



2018

社会责任报告

SOCIAL RESPONSIBILITY REPORT



东风化雨 润泽四方
NURTURING



让汽车驱动梦想

东风汽车集团有限公司 · 始于1969

2018

东风汽车集团有限公司
社会责任报告

DFM CORPORATION
SOCIAL RESPONSIBILITY
REPORT



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领导致辞 Leadership Addresses



竺延风
Zhu Yanfeng

东风公司董事长、党委书记
Chairman & Party Secretary of DFM

这是东风公司第十一次发布《社会责任报告》，衷心感谢大家对东风事业的关心和支持。

2018年是全面贯彻党的十九大精神的开局之年，是改革开放40周年，也是东风公司迈向发展新征程的重要一年。公司坚持以习近平新时代中国特色社会主义思想为指引，坚定扛起央企的经济责任、政治责任和社会责任，围绕建设具有国际竞争力的世界一流企业目标要求，以高质量发展为工作主题，聚焦做强做优、党建强企、深化改革、加快创新，包括履责在内的各项工作取得扎实进展。

过去一年，东风公司坚决贯彻落实党中央决策部署，持续实施援藏、援疆、援桂、润楚等项目，着力开展产业扶贫、智力扶贫、就业扶贫、消费扶贫，加快建设绿色东风，有效防范化解重大风险，为打赢打好“三大攻坚战”贡献了东风力量。深入落实国家重大战略，努力在落实新发展理念、推动高质量发展上走在前、做表率。积极履行利益相关者责任和社会公益责任，不断推动共同发展。

汽车作为国家支柱产业，在促进经济社会发展、满足人民高品质的美好生活需要、建设世界科技强国的进程中都发挥着重要作用，实现中华民族伟大复兴的中国梦离不开汽车。让汽车驱动梦想，建设汽车强国，是东风一以贯之的追求，也是公司履行责任的不竭动力。在公司第九次党代会上，我们提出要加快建设卓越东风，开启世界一流企业发展新征程，未来五年努力实现“三个领先、一个率先”，即经营质量行业领先、自主事业行业领先、新兴业务行业领先；东风员工高质量跨越小康，率先享有新时代美好生活。这也开启了公司社会责任工作的新起点。

凡是过去，皆为序章。我们将深入学习贯彻习近平新时代中国特色社会主义思想，在中国汽车工业由大到强的历史进程中，不忘初心、牢记使命，担当尽责、砥砺前行，扎实推动东风事业高质量发展，为建设汽车强国、实现中华民族伟大复兴的中国梦作出新的贡献。

董事长致辞

Address by Chairman of the Board

This is the eleventh time that DFM has released the Social Responsibility Report. We sincerely thank you for your concern and support for DFM.

The year 2018 was the beginning year for the full implementation of the spirit of the 19th National Congress of the Communist Party of China and also marked the 40th anniversary of reform and opening up, and an important year for DFM to embark on a new journey of development. Guided by Xi Jinping's idea on socialism with Chinese characteristics in the new era, the Company firmly shoulders the economic, political and social responsibilities of the central enterprises, and focuses on the goal of building a world-class enterprise with international competitiveness through seeking high-quality development, improving the enterprise's strength and performance, strengthening the enterprise through Party building, deepening the reform, accelerating innovation and making solid progress in all aspects of our work, including fulfilling our responsibilities.

Over the past year, DFM resolutely implemented the decision-making and deployment of the Central Committee of the Party, and continued to implement projects supporting Tibet, Xinjiang and Guangxi, and nurturing Hubei, focusing on poverty alleviation through efforts in the industry, intellectual development, employment and consumption, accelerating the construction of a Green Dongfeng, effectively preventing and resolving major risks, and contribute to the victory of the "three key battles". We will further implement the major national strategies and strive to set an example in implementing new development concepts and promoting high-quality development.

We actively fulfill stakeholder responsibility and social public welfare responsibility, and constantly promote common development.

As a pillar industry of the country, automobile plays an important role in promoting economic and social development, satisfying people's needs for a quality life, and building a strong power of science and technology. The Chinese dream of rejuvenating the Chinese nation won't come true if without automobile. Let the automobile drive the dream and build a strong auto power is Dongfeng's consistent pursuit and the inexhaustible power for the Company to fulfill its responsibilities. At the Ninth Party Congress of the Company, we proposed to speed up the construction of excellent Dongfeng and start a new journey for the development of a world-class enterprise. In the next five years, we will strive to achieve "three with a leading position and one taking a lead", that is, leading in the quality of operation, leading in independent undertakings, and leading in new business sectors; and DFM's employees will usher in a high-quality well-off life and take the lead in enjoying a better life in the new era. This also opens a new starting point for the Company's CSR work.

What's past is prologue. We will deeply study and implement Xi Jinping's socialist thought with Chinese characteristics in the new era. In the historical process of China's automobile industry growing from big to strong, we will never forget our original intention, remember our mission, assume our responsibilities and move forward, firmly promote the high-quality development of Dongfeng's cause, and make contributions to the building of an automobile power and the great rejuvenation of the Chinese nation.

领导致辞 Leadership Addresses



李绍烛
Li Shaozhu

东风公司总经理、党委副书记
General Manager & Deputy Party
Secretary of DFM

过去的2018年，东风公司坚决贯彻党中央决策部署，抢抓机遇，应对挑战，创新发展、深化改革、加强党建、合规经营、人才开发各项工作稳中有进，整体实现高质量发展。公司全年销售汽车383.08万辆，质量效益实现提升；扎实构建核心能力，自主事业和新能源汽车事业取得新发展；持续推进轻量化、电动化、智能化、网联化、共享化工作，创新生态积极培育；蹄疾步稳深化改革，发展活力不断彰显；业务战略布局加快落地，新旧动能加速转换；加快融入“一带一路”，开放发展水平实现提高。以优异的表现，公司位居2018《财富》世界500强排名第65位。

在这一年，公司坚持“东风化雨，润泽四方”的履责理念，润色国计民生、润丰产业经济、润泽利益相关者、润丽自然、润美公益事业各项工作不断深化。坚决助力打赢打好脱贫攻坚战，大力推进“赋能工程”，持续构建全价

值链扶贫体系。公司精准扶贫案例入选《中央企业社会责任蓝皮书(2018)》。在各界的关心支持下，东风履责能力不断增强，履责项目扎实推进，社会责任事业上升到新的台阶，位列国有企业社会责任发展指数100强第9位、中国企业300强第11位，先后荣获“责任十年•国企十佳”、“中国社会责任特别贡献奖”等荣誉。

千里之行，始于足下。落实东风公司第九次党代会确立的“三个领先、一个率先”奋斗目标，加快建设卓越东风，开启世界一流企业发展新征程，给公司社会责任工作提出了新要求，部署了新任务。东风公司将不忘初心、牢记使命，更加坚定地把履责工作放在心上、扛在肩上、抓在手上，把责任理念融入公司改革发展的各个方面，在致力于成为卓越的汽车企业公民的道路上行稳致远。

总经理致辞

Address by the General Manager

In the past 2018, DFM resolutely carried out the decision-making and deployment of the Party Central Committee, seized opportunities, met challenges, and made steady progress in all aspects of innovative development, deeper reform, further Party building, compliance management, and talent development, and achieved high-quality development as a whole. The Company's annual sales of automobiles were 3,830,800 units, with better quality and efficiency; firmly developed its core competencies and made new development in its independent R&D and new energy automobiles; advanced its work of lightweight, electrification, intellectualization, networking and sharing, and actively fostered an ecological innovation; stepped up efforts yet took steady steps to deepen the reform, constantly highlighting its development vitality; accelerated the implementation of its business strategy layout, and sped up the transformation of old and new kinetic energy; and further got integrated with the Belt and Road Initiative. With excellent performance, DFM ranked 65th in the 2018 Fortune 500.

In this year, the Company adhered to the responsibility concept of "Life-giving breeze and rain for nurturing all sides", and continued to deepen work concerning contributing to the national economy, boosting the industrial economy, nurturing stakeholders, protecting nature, and nurturing charity. DFM resolutely helped win the battle against poverty, vigorously promoted the "empowering

project" and continued to build a full value chain poverty alleviation system. DFM's precision poverty alleviation case was included into the *Blue Book of Corporate Social Responsibilities of Central Enterprises (2018)*. With the care and support of all walks of life, DFM has kept strengthening the ability to perform its CSR, and its CSR projects have been steadily promoted, and its CSR undertaking has risen to a new level by ranking the ninth place among China's Top 100 SOEs by the CSR Development Index and the 11th place among the Top 300 Chinese Enterprises. It has successively won the "Ten Years of CSRs and Ten Best SOEs", the "Special Contribution Award of China's Social Responsibility" and so on.

A journey of a thousand miles begins with a single step. Following its goal of "three in leadership and one taking the lead" set by its Ninth Party Congress, DFM sped up the construction of an excellent DFM, started a new journey for the development of a world-class enterprise and put forward new requirements and deployed new tasks for the work of CSR. DFM will not forget its original intention and mission, and will firmly put the performance of its duties in its heart, on its shoulder and at its hands. It will integrate the concept of responsibility into all aspects of the Company's reform and development, and make steady progress on the road to becoming an outstanding car-maker citizen.

关于东风公司 About DFM



公司概况

Summary

始建于1969年

总资产3266亿元人民币

员工数15万余人

《财富》世界500强：第65位

中国制造企业500强：第3位

中国企业300强社会责任发展指数排名：第11位

Founded in 1969

Total assets: 326.6 billion yuan

Headcount: 150,000 employees

The 65th place among the Fortune Global 500

The 3rd place among China's Top 500 manufacturers

The 11th place among China's Top 300 Enterprises by the CSR Development Index

65

《财富》世界 500 强：第 65 位
The 65th place among the Fortune Global 500

主营业务

商用车：涵盖重、中、轻、微全系列卡车和客车产品

乘用车：涵盖基本型、SUV、MPV、交叉型等全系列

新能源汽车：涵盖纯电动轿车、纯电动客车、纯电动工程车、纯电动物流车、纯电动环卫车及混合动力城市客车、BSG混合动力轿车、插电式混合动力城市客车等

军车产品：包括军用越野车和军用运输车

汽车零部件：覆盖动力系统、制动系统、转向系统、悬架系统、内饰系统、汽车电子等

装备业务：包括汽车自动线专用设备、模具、检具等

水平事业：覆盖汽车金融、汽车物流、二手车、汽车租赁、出行服务等相关业务

Main Businesses

Commercial vehicles (CVs): Covering a full range of mini, light-duty, medium-duty and heavy-duty trucks as well as bus products

Passenger vehicles (PVs): Covering a full range of PVs such as basic cars, SUVs, MPVs and crossovers

New energy vehicles (NEVs): Covering all-electric cars, all-electric buses, all-electric engineering vehicles, all-electric logistics vehicles, all-electric sanitation vehicles, hybrid urban buses, BSG hybrid cars, plug-in hybrid urban buses, etc.

Military vehicles: Including military off-roaders and transportation vehicles

Automotive parts: Covering the power, brake, steering, suspension, interior and electronic systems

Equipment: Including equipment, molds, gages and others for automatic automotive production lines

Relevant businesses: Covering automotive financial services, automotive logistics, used vehicles, leasing and others

始建于 **1969**年

Founded in 1969

总资产 **3266**亿元人民币

Total assets: 326.6 billion yuan

员工数 **15**万余人

Headcount: 150,000 employees

3

中国制造业企业 500 强：第 3 位

The 3rd place among China's Top 500 manufacturers

11

中国企业 300 强

社会责任发展指数排名：第 11 位

The 11th place among China's Top 300 Enterprises by the CSR Development Index

关于东风公司 About DFM

运营地域 Operation Area



发展历程 Development History



公司治理 Corporate Governance

东风公司是国务院国有资产监督管理委员会管理的国有独资企业。公司于2011年4月成立董事会，构建了以国资委为出资人代表、董事会为决策机构、监事会为监督机构的治理结构。在党中央坚强领导下，公司深入贯彻落实党的十九大精神，认真学习落实习近平总书记系列重要讲话精神和建设中国特色现代国有企业制度重要要求，扎实推进中管企业规范董事会建设，不断提升公司法人治理水平。2018年，全年共召开8次董事会会议，共形成了25项决议。

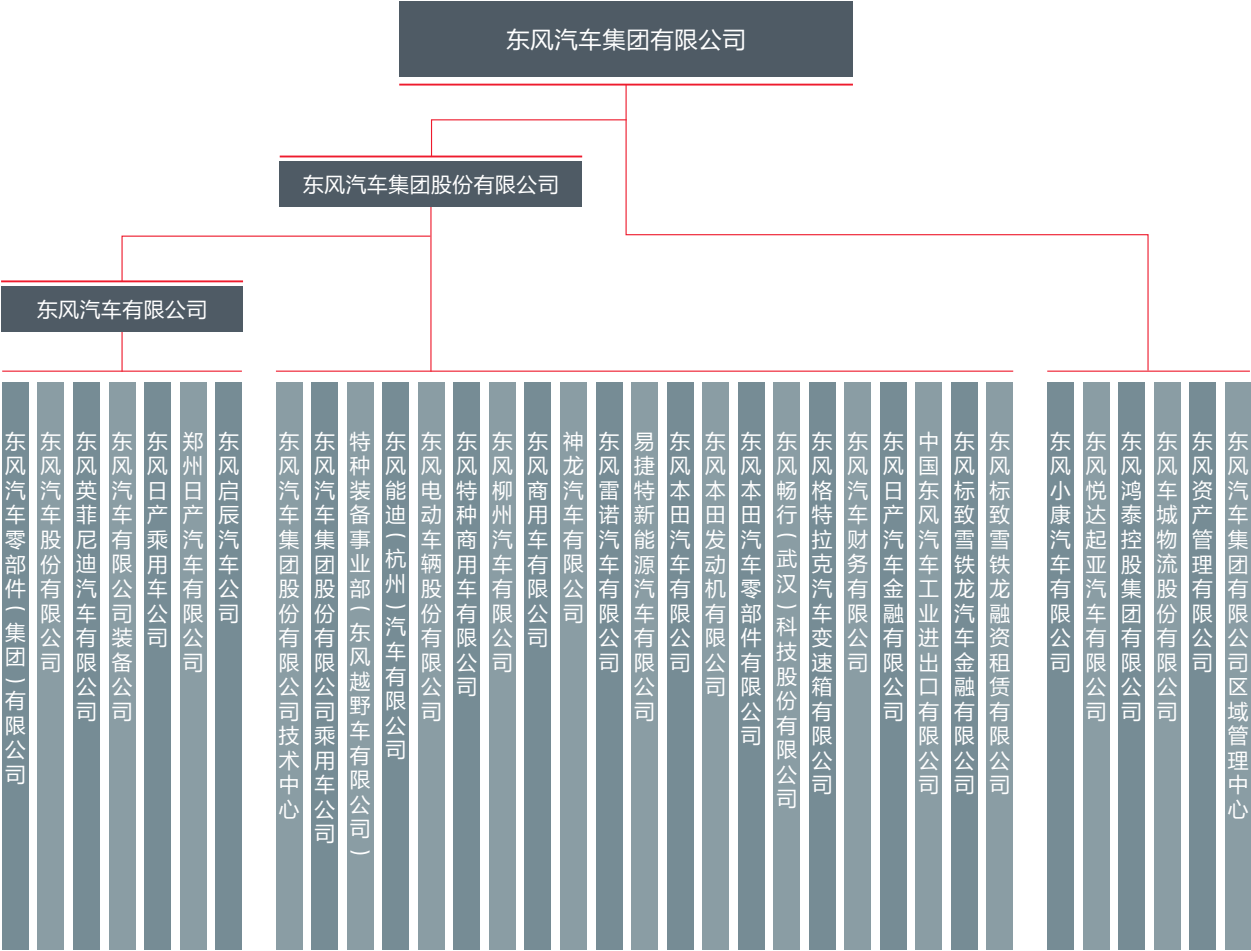
DFM is a wholly state-owned enterprise (SOE) managed by the SASAC. The Company established the Board of Directors (hereinafter referred to as "the Board") in April 2011, creating a governance structure with the SASAC as the representative of contributors, the Board of Directors as the decision-making body and the Board of Supervisors as the supervisory body. Under the strong leadership of the CPC Central Committee, the Company has thoroughly implemented the spirit of the Nineteenth National Congress of the CPC, conscientiously studied and implemented the spirit of General Secretary Xi Jinping's series of important speeches and the important requirements of building a modern state-owned enterprise system with Chinese characteristics, firmly promoted the construction of the Board for the medium-sized enterprises, and continuously improved the level of corporate governance of the Company. In 2018, eight board meetings, were prepared and held throughout the year, resulting in 25 resolutions.

关于东风公司

About DFM

组织治理

Organizational Governance



文化治理 Cultural Governance

东风公司于2012年发布社会责任“润”计划，2014年发布“和”文化战略，2015年在中央企业和中国汽车行业率先发布《商德公约》。至此，东风初步构建起以“和”文化、“润”计划和《商德公约》为主体的“三位一体”企业软实力体系。

DFM promulgated the “Nurturing” plan of social responsibility in 2012, the “Harmony” cultural strategy in 2014, and published the *Convention on Business Ethics* in 2015, becoming the first central enterprise and Chinese car-maker to do so. So far, DFM has initially built a “trinity” enterprise soft power system with “Harmony” culture, “Nurturing” plan and the *Convention on Business Ethics* as the main body.



专题一：谋划新蓝图，共建卓越东风

Topic 1: Planning a New Blueprint to Build an Outstanding Dongfeng



6月27日，东风公司第九次党代会在武汉隆重召开。大会审议通过了中国共产党东风汽车集团有限公司第八届委员会工作报告和纪委工作报告，确立了加快建设卓越东风、开启世界一流企业发展新征程的新阶段使命，提出了未来五年“三个领先、一个率先”的战略目标，擘画了东风事业发展的新蓝图。大会选举产生了新一届公司党委和纪委，为实现这次大会确定的各项目标提供了坚强有力的组织保证。

新阶段使命

Mission in the New Stage

到全面建成小康社会时，把东风建设成为国内一流的卓越汽车企业；到基本实现社会主义现代化时，使东风成功跻身具有全球竞争力的世界一流汽车企业行列。

指导思想

Guiding ideology

高举中国特色社会主义伟大旗帜，以马克思列宁主义、毛泽东思想、邓小平理论、“三个代表”重要思想、科学发展观、习近平新时代中国特色社会主义思想为指引，深入贯彻党的十九大精神，按照统筹推进“五位一体”总体布局和协调推进“四个全面”战略布局要求，坚持和加强党的全面领导，坚持稳中求进工作总基调，坚持新发展理念，深刻把握汽车产业发展新趋势，以提升质量效益和自主创新能力为中心，聚焦创新发展、掌控核心能力，聚力攻坚突破、全面深化改革，坚持党要管党、全面从严治党，始终保持高质量发展，推动国有资本做强做优做大，为加快建设卓越东风、开启世界一流企业发展新征程而奋斗。

战略目标

Strategic objectives

三个领先

经营质量行业领先。经营保持高质量，增速跑赢大市，销量跨越600万辆，向更高目标挑战。

1

自主事业行业领先。核心能力大幅提升，商用车形成领先新优势，乘用车规模效益达到领先水平，军车巩固拓展领先优势。

2

新兴业务行业领先。新能源汽车研发及资源掌控能力、产业化规模居于行业领先地位，智能网联汽车、出行服务及水平事业形成领先优势。

3

一个率先

东风员工高质量跨越小康，率先享有新时代美好生活。员工收入达到所在地较高水平，物质生活更加殷实，精神文化生活更加富足，全体员工才尽其用、各得其所，使东风成为员工引以为豪的企业。

专题二：2018 年东风公司 “十大责任事件”

Topic 2: Top Ten CSR Events of DFM in 2018



构建东风全价值链扶贫体系，大力推进“赋能工程”，打造“扶贫套餐”

Constructing DFM's whole value chain poverty alleviation system, vigorously promoting "Empowering Project" and creating "Poverty Alleviation Package"

东风公司通过为贫困地区群众赋能、为公共服务赋能、为产业发展赋能，巩固脱贫成果，确保贫困地区长期稳定脱贫。2018年，公司助力两个定点扶贫地区（新疆柯坪县、广西马山县）总计27187人、34个村实现脱贫摘帽。

开展扶贫领域专项巡视，扶贫调研督查实现全覆盖

Carrying out special patrols in the field of poverty alleviation and achieving full coverage through poverty alleviation investigation and supervision

东风公司党委始终高度重视精准扶贫工作。2018年，公司董事长、党委书记竺延风，总经理李绍烛，党委副书记程道然，纪委书记温树忠，工会主席何伟等领导分赴西藏、新疆、广西、湖北等结对帮扶的5省区9县市开展调研，检查指导扶贫工作，慰问贫困户，看望东风扶贫干部。

东风公益基金会二届理事会成立，获评 3A 级社会组织

The Second Council of DFM Charity Foundation was established and was named as a 3A social organization

2月，东风公益基金会选举产生二届理事会，制定发布基金会中期行动计划（2018-2022），明确了以“文化教育、



科技创新、志愿服务”三大领域为重点的项目发展方向；同时，首次参与国家民政部组织的全国性社会组织评估，以评促建，完善内部治理，获评3A级社会组织。

第五届东风“社会责任月”成功举办

The 5th DFM Social Responsibility Month was successfully held

6月-7月，东风公司以“责任25载 东风笃行”为主题开展第五届“社会责任月”系列活动。聚焦公益助学、扶贫济困、节能环保领域，结合企业实际开展各具特色的公益活动，23家二级单位参与，累计开展活动近60项。

《东风公司全力以赴支持打赢脱贫攻坚战三年行动方案》发布

"DFM's Three-year Plan of Action for Poverty Alleviation Campaign" was announced

9月，《东风汽车集团有限公司关于全力以赴支持打赢脱贫攻坚战三年行动的实施方案》在公司2018年度扶贫攻坚工作推进会上正式发布。方案明确了今后一段时期，东风将通过实施“赋能工程”，实现“一个体系”、“两个确保”、“三个满意”的总体目标。



优化扶贫管理体系构架，助推工作规范高效

Optimizing the framework of poverty alleviation management system and promoting standardized and efficient work

9月，东风公司优化调整扶贫攻坚工作领导小组。公司党委书记、总经理担任组长，分管扶贫攻坚工作的公司领导任副组长。领导小组下设扶贫办，扶贫办分设专项扶贫推进办公室和扶贫监督检查办公室。

东风公益项目参与度和影响力持续提升

The involvement and impact of DFM's charity campaigns continuously improved

2018年，东风公益基金会集结各方力量，在爱心助学、志愿实践、交通文明等领域开展公益实践活动。积极推进“东风润苗行动”，立项援建5所东风希望小学，开展润苗助学活动20余场次。开展第二届“我是责任东风人”志愿实践活动，40名东风志愿者和10名东风风行车友走进广西马山献爱心，送温暖。在“122全国交通安全日”期间，举行形式多样的汽车文化主题活动，为“汽车文明”助力。

东风公司发布第十份社会责任报告

DFM released its Tenth Social Responsibility Report

10月，东风公司发布《2017年度社会责任报告》，这是公司连续发布的第十份社会责任报告。《报告》全方位向社会披露东风公司社会责任管理与实践的绩效。经中国企业社会责任报告评级专家委员会的专业评审，该报告获评五星级。



开展消费扶贫，带动社会力量广泛参与

Carrying out poverty alleviation through consumption and promoted broad participation of social forces

东风公司通过举办精准扶贫农特产品电商展、扶贫产品进食堂、上餐桌等推介活动，宣传东风扶贫点的特色农产品。通过东风惠购、东风汽车扶贫馆等电商平台，开展爱心团购、节日慰问品采买等活动，促进农产品销售。2018年，公司购买和销售贫困地区农产品467.9万元。

东风公司社会责任发展指数跻身国有企业10强，精准扶贫工作屡获殊荣

DFM's Social Responsibility Development Index ranks among the top 10 state-owned enterprises, and its precision poverty alleviation work has won many awards

据中国社科院发布的《企业社会责任蓝皮书(2018)》显示，东风公司位列国有企业社会责任发展指数100强第9位，中国企业300强第11位。公司先后荣获“责任十年·国企十佳”、“中国社会责任特别贡献奖”等荣誉；同时，东风公司精准扶贫案例入选《中央企业社会责任蓝皮书(2018)》。

责任管理 CSR Management

责任愿景

CSR Vision

致力于成为卓越的汽车企业公民

责任理念

CSR Concept

东风化雨 润泽四方

责任战略

CSR Strategy

责任议题

The Core Issue Identification Process

核心议题流程

The Core Issue Identification Process



东风化雨 润泽四方
NURTURING

议题识别

Issue identification

东风公司社会责任议题选择兼顾国际标准、国家政策要求、社会舆论关注点、汽车行业企业和相关行业企业议题趋势以及公司发展规划。参考国际标准与趋势、国家政策要求和社会舆论关注点形成一般议题；通过分析国内汽车行业企业及相关行业企业形成行业议题；结合公司发展规划和运营实践形成东风公司社会责任议题。

CSR-relevant issues are identified according to international standards, the Chinese government's policies, major public concerns, similar issues identified by companies in China's auto industry and relevant industries as well as the Company's development plans. Specifically, general issues are identified according to international standards, the Chinese government's policies and major public concerns; industrial issues are identified by analyzing similar issues identified by companies in China's auto industry and relevant industries; DFM CSR-specific issues are identified in combination with the Company's development plans and operating practices.

审核确定

Review and determination

对筛选出的社会责任议题进行审核并最终确定东风公司社会责任议题。

The identified CSR-relevant issues are reviewed before DFM CSR-specific issues are determined.

划分优先等级

Prioritization

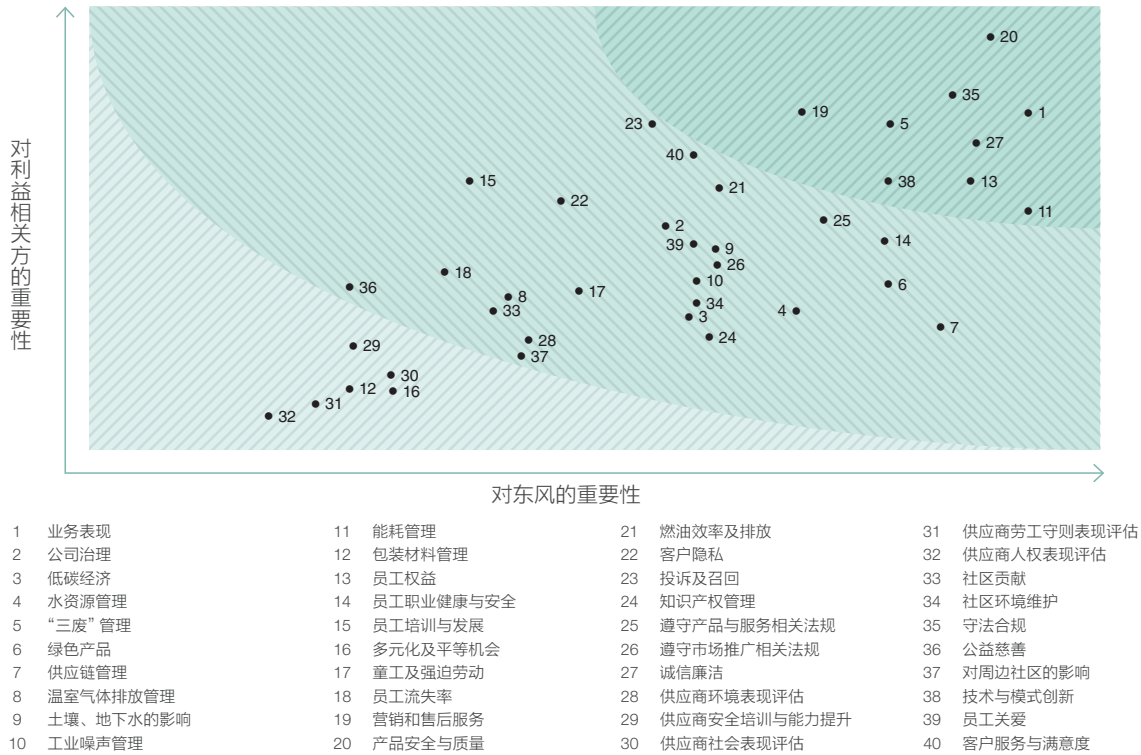
东风公司通过电子问卷调查、访谈针对内外部利益相关方开展社会责任议题重要性调研。根据“对东风公司经营的影响”和“对利益相关方的重要性”两个维度建立核心议题矩阵，对议题池中的议题进行优先等级排序。

In order to underscore the importance of CSR-relevant issues, DFM conducted a survey based on an electronic questionnaire (3,630 valid copies) and 18 interviews among internal and external stakeholders. A matrix of core issues was created in two dimensions – The Impact on DFM Operations and The Importance for Stakeholders; issues in the pool of issues were prioritized.

核心议题筛选结果

Core Issues Determined (in a Two-dimensional Matrix)

东风汽车集团有限公司社会责任关键议题矩阵



责任规划

Responsibility Planning

东风“润”计划 2.0

Dongfeng CSR “Nurturing” Plan 2.0

东风“润”计划2.0将东风社会责任实践体系科学、系统地划分为五大责任领域，具体包括：

DFM's “Nurturing” Plan 2.0 scientifically and systematically divides Dongfeng's social responsibility practice system into five major areas of responsibility, including:



战略目标

Strategic objectives

建立强有力的社会责任支撑体系，实现社会责任实践的文化引领、战略导向和多方协同；

Establishing a powerful CSR supporting system and achieving the culture leading, strategic orientation and multi-party collaboration of CSR practice;

社会责任文化和实践在利益相关方中产生广泛影响力，并获得利益相关方普遍认同；

The CSR culture and practice have produced a wide influence upon the stakeholders and obtain their universal recognition;

形成极具竞争力的可持续发展体系，社会责任发展水平保持领先并持续提升。

Form a competitive sustainable development system, with the CSR development level being kept ahead and continuously upgraded.

责任管理 CSR Management

责任组织

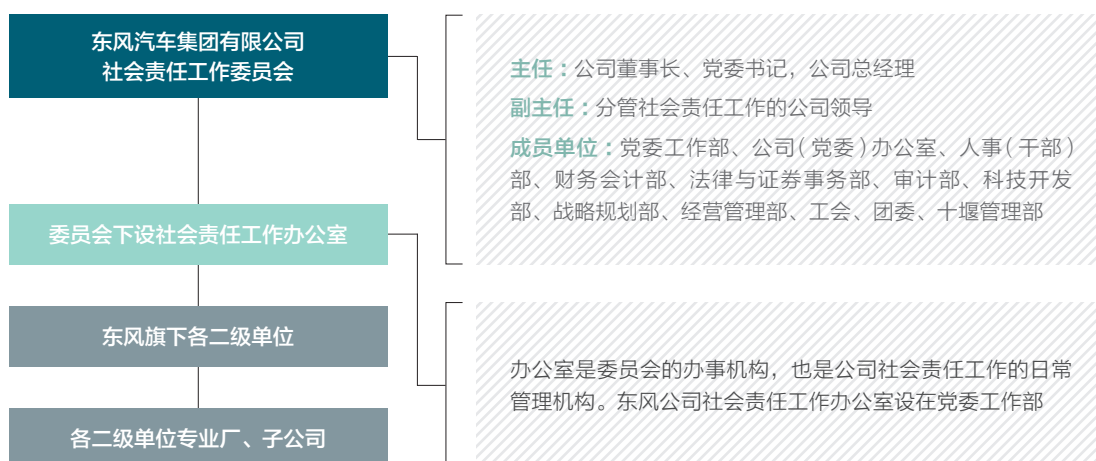
CSR Organization

公司根据《东风公司社会责任管理办法》，明确企业社会责任规划管理、执行管理和运营评价管理等方面内容，严格执行对外捐赠流程和信息报送制度等，实现社会责任工作规范化与体系化。

The company has formulated Measures of DFM for CSR Management, specified the contents of the CSR planning management, implementation management and operation evaluation etc, strictly implement external donation procedure and information reporting system etc. and realize the standardization and systematization of the CSR-related work.

设立东风公司社会责任工作委员会，由公司董事长、总经理任委员会主任，党委工作部作为牵头部门，归口管理全系统社会责任工作，并组织公司旗下各单位相应部门和人员协调推进社会责任工作。

It has set up DFM CSR working committee, with the board chairman and general manager as chief, the Work Department of the Party Committee as a leading department to be in charge of the CSR-related work, organize the relevant departments and personnel of various affiliated units to coordinate and advance the CSR-related work.





——连续四年获评企业社会责任发展领域五星级企业

《企业社会责任蓝皮书(2018)》显示——2018年，东风公司位列国有企业社会责任发展指数100强排名第9位，社会责任发展指数综合评分87.1。先后荣获“责任十年·国企十佳”、“企业扶贫优秀案例奖”、“卓越责任企业奖”、“中国社会责任特别贡献奖”、“中国社会责任精准扶贫奖”等荣誉；同时，东风公司精准扶贫案例入选《中央企业社会责任蓝皮书(2018)》。



责任管理 CSR Management

责任参与

CSR involvement

社会责任内部沟通机制

The internal CSR communication mechanism

东风公司不断完善社会责任内部沟通机制。一方面，通过沟通会、形势目标教育、访谈等形式，就企业发展、薪酬福利等内容与员工进行面对面沟通交流。另一方面，向旗下各单位发放年度《社会责任报告》和《社会责任工作简报》，及时披露责任绩效，增进责任沟通与信息共享。

Dongfeng Motor Corporation continuously improves the internal communication mechanism of social responsibility. On the one hand, it holds face-to-face communication with employees on enterprise development, salary and welfare and other contents through communication meetings, situation goal education, interviews and other forms. On the other hand, it issues the annual Social Responsibility Report and Social Responsibility Work Bulletin to all units under its flagship, and discloses the performance of responsibility in a timely manner and enhances responsibility communication and information sharing.

社会责任外部沟通机制

External CSR communication mechanism

东风公司不断丰富外部社会责任沟通方式。一方面，在改进现有沟通平台传播效果的基础上，充分利用互联网等新技术，开发新的传播渠道，建立多元化、多层次的传播机制，努力实现精准传播；另一方面，编发《精准扶贫报告》，参加中国公益慈善项目交流展示会等，不断拓宽责任沟通载体。

DFM continuously enriches external social responsibility communication methods. On the one hand, on the basis of improving the communication effect of existing communication platforms, it makes full use of new technologies such as the Internet, develop new communication channels, establish diversified and multi-level communication mechanisms, and strive to achieve accurate communication; on the other hand, it compiles and publishes the Report on Precision Poverty Alleviation, participates in charity exchange exhibitions in China, and produces promotional films on DFM's precision poverty alleviation work and retrospective films celebrating the 5th anniversary of "Dongfeng Seedling Nurturing Action" have continuously broadened the carriers of responsibility communication.



利益相关方名单、期望及回应方式

List of stakeholders, expectations and responses

权益人组别	权益人最关注的议题	沟通渠道 / 反馈方式	频率 / 次数
股东 / 投资者	经营业绩ESG治理理念	股东大会 投资者见面会 业绩发布会 新闻稿 / 公告 现场调研 路演和反向路演	每年举行一次股东大会 若有特殊情况举行临时股东大会或类别股东会议 不定期举行投资者见面会及现场调研 每年至少一次路演和反向路演
员工	雇佣及劳工薪酬福利	员工培训 工会活动 团委活动 职工代表大会 意见和合理化建议征集	每年每人至少一次员工培训 不定期举行工会活动 每年至少一次团委活动 每年至少一次职工代表大会 不定期意见和建议征集
经销商	产品责任 社区投资	产品培训 消费者投诉处理 产品维保	不定期
供应商	供应链管理 产品责任	现场调研 供应商考核 质量沟通 电话 / 书面来往 驻场办公 供应商大会 公开采购招标	每年一次供应商大会 每半年进行准入评价 不定期驻场办公
客户 / 消费者	产品责任 研发创新	线上推广 线下展销会、推广活动 电话 微信 / 微博 新品发布会 市场调研 客户满意度调研 客户座谈和走访 处理客户投诉	不定期
政府部门	绿色生产 经营业绩	现场调研 会谈 实地抽查 参与政策、标准、规划 调研与制定	不定期
社区人士	绿色生产 经营业绩	现场调研 会谈 社区公益活动 社区共建活动	不定期
媒体	社区投资 经营业绩	新闻稿 / 公告 采访 会议	不定期





政治责任

Political Responsibility

润色国计民生 与国家共繁荣

Improve national economy and people's
livelihood and prosper with the nation

政治责任 Political Responsibility

贯彻国家决策部署

Implement national decision-making deployment



落实中国制造

To implement the measures and actions of made in China

东风公司坚持按照《中国制造2025》所确定的“以提质增效为中心、促进产业转型升级”战略要求，始终坚持做强做优，始终坚持质量第一、效益优先，始终坚持经营高质量。2018年，东风致力于产品升级，品牌向上，产品结构不断向高端化发展；着力培育自主事业发展能力，打造商用车领先新优势，提升自主乘用车核心能力，巩固军车第一品牌地位；不断优化事业结构，加强国际化布局，积极参与“一带一路”建设。

DFM adheres to the strategic requirements of “improving quality and enhancing efficiency as the center and promoting industrial transformation and upgrading” determined by “Made in China 2025”, and always insists on getting stronger and better, quality first and benefit priority, and always insists on high quality management. In 2017, DFM was devoted to product upgrading, brand development, and high-end product structure development. It focused efforts to cultivate the ability of independent business development, create new advantages of commercial vehicles, enhance the core ability of independently developed passenger vehicles, and consolidate the status of the first brand of military vehicles; it kept optimizing the structure of the cause, and strengthening the international layout, and actively participated “the Belt and Road” construction.

全面深化改革

Comprehensively deepened the reform

2018年，东风公司全面贯彻党中央、国务院和国务院国资委关于深化国有企业改革的方针政策，以“突破改革创新瓶颈”为抓手，加强深化改革工作的组织领导，统筹协调、推进落实。

In 2018, DFM comprehensively implemented the guidelines and policies of the Central Committee of the Party, the State Council and the State Asset Management Commission of the State Council on deepening the reform of state-owned enterprises. With “breaking through the bottleneck of reform and innovation” as the starting point, DFM strengthened the organizational leadership of deepening the reform, coordinated and promoted the implementation.



东风公司基本完成“三供一业”分离移交工作，全面完成公司所属厂办大集体企业改制工作，推进十堰地区8大类94项社会职能分离移交，辅业和困难企业改革改制有序稳妥推进。

响应国家汽车产业发展政策

Measures and actions to respond to the development policies of the national automobile industry

东风公司认真落实《汽车产业中长期发展规划》的要求，加快“五化”布局。2018年，东风公司技术路线不断优化，电动化、智能化、网联化商品加速推出，共享化模式逐步成型。

DFM earnestly implemented the requirements of the *Medium- and Long-term Development Plan of the Automobile Industry* and sped up the “five modernizations” layout. In 2018, DFM further optimized its technological route and launched more electrified, intelligent and networked products, gradually forming a sharing mode.



政治建设

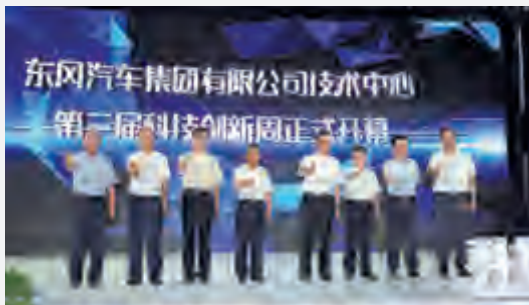
Political Construction

东风公司党委坚持以习近平新时代中国特色社会主义思想为指导，深入学习贯彻党的十九大精神，牢牢把握新时代党的建设总要求和新时代党的组织路线，认真落实“中央企业党建质量提升年”各项任务，推动党建工作质量显著提升，为实现“三个领先、一个率先”的奋斗目标提供坚强保证。

The Party Committee of DFM adhered to Xi Jinping's guiding ideology of socialism with Chinese characteristics in the new era, studied and implemented the spirit of the Nineteenth National Congress of the Party, firmly grasped the general requirements of the Party's construction in the new era and the organizational line of the Party in the new era, conscientiously carried out the tasks of “Year of Promoting the Party Construction Quality in Central Enterprises” and significantly improved the quality of Party building, providing a strong guarantee for achieving the goal of “three with leading position and one taking the lead”.

东风公司建立大党建工作联动平台，形成了“横向到边、纵向到底”的工作体系，全方位构建了坚持党的全面领导、加强党的建设、全面从严治党运行保障体系，实现了党建工作的制度化、规范化、常态化。

It established a platform for large-scale Party building work, formed a “horizontal to side, vertical to bottom” working system, building a comprehensive system of ensuring the Party's overall leadership, strengthening Party building, and strictly administering the Party's operation in an all-round way, and realizing the institutionalization, standardization and normalization of Party building work.



东风公司2018年科技创新大会暨技术中心第三届科技创新周在武汉举行，现场展出108项自主创新成果，有45位外部专家学者展开交流，发起4场大咖对话和82场技术发表。



12月18日，东风公司党委组织广大干部职工收听收看庆祝改革开放40周年大会实况直播，认真聆听习近平总书记的重要讲话。

政治责任 Political Responsibility

推进汽车强国战略

Promoting the Auto Power Strategy

创新驱动

Innovation-driven

自主创新战略实施情况

Implementation of Independent Innovation Strategy

坚持自主创新驱动战略，2018年东风公司在两年一次的2017 – 2018年国家发改委“国家企业技术中心评价”为优，总排序第11位，位居行业第三名。加强自主品牌建设，自主事业核心能力持续提升。新旧动能加速转变，新能源汽车电动、混动、氢动齐头并进，2018年实现新能源汽车销量70,396辆，同比增长28.5%，市占率5.6%，居行业第7。

It adhered to the strategy of independent innovation drive. DFM ranked 11th in the overall ranking and third in the industry in the biannual “Evaluation of the National Enterprise Technology Center” under the National Development and Reform Commission (NDRC) from 2017 to 2018. DFM strengthened the construction of self-owned brands and continuously improved the core competence of self-owned businesses. It sped up the transformation of old and new kinetic energy, and among new energy vehicles, its electric, hybrid and hydrogen powered vehicles developed hand in hand. In 2018, it sold 70,396 units of new energy vehicles, up 28.5% year on year, with a market share of 5.6%, ranking seventh in the industry.

2018 年科技创新工作进展

Progress of Science and Technology Innovation in 2018

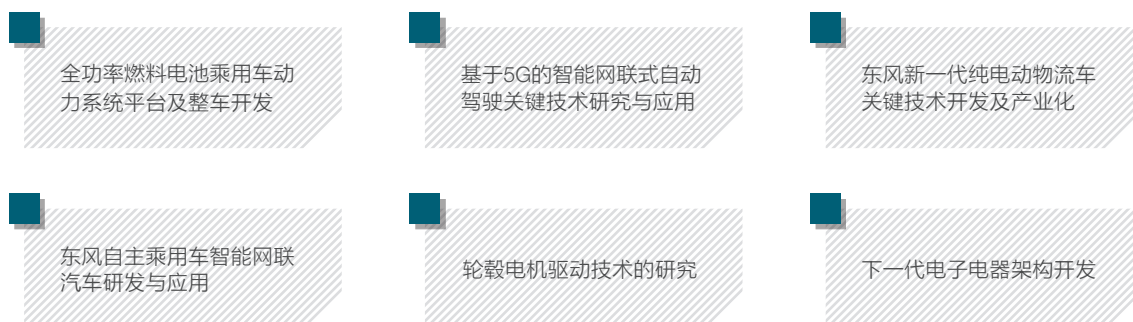
2018年，东风公司科技战线按照公司发展的整体部署和对科技工作的要求，持续推进轻量化、电动化、智能化、网联化、共享化工作，大力推进基础技术、前瞻技术研究，紧紧围绕产业“五化”发展趋势，加强技术攻关和成果应用。

In 2018, in accordance with the overall deployment of the Company's development and the requirements for scientific and technological work, DFM's scientific and technological front continued to promote lightweight, electrified, intelligent, networked and shared products, vigorously promoted basic technology and forward-looking technology research, and closely focused on the development trend of “five modernizations” of the industry, strengthened technical research and application of results.

指标名称	2018	2017	2016	2015
有效专利(件)	10848	9056	7250	6156
省部级以上专家数量(名)	282	36	33	33
研发人员数量(名)	10230	9842	10119	9907
研发人员占从业人员的比例	6.8%	6.12%	6.06%	5.86%
研究与试验发展经费支出额(亿元)	123.36	113.47	91.58	84.06
科技活动经费支出(亿元)	190.4	177.17	190.70	192.71

重大创新项目

Major Innovation Projects



研发中心

R&D Center

东风汽车集团有限公司技术中心(简称“技术中心”)是东风公司汽车新产品研发的重要部门,是国家发改委、财政部、税务总局和海关总署认定的国家级“企业技术中心”,是国家科技部认定的国家一类科研院所,国内汽车行业第一批国家级“海外高层次人才创新创业基地”。2018年末,从业人员2764人。业务领域涵盖乘用车、军用越野车、新能源及动力总成。技术中心坚持“改进一代、开发一代、预研一代”的产品开发方针,多次荣获国家科技进步奖和东风公司科技进步特等奖。

The Technology Center of Dongfeng Motor Corporation (hereinafter referred to as “Technology Center”) is an important department of new product development of DFM. It is a national “enterprise technology center” recognized by the National Development and Reform Commission, the Ministry of Finance, the General Administration of Taxation and the General Administration of Customs. It is a national scientific research institute recognized by the Ministry of Science and Technology, and one of the first national-level “overseas high-level talent innovation and entrepreneurship bases” in the automotive industry. At the end of 2018, it had 2,764 employees. The Technology Center adheres to the product development policy of “improving one generation, developing one generation and pre-research one generation”, and has won the National Science and Technology Progress Award and DFM’s Special Prize for Science and Technology Progress for many times. Its business scope covers passenger cars, military off-road vehicles, new energy and power assembly.

科技创新成效显著

Remarkable Results of Scientific and Technological Innovation

国家发改委发布的《国家企业技术中心2017—2018年评价结果》显示,东风公司得分93.6分,技术创新综合能力为优秀,在1345家企业中位居第11名,在汽车行业排名第3。

According to the evaluation results of the National Enterprise Technology Center from 2017 to 2018 issued by the National Development and Reform Commission, DFM scored 93.6 points with excellent comprehensive capability of technological innovation, ranking 11th among 1,345 enterprises and 3rd in the automobile industry.



11月30日,东风创新设计中心(上海)在上海虹桥新地中心揭牌投用,可满足创意设计、造型数字化设计、造型模型设计的功能需求,将率先助力东风自主品牌汽车颜值升级。该中心初期研究方向主要为汽车造型设计,未来将逐步发展为涵盖新能源汽车、智能网联汽车、新材料新工艺以及前瞻技术研究业务的设计中心。

政治责任 Political Responsibility

自主品牌

Independent Brands

2018年，东风汽车集团有限公司自主品牌实现销售122.05万辆，位居行业第四。自主商用车方面形成了“1+2”品牌业务格局（东风品牌+乘龙品牌、华神品牌）。自主乘用车方面形成了东风风神、东风风行、东风风光和东风启辰四大自主品牌，具备了整车和动力总成研发及生产能力。

In 2018, Dongfeng Motor Corporation achieved its own brand sales of 1.2205 million vehicles, ranking fourth in the industry. In the aspect of independent commercial vehicles, and forming a “1 + 2” brand business pattern (Dongfeng + Chenglong and Huashen). In terms of independent passenger vehicles, it formed four independent brands, namely Dongfeng Fengshen, Dongfeng Fengxing, Dongfeng Fengguang and Dongfeng Venucia. They have the R&D and production capability of vehicles and power assemblies.



东风风光IX5

上市时间：2018年10月31日

车型简介：中型SUV，搭载1.5T/2.0T发动机，Copue造型风格和全新一代超级智联系统。



东风启辰T60

上市时间：2018年11月16日

车型简介：小型SUV，采用启辰家族最新设计语言，搭载1.6L自然吸气发动机，匹配5速手动变速箱和CVT无级变速箱，丰富的智能互联配置使其成为启辰车联网3.0时代的代表之作。



东风风神全新一代AX7

上市时间：2018年9月25日

车型简介：中型SUV，搭载高效铂金动力组合——1.6T发动机匹配爱信6速自动变速器，应互联网时代之势，以人工智能之名，集智能车机AI生态、大气外观交互美学、丰富配置越级享受于一身，开启智慧出行新时代。



东风风行T5

上市时间：2018年9月16日

车型简介：新紧凑型SUV，搭载1.5T、1.8T和1.6TD发动机，新车作为东风风行3.0时代的力作，强化了车辆的智能社交属性。

落实精准扶贫战略

Implementing the Precision Poverty Alleviation Strategy

东风公司扶贫攻坚三年行动计划

Three-year Action Plan of DFM for Poverty Alleviation Campaign

指导思想 Guiding Ideology

以习近平新时代中国特色社会主义思想 and 党的十九大精神为指导，坚决贯彻落实党中央、国务院关于脱贫攻坚的决策部署，深刻领会中央企业扶贫工作实践中积累的宝贵经验，坚持精准扶贫精准脱贫基本方略，准确把握打赢脱贫攻坚战面临的困难挑战，切实增强全力以赴支持打赢脱贫攻坚战的责任感和使命感，突出问题导向，再接再厉、加大投入、精准施策，以更有力的行动、更扎实的举措，推动定点扶贫地区脱贫攻坚，确保2020年全面打赢脱贫攻坚战，为实施乡村振兴战略打好基础。

Guided by General Secretary Xi Jinping's socialist ideology with Chinese characteristics in the new era and the spirit of the Nineteenth National Congress of the CPC, we should resolutely implement the decision-making and deployment of the CPC Central Committee and the State Council on poverty alleviation, deeply understand the valuable experience accumulated in the practice of poverty alleviation by central enterprises, adhere to the basic strategy of precision poverty alleviation and accurately grasp difficulties and challenges facing the poverty alleviation campaign. We should earnestly strengthen our sense of responsibility and mission to support the poverty alleviation campaign, highlight the problem orientation, make further efforts, increase investment and implement precise policies, so as to take stronger actions and more solid measures to promote poverty alleviation in designated poverty-stricken areas and ensure a comprehensive victory of the poverty alleviation campaign in 2020 and lay a good foundation for the implementation of the strategy of rural revitalization.

工作目标 Working Objectives

通过三年的努力，实现“一个体系”“两个确保”“三个满意”的目标。

Through three years of efforts, we aim to achieve the goals of “one system”, “two guarantees” and “three satisfactions”.

一个体系

以产业扶贫、智力扶贫、就业扶贫、电商扶贫为载体，带动公司各企业、合作伙伴、供应商、经销商、物流企业、客户等共同参与扶贫攻坚，形成东风公司全价值链扶贫体系。

两个确保

确保到2020年，公司定点扶贫地区（柯坪县、马山县、房县五台乡等3个国家级扶贫县）全部如期脱贫摘帽；

确保公司结对帮扶地区（贡觉县、江达县、邢台县、兴山县、恩施市、五峰县等6个对口支援地区）开展的扶贫项目按时、保质保量地推进和落实。

三个满意

助力结对帮扶地区打赢脱贫攻坚战，措施得力、成效明显，

实现地方党委政府满意

当地人民群众满意

上级主管单位满意

政治责任 Political Responsibility

任务安排 Task Arrangement

加强基础工作，为打赢脱贫攻坚提供坚强保障
Strengthening basic work to provide a strong guarantee for the poverty alleviation campaign

加强对扶贫工作体系的优化和领导
Strengthening the optimization and leadership of the poverty alleviation system

加强对定点扶贫地区的调研督导检查
Strengthening the investigation, supervision and inspection of designated poverty alleviation areas

培养锻炼过硬的扶贫干部队伍
Fostering a team of well-trained cadres for poverty alleviation

加大扶贫资金投入
Increasing investment in poverty alleviation funds

开展扶贫领域作风问题专项治理
Developing special governance on style of work in the field of poverty alleviation

营造良好氛围，调动参与扶贫工作的积极性
Creating a good atmosphere and mobilizing the initiative of participating in the work of poverty alleviation

推进创新性工作，为实效、长效扶贫夯实牢固根基
Promoting innovative work to lay a solid foundation for effective and long-term poverty alleviation

着力实施扶志扶智工作
Focusing on boosting morale and supporting education

加大产业扶贫力度
Strengthening industrialized poverty alleviation

推动就业扶贫
Promoting employment related poverty alleviation

推进电商扶贫
Promoting poverty alleviation concerning e-commerce

扶贫实践

Poverty alleviation practices

2018年，东风公司认真学习、贯彻落实习近平总书记关于脱贫攻坚的重要论述，将定点扶贫工作作为公司重要的政治任务，扎实推进。全年共投入扶贫资金3565.5万元，帮助引入扶贫资金53.05万元，培养基层干部73人，培训技术人员255人，购买和帮助销售贫困地区农产品467.9万元，超额完成国务院扶贫办下达的2018年度定点扶贫责任目标。东风公司在国务院扶贫开发领导小组开展的2018年中央单位定点扶贫工作考核中获得“较好”评价。

In 2018, DFM earnestly studied and implemented General Secretary Xi Jinping's important exposition on poverty alleviation and tackling key problems, and took the work of poverty alleviation at designated points as an important political task of the Company, and steadily promoted it. It invested a total of 35.655 million yuan in poverty alleviation funds throughout the year, helped to introduce 0.5305 million yuan of poverty alleviation funds, trained 73 grass-roots cadres and 255 technicians, purchased and helped sell 4.679 million yuan of agricultural products in poverty-stricken areas, excelling the designated poverty alleviation responsibility target set by the State Council Leading Group Office of Poverty Alleviation and Development in 2018.

2018 年东风公司“精准扶贫”总体情况一览表

Overall Situation of DFM's "Precision Poverty Alleviation" in 2018

序号	受援地	项目名称	资金小计(万元)
1	援藏	昌都市 车辆捐赠	1925
2		丈中村阿旺绵羊合作社饲草基地	
3		东风润苗教育基金	
4		贡觉县 贡觉县干部培训	
5		贡觉县农牧民群众技能培训	
6		贡觉县扶贫开发1号安置区	
7		江达县卡贡乡精准扶贫及新农村建设	
8		江达县 农牧民培训	
9		江达县 基层干部培训	
10		东风润苗教育基金	
11	援疆	发展农村(乡村级)经济合作社	500
12		柯坪县贫困人口就业稳岗补贴	
13		设立“东风奖学金”	
14		改善柯坪县教育设施	
15		改善柯坪县防雷作业车用车(东风皮卡4辆)	
16		村民文化大礼堂环境改善	
17	援桂	东风桥建设	305
18		养牛合作社基础设施建设和发展	
19		乡村文明建设	
20		屯级公共设施硬化建设	
21		路灯建设	
22		乡镇电商示范点建设(初步方案)	
23		支部阵地建设	
24		党员活动中心项目	
25	驻村扶贫	五台乡养殖产业发展	125
26		金牛寺村茶场建设	
27		金牛寺村产业路建设	
28		产业示范基地建设	
29		金牛寺村杨家院小区易地搬迁户菜园土地回购	
30		金牛寺村杨家院小区宜居小区建设,环境治理	
31		便民桥建设	
32		电商发展	
33	616工程	恩施市 东风公司616工程改造项目(2018—2019年精准扶贫前山村安坪组安坪至码料溪公路改建项目)	100
34		五峰县 五峰职业教育中心东风奥体中心	470.5
35	三峡库区移民	兴山县大槽村安全饮水工程	140
36		兴山县乡镇电商综合体验中心	
37		南阳镇石门村党群群众服务中心项目	
合计			3565.5

政治责任 Political Responsibility

援藏

DFM strove to support Tibet

东风公司继续保持“兴藏有责”的积极姿态，按照“向民生倾斜、向基层倾斜，突出智力援藏、文化宣传”的工作原则，创新援藏工作机制，科学选择援藏项目，持续加大援藏力度，扎实有效地推进援藏工作，助力贡觉县、江达县两县的经济、社会稳定和民生改善。2018年东风公司向昌都市援助资金（含实物折合）1925万元。

DFM continued to maintain a positive attitude of “developing Tibet with responsibility”. In accordance with the working principles of “tilting to the people's livelihood, to the grass-roots level, highlighting intellectual support for Tibet and cultural propaganda”, DFM innovated the working mechanism of supporting Tibet, scientifically selected projects for supporting Tibet, continuously increased the efforts of supporting Tibet, firmly and effectively promoted the work of supporting Tibet, and helped economic development, social stability and improvement of people's livelihood in Gongjue County and Jiangda County. In 2018, DFM's aids to Changdu City (including physical equivalent) amounted to 19.25 million yuan.

2018年9月，东风公司总经理、党委副书记李绍烛赴藏参加“央企助力西藏脱贫攻坚”系列活动。活动期间，李绍烛先后出席了央企西藏籍大学生专场招聘会、援藏干部座谈会、中央企业扶贫展、央企助力西藏脱贫攻坚会议暨签约仪式，并赴公司对口支援地昌都开展援藏工作调研，捐赠25辆郑州日产皮卡。



援疆

DFM vigorously aided Xinjiang

东风公司秉承“带动一片经济、致富一批百姓、促进一方稳定”的理念，通过打好维护稳定、民生改善、基层党建、教育助学、产业发展等扶贫工作组组合拳，促进了柯坪县经济社会发展和民族团结。

DFM upholds the concept of “driving economy in an area, enriching a group of people and promoting stability in one area”, and promotes the economic and social development and national unity of Keping County through the joint efforts of poverty alleviation measures such as maintaining stability, improving people's livelihood, grass-roots Party building, education support, and industrial development.

2018年10月，东风公司党委副书记、副总经理程道然率东风公司社会责任工作领导小组到新疆柯坪县调研援疆扶贫工作。

东风公司优化汽车产业布局，调整东风商用车新疆有限公司组织机构，打造独立的研发、制造、销售体系，实现本地化采购和本地化用工，解决了669余名新疆籍群众就业问题，五年累计缴纳税费达5786万元。



援桂

DFM made efforts to support Guangxi

东风公司把党建扶贫作为重要抓手，通过抓好基层党组织、党员队伍建设，共同推进脱贫攻坚的“抓两头促中间”工作思路，结合实际，大力发展现代特色农业，逐步将“输血式”扶贫向“造血式”扶贫转变，取得良好脱贫成效。2018年，广西马山县20个贫困村实现脱贫摘帽，贫困人口由2017年的54400人减少到27400人，有27000人摆脱贫困。

DFM regarded poverty alleviation through Party building as a starting point. Through the building of grassroots Party organizations and Party members' teams, it jointly promoted the working idea of "grasping both ends and promoting the middle" in poverty alleviation, combined reality, vigorously developed modern characteristic agriculture, gradually transformed "blood-transfusion" poverty alleviation into "blood-making" poverty alleviation, and achieved good effectiveness of poverty alleviation. In 2018, 20 impoverished villages in Mashan County of Guangxi got rid of the title of poverty-stricken areas, where the population of impoverished people decreased from 54,400 in 2017 to 27,400, with 27,000 people lifted out of poverty.

2018年11月，东风公司董事长、党委书记竺延风带队深入广西南宁市马山县，实地调研东风精准扶贫举措在马山县的落地情况。东风扶贫工作队通过推进“四培工程”，即把贫困户培养成致富能人、把致富能人培养成党员、把党员培养成致富带头人、把致富带头人培养成村委班子成员，采取党建扶贫、民生扶贫、特色扶贫、产业扶贫和文化扶贫等一系列精准扶贫举措，在推进当地经济社会发展和民生改善上，取得了一定成效。



润楚工程

DFM made great efforts to nurture Hubei

东风公司以“润楚工程”为载体，在湖北房县、兴山县、恩施市和五峰县等参与精准扶贫、“616”工程和“三峡库区移民”等帮扶工作，通过开展产业扶贫、教育扶贫、就业扶贫、消费扶贫等“扶贫套餐”服务，持续助力湖北脱贫攻坚和经济社会发展。

DFM took "Nurturing Hubei Project" as the carrier, and participated in precision poverty alleviation, "616" Project and "Three Gorges Reservoir Area Immigration" in Fangxian County, Xingshan County, Enshi City and Wufeng County of Hubei Province. Through carrying out "poverty alleviation package" services such as poverty alleviation through efforts in aspects of Party building, the people's livelihood, medical care, the industry, education and culture, DFM continued to help Hubei Province win the poverty alleviation campaign and achieve economic and social development.

2018年11月，东风公司党委常委、纪委书记温树忠率公司扶贫督查组到湖北省房县五台乡开展扶贫调研督查。

2018年，东风公司向房县投入扶贫资金130万元，推动当地产业发展、完善当地基础设施建设。通过投入支持黑山羊基地扩大养殖规模等形式，为当地产业发展助力；通过援建金牛寺村产业路、金牛寺村杨家院小区宜居小区建设等项目，完善基础设施建设提高公共服务水平。







经济责任

Economic Responsibility

润济产业经济 与市场共发展

Nurture industrial economy and
develop with the market

经济责任 Economic Responsibility

国有资产保值增值

Preservation and appreciation of state assets

风险管控

Risk control

2018年，东风公司着力推进全面风险管理体系建设和优化，有效促进风险管理在公司的全面实施与推进，不断完善和优化风险管理制度，积极探索风险管理工具与方法的应用，持续开展风险管理评估并督导跟踪重大重要风险落地，探索协同审计对重大风险隐患进行关注，联动合规评价，揭示了合规风险和问题。通过风险管理采取的一系列措施，有效防控企业风险，较好地履行社会责任。

In 2018, DFM focused on promoting the construction and optimization of comprehensive risk management system, effectively promoted the full implementation and promotion of risk management in the Company, continuously improved and optimized the risk management system, actively explored the application of risk management tools and methods, continuously carried out risk management assessment and supervised and tracked the major and important risks, and explored collaborative auditing to pay attention to major potential risks, and linked compliance evaluation to reveal compliance risks and problems. Through a series of measures of risk management, DFM effectively prevented and controlled enterprise risks and better fulfilled social responsibility.



东风公司与审计署沟通交流会

Communication and Exchange Meeting between DFM and the National Audit Office

反腐倡廉

Anti-corruption and clean government

2018年，东风公司以习近平新时代中国特色社会主义思想为指导，深入学习贯彻党的十九大和中央纪委二次全会、中央企业党风廉政建设工作会议等重要会议精神，严格落实管党治党各项要求，坚守政治担当，严守政治规矩，坚定不移推进党风廉政建设和反腐败工作，为公司事业发展提供了坚强的政治保障。

In 2018, the Discipline Committee of the Party Committee of DFM, guided by Xi Jinping's socialist ideology with Chinese characteristics in the new era, studied and carried through the spirit of the Nineteenth National Congress of the CPC, the Second Plenary Session of Central Committee for Discipline Inspection, and the Work Conference on Party Conduct and Clean Government Construction in Central Enterprises, strictly implemented the requirements of Party management, adhered to political responsibilities and strictly adhered to political rule, unwaveringly promoted the construction of a clean and honest Party conduct and anti-corruption work, providing a strong political guarantee for the development of the Company's cause.

市场开拓

Market development

2018年，在汽车行业下行超过预期的形势下，东风公司全年销售汽车383.08万辆，产销规模稳居行业第二。经营质量持续提升，利润率提升0.7个百分点，归母净利润同比增长9.3%，单车利润提升7.6%；管理费用和销售费用同比下降5.3%，“五项费用”同比下降4.2%，资产负债率下降2.8个百分点。较好完成国资委下达的四项指标任务。

In 2018, amid the more-than-expected downturn of the automobile industry, DFM sold 3,830,800 units of automobiles annually, ranking second in the industry in terms of production and marketing scale. Its operating quality continued to improve, with its profit margin up by 0.7 percentage points, net profit attributable to its parent company up by 9.3% and unit-automobile profit up by 7.6%; management expenses and sales expenses down by 5.3%, “five expenses” down by 4.2% and asset-liability ratio down by 2.8 percentage points. DFM well accomplished the target tasks issued by the SASAC in 2018.

旗下东风商用车有限公司精准挖掘客户需求，以价值营销为导向，通过充分研究政策法规，结合客户需求特征，开发创新型产品。2018年轿运车累计销售4397辆，细分市场份额达到16.7%。其中8-12月单月市场占有率持续突破20%，形成湖北，重庆，江西，江苏，上海，福建等六大主力销售区域，销售贡献度达到73%，同时广东，京津冀，安徽，浙江，辽宁，山东等区域也有有效突破。

Dongfeng Commercial Vehicles Co Ltd. (DFCV) precisely tapped customer demand, took value marketing as the guidance, and developed innovative products by fully studying policies and regulations and combining customer demand characteristics. In 2018, it sold 4,397 car trailers, with a market share of 16.7%. From August to December, its market share continued to break through 20%, forming six major sales areas in Hubei, Chongqing, Jiangxi, Jiangsu, Shanghai and Fujian, with sales contribution of 73%. At the same time, Guangdong, Beijing, Tianjin and Hebei, Anhui, Zhejiang, Liaoning, Shandong and other regions also made effective breakthroughs.

旗下中国东风汽车工业进出口有限公司深扩海外市场，培育万辆级市场，打造千辆级市场集群。以区域战略市场为核心，深入研究市场环境、用户需求、营销及服务模式，与本地合作伙伴同心协力，推进双方资源的合理配置，打造区域万辆区域市场。结合东风海外“3+3+N”市场现状，推进五大营销区域（智利、阿尔及利亚/突尼斯、俄罗斯、印尼、伊朗）战略市场突破。

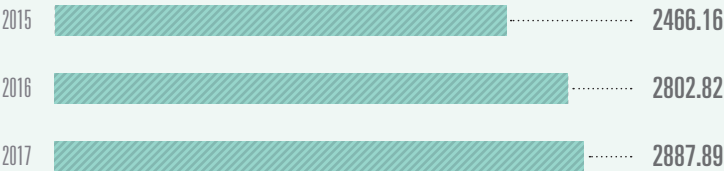
China Dongfeng Motor Industry Imp. & Exp. Co., Ltd. expanded its overseas market, nurtured a market size of 10,000 units of vehicles and built market clusters of over 1,000 units. Taking the regional strategic market as the core, it made a thorough study of the market environment, user needs, marketing and service modes, and worked with local partners to promote the rational allocation of resources between the two sides, so as to create a regional market of 10,000 vehicles. Combining with the current situation of DFM's overseas “3 + 3 + N” market, it promoted strategic market breakthroughs in five major marketing regions (Chile, Algeria/Tunisia, Russia, Indonesia, and Iran).



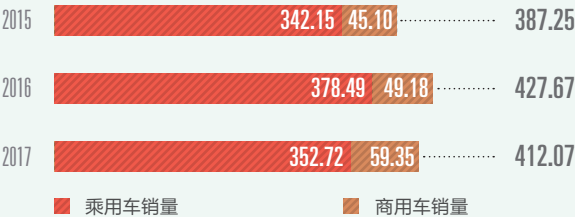
借势《加油！向未来》第三季的强势IP，开展商圈定展、大篷车巡展、科技体验营等活动，持续展现东风风神品牌向上的形象，加深对品牌年轻、时尚内涵的打造。

经济责任 Economic Responsibility

汽车行业销量 (万辆)



东风整车销量 (万辆)



325.14

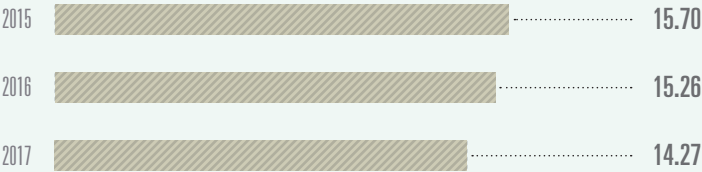
乘用车销量 (万辆)
2018

57.94

商用车销量 (万辆)
2018



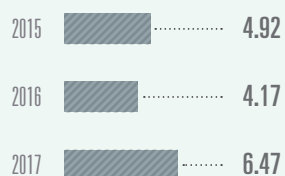
东风市场占有率 (%)



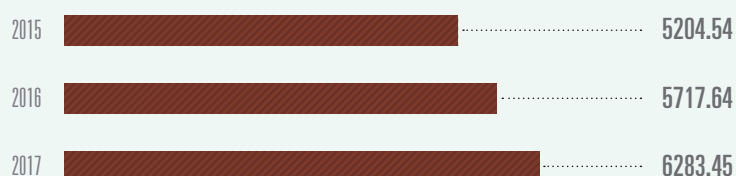
自主品牌销量(万辆)



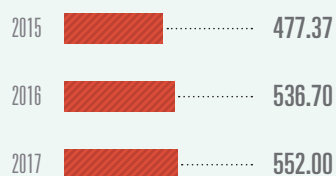
出口销量(万辆)



东风销售收入(亿元)



东风纳税总额(亿元)



经济责任 Economic Responsibility

拉动地方经济发展

Promoted the development of local economy

本地化雇佣

Localized employment

截止2018年12月31日，东风公司从业人员总数为15万余人，2018年吸纳就业19208人，本地化雇佣比例为98%。

As of December 31, 2018, the total number of employees in DFM was more than 150,000. In 2018, it had 19,208 new employees, with local employees accounting for 98%.



6月6日，东风公司人事共享服务大厅正式投用

On June 6, the personnel sharing service hall of DFM was officially put into operation

本地化采购

Localized procurement

旗下郑州日产汽车有限公司积极推进近地化采购，通过供应商体系优化，提升本地化供应商的供货比例，推动远距离供应商在本地设厂。经过努力，2018年本地化供应商数量占比超30%，供货额超过40%。

Zhengzhou Nissan Automobile Co., Ltd. actively promoted nearby procurement, improved the proportion of local suppliers through optimization of supplier system, and promoted long-distance suppliers to set up local factories. Through all these efforts, the number of localized suppliers accounted for more than 30% in 2018, and the supply volume exceeded 40%.



旗下东风雷诺汽车有限公司编制并发布了《DRAC零部件国产化管理办法》，并严格按照该制度实施本地化采购工作。经过连续三年的国产化工作，科雷嘉车型约200个零件实现追加国产化，国产化率已由新车上市时的83.3%提高到89.4%。在国产化推进过程中，东风雷诺协同东风日产联合提案，共享供应商平台，提升供应商的竞争能力以提高国产化零件的比例。

Dongfeng Renault Automobile Co., Ltd. compiled and issued the *DRAC Parts Localization Management Method* and implemented localized procurement in strict accordance with the system. After three consecutive years of efforts, about 200 parts of Kadjar were produced domestically, increasing the localization rate to 89.4% from 83.3% when the model was first launched. In the process of localization, Dongfeng Renault cooperated with Dongfeng Nissan to make joint proposals, share supplier platform, and enhance suppliers' competitiveness to increase the proportion of localized parts.

旗下东风裕隆汽车有限公司积极推动供应商本地化投资建厂以实现本地化采购，与杭州市萧山区临江高新区管委会（现大江东产业集聚区）一起，配合政府招商引资，2018年度拉动就业1258人次。本地化采购率达成93.4%。

Dongfeng Yulong Automobile Co., Ltd. actively promoted supplier localization investment to build factories in order to achieve localized procurement. Together with the Management Committee of Linjiang High-tech Zone in Xiaoshan District of Hangzhou (now Dajiangdong Industrial Agglomeration Area), and with the government's efforts to attract investment, the Company created 1,258 new jobs in 2018. Its localized procurement rate reached 93.4%.

旗下东风柳州汽车有限公司鼓励和提倡有实力的供应商在周边建厂，缩短物流半径，促进供应链一体化模式的转变。该公司乘用车采购部通过利用配套份额引导、战略合作等手段开展本地化配套工作，优化生产和物流管理，提升订单响应能力，能够敏捷应对市场需求。该公司商用车采购部引导购买土地建厂实施本地化生产供应商2家，另通过租赁厂房实施本地化生产的供应商2家。本地采购所占的金额比例由20.22%提高至22.19%。

Dongfeng Liuzhou Automobile Co., Ltd. encouraged and promoted powerful suppliers to build factories around, shortened logistics radius, and promoted the transformation of supply chain integration mode. Its passenger vehicle purchasing department carried out localization matching work by means of matching share guidance and strategic cooperation, optimized production and logistics management, improved order response ability, and could respond to market demand agilely. Its commercial vehicle purchasing department achieved localization of two suppliers through guiding the purchase of land and building factories, and achieved localization of another two suppliers through leasing of plants. Its proportion of local purchases increased from 20.22% to 22.19%.



经济责任 Economic Responsibility

推进国际化运营

Promoting International Operation



——建立东风海外事业区域联合营销模式

Establishing the regional joint marketing model of DFM's overseas business

对现有市场按照区域划分为：南美、中东、非洲、东南亚、东欧五大区域，统筹东风海外市场、产品、本地化制造、网络渠道、人才资源，推进区域内资源配置，模拟区域运营，积累营销、运营经验。

——深扩海外市场，培育万辆级市场，打造千辆级市场集群

Deeply expanding the overseas market, fostering a market size of 10,000 units of vehicles, and building market clusters of over 1,000 units

以区域战略市场为核心，与本地合作伙伴同心协力，推进双方资源的合理配置，打造区域万辆区域市场。推进五大营销区域战略市场突破，智利以销售平台的模式推进，俄罗斯、伊朗推进本地化制造的方式提高产品竞争力，阿尔及利亚／突尼斯、印尼市场则持续推进与战略伙伴的深度合作。

——打造明星产品，推进组合营销，提升产品力

Creating star products, promoting combination marketing and promoting product strength

加强对海外区域市场调研、技术法规的应对，提升海外商品的竞争力、技术的前瞻性、市场的适应性和品质的优越性，打造海外明星产品。

——强化网络建设与营销支持，培育海外销售及服務核心竞争力

Strengthening network construction and marketing support to cultivate core competitiveness of overseas sales and services

加快海外销售服务平台的建设，自建或合营品牌旗舰店、直营店，推进品牌营销；梳理区域网络渠道，在推进渠道资源协同的同时，优化并布局区域网络；建立区域备件中心，提升配件供应及时性，加快市场响应速度。

——加大区域营销推广及品牌形象建设

Strengthening regional marketing promotion and brand image building

围绕区域营销计划，加大“东风”品牌在海外的传播力度。根据市场需要，自建或者与协助经销商建立品牌形象店，全方位提升“东风”品牌在海外的知名度与美誉度，提升东风品牌的国际形象。

——推进价值链、多元化业务领域的战略合作

Promoting strategic cooperation in value chain and diversified business areas

推进全价值链如制造、研发、物流、金融、销售及服務、智能网联等多元化业务领域的合作，推进东风区域化营销体系的构建以及国际化运营能力的提升，努力打造东风汽车和各合作伙伴利益共同体和命运共同体。

维护市场秩序

Maintenance of market order

守法合规

Law-abiding compliance

警钟常鸣保安全，合规管理促发展。围绕全面建设治理完善、经营合规、管理规范、守法诚信的法治央企目标，东风公司全面推进法治建设工作。

Alarm bells are always sounding to ensure safety and compliance management promotes development. Focusing on the overall goal of building a state-owned enterprise governed by law with perfect governance, compliance, standardized management and good faith, DFM comprehensively promoted the construction of the rule of law.

2018年，东风公司先后制定并发布《东风汽车集团有限公司企业主要负责人履行推进法治建设第一责任人职责实施办法》、《东风汽车集团有限公司公司律师管理办法》、《东风汽车集团有限公司法律纠纷案件管理办法》等法律制度，进一步推动了公司法律管理的合规化运作。同时，随着《中央企业合规管理指引（试行）》的出台，公司以汽车营销领域为切入点，对集团12家整车单位的汽车营销业务现状和法律合规风险进行了调研，制定并发布了《东风汽车集团有限公司汽车营销合规指南》。

In 2018, the Company formulated and promulgated laws such as the *Measures for Implementing the Responsibility of the Principal Person in Charge of Enterprises of Dongfeng Motor Corporation to Perform the Responsibility of the First Responsible Person for Promoting the Construction of the Rule of Law*, the *Measures for the Management of Lawyers of Dongfeng Motor Corporation* and the *Measures for the Management of Legal Disputes Cases of Dongfeng Motor Corporation*, which further promoted the compliance of corporate legal management. At the same time, with the promulgation of *Guidelines for Compliance Management of Central Enterprises (Trial Implementation)*, the Company took automobile marketing as the breakthrough point, and investigated the current situation of automobile marketing business and the risk of legal compliance of the Group's 12 automobile units, and formulated and published *Guidelines for Compliance of Automobile Marketing of Dongfeng Motor Corporation*.



2018年，东风公司总部先后组织10场法律专题培训会（含视频会），累计400余人参会。东风公司技术中心编纂22期法律工作月报和2期普法专刊，开展法律知识培训6期，培训人数达300人次。

经济责任 Economic Responsibility

公平竞争

Fair competition

旗下东风裕隆汽车有限公司对经销商所在辖区进行所授权销售的唯一性保障，确保无其他经销商进入该授权经销商辖区，防止跨区销售；制定实施公平、公正、公开的商务政策、月度促销考核机制，对经销商出台具有同等目标条件下达成的促销政策，并以工联单的形式公布全国经销商。

Dongfeng Yulong Automobile Co., Ltd. has the obligation to uniquely conduct authorized sales in the distributor's jurisdiction, to ensure that no other distributor enters the authorized distributor's jurisdiction and to prevent cross-regional sales; fair and open business policies and monthly sales promotion assessment mechanism ensured promotion policies under the same target conditions and published national distributors in the form of work contact sheet.

诚信经营

Honesty and credit management

东风公司的企业经营理念建立在合法合规的基础之上，遵守诚实守信的行为准则。在企业经营层面，严格依法纳税，未曾拖欠企业所得税等经营性税收；在内部管理方面，已经建立了全面的企业人事管理制度，依法与员工签订劳动合同，并按照国家法律规定对企业员工给予了完善的劳动保障。此外，公司还积极响应客户诉求，对于其所遇到的各类问题能够及时地提供满意的服务和答复。

The Company's business philosophy is based on legitimate compliance and abides by the code of conduct of honesty and trustworthiness. In the aspect of enterprise management, the Company pays taxes strictly according to law, and has not defaulted on business tax, such as enterprise income tax. In the aspect of internal management, it has established a comprehensive enterprise personnel management system, signed labor contracts with employees according to law, and provided perfect labor security for enterprise employees in accordance with the provisions of national law. In addition, the Company actively responds to customer demands, and can provide timely satisfactory service and reply to all kinds of problems it encounters.



旗下东风日产乘用车公司在《合同管理办法》的指导要求下开展合同审核和执行工作，合同履行状况良好；东风日产始终坚持依法合规经营，无违法违规经营行为记录，建立了企业诚信守约的良好形象，并且企业经营效益良好，连续多年通过广东省“守合同重信用”企业公示。

廉洁经营

Incorruptible management



旗下东风启辰汽车公司在经营管理过程中，加强纳税业务的流程管控，但凡与纳税业务相关的事项，必须经过税务专员、财务主管、财务负责人三级审核把关，以准确运用税收政策，规范涉税行为，努力做到规范账务、熟知税法、正确计税、如实申报。

——保持惩治腐败的高压态势，形成“不敢腐”的震慑。2018年东风公司各级纪委共受理信访举报672件，处置问题线索460件，立案71件，处分95人，其中党纪处分68人。公司各级纪委共运用监督执纪“四种形态”处理572人次。其中，第一、二、三、四种形态占比分别为81.5%、15.7%、2.4%、0.3%。

——聚焦重点领域的监督，加强源头预防。积极开展广告业务专项治理，明确了广告宣传业务管理主责部门，并制定了《东风汽车集团有限公司广告宣传业务管理规定》。深化领导干部亲属经商办企业专项治理，将治理范围由原来高管人员扩展到所有关键岗位人员。开展“微腐败”专项治理，各级纪委全年共查处微腐败案件61件，处分80人。制定了《构建“不能腐”体制机制实施意见》，成为公司党风廉政建设和反腐败工作的标准性文件。

——加强党风廉政建设宣传教育，强化“不想腐”的自觉。组织开展“不忘初心，廉洁从业”党风廉政建设知识竞赛，共有30万人次通过网络参与答题，并做到“高管”全覆盖，取得良好效果。召开了公司2018年警示教育大会，对10起违纪违法典型案例进行了通报，督促6家被巡视单位召开了警示教育大会。

—— The Company resolutely fought against corruption, forming a deterrent of “not daring to corrupt”. In 2018, the disciplinary committees at all levels of DFM accepted 672 letters and visits, handled 460 clues, started investigations on 71 cases, and punished 95 people, of which 68 received Party disciplines. The disciplinary committees at all levels of the Company handled 572 people with the “four forms” of supervision and discipline. Among them, the first, second, third and fourth forms accounted for 81.5%, 15.7%, 2.4% and 0.3% respectively.

—— The Company focused on supervision in key areas and strengthened source prevention. It actively carried out special management of advertising business, clarified the main responsibility department of advertising business management, and formulated the *Dongfeng Motor Corporation Advertising Business Management Regulations*. It deepened the special management of enterprises by relatives of leading cadres, by expanding the scope of governance from the original senior managers to all key positions. The disciplinary committees at all levels investigated and dealt with 61 cases of micro-corruption and 80 people throughout the year. The Company also formulated the *Opinions on the Implementation of the System and Mechanism of “Can’t Corrupt”*, which has become a standard document for the construction of a clean and honest Party conduct and anti-corruption work of the Company.

—— The Company strengthened the propaganda and education of Party conduct and clean government construction, and enhanced the consciousness of “not wanting to corrupt”. It organized and carried out the knowledge contest on Party style and clean government construction themed “cherishing the first intention, and becoming honest practitioners”, with a total of 300,000 people having answered questions online and covering all “senior managers”, achieving good results. The Company held a warning education conference in 2018, at which 10 typical cases of violation of discipline and law were notified and 6 inspected units were urged to hold a warning education conference.





利益相关者责任

Stakeholder Responsibility

润泽利益相关者 与之共成长
Benefit Stakeholders and Grow Together

利益相关者责任 Stakeholder Responsibility

满足客户需求

To meet customer needs

优质产品

High quality products

东风建立了全价值链的质量管理体系，始终贯彻以顾客为关注焦点，一切从客户需求出发，从商品企划、研发、采购、制造、营销、服务等各个环节全面发力，不断提升各环节的品质水平，致力于向客户提供质量可靠的优质产品。

DFM has established the quality management system of the whole value chain, which always focuses on customers, starts from the needs of customers, and makes full efforts in all aspects of commodity planning, R&D, procurement, manufacturing, marketing and service, to constantly improve the quality of each link, and aim to provide customers with high-quality products.

注重产品质量

Pay attention to the quality of products

旗下东风乘用车公司在全新一代东风风神AX7上搭载了WindLink3.0人工智能车机系统，极致语音体验让客户在行驶过程中专注驾驶，依靠语音发布指令，避免开车途中分心搜寻，让出行更加轻松与安全。同时特意开发了“呵护宝宝”模式，开启后自动将车内温度调整至最适温度，降低多媒体音量，让宝宝享受舒适的车内环境。

Dongfeng Passengers Vehicles Co., Ltd. equipped WindLink 3.0 AI locomotive system on the new generation of Dongfeng Fengshen AX7. Its ultimate voice experience allows customers to concentrate on driving, and with speech instructions, the driver won't be distracted by search during driving, thus making travel easier and safer. At the same time, it specially developed the "baby care" mode, which automatically adjusts the temperature in the car to the optimum temperature after being turned on, and reduces the multimedia volume, creating an amiable environment for the baby in the car.



旗下东风日产乘用车公司本着对用户负责的精神，在2018年度共发生3起主动召回案件，对已售车辆免费检查、排除隐患，防范于未然。并根据需要更换新的机构，彻底消除安全隐患，寻找出根本原因，有效防止再发。

In the spirit of being responsible to users, in 2018, Dongfeng Nissan Passenger Vehicle Co., Ltd. launched three voluntary recalls, checked and eliminated hidden dangers for sold vehicles free of charge, and took precautions against them. Moreover, it replaced new institutions as necessary so as to completely eliminate potential safety hazards, find out the root causes, and effectively prevent recurrence.

保障知识产权

Protection of intellectual property rights

旗下东风雷诺汽车有限公司积极创造、利用和保护自主知识产权，编制发布了《专利申报指导书》、《专利奖励办法》、《专有技术管理办法》3项公司级管理办法。东风雷诺全面保护公司知识产权，积极开展知识产权培训，挖掘技术创新提案。2018年共申请专利13件，获得专利授权7项。截止2018年共认定了4项核心级专有技术，22项普通级专有技术。

Dongfeng Renault Automobile Co., Ltd. actively created, utilized and protected its own intellectual property rights, and compiled and published three company-level management measures, namely, *Guidelines on Patent Declaration*, *Award Measures for Patents* and *Management Measures for Proprietary Technologies*. The Company fully protects the Company's intellectual property rights, actively carries out intellectual property training, and excavates technical innovation proposals. In 2018, it applied for 13 patents and received 7 patent grants. By 2018, its four core-level and 22 common-level proprietary technologies had been identified.

优质服务

High-quality service

东风秉承“关怀每一个人，关爱每一部车”的经营理念，以客户为中心，竭力从销售到售后各个环节打造令客户高度满意的服务体验。

Following the business philosophy of “care for everyone, and care for every car”, DFM takes customers as the center, and strives to create a highly satisfactory service experience for customers in all aspects from sales to after-sales.

客户关系管理

Customer relationship management

旗下东风启辰汽车公司定期组织开展车主讲堂活动，普及车辆日常维护保养基础知识，让客户修明白车、花放心钱，努力构建经销商与客户间和谐共生的商业生态系统。积极开展“服务下乡活动”，为地处偏远的东风启辰客户提供便利、专业的售后服务。2018年共计开展站数超过2800站，服务客户超过5万人次。

Dongfeng Venucia Automobile Co., Ltd. regularly organizes lectures for car owners to popularize the basic knowledge of daily vehicle maintenance, make customers understand their cars, and spend money at ease in a bid to build a business ecosystem of harmonious coexistence between dealers and customers. It actively carried out “services to the countryside” to provide convenient and professional after-sales service for Dongfeng Venucia's customers in remote areas. In 2018, it launched services in more than 2,800 places, serving more than 50,000 customers.

利益相关者责任 Stakeholder Responsibility

客户投诉处理

Customer complaint handling

旗下东风汽车集团股份有限公司乘用车公司高度重视每一例客户投诉，对每位投诉客户的诉求做到24小时内响应，严格按照《客户投诉管理办法》，对投诉处理全过程采取系统记录，并实时反馈，对逾期未处理的投诉进行邮件通报督促处理。统计分析客户投诉，查找原因，制定整改措施，防止再发，且对全过程进行记录备案。2014年至2018年，共受理客户投诉8289起，连续5年客户投诉解决率达到100%。

The passenger vehicle company of Dongfeng Motor Corporation attaches great importance to every customer complaint and responds to every complaint within 24 hours. In strict accordance with the *Customer Complaint Management Measures*, the Company records the whole process of handling complaints systematically and gives real-time feedback, and sends mailed notification for overdue complaints to supervise the treatment. Through statistical analysis of customer complaints, the Company finds out the reasons, formulates corrective measures to prevent recurrence, and records the whole process. From 2014 to 2018, it received 8,289 customer complaints, and the customer complaint resolution rate reached 100% for five consecutive years.



客户信息保护

Customer information protection

旗下东风本田汽车有限公司为维护公司的权益、尊重客户的隐私权、确保客户信息安全，制订了《客户信息安全管理规范》。主要从相关系统账号权限设置、账号ID管理、系统数据安全、数据使用、文件／文件夹访问日志管理等方面实现系统化、立体化的管理。保证整体业务工作有序推进的同时，客户信息也不会遭到泄露。

Dongfeng Honda Automobile Co., Ltd. formulated the *Customer Information Security Management Standards* to safeguard the Company's rights and interests, respect the privacy rights of customers and ensure customer information security. It achieved systematic, three-dimensional management mainly from permission settings of related system accounts, management of account IDs, system data security management, data use, file/folder access log management and other aspects. While ensuring the orderly progress of the overall business work, it prevents leakage of customer information.





客户满意度提升

Customer satisfaction promotion

旗下东风英菲尼迪汽车有限公司通过设立南区仓库，缩短运输时间，降低运输破损率；发布保养价格标准，为客户问询提供有力的说明性工具；采取保险一站式服务，提升客户服务体验。同时，建立了移动保客服务平台与“未来零售”的移动端两大数字化新零售平台，极大提升了客户的满意度。

Dongfeng Infiniti Automobile Co., Ltd. shortened the transportation time and reduced the rate of damaged cargo during transportation by setting up the South Area Warehouse; issued maintenance price standards to provide powerful explanatory tools for customer inquiries; and adopted one-stop insurance service to enhance customer service experience. At the same time, it set up two new digital retail platforms – mobile customer service platform and “future retail” mobile terminal, which greatly improved customer satisfaction.

旗下东风柳州汽车有限公司建立了集中呼叫中心和顾客满意度测量与应用的管理系统，并制定颁布了《顾客满意度调查管理办法》，确保顾客需要沟通的各种信息均能得到良好的回复和解决，根据满意度调查分析结果改进产品、改进服务，有效地提高了客户满意度和客户忠诚度，2018年服务满意度调查结果为91.5%。

Dongfeng Liuzhou Automobile Co., Ltd. established a centralized call center and customer satisfaction measurement and application management system, and formulated and promulgated the *Customer Satisfaction Survey Management Measures* to ensure that all kinds of information that customers need to communicate can be well answered and solved, and improve products and services according to the results of satisfaction survey and analysis, thus effectively improving customer satisfaction and customer loyalty. The survey results showed that the service satisfaction in 2018 was 91.5%.

利益相关者责任 Stakeholder Responsibility

关注员工成长

Pay Attention to Employee Growth

基本权益

Fundamental Rights and Interests

- 东风公司全面落实劳动法律法规，依法制定了招聘录用、劳动合同、劳动纪律、休息休假、人事档案等方面的劳动用工管理制度，积极履行企业道德规范和法律责任，维护公司和员工的合法权益。

The Company has fully implemented labor laws and regulations, formulated labor employment management system in recruitment, employment contract, labor discipline, rest and vacation, personnel files and other aspects according to law, actively fulfilled enterprise ethics and legal responsibilities, and safeguarded the legitimate rights and interests of the Company and employees.

- 东风公司建立了人力资源合规管理评价体系，定期对下属用工单位开展评价，通过PDCA循环，不断提高人力资源管理水平，构建和谐稳定的劳动关系。

The Company has established a human resources compliance management evaluation system to regularly evaluate the subordinate employers, and continuously improve the level of human resources management through the PDCA cycle, building a harmonious and stable labor relationship.

- 东风公司依法按时按标准支付员工劳动报酬，及时为员工建立养老、医疗、失业、工伤、生育等社会保险和住房公积金、企业年金、补充医疗保险、重大疾病保险、意外伤害和交通工具意外伤害保险、困难救助基金等。

The Company pays employees' labor remuneration on time and according to the standards and law, and timely establishes social insurance such as pension, medical insurance, unemployment insurance, labor injury insurance, maternity insurance and housing accumulation fund, enterprise annuity, supplementary medical insurance, chemical insurance for major diseases, accident injury and traffic accident injury insurance, difficulty relief fund, etc. for employees.

- 东风公司认真贯彻实施带薪年假制度，2018年员工人均带薪年假为10天。

The Company earnestly implements the paid annual leave system. In 2018, the paid annual leave per employee was 10 days.

指标名称	2018	2017	2016	2015	2014	2013
劳动合同签订率	100%	100%	100%	100%	100%	100%
所属单位与工会集体合同签订率	98%	98%	98%	95%	95%	100%
参加工会员工的比例	99%	98%	100%	100%	100%	98%
吸纳就业(人)	19208	25577	28680	35664	34454	33465
本地化雇用比例	98%	95%	98%	98%	98%	98%
少数民族员工比例	1.4%	1.68%	1.51%	1.33%	1.46%	2.49%
员工流失率	6.1%	5.7%	4.5%	2%	4.4%	4.7%
人年均带薪年假(天)	10	10	10	10	10	10
女性高级管理者比例	6%	7%	7%	7%	7%	6.6%
公司残疾人总数	1650	1726	1989	2195	2437	2663
男女员工比例	7:3	7:3	7:3	7:3	7:3	7:3

健康安全

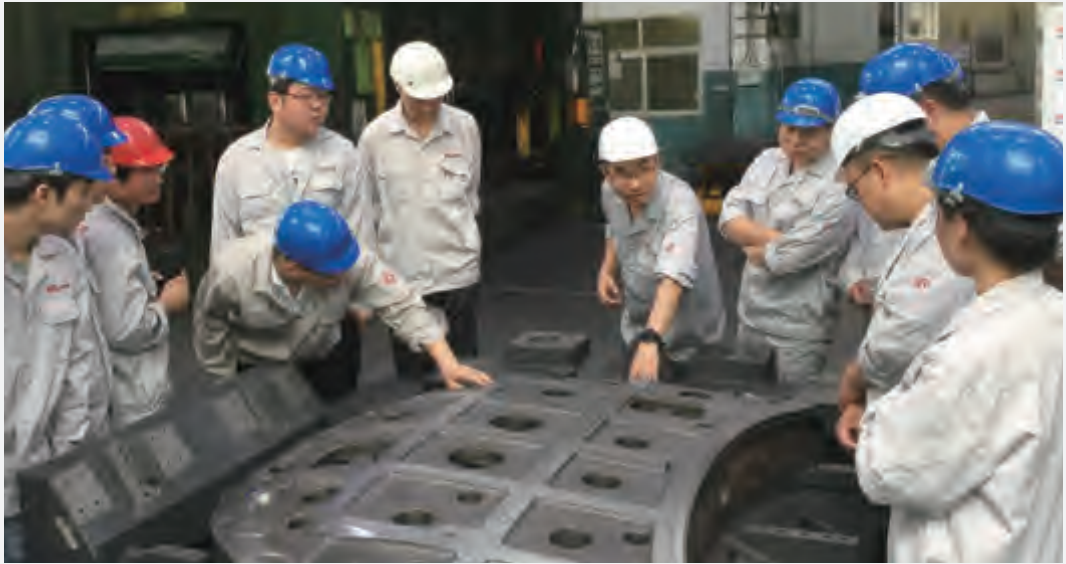
Health and safety

安全生产管理

Safety Production Management

2018年东风公司通过事业计划、管理评价、方针展开、管理诊断、自主安全管理和贯标等，不断加强和完善“6+1”安全管理体系功能，持续改进企业安全绩效。

In 2018, the Company continuously strengthened and improved the functions of the “6 + 1” safety management system through business plan, management evaluation, policy development, management diagnosis, independent safety management and compliance with standards, and continuously improved the safety performance of the enterprise.



旗下东风汽车有限公司保持职业健康安全管理体系运行持续有效，及时调整体系组织机构，满足体系标准要求；顺利通过三方监督审核，保持认证注册，63个不符合项、768个问题点全部整改完成；管理体系符合法律法规和标准要求，与经营管理现状相适应，体系运行持续有效。

应急管理体系

Emergency Management System

东风公司依据国家、地方环境法规以及环境管理体系要求，系统地识别、评价环境风险，建立了公司突发环境事件应急制度、应急演练制度，每年对应急文件进行回顾、修订，并定期开展应急预案的演练。

According to the requirements of national and local environmental regulations and environmental management system, DFM systematically identifies and evaluates environmental risks, establishes emergency response system and emergency drill system for environmental emergencies, reviews and revises emergency documents every year, and conducts regular drills for emergency plans.

利益相关者责任 Stakeholder Responsibility

安全教育

Safety Education

2018年东风公司组织了形式多样的安全教育活动，共培训职工171414人次。其中，三级教育14064人次、特种作业人员13991人次、班组长7836人次、相关方52732人次、“四新”培训8380人次、职业健康培训56233人次。

In 2018, DFM organized a variety of safety education activities, which totally trained 17,1414 employees, including 14,064 person-times of training for Grade 3 employees, 13,991 person-times for special operators, 7,836 person-times for monitors and team leaders, 52,732 person-times for related parties, 8,380 person-times for “Four New” employees and 5,633 person-times of occupational health training.

职业病防治

Prevention and treatment of occupational diseases

截止2018年，东风公司发布了《东风公司职业健康管理办法》（东风司发[2012]156号）、《东风公司职业健康自主管理评价办法》（东风司发[2017]1号）、《关于实施听力保护计划的通知》（东风司发[2017]211号）等制度文件。2018年职业病危害因素检测达标率84.3%，职业病例数：6例。

As of 2018, DFM had issued such system documents as *DFM Occupational Health Management Measures* (DongFengSiFa [2012] No. 156), *DFM Occupational Health Independent Management Evaluation Measures* (DongFengSiFa [2017] No. 1), *Notice on the Implementation of Hearing Protection Plan* (DongFengSiFa [2017] No. 211). In 2018, it detected 84.3% of the occupational hazards and had six occupational cases.

职业安全健康

Occupational Safety and Health

东风公司开展职业健康自主管理评价，职业健康管理水平进一步提高，跨越“依赖型管理水平”阶段；通过规范全员安全生产责任制建设，提高全员安全素质和履责能力，推进全员责任制落实；促进公司各单位安全管理从被动管理向自主安全管理转变，建立工厂、车间及班组三级自主管理体系，针对发现的问题持续改善，逐步降低工厂、车间及班组风险等级。完善安全隐患排查治理长效机制，不断加大安全科技投入，深入推进安全生产标准化建设。

DFM carried out the independent management evaluation of occupational health, further improved the level of occupational health management and leapt over the stage of “dependent management”. Through standardizing the construction of the responsibility system for safety production of all staff, it improved the safety quality and performance ability of all staff, promoted the implementation of the responsibility system for all staff, and promoted the safety management of all units in the Company from passive management to active management. It established a three-level independent management system for factories, workshops and teams, which can gradually reduce the risk levels of factories, workshops and teams in view of the problems found. It improved the long-term mechanism for the investigation and management of potential safety hazards, continuously increased investment in safety science and technology, and further promoted the standardization of production safety.

工伤预防

Prevention of Work Injuries

东风公司组织开展“遵章守纪、杜绝违章、消除隐患”的反违章专项活动，分析现场各类违章的行为，提高全员对违章危害的认识。公司组织召开事故分析会、开展“反违章”专项活动等，让员工得到安全教育，从中吸取教训，有效提升事故防范能力，杜绝事故的发生。针对发生的事故，按照“四不放过”的原则，严肃查处。对典型的事案例，予以及时通报，对事故的直接责任人和负有领导责任的人员追究责任。

DFM organized a special anti-violation activity of “abiding by the rules and regulations, eliminating violations and eliminating hidden dangers” to analyze various violations on the spot, and raise the awareness of the dangers of violations. The Company organized accident analysis meetings and special activities of “anti-violation”, so that employees could receive safety education, learn lessons from them, effectively improve accident prevention ability and prevent accidents. In view of the accidents that had occurred, it seriously investigated and dealt with them in accordance with the principle of “Four Musts”. For typical accident cases, notification in time was required, and those who were directly responsible for the accidents and those who were responsible for the leadership would be held accountable.

职业发展

Career development

职业发展渠道相关制度、举措

Relevant Systems and Measures of Career Development Channels

东风公司落实三项制度改革，启动员工职等体系优化。为深化三项制度改革，落实东风公司第九次党代会精神，加快建设智能型、智慧型总部机关，提高市场环境下总部员工的生存能力、竞争能力，畅通总部员工职业发展通道，公司总部率先启动员工职等体系优化工作，通过建立管理序列和专业序列双通道的职业发展体系，以业绩、能力为导向，全员重新匹配新的职等，真正实现“机构简约高效、岗位能上能下、人员能进能出、收入能增能减”。公司总部16个部门288名员工全部参加了笔试和专业答辩，综合行为评价结果匹配新的职等，为业绩优、能力强的员工打通职业发展的成长通道。

The headquarters of the Company has implemented three system reforms to optimize the staff grade system. In order to deepen the reform of the three systems, implement the spirit of the Ninth Party Congress of DFM, speed up the construction of intelligent and smart headquarters organs, improve the survivability and competitiveness of the headquarters' staff in the market environment, and smooth the career development channels of the headquarters' staff, the headquarters of DFM takes the lead in starting the optimization of the staff grade system by constructing intelligent and smart headquarters organs. The dual-channel career development system of management sequence and professional sequence takes performance and ability as the orientation, and the whole staff re-matches their new position grades, so as to truly realize "simple and efficient organization, flexible position flows, flexible personnel flow, and flexible income". All 288 employees from 16 departments of the Company's headquarters participated in written examination and professional defense. The results of comprehensive behavior evaluation matched the new grades, which opened up a career development channel for employees with excellent performance and strong ability.

员工培训体系及实践

Employee Training System and Practice

2018年，东风公司实际职教经费投入1.9亿元，组织实施培训3万余期，培训809万人次，人均40学时。

In 2018, the Company invested 190 million yuan in actual vocational education funds, organized and implemented more than 30,000 training sessions, which trained 8.09 million person-times, with each employee receiving 40 hours of training per capita.

2018年，东风公司培训正式向移动学习领域迈进，推出东风V学院移动学习APP，为员工提供更便捷的学习渠道。目前东风V学院有13000余人注册用户，内部开发课程627门，外采10000余门微课。

In 2018, the Company's training officially advanced to the field of mobile learning, and introduced the mobile learning APP of Dongfeng V College to provide more convenient learning channels for employees. At present, Dongfeng V College has more than 13,000 registered users, 627 internally developed courses and more than 10,000 external microlectures.

2018年，东风公司持续推动人才培养工作。一是围绕汽车五化和运营体系短板开展相关人才训练；二是积极推动国际化人才培养，先后选送50名前往海外挂职锻炼；三是储备开发一批人才培养项目，如营销精英训练营、商企人才训练营、东风英语学习马拉松大赛等等。

In 2018, the Company continued to promote talent training. Firstly, it carried out relevant talent training around the five modernizations of automobiles and the shortcomings of operation system. Secondly, it actively promoted international talent training. Fifty people have been selected to go abroad for on-job training. Thirdly, it operated a number of talent training projects, such as marketing elite training camp, business talent training camp, Dongfeng English Learning Marathon and so on.

在技能人才培养上，东风公司坚持赛训结合开展培养。2018年公司围绕技能人员参加国家级技能竞赛组织训练9000余小时，内部技能大赛涉及9工种共计12000余人参与。同时为提升人事效率，开展内部不同板块之间的共享用工培训，为技能人员拓宽就业面。

In the training of skilled personnel, it adhered to the combination of competition and training. In 2018, the Company organized more than 9,000 hours of training for skilled personnel that participated in national skills competitions, and its internal skills competitions covered 9 types of work, involving more than 12,000 employees. At the same time, in order to improve personnel efficiency, it carried out shared employment training between different internal sectors to broaden employment for skilled personnel.

利益相关者责任 Stakeholder Responsibility

工作生活平衡

Balancing work and life

开展员工满意度调查情况及满意度

A Survey of Employee Satisfaction

2018年调查覆盖集团21家主要单位，抽样率23%。2018年调查结果依然保持较高水平，满意度得分77%，较2017年增长2%，对标高于全球汽车行业，略高于高绩效组织与中国标杆企业75分位水平。

In 2018, the survey covered 21 major units of the Group, with a sampling rate of 23%. The results of the survey in 2018 maintained a high level, with a satisfaction rate of 77%, an increase of 2% over 2017. The benchmarking was higher than that of the global automotive industry and slightly higher than 75% of high performance organizations and benchmarking enterprises in China.

文体活动

Recreational Activities

东风公司充分发挥文体活动的载体功能，强化企业文化职工文化建设，增强公司凝聚力；调整优化公司文体协会，建立大文体格局。通过购买服务的方式，为员工提供便捷优惠的文体场馆，惠及广大职工。公司先后举办了迎春长跑、“东风杯”羽毛球、网球、横渡长江、集邮展、书画摄影展等活动，组队参加第十五届省运会13个项目比赛，取得优异成绩。各基层单位因地制宜开展丰富多彩的活动，陶冶了情操、凝聚了力量，营造了“开心工作，快乐生活”的浓厚氛围。

DFM gave full play to the carrier function of cultural and sports activities, strengthened the cultural construction of enterprise culture workers, strengthened the cohesion of the Company, adjusted and optimized the Company's stylistic association, and established a large recreational pattern. Through purchasing services, it provided convenient and preferential sports venues for employees to benefit the vast number of employees. Events such as spring running, Dongfeng Cup badminton, tennis, crossing the Yangtze River, philatelic exhibition, painting and calligraphy exhibition were held successively. It organized teams to participate in 13 events of the 15th Provincial Games and achieved excellent results. Various grass-roots units of the Company carried out rich and colorful activities according to local conditions, which cultivated sentiment, gathered strength, and created a strong atmosphere of "happy work, happy life".



特殊员工关爱

Special Employee Care

坚持“三不”原则，实现“一个率先”。即“不让一名职工因困难看不起病，不让一名职工子女因困难上不起学，不让一名职工家庭因困难过不下去”，确保不让一名职工在小康路上掉队，让全体东风职工率先享有美好生活。

It adheres to the principle of “three no” and realizes “one taking the lead”. That is to say, “No employee can’t afford medical care, no employee can’t afford schooling for their children, and no employee can’t afford living due to difficulties”, and ensure that no employee is left behind on the road towards a well-off life, and let all Dongfeng workers take the lead in enjoying a better life.

2018年困难职工
救助金共投入



551.77
万元

帮扶救助



4352
人次

建立、实施“爱心工程”帮扶长效机制

2018年共救助
患大病、癌症员
工、子女住院



1697
人

支付救助金



211.52
万元

建立、实施医疗报销“绿色通道”制度

对于特困职工，公司优先启动审核、理算、支付流程，自受理医疗报销申请当日起，7个工作日内完成报销（赔付）支付、划账工作。



7
个工作日

建立、实施重大困难紧急救助制度

2018年，公司各
基层工会重大困
难紧急救助



3
人

救助金额



3
万元

建立、实施“金秋助学”制度

2018年，金秋助
学—困难职工子
女上大学20人、上
高中或技校14人



共计救助
34
人

支付救助金



14.8
万元

建立、实施困难职工定期慰问制度

2018年，公司各
基层工会元旦春
节、五一、国庆
节慰问困难职工



2618
人次

救助金额



322.45
万元

其中，公司工会慰问职工751人次，发放慰问金166.7万元。

为孕妇、哺乳妇女等特殊人群提供特殊保护

旗下东风本田汽车有限公司新建孕育女工休息室4个，为广大孕产期女工们提供了便利，践行了公司“以人为本 三个喜悦”的企业理念。



4
女工休息室



利益相关者责任 Stakeholder Responsibility

携手伙伴共赢发展

Hand in Hand with Partners for Win-win Development

战略共赢

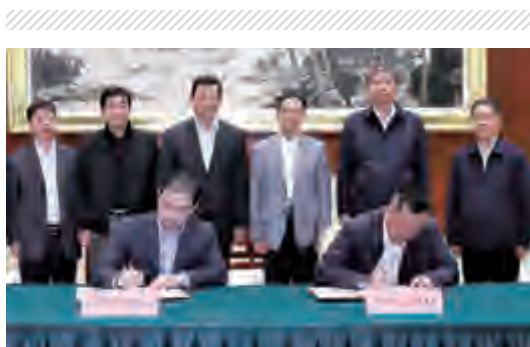
Strategic win-win

东风公司在追求自身高质量发展的同时，笃行“十条商德公约”原则理念、践行《中国制造2025》产业目标、力行“一带一路”建设方向，统筹各方利益，使发展更具包容性。

While pursuing own high-quality development, DFM is committed to implementing the principle of “Ten Business Ethics Conventions”, implementing the industrial goal of “Made in China 2025”, and following the direction of “the Belt and Road”, so as to co-ordinate the interests of all parties and make the development more inclusive.



一汽、东风、长安制造领域合作项目推进会暨项目批准启动签字仪式在东风公司总部举行，正式启动制造领域第一阶段6个合作项目，标志着中国汽车行业“国家队”战略合作开始落地，并逐步向纵深推进。



东风公司与广西壮族自治区政府在南宁市签署战略合作框架协议，双方将携手把东风柳汽建设成东风公司在南方重要的商用车和乘用车基地、自主品牌和新产品研发基地及东南亚出口基地。



东风公司与华为签署《深化战略合作协议》，根据协议，双方将在2014年签署的战略合作框架协议的基础上，进一步拓展合作领域，并开展基于前沿技术的联合创新。



T3物流高层研讨会暨战略合作协议签约仪式在武汉举行。一汽、东风、长安三方将按照市场共和、信息共享、资源共用、平台共建、生态共融“五大原则”，以“开放共享、互利共赢”为目标，通过全方位深化合作，增强各方的核心竞争力，为推动物流行业集约化、智能化、生态化建设做出更大贡献。

供应商建设 Supplier construction

东风公司本着合作共赢、效益效率、公平公开的理念，不断深化与广大供应商的战略合作，以达成双方协作共赢的最终目标。

In line with the concepts of win-win cooperation, efficiency, fairness and openness, DFM continuously deepens its strategic cooperation with suppliers in order to achieve the ultimate goal of win-win cooperation between the two sides.

旗下东风日产乘用车公司以“构建适合DFPV产品特性，有竞争力的供应商体系”为战略目标，通过提升现行供应商竞争力、引进有竞争力供应商的两条路径，优化、完善供应商体系建设，供应商布局、结构在适应发展需求的同时竞争力不断提升。



旗下东风汽车股份有限公司持续推动THANKS活动，与68家供应商一同联动改善。其中6家参与C-THANKS成本改善，13家参与Q-THANKS品质提升，46家参与现场GK技术诊断，共挖掘改善项目117项，并成功实现活动供应商3MIS平均降低60.33%。



旗下东风本田汽车零部件有限公司通过帮助供应商成长的相关活动，对19家零部件供应商就现场管理、新车型开发等方面实施指导23次，协助供应商开展技术降成本共计531万元（如曲轴粗锻工艺改善、1.5T前盘替代S87前盘、钢材商流改善等），有效提升了双方的市场竞争力。



利益相关者责任 Stakeholder Responsibility

经销商建设

Dealer construction

东风公司始终高度重视与经销商共同打造新型战略合作伙伴关系，实现共赢共享。通过为经销商提供全方位优质服务的制度建设，实现经销商能力提升，建立与经销商共生共荣、持续盈利的模式。

DFM always attaches great importance to building a new strategic partnership with distributors to achieve win-win cooperation and sharing. Through the system construction aimed to provide all-round high-quality service to distributors, DFM improved the ability of distributors, and established the model of common existence, prosperity and sustainable profit with distributors.



旗下郑州日产汽车有限公司坚持与经销商合作伙伴共成长，开展代理商各关键岗位（管理岗位）认证培训，帮助代理商提升运营管理能力，代理商销售顾问分级认证培训，促进代理商销售顾问销售能力提升，2018年郑州日产对代理商共开展各类培训69场，累计培训815.5课时，培训1555人次。



旗下东风英菲尼迪汽车有限公司在2018年度通过巩固经销商网络、经销商培训及经销商技术升级的三大举措实现同经销商共发展的管理目标。如：实行“1050战略”，QX50上市培训、未来零售平台的推出、服务流程的电子化升级等，有效的助力经销商稳步推进客户满意度和忠诚度提升的同时，为销量的增加提供了技术保证及渠道拓展。



旗下东风本田汽车有限公司通过持续开展“特约店战力提升”活动，对40个潜力店和40个新店进行了改善性辅导，从团队建设、方案策划、广宣推广、活动组织、产品包装、激励机制等方面全方位帮助特约店进行规划设计，帮助特约店迅速改善短板，提升销售业绩。



旗下东风裕隆汽车有限公司面对下滑的市场态势及严峻的经营压力，通过重建经销商渠道、贴切现实的促销策略、经销商“维稳”计划等系列举措，同经销商一起修炼“内功”、应对压力。

回馈股东权益

Repaying Shareholders' Rights and Interests

信息公开

Information Disclosure

在法定信息披露方面，东风汽车集团股份有限公司主要通过定期报告、临时公告方式以及重大宣传策划向证券市场披露公司信息；在开展投资者关系管理的主动信息披露方面，东风汽车集团股份有限公司通过定期报告路演、召开一对一电话会议、大型电话组会、接待客户及股东赴企业考察、出席各种境内外投资会议、进行非交易路演和接待反向路演团队等各种形式，保持与股东及资本市场经常性联系。

In the aspect of legal information disclosure, Dongfeng Motor Corporation mainly discloses company information to the securities market through periodic reports, temporary announcements and major publicity plans. In the aspect of initiative information disclosure of investor relationship management, the Company reports road shows regularly, holds one-to-one teleconference, large telephone group meetings, customer and shareholder visits to enterprises, participation in various domestic and foreign investment meetings, non-transaction roadshows and receiving reverse roadshow teams in order to maintain regular contact with shareholders and capital market.

2018年，东风汽车集团股份有限公司组织召开了2017年度公司路演活动和2018年度中期业绩电话会，接待投资人访问15次、出席投资银行峰会7次、组织电话会议50余次。

In 2018, DFM organized a company road show in 2017 and a mid-term performance teleconference in 2018. It received 15 visits from investors, attended 7 investment bank summits and organized more than 50 teleconferences.

股东保护

Protection of Shareholders

为有效保证中小股东的权利，章程特别对东风汽车集团股份有限公司召开类别股东大会的条件、大股东回避表决条件以及类别股东大会召开程序予以明确界定。类别股东大会的召开使得利益相关股东回避表决，而中小股东在类别股东大会充分表达自己的声音，切实行使中小股东的权利，有效保障了中小股东权利。另外，东风汽车集团股份有限公司根据上市公司规则要求聘请外部独立董事，旨在涉及到关联交易的独立董事表决中发挥“独立人”的作用，可有效保护中小股东权益。

In order to effectively guarantee the rights of minority shareholders, the articles of association specifically define the conditions for holding separate meeting of classes of shareholders, the conditions for avoiding voting by major shareholders and the procedures for holding separate meeting of classes of shareholders. At a separate meeting of classes of shareholders, stakeholders can avoid voting, while the minority shareholders fully express their voices, thus effectively exercising the rights of the minority shareholders, and well protecting the rights of the minority shareholders. In addition, the Company employs external independent directors according to the rules of listed companies, aiming at playing the role of "independent person" in the voting of independent directors involved in affiliated transactions, which can effectively protect the rights and interests of minority shareholders.

股东回报

ROI for shareholders

2018年，东风汽车集团股份有限公司向公司股东分红派息两次，分别为2017年度分红0.25元/股、2018年中期0.1元/股，合计分红为0.35元/股，分红金额为30.16亿元，东风汽车集团股份有限公司自上市以来累计分红197.3亿元。

In 2018, Dongfeng Motor Corporation paid dividends to its shareholders twice, which were 0.25 yuan per share in 2017 and 0.1 yuan per share in mid-2018, with the total dividend being 0.35 yuan per share and a dividend amount of 3.016 billion yuan. Since its listing, Dongfeng Motor Corporation has made a total dividend of 197.3 billion yuan.





环境责任

Environmental Responsibility

润丽自然 与环境共和谐

Beautify the nature and exist harmoniously
with the environment

环境责任 Environmental Responsibility

打造绿色产品

Creating Green Products

环保技术

Environmental protection technology

“五化”(轻量化、电动化、智能化、网联化、共享化)是东风公司应对行业发展变化和实现企业转型升级的技术发展方向。“五化”趋势符合新发展理念,符合国家战略性新兴产业发展规划、节能与新能源汽车产业发展规划、汽车产业中长期发展规划、打赢蓝天保卫战要求等。

——轻量化。东风公司重点掌握应用铝合金板材材料开发及相关覆盖件冲压成形等技术,截止到2018年底,旗下东风乘用车公司已实现技术减重106.4Kg,东风商用车实现了全平台较国内竞品轻100kg ~ 200kg。

——电动化。东风公司聚焦“三电”系统关键技术,逐步建立正向开发技术体系,推进三电技术水平稳步提升,较好支撑了量产车型超长续航里程400+公里的达成。目前,已完成四驱轮毂电机功能样车、增程式燃料电池功能样车的开发,对轮毂电机电驱动系统集成、FCV整车总布置、整车VCU系统开发等关键技术的掌握也逐步深入。

——智能化。东风公司不断加速智能化产品升级,推进无人驾驶汽车的研发和验证加快。目前在商用车领域已达到特定场景下L3/L4级,乘用车方面正在进行L3级的自动驾驶开发,东风风神AX7自动驾驶2.0版和东风5G自动驾驶样车已经完成。2018年,LTE-V/5G车联网试验网络在东风公司技术中心园区建成,计划2019年下半年示范运行。

——网联化。东风公司追求汽车与外部生态的互联互通,让驾乘更加高效和便捷。推进WindLink3.0智能车机系统的成功搭载,实现AI语音、智能出行、智能控制等功能,整体实力处于行业领先水平。

——共享化。东风公司积极为用户提供全方位出行服务,成立东风畅行,发布“东风出行”品牌,获得武汉、十堰、襄阳等城市的网约营运许可。东风公司与PSA合资成立风标出行公司,打造“易微享”出行品牌;东风公司还与一汽、长安等共同出资成立了“T3出行”项目,探索共享出行新模式。

“Five Modernizations” conform to the new development concept, as well as the requirements of the development plan for strategic emerging industries, the energy-saving and new energy vehicle development plan, the medium and long-term development plan of the automobile industry, and the Blue Sky Campaign issued by the state. This initiative is the key strategic measure for DFM to cope with the development, change and transformation and upgrading of the industry.

“Lightweight development” focuses on the development of aluminum alloy sheet materials and related sheet metal stamping technology. By the end of 2018, Dongfeng's passenger vehicle had technically reduced its weight by 106.4 kg, and Dongfeng's commercial vehicle became 100 kg to 200 kg lighter than its domestic competitors.

Electrification focused on the key technologies of “battery, motor and electric control” system and gradually established a positive development technology system, which promoted steady improvement of the “battery, motor and electric control” technologies and better supported the achievement of 400 + km long endurance of mass-produced vehicles. The Company has also developed the functional prototype of four-wheel-drive hub motor and the functional prototype of the extended fuel cell have also been developed, and mastered key technologies such as hub motor electric drive system integration, general layout of FCV and development of VCU system step by step.

As for intelligent development, the Company has constructed the top-level design of technology supporting L3, V2X, large data transmission and interaction. It completed the testing and validation of L2-level intelligent assistant driving system prototype, and successfully put into production the new generation AX7 equipped with ADAS. It also smoothly progressed in the development of Sharing VAN for L4 automatic driving in restricted areas. In 2018, it completed the cooperation with China Mobile on building the technology center park into a 5G communication park, which is planned for demonstrated operation in the second half of 2019.

In terms of networked development, the Company successfully equipped the WindLink 3.0 intelligent locomotive system, realizing AI speech, intelligent travel, intelligent control and other functions, with the industry-leading overall strength.

In the aspect of sharing, it set up Dongfeng Changxing Co., Ltd., and announced the brand of “Dongfeng Travel”. Dongfeng Travel had nationally recognized service capability, and was licensed to operate online ride hailing services in Wuhan, Shiyang, Xiangyang and other cities. Its joint venture with PSA – Fengbiao Travel – created “Free2Move Car Sharing” travel brand. It also co-funded the establishment of the T3 Travel Project with FAW, Chang'an Auto and so on.

环保产品

Environmental protection products

绿色环保产品理念、战略或制度:

The Concept, Strategy or System of Green Products:

新能源汽车以纯电动和插电式混合动力为产业化方向;混合动力作为重要的节油技术将同步推进,为消费者提供多种选择来实现油耗目标;积极开展燃料电池技术的跟踪和研究。

New energy vehicles take pure electric and plug-in hybrid as the direction of industrialization. Hybrid as an important fuel-saving technology will be promoted synchronously, providing consumers with a variety of options to achieve fuel consumption goals. The Company also actively tracks and researches on fuel cell technology.

2018 年节能汽车研发及生产进展情况介绍

Development and Production Progress of Energy-saving Vehicles in 2018

到2023年,电动化车型销量占集团总销量25%,其中,新能源汽车销量80万台,节能汽车(HEV及48V)销量80万台。

By 2023, the sales of electric vehicles accounted for 25% of the Group's total sales, including 800,000 units of new energy vehicles and 800,000 units of energy-saving vehicles (HEV and 48V).

建设绿色工厂

Building Green Factories

循环经济

Circular economy

东风公司积极推进循环经济发展，创新再制造的体制，应用新的技术推动余热、余压等能量和中水、固废、废液等废物的循环利用，打造循环经济项目，走低碳、绿色发展之路。积极开展汽车拆解、汽车零部件再制造及回收、装备再制造等。

DFM actively promotes the development of circular economy, innovates the system of remanufacturing, applies new technologies to promote the recycling of waste heat, residual pressure, energy and wastes such as water, solid waste and waste liquid, creates circular economy projects, and takes a low-carbon and green development path, mainly including automobile disassembly, automobile parts remanufacturing and recycling, equipment remanufacturing, etc.



旗下东风鸿泰汽车资源循环利用有限公司2018年实现再制造产值2800万元。

东风公司坚持“节能环保地造车，造节能环保的车”的节能环保工作理念，从汽车产品全价值链的各个环节探索和实践绿色发展的新举措，推动绿色工厂建设。

DFM adheres to the concept of energy-saving and environmental protection, and explores and practices new measures of green development from all aspects of the whole value chain of automobile products to promote the construction of green factories.



旗下东风日产乘用车公司在2017年获得由工信部颁发的首批国家绿色工厂称号之后，2018年再次获得了广州市工信委颁发的首批“绿色工厂”称号。



旗下东风本田发动机有限公司持续致力于“绿色工厂”建设，在2018年参加由广州市环保局主办的“6.5世界环境日”环保公益活动上获得“广州市环保公益单位”，这是公司连续三年获得该荣誉称号。

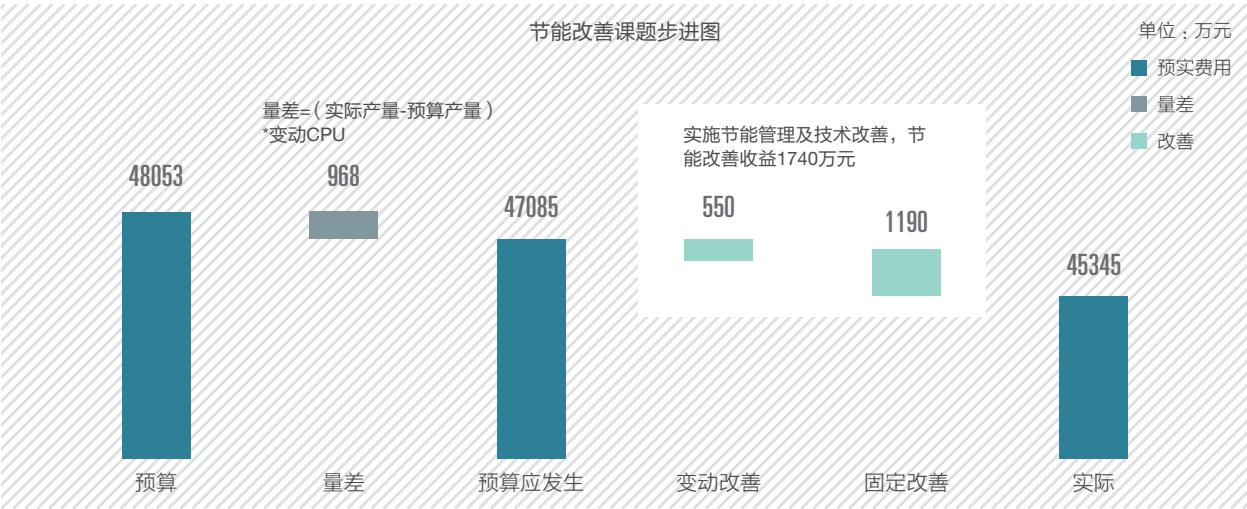
环境责任 Environmental Responsibility

能源管理 energy management

2018年，东风公司共有14家企业通过了ISO50001能源管理体系认证，22个工厂（子公司）建立了能源管理在线监测信息系统，进一步提升了系统化、规范化、智能化能源管理水平。

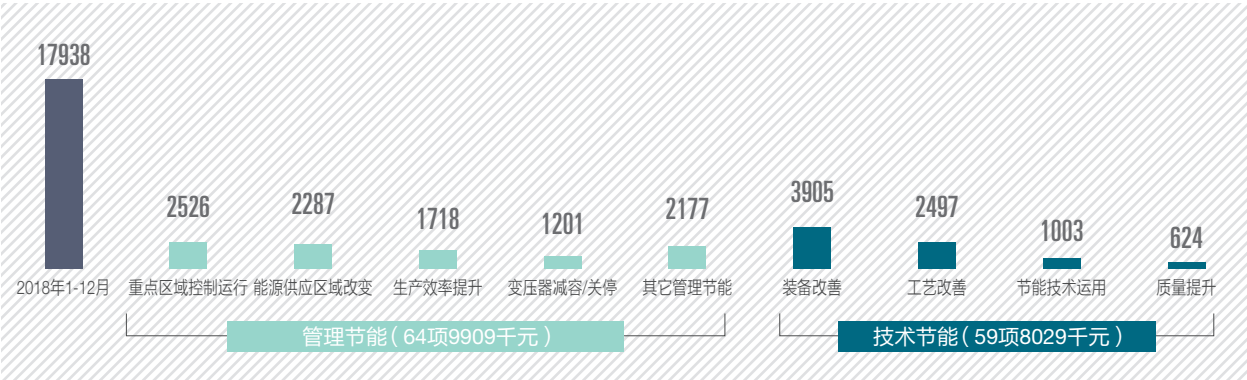
In 2018, a total of 14 enterprises of DFM passed ISO50001 Energy Management System Certification, 22 factories (subsidiaries) established online monitoring information system of energy management, which further improved the level of systematic, standardized and intelligent energy management.

旗下东风商用车有限公司2018年开展“动能费用改善课题”，达成节约燃料动能费1740万元。开展合同能源管理项目26项，年度节能448万元，折合1771吨标准煤，实现年减少CO₂排放量6157吨。



东风商用车有限公司动能费用改善课题管理图表

旗下东风汽车零部件（集团）有限公司以推进“实力线降低动能费用活动”为抓手，采用“课题达成型”模式持续削减能源浪费，2018年实施64项管理节能、59项技术节能课题，实现节能效益1793.8万元。



东风汽车零部件（集团）有限公司能源课题收益图表

东风公司广泛采用清洁的能源，各汽车及零部件生产单位已完成燃煤锅炉的淘汰，使用的一次能源主要为天然气，2018年天然气使用量14315万立方米。在太阳能利用方面，采取合同能源管理或自筹资金建设太阳能光伏发电项目，加大清洁能源的使用。

DFM widely uses clean energy. All its automobile and spare parts manufacturers no longer use coal-fired boilers, and the primary energy they use is mainly natural gas. In 2018, its consumption of natural gas was 143.15 million cubic meters.



旗下郑州日产汽车公司采用零投入、收益分享的合作能源管理模式，在商品车停车场建设的10MW光伏发电项目于2018年4月正式投入使用，全年累计发电量860.2万千瓦时，其中中牟工厂使用728.5万千瓦时，减少能耗895吨标煤。

按类型划分的直接及／或间接能源总耗量及密度（2018年）

项目		消费总量		密度	
一次能源	煤炭	万吨标煤	39.55	吨标煤／万元产值	0.00787
	天然气	万立方米	14314.99	立方米／万元产值	2.849
二次能源	电力	万千瓦时	336444.20	千瓦时／万元产值	66.949
	热力	百万千焦	1276864.56	百万千焦／万元产值	0.0254
	汽油	吨	20069.33	千克／万元产值	0.399
	柴油	吨	30010.81	千克／万元产值	0.597

节约能源总量及万元产值能耗

指标名称	2018年	2017年	2016年	2015年
产值节能量（万吨）（以2014年为基数）	-52.08	-36.84	-17.52	-5.39
万元产值综合能耗（吨标煤／万元）	0.0181	0.0216	0.0246	0.0271
与2014年相比增减（%）	-36.41	-24.22	-13.62	-4.88

环境责任 Environmental Responsibility

节能减排

Energy saving and emission reduction

东风公司积极应用节能环保“四新”技术，推进资源节约，采用清洁生产工艺，从源头控制污染排放及资源消耗，提升节能环保本质化管理水平。

DFM actively applies the “four new” technologies of energy saving and environmental protection, promotes resource saving, adopts clean production technology, controls pollution discharge and resource consumption from the source, and improves the essential management level of energy saving and environmental protection.



旗下东风柳州汽车有限公司通过导入行业先进的3C1B水性涂装技术和TNV热力焚烧系统，让余热回收利用率达到76%，净化效率达到99%，排放持续达标。

旗下东风汽车紧固件有限公司通过对磷化线实施工艺改造，实现了磷化的无镍工艺，年可减少废酸排放256吨，减少废水排放6700多吨。

东风公司旗下各单位通过开展节能降耗改善、温室气体排放核查等，推进资源节约，提升能源使用效率。2018年公司投入7176万元，实施了18个节能投资改造项目，节能效益可达14863吨标煤／年。同时，东风公司积极倡导全价值的节能减排管理，带动供应链合作伙伴共同应对节能环保风险，确保公司全价值链的绿色生态和经济循环。

All units of DFM promote resource conservation and energy efficiency by carrying out energy saving, consumption reduction improvement and greenhouse gas emission verification. In 2018, the Company invested 71.76 million yuan and implemented 18 energy-saving investment and transformation projects, with the energy-saving benefits reaching 14,863 tons of standard coal per year. At the same time, DFM actively advocates full value management of energy saving and emission reduction, and promotes supply chain partners to cope with the risks of energy saving and environmental protection, and ensures the green ecological and economic cycle of the Company's full value chain.

2018年旗下东风柳州汽车有限公司继续深化供应商管理提升课题应用，针对供应商诚信、安全环境、社会责任、经营管理等纳入战略安全管理范围，并制定了相应的风险识别及预警机制，致力于打造“安全、高效、协同”的绿色采购供应链。



为应对气候变化，东风公司在2018年初组织开展2015 - 2017年温室气体排放核查，首次实现全覆盖，建立了温室气体排放监测核算与报告体系，强化温室气体的排放管理。公司目前已有7家单位参与碳排放权交易，2018年全部完成碳排放履约工作，合计交易碳配额24.7万吨，交易额992万元。

In response to climate change, DFM organized the verification of greenhouse gas emission from 2015 to 2017 at the beginning of 2018. It achieved full coverage for the first time, established a greenhouse gas emission monitoring accounting and reporting system, and strengthened greenhouse gas emission management. At present, seven companies have participated in carbon emissions trading. In 2018, the Company completed all the carbon emission performance work, and its total trading quota was 247,000 tons, with a trading value of 992,000 yuan.



环保管理

Environmental protection management

东风公司持续推进目标考核体系、法规制度体系、管控体系、监测体系、事业计划体系及信息交流平台的建设与运行，推进全价值链、全过程的节能环保管理，落实三级责任制，督促公司各单位持续满足节能环保法规要求，规避环境风险。2018年，各单位都积极履行环境保护的主体责任，建有完善的环境管理体系，全面对企业产生的污染物进行预防和控制，取得了较好的环境绩效，主要汽车及零部件生产单位全部通过ISO4001环境管理体系认证。

DFM continuously promotes the construction and operation of target assessment system, regulation system, management and control system, monitoring system, business planning system and information exchange platform, promotes energy-saving and environmental protection management in the whole value chain and the whole process, implements three-level responsibility system, and urges all units of the Company to continuously meet the requirements of energy-saving and environmental protection related laws and regulations and prevent environmental risks. In 2018, all of DFM's units actively fulfilled the main responsibility of environmental protection, established a sound environmental management system, comprehensively prevented and controlled the pollutants produced by enterprises, and achieved a good environmental performance. All its major automobile and parts production units passed the certification of ISO4001 environmental management system.

环境责任 Environmental Responsibility

东风公司依据国家、地方环境法规以及环境管理体系要求，系统地识别、评价环境风险，建立了公司突发环境事件应急制度、应急演练制度，每年对应急文件进行回顾、修订，并定期开展应急预案的演练。此外，公司各主要汽车生产企业均致力于打造绿色供应链体系，携同供应商一起采用环保产品包装方式，减少包装物对环境的影响。

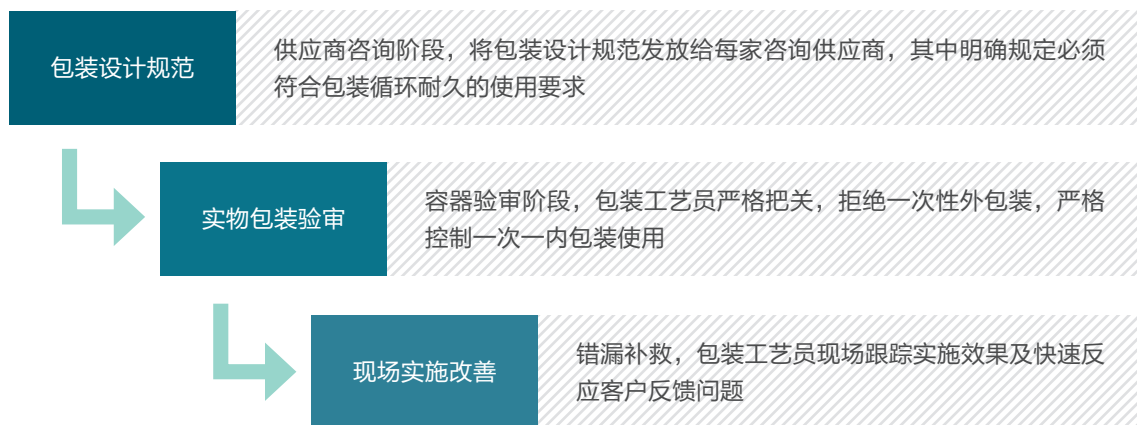
According to the requirements of national and local environmental regulations and environmental management system, DFM systematically identifies and evaluates environmental risks, establishes emergency response system and emergency drill system for environmental emergencies, reviews and revises emergency documents every year, and conducts regular drills for emergency plans. In addition, the Company's major automobile manufacturers are committed to building a green supply chain system, and join hands with suppliers to adopt environmentally friendly product packaging, and reduce the impact of packaging on the environment.

旗下东风柳州汽车有限公司对供应商包装物流进行了规范，将绿色包装和绿色物流融入其中，在供应商日常监查中，将环境安全纳入监查范围，提出绿色制造要求。2018年推进变速箱、发动机等零部件采用重复包装方式，年节约木材包装箱10万个。

旗下东风雷诺汽车有限公司全面推行可循环包装，减少一次性包装辅材使用，目前国产零件循环包装比例达到100%，进口零件循环包装比例达到54%，处于行业领先水平。

旗下神龙汽车有限公司2018年在A88C、T93R、R83C等车型推进全程耐久包装，100%零部件实现绿色包装要求。

神龙汽车公司全程耐久包装开发管控流程



东风公司积极推进绿色物流方式建设，加强对物流供应商的影响，采用环保合规的运输车辆，加大水运、铁运的比例，减少产品和原材料运输过程的环境影响。如旗下东风雷诺汽车有限公司要求厂内叉车、牵引车、扫地机、生活垃圾收集车全部纯电动化，减少燃油使用，降低温室气体排放。

DFM actively promotes the construction of green logistics mode, strengthens the impact on logistics suppliers, adopts environmentally friendly and compliant transport vehicles, increases the proportion of water and rail transportation, and reduces the environmental impact of the transportation process of products and raw materials. For example, Dongfeng Renault Automobile Co., Ltd. requires all forklifts, tractors, sweepers and garbage collection trucks to be electrically operated to reduce fuel use and greenhouse gas emissions.

三废管理

Management of Three Wastes

东风公司各单位均制定了废水、废气、固体废物等污染预防与控制管理制度，积极采取污染物控制措施，减少各类污染物对周边环境的影响。

All units of DFM have formulated a pollution prevention and control management system for wastewater, waste gas and solid waste, and actively adopted pollutant control measures to reduce the impact of various pollutants on the surrounding environment.

旗下东风日产乘用车公司实施VOCs专项整治，投资6.43亿元用于8条涂装线改造，其中花都二工厂清漆循环风+RTO改造项目、ZZ工厂涂装一线中涂水性化改造完成，VOCs排放量由20g/m²降至10g/m²以下，VOCs减排量达50%。其余6条线目前正处于设备安装或制作阶段，到2020年实现VOCs较2017年度减排50%的目标。



东风公司依照“减量化、再利用、再循环”的原则，加强对有害及无害废弃物的管控，降低固体废物的产生量。

In accordance with the principle of “reduction, reuse and recycling”, DFM strengthens the control of harmful and harmless waste and reduces the production of solid waste.

旗下东风柳州汽车有限公司污水处理站引进低温热泵技术，实现污泥减量化，污泥含水率从80%降至30%，污泥年减少1050吨，固体废物精细化分选回收，固体废物回收利用率达到95%，同时推进危险废物资源化利用，实现危险固废100%资源化利用。

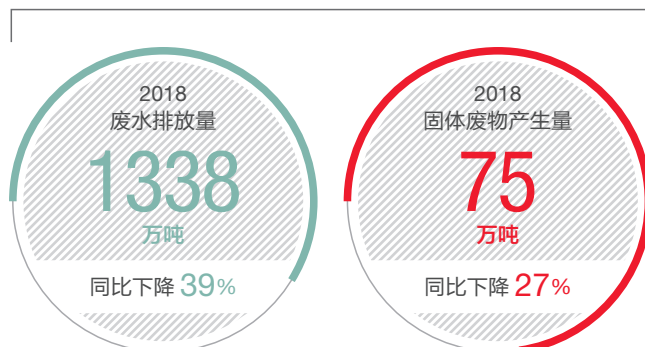
旗下神龙汽车有限公司自行试制了污泥低温烘干设备，初步试验取得了减重34%的效果；郑州日产汽车公司导入污泥

低温干化技术，通过低温循环风将磷化和含油污泥含水率从62%降低至20%，同时热泵技术的应用显著降低污泥干化的能耗，项目实施后节约排污费支出120万元/年。

旗下东风日产乘用车公司大连工厂、花都一工厂分别导入污泥干化设备，污泥含水率由65%以上降低至25%以下，固废减量化效益明显，污泥产生减少约600吨/年。

三废排放量及减排量 (2018)

Emissions of Three Wastes and Emissions Reduction (2018)



具体排放物种类及相关排放数据 (2018)

Specific Emission Species and Relevant Emission Data (2018)



环境责任 Environmental Responsibility

致力环保实践

Committed to Environmental Protection Practice

绿色办公

Green Office

旗下东风鸿泰控股集团有限公司对员工进行节能环保知识培训，倡导节能环保办公。开展节能环保知识培训，从小事做起，从我做起，倡导节能环保办公。下班后切断电源，停止电脑等设备运行，禁止设备处于待机状态；严格执行空调运行规定，夏季环境温度低于28℃时停止使用空调，办公场所夏季空调温度设置不低于26摄氏度，无人时不开空调，开空调时应关闭好门窗；杜绝长明灯、白昼灯；节约用水，加强水龙头、地下管道等供水设备的管理、保养，避免跑、冒、滴、漏等浪费。



Dongfeng Hongtai Holding Group Co., Ltd. carries out energy-saving and environmental protection knowledge training for employees and advocates energy-saving and environmental protection office. It carries out energy-saving and environmental protection knowledge training, and advocates energy-saving and environmental protection office by focusing on small things, such as cutting off the power supply, stopping the operation of computers and other equipment, prohibiting the equipment from standby after work; strictly implements the air conditioning operation regulations, turning off air conditioning when the summer ambient temperature is lower than 28°C, setting the temperature of air conditioning in office in summer not less than 26°C, keeping air conditioning off when no one is in the room, and closing doors and windows when air conditioning is on; not letting any light on all night long or in the day; saving water by strengthening the management and maintenance of water supply equipment such as taps and underground pipelines, and avoiding waste such as running, dripping and leaking of water.

环保意识建设

Construction of environmental awareness

旗下东风鸿泰控股集团有限公司开展宣传教育，提高全员节能环保意识。为抓好节能环保工作，围绕“资源循环利用、绿色环保发展”的理念，积极开展多种形式的宣传教育活动。6月5日世界环境日通过标语、展板等宣传节能环保的方针、政策、法律法规。“环保月”活动中通过多渠道宣传培训，提高每个职工节能环保的意识，让节能环保逐渐形成自觉的行动。加强日常办公的节能减排管理，张贴节约用电、节约用水标识。各分子公司生产现场悬挂节能环保标语，制作节能环保法规、知识展板，向广大员工宣传新环保法规，倡导节能意识，根据要求所有员工都进行学习，并开展“美丽中国，我是行动者”宣贯签名活动。



Dongfeng Hongtai Holding Group Co., Ltd. carried out propaganda and education to raise the awareness of energy conservation and environmental protection of the whole staff. In order to do a good job in energy conservation and environmental protection, it actively carried out propaganda and education activities in various situations around the concept of “resource recycling, green development”. On June 5, World Environment Day, it promulgated the principles, policies, laws and regulations of energy conservation and environmental protection through slogans and exhibition boards. In the “Environmental Protection Month” activities, through multi-channel propaganda and training, it raised every worker’s awareness of energy conservation and environmental protection so that they could act environmentally consciously. It strengthened the management of energy saving and emission reduction in daily office work, and posted signs of energy saving and water saving. All its branches and affiliated companies hung energy-saving and environmental protection slogans on the production sites and erected knowledge display boards of energy-saving and environmental protection laws and regulations to publicize new environmental protection laws and regulations to the vast number of employees and advocate their energy-saving awareness, and all employees were required to learn such knowledge. The Company also carried out the signature campaign of “I am a Contributor to Beautiful China”.

开展环保活动

Carrying Out Environmental Protection Activities

植树造林等保护环境的倡导

Advocating Environmental Protection such as Tree Planting and Afforestation

2018年8月，旗下东风本田汽车零部件有限公司等16家Honda在华关联企业参加了在内蒙古兴和县举办的以“绿色未来、你我共创”为口号的植树造林活动。目前该项目已开展11年，共完成了14500亩累计120多万株苗木的栽植，存活率高达95%。

In August 2018, 16 Honda's affiliated enterprises in China, such as Dongfeng Honda Automobile Parts Co., Ltd., participated in the afforestation activities held in Xinghe County, Inner Mongolia under the slogan of "You and I Together for Green Future". Up to now, the project has been carried out for 11 years, in which a total of more than 1.2 million seedlings have been planted in an area of 14,500 mu, with a survival rate being as high as 95%.



旗下东风裕隆汽车有限公司开展了主题为“争当绿色使者，共建有氧家园”的植树活动。500多名员工于公司5大车间周围空旷区域和保税库公共区域栽种1841棵树苗。其中女贞树1746棵、李子树83棵、紫薇花12棵。植树面积共计5124平方米。栽下一片新绿，收获绿色希望，此次活动的开展，让大家更加积极主动地去关注环境问题，从自我做起，从身边的小事做起，爱护环境，保护地球，为美化我们的家园贡献自己的一份力量。

Dongfeng Yulong Automobile Co., Ltd. carried out tree planting activities with the theme of "Becoming a Green Messenger to Build an Aerobic Home Together". More than 500 employees planted 1,841 seedlings in the open area around the Company's five major workshops and in the public area of the bonded warehouse. Among them, 1,746 were privet trees, 83 were plum trees and 12 were crape myrtles. Its tree planting area totaled 5,124 square meters. Trees carry green hope. This actively prompted the employees to take their initiative to pay attention to environmental issues, and start with themselves to protect the environment and maintain the earth, contributing to a beautiful planet.



2018年6月，旗下东风汽车有限公司装备公司刃量具厂“任我行”骑行协会开展“畅享骑行乐趣，践行低碳生活”自行车户外骑行活动。13名队员从厂区出发，沿经黄龙方滩、堵河、汉江、柳陂，总里程80公里，以户外骑行活动方式迎接“6.5”世界环境日的到来。

2018年6月，旗下东风格特拉克汽车变速箱有限公司开展一场以安全环保为主题的趣味运动会。同时，还开展青年安全环保文化口号征集活动，收集到来自公司各团支部60余条安全环保口号；开展安全环保知识有奖竞赛，考试参与人数525人，参与率近60%。

In June 2018, the Rwx Cycling Association of the Edge Measuring Tools Factory of Dongfeng Automobile Co., Ltd. launched the outdoor bicycle cycling activity of "Enjoying the Fun of Cycling and Living a Low-carbon Life". Thirteen members of the team set out from the factory area, and cycled along Huanglong Fangtan, Duhe, Hanjiang and Liupi, with a total mileage of 80 kilometers, to greet the arrival of "June 5" World Environment Day.

In June 2018, Dongfeng Getrag Transmission Co., Ltd. launched a fun sports meet with the theme of safety and environmental protection. At the same time, it held a youth safety and environmental protection cultural slogans collection activity, which collected more than 60 related slogans from the Company's branches and affiliated companies. It also held a prize-winning contest on safety and environmental protection knowledge, with 525 participants and an involvement rate of nearly 60%.





社会公益责任

Social Responsibility

润美公益事业 与社会共进步

Join Charity Campaigns and Make Progress
with the Society

社会公益责任 Social Responsibility

公益管理

Public welfare management

东风公益基金会介绍

Introduction to Dongfeng Public Welfare Foundation

2012年，经国家民政部批准，东风公司筹建成立“东风公益基金会”。基金会为非公募基金会，注册资金为5000万元人民币，主要为公司“润”计划中公益项目实施提供执行平台和资金支持。

In 2012, with the approval of the Ministry of Civil Affairs, Dongfeng Motor Corporation set up the "Dongfeng Public Welfare Foundation". The foundation is a non-public fund with a registered capital of 50 million yuan, and mainly provides implementation platform and fund support for public welfare projects under the Company's "Nurturing" program.

2018年，东风公益基金会年初余额：6673.87万元，期末余额：5740.30万元。
全年收入：259.63万元，支出：1193.20万元。

In 2018, the balance of the Dongfeng Public Welfare Foundation at the beginning of the year was 66.7387 million yuan, and the balance at the end of the year was 57.4030 million yuan. Annual income: 2.5963 million yuan, expenditure: 11.9320 million yuan.

基金会管理体系

The foundation management system

2018年，东风公益基金会严格遵守《章程》，按时召开理事会，向与会成员单位通报基金会的情况，报请理事会审议相关议题，并就基金会的重大事项进行决策。经国家民政部审计，东风公益基金会2018年度总体运作情况良好，各项业务均按照业务范围开展，无违规事项。在国家民政部开展的全国性社会组织评估工作中，东风公益基金会获评3A级社会组织。

In 2018, the Dongfeng Public Welfare Foundation strictly abided by the Constitution, convened a board of directors on time to inform the members of the Foundation, submitted to the board for consideration of relevant issues, and made decisions on major issues of the Foundation. According to the results of the audit by the Ministry of Civil Affairs, the Dongfeng Public Welfare Foundation operated well in 2018. All its operations were carried out in accordance with the scope of business, without any irregularities. In the evaluation of national social organizations carried out by the Ministry of Civil Affairs, Dongfeng Public Welfare Foundation was awarded as a 3A social organization.



东风公益基金会
Dongfeng Benevolence Foundation
东风化雨 泽四方



公益实践

Public service practice

东风志愿者

Dongfeng volunteers

志愿者理念、体系介绍

Introduction of the system of volunteers and ideas

东风公司成立“东风志愿者工作指导委员会”，统一规划、组织东风公司志愿服务活动。“委员会”根据公司社会责任中期行动计划——“润”计划的总体部署，持续组织和动员广大青年积极参与到志愿者服务活动中。目前构建了200支“三化四有”(规范化、机制化、常态化，有组织、有制度、有计划、有活动)志愿服务队，注册志愿者5000余人。

DFM set up “Dongfeng Volunteer Work Steering Committee”, which provides unified planning and organization of Dongfeng volunteer service activities. The “Committee” continues to organize and mobilize young people to actively participate in volunteer service activities according to the overall deployment of the corporate social responsibility interim action plan - the “Nurturing” program. At present, 200 standardized, institutionalized, normalized, organized, systematic, planned and active volunteer service teams have been set up, with more than 5,000 registered volunteers.

志愿者活动

Volunteer Activities

在“东风志愿者工作指导委员会”的统一领导、组织下，持续开展“东风润苗行动”、“学雷锋”、“敬老爱老”等传统志愿服务项目，并不断创新载体，开展了“爱心课堂”、“心语心愿”、“扶贫帮危”、“青年服务联盟”等品牌服务项目。以实际行动践行“奉献、友爱、互助、进步”的志愿精神，为和谐东风建设贡献青春力量。

Under the unified planning and organization of “Dongfeng Volunteer Work Steering Committee”, DFM continued to carry out the traditional volunteer service projects such as “Dongfeng Nurturing Action”, “Learn from Lei Feng” and “Respect the Old and Love the Old”, and continued to innovate on the carriers, and carried out “Love Class”, “Wishes”, “Assisting the Poor and the Needed”, “Youth Service Alliance” and other brand service projects. DFM practiced the volunteering spirits of “dedication, friendship, mutual help and progress” through actions to contribute to the construction of a harmonious Dongfeng.



社会公益责任 Social Responsibility

特色公益实践

Featured public welfare practice

东风润苗行动

Dongfeng Nurturing Seedling action

“东风润苗行动”是东风公益基金会联合湖北省青少年发展基金会开展的系列公益助学活动。2018年，东风公司继续推进“东风润苗行动”公益助学项目，投入资金500万元，分别在湖北咸宁、襄阳、十堰、黄冈以及广西马山援建5所“东风希望小学”。

Dongfeng Nurturing Seedling Action is a series of public welfare educational aid activities carried out by the Dongfeng Public Welfare Foundation and Hubei Youth Development Foundation. In 2018, DFM continued to promote to provide education aid through this project, and invested 5 million yuan to build five “Dongfeng Hope Primary Schools” in Xianning, Xiangyang, Shiyan and Huanggang of Hubei Province and Mashan of Guangxi, respectively.

自2013年启动“东风润苗行动”以来，东风累计投入资金2277万元，联合旗下东风商用车、东风乘用车、东风本田、神龙公司、东风特商等10家单位，在湖北、四川、云南等地援建了20所东风希望小学，并策划开展“东风希望课堂”、“东风希望夏令营”等微公益活动百余场，帮助5000余名贫困地区学子接受良好教育，为促进我国教育事业均衡发展贡献力量。

Since the Dongfeng Nurturing Seedling Action was started in 2013, DFM has invested 22.77 million yuan to join hands with ten companies under its flagship, namely DFM Commercial Vehicle, Dongfeng Passenger Vehicle, Dongfeng Honda, Dongfeng Peugeot Citroen Automobile and Dongfeng Special Commercial Vehicle Co., Ltd. to build 20 Dongfeng Hope Primary Schools. They also planned and carried out more than 100 micro charity events such as Dongfeng Hope Class, and Dongfeng Hope Summer Camp. All these efforts at least helped 5,000 children from poverty-stricken families to receive better education and contributed to the balanced development of education in China.



旗下东风鸿泰控股集团有限公司援助的黄冈市浠水县清泉镇东风鸿泰希望小学竣工并正式投入使用。



旗下东风汽车财务有限公司出资援建咸宁市通山县青山城东风希望中学。

“我是责任东风人” 志愿实践活动

“We are responsible Dongfeng people” volunteer practice

2018年，东风公司组织开展“精准扶贫，你我同行”我是责任东风人志愿实践活动，来自公司22家单位2万余人报名，筛选出40名东风志愿者和10名东风风行车友走进广西马山县献爱心、送温暖。

In 2018, DFM organized the “You and Me Hand in Hand in Precision Poverty Alleviation” activity, as part of “We are responsible Dongfeng people” volunteer practice. More than 20,000 people from 22 units of the Company signed up, and 40 Dongfeng volunteers and 10 Dongfeng Fengxing car owners were selected to deliver love and warmth to Mashan County, Guangxi.



“精准扶贫，你我同行”我是责任东风人志愿实践活动

“You and Me Hand in Hand in Precision Poverty Alleviation” activity, as part of “We are responsible Dongfeng people” volunteer practice

各单位微公益系列助学活动

A series of micro-public welfare activities in various units

东风旗下各单位通过开展“筑梦课堂”、“牵手工程”、“向日葵课堂”、儿童交通安全活动营等微公益活动，让员工和青年志愿者们参与到“东风润苗行动”中来，实现了“衣食住行学”全方位关怀，丰富了“东风润苗行动”的形式和内涵，形成了“人人参与公益助学，处处体现东风真情”的良好氛围。

Through carrying out the “Dream Classroom”, “Hand in Hand”, “Sunflower Classroom” and “Children’s Traffic Safety Camp” and other micro-public welfare activities, the various units of Dongfeng encouraged their employees and young volunteers to participate in the “Dongfeng Nurturing Seedling Action”, achieved the all-around care of and enriched the forms and connotation of “Dongfeng Nurturing Seedling Action” in “clothes, food, shelter, travel and study”, forming a good atmosphere of “everyone participating in public welfare educational aid, and everywhere reflecting the loving care from Dongfeng.”

社会公益责任 Social Responsibility



东风汽车有限公司走进江夏区金口街范湖小学开展筑梦课堂活动



东风日产乘用车公司启动“阳光关爱公益计划”



神龙汽车有限公司组织开展第三届“中法手拉手”活动



东风汽车集团股份有限公司乘用车公司开展“新学期交通安全第一课”专题活动



东风本田汽车有限公司开展“快乐筑梦予爱童行”小学生夏令营活动



郑州日产汽车有限公司向郑州慈善总会捐赠公益助学基金150万



东风公司特种装备事业部前往十堰上河中心小学，开展“东风猛士·与爱同行”希望工程学校共建活动



东风汽车股份有限公司开展“卡车兄弟爱心基金”项目



东风英菲尼迪汽车有限公司开展一米换一米公益行动



东风特种商用车有限公司开展“爱心送温暖”物资捐赠活动



东风本田汽车有限公司举行“悦享童年安全出行——全价值链交通安全训练营”



东风本田汽车零部件有限公司举行“慈善日”爱心捐款活动



东风柳州汽车有限公司开展南宁马山县乔利乡兴科小学助学帮扶活动



东风汽车有限公司开展“敬老爱老”公益慰问活动



东风汽车财务有限公司助力产业扶贫



东风汽车集团股份有限公司技术中心开展“送艾香、送薄荷”青年公益服务月首期活动

未来展望 Outlook for the Future

2018年，东风汽车集团有限公司在国务院国资委的指导下，按照社会责任“润”计划2.0的总体部署，以“责任25载东风笃行”为主题，紧紧围绕“社会公益”和“精准扶贫”两条主线全面开展工作，社会责任发展指数位居国有企业第9位，连续三年入围“卓越社会责任企业”。同时，荣获由国务院国资委、国务院扶贫办、新华网等单位授予的“责任十年·国企十佳”、“中国社会责任特别贡献奖”、“企业扶贫优秀案例奖”等多项荣誉。

未来，东风公司将始终站在增强“四个意识”、坚定“四个自信”、做到“两个维护”的高度，秉承“东风化雨润泽四方”的履责理念，强化责任管理和实践，树立东风的责任央企形象，为汽车强国梦和中国梦的实现贡献力量。

In 2018, under the guidance of the SASAC of the State Council, according to the overall deployment of the corporate social responsibility action plan - the "Nurturing" program 2.0 and with the theme of "Dongfeng CSR of 25 Years", Dongfeng Motor Corporation comprehensively carried out work closely around the two main lines of "social welfare" and "precision poverty alleviation". Its social responsibility development index ranked ninth among the state-owned enterprises, and Dongfeng Motor Corporation won the title of an "Outstanding Social Responsibility Enterprise" for three consecutive years. At the same time, it was awarded "Ten Years of CSR, and 10 Best SOEs", "Special Contribution Award of China's Social Responsibility" and "Excellent Case Award of Enterprise Poverty Alleviation" by the SASAC of the State Council, the State Council Poverty Alleviation Office and Xinhua Net.

In the future, DFM will always stand at the height of strengthening "four consciousnesses", "four self-confidences" and "two maintenances". It will uphold the concept of "Life-giving Breeze and Rain for Nurturing All Sides", strengthen responsibility management and practice, establish Dongfeng's image as a responsible central SOE, and contribute to the realization of the dream of automobile power and the Chinese dream.

责任荣誉 CSR Honors



东风公司荣获2018年
卓越责任企业奖

DFM won the 2018
Excellent Responsibility
Enterprise Award



东风公司荣获2018年“责
任十年•国企十佳”称号

DFM won the title of “Ten
Years of CSR, and 10 Best
SOEs”, in 2018.



东风公司荣获2018中国
社会责任特别贡献奖

DFM won the Special
Contribution Award for
Social Responsibility in
China in 2018



东风公司荣获2018中国
社会责任精准扶贫奖

DFM won the 2018 China
Social Responsibility
Precision Poverty
Alleviation Award



东风公司荣获2018年
企业扶贫优秀案例奖

DFM won the Excellent
Case Award of Enterprise
Poverty Alleviation in
2018



东风公司荣获2018年
第三届“CSR教育奖 –
最佳CSR品牌奖”

DFM won the third CSR
Education Award in 2018
- Best CSR Brand Award



第二届“东风梦想车”中国
青年汽车创意设计大赛项目
荣获第三届“CSR教育奖 –
创业创新特别奖”

The 2nd “Dongfeng Dream Car”
China Youth Automobile Creative
Design Competition won the 3rd “CSR
Education Award - Special Award for
Entrepreneurship and Innovation”



东风公益基金会获评
3A级社会组织

Dongfeng Public Welfare
Foundation was named
as a 3A Class Social
Organization

关于本报告

About This Report

时间范围：本报告内容的时间跨度自2018年1月1日至2018年12月31日，部分内容超出上述范围。

组织范围：本报告内容来自东风汽车集团有限公司及下属机构（参见公司组织结构）。为便于表达，在报告的表述中分别使用“东风公司”、“公司”、“我们”。

以往报告发布情况：公司已连续发布公司2008—2017年度报告，此报告为第十一次发布的年度报告。

数据说明：本报告所引用的数据均来自公司内部统计数据，如与财报有出入，以财报为准。

参考标准：本报告编制严格遵守真实、客观、公开原则，参照国务院国有资产监督管理委员会（简称“国资委”）《关于中央企业履行社会责任的指导意见》、全球报告倡议组织（GRI）《可持续发展报告指南4.0版本》、《中国企业社会责任报告编写指南（CASS-CSR4.0）》。

利益相关方参与报告过程的程序和方式：本报告编写得到了部分利益相关方的支持。我们通过问卷调查的方式向内外部利益相关方收集信息，对重要社会责任议题进行评分并形成关键议题矩阵；同时，公司邀请利益相关方对东风社会责任实践做出客观评价，并作为报告内容的一部分。

获取方式：本报告提供纸质印刷版和PDF格式电子文档两种版本。您可以通过以下地址索取报告，或通过公司网站社会责任专栏下载：

地址：湖北省武汉市经济技术开发区东风大道特1号

邮政编码：430056

电话：027-84285555

网址：<http://www.dfmc.com.cn>

Time scope: The time span of contents in this report was from January 1, 2018 to December 31, 2018, and part of the contents went beyond the scope.

Organization scope: The contents of this report come from the Dongfeng Motor Group Co., Ltd. and its subsidiaries (see the Company's organizational structure). For ease of expression, "DFM", "the Company", and "we" are used in this report.

Release of previous reports: the company has released 2008-2017 annual reports, and this is the eleventh annual report.

Data description: Data cited in this report are all from the Company's internal statistics, and in case of a discrepancy with the financial statements, the latter shall prevail.

Reference standard: The compilation of this report is in strict compliance with the principles of truthfulness, objectivity and openness, with reference to the State-owned Assets Supervision and Administration Commission of the State Council (hereinafter referred to as the "SASAC")'s Guidance on the Implementation of Social Responsibility of Central Enterprises, the GRI's Sustainable Development Report Guidelines 4.0, and China Guidelines for the Preparation of CSR Reports (CASS-CSR3.0).

The procedure and method for stakeholders to get involved in the reporting process: The preparation of this report received support from some stakeholders. We collected information from internal and external stakeholders through questionnaires, scored on important issues of social responsibility and formed a key issue matrix; at the same time, the Company invited stakeholders to make an objective evaluation of the practices of Dongfeng's CSR practices and made the evaluation part of the report.

Access: This report provides printed and electronic PDF formats. You can access the report through the following address, or download it through the CSR column on the Company's Website:

Address: No.1, Dongfeng Avenue, Wuhan City Economic and Technological Development Zone, Hubei Province 430056

Tel: 027-84285555

Website: <http://www.dfmc.com.cn>

报告编写流程

Compilation process of the report



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报告评级

Report rating

《东风汽车集团有限公司2018社会责任报告》评级报告

受东风汽车集团有限公司委托，“中国企业社会责任报告评级专家委员会”抽选专家组成评级小组，对《东风汽车集团有限公司2018社会责任报告》(以下简称《报告》)进行评级。

一、评级依据

中国社会科学院《中国企业社会责任报告指南(CASS-CSR 4.0)》暨“中国企业社会责任报告评级专家委员会”《中国企业社会责任报告评级标准(2019)》。

二、评级过程

1. 评级小组审核确认《报告》编写组提交的《企业社会责任报告过程性资料确认书》及相关证明材料；
2. 评级小组对《报告》编写过程及内容进行评价，拟定评级报告；
3. 评级专家委员会副主席、评级小组组长、评级小组专家共同签署评级报告。

三、评级结论

过程性(★★★★★)

公司党群工作部牵头成立报告编写组，公司党委副书记、东风公益基金会副理事长担任组长，把控整体方向及关键节点，并负责报告终审；企业将报告定位为完善社会责任管理、提升企业品牌形象的重要工具，功能与价值定位明确；根据公司重大事项、国内外社会责任标准、国家相关政策、行业对标分析、利益相关方调查等识别实质性议题；鼓励下属企业独立发布社会责任报告，强化了社会责任纵向管理力度；计划通过官方网站发布报告，同时嵌入中央企业社会责任报告集中发布会发布，并将以PDF版、印刷品、中英文版等形式呈现报告，具有卓越的过程性表现。

实质性(★★★★★)

《报告》系统披露了贯彻宏观政策、客户关系管理、确保产品安全、科技研发、产品召回、职业健康管理、安全生产、节能与新能源交通运输设备的研发与销售、节约能源资源、报废设备回收利用等所在行业的关键性议题，叙述详细充分，具有卓越的实质性表现。

完整性(★★★★☆)

《报告》主体内容从“政治责任”“经济责任”“利益相关者责任”“环境责任”“社会公益责任”等角度系统披露了所在行业核心指标的89.53%，完整性表现领先。

平衡性(★★★★★)

《报告》披露了“腐败案件”“违规经营”“主动召回案件”“员工流失率”“职业病危害因素检测达标率及病例数”等负面数据，并简单描述了腐败案件处理结果和缺陷汽车召回原因及处理举措，具有卓越的平衡性表现。

可比性(★★★★★)

《报告》披露了“整车销量”“市场占有率”“万元产值综合能耗”“产值节能量”“劳动合同签订率”“本地化雇佣比例”等32个关键指标连续3年以上的对比数据；并就“《财富》世界500强排名第65位”“中国制造业500强第3位”“中国企业300强社会责任发展指数排名第11位”等进行横向比较，可比性表现卓越。

可读性(★★★★★)

《报告》以“润”为主线，贯穿全篇，系统阐述了企业对国家、行业、客户、环境、社会等利益相关方的履责行动，章节体例完整，框架结构清晰；开篇设置“谋划新蓝图，共建卓越东风”责任专题，呈现企业在新阶段的新使命、新蓝图，强化了品牌战略与企业文化的传播效果；封面及篇章跨页融入汽车元素，凸显了企业行业特色，提升了报告的辨识度；多处采用直观对比图呈现重点绩效，增强了报告的易读性，具有卓越的可读性表现。

创新性(★★★★☆)

《报告》积极响应国家大政方针，以政治责任为基石阐述了企业对党的建设、中国制造2025、汽车强国战略、全面深化改革、精准扶贫、“一带一路”等热点时政议题的回应，彰显了作为国有企业中坚力量和汽车行业排头兵的责任担当；设置“十大责任事件”专题，集中呈现年度重点履责成果，凸显了企业的履责意义，创新性表现领先。

综合评级(★★★★★)

经评级小组评价，《东风汽车集团有限公司2018社会责任报告》为五星级，是一份卓越的企业社会责任报告。

四、改进建议

增加行业核心指标的披露，进一步提高报告的完整性。



中国企业社会责任报告
评级专家委员会
Chinese Expert Committee on CSR Report Rating

任姣姣

评级专家委员会副主席

钟宏武

评级小组组长

王大洋

评级小组专家



东风公司社会责任报告连续第五年获得
五星级评价

过程性评估员 任姣姣

出具时间：2019年8月19日

扫码查看企业评级档案

关键绩效表

Key Performance Table

东风公司2018社会责任报告关键绩效表						
	项目	单位	2015	2016	2017	2018
经济绩效	总资产	亿元	2,604	2,921	3,267	3,266
	有效专利(件)	项	6,156	7,250	9,056	10,848
	省部级以上专家数量	名	33	33	36	282
	研发人员数量	名	9,907	10,119	9,842	10,230
	研发人员所占比例	%	5.86	6.06	6.12	6.8
	东风研究与试验发展经费支出	亿元	84.06	91.58	113.47	123.36
	东风科技活动经费支出	亿元	192.71	190.7	117.17	190.4
	纳税总额	亿元	477.37	536.7	552	576.48
	销售收入	亿元	5,204.54	5,717.64	6,283.45	6,051.81
	出口销量	万辆	4.92	4.17	6.47	7.38
	自主品牌整车销售量	万辆	121.85	137.74	143.89	122.05
	行业排名	位	2	2	2	2
	汽车行业销量	万辆	2,466.16	2,802.82	2,887.89	2,808.06
	市场占有率	%	15.7	15.26	14.27	13.64
	东风公司销量	万辆	387.25	427.67	412.07	383.08
	商用车销售量	万辆	45.09	49.18	59.35	57.94
	乘用车销售量	万辆	342.15	378.49	352.72	325.14
社会绩效	员工数	万人	16.9	16.6	16.1	15
	劳动合同签订率	%	100	100	100	100
	所属单位与工会集体合同签订率	%	95	98	98	98
	参加工会员工的比例	%	100	100	98	99
	吸纳就业	人	35,664	28,680	25,577	19,208
	本地化雇佣比例	%	98	98	95	98
	员工流失率	%	2	4.5	5.7	6.1
	人年均带薪年假	天	10	10	10	10
	女性高级管理者比例	%	7	7	7	6
	男女员工比例	/	7:3	7:3	7:3	7:3
	困难员工帮扶人数	人次	771	1,609	3,954	4,352
	发放慰问金	万元	711.76	1,098.46	905.06	551.77
	安全培训	人次	347,517	306,290	380,174	390,759
	安全生产投入金额	万元	70,160	52,029	56,122	70,200
	安全生产事故数	起	41(含劳务工)	40(含劳务工)	28	17
	职业病例	例	22	17	20	6
	培训次数	万次	2.7	2.96	3	3
	培训投入	亿元	1.6	1.6	1.97	1.9
	培训人次	万人	77	76	68	809
	志愿服务队	支	110	130	150	200
环境绩效	东风公益基金会年末余额	万元	5,622.17	6,191.78	6,673.87	5,740.3
	东风公益基金会全年支出	万元	1,043.88	2,990.53	252.95	1,193.2
	ISO14001环境管理体系覆盖率	%	95.4	96.1	93.5	93.2
	天然气使用量	万立方米	13,218	14,965	15,528	14,315
	废水排放量与2014年相比增减	%	-4.97	-6.33	-4.26	-41.19
	固体废物产生量与2014年相比增减	%	-8.04	-4.46	-7.84	-26.03
	二氧化硫排放量与2014年相比增减	%	-60.26	-60.68	-63.54	-80
	以2014年为基数, 产值节能量	万吨	-5.39	-17.52	-36.84	-52.08
	万元产值综合能耗	吨标准煤/万元	0.0271	0.0246	0.0216	0.0181
	与2014年相比增减	%	-4.88	-13.62	-24.22	-36.41

读者反馈
Feedback Form



扫码填写问卷

尊敬的读者：

本报告是东风公司向社会公开发布的第十一份社会责任报告，为了不断改进报告编制工作，我们特别希望倾听您的意见和建议。请您协助完成反馈意见表中提出的相关问题，扫码填写问卷，谢谢。

邮寄：湖北省武汉市经济技术开发区东风大道特1号305-A室，邮编：430056

您的信息

姓名：	工作单位：	职务：
联系电话：	传真：	E-mail:

选择题（请在相应位置打√）

- 1.本报告全面、准确地反映了公司对经济、社会、环境的重大影响。
☐ 很好 ☐ 较好 ☐ 一般 ☐ 较差 ☐ 很差
- 2. 本报告对利益相关方所关心问题的回应和披露。
☐ 很好 ☐ 较好 ☐ 一般 ☐ 较差 ☐ 很差
- 3. 本报告披露的信息、指标、数据清晰、准确、完整。
☐ 很好 ☐ 较好 ☐ 一般 ☐ 较差 ☐ 很差
- 4. 本报告的可读性，即报告的逻辑主线、内容设计、语言文字和版式设计。
☐ 很好 ☐ 较好 ☐ 一般 ☐ 较差 ☐ 很差

开放性问题

- 1. 您认为本报告最让您满意的方面是什么？
- 2. 您认为还有哪些您需要了解的信息在本报告中没有反映？
- 3. 您对我们今后发布社会责任报告有何建议？



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