

2020 年度  
雷能公司社会责任报告  
Suplet CSR Report in 2020

Prepared by: System Dept. of Suplet

Date: 2021-1-10

## **公司简介 Company Profile**

本公司（深圳市雷能混合集成电路有限公司）是一家集研发、生产、销售及售后服务为一体的企业，由北京新雷能科技股份有限公司独立投资，成立于2003年04月份，注册于深圳南山区。

公司产品主要为DC-DC 电源、AC-DC 电源、DC-AC 电源、定制电源、一次电源系统、服务器电源及其它各类电源，广泛应用于通信设备、工业控制、铁路信号、电力系统、汽车、仪器仪表等领域。

公司以全员参与、开拓创新的精神致力于企业管理、产品创新、优化设计/开发方案、精良制造、优质产品与热情服务，以满足客户和相关方的要求及不断改进为目的。

The Company (Shenzhen SUPLET Co., Ltd.) is an enterprise integrating R&D, production, marketing and after-sale service. Founded in April 2003, it was invested independently by Beijing SUPLET Co., Ltd., and registered in Nanshan District, Shenzhen City.

Products of the company are mainly DC-DC Power, AC-DC Power, DC-AC Power, Custom Power, Primary Power Supply System, Server Power and other kinds of Power Supply which are widely applied to such fields as communication equipment, industrial control, railway signal, electric power system, automobile, instrument and meter.

With the spirit of staff involvement, pioneering and innovation, the company is committed to enterprise management, product innovation, design/development scheme optimization, excellent manufacture, high-quality products and enthusiastic services with the aim to satisfy requirements of customers and interested parties as well as make constant improvement.

## 企业社会责任战略及管理

### Strategies and management of CSR

#### 公司愿景 Company wish

通过全体员工的共同努力，使公司成为质量可靠、技术领先的一流电源企业，成为深受客户信赖的合作伙伴。

Through the joint efforts of all staff, the company has become a first-class power supply enterprise with reliable quality and leading technology, and has become a trusted partner of customers.

#### 企业使命 Enterprise mission

为客户研发、制造高性能的电源。

Develop and manufacture high-performance power supplies for customers.

##### 1) 高标准: High standard

a) 高性能: 产品轻、小、控制简捷和智能化、复杂恶劣工作环境适应性强等。

High performance: light, small, easy and fast control, intelligent, strong adaptability in complex and bad working environment, etc.

b) 高指标: 产品转换效率高、工作频率高、功率密度大、工作温度范围宽、电磁兼容性好等。

High standard: high product exchange efficiency, high work frequency, large power density, broad working temperature range, good electromagnetic compatibility, etc.

##### 2) 高可靠: 产品本身及应用方案的可靠性高; 开发流程科学严谨。

High reliability: high reliability of products themselves and application proposals; scientific and strict development process.

#### 企业核心价值观 Enterprise core values

爱国爱民，与人为善；市场导向，员工为本；追求卓越，和合共赢；责任担当，奖优罚劣。

Love the country and the people and be kind to others; Market-oriented and employee-oriented; Pursue excellence and win-win cooperation; Assume responsibility, reward the good and punish the bad.

## **企业社会责任方针 Social Accountability Principle**

担当社会责任 创造社会价值

Undertake social accountability and create social value

## **环境/职业健康安全方针 Environmental/Occupational Health and Safety Policy**

以人为本，技术创新减少污染；

People come foremost, achieve technical innovation and reduce pollution.

遵纪守法，明确职责全员参与；

Observe disciplines and obey laws, specify responsibilities with staff involved.

预防为主，保障健康安全生产；

Put prevention first in order to ensure healthy and safe production.

高效节能，加强管理持续改进。

Be efficient and energy-saving, strengthen and continuously improve management

## **质量方针 Quality Policy**

保持技术领先；

Keep the technology ahead,

提升设计质量；

Improve design quality,

管控流程细节；

Control the details of process,

落实职责目标；

Implement the goal of responsibility,

追求顾客满意。

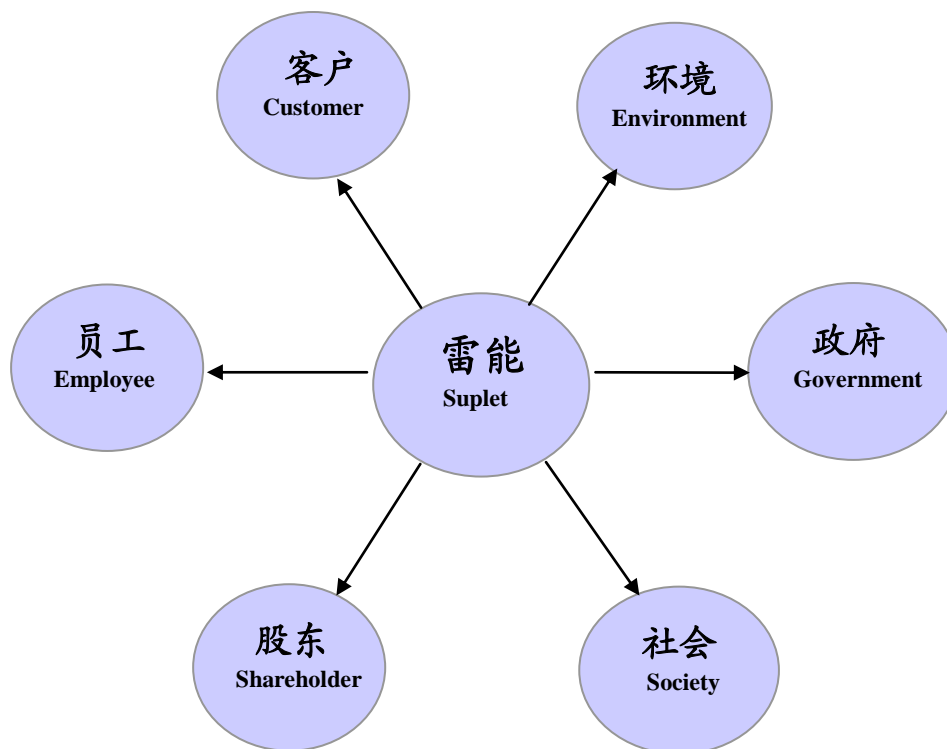
Pursue customer satisfaction.

## **公司价值观和商业行为方针 Company's sense of worth and business action principle**

科技领先、价值为本、客户满意、遵纪守法、和谐共赢

It indicates technology leading, value-oriented, customer satisfaction, obeying rules and laws, harmony and win-win.

## 利益相关方管理 Interested parties management



| 利益相关方<br>Interested parties | 沟通内容<br>Communication contents                                    | 沟通方式与回应<br>Communication method and response  |
|-----------------------------|---|---|
| 客户<br>Customer              | 关注满足客户需求<br>Concerning and meeting requirement of customer        | 合同、会议、访谈、认证<br>Contact, meeting, interview and certification                                  |
| 股东<br>Shareholder           | 风险评估, 投资回报<br>Risk assessment and investment return               | 会议<br>Meeting   |
| 员工<br>Employee              | 员工权益, 培养卓越<br>Employee rights and Cultivating excellence          | 劳动合同、培训、满意度调查、公司信箱<br>Labor contract, training, satisfaction questionnaire and company's mail |
| 环境<br>Environment           | 技术创新, 减少污染<br>Technology innovation and reduce pollution          | 检测<br>Test  |
| 政府<br>Government            | 依法纳税, 遵纪守法<br>Paying tax in accordance with laws and obeying laws | 工作会议、工作汇报<br>Work meeting and reporting   |
| 社会<br>Society               | 服务社会, 创造和谐<br>Servicing society and creating harmony              | 公益活动<br>Commonweal  |

## 员工培育与关爱

### Employee Cultivation and Concerns

#### 重要数据 Important data

员工男女比例：1.4：1.0； Sex ratio of Suplet: 1.40： 1.0

少数民族员工占员工总数比例： 10.62%；

Percentage of minority employee: 10.62%

2020 年员工人均培训小时： 40.3 小时；

Average hours of training per employee in 2020 were 40.3 hours.

不雇用童工； Child labor avoidance

不存在员工歧视； Don't engage in any discrimination.

不存在强迫劳动。 Don't force labor.



## 培训 Training

### 培育技术人才 Cultivate technical talent

人才是研发企业非常重要的资源，公司每年招收应届毕业生，致力于电源开发人才培养，立志成科技领先。雷能公司专心致志构建“技能培训、在线学习、技能认证”，打造适合企业的人才，满足企业技术人才需求，促进社会就业。

Talent is an important resource for R&D enterprise. Suplet is devoted to cultivate talent in module development filed and aim to technology advance by recruiting graduate every year. Suplet concentrate on creating "Technical training, online learning, and technical certification", create talent who proper with enterprise to meet demand of technical talent and advance employment of society.

### 校企合作：支持在校学生成长 Cooperating with university: Supporting growing of students

哈尔滨工业大学深圳研究生院与雷能公司建立校企合作，该院校的研究生以电力电子、电子理工科为主要专业。院校的课题与雷能公司的技术专业密切相关，研究生第一年，进行理论学习，扎实功底，研究生第二年，进入雷能公司实习，把理论淋漓尽致地表现在产品研发技术上。

Suplet establish corporation with Shenzhen Graduate School of Ha'erbing Industrial University which major in electric power and electric science. Subjects of the university are closely related with Suplet' technical character. In the first year's learning, students shall study theory and in the second year, students can enter into Suplet to practice by using theory combines with practice.

## 环境与职业健康安全 Environment and Occupational Health and Safety

雷能公司有完备的环境管理体系和职业健康安全管理体系，各部门对环境因素和危险源进行了识别和评估，对相关法律法规和其他要求进行符合性评估，对环境和职业健康安全进行监视和测量，同时建立了完整的管理程序，包括安防管理条例，危险化学品管理，安全监视与测量控制程序，危险源辨识和风险评估控制程序，特种作业人员持证等管理内容。

Suplet has a complete environmental management system and occupational health and safety management system. Each department has identified and assessed the environmental factors and hazards, assessed the compliance with relevant laws, regulations and other requirements, monitored and measured the environment and occupational health and safety, and established a complete management procedure, includes "Safeguard Management Instruction", "Hazardous Chemicals Management", "Safety Monitoring and Measurement Control Procedure", "Hazards Identification and Risk Evaluation Control Procedure" and "Special Operator Certification".

2020年雷能公司环境指标：焊锡废气装置异常导致废气超标排放次数为零；环保回收废弃物100%交由资质的单位回收处理；水节约1%；废物产生降低1%；提升职工安全生产及紧急应变意识和能力，职工培训达标率为100%；温室气体的排放量为2221.67 tCO<sub>2</sub>；全部达成。

Environmental indicators of Suplet in 2020: the number of times of excessive emission caused by abnormal solder waste gas device is zero; 100% of the environmental protection recycling waste is handed over to the qualified unit for recycling; The awareness and ability of safety production and emergency response of employees were improved, and the standard rate of employee training was 100%; All achieved.

2020年雷能公司职业健康安全指标：生产线用电操作安全事故为零；员工职业健康安全培训达标率100%；应急物品合格率100%；火灾事故为零；化学品伤害事故为零；职业病为零；宿舍用电安全事故为零；全部达成。

The occupational health and safety index of Suplet in 2020: the safety accident of power operation of production line is zero; The compliance rate of occupational health and safety training was 100%; The qualified rate of emergency supplies was 100%; The fire accident is zero; The chemical injury accident is zero; There was no occupational disease; There is no electricity safety accident in dormitory; All achieved.

2020年雷能公司安全生产指标：新员工三级安全培训率为100%；事故隐患整改按时完成率100%；轻伤事故比上年度降低50%；重伤、死亡、火灾事故为0；全部达成。

The safety production index of Suplet in 2020: the three-level safety training rate of new employees is 100%; The completion rate of accident hidden danger rectification on time is 100%; Minor injury accidents decreased by 50% compared with the previous year; Serious injury, death and fire accident were 0; All achieved.

2020年9月份，外部有相应资质的检测机构对雷能公司的环境现状进行了检测。按照废气执行标准和噪声执行标准，监测结果均未超标。

In September 2020, the external qualified testing institutions have tested the environmental status of Suplet. According to the

exhaust gas execution standard and noise implementation standard, the monitoring results are not over standard.

2020 年 09 月份，外部有相应资质的检测机构对雷能生产车间所涉及的职业病危害因素进行了布点采样检测，作业场所职业病危害因素各项检测结果显示均符合相应国家标准要求。

In September 2020, the external qualified testing institutions conducted spot sampling and testing on the occupational hazard factors involved in the production workshop, and the testing results of the occupational hazard factors in the workplace showed that they all met the requirements of the corresponding national standards.

公司有严格的管理要求，对于发生安全事故，及时准确地地上报管理者，以及相关部门备案。

Suplet establish a set of strict management requirement. Any safety accident occurred shall be correctly reported to supervisor and taken record at relevant departments.

严格的制度管理，使得深圳雷能公司成立以来，没有发生过严重的安全生产事故。

Due to strictly system management, no severe security production accident occurred since foundation of Suplet.

2020 年公司顺利通过了环境管理体系（ISO14001：2015）认证，初始注册日期 2006 年 9 月。

Suplet passed ISO14001:2015 Environmental Management System audit and obtained the certification in Sep, 2006.

2020 年公司顺利通过了职业健康安全管理体系（ISO45001:2018）认证，初始注册日期 2020 年 9 月。

Suplet passed ISO45001:2018 Occupational Health and Safety Management System Certification Audit and obtained the certificate in Sep, 2020.

## 员工的福利与关爱 Welfare and care for employees

雷能公司有完善的薪酬管理与员工休息管理制度，福利全体员工共同享有。

Suplet has complete remuneration management and working hours management system. All employees share welfare.

为员工购买养老保险，医疗保险，工伤保险，生育保险，失业保险，意外保险，地方医疗保险惠及配偶和子女。

Suplet provides insurances for all employees such as buy endowment insurance, medical insurance, injury insurance, birth insurance, unemployment insurance, suddenness insurance, local medical insurance with match and child.

为员工交存住房公积金，减轻住房经济压力。

Suplet pays and deposits housing accumulation fund for employees to reduce the economic pressure.

每年安排职业健康人员体检，每两年安排全体员工体检。

Suplet provides occupational disease check for employees who may be caused with occupational disease every year and for all employees every two years.

建立沟通渠道，随时解答员工的疑问。启动 OA 在线讨论空间，总经理信箱，加强管理层与员工的沟通。



# SUPLET® Shenzhen Suplet Co., Ltd.

Suplet establishes communication channel to settle issue of employee and initiating online discussion room in OA system and general manager mailbox, to strengthen communication between top management and employees.

创办“雷能人”月刊，丰富员工精神生活。

Found "Suplet People" monthly publication to richen inner lives for employees



开展各种各样的文娱活动：Develop various entertainments

◇ 设置乒乓球场地，提供乒乓球台面给员工锻炼身体

Set up table tennis field, provide table tennis for staffs to exercise.

◇ 公司内成立篮球队、足球队 Establish basket ball team and football team of Suplet.

◇ 每年各部门组织活动 1 至 2 次，公司级活动 1 次。

Organize activities with department level every one or two times per year and once per time with company level.



## 和谐社会 Harmonious society

还沙滩一片净土 Return clean to beach

近百名员工利用周末时间，到美丽的东部深圳海岸线捡垃圾，能为环境出一份力量，快乐笑容洋溢在脸上。



Close on 100 employees participates East Shenzhen

Coastal Cleaning for weekend. We are very happy to do

our bits for environment.

### 清洁社区琼影 Cleaning in community



积极响应社区义工活动，

近二十名员工利用业余时间，

参加片区的环境清洁工作。

Positively response community volunteer activities. About 20 employees take their spare time to take part in the environmental clean work of area.

### 无偿捐献骨髓，为白血病患者带来新生

Denote marrow free of charge to bring new life for leukaemia

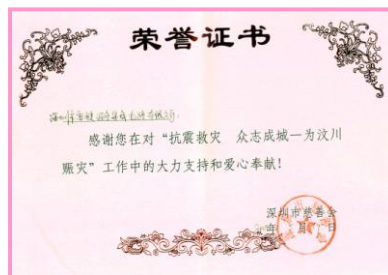
测试部罗康为北京一名 20 岁重症白血病患者，捐献骨髓。公司给予极大的支持，并以罗康的行为引为荣，积极宣传他无私奉献的精神。



Luo Kang of Test Department denoted marrow for a twenty-year-old severe leukaemia patient of Beijing without charge. Suplet provided him great support and actively advocate his devotion spirit.

## 给灾区捎去温暖 Denote for disaster area

汶川 5.12 大地震，全体员工为受难者慷慨解囊纷纷捐款、捐物，弘扬一方有难、八方支援的精神，也是我们回报社会的方式之一。



Suplet and employees denoted for people suffered from 5.12 Wen Chuan earthquake

## 携手共渡难关 Hand in hand and walkthrough troubles

品保部某员工分娩，医生确诊结果有三个疾病项随时可能会危及母亲与婴儿，因家境一般，面对医疗费用愁眉不展，公司员工得知信息后自发为某员工捐款，共捐得 1 万多元，解决该员工的燃眉之急。

One person of quality assurance department and her baby were in mortal danger during childbirth, which cost her a great amount of money. Employees of Suplet spontaneously organized donation of 10 thousands.



## 部门员工的力量 Power of department employee

工程部某员工母亲突发重病，原本按部就班的生活，突然晴天霹雳，一纸诊断书打断平静的生活，部门员工纷纷解囊相助，给该员工带来丝丝暖意。

The mother of an employee in the engineering department became seriously ill, and colleagues helped one after another, bringing warmth to the employee.



## 参加植树节的活动 Take part in the activities of the Arbor Day



3月12日植树节，公司员工参加中山公园植树活动，为光秃的草坪增添桃树芬芳。

In the Arbor Day on March 12, the employees of company take part in the activities of planting trees in Zhongshan Park and add peach fragrance for the bare lawn.

## 为英雄尽绵薄之力 Contribute to the hero

获知每年警察为社区服务的伤亡数据，感恩为社区平安服务献出健康甚至生命的警察，捐一点绵薄善款。

Because realizing the casualty figures of police for the community service each year, we are grateful to the policeman who sacrificed health even life for the community service and we contribute a little contribute to them.



## 来自大家庭的关爱 Love from extended family

公司清洁工阿姨自入职以来兢兢业业，因不幸罹患乳腺癌深陷病痛，只能辞职回家休养。公司提出倡议，积极发扬“一方有难，八方支援”的人道主义精神，大家纷纷慷慨解囊，伸出援助之手，为清洁工阿姨献出一份爱心，捐助金额总计近三万元。

The company's cleaning lady has been cautious and conscientious since she joined the office. Unfortunately, she suffered from breast cancer and was deeply ill. The company put forward an initiative to actively carry forward the humanitarian spirit of "one side in trouble, all sides to support". Everyone generously extended a helping hand and gave a love to the cleaning aunt, with a total donation of nearly 30 thousands.

| 序号 | 部门   | 金额       | 备注     |
|----|------|----------|--------|
| 1  | 财务部  | 1000     | 5人     |
| 2  | 市场部  | 880      | 11人    |
| 3  | 销售部  | 1100     | 13人    |
| 4  | 运营部  | 1000     | 10人    |
| 5  | 测试部  | 900      | 11人    |
| 6  | 市场部  | 1000     | 部门全体成员 |
| 7  | 市场部  | 1000     | 10人    |
| 8  | 运营中心 | 1000     | 12人    |
| 9  | 运营中心 | 1000     | 12人    |
| 10 | 市场部  | 1000     | 8人     |
| 11 | 市场部  | 1000     | 10人    |
| 12 | 市场部  | 1000.00  | 10人    |
| 13 | 市场部  | 1000     | 7人     |
| 14 | 市场部  | 400      | 5人     |
| 合计 |      | 10000.00 |        |

捐款人：市场部 2024年3月12日  
 收款人：财务部 2024年3月12日

## 社会评价 From Society evaluation

2009 年荣获地方级 “十佳和谐企业”；

2009 年就深圳市中小型企业诚信、成长型评价，雷能公司荣获 500 强第 14 位；

2010 年广东省常委、深圳市委书记王荣亲临公司视察，对雷能公司构建和谐企业给予高度的评价；

2011 年度国家高新技术企业；

2012 年度获深圳南山区安全生产主体责任制先进单位；

2014 年深圳雷能评为共青团深圳市委员会 “青年文明号”；

2015 年荣获深圳南山区 “巾帼文明岗” 称号；

2010 年度荣获深圳东志公司优秀供应商；

2011 年度荣获大唐移动优秀供应商称号；

2013 年度荣获双翼公司战略合作伙伴称号；

2017 年度国家高新技术企业；

2018 年度荣获大唐移动优秀供应商称号；

2017 年 IPO 上市；

2018 年度荣获铭普光磁战略伙伴称号；

2019 年度荣获大唐移动优秀供应商称号；

2019 年度 IMS 数字化智能制造系统示范项目；

2019 年度 IMS 项目优秀团队。

2020 年度再次评定为国家高新技术企业；

2020 年度再次荣获大唐移动优秀供应商称号；

Suplet is awarded local "Top 10 Harmonious Enterprise" in 2009.

Suplet was ranked fourteenth of fortune 500 Credible and Developing Enterprise of Shenzhen Medium and Small-sized enterprises.

Suplet was accepted site visit by Wangrong who is standing committee of Guangdong Province and Secretary of Shenzhen in person and rewarded high evaluation for its harmonious enterprise.

Suplet is awarded National New and High Technology Enterprise in 2011.

Suplet is awarded Production Safety Main Responsibility System Advanced Unit of Shenzhen Nanshan District in 2012.

Suplet is awarded “Youth civilization” of the Communist Youth League Shenzhen Committee in 2014.

Suplet is awarded “Heroine Civilized Post” Title of Shenzhen Nanshan District in 2015.

# **SUPLET<sup>®</sup> Shenzhen Suplet Co., Ltd.**

Suplet is awarded Excellent Supplier of Shenzhen Donzhi Company in 2010.

Suplet is awarded Excellent Supplier of DT Mobile Company in 2011.

Suplet is awarded Strategic Partner Title of Two Wing Company in 2013.

Suplet is awarded National New and High Technology Enterprise in 2017.

Suplet is awarded Excellent Supplier of DT Mobile Company in 2018.

IPO listing in 2018.

Suplet is awarded Strategic Partner Title of Mentech Company in 2018.

Suplet is awarded Excellent Supplier of DT Mobile Company in 2020.

Suplet is demonstration project of IMS digital intelligent manufacturing system in 2020.

Suplet is excellent team of IMS project in 2020.

End of the report