



### 中国长江电力股份有限公司

联系地址：北京市西城区金融大街19号富凯大厦B座  
邮政编码：100033  
电话：010-5868 8900  
传真：010-5868 8898

联系地址：湖北省武汉市江岸区三阳路88号  
邮政编码：430014  
电子信箱：cypc@cypc.com.cn  
互联网址：www.cypc.com.cn

### China Yangtze Power Co., Ltd.

Contact Address: Focus Place B, 19 Financial  
Street, Xicheng District, Beijing, P. R. China  
Post code: 100033  
Tel: 010 - 5868 8900  
Fax: 010 - 5868 8898

Contact Address: No. 88 Sanyang Road, Jiang'an  
District, Wuhan City, Hubei Province, P. R. China  
Post code: 430014  
E-mail: cypc@cypc.com.cn  
Website: www.cypc.com.cn

# 2022年度 社会责任报告

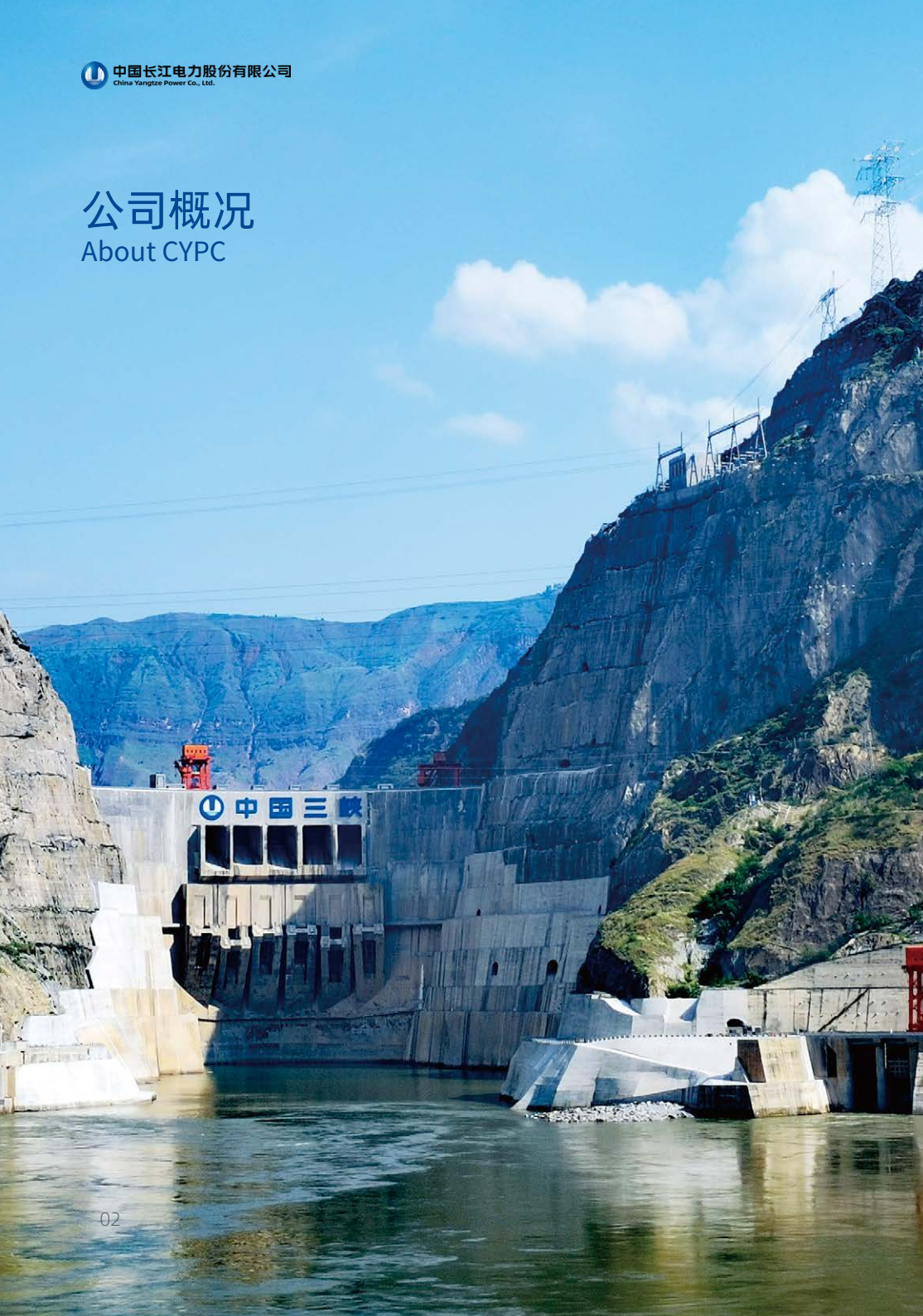
CORPORATE SOCIAL  
RESPONSIBILITY REPORT 2022

## 目录 Contents

<b>公司概况</b> About CYPCC	02
<b>公司简介</b> Company profile	03
<b>企业文化</b> Corporate culture	05
<b>专题：长江电力二十周年</b> Special Subject: 20 <sup>th</sup> Anniversary of CYPCC	06
<b>世界最大清洁能源走廊综合效益</b> Comprehensive benefits of the world's largest clean energy corridor	07
<b>生产经营指标</b> Production and operation indicators	08
<b>枢纽运行责任</b> Responsibility for Complex Operation	10
<b>卓越运营责任</b> Responsibility for Excellent Operation	13
<b>合作共赢责任</b> Responsibility for Cooperation and Win-Win Results	16
<b>低碳环保责任</b> Responsibility for Low-Carbon and Environment Protection	18
<b>社会和谐责任</b> Responsibility for Helping to Build a Harmonious Society	20
<b>员工发展责任</b> Responsibility for Employee Growth	22



## 公司概况 About CYPC



## 公司简介 Company Profile

长江电力是由中国长江三峡集团有限公司作为主发起人设立的股份有限公司，创立于2002年9月29日，2003年11月在上交所IPO挂牌上市。2020年9月，长江电力发行的“沪伦通”全球存托凭证在英国伦敦证券交易所上市交易。

China Yangtze Power Co., Ltd. (hereinafter referred to as “CYPC”) is a limited liability company established by China Three Gorges Corporation (“CTG”) as the main sponsor. CYPC, founded on September 29, 2002, was listed on the Shanghai Stock Exchange in November 2003. In September 2020, the Global Depositary Receipts (GDRs) issued by CYPC under the “Shanghai-London Stock Connect” mechanism were listed and traded on the London Stock Exchange.

公司主要从事水力发电、投融资、抽水蓄能、智慧综合能源、新能源和配售电等业务，经营区域覆盖中国、秘鲁、巴西、巴基斯坦等多个国家，是中国最大的电力上市公司和全球最大的水电上市公司。由公司运营管理的乌东德、白鹤滩、溪洛渡、向家坝、三峡、葛洲坝六座梯级电站，构成了世界最大清洁能源走廊，有效保障了长江流域防洪、发电、航运、水资源利用和生态安全。

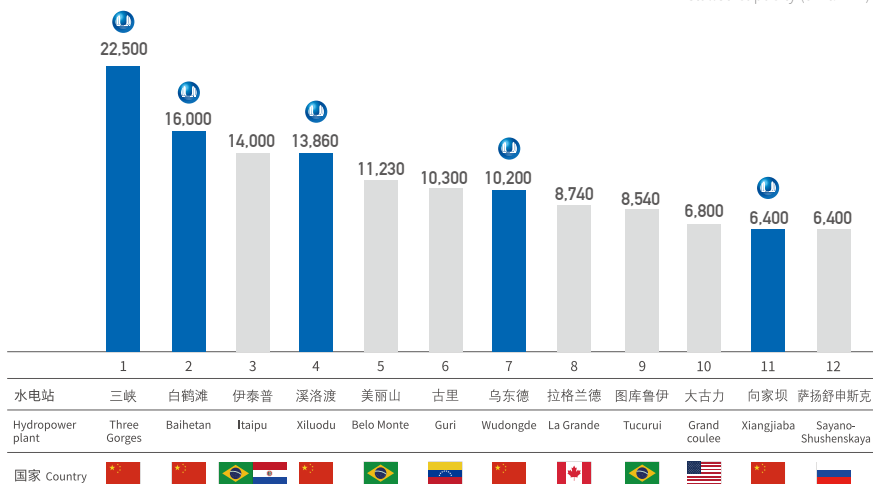
CYPC is mainly engaged in hydropower generation, investment & financing, pumped storage, smart integrated energy, new energy and power distribution & sales etc. in China, Peru, Brazil, Pakistan, and other countries. CYPC has become the largest listed electric power company in China and the largest listed hydropower company in the world. Six giant cascade hydropower plants including Wudongde Hydropower Plant (“Wudongde HPP”), Baihetan Hydropower Plant (“Baihetan HPP”), Xiluodu Hydropower Plant (“Xiluodu HPP”), Xiangjiaba Hydropower Plant (“Xiangjiaba HPP”), Three Gorges Hydropower Plant (“TGHP”), and Gezhouba Hydropower Plant (“Gezhouba HPP”) have formed the world’s largest clean energy corridor, effectively ensuring flood control, power generation, navigation, water resource utilization, and ecological security of the Yangtze River Basin.



## 企业文化 Corporate Culture



装机容量 (兆瓦)  
Installed capacity (unit: MW)



截至 2023 年 1 月，世界装机规模前十二大水电站中五座由长江电力运行管理，三峡电站以 2250 万千瓦的总装机容量居世界第一

As of January 2023, CYP operated and managed five out of the world's top 12 hydropower plants in terms of installed capacity and ranked first with a total installed capacity of 22.5 GW



**使命**  
Mission

为长江提供防洪保障  
为社会奉献清洁能源

Providing flood protection for the Yangtze River Basin and contributing clean energy to the society



**愿景**  
Vision

努力创建以水电为核心的世界一流清洁能源上市公司

Striving to create a world-class clean energy listed company with hydropower as its core business



**宗旨**  
Tenet

国家放心 股东满意  
同行敬佩 员工幸福

Reassuring the country, satisfying shareholders, being admired by peers, and benefiting the staff



**经营理念**  
Business philosophy

诚信经营 规范治理  
信息透明 业绩优良

Honest management, standardized governance, information transparency and excellent performance



## 专题：长江电力二十周年 Special subject: 20<sup>th</sup> Anniversary of CYPC

2022年，长江电力成立二十周年。二十年间，长江电力取得了令人瞩目的改革发展成就，管理范围从运行管理葛洲坝单座电站拓展到运行管理6座巨型水利枢纽组成的“乌东德至葛洲坝”世界最大清洁能源走廊；业务领域从单一的水电站运营管理拓展到发配售电并举、“水风光储”一体化开发运营；公司市值从上市之初不足500亿元跃升至超5000亿元；同时，通过收购秘鲁路德斯公司和成功发行“沪伦通”全球存托凭证，稳步向世界一流清洁能源上市公司的发展目标迈进。

CYPC celebrated its 20th anniversary of founding in 2022. During the past 20 years, the Company has made remarkable achievements in reform and development. It has extended its management scope from one hydropower plant - Gezhouba HPP to the world's largest clean energy corridor composing of six hydropower plants. It has also grown its business from operation and management of hydropower plants only to power distribution & sales and integrated development & operation of water, wind, solar and stored energy. These moves drove its market value to jump from less than RMB 50 billion in the beginning of listing to over RMB 500 billion now. In the meantime, CYPC has taken steady steps towards its development goal of growing into a world-class clean energy listed company by acquiring Luz del Sur in Peru and issuing the Global Depository Receipts (GDRs) under the "Shanghai-London Stock Connect" mechanism.

## 世界最大清洁能源走廊综合效益 Comprehensive benefits of the world's largest clean energy corridor

梯级电站

**6**座

6 cascade  
hydropower plants

装机

**110**台

110 generating units  
installed

总装机容量

**7169.5**万千瓦

A total installed capacity  
of 71.695 GW

防洪库容

**376**亿立方米

A storage capacity of  
37.6 billion m<sup>3</sup> for flood  
control

年平均发电量约

**3000**亿千瓦时

installed gross capacity  
(Hundreds of millions of  
kilowatt-hours)

相当于减少标煤消耗

**9045**万吨

equivalent to a reduction of  
standard coal consumption of  
90.45 million tons

减排二氧化碳

**24840**万吨

a carbon dioxide emission drop  
of 248.4 million tons



## 生产经营指标

Production and operation indicators

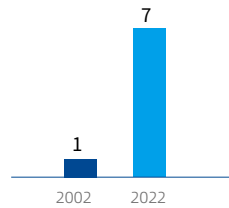
### 管理电站数量 (个)

Number of hydropower plants managed

年复合增长率

Annual compound growth rate:

10.22 %



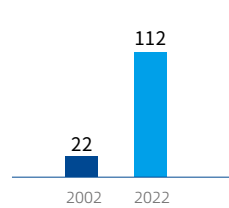
### 管理电站机组台数 (台)

Number of generating units in hydropower plants managed

年复合增长率

Annual compound growth rate:

8.48 %



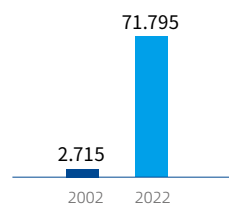
### 管理电站装机规模 (吉瓦)

Installed capacity of hydropower plants managed (unit: GW)

年复合增长率

Annual compound growth rate:

17.79 %



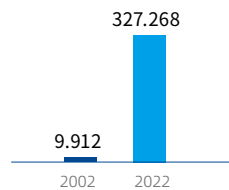
### 资产总额 (十亿元)

Total amount of assets (unit: RMB billion)

年复合增长率

Annual compound growth rate:

19.11 %



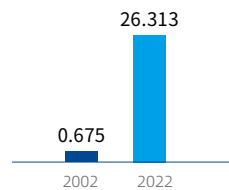
### 利润总额 (十亿元)

Total profits (unit: RMB billion)

年复合增长率

Annual compound growth rate:

20.10 %



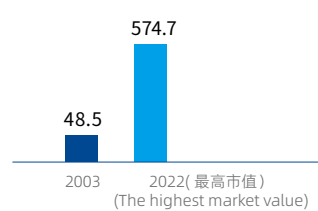
### 公司市值 (十亿元)

Market value (unit: RMB billion)

年复合增长率

Annual compound growth rate:

13.90 %



荣誉

Awards and honors

· 惠誉国际 A+、穆迪 A1 级国际评级  
(均与中国国家主权评级一致)

· A+ from Fitch Ratings and Moody's A1 rating  
(both consistent with the sovereign credit rating in China)

· 中诚信国际 AAA 级主体评级  
(中国企业类最高信用评级)

· AAA entity rating from China Chengxin  
International Credit Rating Co., Ltd.  
(the highest credit rating of enterprises in China)

· 2022 年 A 股上市公司 ESG 最佳实践案例和“中国上市公司 ESG100 强”榜单

· Inclusion in the best ESG practice cases of  
A-share listed companies and China's Top 100  
Listed Companies in ESG

· 2022 年中国电力行业“责任信息披露卓越企业”奖

· Award of Excellent Enterprise for  
Responsibility Information Disclosure in  
China's power sector in 2022



## 枢纽运行责任 Responsibility for Complex Operation

长江电力践行“精确调度、精益运行、精心维护”的生产理念，全面加强安全生产管理，充分发挥流域梯级枢纽防洪、发电、航运、水资源利用和生态安全等综合效益，全力保障能源供应，履行枢纽运行职责使命。

CYPC practiced the production philosophy concept of “accurate dispatch, lean operation and meticulous maintenance”, and enhanced its work safety management in an all-round way. It also gave full play to the comprehensive benefits of cascade hydropower plants in flood control, power generation, navigation, water resource utilization and ecological security, ensured energy supply with all efforts, and performed its mission of complex operation.

### 综合效益 Comprehensive benefits

#### 防洪 Flood control

- 梯级电站防洪库容 **376 亿立方米**
- **37.6 billion m<sup>3</sup>** of storage capacity for flood control of cascade hydropower plants

#### 发电 Power generation

- 公司所属四座梯级电站年度累计发电量 **1855.81 亿千瓦时**
- **185.581 TWh** of the annual cumulative power generation by the four cascade hydropower plants owned by the Company
- 公司运营管理的乌东德、白鹤滩两座梯级电站年度累计发电量 **766.68 亿千瓦时**
- **76.668 TWh** of the annual cumulative power generation by the two cascade hydropower plants - Wudongde HPP and Baihetan HPP operated and managed by the Company

#### 航运 Navigation

- 三峡船闸全年通过船舶 **4.06 万艘次**，过闸货运量达 **1.56 亿吨**
- **40,600 ships** passing through the ship lift with **156 million tons** of the volume of freight traffic passing through the navigation lock of Three Gorges Dam of the year
- 向家坝升船机全年载货量超 **169 万吨**，累计载货量超 **553 万吨**
- More than **1.69 million tons** of freight through the ship lift at Xiangjiaba HPP of the year, with an accumulated freight of over **5.53 million tons**

#### 水资源利用 Water resource utilization

- 梯级水库消落期向下游补水超 **320 亿立方米**
- Over **32 billion m<sup>3</sup>** replenishment downstream during the drawdown of cascade hydropower plants

#### 生态安全 Ecological security

- 梯级水库全年开展生态调度试验 **17 次**
- **17** ecological dispatch tests performed yearly in cascade hydropower plants
- 连续 **12 年**开展产漂流性卵鱼类繁殖的生态调度试验
- Ecological dispatch tests performed for the propagation of the fish producing drifting eggs for **12 consecutive years**



## 能源保供 Energy supply guarantee

- 保供高峰期梯级电站单日最大发电量超 **13 亿千瓦时**，累计 **48 天** 每日发电量超 **10 亿千瓦时**
- **1.3 TWh** of the maximum daily power generation of cascade hydropower plants during the peak period of energy supply guarantee, and **1 TWh** of the daily power generation for cumulatively **48 days**

## 安全生产 Work safety

- 连续 **13 年** 实现“零人身伤亡、零设备事故”目标
- Maintaining “zero personal casualty and zero equipment incident” for **13 consecutive years**

## 精益管理 Lean management

- 流域梯级电站汛期水情 24 小时预报精度达 **95.8%**
- **95.8%** of the forecast accuracy of cascade hydropower plants in the flood season of the river basin
- 全年节水增发电量达 **85.98 亿千瓦时**，综合耗水率创 2015 年以来历史同期最好水平
- **8.598 TWh** of the increased power generation from water saving, and the best overall water consumption rate in the corresponding period since 2015
- 承修设备合格率和一次启动成功率 **100%**，未因检修原因造成弃水损失
- **100%** of the qualified rate of repaired equipment and one-time startup rate, and no waste water loss caused by repair

# 卓越运营责任 Responsibility for Excellent Operation

长江电力拓展清洁能源多元业务，深化资本运营和国际发展，推进技术创新，持续提升公司资本运营能力、科技创新能力和企业管理能力，稳步向世界一流清洁能源上市公司的发展目标迈进。

CYPC expanded its multiple businesses in clean energy, deepened capital operation and international development, and promoted technological innovation. It also continued to raise its capital operation capacity, sci-tech innovation capacity and corporate management ability, and took steady steps towards its development goal of growing into a world-class clean energy listed company.





## 清洁能源业务 Business in clean energy



抽水蓄能  
Pumped storage

- 做好抽水蓄能电站投资和运维管理，跟踪、锁定抽蓄项目资源 **3000-4000 万千瓦**
- Ensuring the investment, operation and maintenance management of pumped storage hydropower plants, having access to **30-40 GW** of pumped storage resources



智慧综合能源  
Smart integrated energy

- 在建、运营的分布式光伏项目总装机容量约 **34 万千瓦**，在建、运营的用户侧储能项目总装机容量约 **17.65 万千瓦**
- About **340 MW** of overall installed capacity of distributed photovoltaic power projects under construction and operation, and around **176.5 MW** of overall installed capacity of user-side energy storage projects under construction and operation



新能源  
New energy

- 在河北、甘肃等地获取带坐标新能源资源超 **1000 万千瓦**
- More than **10 GW** of new energy resources with coordinates discovered in Hebei, Gansu and other places

## 资本运营 Capital operation

- 全年新增对外投资约 **35 亿元**，实现投资收益 **46 亿元**
- An annual amount of **RMB 3.5 billion** of new outbound investment, generating a revenue of **RMB 4.6 billion**
- 市值最高达 **5747 亿元**，稳居中国 A 股电力板块首位、全球电力上市公司前列
- Ranking first in China's A-share electricity sector and at the forefront of global electricity listed companies with a highest market value of **RMB 574.7 billion**

## 国际业务 International business

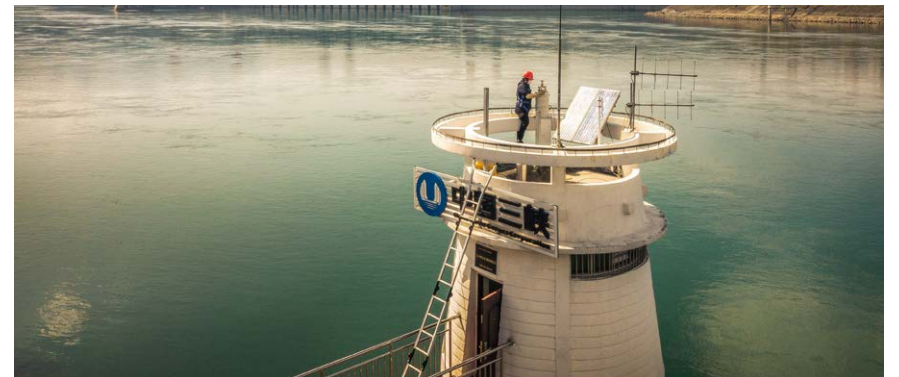
- 推动完善秘鲁路德斯等公司治理体系，稳步推进卡洛特电站、巴基斯坦风电项目运维业务，积极拓展国际配售电和新能源项目
- Improving overseas corporate governance systems, including Luz del Sur S.A.A, steadily advancing the operation and maintenance business of Karot hydropower plant ("Karot HPP") and Three Gorges Wind Farm Project in Pakistan, and making active efforts to develop business in international power distribution & sales and new energy
- 公司《秘鲁跨文化沟通指南》入选国际宣传优秀课题；《线下体验 + 线上互动，实现文化交流“零距离”》获得第五届中国企业国际形象建设国际传播创新奖
- *Peruvian Cross-cultural Communication Guidelines* listed in excellent cases for international publicity; winning the International Promotion Innovation Award at the 5th Collection Event for Chinese Enterprises International Image Building Cases with the *Offline Experience + Online Interaction to Realize "Zero Distance" in Cultural Exchanges*

## 科技创新 Sci-tech innovation

- 年度研发投入达到 **6.74 亿元**，新增科研项目 **370 余项**
- Annual R&D investment reached **RMB 674 million** with over **370** new research projects
- 全年共获授权专利 **373 项**，其中发明专利授权量达到 **81 项**
- **373** authorized patents granted in the year, including **81** patents for invention
- 《防止推移质和漂浮物淤积的侧向取水结构》课题申请国际专利合作条约的专利，并成功获授权美国专利
- Applying for a patent of Patent Cooperation Treaty with the subject named *Lateral water intake structure for preventing silting of bed load and floating debris*, and being successfully granted a US patent

## 公司治理 Corporate governance

- 厘清职能部门管理边界，优化整合投资业务平台，强化新能源和抽水蓄能业务板块平台支撑，促进公司业务发展
- Clarifying the management scope of functional departments, optimizing and integrating investment business platforms, strengthening platform support of new energy and pumped storage sectors, and accelerating business development
- 推进合规风险排查与整改工作，组织全员签署合规承诺，开展合规培训，培育合规文化
- Facilitating compliance risk screening and rectification, organizing staff to sign compliance commitments, launching compliance training, and cultivating compliance culture



## 合作共赢责任 Responsibility for Cooperation and Win-Win Results

长江电力深化与政府、能源企业、供应商等利益相关方之间的合作，注重打造责任供应链，积极参与国际交流和行业标准的制定，致力于与合作伙伴共享发展成果，积极推动世界水电行业发展。

CYPC deepened cooperation with governments, energy enterprises, suppliers, and other stakeholders, and paid attention to create a responsible supply chain. It also actively took part in international exchanges and preparation of industrial standards, shared development benefits with partners, and proactively enhanced the development of the world's hydropower industry.

### 多方合作

Multi-party cooperation

- 与张掖市、秦皇岛市等地方政府，甘肃电投集团、鞍钢矿业等能源企业，华中科技大学、长江科学院等科研院所进行合作，促进共同发展
- Cooperating with local governments (including Zhangye Municipal People's Government and Qinhuangdao Municipal People's Government), energy enterprises (including Gansu Province Electric Investment Group Corporation, Ansteel Mining Group), scientific institutes (including Huazhong University of Science and Technology and Changjiang River Scientific Research Institute) for common development

### 责任供应链

Responsible supply chain

- 2022 年，合格供应商 **30462 个**，组织供应商培训 **19 次**
- Having **30,462** qualified suppliers and launching **19 times** of supplier training in 2022
- 建立供应商分类标准，修订供应商管理办法，开展供应商培训及座谈会，提升供应商管理水平
- Developing supplier classification standards, revising supplier managing methods, launching supplier training and seminars, and leveling up supplier management

### 行业发展

Industrial development

- 截至 2022 年底，公司共加入包括中国水力工程发电协会、中国大坝工程学会等 **87 个** 社会团体
- Having joined **87** social organizations including China Society for Hydropower Engineering, Chinese National Committee on Large Dams by the end of 2022
- 巨型水内冷发电机组纯水水路清洗装备研发及应用、智慧枢纽建设对提升企业管理效能的探索和实践等 **45 项** 技术成果获得学会表彰
- Winning honors from Chinese National Committee on Large Dams for **45** technological achievements including R&D and application of cleaning equipment for purified water pipes of mega water-cooled generating units, exploration and practice of building an intelligent complex in improving corporate management efficiency

### 国际交流

International exchange

- 组织参加国际大坝委员会、国际能源署水电技术合作组等国际交流研讨会议，积极开展研讨合作，在合作交流中持续扩大公司在水电行业中的影响力
- Organizing and taking part in international exchange seminars of International Commission on Large Dams, IEA Technology Cooperation Programme on Hydropower and other institutes, proactively launching discussion and cooperation, and constantly enlarging its influence in hydropower industry in cooperation and exchange



## 低碳环保责任

### Responsibility for Low-Carbon and Environment Protection

长江电力坚持生态优先，积极应对气候变化，推行绿色生产方式，提高水资源利用率，开展生物多样性保护工作，推动形成人与自然和谐共生的新格局。

CYPC adhered to ecology first, responded actively to climate change, and pursued the green production modes. It also aimed to use water resources more efficiently, protected biodiversity and promoted the harmony between man and nature to a new level.



#### 应对气候变化

Response to climate change

- 2022 年，长江电力温室气体排放总量为 **21517.09 吨**
- 公司所属四座梯级电站累计发出绿色清洁电能 **1855.81 亿千瓦时**，相当于减排二氧化碳 **1.54 亿吨**
- 坚持开展三峡水库温室气体排放监测与分析研究。研究发现，三峡水库 2022 年温室气体排放量约为 **156 万吨**，与 2021 年相比总体保持稳定
- **21,517.09 tons** of the total emissions of greenhouse gas in 2022
- **185.581 TWh** of the cumulative green and clean power generation of the four cascade hydropower plants owned by the Company, equivalent to a carbon dioxide emission reduction of **154 million tons**
- Continuing the monitoring, analysis and study on emissions of greenhouse gas from the Three Gorges Reservoir. Studies found out that the Three Gorges Reservoir emitted about **1.56 million tons** of greenhouse gas in 2022, which was relatively stable compared with data in 2021

#### 高效利用水资源

Efficient use of water resources

- 聚焦极端气候事件和中长期来水风险研判，不断提升水文气象预测预报能力。打造流域水电站群智慧调度大数据平台，完善水资源管理决策支持系统，实现水资源高效利用
- Focusing on study and judgment on extreme climate events and long-term & medium-term inflow risks; continuing to improve its ability to predict and forecast meteorological and hydrological conditions; creating a big data platform for intelligent dispatch of hydropower stations in river basins; perfecting the support system for water resource policy-making; realizing efficient use of water resources

#### 绿色运营

Green operation

- 推进节能改造，加强文明施工管理，合规处置检修现场废弃物，全年未发生违法处置行为，危险废物、污水、废气检测检查达标率 **100%**
- Promoting energy-saving renovation; strengthening housekeeping management; disposing of on-site wastes in compliance with regulations; having no illegal disposal activities throughout the year; realizing **100%** of compliance rate for tests and inspections of hazardous waste, sewage, and exhaust gas

#### 保护生物多样性

Biodiversity protection

- 积极组织开展梯级水库生态调度试验，三峡水库促进产漂流性卵鱼类繁殖，期间湖北宜都江段鱼类总产卵量达 **157 亿颗**，其中“四大家鱼”产卵量达 **89 亿颗**，均创历史新高
- 开展 **2 次** 增殖放流活动，助力近 **70 万** 尾鱼苗放归长江
- Actively organizing ecological dispatch tests of cascade reservoirs and promoting reproduction of fish laying drifting eggs in the Three Gorges Reservoir, during which fish lay **15.7 billion** eggs on the Yidu Section including **8.9 billion** eggs from four major Chinese carps, both hitting record highs
- Holding **2** breeding and releasing activities which released nearly **700,000** fish fries into the Yangtze River

## 社会和谐责任 Responsibility for Helping to Build a Harmonious Society

长江电力积极投身社会公益事业中，支持乡村特色产业发展，助力建设宜居宜业和美乡村，持续推动社区发展进步，为构建和谐社区做出积极贡献。

CYPC proactively participated in social public welfare undertakings, supported the development of rural industries with characteristics, assisted in the building of harmonious and beautiful rural areas suitable to live and work in and continued to promote community development and progress so as to contribute to forging a harmonious society.

### 库区发展

Reservoir area development

- 实施社会责任项目 **58 个**，投入捐赠资金 **3.4 亿元**
- Carrying out **58** projects in social responsibility with an investment amount of **RMB 340 million**
- 采购帮扶地区农副产品 **880 万元**
- Paying **RMB 8.8 million** to purchase agricultural and sideline products from assisted areas
- 建设农产品生产车间，打造智慧能源小镇，助力乡村特色产业发展
- Building production workshops for agricultural products, creating intelligent energy towns and assisting in the development of specialty industries in rural areas
- 实施帮扶地区公共卫生能力提升等普惠性健康救助项目，惠及帮扶群众近 **2 万人次**
- Implementing inclusive health aid projects including the project for improving the ability of public health in assisted areas, which benefited nearly **20,000** people

### 文化交流

Cultural exchange

- 在秘鲁当地开展教育资助，组织足球友谊赛，携手路德斯公司举办中秋节社区开放日活动，促进中秘人员友好交流
- Giving education funds to students in Peru, organizing friendly football match and working together with Luz del Sur S.A.A. to hold the Community Open Day in Mid-Autumn Festival so as to promote friendly communication between the Chinese side and the Peruvian side

### 社区管理

Community management

- 缴纳税费 **174.57 亿元**
- Paying taxes of **RMB 17.457 billion**
- 开展道路维修改造、绿地公园建设等项目，提升社区基础设施的服务功能和质量
- Undertaking projects for repairing and upgrade roads and building green parks to improve service function and quality of infrastructure in the communities

### 公益慈善

Public benefit & charity

- 持续开展唇腭裂儿童救助和捐资助学等公益慈善活动，参与公益活动 **1000 余人次**，与社区建立公开、真诚、和谐的关系，增进民生福祉
- Continuing to hold public benefit and charity events with over **1,000** participants including aids to children with cleft lip and cleft palate, donation to schools, and building an open, honest and harmonious relationship with communities to enhance the well-being of people



## 员工发展责任 Responsibility for Employee Growth

长江电力严格遵守《劳动法》《职业病防治法》等法律法规，持续加强以职代会为主要形式的民主管理，积极推动平等包容、多元化发展，致力于为员工打造公平、和谐、包容的工作环境。

In strict accordance with relevant laws and regulations including the *Labor Law of the People's Republic of China* and the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, CYPC constantly enhanced democratic management which took main shape in the form of workers' congress, took active measures to seek equal, inclusive, and diverse development, and worked hard to build a fair, harmonious, and inclusive work environment.



2022 年

员工培训总投入  
**1428.39**万元  
CYPC invested **RMB 14,283,900** in employee training in total

劳动合同签订率  
**100%**  
CYPC **100%** signed labor contracts with its employees

女性管理者占比  
**15.97%**  
Its proportion of female managers was **15.97%**

鼓励支持员工深造学习，设置与学历、职称和技能等级相关的人才津贴，共惠及员工

**3000** 余名

CYPC encouraged employees to pursue further study, and established talent allowances for levels of education, title, and skill, benefiting nearly **3,000 employees** in total

荣获“全国五一劳动奖章”	“全国技术能手”	“湖北省五一劳动奖章”	“湖北省技术能手”
<b>2</b> 人	<b>1</b> 人	<b>2</b> 人	<b>2</b> 人

CYPC had **2** winners of National May 1 Labor Medal, **1** winner of National Skilled Worker, **2** winners of Hubei May 1 Labor Medal and **2** winners of Hubei Skilled Worker

