



2021

**8TH
EUROPEAN
CHAMBER
CORPORATE
SOCIAL
RESPONSIBILITY
AWARD**





**Acknowledge CSR successes,
raise sustainability awareness
and share CSR experience**

**认可企业社会责任成就
提升可持续发展意识
分享企业社会责任经验**

Chairman's Foreword

“The CSR Award of the EUCCC Chapter Nanjing has gained high recognition over the years, which fills us with a certain pride. We are happy to see an increasing number of successful CSR initiatives from European companies in China, which demonstrates the increasing focus on CSR across industries. With this event, we aim, to not only celebrate the winners but also want to thank all participating companies, institutions and schools, because their commitment to CSR, environment protection and sustainability creates high benefit to our society. This is especially important, given the increased awareness about CSR in global businesses and supply chains. Furthermore, the CSR campaigns presented during the ceremony are an excellent inspiration for other companies. In addition, I am very delighted, that we can present this year a new category about Woman Empowerment, supported by the UN Women organization. My special thanks go to all participants, supporters, sponsors and judges of our 8th CSR Award”

Dr. Andreas Risch

Chair of the European Chamber Nanjing Board

European Business

“CSR is today clearly at the heart of most European companies. We are convinced that economic growth must be responsible. Accelerating the transition to a sustainable economy means making finance a lever for transforming our societies. European banks, in particular BNP Paribas, are very active on green and sustainable finance and, by contributing significantly to the financing of our customers’ ecological transition, we are supporting the migration to a more responsible model. China has announced its target to achieve carbon neutrality by 2060. EU companies and banks have the technologies, expertise, commitment and willingness, and are committed to further contribute and support China to achieve this goal.”

Bruno Weill

BNP Paribas Chief Group Representative for China; Vice-President,
European Chamber of Commerce in China

CSR has become more than ever before a key success factor for companies to develop sustainably, in China and globally. The EUCCC has been serving as an important and effective communication platform, connecting organizations and stakeholders for topics of common interests. I hope we can continue to foster relationships between companies, exchange on CSR initiatives and shape a sustainable future together.

Bram Jansen

President, BASF-YPC Company Limited

European Consulates

“More than ever, our core values must be the driving force to reaffirm our identities, guide structuring decisions, and help us better collaborate to face global challenges. Moving towards a greener economy, or overcoming the global pandemic: those will be made possible by the aggregation of individuals’ and corporates’ decisions, directed by their values. This is what makes these CSR awards so relevant. The French embassy in China is proud to have been associated to the 2017 and 2020 events, and wishes the greatest success to the present and following editions”

Jean-Marc Fenel

Minister Counsellor for Economic Affairs
Embassy of France in China

“Companies play a decisive role in implementing the Sustainable Development Goals: by adapting their business models, their operations, products and services they address the needs of our society in a sustainable way. Swiss and European companies have been focusing on excellence, quality and innovation to achieve these goals. They are committed to social responsibility and they are willing to act on their whole supply chains to ensure a successful and much-needed collective approach. I commend the CSR Awards for celebrating the best practices and for disseminating them to help more companies to be a force for good”.

Yves Reymond

Head of the Economic, Financial and Commercial Section,
Embassy of Switzerland in China

Academia

“INSEAD believes firmly in the power of business to act as a force for good in society, the same principles that are celebrated at the annual European Union Chamber of Commerce in China (EUCCC) CSR Awards. This event offers an ideal platform to highlight organisations in China and the European Union that are walking the talk when it comes to championing social responsibility and sustainable business practices. Our hope is that this year’s winners will act as inspiration for other organisations to follow their lead and make their own positive impact on society.”

Ilian Mihov

Dean of INSEAD

Corporate Social Responsibility and The Path To Carbon Neutrality

Amidst lockdowns and re-openings worldwide, the pandemic has been challenging companies and shuffling their priorities and initiatives when it comes to corporate social responsibility. While a focus has been set on dealing with the consequences of the pandemic, some topics have also proven to further be of great importance. Diversity and inclusion remain high in companies' agenda as numerous studies have revealed that the pandemic hit harder vulnerable segments of the population such as women or part-time workers. Access to digitalization, especially for children and rural areas, also remains important against the backdrop of the 4th industrial revolution. In the field of environment, biodiversity and oceans protection were also deemed as key, with a special focus in China with this year's Kunming COP15. In addition, green energy and climate change remain of utmost importance and require strong commitments and solid actions from corporations.

In 2016, The Paris Agreement set out a global framework to limit the dangerous effects of climate change by limiting global warming to well below 2°C and pursuing efforts to limit it to 1.5°C. Many Member States have announced specific timelines to achieve “net zero” under the Paris Agreement. EU aims at climate-neutrality by 2050. This objective is at the heart of the European Green Deal and in line with the EU's commitment to global climate action. The transition to a climate-neutral economy is both an urgent societal challenge and an opportunity to innovate for a better future for all. President Xi Jinping made a significant pledge in front of the UN General Assembly in 2020 that China would become carbon-neutral by 2060. Coupled with China's earlier commitment to peak carbon emission around 2030, the “30-60” goal, have become today a driving force for the Chinese Government and companies alike. In October 2021, China released two key policy documents related to its climate goal, the “Working Guidance for Carbon Dioxide Peaking and Carbon Neutrality in Full and Faithful Implementation of the New Development Philosophy” and the “Action Plan for Reaching Carbon Dioxide Peak Before 2030. This plan focus on key areas such as reducing coal consumption, transitioning to renewable energy, reaching carbon peak in the most polluting industries such as steel and construction, switching to green mobility and developing the circular economy.

Nevertheless, ensuring the transition to a green economy will have a high cost. According to the International Energy Agency (IEA), achieving net zero CO₂ by 2070 will require EUR 31 trillion additional investments above commitments already made by all countries. Separately, the International Renewable Energy Agency (IREA) estimated a total investment in the energy system would need to increase by EUR 13.3 trillion above the current plans.

This does not mean that tackling climate issues is unprofitable for corporations. Many companies are already changing their business models to put sustainability at the heart of their operations and services. In this way, CSR becomes an effective tool for mitigating climate change.

As companies are accountable for the majority of the world's greenhouse gas emissions, it is the duty of companies to address climate change through many dimensions such as R&D and design, environment-friendly manufacturing techniques or adoption of a green, transparent policy and environmental disclosure. The global sustainable investment has totaled EUR 31.3 trillion and more investors are increasing driven by environmental, social and governance (ESG) related factors that traditionally have been neglected in a company's balance sheet. Various studies have also shown that when companies focus on ESG issues, it has a long-term impact on the companies' financial success. Companies that adopt sustainable innovation solutions can reduce operating costs substantially. On the other hand, failure to tackle the climate issues could cost much more in the long run. Since 2000, warming has already cost both the US and EU at least EUR 3.5 trillion in lost output. The dominating climate-focused regulations globally will also affect the market and change business models. In Europe, large public-interest companies with more than 500 employees are required to disclose information on the social and environmental impact of their activities. Companies that incorporate sustainability into their business practices are certainly favored.

During the recent COP 26, which was just held in Glasgow, with nearly 200 countries attending, UN Secretary General Antonio Guterres stated that while it was an important step, it was not enough – climate action needs to be accelerated. Actions taken by governments, individuals and companies in the next decade are crucial. Many European companies are already stepping up efforts to align their core businesses with the call for a green future. For example, in 2019, China became the first market where L'Oréal reached carbon neutrality across all its sites, after their Suzhou plant signed the “Carbon Neutral” agreement with Suzhou Industrial Park to start the construction of a CHP plant (Combined Heat and Power), to produce electricity and heat on site with high efficiency. Today, the company has set a carbon-neutrality target of their sites globally by 2025 and also embark their suppliers and customers alike towards achieving the climate goal. Furthermore, ABB released its sustainability strategy 2030 which requires at least 80% of its products and solutions to be covered by circularity approach. After its successful pilot project of self-sufficient energy factory in Germany, ABB has unveiled a new solar power generation and renewable energy integration system at its manufacturing site in Beijing in 2021. The Beijing project marks another milestone of its 2030 strategy and will decrease the annual greenhouse gas emissions by an estimated 400 tons.

China's green economy transition for sure opens new doors for international companies in China. The “30-60” goal remains challenging but it can also be viewed as an opportunity for innovation and cooperation between European companies and Chinese government, cities and companies to build the foundation of a more sustainable global economy.

Chia-Lin Coispeau

Partner Maverlinn Impact Innovation

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Embassy of Switzerland in China, for his contribution to this article.***



1

Corporate National

1.1 Excellence in Carbon Neutrality

1.2 Excellence in Environment & Conservation

1.3 Leadership in CSR & Sustainable Growth



1. Corporate-National

1.1 Excellence in Carbon Neutrality

- 1.1.1 Epiroc
- 1.1.2 Siemens Ltd., China
- 1.1.3 Signify (China) Investment Co., Ltd
- 1.1.4 Soprema

1.2 Excellence in Environment & Conservation

- 1.2.1 EnviroVest Industrial Co., Ltd
- 1.2.2 Goglio (Tianjin) Packaging Co., Ltd

1.3 Leadership in CSR & Sustainable Growth-National

- 1.3.1 Brembo S.p.A.
- 1.3.2 BSH Home Appliances Holding (China) Co., Ltd.
- 1.3.3 Sino-US United MetLife Insurance **Company Limited**
- 1.3.4 Phoenix Contact (China) Holding Co., Ltd
- 1.3.5 Schaeffler Greater China



The planet, people and companies are facing a number of challenges in the future – the coronavirus, climate change and urbanization, just to mention a few examples. The need for a more sustainable future that tackles these challenges is more urgent than ever. Epiroc is on the cutting edge on intelligent mining and infrastructure, and our view is that sustainability is not only ethically right and a good thing to have but it will also drive our long-term growth. Innovative, safe and sustainable solutions for increased productivity are key for us.

Our new sustainability goals are far-reaching. They include halving CO2 emissions from operations, transport and major suppliers, as well as from customers' use of Epiroc equipment by 2030.

Operations

Halve CO2 emissions in operations
90% renewable energy in own operations

Transport

Halve CO2 emissions from transport

Products

Offer a full range of emission-free products
Halve CO2 emissions from machines sold (in 2030 compared to machines sold in 2019)

Suppliers

Required 50% reduction of CO2 emissions from relevant suppliers
Now, Epiroc has started a new collaboration project together with several mining companies, equipment and system manufacturers and universities for carbon-neutral sustainable mining. The three-year project, called NEXGEN SIMS, will support new technologies, methods and processes that will enable a more sustainable and efficient carbon-neutral mining operation. This project is coordinated by Epiroc, which stands for Next Generation Carbon Neutral Pilots for Smart Intelligent Mining Systems, started May 1, 2021, and will run until April 30, 2024.





NEXGEN SIMS project builds on the successful EU-sponsored H2020 SIMS project, which is coordinated by Epiroc, ran between 2017 and 2020. SIMS played an important role in advancing sustainable mining operations that is safe, carbon-dioxide-free, digitalized and autonomous, partly through the use of battery-electric machines.

A key aspect of NEXGEN SIMS project is to develop autonomous carbon-neutral mining processes. This includes the use of battery-electric mining equipment, full utilization of 5G for optimal connectivity and positioning, autonomous material handling, AI-powered traffic and fleet control, and collaboration among machines. Epiroc machines that will be part of the project include the Scooptram ST14 Battery loader and the Minetruck MT42 Battery hauler, among others. The project is also focusing on the mine worker of the future - 'the modern miner' – including safety, for example by developing autonomous mine inspection technology.





Siemens Ltd., China

With our commitment to turn our operations carbon neutral by 2030, Siemens has set a clear signal that companies must take leadership in driving decarbonization. It is our firm belief that companies play a pioneering role in the fight against climate change. Our goal is clear: All Siemens production facilities and buildings worldwide are to achieve a net zero-carbon footprint by 2030. This program not only benefits humanity and the environment, but also comes with sustainable economic advantages for our company. Meantime, we have already reduced 54% of our CO₂ footprint.

To achieve this, Siemens is focusing on four levers: energy efficiency, decentralized energy systems, intelligent e-mobility solutions, and the purchasing of clean electricity. Siemens is investing €100 million in improving the energy efficiency of its own buildings and production facilities with expected annual savings of about €20 million from 2020 onwards.

Siemens China made significant contribution to the 54% carbon footprint reduction of Siemens globally. For the future, the company will continue to put in place energy saving initiatives in own operations and also enhance lean and digital productions to drive decarbonization in China. In support of China's "30-60 goal", Siemens Zero-carbon Pioneer Initiative officially launched in China in September 2021. Siemens aims to assist more than 500 key suppliers in China to accelerate their carbon reduction journey and help more than 10,000 customers in dozens of industries improve energy efficiency by 2025, so as to support green and low-carbon transformation of industries.

As a good corporate citizen, Siemens I-Green Education Program helping primary school children to foster their awareness of environmental protection and cultivate their interest of science and technology. Since launched in 2009, about 3,000 employee volunteers have contributed to the program which benefitted more than 41,870 children over 10 years.



Signify (China) Investment Co., Ltd.

Signify committed to become carbon neutral by the end of 2020 in our sustainability program Brighter Lives, Better World (2016-2020). And in September 2020, we successfully became the first lighting company to be carbon neutral in global operations and using 100% renewable electricity, ahead of our target and ahead of the aspirations set out by the Paris Agreement.

With our new sustainability program Brighter Lives, Better World 2025, we will double our positive impact on the environment and society in the next five years. In terms of decarbonization, we will go beyond carbon neutrality and double the pace of the Paris Agreement 1.5°C scenario. We will reach the 2031 pathway by the end of 2025 over our value chain, by increasing the energy efficiency of our portfolio and providing more solar to help reduce emissions of our customers, as well as driving carbon reductions at our suppliers.

Soprema

Soprema is a rare and visionary pioneer at the forefront of energy efficient and CO₂ reduction material solutions for the building industry. As a manufacturer, it has the dual responsibility to reduce its own carbon emissions output as well as develop sustainable solutions for the building industry.

Responsible and pioneering manufacturer, the SOPREMA Group is today a leader in the construction industry. Since its creation in 1908, the family-owned group has become a world leader in the fields of the protection and insulation of buildings, energy efficiency and building management. Its strategy: constantly act to reduce the impact of its activities on the environment.



Recognizing that the construction industry should be a major stakeholder in the protection of the environment and natural resources, Soprema reaffirms this strategy by developing breakthrough innovations reducing further its impacts while bringing efficiency solutions to the clients. To achieve this, it can rely on the dedicated teams of a network of 17 research centers and 81 production sites.

Sustainability in the building industry is a key commitment for Soprema. In China, the building and construction sector accounts for 51% of carbon emissions. This presents a huge challenge, but also a huge opportunity for improvement. For the Group, rethinking the future of the construction industry is a priority, embodied in the approach “The future has begun” listing tomorrow’s sustainable solutions. Soprema has dedicated itself to bringing comfort to users of buildings and economic value to the owners while preserving the environment with innovative solutions: highly efficient and long-lasting waterproofing and insulation for the building envelope; cool roof membranes to reduce heat islands ; on-the-roof energy systems to produce local electricity; green roofs to restore biodiversity, manage rainwater and leverage the so-called 5th façade; shading and natural light management systems to improve the inner comfort and reduce energy needs.

Thinking long term, comfort is one thing. But it still has to be provided by sustainable amenities designed using efficient materials, which can be easily installed by all of the stakeholders involved and are accessible to everyone. SOPREMA is therefore hard at work developing partnerships with the various building trades and leading industrial partners (carcass, second fix, equipment, services etc.) to transform the entire value chain and guarantee the sustainability of a building or renovation as early as the design stage. Right up to upkeep and maintenance: designing buildings using recyclable materials will be the big issue in the coming years. The objective? To make the most of a property for as long as possible and anticipate its second life.

This proactive, sincere commitment from our highly motivated teams enables us to move forward on our three strategic priorities: People first, the Circular economy and Building tomorrow. At the Group level, our ambition is to reduce short-, medium- and long-term risks with customer satisfaction as our motto.

EnviroVest Industrial Co., Ltd.

EnviroVest Industrial Co., Ltd (EnviroVest) is an environmental services company based in Nanjing with presence in Guangzhou, Germany, Italy, and US. Founded in 2002, EnviroVest operates hazardous waste-treatment facilities with EU regulations promoting European green experience to China.



As a high-tech enabled company focusing on environment services, EnviroVest actively undertakes its mission of promoting green economy. Our strategy is to develop world's leading technologies in China, optimize solutions to protect the environment.

Cultivating SGIUR (smart green industry-university-research) programs between Sino-Euro Industry and Research institutions. Over decades, EV successfully worked with world-class environment-advocators such as BASF, Veolia, German EIPIT, Italy ITA/ANIMA, numbers of Chinese and European universities, actively promoted Sino-Euro green cooperation. At EnviroVest, we view CSR as being able to provide innovative technology and solution that are customized to fit the needs of the environment and benefit the global society.

EnviroVest implements CSR strategy and activities as below: EnviroVest develops opportunities in concert with top institutions assisting with strategic changes in clean energy, energy efficiency and environmental services etc. SGIUR provides international platform to research, innovate technologies in green sectors to drive the transformation. EnviroVest has formed a batch of independent R&D research and knowledge patented technologies that have reached advanced level worldwide. EnviroVest has demonstrated its innovative capability for the industrial upgrade of harmless treatment and resource re-utilization of industrial wastes in China and is recognized and trusted by governments of all levels in the country.

Our goal is to lead the transformation of China's environmental industry. Our CSR objectives are to build industry demonstration projects. We have constructed in key strategic areas demonstration projects with technologies covering the entire industrial pollution technology chain, with an effort to maximize hazardous waste disposal capacity, improve technology application of harmless disposal.

2015, EnviroVest initiated CSR program(Germany) with Germany environment association EITEP to promote European green experience to China;2017, EV initiated CSR program(France);2018, EnviroVest develop CSR(Jiangsu-I),China;2019, EnviroVest established CSR(Italy-I) with ANIMA, Italian confederation with over 214,000 employees; 2020, EnviroVest develop the CSR(Italy-II) to partnership with SMACT, a competence center with 9 universities and over 40 companies and banks; 2021, EnviroVest further develop the CSR(Jiangsu-II) with Jiangsu Provincial Environment Group working for over 167 universities, above 3000 labs in Jiangsu; EnviroVest establishes ECO Fashion, CSR (Spain) program with Spanish fashion brands to revive the waste into fashion. (See Appendix1).

Goglio (Tianjin) Packaging Co., Ltd.



Goglio contributes to sustainable development by delivering economic, social and environmental benefits for all stakeholders.

Decisions and activities of an organization have a specific impact on society and environment.

In order to safeguard future generations, organizations analyze all ethical, social and environmental effects in the corporate strategical evaluation, dealing with very important global issues as:

- ***NOT unlimited resources, the exponential growth of transport by road or by air,***
- ***The global demographic growth and consequently the increase of consumption,***
- ***The rise in temperatures and the extinction of animals,***
- ***The child labour.***

Brembo S.p.A.

Corporate social responsibility is not an abstract concept for Brembo, but consists in daily concrete practices, designed to balance economic decisions against an assessment of their social and environmental impact in relation to the expectations of all Group stakeholders.

In 2013 Brembo established the role of Chief CSR Officer, under the responsibility of the Director overseeing the Internal Control System and has created a strictly sustainability governance model, in order to manage, monitor and measure sustainability projects.

In 2019 Brembo has appointed the figures of CSR Ambassadors and CSR Champions to raise awareness of sustainability at the various Brembo plants worldwide.

Since 2016 the Group annually has published the “Sustainability Report” in order to be more transparent with all stakeholders. It include the materiality matrix that contains the most relevant sustainability topics for Brembo.

Another important milestone for Brembo is the adhesion to Agenda 2030 by promoting the UN’s 17 Sustainable Development Goals(SDGs) with practices and strategies for making sustainability part of its daily life.

The “We support SDGs” information campaign for all Brembo employees aimed to make these 17 objectives known and promote the tangible actions that each person can take to achieve them. Another initiative is the yearly competition “Brembo Sustainability Awards” to rewards the best ideas or projects of sustainability promoted by employees.

To date, there are more than 11,000 employees who, with their work, contribute to the Company’s development, operating in 14 countries on three continents. Brembo offers them valuable opportunities of continuous training guaranteeing them the best standard on health and safety topics with 100% certified plants ISO 45001.

We are spreading the sustainability culture also amongst our suppliers with a specific process of assessment and monitoring throughout third party audits, focusing on environmental protection, the rights of workers and local communities and requiring them to respect principles contained in Brembo Suppliers code of conduct. Climate action, reducing emissions and managing water resources are some of the main aspects that Brembo is involved in with concrete actions that bring concrete results. Brembo declared its intention to become Carbon Neutral by 2040.

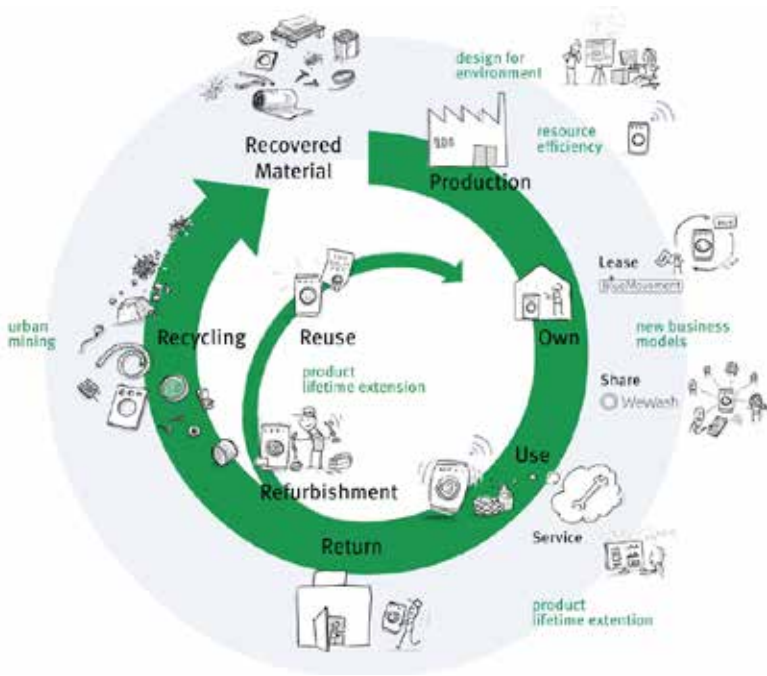
In 2020 the Group presented a new vision, Turning Energy into Inspiration, outlining a new mission - to become a Solution provider to support its customers in anticipating macro trends such as electrification, digitalization and autonomous driving, developing ever more sustainable solutions, through products and partnerships to improve environmental impacts.



BSH Home Appliances Holding (China) Co., Ltd.

BSH Home Appliances Founded in 1967 in Munich, over its 50-year history, the company has grown from a German local company into the world’s leading home appliance manufacturer. BSH has 7 factories and more than 12,000 employees (2021) in China.

CSR strategy: BSH adheres to corporate social responsibility and cooperates extensively with various organizations to actively participate in charity, society and education, aiming to help more people improve their quality of life. Sincerity give back to the community, focus on social problems, offer group support, and persistence long-term actions. Guided by the values of responsibility and sustainability to realize the sustainable development.



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(minimum of 3 years) Programs: Varied Charity projects such as “Bosch HA Hearing Aid Project”, “Red Cherry Tree Adoption”, and activities:

- Annual financial aid to students & families to help students complete their studies and improve living situation;
- Work together with China Foundation for Poverty Alleviation (CFPA) on children care and disaster relief;
- Rainbow Center of Children Welfare Homes Donation Project, BSH continues to care for seriously ill children;
- Protect animals, BSH has continuous support Elephants of Hongshan zoo;

Employee assistance Program (EAP) to BSH associates and their families;
Sustainability programs of:

- Carbon Neutral 2020;
- Improve Environmental Sustainability 2021 (RGC);
- Resource Efficiency 2025;
- Climate Protection Strategy 2030.

Objective: The purpose of BSH is to make people smile, and provide consumers with household appliances that really suit their needs and improve their quality of life. Second, leading the industry towards a sustainable future.

Methodologies & procedures: BSH cares about the health and safety of employees; contribute capabilities to drive global change and work with social organizations; Continuously improve the efficiency of the use of energy and resources for products and develop sustainable economic, environmental and social strategies.

Future goals & objectives: BSH will continue to honor our corporate social responsibilities while delivering high-quality products and services to the Chinese customers. We will implement the green initiatives throughout the entire life cycle of our products to promote environmental protection, contributing to China's goal of CO2 emission peaking and carbon neutrality (Compare to 2018, target to reduce absolutely CO2 emissions of BSH Scope 3 by -15% before 2030). In addition, we will continue with our public welfare undertakings and create more values for the Chinese society through concrete actions.

Sino-US United MetLife Insurance Company Ltd.

At MetLife China, sustainability is about living our corporate purpose: always with you, building a more confident future. We partner with nonprofit organizations and social enterprises to create financial health solutions and build stronger communities, while engaging employee volunteers to help drive social impact.



Where we focus:

Financial Health Area

i3 Program

The i3 Program seeks to leverage digital technology and uncover deep insights into low- and moderate-income people's needs, aspirations, and behaviors to build and deliver financial services for the mass market, so as to improve their financial health situations.

- Problem Definition: Understand financial health situation of targeted communities (elderly, rural farmers, & woman entrepreneurs) through primary & field research.
- Demand Analysis, Product Ideation & testing: Design a new/improved service/product by drawing insights from previous research to address the unmet needs of targeted groups
- Scale & promotion: financial impact evaluation, data monitoring and communication.



CHARGE project

CHARGE Project is a 30-month project supported by the MetLife Foundation which aims to improve the financial health of 200,000 people in vulnerable groups in China. The first phase of the project identified the role of aggregators in China in promoting inclusion,

- This first Briefing Note of the CHARGE project proposes a framework to measure financial health (FH) for a particular segment of the population in China: delivery riders, who are part of the larger segment of gig workers.

- Development of WeChat mini-site application to help the general public to assess their financial health, and provide solutions for improvement.

Children & Education Area

JA “Our World” Workshop

MetLife Foundation cooperates with Junior Achievement China to implement “Our World” Workshop program nationwide, providing 11-13 years old students with financial management knowledge to improve their understanding of the real market by using methods and information that are relevant to their own lives and experiences.

- Project implementation: MetLife China associates participate as volunteer teachers to bring financial management knowledge to local schools.

- Project impact evaluation: a combination of qualitative & quantitative methodologies to measure project impact, including the pre- and post-survey analysis on students’ financial literacy and knowledge.

“Safeguarding Our Future”

The project aims to helping children with critical illnesses secure the medical aid needed through corporate & employee donations. Up till now, a total donation of RMB 674,816 made, and a total of 37 children helped.

Environment & Climate Area

Treelion Project

This project aims to address global desertification and climate change, and to increase awareness of environmental protection among our internal & external stakeholders.

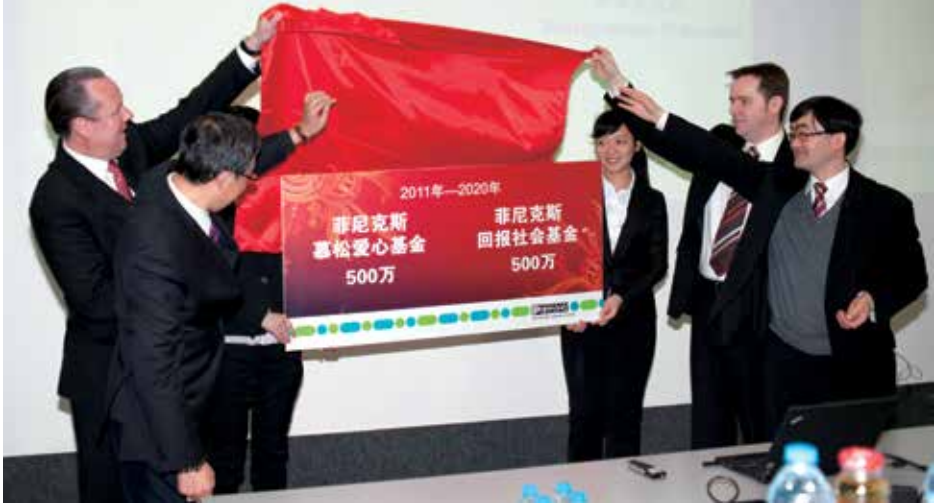
Phase 1. Tree planting in the desert area

- 16,667 willows planted in the deserts of the Northwest Erdos Plateau of inner Mongolia of China.

Phase 2. Education on environmental protection

- 20,000 seed pencils will be distributed to our associates here in China. They are encouraged to plant the seed pencils, and upload photos once they grow into a plant to an online application. This way, we provide our associate the opportunities to educate, raise awareness and reduce environment impact at work, home and in their communities.

Phoenix Contact (China) Holding Co., Ltd.



Phoenix Contact, founded in 1923, is a Germany-based technology and market leader in the field of global electrical connection, electronic interfaces and industrial automation, aspiring to become a digital industrial enterprise with the ability to empower the All Electric Society. Phoenix Contact China was established in 1993 in Nanjing.

Following the consistent tradition and corporate culture of Phoenix Contact, the company maintains a sustainable growth, with the ambition to be a German business of the most distinctive Chinese characteristics, the most progressive local leading enterprise, and the new digital industrial pioneer. At Phoenix Contact China, we believe in the notion of “trust=responsibility”.

Our company has launched the education-aiding program since 1994, and further extended into a wider range of social responsibilities covering poverty alleviation, earthquake and disaster relief work, and helping the elderly and the disabled, etc. It has gradually formed a corporate commitment to fulfilling social responsibilities by “making the greatest efforts and providing timely help”.

Phoenix Contact China set up “Musong Charity Fund” and “Giving back to Society Found” in year of 2011. Every year, company allocates a budget of 1 million yuan, organizes its employees in donations and builds social formal work group and volunteer groups to carry out society-benefiting initiatives and projects in a continuous and stable manner. Social responsibility is one of the cores of sustainable corporate development strategy.

Schaeffler Greater China

For the Schaeffler, sustainable corporate success means assuming environmental and social responsibility – in production, in the use phase of customer's products and by incorporating suppliers. Sustainable behavior is viewed as a cross-sectoral topic throughout the entire company.

Sustainability & CSR play a key role in the implementation of our corporate strategy and is an integral part of our Roadmap2025. The Roadmap2025 defines not only our strategic focus and execution program, but also the mid-term targets that we want to achieve.



The Schaeffler Group addresses key topics such as climate protection, occupational safety, and a sustainable supply chain. The company relies on a Sustainability Committee (SC) as a central decision-making body to give these topics the attention they deserve. The SC meets on a quarterly basis and consists of eight Schaeffler AG Executive Board members, four regional CEOs, and the function heads of departments associated with sustainability. Based on the Sustainability Coordination Council's preliminary work, the SC makes central strategic decisions for sustainable development, sets non-financial Group targets, and monitors the progress of the execution programs.

Following up with corporate, Schaeffler has set up a China Sustainability Committee (CSC) for developing regional targets for the region. The CSC meets on a quarterly basis and consists of eight China Management Board Members. The Sustainability Working Team consists by function heads of the department, i.e., EHS, HR, Purchasing and Operation/Schaeffler Production System under the committee.

Sustainability Projects like water reduction, work accident reduction, sustainable supplier and green energy etc. to reach the targets.

As a global company, Schaeffler promote diversity among our employees worldwide and ensure that they have an open working environment that is free of prejudice. After all, we can only be sure of long-term success if we allow them to contribute their talents in the best way possible to their working life - regardless of age, nationality, gender, or disabilities. 10 different persons from different gender, countries, and positions consists the Diversity & Inclusion council members. Four focus topics are Age/ generations, Gender, Internationality, people with disabilities.

In the context of the United Nations' 75th anniversary, the Schaeffler Group has been selected as one of 50 Sustainability and Climate Leaders worldwide. The fulfilled the associated requirement to report on our progress could be found on Schaeffler Sustainability Report.

2

Corporate Regional

2.1 Excellence in Environment & Conservation

2.2 Excellence in Carbon Neutrality

2.3 Leadership in CSR & Sustainable Growth



2. Corporate-Regional

2.1 Excellence in Environment & Conservation

- 2.1.1 Virtuos China Ltd.
- 2.1.2 University of Nottingham Ningbo China

2.2 Excellence in Carbon Neutrality

- 2.2.1 Philips (China) Investment Co., Ltd.
- 2.2.2 D'Andrea & Partners Consulting Co., Ltd Nanjing Branch

2.3 Leadership in CSR & Sustainable Growth

- 2.3.1 DB Schenker Technology Solution Centre Nanjing
- 2.3.2 Fette Compacting (China) Co., Ltd.
- 2.3.3 Fresenius Medical Care Investment (China) Co., Ltd
- 2.3.4 Leitz Tooling Systems (China) Co., Ltd.
- 2.3.5 BASF-YPC Company Limited
- 2.3.6 Arkema (China) Investment Co., Ltd.

Virtuos China Ltd.

As a game company with a rapid replacement of computers, we hope to dismantle these computers appropriately.

Therefore, since 2012, we have built on partnership with Netspring to eco-dismantle computer equipment yearly, transmitting all those that could be recyclable to migrant schools. In October 2019, we set up the first Green IT Classroom in Chengdu.

As a global CSR project that we aim to implement across all studios, we launched our second Virtuos Green IT Classroom in Shanghai on Nov.30th, 2020. In April this year, our Vietnam studio donated refurbished computers to help John Bosco Can Shelter House-a facility in Ho Chi Minh City that is currently taking care of underprivileged children-as part of Vietnam Green IT Classroom. Soon afterward, we will open our fourth Green IT Classroom in Xi'an in November this year.

To further raise students' environmental awareness and stimulate their creativity with the theme of "Earth Resources." Our Shanghai and Chengdu volunteers went back to Green IT Classrooms and taught students drawing. Help them submit their work for Art Competition during FCEM.



University of Nottingham Ningbo, China

At UNNC we are global leaders in the use of technology in the preservation of cultural heritage, and the impact of our work in this area has both global and local impact.



**University of
Nottingham**
UK | CHINA | MALAYSIA

Our academics from a variety of disciplines not only set international standards in terms of the conservation of cultural heritage, but also devote significant effort to ensuring that their work has positive impact on local communities through the preservation and promotion of local culture, and the transmission of international standards to local contemporaries. The initiatives highlighted below center on, but are not limited to, the following research centres.

Our work in these areas is interdisciplinary, bringing expertise from a wide range of academic backgrounds.

•Centre for Ningbo Studies

- Digital Heritage Centre
- NVIDIA joint lab

The long-term goals of this project are:

- For UNNC to become a global centre for the development of best practice in the use of technology in the preservation of cultural heritage, and for these best practices to be disseminated amongst local practitioners
- For UNNC to become a leading centre of scholarship on Chinese and Ningbonese cultural heritage and to be a bridging points for local and international communities of scholars
- To raise awareness of and engagement with Ningbo's historical legacy amongst younger generations of Ningbonese, throughout China, and with international communities. UNNC aims to help be a bridge between Ningbo's past, present and future, and also between Ningbo and the rest of the world.



3. Promoting Sustainable Consumption and Encouraging clients to take green actions with us::

- Increasing the awareness of sustainable consumption: provide Eco-passport which explains to our clients the environmental performance of our products, enabling clients to make conscious, informed decisions.

- Transitioning to circular economy: employ make, use and recycle model to replace the take, make and dispose model of production in traditional linear economy and actively provide recycle solutions to our clients.

D'Andrea & Partners Consulting Co., Ltd. Nanjing Branch.



D'Andrea & Partners

LEGAL COUNSEL

D'Andrea & Partners Legal Counsel - Nanjing Branch (hereinafter referred to as "D'Andrea & Partners" or "Our Company") poses great attention on the environment and our employees' footprint on the world: Our Company's long-term environmental goal is to reduce our company's carbon footprint to 0, while Our Company's short-term environmental goal is to contribute through our day-to-day actions to reduce environmental problems such as air, water and soil pollution.

Our Company's Standard Operating Procedure (SOP) stipulates the company's policy on environmental sustainability which is mandatory for all employees to follow. Per our SOP, Employees should:

- (i) strictly follow the rules of garbage classification;
- (ii) try our best to choose the environmental protective method to go to work such as take bicycle, by walk or subway instead of driving a car;
- (iii) conserve electricity; (iv) avoid unnecessary printing of papers;
- (v) avoid buying consumables and opt for products or packages that can be reused.

Since the incorporation of Our Company, we are deducting 1.5 RMB from all Our Company's employees, to pay for the plantation of trees to neutralize the carbon impact generated by all the employees, as yearly assessed by our HR Department. We planted 115 trees in Inner Mongolia to cover the emission of carbon footprint our employees (at Group level) in 2020.

As integral part of our CSR policy, Our Company actively supports, with periodical donations, many NGOs operating in the fields of environmental and animal protection, climate change and poverty alleviation.

DB Schenker Technology Solution Centre Nanjing

DB Schenker TSC Nanjing CSR project was launched in 2016. It is run by our employee-driven CSR committee, which has grown to 18 members this year. We initiate 4 sub-topics :1) Stray Animal Shelter 2) Children care 3) Sale for Love 4) Green. Every year, we will organize 1-3 activities around these topics.

Stray Animal Shelter

- 2016 Save Stray Animal
- 2018 Donate for Stray Animal



Green

- 2017 Green Day
- 2017 Go Green Week
- 2018 Tree Planting
- 2019 Environment Lecture



Sale for Love & Children Care

- 2016 Sale for love (Auction and Flea market) Activity
 - About 120 colleagues joined and raised 18,076 CNY
 - All money was used for helping orphans in Nanjing Social Children Welfare Institute.
- 2017-2018 Charity Auction & Children Care Activity
 - Receive 10,558 RMB
 - All money was used to help immigrant children to better learning in Ningyan primary school
- 2019 Children Care Charity Auction and Flea Market
 - Totally collected 15,200 RMB used to purchase daily necessities for Nanjing Social Children Welfare Institute
- 2020 Children Care Charity Art Exhibition & Charity Auction
 - We invited 30 groups of families to participate together. Children were encouraged to create artworks for auction. This event raised a total of 5,025 yuan to buy necessities for Nanjing Social Children Welfare Institute.

Our goals and objectives

These past activities are the embodiment of our passion for CSR. They will not be the end of our commitment to CSR, but the beginning of our continued efforts to promote it. At present, we are preparing for the Charity Sale and a next Green event. Based on the experience of previous activities, we believe that the CSR program will be held better and better. In the years to come, we will continue to maintain and spread the spirit of CSR.



Fette Compacting (China) Co., Ltd.

“Leading through most innovative technology & excellent solutions for better health and lives” is the corporate vision of Fette Compacting (China) Co., Ltd. (hereinafter referred to as FCN). For FCN, this is not only a path to fulfill FCN’s social responsibilities, but also the core of promoting the sustainable development of the company.

FCN has always closely focused on improving product quality, sustainable talent development, balancing the relationship between stakeholders and the environment, and giving back to the society. Adhere to corporate social responsibility.

In terms of products and materials, we are continuously improving the tableting process that our equipment can not only produce western medicine, but also most Chinese traditional medicine tablets. We are making localization to reduce the cost of material and logistics on the premise of ensuring the quality and performance. Actively respond to the national policy planning of “Carbon Neutrality” and “Carbon Peak”, make more use of environmentally friendly materials and reduce carbon as much as possible in the production process. All measures will improve product quality and services, reduce pharmaceutical costs, and provide the people with safer, more effective and affordable medicine.

For talent development, in order to effectively implement the core concept of FCN vision, we have carried out systematic and strategic leadership excellence development training. Based on the concept of sustainable talent development, we have established the Grading System & qualification program to encourage employees to be aggressive and create value, while giving visibility to career development channels. And create different training & development packages for the modules: Operation Excellence, Individual Excellence, Leading by examples, Leading by direction/faith. For new employees, we have Guider Plan to help new comers better integrating into FCN family and get the core concept of FCN vision.

The above are the efforts made by FCN in the field of CSR and sustainable growth.



Fresenius Medical Care Investment (China) Co., Ltd.

Fresenius Medical Care is an organization that always stresses the importance and necessity of carrying social responsibility by implementing innovative CSR projects. By 2021, there are over 200 members in Fresenius volunteer team to fulfill our commitments of “Promise to Love”, and the organization has contributed a prominent amount of effort in providing help for the society.

One of the organization’s representative project took place in JiNuo Mountain of XiShuangBanna. Due to the geographical disadvantages of the area that hampered the economic and educational development, the awareness of health management of the villagers is relatively weak. Moreover, the mass planting of rubber in JiNuo mountain for economic purpose has compromised the ecosystem for the endangered species, the capacity of protection function of the forest, and the overall biodiversity of the area. Under such circumstances. The organization has established an effective, innovative, and long-term resource-sharing platform with JiNuo village, in order to better assist the development of the area.

Since 2020, Fresenius Medical Care China initiated an innovative digital philanthropist project—‘The Fresenius Forest, Hero in the Act’, to help JiNuo mountain villages in regard of environmental and ecosystem conservation, education contribution, and health-awareness incassation. The ultimate goal of the project is to mobilize more and more employees to participate in the action by completing daily activity goals through the application, as each completion will trigger a philanthropist act toward the area, such as plantation of trees and the donation of learning equipment for local schools.



Leitz Tooling Systems (China) Co., Ltd.

There is one point of Leitz Group's world view: As a part of society, the company should assume corresponding social responsibilities. Therefore, the group develops educational partners in Germany and in the entire world to fund various teaching and research projects.

Adhering to the group's social responsibility concept, and in order to support the development of China's higher education, to cultivate more outstanding woodworking talents, and to further promote the development of the woodworking industry, since the year of 2000, Leitz China has set up scholarships for Nanjing Forestry University, donated Nanjing Forestry University and South China Agriculture University with tools and teaching aids, which with the most advanced technology and wide range of functions for relevant professional teaching, built bridge in Nanjing Forestry University to improve the campus infrastructure, established practice basis for many universities and colleges, such as Nanjing Forestry University, Nanjing University of Aeronautics and Astronautics, Hohai University, etc. Leitz China has been doing its best to contribute the development of China's higher education for a long time, and will keep the path of continuous progress to fulfill our social responsibility.



BASF-YPC Company Limited

BYC is committed to social responsibility fulfillment and sustainable development, and actively carries out green energy application, energy saving, pollution reduction and carbon reduction, making new contributions to climate change and environmental protection:

- **Carry out GTG upgrade project in the power plant**, investing 570 million RMB to upgrade the existing 3 gas turbines to the advanced GE6F.01 gas turbine, which increases the power generation efficiency by 7% under the same natural gas consumption condition. The transformation also synchronizes the upgrading of flue gas deNOx facility to further reduce emissions.

- **Implement central energy recovery unit project(C-ERU)**, with an investment of 290 million RMB. It adopts the technology of “direct-fired thermal oxidation + steam boiler + SCR” to recycle the on-site fugitive emission gas and flare gas, reducing emissions while recycling and utilizing energy.

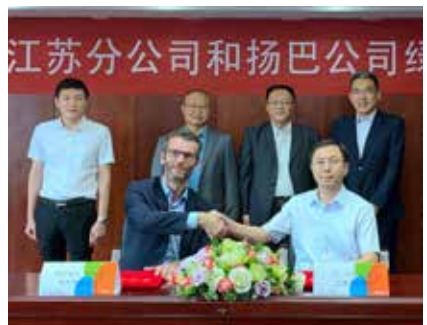
- **Green power procurement project, as one of the first pilot enterprises in Jiangsu Province**, BYC and CGN Jiangsu Branch signed the first green power transaction contract on September 7th, 2021, successfully subscribed to 107 million KWH of electricity, becoming the largest buyer of the first green power transaction in Jiangsu Province.



Kick-off of the Central Energy Reuse Unit



Connection to the grid of the 2nd generator of the company-owned Gas Turbine Combined Cycle Power Plant.



Signing ceremony of green power supply agreement.

Arkema (China) Investment Co., Ltd.



In a world facing considerable ongoing economic, environmental and social challenges, Arkema strives to bring its customers sustainable and innovative solutions contributing to the Sustainable Development Goals (SDGs) of the United Nations. To that end, Arkema operates as a responsible manufacturer and resolutely observes a policy of continuous progress and operational excellence.

The Group cultivates interaction and close relations with its stakeholders through open and constructive dialogue. Supporting the United Nations Global Compact and complying with the Responsible Care® initiative, Arkema's social responsibility target is to create value both for stakeholders and the company.

Project 1: Better life, Better future: 5th anniversary of ChemArt Green Innovation Class
Since the launch of 'ChemArt Green Innovation Class' in Lv Feng School in 2016, we have striven to create a better future for children through 'environmentally friendly' and 'innovative' concepts. We have gained recognition from all of our stakeholders. This has strengthened our determination in carrying out volunteer project series and taking practical steps towards a sustainable future. Throughout the past five years, our employee volunteers also have been actively involved in a wide range of programs and activities to meet the children's learning and development needs. Focusing on sustainable development, contributing to the holistic development of teenagers.

In May 2016, Arkema set up the first “ChemArt Green Innovation Class” in Zhangjiagang Lv Feng School as the first major pilot school for its “Better Life, Better Future” CSR brand, aiming to help students to broaden their horizons, access knowledge from different sources. Five years later, “ChemArt Green Innovation Class” has expanded to Hengshui Limin Road Primary School, Hebei Province, and Baishiyan Primary School, Zhicun Town, Mengzi City, Honghe Hani and Yi Autonomous Prefecture, Yunnan Province.

Project 2: Arkema Joins Clean Water Project Initiated by One Foundation to Boost Students’ Drinking Water Safety.

On November 12th, Arkema, the global leader in specialty materials, announced that it has officially joined One Foundation’s Clean Water Project 2020 charitable initiative, which aims to improve the drinking water environment of schools in need in rural areas of Yunnan Province, and enhance students’ drinking water hygiene and health awareness. The project aligns with Arkema Group’s sustainable development strategy and CSR policy, and is another major step towards deepening Arkema’s CSR in China based on local conditions.

“Every child deserves clean water.” This is the original intention and ultimate goal of the NGO, One Foundation, which initiated the Clean Water Project. One Foundation’s Clean Water Project provides schools in rural areas water purifiers, water bottles, water and hygiene trainings to improve drinking water environment in rural areas help students increase awareness of drinking water safety and foster good habits, and enable them to obtain safe drinking water in schools. Also, the project promotes local governments and schools to pay attention to drinking water safety in campus through establishing exemplary counties and provinces.

3

Social Enterprise & NGO

3.1 Shanghai Yiquan Social Enterprise Ltd

3.2 Stepping Stones

3.3 Shanghai United Foundation

3.4 University of Nottingham Ningbo China

Netspring Programs

Operated By Shanghai Yiquan Social Enterprise Ltd.

NETSPRING transforms “e-waste into e-education”

NETSPRING is a social enterprise pioneer launched in 2012 to build up green IT classrooms for underprivileged schools. NETSPRING collects and refurbishes old computers, installs and maintains them for three years or dismantles those cannot be re-used. During a 3-year period, NETSPRING team follows-up to ensure that IT resources are used to the benefit of students and teachers. NETSPRING also organizes opening ceremonies and volunteering activities with school and corporate and provide multiple opportunities for the kids to enrich their knowledge and develop their creativity.

- 2019: NETSPRING has strengthened its IT coding teaching capacity with partners. It is also part of the 6th Franco-Chinese Month of the Environment, organized by the French Embassy, and continues supporting migrant and rural schools throughout China.

- <http://www.netspringworld.com/node/518>

- 2020: considering Covid-19 influence, NETSPRING launched the “Teach the teachers” program and developed distance teaching for students with aiming to improve rural education and creates common good. We are partner again of the 7th Franco-Chinese Month of the Environment and held Digital Art Competition on the theme of Environment and Biodiversity conservation in NETSPRING schools which brought impact to local communities.

- <http://www.netspringworld.com/node/560>

- 2021: To fight against the digital divide, NETSPRING collaborated with many partners such as PwC, Cisco... to innovate on new courses and coding classes, storytelling, distance teaching for rural schools which created long-term Tech4Good impact for local communities. We again cooperated with the French Embassy notably on a digital exhibition at Shanghai Jing’an Library.



Stepping Stones

Stepping Stones is a Shanghai registered non-profit with a mission to improve the education and general welfare of disadvantaged children in China. Volunteers teach English and digital literacy to children online and offline.

Our Home Classroom (HCR) project was launched in February 2020, in response to children being confined to their homes. Instead of teaching children in their schools through video link, we started to teach students in their homes using parents' smart-phones.

We adapted existing materials, methodologies and volunteer trainings so quickly that our first volunteers started teaching on February 18th!

We started off using zoom, but migrated to zhumu and more recently to Classin. To scale up sustainably, we implemented a student registration system, leveraging Mingdao, a platform donated to us by a local tech company, which we already used for volunteer and staff management.

English Teaching: Our innovative approach focuses on oral English, maximising the active engagement of students. Our volunteers are trained to provide fun and interactive lessons, and to motivate and engage students in an English-only classroom.

Digital Literacy: Our approach combines project-based learning with creative digital activities, and the curriculum includes typing, coding, Microsoft Office, Internet security, search engine, Matlab, open source hardware and career readiness training.

Stepping Stones' objectives:

- Increase students' confidence and self-esteem;
- Optimise students' access to better quality education and work opportunities in the future;
- Connect communities to promote inter-cultural understanding;
- Promote responsible and high impact volunteering

Specific HCR goals:

- Provide weekly lessons to 2500 children / year



Shanghai United Foundation

Shanghai United Foundation (SUF) and Evergreen Center for Sustainable Development co-sponsored “Grow In Treasure Home” project, through child-friendly space construction, children and family education development, social integration support and other service modules, it provides comprehensive services with nearby long-term companionship, rich diversity, childlike interest and participation.

The project aims to link social resources, accompany partner agencies serving children, and work together to improve the urban adaptability of migrant children, explore the potential of each child, create friendly and organic partnership, and promote the healthy and happy growth of children without presetting their growth direction.

From 2021 to 2023, the project plans to establish 200 community service points for migrant children across the country, improve service quality, better meet the growth needs of migrant children, support the professional development of more public welfare partners, collect more social resources and love, and form a scale effect of helping migrant children.

The project aims to improve the urban adaptability of migrant children, explore the advantages and potential of each child, create a friendly and organic partnership, and promote the healthy and happy growth of children without presetting their growth direction. The concept of the project is centered on children, connecting families and communities, and building a platform for resource cooperation.



University of Nottingham Ningbo, China



University of
Nottingham
UK | CHINA | MALAYSIA

One of the key questions facing society, the environment, and the global economy is how we can continue to survive ethically and sustainably?

Education is the backbone of any society, and it plays a pivotal role in sustainability. Students' commitment to CSR can be nurtured or drained throughout their academic life, thus influencing tomorrow's future professionals.

Since 2014, the "Nottingham Advantage Award" "International Entrepreneurial Project" (IEP) module is designed to enable students to learn the knowledge and skills of sustainability, business ethics, CSR and to apply these concepts to future business management practice.

Our short-term goal is to develop students' insights of CSR informed by ethical theory and stakeholder perspectives, and understanding how businesses have attempted to adopt sustainable development approaches to their everyday management practices. The long-term goal is to help students develop socially responsible mindsets, creating conscientious and successful leaders for tomorrow's business world.

The strategy of "dual circulation" has been implemented, which depicts a two-pronged development strategy that seeks to spur the creation of university-level network ("internal circulation") as well as caters to external markets ("external circulation").

The internal circulation tactic aims to create an internal network that connects the university, teachers, students, and alumni to foster a sense of community, and discover, use, share resources to support students in wide-ranging CSR activities. External circulation refers to transforming knowledge into real practices through cooperation among industry, government, university, and the local community. This module generates positive project outcomes, including prizes and awards, social recognition and social welfare.

4

Special Award Women Empowerment

4.1 Arkema (China) Investment Co., Ltd.

4.2 Epiroc

4.3 SAP Labs China

4.4 Virtuos China Ltd.

Arkema (China) Investment Co., Ltd.

In keeping with its internal policy of promoting gender diversity and equal opportunity, Arkema signed a three-year deal with the French Football Federation to become the main partner of the division 1 Women's Football League in France, now known as D1 Arkema. This commitment is a natural extension of Arkema's sponsorship of the Women's World Cup France.

Establishment of labor union women committee. Actively participate in and assist the Labor union in the implementation of the labor law, the law on the protection of the rights and interests of female employees, the law on the protection of human rights., The law on population and family planning. It protects the legitimate rights and special interests of female workers.

Organize and mobilize female employees to actively participate in labor competitions and rationalization activities, and strive to complete their duties. And give full play to the role of female employees in the construction of the company. Organize female employees to carry out recreational and sports activities conducive to physical and mental health.

We set up breastfeeding rooms for new mothers on different floors. In addition, Arkema has added sofas and chairs on one side of the breastfeeding room to provide a good resting environment for working new mothers and mothers-to-be.

We also have special international mentoring program and women mentoring program. The program gives talented young employees the opportunity to benefit from the support of a mentor and to increase their visibility within the Group, at the same time to help women advance their careers.



妈妈驿站



2018~2021回顾 活动篇 女神节



Epiroc

Epiroc Diversity and Inclusion project proudly supports women in the workplace, to keep a good gender balance among our employees. We do this to enable better business results through better decision making where broad perspectives have been evaluated. Epiroc’s steadfast support to improve female representation at all different levels in our industry has increased over the years, through the implementation of new programs and career paths to attract more and more females. At Epiroc, we have set a target to double the number of women in operational roles by 2030, which will achieve 35% white-collar women, 10% blue-collar women and 30% female managers. It is also a core part of Epiroc Group sustainability goals.

How can Epiroc do to make this successful in a typically male environment?

- Leadership: strong public commitment from CEO and top management to raise awareness and work actively with leadership in understanding the benefits and how to make it happen..
- Policy review: competitive policies to attract top female talent.
- Increase women amount on instream with applications, active search and collaborations with universities.
- Work environment: Epiroc maintains an environment in which women want to work.
- Career pathways and development opportunities: create career growth and opportunity to develop women’s career at Epiroc, such as programs to facilitate and encourage females so they can stay and grow.
- Targeted development roles for women: Epiroc has apprentice, intern and graduate opportunities
- Travel: Epiroc provides the potential opportunity to work overseas for in all positions



2023
Refinitiv's diversity and inclusion top 100
 Ranked by the 2023 D&I 100™ based on 100 leading diversity and inclusion companies
 *As ranked at 2023/08/01

Company Name	Company Type	Market	Score	Global or Local
1	Microsoft Corporation	Microsoft (US) - Cloud/Software, Hardware	98.00	Global
2	Google	Google (US) - Cloud/Software, Hardware	97.00	Global
3	Amazon	Amazon (US) - Cloud/Software, Hardware	96.00	Global
4	Facebook	Facebook (US) - Cloud/Software, Hardware	95.00	Global
5	Apple	Apple (US) - Hardware	94.00	Global
6	IBM	IBM (US) - Cloud/Software, Hardware	93.00	Global
7	Oracle	Oracle (US) - Cloud/Software, Hardware	92.00	Global
8	LinkedIn	LinkedIn (US) - Cloud/Software, Hardware	91.00	Global
9	Twitter	Twitter (US) - Cloud/Software, Hardware	90.00	Global
10	Slack	Slack (US) - Cloud/Software, Hardware	89.00	Global

SAP Labs China

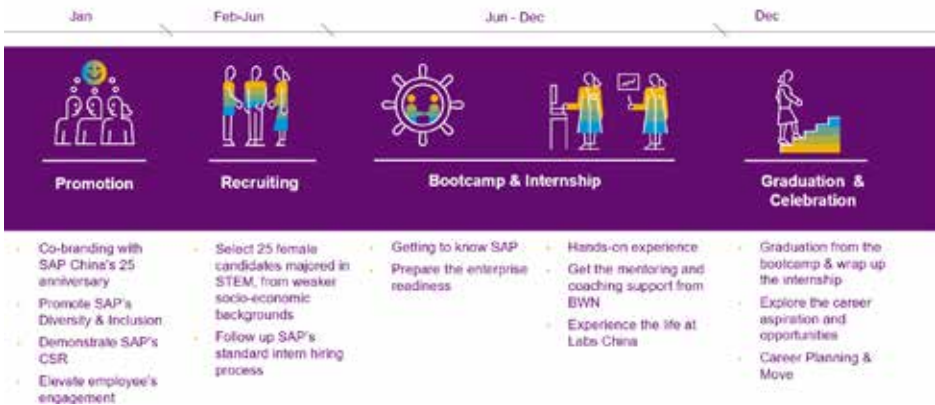
Girls Power Tech | 媛梦科技

In 2020, SAP launched the Girls Power Tech program in China to encourage financially disadvantaged girls from remote areas in the world's most populous countries, by making technology accessible. The objective was to empower changemakers of today and of tomorrow, to the largely marginalized rural populations of China making up for 38% of the country's total populations, respectively. In these largely patriarchal societies, access to technology is scarce, and if available, is a luxury enjoyed by men. The program, therefore, aims to help these women pursue their dreams, make a difference, and find their way to success.

Teamwork During a Pandemic

SAP Labs China conducted the program throughout 2020, in the midst of a global pandemic that almost completely crippled all economic and social activities around the world. After 4 intense months of screening, 25 girls were selected to join the internship specifically for this program. Some girls came from far flung regions of Tibet and Xinjiang, and most of them remotely onboarded, with a welcome package and computer. It certainly wasn't easy for students to begin their internship, but their eagerness to learn, an undying spirit, and their sheer perseverance made this possible.

Timeline



Future Goals and Objectives

Positively impacting the lives of children and youth of underprivileged, marginalized and socio-economically weaker section of society by imparting STEM (Science, Technology, Maths & Engineering) education. Strengthen an entrepreneurship ecosystem by engaging with Engineering students, startups, emerging entrepreneurs, and growth stage ventures. Powering Opportunity through Digital Inclusion Innovation is an opportunity and a responsibility—one that belongs to everyone. SAP Corporate Social Responsibility (CSR) is powering opportunity for everyone through digital inclusion initiatives. We want to help all participate in—and benefit from—today's digital world. Our programs address issues of building, accessing, and applying twenty-first century skills.

Virtuos China Ltd.

“Equality and Diversity” is one of the key focus according to our CSR policy. Equality at Virtuos isn’t just about fulfilling a predetermined quota of female talent, it’s about giving our brightest talents the chance to challenge societal norms and grow to their fullest potential.

Therefore, Virtuos launched various policies and projects regarding women empowerment, which focus on equal access to employment opportunities for men and women and is keen to increase all forms of diversity. To further expand the influence, we have been working on a series of initiatives to empower women employees, such as #ChooseToChallenge interviews on Women’s Day and “Empowering moms in gaming” networking events on Mother’s Day.

In addition, Virtuos strives to create a safe and comfortable working environment for women where offers equal opportunity in their career growth and in most of our studios, we have nursing rooms for young mothers. Alongside providing additional family care leave and arranging flexible working hours and part-time work for women during childbirth. Furthermore, we created a special communication channel within the company for female employees, so that any employee can leave suggestions or comment on women-caring topics and all the messages will be passed on to the company’s top management directly.

Aside from the above, Virtuos has set a goal of attracting 10% growth of the company’s female talent, with the target of having 40% of the company’s employees be women by 2025 and 50% of the company’s senior management will be women by 2025.





Ms. Clare Pearson
International Development
Director, DIIA Piper

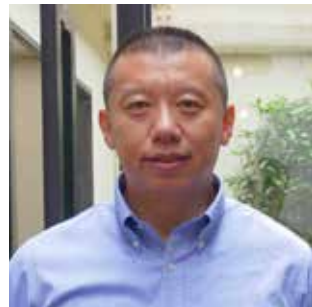


Ms. She Hongyu
Assistant Sg. and Director of
R&D of Amity Foundation

The Judge Panel



Ms. Kathleen Bell
CSR Lecturer and Owner of
China Link



Mr. Hui Zhang (Roy)
Former Director of UTC
Sustainability & Corporate
Responsibility, Asia



Dr. Serge Besanger

Professor,
Esce (Eiffel Campus)



Ms. Dai Yibo

Deputy General Manager of
Goldenbee CSR Consulting



Ms. Lin Jialei

Programme Officer of
UN Women China



Student Art Competition Winners



Author Yao
Age 8
Yew Chung International School of Shanghai

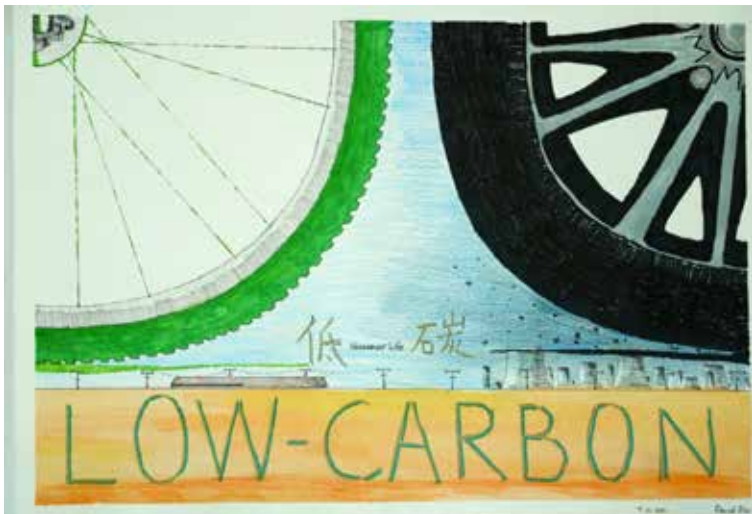
Group Age 10 and above



Haocheng Zhang
Age 11
Tianjin Shiyuan Hebei District Wanghai Primary School



Zixin Zhou
Age 11
The British School of Nanjing



David Dai
Age 14
Nanjing International School

Special Thanks

扬子石化-巴斯夫有限责任公司
BASF-YPC Company Limited



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南京银行
BANK OF NANJING



坤尚律师事务所
KUN SHANG LAW FIRM



ARKEMA

 Epiroc

 **Maverlinn**
Impact Innovation

SHUI ON WORKX
瑞安办公

INNOSPACE

Fairmont
NANJING
南京金奥费尔蒙酒店





European Chamber 中国欧盟商会

The European Union Chamber of Commerce in China (European Chamber) was founded in 2000 by 51 member companies that shared a goal of establishing a common voice for the various business sectors of the European Union and European businesses operating in China. It is a members-driven, non-profit, fee-based organization with a core structure of 45 working groups representing European business in China. The European Chamber is recognized by the European Commission and the Chinese authorities as the official voice of European business in China.

European Chamber Nanjing Office

Address: 1407, No.99 Zhongshan Rd., Nanjing, Jiangsu.

Tel: +86 (25) 8362 7330

Fax: +86 (25) 8362 7332

Email: nanjing@european-chamber.com.cn

