporate development. All information and data are derived from our official documents, statistics reports and financial statements, as well as the corporate social responsibility practices of the business units that are pooled, summarized and reviewed by our corporate functions. In case of any inconsistency between the financial information and that in the annual report, the annual report shall prevail. Unless otherwise specified, all monetary figures stated in this report are in Renminbi (RMB).

Rating Agency

The report has been rated by the Research Center for Corporate Social Responsibility, Economics Division, Chinese Academy of Social Sciences, being an independent third party. The rating results are set out in the appendix hereto.

Availability

Request for printed copy of this report should be addressed to the Secretary to the Board Office, China Gold International Resources Corp. Ltd. This report is also available in electronic version on our website site.

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MESSAGE FROM THE CHAIRMAN



● Mr. Xin Song,
Chairman of China Gold International

In 2013, facing adverse factors such as the complex and various domestic economic environment and large fluctuation of precious metal prices, we still have realized higher output and favorable business performance in the year. In the entire year, the Company realized 148,326 ounces of gold with income of 303 Million USD and profit of 57 Million USD. The performance shows our excellent asset quality and our ability to continuously return to shareholders.

The Phase II construction is completed as scheduled, and the output has been improved effectively. In 2013, through hard work and endeavor, the Company successfully realized the commitment to shareholders, and smoothly finished the phase II expansion of the mine according to the schedule. The Phase II expansion project in Pacific, Inner Mongolia conducted test run on August 1, 2013 as scheduled. At present, the largest heap leaching gold mine in North China with daily ore milling volume of 60,000 ton and annual gold output of over 8 ton has been putted into operation. The site selection and civil construction of Huatailong Expansion Project in Tibet have been completed, and a series of main equipment is installed; the key nodes such as outdoor stripping engineering, tape included shaft development and tailing pond construction keep solving difficulties and improving ceaselessly, which lay foundation for two operation series with ore processing capacity of 50,000 tpd. The completion and overall operation of phase II expansion will bring continuous and abundant return to shareholders.

The Company perseveringly promotes scientific and technological innovation, and actively practices social

responsibilities. Tibet Huatailong Cu-Mo separation achieved full success and smoothly realized industrialization. The average recovery rate of copper is 90.45% and molybdenum is 52.18%. The overall technology reaches international advanced level. Especially, Cu-Mo separation technology in the area with extremely cold climate, high altitude and ecological fragile area is playing a demonstration role to similar mines. In scientific and technological achievements authentication presided over by China Gold Association, eight scientific and technological achievements of Tibet Huatailong passed the authentication, among which one study has reached the international leading level, four studies have reached international advanced level, and three studies have reached domestic leading level. Moreover, Tibet Huatailong has finished multiple national "twelfth five-year" plan science and technology support subject studies, and fully passed the annual acceptance inspection organized by Ministry of Science and Technology. Inner Mongolia Pacific has primarily formed the technology standard system in line with international standards. It promotes new high of processing, metallurgy and recovery rate through actively carrying out technological innovation, solving difficulties of pipeline scaling and blocking, properly disposing acid gas, and ceaselessly perfecting the heap leaching process.

Following the people-oriented principle, the Company elaborately cultivates technical strength of mining construction, and establishes development platform for personnel. The Company, with the support of its major shareholder China Gold Group, transfers technological backbones from inland gold enterprise to support the production and construction of Jiama Mine, implements enterprise talent cultivation plan and mentoring, strengthens skill talent team cultivation. Through personnel vacation system enhancement, remuneration incentive function, well-designed personnel career plan, and emphasis on the bridge role of personnel post promotion mechanism, the Company promotes employment localization progress dramatically and creates a technical team with young personnel. Many technical force and technical talents are reserved for the development of the Company.

The Company knows quite well that winning the respect of communities and government where the Company' s operation locates is crucial to guarantee future success of our business. Therefore, we not only pay attention to profitability, but also lay more emphasis on actively interacting and exchange with local communities by advocating social responsibility and participating in local charity activities. We, all the time, focus on improving the living and working standard of two mining areas of the Company. Since 2010, we entered Tibet area by highest environment management and community relationship standard, and actively offered opinions and contribution to infrastructure construction, school education, greening, landscaping, wastewater treatment, technological innovation as well as local labor training. The Company hires and trains local personnel by the highest standard, so recently, the average household income around Jiama Mine grows about 12 times than before. Besides, Jiama Mine and Jiama Town have also established cooperative enterprises. About 655 households become shareholders of the cooperative enterprises. Many households engage in construction, transportation and other labors. The innovative management method of the Company makes Jiama Project the model of mining projects in Tibetan area and the Company earns many recognition and reward as well.

In the future, we will continue to strive to bring the highest commercial ethics into the areas operated by the Company, integrate this idea with outstanding operation and financial performances, and strive to realize the triple-win situations of community, shareholders and company.

At last, I, on behalf of the Board of Directors, express our best gratitude to our employees and management personnel all over the world. As a profitable and ceaselessly developing company, we realize that we cannot have the continuously powerful financial performance without the support of over 1600 dedicated employees all over the world. While we grow to a successful and respected listed company, we express the deep appreciation for the continuous support of shareholders and all sectors of society.

Mr. Xin Song
Chairman of the Board, Executive Director



MESSAGE FROM THE CEO

3



● Mr. Bing Liu,
CEO of China Gold International

The year 2013 is both the successful and the challenging year for the Company. Facing the adverse factors such as the sharp fluctuation of international gold price and copper price, we, through improving capacity, reducing cost and increasing efficiency, guarantee the smooth production and operation, realize favorable operating performance, and continues to provide high return to shareholders.

Even though the industry is under severe circumstances, we still sustainably optimize the operation and management system of the Company, and insist on maintaining high standard health, security, environment, social heritage and cultural protection. The Company has devoted large amount of time and capital to projects of ecological recovery, greening and landscaping, road and bridge construction, environment improvement and education. We also hire local residents and recruit minority personnel. We actively participate in community activities and strive to the construction of harmonious mining area.

Through healthy, safe, environmental and stable operation, the green mine shows its features. In 2013, China International Investment Group continued to insist on the Company lifeline of health, security and environmental protection, further perfect the system, implement responsibilities and improve capacity of essential safety. We greatly carried out the "safety overhaul" and internal "special rectification activity for 100 days" to strength the field safety

management, and enhanced the geological disaster monitoring, prevention and governance. Inner Mongolia Pacific organizes on-site inspection every week, and has rectified nearly 1,000 potential safety hazard, and smoothly passed the acceptance inspection for "first level enterprise of safety production standardization" by State Administration of Work Safety. In addition, the Company also paid high attention to and actively carried out personnel safety training for totally 3,000 employees to create safe production and cultural atmosphere. The Company realized zero work-related death accident and the favorable performance of thousand-person injury rate $\leq 1.5\%$.

In the aspect of mine greening, the Company accumulatively inputted 4.97 Million Yuan in mining area greening beautification in the entire year with greening area of nearly 200,000 square meters. In particular, we greatly reduce the greening cost through independently hiring local workers and organizing volunteer work. While creating favorable production and living conditions for personnel, the Company won extensive praises from all sectors of the society.

Manifesting international image, the Company attracts the attention of capital market and industry. In 2013, the Company further kept close communication and interaction with investor, supervisory institutions and companies in the industry, and transferred the latest news of company' s development, stabilized confidence of investors and improved the investment value of the Company through multilayer and powerful market promotion and consensus propaganda such as website revision, performance road show, conference, forum, and bulletin construction. The Company held China-Canada Business Seminar in Vancouver jointly with Asia Pacific Foundation of Canada, China Council for the Promotion of International Trade and SFU. The China International Investment Group mode with characteristics of "profits, growth, and effective governance structure" is highly approved by all circles in China and Canada, and deeply reported by international and domestic mainstream media. It becomes the classic case of Chinese enterprises investing in Canada. In 2013, the Company was selected in the list of "Top 100 Most Profitable Companies" by Business in Vancouver, ranked No. 28.

The management improvement work is promoted in order. The Company reviews various management activities through three international certifications and internal control mechanism to further optimize management system and framework and improve management efficiency; actively promotes the perfection and implementation of technology system complying with international standards, strengthens field training and supervision power, enhances the training for personnel in industry, profession and language, and establishes learning organization. Meanwhile, the Company enhances the introduction and cultivation of international talents, focuses on creating the talent team with complete profession and open international horizon, creatively implements management and technology standards for mines complying with international standards, and finishes the independent technology report for mines approved by overseas independent institutions and supervisory institutions.

In 2014, the situation in international gold market is still severe. We will inherit the vision of development, highlight two themes of "cost" and "growth" , and continue to cope to market adjustment through strict cost management policy and prudent overseas merger strategies to guarantee the mine phase II construction can be finished as scheduled. On the basis that the annual production and operation object can be reached, we will spare no effort to promote the Company to a new level, and continue to perform the social responsibilities while realizing the value growth of shareholders.

I hereby express deep appreciation for the excellent work attitude and dedication spirit showed by over 1,600 employees and contractors, as well as the attention and support of all shareholders. Under the leadership of the Board of Directors, the management and staff of the Company will make persistent efforts in 2014 to achieve a new chapter in the development of the Company.

Mr. Bing Liu
CEO, Executive Director

4



CORPORATE PROFILE

China Gold International Resources Corp. Ltd. is a mining company incorporating acquisition, exploration, mining and development of gold and other nonferrous resources. It is headquartered in Vancouver, Canada. China National Gold Group Corporation is shareholder of China Gold International Resources Corp. Ltd.

The Company's principal properties are the Chang Shan Hao Gold Mine ("CSH Gold Mine" or "CSH Mine" or "CSH"), located in Inner Mongolia, China and the Jiama Copper-Gold Polymetallic Mine ("Jiama Mine" or "Jiama"), located in Tibet, China. China Gold International holds 96.5% interest in the CSH Gold Mine. Phase I of the CSH Gold Mine commenced production in July 2007, Phase II construction has almost completed. At present, it has entered commissioning stage. On December 1, 2010, the Company acquired 100% interest in the Jiama Mine. Jiama hosts a large scale copper-gold polymetallic deposit consisting of copper, gold, molybdenum, silver, lead and zinc. Phase I of the Jiama Mine commenced production in September 2010, phase II is under construction.

China Gold International is listed on the Toronto Stock Exchange ("TSX") and the Stock Exchange of Hong Kong Limited ("HKSE") under the symbol CGG and the stock code 2099, respectively. Additional information relating to the Company, including the Company's Annual Information Form, is available on SEDAR at www.sedar.com as well as Hong Kong Exchange News at www.hkexnews.hk.

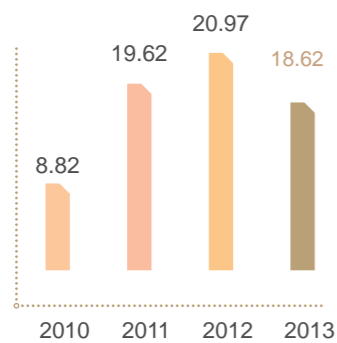


The Company's future development vision is

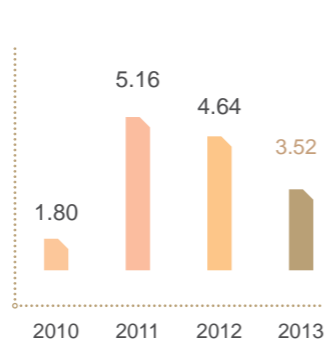
“ harboring a high sense of responsibility, building itself into a large-scale mining company and a significant player in international capital markets and the global mining industry. ”

Key Economic Indicators

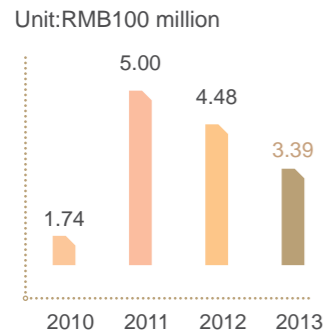
Revenue Unit:RMB100 million



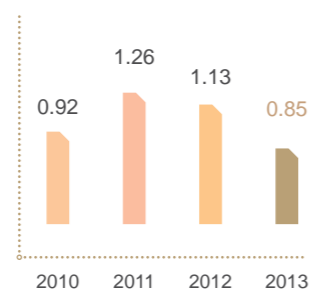
Net profit Unit:RMB100 million



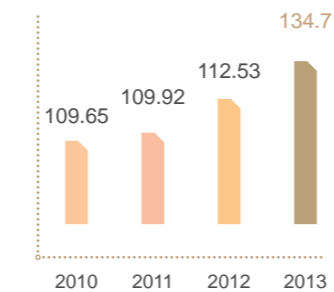
Net profit attributable to shareholders of the Company Unit:RMB100 million



Basic earnings per share Unit:RMB



Total assets at the end of the year Unit:RMB100 million



SOCIAL RESPONSIBILITY PHILOSOPHY

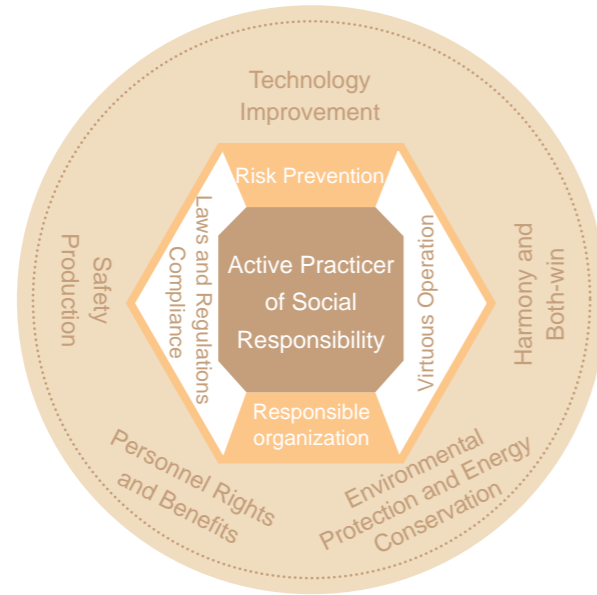
Social Responsibility Vision

Our social responsibility vision: Carry out all businesses in an ethic and sustainable way, protecting and advancing the interests, health, safety, benefit and individual development of all employees directly and indirectly serving China Gold International; operate in an environment responsible manner, seeking to solve the technologic bottlenecks through innovative development; and become a part of the international community and take opportunities to promote the development concept of China Gold International, establishing a sound image as a keen performer of social responsibility in the global mining sector.



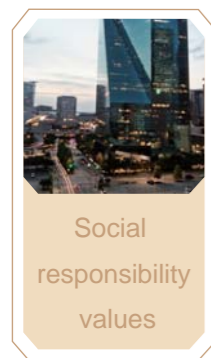
Social Responsibility Model

Aiming at "acting as a keen performer of social responsibility in the global mining sector, China Gold International takes initiatives covering accountability, risk resistance, compliance and business ethics to achieve core values such as environmental protection, energy conservation, safety production, employees' interests, technology progress, harmonious win-win and so on. The process is illustrated in the model below:



We keep in mind that an enterprise should effectively manage the impacts of its business on the stakeholders and natural environment in performing its core social function to pursue economic benefit, seeking to maximize corporate, social and environmental benefits as a whole for harmonious mutual development with its stakeholders.

Social responsibility values



Adhere to the fullest, rational and scientific principle for exploitation and utilization, to promote scale exploitation and comprehensive utilization of gold and nonferrous polymetallic mineral resources.

Never carry out gold production wherever compromising ecological environment

Create spiritual wealth as well as material wealth instead of merely pursuing gold as a monetary token, attach importance to environmental protection and reasonable exploitation and utilization of resources, and live up to social responsibility and obligations.

Core responsibilities



Environmental protection and energy conservation

Seek to establish a resource conservation and environment-friendly enterprise. Minimize the consumption of natural resources and environmental impact in efficiently exploiting and utilizing mineral resources.



Safety production

Seek to create a safe production and operation environment. Incorporate the safety production culture across all production and operation processes, strengthen the management framework and system construction for safety production, and build up a sound and longstanding safety production mechanism.



Employees' interests

Adhere to the "human-oriented and grow-to-potential" concept to fully protect employees' interests, provide them a good platform for growth and inspire their enthusiasm and creativity, thus achieving mutual development between the Company and employees.



Technology progress

Adhering to the concepts of "Science and technology are primary productive forces" and "Leveraging the leading technologies to serve the country", actively participate in the national researches on the difficulties in processing and refining of gold and complex polymetallic ore; and actively make industrialization attempts to tackle the technologic difficulties in processing and refining low-grade gold ore and increase the utilization efficiency of gold and nonferrous resources.



Harmonious win-win

In light of the concept of "business integrity for win-win and multi-win" and the mutual respect and benefit principle, promote extensive cooperation with the stakeholders; continuously improve customer services, strengthen supplier management, and carry forward strategic cooperation with local government, suppliers, creditors, enterprises and public sectors and other entities; consider the interests of local people, create more employment opportunities, and strive to achieve win-win with the stakeholders.

Social responsibility performance scorecard

☀️ A: Target achieved (>95%) B: Proceed as scheduled C: Failed

Scope of responsibilities	Social responsibility targets for 2013	Completeness of target
 Responsibility management	Set up an internal social responsibility management framework that covers all functions, tier-two business units and major production enterprises, as well as sound communication channels.	A
	Provide multi-level social responsibility training and workshops to improve social responsibility awareness of management personnel and employees.	A
	Publicize legal knowledge, provide anti-corruption training, deepen efficiency monitoring, and nurture the business concept of compliance.	A
 Economic performance	Benchmark to the domestic best-in-class practices, improve resource reserve system and marketing service system, and strive to achieve the strategic transformation.	A
	Strengthen business management and realize asset preservation and appreciation.	A
 Safety performance	Enhance the control over premium resources, increase resource acquisition capability and promote capital operation.	B
	Strengthen safety production, and build up a sound management model of safety production to cater for strategic transformation.	A
	Advance the safety standardization management system construction, effective monitor major hazard sources, and improve the emergency rescue system, aiming at zero fatality in safety production and minimizing the occurrence of other accidents.	A
	Strengthen the safety management information system and the safety education and training framework to continuously improve safety performance.	A
 Caring to employees	Accelerate safety-oriented technological renovations in processes and equipment, strengthen R&D, and leverage technological innovations to achieve safety management.	A
	Strictly follow the national laws and regulations to protect legitimate rights and interests of employees.	A
	Provide on-the-job training and reinforce the career ladder for employees.	A
	Build up a sound occupational safety and healthcare system for employees.	A
 Environment performance	Fulfill the responsibilities for employees, and gradually improve the compensation packages as planned.	A
	Assist the employees in need to overcome difficulties.	A
	In respect of energy conservation and emission reduction, standardize fundamental management and target management, press forward monitoring, inspection and assessment to meet the preset goal.	A
 Social performance	Increase environment investment, uplift innovation capability in environmental technologies, promote application of energy conservation technologies, and improve comprehensive utilization of renewable resources, aiming at the domestically leading and internationally advanced performance.	A
	Develop mineral resources in a scientific way, and improve comprehensive utilization of resources, recycling of remnant ore and reuse of wastes.	A
	Increase the support to public welfare, and help the impoverished areas through multiple means.	A
	Support community education, improve health survey and build up community infrastructure to achieve mutual development of the enterprise and the community.	A
	Increase local procurement and achieve employment localization to promote economic growth of the community.	A
	Observe business ethics and fight against commercial bribery to create a fair competitive market.	A



RESPONSIBILITY MANAGEMENT

Responsible System

● Administrative authorities

The Company gradually builds up a sound corporate social responsibility management system. The social responsibility strategic issues are decided and managed by the Nominating and Corporate Governance Committee, Audit Committee, Compensation and Benefits Committee, and Health, Safety and Environmental Committee of the Board of Directors (the "Board") of the Company and its subsidiaries, and implemented by the management of the Company.

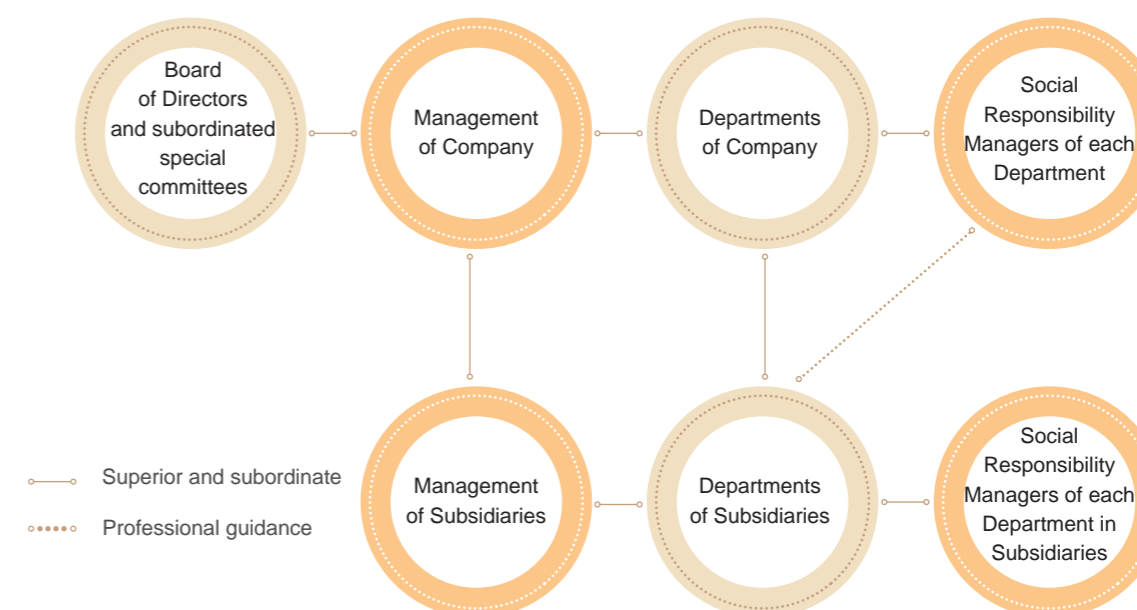
Social responsibility teams are established by key management personnel at the subsidiaries, responsible for decision-making and management of their social responsibility issues.

● Daily management bodies

At relevant departments of the headquarters and the subsidiaries (branches), management bodies, posts and personnel are deployed covering safety management, energy conservation, emission reduction and environmental protection, compensation and benefits, occupational health, technological innovations and employees' interests, responsible for carrying out social responsibility work.

The Secretary to the Board Office is responsible for disclosure of corporate social responsibility information, as well as responses to enquires of investors, regulatory authorities and other stakeholders on corporate social responsibility issues.

● Organization structure



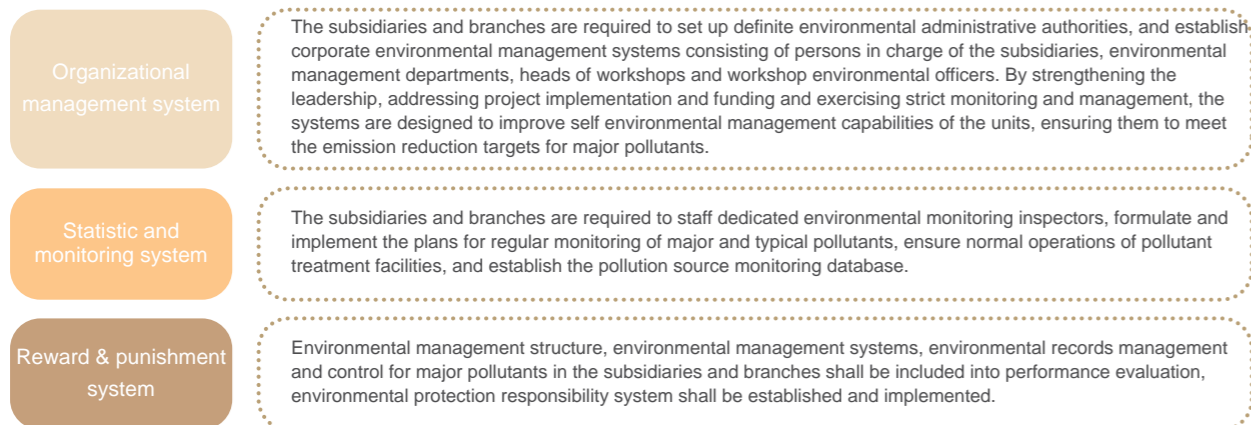
● Specific safety management systems

In 2013, considering that mines are prone to safety accidents, China Gold International further improved the safety management system. On the basis of present contents, including among others target management, inspection & evaluation, reward & punishment and accountability, "production safety education & training", "major safety hazard and major potential risks monitoring & management", "safety accident management" and the like are added, grid management model has been carried out in the Company and construction units. Responsibility unit, reporting lines and persons in charge shall be implemented into every link and a standardized safety management system was gradually shaped and improved, promoting efficiency and effectiveness of safety management.



● Specific environment management systems

Attaching great importance to environment management system, the Company has established the Health, Safety and Environmental Committee with organization and environmental professionals staffed at the headquarters and the subsidiaries under three well-established environment management systems.



Responsibility Topics

A focus in fulfilling social responsibility of the Company is to build up a sound participation mechanism for the stakeholders. The Company draws upon the social responsibility standards and the best practices of other enterprises, with reference to its development goal and strategy, industrial characteristics and the expectation and requirements of the stakeholders, to identify the social responsibility topics in a rational manner.

● Process to identify social responsibility topics



● List of social responsibility topics



Responsibility Enhancement

Effective social responsibility management is a cornerstone for corporate sustainable, steady and harmonious development. To proactively improve its social responsibility enhancement management system, China Gold International communicates with the stakeholders through a range of means to continuously improve its social responsibility performance.

● Formulation of management system

With the system, regulations and processes for corporate social responsibility management in place, the Company has established a longstanding mechanism for corporate social responsibility management and practices. Preparation and publishing of annual reports on corporate social responsibility have effectively ensured the implementation of our social responsibility work. Through preparing and publishing this report, we deepened our understanding of social responsibility indicator system based on better comparison of information and statistics, and the identification of weakness in social responsibility management will play a vital role in improving our social responsibility management system and capabilities.

● Specific training programs

The Company continues to enhance the training for employees on safety, legal issues and human rights and environmental management, laying a solid foundation for specific social responsibility management.

● Upgrading of specific work

Pushing ahead its social responsibility management, the Company seeks to focus on thematic practices as a breakthrough, where appropriate, to infiltrate the social responsibility concept into all functions and business units for upgrading and optimization of the existing working model.

Communications on Responsibilities

● Participation of the stakeholders

Stakeholder	Description	To the expectation of company	Communication means	Key metrics
 Governments	Chinese and local governments	Proactively implement the state's macro control, promote consolidation under the national industrial reviving plan, strengthen supervision on safety production, protect the environment	Plans and proposals, meetings, special reports, statistic statements and visits	Total tax, headcount
 SASAC	An investor on behalf of the state	Achieve preservation and addition of state-owned assets, improve corporate governance, focus on principal business, uplift competitiveness, proactively implement the state's energy conservation and emission reduction policies, achieve green operations	Rules and regulations, business targets, assessment criterions, work reports, statistic statements	Principal operating revenue, total profit, return on net assets, preservation and addition ratios of state-owned assets
 Employees	All members in the Company's organizational structure	Protect employees' interests, assure stable employment opportunities and compensation, improve career path, provide safe and healthy work environment	Labor unions at various levels, regular employee representative conferences, smooth internal communication channels	Employment contract signing ratio, social insurance coverage ratio, employee loss ratio, training investment, number of proposals at employee representative conferences
 Customers	Customers that purchase products or services	Keep promise, provide cost-efficient products and quality services, achieve mutual benefits	Close communications with customers, strict execution of contracts, extensive information about products and services	Execution of contracts and agreements
 Business partners	Suppliers, contractors, financial institutions, research institutions, consulting agencies, etc.	Observe business ethics and laws and regulations, establish long-term cooperation to achieve mutual benefit and win-win	Negotiations on strategic cooperation, high-level meetings, biddings, day-to-day business relationship, regular visits	Execution of contracts and agreements.
 Investors and creditors	Holders of shares and bonds of the Company and its subsidiaries	Continuously enhance corporate value, reduce risk, continue as a going concern, satisfy debt service as scheduled, pay dividends	Accurate and timely information disclosure, regular visits, annual reports, general meetings	Credit rating, minority interests
 Community and the public	Locality where we operate businesses	Promotion sustainable development of community economy, support public welfare, protect the community's environment, achieve common prosperity	Agreement on co-development, participation in community projects, regular communications, joint celebration events	Investment in community development, total donation to community welfare
 Non-government organizations	International organizations, industry associations and local groups	Support social groups and organizations, fulfill the charters, improve disclosure of operational information, support environmental and other public welfare undertakings	Active participation in meetings, continuous improvements, advice and suggestions	Attendance to relevant meetings, investment in public welfare

● Internal communication

To promote internal communication on social responsibility, the Company has identified liaisons in its subsidiaries to keep informed of and provide timely feedbacks to social responsibility progress as an effective bridge for information communication.



Mr. Xin Song, Chairman of China Gold International attending CSH's expansion crushing system commissioning test ceremony



Mr. Bing Liu, CEO of China Gold International visiting CSH mine site

● External communication

The Company effectively communicates with its stakeholders through a wide range of means to satisfy their needs for information disclosure.



Mr. Zhiqiang Duan, Mayor of Bayannur City visiting CSH's construction site



Mr. Wei Miao, Minister of Ministry of Industry and Information Technology and Mr. Padma Choling, Chairman of the Standing Committee of the Tibet Autonomous Regional People's Congress, visiting Tibet Huatailong



Mr. Xiaogang Deng, deputy secretary-general of the Party Committee and vice chairman of the Tibet Autonomous Region, secretary of Political and Legislative Affairs Committee, visiting Tibet Huatailong



Mr. Qi Zhala, party secretary of Lhasa, visiting Huatailong Company

Social Recognitions

Rooted in the society to create economic benefit, China Gold International keeps on deepening the understanding of its social responsibility and earnestly fulfills its corporate social responsibility, and has received good recognitions from the public.



Honors and recognitions list for China Gold International as of 2013

Winning unit	Year	Honors and recognitions	Granting unit
China Gold International	2013	Top 100 Most Profitable Companies (Ranked No. 28)	Business in Vancouver
China Gold International	2013	Fastest-Growing Companies In British Columbia (Ranked No. 15)	Business in Vancouver
China Gold International	2013	Top 100 public companies in British Columbia (Ranked No. 32)	Business in Vancouver
China Gold International	2013	British Columbia's Top 100 Biggest Public Companies 2013 (Ranked No. 35)	BC Business Magazine
China Gold International	2013	Investor Guide 2013 (Ranked No. 15, in mid cap)	Canadian Business Magazine
China Gold International	2012	Top 1000: Exclusive rankings of Canada's most profitable companies (Ranked No. 182)	Globe and Mail
China Gold International	2012	Top 100 Most Profitable Companies (Ranked No. 20)	Business in Vancouver
China Gold International	2012	Biggest mining companies in British Columbia (Ranked No. 9)	Business in Vancouver
China Gold International	2012	Top 40 Mining Companies (Ranked No. 34)	Canadian Mining Journal
China Gold International	2012	Largest Companies in British Columbia (Ranked No. 84 by revenue)	BC Business Magazine
China Gold International	2012	British Columbia's Top 100 Biggest Public Companies 2012 (Ranking No. 37)	BC Business Magazine
China Gold International	2012	British Columbia's Top 100 Biggest Public Companies 2012 (Ranking No. 37)	BC Business Magazine
China Gold International	2012	Top 100 Fastest-Growing Companies (Ranking No. 1)	Business in Vancouver
China Gold International	2012	Top 100 Fastest-Growing Public Companies in British Columbia	British Columbia, Canada
Tibet Huatailong	2013	Environmental Protection Prize in 2012	County Party Committee and County Government of Mozhuogongka
Tibet Huatailong	2013	Big Tax-Payer Prize in 2012	County Party Committee and County Government of Mozhuogongka
Tibet Huatailong	2013	Advanced Collective in 2012	China National Gold Group Corporation
Tibet Huatailong	2013	Advanced Enterprise of Whole District Safety Production	District Security Committee, Administration of Work Safety, Safety Management Committee
Tibet Huatailong	2013	Annual Advanced Primary Party Organization if Whole District Primary-Level Organization Construction	Tibet Autonomous Regional Committee of the Communist Party of China
Tibet Huatailong	2012	National Unity Advanced Model Group of Tibet Autonomous Region in 2012	Tibet Autonomous Regional Committee of the Communist Party of China, People's Government of Tibet Autonomous Region
Tibet Huatailong	2012	Advanced Primary Party Organization for Creating Excellence of Whole District State-owned Enterprises	Creating excellence leading group of whole district state-owned enterprises

Winning unit	Year	Honors and recognitions	Granting unit
Tibet Huatailong	2012	Advanced Primary Party Organization for Creating Excellence of the Whole Country	Party Committee of SASAC of the State Council
Tibet Huatailong	2012	Demonstration Enterprise of National Unity Progress Creation Activity	Propaganda Department of the CPC, United Front Work Department of CPC Central Committee, State Ethnic Affairs Commission
Tibet Huatailong	2012	Advanced Unit of the Central Enterprise Ideological and Political Work	Party Committee of SASAC of the State Council
Tibet Huatailong	2012	Advanced Collective of Whole District Environmental Protection	People' s Government of Tibet Autonomous Region
Tibet Huatailong	2012	National Unity Advanced Collective of Mozhugongka County	County Party Committee and County Government of Mozhugongka
Tibet Huatailong	2012	Experimental Unit of National Green Mine	Ministry of Land and Resources
Tibet Huatailong	2012	High Quality Main Body Structure	Lhasa Construction Project Quality Supervision Station
Tibet Huatailong	2012	Advanced Collective of comprehensive treatment of social order in 2011	County Party Committee and County Government of Mozhugongka
Tibet Huatailong	2012	No. 4 Leading Group	China National Gold Group Corporation
Tibet Huatailong	2012	Excellent Unit of Trade Union Work in 2011	Mozhugongka Federation of Trade Unions
Tibet Huatailong	2012	Advanced Enterprise of Whole City Industry and Economy Development in 2011	Lhasa Municipal People' s Government
Tibet Huatailong	2012	Advanced Enterprise of Whole District Safety Production in 2011	District Security Committee, District Administration of Work Safety
Tibet Huatailong	2012	Standard Enterprise for Foundational Management	China National Gold Group Corporation
Tibet Huatailong	2012	Excellent Unit of Whole City Trade Union Work in 2011	Lhasa Municipal Federation of Trade Unions
Tibet Huatailong	2012	Model Group of Lhasa National Unity and Progress in 2011	Lhasa Municipal Committee of the CPC, Lhasa Municipal People' s Government
Tibet Huatailong	2012	Lhasa Outstanding Contribution Unit for Building Harmonious Mining Area	Lhasa Working leading Group for constructing harmonious mining area
Tibet Huatailong	2012	Advanced Enterprise of Direct Report Work of One Package Tables of Whole District Enterprises in 2012	District Statistical Bureau, Tibet Survey Office of State Statistics Bureau
Tibet Huatailong	2011	National May 1 Labor Award	All-China Federation of Trade Unions
Tibet Huatailong	2011	Advanced Collective of Autonomous Region Ethnic Group	Office of Autonomous Region Production Safety Committee, Autonomous Region Administration of Safety Production
Tibet Huatailong	2011	Model Enterprise of County Trade Union Work in 2010	Mozhugongka Federation of Trade Unions
Tibet Huatailong	2011	Second Prize of Lhasa Big Tax-payer in 2010	Lhasa Municipal People' s Government
Tibet Huatailong	2011	Advanced Collective of Mozhugongka County National Unity and progress in 2011	Mozhugongka County Committee, County People' s Government
Tibet Huatailong	2011	Excellent Unit of Municipal Trade Union Work in 2010	Lhasa Municipal Federation of Trade Unions
Tibet Huatailong	2011	Spiritual Civilization Award of the 2nd "China Gold Cup" Basketball Match	China National Gold Group Corporation

Winning unit	Year	Honors and recognitions	Granting unit
Tibet Huatailong	2011	Excellent Group of law popularizing in the 5th "Five-Year Plan"	China National Gold Group Corporation
Tibet Huatailong	2011	Advanced Collective in 2011	China National Gold Group Corporation
Tibet Huatailong	2011	Advanced Collective of National Gold Industry during the "11th Five-Year Plan"	China Gold Association, National Committee of China Machine Building Materials Trade Unions
Tibet Huatailong	2011	Advanced Primary Party Organization in the Whole District	Tibet Autonomous Regional Committee of the Communist Party of China
Tibet Huatailong	2011	Advanced Primary Party Organization of Central Enterprises	SASAC of the State Council
Tibet Huatailong	2010	Advanced Collective in 2009	China National Gold Group Corporation
Tibet Huatailong	2010	Youth Civilization	Group Work Committee of Central Enterprises
Tibet Huatailong	2010	National Model Staff Family	All China Federation of Trade Union
Tibet Huatailong	2010	Safety Enterprise	Mozhugongka County People' s Government
Tibet Huatailong	2010	Excellent Primary Party Organization	China National Gold Group Corporation
Tibet Huatailong	2010	Prospection and Reserves Increase Award of Advanced Group of China National Gold Group Corporation During 2007 - 2010	China National Gold Group Corporation
Tibet Huatailong	2010	Red Flag Team Award of Advanced Group of China National Gold Group Corporation during 2007-2010	China National Gold Group Corporation
Tibet Huatailong	2010	Excellent Unit of Target Management of City Trade Union Work in 2009	Lhasa Municipal Federation of Trade Unions
Tibet Huatailong	2009	Advanced Collective in 2008	China National Gold Group Corporation
Tibet Huatailong	2009	Best Development Award	China International Mining Congress and Expo 2009, Ministry of Land and Resources
Tibet Huatailong	2009	Municipal Model Enterprise for Building Harmonious Labor Relations	Lhasa Municipal Federation of Trade Unions, Labor and Social Security Bureau, State-owned Assets Supervision and Administration Commission, Federation of Industry and Commerce, Administration for Industry and Commerce, Administration of Work Safety
Tibet Huatailong	2009	Winning Enterprise of Whole District "Safety & Health Cup" Competition	District Federation of Trade Unions, District Administration of Work Safety
Tibet Huatailong	2009	Worker Vanguard	Lhasa Municipal Federation of Trade Unions
Tibet Huatailong	2009	Title of Whole District Model Staff Family	Tibet Autonomous Region Federation of Trade Unions
Tibet Huatailong	2009	Advanced Unit of News Propaganda Work in National Gold Industry	China's Gold Newspaper
Tibet Huatailong	2009	Model Staff Family"	Mozhugongka Federation of Trade Unions
Tibet Huatailong	2009	10 Major Mining Achievements	Geological Society of China
Tibet Huatailong	2009	One of the first batch of 29 Scientific Study Bases	Ministry of Science and Technology, Ministry of Land and Resources
Tibet Huatailong	2009	Top 10 Progress in Science and Technology of Chinese Academy of Geological Sciences	Chinese Academy of Geological Sciences
Tibet Huatailong	2009	Primary Party Organization	District People' s Government, SASAC

Winning unit	Year	Honors and recognitions	Granting unit
Tibet Huatailong	2008	Second Prize of Staff Art Performance for Commemorating the 30th Anniversary of the Reform and Opening-up Policy	SASAC of Tibet Autonomous Region
Inner Mongolia Pacific	2013	Top 10 Prospecting Achievements of Geological Society of China	Geological Society of China
Inner Mongolia Pacific	2013	Regional Green Model Unit	Inner Mongolia Autonomous Region Afforestation Committee
Inner Mongolia Pacific	2013	Test Unit of National Green Mine	Ministry of Land and Resources
Inner Mongolia Pacific	2012	Outstanding Contributor Supporting Local Economic Development	Wulate Middle Banner People' s Government
Inner Mongolia Pacific	2012	Advanced Collective of Primary Trade Union	Wulate Middle Banner Trade Union
Inner Mongolia Pacific	2012	Autonomous Region May 1st Labor Medal	Inner Mongolia Autonomous Region Federation of Labor Unions
Inner Mongolia Pacific	2012	"Pacific Mining Cup" Outstanding Contribution Award in Wulate Middle Banner	Wulate Middle Banner People' s Government
Inner Mongolia Pacific	2012	Regional Model Labor Relationship Harmonious Unit	Inner Mongolia Autonomous Region Labor Relation Coordination Tripartite Conference
Inner Mongolia Pacific	2012	Flood-fighting and Emergency Rescues Award	Wulate Middle Banner People' s Government
Inner Mongolia Pacific	2012	Bayan Nur Advanced Collective in Flood-fighting and Disaster Relief	Bayan Nur Municipal People' s Government
Inner Mongolia Pacific	2012	Bayan Nur Advanced Collective for National Unity and Improvement	Bayan Nur Municipal People' s Government
Inner Mongolia Pacific	2012	Regional Model Unit for Employee Occupational Ethics Construction	Inner Mongolia Autonomous Region Federation of Trade Unions
Inner Mongolia Pacific	2011	Inner Mongolia Enterprise with Best Social Responsibility	Inner Mongolia Autonomous Region People' s Government
Inner Mongolia Pacific	2011	Outstanding Contributors for Supporting Local Economic Development	Wulate Middle Banner People' s Government
Inner Mongolia Pacific	2011	Primary Trade Union Advanced Collective	Wulate Middle Banner Trade Union
Inner Mongolia Pacific	2011	Primary Management Qualification Enterprise	China National Gold Group
Inner Mongolia Pacific	2011	Advanced Collective	CPC China National Gold Group Committee
Inner Mongolia Pacific	2011	Special Contribution Award	China National Gold Group
Inner Mongolia Pacific	2011	Culture-Enterprise Construction Advanced Collective	Wulate Middle Banner People' s Government
Inner Mongolia Pacific	2010	Wulate Middle Banner Advanced Collective for Human Resources and Social Security	Wulate Middle Banner People' s Government
Inner Mongolia Pacific	2010	Advanced Collective for Safety Standardization Level 3 Enterprise (Mine) Culture-Enterprise Construction	Inner Mongolia Autonomous Region Safety Production Administration
Inner Mongolia Pacific	2010	Top 10 China Gold Production Mines in China Gold Association	China Gold Association
Inner Mongolia Pacific	2010	Wulate Middle Banner Advanced Collective for Human Resources and Social Security	Wulate Middle Banner People' s Government
Inner Mongolia Pacific	2009	Advanced Collective	CPC China National Gold Group Committee
Inner Mongolia Pacific	2008	Wulate Middle Banner Advanced Enterprise for Scientific and Technological Innovation	Wulate Middle Banner People' s Government



Inner Mongolia Pacific selected as Green Advanced Unit in Inner Mongolia Autonomous Region



Tibet Huatailong won Advanced Work Team Stationed at Village in 2013

ENVIRONMENTAL PROTECTION AND ENERGY CONSERVATION

With a commitment to safety-based, clean, conservation-oriented and harmonious development, the Company insists on pursuing mutual promotion between environmental protection and development. We dedicate ourselves in environmental protection and treatment activities, focusing on treatment of waste gas, water and slag, energy conservation and emission reduction, greening and landscaping. Great efforts have been taken in promoting low-carbon economy under a green development model featuring low energy consumption, pollution and emissions.

In 2013, the Company invested a total of RMB 252 million in tailings treatment, dust removal, sewage treatment, environmental monitoring and land reclamation. At new mines, environmental investment accounted for 24.22% of total investment on the average, exceeding the national standard at 3%.

Energy Saving and Emission Reduction

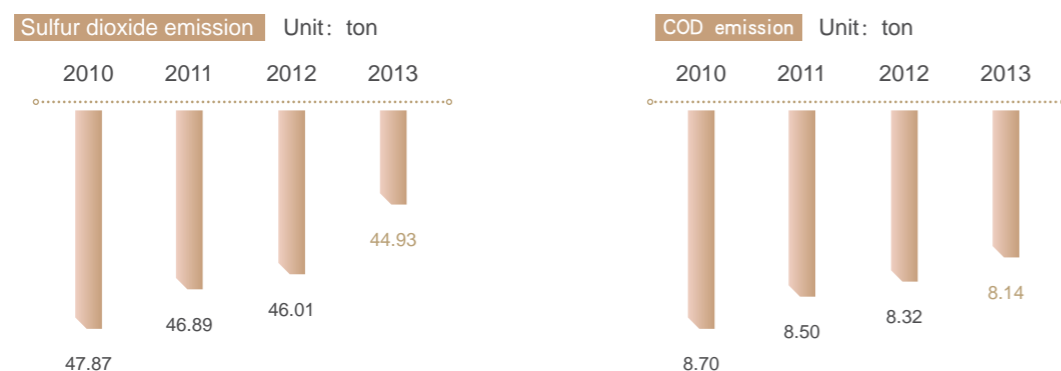
Global climate change has become an important concern worldwide. In its production and business activities, the Company actively responds to the country's calls to fulfill its corporate social responsibility. Targeting "low consumption, low emissions and high efficiency", the Company leverages technological innovations to vigorously develop circular economy and improve development and utilization of resources in a scientific and efficient manner, seeking to maximize the output from every unit of resource consumption.

In 2013, the chemical oxygen demand and sulfur dioxide emission of Company were respectively 8.14 ton and 44.93 ton, decreasing 2.1% and 2.4% respectively compared with that in the previous year. The pollutant discharge control continuous to be in the leading level in the same industry in China.

Illustrative case

Aiming at the climate characteristics of long sunshine duration and intense illumination, the Company invests large amount of fund to install solar heating facilities to nearly 20,000 m² main buildings, which effectively solve the heating and bathing problems of employees in winter, reduce about 2,500 ton carbon dioxide emission and 23 ton sulfur dioxide emission in each year, comprehensively change the negative image of "benefit emphasis, large pollution, people's livelihood negligence, and responsibility despising" of traditional mining enterprises, and realize the promise of "gold and silver mine with clean waters and green mountains". The Company is honored as the benchmarking and model of plateau mining in creating green and environmental mining area, and promoting to realize sustainable development.

Environmental performance of the Company



Extensively adopt advanced equipment and technology

The two mines of the Company are both the new mine developed in recent years, both follow the principle of "high standard, high starting point and strict requirements" during construction, and both adopt the most advanced equipment and technologies nowadays to realize the high efficiency of energy conservation and emission reduction.

Illustrative case

The industrial water used in Pacific Mine in Inner Mongolia is medium hard water, with high content of calcium and magnesium. Before used, the underground water shall be preprocessed. Otherwise, the problems such as pregnant and barren liquid pump blocking and dripping pipe blocking will be caused, seriously impacting on production. Earlier, the Company adopts precipitation in advance in production, and use the underground water by preprocessing with sodium hydroxide. However, the difficulties of halfway treatment and settling pond hardening still exist. In accordance with the actual production conditions in mines and through repeated tests, the Company finally selects the latter method from two methods of resin exchange and chemical scale inhibition. Through the use of chemical scale inhibition method, the Company saves about 2.4 million Yuan cost every year.



Modern multi-stage carbon adsorption system



Modern screening equipment

Awareness campaigns for energy conservation and emission reduction

Responding to the energy conservation calls of the government and its parent, the Company staged the campaigns with the slogan of "Save our energy in a low-carbon lifestyle", to carry forward the Company-wide energy conservation goals. The practical energy conservation technologies were earnestly promoted to materialize the Company's energy conservation and emission reduction resolution.

Illustrative case

Facing the pressure of gold price dropping and raw material price rising, Inner Mongolia Pacific Mine keeps strengthening publicity and improving total involvement awareness, and strives to form the enterprise culture of "everyone cares about the cost and everyone reduces the cost". The Cost Decreasing and Benefit Increasing Office of the Company systematically summarized the effective experiences and methods accumulated in front-line practices, and compiled to Pacific Mining Classic Cases for Cost Decreasing and Benefit Increasing, which is an effective approach for all departments of the Company to learn and exchange with each other. The Company ceaselessly leads the personnel to establish the favorable habit of saving every drop of water and every kilowatt hour of electricity, and establish the idea of saving to make the cost decreasing and benefit increasing work long-acting and systematic, and creates the saving-type mine to guarantee the sustainable, rapid and healthy development of the Company.

Recycling of Water Resource

In 2013, with the completion and operation of Pacific mine Phase II in Inner Mongolia, the dripping area increased and circulating water volume of the Company increased further.

Indicator		2010	2011	2012	2013
Water consumption	Total consumption (in 10,000 ton)	121.4	154.2	432.4	689.1
	New water (in 10,000 ton)	25.4	23.2	95.4	129.8
	Recycled water (in 10,000 ton)	96.0	131.0	3,232	3,416
Water consumption per RMB10,000 output (Inner Mongolia Pacific)		13.7	10.9	9.5	15.9
Water consumption per ton of ore (ton)		0.16	0.38	0.28	0.13

Illustrative case

The flotation waste water for site selection of Huatailong adopts backwater treatment technology, tailings filter-pressing and dry-heaping technology, supported by water circulation technology, which not only meet the mineral processing flow requirements and stable indicators in beneficiation, but also realize the high efficient utilization of water resource. The backwater is recycled 100%. At present, the daily water consumption is only 2,040 ton, and 24,000 ton water can be saved every day. The zero discharge of industrial wastewater for beneficiation is realized and the technical difficulty for cyclic utilization of multi-metal flotation waste water is solved, and the pollution loopholes caused to the environment by discharging the industrial waste water is also eliminated.



Waste water recycling technology

Huatailong established domestic water treatment station, and adopted unified sewage treatment unit for site selection to treat. The sewage after treatment will be used as non-drinking water in irrigation, washing, environmental sanitation and landscaping in plant area and living area.

During production construction, the Company actively collected natural water of the mine, and further used the water resource by comprehensively using underground operation, exploration, irrigation and road surface dust falling according to the principle of proximity.

Environmental Protection

Given the profound impact from global climate changes on human in recent years, the Company as a responsible corporate citizen has an in-depth understanding of the challenging and urgent issue on environmental problem. To this end, the Company takes initiatives to push forth the environmental propaganda and promote green operations, seeking to minimize the negative environmental impact from its operations.



View of Inner Mongolia Pacific

● Implement level-to-level administration for environmental protection

The Company implements level-to-level administration for environmental protection. Safety and Environmental Protection Department of the Company takes charge of environmental protection, and uniformly supervises and manages the environmental protection work. All departments of the Company, according to respective duties, take charge of environmental protection by division of labor. The subsidiaries take charge of the environmental problems in the area. The environmental protection work of the enterprise is managed uniformly.

● Strengthen the environmental awareness

The Company attaches great importance to environmental awareness, formulating and implementing annual environmental initiatives and training programs to publicize environmental knowledge and advocate the environmental culture. Through such initiatives and training programs, the Company strives to improve the environmental awareness, work ethic and methodology of the heads of subsidiaries and branches, standardize environmental management, fulfill environmental responsibilities of corporate undertakers, and fully play the leadership role of the Company in the micro environmental management.

Illustrative case

Huatailong pays high attention to the environmental protection propaganda. It stipulates and implements annual environmental protection propaganda, popularizes environmental protection knowledge and advocates environmental protection culture. Through propaganda, education and various activities, the Company improves the environmental protection awareness, work idea and methods of the personnel, normalizes company environment governance, implements the main responsibility of company environmental protection, and actively plays the role of the Company in environmental management.



Tibet Huatailong conducting a publicity campaign on World Environment Day

● Environmental technology innovations

Environmental research is always one of the most important working, the environmental innovations and system integration as a technical supports are provided for pollution prevention and environmental management by the Company.





Illustrative case



Laboratory at Inner Mongolia Pacific

Pacific Gold Mine in Inner Mongolia adopts chemical subtraction method. Because of the large processing volume at one time, the nitric oxide generated cannot be treated by the common sodium hydroxide spray tower, easily causing leakage of acid gas and nonconforming environment protection. The Company formally initiated the project in early 2013 to carry out research for that problem. After assessment and test for numerous processing programs, finally the coke burning method is adopted to treat the flue gas. Meanwhile, the Company also adjusted the structure of combustion furnace, and solved the sealing problem of combustion furnace while in use. Through adjustment for equipment and process, the smelting acid gas treatment of the Company has basically reached the requirements of environmental protection. In the future, the benefits of the Company will be improved further through perfecting the fine gold recovery device.

● Green and environmental operations

The Company actively promotes the green office campaign. Given its cross-region operations, internal office system and teleconference system are widely used in the Company's daily work to improve efficiency of green office. Actively promoting clean production, the Company places emphasis on environmental management across the entire production process, aiming to continuously improving onsite clean production performance.



Illustrative case

Facing severe current situations of gold market, Inner Mongolia Pacific Mining insists on promoting cost decreasing and benefit increasing, and gains favorable performance. In the aspect of office costs, the Company decomposes all indexes to each department and each employee. The refined management is reached by strict assessment and level-by-level responsibility implementation. In the aspect of logistics guarantee, the Company continuously improves food materials keeping ways, reduces food waste and meanwhile improves the dining mode of employees to completely eradicate wastes. In the meantime, the Company reasonably uses resources such as coal, water and electricity, and supplies heating and hot water by day parting according to changes of temperature.

● Green procurement

The Company actively implements the Opinions on Government Procurement of Environmentally Labeled Products of the PRC to prioritize environmentally labeled products in its procurement, and select manufacturers with leading environmental protection and energy conservation technologies as its major equipment suppliers, aiming to minimize pollution from the source.

● Protection of regional ecological environment

In strict compliance with the Exploitation and Utilization Scheme for Mineral Resources, the Environmental Protection and Restoration Scheme for Geological Environment of Mines and the Land Reclamation Scheme for Mines, The Company insists on the basic environmental protection principle of "people-oriented, environmental protection first, clean production, energy saving and emission reduction". The Company adheres to "paralleled mining and reclamation" across the design and mining processes for mineral resource development, seeking to restore vegetation continually, prevent soil erosion and preserve biological diversity.



The Company strictly complied with the national environmental laws and regulations. The new investment projects recorded 100% fulfillment rate for both "environmental impact assessment" and the "three simultaneous" requirement, thus strengthening environmental management on new projects from the source. In 2013, a provision of RMB 1.2 million for reclamation costs was made in total. The Company has recorded no environmental pollution accident since its establishment.



Illustrative case



Landscaping Project at Tibet Huatailong

Huatailong independently researched and carried out land reclamation and vegetation greening engineering in Jiama mining area, and has strived to improve the comprehensive research on and application to greening coverage in plateau ecological environment fragile areas. In 2013, the vegetation coverage rate reached the regional leading level by Tibet Autonomous Region Academy of Agriculture and Animal Husbandry. At present, the Company has inputted 180 Million Yuan in aspects of environmental protection, greening, beautification, reclamation and tree, flower and grass plantation. Among the fund invested, 33 Million Yuan is used in water and soil conservation and tree planting and greening in the entire mining area, and the technology of drip irrigation under plastic film is applied to greening and water saving projects, greatly reducing the water and soil loss due to traditional spraying irrigation. In order to avoid damaging vegetation in plateau and reduce the pasture loss of the mass, the transportation program of certain areas of the raw ore is changed to underground footrill transportation from surface narrow gauge transportation. Although the investment is increased, the damage to surface is smaller, and it is in favor of ecological environment protection.



Green Operation at Tibet Huatailong

● Green business

The Company has firmly established the concept of "building every enterprise into an environment keeper", striving to improve local ecological environment through greening.



Illustrative case

In 2013, Inner Mongolia Pacific Mining totally invested in 4.0366 Million Yuan in greening and beautification project. It plants 2656 arbors with survival rate of 72.74%; 5,942.2 bushes with survival rate of 77.77%; 26,233.3 m² ground cover with survival rate of 63.03%; and 31,341.3 m² clover seed with survival rate of about 95%. It newly built one mushroom pavilion, and set 4000m lawn guardrail inside the camping area, greatly improving ecological environment of the mining area. In the meantime, the Company is granted with an honorable title of Regional Greening Model Unit by Inner Mongolia Autonomous Region Greening Committee, and confirmed by Ministry of Land and Resources as the third batch of national green mine test unit and awarded.



View of CSH Mine Site



Inner Mongolia Pacific named as Pilot Unit of National Green Mines





SAFETY PRODUCTION

Fully aware of the long-term, arduous and complex nature of safety production, we adhere to the safety development concepts of "No unavoidable accidents" and "Human-oriented and safety-based development" which are closely aligned with our strategic transformation needs. In accordance with the approach of "safety foremost, prevention first and integrated management", we press ahead with safety management system engineering, starting with employee education, software improvement and hardware upgrading, so as to upgrade the fundamental and intrinsic safety capabilities of the Company as a whole to lay a solid ground for safe and harmonious mines.

Inner Mongolia Mining has been actively creating first level safe production standards, and passed the acceptance by State Administration of Work Safety on Jan. 25, 2013. On April 1, it obtained the certificate and plaque issued by the State Administration of Work Safety, reaching the first level enterprise standard for national safe production standardization. Tibet Huatailong is also preparing the acceptance according to the requirements of national first level safety standardization.



Inner Mongolia Pacific awarded Certificate of National Safety Production Standardization Level A Enterprise

Safety Investment and Performance

In 2013, the Company invested a total of RMB 56.57 million in safety, focusing on onsite management and system construction, to ensure its safety production and operation. During 2013, the Company recorded zero fatality rate for million-ton production, zero major equipment accident rate, zero major fire and explosion accident rate, and zero major traffic accident rate, demonstrating sound performance of safe and stable operations. Our safety production capability takes the lead in the gold industry in the PRC.

Fatality rate for million-ton production	2010	2011	2012	2013
China Gold International	0	0	0	0

Safety Supervision

The Company participated in the development of and strictly complies with the Interim Provisions on Production Safety Accident Accountability of China National Gold Group Corporation, under which a safety responsibility system has been well established to strengthen safety responsibilities and carry out strict accountability.



Management Policy and Operation Regulations at Inner Mongolia Pacific

In 2013, the Company strictly implemented the leader on duty onsite system and the safety deposit system as well as introduced management systems for identification of safety risk sources and analysis of near safety accidents, and in the meantime further perfected the *Outsourcing Engineering Safety and Environmental Protection Assessment Method, Safety and Environmental Protection Method in Each Functional Department (Workshop), Safety Management Personnel Management Assessment Method, and Safety and Environmental Protection Assessment Rules for Employees*, thus improving the Company's safety management framework.

Remuneration-linked

The number of fatal accidents and the death toll are linked to performance-based annual bonus of executives of the enterprises, 20% of which, upon final evaluation, are subject to the results of safety management assessment.

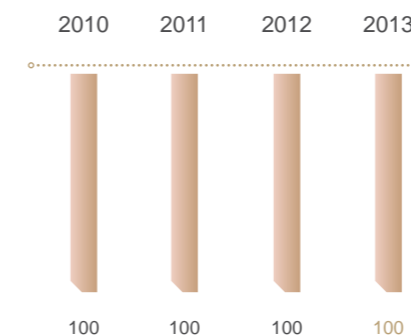
Administrative penalties

The "one vote veto" mechanism is adopted for safety production issues, including safe production accidents, non-compliance with laws or regulations or policies on safety production, delay in safety production activities, weak rectification to significant potential safety hazards. For any business unit being a subject of the veto, all its annual general honorary titles and individual awards will be revoked, and the head, dedicated executive, relevant manager and the person with directly responsibility will lose their qualifications for any recognition, selection and promotion in the year.

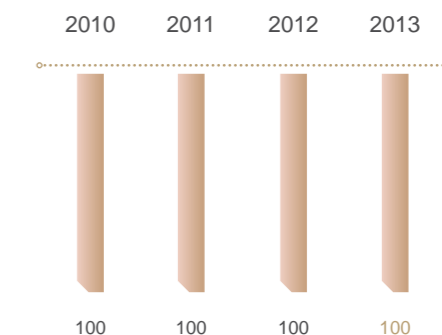
Identification of Potential Hazards

Throughout its safety production management process, the Company always gives the highest priority to major hazard sources, key areas and key processes. Under a strengthened framework, the Company reinforces specific inspections, supervisions and rectifications to preclude any accidents. In 2013, our special equipment inspection rate and qualified rate both reached 100%, sustaining the high level of safe operations.

Special equipment inspection rate Unit:%



Special equipment inspection qualified rate Unit:%



Illustrative case

Tibet Huatailong, according to actual situations of the work, stipulates the theme of safe production work in each month, and carries out the work in aspects of occupational health, safety and environmental protection with emphasis. In 2013, Tibet Huatailong accumulatively carried out 285 daily safety inspection, two special inspections for explosives for civil use, one overhaul for electricity security, one overhaul for security before holiday, twice geological disaster security overhauls, nine special inspections for vehicle safety, one special inspection for flood prevention, and 10 monthly safety overhaul in the entire year. There are 315 items of various hidden dangers accumulatively, and 95 pieces of rectification notice are released. The rechecking rate is 100% and the rectification rate is 100%. In 2013, there is no work-related death, major equipment accident, major fire disaster and explosion accident, and major traffic accident.



Tibet Huatailong organizing regular electrical equipment inspection

Contents of safety inspections

- Inspect on the fulfillment of safety production responsibilities by corporate undertakers.
- Inspect on major potential hazards, progress of rectifications, issues outstanding and the responses to emergency.
- Inspect on the investment in safety production and the availability of funding for rectifications to potential hazards.
- Inspect on safety management of construction teams. Inspection focuses: blasting operations, open pit mining, safety exits at underground mines, hoisting and transportation systems, power distribution system and electric management, drainage system, ventilation system, gob area management, stope roof management, abandoned mine management, implementation of emergency response plan, tailings pond, hazardous (toxic) chemicals, etc.

Management of Hazardous Chemicals

The Company's hazardous chemicals mainly include explosives, sodium cyanide, sulfuric acid, arsenic trioxide (arsenic), etc.. To ensure safety, stringent protective measures are developed in the storage, transportation, application and other processes. From its establishment up to 2013, the Company recorded no loss or serious spill accident of explosives and hazardous chemicals.



Tibet Huatailong's fire training

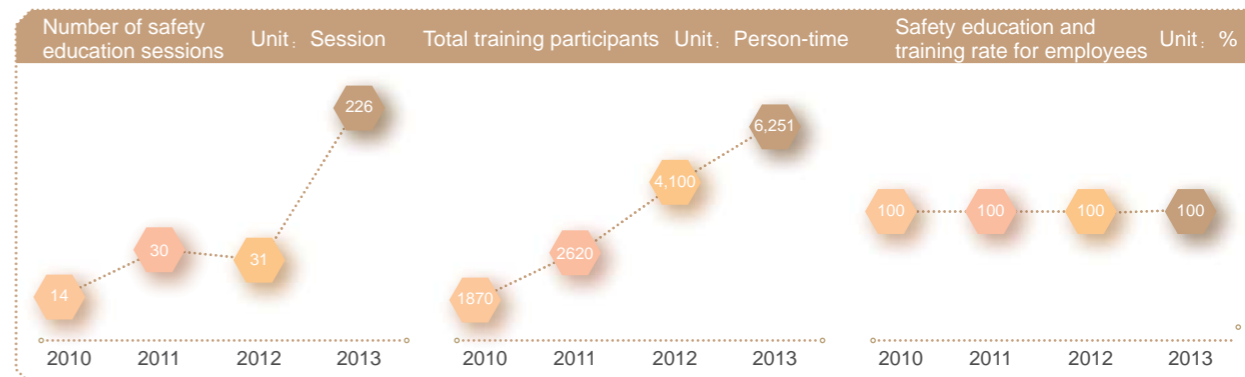
Safety Culture

Safety culture is highly valued in the Company. Through safety education, training and propaganda, we seek to shift the awareness of "safety requirement" to "safety initiative". We take efforts to foster a sound cultural atmosphere featuring "safety production by us", "safety for production and production upon safety" and so on.

● Safety education and training

The Company proactively carries out safety education and training, conscientiously implementing the Notice on Further Strengthening Safety Production of Enterprises issued by the State Council (GuoFa [2010] No. 23) and the Provisions on Safety Training of Production and Business Units (State Administration of Work Safety, Order No. 3).

In 2013, the Company and its subsidiaries carried out 226 safety education and training sessions, with total participants of 6,251 person-times. As at the end of 2013, the safety education and training rate for the Company's employees reached 100%.



Illustrative case



Inner Mongolia Pacific organizing safety training in Safety Production Month

The Company pays high attention to the introduction and in-service safety training for new employees and safety production management personnel, and safety technology training for special type operators. In 2013, Inner Mongolia Pacific Mining totally trained 1591 new employees, who are all qualified from the test and took the position; 161 safe production management personnel and special type operators, and the latter all took position with certificate; 1280 persons for full staff safety training and reeducation, who all acquired the safety training certificate after tested qualified. The Company held two accident cases education and propaganda, with over 500 person-time participated in. In addition, the Company also entrusts the sodium cyanide supplier to train the cyanogens-contacting personnel in professional aspects of sodium cyanide characteristics, and emergency disposition. Totally 105 persons participate in the training so that they can master the first-aid method of sodium cyanide poisoning.

● Safe production awareness

The Company took initiatives to participate in a wide array of activities jointly organized by the State Administration of Work Safety and other authorities, including "Safety Production Month", "Safety Production Year", "Safety Knowledge Contest", and won excellent results and recognitions.

Illustrative case

In June, 2013, Inner Mongolia Pacific Mining carefully carried out the activity of "safe production month" to improve and strengthen the safety awareness and safety prevention capacity of full staff by various safety training textbooks, safety training lecture promotion, safety education video watching, themed safety speeches, safety knowledge competition and emergency exercise.



Safety Keynote Speech in "Safety Production Month" at Inner Mongolia Pacific



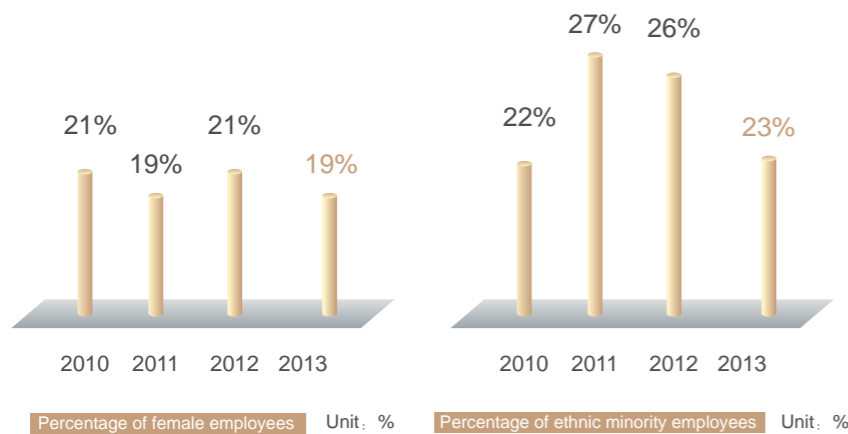
EMPLOYEES' INTERESTS

The talent development concept of "Talents are the primary resource" has been firmly established in the Company. We adhere to the human-oriented philosophy, taking employees' growth, provision of equal development opportunities and mutual growths between employees and the Company as an integral part of our corporate social responsibility. We take efforts in improving talent structure, quality of talent and incentives for talents to build harmonious employment relationship, aiming to build up a professional team of talents with integrity and caliber, reasonable structure, team spirit and aspiration and a high sense of responsibilities. The Company adheres to the "human-oriented and grow-to-potential" concept to fully protect employees' interests and provide them a good platform for growth, striving to inspire their enthusiasm and creativity.

Employees' interests

The Company has been following the "human-oriented" concept for employment, paying respect to employees, safeguarding their interests and seeking to create desirable working and living conditions for them. Increasing financial resources have been put in improving the compensation packages as well as the production and living conditions for employees, with efforts committed in corporate culture development.

● Profile of employees



At the end of 2013, the Company had a total of **1,527** employees, including **327** females and **333** ethnic minority employees. There were **264** employees at primary managerial positions and above, including **40** females.

● Protection of employees' interests

In strict compliance with national labor laws and regulations, we adhere to business ethics to strengthen the management on employment contracts, constantly improve the employment system, and pay full attention to the right to know of employees, so as to protect their legitimate rights and interests. In 2013, both the employment contract signing ratio and the social insurance coverage ratio of the Company reached 100%.

We adhere to equal pay for equal work to men and women, decent work, non-discrimination on race, sex, age or any other factors, prohibition of child laborer, and the opposition to forced labor of any forms.

We give full play to the role of employees in democratic management and supervision, setting up labor unions at all levels under the primary democracy system including employee representative conference and transparency of plant affairs. Thus, we have basically built up sound democracy organizations, with various forms for transparency of plant affairs as well as smooth channels for rationalization proposals. The labor unions at all levels vigorously stage employee democratic participation and democratic management activities to seek real benefits for employees.

● Encouraging employee development

We treat new and old employees in an equal manner in light of the route of "recruitment, training, selection, incentives, fostering, promotion". We seek to improve the staff's caliber through multi-dimensional and multi-level training, provide them equity career opportunities and diversified career paths under a well-established talent identification and appointment mechanism, and increase their sense of belonging and cohesion through improving corporate culture development, with an aim at mutual growths between the Company and its employees.

Recruitment

Under a recruitment model of "unified platform, rational authorization, tiered management", we adhere to the open recruitment principle to provide equal opportunities to all candidates. In 2013, 426 persons were recruited by the Company through open recruitment, including 19 hires newly graduated from universities and colleges and 407 experienced hires.

College Graduates 4%



Social employment 96%

Illustrative case

In 2013, Inner Mongolia Pacific Mining further settled the current situations of talent team, deeply analyzed the human resource structure, and stipulated effective improvement program and measures to solve the existing problems. Meanwhile, based on talent team analysis, the Company further confirmed the human resource planning, and stipulated the human resource planning for 2013–2015. Moreover, the second smelting plant is officially putted into operation, the HR Department of the Company, combining the age and knowledge structure of existing personnel and through recruitment for the second smelting plant, adjusts the existing personnel structure so that the manning of the Company is more reasonable, both with experienced old employees and vigorous, knowledgeable young employees.

Training for employees

With the rooted concept of "Train to improve the quality for development", the Company has established a clearly stratified and categorized training system supported by competent instructors and effective contents, to proceed with the quality enhancement program for the staff. In 2013, the Company provided training to employees of 1,238 person-times in aggregation.

For business and management personnel

We continued to establish the training development mechanism based on the competency model and covering three levels namely leaders, senior executives and talent reserve, while encouraging the executives of regional subsidiaries to participate in training in rotation.

For technical professionals

We focused on improving business capabilities and comprehensive quality of key technical professionals mainly in ecology, survey, mining and processing.

For skilled workers in production

We proactively carried out pre-service training for skilled workers in newly constructed projects, certification of professional skill levels and rotated training for team and group heads, thus effectively uplifting the overall quality and capability of employees.



Tibet Huatailong holding a professional training for technology department



Inner Mongolia Pacific holding a business writing training for employees

Incentive and restraint mechanisms

With a commitment to corporate performance improvement and strategy fulfillment, the Company vigorously presses ahead with performance assessment activities under an assessment framework based on the Management Requirements on Performance of Employees. The performance assessment activities were designed to inspire employees' enthusiasm to think, plan, move and succeed.

According to its characteristics and with an aim to help employees grow to their potential, the Company broke down the posts into three categories namely management personnel, technical professional and workers, for which respective compensation packages have been developed. The clearly defined career paths and smooth promotion channels motivated employees' morale to achieve mutual growths and win-win between the Company and employees.

The Company carries out professional title appraisals every year. In 2013, 87 persons received professional titles at various levels.

Datasheet of professional title appraisals

Year	Engineering series			Social series			Political series		
	Senior	Intermediate	Primary	Senior	Intermediate	Primary	Senior	Intermediate	Primary
2013	8	26	44	1	2	6	0	0	-1
2012	3	4	44	0	0	7	0	1	1
2011	8	36	72	2	11	19	3	0	4
2010	9	79	50	0	1	12	2	0	2

Note: 1 person was left from the primary level of political series in 2013.

Caring for employees

We highly value and care for our employees, especially female, youth and retired employees, and actively help the employees in need to overcome difficulties. In Spring Festival holidays each year, we pay wish visits and offer assistance to employees in need, to help them pull through the difficulties. Meanwhile, the Company keeps a close eye on the growth of youth employees, pressing on the training to them and seeking to provide them a development platform and growth potential.



Opening ceremony of "Masters and Students" at Tibet Huatailong

Promoting corporate culture development

The Company actively carried out positive, healthy, entertaining and educational cultural activities to promote corporate culture development, which enriched employees' cultural life and enhanced the cohesion across the Company.

Illustrative case

In 2013, the labor union of Tibet Huatailong organized to carry out various types of labor competition such as "work hard for one hundred days, realize double over-half completion", established employee activity center, added cultural and physical activity facilities, held employee performance, basketball game, and employee speech competition, and carried out "Reading Month" and painting, calligraphy and photography shows. Those measures and activities effectively improved the cultural quality of employees in the Company. The Youth League Committee actively led the youth outstanding team and youth volunteers to carry out voluntary labors such as afforestation and mining area beatification, and held the second group wedding and "Youth Party" sodality, which greatly enriched the cultural life of young employees and enhanced the sense of belonging and happiness of young employees.



Mid-Autumn Festival Gala Evening at Tibet Huatailong



Third "Huatailong Cup" Basketball Game

Occupational Health

In light of the firmly established concept of "human-oriented", the Company incorporates the aims to protect employees' health with sound occupational health supports and to pursue sustainable corporate development. As of the end of 2013 the Company recorded zero occupational disease case, a sound track record of no additional occupational disease cases since its inception.

Occupational health management

Occupational safety and health work is included into the production and operation of subsidiaries, where targets and measures are defined including appointing a dedicated executive responsible for their respective efforts in occupational safety and health. Dedicated management functions with professional management personnel are established to, with reference to actual conditions of each enterprise, reinforce the monitoring, inspection and supervision on occupational hazards of the workplace, in order to effectively prevent and reduce occupational hazards. With the gradually increasing insurance coverage, improving working environment and sound labor protection, the enterprises carried out prevention of occupational diseases, healthcare, inspection and treatment activities under the fortified organization and leadership for employees' safety and health.

● Physical examination and health records

Spiritual needs and mental health of employees should be a focus for enterprises and the society as well. The Company vigorously popularizes the knowledge of mental health, with smooth information channels to keep informed of the expectations and dynamics of employees. The psychological team provides mental health counseling to relevant employees in a timely manner, and helps them to adjust their ideas and enhance their mental regulation ability, which mirrors our human-oriented caring and satisfies the multi-level needs of employees. According to its industry characteristics, the Company arranges regular physical examinations and has established health records for employees.



Company providing regular health examination for employees

● Labor protection

The Company has established standard safety management systems, including the management system for labor protection supplies. The subsidiaries are required to follow such rules to provide all workers with work conditions and strict labor protection measures in accordance with national standards. The subsidiaries provide workers with labor protection supplies in strict compliance with the management system for their distribution and use, while superintending and instructing the workers for proper use.



Inner Mongolia Pacific providing sudden illness emergency rescue training for employees



TECHNOLOGY INNOVATIONS

Adhering to the concepts of "Science and technology are primary productive forces" and "Leveraging the leading technologies to serve the country", the Company actively participates in the national researches on the difficulties in processing and refining of gold and complex polymetallic ore. The Company actively makes industrialization attempts to secure its leading position in tackling technologic difficulties in processing and refining low-grade gold ore, which helps to increase the utilization efficiency of gold and nonferrous resources.

Investment in Technological Innovations

With increasing investment in scientific research, the Company obtained a total of 27 scientific and technological achievements and undertook 9 scientific research programs until 2013, laying a technological foundation for sound and rapid corporate development.

Scientific achievements of Huatailong

Project Name	Level of Award	Remarks
Study and Application of Tailings Pasty Fluid Creeping Stockpiling Technology to Groove-Slope-Rainfall Gathering Valley Tailings Pond	Special award	International leading level
Efficient Geological Survey Management Practice in Jiama Copper Polymetallic Ore in Gandise Metallogenic Belt	First prize	International advanced level
Study on Laneway Support Technology of Grike Stratum in Jiama Mining Area	First prize	International advanced level
Study on Metal Mine Steep Slope Stability under Complicated Geological Conditions in Qinghai-Tibet Plateau	First prize	International advanced level
Industrial Test and Application of Key Cu-Mo Separation Technology for Jiama Copper Polymetallic Ore in Tibet	First prize	International advanced level
Innovation and Practice of Plateau Harmonious Mining Area Construction based on "Establishing Enterprise for Public and Gold for Mass"	First prize	International advanced level
Study and Application of Huatailong Preparing Technology Integrated Optimization	Second prize	Domestic leading level
Study and Application of Overproof Bottom Water Treatment Technology for Copper Polymetallic Ore	Second prize	Domestic leading level
Comprehensive Study and Application for Improving Green Coverage Rate in Plateau Ecological Fragile Mining Area	Second prize	Domestic leading level

Through hard work and practices of scientific research team of Tibet Huatailong for years, eight scientific achievements made by intelligence and sweats including *Study and Application of Tailings Pasty Fluid Creeping Stockpiling Technology to Groove-Slope-Rainfall Gathering Valley Tailings Pond*, *Study and Application of Overproof Bottom Water Treatment Technology for Copper Polymetallic Ore* and *Innovation and Practice of Plateau Harmonious Mining Area Construction based on "Establishing Enterprise for Public and Gold for Mass"* passed authentication by experts in the industry on Nov. 8, 2013, among which one reached international leading level, four reached international advanced level and three reached domestic leading level. Through the achievement authentication, achievement commercialization, demonstration and guidance, the capacity level of scientific research team in the industry and influence of the Company is improved.

Achievements in Technological Innovations

● Exploitation and utilization of low-grade ore

Given the scarcity, small reserve and low yield of global gold resources, the Company leverages technology progress and scale operation to fully tap on limited resources and enhance its sustainable development capacity. We maintain a leading position in tackling technologic difficulties in processing and refining low-grade gold ore, which has greatly increased the exploitable gold resource reserve.

Illustrative case

In 2013, Inner Mongolia Pacific Mining production technology department improved the secondary delineation method for ore body, and delineated by ordinary kriging method in geostatistics from the common mathematic method according to grade so that the secondary delineation of the ore body will be more reasonable and reliably, and difference between pit sampling results and crushing station samples through comparative analysis reduced to current 1.3% from the formal 10% averagely. Meanwhile, the Company made field explosion displacement accurate, refined mining design, actively explored grade control innovation solution, and strengthened construction management and monitoring to gradually perfect grade control program and reduce loss and dilution ratio.



Researchers at Inner Mongolia Pacific conducting sample tests

● Separation of polymetallic ore

Jiama is a copper polymetallic mine hosting six metals including copper, lead, zinc, gold, silver and molybdenum, with vast resource reserve and a good exploitation outlook. However, the comprehensive recovery of polymetallic ore in the mine is a challenge, with rare success stories even in the international industry. As of the end of 2013, through the hard work of Huatailong scientific and technological researchers, Jiama Phase I cu-mo separation technology has been applied to commercial test and gained significant breakthrough.

Illustrative case



Tibet Huatailong Cu-Mo Separation Technology receiving Science and Technology Awards from China Gold Association

Huatailong started the cu-mo separation work since 2012, and established scientific research group, who overcome the difficulties such as severe coldness, lack of oxygen, complex and variable ore and mineral composition, mutual intervene of six valuable elements, full recycling of backwater, low air pressure in Plateau, difficult separation of six valuable elements, insufficient experiences of young team, and no experience for reference, has started cu-mo separation industrial test and industrial production on April 26, 2013 based on multiple laboratory experiments, and achieved advanced technical indexes, reaching first grade product standard, for industrial production of cu-mo separation on July 20, 2013. Besides, the problems of copper concentrate filtering and full recycling of backwater are solved thoroughly, marking the successful separation of copper and molybdenum. On July 26, the project "Industrial Test and Application of Key Cu-Mo Separation Technology for Jiama Copper Polymetallic Ore in Tibet" finished by Huatailong, has passed the scientific achievement authentication organized by China Gold Association, and been assessed as "overall technology reaches international advanced level, the cu-mo separation technology in cold and high altitude ecological fragile area reaches international leading level, and plays a leading role to similar mines" .

● Construction of digital mines

At each of the Company's mines, a comprehensive data-centered system covering production management and fundamental automation has been established under a production management model for modern enterprises, which incorporates real time data across all production processes and the production management information into the integrated PCS system. According to the production processes, the systems is divided into specific parts including coarse crushing, grinding selection, flotation separation and pressurized filtering, tailings, etc., where data monitoring, data collection, equipment process control and data analysis are completed for the entire mine system. Thus, the automation control is achieved throughout the production process.



Digital Logistics Center at Inner Mongolia Pacific

HARMONIOUS WIN-WIN

In light of the concept of "business integrity for win-win and multi-win" and the mutual benefit principle, the Company actively promotes extensive cooperation with the stakeholders. We continuously improve customer services, strengthen supplier management, and carry forward strategic cooperation with local government, suppliers, creditors, enterprises and public sectors and other entities, striving to achieve win-win with the stakeholders.

Corporate Governance

According to the applicable listing rules and its Articles, the Company has established a company governance structure comprising general meeting, the Board and its special committees and senior management which fulfill their respective duties in rational operations. Focusing on system construction and standard decision-making process, the Company strictly follows the procedures to make decisions on its affairs. At the subsidiary level, standard company governance structure is also established in accordance with relevant laws and regulations. The Company has fulfilled its responsibilities as a capital contributor to its subsidiaries according to laws.

Currently, the Company has established the Audit Committee, Nominating and Corporate Governance Committee, Compensation and Benefits Committee, and Health, Safety and Environmental Committee. In 2013, four Board meetings, four Audit Committee meetings, two Nominating and Corporate Governance Committee meeting, two Compensation and Benefits Committee meeting, six Health, Safety and Environmental Committee meetings and five meetings of the Independent Directors were held.



Independent directors visiting CSH Gold Mine

Attendance at the Board and Board committee meetings in the fiscal year	Board Meeting	Audit Committee Meeting	Nomination and Enterprise Management Committee Meeting	Salary and Staff Welfare Committee Meeting	Health, Safety and Environment Committee Meeting	Independent Director Meeting
Attendance/Frequency of Meeting						
Executive Director						
Sun Zhaoxue (Chairman)	3/4	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Song Xin	4/4	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Wu Zhanming	4/4	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Jiang Xiangdong	4/4	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Non-executive directors						
Liu Bing	4/4	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Independent non-executive director						
Hao Yingbin	4/4	4/4	2/2	2/2	6/6	5/5
Chen Yunfei	4/4	4/4	2/2	2/2	6/6	5/5
Gregory Hall	4/4	4/4	2/2	2/2	6/6	5/5
John King Burn	4/4	4/4	2/2	2/2	6/6	5/5

Compliance with Laws and Regulations

In strict compliance with the national policies and laws and the local government requirements in its operations, the Company pushes on anti-corruption education and the audit and supervision to ensure healthy and smooth production and business activities.

● **Contract management**

Contracts of subsidiaries are vertically managed and reviewed by dedicated officers in a centralized manner under the Methods for Contract Management and the Interim Provisions on Review of Contracts of Subsidiaries and other measures. In 2013, the headquarters recorded a 100% contract execution rate, and the subsidiaries also recorded a 100% major contract execution rate.

● **Legal education**



A circuit court held by the People's Court of Maizhokunggar County, Tibet

With reference to actual conditions of enterprises, the Company focuses on publicizing legal knowledge to employees, including the propaganda and training on the Contract Law, the Company Law, the Mineral Resources Law, the Safety Production Law, etc.. Legal experts and lawyers are engaged to stage law forums, together with knowledge contests, legal essay collection and other means to motivate the enthusiasm of employees to study and apply laws. The training sessions are provided in centralized and decentralized manners to cater for the Company's geographically fragmented business presence.

● **Internal audit**

As a company incorporated in British Columbia, Canada and listed on the TSX and the HKSE, the Company has established an effective internal audit system in strict compliance with the laws and regulations governing the jurisdictions where it is listed and its business is operated. Internal audits are carried out rigorously by engaging external auditors to participate in. By 2013, the Company has prepared internal audit reports for six years in a row, all indicating that there is no weakness in all material aspects.



Mr. Xin Song, Chairman of China Gold International, visiting Inner Mongolia Pacific CSH

● **Anti-corruption and anti-commercial bribery**

In light of the policy of "Addressing symptoms and root causes, comprehensive governance, paralleled punishment and prevention, and focus on prevention", the Company aggressively pushes forth anti-corruption and anti-commercial bribery to lay a cornerstone for its reform and growth.



Anti-corruption seminars held at Inner Mongolia Pacific

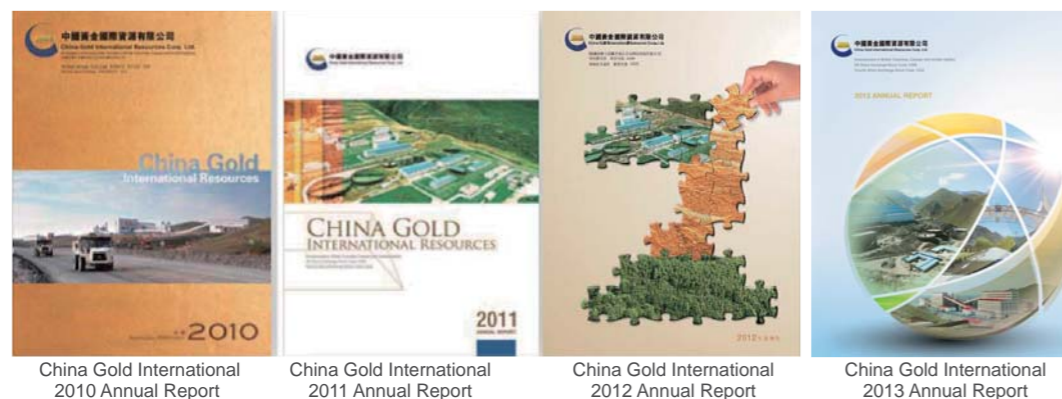
- Provide the training on compliance of listed companies to the Company's directors and senior management; provide the training on internal control mechanism at various levels.
- Conduct the education on compliance, focusing on probity of key personnel in charge of human, financial and physical resources.
- Promote the construction of a probity culture across enterprises.

Investor Relations

● **Information disclosure**

The Company attaches great importance to information disclosure in a timely, accurate and complete manner, addressing different informational needs and habits of investors internationally, specifically in Canada and Hong Kong in strict accordance with the regulatory requirements at the listing places. A number active means are adopted to improve and ensure the effectiveness of information disclosure on capital market.

In 2013, the Company completed its annual report, interim report and quarterly reports as required. In addition to results announcements made pursuant to the rules, the Company takes initiatives to publish announcements and press releases in Toronto and Hong Kong where its shares are listed, covering various operation and management issues. The information mainly includes: production & operation and Phase II expansion for CSH Gold Mine and Jiama Mine, updates about major exploration projects and key operational data, aiming to help investors keep informed of the Company's production and management dynamics; and the announcements of resolutions passed at Board meetings and general meetings and extraordinary announcements of connected transactions that are published pursuant to regulatory requirements. In 2013, the Company issued a total of 50 announcements and press releases.



China Gold International 2010 Annual Report China Gold International 2011 Annual Report China Gold International 2012 Annual Report China Gold International 2013 Annual Report

● Investor relations

The Company kept active and candid communications on an ongoing basis in 2013 with investors and analysts through investor presentations, press conferences, industry conferences, trading and non-trading road shows, seeking to fully showcase its current situation and growth potential to investors. The efforts were positively appreciated by our investors.

● Dividend policy

The Company has not paid any dividends since incorporation and does not currently have a fixed dividend policy. The directors will determine any future dividend policy on the basis of, among others things, the results of operations, cash flows and financial conditions, operating and capital requirements, the amount of distributable profits and other relevant factors.

The Company is incorporated in British Columbia, Canada. Subject to the British Columbia Business Corporations Act, the directors may from time to time declare and authorize payment of such dividends as they may deem advisable, including the amount thereof and the time and method of payment provided that the record date for the purpose of determining shareholders entitled to receive payment of the dividend must not precede the date on which the dividend is to be paid by more than two months.

As a fast-growing international emerging mining player, the Company will continue to press forward its business and management to achieve rapid and sustainable development and create more value for shareholders.

Customer Relationship

Adhering to the concept of "business integrity and customer satisfaction" in its operations, the Company views integrity as a close linkage to its customers and a cornerstone for its development, while keeping on improving its service capabilities to provide quality services to customers. The Company highly values long-term cooperation with customers, seeking to establish longstanding relationship and promote win-win situations with customers and thus uplift the Company's industry position and image. In 2013, sales revenue from the top five customers of the Company totaled RMB 1.901 billion, accounting for 100% of the total revenue.

Supplier Relationship

● Strict management of suppliers

Corporate social responsibility comprise such elements as the relationship with key stakeholders, values, compliance, respect for people, and the policies and practices of an enterprise relating to the community and environment. Aiming at a harmonious business environment, economic and social benefits, the Company earnestly procures its suppliers to fulfill their social responsibility when purchasing their supplies. The Company actively implements the Opinions on Government Procurement of Environmentally Labeled Products of the PRC to prioritize environmentally labeled products in its procurement, and select manufacturers with leading environmental protection and energy conservation technologies as its major equipment suppliers, aiming to minimize pollution from the source.

Meanwhile, in light of the principle of negotiations on an equal footing for mutual benefits, the Company insists on building up long-term strategic partnership with the suppliers with proven qualifications, reputation and quality products and services.

The Company's total procurement of materials in 2013 amounted to RMB 317 million, of which RMB 37.62 million or 12% was procurement under social responsibility.



● Promoting localized equipment procurement

The Company strives to cooperate with local suppliers in its proximity to steadily push forward localized equipment procurement. Materials and equipment featuring mature technologies in local production, reliable product quality and notable price advantages are prioritized. Such policies, while reducing procurement cost, have effectively promoted the manufacturing upgrades where the Company operates and thus achieved win-win for the Company and the locality.

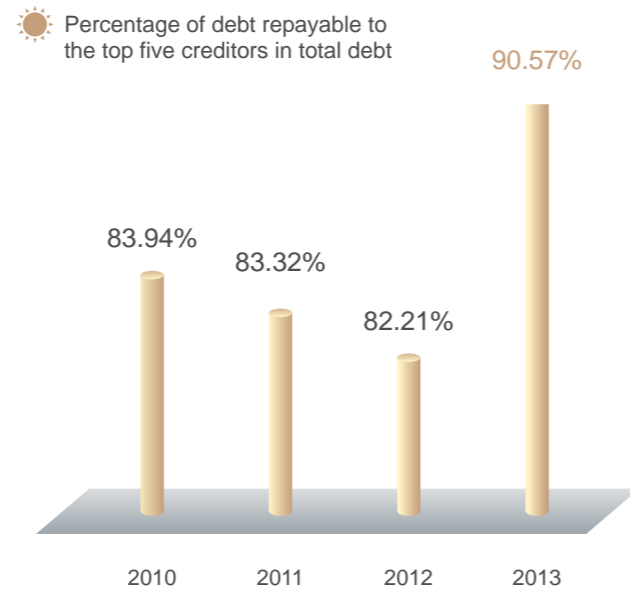
Illustrative case

Huatailong locates in Tibet Plateau with extremely inconvenient traffic. Therefore how to guarantee supplies supply is a very important issue. The Company always strives to cooperate with local supplies, stably promotes the local procurement progress of equipment and supplies, preferentially selects the local supplies and equipment with mature production technology, reliable product quality and obvious price advantage, actively negotiates with suppliers to establish Lhasa transfer warehouse, and while meeting the requirements of reducing internal inventory and procurement cost under normal production, effectively promotes the upgrade of manufacturing industry where the Company locates, and realizes win-win result of the Company.

Creditor Relationship

Based on sound financial structure and adequate cash flows, the Company active employs financial leverage to maximize the value for shareholders. The Company's major creditors are banks. In 2013, the debt repayable to the top five creditors accounted for 90.57% of the total debt.

The Company has been placing emphasis on cooperation with banks, seeking to establish a diversified financing system with competitive advantages. By entering into cooperation agreements and facility-based borrowing contracts with major financial institutions, the Company reinforced the indirect financing channels which secured its production and operation funding at relatively favorable financing costs. Loans were provided by the banks as scheduled, with full confidence in the Company's financial structure and sound operation. Satisfying its debt service on a timely basis, the Company has established long-term friendly cooperation with the banks based on mutual trust.



Passion for Excellence

According to the general goal of "Promote scientific development and social harmony, serve the people, and strengthen the building of the Party's primary organizations", the Company focuses on the key task of building a world-class mining company to extend its passion for excellence based on the theme of strengthening the Party's advancement construction.

Illustrative case

In 2013, Tibet Huatailong totally solved the employment problems for over 100 local people, and assigned over 80 Tibetan employees in Jiama Town to relevant mine secondary technical schools such as Sanmenxia Gold Technical School for three-month skill training so that they can skillfully master the working process and relevant operating skill knowledge. After the trainees entered the Company after passing the test, HR Department would assign technology expert and business backbones as masters for them so that they can master the basic operating procedure of workshop equipment and enrich the employee team. It not only united the local mass, but also made great contribution to its development.



Tibet Huatailong Party branch activity "the Protection of Environment Should Start from Ourselves"

Communications and Cooperation

In light of the concept of "win-win and multi-win", the Company seeks to balance the interest relationship with the locality and the stakeholders in a legal and rational manner, building up extensive cooperation with local governments, financial institutions, research institutions, large enterprises, international and economic organizations. As a result, the Company has firmly established in the community a sound image as an adept resource integrator which is able to leverage positive factors with strong comprehensive strength.

Illustrative case

Tibet Huatailong has always adopting the method combining "expert lecture, experience sharing, field investigation, discussion and exchange" in recent years, employing well-known professors to give lectures and share experiences, organizing professional technicians to survey, discuss and exchange on field of enterprises in the same industry, emphasizing on improving the business capacity of occupational quality of technical backbones in mining, mineral separation, measurement, and electromechanical fields and strengthening skillful talent team construction so as to adapt to the demand of talents by new technology and new equipment introduction in recent years, and connect with the world leading mines.



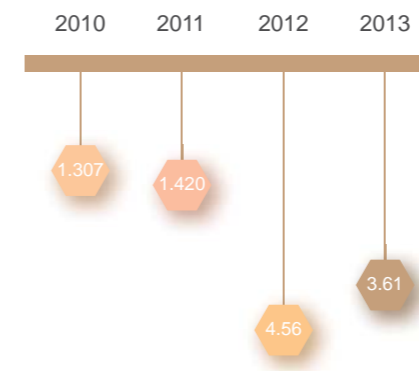
Prof. Jianjun Tian, mineral processing expert from Australia, giving lectures to employees of Tibet Huatailong

Community Welfare

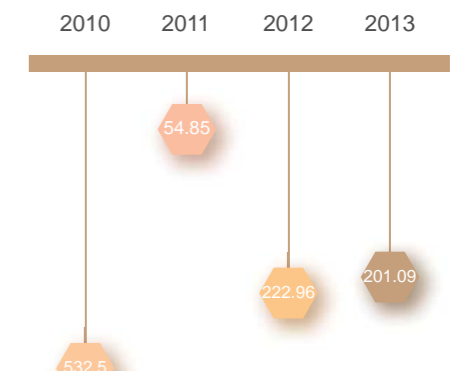
With a commitment to "Harmonious mutual development to benefit the locality", we extend active presence in public welfare undertakings, advocate integrity and impartiality by own actions and root ourselves in the masses for return to the community and the benefit of our offspring, aiming at harmonious development with multi-win among individuals, the enterprise and the society. In recent years, the Company joined the efforts of local governments for mutual development, actively participating in public welfare undertakings including local economic development, construction of new pastoral areas, environmental improvement, drought relief, poverty-relief assistance, caring for education, medical donations and tackling the difficulties in employment and potable water of herdsmen. The efforts in jointly building up "Harmonious mine area" and "Harmonious society" have been fully recognized by local governments at all levels and the public.

In 2013, the Company donated a total of RMB 2.0109 million, mainly for supporting local infrastructure, helping impoverished families and students and other programs. In 2013, the Company offered assistances to 332 persons from impoverished families and students.

Total tax Unit:RMB 100 million



Total donation Unit:RMB 10,000



 Illustrative case

Just before the 2013 Tibetan New Year, the leaders of Huatailong led the mass work department personnel to visit the 57 key families and 28 poverty-stricken families in Jiama Town, and 13 key families and 8 poverty-stricken families in Zhaxigang Town, and gifted serious wishes for the festival. They totally sent 36 bags of rice, 106 buckets of colza oil, 212 bundles of brick tea and 106 pans, totally valuing over RMB 50,000 Yuan. In addition, since 2011, Huatailong established "one-to-one" assistant with the households enjoying the five guarantees in the village, and in Sep. 2013, extended the assistant activities from senior management to deputy titles of the Company. It strived to actually solve the problem of food and clothing of masses, improve the ability of poverty-stricken masses to achieve prosperity, solve problems of masses truly and work toward common prosperity.



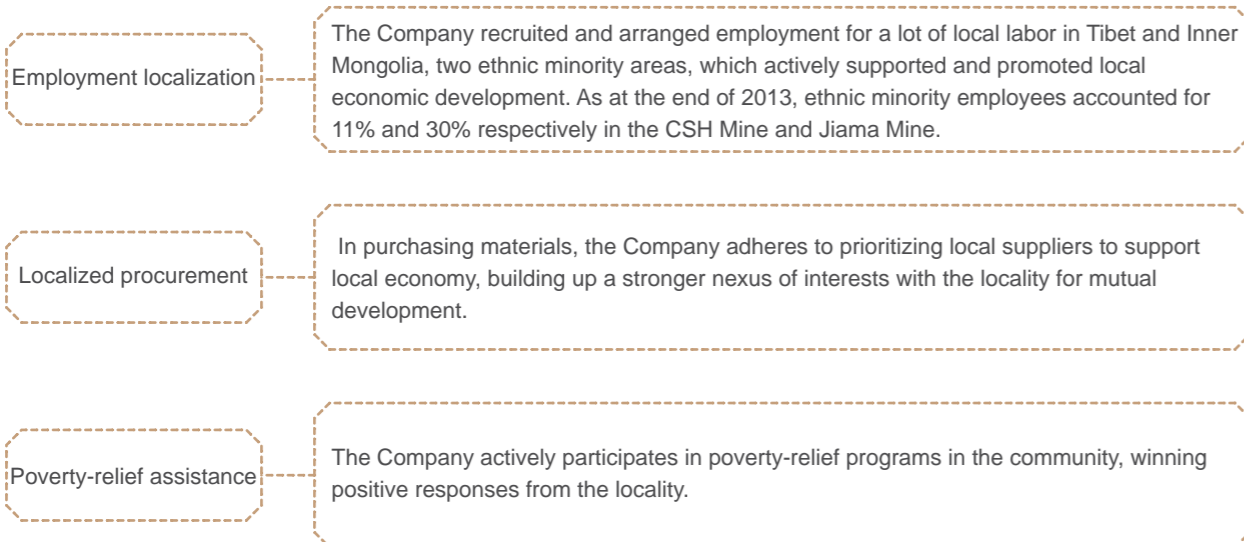
 Tibet Huatailong "Correspondent Support" activity



 Tibet Huatailong' s condolences activity in Tibetan New Year


● Fuelling the community development

The Company adheres to the win-win concept for the enterprise and the locality, considering local interests when developing its mines and supporting local economic and social development in terms of environmental protection, employment, taxation, etc. In 2013, the Company paid total tax of RMB 361 million.



 Illustrative case



 Mr. Xin Song, Chairman of China Gold International, visiting household and employees in economic difficulty in Jiama Town

After the water supply system of Qianjin village in the north of Tibet Huatailong was damaged naturally in May, 2013, the Company has paid great attention to the water problem for 36 households totally 196 villagers. After field investigation and research of company leaders and relevant departments, the Company decided to connect the domestic water from Xingfu Apartment to the western entrance of Qianjin Village. The entire construction length is 1,927m, and the water supply pipeline adopts ϕ 75PE hot melting pipes. Meanwhile, to prevent the villagers from being impacted due to the frozen pipelines in winter, the Company built a valve chamber with diameter of 2m on the eastern entrance of Qianjin village. To enable the villagers to use the tap water as soon as possible, the Company only spent 10 days to finish the entire line, costing totally 280,000 Yuan. Through endeavor of the Company, the clean tap water is connected to every household of the village. The Company is spoken highly of by Jiama Township Government and villagers in Qianjin Village.


● Promoting the development in ethnic areas

The Company places great emphasis on maintaining ethnic unity with a goal to "Construct a mine to support local economy for local harmony", sparing no efforts in supporting the economy of ethnic areas when carrying out resource development there.

 Illustrative case

Inner Mongolia Pacific Mining Phase II expansion project is an important project to promote the scientific and sustainable development of China Gold International. The project, with total investment of 933 Million Yuan, was completed in Aug. 2013. After putting into operation, the daily ore processing volume of Pacific Mining is increased to 60,000 ton from former 30,000 ton. The important indexes of capacity, output and profits will be improved greatly by the end of the "twelfth five-year" plan. The completion of Inner Mongolia Pacific Mining Phase II will not only add new power for China Gold International to completely realize the strategic objective of the "twelfth five-year" plan, but also add new power to the local and regional economic development. Meanwhile, it marks that Inner Mongolia Pacific Mining will become the gold mine with largest gold output in North China, and the Company will enter new development stage.



 Panorama of Inner Mongolia Pacific' s newly completed Phase II crushing system

Appendix: China Gold International Social Responsibility Key Performance Indicator

	Unit: RMB	2013	2012	2011	2010
Honest operation					
Head office contract performance rate	%	100	100	100	100
Subsidiary contract performance rate	%	100	100	100	100
Total sales income to top five customers	RMB100 million	19.01	21.61	20.54	10.01
Proportion of total sales income to top five customers to all operating income	%	100	100	100	100
Proportion of debts to top five creditors to total debts of the Company	%	90.57	82.21	83.32	83.94
Environmental protection and energy conservation					
Environmental investment (including tailings treatment, dust removal, sewage treatment, environmental monitoring and land reclamation)	RMB100 million	2.52	0.39	2.03	2.55
Percentage of environmental investment in total investment of newly constructed mines	%	24.22	14.49	35.10	10.55
COD (chemical oxygen demand) emission	ton	8.14	8.32	8.5	8.7
Sulfur dioxide emission	ton	44.93	46.01	46.89	47.87
Comprehensive energy consumption per ton for mineral processing (Huatailong)	kwh	47.97	54.79	38.83	38.83
Total water consumption	10,000 ton	689.1	432.4	154.2	121.4
Including: New water	10,000 ton	129.8	95.4	23.2	25.4
Recycled water	10,000 ton	3,416	3,232	130.9	96.0
Water consumption per RMB10,000 output	ton	15.89	9.53	10.97	13.7
Water consumption per ton of ore	ton	0.13	0.28	0.38	0.163
Accrued expenses for reclamation for reclamation costs	RMB 10,000	120	120	120	120
Number of environmental pollution accidents	Number of times	0	0	0	0
Safety production					
Safety investment	RMB 10,000	5,657	1,724	840	1,211
Death toll of employees in production	Person	0	0	0	0
Fatality rate for million-ton production	Person/million ton	0	0	0	0
Major equipment accidents	Number of times	0	0	0	0



Major fire and explosion accidents	Number of times	0	0	0	0
Major traffic accidents	Number of times	0	0	0	0
Special equipment inspection rate	%	100	100	100	100
Special equipment inspection qualified rate	%	100	100	100	100
Loss accidents of explosives and hazardous chemicals	Number of times	0	0	0	0
Serious spill accidents of explosives and hazardous chemicals	Number of times	0	0	0	0
Safety education and training sessions	Number of times	226	31	30	14
Safety education and training participants	Number of times	6,251	4,100	2,620	1,870
Safety education and training rate for employees	%	100	100	100	100
Employees' interests					
Total employees	Headcount	1,527	1,271	1,148	1,004
Female employees	Headcount	327	239	237	194
Ethnic minority employees	Headcount	333	346	297	231
Employees at primary managerial positions and above	Headcount	264	148	140	111
Including: Female employees	Headcount	40	37	33	31
Employment contract signing ratio	%	100	200	100	100
Employee social insurance coverage ratio	%	100	200	100	100
Annual recruits through open recruitment	Headcount	426	191	251	296
Including: Hires newly graduated from universities and colleges	Headcount	14	72	62	43
Experienced hires	Headcount	313	119	189	253
Total training participants	Headcount	1,238	1,117	1,341	1,483
Annual promotions in professional titles	Headcount	75	68	38	147
Annual promotions to expert-level senior engineers	Headcount	0	2	13	11
Occupational disease cases at year end	Case	0	0	0	0
Additional occupational disease cases in the year	Case	0	0	0	0
Technology progress					
Total input in scientific research	RMB 10,000	6,890	4,425	N/A	N/A
Number of new patents	item	3	0	N/A	N/A
Scientific and technological achievements	item	27	2	1	1
Scientific research programs undertaken	item	9	10	4	4



Harmonious win-win					
Total tax	RMB100 million	3.61	4.56	1.42	1.31
Total procurement of materials	RMB100 million	3.17	2.34	5.61	3.25
Including: Procurement under social responsibility	RMB100 million	0.38	0.29	0.68	0.52
Percentage of procurement under social responsibility	%	10.94	10.57	12	16
Total donation	10,000 RMB	201.09	222.96	54.85	532.5
Assistances to impoverished families and students	Headcount	332	410	198	181



Rating report

Rating Report of Social Responsibility Report 2013 of China Gold International Resources Corp. Ltd

Entrusted by China Gold International Resources Corp. Ltd, Research Center for Corporate Social Responsibility Chinese Academy of Social Sciences (hereinafter referred to as "Center") selected experts from "Rating Expert Committee of China Enterprise Social Responsibility Report" to form rating team to carry out rating to *Social Responsibility Report 2013 of China Gold International Resources Corp. Ltd.* (hereinafter referred to as "Report").

I. Rating Basis

Compilation Guide of China Enterprise Social Responsibility Report (CASS-CSR 3.0) is Rating Standard for China Enterprise Social Responsibility Report (2014).

II. Rating Process

1. Procedural assessment team interviews the staffs of Social Responsibility Department of China Gold International Resources Corp. Ltd.
2. Procedural assessment team examines relevant data of social responsibility report compilation process of China Gold International Resources Corp. Ltd. and its subordinate enterprises on site.
3. Procedural assessment team evaluates the management process of enterprise social responsibility report and the disclosure contents of the Report.

III. Rating conclusions

Procedure (★★★★)

President Secretary Division of Comprehensive Office of the Company takes the lead to establish report compilation group, and the leaders in high management participate in compilation promotion and report approval; the compilation group identifies the interested parties, and defines the substantive issues of major company issues, relevant national policies, industry benchmarking, etc.; it plans to release the report in the official website, and report it in form of printing materials, electronic version, Chinese and English version, etc. with excellent process presentation.

Substantiality (★★★★☆)

Report systematically disclosed critical issues in general mining industry like "digital mine construction", "occupational health management", "safety production", "environmental management system", "R&D and Application of environmental technology and equipment", "emission reduction of three wastes", "mining area conservation, tailing disposal and mining area ecological protection" with leading substantiality presentation.

Integrity (★★★★)

Report disclosed 70.0% core indexes of general mining industry from "responsibility management", "environmental protection and energy saving", "safety production", "employee right and benefit", "scientific and technical innovation", "harmony and win-win" with excellent integrity presentation.

Balance (★★★★)

Report disclosed the negative data information like "work accidents death number", "injured rate of 1000 workers", "occupational disease number", etc., and states the investigation process of safety production hidden danger of subsidiary corporation and its rectification effect. The balance presentation is excellent.

Comparability (★★★★)

Report disclosed the historical data over 3 years of 69 key performance indexes like "total tax payment", "safety investment", "environmental protection input", "total external donation" with excellent comparability presentation.

Readability (★★★★☆)

Report has clear framework, fluent word, full and accurate examples; rich expression methods of figures and tables, complements each other with words presentation; exquisite type-setting, selects gold as the main color which complies with the industry features, increased the readability of the report, and the readability presentation is in leading position.

Innovativeness (★★★★)

Report shows the responsibility practice of subsidiary corporation with adoption of rich examples and figures in form of independent sub-report to supplement the report contents, which is convenient for comprehensively understanding the enterprise responsibility performance by relevant parties, and it has excellent innovation presentation.

Overall ranking (★★★★)

Through assessment by the rating team, Social Responsibility Report 2013 of China Gold International Resources Corp. Ltd. is Four-Star Level and an excellent enterprise social responsibility report.

IV. Suggestions for improvement

1. Increase the disclosure of industry core indexes to improve the report integrity.
2. Increase the disclosure of enterprise negative data information to further enhance the report balance.
3. Strengthen the management of report process to increase the degree of participation of the interested parties.

Rating group

Team leader: Zhong Hongwu, Director of Enterprise Social Responsibility Research Center of Economics Department of Chinese Academy of Social Sciences

Members: Chen Honghui, Professor of Lingnan College, Zhongshan University

Fei Jiahang, Senior Manager of Shenzhen Stock Exchange

Fang Xiaojing, Wang Mengjuan, Procedural Evaluators of the Center

Peng Huagang(Signature)

Chairman of Rating Expert Committee
Standing vice chairman of the Center

Zhong Hongwu (Signature)

Rating Team Leader
Director of the Center





FEEDBACK FORM

Dear readers:

Thank you for taking time to read this report. To improve our practices and capabilities in fulfilling corporate social responsibility, we particularly invite you to take some time evaluating this report and providing your valuable comments and suggestions, so as to support its continuous improvements. Please kindly complete the following questionnaire and send the feedback to us.

1. Overall evaluation of the report (please mark "√" in appropriate positions)

- (1) Does it give a complete and accurate view of the status of Company's corporate social responsibility work? ()
- (2) Does it address and disclose the issues of concern of the stakeholders? ()
- (3) Does it disclose clearly organized, accurate and complete information and data? ()
- (4) How about its readability, namely the logic of main line, content structuring, wording and layout design? ()

2. In your opinion, which parts/aspects are you most satisfied with?

3. In your opinion, which kind of information in your need is not reflected in this report?

4. Do you have any suggestions on our future work as to social responsibility practices and the corporate social responsibility report?

If convenient, please leave your contact information.

Name: _____ Occupation: _____
Employer: _____ Contact address: _____
Postcode: _____ Email: _____
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2013

内蒙古太平矿业有限公司社会责任报告

Inner Mongolia Pacific Mining Corp. Ltd.

Social Responsibility Report



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。2013年长山壕矿年产黄金4.23吨,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

2013年,内蒙古太平矿业在中国黄金国际资源有限公司的正确指导下,在地方各级政府的大力支持下,秉承“科学发展、保护环境、开拓创新、追求卓越”的企业精神,以“开发一座矿山,美化一片环境,带动一方经济”为经营追求,凭借着科学的发展理念和标准化的管理模式,在矿业开发、资源利用、安全生产、环境保护、社会责任等方面取得了优异的成绩,得到了社会各界的充分肯定。

今后,太平矿业将以“十八大”精神为指导,以群众路线教育实践活动为契机,担当责任、自我加压,按照集团公司“十二五”发展规划的总体战略部署,继续以科学发展观为统领,积极践行社会责任,为实现经济效益和社会效益共赢的目标努力奋斗!

董事长、党委书记:

A handwritten signature in black ink, appearing to be '林志平' (Lin Zhiping), written in a cursive style.

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环保绿化

案例

2011至2013年，公司在绿化美化工程方面共计投入1,620万元，种植乔木6,184棵、灌木14,409丛、地被67,900m²，播种草籽22万m²，绿化面积达到了可绿化面积的90%以上。进行厂容厂貌美化：新建公司大门、休闲区、人工湖、凉亭、长廊、蒙古包、雕塑、办公楼红旗广场、蘑菇亭、硬化道路等。极大地改善矿区生态环境，为员工创造了一个文明和谐、环境优美的工作和生活环境。2013年，公司被国土资源部正式确定为第三批国家级绿色矿山试点单位并授牌，并被内蒙古自治区绿化委员会授予全区绿化模范单位荣誉称号。

2013年5月份，公司投入资金98万元，对已废弃的西南排土场进行覆土植被，覆土量约76,400m³，播撒草籽2,000斤，面积约为14.45万m²。

截止到2013年6月份，公司矿山环境保护与综合治理共投入2028.44万元。



① 办公区休闲广场

② 复垦初见成效

③ 排土场复垦播撒草籽

④ 道路两侧绿化带

太平矿业所在的长山壕地区常年干旱少雨，二期建设及投产后的生产用水将非常困难。面对制约驻地生产的严峻自然条件，公司与地方水务部门协调，在他们修建的水库中间，投资修建了两口深度为 12 米的水源井，铺设输水管线 3.5 公里，沿途为广大牧民接通了自来水，解决他们的生活用水。这项工程年供水能力达到 300 余万立方米，为公司的健康持续发展夯实了水源基础。此外，公司还义务为水库清淤，这既能解决地方政府头疼的河道清理问题，清理出来的淤泥又能用作公司堆浸底垫所急需的公司周边地区没有的粘土。



① 水源地

② 水库水井

③ 水库余晖

公司领导高度重视，通过各部门层层签订职业健康安全环保目标责任书，认真组织员工岗前安全培训，组织安全演练，执行作业现场隐患排查治理，执行险肇事故分析制度，实行安全生产正向激励机制，开展“安全生产月”活动等多种形式，促进安全发展。

2013 年 6 月是全国第 12 个安全生产月，在安环部的认真筹备和精心组织下，公司全员参与，安全生产月活动形式多样、精彩纷呈。各种专项培训、应急演练、知识竞赛的开展，进一步增强了广大职工的安全意识，成为公司安全文化的重要组成部分。

公司安全文化长廊于 2013 年 10 月建成，总长 38 米，包括公司的安全理念、安全生产方针、安全生产目标、员工安全行为准则、光荣榜、员工作品等 17 大块版面的内容。

通过安全文化长廊的建设和更新，及时宣传受到表彰的安全生产先进集体和先进个人，也曝光在安全检查中发现的员工个人违章行为以鞭策后进，形成公司好的安全文化氛围。

公司安全文化建设的目的在于通过安全文化建设这种“软”力量，创造一种良好的安全人文氛围和协调的人机环境，对人的观念、意识、态度、行为等形成从无形到有形的影响，从而对人的不安全行为产生控制作用，以达到减少人为事故的效果。使员工建起自护、互爱、互救，心和人安，以公司为家，在员工的心灵深处树立起安全、健康、高效的个人和群体的共同奋斗意识。



安康杯知识竞赛

滑坡应急演练培训

整齐的矿坑边坡

安全文化长廊

案例

2013年5月6日上午，公司邀请巴彦淖尔市消防队来我公司营地，对公司员工进行了主题为“守护生命安全、消除火灾隐患”的现场消防讲座。消防队员向大家介绍实用的消防安全常识，并带领公司员工进行系统模拟训练。除此之外，发现火灾灾情，及时报警也是必要的救援方式，对于如何正确报警，消防队员也是带着员工在火灾报警体验系统上进行了具体的学习。



● 巴彦淖尔市消防队现场消防讲座

案例

为增强员工的自救互救意识和技能，2013年1月30日，公司对各部门负责人及其部分成员进行了突发疾病应急抢救知识培训。

培训由综合办公室组织，医务室医务工作者利用模拟人现场讲解。从突发疾病出现的机理到迅速判断发病者的生命体征，从人工呼吸等常用抢救方法到绷带、担架、纱布等抢救器械的使用，从速效救心丸等药物的使用到抢救中自我的保护，医务工作者们讲的生动具体，广大员工听得认真仔细。期间，部分员工在医务工作者的指导下进行了现场抢救体验，进一步学习了突发疾病应急抢救知识，提高了自身素质。



① 医疗培训



② 急救知识培训

案例

2013年9月11日至13日，北京中水卓越认证有限公司和卡狄亚标准认证（北京）有限公司专家审核组一行4人，按照GB/T19001：2008idt ISO9001:2008标准、GB/T24001：2004idt ISO14001:2004标准、GB/T28001-2011以及相关法律法规等其他要求，对我公司进行了三项体系国内国外双认证获证后第一次监督审核。

三天时间里，审核组根据审核计划，对公司领导层及各部门进行了认真细致的审核，并宣布我公司通过此次审核。

公司领导和全体员工围绕三项体系的各项要求，通过自查、整改、复查等相应措施，开展了大量富有成效的工作，今年通过认证后第一次监督审核，标志着公司的管理水平又迈上了一个新台阶，在国际化道路上迈出了坚实的一步。



● 三项体系审核

科技创新

案例

内蒙古太平矿业的采选工艺为国内首屈一指的大规模露天开采和国际国内最先进的堆浸工艺。堆浸场采用大型分层筑堆方式，进行埋管滴淋，既减少了水分蒸发，又保证了矿山在北方寒冷地区全年生产运营。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，有效地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 and 环境保护的典范；先进的黄金处理设备及破碎设备是国际标准的高效节能设备，有效地降低了生产成本，提高了生产效益，开创了国内低品位金矿床开发利用的先例。



① HP800圆锥破碎机



② 堆浸场远景



③ 堆浸场

2013年，内蒙古太平矿业有限公司采用新购置的反循环钻机对堆浸矿石进行钻孔取样。试验选取60米层级的滴淋片编号为6-01，分别钻取原矿样品、滴淋后90天样品、滴淋后180天样品；对上述样品进行分析计算后，滴淋90天后浸出率达到51.50%，浸出180天后浸出率可以达到54.06%。

活性炭在使用中会产生炭粉，虽然对于大部分活性炭粉已经做到了完全回收，但是吸附槽中活性炭粉的回收一直是弱项。经研究发现，吸附槽中活性炭粉回收的瓶颈在于活性炭筛分作业上，原有的圆振筛基本上起不到预先筛分效果。

对此，将圆振筛更换为直线筛，并且更换筛网为14目，技术改造完成后，直接使得选冶厂的贵液流速由增加300m³/h。

吸冶车间预磨新炭后，炭粉经炭沟外排，容易造成环境污染，并影响公司形象，部分炭粉还可能进入工艺流程。对此，选冶厂在厂区内新建一个粉炭池，集中回收预磨产生的炭粉，彻底杜绝炭粉外流，回收的炭粉还具有一定的经济价值。同时于2013年6月，在吸冶车间外新建一套新炭预磨设施，将预磨工序与流程工艺分开，彻底解决新炭粉进入流程的问题。



① 除尘设备 ② 打开和关闭的电解槽 ③ 调度指挥中心中控室 ④ 化验室一角

内蒙太平将2013年的主题定为“企业管理、降本增效年”，并确定了全年降本增效奋斗目标，制定了切实可行的措施。优化生产指标，优化采矿作业，加强设备维修，加大修旧利废力度，加大管控力度，向精细管理要效益，大力提倡维修和工程自主施工，重点抓好大宗物资采购工作。

公司坚持“原则上所有维修不外包”。要求各单位列出本单位维修清单，明确维修项目，维修方式。只对部分技术要求高，危险性大的维修工作适当外包。比如，在绿化美化方面将公司所有绿化区域划分至各部门，实行分片承包，负责养管；提前与选冶厂、破碎厂、机修厂沟通，为绿化区域铺设供水管路，确保浇灌及时，以保证提高成活率。同时加强对绿化公司的日常监督管理，减少水的浪费。



① 修旧利废之格筛改造 ② 公司员工对绿化区养管 ③ 新建混装炸药厂

员工权益

案例

为了更好的配合公司的发展目标,提升员工素质,增强员工对本职工作的能力与对企业文化的了解,并有计划地充实员工的知识技能,发挥员工潜在的能力,建立良好的人力关系,进而发扬本公司的企业精神,公司逐渐加强员工培训力度,丰富培训内容,有效地为公司培养了大批优秀人才。

2013年,公司对员工进行安全培训 247 人次,消防培训 247 人次,岗前培训 195 人次。同时,公司还安排多名员工参加了特种设备上岗培训,矿山地质环境治理培训,安全兼职培训教师培训,失业动态监测培训,女职工职业健康培训等多项培训,极大的提高了员工的整体素质。



① 公司生产技术部人员专业培训 ② 慰问困难职工 ③ 职业技能比赛 ④ 户外活动

⑤ 文艺演出 ⑥ 宿舍走廊活动器材 ⑦ 活动中心 ⑧ 矿山蔬菜大棚

案例

在每年六月份,公司组织全体职工进行免费体检,发现病患及时帮扶治疗,2013 年体检 600 余人。为了解决广大职工看病难,公司与包头北方医院签订合作协议,设立了医务室,由北方医院派遣医务人员为广大职工诊治,免费领药,仅此一项公司每年投入达 40 余万元。公司还给每位女工办理了特病保险,当女工患有妇科类疾病时,可以得到一定额度的赔偿。同时,公司还设立了职工心理咨询室,为广大职工排除心理障碍,确保了广大职工的身心健康。



● 女职工健康讲座

和谐共赢

案例

公司与驻地苏木、嘎查沟通联系,调研周边贫困牧民症结所在,解决实际问题,用心从事扶贫事业。改变单一的捐款、捐物方式,“授人以渔”,策划致富项目,增强纳入公司帮扶计划牧民家庭的“造血”功能,利用好每一份资金,切实做到让受助牧民脱贫致富。



● 慰问牧民



2013年6月20日，为农历5月13日，是新忽热苏木蒙古族同胞祭敖包活动举办的日子，内蒙古太平矿业驻地政府邀请参与这项一年一度的盛会。

祭祀现场，焚香袅袅，人头攒动，牧民们在日出之前便着盛装赶来。伴随着太阳的升起，祭祀仪式开始。参与祭祀的牧民手持焚香、烈酒，绕敖包而行，虔诚祈祷风调雨顺、牛畜兴旺、国泰民安。

近年来，太平矿业与驻地政府友好共建，支持地方经济文化建设，同时公司的生产建设也离不开广大牧民的支持，参与祭敖包这类的民俗是公司“企地和谐共建”活动的重要组成部分，这对增进公司与牧民之间的感情、维护社区社会稳定等方面有着重要意义。如今，公司员工会自发前来敖包与广大牧民一起联欢，一同祈祷，我们公司也成为了祭敖包活动的自然参与者。



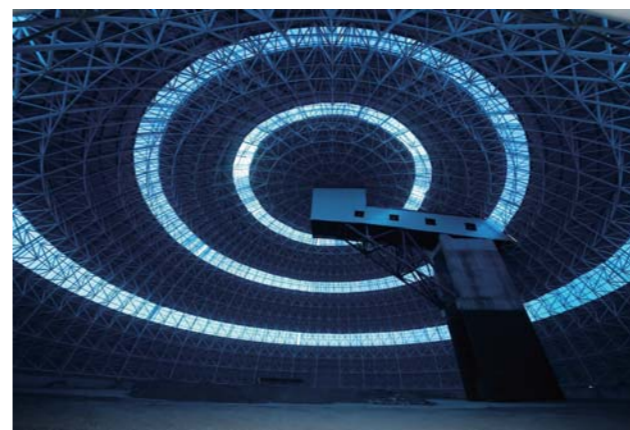
敖包祭祀



乌拉特中旗最大敖包

内蒙太平二期项目建设期间各参建队伍克服恶劣气候条件、外部运输和材料供应等诸多困难，并于上年10月份开展了为期100天的冬季会战，在零下30度的严寒中施工。春节期间参建人员放弃与家人团聚，春夏之交战风沙，确保工程连续施工，保证重点工程节点进度。通过优化投资和优化施工，推动建设项目快速建设，保证了工程建设目标的基本实现。在公司全体同仁奋力拼搏下，经过各参建单位的不懈努力和艰苦奋斗，扩建工程在短短一年时间完成总体投资，准时实现了中金国际制定的投料试车目标。

扩建工程不仅会为公司带来巨大利益，同时也能够对公司驻地的经济发展起到积极促进作用：基建高峰期增加当地就业200余人，项目建成后上缴税费每年将达4亿元左右。



二期扩建工程储矿仓内部



扩建工程施工中的1#皮带廊



扩建工程施工中的筛分车间全景

Company Profile

Inner Mongolia Pacific Mining Co., Ltd (formerly Ningxia Pacific Mining Co., Ltd) is a Chinese-foreign cooperative enterprise founded in April 2002 by China Gold International Resources Corp. Ltd. (formerly Jinshan Gold Mines Inc.) and Ningxia Nuclear Industry Geological Exploration Institute (formerly 217 Group of Northwest Nuclear Industry Geology Bureau), wherein China Gold International Resources Corp. Ltd. owns 96.5% of the shares while Ningxia Nuclear Industry Geological Exploration Institute occupies 3.5% of the shares. The company registered in Xinhure Sumu, Urad Middle Banner, Inner Mongolia, mainly engages in operating Changshanhao Gold Mine of which the annual gold productivity was 4.23t in 2013 and which is the largest gold heap leaching mine in Northern China.

Inner Mongolia Pacific Mining Co., Ltd. positively and actively undertakes the social responsibilities of promoting social progress, local economic construction, staff development, environmental protection, harmonious development, etc., and meanwhile scientifically and reasonably develops, utilizes and protects resources according to the requirement and arrangement of the governments at all levels so as to convert the resource superiority to the economic advantages and struggle for converting the social responsibilities to the motive force and the long-term interest for the development of the enterprise. Furthermore, Inner Mongolia Pacific Mining Co., Ltd. monitors, operates and manages the mines according to the international standards so as to devote itself to establishing the domestically first-class and internationally advanced green environmental gold mine and further contribute to the harmonious development of the local economy.



Message from the Chairman



In 2013, under the correct guidance of China Gold International Resources Corp. Ltd. and under the strong support of the local governments at all levels, Inner Mongolia Pacific Mining Co., Ltd. inherited the enterprise spirit of "scientific development, environmental protection, pioneering and innovation, excellence pursuit", regarded "developing one mine, beautifying an area of environment and driving the economic development of one place" as the operation concept and accordingly obtained excellent performance in the fields of mining development, resource utilization, safety production, environmental protection, social responsibility, etc., thus highly appreciated by all sectors of the society.

In the future, Inner Mongolia Pacific Mining Co., Ltd. will regard the spirit of "the 18th National Congress of the Communist Party of China" as the guidance, seize the opportunity of mass educational practice activities, undertake the relevant responsibilities and self-pressurized, and continue to root on the scientific development perspective according to the overall strategic deployment of "the Twelfth Five-Year" development program of the group company as well as positively practice the social responsibilities, thus making arduous efforts to achieve both the economic benefit and the social benefit.

Chairman:

A handwritten signature in black ink, appearing to be "林浩" (Lin Hao), the Chairman's name.

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Environmental Protection and Greening

Case

Between 2011 and 2013, the company totally invested RMB 16.2 million to plant 6,184 arbors, 14,409 shrubs, 67,900 m² ground covers and sow 220,000 m² grass seeds for the greening and beautification project, thus making the green area reach over 90% of the total afforestation area. Meanwhile, this company also newly constructed the gate, leisure area, artificial lake, pavilion, gallery, mongolian yurt, sculpture, red flag square of the office building, mushroom pavilion, rigid road, etc. in order to beautify the plant areas. Furthermore, this company also maximally improved the ecological environment of the mine so as to create a civilized, harmonious and beautiful working and living environment. In 2013, this company was officially identified by the Ministry of Land and Resources as the third group of national green mine pilot units and awarded with the plaque. Meanwhile, this company was also awarded with the honorary title of Greening Model Unit in the whole Inner Mongolia Autonomous Region by the Afforestation Committee of the Inner Mongolia Autonomous Region.

In May 2013, the company invested RMB 980,000 to plant vegetations at the southwest waste dump with a 76,400 m³ total amount of covering earth and a 1,000 kg grass seeds occupying for 144,500 m² waste lands.

Till June 2013, the company totally invested RMB 20,284,400 for the environmental protection and the comprehensive treatment of the mine.



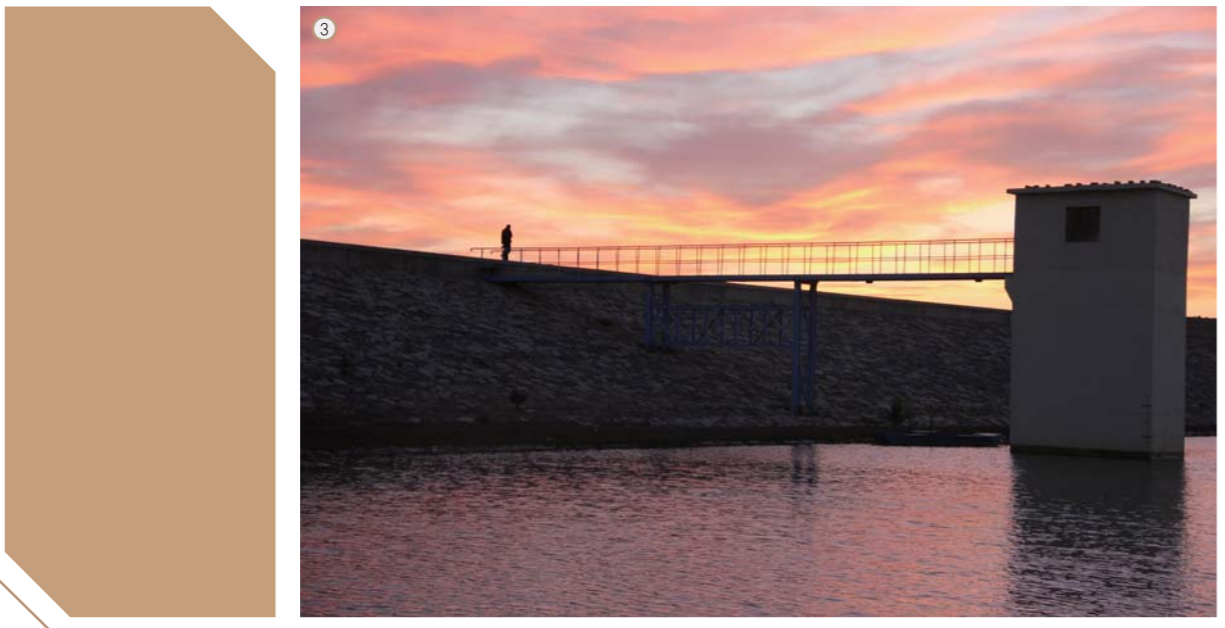
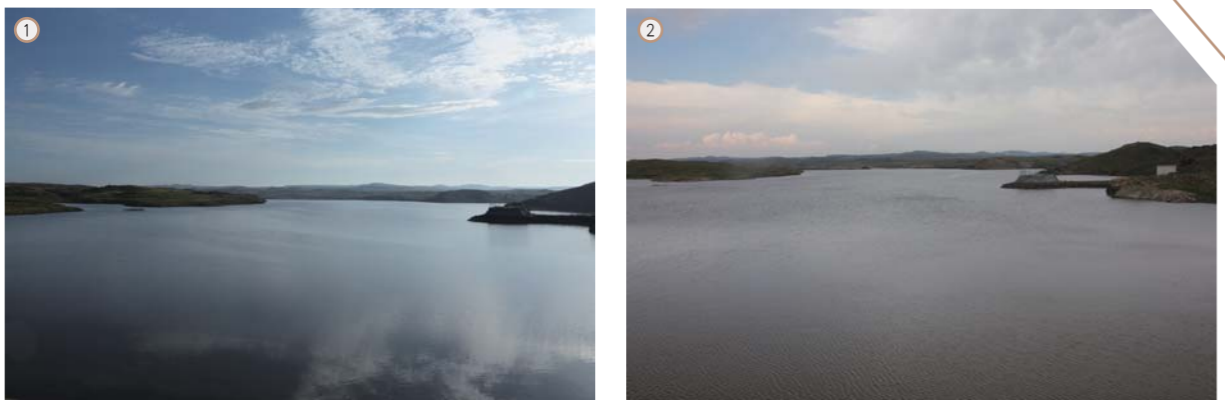
① Leisure square at office area

② Reclamation winning initial success

③ Reclamation of waste dump – sowing grass-seeds

④ Green belt along the road

Changshanhao region where the Inner Mongolia Pacific Mining Co., Ltd. is located is drought and has less rainfall all the year around, so it is difficult to supply the production water for the second-stage construction and after the mine is put into production. Facing such severe natural conditions that restrict the local production, this company has coordinated with the local water department to construct two water source wells with the depth of 12m among the reservoirs constructed thereby and meanwhile laid a waterline with the length of 3.5 km in order to connect the water supply for the herdsmen and accordingly solve their domestic water problems. Furthermore, the annual water supply capacity of this project reaches about 3 million m³, thus laying a water source foundation for the sustainable and sound development of this company. Additionally, this company positively and voluntarily dredged the reservoirs, thus not only solving the channel cleaning problems for the local government, but also solving the clay shortage problems for the company through using the dredged sludge as the clay for the heap leaching wad.



① Water source region ② Reservoir and water wells ③ Sunset glow at the reservoir

The leaders of this company pay high attention to the responsibility document signing of occupational health, safety and environmental protection through requiring various departments, carefully organize the staff to participate in the pre-job safety trainings and the safety exercises, execute the hidden danger checking control in the working site and the accident analysis system, implement the positive incentive mechanism for the safety production and carry out various activities such as "safety production month", etc. in order to promote safe development.

June 2013 was the 12th national safety production month, and under the serious preparation and the careful organization of the Safety and Environmental Protection Department, all staff of this company positively participated in the wonderful and multitudinous activities in the safety production month. Various special trainings, emergency exercises and knowledge contests were carried out in order to further strengthen the safety awareness of the staff. Therefore, such activities have become an important part of the safety culture of this company.

The safety culture gallery of this company with a total length of 38m was completed in October 2013, including 17 layouts, such as safety philosophy, safety production policy, safety production objective, employee safety behavior standard, honor roll, employees' works.

Through construction and updating of the safety culture gallery, the advanced collectives and the advanced individuals for the safety production can be timely propagandized and commended, and meanwhile the individual violation behaviors can be also exposed during the safety check for further improvement, thus forming a good safety culture atmosphere for the company.

The purpose of the safety culture construction of this company is to create a good safety humanistic atmosphere and a harmonious man-machine environment through such "soft" strength ---- safety culture construction in order to influence the concept, awareness, attitude, behavior, etc. of human from an intangible way to a tangible way and further control the generation of people's unsafe behaviors as well as accordingly achieve the effect of reducing human error accidents. Furthermore, the safety culture construction also aims at enabling the staff to have the awareness of self-protection, mutual love, buddy aid, human safety and belongingness, and establishing the safe, healthy and efficient individual and collective common endeavor awareness at the deep heart of the staff.



Ankang Cup Competition



Landslide emergency training



Neat mine slope



Safety culture Gallery

 Case

May 6, 2013, Bayannur's fire department was invited to the company, giving a fire protection lecture themed as "Guarding Life Safety and Eliminating Fire Risk" to the staff. The firemen introduced the practical fire safety common sense and guided the staff to participate in the system simulation training. Additionally, the firemen told the staff that in case of discovering fire disaster, the timely alarm is also a necessary rescue method. As for how to correctly alarm, the firemen also guided the staff to learn the specific operations on the fire alarm experience system.



● On-site firefighting training provided by Bayannur city fire department

 Case

In order to strengthen the self and mutual medical aid awareness of the staff, the company carried out the emergency rescue knowledge trainings concerning sudden diseases for the responsible persons of various departments and part of the members thereof on January 30th, 2013.

Such trainings were organized by the General Office and the medical staff of the dispensary site on the medical aid details through dummy man. The medical staff specifically and vividly explained the contents from the emerging mechanism of sudden diseases to the rapid judgment of the patients' vital signs, from such commonly used methods as artificial respiration to the application of such rescue instruments as bandage, stretcher and gauze, from the usage of Quick Acting Heart Reliever, etc. to the self-protection during the rescue process, and the staff also carefully listened to these medical aid contents. In the training, part of the staff experienced the field rescue under the guidance of the medical staff so as to further learn the emergency rescue knowledge concerning sudden diseases and improve their self-qualities thereof.



① Medical training



② First aid training

 Case

From September 11 to September 13, 2013, Beijing Zhongshui Brilliant Certification Co., Ltd. and Guardian Independent Certification (Beijing) Co., Ltd. assigned 4 persons to form an expert audit group to carry out the first supervision and verification for our company according to the GB/T19001:2008idt ISO9001:2008 standard, GB/T24001:2004idt ISO14001:2004 standard, GB/T28001-2011 and other relevant requirements of laws and regulations after our company obtained the domestic and international HSE certificates.

During the three days, the audit group carefully and seriously audited the leaders and the departments of the company according to the audit plan, and afterwards announced that our company passed the audit.

The leaders and the staff of the company focused on the requirements of HSE system and carried out a lot of productive work through the corresponding measures, such as self-inspection, rectification, review, so the company successfully passed the first supervision and verification after obtaining the certificates, thus making the management level of the company reach a new stage and enabling the company to firmly step towards the internationalization development.



● HSE system audit

 Technology Innovations

 Case

The beneficiation technology of Inner Mongolia Pacific Mining Co., Ltd. is the domestic supreme large-scale opencast mining process and the internationally and domestically most advanced heap leaching process. Therein, the large-scale layered stacking mode is adopted for the heap leaching yard to conduct the buried pipe drip, thus not only reducing water evaporation, but also ensuring the production and operation of the mines all the year around in the northern cold region. Meanwhile, the pregnant solution pond coverage technology and the totally closed recirculation recycle utilization process have also filled the gap in our country, thus not only effectively reducing water evaporation and waste, but also achieving the zero discharge of the industrial wastewater and making the company become the model for water resource conservation and environment protection in the mining industry. Furthermore, the advanced gold processing and crushing equipment is the international standard energy-efficient equipment, which can effectively reduce the production cost and improve the production efficiency. Therefore, the company sets a precedent for exploring and utilizing the low-grade gold deposits in our country.



① HP800 gyratory cone crusher



② Distant view of heap leaching pad



③ Heap leaching pad

In 2013, Inner Mongolia Pacific Mining Co., Ltd. adopted the newly purchased reverse circulation drill rig to drill the heap leaching ores for sampling. In the test, No. 6-01 drip sheet with the level of 60m was selected, and the raw ore sample, the 90-day dripped sample, the 180-day dripped sample were respectively drilled. According to the analytical calculation of the above samples, the leaching efficiency of the 90-day dripped sample was 51.50% while that of the 180-day dripped sample could reach 54.06%.

Activated carbon can generate carbon powder in use. Although most activated carbon powder can be completely recovered, the recovery of the activated carbon powder in the adsorption tank is always the weak spot during the mining process. According to the research findings, the bottleneck of the recovery of the activated carbon powder in the adsorption tank lies in the activated carbon screening operations, because the existing circular vibrating screen doesn't have prescreening effect.

Therefore, the circular vibrating screen was changed into the linear vibrating screen and meanwhile the screen cloth was changed into the screen cloth with 14 meshes. After the technical transformation, the flow rate of the pregnant solution of the beneficiation-metallurgy plant was directly increased to 300m³/h.

The carbon powder from the newly pre-grounded carbon in the absorption-metallurgy plant is discharged to the outside through the carbon trough, but such discharge operation can easily pollute the environment and influence the company image and meanwhile part of the carbon powder may enter into the technological process. Therefore, a carbon powder pond was newly constructed in the beneficiation-metallurgy plant in order to collect the carbon powder during the recovering and pre-grinding process and further completely prevent the external flow of the carbon powder, wherein the recovered carbon powder also has certain economic value. Meanwhile, in June 2013, a set of new carbon pre-grinding facility was newly installed in the absorption-metallurgy plant in order to separate the pre-grinding process and the technological process and further completely solve the problem of new carbon entering the technological process.



① Dedusting equipment ② Open and closed electrolyzing cell ③ Dispatch and command center central control room ④ Laboratory at mine site

Inner Mongolia Pacific Mining Co., Ltd. set the theme of 2013 as "Year of Enterprise Management and Cost Reducing and Benefit Increasing", confirmed the objective of cost reducing and benefit increasing for this year, and formulated feasible measures, thus optimizing production index and mining operations, strengthening equipment maintenance, repair and recycling, and control efforts to gain benefits from precision management, vigorously advocating independent maintenance and engineering construction, and paying attention to purchase of large-quantity materials.

The company insists on that "none of the maintenance goes for outsourcing by principle", with each unit being required to provide its own maintenance list to clarify maintenance items and methods. Only part of the maintenance which requires high technology with great risk can be properly outsourced. For example, in term of greening and landscaping, the company implements fragment contracting, assigning all the greening areas to each department for maintenance and management; it needs to communicate with smelting factory, crushing factory and machine repair factory in advance to lay out water-supply pipe in the greening area to ensure timely irrigation and increase survival rate. Meanwhile strengthen the daily monitoring on the greening company to reduce water waste.



① Repair old equipment and make use of waste materials - screen modification ② Maintenance of green area ③ New mixed loading explosives plant

Employees' Interests

Case

In order to better cooperate with the company's development target, increase employee quality, strengthen employees' ability for their own works and their comprehension of enterprise culture, enrich employees' knowledge and skill as planned and develop their potential ability, establish satisfying human connections, and then promote the company's enterprise spirit, the company gradually intensifies employees' training and enriches training contents, having effectively cultivated large amount of talents for the company.

The company conducted security training for 247 person, firefighting training for 247 person and pre-employment training for 195 person in 2013. Meanwhile, the company also arranged for many employees on-the-job training for special equipment, training for mining geology environment treatment, security part-time training teacher, and training for dynamic unemployment monitoring, female employee occupational health training and many other trainings, having greatly enhanced employees' overall quality.



① Professional training for employees from production technology department ② Visiting employees in difficulties ③ Technical skills competition

④ Outdoor activities ⑤ Art performance ⑥ Sports equipment in dormitory corridor ⑦ Activity center ⑧ Vegetable greenhouse at CSH mine

Case

In June every year, the company arranges free physical examination for all the employees, treating timely with help if any patient, and there were more than 600 employees having participated in physical examination in 2013. In order to solve the problem of difficulty in receiving medical treatment for most of the employees, the company signed cooperation agreement with North Hospital in Baotou, and set infirmaries. The North Hospital allocate medical personnel to diagnose and treat employees, and the employees can get free medicine, only for which the company invests more than RMB400,000 every year. The company also buys special disease insurance for each female employee, and when suffering from gynecological diseases, female employees can get certain amount of compensation. Meanwhile, the company also sets a psychological counseling room for employees to eliminate psychological obstacles to ensure the physical and psychological health for employees.



● Lecture of women health

Harmonious Win-win

Case

The company communicates with residents of Sumu and Gacha, researching on the crux of surrounding poor herdsmen to solve practical problems and being dedicated to the cause of poverty alleviation. The company changes the single method of money and goods donation, "teaching them how to fish" and plans wealth-acquiring projects, and strengthens the "blood-making" function of herding families which are incorporated into the company's supporting plan, taking well advantage of each capital, and feasibly help the herdsmen to overcome poverty and achieve prosperity.



● Visiting herdsmen



The day on June 20, 2013, namely May 13 in lunar calendar, was the day for Mongols compatriots in Xinhure Sumu to hold Obo festival, and Inner Mongolia Pacific Mining was invited to attend this grand annual meeting by the resident government.

On the worship site, people burned incenses, and the dressed-up herdsmen arrived before sunrise. The worship ceremony started as the sun rises. Herdsmen participating in the worship walked around Obo, holding burning incenses and strong liquor, and earnestly praying for favorable weather, thriving domestic animals and peace and prosperity.

Recently, Pacific Mining Company friendly and jointly construct with the resident government, supporting construction of local economy and culture. Meanwhile the production and construction of the company also rely on supports of herdsmen, and participation of folk-customs such as Obo Festival is a key part of the company's "joint harmonious construction between enterprise and government", which has great significance to promote emotions between the company and herdsmen and maintain social stability in the community. Nowadays, employees of the company spontaneously come to Obo to celebrate and pray with herdsmen, and, of course, our company becomes a natural participant of the Obo Festival.



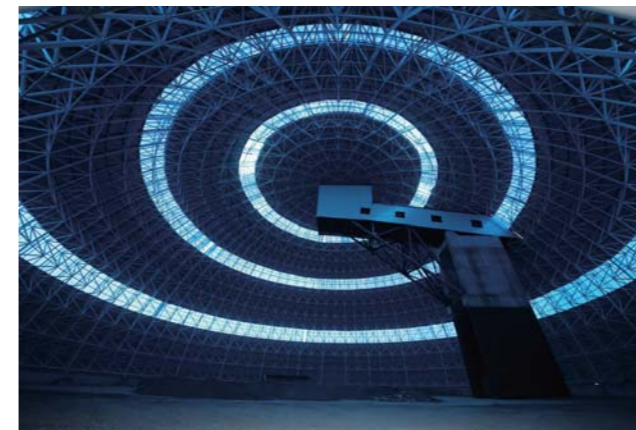
● Obo ritual



● The biggest Obo in Wulate Middle Banner

During the construction of Phase II expansion of Inner Mongolia Pacific Mining, all the construction teams have overcome adverse weather condition, external transportation, material supply and many other difficulties, and launched 100-day-long winter battle in October in the last year, constructing in coldness of -30 degrees. During Spring Festival, construction participants gave up the opportunity to be together with their families, working in wind and sand at the end of spring and the beginning of summer to ensure continuous construction of the project and progress of key project nodes. The company promoted rapid construction of the project and ensured the basic realization of project construction target by optimizing investment and construction. With the struggling of all the company employees and unremitting efforts and arduous struggle of all the construction units, the extension project completed overall investment within only one year, having realized the commissioning target set by China International Capital Corporation in time.

The extension project does not only bring great benefits to the company, but positively promote the economic development of the company-located region: it created local jobs for more than 200 persons during capital construction peak seasons and will pay about RMB 0.4 billion of tax every year after completion.



● Internal view of Phase II expansion ore storage



● No. 1 belt conveyor in Phase II expansion construction



Panorama of screening workshop in Phase II expansion construction



2013

西藏华泰龙矿业开发有限公司社会责任报告

Tibet Huatailong Mining Development Corp. Ltd.

Social Responsibility Report

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，2013年产铜12,847吨。

华泰龙公司自进藏开发建设甲玛以来，积极承担中央国有企业的政治责任、经济责任、社会责任，以“建一座矿山，树一座丰碑”为企业宗旨，秉承“创业、团队、奉献、卓越”的企业精神，按照“投资省，工期短，质量高，环境美，效益好”的总体思路，运用先进技术，加强精细管理，以实实在在的行动促使矿区发展与自然环境更加和谐，树立了央企良好的社会形象。2009年度，甲玛项目被中国地质学会评为十大找矿成果之一，被国际矿业大会授予“中国矿业国际合作最佳开发奖”；荣获中华全国总工会2011年度“五一劳动奖状”；2012年，公司获西藏自治区人民政府授予的“民族团结进步模范集体”称号；2013年，获西藏自治区授予的“全区安全生产先进企业”称号。

董事长致辞



西藏华泰龙矿业开发有限公司作为中国黄金国际资源有限公司在青藏高原的第一家控股企业，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

案例

2013年，华泰龙公司大力开展绿化美化工作，在2012年绿化工作基础上做好查漏补缺工作，对矿区内行了复垦绿化。对尾矿联络路、青年示范林、快乐公寓前及小选厂后护坡植被破坏面、甲玛工贸公司板房后新修护坡及尾矿联络路种植沙棘区等27处绿化点的进行了补种及复垦，完成绿化面积近16万余平米、绿化投资93.97万元（不含工具及化肥2.11万元），矿山面貌发生了新的变化。

此外，华泰龙公司为了保证车间粉尘浓度远低于国家相关标准，对选矿厂产生粉尘的地点全部实施了封闭和高效回收，有效保护了当地脆弱的生态环境。同时还配备多辆洒水车每天不间断地对矿区道路进行洒水降尘，有效避免了车辆行驶时道路扬尘，使员工身心健康得以保证。



● 华泰龙公司大门“扬帆起航”

● 华泰龙公司所在地甲玛乡—松赞干布故里风光



● 甲玛矿区绿化

● 矿区绿色公路

案例

在甲玛项目开发初期华泰龙公司检测发现甲玛矿区牛马塘东沟流域重金属离子超标（主要含铜离子达2,000mg/L），水体酸度强，严重威胁下游流域人、畜、植物的健康。针对这一情况，华泰龙公司立即成立了甲玛东沟矿区水体重金属酸性污水的成因研究及环境治理示范工程项目组，投入 2,700 万元对污水实施治理，经过反复论证和研究试验，最终采取铁屑置换 - 石灰中和技术治理重金属酸性水，使水质达到了国家排放标准。后期不断优化系统流程，使铜置换率提高到 96% 左右，同时排放水水质也得到了显著的改善。此项水处理系统，在确保水质达标排放的同时也回收了大量的铜金属，实现环境效益和经济效益双丰收，在环境治理方面迈出了坚实的一步。



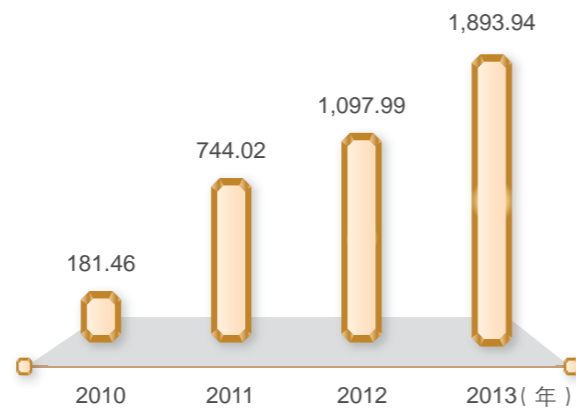
重金属水污染治理车间

安全生产

案例

华泰龙公司高度重视安全投入，严格按照国家标准计提安措费，并有计划地按期投入必要的安全项目。2013 年提取安措费 1,893.94 万元，截至 2013 年累计提取安措费 3,917.41 万元，并监督督促各项安措费投入使用，有效改善了安全管理的硬件设施，切实做到整改措施、责任、资金、时限和预案的“五到位”，保障公司安全生产运营。2013 年公司重大设备事故率为零，重大火灾及爆炸事故率为零，重大交通事故率为零，实现了安全稳定运营的良好局面。

西藏华泰龙公司安措费计提情况（单位：万元）



案例

华泰龙公司为提升民用爆炸物品安全管理水平，完善出台了《西藏华泰龙矿业开发有限公司民用爆炸物品全过程安全监督管理办法》，对公司及涉爆施工单位从民用爆炸物品入库、出库、领用、运输、使用及退库的全过程安全监督管理。积极主动与公安部门寻求合作，将监控系统接入县公安局，签订社爆物品安全管理协定等，让公安系统加入到公司火工品的日常管理中来。通过发挥甲、乙方的共同效应及公安部门第三方监管效应的民用爆炸物品全过程监管机制，连续四年来，建立起了成型的安全管理网络平台，未因业主原因发生任何火工品偷盗、丢失事故，并在火工品管理上获得了宝贵经验，同时也受到区、市、县各级领导多次受到表扬，并经常带队到公司炸药库进行参观学习，为打造全区民爆物品安全管理示范基地打下了坚实基础。



公司消防演练



特种作业操作证

案例

华泰龙公司高度重视对外委施工协作单位的安全监管，如严格安全准入制度，加强施工单位各类证照的真实性确认工作，防止借用、冒用他人资质参与承包工程，严把安全准入关；签订安全生产管理协议书，明确安全责任和义务、安全投入与资金保障、隐患排查与治理，事故应急救援，以及违反协议的责任处理等事项；同时严格执行安全生产风险抵押金制度，按照工程合同总额的一定比例收取外委施工单位安全生产风险抵押金。



● 华泰龙公司召开“加强施工队伍管理，构建和谐甲玛矿区”会议



● 外委施工单位强化安全管理宣誓活动

案例

华泰龙公司 2013 年全年开展多次、多类型安全教育培训，137 人参加自治区安监局组织的安全管理人员培训；206 名涉爆人员参加了县治安大队组织的涉爆人员上岗取证培训；132 人参加由三门峡黄金技校开办的爆破工、电工、焊工、通风工、卷扬工等各类培训且全部考试合格；“三级”安全教育培训人数达 4164 人次。2013 年 9 月，公司邀请中国黄金集团公司三门峡安全培训中心讲师到公司进行全员安全培训、特殊工种培训、班组长以上管理人员安全培训等，1,726 人参加了培训。公司全年开展食物中毒、消防安全、炮烟中毒等各类形式应急演练活动共 8 次，劳动保护、职业病防治、安全交通法规等各类安全知识讲座 20 余次，为公司实现安全生产的规范化、标准化、系统化提供了有利保障，促使矿山安全生产工作取得实效。



● 华泰龙公司“三级安全培训”开班典礼

科技创新

案例

公司通过加大露天采矿量与井下出矿量的比例，以及提高原矿入选品位及回收率、降低尾矿品位等，降低采矿吨矿成本；控制贫化率和损失率，科学合理可持续的开发利用矿产资源；严控原矿矿石粒度，减少机械设备使用费用；不断优化工艺流程，进行技术改造，降低材料消耗，杜绝跑冒滴漏现象发生；提高设备满负荷运转率，尽量避免空转，加强对设备的维护、润滑和保养，最大限度节约水电能源消耗；通过提升生产技术指标，保持平均日处理矿量在 6,500 吨 / 日等等，在稳定生产的同时，严控和提升各项生产经营技术指标，实现技术水平稳步提升。



● 浮选工艺流程改造现场



● 华泰龙公司科研人员

降本增效

华泰龙公司自 2013 年起，大力开展“开源节流、降本增效”活动，将节能减排与降本增效相结合，最大限度降低消耗、增加效益，积极开展“节能减排从我做起”、“六结合”、“金点子工程”、“五小活动、节能降本增效活动”等等特色活动，加大节能减排宣传力度，广泛推广应用节能实用技术，提高员工节约意识，宣传节约文化，树立节约理念，把公司的节能减排工作落到实处，最终创建节约型矿山。

案例

2013 年，公司为了减少清水的使用量，精尾车间制作大容量水箱，使 36 平、45 平反洗水达到了循环利用，月节约清水 2,700 立方米，每年节约清水 32,400 立方米。隔膜泵冷却水使用渣浆泵轴封水，实现了清水再利用，此项改造日节水 3 吨左右，年节约用水 1.2 万方左右。

案例

华泰龙公司选厂碎矿工段通过采用在物料转运口增加喷雾嘴、封闭物料转运口等降尘方法，建立起一套具有显著实效的降尘系统，装机容量共 434KW 的多台风机基本停止使用，预计年底可节省电费近 200 万元。



● 甲玛矿区喷灌降尘系统

员工权益

作为少数民族地区优秀企业的代表，华泰龙公司尊重员工民族风俗习惯及宗教信仰，积极维护员工各项权益，加强矿区基础设施建设，努力为员工营造良好的工作和生活环境。

案例

华泰龙公司通过不断优化人力资源管理六大模块，从内地抽调技术骨干、加强用工本地化、完善休假制度、重视薪酬激励、构架晋升桥梁、提供发展平台和职业生涯规划、良师益友计划、30-60-90 计划、358 年计划、继任者计划和后备人才库建设计划等等举措，为企业留下和培养了大批优秀的技术型和管理型人才，更为高原矿山企业人才队伍的建设提供了宝贵的经验。

案例

根据华泰龙公司地理位置海拔较高，并且实施集中休假制度，选矿厂、质检部、生产技术部（采矿场）等倒班员工，采取连续倒班制，累计的公休日时间，采取集中串休方式解决，连续工作 3 个月休 38 天，原则每年工作时间不超过 251 天；各机关部室，每两周休 1 天，第二个周日休息，累计的公休日时间，采取集中串休方式解决，3 个月休 1 个月，原则每年工作时间不超过 251 天。这种休假制度充分照顾家在內地的员工，使其能够充分兼顾工作及家庭的责任，较人性化的解决了员工离家远，高原工作对员工身心影响的诸多问题。

案例

华泰龙公司始终加强企业文化建设，努力为员工营造良好的工作生活环境，不断改善工作生活条件，积极开展各种积极向上、健康有益、寓教于乐的企业文化活动，丰富员工的文化生活，增加企业的凝聚力。



● 2013 年公司职称聘任大会



● 公文写作知识培训



● 公司新餐厅投入使用



● 公司组织藏语民俗知识培训



● 公司联欢晚会

和谐共赢

案例

为积极响应西藏自治区党委“强基础惠民生”的号召，华泰龙公司派出 12 名队员组成的 3 个驻村工作队，奔赴日喀则地区江孜县 3 个驻村点，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，在基层组织建设、农田灌溉工程修建、乡村治安维稳、引领群众致富等方面做了大量工作，通过建立农村书屋、进行新旧西藏对比图片展览、开展送药治病等活动，拉近了驻村队员与农牧民群众之间的距离，赢得了基层党组织和广大百姓的信赖和支持，连续三年被授予“先进驻村工作队”荣誉称号。



● 公司董事长姜良友探访周边居民



● 公司驻村工作队为当地居民开设科普书屋

案例

华泰龙公司与甲玛乡群众共同成立的甲玛工贸有限公司，参与华泰龙公司工程运输、绿化环保、劳务用工、大棚种植等领域合作，开启了运输、农牧业、砂石厂等多种经营合作项目及多元化经济发展模式。截至 2013 年底，甲玛乡农牧民群众已实现分红五次，金额达 524 万元，户均 8,000 元；甲玛工贸公司 53 名职工全部为藏族群众，人均月收入 4,000 多元，居西藏地区之首，打造了“企业建设得发展、地方经济上台阶、百姓群众得实惠”三方共赢模式。



● 甲玛工贸公司第五次分红仪式

案例

华泰龙公司积极在少数民族员工中发展党员，推选职工代表，公司现有少数民族党员 33 人、入党积极分子 25 人，并注重把少数民族员工中的优秀人才选拔到各级技术、管理岗位上来，企业现有班组长以上少数民族管理人员 16 人，中层助理以上干部 4 人（占公司中层干部总数的 8.5%），高管层领导干部 1 人，中高级专业技术人员 14 人，他们都在公司技术管理岗位上发挥着重要作用，并组织藏族员工开展文化知识学习、理想信念教育、操作技能培训等，引领和带动少数民族员工不断提升综合素质，在生产建设中发挥主力军作用。

案例

华泰龙公司领导班子、各党支部、中层助理以上全部和甲玛乡各村贫困户结成“一对一”帮扶对子，不断扩大帮扶面积，充分利用春节、藏历新年、雪顿节、“十一”国庆节、“六一”儿童节等节假日，积极开展“献爱心、送温暖”活动，把党和央企的关怀关爱送到群众心中，致力于解决矿区周边群众最关心、最直接、最现实的问题，形成了企业与当地群众心心相印、鱼水交融的关系。



● 公司领导参加甲玛乡六一儿童节



● 公司常务副总经理李跃林帮扶困难群众

Company Profile



As a holding subsidiary of China Gold International Resources Corp. Ltd., Tibet Huatailong Mining Development Co., Ltd. (hereinafter referred to as "Huatailong Company") was incorporated in the Tibet Autonomous Region (TAR) on December 9, 2007, which has been operating the Jiama Copper & Gold Polymetallic Mine in the TAR, and comprehensively developing the mineral resources within and around Tibet thereby. The Jiama Mine is located in the Jiama Village of Medro Gongkar County in Lhasa, which is 68 kilometers away from Lhasa, and output 12,847.00 tons of copper in 2013.

Since its development and construction in Jiama, Tibet, Huatailong Company has been taking the initiative to undertake the political duty, economic and social responsibilities of a central state-owned enterprise, as well as building a good social image of state-owned enterprise through implementing the enterprise tenet of "Building a Mine as a Monument", adhering to the enterprise spirit of "Entrepreneurship, Teamwork, Dedication, Excellence", following the general idea of "Saved Investment, Shortened Construction Duration, Improved Quality, Beautified Environment, Enhanced Efficiency", applying advanced technology, reinforcing precision management, and balancing the mining development and natural environment with hardheaded actions. The Jiama project was ranked among the Top 10 prospecting results by the Geological Society of China, and awarded "Optimal Exploitation Prize of China Mining International Cooperation" by the International Mining Conference in 2009, in addition, the Company was awarded "Annual May 1 Labor Medal" by ACFTU (All-China Federation of Trade Unions) in 2011, and the title of "Model Enterprise of National Comity and Progression" by the People's Government of TAR in 2012. In 2013, Tibet Huatailong was awarded as "Advanced Enterprise in Safety Production" by Tibet Autonomous Region.

Message from the Chairman








As the first holding subsidiary of China Gold International Resources Corp. Ltd. in Qinghai-Tibet Plateau, Tibet Huatailong Mining Development Co., Ltd. is provided with a high-skilled talent team, represented by the business management personnel with great senses of responsibility and dedication as well as the technical experts from all professional fields, contributing to the advanced technology, professional supporting and tremendous strength. Strongly supported by the TRC Party Committee and Government, the Company has undertaken the construction of Jiama Copper & Gold Polymetallic Mine, and been comprehensively developing the mineral resources within and around Tibet thereby based on the strategic idea "Involving Large State-owned Enterprises in the Mineral Resources Integration and Development of Tibet" of the TRC government.

Huatailong Company aims at building a mine as a monument based on the resource development in Jiama. The company has been endeavoring to turn the Jiama Copper & Gold Polymetallic Mine into a large-scale, technical, green, ecological and iconic mine on the roof of the world through adhering to the enterprise spirit of "Entrepreneurship, Teamwork, Dedication, and Excellence", applying advanced technology and reinforcing precision management. Moreover, under the guidance of national industrial policies, Huatailong, the Tibet-based and international-oriented corporation, will try to promote the development, harmony and stability of local economy, society and technology by virtue of developing the mineral resources in Tibet.

Just as the classical Chinese poetry says "A time will come to ride the wind and cleave the waves to cross the sea". We are sincerely willing to cooperate with the industry colleagues and friends, for a mutual benefit and a better future!

Chairman:

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Environmental Protection and Greening

Case

On the basis of its greening work in 2012, Huatailong Company carried out greening and beautifying work through making up for deficiencies as well as reclamation and greening throughout the mine in 2013. The replanting and reclamation in 27 green belts, such as the Tailing Contact Road, the Youth Demonstration Forest, the failure surface between Happy Apartment and Xiaoxuan Factory, the newly built slope protection behind the board house of Jiama Industrial and Trading Company, and the sea-buckthorn planting area of Tailing Contact Road, etc., covered green area of over 160,000 square meters, cost RMB 939,700 (excluding the RMB 21,100 for tools and chemical fertilizers), and eventually changed the mine greatly.

In addition, for guaranteeing a dust concentration in the workshop far below that stipulated in the relevant national standards, Huatailong Company carried out enclosure and efficient recovery against the places producing dust throughout the concentrating plant, which effectively protected the fragile local ecosystem. Besides, multiple watering carts are equipped in the mine, to uninterruptedly do the watering and dust fall towards the mine roads on daily basis, effectively avoiding the dust rose from the traffic, further guaranteeing the physical and mental health of staffs.



● Tibet Huatailong' s Gate "Setting Sail" ● Jiama Town - Songtsen-Gampo's hometown landscape and where Tibet Huatailong locates



● Vegetation at Jiama mine site ● Green Road at Jiama

 Case

In the initial development stage of Jiama project, Huatailong Company detected the overproof heavy metal ions (a cupric ions content of 2000mg/L) and strong water acidity in the Donggou Basin of Niomatang within the Jiama Mine, which has threatened the health of human, animal and plant in the downstream basin. Where upon, Huatailong Company promptly established a project team, focusing on the cause research on acid wastewater containing heavy metal ions in Donggou Mine of Jiama as well as the demonstration project of environmental management, for which RMB27 million was input to govern the wastewater. Based on the repeated demonstration and research trials, the water quality eventually met the national emission standard by virtue of treating the acid wastewater containing heavy metal ions with scrap iron displacement-lime neutralization technology. Furthermore, the following optimization of system processes managed to increase the copper replacement rate to about 96%, while greatly improve the quality of discharged water. Apart from ensuring the standard quality of discharged water, such water treatment system recycled a large amount of copper, which achieved the dual harvest in environmental and economic benefits, and greatly pushed forward the environmental management.

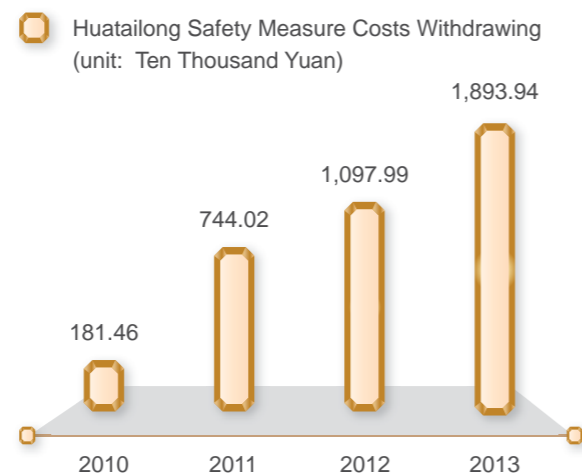


● Heavy metal water pollution control workshop

 Safety Production

 Case

Huatailong Company lays emphasis on the safety investment, of which the safety measure costs are strictly withdrawn in accordance with the national standards, and designedly input to the necessary safety projects on schedule. The safety measure costs withdrawn in and by 2013 were RMB18,939,400 and RMB39,174,100 respectively, of which the use was supervised and urged, whereby, the hardware facilities of safety management was effectively improved, the "Five in Place" of rectification measures, responsibility, funds, time limit and planning were implemented, and the safety production and operation of the company were guaranteed. All the rates of major equipment, fire or explosion and traffic accidents were zero in 2013, realizing a good situation of safe and stable operation.



 Case

For enhancing the safety management level of civil explosive, Huatailong completed and issued the "Overall Process Safety Supervision and Management Measures for Civil Explosives in Tibet Huatailong Mining Development Co., Ltd.", supervising and management the overall safety throughout the storage, outgoing, requisitioning, transport, use and refund of civil explosives in the Company and explosive construction units. Besides, the Company took the initiative to cooperate with the public security department through accessing the monitoring system to the public security bureau and signing "Security Management Agreement on Social Security Items", etc., to involve the public security system to the daily management of initiating explosive devices in the Company. By virtue of the overall process supervision mechanism of civil explosives based on the common effect between both parties and the monitoring effect of public security department as the third party, a mature security management network platform was set up over four consecutive years, none of the steal and loss accident of initiating explosive devices was caused by the owners, and valuable experience in initiating explosive device management was obtained, besides, the district, city and county leaders have repeatedly praised the Company and been leading teams to visit and study in the Company explosive magazine, which lay a solid foundation for the building of demonstration base for civil explosive safety management in the district.



● Fire drill at Tibet Huatailong



● Special operations permit



Case

Huatailong attaches great importance to safety supervision of outer cooperative unit for construction, e.g., they adopt strict security access system, strengthening authenticity affirmation of all kinds of the construction unit's certification to prevent borrowing or illegal use of other's qualifications to participate in contracting projects; they will sign safety production management agreement with the construction unit to clear security responsibilities and obligations, safety investment and financing guarantee, hidden danger checking and governance, accident emergency rescue, the responsibility of the breach of agreement and other matters; meanwhile, they strictly implement the system of production safety risk mortgage capital and collect the production safety risk mortgage capital of the outer construction unit according to a certain proportion of the total amount of the project contract.



● Tibet Huatailong's meeting "strengthening management of construction unit, and building up a harmonious Jiama mine"



● Oath of strengthening safety management from outsourced construction unit



Case

Huatailong carried out many times and kinds of safety education and training throughout the year of 2013; 137 employees participated in the safety management personnel training organized by the Security Bureau of Tibet Autonomous Region, 206 blasting personnel participated in the blasting personnel training of post certification obtaining organized by county public security brigade, 132 employees participated in the trainings of Sanmenxia Gold Technical School for blasting workers, electricians, welders, ventilation workers, winding workers and all workers passed the examinations, and the employee number of "Class 3" security education and training reached to 4,164 person-time. In September 2013, the company invited the lecturer from Sanmenxia safety training center of China National Gold Group Corporation to conduct security training for all the employees, training of special type of work and security training for team leaders and upper management personnel and 1,726 persons took part in the training. The company carried out 8 drill activities in total in the year for food poisoning, fire safety, gun smoke poisoning, etc., 20 safety knowledge lectures for labor protection, occupational disease prevention and control, traffic safety laws and regulations, etc., providing advantageous safeguard for the company to realize normalization, standardization and systematization of safety production and obtaining actual effect in mine safety production.



● Opening ceremony of "Three Level Safety Training" at Tibet Huatailong



Technology Innovations



Case

The company reduces the mining cost by increasing the proportion between the amount of open-pit mining and that of underground mining, as well as raising undressed ore grade and recovery rate and reducing the tailings grade; they control dilution rate and loss rate to realize scientific, reasonable and sustainable exploitation and utilization of mineral resources; strictly rein the undressed ore particle size to reduce use cost of mechanical equipment; optimize the technological process and make technical renovation to reduce material consumption and eliminate leakage and loss; improve equipment operation rate at full capacity to avoid idling as far as possible, strengthen lubrication and maintenance of equipment to save water and electricity energy to the maximum limit; improve production technology index to keep an average daily processing ore quantity of 6,500 tpd, etc. They stabilize production, control and elevate technical indexes of production and business operation, as well as improve technology level stably.



● Technology improvement of flotation process



● Tibet Huatailong's scientific research personnel



Cost Control and Performance Enhancement

Since 2013, Huatailong has been carrying out activities of "income increasing and expenditure reduction and cost decreasing and benefit increasing", combining energy conservation and emissions reduction with cost decreasing and benefit increasing to reduce consumption and increase efficiency to the maximum limit; they actively carry out various featured activities of "energy conservation and emissions reduction starts from me", "six combinations", "golden idea engineering", "five-small activity and energy conservation and emissions reduction activity", etc., expand the publicity of energy conservation and emissions reduction, widely popularize application of energy saving technology and improve employees' saving consciousness to promote saving culture and set up saving concept so as to implement the company's works for energy conservation and emissions reduction and eventually create an economical mine.



Case

In 2013, in order to reduce the consumption of fresh water, big water tanks were manufactured for the fine tail workshop realizing cyclic utilization of 36 and 45 square meters of back washing water, the saved fresh water is 2,700 m³ for each month and 32,400 m³ for each year. Slurry pump shaft seal water is used as diaphragm pump cooling water, realizing reuse of fresh water, and the transformation can save about 3 tons of water for each day and about 12,000 m³ for each year.

 Case



Huatailong set up the dust system of significant effect by adding spray nozzle on the material handling gate in the ore crushing plant, closing the material handling gate and other methods, so the fans with a total installed capacity of 434 kw has been out of use and it is predicted that about RMB2 million energy charge will be saved by the end of this year.

● Spraying system for dust suppression at Jiama mine

 Employees' Interests

As a representative of outstanding enterprises in the minority areas, Huatailong respects employees' ethnic customs and religious beliefs, actively maintains their rights and interests and strengthens the construction of infrastructure of the mining area to create a good working and living environment for employees.

 Case

By constantly optimizing the six modules of human resource management, transferring technology backbone from inland, strengthening labor localization, perfecting vacation system, attaching great importance to the salary incentive, structuring promotion bridge, providing development platform and career planning as well executing Mentoring Program, 30-60-90 Program, 358 Annual Plan, Succession Plan and Reserve Talent Pool Construction Plan, etc., Huatailong has left and cultivated so many excellent technical and management personnel, and provided valuable experience of talent team construction for plateau mining enterprises.

 Case

As the position of Huatailong is at high altitude and the system of centralized vacation is adopted, the shift workers of dressing plant, quality inspection department, production technology department (stope) carry out continuous shifts, the cumulative public holidays are realized by concentrated vacation, one works for 3 months days can have 38 continuous of holiday, and the principle is that working time for each year is no more than 251 days; workers of each organ or department office can rest for 1 day every 2 weeks and the rest day is the second Sunday, the cumulative public holidays are realized by concentrated vacation, one works for 3 months can have 1 month of holidays, and the principle is that working time for each year is no more than 251 days. This vacation system fully cares the inland workers, making them give consideration to responsibilities on work and home, and it resolves the problems that workers' homes are far away from the work place and plateau work has more effects on workers' health in a humanized manner.

 Case

Huatailong has been always strengthening the enterprise cultural construction, sparing no efforts to create favorable work and life environment for the employees by improving their work and life conditions, and actively organizing various enterprise culture activities which are positive, beneficial, healthy and educational so as to increase the enterprise's cohesive force.



● 2013 professional title appointment meeting at Tibet Huatailong



● Business writing training



● Tibet Huatailong's new cafeteria starts operation



● Tibet Huatailong providing training of Tibetan folk customs



● Tibet Huatailong's evening party

Harmonious Win-win

Case

To actively respond to the call to "strengthen foundation and benefit people's livelihood" proposed by the Party Committee of Tibet Autonomous Region, Huatailong assigned 3 work teams, 12 employees in total resident in the countryside, who went to the 3 positions in Jiangzi County of Xigaze area, complying with the work guideline of "creating image and brand, emphasizing behavior and setting up example, do practical job and win the people's heart", implemented so many efforts in construction of primary-level organization, farmland irrigation project, rural public security stability, leading the masses to get rich, etc. By establishing rural book house, photo exhibition of past and new Tibet and activities of sending medicines and diagnosing diseases, the distance between the employees and the farmers and herdsmen is closer and closer; so that they obtain the trust and support of primary-level organizations and the masses, and they have been awarded with the honorary title of "advanced teams resident in the countryside" for 3 consecutive years.



Mr. Liangyou Jiang, Chairman of Tibet Huatailong visiting the Inhabitants around the area



Tibet Huatailong's work team stationed at village opening reading-rooms for local residents

Case

Jiama Industrial and Trade Co., Ltd., jointly established by Huatailong Company and the masses of Jiama Town, takes part in Huatailong's engineering transportation, greening and environment protection, labor employment and greenhouse planting and opens various business cooperation projects in transportation, agriculture and animal husbandry and sand factory as well as diversified economic development model. By the end of 2013, the masses of Jiama Town have received dividend for 5 times with the amount of RMB 5.24 million and the average of RMB 8,000 per household; the average monthly income of all the employees (53 Tibetans in total) of Jiama Industry and Trade Co., Ltd. were RMB4,000 which had ranked in the first place in Tibet area, forging the tripartite-wins pattern of enterprise development, regional economy growth and the masses livelihood improvement.



The fifth dividend payment to Jiama Industrial and Trading Company

Case

Huatailong positively develops party members and chooses employees' representatives in the ethnic minority employees; as a result, there are 33 existing minority party members and 25 activists for joining the party. At the same time, the company pays attention to select talents in the ethnic minority employees and promotes them to the technology and management posts of all levels, with the number of administrative personnel of ethnic minorities as team leaders or above is 16, that of assistant cadres above middle level is 4 (accounting for 8.5% of the company's total number of middle-level cadres), that of senior cadres is 1, and that of intermediate and senior professional and technical personnel is 14, who all play an important role in the technical management positions of the company and organize Tibetan employees to carry out the cultural knowledge learning, ideal and belief education, operation skills training, etc., so that leading and driving the ethnic minority employees to continuously improve their own overall quality and playing a role of main force in the production and construction.

Case

The leading group, party branches and assistants above middle-level of Huatailong form "one to one" help bonding with the needy households in villages of Jiama Town, continuously expand the help region and practice activities of "showing love and sending supplies" by virtue of Spring Festival, Tibetan New Year, Shotun Festival, the National Day, Children's Day, etc. They send the care of the Party and central enterprises to the heart of the masses, engaged in solving the most direct and practical problems that the masses surrounding the mining area most are concerned about, forming a close relationship like that of fish and water between the corporation and the local masses.



Tibet Huatailong's leaders attending International Children's Day activity at Jiama Town



Mr. Yuelin Li, Tibet Huatailong's Deputy General Manager visiting local residents in difficulties