

企业动态

OFFICIAL NEWSLETTER



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我们做到了!

ESG 转型荣获银奖肯定

我们荣幸宣布, PMB Aluminium Sdn. Bhd. 于《The Star》主办的 2026 ESG Positive Impact Awards 中, 荣获“Transformation (转型)”类别银奖

Transformation (转型) 类别旨在表彰成功将可持续发展融入企业经营, 并在环境、社会、经济及治理等层面创造长期价值的企业。这项殊荣充分肯定了我们持续将 ESG 理念融入营运、创新与企业发展的坚定承诺。

此次获奖不仅是对我们努力的认可, 更激励我们持续透过不断改善、负责任的经营实践及创新, 深化企业的可持续发展进程。这项荣誉进一步坚定了我们为各利益相关方创造长期价值, 并共同迈向更可持续未来的决心。

这项成就属于每一位为公司 ESG 发展付出努力的同仁。正是大家的敬业精神、协作配合与坚持不懈, 无论贡献大小, 都为推动公司的 ESG 转型发挥了重要作用。

在庆祝这项里程碑的同时, 我们将继续秉持持续改善的精神, 不断提升企业的可持续发展表现, 为员工、社区及环境创造更积极的影响。衷心感谢每一位参与其中的同仁, 让我们携手同行, 共创更加永续的未来。



撰写: Branda Yap

We Did It!

Silver Recognition for Our ESG Transformation

We are proud to share that PMB Aluminium Sdn. Bhd. has been honoured with the Silver Award in the Transformation Category at the ESG Positive Impact Awards 2026, organized by *The Star*.

The transformation category recognizes organizations that have successfully embedded sustainability into their business by creating long-term environmental, social economic, and institutional value. This recognition reflects our continued commitment to integrating ESG principles into the way we operate, innovate and grow.

Receiving this recognition is an encouragement to continue strengthening our sustainability journey through continuous improvement, responsible business practices, and innovation. It reinforces our commitment to creating long-term value for our stakeholder while contributing to a more sustainable future.

This achievement belongs to every team member whose whole dedication, collaboration, and perseverance have contributed to our ESG journey. Every effort, whether large or small, has played a meaningful role in driving our transformation forward.

As we celebrate this achievement, we remain committed to continuously improving our sustainability performance and creating positive impact for our people, our communities, and the environment. Thank you to everyone who has been part of this journey - let us continue building a more sustainable future together.



Author: Branda Yap

科技赋能智造系列——熔铸二车间熔炼炉节能改造项目

真正的降本增效并非单纯的“成本削减”，而是通过技术与管理的协同，实现“成本与生产力的并重”。

2024年熔铸二车间熔炼炉升级项目，正是基于这一战略导向，从被动的设备维修转向主动的“效能重塑”。通过对核心燃烧系统的技术迭代与精益化管理，根据运营数据估算，项目不仅每年直接释放约130万元的运营现金流，更带来了显著的环境效益，成功打造了经济效益与公司“双碳”目标双赢的标杆案例。

项目背景：

随着设备运行进入第五年，1#与2#熔炼炉面临热效率衰减与能耗边际成本上升的双重挑战。为避免陷入“挤牙膏式”的被动修补，车间团队实施了系统性的效能重塑：

- 底层架构重构：摒弃传统的局部修补，对炉体进行整体浇筑与内衬耐火材料的重新设计，从物理基础上阻断热量流失。
- 核心技术赋能：引入新型高效火枪，并通过算法优化天然气与空气的预混比例，实现燃烧效率的指数级提升。
- 绿色运营导向：将减排目标前置，通过技术升级大幅削减辅助排烟与热量损耗，践行企业的可持续发展承诺。

效能重塑前后对比：

核心评估维度	传统模式（改造前）	效能重塑后（改造后）
资产健康度	内衬及炉口耐火材料磨损严重，热效率低。	炉体架构全面焕新，燃烧系统实现技术迭代，运行状态稳定且高效。
资产健康度	2#炉能耗 63.1m³/t；1#炉能耗 65.1m³/t。	2#炉能耗降至 57.5m³/t；1#炉能耗降至 62.7m³/t。
财务回报 (ROI)	能耗成本高，无显著节能收益。	天然气单价按照4元/m³计算：1#及2#炉年释放成本约130万元。
ESG与合规	烟气与热量外泄较多，对环境有一定影响。	大幅减少碳排放与热量损失，运营更加绿色低碳。

此次熔炼炉改造项目成果显著，不仅解决了设备老化带来的安全隐患和生产瓶颈，更通过技术创新实现了深度的降本增效。今年，熔炼一车间的升级改造工程已全面启动。我们期待通过技术赋能与精益管理的深度融合，不断把熔炼车间建设得更好，真真正正打造出降本增效与可持续发展的双赢样板。

撰写：祝宇琪、杜鸿贤
数据来源：铸造车间

TECH-EMPOWERED SMART MANUFACTURING: MELTING & CASTING WORKSHOP II FURNACE UPGRADE

True cost reduction and efficiency enhancement go beyond mere cost-cutting; they are achieved through the synergy of technology and management, realizing a parity between cost and productivity.

Guided by this strategy, the 2024 Melting Furnace Upgrade shifted from passive maintenance to proactive "efficiency reshaping." By combining technical iteration with lean management, the project generates CNY 1.3 million in annual cash flow and significant environmental benefits, setting a benchmark for aligning economic returns with "Dual Carbon" goals.

Project Background

Entering their fifth year, Furnaces #1 and #2 faced declining thermal efficiency and rising marginal energy costs. To avoid passive, piecemeal repairs, the team executed a systematic efficiency reshaping:

- **Infrastructure Restructuring:** Replacing piecemeal repairs with comprehensive furnace recasting and redesigned refractory linings to fundamentally block heat loss.
- **Core Tech Empowerment:** Deploying advanced high-efficiency burners and optimizing gas-air premixing algorithms to exponentially boost combustion efficiency.
- **Green Operations:** Prioritizing emission reduction through technical upgrades that minimize auxiliary exhaust and heat loss, fulfilling our sustainability commitments.

Pre- and Post-Reshaping Comparison

Key Metrics	Pre-Reshaping	Post-Reshaping
Asset Health	Severe wear on linings; declining thermal efficiency with hidden safety risks.	Comprehensive furnace renewal and tech-iterated combustion system for stable, high-efficiency operations.
Energy Productivity	Furnace #2: 63.1m ³ /t; Furnace #1: 65.1m ³ /t	Furnace #2: 57.5m ³ /t; Furnace #1: 62.7m ³ /t
Financial Return	High energy costs with no room for profit release.	At a natural gas price of CNY 4/m ³ , the project generates ~CNY 1.3 million in annual cost savings for Furnaces #1 and #2.
ESG & Compliance	Significant exhaust and heat leakage, facing high environmental compliance	Substantially reduces carbon emissions and heat loss for greener operations.

The furnace upgrade successfully resolved aging-related safety risks and bottlenecks, driving deep cost and efficiency gains through innovation. As the Melting Workshop I upgrade is now fully underway, we will integrate tech empowerment with lean management to continuously elevate our operations and build a true win-win benchmark for cost efficiency and sustainable development.

点滴行动，共筑低碳未来

在全球积极应对气候变化，迈向净零排放的趋势下，提升企业气候意识与减碳能力已成为推动永续发展的重要基础。为进一步深化员工对集团气候承诺及减碳方向的认识，Press Metal举办了气候行动与脱碳策略简报会，加深大家对集团减碳目标、策略及各部门在推动永续发展中扮演角色的理解。

简报内容围绕全球及马来西亚气候策略，温室气体（GHG）排放基础知识，以及Press Metal的气候目标、脱碳路线图和重点减碳措施展开，并结合集团及PMBA的排放热点分析，让参与者更全面地了解集团迈向净零排放的方向，以及未来可持续发展的重点。



气候行动是企业发展的关键课题

减碳不仅有助于符合监管要求，更能提升企业竞争力，运营效率及长期韧性。



高质量数据是减碳工作的基础

完整、准确且一致的温室气体数据，是掌握排放表现及推动持续改善的重要依据。



聚焦范畴三排放，强化绿色采购

采购物料，尤其铝锭，是集团最大的排放来源，因此加强供应商合作及优先采购具已知排放因子的原材料，对实现减碳目标至关重要。



从日常运营落实减碳行动

持续推动制程优化，落实节能措施，并加强设备维护保养，有助于降低能源消耗及减少碳排放。



携手合作，加速低碳转型

透过与供应商及物流伙伴协作，并积极探索再生能源等低碳方案，共同推动集团迈向净零未来。

本次简报进一步凝聚了对集团健谈方向的共识，也再次强调，实现净零目标需要全体员工共同参与。唯有将永续理念融入日常运营，持续落实各项减碳行动，才能携手推动Press Metal迈向更加绿色，低碳与永续的未来。

撰写：Branda Yap

Every Action Counts: Driving Decarbonization Together

As climate change continues to shape the global business landscape, building organizational awareness and capability to achieving Press Metal's net zero ambition. To support this, a Climate Action and Decarbonization Briefing was conducted to strengthen understanding of the Group's climate commitments, decarbonization strategy, and the role each function plays in driving sustainable growth.



The session connected global climate developments with Press Metal's own decarbonization journey, providing participants with a clearer understanding of greenhouse gas (GHG) emissions, climate-related expectations, and the practical strategies being implemented across the Group to reduce emissions and create long-term value.



Climate Action is a Business Priority

Decarbonization supports regulatory compliance, strengthens competitiveness, improves operations efficiency, and enhance long-term resilience.



Quality Data drives Meaningful Action

Complete and consistent GHG data is fundamental for measuring progress and identifying improvement opportunities.



Scope 3 Emission Matter Most

Purchased materials, particularly aluminium ingots, represent the largest emission source, highlighting the importance of sustainable procurement and supplier engagement.



Operational Improvements Make a Difference

Process optimization, energy savings practices, and regular equipment maintenance contribute to reducing emissions.



Collaboration Accelerates Progress

Working with suppliers, logistics partners, and exploring renewable energy opportunities will support Press Metal's transition towards a lower-carbon future.

The briefing reinforced that achieving our climate goals requires collaboration across organization, with every function contributing to a more sustainable and resilient future.

Author: Branda Yap

安全与相互尊重的工作场所（二）



打造一个让每个人都能蓬勃发展的工作场所

安全且相互尊重的工作场所建立在信任、同理心和共同责任的基础上。让我们携手营造一个人人都有归属感，并能够取得成功的工作环境。



培训概述



尊重



包容性



安全性



专业素养



FOUR PILLARS



尊重

重视每一位员工，并以尊严和尊重对待他人



包容性

接纳多元化的观点，确保每个人都能感受到归属感



安全性

为所有人营造身体与心理上的安全环境



职业行为规范

以诚信、礼貌和责任感行事

培训目标

- 意识**
认识到职场中尊重与安全的重要性。
- 预防**
识别并预防对个人或工作场所造成伤害的行为。
- 积极的职场文化**
- 沟通**
促进开放、坦诚且相互尊重的沟通。
- 责任担当**

核心信息

“尊重体现在我们日常的行为、沟通和决策中。”

在马来西亚的法律学习中，提升自己

-杨欣欣-



PMPV 砂拉越中国同事感想：



学习到了马来西亚的法律，认识到民族信仰的多样性，学会因地制宜的开展工作。

-邓育辉-

致敬今天

为创造更好的工作环境

THE SAFE AND RESPECTFUL WORKPLACE II



Building a Workplace Where Everyone Thrives

A safe and respectful workplace is built on trust, empathy, and shared responsibility. Together, we create an environment where everyone belongs and can succeed.



TRAINING OVERVIEW



RESPECT



INCLUSIVITY



SAFETY



PROFESSIONALISM



FOUR PILLARS



RESPECT

Value every individual and treat others with dignity.



INCLUSIVITY

Embrace diverse perspectives and ensure everyone belongs.



SAFETY

Promote physical and psychological safety for all.



PROFESSIONAL CONDUCT

Act with integrity, courtesy, and accountability.

TRAINING OBJECTIVES

AWARENESS

Recognize the importance of respect and safety in the workplace.

PREVENTION

Identify and prevent behaviors that harm individuals or the workplace.

= POSITIVE WORKPLACE CULTURE

COMMUNICATION

Foster open, honest, and respectful dialogue.

ACCOUNTABILITY

KEY MESSAGE

Respect is demonstrated through our daily actions, conversations, and decisions.

”

THOUGHTS FROM CHINA COLLEAGUE IN MPV SARAWAK:

LEARNING ABOUT MALAYSIAN LAWS HAS CONTRIBUTED TO MY PERSONAL GROWTH AND SELF-IMPROVEMENT.

-YANG XIN XIN-



I LEARNED ABOUT MALAYSIAN LAWS AND REALIZED THAT PEOPLE FROM DIFFERENT ETHNIC BACKGROUNDS HAVE DIFFERENT CULTURES AND LIFESTYLES IN THE WORKPLACE. THEREFORE, WE SHOULD ADAPT OUR APPROACH ACCORDING TO THE LOCAL SITUATION AND CIRCUMSTANCES.

-FIRE DENG-



**RESPECT TODAY.
BETTER WORKPLACE TOMORROW.**

**AUTHOR : JORGINA JAMES
TRAINER : JOHNSON LIM**



从厂长到“学徒”：只为纯粹技术的“逆向”坚守

人物专访 — 李洪刚

“我本身是理科生，对材料研究有天然的感情。”

从2008年初入职至今，他在澳美铝业已经走过了十八个年头。这位70年代初出生的老“理工男”，用对技术的钻研与执着，把自己炼成了澳美熔铸领域的“活字典”。

一场关于技术的“逆向奔赴”

2007年底，他辞去中山某铝材厂厂长职务，结束了在小厂的管理生涯。“小厂老板想压缩成本、做不达标产品，我坚持质量是底线，道不同不相为谋。”

彼时澳美刚起步不久，当时的生产总监得知他离职的消息，第一时间抛出橄榄枝。“当时澳美是马来西亚投资的厂，技术、设备、管理都比国内小厂先进太多。”尽管要从厂长变为中层，他却没有落差感，“以前做的是小厂，现在平台更大、技术更前沿，值得从头再来。”

面试时，当时分管后工序的林廷鑑总经理只说了两个字：“试试。”这一试，便是十八年。

啃下“硬骨头”：从建材到3C，再到汽车材的突围

澳美的发展历程，几乎都刻在他的熔铸日志里。刚进澳美时，车间现状不算好，人员技术、产品质量都有待提升，但他有个心结：总想把不好的做成好的。几年时间，他就把生产理顺了。他深知，熔铸是整个材料创新的落地环节，公司要发展高端产品，首先就得过熔铸这一关。

早期，公司主打出口建材，熔铸环节仅需保证成分合格，重心多在于后续工序的尺寸控制与表面色差。但澳美极具前瞻性，很早就瞄准了国际某知名手机品牌的供应需求。这类产品对铝合金型材的外观及合金纯度要求极高，哪怕是一点微小杂质，也会导致阳极氧化后出现黑线。面对挑战，团队在一车间利用原本不适合做3C产品的老设备，硬是“榨干”了设备潜力，不仅成功做出了合格产品，还沉淀出了一套成熟的工艺。而这份技术积累，成了澳美最核心的竞争力之一。

2019年3月29日，专为3C产品打造的二车间投产。新设备磨合期困难重重：铸造盘技术不成熟、合作方核心技术员离职、高校教授断言“设备不行”……他带着团队查文献、改工艺，硬是把“不可能”变成了“量产现实”。

疫情后市场收缩，公司调整战略转攻汽车材。汽车对材料强度的要求堪比钢材，还要适配新能源轻量化的特殊需求，比如抗拉、抗屈服性能都必须达标。面对新挑战，他笑着坦言：“手机材对纯度的要求比汽车材还高，有了3C产品的技术底子，研发汽车材的难度反而没那么大。”

安全是“进行时”：刻进骨子里的敬畏

熔铸是行业公认的高危环节：用燃气、高温设备、重型金属，还有特种叉车，哪个环节出事都是大事。安全永远没有100%，永远是“进行时”。他的安全管理没有“捷径”：每天早上7:10到车间，开早会第一件事必讲安全；部门全员熟背“熔铸安全条例”，每天由各车间主任带领复诵。

他常跟团队讲：“绝情无情一定要合情。所谓绝情无情，就是制度原则不能变，有错绝不放过。车间员工只要安全上犯了事，一定按‘四不放过’原则处理，没有大小之分，必须严格执行。但制度也要合情——人有差异，操作和工作必须是他能做的、适合做的、有必备能力做的，才可以上岗。”

除了制度的刚性，他还练出了“第六感”：对设备、人员甚至天气足够熟悉，打雷下雨第一时间在群里提醒，看到叉车刹车有问题立刻停用。“安全没有100%，永远是进行时。”他强调，“制度要严，但更要下沉。年轻人怕热、易疲劳，管理者要多提醒、多示范，把安全意识变成大家的肌肉记忆。”



给年轻人的话：坚持别人不能坚持的

作为“老师傅”，他对年轻员工最深的寄语是“坚持”。他以老一辈科学家为例：“钱学森他们一辈子做一件事，才做出了惊天动地的成绩。你只有坚持别人不能坚持的，才能拥有别人不能拥有的。”

对于即将改造投产的一车间新线，他充满期待：“新设备更安全、更稳定、效率更高，还能减少人工干预，未来我们还要引入机器人，进一步降低安全风险。”而他自己，仍保持着那份初心：“只要公司在研发新材料，我就会一直琢磨下去——把铝炼好，就是我这辈子最实在的事。”

采访结束时，他笑着摆手：“别写我，多写写团队。澳美的技术，是一群人熬出来的。”

撰写：祝宇琪



FROM FACTORY MANAGER TO "APPRENTICE": A "REVERSE" JOURNEY OF UNCOMPROMISING TECHNICAL PURSUIT

Feature Interview —Tab Li

"As a STEM graduate, I have a natural affinity for materials research."

Since joining PMI in early 2008, he has dedicated 18 years to the company. Driven by his relentless pursuit of technology, this veteran "STEM guy," born in the early 1970s, has refined himself into a "living encyclopedia" of PMI's melting and casting field.

A "Reverse" Journey Driven by Technology

At the end of 2007, he resigned from his position as factory manager at an aluminum plant in Zhongshan, bringing his management career at a smaller enterprise to a close. "The boss at the smaller plant wanted to cut costs and produce substandard products, but I insisted that quality is the bottom line. Since we had fundamentally different values, we simply couldn't work together."

When PMI was still in its early stages, the Production Director immediately extended an olive branch upon hearing of his resignation. Recognizing PMI's superior technology and management as a Malaysian-invested plant, he gladly accepted a mid-level role without feeling any loss. "A bigger platform and cutting-edge technology make starting over absolutely worth it."

During the interview, LIM HENG KAM, the General Manager in charge of downstream processes at the time, said only two words: "Try it." That single try has lasted for eighteen years.

Tackling the "Tough Nuts": The Breakthrough from Building Materials to 3C and Automotive Aluminum

PMI's journey is deeply etched in his melting and casting log. Joining a workshop with subpar skills and quality, he was driven by a personal obsession to turn the substandard into the excellent. Within years, he streamlined production, knowing that mastering melting and casting is the critical prerequisite for high-end material innovation.

Early on, PMI focused on exporting building materials, where melting and casting only required standard compositions, with downstream processes handling dimensional and color control. However, PMI was highly visionary, early targeting a major international smartphone brand. These products demanded extreme alloy purity; even trace impurities caused black streaks after anodizing.

Facing this, the team "squeezed dry" the potential of aging equipment in Workshop I, originally unsuited for 3C products. They successfully delivered qualified products and developed a robust process, which has since become one of PMI's core competitive advantages.

On March 29, 2019, Workshop II (dedicated to 3C) launched. Despite severe commissioning challenges—including immature tech, key staff departures, and external doubts—he led his team to refine the process, turning the "impossible" into a mass production reality.

Following the post-pandemic market contraction, the company adjusted its strategy to pivot toward automotive materials. Automotive applications demand material strength comparable to steel, while also meeting the specific lightweighting needs of new energy vehicles, such as strict tensile and yield strength standards.

Facing this new challenge, he smiled and candidly remarked, "Smartphone materials demand even higher purity than automotive materials. With the solid technical foundation built from our 3C products, developing automotive materials was actually not that difficult."

Safety is an "Ongoing Journey": A Deep-Rooted Awe

Melting and casting is a widely recognized high-risk process involving gas, extreme heat, heavy metals, and specialized forklifts. Safety is never 100%; it is always an "ongoing journey."

He takes no shortcuts in safety management. He arrives at the workshop at 7:10 AM daily, making safety the first agenda item in morning briefings, and ensures all staff recite the safety regulations. His management philosophy is "strict but fair": strict in enforcing the "Four Do-Nots" principle for any safety violations without exception, yet fair in ensuring tasks are assigned based on individual capabilities and suitability.

Beyond rigid systems, he has developed a "sixth sense," proactively monitoring equipment, personnel, and even weather conditions. He emphasizes, "Safety rules must be stringent but deeply embedded. Managers must guide and demonstrate, turning safety awareness into everyone's muscle memory."



Advice for the Next Generation: Persevere Where Others Cannot

As a "veteran mentor," his deepest advice to young employees is "perseverance." Citing older generations of scientists, he said, "Qian Xueshen and his peers dedicated their entire lives to a single pursuit, achieving monumental success. You can only possess what others cannot, by persevering where others cannot."

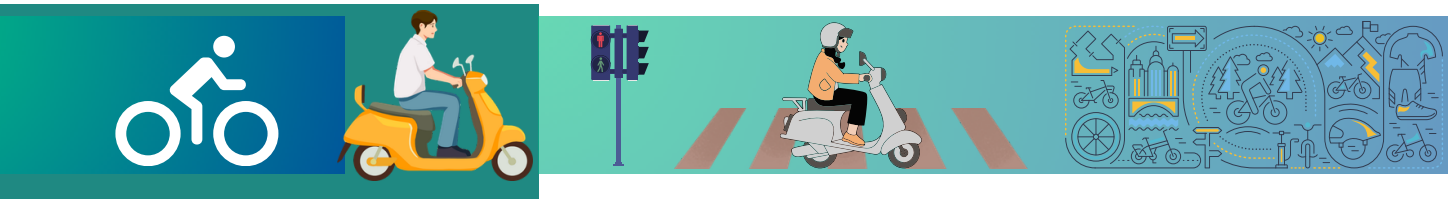
He is full of anticipation for the upcoming upgrade of the new production line in Workshop I: "The new equipment will be safer, more stable, and more efficient, significantly reducing manual intervention. In the future, we will also introduce robots to further minimize safety risks."

Yet, he remains true to his original aspiration: "As long as the company is developing new materials, I will keep exploring. Refining aluminum well is the most practical and fulfilling thing I can do in my life."

As the interview concluded, he smiled and waved his hand: "Don't write about me; focus on the team. PMI's technology was forged by a group of people who endured through it all."

Author: Zoey Zhu

普法课题 ▶ 下班骑电动车“抄近路”受伤了，是否算工伤？



公司时刻牵挂公司每位员工的安全，不仅在作业安全，更牵挂每位员工上下班的通勤归途。电动车是很多同事日常代步工具，不少人为节省时间会想着“抄近路”，有的案件中明明是下班路上发生车事故而受伤，为什么无法认定工伤？

本次结合真实司法案例和相关法规解读进行普法解释。希望可以帮大家分清法律边界，更好地守护自己的人身安全与合法权益，“共同筑牢齐力澳美最坚实的安全防线”。

一、案情概述¹

某日凌晨，某公司刚下夜班的员工夏某选择“最快速的”导航路线以尽快到家，将电瓶车（非机动车）驶入中心城区内环快速路。行驶途中，与一辆轻型货车发生碰撞，事故造成夏某肋骨骨折、全身多处皮肤浅表擦伤。经调查核实，夏某发生交通事故的路段为禁止非机动车行驶路段。公安交管部门认定，本次事故双方负同等责任。

后夏某向人社部门提交了工伤认定申请，人社部门出具决定书认定夏某所受伤害不符合《工伤保险条例》相关规定，决定不予认定为工伤。夏某不服，向法院提起行政诉讼，请求撤销上述决定。

法院审理后认为，相关法律法规明确禁止非机动车、摩托车、拖拉机、低速载货汽车、三轮汽车、轮式专用机械车等车辆进入内环快速路。且，在夏某驶入的内环快速路入口处，有清晰、醒目的交通标志，禁止行人、非机动车等驶入。夏某明知电动自行车属于禁行车辆，仍违规驶入快速路通行，违背基本交通安全常识。其为追求通行便利所选择的返程路线，不具备法律层面的合理性，不属于工伤认定所要求的“合理路线”。

驳回了夏某的诉讼请求，支持了人社部门不予认定工伤的决定。一审判决之后，夏某未提起上诉，目前该案判决已经生效。

来源：《夏某某等与重庆某工业制造有限公司工伤保险资格或者待遇认定一审行政判决书》(2025)渝0104行初74号（2025.12.31裁判）

二、相关法律法规

法律法规名称	法律法规具体内容
《工伤保险条例（2010修订）》（2010.12.20发布，2011.01.01实施）	第十四条 职工有下列情形之一的，应当认定为工伤：（一）在工作时间和工作场所内，因工作原因受到事故伤害的；（二）工作时间前后在工作场所内，从事与工作有关的预备性或者收尾性工作受到事故伤害的；（三）在工作时间和工作场所内，因履行工作职责受到暴力等意外伤害的；（四）患职业病的；（五）因工外出期间，由于工作原因受到伤害或者发生事故下落不明的；（六）在上下班途中，受到非本人主要责任的交通事故或者城市轨道交通、客运轮渡、火车事故伤害的；（七）法律、行政法规规定应当认定为工伤的其他情形。

法律法规名称	法律法规具体内容	
《最高人民法院关于审理工伤保险行政案件若干问题的规定》法释〔2014〕9号（2014.06.18发布，2014.09.01实施）	第六条 对社会保险行政部门认定下列情形为“上下班途中”的，人民法院应予支持：（一）在合理时间内往返于工作地与住所地、经常居住地、单位宿舍的合理路线的上下班途中；（二）在合理时间内往返于工作地与配偶、父母、子女居住地的合理路线的上下班途中；（三）从事属于日常工作生活所需要的活动，且在合理时间和合理路线的上下班途中；（四）在合理时间内其他合理路线的上下班途中。	

三、法规分析

根据《工伤保险条例（2010修订）》第十四条第六项、《最高人民法院关于审理工伤保险行政案件若干问题的规定》第六条及司法实践，对于上下班途中的工伤认定需同时满足以下三个条件：

- 1.时间上属于上下班途中。
- 2.空间上符合“合理路线”要求。
- 3.事故责任上属于“受到非本人主要责任的交通事故”伤害。

法律认可的“合理路线”应以合法为前提。城市快速路参照高速标准管理，严禁非机动车如电动自行车驶入。本案中，骑行电动自行车违法驶入快速路，属严重交通违法行为，不具备法律上的合理性，因此所经路线并非“合理路线”。若将此类因违法通行导致的事故认定为工伤，将形成不良司法导向，违背工伤保险制度的立法本意。这不仅可能助长漠视交通规则的侥幸心理，不利于公民守法意识的培养，更与社会主义核心价值观相悖。

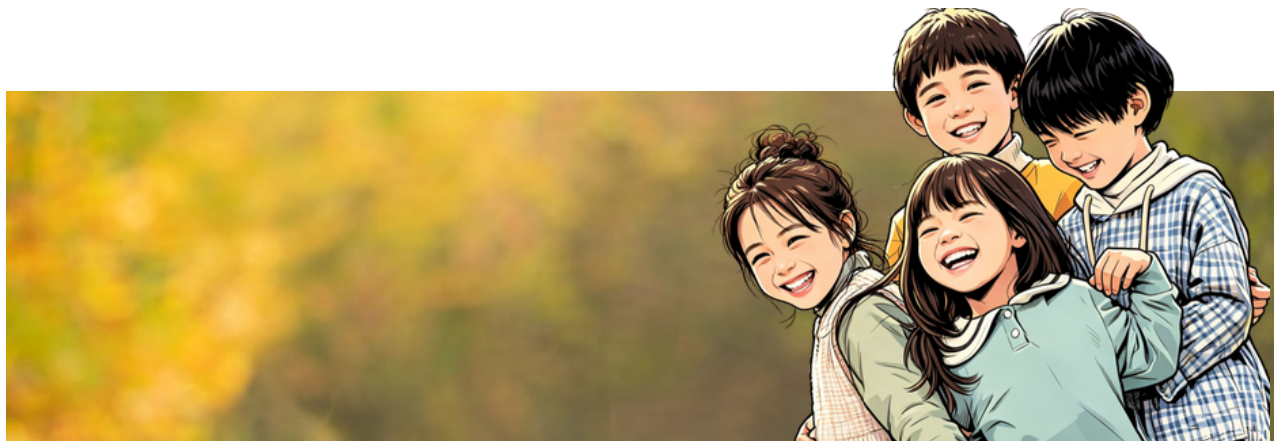
四、寄语：法理有边界，安全无侥幸

“把安全放在第一位，把健康放在心里”。公司为全体员工缴纳工伤保险，是为大家的通勤和工作筑牢兜底保障，但我们始终最期盼的，是每一位员工都能平安出勤、平安归家。

温馨通勤安全倡议：

- 严格遵守道路交通安全法律法规，选择合理路线出行；
- 严禁超速、逆行或骑行时使用手机等危险行为；
- 骑电动自行车上下班的员工请务必根据公司的要求，佩戴安全头盔，穿着反光衣，确保自身安全。

安全是最大的福利，守法是最好的守护。愿每一位同事，归途皆平安，出行皆顺遂！



撰写：余诗琪

LEGAL EDUCATION WORK-RELATED INJURY FOR E-BIKE COMMUTE SHORTCUTS?



PMI cares deeply about your safety, both at work and during your daily commute. While e-bikes are a common and convenient transport, taking shortcuts can sometimes lead to accidents that fail to qualify as work-related injuries. Why does this happen?

This session combines real judicial cases with legal interpretations to clarify these boundaries. We hope this helps everyone better safeguard their personal safety and legitimate rights, and "jointly build the most solid safety defense line for PMI."

Case Summary ¹

- Case Background: Mr. Xia illegally rode his e-bike onto a restricted expressway to take a shortcut after a night shift, resulting in an accident.
- Legal Dispute: He applied for work-related injury recognition, but the application was rejected.
- Court Ruling: The court upheld the rejection, stating that entering a prohibited expressway is illegal and violates traffic safety common sense. Thus, his commute was not considered a "reasonable route," making the injury ineligible for work-related compensation.

Source: First-Instance Administrative Judgment in the Case of Mr. Xia et al. v. Chongqing xxx Industrial Manufacturing Co., Ltd. Regarding the Determination of Work-Related Injury Insurance Eligibility or Benefits (Judgment Rendered on 31 December 2025)

Relevant Laws and Regulations

Names of Laws and Regulations	Content	
Regulations on Work-Related Injury Insurance (2010 Revision)	<i>Article 14 defines seven scenarios for work-related injuries: (1) injuries at work due to job duties; (2) injuries during job-related prep or finishing work; (3) injuries from violence while performing duties; (4) occupational diseases; (5) injuries or going missing during business trips; (6) non-fault commute traffic/transit accidents; and (7) other legally recognized circumstances.</i>	
The Supreme People's Court's Provisions on Several Issues Concerning the Trial of Administrative Cases Involving Work-Related Injury Insurance	<i>Article 6 defines four scenarios for "on the way to or from work": (a) commuting between the workplace and one's own residence or employer-provided dormitory within a reasonable time and route; (b) commuting between the workplace and the residence of a spouse, parent, or child within a reasonable time and route; (c) commuting within a reasonable time and route while engaging in activities necessary for daily work and life; and (d) commuting via other reasonable routes within a reasonable time.</i>	

Legal Analysis

Under relevant regulations and judicial practice, recognizing a commute injury as work-related requires satisfying all three conditions:

- The injury occurs during the commute to or from work.
- The route meets the requirement of a "reasonable route."
- In terms of accident liability, the injury results from a traffic accident for which the employee is not primarily at fault.

A legally "reasonable route" must first be lawful. Since electric bicycles are strictly prohibited on urban expressways, riding one onto such a road is a severe traffic violation and cannot qualify as a "reasonable route." Recognizing injuries from illegal commutes as work-related would set a negative judicial precedent, encouraging rule-breaking for convenience and undermining public legal awareness. Therefore, employees must strictly comply with traffic laws and choose legally valid routes for their daily commute.

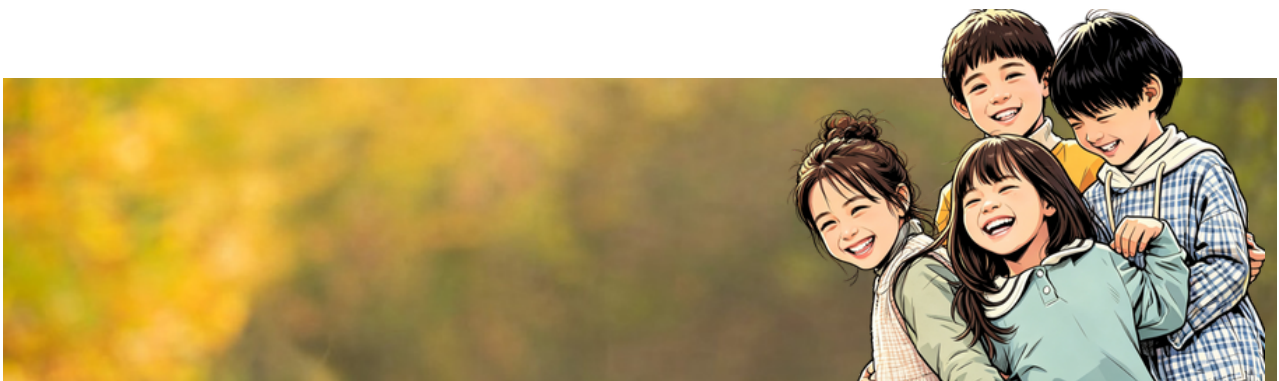
Message: Legal Boundaries Exist, and Safety Leaves No Room for Luck

"Put safety first, and keep health in your heart." The company pays work-related injury insurance for all employees to provide a safety net for your commutes and work. But what we truly hope for, above all, is that every employee arrives at work and returns home safely.

Friendly commuter safety reminders:

- 1 Strictly comply with road traffic safety laws and regulations and choose a reasonable route.
- 1 Refrain from speeding, riding against traffic, or using mobile phones while riding – all of which are dangerous behaviors.
- 1 For the colleagues commuting by electric bicycle, please be sure to wear a safety helmet and reflective vest as required by the company, to ensure your own safety.

Safety is the greatest benefit, and law-abidance is the best protection. May every colleague a safe and smooth commute every day!



Author: Rita Yu

欢迎投稿 企业动态

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感谢阅读，此动态为内部资讯，仅限齐力澳美及全体子公司内部传阅。
内容撰写如有不足，期待您的建议。

——项目管理部

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——Project Management Department