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2015

安徽江淮汽车股份有限公司  
社会责任报告

SOCIAL RESPONSIBILITY REPORT  
Anhui Jianghuai Automobile Co.,Ltd.

2015 社会责任报告  
SOCIAL RESPONSIBILITY REPORT



安徽江淮汽车股份有限公司  
Anhui Jianghuai Automobile Co.,Ltd.

JAC 江淮汽车

本报告披露了江淮汽车  
2015年履行社会责任，推进可持续发展，  
追求综合价值最大化的理念、行为、绩效和2016年展望。

This report discloses the theory,activities and performance of JAC  
to fulfill its social responsibilities,  
to propell the sustainable development and  
to pursue the maximized comprehensive value in 2015  
as well as its prospect for 2016.



## REPORT PROFILE 报告概况

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安徽江淮汽车股份有限公司（参见公司组织结构），报告中“公司”、“江淮汽车”及“JAC”均指安徽江淮汽车股份有限公司，特别说明的除外。

### 报告时间范围:

公司第6份社会责任报告，报告时间范围为2015年1月1日至2015年12月31日，部分内容超出上述范围。

### 报告发布周期:

安徽江淮汽车股份有限公司社会责任报告为年度报告。

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### 报告参考标准:

- 《中国企业社会责任报告编写指南》
- 《中国工业企业及工业协会社会责任指南》

### 报告发布形式及解读:

本报告以纸质版和网络版两种形式提供，其中网络版报告见网站：<http://www.jac.com.cn/duty/index.htm>

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### Report Reliability Guarantee:

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### Report structure range:

Anhui Jianghuai Automobile Co., Ltd. (see the company structure), "the company", "JAC company" and "JAC" in the report all refer to Anhui Jianghuai Automobile Co., Ltd. Except the noted ones.

### Report time range:

The 6<sup>th</sup> Social Responsibility Report with the time range from Jan.1st 2015 to Dec. 31st 2015; part of the contents is out of the above range.

### Report issuing period:

The Social Responsibility Report of Anhui Jianghuai Automobile Co., Ltd. is an annual report.

### Report data:

The financial date disclosed in this report is from a variety of financial statements, and other data is from the company's internal statistics; with the monetary amounts in RMB as the measurement currency, except as otherwise specified in this report.

### Report reference standard:

- "China enterprise social responsibility report guidelines",
- "China industrial enterprise and industrial associations social responsibility guidelines".

### Report issuing form and interpretation:

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REPORT PREFACE  
报告前言



SYSTEM SECURITY  
体系保障



INDEPENDENT INNOVATION  
自主创新



PURSUE THE EXCELLENCE  
追求卓越



PEOPLE-ORIENTED  
以人为本



GREEN MANUFACTURING  
绿色生产



LEADING QUALITY  
品质引领



FEEDBACK TO THE SOCIETY  
回馈社会

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董事长、党委书记

安进

Chairman and party secretary

An Jin

## FOREWORD BY THE CHAIRMAN 董事长致辞

安徽江淮汽车股份有限公司董事长、党委书记

安进

2015年是“十二五”的收官之年，也是江淮汽车稳中求进、快速发展、成果丰硕的一年。在“中国制造2025”战略指引下，江淮汽车坚持“调结构、转方式”的双轮驱动，加快转型升级，实现逆势上扬，交出了一份靓丽的成绩单：全年销售各类汽车58.79万辆，同比增长26.5%，创历史新高，实现了“十二五”的圆满收官。

整个“十二五”期间，江淮汽车产销累计达260万辆，销售收入2000亿元，上交税收100亿元，研发投入66亿元以上。江淮汽车由“十二五”初期的“商乘并举的综合型汽车企业”，开始向“先进传统汽车与新能源汽车并举的综合型汽车企业”发展，企业实力进一步增强，员工收入持续提升。这些成果的取得，来之不易，令人鼓舞，产生了良好的经济效益和社会效益，在行业、社会都获得了积极正面的肯定，为中国品牌汽车、社会经济发展，更为江淮汽车自身发展注入了强大的正能量，进一步增强了发展自信，为“十三五”开好局打牢了基础。

2016年是“十三五”的开局之年，江淮汽车将以十八届五中全会确立的“创新发展、协调发展、绿色发展、开放发展、共享发展”五大理念为指引，继续坚持“做强做大商用车、做精做优乘用车、大力发展新能源车”的战略定位，继续努力践行“敬客经营、质量为本、求真务实”的核心价值观，以“节能、环保、安全、智能”为关键技术研发路线，着力加强排放和油耗达标风险管控，坚决打好节能减排攻坚战，积极构建资源节约型和环境友好型企业，在新一轮的竞争中构筑起新的优势，努力推动产品迈向中高端，谱写更加炫丽的发展篇章，朝着百万辆级综合型汽车集团的目标奋勇前进！

The year 2015 was the last year of the “12th 5-year plan” as well as the year with rapid & stable growth and fruitful achievement. Under the instruction of “made in China 2025”, JAC stuck to its double-wheel driving policy of “structure adjustment & method transformation” to accelerate the updating and to obtain the up-going performance against the whole declining economy. The “12th 5-year plan” successfully ended up with the sales amount 5.879 hundred thousand units in 2015, a new record of 26.5% up.

During the whole “12th 5-year plan”, the accumulated sales volume was 2.6 million units with the revenue of 20 billion RMB, tax payment of 10 billion and the R&D investment of 6.6 billion. JAC has turned from the comprehensive enterprise of both commercial and passenger vehicles at the beginning of the 12th 5-year plan to becoming the comprehensive enterprise of both advanced & traditional and new energy vehicles which in turn enhanced the enterprise force and further increased the employees’ income. These hard-earned achievements are quite inspiring and are bringing the economic benefits, social benefits, positive recognition from the industry and society, grand energy into JAC as well as the confidence and solid foundation for starting the 13th 5-year plan.

The year 2016 is the beginning of the 13th 5-year plan during which JAC will keep the five concepts from the fifth Plenary Session of the 18th CPC Central Committee of “innovative development, coordinated development, green development, open development and shared development” as its instruction, “making commercial vehicle stronger and greater, making passenger vehicle accurate and refined, strongly developing new energy vehicle” as its policy, “customer-oriented operation, quality-based and reality-centered” as its core value, “energy-saving, environment-protecting, safe and intelligent” as its key technology R&D route, to strengthen the emission & fuel consumption control, to become the resource-saving and environment-friendly enterprise, to form a new advantage in the new competition, to produce middle-high end products and to write the greater developing page toward our target of the million-unit comprehensive auto group!

Chairman and party secretary of  
Anhui Jianghuai Automobile Co., Ltd.

An Jin





总经理  
项兴初

General Manager  
Xiang Xingchu

## FOREWORD BY THE GENERAL MANAGER 总经理致辞

安徽江淮汽车股份有限公司总经理

这是江淮汽车的第6份社会责任报告，多年来，江淮汽车坚持以社会责任报告为载体，主动披露企业社会责任绩效，传播社会责任理念，积极与合作伙伴携手共建和谐文明的社会。

2015年，江淮汽车已经走过了51个年头，在艰苦卓绝的发展过程中，我们深刻认识到，企业的生存发展与社会进步、生态环境休戚相关。公司始终秉承“制造更好的产品，创造更美好的社会”的企业愿景，积极践行“为员工谋幸福，为社会做贡献”的社会责任观。

“让员工在工作中活出生命的意义”是江淮汽车追求的人本管理目标，公司将员工的发展与企业的发展紧密相联，全面保障员工权益，让关爱员工的各项举措落到实处。2015年，员工平均收入持续增长，为员工物质生活提供了经济保障，同时通过开展丰富多彩的文体活动，为员工精神生活提供健康指引。

江淮汽车积极构建资源节约型和环境友好型企业，以完成节能减排目标和强化资源循环利用为抓手，围绕“绿色生产”与“绿色产品”不断加强新技术、新材料的应用以及纯电动汽车的研发、推广，积极应对气候变化，促进生态文明建设。

2016年是江淮汽车转型升级的关键之年，机遇与挑战并存，繁重的任务等待着我们，发展的使命激励着我们，美好的前景召唤着我们，我们更需付出百倍努力，求真务实发扬制造精神，践行“创新、协调、绿色、开放、共享”的五大发展理念，深化自主创新，厚植发展潜力，努力把江淮汽车打造成为受人尊敬、基业长青的百年老店！

In our 6th social responsibilities report which is also the carrier, JAC motors persists in revealing initiatively our social responsibilities performance, spreading our social responsibilities concepts, positively building a harmonious and civilized society jointly with our related parties.

JAC had come into its 51st year in 2015. During the extremely hard history of developing, we deeply recognized that the survival and developing of the enterprise are strongly related to the social advancement and ecological environment. Our company always keeps the firm vision of “better products, better society” and the social responsibility of “pursuing happiness for the employees, making contribution to the society.”

The human-based management goal that JAC always pursues is “to realize the meaning of life during working”. The company connects the employees’ development to the company’s development tight and guarantees the employees’ rights and benefits to practice the measure of employees caring.

In 2015, the employees’ income kept increasing that offered the economic protection for their material lives and various recreational activities offered healthy guide for their mental lives.

JAC has been building the resource-saving and environment-friendly enterprise. Toward the goal of energy-saving, emission-reduction and resource re-cycling, based on green manufacturing and green products, JAC strengthens the application of new technology and new material as well as the R&D and publicity of the electric cars to actively face the climate change and promote the ecological civilization.

The year 2016 is the key year of JAC’s transformation and upgrading. It’s the year we’re facing both the challenge and the opportunity. It’s the year that during which the heavy task is awaiting us, the developing mission is inspiring us and the beautiful future is calling us. We’re supposed to work harder, chase reality, develop manufacturing spirit, carry out the developing concepts of “innovative, coordinated, green, open and sharing”, deepen the initiative creation, dig the potential and to build JAC toward the respected, evergreen and long-lived enterprise!

General Manager of Anhui Jianghuai  
Automobile Co., Ltd.

Xiang Xingchu



## COMPANY PROFILE

### 企业概况



### 企业简介 Enterprise Introduction

安徽江淮汽车股份有限公司，成立于1999年，总部位于安徽合肥，是一家集商用车、乘用车及动力总成研发、制造、销售和服务及相关多元业务于一体的综合型汽车厂商。具有年产70万辆整车、80万台发动机及相关核心零部件的生产能力。

2001年在上海证券交易所上市，股票代码600418。截止2015年底公司总资产788.41亿元，从业人员3.2万余人。

China Anhui Jianghuai Automobile Co., Ltd. (hereinafter referred to as JAC) was founded in 1999 and headquarter is located in Anhui Hefei. JAC is a comprehensive automaker with full-line independent brand vehicles in China, including commercial vehicle, passenger car, powertrain, R&D, manufacture, sales, service and relevant multi business.

JAC has achieved an annual production capacity of 700,000 units and engine annual capacity of more than 800,000 units. JAC listed on the Shanghai Stock Exchange (600418) in 2001. And until the end of 2015, the total assets of company reached 78.841 billion Yuan and more than 32000 employees.



### 事业布局 Business layout

自1999年成立至今，江淮汽车不断优化产品结构和产业布局，已形成合肥、蒙城、青州、扬州、遂宁五大整车生产基地和合肥配套发动机生产基地布局，拥有商用车、乘用车、动力总成和汽车服务四大事业。

商用车事业作为核心业务，销售总量稳步增长，位居行业第三位。其中6-9米客车专用底盘销量持续十多年保持全国第一；轻卡产品满足各类消费市场需求，总销量连续11年稳居行业第二，出口连续多年位居行业前列，累计销量超过230万辆；江淮重卡

格尔发销量连续多年位居行业前六。

乘用车事业作为战略业务，已形成C、B、A、A0级轿车、SUV、MPV六大系列平台。瑞风商务车多年来销量稳居国内MPV市场前列，市场保有量近60万辆；瑞风S3市场表现抢眼，位居国内小型SUV市场第一位。

“Green Jet”以自主研发的1.5L TGD汽油发动机（缸内直喷高性能汽油发动机）与DCT（双离合自动变速器）组合，成为国内领先、国际一流的自主品牌乘

用车的“白金传动系”，2014年已搭载乘用车产品并实现市场销售，2015年市场反应良好。

新能源汽车作为战略性新兴产业，自2010年首次投放市场示范运营以来，已累计销售近19000辆，在私人购买领域位居行业第一。

汽车金融公司和汽车融资担保公司的成立，扩充了江淮汽车的汽车服务事业，为经销商库存融资和零售客户融资提供了更优质的服务。

JAC has continuously optimized the product structure and business layout since its foundation in 1999. Now JAC has built its completed vehicle production base layout in Hefei, Mengcheng, Qingzhou, Yangzhou and Suining as well as its engine production base layout in Hefei including commercial vehicles, passenger cars, power train and automobile service.

The total amount of commercial vehicles as the core business has increased steadily and ranked No. 3 in the auto industry. The sales volume of 6-9m bus chassis has been No. 1 in the domestic market for more than decade years, and the light trucks could meet the all kinds of demands in the market. And the total sales amount has been No. 2 in the auto industry for 11 continuous years. The export has maintained top position for many years, and the total amount has reached about 2.3 million units. And the sales growth of JAC heavy-duty truck has been top 6 in the auto industry for many years.

As the strategy business, the passenger cars have already formed six platforms covering C, B, A, A0, SUV, MPV. The MPV has

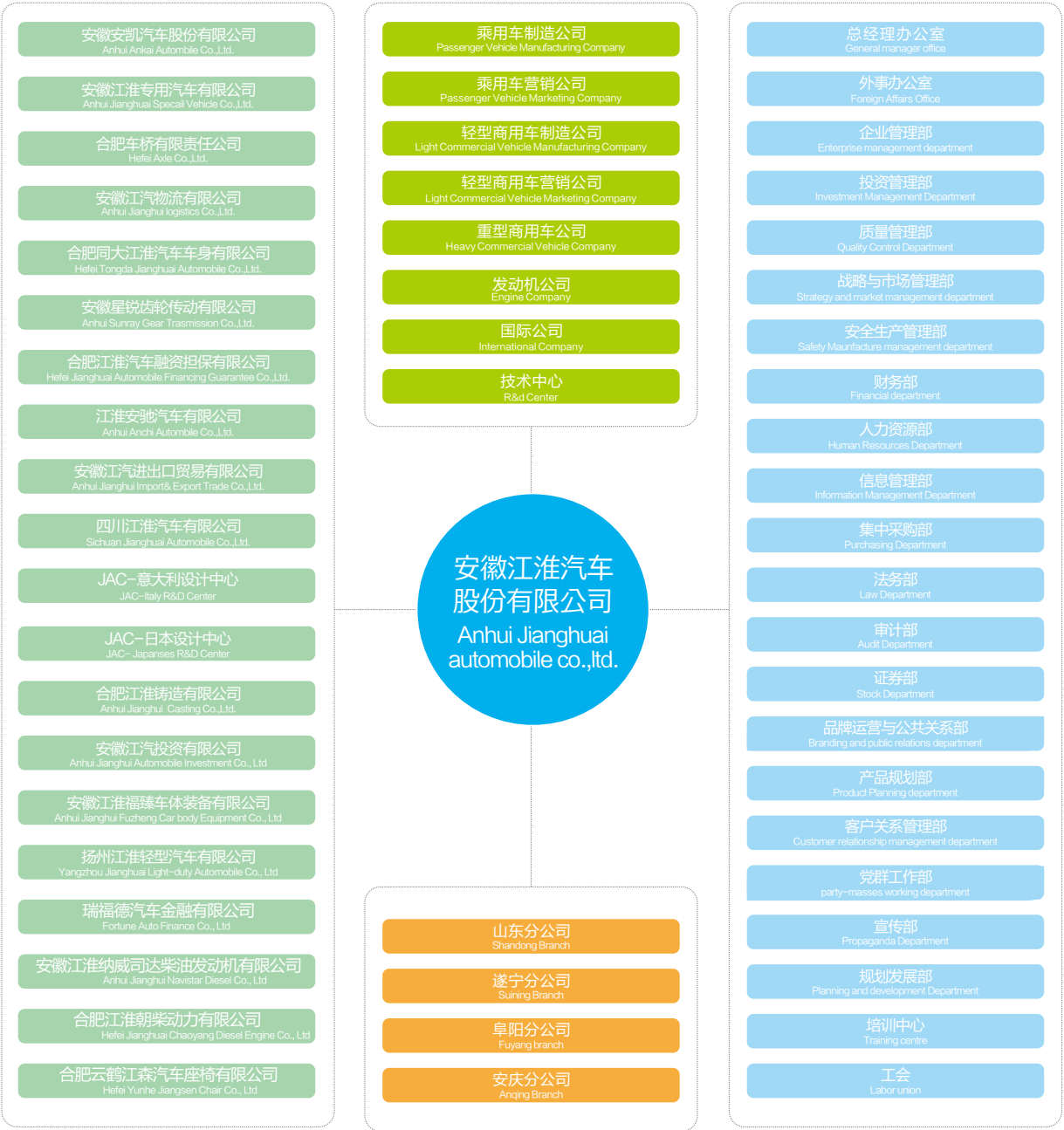
been ranked the top position in the domestic market for many years, and there're totally 600,000 units in the market. The innovative product-S3 has boosted an outstanding performance and been in the front rank of domestic compacted SUV market.

The 'Green Jet' is the combination of 1.5L TDGI gasoline engines and DCT transmission gear box and has become the world-class independent brand passenger car's 'platinum power train'. In 2014, it has been equipped with passenger car and sold in the market; And in 2015, it has a good market respond.

As the strategic emerging industry, JAC new energy vehicles have accumulatively sold more than 19000 units since 2010 launched into market and ranked the Top 1 position in the area of in private purchase.

JAC also has established its own vehicle financing company and the vehicle banking Guarantee Company which expanded the JAC vehicle service business and offered the better service for the dealers and the customers.

组织机构图    Organizational Diagram



企业内控风险管理    Corporate Internal Risk Management

公司进一步深化内控与风险管理体系的有效性，成立审计部，进行专业化运作。通过会议、培训等多种方式培育风险管理文化，树立正确的风险管理理念，提高员工的风险管理意识。按照内部控制的五大要素和五大原则，完善以控制风险和防范舞弊为中心，以控制标准和评价标准为主体的基于风险管理为导向的内部控制体系。

公司制定《公司重要重大经营风险信息快报制度》，建立经营风险信息传递与沟通机制，将发现的重要风险及时预警和汇报，提出和落实风险管理策略和实施方案。

报告期内，公司内部控制没有发现重大缺陷，内部控制设计健全及合理性、执行有效。

In order to strengthen the effective of internal control and risk management system, JAC cultivates risk management culture through conference, training and other ways, and builds the correct risk management concept to enhance staff's risk management consciousness. According to internal control five elements and principles, JAC improves its internal control system as the center of risk control and fraud prevention and based on control and evaluation standard.

JAC makes 'JAC major and important operating risk information express regulation' and establishes the operating risk information express and communication mechanism, which can timely warn and report the important risk and put forward the management strategy and implementation plan.

During the period of the report, there is no any major faultiness JAC internal control system and the design of internal control is reasonable and effective.

企业参与社团组织    Community Organizations Involved

序号 No	协会名称 Associations	公司角色 As
1	中国汽车协会 China Automobile Association	副会长单位 Vice President
2	中国机械工业管理协会 China Machinery Industry Management Association	常务理事单位 Executive Director
3	中国企业联合会 China Enterprise Confederation	理事单位 Councilman
4	中国汽车人才研究会 China Automobile Talents Union	副理事长单位 Vice Director
5	中国机械工业教育协会 China Machinery Industry Education Association	理事单位 Councilman
6	中国汽车工程协会 China Automobile Project Association	常务理事单位 Executive Director
7	中国质量协会 China Quality Association	会员单位 Membership
8	中国汽车工业科学技术奖励基金委员会 China Automobile Industry Science Technology Reward Committee	理事单位 Councilman
9	中汽协市场贸易委员会 China Automobile Association Market Trading Committee	主任委员单位 Director Membership
10	中汽协会汽车零部件再制造分会 China Automobile Association Spare Parts Re-Producing Branch	会员单位 Membership
11	安徽省企业家联合会 Anhui Entrepreneur Federation	副会长单位 Vice President
12	安徽工业经济联合会 Anhui Industry & Economy Federation	副会长单位 Vice President
13	安徽省院士专家联谊会 Anhui Academicians & Experts Association	副会长单位 Vice President



领导关怀

Leadership Care



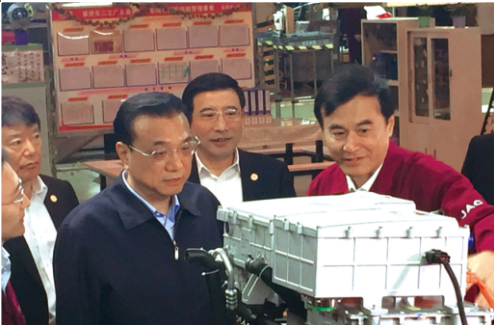
2015年10月30日上午，中共中央政治局常委、国务院总理李克强走进江淮汽车考察。他深入生产一线，同安进董事长亲切交谈，并饶有兴致地试乘江淮第五代纯电动轿车——iEV5。

In the morning of 30th October 2015, Li Keqiang, member of Standing Committee of Political Bureau of the CPC Central Committee, Premier of State Council, visiting JAC. He visited the first production line and cordial talking with An Jin, the board chairman of JAC. And he ran a test drive of JAC the five generation pure-electric vehicle- iEV5 with strong interest.



李克强总理高度肯定了JAC坚持多元化发展所取得的丰硕成果，强调创新发展是江淮汽车真正的动力，产品质量是开拓市场的基础和名片，而开放合作将成就未来更大的前景，希望看到江淮汽车占领更大的市场，参与更多的国际合作。

Mr. Li Keqiang highly affirmed the many achievement of JAC achieved for multiplex development and highlighted that the innovation is the true power of JAC development; product quality is the basis and name card for exploring markets; opening cooperation will create more prospects in the future. He hopes that JAC could cover bigger markets and take more international cooperation.





## 2015 CSR大事件 2015 CSR Big Events



**1月13日 January 13th**  
江淮汽车参加中国电动汽车百人会首届高端论坛，安进董事长提倡中国电动汽车要走平民化路线，加快产业发展。  
Attended the 1st China EV100 Summit during which Chairman An advocated the civilian oriented route to accelerate the industry development for electric vehicles.



**4月20日 April 20th**  
江淮第五代纯电动轿车IEV5在上海车展正式上市。  
The JAC 5th generation electric car IEV5 was officially launched during the Shanghai Auto Show.

**5月21日 May 21st**  
江淮汽车荣获全国“节俭养德全民节约行动先进单位”称号。  
JAC won the honor of 'frugality and moral national movement advanced unit'.



**6月29日 June 29th**  
江淮汽车2014年社会责任报告获“安徽省最佳企业社会责任报告”。  
JAC 2014 social responsibility report won the honor of 'Anhui Province the Best Enterprise Social Responsibility Report'.

**JAC**  
江淮汽车



2015全国两会期间，安进董事长提出，制造业要以节能环保为抓手，少说多做实干，大力推动技术进步，不断提升企业的运行质量和效益。同时，要重视中小企业的做优做强。  
During the two sessions, Chairman An proposed that the manufacturing industry shall be based on energy-saving & environment-protecting with less talking and more practice to enhance the technology development and improve the operation quality and profit of the enterprise. Meanwhile, the mid-small scaled enterprises shall have more attention to become better and stronger.



**3月25日 March 25th**  
中宣部向全国主要党政媒体印发了《加强中国品牌对内对外宣传工作方案》，推荐江淮汽车作为中国品牌典型，进行推广宣传。  
The Central Propaganda Department issued the <the proposal to Strengthen the Propaganda on China Brands Inward and Outward> to the major party and government media in China in while JAC was recommended as the China brand model for propaganda.



**6月18日 June 18th**  
江淮汽车与安徽广播电视台联合举办第三季“牵手·瑞风行动让孩子不孤单”关注留守儿童大型公益活动。  
JAC and Anhui Television jointly hold the third session 'Joint Hands with JAC, let the children are not alone' caring about stay-at-home children public benefit activities.

REPORT PREFACE  
报告前言

SYSTEM SECURITY  
体系保障

INDEPENDENT INNOVATION  
自主创新

PURSUE THE EXCELLENCE  
追求卓越

PEOPLE-ORIENTED  
以人为本

GREEN MANUFACTURING  
绿色生产

LEADING QUALITY  
品质引领

FEEDBACK TO THE SOCIETY  
回馈社会



**12月22日 December 22th**  
2015中国社会责任公益盛典在北京举办，江淮汽车荣获“2015中国社会责任杰出企业”。  
2015 China Social Responsibility Public Welfare Ceremony was held in Beijing, and JAC won the honor of '2015 China Social Responsibility Outstanding En.'



**10月27日 October 27th**  
江淮汽车1.5L TGD汽油发动机凭借良好的动力性和燃油经济性，获得“‘中国心’2015年度十佳发动机”称号。  
JAC 1.5L TGD gasoline engine by virtue of its excellent power performance and fuel economy won the honor of 'Chinese Heart' 2015 Top 10 engine.



**8月25日 August 25th**  
江淮汽车“黄河十年行”大型生态考察活动正式启程，江淮汽车积极参与其中，保证考察活动的顺利进行。  
JAC 'Yellow River Ten Years Visiting' ecology investigation was officially launched. And JAC actively took part in to ensure the activity is going on well.



**12月19日 December 19th**  
江淮汽车荣获“合肥市十二五经济发展成就贡献奖”。  
JAC won the honor of 'Hefei Economic Development Achievement Award'.



**9月3日 September 3th**  
在纪念中国人民抗日战争胜利暨世界反法西斯胜利70周年盛大阅兵式上，安凯宝斯通客车作为唯一直接参与阅兵式的客车品牌，载抗战老兵方阵率先通过天安门广场。  
In a grand military parade memory of the Chinese people's Anti-Japanese War and the 70 anniversary of the victory of world anti-fascist victory, as the unique taking part in ceremonial parade bus brand, JAC Anka bus carried the Resistance old soldiers first to passed the Tiananmen Square.



**7月15日 July 15th**  
江淮汽车荣获“2015年度中国绿色物流杰出贡献企业”称号。  
JAC won the honor of '2015 China Green Logistics Outstanding Contribution Enterprise'.





# 体系保障

## 全面推进社会责任管理

SYSTEM GUARANTEE  
COMPREHENSIVELY IMPLEMENTING SOCIAL RESPONSIBILITY MANAGEMENT

## CORPORATE CULTURE

### 企业文化

#### JAC文化体系模型

#### JAC culture system model

#### 价值引领

#### Value Guide



#### 精神支柱

#### Spiritual Pillar



#### 文化基石

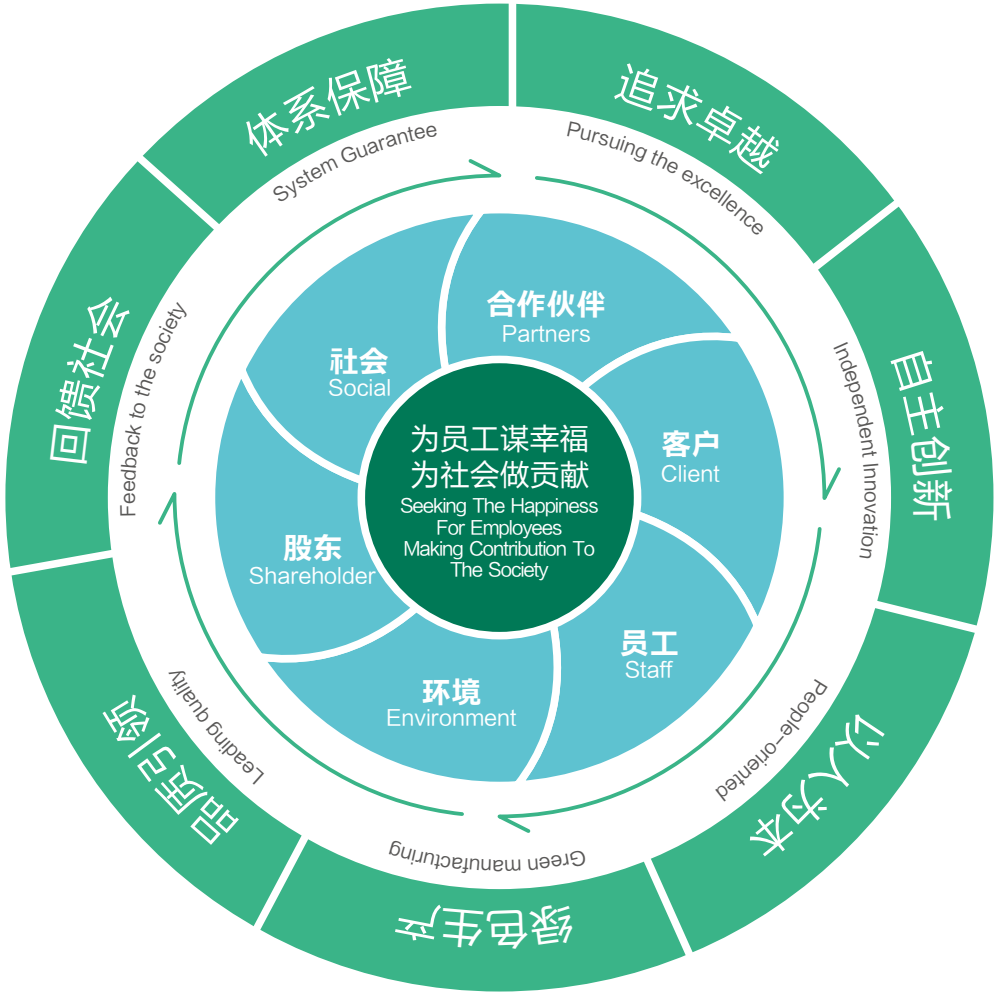
#### Culture Cornerstone





# JAC CORPORATE SOCIAL RESPONSIBILITY

## 企业社会责任观



为员工谋幸福，为社会做贡献  
seeking the happiness for employees and making contribution to the society

### 责任管理模型具体内容 Liability management model

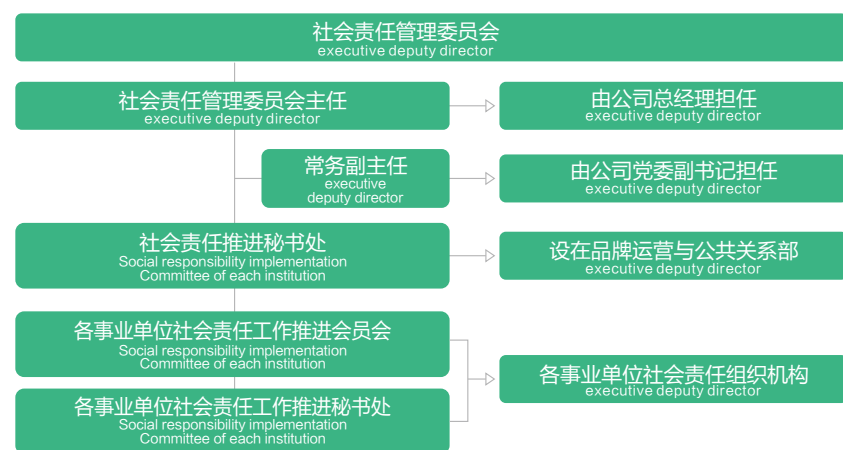
社会责任观 Social Responsibility	内涵理解 Connotation	具体举措 Specific Measures
为员工谋幸福 Seeking Happiness for Employees	<p>以员工为中心，不断追求员工的物质和精神幸福，在企业不断发展的同时，员工的利益及员工的幸福指数能够得到不断地提升和保障。“为员工谋幸福”是JAC每一任领导集体最朴素的追求和最神圣的使命。</p> <p>Connotation: In order to ensure each of our employees to live a meaningful life while at work, JAC considers the constant pursuit of happiness both on material and spiritual as the center. Seeking happiness for employees is JAC each leader collectives' most plain pursue and the most sacred mission .</p>	<p>建立“以人为本”的人力资源开发和管理工作系统、激励机制、员工培训和教育系统，以发挥和调动员工的潜能，并通过“待遇留人、事业留人、感情留人”营造充分发挥员工能力的良好环境。</p> <p>Creating an 'Employee-oriented' HR development and management, incentives, training and education system to develop and mobilize their potential ability. Creating good environment where employees can have a full play of their ability through 'treatment, career and affection'.</p>
为社会做贡献 Making Contribution To The Society	<p>通过不断进步的产品和服务为环境的友好和社会的和谐作出贡献，以可持续的稳健发展为社会不断创造财富。</p> <p>Making contribution to a friendly environment and harmonious society by continuous improvement of products and service, as well as creating wealth for the society by continuous sound development.</p>	<p>●<b>诚信经营 Integrity Management</b></p> <p>加强合规管理，诚信经营，完善公司治理，加强内控体系建设</p> <p>Integrity Management: Enhancing compliance management and credit management, improving corporate governance, strengthening the internal control system</p> <p>●<b>技术创新 Technological Innovation</b></p> <p>以市场为导向，严格执行NAM流程，持续提升产品品质</p> <p>Market-oriented, JAC strictly implies the NAM process and continuously improve product quality</p> <p>●<b>服务市场 Services</b></p> <p>持续提升服务品质，关注客户体验，持续开展用户满意度调查；缺陷产品汽车召回</p> <p>Focusing on the customer experience, ongoing customer satisfaction survey and defective auto recall, JAC continues to improve its service quality</p> <p>●<b>地方贡献 Local Contribution</b></p> <p>纳税稳定，增加就业机会</p> <p>JAC contributes to the local market by stable tax payment and increasing opportunities of employment.</p> <p>●<b>社会公益 Social Welfare</b></p> <p>积极开展志愿者活动，以弱势群体为重点扶助对象，引导全体员工热心公益事业</p> <p>Guiding all the employees to enthusiastically participate in charity, focusing on vulnerable groups as the assistance objects, JAC actively carries out volunteer activities</p> <p>●<b>环境责任 Environmental Protection</b></p> <p>加大新技术、新材料及新工艺的应用，坚持发展循环经济，实现绿色生产；倡导绿色办公，开展环保公益活动。</p> <p>Increasing the application of new technology, new materials and new craft, insisting the development of cycle economy, and realizing green production; proposing green office , as well as carrying out environmental protection public welfare activities</p>

# COMPANY SOCIAL MANAGEMENT RESPONSIBILITY

## 企业社会管理责任

### 责任机构 Responsible Institution

公司成立社会责任管理委员会，由总经理担任委员会主任，其主要职责是决定公司社会责任工作的管理方向和目标，审批公司社会责任工作总体推进方案，对重大事项进行决策。在公司品牌运营与公共关系部设立社会责任推进秘书处，负责协调社会责任整体工作，统一编制、发布社会责任报告。各事业单位设立社会责任工作推进委员会及秘书处组织实施，构建资源保障、过程指导、全面管控的业务机制，共同推进社会责任的履行和落实。



The company founded Social Responsibility Management Committee with the general manager as the committee chairman, Its main responsibility is to determine the management of the corporate social responsibility work direction and goals, corporate social responsibility for examination and approval of the overall efforts to promote plan, make decisions on important matters and the Company's Brand Operators and Public Relations Department set up the Social Responsibility Secretariat, who is responsible for the overall coordination of the social responsibility work, the compile of the publish of social responsibility report, while each institution formed the Social Responsibility Promotion Committee and Secretariat to organize the implementation, build resources guarantee, process guidance, ad comprehensive management and control mechanisms to jointly promote the implementation and fulfillment of social responsibility.

公司根据社会责任管理模式，建立了相应的社会责任管理制度，规范引导企业内部践行社会责任工作流程，同时也制定了相应的社会责任信息披露制度并在每年6月份定期对外发布。

Based on the social responsibilities management pattem, JAC established the corresponding social responsibilities management regulations to guide the internal procedure to practice the social responsibilities standardly and also set up the rule of releasing the social responsibilities information every June.

### 文化培育 Culture Cultivation

公司积极参加中国工业经济联合会及安徽工业经济联合会召开的社会责任培训会议和活动，并根据企业自身发展特点，选择性导入国内外先进社会责任管理理念；同时以公司全员培训作为平台，定期进行全员社会责任培训及活动，促进全员进行社会责任意识提升。

The company actively attended the social responsibility training meeting and activities held by China Federation of industrial economics and Anhui industrial and Economic Association, and selectively introduce advanced social responsibility philosophy from home and abroad based on the characteristics of the company self-development; meanwhile, the company regularly carries on the training and activities of all staffs on the platform of the company staff training work, promoting the awareness of all staffs' social responsibility.



### 责任绩效管理 Responsibility performance management

公司认为社会责任绩效管理是对原有公司一体化管理的一种提炼，报告期内，公司完善绩效管理机制，并在借鉴以往业绩管理经验的基础上，通过对平衡记分卡管理工具方法的灵活运用，结合公司实际经营要求，组织各数据来源单位共同探讨、拟定了各单位2015年度一体化业绩管理方案，从指标设计、权重分配、管控模式上进行适度优化和创新。

公司在坚持“月度动态管控、季度自评、年度走访稽核”管控模式的基础上，将各单位到期重点工作纳入月度重点工作计划中，通过月度走访验证、点对点现场检查方式，提升了管理效果。

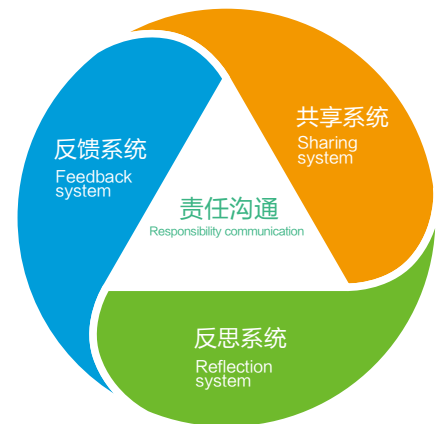
The company believes that social responsibility performance management is a refinement of the original company integrated management. During the reporting period, the company has improved the performance management system on the basis of the past performance management experience, through the flexible use of balanced score card as management tools, combined with the company actual business requirements, the company has organized data sourced units to discuss and develop each unit 2015 integration performance management scheme, with the optimization and innovation from the index design, weight matching and control model.

The company insisted on bringing each institution due key work into the monthly key work plan on the basis of “Monthly Dynamic Management, Quarterly Self-assessment, Annually Visits and Audis” management mode. Besides, through the monthly visits and audits, point to point on-site inspections, the management effect has been improved.

### 责任沟通 Responsibility Communication

2015年，公司以“反馈、反思、共享”学习环为责任沟通途径，形成公司与利益相关方的良性互动，积极发挥企业社会资源优势，实现内外部有效的沟通与共享，并以责任绩效为准则，监督引导发挥企业履责最大效应，营造了和谐共赢的发展环境。

In 2015, the company took the system of “Feedback, Reflection and Sharing” as the responsibility communication channel, and has formed the benign interaction between the company and the shareholders, actively making use of the company social resources advantages to achieve effective communication and sharing of internal and external, moreover, with the performance management as the criteria, the biggest effect of corporate responsibility has been played by supervision and guidance, creating harmonious and win-win development environment.





责任报告 Responsibility Report

2011年以来，公司已连续发布5年社会责任报告。全面、客观地披露本公司社会责任理念及绩效。报告已成为本公司加强利益相关方沟通、传播社会责任理念，完善企业管理模式的重要工具。



Since 2011, JAC has continuously released five annual Social Responsibilities Report, which comprehensively and objectively disclosure the concept and performance of its social responsibility. The report has become an important tool to strengthen the communication with stakeholders, spread the concept of social responsibility and improve enterprise management pattern.





# 自主创新

## 驱动社会可持续发展

INDEPENDENT INNOVATION  
DRIVING SOCIAL SUSTAINABLE DEVELOPMENT



公司始终以“为消费者提供最满意的产品”为发展目的，坚持“节能、安全、环保、智能”关键技术研发路线不动摇，大力发展新技术、新材料、新工艺的运用，全力打造自主品牌汽车的核心竞争力。

In purpose of providing the most satisfactory products to customers, JAC always adheres to the R & D guideline of key technology of 'Energy Saving, Safety, Environmental Protection, and Intelligent Driving', greatly developing new technologies, new materials and new art craft, and building up its own core competitiveness as the independent auto brand.

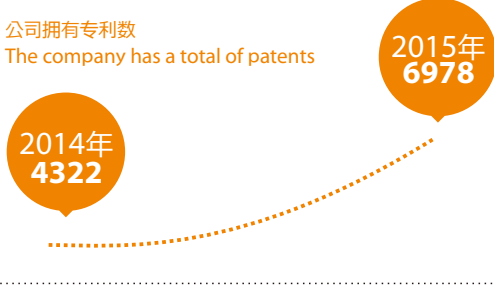
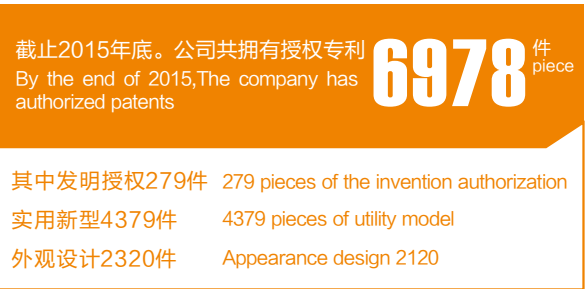
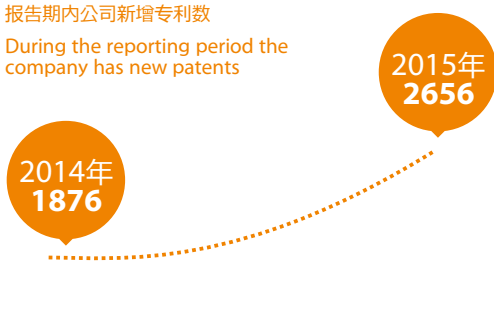
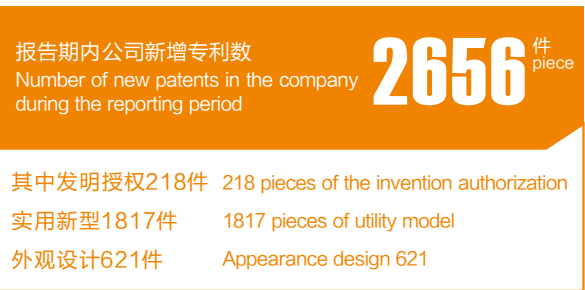




INCREASING THE R&D INVESTMENT,  
BOOSTING THE RESEARCH ABILITY IMPROVEMENT

加大研发费用投入，助推研发能力提升

公司连续多年坚持以销售收入的3%~5%投入技术研发，2015年全年投入研发费用达 18.56亿元。  
The company has always adhered to investing 3% to 5% of sales revenue on research and development. In 2015, the annual R & D expense reached RMB 18.56 hundred million yuan.



本期费用化研发投入（元） Current R&D Investment Cost (yuan)	1,304,062,978.71
本期资本化研发投入（元） Current Capitalized R&D Investment (yuan)	552,869,675.44
研发投入合计（元） Total R&D Investment (yuan)	1,856,932,654.15
研发投入资本化的比重（%） Proportion of Capitalized R & D investment capital	29.77
研发投入总额占营业收入比例（%） Proportion of R%D Investment in operating revenue	4

STRONGLY PUSHING THE NEW TECHNOLOGIES  
ACHIEVEMENT APPLICATION

大力推进新技术成果运用

2015年，公司牢牢把握关键技术研发路线，以客户为导向，强化新技术的成果运用，进一步突出按质、按期出成果的核心诉求，扎实推进产品开发和研发能力的提升，取得显著成效。

In 2015, JAC has firmly grasped key technical research route. Customers oriented, JAC has strengthened the achievement application of new technologies, further highlighted the core requirement of delivering the products with quality on time, and actively promoted the products development and research ability upgrading, all of which have achieved remarkable success.

乘用车技术 Passenger Vehicles Technology

瑞风S2

基于江淮JQ11平台开发的一款SUV车，造型时尚，满足不同客户需求；搭载江淮自主研发的1.5VVT横置汽油发动机，配置7寸高性能多媒体显示屏，内置智能语音交互，北斗/GPS双模导航，蓝牙电话，多媒体播放，倒车影像，EPS电动助力转向系统，GSI换挡提醒功能等配置，具有良好的动力性，舒适性；采用博世9.0ESP系统（包含ABS、EBD和TCS等）、高强度车身、主动限力安全带、发动机防盗等，提高了主被动安全性能。

S2

It is the SUV developed on the basis of JAC JQ11 platform with fashionable appearance to meet the demands of different customers; it is equipped with 1.5VVT transverse gasoline engine developed by JAC itself, 7 inch high performance multimedia LED screen, built-in intelligent voice interactive, dual mode of Beidou / GPS navigation, bluetooth phone, multimedia playback, reverse image, EPS (electric power transfer system), GSI shift remind function with excellent power and comfort; Use of Bosch 9.0ESP system (including ABS, EBD, TCS, etc.), high strength body, active limited safety belt, engine immobilizer have improved the performance of active and passive safety.



## 汽车售后诊断系统平台

汽车售后诊断系统，纵向满足当前及未来需要，横向满足不同车型的零部件诊断应用，做到了灵活配置。该平台应用到新的项目，节约了大量重复开发工作，缩短该系统的开发周期及成本，同时获取了整车的诊断维修数据，为零部件故障质量整改提供了数据基础，对整车厂、供应商及4S维修店都具有重要的意义。

## Automobile After-sales Diagnostic System Platform

Automotive after-sales diagnostic system has achieved a flexible configuration by longitudinally meeting the current and future needs and horizontally meeting the diagnostic applications of different model spare parts, Application of the platform to the new project has saved a lot of duplicated development work, shortened the development cycle and the cost of the system, and meanwhile achieved the vehicle diagnosis and maintenance data, providing the basic data for the rectification of component failures, which is of great significance to OEMs and suppliers and 4S repair shop.

## 新能源汽车技术 New Energy Automobile Technology

基于iEV5关键核心部件开发成果全新开发而成的小型纯电动SUV——江淮iEV6S，最高车速130km/h，综合工况续航里程253km，33kWh三元18650动力电池，单体能量密度240Wh/kg。

iEV6S产品开发累计申报专利114项，已授权发明专利13项，实用新型专利62项。

iEV6S was a compact pure electric SUV developed on the basis of iEV5 key spare parts with its highest speed of 130km/h, driving mileage in the comprehensive working condition of 253km, 33kWh ternary 18650 power battery and monomer energy density of 240Wh/kg.

iEV6S products development has declared a total of 114 patents, authorized 13 patents, 62 utility model patents.

## 江淮iEV6S技术展示 iEV6S Technology Technical Showcase

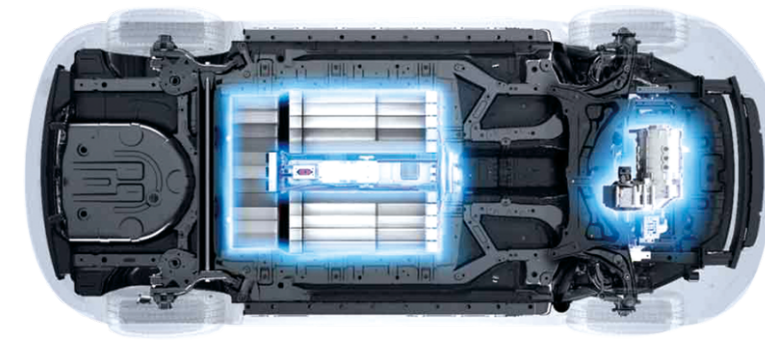
### 设计 Design

智慧蓝搭配高雅白蜂巢式前格栅帅气动感，科幻与现实完美结合双色运动风格内饰设计，动感三幅式轿跑方向盘由内而外散发着电动SUV的时尚活力LED日间行车灯璀璨夺目。

Intelligent blue with elegant white ,Honeycomb type front grille is dynamic, perfect combination of science fiction and reality,Two color sporty interior design, dynamic 3-spoke running steering wheel ,From the inside out comes the electric SUV fashion vitality,The LED daytime driving lights



### Performance 性能



0-50km / h  
加速仅需  
0-50km / h  
acceleration  
only needs  
**3.9**seconds  
秒

迄今加速最快的iEV纯电动车

85kw功率、270Nm扭矩动力，更强劲

标准 / 运动双模动力，驾趣随需选择

全新正向研发的纯电动SUV平台

9年6代“迭代研发”技术积累，独创打造中国首款高性能电动SUV高能量利用率，每度电行驶≥7公里

优越的低温动力性和续航能力，零下20度也轻松驾驭

The quickest acceleration pure electric vehicles  
85KW power and 270Nm torque make it more powerful  
Standard / motor dual mode power, driving interest can be chosen according to the needs

Pure electric SUV platform with new forward research and development 9 generations within 6 years of "iterative development" technology accumulation, the original creation of China's first high-performance electric SUV

High energy utilization rate, equal or more than 7 kilometers per kilowatt hour of driving

Superior low temperature power performance and endurance, it can be driven in 20 degrees below zero

### 续航 Endurance

持久耐跑，采用高比能18650型三元锂电池，使用寿命长  
长程充电模式下，综合工况续航里程251公里，等速60km / h续航里程达300公里，220V家用插座即可充电，远行无忧  
能量回收可提升10%续航里程。

Endurable ,Using high specific 18650 type ternary lithium battery, the vehicle has long operating life ,Long range charging mode, driving mileage in the integrated operating conditions is 251 km, the constant speed is 60km / h and the mileage is 300 km ,220V household power socket charging to make sure there is a worry free travel ,Energy recovery can enhance the mileage of 10%.





## Science and technology interconnection

科技  
互联



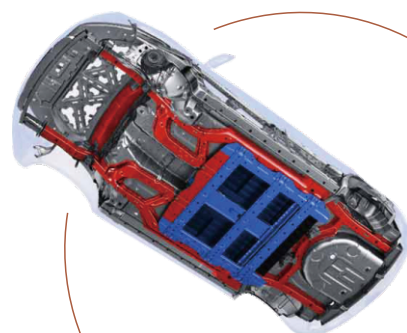
智能语音人机交互系统  
手机APP远程控制系统  
8寸高清智能多媒体触摸屏  
GPS导航+蓝牙电话+倒车可视  
Intelligent voice human computer interaction system  
Mobile APP remote control system  
8 inch high definition intelligent multimedia touch screen  
GPS navigation + Bluetooth + car reversing visual

安全

Safe

安全多层次功能安全开发，达到国际ASIL C级  
独有电动化底盘及专业调校，行驶稳定平顺  
五星级整车安全开发，保障电路安全  
经过九大严苛测试，杜绝电池危险  
坡形模式安全回家，避免故障扩大产生危险  
纯净电力、PM2.5空气净化系统

The wisdom of the blue collocation elegant white bee nest front grille handsome dynamic, science fiction and reality of the perfect combination of two tone interior design style, dynamic three piece type elevator running direction disc from the inside out exudes electric SUV dynamic fashion LED daytime driving lights dazzling.



## 硬件领域 Hardware Area

紧凑性和轻量化设计技术 Compact and light weight design technology

齿轮传动系统采用紧凑性和轻量化设计技术，全新结构设计，获得多项发明专利：采用多对齿轮共用、取消倒档轴和额外的倒档惰轮技术，使得整机轴向尺寸仅为365mm，不含油重量71.5kg，在目前市场已量产或在研同类产品，江淮6DCT产品紧凑性是最好的，比市场在产6AT变速器，重量也轻10~15kg以上。

Gear transmission system has used a compact and lightweight design technology and new structural design, which have been awarded a number of invention patents; With the sharing of multiple gears, the cancel of the reverse gear shaft and additional reverse idler wheel technology, the whole axial size is only 365 mm, and the weight is 71.5kg without oil weight. Among the similar products currently massively produced or researched, the compact performance of JAC 6DCT products is the best, and over 10%-15% lighter than 6AT transmission produced in the market.



液压系统设计开发和集成技术 Hydraulic system design development and integration technology

江淮自主、正向设计开发了DCT变速器的核心部件“液压控制模块HCU”，拥有自主知识产权。

控制模块采用集成式、轻量化结构设计；采用（DESC）电磁阀直控制形式而非先导阀控制形式，该部件可靠性好，耐磨性优越，更高效。

开发过程充分利用Matlab/Simlink、Amsim等CAE仿真技术、公差分析技术和测试验证技术，建立了完善的设计、验证标准和评价流程体系。

另外，液压系统还采用先进、高效的齿轮泵设计和应用技术，噪音小，流量大，效率高。

JAC has independently and forward designed the core component of DCT gearbox – "hydraulic control module HCU", which has independent intellectual property rights.

Control module adopts integrated, lightweight structure design; using (DESC) direct control form of electromagnetic valve and non-pilot valve control form, the component is reliable with outstanding wear resistance and high more efficiency.

Making full use of Amsim, CAE and other Matlab/Simlink simulation technology, tolerance analysis technology and test verification technology during the development process, and establishing a sound design, verification standards and evaluation process system.

In addition, the hydraulic system also uses advanced and high efficient gear pump design and application technology with low noise, high flow and high efficiency.

## 车身技术 Body technology

初步建立了轻量化设计体系，完成瑞风M4、S7车型的轻量化设计，分别实现相对基础车减重41.8kg、75.6kg。携瑞风A60车型参加第三届中国汽车车身轻量化会议，荣获三等奖。“塑料前端骨架新技术应用项目”获得中国汽车工业科技进步三等奖。

完成材料认可体系流程建立，从设计源头规范产品开发选材；继续深化VOC体系成果应用，全面实现二代车型VOC达标合规。瑞风S2、IEV5凭借优质的车内空气质量，获得CQC乘用车内空气质量评价证书（共5款车型获证），成功入驻环保展“2015车内空气质量评价成果展区”，并且江淮作为唯一车企代表进行主旨发言。

Preliminary establishing the lightweight design system, completing the lightweight design of M4, S7 models, and respectively achieving relatively basic vehicle weight of 41.8kg, 75.6kg, moreover, JAC attended the Third Chinese Car Body Lightweight Meeting with A60 and won the third-prize." New technology application project of the front frame of the plastic" is awarded the third prize of China Automotive Industry and technology advancement.

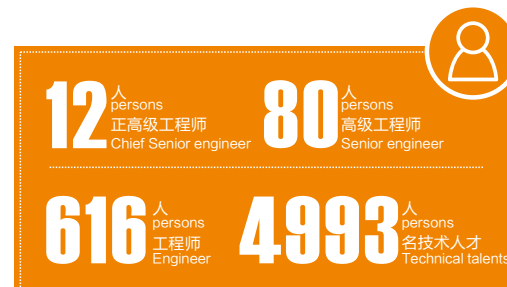
Completing the building of material approval system process, standardizing the products 'development selection from the design of the source, and continuing to deepen the application of VOC system so as to make the second generation models' VOC comprehensively up to the standard. Because of S2, iev5 high-quality interior air quality, S2、IEV5 was honored as CQC passenger car air quality assessment certificate (a total of 5 models certified), and successfully selected to show in the Environmental Protection Exhibition "2015 car air quality evaluation of the results of the exhibition", in which JAC was the only automobile enterprises representative to make the keynote speech.



# TRAINING OF TECHNICAL PERSONNEL 技术人才培养

公司精准策划，稳步推进技术管理类人才、技术类人才、新知识员工、技能类人才的培养工作，现有技术人才4993人，其中正高级工程师12人，高级工程师80人，工程师616人。

The company makes a precise planning and steadily promotes talents cultivation work of management talents, technical talents, new employees and skill talents, and right now, there are nearly 4933 technical talents, among which 12 were chief senior engineers, 40 were senior engineers and 616 were engineers.



## 技术管理类人才培养 Cultivation of Technical Talents



2015年公司组织了五期“每月一课”干部系列培训，共计306人次参训；依托JAC大学组织，技术管理类人才共计21人次参加《中级经理实务》课程培训；108人次参加集团公司级公共课《2014年客户满意度结果发布会》《干部大讲堂》培训。

In 2015, the company has organized five terminal “One class each month” cadre training, and totally 306 people have participated into the training. Relying on JAC University to organize, a total of 21 technical talents attended the middle manager practice course training; 108 people attended the group company level public course of “The 2014 Customer Satisfaction Results Conference” and “The Cadres Forum”.training.

## 技术骨干培养 The training of the technical backbones

举办产品展示会，拓展视野；2015年度开展16家供应商交流及路演活动，通过“请进来”的方式，开拓技术类人才的视野；

利用内外部技术交流资源，积极进行各类车展交流活动丰富培训形式，以“送培”拉动知识更新速度；

2015年开展了21期16次专项培训等实战化的技术类专项培训；

持续开展“分层分类”、“小班化”教学，2015年度完成技术类员工岗位应知应会培训共计10次，培训40学时。

Hold the products exhibitions and broaden the horizon. In 2015, JAC held the 16 suppliers exchange activities and road show activities, through the way of “Invite in”, to explore the field of technical personnel;

To use internal and external technical exchange resources, actively carry out all kinds of auto exchange activities and rich the form of training, and stimulate the knowledge renewal speed by sending talents for the training.

In 2015,JAC carried out 21 terminal 16 times technical special training.

Continue to carry out "hierarchical classification", "small class teaching", in 2015, JAC has completed a total of 10 times technical staff positions training with 40 hours.



## 新知识员工培养 New Employees Cultivation

开展入职培训工作，培训课程包括公司规章制度及员工日常行为规范、安全教育、产品工艺及规划等十二门研发人员必备知识，通过师带徒的方法，技术类骨干及专家把公司正确的理念、方法、技能传达给新知识员工。

To carry out orientation training. Training courses include twelve R & D personnel essential knowledge of the regulation, staff daily behavior regulations and specifications, safety education, products craft and planning and so on, meanwhile to build a platform for internal coach and assign every new employee with excellent business mentors.



## 技能类员工培训 The Cultivation of Technological Talents

2015年技术中心继续依托“技能大师工作室”培养高技能员工，开展“技能练兵”、“知识共享”、“技能大赛”、“项目评比”、“后备人才评先评优”等重点工作。2015年五个技能大师工作室共开展“技能练兵”59次、开展“知识共享”3次、项目评比2次、召开阶段总结会2次、开发课程9门。大师工作室共有8人通过成长路径考试晋升到上一职级，其中2位技能大师成长为高级技师。

In 2015, R&D center continue relying on “Technical Master Studio” to train highly skilled staff, carry out the key work such as" skills training "," knowledge sharing "," skills contest "," project appraisal "," advanced reserve talents assessment" and so on. In 2015, five “Technical Master Studio” carried out 59 times "skills training", three times "knowledge sharing", twice project appraisal and held twice stage summary, nine curriculum development. 8 people of Technical Master Studio have been promoted to higher professional level through the growth path, 2 of which have grown into senior technician.



## HONOURS

### 获得奖项

2015年度，获得的科技奖励及产品荣誉情况  
In 2015, JAC science and technology awards and product honor list were as follows



<b>国家科技进步奖</b> National Science and Technology Progress Award	汽车制造中的高质高效激光焊接、切割关键工艺及成 套装备 High quality and high efficiency laser welding, cutting key process and complete set of equipment for automobile manufacturing	
<b>中国汽车工业科技进步奖</b> Chinese Automobile Industry Science and Technology Advancement Award	瑞风S5 HFC7202EF产品研发 S5 HFC7202EF Products Research	江淮铃系列载货汽车产品开发 JAC Ling Series Cargo Automobile Products Development
<b>安徽省科技进步奖</b> Provincial Science and Technology Progress Award	塑料前端骨架新技术应用 New technology application of plastic front frame	
<b>安徽省新产品</b> Anhui Province New Products	HFC3241P2K3系列6×2自卸车 HFC3241P2K3 Series 6*2 Dumper	HFC1161PZ5K系列载货车 HFC1161PZ5K Series Cargo
	HFC1121P70K系列中型载货汽车 HFC1121P70K Series Medium Cargo	HFC6591KHV星锐系列轻型客车 HFC6591KHV Sunray Series Van
	HFC1061P71K系列轻型载货汽车 HFC1061P71K Series Light-duty Cargo	HFC1120P71K系列轻型载货汽车 HFC1120P71K Series Light-duty Cargo
	HFC6460R系列轻型客车 HFC6460R Series Light Bus	HFC1037系列车型多用途货车 HFC1037 Series MPV
	HFC1036系列轻型载货汽车 HFC1036 Series Light-duty Cargo	HFC1042PW4K1B6Z型专用车底盘 HFC1042PW4K1B6Z Special Chassis
	江淮HFC7151EAV轿车 JAC HFC7151EAV Sedan	HFC1161PZ5K系列中型载货汽车 HFC1161PZ5K Series Medium Cargo
	HFC1030系列轻型载货汽车 HFC1030 Series light-duty Cargo	HFC6501K1MDXCAF星锐4系幼儿专用校车 HFC6501K1MDXCAF Sunray 4 Series Child Schoolbus
	HFC4181/HFC4251/HFC4250系列牵引车 HFC4181/HFC4251/HFC4250 Series Tractor	HFC6568KY1F一级踏步前置前驱客车底盘 HFC6568KY1F One Step Front Engine Front Drive Bus Chassis
	HFC5047XXYKMD/HFC5047XXYKMDF短轴中滑门厢式货车 HFC5047XXYKMD/HFC5047XXYKMDF Short Wheelbase Sliding Door Van	



中国物流与采购联合会  
科技进步奖  
Science and Technology Award  
of China Federation of  
Logistics & Purchasing

江淮“威司达”系列中型载货车开发  
JAC Navistar Medium Cargo Development

江淮重型天然气牵引车系列产品开发  
JAC Heavy Natural Gas Tractor Series Products  
Development

中国质量评价协会  
科技创新奖  
China Quality Evaluation  
Association Science and  
Technology Innovation Award

江淮8×4重型自卸汽车系列产品开发  
JAC 8×4 Heavy-duty Dumper Series Products  
Development  
塑料前端骨架新技术应用  
New technology application of plastic front frame

1.5TGDI缸内直喷发动机生产线  
1.5 TGD I Cylinder Direct Injection Engine Production Line

江淮星锐星快运系列产品  
JAC Sunray Xing Kuaiyun Series products

和悦A30产品开发  
J4 product development

安徽省工业设计大赛  
最佳创新设计奖  
Anhui Province Industrial Design  
Contest Best Creative Design Award

瑞风S2  
S2

合肥市科学技术奖  
Hefei City Science and  
Technology Award

焊装BIW/高节拍柔性化生产线  
Welding BIW High Speed Flexible Production Line

顶装外滑式全景天窗  
Top Mounted External Sliding Type Panoramic Roof

截止2015年，承担的重大在研科技项目情况  
Till 2015, the major scientific and technological projects were as follows

国家科技支撑计划  
National Key Technology  
Support Program

量产小型纯电动轿车平台及产业化开发  
Mass production small pure electric sedan  
platform and industrialization development

江淮高性能小型纯电动轿车开发  
JAC High Performance Compact Pure Electric  
Sedan Development

国家新能源汽车技术  
创新工程项目  
National New Energy Automobile  
Technology Innovation Project

江淮第五代纯电动轿车平台技术开发及产业化  
The fifth pure electric sedan projects development and industrialization

国家重点产业振兴  
与技术改造专项  
National Key Industrial  
Revitalization and Transformation  
of Special

年产10万台2.0CTI 高性能柴油发动机项目  
Annual 100,000 Units 2.0CTI High Performance Diesel Engine Project

国家智能制造装备发展专项  
National Intelligent Manufacturing  
Equipment Development Projects

新一代纯电动汽车iEV5智能制造新模式  
New Generation Pure Electric Vehicles iEV5 Smart Manufacturing New Mode

电子信息产业发展基金  
招标项目  
National Electronic Information  
Industry Development Fund Project

智能语音技术及产品研发与产业化-智能化车载语音交互产品研发和产业化  
Intelligent Voice Technology and Products Research and Industrialization-Intelligent  
automobile voice interactive products research and industrialization

国际科技合作专项  
International Technology  
cooperation projects

电动汽车轻量化及动力传动系统关键技术合作研究  
Electric vehicles lightweight and powertrain system key technology cooperation research

国家科技重大专项  
National science and technology  
major projects

汽车大型铝合金覆盖件充液成形技术与装备  
Automobile large aluminum panels hydroforming technology and equipment  
基于国产高功率光纤激光器和机器人的白车身焊接自动化生产单元示范工程  
Based on Domestic High Power Fiber Laser and Robot's White Body Welding Automation  
Production Unit Demonstration Project





追求卓越  
构筑和谐共赢的大协同体  
PURSUING EXCELLENCE  
BUILDING A HARMONIOUS AND WIN-WIN COLLABORATION SYSTEM

## STEADY IMPROVEMENT OF MARKET COMPETITIVENESS 市场竞争力稳步提升

### 2015年公司经营指标概述 Business indicators overview 2015

2015年公司销售各类汽车58.79万辆，同比增长26.50%  
2015 sales of various types of vehicles, an increase of 26.50%

2015年公司实现营业收入463.86亿元，同比增长19.19%  
In 2015 the company achieved operating income of yuan, an increase of 19.19%

**8.58** 亿元  
hundred million yuan

**55.28%**

实现利润总额  
The total amount of profit

同比增长  
An increase of 55.28%

颁奖单位 Reward bureau	获得奖项 Award
新华网、中国社科院企业社会责任研究中心 Xinhua Net & China Academy of Social Sciences Corporate Social Responsibility Research Center	2015中国社会责任杰出企业 China Outstanding Social Responsibility Corporate 2015
中国物流和采购联合会 China Federation of Logistics & Purchasing	科技进步奖 Science and Technology Progress Award
人民日报社人民论坛杂志社 People' s Forum of People's Daily News Agency	首届中国100佳自主品牌 First China Top 100 Self-owned Brand
中宣部办公厅、国家发展改革委办公厅 General Office of Publicity Department of the Communist Party of China (CPC) Central Committee General Office of National Development and Reform Commission	节俭养德全民节约行动先进单位 Advanced Unit for Thrift and Morality Campaign
第八届中国国际卡车节油大赛 The 8th China Truck Fuel-saving Contest	节油发动机 Fuel-saving Engine
中国绿色物流发展促进联盟 China Green Logistics Development Promotion Association	2015年度中国绿色物流杰出贡献企业 China Green Logistics Outstanding Contribution Corporate 2015
合肥市政府 Hefei Municipal Government	合肥市十二五经济发展成就贡献奖 Hefei 12th Five-Year Economic Development Achievement Contribution Award
中国汽车发动机技术大会 China Automotive Engine Technology Conference	2015年度十佳发动机 Top 10 Engine 2015
搜狐网 Sohu	自主车满意度总冠军 Autonomous Vehicle Satisfaction Champion
南方都市报 Southern Metropolis Daily	2015年年度自主品牌新锐SUV Autonomous Brand Hot SUV 2015
腾讯汽车 Tencent Auto	2015TTA最受欢迎小型SUV TTA Most Popular Small SUV 2015
汽车观察杂志 清华大学汽车安全与节能国家重点实验室 Automotive Observer State Key Laboratory of Automobile Safety and Energy-saving of Tsinghua University	中国车年度大选 2015年度人气奖 Chinese Automobile Popularity Award 2015



产品市场突出表现

Excellent market performance of the products

3月25日，江淮格尔发50台LNG港口牵引车交车仪式

On March 25, JAC Gallop 50 units LNG tractors delivery ceremony was held.

4月24日，帅铃T6皮卡批量交车。

On April 24, Shuailing T6 pickup batch delivery was held.

12月12日，500台瑞风S3、S2交车仪式

On December 12, 500 units Refine S2 & S3 delivery ceremony was held.

12月，419台iEV深圳市联程共享电动汽车租赁有限公司交车仪式。

In December, a grand delivery ceremony in which 419 units iEV were delivered to Liancheng Gongxiang Electric Vehicle Renting Company Limited was held.

国际业务表现

International business performance

5.9 万辆

ten thousand units

整车出口

The company exported various vehicles

轻型车出口15431辆

Light vehicle export 15431

重型车5935辆

Heavy duty truck 5935

乘用车37913辆

37913 passenger cars

客车495辆

Bus 495

8.7%

同比增长

growing by

120 多个

国家和地区建立合作关系

The company has successively established cooperation relations in more than 120 countries and regions around the world

100 家

海外4S店超过

Built more than 100 4S showrooms

19 家

海外KT工厂

19 overseas KD (knock-down) assembly plants

2015年10月24日，JAC越南芹苴专营店正式开业，对巩固越南市场具有重要意义。

On October 24, 2015, JAC Vietnam Can Tho Showroom opening ceremony was held, which plays a vital role in strengthening Vietnam market.



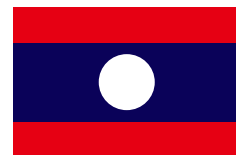


2015年11月6日澳门车展，JAC携旗下各精英车型强势登场。  
On November 6, 2015, JAC popular models participated in Macau Auto Show.



2015年12月6日，一举拿下300辆GNB（国民卫队）订单，为委内瑞拉议会选举保驾护航。

On December 6, 2015, JAC got an order of 300 units trucks from Guardia Nacional Bolivariana of Venezuela, which provide security support during parliamentary election in Venezuela.



2015年12月2日，JAC轻卡入选老挝政府国庆阅兵彩车，共有26台轻卡参加十二月二号的国庆大典。

On December 2, 2015, JAC light trucks were selected as floats during Laos National Day parade, and 26 units JAC light trucks participated in the National Day celebration ceremony on December 2.



## “一带一路” 建设 The Belt and Road Construction

公司把握国家“一带一路”战略的契机，积极深入地推进沿线国家的市场开发和战略布局。在“一带一路”沿线60多个国家中，已实现出口近30个国家。

2015年，公司“一带一路”沿线国家实现出口3.5万辆，同比增长35%，出口量占到了江淮出口总量的58.5%。主要出口国家包括中东地区的伊朗、沙特，中亚的哈萨克斯坦，西南亚的孟加拉、斯里兰卡，东南亚的越南、菲律宾、老挝，以及东欧等国家。

3月27日，中国与哈萨克斯坦两国签署总价值236亿美元的33份产能合作文件。其中，作为产能合作中唯一的汽车项目，JAC将帮助哈萨克斯坦建设年产5万辆汽车厂，辐射中亚和独联体地区。在伊朗市场，当地经销商组装JAC乘用车全系列车型，2015年实现出口近3万辆，同比增长82%，SUV出口居中国品牌第一。



The company grasps the opportunity of the Belt and Road strategy, and actively promotes the market development and strategic distribution in the countries en route. In more 60 countries en route, JAC has exported products to more than 30 countries.

In the year of 2015, the company exported more than 35,000 units vehicles to the countries on the Belt and Road, growing by 35%. The export volume is 58.5% of the total export volume. The main countries include Iran and Saudi Arabia in Middle East region, Kazakhstan in Central Asia, Bangladesh and Sri Lanka in Southwest Asia, Vietnam, Philippines, Laos in Southeast Asia, and East European countries.

On March 27, China and Kazakhstan signed 33 pieces capacity cooperation documents which are worth 23.6 billion US dollars. As the only automobile project in the cooperation, JAC will help Kazakhstan to establish a plant with an annual production capacity of 50,000 units, covering Central Asia and the Commonwealth of Independent States region. In Iran, JAC local distributor assembles JAC all passenger vehicles. In 2015, JAC exported almost 30,000 units, growing by 82% and the export of SUV is No.1 among all Chinese brands.



## SAFEGUARD THE INTERESTS OF SHAREHOLDERS 股东利益维护

2015年，公司共召开5次股东大会，审议了公司的非公开发行、合资合作及重大投资等事项，充分发挥了股东大会的决策作用，保证了股东的合法权益。

In the year of 2015, the company convened five general meetings of shareholders, to examine important issue including non-public offering, joint venture and cooperation, major investment, etc, which fully represent the important role of making decisions by general meeting of shareholders and guarantee the legal interests of shareholders.

### 投资者关系管理体系 One Belt and One Road" construction

公司依托股东大会、投资者交流会及电话交流会等多种方式共接待投资者149人次，并及时披露定期报告、每月产销快讯和其他临时公告，让投资者及时、全面、深入和客观地了解公司的生产经营情况。2015年公司组织实施了2014年度利润分配，按公司总股本14.63亿股为基数，每10股派发现金股利1.1元（含税），合计派发现金股利1.61亿元。

Investor relations management system The company used various platforms including general meeting of shareholders, investor communication meetings, telephone exchange meetings, etc to receive investors for 149 person-times, and timely released periodical report, monthly production and sales bulletin, and other transitory bulletins, to guarantee that investors can know the production and operation situation of the company in a timely, comprehensive, deep, and objective way. In the year of 2015, the company conducted distribution of profits of 2014. Taking the company's total share capital of 1.463 billion, the company dispatched 1.1 Yuan (tax included) in cash every ten shares, and distributed a total of 161 million Yuan in cash.

### “三会一层”及独立董事

公司设立了“三会一层”及审计、战略、薪酬与考核、提名四大专业委员会，建立起完善的法人治理结构。2015年公司顺利完成了董事会换届工作，选举产生了第六届董事会成员11人，其中独立董事4人。四大专业委员会均由独立董事担任主任委员，从而保障了董事会决策的科学性和相对独立性。

The company established “Three Committees and One Level” and four professional committees including audit committee, strategy committee, compensation committee, and nominating committee, to build up a comprehensive legal person governance structure. In 2015, the company successfully completed the election of Board of Directors, and elected eleven directors for the 6th Board, among which three are independent directors. The directors of the four professional committees are independent directors, so as to ensure the scientificity of decision-making of board and relative independentability.

### 公司稳定成长

2015年公司市值稳健提升，截止到2015年12月31日，公司股价收于14.59元/股，同比增长20.78%，到2015年末，公司市值超200亿。

Corporate Stable Growth In 2015, the market value of the company increased steadily. Until December 31, 2015, the company's share price closed at 14.59 Yuan per share, and registered a growth of 20.78% compared with the year of 2014. Until the end of 2015, the company's market value reached more than 20.0 billion Yuan.

## TO BUILD A WIN-WIN COOPERATION RELATIONSHIP 建设共赢的厂商合作关系

为了清晰责任区域、责任品系，对乘用车渠道现状做了细致的梳理分析，制定并实施了乘用车年度渠道规划方案和各区域渠道发展计划。运营一级专营店达487家，直营店741个，单店销量同比增长20%，经营质量进一步改善，经销商收益获得提升。

In order to clarify area of responsibility and product line of responsibility, the company conducted a detailed analysis on the current situation of passenger vehicle channel, formulated and implemented annual passenger vehicle channel plan and region-wise channel development plan. First-level operation stores reach 487 and direct-sale stores reach 741, and sales per store increased by 20%. The operation quality improved further and dealer income increased.

通过举办劳动竞赛和技能服务大赛，使得终端服务能力得以提升，用行动践行敬客经营，加强经销商体系建设，提高网络运营能力及网络竞争力。持续开展“约谈”工作、发布“满意度提醒函”。公司定期对薄弱经销商进行约谈，同时对当期排名靠后的经销商发送提醒函，总经理签字确认，进行重点提升。

through holding working competition and skills service competition, terminal service capability improved and customer-oriented operation was practiced by real actions to strengthen deal system construction and enhance network operation capability and network competence. Continuously implement “interview” work, and release “satisfaction reminder letter”. The company periodically had interviews with weak dealers, and send reminder letters which signed by general manager to the dealers with low rank to realize focused improvement.





## 蓬勃发展的汽车金融业务 Booming Auto Finance Business

2013年1月，江淮汽车成立瑞福德汽车金融公司，与江淮担保公司共同成为支撑公司整车业务发展的重要组成部分。2015年，瑞福德金融公司发放贷款125亿元，同比增长80%，乘用车业务渗透率达22%；担保业务量27.66亿元，同比增长2%。

“十三五”期间，公司将继续以瑞福德金融公司和江淮担保公司为载体，发展壮大汽车金融业务，积极拓展融资渠道和资金资源，强化服务营销，强化金融产品与商务政策的衔接配合，强化风险识别与有效管控，实现融合协同发展。

In January 2013, JAC established Fortune Auto Finance Corporation, which becomes an importance part to support the company’s whole vehicle business development together with JAC Guarantee Company. In 2015, Fortune Auto Finance Corporation released loans of 12.5 billion Yuan, growing by 80%, and its passenger vehicle penetration rate reached 22%. Guarantee business value reached 2.766 billion Yuan, increasing by 2%.

In the 13th Five-Year period, the company will continue to take Fortune Auto Finance Corporation and JAC Guarantee Company as the carrier, to develop auto finance business, actively expand financing channel and financial resources, enhance service marketing, strengthen cohesion and coordination between finance product and business policy, enhance risk identification and effective management and control, and realize integration and collaborative development.

## 重视经销商满意度 To Pay attention to degree of satisfaction of distributors

2015年公司继续策划并开展了经销商满意度调查工作，保持每年两期的调研频次，调查范围全面覆盖公司各业务，深入挖掘经销商对合作各环节的意见与建议，科学分析出公司在各环节需要整改的指标并加以改进，为实现经销商与厂家的互利共赢、融洽合作奠定基础。	经销商满意度得分情况 Dealer Satisfaction Score			
	渠道 Channel		2015年 Year of 2015	2014年 Year of 2014
轻卡 Light truck	乘用车 Passenger vehicle	全国 Nationwide	886	855
	康铃经销商 Kangling dealer		892	883
		骏铃经销商 Junling dealer	880	842
		帅铃经销商 Shuailing dealer	897	894
		服务站 Service station	891	884
皮卡 Pickup	经销商 Dealer		818	779
		服务站 Kang bell dealers	848	842
重卡 Heavy-duty truck	经销商 Dealer		876	877
		服务站 Service station	898	893
国际公司 JAC International	总体 Overall		778	767

## 打造优质供应链—供应商合作 To create a qualified supply chain—supplier cooperation

公司坚持围绕客户价值诉求，努力打造一流的供应链体系。建立科学、严谨、高标准、分层次的供应商准入机制，通过SRM系统实现对供应商评价的公开透明；依据零部件终端市场PPM值引导供方持续提升产品质量，强化供应商对市场用户的服务意识。公司高度关注供应商依法合规经营开展情况，对安全、环保方面不达标的供应商实行“一票否决”制。

公司积极加强与一流供应商的深入合作和资源共享，不断拓展双方合作领域及深度。2015年与宝山钢铁、中石化、中策橡胶、巴斯夫等行业内一流企业通过党建、技术交流、共同研发等形式，进一步强化了公司与战略供方的融合，实现公司产品品质与品牌价值的不断提升。

The company insists on centering customer value demand, and tries to create first-rate supply chain system. Set up scientific, precise, high-level, level-wise supplier access mechanism, and conduct open and transparent evaluation on suppliers through Supplier Relationship Management system. Guide the suppliers to continuously improve product quality according to PPM value in parts market, and enhance suppliers’ service consciousness for customers. The company pays high attention to the supplier’s operation status and a veto system for the suppliers who do not meet standard in terms of safety and environment protection.

The company actively strengthened the cooperation and resource sharing with first-level suppliers, to continuously expand the areas and depth of the cooperation. In 2015, the company enhanced the cooperation with strategic suppliers including Baosteel, Sinopec, Zhongce Rubber, and BASF through various forms including Party construction, technology exchange, joint development, etc, to realize continuous upgrade of the company’s product quality and brand value.

## CUSTOMER-ORIENTED IMPLEMENT CUSTOMER-RESPECTED MANAGEMENT 以客户为导向，落实敬客经营

公司完善营销管理制度，注重消费者知情权管理，积极构建健康、公平、透明的营销环境，同时严格管理消费者的个人信息，杜绝一切商业非法行为的发生。

The company improves marketing management regulations, pays attention to the management of customer’s right to information, actively constructs a healthy, fair, and transparent marketing environment, and strictly manages the personal information of customers to avoid any illegal commercial practice.

- ★ 所有车型涉及新品上市、配置变更和价格变动等第一时间在官网更新，确保消费者了解产品最新状态；  
The information related with new model launching, configuration changing, price changing ,etc of all products is updated on the official website in the first time, to guarantee the customers to know the latest status of products;
- ★ 杜绝虚假宣传，确保促销信息准确无误送达消费者；  
Avoid unreal publicity, and guarantee the promotional information being transferred to customers correctly;
- ★ 完善和规范购车、订车合同格式，对购车过程中承诺客户的事项必须在合同上注明；  
Improve and standardize the contract forms of procuring vehicles and booking vehicles, and do mark the promised items during procuring vehicles on the contracts;
- ★ 规范商谈和报价过程，通过统一的商谈报价单，让客户在购车时明确所有购车相关费用；  
Standardize the negotiation and quotation process, and use standard quotation bill to make the customer know all the fees of procuring vehicle.
- ★ 建立多渠道的客户沟通提醒。  
Establish multi-channel customer communication system.

顾客满意度调查工作

Customer satisfaction survey

2015年，公司高度重视顾客满意度调查工作，邀请世界一流的第三方咨询公司 对乘用车、轻型商用车、重型商用车和国际公司进行客观、公正的满意度调查工作，积极解决用户抱怨，提升公司整体形象。8期公司级用户座谈会，146名管理人员400值班。

In 2015, the company paid high attention to customer satisfaction survey, invited world-class third-party consultation company to make an objective and fair satisfaction survey on the passenger vehicles, light commercial vehicles, heavy-duty commercial vehicles and JAC International, actively solve customer complaints, and promote the company's overall image. 8 company-level customer meetings were held, and 146 senior managers were on duty at 400 hotline.

营销执行力 Marketing executive power		2014年 Year of 2014	2015年 Year of 2015
重商 Heavy-duty Commercial Vehicle	SSI	894	904
	CSI	819	842
乘用车 Passenger Vehicle	SSI	927	923
	CSI	867	888
轻商总体 Light Commercial Vehicle (Overall)	SSI	889	912
	CSI	819	846
康铃 Kangling	SSI	886	914
	CSI	828	851
骏铃 Junling	SSI	896	913
	CSI	820	845
帅铃 Shuailing	SSI	880	907
	CSI	803	843

典型用户走进江淮

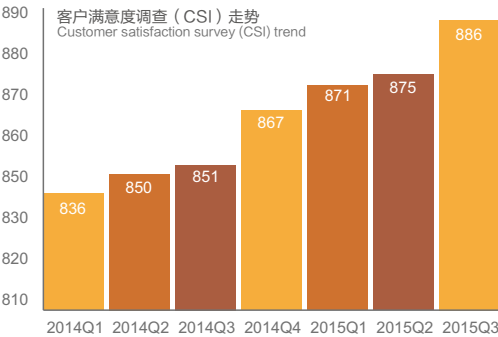
Typical customer visit JAC activity



2015年公司继续开展“典型用户走进江淮活动”，通过用户参观工厂，倾听客户声音，听取用户在购买、使用及维修过程中的意见和建议，并制定整改计划，对问题进行追踪稽核。

In 2015, the company continued to arrange “Typical Customer Visit JAC” activities, and invited customers to JAC, listened to the voice of customers, fully gave ear to the opinions and suggestions from customers during procuring, using, and maintaining the vehicles, and formulated improvement plan to track the problems.

乘用车 Passenger vehicle



多层次满意度测评，对不满意因子全面识别，持续提升。全国使用满意度在线评价器店数共计415家，使用率达到96.5%，参与评价客户超过130万，满意率达到99.96%，全年共计702次不满意评价。

Multi-level satisfaction measurement, fully recognize dissatisfied factor, and improve continuously. There are 415 showrooms using online satisfaction assessment devices in China, with a using rate of 96.5%. Customers who participated in the assessment exceeded more than 1.3 million, with satisfaction rate of 99.96%. There were 702 dissatisfaction records in the year of 2015.

轻型商用车 Light commercial vehicle

策划并举办“顾客满意度提升专题培训”，历时4个月，采用区域培训方式进行，共在全国范围内组织开展6场次（合肥、重庆、石家庄、西安、无锡、厦门各1期），共有296家经销商报名，实际参培262人，平均参培率为84.5%。

Formulate and hold “Customer Satisfaction Improvement Training”, which lasts for four months, in a form of region-wise training. In total, six training courses were held in nationwide, including Hefei, Chongqing, Shijiazhuang, Xi'an, Wuxi, and Xiamen. 262 persons from 296 dealers participated in the training, average training rate reaching 84.5%.



重型商用车 Heavy-duty commercial vehicle

重型商用车公司从销售和售后两个部分入手，分4个环节（销售2个改进环节、售后2个改进环节）和2个执行率对营销和售后工作进行整改，共识别出15个重点改进指标，逐一进行原因分析，制定专项整改计划，分季度逐步完成，提高客户满意度。

From the aspects of sales and after-sales, heavy-duty commercial vehicle company made improvements on marketing and after-sales in four sections (two improvement sections in marketing and two improvement sections in after-sales) and two executive rates. The company recognized 15 important improvement objectives, conducted reason analysis one by one, formulated special rectification plan, gradually accomplish in each quarter to improve customer satisfaction.





## 海外市场售后服务 Overseas market after-sales service

公司强化与海外经销商的服务联动性，认真扎实地推进海外市场售后服务工作，持续为顾客提供超值服务，提升用户满意度，提高品牌溢价能力。

The company strengthened the service linkage with overseas distributors, continuously enhanced the service capability to customers, carried out a series of customer-care activities, to guarantee service quality for customers.



## CREDIT MANAGEMENT TO BE A CORPORATE CITIZEN ABIDING BY THE LAWS AND REGULATIONS

### 诚信经营，做守法合规的企业公民

**19.64** 亿元  
hundred million yuan

2015年公司纳税金额  
In 2015, the company paid taxes of

公司始终践行依法治企、诚信经营的理念，在日常生产经营活动中依法经营、践行诚信服务、砺行企业自律，持续推进企业诚信体系建设。

公司严格遵守竞争法律法规,2015年公司无偷税漏税问题；支持公平竞争政策，恪守公平竞争的规则，积极参与构建行业合作平台。

The company strictly practices the management philosophy of governing enterprises abiding by law and operating sincerely. The company operates in light of laws and regulations, practices credit services, carries out enterprise self-discipline, and continuously promote the construction of enterprise credit system.

The company strictly abides by the laws and regulations in competition. In 2015, the company had no problem of tax evasion and tax fraud. The company supports fair competition policy, sticks to fair competition rules, and actively takes parts in establishing industry cooperation platform.

#### 法律风险防范体系建设

##### Legal risk prevention system construction

公司严格践行“依法治企”、“合规经营”的管理理念，报告期内公司未出现违反竞争法事件。

The company strictly practices the management philosophy of governing enterprises abiding by law and operating lawfully. During the period of this report, there was no incident violated the competition law in the company.

#### 廉洁风险防控体系建设

##### System construction of incorruption risk prevention

以完善党务公开、厂务公开和廉洁风险防控体系为基础，以信息化建设为手段，以信息互通为重点，集成党内监督、群众监督、职能监督、专项监督和第三方监督等资源，构建了全方位的监督网络。

A comprehensive monitoring network was built by taking transparency improvement in party affairs, factory affairs and incorrupt risk prevention system as the basis, informatization construction as the means, Information communication as the focus, and integrating resources of inner party supervision, public supervision, function supervision, special supervision and third party supervision.

#### 联合执法机制建设

##### Joint law enforcement mechanism construction

在建立明确的责任部门前提下，各单位各司其职，对于设计多个单位的事项或公司重大事项的决策与执行，公司各单位相互配合联合执法

under the premise of establishing clear responsibility department, each unit performs its own functions. For the decision-making and execution of issues related to several units or the company's major policy, each unit will cooperate jointly to implement.

#### 责任部门与监督机制建设

##### Responsible department and supervision mechanism construction

公司设置法务部、审计部、企业管理部与证券部等职能部门，通过事权划分，明确各自职责。同时设置有党群工作部、纪检监察办公室与群众监督员等系统的监督机制。

the company sets up functional departments including Legal Department, Audit Department, Corporate Management Department, Security Department, etc. Through division of powers, responsibility of each department is defined. Also the company sets up systematic supervision mechanism including Department of Party and Masses' Affairs, Discipline Inspection and Supervision Office, and mass supervisors.

#### 评估风险，加强审计部分

##### 完善管理制度

##### Risk assessment, audit enhancements, management regulations perfection

公司按照国资委、税务、财政部门、上市公司监管部门的各种外部监管机构要求披露财务信息，大力推动财务信息化工作，事前主动筹划风险管控，积极防控财税风险。

In accordance with the requirement of various external supervision administrations like the State-owned Assets Supervision and Administration Commission, tax and financial department, and supervising department for listing company, the company actively promoted financial informatization, and made plans for risk management in advance and actively prevented financial tax risk.

#### 推进创新进位

##### 尊重知识产权成果

##### To promote innovation advancement and pay respect to intellectual property rights

公司以“激励创造、有效运用、依法保护、科学管理”为方针，进一步健全知识产权管理与保护制度。2015年度，公司未发生侵犯知识产权事件。

By adhering to the guidelines of "innovation encouragement, effective use, lawful protection, scientific management", the company took below measures to improve the system of management and protection for intellectual property rights. In 2015, no infringement of intellectual property rights incidents occurred in the company.



ANTI-CORRUPTION WORK  
反腐工作



面对全面从严治党的新形势、新任务，公司积极落实党风廉政建设监督责任，坚持党委统一领导、党政齐抓共管、纪委组织协调、各单位各负其责的党风廉政建设领导机制和工作机制，初步构建了“标准清晰、程序规范、管理高效、工作闭环”的纪检监察工作体系。

公司落实从严治党要求，加大查处违规违纪行为的力度，积极探索和建立不敢腐、不能腐、不想腐的有效机制，不断强化惩防并举的体系建设，防范廉洁风险。

Facing new situation and new mission of managing and governing Party in a strict and comprehensive way, the company actively implements the supervision responsibility of construction of the Party style and honest administration. Insisting on construction of the Party style and honest administration leadership mechanism and work system of unified leadership of Party committee, jointly administration of Party and government, coordination of discipline committee, each unit taking its own responsibility, the discipline inspection and supervision work system of standard clarity, procedural rules, effective management, closed-loop work has been established preliminarily.

The company implements the requirement of managing and governing Party in a strict way, strengthens the efforts to investigate and treat violations of regulations and discipline, actively explores and establishes an effective mechanism of not dare to rot, not rot, not want to rot, continuously enhances the construction of prevention and punishment system, and guards against clean risk.



以人为本  
让员工在工作中活出生命的意义

PEOPLE-ORIENTED  
LET STAFFS WORK OUT THE MEANING OF LIFE



“关爱员工”作为JAC的文化基石之一，JAC始终认为：每一位爱岗敬业的员工都是JAC发展的基石，是JAC最宝贵的财富。员工的成长、进步、幸福是企业技术进步、产品优良、服务一流的基础。企业是员工展示才能、贡献社会、成就自我的平台，员工发展与企业发展紧密相连。

“Employee-care” is one of JAC cultural cornerstones. JAC always believes that all the dedicated employees are JAC development cornerstones and the most valuable wealth of an enterprise, whose grow up, progress and happiness are the foundation of the company’s technology progress, superior products and first-class service; and the company provides a platform for the employees to display themselves, make contribution to the society and achieve themselves, thus employees’ development has close relationship with the enterprises’ development.

## STANDARDIZE COMPANY EMPLOYMENT MANAGEMENT SAFEGUARD EMPLOYEES’ LAWFUL RIGHTS AND BENEFITS

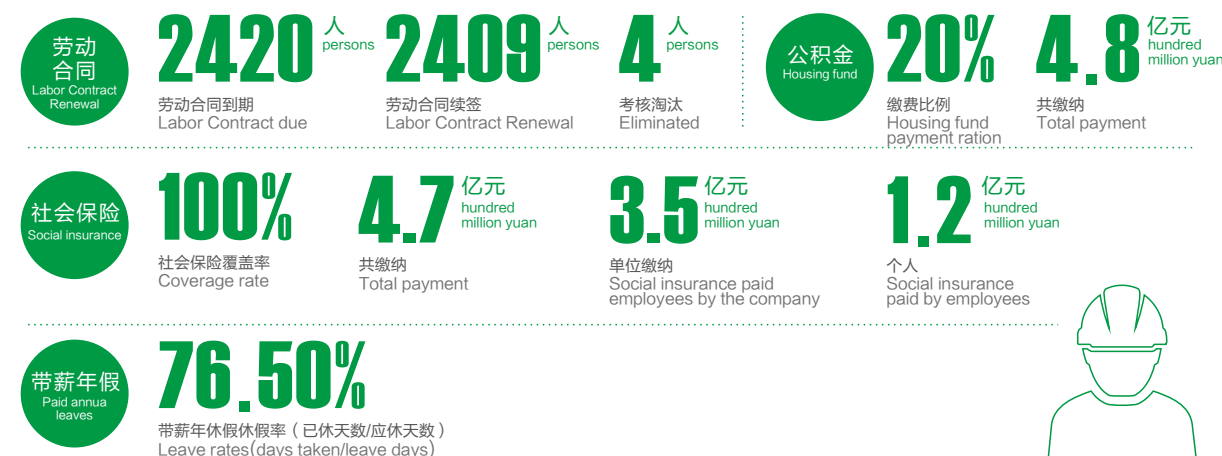
### 规范公司用工管理，维护员工合法权益

2015年，根据公司长期发展战略，继续推进“总量控制，结构优化”专项工作，人员总量控制有效。按照人员需求状况开展校园招聘和社会招聘工作，增补所需人才，并对所有新入职员工统一规范管理，严格按照制度和流程办理入职、社保备案等手续。

In 2015, according to the long-term development demands, combined with the human resource management idea of “Total Control, Structure Optimize”, JAC recruited its needed talents through campus recruitment and social recruitment, whose entry and social security record formalities were all handled according to the standard process strictly.

公司认真遵守和落实国家法律法规，依法合规为员工交纳养老、医疗、工伤、生育和失业保险等社会保险及住房公积金，依法合规让员工有计划的享受带薪年假，维护所有员工产假、护理假、探亲假等各类假期权益；同时严格按照劳动法律法规和公司规章制度，实施劳动合同到期续签工作，从制度上保障员工的合法权益，促进企业凝聚力的提升。

JAC complies with and implements the national laws and regulations to pay the endowment insurance, medical insurance, employment injury insurance, maternity insurance, unemployment insurance, housing funds and so on for the employees. All employees enjoy the paid annual leaves according to the laws and the rights of maternity/paternity leaves are all guaranteed. Meanwhile, according to the Labor Laws and the company rules and regulations, JAC implements the expiration and renewal of the labor contract, protecting employees’ legitimate rights from the system and promoting the raising of company cohesion.



## ATTACH IMPORTANCE TO STAFFS’ GROWTH ENHANCE STAFFS SENSE OF BELONGING

### 重视员工成长，增强员工归属感

公司立足发展战略需要，不断完善员工成长体系，建立了以素质测评为基础，以见习培养、主动成长（成长路径、内部竞聘、自学成长）为手段，自主择岗、合理变岗为支撑的员工职业生涯管理体系，助力员工不断提升自我，实现人力资源合理配置。同时，公司积极探索基于岗位实践的人才培养模式，开展了经营管理后备人才、车间主任后备、高技能人才、质量专家队伍等专项人才培养，为公司关键人才储备提供了战略支撑。

Attach Importance to Staffs’ Growth, Enhance Staffs Sense of Belonging

JAC has constantly improved the system of employee growth based on the development of strategic needs, and by means of probation training, active growth (growth path tests, internal promotion and self-learning) and through independent post selection and reasonable post transfer, JAC implements the Employee Career Management System based on the talent assessment to help employees to formulate career planning and optimize the posts matching degree. Meanwhile, JAC actively explored talents cultivation mode based on the position practice, carrying out the key talents cultivation of business management backup talents, workshop direction backups, high skilled talents, and quality experts to support the company’s talents reserve.





学历送培：2015年共计33名员工参加天津大学动力工程（内燃机）专业在职研究生送培；

Diploma Training: In 2015, JAC has organized 33 staffs to join in Tianjin University Power Engineering (internal combustion engine) major on-the-job postgraduate student training.

自学奖励：2015年共计发放员工自学奖励金额236935元，涉及员工143人，其中本科129人，硕士研究生10人；

Self-learning reward: In 2015, 236,935 RMB was granted to 143 employees as the self-learning reward, among them, 129 employees were bachelor degree and 10 employees were master degree.

员工成长路径：2015年共计13269人次考试，其中操作类员工4692人次，专业类1560人次、技术类4673人次、市场类2244人次；

Employees Growth Path: In 2015, JAC organized the growth path tests covering 13269 employees (including 4692 operational person-times, 1560 specialized person-times, 4673 technology person-times and 2244 marketing person-times.)



员工评聘工作：2015年共计1556人通过成长路径评聘成长；  
Employees Assessment and Promotion: In 2015, 1556 employees got promotion from the Employees Growth Path test



公司内部招聘：2015年公司层面共组织开展了14次内部招聘，已完成12次。已完成的招聘岗位共需求577人，录取459人。

Company Internal Recruitment: In 2015, JAC has organized 14 times internal recruitment, among which 12 times have been completed with 577 recruited positions and finally 459 employees have been recruited.

社会职称申报：2015年共计3人获得正高级工程师资格，26人获得高级工程师资格，207人获得工程师资格；

Social Title Declaration: In 2015, 3 employees were qualified as chief senior engineers, 26 employees were qualified as senior engineers, and 207 employees were qualified as engineers.

## 关键人才培养 Key Talents Cultivation

车间主任  
后备人才培养  
Workshop Director  
Reserved Talents  
Cultivation  
9人  
persons  
通过第四届车间主任后备人才的选拔  
After strictly selection, 9 persons have passed the fourth workshop director reserved talents training.

高技能  
人才培养  
High Skilled  
Talents Cultivation  
4个  
units  
新增类技能大师工作室  
4 new skill masters  
studios were set up  
27个  
units  
目前共有技能大师工作室  
The total number of  
studios were up to 27

六西格玛  
人才培养  
Six Sigma Talents  
Cultivation  
7个  
units  
共有黑带大师工作室  
There are 7 black belt master studios



## HONOR 荣誉

3个  
units

人才工作先进单位  
3 Talents Work  
Advanced Units

35人  
persons

人才工作先进个人  
35 Talents Work  
Advanced Individuals

35人  
persons

人才工作先进干部典范  
35 Talents Work Advanced  
Cadres Models

85人  
persons

传帮带师傅典范  
85 Mentoring Models

85人  
persons

岗位成长员工典范  
85 Position Growing  
Models



## 省属企业首批“538英才工程”

The first batch of provincial enterprises "538 Talents Project"

领军人才  
Pioneers' talents



王兵同志  
Comrade  
Wang Bing

高端人才  
High-end talents



张鹏同志  
Comrade  
Zhang Peng



朱忠华同志  
Comrade  
Wu Zhonghua



王华同志  
Comrade  
Wang Hua

拔尖人才  
Top-notch personnel



宋华同志  
Comrade  
Song Hua



盛保柱同志  
Comrade  
Sheng Baozhu



潘瑞虎同志  
Comrade  
Pan Ruihu



周小华同志  
Comrade  
Zhou Xiaohua



刘何生同志  
Comrade  
Liu Hesheng



陈习江同志  
Comrade  
Chen Xijiang



杨林强同志  
获得第二届“省特支计划”  
Yang Linqiang was listed into the second "Anhui Province Innovative Pioneers Special Support Plan"



杨士钦同志  
荣获“第五届合芜蚌自主创新综合试验区创新人才奖”  
Yang Shiqin was awarded "Fifth session of Hefei, Wuhu and Bengbu independent innovation comprehensive experimental zone of Innovative talents Award";



大崎邦彦  
荣获首届“合肥市友谊奖”  
Ozaki Kunihiro was awarded the first "Hefei Friendship Award";

公司荣获  
Company awarded

“第五届合芜蚌自主创新综合试验区创新人才工作奖”  
The company was awarded the "Fifth Session of Hefei, Wuhu and Bengbu independent innovation comprehensive experimental zone of Innovative Talent Award"



## PAYING ATTENTION TO STAFF'S THOUGHTS IMPROVING STAFFS' SATISFACTION 倾听员工心声，提升员工满意度

公司注重多种渠道倾听员工心声，通过职工代表大会、领导接待日、员工座谈会、总经理座谈会、总经理信箱、OA留言板等沟通渠道，想方设法解决员工最关心、最直接、最现实的问题，认真对待并及时采纳员工的合理化建议。

公司注重员工敬业度、员工满意度管理工作，每年定期组织公司级员工敬业度、员工满意度调查工作，并以员工敬业度、员工满意度管理工作为抓手，从企业和个人两个方面实施有效改进，不断提升全体员工的职业化素养，增强企业的整体竞争优势。

The company emphasized a lot on listening to the voice of the staffs through diverse channels, and tried its best to solve the staffs' most concerned, most direct and most realistic problems during the production and work by workers' congress, leadership reception day, staffs' seminar as well as other communication channels such as OA messages board, and General Manager Mailbox, and so on, seriously treating and adopting the workers' reasonable suggestion.

The company attaches great importance to the employee engagement, employee satisfaction management work, and every year, it regularly organizes the company level investigation of employee engagement and employee satisfaction. Starting from employee engagement and employee satisfaction management, the company constantly improves the staff's professional quality and enhances the enterprise's overall competitive advantage from the effective improvement of enterprise and personal.



**100%**  
员工加入工会比率  
100% employees  
joined in Labor  
Union

**76.6%**  
员工敬业率  
Employee  
engagement rate

**73.3%**  
员工满意率  
Employee satisfaction  
rate 73.3%

**8次**  
领导接待日活动  
Senior Management  
reception 8 times

**7.8%**  
人均收入较上年度增幅超过  
The increase rate of per  
capital income is over 7.8%

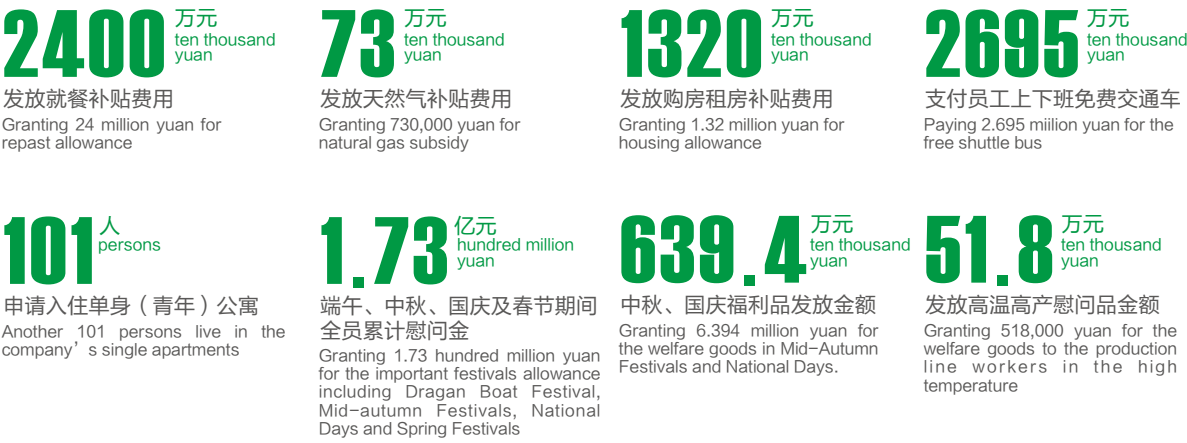
## PAYING ATTENTION TO HUMANISTIC CARE CREATING HARMONIOUS AND WARM ATMOSPHERE 注重人文关爱，营造和谐温馨氛围

公司制定了“衣、食、住、行”，重点关注“住房、交通”等困扰员工的主要生活难题的员工福利体系，保障员工高品质的生活。  
The company formulated the staff welfare system around "clothing, food, housing, travel," with highly focus on "housing, transportation," and other major problems which has troubled employees, to guarantee the quality of employees' life.



江淮汽车员工大福利体系模型  
JAC Staffs Welfare System Model





日常慰问  
Daily Visits

公司尊重和关心特殊群体，广泛开展关爱女性员工、关爱离退休员工、困难员工帮扶等暖心工程，将对员工的关怀落到实处。

The company respected and cared special group, widely implementing the activities of caring the female employees, the retired employees, the difficulty employees.





关爱女员工

Caring for the Female Staffs

公司现有女职工2890人，占公司总员工人数的16.33%，分布在公司各条战线。公司女职工代表达70人，占职工代表人数的20.34%，女职工能够充分参与公司的决策和管理。2015年组织1898人次女职工进行妇科普查工作，支付体检费用382859元。

JAC has 2890 female staffs, occupying 16.33% of all the company' s staffs, among which 70 are female representatives, occupying 20.34% of all the staffs' representatives to ensure the female staffs can fully participate in the company' s decision and management.In 2015, JAC organized Gynecological Census for 1898 female staffs with the total cost of 382,859yuan.

1898人

Persons

2015年组织女职工进行妇科普查工作

In 2015, JAC organized Gynecological Census for female staffs

382859元

yuan

支付体检费用

The total cost of 382,859yuan

两节期间走访慰问困难退休职工 234 人，发放慰问金103300 元。全年救助重症员工 37 人次，发放救助金436066.31 元。慰问住院员工 71 人，发放慰问金 22400 元。去世慰问 41 人，发放慰问金 21000 元。

Visiting 234 retired employees in difficult situation during two festivals, and the total amount of allowance was 103,300 yuan; Assist 37 severely ill employees in the past whole year with subsidiary of 436,066.31 yuan; Visit 71 hospitalized patients with subsidiary of 22400 yuan, and express death condolence to 41 persons with subsidiary of 21000 yuan.



VARIOUS CULTURAL  
AND SPORTS ACTIVITIES

开展多种样式的文娱活动

公司围绕五个文化中”乐生文化“的有效落地，坚持开展丰富多彩的文化体育活动，建设积极向上的企业文化，为员工提供丰富的精神动力，让员工在活动中感受精神愉悦、感受温暖幸福。

To ensure the effective implementation of Happy Life Culture, JAC arranged various cultural and sports activities to build encouraging enterprise culture, to provide rich spiritual motivation to the employees, and finally, to make employees feel happy and warm in the company.In 2015, JAC associations have held all kinds of activities of more than 60 times with 4000 participants.

60余次

times

2015年全年各协会开展活动

JAC associations have held all kinds of activities of more than 60 times

4000人

persons

参与人数

4000 participants







## 绿色生产 创建资源节约型企业

GREEN MANUFACTURE  
CREATING A CONSERVATION-MINDED ENTERPRISE

公司在快速发展的进程中，积极响应国家号召，贯彻发展循环经济、完善生态产业链、创建资源节约型企业和环境友好型企业的发展思路，坚持把资源节约、节能减排、保护环境放在重要位置。同时，公司将绿色制造的思想不断融入到生产制造过程中，从体系保障、文化建设、新技术应用等方面着手，进一步提高资源利用率，持续改善工作环境。报告期内未发生重大环境污染与破坏事故。

In the process of company rapid development, JAC actively responds to the call of government, implements and develops the circulation economy, perfects the ecological industrial chain and creates a conservation-minded and eco-friendly enterprise. JAC insists on putting resource conservation, emissions reduction and the environment protection in the important position. Meanwhile, JAC blends the green manufacturing thought into the process of manufacturing. From system guarantee, cultural construction, new technology application and other aspects to enhance the resource utilization rate and continue to improve working environment. During the period of report, there was no significant environmental pollution and destruction event.

将责任与节能降耗指标进行层层分解，并落实到基层员工，同时完善激励机制，坚持节奖超罚，调动员工节约降耗、综合利用和实施清洁生产的积极性，营造了和谐共进局面。

JAC puts the responsibility and energy saving targets to junior staff and perfects the incentive system. And JAC insists on awarding the conservation and fining the waste to mobilize employees' enthusiasm of saving the consumption, comprehensive utilization and the implementation of cleaner production to create a harmonious and progressive situation.

节能减排领导小组为常设机构，由公司总经理任组长、事业部总经理为副组长、事业部分管领导为成员，同时设立了相关职能部门负责具体实施的工作小组，统筹协调全公司的节能减排工作。

JAC establishes the energy saving and emission reduction leading group and sets up the relevant functional departments to responsible for the special works and coordinated all the company's energy conservation and emissions reduction work. What's more, JAC general manager is elected to be the leader of this group, and business unit general manager be as the deputy supervisor of this group.

定期识别国家、地方、行业有关节能减排的法律法规，组织制定和完善公司节能减排规章制度和管理标准。

JAC regularly recognizes national, local and industrial relative energy saving and emission reduction laws and regulations and enacts and improves company energy saving and emission reduction rules and regulations and management standards.

以企业文化为引导，通过加强宣传和动员，使节能减排与创建资源节约型企业成为全体职工共同参与的事业。

As the guidance of enterprise's culture, JAC makes to create an energy saving and emission reduction enterprise to all staff's business through strengthening the propaganda and mobilization.



分级制定节能减排技改方案，定期征集评选公司优秀节能减排项目，展示节能减排管理、技改成果，并在全公司进行分享及应用推广。

Making energy conservation and emissions reduction technical transformation scheme; collecting and evaluating company's excellent energy saving and emission reduction projects; showing energy conservation and emissions reduction management, the achievements of technical transformation and sharing with the all company.

针对重点用能设备及污染物管控重点区域，制定年度监查计划并组织实施，建立节能、节水、三废综合管理测评标准，对各单位定期实施考评，结果纳入年度KPI绩效兑现。

Setting out the annual inspection plan and organizing implement to establish energy saving, water saving and solid waste integrated management evaluation standard aiming at key energy-using equipment and pollutant control area. Implementing evaluation to each branch regularly and the results needed to bring into annual KPI performance.



## THE PROMOTION OF ENERGY SAVING AND EMISSION REDUCTION WORK

### 节能减排专项工作推进

#### 节能减排方案实施

##### Energy saving and emission reduction proposal implement

2015年公司共征集了节能减排方案87项，较2014年总数62项，增加了40.32%，年节约320.63吨标准煤，较2014年案例节能贡献量307.86吨，增加了4.15%，节约能耗成本达234.62万元，为主动节能意识提升、节能技术研究及公司年度1100吨标煤的节能目标达成起到了积极的促进保障作用。

In 2015, JAC collected energy saving and emission reduction proposal 87 items, up by 40.32% compared with 2014. It saved 320.63 ton standard coal, up by 4.15 compared with 2014. And it saved cost 2.3462 million Yuan. Enhancing the active energy saving consciousness, energy saving study and annual 1100 ton standard coal saving target fulfillment, it makes a positive guarantee role.

**320.63** 吨  
年节约标准煤  
It saved 320.63 ton standard coal

**234.62** 万元  
节约能耗成本  
it saved cost 2.3462 million Yuan

#### 雨污水分流管理

##### Rain sewage Split-flow management

持续开展雨污水双周检测，采用水下摄像头等工具，查找管网渗漏源，超标点落实整改，定期识别污水处理风险点，每季度组织各单位召开风险点对接会议，实现精益化管理。雨污分流固化工作得到进一步提升。

Carrying out the rain sewage check biweekly; using the tools of underwater camera to find out the leakage source of pipelines; rectifying the excessive point and recognizing sewage treatment risk points; organizing risk points meeting quarterly and implementing the lean management; the rain sewage split-flow work has been further improved.



REPORT PREFACE  
报告前言



SYSTEM SECURITY  
体系保障



INDEPENDENT INNOVATION  
自主创新



PURSUE THE EXCELLENCE  
追求卓越



PEOPLE-ORIENTED  
以人为本



GREEN MANUFACTURING  
绿色生产



LEADING QUALITY  
品质引领



FEEDBACK TO THE SOCIETY  
回馈社会

#### 废气治理

##### Waste gas special treatment

组织召开多次专项调度会议，自主对照最新法规要求，识别风险点，编制工艺废气治理方案，2015年度共完成19处工艺废气风险点位改造，改造费用总计359万元，通过对改造后污染物进行检测，去除效果明显。

Organizing special scheduling meeting; according to the latest regulations requirements to recognize the risk points and compiling technology waste gas treatment options.

In 2015, JAC completed 19 points technology waste gas risk points' rebuilding and it costs 3.59 million Yuan. After the rebuilding, the remove the effect is obvious.

**19** 处  
工艺废气风险点位改造  
JAC completed 19 points technology waste gas risk points' rebuilding  
**359** 万元  
改造费用  
Saving energy cost

#### 能源管理体系运行

##### Energy management system operation

公司完成能源管理体系导入，并组织各事业部开展首次能源管理体系内审，进行能源因素的识别评价，根据评价结果识别改进机会，与现有体系模式结合，提高系统管控意识和实效性。

JAC has finished the energy management system introduction and organized each department to carry out the first energy management system internal audit to evaluate the energy factors' identification. According to the result of evaluation to identify the improvement opportunity, it combines with the current system mode to enhance system management control awareness and effectiveness.

#### 淘汰落后产能和落后用能设备、生产工艺

##### Eliminating outdated capacity, equipment and manufacturing technique

公司按照国家工信部《关于电机能效提升计划（2013—2015）》文件要求，对照《高耗能落后机电设备淘汰目录（第一批、第二批、第三批）》，要求公司各单位对高耗能设备进行自查，2015年共计投入900余万元，淘汰434台高耗能电机。

According to the requirement of National ministry 'About Motor Efficiency Upgrading Scheme (2013-2015)' and 'High energy consumption backward electromechanical device elimination catalogue (first batch, second batch, third batch)', JAC demands each department check the high energy consumption equipment by themselves. In 2015, it costs more than 9 million Yuan to replace 434 units' high energy consumption devices.

**434** 台  
淘汰高耗能电机  
replace 434 units' high energy consumption devices  
**900** 余万元  
2015年共投入  
it costs more than 9 million Yuan

## ACTIVELY PROMOTING ENERGY CONSERVATION AND ENVIRONMENTAL PROTECTION NEW TECHNOLOGY APPLICATION

### 积极推进节能环保新技术应用

公司在新、改、扩建项目中优化设备选型，研发节能环保新技术，采用先进技术工艺和设备，严格执行节能评估审查制度和“三同时”制度。

JAC optimized the selection of equipment and researches energy conservation and environmental protection new technology, applied advanced technology craft and equipment during the new, reconstruction and expand projects. And it strictly implemented energy saving evaluation audit and ‘three at the same time’ system.

#### 轻型商用车节油新技术应用

Light-duty commercial vehicle Fuel-efficient new technology application

以优化传动系匹配、提升传动效率、提高发动机热效率和机械效率、减少能量损失。其中实现节油关键技术除低滚阻轮胎应用、无极电子风扇应用、电子助力转向技术、先进燃烧技术、增压技术轻量化等技术以外还通过开关式水泵+电子节温器技术、活塞顶面隔热涂层技术、可变排量机油泵等新技术实现轻卡产品节油降耗。

by virtue of optimizing the transmission matching, enhancing transmission efficiency and engine thermal efficiency and mechanical efficiency and reducing the energy loss. Through Fuel-efficient key technology achievement, low rolling resistance tires application, electric power steering system, advanced combustion technology, lightweight pressurization technology, switch type water pump + electronic probe technology, the piston top surface heat insulation coating technology, variable displacement oil pump and other technologies to achieve the light-duty trucks’ fuel consumption.

#### 遂宁水性monocoat涂装工艺运用

Monocoat Painting Process Application

引进水性monocoat单涂层工艺，在遂宁分公司与水性3C2B工艺共线生产，不仅满足环评对水性漆工艺的要求，还降低了涂层和设备开启能耗。相对传统水性3C2B工艺，单车能耗可降低约50%，年能耗降低约15万元。

introducing Monocoat process, in Suining Branch Company producing with water 3C28 process in the same production line. It could not only satisfy the requirement of Environmental Assessment to Water-based paint process but also reduce the energy consumption of coating and device opening. Compared with the traditional water 3C2B process, the energy consumption could reduce 50% and save about 150,000 Yuan.

50%

单车能耗降低  
the energy  
consumption could  
reduce 50%

15 万元

年能耗降低约  
save about  
ten thousand yuan

#### 非晶合金变压器运用

Amorphous metal transformer application

秉承节能降耗的理念，公司大量引进先进设备，其中在乘用车制造公司采用的非晶合金变压器，相比传统变压器本体将其中的导磁材料硅钢片改成了非晶合金，空载损耗比传统干式变压器下降70%—80%，空载电流下降75%—85%，运行过程用电效率较传统变压器高，相同容量下非晶合金变压器节能达30%以上。

Adhere to the concept of energy saving and consumption reducing, JAC introduces many advanced devices. And using the amorphous metal transformer in Passenger Car Manufacture Company, which could reduce 70%—80% no-load loss compared with traditional dry-type transformer and no-load current could reduce 75%—85%. The amorphous metal transformer could save energy consumption more than 30% compared with traditional transformer in the same capacity.



非晶合金变压器  
Amorphous alloy transformer

#### 前处理水洗工位节能运行改造

Pre-treatment washing station energy-saving operation transformation

对轻型商用车公司轻卡二厂前处理水洗工位增加喷淋系统，采用驾驶室到位感应喷淋装置，驾驶室下降指定位置后进行喷淋，同时优化喷淋角度，作业时间由原来的每台车4分钟降低为每台车3分钟，每年可节约4800吨喷淋用水。

Adding the spraying system in pre-treatment washing station of light-duty commercial vehicle company light-duty truck second factory. Using induction spray device, it could spray when the cab decline to the designated position and optimizing the angle of spraying. And the working time drops from 4 minutes per unit to 3 minutes per unit, and it could save 4800 tone spraying water annual.



水洗工位增加喷淋系统  
Spray system with water  
washing station

#### 乘用车全系切换环保阻尼垫

Passenger car all series products change to environmental-friendly damping mat

新型环保阻尼垫采用分子改进剂与热塑性弹性体共同组成阻尼单元晶体，并选用功能性纳材料与聚合物组成多重约束型结构的宽领域环保新型阻尼材料，产品无毒、无味、环保并具有轻量化特性，同时还兼备表面平整美观、不易断裂、无异味等优点，进一步提升了整车品质。

The new environmental-friendly damping mat is used the Molecular improvement and thermoplastic elastomers, and choose functional nano materials and new damping material. The product is non-toxic, tasteless, environmental-friendly and light-weight as well as other advantages such as Smooth and beautiful, almost unbreakable and No off-smell.



环保阻尼垫  
Environmental protection  
damping pad



## CREATING A GREEN CULTURE ATMOSPHERE 营造绿色文化氛围

公司全面开展绿色文化建设，在公司全体员工形成共同的节约和有效利用资源、保护和改善环境价值观念，并贯彻于生产经营管理的实践中，在发展生产中保护环境，在保护环境促进生产发展，努力打造江淮汽车公司特有的“绿色文化”氛围。

JAC carried out the green culture establishment thoughtfully. To form a common save and effective using resource and protected and improved the environment value, and to carry through the practice of production and operation management. Protecting the environment in the process of manufacturing, JAC makes effects to create a green culture atmosphere.

### 节水宣传 Water-saving propaganda

2015年5月10日-16日是全国第24个城市节水宣传周，公司内部通过张贴宣传周主题活动横幅及标语、节水自查整改等方式，并与合肥市节水办联合举办一期“美湖杯”节水漫画大赛，顺利开展了节水宣传周活动，对参赛作品进行评选并给予奖励，激发了全员参与节水活动的积极性，营造了良好的节水氛围。

From May 10th -16th 2015, National 24th the water-saving propaganda week, JAC has carried out a series of activates such as posting publicity week theme banners and slogans, Water-saving comprehensive rectification, water-saving comic contest and so on. Through awarding the winners to inspire the enthusiasm of participation and create a good water-saving atmosphere.



### 节能宣传 Energy-saving propaganda

2015年6月13日-19日是全国第25个节能宣传周，此次活动主题为“节能有道、节俭有德”，公司围绕优秀节能技改项目为案例，在全公司范围内开展节能宣传、节能经验分享；配合安徽省暨市政府节能办，公司展出新能源汽车以及优秀节能项目展板参加节能宣传周的启动仪式，并参与节能宣传周骑行活动。

From 13 -19 June 2015, National 25th energy-saving propaganda week, this activity theme is ‘Energy saving & Economic’. JAC carried out energy-saving propaganda and experience sharing with excellent energy-saving technical transformation cases; cooperating with Anhui Province Energy-saving department, JAC exhibited the new-energy vehicle and excellent energy-saving projects and took part in energy-saving propaganda riding week activity.



# ENERGY CONSERVATION AND EMISSIONS REDUCTION PERFORMANCE

## 节能减排绩效

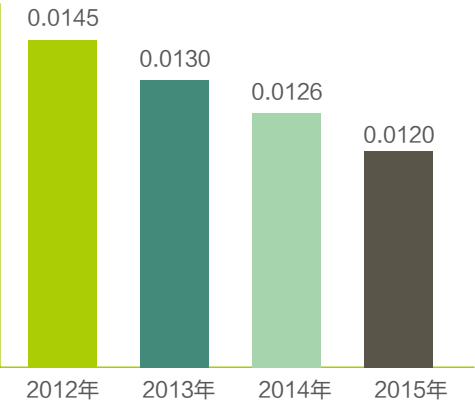
1366.23<sup>吨</sup>

2015年公司共节约标煤  
In 2015, JAC save standard coal 1366.23 ton

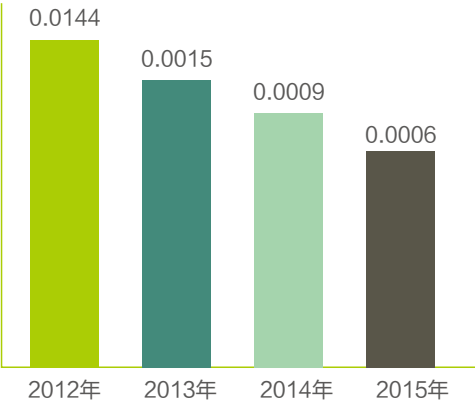
顺利完成政府下达的年度1100吨标准煤的节能目标。  
completed the government issued the annual target of 1100 tone standard coal saving.

指标 Index	2014年 Year of 2014	2015年 Year of 2015
环保总投资（万元） The total investment of environmental protection (thousand yuan)	6266.49	5423
COD排放量（吨） COD emissions (ton)	100	88.28
废水排放量（吨） Wastewater emissions(ton)	1106288	1267921
废渣排放量（吨） Waste emissions(ton)	5345.9	6544.4
单位产值水耗（吨水/万元） Water consumption (ton/ 10 thousand Yuan)	0.40	0.34

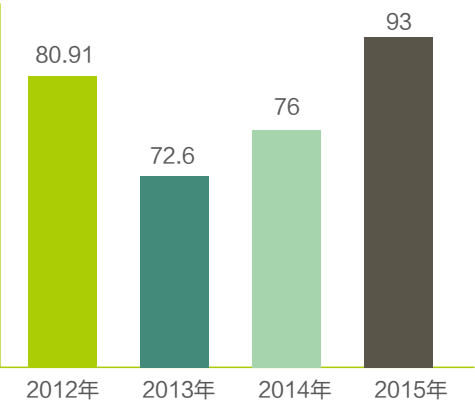
指标 Index	2015年目标值 Target of 2015	2015年实际值 Actual value of 2015
单台水量消耗下降率 Water consumption droop rate per unit	≥ 1.5%	下降20.00% decline 20.00%
单台综合能耗降低率 Comprehensive energy consumption rate per unit	≥ 1.5%	下降9.00% decline 9.00%
节约标煤量 Saving standard coal amount	1100吨 1100 ton	1366.23吨 1366.23 ton
COD外排总量 COD discharge	≤280吨 ≤280 ton	88.28吨 88.28 ton



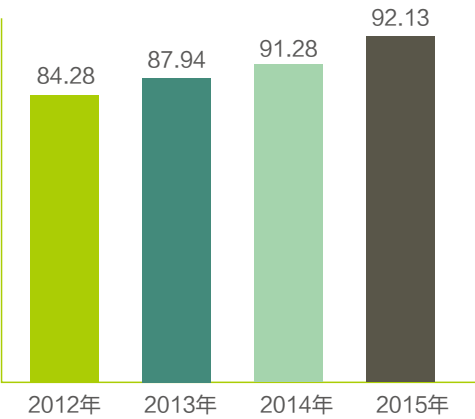
单位产值能耗（吨标煤/万元）  
energy consumption per unit of output value  
(ton standard coal/ 10 thousand Yuan)



单位产值能源节约量（吨标煤/万元）  
Energy savings per unit of output  
(ton standard coal/ 10 thousand Yuan)



废渣循环利用率（%）  
Solid waste cyclic utilization（%）



废水循环利用率（%）  
Waste water cyclic utilization（%）



## OVERALL INCREASING QUALITY MANAGEMENT LEVEL

## 全面提升质量管理水平

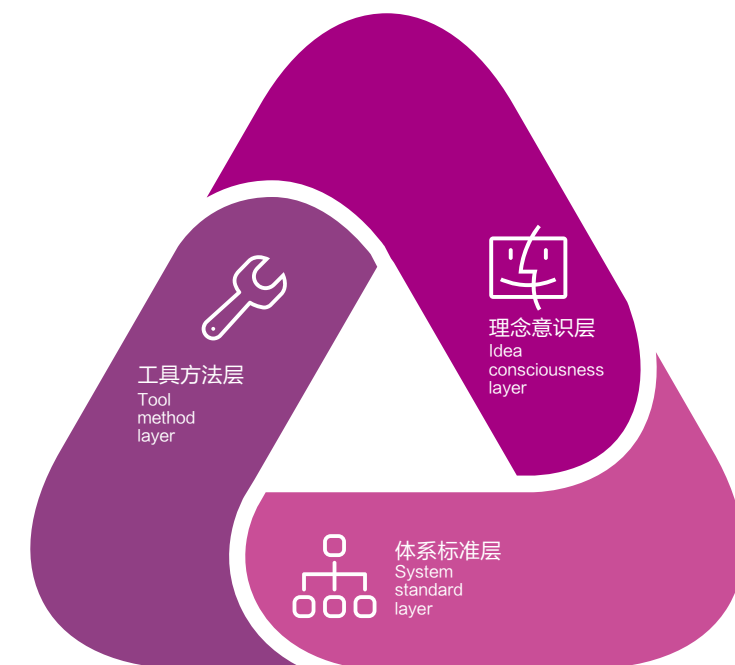
2015年公司全面践行“敬客经营、质量为本、求真务实”的核心价值观，强化全体干部员工的质量意识，始终坚持“有品质”的战略导向，紧紧围绕顾客满意度提升和质量管理体系建设，并以市场、试验场以及生产现场存在的问题为抓手，通过正向预防和系统改进，促进产品可靠性质量和感官质量的提升，积极创新各项管理，确保了质量管理体系的有效运行，全面提升了产品品质。报告期内，公司未发生重大产品质量、产品安全事故。

In 2015, JAC has always adhered to the core value of ‘Quality is the foundation of enterprise manufacture and development’ and strengthened all employees’ quality awareness. Always adhered to ‘Quality’ strategic orientation, customer satisfaction enhancement and quality management system establishment; and through positive prevention and system improvement to promote the improvement of quality; actively innovating management to ensure the effective operation of quality management system to improve product quality comprehensive. During the period of report, there was no major product quality and security accident.



## 品质引领 打造卓越生产制造体系

QUALITY- LEADING  
CREATING AN OUTSTANDING MANUFACTURE SYSTEM



强化质量管理体系建设  
Liability management model



## 质量文化建设

### Quality culture establishment



积极响应2015年“我为客户创价值”劳动竞赛要求，公司质量系统积极建立竞赛模型，以全员参与、科学评价为根基，通过竞赛活动开展，切实提升体系、实物、服务质量水平。

Actively responded to the requirement of 2015 ‘I create value for our customers’ labor competition, JAC quality system actively established contest model, on the basis of all staff participation and scientific assessment, and enhanced the level of system, service quality.



2015年“3·15国际消费者权益保护日”期间，为降低市场风险、传递市场压力，在全公司范围内开展了“敬客经营 服务销车”的3.15主题活动，不断提升员工质量意识。

2015年9月全国质量月期间，根据省质量领导小组和省国资委通知要求，公司围绕“迈向质量时代 建设质量强国”的主题，大力开展质量宣传教育，广泛开展群众性质量活动，深入开展质量提升工作和走近顾客市场服务等各项活动。为了鼓励先进、树立标杆，评选出了40个质量信得过班组，70名质量标兵。

During the period of 2015 ‘3.15 International Consumer Rights Protection Day’, JAC carried out ‘customer-oriented, service for customers’ 3.15 theme activity throughout the company to enhance staff quality awareness constantly.

In the period of 2015 National Quality Month, according to the requirement of quality lead team and SASAC, JAC carried out the quality propaganda education and mass quality activity surrounding the topics of ‘Entering into quality era, Establishing quality power country’, and deeply launch all kinds of activities such as quality enhancement work and marketing service. In order to encourage the advanced and sets up the model, JAC evaluated 40 quality-trusted teams and 70 quality models.

**40** 个  
质量信得过班组  
JAC evaluated 40  
quality-trusted teams

**70** 名  
质量标兵  
Quality models

## 质量体系建设

### Quality system establishment



自1998年导入体系管理，逐步形成了以GB/T19001、GJB9001、GB/T14001和GB/T18001相融合的一体化体系为主，以ISO10012、ISO10015、TS16949和CCC体系等专用体系为辅的多体系运行模式，逐步将企业核心价值观融入到体系管理要求中。同时，推进内审员队伍建设，2015年开展一体化内审员取证培训68人次。

Since introduced system management in 1988, JAC has formed GB/T19001、GJB9001、GB/T14001和GB/T18001 as the main body and ISO10012、ISO10015、TS16949 and CCC system as auxiliary, and blended company core value into system management requirement. Meanwhile, JAC continue to push the internal auditor team establishment and 68 people obtained the certification in 2015.

## 质量法规管理

### Quality law and regulation management

依据国家颁布的《缺陷汽车产品召回管理条例》要求，公司持续优化安全件追溯系统(包括二级件追溯系统)，组织开展召回预演、备案召回资料以及审核关键供应商，提升召回追溯管理能力。积极配合国家质检总局组织召回联合汽车电子有限公司燃油泵，截止2015年12月31日，市场共计完成燃油泵召回数量为31512台，并按月向质检总局提交备案。公司召回及三包管理整体运行平稳。

According the requirement of ‘automobile products recall supervision and management regulations’, JAC will continue to optimize safety components tracing system (including second-level tracing system), organize the recall rehearsal, fill the recall material and audit key distributors and enhance the tracing management ability. JAC actively cooperated with National Bureau of Quality Inspection to recall the fuel pump of United Automotive Electronic Systems Co. Ltd. Until 31 Dec. 2015, 31512 units fuel pump have been recalled and JAC submitted the record monthly to AQSIQ of China. The recalling and guarantee management system is smooth operation.



## 质量工具方法推广及人才建设

### Quality tools method promotion and talent construction

2015年，公司瞄准国内外先进的管理思想，积极推进六西格玛管理等方法在公司的运用，创建黑带大师工作室，提升质量管理水平。2015年开展了两期黄带培训、一期绿带培训和首期SQE培训，共有11名员工通过中国质量协会黑带认证、26人通过绿带认证。

公司积极引导并激励全员积极开展群众性质量活动，成立QC小组，确定课题进行攻关，活动坚持遵循PDCA循环，取得了优异的成绩。全年公司共验收合格QC1543个，评审出64个公司级优秀QC，其中1个小组评选为全国优秀质量管理小组，2个评选为安徽省优秀质量管理小组、7个评选为合肥市优秀QC小组。发动机公司放大镜小组荣获了“2015年国际优秀质量管理小组金奖”称号，实现了安徽省QC小组获国际质量奖牌“零的突破”。



**64** ↑  
units  
公司级优秀QC  
Corporate outstanding QC

**1** ↑  
units  
全国优秀质量管理小组  
1 national excellent quality management team

**2** ↑  
units  
安徽省优秀质量管理小组  
2 provincial excellent quality management teams

**7** ↑  
units  
合肥市优秀QC小组  
7 Hefei city excellent QC teams

In 2015, JAC introduced domestic and overseas advanced management thought and promoted the six sigma management and other method application in company and created Black belt master studio to enhance the quality management level. In 2015, JAC carried out two sessions yellow belt training, one session green belt training and first session SQE training, and 11 staff obtained the black certification and 26 staff obtained the green certification from China Quality Association.

JAC actively encouraged all staff to carry out mass quality activity and established the QC team which has achieved outstanding accomplishments following the PDCA cycle. In 2015, JAC checked and accepted qualified QC 1543, cooperate excellent QC 64, 1 national excellent quality management team, 2 provincial excellent quality management teams and 7 Hefei city excellent QC teams. And JAC engine company Magnifying glass Team won ‘2015 international excellent quality management team golden award’, achieving ‘the zero breakthrough’ of Anhui Province QC Team winning international quality award.

时间 Time	公司级优秀QC Corporate outstanding QC	市级优秀QC Municipal outstanding QC	省级优秀QC Provincial outstanding QC	国家级优秀QC National outstanding QC	国家级优秀QC金奖 International outstanding QC golden award
2011年度 2011 year	66	5	5	1	/
2012年度 2012 year	64	7	7	/	/
2013年度 2013 year	67	6	5	1	/
2014年度 2014 year	63	8	3	2	/
2015年度 2015 year	64	7	2	1	1

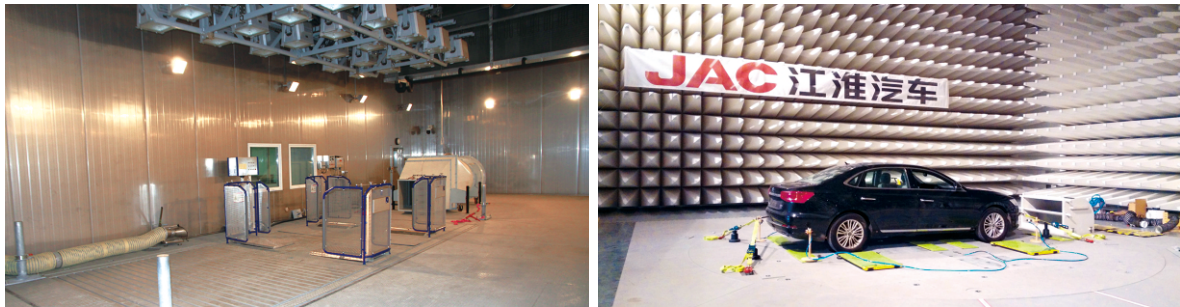
截止2015年底，已有9000多名员工获得了由中国质量协会颁发的TQM基本知识统考合格证书。 Until the end of 2015, more than 9000 staffs have won the TQM qualified certification from China Quality Association.

## 加大硬件投入 保证产品质量

### Increase Hardware Input Guarantee Products' Quality

2015年，公司新建的研发中心三期项目竣工并投入使用。研发三期共计投入5.7亿元，以整车碰撞试验、NVH试验、电子电气设计验证、整车环境及耐久试验等验证中心作为建设内容，新建发动机验证中心、NVH及EMC验证中心、整车环境及耐久性验证中心和整车被动安全验证中心，新增主要设备110台（套），着力解决产品智能、节能、环保、安全等问题，打造国际先进和国内一流的产品验证中心，进一步提升公司产品验证能力。

**5.7** 亿元  
hundred million yuan  
研发三期共计投入  
R & D phase III has invested a total of 5.7 billion yuan



In 2015, the company's new R & D Center phase III project was completed and put into use. R & D phase III has invested a total of 5.7 billion yuan with the vehicle crash test, NVH test, electronic and electrical design verification, vehicle environmental and endurance test verification as the construction contents and newly built the engine verification center, NVH and EMC verification center, vehicle environmental and endurance test center and the vehicle passive safety verification center. The new R & D Center has 110 sets of newly added equipment to resolve the problem of intelligent products, energy saving, environmental protection, security and others to build the international advanced and domestic first-class product verification center, to further enhance the product certification company ability.

在生产制造环节，公司不断通过新技术、新设备、新工具的应用，提升生产线的自动化、信息化水平，从硬件上保证生产过程的质量一致性；同时，强化全过程的质量控制和责任追溯，持续推进实物质量提升。

设立关键特殊工序，对关特工序工艺参数的波动进行统计分析，进行工序能力和产品质量趋势分析，采取相应措施预防产品质量问题的发生，并大力推广防错技术的运用，推动质量管理工作从“重整改”向“重预防”转变。

During the production process, the company continued to ensure the quality consistency from the hardware through the application of new technology, new equipment and new tools, as well as the improvement of the automation of the production line and the level of information, at the same time, it strengthened the whole process of quality control and responsibility tracing back and continued to promote the physical quality of the promotion.

Setting the key special process, and making analysis of the fluctuations of the key special process parameter as well as the trend analysis of process capability and product quality, moreover, taking the appropriate measures to prevent product quality problems, and vigorously promote the use of error-proofing technology, promote the change of the quality management work from the "reforming emphasis" to the "prevention emphasis".





## 产品适应性试验 Product adaptability test

公司策划2015年“四高一山”试验计划，对重点新产品、成熟产品、变型变动产品和标杆车总计22种车型进行高湿、高温、高原、高寒、山区条件下试验验证。同时选取重点车型，每种车型抽取三台车开展可靠性试验，确定首次故障里程5000km的目标，整体可靠性优异。

JAC planed 2015 ‘four high one mountain’ the test and made the test under the condition of high humidity, high temperature, cold, mountain and plateau aiming at important new products, mature products, modified products and model products. Meanwhile, JAC chose the key models to make the reliability test, and set the goal of the first time trouble mileage is 5000km, outstanding performance.



公司拥有国际先进水准的整车与零部件设计验证开发能力手段,相关设备共计550余台/套。

2015年3月份，发动机公司通过CNAS技术专家组审核，获得CNAS实验室正式授牌。

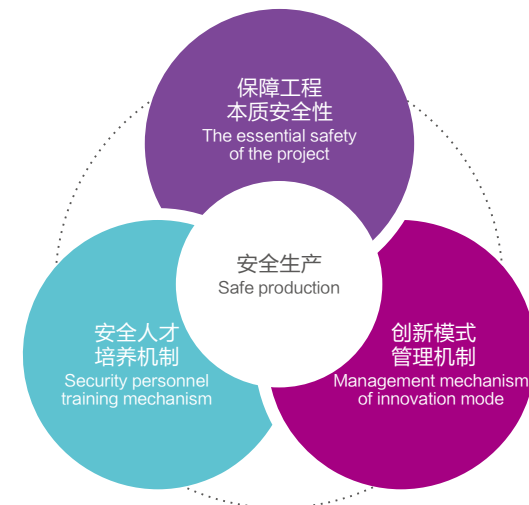
JAC owns international advanced completed vehicle and spare parts design and development ability and relevant device 550 units.

In March 2015, JAC Engine Company passed through CNAS technology specialist team audition and won CNAS Laboratory officially approved.



## GUARANTEE SAFE PRODUCTION OPERATION SOLIDLY 坚实保障安全生产运行

公司引导职工积极参与安全生产的民主管理、民主监督，推进企业安全生产标准化及班组安全管理标准化建设，重视职工安全健康知识培训和普及教育，加强新《安全生产法》的宣传，积极推行“一法三卡”（事故隐患和职业危害监控法、安全检查提示卡、有毒有害化学物质信息卡、危险源点警示卡）的实际应用。一方面对现有的安全难点问题进行治疗和防控；另一方面探索对非常规危险进行识别和治理，激发了广大员工参与安全工作的热情，营造良好的安全文化氛围。



JAC actively leaded employees to take part in safety production' s democratic management and democratic supervision and promote enterprise work' s safety standardization and team safety management standard establishment, and paid attention to employees' safety and health knowledge training and popularization education, and strengthened the propaganda of 'safety production law' , and actively pushed 'one regulation and three cards' (Accidents and occupational hazards monitoring method, Security check cue card, toxic and harmful substances Information card, hazard point reminder card) practical application. On one hand, to govern and control the existing difficult problems; on the other hand, to recognize and treat unusual hazard; to inspire the enthusiasm of the masses employee participation in security work and to create a good safety culture atmosphere.



新安全生产法学习竞赛  
New production safety law learning competition





安全生产月活动签字宣誓  
Production safety month activities sign



急救演练  
Oath and first-aid rehearsal



设置危险警示标志  
Setting risk warning sign

配电箱柜板内部进行检查  
Distribution box frame internal checking

## 安全管理绩效

The safety management performance

危险源识别管理 Dangerous source identification management	一般危险源 General hazards  35622项 items	三非及特别意外模式危险源项 Three non and unexpected hazards  3131项 items	重要危险源项 Important hazards  37项 items	分布 Distribution  378个点 places
公司级安全检查 Corporate level security check	各类安全检查 All kinds of safety inspection  22项 items	排查安全隐患 Troubleshooting potential safety hazard  1408项 items	完成整改 Rectification  1408项 items	整改率 Rate  100%
事业部级自查自改 Business units' self-examination and self-improvement	累计排查重大安全隐患 Investigating potential safety problems  无	累计排查一般安全隐患 Investigating general safety problems  5700项 items	累计整改 Rectification  5700项 items	整改率 Rectification Rate  100%
职业健康管理 Occupational health management	职业危害作业点 Occupational hazards operating places  381个 units	检测达标率 Standard rate  94.5%	职业健康体检人数 The number of occupational health examination  4431人 persons	体检率 Physical examination rate  100%
交通管理 Traffic management	联合检查 Joint inspection  40次 times	查处违章 Investigate and punish illegal  20起	驾驶员考评 Driver evaluation  680人 persons	合格率 Qualified rate  100%
教育管理 Education & Training	专业培训 Professional Training  20次 times	参培人数 Training people  3600起	操作类资格取证 Operation class getting certification  1050人 persons	管理类资格取证 Management class getting certification  105人 persons
安全正激励 Positive inspiration of safety	一线安全奖励 Security rewards  280.02万元 ten thousand yuan	安全主题活动 Security theme activity  36.56万元 ten thousand yuan	安全QC项目 Security QC projects  1.2万元 ten thousand yuan	
安全投入 Security input	安全投入计划项目 Security input plan projects  286项 items	计划完成率 Fulfillment completion  98.6%	安全投入资金 Security investment capital  2762.5万元 ten thousand yuan	预算完成率 Budget completion rate  98%
事故管理 Accident management	工伤事故 Accident work injury  轻伤5起 Slight injury	千人负伤率 The rate of thousands injured people  0.28%	公司控制指标 Company control index  2.44%	





## 回馈社会 共建幸福美好家园

CONTRIBUTION TO THE SOCIETY  
BUILDING A HAPPY HOME

## CONTRIBUTING TO LOCAL ECONOMY DEVELOPMENT

### 贡献当地经济发展

2015年，公司继续发挥地方经济发展的推动作用，并拉动了地区的人才及相关产业的发展，为当地的可持续发展贡献了企业应尽的责任。

在整车零部件板块，2015年3月和2015年5月，新纳入轮胎和车灯两个项目，项目地点分别位于长丰县岗集和合肥市经开区，注册投资共计6670万元。

2015年年内，股份公司在厦门、深圳、北京分别设立了新能源营销子公司，项目投资额约为8500万元。此外，股份公司在遂宁独资设立四川销售公司，在拓展西南地区业务的同时，也进一步推动了当地的社会经济的发展。

2015年，公司当地总采购金额为194亿元，同比增长63亿元。其中当地采购1000万元以上采购额的零部件企业采购额占公司总采购额比率为51.16%。

**194** 亿元  
hundred million yuan  
公司当地总采购金额  
JAC has spent totally in local enterprises

**63** 亿元  
hundred million yuan  
同比增长  
up by



In 2015, JAC continue to playing the role of promoting local economy and pushing the local talents and relevant industries development, which undertook its responsibility for local economic sustainable development.

In the field of spare parts, in March and May of 2015, JAC invested 66.7 million Yuan to establish Tyres and light two projects in Chang Feng and Hefei High & new technical industrial areas.

In 2015, JAC invested 85 million Yuan to establish new energy marketing companies in Xiamen, Shenzhen and Beijing. Besides, JAC established Si Chuan Marketing Company with sole proprietorship in Suining that could further promote the development of the local social economy.

In 2015, the total purchase amount was 19 billion 400 million Yuan, up by 6 billion 300 million Yuan. And the local purchase amount more than 10 million Yuan covered 51.16% of the total purchase amount of company.



## CREATING A HUMOROUS COMMUNITY ENVIRONMENT 营造和谐社区环境



2015年度共计组织265人次的周边社区居民进入老年大学各类兴趣班学习。公司老年大学还主动与所属社区研讨老年教育的崭新模式，组建了老年大学健身队、合唱团及书画研究会等社会团体。多次应邀参加省、市政府及包河区举办的书画摄影展、广场文化节、社区文艺汇演等一系列活动，先后斩获多项殊荣。既彰显了公司的良好形象，又点缀着社区文化的绚烂篇章，构建了健康向上的和谐氛围。



In 2015, JAC organized 256 periphery community residents to studying in the elderly university. JAC elderly university also researched the new elderly education model with community and organized many social organizations such as elderly university fitness team, chorus and calligraphers & painters association. They have been invited to take part in the painting and calligraphy exhibition, the square culture festival, community literature and art joint performance and a series of activities for many times, and won abundant of awards. It could not only show the good image of company but also creating healthy and harmonious atmosphere.





## GREAT ENTHUSIASM IN PUBLIC WELFARE 热心公益事业

公司将参与社会公益活动作为履行社会责任的重要组成部分，坚持“关爱弱势群体”为主线开展公益活动，并倡导企业全价值链共同参与。

JAC has participated in social welfare activities as a very important part of fulfilling society responsibilities and insisted on carrying out ‘care of vulnerable groups’ public benefit activities, and called for employees ‘participation.



### 瑞风行动

‘Refine’ Activity

公司持续持续开展以关爱留守儿童为主题的公益活动，于2015年6月联合当地媒体和教育部门，启动第四季“牵手 瑞风行动”公益项目，连续走进金寨、阜南、怀宁、铜陵、含山、定远等6个地区，为当地留守儿童送去关爱与问候。

JAC continued to carry out the public welfare activities as the theme of caring for left-behind children. In June 2015, JAC cooperated with local media and education department to start the fourth ‘Hand in hand, Refine Activity’ public welfare program. They visited six regions of Jin Zhai, Fu Na, huai Ning, Tong Ling, Han Shan, Ding Yuan to send to care and greetings for the local left-behind children.



### “黄河行”生态考察

‘Yellow River’ Ecology Investigation

“黄河十年行”系列活动于2010年由“绿家园环境科学研究中心”主办推进。2015年，公司继续为该活动提供全程用车，旨在通过环保考察，聚焦黄河流域气候、物种多样性及生态环境的变化情况，引导全民关注母亲河保护，促进黄河两岸的可持续、良性发展。

The series of activities of ‘10 Years of investigating along the Yellow River’ was started in 2010 by ‘Green home environmental science research center’. In 2015, JAC continued to provide vehicles for this activity with the goal of investigating the Climate of the Yellow River Valley, species diversity and the change of ecological environment, which could raise concern of protecting our mother river and promote the sustainable and healthy development of both sides of the Yellow River.





## “寻找天之蓝”大型环保公益活动 'Finding the blue sky' large environmental public welfare activity

2015年，江淮汽车赞助“寻找天之蓝”大型环保公益活动，奔赴安徽省6个重点地市，开展大型推广活动，引导全民投入环保事业。

In 2015, JAC sponsored the 'Finding the blue sky' large environmental public welfare activity and promoted in Anhui six key cities to guide people to evolve with environmental causes.



## CULTIVATING A SPECIAL VOLUNTEER TEAM 培育专业化志愿者队伍

公司根据年度公益活动规划，指导事业部及相关单位开展公益系列活动，积极营造良好的“人人奉献爱心、人人参与公益”的企业氛围。

According to the plan of annual public welfare activities, JAC carried out a series activities and created a good enterprise atmosphere of 'Every one contributes love and every one participates in public welfare'.

**482** 人  
persons

公司现拥有各级青年志愿者  
Now, JAC owns 482 youth volunteers

**10000** 小时  
hours

志愿者累计服务时长  
JAC volunteers have accumulative served

公司青年志愿者归口团委办公室管理。为了规范志愿者队伍建设，围绕企业和社会的双重需求，公司团委坚持“管理工作规范化、服务工作特色和”的工作目标进一步规范志愿者队伍建设。公司现拥有各级青年志愿者482人，累计服务时长近10000小时。

JAC youth volunteer activity managed by the League Committee Office. Into order to standardize the volunteer team construction and double needs of company and society, JAC League Committee has adhered to the work target of 'Management standardized and service characteristic' to establish youth volunteer team. Now, JAC owns 482 youth volunteers and accumulative served for more than 10000 hours.



公司团组织志愿者走进社区关爱退休孤寡老人，走进合肥儿童福利院、幼儿园、敬老院提供志愿服务，围绕重要节日、纪念日及公司重大活动和企业生产经营开展各类志愿服务，服务员工、服务企业、回报社会。

JAC Youth League Committee organized volunteers to visit retired elderly person of no family and provided voluntary service for children welfare association, kindergarten and gerocomium. They also carried out all kinds of voluntary service in important festival and Memorial Day. JAC serves employees, company and society.



# KEY PERFORMANCE INDICATOR

## 关键绩效表

市场绩效指标 Indicators of market performance	2015年 Year 2015	2014年 Year 2014	2013年 Year 2013
主营业务收入（万元） Prime operating revenue ( 10 thousand CNY)	4638591.23	3416940.84	3362023.79
净利润（万元） Net profit (10 thousand CNY )	85758.18	52870	91727.5
每股收益（元） Earnings per share ( CNY)	0.59	0.7	0.71
资产负债率（%） Asset-liability ratio (%)	74.07	72.64	70.36
研发投入（万元） R&D investment (ten thousand CNY)	185693.27	146352	121943
合同履约率（%） Agreement fulfillment rate (%)	100%	100%	100%
社会绩效指标 Social performance indicator	2015年 Year 2015	2014年 Year 2014	2013年 Year 2013
纳税额（万元） Ratal amount ( ten thousand CNY)	196360.85	146936.28	164635.47
员工总人数（人） Quantity of employees (person)	32507	20763	22064
劳动合同签订率（%） Labor contract signing rate (%)	100%	100%	100%
社会保险覆盖率（%） Social insurance coverage rate (%)	100%	100%	100%
工会覆盖率（%） Labor union coverage rate (%)	100%	100%	100%
女性管理者比例（女：男） Female administrator ratio (female : male )	1:8.76	1:9.44	1:9.08
残疾人雇佣率（%） Disabled employment rate (%)	0.45%	0.45%	0.42%
员工体检覆盖率（%） Physical examination coverage rate (%)	100%	100%	100%
职业病发生率（%） Occupational disease rate (%)	0%	0%	0%

员工培训总投入（万元） Employment education invest (ten thousand CNY)	914	1079	1186
员工培训覆盖率（%） Employment education coverage rate (%)	100%	100%	100%
人均培训时间（学时） Education time per people (class hour )	106.35	105.8	104.25
员工满意度（分） Employee satisfaction (points)	78.97	74.12	72.00
员工敬业度（分） Employee engagement (points)	81.66	75.85	74.33
员工流失率（%） Employee turnover rate (%)	6.91%	9.44%	10.05%
公益捐赠（万元） Public donating amount (ten thousand CNY)	110	100	310.51
志愿者人数（人） Quantity of volunteers (person )	482	460	320
环境绩效指标 Environment performance indicators	2015年 Year 2015	2014年 Year 2014	2013年 Year 2013
环保总投资（万元） Investment of environment protection (ten thousand CNY)	5423	6266.49	4084.19
单位产值能耗（吨标准煤/万元） Energy consumption per unit of output value (sce/ ten thousand cny)	0.012	0.0126	0.0128
单位产值水耗（吨水/万元） Water consumption per unit of output value (ton water/ ten thousand CNY)	0.34	0.40	0.48
单位产值能源节约量（吨标准煤/万元） Energy consumption per unit of output value (sce/ ten thousand cny)	0.0006	0.0009	0.0015
COD排放量（吨） COD discharge (ton)	88.28	100	127.22
废渣循环利用率（吨） Waste water discharge (ton)	93	74	72.6
废水循环利用率（吨） Waste residue discharge (ton)	92.13	91.28	87.94



# OUTLOOK

## 2016

## 展望2016

2016年是“十三五”开局之年，公司将继续深入践行“敬客经营、质量为本、求真务实”的核心价值观，强化社会责任管理体系建设，矢志追求为全球客户制造更好的产品，创建世界知名汽车品牌。用中国品牌，讲中国故事，造江汽好车，谱江汽新篇。让环境因我们的不断进步而变得更加和谐，让社会因我们的不懈努力而变得更加美好。

The year of 2016 is the beginning of ‘13th Five Year Plan’ , JAC will continue to fulfill the’ customer- oriented, quality-based and pragmatic ’ core value, strengthen social responsibility management system construction and manufacture better produces to global customers. Creating a world famous automobile brand and manufacturing good vehicles. Making the environment more harmonious because of our progress; Making the society more beautiful because of our unmitting efforts.

责任指标 Responsibility indicators	展望2016 outlook 2016
社会责任管理体系建设 Social responsibility management system	<div>●贯彻“十三五”战略要求，健全和完善公司社会责任管理体系，合理制定2016年社会责任年度绩效指标 Implementation of the "13<sup>th</sup> 5-year" strategy,Improve and perfect the corporate social responsibility management system, reasonably set up the performance indicators of social responsibility in 2016.</div> <div>●落实企业社会责任，强化社会责任工作规划，系统开展社会责任管理活动 The implementation of corporate social responsibility, and strengthen social responsibility work planning system to carry out social responsibility management;</div> <div>●进一步强化社会责任工作与公司品牌建设工作的融合 Further strengthen the integration of social responsibility work with the company's brand-building efforts;</div> <div>●继续完善企业与利益相关方的沟通机制 Continue to improve the communication mechanism of enterprises and stakeholders;</div> <div>●继续完善社会责任报告指标体系 Continue to improve the Social Responsibility Report indicators ;</div> <div>●定期开展社会责任培训工作 Regularly carry out social responsibility training.</div>

经济发展责任 Obligations for Economic Development	<div>●以效益为中心，以变革为动力，用求真务实态度，全面提升企业经营能力 Make efficiency as the center to change as the driving force to raise the overall business acumen with a pragmatic attitude;</div> <div>●促进产业结构升级，推进经济增长方式进一步转变 Upgrading the industrial structure, promote the economic growth further change;</div> <div>●加大巩固产品在国内各细分市场占有率，牢固商用车在海外市场的领先地位，推进乘用车在海外市场的优势地位 Increase the consolidation of products in the domestic market segment share, consolidate the commercial vehicles in the overseas market leading position to promote passenger cars in the overseas market dominance.</div> <div>●注重周边地区建设，为当地的经济发展和构建和谐社会贡献力量 Focus on the construction of the surrounding area, contribution to local economic development and build a harmonious economic and social force.</div>
自主创新责任 Independent innovation responsibility	<div>●坚持走“五讲四养”研发路线，深化五层次研发体系 Adhere to the 'five talks and four pleasing'elite R &amp; D road, deepening the five-level R &amp; D system;</div> <div>●强化NAM流程研发管理，以市场为基础，精准把握并控制研发项目的投入产出比 Strengthen the NAM R&amp;D process management, market-based, accurately grasp and control R&amp;D projects of the input output ratio.</div> <div>●保持新能源全国产业化第一的优势 Continue to increase investment in R&amp;D, to carry out multi-level technological innovation incentives to enhance the innovation capability of R &amp; D ;</div> <div>●推进GDI、DCT技术成果运用 Keep the advantage of the first place of the country's industrialization of new energy ;</div>
员工成长责任 Employee growth Responsibility	<div>●坚定不移地根据“十三五”人力资源规划，实施人才强企战略 Unswervingly carry on the '13<sup>th</sup> 5-year' human resource planning, implementing talent thriving enterprise strategy;</div> <div>●坚持“以人为本”的管理理念，为员工创造更优的工作环境 Adhere to the 'people-oriented' management philosophy, to create a better working environment for employees;</div> <div>●继续完善员工福利保障机制，提供员工生活质量和幸福指数 Continue to improve staff welfare and security mechanism, improve employee qualityof life and happiness index;</div> <div>●注重员工职业生涯规划，完善员工培训体系，加大培训费用投入，搭建员工成长平台 Focus on career planning, improve employee training system, increase the cost of training investment, build a platform for growth of staff;</div> <div>●加强民主管理和民主监督，维护员工合法权益，丰富员工精神生活，营造和谐企业氛围 Strengthening of democratic management and democratic supervision, safeguard the legitimate rights and interests of employees, enrich their spiritual life, and create a harmonious atmosphere for enterprise.</div>



节能环保责任 Energy saving and environmental protection responsibilities	<ul style="list-style-type: none"><li>● 继续完善环境管理体系，全面实现2016年各项环境能源管理目标 Continue to improve the environmental management system, the full realization of 2016 environmental energy management objectives;</li><li>● 深耕企业绿色文化，倡导低碳环保，积极参加环境保护公益活动 Deeply spread the enterprise green culture, promote low-carbon environment, and actively participate in environmental protection public service activities;</li><li>● 加大环保总投资，继续推广绿色工程建设 Increase environmental protection investment, continue to promote green construction;</li><li>● 继续实施绿色生产制造，推进能源资源循环利用、环保创新等举措 Continue to implement green manufacturing, promote energy resources recycling, environmental protection and innovation initiatives.</li></ul>
精益生产责任 Lean production responsibility	<ul style="list-style-type: none"><li>● 继续完善质量管理体系，强化产品质量控管机制，确保产品合格率 Continue to improve the quality management system, enhance product quality control mechanism to ensure that the rate of qualified products;</li><li>● 持续深入打造“品质JAC”，积极鼓励员工开展质量改善工作，提升全员质量责任意识 Continuously and deeply build the JAC quality, actively encourage the growth of quality improvement work to enhance the quality of full sense of responsibility;</li><li>● 继续完善安全生产管理体系，健全安全管理网络，以正激励为导向，提升全员安全生产责任意识，圆满完成2016年安全生产责任指标 Continue to improve the safety production management system, improve the safety management network-oriented, positive incentives to enhance full responsibility for production safety awareness, the successful completion of the 2016 production safety responsibility indicators.</li></ul>
采购管理责任 Procurement management responsibility	<ul style="list-style-type: none"><li>● 继续完善和优化供应体系，建设主机厂商与配套企业的学习型供应链，确保竞争力优势 Continue to improve and optimize the supplying system, construction of host companies and supporting enterprise learning the supplying chain, to ensure competitive advantage;</li><li>● 继续打造绿色供应链，严格鉴别供应商运营资质，督促供应商加强资源节约和环境保护行为 Continue to build a green supplying chain, being strict with identifying suppliers operator qualification, urging suppliers to enhance resource conservation and environmental protection behavior;</li><li>● 继续提升本地化采购比例 Continue to increase the proportion of localized procurement.</li></ul>

守法合规责任 Legal compliance responsibilities	<ul style="list-style-type: none"><li>● 严格遵守国际法律法规，深入开展廉洁风险防控工作 Strict compliance with national laws and regulations, carry out the clean-risk prevention and control work deeply;</li><li>● 严格遵守合同法及商业规则，坚持诚信经营，加强战略合作，实现与利益相关方共同发展 Strict compliance with contract law and business regulations, adhere to the integrity of management, strengthen strategic cooperation to achieve common development with stakeholders;</li><li>● 完善企业内控体系建设，降低企业运营风险 Improve the internal control system, and reduce the risk of business operations;</li><li>● 加强守法合规培训力度，规范企业管理准则 Strengthen legal compliance training, standardize corporate governance guidelines.</li></ul>
用户满意责任 Customer satisfaction responsibility	<ul style="list-style-type: none"><li>● 坚持“敬客经营、服务销车”的营销理念，建立健全公司级以客户为中心的营销管理体系； Adhere to the 'Operating with Customers Respecting and Selling with Excellent Service' marketing concept, the establishment of corporate-level customer-centered marketing management system;</li><li>● 强化售后服务能力，打造一流的服务品牌，为用户提供满意服务； Strengthen after-sales service capacity, to create a first-class service brand, and provide users with satisfactory service;</li><li>● 深耕质量文化建设，积极保持与用户沟通，建立信任的双方关系，提升品牌的忠诚度。 Cultivating a culture of quality construction, maintain active communication with the user, and confidence-building bilateral relations, enhance brand loyalty.</li></ul>
社会公益责任 Social responsibilities.	<ul style="list-style-type: none"><li>● 积极参与社区建设，建立良好的企业公民形象 Actively participate in community building, establish a good corporate citizen image;</li><li>● 积极参与重大社会问题的协助与帮困，努力创造就业机会 Actively involved in assistance and helping the vulnerable of the major social issues, efforts to create jobs;</li><li>● 以“关爱弱势群体”为公益重点，开展有效的公益特色活动及项目 To 'care for vulnerable groups' for the public good focus, to carry out effective public service features activities and projects;</li><li>● 积极打造具有特色的志愿者队伍 Actively create a unique team of volunteers.</li></ul>



# REPORTING GUIDELINES

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	G4-SO6	无此类情况		G4-SO6	无此类情况
	G4-SO7	无此类情况		G4-SO7	无此类情况
	G4-SO8	未涉及		G4-SO8	未涉及
	G4-SO9	无此类情况		G4-SO9	无此类情况
	G4-SO10	无此类情况		G4-SO10	无此类情况
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# EVALUATION FROM ACCORDINGLY PARTIES

## 相关方评价

《安徽江淮汽车股份有限公司2015社会责任报告》（以下简称《报告》）从七个方面阐述了“为员工谋幸福、为社会做贡献”的企业社会责任感，较为全面地披露了江淮汽车在“敬客经营、质量为本、求真务实”核心价值观的指引下，坚持“有效益、有技术、有品质、有特色、有规模”的经营方针，积极携手利益相关方，共同创造经济、社会和环境综合价值最大化的履责过程。

江淮汽车连续6年发布社会责任报告，树立了负责任的国企形象，进一步推动了我省工业企业社会责任管理的体系化建设。希望江淮汽车全面贯彻落实党的十八大和十八届三中、四中、五中全会精神和“创新、协调、绿色、开放、共享”五大发展理念，主动适应经济发展新常态，在“中国制造2025”战略指引下，稳步提升企业经营效益和质量，努力打造具有国际竞争力的中国汽车品牌，为建设美好安徽、实现中国梦做出更大的贡献。

安徽省人民政府国有资产监督管理委员会

The <Social Responsibilities Report 2015 of Anhui Jianghuai Automobile Co., Ltd.> (referred to as “the report” ) emphasizes on “pursuing happiness for the employees, making contribution to the society” as its key responsibility from seven aspects, highlights its practicing procedure during which it fully centers on the operation policy of “having profit, technology, quality, characteristic and scale” , adheres to its business philosophy of “customer-oriented operation, service-based sales, reality-centered practice” , and positively maximizes its comprehensive values of the economy, society and environment together with its interest related parties.

JAC motors has continuously issued its annual social responsibilities report for six years which established its responsible state-owned corporate image and further pushed the systematic construction of the social responsibilities management in the industrial corporates in Anhui.JAC motors is supposed to fully implement the spirits of the 18th CPC National Congress, the Third & Fourth & Fifth Plenary Session of the 18th CPC Central Committee as well as the five developing concepts of “innovative, coordinative, green, open and sharing” , initiatively adapt to the new normal state of the economy development; under the instruction of “Made in China 2025” policy, stably improve the business profit and quality of the corporate, try to build the internationally competitive Chinese auto brands in order to create a beautiful Anhui and make greater contributions to realize the China dream.

State-owned Assets Supervision and Administration  
Commission of People's Government of Anhui Province

这份报告体现了江淮汽车在习近平总书记“创新，协调，绿色，开放，共享”五大发展理念的指导下，在社会责任领域的全面践行，为全行业树立了良好的榜样，为社会发展注入了正能量。万力轮胎作为江淮汽车的合作伙伴，一直关注江淮汽车的发展，也希望与江淮汽车携手，为推动行业与社会的进步贡献力量。

万力轮胎股份有限公司

The report reflects that JAC fully implements the social responsibility under the guiding of General Secretary Xi Jinping five development principles of “innovation, coordination, green, open and sharing” , setting a good example for the whole industry, and inputting positive energy to the social development. Wanli Tire Co. Ltd as a partner of the company, has been always concerned about the development of the automobile, and also hopes to work together with JAC to contribute its efforts to promote the progress of the industry and the community.

Wanli Tire Co. Ltd



# OPINION FEEDBACK CHART

## 意见反馈表

为了持续改进安徽江淮汽车股份有限公司社会责任工作及社会责任报告编制工作，我们特别希望倾听您的意见和建议。请您协助完成意见反馈表中的相关问题，并传真到0551-62296867。

In order to continuously improve the editing job on Anhui Jianghuai Automobile Co., Ltd. Social Responsibility Work and Social Responsibility Report, we especially hope to listen to your opinions and suggestions. Pls kindly answer the questions in the feedback chart and fax it to 0551-62296867.

选择性问题：（请在相应的位置选择打“√”）  
Optional questions (pls mark “√” in the corresponding places)

1.本报告全面，准确地反映了安徽江淮汽车股份有限公司的社会责任工作状况？  
This report reflects the social responsibility work situation of Anhui Jianghuai Automobile Co., Ltd. completely and correctly?

☐ 很好/Well    ☐ 较好/Better    ☐ 一般/General    ☐ 较差/Relatively Poor    ☐ 很差/Poor

2.本报告对利益相关方所关心的问题进行了回应和披露？  
This report answers and reveals the questions that the interest interrelated party concerns?

☐ 很好/Well    ☐ 较好/Better    ☐ 一般/General    ☐ 较差/Relatively Poor    ☐ 很差/Poor

3.本报告披露的数据清晰、准确、完整？  
The information revealed in the report is clear, correct and complete?

☐ 很好/Well    ☐ 较好/Better    ☐ 一般/General    ☐ 较差/Relatively Poor    ☐ 很差/Poor

4.本报告的可读性，即报告的逻辑主线、内容设计、语言文字和版式设计？  
This report is readable with its logic mainline, content design, language, and format design?

☐ 很好/Well    ☐ 较好/Better    ☐ 一般/General    ☐ 较差/Relatively Poor    ☐ 很差/Poor

开放性问题    Open questions:

1.您认为本报告最让您满意的方面是什么？  
What do you think is the most satisfied to you?

2.您认为还有哪些您需要了解的信息在本报告中没有反映？  
What do you think is not reflected in this report that is necessary to know?

3.您对我们今后的社会责任工作及社会责任报告发布有何建议？  
What suggestions do you have for our future social responsibility work and social responsibility report releasing?

如果方便，请告诉我们关于您的信息：  
If possible, pls let us know your information:

姓名/Name:

机构/Organization:

邮编/Postal Code:

电话/Tel:

职业/Profession:

地址/Address:

E-mail:

传真/Fax:



扫描关注  
JAC官方微信