

CSRTY

天源社会责任报告

Tian yuan Corporate Social Responsibility Report

2021

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 standard corporate governance structure with the standard of the listed company.

The shareholders shall have the rights to decide laws, regulations, the articles of the company, and have the right to decide important matters such as the management policy, strategy, investment, profit distribution, etc.

CORPORATE CULTURE

Responsibility issues

Responsibility issues Outlook 2022

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

The report shows 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2021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、盱眙天建生服装有限公司。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”、“天生公司”、“天建生公司”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：

2021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，是本公司发布的第七份社会责任报告。

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（2015）》、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。



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2021

天源社会责任报告

第一部分 关于天源

About Company

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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。

2021年，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 Laidun 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 achieved a performance of doubling every five years. In 2019, the 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 e 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.

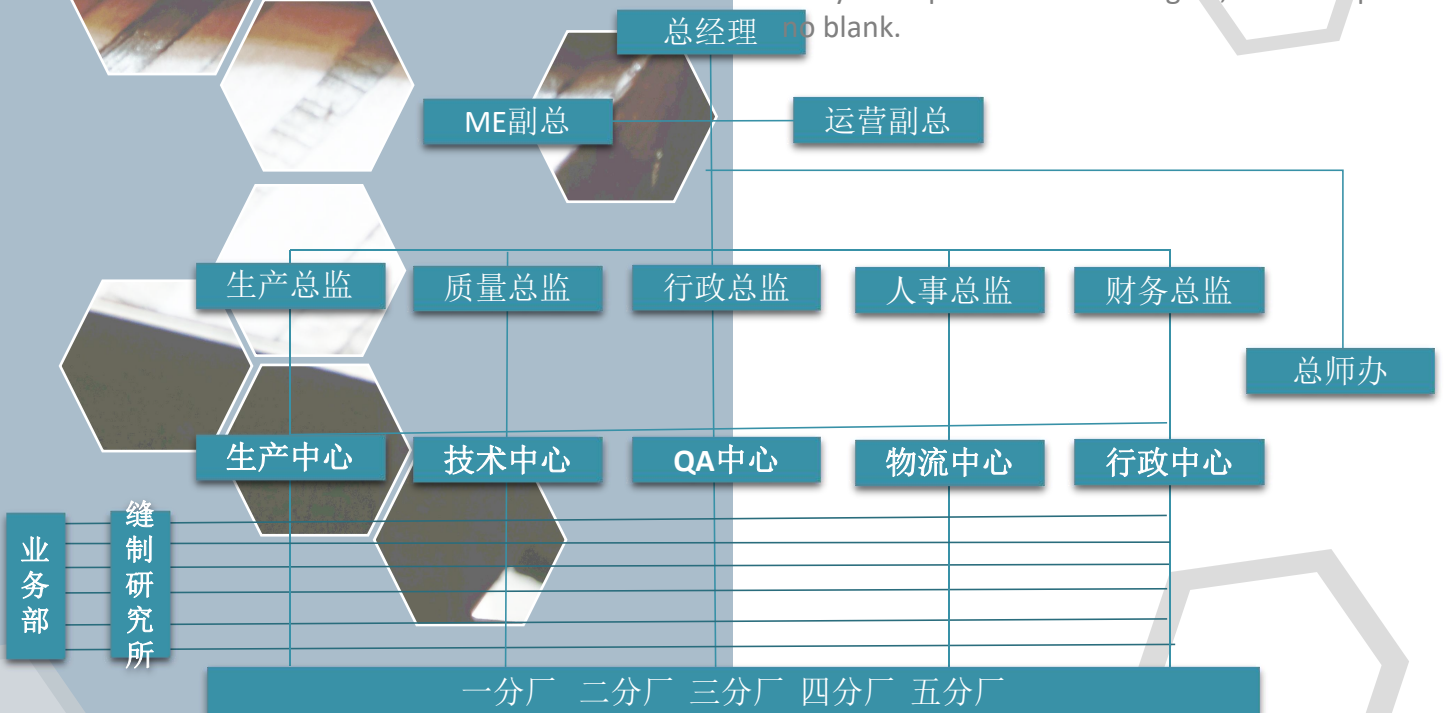


Organization and Architecture

组织架构

天源服装有限公司由苏州天源、江苏天源、江苏盱眙天生、江苏盱眙天健生、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 Garment Co., Ltd. is composed of Suzhou Tianyuan, Jiangsu Tianjiansheng, Jiangsu Tianyuan, Xuyi, Tiansheng 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: NO.1 branch factory, NO.2 branch factory, NO.3 branch factory, NO.4 branch factory, NO.5 branch factory and NO.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

企业文化

- **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.



企业文化

The enterprise culture

The Enterprise Culture

企业文化

女性领导力

随着社会的发展和观念的变化，越来越多的女性走上了领导者岗位。女性领导力不仅与在职女性的能力、风格、方式有关，也和女性求职时的选择和后续职业发展有着密切的联系。在现实中，许多客观的和主观的因素阻碍了女性领导力的发展。天源公司实施的女性领导力项目实践中，探索研究女性领导力与职业发展的关系，依据女性领导力特有的特性，从缝纫生产班组中培养提拔女性管理领导人员，将女性较强的沟通能力、严谨细致的性格特征、柔性和民主的领导方式在生产管理中去得到了良好实践。

With the development of society and the change of ideas, more and more women are taking leadership positions. Female leadership is not only related to the ability, style and way of working women, but also closely related to their choice of job hunting and subsequent career development. In reality, many objective and subjective factors hinder the development of female leadership. Doctors graduated company implementation of women's leadership project practice, to explore the research, the relationship between female leadership and career development, according to the features of female leadership characteristic, from sewing production team training to promote women in management leadership, the female strong communication skills, rigorous and meticulous personality characteristics, flexible and democratic leadership style to get the good practice in production management.

女性领导能力
Female leadership

01

沟通能力

Ability to communicate with employees



02

严谨细致工作

Rigorous and meticulous management work



03

柔性和民主

Flexible and democratic methods of implementation



04

数据分析能力

Data analysis and application ability



05

风险控制能力

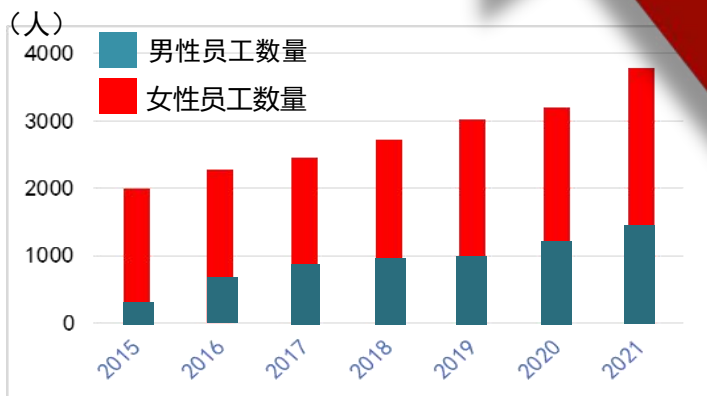
Risk control and resolution ability



The Enterprise Culture

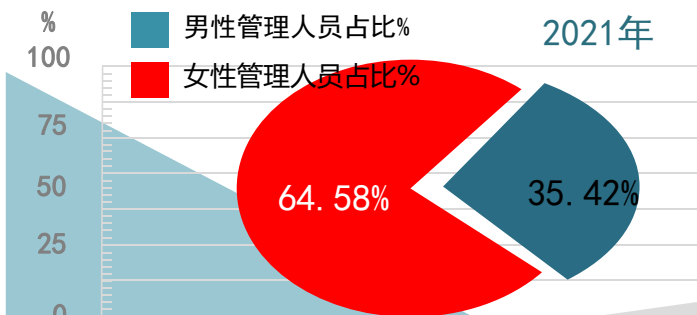
企业文化

女性领导力



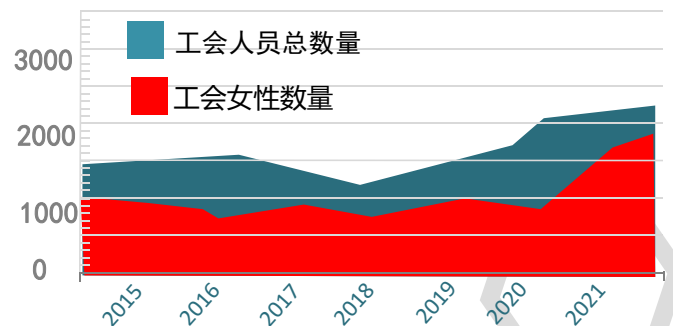
历年男女数量对比

The number of men and women over the years



2021年管理人员女性占比

Female managers in 2021



历年工会女性人数对比

The number of women in trade unions over the years



The Enterprise Culture

企业文化

天源向心力

Tianyuan cohesion

天源员工向心力 是建立在团队目标一致上的, 要实现团队的目标必须增强全体员工的价值认同感和共同发展的意识。有了明确的目标后, 每个员工心要往一处想, 力要往一处使, “众人同心, 其利断金”。天源公司通过凝聚力活动, 培养员工的集体荣誉感, 使得天源每个员工具备这种集体荣誉感, 员工做任何一件事时自然而然就会为了集体着想, 真正体现力量巨大的“天源向心力”!

The centripetal force of tianyuan staff is built on the consistency of the team goal. To realize the team goal, we must enhance the sense of value identity and common development of all staff. With a clear goal, each employee's heart to a place to think, force to a place to make, "everyone concentric, its sharp cut gold". Tianyuan company cultivates the collective sense of honor of employees through cohesion activities, so that every employee of Tianyuan has this collective sense of honor. When employees do anything, they will naturally think for the collective, truly reflecting the huge "tianyuan centripetal force"!



The Enterprise Culture

企业文化



Tianyuan Ocean Race

“RUN FOR THE OCEANS” 海洋跑活动通过5公里的海洋跑挑战践行了天源服装有限公司与世界知名品牌对海洋保护事业的承诺，这是游戏时间，请加入我们，以确保我们最大的影响力，因为在一起，没什么不可能!快速回顾过去几年的“海洋跑”活动，这个简单而美丽的活动于2017年启动，跑步引发了塑料清洁活动，自那以来参与人数每年都在快速增长。

2017年:全球近6万人参与

2018年:全球13个城市近100万名跑步者

2019年:全球220万参与者

2020年:由于Covid的限制和安全措施，没有官方的RFTO

2021年:全球超过500万跑步者

2022年:我们的目标是全球900万名参与者，你是领导者，与我们一起实现这一目标!



The Enterprise Culture

企业文化

匠人精神

一旦你决定选择了天源服装制作行业，你就为此全心投入工作中，不断地磨练技能，碰到挫折不要埋怨这是你选择的职业，你必须继续向前，再次磨练技能，这就是成功的秘诀，也是成为让人敬重的“天源工匠”，“天源工匠”精神的价值在于精益求精、品质的坚持和追求，专业、专注、一丝不苟且孜孜不倦。

Once you decide to choose the clothes making industry, you have to do this with all my heart into the work, continuously hone energy-saving, encounter setbacks do not complain it is your choice of career, you have to move on, to hone skills again, this is the secret of success, also be to let a person respect "craftsmen" doctors graduated, the value of "doctors graduated craftsman" spirit is excelsior, persistence and the pursuit of high-quality goods, Professional, dedicated, relentless and tireless.



ARTISAN



The Enterprise Culture

企业文化

因为有你所以精彩



美丽的清晨，披着旭日的光辉，迎着新的一天的到来。在生机勃勃的天源公司里，缝纫机高速地在运转，发出“吱吱”声响，员工们努力地缝制操作，一件件品质优良的品牌服装从我们手里生产，在管理人员的表扬声中员工脸上露出了愉快的笑脸。因为有你所以天源更精彩！

The beautiful morning, covered with the glory of the rising sun, welcomed the arrival of the new day. In the vigorous Tianyuan company, the sewing machine is running at high speed, making the sound of "squeak", and the employees are working hard to sew the operation. Each piece of high-quality brand clothing is produced from our hands, and the employees are smiling happily in the praise of the management staff. Because of you so tianyuan more wonderful!



The Enterprise Culture

企业文化

因为有你所以精彩

降薪请愿书

日益严峻的疫情给公司带来了许多困难，公司对抗疫情付出的努力和成本难以想象。作为公司大家庭中的一员，我们愿与企业同进退，砥砺前行。

在此，针织分厂全体管理人员主动申请薪资降低 50%。特此申请。

Handwritten signatures and red circular stamps of employees from the Knitting Division, dated April 18, 2021. The names include: 谢丽娟, 王亚兰, 付静, 林秀琴, 叶娟, 张金艳, 侯重莹, 许冠芳, 张梅, 李楠, 张焱英, etc.



突如其来的疫情打断了天源人的生活、生产节奏。生产订单下滑，交通物流受阻甚至停运，服装面辅料不能按时到达，正常的市场秩序受到严重冲击，给天源带来了前所未有的生产困难。生产生活秩序打乱！各地封村封路，阻断了物资运输，公司接到订单后筹备的大量面辅料堆放在仓库或被卡在高速公路上，造成订单不能按时完成，可能需赔付违约金。公司住宿员工在自我封闭的环境中，容易产生焦躁情绪。在公司与员工抗击疫情保生产保生活的情况下，公司广大员工自愿请愿将工资降低一半以减轻公司疫情带来的经济损失。员工的降薪请愿虽然没有得到总经理的批准，但员工们的行动体现出了天源员工已融入企业大家庭的精神，与天源同甘共苦。

The sudden outbreak interrupted the rhythm of life and production of tianyuan people. Production orders declined, transportation and logistics were blocked or even suspended, clothing and accessories could not arrive on time, and the normal market order was severely impacted, which brought unprecedented production difficulties to Tianyuan. Production and life order disruption! Villages and roads were closed around the country, blocking the transport of materials, and a large number of flour and auxiliary materials prepared by the company after receiving orders were

stacked in warehouses or stuck on expressways, resulting in the order can not be completed on time, may need to pay liquidated damages. Employees living in the company are prone to anxiety in a self-enclosed environment. While the company and its employees fought against the epidemic to ensure production and life, the majority of employees voluntarily petitioned to reduce their salaries by half to reduce the economic losses caused by the epidemic. Although the salary reduction petition of the employees was not approved by the general manager, the actions of the employees reflected the spirit that the employees of Tianyuan have been integrated into the enterprise family and shared the joys and sorrows of Tianyuan.

The Company's Performance

天源业绩

天源公司的进步与发展，关键在于人才。公司技术开发人员占比达到百分之三十七，天源技术人才资源是公司生产活动的核心，在公司生产活动中促进了公司实现经济体制和经济增长方式的两个根本转变。

Talent is the key to the progress and development of Tianyuan Company. In the company's technical development personnel, undergraduate and junior college technical personnel account for 37%, tianyuan technical personnel resources are the core of the company's production activities, in the company's production activities to promote the realization of the economic system and economic growth mode of the two fundamental changes.

太阳能工程具有很好的节能型，可以很好的利用太阳能来弥补传统能源的不足，改变了传统模式效率比较低的问题，公司在2021年计划太阳能光伏发电占百分比50.78%。

Enterprises pay taxes because of the compulsory characteristics of national tax revenue, the essence of national tax revenue requires enterprises to pay taxes according to law. Tax revenue is the main form and tool of national organization of fiscal revenue. Tax revenue plays an important role in ensuring and realizing fiscal revenue. Because tax is compulsory, free and fixed, it can guarantee the stability of income.

技术人才

产品质量

上缴国税

节能减排



37%

引进技术
人才苏州天源技术人员占
比总员工数达到37%

99.6%

产品质量
合规率天源产品质量抽检
合规率达到99.6%

26%

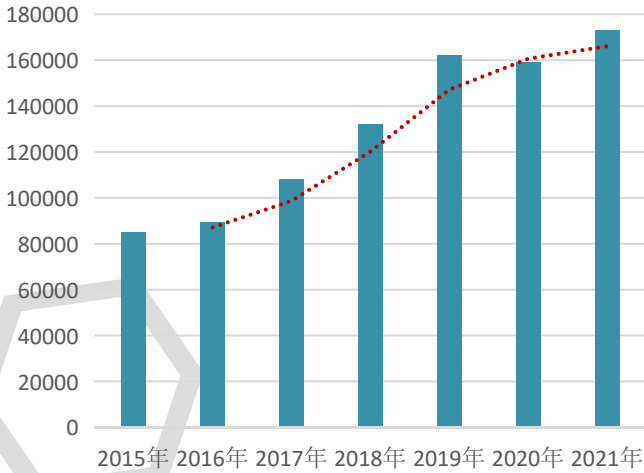
税收同比
增长上缴国家税收与去
年同期比增长26%

50.78%

计划光伏
发电
覆盖率计划太阳能光伏发电
占比50.78%

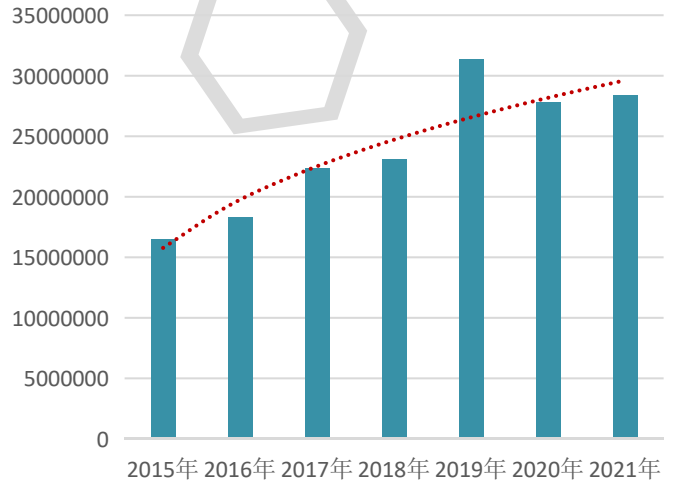
The Company's Performance

天源业绩



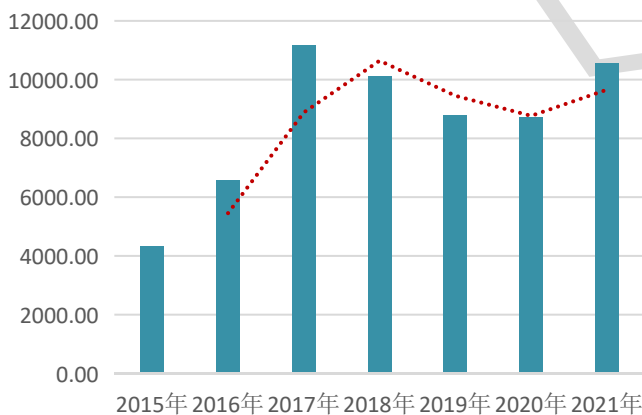
工业产值 (万元) **8.61%**

Industrial output value (ten thousand yuan)



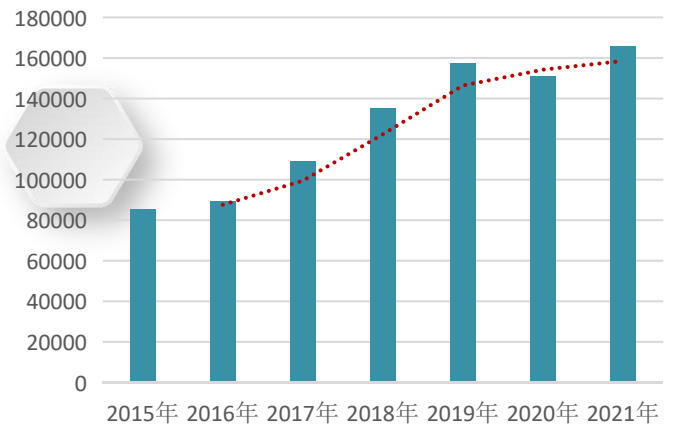
服装产量 (万件) **2.36%**

Garment production (ten thousand pieces)



纳税总额 (万元) **20.95%**

Total tax paid (ten thousand yuan)



销售总额 (万元) **10%**

Total sales (ten thousand yuan)

The Company Challenges

天源挑战

在环保议题凸显的大环境下，服装行业的“可持续发展”面临新的机遇与挑战，中国的可持续时尚方兴未艾，各行业力量跃跃欲试，但对比国外的可持续发展，仍有较大进步空间。同样，公司在可持续服装的进程中不断引入国内外品牌服装企业的可持续服装发展理念，从可持续面辅料的研发、节能环保生产技术、品牌的环保意识、组织传播者的建设、消费者的环保意识培育等方面，都在不断地努力吸取经验与实施。公司开发使用的面料包括：再生纤维素纤维，包括竹纤维、来赛尔纤维（天丝）、莫代尔、玉米纤维、铜氨纤维等可持续再生绿色面料。生产过程中引入环保节能生产，实施节能、节水、减排并提出了每年使用水资源和电能降耗指标。计划实施了太阳能光伏发电的项目。公司关注社会责任，保障员工合法权益，严格管控新冠肺炎疫情，帮助社会弱势群体，向社会捐赠防疫物资。不断进行对全体员工灌输安全生产、节能减排和服装品牌的环保意识。

Under the environment of prominent environmental issues, the "sustainable development" of the garment industry is facing new opportunities and challenges. China's sustainable fashion is on the rise, and all industries are eager to try. However, compared with the sustainable development of foreign countries, there is still much room for progress. Similarly, in the process of sustainable clothing company constantly introduce domestic and foreign brand clothing enterprise sustainable clothing development idea, from sustainable development, energy conservation, environmental protection, production of textiles face technology, brand for the construction of the environmental protection consciousness, organization of the communicators, consumers' environmental consciousness cultivation, etc. have been trying to learn and implement. The fabrics developed and used by the company include: recycled cellulose fiber, including bamboo fiber, Lyocell fiber, Modal, corn fiber, copper ammonia fiber and other sustainable renewable green fabrics. Environmental protection and energy saving production are introduced in the production process, and energy saving, water saving and emission reduction are implemented. The program implements solar photovoltaic power generation projects. The company pays attention to social responsibility, protects the legitimate rights and interests of employees, strictly controls the COVID-19 epidemic, helps vulnerable groups in society, and donates epidemic prevention materials to society. Continuously indoctrinate all staff with the environmental awareness of safe production, energy saving and emission reduction and clothing brand.

The company opportunity

天源机遇

数字平台

数字化供应链

01

OPTION

开发流程数据化
供应管理数据化
物流跟踪数据化
智能化排单系统



02

OPTION

精益管理

数据交互管理

线性计划的平台化
跨部门应用
后拉式物料供应



线性计划

无感数据收集

03

OPTION

产线大数据平台
数据化设备监控
平台视频数据测
量系统生产现场
管理APP



数字化跟踪

数据交互管理

MES计划跟踪处理系统
质量管理体系
数字化仓库
管理干部考核系统



绩效评估

数据信息平台

05

OPTION

任职资格评估系统
绩效考核系统
设备共享平台
质量追溯系统



The company the opportunity

天源机遇





2021

天源社会责任报告

第二部分 天源社会责任

Corporate social responsibility

- √ 社会责任理念
- √ 社会责任战略
- √ 社会责任组织
- √ 社会责任任制
- √ 利益相关方

天源
社会责任
步骤

认知引入

1979年

与品牌合作、与高手下棋，参与国际合作，遵循国际合作规则，形成企业社会责任理念。

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。

管理成熟

2009年

完善社会责任管理体系及实施运营

透明公开

2019年

社会责任报告发布 提高管理能力和水平

继续进步

2021年

不断完善和保持企业社会责任应尽的义务继续进步。

Concept Of Social Responsibility

社会责任理念

1、参与国际合作、遵循国际合作游戏规则，初步形成企业组织管理思想和理念。

1997
2002

知识引入期

参与国际品牌竞争，引入国内外服装品牌的管理理念



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

建立天源社会责任管理组织架构，完善天源社会责任管理体系



50%

3、完善社会责任管理体系及实施运营。

2009
2014

管理成熟期

完善天源社会责任担负的责任，实施天源社会责任项目的完成



70%

4、社会责任报告发布提高管理能力和水平

1915
2020

透明公开期

向社会公开发布天源社会责任报告，接受社会对天源社会责任的监督



90%

5、建立天源可持续服装管理体系改善服装生产工艺，达到碳排放目标

2021
至今

可持续服装

建立服装生产可持续发展，制定服装生产新工艺，逐步达到零排放



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。

As early as 1997, the enterprise was troubled by the traditional business model and restricted by the way of trade. Like many textile and garment enterprises, Tianyuan encountered unprecedented system crisis, talent crisis, production crisis and capital crisis. The enterprise was once insolvent and difficult to continue.



CORPORATE SOCIAL RESPONSIBILITY

Social Responsibility Strategic

社会责任战略

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时代工匠、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，不但是有利于企业自身发展、不但是我们推动社会发展的义务，更是我们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力保障。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

Economic Responsibility

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。

责任理念

文化责任

Cultural Responsibility

为员工提高健康的、积极向上的围和工作环境。文化氛围

环境责任

Environmenta Responsibility

不断改善工艺流程，节能减排，倡导发展绿色能源。

教育责任

Education Responsibility

教育员工遵守社会公德、争当合法公民。

创新责任

Innovation Responsibility

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。

Social Responsibility Strategic

社会责任战略



Social Responsibility Strategic

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
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

CORPORATE SOCIAL RESPONSIBILITY

CSR战略

Social Responsibility Strategic

社会责任战略

理念融入

社会责任
融入运营

目标

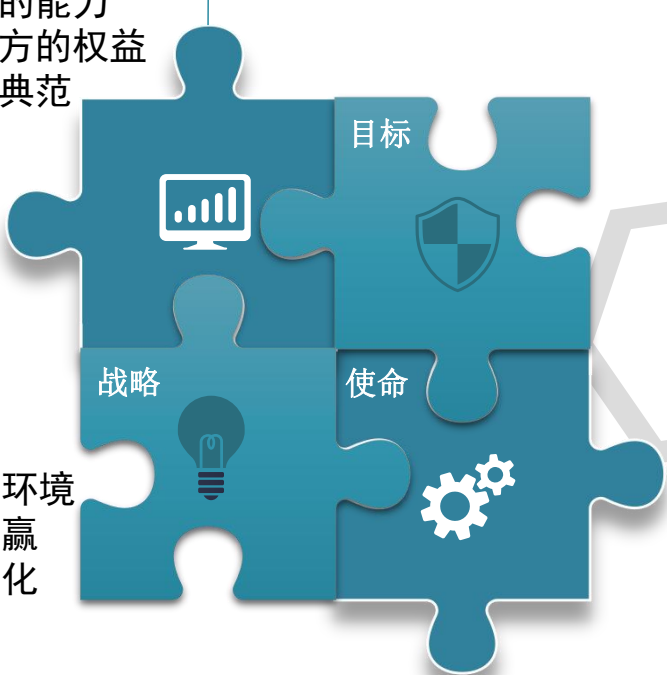
持续提高价值的能力
保护利益相关方的权益
成为行业中的典范

使命

绿色发展
低碳节能
服务社会
共同成长

战略

发展员工价值
营造和谐商业环境
实现合作者共赢
社会价值最大化



target
The ability to continuously improve value
Protect the rights and interests of stakeholders
Be a role model in industry

mission
Green development
Low carbon energy
Serve the society
Grow up together

strategic
Developing employee Value
Create a harmonious business environment
Achieve win-win cooperation
Maximization of social value

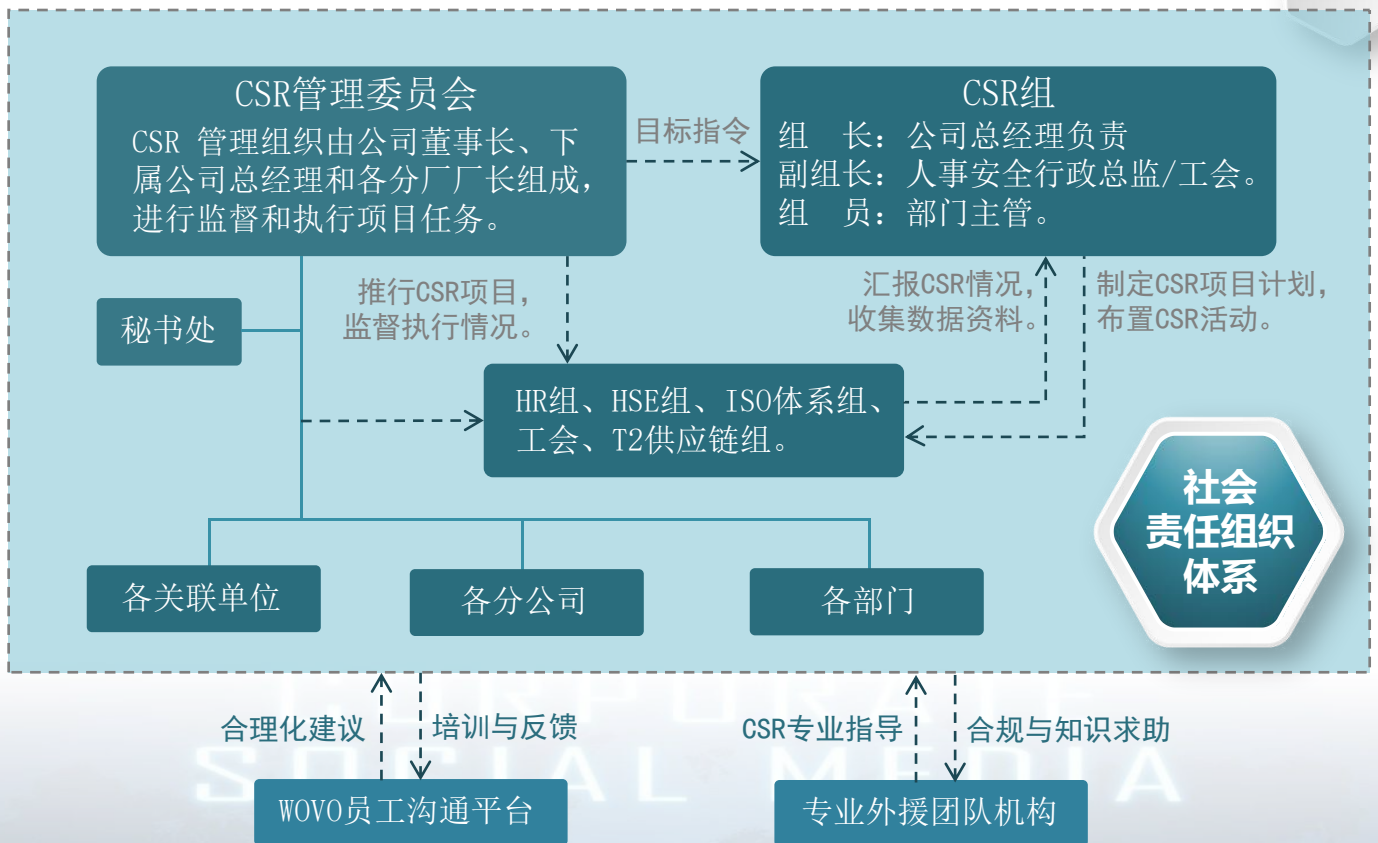
SOCIAL RESPONSIBILITY STRATEGY PLAN 社会战略计划



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。



In the early stage of entering the international market and participating in the competition of global suppliers of similar products, Tianyuan Clothing has accumulated the concept and practice of fulfilling corporate social responsibility. In the past two decades, Tianyuan Clothing has successively passed the certification of ISO9001, ISO14001 and OHSAS18001 system, and established the (SEA) group in 1997. Corporate Social Responsibility Management group is responsible for the company's compliance policy formulation and implementation in labor, safety and occupational health, environment and other relevant operations. In 2010, CSR management organization was formally established. Under the four teams: labor (HR) management team, Safety, Health and Environment (HSE) management team, system (ISO9001, ISO14001, OHSAS18001) management team, 2018 added supply chain management team.

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。

工会主席



社会责任
职能职责



行政总监

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。



给供应商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 ORGANIZATION



Social Responsibility System

社会责任制度

01 道德责任： 企业社会责任赢得公众信任

Corporate Social Responsibility Wins Public Trust

02 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

03 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

04 社会责任： 企业社会责任可持续发展

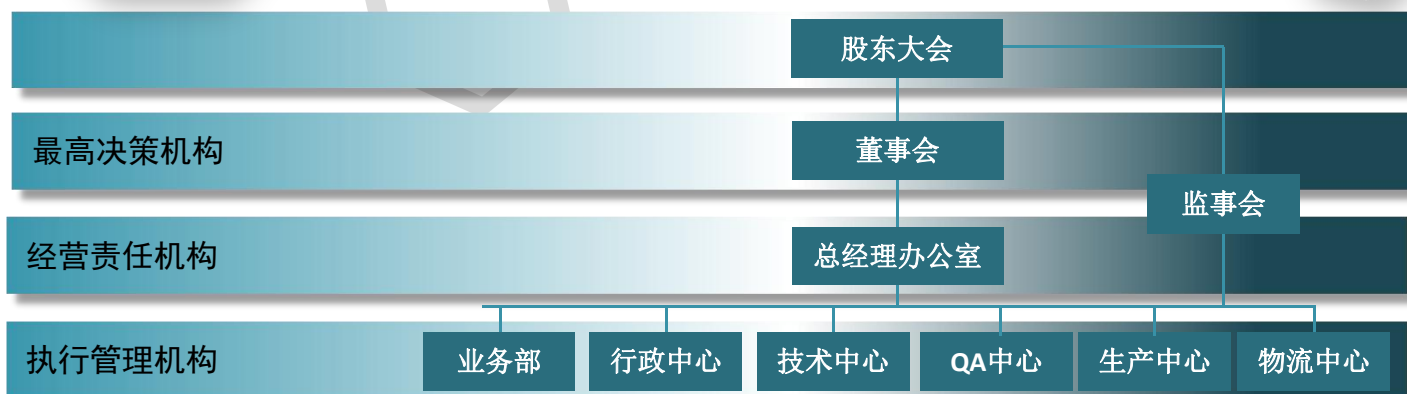
Sustainable Development of corporate social responsibility



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
人力资源指标	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

沟通创造价值 Communication Creates Value

态度决定行为，行为培养性格，性格决定命运。有一份耕耘，就有一份收获。

Attitude determines behavior
Behavior develops character
Character determines destiny
There is no pain,there is a harvest



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

2021

天源社会责任报告

第三部分 社会责任议题

Corporate social responsibility issues

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

评价体系

组织机构

组织运营

国际化

internationalization

疫情防控

综合治理



Scientific Outlook On Development

科学发展观



社会责任议题

科学发展

合作共赢

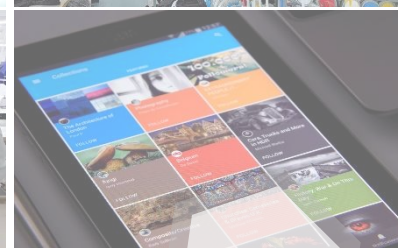
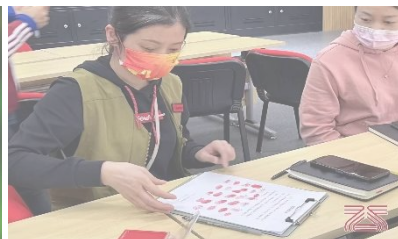
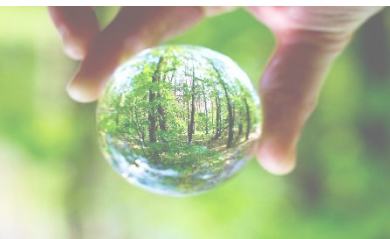
公平竞争

客户权益

和谐共进

安全生产

环境保护



Scientific Outlook On Development

科学发展观

天源科学
发展观

随着人们对美好生活的向往不断加剧，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识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.

Scientific Outlook On Development

科学发展观



天源以顾客需求为经营管理的第一要务，天源公司根据自身的特点，对成衣生产工艺进行了优化，提高了产品的品质，并对 APQP进行了有效的控制。天源公司在市场上的不断优化、经营方式的创新、顾客的创造力、持续的竞争优势的延续，取得了前所未有的市场和顾客的认同。

Tianyuan takes customer demand as the first priority of management. According to its own characteristics, Tianyuan has optimized the garment production process, improved product quality, and effectively controlled APQP. The continuous optimization of Tianyuan Company in the market, the innovation of business mode, the creativity of customers, the continuation of continuous competitive advantages. Achieved unprecedented market and customer recognition.



Scientific Outlook On Development

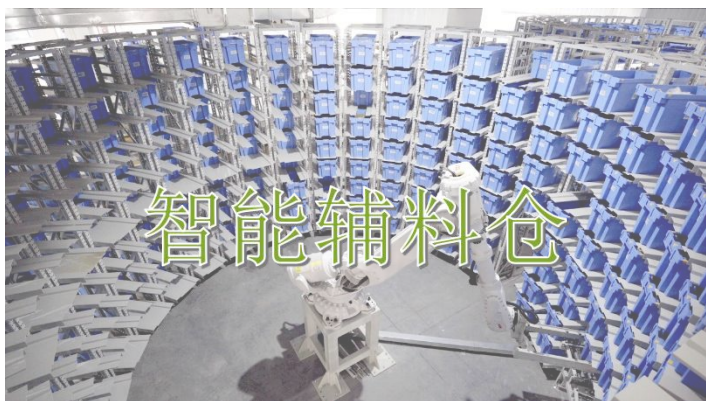
科学发展观

天源



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.



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。



合法合规，具有负责任运营机制及责任管理

长期负责任合作的意愿

相互间的信任和配合度

面对问题共商、利益共享、信息互通的合作机制

节能减排可持续发展



Tianyuan focuses on the relationship and management of supply chain partners, thus "cooperation", and the thought of "win-win" 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. The key to the management of partner relationship in supply chain is to establish how to select partner process and management mode to achieve win-win cooperation.

Win-win Cooperation

合作共赢

供应链体系
Supply Chain Management

供应链合作伙伴选择指标体系

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

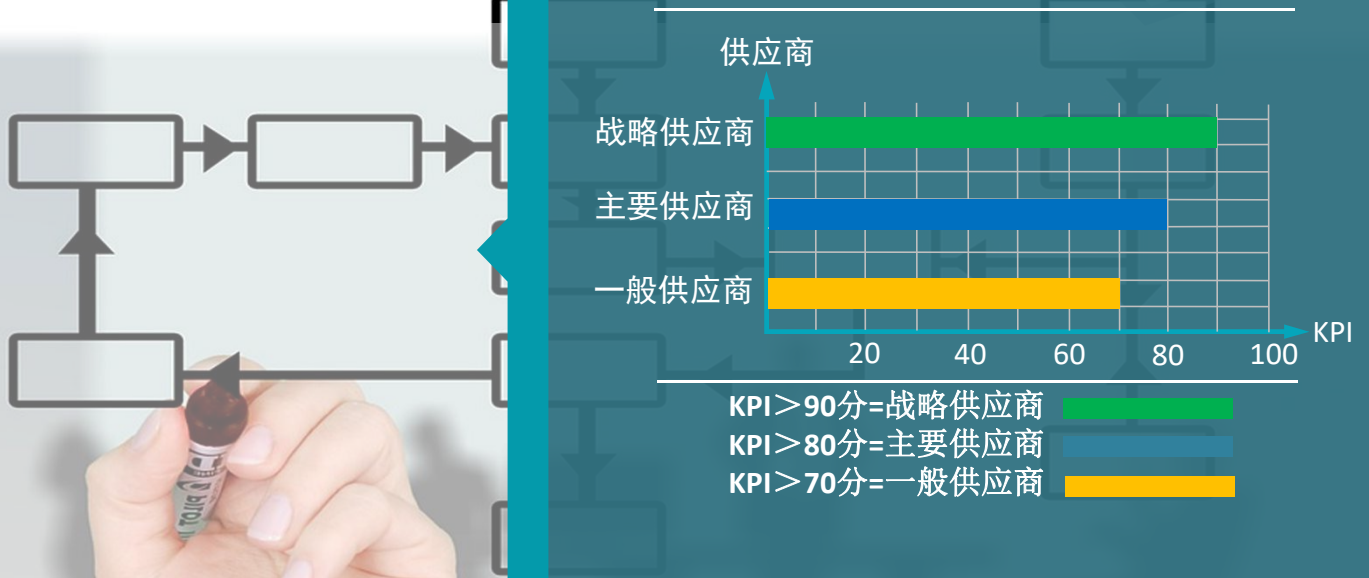
合作共赢

SCM SYSTEM

合作伙伴评定机制



合作伙伴的分级



Win-win Cooperation

合作共赢

供应链指南



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。

历年合作伙伴KPI评分走势

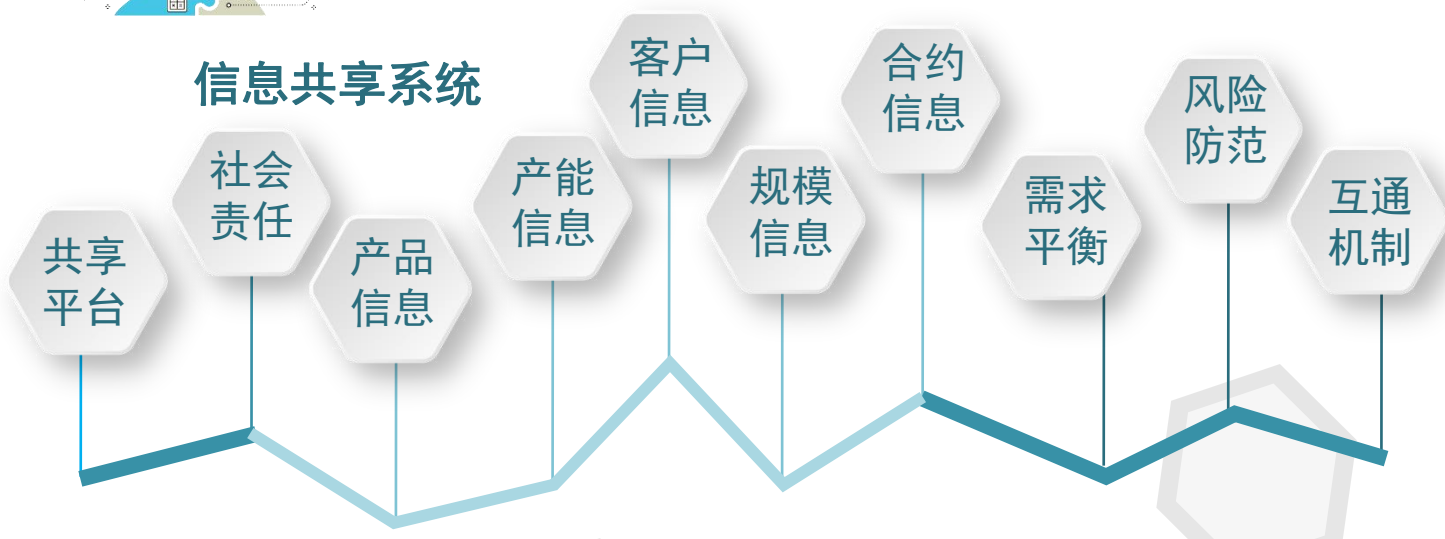


Win-win Cooperation

合作共赢



信息共享系统



Information sharing system



Fair Competition

公平竞争

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.



天源服装有限公司

企业社会责任



制度汇编

System of collection

编辑：天源可持续发展团队
批准：唐信宏
制定日期：2010年8月
修订日期：2022年3月



天源服装有限公司

企业社会责任



二氧化碳排放报告

Carbon dioxide Emission report

编辑：天源可持续发展团队
批准：唐信宏
制定日期：2010年8月
修订日期：2022年5月



天源服装有限公司

企业社会责任



行为准则

Code of conduct
for social responsibility

编辑：天源可持续发展团队
批准：唐信宏
制定日期：2012年8月
修订日期：2022年6月

Fair Competition

公平竞争

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 competition, Tianyuan strictly abide by Anti-unfair Competition Law , Antitrust law ,follow market rules, fair trade, honest cooperation, abide by the contract, credibility, strictly perform Contract Management System Comply with industry norms and protect intellectual property rights of both parties. In the procurement system to standardize the process, to ensure the integrity of staff self-discipline.



The Customer Rights And Interests

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

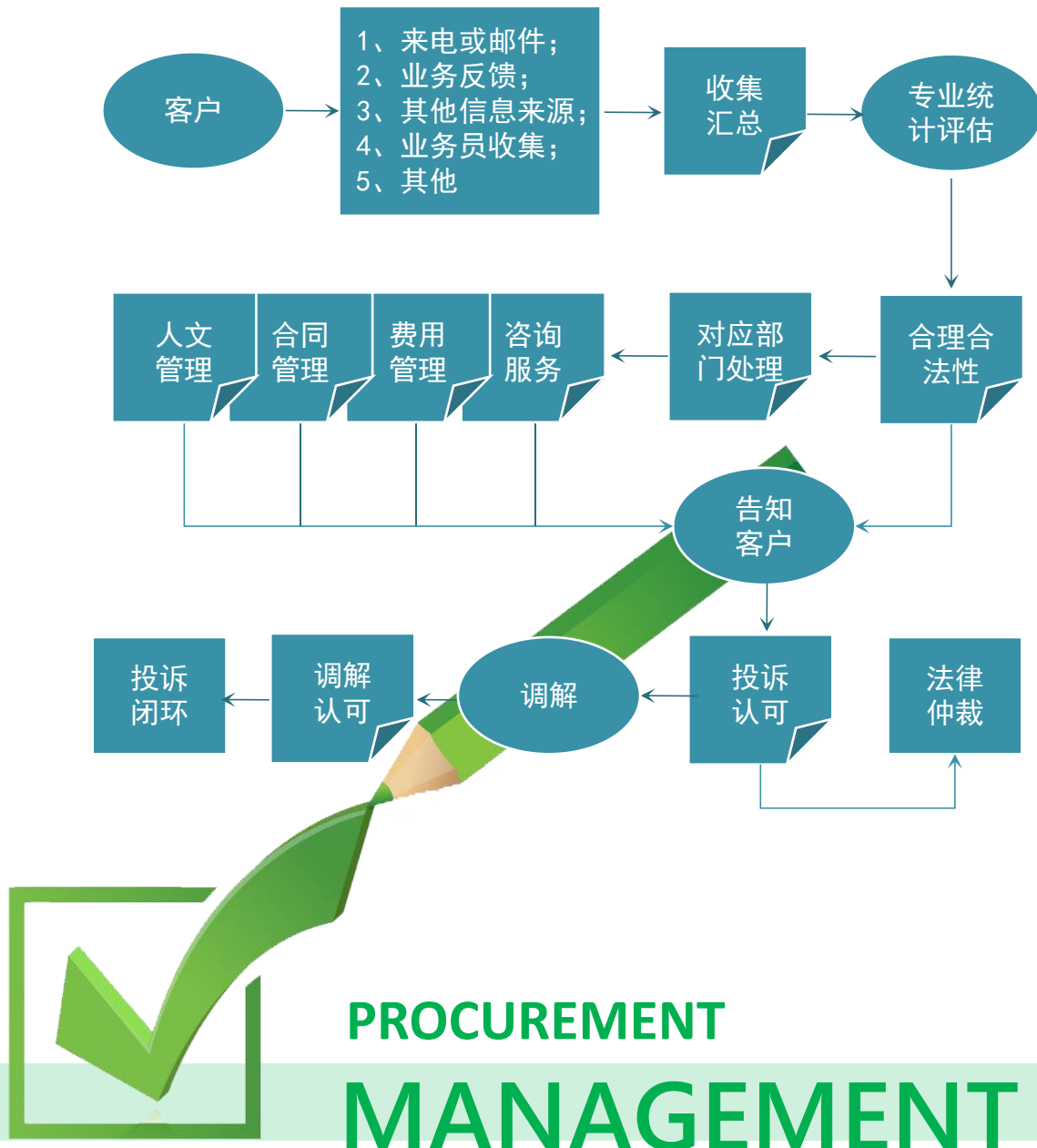
客户权益

客户管理



天源的诉求被整合到了公司的经营之中，成立了一个专业的部门，对客户的诉求进行了归类 and 合法的评价，让他们的诉求最终得到了一个完美的解决。

The demands of Tianyuan were integrated into the operation of the company, and a professional department was set up to classify and legally evaluate the demands of customers, so that their demands were finally solved perfectly.



PROCUREMENT MANAGEMENT

The Customer Rights And Interests

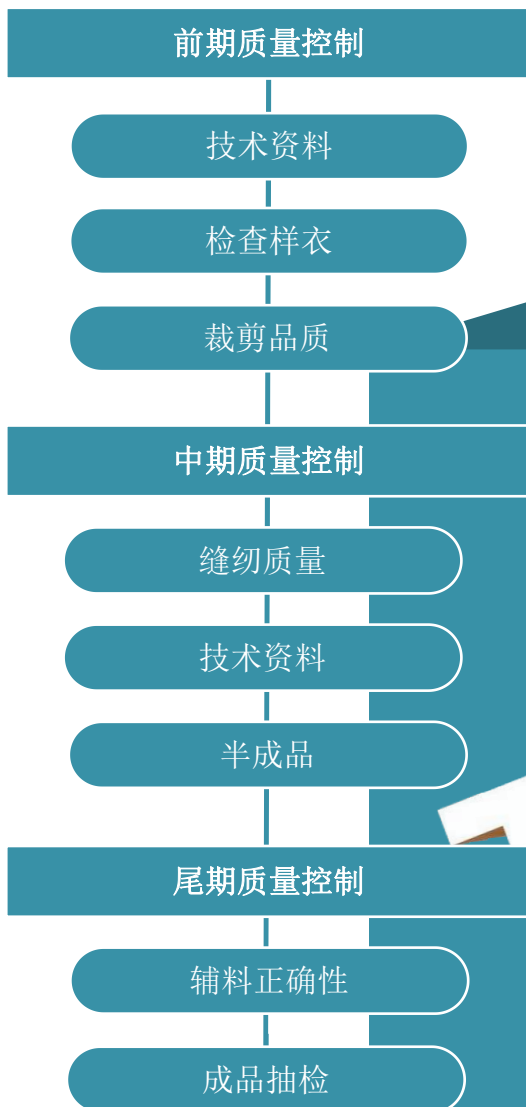
客户权益

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.



天源全面质量管理



The Customer Rights And Interests

客户权益



系统化

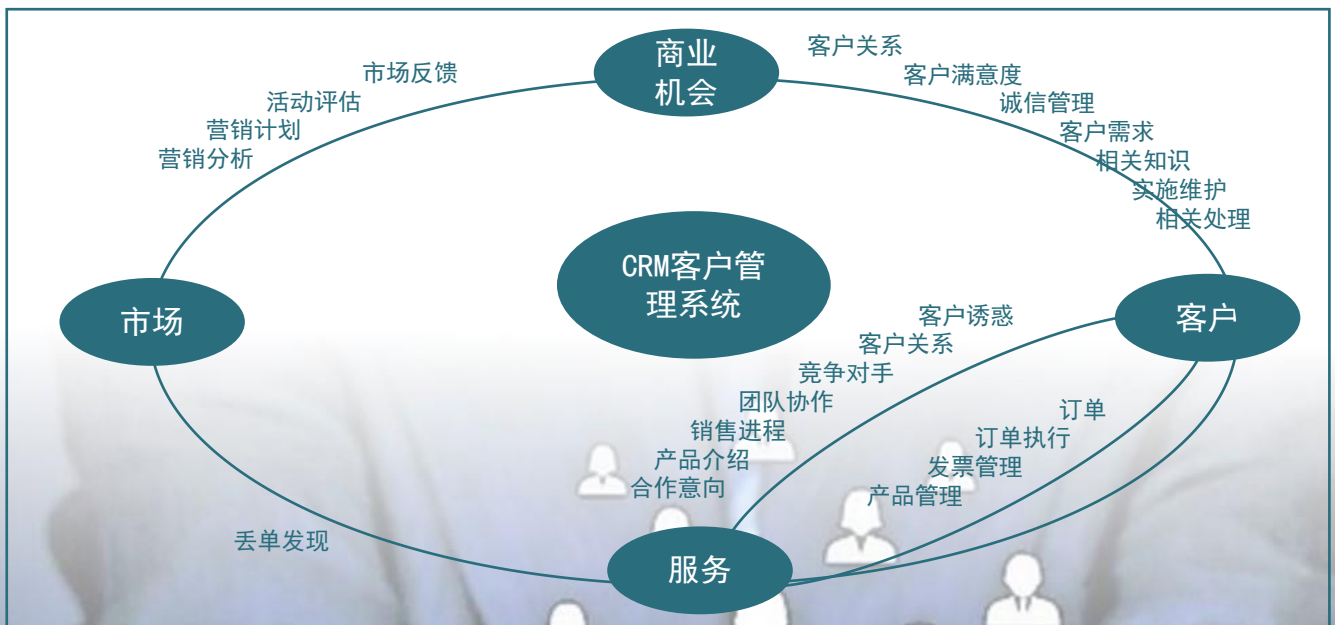
引入(CRM) 管理系统, 为不断提升供应商核心竞争力, “以客户为中心”, 提高客户满意度, 及时掌握客户需求信息、客户发展动态、市场情况、消费者意愿方面, 优化服务, 提升企业价值。

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 Advance

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 graduated, advocate the common development of employees and enterprises, and promote the natural harmony between human and society.



员工利益冲突

内部利益冲突是指二个或以上的员工在公司相互检查或制约的岗位上或存在直接报告关系的岗位上有亲属或其他特

殊利害关系,这些关系可能在员工履行职责时影响员工对事件判断的客观性、公正性、准确性,导致对公司或其他员工造成利益侵害的情况。



组织机构与职责

公司董事会、工会、各管理中心、各分厂和公司社会责任部为员工利益冲突投诉管理部门。公司聘任、解聘专职或

者兼职仲裁员，受理劳动争议案件，讨论重大或者疑难的劳动争议案件;(四)对仲裁活动进行监督。



员工申诉平台

为维护员工的合法权益,保障广大员工与公司管理层的有效沟通,及时发现、处理各类隐患问题,建立和谐、稳定、团结的劳动用工关系,增强企业的凝聚力和创造力,公司特制定了员工投诉流程与网上投诉平台。



监督与反馈

只有接受监督,才能更好地符合员工的利益、收集员工的意愿作出正确的决策,提高公司生产发展,防止和减少工作失误,为天源员工服务。





职业 生涯



Harmonious Advance

和谐共进

天源员工职业生涯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地规划，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 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.



Harmonious Advance

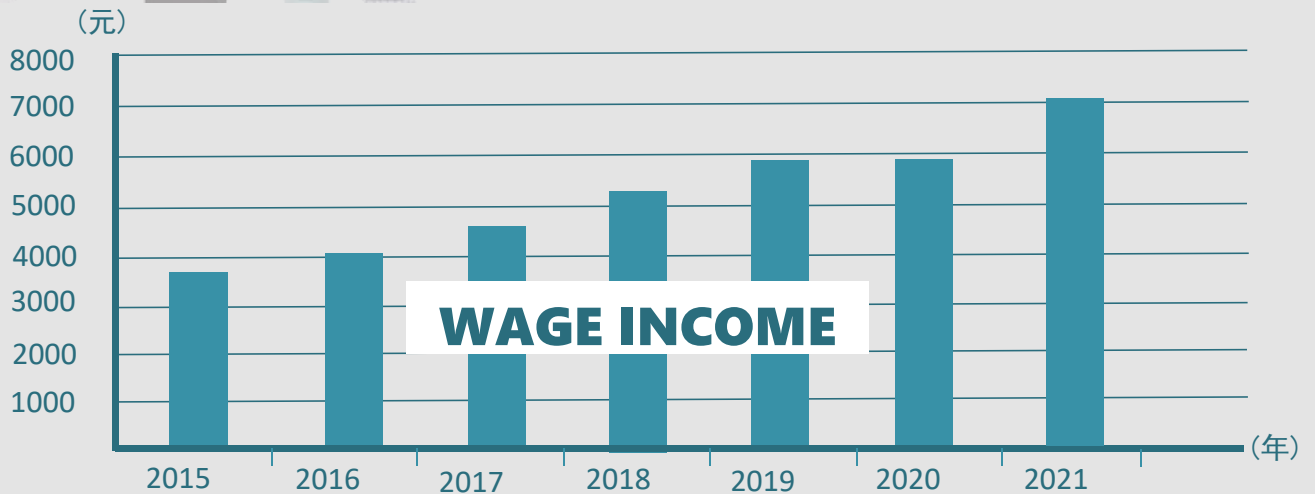
和谐共进

福利与薪酬

天源薪酬管理将充分调动企业员工生产工作能力，使得每位员工在良好的环境中生产生活，通过福利与薪酬的调节与激励，进一步拓展员工职业道路。

公司的福利与薪酬创导以人为本的原则，利用薪酬与福利积极推动企业发展。

Tianyuan compensation management is the enterprise staff to give full play to their production and work ability, so that each employee in The production and living in the relaxed environment, to achieve the maximum interests of enterprise production. Company benefits and compensation Create a people-oriented principle, and use compensation and benefits to actively promote the development of the enterprise.



月均员工收入柱状分析图



薪酬构成

岗位工资、绩效工资、津贴、年终奖



激励奖项

效益奖、创新奖、特别奖、荣誉奖、荣誉休假旅游奖。



福利项目

租房补贴、活动奖品、带薪年假、保险金
高温礼品、带薪培训、免费餐、生日礼物、
体检、节日礼券、春运补贴。



Harmony in the

和谐共进

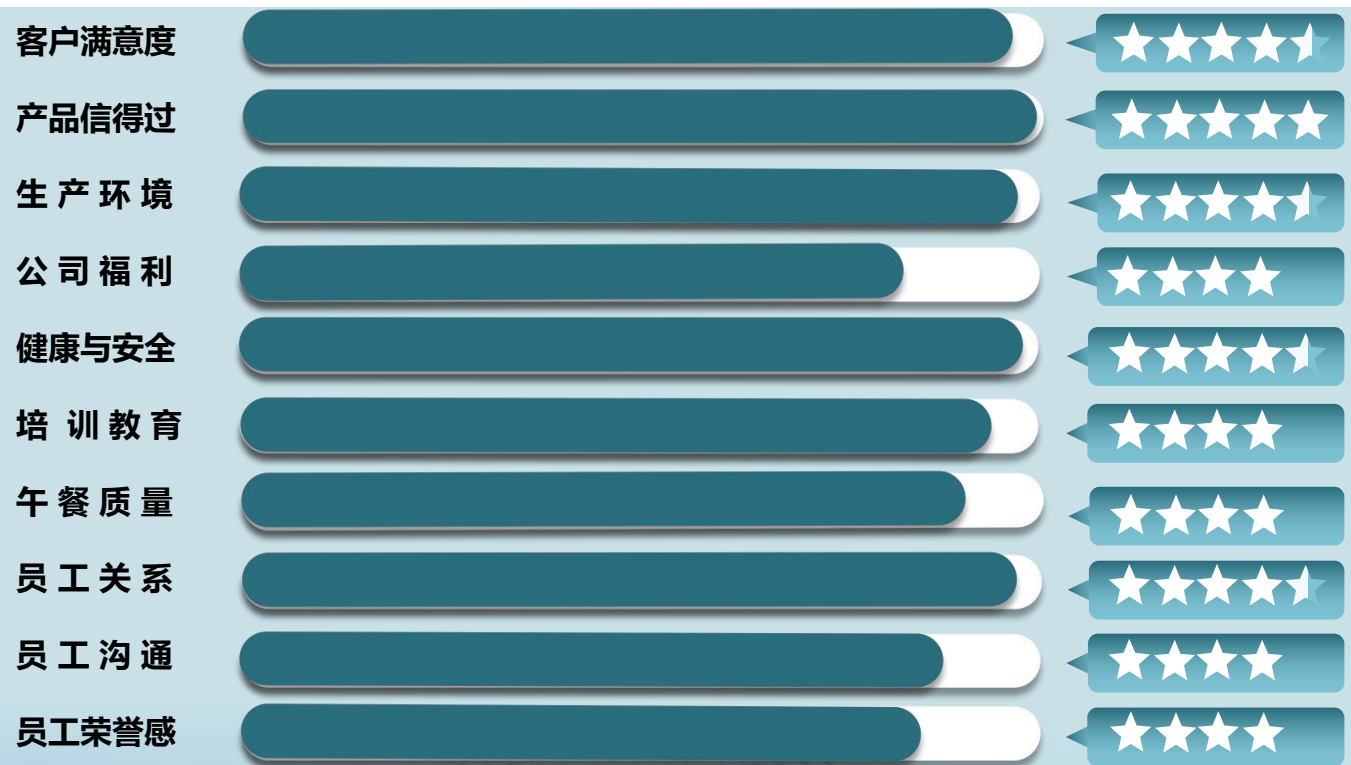


天源的发展离不开和谐的劳资关系，天源把员工作为企业的根基，是企业最重要的竞争力。天源严格执行国家劳动法，建立起一整套与员工联系的渠道，积极调动员工的生产积极性、主动性和创造性，呈现出和谐的天源劳资关系。

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.

劳资关系调查分析

ARE SATISFIED



员工激励

Harmonious Advance

和谐共进

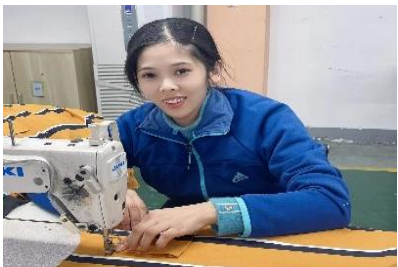


天源将对员工的激励作为企业的战略资源和企业发展的重要环节。通过对员工的激励，激发员工的生产积极性和创造性。

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.



第五届天源最佳工匠 技能展示会



Harmonious Advance

和谐共进



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.



进行合理的体育运动



保持良好的睡眠时间



引导合理膳食



开展控烟限酒



促进心理健康



减少不安全性行为和毒品危害



培训教育

Harmonious Advance

和谐共进



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.

天源员工十项标准



Harmonious Advance

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今天的我们



今天的我们是天源培训员工的内容，把今天的我们培训是一项重要的人力资源投资，同时也是一种有效的激励方法，天源社会责任部门合同生产、技术和贸易等部门进行对员工的培训。组织员工开展劳动竞赛、技术技能交流培训等，员工在培训中学到的知识与技能更好地运用于生产生活。

"Today's We" is the content of Tianyuan's staff training, which is an important investment in human resources, but also an effective incentive method. Tianyuan's social responsibility department contracts production, technology and trade departments to train employees. Organize employees to carry out labor competition, technical skills exchange training, etc., so that employees can better apply the knowledge and skills learned in the training to production and life.



Harmonious Advance

和谐共进

培教育
训



员工是企业发展的主要生产力，想要在当代企业之间竞争激烈的行业中开辟道路，需要依靠广大企业成员的智慧及技术。但是，每个员工都会有一些缺点，都会遇到瓶颈或者困难期。所以，需要进行企业内训，可以不断提高员工的知识、工作态度、工作价值观等，同时，还可以帮助员工解决问题，使员工获得新技能，磨练...

天源与苏州经贸职业技术学院合作，会使天源以最快，最有效，最全面地完成员工技术专项培训项目。合作使天源弥补彼此的不足点，发挥出各方员工技术潜在能力。

Employees are the main productive forces for the development of enterprises, and they need to rely on the wisdom and technology of the majority of enterprise members to open up a way in the industry with fierce competition among contemporary enterprises. However, every employee has some weaknesses, some bottlenecks or difficulties. Therefore, the need for enterprise internal training, can constantly improve the knowledge of employees, work attitude, work values, etc., at the same time, can also help employees solve problems, so that employees acquire new skills, hone...

Tianyuan cooperates with Suzhou Vocational And Technical College of Economics and Trade. Will enable Tianyuan to the fastest, most effective, the most comprehensive completion of staff technical special training projects. Cooperation allows Heaven to make up for each other's shortcomings. Give full play to the technical potential of all employees.

与苏州经贸职业技术学院合作培训

Cooperation training with Suzhou Vocational And Technical College of Economy and trade



人力资源

数据

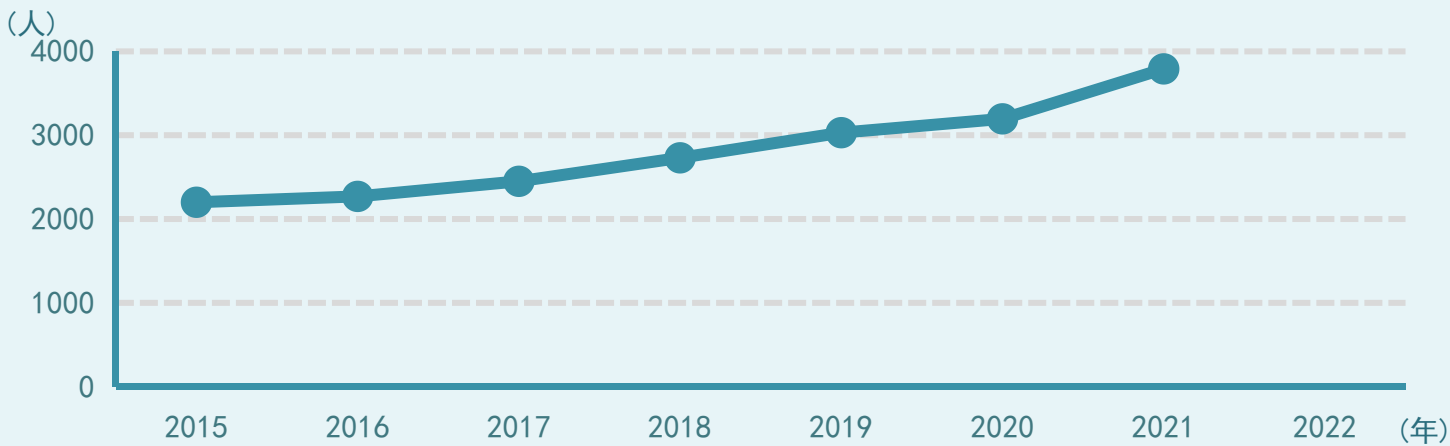


Harmonious Advance

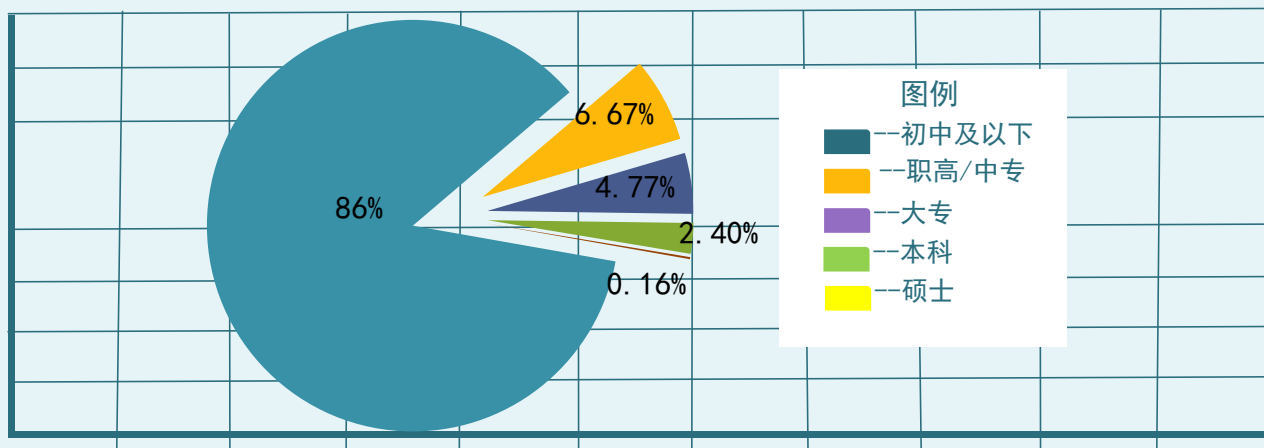
和谐共进

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.



历年员工人数曲线图



2021年员工文化程度百分比

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量资源的消耗和废弃物对环境的有害排放。天源公司积极响应国家“第十一个五年计划”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，履行天源社会责任。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。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。

今年公司为了达到节能减排的目标，引入了二项节能减排项目，第一、淘汰了燃气锅炉，改为华能热电厂直接供应蒸汽，减少了燃烧产生的废弃排放，优化了区域环境。第二，计划并实施了太阳能光伏发电项目，公司设置安装光伏发电总容量达3304.14KWP。积极配合了国家电网高峰用电顶峰用电的计划要求，同时，光伏发电发出的多余电量上传给国家电网，给需要的企业用电，承担了清洁能源反向给社会的责任！

The purpose of energy conservation and emission reduction is to reduce the consumption of material resources and energy resources and the harmful discharge of waste to the environment. Tianyuan company actively responds to the national "11th five-year plan" during the period of energy consumption per unit GDP to reduce 20%, the main emission of 10% of the binding targets, to fulfill the social responsibility of Tianyuan. The company has set up "Tianyuan Clothing Co., Ltd. environmental Protection Committee", which is responsible for the company's energy conservation and emission reduction. Company released a year the doctors graduated clothing co., LTD., greenhouse gas emissions report, prepare the listing company greenhouse gas emissions, reached the emissions of greenhouse gases to the company to conduct a comprehensive control and management, The company invites third-party energy conservation institutions to evaluate the company's energy conservation and emission reduction, excavate potential of energy conservation and emissions reduction projects and CDM projects, at the same time, Carry out the education and training activities of energy conservation and emission reduction for all staff, put forward the action initiative of "energy conservation and emission reduction starts from me" to all staff of the company, and integrate the concept of "energy conservation and emission reduction" into all aspects of clothing production of the company.

This year, in order to achieve the goal of energy conservation and emission reduction, the company introduced two energy conservation and emission reduction projects. First, the gas boiler was eliminated, and Huaneng thermal power plant was used to supply steam directly, which reduced the waste emissions generated by combustion and optimized the regional environment. Second, the company has planned and implemented the solar photovoltaic power generation project, and the total installed photovoltaic power generation capacity reaches 3304.14KWP. Actively cooperate with the state Grid peak power consumption plan requirements, at the same time, the excess electricity generated by photovoltaic power generation is transferred to the State Grid to provide electricity to enterprises in need, assuming the responsibility of clean energy to the society!

The Environmental Protection

环境保护



环境保护委员会

环保委员会

总经理

安全总监

SEA部门

行政中心

业务部

生产中心

缝制研究所

QA中心

物流中心

技术中心

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

环境保护从每一个员工做起

Environmental protection starts from everyone

The Environmental Protection

环境保护

减排目标

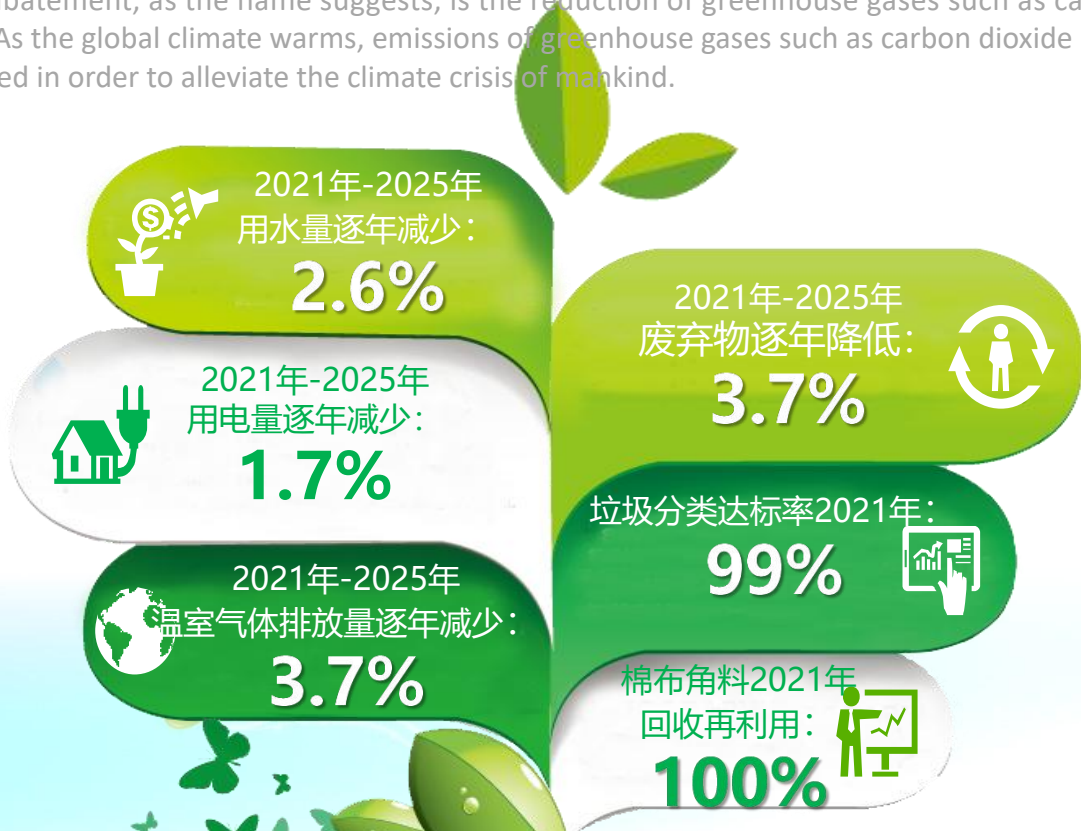
SMART GOALS

SMART



碳减排，顾名思义，就是减少二氧化碳等温室气体的排放量。随着全球气候变暖，二氧化碳等温室气体的排放量必须减少，从而缓解人类的气候危机。

Carbon abatement, as the name suggests, is the reduction of greenhouse gases such as carbon dioxide. As the global climate warms, emissions of greenhouse gases such as carbon dioxide must be reduced in order to alleviate the climate crisis of mankind.



The Environmental Protection

环境保护



全员参与碳平衡
DBP减排无大小!

2021-2023年天源DBP碳排放减少目标
2432.78tCO₂e

SEA指导AGV
12.21tCO₂e
0.50%

提倡不使用一次性餐具
6.76tCO₂e
0.28%

每周1天公交出行
6.67tCO₂e
0.27%

提醒员工尽可能步行上楼
0.17tCO₂e
0.01%

自由落体的仓库物料下输送
3.2tCO₂e
0.13%

创导空调上调1℃ 节约能耗
67.6387tCO₂e
2.78%

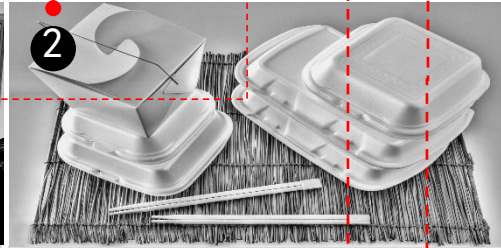
电脑设置节能模式
2.32tCO₂e
0.015%

太阳能路灯项目
4.09tCO₂e
0.17%

生物质脱胶计划项目
88.24tCO₂e
3.63%



与农科院专家研讨生物质转肥料项目



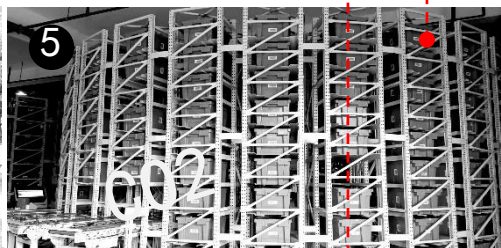
提倡不使用一次性餐具



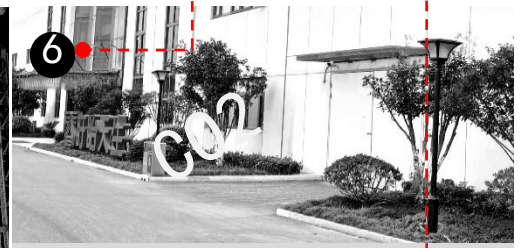
鼓励员工不乘电梯步行上下楼



每周1天公交出行



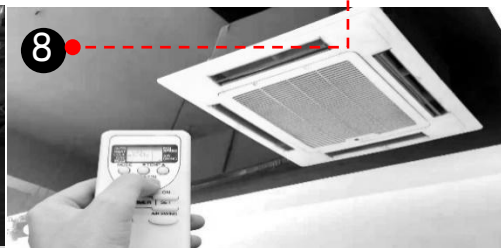
智能化仓库物料下输送采用自由落体



太阳能路灯项目



SEA人员现场指导AGV管理



生产车间空调温度设置升高1度



电脑设置在节能状态运行

The Environmental Protection

环境保护

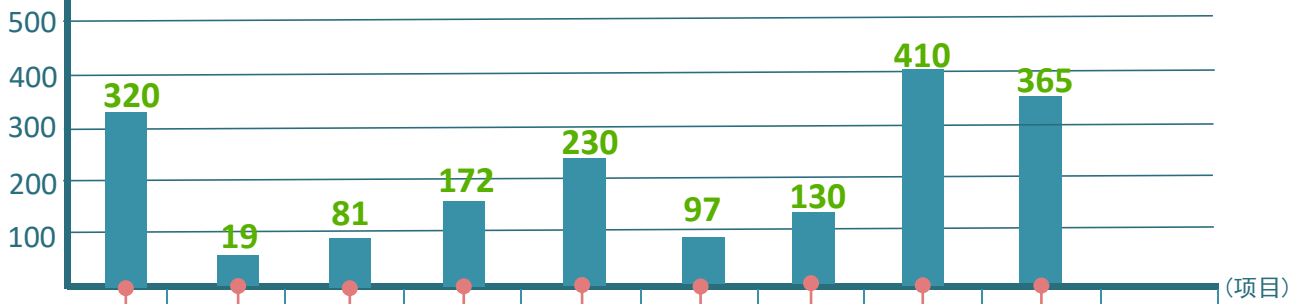


天源把保护环境节能减排提升到管理高度，每年投入大量资金用于各项节能项目，由于服装企业在节能减排方面专业知识与技能相对薄弱，为此，公司聘请具有专业资质的第三方对公司节能减排进行调研，请第三方专家提出环保节能项目，通过几年的项目运行，得到了节能减排的良好效果。

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.

(万元)

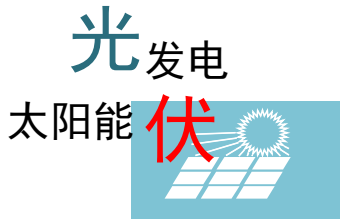
2021年节能减排项目资金（万元）投入柱状图



低能耗设备引进	环境项目检测	缝制工艺改进项目	计划太阳能发电	节能培训项目	淘汰高能耗设备	基础设施改建
废弃物利用项目	报废燃气锅炉引入热电蒸汽					

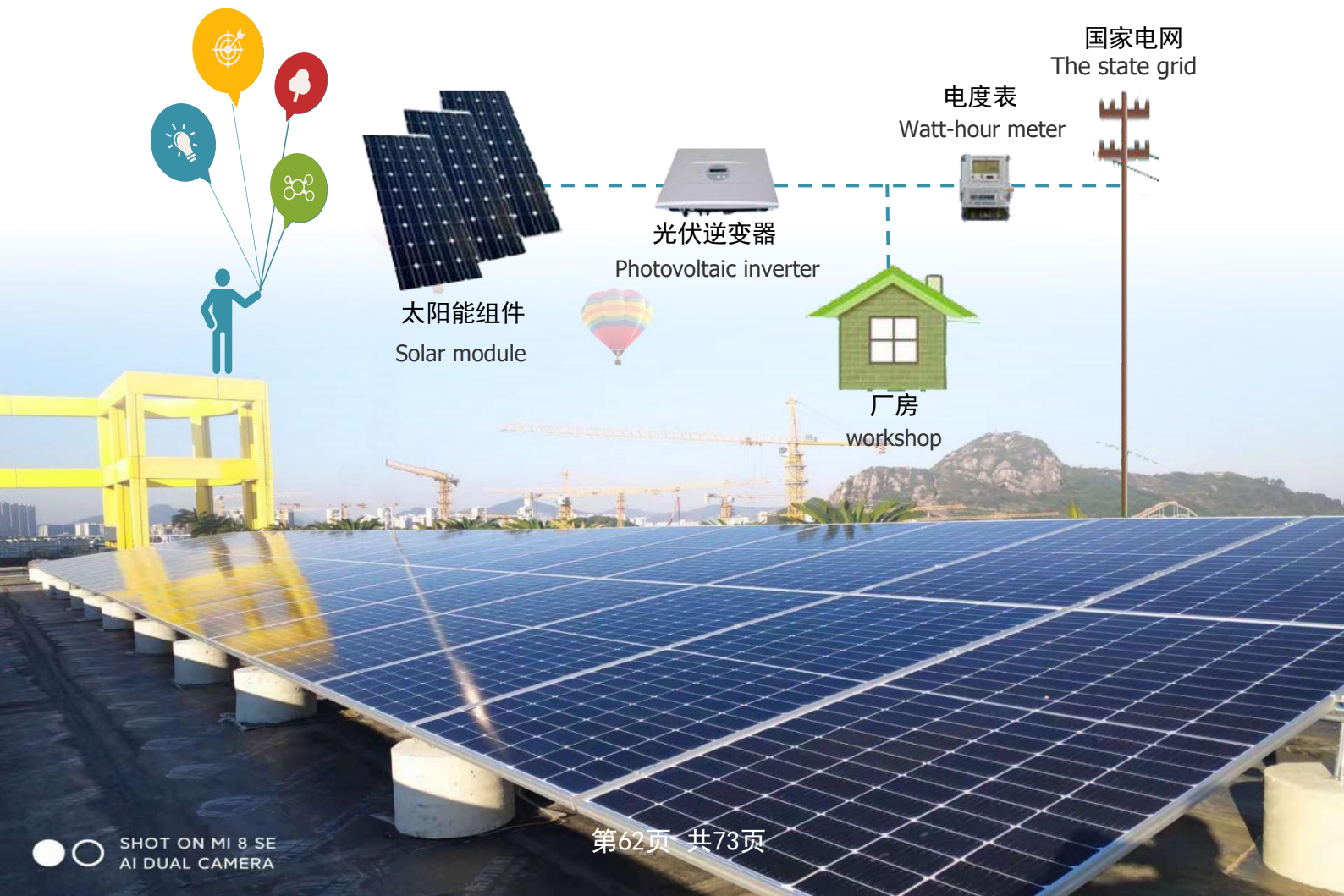
The Environmental Protection

环境保护



2021年天源公司计划实施了太阳能光伏发电项目，项目工程自2021年5月开始至2022年5月完成，光伏发电系统的污染比较少，没有噪声，并且随着太阳能产业化以及技术发展，其性价比以及效率也会不断提升，同时被广泛的应用到社会生活生产的各个领域。因此，公司对光伏发电系统的应用进行调研分析，对于促进光伏发电技术的发展与节能减排绿色能源具有重要作用。

Doctors graduated in 2021 the company plans to implement the solar photovoltaic power generation project, project engineering since May 2021 to May 2022, photovoltaic power generation system of less pollution, no noise, and with the development of industrialization and solar technology, its performance and efficiency will be improved, and been widely applied to various fields of social production. Therefore, the company's research and analysis of the application of photovoltaic power generation system plays an important role in promoting the development of photovoltaic power generation technology and green energy conservation and emission reduction.



The Environmental Protection

环境保护

光伏发电



太阳能光伏发电分析

光伏发电收集方法

苏州天源光伏发电收集方法通过国家供电APP收集
 江苏天源光伏发电收集方法通过光伏逆变器APP收集
 盱眙天生光伏发电收集方法通过光伏逆变器APP收集

苏州天源

光伏装机容量：99kwp
 月发电量：12015kwh
 月反向电量：455kwh
 月国家电量：60329kwh

江苏天源

光伏装机容量：2114.6kwp
 月发电量：157982kwh
 月反向电量：13740kwh
 月国家电量：330000kwh

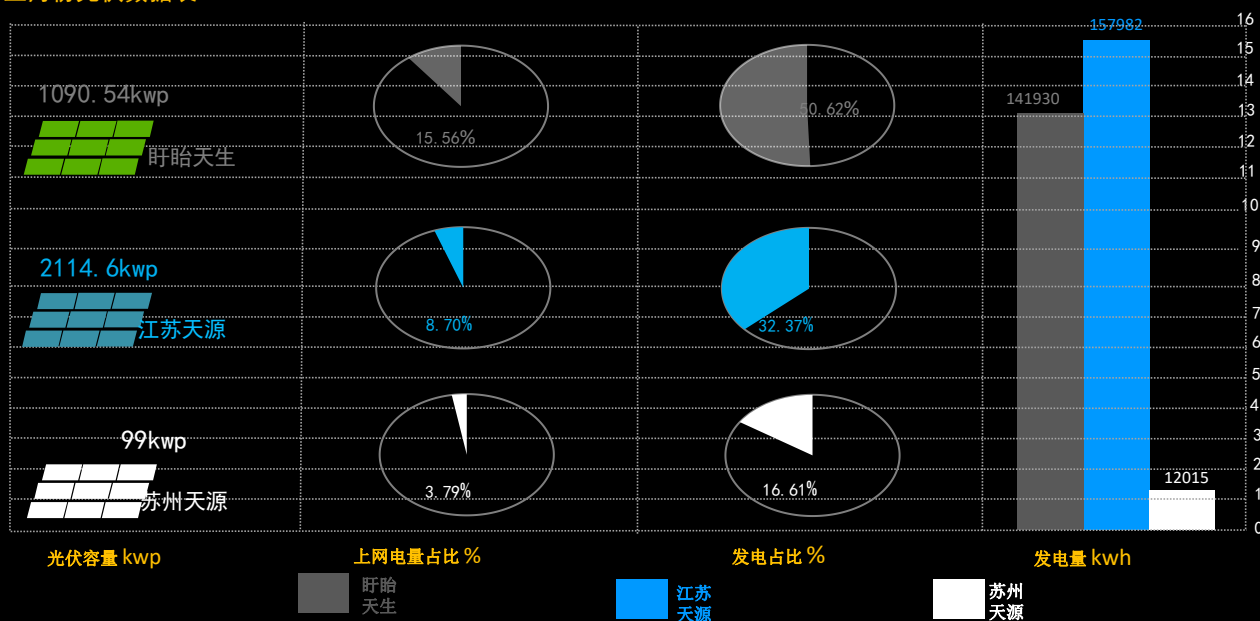
盱眙天生

光伏装机容量：1090.545kwp
 月发电量：141930kwh
 月反向电量：22080kwh
 月国家电量：138454kwh

总合计电量

光伏装机总容量：3305045kwp
 月发电总量：311927kwh
 月反向电量：36275kwh
 月国家总电量：528783kwh

五月份光伏数据表



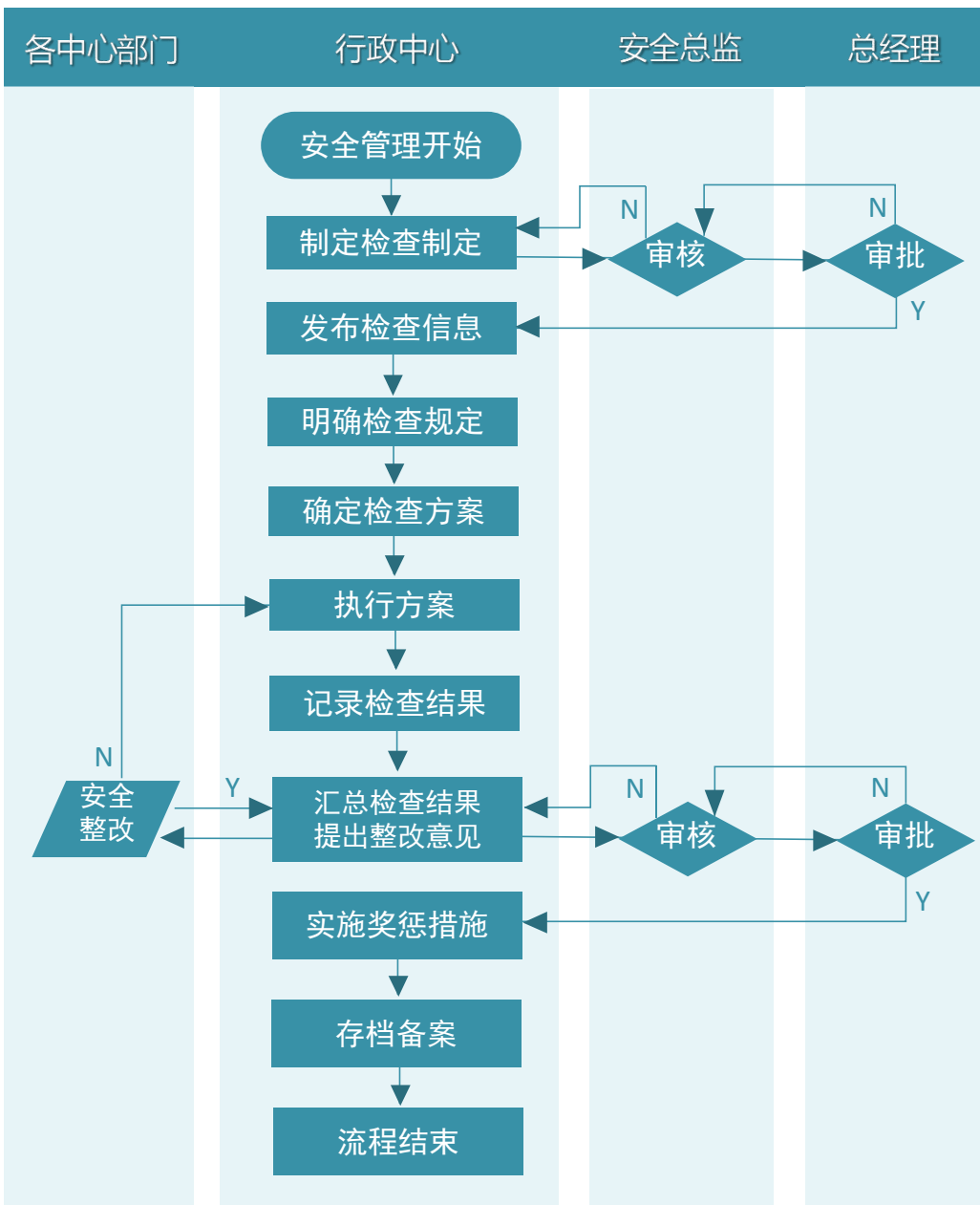
Production Safety

安全生产



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.



工作场所

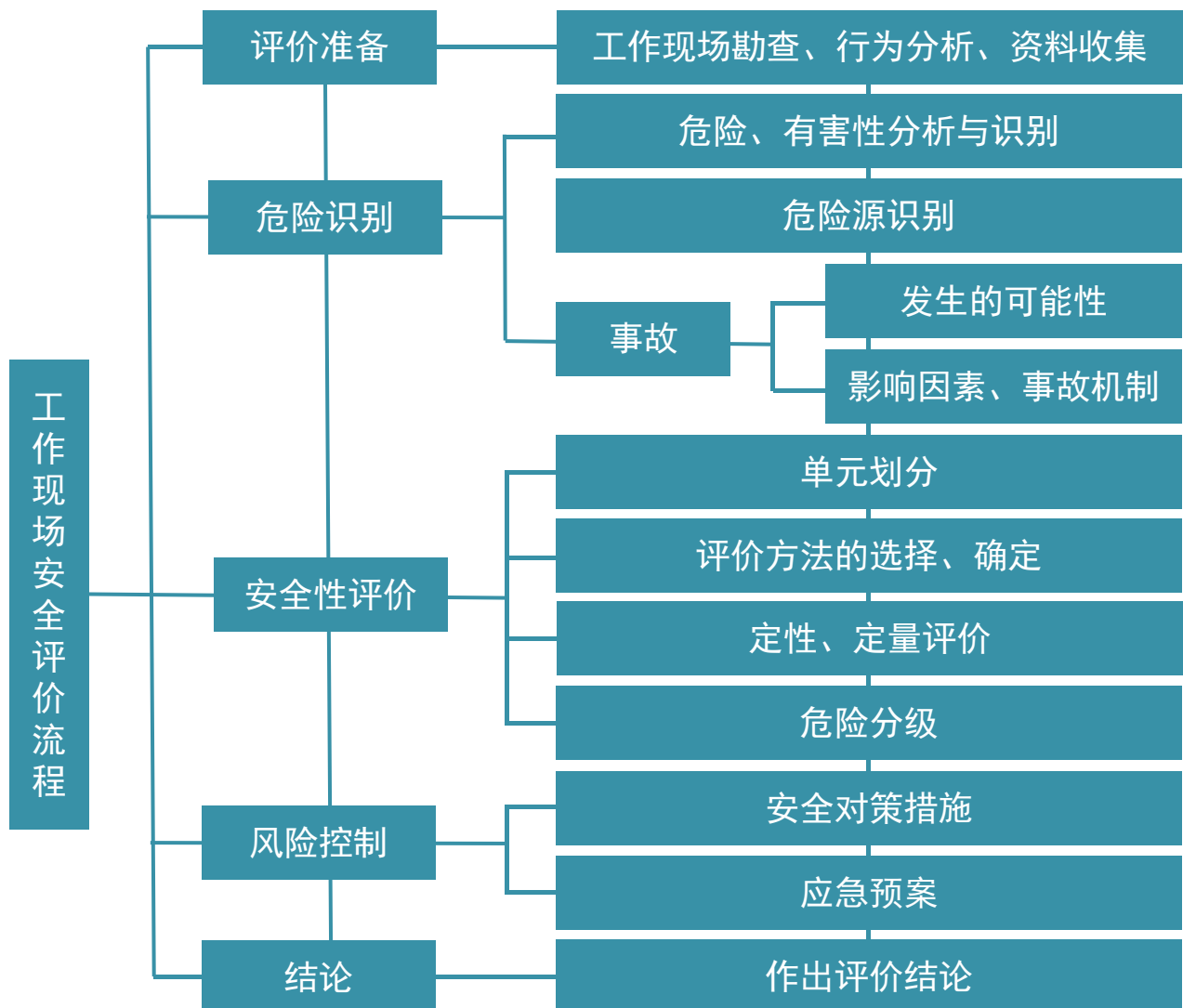
Production Safety

安全生产



安全评价的意义在于可有效地预防事故发生，减少财产损失和人员伤亡和伤害。安全评价与日常安全管理和安全监督监察工作不同，安全评价是从技术性带来的负效应出发，分析、认证和评估由此产生的损失和伤害的可能性、影响范围、严重程度及应采取的对策措施等。

The significance of safety evaluation is to effectively prevent accidents, reduce property losses and casualties and injuries. Safety evaluation is different from daily safety management and safety supervision. Safety evaluation starts from the negative effects brought by technology, analyzes, authenticates and evaluates the possibility of loss and injury, impact range, severity and countermeasures to be taken.





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.



安全生产

消除隐患

[关爱生命 关注安全]
生产是花，安全是根，要想花美，必须强根

安全生产，生产蒸蒸日上；文明建设，建设欣欣向荣，不绷紧安全的弦，安全花开把春报就弹不出生产的调，生产效益节节高，脱离安全求效益如水中捞月。
安全”二字，我们要永记心中。



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，更好地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.



Epidemic Prevention And Control

疫情防控

疫情联防联控



疫情防控的主要目的是为了避免更多的人被感染，这个不仅关系到国民的生存，还关系到国家的安危，如果不进行防疫，就会有巨多人被感染，甚至死亡。天源在第一时间按照国家疫情防控指南，执行相关疫情防控要求，制定了天源新冠肺炎联防联控制度，并在全体员工中执行，取得了良好疫情联防。

The main purpose of epidemic prevention and control is to prevent more people from being infected, which is not only related to the survival of the people, but also related to the safety of the country. If the epidemic prevention is not carried out, a large number of people will be infected and even die. In accordance with the national epidemic prevention and control guidelines and relevant epidemic prevention and control requirements, Tianyuan developed a joint COVID-19 prevention and control system and implemented it among all employees, achieving good epidemic prevention and control.

疫情联防联控指挥小组

Joint defense and control command group

成立了公司高层、各分厂、部门及车间主管领导组成新冠肺炎联防联控指挥领导小组，进行对公司疫情的防控管理。

公司公共场所的消杀

Disinfection in public places

公司公共场所包括：食堂、楼梯过道、电梯、卫生间、门把手、生产车间、仓库、门卫、邮件等每天进行消杀消毒。

天源公司出入口管控

Entrances and exits are strictly controlled

公司出入口进行苏康码、行程码检查，并由自动测温仪进行对进入公司的每一位人员进行体温检测，严格控制检查出入人员疫情情况。

疫情上报机制

Epidemic situation reporting mechanism

疫情期间公司行政中心严格按照国家相关防控部门的要求进行对员工身体状况进行检查，发现异常立刻隔离人员并上报防控中心进行核实。

天源疫情教育培训

COVID-19 prevention education training

公司通过广播、网上、晨课、巡查栏等进行对普通员工新冠肺炎防控知识教育培训，以提高全体员工疫情防控能力。

向社会捐赠防疫物资

Donation of epidemic prevention materials

公司利用服装制造优势，严格按照规范组建防护服生产车间，在国家防疫物资紧缺情况下，向社会捐助大批防疫物资，向社会有关部门捐款30万元、向基金会注资20万元、向社区捐助300件防护服等。



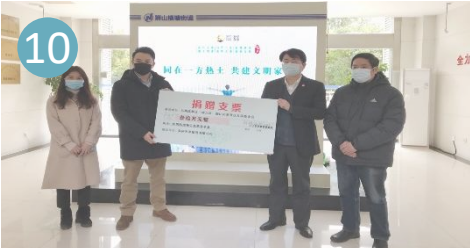
Epidemic Prevention And Control

疫情防控



1	2	3
4	5	6
7	8	9
10	11	12

- 1、核酸检测
- 2、消杀现场
- 3、测量体温
- 4、戴口罩
- 5、分厂核酸检测
- 6、防护服生产车间
- 7、面料检验
- 8、防控志愿者
- 9、食堂餐厅隔离屏
- 10、捐赠照片
- 11、分厂核酸检测
- 12、新冠肺炎防控宣传





2022

天源社会责任报告

第四部分 2022年展望

- √ 2022年展望
- √ 社会责任承诺

Outlook 2022



截至本报告结束，虽然2021年全球新一轮的疫情有所减缓，但要完全控制还为时过早，因为新冠病毒已经成为全球经济发展的一个重大变数，展望2022年及未来，我们所从事的行业将会以“真、善、美”为价值追求，是为人民谋幸福的行业，从2021年纺织服装业报告来看，也是最先复苏的行业。天源公司在2022年将重点加强内涵式发展，以提高对外贸易的发展品质，从OEM转向 ODM，通过学习精益生产和六西格玛的生产过程，培训企业的内部管理人员，把 ME的实战经验与六西格玛的管理结合起来，在生产和制造方面，将先进的技术和先进的工业技术结合起来，不断提高天源的信息化水平。

As of the end of the report, although the 2021 global outbreak of a new round of slowed, but it is too early to fully control, because will be coronavirus has become a major variables of global economic development, the forecast in 2022 and in the future, we are engaged in the industry will be "kindness, beauty and truth" as the value pursuit, is the industry seeks happiness for the people, According to the 2021 textile and clothing industry report, it is also the first industry to recover.





Outlook 2022

天源2022年展望

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。

01

员工权益

把员工的职业健康、劳动保护放在首位，将公共卫生突发事件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。

02

03

行业发展

在维持行业内各项经济指标的领先地位的前提下，继续确立本领域的社会责任指数，为本行业的可持续发展做出应有的贡献。

01. The government social

We will continue to publish social responsibility reports and actively participate in and support community development, so as to create more jobs for the society.

02. Employees' rights and interests

The occupational health and labor protection of employees shall be given top priority, public health emergencies shall be included in the regular management of employees' health, and the appeal platform for employees shall be improved and the happiness index of employees shall be improved.

03. Industry development

On the premise of maintaining the leading position of various economic indicators in the industry, we will continue to establish the social responsibility index in this field and make due contributions to the sustainable development of the industry.

Proposal

意见反馈



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contact us

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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

2、您对报告披露的信息:information content

a/ 好 b/ 较好 c/ 一般 d/ 差

3、您对报告披露信息质量:Information authenticity

a/ 好 b/ 较好 c/ 一般 d/ 差

4、您认为报告在结构上:Report form

a/ 好 b/ 较好 c/ 一般 d/ 差

5、您认为报告在版式设计上:Format

a/ 好 b/ 较好 c/ 一般 d/ 差

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: