The following pages contain the detailed scoring for your company based on public information.

The following table represents a summary of your scores:

<table>
<thead>
<tr>
<th>Topic</th>
<th>Number of questions</th>
<th>% score based on public information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership, Governance and Organisation</td>
<td>10</td>
<td>0%</td>
</tr>
<tr>
<td>Risk Management</td>
<td>5</td>
<td>0%</td>
</tr>
<tr>
<td>Company Policy and Codes</td>
<td>12</td>
<td>0%</td>
</tr>
<tr>
<td>Training</td>
<td>5</td>
<td>0%</td>
</tr>
<tr>
<td>Personnel and Helplines</td>
<td>7</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>39</strong></td>
<td><strong>0%</strong></td>
</tr>
</tbody>
</table>

TI has found no evidence that the company is involved in offsets and has therefore removed the two relevant questions (A13a and A13b).
A1:
Does the company publish a statement from the Chief Executive Officer or the Chair of the Board supporting the ethics and anti-corruption agenda of the company?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the Chief Executive Officer or the Chair of the Board publishes a statement supporting the ethics and anti-corruption agenda of the company. TI notes the statement from the President on the company website; however, this statement does not specifically support the ethics and anti-corruption agenda of the company.

References:
Public:
TI notes:
Company Website (English):
‘From the President
At the time of the 30th anniversary of China’s reform and opening up, Aviation Industry Corporation of China (abbr. AVIC) is founded after thoroughgoing changes, and embarks on its march to building new aviation, big aviation and strong aviation.
During this great journey, AVIC implements and fulfills scientific development principle, commits to ‘contribute to the nation with aviation industry, strengthen the military forces and enrich the people and carries out the philosophy of ‘commitment and integrity, innovative and preeminent, and exerts itself to realize core competitiveness’s transfer and upgrade from the old ‘trinity–C funds, management and technology to the new ‘trinity–branding, business model, and integrated network. AVIC takes great effort to promote ‘Market-oriented reform, center-of-excellence-based integration, capital operation, globalization-based development, and industrial-scale-based growth and challenge the revenue target of one trillion by the end of 2017.
We are just partner but no competitor. We are committed to develop aviation industry and pursue business success, to participate in global aviation industry chain and regional economy development circle, to create value for customers and fulfill social responsibility,
and, with a new stance and innovative thought, to compose a new chapter of fast and sound development for our country’s aviation industry
Lin Zuoming
President of AVIC
http://www.avic2.com/
A2:
Does the company’s Chief Executive Officer or the Chair of the Board demonstrate a strong personal, external facing commitment to the ethics and anti-corruption agenda of the company?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company’s Chief Executive Officer demonstrates a strong personal, internal-facing commitment to the ethics and anti-corruption agenda of the company, actively promoting the ethics and anti-corruption agenda at all levels of the company structure.

References:
Public:
NA
A3:
Does the company’s Chief Executive Officer demonstrate a strong personal, internal-facing commitment to the ethics and anti-corruption agenda of the company, actively promoting the ethics and anti-corruption agenda at all levels of the company structure?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company’s Chief Executive Officer demonstrates a strong personal, internal-facing commitment to the ethics and anti-corruption agenda of the company, actively promoting the ethics and anti-corruption agenda at all levels of the company structure.

References:
Public: NA
A4:
Does the company publish a statement of values or principles representing high standards of business conduct, including honesty, trust, transparency, openness, integrity and accountability?

Score:

0

Comments:

Based on public information, there is no readily available evidence that the company publishes a statement of values or principles representing high standards of business conduct. TI does note that the company publishes some information relating to the culture of the company and that “integrity” is mentioned specifically. However, the statements made are not considered strong enough to merit a higher score here.

References:

Public:
TI notes:
Company Website (Chinese):
‘敬业诚信’
“敬业诚信”是航空工业广大干部职工在半个多世纪的奋斗历程中艰苦奋斗、激情进取、挑战极限而凝结成的宝贵精神财富，是中国航空工业优良传统和时代精神的结晶，是中国航空工业的立业之本。敬业，即用一种严肃认真的态度对待自己的工作，认真负责，一心一意，任劳任怨，精益求精。敬业，体现了航空人对党、国家和人民的无限忠诚，航空人对航空事业尽心尽责、勇挑重担、敢于承担责任的使命感，是伟大的爱国主义精神在航空工业战线上的具体体现。诚信，即待人处事真诚、老实、讲信誉，做到言必行、行必果。“敬业”是“诚信”的前提，“诚信”是“敬业”的表现。“敬业”与“诚信”的统一，形成了广大航空人高擎“航空报国”旗帜、建设强大航空工业的力量之源。
‘Vision and Mission...
"Professional integrity" is the cadres and workers in the aviation industry over half a century of struggle, hard work, passion for progress, challenge the limits and condensed into a precious spiritual wealth, the fine tradition of the Chinese aviation industry and crystallization Zeitgeist is China Airlines Founding of the industry. Dedication, that in a serious attitude towards their work, serious and responsible, single-minded, hard working,
the better. Dedication, who embodies the aviation Party, loyal to the country and the people, who for the aviation industry aviation due diligence, heavy responsibilities, the courage to take responsibility, is the great patriotic spirit embodied in the aviation industry front. Integrity, namely dealing with people honest, honest, prestige, so true to its word, and action must be. "Dedication" is the premise of "good faith", "integrity" is "dedicated" performance. "Dedication" and "integrity" of unity, formed the majority of aviation who hold high "air patriotic" banner, building a powerful source of strength of the aviation industry.’


Corporate Social Responsibility Report (English), 2009, p.59:
‘Building Enterprise Culture
AVIC’s enterprise culture combines a mission of ‘Contribute to the nation with aviation industry, strengthen the military forces and enrich the people’ and a vision of ‘Profession and integrity, innovation and preeminent’.

In 2009, the culture building of the Group focused on system and image building. The Outline of Culture Building of AVIC was promulgated, setting up a trinity leadership system on culture building, which provided that general manager leads the culture building, Party Committee implements practical work and all departments involves into the work according to responsibility-sharing. The institution and resource guarantee mechanism as well as evaluation system have been in place. Handbook on Visual Recognition System of AVIC was issued, providing 6 unifications, namely unified strategy, unified mission and vision, unified denotation and emblem, unified flag, unified anthem and unified standard characters and colors. 87% of total units in Group have already completed unifications of the cultural elements; while 96% units are working on unify uniforms. All units are actively organizing employees to learn anthem of Group.’

(p.62): ‘Achieving a win-win situation and mutual benefits
Customer Services
Responsible procurement AVIC upholds the concept of ‘Profession and integrity, innovation and preeminent’ in its business operation. The honesty works as the base for enterprise’s development. AVIC improves its service system for clients unremittingly and upgrades its capacity to deliver service in order to provide good services to clients.’

http://www.avic.com.cn/avic/Services/AttachDownLoad.jsp?id=366538
A5:

Does the company belong to one or more national or international initiatives that promote anti-corruption or business ethics with a significant focus on anti-corruption?

Score:

0

Comments:

Based on public information, there is no readily available evidence that the company belongs to one or more national or international initiatives that promote anti-corruption or business ethics with a significant focus on anti-corruption. TI does note that information found on the company website suggests a commitment to wider anti-corruption efforts.

References:

Public:

TI notes:

Company Website (Chinese):

‘China Aviation Industry Corporation of Party discipline inspection team notice

Date: 2012-12-11

Recently, the Chinese Communist Party of China Aviation Industry Corporation of discipline inspection group issued a "to learn from Comrade Luo Yang, the clean government and fighting corruption continue to deepen notice" (hereinafter: "Notice"), requires each department headquarters, subordinate units and members of the unit to Comrade Luo Yang learning, strengthen the Party's work style, anti-corruption and party discipline construction, the AVIC clean government and fighting corruption continue to deepen.

"Notice" that the Chinese Communist Party loyalty, outstanding entrepreneurs, AVIC outstanding leading cadres of Comrade Luo Yang, to join the aviation industry for over 30 years, uphold the airline to serve the country's ambitions, party loyalty, excellence, courage to play, honorable, is in the Air Industrial strength for a lifetime contribution to the reform and development, the establishment of a remarkable feats in aviation human banner. Comrade Luo Yang still honest business, honest government to fulfill the first responsibility of a model in terms of his self-discipline, style building and anti-corruption work, etc. left us a precious spiritual wealth and working methods. We should learn from his honest and clean, excellent quality fame and fortune, and learn from his solid work, practice catch and pragmatic spirit style building, learn from his dedication to work in earnest to fulfill the
responsibility of honest government, precious spirit, vigorously strengthen the Party's work style construction, anti-corruption and party discipline construction, the Group's clean government and fighting corruption continue to deepen.

Comrade Luo Yang in the clean and honest, fame aspect has set an example for us. His unpretentious, fame and fortune. Whether it is on the party secretary or general manager positions, he has quietly dedicated, conscientious, never grown arrogant. He served as the main leadership positions for 15 years, repeatedly rejected his personal media interviews, a number of initiatives to make the honor to someone else. His life honest, Thrift. Lead by example, start bit by bit. To save office expenses, document writing paper always use both sides; 2002 to participate in Zhuhai Air Show, the price of your feeling on sharing a room with the secretary. Strict management staff on the side, that "things do not violate the principle of not acting under the banner name of leadership," the disciplinary requirements. Strict requirements for relatives, never used his position to facilitate the huge investment projects every year for the family and relatives had to seek personal gain. Strict requirements on their own, his birthday celebration with SAC plant the same day, and always firmly allowed staffs for their birthday, and never to say hello to friends and family to do the grass roots, his only 1998 units of housing or The "housing reform." His ties with the masses, the heart of workers; his honest, approachable, regular in-depth research and production line, listen to the truth, verified intelligence; concerned about the difficulties of living of workers directly Front mass petition, maintain close contact with the masses of workers. He insisted on the principle of scientific decision-making. Seriously implement the "three big" decision-making system, according to the law, Yan Shen thin solid effectively promote state-owned assets.

Comrade Luo Yang style building in terms of grasping reality has set an example for us. First, the focus "wholeheartedly grasping, real dry." Threw himself into the actual work to "nail a nail, riveting is the riveting" attitude, brains to the problem, physically and mentally down implement, given a dry one, as an "honest," "True for true "to grasp the specific job. Guard against work pro forma, for show, half-hearted, style and impractical, unrealistic, engage in formalism. Second, the point of work "personally take hands dry." Important work is not cloned, personally place, start from the self, for their strict requirements; critical moment, regardless of the heart, hands, do understand and effectively promote; major node, regardless of God, personally took, good grasp the key, orderly organization . Guard against too busy entertaining exchanges, trapped on the surface of affairs, accustomed to mountain of the sea, improper "secondary" to do "walk away dispensers." Third, difficult work, "take the lead catch, setting an example dry." Work plan ahead, carefully prepared for difficult problems arise, the top command, personally; leading duties, set a good example, influence and lead the staff to do everything, every aspect of implementation in place, put in place. Fourth, the node work "go all out to catch, resolutely dry." Assigned to the Group's mission to make every effort, struggling crucial to ensure that each node does not fall back wall; made to the Group deployed rapid response, immediate action to implement fast, so call at any instant, it can be war, war to win. In the "director" based on the "managing people" extension in the "grasping task" based on the "with team" extension in the "short-term results concern" based on the "concerned about long-term results." Extension.

Comrade Luo Yang in conscientiously fulfill Clean and Honest Administration has set an example for us. He attached importance to set an example. As the first responsible person,
he insisted important work personally deployment, major issues personally intervene personally coordinate key aspects of the important cases personally supervise. SAC strengthen discipline inspection organizations, in the case of streamlining the organization, maintaining the discipline inspection and supervision department of 20 people prepared the aircraft industry affiliations discipline inspection and supervision departments to prepare the most units. He attached importance to pay close attention to the work style of cadres. Combined with the practical, to cultivate "Yan Shen thin solid, solid work" style of work, summarized and proposed a "five-point work style Improvement Act" and the "three extension" style work style of cadres in the direction of improvement, continued implementation of strict management, fine, standardization and standardization efforts to build a good style, excellent quality, quick response, efficient execution of cadres, and effectively protect the company healthy and sustainable development of science. He attached importance to regulate the exercise of power. Establish a sound system for punishing and preventing corruption, while adhering to punish corruption, efforts to focus on the root cause, efforts focus on prevention. Carry out a comprehensive performance monitoring and integrity risk control work, the specification of power reform processes and procedures to effectively supervise the implementation process and risk warning. Against lectures adhere personally wrote the script, to carry out anti-corruption education, so that "magic" often read, "shot" often fight to strengthen the source of corrosion from the ideological education and management mechanisms.

"Notice" requirement units and leading cadres at all levels should further implement the General Secretary Xi Jinping, party members and cadres to learn about Comrade Luo Yang outstanding quality and valuable spirit of important instructions, closely study and implement the spirit of the party's 18, to carry out a Comrade Luo Yang study and work, to shortcomings of the standard model, combined with the actual carry it out, work diligently seek effectiveness, dare to play Young righteousness. All units must attach great importance to strengthen the leadership, well-organized, through the center of the group learning, democratic life, seminars, symposiums and other forms of learning undertaken. Party members and leading cadres should take the lead in learning, leading practice, not afraid of difficulties, do solid work, high standards to enhance the party spirit and high standards with a good team, put the national interest first, a high standard to complete the work of the party and the country to mission for the aircraft industry into a multinational group of companies with international competitiveness, and for the great rejuvenation of the Chinese nation to contribute.'

A6: 
Has the company appointed a Board committee or individual Board member with overall corporate responsibility for its ethics and anti-corruption agenda?

Score:

0

Comments:

Based on public information, there is no readily available evidence that the company has appointed a Board committee or individual Board member with overall corporate responsibility for its ethics and anti-corruption agenda. TI does note that a Board of Supervisors is mentioned in a Corporate Social Responsibility report dating from 2009; however, little detail is provided about the specific role and responsibilities of this Board.

References:

Public:
TI notes:
Corporate Social Responsibility Report (English), 2009, p.14:
‘Corporate Governance
AVIC complied with the Interim Regulation on the Supervision and Administration of the State-owned Assets of Enterprises and the Interim Regulation on the Board of Supervisors for the State-owned Enterprises. It accepts the supervision of the Board of Supervisors authorized by the SASAC, on behalf of the State Council, and supports the Board of Supervisors to conduct supervision and inspection in accordance with the law. The Group is in the charge of the President, the legal representative of the Group. The Group consists of several vice presidents and a number of other senior managers who perform the appropriate tasks and are responsible for the President.’
http://www.avic.com.cn/avic/Services/AttachDownload.jsp?id=366538
A7:
Has the company appointed a person at a senior level within the company to have responsibility for implementing the company’s ethics and anti-corruption agenda, and who has a direct reporting line to the Board?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company has appointed a person at a senior level within the company to have responsibility for implementing the company’s ethics and anti-corruption agenda.

References:
Public:
NA
A8:
Is there regular Board level monitoring and review of the performance of the company’s ethics and anti-corruption agenda?

Score:

0

Comments:
Based on public information, there is no readily available evidence that there is regular Board level monitoring and review of the performance of the company’s ethics and anti-corruption agenda.

References:
Public:
NA
A8(a):
Is there a formal, clear, written plan in place on which the review of the ethics and anti-corruption agenda by the Board or senior management is based, and evidence of improvement plans being implemented when issues are identified?

Score:
0

Comments:
Based on public information, there is no readily available evidence that there is a formal, clear, written plan in place on which the review of the ethics and anti-corruption agenda by the Board or senior management is based, and no evidence of improvement plans being implemented when issues are identified.

References:
Public:
NA
A9:
Does the company have a formal process for review and where appropriate update its policies and practices in response to actual or alleged instances of corruption?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company has a formal process for review and where appropriate updates its policies and practices in response to actual or alleged instances of corruption.

References:
Public:
NA
A9(a):
Does the company have a formal anti-corruption risk assessment procedure implemented enterprise-wide?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company has a formal anti-corruption risk assessment procedure. According to a Corporate Social Responsibility report dating from 2009, the company does have ‘risk control’ mechanisms; however, there is no evidence to suggest this includes an anti-corruption risk assessment.

References:

Public:
TI notes:
Corporate Social Responsibility Report (English), 2009, pp.63-64:
‘Complying with Laws and Regulations
Legitimate Business Operations
AVIC complies with laws strictly in its business operation through improving internal rules, strengthening nurturing of staff taking care of legal affairs and raising the employee’s awareness of risk prevention. Legal affairs department provides legal support for major decisions made by Group as well as guarantee for development of all businesses, in order to support smooth productions and operations of Group and lower risks in operation. In 2009, 100% of the contracts made at headquarter level were assessed by legal affairs department.

Strengthening Auditing
AVIC continues the working model of unified leadership and classified responsibilities. Management auditing is a major part, while the establishment of risk control system is an important part. Auditing is being reformed strategically to establish and improve a long-term mechanism on internal auditing and risk control, which will play a role of early-warning radar and immunity system. A supervision system covering all process of the operation will be given priority. The Group set up six regional auditing teams to improve institutions, systematize supervisions, standardize productions and computerize management, so as to safeguard the new, large and strong aviation industry. In 2009, a High-level Workshop on Risk Control was organized and the well-known experts on risk control were invited to give lectures.
In 2009, the whole Group carried out 37,401 internal audits, including 362 financial audits on revenue and expenditure, 900 audits on economic responsibility, 160 audits on economic returns, 3,785 project audits, 30,540 purchase audits as well as 751 contract audits. 4,936 advices for correction were developed, 4,249 of which were accepted, so that the acceptance rate reached 86.08%.

http://www.avic.com.cn/avic/Ser

http://www.avic.com.cn/avic/Services/AttachDownLoad.jsp?id=366538
A10:
Does the company have a formal anti-corruption risk assessment procedure for assessing proposed business decisions, with clear requirements on the circumstances under which such a procedure should be applied?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company has a formal anti-corruption risk assessment procedure for assessing proposed business decisions.

References:
Public:
NA
A11:
Does the company conduct due diligence that minimises corruption risk when selecting or reappointing its agents?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company conducts due diligence that minimises corruption risk when selecting or reappointing its agents.

References:
Public:
NA
A12:
Does the company have contractual rights and processes for the behaviour, monitoring, control, and audit of agents with respect to countering corruption?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company has contractual rights and processes for the behaviour, monitoring, control, and audit of agents with respect to countering corruption.

References:
Public:
NA
A13:
Does the company make clear to contractors, sub-contractors, and suppliers, through policy and contractual terms, its stance on bribery and corruption and the consequences of breaches to this stance?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company makes clear to contractors, sub-contractors, and suppliers, through policy and contractual terms, its stance on bribery and corruption and the consequences of breaches to this stance.

References:
Public:
TI notes:
Corporate Social Responsibility Report (English), 2009, p.62:
‘Responsible procurement
AVIS attaches importance to management of suppliers and insists on implementation of purchase with responsibility. During the purchases, the principles of fairness, impartiality and transparency are upheld, and suppliers are required to focus on protection of employee’s rights and safety. During the purchases, requirements on environmental protection are applied to promote energy-saving and emission reduction. AVIC makes efforts to achieve a win-win situation and mutual benefits.’
http://www.avic.com.cn/avic/Services/AttachDownLoad.jsp?id=366538
A13(a):
Does the company explicitly address the corruption risks associated with offset contracting?

Score:

NA

Comments:

Based on public information, there is no readily available evidence that the company engages in offset contracting.

References:

NA
A13(b):
Does the company conduct due diligence that minimises corruption risk when selecting its offset partners and offset brokers?

Score:
NA

Comments:
Based on public information, there is no readily available evidence that the company engages in offset contracting.

References:
NA
A15:
Does the company have an anti-corruption policy that prohibits corruption in its various forms?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company has an anti-corruption policy that prohibits corruption in its various forms. TI notes that in 2009 AVIC affirms to have ‘implemented the Outline and Working Plan on the system of preventing and punishing corruption in a serious manner’. However, no readily available evidence was found to indicate if this plan continues to date and in what form.

References:
Public:
TI notes:
Corporate Social Responsibility Report (English), 2009, pp.64-65:
‘Fighting corruption and upholding integrity
In 2009, AVIC implemented the Outline and Working Plan on the system of preventing and punishing corruption in a serious manner. On the basis of reality, AVIC made efforts to push forward the work on building fine party culture and clean governance as well as fighting corruption in a concrete way. The party commission of Group worked out the Decision on Further Fighting Corruption and Upholding Integrity to Promote a Good and Rapid Development of Group. An anticorruption framework with AVIC characteristics, consisting responsibility system, working system and evaluation systems on fighting corruption, has been initially in place.
AVIC makes efforts to strengthen education on leader’s cleanness during work, holding a video meeting with 2,000 participants on Several Rules on Cleanness of State-owned Enterprise’s Leaders in work and edited the Handbook on Cleanness of AVIC Leaders in Work. A documentary named “Turning point of Life”, reflecting real cases in subsidiaries of AVIC. The fundamental system on anti-corruption and upholding integrity, including moral construction of leaders, decision-making system and responsibility system on party culture and clean governance, has been set up. Specified mechanism on inspection including efficiency inspection measures, accountability system for leaders and working rules of inspection, and working mechanism of inspection including files management and results...
assessment of efficiency inspection, have been in place. An initial framework for fighting corruption and upholding integrity has been formed in Group. The Group organized specified research on decision-making system and inspection on efficiency. The efficiency inspections on research of new models, cost management and project construction were carried out in member units. 1,077 projects have been registered and 858 rules worked out. A database for efficiency inspection has been set up to promote management of knowledge on efficiency inspection. Letters and visits from ordinary employees will be handled appropriately. Complaints through SMS and Email are also accepted. Specified inspection is carried out according to rules and laws.’

http://www.avic.com.cn/avic/Services/AttachDownload.jsp?id=366538

Company Website (Chinese):
‘China Aviation Industry Corporation of Party discipline inspection team notice
Date : 2012-12-11

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"Notice" that the Chinese Communist Party loyalty, outstanding entrepreneurs, AVIC outstanding leading cadres of Comrade Luo Yang, to join the aviation industry for over 30 years, uphold the airline to serve the country's ambitions, party loyalty, excellence, courage to play, honorable, is in the Air Industrial strength for a lifetime contribution to the reform and development, the establishment of a remarkable feats in aviation human banner. Comrade Luo Yang still honest business, honest government to fulfill the first responsibility of a model in terms of his self-discipline, style building and anti-corruption work, etc. left us a precious spiritual wealth and working methods. We should learn from his honest and clean, excellent quality fame and fortune, and learn from his solid work, practice catch and pragmatic spirit style building, learn from his dedication to work in earnest to fulfill the responsibility of honest government, precious spirit, vigorously strengthen the Party's work style construction, anti-corruption and party discipline construction, the Group's clean government and fighting corruption continue to deepen.

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Comrade Luo Yang style building in terms of grasping reality has set an example for us. First, the focus "wholeheartedly grasping, real dry." Threw himself into the actual work to "nail a nail, riveting is the riveting" attitude, brains to the problem, physically and mentally down implement, given a dry one, as an "honest," "True for true" to grasp the specific job. Guard against work pro forma, for show, half-hearted, style and impractical, unrealistic, engage in formalism. Second, the point of work "personally take hands dry." Important work is not cloned, personally place, start from the self, for their strict requirements; critical moment, regardless of the heart, hands, do understand and effectively promote; major node, regardless of God, personally took, good grasp the key, orderly organization . Guard against too busy entertaining exchanges, trapped on the surface of affairs, accustomed to mountain of the sea, improper "secondary" to do "walk away dispensers." Third, difficult work, "take the lead catch, setting an example dry." Work plan ahead, carefully prepared for difficult problems arise, the top command, personally; leading duties, set a good example, influence and lead the staff to do everything, every aspect of implementation in place, put in place. Fourth, the node work "go all out to catch, resolutely dry." Assigned to the Group's mission to make every effort, struggling crucial to ensure that each node does not fall back wall; made to the Group deployed rapid response, immediate action to implement fast, so call at any instant, it can be war, war to win. In the "director" based on the "managing people" extension in the "grasping task" based on the "with team" extension in the "short-term results concern" based on the "concerned about long-term results." Extension.

Comrade Luo Yang in conscientiously fulfill Clean and Honest Administration has set an example for us. He attached importance to set an example. As the first responsible person, he insisted important work personally deployment, major issues personally intervene personally coordinate key aspects of the important cases personally supervise. SAC strengthen discipline inspection organizations, in the case of streamlining the organization, maintaining the discipline inspection and supervision department of 20 people prepared the aircraft industry affiliations discipline inspection and supervision departments to prepare the most units. He attached importance to pay close attention to the work style of cadres. Combined with the practical, to cultivate "Yan Shen thin solid, solid work" style of work, summarized and proposed a "five-point work style Improvement Act" and the "three extension" style work style of cadres in the direction of improvement, continued implementation of strict management, fine, standardization and standardization efforts to build a good style, excellent quality, quick response, efficient execution of cadres, and effectively protect the company healthy and sustainable development of science. He attached importance to regulate the exercise of power. Establish a sound system for punishing and preventing corruption, while adhering to punish corruption, efforts to focus
on the root cause, efforts focus on prevention. Carry out a comprehensive performance monitoring and integrity risk control work, the specification of power reform processes and procedures to effectively supervise the implementation process and risk warning. Against lectures adhere personally wrote the script, to carry out anti-corruption education, so that "magic" often read, "shot" often fight to strengthen the source of corrosion from the ideological education and management mechanisms.

"Notice" requirement units and leading cadres at all levels should further implement the General Secretary Xi Jinping, party members and cadres to learn about Comrade Luo Yang outstanding quality and valuable spirit of important instructions, closely study and implement the spirit of the party's 18, to carry out a Comrade Luo Yang study and work, to shortcomings of the standard model, combined with the actual carry it out, work diligently seek effectiveness, dare to play Young righteousness. All units must attach great importance to strengthen the leadership, well-organized, through the center of the group learning, democratic life, seminars, symposiums and other forms of learning undertaken. Party members and leading cadres should take the lead in learning, leading practice, not afraid of difficulties, do solid work, high standards to enhance the party spirit and high standards with a good team, put the national interest first, a high standard to complete the work of the party and the country to mission for the aircraft industry into a multinational group of companies with international competitiveness, and for the great rejuvenation of the Chinese nation to contribute.’

A16:
Is the anti-corruption policy explicitly one of zero tolerance?

Score:

0

Comments:
Based on public information, there is no readily available evidence of a zero-tolerance anti-corruption policy.

References:
Public:
NA
A17:

Is the company's anti-corruption policy easily accessible to Board members, employees, contracted staff and any other organisations acting with or on behalf of the company?

Score:

0

Comments:

Based on public information, there is no readily available evidence that the company has an anti-corruption policy that is easily accessible to Board members, employees, contracted staff and any other organisations acting with or on behalf of the company.

References:

Public:
NA
A17(a):
Is the company’s anti-corruption policy easily understandable and clear to Board members, employees and third parties?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company has an anti-corruption policy that is easily understandable and clear to Board members, employees and third parties.

References:
Public:
NA
A18:

Does the anti-corruption policy explicitly apply to all employees and members of the Board?

Score:

0

Comments:

Based on public information, there is no readily available evidence that the company has an anti-corruption policy that explicitly applies to all employees and members of the Board.

References:

Public:
NA
A20:
Does the company have a policy on potential conflicts of interest, and does it apply to both employees and board members?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company has a policy on potential conflicts of interest.

References:
Public:
NA
A21:
Does the company have a policy for the giving and receipt of gifts to ensure that such transactions are bona fide and not a subterfuge for bribery?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company has a policy for the giving and receipt of gifts to ensure that such transactions are bona fide and not a subterfuge for bribery.

References:
Public:
NA
A22:
Does the company’s anti-corruption policy include a statement on the giving and receipt of hospitality that ensures that such transactions are bona fide and not a subterfuge for bribery?

Score:
0

Comments:
Based on public information, there is no readily available evidence of a statement on the giving and receipt of hospitality that ensures that such transactions are bona fide and not a subterfuge for bribery.

References:
Public:
NA
A23:
Does the company have a policy that explicitly prohibits facilitation payments?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company has a policy that explicitly prohibits facilitation payments.

References:
Public:
NA
A24:
Does the company prohibit political contributions, or regulate such contributions in order to prevent undue influence or other corrupt intent? Does the company record and publicly disclose all political contributions?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company prohibits political contributions, or regulates such contributions in order to prevent undue influence or other corrupt intent.

References:
Public:
NA
A25:
Does the company have a clear policy on engagement in lobbying activities, in order to prevent undue influence or other corrupt intent, and discloses the issues on which the company lobbies?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company has a clear policy on engagement in lobbying activities, in order to prevent undue influence or other corrupt intent, or discloses the issues on which the company lobbies.

References:
Public:
NA
A25(a):
Does the company prohibit charitable contributions, or regulate such contributions in order to prevent undue influence or other corrupt intent?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company prohibits charitable contributions, or regulates such contributions in order to prevent undue influence or other corrupt intent.

References:
Public:
NA
A26:

Does the company provide written guidance to help Board members and employees understand and implement the firm’s ethics and anti-corruption agenda?

Score:

0

Comments:

Based on public information, there is no readily available evidence that the company provides written guidance to help Board members and employees understand and implement the firm’s ethics and anti-corruption agenda.

References:

Public:
NA
A27:
Does the company have a training programme that explicitly covers anti-corruption?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company has a training programme that explicitly covers anti-corruption.

References:
Public:
TI notes:
Company Website (Chinese):
‘Human Resources
Dynamic Training
  • Aviation University 2013 spring semester
  • Aviation University (test center) leading cadres training classes
  • Group Corporation 23 Lean Engineer training course
  • Autumn in the Air University graduation professional manager certification classes
  • AVIC spirit eighteen special training classes
  • SIA Central Plains will hold its second supplier quality management training
  • AVIC League secretary training ended
  • Aviation University of Humanities and comprehensive literacy training course
  • Aviation University organized composite design and manufacturing technology training
  • Aviation University host the 2012 high-skilled personnel training
  • Aviation University in 2012 graduated senior manager certification classes
  • Autumn in the Air University classes professional manager certification classes
  • Aviation University won the "Most Valuable Chinese enterprises Business School" title
  • Aviation University in 2012 excellent team leader training course
  • Aviation University of Air Force Pakistan customized teaching
  • Aviation University of professional managers certification classes spring graduation
  • A flying hospital to train and create productive
• AVIC opening the first phase of training young cadres
• AVIC 2012 end of the training senior managers
• Dawn started in 2012 cadre rotation’


‘Human Resources
Personnel training concept
Posted: 2011-09-21
Education and training is an important form of productivity generated.’


Corporate Social Responsibility Report (English), 2009, p.56:
‘Training of Employees
In 2009, AVIC strengthened the construction of training system in the Group, highlighting capacity building. With the goals of high quality and professionalism, guided by new models and new responsibilities, the training facilitates employees to upgrade concepts, optimize knowledge structure and enhance comprehensive quality through professional training, highlighting important targets and content. Throughout the year, all subsidiaries and affiliates trained 636,735 person times, with total input of RMB 267.07 million yuan.
According to the need of building ‘Three High-level groups of workforce’, taking into account different natures and requirements of human resources development, AVIC adopted various forms of employee training through multiple channels.
... Making efforts to push forward development of internationalized workforce.
AVIC reached strategic cooperation framework agreement with China Scholarship Council to widen abroad training channels for high-level staff and send 1,000 potential young leaders to study abroad, namely ‘One Thousand People Studying Abroad Campaign’. In 2009, first 49 staff completed study abroad and earned Master degrees of Science.
Training for high-skilled workforce in AVIC
In November of 2009, AVIC’s first round of Rotation Training for High-skilled Elites was held in training centers of Xi’an Aviation Industry (Group) Company, involving 58 high-skilled workers, who hold the titles of Master of Skills or above granted by Provinces or Ministries (including the Group) from 31 subsidiaries and affiliates. This is the first time to upgrade quality of high-skilled workers by means of rotation trainings in China’s aviation industry history.’

http://www.avic.com.cn/avic/Services/AttachDownLoad.jsp?id=366538
A28:
Is anti-corruption training provided in all countries where the company operates or has company sites?

Score:

0

Comments:
Based on public information, there is no readily available evidence that anti-corruption training is provided in all countries where the company operates or has company sites.

References:
Public:
NA
A29:
Does the company provide targeted anti-corruption training to members of the Board?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company provides targeted anti-corruption training to members of the Board.

References:
Public:
NA
A30:
Does the company provide tailored ethics and anti-corruption training for employees in sensitive positions?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company provides tailored ethics and anti-corruption training for employees in sensitive positions.

References:
Public: NA
A31:
Does the company have a clear and formal process by which employees declare conflicts of interest?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company has a clear and formal process by which employees declare conflicts of interest.

References:
Public:
NA
A32:
Is the company explicit in its commitment to apply disciplinary procedures to employees, Directors and Board members found to have engaged in corrupt activities?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company is explicit in its commitment to apply disciplinary procedures to employees, Directors and Board members found to have engaged in corrupt activities.

References:

Public:
NA
A33:
Does the company have multiple, well-publicised channels that are easily accessible and secure, to guarantee confidentiality or anonymity where requested by the employee (e.g. web, phone, in person), to report concerns or instances of suspected corrupt activity?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company has multiple, well-publicised channels that are easily accessible and secure, to guarantee confidentiality or anonymity where requested by the employee (e.g. web, phone, in person), to report concerns or instances of suspected corrupt activity.

References:
Public:
NA
A33(a):
Are the whistleblowing channels available to all employees in all geographies?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company has whistleblowing channels.

References:
Public:
NA
A33(b):
Does the company have formal and comprehensive mechanisms to assure itself that whistleblowing by employees is not deterred, and that whistleblowers are treated supportively?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company has formal and comprehensive mechanisms to assure itself that whistleblowing by employees is not deterred, and that whistleblowers are treated supportively.

References:
Public:
NA
A34:
Does the company have well-publicised resources available to all employees where help and advice can be sought on corruption-related issues?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company has well-publicised resources available to all employees where help and advice can be sought on corruption-related issues.

References:
Public:
NA
A35:
Is there a commitment to non-retaliation for bona fide reporting of corruption?

Score:
0

Comments:
Based on public information, there is no readily available evidence that there is a commitment to non-retaliation for bona fide reporting of corruption.

References:
Public:
NA
Information Sources:

Company Website:

http://www.avic.com.cn/ [Chinese]
http://www.avic2.com/ [English]

http://www.avic.com.cn/avic/Services/AttachDownLoad.jsp?id=366538

Human Resources Training Concept (2011):