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中国铁建2010社会责任报告

2010 Social Responsibility Report
of China Railway Construction Corporation Limited

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中国铁建股份有限公司董事长 孟凤朝
China Railway Construction Corporation Limited
Chairman of the Board Meng Fengchao

董事长致辞

作为中国乃至全球最具实力、最具规模的特大型综合建设集团之一，中国铁建秉承铁道兵光荣传统，在激烈的市场竞争中继往开来，勇立潮头，实现了跨越式发展。中国铁建在六十年的发展历程中，始终坚持走科学发展之路，努力构建责任型和谐企业；坚持可持续发展战略，注重社会责任履行，积极响应联合国全球契约十项原则，加入了联合国全球契约行动，以自身行动践行联合国关于人权、劳工、环境和反腐败的各项要求，树立了企业公民的良好形象。中国铁建从经济、环境、社会和谐的大系统角度，认真审视社会责任和企业长远发展的关系，把社会责任不仅仅作为企业应尽的义务，更将社会责任视为企业发展的重要机遇。

2010年是中国铁建极不平凡的一年。中国铁建坚持以科学发展观为指导，紧紧围绕把中国铁建建设成为“中国建筑业的领军者，全球最具竞争力的大型建设集团”这一战略目标，拓展业务保增长，调整优化上水平，加强管控增效益，深化改革转机制，圆满完成了“十一五”规划的各项目标任务，实现了由量的增长到质的飞跃。中国铁建紧紧抓住我国建筑行业快速发展，特别是国家为应对全球金融危机，加大基础设施建设的难得机遇，乘势而上，经营业绩连创新高，公司治理逐步完善，结构调整初见成效，科技创新成果丰硕，企业发展质量效益明显提升。2010年，中国铁建连续入选《财富》“世界500强企业”，排名第133位，较上年上升119位；连续入选“全球225家最大承包商”，排名第1位；连续入选“中国企业500强”，排名第8位。

中国铁建坚持企业与员工共同成长，共同发展的理念，努力构建“和谐企业”。注重维护员工合法权益，保障员工的安全、健康以及生活条件不断改善。中国铁建坚持和倡导“绿色工程”理念，致力于建设资源节约型和环境友好型企业，强化节能减排和环保施工，实现企业与环境的协调发展。中国铁建始终支持社会公益事业，积极参与社会捐助和对口扶贫，积极履行社会责任。在汶川地震、玉树地震的救援及灾后重建中，中国铁建队伍始终冲锋在前，成为各地抢险救灾的主力军；在贫困地区以及部分民众遇到困难时，中国铁建又义不容辞地成为扶贫、助学、帮困的积极参与者和倡导者。企业的发展和社会的进步必须构建在经济、社会、环境日益和谐基础之上。公司取得的成绩来源于全体员工的智慧和努力，受惠于中国改革开放和经济持续增长的大好环境，得益于国内外合作伙伴和业主对企业的厚爱与信任，公司在履行社会责任中所作的努力，正是为了建设和加强投资者、客户、员工乃至整个社会对企业的信任。2010年，胡锦涛、温家宝等党和国家领导人多次到中国铁建建设项目及所属企业视察，对企业的改革发展给予了充分肯定，胡锦涛总书记寄语中国铁建“建优质工程，树企业形象”，给中国铁建以极大的鞭策和鼓舞。

2010年中国铁建社会责任报告较全面地介绍了中国铁建在履行社会责任方面的理念、体系和实践。展望2011年，我们将进一步加强与投资者、客户和员工等利益相关方的互动、合作，践行企业承诺，履行社会责任，坚持企业商业价值与社会价值相统一，做尽职的企业公民，努力为企业与社会和谐发展做出贡献。

Oration of Chairman of the Board

As one of the most powerful and largest super-scale comprehensive construction groups in China and in the world, CRCC inherits the glorious tradition of railway engineering corps and realizes leapfrog development in the fiercely competitive market. In the past sixty years, CRCC has always adhered to scientific development, made every effort to build responsible and harmonious enterprise; adhered to scientific outlook on development, fulfilled social responsibility, actively responded to ten principles of UN Global Compact and participated in the UN Global Compact activities to meet demands on human right, labourer rights, environmental protection and anti-corruption, and built up a outstanding image of corporate citizen. With a view of harmony among economy, environment, and the society, CRCC earnestly reconsiders the relationship between corporate social responsibility and corporate long-term development and takes social responsibility as corporate obligation and an important opportunity for corporate development.

The year of 2010 is an unusual year for CRCC. Adhering to scientific outlook on development and strategic objective of "To construct CRCC to be a leader in China construction industry and one of the most competitive large-scale construction groups in the world", CRCC develops business to ensure the growth, adjusts and optimizes to reach a higher level, strengthens the management and control to improve benefits, deepens the reform to transfer the mechanism. In 2010, CRCC accomplished every mission of the 11th Five-year Plan and realized transformation from quantitative growth to qualitative leap. Seizing the opportunity that Chinese government increases infrastructure construction to overcome global financial crisis, CRCC has created records one after another on business performance, gradually improved corporate governance, achieved preliminary results on structural adjustment, gained fruitful technological achievements, and enhanced quality and benefit of the company. In 2010, the company was selected consecutively into "Fortune Global 500", ranking No.133 from No.252 last year; consecutively selected into "Top 225 Global Contractors", ranking No.1; consecutively selected into "China Top 500 Companies", ranking No.8.

CRCC upholds its vision that the company grows and develops with the employees, and works hard to build a "harmonious company". The company emphasizes in protecting the legitimate rights of the employees, and ensures the increasingly improvement of the safety, health and living conditions for the employees. CRCC upholds and advocates the philosophy of "Green Engineering", dedicates itself to creating an environmentally friendly and resource saving enterprise and strengthens the energy conservation and emissions reduction, realizing the harmonious development of the company and the environment. CRCC always invariably supports the public welfare activities, actively participates in the social donations, provides poverty alleviation aid to the designated sister regions, and fulfils social responsibility. In rescue and disaster relief and reconstruction of Wenchuan Earthquake and Yushu Earthquake, the CRCC team were always invariably charging to the fore and acted as the main force in the emergency rescue and disaster relief work; when the poverty-stricken areas and some people encountered difficulties, CRCC performs its duty to actively participate in and advocated

poverty relief, student assistance and poverty alleviation. The corporate development and social progress are constructed on the basis of the increasing harmony between economy, environment, and the society. The achievements of the company is derived from the wisdom and efforts of all the employees, benefited from the good environment of the opening up policy and sustainable economic growth in China, as well as the love and trust of the partners and owners home and abroad to us. The efforts of the company in performing the social responsibility is the very action to construct and enhance the trust of the investors, customers, employees and even the whole society to the company. In 2010, General Secretary Hu Jintao, Premier Wen Jiabao and other leaders fully affirmed the achievements of CRCC during their visits to our construction projects and subsidiaries. And General Secretary Hu Jintao sent the following words to CRCC: "Constructing quality project and building corporate image", which greatly inspired and motivated CRCC people.

2010 Social Responsibility Report of CRCC roundly introduces CRCC's concept, system and practice to fulfill its social responsibility. In 2011, we will further strengthen cooperation with the investors, clients, employees, and other interested parties, fulfill our commitment, adhere to the unity of commercial value and social value, act as a dutiful corporate citizen, and make contributions to the harmonious development of the company and society.



China Railway Construction Corporation Limited
Chairman of the Board Meng Fengchao



中国铁建股份有限公司董事长 赵广发
China Railway Construction Corporation Limited
The President Zhao Guangfa

总裁致辞

“逢山凿路，遇水架桥，铁道兵前无险阻；风餐露宿，沐雨栉风，铁道兵前无困难！”，作为一支源于铁道兵的光荣队伍，中国铁建始终以履行社会责任为己任，在激烈的市场竞争中勇立潮头，在中国企业“走出去”的历程中勇当“开路先锋”，在党和人民需要的关键时刻和危急关头，靠得住、信得过、拉得动、打得赢，庄严履行着“人民铁军”和“共和国脊梁”的责任。

过去的2010年是“十一五”的收官之年。

五年来，我们贯彻落实科学发展观，积极转变发展方式，依法经营，诚实守信，企业新签合同、营业收入、实现利润快速增长，总资产、净资产、货币资金存量大幅提升，成为发展最快的中央企业之一，实现了国有资产保值增值，为社会创造了财富。企业连续5年入选世界500强，并由最初的485位跃升至133位，跃居世界建筑企业之首，成为全球最大的工程承包商。

五年来，我们相继建成了青藏铁路、京津城际、宜万铁路、武广高铁、厦门海底隧道、南京长江隧道、沙特麦加轻轨等一大批国内领先、世界一流的具有重大影响力的标志性工程，攻克多项世界级技术难题，尤其在保护生态环境、促进人与自然和谐发展方面树立了典范。

五年来，我们始终坚持以人为本、关注民生，切实维护职工权益，加强企业民主管理，不断改善职工的工作和生活条件，使广大职工群众共享企业改革发展的成果。我们积极响应党中央、国务院“保民生、保稳定，关键是保就业”的号召，千方百计采取措施，尽最大可能吸纳就业。我们始终坚持“标本兼治、重在治本”，建立“全覆盖、无遗漏”的安全质量监控体系，以更加有力的措施，整治事故隐患，严防事故发生，构建“平安铁建”、“和谐铁建”。

五年来，我们积极参与四川汶川特大地震、青海玉树强烈地震、甘肃舟曲特大山洪泥石流、南方雨雪冰冻等重大灾害的救灾抢险和灾后重建，积极参加奥运会、世博会场馆建设以及国庆60周年等重大活动的服务；认真做好帮扶救助、慈善捐助等社会公益活动。

五年来，我们通过参与在阿尔及利亚、尼日利亚、利比亚、安哥拉、沙特等国家的项目建设，维护国家战略利益、服务外交大局，加强了中国与所在国的友好关系，我们积极促进当地就业，保护当地环境，维护当地员工权益，为当地经济社会发展作出了积极贡献。

2011年是“十二五”的开局之年。

“十二五”时期，我们将紧紧围绕“做强做优，把中国铁建建设成为具有国际竞争力的世界一流企业”这“一个目标”；注重抓好科学发展、和谐稳定“两大任务”；不断开拓铁路、路外、海外“三个市场”；着力做到“四强四优”，即自主创新能力强、资源配置能力强、风险管控能力强、人才队伍实力强；经营业绩优、公司治理优、布局结构优、社会形象优；始终坚持经济强企、科技兴企、文化树企、依法治企、质量建企“五项原则”。

我们将牢记胡锦涛总书记“建优质工程，树企业形象”的殷切嘱托，在遍布全球的近万个项目的建设过程中，全过程、全方位的落实转变发展方式、保护资源环境、改善民生、节能减排等一系列要求，始终坚持以人为本，坚持企业与社会、环境的协调发展，勇于担当，扎实工作，争做履行社会责任的表率，为经济社会又好又快发展做出新的更大贡献！

Oration of President

In the past six decades, the company has been cutting paths through the mountains and building bridges across the rivers, eating and sleeping in the open air, toiling constantly under the exposure to the weather; Railway Corps are not afraid of any difficulty and obstacle. As a honorable work team developing from railway engineering corps, CRCC always fulfills corporate social responsibility, develops in the fiercely competitive market, pioneers in the “going out” process of Chinese enterprises, and shoulders the responsibilities of “the People’s Iron Army” and “Chinese Backbone”.

The year of 2010 is the last year of the 11th Five-year Plan.

Over the past five years, we have thoroughly applied scientific outlook on development, actively transformed development mode, and done business legally and loyally. Newly concluded contracts and operation revenue have realized rapid growth, total assets, net asset and monetary capital stock have risen markedly. As one of the central enterprises developing most quickly, the company has realized maintenance and increase of value of state-owned property and created wealth for the society. And the company has been selected into “Fortune Global 500” for consecutive five years, ranking No.133 from No.485 initially and been the largest global contractor.

Over the past five years, the company has constructed a large quantity of domestic leading and world classic influential and symbolic projects, such as Qinghai-Tibet Railway, Beijing-Tianjin Inter-city Railway, Yichang-Wanzhou Railway, Wuhan-Guangzhou High-speed Railway, Xiamen Undersea Tunnel, Nanjing Yangtze River Tunnel, Mecca light rail, etc., conquered several world-level key technologies, and established a model on protecting ecological environment and promoting harmonious development between man and nature.

Over the past five years, we have adhered to human oriented concept, concerned the livelihood of the people, maintained interests and rights of employees, strengthened corporate democratic management, and continuously improved working and living conditions of employees to make them share the progress of corporate reform and development. We have actively responded to the call of “Maintaining employment is the key to maintain the livelihood of the people and social stability”, and taken measures to obtain employment as much as possible. We seek both temporary and permanent solutions while focusing on the permanent solution, establish the “completely covering” safety & quality control system so as to cure the hidden peril of accident and prevent the accident from occurring with more forceful measures.

Over the past five years, we have actively participated in rescue and disaster relief and reconstruction of Wenchuan Earthquake, Yushu Earthquake, Zhouqu Mudslide, snow disaster in southern China; we have actively participated in the construction of 2008 Beijing Olympic Games and Shanghai World Expo and the commemorative activity of the 60th anniversary; we have earnestly participated in various public welfare activities.

Over the past five years, through construction projects in Algeria, Nigeria, Libya, Angola, Saudi Arabia, etc., we have maintained national strategy interests, strengthened friendship with those countries, promoted employment of the local area, protected local environment, maintained interests and rights of local employees, and made great contributions to the local economic and social development.

The year of 2011 is the first year of the 12th Five-year Plan.

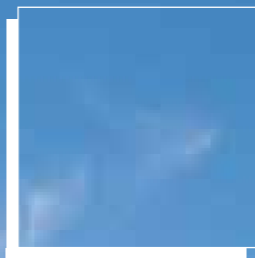
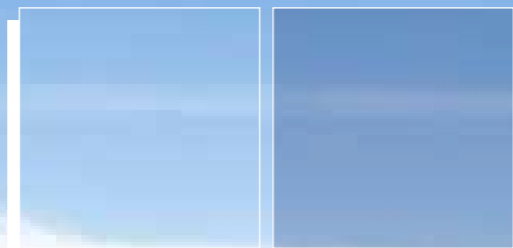
During the 12th Five-year Plan period, we will adhere to the objective of “To become world first-class enterprise with international competitiveness”; we will attach great importance to two missions of scientific development and harmony & stability; we will continuously develop three markets: railway market, other market and overseas market; we will realize four-strength and four-excellence: strong independent innovation ability, strong resource allocation ability, strong risk management and control ability, and strong talent team; excellent operating performance, excellent corporate governance, excellent structure, and excellent social image; we will always adhere to five principles: to strengthen enterprise with economy, to flourish enterprise with technology, to build enterprise with culture, to govern enterprise according to laws, and to develop enterprise with quality.

Keeping General Secretary Hu Jintao’s entrust of “Constructing quality project and building corporate image” in mind, we will thoroughly implement transformation of development mode, protect resource environment, improve livelihood of the people, and realize energy conservation and emission reduction in nearly ten thousands construction projects all over the world. We will adhere to human oriented concept and harmonious development among enterprise, environment and the society, actively fulfill corporate social responsibility, and make more contributions to the sound and rapid economic and social development.



China Railway Construction Corporation Limited
The President Zhao Guangfa

概况 Overview



中国铁建股份有限公司的前身是中国人民解放军铁道兵，组建于1948年7月。1984年成建制集体转业并入铁道部，改编为铁道部工程指挥部，1989年7月改制为中国铁道建筑总公司。2000年9月，与铁道部脱钩，隶属中央企业工委管理。2003年3月，归属国务院国资委管理。2007年11月，由中国铁道建筑总公司独家发起设立中国铁建股份有限公司。2008年3月中国铁建分别在上海和香港上市。

Predecessor of China Railway Construction Corporation Limited is the Railway Corps of PLA established in July 1948. In 1984, the Railway Corps of PLA were transferred and incorporated into the Ministry of Railways, and renamed Headquarters of China Railway Construction. In July 1989, China Railway Construction Corporation was founded. In September 2000, China Railway Construction Corporation unhooked connections with the Ministry of Railways, and entirely transferred to the Central Enterprise Work Commission.

公司概况 Company Profile



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下辖中国土木工程集团公司、中铁十一局集团有限公司至中铁二十五局集团有限公司等32家全资子公司。连续5年入选《财富》“世界500强企业”，连续10年入选“全球225家最大承包商”。公司经营业务范围涵盖工程承包、勘察设计咨询、工业制造、房地产开发、资本运营、矿产资源开发及物资物流等，目前业务分布在国内31个省（直辖市）、自治区和香港、澳门特别行政区及国外45个国家和地区。

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The company administrated 32 wholly-owned subsidiaries, including China Civil Engineering Construction Corporation, China Railway 11th Bureau Group Co., Ltd., China Railway 12th Bureau Group Co., Ltd., China Railway 13th Bureau Group Co., Ltd., China Railway 14th Bureau Group Co., Ltd., China Railway 15th Bureau Group Co., Ltd., China Railway 16th Bureau Group Co., Ltd., China Railway 17th Bureau Group Co., Ltd., China Railway 18th Bureau Group Co., Ltd., China Railway 19th Bureau Group Co., Ltd., China Railway 20th Bureau Group Co., Ltd., China Railway 21st Bureau Group Co., Ltd., China Railway 22nd Bureau Group Co., Ltd., China Railway 23rd Bureau Group Co., Ltd., China Railway 24th Bureau Group Co., Ltd., and China Railway 25th Bureau Group Co., Ltd. CRCC has been listed in "Fortune Global 500" for five consecutive years and "Top 225 Global Contractors" for ten consecutive years. The business of the company covers the engineering contracting, survey & design consultation, industrial manufacturing, real estate development, capital operation, mineral development, and logistics and material trade. Currently, the business of the company covers 31 domestic provinces, municipalities and autonomous regions as well as Hong Kong SAR, Macao SAR and more than 45 countries and regions in the world.

企业理念 Corporate Philosophy

企业使命与愿景 Corporate Philosophy

使命 建设现在，引领未来
Mission Build now, to lead the future

愿景 路通五洲，道行天下
Vision To lead to five continents, the world Daoxing

企业价值观 Corporate Values

诚信、创新永恒 精品、人品同在
Perpetual Sincerity and Innovation
Competitive Products Co-existing with Moral Quality

企业精神 Corporate Spirit

不畏艰险 勇攀高峰 领先行业 创誉中外
Fearless of Danger, Bold in Scaling Heights, Leading the Industry, Generating Prestige Home and Abroad

企业经营理念 Corporate Ideas

以人为本 诚信守法 和谐自然 建造精品
People Orientation, Honesty and Law-abiding, Harmony and Nature, Competitive Product Manufacturing

企业总体发展战略 Corporate Strategic Objective

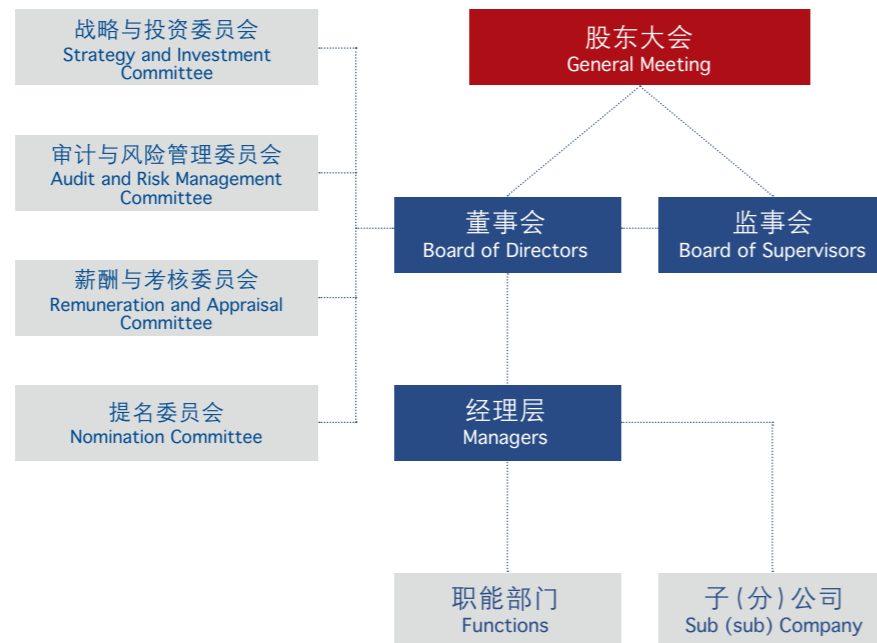
建筑为本、相关多元、一体运营、转型升级，发展成为经济实力国际领先、技术实力国际领先、竞争实力国际领先，具有高价值创造力的跨国建筑产业集团。
Construction-oriented, relevant multiple, integrated operation, upgrade and develop into a leading economic power, technological strength, leading, leading international competitiveness, with a high-value creative multinational construction industry groups.

治理架构 Governance Structure

公司拥有完善的法人治理结构，设立了股东大会、董事会和监事会，并分别按照《公司章程》、相关议事规则和工作细则等行使决策权、执行权和监督权。公司经理层负责组织实施股东大会、董事会决议事项，主持企业日常经营管理工作。公司拥有符合业务规模和经营管理需要的组织机构，编制了《职能部门工作职责手册》，对每个部门的职能、岗位设置和职责进行了明确规定。

With perfect corporate governance structure, the company sets up General Meeting of Shareholders, Board of Directors, and Board of Supervisors, who implements policy making power, enforcement power and supervision power respectively in accordance with Articles of Incorporation and the related rules. The managers execute and implement the decisions of the General Meeting of Shareholders and Board of Directors in compliance with their functions and duties, and take charge of the company's daily operation and management. With organizations meeting the demands of business scale, operation and management, the company prepares Handbook of Functional Department and explicitly stipulates function, post settings and responsibility of each department.

治理架构框图 Governance structure diagram



治理理念 Concept of governance

各司其职、各负其责、相互制衡、协调运转 Assume their responsibilities, checks and balances, coordinate operations

股东大会依法行使对公司经营方针、投资计划、财务决算方案、利润分配方案等重大事项的表决权。

董事会对股东大会负责，依法行使企业的经营决策权，下设战略与投资、审计与风险管理、薪酬与考核、提名四个专门委员会，其中审计与风险管理委员会、薪酬与考核委员会全部由独立董事组成，战略与投资委员会、提名委员会中外部董事占多数。董事会涉及专业的事项首先经专门委员会审议通过，然后提交董事会审议，提高了董事会的运作效率。

监事会对股东大会负责，对公司财务和董事、高管履职情况等进行检查监督。

经理层负责组织实施股东大会、董事会决议事项，主持企业日常经营管理工作。

9月20日，在《理财周报》举办的“第三届中国上市公司最佳董事会评选”中，公司入选2010中国上市公司最佳治理董事会20强和2010中国央企控股上市公司最佳董事会20强。

Exercising general meeting of shareholders on company policy, investment plans, financial final accounts, profit distribution plan of the voting rights and other important matters.

General meeting of the Board of Directors is responsible, in exercising corporate management decision-making power, under the strategy and investment, audit and risk management, remuneration and evaluation, the nomination of four special committees, including Audit and Risk Management Committee, Remuneration and Evaluation Committee composed entirely of independent directors Composition, Strategy and Investment Committee, Nomination Committee, a majority of outside directors. Board of Directors on matters involving professional first adopted by the special committee for deliberation and consideration by the Board to improve the operational efficiency of the Board of Directors.

Meetings of shareholders and board of supervisors is responsible for corporate finance and the directors, officers, check and supervise the performance of duties, etc..

Managers responsible for organizing the general meeting of shareholders, resolutions of the Board, presided over the daily management of enterprises.

September 20, in the "Money Weekly" hosted "the third best board selection of Chinese listed companies", the company selected the best governance of Chinese listed companies 2010 Board of Directors and the 2010 top 20 listed companies in China, the central enterprises holding the top 20 best Board of Directors.

持续完善公司治理机制

Continue to improve corporate governance

持续完善公司治理机制

Continue to improve corporate governance

2010 年公司出台了《关于进一步加强制度建设的通知》，对制度建设和落实工作提出了更高要求，以确保公司规范运作，促进公司健康发展。

2010 年公司制定了《公司董事会会议议案管理细则》、《公司年报信息披露重大差错责任追究制度》、《公司内幕信息知情人和外部信息使用人管理制度》，修订了《公司关联交易决策制度》等法人治理制度文件，持续完善公司治理机制，确保企业运行依法合规。

2010 the company issued a "Notice of Further strengthen the system construction," construction and implementation of the system put a higher demand, in order to ensure normal operation, and promote the healthy development of the company.

2010, the company developed a "motion of the Board of Directors meeting management rules," "significant errors annual report disclosure accountability system," "company insiders and external information management system by using the" revised "decision-making system related transactions" Documents and other corporate governance systems, continuous improvement of corporate governance mechanisms to ensure compliance according to business operation.

推进二级公司董事会规范运作试点工作

Continue to improve corporate governance

公司在总结首家试点企业中铁地产开展二级公司董事会规范运作工作的基础上，2010 年初，先后在中铁十五局、二十一局集团召开董事会试点工作会议，试点单位扩大为三家。着手构建工作网络，加强信息沟通和业务培训，协助二级公司做好董事会规范运作试点准备工作。3 月 10 日至 12 日，在北京召开二级公司董事会规范运作试点培训研讨会，就董事会试点规范运作情况开展了深入的研讨和交流。

Summary of the first pilot enterprises in real estate iron normal operation of the Board of Directors to carry out the work of the secondary on the basis of early 2010, worked in the iron-fifth Bureau, Bureau Group hold the twenty-first meeting of the Board pilot, the pilot unit expanded to three. Network start building work to strengthen communication and business training to help two companies to do the normal operation of the pilot board preparation. March 10 to 12, the Board of Directors held in Beijing two pilot training workshops standard operation to regulate the operation of the pilot board of directors conducted in-depth discussion and exchange.

董事会、监事会、高级管理人员组成及担任职务、任职时间

Board of supervisors and senior management staff and acts as an office, working time

董事会 Board of supervisors		
姓名 Name	职务 Duties	任职时间 Working time
孟凤朝 Meng Fengchao	董事长 Chairman	2010 年 12 月 December 2010
赵广发 Zhao Guangfa	执行董事 Executive Director	2009 年 6 月 June 2009
霍金贵 Huo Jingui	非执行董事 Non-Executive Director	2007 年 11 月 November 2007
朱明暹 Zhu Ming	非执行董事 Non-Executive Director	2009 年 6 月 June 2009
李克成 Li Kecheng	独立非执行董事 Independent Non-Executive Director	2007 年 11 月 November 2007
赵广杰 Zhao Guangjie	独立非执行董事 Independent Non-Executive Director	2007 年 11 月 November 2007
吴大石 Wu Taishi	独立非执行董事 Independent Non-Executive Director	2007 年 11 月 November 2007
魏伟峰 Wei Weifeng	独立非执行董事 Independent Non-Executive Director	2007 年 11 月 November 2007

监事会 Board of Supervisors		
姓名 Name	职务 Duties	任职时间 Working time
彭树贵 Meng Fengchao	监事会主席 Chairman	2007 年 11 月 November 2007
黄少军 Zhao Guangfa	监事 Executive Director	2007 年 11 月 November 2007
于凤丽 Huo Jingui	职工监事 Non-Executive Director	2007 年 11 月 November 2007

高级管理人员 Senior Management		
姓名 Name	职务 Duties	任职时间 Working time
赵广发 Zhao Guangfa	总裁 President	2009 年 4 月 April 2009
扈振衣 Ba Zhenyi	副总裁、总经济师 Vice President, Chief Economist	2007 年 11 月 November 2007
夏国斌 Huo Jingui	副总裁 Vice President	2007 年 11 月 November 2007
范德 Zhu Ming	副总裁 Vice President	2007 年 11 月 November 2007
周志亮 Li Kecheng	副总裁 Vice President	2007 年 11 月 November 2007
庄尚标 Zhao Guangjie	副总裁、总会计师兼总法律顾问 Vice President, General Counsel and Chief Accountant	2007 年 11 月任总会计师兼总法律顾问 November 2007 Chief Accountant and General Counsel 2008 年 4 月起任副总裁、总会计师兼总法律顾问 ince April 2008 as Vice President, General Counsel and Chief Accountant
张宗言 Wei Weifeng	副总裁 Vice President	2009 年 4 月 April 2009
刘汝臣 Wei Weifeng	副总裁 Vice President	2009 年 4 月 April 2009

与相关利益方沟通 Communication with stakeholders

公司一贯重视与利益相关方的沟通合作，珍视利益相关方的期望，致力于与各利益相关方建立和谐互信的伙伴关系。

2010年，公司安排接待机构投资者近200人次，处理投资者电邮超过千封。公司在上海证券交易所披露53个临时公告、7个定期报告、2个公司治理文件、4个H股公告以及股东大会会议资料等文件；在香港联交所披露70个公告与通告、19个通函、2个财务报表、12个月报表及3个委任代表表格等中文文件，66个英文文件。



The company attaches great importance to the communication and cooperation with the interested parties, cherishes their expectations, and is devoted to building up harmonious and mutually trusted partnership with them.

In 2010, the company received nearly 200 institutional investors and dealt with over a thousand emails of investors. Besides, the company publicized 53 announcements, seven periodic reports, two corporate governance files, four H-stock announcement, documents of General Meeting of Directors, etc. in Shanghai Stock Exchange; it also disclosed 70 announcements, 19 circulars, two financial statements, twelve monthly statements, three representative forms, all of which are written in Chinese, and 66 English files in Stock Exchange of Hong Kong.



- 公司与利益相关方的沟通包括但不限于以下方式：
Communication means between the company and the interested parties includes but not limited to the following ones:

公告，包括定期报告、临时报告和通函（如适用）；股东大会；公司网站；电话咨询；媒体采访和报道；邮寄资料；实地考察和现场参观；广告和其他宣传资料；路演、分析师会议、主题推介等；走访利益相关方。

Notice, including periodic reports, interim reports and circulars (if applicable); shareholders meeting; company's Web site; telephone counseling; media interviews and coverage; mailing information; field trips and site visits; advertisements and other publicity material; road shows, analyst meetings The theme of promotion, etc.; visit stakeholders.

- 制度保证
System Guarantee

《中国铁建股份有限公司信息披露管理办法》、《中国铁建股份有限公司投资者关系工作制度》、《中国铁建股份有限公司新中标项目信息披露实施细则》、《中国铁建股份有限公司投资者来访接待工作实施办法》等。

CRCC Administration of Information Disclosure, CRCC Investor Relations Working System, CRCC Information Disclosure Implementing Rules for New Successful Projects, Implementation Measures for CRCC Investor Reception, etc.

- 第三方评价
Appraisal of the Third Party

10月12日，在中国上市公司投资者关系管理研究中心等组织的“第五届中国投资者关系评选”活动中，公司荣获“投资者关系管理百强”奖和“最佳披露奖”。

On October 12, in the 5th Campaign Appraising China Investor Relations hosted by Center for Administration and Research of China Listed Company Investor Relations, the company was honored the titles of one of “TOP100 Enterprises for Investment Relations Administration” and “Award for the Best Disclosure”.

股东会、董事会和专门委员会会议情况 About the Conferences of General Meeting, Board of Directors and Specialized Committee

2010年，公司共召开1次年度股东大会和3次临时股东大会。召开15次董事会，其中现场会议7次，通讯表决会议8次，共审议79个议案。董事会专门委员会召开会议13次：其中提名委员会召开4次，薪酬与考核委员会召开3次，审计与风险管理委员会召开6次会议。

In 2010, the company held one annual general meeting and three extraordinary general meetings; 15 board meetings including seven site meeting and eight communications voting meetings, and 79 proposals were discussed. The specialized committees held 13 meetings, including four meetings held by Nominating Committee held, three meetings of Salary Design and Measurement Committee, and six meetings of Audit and Risk Management Committee.



战略管理 Strategic Management

面对复杂多变的发展环境和经济形势，公司始终充分认识战略管理与可持续发展的重要性，以高度的历史责任感，强烈的事业心和紧迫感，不断抓住机遇，不断迎接挑战。

Facing with the complex development environment and economic situation, the company is fully aware of the importance of strategic management and sustainable development and seizes opportunities to meet the challenges with high historical sense of responsibility and strong entrepreneur spirit.

外部机遇与公司实力 External Opportunity and Company Strength

国际宏观经济形势与建筑业发展趋势

International Macroeconomic Situation and Development Tendency of Construction Industry

从国际环境看，全球经济根本性增长的长期趋势没有改变。财政政策为主导的投资拉动和出口驱动、新兴区域市场的加快发展、以发展中国家为主的全球城镇化持续进程、生产力水平的持续提升将成为未来世界经济增长的最重要推动力。国际建筑行业发展趋势呈现四大发展特点：工程总承包逐步取代施工总承包成为工程承包的主要模式；公私合作模式成为一大主流（尤其是在欧洲）；国际建筑企业之间乃至建筑企业与其他产业之间的兼并重组不断产生，行业集中度保持高位并将继续提升；全球绿色建筑市场将以60%的年复合增长率高速增长，可持续发展已成为全球建筑市场的重要规范和标准。

From the international environment, long-term fundamental growth of the world economy remains unchanged. Fiscal policy oriented investment stimulus and export drive, quick development of newly rising regional market, continuous process of global urbanization mainly in the developing countries, and continuous productivity improvement will become the most important factors to promote the world economic growth. There are four characteristics of the development trends of international construction industry: Engineering Procurement Construction (EPC) will be the main mode instead of construction contracting; the public-private partnerships will be mainstream, especially in Europe; international construction companies, and even construction companies and companies in other industry, will merge and reorganize continuously, with higher and improving industrial concentration; global green construction market will grows quickly with 60% CAGR, and sustainable development will be the important standard and norm for global construction market.

国内宏观经济形势与建筑业发展趋势

Domestic Macroeconomic Situation and Development Tendency of Construction Industry

从国内环境看，未来经济发展将呈现四大趋势，即经济结构战略性调整、城镇化水平持续提升、经济平稳较快发展以及国家政策持续保障，将直接推动我国建筑业可持续发展。未来相当长时期我国建筑业仍将呈现相对平稳的增长。中国建筑市场将保持年复合增长率7.9%，到2015年总产值将达到12万亿元，2020年将达到顶峰并超越美国成为全球第一大建筑市场。预计在2020年后随着城市化率达到55%左右出现增速下滑，但规模基数仍然较大，总产值将达到16.37万亿元。

From the domestic environment, there are four tendencies of the future economic development, that is, strategic adjustment of economic structure, continuous process of urbanization, steady and rapid economic development and continuous guarantee of national policy, all of which will directly promote sustainable development of the domestic construction industry. And the domestic construction industry will rise steadily in a rather long time and keep 7.9% CAGR. Till 2015, the gross value of the industry will reach RMB 12,000 billion; and till 2020, it will peak and surpass the United States to become the first construction market all over the world. It is estimated that after 2020, with the urbanization rate up to 55%, the industry will grow slowly. However, based on the larger scale, the gross output will be RMB 16,370 billion then.

中国铁建实力

CRCC Strength

中国铁建已位居全球最大建筑承包商前列，有极其丰富的勘察设计咨询、建筑施工经验和较为完善的资质体系，拥有差异化的技术领先优势，形成了规模化的产业结构布局，有强大的市场开拓能力，新签合同额、营业收入、施工生产规模不断增加。并且拥有 A+H 股的融资平台和充足的银行授信额度，多年诚信经营和大批精品工程形成的优秀的品牌效应使公司拥有坚实的客户基础和良好的合作资源。不仅国内密集布点，在非洲、中东等国外也初步形成了经营网络，确立了市场优势地位。公司在上市过程中顺势完成了传统国有企业管理向现代企业管理机制的转换，完善了企业组织和管理架构，建立了比较规范的法人治理结构。依托于近年来业务的不断发展，通过工程公司建设、工程队建设、海外经营平台建设、精益化管理运营体系建设、公司治理制度建设等一系列工作，有效地提升了管理运营效率、增强了企业活力。

公司有能力强并有效抓住和利用国内外广阔的市场机会，为进一步发展奠定坚实基础。

As one of the leading global largest building contractors, CRCC has rich experience in survey & design consultation, building construction, perfect qualification system, differentiated technological advantage, industry structure with scale, powerful marketing capability, and increasing new contract amount, operation revenue, and production scale. Besides, CRCC also owns favourable financing platform of A-stock and H-stock and sufficient credit line from banks. Relying on the excellent brand effect formed through years of faithful operation and large quantities of high-quality projects, CRCC owns the sound clients basis and good cooperation resources. Not only in our country, but also in Africa and the Middle East does CRCC form operation network and establish competitive market position. In the listing process, CRCC also changes the traditional state-owned enterprise management into modern enterprise management mechanism, improves corporate organization and management framework, and sets up the normative corporate governance structure. Based on unceasing development of the business in recent year, CRCC effectively increases management and operation efficiency and strengthens enterprise vitality.

The company is able to find, seize and make full use of opportunities in both national and international markets, laying a solid foundation for further development.

公司远景目标 Corporate Objective

用 10-15 年时间，发展成为国际领先的具有高价值创造力的跨国建筑产业集团。

To develop into a international leading transnational construction group with high value creation ability within ten to fifteen years.

可持续发展 Sustainable Development

践行联合国全球契约 Fulfill UN Global Compact

2010年3月，公司正式加入联合国全球契约组织。作为联合国全球契约组织成员之一，公司响应联合国全球契约倡导的覆盖人权、劳工权益、环境保护以及反腐败四个领域的十项原则，以及在冲突地区负责任投资原则等企业与社会、与自然可持续发展原则，并积极融入企业战略与运营。一年来，公司逐步推进全球契约宣贯工作，着手规范实践《联合国全球契约参与者指南》，积极主动参与联合国全球契约办公室及其中国网络中心等组织举办的各类活动。

In March 2010, CRCC officially became a member of UN Global Compact. As a member, the company responded to the ten principles of UN Global Compact in human rights, laborer rights, environmental protection and anti-corruption and sustainable development principle among enterprise, society and nature, and actively integrated them into the corporate strategy and operation. Over the past year, the company gradually promoted publicity and implementation of UN Global Compact, set about to carry out Guide to the United Nations Global Compact Participants, and played an active part in various activities held by UN Global Compact Office and its China Network Center.

<h1 style="font-size: 2em;">6</h1> <p style="font-size: 0.8em;">月 In June</p>	<p>公司向联合国全球契约办公室在线提交了《中国铁建 2009 年度社会责任报告》；参与联合国全球契约中国网络中心举办的“社会责任典范报告”评选，并提供相关资料。</p> <p>The company submitted 2009 Social Responsibility Report of China Railway Construction Corporation Limited to UN Global Compact Office online. The company participated in the appraisal campaign of Model Social Responsibility Report held by UN Global Compact China Network Center and provided the related data.</p>
<h1 style="font-size: 2em;">8</h1> <p style="font-size: 0.8em;">月 In August</p>	<p>公司应邀赴上海世博园联合国馆参加第一届联合国全球契约·中国高层论坛和第二届全球契约中、日、韩三国圆桌会议，围绕“全球契约可持续发展领导力蓝图”、“企业社会责任与联合国千年发展目标”等国际社会责任的最新发展趋势开展研讨与交流。</p> <p>The company attended the 1st China High-level Forum of UN Global Compact and the 2nd Global Compact Round Table Meeting of China, Japan and South Korea, discussing and exchanging thinking on the latest development tendency related to international social responsibility, such as "Leadership Blueprint of Global Compact Sustainable Development" and "Millennium Development Goal of Corporate Social Responsibility and United Nations".</p>
<h1 style="font-size: 2em;">9</h1> <p style="font-size: 0.8em;">月 In September</p>	<p>联合国全球契约组织中国首席代表刘萌女士拜访公司，代表联合国全球契约总干事乔治·科尔先生对中国铁建作为联合国全球契约组织成员，在履行全球契约十项原则方面取得的成绩表示祝贺。</p> <p>On behalf of Secretary General of UN Global Compact George Cole, China Chief Representative of UN Global Compact Ms. Liu Meng visited the company and expressed her congratulations to the achievements on carrying out ten principles of global compact gained by CRCC.</p>
<h1 style="font-size: 2em;">11</h1> <p style="font-size: 0.8em;">月 In November</p>	<p>公司应邀参加首次中国 GRI（全球报告倡议组织）报告者会议。</p> <p>The company attended the 1st China Global Reporting Initiative (GRI) Reporter Meeting on invitation.</p>

推进全面风险管理 Promote risk management

公司按照国资委《中央企业全面风险管理指引》的要求，建立了“4+1”的全面风险管理组织体系，即业务职能部门、风险管理职能部门、经理层、董事会的四道控制防线和内部审计部门进行监督的管理体系。

As required by Comprehensive Risk Management Guidance for Central Enterprise issued by State-owned Assets Supervision and Administration Commission of the State Council, the company established "4 + 1" overall corporate risk management system, which means four control defenses of business department, risk management department, executives and board of directors and supervision from the internal audit department.

公司经营坚持风险导向的原则，重视内部控制体系建设，积极开展风险评估与风险管控工作。2010年，根据设定的控制目标，结合宏观经济形势、所处行业特点和企业发展战略等情况，公司持续搜集与企业相关的内部风险和外部风险信息，重点关注战略风险、财务风险、市场风险、运营风险、安全质量风险、法律风险等方面，并对搜集的风险信息进行必要的筛选、提炼和分类。在此基础上，通过问卷调查的形式对企业面临的风险状况进行评估。根据评估结果建立风险坐标、绘制风险地图，确定公司面临的重大、重要风险。根据公司风险偏好和风险承受程度，制定并下发重大、重要风险管控措施落实方案，设计风险监控报告流程和重大风险监控指标，明确各风险的主要责任部门的管理职责，以全面、及时掌握公司面临的重大、重要风险状况，并采取积极的应对措施。

Adhering to risk oriented principle, the company attaches much attention to construction of the internal control system and actively develops risk assessment and risk control. In 2010, according the designed control objective and considering the macroeconomic situation, industrial characteristics and corporate development strategy, the company continued to collect internal and external risk information related to the enterprise, focused on strategy risk, financial risk, market risk, operation risk, safe quality risk, legal risk, etc., and filtered, abstracted and categorized the collected risk information. On this base, the company assessed its risk status by the way of questionnaire. On the basis of assessment result, the company set up risk mapping to identify the company's serious risk. According to risk appetite and risk tolerance, the company formulated and issued implement scheme of material risk management and control measures, designed risk monitoring report procedure and material risk monitoring index, defined responsibility of each functional departments, comprehensively grasped material risk state in time, and actively took actions.

公司结合风险评估结果，对各项业务活动综合运用不相容职务分离控制、授权审批控制、会计系统控制、财产保护控制、预算控制、运营分析控制和绩效考评控制等相应的控制措施，力争将风险控制在可承受度之内。针对重大风险和突发事件，公司建立了重大风险预警机制和突发事件应急处理机制，明确了相关责任人员和规范的处置程序，不断完善突发事件应急预案，以便重大风险和突发事件得到及时妥善处理。

On the basis of risk assessment results, the company adopts the related control measures including incompatible duties separation control, examining and approving authority control, accounting system control, property protection control, budget control, operation analysis control, performance evaluation control, etc., to control the risk within an acceptable range. To the material risk and emergency, the company set up material risk warning mechanism and emergency response mechanism, defined punishment procedure of the related personnel and norm, and continuously perfected emergency response plan to duly handle material risk and emergency in time.

重视内部信访举报 Value internal petition and reporting

2010年，公司受理来信来访4690件次，接待职工群众来访3660人次。包括各类申诉、揭发检举、工资福利、离退休待遇、劳动就业、伤残病亡待遇、工程款拖欠、工程质量、环境保护等方面内容。信访立案898件次，结案863件次，结案率96%。

In 2010, the company handled 4,690 cases of letters and received 3,660 visits of staff and people. The contents covers various complaints, impeachment or disclosure, salary and welfare, retiree benefit, labor and employment, permanent disability and death treatment, default on construction cost, construction quality, environmental protection, etc. 898 cases were put on record, and 863 cases were closed in total, with the case closed rate 96%.

■ 制度保证 Institutional Guarantee

公司《信访管理工作办法》、《信访工作领导责任制》、《中国铁建股份有限公司、股份公司党委关于进一步加强维护稳定工作的通知》。

Measure for Petition Reception Management, Leadership Responsibility System for Petition Reception, and Notice on Further Strengthen and Maintain Stable Work of China Railway Construction Corporation and Party Committee of CRCC.

■ 信访工作理念 Concept of Petition Reception

保持公司各级领导机关同职工群众的密切联系，保护信访人的合法权益，维护信访秩序，规范信访行为，更好地发挥信访工作在构建和谐企业中的作用。

Leading authorities at all levels should keep close contact with the masses; protect the lawful rights and interests of petitioner, maintain and standardize petition system, to better play the role of petition reception in building up harmonious enterprise.

■ 信访工作原则 Principle of Petition Reception

属地管理、分级负责；谁主管、谁负责；依法、及时、就地解决问题与疏导教育相结合。

Localization management and level-to-level management; the department in charge shoulders the responsibility; combination of lawfully and locally early problem solving with persuasion education.



落实内部监控机制 Implement Internal Monitoring Mechanism

公司注重内部监控机制的建立和完善，以保证企业肌体的健康和可持续发展。公司已经建立起一套内部监控机制，明确了内部监督机构在内部监督中的职责和权限。审计监事局对公司及所属单位经济活动的真实性、合法性和效益性进行审计，积极开展内部监督与评价；公司监察局履行党的纪律检查和行政监察职能；工会通过职代会等形式参与企业民主管理，对企业领导人员和经营管理人员履职情况进行民主监督。

The company attaches much attention to the establishment and perfection of internal monitoring mechanism to guarantee its healthy and sustainable development. At present, the company has set up a set of internal monitoring mechanism and defined responsibility and limits of authority of internal monitoring organization. Audit Supervisor Bureau is responsible for the audit of authenticity, legality and beneficial result of economic activities of the company and its subsidiaries, and promotes internal supervision and appraisal activities; Supervisory Bureau is in charge of discipline inspection and administrative supervision; Labor Union participates in democratic management of the company and democratic supervision of leaders and management by the form of staff and workers' representative congress.

■ 推进党风建设和反腐倡廉工作 Carrying forward Party conduct construction and fighting corruption and building a clean governance organization

2010年，公司重点抓好查办案件、效能监察、专项检查和治理等，考核单位2925个，考核个人4665人次，奖励1081人次。追究责任243人，其中纪律处分98人，减扣薪酬处理32人。组织下属各单位全面排查，发现并纠正安全质量管理、设备物资招标采购、劳务分包队伍管理、合同管理、责任成本管理等环节存在的各类问题9083个，发出监察建议书3552份，作出监察决定507项；监督设备物资集中招标采购3617场次，直接降低采购成本26亿元；发现并处理领导人员违规插手招标、规避招标、虚假招标等违纪行为144起；协助修订和完善各类规章制度1239项，促进了专项治理工作长效机制不断健全。

In 2010, the company emphasized case handling, effectiveness supervision, special inspection and governance, examined 2,925 departments and 4,665 persons, rewarded 1,081 persons and penalized 243 persons. Among them, 98 were disciplined, and 32 were punished by reducing their salary. The company and the subsidiaries organized comprehensive investigation, discovered and corrected 9,083 various problems involving safety quality management, equipment procurement, labor subcontract management, contract management, responsibility cost management, etc., issued 3,552 monitoring proposals and made 507 supervisory decisions; supervised 3,617 equipment procurements which reduced procurement cost by RMB 2.6 billion; discovered and handled 144 leaders who illegally took part in bidding or false bidding, evaded bidding; assisted to revise and perfect 1,239 various rules and regulations to promote perfection of special management long-term mechanism.



● **大力加强内部审计力度**
Intensify internal audit

2010年，公司累计完成审计项目2958个，完成年度计划的120%，审计查出并纠正有问题金额309937万元，为企业挽回经济损失8076万元，提交审计报告2337份，提出审计建议10265条。其中共进行经济责任审计310项，纠正违规违纪金额18911万元，发现个人经济问题99起，受党政纪处分12人，移交纪检监察部门11人，移送司法机关1人。

In 2010, the company completed 2,958 audit projects totally including 310 accountability audit, finished 120% of the annual plan, uncovered and corrected question amount of RMB 3.09937 billion and discipline amount of RMB 189.11 million, retrieved the economic loss of RMB 80.76 million, submitted 2,337 audit reports, and offered 10,265 audit proposals. 99 persons were punished for economic problems, 12 persons were disciplined, 11 persons were transferred to the discipline inspection and supervision departments and one person were transferred to judicial authority for inspection and punishment.

“十二五”规划
The 12th Five-year Plan

未来五年，我国发展仍处于可以大有作为的重要战略机遇期，为我们在高起点上持续较快发展提供了难得的历史机遇。未来五年，国资委提出“做强做优中央企业、培育具有国际竞争力的世界一流企业”的核心目标，为我们科学发展、和谐发展指明了方向；未来五年，我们将加快结构调整、促进企业转型，实现由大到强到优的转变。



In the next five years, our country is still in the important period of strategic opportunities, which provides uncommon historical opportunities for us to realize sustainable and quick development. For the next five years, State-owned Assets Supervision and Administration Commission of the State Council raises the core objective of “To strengthen central enterprise and cultivate the world-class enterprise with international competitiveness”, which guides our new approach to scientific and harmonious development; in the next five years, we will accelerate economic restructuring, promote corporate transformation, and realize transition from large enterprise to strong and outstanding enterprise.

总体目标
Overall Objective

- 以产业结构调整 and 转型升级为抓手，做到“自主创新能力强、资源配置能力强、风险管控能力强、人才队伍强”及“经营业绩优、公司治理优、布局结构优、社会形象优”。公司综合实力显著增强，主要经济指标增幅位居行业前列，盈利能力明显提高，产业结构调整取得重大突破，自主创新能力提升，海

外经营比重有较大幅度增长，体制机制更加完善，员工权益得到切实保障，企业更加和谐稳定，推进企业向做强做优深层次发展。

On the basis of industrial structure adjustment, transformation and upgrading, the company should realize strong independent innovation ability, resource allocation ability, risk management and control ability and high-quality talent team, and excellent business performance, corporate governance, layout structure and social image. Comprehensive strength of the company enhances markedly, growth of major economic indicator keeps ahead in the industry, earning capacity improves dramatically, industrial structure adjustment realizes key breakthrough, independent innovation ability advances, oversea operation considerably increases, system and mechanism further perfect, employee rights are guaranteed, and the enterprise is more harmonious and stable for in-depth development.

● **实现“一保两进”**
Realize “One maintenance and two be-listed”

一保：保持 ENR 全球最大 225 家承包商前三强的地位，创造利润达到国际建筑企业利润率平均水平；
One maintenance: To maintain one of the top three among global ENR TOP255 Contractors, creating profit up to the average rate among the international construction enterprises.

两进：进入世界 500 强前 100 强的行列；进入国家重点培育的 30-50 家具有国际竞争力的世界一流的大企业大集团。
Two be-listed: To be listed in the top 100 among Fortune Global 500 and to be listed in the 30-50 large key enterprises with international competitiveness.

产业结构调整目标
Industrial structure adjustment objective

产业结构进一步优化升级，总体布局合理，竞争力明显增强，产业实现集约化发展，各产业对企业的贡献度有较大幅度提升。

To further optimize industrial structure and overall layout, sharply strengthen competitiveness, realize intensive development of industry, and greatly improve contribution of each industry.

组织结构调整目标
Organization structure adjustment objective

企业组织结构进一步优化，公司、集团公司、工程公司（三级）管理协调、功能明确、分工协作的互补性组织结构基本形成。

To further optimize corporate organization structure, and basically form the complementary organizational structure of corporate, group company and engineering company (the third level) with coordinated management, specific functions and cooperation.

科技创新目标

Technical innovation objective

科技创新体系进一步完善，科技创新能力大幅度提高，攻克一批共性关键技术，部分关键核心技术达到世界领先水平。

To further improve technical innovation system, greatly enhance technical innovation capability, conquer a group of key technologies, and parts of core technologies reach the world leading level.

人力资源目标

Human resource objective

培养造就“数量充足、素质优良、结构合理、专业匹配”的人才队伍。营造充满活力、更加开放的人才发展环境。建立与企业转型相适应、与国内国际业务发展相匹配的人才资源结构，人才数量和整体水平及人才国际化程度位居央企前列。

To cultivate talents with sufficient quantity, high quality, reasonable structure and matched specialty, create an energetic and more open environment for talent development, build human resource structure compatible with corporate transformation and domestic & international business development, keep the quantity, quality and degree of internationalization of talents leading among the central enterprises.

员工权益保障目标

Human resource objective

分配制度改革取得实效，分配关系进一步理顺，工资集体协商机制、工资支付保障机制和最低工资保障制度全面推行，劳动关系和谐稳定。

To achieve good results on distribution system reform, further strengthen our distribution relations, fully implement collective negotiations mechanism of wages, wage payment guarantee mechanism, and minimum wage guarantee system, and realize harmonious and stable labor relation.

投资风险控制目标

Investment risk control objective

投资风险管理控制体系进一步完善，投资的制度建设、运行机制、相关政策规定进一步健全，投资方案的选择更加科学，投资决策程序更加完善，投资组合更加趋向合理。

To further improve investment risk management & control system, further perfect system construction, operation mechanism and the related policies and regulations of investment, choose more scientific investment project, further perfect investment decision making procedure, and realize more reasonable investment portfolio.

节能减排目标

Energy conservation and emission reduction objective

重点领域节能减排取得显著成效，新建建筑执行强制性节能标准的比例达到 100%，企业万元营业收入能耗比 2010 年降低 20%，工业固体废物综合利用达到 60% 以上，控制和减少污染物排放，各种排放达到国家或行业的先进水平。

To achieve remarkable results on energy conservation and emission reduction in key areas; new buildings implement mandatory energy conservation standard completely, reduce specific energy consumption per operation revenue of RMB 10,000 by 20% compared with 2010, comprehensively use industrial solid wastes over 60%, control and reduce pollutant emission, and various emissions reach the national or industrial advanced standard.

安全质量目标

Safety and quality objective

杜绝重、特大生产安全事故，各类生产安全事故伤亡率和考核控制指标低于国家有关规定。实施“精品工程”战略，杜绝重大设计与施工质量事故，竣工交付工程质量全面达到国家标准和合同承诺要求。

To eliminate serious accidents in production and realize casualty rate caused by various accidents in production and assessment control index under the related provisions of the state; to implement strategy of “quality project”, avoid serious quality accident in design and construction; and quality of delivery project reaches national standard and contract commitment.

信息化建设目标

Informatization construction objective

逐步完善信息化制度与管理体系，建成“五纵四横”九大应用平台，建立四级联通专用网络，研发应用各类主要业务的信息化应用系统，信息化建设达到国内同行业领先水平。

To gradually improve information system and management system, construct nine application platforms, build four-level Unicom specialized network, research and develop various information technology application system, and realize the informatization construction up to the leading level in the domestic industry.





关键指标 Key Performance Indicators

面对复杂多变的发展环境和经济形势，公司始终充分认识战略管理与可持续发展的重要性，以高度的历史责任感，强烈的事业心和紧迫感，不断抓住机遇，不断迎接挑战。

Facing with the complex development environment and economic situation, the company is fully aware of the importance of strategic management and sustainable development and seizes opportunities to meet the challenges with high historical sense of responsibility and strong entrepreneur spirit.

主要经营指标 Main Business Indicators

公司新签合同及近三年增长变动情况 Newly concluded contract various between 2008-2010

2010 年公司新签合同额 **7472** 亿元，比 2009 年 **6013** 亿元增加 **1459** 亿元，增长 **24.26%**；比 2008 年 **4231** 亿元增加 **3241** 亿元，增长 **76.6%**。

In 2010, the company signed new contracts of RMB 747.2 billion, increasing by RMB 145.9 billion compared with 2009 (RMB 601.3 billion), or with a growth rate of 24.26%, and increasing by RMB 324.1 billion compared with 2008 (RMB 423.1 billion), or with a growth rate of 76.6%.

2008-2010 年各板块新签合同额 Newly Concluded Contract between 2008-2010

单位：亿元
Unit: RMB 100 million

项目 Item	2008 年 In 2008	2009 年 In 2009	2010 年 In 2010
工程承包业务 Engineering Contracting	3,990.2286	5,553.144	6,775.4265
勘察设计监理业务 Survey & Design Supervision	46.0893	62.2506	75.7901
工业制造业务 Industrial Manufacturing	35.3416	56.8047	87.3612
物流贸易业务 Logistics		279.4641	402.4686
房地产业务 Real Estate		50.1397	114.4841
其它业务 Other Business	159.3869	11.467	15.9607
总计 Total	4,231.0464	6,013.2701	7,471.98

2010 年公司收入、利润及近三年增长变动情况 Revenue, profit, and variation between 2008-2010

2010 年，公司实现营业收入 **4,701.59** 亿元，同比增长 **32.25%**；实现净利润 **43.17** 亿元，同比减少 **35.88%**。

In 2010, the company realized operation revenue of RMB 470.159 billion, an increase of 32.25% year on year; and realized net margin of RMB 4.317 million, a decrease of 35.88% year on year.

单位：亿元
Unit: RMB 100 million

项目 Item	2008 年 In 2008	2009 年 In 2009	2010 年 In 2010
营业收入 Business Income	2,261.41	3,555.21	4,701.59
工程承包 Engineering Contracting	2,073.30	3,248.37	4,284.97
勘察设计及咨询 Survey & Design and Consultation	47.29	76.38	83.33
工业制造 Industrial manufacturin	48.48	81.42	92.56
其他 Others	122.51	201.32	324.95
净利润 Net Profit	37.06	67.32	43.17

注：分项营业收入（工程承包、勘察设计及咨询、工业制造、其他）未扣除分部间交易。
Notes: Business incomes of engineering contracting, survey & design and consultation, industrial manufacturing and others do not deduct transaction between divisions.

2010 年海外实现营业收入 **224.69** 亿元，占营业收入总额的 **4.78%**。

In 2010, overseas operation realized business income of RMB 22.469 billion, occupying 4.78% of the total business income.

2010 年公司资产总额、总市值及近三年变化情况 Total assets, market capitalization and variation between 2008-2010

2010 年 12 月 31 日资产总额 **3,501.94** 亿元，同比增长 **23.75%**。按照 2010 年底最终收盘价计算，股份公司 A、H 股总市值为人民币 **861.08** 亿元，流通市值 **331.48** 亿元，其中 A 股流通市值 **166.11** 亿元人民币；H 股流通市值折合人民币 165.37 亿元。

On Dec.31, 2010, the total assets of the company were RMB 350.1 billion, an increase of 23.75% year-on-year. Valued according to the final close at the end of 2010, market capitalization of corporation A and H stocks is RMB 86.108 billion, negotiable market capitalization is RMB 33.148 billion; among them, negotiable market capitalization of A stock is RMB 16.611 billion and H stock is RMB 16.537 billion.

单位：亿元
Unit: RMB 100 million

项目 Item	2008 年 In 2008	2009 年 In 2009	2010 年 In 2010
总资产 Total Assets	2,201.02	2,829.90	3,501.94
总市值 Total Market Value	1,241.53	1,119.78	861.08
流通市值 Tradable Market Value	457.28	405.83	331.48

2008—2010 年公司主要工程量完成情况

Project quantity between 2008- 2010

三年累计完成的主要实物工程量：土石方 315765 万立方米，隧道 3414 折合公里，桥梁 5425 折合公里，正线铺轨 13276 公里，公路 5751 公里，通信线路 31414 条公里，供电线路 24542 公里，房屋施工面积 7052 万平方米，房屋竣工面积 1238 万平方米。

In the past three years, the company have completed earthwork engineering of 3.15765 billion cubic meters, tunnel of 3,414km, bridge of 5,425kn, laying track of 13,276km, highway of 5,751km, communication line of 31,414km, power supply line of 24,542km, housing construction of 70.52 million square meters, and completed housing of 12.38 million square meters.

2010 年度公司排名 Company Ranking in 2010

公司注重内部监控机制的建立和完善，以保证企业肌体的健康和可持续发展。公司已经建立起一套内部监控机制，明确了内部监督机构在内部监督中的职责和权限。审计监事局对公司及所属单位经济活动的真实性、合法性和效益性进行审计，积极开展内部监督与评价；公司监察局履行党的纪律检查和行政监察职能；工会通过职代会等形式参与企业民主管理，对企业领导人员和经营管理人员履职情况进行民主监督。

The company attaches much attention to the establishment and perfection of internal monitoring mechanism to guarantee its healthy and sustainable development. At present, the company has set up a set of internal monitoring mechanism and defined responsibility and limits of authority of internal monitoring organization. Audit Supervisor Bureau is responsible for the audit of authenticity, legality and beneficial result of economic activities of the company and its subsidiaries, and promotes internal supervision and appraisal activities; Supervisory Bureau is in charge of discipline inspection and administrative supervision; Labor Union participates in democratic management of the company and democratic supervision of leaders and management by the form of staff and workers' representative congress.

FORTUNE
500

- 《财富》“世界 500 强企业”排名，中国铁建第**133**名；
- “全球 225 家最大承包商”排名，中国铁建第**1**名；
- “中国企业 500 强”排名，中国铁建第**8**名。
- Ranking No.133 among Fortune Global 500;
- Ranking No.1 among Top 225 Global Contractors;
- Ranking No.8 among China Top 500 Companies

税收与分红 Revenue and Dividends

纳税情况

Revenue

2010 年共缴纳各类税费**167.04** 亿元，较上年增长**33.71%**。

In 2010, the company paid various taxes of RMB 16.704 billion, increasing by 33.71% compared with last year.

单位：亿元
Unit: RMB 100 million

项目 Item	2008 年 In 2008	2009 年 In 2009	2010 年 In 2010
缴纳税费 Revenue	86.98	124.93	167.04

分红情况

Dividends

以 2010 年 12 月 31 日总股本 (12,337,541,500 股) 为基数，按每 10 股派发现金股利 0.5 元 (含税)，加上上半年已每股现金分红 0.05 元，2010 年全年每股现金分红 0.10 元，共分配股利人民币 1,233,754,150 元，占本年度母公司可供股东分配利润的 27.47%，占本年度合并报表归属于母公司股东净利润的 29.06%。分配后，母公司尚余未分配利润 3,258,313,542.33 元，转入下一年度。

Based on the total share capital (12,337,541,500 shares) on Dec.31, 2010, a cash dividend of RMB 0.50 (tax included) per 10 shares will be distributed to all shareholders. Adding a cash dividend of RMB 0.05 per 1 share distributed in the first half year, in 2010, a cash dividend of RMB 0.10 per 1 share will be distributed to all shareholders and totally a cash dividend of RMB 1,233,754,150 will be distributed, which accounts for 27.47% of the distributable profits attributable to shareholders for this year and 29.06% of net profit attributable to shareholders in the annual consolidated statement. After distribution, the undistributed profit of RMB 3,258,313,542.33 will be carried over to the next fiscal year.

公司股本结构 Capital Structure

截至 2010 年 12 月 31 日，公司总股本为 1,233,754.15 万股，其中中国铁道建筑总公司持股 756,624.55 万股，占总股本的 61.33%，全国社会保障基金理事会持股 24,500 万股，占总股本的 1.98%，A 股公众股东持股 245,000 万股，占总股本的 19.86%，H 股公众股东持股 207,629.60 万股，占总股本的 16.83%。

Till Dec.31, 2010, the total capital stock was 12,337,541.5 thousand stocks, wherein, 75,662,45.5 thousand stocks held by CRCC, accounting for 61.33% of the total capital stock, 245,000 thousand stock held by National Council for Social Security Fund, accounting for 1.98%, 2,450,000 thousand A stocks, accounting for 19.86%, and 2,076,296.0 thousand H stocks, accounting for 16.83%.

产品绩效 Product Performance

中国铁建业务涵盖工程承包、勘察设计咨询、工业制造、房地产开发、物流与物资贸易及资本运营，作为中国乃至全球最具实力、最具规模的特大型综合建设集团之一，公司生存的基础和发展的前提与保证是提供优质的产品和服务。在“以人为本、诚信守法、和谐自然、建造精品”的企业经营理念引领下，公司遵循“诚信、创新永恒 精品、人品同在”的中国铁建价值观和“不畏艰险 勇攀高峰 领先行业 创誉中外”的中国铁建精神，诚信经营，用心回馈。

The business of the company covers the engineering contracting, survey & design consultation, industrial manufacturing, real estate development, logistics and material trade, and capital operation. As one of the super-huge comprehensive construction groups with the most powerful strength and largest scale in China, even in the whole world, the company develops itself based on its qualified constructions and services. Relying on the corporate operation concept of “People Orientation, Honesty and Law-abiding, Harmony and Nature, Competitive Product Manufacturing”, values of “Perpetual Sincerity and Innovation; Competitive Products Co-existing with Moral Quality”, and spirit of “Fearless of Danger, Bold in Scaling Heights, Leading the Industry, Generating Prestige Home and Abroad”, the company will do business with integrity and return the society wholeheartedly.

打造精品工程 Forge High-quality Project

2010年，公司积极组织各单位开展科技攻关、劳动竞赛、青年突击队等活动，极大地促进了工程建设，一大批重难点工程相继突破、顺利竣工。

沙特麦加轻轨铁路，在极短的工期内和异常艰难的情况下，克服前所未有的困难，按期保质建成通车并安全顺利完成第一阶段朝觐运营任务，受到国际国内的高度评价和赞誉。

In 2010, the company actively organized the subordinated enterprises to carry out activities of key technologies R&D, labor competition, youth brigade, etc, which greatly promoted engineering construction. A large number of key and difficult projects have been broken through and completed smoothly.

Under shorter period and difficulty conditions, the first-phase Hajj light rail of Mecca was completed on schedule with high quality, which is thought highly both at home and abroad.



厦门翔安海底隧道建成通车，青岛胶州湾隧道胜利贯通，开创了我国海底隧道建设新纪元。

Xiamen Xiang'an Undersea Tunnel and Qingdao Jiaozhou Bay Undersea Tunnel were completed and opened to traffic, which creates new era of undersea tunnel construction in our country.

国内盾构直径最大的“万里长江第一隧”——南京长江隧道，攻克世界六大技术难题，创造了我国越江隧道施工的新纪录。

Nanjing Yangtze River Tunnel, the First Tunnel along Yangtze River with the largest shield diameter in our country, conquered six technical problems in the world and created new record of cross-river tunnel construction in our country.



郑西、沪宁、昌九、沪杭、宜万、包西、海南东环、喀和、长吉、太中银等多条铁路先后建成通车。 Zhengzhou-Xi'an Railway, Shanghai-Nanjing High-speed Railway, Nanchang-Jiujiang Inter-city Railway, Shanghai-Hangzhou Railway, Yichang-Wanzhou Railway, Baotou-Xi'an Railway, Hainan East Ring Railway, Kashgar-Hetian Railway, Changchun-Jilin Railway, Taiyuan-Zhongwei (Yinchuan) Railway, etc. were completed and opened to traffic.



京沪高铁全线铺通，创造了486.1公里/小时的世界高铁运营试验速度最高纪录，成为我国高速铁路建设新的里程碑。

Track laying operation of Beijing-Shanghai High-speed Railway has been completed, which created the latest record of 486.1km/h of high-speed railway in the world and became the new milestone of high-speed railway construction in our country.

京石、石武等重点项目总体进展顺利；广深港狮子洋隧道左线盾构机实现江中对接；青海玉树震后重建项目建设取得阶段性成果。

Beijing-Shijiazhuang High-speed Railway and Shijiazhuang-Wuhan High-speed Railway run smoothly; shield machine of left line of Guangzhou-Shenzhen-Hong Kong Shiziyang Tunnel realized butt joint in the Pearl River; post-earthquake reconstruction project in Yushu, Qinghai have achieved substantive results.

严控安全质量 Strictly Control Safety and Quality

安全生产目标基本实现 Basically realize safety production target

每百亿产值死亡人数低于每百亿产值死亡2人的内控指标。在风险相对较大的基建板块，中国铁建二十三局集团、中铁建设和中铁建电气化局集团公司实现了安全生产零死亡，工业制造、房地产、物流企业没有发生生产安全事故。

Death toll per 10-billion-yuan outputs is lower than the internal control indicator of two. In the infrastructure with relatively large risk, China Railway 23rd Bureau Group, China Railway Construction Group Co., Ltd. and China Railway Construction Electrification Bureau Group Co., Ltd. realized zero death; and industrial production, real estate, and logistics enterprise didn't have production safety accidents.

工程质量逐步提高 Further improve project quality

获国优金奖2项，银奖14项，鲁班奖3项，获奖单位达15个。 15 subordinated enterprises were awarded two National Excellent Project Gold Awards, 14 National Excellent Project Silver Awards, and three Luban Prizes.

公司 2010 年国优工程获奖列表
2010 National Excellent Project Award List

获奖名称 Award Name	获奖工程 Award-winning Project	获奖单位 Award-winning Enterprise
国优工程金质奖 National Excellent Project Gold Award	润扬长江公路大桥 Runyang Yangtze Highway Bridge	中铁十九局集团二公司 2nd Engineering Co., Ltd. of China Railway 19th Bureau Group Co., Ltd.
国优工程金质奖 National Excellent Project Gold Award	华能海门电厂一期 1、2 号机组新建工程 No.1 and No.2 Generating Sets of First-phase of Huaneng Haimen Power Plant	中铁十九局集团二公司 2nd Engineering Co., Ltd. of China Railway 19th Bureau Group Co., Ltd.
国优工程银质奖 National Excellent Project Silver Award	华电宁夏东风电有限公司一期 45MW 工程 First-phase 45MW Project of Huadian Ningxia Ningdong Wind Power Co., Ltd.	中铁十八局集团第二工程有限公司 中铁十四局集团有限公司 2nd Engineering Co., Ltd. of China Railway 18th Bureau Group Co., Ltd. China Railway 14th Bureau Group Co., Ltd.
国优工程银质奖 National Excellent Project Silver Award	华能寿光风力发电项目工程 (一期) Huaneng Shouguang Wind Power Generation Project (First-phase)	中铁十四局集团有限公司 中铁十五局集团有限公司 China Railway 14th Bureau Group Co., Ltd. China Railway 15th Bureau Group Co., Ltd.
国优工程银质奖 National Excellent Project Silver Award	京杭运河常州市区段改线工程 Diversion Project of Beijing-Hangzhou Grand Canal Changzhou Section	中铁十九局集团第二工程有限公司 中铁二十四局集团有限公司 中铁二十局集团第一工程有限公司 2nd Engineering Co., Ltd. of China Railway 19th Bureau Group Co., Ltd. China Railway 24th Bureau Group Co., Ltd. 1st Engineering Co., Ltd. of China Railway 20th Bureau Group Co., Ltd.
国优工程银质奖 National Excellent Project Silver Award	黑龙江省松花江大顶子山航电枢纽船闸工程 Navigation-power Junction Lock Project of Heilongjiang Songhuajiang River-Dadingzi Mountain	中铁十三局集团第四工程有限公司 4th Engineering Co., Ltd. of China Railway 13th Bureau Group Co., Ltd.
国优工程银质奖 National Excellent Project Silver Award	温福铁路 (福建段) II 标青沓隧道 Section II (Fujian Section) Qing'ao Tunnel of Wenzhou-Fuzhou Railway	中铁二十四局集团有限公司 中铁二十四局福建铁路建设有限公司 China Railway 24th Bureau Group Co., Ltd. Fujian Railway Construction Co., Ltd. of China Railway 24th Bureau Group Co., Ltd.
国优工程银质奖 National Excellent Project Silver Award	滨洲线海拉尔至满洲里段增建二线及博克图至兴安岭段改造工程 Hailaer-Manzhouli Railway II of Harbin-Hailaer and Boketu-Xinganling Railway Reconstruction Project	中铁二十三局集团有限公司 中铁二十二局集团有限公司 中铁十六局集团有限公司 中铁二十三局集团电务工程有限公司 中铁二十二局集团电气化工程有限公司 中铁二十三局集团第二工程有限公司 中铁二十二局哈尔滨铁路建设集团有限责任公司 China Railway 23rd Bureau Group Co., Ltd. China Railway 22nd Bureau Group Co., Ltd. China Railway 16th Bureau Group Co., Ltd. Electric Engineering Co., Ltd. of China Railway 23rd Bureau Group Co., Ltd. Electrification Engineering Co., Ltd. of China Railway 22nd Bureau Group Co., Ltd. 2nd Engineering Co., Ltd. of China Railway 23rd Bureau Group Co., Ltd. Harbin Railway Construction Group Co., Ltd. of China Railway 22nd Bureau Group Co., Ltd.
国优工程银质奖 National Excellent Project Silver Award	国家高速公路广州~昆明 (G80) 云南罗村口至富宁高速公路 Diversion Project of Beijing-Hangzhou Grand Canal Changzhou Section	中铁十二局集团有限公司 中铁二十一局集团第三工程有限公司 中铁十九局集团第三工程有限公司 China Railway 12th Bureau Group Co., Ltd. 3rd Engineering Co., Ltd. of China Railway 21st Bureau Group Co., Ltd. 3rd Engineering Co., Ltd. of China Railway 19th Bureau Group Co., Ltd.
国优工程银质奖 National Excellent Project Silver Award	绥满国道主干线海林至亚布力公路改扩建工程 Meilin-Yabuli Highway Reconstruction Project of Suiyuan-Manzhouli National Highway Trunk Line	中铁十三局集团第四工程有限公司 4th Engineering Co., Ltd. of China Railway 13th Bureau Group Co., Ltd.
国优工程银质奖 National Excellent Project Silver Award	国家高速公路沪陕线陕西境蓝田~商州高速公路蓝田至林岔河段秦岭隧道 Qinling Tunnel of Lantian-Linchahe Section of Lantian-Shangzhou Expressway (Shaanxi Section) of Shanghai-Shaanxi Expressway	中铁十八局集团有限公司 中铁十三局集团电务工程有限公司 China Railway 18th Bureau Group Co., Ltd. Electric Engineering Co., Ltd. of China Railway 13th Bureau Group Co., Ltd.
国优工程银质奖 National Excellent Project Silver Award	湘潭市湘江四大桥工程 Xiangtan Xiangjiang No.4 Bridge Project	中铁第四勘察设计院集团公司 China Railway 4th Survey and Design Institute Group Ltd.
国优工程银质奖 National Excellent Project Silver Award	天津开发区净水厂三期工程 Section III Project of Tianjing Development Zone Water Treatment Plant	中铁十八局集团三公司 3rd Engineering Co., Ltd. of China Railway 18th Bureau Group Co., Ltd.

获奖名称 Award Name	获奖工程 Award-winning Project	获奖单位 Award-winning Enterprise
国优工程金质奖 National Excellent Project Gold Award	通惠河北路道路工程 Road Engineering of Tonghuihe North Road	中铁十八局集团五公司 5th Engineering Co., Ltd. of China Railway 18th Bureau Group Co., Ltd.
国优工程银质奖 National Excellent Project Silver Award	国道 104 济南零点立交至燕山立交高架桥工程 Skyway Bridge of Jinan Lingdian -Yanshan Overpass of National Highway No.104	中铁十四局集团有限公司 中铁二十三局集团一公司 China Railway 14th Bureau Group Co., Ltd. 1st Engineering Co., Ltd. of China Railway 23rd Bureau Group Co., Ltd.
国优工程银质奖 National Excellent Project Silver Award	中铁建设大厦工程 CRCC Mansion	中铁建设集团有限公司 China Railway Construction Group Co., Ltd.

公司 2010 年鲁班奖获奖列表
2010 Luban Prize List

获奖名称 Award Name	获奖工程 Award-winning Project	获奖单位 Award-winning Enterprise
鲁班奖 Luban Prize	新建铁路北京至天津城际轨道交通工程 (京津城际铁路) New-built Beijing-Tianjin Inter-city Railway	承建单位 Contractor
		中铁十七局集团有限公司 China Railway 17th Bureau Group Co., Ltd.
鲁班奖 Luban Prize	新建合肥至武汉铁路大别山隧道 New-built Dabieshan Tunnel of Hefei-Wuhan Railway	承建单位 Contractor
		中铁十七局集团有限公司 China Railway 17th Bureau Group Co., Ltd.
鲁班奖 Luban Prize	新建武汉北编组站 New-built Wuhan North Marshalling Station	承建单位 Contractor
		中铁十二局集团有限公司 China Railway 12th Bureau Group Co., Ltd.

QC 成果显著
Remarkable QC achievements

获得全国优秀质量管理小组 1 个, 全国质量信得过班组 1 个, 全国工程建设优秀质量管理小组 55 个, 全国工程建设质量管理小组活动优秀企业 2 个。

The company won one title of National Excellent Quality Management Group, one title of National Group with Creditable Quality, 55 titles of National Excellent Quality Management Group for Engineering Construction, and two titles of National Excellent Enterprise for Engineering Construction Quality Management.

2010 年安质工作做法及成效

Safety & quality work and achievements in 2010

安全发展观念全面树立。

2010 年，公司坚持把学习实践科学发展观作为统领安全质量工作主线，把实现安全发展当作一项重大的社会责任来部署，作为推动企业科学发展的根本措施来落实。积极用科学发展观来指导安全质量工作，分析解决存在的实际问题，努力把科学发展观的要求转化为保证安全质量的正确思路，转化为创新安全质量工作的实际能力，转化为治大隐患、防大事故的重要措施。

Safe development concept built up comprehensively

In 2010, the company took learning and practicing scientific outlook on development as the main line of safety & quality operation, realizing safe development as one of the important social responsibilities and fundamental measures to promote scientific development of the enterprise. The company actively directed safety & quality operation with scientific outlook on development, analyzed and solved the existing practical problems, tried best to transfer demands of scientific outlook on development into the correct thought to ensure safety & quality, into the practical capability to innovate safety & quality operation, and into the important measures to handle big hidden troubles and prevent serious accidents.

标准化建设全面展开。

2010 年，公司认真贯彻实施上级有关部门提出的“六位一体”管理办法，狠抓了管理制度、人员配备、现场管理和过程控制标准化四大环节，以机械化、工厂化、专业化、信息化为手段，全面实行技术标准统一、管理标准一致、作业标准规范的工作机制，使标准化建设上了一个新台阶。



Standardization construction initiated

In 2010, the company earnestly implemented management measure of “Six in one” suggested by superior department, attached much attention to four links of standardization of management system, personnel allocation, field management and process control, took mechanization, industrialization, specialization and informationization as measures to implement unified technical and management standard and normative operation standard and reach a higher stage of standardization construction.

安全质量管理体系更加完善。

2010 年，公司按照国务院安委会继续开展“安全生产年”工作要求，深入开展安全生产宣传培训、安全生产监督、重点领域隐患排查专项治理等行动，充分发挥各级安质部门的综合监管和安全督查作用。公司修订完善了《安全生产监督管理暂行办法》，下发了《关于进一步加强安全生产工作的通知》，坚持把加强制度建设作为安全生产的基础工作来抓；公司始终把隐患排查和警示教育作为安全质量工作重点，把安全生产“大反思、大排查、大整改”活动和安全质量督查活动及“安全生产月”、“质量月”活动相结合，保持安全质量工作不懈怠。4 月和 12 月，公司分别派出两批专项督导组对重点工程、技术难度高、安全风险大的近 1000 个工程项目进行了安全质量和工程项目专项督查；公司坚持深入开展“安全质量标准工地”建设，有效地推进了全系统施工现场安全质量管理水平。

Safety & quality management system improved further

In 2010, according to the requirement of “safe production year” put forward by Safety Committee of State-owned Assets Supervision and Administration Commission of the State Council, the company deeply developed the activities of publicity and training of safety production, safety production supervision, hidden trouble hunt in key fields, etc., and played the comprehensive supervision and safety inspection roles of safety & quality departments at all levels. Revising Interim Measures for Safety Production Supervision & Management and issuing Notice on Further Strengthening Safety Production, the company took reinforcement of system construction as the basis of safety production and hidden trouble hunt and warning education as the keys of safety & quality work, combined the activities of “Self-examination, hidden trouble hunt, rectification and reformation”, safety & quality supervision, “Safety production month” and “Quality month” together, and never neglected safety & quality work. In April and December, the company sent two special supervision groups to supervise safety and quality of nearly 1,000 key projects with high technical difficulty and large safety risk; in addition, the company further carried out construction of “Safety & Quality Standard Construction Site”, effectively promoting safety & quality management of the construction sites in the whole system.

安全责任落实全面强化。

公司按照国资委《中央企业安全生产监督管理暂行办法》，全面构建“一岗双责、岗岗有责”的安全生产责任体系。股份公司坚持把安全生产指标纳入生产经营目标考核，严格按照“安全包保责任制”的相关要求，对生产安全事故客观分析，明确责任，追究了其事故单位主要领导的行政责任。

Comprehensively strengthen the implementation of safety responsibility

According to Interim Measures for Safety Production Supervision & Management of Central Enterprise issued by State-owned Assets Supervision and Administration Commission of the State Council, the company set up safety production responsibility system of “One position double responsibility; every position has its responsibility”. The corporation adhered to bringing safety production indicator into production operation target assessment, objectively analyzed production safety accidents, defined the responsibility, and investigated criminal liability of the related principals.

案例 CASE

中国铁建十三局集团出台了《项目安全达标管理办法》，对在岗项目经理进行对标考核，建立和完善了项目经理安全信用评价体系，强化了项目经理安全责任落实。

China Railway 13th Bureau Group Co., Ltd. unveiled Measures for Project Up-to-Standard Management, assessed performance of on-duty project managers, set up and improved project manager safety credit evaluation system, and strengthened implementation of safety responsibility of project manager.

中国铁建二十一局集团为及时治理安全隐患和处理质量问题，避免安全质量隐患、问题升级，出台了《生产安全隐患责任追究的暂行规定》和《工程质量问题调查及责任追究的暂行规定》，对于加强安全质量过程控制，预防安全质量事故发生起到了积极作用。

China Railway 21st Bureau Group Co., Ltd. solved the hidden trouble and quality problems timely, avoiding upgrade of the hidden trouble and problems of safety & quality. Besides, the company unveiled Interim Rules for Accountability of Potential Production Safety Accidents and Interim Provisions for Investigation and Accountability of Engineering Quality Problems, which played positive roles in strengthening control of safety & quality and preventing safety & quality accidents.

安质保障能力不断增强。

公司始终把科技保安全作为安全生产管理的重要手段，不断改进和提高施工技术及工艺水平，建立符合技术、安全要求的工艺流程、质量标准、操作规程。各单位在隧道及地下工程施工中，充分利用地质雷达、红外探测等超前地质预测预报技术，有效预防了地下工程施工中的坍塌和突水、突泥等灾害性事故，提高了高风险施工领域的安全生产水平。

Safety & quality guarantee ability strengthened gradually

The company always takes "Science and technology guarantee safety" as a key method to realize safety production management, continuously improves construction technology and technique, and sets up process flow, quality standard and operating instruction according to technical and safety requirements. In tunnel and underground engineering construction, each subordinate enterprise made full use of advanced geology forecasting technologies, such as geological penetrating radar, infrared detection, etc., effectively preventing collapse, water and mud burst during underground engineering construction and improving safety production level in high-risk construction.

案例 CASE

中国铁建十八局、二十二局集团施工的厦门海底隧道、十四局集团施工的南京长江隧道和宜万铁路的顺利通车，标志着中国铁建风险隧道管理达到先进水平；

中国铁建十六、十七、十九、二十四局集团上海地铁施工单位均建立了远程监控预警系统，为在复杂地质条件下上海地铁工程平安顺利施工奠定了基础。

中国铁建十五局集团广深港福田车站利用先进的安全监控系统，自动采集变形数据，适时对基坑变形和现场人员出入安防进行双监控，随时掌握基坑变形状况及现场管理情况，实现了基坑变形监测和人员进出管理监控无盲区，有效控制了施工风险。

Xiamen Undersea Tunnel undertaken by China Railway 18th Bureau Group Co., Ltd. and China Railway 22nd Bureau Group Co., Ltd., Nanjing Yangtze River Tunnel and Yichang-Wanzhou Railway undertaken by China Railway 14th Bureau Group Co., Ltd. were completed and opened to traffic successfully, which marks that risk tunnel management of CRCC reaches the advanced level.

Construction enterprises of Shanghai Railway, such as China Railway 16th Bureau Group Co., Ltd., China Railway 17th Bureau Group Co., Ltd., China Railway 19th Bureau Group Co., Ltd., China Railway 24th Bureau Group Co., Ltd., all set up remote monitoring warning system, which lays a solid foundation for smooth construction of Shanghai Railway project under complex geological conditions.

Futian Station of Guangzhou-Shenzhen-Hong Kong High-speed Railway undertaken by China Railway 15th Bureau Group Co., Ltd. adopted advanced safety monitoring system to automatically collect deformation data, to monitor deformation of foundation pit and in-and-out security of field personnel, and to keep track situation of deformation of foundation pit and field management. It realized non-blind area of monitoring deformation of foundation pit and in-and-out security of field personnel and effectively controls construction risk.

群众性安全活动效果显著。

公司坚持依靠群众保安全，将群众安全生产监督工作纳入企业安全生产管理体系，纳入安全督查内容，与“创先争优”、“安全质量标准工地”建设等有机结合，通过培训上岗、安全交底、设立“一法三卡”、温馨提示牌、安全警示标语等多种形式，组织广大员工参与安全管理、排查事故隐患，较好地发挥了群众性安全防控作用。公司已在 7000 多个项目部的设立群众安全生产监督员 19825 名，其中职工 14986 名，劳务人员 4839 名，在生产一线筑起了一道安全“防火墙”。

Gain remarkable achievements on mass security activities

The company adheres to guaranteeing safety relying on the masses, brings mass security safety production supervision into corporate safety production management system and safety supervision. Combining mass security activities with construction of "Construction Site with Standard Safety & Quality", the company organized employees to take part in safety management through the forms of induction training, safety disclosure, kindly reminder, safety warning signs, etc., which better gave full play to prevention and control role of the mass. The company had set up 19,825 positions of mass safety production supervisor in over 7,000 project departments. 14,986 workers and 4,893 labor personnel played their important supervisor roles in production line.

安质教育和应急管理不放松。

公司始终把安全生产教育培训工作放在突出位置，开展了多种形式的安全生产宣传教育活动。2010 年，公司组织对 200 多名安质干部培训和对 150 名注册安全工程师进行了继续教育，组织 10 万人参加了“全国职业安全健康知识竞赛”；中国铁建十一局集团制作下发了《安全生产宣传教育专题片》，中国铁建二十五局集团把强化现场管理作为安全质量管理的切入点，开展“规范安全质量行为年”活动。

公司始终把应急管理作为安全管理的日常工作，逐步完善应急管理机制，规范应急管理体系，扎实开展应急演练。据不完全统计，公司全系统开展各类应急演练 1674 次，参演人数 78078 人，投入 1748.6 万元。

Never neglect safety & quality education and emergency management

The company always gives high priority to safety production education and training and carries out various publicity and education activities of safety production. In 2010, the company provided training for over 200 safety & quality cadres and continuing education for 150 Certified Safety Engineers, and organized 100,000 employees to participate in "National Occupation Safety & Health Knowledge Contest"; China Railway 11th Bureau Group Co., Ltd. made and issued Feature Programme of Safety Production Publicity and Education; China Railway 12th Bureau Group Co., Ltd. started its safety & quality management from strengthening field control and carried out the activity of "Normative Safety & Quality Behavior Year".

The company always takes emergency management as the routine work of safety management, gradually improves emergency management mechanism, standardizes emergency management system, and executes emergency drills. According to incompletely statistics, the company totally had invested RMB 17.486 million to execute 1,674 various emergency drills, and 78,078 persons took part in them.



深化科技创新 Deepen Technological Innovation

公司大力推进“科技兴企”战略，注重科技和创新环境的打造、创新观念的引导、充足资金的支持和有效制度的保障。以适应、服务和支撑企业发展为目标，狠抓科技创新平台建设，加强地下工程等技术重难点项目攻关工作，广泛开展技术交流互动，充分利用科技奖励平台，认真做实科技管理基础工作，取得了显著的成绩。

2010 年公司研究与开发支出 88.245 亿元，较 2009 年增加 70.69%，较 2008 年增加了 419%。

The company vigorously promoted technology oriented strategy and paid much attention to the building of technology and innovation environment, innovative concept guide, sufficient financial support and guarantee of effective system. Aiming to adapt to, serve and support corporate development, the company attached close attention to the construction of technological innovation platform, strengthened science and technology breakthrough like underground engineering, widely carried out technical exchanges activities, made full use of award platform for science and technology, earnestly laid solid foundation for technological management, and had made remarkable achievements.

In 2010, the company spent RMB 8.8245 billion on R&D, increasing by 70.69% compared with that of 2009 and 419% compared with 2008.

技术中心建设 Construction of technical center

2010 年有 2 家技术中心通过了省级技术中心认定。截至目前全系统共有 22 家技术中心，20 家技术中心顺利通过 2010 年度复审。

In 2010, two technical centers were identified by provincial technical center. So far, there have been 22 technical centers in the company and 20 technical centers have passed review in 2010.

工程实验室建设 Construction of engineering lab

昆明中铁工程研究技术中心被云南省认定省级研究技术中心；六个工程实验室均发展良好，科研任务饱满。

Engineering Research Technical Center of Kunming China Railway Group was identified as Provincial Technical Center; six engineering labs develop well.



博士后工作站 Post-doctoral Workstation

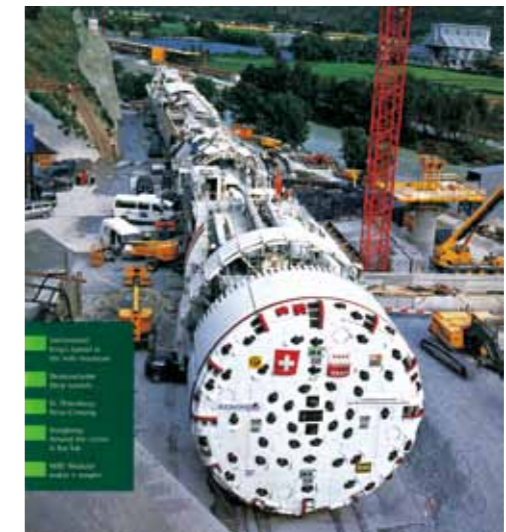
中国铁建昆明中铁集团新建了博士后工作站，使公司博士后工作站达到 5 个；中国铁建十三局集团博士后工作站承担了锦屏二级水电站特长隧洞综合施工技术研究等任务；中国铁建第一勘察设计院博士后工作站开展了高烈度地震区隧道洞门及衬砌结构研究等工作；中国铁建第四勘察设计院博士后工作站开展了铁路三维数字化交互设计技术研究等工作；中国铁建第五勘察设计院博士后科研工作站启动运行，开展大跨度及复杂桥梁结构车-线-桥耦合振动及列车走行性分析的研究工作。

CRCC Kunming China Railway Group built post-doctoral workstation, which is the fifth one in the company. Post-doctoral workstation of China Railway 13th Bureau Group Co., Ltd. undertakes comprehensive construction technology research of super long tunnel of Jinping II Hydropower Station; Post-doctoral workstation of China Railway 1st Survey and Design Institute Group Ltd. develops researches on portal and lining structure of tunnel in high-intensity earthquake region; Post-doctoral workstation of China Railway 4th Survey and Design Institute Group Ltd. researches railway 3D digital interaction design technology; Post-doctoral workstation of China Railway 4th Survey and Design Institute Group Ltd. develops researches on vehicle-line-bridge coupling vibration and train runability analysis of long-span bridge or complicated bridge.

高新技术企业 Hi-tech enterprise

为整合科技力量，加强了高新技术企业建设，2010 年有 22 家下属公司被认定为高新技术企业，其中 2 家为国家级高新技术企业。

In order to integrate technological strength and strengthen construction of hi-tech enterprise, 22 subordinate enterprises were identified as Hi-tech Enterprises, two of which are State-level Hi-tech Enterprise.



科技研发 R&D

2010 年，公司共承担国家及省部级的在研项目 84 项。共有 170 项科技成果通过省部级鉴定、验收和评审，成果达国际领先水平的 24 项，国际先进水平的 59 项，国内领先水平的 36 项，国内先进的 14 项。

In 2010, the company totally undertook 84 national and provincial & ministerial projects. 170 scientific research achievements passed provincial and ministerial identification, acceptance and appraisal, including 24 up to world leading level, 59 up to world advanced level, 36 up to domestic leading level and 14 up to domestic advanced level.

成绩显著

Remarkable achievements

以全面掌握高速铁路的设计与修建技术、复杂水文地质条件下的长大地下工程的设计与修建技术、铁路现代化装备制造技术为代表，公司自主创新成果与成效显著，技术创新能力和科技水平有了新的飞跃。

- 公司科技创新体系不断完善，科技创新平台日趋巩固，科技投入逐年增加，高新技术人才日益壮大。
- 公司 2010 年度获国家科技进步奖 4 项，获省部级科技进步奖 50 项，财政部中央级建筑施工科技研发项目奖 2 项，中国勘察设计协会行业奖 6 项，省部级勘察设计“四优”奖 49 项，詹天佑土木工程大奖 7 项，受理专利 382 项，授权专利 259 项，获第十二届中国专利奖优秀奖一项，省部级工法 190 项。

Represented by design and building technology of high speed railway and long and large underground engineering under complex hydrogeology conditions, modern equipment manufacturing technology for railway, the company has made remarkable achievement of independent innovation and realized new breakthrough in technological innovation and scientific and technological level.

● The company continuously improves technological innovation system, gradually solidifies technological innovation platform, increases investment in science and technology year by year, and increasingly strengthens hi-tech talent team.

● In 2010, the company won four National Awards for Science and Technology Progress, 50 Provincial and Ministerial Awards for Science and Technology Progress, two Awards for Central Construction Technology R&D Project issued by Ministry of Finance, six Industry Awards of China Exploration and Design Association, 49 Provincial and Ministerial “Four-excellence” Awards for Exploration and Design, seven Zhan Tianyou Civil Engineering Awards, 259 patents among 382 applied patents, one Award of Excellence of 12th China Patent Award, and 190 provincial and ministerial construction methods.



公司 2010 年度詹天佑土木工程大奖汇总表

2010 Zhan Tianyou Civil Engineering Awards List

序号 Serial No.	获奖工程名称 Award-winning Project	获奖单位 Award-winning Enterprise
1	武昌火车站改扩建工程 Wuchang Railway Station Reconstruction Project	中铁第四勘察设计院集团有限公司 China Railway 4th Survey and Design Institute Group Ltd.
2	武汉北编组站 Wuhan North Marshalling Station	中铁第一勘察设计院集团有限公司 China Railway 1st Survey and Design Institute Group Ltd.
		中铁十二局集团有限公司 China Railway 12th Bureau Group Co., Ltd.
3	合肥至武汉铁路 Hefei-Wuhan Railway	中铁第四勘察设计院集团有限公司 China Railway 4th Survey and Design Institute Group Ltd.
		中铁十一局集团有限公司 China Railway 11th Bureau Group Co., Ltd.
		中铁十二局集团有限公司 China Railway 12th Bureau Group Co., Ltd.
		中铁二十五局集团有限公司 China Railway 25th Bureau Group Co., Ltd.
4	武汉长江隧道 Wuhan Yangtze Tunnel	中铁十七局集团有限公司 China Railway 17th Bureau Group Co., Ltd.
		中铁二十四局集团有限公司 China Railway 24th Bureau Group Co., Ltd.
4	武汉长江隧道 Wuhan Yangtze Tunnel	中铁第四勘察设计院集团有限公司 China Railway 4th Survey and Design Institute Group Ltd.
5	石太铁路客运专线南梁隧道 Nanliang Tunnel of Shijiazhuang-Taiyuan Railway Passenger Line	中铁十二局集团有限公司 China Railway 12th Bureau Group Co., Ltd.
		中铁十一局集团有限公司 China Railway 11th Bureau Group Co., Ltd.
6	云南思茅至小勐养高速公路 Yunnan Simao-Xiaomengyang Expressway	中铁十二局集团第二工程有限公司 2nd Engineering Co., Ltd. of China Railway 12th Bureau Group Co., Ltd.
		中铁十八局集团有限公司 China Railway 18th Bureau Group
7	南京至淮安高速公路 Nanjing-Huai'an Expressway	中铁十一局集团第四工程有限公司 4th Engineering Co., Ltd. of China Railway 11th Bureau Group Co., Ltd.
		中铁十八局集团有限公司 China Railway 18th Bureau Group Co., Ltd.
		中铁十五局集团有限公司 China Railway 15th Bureau Group Co., Ltd.

公司 2010 年度获国家级勘察设计“四优”奖励汇总表
2010 National Survey and Design “Four-Excellence” Award List

序号 Serial No.	项目名称 Project Name	评选单位 Appraisal Institution	获奖等级 Award Grade	获奖单位 Award-winning Enterprise
1	郑西客运专线（省界至咸阳西段）无砟轨道工程控制网测量 Ballastless Track Control Network Surveying of Zhengzhou-Xi'an Passenger Line (Provincial Boundary-Xianyang West Section)	中国勘察设计协会 China Exploration & Design Association	工程测量一等奖 First Prize of Engineering Survey	铁一院 China Railway 1st Survey and Design Institute Group Ltd.
2	北京地铁 5 号线工程 Beijing Subway Line 5	中国勘察设计协会 China Exploration & Design Association	市政轨道交通一等奖 First Prize of Municipal Rail Transit	铁一院 China Railway 1st Survey and Design Institute Group Ltd.
3	北京地铁十号线一期工程 First-phase Project of Beijing Subway Line 10	中国勘察设计协会 China Exploration & Design Association	市政轨道交通一等奖 First Prize of Municipal Rail Transit	铁四院 铁一院 China Railway 4th Survey and Design Institute Group Ltd. China Railway 1st Survey and Design Institute Group Ltd.
4	上海轨道交通 6 号线港城路车辆段 Gangcheng Road Section of Shanghai Light Rail Line 6	中国勘察设计协会 China Exploration & Design Association	市政轨道交通三等奖 Third Prize of Municipal Rail Transit	铁一院 China Railway 1st Survey and Design Institute Group Ltd.
5	杭州市秋石快速路一期工程 First-phase Project of Hangzhou Qushi BRT	中国勘察设计协会 China Exploration & Design Association	市政道桥三等奖 Third Prize of Municipal Road & Bridge	铁一院 China Railway 1st Survey and Design Institute Group Ltd.
6	厦门市快速公交（BRT）一期工程一号线岛内线 Island Line of Line 1 of First-phase Project of Xiamen BRT	中国勘察设计协会 China Exploration & Design Association	市政道桥三等奖 Third Prize of Municipal Road & Bridge	铁四院 China Railway 4th Survey and Design Institute Group Ltd.

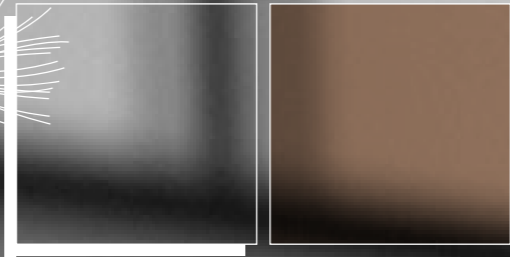
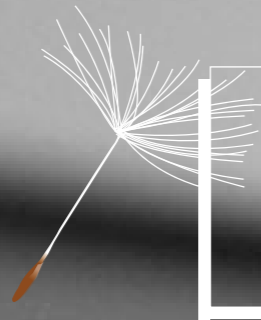
2010 年度获国家级科技进步奖汇总表
2010 National Awards for Science and Technology Progress

序号 Serial No.	项目名称 Project Name	奖励等级 Award Grade	授奖机关 Appraisal Institution	获奖单位 Award-winning Enterprise
1	西气东输工程技术及应用 West-to-East Natural Gas Transmission Engineering Technology and Application	一等 First Prize	国家科学技术奖励委员会 National Science and Technology Award Committee	中铁十六局集团 China Railway 16th Bureau Group Co., Ltd.
2	秦岭终南山公路隧道建设与运营管理关键技术 Construction and Operation Management Key Technology of Qinling Zhongnanshan Highway Tunnel	一等 First Prize	国家科学技术奖励委员会 National Science and Technology Award Committee	中铁十二局集团 China Railway 12th Bureau Group Co., Ltd.
3	遂渝线无砟轨道关键技术研究与应用 Research and Application of Suining-Chongqing Railway Ballastless Track Key Technology	一等 First Prize	国家科学技术奖励委员会 National Science and Technology Award Committee	中铁十八局集团 China Railway 18th Bureau Group Co., Ltd.
4	高速铁路 900 吨简支箱梁建造成套技术与装备 Packaged Technology and Equipment of Expressway 900T Simple-supported Box-Girder Construction	二等 Second Prize	国家科学技术奖励委员会 National Science and Technology Award Committee	铁五院, 中国铁建, 中铁十三、十七、十六、十二局 China Railway 5th Survey and Design Institute Group Ltd., China Railway Construction Group Co., Ltd., China Railway 13th Bureau Group Co., Ltd., China Railway 17th Bureau Group Co., Ltd., China Railway 16th Bureau Group Co., Ltd., China Railway 12th Bureau Group Co., Ltd.

● 公司总部技术中心通过了北京市认定，创新型企业已通过三部委专家评审；在国资委中央企业业绩考核中，公司被授予“科技创新特别奖”。

Headquarters Technical Center had passed identification of Beijing Municipal Government, Innovative Enterprise had passed appraisal by experts from three ministries; the company was awarded “Special Award for Technological Innovation” during central enterprise performance assessment organized by State-owned Assets Supervision and Administration Commission of the State Council.

员工绩效 Staff Performance



公司员工规模总量大，遍布区域广，工作流动性强，生产生活条件艰苦。60多年来，从铁道兵，到中国铁建人，一代又一代铁建员工，勇立潮头，永不止步地伴随公司征战大江南北、海内海外。我们深知员工是企业最大的财富，始终坚持“以人为本”，坚持企业与员工共同成长、共同发展的理念，注重员工的职业健康、权益保障、成长成才……

Large quantity of employees works all around the world with high job mobility and hard construction and living conditions. In the last 60 years, generations of CRCC people have contributed to the company both at home and abroad. We always believe that employees are the biggest wealth of the company, adhere to human-oriented concept to grow and develop together with employees, and pay much attention to employees' occupational health, rights and interests guarantee, and development.

不断规范用人机制 Standardize employment system

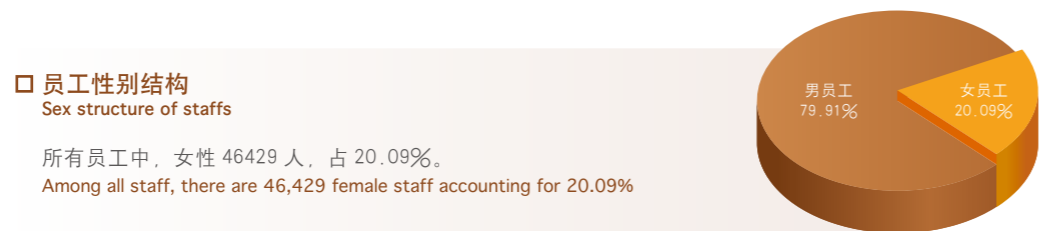
公司坚持以制度建设为突破口，着力健全科学合理的用人机制，规范管理，努力推进工作规范化，为企业持续、健康、稳定发展提供人力资源保障。

The company focused on system construction, made effort to improve the scientific and reasonable employment system, and standardized management, to provide human resource guarantee for enterprise's sustainable, health and stable development.

公司员工队伍基本情况 Basic information of staff

截至 2010 年 12 月 31 日，公司员工总数为 231078 人，其中管理人员 125773 人，技能人才 105305 人。所有员工中，女性 46429 人，占 20.09%；少数民族 6671 人，占 2.89%。

The company has 231,078 on-the-job employees up to Dec.31, 2010, including 125,773 management and 105,305 specialized technical persons. Among all staff, there are 46,429 female staff accounting for 20.09%, 6,671 national minority employees accounting for 2.89%.



相关制度建设情况 Construction of the related systems

2010 年，制订出台了《中国铁建股份有限公司外部董事管理暂行办法》、《中国铁建股份有限公司总部机关选聘工作人员暂行办法》、《中国铁建股份有限公司机关工作人员职位晋升暂行办法》、《总部机关人员绩效考核办法》、《中国铁建股份有限公司员工学历教育暨职能部门培训班管理暂行办法》，转发了国资委转发的中纪委、中组部、监察部联合印发的《关于严厉整治干部选拔任用工作中行贿赂行为的的通知》等三个文件，发出了《给领导干部的信》，起草了《企业领导人员管理办法》。

In 2010, the company formulated and issued Interim Measures of CRCC for Outside Director Management, Interim Measures of CRCC Headquarters for Selection of Staff, Interim Measures of CRCC Office for Promotion of Staff, Headquarters Measures for Performance Appraisal, and Interim Measures of CRCC for Staff Degree Education and Functional Department Training Management, and transmitted three documents jointly issued by the Commission for Discipline Inspection of the CPC Central Committee, the Organization Department of the CPC Central Committee, and Ministry of Supervision, and transmitted by State-owned Assets Supervision and Administration Commission of the State Council, such as Notice on Strictly Punish Bribery in Cadre Selection and Appointment, issued A Letter to Officials, and drafted Management Measures for Corporate Leaders.

劳动合同签订情况 Signing of labor contract

公司尊重保障员工权益，严格遵守《劳动合同法》，规范劳动用工制度。2010 年，员工劳动合同签订率为 99.20%。

The company respects rights and interests of employees, strictly observes relevant regulations of Labor Contract Law, and standardizes labor employment system. In 2010, the rate of signing the labor contract was 99.20%.



深化薪酬制度改革 Deepen reform of salary system

聘请国际知名的咨询公司，共同研究制定了股份公司高管人员及核心员工股权激励方案（待国务院国资委审批）；拟定了所属董事会试点企业外部董事报酬管理办法；拟定了子公司负责人薪酬管理实施细则，规范子公司负责人薪酬管理和支付，并指导所属 27 家集团公司制定领导副职薪酬管理办法，进一步完善子公司负责人薪酬管理制度。

The company invites world famous consulting firm to jointly research and formulate equity incentive scheme for corporation executives and core employees (which is to be approved by State-owned Assets Supervision and Administration Commission of the State Council), prepare measures for outside director salary management and implementation rules for subsidiary principal salary management to standardize salary management and payment of subsidiary principals, direct 27 group companies to formulate measures for deputy leader salary management to further improve salary management system in subsidiaries.

规范领导干部选拔机制 Standardize leader selection system

公司认真贯彻执行《中央企业领导人员管理暂行规定》、《中央企业领导班子和领导人员考核办法（试行）》等文件精神，以法人治理结构的完善和领导班子的建设为重点，认真做好企业领导人员队伍的全面建设管理工作。

Earnestly implementing the policies of Interim Measures for Central Enterprise Leader Management, Interim Measures for Central Enterprise Leader Performance Appraisal, etc., the company focuses on improvement of corporate governance structure and construction of enterprise management and improves the comprehensive construction and management of enterprise management team.

着力提升信息化管理 Improve informationization management

公司初步建立了较为完善的人力资源数据标准体系。在一期数据采集工作中，共进行4次集中培训，11次视频培训，培训人员约400余人。实现了员工花名册功能以及与花名册数据相关的查询、统计功能。截至年底共有15家子公司的92202员工进入了系统。11家子公司已正式应用HR系统维护人员数据，4家集成单位基本完成集成开发工作。

The company initially establishes relatively perfect human resource data standard system. During the first-phase data collection, the company totally provided four centralized trainings and eleven video trainings for about 400 persons. The system realizes employee roster function, search and statistics function of roster data. Till the end of 2010, 92,202 employees of 15 subsidiaries have been listed in the system. Eleven subsidiaries have formally applied HR system to maintain employee data and four subsidiaries have basically completed integrated development.

加强培训促进成长 Strengthen training and promote growth

一年来，公司全系统共培训职工78958人。

干部培训36245人次，其中管理干部的岗位培训20160人次，专业技术人员新技术、新工艺、新知识培训14990人次，学历教育900人，出国培训195人。

工人各类培训总计42713人次：技能培训和岗位练兵19995人次，职业资格等级培训6668人次，其他类培训16050人次，其中有6399人经过技能鉴定取得了国家级职业资格证书。

In 2010, the company totally trained 78,958 employees, including:

36,245 employees participated in cadre training: 20,160 management persons for position training, 14,990 specialized technical persons for new technique, new process and new knowledge training, 900 persons for degree education, and 195 persons for oversea training.

42,713 employees participated in various worker trainings: 19,995 for technical and position training, 6,668 for occupational qualification grade training, 16,050 for other trainings. And 6,399 persons passed technical appraisal and gained National Occupational Qualification Certificate.

案例 CASE

为加快海外国际工程人才的培养与储备，适应构建“大海外”经营格局的要求，2010年3月至7月，公司在清华大学组织了一期“国际工程专业英语培训”。

组织举办高技能人才继续教育研修班。2010年12月，公司在石家庄铁道大学组织举办工程测量和建筑材料试验高技能人才继续教育研修班，旨在使学员不断学习和掌握本专业工中新技术、新工艺、新材料、新设备、新工法等，提高其岗位专业理论水平及操作能力，为企业新时期生产经营和队伍建设做好高技能人才培养与储备。

In order to accelerate cultivation and reserve of talents in oversea engineering and comply with the requirements of “Great Overseas” operation structure, the company organized “International Engineering English Training” in Tsinghua University from March to July in 2010.

Organize continuing education seminar for highly skilled talents; in December, 2010, the company held continuing education seminar for highly skilled talents majored in engineering survey and building material testing in Shijiazhuang Tiedao University, aiming to improve trainees’ theoretical level and operational capacity on their positions through learning new technology, new technique, new material, new equipment, and new engineering methods, and cultivate and reserve highly skilled talents for production and management and team construction of the company in new period.



切实保障职业健康 Guarantee occupational health

控制和消除职业危害，改善劳动条件，保障劳动者的健康，是公司的内在责任。公司积极落实《职业病防治法》，建立健全职业安全健康管理体系，将职业健康管理工作规范化、程序化。在做好日常工作的同时，公司通过黑板报、报纸、发放宣传材料、举办知识竞赛等多种方式，加强宣传教育，提高员工职业健康意识。同时认真做好员工体检工作，根据不同的岗位特点建立了定期和不定期体检制度，也将提高公共卫生管理水平，加强疾病预防，作为重要的工作内容。在全体员工的积极参与下，职业健康意识进一步提高，未发生职业健康责任事故和新的职业病病例，职业健康管理体系运行目标得到较好地实现。

To control and eliminate occupational hazards, improve working conditions and guarantee health of workers is the internal responsibility of the company. The company actively implemented Law of the People's Republic of China on Prevention and Control of Occupational Diseases, set up and improved occupational safety and health management system, and standardized occupational health management. Apart from completing the routine work, the company also strengthened publicity and education to improve employees' awareness of occupational health through blackboard newspaper, newspaper, issuing publicities, holding knowledge contests, etc. In addition, the company set up regular and irregular physical check system according to different position characteristics, and took improvement of public health management level and disease prevention as key work. Thanks to all staff's positive participation, their awareness of occupational health further improved, no occupational disease happened, and occupational health management system realized its objectives.

广泛开展文体活动 Develop various recreation activities

2010年，公司上下举办了丰富多彩、内容新颖的文体活动。

在元旦、春节、“五一”、“十一”期间，据不完全统计，“文艺汇演”、“演讲比赛”等各种活动场次达398场（次），职工参与人数达33110人。

5月，组队参加了第四届全国体育大会门球比赛；

6月，组队参加了中国铁路系统职工乒乓球比赛活动，并取得了男子团体冠军、女子团体亚军的好成绩。

8月，在乌鲁木齐成功地举办了第三届“中国铁建杯”职工体育单项（羽毛球）比赛；组织70名同志参加了铁道部“感受世博、奉献铁路”主题教育活动。

10月，组织下属单位参加了第九届“火车头文艺群星奖”全路职工（舞蹈）大赛活动。

11月，组队参加了在太原举办的中国铁路系统职工男子篮球比赛，中国铁建代表队取得了第二名的好成绩，实现历史性的突破。

这些职工喜闻乐见的文体活动，提高了员工素质、提高了企业凝聚力，提高了企业社会影响力，形成了企业关心员工，员工热爱企业，劳资和谐、干群和谐、党群和谐的良好氛围。



In 2010, the company held various colorful and novel creation activities.

According to incompletely statistics, during New Year, Chinese Spring Festival, May Day Holiday, and National Day Holiday, the company organized 398 culture & art performances, speech contests, etc. 33,110 employees participated in the various activities.

In May, the company organized team to participate in Gateball Competition of the 4th National Sports Meeting.

In June, the company organized team to participate in China Railway Employee Table Tennis Competition and won Men's Team Championship and Women's Team Runners-up.

In August, the company successfully held the 3rd CRCC Cup Employee Badminton Competition in Urumchi. The company organized 70 employees to participate in "Experience World Expo and Contribute to Railway" activity held by Ministry of Railway.

In October, the company organized the subordinated enterprises to participate in the 9th "Engine Culture & Art Galaxy Award" Railway Staff Dancer Competition.

In November, the company organized team to participate in China Railway Employee Men Basketball Competition in Taiyuan. CRCC team won the second prize and realized historical breakthrough.

Those recreational activities popular among employees improved staff quality, cohesive force and social influence of the company, formed a good atmosphere that enterprise cares for its employees and employees love their enterprise, and realized harmonious labor capital relationship, relationship between cadre and masses, and relationship between the Party and the masses.

关爱帮扶困难职工

Care about and help needy workers

开展送温暖活动

Develop heart-warming activity

2010年，全系统共筹资金4565万元，其中各级行政筹集2665万元，工会筹集1067万元，“三不让”专项资金安排833万元，保证了送温暖活动的有效开展。在2010年“两节”期间，各单位向困难职工发放大量的帮扶款物，慰问困难职工19219户；慰问劳模、离退休人员、一线职工和农民工43435人，做到了全覆盖、不遗漏，把各级领导和企业的关怀、温暖送到每一户困难职工家中。

In 2010, the whole system totally raised RMB 45.65 million including RMB 26.65 million collected by administrative organizations at all levels, RMB 10.67 million by Labor Union, and RMB 8.33 million by the “three-intolerance” special funds, which ensured the effective development of “heart-warming activity”. During the period of the New Year and Spring Festival in 2010, organizations at all levels granted lots of aid funds and materials to the needy workers, expressed greetings to 19,219 needy workers; besides, we expressed greetings to 43,435 model workers, retirees, front-line workers and migrant workers, which realized full coverage without omitting and delivered cares and warmth from the leaders and the enterprise to each needy family.

履行“三不让”承诺

Honor the “Three-intolerance” commitment

深化“三不让”承诺，为广大困难职工排忧解难。2010年，全系统共筹集专项资金9200万元，救助困难职工家庭12590户次，发放困补资金2728万元；资助困难职工子女入学1717人次，资助资金560万元；救助患病职工3447人次，救助资金2417万元。

The company deepened the “Three-intolerance” commitment and excluded difficulties and anxieties for needy workers. In 2010, the company totally raised RMB 92 million special funds and granted RMB 27.28 million funds to 12,590 needy workers’ families so as to provide relief for them; we provided RMB 5.6 million educational aids for 1,717 needy workers’ children; and provided RMB 24.17 million for 3,447 employees who suffered from serious illness.

开展“金秋助学”

Carry out “Assisting the Impoverished Student in Autumn”

2010年，各级继续开展“金秋助学”活动，共资助困难职工子女2746人，发放助学款549.42万元，困难农民工子女122人，发放助学款23.42万元，受灾职工子女274人，发放助学款56.39万元。

In 2010, organizations at all levels went on carrying out “Assisting the Impoverished Student in Autumn” activity and granted RMB 5.4942 million educational aids to 2,746 students from the needy worker’s families in which we granted RMB 234,200 educational aids to children from families of migrant workers and RMB 563,900 educational aids to children from families who suffered from disaster.

有效维护员工权益

Effectively safeguard rights and interests of the employees

集体合同得到有效履行

Effectively perform the collective contract

2010年，公司各级继续坚持平等协商集体合同制度，全系统集体合同签订率达100%，集体合同中的多项劳动标准落实兑现率逐年上升，质量明显提高。集体合同“一拖三”形式，即集体合同附带工资集体协商、劳动安全卫生、女职工权益保护三个专项协议在部分单位开始实施。一些集团公司开展集体合同监督检查，推行集体合同“双重”责任考核，促进了集体合同制度的有效落实，职工权益得到有效维护。

In 2010, organizations at all levels went on insisting on the collective contract system through equal consultation and the signing rate of collective contract in the whole system was 100%; rate of implementation and fulfillment of several labor standards in the collective contact increased year by year and quality of the collective contract was obviously improved. The “one-attaching-to-three” form in the collective contract, which means the three special agreements including collective consultation on wages, occupational safety and health and protection of rights and interests of women employees are attached to the collective contract, was carried out in some organizations. Some group companies also carried out supervision and inspection of collective contract and “dual” responsibility assessment, which improved the effective implementation of collective contract system and effectively safeguarded rights and interests of the employees.

农民工合法权益得到有效维护

Effectively safeguard rights and interests of migrant workers

公司积极推进农民工合法权益十项机制建设，把按时足额发放农民工工资作为维护重点，以现金或工资卡形式支付工资。公司注重农民工权益保障，坚持“五同管理”，即职工和农民工同吃、同住、同劳动、同学习、同管理。

2010年公司评选的77名劳动模范中有4名是农民工，有50名农民工被各级评为先进个人和和技术创新能手。各级用于慰问农民工的资金达600多万元。选举出上百名农民工代表参与各级职代会和工代会。



The company actively advanced building of ten mechanisms for rights and interests of migrant workers, made timely and full funding of wages of migrant workers as the safeguarding focus and paid wages in cash or cash card. The company also paid attention to safeguarding of rights and interests of migrant workers and insisted "five together" management, which means employees and migrant workers eat together, live together, work together, learn together and are managed together.

In 2010, there were four migrant workers among the 77 model workers elected by the company and 50 migrant workers were appraised as advanced individual and technological innovator by organizations at all levels. Organizations at all levels provided over RMB 6 million to convey greetings to the migrant workers and selected hundreds of representatives of migrant workers to attend workers' conference and workers' congress.

合理提升薪酬 Reasonably raise salary

为使全体员工共享企业发展成果，公司结合企业实际和内外部环境，不断改革和完善薪酬分配、福利和保险制度。实行工效挂钩的效益工资制，员工收入与个人业绩贡献直接挂钩浮动。公司高级管理人员实行年薪制，下属企业高级管理人员实行与经济责任考核挂钩的奖罚兑现工资制，管理人员实行岗位工资制，生产操作人员实行联产计酬的定额计件工资制。在企业经济效益增长的前提下，保持了员工工资收入水平的适度增长。

同时，公司按照不低于所在省市标准的原则，制定了员工最低工资标准，所有员工参加了养老保险、医疗保险、工伤保险、生育保险、失业保险社会统筹，建立了住房公积金制度。2010年，公司共为职工缴纳“五险一金”44.91亿元。

In order to make all the staff enjoy development achievements, the company unceasingly reformed and improved systems of salary distribution, welfare and insurance. It carried out efficiency-related wages to link pay with performance, directly linked income of employees with individual performance devotion and realized floating wages. The company executed annual salary system for senior management officers, and for production operators, it executed wages paid on fixed piecework and payment linked to output. On the basis that the economic benefits increased, salary income of the employees also had moderate growth.

Meantime, the company worked out employees' minimum wage standard according to the principle that minimum wage of the company shall be not less than that of the municipal and provincial standard. All the employees has had the social overall planning of endowment insurance, medical insurance, occupational injury insurance, maternity insurance and unemployment insurance and the company has set up housing accumulation fund system. In 2010, the company has paid RMB 4.491 billion for the employees' "insurance and housing fund".



近三年公司在岗职工薪酬增长情况 Salary Growth of the Fully Employed Staff and Workers in Recent Three Years

名称 Item	2008年 In 2008	2009年 In 2009	2010年 In 2010	平均增长率 Average Growth Rate
在岗职工平均工资(元) Average Salary of the Fully Employed Staff and Workers	34,789	42,388	47,671	19.19%
增长率 Rate of Salary Growth	23.30% (较07年) (Compared with 2007)	21.84%	12.46%	

完善矛盾调处预警机制 Perfect early-warning system of conciliation and handling of conflicting

重视发挥各单位劳动争议调解组织作用，各级工会劳动争议和劳动法律监督员积极工作，倾听职工诉求，主动做好法律援助。通过建立工会主席与职工联系制度、开通热线电话，设立网络投诉信箱等，及时协调了大量的劳动争议，妥善处理了职工来电、来信、来访，把大量的矛盾化解在基层、化解在萌芽状态。

The company paid attention to bringing effect of labor conflicting conciliation organizations from each organization into full play, and supervisors of labor conflicting and labor law from labor unions of each level actively listened to demands of the employees and initially did well in legal aid. The company promptly conciliated various labor conflicting, successfully handled the messages, letters and visitations of the employees and conciliated lots of conflicting to the basic level and initial stage through the contact system of labor union chairman and employees, opening hotline, setting up online complaint box, etc.

劳动保护成效显著 Outstanding results of labor protection

公司把维护职工生命健康权，作为保障职工权益的重点，不断完善劳动保护措施，把“安康杯”竞赛、“一法三卡”落实到施工现场，提高了职工安全操作技能，规范了职工安全行为。在各工程项目，总结推广“一法三卡”成功经验，实行直聘职工安全监督员做法，人卡结合，共同防范，大大消除了施工安全事故隐患。今年全系统有46个单位获得全国、省部级“安康杯”竞赛优胜单位。其中中国铁建十五局集团连续9年荣获全国“安康杯”，被全总和国家安全总局授予“全国安康杯竞赛示范企业”。

Taking protection of life and health rights of employees as focus of protection of rights and interests of employees, the company continuously perfected labor protection measures and implemented the "Health Cup" competition and "One Law, Three Check" to the construction sites, which improved employees' safe operation skill and regulated the employees' safe behavior. In each construction project, the company summarized and promoted the successful experience of "One Law, Three Check", carried out direct employment of employee safety supervisor by combining employee with check card and preventing together and greatly eliminated the potential danger in safe construction. In 2010, 46 organizations of the whole system has been awarded the wining organizations in the national and provincial "Health Cup" competition, in which China Railway 15th Bureau Group Co., Ltd. has been the winner of "Health Cup" in successive 9 years and was awarded the "Model Enterprise in the National Health Cup Competition" by All China Federation of Trade Unions and State Administration of Work Safety.



建家建线水平明显提升 Level of constructing family and constructing railway was greatly improved

各单位积极推广南京、京沪、宁杭建家建线先进经验，出现了一批“工地社区建家”、“海外项目建家”等具有鲜明特色的建家建线典型。2010年，全系统有15个单位被全总授予“模范职工之家”，特别是公司本级工会荣获“全国模范职工之家”，标志着全系统建家建线迈上了一个新的台阶。

中国铁建十四局集团公司北京地铁6号线项目部，从上场以来就把高标准、高质量建家建线作为立足北京、展示企业形象的窗口。2010年6月14日，国务院总理温家宝视察该项目部，对项目建家建线给予了充分肯定。

Each organization actively promoted the advanced experience constructing family and constructing railway in Nanjing, Beijing-Shanghai Railway and Nanjing-Hangzhou Railway projects, and various examples of constructing family and constructing railway with unique characteristic had emerged including "constructing family in the construction site community", "constructing family in overseas project", etc. In 2010, there were totally 15 organizations in the whole system that were awarded the "Home of Model Employee" by the All China Federation of Trade Unions, especially in which the trade union of the company level was awarded the "National Home of Model Employee", marking that level of constructing family and constructing railway of the whole system entered into a new stage.

Beijing Subway Line 6 Project Department of China Railway 14th Bureau Group Co., Ltd. insisted on high standard and high quality of constructing family while constructing subway as basis. On June 14, 2010, Premier Wen Jiabao investigated the project department and expressed his full recognition and affirmation to the project.

民主管理得到有序推进 Democratic management was orderly advanced

公司充分尊重和保障员工的知情权、参与权、监督权和表达权，建立健全了各级工会组织、职代会制度等保障体系。

The company fully respected and protected employee's right to know, the right to participate, the right to supervise and the right to express, set up and perfected the security system of trade union organization of each level, workers' congress system, etc.

■ 职代会质量不断提高。

全系统普遍建立职代会制度。在2010年一月公司首届职代会召开之后，公司党政工联合下发《中国铁建股份有限公司职工（代表）大会实施办法》，各单位在积极落实《实施办法》的基础上，普遍开展了职代会达标评比、星级职代会竞赛、职工代表述职等活动，职代会质量进一步提高。

Continuous improvement of quality of workers' congress

Workers' congress system was generally established in the whole system. In January 2010, after holding the First Workers' Congress, the Party Committee, Administrative Committee and Trade Union jointly issued the Implementation Measures for Employees' (Representatives) Congress of China Railway Construction Corporation Limited. On the basis of active implementation of the Implementation Measures, organizations at all levels generally carried out the activities of up-to-the-standard appraisal of workers' congress, star-rated workers' congress competition, report on one's work by worker representative, etc. and quality of workers' congress was further improved.

■ 有效推进民主评议。

公司各单位坚持民主评议领导干部制度，积极落实职代会职权。进一步扩大评议范围，把评议延伸到在建工程项目经理、党工委书记，并把评议结果作为干部晋职晋级的重要依据，进一步增强了民主评议的实效。

Effective advancement of democratic appraisal

Organizations of the company insisted on democratic appraisal system of leading cadres and actively implemented authority of workers' congress. They also further expanded the appraisal scope, extended the appraisal to the project manager and secretary of the party and working committee of the construction-in-progress and viewed the appraisal result as an important basis for the promotion of cadres, which further improved the substantial result of democratic appraisal.





■ 不断深化企务公开。

2010年，有15家子公司开展了企务公开专项检查，企务公开覆盖面达100%。公开的重点向物资采购、外部劳务使用、重大投资项目运作等拓展，公开的内容逐步向职工关心的热点、难点和敏感问题延伸，从而扩大了职工的知情权、参与权和监督权。公司和3家子公司荣获“全国厂务公开民主管理先进单位”。

Continuous deepening of disclosure of corporate affairs

In 2010, 15 subsidiaries carried out special inspection of disclosure of corporate affairs and the coverage of disclosure of corporate affairs was 100%. The focus of disclosure expanded to materials procurement, usage of external services, operation of important investment project, etc. and the content of disclosure extended from the internal content to the hotspots, difficulties and sensitive issues concerned by the employees, so as to expand the employees' right to know, right to participate and right to supervise. The company and three subsidiaries were awarded the "National Advanced Organization in Disclosure of Plant Affairs and Democratic Management".

■ 合理化建议成果丰硕。

全系统提出合理化建议和技术改进项目6379项，公司采纳3672项，实施2606项，创造经济价值48018万元。技术创新486项，创造价值21127.8万元。获得省部级以上表彰240项，公司评选表彰111项。

Rich achievements in rational proposals

The whole system raised 6,379 rational proposals and technical improvement projects and the company adopted 3,672 proposals and projects, implemented 2,606 and created economic value of RMB 480.18 million, in which 486 technological innovations created RMB 211.278 million, 240 projects won provincial and ministerial awards and 111 projects were honored by the company.



创优评先成绩突出

Outstanding achievements in creating excellence and electing advanced individuals and organizations

■ 创优

公司把开展“创建学习型企业、争当知识型职工”活动，作为全面提高职工素质、推进企业实现可持续发展的一项系统性工程长抓不懈。今年以来，全系统有131名职工参加了省市以上17个工种的技能大赛，有25人获得前三名。在中央企业职工技能比赛工程测量工决赛中，中国铁建代表队获得4枚金牌、5枚银牌和1枚铜牌，又一次包揽了大赛前四名。全年共有6人荣获“全国技术能手”荣誉称号，6人获国务院国资委授予“中央企业技术能手”和“中央企业青年岗位能手”荣誉称号，2人获国资委技能竞赛优秀工作者。中国铁建获“中央企业职工技能竞赛优秀组织奖”。在班组建设中，有23个班组获国资委“中央企业红旗班组”荣誉称号，有23名职工获国资委“中央企业先进职工”荣誉称号。

Creating excellence

The company made comprehensive management in fully improving quality of the employees and promoting the company to realize sustainable development, taking it as a systematic project. In 2010, 131 employees of the whole system participated in the municipal and provincial skill competitions in 17 job categories and 25 employees got the top three. In the final of central enterprises staff skill competition engineering surveyor, the CRCC team won four gold medals, five silver medals and one bronze medal and took all the top four of the competition. This year totally six employees were awarded the honorary title of the "National Technical Expert", six employees were awarded "Central Enterprises Technical Expert" and "Central Enterprises Youth Position Expert" and two employees were awarded the Excellent Worker in the skill competition organized by State-owned Assets Supervision and Administration Commission of the State Council. CRCC was awarded the "Excellent Organization in Central Enterprises Staff Skill Competition". In construction of group and team, there were 23 groups and teams which won the honorary title of "Central Enterprises Red Flag Team" and 23 employees were awarded "Advanced Employee from Central Enterprise".

■ 评先

2010年，公司有5人被授予“全国劳动模范”称号，2人荣获“全国五一劳动奖章”；有103个下属单位被铁总授予“火车头奖杯”，432人授予“火车头奖章”，为历年来获得“火车头奖杯（奖章）”最多的一年；77人获公司“劳动模范”，42个先进集体受到表彰，70个单位和个人获得中国铁建“工人先锋号”、“工人先锋号标兵”称号。

Electing Advanced individuals and organizations

In 2010, five employees were awarded "National Model Worker" and two employees were awarded "National 'May 1' Labor Medal"; 103 subordinate organizations were honored the "Locomotive Cup" by head office of CRCC. and 432 employees were honored the "Locomotive Medal", making 2010 the richest year in "Locomotive Cup (Medal)"; 77 employees were honored the "Model Worker" by the company, 42 advanced organizations were honored and 70 organizations and individuals won the honorary titles of "Group of Worker Pioneer" and "Model in Group of Worker Pioneer".



社会绩效 Social Performance

公司在企业取得良好的经济效益同时，积极参与国内国外各类社会公益事业，做好扶贫帮困工作，在重大自然灾害和突发事件面前切实发挥和履行中央企业的中流砥柱作用，积极构建和谐公共关系，以高度的责任感和使命感积极回馈社会，造福民众，充分体现了作为“共和国长子”的央企风范和跨国大型企业的全球责任。

The company actively participates in various domestic and overseas public welfare activities while it gains good economic benefits. It does well in helping and supporting the poor, actually plays and performs its role of mainstay as a central enterprise facing with serious natural disasters and sudden events, actively builds up harmonious public relations as well as repays the society and benefits the public with high sense of responsibility and mission, which fully embodies its image of central enterprise as the “eldest son of the People’s Republic of China” and global responsibility as a large multinational corporation.

吸纳社会就业 Obtain employment

使用外部劳务

Using external labor service

在国内：2010年，公司生产一线共吸纳近200万农民工。在过去和将来，公司坚持不断创造就业机会，为解决农民工就业、提升农民收入和维持社会稳定持续做出贡献。

在海外：公司坚持区域化、属地化经营策略，创造各类就业机会，积极促进当地社会就业。在非洲、中东、南美等地，从高端管理到普通务工，数以万计的当地务工人员加入中国铁建队伍，共谋发展，协同提升。

In China: In 2010, construction sites of the company totally inducted two million migrant workers. The company continuously creates more employment opportunity and makes its contribution to solving employment of migrant workers, improving income of farmers and maintaining social stability.

In overseas countries: The company insists on business strategy of regionalization and localization, creates various employment opportunities and actively promotes the local social employment. In Africa, the Middle East, South America, etc., tens of thousands of local workers, from general workers to management personnel, join in CRCC for common development and improvement.

300

中国铁建十八局集团有限公司在尼日利亚每年培养300名左右的管理技术型外籍骨干员工，到2010年底外籍管理层员工达30%以上，操作层员工已逐步成为施工的主体。

In Nigeria, China Railway 18th Bureau Group Co., Ltd. trains about 300 management- and technology-based foreign backbone employees every year. Up until the end of 2010, foreign management employees have accounted for 30% of the total employees and operating employees have gradually been the main part in construction.

100

中国铁建十二局集团公司安哥拉社会住房项目解决当地工人就业100多人。

Social housing project of China Railway 12th Bureau Group Co., Ltd. in Angola has solved the employment of over 100 local workers.

740

公司阿尔及利亚东西高速公路项目，仅中土集团项目部就在当地聘用740余名阿籍雇员。经过岗前培训和职业技能的锻炼，他们已经成为施工队伍不可或缺的一部分。

In Algeria East-West Highway Project, Project Department of China Civil Engineering Construction Corporation employed over 740 Algerian employees. After training before taking the job and exercising of occupational skill, they have been an indispensable part of the construction team.

无论在国内还是海外，每到一地，针对外部雇员，公司都尊重当地民族传统和习惯，遵守相关法律法规，按照相关规定规范雇员的雇用、使用、管理、解雇程序，签定劳动合同，制定合理的工资标准，保证同工同酬，保证收入不低于当地最低工资标准，按规定计算并支付加班工资，并为每名员工缴纳社会保险。

Whether at home or abroad, the company always respects the local national tradition and habit, abides by the relevant laws and regulations, standardizes the employment, using, management and termination of the employment according to the relevant regulations, signs labor contract with the employees, sets up reasonable wage standard, ensures equal pay for equal work, guarantees that the income of the employees will be not less than the minimum wage standard of the local area, calculates and pays for overtime wage, and pays social insurance for each employee.

招聘大学生情况

Employment of undergraduates

公司通过采取多种措施和政策引导，不断加大招聘高校毕业生力度。所属各单位接收了一大批学习成绩好、素质高、能吃苦、肯干事的毕业生，大大缓解了施工一线专业技术人员紧缺的状况，优化了专业技术人员队伍结构，为各单位顺利完成各项施工生产任务提供了强有力的人力资源保障。2010年，公司共接收高校毕业生14800人。

The company continuously intensifies its effort to employ undergraduates through guidance of various measures and policies. Subordinate organizations of the company received plenty of studious, high-quality, hard working and devoted undergraduates, which greatly relieves the shortage of professional technicians on the front line of construction, optimizes the team structure of professional technicians and provides strong human resource guarantee for successful completion of each construction task of each organization. In 2010, the company totally employed 14,800 undergraduates.

解决残疾人就业情况

Solve employment for the disabled persons

残疾人职工情况统计表

Statistical Table of Disabled Workers

单位：亿元
Unit: RMB 100 million

	残疾职工人数(人) Number of Disabled Workers (person)			2009年解决残疾人就业人数(人) Number of Disabled Workers who have been solved the employment in 2009 (person)
	2008年 In 2008	2009年 In 2009	2010年 In 2010	
人数 Number	2,402	2,507	2,469	493
增长率 Growth Rate		4.37%	-0.52%	

2010年公司支付残疾人就业保障金775万元。
In 2010, the company paid employment security fund of RMB 7.75 million for disabled persons.

热心公益事业

Be enthusiastic in public welfare activities

无论国内海外,在所到之处,我们均认真履行社会责任,积极投身各类社会公益事业,遵循社区共建理念,积极回报社会,坚持不懈地为人居环境的改善作出应有贡献。

No matter where we are, we always carefully perform our social responsibility, actively devote ourselves to various public welfare activities, follow the co-construction of society and community, actively benefit the society and keep on making due contribution to improvement of living environment for people.

在国内: In China:

中国铁路十六局集团公司北京光爱学校献爱心。2010年12月底,公司机关职工捐献衣物200余件、捐款百余元,公司党委捐赠了3000余元的猪肉、牛奶、鸡蛋等紧缺的副食,为160多名5-16岁来自全国各地的流浪儿、孤残儿童、特困儿童送去了关爱。

China Railway 16th Bureau Group Co., Ltd. showed the loving heart to Beijing GuangAi School. At the end of December 2010, employees of organizations donated over 200 pieces of clothes, more than 100 yuan to the school, and the Party Committee of the company donated some non-staple food in a value of over RMB 3,000 including pork, milk, egg, etc. to over 160 waifs, orphans, disabled children and poor children who are five years old to 16 years old from all over the country.



中国铁路十二局集团公司中南通道六项目为留守儿童过“六一”。临县是山西省最大的贫困县,地处吕梁山区,留守儿童占到了80%以上。在“六一儿童节”来临之际,项目部为64名留守儿童以及培育他们的辛勤园丁购买了价值上千元的学习用品,心手相牵,为留守儿童送上项目部的关爱,以实际行动帮助农民工子女。

China Railway 12th Bureau Group Co., Ltd. Mid-South Passage No.6 Project celebrated Children's Day with stay-at-home children. Located in the Lvliang mountain area, Linxian County is the largest impoverished county in Shanxi Province and the stay-at-home children were over 80%. As the Children's Day would come soon, the Project Department bought some study articles that are in value of over one thousand for 64 stay-at-home children and hard-working teachers. With hands in hands and hearts with hearts, the company sent our care and love from the Project Department to the stay-at-home children and helped the children of migrant workers.



中国铁路第四勘察设计院援建湖北省宜昌市点军区,投入60万元帮助当地翻修五联路,保证了周边居民的正常出行。

The Hubei Yichang Dianjun District Aid Construction of China Railway 4th Survey and Design Institute Group Ltd. invested 600,000 to assist reconstruction of Wulian Road which ensured the normal traveling of the citizens nearby.

在600天迎世博行动和184天世博会期间,中国铁路二十四局集团公司共派出1500余人次做好公共交通的世博安保执勤工作,并组织青年团员为闵行区农民工子女小学教授世博英语,为上海惠馨儿童康健院、闸北区合阳敬老院、金桥镇残联“阳光之家”送上世博纪念品。

In the 600-day Action Plan to Welcome World Expo and during the 184-day Shanghai World Expo, China Railway 24th Bureau Group Co., Ltd. totally assigned over 1,500 persons to excellently perform the World Expo security duty work of public traffic and organized youth league members to teach World Expo English for the students from Primary School of Migrant Workers' Children of Minhang District, and send World Expo souvenirs to Shanghai Huixin Children Healthy Home, Heyang Home for the Aged of Zhabei District and "Sunshine Home" of Federation of the Disabled of Jinqiao Town.



中国铁路十三局集团丹通高速第十六合同段,积极与地方政府开展路地共建活动,举行各种联谊活动,与群众交朋友,坚持以保护好老百姓利益为先导,让惠民为宗旨,视百姓为衣食父母,让百姓在修路中获利、得实惠,解决生活中的临时困难。给杨木川镇安装路灯,给毛甸子镇修建垃圾收集站,给毛甸子镇派出所、给杨木川派出所提供取暖帮助,走访慰问贫困群众40余户,给214名党员发放了纪念品,弃碴场造良田20余亩,租用场地提前退耕还田。

The 16th Contracted Section of Dandong-Tonghua Expressway undertaken by China Railway 13th Bureau Group Co., Ltd. actively carries out co-construction of expressway and local area with the local government and holds various fellowship activities to make friends with the masses; it insists on the guidance of protecting the benefit of the local people and the principle of benefiting the people, views the people as the source of the basic necessities of life, benefits the local people from construction of the expressway and solves the temporary difficulties in their lives. The company installs street light for Yangmochuan Town, constructs garbage collection point for Maodianzi Town and provides heating assistance for Police Substation of Maodianzi Town and Police Substation of Yangmochuan Town; it visits over 40 families of impoverished people, sends souvenirs to 214 Party Members, reclaims over 20mu land from the ballast field and realizes reclaiming of farmland beforehand by renting some other fields.



在海外：
In overseas countries:

中国铁建十四局集团公司阿巴项目部针对阿富汗医疗设施差、医护能力弱的现状，免费为当地人民提供痢疾药、感冒药等医疗服务。Aiming at the present situation that Afghanistan has weak medical facilities and health care capacities, China Railway 24th Bureau Group Co., Ltd. Afghanistan & Pakistan Project Department provides medical services including anti dysenteric, medicine for colds, etc. for the local people free of charge.



中土集团公司阿尔及利亚项目部积极参加我驻阿使馆组织的义务植树活动，绿化环境；为当地社区所修筑的公路工程提供沙石等地材，并免费为其运输；利用施工间隙帮助当地群众清理垃圾，疏通淤积的排水管线，洒扫积灰的街道，净化空气，为项目驻地附近居民提供良好的居住环境。

China Civil Engineering Construction Corporation Algeria Project Department actively participates in the compulsory tree-planting activity organized by Embassy of the People's Republic of China in the Democratic People's Republic of Algeria to green the environment; it provides materials including sand, stone, etc. for road construction project of the local communities and transports for them free of charge; it uses the construction intervals to help local people to clean garbage, dredge the silted-up drain lines, sprinkle water and sweep away the dirt on the street, clean the air and provide good living environment for the residents surround the station.



中土博茨瓦纳有限公司自2010年9月开始，一直在积极运作捐助博茨瓦纳偏远落后地区的学校网络学习亭项目。该计划是以普及博茨瓦纳偏远落后地区学生的电脑和网络基本知识，提高偏远地区中小学生的学习能力和文化素质为目的。该计划的覆盖范围是博茨瓦纳当地人口超过1500人的偏远落后地区的6-16岁中小学生。此次捐助的项目位于博茨瓦纳西北区的沙卡维地区，目前，该项目已进入实质性建设阶段，网络学习亭主体结构已基本建成。

Since September 2010, China Civil Engineering Construction Corporation Botswana Co., Ltd. has actively started the donation program of learning pavilion of school network in the remote and backward areas. This program aims to popularize computer and basic network knowledge for the students from the remote and backward areas of Botswana and improve the learning capacity and cultural quality of the primary and middle school students in these areas. The program covers all the students from six years old to 16 years old in the remote and backward areas which have a population of over 1,500 people. The donation program is located in Shakawe area in north-western Botswana. At present, the project has entered the phase of substantial construction and the main structure of network learning pavilion has been finished.



2010年，公司仅货币资金共对外捐赠1315.43万元，各类职工自发捐赠、物资捐赠、劳务援助、社区共建以亿元计。

In 2010, the company totally donated RMB 13.1543 million in cash, and various voluntary donation, material donation, labor service aid and co-construction of community can be calculated to be over RMB 100 million.

倾力对口扶贫 Provide poverty alleviation aid to the designated sister regions

2010年，在国务院扶贫开发领导小组、河北省扶贫办等具体指导下，公司挂职到河北省万全县、尚义县的扶贫干部做了大量卓有成效的工作，为两县推动风能发电、新型农业、兴建基础设施等方面提供了有效地资金、技术帮助。全年共落实资金60余万元，帮助村民修路、打井、购买种子、改善种植技术等，百姓生活得以改善。

Under the specific guidance of the Leading Group for Poverty Alleviation and Development of the Undeveloped Regions of the Stated Council and Office for Poverty Alleviation and Development of the Undeveloped Regions of Hebei Province, in 2010 the poverty alleviation cadres from the company who took temporary posts in Wanquan County and Shangyi County made many effective effects and provided some effective financial and technological aids in promotion of wind powering, new agriculture, construction of infrastructures, etc. This year the company totally put forward over RMB 600,000 to help the villagers to construct road, dig well, buy seeds, improve planting techniques, etc., and life of the local villagers were greatly improved.

中国铁建第一勘察设计院参加了对陕西汉阴县的扶贫项目，通过深入了解当地经济状况，根据急需援助的项目和群众的具体情况，进行了有针对性的捐助扶贫，全院员工积极行动共捐赠图书1300册，衣物2100件，现金30000元。

China Railway 1st Survey and Design Institute Group Ltd. participated in the poverty alleviation project aiming to Hanyin County, Shaanxi Province. The Institute carried out customized poverty alleviation with donation after finding out the local economic situation deeply and according to the project in great need of assistance and specific situations of the masses. All the employees of the Institute actively came into action and donated 1,300 books, 2,100 pieces of clothes and RMB 30,000 in cash.

- 中国铁建二十五局集团自 2009 年下半年开始对韶关市翁源县三华村实施对口扶贫开发“双到”工作，先后投入 100 多万元，帮助村里修建面积近 400m² 的农副产品交易中心；加固山塘、修建水圳，800 多亩水田灌溉无忧；修建垃圾处理池、硬底村道化、改造危房，全村面貌显著改善。2010 年“5.6”洪灾后，帮助新建住房 6 套。同时为提高农民技能，在该村成立了劳动技能培训中心，组织 80 余人培训学习现代农业与科学养殖常识和技能，帮助 20 多个村民实现了外出劳务。经过一年多的帮扶工作，截止 2010 年底，该村有 40 户实现了脱贫，占贫困户总数的 44.4%，贫困户年平均纯收入达到 1925 元，实现增长 12%。

ince the second half of 2009, China Railway 25th Bureau Group Co., Ltd. has started providing dual help in poverty alleviation aid and development to the designated Sanhua Village, Wengyuan County, Shaoguan City. It invested over RMB 1 million to help the village to construct a trading center of farm product and sideline products in an area of nearly 400m²; it reinforced pools on the mountain and constructed water canal, which made the paddy field of over 800mu free from not being irrigated; it constructed garbage disposal pond, hardened the roads on the village and reconstructed the dilapidated buildings, which greatly improved the image of the whole village. After the “5.6” Flooding in 2010, it helped to construct six units of new living houses. Meantime, in order to improve the skill of the farmers, it set up work skill training center in the village, organized over 80 people to be trained and learn knowledge and skills about modern agriculture and scientific cultivation, and helped the villagers from over 20 villages to work in other places. After the helping and aiding for over one year, up until the end of 2010, 40 families in this village have lifted themselves from poverty which covers 44.4% of the total and the average annual net income of poor household was RMB 1,925, at a growth rate of 12%.



投入救灾与重建 Devote to disaster relief and reconstruction

面对突如其来的自然灾害，中国铁建人以高度的责任感，无私奉献的精神，坚定信念，勇往直前，充分发挥布点广、人力多、资源足、纪律强、驰援快的特点，着力担当救灾与重建急先锋。在各类救灾与重建的现场，中国铁建的旗帜处处飘扬。

Facing the sudden natural disasters, CRCC people, with high sense of responsibility, selfless dedication and firm belief, straightly forged ahead and became the pioneer in disaster relief and construction by making full play to its characteristics of wide distribution network, rich human resources, sufficient resources, strict principle and fast rescue. The flag of CRCC flies in the sky of everywhere in various sites of disaster relief and reconstruction.

新疆暴雪 Xinjiang snowstorm

1 月，新疆阿勒泰地区遭遇强冷空气袭击，出现了 60 年有记录以来最大的寒潮暴雪灾害，给当地的经济造成严重的损失。面对灾情，中国铁建第一勘察设计院伸出援助之手，为阿勒泰市抗灾救灾捐款 20 万元。同时，还组织技术专家进实地考察，为保障铁路设计质量和运输安全起到了积极作用。

In January, Altay area of Xinjiang was struck by strong cold air and attacked by the cold snow and snowstorm disaster which was the most serious in the recent 60-year history, bringing serious damage to the local economy. Facing the disaster, China Railway 1st Survey and Design Institute Group Ltd. reached out the helping hands and donated RMB 200,000 for disaster relief of Altay City. Meantime, it organized technical experts to make field investigation, which played an active role in ensuring the design quality of the railway and transportation security.

西南干旱 Severe drought in Southwest China

西南旱灾发生后，公司各单位、全体职工踊跃捐款、捐物。公司团委还组织了“抗旱灾、献爱心”活动，各级团组织和广大团员青年，充分发扬中华民族“一方有难，八方支援”的优良传统，积极投入到抗旱救灾工作中。全系统各级团组织和广大团员青年采用捐水、捐款、成立青年送水突击队等形式，踊跃投身抗旱救灾。

After the severe drought in Southwest China, organizations at all levels and all employees of the company actively donated money and articles. Youth League Committee of the company also organized the activity of “To fight against drought disaster and to show your love”, and Youth League organizations at all levels and youth members carried forward the fine tradition of our China Nation – “When disaster struck, help came from all sides” and actively devoted themselves to fighting against drought and disaster relief. Youth League organizations at all levels and youth members actively devoted themselves to the disaster relief by donating water, donating money, setting up youth commando of water supplying, etc.

- 担负六沾复线工程施工的中国铁建十三局集团六沾复线工程指挥部，地处黔西南与云南曲靖交界处，百年不遇的干旱，致使当地村民饮水十分困难。在危难时刻，六沾指挥部先后投资三万元在乌蒙山脚下开挖水井一处，修建抽水泵站2座，埋设抽水管道1300米，修建高位蓄水池3个，较好地解决了驻地旱区村民饮水困难问题。同时开展“人人节约一滴水，奉献旱区人”活动，实行限时限量供水，确保了附近村民每天在指挥部能够背到干净的生活用水。

China Railway 13th Bureau Group Liuzhan Multiple Tracks Engineering and Construction Headquarters, which undertakes construction of Liuzhan multiple tracks, is located on the border of Southwest Guizhou and Yunnan Qvjing. This region suffered from the severest drought in a century and brought drinking water difficulty to the local villagers. At the critical moment, Liuzhan Engineering and Construction Headquarters totally invested RMB 30,000 to dig a well under the foot of Wumeng Mountain, constructed two pumping stations, laid 1,300 meters of pumping pipeline, constructed three high reservoirs and bettered and solved the drinking water difficulty for the villagers in the drought area. Meantime, it carried out the activity of "Everyone saves one drop of water and contributes it to the people in the drought area" and implemented water supplying in limited time and limited quantity, which ensured that the villagers nearby could carry clean living water with their backs from the headquarter station.

- 在大旱面前，中国铁建十六局集团公司云南工程指挥部青年心系灾区，积极捐款捐物，支援灾区人民抗旱。3月26日，云南工程指挥部代表集团公司为重灾区富民县款庄乡烟区村委会捐建了150口集水窖，价值十五万，有效缓解了上千亩土地的旱情。

In front of the severe drought, young people of China Railway 16th Bureau Group Co., Ltd. Yunnan Engineering and Construction Headquarters cared about the drought area, actively donated money and articles to help people in the disaster area to fight against drought. On March 26, Yunnan Engineering and Construction Headquarters, on behalf of China Railway Construction Corporation Limited, donated that it would construct 150 water collection cellars for the harder-hit area - Yanqu Village Committee of Kuanzhuang Town, Fumin County, which valued RMB 150,000 and effectively reduced the drought situation for fields of thousands mu.



玉树地震 Yushu Earthquake

救灾：4月14日7时49分，青海省玉树地区发生地震。消息传来，灾情牵动着20余万铁建员工的心，公司立即启动一级应急预案，召开紧急会议迅速部署落实，安排就近的中国铁建二十一局施工单位迅速组织人员，调集大型机械设备，筹集相关物资。并安排在玉树灾区就近的施工单位做好准备，随时待命，奔赴灾区抗震抢险。4月15日，中国铁建抗震救灾先遣队一行10人，和满载着100顶救灾专用帐篷、500床棉被、2台发电机、200箱矿泉水及部分生活用品的救援物资专车，紧急启程奔赴青海玉树展开抗震救灾工作。随后，在附近施工的十一、十二、十四、十五、十六、十九、二十、二十一局集团积极投入人力物力参与抗震救灾工作。与此同时，公司第一时间带头向灾区捐款500万元，所属中铁第一勘察设计院捐款50万元，中铁二十一局集团捐助价值40多万元的救灾物资，职工捐款10万多元，全系统所有单位和职工随后开展了向灾区捐款、捐物的热潮，并陆续送达灾区一线。

Disaster relief: At 7:49, April 14, an earthquake hit Yushu, Qinghai Province. All the employees of over 200,000 of the company were touched on hearing the news. The company immediately started the First-class Emergency Response Plan and organized emergency meeting to make quick deployment and implementation. It assigned the construction organization of China Railway 21st Bureau Group Co., Ltd. nearby to quickly organize people, assemble large machineries and equipments and raise relevant goods and materials. And it also assigned the nearest construction organizations surrounding Yushu to be get ready for rushing to the disaster area to fight against earthquake and deal with emergency. On April 15, a CRCC Advance Party to combat the earthquake and do relief work consisting ten people urgently set out their journey to Yushu, Qinghai to combat the quake and do relief work and they went there with the special buses of aid items, which were fully loaded with 100 tents for disaster relief, 500 pieces of bed-quilts, two sets of generators, 200 boxes of mineral water and other articles for daily use. Then, the construction organizations nearby including China Railway 11th, 12th, 14th, 15th, 16th, 19th, 20th, and 21st Bureau Group Co., Ltd. actively invested plenty of time and effort to participate in the work of combating the earthquake and doing relief. Meantime, the company took the lead at the first time to donate disaster relief materials in a value of over RMB 400,000 to the disaster area and the employees donated over RMB 100,000. Soon after that, all the organizations and employees of the whole system caused a stir to donate money and materials to the disaster area and all the money and materials were sent to the front of the disaster area.

- 灾情发生后，中国铁建第一勘察设计院迅速行动，组织精锐力量进行抢险，创造了1天拿出方案、3天稳定方案、一次性通过铁道部和青海省审核的全新纪录，仅用6天时间就完成了西宁北货场、海晏、平安驿、湟源货场的设计施工图，创造出令人惊叹的“玉树速度”。6月30日，西宁北场一期工程建成并正式投入使用，来自各地的重建物资通过这里源源不断地运往玉树灾后重建现场，为大规模救灾物资运转提供了强有力保障。

After the earthquake, China Railway 1st Survey and Design Institute Group Ltd. acted with dispatch, organized the elite force to rush to deal with emergency and created the new record that the plan was drawn up in one day and stabled in three days as well as passed the examination of Ministry of Railways and Qinghai Province at once. It took only six days for it to complete the construction drawing design of northern goods yard of Xining, Haiyan goods yard, Ping'anyi goods yard and Huangyuan goods yard and created the surprising "Yushu Speed". On June 30, the first phase of northern goods yard of Xining was completed and put into use. The reconstruction materials from everywhere were continuously transported to the site of reconstruction through here and it provided strong safeguard for the large-scale transportation and transformation of the disaster relief materials.

重建：中国铁建一面参与到救灾抢险中去，一面即时成立了玉树地震灾后重建指挥部，主动请缨，排除万难，投入到各类重建活动中去。

Reconstruction: CRCC participated in disaster relief and emergency rescue as it established the post-disaster reconstruction headquarters of Yushu Earthquake. It volunteered, knocked over every difficulty and devoted to the various construction activities.

- 作为国家确定的六家援建玉树灾后重建中央企业之一，铁一院代表公司承担了玉树州结古镇城东片区以及仲达乡四个自然村的勘察设计任务，援建面积占玉树灾区总面积的六分之一。经过5个多月的奋战，铁一院设计援建了玉树州藏医院、民族中学、展览馆、博物馆和农牧民住房等建筑面积近200万平方米的建设工程，涵盖了灾后重建的方方面面。

As one of the designated six central enterprises by the state that will aid Yushu with the post-disaster reconstruction, China Railway 1st Survey and Design Institute Group Ltd. undertook the survey and design work of east area of Jiegu Town, Yushu Prefecture and four villages of Zhongda County, and the construction area was one-sixth of the total disaster area in Yushu. After putting up a fight of over five months, China Railway 1st Survey and Design Institute Group Ltd. designed and constructed nearly two million square meters of construction engineering including Traditional Tibetan Hospital of Yushu County, National Middle School, Exhibition Hall, the Museum and housing of farmers and herdsmen and covered each aspect in the post-disaster construction.

- 具体负责重建工作的中国铁建二十一局集团克难除险、调配优质资源、全力以赴、保质保量投入到工程建设中。截止到2010年底，仲达乡4个村217户民居完成入住，283户民居主体封顶；玉树藏医院门诊楼、住院部主体封顶；州民族中学1#-3#教学楼、实验教学楼、教师周转房清理施工现场，体育馆、行政办公楼绑底梁钢筋，支底梁模板；州特殊教育学校A、B区一层、C区二层框架完成，D区主体封顶；结古镇代格村68户完成封顶，26户完成墙体施工。

China Railway 21st Bureau Group Co., Ltd., which is responsible for the detailing construction, overcame all the difficulties, allocated perfect resources, tried their best and qualitatively and quantitatively devoted themselves to the construction. Up until the end of 2010, 217 families from the four villages of Zhongda County have housed in the new housings, the principal parts of 283 housings have been topped out; the principal parts of the in-patient department and outpatient building of Yushu Traditional Tibetan Hospital has been topped out; No.1 to No.3 Teaching Building, Teaching and Laboratory Building and Teachers' Turnover Building of National Middle School of Yushu Prefecture were cleaning up the construction site and the Gymnasium and Administration Building were bound reinforcing bars to the low beam and put up formwork for the low beam; Floor 1 of Block A and B, Floor 2 of Block C of the Special Education School of Yushu Prefecture has finished the framework and the principal part of Block D has been topped out; 68 housings of Daige Village of Jiegu Town have been topped out and 26 housings have been finished the wall construction.

- 中国铁建二十一局集团公司四公司荣获“全国抗震救灾英雄集体”称号
The 4th Company of China Railway Construction 21st Bureau Group Co., Ltd. was honored the title of "Heroic Group in Combating the Earthquake and Doing Relief Work of the Nation".
- 2010年7月19日，中国铁建二十二局集团公司三公司为前来厦门进行暑期度假疗养的42名玉树地震灾区儿童，举行了“感受厦门现代化建设”专题活动，还有5个爱心职工家庭与5名玉树孩子结成对子，进行帮扶。另外，公司捐献20.2万元，与其他企业组建爱心教育基金，支持玉树重建。
On July 19, 2010, 3rd Engineering Co., Ltd. of China Railway 22nd Bureau Group Co., Ltd. held a special activity for 42 children from the earthquake-hit area of Yushu who came to Xiamen for summer vacation resort - "Experiencing the modernization of Xiamen". And five caring families of the employees from the company were paired with five Children from Yushu and provided aids for them. Additional, the company donated RMB 202,000 and set up love education foundation together with other enterprises to support reconstruction of Yushu.



夏季抗洪 Combat floods in summer

2010年6至8月，全国范围普降暴雨，多处铁路、公路和公共设施受损，人民生命财产受到威胁。面对洪水灾害，公司各单位迅速成立防洪小组，组建突击队积极参与抗洪抢险，发扬“特别能吃苦、特别能战斗、特别能奉献”的铁道兵精神，奋战在抗洪抢险一线。抢修了多处铁路、公路和公共设施，确保了人民生命财产安全，受到铁道部及各地政府好评，被誉为“英勇的铁道兵，抗洪的真英雄”。

From June to August, 2010, rainstorm hit all over China. Many railways, roads and public facilities were damaged and lives and properties of people were threatened. Facing the flood disasters, organizations at all levels of the company quickly set up anti-flood group, organized and established commandos to combat the flood and go to the rescue and fought bravely at the first front of combating the flood and going to the rescue. It made urgent repair on many railways, roads and public facilities, ensured the lives and properties safety of the people, received good appraisal from Ministry of Railways and local governments and was honored the "Brave Soldier on the Railway and True Hero in Combating the Flood."

- 6月，闽西北地区“洪魔”肆虐，多处铁路、公路被冲毁阻断。6月14日下午5:00，驻扎在南平境内的中国铁建十七局集团京福铁路客专项目部接到南昌铁路局的命令后，迅速响应紧急动员，调集一分部106人前往70公里外的鹰厦铁路三明段执行抗洪抢险任务，直至6月20日晚上，该集团京福铁路客专项目部终于胜利完成鹰厦线9处抢险任务并顺利返回南平。

In June, the "flood devil" raged in the area of northwestern Fujian Province and many railways and roads were destroyed and blocked by rush of water. At 5p.m. on June 14, after receiving the order from Nanchang Railway Bureau, Jing-Fu Railway Passenger Special Line Project Department of China Railway 17th Bureau Group Co., Ltd. stationed in Nanping quickly, responded to the emergency mobilization and assembled 106 people from the first subdivision to go to the Sanming Section of Ying-Xia Railway 70 kilometers far away to combat the flood and deal with emergencies. Until evening of June 20, Jing-Fu Railway Passenger Special Line Project Department successfully completed nine tasks of dealing with emergencies on Ying-Xia Railway and returned to Nanping at last.

- 7月28日，吉林地区遭受历史罕见特大暴雨袭击，致使松花江上游暴发百年一遇洪水，沈（阳）吉（林）铁路取柴河镇至吉林西站间部分路段被冲毁。灾情发生后，中国铁建十九局集团公司快速反应，打响抗洪抢险攻坚战。期间共投入人员1520人，设备188台（套），资金1104万元，全力以赴完成抗洪抢险任务。

On July 28, Jilin was attacked by extreme rainstorm seldom seen in history. The upstream of Songhua River was flooded by a century flood and some sections of Shenyang-Jilin Railway from Chaihe Town Station to West Jilin Station were destroyed by the flood. After the disaster, China Railway 19th Bureau Group Co., Ltd. quickly responded and started the tough fight to combat flood and deal with emergencies. During the period, it totally put in 1,520 people, 188 sets of equipments and RMB 11.04 million to it and tried their best to complete the task of combating flood and dealing with emergencies.

- 7月16日凌晨，湖北恩施州巴东县连续出现强降雨，2100米河流改道冲毁罗溪坝至天池岭主通道路基，交通运输中断。中国铁建十一局集团宜巴高速公路项目部成立道路抢修专班，经过连续7昼夜的奋战，于7月24日顺利恢复了罗天路运输。

In the early morning on July 16, Badong County, Enshi Prefecture of Hubei Province continuously occurred heavy rainfall. A river of 2,100 meters changed its route and destroyed the roadbed of the main passageway from Luoxiba to Tianchiling and the transportation was blocked. China Railway 11th Bureau Group Co., Ltd. Yi-Ba Expressway Project Department set up special group to make urgent road repair. After brave fighting of continuous seven days, transportation of Luotian Road was recovered on June 24.



- 进入6月份以来，闽赣两省连降暴雨，发生多条铁路线中断，地方公路坍塌等多处险情。中国铁建十四局集团向莆铁路指挥部抢险突击队先后在福建南平、江西资溪参与抢通鹰厦线、峰福线等受损铁路线，同时，在驻地尤溪、永泰县境内，与地方政府与群众一起，抢修道路、疏通河渠，成功化解多处险情。

After entering June, rainstorm continuously hit Fujian Province and Jiangxi Province. Many dangerous situations occurred including that many railways were blocked and local roads were clasped. China Railway 14th Bureau Group Co., Ltd. Xiangtang-Putian Railway Headquarters Emergency Commando urgently repaired and unobstructed the damaged railways including Yingtan-Xiamen Railway, Hengfeng-Fuzhou Railway, etc. in Fujian Nanping and Jiangxi Zixi; meantime, the company made urgent repair to the roads and dredged rivers and canals with the local governments and people in its stationed area in Youxi County and Yongtai County and successfully defused several dangerous situations.

- 9月20日，南疆铁路阿克苏至喀什段路基被洪水冲毁。中国铁建十一局、十五局集团喀和项目部级及二十一局集团南疆平改立项目部于7时接到抢险命令后，迅速启动应急抢险预案，迅速组织抢险队伍，调集机械。抢险人员争分夺秒，连续奋战近10小时，修复全部被毁路基。19时33分，南疆铁路阿克苏至喀什段行车恢复。

On September 20, the roadbed of Southern Xinjiang Railway from Akesu to Kashgar was destroyed by the flood. After receiving the order of dealing with the emergency at 7:00, Kashgar Project Department of China Railway 11th Bureau Group Co., Ltd. and China Railway 15th Bureau Group Co., Ltd. as well as Southern Xinjiang Reconstruction Project Department from Grade Crossing to Grade-separated Crossing of China Railway 21st Bureau Group Co., Ltd. quickly started the emergency rescue plan, promptly organized rescue team and assembled machineries. All the people participated in the emergency rescue seized every minute and second, continuously fought for nearly 10 hours and repaired all the damaged railway-beds. At 19:33, the traffic of Southern Xinjiang Railway from Akesu to Kashgar Section was recovered.





环保绩效 Environmental Performance

中国铁建本着营造安全、和谐的环境氛围，加大了对环境保护方面的投入，制定并逐渐完善了节能减排管理制度和工作措施，突出重点，细化分解节能降耗目标，做到分工明确，狠抓落实，确保了节能减排工作的严肃性、实效性，实现了节能减排管理的制度化、规范化。

Adhering to creating a safe and harmonious environment and atmosphere, CRCC increases inputting on environmental protection, sets up and perfects management system and working measures in saving energy and reducing emissions; it focuses on the importance, decomposes the target of energy conservation and emission reduction into details, clearly divides the work and strictly implements, so as to ensure the strictness and effectiveness of energy conservation and emission reduction and realize institutionalization and standardization of management of energy conservation and emission reduction.

能源节约 Energy conservation

公司所属各单位认真贯彻落实文件精神，制定并逐渐完善了节能减排管理制度和工作措施，突出重点，细化分解节能降耗目标，全面落实节能减排主体责任，做到分工明确，狠抓落实，确保了节能减排工作的严肃性、实效性，实现了节能减排管理的制度化、规范化。

2010年公司能源消费总量为544万吨标煤，万元营业收入综合能耗（现价）为0.13吨标煤，与2009年同期相比下降27%。2010年公司万元营业收入综合能耗（可比价）为0.158吨标煤，比2005年公司万元营业收入综合能耗0.314吨标煤下降了49.7%，公司顺利完成了国资委下达的到“十一五”期末，中央企业万元营业收入综合能耗比2005年下降20%节能减排管理目标。

All the organizations of the company conscientiously implements spirit of the document, sets up and perfects management system and working measures in energy conservation and emission reduction, focuses on the importance, decomposes the target of energy conservation and emission reduction into details, clearly divides the work and strictly implements, so as to ensure the strictness and effectiveness of energy conservation and emission reduction and realize institutionalization and standardization of management of energy conservation and emission reduction.

The total energy consumption of the company was 5.44 million TCE in 2010; and comprehensive energy consumption of per ten thousand operation revenue was 0.13 TCE (the present price) which decreased by 27% compared with the same period in 2009. Comprehensive energy consumption of per ten thousand operation revenue in 2010 was 0.158 TCE (comparable prices) which decreased by 49.7% compared with that of comprehensive energy consumption of 0.314 TCE per ten thousand operation revenue. The company has successfully realized the management target of energy conservation and emission reduction issued by State-owned Assets Supervision and Administration Commission of the State Council that comprehensive energy consumption of per ten thousand RMB operation revenue for central enterprises shall reduce by 20% compared with 2005 at the end of the “11th-five Plan” period.

案例：

Cases:

中国铁建总部大厦是用电大户，2009年共用电200万余度。为节约能源，公司后勤部门研究制订节能方案，从控制楼内照明到减少制冷空调运行损耗，都制订了详细办法。2010年共用电180余万度，节约用电近20万度，实现节能降耗基本目标。

CRCC Mansion is a big consumer of power and it totally consumed over two million kilowatt-hours in 2009. In order to save energy, logistics departments of the company formulated energy saving plan and worked out detailed measures from controlling of lighting in the building and reduction of wastage brought by running of refrigeration & air-conditioning. In 2010, the building totally consumed over 1.8 million kilowatt-hours power which saved nearly 200,000 kilowatt-hours and realized the basic target of saving energy and reducing emissions.

环境保护 Environmental Protection

环境管理体系： Environmental management system:

导入ISO14001:2004环境管理标准，实行三级管理体系：即股份公司、集团公司、工程公司，各单位设置环境保护业务部门，并相应配备环境保护管理人员。

It introduces ISO14001:2004 Environmental Management Standards and carries out three-tier management system which the three tier means corporation, group company and engineering company. Organizations at all levels shall set up environmental protection business department and equip itself with management personnel responsible for environmental protection.

考核体系： Evaluation system:

公司将环境保护工作纳入股份公司评优、评先考核评比。
The company brings environmental protection operation into the corporation appraisal of excellence and advanced organizations.

环境保护方针： Guideline for environmental protection:

全面规划、合理布局、综合利用、化害为利、依靠群众、大家动手、保护环境、造福人民。
Comprehensive planning, reasonable layout; comprehensive utilization turns the harmful into the beneficial; depending on the masses, acting together, protecting environment, and benefiting the people



年度环境保护目标:

The annual environmental protection target:

- 加强全系统环境保护工作的统一管理和有效开展, 确保各项环境指标满足国家及地方政府要求。其中:
- 施工现场扬尘污染控制在工程所在地政府规定要求以内;
- 施工现场自然环境满足国家和地方政府有关环保法律、法规要求;
- 施工现场相关方的环境行为符合管理体系要求;
- 工程固体废弃物处置率 100%;
- 市政工程施工现场场界噪声达标排放。
- 所有施工活动满足环水保要求。

To strengthen the unified management and effective development of environmental protection operation in the whole system and to ensure that all the environmental indexes meet the requirements of the nation and local governments, in which:

To control the dust pollution of the construction site under the requirement of the local government of the project;

To make sure that the natural environment of the construction site shall meet the requirement of laws and regulations formulated by the nation and local government;

To make sure that the environmental behavior of the related parties on the construction site shall meet the requirement of the management system;

The disposal rate of solid wastes of the project shall be 100%;

Field boundary noise of municipal engineering construction shall be up to the discharge standards.

All the construction activities shall meet the requirement of environmental protection and water conservation.

环境保护流程图

Flow chart of environmental protection



环境保护措施节选

Excerpt of environmental protection measures

重大环境事件应急预案和紧急情况的处置 项目经理部根据工程实际, 分析可能发生的紧急情况, 如: 火灾、爆炸、化学品泄漏、洪水暴发等, 编制《重大环境事件应急预案》, 配备必要的应急抢险物资, 事故发生时按程序组织抢险救灾; 发生重大事故应在 2 小时内上报企业管理层、业主和监理。

Emergency response plan of major environmental events and handling of emergency Department of Project Manager will analyze the emergencies including fire accident, explosion, chemical leaking, flood, etc. according to the actual situation of the project, draw up Emergency Response Plan for Major Environmental Events, equip necessary emergency rescue supplies and organize the emergency rescue when an accident occurs; it shall be reported to the management team, property owner and supervision within two hours when major accident occurs.

野生动物和植物保护

Protection of wild animals and plants:

施工期间, 不得伤害和损害国家和地方保护的野生动物和植物, 如遇珍稀野生动物、植物应加以保护并及时报告当地有关部门。不得围捕、采挖野生动物或植物作为宠物或观赏物。禁止捕食野生动物。在受保护的野生动物繁殖季节, 加强对施工人员保护野生动物的宣传教育, 施工营地应远离野生动物生活区, 加快施工进度, 缩短施工周期, 必要时在野生动物迁徙期间停止施工。对重要野生植物树种, 应予以标识、保护, 防止对其伤害, 如因施工需要进行移种等, 应经当地政府有关部门批准, 按规定要求处置。

During the construction, it shall not injure or damage the wild animals and plants protected by the nation and local government; if rare wild animals and plants are discovered, it shall protect them and promptly report the situation to the relevant local department. It is forbidden to hunt wild animals or dig wild plants to raise them as pets or appreciate them as ornamental objects. It is forbidden to hunt and eat wild animals. During the mating season of the protected wild animals, it shall strengthen the propaganda and education toward the construction workers; camping ground of the construction shall be distant from the living area of wild animals; it shall speed up the construction and reduce the construction duration; construction shall be stopped during migration of wild animals if it is necessary. For the species belonging to important wild plants, it shall be marked and protected and it is forbidden to hurt them; if transplanting of wild plants is required by the construction, it shall be approved by the relevant department of the local government and dealt with them according to the requirement.

● 振动和噪声污染防治

Prevention and treatment of vibration and noise pollution:

施工作业噪声控制。在居民区及单位密集区进行爆破、打桩等施工作业，应选择合理的施工方案，如采用松动爆破、定向爆破、无抛掷小药量爆破等，打桩作业应选择合格的低噪声设备，并加强设备维护，减少振动和噪音扰民。噪声控制应符合地方政府有关标准。在城市市区范围内，施工使用机械设备可能产生超标环境噪声污染的，必须在工程开工三十日以前向工程所在地县级以上人民政府环境保护行政主管部门申报该工程的项目名称、施工场所和期限、可能产生的环境噪声值以及所采取的环境噪声污染防治措施的情况。项目经理部环保管理部门编制作业指导书，按地方和业主要求进行监测，形成监测报告。如发现不符合，应采取纠正措施，限期整改，并跟踪验证。

Controlling of construction noise. When construction operations such as blasting, piling, etc. are needed to carry out in residential area and organization-intensive area, reasonable construction plan shall be adopted, including loosening blasting, directional blasting, blasting of a small amount of blasting gunpowder without throwing, etc.; qualified low-noise equipments shall be selected in the piling operation and the equipments shall be well maintained to avoid vibration and noise to disturb people who live nearby. Controlling of noise shall comply with relevant standard formulated by the local government. In the urban areas, for the noise pollution out of limits because of using of construction machineries and equipments, it shall report the project name, construction area and duration, probable noise value and prevention measures to prevent the noise pollution to the environmental protection administration departments of people's government of county level or above. Environmental management department of Department of Project Manager shall draw up operation instruction, monitor the pollution according to the requirement of the local government and property owner and make monitoring report. If non-compliance situations, it shall take measures to correct, straighten things up within the specified time and make tracking verification.



案例：

Cases:

中国铁建十二局集团承建的青藏直流电力工程，面对施工区域内生态环境脆弱、植被恢复能力较差的实际，牢固树立“不破坏就是最大保护”的理念，及时优化设计，采取多种方法保护生态环境，在对工区营地和施工便道的规划设计时，尽量选取无植被或植被较差的地方，并经审批、优化后施工，使建设施工对环境的影响降到最低限度，为清除野外施工生活中产生的垃圾，特地制作了简易垃圾桶，每天对垃圾进行集中清理；每到节假日，职工们自觉清理“白色垃圾”，清除污染源，受到当地群众和环保部门的好评。

Facing with the fact that ecological environment is poor and vegetation has poor ability to recover in the construction area, Qinghai-Tibet DC Power Project undertaken by China Railway 12th Bureau Group Co., Ltd. firmly establishes the principle that “No damage is the greatest protection”, promptly optimizes the design and takes lots of measures to protect the ecological environment; when it is planning and designing the construction camping ground and construction road, they try their best to select the area where there is no vegetation or poor vegetation and construct after examination and optimization, which reduces impact on the environment by the construction to be the minimum; in order to remove the domestic garbage produced by outdoors construction, they specially make simple trash cans and collectively clean up the garbage everyday; in holidays, all the staff consciously clean up “white trash” and pollution source, which receives good appraisal from local masses and environmental protection department.

中国铁建二十局集团公司施工的锡乌铁路一标是锡林浩特至西乌旗的 160 多公里的土建工程和 239 公里的铺架工程，施工区域全部位于锡林郭勒大草原上。他们在施工前把施工区域的草皮移植到植被稀疏的地方保护起来，等施工完成后再把草皮移植过来，同时在施工场地开辟了动物通道，保证了野生动物在迁徙过程中不受任何伤害。受到了地方政府和蒙古族牧民的高度好评。

First Standardized Project of Xilinhot-Ulanhot Railway constructed by China Railway 20th Bureau Group Co., Ltd. is civil engineering of over 160km and rail laying of 239km on the railway from Xilinhot to West Ujimqin Banner and all the construction areas are located on Xilin Gol Grassland. They transplant the greensward in the construction site to the areas with sparse vegetation for protection and re-transplant the greensward back when the construction is completed. Meantime, they develop animal corridor in the construction site and ensure that the wild animals will not be hurt in their migration, which receives high praise from the local government and Mongolian herders.

中国铁建十五局集团公司在京沪线施工中始终坚持“全面规划、合理布局、综合治理、化害为利、少扰动、多保护、少污染、多防治”原则，专门成立了安全环保工程队，负责全线的便道维护、标识牌维护、现场管理、环保达标等工作，定人定岗定责，将安全文明标准化工地建设纳入规范化管理之中。通过不断地努力，中铁十五局集团公司京沪指挥部环保工作的做法被中央电视台《新闻联播》、《中国青年报》等媒体多次报道。

In the construction of Beijing-Shanghai Railway, China Railway 15th Bureau Group Co., Ltd. adheres to the principle of “Comprehensive planning, reasonable layout, comprehensive governance, turning the harmful into the beneficial, less disturbance and more protection, less pollution and more prevention” and specially set up safety and environmental protection engineering team to be responsible for road maintenance, signage maintenance, on-site management, up-to-standard of environmental protection, etc.; they assigned special personnel and special position to be responsible for the work and bring establishment of safe, civilized and standardized construction site into the standardized management. After unceasing effort, the environmental protection operation of China Railway 15th Bureau Group Co., Ltd. Beijing-Shanghai Railway Headquarters are repeatedly reported by the media including CCTV News, China Youth Daily, etc.

环保办公

Environmental-friendly Office

公司积极宣传推广环保办公理念,培养广大员工节约意识,努力以最小的办公投入创造最大的工作业绩。
The company actively promotes the concept of environmental-friendly office to cultivate employees' awareness of conservation and accomplish maximum achievements based on the minimum office investment.



■ 认真落实企业信息化建设纲要。

Seriously implement corporate informatization construction outline

全年投入 2.1 亿元,相继建成视频会议、财务网上办公、总部机关自动化办公等系统。人力资源、电子商务、施工项目管理、资本运营、法律合规、审计等应用系统建设全面展开,部分系统已上线试运行,企业信息化水平明显提升。

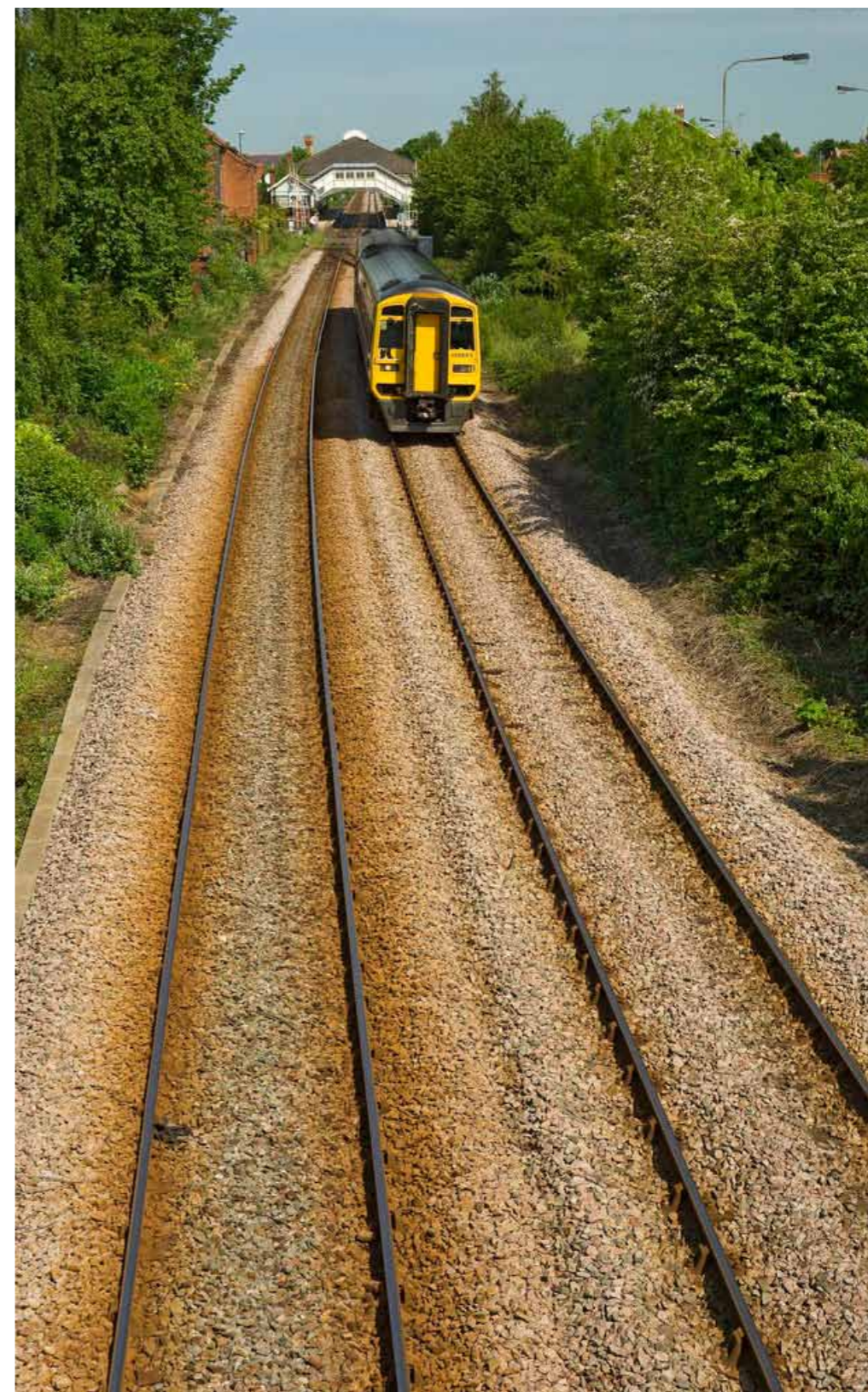
The company invested RMB 210 million in 2010 to build video conference, online office for finance, and automated office system in headquarters. Construction of human resource, e-commerce, construction project management, capital operation, legal compliance and audit application systems were carried out entirely, and parts of the system have been put into use, all of which obviously improve corporate informatization level.

■ 积极推进视频会议系统建设和应用

Actively promote the construction and application of video conference system

公司业务分布点多面广,高度分散,每年会议发生的差旅支出和能源消耗是十分巨大的。通过坚定不移地推进视频会议系统的建设和使用,极大地提高了效率、节约了成本和减少了能源消耗,目前实现了总部到全部集团公司一级的能够召开视频会议,部分所属单位实现了视频会议开到项目部。2010年,公司视频会议系统共使用 26 次、参会 39153 人次、节省费用 5305 万元,同时,减少了会议出差的车辆、飞机等造成的污染。我们将继续朝着视频会议系统全覆盖的目标快速稳步迈进。

Due to wide and highly scattered project locations, the company spends hugely on travel expense and energy consumption caused by conference every year. Construction and application of video conference system greatly improved efficiency, saved cost and reduced energy consumption. So far, video conference can be held between the headquarters and group companies, and parts of subsidiaries and its project departments. In 2010, the company totally held 26 video conferences, 39,153 employees participating and saving cost of RMB 53.05 million. Meantime, it reduces pollution caused by vehicles and airplane for business trip. We will try to realize overall video conference quickly and steadily.



展望
Outlook

2011年是“十二五”的开局之年，是中国铁建加快发展、调整转型的关键之年。我们将充分发扬“铁道兵前无险阻、铁道兵前无困难”的大无畏精神，把“高价值创造力”作为一种标准、一种理念、一种文化、一种境界，统一思想，振奋精神，开拓进取，扎实工作，为实现中国铁建宏伟蓝图努力奋斗！

The year of 2011 is the first year of the 12th Five-year Plan, and it is crucial for CRCC to accelerate development and adjust for transformation. We will further fully develop the spirit of “Railway Corps are not afraid of any difficulty and obstacle” and take “High value creativity” as a kind of standard, concept, culture, and state to unify thought and boost employees’ spirit, forge ahead and make every effort to realize the grant blueprint of CRCC.

推进结构调整，促进转型升级

To carry forward structure adjustment and promote transformation and upgrading

继续加大结构调整力度，加快创效板块发展，促进企业转型升级。着力强化设计咨询的先导作用，着力提升工业制造核心竞争力，着力做强做专做大房地产业务，着力提高物流贸易的综合实力，着力推进资本运营稳健发展，着力增强矿产资源开发能力。

We will strengthen structure adjustment, accelerate the development of beneficial businesses, promote corporate transformation and upgrading, intensify the leading role of design consultation, increase competitiveness, quicken the development of real estate, improve comprehensive strength of logistics, carry forward the steady development of capital operation, and enhance exploration ability of mineral resources.

完善公司治理，促进科学发展

To perfect corporate governance and promote scientific development

科学合理的公司治理机制，是保证企业持续健康发展、基业长青的体制基础。进一步健全科学决策体系，进一步完善考核评价机制，进一步强化内控和全面风险管理，进一步做好信息披露和投资者关系工作，使公司治理更加符合上市公司的要求，更加规范高效。

Scientific and reasonable corporate governance mechanism can ensure healthy and sustainable development of the enterprise. We will further perfect scientific decision making system, complete evaluation mechanism, strengthen internal control and enterprise risk management, improve information disclosure and investor relations, and realize that corporate governance comply with requirements of listed company, more standard and efficient.

强化集团管控，实现精益生产

To strengthen group control and realize lean production

强化集团控制是加快转变经济发展方式的重要途径，是提高经济增长质量、效益的战略要求。继续推进资金集中管理，继续推进统一集中招标采购，继续推进责任成本管理，继续强化经营协调机制，继续推进专业化建设，继续推进工程队、架子队建设，进一步提高经济运行的质量和效益。

Strengthening group control is an important way to accelerate transformation of the mode of economic development and the strategic demand to improve quality and benefit of economic growth. We will continue to carry forward financial centralized management, concentrated tendering procurement and responsibility cost management, intensify operation coordination mechanism, promote specialized construction and project team construction, and further improve quality and benefit of economic operation.

推进科技创新，提升竞争能力

To carry forward scientific innovation and sharpen the competitiveness

实施“科技兴企、创新推动”战略，发挥科技创新对企业发展的引领和支撑作用，实现要素驱动向创新驱动转变，是提升中国铁建技术实力，提高核心竞争力的关键所在。坚定实施“科技兴企”战略，调整优化科技布局，突出科技创新重点，完善科技创新保障体系。

Implementing strategy of “Technology oriented and innovation focused”, bringing technical innovation into play, and realizing transformation from factor drive to innovation drive are the keys to increase technical strength and improve core competitiveness of CRCC. We will firmly implement technology oriented strategy, adjust and optimize technology layout, highlight technical innovation key points, and perfect technical innovation guarantee system.



强化培养使用，提高人才素质

To intensify cultivation and usage and improve talent quality

人才是企业发展的第一要素、第一资源、第一推动力，是转型之要、生产之本、活力之源。按照“数量充足、素质优良、结构合理、专业匹配”的要求，建设五支队伍，推进七大工程，控制员工总量，提高员工素质，坚持以用为本，培养引进并重，形成人才辈出、人尽其才、才尽其用的良好局面。

Talent is the first factor, resource and cause for corporate development. And talent is the demand of transformation, basis of production and source of corporate vigor. According to the requirements of “Sufficient quantity, high quality, reasonable structure and matching major”, we will construct five work teams, promote seven projects, control employee quantity, improve employee quality, adhere to human oriented policy, and attach equal importance to talent cultivation and introduction to form a good situation that talents come out in succession, everybody fully displays his talents, and enterprise makes full use of talents.

坚持党群共建，凝心聚力发展

To adhere to co-construction of the Party and the masses for co-development

深入开展创建“四好领导班子”活动，继续开展“创先争优”活动，大力推进企业文化建设，切实加强党风廉政建设，加强对群团工作的领导，充分发挥工会和职代会在民主管理、民主决策、民主监督中的作用，建立和谐劳动关系，切实履行“三不让”承诺，构建内和外顺，稳定繁荣的企业环境。

We will deeply advocate activities of “Four-Good Leaders” and “Excellent Performance”, greatly promote corporate culture construction, strengthen the construction of the Party’s style and a clean governance, fully play the roles of labor union and workers representative congress in democratic management, decision making and supervision, build harmonious labor relation, fulfill commitment of “three-intolerance”, and construct harmonious, stable and prosperous corporate environment.

