

CSR^{TY}

天源社会责任报告

Corporate Social Responsibility Report

2020



天源服装有限公司
Tianyuan Garments Co., Ltd.

In accordance with the Company Law of the People's Republic of China and Articles of Association of the company, Tianyuan Garments Co., Ltd shall Improve the modern enterprise system and establish the sound corporate governance structure with the standard of the listed company. The shareholders meeting shall have the decision-making rights stipulated by laws, regulations and the articles of association of the company to determine important matters such as the management policy, strategy, investment, profit distribution, etc.



CORPORATE
CULTURE



Responsibility
issues



Responsibility
issues Outlook
2020

CONCEPT OF SOCIAL RESPONSIBILITY

Its predecessor is Suzhou Laidun (Group) Co., Ltd. which has a history of more than 50 years. Over the years, Tianyuan is always focused on garments industry, and keeps 9 first places: the 1st garments enterprise



报告说明

本报告是天源服装有限公司第六次发布的企业社会责任报告，是公司2020年度履行经济、环境、社会三大责任的真实反映。

报告主体：

天源服装有限公司属下的苏州天源服装有限公司、江苏天源服装有限公司、盱眙天生服装有限公司。本报告不涵盖天源服装有限公司所属的其他全资、合资子公司。

指代说明：

为了便于阅读，本报告中，“天源”、“公司”、“我们”、“苏州天源”、“江苏天源”均指天源服装有限公司；报告所涉及内容涵盖公司所有部门。

时间范围：

2020年1月1日至12月31日，部分内容追溯以往年份。

报告周期：

本报告为年度报告，是本公司发布的第六份社会责任报告。

编写原则：

客观、规范、诚信、透明。

信息来源：

公司正式文件、统计报告、媒体报告、第三方检测报告以及所属各部门负责情况汇总和统计，所有信息均经过公司管理层以及公司各相关部门的审核。

指南参照：

报告按照国际标准化组织<<ISO 26000：社会责任指南（2010）>>、全球报告倡议组织（GRI）<<可持续发展报告指南>>（G3.1）、中国工业经济联合会<<中国工业企业社会责任指南实施手册>>（第二版GSRI-CHINA2.0）、中国纺织工业协会<<中国纺织服装企业社会责任报告纲要>>（2008年版）（CSR-GATEs:2008），并参考<<中国纺织服装企业社会责任报告指标定义与评估指引>>（CSR-IDEAS），对涉及社会评估价值的指标委托第三方机构进行了测量与评价。

报告撰写：

本报告由公司社会责任小组（SEA小组）编写，公司社会责任领导小组（SEA领导小组）审核，公司董事长批准。

报告获取：

本报告提供纸质版和电子版两种形式，请电邮（guoliang@tian-yuan.net）或致电（0512-68417591）索取，联系人：沈国良。



目录

1

关于天源

About Company

天源简介 天源架构
天源文化 天源抗疫

brief introduction framework
Culture achievement
outbreak

2

天源社会责任

community
responsibility

社会责任理念 社会责任战略
社会责任组织 社会责任制度
社会责任利益相关方

Idea Strategy Organization
Responsibility system
Stakeholders

3

天源责任议题

Responsibility issues

科学发展 合作共赢
公平运营 客户权益
和谐共进 环保节约
安全生产

scientific development Win cooperation
Fair operation Customer rights and interests
harmonious advance Environmental conservation
Safe production

4

天源2021展望

Responsibility
issues Outlook 2021

天源社会责任展望与承诺

social responsibility Outlook and commitment



第一部分 关于天源

- √ 天源简介
- √ 天源架构
- √ 天源文化
- √ 天源抗疫

天源简介

天源服装以苏州天源服装有限公司为核心，成立于 1997 年，其前身是具有五十多年历史的苏州莱顿服装（集团）公司。公司自建立起始终专注于纺织服装制造为唯一主营业务，公司自成立起坚持的“出人才、出产品、出效益”理念，已逐步上升为企业社会责任意识、企业使命感，在促进企业增效、员工成长、生态文明、环境友好的可持续发展实践中得到社会与行业的认可，作为负责任的世界体育服装品牌的主要供应商，保持了持续十多年主营业务销售额二位数增长，实现每五年翻番的业绩。

2019 年以来，公司积极环绕智能制造、数字化管理的产业升级，走内涵式提升发展，在克服新冠肺炎疫情带来的负面影响，并且，由于对后疫情时期的宏观经济走势有充分准备，秉承发展是硬道理，天源将持续走可持续发展之路。

Founded in 1997 with Suzhou Tianyuan Garment Co., Ltd as the core, Its predecessor is Suzhou Leighton Clothing (Group) Company with a history of more than 50 years. Since the company established The company has always focused on textile and garment manufacturing as the only main business, since the establishment of the company adhere to the "talent, The concept of "produce products, produce benefits" has gradually risen to corporate social responsibility awareness, corporate sense of mission, in the promotion of corporate efficiency, employee growth, ecological civilization, environmentally friendly sustainable development practice has been recognized by the society and the industry, as a responsible world sports clothing brand supplier, The company has maintained a double-digit growth in sales of its main business for more than 10 years and achieved a performance of doubling every five years.

Since 2019, the company will actively focus on the industrial upgrading of intelligent manufacturing and digital management, and take the connotation promotion and development to overcome the negative impact brought by COVID-19 epidemic. Moreover, as it is fully prepared for the macro-economic trend in the post-epidemic period and adhering to the principle of development, Tianyuan will continue to take the road of sustainable development.



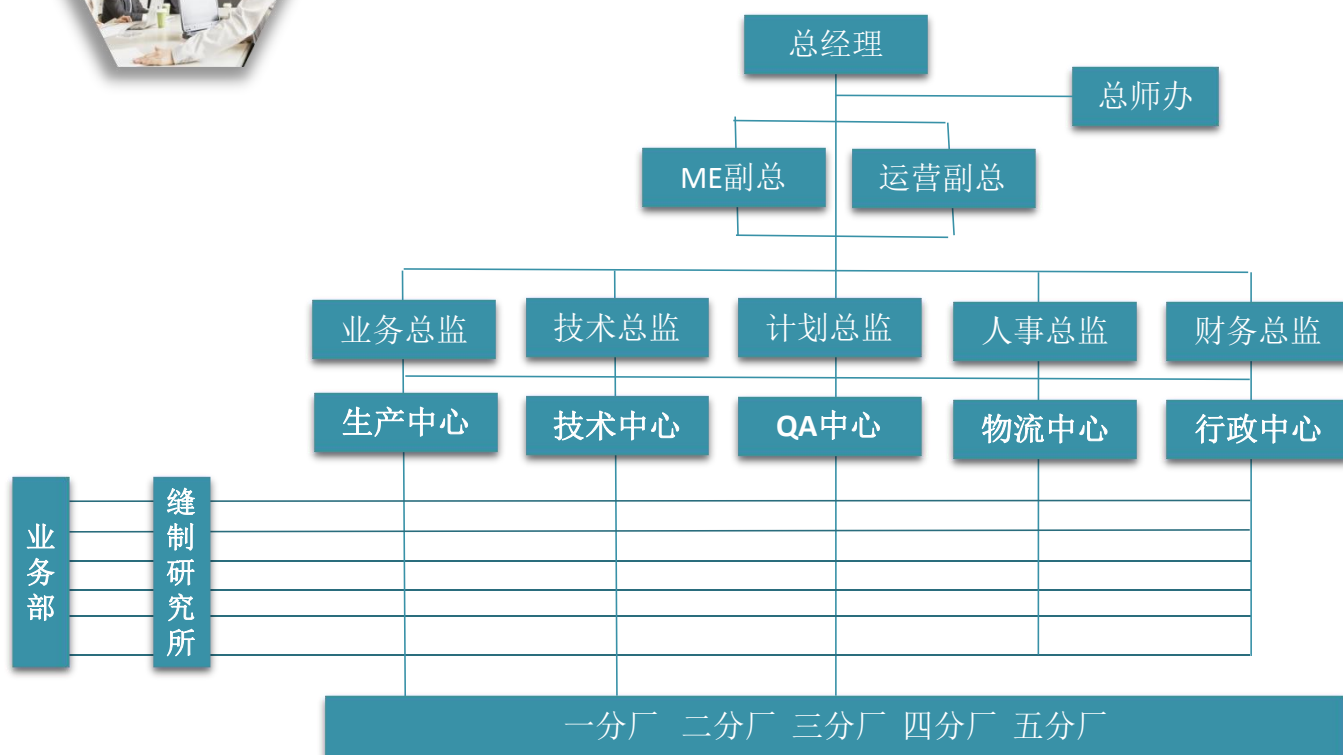
Membership and Architecture

天源架构



天源服装有限公司由苏州天源、江苏天源、江苏盱眙天生、天源美国公司、香港天源和天源服装学校组成，管理组设置：生产中心、贸易中心、行政中心、技术中心、物流中心、业务部和缝制研究中心。生产制造设置：一分厂、二分厂、三分厂、四分厂、五分厂和六分厂。公司架构管理按纵向贯穿、横向协调、责权一致、无重叠不空白的原则。

Tianyuan Clothing Co., Ltd. is composed of Suzhou Tianyuan, Jiangsu Tianyuan, Xuyi, Jiangsu province, is composed of tianyuan USA company, tianyuan Hong Kong and tianyuan clothing school. The management group consists of production center, trade center, administration center, technology center, logistics center, business department and sewing research center. Production and manufacturing setup: 1 branch factory, 2 branch factory, 3 branch factory, 4 branch factory, 5 branch factory and 6 branch factory. The company structure management is based on the principle of vertical penetration, horizontal coordination, unity of responsibilities and rights, no overlap and no blank.





The enterprise culture

天源文化

● 天源理念文化:

天源体现自我价值, 发展企业, 共创美好的生活, 是全体天源员工的核心价值理念, 出人才、出产品、出效益成为公司的使命。公司的每一位员工努力奋进, 积极向上实现自己的业绩, 快乐工作 健康成长

● 天源组织文化:

天源管理者注重组织文化建设, 培养全体员工具有的共同价值观, 不断提升服装制作工艺, 倡导“强化管理, 提升品质。人尽其才, 才尽其用”的理念, 对服装生产设备进行更新和引进, 逐步达到服装生产智能化。公司积极引导员工的创新能力, 每年举办创新年会、天源工匠评比, 涌现出一大批优秀服装技术人才能工巧匠。

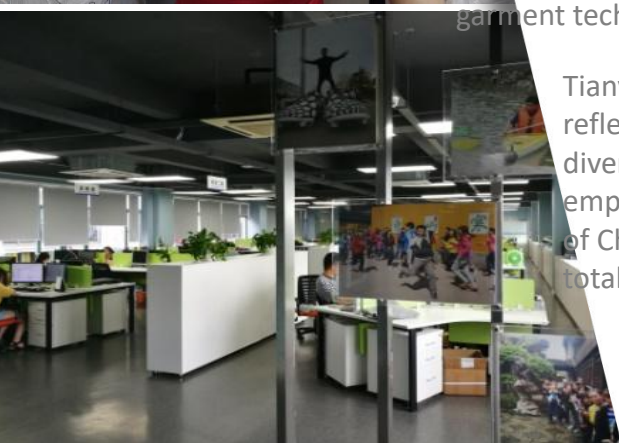
● 天源多元文化:

天源多元化文化体现在包容性和多元性, 目前在职有全国十一个省市地区员工, 115名残疾员工, 占全员3.2%

It is the core of all tianyuan employees to embody self-value, develop the enterprise and create a better life together. Values, talents, products, benefits become the mission of the company. Every employee of the company Efforts to forge ahead, positive progress to achieve their own performance, happy work and healthy growth

Tianyuan managers pay attention to the construction of organizational culture and cultivate the common value of all employees. View, constantly improve clothing production technology, "strengthen management, improve quality. Make the best use of the people, make the best use of the concept of clothing production equipment to update and The introduction, gradually achieve the intelligent production of clothing. The company actively guides the innovation of employees. New ability, held every year innovation annual meeting, Tianyuan craftsmen competition, emerged a great Batch excellent garment technical talent skillful craftsman.

Tianyuan's diversified culture is reflected in its inclusiveness and diversity. There are 115 disabled employees in 11 provinces and regions of China, accounting for 3.2% of the total staff.





The enterprise culture

天源文化

全体员工在天源这大家庭中工作、生活和学习，天源把员工的“快乐工作健康成长”作为天源的企业文化，全体员工在天源的大家庭了感到气氛温馨，天源企业文化获得社会广泛的认同。

All employees work, live and study in the big family of tianyuan, tianyuan regards the "happy work and healthy growth" of employees as tianyuan The enterprise culture, all staff in tianyuan big family feel warm atmosphere, Tianyuan enterprise culture has been widely recognized by the society .



HEALTHY AND HAPPY WORK



天源跑步接力传递活动

RUN FOR THE OCEANS





graduated resistance to disease

天源抗疫

突如其来的新冠病毒疫情给中国乃至世界带来了灾难。天源依托政府的管控信息和社区政府的指导，迅速建立起疫情管控体系，成立了由公司高层骨干带领的疫情防控领导小组，积极开展疫情防控工作，将防控管理责任直接落实到班组，疫情防控上下合力，取得了防控管理、正确的疫情信息传达、防控指导等的疫情管控效果，被列为第一批上级政府部门批准的复工复产的企业！

抗击疫情“我们在一起”！天源在自身疫情情况复杂严峻、生产情况吃紧的情况下，不忘履行企业社会责任，迅速建立疫情防控物资生产车间，生产防护服和防护口罩的任务，共捐款捐物价值达1000万元人民币得到了政府、民间的一致好评！

The sudden outbreak of novel coronavirus has brought disaster to China and even the world. Relying on the government to control information and community doctors graduated government guidance, quickly establish the disease control system, set up by the company senior cadres, led by leading group for the epidemic prevention and control, epidemic prevention and control work, actively implement the prevention and control management responsibility directly to the team, epidemic prevention and control up and down together, the prevention and control management, the right information, to guide the prevention and control of epidemic outbreak control effect, It is listed as the first batch of enterprises approved by the superior government departments to resume work and production!

"We are in this together"! In the context of the complex and severe epidemic situation and the tight production situation, Tianyuan did not forget to fulfill its corporate social responsibility and quickly set up a workshop for the production of epidemic prevention and control materials, as well as the production of protective clothing and protective masks. The total value of donations reached 10 million yuan, which was highly praised by the government and the people.



CSR TV

Corporate Social Responsibility Report 2020

天源社会责任报告



天源抗疫 Graduated resistance to disease



抗疫管控措施



捐抗疫物资



1000万元

CSR TV

Corporate Social Responsibility Report 2020

天源社会责任报告

图

第二部分 天源社会责任

- √ 社会责任理念
- √ 社会责任战略
- √ 社会责任组织
- √ 社会责任责任
- √ 社会责任利益相关方

发布社会
责任报告

继续
进步

2020年



不断完善和保持企业
社会责任应尽的义务
继续进步。

透明
公开

2019年



社会责任报
告发布 提高
管理能力和水平

管理
成熟

2009年



完善社
会责任
管理体
系及实施运营

组织
成长

2003年



建立健全社
会责任组织
框架，重建公司组
织架构与管理职责。

认知
引入

1979年

“与品牌合作、与高
手下棋”经营策略，
参与国际合作、遵
循国际合作游戏规则，认
知企业社会责任的基本知
识，初步形成企业组织管
理思想和理念。



Concept of social responsibility

社会责任理念

1、参与国际合作、遵循国际游戏规则，初步形成企业组织管理思想和理念。

1997
2002



知识引入期

30%

2、建立健全社会责任组织框架，重建公司组织架构与管理职责。

2002
2008



组织成长期

50%

3、完善社会责任管理体系及实施运营。

2009
2014



管理成熟期

70%

4、社会责任报告发布提高管理能力和水平

2015
至今



透明公开期

90%

渊源

早在1997年由于企业受传统经营模式困扰及贸易方式的制约，天源同很多纺织服装企业一样遇到过前所未有的体制危机、人才危机、生产危机、资金危机，企业一度资不抵债，难以为继。

在面临“关”“停”“并”“转”的选择中，总经理及领导班子成员一致通过，选择后者，即“转”制，让工厂和员工有重新获得生存的希望。

转型后的天源，积极推行“与品牌合作、与高手下棋”的经营策略，使企业参与到融入国际品牌合作，在经营活动中，学习到国际品牌商如何以小到大、以大变强的经营理念，让我们懂得在对外合作中企业不仅要在产品上、质量上取胜，还必须遵循国际公约，即企业在尊重人权、环境、安全和健康等方面有管理、有思想、有持续改善的意愿，为此，天源的社会责任意识逐渐开始形成。

Its predecessor is Suzhou Laidun (Group) Co., Ltd. which has a history of more than 50 years. Over the years, Tianyuan is always focused on garments industry, and keeps 9 first places: the 1st garments enterprise on industrial production, the 1st enterprise that earns foreign exchange by exporting garments in Suzhou, the 1st export-oriented enterprise in Suzhou, the 1st enterprise that wins quality awards from Suzhou city and Jiangsu province, the 1st-wave of enterprise that apply hanger lines,





Concept of social responsibility

社会责任理念

天源服装以“出人才、出产品、出效益”为使命，把人才培养放在第一位，倡导“天源好人标准”，以人为本、健康发展，让每一名天源工人在工作中打造新世代工匠、每一名干部垂先示范坚持责任导向。我们坚持履行社会责任，不忘初心，不但有利于企业自身发展、不但我们推动社会发展的义务，更是对可持续发展的需要和承诺。天源服装坚信，承担社会责任，履行企业公民职责，是对公司可持续发展的有利保障。因此，公司一直坚持“为股东创造价值、为职工提供机会、为社会承担责任”的理念，在追求经济效益的同时，注重维护股东与债权人利益，全面保护债权人和职工的合法权益，诚信对待供应商、客户和消费者，全力降低生产过程中的能源消耗与污染物排放，积极从事扶贫助学、社区建设等公益事业，从而促进公司与全社会的协调和谐发展。我们行业永远是朝阳行业，它已不是传统的服装概念，而是上升至人们对美好生活的向往、美化人生的新时尚产业，服装生产直接关系到人民群众的身心愉悦和生活质量。切实做到把人们对美好生活的向往，作为我们服装生产商义不容辞的责任。

经济责任

创新驱动发展，创新不仅体现在方式、流程、工艺，而是全方位创新思想带来的履行企业社会责任新形式。

Its predecessor is Suzhou Laidun (Group) Co., Ltd. which has a history of more than 50 years. Over the years,

责任理念

文化责任

为员工提高健康的、积极向上的文化氛围和工作环境。

Its predecessor is Suzhou Laidun (Group) Co., Ltd. which has a history of more than 50 years. Over the years,

环境责任

不断改善工艺流程，节能减排，倡导发展绿色能源。

Its predecessor is Suzhou Laidun (Group) Co., Ltd. which has a history of more than 50 years. Over the years,

创新责任

为社会创造财富的同时，合法合规的争取企业利润最大化，提供社会满意的服务，改善人民的生活水平。

Its predecessor is Suzhou Laidun (Group) Co., Ltd. which has a history of more than 50 years. Over the years,

教育责任

教育员工遵守社会公德、争当合法公民。

Its predecessor is Suzhou Laidun (Group) Co., Ltd. which has a history of more than 50 years. Over the years,



Social responsibility strategy

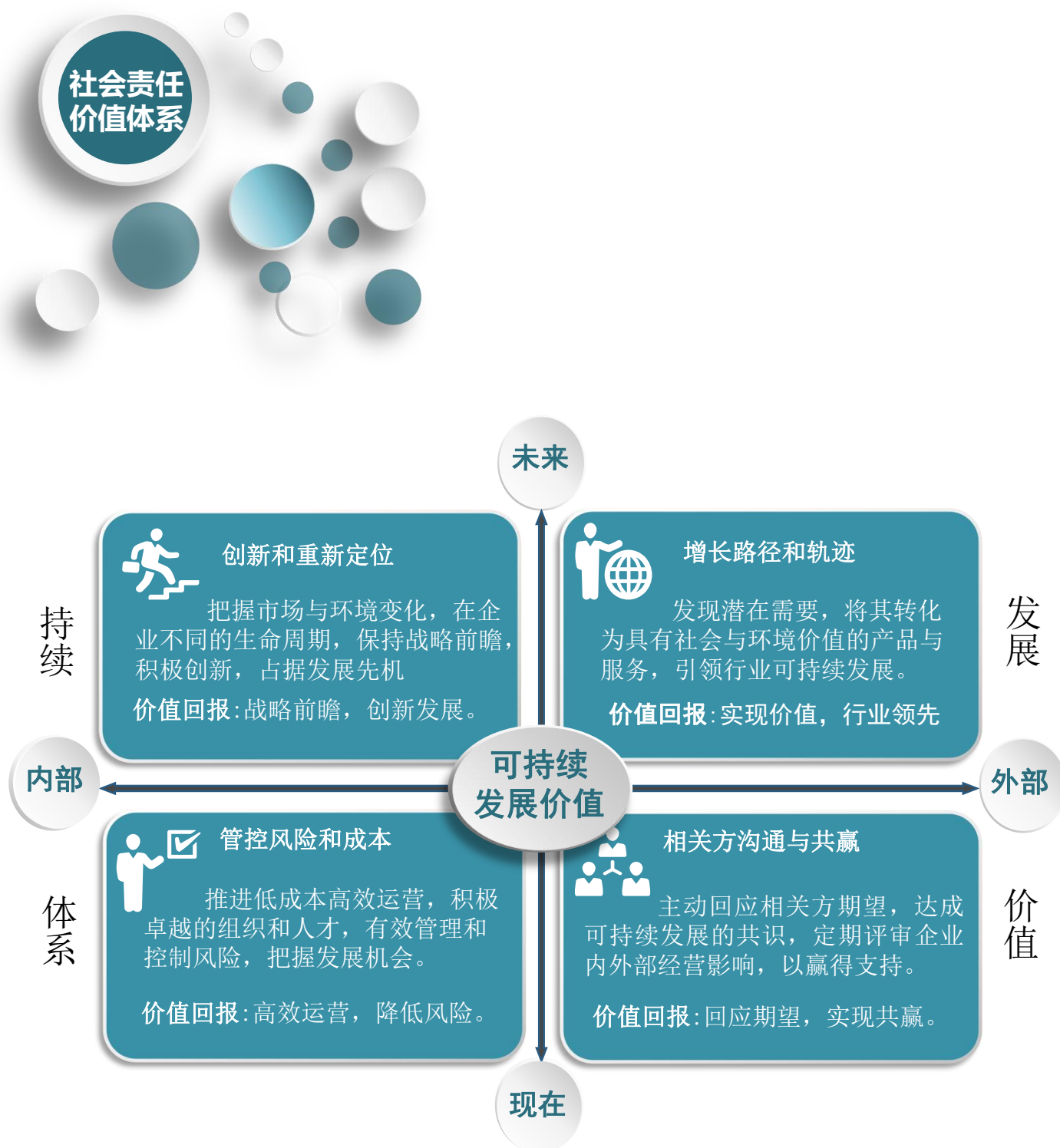
社会责任战略





Social responsibility strategy

社会责任战略





Social responsibility strategy

社会责任战略

经营维度：

- 1、遵纪守法，依法纳税及审计合格。
- 2、诚实经营，保障股东利益。
- 3、关爱员工，提供员工培训与发展机会。
- 4、建立多元的企业文化

以客户为中心的
年运营体系

客户维度：

- 1、倾听客户的声音，持续改善服务品质。
- 2、诚实对待客户，保障客户权益。
- 3、一切实现以客户价值为前提。

企业战略的长期规划及承诺

社会维度：

- 1、社会慈善事业的回馈与关爱
- 2、推动创新与知识产权法律建设。
- 3、推动行业进步及开放合作。

社会
责任战略
规划

环境达标五年循环规划

环境维度：

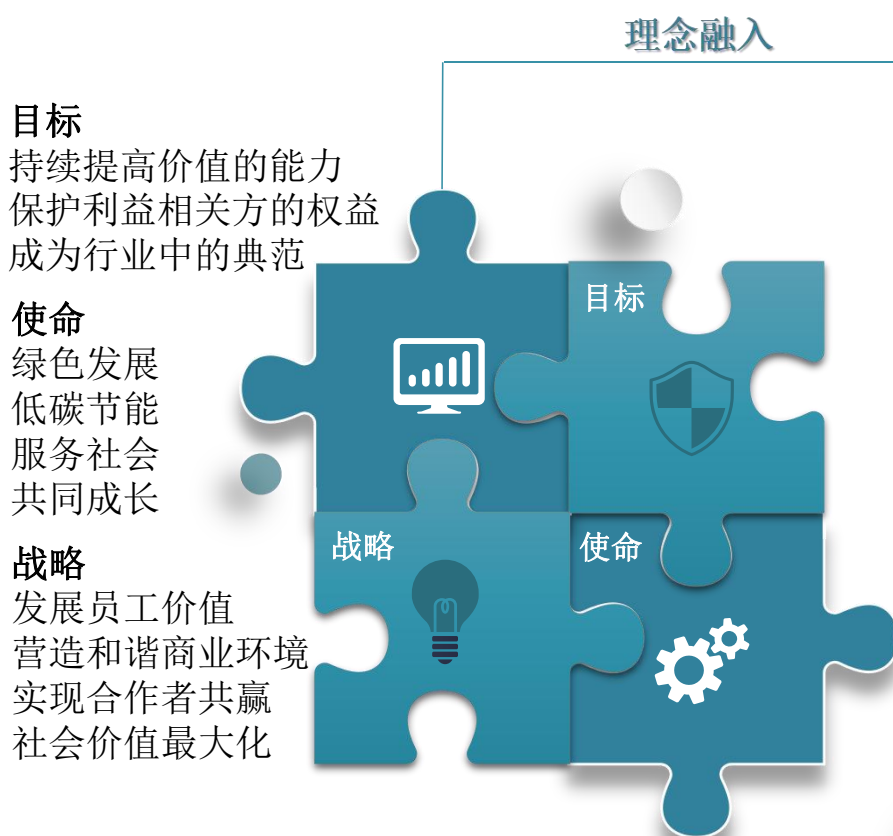
- 1、一切发展以环境优先的原则。
- 2、可持续发展策略符合环境友好的愿望。
- 3、对环境达标的目标承诺

回馈社会的
长效机制



Social responsibility strategy

社会责任战略



社会责任
融入运营

Its predecessor is Suzhou Laidun (Group) Co., Ltd. which has a history of more than 50 years. Over the years, Tianyuan is always focused on garments industry, and keeps 9 first places: the 1st garments enterprise on industrial production, the 1st enterprise that earns foreign exchange by exporting garments in Suzhou, the 1st export-oriented enterprise in Suzhou, the 1st enterprise that wins quality

SOCIAL RESPONSIBILITY STRATEGY PLAN

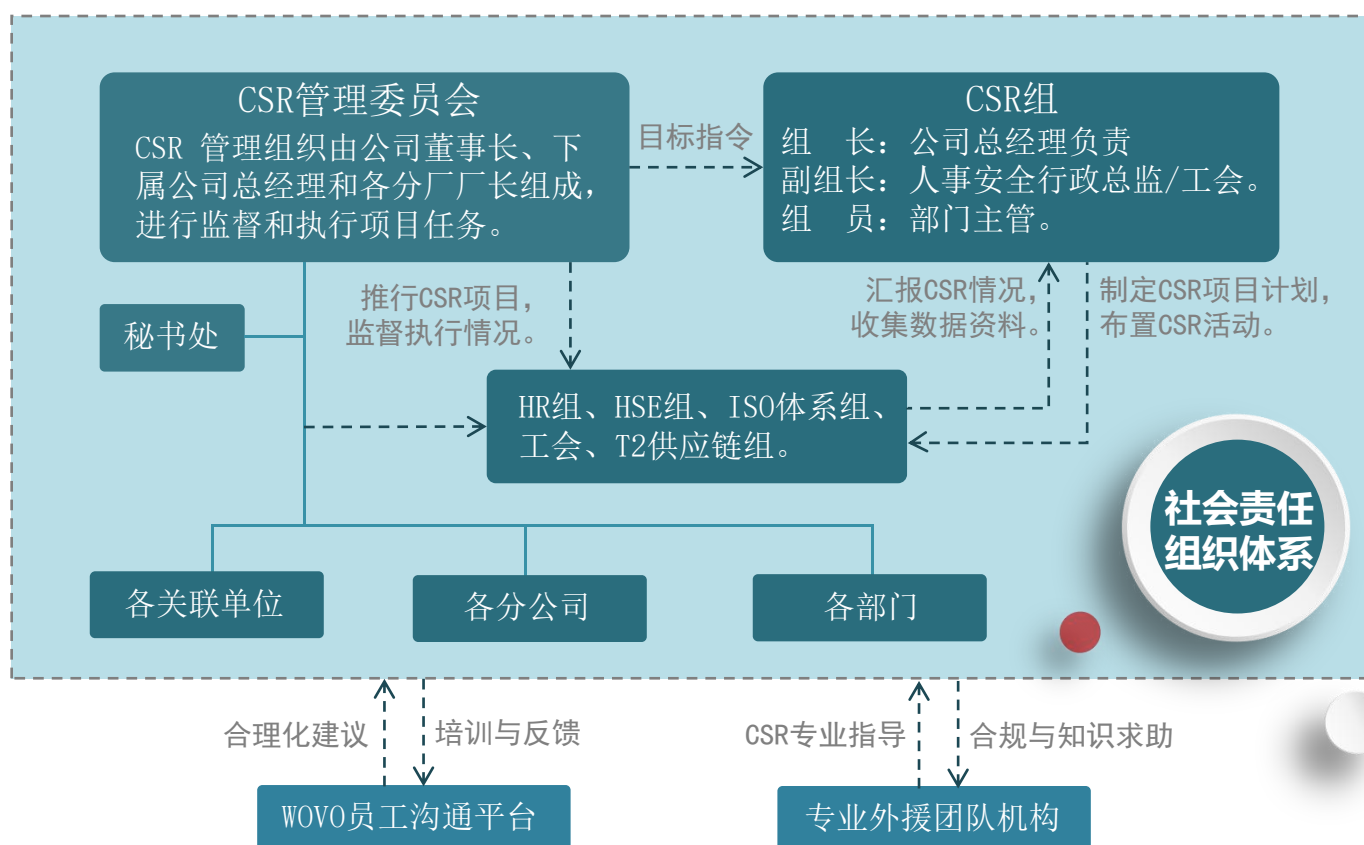
社会战略计划





Social responsibility organization 社会责任组织

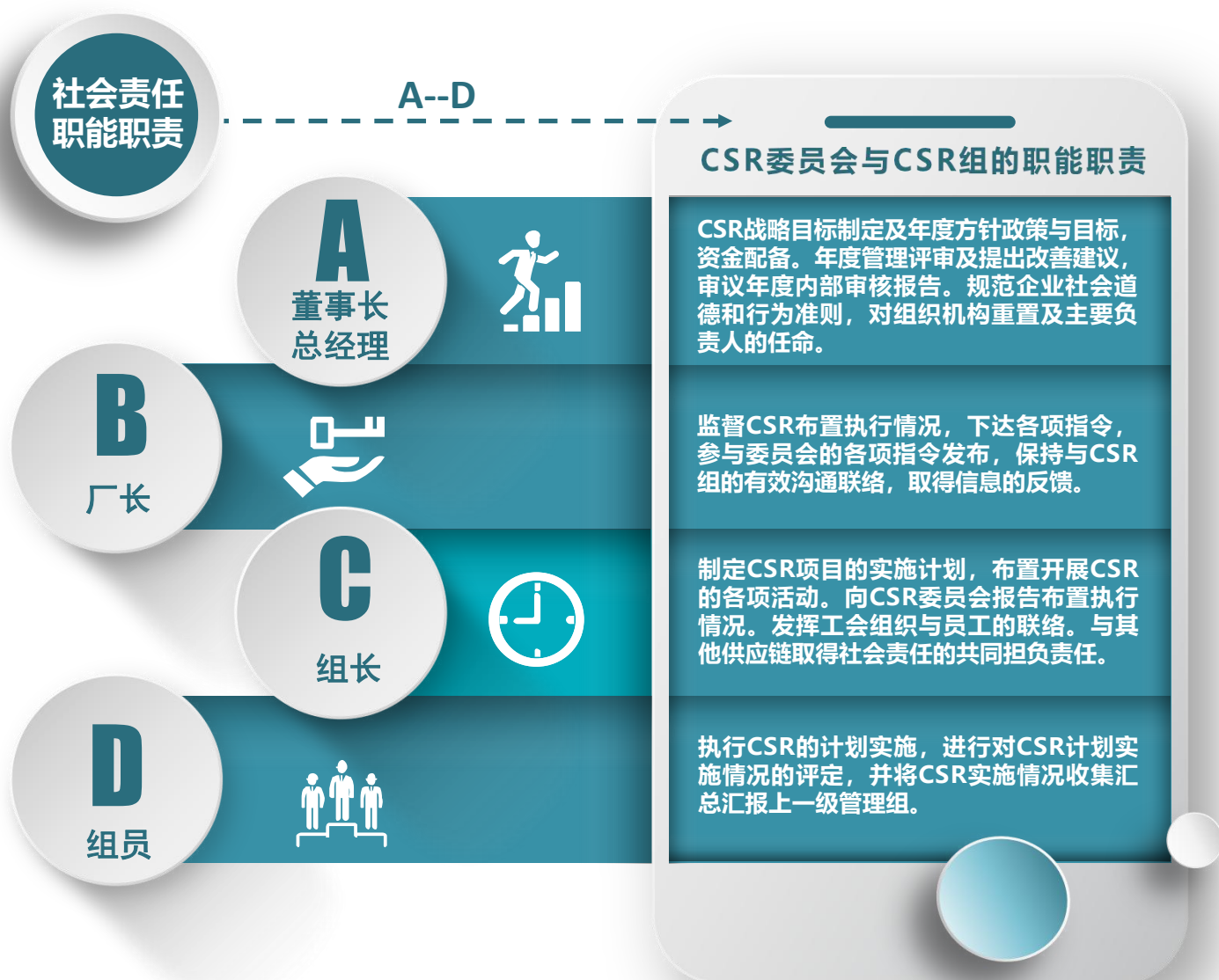
天源服装在产品早期进入国际市场、参与全球同类产品供应商的竞争过程中，积累了履行企业社会责任的理念和实践，二十年多年来相继通过ISO9001、ISO14001、OHSAS18001体系认证，并在1997年就成立了(SEA)小组，即企业社会责任管理小组，负责公司在履行劳工、安全与职业健康、环境等相关合规政策制定与实施运营，2010年正式成立了CSR管理组织，下设四个小组:劳工(HR)管理小组、安全健康与环境(HSE)管理小组、体系(ISO9001、ISO14001、OHSAS18001)管理小组，2018年新增供应链管理小组。



团队的力量
Team strength



Social responsibility organization 社会责任组织





Social responsibility organization 社会责任组织

HR经理

根据CSR战略目标, 制定HR方针政策, 制订CSR培训计划, 规划员工职业发展, 创新员工的沟通平台, 协助工会推行民主管理制度



HSE经理

根据企业CSR战略目标, 制定安全与职业健康、环境的方针政策, 开展安全文化推广、教育培训、风险排查和管控、预案制订及开展演练。节能减排。



社会责任
职能职责



工会主席

组织和开展体系执行、维护与审核评审。制订年度质量目标、安全目标、环境指标及落实, 明确各部门负责人职责和岗位要求, 组织编写年度有关体系要求的员工培训及考核。



行政总监

给予供应商CSR资源支持, 传递相关政策。编制年度考评计划, 组织实施年度KPI审核。建立健全供应商“合规评级”档案库。





Social responsibility system

社会责任制度

社会责任
制度范围

01

社会责任：企业社会责任可持续发展

Sustainable Development of
corporate social responsibility

02

法律责任：企业社会责任坚持责任底线

Corporate Social Responsibility: stick
to the bottom line of corporate social
responsibility

03

经济责任：企业社会责任实现创收增效益

Corporate social responsibility to
realize income-generating and
benefit-increasing

04

道德责任：企业社会责任赢得公众信任

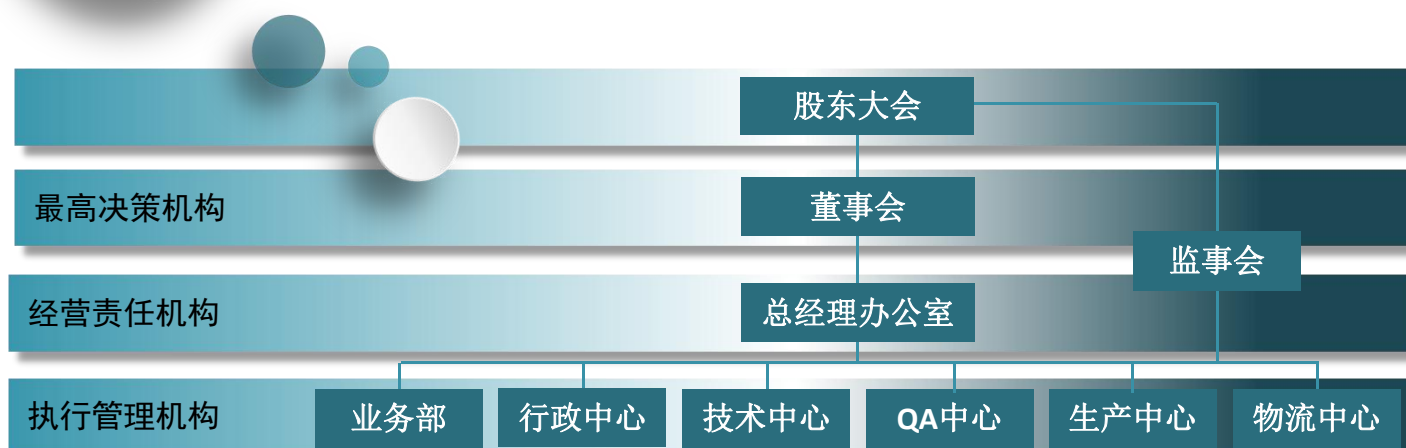
Corporate Social Responsibility Wins
Public Trust



Social responsibility system

社会责任制度

社会责任
制度审议



制度摘要

第一章 总则

为不断改善和提升履行企业社会责任的能力和水平，完善企业社会责任的工作机制，规范企业社会责任的有效实施。依据相关国家法律法规、国际公约、行业规范及公司相关内控制度、《天源行为准则》等，每年将适时更新企业CSR管理制度。该制度特指公司对国家和社会的发展、自然环境和资源，以及股东、债权人、职工、客户、供应商、社区等利益相关方所应承担的责任，包括遵守商业道德、安全生产、职业健康、员工合法权益保护、环境保护、节约资源等。

第二章 股东和债权人权益保护

第四章 职工权益保护

第六章 环境保护与可持续发展

第八章 制度建设与信息披露

第三章 供应商、客户、消费者权益保护

第五章 安全生产

第七章 公共关系与公益事业

报告信息披露表

| 内容 | 披露形式与周期 |
|----------|------------------|
| 社会指标指标 | 每月一次/相关客户 |
| 环境信息 | 每月一次/IPE公众环境研究中心 |
| 温室气体排放报告 | 每年一次/政府及相关客户 |
| 员工赋权 | 每月一次/相关客户 |
| 企业社会责任报告 | 每年一次/政府发布会 |



Social responsibility stakeholders

社会责任利益相关方

社会责任 沟通与评价

致力于同利益相关构建平等良好的沟通环境，结合自身主要责任议题，在充分平衡兼顾股东、员工、客户、供应链、环境、社会/社区、政府/行业等内外部利益相关方期望与需求的基础上，主动率先引领可持续发展的理念，及时向利益相关方沟通与传播企业履行社会责任理念及表现，将互相监督、互相促进在社会责任履责尽责，提升利益相关方的综合竞争力。

识别利益方关注的议题，根据行业特点和自身企业情况将所有议题通过审核评价，依重要程度排序，将识别出的重点议题列为重点管控项，为企业可持续发展和实现同利益相关方共发展。

Working with stakeholders to build equality good communication environment, combining with its main responsibility issues, in the full balance both shareholders, employees, customers, supply chain, environmental, social, community, government/industry and so on internal and external stakeholders expect and demand, on the basis of actively lead the concept of sustainable development, in a timely manner to stakeholder communication and communication enterprises to fulfill social responsibility concept and performance, will supervise each other, promote each other in the fulfillment of social responsibility of responsibilities and responsible, and enhance the comprehensive competitiveness of stakeholders.

The issues concerned by stakeholders are identified, and all issues are reviewed and evaluated according to industry characteristics and the situation of the enterprise. The identified key issues are listed as key control items in order of importance, so as to achieve sustainable development of the enterprise and co-development with stakeholders.





Social responsibility stakeholders

社会责任利益相关方

沟通
方式

| 利益相关方 | 沟通方法 | 期望与诉求 | 回应与效果 |
|-------|----------|------------------------|----------|
| 股东 | 股东大会 | 保护投资人、股东合法权益 | 合理回报 |
| | 董事会 | 持续盈利能力 | 定期报告 |
| | 投资路演会 | 安全运营、科学发展 | 定期报告 |
| 客户 | 质量优良 | 对消费者负责、提供优质产品和服务 | 合理回报 |
| | 互利共赢 | 持续盈利能力 | 定期报告 |
| | 供货及时 | 安全运营、科学发展 | 定期报告 |
| 员工 | 满意度调查 | 关注企业发展、权益保障、公平公正透明分配制度 | 提升员工满意度 |
| | WOVO沟通平台 | 沟通便捷畅通、回应及时、处理有效 | 维护员工合理诉求 |
| | 员工委员会 | 搭建参与企业经营发展共商、共享、共建平台 | 定期报告 |
| | 工会、班组建设 | 推动民主管理、健全职工代表大会制度 | 定期报告 |
| 合作伙伴 | 业务交流 | 透明的评价准入体系及公平透明 | 良好的合作团队 |
| | 合作商会议 | 持续的供应链建设与利益分享体系 | 稳定的骨干供应商 |
| | 资源共享 | 社会责任的评估与分享预防供应链危机 | 合规性互动良好 |
| 行业 | 行业会议 | 参与行业交流分享，促进行业的共同进步 | 率先发布“报告” |
| | 行业论坛 | 负责任案例分享，推动行业健康发展 | 成为标杆企业 |
| 社会 | 社区建设 | 营造良好的社区环境和谐相处 | 荣获多项殊荣 |
| | 精准扶贫 | 促进就业公平，优先贫困就业 | 成为地标企业 |
| | 公益活动 | 积极参与社会活动，体现企业社会责任 | 良好的舆论评价 |
| 环境 | 定期指标申报 | 能源、废弃物下降目标 | 倡导环保意识 |
| | 节约资源宣传 | 开展资源节省活动，倡导清洁生产绿色办公 | 增强节能意识 |
| | 生态保护推广 | 绿化补偿活动注重生态环境优化 | 绿色生态工厂 |



第三部分 天源责任议题

- √ 科学发展
- √ 合作共赢
- √ 公平运营
- √ 客户权益
- √ 和谐共进
- √ 环境保护
- √ 安全生产



天源社会责任承担为企业创造利润、对公司股东和对员工负责任的同时，必须把消费者、社区和环境的责任纳入公司社会责任，创造利润不是公司的唯一责任目标。天源坚持企业科学发展观，以人为本，全面协调与可持续的发展，强调在生产过程中对人的价值的关注，协调对安全、环境、消费者、合作供应商、对社会的贡献。

Tianyuan Social Responsibility (CSR) is responsible for creating profits, legal responsibilities to shareholders and employees of the company, and must incorporate the responsibilities of consumers, communities and the environment into the corporate social responsibility. Creating profits is not the sole responsibility goal of the company. Tianyuan adheres to the enterprise scientific development concept, people-oriented, comprehensive, coordinated and sustainable development, emphasizes the attention to the value of people in the production process, and coordinates the contribution to safety, environment, consumers, cooperative suppliers and society.



The scientific development

科学发展



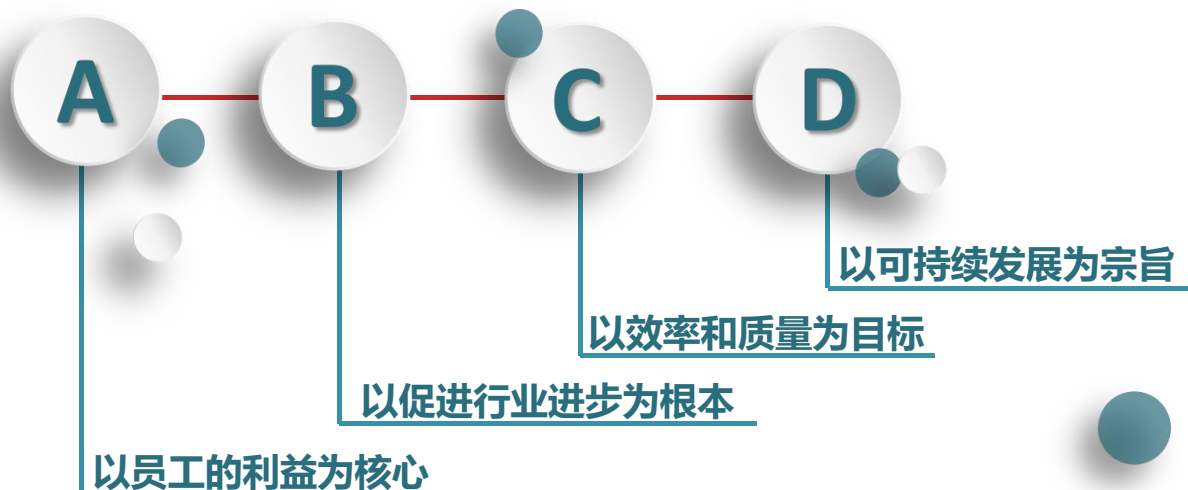


The scientific development

科学发展

天源科学
发展观

随着人们对美好生活的想往不断加剧，对服装的审美程度越来越高，以及社会对环境和健康的认识增强，行业的竞争日益加剧，必将是长期的机遇和挑战，同时也是天源从小变大、从大变强的新发展机遇。建设新型服装业的关键，其根本性因素是依靠服装科技生产力的跨越式进步，实现劳动生产率的大幅提高。近五年来天源坚持“自主创新，重点跨越，支撑发展，引领未来”的指导方针，把增强自主创新能力作为科学技术发展的战略基点和调整产业布局结构、创新工艺模式，激发全体员工创新动能，将创新成果转换为生产力，大幅提高生产效率。将服装科技概念融入在传统服装制造上，使全体员工对服装制造的认知提升至服装科技上来，让员工获得荣誉感、成就感。这些年来，天源服装通过技术的突破和项目的研发、应用，全面提高服装行业的产品质量、服饰文化、研发水平、工艺与装备水平、管理水平、人才素质、信息化程度及公共服务能力，走在行业科技发展前列，推进企业的科技进步，带动整体产业升级。



As people's desire for a better life intensifies, the aesthetic level of clothing becomes higher and higher, and the society's awareness of the environment and health is enhanced, the competition in the industry is increasingly intensified, which will certainly be a long-term opportunity and challenge, but also a new development opportunity for Tianyuan to grow from small to big and stronger. The key to the construction of new clothing industry, its fundamental factor is to rely on the leapfrog progress of productivity of clothing science and technology, to achieve a substantial increase in labor productivity. Doctors graduated nearly five years adhere to the "independent innovation, key across, support the development, leading the future" guidelines, to enhance independent innovation ability as the base point of the development of science and technology and adjust the structure of industry layout, the innovation process model, kinetic energy, stimulate the staff innovation achievements into productive forces and raise the production efficiency. The concept of clothing technology is integrated into the traditional clothing manufacturing, so that all employees' cognition of clothing manufacturing is promoted to clothing technology, so that employees can gain a sense of honor and achievement. Over the years, doctors graduated clothing through technical breakthroughs and research and development, the application of the project,, enhance the product quality,



The scientific development

科学发展

运营
管理

天源的运营管理把客户需求作为公司运营管理的首位，天源依据服装行业自身优势不断优化服装制作流程提高产品质量，APQP得到了有效控制。在激烈的市场竞争中不断自我优化，创新企业运营模式，提升客户创造能力，延续服装企业的竞争优势，达到了天源公司的持续发展，市场与客户的认可度空前。

The operation management of tianyuan takes the customer demand as the first place in the operation management of the company, tianyuan is based on clothing The industry's own advantages continue to optimize the garment production process to improve product quality, APQP has been effective Control. In the fierce market competition, continuous self-optimization, innovation of enterprise operation mode, improve Customer creation ability, the continuation of the competitive advantage of clothing enterprises, to achieve the continuous development of tianyuan company Exhibition, market and customer recognition unprecedented.

运营输入

- 1、国家法律法规、规定。
- 2、客户需求。
- 3、生产资料表。
- 4、设备配备。
- 5、人员配备。
- 6、质量要求。
- 7、行为指南。
- 8、供应商指南。
- 9、企业社会责任指南。

运营操作

客户需求

APQP控制

设施环境控制

产质量计划

生产设施管控

产品交付计划

作业指导书
标准样衣
主要工序标
志与辅导生产准备
重置生产面辅料采购
工艺模板
设备配备
生产培训

合规评审

节拍生产

启动生产

SEA评定报告
CEM报告
体系评定
碳排放报告产品测量
检验合规PDCA反馈
产品修正

审核合规

出入库

交付产品

客户意见反馈

运营输出

生产计划书

作业指导书

仓库动态数

生产能力表

生产周期表

资料库存表

资金报告

产品交付表

SEA审核报告

职责

总经理负责
全面生产技术总监负责
技术指导与
产品质量财务总监负责
公司生产
资金调动行政总监负责
生产服务人事安全总
监负责HRHSE行政总监负责
生产服务部门责任负
责各部门事
务配合生产生产厂长负
责生产调度

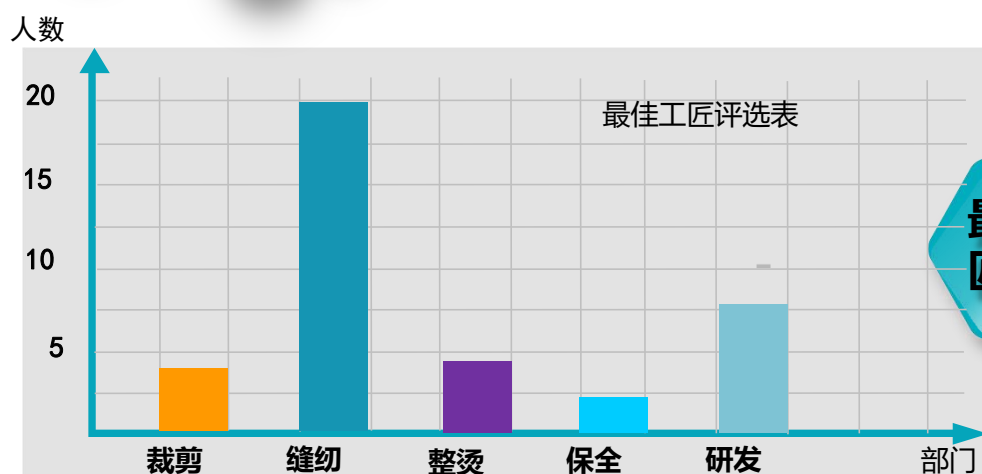
持续改进



The scientific development

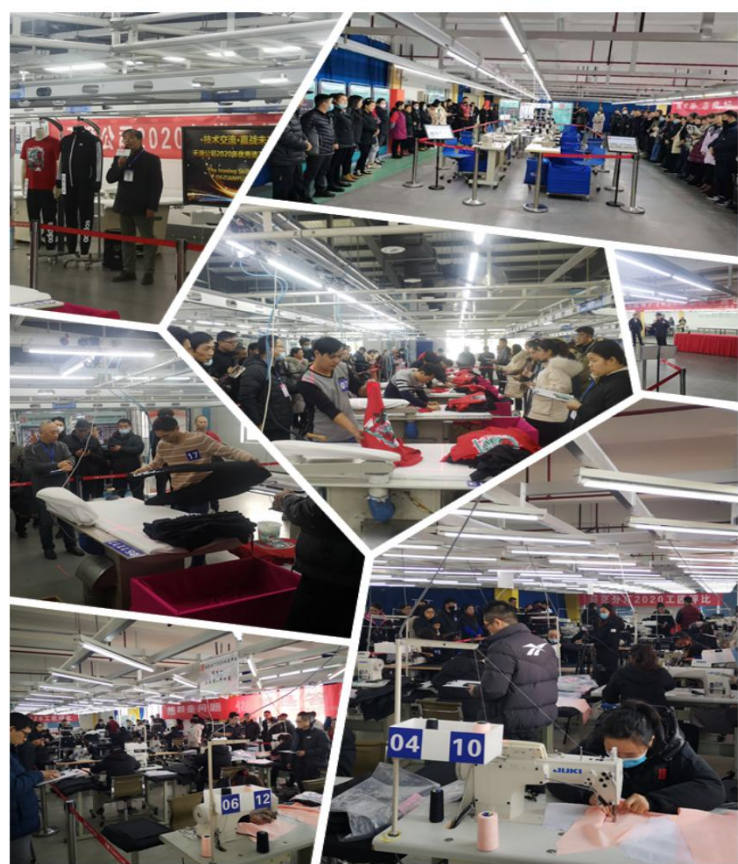
科学发展

工匠
精神



最佳工
匠评选

五年评选
100名最佳工匠
2020年最佳工匠：
缝纫工匠20名
裁剪5名
整烫4名
保全3名
研发7名





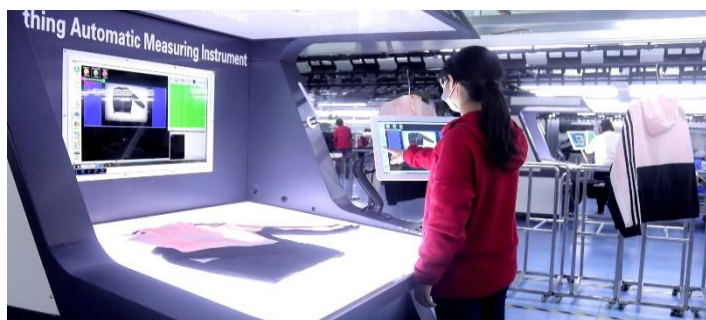
The scientific development

科学发展

智能化
数字化

大力发展服装科技水平，在智能化的路上，初步形成人+机器+自动化+大数据的责任制造，目前在智能制造领域已完全领先于同行业，已连续三年得到政府表彰和肯定，并获得纺织服装智能制造示范的多次殊荣，在行业中率先分享经验。为推动行业的进步、智能制造的发展，天源坚持请进来、走出去的发展思路，与同行共商共议、取长补短、共同发展。

Vigorously develop clothing science and technology level, in the way of intelligent, initially formed people + machine automation, large data the responsibility of manufacturing, is now leading in the same industry in the field of intelligent manufacturing has been completely, has for three consecutive years get government recognition and affirmation, and textile and garment intelligent manufacturing demonstration award many times, first to share experience in the industry. In order to promote the progress of the industry and the development of intelligent manufacturing, Tianyuan adheres to the development idea of "invite in" and "go out", and discusses with peers to learn from each other and achieve common development.



智能检验系统



智能化缝制系统



智能仓库系统



智能蓝光系统



智能裁剪系统



智能悬挂分配系统



WIN-WIN COOPERATION

合作共赢

供应链管理

天源注重供应链合作伙伴的关系和管理，因此“合作”、及“共赢”的思想其关系到产品成本、质量、交货期待，是可持续发展关键因素，合作伙伴关系已成为新的重点，建立战略合作伙伴关系是供应链战略管理的重点，也是集成化供应链管理的核心。供应链中的合作伙伴关系的管理，关键在于建立如何选择合作伙伴流程及管理模式，实现合作共赢。

Doctors graduated focus on supply chain partner relationship and management, so the ideas of the "cooperation", and "win-win" its relationship to the product cost, quality, delivery, looking forward to, is a key factor of sustainable development, partner relationship has become a new focus, a strategic partnership is the key of the supply chain strategy management, also is the core of integrated supply chain management. In the management of partnership in the supply chain, Tianyuan has how to choose the process and management mode of partners, so as to achieve win-win cooperation.

01

合法合规，具有负责任运营机制及责任管理。

02

长期负责任合作的意愿。

03

相互间的信任和配合度

04

面对问题共商、利益共享、信息互通的合作机制。

合作伙伴基本原则





供应链 选评体系

供应链合作伙伴选择指标体系

WIN-WIN COOPERATION

合作共赢

社会责任

组织与管理

履责表现

合作能力

质量

价格与成本

交货

服务

技术

协同透明

合作意愿

信息状况

系统运行

外部环境

企业信誉

合作风险

管理与文化

社会绩效

合作评价

管理与文化

创新能力

技术创新

管理创新

SCM SYSTEM

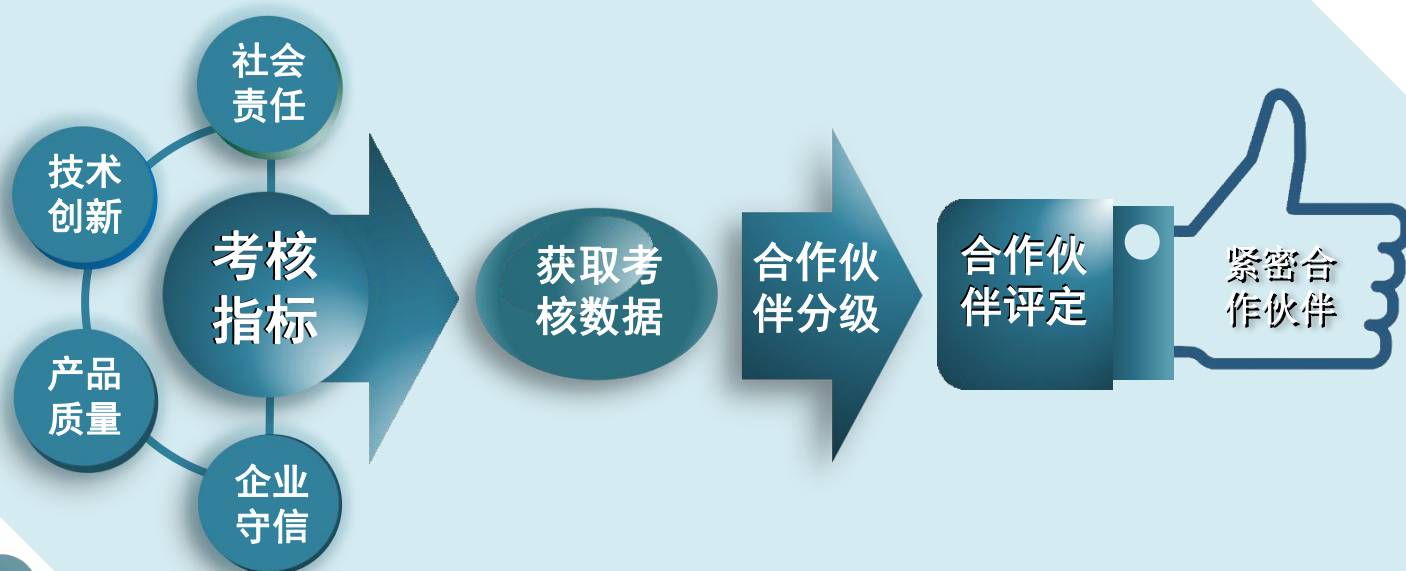


WIN-WIN COOPERATION

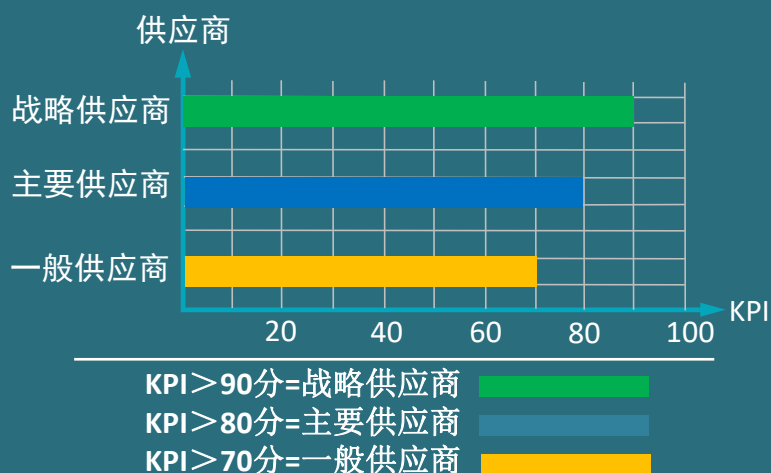
合作共赢

SCM SYSTEM

合作伙伴评定机制



合作伙伴的分级





WIN-WIN COOPERATION

合作共赢

合作伙伴
评定



传达合作意向及合作前提要求，进行合规性调研和出具初始报告。



通过初审后，分享合规行为指南及案例。



指导建立合规管理组织，建立运营体系。



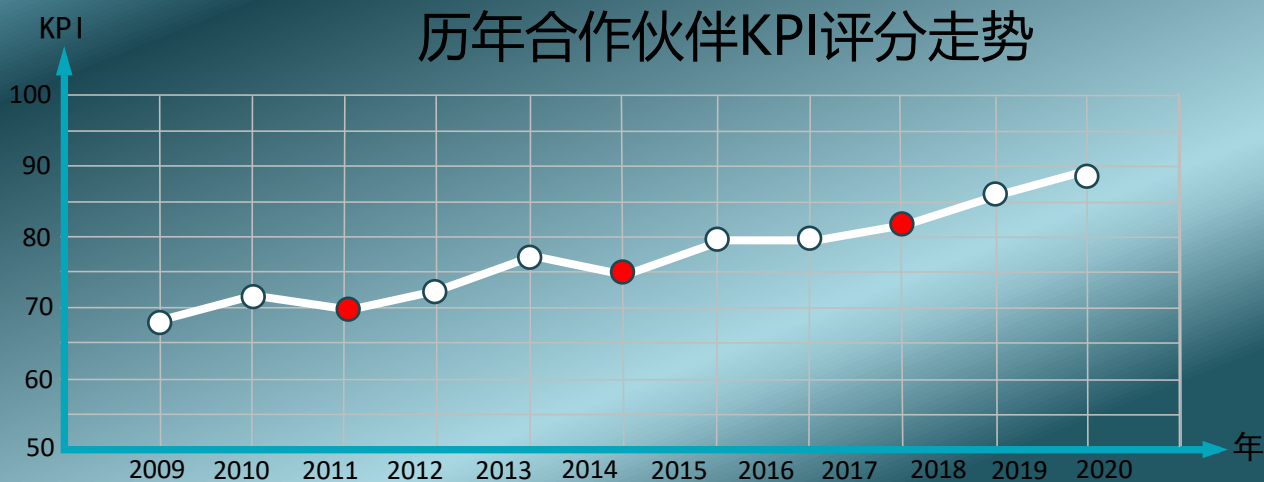
定期对供应链作合规审核及跟进整改问题。



提出持续改善要求，并在合作过程中检查与总结。

天源致力于本地采购政策，2020年本地采购率占87.2%。

历年合作伙伴KPI评分走势



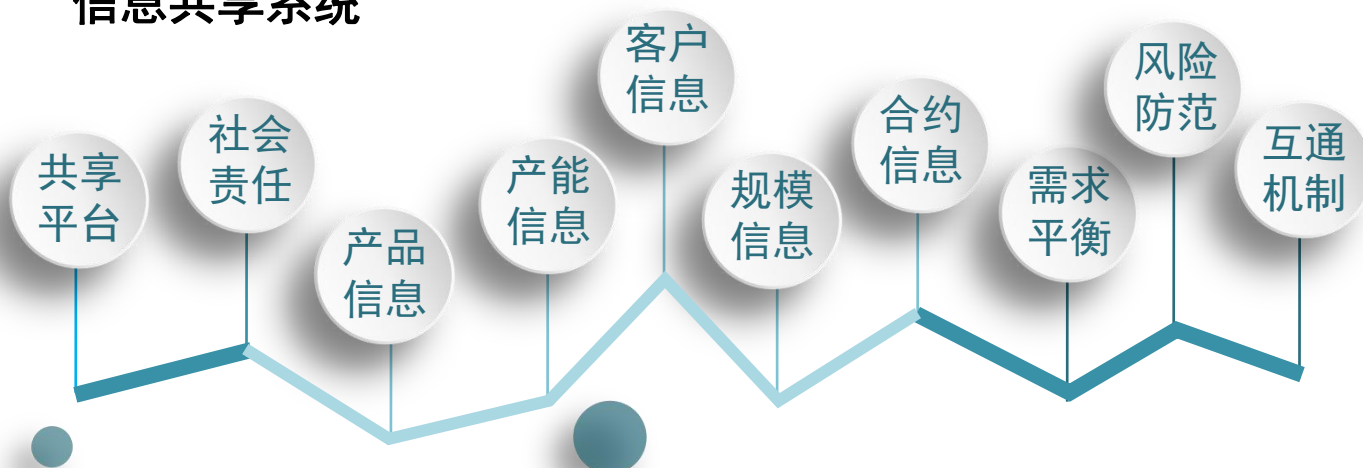


WIN-WIN COOPERATION

合作共赢

信息
共享

信息共享系统



CSR TV

Corporate Social Responsibility Report 2020

天源社会责任报告



Fair operation

公平运营

评审
案例

1----纠正与预防措施报告

2----合规审核告知书

3----审核日常安排

4----合规审核内容清单

5----合规审核评分表

6----审核合规性文件

7----审核整改要求

图例说明



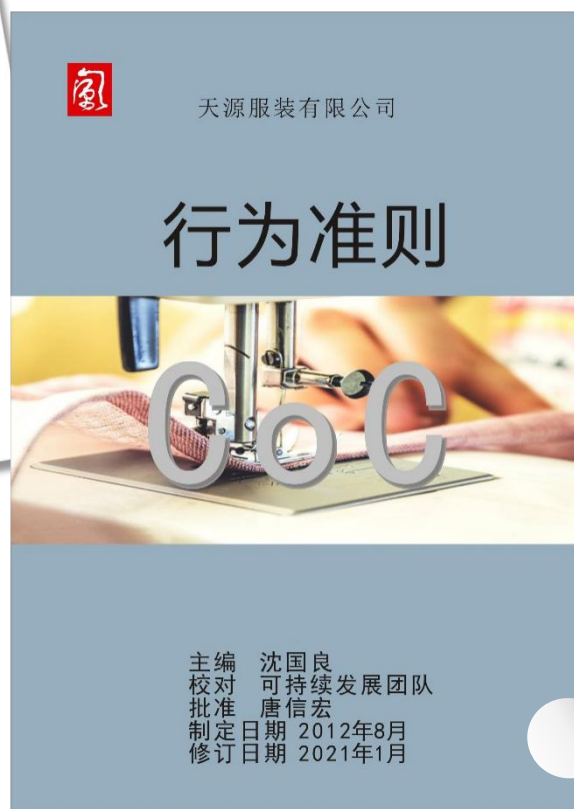
Fair operation

公平运营

行为
管控

公司理念中的“循天道，尽天职，顺应天意，善解人意”，即遵循勤奋踏实的价值观，顺应社会发展的普遍规律，与人为善、与仁为和的普世文化。天源以诚信经营视为立足之本，以公开、平等和公正运营求发展，得到了政府、业界、客户、合作伙伴的赞誉与肯定，建立了良好的社会美誉度。2020年再次修订天源<<行为准则>>，规范了组织、个人在业务工作中的竞争要求。

The company's concept of "follow the way of heaven, do their duty, conform to the will of heaven, understanding" means to follow the values of diligence and sureness, conform to the universal law of social development, and the universal culture of being kind to others and benevolence. Tianyuan takes honest management as the foundation, and strives for development by open, equal and fair operation. It has been praised and affirmed by the government, the industry, customers and partners, and has established a good social reputation. Revise Tianyuan again in 2020; <<Code of conduct >>, standardizes the competition requirements of organizations and individuals in business work.



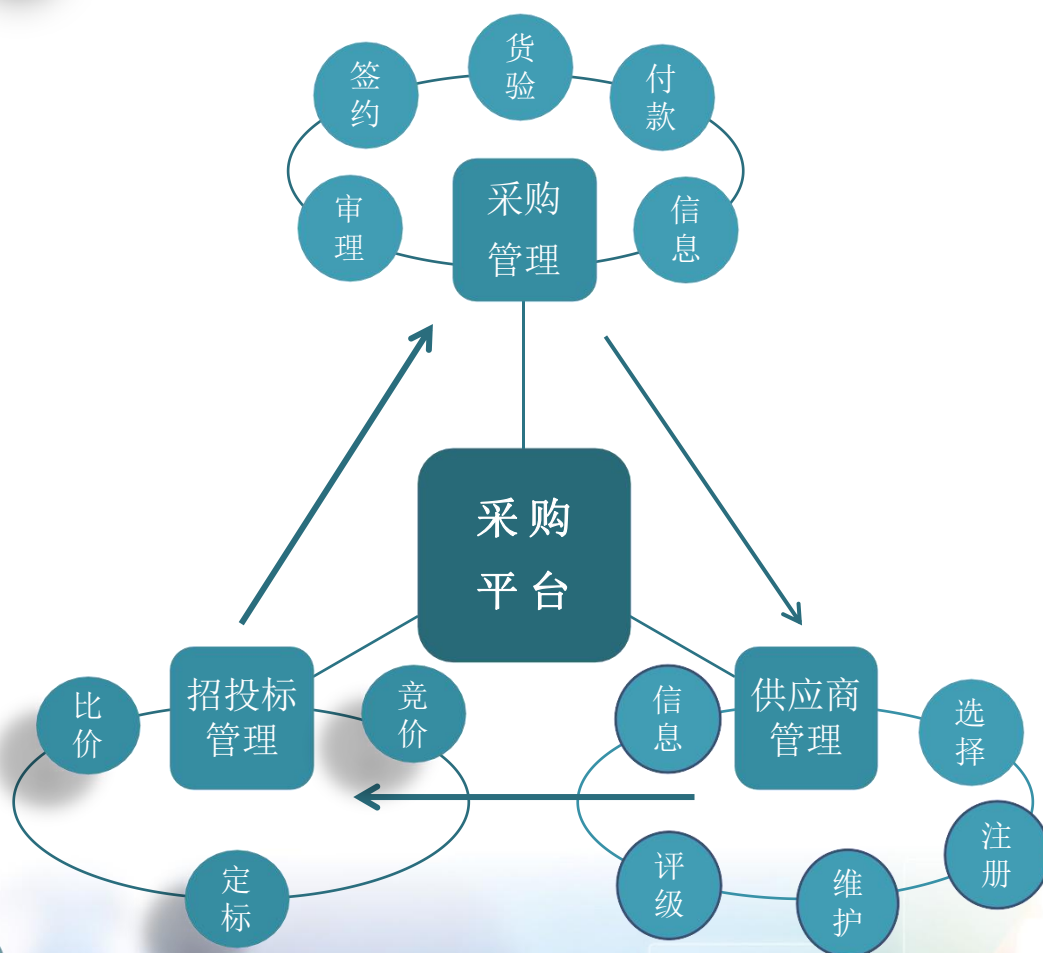


Fair operation

公平运营

采购管理

公平竞争，天源严格遵守<<反不正当竞争法>><<反垄断法>>，遵循市场规则、公平交易、诚信合作、守合同、讲信誉，严格履行<<合同管理制度>>，遵守行业规范，保护合作双方知识产权。在采购制度中规范了流程，保障员工的廉洁自律。





Fair operation

公平运营

客户
权益

天源服装公司在经营生产实践中重视客户权益，向客户承诺：

- 1、**守法经营**-----天源自觉遵守相关法律法规和政策，维护客户利益，将保护客户合法权益纳入公司管理、企业文化建设和企业经营发展战略统筹规划。
- 2、**公平经营**-----天源营造良好的竞争环境，鼓励并支持开展合法、公平、有序的行业竞争，坚决反对采取不正当手段进行行业竞争，反对诋毁竞争对手、编造竞争对手虚假负面信息等行为。
- 3、**风险防控**-----天源将增强自身风险控制抵御能力，配备足够的 安全风险管理人员，提升技术安全管理能力，将利润按比例投入安全风险管理中，保障客户风险与信息安全。
- 4、**社会监督**-----天源接收社会各界对公司的监督和批评，不断改进企业生产经营管理，提升企业自律的效率。
- 5、**保障客户知情权**-----天源通过企业刊物、产品介绍、告知书、协议、报表、手册等用通俗易懂的汉英双语表达。
- 6、**保障公平交易权**-----天源准守公正公平、诚实信用的原则，在与客户、合作供应商的贸易、生产合作中，认真听取客户诉求，在公司内部建立多层面的投诉处理机制，保障客户公平交易权。
- 7、**信息安全**-----天源准守国家相关信息安全法律法规，在信息安全、反恐等计算机信息、网络信息、客户信息、服装技术信息等方面设置专门结构进行有效防范管理，确保客户的信息安全。

Tianyuan Garment Company attaches great importance to the rights and interests of customers in the operation and production practice, and promises to customers:

- 1, law-abiding business ----- Tianyuan consciously abide by the relevant laws, regulations and policies, protect the interests of customers, will protect the legitimate rights and interests of customers into the company's management, corporate culture construction and enterprise operation and development strategy planning.
- 2, fair management ----- tianyuan creates a good competition environment, encourages and supports the development of legal, fair and orderly industry competition, and firmly opposes the use of unfair means to carry out industry competition, and opposes the slander of competitors, fabricate false negative information of competitors and other acts.
- 3, risk prevention and control ----- Tianyuan will enhance its own risk control and resistance ability, with sufficient security risk management personnel, Promote technology security management ability, the profit will be in proportion into the safety risk management, Ensure customer risk and information security.
- 4, social supervision ----- Tianyuan receives the supervision and criticism of the company from all walks of life, and constantly improves the production and operation management of the enterprise, and enhances the efficiency of enterprise self-discipline.
- 5, protect the customer right to know ----- tianyuan through the enterprise publications, product introduction, notice, agreement, statements, manuals and other easy to understand Chinese and English bilingual expression.
6. Guarantee the right of fair transaction ----- Tianyuan will adhere to the principle of fairness, fairness, honesty and credit. In the trade and production cooperation with customers and cooperative suppliers, Tianyuan will listen to customers' demands carefully, and establish a multi-level complaint handling mechanism within the company to protect customers' right of fair transaction.
- 7, information security ----- Tianyuan strictly comply with national relevant information security laws and regulations, in information security, anti-terrorism and other computer information, network information, customer information, clothing technology information and other aspects of the special structure set up to effectively prevent management, to ensure customer information security.

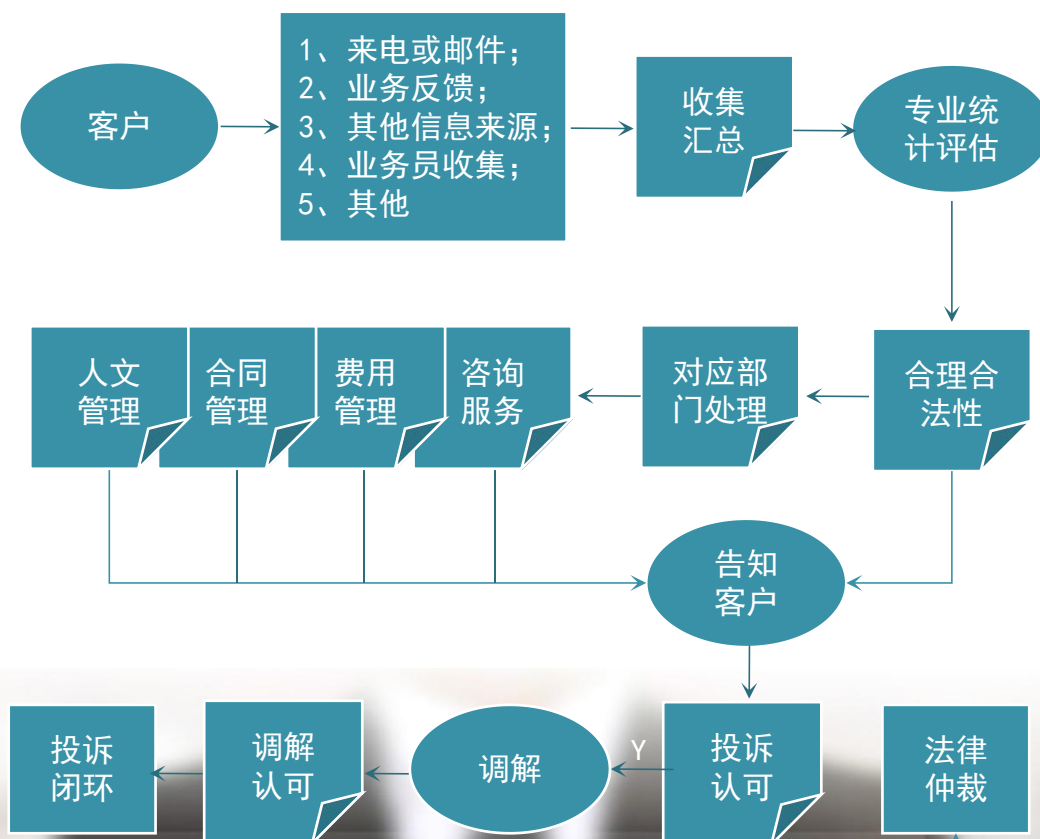


The customer rights and interests 客户权益

诉求管理

天源诉求管理纳入企业管理，设置专门部门进行处理，对诉求进行分类与合法合规评估，将诉求最终能够得到解决闭环。

Tianyuan appeals management is incorporated into the enterprise management, and a special department is set up to deal with the appeals. Conduct classification and legal compliance assessment, and the appeal can be finally resolved.





The customer rights and interests 客户权益

质量管理

天源质量控制覆盖生产过程的全流程，严格执行质量体系 ISO9001，按照客户需求严控产品质量。天源质量控制根据服装生产特点分为：接单试样与封样质量控制、生产前期准备质量控制、生产中后期质量控制和尾期生产质量控制。公司进行对全体员工的质量控制培训，提高全体员工的质量意识。

Tianyuan quality control covers the whole process of the production process, strictly implement the quality system ISO9001, Strictly control product quality according to customer requirements. Tianyuan Quality Control is divided into: Quality control of receiving single sample and sealing sample, quality control of pre-production preparation, quality control of mid-production Control and final production quality control. The company shall conduct quality control training for all employees. Improve the quality awareness of all staff.



前期质量控制

技术资料

检查样衣

裁剪品质

中期质量控制

缝纫质量

技术资料

半成品

尾期质量控制

辅料正确性

成品抽检





The customer rights and interests 客户权益

质量预警管理

天源把质量管理设置控制预警，在生产产品流转过程中设置质量控制检查点，采取服装生产流转单工序人工QA检验、悬挂线电脑自动检测预警、成品输送带自动检测等手段，将不合格产品消除在萌芽中，保障了不合格产品流入下一服装生产环节中。

Set of quality management control doctors graduated early warning, set up quality control in the process of production product circulation checkpoints, adopt single garment production circulation process of artificial QA inspection, hanging line computer automatically detect early warning, finished product conveyor belt automatic detection means, eliminate the unqualified products in the bud, guarantee the unqualified products into the next in garment production link.





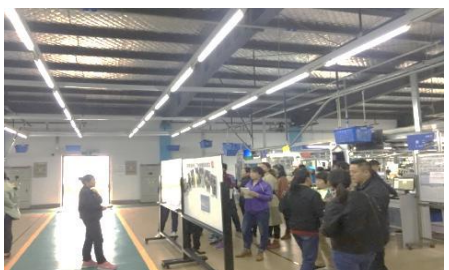
The customer rights and interests 客户权益

质量文化

天源质量文化是形象的体现，天源质量文化形象对公司的经营理念、精神文化、贸易战略及其外在的优化设计与塑造，天源在质量文化中将全体员工的理念、行为和视觉等指导员工进行正确有效识别，把国际品牌理念浓缩纳入公司质量文化中。

Doctors graduated quality culture is the embodiment of the image, the quality of doctors graduated cultural image to the company's business philosophy, the spiritual culture, and its optimal design and characterization of the external trade strategy, doctors graduated in the heart of the culture of quality idea, the behavior of the staffs and vision is used to identify the correct effective guidance staff, such as the concept of international brand into the company culture of quality.

天源完美产品理念：不接、不做、不传、不要劣质产品





The customer rights and interests 客户权益

客户管理

系统化

引入(CRM) 管理系统, 为不断提升供应商核心竞争力, “以客户为中心”, 提高客户满意度, 及时掌握客户需求信息、客户发展动态、市场情况、消费者意愿方面, 优化服务, 提升企业价值。

结果导向

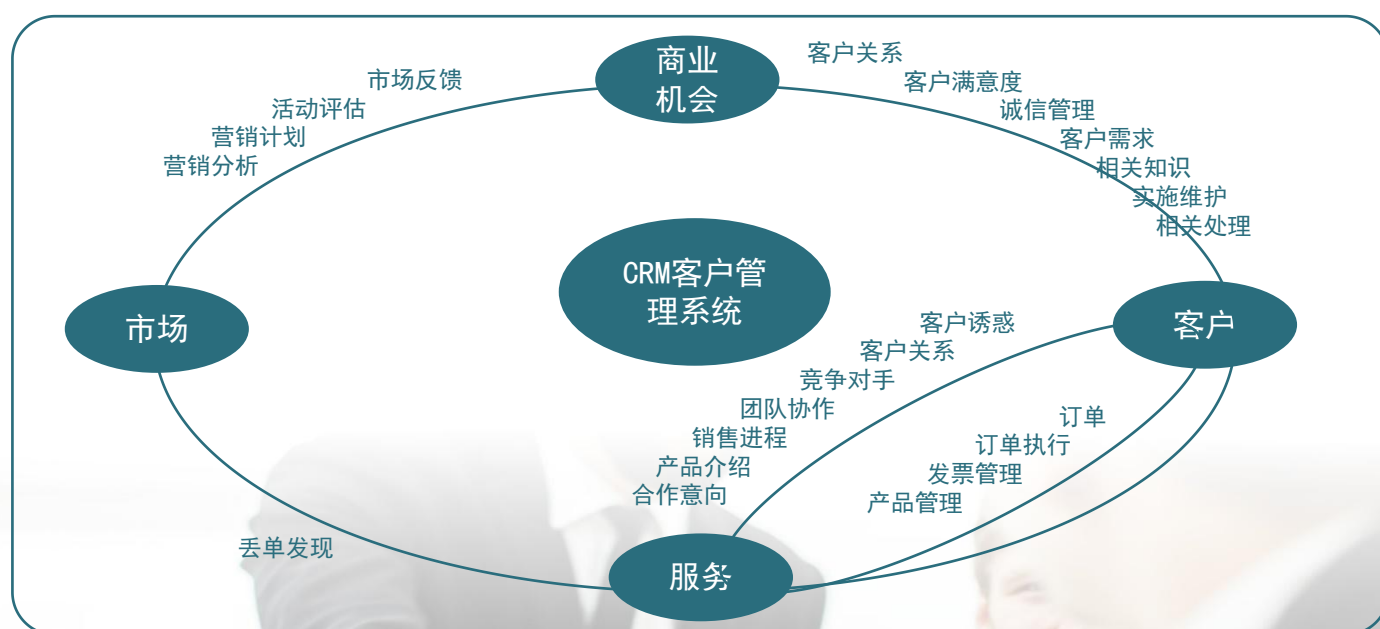
双赢原则, 增强客户满意度、提升双方忠诚度, 坚持以客户为导向, 共同进步、促进社会责任绩效, 提升企业社会价值可持续发展的典范。

服务至上

为客户提供高质量服务

为客户奉献增值的产品

培养保证执行到位的高效快捷团队





Harmonious and joint development

和谐共进

员工
权益

员工权益，每一位天源员工均享有公平自由平等的权利，尊重人权就是尊重生命，它不受国籍、政治、宗教、信仰、民族、肤色、性别等影响，具体体现在招聘录用、岗位分配、薪酬福利、职业发展、社团参与、民主管理、申诉主张等，天源坚持以人为本，提倡员工与企业共同发展，促进人与社会的自然和谐。

Rights and interests of employees, each doctors graduated employees shall have the right to fair freedom and equality, respect for human rights is the respect for life, it is not affected by nationality, politics, religion, religion, nationality, color, gender, etc., concrete embodiment in the recruitment hiring, post distribution, salary, benefits, career development, community participation, democratic management, complaints, etc., adhere to the people-oriented, doctors graduatedAdvocate the common development of employees and enterprises, and promote the natural harmony between human and society.





Harmonious and joint development

和谐共进

职业
生涯

天源员工职业生涯CAREER作为企业与员工在生产生活中一个动态的标志，把员工在企业中所经历或发生的人和事进行有计划的规划，启动员工职业生涯项目进行对员工进行心理开发、生理开发、智力开发、技能开发和伦理开发，把员工的潜能充分发挥。

Doctors graduated employees CAREER CAREER as an enterprise and the staff in the production and living in a sign of a dynamic, the experienced employees in the enterprise or the people and things happen for systematic planning, project start staff CAREER employees on mental development, physical development, intellectual development, skills development and ethical development, the employee's potential into full play.

开辟发
展跑道设计发
展里程确定起
跑线明确发
展规则实施发
展激励

人力资源改进

任职资格调整

任职资格评定

职业资格标准

职业类划分



Harmonious and joint development

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员工创新年会

天源员工创新论坛每年举办一次，天源将员工创新作为企业生存和发展的灵魂。天源员工创新论坛内容包括：技术创新、管理创新、思维创新，通过员工创新，企业生产效益提高，生产成本降低，企业生产运行更有序，各项信息传达迅速正确畅通，员工创新思维活跃，为企业带来更大的效益。

Tianyuan employee innovation forum is held once a year. Tianyuan regards employee innovation as the soul of enterprise survival and development. The contents of Tianyuan employee innovation forum include: technological innovation, management innovation and thinking innovation. Through employee innovation, the production efficiency of the enterprise is improved, the production cost is reduced, the production operation of the enterprise is more orderly, the information is conveyed quickly and correctly, and the innovative thinking of the employees is active, which brings greater benefits to the enterprise.





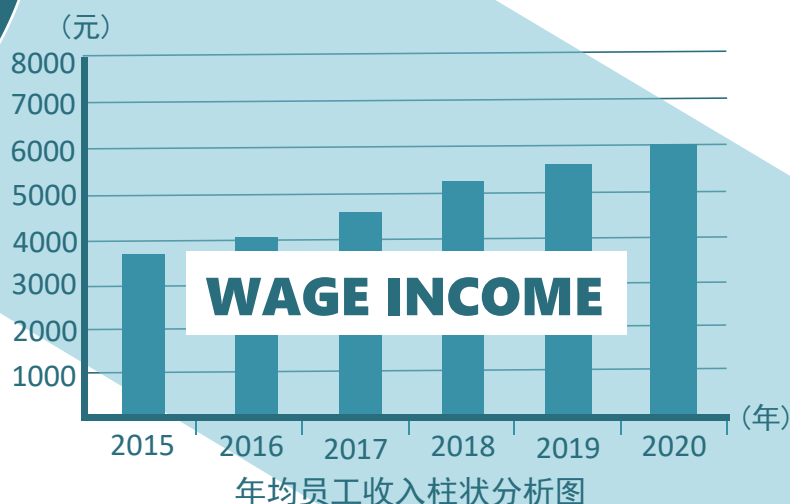
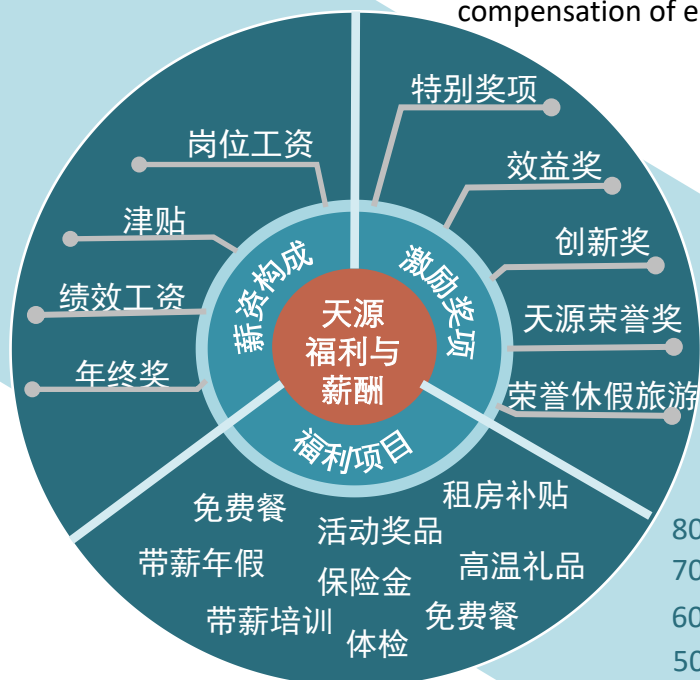
Harmonious and joint development

和谐共进

福利薪酬

天源薪酬管理将充分体现员工多劳多得的内部公平原则，外部体现具有竞争优势的策略，充分调动每一位员工的工作热情，使得每位员工在良好的环境中快乐工作、健康成长，通过福利与薪酬的调节与激励，进一步增强企业凝聚力和归属感。2019年至今企业预期收益虽受疫情影响减少，但员工的福利薪酬仍有增长。。

The compensation management of Tianyuan will fully reflect the internal fairness principle of "more work, more gain", external embodiment has the competitive advantage strategy, fully arouse the enthusiasm of every employee, make each employee in a good environment to work happy, healthy growth, through the welfare and the adjustment of the compensation and incentive, further enhance the enterprise cohesive force and the sense of belonging. So far in 2019, the expected earnings of enterprises are affected by the epidemic: decreased, but the benefits and compensation of employees are still increased.





Harmonious and joint development

和谐共进

劳资关系

天源的发展离不开和谐的劳资关系，天源把员工作为企业的根基，是企业最重要的竞争力。天源严格执行国家劳动法，建立起一整套与员工联系的渠道，积极调动员工的生产积极性、主动性和创造性，呈现出和谐的天源劳资关系。

The development of tianyuan is inseparable from the harmonious labor-capital relations, tianyuan regards employees as the foundation of the enterprise, which is the most important competitiveness of the enterprise. Tianyuan strictly implements the national labor law, establishes a complete set of channels to contact with employees, actively mobilizes employees' enthusiasm, initiative and creativity in production, and presents a harmonious tianyuan labor-capital relationship.





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员工激励

天源将对员工的激励作为企业的战略资源和企业发展的重要环节。通过对员工的激励，激发员工的生产积极性和创造性。

Tianyuan regards employee motivation as a strategic resource and an important link of enterprise development. Stimulate employees' enthusiasm and creativity in production through the motivation of employees.





Harmonious and joint development

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员工健康

天源公司将员工健康管理融入到企业文化中，把员工健康作为企业以人为本的理念。在生产中以减轻员工劳动强度为目的，引进了自动化智能服装生产设备，开展人机过程项目。把员工健康管理计划EAP纳入生产管理各环节，其中包括员工心理健康疏导，设置员工激励和员工沟通机制，解决员工在生产生活中的后顾之忧。

Tianyuan Company integrates employee health management into corporate culture and regards employee health as the people-oriented concept of the enterprise. In order to reduce the labor intensity of employees in the production, the introduction of automatic intelligent clothing production equipment, man-machine process projects. The employee health management plan EAP should be included in all aspects of production management, including mental health counseling for employees, setting up incentive and communication mechanisms for employees, so as to solve the worries of employees in production and life.





Harmonious and joint development

和谐共进

员工
培训

天源将员工培训作为员工福利与企业可持续发展。通过员工培训提高员工的工作适应性，改善员工的工作态度，提升员工对天源的责任感和归属感，员工知识储备提高，工作信心和工作积极性增加。同时，“天源培训”作为企业文化，促进了工作质量好工作效益，实现天源科学管理和战略发展。

Tianyuan regards employee training as employee welfare and enterprise support Continued development.Improve employee's job fitness through employee training Resilience, improve staff's working attitude,enhance staff's attitude Tianyuan's sense of responsibility and sense of belonging, staff knowledge reserve High, work confidence and work enthusiasm increased.At the same time,"Tianyuan Training" as a corporate culture, promote the work The quality is good work efficiency, realizes the tianyuan scientific management and the war A little.



踏上
新台阶

员工培训



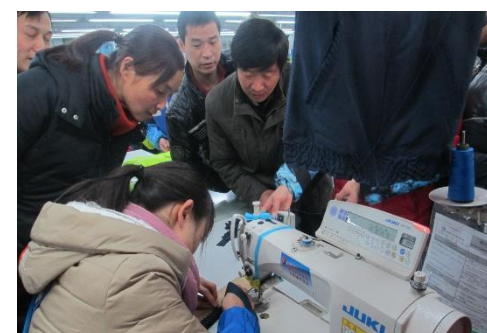
Harmonious and joint development

和谐共进

员工培训

天源将员工培训按不同管理层、不同操作、不同环境等全方位的推进，培训内容为：高中层管理人员管理技能与素养培训、普通操作员工进行缝制操作技能培训、班组培训、特种工种安全培训、消防逃生灭火演练和各项外训等。

Tianyuan staff training according to different management levels, different operations, different environments and so on. The training contents include: management skills and literacy training for senior and middle-level managers; General operators to sewing operation skills training, team training, special work safety training, fire escape drill and external training, etc.





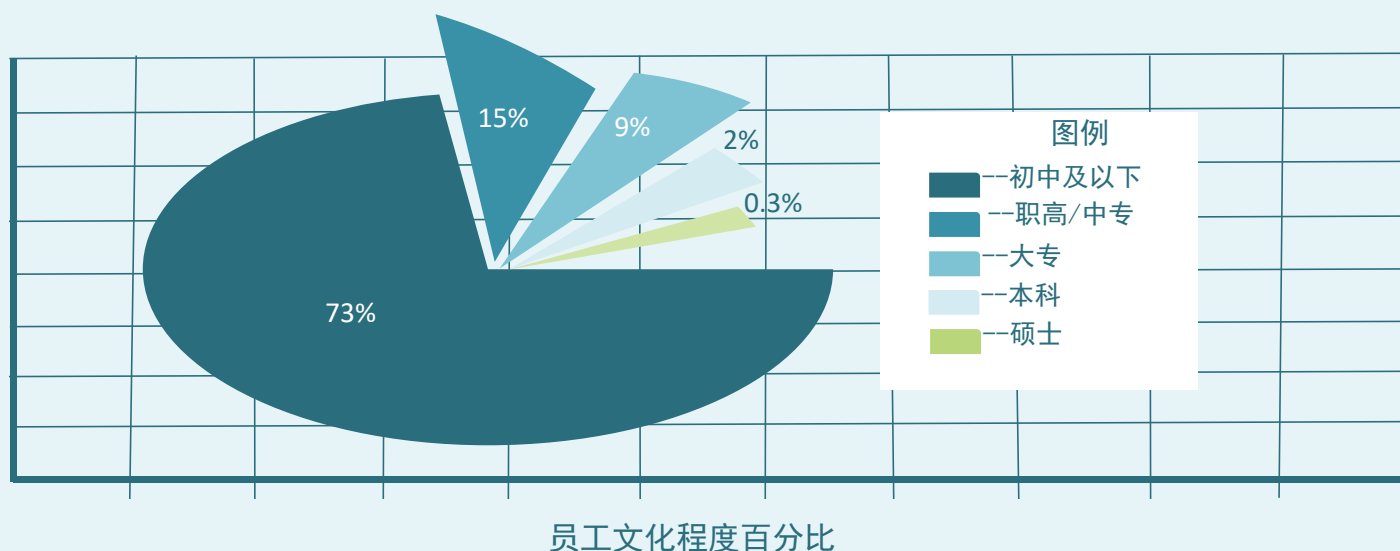
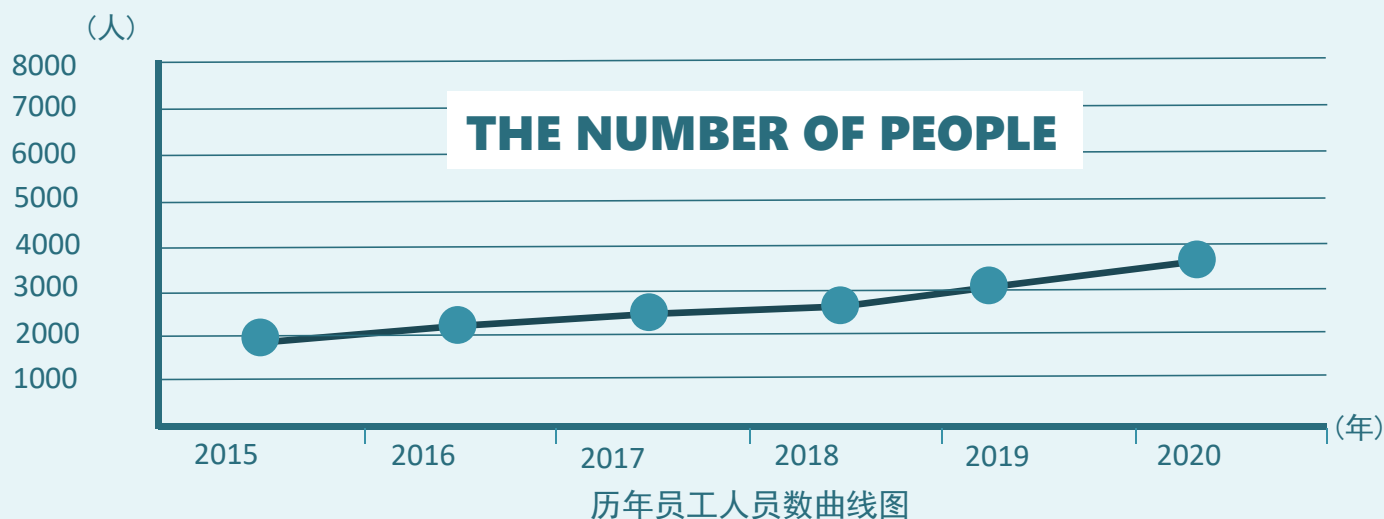
Harmonious and joint development

和谐共进

人力资源数据

天源成立专门部门负责对公司人员的数据进行收集进行有效分析，达到对人力资源的再认识，数据的分析结果进行对管理层传递，推动管理层系统性思考问题达到正确的管理决策。

Tianyuan has set up a special department responsible for the collection and effective analysis of the company's personnel data, to achieve a new understanding of human resources, data analysis results to the management team, and promote the management team to systematically think about problems and make correct management decisions.





The environmental protection

环境保护



节能减排

节能减排的目的是减少物资资源和能源资源的消耗和废物对环境的有害排放。天源公司积极响应国家“十一五”规划，在这其期间提出的单位国内生产总值能耗降低20%、主要排污总量减少10%的约束性指标。

天源为履行企业社会责任。公司相继成立了由公司总经理负责的“天源服装有限公司环境保护委员会”，负责公司的节能减排目标制定。

公司每年对外发布《天源服装有限公司温室气体排放报告》，编制公司温室气体排放清单，达到了对公司温室气体排放进行全面掌控与管理，公司邀请第三方节能机构对公司节能减排进

行评估，发掘公司潜在的节能减排项目及CDM项目，同时，开展全员节能减排教育培训的活动，向公司全体员工提出“节能减排从我做起”的行动倡议，将“节能减排”理念融入公司服装生产各环节中。

The purpose of energy conservation and emission reduction is to reduce the consumption of material resources and energy resources and waste Hazardous emissions from the environment. Tianyuan Company actively responded to the national "Eleventh Five-Year Plan", During this period proposed to reduce energy consumption per unit of GDP by 20 percent, major emissions A binding target to reduce the total amount by 10%.

Tianyuan to fulfill corporate social responsibility. Companies have been established by The general manager of the company is responsible for the environmental protection committee of tianyuan clothing co., LTD., minus Responsible for setting the company's energy saving and emission reduction targets. The company releases the "Green House Gas Emission Report of Tianyuan Garment Co., Ltd." every year. Compile the company's greenhouse gas emission inventory, achieve the company's greenhouse gas emissions carried out

Comprehensive control and management, the company invited third energy conservation organization for the company to evaluate energy conservation and emissions reduction, excavate potential of energy conservation and emissions reduction projects and CDM projects, at the same time, to carry out the overall education training activities, energy saving and emission reduction to

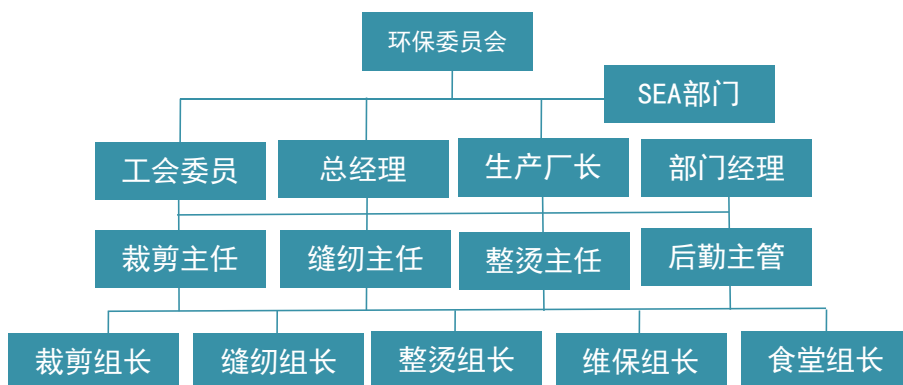




The environmental protection

环境保护

成立
环境保护
委员会



节能减排咨询 节能项目引进

生产环境监测 环境持续改进

环境数据采集、分析与传递

教育培训 参与社区活动



法律法规 环境制定 环境体系

制定环保制度 减排计划

废弃物分类处理 环保投诉

节能减排资金投入预算

保护环境就是保护我们的家园



The environmental protection

环境保护

设置减排目标

电消耗2015年-2020
年每年实际下降值

2.8%

从2015年开始至2020年能源每年减排目标下降2.1%

水消耗2015年-2020
年每年实际下降值

3.2%

从2015年开始至2020年水每年减排目标下降1.8%

废弃物2015年-2020
年每年实际下降值

8.1%

从2015年开始至2020年废弃物每年减排目标下降3%

温室气体排放量2015年-2020
年每年实际下降值

4.8%

从2015年开始至2020年温室气体排放每年减排目标下降4.1%



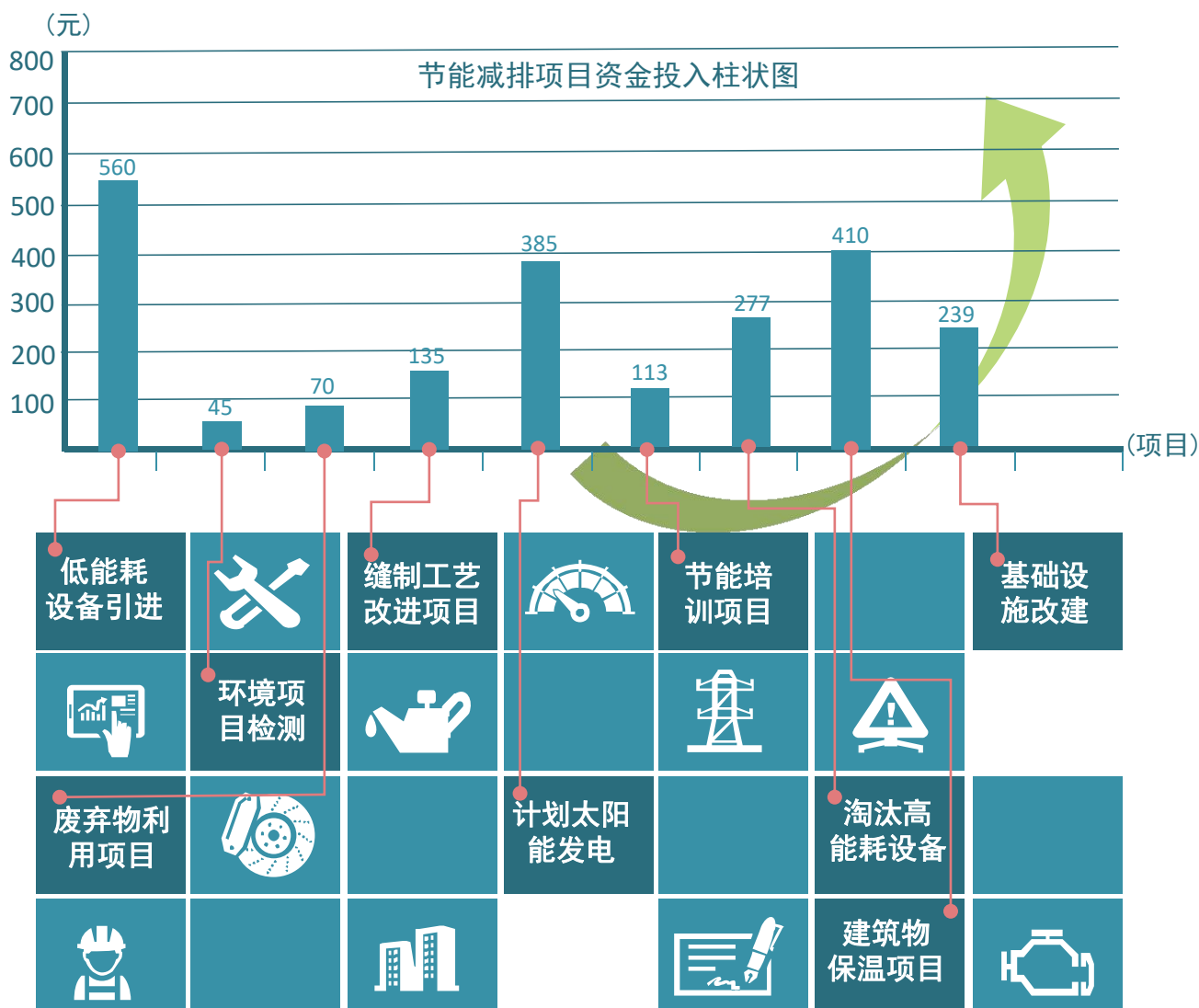
The environmental protection

环境保护

项目投入

天源把保护环境节能减排提升到管理高度，每年投入大量资金用于各项节能项目，由于服装企业在节能减排方面专业知识与技能相对薄弱，为此，公司请具有专业资质的第三方对公司节能减排进行调研，请第三方专家提出环保节能项目，通过几年的项目运行，得到了节能减排的良好效果。

Tianyuan elevates environmental protection, energy conservation and emission reduction to a management level and invests a large amount of capital every year For various energy conservation projects, due to the professional knowledge of clothing enterprises in energy conservation and emission reduction Skills are relatively weak, for this reason, the company invited a third party with professional qualifications to the company Can emission reduction research, ask third party experts to propose environmental protection energy conservation projects, through a few years The operation of the project has achieved good results in energy conservation and emission reduction.





The environmental protection

环境保护

减排
绩效

天源服装有限公司以建立了覆盖全公司的能源使用数据采集管理系统，对全公司各部门、分厂的电、水、蒸汽和空压气等主要能源使用数据进行有效的采集，进而统计、分析，采取相应的节能降耗措施，达到良好的节能减排效果。

Tianyuan Garment Co., Ltd. has established the energy use data collection and management covering the whole company System, the company's various departments, branches of electricity, water, steam and air pressure gas and other main energy The use of data for effective collection, and then statistics, analysis, take the corresponding energy saving and consumption reduction Measures to achieve a good effect of energy conservation and emission reduction.



产值综合能耗同期比下降 **1.6%**



产值综合耗水同期比下降 **3.0%**



产值综合废弃物同期比下降 **13%**

CO2



产值综合能耗同期比下降 **1.8%**

节能减排保护环境

关系到每个人的脉搏



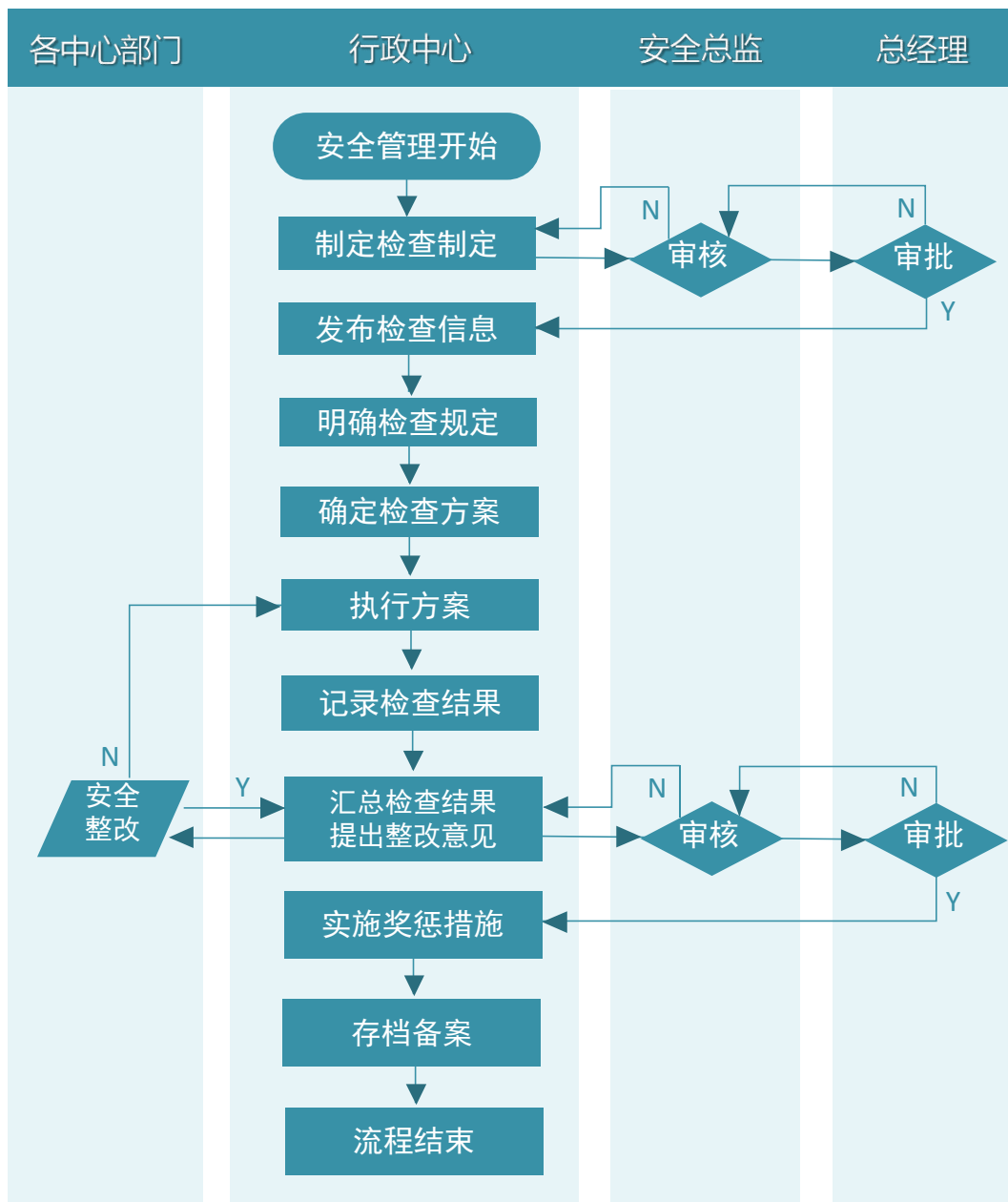
Production safety

安全生产

安全管理

天源把安全管理与安全实施作为生产管理的重要组成部分，天源把安全管理实施延伸到公司生产的各环节，把安全责任落实到人，通过天源社会责任部门组织实施天源安全管理规划、指导、检查和制度制定，把服装生产中的人、物、环境的行为与状态，进行具体的管理与控制，进而使得公司服装生产因素的状态控制到最好，达到了安全与危险并存、安全与生产的统一、安全与产品质量的包涵、安全与生产速度互保、安全与生产效益的兼顾。

Tianyuan regards safety management and safety implementation as an important part of production management, Tianyuan The implementation of safety management to extend to the company's production of all links, the safety responsibility to the implementation of people, through Organize and implement tianyuan safety management planning, guidance, inspection and system through tianyuan social responsibility department Formulate, conduct specific management on the behavior and state of people, things and environment in garment production And control, and then make the company clothing production factors of the state control to the best, to achieve safety Coexist with danger, the unity of safety and production, the inclusion of safety and product quality, safety and health The mutual guarantee of production speed, safety and production benefit.





Production safety

安全生产

安全
评估引进缝纫
设备安全
评估报告AI智能仓
库安全评
估报告建筑物
安全评
估报告

SRA

自动裁剪
机安全评
估报告书自动裁剪
机安全评
估报告书生产场所
预防性环
境监测建筑物
安全评
估报告

Security Risk Assessment



Production safety

安全生产

应急预案

为了保障公司员工生命财产的安全，在事故、事件发生时。能迅速做出响应，并能在事故发生后迅速有效控制、处理，最大限度地减少对人身伤害的程度或降低可能造成的经济损失，本着“预防为主，自救为主、统一指挥、分工负责”的原则，制定了天源《应急预案》

In order to protect the safety of the life and property of the company's employees, in the event of an accident or incident. Can quickly To respond, and in the accident after the rapid effective control, treatment, to minimize To reduce the degree of personal injury or to reduce the possible economic loss, based on the principle of "prevention first, Based on the principle of self-help, unified command and division of responsibility, Tianyuan formulated the Emergency Plan.



天源应急预案



预防

准备



响应

恢复





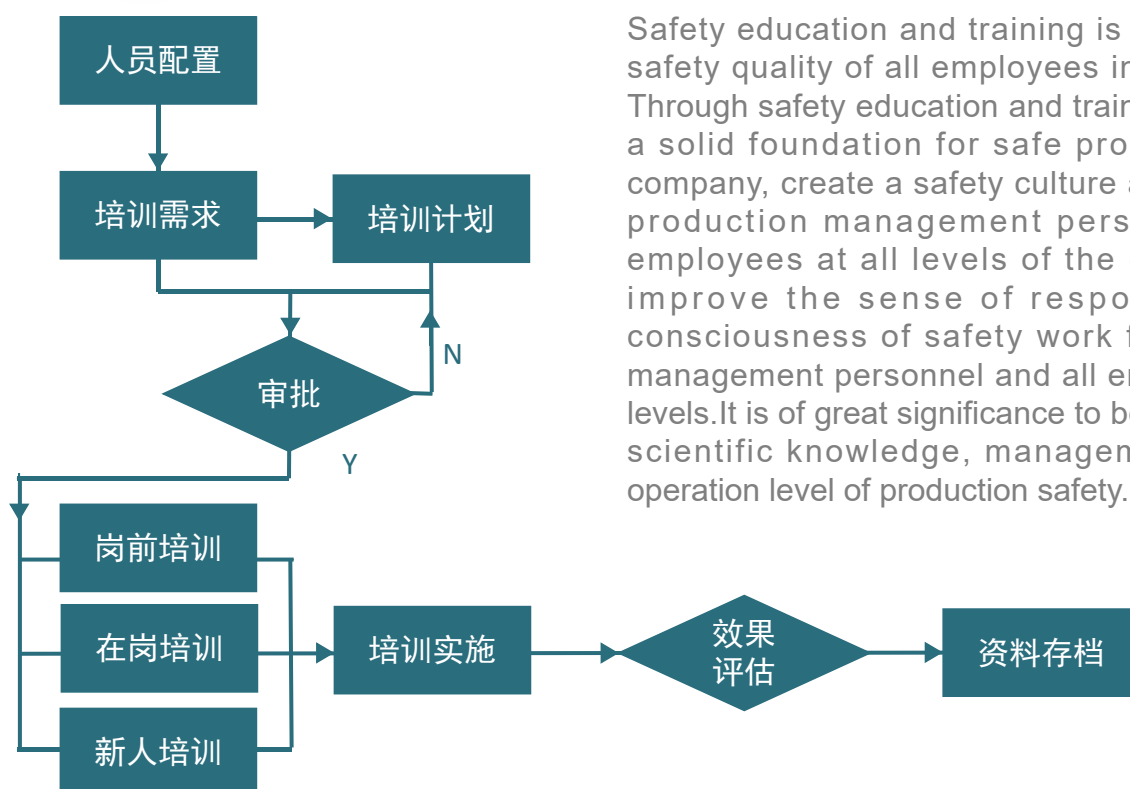
Production safety

安全生产

培训教育

安全教育培训是提高公司全员安全素质，通过安全教育培训夯实公司安全生产基础，营造公司各级生产管理人员和全体员工的安全文化氛围，提高各级生产管理人员和全体员工的安全工作责任感和自觉性，更好的掌握安全生产的科学知识、安全生产管理水平和安全生产操作水平具有重大意义。

Safety education and training is to improve the safety quality of all employees in the company. Through safety education and training, we can lay a solid foundation for safe production of the company, create a safety culture atmosphere for production management personnel and all employees at all levels of the company, and improve the sense of responsibility and consciousness of safety work for production management personnel and all employees at all levels. It is of great significance to better master the scientific knowledge, management level and operation level of production safety.





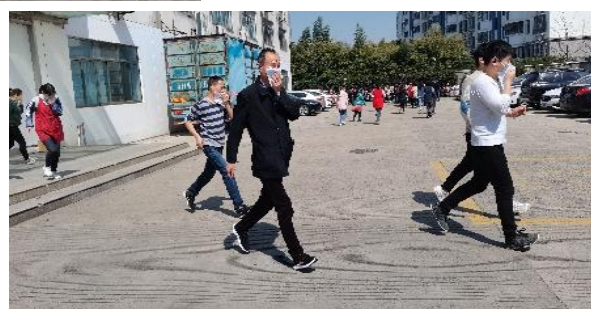
Production safety

安全生产

消防预
案演练

为员工提供安全健康的工作环境不仅是公司高效生产的根本保证，也是我们天源对政府和客户的郑重承诺，更是天源人践行社会责任中坚实而不可或缺的一环。天源旗下所有分公司每年进行2次消防逃生演练和1次灭火演练。确保所有的员工认清消防安全的重要性，培养全体员工的消防灭火“四个能力”。在工人的职业健康方面，天源也走在同行的前列。我们在生产上不仅为工人提供了更先进便于使用的自动化模板机和智能悬线系统，更基于人机工程学为员工提供了舒适的抗疲劳座椅和脚垫，有效地减轻了不同岗位工人职业危害。

Providing a safe and healthy working environment for employees is not only the fundamental guarantee of the company's efficient production, but also the solemn commitment of Tianyuan to the government and customers. It is also a solid and indispensable link in the practice of social responsibility of Tianyuan people. All branches of tianyuan conduct two fire escape drills and one fire extinguishing drill every year. Ensure that all staff recognize the importance of fire safety, and cultivate the "four abilities" of all staff in fire fighting. In terms of workers' occupational health, tianyuan is also in the forefront of its peers. In production, we not only provide workers with more advanced and easy to use automatic formwork machine and intelligent suspension system, but also provide comfortable anti-fatigue seats and floor MATS based on ergonomics, which effectively reduce the occupational hazards of workers in different positions.





第四部分 天源2021年展望

√ 天源2021年展望

√ 天源社会承诺



截止报告完稿，从2020年新的全球新冠病毒疫情爆发到现在虽有减弱趋势，但要得到全面控制还为时尚早，新冠病毒疫情已成为影响全球发展的重要变量，展望2021年及未来我们从事的产业永远是以“真、善、美”为价值追求，是为人民谋幸福的产业，从2020年纺织服装业报告来看也是率先复苏的产业。

2021年天源将着力加大内涵式提升，以提高外贸发展质量的一年，从经营模式上正以OEM向ODM的转型升级，在生产流程管理上学习精益生产及六西格玛管理理念，培养内部管理专家，将ME实战经验融入

到精益生产六西格玛管理中去，在生产制造上将继续保持领先行业的智能化生产，并加大数据化在自动化管理生产中的运用，提高人、机、物的效率最优化，我们有充分的信心，天源的发展是可持续的。

As report writing, from 2020 new global will be coronavirus outbreak now though weakening trend, it's too early to get a full control, will be coronavirus has become the important variables affecting the development of the global epidemic, looking ahead to 2021 and in the future we are engaged in the industry is always a "truth, kindness and beauty" value pursuit, is seeks happiness for the people in the industry, From the report of the textile and garment industry in 2020, it is also the first industry to recover.

In 2021, Tianyuan will focus on enhancing the connotation to improve the quality of foreign trade development. In terms of business model, Tianyuan is transforming and upgrading from OEM to ODM. In terms of production process management, Tianyuan will learn lean production and Six Sigma management concepts to cultivate internal management experts, and integrate practical ME experience into the Six Sigma management of lean production. In the production and manufacturing, we will continue to maintain the intelligent production leading the industry, and increase the application of data in automatic management and production, so as to maximize the efficiency of human, machine and material. We have full confidence that the development of Tianyuan is sustainable.

CSR TV

Corporate Social Responsibility Report 2020

天源社会责任报告



Outlook of Tianyuan in 2021 天源2021年展望

天源
承诺



政府社会

坚持公开透明，社会指标披露，持续发布社会责任报告积极参与和支持社区发展，为社会提供更多的就业岗位。

把员工的职业健康、劳动保护放在首位，将公共卫生突发事故纳入到员工健康的常态化管理中，完善员工申诉平台及提升员工幸福指数。

员工权益



行业发展



保持经济指标在行业领先的同时，继续自设行业社会责任指标的领先地位，为行业可持续发展作出应有的贡献。



feedback

意见反馈



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contact us

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联系电话: 0512 68417591
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尊敬的读者您好!

为了改进天源服装有限公司社会责任工作, 我们希望听取您的意见和建议。

Dear readers,!

In order to improve the social responsibility work of Tianyuan Garment Co., Ltd., we hope to hear your opinions and suggestions.

1、您对报告的总体评价是:General evaluation

(在评价a\b\c\后 ☐ 内打✓):

| | | | |
|------|-----------|-----------|------------|
| a/ 好 | b/ 较好 | c/ 一般 | d/ 差 |
| good | preferabl | ycommonly | difference |

2、您对报告披露的信息:information content

| | | | |
|------|-----------|-----------|------------|
| a/ 好 | b/ 较好 | c/ 一般 | d/ 差 |
| good | preferabl | ycommonly | difference |

3、您对报告披露信息质量:Information authenticity

| | | | |
|------|-----------|-----------|------------|
| a/ 好 | b/ 较好 | c/ 一般 | d/ 差 |
| good | preferabl | ycommonly | difference |

4、您认为报告在结构上:Report form

| | | | |
|------|-----------|-----------|------------|
| a/ 好 | b/ 较好 | c/ 一般 | d/ 差 |
| good | preferabl | ycommonly | difference |

5、您认为报告在版式设计上:Format

| | | | |
|------|-----------|-----------|------------|
| a/ 好 | b/ 较好 | c/ 一般 | d/ 差 |
| good | preferabl | ycommonly | difference |

6、您对本报告的意见和建议:Continuous improvement

您的信息Your message:

姓名full name:

单位 Company:

电话Telephone:

邮箱Postcode: