

2015

企业社会责任报告

Corporate Social Responsibility Report



关于本报告

About this Report



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本报告为年度报告。
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涵盖内容 | Main Contents

报告主要披露了公司履行经济、安全、环境、员工及企业公民等方面社会责任的内容。
This Report releases CAS's implementation of social responsibilities related to economy, safety, environment, employees, and corporate citizenship.

编写依据 | References for Compilation

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。

Guidelines on the Fulfillment of Social Responsibilities by State-owned Enterprises under the Central Government, released by SASAC; Guidelines on Sustainable Development (G3.1), published by Global Reporting Initiative; Compilation Guidelines on Social Responsibility Report of Chinese Enterprises (CASS-CSR2.0), published by Chinese Academy of Social Science; ISO 26000 Guidelines on Social Responsibility, by International Standardization Organization; Guidelines on Social Responsibility for Chinese Industrial Enterprises and Industrial Associations, published by China Federation of Industrial Economics.

称谓说明 | References to China Aviation Supplies Holding Company

为表述方便，报告中“中国航材”、“集团公司”、“集团”均指中国航空器材集团公司。

For the convenience of expression, CAS, the Holding Company and the Company all 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



贾宝军 集团公司党委书记、副总经理
Jia Baojun Secretary of Party Committee

中国航空器材集团公司（以下简称“中国航材”）作为央企的一员，我们以服务国家经济战略为己任，不断完善、优化公司发展战略，努力探索国有企业的可持续发展之路。公司经济效益持续保持较大幅度增长，为国家经济增长和社会发展做出了应有的贡献。

As one of the state-owned companies belonging to the Central Government, China Aviation Supplies Holding Company (hereinafter referred to as CAS) takes it as its responsibility to serve for the nation's economy strategy. It continuously improves and optimizes its development strategy, and makes hard efforts to explore the road of sustainable development for state-owned enterprises. CAS has maintained a large increase in its economic benefits, and contributed a lot to the nation's economic increase and social development.

多年来，我们以成为航空业内不可替代的航材综合服务提供商为愿景，坚持“诚信、进取、创新、共赢”的公司精神，树立“以德立业、反哺奉献”的社会责任理念。我们所追求的不仅是企业自身的可持续发展，更重要的是通过企业实力的不断增强，最大限度地创造经济、社会、环境和员工成长的综合价值，实现经济、环境与社会相和谐。我们也在一如既往的深入探究、努力践行央企所应承担的社会责任，自觉把履行社会责任融入日常经营管理，并取得了明显成效。

For many years, we have adopted the corporate vision of becoming the irreplaceable and unique comprehensive service provider in the civil aviation industry, stuck to the corporate spirit of Honesty, Enterprising, Innovation, and Win-win, and established the principle of social responsibility to Do Business with Integrity and Pay Back the Society with Contribution. What we pursue is beyond the sustainable development of the enterprise itself. The more important point is that by continuously increasing the corporate strength, we could create bigger comprehensive values for the economy,

society, environment, and the employees, and realize a harmony among economy, environment, and society. We have been constantly and deeply exploring and carrying out social responsibilities which are supposed to be shouldered by a state-owned enterprise under the central government, and consciously integrated the fulfillment of social responsibilities into the daily operation of the company and achieved remarkable results.

2015年是“十二五”收官之年，在国资委、民航局的领导和大力支持下，中国航材着力开拓重点业务，不断优化战略发展思路 and 重点突破方向，完成了内部重组，成功搭建“四强两精”业务体系，各板块相互支撑、协同发展，超额完成了国有资产保值增值任务，企业经济效益取得了快速增长。

The year 2015 is the final year of the Twelfth Five-Year Plan period. With the leadership and big support from SASAC and CAAC, CAS made special efforts in the exploration of key businesses and the continuous optimization of ideas in strategic development and critical breakthroughs. It completed the internal restructure, and successfully established a business portfolio consisting of "Four Strongs and Two Specializations". The different business segments supported each other and developed in a coordinated way. CAS outperformed the task of maintaining and increasing the value of state-owned assets, and achieved quick increase in economic benefits for the enterprise.

我们秉承以人为本，推行“打造价值航材，争做价值员工”的理念，营造“快乐工作，幸福生活”的良好氛围，切实维护员工权益，不断完善企业关爱职工的长效机制，努力构建和谐企业。

In accordance with the "People First" principle, we promoted the philosophy of "Building value-added CAS, and becoming value-adding employee", and constructed a good environment of "Happy work, happy life." We practically safeguarded the employees' interests, and continuously improved the long-term mechanism to care for them, aiming to build a harmonious enterprise.

我们坚持公平公正，依法治企，合规经营，注重协作共赢，努力打造风险防范体系，提升资源配置效率和防范经营风险。我们坚持把纪律挺在前面，强化监督执纪问责，大力推进党风建设，作风建设和反腐败工作。

We adhered to fairness and justice, carried out corporate governance in accordance with law, and operated the business in compliance with regulations. We emphasized coordination and win-win, and made hard efforts to construct a risk-prevention system, in order to promote efficiency in resource allocation and prevent risks in business operation. We insisted on observing disciplines in the first place, and strengthened supervision, disciplinary inspection, and accountability. We vigorously promoted the construction of the Party style and work style, and advanced the fight against corruption.

我们牢记自己肩负的使命，积极践行企业的社会公民责任，热心公益扶贫事业，积极参与援疆工作；立足民航业内，开展节能改造项目，助力民航业的绿色发展。

We always bore in our mind the mission over our shoulder, and actively carried out the responsibility of a corporate citizen. We ardently engaged ourselves in the poverty-relief cause, and actively participated in supporting Xinjiang Autonomous Region. Based in the civil aviation industry, we carried out energy-saving modification projects in the industry, and contributed to the green development of the civil aviation industry.

砥砺前行，责任在肩。我们全体航材人的努力，终将成就不可替代的航材梦想！我们的辛勤付出，必将对社会的发展，为建设民航强国做出更大的贡献！

We were motivated to advance our cause and accomplish the mission over our shoulders. The hard efforts of all CAS people will ultimately make the CAS dream come true to become an irreplaceable and unique service provider in aviation supplies! Our hard work will definitely contribute more to the development of the society and the construction of a strong country in civil aviation industry.

公司概况

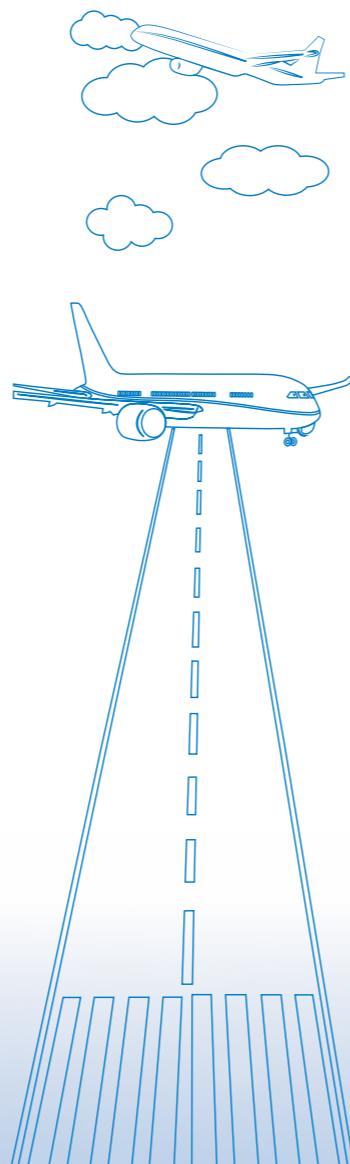
Company Profile

中国航空器材集团公司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。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 is a state-owned company supervised by the State-owned Assets Supervision and Administration Commission of the State Council. Its predecessor, China Aviation Supplies Company (CASC), was founded with the approval of the State Import and Export Regulatory Commission in October of 1980. In October of 2002, the air transportation companies and supporting companies underwent a merging and restructuring, and China Aviation Supplies Import & Export Group Company, as one of the six airlines and supporting group companies, was officially established with the approval of the State Council. In December 2007, it was renamed China Aviation Supplies Holding Company (CAS).

中国航材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、合同能源管理、航空展览等领域。

CAS is specialized in the procurement of aircraft and the provision of aviation supplies; its main business covers the package purchase of aircraft, aviation leasing, distribution and pooling of aviation supplies, general aviation, MRO and manufacturing, ground equipment and engineering, aviation training, energy management contract, and aviation exhibition, etc.



飞机批量采购

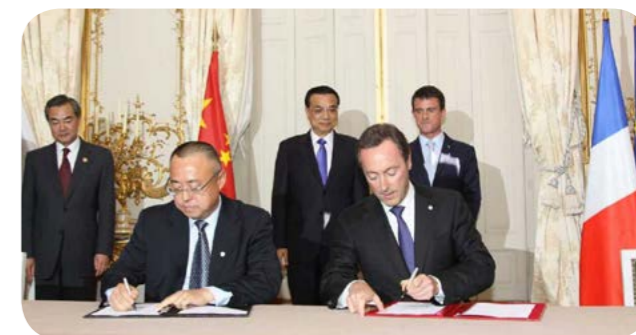
Package Purchase of Aircraft

飞机批量采购是中国航材传统优势领域，具有配合国家执行外贸外交政策的独特地位。自2002年中国航材成立至2015年底，与空客公司和波音公司签订了24个批次2009架飞机批量采购框架协议。多次批量采购的圆满完成成为降低航空公司采购成本发挥了积极的作用。

The package purchase of aircraft is the traditional advantageous business field of CAS, and has a special position in the coordinated execution of national policies in foreign trade and foreign affairs. From 2002, the year when CAS was established, to 2015, CAS signed 24 package purchase GTAs with Airbus and Boeing for 2009 aircraft. The successful execution of the GTAs has effectively reduced the purchase cost of airlines.



2015年9月签署300架波音飞机批量采购框架协议
In September 2015, a package purchase GTA was signed with Boeing for 300 aircraft



与空中客车公司签订采购45架A330系列飞机框架协议及意向采购30架A330系列飞机谅解备忘录
A package purchase GTA was signed with Airbus for 45 A330 aircraft, with an option of additional 30 A330

航空租赁

Aviation Leasing

中国航材所属奇龙航空租赁有限公司（以下简称“奇龙公司”）是中国航材与荷兰埃凯普飞机租赁公司和法国东方汇理银行航空融资公司于2006年投资成立的中外合资飞机经营性租赁公司，截至2015年底，拥有28架飞机，包括13架A320飞机、14架B737-800飞机和1架A330-300飞机，分别经营租赁至中国、法国、泰国、土耳其、巴西、西班牙、泰国、新加坡等多个国家的航空公司。

Dragon Aviation Leasing Company Limited, a subsidiary of CAS (hereinafter referred to as 'Dragon Aviation'), is an international joint venture established in 2006 among China Aviation Supplies Holding Company, AerCap B.V., a leading aircraft leasing company in Netherlands, and CA-CIB Airfinance S.A., a leading bank in aircraft financing in France. By the end of 2015, Dragon Aviation had a fleet of 28 aircraft, including 13 A320, 14 B737-800, and 1 A330-300, which were respectively leased through operation leasing to airlines in China, France, Thailand, Turkey, Brazil, Spain, and Singapore, etc.



2015年12月奇龙公司向中国联航交付B737-800飞机的交付仪式
In December 2015, a ceremony was held for the delivery of one B737-800 from Dragon Aviation to China United Airlines

航材分销与共享

Distribution and Pooling of Aviation Supplies



中国航材所属中国航空器材进出口有限责任公司（以下简称“中航材有限公司”）长期与波音、空客、庞巴迪、GOODRICH、MBD 等飞机及航材制造公司、国内民航企业合作，为航空公司、维修企业等客户提供航材租赁、分销、寄售、物流、AOG 等支援服务。与国内主要航空公司合作打造中国民航航材共享平台，将其建设成为中国民航航材支援和交易平台及主要的航材保障渠道之一。

China Aviation Supplies Imp. & Exp. Corporation, a subsidiary of CAS, has a long cooperation with aircraft manufacturers and aviation material vendors including Boeing, Airbus, Bombardier, Goodrich, MBD, and domestic civil aviation enterprises, etc., and provides airlines and MRO companies with support services in leasing, distribution, consignment, logistics, and AOG supports, etc. CAS is cooperating with the major domestic airlines to build CASC as the pooling platform for aviation supplies for Chinese civil aviation industry, and make it the platform and main channel for support service and trading.

通用航空

General Aviation



中国航材自二十世纪八十年代开始为中国民航引进多种中小型飞机，包括支线飞机、公务机、通航飞机等，共计 500 多架。中国航材所属中国航材集团通用航空服务有限公司（以下简称“通航公司”）自 2014 年成立起，积极拓展通用航空领域相关业务，逐步实现包括航空器审批、采购、进口报关、航材保障、政府关系、媒体宣传、维修、加改装、区域网络、物流的一体化服务。

Since the 1980s, CAS has started introducing various medium and small aircraft for Chinese civil aviation industry, including regional aircraft, business aircraft, general aircraft, etc. The total number of such aircraft introduced has exceeded 500. Since its establishment in 2014, China General Aviation Service Co., Ltd., a subsidiary of CAS (hereinafter referred to as 'CAS General Aviation'), has actively explored businesses in general aviation, and will gradually realize integrated services including aircraft certification, procurement, importation and customs clearance, support for aviation supplies, government relations, media publication, MRO, retrofit and modification, regional networks, and logistics, etc.

航空维修与制造

MRO and Manufacturing



中国航材所属北京凯兰航空技术有限公司（以下简称“北京凯兰”）主要从事航空维修与制造业务，涉及飞机刹车盘系统销售与机轮刹车维修、航空电子与机械附件修理、航空零部件表面处理、复合材料修理、飞机结构修理、航空零部件制造以及技术咨询等领域。北京凯兰自成立以来，不断提升“整体机轮综合支援保障服务”核心竞争能力，围绕北京、上海两个中心基地，逐步建立辐射全国的综合支援保障服务网络，为客户提供标准化、质量可靠、经济快捷的支援保障服务。

Beijing Kailan Aviation Technology Co., Ltd., a subsidiary of CAS (hereinafter referred to as 'Beijing Kailan'), is mainly engaged in MRO and manufacturing businesses, including the sale and repair of aircraft brake disc system, the repair of avionics and its mechanic accessories, surface treatment for aviation parts and components, repair of composite materials and aircraft structural parts, manufacturing of aviation parts and components, and technical consulting services, etc. Since its establishment, Beijing Kailan has been continuously promoting its core competitiveness in comprehensive service for wheel and brake system, and has gradually established its service network covering the whole country on the basis of its central bases in Beijing and Shanghai. It provides standardized, high quality, economical, and fast support service to the customers.

中国航材所属中国民航技术装备有限责任公司（以下简称“技术装备公司”）主要从事民航机场、空管、航空公司专用设备的国际国内招标、进出口、租赁、维修等业务，以及与此相关的产品展览、服务、技术开发、技术转让、技术咨询、技术培训和多种形式的对外贸易。多年来，始终在民航业界保持着招标、采购金额及市场占有率的领先地位。

China Civil Aviation Technology & Equipment Co., Ltd., a subsidiary of CAS (hereinafter referred to as 'AVITEC'), is mainly involved in domestic and international tendering, import & export, leasing, and repair of special equipment for civil airports, air traffic control bureaus, and airlines, and extended businesses in product exhibition, service, technology development, technology transfer, consulting, training, and multiple forms of international trade. For many years, AVITEC has been the leading company in the civil aviation industry in terms of tendering and procurement volume, and market share.

中国航材所属中国航空器材集团能源管理有限责任公司（以下简称“能源公司”）是民航业内唯一一家取得国家发改委和财政部节能服务公司备案资质、入选国资委中央企业节能减排服务机构名录、北京市发改委能源审计推荐机构名录、北京市发改委能源管理体系第三方评价机构名录的专业节能服务公司，获得 ISO9001:2008 质量体系认证，致力于为各航空公司、机场、空管系统和民航相关单位提供综合节能减排方案，包括政策咨询、能源审计、合同能源管理项目的规划、设计、投资、实施和运营等服务。

China Aviation Energy & Emission Solutions, a subsidiary of CAS (hereinafter referred to as 'CAEES'), is the only energy-saving service company in the civil aviation industry registered at National Development and Reform Commission (NDRC), and is selected as a supplier for energy-saving and emission-reduction services for the enterprises owned by the central government. It is listed by Beijing Municipal Commission of Development and Reform as a Recommended Professional Energy-saving Service Company for energy auditing and Third-party Evaluation Organization for energy management systems. It is certified for ISO9001:2008 quality system in comprehensive energy-saving services. CAEES is dedicated to providing the airlines, airports, air traffic control bureaus, and other related organizations in the civil aviation industry with comprehensive energy and emission solutions, including planning, design, investment, and operation of energy management contract projects.

中国航材在航空培训领域引入国际合作，培养航空专业人才。与空客公司合作建立集培训和客户支援设施为一体的华欧航空培训及支援中心，与普惠公司合作建立了华普发动机培训中心。连续多年主承办中国国际机场技术设备和服务展、中国国际航空维修设备与工程技术展、澳门公务航空展，参与中国国际通用航空大会。通过组织和参与各类航空专业展览和会议，促进和加强了中国航空业与世界航空业的交流与合作。

CAS has introduced international cooperation into aviation training to train talents for the industry. It has cooperated with Airbus to establish Huaou Aviation Training & Support Center in which facilities for both training and customer support are incorporated. It has also cooperated with Pratt & Whitney to establish Huapu Aero Engine Training Center. For many years, it has organized professional exhibitions in the civil aviation industry such as Inter Airport China, MRO China, and Macau Business Aviation Exhibition, and participated in China International General Aviation Convention. By organizing and participating in various professional aviation exhibitions and meetings, CAS has promoted and strengthened its cooperation with the aviation industry home and abroad.

地面设备与工程

Ground Equipment and Engineering



合同能源管理

Energy Management Contract



航空培训与航空展览

Aviation Training and Exhibition



关键绩效

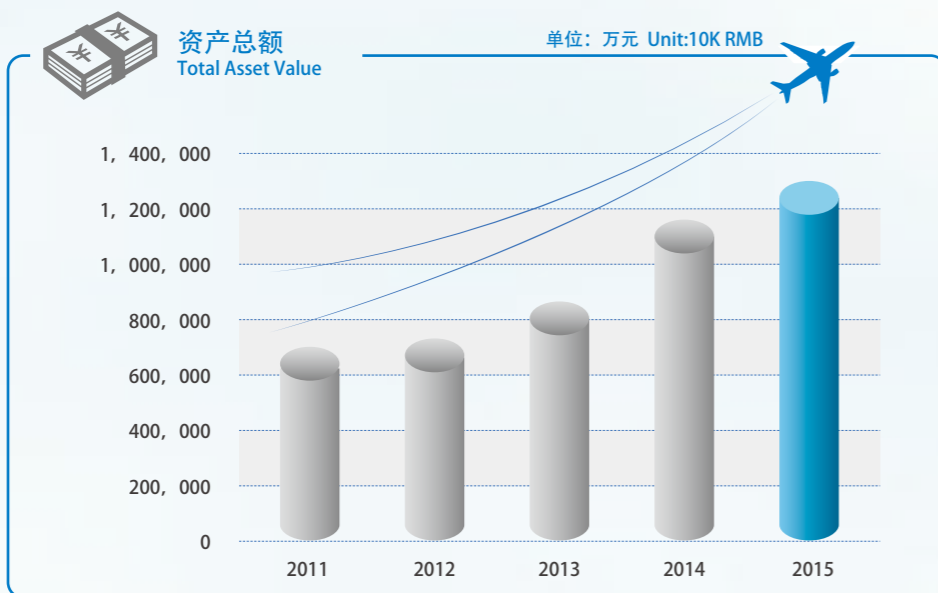
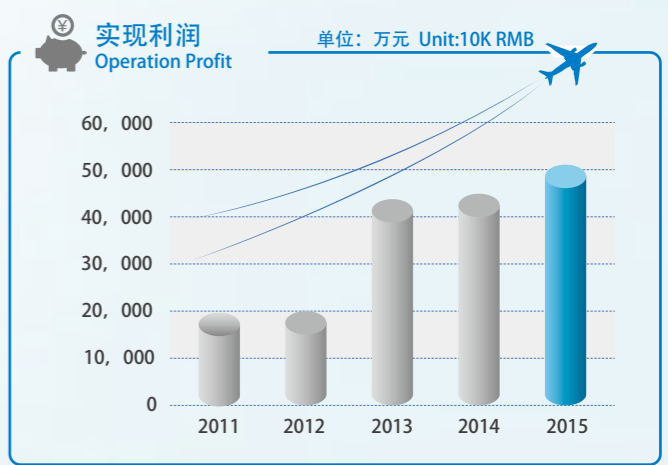
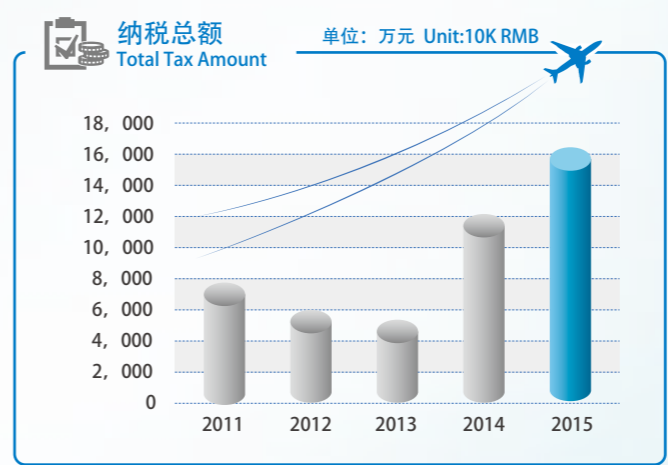
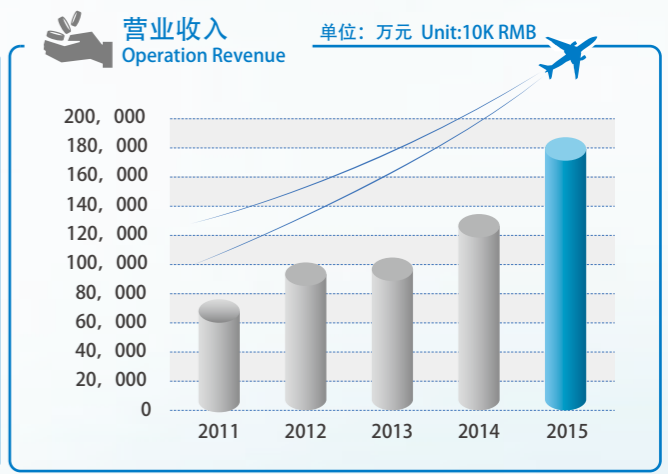
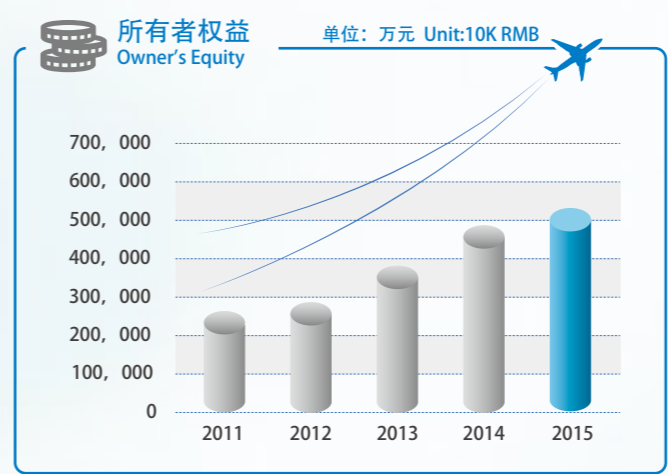
Key Performance Indicators

经济指标

Economic Indicators

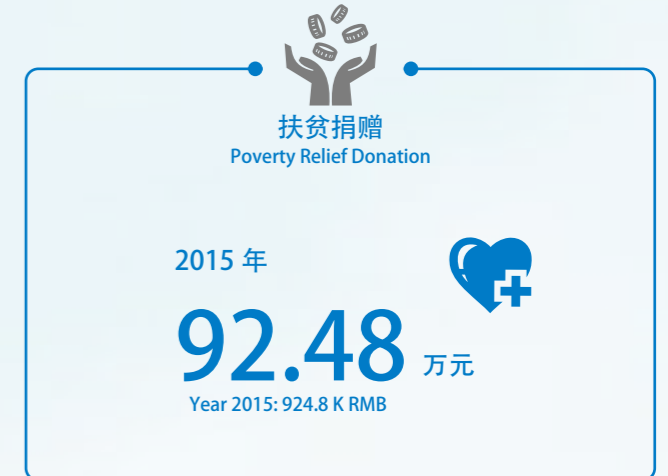
单位: 万元 Unit:10K RMB

	资产总额 Total Asset Value	所有者权益 Owner's Equity	营业收入 Operation Revenue	纳税总额 Total Tax Amount	实现利润 Operation Profit
2011	718,432.30	265,865.60	77,530.79	6,901.80	19,292.10
2012	730,138.80	286,321.50	100,109.68	6,168.15	19,185.38
2013	870,475.80	370,771.16	106,933.91	5,327.27	44,789.55
2014	1,172,188.41	482,010.21	135,676.46	12,113.02	45,642.07
2015	1,291,299.04	538,165.62	186,783.18	16,372.45	51,148.20



社会指标

Social Indicators



公司治理

Corporate Governance

中国航材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公司履行出资人监管职责。

CAS is a state-owned enterprise directly invested and founded by the Central Government, and the State-owned Asset Supervision and Administration Committee of the State Council (SASAC) carries out the investor's supervision responsibility.

国务院国有资产监督管理委员会向中国航材派驻国有企业监事会，依法对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 designates the Board of Supervisors for CAS, which in accordance with legal requirements supervises CAS for maintaining and increasing the value of state-owned assets, operation, and management.

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

CAS President is the legal representative of this company. The joint meeting between the executive team and the Party Committee, the executive 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，中国航材集团总部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、业务评审委员会、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 requirements of different development phase, CAS has set up several specialized committees to review important issues in the company and provide support for decision-making. The specialized committees include: the Development Strategy and Planning Committee, the Total 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 Business Project Review Committee, and the Social Responsibility Working Committee, etc.

中国航材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 between the mother company and 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, external investment, and personnel management, etc. CAS oversees the subsidiaries' operation and management, and provides supporting services.

中国航材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 subsidiary companies with 100% or the majority equity 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 of directors and supervisors for the invested companies, and conducts comprehensive performance appraisal and supervision on their management team for each fiscal year.

公司组织结构



Organization Chart



公司价值观

Corporate Value



公司战略

Corporate Strategy

远景规划目标

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，把中国航材建设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。

To become an irreplaceable and unique comprehensive service provider in aviation supplies, and build CAS into a modern enterprise with distinct corporate culture, excellent staff, advanced management, outstanding brand, strong core competitiveness, superb profitability, and prominent prospects for long-term development.

总体战略

General Strategy

大力推进“四强两精”是中国航材集团的总体战略。“四强”是指我们要努力做大做强、在民航内占有一定主导性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”是指我们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。

To vigorously promote “Four Strongs and Two Specializations” is the general strategy of CAS. Four Strongs means that CAS would try hard to make 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 refers to CAS’s efforts to optimize its specialization in the businesses of two market segments: MRO and manufacturing, and ground equipment and engineering, and become an unique service provider in these segments.

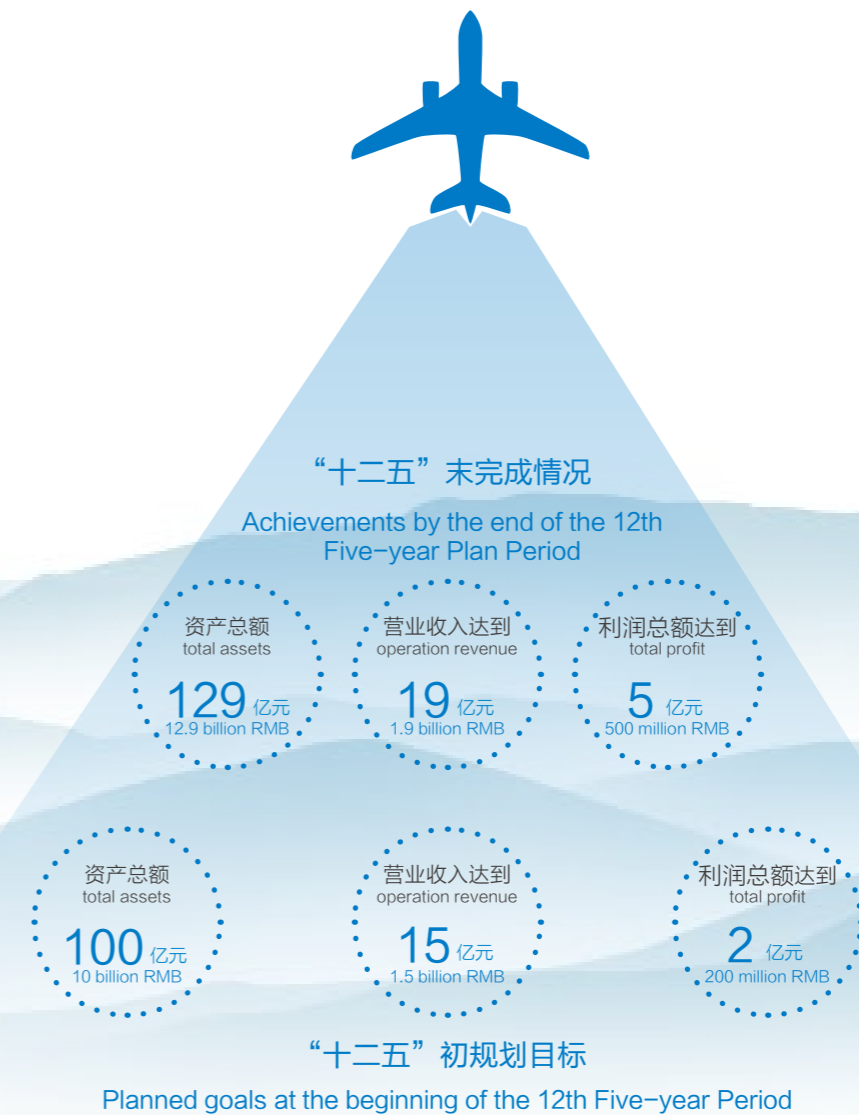


全面实现“十二五”战略规划目标

Full Realization of Strategic Goal for the 12th Five-year Plan Period

中国航材“十二五”战略规划目标是：“十二五”末，资产规模达到 100 亿元，营业收入达到 15 亿元，利润总额达到 2 亿元。截至 2015 年末，中国航材资产规模已达 129 亿元，营业收入 19 亿元，实现利润总额 5 亿元，超额完成“十二五”规划制定的战略目标。

CAS strategic goal for the 12th Five-year Plan Period was: by the end of the 12th Five-year Plan Period, to increase its asset value to 10 billion RMB, realize a revenue of 1.5 billion RMB and a profit of 200 million RMB. By the end of 2015, CAS asset value reached 12.9 billion RMB; the revenue reached 1.9 billion RMB, and the profit reached 500 million RMB, outperforming its strategic goal for the 12th Five-year Plan Period.



01.

社会责任管理

Social Responsibility Management

- 社会责任理念
Thinking on Social Responsibility
- 社会责任报告情况简介
Overview of Social Responsibility Report
- 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



◎ 社会责任理念

Thinking on Social Responsibility

中国航材秉持“价值航材”理念，立足民航行业和企业实际，努力探索用科学的社会责任观引导企业自身价值的实现。一是在企业规模 and 经济效益方面，实现较快增长，符合国资委对中央企业的要求。二是在行业地位方面，重点业务获得较好发展，具有重要的行业影响力，对民航持续、健康发展发挥重要的作用。三是在为维护国家政治经济利益、优化行业资源配置、转变经济增长方式作出积极贡献的同时，履行好环境保护、依法经营等社会责任。四是注重员工成长，为员工建立人才脱颖而出的平台，拓宽职业发展的通道。中国航材围绕价值航材，努力实现企业发展与社会发展、环境安全、员工成长的和谐统一。

Sticking to the concept of “Value-added CAS” and on the basis of realities in the civil aviation industry and company development, CAS has tried hard to explore the utilization of scientific thinking on social responsibility to guide the realization of corporate value. First, CAS will try to realize fast increase in terms of enterprise scale and economic benefits, and comply with the requirements from SASAC on state-owned enterprises invested by the central government. Second, regarding company position in the industry, CAS will try to achieve satisfactory development for key businesses, possess important influence in the industry, and play an important role in the sustainable and healthy development of the civil aviation industry. Third, while actively contributing to safeguarding the political and economic benefits of the country, optimizing the resource configuration of the industry, and transforming the way of economic growth, CAS will also fully carry out its social responsibility in protecting environment and conforming to laws and regulations during business operation. Fourth, CAS will care about the development of employees, set up a platform encouraging employees to make their mark, and expand the paths for career development. Focusing on Value-added CAS, the company will try hard to realize a harmonious unity among company development, social development, environment safety, and employee development.

◎ 社会责任报告情况简介

Overview of Social Responsibility Report

中国航材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。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。

To promote the work 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 deploying activities of social responsibility. It is also within its duty to set up and improve the systems and mechanisms for the implementation of social responsibilities. Under the unified deployment of CAS, the subsidiary companies are responsible for the detailed implementation of social responsibilities.

自 2012 年起逐年发布企业社会责任报告，随着中国航材社会责任工作的推进，公司在制度建设、机制完善、工作推进等方面不断取得新进展。

Since 2012, CAS has released its Enterprise Social Responsibility Report year by year. With the promotion of work in social responsibility, CAS has continuously achieved new progresses in related system construction, mechanism improvement, and implementation promotion, etc.

◎ 公司参加的主要社会团体组织

Major Social Groups and Organizations CAS has Joined

中国航材参加中国航空运输协会，为该协会的常任理事单位；参加中国民用机场协会，为该协会的常务理事单位；参加中国注册会计师协会民航分会，是该分会副会长单位；参加中国机电产品进出口商会，是该商会会员；参加中国民航科普基金会，是该协会会员。

CAS has joined China Air Transportation Association as a standing council member, China Civil Airport Association as an executive council member, Civil Aviation Branch of China Chief Financial Officer Association as a vice chairman member, China Chamber of Commerce for Import and Export of Machinery and Electronic Products, and China Civil Aviation Science Popularization Foundation.

中国航材集团通用航空服务有限公司参加中国通用航空协会，是该协会副理事长单位。

China General Aviation Service Co., Ltd. has joined China General Aviation Association as a vice chairman member.

中国航空器材进出口有限责任公司、北京凯兰航空技术有限公司参加中国民用航空维修协会，是该协会会员。

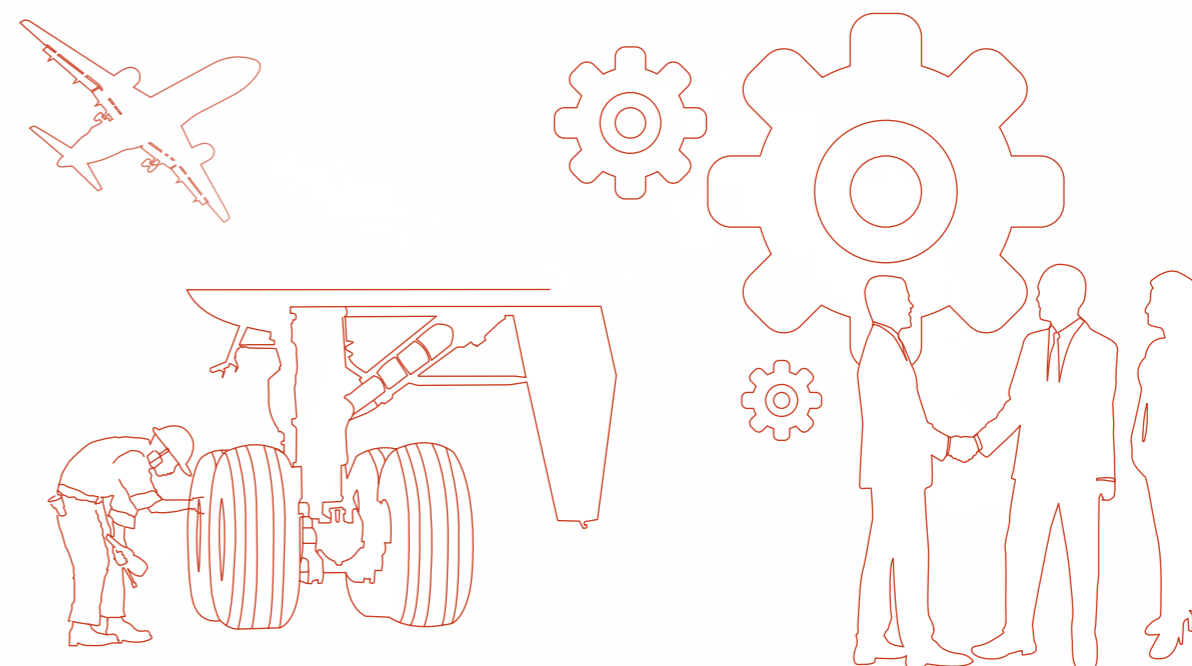
China Aviation Supplies Imp. & Exp. Corporation and Beijing Kailan Aviation Technology Co. Ltd have joined Civil Aviation Maintenance Association of China.

中国航空器材集团西北有限责任公司参加陕西省报关协会，是该协会的理事单位。

CAS Northwest Corporation has joint Shaanxi Association for Customs Clearance as a council member.

中国航空器材集团能源管理有限责任公司参加中国城市燃气协会分布式能源专业委员会。

China Aviation Energy & Emission Solutions has joined China Gas Association Distributed Energy Committee.



◎ 社会利益相关方 Social Stakeholders

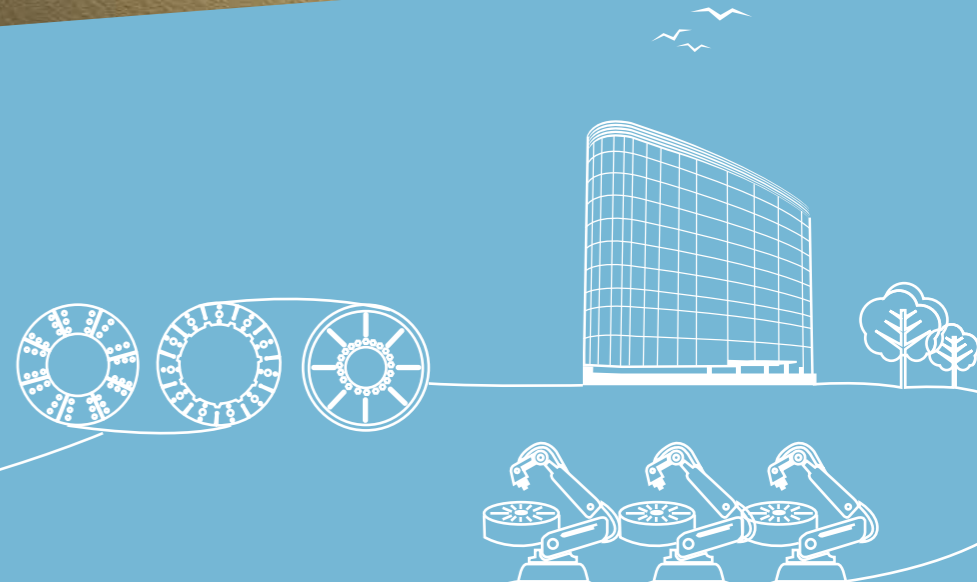
相关方名称 Name of stakeholders	沟通机制与方式 Communication mechanism and method	相关方的期望目标 Expectations of stakeholders
 <p>国资委 SASAC</p>	<ul style="list-style-type: none"> · 政策法规和规章制度 · Policies, laws and regulations · 工作会议 · Working meeting · 定期汇报 · Periodic report · 业绩考核 · Performance appraisal 	<ul style="list-style-type: none"> ○ 国有资产保值增值 ○ Maintaining 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 ○ Promoting management ○ 防范经营风险 ○ Preventing operation risks ○ 做优做强主业 ○ Optimizing and strengthening core business
 <p>民航局 CAAC</p>	<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 · Document, notice, and report 	<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
 <p>地方政府 Local government</p>	<ul style="list-style-type: none"> · 政策法规 · Policies and laws · 统计报表 · Statistical report · 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 ○ Observing laws and regulations ○ 税收 ○ Tax ○ 节能减排 ○ Saving energy and reducing emission ○ 扩大就业 ○ Increasing employment
 <p>战略合作伙伴 Strategic cooperation partners</p>	<ul style="list-style-type: none"> · 战略合作协议 · Strategic cooperation agreements · 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
 <p>客户 Customer</p>	<ul style="list-style-type: none"> · 合同、协议 · Contracts, agreements · 互相沟通 · Interaction, 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
 <p>员工 Employee</p>	<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 or 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
 <p>供应商 Supplier</p>	<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
 <p>非政府组织 NGO</p>	<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
 <p>社会公众 Social public</p>	<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 state-owned enterprise under SASAC · 公益慈善 · Public welfare and charity · 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 ○ Protecting environment



02.

经济发展责任 Economic Development Responsibility

- 保值增值，经济效益保持持续增长
Maintaining and Increasing Asset Value and Keeping a Continuous Increase in Economic Benefits
- 聚焦主业，创新业务发展模式
Focus on Core Business and Innovate the Mode of Business Development
- 开拓创新，为企业发展提供动力
Exploration and Innovation, the Driving Force for Enterprise Development

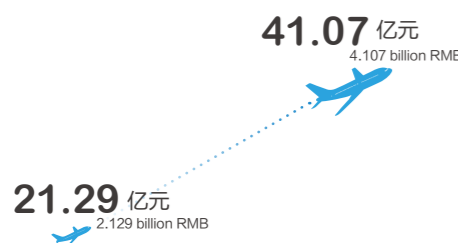


◎ 保值增值，经济效益保持持续增长

Maintaining and Increasing Asset Value and Keeping a Continuous Increase in Economic Benefits



国有权益 State-owned equity



年均增长率 Average annual increase rate



五年累计上交税金近**5亿元**，上交国有资本收益超过**1亿元**。

CAS paid a total tax of almost 500 million RMB in the last five years, and paid to the government over 100 million RMB for state-owned capital gains.

“十二五”期间，中国航材秉承“四强两精”发展战略，借助国内外行业领先者的优势资源并充分发挥企业在中国民航业积累的行业优势，全力推进各项主营业务不断向纵深拓展，实现了国有资产保值增值的上升曲线。

During the 12th Five-year Plan Period, CAS adhered to the development strategy of “Four Strongs and Two Specializations”. Making use of the advantageous resources of the leading companies in the industry home and abroad, and bringing into full play of its own advantages in the experience accumulated in the civil aviation industry in China, CAS relentlessly promoted all its core businesses for more progresses, and successfully drew an ascent curve for the value of state-owned assets which was required to be maintained and increased.

五年来经济效益持续保持较大幅度增长，全面完成“十二五”主要经济指标翻番的任务。营业收入由“十一五”末的 7.78 亿元上升至 18.68 亿元，年均增长率为 19.32%；利润总额由 1.17 亿元增加至 5.11 亿元，其中业绩利润总额由 0.98 亿元增加至 3.47 亿元，年均增长率为 28.77%；资产总额从 68.26 亿元增长到 129.13 亿元，年均增长率为 12.15%。五年累计实现净利润 14.62 亿元，国有权益由“十一五”末的 21.29 亿元增长到“十二五”末的 41.07 亿元。五年累计上交税金近 5 亿元，上交国有资本收益超过 1 亿元。

In the past five years, the economic benefits have been continuously increasing by a considerable degree, and the goal is fully reached to double the major economic indicators during the 12th Five-year Plan Period. The revenue increased from 778 million RMB at the end of the 11th Five-year Plan Period to 1.868 billion RMB, with an average annual increase rate of 19.32%; the profit increased from 117 million RMB to 511 million, among which operation profit increased from 98 million RMB to 347 million, with an average annual increase rate of 28.77%; the total assets increased from 6.826 billion RMB to 12.913 billion, with an average annual increase rate of 12.15%. For the past five years, CAS realized a total net profit of 1.462 billion RMB; the value of state-own equity increased from 2.129 billion at the end of the 11th Five-year Plan Period to 4.107 billion RMB at the end of the 12th Five-year Plan Period. CAS paid a total tax of almost 500 million RMB in the last five years, and paid to the government over 100 million RMB for state-owned capital gains.

在国资委业绩考核中，实现了由 C 级升至 B 级的跨越，且连续 3 年保持 B 级的良好成绩。虽然这些成绩对于那些具有规模优势的央企来说可能微不足道，但对于面对严峻市场环境、艰难实现战略转型的中国航材来说，这一成绩的取得来之不易。

In the performance appraisals conducted by SASAC, CAS realized a leap forward in ranking from C to B, and maintained B for three consecutive years. These performances might seem unimportant compared for the enterprises under SASAC with a scale advantage. They were nevertheless a result highly valued for a company like CAS, which faced a tough market environment and realized strategic transformation after hard fighting.

◎ 聚焦主业，创新业务发展模式

Focus on Core Business and Innovate the Mode of Business Development

面对严峻市场环境，中国航材不断改革创新，继续大力发展“四强两精”核心业务，努力开拓民航节能服务业务领域。各项业务相互支撑、协同发展，逐步形成板块合力。

Confronted with a tough market, CAS continuously reformed and innovated, kept developing its core business of “Four Strongs and Two Specializations”, and made big efforts to exploit in energy-saving services in civil aviation industry. The different businesses supported each other, developed in a coordinated way, and gradually formed synergy within CAS business segments.

● 飞机批量采购

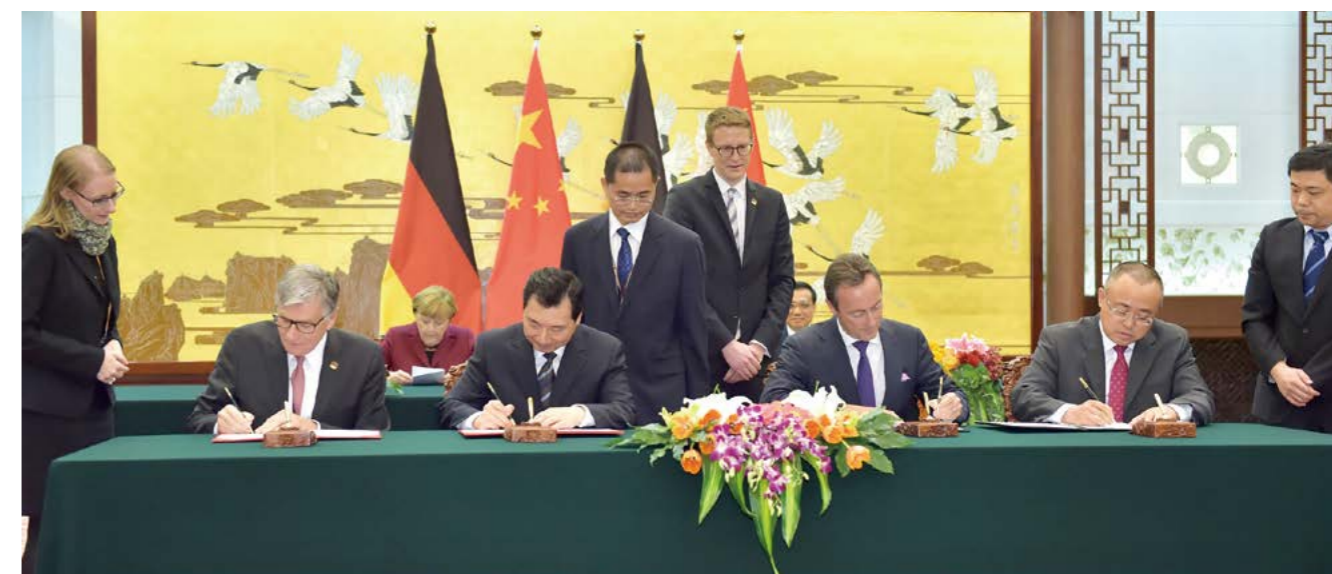
Package purchase of aircraft

2015 年，继续巩固飞机批量采购业务的优势地位，与政府主管部门、航空公司和飞机制造商建立长效沟通机制，继续做好批量采购框架协议的落实，积极推进新的飞机批量采购协议洽谈。

In 2015, CAS continued to strengthen its advantageous position in aircraft package purchase, and established long-effective communication mechanism with government departments in charge, airlines, and aircraft manufacturers. It also continued to carry out the package purchase GTAs already signed while actively promoting the discussion on new ones.

2015 年 9 月，与波音公司签订采购 300 架波音飞机的框架协议。2015 年 6 月和 10 月，与空中客车公司先后两次签订采购共计 75 架空客 A330 系列飞机和 100 架 A320 系列飞机的框架协议。

In September 2015, CAS signed a package purchase GTA with Boeing for 300 aircraft. In June and October 2015, CAS signed two package purchase GTAs with Airbus for a total number of 75 A330 family aircraft and 100 A320 family aircraft.



2015 年 10 月 29 日，中国航空器材集团公司与空中客车公司签订采购 30 架 A330 系列和 100 架 A320 系列飞机框架协议
On Oct. 29, 2015, CAS signed a GTA with Airbus for 30 A330 family aircraft and 100 A320 family aircraft



2015 年批量采购接收飞机
193 aircraft were accepted under the package purchase GTA

193 架

“十二五”期间批量采购飞机
a total of 1128 aircraft were purchased through package purchase GTA during the 12th Five-year Plan Period

1128 架

继续做好批量采购飞机的落实工作，经批量采购接收引进飞机 193 架，与波音公司和地方政府协同推进在中国建立波音飞机完成及交付中心建设项目，并借助飞机批量采购平台支持其他重点业务开拓，促进集团公司整体发展。

CAS actively continued to carry out the GTAs already signed; 192 aircraft were introduced and accepted under the GTAs. CAS coordinated with Boeing and the local government to promote the program to establish Boeing Completion Center and Delivery Center in China. It also made use of the package purchase platform to support the development of other key businesses and promote the overall development of the whole company.

“十二五”期间，先后签署 10 个飞机批量采购框架协议，共计采购飞机 1128 架，超过“十五”和“十一五”期间的总和，进一步彰显为国家外交外贸政策发挥积极作用的特殊价值和影响力。

During the 12th Five-year Plan Period, CAS signed 10 package purchase GTAs for a total number of 1128 aircraft, exceeding the sum of totals for the 10th and 11th Five-year Plan Period, and further demonstrated the special value and influence the package purchase of aircraft can play for national policy in foreign affairs and international trade.

• 航空租赁

Aviation leasing



2015 年，中国航材所属奇龙公司在运营稳定的基础上，不断改善资产结构与布局，积极拓展国际融资渠道，创新租赁业务模式，公司市场竞争力和抗风险能力得到进一步提升。

In 2015, on the basis of smooth and stable operation, Dragon Aviation under CAS continued to improve its capital structure and configuration, actively explored international sources of financing, innovated the business modes for leasing, and further strengthened its competitiveness in the market and its capability to withstand risks.



2015 年，奇龙公司完成了 2 架 A320 飞机的出售、1 架 A320-200 飞机的退租及二次租赁、1 架 A320-200 飞机的续租及 4 架 B737-800 飞机的交付。其中，于 2015 年 12 月 21 日向中国联合航空公司交付了首架 B737-800 飞机。涉及以上飞机交付，分别与多家外资银行签署融资协议。当年，与天津东疆保税区签署合作框架协议，成立奇龙航空租赁（天津）有限公司并首次成功尝试东疆保税区转租赁模式，为巩固奇龙公司的市场地位提供了有力支持。

In 2015, Dragon Aviation sold 2 A320, ended the lease of 1 A320-200 and leased it out again, renewed the lease of 1 A320-200, and delivered 4 B737-800. Among the 4 B737-800, it delivered the first one to China United Airlines on Dec. 21, 2015. Dragon Aviation signed financing agreements with several foreign banks respectively for those aircraft delivered. In the same year, it signed a GTA with Tianjin Dongjiang Bonded Zone, and set up Dragon Aviation Leasing (Tianjin) Co., Ltd., which tried for the first time sublease allowed by Dongjiang Bonded Zone, and provided strong support to strengthening the market position of Dragon Aviation.



2015 年 12 月奇龙航空租赁有限公司向中联航交付首架低成本航空公司构型 B737-800 飞机
In December 2015, Dragon Aviation delivered to China United Airlines the first B737-800 with a low-cost carrier configuration

截至 2015 年 12 月底，奇龙公司在租飞机 28 架。承租人涵盖中国、法国、土耳其、西班牙、巴西、泰国和新加坡等国家的 12 家航空公司。承租客户更加多元化，客户质量显著提高。

By the end of December 2015, Dragon Aviation possessed a fleet of 28 aircraft. The lessees consisted of 12 airlines from China, France, Turkey, Spain, Brazil, Thailand, and Singapore, etc. The lessee base was diversified, and the quality of the lessees substantially improved.

• 航材分销与共享

Distribution and pooling of aviation supplies

建设航材共享平台对于实现企业利益和行业利益、国家利益的高度统一具有深远的意义。有利于促进民航行业健康发展和国有资产保值增值；有利于带动民族航空制造业和维修业的发展；有利于促进航空运输和保障企业做强做优主业。

To build the pooling platform for aviation supplies is of great significance to realize highly consistent interests for enterprises, the civil aviation industry, and the nation. It is beneficial for promoting the healthy development of the civil aviation industry and maintaining and increasing the value of state-owned assets; it helps drive the development of aviation manufacturing industry and MRO in China; it is also beneficial for encouraging the air transportation companies and support service companies to strengthen and optimize their key business.

2015 年中国航材按照加强与“三大航”开展股权合作和加快自身能力建设并进的的原则，从集团总部和所属中航材有限公司两个层面加大航材共享平台建设工作推进力度。

In 2015, according to the principle to promote equity-based cooperation with the three big airlines under SASAC and build its own capability in parallel, CAS employed stronger efforts on both the headquarter level and CASC level to advance the construction of the pooling platform for aviation supplies.



2015年，根据国资委制定的《推进中央航空企业航材共享工作框架方案》，在明确股权合作和航材共享业务整合基本原则基础上，中国航材认真组织制定实施方案，同时完成前期全部文件的准备工作。目前已累计获得四期共计11亿元国有资本经营预算，为航材共享业务开展提供强有力的资金保障。

In 2015, according to the Framework Plan to Promote the Pooling Platform for Aviation Supplies among Airlines Owned by the Central Government, a plan released by SASAC, and on the basis of a decided fundamental principle to integrate equity cooperation with business cooperation in pooling aviation supplies, CAS carefully organized the compilation of implementation plan and, at the same time, completed the preparation of a full set of preliminary documents. Up to now, CAS has received four batches of funds with a total value of 1.1 billion RMB from state-owned capital management budget, which has provided strong financial support in carrying out the pooling business for aviation supplies.

2015年，中国航材以成为航空业内不可替代的航材综合服务提供商为愿景，积极探索新型业务能力建设，加强国内国际间合作，不断提升在航空业内的影响力。所属中航材有限公司与相关子公司集中资源积极开展航材分销与共享相关业务，设立沈阳分公司，初步形成以北京为中心，以上海、广州、成都、西安、沈阳为分中心的覆盖全国的航材保障网络布局；增资控股昆明利顿人通信息服务有限公司，通过整合外部资源迅速提升和完善自身在信息化平台建设、航材支援等方面的能力。

In 2015, with the vision to become an irreplaceable and unique comprehensive service provider for aviation supplies, CAS actively explored the construction of capabilities for new business, strengthened cooperation home and abroad, and continuously promoted its influence in the civil aviation industry. CASC and its relevant subsidiaries pooled resources together and actively carried out distribution and pooling of aviation supplies. CASC set up Shenyang Branch, and established a preliminary network to provide aviation supplies across the country, with Beijing as the central base, and Shanghai, Guangzhou, Chengdu, Xi'an, and Shenyang as the branch bases. By investing in form of capital increase and becoming the majority shareholder of Kunming Bireturn Information Service Co., Ltd., CASC integrated external resources and quickly boosted and improved its own capabilities in IT platform construction and aviation supply services.

消耗件寄售业务方面。加强内部资源和业务整合，深化与上游供应商的密切合作关系，与全球知名航空零部件服务商签署合作备忘录，消耗器材寄售规模进一步扩大。

Consignment Business for Consumables. CASC strengthened the integration of internal resources and businesses, deepened the close cooperation relationship with upstream suppliers, signed MOUs of cooperation with renowned service providers of aviation supplies in the world, and further increased the scale of consumables in consignment.

周转件保障业务方面。进一步推介共有新机型、小机队周转件及中小航空公司周转件保障项目。拓展业务范围，与波音公司合作，积极探索中国机队执飞北美、欧洲地区所涉及的AOG支援项目。

Supply of Rotables. CASC further promoted rotables' pooling business for fleets of new aircraft models commonly owned by different airlines, fleets of small sizes, and fleets of small airlines. It extended the business scope, and cooperated with Boeing on an active discussion of AOG support for Chinese fleets flying to North America and Europe.

大部件保障业务方面。积极搭建全行业起落架备架共享平台，探索合作开展起落架维修和国内短缺部附件维修管理能力的建设。

Support Business for Large Components. It actively established the pooling platform of landing gears for the whole industry, and explored cooperation with other organizations in building management capability for the repair of landing gear and other components which were in shortage in domestic market.

航材管理信息共享和电子商务平台建设方面。中航材有限公司与利顿公司共同签署增资协议，为搭建航材管理信息共享和电子商务平台，提升航材综合保障能力，落实国资委关于航材共享平台建设的要求起到积极的作用。

Construction of Platform for Sharing Information in the Management of Aviation Supply and E-commerce. CASC and Bireturn signed the Agreement of Capital Increase, which played an active role in constructing the platform for sharing information in the management of aviation supply and E-commerce, promoting the comprehensive support capability and implementing the requirement of SASAC in constructing the pooling platform for aviation supplies.



2015年10月12日中航材有限公司与昆明利顿公司签署股权合作协议
On Oct. 12, 2015, CASC and Bireturn signed the Equity Cooperation Agreement

发动机租赁业务方面。中航材有限公司与美国威利斯融资租赁公司合资成立的中航材威利斯发动机租赁合资公司自2014年11月成立以来平稳运行，在传统的租赁业务基础上，开拓新领域、新市场、新机型以及全新的市场化商业模式。2015年12月，成功举办民航发动机共享联盟大会；与发动机制造厂商以及国内航空公司合作，积极探索推进中国民航备发共享支援平台。

Engine Leasing Business. CASC-Willis Aero Engine Leasing Co., Ltd., jointly established by CASC and Willis Engine Lease Finance from USA in November 2014, kept a steady operation. On the basis of traditional leasing business, it explored new business field, new market, new engine model, and completely new market-oriented business mode. In December 2015, it successfully organized the Civil Aviation Assembly for Engine Pooling; it cooperated with engine manufacturers and domestic airlines, and actively explored advancing the Pooling and Support Platform of Spare Engines for Chinese Civil Aviation Industry.

批量加改装业务方面。配合民航局有序开展CDSS（客舱监视系统）、RNP（所需导航性能）、SATCOM（卫星通信）、HUD（平视显示器）等项目，开展批量加改装操作模式以实现全行业共赢。

Package Retrofit and Modification Business. It collaborated with CAAC and carried out the CDSS, RNP, SATCOM, and HUD programs in order; the package retrofit and modification business mode for these programs realized a win-win result for the whole industry.



经过“十二五”期间的发展，中国航材及下属各分子公司基本实现战略转型，对航空公司及维修企业航材保障供应的参与度逐步增大，为航材共享平台的建设奠定坚实的基础。股权合作和航材共享业务整合原则基本确定，航材共享平台公司有望在2016年成立。

With the development during the 12th Five-year Plan Period, CAS and its subsidiaries realized basic strategic transformation, increased their participation in the aviation supply services for airlines and MRO enterprises, and built a solid foundation for the construction of the Pooling Platform for Aviation Supplies. The fundamental principle of integrating equity with business cooperation was basically defined, and the Pooling Platform was expected to be established in 2016.

• 通用航空

General aviation

2015年，中国航材所属通航公司围绕“整合内外部资源，承接集团公司对俄业务，打造通航航材保障平台，成为通航器材引进主渠道”的战略发展目标，加强通用航空保障能力建设，不断扩大通用航空保障业务规模，实现多项业务突破和创新。

In 2015, China General Aviation Service Company under CAS (hereinafter referred to as 'CAS General Aviation') centered on the strategic goal of integrating internal and external resources, undertaking the Russian business of CAS, building the support platform for general aviation supplies, and becoming the major importation channel of general aircraft. It strengthened the construction of its capability in supporting general aviation, continuously expanded its business scale in general aviation support business, and realized several business breakthroughs and innovations.

2015年，通航公司签订米-171直升机自营采购销售合同，取得飞机自营业务突破；获得国际主流机型L-410的独家代理权，业务代理模式由进出口代理向制造商代理突破性转变；整合通航业务资源，深化与俄罗斯主要航空企业的合作关系，巩固发展Asz-62发动机批量送修和批量采购业务，逐步建立起完善的服务体系。

In 2015, CAS General Aviation signed a direct purchase contract for MI-171 helicopters, and realized a breakthrough in direct purchase of aircraft; it was granted exclusive agency in China for the popular L-410 aircraft, and realized a breakthrough in role transformation from being agent for the importer to the agent of the manufacturer. It also integrated its business resources in general aviation, and deepened its cooperation with Russian aviation companies. In the end, it strengthened the business in package return for repair and package purchase of ASZ-62 engine, and gradually set up a sophisticated service system.

通航公司自2014年成立，一直注重品牌建设，建立并运行AS9120质量管理体系，取得了质量管理体系认证证书。积极参与中国航协年会、国际航空安全论坛、通航委员会各项活动、东疆航空金融论坛和莫斯科航展，并承办西安通航大会短途通勤航空论坛，在业内获得较高的声誉和知名度。

Since its establishment in 2014, CAS General Aviation has highly emphasized brand construction. It set up and ran the AS9120 Quality Management System, and received a certificate. It actively participated in the annual meeting of China Aviation Transportation Association, the International Aviation Safety Forum, activities sponsored by China General Aviation Association, Dongjiang Aviation Finance Forum, and Moscow Air Show. It also organized Short Haul Commute Forum for China General Aviation Convention held in Xi'an, and earned a good reputation and awareness in the industry.



2015年10月承办西安通航大会短途通勤航空论坛
In October 2015, CAS organized Short Haul Commute Forum for Xi'an General Aviation Convention



● 航空维修与制造

MRO and manufacturing

中国航材所属北京凯兰公司努力提升整体机轮保障能力，围绕“客户支援保障系统”加快推进集采购、租赁、维修、技术支持、物流保障为一体的飞机整体机轮保障服务产业链，成为国内首家实现按飞机起落数量收费的第三方机轮刹车维修企业。

Beijing Kailan under CAS made efforts in promoting its capability in supporting aircraft wheel and brake system. Centering on the Customer Support and Service System, it accelerated the promotion of an integrated service supply chain for aircraft wheel and brake system, including purchase, leasing, repair, technical support, logistics, etc., and became the first third-party MRO enterprise which charged the customer on PBH (Power by Hour) basis for wheel and brake system.

维修业务方面。北京凯兰 2015 年新增 7 项机轮刹车维修能力，实现国内民航现役主力机型 160 项机轮刹车维修能力全覆盖，与国内 30 余家航空公司建立合作关系，实现碳刹车维修业务的突破，并获得多家同行企业的承修商资质，发展成为全国最大的第三方飞机整体机轮保障服务商。北京凯兰上海分公司取得了机轮翻修和刹车修理的维修能力，实现机轮刹车维修能力的全覆盖，成为北京凯兰整体机轮保障服务推广的有力支撑。

MRO Business. In 2015, Beijing Kailan newly increased 7 types of capabilities in wheel and brake repair, and realized a full coverage of 160 types of capabilities in wheel and brake repair for major aircraft models currently in service in Chinese civil aviation industry. It established cooperation relationships with over 30 domestic airlines, and achieved a breakthrough in repair of carbon brake discs. It received repair qualification from several enterprises in the industry, and became the largest third-party MRO enterprise for aircraft wheel and brake system. Shanghai Branch of Beijing Kailan set up the overhaul capability in wheels and repair capability in brakes, and realized a full coverage of capabilities in wheel and brake repair, thus became a strong support to Beijing Kailan for its promotion of integrated support service for wheel and brake system.

刹车销售业务方面。北京凯兰所属北京三元飞机刹车技术有限责任公司在获得国际 AS9120 认证资质基础上，进一步完善航材分销商的体系建设，销售收入创造历史最好成绩。

Brake Disc Sales Business. On the basis of qualification for AS9120, Beijing Sanyuan Aircraft Brake Disc Technology Co., Ltd., a subsidiary of Beijing Kailan, further improved the construction of its distribution system, and achieved the best result in its sales revenue.

● 地面设备与工程

Ground equipment and engineering

中国航材所属技术装备公司重点开展招标、销售、导航及会展四类业务，通过创新业务模式，实现民航地面设备及工程招标业务及相关销售业务的稳步发展，在扩展和延伸产业链方面取得积极成效。经过“十二五”时期的发展，技术装备公司实现了营业收入及利润总额的大幅增长。

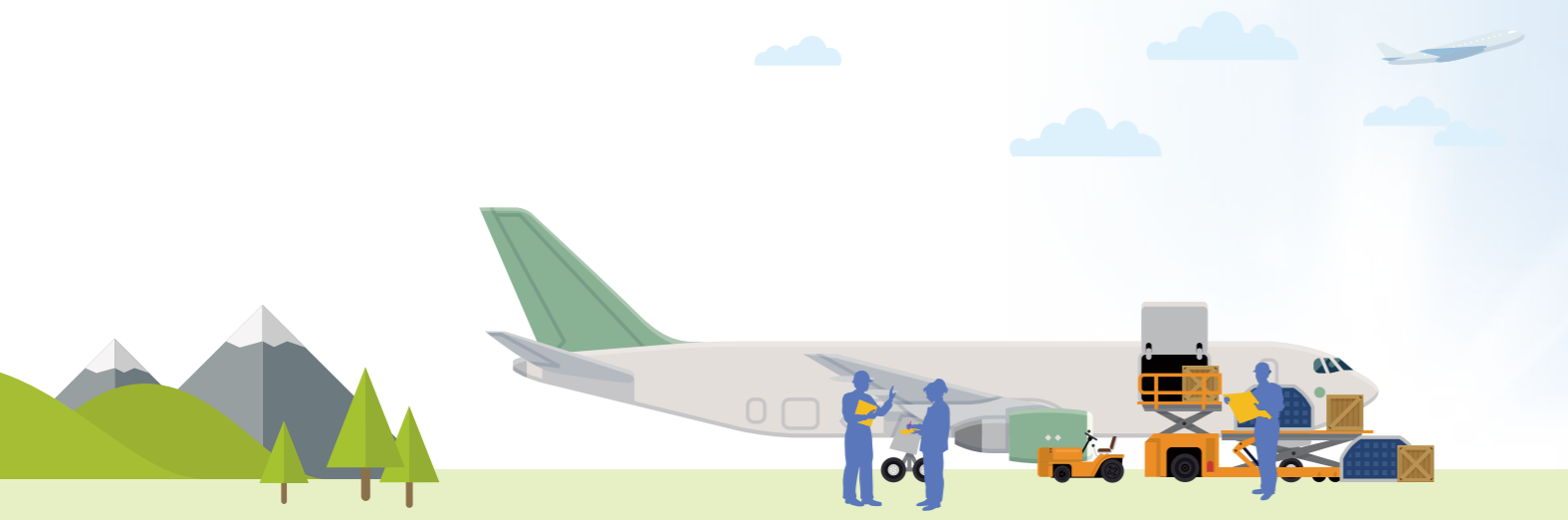
AVITEC under CAS focused on four categories of businesses: bidding and tendering, sales, navigation system, and exhibition. Through innovation in business mode, it realized a steady development of business in bidding, tendering and sales of ground equipment and engineering projects, and achieve active progress in broadening and extending supply chain. With the development in the 12th Five-year Plan Period, AVITEC realized a remarkable growth in both operation revenue and profit.

招标业务方面。技术装备公司所属中航材国际招标公司（以下简称“招标公司”）获“中国最具竞争力招标机构百强”、“航空航天行业招标代理首选品牌”的荣誉称号。2015 年，完成招标项目 267 个标包，签署进口代理合同及采购代理协议 50 余个。完成安哥拉机场空管设备及工艺安装的招标项目，拓展了海外市场。

Bidding and Tendering Business. China Aviation Supplies International Bidding and Tendering Co., Ltd., a subsidiary of AVITEC, was awarded the honorary title of Chinese Most Competitive Tendering Organization 100, and the First-choice Tendering Agent for Aviation and Aerospace Industry. In 2015, it completed the tendering of 267 packages, and signed over 50 agreements for importation agency and procurement agency. It completed the tendering project for Angola Airport on ATC equipment and installation, and expanded into overseas market.

销售业务方面。技术装备公司进一步加强与国内外供应商的合作，积极拓宽代理产品种类，成功取得斯密茨除胶车、HOBERT 静变电源、JBT 平台车 / 除冰车 / 牵引车等、SAFEGATE 的 LED 助航灯光 / 泊位引导系统、卡特彼勒铣刨机 / 摊铺机、霍尼韦尔 GBAS 导航系统、华德宝登机廊桥、无锡锡梅机场通用特种车辆等 8 家公司产品的民航代理权。

Sales Business. AVITEC further strengthened its cooperation with domestic and international suppliers, and actively expanded the product line it sold as an agent. It successfully won dealership for 8 companies for product sold in the civil aviation industry, including: SCHMIDT airfield rubber remover, HOBERT static inverter, JBT platform truck / de-icing sprayer / towing truck, SAFEGATE LED airfield lights / parking indication system, CATERPILLAR milling machine / spreader, HONEYWELL GBAS navigation system, VATAPLE boarding bridge, WUXI XIMEI airport special automobile, etc.



2015 年 8 月 7 日，中国民航技术装备有限责任公司与霍尼韦尔航空航天集团签署 GBAS 分销合作协议

On Aug. 7, AVITEC and Honeywell Aerospace signed Distribution Cooperation Agreement for GBAS

导航业务方面。技术装备公司所属中航材导航技术公司（以下简称“导航技术公司”）在做好空管局航行情报中心及各航空公司的系统维护和服务工作基础上，积极拓展 ARINC424 导航数据库和电子飞行包（EFB）项目，加大机载导航数据库检查系统的研发力度。2015 年，导航公司 EFB 产品在国内所占市场份额已达 65%。同时还开发了性能计算软件、全球航图系统（IOS）、机载导航数据库系统、全球 AIP 系统等多个全新的产品，丰富了公司的产品线。

Navigation Business. Apart from providing system maintenance and service to Flight Information Center of Air Traffic Management Bureau and the airlines, China Aviation Supplies Navigation Technology Co., Ltd., a subsidiary of AVITEC, (hereinafter referred to as 'CAS Navigation') actively explored in the ARINC424 Navigation Database Project and Electronic Flight Bag (EFB) Project, and strengthened its R&D efforts in the Inspection System for Air-borne Navigation Database. In 2015, the EFB products of CAS Navigation occupied 65% of the domestic market. At the same time, it also developed some completely new products such as performance computation software, global aviation chart system (IOS), air-borne navigation database system, and global AIP system, etc., and enriched its product line.

会展业务方面。技术装备公司继续承办了 2015 澳门公务航空展。同时，成功举办了公务航空的高峰论坛，首次策划并组织了中国民用机场新技术发展大会，邀请到了 50 多家单位 150 多位嘉宾参会，为进一步提升中国机场建设和管理水平搭建了平台。

Exhibition Business. AVITEC continued to organized the Macau Business Aviation Exhibition 2015. At the same time, it also organized the Business Aviation Summit Forum. It planned and organized the first China Civil Airport New Technology Development Convention, and invited over 150 guests from over 50 organizations to the convention. The convention helped build a platform to further promote level of construction and management for Chinese airports.



2015 年 11 月 6 日举办第四届澳门公务航空展
The 4th Macau Business Aviation Exhibition was held on Nov. 6, 2015

EFB 产品在国内所占市场份额
EFB products took 65% of the domestic market

65 %

澳门公务航空展邀请单位数量
Exhibitors invited to Macau Business Aviation Exhibition exceeded 50

50 多家

● 民航行业节能服务

Energy saving service in civil aviation industry

中国航材所属能源公司积极践行绿色民航理念，致力于搭建中国民航节能减排业务平台。2015 年，在获得国家发改委和财政部节能服务公司备案资质、入选国资委央企节能减排服务机构名单、北京市发改委备案的能源审计推荐机构名单以及 ISO9001 质量体系认证的基础上，获得了北京市发改委能源管理体系第三方评价机构资质。

China Aviation Supplies Energy & Emission Solutions, a subsidiary of CAS, actively implemented the idea of Green Civil Aviation Industry, and was dedicated to establishing the energy saving and emission reduction business platform for Chinese civil aviation industry. In 2015, apart from being an energy-saving service provider registered at National Development and Reform Commission (NDRC) and the Ministry of Treasury, a selected supplier for energy-saving and emission-reduction services for the enterprises owned by the central government, a Recommended Professional Energy-saving Service Company for energy auditing registered at Beijing Municipal Commission of Development and Reform and an ISO9001-certified company, it was also qualified as a third-party evaluation organization for energy management systems.



2015 年，能源公司进一步落实节能改造项目。新疆机场集团 7 个机场以及合肥新桥机场光伏发电项目陆续发电运营。当年发电 90 万千瓦时，折合标煤 280 吨，减少二氧化碳排放 638 吨。

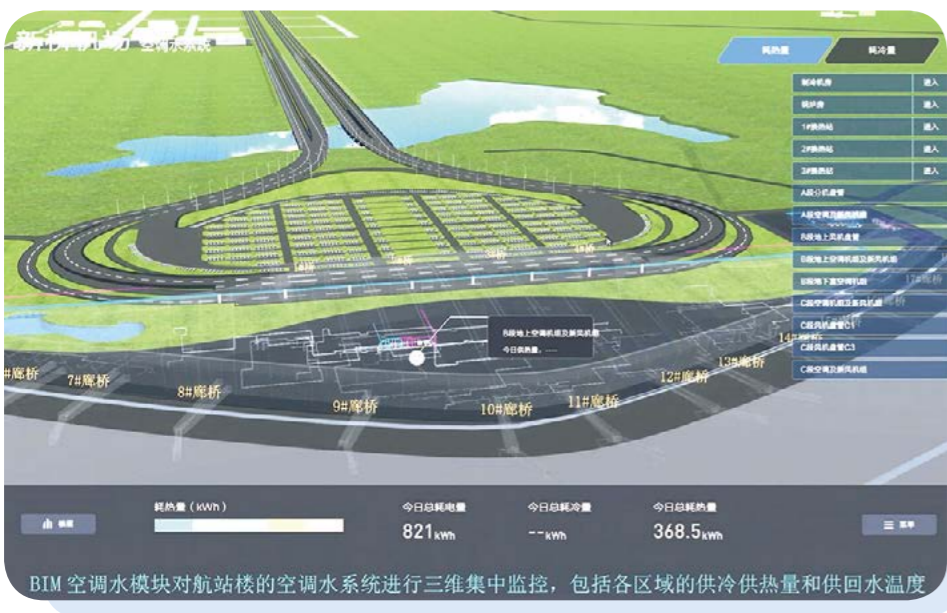
In 2015, CAS Energy continued to implement the energy-saving modification projects. The photovoltaic power generation projects for 7 airports owned by Xinjiang Airport Group and the Hefei Xinqiao Airport entered into service in succession. The electricity generated was 900K Watts, equivalent to 280 tons of standard coals, and reduced the emission of carbon dioxide by 638 tons.

2015 年，能源公司继续拓展能源审计业务，客户群体涵盖民航及地方，并积极推进飞机绿色滑行系统、机场能源管理系统等节能技术及产品的推广应用，将能源管理系统和中央空调全自动清洗系统分别应用于合肥机场和桂林机场。

In 2015, CAS Energy continued to carry out energy audit business. Its customer base covered civil aviation industry and local non-aviation companies. It also actively promoted aircraft green taxiing system, airport energy management system, and other energy-saving technologies and products. It brought Energy Management System and Automatic Cleaning System for Central Air Conditioner into service respectively at Hefei Airport and Guilin Airport.

能源公司自 2012 年组建，经过三年的努力，技术体系和业务架构初步形成，在民航节能减排业务领域的影响力得到进一步提高。

Since its establishment in 2012, with three years' efforts, CAS Energy has initially set up the technology system and business framework, and strengthened its influence in energy-saving and emission-reduction business in the civil aviation industry.



合肥机场屋顶分布式光伏
Distributed Photovoltaic Power Station on the roof of Hefei Airport

● 各项协同业务

Other synergic business

完成援密克罗尼西亚一架 Y12E 飞机的监造工作。同时，获得了《国产民用航空器监造工作程序指南研究》课题资金，为进一步规范国产航空器的监造流程创造条件。

It completed the manufacturing supervision of one Y12E to be delivered to Micronesia as a financial aid project. At the same time, it received funds for Research on the Work Procedures of Manufacturing Supervision for Civil Aircraft Made in China, which helped create opportunities to standardize the procedures of manufacturing supervision for civil aircraft made in China.

完成川航每年常规的 A330《飞行机组操作手册》和《QRH》两个翻译项目及部分运行类手册，西飞、空客等其他翻译业务有序开展。此外，与中国民航管理干部学院签署翻译合同，进行国产航空器出口监造检查技术标准及部分适航规章 / 程序的翻译，在拓展新业务的同时，促进了自身专业能力的提升。

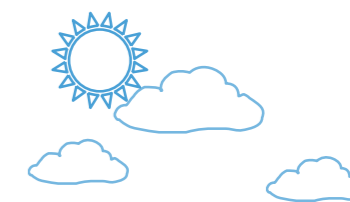
CASC completed the regular yearly translation of A330 Flight Crew Operation Manual and QRH, and some operation-related manuals; other translation businesses for XAC and Airbus were also carried out in order. At the same time, it also signed a contract on translation with Civil Aviation Management Institute of China, and undertook translations on the Technical Standard for the Manufacturing Supervision of Aircraft Made in China for Exportation, and some airworthiness regulation/procedure chapters. While new businesses were explored, CASC's own professional capabilities were also promoted.

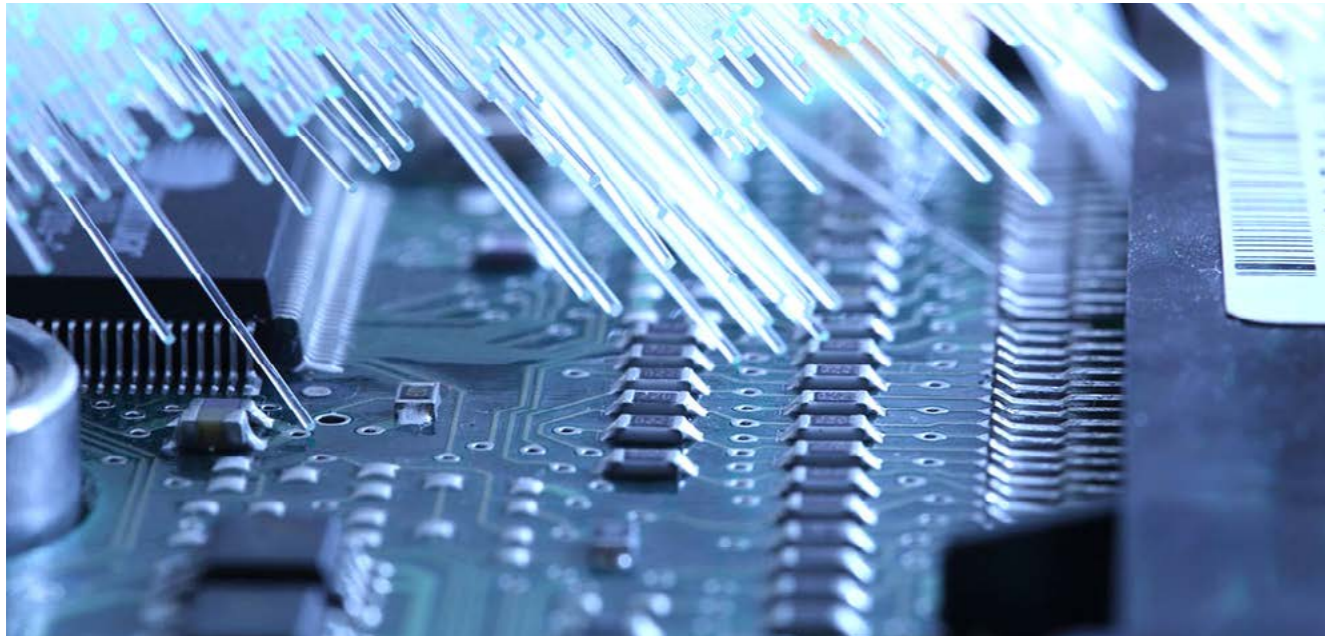
与中国民用航空局、航科院、民航发动机审定中心、民航干部管理学院均签署服务保障类协议，实现了在京地区适航管理体系的全面保障性服务。

It signed service agreements with CAAC, China Academy of Civil Aviation Science and Technology, Commercial Aero Engine Certification Center of CAAC, and Civil Aviation Management Institute of China, and realized a full coverage in support services for airworthiness management system based in Beijing.

配合中国民用航空局完成《适航审定部门年度报告》(2014)、《已获批准的民用航空产品和零部件目录》(2015 版)、《适航审定资料应急查询系统》(2014 版) 的编写出版工作；及时完成航空器国籍和登记标识、单机适航检查档案整理和电子化工作；完成《民用航空器选型指南》(2015) 的出版发行。

It collaborated with CAAC and completed the compilation and publication of Airworthiness Certification Annual Report 2014, Approved Civil Aviation Products and Parts List (2015), Emergency Inquiry System for Airworthiness Certification Documentation (2014), etc.; it timely completed the sorting and computerization of aircraft nationality, registration mark, and airworthiness inspection archives for individual aircraft; it also completed the publication and issue of Guidelines on the Selection of Civil Aircraft Model (2015).





新材料公司与北京航空工艺地毯有限公司合作开发了织物阻燃剂系列产品，获得民航总局航油航化审定中心的检测认可，阻燃效果远超国家标准，达到进口同类产品水平，已实现进口替代。

CAS New Materials cooperated with Beijing Aircraft Carpet Co., Ltd. and developed a series of textile fire retardant, which has been approved by Aviation Fuel/Oil and Aerochemicals Airworthiness Certificate Center of CAAC. The product has shown a fire retardant effect higher than the national standards, and reached the same level with imported products, therefore could be a substitute of imported products.

中航材导航技术公司在原有电子飞行包（EFB）系统和 ARINC424 导航数据库创新产品的基础上，对市场占有率高的软件产品进行深度开发，开发了性能计算平台、全球航图系统（IOS）、机载导航数据库系统、全球 AIP 系统等多个全新的产品。此外，根据国航要求对 EFB 产品进行了以飞行员视角设计产品的全新改版，完成了基础版本的上线及推广，取得了较好的效果。2015 年，导航技术公司自主研发形成知识产权 2 个，目前，共拥有自主知识产权 23 个。

On the basis of its original EFB system and the new ARINC424 Navigation Database, CAS Navigation implemented an extended and deepened development of software products with a high market occupation, and came up with several completely new products such as Performance Computation, Global Aviation Chart System (IOS), Airborne Navigation Database, Global AIP, etc. Furthermore, in accordance with requirements from Air China, it completely modified the EFB products in the perspective of pilots; it completed the initial version, put it online, and promoted its usage. A good result had been achieved. In 2015, CAS Navigation newly formed two intellectual property rights on the basis of independent R&D. Up to now, it owns 23 IP rights.

◎ 开拓创新，为企业发展提供动力

Exploration and Innovation, the Driving Force for Enterprise Development

● 技术创新

Technical innovation

北京凯兰所属中航材航空新材料有限公司（以下简称“新材料公司”）自主研发 H101 飞机表面清洗剂和 H201 飞机零部件清洗剂获得中国民用航空局颁发的适航证和国家专利局的专利授权。

China Aviation Supplies New Materials Co., Ltd., a subsidiary under Beijing Kailan (hereinafter referred to as 'CAS New Materials'), developed H101 Aircraft Surface Detergent and H201 Aircraft Component Detergent. These detergents received airworthiness certificate from CAAC and patent certificate from Chinese National Patent Office.



● 信息化建设创新

Innovations in IT system construction

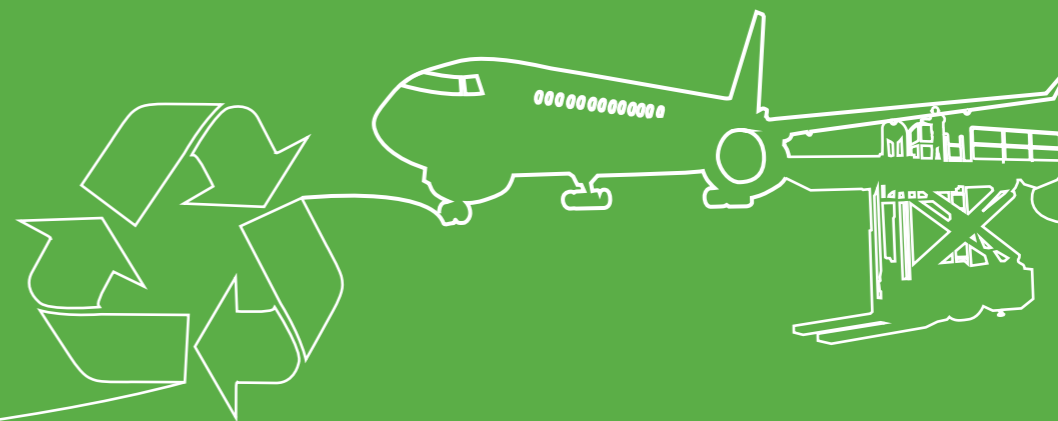
2015 年，中国航材积极响应国家“互联网+”战略计划，以“规范管理，协同运行，持续推进”为核心进行全面信息化建设。协调需求方，督促承包方，跟踪实施方，组织完成了中国航材 OA 系统二期建设并验收；更新升级集团公司邮件系统；开发航材分销与共享相关业务信息化平台四期项目。信息化助力中国航材业务发展的作用进一步得到显现。

In 2015, CAS actively responded to the national strategic plan of internet+, and launched the full construction of IT system with a focus on the core principle of standardized management, coordinated operation and sustained promotion. It coordinated the requirement submitter, supervised the contractor, and followed up the implementing organization. In this way, it organized the 2nd-phase construction of CAS OA system and accepted it. It updated the CAS email system. It also implemented the 4th-phase IT system for business related to aviation supply distribution and pooling. The contribution brought about by IT system to CAS business development was further demonstrated.

03.

环境与安全责任 Environment and Safety Responsibility

- 安全管理
Safety Management
- 安全教育
Safety Education
- 节能减排
Energy Saving and Emission Reduction



安全管理

Safety Management

中国航材坚持以人为本，牢固树立安全发展理念，始终坚持把安全生产放在首要位置，坚持“党政同责”，全面加强企业安全管理。集团公司所属各单位党政领导逐级落实安全生产责任制，认真策划部署安全工作，加大监管力度，强化应急演练，提高事故防范能力，广泛开展宣传教育活动，2015年实现全集团安全生产零死亡率，安全生产形势保持稳定向好发展态势。

CAS adhered to the principle of People First, and firmly established the idea of safe development. It insisted on putting safe production in the first place, and stuck to Equal Accountability between the Party and Corporate Management, thus fully strengthened safety management within the enterprise. The Party leaders and corporate management of CAS subsidiaries implemented the safe production responsibility on each level, and seriously deployed safety works. They strengthened supervision, reinforced emergency rehearsal, enhanced capabilities in accident prevention, and carried out extensive propaganda and education activities. In 2015, it realized zero casualty in production safety, and the safety situation in production kept to be stable and in the positive direction.



技术装备公司安全检查
VITEC carried out safety examination



中航材华东公司员工开展消防演练
CAS Eastern employees participated in fire fighting rehearsal

安全教育

Safety Education

抓好学习宣传教育活动，充分利用知识讲座和培训的方法，深入广泛地搞好宣传《安全生产法规》对公司的长远发展具有深远意义。

While doing a good job in safety and security education, CAS made full use of lectures and trainings to deeply and extensively publicize the significance of Safe Production Laws and Regulations to the long-term development of CAS.

Jan.
1月

2015年1月，召开集团安全保密工作会议，集团公司与所属各单位签订了安全保密责任书，确保安全保密工作层层落实。

In January 2015, CAS held a meeting for safety, security and secrecy. It signed Responsibility Agreement on Safety, Security and Secrecy with subsidiaries on all level, and ensured the safety, security and secrecy work were implemented on each level.

May.
5月

2015年5月，集团公司积极开展以“加强安全法治 保障安全生产”为主题的“安全生产月”活动，广泛利用内网、宣传栏、横幅、微信平台等大力宣传安全生产知识、预防事故的方法和自我保护的相关常识，强化全体员工对落实企业安全生产工作重要性的认识，提高了安全生产的水平和防范事故的能力，有效地控制了各类安全生产事故的发生。

In May 2015, CAS actively launched the Month of Safe Production with a theme of "Strengthen safety regulation, ensure safe production". It made use of different platforms such as intranet, bulletin boards, banners, Wechat, etc. to publicize knowledge in safe production, methods of accident prevention, and common practices in self-protection. It strengthened all employees' awareness in the importance of carrying out safe production across the enterprise, and promoted the quality of safe production and the ability of accident prevention. CAS effectively controlled various types of accidents related to production safety.

June.
6月

2015年6月，组织保障企业的专职司机进行了交通安全法规的学习培训，观看交通安全宣传片和交通事故快速处理图解；组织集团员工学习了《机关企事业单位消防安全》宣传片，有效提高了员工的安全守法意识和消防安全防范能力。

In June 2015, CAS organized the drivers of the subsidiary service company to participate in a training on traffic safety regulations, watch a propaganda video on traffic safety, and study the illustrations on quick handling of traffic accidents. It organized the employees to watch a propaganda video titled Fire Safety for Government Departments and Public Institutions, and effectively enhanced the employees' sense of observing safety regulation and the ability to prevent issues that might compromise fire safety.

Aug.
8月

2015年8月，抗战胜利70周年纪念活动将近，集团公司组织重点生产型企业和保障单位进行了全面安全生产大检查，针对消防专项应急预案制定情况、安全生产规章制度执行情况和安全生产责任落实情况，查找问题和不足，并对整改情况进行“回头看”，有效保障了安全生产经营。

In August 2015, with the approach of the celebrations for the 70th Anniversary of the Victory against Japanese Invasion, CAS organized its key manufacturing subsidiaries to carry out a thorough examination on production safety. Searches for problems and shortcomings were carried out in many fields, such as the readiness of emergency plans for fire safety, the execution of production safety regulations, and the implementation of production safety responsibility, etc. Retrospective examinations were also carried out against the corrective actions, and effectively secured the safety in production and business operation.

Sept.
9月

2015年9-12月，对集团公司园区及航材库房的安防系统进行全面改造，进一步增强了集团公司安全生产及消防安全防范能力。

From September 2015, CAS started full modification of the security system for office area and warehouse for aviation supplies, and further strengthened its capability in the prevention of issues compromising production safety and fire safety.

Oct.
10月

2015年10-12月，全国各地发生多起安全生产事故，紧张的安全生产形势为我们敲响了警钟，按照国务院安委会办公室的统一部署，集团公司对在京所属企业的安全生产工作进行了现场检查，狠抓事故源头管理，认真排查安全事故隐患，及时进行整改，为企业的安全生产与平稳发展提供有力保障。

From October to December 2015, several production safety accidents happened in various places across the country; the serious situation in production safety sounded the alarm for us. According to the unified deployment of the Safety and Security Commission of the State Council, CAS carried out on-site examination on production safety to all its subsidiaries, relentlessly controlled the sources of accident, seriously checked potential risks that might lead to safety accident, and timely made corrective actions to provide strong support to the company's production safety and stable development.

Nov.
11月

Dec.
12月

◎ 节能减排

Energy Saving and Emission Reduction

2015年，中国航材所属企业积极推广使用节能产品、加大环保投入。以北京凯兰和西安凯龙公司为代表的生产型企业，针对航空维修制造和电镀喷涂业务，进一步完善污染物处理机制，改进生产工艺，消除生产过程中的环保控制隐患。能源公司立足民航业内，继续开展业内节能改造项目，助力民航业的绿色发展。

In 2015, CAS and its subsidiaries actively promoted the usage of energy-saving products, and increased their expenditure in environment protection. As the representatives of production enterprises, Beijing Kailan and Xi'an Kailong continued to improve their pollution disposal mechanism in aviation repair, manufacturing, electroplating, and coating. They optimized manufacturing processes and eliminated the potential risks in environment protection in their production processes. Based in the civil aviation industry, CAEES continued to carry out energy-saving modification projects in the industry, and contributed to the green development of civil aviation industry.

2015年，中国航材持续加强水、电、天然气等能源的使用和管理，继续开展办公楼节能改造项目，进一步落实相关能源使用设备，网络资源，办公耗材和机动车的节能管理要求，一系列能源减排工作取得良好成效。在营业收入屡创新高的前提下，2015年，中国航材万元营业收入综合能耗（现价）较去年同期下降27.78%。

In 2015, CAS continued to strengthen the usage and management of water, electricity, and natural gas, continued to carry out energy-saving modification projects for office buildings, and further implemented management requirements on energy saving for power-consuming equipment, network resources, consumable materials for office use, and automobiles. The various actions for energy saving and emission reduction turned into good results. While the revenue continued to reach record high, the comprehensive energy consumption in current price per 10K RMB in 2015 dropped by 27.78% in comparison with 2014.

万元营业收入综合能耗（现价）较去年同期下降了

The comprehensive energy consumption in current price for 10K RMB revenue in 2015 dropped by 27.78% compared with 2014

27.78%





04.

关注员工成长责任

Responsibility to Care about Employee Growth

- 保护员工合法权益
Protecting Employees' Legal Rights and Interests
- 促进员工职业发展
Promoting Employees' Career Development
- 关爱员工身心健康
Caring about Physical and Spiritual Health of the Employees
- 推行企业民主管理
Promoting Democratic Management of the Enterprise



◎ 保护员工合法权益

Protecting Employees' Legal Rights and Interests

中国航材严格遵守《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，尊重和保护员工的合法权益，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、团体意外伤害险和雇主责任险等为辅的多层次的福利保障体系。

CAS fully abided by Labor Law of the People's Republic of China, Law of Labor Contract, and other laws related to labor, and standardized the recruitment system. It respected the legal rights of employees and signed labor contracts with employees in compliance with legal requirements. CAS established a multi-layered welfare system on the basis of the Five Social Insurance and One Housing Fund program, and other auxiliary programs, such as additional medical insurance, collective accident insurance, and employer's responsibility insurance, etc.

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。

It established the collective labor contract system on the basis of fair negotiation. The Labor Union negotiated collective labor contract with the company on behalf of all the employees, and further ensured the rights of the employees in compensation for labor, working hours, rest and leave, labor safety and hygiene, education and training, insurance, welfare, and various labor standards and labor conditions.

高度重视民主建设，中国航材工会建立以职工代表大会为基本形式的企业民主管理制度，积极落实党务公开，拓展民主座谈会形式，激发职工发自内心的主动性、积极性和创造性。支持职工参与企业管理，维护职工合法权益，构建和谐企业。

Highly emphasizing democracy construction, CAS established a democratic enterprise management system basically characterized by Congress of Workers and Staff. It actively implemented opening of party and corporate affairs to public scrutiny, and extended the different forms of democratic dialogue. Efforts were made to motivate the employees' spontaneous initiative, enthusiasm, and creativity. It supported the employees to participate in corporate management, protected the employees' legal rights and interests, and built a harmonious enterprise.



2015年2月4日召开中国航材集团公司工作会议暨二届三次职代会
CAS Work Meeting and the 3rd Meeting of the 2nd Congress of Employees and Staff were held On Feb. 4

◎ 促进员工职业发展

Promoting Employees' Career Development

员工是企业生存和发展的宝贵资源，中国航材集团秉承“以人为本”的用人理念，推行“打造价值航材，争做价值员工”的奋斗目标，为员工提供广阔的发展平台和施展个人才华的机会，激发员工的工作热情，增加归属感，鼓励员工提升自我、实现自我，促进员工与企业的共同进步。

Employees are the precious resources for enterprise survival and development. In accordance with the recruitment concept of People First, CAS pushed the target of "Build Value-added CAS, and Work as Value-added Employee", and provided extensive development platform for employees to demonstrate their personal talents. It motivated the employees' enthusiasm in work, and increased their sense of belonging. It encouraged the employees to self-improve and realize themselves, and facilitated the joint development between employees and the enterprise.

● 围绕集团战略，打造优秀队伍

Centering on CAS strategy and building up an excellent talent team

中国航材重视人才管理体系建设，不断建立并完善各项人才管理制度，加强后备干部梯队建设，把那些有事业心、有责任心、工作能力强、有群众基础的年轻干部放到重要的领导岗位。重视提高干部队伍的综合素质水平，建立干部培训档案，把参加培训情况作为干部调整使用和建立后备干部梯队的依据。建立和实施干部轮岗制度，开阔工作视野，提高把握全局的能力和水平。

CAS emphasized the construction of personnel management system, and continuously set up and improved various systems for personnel management. It enhanced the building of cadre reserve, and placed those young cadres with a strong dedication to work, high sense of responsibility, strong capability in work, and a good mass relation, at important leading positions. It emphasized the comprehensive capability of cadre forces, and set up training records for each cadre. The trainings each cadre has attended will be taken into consideration when CAS adjusts the positions of cadres and builds the cadre reserve. CAS set up and implemented the cadre rotation system, broadened their view and enhanced their capability and level to master the overall situation.

为进一步加强干部选拔任用的计划与实施，在确保干部选拔任用的前瞻性、公正性和规范性的同时，结合国家最新的干部政策，贴近集团公司实际需求，积极探索选人用人的方式方法，努力从基层岗位、关键岗位为集团公司发展需要发掘输送优秀人才。

To further strengthen the plan and its implementation for cadre selection and appointment, and ensure foresight, impartiality, and standardization in the selection and appointment process, CAS took into consideration the latest governmental cadre policy and the actual needs of the company, and explored the modes and methods in selecting and using talents. CAS made great efforts to identify excellent talents from both the grass-roots positions and the key positions and prepare them to meet the requirements in the development of CAS.

为引进优秀人才，给集团公司的持续发展带来坚实的人才储备，2015年，加大了校园招聘力度，组织各分子公司人力资源管理人员深入高校校园，共同参加了多次校园招聘。

In 2015, in order to introduce excellent talents and build a solid talent base for the sustainable development of the company, CAS reinforced its recruitment from the colleges. It organized its subsidiaries' HR departments to go to universities and colleges, and held several college recruitment activities.

● 建立多层次培训体系，加强员工素质能力培养

Set up a multilayered training system and strengthen the training of employees for their quality and capability

集团本部围绕战略规划，综合提升职工素质

CAS headquarter focused on strategic planning and improved the comprehensive quality of employees

航空商务英语培训

Training in business English

为有效促进集团公司业务的转型与开拓，提高业务骨干及管理干部的英语水平，2015年首次尝试与新东方英语培训机构、华普发动机培训中心合作，本年度开展了两期航空商务英语的基础班培训。

In 2015, in order to effectively promote business transformation and exploration, and to improve the English level of key employees and management people, CAS tried for the first time to cooperate with New Oriental School, a professional training organization for English, and Huapu Aero Engine Training Center, and carried out two training courses of fundamental business English.

根据职工不同的英语水平采取了差异化培养模式，并与培训机构共同研发了航空发动机课程、精益化管理课程及商务英语课程，获得了良好的反馈。

In accordance with the different levels of English of its employees, CAS customized the training, and worked together with the training organizations to develop courses in aero engines, lean management, and business English. The trainings received satisfactory feedback from the trainees.



新员工培训

New employee orientation

为使新员工尽快胜任工作岗位，熟悉公司环境及文化，针对2014-2015年新入职的员工，举办入职培训。在以往培训内容基础上，加大了各公司、各部门领导授课时间及内容，获得了较好的效果。

In order to make the new employees ready for their positions as soon as possible and familiarize them with the corporate environment and culture, CAS held an orientation training for employees recruited in 2014 to 2015. In addition to the traditional contents taught in the past, CAS increased the time and contents taught by leaders from the subsidiaries and functional departments, and achieved good results.



管理人员培训

Training of managers

为培养一批讲政治、懂业务、有专长、善管理的领导干部，开展了多种类型的培训项目。

In order to train enough leading cadres with respect to political principles, experience in businesses, professional knowledge, and good management skills, CAS organized various types of training programs.

为贯彻落实中央及国资委党委学习要求，不断加强领导干部的党风党纪认识，深刻理解并准确把握当前形势，集团公司党委组织开展了一系列党委中心组及集团公司领导干部的政治学习。

To implement the study requirements from the Party's Central Committee and SASAC Party Committee, to continuously strengthen the awareness of leaders and cadres in Party work style and Party discipline, and to deeply understand and accurately master the current situation, CAS Party Committee organized a series of political study among the core team of the Party Committee, the leaders and cadres of the company.



根据公司未来业务发展战略规划，推动航材共享平台的落地实施，对骨干员工开展了有重点、有目的的业务技能培训。

In accordance with its future strategic business planning and to promote the implementation of the Pooling Platform for Aviation Supplies, CAS carried out selected and relevant trainings in business skills for key employees.

为了加强企业领导人员管理能力，选派多名领导干部参加了民航中青班管理干部培训、中美航空合作民航高级管理培训、管理创新能力建设与创新发展培训、中组部组织的深化企业改革完善市场体系培训等。

To strengthen the management capabilities of leaders, CAS selected several leaders / cadres and send them to participate in the Management Training for Young and Middle-aged Cadres in the Civil Aviation Industry, Sino-US Advanced Management Training for Civil Aviation, Training on Capability Construction in Management Innovation and Innovative Economic Development, and Trainings on Deepening Enterprise Reforms and Improving Market System organized by the Organization Department of the Central Committee of CPC, etc.

分子公司结合实际，积极开展内训，提升专业技能

According to their practical situation, the subsidiaries actively carried out internal training and improved the employees' professional skills

2015年，中国航材所属各分子公司积极开展职工内训，探索培训新模式，增强培训针对性。

In 2015, the subsidiaries of CAS actively carried out internal training for their employees, explored the new modes of training, and enhanced the relevance of training.



中航材有限公司：逐步建立和完善员工培训体系，通过多种途径提高员工综合素质和专业技能。

北京凯兰公司：组织员工参加各类培训，包括专业技能、班组长培训、政策培训、财务及法律知识、消防安全逃生知识等。

技术装备公司：制订了专门政策，鼓励职工通过加强自我学习获得专业资格证书。

CASC: gradually set up and improved the employee training system, and enhanced the comprehensive quality and professional skills of employees through multiple methods.

Beijing Kailan: organized its employees to participate in various types of trainings such as professional skills, team leader training, policy training, finance and law training, fire safety and escape training, etc.

AVITEC: developed special policies to encourage the employees to acquire different kinds of professional certificates by strengthening self-study.

2015年，中国航材所属航工公司将“细化服务标准，提升服务质量”作为年度工作目标，将加强职工培训、建设学习型班组、为职工提供更多的学习机会和培训机会作为培训工作重点。开展了以《礼仪的力量》为主题的职场礼仪培训，组织了会议服务、保洁服务专项培训，通过员工自行准备课件并进行讲解和演示的方式，为基层职工开拓服务视野、提升工作素养提供学习平台，开启了企业自主培训的新模式。同时，为一线员工搭建外培平台，餐饮服务部通过技术职工输出培训方式，安排面点师前往西安学习面点制作工艺，使员工餐食品种更加丰富多样。

In 2015, Hanggong Property Management Co., Ltd., a subsidiary of CAS, set the annual target of Defining Details of Service Standards and Improving Service Quality, and emphasized trainings in following fields: strengthening employee training, constructing learning teams, and providing more opportunities in studying and training to employees. It carried out a training on professional etiquette with a theme of The Power of Etiquette. It organized dedicated trainings on meeting service and cleaning service. Through preparing presentations by the employees themselves and doing the instructions and demonstrations, it provided a learning platform for the grass-root employees to extend their view in service and improve their quality in work. In this way, it opened a new mode in autonomous training within an enterprise. At the same time, it set up a platform for the external training of its employees. The Canteen Department adopted external training for its technical employees, and sent its pastry cooks to Xi'an for a training on the pastry-making processes, which, in the end, helped enrich the types of pastry in the canteen.



接待服务培训
Training for reception service



保洁服务培训
Training on cleaning service



餐饮班组技能竞赛
Competition on cook skills within the catering team

◎ 关爱员工身心健康

Caring about Physical and Spiritual Health of the Employees

中国航材切实践行“快乐工作，幸福生活”的理念，不断完善企业关爱职工的长效机制，努力营造温馨和谐的企业氛围，保障职工身心健康。

CAS fully implemented the idea of Happy Work, Happy Life, and continued to improve the long-term mechanism in caring for employees. It made efforts to build a comfortable and harmonious atmosphere within the company, and ensure the physical and spiritual health of the employees.

坚持以人为本，组织职工年度体检及针对性体检，更新维护职工健康档案，邀请专家开展职工健康讲座和健康咨询，提高职工的健康生活水平。组织开展“冬送温暖、夏送凉爽”活动，关注基层职工工作和生活需求，让基层职工收获企业送去的温暖和感动。关心离退休老同志的晚年生活，组织年度老同志体检，并开展棋牌比赛、书法、摄影知识讲座等适合老同志特点的娱乐活动，使得退休老同志情有所系、心有所归、老有所乐。每逢重大节日，领导都会亲自到退休老同志家中看望和慰问。

It stuck to the People First principle, and organized annual medical check and special checks for employees. It updated and maintained the health record of employees, invited experts to give lectures on health and provide consulting services, and improved the level of healthy life for employees. It organized Warmth-in-the-Winter and Coolness-in-the-Summer activities, paid attention to the grass-root employees' needs in work and life, and make sure that the grass-root employees receive the warmth and care sent by the company. It cared about the post-retirement life of employees, and organized the retirees to have medical checks, participate in contests of chess or card games, calligraphy, lectures on photography, and other activities relevant for old people. Those efforts helped the retirees maintain an emotional link with the enterprise, live in peace with what they like, and enjoy the happiness of old age. Whenever there came an important festival or holiday, the top management of CAS will personally visit and bring their regards to the retired employees.



李海总经理慰问北京凯兰一线职工
President and CEO LI Hai visited grass-root employee of Beijing Kailan



贾宝军书记和赵林书记慰问抗战老同志
Party Secretary JIA Baojun and Deputy Secretary ZHAO Lin visited old comrades who had attended the War against Japanese Invasion

充分发挥文体协会的优势，组织丰富多彩的文体活动。以促和谐、聚人心、展风采为宗旨，举办了“逐梦 2015”职工联欢活动、六一“秀可爱”活动及女职工关爱活动，并定期开展职工生日庆祝活动。以强体魄、增活力为目标，先后举办“航材杯”毽球、乒乓球、台球、游泳、足球、羽毛球等体育比赛，组队参加了空港运动会和民航乒乓球比赛，并在比赛期间组织赛事竞猜活动。召开青年职工座谈会，充分发挥团组织作用，了解青年职工诉求，关心青年职工成长发展。

It made full use of various cultural and sports associations, and organized plentiful of cultural and sport activities. With the purpose of Promoting Harmony, Focusing People's Minds, and Demonstrating Personal Styles, it organized activities such as Employees' Get-together Party with the theme of Dream 2015, Show Your Loveliness for Children's Day, and Care for Female Employees, etc. It also held regular celebrations for employees' birthdays. With the target of 'Strengthen Your Body, Increase Your Vitality,' it organized CAS Cup contests in succession for shuttlecock, ping-pong, billiards, swimming, football, badminton, etc. It also organized teams to participate in the Airport Sport Games and Civil Aviation Badminton Contest. During the contests, it organized guess-the-result activities. It organized communications with young employees, brought into play the role of Youth League and learned the young employees' appeal, and cared for their development.



逐梦 2015”职工联欢活动 / Dream 2015 Get-together Party



与商务部反垄断 / Communication among Young People from CAS and the 局青年交流活动 / Anti-Monopoly Depart of the Ministry of Commerce



健步走活动 / Hiking



乒乓球比赛 / Contests of Table Tennis

◎ 推行企业民主管理

Promoting Democratic Management of the Enterprise

中国航材将落实职工的知情权、参与权和监督权，作为维护职工权益的重要落脚点，深入推进企业民主管理，严格落实各项民主制度。以全面推进基层职代会建设为重点，扩大职工代表大会的覆盖面和参与广度。定期召开职工代表大会，并以职代会为依托组织职工参与公司制度制定、企业改制、领导干部测评等工作，确保职工各项民主权益落到实处。

CAS took the full implementation the employees' rights of awareness, rights of participation, and rights of supervision as the important foothold of protecting employees' rights and interests, deeply promoted the democratic management of the enterprise, and strictly carried out various democracy rules. It focused on the all-around construction of Congress of Grass-root Employees and Staff, and increased its coverage and participation. It regularly convened the meeting of the Congress of Employees and Staff, and made it a channel to organize the employees to participate in, the formulation of corporate rules and regulations, enterprise restructuring, appraisal of leaders and cadres, etc. in order to ensure that employees' rights and interests are practically realized.

结合落实中央“八项规定”，切实开展好企务公开工作。在逐步规范化、常态化的基础上，进一步做精做细做活做实，激发职工参与企业建设的积极性。并推动基层企务公开向班组、向工会小组延伸。

In combination with the implementation of the Eights Rules from CPC Central Committee, it carried out substantial opening of corporate affair to public scrutiny. On the basis of gradual standardization and regularity, it further improved in terms of perfection degree, details, flexibility, and practical results, and motivated the employees to actively participate in enterprise construction. It extended the opening of corporate affair to public scrutiny to work teams and trade union teams.

以群众路线活动为契机，以职工需求为导向，按照“下基层、听心声、抓落实”的要求，通过职工民主座谈会、“中航材集团工会”微信平台等形式或方式，广泛听取职工心声、了解职工诉求，扎扎实实为职工排忧解难，真诚维护职工权益。

Taking the mass-line activities as an opportunity, it oriented its activities toward the needs of employees, and complied with the requirement of 'go to the grass roots, listen to the wishes, and follow up the implementation'. It used different channels or means, such as Democratic Dialogue with Employees and CAS Trade Union Wechat Platform, to collect and listen to the wishes of employees and learn their appeal. It pragmatically resolved the problems faced by the employees, and sincerely protected their rights and interests.

05.

坚持公平公正责任

Responsibility to Stick to Fairness and Justice

- 依法合规经营
Operation in Compliance with Law and Regulations
- 加强反腐倡廉
Strengthening Fight against Corruption
- 风险防范体系
Risk Control and Prevention System



◎ 依法合规经营

Operation in Compliance with Law and Regulations

● 依法治企

Operate the enterprise in accordance with law

在内部管理上，严格落实公司党政联席会议制度、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、各项重要决策均经过法律审核程序；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、依法经营管理工作机制。

In its internal management, CAS strictly implemented the decision meeting systems, such as Joint Meeting System between Party Committee and Executive Team, the Executive Review Meeting System, etc. It also strictly carried out legal review systems, such as the legal affairs management regulations, and contract management regulations, etc., to ensure that all types of economic contracts and all important decisions underwent the legal review procedures. CAS standardized the corporate governance structure, and, in accordance with the regulations of Company Law and Articles of Incorporation, further improved the company's work mechanism for compliance with law in decision making and operation. It standardized the corporate governance, and further improved its work mechanism to make decisions and operate the company in accordance with laws.

高度重视规章制度体系建设，通过规范规章制度制定程序和组织开展规章制度梳理及符合性检查工作，大力提高公司制度的质量和执行力，以规章制度建设与执行为主线，结合公司监察审计、全面风险管理等工作，完善公司内部控制机制，切实维护公司国有资产安全，有效促进国有资产保值增值。

CAS highly valued the construction of rule and regulation system. Through standardizing the formulation procedures for regulations, sorting out current regulations and carrying out compliance checks, it forcefully promoted the quality and execution degree of corporate regulations. With the main thread of constructing the regulation system and executing them, and in combination with the internal corporate supervision and audit, and total risk management, CAS improved its internal control mechanism, fully protected the safety of the company's state-owned assets, and effectively maintained and increased their value.

始终严格遵守国家法律法规，坚持依法经营，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。

CAS persisted in legitimate and standardized operation of the company, and took tax payment according to law as the most fundamental requirement to fulfill its social responsibility and pay the society back. It had long abode by the regulations and tax laws and paid the tax actively and on time.

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，为公司创造了良好的经营环境，促进公司依法规范经营。

CAS has settled all its historical legal cases, and has not incurred new cases out of its own reasons. CAS has created a good environment for the company and promoted its legitimate operation.



● 健全法律工作体系

Setting up and improving the legal work system

通过健全企业法律顾问制度，明确法律工作人员的职责和管理权限，提升法律工作人员队伍素质，完善法律风险管理机制，加强法律风险管理队伍建设，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 realized the strengthening of its capabilities and levels in legitimate operation through setting up and improving the corporate legal adviser system, clearly defining their duty and authorization level, promoting their competence, improving the management mechanism for legal risks, strengthening the construction of the team for legal risk management, and paying more attentions to the prevention and control of legal risks.

通过向重要子企业委派总法律顾问和设立专职法律顾问，加强对重要子企业的法律事务、规章制度及重要决策的法律审核。通过进一步落实子企业总法律顾问和专职法律顾问职责，理顺法律审核工作流程和制度，确保总法律顾问和专职法律顾问在子企业经营管理决策中发挥重要作用。

By appointing Chief Legal Adviser (CLA) and full-time legal adviser for its key subsidiaries, CAS strengthened the legal auditing of important decisions made by those subsidiaries. By further defining the specific duties and responsibilities of the CLA and full-time legal adviser, and sorting out the work procedures and regulations, CAS ensured that the CLA and full-time legal adviser could play an important role during the subsidiaries' decision-making processes.

通过建立健全全集团范围内的法律顾问述职制度，建立覆盖全集团范围的法律管理工作体系，为公司法律管理效能的充分发挥提供了组织和流程保障。

By setting up and improving the Work Report System for Legal Advisers among the whole group company, CAS established a Legal Management Work System covering the whole group company, and provided organizational and procedural supports for fully playing the effects of legal management.



● 普法教育工作

Publicity and education for laws

2015年,中国航材继续加强法制宣传教育,将其作为提升全员法律意识和提高公司依法治企水平的重要工作。作为“六五”普法工作验收之年和中央企业法制工作新五年规划的开局之年,将“六五”普法规划的总结工作与法制工作新五年规划的启动工作有效衔接,实现联动。以打造法治航材为目标,将完善领导干部学法制度、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五年规划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、依法治企的企业法制理念。

In 2015, CAS continued to strengthen the publicity and education of laws and regulations, and made it an important work to enhance the employees' legal awareness and the company's level of management in accordance with law. As the last year in the Sixth Five-Year Plan for Legal Publicity and the opening year for the new Five-year Plan for Legal Work of enterprises owned by the central government, CAS effectively connected the summary work of Sixth Five-Year Plan for Legal Publicity with the launch of the new Five-year Plan for Legal Work, and realized a dynamic link between them. With the target of building a legal-compliant CAS, it also associated the system for leaders and cadres to study laws, the system to appraise the operation and management personnel in terms of legal training, the system of guaranteed class hour for law study, and the system of supervision, inspection, and incentives for legal publicity, with the implementation of the important tasks in the new Five-year Plan goal. Through these means, CAS promoted the construction of legal-compliance culture, and fostered the concept of legitimacy first, honesty and credibility, legitimate operation, and legitimate management, etc.



集团公司召开法律
风险实例交流会
CAS held a
seminar on real
cases of legal risks

大力深入开展法制宣传教育,采取丰富多彩的宣传教育形式。包括法律风险实例交流会,与产品质量相关的责任辨析及适用专题培训,并继续通过“Hi 法律”微信公众平台开展日常法制宣传教育。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。

It made big efforts in carrying out legal publicity and education, and took plenty of forms. The forms included: seminars on real cases of legal risks, and training on differentiating and analyzing the responsibilities related to product quality and their applicability, etc. It continued to use the Hi Law Wechat platform to carry out daily publicity and education of law. The publicity work achieved remarkable results; the legal knowledge on legitimate operation and legitimate management was widely publicized; the management and the employees remarkably improved their legal awareness and knowledge, and in turn increased their abilities in making legitimate decisions and conducting legitimate operation and management.

◎ 加强反腐倡廉

Strengthening Fight Against Corruption

严格落实“两个责任”。完善落实“两个责任”制度规定,各二级公司制定落实“两个责任”的具体实施细则。集团公司纪委采取约谈领导班子、驻场办公等方式加强监督和指导。

Strictly implementing Two Responsibilities. It improved the regulations and rules related to the implementation of Two Responsibilities, whereas its subsidiaries defined the detailed procedures for the implementation. CAS Disciplinary Committee strengthened supervision and guidance through interviewing with leaders of subsidiaries and on-site work, etc.

坚持“一岗双责”。以廉洁承诺为抓手,集团公司党委分别与各直属党委签订党风廉政建设责任书,并层层抓好落实,实现全面覆盖。

Adhering to the principle of One Position, Two Duties. With the commitment of probity as the key means, CAS Party Committee signed with all its direct subsidiary Party Committees a Responsibility Agreement in the Construction of Party Style and Anti-corruption. It also supervised the implementation on each level and realized a full coverage of the Agreement.

深化警示教育。编印典型案例,组织党员到警示教育基地开展现场教育。开展“学党章、守纪律、讲规矩”主题教育活动。深入学习《中国共产党廉洁自律准则》和《中国共产党纪律处分条例》。

Deepening the warning education. It compiled typical cases, and organized the communist members to visit the Warning Education Base for an on-site education. It carried out education activities with a theme of 'Study the Party Constitution, Abide by the Disciplines, and Follow the Rules'. It organized in-depth study of CPC Anti-corruption and Self-discipline Rules, and CPC Disciplinary Punishment Regulations.

强化审计监督。对各二级、三级公司财务和资金管理、内部控制体系建设、规章制度落实等进行审计监督,严肃处理存在问题,跟踪检查整改落实。

Strengthening auditing and supervision. It conducted audit and supervision to its second-tier and third-tier subsidiaries on finance and cash management, construction of internal control system, and the implementation of rules and regulations, etc. It seriously dealt with problems identified, and followed up the implementation of corrective actions.

狠抓纠正“四风”。开展贯彻中央八项规定精神专项监督检查,紧盯重要时间节点,坚决纠正暗的“四风”。

Forcefully rectifying Four Bad Work Styles. It carried out special inspections on the implementation of Eight Rules released by CPC Central Committee, kept a close eye on the milestones in time line, and firmly rectified the prominent or latent problems related to Four Bad Work Styles.

开展巡视整改“自我回头看”活动,巩固巡视整改成果。

It carried out retrospective review activities over the corrective actions defined during the inspection tour, and reinforced the results of inspection tour and corrective actions.

◎ 风险防范体系

Risk Control and Prevention System

● 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》的要求,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 Guidelines for Central Enterprises on Total Risk Management issued by SASAC and Fundamental Norms on Enterprise Internal Control jointly issued by 5 ministries including the Ministry of Finance, CAS established within the group company a comparatively optimized, unified, and standardized framework for total risk management and internal control.

2015年,中国航材继续加强全面风险管理工作的落实,进一步建立健全风险管理组织体系和规章制度,逐步理顺风险管理部门和业务拓展部门职能定位,为建立科学的全面风险管理体系,提升风险控制能力,做了大量细致有成效的工作。

In 2015, CAS continued to strengthen the implementation of total risk management, and further set up and optimized the organization system and regulations for risk management. It gradually sorted out the definition of functions for risk management departments and business development departments, and did a lot of careful and effective work in order to set up a scientific and sophisticated risk management system, and enhance capabilities in risk control.



——建立重大决策法律论证制度,逐步建立健全企业法律风险防范机制,对重大经营决策均提前进行合法性和可行性研究,在公司依法经营管理过程中发挥了重要作用。

-- It established the Legal Argumentation System for Crucial Decisions, and gradually set up and optimized Enterprise Legal Risk Prevention Mechanism. For important decisions in corporate operation, it conducted studies on legal compliance and feasibility, which played an important role in the company's legal operation and legal management.

A

——配合公司内部控制体系建设评价工作,协同开展全面风险管理及内控评价工作,查找内部控制设计和运行缺陷。通过检查评价,推动风险管理落实到集团的各项内控制度和流程之中,促进风险管理与内部控制的有机结合。

-- To support the appraisal on the construction of corporate internal control system, CAS launched coordination between total risk management and appraisal of internal control, and searched for the defects in its design and operation. Through inspection and appraisal, it integrated risk management into the internal control processes, and promoted the organic union between risk management and internal control.

B

——完成2015年度中国航材五大类百余项风险事项的风险评估工作,在此基础上修订《全面风险管理与内部控制评估清单(2015)》和完成国资委部署自愿上报的《2015年全面风险管理报告》,为公司在内部管理和业务开展中控制风险提供指导。

-- In 2015, it completed the annual risk assessment of over 100 risk items in 5 categories. On the basis of that, it revised the Assessment List for Total Risk Management and Internal Control 2015, and completed the Total Risk Management Risk Report 2015 arranged by SASAC, to be submitted on the discretion of each enterprise. These two documents provided guidelines for the company's internal management and business operation.

C

——结合对全资二级企业管控模式调整,理顺集团和各全资二级企业对业务项目的管控权限,修订全面风险管理制度中关于重大业务风险及业务项目立项、审批、实施、管理、监督的有关规定,有效控制公司业务风险;进一步优化公司全面风险管理组织体系、完善全面风险管理委员会及承办部门与公司其他各专项工作机构及承办部门关于具体风险事项的相关职责划分,为全面风险管理工作的推进提供组织保障。

-- In combination with the adjustment of management mode for its fully-owned second-tier subsidiaries, CAS sorted out the split of authorization level for management and control in business projects between CAS and its fully-owned second-tier subsidiaries. It revised the parts of the Total Risk Management Regulations, which were related to major risks in business, business project proposal, approval, implementation, management, and supervision, and effectively controlled the risks in the company's business. It further optimized the organization system for total risk management, improved the split of responsibilities between the Total Risk Management Committee (including its implementation department) and other special work organizations (including their implementation departments), and provided organizational support to promoting total risk management.

D

——制发法律尽职调查清单,进一步明确对外投资和重大交易中对目标公司的法律尽职调查范围,降低对外投资和交易活动的法律风险,为集团及各子企业决策提供有效依据。

-- It defined and released the lists for legal due diligence, and further specified the scope of legal due diligence against the target company in external investment and important business transactions. The lists reduced legal risks in external investment and important business transactions, and provided effective references for headquarter and the subsidiaries when making decisions.

E

——制发规章制度管理规定,规范集团规章制度制定程序,提高规章制度的质量和执行力。组织开展规章制度梳理及符合性检查工作,根据集团管理手册目录,梳理统计各子企业相应制度适用、制定情况,区分空白缺失、难以适用、交叉重复、与管理实际不符等不同情形,对各子企业现有规章制度进行初步梳理和符合性检查。通过以上工作,中国航材合规管理体系进一步健全,全面风险管理工作与合规管理工作有效融合。

-- It defined and released the Management Rules on the Formulation of Regulations, standardized the procedures of formulating regulation within CAS, and improved the quality and execution degree of regulations and rules. It organized sorting of regulations and inspection of compliance, and in accordance with the Contents of the Management Manual of CAS, sorted and made statistics of the subsidiaries' situation in the following aspects: applicability of regulations, formulation, differentiating between non-existence and non-adequacy, overlap and repetition, and irrelevance to actual situation, etc. It carried out preliminary sorting and compliance inspection to the current regulations and rules of each subsidiaries. Through the efforts above, CAS further perfected its compliance management system; the total risk management work and compliance management work effectively merged together.

F



2015年，完成内部控制自我评价工作并撰写内控自评报告报送国资委。集团及所属各子企业严格执行内部控制制度，接受内部控制的制衡和约束；将内部控制融入到岗位责任体系中，把每一个控制点落实到具体岗位，形成企业内部全员、全过程、全方位参与的良好局面，有效提升资源配置效率和防范经营风险。

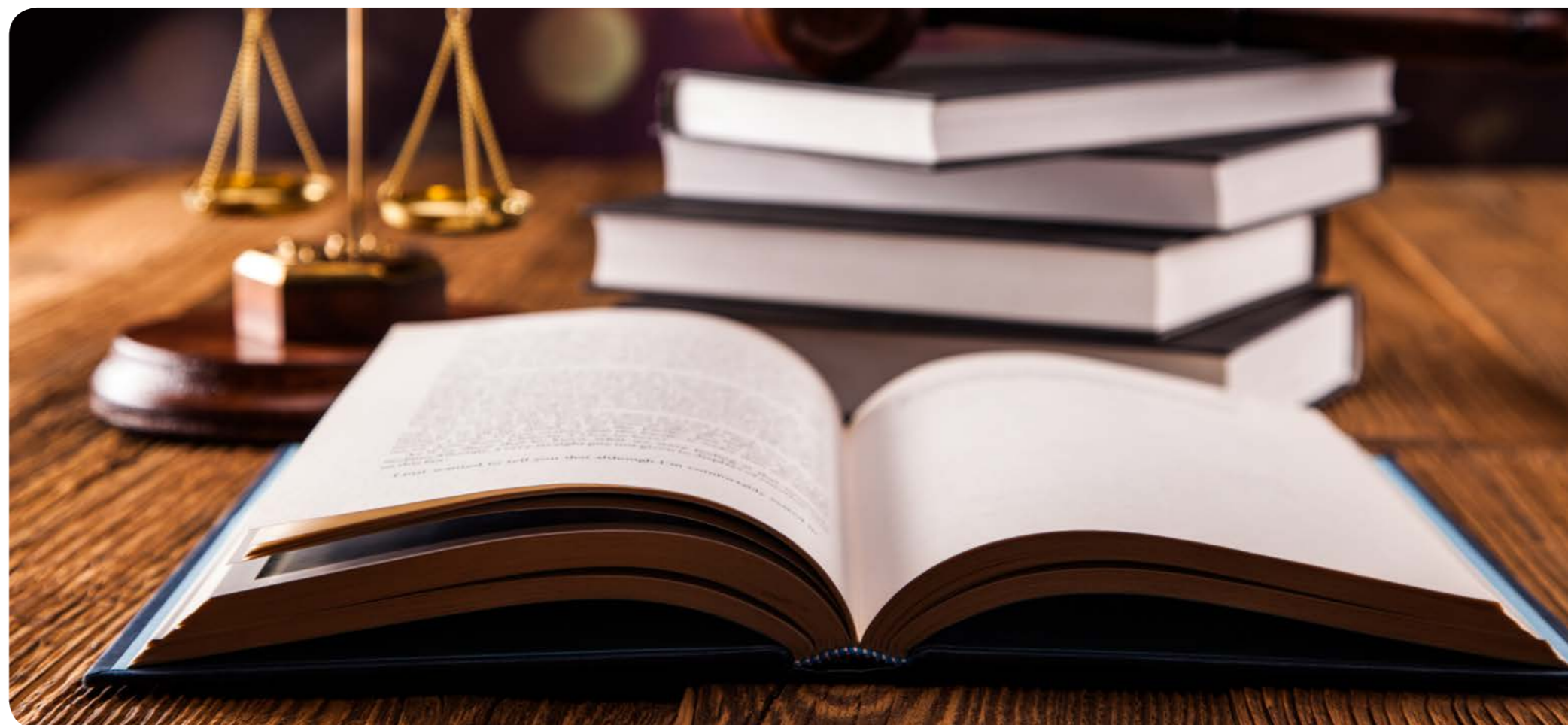
In 2015, it completed self-evaluation of internal control, compiled a report and submitted it to SASAC. CAS and all its subsidiaries strictly carried out the internal control system, and received checks and balances, and constraints arising out of internal control. CAS integrated internal control into the position responsibility system, and associated the control point to specific position, thus formed a benign situation involving all employees, all processes, and all aspects, and effectively promoted the efficiency of resource configuration and prevention of operation risk.

● 内部审计

Internal audit

中国航材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 established independent internal audit department, which is responsible to make internal risk-oriented audit plan. The internal audit covered financial audit, economic responsibility audit, special audit for important issues of subsidiaries, etc. Using systematic and standardized audit procedures and methods, CAS provided its views and suggestions on the subsidiaries' business operation and internal control, and supervised the implementation.



06.

奉献社会，树立责任形象

Contributing to the Society and Setting up
a Responsible Image

- 认真开展定点扶贫工作
Seriously Carrying out Targeted Poverty Relief Work
- 为支持新疆地区发展做贡献
Contributions in Supporting the Development of Xinjiang Autonomous Region



◎ 认真开展定点扶贫工作

Seriously Carrying out Targeted Poverty Relief Work



中国航材牢记肩负的使命，立足企业自身特点及优势，积极践行企业的社会公民责任，热心扶贫事业，积极参与援疆工作，为促进当地经济，努力实现企业与社会的持续、协调发展，贡献一份力量。

CAS firmly remembered its mission. Based on its own characteristics and advantages, it actively fulfilled its responsibility as a corporate citizen and participated in the poverty-relief cause. It also actively participated in aid to Xinjiang, and contributed to the development of local economy, and the realization of sustainable and coordinated development for both the enterprise and the society.

积极响应国家号召，认真开展定点扶贫、持续扶贫，多次派员深入定点扶贫县白水县的贫困村中进行实地走访和考察，与当地政府部门加强沟通，结合实际情况，因地制宜制定扶贫计划及实施方案。并选派优秀干部到对口帮扶村狄家河村任驻村第一书记，为助力贫困村的扶困脱贫及加强贫困村基层组织建设，起到了积极的推动作用。

It actively responded to the call of the country, and seriously carried out targeted poverty relief, and continuous poverty relief. It sent out people multiple times to deeply make on-site visits to and investigation in the poverty-stricken villages in Baishui County, the county matched with CAS for poverty relief activities. It strengthened communication with the local government, and, according to the actual situation, developed appropriate poverty relief plan and the implementation measures. It selected excellent cadre to be appointed as the First Party Secretary of Dijiha Village, a poverty-stricken village matched with CAS, and played an active role in promoting the poverty relief efforts of the village and the construction of grass-root Party organization.

自 2013 年起，经过集团公司连续两年多的精准扶贫，通过为该村解决人畜饮水、农田灌溉、农资运输等实际问题，使村民的收入得到提高，有效地引导村民积极开展特色种植业特别是苹果种植，从而激发了村民发展致富的愿望。

Since 2013, after two consecutive years' precise poverty-relief activities, CAS has solved practical problems in drinking water for both human and animal, farm irrigation, transportation road for agricultural products, etc., and helped the villagers increase their income. It effectively guided the villagers to actively carry out special planting projects, especially planting of apple trees, and activated the villagers' wish to develop and become rich.

2015 年，为进一步加强狄家河村基础设施建设，解决农资运输、日常出行、环境卫生等涉及村民切身利益的根本问题，中国航材于 2015 年 9 月开展狄家河村道路硬化工程，道路总长 2903 米，实现了村路与县级公路的连接，村中巷道通到各家门前。全部道路硬化工程于当年完成并投入使用。道路的建成，不仅推动了村级经济发展，加快贫困群众脱贫致富的步伐，而且促进了美丽乡村建设，村容村貌明显得到改观，村民的幸福指数得到提高。

In 2015, to further strengthen the infrastructure construction at Dijiha Village and solve difficulties in rural transportation, daily traffic, environment hygiene, and other fundamental problems related to the personal interests of the villagers, CAS carried road hardening for Dijiha Village in September 2015. The road had a length of 2903 meters, and realized a connection between the village road and the county road. The small alleys in the village extended to each family. The road hardening engineering project was completed and put into use in the same year. The completion of road hardening not only promoted the economic development of the village, but also speeded up the process of getting out of poverty and becoming rich for poverty-stricken villagers. Furthermore, it also promoted the construction of a beautiful countryside, and the appearance of the village improved drastically. The index of happiness for the villagers improved.



道路硬化后
After road hardening

2015 年底，经过白水县委有关部门核定，狄家河村原有贫困户 83 户减少至 7 户，按照贫困村的标准已脱离白水贫困村之列。

At the end of 2015, after checking by relevant department of Baishui County, the poverty-stricken families at Dijiha Villigae reduced from 83 to 7. According to the criterion for poverty-stricken village, Dijiha Village was already not listed as a poverty-stricken village in Baishui County.



2015 年 4 月，李海总经理赴陕西省白水进行扶贫考察

In April 2015, President Li Hai made a field study on poverty relief at Baishui County, Shaanxi Province





◎ 为支持新疆地区发展做贡献

Contributions in Supporting the Development of Xinjiang Autonomous Region

为推动新疆及西北地区通航事业的发展，中国航材所属通航公司加强与俄罗斯直升机公司、新疆通航公司的会谈和磋商，2015年8月签署了两架米-171直升机采购和销售合同，积极协调中俄双方民航局主管部门，落实米-171直升机适航认证和培训中心审定工作，预计2016上半年可交付飞机及配套航材。

In order to promote the development of general aviation in Xinjiang and northwestern part of China, CAS General Aviation Services strengthened meeting and coordination with Russian Helicopters and Xinjiang General Aviation Co., Ltd., and signed the purchase and sales contract in August 2015 for 2 Mi-171 helicopters. It actively coordinated between CAAC and its Russian counterpart to implement airworthiness certification and training center certification. It was estimated that the helicopter and the initial provisioning can be delivered in the first half of 2016.

中国航材所属新疆公司扎实开展各项业务，2015年完成了新疆石河子机场1台主力泡沫消防车采购项目、新疆和田机场1台除雪及沙尘混合型车采购项目及新疆哈密机场1台除冰车采购项目。为更好地服务新疆当地企业，中国航材还派出高级管理人员和业务骨干常驻新疆，用实际行动支持新疆地区机场建设。

Xinjiang Company under CAS solidly carried out various businesses. In 2015, it completed the procurement projects of one main foam fire engine for Xinjiang Shihezi Airport, one mixed snow/dust blower for Xinjiang Khotan Airport, and one de-icing sprayer truck for Xinjiang Hami Airport, etc. To better serve the local enterprises in Xinjiang, CAS also sent out high level managers and key business people to be based there, and supported the constructions of airports in Xinjiang with practical actions.

中国航材所属能源公司以合同能源管理方式，为新疆机场集团的7个中小型机场建设分布式光伏发电系统，2015年全部完成并投入使用，对新疆地区清洁能源使用及绿色机场建设起到了积极的推动作用。

CAEES constructed distributed photovoltaic power stations through energy management contract for 7 airports of medium or small size which belong to Xinjiang Airport Group Co. Ltd. In 2015, the constructions were all completed and the photovoltaic power stations were put into use. They made an active promotion of clean energy and green airport construction in Xinjiang.

展望未来 Outlook

2016 年是中国航材实施“十三五”规划的开局之年，是集团公司成功建设重点业务平台、努力打造价值航材的关键一年。我们将“不可替代”作为我们的愿景，将价值航材写入我们的使命。围绕航空器材服务与保障，集团公司将成功打造相互支撑、协调发展的“四强两精一新”（“421”战略）新型业务体系。“四强”业务为飞机批量采购、航空租赁、航材共享和通用航空；“两精”业务为飞机机轮保障与航空地面技术服务保障；“一新”业务为航空节能服务。

我们明确了未来发展的方向，也明晰了自身需要努力的地方，前景是令人鼓舞的。但幸福不会从天降，我们会一如既往的抱着必胜信念、继续踏踏实实，努力推进业务全方位创新提升，发展绿色节能产业，着力推进改革，加强法制与道德建设，着力促进社会公平正义，为建设资源节约型、环境友好型社会作出贡献，尽当今中央企业社会责任的应有之义。

2016 is the opening year for CAS to implement the 13th Five-year Plan. It will be a critical year for CAS to successfully build the key business platform and build a value-added CAS. We have included 'irreplaceable and unique CAS' in our vision, we will also include 'value-added CAS' in our mission. Centering on service and support in aviation supplies, CAS will successfully build a new business system characterized by mutual support and coordinated development, named Four Strong, Two Specializations, and One New (the 421 Strategy). Four Strong refer to package purchase of aircraft, aviation leasing, pooling of aviation supplies, and general aviation; Two Specializations refer to the integrated support for aircraft wheel and brake system, and the ground service and support in equipment and technology; One New refers to the energy saving services in aviation.

Once we define the direction of future development, we are clear about where we should make efforts; the prospect is exciting and promising. Nevertheless, happiness will not fall like pennies from the heaven. We will hold the strong belief in success as we did before, continue to stand on firm footing, make efforts to promote all-around innovation and boosting of business, and develop green energy-saving industry. We will forcefully advance reforms, strengthen legal and moral construction, and try hard to push for fairness and justice in society. We will contribute to building a resource-saving and environment-friendly society, and do what we should do to fulfill our social responsibility as an enterprise owned by the Central Government.





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