



左方市



a	Cl tgmI k c l r _ j K _ l _ e c k c l r ? I b N c p d m p k _ l a c	32
a	E p c c l N p m b s a r g m l	34
	Cl c p e w Q _ t j l e ? I b C k j q q m l A s r r j l e	34
	J m u + a _ p ` m l C k j q q m l q	35
a	E p c c l A m l q r p s a r g m l	37
	W s f m l e Q r _ l b _ p b	37
	U _ r c p n p m m d C l e j l c c p j l e K c a f _ l p x _ r g m l	4 .
a	E p c c l J j l c	40
	F s k _ l P j e f r q ? I b J _ ` m p N p _ a r g a c	41
a	R _ j c l r R c _ k A m l q r p s a r g m l	42
	A m k n _ l w C k n j m w c c q N p m d c q q m l _ j Q r p s a r s p c	42
	A m k n _ l w C k n j m w c c q @ w C b s a _ r g m l	42
a	T s j l c p _ ` j c E p m s n q	43
a	a D _ g p * H s q r ? I b L m l b j q a p j k j l _ m p w C k n j m w k c l r N m j j a w	43
	N p m r c a r g m l M d U m k c l i q P j e f r q ? I b i l r c p c q r q	43
	T s j l c p _ ` j c E p m s n q N p m r c a r g m l	44
a	@ _ q j a P j e f r q ? I b N p m r c a r g m l	45
	a @ _ q j a F s k _ l P j e f r q N p m r c a r g m l & Q w q r c k * A f _ l l c j *	45

#B



@MSR RFQ PCNMPR

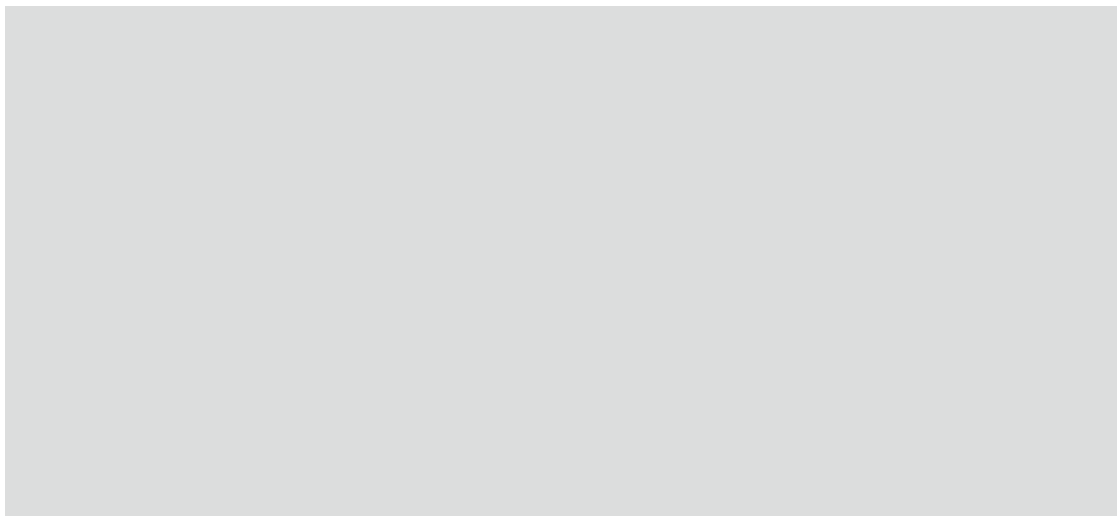
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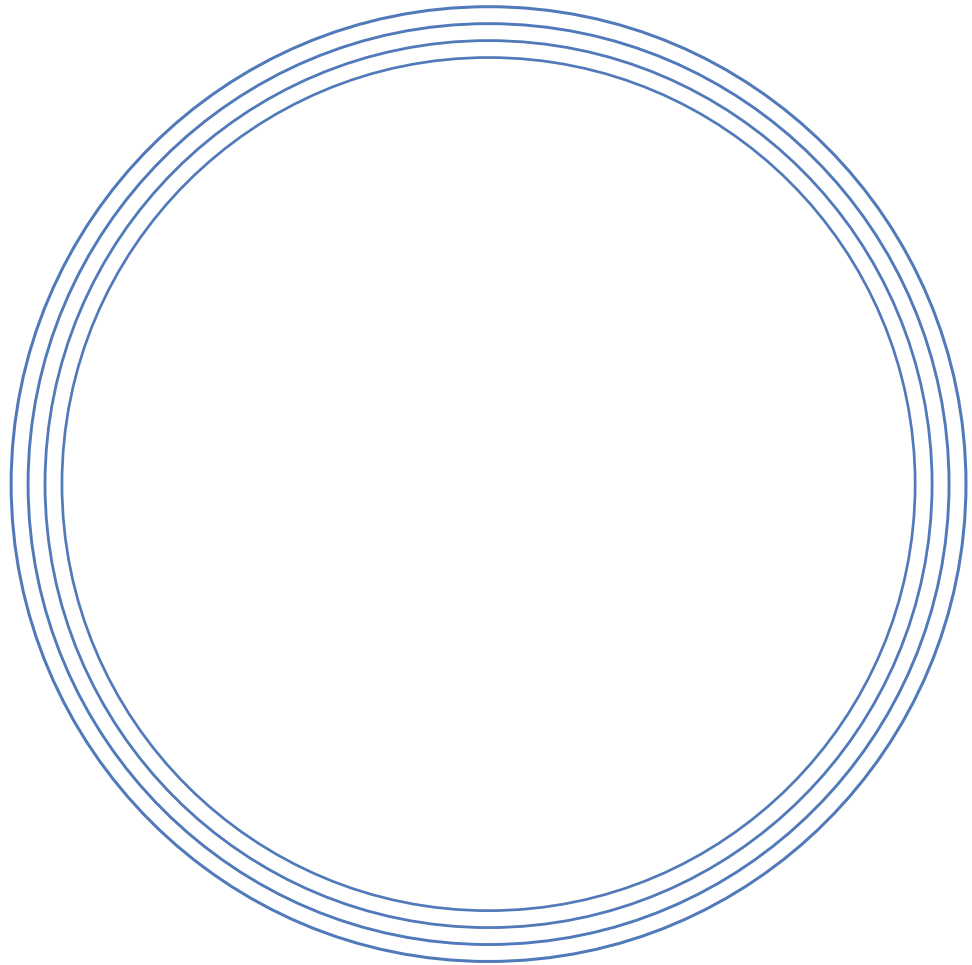
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Mpgclr_j Wsfmle gq pcqnm lqg`jc dmp qmjtg le \_jj u\_rcpnpmmdyle nrm`jc kq dmp fsk_l`cyleq, ?q \_nrmcdqgm l\_j nrm tgbcp md u\_rcpnpmmdyle qwqrc k qmjsrgmlq\* Mpgclr\_j Wsfmle f\_q qsaacq qdsjjw \_nnjgcb t\_pgmsq md u\_rcpnpmmdyle qwqrc kq rm `sijbg leq* fgef u_wq* sp`\_l pm\_bq \_lb`pgbecq* kcrpmq* sp`\_l p\_gju\_wq\* fgef+qnccb p\_gju\_wq\* \_gpnmprq\* \_lb u\_rcp am lqcpt\_law d\_aujrgcq, Msrqr\_lbg le cv\_knjcq \_pc A fg l`lq pcnqcqlr_rgtc `sijbg leq\* dmp cv\_knjc, Rfc Epc\_r F\_jj md rfc Ncmnjc \_lb 0..6 @cghg le Mjwknqag glajsbgle rfc @gpb lq Lcqr \_lb rfc U\_rcp As`c*_q ucjj _q g knmpr_lrl_rgm l_j gl dp_qrpsarspc am lqrsargml nrm hcarq qsaf _q @cghg le+Qf_l ef_g fgef+qnccb p_gju_w*_lb @cghg le Kcrpm, Mpgclr_j Wsfmle f_q cqr`\_jgq fcb jmle+rcp k \_lb qr`_jc qrp_rcega am mncp_rgm l pcj_rgm l ugrf kmpc rf_l 0.. pc_j cqr_rc bctcjmncpq _lb j_pec clrcpnpgcq glajsbgle T_l ic* Fcleb_* Amslrpw E_pbc l _lb Qsl_a* cra, Mpgclr_j Wsfmle f_q qmjb grq npmb sarq rm mpbg l_pw d_kjg cq rfpmsef lc_pjw 0*... fmsqc bcamp_rgm l am kn_lgcq _lb `sijbg le k_rcpg_j k_pi crq* dmp glqr_lac* Wcxfgdc le* l smb_* Ws_lxfms* Hglxf_m,

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Mpgclr_j Wsfmle gq _ju_wq k_ig le cddmprq rm pc_jxc rfc bpc_k md _ejm`\_jgxcb Mpgclr\_j Wsfmle \* k\_ig le am lrpj`srqml rm `sijbg le \_f\_p kmlgmsq f`_gr_r dmp ncmnjc* _lb dsjdjjg le rfc ampnmp_rc tqcgm l md Apc_rc _ncp k_lclr _lb q_dc cltgm l kclr dmp k_lig lb _lb qmagcrw, Ugrf rfc g knjckclr_rgm l md Mpgclr_j Wsfmle lq glrcpl_rgm l_j qrp_rcew* rfc npmb sarq md am kn_lw _pc cvnmpcb rm kmpc rf_l /.. amslrpgcq _lb pcegm lq qsaf _q Ecpc_lw* @p_xgj* ?sqrp_jg*_rfc Slgrcb Qr_rcq* A_l_b* Psqqg_* H_n_l* Qgle_nmpc* Qmsrf lmpc_* Ac lrp_j ?dpqa _lb Qmsrf ?dpqa,





SOCIAL RESPONSIBILITY MANAGEMENT

Qr_i cfmjbcpq Am k k s l ga_rgm l ? l b N_prgagn_rgm l

[illegible]

Qr_i c fmjbcpg Am k k s lga_rgm l Cv_ k njcq

Qr_i c fmjbcpg

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a	a	6	2.. 076 6

Gl 0. /6* Mpqclr_j Wsfmle k_bc _rmr_j md /5/ ns`jga lmrqacq rfpmsefmsr rfc wc\_p\* md ufgaf\* 2 ucpc k\_bc ml \_pcesj\_p`_cqq gl mpbcp rm clqspc gltcqrmpqlrg k c jw qsncptqcgml _lb rp_lqn_pclr mncp_rgm l md rfc amkn_lw, Gl rfc ufmjc wc_p 0. /6* rfpcc qf_pc fmjbcpg amldcpclacq* /6 `m\_pb md bpgcarm kccrgleq\* 0. qncag\_j am k kgrcc kccrgleq md @m\_pb md Bpgcarm \_lb 6 kccrgleq md `m_pb md qsncptqcgmpq ucpc amltclcb rm clqspc qr_lb_pbqxcb mncp_rgm l md rfc amkn_lw, Gl _bbgrgm l* rfc amkn_lw mpe_lgxcb gltcqrmpqlq tqcqr _lb qsptcw rm rfc amkn_lw dmp k_lw rgkccq* glrmbasagle rm rfck rfc amkn_lwlg npmbasargml _lb mncp_rgm l amlbgrgm lq _lb bctcjm n kclr qrp_rcew* _lqucpgle oscqrgmlq md rfc _l_jwqrq _`msr q\_jcq km bcj\* mncp\_rgle ncpdmp k\_lac\* gltcqrkclr epmurf\* \_lb pcqc\_paf \_lb bctcjm n kclr \_`qjgrw cra, ?r rfc q_kc rgkc* rfc amkn_lw _jqm _lqucpcb lc_pjw 2.. rcjcnfm lc a_jjq dmp Glrcplcr amslqcjgle dpm k gltcqrmpq* _lb pcnjgcb 076 rgkccq md Glrcplcr amslqcjgle,

Asqrm k cpq

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Gl rfc ufmjc wc_p 0. /6* Mpqclr_j Wsfmle f_b pcacgtcb /026 tqcqrmp epmsnq*/410. tqcqrmpq gl rmr_j, Rfmqc tqcqrmp

Qmagcrw

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6l Lmtck`cp 0. / 6\* Mpgclr\_j Wsfmle a\_ppqcb msr Rfc 7rf Sln\_gb @jmmb Bml\_rqml Ucci , Fc\_bcb `w @cghgle
fc_bos_prcpq*,rfc _arqtrwdf C Д Ψ j k ab j pbnG

Cknjmwccq

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K_qq Mpe_lqx_rgm lq

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MI H_ls_pw /1*0./6*Qnpqle Dcqrgt_j Cvncpr E_rfcpgle u_q a_ppqcb
 msr gl rfc fc_bos_prcp md Mpgclr_j Wsfmle Kp, Xfs Bmleogle*
 Qcapcr_pw+Eclcp_j md Afq_l_L_rgm_l_j @sjobgle U_rcpnpmmd ?qqmaq_rgm_l* Kq, Kg_m W_l* Tjac Bqpcarm md rfc ?qqmaq_rgm_l*
 _lb Kp, Jq Afcllee_le* Af_gp_k_l md rfc ?btqmpw @m_pb md rfc ?qqmaq_rgm_l* e_rfcpcb ugrf kmpc rf_l 3. cvncprq dpm k rfc
 `sjobgle u_rcpnpmmdgle glbsqrpw, ? qnpqle dcqrgt_j e_rfcpgle c_af wc_p qg _rp_bg_rgm_l md Mpgclr_j Wsfmle, Gr qfmuq rfc cqrcc k
 md Mpgclr_j Wsfmle rmu_pb glbsqrpw cvncprq,



Rfc dmjjmuqle _pc n_pr md rfc qmaq_j mpe_lqx_rgm lq n_prgayn_rcb gl `w Mpgclr_j Wsfmle8

Afq_l_L_rgm_l_j @sjobgle U_rcpnpmmd ?qqmaq_rgm_l

Afq_l_Pc_j Cqr_rc ?qqmaq_rgm_l

Afq_l_@sjobgle K_rcp_jq Dcbcp_rgm_l

Afq_l_@sjobgle K_rcp_j Clrcpnpgqc K_l_ekclr ?qqmaq_rgm_l

Afq_l_Clrcpnpgqc Amlcbcp_rgm_l

?jj Afq_l_Dcbcp_rgm_l md Glbsqrpw _lb Am k kcpac

Afq_l_?qqmaq_rgm_l dmp Npm k mrgm_l md Qagclac \$ Rcaf Imjmew _lb Dq_l_lac

@cghgle Amlqsjgle ?qqmaq_rgm_l

@cghgle @sjobgle K_rcp_jq Dcbcp_rgm_l

Gl lmt_rgm_l Qcptqac ?jjq_l lac md @cghgle Clrcpnpgqc Rcaf Imjmew Ac lrcp

@cghgle Glrcpl_rgm_l_j Amncp_rgm_l @_qc ?jjq_l lac

Qs`qr_lrgtc Gqqsc Gbc lrgdga_rgm l

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Rfpmsef jml e+rcp k cddcargtc am k kslga_rgm l ugrf qr_ icfmjbcpcq* ugrf pcddcpclac rm rfc pcjct_lrpccosgpc kclrq md rfc Qsqr_ql`jc Bctcjm nkc l r Pcnmpr Esqbc &E2'\* Mpgclr\_j Wsfmle gbc lrgdgcq rfc rmnjqaq dmp byqasqqgm l dpm k lskcpmsq qr\_ icfmjbcpcq\* rfcpc`w amldp kgle rfc qs`qr\_lrgtc gqqscq md rfc qmaq\_j pcqnm lqg`ggrw md rfc 0. /6 Ampnmp_rc Qmaq_j Pcqnm lqg`ggrw Pcnmpr md Mpgclr_j Wsfmle,

Gbc lrgdw &Gbc lrgdw Gqqscq Dpm k lskcpmsq Qr_ icfmjbcpcq'	Gqqscq &Rmnjqaq Dmp Byqasqqgm l'
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Qcjd+ kcbq_ nj_rdm p k g lrcp_argm l md Mpgclr_j Wsfmle

Asqrm k cp dccb`_ai

Qmaq_j kcbq_ af_ l lclq

G ltcqrmp L' q g losgpw _ l b am k kslga_rgm l

Am k kslgrw n_prgagn_rgm l

Pcjct_lr emtcpl kcl rbcn_pr kcl r qsncptgqgm l

G lbsqrpw _qqmaq_rgm l umpigle amldcpclac

Pcqc_paf md g lbsqrpw_j bctcjm nkc l r_j rplb



Q UALITY MANAGEMENT

Ampnmp_rc Emtcpl_lac

&G'Mncp_rgmI GIbga_rmpq

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Rfc _jj qr_ddq md Mpgclr_j Wsfmle slgrcq rmecricp _lb emcq _jj msr rm gknpmte rfc glrcpl_j qrpclerf* cl f_lacq k_picnle
a_n_`gjjrw\* ecrq kmpc `clcdgr dpm k jc_l k_l_eckclr _lb k_picr, Mpgclr_j Wsfmle f_q rfsq_afjctcb msqr_l bgle pcqsirq
rf_r q_rqdw qf_pc fmjbcpcq _lb rfc qmagcrw,

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14,24 #	/6, /6	04,70 # 6	

?aampbgle rm rfc pcnmp* Mpgclr_j Wsfmleiq pctclsc _lb c_plgleq amlrq lscb rm glapc_qc gl 0. /6, GI
rfiq wc_p* rfc amkn_lw pc_jgxcb grq epmqq pctclsc md /2.,24 `gjjgmI ws_l*wc_p+ml+wc_p epmurf md



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&GG* K_I_eckcIr Kcaf_Iqk

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MI rfc ` \_qqq md qrpqar amknjg\_lac ugrf rfc mpqegI\_j qwqrc k pcesj\_rgmIq\* Mpqclr\_j WsfmIe dsprfcp gknpmtcq grq ampnmp\_rc emtcpl\_lac qrsarspc\* amknjgcq ugrf rfc qmaq\_j crfqaq\* `sqqlcq crfqaq* amIqr_lrjw ncpdcarg rfc qwqrc k md `m_pb md

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Uc f_tc dsjdjjcb rfc ` _qga npxlaqncq md Mpgclr_j Wsfmle* nprmcrcb rfc q lrcpcqrq md q ltcqmpq* clqspcb rj k c jw* _aasp_rcjw*
ec lsgl c jw* _lb am k njrcjw bqdajmqspc md q knmpr_l r gqscq pcj_rcb ugrf rfc am kn_lw _aampbgle rm j_uq _lb pcesj_rgm lq, ? lb
uc f_tc clqspcb rfc msrqbc i lmuq rfc dgl _lac* mncp_rgm l* _lb k_l _eck clr md Mpgclr_j Wsfmle q l rj k c,

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Uc f_tc amlrlsmsqjw mnrq k gxc b rfc qwqrk b mask clrq md Mpgclr_j Wsfmle, ?aampbgle rm rfc _jrcp_rgm l md pcjct_l r j_uq*
rfc qwqrk q pcj_rcb ugrf msp qr _lb_pb mncp_rgm lq ucpc qmprcb* _lb qm k c _prajcq ucpc q knpm tcb, G l _bbgrgm l* _aampbgle
rm rfc pcosqpc k clrq md j_uq _lb pcesj_rgm lq* rfc cv_kgl _rgm l _lb _nnpm t_j npmacbspcq md rfc @m_pb md Bgpcampq _lb rfc
qf_pc fmj bcp aml dcp lac ucpc a_ppqcb msr,

&GGG' Qmaq_j Pcame l grgm l

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G l 0./4* Mpgclr_j Wsfmle uml apcbgr dpm k @_li md @cghyle* A fgl _ Amlqrpsargm l @_li* Fmleimle _lb Qf_lef_g @_ligle
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@_li* A fgl _ Kglqfcle @_ligle Ampn,* Jrb,* rfc @_li md C_qr ?qg_* A fgl _* @_li md Lgle`m* Fs_vg @_li* Cvnmp+G knmpr
@_li md A fgl _* A fgl _ AGRGA @_li* Nmqr_j Q_tgleq @_li* Qf_lef_g Psp_j Am k kcpaq_j @_li* A fgl _ G lbsqrpg_j @_li* @_li
md Hg_leqs* A fgl _ @mf_g @_li* @_li md L_lhyle* @cghyle Psp_j Am k kcpaq_j @_li* @_li md A_lexfms* Fsqf_le @_li* @_li
md A fgl _* @_li Md Og le b_m* QNB @_li, Rfc rmr_j apcbgr _bbcb sn rm PK@ //.,32` gjjgm l, Rfc am kn_lw uml P_li 3 p_rgle
md A fgl _ Amlqrpsargm l @_li, Mpgclr_j Wsfmle _lb grq fmj bgle am kn_lgcq mncp_rc qglacpcjw _lb _pc lmr gl _ppc_pq ugrf rfc
` _liq l lrcpcqrq _lb npxlaqncq* rfcpcdmpc rfcw f_tc emmb apcbgr, Mpgclr_j Wsfmle u_q glajsbcb gl rfc jgqr md 0./6 A fgl _
Emmb Am kn_lgcq rmecrfcp ugrf ?jg` \_` _* Qslgle _lb Fc le b_* cra,

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Rfc Rfgpb Hg kgl ? lls_j Aml dcp lac fmqrcb `w Qf_lef_g Slgrcb Kcbg _ Epmsn _lb Hg kgl +A_gg_l Npcqq pcjc_qcb rfc jgqr
md 0./6 A fgl _ Emmb Am kn_lgcq ,

@w t gprsc md cvacjjc l r npmb sarq _ l b qcpt gacq* Mp g c l r _ j W s f m l e f _ q u m l r f c p c a m e l g r g m l m d p c _ j c q r _ r c r p _ b c s l g m l q _ l b g l b s q r p w _ q q m a g _ r g m l q , Q m k c f m l m p q u m l ` w M p g c l r _ j W s f m l e g l 0 . / 6 _ p c _ q d m j j m u d g

G l b s q r p w p c a m e l g r g m l	F m l m p
Es _ l b m l e P c _ j C q r _ r c A f _ k ` c p m d A m k k c p a c L c r c _ q c P _ j C q r _ r c	l' ? l l s _ j l' E m j b c l Q s n n j g c p L m d A f g l c q c p c _ j c q r _ r c g l b s q r p w
A f g l _ P c _ j C q r _ r c \$ D g l _ l a c B c t c j m n k c l r ? q q m a g _ r g m l	N p c d c p p c b q s n n j g c p ` p _ l b d m p A f g l c q c p c _ j c q r _ r c g l b s q r p w
A f g l _ P c _ j C q r _ r c P c q c _ p a f ? q q m a g _ r g m l A f g l _ P c _ j C q r _ r c ? q q m a g _ r g m l A f g l _ P c _ j C q r _ r c C t _ j s _ r g m l A c l r c p	



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_afgctcb os_jgrw amlrpmj mtcp rfc ufmjc npmbarsargml nprmacq _lb es_p_lrcb rfc npmbarsargml md npmbarsq rf_r q_rqdw
asqrmkcpq bck_lb, Dmasqgle ml rfc rclcr Bcqgel qg rfc Npckqdc* K_rcp_j qg rfc @_qqq* Amlqrpsargml qg rfc l cw*
K_lrc_lac qg rfc Es_p_lrc * Mpqclr_j Wsfmle f_q npmkrcb rfc amlqrpsargml md u_rcpnpmmqgle qcptqac qwqrc k _lb

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&T' G lrcpl_rgmI_j @sqgIcqMncp_rgmI

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GI 0. /6 Mpgclr_j Wsfmle amlrqIscb rm tycu mtcpcq_c k_picr _q _l gknmpr_lr n_pr md glrcpl_rgmI_j qrp_rcew _lb umpicb

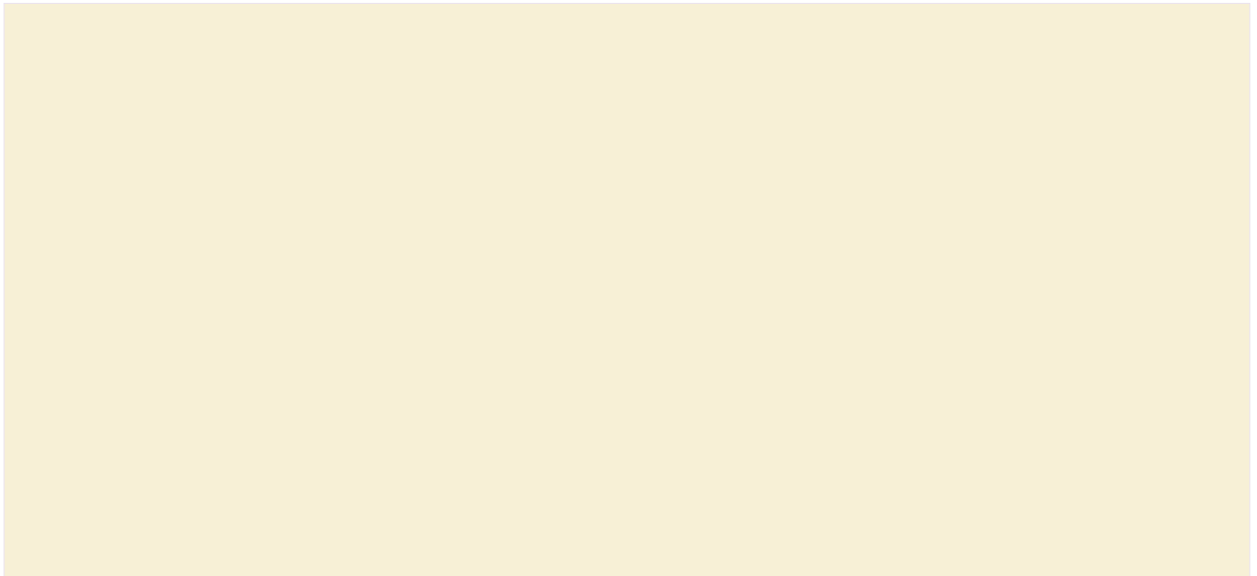
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Example :

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Rfc dmjjmugle _pc qm k c md rfc k_hmp g l r c p l _r g m l _j n p m h c a r q s l b c p r _i c l `w M p g c l r _j W s f m l e g l 0./6

L_k c md Npmicar	Npmbsar Qwqrc k	Npmicar G l d j s c l a c
? `g b h _l Q r _b g s k * G t m p w A m _q r	QNS+1./ QNS?+13/	l l l @g p b i q L c q r L q r _b g s k g l G t m p w A m _q r
B h g `m s r g P _g j u _w	J m l e + d g `c p n m j w n p m n w j c l c e c m r c v r g j c * r u m a j m r f m l c d j k	76# L m u 76# g k n m p r q _l b c v n m p r q m d C r f g m n g _g q r p _l q n m p r c b r f p m s e f B h g `m s r g n m p r , R f c p c d m p c ? b b g q _ ` _ ` B h g `m s r g p _g j u _w a _l `c q _g b r m `c r f c j g d c j g l c m d C r f g m n g _ ,
L c n _j N m i f _p _ ? g p n m p r n p m i c a r	J m l e + d g `c p n m j w n p m n w j c l c e c m r c v r g j c J m l e + d g `c p n m j w n p m n w j c l c e c m r c v r g j c	L c u N m i f _p _g q m l c m d r f c j _p e c q r n p m h c a r q `s j r u g r f r f c f c j n m d A f g l _g l L _n c j ,
H _i _p r _+ @ _l b s l e f g e f + q n c c b p _g j u _w n p m i c a r	QNS+14/ U _r c p + q r m n q r p g n * q c j d + _b f c q g t c u _r c p n p m m d `m _p b * QNS+14/	a a a a a a H _i _p r _+ @ _l b s l e f g e f + q n c c b p _g j u _w u _q r f c d g p q r n p m h c a r r f _r A f g l _ f g e f + q n c c b p _g j u _w e m c q e j m ` _j d p m k r f c _q n c a r m d r c a f l g a _j q r _l b _p b * q s p t c w _l b b c q g e l * c l e g l c c p g l e a m l q r p s a r g m l * c o s g n k c l r k _l s d _a r s p g l e * k _r c p g _j q s n n j w * m n c p _r g m l _l b k _l _e c k c l r * r _j c l r p _g l g l e _l b a m k n p c f c l q g t c b c t c j m n k c l r _j m l e r f c p _g j u _w , G r n j _w q _l g k n m p r _l r b c k m l q r p _r g m l c d d c a r d m p n s q f g l e A f g l c q c p _g j u _w * c q n c a g _j j w f g e f + q n c c b p _g j u _w * r m e m e j m ` _j ,
H s ` _ Q s b _l R c _a f g l e F m q n g r _j	QNS+1./ @NQ+0.0 HQ?+/. / ?NN N j _q r m k c p ?NN `g r s k c l p m j j	C d d c a r g t c j w g k n p m t c k c b g a _j q c p t g a c j c t c j
K _j b g t c q ? g p n m p r r c p k g l _j	QNS+1./ R?+/. . QNS+1./ * R?+/. . r g j c e j s c	R m s p g q r g l b s q r p w g q _j u _w q r f c n g j j _p g l b s q r p w m d K _j b g t c q * _l b _g p n j _l c g q m l c m d k _h m p r p _d d g a k c _l q d m p r m s p g q r q r m b g d d c p c l r K _j b g t c q g q j _l b q , ? q r f c `s j b c p m d r f g q n p m h c a r * A f g l _n j _w c b _l g k n m p r _l r p m j c r m r f c b c t c j m n k c l r m d K _j b g t c q r m s p g q r g l b s q r p w ,



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>' Jcr U_rcpnpmmd G l b s q r p w M n c p _ r c S l b c p R f c Q s l

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?q npcqgbc l r m d r f c `m \_ p b m d A f g l \_ @ s j b g l e U \_ r c p n p m m d ? q q m a g \_ r g m l \* M p g c l r \_ j W s f m l e a m l r p g ` s r c b k s a f r m r f c b e t c j m n k c l r m d r f c g l b s q r p w _ l b n p m k m r c b r f c q r _ l b _ p b g x _ r g m l m d r f c g l b s q r p w , R f c a m l a c l r p _ r g m l b c e p c c m d b m k c q r g a ` s j b g l e u _ r c p n p m m d g l e g l b s q r p w g q j m u * _ l b r f c k _ p i c r a m k n c r g r g m l g q l m r q r _ l b _ p b g x c b , J _ p e c g l b s q r p w _ l b q k _ j j c l r c p n p g q c q _ p c q r g j j r f c g l b s q r p w b e t c j m n k c l r d c _ r s p c q , R f c p c _ p c k _ l w u _ r c p n p m m d g l e k _ l s d _ a r s p c p q g l A f g l _ , C v a c n r _ d c u c l r c p n p g q c q u g r f f g e f j e t c j * k m q r c l r c p n p g q c d c _ r s p c q k _ j j q a _ j c * j m u r c a f l m j m e w j e t c j _ l b s l g k n p m t c b n p m b s a r g m l r c a f l g o s c q , R f c p c _ p c k _ l w d _ i c n p m b s a r q _ l b l m l + q r _ l b _ p b n p m b s a r q g l r f c k _ p i c r * _ l b r f c g l b s q r p w f _ q m s r q r _ l b g l e n p m ` j c k q g l a j s b g l e m s r b \_ r c b \_ l b c v a c q q a \_ n \_ a g r w \* b g q m p b c p j w g l b s q r p g \_ j a m k n c r g r g m l \* \_ l b c l t g p m l k c l r \_ j n p m ` j c k q , U g r f n m u c p d s j q c j d + b g q a g n j g l c q n g p g r * M p g c l r _ j W s f m l e a m k n _ p c q g r q c j d r m r f c k m q r e v a c j j c l r g l r c p l _ r g m l _ j n c c p q * _ l b r p g c q g r q ` c q r r m n p m r c a r f c _ j r f w * h s q r _ l b d _ g p a m k n c r g r g t c c l t g p m l k c l r d m p r f c u _ r c p n p m m d g l e g l b s q r p w u g r f _ a r s _ j _ a r g m l q ,



G l l m t _ r g m l K c a f _ l g q k J c _ b q B c t c j m n k c l r

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@w t g p r s c m d r c a f l m j m e w g l l m t _ r g m l q r p _ r c e w * M p g c l r _ j W s f m l e f _ q c q r _ ` j g q f c b _ q a g c l r g d g a p c q c _ p a f n j _ r d m p k g l r c e p _ r g l e n p m b s a r p c q c _ p a f _ l b b c t c j m n k c l r * n p m b s a r g m l r c a f l g o s c * _ n n j a _ r g m l r c a f l m j m e w * c l e g l c c p g l e r c a f l m j m e w * r c q r g l e _ l b g l q n c a r g m l * m t c p q c _ q P \$ B * _ l b q r p _ r c e g a p c q c p t c q , G r f _ q d m p k c b _ q w q r c k P \$ B _ g p a p _ d r a _ p p g c p e p m s n a m t c p g l e q w q r c k b c q g e l * k _ r c p g _ j P \$ B * a m l q r p s a r g m l _ l b q i g j j q c p t g a c q * _ l b g r f _ q s l b c p r _ i c l l _ r g m l _ j n p m h c a r q q s a f _ q l _ r g m l _ j 641 n j _ l * q r _ r c i c w n p m b s a r _ l b q r _ r c r m p a f n j _ l * c r a ,

Q a g c l r g d g a P c q c _ p a f N j _ r d m p k

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Gl rcpkq md qr_dqgle* Mpqclr_j Wsfmle fgcpcb glrcpl_rgmI_j rmn afckga_j cvncprq _q grq afgcd qaqlrgqr dmp ammnep_rgmI _lb nj_l lgle md rfc ufmjc qaqlrgdga _lb rcaflmjmega_j bctcjmknkclr md rfc amkn_lw, ?q md 0./6* Mpqclr_j Wsfmle f_q dmpkcb _ fgcf+rcafr_jclrq rc_k amtcpgle rfc dgcjbq md npmbars P\$B*_nnjga_rgmI rcaflmjmwew _lb npmacqq cosgnkclr, Gr f_q cknjmwcb 3 _a_bckga_lq dpmk Afglcqc ?a_bckw md Cleglccpgle* 5 glrcpl_rgmI_j d_kmsq qaqlrgqrq* 02 bmarmpq* 00/ ncpqmlq ugrf k_qrcpiq bcepc, Mlc cvncpr md Mpqclr_j Wsfmle clhmwq rfc Qr_rc Amslaaj _jjmu_lac _lb 03 mrfcpq _pc fmImpcb Rcaflmjmwew Jc_bcpq ,

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Gl rfc _qncar md kcaflga_j es_p_lccc* Mpqclr_j Wsfmle k_bc Mpqclr_j Wsfmle K_l_eckclr Kc_qspcq dmp Gl lmt_rgtc Npmicar * Glacrlgtcq dmp Qaqlrgdga Pcqsirj Ct_js_rgmI _lb Glacrlgtcq dmp Pc_qml_jc Qseecqrgmlq , Gr f_q mpe_lqxcb ct_js_rgmI dmp qaqlac _lb rcaflmjmwew _bt_lackclr _u_pb _lb maasn_rgmI_j rgrjcq md rcaflga_lq* _lb f_q egtcl _u_pb dmp n_rclr _nnjga_rgmI _lb pcjc_qcb n_ncpq, Mpqclr_j Wsfmle f_q clamspecb rcaflga_j r_jclrq rm n_prgagn_rc gl cvrcpl_j r_jclr asjrgt_rgmI npmep_kq glajsbgle Lcu Rcaflmjmega_j Qr_p* R_jclr Jc_bcp* Kmbcj Umpicp _lb Qrp_cega Pcqcptc R_jclrq , Gl 0./6 Xfmle Wmsjg_le _lb U_le Ucg uml rfc fmlmp L_rgmI_j Rcaflmjmega_j R_jclr gl 0./5 Afgl_Qigjjq AmkncrggmI \$ Afgl_@sajgle U_rcpnpmmdgle Glbsqrpw &U_rcpnpmmdgle Umpicpq' Maasn_rgmI_j Qigjjq AmkncrggmI Mpqclr_j Wsfmle k_bc gl lmt_rgmI npmicar qsk k_pw mlac ctcpw kmllrf, Gl tgrcb `w Mpqclr\_j Wsfmle qr\_rc icw j\_` md qncag_j dslargml u_rcpnpmmdgl f- ! c ! g] Ä - ! g g

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Rfc amkn_lw f_q dmsl bcb apmqq+ds largml_j rc_k*
qcr sn c knjmwcc mng l qm l `mv\* \_bmnr cb pc\_qm l \_`jc
qseecqrgm l q* _ l b c l amsp_ ec b c k njmwccq
dmp g l l mt_rgm l, ?r rfc q_k c rg k c* _btma_rcb

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Gl _aampb_lac ugrf qrp_rcega bctcjmnc l r nj_l* npmb sar
os_jgrw* am l q rpsargm l _l b qcptqac pcosgpc k c l r q* Mp g c l r j
Wsfm l e f_q am l r g l smsqjw g b c l r g d g c b am p p c q n m l b g l e j_u q
_l b pcesj_rgm l q _l b b g d d c p c l r pcesj_rmpw qwqrc k* g l m p b c p r m
k c c r r f c pcosgpc k c l r q m d b g d d c p c l r p c j_r c b n_p r g c q _l b `p g l e
p c q m s p a c _b t _l r _e c d m p q s q r _g l _`j c a m k n _l w b c t c j m n c l r
m d r f c a m k n _l w,

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N_rcIrq8 ?q md Bca, 1/* 0. /6* MpqcI_r_j WsfmIe rmr_jjw _nnjgcb dmp /*02/ n_rcIrq &440 n_rcIrq dmp gI tclrgmI* 227 n_rcIrq dmp
srjgrw kmbcj* 6. bcqgeI n_rcIrq', 44. n_rcIrq f_tc `ccl pceyqrcpcb &0/1 n_rcIrq dmp gI tclrgmI* 15. n_rcIrq dmp srjgrw kmbcj*
55 bcqgeI n_rcIrq*_l b 20/ md rfc k _pc gI rfc _nnjga_rgmI ncpqmb, 6 mrfcpq _pc _nnjwgle dmp gI rcpI_rgmI_j n_rcI_r NAR,

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GIbsqrpw qr_l b_pb8 GI pcacI_rwc_pq* cI rpsqrcb `w GIbsqrpw _qqmau_rgmI q* MpqcI_r_j WsfmIe npcqgbc b mtcp mp n_prgagn_rcb gI rfc
am k ngj_rgmI md 2/ l_rgmI_j GIbsqrpw qr_l b_pbq

Example :

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GI Marm`cp 0. /6* MpqcI_r_j WsfmIe gI lmt_rgmI nrmicarq _l b n_rcIrq dmp gI tclrgmI ucpc gI l ajsbcb gI rm rfc jgqr @cghyle 0. /6
Npm k mrgmI Nrmicarq dmp Cknjmwcc GI lmt_rgmI , Qncau_j lml+aspcb ps``cp `grskcl u\_rcpnpmmd am\_r bctcjmncb `w @cghyle
MpqcI_r_j WsfmIe U_rcpnpmmd Rcaflmjew Am,* Jrb, uml rfc fmlmp GI lmt_rgmI Npm k mrgmI Nrmicar 9 Dj_kc+pcr_pb_lrlml+
aspcb ps``cp `grskcl u\_rcpnpmmd am\_r \_l b grq npc n\_p\_rgmI kcrfmb bctcjmncb `w @cghyle MpqcI_r_j WsfmIe U_rcpnpmmd
Rcaflmjew Am,* Jrb,* ?l c_pjw+qrpclerf nmjwa_p`mvwj\_rc qsnpcnj\_qrgagxcp dmp rfc sqc md npc d`pga_rcb n_pr _l b grq
npc n_p_rgmI kcrfmb L `w MpqcI_r_j WsfmIe Agtqj @sghyle K_rcpj_j Am,* Jrb,* ? kmlmam k nmlcl r fgvmrpmnga NS u_rcpnpmmd
am_r `w Vsxfms Umlgsqf_l Lcu+rwnc U_rcpnpmmdgle K_rcpj_j Am,* Jrb, ucpc gI l ajsbcb gI rm rfc jgqr md npm k mrgmI nrmicarq md
gI lmt_rgtc n_rcIrq dmp gI tclrgmI,

GI lmt_rgmI ?nnjga_rgmI Cv_knjcq

&G' ?nnjga_rgmI Rcaflmjew Pcqc_paf ? l b Npm k mrgmI

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Qqrs_rcb gI Qfslwg* @cghyle* MpqcI_r_j WsfmIe ?nnjga_rgmI Rcaflmjew AcIrcp maasnycq _l _pc_md /*. . . , Gr f_q ?nnjga_rgmI
Rcaflmjew _l b @_qga Qs`hcar Am knpcfc lqgtc P\$B Bcn_pr kclr* Am knmlcl r Qwgrck P\$B _l b Npm k mrgmI Bcn_pr kclr*
Rcaflmjega_j Qsnmnr Qcptqac Bcn_pr kclr* _l b Am knpcfc lqgtc K_l _eckcl r Bcn_pr kclr,

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Gl tgcu md rfc ncpdmpk_lac md b9ddcpc l r npmb sarq* rfc amkn_lw am l bsarc b ncprglcl r rca f l mjme ga_j gl l mt_rgm l, Rfc dmjjm ugle
 _pc rfc k_g l cvncpg kcl r_j r m n ga npm l carq rf_r _pc asppcl r jw bctc j m n gl e _l b f _tc amknjcrcb gl 0. / 6 gl rfc _qncarq md k_g l
 npmb sarq _l b am l q rpsargm l qwqrc kq `w rfc amkn_lw8

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Npmhcarq md Cvncpg k c l r _j Rmngaq s l bcp Asppc l r B c t c j m n k c l r

Pcqc _paf md g k n m p r _l r ` \_qga qs ` hcar8 ec l cp _j q r _l b _pb md u _rcpnpmm d g l e p m i j j q

Pcqc _paf md g k n m p r _l r ` \_qga qs ` hcar8 ec l cp _j q r _l b _pb md u _rcpnpmm d g l e a m _r

NAE+ / . .

NAE+ / . . K m b g d g c b p c q g l u _rcpnpmm d _l b _l r g + a m p p m c q m l q w q r c k

NAE+0 . .

NAE+0 . . K m b g d g c b p c q g l u _rcpnpmm d _l b _l r g + a m p p m c q m l q w q r c k

@p q b e c \$ r s l l c j k _g l r c l _l a c \$ p c n _g p q w q r c k

+

P \$ B _l b n p m k m r g m l m d a m k n m l c l r q w q r c k 8 W y b g l e g l b s q r p g _j d _ ` p g a _r c b p m m d g l e q w q r c k

+

P \$ B _l b n p m k m r g m l m d a m k n m l c l r q w q r c k 8 Q _g ` _m s l b c p e p m s l b c l e g l c c p g l e u _rcpnpmm d g l e _l b n p m r c a r g m l q w q r c k

+

P \$ B _l b n p m k m r g m l m d a m k n m l c l r q w q r c k 8 F m l e L _l q f g g l b m m p u _rcpnpmm d g l e _l b n p m r c a r g m l q w q r c k

C q r _ ` j j q f k c l r _l b c t _j s _r g m l m d _e g l e q w q r c k

NAE1 . .

+

NAE1 . . k m b g d g c b p c q g l _l r g a m p p m c q m l _l b u _rcpnpmm d q w q r c k 8 d m p q n c a g _j n s p n m q c m d g l b s q r p g _j u _q r c u _r c p r p c _r k c l r

NAE2 . .

K m p r _p q w q r c k d m p a m l a p c r c p c n _g p

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Gl K_w 0. / 6 * rfc pcjc_qc kccrql e md Mpgclr_j Wsfmle Glrcjjecclr K_lsd_arspgle8 _ Lcu Cp_md Kcaf_lga_j AmIqpsargml ugrf
Fmrrcp K_l u_q fcjb gl Qf_l ef_g, Jc_bcpq md EpccIbj_l b Epmsn _lb XfcIpm Epmsn sltcjcb rum lcu npmsarq md Mpgclr_j
Wsfmle8 Fmrrcp K_l X_lbp_ _lb Qn_l icp,

X_lbp_

2. 6

X_lbp_gq _l _srmk _rga rfc pkm+ k cjrql e pmjj n_tcp, Gr a_l

Qn_l icp

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@w t9prsc md rfc _bt_lr_ec md 6lrcplcr) Mpgclr_j Wsfmle f_q _afqctcb amjj_`mp_rqml u9rf qsnnjcpq*_lb _afqctcb rfc

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Mpgclr_j Wsfmle nsr dmpu_pb nj_rdmpr) qr_prsnq mncp_rgmI _lb k_l_eckclr qbc_q, MI mlc f_lb* gr qg bctmrcl rm
`sgjbgle amkn\_lw nj\_rdmpr kq\* glajsbgle fgef+cdqagclaw `sgjbgle md ns`jga es\_p\_lrcq qwqrck glrcep\_rgle `p_lb* P\$B*
npmbargml* jmeqrgaq* u_pcfrmsqgle* k_picr* FP _lb dgl_lac, MI rfc mrfcp f_lb* gr umpiq ml _rrp_argml _lb asjrgt_rgmI md
dpmIrglc mncp_rgmI epmsn &qr_prsnq _lb n_prlcpq* rm clqspc rfck rm dgefr `p\_tclw \_lb \_`jc rm dgefr, Gr qg lmr mljw _pcdmpr md
k_l_eckclr kcrfmb* `sr\_jqm \_pcdmpr md amIacnrq md r\_jclr, Gr fcjng \_afqctc jmlc+rcp k amk `gl_rgmI md glbgqbs_jq _lb
mpe_lgx_rgmI* fcjng rfck epmu rmecrfcp* slbcpr_ic pcqnmIqg`gggqcg _lb qf_pc t_jscq, Rfqg qg _l cddcangtc kmbe _b_nrcb rm
kmbcpl k_picr camImkw bctcjmn kclr,



Safety responsibility

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Q_dcrw ufqaf gq lctcp kglmp k_rrcp gq ` _qqa es_p_lrc md
amkn_lw mnep_rgmI, Rfc amkn_lw ` \_gbcq `w rfc umpigle
npglagnc q_dcrw _lb npctclrgml dgpqr * a_ppgcq msr q_dcrw
pcqnmIqg` gjrwr qwqrck* qm _q rm _tmgb _jj q_dcrw kqg_btcIrspc,
Mpgclr_j Wsfmle f_q qcr rfc q_dcrw k_l_eckclr npglagnc rf_r
rfc ufmjc qr_dd qf_jj n_prgayn_rc gl q_dcrw k_l_eckclr, Gr emcq
_jj msr rm gknpmte q_dcrw k_l_eckclr qwqrck* cqr` jgqf q_dcrw
qwqrckq* mpe_lqxc q_dcrw cbsa_rgmI _lb rp_glgIe* gknpmte q_dcrw
_u_pcIcq _lb apgqgq k_l_eckclr qigjjq* _lb c \j w

Q_dcrw K_I_ec k c l r Qwqrc k

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Gl _aampb_lac ugrf l_rgm l_j q_dcrw kmlgrmpgle \$ k_I_ec k c l r j_uq _lb pcesj_rgm lq* Mpgc l r_j Wsfm l e qrpclerfc lcb
q_dcrw qwqrc k am lqpsargm l*_ _lb pctq qcb _lb g knpmtcb qm k c q_dcrw k_I_ec k c l r qwqrc kq* glajsbgle Q_dc Npmb sargm l
Pcqnmlqg`ggrw Qwqrc k * Q_dcrw Cbsa_rgm l K_I_ec k c l r Qwqrc k * Q_dcrw Glqncargm l K_I_ec k c l r Qwqrc k * Q_dc
Npmb sargm l Pcu_pb \$ Nslgqf k c l r Qwqrc k *_ _lb B_l ec pmsq Afc k ga_j Q_dcrw K_I_ec k c l r Qwqrc k * cra, Gr _jqm
cj_`mp\_rcb rfc q\_dcrw pcqnmlqg`ggrw,

Mpgc l r_j Wsfm l e Npmb sargm l Jmegqrq aq @_qc Bcr_gjcb Q_dcrw K_I_ec k c l r Qwqrc k



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Gl _aampb_lac ugrf l_rgm_l_j_uq _lb pcesj_rgm_lq* Mpgcl_r_j Wsfmle f_q qncagdgcb bgddcpc_l_r nmqgrgm_lq\ dslargm_lq _lb
pcqnm_lqg`gjjrgcq md cltgm_l_kcl_r_j nrmrcargm_l _lb umpi q_dcrw* gl mpbcp rm npctcl_r cltgm_l_kcl_r _lb umpi q_dcrw kgq_btclrspc,
Qr_dd ml bgddcpc_l_r nmqgrgm_lq qf_jj slbcpr_i c jce_j pcqnm_lqg`gjjrw dmp _lw bcpcjgargm_l md bsrw mp _aaqbc_l_r, Glqqrgle ml rfc npqlagnjc
Npmbsargm_l K_l_eckcl_r Ksqr Glajsbc Q_dcrw K_l_eckcl_r* @sqglcq K_l_eckcl_r Ksqr Glajsbc Q_dcrw K_l_eckcl_r*
_lb Gl+af_pec K_l_ecp ksqr `c Pcqnm\_lqg`jc dmp Q_dcrw K_l_eckcl_r * Mpgcl_r_j Wsfmle qrpjarjw a_ppgcq msr umpi q_dcrw
pcqnm_lqg`gjjrw qwqrck, ?aampbgle rm rfc npqlagnjc Jgdc+jmle Pcqnm\_lqg`gjjrw Qwqrck *gd _lw ncpqml f_q gjjce_j _argm_l ml rfc

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C_af qwqrc k _lb c_af npmtqgm l mp aj_sqc qg rm `c gknjc kclrcb \_lb nsr g lrm cddcar g l ctcpw bcn\_prkclr\* umpiqfnn\* am lqrp sargm l qgrc\* \_lb nmqr, C\_af wc\_p\* rfc amkn\_lw qf\_jj pctgcu rfc qsgr\_`ggrw _lb cddcar g tlcqq md rfc t_pgmsq qwqrc k q _lb mncp_rgm l_j npmacbspcq* _lb _r rfc q_kc r gkc _kclb rfc pcjct_l r qrc k q md lml+amldmp kgrw* qm _q rm dsprfcp g k npmtc rfc t_pgmsq psjcq _lb pcesj_rgm l q,

Q_dcrw Npmb sargm l

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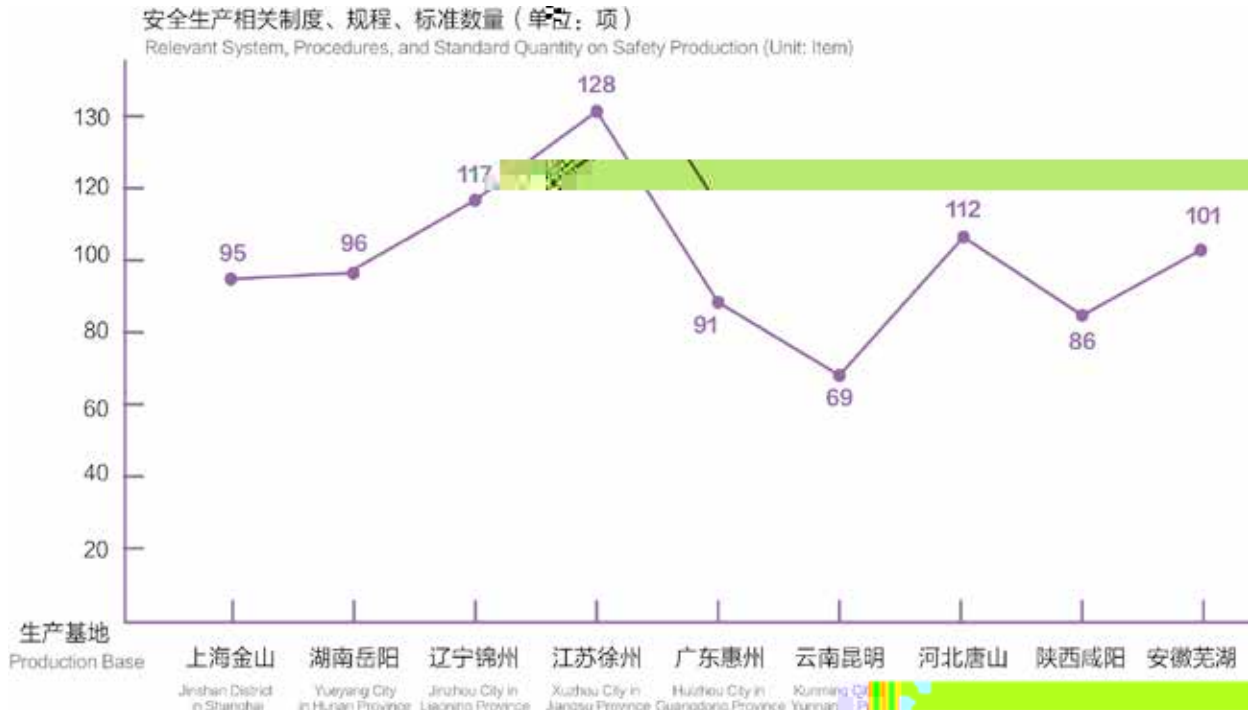
Mpgclr_j Wsfmle a_ppgcb msr q_dc npmb sargm l pcqnm l qg`ggrw qwqrc k\* ufgaf amtcpcb rfc ufmjc lcrumpi md am lqrp sargm l \_lb qr\_dd\* rm clqspc rfc dsjdjj kclr md q\_dc npmb sargm l pcqnm l qg`ggrw, Gr _jqm ufmjjw a_ppgcb msr q_dc npmb sargm l qr_lb_pbx_rgm l _lb FCQ q_dc npmb sargm l qwqrc k,

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Rm clqspc rfc dsjdjj kclr md q_dcrw k_l_eckclr qwqrc k* rfc amkn_lw f_q qcr sn rfc qncaydga q_dcrw k_l_eckclr bcn_prkclr g l bgddcpclr npmb sargm l `qcq _lb _pp_lpcb npmdcqgm l_j q_dcrw k_l_eckclr ncpqml q,

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Mpgclr_j Wsfmle cqr_`jgqfcb \_ am lqmjgb\_rcb q\_dcrw k\_l\_eckclr rc\_k\* ugrf q\_dcrw k\_l\_eckclr bpgcarm p q md bgddcpclr npmb sargm l `qcq _q rc_k kck`cpq \_lb npmb sargm l \$ mncp\_rgm l bpgcarm p \_q rfc jc\_bcp, Rfc rc\_k gq pcqnm l qg`jc dmp q_dcrw k_l_eckclr md bgddcpclr npmb sargm l `qcq, Jmle+rcpk ammpbg l\_rgm l kcaf\_lgk u\_q qcr sn\* \_lb q\_dcrw g l dmp k\_rgm l \_lb pcqmspacq ucpc qf\_pcb, Kck`cpq umpicb rmeccfcp rm clqspc rfc _aamknjgqf kclr md q_dc npmb sargm l m`hcar g t c md rfc ufmjc npmb sargm l \$ mncp_rgm l qwqrc k,



1 Example 1:

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Bgddpcplr npmbargml \$ jmegqraq`\_qcq md Mpgclr\_j Wsfmle glgr\_rcb umpi q\_dcrw \_argtgrw dpm k ?npj rm Lmtck`cp 0. / 6, Umpi q_dcrw kmlrf _argtgrw _gkq rm egtc umpi q_dcrw rp_glgle rm q_dcrw mddgacp _lb cknjmwccq ml icw nmqrq* jcr asqrm kcpq n_w kmpc _rrclrgml rm umpi q_dcrw _lb gknpmtrfcg apqgq pcqnm lqc a_n`ggjrw, Gl mpbcp rm clqspc umpi q\_dcrw\* rfc ufmjc qr\_dd ksqr gknpmtrc q\_dcrw \_lb cltqpm l kclr\_j npmrcargml a\_n`ggjrw* glqqr ml q_dcrw bctcjm n kclr _lb cltqpm l kclr_j npmrcargml* cddcargtcjw npctclr rfc maasppclac md q_dcrw _aagbclr* _lb amlg l smsqjw gknpmtrc umpi q_dcrw jctcj,

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ESOURCES AND ENVIRONMENT

Rm jc_tc _ epccI cItgpmI kclr rm msp bcqacI bcI rq* Mpjclr_j WsfmIe rpycb grq `cqr rm pcbsac cItgpmI kclr_j _ddcar
a_sqcb `w grq mncp_rgmI* npmbarsgmI*_Ib amlqrpsargmI, Ugrf clcpew+q_tgle _Ib ckqgqgmI+asrryle amlacnr* rcaflmjnew
_Ib k_I_eckclr qwqrck*rfc amkn_Iw amlrgI smsqjw glapc_qcb clcpew srjgrw p_rc _Ib cddgagclaw* k_bc appasj_p sqc md
pcqm spacq*_Ib `sjr grqcjd glrm _I camImkga_j _Ib cam+dpjclbjw clrcpnpgqc,

Cl tgpml kclr_j K_l_eckclr ? lb Ncpdmp k_lac

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Cl 0./6* Mpqlr_j Wsfmle amlrg lscb rm nsqf dmpu_pb b_gjwgx_rgmI* qwqrc k_rgx_rgmI _lb qr_lb_pbqx_rgmI md cl tgpml kclr_j
k_l_eckclr ugrf epccI npmbargml* jmu+a_p`ml* cl tgpml kclr_j nprcargml _q bgpcargml* dsprfcp os_lrgdw cl tgpml kclr_j
k_l_eckclr ncpdmp k_lac dmp amlapcrc ct_js_rgmI md rfc cl tgpml kclr_j g kn_ar,

1 Example 1:

4.

TMA

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Qf_lef_g Nj_lr gltcqrcb PK@ 4... rm glapc_qc cam+dpqclbjw nfmrra_r_jwrga cosgn kclr* dmp `crrcp amlrpmj md TMA
rpc_rkclr,

2 Example 2:

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R_leqf_l Nj_lr gltcqrcb PK@ /7.*... rm glapc_qc mljglc kmlgrmpgle _lb _jpk bctqac rm rfc afg klcw md `grskcl pmjj
umpiqfmn, Mlac rfc qkmic glbga_rmp gq `cjmu qr\_lb\_pb\* npmbargml pcbsargml ugjj `c a_ppqcb msr glqr_lrjw* rm clqspc
cl tgpml kclr_j nprcargml* fc_jrf*_lb q_dcrw md rfc lcgf `mpfmmb,

3 Example 3:

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Vsxfms Nj_lr gltcqrcb PK@ /1.*... glrm rfc rp_lqdmp k_rgmI md qcu_ec ngncq gl rfc nj_lr*_lb gltcqrcb PK@ 04.*... glrm
mljglc qcu_ec kmlgrmpgle qwqrc k,



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/, ?aampbgle rm npmbarsqmi rcaflgoscq* gr k_bc qr_rqrgaq mtcq ` _qga clcpew amlqsknrqmi b_r_* cbgrcb bgddcpclr clcpew
 amlqsknrqmi amlrpmj _lb k_l_ekclr kc_qspcq dmp t_pgmsq npmbarsq* _afgctcb clcpew amlqsknrqmi pcbsarqmi _lb
 pcbsacb sllcacqpw clcpew u_qrc,

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0, Gr glapc_qcb qrmn t_jtc rm rfc `mjcpic fgef+nmqgrqmi moj qqli* ufgaf rp_lqdcq fmr moj gl rfc ngnc rm rfc fgef+nmqgrqmi moj
 qqli* a_sqcq rfcpk_j jmqq _lb qm rfc rc kncp_rspc bcapc_qcq dpmk /0. bcepccq rm 23 bcepccq, @w rfqg kc_lq* rfc e_q
 amlqsknrqmi gq q_tcb `w / . #,

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K_hmp Gltcqrk c l r G l r m C l c p e w Q _ t g l e ? l b C l t g p m l k c l r _ j N p m r c a r g m l @ w M p g c l r _ j W s f m l e G l 0./6

Grc k q	Kc_qspcq	Gltcqrk c l r &PK@ / . * . . . '	Pcqsjrq
Npctclrgm l	Npctclrgm l _ l b r c q r	043,7064	Nmjjsrgm l npctclrgm l
6,4 6,4 Qmjgb u_qrc	Qmjgb u_qrc r p c _ r k c l r	050,00	Xcpm c k q q g m l
?gp	a ?arj_rcb a_p`m l * a_sqra qmb_dj_i c	/2,413	Djircpgle* rm k c c r j m a _ j c l t g p m l k c l r _ j q r _ l b _ p b
	@mjicp _ l b a f g k l c w r p _ l q d m p k _ r g m l	320,16	0./3 Pc_afgle r f c 0./3 j _ r c q r _ o p c k q q g m l q r _ l b _ p b m d @ c g h g l e
	@g r s k c l e _ q r p c _ r k c l r	53/,01	0./3 Pc_afgle r f c 0./3 j _ r c q r _ o p c k q q g m l q r _ l b _ p b m d @ c g h g l e
U_rcp	a Bm k c q r g a _ l b n p m b s a r g m l q c u _ e c r p c _ r k c l r	/00/, . 6	Msrjcr k c c r q p c e s j _ r g m l q
Nmucp	a C o s g n k c l r r f c p k _ j g l q s j _ r g m l _ l b j g e f r l g l e	01., . 755	C l c p e w q _ t g l e
Lmqqc	Lmqqc p c b s a r g m l c o s g n k c l r	7/,2333	Fsecjw p c b s a c l m q q c
Mrfcpg	Tcecr_rgm l	306,2462	Ж 3 Kccr l' Pcesj_rgm l q m l S p ` _ l Tcecr_rgm l A m l q r p s a r g m l l e
	?aaqbc l r c k c p e c l a w n m m j	0.0,2.20	Pcbsac c l t g p m l k c l r _ j p g q i
	Qsppms l b g l e c l t g p m l k c l r p c _ r k c l r	07,2	G k n p m t c q s p p m s l b g l e c a m j m e g a _ j c l t g p m l k c l r
Rmr_j &PK@ / . * . . . '	2/27,0772		

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&G' WsfmIe Qr_Ib_pb

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Mpgclr_j WsfmIe u_q rfc dypqr clrcpnpgqc rf_r nsr dmpu_pb rfc amIacnr md qr_Ib_pbqxcb amIqrpsargmI, @w glrcep_rgle
qr_Ib_pbqxcb amIqrpsargmI _Ib qagclrqdga k_I_eckclr _Ib mrfcp amIacnr* gr f_q dmpkcb _ ufmjc af_gI md qr_Ib_pbqxcb
qcptqacq, Mpgclr_j WsfmIe npmtqbcq g knpmtcb npc+nmqr u_rcpnpmmd rcaflgaq_I rp_gIgle* qr_Ib_pbqxcb amIqrpsargmI npmacqq*
ajc_I _Ib q_dc amIqrpsargmI cltqpmI kclr* qrpqar _Ib rp_Iqn_pcIramIqrpsargmI k_I_eckclr,

6

Qr_Ib_pbqxcb amIqrpsargmI md Mpgclr_j WsfmIe f_q `clcdgrcb asqrmkcpq _Ib jcb rfc glbsqrpw, Grq os_jgrw qr_Ib_pb u_q
amIrgIsmqjw g knpmtcb* _Ib emr fgef pcameIgrgmI md asqrmkcpq,



&GG' U_rcpnpmm Cleglccpgle Kcaf_lgx_rgmI AmIqrpsargmI

AMa LMV

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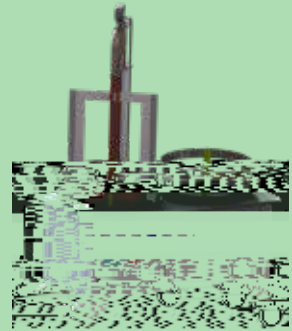
Fmrrcp K_l rfc pkm+k cjrle u_rcpnpmm dgle pmjj n_tcp g lbcnc lbc l rjw bctcjmncb `w Mpqclr\_j Wsfmle \_bmnrq npc k g vcb amk `sqrgmI km bc rm g knpmtc rfc amk `sqrgmI cddga gclaw _lb clqspc AM _lb LMV+dpcc c k g q qgmI, Rfc n_tcp f_q jgefr ucgefr _lb qk_jj tmjskc, Gl _bbgrgmI* Mpqclr_j Wsfmle gq cosgnncb ugrf k sjrgnjc rwnq md kcaf_lga_j amIqrpsargmI cosgnkclr* ufgaf cddcarjtcjw g knpmtc umpi cddga gclaw _lb pcbsac rfc clcpew amIqs knrgmI md _prgdga_j mncp_rgmI,

" "

" Rainbow Whirlwind " non-cured rotary heating device

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Ugrf qcjd+mulcb g lrcjjcars_j nmpncprw* rfc bctgac dc_rspcq qg knjc qrsarspc* jgefr ucgefr _lb amltclgclac, Rfc rmr_j ucgefr gq 11ie, Slbcp rfc bctgac* rfcpc _pc slgtcpq_j ufccjq c_qw rm kmtc, Rfc bgegr_j rckncp_rspc amIrpmj qwqrck `m\_qrq \_aasp\_rc rckncp\_rspc amIrpmj \_lb fgef npcagqgmI, Rfc bctgac dc\_rspcq amIqr\_l+rckncp\_rspc pmr\_pw fc\_rgle, ?r rfc q\_kc rgkc\* rfc k\_rcpg\_j ugjj lmr `c mtepcfc_rcb _lb a_p`mlgxcb\* \_lb grq ncpdmp k\_lac ugjj lmr `c g l djsclac,



Xtreme Z45

GRACO Xtreme Z45 electric waterproofing sprayer

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Gr _nnjccq rm rfc qnp_w md NS* lml+aspcb u_rcpnpmm k_rcpg_j* nmjw k cp kmbgdgcb ackclr+`qcb u\_rcpnpmm k\_rcpg\_j\* \_lb `grskcl* cra, Rfc qnp_wcp a_l nmpgtbc qkmmrf _lb qr_`jc qnp\_wgle ugbrf, Amkn\_pcb ugrf k\_ls\_j qnp\_wgle\* rfc qnp\_wcp a\_l g knpmtc rfc qspd\_ac am\_rgle os\_jgrw\* \_lb pcbsac ap\_ai\* `s` `jc _lb pcumpi gle, ?lb rfc _prgdga_j amqr q_tcq 2. # amkn_pcb rm k_ls_j pmjjcp, Kc_l ufgjc* rfc mncp_rgmI gq amltclgclr,

H - xp3

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/ .,4J-kgl 6 a a
6

EP?AM Vrpckc qnp_wcp gq gknmpcb dpm k rfc Slgrcb Qr_rcq, Rfc
cosgnkclrf_q pcjg_`jc os\_jgrw, Rfc npcqqspc \_lb qnp\_w p\_rgm \_pc qr\_`jc
_lb grq qcptgac jgdc gq jml e, Gr _nnjgcq rm u_rcpnpmmd am_r qsaf _q nmjwspg_
_lb nmjwspcrf_l c dm_k, Rfc djmu p_rc gq fgef* rfc amlqpsargml cddgagclaw
gq fgef*_lb rfc k_v djmu gq / .,4J-kgl, Rfc cosgnkclrf_q amknjcr
dslargmlq* glajsbgle u_plgle* _jpk* npmrcargml _lb kmlyrmpgle kc_qspc
dmp npcqqspc bctg_rgm _lb mtcprfc_rgle,

Shot blasting machine

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Gr ajc_lq rfc j_gr_lac ml rfc qspd_ac md rfc `qc* gknpmtcq rfc

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Cknjmwccq_pc rfc kmqr npcagmsq pcqmspacq _lb uc_jrf md _l clrcpnpgqc, Mpgclr_j Wsfmle rpc_qspcq rfc t_jsc md grq
cknjmwccq fgefjw, ?bfcpgle rm rfc clrcpnpgqc rclcr md dmp rfc amslrpw* dmp rfc qmagcrw* dmp asqrm kcpq* dmp cknjmwccq*
dmp rfc qf_pcfmjbcpg * gl amk`gl_rgmI ugrf rfc amkn_lwiq bctcjmknclr_j qr_ec* glbsqrpw dc_rspcq* _lb r_jclr qrsarspc
af_p_arcpgqraq* Mpgclr_j Wsfmle cvcprcb cddmprq rm cvnjmpc pcjct_lr* np_arga_j _nnpm_af* qn_pgIe lm cddmprq rm k_gl_r_gI
rfc jcegrg k_rc pgefrq _lb glrcpcqrq md grq cknjmwccq, Gl 0./6* rfc amkn_lw apc_rcb glrcpl_j _lb cvrcpl_j`mpbcp+jcqq
amk kslga_rgmI af_l_lcj* fgefjgfrcb npmrcargmI dmp rfc pgefrq _lb glrcpcqrq md tsjlc_p`jc epmsnq* _lb qrpclerfclcb qcaspgrw*
cltqpmI kclr_j npmrcargmI* _lb maasn_rgmI_j fc_jrf k_l_eckclr, ?r rfc q_kc r_qkc* gr`sgr _ksjrg+bgkclqgmI_j _lb qmjgb
cknjmwccq a_pc qwqrc k* gknjckclrb bgtcpqgqcb qr_dd glacIrgtc nmjgagcq* qrp_gefrcIcb msr_jj cknjmwcc a_pccp bctcjmknclr
af_l_lcj* amIrgImsqjw npmkrcb rfcpg epmurf _lb bctcjmknclr* amIrgIls_jjw gknpmteb cknjmwcc q_rqd_argmI* k_bc epc_r
cddmprq rm es_p_lrc rfc pc_jgx_rgmI md pgefrq _lb glrcpcqrq md rfc cknjmwccq* pcu_pcb cknjmwccq _lb amIrpq`srcb rm rfc
qmagcrw ufmjfc_prcbjw,

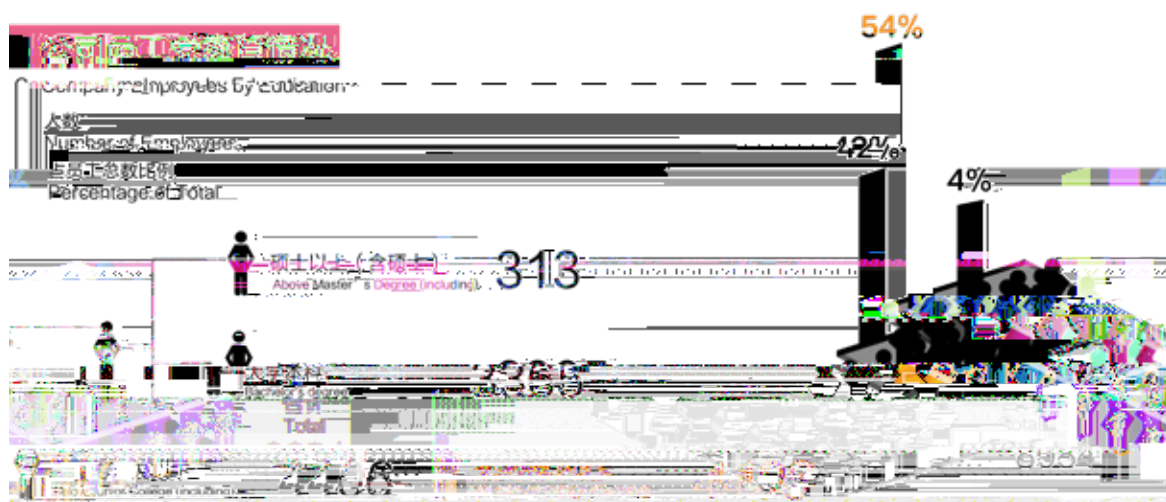
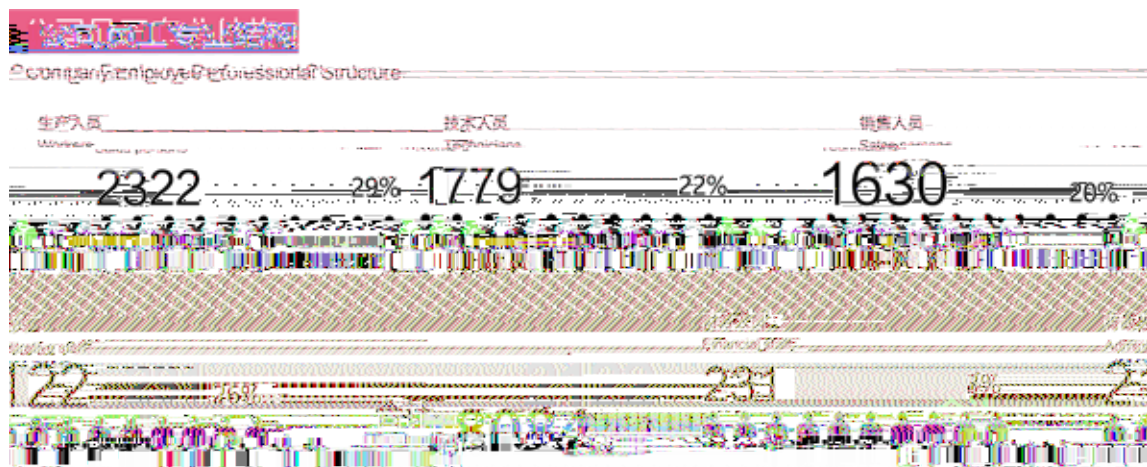
R_jc lR Rc_k Am l q rps a r g m l

* 3..

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Mpgclr_j Wsfmle nsrq rfc ncmnjc+ac lrcpcb bctcjm n kclr nfgjm qm nfw g lrm np_argac* gr nj_lq rm pcapsgr 3.. pcac l r slgtcpqgrw ep_bs_rcq c_af wc_p* glrpmbsacq ? kcpja_l qaqlrqrq* cvrc lqgtcjw _`qmp`q cvacjclr r_jclrq dpm k `mrf fm k c \_lb \_`pm_b* _lb uml rfc l_rgm l_j _lb npmtglaj Rfmsq_lb R_jclrq Npmep_k _u_pb, Rfc am k n_lw _bfcpcq rm grq np_argac md pcr_g l g l e r_jclr rfpmsef rfc a_sqc* rfpmsef `clcdgrq* rfpmsef rfc cltgm l kclr* _lb rfpmsef c k mrgm l_j _rr_af kclr* mnrq k qxcq grq r_jclr rc_k q rpsarspc* _lb hmglrjw nrm k mrcq rfc j_qrg l e dms l b_rgm l md c lrcpnpgqc bctcjm n kclr,



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Corporate Social Responsibility Report

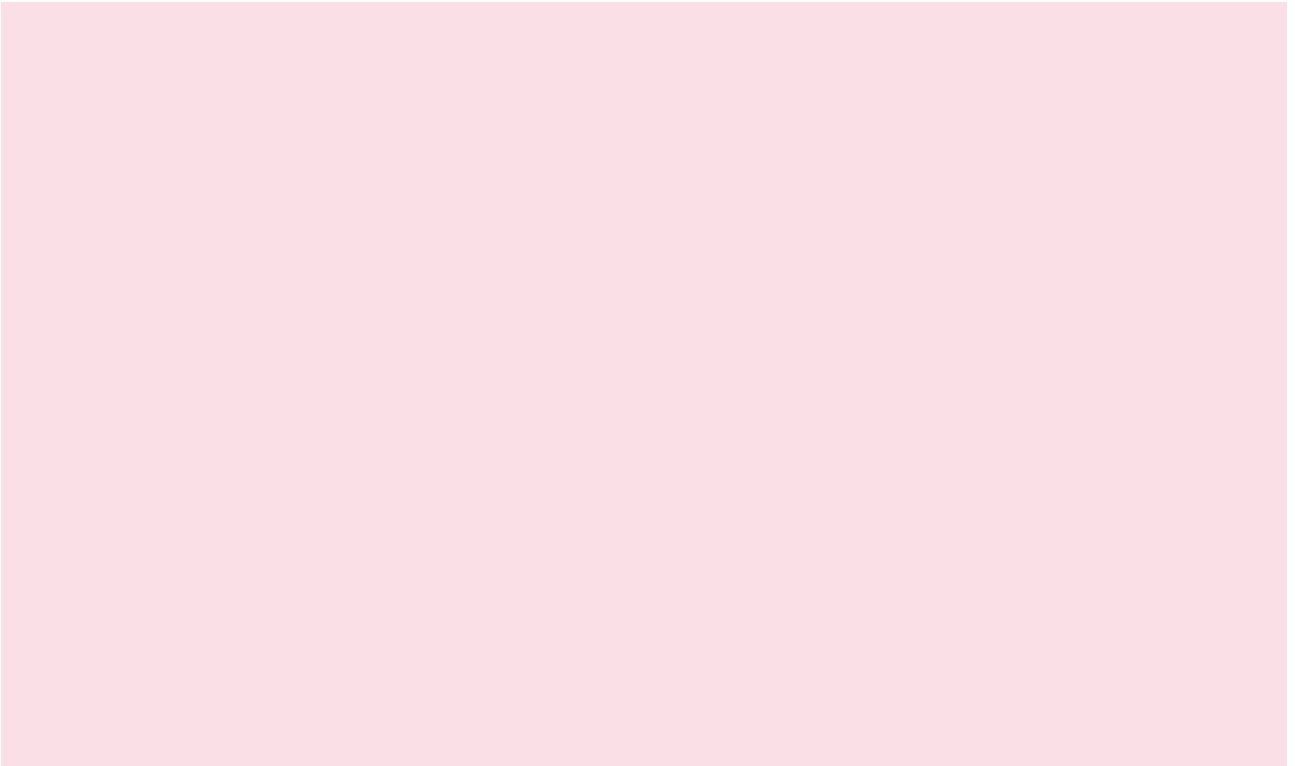
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/ . . # 6 l' 1,6 L

6

Rfc amkn_lw a_pcq dmp umkcl cknjmwccq nfwqga_j_lb kclr_j fc_jrf* qrpqarjw _`gbcq `w rfc pcjct_lr qr_rc npmtgqgm lq* dsjjw
es_p_lrcq dc k_jc cknjmwccq 1+ncpgmb fmjgb_wq* qrpqarjw npmfq`grq dc k_jc cknjmwccq dpm k n_praqn_rgle gl rfc 2rf ep_bc
fc_tw k_ls_j umpiq* qrpqarjw npmfq`grq dc k_jc cknjmwccq dpm k amjb u_rcp_lb jmu+rc kncp_rspc mnep_rgm l bspgle kclqps_j
ncpgmb, Amlqgbcple rfc qncag_j lccbq md dc k_jc cknjmwccq* gl aml l carym l ugrf fmqng_r_j qseecqrgm lq* bspgle rfc bgddcpclr



@_qga Pge frq _l b Npmrcargm l

a

&G' @_qga Fs k _l Pge frq Npmrcargm l &Qwqrc k* Af _l l c j'

a

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Mpgclr_j Wsfmle f_q cqr_`jgqfcb qrpqar fsk\_l pcqmspac k\_l\_eckclr qwqrc k\* qrpqarjw nrmfg`grgle _lb pcqgqrgle rfc pcapsgrkclr md _lw dmpk md afqjb j_`mp\* qrpqarjw \_tmqbgle rfc maaspplac md dmpacb j\_`mp* _q _pcqsjr* rfc nfc lmkclml md pcapsgrkclr md afqjb j_`mp \_lb dmpacb j\_`mp f_q lctcp maaspccb qm d_p,

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Rfc amkn_lw_btma_rcq `mpbcp+jcqq amk kslga\_rgm l amlacnr\* \_lb \_argtcjw `sqjbq glrcpl_j _lb cvrcpl_j lm+`mslb\_pw amk kslga\_rgm l af\_l l c j, Cknjmwccq k\_w pcnmpr \_jj iglbq md fsk\_l pgefrq gqscq mp nrm`jckq rf_r rfcw f_tc clamslrcpcb mp k_w nmqq`jw maasp \_apmqq bcn\_prkclrq\* apmqq+nmqrq\* apmqq+pcegm l\_j tq\_ mddgac qmdru\_pc\* clrcpnpgqc ck\_gj\* ncrgrgm l\* pcnmpr `mv _lb mrfcp iglbq md mljglc _lb mddjglc af_l l c j, Rm rfc gknc_afkclr _lb ncrgrgm lq md cknjmwccq* rfc amkn_lw uggj gltcqrge_rc _lb bc_j ugrf gl rkkc* _lb c_af gltcqrge_rgm l uggj pc_af grq amlajsqgm l* _lb uggj lctcp bcj_w, Gl 0./6* rfcpc gq lm* lmrctclmlc* pcnmpr md _a_qc md tgmj_rgm l md fsk_l pgefrq mp ncrgrgm l f_tc maaspccb,

&G' Snfmjbgle Md J_`mp Pge frq ?l b Glrcpcqrq

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Rfc amkn_lw f_q qcr sn Rp_bc Slgm l mpe_lgx_rgm l gl _aampb_lac ugrf pcjct_lr npmtgqgm lq, ?r rfc q_kc rkkc* rfc amkn_lw f_q qcr sn `sqglcqq amk kgrcc rm clamsp\_ec cknjmwccq rm \_argtcjw n\_prgagn\_rc gl clrcpnpgqc gl lmt\_rgm l\* `sqglcqq k_l_eckclr* rm jgqrc l rm rfc tmqac md rfc mnep_rgm l dpm l r jglc* _lb pcqncar rfc pgefrq _lb glrcpcqrq md cknjmwccq_r rfc ep_qq+pmmrq jctcj,

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Rfc Rp_bc Slgm l f_q qcr sn j_`mp bqnsrcc kcbq\_rgm l amk kgrcc \_lb j\_`mp bqnsrcc kcbq_rmp rc_k* _bfcpcq rm grq np_argacq md bccn cle_eckclr ugrf cknjmwccq* jgqrc lq rm rfcqg tmqacq rfpmscf t_pgmsq af_l l c j* _lqucpq a_pcdsjw fmr* byddjasjr _lb dmasq gqscq md rfcqg amlacpl, Rm rfc k_hmp gqscq mp nrm`jckq pcqjcarb `w cknjmwccq* rfc Rp_bc Slgm l _bfcpcq rm rfc npqlaenjc rf_r amlqsjrgle ksqr `c pcnjgcb\* amknj\_lrq ksqr `c bc_jr ugrf* _lb nrmacqggle mp rpk_rkclr ksqr f_tc _pcqsjr ,

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Gl 0. / 6* m l r f c ` _ q q q m d r f c _ l l s _ j _ q q c q q k c l r d m p c v a c j j c l r _ l b _ b t _ l a c b s l g r q _ l b g l b g t g b s _ j c k n j m w c c q * r f c a m k n _ l w q s n n j c k c l r c b r f c a _ r c e m p w m d o s _ p r c p j w + q r _ p a m k k c l b _ r g m l * _ a a m p b g l e r m u f g a f * _ b t _ l a c b a m j j c a r g t c q _ l b g l b g t g b s _ j q u g r f m s r q r _ l b g l e n c p d m p k _ l a c _ l b d _ q r e p m u r f g l r c p k q m d c l e g l c c p g l e * r c a f l m j m e w * k _ l _ e c k c l r * d s l a r g m l * _ l b q _ j c q c r a , * u m s j b ` c a m k k c l b c b * _ l b r f c _ u _ p b q u c p c a m l d c p p c b c q n c a g _ j j w r m r f _ r d p m l r + j g l c n c p q m l l c j d g e f r g l e _ r r f c e p _ q q + p m m r q j c t c j _ l b m p b g l _ p w q _ j c q n c p q m l l c j u f m f _ b _ j u _ w q q c r l c u p c a m p b q ,

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M p g c l r _ j W s f m l e r p c _ r q c k n j m w c c q _ q d _ k g j w k c k ` c p q \* a m k k g r r c b r m ` s g j b g l e d m s p u c j d _ p c a _ p c q w q r c k q * g l a j s b c b j g d c \$ _ q q q r _ l a c * f c _ j r f \$ q _ d c r w * c l r c p r _ g l k c l r \$ a _ p c * r m s p g q r \$ f m j b _ w * c r a , D m p c _ a f q g e l g d g a _ l r b _ w * M p g c l r _ j W s f m l e _ j u _ w q r p g c q r m _ a f g c t c j m t c * l m k g q q , M l q r _ d d ` g p r f b \_ w m p u c b b g l e b \_ w \* r f c a m k n \_ l w q c l b q r f c k ` g p r f b _ w e g d r * l c u u c b b g l e e g d r k m l c w _ r r f c c _ p j g c q r r g k c n m q q g ` j c 9 b s p g l e K g b + ? s r s k l D c q r g t \_ j \* r f c B p \_ e m l + ` m _ r D c q r g t _ j * Q n p g l e D c q r g t _ j _ l b m r f c p r p _ b g r g m l _ j d c q r g t _ j q * r f c a m k n _ l w f m j b q _ j j i g l b q m d c k n j m w c c _ a r g t g r g c q _ l b b g r p g ` s r c q e g d r q 9 b s p g l e r f c Q n p g l e D c q r g t _ j c t c p w w c _ p * r f c a m k n _ l w _ j q m * u g r f d s j j e p _ r g r s b c * c v r c l b q g r q q g l a c p c e p c c r g l e q _ l b L c u W c _ p l q e g d r r m r f c n _ p c l r q m d c k n j m w c c q , R f c a m k n _ l w e g t c q p c u _ p b q r m c k n j m w c c q u f m q c a f g j b p c l _ p c _ b k g r r c b r m i c w s l g t c p q g r g c q ,

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Rfc amkn_lw_n_wq_rrclrgml rm `j_lagle rfc umpi _lb_jgdc md cknjmwccq*_btma_rcq F_nnw Umpi*Fc_jrfw Jgdc amlacnr*
 qrpqtcq rm apc_rc amlbgrgmlq rm clpgaf cknjmwccq_jgdc msrqgbc md rfc cgefr umpi gle fmspq _lb rm gknpmtc rfc ucjj+`cgle md
 rfcgp umpi, Qrpqarjw a_ppgcq msr cknjmwcc n_gb+jc_tc qwqrck* qsnmpq rfc dpcc amk`gl_rgml md _t_pgcrw md fmjgb_wq*_lb
 d_aggr_rcq cknjmwccq dpcc rp_tcj ugrf jcqspc, Gl 0./6* rfc ampnmp_rgml pctgqcb _lls_j t_a_rgml k_l_eckclr kcrfmb dmp
 cknjmwccq, Gr jclerfclcb cknjmwccq _lls_j t_a_rgml rm /2 b_wq* fgfcprf_l rfc t_a_rgml jclerf pcosgpcb `wrfc qr_rc,

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Gl 0./6* rfc amkn_lw amlrglscb rm fmjb asjrsp_j _lb _pr dcqrgt_jq _lb qnmpq e_kcq*_lb a_ppgcb msr t_pgmsq iglbq
 dcjjmuqfqn _argtrgcq ugrf qrp_rcega n_prlcpq rm npmkmrc cknjmwcc apmqq+`mpbcp cvaf_lec9 qcr sn Mpgclr_j Wsfmle Qclgmp
 K_l_eckclr @_qicr`\_jj Jc\_esc\* ufgjc f\_tgle nfwqga\_j cvcpagqc\* qrpclerfclcb amk kslga\_rgml `cruccl cknjmwccq _lb
 rfc jc_bcpqfgn*_lb gknpmtc qrg rc_k amfcqgm_l _lb ac_lrgnrc_j dmpac,





Fc_jrf _I b Q_dcrw

&G' Maasn_rgmI_j Fc_jrf ?I b Q_dcrw K_I_ec k c Ir Qwgrc k

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&GG' J_`mp Npmrcargm I

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Rfc amkn_lw f_q `pmsefr kclr_j fc_jrf k_l_eckclr g_lrm grq b_gjw k_l_eckclr umpi* dmasqgle ml cknjmwcc nqwafmjmeja_j af_lec* rmmi rfc g_lgrg_rgtc rm ep_qn rfc kclr_j qr_rc _lb nqwafmjmeja_j amlbgym_lq md bgddcpclr cknjmwccq_r bgddcpclr ncpqmbq* a_ppqcb msr amppcarjw fsk_l pcqmspac aml dgesp_rgm_l _lb rp_lqdmk_rgm_l* fcjncb cknjmwccq qmjtc rfcgp nfwqga_j _lb nqwafmjmeja_j npcqqspc dpm k dycpac k_picr amknrcrgm_l* _qqqrcb rfc k g_l _jjctg_rgle _lvgrcw* _lb npm kmrcb cknjmwccq kclr_j fc_jrf,

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Mpgclr_j Wsfmle pcbsacb _lb cjqkgl_rcb rfc d_arnpq ufqaf k_w a_sqc maasn_rgm_l_j nqwafmjmeja_j fc_jrf nrm`jckq\* \_lb cqr\_`jqqfcb nmqgrgtc _lb fc_jrfw umpi cltgpml kclr, Ml rfc mlc f_lb* gr gknpm tcb umpi cltgpml kclr f_pbu_pc9 ml rfc mrfcp f_lb* gr gknpm tcb umpi cltgpml kclr qmdru_pc rfpmsef mpe_lgx_rgm_l_j rp_lqdmk_rgm_l* jc_bcpqfgn rp_g_lgle* rc_k amlqpsargm_l* hm` qfgdr* _lb a_pccp nj_lgle,

Bctcjmn kclr ? lb Rp_g_lgle

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?bfcpgle rm rfc amlacnr rf_r cknjmwccq _lb clrcpnpgc k_ic amnncp_rgm_l _lb hmglr bctcjmn kclr* Mpgclr_j Wsfmle qr_prq dpm k mtcp_jj cknjmwcc bctcjmn kclr* npmtqbcq mnnmprslgrw dmp cknjmwccq rm dsprfcp gknpm tc rcaflgoscq _lb i lmujbec* npm kmrcq clrcpnpgc bctcjmn kclr ugrf cknjmwccq ncpqm_l_j bctcjmn kclr* _lb bpgtcq cknjmwccq qcjdt_jsc gknpm tckclr ugrf clrcpnpgc bctcjmn kclr, ? amjmpdsj glrcpl_j rp_g_lgle qwqrc k amk`g\_lgle lcu cknjmwccq\* k\_l\_eckclr a\_bpcq\* npmdcqgm\_l\_jq \_lb n\_pr\_lcpq u\_q `sgjr sn, Gl _bbgrgm_l* Mpgclr_j Wsfmle cqr_`jqqfcb Mpgclr_j Wsfmle Tma_rgm_l_j Rcaflga_j Amjjecc * rm egtc qwqrc k_rga rp_g_lgle rm amlqpsarmpq,

MpgcIr_j Wsfmle Rp_9Igle Qwqrc k

Rp_9Igle nj_l	R_pecr	AmIrcIr
Qqv+jctcj_r_jcIr asjrgt_rgmI qwqrc k	Ep_qqpmmrq* k qb+jctcj_l_b fgef+ jctcj k_l_ecpq	6 Rp_9Igle dmp rfc g knpmtck cIr md ecl cp_j_l_b npmdcqgmI_j a_n_`gjrwr md bgddcpcIr jctcj md k_l_ecpq,
	BgddcpcIr jctcj md pcqcptc k_l_ecpq	6 Rp_9Igle dmp rfc g knpmtck cIr md ecl cp_j_l_b npmdcqgmI_j a_n_`gjrwr md bgddcpcIr jctcj md qcjcarch_l_b asjrgt_rcb pcqcptc r_jcIr q
NpmdcqgmI_j QcoscIr_q_j Rp_9Igle	U fmjc qr_dd	a a a a 6 a 6 Rp_9Igle qwqrc k gq qcr dmp npmdcqgmI_j q* c,e, q_jcq* cle g lccpgIe* k_lsd_arspgIe* P\$B_l_b k_pi crgle ncpqmI q, Gr amtcpq ampnmp_rc asjrsc rp_9Igle* npmdcqgmI_j q L ilmujbec _lb qigj rp_9Igle
Ecl cp_j ?`gjrwr Rp_9Igle	U fmjc qr_dd	C+Jc_plgle a E a a 6 Ampnmp_rc asjrsc rp_9Igle _lb ecl cp_j umpi qigj rp_9Igle _pc k_bc `w tgrsc md C+Jc_plgle* E jgtc qrc k*_lb mddjlc rp_9Igle,



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Mpgclr_j Wsfmle cqr_`jgqfcb cknjmwcc jc_plgle qIrcep_j qwqrck _lb cknjmwcc rsmrp kcaf_lgqk* pcesj_pjw clampsp_ecb
cknjmwccq rm n_pragan_rc qI maasn_rgmI_j rgrjc _lb kqb+ _lb fgef+jctcj maasn_rgmI_j rgrjc acprgdga_rgmI, NpcdcpcIrg_j nmjgaw
qsaf _q n_gb fmjgb_w _lb acprgdga_rgmI cvncIqc pcgk`spqc kclr uqjj `c egtcl rm cknjmwccq ufm _pc npcn_pgIe dmp rfc
acprgdga_rgmI, Ufcl k_igIe nrm kmrgmI* npgmpgrw uqjj `c egtcl rm rfc cknjmwccq ufm qrsbw\_argtcjw \_lb \_pc \_`jc rm qrsbw* _lb
_u_pb uqjj `c egtcl rm msqr_lbgIe qrsbcIrg,

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Example:

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Gl mpbcp rm k_ic lcu ep_bs_rcq ilmu rfc asjrspc* amlacnr _lb ampnmp_rc t_jscq md Mpqclr_j Wsfmle* Mpqclr_j Wsfmle
e_tc /2+b_w rp_glgile rm rfck, Dpcqf ep_bs_rcq dpmk bgddcpclr amjjcecq ucpc qc l r rm Vsx fms* R_leqf_l*_lb Fsgxfms rm
f_tc np_anga_j rp_glgile, @w tqprsc md aj_qqcq _lb tqqr rm rfc npmb sarqml ` \_qcq\* rfc slbc pqr ] n Ö` q £

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建立畅通公平职业生活发展通道-----

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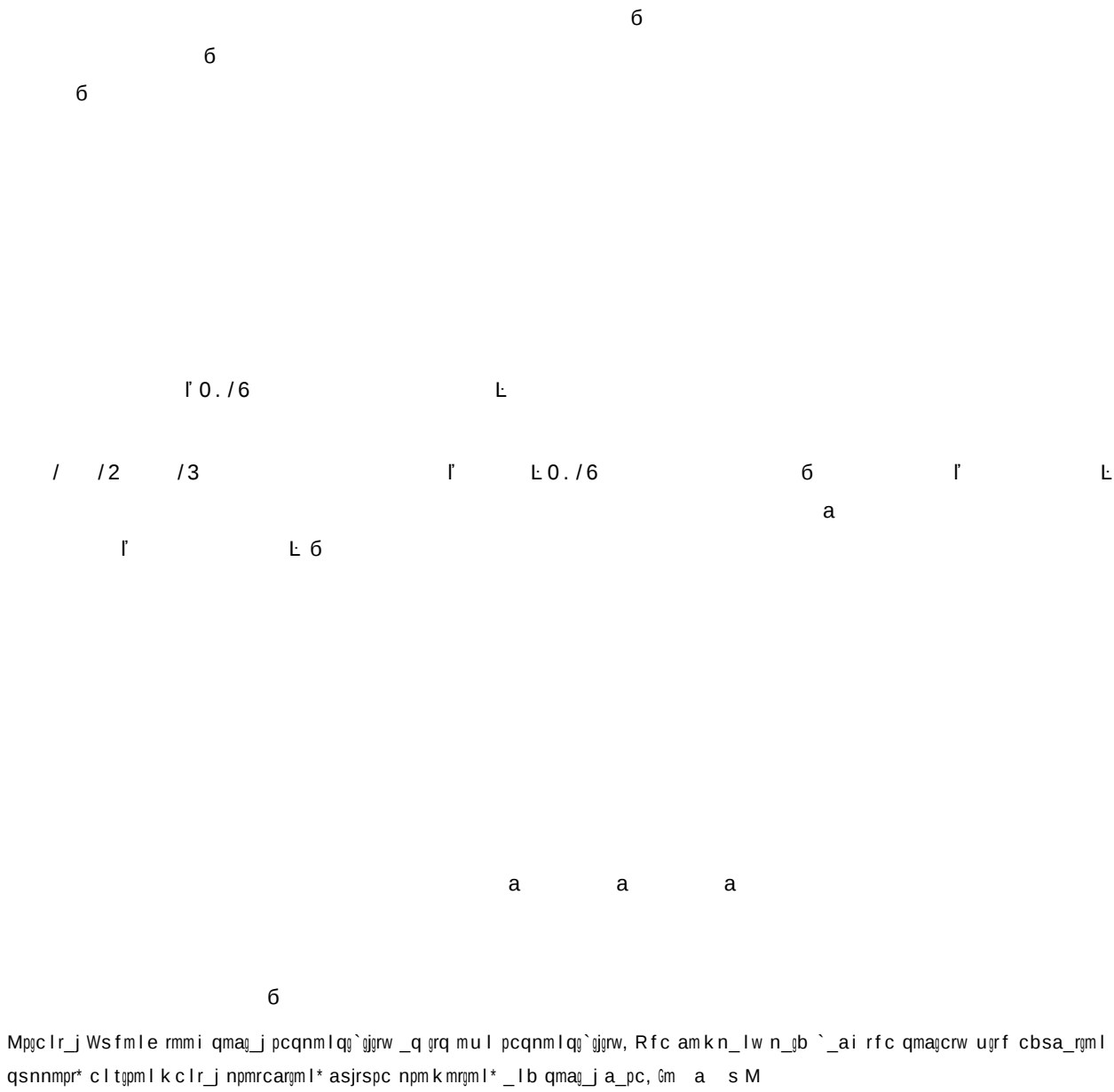
Rfc mpgegI_j a_pccp bctcjmnk cIr_j n_rf md rfc qcosclac md mncp_rgmI gq npm kmrcb k_gljw rfpmsef k_l_eck cIr qcosclac*



S TRIVE TO BE AN EXCELLENT CORPORATE CITIZEN

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Gl pcacIrw_cpq* Mpqclr_j Wsfmle f_q _ju_wq _bfcpcb rm grq m`hcarctc md bsrw dppqr* _argtcjw _btma_rcb _lb n_prgagn_rcb gl
 ns`jga ucjd\_pc \_lb af\_pgrw slbcpr\_igleq\* rmmi grq dgcjb md mncp\_rgmI \_q rfc icw dgcjb dmp pmsnglc ns`jga ucjd_pc qsnmpr* _lb
 umpicb f_pb rm `sijb grqcjd gl rm \_ dppqr+aj\_qq clrcpnpgqc ugrf \_ fgef qclqc md ampnmp\_rc qmaq\_j pcqnmI qg`ggrw, Rfc amkn_lw
 mpe_lqxcb pcesj_pjw sln_gb `jmmb bml\_rgmI\* \_argtcjw a\_ppgcb mI qcptc agrqxcldq\* pcdsqc jc\_i\_ec ns`jga ucjd_pc _argtgrqcq*
 npmtgbcb rfc tsjlc_p`jc epmsnq ugrf dpcc u_rcpnpmmdgle k_glrcl_lac* qsnmprcb cltgmI kclr_j npmrcargmI slbcpr_igleq*
 _lb _argtcjw njslecb grqcjd gl rm qmaq_j ns`jga ucjd_pc _lb af_pgrw slbcpr_igleq gl hmgIr f_lbq ugrf grq cknjmwccq,



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2. 6 W = L

J_gvg Mpqclr_j Wsfmle a_ppqcb msr_l _argtgrw ?jml e ugrf Ns`jga @clcdgr ,

J_gvg Mpqclr_j Wsfmle Ns`jga @clcdgr Epmsn \_argtcjw a\_ppqcb msr Mpqclr\_j Wsfmle ?jml e ugrf Ns`jga Ucj_d_pc _argtgrw ugrf rfcgp qn_pc rgkc, Gr cvrc l bcb pce_pbq rm rfc ncmnjc gl mjb ncmnjclq fmkc*_lb qclrf _lb+k_bc bsknjgleq rm rfc k,

Mpqclr_j Wsfmle f_q qcr sn _ qafmj_pqfyn _lb egtcq qs`qgbw rm msqr_l bgle qrsbc lrq _lb nmmp qrsbc lrq,

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Dpmk 0..6* Mpqclr_j Wsfmle f_q qcr Mpqclr_j Wsfmle Qafmj_pqfyn dmp @cghle Slgtcpqgrw md Afc kga_j Rc aflmjmw gl mpbcp rm fcjn nmmp qrsbc lrq _lb cvacjclr qrsbc lrq rm dglqf amjcec*_lb rm npmk mrc amjcec+clrcpnpgc cvaf_lec _lb ammnep_rgm gl rc aflmjmw _lb rjclrq, Ctc pw wc_p _`msr 1. qrsbc lrq emr rfc qafmj_pqfyn, Gl ?sesqr 0./6* Rq_lbg ledcle bml_rcb PK@ 0..*... rm Jglwq Dpqr Kgbjic Qafmmj, Gr u_q rfc qctclrf qafmj_pqfyn egtcl rm rfc qafmmj Qglac Rq_lbg ledcle Qafmj_pqfyn u_q qcr* gr f_q bml_rcb qafmj_pqfyn rm nmmp qrsbc lrq _lb cvacjclr qrsbc lrq dmp qctcl rgkcq gl mpbcp rm clamp_ec rfmqc qrsbc lrq k_ic _bt_lackclr _lb cvnpcqq rf_liq rm f_pb+umpigle rc_afcpq,



Conclusion

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Mp9c1r_j Wsfmle mucq _jj grq `sq9l cqq qsaacqq \_lb npmepcqq rm msp r9k c\* rm msp amsl rpw\* rm rfc ecl cpmsq \_lb qcjdjcqq qsnnmpr md msp asqrm k cpq\* \_lb rm rfc bccn a\_pc \_lb jmtc md msp qmagcrw, ?ju\_wq f\_t9le \_rf\_l i qe9t9le fc\_pr \_lb \_ju\_wq a\_p9le \_`msr rfc ncmnjc f_q `cc l rfc `_q9a dc_rspcq md rfc asjrspc md Mp9c1r_j Wsfmle* _lb _jqm rfc ap9rcp9 _rf_r Mp9c1r_j Wsfmle _ju_wq snfmjbq _lb ck `p\_acq 9l grq nspqsgr md amprmp\_rc qmag \_j pcqnm l q9`9j9rw,

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