



Brave
2021



山鹰国际 2021年度画册

SHANYING INTL
BROCHURE OF THE YEAR 2021

以纸为媒 让生活更美好

Better paper better life

山鹰国际控股股份公司

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Preface

刊首语

回望2021, 我们见证了中国共产党百年辉煌
见证了中国航天的高速发展, 见证了奥运健儿拼搏精神
我们经历了疫情反复、通货膨胀、能源短缺一系列考验
平凡而闪光的山鹰人直面挑战, 不惧不畏
推动山鹰发展再上新的台阶, 留下了一帧帧难忘画面
研讨会上的思维碰撞、业务拓展的全力以赴
项目建设的热火朝天、开工投产的齐心协力、指标冲刺的灯火通明……
谨以此画册送给勇毅前行、坚韧不拔的山鹰人
致敬我们的2021

Looking back to 2021, we witnessed the 100th Anniversary of the Founding of the CPC,
the rapid development of China's aerospace industry, and the fighting spirit of Olympic athletes.
Under repeated resurgence of the COVID-19, inflation of currency and shortage of energy,
Shanying people took the bull by the horns to
facilitate the development of Shanying to a new level, leaving lots of unforgettable memories.
Their clash of thoughts at seminars, their going all out in business development,
their full devotion to project construction, their concerted effort in putting into operation, their working overtime to
achieve performance indicators...
This Brochure is specially designed for courageous and indomitable Shanying people
Salute to Our 2021

DIRECTORY

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01

Be courageous to strengthen the foundation and improve the efficiency

勇者不惧 强基提效

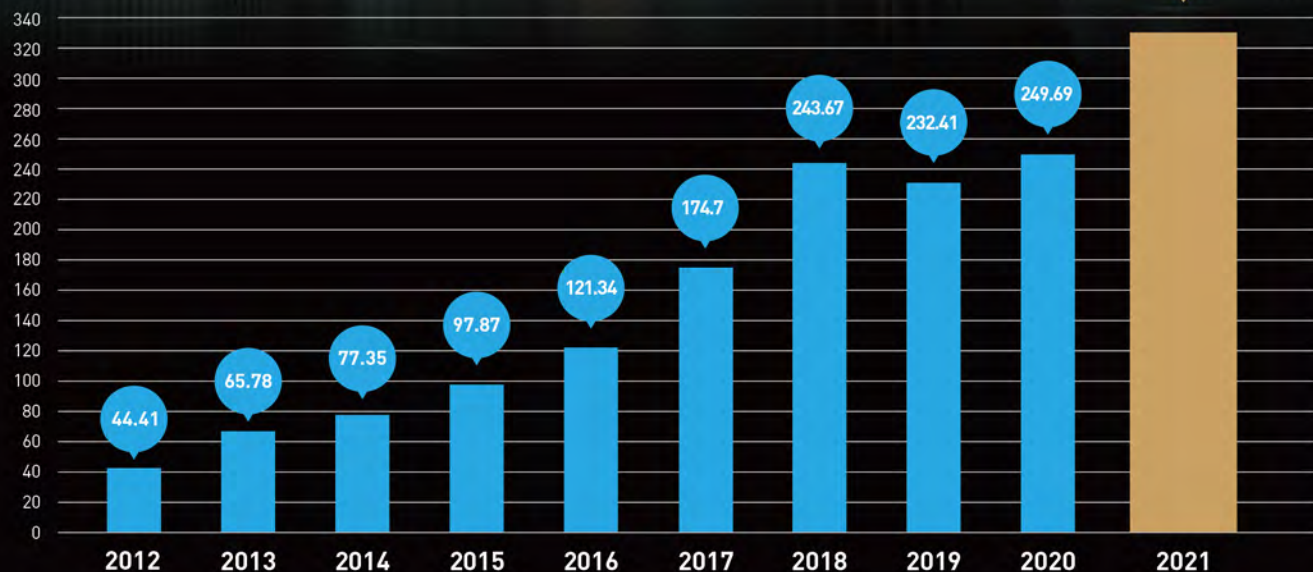
2021年, 是山鹰国际
进入新战略转型发展的元年
面对复杂多变的环境
山鹰国际践行高质量发展战略
坚持长期主义、一体化、绿色发展
业绩逆势增长

The year 2021 was the first year for Shanying International to enter a new strategic transformation and development. In the face of complex and volatile environment, Shanying International implemented the high-quality development strategy. And pursued long-term, integrated and green development, thus achieving business performance growing despite the economic downturn.

第一章 | Chapter I

Shanying's Financial Data in 2021

2021 山鹰财务数据



营业收入(单位:亿元) OPERATING INCOME (UNIT: 100 MILLION YUAN)



销售收入330.33亿元,同比增长32.29%;归属于母公司所有者的净利润15.16亿元,同比增长9.74%

In 2021, the sales revenue of Shanying reached RMB 33.033 billion yuan, with the year-on-year growth of 32.29%; the net profit attributable to the shareholders of the parent company was RMB 1.516 billion yuan, with the year-on-year growth of 9.74%.



销售收入
330.33 亿元

同比增长
32.29%

母公司所有者的净利润
15.16 亿元

同比增长
9.74%

经营性现金流量净额
19.69 亿元

同比增长
68.24%

经营性现金流量净额19.69亿元,同比增长68.24%。
The net operating cash flow was RMB 1.969 billion yuan, with the year-on-year growth of 68.24%.





03

位列行业前三

国内已建成产能的五大造纸基地安全生产卓越运营,原纸全年产量602.13万吨,同比增长18.03%,销量582.04万吨,同比增长12.46%,产销率96.66%,形成在中国主要的华东、华南、华中市场超600万吨的布局优势。位列行业前三。

The five domestic papermaking bases with the highest capacity of Shanying International have realized safety production and operation excellence. The annual output of base paper was 6,021,300 tons, with the year-on-year growth of 18.03%; the sales volume was 5,820,400 tons, with the year-on-year growth of 12.46%; the sales-output ratio was 96.66%. It has formed the layout advantage of more than 6 million tons in the markets of East China, South China and Central China, ranking top 3 in the industry.

原纸全年产量

602.13 万吨

同比增长

18.03%

销量

582.04

同比增长

12.46%



02

位居中国第二

包装板块业务,加大沿江沿海经济发达地区布局,贴近行业头部客户聚集地,产业辐射江苏、浙江、安徽、福建、广东、湖北、山东、四川、天津等省市,年产量超过19亿平方米,同比增长29.25%。位居中国第二。

In terms of the packaging business, it has increased the layout in economically developed areas along the riverside and coastal areas to approach the industry's key customer gathering places. Its industrial layout covers Jiangsu, Zhejiang, Anhui, Fujian, Guangdong, Hubei, Shandong, Sichuan, Tianjin and other provinces and cities, with the annual output of more than 1.9 billion square meters, with the year-on-year growth of 29.25%, ranking the second in China.

年产量超过

19 亿平方米

同比增长

29.25%

02

Be fearless to try our best and march forward

勇往直前 奋楫笃行

2021年是充满挑战的一年
也是焕发活力的一年
这一年的每时每刻
山鹰人胸怀战略,矢志不移
精益求精,夯实产业基础
不忘初心,勇担社会责任
铭刻出一幕幕
属于山鹰人2021奋进瞬间
汇聚成山鹰国际
2021年度十大影响力事件

2021 was a year
full of challenges and vitality
Every moment in it
Shanyingers was upholding strategies with resolution
persistent improving
consolidating industrial foundation
staying true to our original intention and
actively fulfilling social responsibility
Unforgettable memories were engraved on Shanyingers' mind
highlighting the Top 10 Influential Events of Shanying
International in 2021

Ten events with the most influence of Shanying International in 2021

山鹰国际2021年度十大影响力事件

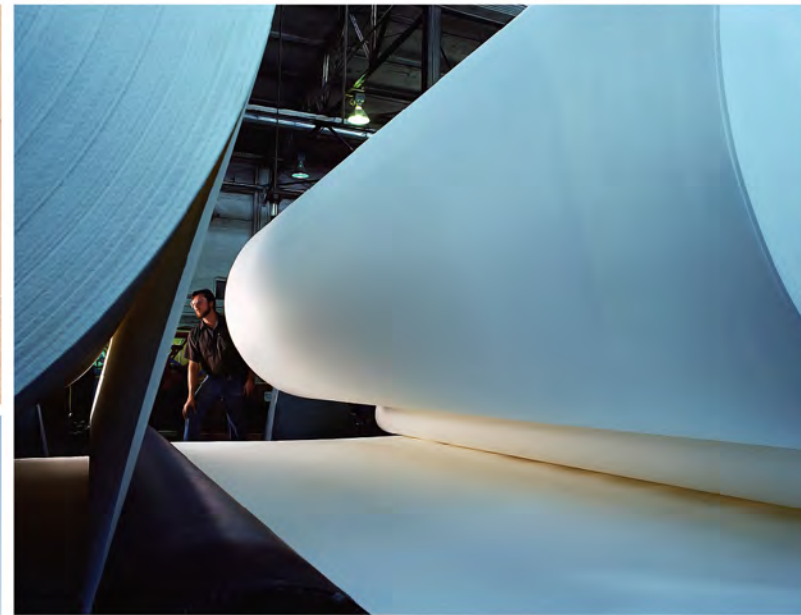
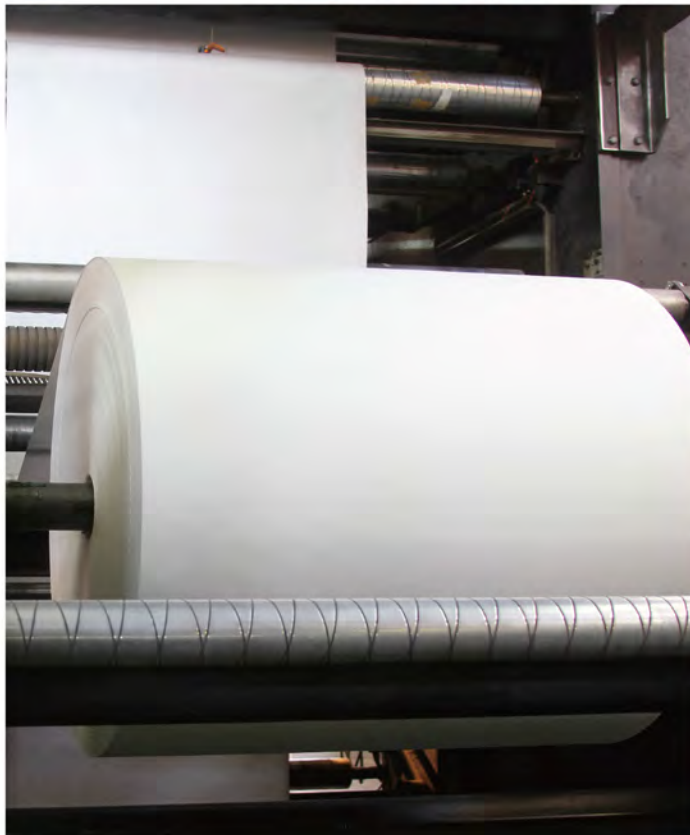
01

吉林山鹰、广东山鹰、浙江山鹰、华中山鹰新项目建设稳步向前，助力山鹰造纸总产能向千万吨级规模进军。
New projects in Jilin Shanying, Guangdong Shanying, Zhejiang Shanying and Huazhong Shanying went on steadily, fueling Shanying to stride towards the targeted total papermaking capacity of 10 million tons.



02

祥恒包装集团正式成立, 成功进入食品及工包纸塑行业, 跻身光伏赛道头部服务供应商。
Xiangheng Packaging Group was formally established, successfully entered the food and industrial packaging paper sector and became a service provider to head PV companies.



03

北欧纸业收购加拿大特种纸公司Glassine, 越南二级厂项目顺利开工, 山鹰国际持续拓展海外市场。
Nordic Paper acquired Glassine, a Canadian specialty paper company; the second-level factory project in Vietnam started smoothly; Shanying International continued to expand overseas markets.



04

广东山鹰成功研发吸管原纸, 攻克白色高透高强伸性纸技术难关, 被认定为“以纸代塑高强纸张工程技术中心”。

Guangdong Shanying successfully developed straw base paper, overcame the technical difficulties in high-permeability and high-strength white clupak paper, and was accredited as the “Plastic to High-strength Paper Engineering Technology Center”.



05

安徽山鹰被评为马鞍山市智能制造标杆示范企业, 泸州一圣鸿、马鞍山祥恒获评市级年度智能工厂, 山鹰国际以智能化驱动产业升级。

Anhui Shanying was rated as Ma'an shan Intelligent Manufacturing Benchmark Enterprise; Luzhou Yishenghong and Maanshan Xiangheng were awarded the Municipal Smart Factory of the Year. Shanying International has been driving industrial upgrading through intelligence.



06

爱拓环能、安徽山鹰资源综合利用发电项目先后投产，走深走实山鹰绿色循环低碳发展之路。

Resource comprehensive utilization power generation projects were put into operation successively in Aituo Environmental Protection Energy and Anhui Shanying, consolidating the green, circular and low-carbon development path of Shanying.

07

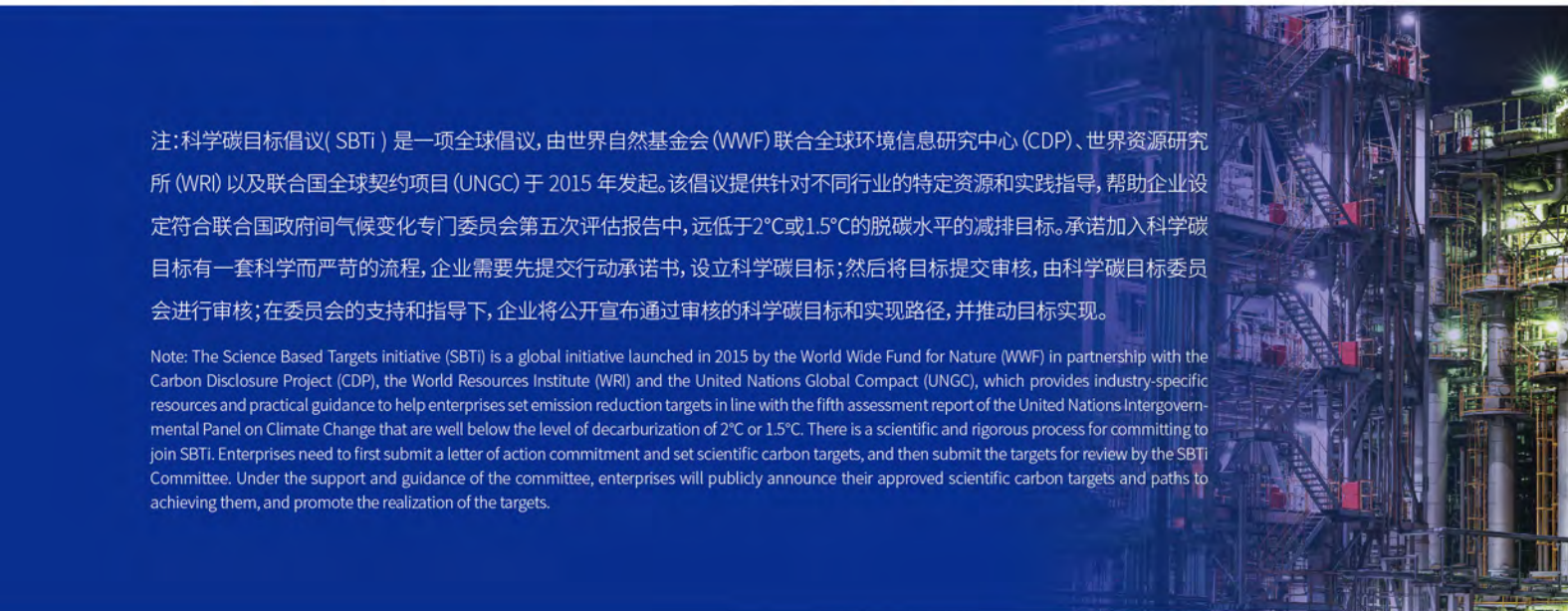
山鹰国际主动加入科学碳目标全球倡议, 搭建碳管理标准化体系, 积极践行社会责任。

Shanying International took the lead to join the global "Science-Based Targets Initiative, SBTi", established a standardized carbon management system and actively fulfilled social responsibility.



注:科学碳目标倡议(SBTi)是一项全球倡议,由世界自然基金会(WWF)联合全球环境信息研究中心(CDP)、世界资源研究所(WRI)以及联合国全球契约项目(UNGC)于2015年发起。该倡议提供针对不同行业的特定资源和实践指导,帮助企业设定符合联合国政府间气候变化专门委员会第五次评估报告中,远低于2°C或1.5°C的脱碳水平的减排目标。承诺加入科学碳目标有一套科学而严苛的流程,企业需要先提交行动承诺书,设立科学碳目标;然后将目标提交审核,由科学碳目标委员会进行审核;在委员会的支持和指导下,企业将公开宣布通过审核的科学碳目标和实现路径,并推动目标实现。

Note: The Science Based Targets initiative (SBTi) is a global initiative launched in 2015 by the World Wide Fund for Nature (WWF) in partnership with the Carbon Disclosure Project (CDP), the World Resources Institute (WRI) and the United Nations Global Compact (UNGC), which provides industry-specific resources and practical guidance to help enterprises set emission reduction targets in line with the fifth assessment report of the United Nations Intergovernmental Panel on Climate Change that are well below the level of decarbonization of 2°C or 1.5°C. There is a scientific and rigorous process for committing to join SBTi. Enterprises need to first submit a letter of action commitment and set scientific carbon targets, and then submit the targets for review by the SBTi Committee. Under the support and guidance of the committee, enterprises will publicly announce their approved scientific carbon targets and paths to achieving them, and promote the realization of the targets.



08

山鹰国际被联合资信评定为:长期信用等级AA+, 评级展望为稳定, 公司实力进一步得到市场认可。

Shanying International was assessed by the China Lianhe Credit Rating and given the long-term credit rating AA+ and stable rating outlook. The company's strength was further recognized by the market.





09

山鹰国际连续六年荣获《财富》中国500强，品牌影响力持续提升。
Shanying International was listed into "Fortune China 500" for sixth year in a row, with brand influence constantly uplifting.

10

山鹰国际出台《责任目标考核激励管理办法(2021-2025年)》，股东利益、公司利益和员工利益得到有效结合。
Shanying International issued the Assessment and Incentive Management Measures for Responsibility Objectives (2021-2025) to effectively combine the interests of shareholders, the company and employees.



03

Dare to challenge and blaze new trails

勇于挑战 开拓创新

2021年山鹰在变革中坚定目标
 在挑战中勇于开拓
 在坚守中不断创新
 将初心融进使命
 把使命刻入心中

In 2021, Shanying stuck on the goal despite of the transformation
 dared to develop new business despite of the challenges
 made continuous innovation
 integrated our original aspiration into our mission
 and kept our mission firmly in mind

第三章 | Chapter III



公司持续加大产品技术研发力度，目前已拥有国家级博士后科研工作站、省级企业技术中心、回收纤维造纸工程技术研究中心等各级研发平台。公司荣获国家专利奖——“第二十二届中国专利银奖”和“第二十二届中国专利优秀奖”。截止2021年12月底，已获专利697项，其中发明专利60项，涉及造纸、环保、机械、电气控制等各个专业，公司及全资子公司浙江山鹰、华南山鹰也连续被认定为国家高新技术企业。

Shanying International continues to increase efforts in product and technology R&D. At present, Shanying has a National Post-doctoral Research Workstation, a Provincial Enterprise Technology Center, a Recycling Fiber Papermaking Engineering Technology Research Center and other R&D platforms. Shanying has won the WIPO-CNIPA Award for Chinese Outstanding Patented Invention and Industrial Design- “the Silver Award and the Excellence Award of the 22nd WIPO-CNIPA Award”. By the end of December 2021, Shanying International has obtained 697 patents, including 60 patents for invention, covering various fields including papermaking, environmental protection, machinery and electrical control. Shanying International and its wholly-owned subsidiaries Zhejiang Shanying and Huanan Shanying have been continuously identified as national high-tech enterprises.

2 | 所国家级博士后
科研工作站

697 | 已获专利
697项

60 | 发明专利
60项

云印技术与腾讯企点携手共建包装新生态

Ininin Technology and Tencent CCM work together to build a new packaging ecology

由山鹰国际控股子公司云印技术和腾讯企点联合举办“携手共创 产业共赢——云印与腾讯携手共建包装新生态”大会。云印技术、腾讯企点、包装产业联盟、中国包装联合会、乐华纸业、重庆利永等来自全国各地的140余家头部企业家们，见证了包装产业数字化启动仪式，并围绕包装产业发展新方向和包装产业数字化等议题，进行了精彩分享和热烈交流。

Ininin Technology (a holding subsidiary of Shanying International) and Tencent CCM jointly held a conference themed by “Cooperation for Joint Development: Ininin Technology and Tencent CCM will work together to build a new packaging ecology”. More than 140 leading entrepreneurs from enterprises and organizations all over the country, including Ininin Technology, Tencent CCM, Packaging Industry Alliance, China Packaging Federation (CPF), Lehua Paper, Chongqing Liyong, witnessed the digitalization launching ceremony of the packaging industry, shared and exchanged opinions on such topics as the new development direction of the packaging industry, the digitalization of the packaging industry and more.

腾讯云 企点客服 ininin.com

携手共创·产业共赢

云印&腾讯企点携手共建包装新生态

增长引擎
服务链的一体化企业



创新不断 发展不止

Make continuous innovation for sustainable development



山鹰国际首次荣膺中国计算机用户协会的项目奖项

Shanying International won the project award of China Computer Users Association for the first time

10月21日,以“新征程 新格局”为主题的中国计算机用户协会系统应用产品用户分会(CSUA)2021年度大会暨金龙奖颁奖盛典在上海隆重举行,山鹰国际BPDT和卓越运营中心携“山鹰国际主数据治理项目”入围本届“金龙奖”并最终从全国33个入围项目中脱颖而出,成功斩获本届金龙奖的绿水青山最佳创新奖,这也是公司首次荣膺中国计算机用户协会的项目奖项。

On October 21, 2021, the CSUA Annual Conference 2021 and Golden Dragon Awards Ceremony themed by the “New Journey and New Pattern” was held in Shanghai. Shanying International BPDT and Operation Excellence Center brought the “Shanying International Master Data Management Project” to compete for the “Golden Dragon Award” and finally stood out from the 33 finalists nationwide, successfully winning the Best Innovation Award of the Golden Dragon Awards, which was the first time for Shanying International to win the project award of CUA.

游云斌荣获“世界之星”WorldStar2021包装设计奖

You Yunbin won the WorldStar Packaging Award

无锡新祥恒游云斌的设计作品折叠电动自行车包装Zpak荣获“世界之星”WorldStar2021包装设计奖。

Zpak, an electrical folding bike packaging work designed by You Yunbin from Wuxi Xinxiangheng, won the WorldStar 2021 Packaging Award.



注：“世界之星”WorldStar包装设计奖是世界包装组织(WPO)在世界范围内评选出的优秀包装设计最高奖项,代表着全球包装设计发展方向。该奖每年评选一次,获奖者由世界包装组织(WPO)颁发奖杯(牌)及证书。大赛程序是由各成员国(地区)理事机构向世界包装组织(WPO)推荐获得本国(地区)大奖的优秀包装设计作品,由世界包装组织(WPO)理事会进行评比,产生“世界之星”包装奖获奖作品。

Note: The WorldStar Packaging Awards, organized by the World Packaging Organization (WPO), is the highest award for outstanding packaging designs worldwide, representing the development direction of global packaging design. It is awarded annually by WPO with a trophy (medal) and certificate. The participating enterprises need to have won an award in a national competition recognized by WPO in the current year or the previous year. Then, the designs will be evaluated by the Council of WPO to produce the winners of the WorldStar Packaging Awards.

山鹰国际与G7物联达成战略合作共建绿色产业链

Shanying International has reached a strategic cooperation with G7 to build a green industrial chain

山鹰国际与G7物联举行线上签约仪式，山鹰国际副总裁石春茂与G7物联副总裁黄丛签署合作协议。双方将结合物联网技术和绿色资源综合应用，共同打造面向制造企业的智慧供应链物流平台，实现覆盖包括成品纸、国内废纸、上游原料等山鹰国际供应链链条的运输业务，以及下游包装终端客户物流业务供应链管理全面提升。

Shanying International held an online signing ceremony with G7, where Shi Chunmao, Vice-president of Shanying International, and Huang Cong, Vice-president of G7, signed the cooperation agreement between the two parties. The two parties will combine the Internet of Things technology and the comprehensive application of green resources to jointly build a smart supply chain logistics platform for manufacturing enterprises, and achieve comprehensive improvement of the transportation business of Shanying International supply chain covering finished paper, COCC, upstream raw materials, and the downstream packaging terminal customer logistics business supply chain management.



华南山鹰荣获“2021福建省创新型民营企业100强”

Huanan Shanying was awarded "Top 100 Innovative Private Enterprises in Fujian Province in 2021"



近日2021福建省民营企业100强发布会暨三明市民营企业发展大会在三明召开。会上，福建省委统战部副部长、省工商联党组书记李家荣代表福建省工商联发布了“2021福建省民营企业100强”“2021福建省创新型民营企业100强”等榜单。此次首次发布创新企业100强，根据企业研发投入、专利数量、市场竞争力等综合考量。华南山鹰荣获“2021福建省创新型民营企业100强”第48位。

Recently, the Press Conference on Top 100 Private Enterprises in Fujian in 2021 and Sanming Private Enterprises Development Conference was held in Sanming. At the conference, Li Jiarong, Deputy Head of the United Front Work Department of Fujian Provincial CPC Committee and Secretary of the Party Group of Fujian Federation of Industry and Commerce, on behalf of Fujian Federation of Industry and Commerce, announced the List of Top 100 Private Enterprises in Fujian Province in 2021 and the List of Top 100 Innovative Private Enterprises in Fujian Province in 2021. It was the first time to release the Top 100 Innovative Private Enterprises, based on comprehensive evaluation on R&D investment, number of patents, market competitiveness and more. Huanan Shanying ranked 48th on the list of "Top 100 Innovative Private Enterprises in Fujian Province in 2021".

广东山鹰攻克 白色高透高强伸性纸技术难关

Guangdong Shanying overcame the technical difficulties of white high-permeability and high-strength extensible paper

6月15日上午,广东山鹰PM51产线按照既定的技术方案开始投料生产,各项工艺指标调整到位后,第一卷80g/m²白色高透伸性纸顺利出纸,成品纸透气度超过25um/pa.s,物理强度指标达到高强纸袋纸标准,广东山鹰命名其为“白雪公主+”。白色高透高强伸性纸技术难关的攻克,意味着广东山鹰在国内白色高透高强纸袋原纸生产上实现零的突破,对广东山鹰拓展市场,生产高附加值的产品再添新贡献。

On the morning of June 15, 2021, Guangdong Shanying PM51 production line began commissioning test run according to the established technical solution. After adjusting various technological indicators in place, the first roll of 80g/m² white high-permeability paper was successfully produced. The air permeability of the finished paper exceeded 25um/pa.s, and the physical strength index reached the standard of high-strength sack paper. Guangdong Shanying named it "Snow White+". The overcoming of the technical difficulties of white high-permeability and high-strength extensible paper means that Guangdong Shanying has achieved groundbreaking success in the production of white high-permeability and high-strength sack paper in China, making new contributions to Guangdong Shanying's market expansion and production of high-value-added products.



广东山鹰通过 《全国工业产品生产许可证》审核

Guangdong Shanying passed the audit of the "National Industrial Product Production License"

广东山鹰顺利通过了《食品相关产品后置现场审查》,获得了《全国工业产品生产许可证》(食品用纸包装、容器等制品),为2020年体系认证工作上圆满句号,为2021年的“开局”迎来“开门红”。

Guangdong Shanying has successfully passed the "Food Related Products Rear On-site Examination" and obtained the "National Industrial Product Production License" (Food Paper Packaging, Containers and etc.), successfully completing the system certification work for 2020 and ushering in a "good start" for 2021.



青岛恒广泰顺利通过“绿色快递包装箱”认证审核

Qingdao HengGuangtai successfully passed the certification audit of the "Green Express Packaging Box"

为积极相应国家绿色环保政策,能尽快享受到政策红利,包装事业部华北一区协同北京良柏环保科技有限公司就目前在批量生产的“绿色快递包装箱”向国家邮政局申请了“绿色产品认证”审核。在国家邮政发展研究中心领导的现场监督下,国家邮政委托审核机构对青岛恒广泰进行正式“绿色快递包装产品认证”审核,从体系管理、原材料采购、制造过程能源耗用、资源节约、环保等多个维度进行了深入全面的“绿色”审核,青岛恒广泰的合规经营、企业管理水平和各工序员工的积极配合得到了国家邮政发展研究中心领导和审核老师的一致认可。

In order to actively correspond to the national policies of green development and environmental protection and enjoy the favorable policies as soon as possible, the Packaging BU of North China I joined hands with Beijing Liangbai Environmental Protection Technology Co., Ltd. and applied to the State Postal Bureau for certification audit of the "Green Express Packaging Box" currently in mass production. Under the field supervision of the leadership of the Development & Research Center of the State Postal Bureau, the State Postal Bureau entrusted the review institution to conduct an official and comprehensive audit of the "Green Express Packaging Product Certification" of Qingdao HengGuangtai from several dimensions including the system management, raw materials procurement, manufacturing process energy consumption, resources saving, environmental protection, etc.. Qingdao HengGuangtai's compliance management, enterprise management level and the active cooperation of all process staff were unanimously recognized by the leadership of the Development & Research Center of the State Postal Bureau and the auditors.



厦门祥恒光伏发电项目成功并网发电

The photovoltaic power generation project of Xiamen Xiangheng was successfully connected to the State Grid and realized power generation

厦门祥恒于2020年8月开工建设屋顶分布式光伏发电项目，2021年1月5日项目顺利并网发电。该项目总装机容量712.23KW，由厦门柯立斯新能源有限公司投资，共使用功能性组件2396块，阳光逆变器六台。项目采用低压模式并网，所发电量采用自发自用余电上网模式。光伏发电具有无污染、无排放、无辐射、无噪音的优点。项目建成并网，预计年均可为电网提供电量70万度，与相同发电量的火电相比，相当于每年可节约标煤229吨，为企业每年节省电费7万元以上，相当于每年可减少多种大气污染物的排放，其中减少二氧化硫排放量约21吨，二氧化碳约698吨，烟尘190吨。

Xiamen Xiangheng started construction of rooftop distributed photovoltaic power generation project in August 2020, and the project was successfully connected to the State Grid and realized power generation on January 5, 2021. Invested by Xiamen Kelisi New Energy Company, the project boasts a total installed capacity of 712.23KW and uses 2,396 pieces of functional components and six sunshine inverters. The project adopts low-voltage grid connection, and the power generated by the distributed photovoltaic power generation system is mainly used by the users themselves, and the excess power is fed into the grid. Photovoltaic power generation enjoys the advantages of no pollution, no emissions, no radiation and no noise. After being completed and connected to the grid, the project is expected to provide 700,000 KWH of electricity to the grid annually. Compared with the same thermal power generation, it can save 229 tons of standard coal every year, thus to save more than RMB 70,000 yuan of electric charge for the enterprise every year, and reduce a variety of air pollutant emissions every year, including about 21 tons of sulfur dioxide emission, about 698 tons of carbon dioxide emission, 190 tons of smoke dust emission.

创新回收体系新模式 中国环宇&国投福建资源达成“品牌加盟”新合作

Innovate new mode of recycling system: Cycle Link China and SDIC Fujian City Recycling Company reached a new cooperation on "Brand Franchise"

中国环宇与国投福建城市资源循环利用有限公司(以下简称国投福建资源)达成战略合作,双方就废纸回收业务达成新合作,举行合作基地揭牌暨框架协议签约仪式,首家“品牌加盟站”在福州市隆重开业。中国环宇与国投福建资源联手联合,将拓展新的废纸回收渠道,创建废纸回收新业务模式,建立行业新标杆。

Cycle Link China and SDIC Fujian City Recycling Company ("SDIC Fujian") have reached a strategic cooperation. The party have reached a new cooperation on waste paper recycling business and held the opening ceremony of the cooperation base and the signing ceremony of the framework agreement. The first "Brand Franchise Station" was opened in Fuzhou. The partnership between Cycle Link China and SDIC Fujian will expand new channels and create new business models for waste paper recycling, thus to establish a new benchmark in the industry.

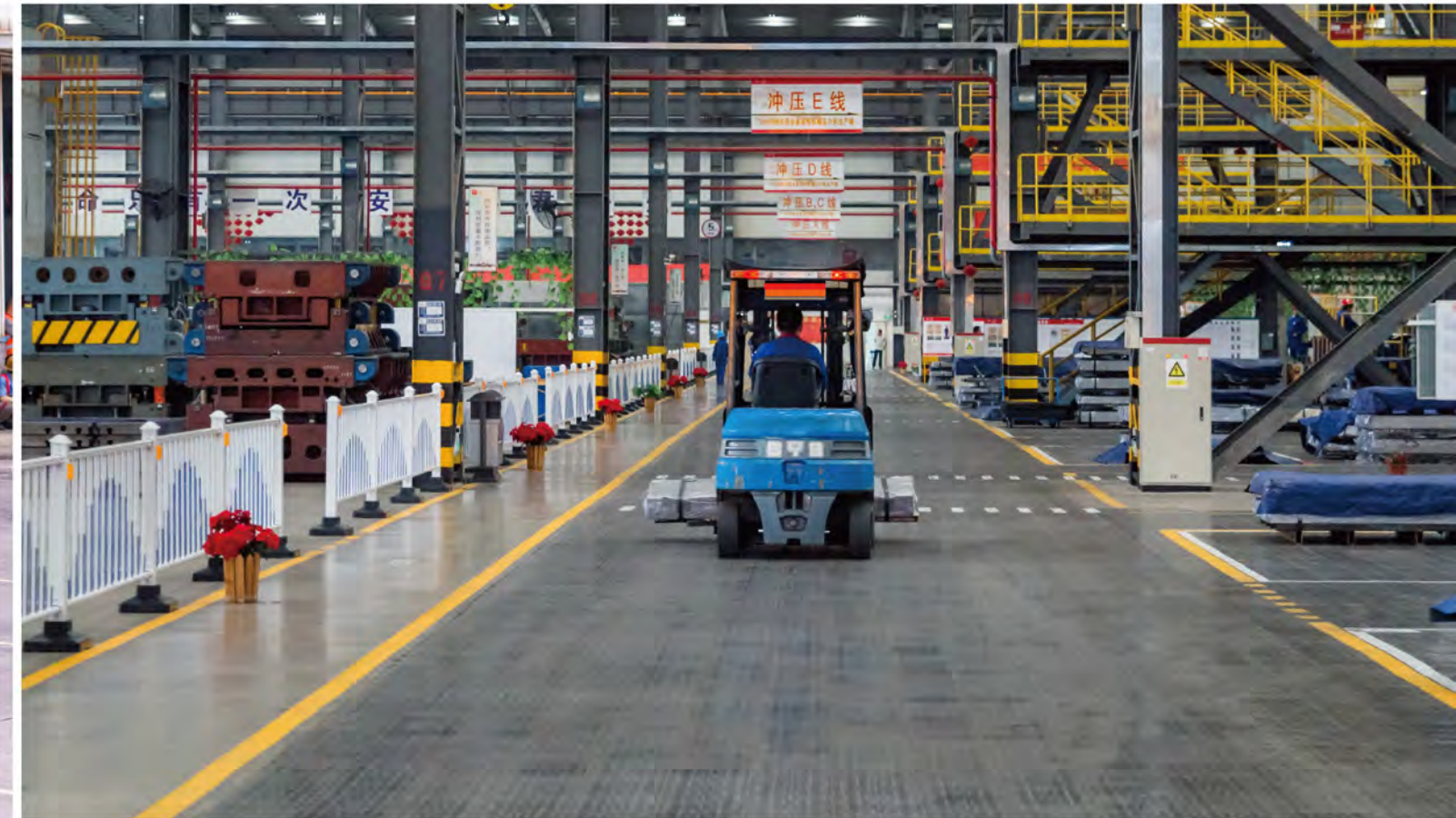


打造技能精英, 展现山鹰风采——各企业技能比武掠影

Excavate skilled elites and demonstrate the charm of Shanying - Highlights of Skills Competitions

安徽山鹰员工喜获马鞍山市第九届职业技能竞赛好名次

Anhui Shanying staff won prizes in Ma' anshan 9th Vocational Skills Competition



安徽山鹰举办2021年度叉车技能竞赛

Anhui Shanying held the 2021 Annual Forklift Skills Competition

为进一步提高叉车操作工的安全操作技能和安全意识, 为叉车操作工搭建一个展示技能及相互学习交流的平台, 营造一个尊重知识、尊重技能、尊重人才的良好企业文化氛围, 进一步推进公司文化发展, 促进企业安全管理, 激励更多一线职工钻研技术、争当工匠, 安徽山鹰举办2021年叉车技能竞赛活动。

Anhui Shanying held the 2021 Annual Forklift Skills Competition, aiming to further improve safety skills and awareness of forklift operators, build a platform for forklift operators to demonstrate their skills and learn from each other, and create a good corporate cultural atmosphere that respects knowledge, skills and talents, thus to further promote corporate culture development, facilitate enterprise safety management, and motivate more front-line staff to study technology and strive to be craftsmen.



为积极营造尊重劳动、崇尚技能的良好社会氛围, 充分发挥职业技能竞赛的积极作用, 推动企业高技能人才队伍建设, 安徽山鹰积极组织, 共推荐选拔15名选手参加马鞍山市第九届职业技能竞赛起重装卸机械操作工、焊工等2个工种的比赛。经过理论比赛、操作技能等多项激烈角逐, 60名选手最终脱颖而出, 分别获得本次大赛的一、二、三等奖, 其中: 一等奖10名、二等奖20名、三等奖30名。其中安徽山鹰员工张弦获得马鞍山市装卸机械操作工比赛第二名的成绩, 将被市人社局授予“马鞍山市技术能手”称号及荣誉证书, 以及3000元物质奖励, 并获得技师职业资格证书。员工薛海取得焊工比赛第十一名的成绩、员工徐鑫取得了起重装卸机械操作工(叉车司机)比赛第十二名的成绩, 并获得人社部门高级工职业资格证书。

In order to create a good social atmosphere of respect for labor and skills, give full play to the positive role of vocational skills competition, facilitate the construction of enterprise high-skilled talents team, Anhui Shanying actively selected and recommended 15 contestants to participate in Ma' anshan 9th Vocational Skills Competition for two types of work: the hoisting and handling machinery operator and the welder. After several rounds of fierce competition including theoretical knowledge and operation skills, 60 contestants finally stood out and won the 10 first prizes, 20 second prizes and 30 third prizes respectively. Among them, Zhang Xian, an employee of Anhui Shanying, won a second prize in the competition for outstanding hoisting and handling machinery operator. He will be awarded the honorary title and certificate of "Technical Expert in Ma' anshan" and the material reward of 3000 yuan by Ma' anshan Municipal Human Resources and Social Security Bureau, and obtain the professional technician qualification certificate. Xue Hai, the other employee of Anhui Shanying, won the 11th place in the competition for outstanding welder while Xu Xin, another employee of Anhui Shanying, won the 12th place in the competition for outstanding hoisting and handling machinery operator (forklift truck driver), and both of them obtained the Senior Worker Qualification Certificate issued by the Human Resources and Social Security Department.

浙江山鹰第三届技能比武

Zhejiang Shanying held the Third Skills Competition

为激发员工学习意愿，提高自身理论水平和操作技能，为员工技术交流搭建平台、创造条件，浙江山鹰开展了第三届技能比武大赛。本次大赛共有编程比赛、流量计标定比赛、引纸绳接头比赛等9个项目，来自公司各纸机、设备部、热电厂等部门的8支队伍超百名员工参加了此次技能比武大赛。

Zhejiang Shanying held the 3rd Skills Competition, aiming to stimulate the learning willingness of employees, improve their theoretical level and operational skills, and build a platform and create conditions for technical communication among employees. There were 9 competition items, including programming competition, flowmeter calibration competition and braided rope splicing competition and more. More than 100 employees from 8 teams of the Paper Machine Department, Equipment Department, Thermal Power Plant and other departments participated in the skills competition.



浙江山鹰开展叉车技能比武

Zhejiang Shanying held the Forklift Skills Competition

浙江山鹰举行叉车技能比武大赛，共三个项目，分别为：平稳绕桩运盘、叉车运转皮球及叉车钓鱼。

Zhejiang Shanying held the forklift skills competition, which consisted of three competition items, respectively the stable pallet operation around the pile, moving rubber balls with forklift, and forklift fishing.



华南山鹰PM32技能比武大赛

Huanan Shanying PM32 held the Skills Competition

为进一步提升一线职工专业技能，培养职工“工匠精神”，给全体职工搭建相互学习和竞技的舞台，华南山鹰PM32车间经理樊飞组织各专业开展技能比武大赛，来自各个专业的参赛队伍共计30组参加了本次比武。

Fan Fei, Manager of Huanan Shanying PM32 Workshop, organized a professional skills competition, aiming to further improve the professional skills of front-line workers, cultivate their "craftsman spirit", and build a platform for all workers to learn from and compete with each other. A total of 30 teams participated in the competition.



华中山鹰参加荆州市职工创业创新大赛斩获佳绩

Huazhong Shanying gained good results in Jingzhou Municipal Workers Innovation & Entrepreneurship Competition

荆州市职工创业创新大赛暨湖北省第四届“工友杯”职工创业创新大赛第六分赛区竞赛，在荆州技师学院礼堂隆重开赛。华中山鹰的创新项目代表公安县总工会选报项目初次参赛，并在赛事中斩获佳绩，荣获“优秀创新项目奖”。

The Opening Ceremony of Jingzhou Municipal Workers Innovation & Entrepreneurship Competition and the 6th Division of the 4th “Workers Cup” Hubei Provincial Workers Innovation & Entrepreneurship Competition was held at the auditorium of Jingzhou Technicians College. The innovation project of Huazhong Shanying participated in the competition for the first time, on behalf of the project selected by the Federation of Trade Unions of Gong’ an County, and won the “Excellent Innovation Project Award” in the competition.



华中山鹰第二届叉车操作技能比武

Huazhong Shanying held the Second Forklift Operating Skills Competition

为提升公司各叉车岗位专业技能，展现员工技术和风采，进而促进工作绩效，华中山鹰举办了第二届叉车岗位技能比武大赛，比赛分叉、平抱和圆抱三个大项共7个小项，所有比赛项目的设置，重点结合了叉车工种的转移、码放和卸货等日常操作，并适当增加了难度。经各部门内部选拔，共有36名叉车工参加此次技能比武。

Huazhong Shanying held the Second Forklift Operating Skills Competition, aiming to improve the professional skills of each forklift position in the company, show the skills of employees, and then promote work performance. It consisted of three competition categories and 7 competition items, including counterbalance forklift, reach type fork truck and arm type fork truck. The setting of all the competition items focused on the daily operation of forklift truck transfer, stacking and unloading, and appropriately increased the difficulty. Through the internal selection of various departments, a total of 36 forklift operators participated in this skill competition.

广东山鹰首届消防比武大赛

Guangdong Shanying held the First Fire-Fighting Skills Competition

为树立消防安全意识,加强企业安全文化建设,促进企业安全生产,广东山鹰举办了第一届消防比武活动。

Guangdong Shanying held the First Fire-Fighting Skills Competition, aiming to establish the fire safety awareness, strengthen the enterprise's safety culture construction, and promote its safety production.



杭州祥恒贴彩标技能操作竞赛

Hangzhou Xiangheng held the Label Sticking Skill and Operation Competition

为了进一步提高员工的岗位综合素质,调动工作积极性,增强各班组内协作能力,创造良好的工作氛围,同时发掘岗位技能能手,祥恒(杭州)包装有限公司本着“公平”、“公正”、“公开”的原则,举办了“贴彩标技能操作竞赛”。

Under the principle of fairness, justice and openness, Hangzhou Xiangheng held the Label Sticking Skill and Operation Competition, aiming to further improve the comprehensive quality of the staff, arouse their working enthusiasm, enhance their teamwork, create a good working atmosphere, and explore those proficient in job skills.



中国环宇客服部翼回收平台PK赛

The Customer Service Department of Cycle Link China held the YI Recycling Platform Competition

2021年是中国环宇数字化突飞猛进的一年,翼平台的上线更是把所有固废采购链条整体化推向了顶峰,从客户管理、废纸采购合同签订到客户预约、收货、对账等各个模块的上线,让大家体验了数字化带来的改变,为了让各岗位人员熟练并灵活应用翼平台,5月27日下午,中国环宇客户服务部组织开展了一次关于翼平台上线后各模块应用的PK赛。通过PK赛的形式,大家查漏补缺,同时也学习他人的高效方法,更大程度的发挥翼平台的便捷性和客户体验感,在翼平台的助力下,中国环宇会持续以降低成本,提升效率开展各项工作,为各个基地的生产保驾护航。

In 2021, Cycle Link China made rapid progress in digitization. The launch of the YI platform comprehensively pushed all COCC procurement chains to the peak of the industry, from the launch of customer management, waste paper procurement contract signing to customer appointment, receipt of goods, reconciliation and other modules, making us experience the changes brought by digitalization. In order to make all staff skilled and flexible in the application of YI platform, the Customer Service Department of Cycle Link China organized a competition on the application of each module after the launch of YI platform on the afternoon of May 27, 2021. Through the competition, the staff can identify gaps and improve weaknesses, learn from others' efficient methods, and give greater play to the convenience and customer experience of the YI platform. With the help of the YI platform, Cycle Link China will continue to reduce costs and improve efficiency to carry out various work, and guarantee the production of each base.





莆田祥恒参加区级叉车工技能竞赛

Putian Xiangheng participated in the district-level forklift operator skills competition

由荔城区总工会主办、黄石工业园区总工会协办、莆田祥恒承办的2021年荔城区叉车工技能竞赛在莆田祥恒举行，来自辖区企业8家单位代表共21名叉车工参加了比赛。经过激烈比赛，最终来自莆田祥恒的徐志荣荣获一等奖，三棵树涂料股份公司陈静兴、江革新荣获二等奖，莆田祥恒陈学政、许俊峰，三棵树涂料股份公司林雅楠、曾东胜四名选手获得了三等奖。

The 2021 Licheng District Forklift Operator Skills Competition, sponsored by Licheng District Federation of Trade Unions, co-organized by Huangshi Industrial Park Federation of Trade Unions and organized by Putian Xiangheng, was held in Putian Xiangheng. A total of 21 forklift operators from 8 enterprises in the district participated in the competition. After fierce competition, Xu Zhirong from Putian Xiangheng won the First Prize; Chen Jingxing and Jiang Gexin from 3Trees won the Second Prizes; Chen Xuezheng and Xu Junfeng from Putian Xiangheng and Lin Yanan and Zeng Dongsheng from 3Trees won the Third Prizes.

莆田祥恒消防安全技能比武竞赛

Putian Xiangheng held the Fire Safety Skills Competition

为提高公司全员学习消防安全知识、关心消防安全工作、参与消防安全活动的积极性，以寓教于乐的形式提高员工应对突发事件的综合技能，莆田祥恒行政部在公司2#厂房东侧举行消防安全技能比武活动。

The Administration Department of Putian Xiangheng held the fire safety skills competition on the east side of its No. 2 Workshop, aiming to improve the enthusiasm of all staff to learn fire safety knowledge, care about fire safety work and participate in fire safety activities, and enhance staff's comprehensive skills to deal with emergencies in the form of edutainment.

浙江祥恒生产系统“岗位练兵、技术比武”活动

Zhejiang Xiangheng held the job skills competition activities in the production system

为更好地调动广大员工学习业务技能的积极性，不断提高员工操作水平，浙江祥恒分时段、分场次开展生产系统“岗位练兵、技术比武”活动，活动共设11个比赛项目，生产部提前制定了详细的比赛方案和评分标准，物流及生产各车间一线员工积极响应，共70余名员工报名参赛。

In order to better arouse the enthusiasm of the staff to learn business skills and constantly improve the operation level of the staff, Zhejiang Xiangheng carried out the job skills competition activities in the production system in different periods and in different rounds. The activities consisted of 11 competition items in total. The production department had made a detailed competition plan and scoring standard in advance. The frontline staff in the logistics and production workshops responded positively to the activities, and more than 70 employees took part in the competition.



祥恒包装集团2021年度胶印技能竞赛

Xiangheng Packaging Group held the 2021 Annual Offset Printing Skills Competition

近日，2021年度祥恒包装集团胶印技能竞赛正式举办，此次竞赛是由包装集团卓越运营管理部牵头组织、胶印专项技术小组负责竞赛活动方案的具体执行，共有9家下属企业、45名一线员工参加了此次竞赛活动。

Recently, Xiangheng Packaging Group held the 2021 Annual Offset Printing Skills Competition. The competition was organized by the Operation Excellence Management Department of the Packaging Group, and the offset printing technical team was responsible for the specific implementation of the competition program. A total of 45 frontline employees from 9 subordinate companies participated in the competition.



04

Make concerted effort to forge ahead

同心同行 勇者无疆

他们劈波斩浪, 不辱使命
他们勇担重责, 躬身入局
他们自告奋勇, 当仁不让
征途漫漫, 惟有奋斗
他们敢想敢做敢创新
以奋斗者的姿态去创造无限可能

They break open a way through brambles,
The shoulder duties with humble hearts,
They outdo themselves and make change happens.
The only way to thrive is to fight
They aim high, do a lot and try more,

第四章 | Chapter IV

Advanced Individual Award
先进个人奖



行为标杆, 组织利益高于个人利益
合抱之木, 生于毫末
九层之台, 起于累土
挑战当前, 他们义无反顾、敢打敢拼
责任为先, 他们从未言弃、勤而不辍
变革之下, 他们通力协作、勇往直前
他们是先行者, 把智慧锻造成阶梯
他们是实干家, 把奉献凝聚成力量
他们是2021年度山鹰国际先进个人奖获得者
2021年度山鹰国际优秀班组奖获得者

Role models prioritizing team over individual benefits.
A huge tree grows from a sapling;
A big mansion starts with the first brick.
In face of challenges, they proceed without hesitation and go all out for work.
Putting responsibility first, they never give up but stay industrious.
In the midst of change, they spare no efforts to cooperate and march forward courageously.
They are forerunners who make ladders with wisdom.
They are men of actions who gather devotions into strength.
2021 Shanying International Advanced Individual Award
2021 Shanying International Excellent Team Award

企业名称 Company	姓名 Name	部门 Department	姓名 Name	部门 Department	姓名 Name	部门 Department
总部 IBS	薛园园 Xue Yuanyuan	公共事务中心 Public Affairs Center	张梦婷 Zhang Mengting	财经中心 Financial Center	黄烨 Huang Ye	证券部 Securities Department
	邱沁宜 Qiu Qinyi	卓越运营中心 Operational Excellence Center	刘岳龙 Liu Yue-long	审计督察中心 Audit Supervision Center	张小丽 Zhang Xiaoli	包装集团 Packaging Group
	孙庆平 Sun Qingping	总裁办 President Office	张丹枫 Zhang Danfeng	人力资源中心 Human Resources Center		
安徽山鹰 Anhui Shanying	宋祖军 Song Zujun	PM1 PM1	章华 Zhang Hua	PM6 PM6	杨万琛 Yang Wanchen	物流部 Logistics Department
	王鹏 Wang Peng	PM1 PM1	张利 Zhang Li	PM6 PM6	黄景 Huang Jing	品管部 Quality Management Department
	张明 Zhang Ming	PM1 PM1	周德来 Zhou Delai	PM6 PM6	邱松 Qiu Song	品管部 Quality Management Department
	程强 Cheng Qiang	PM2 PM2	陈宏远 Chen Hongyuan	热电厂 Thermal Power Plant	陈和克 Chen Heke	原料部 Raw Materials Department
	丁帅 Ding Shuai	PM2 PM2	陈艳华 Chen Yanhua	热电厂 Thermal Power Plant	左黑铁 Zuo Heitie	数字化运行保障中心 Digital operation Guarantee Center
	洪方轶 Hong Fangyi	PM2 PM2	谷启明 Gu Qiming	热电厂 Thermal Power Plant	李震 Li Zhen	数字化运营中心 Digital Operation Center
	李双龙 Li Shuanglong	PM3 PM3	李林 Li Lin	热电厂 Thermal Power Plant	方承清 Fang Chengqing	安全保卫部 Security department
	宋同全 Song Tongquan	PM3 PM3	童虎悦 Tong Huiyue	资源综合利用发电 Comprehensive utilization of resources to generate electricity	丁丽恒 Ding Liheng	办公室 The Office
	汤泽 Tang Ze	PM3 PM3	邢金良 Xing Jinliang	热电厂 Thermal Power Plant	刘宗菲 Liu Zongfei	人力资源部 Human Resources Department
	华超 Hua Chao	PM5 PM5	盛伦霞 Sheng Lunxia	供排水 Water supply and drainage	陈扬扬 Chen Yangyang	信息部 Information Department
	刘云 Liu Yun	PM5 PM5	赵彬彬 Zhao Binbin	供排水 Water supply and drainage	汪国书 Wang Guoshu	天福公司 Tianfu company
裴圣锋 Pei Shengfeng	PM5 PM5	王徐平 Wang Xuping	物流部 Logistics Department	刘家亮 Liu Jialiang	天福公司 Tianfu company	
浙江山鹰 Zhejiang Shanying	董凯峰 Dong Kaifeng	PM11 PM11	吴炯 Wu Jiong	PM13 PM13	吴长根 Wu Changgen	安源环保 Anyuan Environmental Protection
	周明浩 Zhou Minghao	PM11 PM11	左继军 Zuo Jijun	PM13 PM13	王晨晖 Wang Chenhui	能源环保部 Ministry of Energy and Environmental Protection
	沈春华 Shen Chunhua	PM11 PM11	岳彬 Yue Bin	PM15 PM15	蒋雪 Jiang Xue	品管部 Quality Management Department
	樊文彬 Fan Wenbin	PM12 PM12	金鹏飞 Jin Pengfei	PM15 PM15	金亚利 Jin Yali	品管部 Quality Management Department
	张文平 Zhang Weping	PM12 PM12	孙新宇 Sun Xinyu	热电厂 Thermal Power Plant	刘建光 Liu Jianguang	泰兴公司 Taixing company
	安克乾 An Keqian	PM13 PM13	陆卫光 Lu Weiguang	热电厂 Thermal Power Plant	陶荣华 Tao Ronghua	泰兴公司 Taixing company
	姜艳 Jiang Yan	PM13 PM13	何皓 He An	热电厂 Thermal Power Plant	刘敏 Liu Min	物流部 Logistics Department
	刘凤武 Liu Fengwu	PM13 PM13	安进城 An Jincheng	爱拓环能 Aituo Environmental Protection	郭春芳 Guo Chunfang	物流部 Logistics Department
	刘胜根 Liu Shenggen	PM13 PM13	鲁开拓 Lu Katuo	爱拓环能 Aituo Environmental Protection	姚笑娟 Yao Xiaojuan	设备部 Equipment Department

企业名称 Company	姓名 Name	部门 Department	姓名 Name	部门 Department	姓名 Name	部门 Department
浙江山鹰 Zhejiang Shanying	俞建良 Yu Jianliang	设备部 Equipment Department	顾秉煊 Gu Binghuan	项目部 Project Department	沈耀 Shen Yao	办公室 The Office
	林振凡 Lin Zhenfan	工程部 Engineering Department	王泽俊 Wang Zejun	信息部 Information Department	郑冰倩 Zheng Bingqian	人力资源部 Human Resources Department
	李俊鹏 Li Junpeng	项目部 Project Department	金海英 Jin Haiying	会计部 Accounting Department		
华中山鹰 Huazhong Shanying	李玉保 Li Yubao	PM21 PM21	俞小妹 Yu Xiaomei	环保部 Environmental Protection Department	王凡 Wang Fan	热电厂 Thermal Power Plant
	余世杰 Yu Shijie	PM21 PM21	李孟徐 Li Mengxu	原料部 Raw Materials Department	向义 Xiang Yi	热电厂 Thermal Power Plant
	李文杰 Li Wenjie	PM22 PM22	牛世兵 Niu Shibing	物流部 Logistics Department	王振安 Wang Zhen'an	设备部 Equipment Department
	刘红云 Liu Hongyun	PM22 PM22	章虎 Zhang Hu	办公室 The Office	李波 Li Bo	设备部 Equipment Department
	方声辽 Fang Shengliao	PM22 PM22	卢玉兰 Lu Yulan	品管部 Quality Management Department	胡文 Hu Wen	人力资源部 Human Resources Department
	吴天鹏 Wu Tianpeng	PM23 PM23	田地振 Tian Dizhen	热电厂 Thermal Power Plant	夏洪涛 Xia Hongtao	PM23 PM23
	李锦刚 Li Jinggang	环保部 Environmental Protection Department	张小平 Zhang Xiaoping	热电厂 Thermal Power Plant		
华南山鹰 Huanan Shanying	陈辉 Chen Hui	PM31 PM31	关满权 Guan Manquan	PM33 PM33	邓文敏 Deng Wenmin	品管部 Quality Management Department
	陈善科 Chen Shanke	PM32 PM32	李德峰 Li Defeng	PM35 PM35	林明德 Lin Mingde	物流部 Logistics Department
	饶勇 Yao Yong	PM32 PM32	王四川 Wang Sichuan	热电厂 Thermal Power Plant	连学梅 Lian Xuemei	办公室 The Office
	叶金泉 Ye Jinquan	PM32 PM32	杨志鹏 Yang Zhipeng	热电厂 Thermal Power Plant	陈曦 Chen Xi	会计部 Accounting Department
	韩伟 Han Wei	PM33 PM33	叶有智 Ye Youzhi	热电厂 Thermal Power Plant	吴添水 Wu Tianshui	设备部 Equipment Department
	张德辉 Zhang Dehui	PM33 PM33	张金辉 Zhang Jinhui	水处理厂 Water Treatment Plants		
广东山鹰 Guangdong Shanying	蔡春怀 Cai Chunhui	设备部 Equipment Department	雷鹏康 Lei Pengkang	PM53 PM53	王洪增 Wang Hongzeng	设备部 Equipment Department
	邓伟强 Deng Weiqiang	原料仓储部 Raw material Storage Department	欧阳高力 Ouyang Gaoli	PM52 PM52	夏雨 Xia Yu	卓越运营部 Excellence Operations Department
销售公司 Shanying Paper Sales Company	罗海峰 Luo Haifeng	业务一组 Business I	苗少庭 Miao Shaoting	财务部 Finance Department	王蜀琴 Wang Shuqin	营销管理部 Marketing Management Department
	王吉 Wang Ji	营销管理部 Marketing Management Department				
中国环宇 Cycle Link China	李晶 Li Jing	精益管理部 Lean Management Department				
金鹤巴真 Golden Crane Prachinbur	周如金 Zhou Rujin	东南亚储备部 Department of Southeast Asian Reserves	晚明 Wan Ming	供应链中心 Supply Chain Center	刘圣如 Liu Shengru	人力行政部 Personnel Administration Department

企业名称 Company	姓名 Name	部门 Department	姓名 Name	部门 Department	姓名 Name	部门 Department
金鹤巴真 Jinhe Bazhen	Kitrawee	仓库部 Warehouse Department				
金鹤金龙 Jinhe Jinlong	娥芳 E Fang	物流采购部 Logistics Purchasing Department	杨雷 Yang Lei	设备组 Equipment Group		
吉林山鹰 Jilin Shanying	罗业坤 Luo Yekun	财务部 Finance Department				
马鞍山天顺 Maanshan Tianshun	陶飞涛 Tao Feitao	生产部 Production Department				
凤凰纸业 Phoenix Paper	Stephen Shaw	Power and Recovery				
杭州祥恒 Hangzhou Xiangheng	何跃胜 He Yuesheng	生产部 Production Department	何安全 He Anquan	生产部 Production Department	徐雨洁 Xu Yujie	计划管理部 Planning Management Department
	张爱良 Zhang Ailiang	人事行政部 Personnel Administration Department	王家华 Wang Suhua	生产部 Production Department	袁昌文 Yuan Changwen	生产部 Production Department
浙江祥恒 Zhejiang Xiangheng	王义杰 Wang Yijie	计划管理部 Planning Management Department	严结勤 Yan Jieqin	生产部 Production Department	刘远成 Liu Yuancheng	中远发公司车队 The Team
	杨海华 Yang Haihua	生产部 Production Department	田知平 Tian Zhiping	生产部 Production Department		
嘉善祥恒 Jiashan Xiangheng	张寒 Zhang Han	生产部 Production Department	唐卫东 Tang Weidong	物流部 Logistics Department	贡园园 Gong Yuanyuan	人事行政部 Personnel Administration Department
	赵文强 Zhao Wenqiang	生产部 Production Department				
常州祥恒 Changzhou Xiangheng	盛守嘉 Sheng Shoujia	计划管理部 Planning Management Department	吴伟丽 Wu Weili	市场营销部 Marketing Department	夏兵兵 Xia Bingbing	生产部 Production Department
	谢思群 Xie Siqun	财务部 Finance Department	欧智聪 Ou Zhicong	生产部 Production Department	黄小泽 Huang Xiaoze	生产部 Production Department
华南一区 South China I	殷光锋 Yin Guangfeng	物流部 Logistics Department	陈关银 Chen Guanyin	生产部 Production Department	陈振明 Chen Zhenming	生产部 Production Department
	何志港 He Zhigang	计划管理部 Planning Management Department	周美云 Zhou Meiyun	生产部 Production Department	张华容 Zhang Huarong	品管部 Quality Management Department
	郭子好 Guo Zihao	总务 General affairs	吴正宇 Wu Zhengyu	生产部 Production Department	张凤龙 Zhang Fenglong	生产部 Production Department
	陈学政 Chen Xuezheng	物流部 Logistics Department	许国龙 Xu Guolong	生产部 Production Department	王力子 Wang Lizi	生产部 Production Department
	黄美珍 Huang Meizhen	品管部 Quality Management Department				
华南二区 South China II	杜增曼 Du Zengman	采购组 Purchasing group	谭文慧 Tan Wenhui	采购组 Purchasing group	张晶晶 Zhang Jingjing	EPE车间 EPE Workshop
	覃金英 Qin Jinying	EPE车间 EPE Workshop	黄子影 Huang Ziyong	销售中心 Sales Center	张晓 Zhang Xiao	生产一部 Production I
	罗浩铭 Luo Haoming	生产一部 Production I	周月华 Zhou Yuehua	物流部 Logistics Department		
华北一区 North China I	安辉 An Hui	物流部 Logistics Department	聂立萍 Nie Liping	计划管理部 Planning Management Department	岳雷雨 Yue Leyu	生产部 Production Department
	徐艳 Xu Yan	人力资源部 Human Resources Department				

企业名称 Company	姓名 Name	部门 Department	姓名 Name	部门 Department	姓名 Name	部门 Department
	夏经 Xia Jing	计划管理部 Planning Management Department	石教伸 Shi Jiaoshen	生产部 Production Department	周文付 Zhou Wenfu	生产部 Production Department
武汉祥恒 Wuhan Xiangheng	杨环 Yang Huan	物流部 Logistics Department	刘刚 Liu Gang	生产部 Production Department	周裕学 Zhou Yuxue	合肥华东包装成品仓 Product Warehouse
	黄增荣 Huang Zengrong	生产部 Production Department	胡俊 Hu Jun	生产部 Production Department		
天津祥恒 Tianjin Xiangheng	杜雅馨 Du Yaxin	人事行政部 Personnel Administration Department	殷伟 Yin Wei	计划管理部 Planning Management Department	王胜杰 Wang Shengjie	生产部 Production Department
	李萌萌 Li Mengmeng	计划管理部 Planning Management Department	刘辉 Liu Hui	生产部 Production Department	王太乐 Wang Tale	生产部 Production Department
四川祥恒 Sichuan Xiangheng	杨代和 Yang Daihe	人事行政部 Personnel Administration Department	李成才 Li Chengcai	生产部 Production Department	洪海燕 Hong Haiyan	物流部 Logistics Department
苏州山鹰 Suzhou Shanying	陈彩虹 Chen Caihong	计划管理部 Planning Management Department	邓辉 Deng Hui	品管部 Quality Management Department	强静平 Qiang Jingping	生产部 Production Department
	陈乃明 Chen Naiming	生产部 Production Department	黄言会 Huang Yanhui	市场营销部 Marketing Department	吴红华 Wu Honghua	生产部 Production Department
扬州祥恒 Yangzhou Xiangheng	丁永力 Ding Yongli	生产部 Production Department	卢士莉 Lu Shili	品管部 Quality Management Department	张平 Zhang Ping	设备车间 Equipment Workshop
	冯俊 Feng Jun	生产部 Production Department				
祥恒创意 Xiangheng Innovation	郭瑶 Guo Yao	人事行政部 Personnel Administration Department				
无锡新祥恒 Wuxi XinXiangheng	胡大鹏 Hu Dapeng	设计部 Design Department				
佛山东大 Foshan Dongda	冯瑞洪 Feng Ruihong	物流部 Logistics Department	李兴亮 Li Xingliang	计划管理部 Planning Management Department	梁英玲 Liang Yingling	财务部 Finance Department
	陈慧 Chen Hui	品管部 Quality Management Department	朱保顺 Zhu Baoshun	计划管理部 Planning Management Department	朱和凡 Zhu Hefan	生产部 Production Department
马鞍山祥恒 Maanshan Xiangheng	袁长城 Yuan Changcheng	计划管理部 Planning Management Department	王仁丹 Wang Rendan	生产部 Production Department	韦晓庆 Wei Xiaqing	生产科 Production Department
	陶伟 Tao Wei	生产部 Production Department				
	韦明 Wei Ming	生产部 Production Department	胡成菊 Hu Chengju	供应链部 Supply Chain department	张立勋 Zhang Lixun	市场营销部 Marketing Department
合肥祥恒 Hefei Xiangheng	罗元聪 Luo Yuancong	生产部 Production Department	谢婉婉 Xie Wanwan	计划管理部 Planning Management Department	陈仁杰 Chen Renjie	合肥蜂窝生产科 Production Department
	高茂林 Gao Maolin	生产部 Production Department				
重庆祥恒 Chongqing Xiangheng	张顺祥 Zhang Shunxiang	生产部 Production Department	王晓雷 Wang Xiaolei	生产部 Production Department	穆荣秀 Mu Rongxiu	物流部 Logistics Department
	杨光喜 Yang Guangxi	生产部 Production Department	王继巧 Wang Jiqiao	生产部 Production Department	刘建 Liu Jian	生产部 Production Department
泸州一圣鸿 Luzhou Yishenghong	陈锐 Chen Rui	生产部 Production Department	张香平 Zhang Xiangping	生产部 Production Department	伍文强 Wu Wenqiang	财务部 Finance Department

企业名称 Company	姓名 Name	部门 Department	姓名 Name	部门 Department	姓名 Name	部门 Department
中山祥恒 Zhongshan Xiangheng	叶华路 Ye Hualu	销售科 Sales Department	王国胜 Wang Guosheng	物流科 Logistics Department		
江苏玖润 Jiangsu Jiurun	陈宜举 Chen Yiju	生产部 Production Department	蔡志群 Cai Zhiqun	生产部 Production Department		
环宇国际 Cycle Link	Liwei Zhao	计划运营部 Planning Operations Department	钱然 Qian Ran	大宗业务部 Bulk Business Department	许赢 Xu Ying	废纸浆及原生浆业务部 Pulp Business Department
	陈佳丽 Chen Jiali	人力资源部 Human Resources Department				
宁波环深 Ningbo Huanshen	龚艺 Gong Yi	综合管理部 General Management Department				
云融科技 Yunrong Environmental	王春辉 Wang Chunhui	领先技术中心 Leading Technology Center				



获奖名单
LIST OF AWARDS

华南山鹰 Huanan Shanying	PM31丁班 PM31 Group D
浙江山鹰 Zhejiang Shanying	PM13甲班 PM13 Group A
浙江山鹰 Zhejiang Shanying	PM11丁班 PM11 Group D
安徽山鹰 Anhui Shanying	热电厂乙班 Thermal Power Plant Group B
浙江山鹰 Zhejiang Shanying	热电厂甲班 Thermal Power Plant Group A
华南山鹰 Huanan Shanying	PM31乙班 PM31 Group B
销售公司 Shanying Paper Sales Company	特种纸部 Special paper Department
重庆祥恒 Chongqing Xiangheng	蜂窝车间底托组 Tap group
扬州祥恒 Yangzhou Xiangheng	预印线专家小组 Preprint line expert panel
天津祥恒 Tianjin Xiangheng	平板A班 Tablet Group A
天津祥恒 Tianjin Xiangheng	水印B班 Watermarking Group B
天津祥恒 Tianjin Xiangheng	彩印B班 Color Printing Group B
武汉祥恒 Wuhan Xiangheng	2.2米美光单瓦线 2.2m Meguar single watt line
武汉祥恒 Wuhan Xiangheng	制箱车间模切组 Cutting Group
浙江祥恒 Zhejiang Xiangheng	平板车间B班 Tablet Workshop Group B
华南二区 South China II	印刷班 Printing Class
扬州祥恒 Yangzhou Xiangheng	2.5米线B班 2.5m line Group B
扬州祥恒 Yangzhou Xiangheng	2.5米线A班 2.5m line Group A
浙江祥恒 Zhejiang Xiangheng	制箱车间水印组 Box making workshop watermark group
天津祥恒 Tianjin Xiangheng	市场营销部 Sales Team
浙江祥恒 Zhejiang Xiangheng	市场营销部 Marketing Department
凤凰纸业 Phoenix Paper	PULP DRYER PROJECT TEAM Pulp Dryer Project Team
环宇国际 Cycle Link	美国计划运营团队 The United States plans to run the team
马鞍山天顺 Maanshan Tianshun	生产部三班 Production Department Group 3
中国环宇 Cycle Link China	华东大区 East China district



Outstanding Manager 杰出经理人

卓越运营, 领导力、执行力、协作力
 他们秉承匠心, 以终为始
 他们精益管理, 节能降耗
 他们协同共赢, 互相成就
 用行动诠释榜样的力量
 还有一些人
 他们以身作则, 敢为人先
 带领志同道合的伙伴
 脚踏实地, 并肩前行
 他们是2021年度山鹰国际杰出经理人
 2021年度山鹰国际优秀敏捷组织
 2021年度山鹰国际卓越运营最佳实践
 奖获得者

Outstanding operations, leadership,
 execution and synergy.
 They have a sense of craftsmanship and begin
 with the end in mind;
 They manage in details and reduce waste
 They achieve synergy and help others'
 success
 They portrait role models with actions.
 There are still those
 Who lead by example and dare to be the first.
 They lead a like-minded team
 Marching along feet-to-the-ground and
 shoulder-to-shoulder
 2021 Shanying International Outstanding
 Manager
 2021 Shanying International Excellent Agile
 Organization
 2021 Shanying International The Best
 Practices Of Operation Award



获奖名单 LIST OF AWARDS

潘慧 Pan Hui	包装集团 Packaging Group
林志鹏 Lin Zhipeng	包装集团 Packaging Group
李海峰 Li Haifeng	包装集团 Packaging Group
黄全芳 Huang Quanfang	中国环宇 Cycle Link China
邱碧琴 Qiu Biqin	包装集团 Packaging Group
黄国栋 Huang Guodong	华南一区 South China I
陈光 Chen Guang	浙江山鹰 Zhejiang Shanying
朱广宇 Zhu Guangyu	总部 IBS
高晋 Gao Jin	安徽山鹰 Anhui Shanying
刘鹏 Liu Peng	华南一区 South China I



Good Agile Organization
优秀敏捷组织



Operational Excellence Best Practice Award
卓越运营最佳实践奖

获奖名单 LIST OF AWARDS

人力资源中心 Human Resource Center	一线主管STEP管理技能训练营 Supervises STEP Management Skills Training Camp
亚太造纸事业部 APAC Paper BU	雪杉白牛皮攻关组 Snow Cedar White Cowhide Research Group
华南一区 South China I	瓦楞纸板数码印刷项目团队 Project Team of Corrugated Digital Printing
天津祥恒 Tianjin Xiangheng	天津祥恒退税团队 Tax Refund Team of Tianjin Xiangheng
杭州祥恒 Hangzhou Xiangheng	杭州祥恒残疾人退税项目团队 Disabled Rebate Project Team of Hangzhou Xiangheng

获奖名单 LIST OF AWARDS

浙江山鹰 Zhejiang Shanying	热电厂降低厂用电率项目 Thermal power plant to reduce the power rate
浙江山鹰 Zhejiang Shanying	面层甩浆探索-纸机运行效率提升项目 Surface pulping to explore the operating efficiency of paper machine breakthrough thousands of miles
安徽山鹰 Anhui Shanying	解决PM5成纸纵向定量差项目 Solve PM5 paper longitudinal quantitative difference project
苏州山鹰 Suzhou Shanying	QISDA匹萨盒破损不良率改善项目 Qisda pizza box breakage rate improved
嘉善祥恒 Jiashan Xiangheng	PMC体系优化项目 PMC system optimization project
天津祥恒 Tianjin Xiangheng	复瓦机效率提升项目 Retile machine efficiency improvement

他们劈波斩浪,不辱使命
 他们勇担重责,躬身入局
 他们突破自我,当仁不让
 征途漫漫,惟有奋斗
 他们敢想敢做敢创新
 以奋斗者的姿态去创造无限可能
 他们是2021年度山鹰国际最具执行力
 团队获得者

They break open a way through brambles;
 The shoulder duties with humble hearts;
 They outdo themselves and make change
 happens.
 The only way to thrive is to fight
 They aim high, do a lot and try more,
 Achieving endless possibilities like real strivers.
 They are the 2021 Shanying International Most
 Execution Team winners



获奖名单
LIST OF AWARDS

一等奖 FIRST PRIZE

公共事务中心
 Public Affairs Center

二等奖 SECOND PRIZE

总裁办
 President Office

三等奖 THIRD PRIZE

亚太造纸事业部
 APAC Paper BU

The Most Beautiful Shanying Staff

最美山鹰人



浙江山鹰PM11在厂长刘少杰的带领下各班组各专业齐心协力在安全、产量、质量都有非常大的进步，并接连获得了年度“最佳效益奖”、“最佳质量奖”、“最佳红旗奖”，而这些成绩的背后离不开车间每一位员工的辛勤付出，也是公司各兄弟部门的大力协助和各级领导的严格要求和言传身教的结果

Under the leadership of the factory manager Liu Shaojie, all the teams of Zhejiang Shanying PM11 had made great progress in safety, output and quality, and successively won the "Best Efficiency Award", the "Best Quality Award" and the "Best Red Flag Award" of the year. All these achievements could not be separated from the hard work of every employee in the workshop, the great assistance of various departments and the strict requirements of leaders at all levels and their words& deeds.



无论是家庭还是团队，榜样的力量都是无穷大的。榜样是一个人的前进的方向与动力。浙江山鹰PM15有这样一群人。他们发挥榜样力量，冲锋在前，齐心协力，敢于担当。他们以身作则，以实干诠释使命，以实干带领团队，创造佳绩。他们以不懈怠的山鹰精神，意气风发，豪情满怀，逐梦前行。他们不断努力，攻坚克难，追求卓越，成为强大的自己，造就更强大的PM15。

The power of role model, whether in a family or a team, is infinite. The role model usually guides and motivates others. There is such a group of people in Zhejiang Shanying PM15. They give play to the power of role model, forging ahead, working together and taking their responsibility. They set themselves as example to others, interpreting missions with practical actions, leading the team with down-to-earth attitude and making outstanding achievements. They have never slackened their effort, and usually kept high-spirited and vigorous to forge ahead towards their dreams. They make continuous efforts, overcome difficulties, and pursue excellence to make themselves stronger, thus to create a stronger PM15.



马鞍山祥恒员工牺牲五一假期，坚守工作岗位，奋战在单位的生产一线，圆满完成各项任务。

The staff of Maanshan Xiangheng stuck to their posts, and striving on the production line and successfully completed all tasks during the May Day holiday.



浙江祥恒生产一线倒班工人坚守岗位

The employees working in shifts at the production line of Zhejiang Xiangheng stuck to their posts

安徽山鹰根据消耗量大、原料购入渠道多、散纸产生量大、消防安全难度大等情况，车间组织员工献计献策，开会讨论关于料场消防安全和预防措施的专题会议，研究制成移动式消防水炮车并投入使用。

In the face of its great difficulties in fire safety due to large consumption, multiple raw materials purchasing channel and bulk paper output, Anhui Shanying organized workshop staff to contribute ideas, held a special meeting to discuss the stockyard fire safety and prevention measures, and developed the mobile fire water cannon and put into use.





MDG项目组经过48小时连续鏖战，系统切换提前24小时完成。
After 48 hours of continuous hard work, the MDG Project Team completed the system switch 24 hours in advance.



有这样一群人，他们在急、难、险、重等各种作业环境中不怕脏，不怕累，不辞辛劳冲锋在前、争当表率，他们平凡的身影穿梭在检修现场的各个角落，他们用实际行动诠释着山鹰文化，一份坚守、一份担当、一份责任。他们身上总会有洗不掉的油渍，甚至会有焊火溅后的小洞，这些都是他们一次又一次维修后留下的印记。他们每天奔走在车间的各个角落，检查着大大小小的设备，认真去倾听每一台泵的声音，用心记录下每一个细节，出现问题及时处理，有时为了不耽误生产，要加班加点奋战到很晚。

There is such a group of employees who are not afraid to get dirty and tired in urgent, difficult, dangerous and heavy operating environment, forge ahead in the face of hard work, and strive to set an example. They shuttle back and forth at the overhaul sites, demonstrating the spirit of perseverance and sense of responsibility of Shanying people with practical actions. There may always be oil stains on their clothes that can't be washed off, and even small holes after welding fire splashes, which are signs for their hard work. They shuttle back and forth at different workshops to check the equipment, attentively listen to the sound of each pump, carefully record every detail and solve problems in time. Sometimes, they have to work overtime and late so as not to delay production.



在你不经意间提出的一个小小的建议，带来的好处可能是意想不到的。在PM11现场有部分设备离地面很高，工作时需要爬梯登高，既不方便，又有高空坠落的危险。浙江山鹰PM11通过在设备周围、下方安装平台，装设围栏，保障了安全，提高了工作效率。

A little suggestion may lead to unexpected benefits. At the site of PM11, some equipment is very high from the ground, so it is necessary to climb the ladder when working, which is not convenient, and there is the risk of falling from a high altitude. Zhejiang Shanying PM11 has installed platforms and fences around and below the equipment, thus to ensure safety and improve work efficiency.



郭云是2003年入职浙江祥恒的一名老员工，听力有障碍，入职以来，她不怕苦不怕累，扎根在生产一线。两班倒工作模式强度较大，但她十几年如一日，工作始终勤勤恳恳，认真负责、积极主动，制箱车间全自动模切机、印刷机等主要机台都有她奋斗过的足迹，且技能娴熟，是个全能型一线员工，她以踏实肯干的工作态度和过硬的操作水平赢得了公司上下的一致好评，曾荣获集团“先进个人”荣誉称号。

Guo Yun, who is hearing-impaired, joined Zhejiang Xiangheng in 2003. Since then, she has been working very hard at the production line. She works on two shifts, which is very laborious, but she has been working diligently, seriously and actively for more than ten years. She has worked on major machines, such as full-automatic die-cutting machine and printing machine. She is a highly skilled and well-rounded staff at the production line. Her down-to-earth working attitude and excellent operation level has won unanimous praise in the Company. She was awarded the honorary title of "Advanced Individual" by the Group.



浙江山鹰PM12停机检修按计划更换流浆箱稀释水阀，通过改变拆装顺序提高工作效率，降低工作强度，原本平均更换一个阀门的时间大约在30分钟，经优化缩短至20分钟左右，为后续的周期更换及其他机台的稀释水阀更换积累了丰富的经验。

During the maintenance outage, Zhejiang Shanying PM12 replaced the dilution valve of the slurry tank as scheduled, in the process of which they improved work efficiency and reduced workload by changing the disassembly and assembly sequence. Originally, it would averagely take about 30 minutes to replace the valve, but now it is reduced to about 20 minutes after optimization, which has accumulated rich experience for subsequent periodic replacement and replacement of dilution valve on other machines.



面对山东烟台突如其来的疫情，华北一区烟台厂区的生产再次迎来一场考验。在这场突来的战疫当中“满足顾客要求”的企业宗旨没有改变，面对顾客的订单无一拖延，并且保质保量的完成了任务。

In the face of the sudden outbreak of the epidemic in Yantai of Shandong Province, the production of Yantai Factory in North China I ushered in a test again. During this sudden outbreak, the employees have been adhering to the enterprise tenet of "satisfying customers", and have never delayed one order of the customers and completed all tasks while guaranteeing both quality and quantity.



新冠确诊的出现使莆田人被迫停下繁忙的脚步，莆田祥恒也立即进入了全员防疫的状态，组建防疫小组，统筹部署防疫工作。
Putian people were forced to stop their busy steps due to the emerge of new confirmed COVID-19 cases. Putian Xiangheng also immediately put all staff on epidemic prevention, set up an epidemic prevention team, and made coordinated arrangements for epidemic prevention.



为阻断疫情传播链，厦门祥恒迅速响应，召集管理人员制定详细的防疫管控措施。抗疫小组安排中层干部在公司门口监督所有入厂人员佩戴口罩、体温检测及查看健康码及员工行程轨迹，监督员工上、下班打卡及在食堂用餐，保持一米线安全距离，避免交叉感染。

In order to block the transmission chain of the epidemic, Xiamen Xiangheng responded quickly and summoned administrative staff to formulate detailed epidemic prevention and control measures. The middle-level executives were arranged to supervise all employees to wear masks, check their temperature, health QR codes and digital travel records at the gate of the company, and supervise employees to clock in and out of the company and dine at the canteen, keep a safe distance of one meter to avoid cross-infection.

为保障全厂职工安全，华南山鹰一场企业内部“防疫战”也随即打响。公司领导高度重视，第一时间召开紧急会议，组织下发加强疫情防控的紧急通知，明确厂内各部门必须压紧压实防控责任，严格落实长泰区防控指挥部要求，保证全厂员工健康。

To ensure the safety of all workers in the factory, Huanan Shanying also immediately started the fight against the epidemic. The leaderships of the company attached great importance to it, held an emergency meeting immediately, organized and issued an emergency notice to strengthen epidemic prevention and control, specifying that all departments in the factory must take responsibility for epidemic prevention and control, strictly implement the requirements of Changtai District Headquarters for COVID-19 Prevention and Control, and ensure the health of all employees in the factory.



时值大家赶订单冲刺产量的月末，新冠疫情卷土重来。为此，扬州祥恒紧急启动防疫应急预案，明确疫情防控小组各组职责，第一时间处理好与所有客户的沟通，协调好订单的转接，落实好人员的生活物资的补给及防疫措施落地，与疫情抗争，与疫情赛跑。

It was the end of the month when everyone rushed for orders and production that the COVID-19 pandemic resurged. To this end, Yangzhou Xiangheng urgently launched the emergency plan for epidemic prevention, defined the responsibilities of each epidemic prevention and control team, and communicated with all customers in the first time, coordinated the transfer of orders, ensured the supply of living materials for personnel and the implementation of epidemic prevention measures, fought and raced against the epidemic.



在大灾大难面前，我们牢记使命，恪守职责

In the face of disasters, we have kept our mission firmly in mind and honored our duties

文/扬州祥恒 徐顺惠

2021年7月末，新冠疫情卷土重来。病毒变异毒株——德尔塔凶猛的踏上了扬州的土地。短短几日造成几十人确诊。7月31日，扬州紧急按下了暂停键，企业停工、交通停运、村镇封闭，扬州进入封城状态。正值月底，我们还在加紧赶单冲刺产量，一切来的太突然！

疫情来得太快，所有人措手不及。8月1日，总经理江胜紧急召开防疫应急会议，启动防疫应急预案，明确疫情防控小组各组职责，要求在2天内处理好与所有客户的沟通，协调好订单的转接，落实好人员的生活物资的补给和防疫措施落地。时至今日，封城已一月，在这一个月里，在疫情的最前端，我们用企业赋予我们的诚信、关爱、激情、责任与疫情抗争，和疫情赛跑。



一、显诚信，高于疫情

封城封路，产品无法交付了！销售部在汤寿瑜副总的带领下，10多个业务经理逐一给客户挨个打电话，说明扬州疫情情况，对接订单交付方法；物流部要求货车司机24小时内不间断进行核酸检测，就为了在核检报告有效期内能发车就发车；重大客户专人负责，一单一议定向转单，如统一、康佳、格力、银鹭等重大客户订单转发给浙江祥恒、马鞍山祥恒、苏州山鹰、常州祥恒等兄弟公司。疫情暴发了，但业务部门尽最大的努力保全订单，保护客户，用赤诚，用行动第一时间践行诚信的品质。

二、奉关爱，超越疫情

交通堵了，生活物资也进不来了！扬州祥恒特殊的地理位置，被堵档在杭集镇封镇圈围之外，造成了我们进不了镇里唯一的红豆万花城超市购买生活物资。食堂供应商也被堵档在各自的区域，无法再为我厂供应食材。宿舍里住着的200多人每天的生活物资进不来，不仅影响员工的生活还会造成员工偷偷外出带来的安全隐患。刚开始，我们想方设法绕路、找路去采购，后来干脆采用“里应外合”的方式为员工集中办理。每天我们——统计各个宿舍的生活所需，发给住在超市旁边的人员统一购买，买好送到我们厂子围栏边，“里应外合”，将生活物资从围墙递送过来，每天一车货物就通过这样的方式“运输”进我们厂，解决了在厂职工200多人的三餐所需；为防止食堂工作人员被堵隔在家中影响食堂供

餐，封城当天，我们的后勤人员就带好了换洗衣物，驻厂工作，减少走动，安全的保障在厂人员的就餐需求；同时我们临时紧急整理出招待间，安顿好滞留在厂的人员的住宿和生活。每一个安排、每一件小事，都让员工感受到企业对员工的关心与付出，浓浓的关爱情谊超越了疫情的隔档。

三、拥激情，冲谈疫情

歇工不歇事，机器开不了，我们可以磨刀（设备维保）！把曾经暂缓的那些保养检修计划拿出来实施。水印机、模切机、胶印机、生产线。一台一台机器扫过去，跑、冒、滴、漏、松、脱、锈。一个一个隐患点查过去，认真重新细化维修计划，精确到每一个机台、每一个接头，每一个螺丝，列任务，定人员，逐一解决，一个不漏。

虽然辅料进不来，但不断跟踪着各种原辅料的价格，掌握着第一手的市场资料；虽然未生产，但把订单工艺结合以往生产实际逐一盘查，看看还有无可节降的改进点；虽然未接单，但电话拜访客户不曾中断，招标的报价，合同的续签，不断跟进客户的需求；虽然没开机，但利用这充分的时间把以往培训的课件都全部拿出来重新温习一遍。我们没有静静的等待政府的复工通知，我们满怀激情和疫情赛跑，要把疫情的影响冲淡到最小。

四、守责任，重于疫情

扬州一声令下，封城停工！企业响应了。厂区宿舍区大门关紧了，严格管控人员外出，恪守防疫管理要求；客户发来请求要求再到一车货，否则他们就要停线了，总经理出面找政府协调，区主任上门亲自来做防疫监控，终于送出了一车货；客户产品的开票期已到，人员无法来，门锁无法开，我们通过110协调人来开锁；政府夜里发来通知，要求我们自发组织6点做核酸，防疫小组5点就开始布置检测现场；污水处理技术员封隔在村里，污水处理站水位已过警戒线，我们联系防疫中心和派出所的领导，无论如何都要把技术员接到单位来；有个员工阑尾炎发作了，我们专车接送往返医院，减少与外人接触。在大灾大难面前，我们谨遵教诲，恪守着对社会、对客户、对企业、对员工的责任承诺！

疫情的防控已初见曙光，只要我们坚信，只要我们同心，停工激情不减，停产技术不退，不久复工后，一定会再见我们的光芒，感谢兄弟公司的援助和支持，我们一起为山鹰腾飞贡献力量。

无畏疫情的特种纸销售纪实

Specialty paper sales during the COVID-19 outbreak

文/销售公司 王贺

2021年新型冠状病毒依然不断的在全国多地爆发，在和病毒的局部的战斗中，有这么一群人怀着坚定的信念，毅然决然的坚守工作岗位，无畏逆行：他们就是销售公司的特种纸团队，我们口中的“特种兵”。

疾风知劲草，板荡识英雄。疫情面前，有些人想着如何逃离疫区，有些人却自愿请命奔赴前线。我是王贺，作为特种纸组的经理，也是销售“战疫”的一员，切身体会了艰难和危险，也感受到了带领团队克服疫情困扰并达成销售目标的自豪感（5月106%、6月108%）！

写文章的时候，我正在东莞的酒店隔离，因为被隔离所以有时间静下心来，回想这两个月以来的各种不“疫”和艰辛。

2021年5月13日安徽六安爆发疫情，因为时间公布较晚，业务员蔡励勤在5月14日周五晚上抵达六安，希望周末拜访客户，但下了高铁后被告知酒店隔离，经过第二天的核酸检测后放行，业务员并未畏惧，在做好防护措施的情况下，继续开展后续的业务。

经过此事，特种纸团队号召大家及时接种新冠疫苗，做好防护措施，因为我们的跑动区域太大，随时可能到达疫区。

2021年5月21日广东荔湾区疫情爆发波及整个广东省，作为特种纸的主战场，销量占比40~50%，我们深感压力之大。虽然看到前方的疫情危险，但我们依然选择坚定前行！首先，我们要求2个业务员做好个人防护，不要乘坐公共交通；其次，不能去中高风险区，防止被隔离。最后，少去公共场所，避免密集接触。

清晰的记得5月28日，我和薛磊、牛越三人从广东基地开车前往茂名拜访客户，即将离开时手机新闻说茂名出现一例病例。当晚抵达廉江准备第二天的拜访，但廉江维也纳酒店说我们有广州的行程码，要求我们去核酸检测，辗转几个酒店才勉强入住。

6月随着广东疫情的严重，我们发现刚刚去过的佛山、清远、东莞都出现了病例，我也变为了黄码，110和肇庆大旺政府也联系我，核酸检测后又回归绿马。当时我和同事笑称，我们到哪里，哪里就出现疫情，可以去买彩票了。

尽管广东疫情不断加重，我们不断的做着核酸检测，记得6月10天内，我做了6次核酸检测，但依然没有阻挡我们行动的步伐。

面对具有超强传播力的Delta变异病毒，其实我们可以借着疫情的缘由停下来，在酒店和住的地方打电话拜访客户。但是我们不能这么做，广东疫情已经导致我们销量大头的水泥袋需求下滑30%~50%，很多工厂停工停产，我们必须抓住有限机会和时机，别人不敢来广东，我们在广东；别人在广东不敢跑动，我们敢跑动。

6月温州平阳地区又爆发病例，长三角业务员还是坚持在那里跑客户，因为平阳是小客户集散地，用纸量很大。

7月22日，我再次黄码并被就地隔离，因为7月19日从南京飞广州，虽然当天南京飞珠海的出现了病例，但是很庆幸，我与病毒擦肩而过，3次核酸检测都正常。（19日一天的行程：上午在浙江基地，



下午在安徽基地，晚上12点到达广州！

以上是特种纸的销售战“疫”之路，我们用逆行和舍弃，固守着这场没有硝烟的销售战争，我们超越了同行，也超越了自己！我们是最美的逆行者！

鲁迅先生曾说过：“我们自古以来，就有埋头苦干的人，有拼命硬干的人，有为民请命的人，有舍身求法的人……”我们特种纸团队，就要做这样的人，我们要做销售公司的特种兵，做销售公司的战狼，做销售公司的尖刀！

最后，向所有奋战在销售一线的战友们致敬，向在后方默默无闻的内勤团队致敬，向一直支持特种纸的公司领导致敬。

加油特种纸！山鹰销售，永远奋斗！！

超越,做最棒的自己——最美山鹰人赵艳飞专访

Exclusive interview on Zhao Yanfei: outdo yourself and be the best

2010年8月,正在上大三的赵艳飞踏入了山鹰销售公司实习。彼时他对于造纸及销售一无所知,但山鹰务实、踏实、奋进的氛围,深深打动了他。实习结束后,零基础、无经验的他坚定地选择成为一名山鹰销售人,开启了自己的山鹰探索之路。

知易行难,行胜于言。这期间,赵艳飞从一个初出茅庐的懵懂少年成长为独当一面的业务骨干,十年如一日的用自己的实际行动践行着山鹰核心价值观。



跳出舒适圈,挑战自我

作为一名85后,赵艳飞从小衣食无忧,性格单纯。但他想挑战自我,做出改变。大学毕业后他拒绝了父母为他安排的体制内工作,成了一名苦中作乐的销售人,在他看来,“销售虽然苦,但是能锻炼人”。他希望能到一线的艰苦岗位去,挑战自己,锤炼能力。

跳出舒适圈,需要勇气,也需要实力。如何快速适应,融入业务,不给组织拖后腿,是赵艳飞面临的第一大挑战。谈及如何攻克这一难关,他坦言,没有捷径——求己、求人。

他回忆说,到山鹰后,公司提供的“传帮带”带教,给予他非常多落地端的指导和帮助。在学习专业知识之余,他还不断去接触客户,把所学应用在实践中,并总结经验不断改进,渐渐地他的业务“越做越熟练”。

没有过硬的专业背景,没有丰富的销售经验,在公司的培养和赵艳飞个人的努力下,他一点一滴的积累,快速成长,顺利度过适应期。

拼尽全力,超越自我

赵艳飞的钉钉签名档,写着这样一句话:“业精于勤,荒于嬉。”这是他对自己时刻的警醒。时光荏苒,他见证了山鹰的蓬勃发展,也在时刻反思如何自我提升,跟上公司发展的步伐。为了配合销售市场拓展的需要,赵艳飞接受过多次区域的调整,足迹从江苏到江西到湖南到陕西到天津到郑州,他一直不忘初心。他深知,唯有拼尽全力,才能超越自我,攀越人生巅峰。

2019年起他开始独立负责郑州片区的销售,摆在他面前的是国内市场环境持续恶化、竞争对手众多、外围客户群经营时间短、物流周期长、价格偏低等诸多困难。一来就面对极度的困境,他没有退缩,反而更坚定他啃下这块硬骨头的决心。为了达成目标,他没日没夜地梳理资料,从客户深访、市场调研、产品定位等方面进行突破,迎接市场的千变万化,创造了一个又一个奇迹。月度销售额也从之前的3000吨提升至高峰时期的9000吨,2019年全年超额达成任务目标。

山鹰销售公司总经理高潮曾这样评价赵艳飞,称他是一个做事踏实且灵活的人,面对问题有担当、懂方法。前不久,郑州经历了水灾和疫情,物流几乎停滞,他耐心和客户沟通,见招拆招、想方设法达成了7月、8月2个月发货12000吨,在灾情的冲击下,能取得这个成绩,实属不易。

修身养性成就自我

在父母的耳濡目染下,赵艳飞从小就将“修身、齐家、治国、平天下”作为自己的人生信条,工作后,时刻将山鹰的价值观铭记在心,见过他的人都对他的热情阳光印象深刻。

今年8月5日下午赵艳飞路过天津市宝坻区窝头桥时,发现一名女子在桥边毫无征兆地跌入河中,情况危急。他义无反顾地跳下去,将落水女子成功救上岸来,赢得了社会的广泛赞誉,被集团授予“最美山鹰人”称号。再次谈及此事,他说“其实跳下去之前犹豫了一下,因为我也有家庭,父母妻儿,也在想救人上来的同时,自己是否会安然无恙。但是犹豫的时间只有那几秒,从小受过的家庭、学校、社会教育让我必须去救!然后就跳下去了。”事后,他拒绝了一切采访,在他看来,“救人是一种本能,国家的社会发展及传统美德的建设发扬,离不开所有人的实践努力。”他相信,“人人传递正能量,我们的国家会更好。”

要成就自己,就需要对人生做一个切实可行的规划。他不断学习,提升自己,实现工作和生活理想。工作之余,兴趣广泛,酷爱学习,报考了南开大学的MBA,期望充实丰富自己的管理经验,力争做一名优秀的管理者,为山鹰的腾飞贡献自己的力量。

把自己的工作做到极致,毫无保留地付出和努力,做最棒的自己,这是赵艳飞“做人、做事”的原则,正如他自己所说:“山鹰承载着我整个青春岁月,我定当继续做好本职工作,照顾好家庭,不断修炼提升自己的修养格局,进而在事业上开疆拓土。”我们也祝福他在未来征程中,在山鹰的平台上越飞越高!

一如既往 奋勇前行——亚太造纸事业部总经理陈银景专访

Exclusive interview on Chen Yinjing, general manager of APAC Paper BU: forge ahead as always

如果把山鹰诸多的产业比作大家族,那造纸产业是当之无愧的“长子”,山鹰的做大做强与造纸人的功劳密不可分。疫情之下的2020年,亚太造纸事业部在变化中坚定目标,在挑战中实现突破,稳前行,开新篇,逆势而上,取得了骄人的业绩,荣获股份公司2020年奋斗目标奖、特别贡献奖。本期我们采访亚太造纸事业部总经理陈银景,来看看这些做人业绩背后,都蕴藏了怎样的细节和力量。

攻克难,强运营,创佳绩

在充满变数的大环境下,造纸模块快速反应、果断决策,取得了“防疫、绩效”两手硬的可喜成绩,陈总认为“这也是造纸模块以自身的确定性赢取2020年胜利的核心基础”。

在过去的几年,造纸模块围绕挖潜增效不断修炼内功。各个基地持续不断的梳理架构、简化流程、补足短板,利用共享思维优化内部管理,积极提升各基地综合效率与效益。

一个优秀组织的诞生,离不开一个出色的营销团队。销售团队紧密配合,多次在行业内率先/主动调整了产品的售价,为2020年的利润目标的锁定做出了突出的贡献。

成功只给有准备的人,在陈总的带领下,造纸人以孜孜以求、不懈奉献的激情赢得了股份公司2020年奋斗目标奖、特别贡献奖。这不仅是对他们这一年奋斗的高度认可,更是对造纸模块加冕的最高荣耀!

赢战役,拓产能,强赋能

潮平两岸阔,风正一帆悬。2021年是山鹰新五年战略的开启之年,也是关键一年。对陈总及造纸模块而言,目标和任务已清晰可见,团队将如何再赢荣耀?他们也早就做起了谋划和部署。

2021年起,全面禁止外废、国废争夺日趋激烈。摆在造纸模块面前的一大难题:保障原料。对此,陈总表示“原料渠道的建设及高端纤维的获取,将是我们长期坚持的方向。目前我们已经拥有了国内废纸回收公司中国环宇,全品类回收资源回收公司环深,以及专门为回收资源搭建的产业互联网平台——上海云融。事业部为整个回收价值链设立了切实可行的业绩指标,所有工作都在紧张有序的进行中。他也有信心带领造纸模块打赢这场阻击战。

今年虽然没有新产能投放,将通过现有存量机台充分发挥效率,挖潜提升小幅产能。在数字化建设上,造纸模块也在积极探索,目前事业部已经形成以造纸ERP、MES、CRM、SRM、EAM、BPM等系统为核心打造的应用系统群,同时,事业部还在国废采购和工业大数据应用领域进行数字化探索,赋能智能生产。

在人才发展上,造纸模块结合岗位胜任素质模型和员工的绩效情况选拔梯队人员,注重知识技能、兼顾发展潜力,正是在这个充满挑战与机会的团队里,造纸模块的每个人都获得了快速成长。

阅文化 践初心 担使命

2020年,公司推出11篇董事长谈文化。造纸事业部全员也认真学习,在和陈总的对话中,除了谈到造纸模块的规划和发展,陈总还多次谈到了对于董事长谈文化的感悟。

他提到《关注客户的客户》:这其实是一种服务“价值链”的思维,也是一种“创造价值、实现共赢”的思维。现代企业参与竞争的除了产品外,还有服务- 往前一步,和客户站在一起,共同开拓,价值共享,让山鹰最终成为“价值链”中不可或缺的一个环节。

对于《如何思利及人》。陈总理解“只有站的高,才能看的远。”“思利及人”其实是让我们站在更高处,走出“自我”的局限,用“换位思考”取得认同,促进企业这个“大我”的良性发展。同时,在公司内部也要建立“服务”的理念,内部的纵向工作流和横向工作流,都可以利用“服务”理念,提高效率 and 效益,使企业内部达到“效益最大化”。

而对于《机会给有准备的人》,陈总深有感触:去年的疫情,让我们深刻领会到了“危机并存”的道理,对于“顺与逆”我们有了更深刻的思考和理解”。他还举了当下纸价涨价的例子。在他看来,纸价的涨跌都是行业正常的态势。在复杂的局面下,“唯有以不变应万变”,做好行业深度研究和分析,掌握国废渠道,把握大宗物料行情,提升精益生产,降低制造费用,加强产业布局,夯实数字化经营和数字化营销,强化队伍建设,提升企业凝聚力,才是在激烈竞争中脱颖而出的根本路径。

惟其磨砺,始得玉成;惟其笃行,弥足珍贵。乘风破浪的造纸人,也将在陈总的带领下,在大家共同努力下,一如既往奋勇前行,脚踏实地再攀新峰!





05

Love makes you brave, strength of Shanying

不忘初心 勇者无疆

我们来自五湖四海
 怀着相同的梦想,相聚在山鹰
 我们每天朝夕相处
 工作中为一个共同的目标奋斗
 在山鹰大家庭中
 我们守望相助 相互成就
 聚能量 展风采

We come from all corners of the country
 We hold the same dream, and get together at Shanying
 We spend every day together
 We strive for a common goal in work
 In Shanying
 we help and support each other
 Gather together to present ourselves

第五章 | Chapter V

01



04 广东山鹰组织成立足球队, 组建后一星期便约战小鹏足球队, 双方鏖战100分钟, 最终比分定格在4:4, 赛后双方友好互动, 互相赋诗相赠

Guangdong Shanying set up a football team. A week after the establishment of the football team, they had a match with the Xiaopeng Football Team. After the 100-minute fierce battle, the final score was fixed at 4:4. After the match, the two sides exchanged poems as gifts.

05 广东山鹰举办第一届文体活动暨乒乓球比赛在员工文体活动中心展开, 活动时间为一周

The First Cultural and Sports Activity & Table Tennis Competition lasting for one week was held by Guangdong Shanying at its Employee Recreation and Sports Center

06 广东山鹰开展了以“携手齐进步, 踏上新征程”为主题的团建活动

Guangdong Shanying carried out the team building activity themed by "Join Hands for a New Journey"



01 安徽山鹰工会组织开展的以“新山鹰, 有你更精彩”为主题的迎新春系列趣味运动会

The Labor Union of Anhui Shanying organized the fun sports meeting themed by "Join Us to Build a Better Shanying" to celebrate the Chinese New Year

02 安徽山鹰第七届篮球联赛圆满落幕

The Seventh Basketball League of Anhui Shanying came to a successful conclusion

03 安徽山鹰第六届“谁‘羽’争锋”羽毛球比赛圆满落幕

The Sixth Badminton Competition of Anhui Shanying came to a successful conclusion



同守和谐生态环境 共建文明绿色家园
践行绿色智能造纸, 同守和谐生态环境——2021广东山鹰团建拓展活动

01 贵州祥恒召开员工集体生日会，整个生日会场洋溢着温馨，让员工在这紧张繁忙的工作之余感受到公司这个大家庭的温暖，增强了员工的归属感与凝聚力
 Guizhou Xiangheng held a warm collective birthday party for employees
 It made the employees feel the warmth of the big family after the busy work, and enhanced their sense of belonging and cohesion.

02 合肥祥恒举办“凝心聚力创未来”系列文化活动
 Hefei Xiangheng held a series of cultural activities themed by “Make Concerted Efforts to Create the Future”

03 杭州祥恒组织首届团建活动
 Hangzhou Xiangheng organized the First Team Building Activity



04 华南山鹰与全球最大的纸机织物备件奥伯尼国际有限公司专家团在长泰一中体育场进行了一场足球友谊赛
 Huanan Shanying had a friendly football match with the expert team of Albany International (the world's largest paper machine fabric spare parts manufacturer) at the stadium of Changtai No.1 Middle School.

05 华南山鹰开展“团结拼搏 共创未来”华南山鹰2021年中高层团建活动
 Huanan Shanying carried out the executive team building activity themed by “Unite to Create the Future Together”

06 华南山鹰开展“学党史 知党恩 跟党走”主题党建活动
 Huanan Shanying carried out the Party Building Activity



01 华中山鹰勇夺2021年“万华杯”企业职工拔河赛冠军

Huazhong Shanying won the Championship of "Wanhua Cup" Tug-of-war Competition



02 华中山鹰组织青年员工前往松滋浼水风景区，开展主题为“青春飞扬 欢乐浼水”的团建活动

Huazhong Shanying organized young staff to Songzi Weishui River Scenic Spot and carried out the team building activity themed by "Have Fun at Weishui River Scenic Spot".



03 集团公司销售团队共150余人在华中山鹰开展“凝心聚力英雄城，携手共筑山鹰梦”为主题的户外团建活动

More than 150 employees from the Group's Sales Team visited Huazhong Shanying and carried out the team building activity themed by "Join Hands to Build Our Shared Shanying Dream"



04 马鞍山天顺公司党支部党员赴大别山商城革命纪念馆，开展“牢记初心使命，坚定理想信念”主题活动

The party members of Maanshan Tianshun Party Branch visited Dabie Mountain Revolutionary History Memorial Hall and carried out the activity themed by "Keep Our Original Aspiration and Mission Firmly in Mind and Stand Firm in Our Ideal and Faith"

05 马鞍山祥恒组织开展“齐心协力，我心飞扬”团建活动

Maanshan Xiangheng organized the team building activity themed by "Making Concerted Effort and Let Our Dreams Fly"

06 莆田祥恒举办了“庆五一·迎五四”拔河比赛

Putian Xiangheng held a Tug-of-war Competition to celebrate the May Day and the Youth Day

07 莆田祥恒员工生日会在一楼培训室圆满举行，50多位寿星在一片欢声笑语中度过了温馨美好的时光

The birthday party of Putian Xiangheng staff was successfully held at the training room on the first floor. More than 50 employees celebrated their birthday together and spent a warm and happy time in the laughter



01 四川祥恒人事行政部筹备组织发起了第一届篮球比赛

The HR & Administration Department of Sichuan Xiangheng organized and initiated the First Basketball Competition

02 武汉祥恒以植树节为契机,开展以“拥抱春天,播种绿色”为主题的植树活动

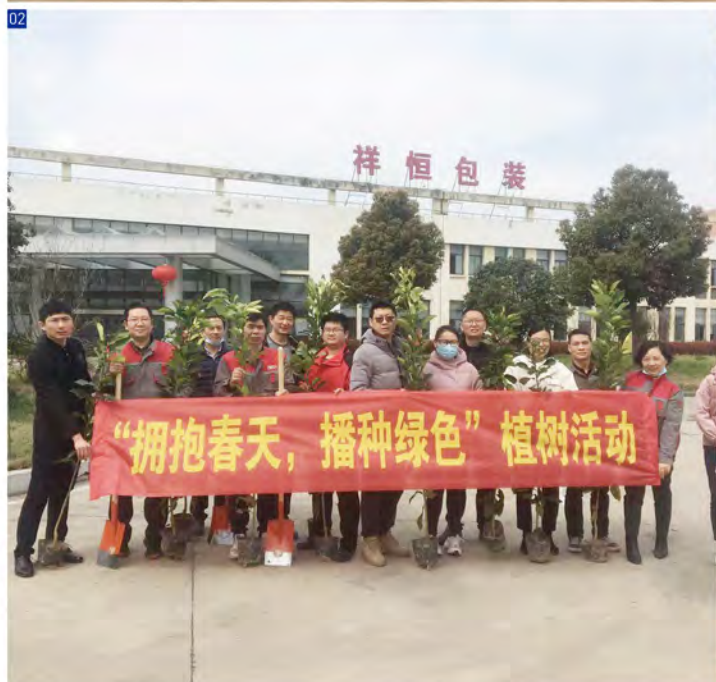
Wuhan Xiangheng took the Tree Planting Day as an opportunity to carry out tree-planting activity themed by "Embrace Spring, Sow Green"

03 山鹰国际亚太造纸事业部开展“聚势赋能、融合共赢”团建活动

Shanying International APAC Paper BU carried out the team building activity themed by "Resources Sharing and Integration for Win-win"

04 扬州祥恒包装有限公司在厂区内开展了以“迎五一,凝合力”为主题的团建活动

Yangzhou Xiangheng carried out the team building activity in the factory to welcome the Labor Day and aggregate resources



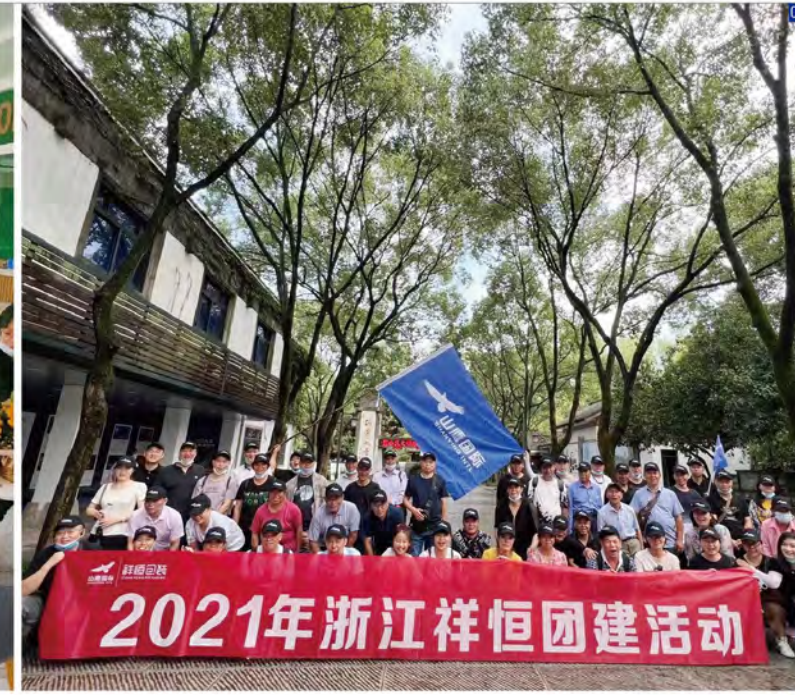
01 浙江山鹰组织开展“三八妇女节插花沙龙”活动,为在岗位上辛勤付出的女性员工送去祝福
 Zhejiang Shanying carried out the flower arrangement salon activity to celebrate the Women's Day and send blessings to female employees who work hard on their posts



02 浙江山鹰办公室举办“舌尖上的美味”厨艺争霸赛
 Zhejiang Shanying held the Cooking Competition



03 浙江山鹰前往南北湖高阳山开展大年初一“登高祈福”活动
 Zhejiang Shanying held an activity to climb Gaoyang Mountain at Nanbei Lake Scenic Area and pray for good fortune on the Lunar New Year's Day



04 浙江祥恒组织员工开展2021年度全员团建活动,走进鲁迅故里,感受江南水乡韵味
 Zhejiang Xiangheng organized the staff to carry out the first team building activity in 2021. They visited the hometown of LU Xun and experienced the charm of the Yangtze River Delta

05 一场别开生面的多肉种植DIY活动在山鹰总部大楼3楼1号培训室举办,大家利用午后的闲余时光亲身体会种植的乐趣
 A succulent plants DIY activity was held at the No.1 Training Room on 3F of the Headquarters Building of Shanying. Employees spent their spare time in the afternoon experiencing the fun of planting

06 山鹰国际总部党支部积极开展“红色主题月”活动
 The Party Branch of Shanying International Headquarters actively organizes "Red theme month" activities