



SHARING BENEFITS: TO ENHANCE SENSE OF REWARD FOR SOCIETY



Care for Staff Development	44
Answering Public Expectation	49
Responsible Overseas Operations	53





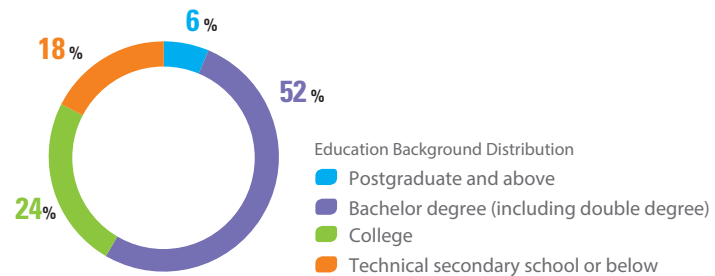
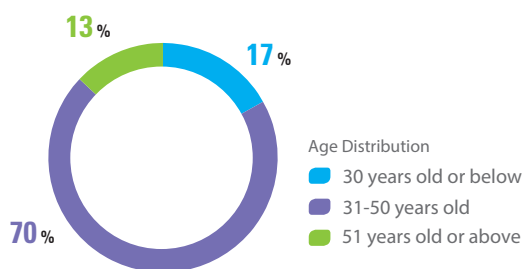
SHARING BENEFITS: TO ENHANCE SENSE OF REWARD FOR SOCIETY

As a responsible corporate citizen, China Unicom insists on people-oriented development and regards public welfare and comprehensive social development as the operating development keys of its business. In 2017, the Company solidified the teamwork spirit, adhered to continuous growth among the staff and the enterprise, and pragmatically safeguarded the lawful interests of its employees, fostering friendly and harmonious labour relations with the employees. It persisted to the belief that business development is for the society and the outcomes of development should be shared with the society. It proactively gave back to the society, emphasised obligation performance in overseas markets, and continued to enhance the sense of reward for the whole society, heading towards a future of sustainable development.

Measures adopted in 2017	Actions in 2018
<ul style="list-style-type: none"> Implemented the comprehensive incentive system, with staff promotion rate of 11%, salary-ranking promotion rate of 23%, and the rate of signing group insurance contracts for material illnesses of 92%. 	<ul style="list-style-type: none"> To focus on the enhancement of staff efficiency of four teams, namely physical business outlet, call centre, installation and maintenance, and direct marketing, and to further strengthen and regulate employment management.
<ul style="list-style-type: none"> Built strategic talent teams, and cultivated 195 professional talents, 1,492 backbone talents and 2,758 young and sharp talents. 	<ul style="list-style-type: none"> To build up a sound and unified assessment system for training management quality, and procure the implementation of training plan for key groups and strategic talents.
<ul style="list-style-type: none"> Established talent community and talent management platform, and set up talent incubation fund. 	<ul style="list-style-type: none"> To coordinate resources for the implementation of comprehensive incentive scheme, aiming to enhance staff's sense of reward.
<ul style="list-style-type: none"> Provided 11 sessions of leadership seminar, 58 sessions of advanced technology training, 176 professional skills enhancement trainings and developed 84 online/offline courses. 	<ul style="list-style-type: none"> To tilt resources toward "sub-divided business units", strategic talents, as well as well-performing talents to realise "Pay-for-Performance"; show care for low income staff and fairness.
<ul style="list-style-type: none"> Improved the closed-loop acceptance mechanism for contacting staff members and deeply initiated the activity "Online Meeting with General Manager". 	<ul style="list-style-type: none"> To optimise the three-tier employee representative committee system, facilitate online communication with general managers of all levels, and establish the corporate affairs open release system.
<ul style="list-style-type: none"> Carried out Tibet assistance and targeted poverty alleviation work, initiated 52 Tibet assistance projects with RMB60 million financial support in a determined attempt to narrow the gap of regional development. Specialised services were provided to the disabled, elderly group and minors. 	<ul style="list-style-type: none"> To explore the set-up of share-based incentive scheme featuring the sharing of benefits and risks.
<ul style="list-style-type: none"> Enhanced responsibility fulfilment overseas, emphasised compliant operations overseas, implemented local recruitment and procurement, carried out responsible investments, and earnestly participated in overseas volunteering activities. 	<ul style="list-style-type: none"> To stress the enhancement of "blood-making" ability in poverty alleviation of the targeted areas and care for the telecommunication service needs of the special groups.
	<ul style="list-style-type: none"> To procure the fulfilment of social responsibility of overseas branches and promote global sustainable development.

CARE FOR STAFF DEVELOPMENT

Employee is the motivation for innovative development of an enterprise. Capitalising on the opportunities arising from mixed-ownership reform with the core value to be more market-oriented, the Company accelerates to build a more market-oriented human resources system and mechanism, firmly safeguards the basic rights of employees, strives to create a safe, extensive and caring environment for employees to thrive, and continues to create opportunities in enhancing the sense of identity and recognition for the employees, so as to facilitate the construction of a happy and harmonious enterprise.



Employees (person)	Employees newly recruited (person)	Gender Distribution (Male/Female)	Proportion of managerial personnel (%)	Proportion of ethnic minority employees (%)	Turnover rate (%)
267,590	10,689	1.48:1	8.44	6.89	1.94

Current Status of China Unicom Employees

Basic employees' rights protection

Employment in strict compliance with laws

- To sign labour contracts with 100% of the employees, to provide them with pension, medical care, compensation for work-related injury, and maternity and unemployment insurance and to set up enterprise annuity fund for employees on a voluntary basis, while implementing for employee full coverage of annual physical examination, paid leave system, 100% job retention after maternity leave/paternity leave.
- To pay attention to safeguard human rights, respect personal privacy, prohibit any discrimination of age, ethnicity and gender toward employees during recruitment and promotion. Child labour and forced labour are strictly forbidden. Employee rights protection mechanism, as well as smooth communication and complaint channels are established for employees.
- The Company strictly complies with the "Labour Law of the People's Republic of China", "Labour Contract Law", "Interim Provisions on Labour Dispatch" and all laws and regulations in relation to the use of labour and the protection of staff. The Company continuously promotes labour optimisation and standard management, reduces proportion of labour dispatch of the Group to below 10% as required by the State, and basically realises equal pay for equal work. The employee satisfaction keeps improving.

Rights and interests protection system

- To build up the filing management system for collective contracts and labour dispute conciliation work, while regulating management of the signing and performance of collective contracts, disputing mediation mechanism, setting up of mediation team, acceptance of employee complaints, handling of labour dispute and receiving letters and visitors of companies at all levels.
- To establish the joint working mechanism of the labour union and the human resources department, to announce and implement new comprehensive incentive policies, to consider the effect of various incentive measures and to protect the public interests of the basic rights of employees. Great importance is attached to various policies which involve the vital interests of employees directly, including remuneration, leave, labour safety and hygiene, welfare and insurance, employee training and labour discipline.

Occupational Health and Safety Protection

Taking serious account on safe production and rigorously implementing the "Production Safety Law of the People's Republic of China" and related laws and regulations, China Unicom reinforces the mechanism of responsibility for production safety. The Company promotes pre-cautious and emergency-responsive management plans integrated with the production operation, and increases emergency drills to improve the emergency response capability as a preventive measure. Total system production safety check is carried out to arouse the safety awareness of all employees. A campaign named "Snapshot on Hidden Danger in the Surroundings" is organised to check on risks of hidden danger and conduct remedial measures on potential safety hazard, so as to create healthy environment for the safe production of the enterprise. The Company has no employee diagnosed as having occupational disease caused by hazardous factors as listed in the Occupational Disease Classification and Catalog of the State. In order to reduce diseases caused by natural environment, branches in plateau or special regions formulated precaution and labour protection measures to offer favourable policy and special allowance other than compensation to employees suffered from plateau-related diseases in such arduous areas.

37 training sessions were held on production safety **100** % coverage rate of safe production training

Focus on Staff Training and Development

Enhancing promotion and incentive system

China Unicom continuously betters its human capital deployment mechanisms and tilting greater importance to innovative business areas. An incentive scheme is fully implemented to improve employees' sense of achievement.

- The Company continued to make progress in the routine operation of the promotion and incentive schemes. In 2017, 11% of the employees in the entire Group received a promotion and 23% received a salary raise;
- The Company conducted in-depth strategic deployment of talent and team building and selected 195 key-specialties talents, 1,492 backbone talents, and 2,758 young and competitive talents;
- The Company continued to strengthen the staff utilisation rate and built the "talent community" and talent management platform. A specialised talent incubation fund was set up. Total users of the "talent community" reached 62,000 with the total points awarded amounting to 2,136,000. 34 crowdsourced projects were carried out online.

Staff promotion rate **11** %, salary-ranking promotion rate **23** %

195 professional talents, **1,492** backbone talents, **2,758** young and sharp talents

Ongoing effort in education and training

China Unicom aims to ingrain the necessity of ever-learning in employees' mentality by formulating employees' core capability criteria with an aim to enhance professionalism and innovating capacity.

Constructed a comprehensive and multi-dimensional training and management system. A training system under unified management with explicit specialisation was constructed in accordance to the work ability requirements of different fields. A specialised programme was designed for each of six key groups, namely the headquarter administration, management-level (with decision-making capacities), professional positions, innovative positions, integrated network positions (the "little CEOs") and new employees.

Conducted diversified training activities of different levels and categories. To enhance leadership capabilities, the Company organised the 11th session of leadership seminar for province-level deputy general managers, municipality-level subsidiary general managers, county-level subsidiary general managers and heads of major profession lines, as well as supporting managing talents with an aggregate enrolment of more than 700 attendees. More than 43 attendees took part in training for senior management officers and professional backbone employees utilising the "One School, Five Institutes" premium external training resources. For key staff members in the professional business lines, 176 professional skill enhancement training programmes were rolled out in an orderly manner for the heads and technical backbone employees of each of the business lines, with a total enrolment of 21,000 attendees. The 58th session of high-end technical training were offered for skilled operating or maintenance technical staff, namely the IT strategic talents and core network staff, customer service personnel and network security staff.



At the first session of the 2017 senior management seminar, Chairman Wang Xiaochu called for attendees to remain true to the original principles, seek progress against all odds and endeavour to be a loyal, impeccable and responsible cadre.

China Unicom Shandong Branch designed a one-year progressive training programme for its new recruits, namely the "Four lessons for new staff". Through detailed, scientific and interconnected training, new employees may make rapid progress and broaden their pathways of career development.

Promoted innovation in education content and the form of training. Along with the six innovative businesses inclusive of Internet of Things, Big Data, cloud computing, industrial applications, usage backward monetisation and API exposure, the Company developed on our own on 62 online courses and 47 supplementary question papers, and recorded 4.55 million counts of access in such learning. The newly developed 17 "little CEO" integrated management courses formulated guiding opinions for the smart family engineer training certification system, while some of the province-level branches implemented cycle-based training. 26 leadership e-courses were developed and introduced, and 84 online/offline professionalised courses were developed, with 36 course promotional campaigns organised. The online learning system was enhanced, with 2,279 online classes and 3,753 mobile "Wo-School" mini-classes, attracting over 15 million attendees and an accumulated learning hours of 13 million hours.

China Unicom Beijing Branch created the "UV WeChat Supporting Learning Platform" offering "mini-classes" for online learning, tests for learning achievements, recruitment evaluation, employee surveys and team building. With three display themes including the "U Perspective", "V Classes" and "Fabulous+", the platform allows employees to control the way they participate in the diversified learning modes and cultivates the building of a knowledge-based talent pool.

China Unicom Chongqing Branch Customer Service Call Centre launched a new WeChat-based learning mode and offered online training through WeChat groups as a solution to shift-based employees who experiencing difficulties to attend training. By effectively integrating the different schedules of the employees, the programme received a participation rate of over 90% and achieved great results.

Conduct Employee Competitions. In 2017, China Unicom organised competitions including a Salesperson Marketing Skills Competition, a Smart Family Engineering Skills Competition, a Tender Evaluation Expert Competition, and others. With 131,200 employees participating in the try-out, the competitions powerfully shaped a professional team with technical expertise, consulting service capacities and marketing competence.



China Unicom Salesperson Marketing Skills Competition



China Unicom Smart Family Engineering Skills Competition

China Unicom Fujian Branch organised the “Wo Craftsmanship Trophy” competition which spanned for half a year with over 4,000 participants, breaking records including having the most participants, involving the most comprehensive craftsmanship, and being the largest scale in years. The competitions placed emphasis on on-the-job training, practical tactics, and strategising competitions as a means of training and learning. It greatly enhanced frontline workers’ abilities to tackle both routine and unexpected events.

Staff Participation in Management

Employees are parts of the essential element towards corporate development, China Unicom has high regard to the participation of its employees in corporate management activities. The Company fully safeguards workers’ rights to possess to information, participation and supervision. It aims to reinforce the sense of identification and belonging of the employees towards the Company.

Sound democratic management system. China Unicom sought to institutionalise the “General Meeting of Staff Representatives”, “Online Meeting with General Manager” and “Corporate Affair Open Public Forum” as the tripartite democratic corporate management system. The implementation measures of “China Unicom General Meeting of Staff Representatives” and “China Unicom Open and Democratic Management of Factory Affairs” were reformulated. The “Working Scheme for China Unicom Group Co. Ltd. Specialised Committees General Meeting of Staff Representatives” was also formulated as part of a closed-loop mechanism to handle employee-initiated proposals and reasonable requests, as well as complaints from employees.



Workers’ Union of the Group Discussing Draft Proposals and Suggested List of Candidates in the Meeting.

China Unicom Kaifeng Branch in Henan launched the “New Ideas for Employee Empowerment”, a themed activity for employees to propose constructive ideas. The leading group of “Constructive Opinions and Proposing Policies” gathered a total of 283 submissions on topics including on platform, management and professional areas.

Established Online Proposal Submission Platform. China Unicom developed an “Employee Proposal Submission Platform” suited for subsidiaries and companies of different levels and different business lines. The “Online Meeting with General Manager” activities were organised 19 times on province- and municipal levels, receiving 2,065 inquiries from employees and responded to 1,136 of which.

The Group Company held the “Online Meeting with General Manager” activity with approximately 3,000 employees participated online (with 3,933 employees were online at peak). A total of 639 inquiries and messages were received from employees. Lu Yimin, the Group general manager, directly replied to 55 popular topics. As a major part of the Company’s democratic management system, the activity opened up a channel for employees to voice their opinions and proposals while also helped consolidate the collective wisdom and strengthen of the employees, creating a sense of solidarity and promoting the healthy development of China Unicom.



Mr. Lu Yimin, Group General Manager, engaged in interactive dialogues with employees

Care for the well-being of Staff

The sustainable healthy development of the Company relies on the selfless dedication and diligent contribution of its employees. China Unicom cares for the employees’ personal well-being and seeks to be attentive to their needs and concerns. Multiple measures were adopted to help employees ease their personal problems.

Comprehensive Employee Services System

China Unicom established a list of employee services by understanding employees’ needs and designing service offerings accordingly to provide suitable services beneficial for them. Specific areas of caring services include birthday celebration, children’s education advancement, employees’ and their families’ illness, as well as summer classes, day care groups, nursery rooms, parking spot for pregnant workers and etc. Different forms of employee cares are offered to serve them comprehensively.

China Unicom Jilin Branch abides by the philosophy of “serving and caring for the employees”, and offered day care services for its summer workers’ children. Besides assisting children to finish their summer assignments, the programme also provided a range of exciting educational, cultural, and sports activities, as well as specialised professional consulting. Great lunch was offered for the children as well. The summer program received great acclaim by the employees and about 70 children of the summer workers attended the day care program.

China Unicom Jiangyin Branch in Jiangsu created a nursery room equipped with couches, a refrigerator, a microwave oven and air purifier for employees who need to breastfeeding to enjoy a private, clean, comfortable and secure environment during their break. The needs of female employees in the “four phases” were being addressed. As a solution to some of the most practical and direct problems faced by female workers, the policy was greatly appreciated by all the staff.

Rich cultural and recreation activities

China Unicom actively launched different forms of cultural and sports activities including artistic creation, performances, talent shows, calligraphy, photography, recitation, single-sport race and integrated sports games. Interest groups of different types were organised as a platform to build a rich diversity of activities in order to satisfy the growing spiritual and cultural needs of the employees.



China Unicom held the 2017 Employee Badminton Game and formed a representative team to take part in the National Telecommunication Employee Badminton Game co-organised by China Communications Association. China Unicom team recorded its best results in history, fully illustrated the employees’ dedicated teamwork and the eagerness to overcome difficulties.

Highlights of China Unicom Employee Badminton Game in 2017 (Northern China)



▲ China Unicom Changsha Branch Held Chinese Valentine’s Event

▼ China Unicom Jiangxi Branch Held Employee Table Tennis Competition



◀ China Unicom Tibet Branch Held Fun Board Games in the Winter

▼ China Unicom Beijing Branch Held Dancing Event



▲ China Unicom Heilongjiang Branch Held Soft Volleyball Tournament



▲ China Unicom Zhejiang Branch Held its First Employees Sports Meet



▲ China Unicom Guangzhou Branch Held its First Employees Sports Meet



▲ China Unicom Fuxin Branch Staff Cultural Fair



◀ China Unicom Yunnan Branch Sang to Tribute to the 19th National Congress of the CPC

Meticulous Mental Support

China Unicom cares about the mental well-being of its employees. By strengthening efforts to build a team of EAP specialists and psychological consultants, as well as conducting EAP promotional campaigns, the Company seeks to relieve employees' mental stress so that they can live and work in a more pro-active, relaxed state of mind, thus continuously enhancing their sense of happiness.

- An on-site psychological consulting experience programme was launched. A total of 12 online consulting mini-sessions were organised. EAP specialist and psychological consultant training, as well as EAP corporate service trainings, were held.
- The system for the self-assisted EAP online platform was reinforced by functions including mental health-concern promotions, online consulting, online tests, online interaction, and e-learning. A total of 216 mental health messages were provided for employees.
- Mental health evaluation for employees was conducted to understand employees psychological well-being and the needs for psychological services.

China Unicom Hunan Branch in Changsha held a psychological consultant training seminar which attracted 25 employees to participate, further enhanced the deepen development of EAP employee psychological support. Unicom Changsha was listed as the first pilot unit for the "Employee Care Initiative" by the city of Changsha.

China Unicom Fuxin Branch in Liaoning held the "Free the Mind, Embrace Happiness — Be your own best counsellor" lecture to help employees tackle with mental stress so as to face work with a positive mind-set and build up a healthy attitude towards work. Positive thinking is encouraged among employees through the lecture. Over 70 employees took part in the stress relief activity.

Sincere initiative to "give warmth"

China Unicom carried out its care initiatives in an in-depth manner and established an emergency support mechanism mainly focused on grave illness relief, based on mutual medical aid between employees and grave illness insurance. It was met with great acclaim by the employees, as the insured rate for grave illness reached 92%. In 2017, a total of RMB28.38 million was distributed as poverty aid and RMB970,000 was contributed as consolation money.

Contributed RMB **9.37** million to support employees with difficulties

Contributed RMB **28.38** million in condolence fund

ANSWERING PUBLIC EXPECTATION

As a socially responsible large-scale state-owned enterprise, China Unicom places great emphasis on civil concerns about popular livelihood. It makes active use of its own expertise and technical advantages for the public good, and puts strenuous efforts on focused poverty relief, charitable donation, emergency aids and voluntary service to help improve livelihood, showing our care and willingness to facilitate harmonious development with the society.

Targeted poverty alleviation initiatives

China Unicom strictly adhered to the Central Committee's strategic deployment of poverty relief and made solid progress in poverty alleviation initiatives at Tibet. The Company perfected the organisation structure, fine-tuned the poverty alleviation policies and day-to-day management, as well as the implementation in the execution of the three-tier management system. The Group Company established its targeted poverty aid leading team and targeted poverty relief office. The related province subsidiaries also established province-level targeted poverty aid office with incumbent cadres designated to visit their targeted poverty-stricken provinces to oversee the implementation of poverty support and make progress in poverty relief. China Unicom's targeted poverty relief was fully acknowledged by the local province committee and local governments and was awarded twice by the Hebei Provincial Committee and Provincial Government as the "Advanced Unit in Targeted Poverty Relief Work Directly Subordinate to the Central Government".



Chairman Wang Xiaochu conducted research on the targeted poverty relief efforts in Guyuan and Kangbao of Hebei



Group General Manager Lu Yimin conducted research on the targeted poverty relief efforts in Ceheng County of Guizhou



In December 2017, Miao Wei, Minister of the Ministry of Industry and Information Technology, led a team to conduct research on the poverty alleviation

work in Luoning County in Henan. After getting a debrief from the general manager of Unicom Luoyang, Miao paid a visit to the poverty-stricken household of Zhao Gaicun and tried understanding Zhao's needs in the usage of telecommunications. Zhao proudly told Minister Miao that he used the optical-fibre broadband services of China Unicom and watched IPTV, while his entire family has been using the Tencent Big King cards offered by China Unicom. He was grateful to the CPC, the government, and China Unicom for benefiting the quality of his life.

China Unicom Hainan Branch established a three-tier management mechanism and explored the new precision poverty alleviation model. Through activities such as "industrial poverty aid" and "beautiful countryside", it helped to develop the tourism industry in the whole area and signalled its solid determination to eliminate poverty. A total of 400 beneficiaries were being supported and 107 people were lifted out of poverty in the year.

China Unicom Guangxi Branch and Guangdong Branch jointly created the nation's first village-stationed "No. 1 Secretary", the first wealth-generating e-commerce operation platform in Nanning. It helped over 6,000 of such "No. 1 Secretary" to tackle with difficulties in selling agricultural by-products and assisted in promoting the precise poverty aid in Guangxi, creating a sustainable "Internet+"-based precision poverty-aid eco-system.

China Unicom Xinjiang Branch adhered to the main goal of social stability and sustained peace, and earnestly developed the "visiting, benefiting, gathering" work while implementing with high standard on the "1+2+5" missions. By focusing on key actions such as strengthening grassroots organisation and doing well on work in relation to the masses, 74 "visiting, benefiting, gathering" work teams were organised and 818 cadre support projects were dispatched with a total input of RMB100 million invested. It was highly esteemed by the Party Committee of the autonomous region.

Participative in external donations

The Company follows the donation principle of "acting within our competence, well-defined power and responsibility with integrity and commitment" and continuously returns to the society.

External donation of RMB

12,651,000 Public-welfare donation of RMB

8,084,900

Donation Item	Amount (RMB, Thousand)
Donation to targeted poverty alleviation areas (poverty alleviation)	8,546.7
Donation to cultural and sports initiatives	1,963.6
Donation to educational initiatives (education support)	570.5
Donation to other community and public welfare activities	300.7
Donation to disaster-hit areas	201.7
Donation to construction of public facilities	176.5
Other targeted assistance areas	118
Donation to medical and healthcare causes	78.9
Donation to services for the disabled (disabled support)	29.5
Tibet assistance and support (Tibet assistance)	26.6
Donation to environmental protection initiatives	2
Donation to corporate charity foundation	2
Other donation	634.3
Total	12,651

Statistical Table of External Donation by China Unicom in 2017

China Unicom Ningxia Branch engaged in the "Caring for sanitation workers to construct a beautiful Ningxia together" event. By gathering "small wishes" and lending helping hands, the company sought to express its care for sanitation workers. The company donated a total of approximately RMB600,000 and gave free voice equivalent to the value of nearly RMB400,000 to 3,327 sanitation workers as a gift. The Company's charitable action was highly regarded and praised by multiple governmental departments of the Ningxia Autonomous Region.

Charitable aid for the underprivileged

As a caring enterprise, China Unicom gives generous attention to the disabled, the elderly, minors and other underprivileged groups through special care services, smart applications and staff donation. Special-feature products and services were launched to enable convenience to these people, allowing them to use our telecommunication services with ease.

Care for the disabled

To facilitate career development for the disabled, the Company engaged in “tailor-made services” for the disabled and promoted the modernisation and IT implementation for disabled-related affairs. China Unicom Sichuan used its “smart usage service” as the platform to launch its “Internet+” IT technology implementation which helped the scientific innovative development of disabled-related services. As at the end of 2017, users of the “smart usage service” reached near 50,000 in the province.

China Unicom Ningxia Branch launched its disabled people targeted community services, which offered psychological consultation, Internet knowledge workshops, and tips on data usage management for the disabled users. A solid scheme of voluntary services for the disabled was established, fostering China Unicom as a caring and helpful member of the community.

Care for the elderly

For senior citizens’ emerging needs to master the use of smartphones, China Unicom Shandong launched the “one-to-one” premium service, which set up mobile servicing units, reserved seats for the elderly and convenience service boxes. A set of premium phones with large display screen, large memory storage, large data usage and long standby time were launched. Premium salespersons would be designated to help the elderly users to transfer their contacts and download applications, as well as to instruct them on how to watch news online, and practical skills such as using WeChat functions, fitness monitoring, entertaining videos and voice messaging.



China Unicom Jiangsu in Suzhou helped the senior citizens to learn and enjoy the benefits of smart living by co-organising with Suzhou Elderly Academy to conduct Smart Living Workshops while offering live smart living classes over the phone. Unicom Suzhou offered 4 training classes in the Elderly Academy and held 40 sessions of “Suzhou Smart Living” through WeChat charity workshops, lecturing/assisting over 2,000 senior citizens.

Care for children

Linfen Red Ribbon School is the only full-time school in the country specialised in admitting children afflicted with AIDS. On the Children’s Festival of 1 June, Unicompay Company launched a donation campaign entitled “Sharing with Love, Caring with ‘Wo’” together with the “China Red Ribbon Foundation”. The goal of the campaign was to give heart-warming presents for the children in Linfen Red Ribbon School for the Children’s Festival. A total of 305 gift items were collected in the campaign as a token of the warmth of society for these children.



China Unicom Zhejiang Branch is committed to voluntary service for stay-behind children. A routinised support mechanism was established under the title “Connect you and me with Wo, let love stay in our heart” for the voluntary campaign and a series of charity events for stay-behind children was launched. Over 100 stay-behind children benefited from the campaign, which was recognized for the Silver award from the 2017 Zhejiang Voluntary Work Program Competition.

Active involvement in volunteering activities

China Unicom actively encourages each of its departments and subsidiaries to bring their skills and specialties in play expertise and to participate in volunteering activities in multiple ways. In 2017, the number of registered volunteers reached 23,998. An accumulated total of 39,966 persons participated in voluntary activities, conveying "Unicom Positive Energy" in the development of public welfare.

Number of registered
volunteers reached **23,998**

39,966 persons participated in
voluntary activities



Volunteers from China Unicom Fujian Branch actively participated in "Youth Walk, Warm Way Home", a campaign held by the Chinese youths to give warmth to passengers when they return to their hometown during the Lunar New Year period. They offered travellers ginger tea, boiled water, travel tips, and ticketing services, using the most practical actions to make the winter warmer.



China Unicom Xinjiang Branch continued to engage in the large-scale "Drips of Care for a Wo future" charitable campaign, encouraging Unicom users to donate their points to show their care and help middle and elementary schools in remote areas to build libraries. As at 2017, a total of 256,465 Unicom users in Xinjiang participated in the point donation and a total of 161 million points were donated, helping to build 157 libraries with over 170,000 books in different ethnic languages for Uyghur, Han and Kazakh people. Over 85,000 students in Xinjiang of different ethnicities were benefited.



On World Blood Donation Day on June 14, China Unicom Guangzhou Branch organised a blood donation campaign to which employees actively responded. A total of 97 donors giving 35,000 mL of blood as a testimony of the care China Unicom Guangzhou Branch has for the society.

China Unicom Beijing Branch continued its winter clothes giveaway campaign which collected 100 pieces of winter clothing. The clothes were given to the people in need by the university student volunteers who used their spare time when returning to their hometown, representing warmth given by the China Unicom Beijing Branch.

China Unicom Handan Branch actively took part in the volunteering work for promoting civility in cities across the nation. Employees were organised to perform volunteers' work in traffic post in Songtai District to maintain traffic order with smile and love, keeping the roads safe, orderly, smooth and used with civility and assuring citizens' safety, contributing to civility in cities.

RESPONSIBLE OVERSEAS OPERATIONS

Driving operational compliance for overseas businesses

China Unicom Global Limited has complied a "Handbook Guide on Major Risks", as well as operational compliance handbooks for branches in Hong Kong, Myanmar, Japan, Singapore, Russia, South Africa and Brazil, and key business compliance guides for operations in America and Europe. A globally integrated internal control system has been formed as a long-term mechanism against corruption risks. Stringent compliance with local laws and regulations is compiled with so as to help safeguard orderly markets. The government policy of real-name registration for mobile phone users is resolutely implemented, as required by the "1 permit, 5 numbers" regulation, in a move to help safeguarding cross-border communications.

Blending in local communities overseas

Staff localisation

China Unicom Global Limited adopts a localisation strategy with a strong emphasis to develop localised workforce throughout its 30 global branches. The recruitment and management of all employees strictly abides by laws and regulations of the local countries. Currently, the Group employs more than 700 local people around the world, creating job opportunities for various local communities.

Procurement localisation

The majority of the Company's procurements in network products, IT equipment and general services are sourced from local suppliers appointed through a stringent screening process. In compliance with local laws and regulations, we adopt a dynamic management approach based on respect for the contract, integrity and operational transparency, demanding the provision of eco-friendly products from suppliers as China Unicom Global continues to drive localised procurements to make ongoing improvements, while in a mature and standardised manner.

Local public welfare activities

Amidst its overseas business development, China Unicom has always been committed to caring for the community, taking up responsibilities, rewarding the society, and sharing charity and compassion. In 2017, the Company enhanced collaboration with Heep Hong Society to raise public awareness for children in need, while entering into cooperation with The Society for the Prevention of Cruelty to Animals to contribute efforts to the protection of animals, drawing stronger public attention for these charity campaigns as a way to attract more people to be encouraged to join the charity work to sharing love and hope.

In efforts to show respect to local customs and business practices, China Unicom Australia has actively participated, through various channels, in activities organised by local governments, commercial chambers, and industry associations. The Company also serves as a committee member of the China Chamber of Commerce in Australia and a member of the secretariat of the Association of Female Executives, actively facilitating communication and cooperation between the China Chamber of Commerce and the local corporations, as well as charity organisations.

Overseas Investments with Responsibilities

In active implementation of the "Belt and Road" initiative, China Unicom has increased the deployment of its international network resources in major world economic corridors and information hubs. In 2017, the Company participated construction of the "Asia — Africa — Europe 1" (AAE-1) submarine cable network connecting the three continents of Asia, Africa and Europe, went into operation, while the domestically developed "China — Myanmar International Terrestrial Optical Fibre Cable" launched trial operation. Meanwhile, the Company also entered into an agreement with Camtel and Huawei Marine for the construction of the "South Atlantic International Submarine Optical Fibre Cable", signifying the official commencement of the construction of a Hong Kong — United States submarine cable. The construction process is underpinned by a strong emphasis on the protection of local ecological environments, as all routers have been approved by local environmental authorities.

