



Sustainable Roohsing&JDU is quarterly e-newsletter created to demonstrate Roohsing&JDU's business performance and corporate social responsibility. This publication is the joint efforts of various departments within Roohsing&JDU and is aim to report news on environmental protection, vocational health and employee care made by our company.

# Sustainable Roohsing&JDU



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# Create a learning corporation, assist sustainable development

Anyone with some economic sense would agree: the era of knowledge economy has come. The competition between people or enterprises has gradually become a competition of knowledge. The *Forbes* magazine pointed out: "The most successful enterprises in the future will be those based on learning organizations". The Internet makes the world within reach, with a full coverage of all kinds of information. Knowledge acquired today may become outdated tomorrow. Uninnovative, old-fashioned enterprises that do not make progress are destined to be eliminated by the ever-changing era.

Learning enterprises generally improve from these four aspects: behavior improvement, building of systems, formation of culture, and persistence. The creation of a learning atmosphere in the enterprise will naturally affect the daily behavior of each employee, transforming daily routines into conscious learning actions; Through promotions, avocations, behavior improvement, and constant accumulation of experience, integrate learning into work. With persistence, a unique corporate culture will be formed. Learn to work, work to learn. Achieve knowledge sharing at work through learning. This also helps to protect the enterprise's knowledge and the passing on of experience.

In recent years, the Roohsing & JDU Group has constantly strengthen capability-building training and technical knowledge sharing in the aspects of the operation of the Group or in the technical work of the factory. Let all participants acquire sufficient trainings. The factory has launched an online learning software for employees to learn after work. Through creating a learning enterprise, bringing vitality to the enterprise, we look forward to achieve a sustainable development!





A photo of staff participation in supervisory capacity building training

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# “Thunder Operation” - Anti-corruption training



Since April 2009, all management level staff of Roohsing&JDU joined an anti-corruption training under the code word “Thunder operation”, with the objective of raising employees’ anti-corruption awareness. The course was taught by Manager He Yumin of the Internal Control Department. Through methods such as case analysis, hand-copy of legal provisions, etc., to raise the awareness of employees on anti-corruption. The end of the course adopted the method of “life grid 900” to let employees realize the preciousness of freedom in life. Never do anything that leads of a lifelong regret due to greed.

We have specially invited Fuyang Economic Crime Investigators to come to our Changzhou headquarters for this anti-corruption training, to educate factory director and management level staff. Economic crime investigators explained the characteristics of professional embezzlement cases and the countermeasures. They pointed out that enterprises should take active measures to prevent problems before they occur. Finally, with the analogy “guard the only well in life” to remind everyone, learn to live peacefully with a humble heart. No matter being wealthy or poor, being in good or bad times, never blame others, don’t be pessimistic, never give up yourself, don’t save a little only to lose a lot.

### The 4 core values which Roohsing&JDU adheres to



V.O.I.C.E. is an abbreviation of 5 english words,  
V represents Virtue, which means Roohsing&JDU  
adheres to 4 core values:

- Openness
- Integrity
- Courage
- Empathy

# RFID Card Swipe Evaluation

Since February 2019, Dong'ao Costume Limited Company Houzhengli Branch in Changzhou has adopted RFID card swipe (MES system). Smart electronic labels change the previous way of manual piece-counting. Based on the production situation, the production progress of different orders can be monitored at anytime. This effectively supports planning and scheduling.

To promote the general use of RFID card swipe, the Houzhengli branch conducted an evaluation on swipe rate. After a month of data examination, sewing workshop 2 group 2 was awarded the first place. The second and third runner-ups were sewing workshop 1 group 1 and sewing workshop 2 group 5 respectively. Medals were presented as recognitions.

Also worth mentioning is that, currently, the average RFID card swipe rate of the 14 groups has reached 90.3%. The competition will continue. There will be an evaluation once a month. The group with the highest card-swipe rate will win and receive a medal.



## 02. CSR Power Charging Station



### P.A.C.E. TOMT Training

Personal Advancement & Career Enhancement

Between 8-10 May 2019, P.A.C.E. team of GAP enterprise came to our Headquarter in Changzhou, held the first round of China region P.A.C.E. TOMT (Train to master trainer). As one of the organizers, the JDU Public Relations Department hosted P.A.C.E. lecturers from 17 GAP suppliers for a 3-day training.

The purpose of this training is to teach each factory to lead and guide its own lecturer team, define the role of Master Trainer, so that projects can be carried out in each company smoothly achieving good results in the future. Rex Sun, the current P.A.C.E. chief lecturer of our company, was also invited to share with members on spot topics such as “role change and teaching skills” and “team management”. Through the knowledge explanation, technique analysis, on-site demonstration, case studies, etc, participants discussed the core difficulties and knowledge of the P.A.C.E. project TOT. Everyone spent 3 intensive days with an interesting learning life.



# 02. CSR Power Charging Station

## Employee Care Activity in Cambodia



- 1.P.A.C.E. Training
- 2.Roohsing Reading Day
- 3.Roohsing Healthy Day
- 4.Nutrition Promotion Activity
- 5.Mother & Child Care Room
- 6.Female Work Safety

Our factory in Cambodia has constantly offered rich and diverse employee care activities for the staff: from P.A.C.E education focusing on female staff, to female health education, universal-access education etc. co-organized with NGOs. Formats include indoor lecture, outdoor reading club promotion, promotional items distribution, festival celebrations, etc. The purpose is to let our employees to deeply understand the existing projects of the company and to invite participation. There are always to projects to come, with enhanced practicality and fun, to create an atmosphere with mutual-learning, being warm and active.



# To build a safe and healthy workplace in Tanzania



Safety awareness should always be emphasized. Holding on to this principle, safety and health trainings are conducted every month in our Tanzanian factory, including fire drills, chemical trainings. No matter in a vehicle or in a specific position, the compliance with the corresponding standard operating procedures is always stressed. We are committed to build a safe and healthy workplace, to avoid work injuries of employees, and give them peace of mind at work.

## 02. CSR Power Charging Station





# Henan factories to start WCP project

In April, factories Meng Erluo and Zhuangji in Henan started a WCP (Workplace Cooperation Program) workplace cooperation project. 12 staff representatives from factory Meng Erluo and 12 staff representatives from factory Zhuangji participated in this training. The topic of the first training is communication in the workplace. Next, these staff members will play a role and assume duties in a bilateral committee, participate in occupational health and negotiation skill trainings, etc. After completing this series of specialized trainings, these staff representatives will formally establish a bilateral committee, to build a bridge of communication.



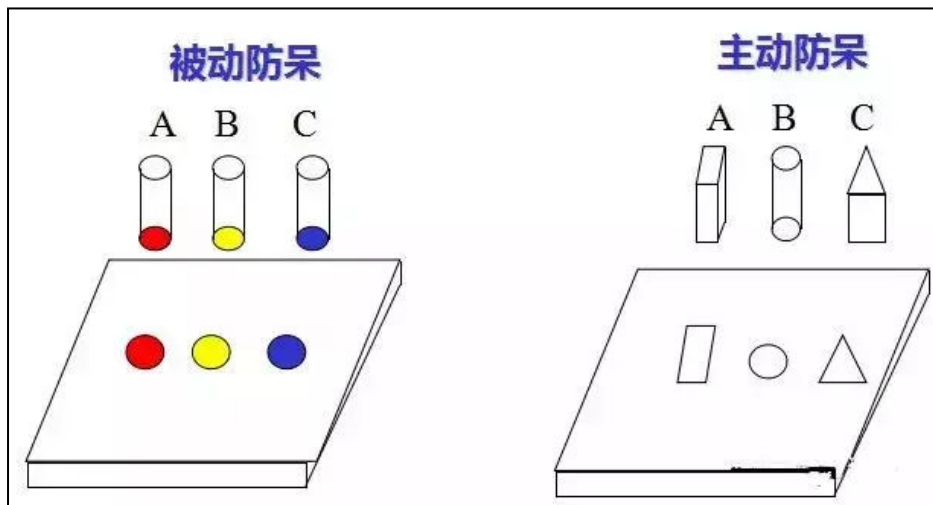
Up to April 2019, a staff committee has been formally established in Changzhou & Henan in the China region and in Cambodia region respectively. Factories in these regions will actively collect suggestions from employees around via a well-trained bilateral committee, and actively locate rooms for improvements in the workplace. Trying to resolve problems bit by bit every month, improve the current situation, in order to create a safer, healthy, and comfortable work environment!



# POKA YOKE everywhere

**A challenge of 0 defect in quality, this is the goal of pursuit in every industry**

In the car manufacturing process of enterprises represented by Toyota from Japan, with over 2000 persons installing 30000 components, there is 0 inspector in the production line, nonetheless, 0 defect is achieved. Poka Yoke has of course a very important effect in this process.



In the operation workflow, workers may make operational mistakes from time to time due to carelessness or forgetfulness. This causes the majority of problems. If we can prevent these mistakes with Poka Yoke, then the quality level and operation effectiveness will be hugely improved.

Photo/Text source: [https://chem.vogel.com.cn/html/2017/04/12/news\\_501531.html](https://chem.vogel.com.cn/html/2017/04/12/news_501531.html)

## POKA YOKE

POKA YOKE means “Error & Mistake Proofing”. Japanese quality control expert, the famous Toyota production system creator Mr. Shingeo Shingo, with the rich experience from his long-term work on on-site quality improvement, he invented the concept of POKA YOKE. This is developed into a tool to achieve 0 defect and eventually eliminate quality inspection.

POKA YOKE is also widely applied in the function of protection and safety.



In the picture is a chain device used in a factory to prevent safety incidents.

**Compared with other methods, the biggest advantage of POKA YOKE is: it requires no professional knowledge nor techniques, no experience nor instinct, and no concentration. No matter which method is adopted, the principles to follow are: easy operation, low cost, and high effectiveness.**

# Production Safety Law amendments in the legislation plan

Abstract: Party Leadership Group members of the Ministry of Emergency Management, Vice Minister Shangyong led a team to the Legislative Affairs Commission of the Standing Committee of the National People's Congress (LACSCNPC) to report the recent legislation and amendment work of the Ministry. LACSCNPC Director Shen Chunyao presided over the meeting.

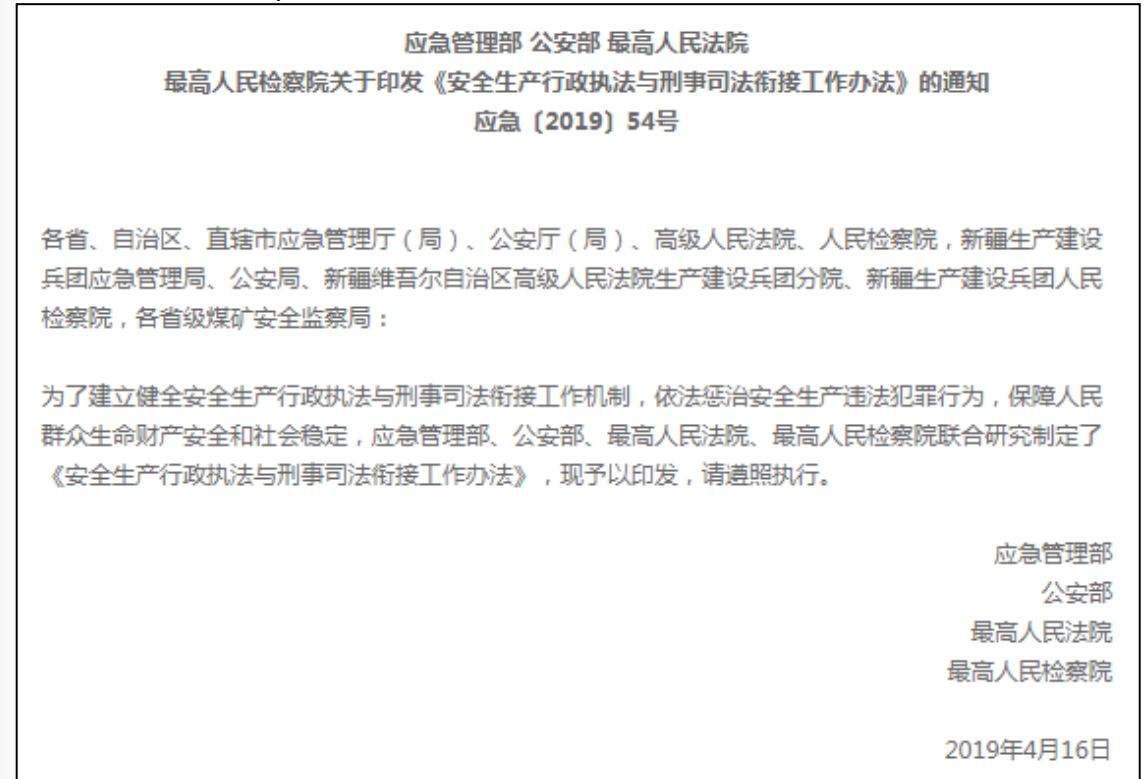


LACSCNPC attaches great importance to the legislation work regarding emergency management and production safety. The amendments to “Production Safety Law” and “Criminal Law” are included in the legislation plan. The corresponding department of the Legislative Affairs Commission should further strengthen its communication with the law committee of the Ministry of Emergency Management, and coordinate closely. Other legislation and amendment work should be up-to-date. Focus on solving outstanding problems with the rule of law, actively respond to social concerns, adhere to promote development and good governance by good laws, and practically enhance people's sense of acquisition, happiness, and security.

## 05. CSR News

### 4 Departments issued the “Measures for Coordination between Administrative Law Enforcement and Criminal Justice in Work Safety”

In order to establish a work system completely interfacing administrative law enforcement and criminal justice in production safety, to legally punish crimes violating safety production, and to safeguard the public’s lives and properties and maintain social stability; the Ministry of Emergency Management, the Ministry of Public Security, the Supreme People's Court, and the Supreme People's Procuratorate issued together the “Measures for Coordination between Administrative Law Enforcement and Criminal Justice in Work Safety”.



# 2019 Design China Beijing: From traditions to the future, explore the sustainability & new life of design

As the biggest metropolitan and culture center in China, the Jing-Jin-Ji region has an irreplaceable influential and cultural cohesion power in the industry. As the parallel VIP exhibition of the “Beijing design week design exhibition”, “Design China Beijing” created by the lead creative team of “Design Shanghai”, after being held successfully in 2018, will debut again in the golden September in capital Beijing.



“Design China Beijing” has attracted almost 100 exhibitors, including 30 Chinese local best design brands, with a total of 18,059 audiences from over 20 countries and regions.

## 06. CSR Kaleidoscope

Exhibition keywords “sustainable”, “craftsmanship ”...

As our exhibition gradually grows, the design industry in China is becoming more developed. Referring back to “Design Shanghai” being held 6 years ago for the first time, the production and design industries in China at that time deserved more importance and influential power. Then, China is the world factory, and creative industry was working hard to catch up. Within just a few years, everything has changed. Design and Architecture has become a lead, especially in the development of “sustainable design”.



In this exhibition, we will analyse in depth “sustainable design” from the dimensions of “design sustainability”, “traditions & the future of craftsmanship”, and “the mutualism & development of multi-cultures”.

In the past, while we simply pursue a high GDP growth rate, we have paid a high environmental cost. With the awoken of social consciousness, and the support of National policies, these induce the growth in creativity in design and architecture.

## Waste Sorting is Trendy

As reported in the Voice of China “CNR News”, last November, President Xi Jinping during his inspection of a civic post in Shanghai Hongkou District - the first sub-station of Jiaxing Road, pointed out that waste sorting is trendy. He encouraged everyone to master and perform this work well. For those 2 days, CNR News reporter Zhou Hongzhen stationed at Jiaxing Road to gather news.

What can turn waste sorting from a “trouble” to a “duty”?  
How can the waste sorting trend become popular?



Yutai Jingyuan Parking Lot Community Composting Garden. Wet garbage becomes fertilizers for flowers after fermentation in fermenting barrels.

## Waste disposal at designated times & locations

This time our news reporter stationed at Yutai Jingyuan Parking Lot at Jiaxing Road, Hongkou District. At 8am, when everyone is busy getting up early, going to work or school, the residence in this community has to do one more thing every morning - that is to dispose waste. Every morning between 7:30am-9:30am, and every evening between 6pm-8pm are the designated time slots and locations for residence to dispose waste.



City management should be as fine as an embroidery needle, and waste sorting as well. Residence committee, Owners committee, and volunteers have racked their brains: for those who randomly dispose waste, but cannot be caught, the residence committee board will locate the person through courier receipt; when residents found the waste containers were dirty, they were replaced by ones with a pedal, etc. The locations and time slots were chosen after studying the habits of the residents, that's why these choices are supported by the them.