WORKING ENVIRONMENT

HCH approaches to sustaining growth while meeting environmental and social challenges is to work determinedly to integrate the long-term sustainable development approach into its business practices, processes as well as product and solution offerings to the market and industry. HCH GROUP undertakes to perform its business activities constantly ensuring an ecologically sustainable development. Respecting the regulations in force, HCH GROUP protects and safeguards the environment by reaching the right balance between its own economic project and the environment.

HCH is among the earliest international bearing manufacturer receiving global certification according to the ISO 14001 international standard for environmental management from 2002. To sucessfully obtain global certification requires all HCH's manufacturing sites, technical and engineering centres and logistics locations, to maintain and uphold high performance standards regardless of geographical locations or social and economic conditions in China. With the validation and certification of our manufacturing facilities, we are taking a leading role in environmental protection.

IQNet
THE INTERNATIONAL CERTIFICATION NETWORK
CERTIFICATE
ISO14001:2004

In compliance to the requirement of ISO 14001 environment management system, HCH continually demonstrates improvements on its environmental performance. Targets are established and reviewed annually in tackling environmental challenges resulted from, for instance, greenhouse gases emissions, natural resources consumption, and wastes.

Environment responsibility

Huanchi strives to contribute to a higher quality, more comfortable lifestyles by providing truly valuable products and services. At the same time, the company works to minimize the environmental burden of its various activities and promote greater harmony, thereby contributing to the preservation and improvement of a healthy environment.

RoHS COMPLIANT 环保物料

REACH

The HCH Group recognizes that environmental responsibility is integrally to producing world-class products. In our operations, adverse effects on the environment and natural resources shall be minimized while safeguarding the health and safety of the public. All HCH Bearing Group activities shall adhere to the following standards regarding the environment:

(1) Product Content Restrictions
All products shall adhere to applicable laws, regulations, and customer requirements regarding prohibition or restriction of specific substances, including regulations for disposal.

(2) Chemical and Hazardous Materials
Chemical and other materials posing a hazard if released to the environment shall be identified and managed to ensure their safe handling, movement, storage, recycling, and disposal.

(3) Wastewater and Solid Waste
Wastewater and solid waste generated from operations, industrial processes, and sanitation facilities shall be monitored, controlled, and treated as required by applicable law.

(4) Air Emissions
Air emissions of volatile organic chemicals, aerosols, corrosives, particulates generated from operations shall be monitored, controlled, and treated as required by applicable law.

(5) Environmental Permits and Reporting
All environmental permits and registrations required by applicable law and regulation shall be obtained, maintained, and kept current.

(6) Pollution Prevention and Resource Reduction
Waste of all types, including water and energy, are to be reduced or eliminated to the extent practicable at the source or by practices.

Environment, Health & Safety

HCH recognizes that the quality of its products and services, consistency of production, and employee morale are enhanced by a safe and healthy working environment. Based on a “safety comes before all else” spirit that places an emphasis on human dignity, we are working for “ensure workplace safety” and “create a healthy and comfortable workplace environment” to achieve even safer and better production activities. We require all HCH activities shall adhere to the following standards regarding health and safety:

Machine Safeguarding	Physical guards, interlocks and barriers for machinery used by employees shall be appropriately provided, and properly maintained.
Industrial Hygiene	Employees exposured to chemical, biological and physical agents shall be identified, evaluated, and controlled. When hazards cannot be adequately controlled, employees shall be provided with appropriate personal protective equipment.
Safety	Employees exposured to workplace safety hazards shall be identified, evaluated, and controlled through proper design, engineering and administrative controls, preventative maintenance.
Emergency Preparedness and Response	Emergency situations and events shall be identified and assessed, and their impact shall be minimized by implementing emergency response and recovery plans and procedures.
Occupational Injury and Illness	Procedures and systems shall be implemented to manage, track and report occupational injury and illness, including provisions to investigate cases and implement corrective actions.
Physically Demanding Work	Employees exposured to physically demanding tasks, including manual material handling and heavy lifting, prolonged standing shall be identified, evaluated and controlled.
Dormitory and Canteen	Employees shall be provided with clean toilet facilities, access to potable water and sanitary food preparation. Worker dormitories shall be clean, safe, and provide emergency egress.

Occupational Safety and Health Management System

- Integrated with Management
  Company-wide promotion structure put in place
- Promoting a proactive response
  Methodical, continuous, and effective activities encouraged

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Working to increase safety on a fundamental level
Reducing hidden dangers and hazards

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Fewer workplace accidents

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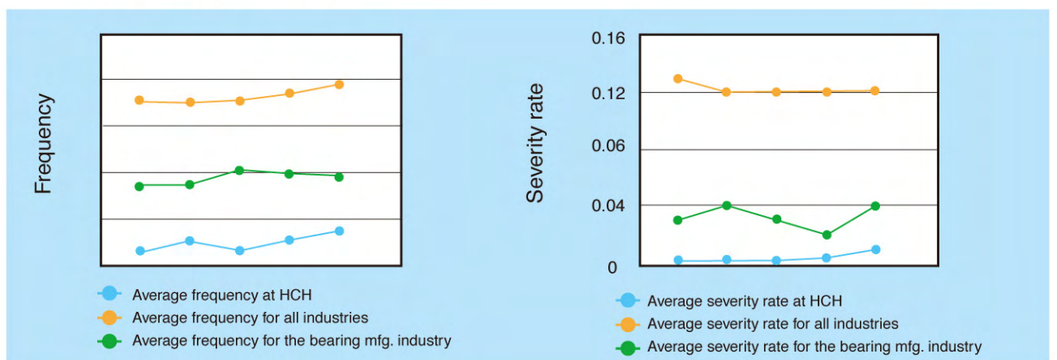
Increased safety and hygiene level

Personal protection and work safety is a fundamental part of our management principles. We are convinced that all occupational accidents and illnesses can be avoided. Motivated employees help us achieve our goal of a zero-accident workplace.

Number of workplace accidents



Cleanliness of Premises

HCH highly recognized that for a corporation it is vital that the organization, and every single employee in the performance of his/her duties, are seen and perceived as economically, socially and ethically responsible. This is the key point for HCH to be consistently successful and the only way to ensure lasting, positive and acceptable development. To maintain the premises in a state of order, cleanliness and repair consistent with the product and manufacturing needs, HCH has prepared documented work instructions for all employees having responsibilities for the operation of processes that impact product quality. These instructions derived from sources such as the quality plan, the control plan and the product realization process are accessible for use at the workstation.

HCH documentation standards and objectives	Instruction for securing the cleanliness of premises
● To approve documents for adequacy prior to issue, ● To review and update as necessary and re-approve documents, ● To ensure that changes and current revision status of documents are identified, ● To ensure that relevant versions of applicable documents are available at points of use, ●To ensure that documents remain legible and readily identifiable, ● To ensure that documents of external origin are identified and their distribution controlled, ● To prevent the unintended use of obsolete documents, and to apply suitable identification to them if they are retained for any purpose.	● All internal walls, doors, windows, partitions, floors and floor coverings and ceilings in any part of the premises should be kept clean and in such good repair as to enable them to be cleaned effectively; ● All waste material and other litter, arising from the treatment, are placed in suitable covered receptacles. The receptacles shall be emptied or the bags changed at least once every working day, or more frequently as necessary and the material disposed of safely. ● A notice or notices reading "No Smoking" should be prominently displayed within the treatment area. ● An operator shall ensure that, before use in connection with treatment, any gown, wrap or other protective clothing, paper or other covering, towel, cloth or other such articles used in the treatment

● Safety & Security Instruction

HCH is committed to maintaining a safe and secure environment for all employees and visitors. We expect all employees and visitors to fully comply with company guidelines regarding safety, environmental and legal issues. The following principles and health management system applied to HCH Group.

1. All visitors' support personnel are required to abide by the guidelines as put forth in this policy. Information received, learned or observed by a visitor in a visit to a HCH manufacturing location shall be maintained in confidence.
2. Any visitors who will be going into manufacturing areas must wear appropriate clothing. Examples of articles that might be inappropriate are scarves, ties, jewelry. Shorts or skirts exposing skin and open shoes are prohibited.
3. No cameras or recording devices are allowed in HCH facilities without the approval by Visiting Department Manager
4. All visitors must be accompanied by HCH associates through the length of their tour unless specific areas are indicated by the HCH host. Visitors must stay within the marked aisle ways.
5. HCH sites are production facilities with a variety of machinery and forklifts/overhead cranes being used. Please be alert to your surroundings and yield to traffic.
6. In the event of an accident or injury, the HCH host should be made immediately aware of the issue as well as the Safety, Health, and Environment Department. If there was no immediate response contact the Security Department.
7. Each employee is requested not to work under the influence of alcohol or drugs or after having taken substances giving similar effects. The employee is not to take such substances during his/her working activities.
8. HCH undertakes to induce its employees not to smoke in places that could jeopardize safety and healthy working environment conditions according to the regulations in force.
9. HCH employees are requested to ensure complete cooperation towards the Auditors and Auditor Company carrying out the control activities and to efficiently provide with honesty and correctness any document they may need to perform their work.

5S Management

Since year 2000, HCH has pursued "5S" management mode, in which is spot management the core idea is fixation, including Seiri, Seiton, Seiso, Seiketsu, Shitsuke. In the past years, the workers have insisted on examining and assessing. Now, it has formed a good habit in HCH bearing group that everyone concerns the quality and aims to maintain clean production.

Japanese Term	English Equivalent	Meaning in Japanese Context	Brief Introduction of 5S
Seiri	Tidiness	Throw away all rubbish and unrelated materials in the workplace	The first step of the "5S" process, seiri, refers to the act of throwing away all unwanted, unnecessary, and unrelated materials in the workplace. People involved in Seiri do not have to worry about throwing away things. The idea is to ensure that everything left in the workplace is related to work. Even the number of necessary items in the workplace must be kept to its absolute minimum. Because of seiri, simplification of tasks, effective use of space, and careful purchase of items follow.
Seiton	Orderliness	Set everything in proper place for quick retrieval and storage	Seiton, or orderliness, is all about efficiency. This step consists of putting everything in an assigned place so that it can be accessed or retrieved quickly, as well as returned accurately. If everyone has quick access to an item or materials, work flow becomes efficient, and the worker becomes productive. The correct place, position, or holder for every tool, item, or material must be chosen carefully in relation to how the work will be performed and who will use them. Every single item must be allocated its own place for safekeeping, and each location must be labeled for easy identification of what it's for.
Seiso	Cleanliness	Clean the workplace; everyone should be a janitor	Seiso, the third step in "5S", says that "everyone is a janitor". Seiso consists of cleaning up the workplace and giving it a "shine". Cleaning must be done by everyone in the organization, from operators to managers. It would be a good idea to have every area of the workplace assigned to a person or group of persons for cleaning. No area should be left uncleaned. Everyone should see the "workplace" through the eyes of a visitor-always thinking if it is clean enough to make a good impression.
Seiketsu	Standardization	Standardize the way of maintaining cleanliness	The fourth step of "5S", or seiketsu, more or less translated to "standardized clean-up". It consists of defining the standards by which personnel must measure and maintain "cleanliness". Seiketsu encompasses both personal and environmental cleanliness. Personnel must therefore practice "seiketsu" starting with their personal tidiness. Visual management is an important ingredient of seiketsu. Color-coding and standardized coloration of surroundings are used for easier visual identification of anomalies in the surroundings. Personnels are trained to detect abnormalities using their five senses and to correct such abnormalities immediately.
Shitsuke	Discipline	Practice "Five S" daily-make it a way of life; this also means "commitment"	The last step of "5S", Shitsuke, means "Discipline". It denotes commitment to maintain orderliness and to practice the first 4S as a way of life. The emphasis of shitsuke is elimination of bad habits and constant practice of good ones. Once true shitsuke is achieved, personnel voluntarily observe cleanliness and orderliness at all times, without being reminded by management.