



# Management System Manual / 管理体系手册

Gurit (TJ) Ltd., / 固瑞特（天津）有限公司  
No.1 Hengtong Road, YSP, TEDA,  
Tianjin, P.R.China / 天津泰达开发区逸仙工业园亨通路 1 号  
P 301726  
T +86 (22) 8210 6850  
F +86 (22) 8210 6570  
[www.gurit.com](http://www.gurit.com)

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### 3.TJ SITE POLICY / 天津公司方针

The Gurit (TJ) policy is based on the principle of continual improvement of performance by measurement against clear objectives. We regard the health and safety of our employees, and other persons who may be affected by our activities, as paramount. We recognise that Occupational Health and Safety ranks alongside our other stated Company objectives, and we are fully committed to it in all aspects of our operations. We are also conscious that our day-to-day operations may inevitably impact on the environment in a number of ways. It is therefore our responsibility to minimise the effects we have on both local ecosystems and the global environment. / 固瑞特（天津）公司的方针以可持续性发展为原则，辅以对目标的实现做针对性评价。我们高度关注员工的健康安全，充分识别所有可能由我公司相关过程所带来的职业健康安全伤害。同时，我们也意识并关注到我们日常生产操作会不可避免地由各种途径对环境产生影响。这因此也是我们的责任，即减小对周边生态以及全球环境的影响。

All TJ policies are approved by the Site General Manager. Every employee /Sub-contracted staff should be forwarded and explained with the policy on request. The Site Policy is reviewed annually during the management review process described in company document WI-GEN-007 / 公司方针由固瑞特（天津）总经理批准。所有新老员工以及分包厂商均要求在适当时间得到并理解该方针。公司方针在每年的管理评审时被重新审议通过，详情参见作业指导书 **WI-GEN-007**。

Two separate 'EHS-defined' Environment Policy and Health & Safety Policy are issued to all Gurit (TJ) personnel upon commencement of employment and are available to interested parties upon request. 单独由 EHS 定义的环境方针和职业健康安全方针发给固瑞特（天津）的新入职员工。如果需要，可将它提供给相关方。