



中国航空器材集团公司
China Aviation Supplies Holding Company

2012

企业社会责任报告

Corporate Social Responsibility Report



时间范围 | Time Covered

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本报告为年度报告。
Our sustainability report is published annually.

涵盖内容 | Main Contents

报告主要披露了公司履行安全、环境、经济、社会责任等方面的内容，相关内容、数据和案例来自公司有关文件、报表、信息平台 and 基层企业。

This report outlines our performance on safety, environmental, economic and social issues. It includes information and typical cases from documents, statements and information platforms of the Company and its grassroots-level enterprises.

编写依据 | Compilation Conformance

报告按照国务院国资委《关于中央企业履行社会责任的指导意见》，参照全球报告倡议组织 GRI《可持续发展报告指南》(G3.1)、中国社会科学院《中国企业社会责任报告编写指南(CASS-CSR2.0)》、国际标准化组织《ISO 26000: 社会责任指南(2010)》和中国工业经济联合会《中国工业企业及工业协会社会责任指南》编写。

This report is compiled in accordance with the Guidelines on Performing Social Responsibility by Central Enterprises released by the State-owned Assets Supervision and Administration Commission (SASAC) of the State Council and in light of the Sustainability Reporting Guidelines (G3.1) from the Global Reporting Initiative (GRI), Guidelines on Corporate Social Responsibility Reporting for Chinese Enterprises (CASS-CSR 2.0) by the Chinese Academy of Social Sciences (CASS), ISO 26000: Guidance on Social Responsibility by International Organization for Standardization, and Guidelines on Social Responsibilities of Chinese Industrial Enterprises and Industrial Associations by the China Federation of Industrial Economics (CFIE).

称谓说明 | References to China Aviation Supplies Holding Company

为表述方便，报告中“集团公司”、“集团”均指中国航空器材集团公司。

In this report, "Holding Company, "the Company" refer to China Aviation Supplies Holding Company.

获取方式 | Access to this report

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领导致辞

Words from the Top Management



李海 集团公司总经理、党委副书记
Li Hai President & CEO



荚长斌 集团公司党委书记、副总经理
Jia Changbin Senior Vice President

一个优秀的企业，应该是一个坚持科学发展、富有全局观和责任感的的企业，应该是一个稳健经营、保持优质资产，在获得投资者信任的同时，坚守社会道义，富有大众情怀，为促进社会和谐进步不懈努力的企业。中国航材集团作为中央企业的一员，在追求企业发展，创造更大企业价值，实现可持续发展的同时，作为社会成员和企业公民，高度关注社会发展，自觉承担起社会责任和义务，积极将企业发展融入构建和谐社会的历史进程中。

An excellent enterprise should be with scientific development, wealthy global view and responsibility, should be with sound operation to maintain quality assets, should in obtaining the trust of investors at the same time, adhere to social morality with public sentiment, in order to promote social harmony. CAS, as a member of central enterprises, is pursuing corporate development, creating greater corporate value and achieving sustainable development, meanwhile, as a member of society and corporate citizenship, shall pay high attention on social development, consciously assume social responsibilities and obligations, and actively integrate corporate development into the historical process of building a harmonious society.

2012年，对于各中央企业而言，是面对复杂的经济形势和激烈的市场竞争，努力实现“保增长”工作目标的一年。对民航行业而言，是持续健康发展，对国家经济的战略作用更加突出的一年。对于中国航材集团而言，是“十二五”成功开局之后大力推进战略规划实施的重要一年。

For the central enterprises, the year of 2012 witness complex economic situation and intensive market competition, as well as great effort to achieve the goal of "Guarantee Economic Growth". For the civil aviation industry, the year of 2012 kept healthy development and play more prominently strategic role in national economy. For CAS, the year of 2012 is a important year to vigorously promote implementation of strategic planning after successfully start the "Twelfth Five-Year Plan" start.



坚持科学发展，集团公司立足于“四强两精”的发展思路，在稳中求进的前提下，保增长，调结构。2012年继续保持企业规模和经济效益的持续增长，经营业绩考核首次进入B级中央企业行列。飞机批量采购、航空租赁规模进一步扩大，实现从代理为主的航材贸易到航材分销的转型，航材共享业务在国资委、民航局的领导下稳步推进，不断拓宽通用航空业务领域，提升“四强”业务核心竞争能力。航空维修与制造、地面设备与工程等业务持续发展，“两精”业务的竞争能力和盈利能力得到提高。2012年，集团公司以全面开展管理提升活动为契机，强化基础管理，着眼关键环节，努力实现管理提升，企业发展基础进一步夯实，履行社会责任的能力进一步提升。

Adhering to scientific development, CAS based on the development thoughts of "Four Strongs and Two Specializations", takes great efforts to keep growth and adjust structure in premise of seeking stable progress, and kept sustainable growth of corporate scale and economic benefit in 2012 with the first time listed into the B-grade central enterprises in operational performance assessment. CAS expand volume purchase of aircraft and the scale of aviation leasing, realized main business transition from agent-focused supplies trading to distribution business, achieved stable progress on pooling business led by SASAC and CAAC, continuously broaden general aviation business field, and enhance core competitiveness of the Four Strong business. Aviation maintenance and manufacturing, and ground equipment and engineering business kept growing, and the competitiveness and profitability of Two Specializations has been improved. CAS, taking opportunity of carrying out a comprehensive management improvement activities, strengthen the management foundation, focus on key aspects, strive to realize management improvement, and consolidate the basis of enterprise development, further enhance the capability of fulfilling social reliability.

坚持绿色环保，中国航材集团推行行业合同能源管理，践行节能减排，在工业清洗领域进行绿色环保产品创新，持续改善生产环境，为社会持续发展贡献力量。

Adhering to environmental protection, CAS implements industry energy management contract, practice energy saving and emission reduction, innovate on green environment friendly product in industrial cleaning field, continuously improve production environment, and contribute to social sustainable development.

坚持依法经营，中国航材集团坚持依法治企，经营合规，在加强内部审计和法律事务管理的基础上，内部控制及全面风险管理体系逐步健全。

Adhering to legal operation, CAS insists to manage enterprises according to law, operate by regulation, gradually perfect internal control and comprehensive risk management on the basis of strengthening internal audit and legal affairs management.

坚持以人为本，中国航材集团注重员工发展，维护员工权益，在提供多样培训的基础上，为员工建立人才脱颖而出的平台，拓宽职业发展的通道。

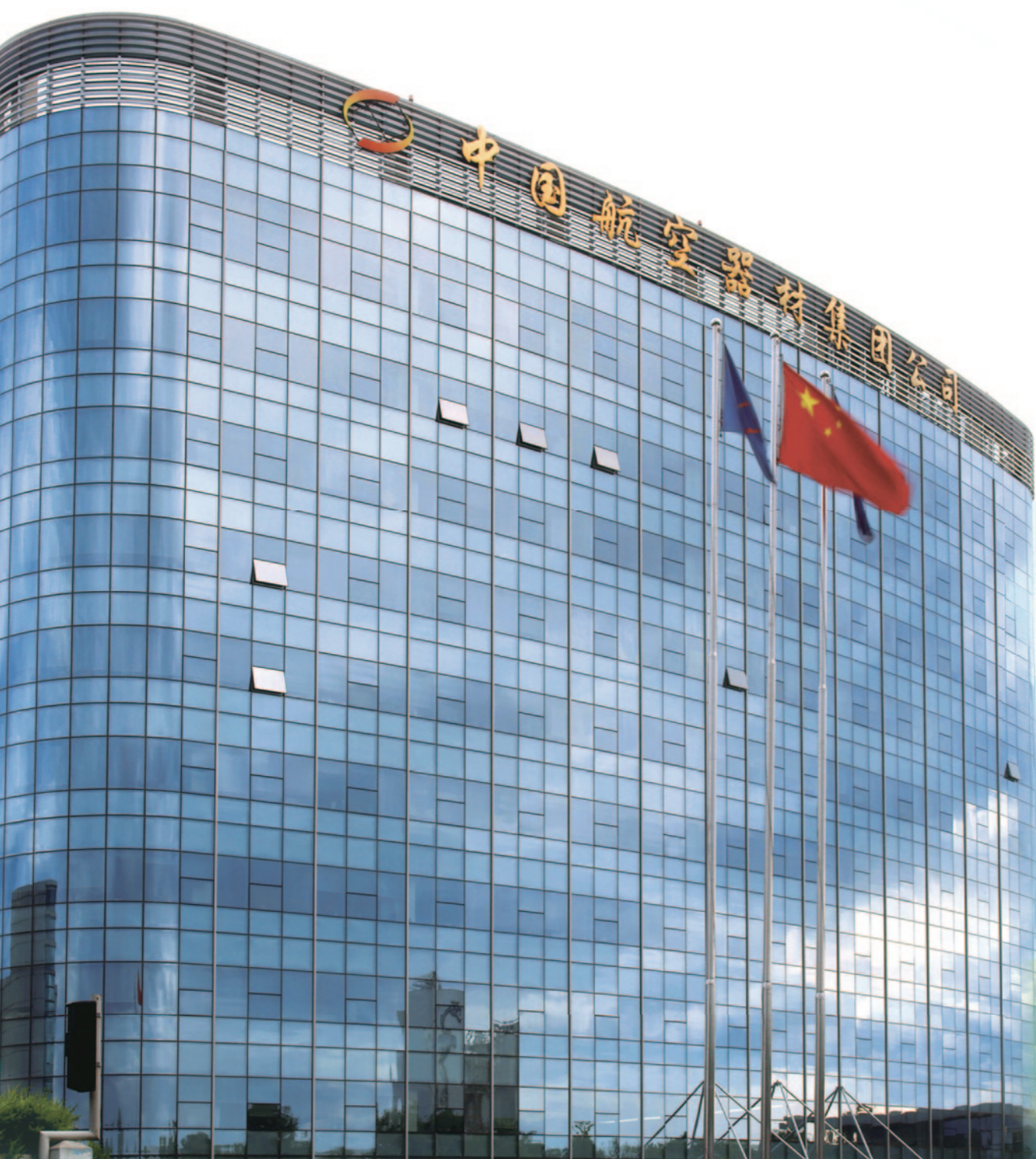
Adhering to the people-oriented, CAS emphasizes on employee development, protect employee's interest, establish platform of talent promotion with providing multiple training, and expand career development channel for employee.

责任蕴含动力，责任赢得未来。展望2013年，我们将时刻牢记企业的经济责任、社会责任和政治责任，高标准、高质量提升可持续发展能力，用不懈的努力赢得美好的未来。

Responsibility contains power and wins the future. Looking forward the year of 2013, we will always keep economic responsibility, social responsibility and political responsibility of enterprise in mind, enhance sustainable development capacity by high standard and quality, and win beautiful future with unremitting efforts.



公司概况 Company Profile



中国航材集团是国务院国有资产监督管理委员会监管的中央企业。公司的前身是中国航空器材公司，1980年10月经国家进出口管理委员会批准成立，是中国民航系统成立的第一家公司。2002年10月，民航运输及服务保障企业联合重组，中国航空器材进出口集团公司作为六大航空及保障集团公司之一，经国务院批复正式组建。2007年12月更名为中国航空器材集团公司。

China Aviation Supplies Holding Company (CAS) is a state-owned company under the supervision of State-owned Assets Supervision and Administration Commission of the State Council (SASAC). It derived from China Aviation Supplies Company, a company established in October 1980 with the approval of the State Import and Export Regulatory Commission, and was the first company established in Chinese Civil Aviation Industry. In October 2002, the transportation companies and supporting companies underwent a merging and restructuring. As a result, with the approval of the State Council, China Aviation Supplies Imp. & Exp. Group Company was established as one of the six group companies in the aviation transportation and supporting businesses. In December 2007, it was renamed China Aviation Supplies Holding Company.

中国航材集团是专门从事飞机采购及航空器材保障业务的专业公司，主要业务涉及飞机批量采购、航空租赁、航材分销与共享、通用航空、航空维修与制造、地面设备与工程、航空培训、航空展览等领域。

CAS is a professional company specialized in the procurement of aircraft and the provision of aviation supplies. Its main business includes package purchase of aircraft, aircraft leasing, distribution and pooling of aviation supplies, general aviation, MRO and manufacturing, ground equipment and engineering, aviation training, and aviation exhibition, etc.

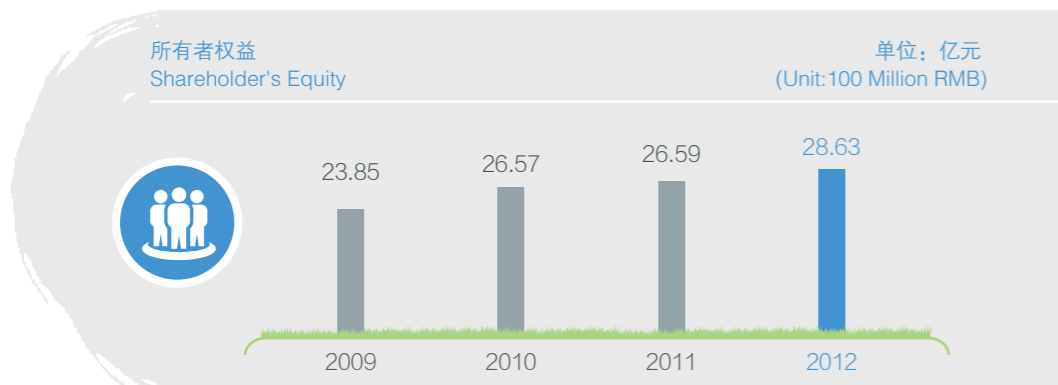
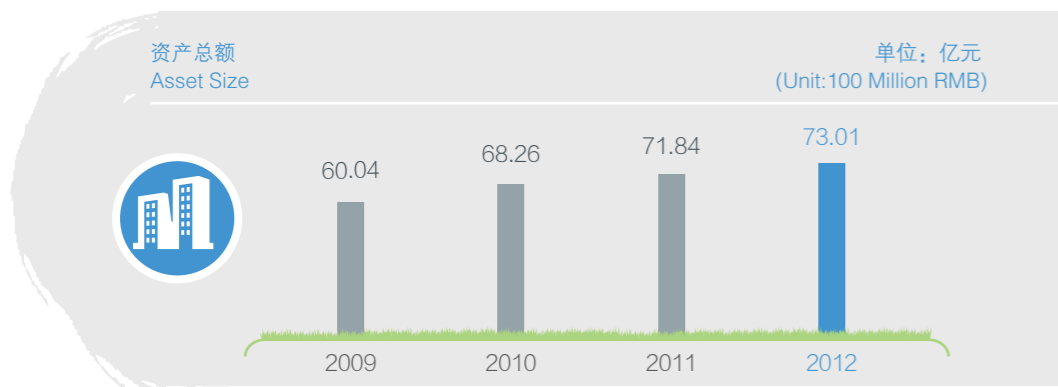
◎ 关键绩效表

KPI Charts

◇ 经营效益 · Economic Indicator

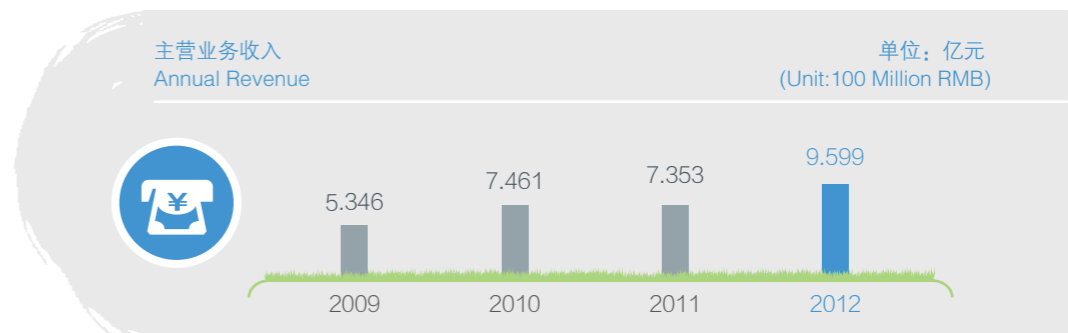
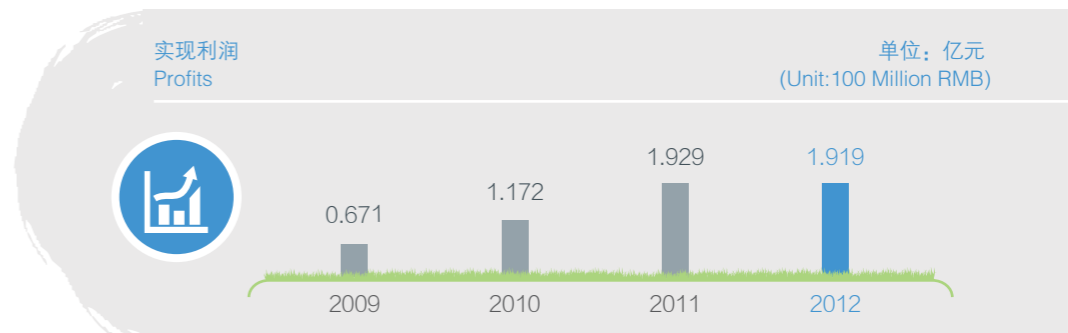
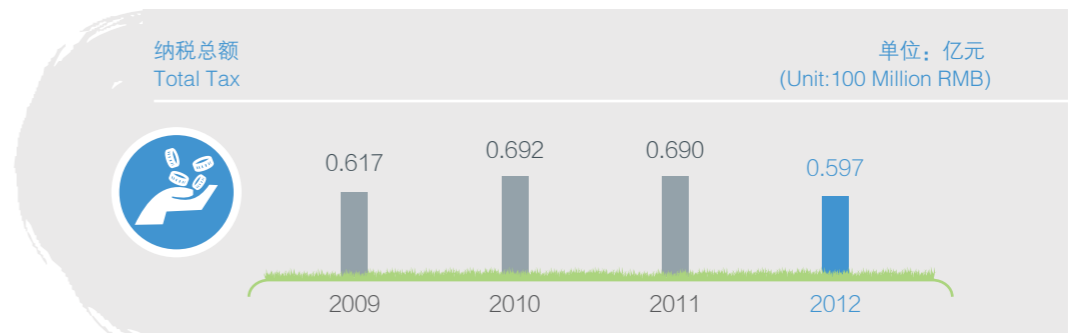
中国航材集团高层领导结合公司的实际情况，带领全体员工在夯实原有业务的基础上，不断创新业务模式，强化管理，用统一的企业文化凝聚和激励全体员工为实现规划目标努力工作，不断提升中国航材集团的可持续发展能力。

2012年，中国航材集团实现利润19185.38万元，较2009年的6707.60万元，年均环比增长46.26%；实现资产总额730138.80万元，较2009年的600433.90万元，年均环比增长6.85%。



CAS senior leader team, standing on the company's actual situation, lead all staff to keep innovating business model on the basis of consolidating existing business, strive to achieve planning objectives with a unified corporate culture to gather and inspire all employees, and constantly enhance sustainable development of CAS.

In 2012, CAS achieved profit of 191.85 million RMB with an average annual growth of 46.26% comparing with 67.08 million RMB in 2009, and achieved total assets of 7301.39 million RMB with an average annual growth of 6.85 percent comparing with 6004.34 million RMB in 2009.



◎ 公司治理与风险控制

Corporate Governance and Risk Control



◇ 公司治理 · Corporate Governance

中国航材集团是由国家出资设立的中央直属企业，由国务院国有资产监督管理委员会对集团公司履行出资人监管职责。

China Aviation Supplies Holding company was invested and founded by the government, and is supervised by the State-owned Assets Supervision and Administration Committee of the State Council (SASAC).

国务院国有资产监督管理委员会向中国航材集团派驻国有企业监事会，依法对集团公司的国有资产保值增值状况以及经营管理行为实施监督。

SASAC sends a supervisory board to CAS, which in accordance with legal requirements supervises CAS's retaining and incrementing the value of state-owned assets and its daily operation.

中国航材集团实行总经理负责制，总经理为集团公司的法定代表人。党政联席会、总经理办公会和党委会为集团公司的决策机构，按照重大决策事项的权限标准分别进行议事决策，实现了科学决策和民主决策。

CAS implements the President-Responsibility System, and the President is the legal representative of this company. The joint meeting between executive team and the Party Committee, the management review meeting, and the Party Committee meeting are the decision-making bodies of CAS. These decision-making bodies make decisions according to the level of authority required for important issues in corporate operation, and thus realize scientific and democratic decision-making.

根据不同发展阶段的要求，中国航材集团目前设有发展战略和规划委员会、全面风险管理委员会、信息化项目领导小组、绩效考核委员会、薪酬管理委员会、投资及信用评审委员会、预算管理委员会、社会责任工作委员会等工作机构，负责审议集团公司各项重要事项，为决策提供支持。

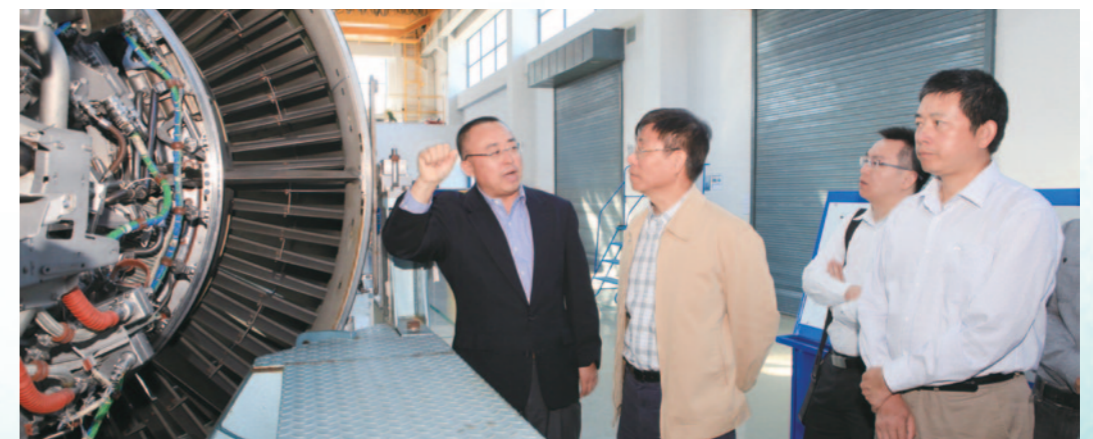
Based on the requirement in different development stage, CAS has set up several specialized committees to review the important issues in the company and provide support for decision making. The specialized committees include: the Development Strategy and Planning Committee, the Corporate Risk Management Committee, the IT Steering Team, the Performance Appraisal Committee, the Compensation Committee, the Investment and Credit Rating Committee, the Budget Management Committee, the Social Responsibility Working Committee, the Safety and Security Management Committee and, etc.

中国航材集团建立起以资本为纽带的母子公司管理体系。集团总部作为战略决策中心、投资决策中心、运营监管中心和人事管理中心，负责公司发展战略、经营目标、运营计划、对外投资和人事任免等重大事项的决策。监督子企业的经营管理情况，提供支持服务。

CAS has established a management system for its subsidiaries on the basis of capital link. As the strategy decision center, investment decision center, operation supervision center, and human resource management center, CAS headquarter is responsible for making decisions for important issues such as development strategy, operation goal, operation plan, overseas investment, and personnel decisions, etc. CAS oversees the subsidiaries' operation and management, and provides supporting services.

中国航材集团所投资全资或控股的公司制企业均建立了规范的法人治理结构。按照《中华人民共和国公司法》的规定，集团公司向投资企业委派或任免董事、监事，按照财务年度对经营管理层实施综合业绩考核和监督。

All incorporated companies which are 100% or majorly invested by CAS have set up standard corporate governance structure. In accordance with the Company Law of the People's Republic of China, CAS appoints or decides the board directors and supervisors for the invested companies, and conducts comprehensive performance appraisals and supervision on their management team on the basis of fiscal year.



◎ 公司组织结构

Company Organization Structure



◇ 风险控制 · Risk Control

根据国资委《中央企业全面风险管理指引》和财政部等五部委联合颁布的《企业内部控制基本规范》要求，在集团范围内建立相对完善、统一、规范的全面风险管理及内部控制体系框架。

According to "Central Enterprise Comprehensive Risk Management Guidelines" of SASAC, and "Basic Norms of Enterprise Internal Control" jointly issued by the Ministry of Finance and other four ministries, CAS founded comparatively improved, unified, and normative framework of comprehensive risk management and internal control system.

中国航材集团全力推进全面风险管理工作，完善全面风险管理与内部控制组织体系，做了大量细致有成效的工作，提升抗风险能力：

CAS takes full efforts to promote comprehensive risk management, improve comprehensive risk management and internal control organization system, did a lot of careful and fruitful work, and enhanced ability to resist risk:



◇ 内部审计 · Internal Audit

中国航材集团设有独立的内部审计部门，以风险为导向制定内部审计计划。内部审计范围包括财务审计、经济责任审计、子企业重大事项专项审计等。通过运用系统化和规范化的审计程序和方法，对公司各项经营活动和内部控制提出意见和建议并监督执行。

CAS has an independent internal audit department to develop risk-oriented internal audit plan. Internal audit includes financial audit, economic responsibility audit, and special audit on subsidiary significant matters. Give comment and advise on various enterprise operational activities and internal control by using systematic and normative audit procedure and method, and monitor implementation.

公司先后印发《内部审计暂行规定》、《经济责任审计管理暂行办法》、《经济责任审计具体实施办法》、《内部审计实施细则》等文件，并组织内部审计专项调研活动，从制度层面上指导、改善内部审计的效果。

The company has issued "Interim Regulation On Internal Audit", "Interim Measures Economic Responsibility Audit", "Specific Implementation Measures of Economic Responsibility Audit," "Detailed Implementation Rules of Internal Audit" etc, and organize special investigation activities of internal audit, in order to guide in systematic level to improve effect of internal audit.



◎ 公司价值观

Corporate Value

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中国航空器材集团公司
China Aviation Supplies Holding Company

公司愿景

Corporate Vision

成为航空业界不可替代的、以航空器材保障为主业的特殊性综合服务提供商。

To become the irreplaceable comprehensive service provider for aviation supplies.

公司使命

Corporate Mission

做航空业界有影响力的航材保障综合服务提供商，成为建设民航强国的重要的、特殊的力量。

To be the influential comprehensive service provider for aviation supplies in the aviation industry, and become an important and unique force in the construction of a strong country in aviation industry.

公司精神

Corporate Spirit

诚信、进取、创新、共赢。

Honesty, Enterprising, Innovation, Win-Win.

公司（员工）理念

Corporate /Employee Philosophy

**天地生人，有一人应有一人之业；
人生在世，生一日当尽一日之勤。**

Born on the earth, each of us shall have his own career ;
Living through our lives, each day shall witness our hard working.

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2012 年企业社会责任报告
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◎ 公司战略

Corporate Strategy

◇ 总体战略 · General Strategy

“四强两精”是中国航材集团的总体战略。“四强”是指要努力做大做强、在民航行业内占有一定主导地位的四项主要业务，包括：飞机批量采购业务、飞机租赁业务、航材分销与共享业务、通用航空业务；“两精”是指要努力做强做优在维修与制造、地面设备与工程两个领域中的细分业务，努力发展成为这两个领域的“特殊性”服务商。

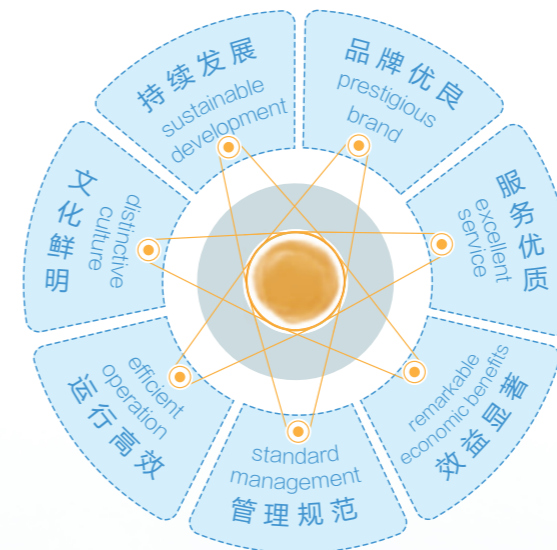
The general strategy of CAS is "Four Strongs and Two Specializations". "Four Strongs" mean that CAS would try hard to make them bigger and stronger four businesses which already have some leading edges in the civil aviation industry, including: the package purchase of aircraft, aircraft leasing, distribution and pooling of aviation supplies, and general aviation; "Two Specializations" refer to CAS's efforts to optimize its specialization in the businesses of two market segments: MRO and manufacturing, and ground equipment and engineering, and develop itself into the special service provider in the two specialization field.



自 2002 年成立以来，中国航材集团完成了企业组织架构和资源配置的战略性改组，在巩固传统飞机和航材贸易业务基础上，成功搭建贸易分销与物流、航空维修与制造、航空租赁、地面设备与工程四大业务单元，由业务类型较为单一的贸易公司逐步发展成为以航空器材保障为核心的大型综合服务供应商。

Since its establishment in 2002 and in the past years, CAS has completed the strategic reorganization of enterprise organization structure and resources allocation, and successfully build four major business units with trading, distribution and logistics, aviation maintenance and manufacturing, aviation leasing, ground equipment and engineering based on traditional business of aircraft and aircraft supplies trading. With the building of four major business units, CAS has gradually developed into a large sized integrated service provider focusing on aviation supplies support from a former trading company with single business model.

弹指十年间，企业经济效益大幅提升，综合实力显著增强，2012 年，营业收入首次突破 10 亿元，特别是飞机租赁业务稳健发展，已成为集团公司收入和利润来源的有力支撑。中国航材集团正在发展成为一个企业文化鲜明，队伍优秀，管理先进，品牌优良、核心竞争力强，持续盈利能力强，长远发展后劲大的现代企业。



With past ten years flying, CAS economic benefits achieved substantial increase, and comprehensive strength is enhanced significantly. In the year of 2012, CAS annual operating revenue exceeded 1 billion RMB for the first time, among which aircraft leasing business kept stable and healthy development, and contribute as a strong support to the revenue and profit resources of CAS. CAS now is developing on the way to a modern enterprise with distinct corporate culture, excellent team, advanced management, favor brand, strong core competitiveness, strong sustainable profitability and great potential in long-term development.

01

社会责任工作

SOCIAL RESPONSIBILITY
ACTIVITIES



◎ 社会责任报告情况简介

Overview of Social Responsibility Report



中国航材集团全面履行中央企业的社会责任，将社会责任融入发展战略、经营管理和企业文化，增强履行社会责任的意识和能力，最大限度地创造企业发展的经济、社会、环境和员工成长的综合价值。

CAS has fully fulfilled its social responsibility as a state-owned enterprise under SASAC, and incorporated its social responsibilities into its development strategy, operation management, and corporate culture. In this way, CAS strengthens its awareness and capability to perform its social responsibilities, and maximizes the comprehensive benefits of corporate development in terms of economy, society, environment, and employee development.



为推进中国航材集团社会责任工作，加强对社会责任工作的领导，公司成立了社会责任工作委员会，统筹研究和部署社会责任工作，建立和完善公司履行社会责任的体制机制。在制度建设、机制完善、工作推进等方面不断取得新进展。

To promote the working and strengthen the leadership in fulfilling its social responsibility, CAS has established the Social Responsibility Working Committee. The committee is in charge of planning, researching, and arranging the works of social responsibility. It is also within its duty to set up and improve the systems and mechanisms for the implementations of social responsibilities. CAS has continuously achieved progresses in related system construction, mechanism improvement, and implementation promotion, etc.



各分子公司在集团的统一部署下，具体负责相关社会责任工作的落实。

Under the overall planning and arrangement of the headquarter, CAS subsidiaries undertake the actual implementations of social responsibilities.

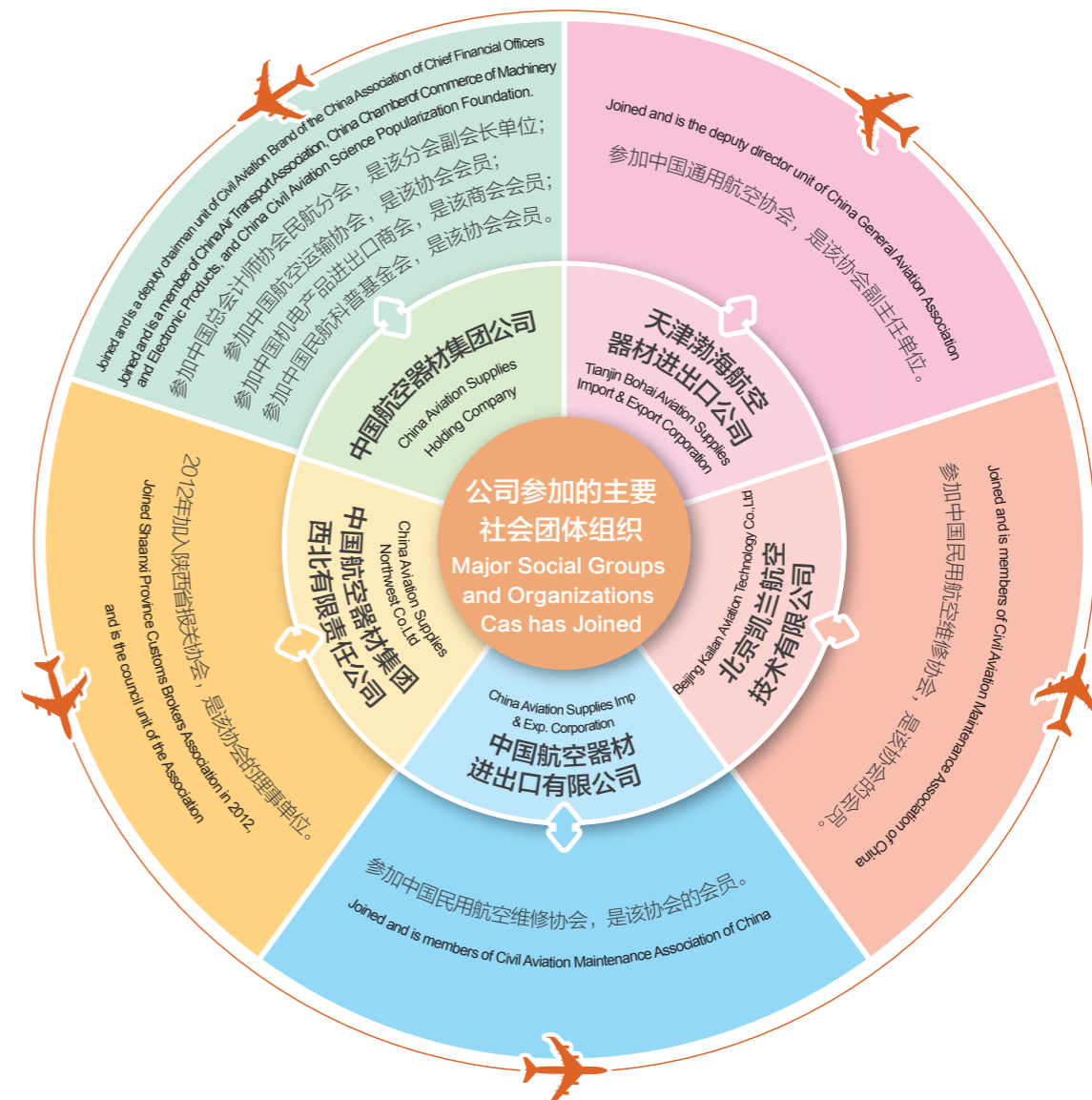


2012 年底，发布了《2002-2011 中国航空器材集团公司企业社会责任报告》。

In the end of 2012, CAS issued China Aviation Supplies Holding Company Corporate Social Responsibility Report From Year 2002 to 2011.

◎ 公司参加的主要社会团体组织

Major Social Groups and Organizations CAS has Joined



◎ 社会利益相关方

Social Stakeholders

相关方名称 Name of Stakeholders	沟通机制与方式 Communication mechanism and method	相关方的期望目标 Expectations of stakeholders
 国资委 SASAC	<ul style="list-style-type: none"> · 政策法规和规章制度 · Policies, laws and regulations · 工作会议 · Working meeting · 定期汇报 · Periodic report · 业绩考核 · Performance appraisal 	<ul style="list-style-type: none"> ○ 国有资产保值增值 ○ Retaining and increasing the value of state-owned assets ○ 依法依规经营 ○ Operating business in compliance with laws and regulations ○ 提升管理 ○ Improving management level ○ 防范经营风险 ○ Preventing business risks ○ 做优做强主业 ○ Optimizing and strengthening core business
 民航局 CAAC	<ul style="list-style-type: none"> · 政策法规和规章制度 · Policies, laws and regulations · 工作会议 · Working meeting · 定期汇报 · Periodic report · 文件、通知、报告 · Documents, notices, reports 	<ul style="list-style-type: none"> ○ 建设民航强国 ○ Constructing a strong country in civil aviation industry ○ 安全保障 ○ Ensuring safety ○ 增强保障能力 ○ Enhancing support capability ○ 坚持节能环保 ○ Sticking to energy saving and environment protection
 地方政府 Local government	<ul style="list-style-type: none"> · 政策法规 · Policies and laws · 统计报表 · Statistical statement · 信息报送 · Information and data report · 高层会晤 · high-level meeting 	<ul style="list-style-type: none"> ○ 遵章守法 ○ Obeying laws and regulations ○ 税收 ○ Tax ○ 节能减排 ○ Saving energy and reducing emission ○ 扩大就业 ○ Increasing employment
 战略合作伙伴 Strategic cooperation partners	<ul style="list-style-type: none"> · 战略合作协议 · Strategic Cooperation Agreement · 定期会晤 · Periodic meeting 	<ul style="list-style-type: none"> ○ 优势互补 ○ Sharing complementary advantages ○ 合作共赢 ○ Win-win
 客户 Customer	<ul style="list-style-type: none"> · 合同、协议 · Contracts, agreements · 互动沟通 · Interaction and communication · 访谈 · Interview · 信息反馈 · Feedback information 	<ul style="list-style-type: none"> ○ 提供规范高效服务 ○ Providing standard and efficient service ○ 满足客户要求 ○ Satisfying customer requirements
 员工 Employee	<ul style="list-style-type: none"> · 职代会、座谈 · Workers congress, informal discussion · 培训 · Training · 建议及反馈 · Suggestion and feedback · 工作沟通 · Work communication · 微博网站交流 · Communication through microblog and website 	<ul style="list-style-type: none"> ○ 权益保障 ○ Protecting employee's rights and interests ○ 职业发展 ○ Career development ○ 教育培训 ○ Education and training ○ 薪酬福利 ○ Compensation package ○ 健康安全 ○ Health and safety
 供应商 Supplier	<ul style="list-style-type: none"> · 合同、协议 · Contracts, agreements · 日常业务交流 · Daily business communication 	<ul style="list-style-type: none"> ○ 诚信守法 ○ Honesty and legal-compliance ○ 平等合作、互利共赢 ○ Cooperation on equal footing, mutual benefit, and win-win ○ 长期合作关系 ○ Long-term cooperation relationship
 非政府组织 NGO	<ul style="list-style-type: none"> · 参与会议、活动 · Participation in meetings and activities · 提供必要支持 · Providing necessary support 	<ul style="list-style-type: none"> ○ 参与支持社团活动 ○ Joining and supporting club activities ○ 遵守章程 ○ Observing rules
 社会公众 Social public	<ul style="list-style-type: none"> · 信息披露 · Information disclosure · 新闻发布 · News release · 履行中央企业责任 · Fulfilling responsibilities of a SASAC-owned enterprise · 公益慈善 · Public benefit and charity activities · 员工志愿者 · Employee volunteer 	<ul style="list-style-type: none"> ○ 灾害救援 ○ Disaster relief ○ 积极参与公益活动 ○ Active participation in public welfare and charity activities ○ 环境保护 ○ Environment protection

02

经济发展责任

ECONOMIC DEVELOPMENT
RESPONSIBILITY



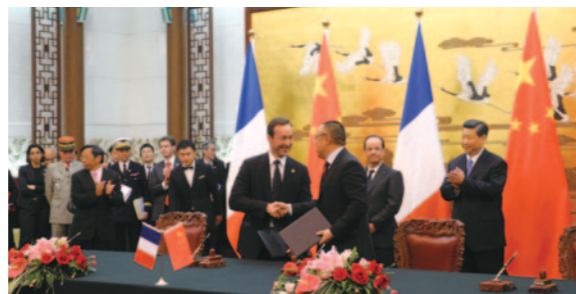
◎ 做强做优主导业务

Strengthen and Optimize Core Business

◇ 飞机批量采购 · Package Purchase of Aircraft

2012年中国航材集团进一步加大对飞机批量采购业务的投入和管理力度,在集团本部成立专门部门,确立并巩固与政府部门、飞机制造商、航空公司客户的定期沟通机制。

In 2012, CAS further increased investment and management on aircraft package purchase, set up special department within holding company to establish and consolidate regular communication mechanism with government departments, aircraft manufacturers, airlines customer.



进一步加深与政府主管部门的沟通与合作,在行业信息获取、管理规章制定、专业技术支持等方面拓展服务内容,提升服务水平;大力加强与航空公司的业务联系,与航空公司开展新机型研发、推介阶段的讨论和研究,为航空公司提供更多的增值服务;协调政府部门分别与空客、波音公司召开专题研讨会,引导飞机制造商正确理解中国购机政策,与飞机制造商的关系更加紧密。集团在飞机批量采购领域的专业能力、服务能力和协调能力得到进一步拓展和提升。

Strengthen communication and cooperation with government authorities, expand service on industrial information acquisition, management regulation making, professional technical support, improve service levels; vigorously strengthen business ties with the airlines, carry out discussion and research with Airlines on new aircraft, provide more added value service, coordinate government departments to hold symposium with Airbus and Boeing, guide aircraft manufacturing to reach proper understanding of aircraft purchase policies in China, and enhance relationship with relationships with aircraft manufacturers more closely. The company achieved further expands and improvement of professional expertise, service capabilities and coordination capability in aircraft volume purchase.



2012年12月17日,中国航材集团与波音公司签署155架波音737飞机的批量采购框架协议。截至2012年底,集团公司已签署18个批次共计1324架飞机的批量采购框架协议,飞机批量采购模式更加成熟,集团公司的特殊地位得到进一步巩固。

On December 17, 2012, CAS, took aircraft purchase business discussed independently by some airlines and signed volume purchase framework agreement of 155 B737 aircraft. By the end of 2012, CAS has signed volume purchase framework agreement with 18 packages in total number of 1324 aircraft, leading aircraft volume purchase model to more mature, and further consolidate special status of CAS.

2012年与波音公司签署

155架波音737飞机的批量采购框架协议。

Signed volume purchase framework agreement of 155 B737 aircraft with Boeing in 2012.

继续切实做好批量采购框架协议的落实工作,2012年经批量采购接收引进飞机170架。继续为多家客户提供飞机、发动机采购及相关服务,中国航材集团作为专业飞机采购者的良好品牌得到进一步树立和提升。

Continuously implement volume purchase framework agreement, received 170 aircraft by volume purchase. Keep providing aircraft and engine purchase and related service. CAS's good brand as professional aircraft purchaser is further consolidated and improved.

2012年经批量采购接收引进飞机。

170架Received and introduced 170 aircraft by volume purchase in the year of 2012.



◇ 航空租赁 · Aviation Leasing

2012年，中国航材集团下属奇龙航空租赁有限公司在拥有17架空客和波音飞机、租金收入稳定的基础上，按照“稳中求进”的总体原则，适时扩大机队规模，开拓新的租赁业务。

In 2012, CAS's subsidiary, Dragon Aviation Leasing Co.,Ltd, based on current fleet of 17 Airbus and Boeing aircrafts and stable leasing income, expanded fleet size, and developed new leasing business according to "general principle of seeking progress within in stability".

2012年6月奇龙公司采购了一架宽体客机A330-300，新加坡航空公司承租，将于2014年交付，这对奇龙公司丰富机队机型、提高市场知名度起到积极作用。

In June 2012, Dragon Aviation Leasing Co.,Ltd purchased 1 wide body passenger aircraft of A330-300, leased to Singapore Airlines, and will deliver to Singapore Airlines in 2014, which positively assists Dragon Aviation in enriching fleet models and enhancing market awareness.

成功竞标巴西GOL航空公司一架B737-800飞机售后回租业务。与GOL航空公司的合作，标志着奇龙公司继欧洲、亚洲后正式进军南美市场，有利于加快国际化发展并通过资产区域性分布降低市场风险。

Successful won the bid of buy-lease-back business 1 B737-800 aircraft for the Brazilian GOL Airlines. The cooperation with GOL Airlines marks Dragon Airlines formally entering into South American market after European and Asia market, which is of help to speed up international development and reduce market risk by distributing assets regionally.



租赁给泰国曼谷航空公司的A320飞机成功续租。

Successfully renew lease contract of A320 aircraft with Thailand Bangkok Airlines after the expiration of previous contract.

大力推进与东航就5架737-800飞机的经营性租赁谈判。

Vigorously promoting the negotiation with China Eastern Airlines on operating lease of five 737-800 aircraft.

依托集团公司飞机批量采购优势与波音公司就B737NG飞机采购事宜开展多轮谈判。

Relying on the advantages of volume purchase business, carried out several rounds of negotiations with Boeing on B737NG.

不断拓宽融资渠道，在为巴西GOL航空公司B737-800飞机融资过程中，通过向二十余家国内外金融机构发出融资招标邀请的方式最终成功锁定最佳融资方案，证明奇龙公司在航空金融市场得到世界主流银行的认可，在航空租赁领域的信誉不断增强。

Continuously broaden the financing sources, and successfully locking the best ultimate financing options for the Brazilian airline GOL B737-800 aircraft financing process by tendering to more than twenty domestic and international financial institutions, proving Dragon Aviation recognized by the world's major banks, and enhancing reputation in the field of aviation leasing.

进一步优化投资结构，完善公司治理。配合发展规划，适时引进战略投资者，补充资本金。

Further optimize the investment structure and improve corporate governance. Timely introduce strategic investors and replenish capital cooperating with the development plan.



◇ 航材分销与共享 · Pooling and Distribution

中国航材集团下属中国航空器材进出口有限责任公司及相关子企业重点加大航材分销业务开拓力度。

CAS's subsidiary, China Aviation Supplies Import and Export Corporation (Hereinafter CASC) and relative sub-enterprises focus on developing aviation supplies distribution.

中航材有限公司本部在巩固深圳汉莎、川航、AMECO（北京飞机维修工程有限公司）等原有大客户的基础上，新增厦门航空和GAMECO（广州飞机维修工程有限公司）等重要客户；

CASC headquarters achieved new business with Xiamen Airlines and GAMECO etc based on consolidating existing important customers of Lufthansa Technique Shenzhen, Sichuan Airlines, AMECO etc;

与东航股份公司签署航材信息共享协议和消耗件航材寄售协议，为今后中航材有限公司及相关子企业通过寄售模式开展航材规模化分销业务奠定良好的基础；

Signed information-sharing agreement and consignment agreement on consumables with China Eastern Airlines Co., Ltd and lay a good foundation to carry out large scale distribution of aircraft supplies for CASC headquarters and related sub enterprises;

协助政府部门积极推进 RNP（所需导航性能）等飞机机载设备批量加装项目；

Assist government departments in actively promoting the RNP (Required Navigation Performance) and other aircraft equipment volume retrofit projects;

积极探索航材租赁等新型业务模式。中航材有限公司与多家国内外制造商、分销商等签署合作协议，为航材分销与共享业务的进一步扩展做好充分准备。

Actively explore new business models on aviation supplies leasing. CASC signed cooperation agreement with a number of domestic and foreign OEMs, distributors and prepare well for further expanding distribution and pooling business of aviation supplies.

中航材有限公司下属西南公司不断扩大现有成功的航材寄售项目模式，实现传统代理业务模式的转型。

CASC's subsidiary, China Aviation Supplies Southwest Cooperation constantly expands successful consignment business model and achieve transition from traditional agent business to consignment business.

中航材有限公司下属西北公司航材分销业务开拓在2012年取得明显成效，重点客户的业务量实现突破性增长。

CASC's subsidiary, China Aviation Supplies Northwest Cooperation achieved significant success in distribution development, and breakthrough growth in business volume of important customers.

中航材有限公司下属上海公司在继续做好波音COS（客户运营支援）项目的同时，航材分销业务开拓也实现实质性突破。

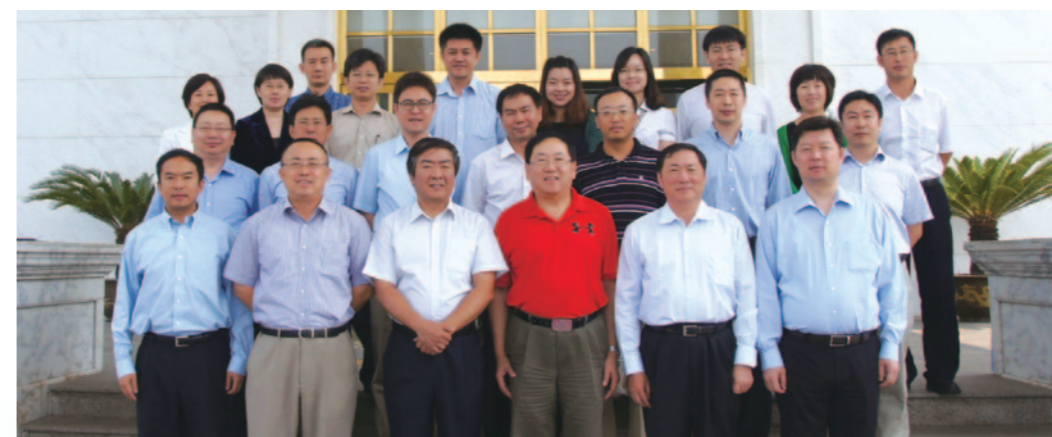
CASC's subsidiary, China Aviation Supplies Shanghai Cooperation, with keeping Boeing COS well operation, achieved substantial breakthroughs in distribution of aviation supplies.

大力加强航材信息化建设，根据业务发展制定和实施符合中航材有限公司及各子企业实际的信息化系统平台建设方案，为业务开展提供有力的配套支持，促进业务量的大幅增长。

Vigorously strengthen aviation supplies information construction, making and implement practical information system platform construction plan conforming to CASC and sub-enterprises according to business development, providing powerful cooperative support on business development, and promoting large scale growth of business volume.

2012年首次实现航材分销在中航材有限公司（合并）业务收入中占比超过一半，标志着曾以航材贸易代理业务为主业的子企业基本实现战略转型。

Distribution business for the first time took over half percentage within CASC (combined) business income, which marks sub enterprises formerly led by agent business as main business achieved basically strategic transition.



以航材分销业务规模不断扩大为基础，中国航材集团在国资委和民航局的指导和支持下大力推进航材共享这一重点新型业务。2012年集团总部从政策层面进行统一安排，相关子企业从运营层面积极推进，开展项目攻坚。经过与国资委、民航局及三大航反复沟通研究，完成共享平台搭建的总体方案和实施方案。成功召开第二次中国民航航材共享会议。

On the basis to continuously expand business scale of distribution, CAS led and supported by SASAC and CAAC, promote pooling business as the key new business model. In 2012, CAS headquarters uniformly arranged from the policy level, related sub enterprise actively promoted in operation level, and carry out to solve difficulties. Complete general plan to establish pooling platform and implementation plan by repeated communication and research with SASAC, CAAC and three major airlines. Successfully held the second China Civil Aviation Supplies Pooling conference.



2012年7月21日，在国资委领导的见证下，中国航材集团与三大航共同签署航材共享平台建设合作框架协议，标志着航材共享理念和模式获得各方认同，航材共享平台建设取得阶段性进展。同时，集团公司获得国资委和财政部批复给予的首期1亿元国有资本经营预算支持，为航材共享业务的开展提供有力的资金保障。

On July 21, 2012, with witnessed by the leader group of the SASAC, CAS and three major airlines holding company jointly signed Cooperative Framework Agreement on Establishment of Aviation Supplies Pooling Platform, which marking pooling concept and model accepted by various parties, and achieved stage progress. Meanwhile, CAS obtained the state-owned capital operational budget support of first-round 100 million RMB approved and given by SASAC and the Ministry of Finance, which provide powerful fund support on carrying out pooling business.

◇ 通用航空 · General Aviation

中国航材集团下属中航材有限公司及天津公司等相关子企业与通用航空客户保持良好的合作关系。2012年，各公司进一步加大了资源投入，加强市场开拓力度，开拓多家通用航空新客户，不断扩大业务种类和业务量，提高服务质量，特别是在民营企业通用飞机采购领域有所突破，为今后这一具有巨大潜力市场的开拓和运作积累宝贵经验。

CAS's subsidiary, CASC and its sub-enterprises keep good corporation relationship with general aviation customers. In the year of 2012, they further increased resources investment, and strengthened market development, develop a number of new general aviation customers, constantly kind and volume of business, improve service quality, especially achieved breakthrough in general aircraft for private enterprise, and accumulated valued experience of development and operation for the great potential market.

2012年，中国航材集团成功主办了澳门公务机展，该次展会成为了澳门历史上规模最大、机型最全、专业性最强、关注程度最高的一届展会，得到国资委、民航局及澳门特区政府的充分肯定，集团在航空业界的影响力和号召力受到各界赞赏，在通用航空业务领域的知名度得到进一步提升。

In 2012, CAS successfully hosted the Macau Business Aircraft Exhibition, becoming the most largest scale with most full aircraft type, most specialized, highest degree of concern exhibition in Macau history, and achieved full recognition by SASAC, CAAC, and Macao SAR Government. CAS's influence and appeal in aviation industry was appraised all walks of life, and reputation in general aviation field has been further enhanced.



继续推进与民航相关单位联合组建公务机公司项目，加强与民航局相关部门的沟通，积极争取获得政府部门的认可和支持，为公务机公司项目的实质推进做好充分的准备。

Continuously promote to set up business jet enterprise project jointly with civil aviation-related units. Strengthen communication with relevant departments of the CAAC, Actively strive for government departments' approval and support for well preparation on practical implementation of business jet company project.

◎ 做精做优细分业务

Optimize Specialized Business

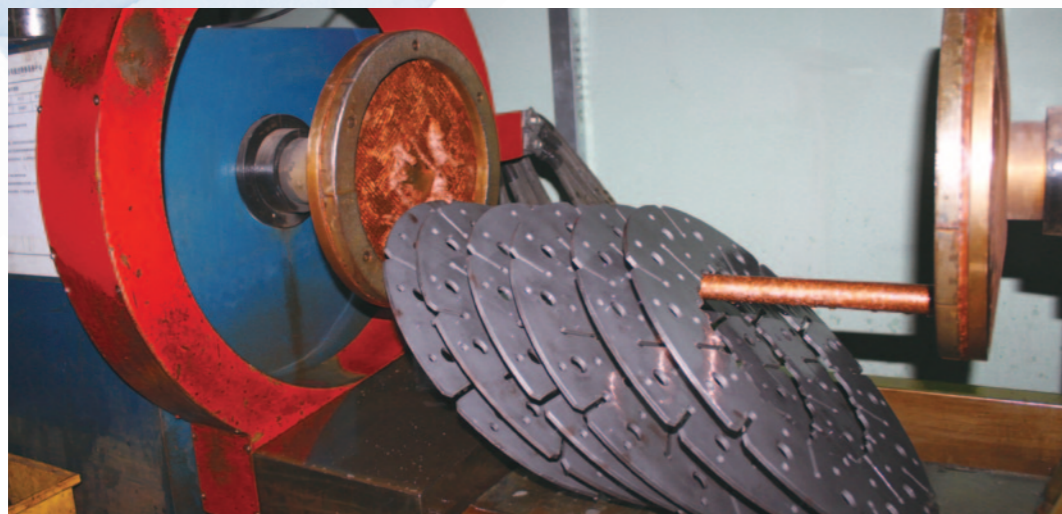
◇ 航空维修与制造 · MRO and Manufacturing

中国航材集团下属北京凯兰航空技术有限公司继续坚持以飞机机轮刹车装置的销售与维修为主、以航空维修与制造业相关细分领域专业化投资为辅的发展模式，2012年主营业务收入和机轮刹车维修业务收入再创历史新高。海南航空等重点客户维修业务量大幅增加，业务合作

CAS's subsidiary Beijing Kailan Aviation Technology Co., Ltd. continuously adhere to the aircraft wheel brakes based sale and MRO as its main business, with professional investment on related aviation maintenance and manufacturing as affiliated business. In 2012, its main business income and wheel brakes maintenance income reached a new high record in its history. Hainan Airlines and other key customer service business volume is increased significantly, and business

关系进一步巩固。与中国联航签署长期包修协议，为机轮刹车维修业务的持续发展奠定良好的基础。增加ERJ145/190前轮和主轮组件等多种修理能力，改善生产环境、优化车间布局，加强质量管理体系建设，综合维修能力得到提升，拓展多个刹车维修新客户。

cooperation relationship is further consolidate. Signed long-term agreements with China United Airlines for repair, which laid a good foundation for the sustainable development of wheel and brake repair business. Increased multiple repair capability of ERJ145/190 main and nose wheel assembly etc, improved the production environment, optimized plant layout, strengthened the quality system, improved comprehensive maintenance capability, and expanded multiple brake repair new customers.



继续开展整体机轮支援保障模式研究，适应客户属地化服务需求，推进维修网点的筹建工作。

Continue to carry out research for the integrated wheel and brake support model, adapt to meet localized customer service demand, promote in the preparatory work for repair network.



加强刹车销售供应商资质建设，获得中国民航维修协会认可的航材分销商资质。其下属北京三元飞机刹车有限公司已经具备国内三大航空公司和两大修理厂等主流用户及多家中小航空公司的供应商资格。

Beijing Kailan Strengthen the construction of the brake sales supplier qualification, achieved aviation supplies distributor qualification approved by China Civil Aviation Maintenance Association. Its subsidiary, Beijing Sanyuan aircraft brake co., Ltd. already has supplier qualification approved by three major domestic airlines, two main repair facilities and a number of middle and small airlines.



◇ 地面设备与工程 · Ground Equipment and Engineering

中国航材集团下属中国民航技术装备有限责任公司继续着力做强做优民航地面设备及工程招标业务。2012年重点开展东北、新疆空管局区域管制中心、华东空管局跑道、总局空管局自动化系统等空管设备招标项目及新疆、天津、重庆机场扩建招标项目，为中国航信、中国航油、南方航空信息中心、总局清算中心等民航企业提供设备招标服务。首次开拓广汉飞行学院、广州民航职业学院、中国民航大学等民航事业单位政府采购招标业务，实现较大突破。取得建设部工程招标乙级资质，变更政府采购甲级资质。



CAS's subsidiary, China Civil Aviation Technology and Equipment Corporation continues to strive to be excelled and strong in aviation ground equipment and project tendering business. In 2012, the company focus on carrying out tendering project of the regional control center of ATC Bureau of Northeast China and Xinjiang, runway of West China ATC bureau, automatic system of CAAC Air traffic control bureau, and other ATC equipment, as well as tendering project of expansion project for Xinjiang, Tianjin, Chongqing airports, provides equipment tendering service for civil aviation enterprise such as China Travel Sky, China Aviation Oil, South Aviation Information Center, CAAC Billing and Settlement Center. The company for the first time open up government procurement tendering business with CAFUC, Guangzhou Civil Aviation College, Civil Aviation University of China and other civil aviation institutions, realized greater breakthroughs. It has got B grade qualification of engineering tendering certified by the Ministry of Construction, and upgrade to A grade qualification of governmental procurement.

成为多个地面设备制造商的独家代理分销商，成功向多家机场销售各类特种车辆，新疆地区销售业务取得较好成绩。物流运输和行李分拣项目市场份额进一步扩大。助航灯光项目产品完成取证工作。积极开拓机场设备的转口贸易。提高承办机场技术设备相关展会的专业水平。投资设立中航材导航技术公司，进入航行新技术领域。

China Civil Aviation Technology and Equipment Corporation has achieved exclusive distributorship of a number of ground equipment manufacturing, successfully sold various special vehicles to many airports, and reached better sales achievement in Xinjiang region. It also expanded market share in logistics, transportation and baggage sorting. The company completed certification of airport lighting project, actively explore transit trading of airport equipment, improved professional capability to hold technology and equipment related exhibition, and invested to establish China Aviation Supplies navigation Technology Company, sailing into the field offlight new technologies.



◇ 民航行业节能服务 · Energy Saving Service for Civil aviation Industry

为顺应民航行业节能减排市场需求，2012年组建中国航空器材集团能源管理有限责任公司，积极开展业界沟通交流和专业资质建设，获得相关政府部门的大力支持和客户的充分认可。与技术实力强的制造商与科研单位及项目运作经验丰富的专业节能服务公司开展深度合作，努力开拓市场，成功开展多个能源审计项目和节能改造项目。其中新疆库尔勒航站楼节能改造项目的成功实施，开创了民航业界利用合同能源管理模式实施航站楼综合节能改造的先河，对于中国航材集团在节能服务领域的发展具有里程碑意义。能源管理公司通过近一年的工作，业务拓展取得突破性进展，积累项目运作经验，理顺运作模式，初步形成技术体系，在行业内具有了一定影响力，为未来发展成为民航业内节能服务的旗舰企业奠定良好基础。

To meet the market demand for energy saving in civil aviation industry, CAS Energy Management Co., Ltd is set up in 2012. The company actively carries out industry exchanges and communications, and professional qualifications construction, has achieved sound recognition and support from relevant governmental departments. It strengthen in-depth cooperation with manufactures and research institutes of strong technology capability and energy saving service enterprise of rich project operation, strive to explore the market, successfully carry out a number of energy audit project and energy saving reformation project, among which the successful implementation of Xinjiang Korla Terminal energy saving reformation project pioneered EMC application to terminal integrated energy saving reformation in China civil aviation industry, and is a milestone in the development of CAS energy saving service business. Within nearly one year, CAS Energy Management Co.,Ltd achieved breakthrough development, accumulated project operation experience, streamline operational model, initially form technology system, and has a certain influence in the industry, which establish sound foundation to develop into flagship enterprise of energy saving service supplier for China civil aviation industry in the near future.



◎ 科技创新

Science and Technology Innovation

中国航材集团下属中航材航空新材料有限公司积极响应国家及国际环保要求，自主开发多种环保型清洗剂，在工业清洗的领域打开销售局面，目前已取得《水基型环保清洗剂及其制备方法》和《水基型飞机表面清洗剂及其制备方法》的专利证书。《水基型纯天然环保清洗剂及其制备方法》专利已进入二次通审阶段。取得 H101 飞机表面清洗剂和 H201 飞机零部件清洗剂的民航适航许可证。该产品在飞机

CAS's subsidiary, CAS Aviation New Materials Company, respond positively to national and international environmental requirements, developed a variety of environment friendly cleaners and broke sales in the field of industrial cleaning field. The company has achieved the patent certificate of "water-based environment friendly cleaning agents and their manufacturing method "and" water-based aircraft surface cleaners and its manufacturing method ". The application of patent of "Water-based natural and environmental cleaners and its manufacturing method" has entered into the second approval stage through the trial. It has got airworthiness certification of H101 aircraft surface cleaners and H201 aircraft parts cleaners. The product shows strong effect in environment friendly, safety and cleaning performance on aircraft outside surface cleaning, especially effective on heavy oil cleaning, and without adverse corrosion on the metal surface in the cleaning process, the corrosion rate is far below civil aviation standards. In addition, the product can be completely biodegradable, environmentally friendly, no

外表面清洗的环保安全性能和清洗性能上，尤其是重油污的清洗上，均有较强功效，且在清洗过程中对金属表面无不良腐蚀，全浸腐蚀率远低于民航标准。此外，该产品可完全生物降解，环保，不污染环境；清洗效率高，稀释比例大，性价比突出，完全有能力替代我国民航市场上广泛使用的进口水基通用型清洗剂，可大大降低用户成本。



pollution on environment; cleaning with high efficiency, large dilution ratio, outstanding value for money, fully capable alternative to the imported water-based universal cleaners widely used in China civil aviation market, and can greatly reduce the cost for customers .

◎ 质量提升

Quality Improvement

中航材有限公司

China Aviation Supplies Import & Export Corporation

中国航材集团下属中航材有限公司在不断完善 AS9120 质量管理体系的基础上，将质量体系覆盖到下属的北京、上海、天津、成都、西安等三级公司。

CASC expanded its quality system to cover its sub-enterprises in Beijing, Shanghai, Tianjin, Chengdu, Xian, etc., based on the constant improvement of the AS9120 quality management system.

技术装备公司

China Civil Aviation Technology and Equipment Corporation

中国航材集团下属技术装备公司建立并运行 ISO9000 质量管理体系，取得了质量管理体系认证证书。

China Civil Aviation Technology and Equipment Corporation established and run ISO9000 quality management system, and achieved the quality management system certification.

能源管理公司

CAS Energy Management Co., Ltd

中国航材集团下属能源管理公司建立了完善的质量管理体系，并通过 ISO 9001 认证。

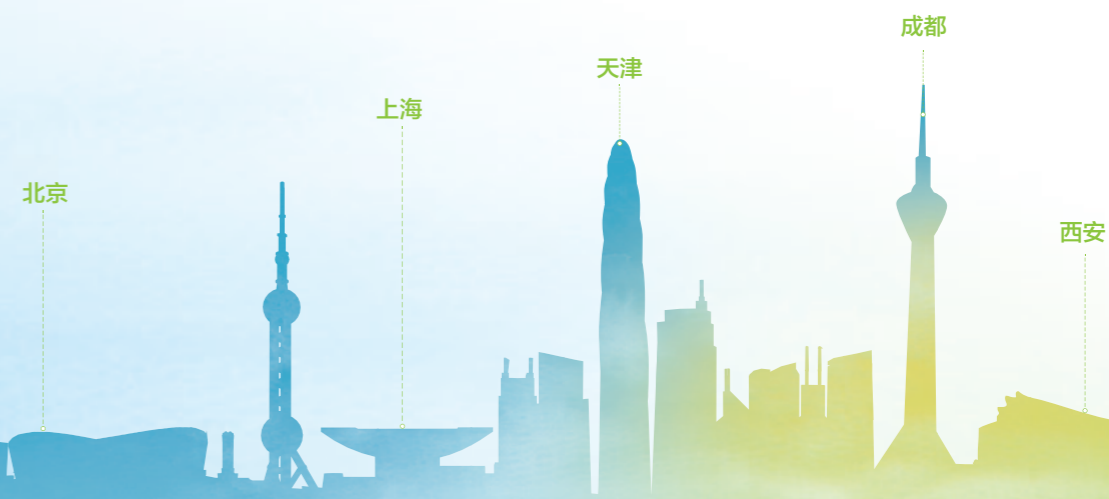
CAS Energy Management Co., Ltd established a complete quality management system and certified by ISO 9001.

北京凯兰公司

Beijing Kailan Aviation Technology Co., Ltd.

中国航材集团下属北京凯兰公司维修中心通过开展质量安全目标管理，层层分解，层层落实，利用员工报告反馈系统、生产进度看板等模式追踪生产安全改进进度，杜绝维修事故和维修事故征候，努力控制和减少维修差错。

Beijing Kailan maintenance center conducted quality and safety objectives management, and implemented by levels and layers, tracked the progress of production safety improvement by using employee's report and feedback system, production progress bulletin, etc, prevent repair accidents and symptom, and strive to control and reduce repair errors.



03

环境与安全责任

ENVIRONMENT AND SAFTY
RESPONSIBILITY





◎ 安全生产管理

Safety Production Management

中国航材集团不断强化安全保密管理，层层签订了安全保密责任书，坚决遏制重特大事故的发生。积极开展“全国安全生产月”活动，注重加强安全保密教育培训，增强全员安全保密意识。建立健全车间、机房等重点场所的日常安全巡查制度，细化安全应急方案，切实落实安全生产责任制，建立快速、有效的应急响应机制，确保安全生产。加强安全保密制度落实情况检查，跟踪安全保密检查整改。

CAS continued to strengthen security and confidentiality management, signed letters of responsibility for the security and confidentiality, and resolutely curb serious accidents. CAS actively carry out the "National Safety Production Month" activities, focus on strengthening education and training on security and confidentiality, and enhance staff awareness of security and confidentiality. CAS establish and improve daily safety inspection system at workshop, equipment room and other key places, detailed safety emergency plan, and effectively implement the safety production responsibility system, establish a rapid and effective emergency response mechanism to ensure safe production. CAS strengthened the checks on implementation of security and confidentiality system, and tracked rectification on security clearance.

2012年6月12日进行了消防器材实际操作演练，提高了职工消防安全意识、消防法制意识、防患意识和应急、自救、逃生的能力，为实现生命安全提供了强有力的保障。中航材（北京）物流有限公司将安全生产视为生命线，专门成立了安全生产管理办公室；中航材西南有限公司成立了综合治理领导小组，从根本问题入手，从制度上层层落实，形成了安全环境工作齐抓共管的良好局面。中航材西北有限公司领导注重强调培养员工树立安全意识，注重环境保护；中航材上海公司完善了《上海公司消防安全实施细则》，并组织专题学习和演练。

On June 12, 2012, CAS organized a fire extinguisher practice drills to improve employee's awareness on fire safety, fire legal, fire prevention and emergency, self-help, escape ability, which provides a strong guarantee for the realization of safety of life. China Aviation Supplies (Beijing) Logistics Co., Ltd. regards safety production as enterprise lifeline, and established a special office for safety production management; China Aviation Supplies Southwest Company established a comprehensive management leadership team, and formed a secure a good situation with both secure and environment management starting from the fundamental problem and implementing by system at every levels. China Aviation Supplies Northwest Company emphasizes on training employee to establish safety awareness, and environmental protection. China Aviation Supplies Shang Hai Company improve the "Shanghai Company Fire Safety Regulations" and organize symposium course and drills.

奇龙航空租赁有限公司开展“安全生产月”活动，进一步对防火、防盗、防泄密的注意事项进行宣传，并结合展板图片和标识，向员工强调安全保密的规章制度及注意事项。购买灭火器、清理机房内的易燃物品，积极配合安全检查、安全演习工作，确保防火、防盗、防泄密工作落实到位。

Dragon Aviation Leasing Co.,Ltd, carried out "Safety Production Month" activities, further advertised on anti-fire, anti-theft, anti-phishing precautions for publicity, combined with boards, pictures and logos to emphasize security and confidentiality regulations and precautions on staff. Dragon Aviation Leasing bought fire extinguishers, cleaned flammable materials inside the equipment room; actively cooperate with the security checks and drills, and ensure the work of anti-fire, anti-theft, anti-phishing to be put in place.

技术装备公司按期参加安全生产会议，定期进行安全检查。严格按照《安全保卫制度》、《火灾事故处理预案》、《重、特大应急预案》等一系列规章制度，落实各部门的安全职责，强化安全监督、检查、落实工作，全年没有出现消防安全和办公场所安全事故。

China Civil Aviation Technology and Equipment Corporation regularly attended safety production meetings, and carried out regular safety checks. The company implemented security responsibilities of various departments strictly in accordance with the "security system", "fire incident handling plan," "heavy and serious contingency plan" and a series of rules and regulations, strengthened safety supervision, inspection, implementation, and successfully ensured no appearance of fire safety and premises security incidents within the year.



北京凯兰航空技术有限公司航空维修服务中心（以下简称“维修中心”）全力推进以风险管理为核心的航空安全管理体系（SMS）建设，增强公司自我诊断、自我改善的能力，提高安全管理的科学性和规范性，提高安全工作全过程的系统化程度，安全管理水平进一步提升。

Aviation Maintenance Service Center of Beijing Kailan Aviation Technology Co.Ltd, (hereinafter referred to as "Maintenance Service Center") fully promoted the establishment of a risk management-focused aviation safety management system (SMS), enhanced the company's self-diagnosis, self-improvement capacity, improved scientific and normative performance of safety management, improved systematic degree in the whole process of safety work, and further enhanced the level of safety

梳理生产运行的关键工作流程，识别潜在危险源，提前制定风险控制措施。通过多种渠道收集安全数据进行分析，研究安全规律。同时针对设备引进、新引进飞机、新产品开发等重大变化，建立了规范的风险分析和评估制度，更好地控制重大变化所带来的风险。

management. Maintenance Service Center combed the key production workflow in production operation, identified potential sources of danger, and work out risk control measures in advance. It collected safety data for analysis by a variety of channels to research safety rules. Meanwhile, it established a standardized risk analysis and assessment system targeting at the introduction of equipment, new aircraft and new product development and other major changes to better control the risks arising from significant changes.



中航材西南有限公司按照成都双流国际机场整体规划，提前筹划好施工方案和相关合同协议，投入 8.5 万新建了车辆进出口匝道 RFID 智能管理系统，增设了 8 组监控摄像头共 24 组镜头对仓库、停车场、公司 1-6 楼楼层实行全天 24 小时监控，新修了宽敞明亮的门卫房，调整了院内植物配搭，并在 2012 年度荣获了成都机场社会治安综合治理先进单位称号。

China Aviation Supplies Southwest Company prepared and planed in advance with construction programs and related contractual agreements in accordance with the overall planning of Chengdu Shuangliu International Airport, invested 85,000 RMB to create a RFID smart management system for vehicular entrance and exit ramp, added 8 group of 24 surveillance cameras monitoring against warehouse, parking, 1-6 floor of company by 24 hours a day, newly built bright and spacious guard room, adjusted the plant combinations, and was awarded advanced units title of the Chengdu airport public security comprehensive management in 2012.

新建了车辆进出口匝道 RFID 智能管理系统投入
8.5 万元

Invest 85,000 RMB to create a RFID smart management system for vehicular entrance and exit ramp
85 thousand

◎ 环境安全

Environment Security

北京凯兰维修中心作为一家生产维修企业，努力解决工业生产中所产生三废以及噪声等污染源对环境的破坏问题：

As a production and maintenance enterprise, Beijing Kailan maintenance center strive to solve the industrial production of waste, and pollution problems caused by noise damaged to the environment:

建立危废库，实现生产废物的全部回收、环保处理。聘请专业机构对产生的危险废弃物进行无害化处理。包括 HW17、HW12、HW08、HW42 和 HW34 五个大项。

Beijing Kailan established hazardous waste store to achieve full recovery of production waste and environmental treatment. It hired professional organizations to deal with no damage treatment and disposal for the produced hazardous waste, including five major items of HW17, HW12, HW08, HW42 and HW34.



HW17

HW12

HW08

HW42

HW34



◎ 喷漆尾气改造，实现达标排放 · Reformed painting exhaust and satisfied discharge standards

邀请专业公司设计并施工安装了喷漆二级尾气净化装置，该装置采用无纺布初级过滤，结合活性炭二级过滤并吸附污染物的设计思路。经过半年的实际使用检验，该装置结构稳定，噪音小，净化效果较好。

Beijing Kailan invited professional company to design and installed second grade purification device on painting exhaust gas. The device uses design of non-woven primary filter combining with activated carbon as the second grade filter to adsorb pollutants. After six months of actual application test, it proved the device with stable structure, low noise, and better purification effect.



◎ 引入封闭式全自动喷砂机，降低粉尘污染 · Introduced of closed automatic sandblasting machine, and reduced dust pollution

引入了封闭式的全自动喷砂机。新喷砂机为电脑程式自动控制喷砂，过程中不需要打开机器，喷砂完成后待粉尘简单沉降后打开机器一次取出大量完工零件，不但减少了开关机器的时间，而且有效的减少了机器开放时的粉尘逃逸。

Beijing Kailan Introduced a closed automatic sandblasting machine. New sandblasting machine is automatically blasting controlled by computer program, without opening the machine in the process. When the sandblasting is completed, the finished parts can be taken out from the machine after dust settlement, which not only reduces time to switch the machine, but also effectively reduce escaped dust when opening the machine.

- ◎ 引入封闭式全自动清洗线，清洗工段二级污水吸附沉降池 · Introduced of closed automatic cleaning line, and sewage cleaned section adsorption sedimentation pond of two-grade polluted water

引入的封闭式全自动清洗线，摈弃了该种落后的工艺，采用全自动流水线清洗，不但节省了时间，而且几个池子分层次清洗，清洗液在过程中逐级循环，并且分离浓缩部分污渍，整体上减少了清洗液的使用量，有效的达到了减少污水排放的目标。

Beijing Kailan introduced closed automatic cleaning line to replace backward technology using automatic assembly line to clean, which can not only save time, but also achieved overall reduction the use of the cleaner volume and effectively the objective of reducing discharges by cleaning ponds by levels, circulating the cleaning fluid step by step in the process and and separating and enriching some stains.



中航材西北有限公司在凯龙生产厂区加大资金投入，认真进行环境整治，保证了废水的零排放和粉尘全部经过过滤后排放，保证了工厂的周围环境不被污染，经得起环保部门的不定期检测，承担了环保责任。

CAS Northwest Company increase capital investment to Krauss production facility, carefully implement environmental remediation to ensure zero discharge of waste water and all dust emissions after filtering, guarantee the plant's surrounding environment is not polluted, and satisfied occasional detection by the environmental protection department, and assumed environmental responsibility.

◎ 节能减排

Energy Saving and Emmission Redcution

中国航材集团对党和国家关于节能减排的方针、政策进行宣传；明确节能降耗对促进公司实现可持续发展的重要意义。主要措施有：

CAS advertise the guidelines and policy the Party and State of China regarding energy saving and emission reduction, and take main measures including:

办公室及各部门管理人员做好办公用品、低耗用品的采购、管理。推行电子文件处理，尽量在电子文本上修改文稿，非正式文件使用环保纸或采取双面打印、复印方式，减少浪费。

1 Require directors of office and each department to well manage the purchase of office supplies and low consumption supplies. Promote the electronic document processing, and try to modify the electronic text documents, using both side of environmentally friendly paper to print and copy informal documents to avoid waste.

合理使用传真机、打印机等办公设备，短时间不用电脑时启用电脑的“睡眠”模式；关掉不用的程序和音响、打印机等外围设备；硬盘、光盘减少同时使用次数；适当降低显示器亮度。

2 Rationally use of fax machines, printers and other office equipment, switch the computer "to sleep" mode when do not use for a short time, switch off unused programs, audio, printers, and other peripheral equipment, reduce the frequency of use of hard disk, and appropriately reduce the display brightness.

- 3 从节约一滴水、一度电做起，养成人离电关、人离水关的良好习惯；公共场所尽量采用自然光照明；较低楼层办事改走楼梯，减少耗电量。
- Starting from saving one drip of water and electricity, develop good habits of switching off power and water upon leaving office; maximize natural light first in public places; use stairs by foot instead of electric elevators to lower floors to reduce power consumption.
- 4 夏季空调使用季，适当调高空调温度，下班提前关闭空调，并合理使用电风扇；楼层使用开水器在非工作时间定时关闭。
- In the summer season of application, appropriately increase temperature of air conditioning, turn off air conditioning in advance after work, and rationally use electric fans, close boiling appliance in each floor during non-working hours by regular time.
- 5 积极响应政府机动车限行规定，尽量选择公共交通出行，减少汽车耗油量及尾气排放量。宣传绿色环保驾驶要领。
- Positively response to the limitation regulation on auto vehicle driving, try to select public transport to reduce vehicle fuel consumption and exhaust emissions. Advertise green environmental driving essentials.

北京凯兰维修中心采用全自动飞机机轮清洗机，解决了生产中人工耗费严重及现有生产工序中环境保护问题，是一条连续性自动作业清洗线，提高了生产率，节省了大量水、电、清晰化工原料、人工等成本。其中清洗用水节约高达 80%。中国航材集团下属能源管理公司立足于民航业，在行业主管部门及各级政府的支持指导下，充分发挥自身行业资源优势，促进绿色民航发展。通过发掘国产先进设备、引进国外先进的碳排放解决方案等技术手段，降低民航业的单位 GDP 能耗；通过外部资源的整合、技术人才的引进、自身人员的培养以及各项相关资质的完备，形成和完善节能减排技术体系。目前，已具备提供节能综合解决方案的能力，力争成为民航局节能减排工作部署的推动者和实施者。

清洗用水节约
高达

Achieved 80%
reduction of
water used for
cleaning

80%



Beijing Kailan Maintenance Center uses automatic aircraft wheel washing machine, to solve problems in production of huge labor consumption and serious environmental problems in existing production process. It is a continuous automatic cleaning line, improves productivity and saves a lot of water, electricity, raw chemical materials for cleaning, labor and other costs, among which, with 80% reduction of water used for cleaning. CAS's EMC company, based on the civil aviation industry, under the guide and support of the industry authorities and levels of government, fully play its own industrial resources advantage to promote green development of civil aviation industry, help civil aviation enterprise to reduce unit GDP energy consumption by exploring the domestic advanced equipment and the introducing foreign advanced carbon emission solutions and other technical means, form and improve energy saving technology system by integration of external resources, introduction of technical personnel, internal personnel training and the improvement of various relevant qualifications. At present, the company has developed the capabilities to provide integrated energy saving solutions, and strive to become the promoters and implementers the energy saving task deployed by CAAC.

04

员工成长责任

RESPONSIBILITY FOR
EMPLOYEE DEVELOPMENT



◎ 保障员工切身利益

Protecting the Employees' Personal Interest

中国航材集团始终坚持以人为本，充分尊重员工的智慧与劳动，关怀员工生活与情感，使员工在劳动中获得收获，在奉献中实现价值。最大限度的让员工享受到企业发展的成果。

CAS has always insist to the principle of People First, fully respected the employees' wisdom and labor, and cared about their living and emotion. The purpose is to enable the employees to benefit from their work and realize their personal value by devoting themselves to their career. It has made it possible for the employees to benefit maximally from the development of the enterprise.

公司认真贯彻落实《中华人民共和国劳动法》、《劳动合同法》等各项劳动法规，规范内部劳动用工制度，与员工依法签订劳动合同，建立以“五险一金”为基础，以补充医疗、人身意外、家庭财产保险等为辅助的多层次的福利保障体系。

CAS has spared no efforts in implementing the laws and regulations including the Labor Law of PRC and Labor Contract Law, and has standardized the internal system of labor employment. It signs labor contract with employees in accordance with the legal requirements, and pays Five Insurance and Housing Fund required by the laws. It has also tried to gradually establish the multilayered compensation system by purchasing for the employees additional medical insurance, personal accident insurance, household property insurance etc.



公司建立平等协商集体合同制度，工会代表全体员工与公司协商签订集体合同，对员工劳动报酬、工作时间、休息休假、劳动安全卫生、教育培训、保险福利以及各项劳动标准和劳动条件给予了进一步的保障。公司除保证员工享受法定公休日、节假日外，还对员工的带薪年假、婚丧假、产假等赋予人性化的内容。此外员工还可以在享受“三·八”、“六·一”、“五·四”等个性化休假的同时，参与公司组织的相关活动。

CAS has established a collective contract system relying on equal consultation. The trade union negotiates and signs a collective labor contract with the company on behalf of all employees. The collective contract can better ensure the employees' interests in labor compensation, work hours, leave and vacation, working safety and hygiene, training and education, insurance, various labor standards and conditions, etc. Besides the legal holidays and public holidays, CAS has also made some humanistic regulations on the employees' paid annual leave, wedding leave, funeral leave, and maternity leave, etc. Apart from these benefits, the employee can also enjoy some individual leaves such as the March-8 Women's Day, June-1 Children's Day May-4 Youth Day, etc. On these days, the company will also organize some activities for employees.



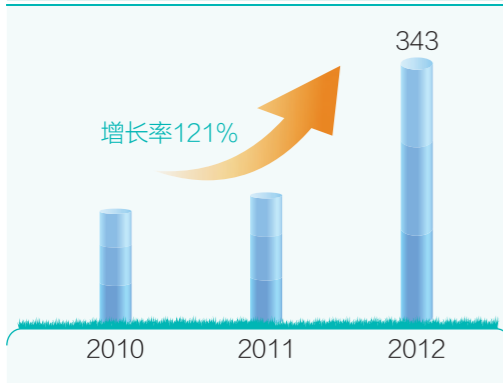
公司重视员工的身体健康和心理健康。坚持员工年度体检制度，安排全面且有针对性的年度体检，不断优化体检项目，为员工建立健康档案；并邀请健康管理专家多次为公司员工进行健康、急救等方面知识的普及及专题讲座。

The Company value the employee's physical health and mental health, provide annual health check system, arrange comprehensive and targeted annual physical examination, constantly optimize medical examination items, set up health records, invites health management experts delivering seminars with theme of health and first aid for employees.

◎ 促进员工成长成才

Promoting Employee Development

职工教育经费 Employee education expenses
万元 (ten thousand RMB)



中国航材集团重视人才培养，努力推进人才强企战略，倡导员工发展与企业发展的和谐统一，为员工成长与成才搭建了平台。

CAS pay high attention to talent training, take efforts to promote the strategy with talent thriving enterprise, advocate harmonious development with both employee and enterprise, and establish platform for employee development.



◇ 业务知识培训 · Business Knowledge Training

为提高公司未来业务发展水平，2012年，组织开展了多种形式的业务培训项目，包括组织集团中层领导人员及业务骨干赴空客、波音、普惠等公司参加的航空专业知识培训、邀请清华大学教授来公司讲授航空业的物流与供应链知识等一系列具有针对性的专业知识培训，获得了良好的反馈。集团各分支机构也针对自身的业务特点开展了多种技能培训，努力提高员工的学习、实践和创新能力。

In order to improve the company's future business development, in 2012, CAS organized and carried out various forms of business training programs, including organizing mid-level leadership and key staff to attend aviation professional training course help by Airbus, Boeing, Pratt & Whitney and other aviation companies, inviting Tsinghua university professors to give course of logistics and supply chain knowledge of aviation industry, and a series of targeted professional training, get a good feedback. Group branches for their own business characteristics also carry a variety of skills training, efforts to improve employee learning, practice and innovation.

培训人数总计
385 人次

凯兰公司组织开展了班组长、飞机机轮刹车装置工程设计、适航法规、修理执照、无损探伤等培训共计 385 人次，10 名人员取得技能证书，其中计算机安全工程师 1 人，超声检验 2 级 1 人、修理管理人员资格证书 4 人、部件修理执照 1 人、AS9120A 内审员 2 人。

Total number of trainees is
385

Beijing Kailan organized a series training including team leader, aircraft wheel brakes engineering and design, airworthiness regulations, repair license, NDT etc, with a total trainee number of 385, among whom, 10 personnel obtained skills certificate, where one for computer security engineers, one for 2 grade ultrasound examination, 4 for repair management qualification certificates, one for component repair licenses, and 2 for AS9120A internal Auditor Certification.

◇ 能力提升培训 · Capability Improvement Training

中国航材集团根据整体发展战略及人才规划，注重企业高级管理人员及后备人才的综合能力素质、专业水平的培养提升，组织派员参加包括国资委、民航局举办的青干班培训，以及国资委、国家会计学院、国家行政学院等多种渠道针对企业领导人、中层干部开设的各项高级管理人员培训。

CAS, under the overall development strategy and talent planning, focus on the training and improvement of integrated capability quality and professional standards of corporate senior management team and reserve talent. The company organized employee to participate in kinds of trainings including Youth Management Team Training jointly held by SASAC, CAAC, and various senior management personnel training held by SASAC, National Accounting Institute, National School of Administration targeting on enterprise' s leaders and middle-level managers.

根据年度培训计划，针对员工整体素质及工作能力提高，组织开设了一系列培训班。包括高效沟通技巧跨部门协作、高效会议管理与公文写作、商务礼仪与PPT呈现表达等培训，培训人数总计266人次。受众面广，针对性强。



CAS organized a series of courses to improve employee' s comprehensive quality and working capability according to the annual training program, which includes efficient communication skills and cross-departments collaboration, effective meeting management and business writing skills, business etiquette and PPT presentation expression, with a total trainee number of 266 people with wide audience.

另外，公司还举办了多次国际国内形势解读和企业与员工双重尊重等课题讲座。通过请进来、走出去的方式开办职工讲堂，拓展员工视野，增强了员工的责任意识和忧患意识。

In addition, CAS also organized a number of lectures with topics such as international and domestic situation interpretation and mutual respect for enterprises and employees. It set up employee classroom by using internal and external training resources to expand employee' s view and enhance employee' s sense of responsibility and urgency.

◎ 关注员工身心健康

Care for Employees' Physical and Spiritual Health

中国航材集团积极践行“快乐工作、幸福生活”理念，组织开展丰富多彩的群众性文体活动，努力构建和谐企业，保障员工的身心健康。

CAS actively practice the concept of "happy career, happy life", organizes a variety of mass culture and sports activities, efforts to build a harmonious enterprise and protects employees' physical and mental health.

公司坚持以人为本，十分重视基层职工的工作生活状况。通过开展“冬送温暖、夏送凉爽”活动、举办饮食与健康知识讲座、常用法律知识竞赛等各类主题活动，切实将公司的关爱传达到每位职工心中，提高员工幸福感。公司还通过企业论坛、微博讨论等多种形式加强与基层职工的联系，关心职工身心健康，注重人文关怀和心理疏导，逐步建立企业关爱职工的长效机制。

CAS adhere to people-oriented and attaches great importance to the working and living situation of grass-roots employees. It effectively communicated to the company's cares and loves to each employee heart and improves employee happiness. by " Warm Winter, Cool Summer " greetings campaign, organizing lectures on diet and health, contest on commonly used legal knowledge, and other types of themed activities. The company also strengthen the links with the grassroots employees using enterprise forums, micro blog interact discussion, and other forms, to care for their physical and mental health, focus on humane care and psychological counseling, and gradually establish corporate long-term mechanism of employee caring.



公司注重精神文明建设，努力营造和谐的企业氛围。通过举办女职工厨艺展示活动、编印《职工健身建议书》，营造温馨的企业氛围。通过举办春节联欢活动、成立文体协会、举办航材杯足球联赛、开展联谊活动等丰富多彩的文体活动，增强企业凝聚力，宣传企业文化，丰富职工的业余生活。组建“郭明义爱心团队”，通过开展“青春伴夕阳 爱心促和谐”主题活动，以文艺表演、游艺互动、发放健康书籍、棋牌娱乐等形式，丰富和充实了离退休员工的生活，让离退休老同志切实感受到航材大家庭的温暖。

CAS focuses on construction of spiritual civilization, and strives to create a harmonious enterprise atmosphere. It creates a warm enterprise atmosphere through organizing women workers to demonstrate cooking, publishing "Employee Fitness proposal" and other activities. It enhances corporate cohesion, promote corporate culture, rich leisure life of employees by organizing Chinese New Year Celebration Ceremony, establishing culture and sports association, organizing CAS Cup football competition, carrying out friendship union activities and a variety of other recreational activities. The company set up "Guo Mingyi Team" to deliver love for society, enrich the lives of retired employees through "youth with sunset, love promote harmony" themed activities, and cultural performances, interactive entertainment, issuing health books, playing cards and other kinds of activities, and have retired employees truly feel the warmth of CAS family.

◎ 推行企业民主建设

Promoting the Construction of Corporate Democracy

中国航材集团不断加强企业民主管理，有效发挥党政联席会、总经理办公会、党委会、职代会和各专项工作委员会等的作用，严格落实各项民主制度，稳步推进党务、企务公开工作。

CAS continued to strengthen corporate democratic management, effectively play the specialized role of Joint Committee, the general manager's business committee, party committee, congress and the special working committees to strictly implement democratic system, steadily carry out disclosure and transparency of party affairs and corporate business.



2012年，公司成功召开第二次党员代表大会，推动了党内民主选举、民主决策、民主管理和民主监督制度的落实，党内民主运行机制和程序更加科学化、制度化、规范化。公司拟定了涉及民主与科学决策、党的思想建设、党的组织建设、领导班子建设等四大类党务公开目录，积极开展党员践诺、民主评议，党员领导干部民主生活会职工测评等工作，党内民主管理水平日益提高。

In 2012, the company successfully held the second Communist Party Congress to promote the implementation inside the party of democratic elections, democratic decision-making, democratic management and democratic supervision system, and make democracy operational mechanisms and procedures more scientific, institutionalized and standardized. The company developed four categories of public affairs directory of democratic and scientific decision-making, the party's ideological construction, party organizations construction, leadership groups construction, and actively carry out party member promise implementation, democratic evaluation, democratic life meeting and employee evaluation of party member leaders and increasing the level of internal democratic management.



公司始终坚持健全以职工代表大会为基本形式的企业民主管理制度，明确职代会制度，进一步落实职工民主座谈会议制度，加强企业民主管理制度宣传，做到公司重大决策向职代会通报、重大改革措施出台前征求职工意见。通过开展班组建设主体座谈会、基层职工座谈、青年职工座谈、开设“企业民主管理”专栏等多种形式，扩大了职工的知情权、参与权、表达权和监督权。

CAS always adhere to and improve the democratic management system with the basic form of employees' congress, clarify employee congress system, further implement employee democratic discussion meeting system, strengthen corporate democratic management system publicity, disclose major decisions to the congress, and ask employee for suggestions before putting forward important reform measures. Expanding the employees' right to know, to participate, to express and to supervise by holding team building seminars, grassroots employees discussion, youth employees seminars, creation of "corporate democratic management" column and other forms.



公司不断推进企务公开工作，通过内外网、公示栏、职代会等民主形式，将重要人事任免、企业发展重大事项以及涉及职工切身利益的重大事项向广大职工群众公开，加大公开力度，丰富公开内容，创新公开形式，扩大公开范围，保证了企务公开的实效性。在干部选拔任用方面，公司逐步完善干部管理制度建设，严格干部选拔任用程序，确保了选人用人工作的民主公正、公开透明。

CAS continue to promote publicity of corporate affairs publishing important affairs including an important appointment, removal and enterprise reform and development , to mass employees through internal and external networks , publicity columns , congress and other democratic forms, to strengthen the extent of publicity, innovate publicity modes, broaden publicity coverage, and ensure the effectiveness of corporate affairs publicity. In selecting and appointing cadres , the company gradually improve the cadre management system construction, strictly enhance procedures for selecting and appointing cadres to ensure cadre selecting in a democratic, fair, open and transparent way.



2012 年中国航材先进集体和先进个人

分类	获奖名单	奖项
获奖个人	奇龙公司张卫	全国民航五一巾帼标兵
	奇龙公司王健	民航五一劳动奖章
获奖集体	技术装备公司招标业务部	全国民航五一巾帼标兵岗
	凯兰维修中心	民航工人先锋号
	西北公司业务发展部	全国民航示范班组
	技术装备公司新疆业务部	全国民航示范班组
	凯兰维修中心支援部	全国民航示范班组



CAS Advanced Team and individual

Classification	Awarded Name list	Award
Awarded Individual	Zhang Wei, Dragon Aviation Leasing Co.,Ltd,	National Civil Aviation Advance Woman Individual
	Wang Jian, Dragon Aviation Leasing Co.,Ltd,	Civil Aviation Labor Medal
Awarded Team	Tendering business department of China Civil Aviation Technology and Equipment Corporation	National Civil Aviation Woman Model Post
	Maintenance center of Beijing Kailan Aviation Technology Co.,Ltd	Civil Aviation Pioneer
	Business development department, China Aviation Supplies Northwest Company	National Civil Aviation Demonstration Team
	Xinjiang Business department, China Civil Aviation Technology and Equipment Corporation	National Civil Aviation Demonstration Team
	Supporting department of Maintenance Center of Beijing Kailan Aviation Technology Co.,Ltd	National Civil Aviation Demonstration Team

05

企业公民责任

CORPORATE CIVIC
RESPONSIBILITY



◎ 诚信理念

Honesty Concept

中国航材集团一直秉持诚信经营的理念，将诚信理念融入公司“成为航空业界值得信赖的以航空器材保障为主业的综合性服务提供商”的愿景目标，成为企业发展的内在要求和重要动力，赢得了较好的国际声誉。

CAS always adhere to and integrate the concept of honesty into the corporate vision to be the reliable, irreplaceable comprehensive service provider for aviation supplies as the internal requirement and important driving force of corporate development and won a good international reputation.



◎ 依法经营

Legal Operation

中国航材集团在内部管理上，严格落实公司的党政联席会议制度、总经理办公会议制度等决策会议制度及法律事务管理规定、合同管理制度等法律审核相关制度，确保公司各类经济合同、各项重要决策经过法律审核程序；规范公司治理结构，按照公司法、公司章程的规定进一步健全完善公司依法决策、依法经营管理的工作机制。

In perspective of the internal management , CAS strictly implement of the company's joint conference system of party and administration, the general manager meeting system and other decision-making system and legal affairs management regulations, contract management system and other system related to legal and audit to ensure that company's various economic contracts and important decision-makings approved by legal review procedures; standardized corporate governance structure, further improve and perfect the working mechanism of decision-making and operating by law in accordance with the regulations of corporate Act and Articles.

中国航材集团高度重视规章制度体系建设，大力增强企业制度的执行力，以全面风险管理为主线，结合公司监察审计、规章制度建设等工作，完善企业内控机制，切实维护企业国有资产安全，有效促进国有资产保值增值。

CAS attaches great importance to the construction of rules and regulations system, vigorously enhance the implementation of corporate system, following the main line of comprehensive risk management, combined with the corporate monitor and audit as well as rules and regulations construction, etc., improve corporate internal control mechanisms, and earnestly safeguard the security of the state-owned assets, and effectively promote the maintenance and increase of the state-owned assets value.

中国航材集团自成立以来，一直坚持依法规范经营，把依法纳税作为履行社会责任、回馈社会的最基本要求，长期以来严格遵守国家各项税收法律法规规定，依法按时缴纳税款，积极履行纳税义务。

Since its establishment, CAS has always insisted legal and normative operations, regards tax delivery by law as the basic requirement to implement social responsibility and contribute to the community. It strictly abide for a long standing by various state tax laws and regulations, pays taxes on time according to the law , and actively carry out tax parent obligations.

此外，公司历史遗留的法律纠纷案件全部解决，未因自身违法违规引发新的法律纠纷案件，为企业创造了良好的经营环境，促进公司依法经营。

In addition, CAS resolved all legal disputes left over by history, and avoid new legal disputes arising by its own illegal performance against law and regulation, create a favorable business environment for corporate , and promote corporate legal operation.



◎ 普法工作

Legal Popularization

2012年中国航材集团将提升全员法律意识和提高依法治企水平作为重点工作之一，大力深入开展法制宣传教育，下发“六五”普法规划，开展丰富多彩的宣传教育活动。包括一期全集团范围的合同知识培训、一期子企业专项合同知识培训、一期生活常用法律知识培训、一期生活法律知识竞赛活动，以及12.4学法用法倡议活动。

In 2012, CAS focuses on enhancing all employee's legal awareness and improving the level of managing enterprises by law, vigorously carry out legal advertisement and education, issued the legal popularization plan, carry out a variety of promotional and educational activities, including a round of holding-wide contract knowledge training, a round of contract knowledge training specialized for sub-enterprise, a round of training of legal knowledge commonly used in daily life, and Activity Campaign on legal learning and applying.



普法工作取得了显著成效，依法经营、依法治理的法律知识得到较为广泛的普及，企业管理人员和广大员工的法律意识和法律素质明显提高，依法决策、依法经营管理能力明显增强；对重大经营决策均提前进行合法性和法律可行性研究，建立重大决策法律论证制度，企业法律风险防范机制逐步建立健全，在公司依法经营管理过程中发挥了重要作用。

CAS made remarkable achievements on legal popularization, and broadly popularized legal knowledge of legal operation and management, improved significantly the legal awareness and legal quality of corporate executives and the general staff, significantly enhanced management capability of legal decisions making and operation, carried out in advance research on legitimacy and legal feasibility of important operation decision making, establish legal argumentation system on important decision-making, gradually establish risk prevention mechanism of enterprise law, and played an important role in corporate legal operation and management.



公司“六五”普法规划的实施工作与法制工作第三个三年目标的实施工作有效衔接，实现联动，将落实领导干部学法制度、企业经营管理人员法律培训考核制度、学法时间保证制度、普法工作督促检查和激励制度与落实新三年目标的重点任务结合起来，推进公司合规文化建设，培育法律至上、诚实守信、合规经营、依法治企的企业法治理念。

The company effectively connected and united the implementation of "Legal Popularization Plan" and the third "three-year" goal of legal work, and combined the implementation of the law learning of leading cadres, legal training and evaluation system for enterprise management personnel, the time guarantee system for law learning, supervision, inspection and incentive systems of legal popularization and the implementation of the important task of new three-year target, to promote corporate culture construction according to regulation, cultivate corporate legal management concept of supremacy of law, honest and trustworthy, compliance management, legal corporate management.



◎ 建立健全法律工作体系

Establish and Improve Legal Work System

中国航材集团通过建立健全企业法律顾问制度，加强法律风险管理队伍建设，明确法律工作人员的职责和管理权限，完善法律风险管理机制，提升法律人员队伍素质，提高对法律风险防控的重视程度，达到增强依法经营的能力和水平的效果。

CAS strengthen the building of legal risk management team by establishing and improving corporate legal counsel system, clarify clear responsibilities and management authority of legal staff, improve the legal risk management mechanism, enhance legal personnel quality, improve the degree of attention to legal risk prevention and control, and achieve enhancement on legal operation ability and level.



通过向重要子企业委派总法律顾问，加强对重要子企业重要经营决策的法律审核，进一步落实委派到重要子企业的总法律顾问职责到位，健全工作流程和制度，确保总法律顾问在子企业重大决策中发挥重要作用。2012年建立全集团范围内的法律顾问述职制度，至此，覆盖全集团范围的法律管理工作体系得以建立，为公司法律管理效能的充分发挥提供了组织和流程保障。

CAS delegate general legal counsels to important sub enterprise, to strengthen the legal approval of important operation decision made by its important sub enterprise, and further implement the responsibility system of delegated general legal counsel to improve workflow and system, ensure general legal counsel's important role in decision making of sub enterprise. In 2012, CAS established general legal counsel reporting system covering the holding company, which represented the establishment of legal management working system covering holding company wide, and provide protection in organization and process for the effectiveness of legal management.

06

展望 OUTLOOK



我们将重点发展“四强两精”业务，不断提升集团公司可持续发展能力。

CAS will prioritize the development of "Four Strongs and Two Specializations", and continuously promote its capability in sustainable development.

我们将努力做大做强、在民航行业内占有一定主导性地位的四项主要业务：一是飞机批量采购，我们将一如既往地支持和配合国家外交外贸活动，继续巩固和努力保持飞机批量采购业务的优势地位；二是航空租赁，我们要致力于打造国资委旗下规模最大、专业能力最强、国际化的飞机经营性租赁企业；三是航材分销与共享，我们将以优化全民航航材资源配置为目标，努力实现真正意义上的全行业航材共享；四是通用航空，我们将进入国家战略性新兴产业，以与民航相关单位联合创建一家在行业中占有重要地位的公务机公司为切入点，带动集团公司通航产业链发展。

CAS will spare no effort in enlarging and strengthening four businesses with leading positions in the civil aviation industry: The first one is the package purchase of aircraft. We will continue to support and collaborate with the government as before for its activities in foreign affairs and international trade, and continue to strengthen and keep the dominant position in the package purchase of aircraft. The second one is aviation leasing. We will do our best to build the largest, the most professional, and internationalized aircraft operating lease company under SASAC. The third one is distribution and pooling of aviation supplies. We will take the optimization of the inventory configuration in the whole industry as our target, and do our best to realize a real pooling across the whole industry. The fourth one is general aviation. We will enter the new strategic industry in China, and start the business by establishing a business aviation company jointly with relevant organizations in the civil aviation industry, and drive forward the development of CAS's business in general aviation industry chain.

我们将努力做精做优在维修与制造、地面设备与工程两个领域中的细分业务，努力发展成为这两个领域的“特殊性”服务商。

We will also try to specialize and optimize our business in two targeted market segments: MRO and manufacturing, and ground equipment and engineering, and try to become a unique service provider in these two areas.

展望未来，我们将时刻牢记企业的社会责任，努力实现企业规模与经济效益的稳步增长，努力提升企业的行业影响力，履行好依法经营、环境保护的社会责任，努力为员工成长搭建平台，拓宽通道，为铸就价值航材而努力奋斗！

Looking forward to the future, CAS will always keep in mind the enterprise social responsibility; strive to realize the stable growth in scale and economic benefit, take efforts to improve influence in the industry, well implement our social responsibility with keeping legal and environmental operation, build platform and for employee's growth in order to achieve the mission of building valuable CAS!