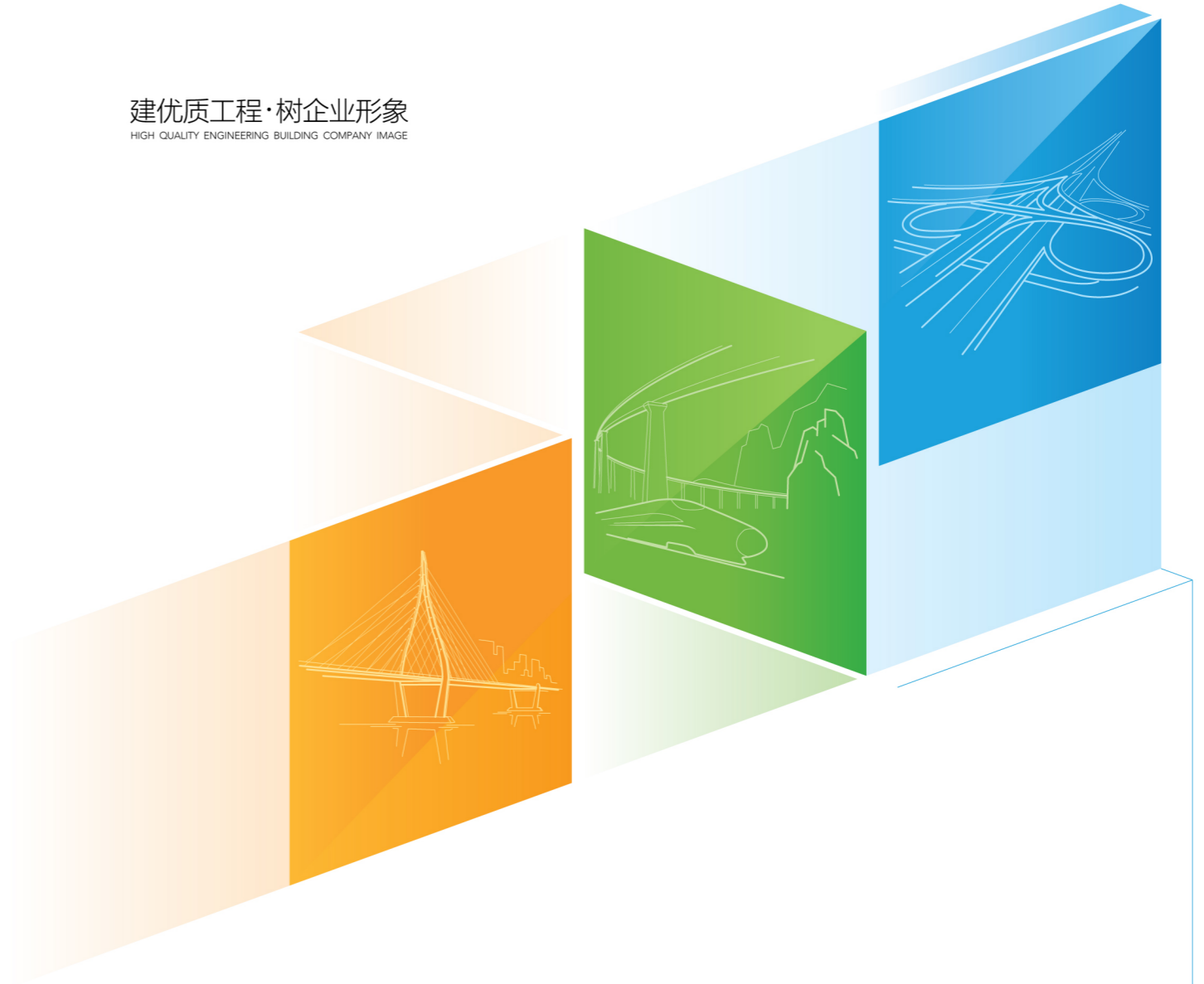




中国铁建 2013 年社会责任报告

CHINA RAILWAY CONSTRUCTION CORPORATION LIMITED SOCIAL RESPONSIBILITY REPORT 2013

建优质工程·树企业形象
HIGH QUALITY ENGINEERING BUILDING COMPANY IMAGE



2013


中国铁建社会责任报告

CHINA RAILWAY CONSTRUCTION CORPORATION LIMITED
SOCIAL RESPONSIBILITY REPORT

中国铁建股份有限公司
China Railway Construction Corporation Limited

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 本报告采用环保再生纸制作

报告说明 REPORT SPECIFICATION

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报告说明：本报告披露的财务数据如与年报有出入，以财务报告为准，其他数据来自公司内部统计。本报告中所涉及货币金额以人民币作为计量币种，特别说明的除外。在报告中，为了便于表述和阅读，“中国铁建股份有限公司”还以“中国铁建”、“公司”、“我们”等表示。

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Report Description: The financial data disclosed shall be subject to the company's financial report in case of any discrepancy with the annual report. Other data are based on the company's preliminary statistics. In this report, the currency amount is accounted by the RMB to take unless with special explanation. For the convenience of indication and reading, "China Railway Construction Corporation Limited" is abbreviated for "CRCC", "Company", "We", etc.

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The Board of Directors and all the directors of China Railway Construction Corporation Limited (CRCC) guarantee that the content of the report carries no false recordings, misleading statements or major omissions, and undertake individual and joint liability for the authenticity, accuracy and integrity.

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展望 FUTURE OUTLOOKS

董事长致辞



2013年是中国铁建深化改革、快速发展的一年。在公司“十二·五”发展规划的战略指引下，中国铁建把持续健康发展作为全部工作的总基调，科学研判形势，抢抓发展机遇，着力稳增长、调结构、强基础、提效益、转作风、上水平，取得了良好成绩。公司主要经济指标均创历史新高，首次进入《财富》“世界500强”100强行列，再次荣登美国《工程新闻记录》(ENR)杂志“全球250家最大承包商”首位，获得标普国际信用评级A-的全球建筑业最高信用级别。

中国铁建牢记中央企业的光荣使命，践行“建筑报国”的价值理念，时刻听候国家和人民的召唤。在地震、洪涝等自然灾害的抢险工作中，中国铁建冲锋在前，是国家抗灾抢险、灾后重建的主力军之一，受到灾区群众、地方政府以及社会的高度评价。中国铁建积极响应国家“高铁外交”，制定实施“大海外”发展战略，推动中国高铁走出国门。新年伊始，由中国铁建承建的土耳其安伊高速铁路正式通车运营，标志着中国高铁“走出去”迈出实质性步伐。

中国铁建以“交付用户满意产品，建造优质精品工程”为目标，把建造优质精品工程、满足社会客观需要作为履行社会责任的首要任务，坚持在发展中化解对能源和环境的压力；坚持以科技为先导，加强科技自主创新，加快科技成果转化，持续提高建筑产品科技含量，构建资源节约型、环境友好型企业。中国铁建致力于安全生产，强化安全生产理念和意识教育，构建自上而下的安全控制网络，筑牢安全生产防线，实现企业长治久安。

中国铁建积极参与社会公益事业，坚持以良好的投资收益和公司成长回报股东和社会。在经济效益持续提升的同时，公司对社会公益的认识持续深化，广泛开展对口扶贫、支持教育、志愿者服务等多种形式的社会公益活动，用实际行动贡献力量、回馈社会，树立了良好的社会形象，有力提升了企业的价值和竞争力，逐渐形成“企业发展——回馈反哺社会——促进企业发展”的良性循环。

中国铁建的成长进步得益于国家和社会各界的关心和支持。公司在六十多年的发展历程中，始终坚守中央企业的社会责任，持之以恒地把社会责任融入到企业的经营管理之中，在不断建造优质精品工程的同时，努力追求自身经济效益和人与自然、社会的和谐共生。2014年，中国铁建将继续履行“中国建筑业领军者，全球最具竞争力的大型建设集团”的企业使命，把握机遇，加快发展，勇挑社会责任重担，深化和谐共赢理念，向建设“企业兴盛、员工幸福、社会尊重、具有高价值创造力、世界一流的跨国建筑产业集团”迈进。

中国铁建股份有限公司董事长 孟凤朝

ORATION OF CHAIRMAN OF THE BOARD

The year 2013 is a year of deep reform and rapid development for CRCC. Under the guidance of company's twelfth five year plan, CRCC took the sustainable and healthy development as the keynote of all work, judged the trends scientifically, seized the opportunities, focused on steady growth, structure adjustment, basis enhancement, benefit improvement, style change, standards raise and achieved good results. CRCC's main economic indicator hit a record high, for the first time CRCC stepped into the top 100 of Fortune 500 Company, once again topped the ENR Magazine list of Global 250 Largest Contractors and got A from S&P international credit rating -the highest credit rating of global construction industry.

CRCC kept the glorious mission of central enterprises in mind, implemented the concept of "construction serves the country" and always ready for calls of the country and the people. In the emergency rescue and disaster relief after earthquakes, floods and other natural disasters, CRCC led from the front and was one of the main forces of disaster relief and post-disaster reconstruction whom was highly evaluated by the people, local government and society in disaster areas. CRCC actively responded to the nation's "high-speed railway diplomacy", conducted the "overseas strategy" and promoted China's high speed railway go global. At the beginning of the New Year, the high-speed railway from Ankara to Istanbul in Turkey constructed by CRCC officially opened to traffic operation, which marked the CRCC's substantive steps to go global.

With the goal of delivering satisfied products to users and creating high-quality projects, CRCC considered the construct of high-quality projects and meet the objective requirements of society as its first task to fulfill social responsibilities, stuck to dissolve the pressure of energy and environment in the development; CRCC always adhered to take the science and technology as the guide, strengthened the independent innovation of science and technology, speeded up the transformation of scientific and technological achievements, continued to raise technological content of construction products and built a resource-conserving and environmental-friendly enterprise. CRCC was devoted to production safety, strengthened the concept of production safety and education awareness, built the safety control network from top to bottom, constructed the safety production line firmly and realized the long-term stability of CRCC.

CRCC actively participated in public welfare and returned the shareholders and society with good investment income and corporate growth. With the ascension of economic benefits, CRCC continued to deepen the understanding of social public welfare, carried out various public activities such as provide poverty alleviation aid to the designated sister regions, support education, volunteer services, etc, gave back to society with practical actions, establish a good social image, effectively enhanced the value and competitiveness of CRCC and gradually formed the virtuous circle of "enterprise development - feedback society- promote enterprises' development".

CRCC's growth and progress benefited from care and support of all walks of life. In the over 60 years' development progress, CRCC has always stick to the social responsibilities of central enterprises, consistently integrated social responsibilities into the operation and management, strived to pursue harmonious coexistence among economic benefits, nature, society while constantly construct high-quality projects. In 2014, CRCC will continue to perform the mission of "China's construction industry leader and the world's most competitive construction group", seize opportunities, speed up development, take on heavy social responsibilities, deepen the harmonious and win-win concept and move forward to become the world's first-class multinational construction industry group with flourishing enterprises, happy employees, social respect and high value creativity.

Meng Fengchao

China Railway Construction Corporation Limited
Chairman of the Board Meng Fengchao

总裁致辞



中国铁建是一支有着铁道兵光荣传统的队伍，在 66 年的发展历程中，我们“逢山凿路，遇水架桥”，为祖国开辟钢铁大动脉，在市场大潮中激流勇进，为中国企业“走出去”勇当开路先锋，时至今日，已经打造形成了包括投融资、规划研究、勘察设计、建设施工、物资采购、设备制造、监理咨询以及运营管理在内的完整产业链，业务遍及全球 70 多个国家和地区，发展成为全国乃至全球最具实力的综合建筑企业之一，在世界 500 强企业中排名第 100 位，并被评为“2013 年度中国上市公司最具社会责任感企业”。

过去的 2013 年，是承前启后、继往开来的一年，我们紧紧围绕抓改革、夯基础、强管理，努力打造企业发展升级版思路，求真务实、扎实工作，新签合同额、营业收入、净利润、缴纳税金分别达到 8534.8 亿元、5867.9 亿元、104.4 亿元和 224.85 亿元，分别同比增长了 8.1%、21.2%、20.4% 和 17.9%，均创历史最高水平，圆满完成了国有资产保值增值的任务。

我们秉承“绿色施工”的理念，高度重视生态环境保护，使用再循环绿色节能建材，不断改进施工工艺技术，最大限度降低资源损耗和空气粉尘污染，促进企业与自然、工程与环境协调发展。

我们贯彻“安全第一、预防为主”的方针，不断健全安全生产责任制度，构建“全覆盖、无遗漏”的安全质量监控体系，以强有力的措施整治事故隐患，严防事故发生，保障员工生命安全，确保工程经得起历史的检验。

我们牢记“共和国长子”和人民铁军的庄严使命，积极参与四川雅安强烈地震救灾抢险和青海玉树灾后重建，受到社会各界广泛好评，在国家和人民需要的关键时刻，坚决做到了靠得住、信得过、拉得上、打得赢。

我们响应国家号召，千方百计吸纳就业，全年新解决就业岗位 100 余万人，并切实保障员工的合法权益，积极促进广大员工共享企业发展成果，为维护社会稳定做出了积极贡献。

我们投身扶贫济困、支教助学等社会公益活动。改善贫困地区医疗设施等基础设施建设，成立“铁建爱心助学基金”，切实履行“三不让”承诺，用实际行动回馈职工群众、回馈社会。

我们紧跟国家“走出去”步伐，带动资本、劳务、设备及技术的海外输出。积极融入当地社会，开展“属地化”经营，解决当地民众就业问题，海外雇员达 3.9 万人，推动了当地经济社会发展，树立了负责任的企业形象。

2014 年，是我国全面深化改革的关键年，也是中国铁建改革发展的攻坚年，我们将把深化改革和强化管理贯穿于企业发展各个领域各个环节，进一步理顺体制机制，不断加强基础管理和集团管控，着力改善发展质量和效益，抓住机遇，真抓实干，全力推动市场开发水平、项目增收创效水平、产业协调发展水平、科技创新水平、资产质量水平、职工收入水平、企业美誉水平等各方面全面升级。我们将继续在遍布全球的 10000 多个项目的建设落实转变发展方式、保护资源环境、改善民生、节能减排等一系列要求，坚持企业与社会、与自然环境协调发展，坚持与海内外朋友实现合作共赢，共同创造更加美好的明天！

中国铁建股份有限公司总裁 张宗言

ORATION OF PRESIDENT

CRCC is a team with glorious traditions of railway corps, from the 66 years development experience , we cut paths through the mountains and built bridges across the rivers, constructed trunk railways for our motherland, we fight in the market trend, went global and led from the front for Chinese enterprises, up to this day, we have established a complete industrial chain from investment and financing, planning researches, survey and design, construction, materials procurement, equipment manufacturing, supervision consulting to operational management, operated in more than 70 countries and regions in the world, developed into the most powerful comprehensive construction enterprise nationwide and even globally, stepped into the top 100 of Fortune 500 Company and rewarded the “2013 the Most Socially Responsible Enterprise in China's Listed Companies”.

The year of 2013 inherited the past and would forge ahead into the future, we closely focused on the idea of promoting reform, laying solid foundation, reinforcing management and trying to update enterprises, be realistic and took practical measures, the new signed contracts, operation income, net margin and taxes were 853.48 billion yuan, 586.79 billion yuan, 10.44 billion yuan and 22.485 billion yuan, which respectively increased 8.1%, 21.2%, 20.4%, 17.9% and all were at their highest level, we have successfully completed the task of preserving and increasing the value of state-owned property.

We adhered to green construction concept, put a new premium on ecological environmental protection, used recycling energy-saving building materials, continuously improved the construction technology, minimized the resource depletion and dust pollution and promoted the harmonious development of enterprises and natural as well as engineering and environment.

We carried out the policy of "safety first, prevention first", continuously improve the safety production responsibility system, constructed the safety quality control system of “full coverage and no missing”, controlled the hidden danger with strong measures, took strict precautions against accidents, guaranteed employees' life security and ensured all projects stand the test of time.

We, the eldest son of the Republic and invincible army of the people, always kept the grand mission in mind, participated in the rescue and relief work of Ya'an terrible earthquake in Sichuan Province and post-disaster reconstruction of Yushu in Qinghai Province, received high praise from all walks of life and we firmly did reliable, trustworthy, prepared and winnable work at the critical moment when needed by the nation and the people.

We responded to the call of the country, made every endeavor to absorb labors, provided new jobs to over 1 million people throughout the year, guaranteed the employees' legal rights and interests, promoted all employees to share fruits of development and played a positive role in maintaining social stability.

We devoted to the public welfare activities such as helping the poor and voluntary teaching. We have improved the infrastructure constructions such as the medical facilities in poor areas, founded “CRCC Education Fund”, fulfill the “Three No” commitment and gave back to employees and society with practical actions.

We closely followed the nation's pace to go global and drove overseas output of capital, labor, equipment and technology. We assimilated into the local society vigorously, implemented localization operation, solved the local employment problems, hired 39,000 overseas employees, promoted the local economic and social development and set up the responsible enterprise image.

The year 2014 is the key to comprehensively deepen reforms in our country, it is also the hard year for CRCC's reform and development, we will deepen reform and strengthen management throughout every fields and links of enterprises, further improve the system and mechanism, constantly enhance basic management and group control, strive to improve the developing quality and efficiency, seize the opportunities, adhere to a down-to-earth working style, actively promote the market development level, profits generating level, industries' harmonious development level , science innovation level , employees' income level and enterprises' reputation. We will implement the requirements such as transform develop mode, protect resources and environment, improve people's livelihood, save energy and reduce emissions in the construction of more than 10,000 projects all over the world,, adhere to the harmonious development of the enterprise, the society and natural environment, stick to achieve win-win cooperation with friends at home and abroad and work together to create a better tomorrow!

Zhang Zongyan

China Railway Construction Corporation Limited
The President Zhang Zongyan



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公司概况

COMPANY PROFILE

前身是铁道兵的中国铁建股份有限公司（中文简称中国铁建，英文简称 CRCC），由中国铁道建筑总公司独家发起设立，于 2007 年 11 月 5 日在北京成立，为国务院国有资产监督管理委员会管理的特大型建筑企业。2008 年 3 月 10 日、13 日分别在上海和香港上市（A 股代码 601186、H 股代码 1186），公司注册资本 123.38 亿元。

公司业务涵盖工程建筑、房地产、特许经营、工业制造、物资物流、矿产资源及金融保险，已经从以施工承包为主发展成为具有科研、规划、勘察、设计、施工、监理、维护、运营和投融资的完善的行业产业链，具备了为业主提供一站式综合服务的能力，并在高原铁路、高速铁路、高速公路、桥梁、隧道和城市轨道交通工程设计及建设领域确立了行业领导地位。

公司是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，经营业务遍及除台湾省以外的全国 31 个省、自治区、直辖市和香港、澳门特别行政区，以及世界 69 个国家。

China Railway Construction Corporation Limited (abbreviated for China Tiejian in Chinese and CRCC in English), whose predecessor was the railway engineering corps, was launched exclusively by China Railway Construction Corporation, headquartered in Beijing on November 5, 2007, and became an ultra-large construction enterprise managed by the State-Owned Assets Supervision and Administration Commission under the State Council. On March 10 and 13, 2008, the company issued stocks respectively in Shanghai and Hong Kong (A Share Code: 601186; H Share Code: 1186). The company owns registered capital of RMB 12.338 billion.

The business of the company covers engineering contracting, real estate development, franchise, industrial manufacturing, logistics and materials trading, mineral resources, and capital operation, which has evolved into a perfect industry chain with scientific research, planning, survey, design, construction, supervision, maintenance, operation and investment and financing from the main business of construction contracting, empowering the company to deliver one-stop comprehensive service to its proprietors. The company has also established its leading role in the industry in such fields as plateau railway, high-speed railway, highway, bridge, tunnel and urban rail traffic engineering design and construction.

CRCC is one of the most powerful and largest comprehensive construction groups in China and even in the world. It has made its presence in 31 provinces except for Taiwan, autonomous regions, municipalities directly under the central government, Hong Kong and Macau Special Administrative Regions and 69 foreign countries.

企业理念

CORPORATE PHILOSOPHY



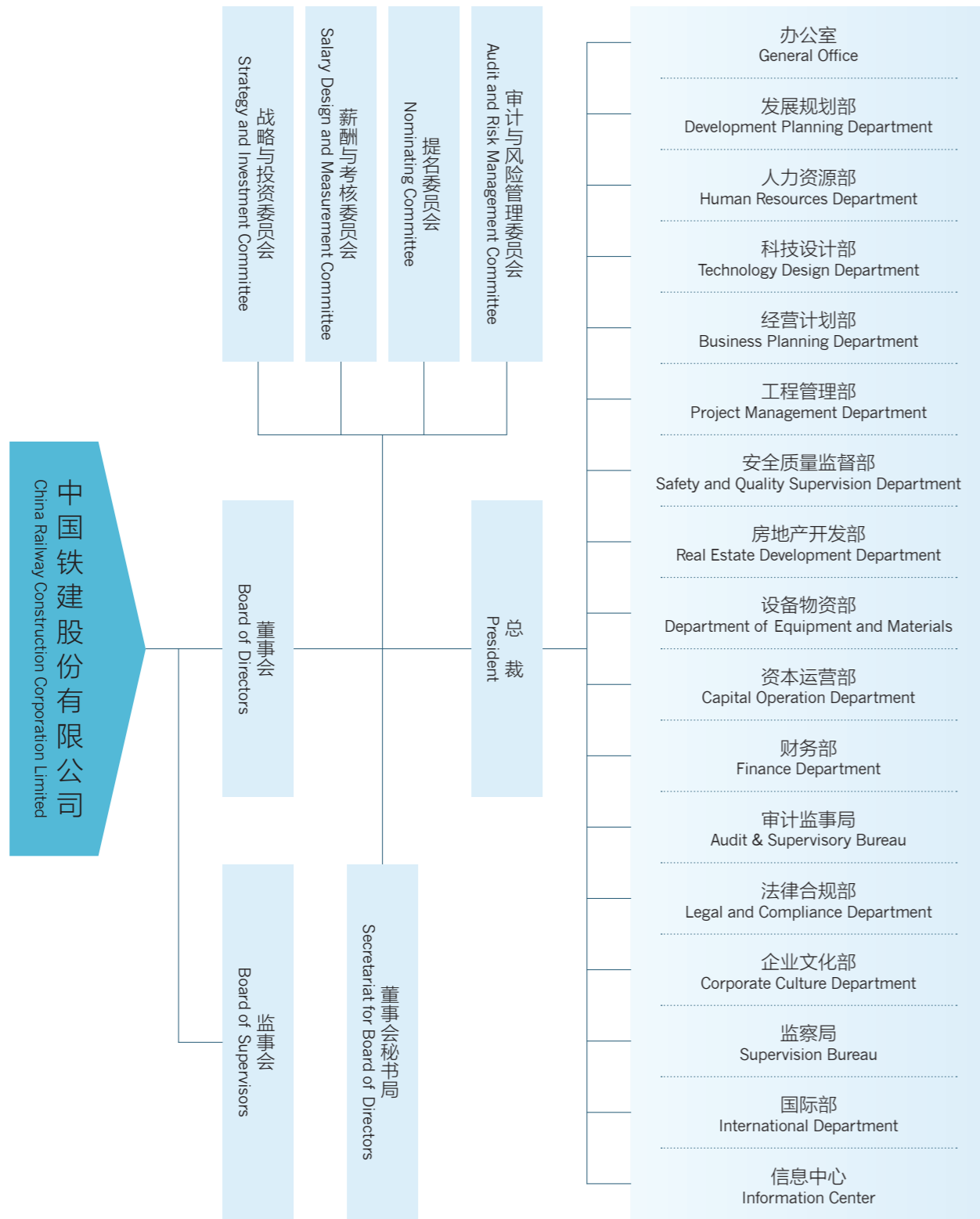
建筑为本、相关多元、一体运营、转型升级，发展成为经济实力国际领先、技术实力国际领先、竞争实力国际领先，具有高价值创造力的跨国建筑产业集团。

Construction orientation, diversified development, integrated operation, transformation and upgrading; evolution into a transnational construction corporation with internationally advanced economic, technological and competitive strength, and high value creativity.

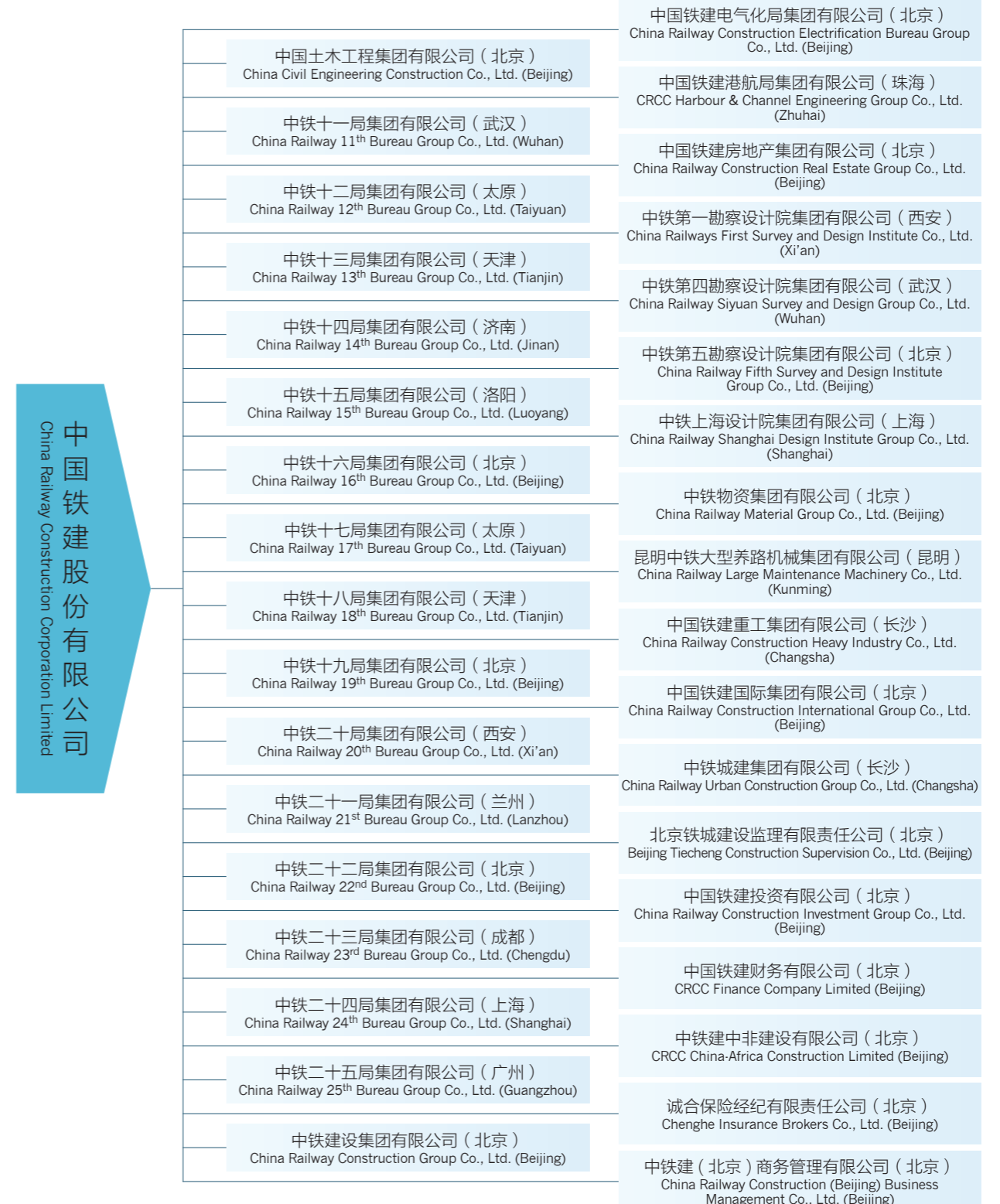
紧紧抓住我国二十一世纪头二十年全面建设小康社会的战略机遇，抢抓机遇保增长，调整优化上水平，加强管理降风险，深化改革转机制，把中国铁建建设成为产业多元化、经营集约化、管理科学化，资金雄厚、人才荟萃、设备精良、技术先进、效益最佳的“中国建筑业领军者，全球最具竞争力的大型建设集团”。

Tightly grasping the strategic opportunity of building a well-off society in an all-round way in China, seizing the opportunity to ensure the growth, adjusting and optimizing to reach a higher level, strengthening the management to reduce the risks, and deepening the reform to transfer the mechanism, with a view to establishing our CRCC as a leader of China's construction industry as well as the world's most competitive large-scale construction group with diverse industries, intensive management, strong financial background, a feast of talents, sophisticated equipment, leading-edge technologies and best benefits for CRCC.

组织架构 CORPORATE GOVERNANCE STRUCTURE



二级单位 SECONDARY UNITS



社会贡献 SOCIAL CONTRIBUTION

经济指标 Economic Indicators

新签合同额 8,534.835 亿元，完成营业收入 5,867.90 亿元，实现净利润 104.39 亿元，新签合同额、营业收入、净利润均创历史最高水平。

The economic indicators of CRCC hit a record high. For the whole year, the total amount of newly signed contracts reaches RMB853,483.5 million. The operation revenue amounts to RMB586.790 billion. The Group records a net profit of RMB10.439 billion.

施工生产 Construction

完成隧道 1304 折合公里、桥梁 1265 折合公里、铁路正线铺轨 7113 公里、铁路站线铺轨 1290 公里、公路 2784 公里、房屋竣工面积 1236 万平方米、土石方 12.1 亿立方米。

The company has constructed tunnels up to 1,304 km, bridges of 1,265 km and highways of 2,784 km, laid main line track of 7,113 km and branch line track of 1,290, and completed housing of 12.36 million square meters and earthwork engineering of 1.21 billion cubic meters.

社会就业 Social employment

接收高校毕业生 11820 人、吸纳劳务工约 199 万人、安置 2268 名残疾人就业。

We have totally offered 11,820 job opportunities to college graduates and about 1.99 million to rural migrant workers. With close attention to equal opportunity in employment, we have also tackled employment difficulties facing 2,268 disabled persons.

依法纳税 Taxation

全年共缴纳各类税费 224.85 亿元。

A total of RMB22.485 billion in taxes is paid throughout the year.

精品工程 High-quality projects

获得中国建设工程鲁班奖 4 项，国家优质工程金奖 1 项，国家优质工程银奖 16 项，国家科技进步奖 3 项，中国土木工程詹天佑奖 9 项。

We have won four Lu ban Prizes for China Construction, one "National Excellent Project Gold Award", 16 "National Excellent Project Silver Awards", three prizes of "National Award for Science and Technology Progress", and nine Zhan Tianyou Civil Engineering Awards.

节能环保 Energy conservation and environment protection

公司非工业万元营业收入综合能耗（可比价）为 0.1117 吨标煤，同比下降了 8.7%。

签署由中国企业联合会、中国工业经济联合会、中国上市公司协会共同发起的《中国企业界应对气候变化倡议书》。

The comprehensive energy consumption per ten thousand yuan operating revenue in 2013 was 0.1117 TCE (comparable prices), representing a decrease of 8.78% year on year.

Signed by the China Enterprise Association, Chinese Federation of industrial economics, Chinese listing Corporation Association jointly launched the "Chinese businesses deal with climate change initiative".

社会评价 SOCIAL APPRAISALS



“世界 500 强企业” 排名，列第 100 位；

Ranked 100 in the list of Fortune Global 500;



“中国企业 500 强” 排名，列第 11 位；

Ranked 11 in the list of China Top 500 Enterprises;



《工程新闻记录》（ENR）“最大 250 家全球承包商” 排名，列第 1 位；

Tops the global 250 largest contractors, released by the American magazine, Engineering News Record (ENR);



获第九届中国上市公司董事会金圆桌论坛暨金圆桌奖 “优秀董事会”；

Honored "Best Board of Directors" in the 9th selection of Golden Round Table Prize for Board of Directors of China's Listed Companies;



被第七届中国上市公司市值管理高峰论坛评为“资本品牌价值百强”；

Named among the top 100 most valuable brands at the 7th Forum on Management of Market Capitalization of China's Listed Companies;



在“中国上市公司百强”评选中，获“2013 中国上市公司综合实力 100 强”和“2013 中国上市公司最具社会责任感企业”；

Recognized among the 2013 top 100 China's listed companies in terms of comprehensive strength and the 2013 China's most socially responsible listed companies in the selection of Top 100 China's Listed Companies;



在中国证券金紫荆奖评选中，获“最具品牌价值上市公司”；

At the China Securities Golden Bauhinia Awards, selected as one of China's Listed Companies with Most Valuable Brands”;



获《IR Magazine》颁发的“优秀投资者关系奖”。

Granted "Best Investor Relations Award" by IR Magazine.



参与的主要社会组织

MAJOR SOCIAL ORGANIZATIONS JOINED BY CRCC

序号	名称	任职资格
1	中国企业联合会、中国企业家协会	副会长单位
2	中国施工企业管理协会	副理事长单位
3	中国建筑业协会	常务理事单位
4	中国铁道工程建设协会	副理事长单位
5	中国公路建设行业协会	副理事长单位
6	中国铁道企业管理协会	常务理事单位
7	中国地方铁路协会	常务理事单位
8	中国水利工程协会	副会长单位
9	中国城市轨道交通协会	副会长单位
10	中国招标投标协会	副会长单位
11	中国安全生产协会	常务理事单位
12	中国水利企业协会	理事单位
13	中国内部审计协会	理事单位
14	中国质量协会	会员单位
15	中国设备管理协会	会员单位
16	中国会计学会	会员单位
17	中国注册会计师协会	会员单位
18	中国国际商会	副会长单位
19	中国对外承包工程商会	副会长单位
20	中国非洲人民友好协会	理事单位
21	中国 - 拉美企业家理事会	理事单位
22	中国 - 阿拉伯联合商会	副理事长单位
23	中国企业文化促进会	会员单位

No.	Organizations	Qualifications
1	China Enterprise Confederation / China Entrepreneur Association	Deputy-Chairman membership
2	China Association of Construction Enterprise Management	Deputy Director-General membership
3	China Construction Industry Association	Standing council membership
4	China Association of Railway Engineering Construction	Deputy Director-General membership
5	China Highway Construction Association	Deputy Director-General membership
6	China Association of Railway Enterprise Management	Standing council membership
7	Local Railway Association of China	Standing council membership
8	China Water Engineering Association	Deputy-Chairman membership
9	China Association of Metros	Deputy-Chairman membership
10	China Tendering & Bidding Association	Deputy-Chairman membership
11	China Association of Work Safety	Standing council membership
12	China Water Enterprises Confederation	Council membership
13	China Institute of Internal Audit	Council membership
14	China Association for Quality	Ordinary membership
15	China Association of Plant Engineering	Ordinary membership
16	Accounting Society of China	Ordinary membership
17	China Association of Chief Financial Officers	Ordinary membership
18	China Chamber of International Commerce	Deputy-Chairman membership
19	China International Contractors Association	Deputy-Chairman membership
20	Chinese- African People's Friendship Association	Council membership
21	China- Latin America Business Council	Council membership
22	China-Arab Joint Chamber of Commerce	Deputy Director-General unit
23	China Enterprise Culture Improvement Association	Ordinary membership



中国铁建完善法人治理结构，建立健全各项规章制度，加强风险防控，严格信息披露，保护股东利益，努力实现企业可持续发展。

The CRCC goes all out to improve its corporate governance structure, establish and enhance laws and regulations, invest more in prevention and control of potential risks, perfect the information disclosure system and protect interests of shareholders in such a manner as to achieve sustainability of CRCC.



健全治理结构 13 Improve Corporate Governance Structure	严格信息披露 15 Strictly Control Information Disclosure	做好投资者关系 16 Perform Well in Investor Relations
完善内部监控体系 17 Improve the Internal Monitoring Mechanism	夯实管理基础 22 Tamping Management Foundation	



健全治理结构

IMPROVE CORPORATE GOVERNANCE STRUCTURE

公司按照《公司法》、《证券法》等法律法规，建立健全了法人治理结构，股东大会、董事会、监事会、经理层分工明确，职责清晰，有效制衡，协调运转。董事会下设战略与投资委员会、审计与风险管理委员会、薪酬与考核委员会、提名委员会共4个专门委员会，为董事会重大决策提供咨询、建议，保证董事会科学、专业、高效。

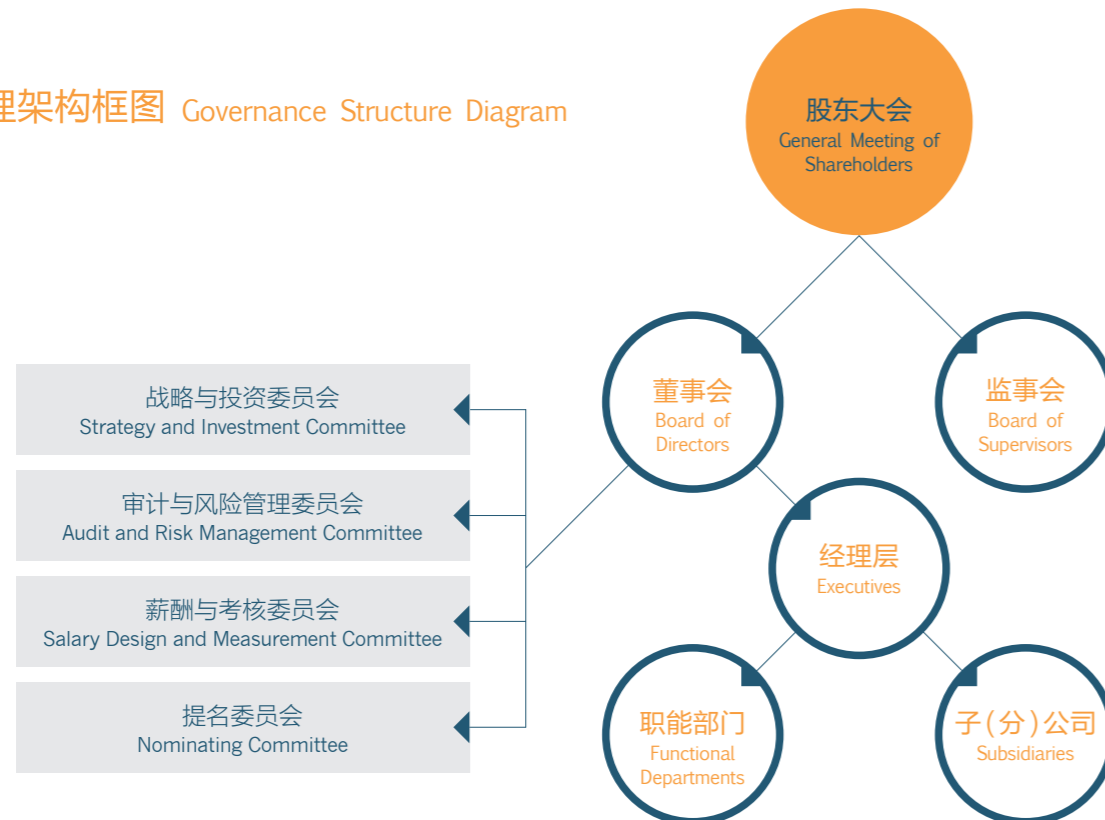
We have established and perfected our corporate governance structure in accordance with the Company Law, the Securities Laws and other relevant laws and regulations. Under the governance structure, clear-cut responsibility division, coordinated operation as well as effective checks and balances have been put in place among the General Meeting of Stockholders, Board of Directors, Board of Supervisors, and the Executives. The Board of Directors has four specialized committees: Strategy and Investment Committee, Audit and Risk Management Committee, Salary Design and Measurement Committee and Nominating Committee, which are configured to provide consultation and proposals for the Board of Directors so as to ensure a scientific, professional and effective policy-making of the Board of Directors.

强化制度建设 Strength Mechanism Development

公司继续加强制度建设，2013年修订了《中国铁建股份有限公司董事会提名委员会工作细则》、《中国铁建股份有限公司信息披露管理办法》，保证了各项工作有章可循，依法合规。

Greater efforts have been made in 2013 for enhanced system construction. Revisions have been made to the Work Rules for Nominating Committee Under the Board of Directors of CRCC and the Management Method on Information Disclosure of China Railway Construction Corporation Limited, thereby allowing our employees to have rules and laws to follow in their work.

治理架构框图 Governance Structure Diagram



召开会议情况

Concerning Conferences by the General Meeting of Shareholders, Board of Directors and its Specialized Committees

2013年，共召开年度股东大会1次，审议12个议案；召开董事会12次，审议63个议案。董事会专门委员会共召开22次会议，审议52个议题，其中：提名委员会召开2次，审议3个议题；战略与投资委员会召开7次，审议21个议题；薪酬与考核委员会召开5次，审议9个议题；审计与风险管理委员会召开8次，审议20个议题。

In 2013, the company held one annual general meeting at which 12 proposals were deliberated; 12 meetings of Directors with 63 proposals discussed. The specialized committees held 22 meetings, including two meetings (3 proposals considered) held by the Nominating Committee; seven (21 proposals discussed) held by the Strategy and Investment Committee; eight meetings (20 proposals discussed) of the Audit and Risk Management Committee; and five meetings (nine proposals discussed) of the Salary Design and Measurement Committee.

严格信息披露

STRICTLY CONTROL INFORMATION DISCLOSURE

公司严格按照各证券交易所规定，拓宽信息渠道，加大信息反馈，努力打造负责任的上市公司。按照证券监管机构要求和《中国铁建股份有限公司内幕信息知情人管理制度》的规定，加强内幕信息保密管理的相关措施，确保内幕信息安全可控，有效保护了公司股东、债权人的合法权益。

2013年在上交所披露45个临时公告、6个定期报告、10个H股公告、1个股东大会会议资料、2个公司治理文件、15个其他各类文件。在香港联交所披露64个公告与通告、2个财务报表、13个通函、12个月报表、1个委任代表表格、1个债券及结构性产品的中文文件；共披露53个英文文件。

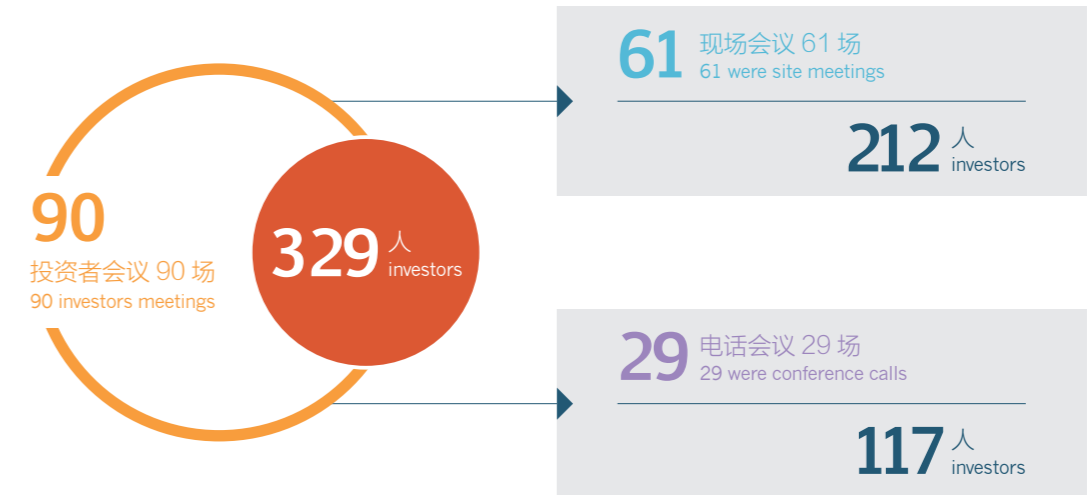
The company, by following the regulations of the stock exchanges, has made way for wider information channels and greater information feedback so as to emerge itself as a highly reliable listed corporation. In addition, in response to the requirements of securities regulators and regulations in the Management System of Information Insiders of CRCC, the Group also invested more in confidential management of internal information to make the internal information in a secure and controllable manner, thereby effectively protecting the legal rights and interests of the company's shareholders and creditors.

In 2013, CRCC unveiled a series of documents at Shanghai Stock Exchange including 45 interim announcements, 6 periodic reports, 10 H-shares announcements, 1 paper from the General Meeting of Shareholders, 2 corporate governance papers and 15 other documents. It also revealed documents at Hong Kong Stock Exchange including 64 announcements and notices, 2 financial statements, 13 circular letters, 12 monthly reports, one form of proxy, and one Chinese version of bonds and structural products. 53 English documents were disclosed.



做好投资者关系

PERFORM WELL IN INVESTOR RELATIONS



公司高度重视投资者关系工作，努力加强服务投资者和回报投资者的意识，做好投资者来电、来函及来访接待，保证股东及时、准确了解公司情况，有效行使股东权利，不断提升市场透明度，促进公司与投资者之间的良性互动，实现公司价值最大化和股东利益最大化。

2013年，公司召开投资者会议90场，接待人数329人。其中现场会议61场，接待人数212人；电话会议29场，接待人数117人。参加路演及投资机构安排的公司重要投资者见面活动共130场，会见投资者379人。

As a full-fledged corporation, our company highly values investor relations and makes unremitting efforts to enhance the awareness of serving and rewarding our investors, proactively respond to the incoming calls, letters and visits of investors, assure the shareholders to know the company dynamics timely and precisely, efficiently exercise shareholders' rights and give a lift to market transparency. All the above attempts have been made to promote effective interaction between the company and investors and maximize the enterprise value and interests of shareholders.

In 2013, 90 investors meetings were made available, accepting 329 investors, among which 61 were site meetings with 212 investors received and 29 were conference calls with 117 answered. Among others, CRCC also organized a number of road shows and participated in 130 interchange events hosted by investment institutions. Thanks to these activities, we held sound communications with 379 investors.

完善内部监控体系 IMPROVE THE INTERNAL MONITORING MECHANISM

加强内部监控是企业健康发展的内在要求。公司不断完善内部控制、法律法规、内部审计、廉政体系建设，保障企业依法决策、合规管理、防控风险、提升企业竞争力，连续三年位列“迪博·中国上市公司内部控制指数”百强。

As we know that improved internal monitoring is crucial for the company's healthy development, we, in the past year, have more concentrated on building up a more effective system for internal control, internal audit, integrity system as well as laws and regulations while ensuring policy-making and management in accordance with laws and regulations, risks prevention and control, and an increase in corporate competitive edge. Luckily, CRCC has listed among Dean bo China Top 100 Listed Companies Internal Control Index for three consecutive years.

内部控制 Internal Control

公司努力提升内部控制水平，严格防范控制缺陷，满足相关监管机构合规要求和企业自身发展需要。2013年，公司继续秉承“以风险管理为导向、以内部控制为手段”的工作方针，健全风险内控体系，规范风险评估和管理，完善内部控制评价，强化内控缺陷整改，推进专项风险管理研究，突出工作的系统性、实用性和针对性，制定印发了《中国铁建股份有限公司风险信息收集管理办法》、《中国铁建股份有限公司风险评估管理办法》，建立健全了内部控制制度体系，规范了风险辨识、评估流程，进一步加强了对重大风险的监控和管理。

The company strove to level up its internal control and refrain from deficiencies in internal control so as to meet the legal requirements of supervisory bodies concerned and its own development need. In 2013, emphasis was put on the following: carrying forward the company's working guiding principle of orienting towards risks management and employing the means of internal control, to improve the internal control system for potential risks, standardize risks appraisal and management, enhance internal control evaluation, overhaul internal control defects, push for a special program on risks management research, and highlight our systematic, practical and targeted work. Besides, we also formulated and issued the CRCC Management Method for Collection of Information on Risks and the CRCC Management Method for Risk Appraisal, developed an internal control system, smoothened the risk identification and appraisal procedures and further made greater efforts on monitoring and management of major risks.

法律合规 Legal Compliance

公司建立了以总法律顾问制度为核心的法律合规体制机制，34家二级企业设立了总法律顾问，在项目部普遍设立了兼职法律联络员。

规范合同管理工作，印发了《中国铁建股份有限公司合同管理办法》、《中国铁建股份有限公司合同审核指引》，推动全系统合同在准备、签订、履行和终结等各阶段全过程管理，构建公司法律合规部综合管理、横向各业务部门分类专项管理、纵向各级子公司分级法人管理的合同管理体系。

深入开展法律审核工作，加强落实规章制度、经济合同、重要决策和授权委托书的四项法律审核制度，全年各级审核规章制度5132个、经济合同105846份、重要决策2161项、授权委托书32824件，审核率达到90%以上。

加强境外法律风险管理，印发了《中国铁建股份有限公司境外法律事务管理办法》，指导境外业务法律风险防控，推进企业法律风险防范机制向境外延伸。

The company develops a legal compliance system mechanism centered on a general legal advisor system, and 34 subordinate corporations set up a general legal advisor, and a part-time legal coordinator at each Department of Project.

Our work on contract management has become more standardized. We have issued narrative documents: the Contract Management Method of CRCC and Guidance of CRCC for Contract Review, boosted system-wide management over contract drafting, signing, execution and termination, and formed a contract management system featured by comprehensive management by the Legal Compliance Department, classified and exclusive management by each business department transversely, and legal person management by subsidiaries at all levels.

Our efforts have also gone deep into law verification. We have strengthened the implementation of a law verification mechanism integrating rules and regulations, business contracts, major policy-making and certificates of authorization. CRCC throughout the year of 2013 has examined and verified 5,132 items of rules and regulations, 105,846 business contracts, 2,161 important decisions and 32,824 certificates of authorization, taking up over 90% of the total.

Greater efforts were made in 2013 to legal risk management abroad. The Group made public the CRCC Overseas Legal Affairs Administrative Measures, providing guidance for overseas business in terms of legal risk prevention and control and extending the overseas presence of the corporate legal risk prevention and control mechanism.

内部审计 Internal Audit



公司坚持“全面审计、突出重点、有责必究、促进管理”的审计工作方针，以促进精益化管理为目标，以维护资金安全、促进增收节支措施落实为重点，在继续做好经济责任审计和工程项目审计的同时，加大绩效复核审计、重大亏损项目审计和境外单位审计力度，为推动企业持续稳定健康发展起到了促进作用。

2013年，全系统共完成审计项目3111项。其中经济责任审计484项，工程项目经济效益审计320项，财务收支审计254项，内控审计105项，企业基建审计39项，各类专项基金专项审计及其他专项审计调查1909项。提出被采纳整改建议11674条，为企业避免和挽回经济损失9784万元。

In response to our audit policy of "inclusive audit, highlight emphasis, accountability for business performance and stronger management", while still performing well in auditing financial obligations and engineering projects by targeting at lean management and prioritizing maintenance of fund safety and implementation of measures on increasing revenue and reducing expenditure, we have also put more efforts on audit of performance review, major defective projects and overseas subsidiaries. All these efforts have been added up to a great driving force to the sustainable development of CRCC.

In 2013, the company completed 3,111 audit projects, including 484 for auditing of financial obligations, 320 for auditing of economic effectiveness of engineering projects, 254 for financial balance auditing, 105 for internal control auditing, 39 for infrastructure auditing and 1,909 for All kinds of special fund audit and other special audit investigation. In addition, we have also offered 11,674 audit proposals that have been adopted, thereby averting and recovering an economic loss up to RMB 97.84 million.

反腐倡廉 Fight Against Corruption and Call for a Clean Enterprise

公司不断完善反腐倡廉规章制度，强化风险防控，规范运营程序，推进惩防体系建设，加强监督检查和查办案件力度，促进全员廉洁从业。

加强反腐倡廉制度建设。印发了《中国铁建股份有限公司职工违纪违规处分暂行规定》、《中国铁建股份有限公司党风廉政建设责任制实施办法》等规章制度；签订《党风廉政建设责任书》7827份，责任追究264人次；借助信息化手段，梳理工作流程并排查廉洁风险点14000个，采取防范措施13700条，排查风险2300项。

积极开展效能监察。立项484项，查出违纪违规资金1.37亿元，避免经济损失1.66亿元。

Our Group has taken greater measures to improve the mechanism on anti-corruption, and risk prevention and control, seek for a more standard business operation procedure, and gear up construction of a punishment and prevention system. More importance has been paid to corporate work-style inspection and supervision as well as efficiency of investigating and prosecuting corruption cases so as to create a corporate environment where employees work without corruption.

More energy has been given to the construction of a system to combat corruption and build a clean enterprise. Specifically, CRCC has formulated a series of laws and regulations such as the CRCC Provisional Regulations on Punishment of Employees in Violation of the Law and Discipline and the CRCC Implementing Regulations on the Party's Work Style and Integrity Construction. CRCC has signed 7,827 letters of responsibility in construction of clean and honest administration. 264 officials have been held responsible for corruption related affairs. Informatization techniques have been taken to streamline our work flow. 14,000 potential risk points for corruption have been investigated and eliminated. 13,700 pieces of preventive measures have been adopted. 2,300 risks have been cleared out.

Our active efforts also go to efficiency supervision. 484 related projects have been established. A total of RMB 137 million in illegal capital was ferreted out, avoiding an economic loss of RMB 166 million.

484
立项 484 项
484 related projects have been established

1.37
查出违纪违规资金 1.37 亿元
A total of RMB 137 million in illegal capital was ferreted out

1.66
避免经济损失 1.66 亿元
avoiding an economic loss of RMB 166 million

夯实管理基础 TAMPING MANAGEMENT FOUNDATION

公司以开展管理提升活动为抓手，加快产业结构调整 and 转型升级步伐，企业基础管理工作明显加强。

CRCC has stepped up its management efforts and sped up its industrial restructuring, transformation and upgrading. As a result, a remarkable result has taken place in its management work.



案例 CASE

公司组织开展了以“心系职工、务实清廉”为主题的“反腐倡廉宣传教育月”活动，组织参观反腐倡廉教育基地、邀请专家上课、播放警示教育片、组织 12 万员工参加《职工违纪违规暂行规定》网络竞答等系列活动，扩大宣传教育面，增强全员拒腐防变意识。

We have come up with an event named "Publicity and Education Month of Anti-Corruption Significance" with the theme of "Tie to our workers and build a practical and clean government". During the event, our company has brought in anti-corruption officials to give lectures from their own experiences and shot films warning people against corrupt behaviors. Further, workers have been sent to visit anti-corruption education bases and 120,000 employees have taken part in a series of network quiz competitions concerning the "Provisional Regulations on Law and Disciplinary Violations Among Employees". All these events have been carried out to expand the area in this regard and make people more aware of importance in the fight against corruption.





中国铁建加快企业转型升级，不断开拓市场发展空间，加强相关方合作，创造了良好经营业绩，努力回报广大投资者。

To contribute back to the society, CRCC has embarked on a road of speeding up enterprise transformation and upgrading, exploring new market spaces for its growth, looking for closer cooperation with the parties involved and achieving satisfactory business results.



诚信经营 25	经济指标 28	依法纳税 30
Business Operation in Good Faith	Main Business Indicators	Taxation
分红情况 30		
Dividends		



经济责任 —— 提升品牌价值
ECONOMIC RESPONSIBILITY
- ENHANCE BRAND VALUES

诚信经营

BUSINESS OPERATION IN GOOD FAITH

公司始终秉持“以人为本、诚信守法、和谐自然、建造精品”的经营理念，依靠诚信赢得市场，依靠诚信铸就品牌。2013年，公司获得标普国际信用评级 A- 的全球建筑业最高信用等级。

We have still adhered to our idea of “people first, integrity and law abiding, harmony and nature, and honesty cast brand” to win market confidence and mold our brand strength with integrity. In 2013, we got A-, the top-notch credit rating in the global construction arena, by the Standard & Poor’s agency.

利益相关方沟通 Communication with Stakeholders

公司重视与各利益相关方建立和谐互信的伙伴关系，不断完善与利益相关方的沟通方式和渠道，充分了解利益相关方的要求，积极做出回应，形成良好的互动。

The company takes it seriously to build a harmonious and mutual-trust partnership with all relevant shareholders. To this end, it endeavored in 2013 to broaden ways and channels of communication with all interested parties so as to have a clear understanding of their demands and make proactive responses accordingly.

利益相关方	沟通机制与方式	对公司的期望	主要指标
政府（中国政府与业务所在地政府）	法规、政策的发布；国家与各部委会议专题汇报、统计报表、信息报送	遵守相关法律法规；税收；带动就业；创新技术；建设民族品牌；节能减排	税收总额；创造就业机会数；技术创新项目
实际控制人（国资委）	下发文件并落实；参加会议并落实会议精神；定期汇报；业务主管部门定期沟通、报送报表	不断提升公司盈利能力和核心竞争力；全面风险管理要求；确保国有资产保值、增值	利润；负债总额；资产回报率；企业风险管理体系
投资者	定期报告；临时报告；股东大会；股东书面通知；投资者见面会	不断提高公司的价值与市值；降低企业风险；保证企业可持续发展	每股收益及市值；公司分配政策；股东权益保护
金融机构等债权人	合同履行；定期拜访；业务人员日常交流	诚信履约；降低企业风险	信用评级；现金指标
业主	合同履行；高层会晤；文件函电往来；业主评价与管理；招投标管理；日常沟通	提供优质合理价格的产品和服务，并不断改进	业主满意率
供应商	招投标、商业谈判；合同履行、业务函电往来；不定期沟通	保持稳定的合作关系；合理的价格；互助双赢	伙伴供应商数目；原材料、能源采购成本
分包商	合同履行；业务函电往来；不定期沟通	保持稳定的合作关系；互助双赢	伙伴分包商数目；工作质量
下属公司	工作会议；高层沟通；日常业务函电往来	提供正确决策；科学管理；提高效率	销售收入；利润；资本回报率；负债率
员工	职工监事；征求合理化建议；日常工作沟通	提高公司盈利能力和可持续发展能力；为员工提供良好的福利和成长机会	员工满意度、忠诚度；员工流失率；对员工的培训投入
工会组织	职工代表大会；公司重大决策参与权；工会代表与联络员定期沟通	符合工会组织的要求；尊重劳动权利；维护员工合法权益	员工的入会率；工会活动参与率；工作组织体系健全情况
社区	文明共建；参与社区公益活动	文明生产；构建和谐和繁荣社区	社区建设参与度；污染投诉事件数
对公司感兴趣的个人、团体和媒体	依法披露信息；新闻发布会；新闻报道与宣传	做负责任的企业，实现可持续发展道与宣传	诚信、健康、国际化

Stakeholder	Communication Mechanism and Method	Expectation on CRCC	Major Indicators
Governments (including the Central Government and local governments where CRCC business is underway)	Release of laws and regulations, policies; meetings of the Central Government and cabinet ministries; special program reporting, statistical statement and information submission	Compliance with relevant laws and regulations; Taxation; driving force to employment, innovation in technology, development of ethnic brands; energy conservation and emission reduction	Total tax revenue; job creations; high-tech innovative projects
Actual controller (SASAC)	Document issuance and implementation; participation in meetings and put-in-place of conference spirits; periodic reporting; regular talks and reporting of competent authorities for business	Further improvement on corporate profitability and core competitive edge; demand for all-round risk management; maintenance and appreciation of state-owned assets	Profits; total indebtedness; return on assets ROA; development of an enterprise risk management system
Investors	Reporting at regular intervals; interim reporting; General Meeting of Shareholders; written notice of shareholders; meetings among investors	Improved corporate value and market value; decrease in enterprise risks; sustainable development of CRCC	Earnings per share and market capitalization; dividend distribution policy; protection of shareholders' rights and interests
Creditors such as financial bodies	Contract execution; regular visits; routine communication of business personnel	Good faith and promise-keeping; reduction of corporate risks	Credit rating; cash index
Proprietors	Contract execution, high-level meetings; file correspondence; evaluation and management of proprietors; tendering management; daily communication	Supply of premium products and services with reasonable pricing and pursuit for improvements	Satisfactory ratio of proprietors
Suppliers	Bidding and tendering; business talks; contract execution and business correspondence; irregular communication	Stable partnerships; reasonable pricing; sound interaction for a win-win scenario	Quantity of partner suppliers; procurement costs of raw materials and energy
Contractors	Contract execution; business correspondence; irregular communication	Stable partnerships; mutual benefits	Quantity of partner contractors; work quality
Subordinates	Working conferences; high-level interchanges; routine business correspondence	Correct policy-making; scientific management; enhanced efficiency	Sales revenue; profits; ROA; debt ratio
Employees	Employee supervisors; solicit for proposals; daily work communication	Improvement on corporate profitability and sustainability; presenting favorable welfares and growth opportunities to employees	Employee satisfaction and loyalty; staff turnover rate; Investment in staff member training programs
Labor union organizations	Workers' congress; rights of participation in major policy making; regular communication between union steward and contact persons	Response to the requirements of the labor union organizations; respect for labor rights; maintenance of lawful rights and interests of staff members	Enrolment ratio of workers; participation ratio of labor union activities; condition of the labor union system
Communities	Civilization building; join in welfare events across communities	Civilized production; shaping of harmonious and prosperous communities	Involvement in community construction; quantity of pollution complaints
Individuals, groups and media interested in CRCC	Information disclosure according to the law; press briefings; news reports and publicity	Being a responsible CRCC and endeavor to realize sustainable development	Integrity, healthy development, internationalization

经济指标 MAIN BUSINESS INDICATORS

相关方合作 Cooperation Among Parties Concerned

公司注重加强与相关方的合作，建立互利互惠的合作关系，相互扶持、共同发展。

CRCC highly appreciates its cooperation with all relevant parties to develop mutual-benefit partnerships for the purpose of common development.

政府合作
Government cooperation

与宁夏、海南、西藏、内蒙古、云南等省、自治区签订战略合作协议，深化政企合作空间，提升合作层次，促进区域经济发展。

CRCC has signed a portfolio of strategic cooperation agreements with local governments in Hainan province, Yunnan province, Ningxia Hui Autonomous Region, Tibetan Autonomous Region and Inner Mogolia to deepen cooperation between enterprises and governments, level up the cooperation and foster regional economic development.

企业合作
Enterprise cooperation

与中国大唐、东风汽车、中国建材、东方航空等大型企业签署战略合作协议，实现强强联合、互利双赢。

CRCC has also concluded numerous strategic cooperation agreements with giant enterprises including China Datang Corporation, Dongfeng Motor Company Limited, China National Building Materials Group Corporation and China Eastern, thereby creating a powerful alliance among giants for a mutual win-win situation.

供应商合作
Supplier cooperation

分区域、分品种建立统一的合格供应商体系和信用评价机制，搭建电子商务平台，为供应商公平竞争创造条件，实现合作共赢。

A uniform system of eligible suppliers and a credit evaluation mechanism have been in place across regions and fields. Also, an e-commerce platform has been available, creating a fair competition environment among suppliers.

分包商合作
Contractor cooperation

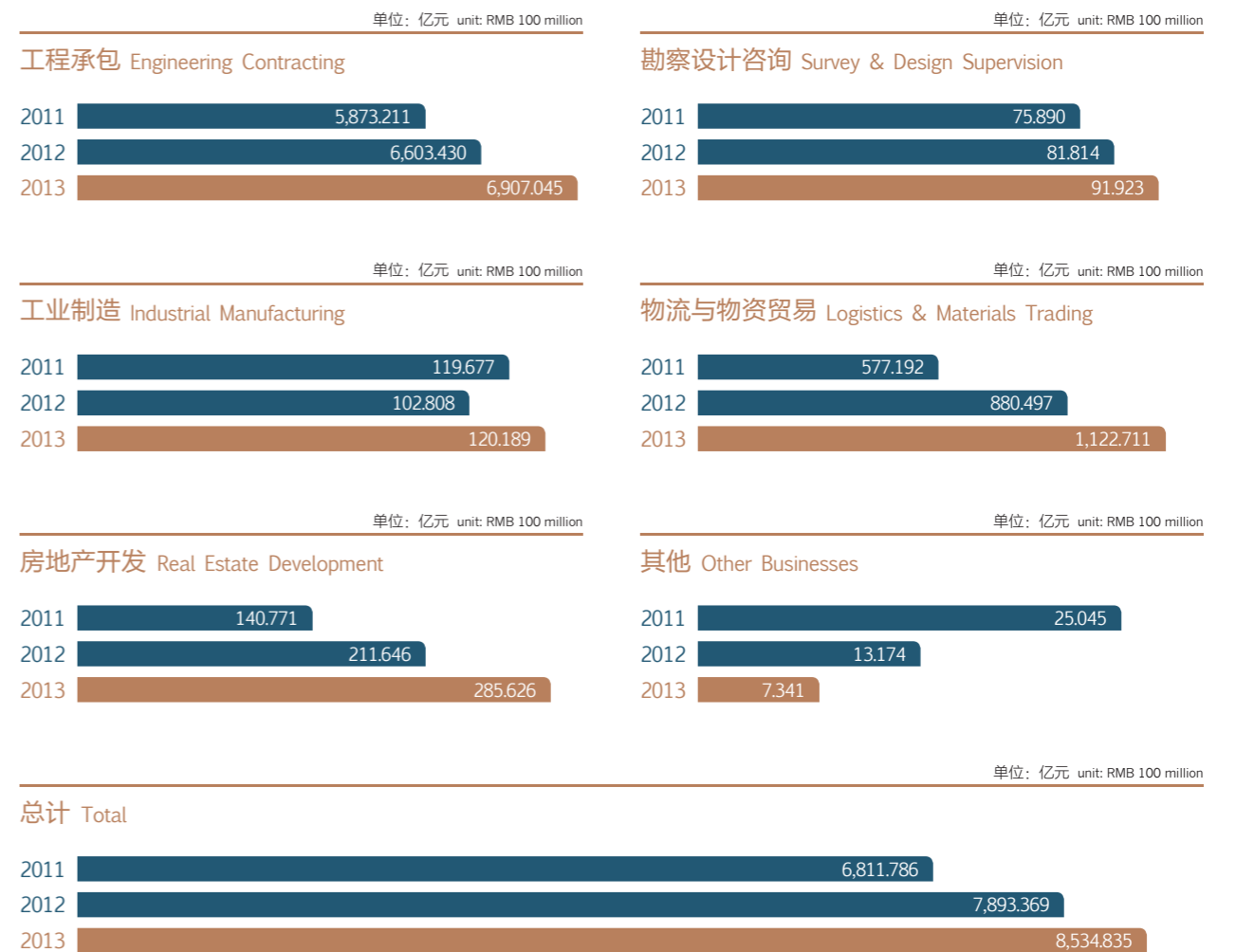
注重分包商的全面建设和管理，积极提供技术、质量、安全等方面的培训，帮助解决实施过程中的难题，引导分包商认真履行社会责任，实现共同成长。

More emphasis has been attached to comprehensive development and management of contractors, offering training courses on technology, quality and safety, etc. so as to help troubleshoot the difficulties in project implementation and to lead the contractors to earnestly fulfill their social responsibilities and make common development come true.

公司以经营承揽为龙头，以生产现场为重点，以管理提升为抓手，以回报股东为宗旨，不断提升运营质量，各项经济指标再创历史新高。

CRCC has made every effort to scale up its business quality by taking business contracting as its core, production spots as its focus, enhanced management level as its incentive, as well as return to shareholders as its mission. All these unremitting efforts result in an all-time high in its business indicators.

2013 年公司新签合同额及近三年变动情况 Newly Concluded Contracts in 2013 and Variation from 2011 to 2013

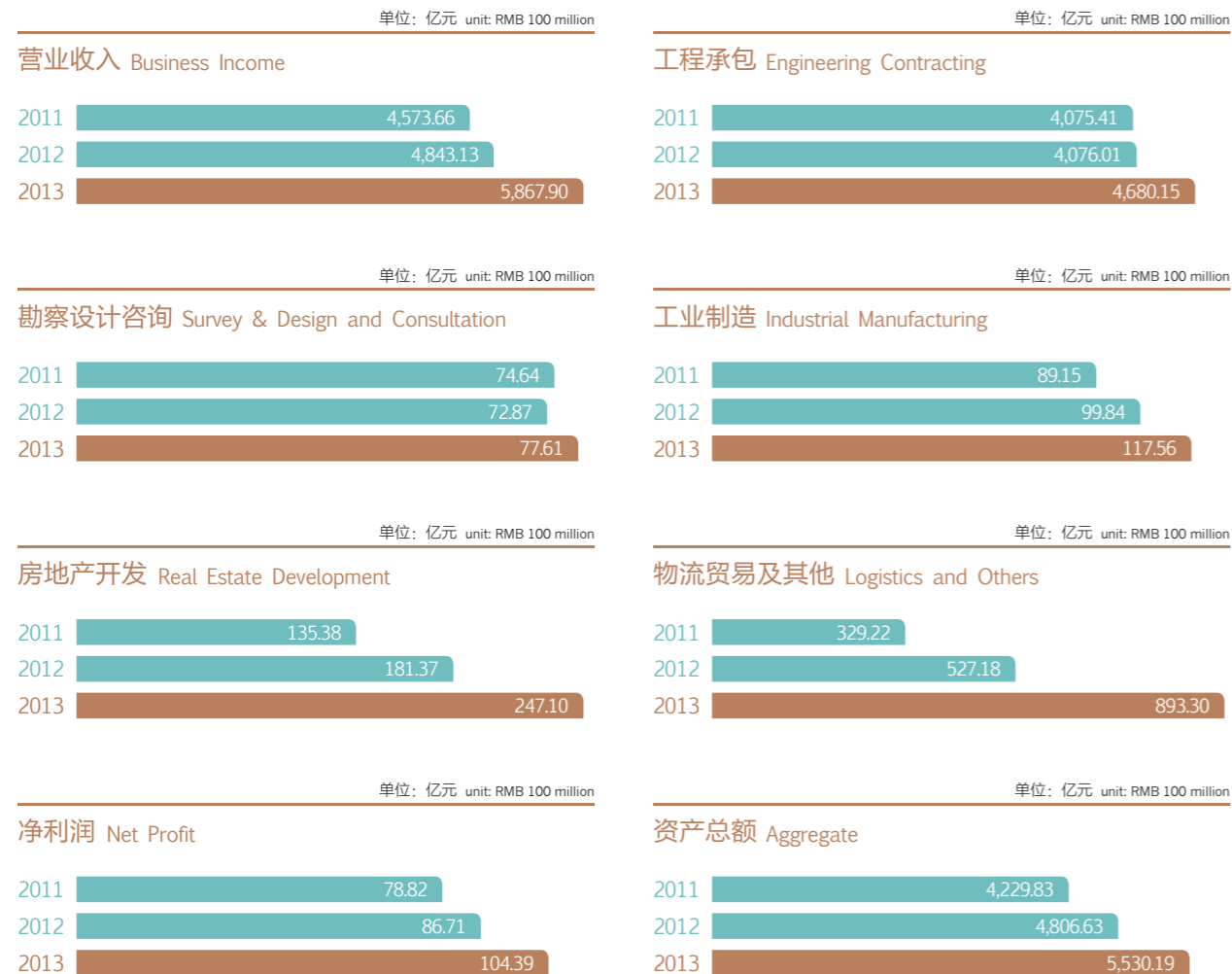


2013 年公司营业收入、净利润、资产总额及近三年变动情况

Operating Revenue, Net Profit and Aggregate Assets in 2013, and Variation from 2011 to 2013

2013 年，公司完成营业收入 5,867.90 亿元，同比增长 21.16%；实现净利润 104.39 亿元，同比增长 20.40%；资产总额 5,530.19 亿元，同比增长 15.05%。

In 2013, the company realized operating revenue of RMB 586.790 billion, a decrease of 21.16% year on year; net margin of RMB 10.439 billion, up by 20.40% compared to the previous year; and a total asset of RMB 553.019 billion, a year-on-year increase of 15.05%.



注: 分项营业收入(工程承包、勘察设计咨询、工业制造、房地产开发、物流与物资贸易及其他)未扣除分部间交易。
Notes: Business incomes of engineering contracting, survey & design and consultation, industrial manufacturing, property development, logistics and materials trading and others do not deduct transaction between divisions.

2013 年海外实现营业收入 212.64 亿元，占营业收入总额的 3.62%。

In 2013, overseas operation recorded business income of RMB 21.264 billion, accounting for 3.62% of the total.

依法纳税

TAXATION

2013 年，公司共缴纳各类税费 224.85 亿元，同比增长 17.93%。

In 2013, we paid various taxes of RMB 22.485 billion, up by 17.93% compared with last year.

单位: 亿元 unit: RMB 100 million

缴纳税费 Revenue Paid Taxes



分红情况

DIVIDENDS

根据公司 2013 年度经审计财务报告，2013 年年初母公司未分配利润为 5,145,062,960.31 元，加上本年度母公司实现的净利润 2,747,375,542.38 元，扣除 2012 年度现金分红 1,357,129,565.00 元，本年末母公司可供分配利润为 6,535,308,937.69 元。根据《公司法》和《公司章程》，2013 年度，按照母公司实现净利润的 10% 提取法定盈余公积金 274,737,554.24 元后，本年度母公司可供股东分配的利润为 6,260,571,383.45 元；以 2013 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 1.30 元(含税)，共分配现金股利 1,603,880,395.00 元。分配后，母公司尚余未分配利润 4,656,690,988.45 元，转入下一年度。

According to the audited financial report of the company for 2013, the undistributed profit of the parent at the beginning of 2013 was RMB 5,145,062,960.31. After taking into consideration of the net profit of RMB 2,747,375,542.38 recorded for the parent of the year and deducting the cash dividend of RMB 1,357,129,565.00 for 2012, the distributable profit for the parent at the end of the year was RMB 6,535,308,937.69. Pursuant to the Company Law and the Articles of Association, in 2013, after the appropriation to the statutory surplus reserve of RMB 274,737,554.24, which was 10% of the net profit of the parent, the profit attributable to the shareholders of the parent was RMB 6,260,571,383.45. A cash dividend of RMB 0.13 (tax inclusive) per share will be distributed based on the total share capital of 12,337,541,500 shares as at December 21, 2013, totaling RMB 1,603,880,395.00. Upon such distribution, the undistributed profit for the parent will amount to RMB 4,656,690,988.45, which will be transferred to the next fiscal year.



中国铁建以“交付用户满意产品，建造优质精品工程”为目标，全面推行精细化、标准化管理，不断提升科技创新能力，用优质产品回馈社会。

CRCC has for years adhered to delivering customer satisfied products and constructing high-quality projects, putting in place delicacy and standardized management, scaling up scientific innovative capabilities and contributing back to our society with premium projects.



加强质量管理 33
Step up Quality Control

严控安全生产 34
Keep a Close Eye on Safety Production

深化科技创新 38
Further Scientific Innovation



加强质量管理 STEP UP QUALITY CONTROL

公司贯彻“百年大计、质量第一”方针，建立健全质量管理体系。在施工中，狠抓现场标准化作业，加强施工过程控制，严格落实各项工种、工序、工艺专项交底制度。针对关键工序、质量通病、新技术、新材料等深入开展质量攻关，积极开展 QC 小组活动，有力促进工程质量的提高；组织开展查质量意识、查质量水平、查质量体系、查现场管理、查质量损失和改进工作“五查一改”活动，营造了“人人关心质量、重视质量，促进工程（产品）质量，提升质量管理水平”的良好工作氛围。

CRCC clings to the quality policy of "long-term program, quality first" to develop and improve the quality management system. During construction, we take rigorous measures to standardize on-site operations, step up control over the construction, and strictly put in place the special technical disclosure system for each post, process and technique. We also spare no efforts to make breakthroughs against common quality faults, and quality problems in key processes, new technologies and new materials and roll out quality control activities, giving a big boost to enhanced engineering quality. Besides, we introduce a "five inspections + one improvement" campaign targeted at inspections on quality consciousness, quality levels, quality system, field management and quality losses, and at work improvement, thereby creating an attractive and supportive working environment where everyone highly values quality and does one's best to improve project (product) quality as well as quality management level.

2013 年，公司共获得中国建设工程鲁班奖 4 项，国家优质工程金奖 1 项，国家优质工程银奖 16 项。

In 2013, our company acquired four prizes for "Chinese Construction Project Lu Ban Award", one gold medal and 16 silver medals for "National Excellent Projects".

2013 年度中国建设工程鲁班奖获奖项目表
Projects Granted "2013 Chinese Construction Project Lu Ban Award"

序号 No.	获奖工程 Organizations	获奖单位 Award-winning Enterprise
1	三亚鹿回头小东海 A26、A26-1 地块项目 2A、3B 楼 2A and 3B buildings of A26 and A26-1 land projects in Xiaodonghai, Luhuitou, Sanya	中铁十六局集团北京工程有限公司 Beijing Engineering Co., Ltd. under China Railway 16 th Bureau Group Co., Ltd.
2	京沪高速铁路 DK665+100-DA950+039 综合工程 Beijing-Shanghai high-speed railway DK665+100-DA950+039 comprehensive project	中铁十二局集团有限公司 China Railway 12 th Bureau Group Co., Ltd. 中铁十四局集团有限公司 China Railway 14 th Bureau Group Co., Ltd. 中铁十五局集团有限公司 China Railway 15 th Bureau Group Co., Ltd.
3	重庆乌江彭水水电站工程 Project of Pengshui hydropower station in Wujiang, Chongqing	中铁十九局集团第一工程有限公司 No. 1 Engineering Co., Ltd. under China Railway 19 th Bureau Group Co., Ltd.
4	安哥拉社会住房项目 K.K 一期(5号、26号住宅小区及 K2 开闭所工程) Phase one of Angola KK social housing project (No.5 and No.26 residential areas and K2 sub-section post project)	中铁十二局集团有限公司 China Railway 12 th Bureau Group Co., Ltd.

严控安全生产 KEEP A CLOSE EYE ON SAFETY PRODUCTION

公司坚持“安全第一、预防为主、综合治理”的方针，建立了自上而下的安全控制网络，着力抓好安全生产工作，不断强化安全生产理念和意识教育，形成责任到人、层层把关、专群结合、全员参与的安全监督控制体系，筑牢安全生产防线，保障施工生产安全，为实现企业长治久安夯实了基础。2013 年，公司安全生产投入达 64.81 亿元。

CRCC has always upheld safety production guideline of "safety first, prevention crucial and comprehensive overhaul", built a top-down safety control network system, paid special attention to our work on safety production, stressed on the idea of safe production and relevant awareness education, shaped a safety supervision and control system characterized by clear-cut responsibility specific to each employee, stringent safety check at each level, integration of experts and ordinary workers and all-around involvement, and also laid a solid benchmark for safe production. All these attempts have been fundamental to safe construction and production as well as a lasting corporate stability and prosperity. In 2013, we earmarked RMB 6481 million in safety production.

完善应急机制 Improve the Emergency Response Mechanism

公司建立健全了安全应急领导机构，制定印发了《中国铁建股份有限公司应急预案管理办法》、《中国铁建股份有限公司生产安全事故（事件）应急预案》，明确工作责任和管理流程，保障员工生命安全和施工生产安全。

We have set up a governing body in charge of safety emergency response programs, formulated and published the Measures for the Administration of Contingency Plans of CRCC and the Contingency Planning for Safety Production Accidents (Incidents) of CRCC, in which work responsibilities and administration flows are made crystal clear in such a way as to ensure absolute safety in employees' lives, construction and production.

安全教育培训 Conduct Safety Education and Training

公司坚持安全教育不放松，先后组织对全系统 250 多名安全管理干部、277 名国家注册安全工程师进行培训和继续教育；按照国家《安全生产许可证条例》要求，完成 108 名“三类人员”的培训和取证，满足了企业安全管理和生产经营的需要。

We have persisted in safety education throughout the year of 2013 and launched training and further safety education courses for more than 250 safety administrators and 277 nationally certified safety engineers. In accordance with the Safety Production License Regulation, we have accomplished training and certification for 108 workers of three categories, living up to the needs of corporate safety administration and safe business operation.

创新安全管理 Innovate in Safety Administration

切实抓好一线作业人员培训，采取工前教育、岗位练兵、导师带徒等多种形式，利用工地广播、板报、报纸、网络等工具，教育引导员工“上安全岗、干安全活”。同时，通过办好工地学校，有针对性地对员工开展安全生产基础知识和基本技能教育，学以致用，收效明显。

We have also concentrated on training of front-line workers in many ways such as training before going on duty, on-the-job training and tutor training. To guide our workers to do safe jobs, lots of popular means have been taken like broadcast on construction sites, blackboard news release, corporate newspaper and the Internet. Meanwhile, we have also run a construction site school to offer targeted safety production and basic skills education to our staffs so that they can give what they have learned to full play. Thanks to these great efforts we have made, we have seen a remarkable result in this aspect.

针对安全管理出现的新情况、新特点，公司积极探索安全管理新思路、新方法，重点提前防范和化解风险，全力确保施工安全。

In terms of new challenges in safety administration, CRCC has proactively explored new ideas and methods to guard against and dissolve risks and ensure safe construction with all our strength.

案例 CASE

中铁二十局集团有限公司二公司呼口大桥项目部，在工地进口设立“三工”教育大讲台，把安全教育由会议室搬至现场，工前逐级进行安全技术交底，交代作业注意事项；工中对每道工序进行排查，检查所有作业人员是否按流程和安全规程操作，发现问题当场纠正、整改；工后讲评当天安全生产情况，使一线员工逐步养成自觉遵守纪律、规范作业的良好习惯。

Hukou Bridge Project Department of the No. 2 Engineering Company of China Railway 20th Bureau Group Corporation erects a special platform at the entrance of the construction site to lecture notes on "three constructions" and extend safety education reach to the construction site from the conference room. By "three constructions", it means that prior to project construction, safety technical disclosures are hierarchically reported and the dos and don'ts are well exchanged; during the construction, the person in charge of site construction carefully examines each and every process, and checks whether site workers carry out operations firmly by workflows and safety specifications, so as to timely correct the misoperations if found out; after the construction, comments are made on work safety conditions for the day and are popularized across the company so that site workers develop a good habit of standardizing their operations by abiding by laws and disciplines.

案例 CASE

中铁十四局集团有限公司隧道公司推行“一网四格”安全管理模式，将安全控制责任分解至对应岗位构成“安全网”，将安全管理工作分为方案安全、作业安全、管理安全、应急安全四个“格”，所有安全风险分类纳入四“格”管理，形成全员合力，确保安全管理全覆盖、无死角。

China Railway 14th Group Corporation Tunnel Engineering Co., Ltd. puts forward a "one network and four modules" safety management mode. Specifically speaking, it shapes "one safety network" by delivering the safety control responsibilities to the respective posts, and set up "four safety modules" by breaking the safety management work down into safety project planning module, safety construction module, safety administration module and safety contingency response module in a manner such that all safety related dangers are under the administration of the four modules to form a synergy and truly achieve full coverage and no dead ends in our safety management work.



排查治理隐患 Identify and Eliminate Hidden Dangers

按照国务院及有关部委的部署，公司于第三季度开展了安全生产大检查，贯彻落实“全覆盖、零容忍、严执法、重实效”总体要求，以查思想、查制度、查机制、查现场为重点，切实抓好部署、反思、检查、整改、总结五项工作，派出工作组进行指导、督查，对查出的隐患及时整改。期间，全系统共排查重大隐患 452 项，一般隐患 46000 余项，分类分项进行了整改治理。

According to the comprehensive deployment initiated by the State Council and national ministries, CRCC has carried out extensive inspection on safety production in the third quarter and we, in the spirit of “full coverage, zero tolerance, strict law enforcement and pragmatism”, we have attached great importance to inspection of safety consciousness, safety system and mechanism and site construction, kept a close eye on the following five tasks: safety related deployment, reflection, inspection, overhaul and summarization, and shaped a workforce to give site guidance and supervision so as to timely wipe out the hidden perils. With these effective measures in place, altogether 452 major hidden dangers and more than 46,000 general potential safety hazards were ferreted out and eliminated and specific overhaul was taken for classified categories of the above dangers.

案例 CASE

中铁十二局集团有限公司沪昆客专项目部在实践中总结出“一图四表”工作法，实施安全质量风险全过程管控。“一图”即安全质量风险公示图；“四表”分别为安全质量风险识别分析登记表、安全质量风险应对计划责任展开表、安全质量风险动态管理监控表、安全质量风险处置结果评价表。通过运用“一图四表”管理方法，有效防止各类事故发生。

Shanghai-Kunming High-Speed Railway Project Department of China Railway 12th Bureau Group Co., Ltd. draws from past experience to sum up a “one drawing + four charts” management mode and conduct total management and control over safety quality risks. “One drawing” refers to a safety quality risk announcement drawing; “four charts” means a safety quality risk identification and analysis registration chart, an accountability deployment chart for safety quality risk response planning, a management and supervision chart for dynamics of safety quality risks, and an evaluation sheet of outcomes in coping with safety quality risks. Thanks to such a novel management mode, the Department witnesses an effective result in preventing similar incidents from happening again.

案例 CASE

中铁二十三局集团有限公司利用项目综合管理信息系统，填写项目安全检查记录，通过信息系统向受检项目下发整改通知书，指出安全隐患，提出整改要求，限定完成时间。整改后，受检单位在信息系统中填写整改反馈书，上报检查组复查，复查合格后，形成闭合材料，有效强化了隐患排查治理。

The supervision company, China Railway 23rd Bureau Group Co., Ltd. accesses into the comprehensive project management information system, fills in a safety inspection record, and issues a notice concerning rectification of construction safety hazards, in which hidden safety dangers and rectification requirements are pointed out and rectification completion is timed. After serious rectification, the unit inspected submits a report regarding rectification of construction safety hazards to the inspection taskforce for verification. Upon passing the verification, the report is shaped into a closed documentation, effectively reinforcing the efforts in inspection and elimination of hidden hazards.

深化科技创新 FURTHER SCIENTIFIC INNOVATION

科学技术是第一生产力，技术进步是企业转型、升级、创效的重要基础和推动力。公司不断加强科技自主创新，完善技术研发体系，做实技术创新平台，加快成果转化。现拥有省级技术中心 36 家，省级工程实验室 5 家，高新技术企业 47 家，是国家知识产权局首批认定的 35 家专利导航试点企业中唯一的建筑企业。

As is known to all, science and technology is the primary productive force and technological progress serves as the key basis and driving force for corporate transformation, upgrading and creation of substantial results. As such, CRCC has beefed up our independent innovation in science and technology, completed our technological R&D system, made solid efforts to develop a technology innovation platform, and sped up our efforts in transformation of scientific outcomes. As it stands now, CRCC boasts 36 provincial technical centers, 5 provincial engineering labs and 47 new and high-tech enterprises, making CRCC the only and sole construction enterprise in the first batch of 35 patent-oriented pilot enterprises accredited by the State Intellectual Property Office (SIPO).

科技研发投入 Injection into Scientific Research and Development

在科技研发中，坚持以公司为引导，所属各子公司为主体，社会资金为补充的科技投入机制，确保所属各单位科技投入稳步增长，为研发项目的顺利实施提供了有力保障和便利条件。2013年，公司科技研究与开发共投入 76.79 亿元。

When it comes to our Research and Development on science and technology, we have established a scientific and technological investment mechanism where CRCC takes the leadership, its subordinates serve as main bodies and public funds supplement. With this mechanism in place, we ensure a sustainable growth in scientific input of each affiliated company, offering guarantee and favorable conditions for smooth implementation of Research and Development projects. RMB 7679 million in scientific Research and Development was allocated in 2013.

国家级创新平台 National-Level Innovation Platform Development

昆明中铁国家铁路大型养路机械工程技术研究中心获得批准组建，成为公司第一家国家级工程技术研究中心。另有 4 家企业被认定为国家级企业技术中心。目前，公司国家级创新平台已达到 9 家。

Kunming China Railway Large Road Maintenance Mechanical Engineering Research Center has acquired approval for establishment and emerged as the first-ever national engineering technical center of CRCC. In addition, four other companies are accredited as national enterprise technical center. CRCC is also home to 9 national innovation platforms for now.

博士后工作站 Post-Doctoral Workstation Construction

公司博士后工作站科研工作不断深入，成为解决工程关键技术问题、聚集和培养优秀科技人才、进行高层次学术交流和促进科技成果转化的重要科技基地之一，进一步增强了公司科技创新实力。2013 年新增博士后工作站 1 家，全系统博士后工作站增至 6 家。

The year of 2013 witnessed a further development of our post-doctoral workstations. These workstations have evolved into one of the important scientific bases for wading through key project related technical difficulties, gathering and cultivating excellent scientific talents, conducting high-level academic exchanges and pushing for transformation of scientific results. The workstations have also given a boost to our scientific innovation strength. In 2013, one new post-doctoral workstation was available, increasing the all-system workstations in this regard to six.

科研合作平台 Construction of Cooperation Platform on Scientific Research

2013年，公司所属各单位与社会的科研合作不断深入，有效利用社会力量，为加快企业发展起到了重要的推动作用。中铁十一局集团有限公司分别与武汉大学、武汉理工大学签署深化合作协同创新协议；中铁十七局集团有限公司与中南大学合作建立隧道地下水防治产学研一体化基地，与石家庄铁道大学合作建立“工程施工工装研发基地”；中铁十八局集团有限公司与天津大学合作《面向复杂地质条件的硬岩掘进机动态掘进性能实现机理研究》课题，是校企合作、产学研结合落地的重点项目。

In 2013, CRCC and all its subordinate bodies deepened their cooperation with the society in terms of scientific research and motivate and mobilize all social forces, serving as a stimulus to accelerated corporate development. Agreements on deeper cooperation and collaborative innovation have been inked between China Railway 11th Bureau Group Co., Ltd. and Wuhan University and Wuhan University of Technology. China Railway 17th Bureau Group Co., Ltd. worked together with Central South University to build an industry-academy-research integration base which is dedicated to tunnel groundwater control work and it also gave a birth to a fixtures R&D base for project construction, with the partnership of Shijiazhuang Tiedao University. China Railway 18th Bureau Group Co., Ltd., together with Tianjin University worked on the subject of Carrying out Mechanism Research on the Dynamic Boring Performance of the Hard-Rock Boring Machine Under Complicated Geological Conditions. All these above projects are key to implementation of university-enterprise cooperation and cooperation among the industry, academy and research.

科研成果突出 Prominent Scientific Results

2013年，公司共承担国家 863 和科技支撑计划 4 个项目；311 项科技成果通过鉴定或评审；获国家科学技术进步二等奖 3 项，省部级科技进步奖 134 项，授权专利 999 项，其中发明专利 98 项；获省部级工法 280 项；获中国土木工程詹天佑奖 9 项；获省部以上勘察设计咨询“四优”等奖励 150 项。

公司引导员工积极参与科技创新，抓好科研项目立项和科技成果的应用推广，提高建筑产品科技含量和企业核心竞争力，科技攻关成果层出不穷。

In 2013, CRCC undertook four projects of “National 863 Program” and “National Sci-tech Support Program”. 311 out of its scientific achievements passed accreditation or examination. CRCC was awarded three second prizes of “National Award for Science and Technology Progress” and 134 prizes of “Provincial and Ministerial Award for Science and Technology Progress”, granted 999 patents including 98 patents for invention, and conferred with 280 construction methods at provincial and ministerial levels, nine Zhan Tianyou Civil Engineering Awards and 150 rewards including “four excellencies” in survey, design & consultation above the provincial level.

CRCC also encouraged all its staff members to be an active player in technological innovation, kept a firm grasp on establishing scientific projects and giving scientific achievements to commercial use, and did well in leveling up the scientific quality of the construction projects and core competitive edge. As a result, its results from making technological breakthroughs cropped up like mushrooms.

建成跨度 416 米、世界客货共线铁路最大跨度拱桥——云桂铁路南盘江特大桥；

We wound up the construction of the Nanpanjiang Bridge on the Yunnan-Guilin railway, as the major super bridge with a span of 416 meters to be the longest span in this kind of bridges on the world's mixed passenger and freight railway.



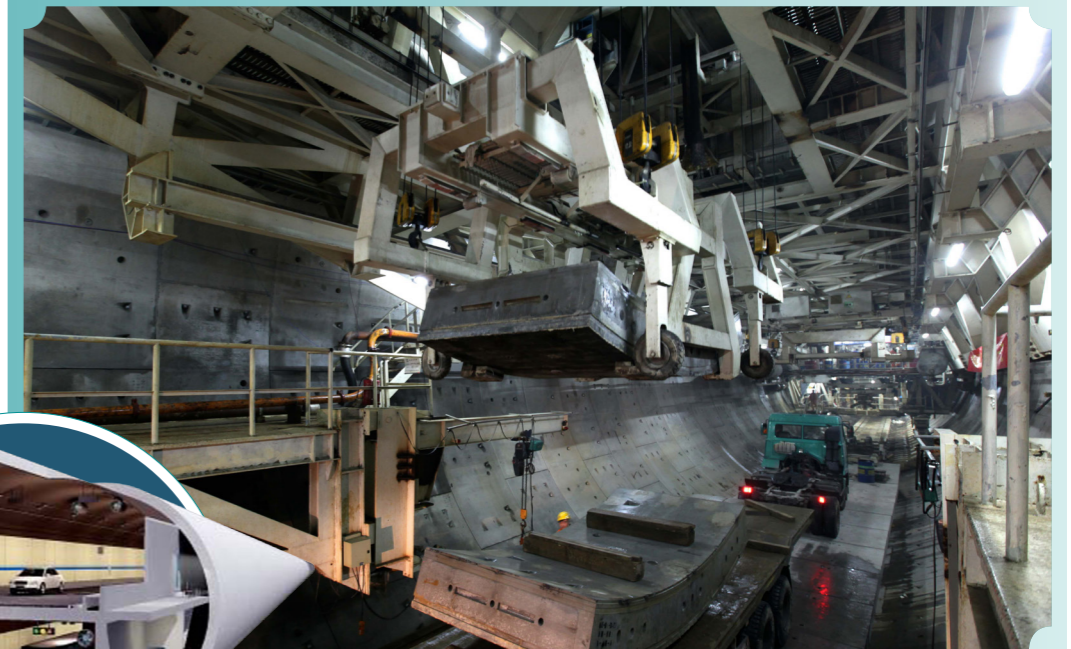
建成全长 1811 米、世界最长的钢管桁架梁公路桥——雅泸高速公路干海子特大桥。

该桥适合高地震烈度地域，技术水平国际领先；

We also built up one of the most unusual viaducts in China, the Ganhaizi Bridge, 1,811 meters long, which is touted as "the world's longest concrete filled steel tubular truss bridge with the world's highest bridge piers of concrete filled steel tubular lattice". The bridge of its kind is exactly applicable in high earthquake-intensity areas.

世界最大的单管双层盾构隧道——扬州瘦西湖隧道贯通，攻克了全断面硬塑粘土地层世界施工难题；

The Slender West Lake Main Tunnel Shield project was smoothly completed, and it is claimed as the world's largest single-tube double-layers shield tunnel in diameter. This tunnel design was a welcome resolution to the world's construction difficulty in full-face hard plastic clay stratum.



设计的我国第一座地铁长江隧道——武汉地铁 2 号线长江隧道建成通车；
China's first subway line to cross the Yangtze River, Yangtze tunnel, line 2, Wuhan metro, was open to traffic.

接触导线相关技术标准纳入电气化铁道用铜合金接触线铁路行业标准体系；
The contact wire related technical standard was incorporated into the industrial standards for copper alloy contact wires for electric railway.

自主研发国内第一台链刀式连续墙设备，综合性能达到国外同类产品先进水平；
CRCC developed on its own China's unprecedented chain cutter type diaphragm wall device, of which kind the overall performance has caught up with the advanced world levels.

全球首创煤矿斜井 TBM，满足煤矿建设安全、环保、快速的要求，填补世界空白；
The world's first coal mine inclined well tunnel boring machine (TBM) meets the coal mine construction safety, environmental protection and fast requirements, which has brought about a revolutionary change to the world's coal mine construction mode.

自主开发、具有知识产权的铁路大型养路机械 DC-32W 宽轨捣固车、WD-400W 宽轨稳定车、QS-650W 宽轨清筛机出口蒙古国。
Our proprietarily developed large-scale railway maintenance equipment (including DC-32W broad-gauge track tamping machine, WD-400W broad-gauge track stabilizer machine and QS-650W broad-gauge screen scarifier) were exported to Mongolia.

2013 年度获国家科技进步奖汇总表
2013 National Awards for Science and Technology Progress

序号 No.	项目名称 Project Name	奖励等级 Award Grade	授予机关 Appraisal Institution	获奖单位 Award-winning Enterprise
1	湿陷性黄土地区高速铁路修建关键技术 Key technology for construction of a high-speed railway in a collapsible loess region	二等奖 Second Prize	国务院 the State Council	中铁第一勘察设计院集团有限公司 China Railways First Survey and Design Institute Co., Ltd.
2	桥建合一及功能可视化立体疏散客流铁路车站设计建造技术 Technology applied in railway station design of integral bridge-station and function visualization to achieve passenger evacuation	二等奖 Second Prize	国务院 the State Council	中铁第四勘察设计院集团有限公司 China Railway Siyuan Survey and Design Group Co., Ltd.
3	长期循环动载下饱和软弱土地基灾变控制技术及应用 Technology of catastrophe controlling in saturated soft clay under long-term cyclic loading and its engineering application	二等奖 Second Prize	国务院 the State Council	中国铁建港航局集团有限公司 China Railway Port and Channel Engineering Group Co., Ltd.

案例 CASE

中铁第一勘察设计院集团有限公司以自身设计的世界第一条湿陷性黄土地区高速铁路——郑西高速铁路陕西段为背景，在湿陷性黄土地区路基沉降控制、超大断面隧道修建、桥梁修建以及时速 350 公里通过式高架车站建设等关键领域取得系统的创造性成果，总结形成的“湿陷性黄土地区高速铁路修建关键技术”荣获 2013 年度国家科学技术进步奖二等奖。该技术达到国际先进水平，填补了黄土地区高速铁路技术空白，完善了中国高速铁路理论体系，对我国高速铁路网的建设具有重要作用，目前已广泛应用于黄土地区高速铁路的建设当中。

China Railways First Survey and Design Institute Co., Ltd. pioneers in designing and building Shaanxi section of Zhengzhou-Xi'an high-speed railway, which is the world's first high-speed railway constructed on a large collapsible loess area. The successful completion of the railway construction contributes to systematic and creative achievements in many aspects such as subgrade settlement control in collapsible loess areas, super-large cross-section tunnel construction, bridge construction and 350km/h viaduct station construction. The proprietarily developed Key Technology of Construction of the High-Speed Railway on a Large Collapsible Loess Area is honored with the second prize of "2013 Annual Award for Science and Technology Progress", has reached the top of the world, filled the technical gap of China and even the world in building a high-speed railway in a loess area, perfected China's theoretical system on high-speed railway construction and generated great impetus to the formation of China's high-speed railway network.



中国铁建坚持将履行社会责任融入企业管理，积极投身拉动就业、捐资助学、社区建设等社会公益事业，着力打造良好的企业公民形象，努力推进和谐社会发展。

CRCC insists to integrate social responsibility into enterprises management, devotes to social entrepreneurship such as jobs creation, donations for education and community construction, strives to create a good corporate citizen image and makes efforts to promote the development of harmonious society.



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带动社会就业 EMPLOYMENT PROMOTION

公司在快速发展、规模不断扩大的同时，提供了大量就业机会，为维护社会稳定、化解社会矛盾起到了积极作用。

With the rapid expansion of CRCC, we provided plenty of employment opportunities which played a positive role in maintaining social stability and resolving social contradictions.

接收大学生就业 Employment of Graduates



2013年，公司共接收高校毕业生11820人，其中博士研究生10人，硕士研究生716人，本科9730人，专科1364人。

In 2013, we accepted 11,820 graduates including 10 doctoral candidate, 716 postgraduate, 9,730 undergraduates and 1,364 junior college students.

吸纳劳务工就业 Employment of Labor Workers

2013年，公司共吸纳劳务工约199万人，投身各项工程建设之中，有效维护了社会稳定，创造了良好的社会价值。

In 2013, CRCC employed 1.99 million labor workers to devote to engineering construction, which effectively maintained social stability and created good social value.



促进残疾人就业 Employment of the Disabled

公司积极创造条件为残疾人提供合适的就业机会，全年共安置2268名残疾人就业，支付残疾人就业保障金855万元。

CRCC created employment opportunities for the disabled actively, throughout the year we employed a total of 2,268 disabled and paid 8.55 million yuan for the employment security funds for the disabled.



救灾与重建

DISASTER RELIEF AND RECONSTRUCTION

在重大自然灾害面前，公司以高度的责任感，无私奉献的精神，冲锋在前，勇挑重担，是国家进行抗灾抢险、灾后重建的主力军之一，切实履行着中央企业的神圣使命。

In front of the major natural disasters, with the high sense of responsibility and spirit of selfless dedication, CRCC led from the front and took on heavy responsibilities; CRCC is one of the main forces of national disaster relief and post-disaster reconstruction whom earnestly fulfilled the sacred mission of central enterprises.

抢险救灾 Rescue and Relief

公司积极投身于地震、洪涝等自然灾害的抢险工作中，受到灾区群众、地方政府以及社会的高度评价。

CRCC was actively involved in emergency rescue and disaster relief after earthquakes, floods and other natural disasters and won praise from the people, local government and society in disaster areas.

案例 CASE

4月20日8时2分，四川省雅安市芦山县发生里氏7.0级强烈地震，道路损坏严重，抗震救灾刻不容缓。中铁二十三局集团有限公司雅安项目部立即组织队伍和设备投入抗震救灾，为打通生命通道赢得了宝贵时间，被四川省总工会授予“工人先锋号”荣誉称号。



A massive 7.0 magnitude earthquake attacked the Lushan County of Ya'an City in Sichuan Province at 08:02 am on April 20, 2013, roads were badly damaged and earthquake relief was urgently needed. Ya'an Project Department from China Railway 23rd Bureau Group Co., Ltd immediately organized forces and equipments to join in the earthquake relief, opened ways for the life channel and saved time for subsequent rescue, we were awarded the Workers Pioneer by Sichuan Federation of Trade Unions.

案例 CASE

8月2日，内六铁路 DK285 段发生历史罕见山体滑坡，铁路交通被迫中断。中铁十六局集团有限公司迅速组织 581 名员工，投入 86 台大型机械设备，累计抢险 432 小时，先后完成了入场便道抢险、塌方体土石方清运、滑坡体微型桩加固、既有线塌方体清方及路基挡墙混凝土等施工任务，为按时抢通线路做出了贡献，被成都铁路局表彰为“抢险救灾先进集体”。

A landslide that occurred on August 2 disrupted trains on the DK285 railway linking the city of Neijiang in Sichuan Province and the city of Liupanshui in Guizhou Province. China Railway 16th Bureau Group Co., Ltd immediately organized 581 staff and put 86 sets of large mechanical equipments into rescue, we have rescued the admission service road, removed the rock and earth, reinforced the mini pile of landslide mass, cleared the existing railway line collapse and concreted roadbed barricade, CRCC in total devoted 432 hours to rescuing and contributed to opening the route without delay, and we were praised as Advanced Group for Disaster Relief by Chengdu Railway Bureau.



投身公益事业 PUBLIC WELFARE

公司积极参加各类社会公益事业，投身扶贫救困、支教助学、社区建设等公益活动，最大限度履行企业公民责任，用实际行动贡献力量、回馈社会。

CRCC took part in all kinds of public welfare positively such as jobs creation, donations for education, community construction, etc, CRCC tries her best to carry out the corporate citizenship responsibilities to the maximum, and to contribute and give back to society with practical actions.

对口扶贫 Poverty Alleviation

公司从协调落实重大项目、发展特色支柱产业、帮助农民脱贫致富、改善生产生活条件等更具有针对性的方面着手，开展了富有实效的对口扶贫、帮农致富工作，使扶贫扶根本，“输血”为“造血”，不断提高受援助地的自我发展能力，取得了较为明显的社会效益。

CRCC carried out effective poverty projects through the targeted work such as coordinate the implementation of major projects, form characteristic and leading industry, help farmers to get rid of poverty and improve production and living conditions to basically work their way out of poverty, CRCC improved the self-development ability of poor areas and achieved significant social benefits.

- ▶ **派驻干部扶贫**——公司出台了《中国铁建股份有限公司定点扶贫与援疆援藏工作管理办法》，将扶贫干部的派驻由“轮派”转为“优选”，调整4个地区和部门的挂职干部，新派2名援青、援藏干部，另有多人分赴河北、西藏、青海、新疆4地6县区挂职。全年共推进援助项目40余个，带动直接投资300万元，间接引资1000余万元，帮助培训技术人员100余人，设立助学公益基金2个，并帮建了一批铁建希望小学、铁建文化广场、铁建乡村公路、铁建农贸市场等基础设施。

Appoint cadres for poverty alleviation——CRCC introduced the “Regulations on Fixed-point Poverty Alleviation and Aiding Xinjiang & Tibet by CRCC”, chose poverty alleviation cadres by optimization but not the previous rotation, adjusted the temporary cadres in four areas and departments, sent 2 cadres to aid Qinghai Province and Tibet, at the same time dispatched many people to serve temporary positions in 6 counties in Hebei, Tibet, Qinghai and Xinjiang. In 2013, CRCC carried forward more than 40 assistance programs, promoted direct investment of 3 million yuan and indirect investment of more than 10 million yuan, trained more than 100 technicians, set up 2 education funds, built a batch of Hope Primary Schools, cultural squares, rural highways, farmers markets and many other infrastructures.

案例 CASE

8月，我国东北地区普降暴雨，河道水位上涨迅猛，新建哈大客运专线受灾最严重的昌图西站路段附近一片汪洋、路面成河。中铁建设集团有限公司火速集结力量，连续奋战六昼夜，保障了行车安全并修复全部水毁设备。沈阳铁路局盛赞“招之即来，来之能战，关键时刻顶得上”，给予全线通报表扬。

In August, heavy rainstorm hit Northeast China, river water level rose rapidly, Changtu West Station Road—the worst hit area along the new built Harbin-Dalian Passenger Railway line became a river. China Railway Construction Group Co., Ltd promptly collected its forces to join in the rescue, we fought for six days and nights to ensure traffic safety and fixed all the water equipments damaged by the rainstorm. Shenyang Railway Bureau spoke highly of us as “be always ready to respond to the call, to fight and to win at critical moment” and gave us prize in the whole railway line.

建设玉树 Reconstruction of Yushu

玉树灾后重建三年来，公司主要承担118项恢复重建项目，总建筑面积67.29万平方米。截至2013年12月31日，公司承建项目已全部竣工，其中91个项目通过青海省质量监督部门综合验收并移交，4759户住房及配套工程全部竣工并移交，中国铁建在参与玉树重建的四家央企中率先完成全部重建任务。

For the 3 years of post-disaster reconstruction in Yushu, CRCC undertook 118 restoration and reconstruction projects which covered a total construction area of 672,900 square meters. By the end of December 31, 2013, all projects were completed, of which 91 projects were checked and accepted by Qinghai Province quality supervision department, 4,759 units of house and auxiliary projects were completed and turned over, CRCC took the lead in reconstruction task among the four central enterprises participated in the reconstruction of Yushu.

▶ **带动地方发展**——公司重点加大对河北省万全、尚义两县新型农业、生态农业的帮扶力度，多次组织专家和企业赴坝上调研，采用“膜下滴灌”种植技术，帮扶当地种植有机蔬菜。目前，在公司的大力帮助下，当地蔬菜已批量进入北京市场，销售势头良好，当地百姓生活质量大为改善。

Stimulate local development——CRCC focused on developing new ecological agriculture in Wanquan County and ShangYi County in Hebei Province, organized experts and enterprises to do the field research, integrated cultivation techniques of under-mulch-drip irrigation to support local organic vegetables planting. Currently with the help of CRCC, the local vegetables were entered the Beijing markets and the sales maintained a good growth; the living quality of local people has been improved significantly.

▶ **协助改善民生**——青海省甘德县医院拥有大量上海捐赠的医疗设备，却无人掌握操作方法，公司了解情况后主动联系成都大型医院对其展开业务培训，促进闲置设备尽快投入使用，有效解决了困扰当地群众多年的防疫、保健、就医、住院等看病难问题，做到了小病不出村、大病能预防，深受百姓欢迎。

Improve people's well-being——The Gande County Hospital in Qinghai Province had large amounts of medical facilities contributed by Shanghai, but no one grasped the operation method. After getting the situation, CRCC initiatively contacted with large hospitals in Chengdu to start professional training and promoted the idle equipment put into use with the least delay, which effectively solved the age old problems of epidemic prevention, health care, medical treatment and hospitalization for local people, this measurement was well received by the local people as they can solve the minor illness within the village and prevent the serious illness.

支持教育 Support Education

公司十分重视教育事业，特别关注贫困地区青少年成长，采取多种形式提供帮助。2013年，在青海省甘德县距离县城最远、最偏僻的下藏科乡投资200多万元筹建“铁建阳光幼儿园”；成立“铁建爱心助学基金”，每年帮扶20名家庭困难的优秀学生和10名考入大学的贫困学生给予现金资助，帮助他们顺利完成学业。此基金已作为公司长期公益事业进行持续运行。

CRCC attached great importance to education especially to the youth development in poor areas and took multiple forms to help them. In 2013, CRCC invested more than 2 million yuan to build the CMCC Sunshine Kindergarten in Xiazangke Township which located at the furthest distance from the Gande County in Qinghai Province; CRCC set up CRCC Education Assistance Fund, each year CRCC supported 20 outstanding students from poor families and 10 poverty students whom were admitted to universities with cash transfers to help them complete their studies. This fund has kept running as a long-term public welfare.

案例 CASE

昆明中铁大型养路机械集团有限公司参与文化、科技、卫生“三下乡”活动，前往昆明市东川区拖布卡镇开展志愿服务，捐赠6千余件衣物、棉被和近万件学习用品，折合共计4万余元，同时还为中学安装太阳能洗澡设备，为山区学生送去温暖和关怀。

China Railway Large Maintenance Machinery Co., Ltd Kunming participated in the activities to bring cultural, scientific and medical services to the rural areas, organized voluntary services in Tuobuka Town of Dongchuan District in Kunming City, donated over 6,000 pieces of clothes and cotton quilts, over 10,000 pieces of school supplies which amounted for more than 40,000 yuan, besides we installed solar shower equipments for middle schools and sent warmth and care to students from mountainous areas.

案例 CASE

中铁十五局集团有限公司六公司巴新项目部的在内蒙古自治区赤峰市巴林右旗大板镇大板中心小学开展扶贫助困活动，为50名各族特困学生、孤儿、单亲学生、残疾及留守儿童解决全年学杂费、书包、文具等学习用品，捐献爱心善款2万元。

The 6th Construction Company Ltd. of China 15th Corporation Baxin Project Department organized poverty reduction activities in Daban Central Primary School located in Daban Town, Balinyouqi County, Chifeng City of Inner Mongolia Autonomous Region, we provided annual tuition and fees, schoolbags, stationeries and other supplies for 50 exceptional poor students, orphans, students of single parent, the disabled and leftover children, we also donated 20,000 yuan for charity.

社区建设 Community Construction

公司长期参与社区建设，将其看做自身履行社会责任和承担社会义务的外延，并努力通过“与社区共建、提升当地发展水平、解决现实突出问题”等手段，为推动社会全面发展做出积极贡献。

CRCC participated in community construction for a long time, considered it as the extension of fulfilling social responsibility and duty and made a positive contribution to promote the all-round development of society by taking measurements such as co-building the community, enhancing the level of local development and solving prominent problems.

案例 CASE

中铁十七局集团有限公司先后 51 次帮助施工驻地周边社区新修便道、便桥，拓宽既有道路，修复水毁道路、桥梁，修筑堤坝、水沟，新建饮水井、饮水池、活动中心，维修校舍、操场等基础设施，累计出资 310 万元。

China Railway 17th Bureau Group Co., Ltd has 51 times to help the construction of surrounding communities construct access roads and auxiliary bridges, widened the roads, repaired the roadways and bridges damaged by floods, built the dam and gutter ways, constructed wells, watering place and activity centers, maintained the campus, playgrounds and other infrastructures. The investments accumulated to 3.1 million yuan.

案例 CASE

中铁十五局集团有限公司卡杨项目地处大凉山深处的雅砻江畔，自然条件恶劣，驻地百姓生活环境困苦，吃水用水问题难上加难。项目部以干好在建项目、造福当地百姓为己任，先后为驻地村民修建灌溉引水渠 2 千米，牵引水管 3.5 万米，有效缓解了当地百姓吃水、用水难的问题。

China Railway 15th Bureau Group Co., Ltd Kayang Project Department was located at the river bank of Yalong River deep in Daliang Mountains, due to the hostile natural conditions, the living environment for residential people was very poor and the drinking water and household water problems were difficult. The project department took the construction and benefiting local as own duty, built irrigation diversion channels of 2,000 meters and drew pipe of 35,000 meters, which effectively alleviate the water problems for local people.

志愿者服务 Volunteer Service

公司积极倡导社会文明新风尚，鼓励员工广泛参与志愿者活动，打造学雷锋、郭明义爱心团队等多个品牌活动，推进志愿者服务规范化、常态化，引导员工从内心深处关心、关爱弱势群体，贡献一己之力，支持和参与地区重要活动，服务社会发展。

CRCC actively advocated the new custom of social civilization, encouraged employees to participate in volunteer services, created Learn from Lei Feng, Guo Mingyi Love Team and many other brand activities, promoted the standardization and normalization of volunteer services, guided the staff to care and love the vulnerable groups from deep hearts, devoted our part to supporting and participating in important activities and served the social development.

案例 CASE

中铁十四局集团有限公司青年志愿者协会通过遍布全国各地的分会，以走进敬老院、孤儿院送温暖，捐赠衣物，服务“文明交通”等形式，广泛开展志愿者活动，有效促进该单位青年志愿者文化不断繁荣与发展，收到良好效果。

China Railway 14th Construction Bureau Co., Ltd Youth Volunteers Association advocated branches all over the country to develop volunteer services extensively by delivering warmth to nursing home and orphanages, donating clothes and serving road civility, which effectively promoted the flushing and development of youth volunteer culture and achieved good results.



案例 CASE

在首届“中国—南亚博览会”举办之际，昆明中铁大型养路机械集团有限公司 20 名青年志愿者加入南博会志愿服务行列，围绕文明礼仪、绿色出行、志愿宣传、便民服务等内容开展志愿者活动，不仅提高了青年人的思想道德素质，也树立了中国铁建良好的社会形象。

China Railway Large Maintenance Machinery Co., Ltd Kunming joined the ranks of Expo volunteers and organized activities centered on civilized etiquette, green commuting, volunteer promotion, convenient services, etc, this act not only improved the moral quality of the young but also set up CRCC's good social image.

全球企业公民 GLOBAL CORPORATE CITIZEN

公司积极贯彻国家“走出去”战略，在大力发展海外自营能力基础上，积极参与当地建设，造福当地社会，赢得当地政府和民众的信任和支持，努力打造全球企业公民的良好形象。

CRCC implemented the national strategy of “going out” positively, on the basis of developing overseas self-support abilities, CRCC participated in local construction and benefited the local people, won the trust and support from the local government and people, created a good image of global corporate citizen.

员工本地化 Employee Localization

公司高度重视员工本地化工作，严格按照所在国劳动法规招聘雇佣当地员工，在人事管理、薪酬管理、职业培养等方面给予平等待遇。公司与当地员工签订劳动合同，明确约定工资标准、试用期、劳动纪律、社会保险等劳资双方的权利与义务，切实保障雇员权益。2013年，公司海外雇员达3.9万人，中外籍员工共同劳动已经成为中国铁建海外施工的一道风景线。

CRCC attached great importance to the localization, recruited and hired the local stuffs in strict accordance with the local labor laws, gave equal treatment in the personnel management, salary management and vocational training. CRCC signed labor contract with local employees who agreed upon wage standard, probation period, labor disciplines, social insurance and other rights and obligations of both parties and secured the rights and interests of employees. In 2013, overseas employees have reached 39,000, the foreign and domestic stuff working together has become a scenery for CRCC abroad.



案例 CASE

中铁十四局集团有限公司为所在国培养了1220名钢筋工、电焊工、混凝土工、木工等专业技术人员。当地工人利用学到的专业技能，提高自主发展能力，带动当地建筑业劳务人员整体工作能力提升，促进了社会稳定。

China Railway 14th Construction Bureau Co., Ltd trained 1,220 professional steel benders, electric welders, concreters and carpenters. Local workers used the professional skills to enhance ability of self-development which improved the local construction workers' ability and promoted the social stability.

案例 CASE

中国土木工程集团有限公司尼日利亚公司雇佣当地员工超过1.8万人，中外员工平均比例已达到1:10，其中部分项目高达1:15，并计划于2015年实现现场施组无中方人员的目标。

The Nigeria Company of China Civil Engineering Construction Corporation employed the local labor for more than 18,000, the average ratio of Chinese employees and foreign employees has reached 1:10, in some projects the ratio is up to 1:15. It is expected to achieve the goal of no Chinese staff in the construction site by 2015.



海外社区发展 Overseas Community Development

公司遵守当地法律法规、尊重风俗文化以及宗教信仰，主动融入当地社会，积极参加各项公益活动，在基础设施兴建和改善居民生活水平上做了大量扎实有效的工作，产生了良好的带动和辐射效应，实现了合作共赢的良好局面。

CRCC complied with local laws and regulations, respected the culture, custom and religious belief, assimilated into the local society, took an active part in public welfare activities, carried out a lot of solid and effective work to construct infrastructures and improve the residents' living standards, these measures produced good driving and radiation effects and achieved win-win situation.

案例 CASE

中铁二十局集团有限公司投入 220.32 万元，在安哥拉穆尼杨戈市捐建总建筑面积 370 平方米的安中友谊学校，并配齐教学设施，增进了中安友谊。

China Railway 20th Bureau Group Co., Ltd invested 2.2032 million yuan to build the Angola-China Friendship School which covered an area of 370 square meters in Munhango City and equipped the school with teaching facilities which enhanced the bilateral friendship between Angola and China.

案例 CASE

中国土木工程集团有限公司塔博拉公路项目部了解到周边地区水资源缺乏，百姓生活用水困难等情况后，在施工沿线挖取水井，建立蓄水池塘清淤，与当地居民共同使用，得到了当地村民、政府的高度赞扬。吉布提铁路项目部针对当地干旱少雨的情况，在铁路沿线打下数口水井，免费提供给周边社区使用，并在工程结束后将水井捐赠给当地政府，继续造福当地民众。



China Civil Engineering Construction Corporation Tabora Highway Project Department built wells and water storage ponds along the construction sites and used together with the local residents after learning about the water problems in the surrounding areas, this measure was highly praised by the local people and government. In order to solve the drought and less rain situation in the local area, Djibouti Railway Project Department dug numbers of wells along the railway for the surrounding communities' free use and donated them to the local government after completing the projects to go on benefiting the local people.

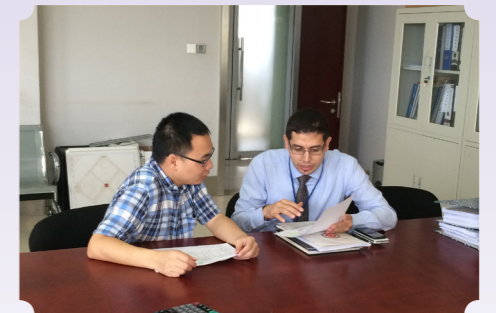
属地化采购 Localization Procurement

公司倡导“属地化采购”原则，注重实现生产配套要素的属地化，不断增加原材料的属地化采购比重，既降低运营成本，也为当地社会经济发展注入了强大的动力和活力。

CRCC advocated localization procurement principles, implemented to realize localization procurement of production factors, increased the purchasing proportion of raw materials from the local, in this way to reduce the operating costs as well to instill strong motivation and energy to local economic development.

案例 CASE

中国土木工程集团有限公司尼日利亚公司对沙石、沥青、水泥及燃料油等大宗地材物资均从当地采购，并和当地合格供应商建立长期、稳定的合作关系，持续加大属地化采购比例。通过规范的属地化采购，合理使用海外当地资源，在降低运营成本的同时，也培育起一批与公司共同发展的当地供应商。



The Nigeria Company of China Civil Engineering Construction Corporation procured gravels, asphalts, cements, fuel oil and other bulk materials from the local, established long-term and stable cooperative relationship with the qualified local suppliers, increased the procurement proportion from the local. Through the regular localization procurement and rational use of local resources, we did not only decrease operation costs but also cultivate a batch of local suppliers growing together with us.





员工是企业发展的核心与根本要素。中国铁建坚持“以人为本”理念，重视和维护员工各项基本权益，积极拓展员工发展平台，实现了员工与企业共同进步、携手发展。

Employees are the core and fundamental elements of enterprises development. CRCC stuck to the "people-oriented" concept, preserved and enhanced staff's basic rights and interests, expanded development platform, realized the mutual improvement and development of employees and enterprises.



员工队伍情况 63 Employees Information	员工职业发展 65 Vocational Development	强化员工培训 65 Intensify Employees Training
保障员工权益 67 Protect Employees' Rights and Interests	维护农民工权益 69 Maintain the Rights and Interests of Migrant Workers	加强民主管理 71 Reinforce the Democratic Management
关爱帮扶活动 73 Care and Help	提升建家建线质量 75 Improve the Quality of Home Building and Line Building	推进企业文化建设 77 Push Forward Construction of Enterprises Culture

员工队伍情况 EMPLOYEES INFORMATION

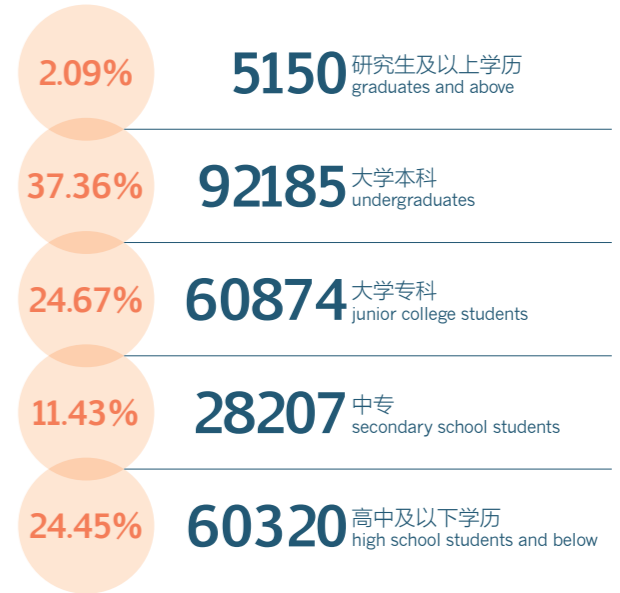
基本概况 Basic Profile

▶ **员工数量**：截至 2013 年 12 月 31 日，公司在岗员工为 246736 人。其中管理人员 47689 人，占 19.33%；专业技术人员 101093 人，占 40.97%；技能人才 97954 人，占 39.70%。各类人员中，女性 52098 人，占 21.11%；少数民族 7253 人，占 2.94%。

Number of employees: by the end of 2013, CRCC had 246,736 employees, including 47,689 administrative staff, whom accounted for 19.33% of the whole; 101,093 professionals, whom took up for 40.97%; 97,954 skilled talents whom made up for 39.70%. Among all the people, there were 52,098 female whom accounted for 21.11% and 7,253 minorities whom accounted for 2.94%.

▶ **学历结构**：研究生及以上学历 5150 人，占 2.09%；大学本科 92185 人，占 37.36%；大学专科 60874 人，占 24.67%；中专 28207 人，占 11.43%；高中及以下 60320 人，占 24.45%。

Educational background structure: CRCC had 5,150 graduates and above whom accounted for 2.09%; 92,185 undergraduates whom accounted for 37.36%; 60,874 junior college students whom accounted for 24.67%; 28,207 secondary school students whom accounted for 11.43%; 60,320 high school students and below whom accounted for 24.45%.



人才队伍情况 Talent Team Information

公司深入实施人才强企战略，加强人才队伍建设，努力实现人才量质齐增，为推进企业建设目标提供强有力的人才保证和智力支持。2013 年，公司有 3 人入选“百千万人才工程”国家级人选并被授予“国家有突出贡献中青年专家”荣誉称号，1 人获第十三届中国青年科技奖，4 人获“全国技术能手”称号。目前公司拥有 1 名工程院院士、6 名国家勘察设计大师和 220 名享受国务院特殊津贴的专家。

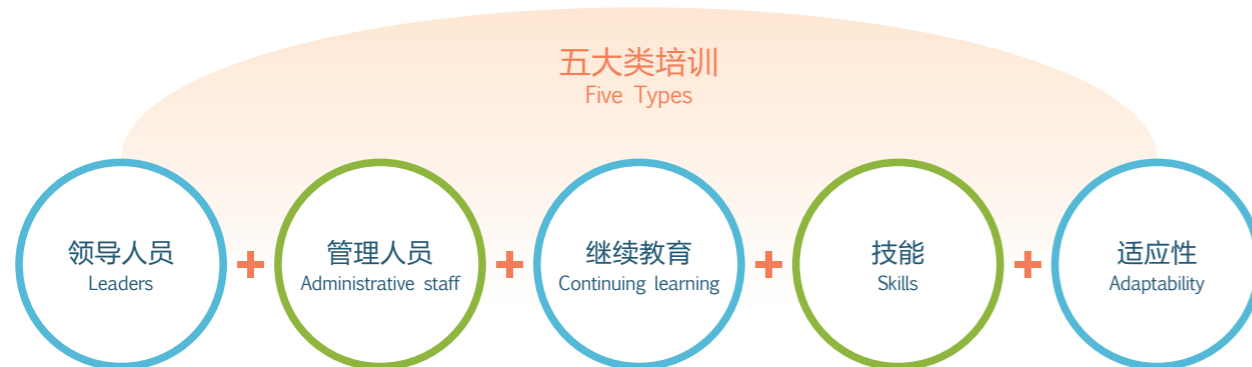
CRCC implemented the strategy of building a strong enterprises through talent team and strengthened the constructing the talent team, made efforts to ensure the talent quality grows together with the quantity, provided a strong talent guarantee and intellectual support for the construction targets. In 2013, 3 were selected as State-level candidates for Ten Million Talents Project and be honored the title of National Expert with Remarkable Contributions, 1 was awarded the 13th Science and Technology Award for Chinese Youth, 4 won the title of National Technical Skill Master. So far CRCC had a member of the Chinese Academy of Engineering, 6 national survey and design masters and 220 experts whom are approved to enjoy the state council special allowance.

员工职业发展 VOCATIONAL DEVELOPMENT

公司高度重视员工的职业发展，建立多通道职业发展体系，指导员工规划职业发展目标，为员工的成长搭建平台，努力做到人才培养满足企业发展需要，企业环境满足员工成长需求，致力于企业发展与员工发展和谐统一。

CRCC attached great importance to the employees' vocational development, set up multi-channel career development system, guided the employees to do career goals planning, set up the platform, made efforts to make the talent training meets the needs of enterprises development and the enterprises environment meets the needs of employees' development, committed to achieve the harmony and unit of both the enterprises and the employees.

强化员工培训 INTENSIFY EMPLOYEES TRAINING



公司把培训作为基础管理和人才开发工作的重要抓手，创新方式、丰富内容，通过多层次、多类别、多渠道的员工培训工作，增强员工业务能力、提高员工综合素质，打造一支高素质、专业化的员工队伍。

2013年，公司实施“领导人员、管理人员、继续教育、技能和适应性”五大类培训，培训员工144,806人次。

CRCC considered training as an important key for basic management and talent development, we brought forth new methods, enriched the content, enhanced employees' professional ability and improved employees' comprehensive quality by training with various levels, various types and various channels, through this we built a high-quality and professional team.

In 2013, CRCC implemented five types of training including leaders, administrative staff, continuing learning, skills and adaptability, in total trained for 144,806 person times.

其中，各类干部培训总计105,896人次，其中领导干部培训4,144人次，经营管理人员培训15,189人次，专业技术人员继续教育68,377人次，其他各类管理人员培训18,186人次；技能员工各类培训总计38,910人次，其中技能培训和岗位练兵12,692人次，职业资格等级培训9,226人次，各种适应性岗位培训16,992人次。

Among them, there were cadre training of 105,896 person times including leading cadres training of 4,144 person times, managerial forces training of 15,189 person times, professionals' continuing learning of 68,377 person times and other management training of 18,186 person times; training for skilled workers reached 38,910 person times including skills training and job training of 12,692 person times, professional qualification training of 9,226 person times and adaptive training of 16,992 person times.

案例 CASE

11月，中国铁建组队参加由国务院国资委、人力资源和社会保障部共同主办的国家一级大赛“2013年中央企业建筑材料试验工职业技能大赛决赛”，10名选手在来自中央企业和地方国资委共25家单位的130名选手中脱颖而出，取得4金6银、包揽个人前三的骄人成绩。

In November, CRCC took part in the finals of 2013 Central Enterprises Construction Materials Testing Vocational Skills Contest cosponsored by SASAC and HRSS, 10 contestants stood out from the 130 contestants whom came from 25 central enterprises and local SASAC, won impressive achievements of 4 gold medals, 6 silver medals and individual top three.



保障员工权益

PROTECT EMPLOYEES' RIGHTS AND INTERESTS

公司严格遵守《中华人民共和国劳动法》、《中华人民共和国劳动合同法》等法律法规，与全体员工在平等自愿、协商一致的基础上签订劳动合同，并缴纳各项社会保险，多方保障员工合法权益不受侵犯。

CRCC strictly followed the Labor Law of the People's Republic of China, Law of the People's Republic of China on Employment Contracts and other laws and regulations, signed the labor contract with the staff on the basis of equality and consensus, paid social insurance and secured the employees' legitimate rights and interests from multi aspects.

劳动合同 Labor Contract

公司严格遵守劳动法律法规，奉行男女平等、同工同酬、非歧视等劳动用工政策，反对强迫劳动，严禁使用童工。2013年，员工劳动合同签订率近100%。

CRCC complied with labor laws and regulations rigorously, pursued the policy of gender equality, pay equality, non-discrimination, etc, objected to forced work and prohibited child labor. In 2013, the rate of signed contract reached up to near 100%.

薪酬福利 Salary and Welfare

公司实行工资与绩效联动的效益工资制，着力实现员工收入与企业效益同步发展，同时不断完善员工保险体系，及时为员工缴纳“五险一金”，完善企业年金和补充医疗保险制度，社会保险覆盖率达100%；建立健全休假制度，提供带薪休假、婚假、丧假、产假等福利，保证员工休息、休假的权利。

CRCC implemented the post performance salary mechanism which linked the salary to performance, strived to achieve synchronous development of staff income and enterprises benefit, at the same time kept improving staff insurance system, paid the five one insurance fund timely, improved the system of enterprises annuity and supplementary medical insurance, ensured the 100% social insurance coverage; CRCC also established the sound vacation system, provided paid leave, wedding leave, funeral leave, maternity leave and other welfares, guaranteed the employees' rights to rest and leave.

职业安全健康 Occupational Safety and Health

公司高度重视职业健康管理工作，建立健全职业健康管理体系，明确工作要求，普及健康知识，提高员工防范意识。开展职业危害治理工作，强化劳保用品的发放和穿戴制度的落实，确保对危害职业健康因素的控制。组织员工定期或不定期体检，建立员工健康档案，实行跟踪服务，切实维护员工职业健康权益。

CRCC paid high attention to the occupational health management, established and improved the occupational health management system, clarified the job requirement, popularized health knowledge and strengthened the staff's awareness. CRCC promoted the control of occupational hazards, strengthened the implementation of distribution and wear of labor protection supplies, ensured to control the hazard factors. CRCC organized regular or irregular physical examinations, established employees' health records, followed the tracking services and feasibly protected employees' occupational health rights and interests.

案例 CASE

中铁十七局集团有限公司以“职业病防治法宣传周”活动为契机，广泛开展知识普及活动，先后制作宣传横幅、标语74幅，印发宣传资料3937张，制作展板43个。同时还在网上开辟职业健康专栏，及时上传职业健康法律法规、管理制度、工作动态、专业知识、技术标准等，增强员工职业病防治责任意识、法律意识，有效提高广大员工的自我防护能力。

China Railway 17th Bureau Group Co., Ltd took the opportunity of the Occupational Disease Prevention and Control Publicity Week to conduct the activities for knowledge popularization and made 74 promotion banners and posters, printed 3,937 copies of publicity materials and 43 display boards. In the meanwhile CRCC set a column on the website to introduce the occupational health laws and regulations management systems, working trends, professional knowledge, technical standards, etc, which strengthened the staff's occupational disease prevention duty and legal awareness, improved the self-protection ability.

案例 CASE

中铁二十四局集团有限公司全方位做好GB/T28001职业健康安全管理体系贯标工作，坚持做到“三个到位”，即设施设备配备到位、员工健康体检到位、劳动防护用品发放使用到位，维护了员工合法权益。

China Railway 24th Bureau Group Co., Ltd implemented the standards of GB/T28001 Occupation Health Safety Management System, stuck to the three "putting into place", namely facilities in place, employees' physical examination in place and labor protection supplies in place, protected the legal rights and interests for employees.

维护农民工权益

MAINTAIN THE RIGHTS AND INTERESTS OF MIGRANT WORKERS

建筑施工领域拖欠农民工工资以及农民工再教育问题一直较为突出，备受社会各界关注。公司根据实际情况，创建农民工工资清欠机制，设立保障资金，着力解决农民工工资拖欠问题。同时多方协调，为农民工提供法律法规、现场知识、操作技能等多方面的培训，帮助农民工融入企业、提高谋生技能，既维护了农民工发展权益，也兑现了企业的社会承诺。

In the construction field the question of migrant workers' wage arrears and re-education had been prominent and received high social attention from all walks of life. According to the practical situation, CRCC created a wages clearing mechanism, set up the security payments, focused on solving the problem of wage arrear for migrant workers. At the same time, CRCC provided training on laws and regulations, knowledge, operating skills and many other aspects to help the migrant workers integrate into the enterprises and improve living skills. The two moves maintained the rights and interests of migrant workers as well met CRCC's social commitment.

案例 CASE

中铁十二局集团有限公司经过长期的调查、分析、研究、试行，创新性地制定防止农民工工资欠薪五大机制，即建立法治宣传教育机制、建立预警防范制约机制、建立工会法律援助机制、建立工资代发机制、建立考核奖惩机制，较好地破解了农民工工资拖欠难题，从企业角度保障了农民工合法权益。

China Railway 12th Bureau Group Co., Ltd formulated 5 mechanisms to prevent the migrant workers' wages arrear after a long period of investigation, analysis, research and trial, namely law publicity and education mechanism, early warning restriction mechanism, law aid mechanism by labor union, wages distribution mechanism, reward and punishment mechanism, which solved the wages arrear problem and guaranteed the migrant workers' legal rights and interests.



案例 CASE



中铁十六局集团有限公司合肥轨道交通项目部为近 200 名农民工开辟业余学校，按照工程进度和农民工需求确定培训内容，邀请相关行政主管部门负责人和项目专业人员作为导师，采取灵活多样的教学方式对农民工进行定期授课，并严格考勤制度，建立完善的教学管理档案，确保进场工人都经过培训，持证上岗，被授予“全国建筑业企业创建农民工业余学校示范项目”荣誉称号。

China Railway 16th Bureau Group Co., Ltd Hefei Rail Transit Project Department created a spare-time school for about 200 migrant workers and determined the training content according to the construction schedule and migrant workers' demand, invited the related administrative department head and professionals as the mentor, adopted flexible and varied teaching methods to have regular classes, implemented work attendance checking system, built the teaching management profile, ensured all workers were trained to enter the construction site and certificated. CRCC was awarded the Demonstration Department of National Construction Enterprises Building Migrant Workers Spare-time School.

加强民主管理

REINFORCE THE DEMOCRATIC MANAGEMENT

公司注重加强员工源头参与程度，培养员工主动参政议政、参与企业决策的思想意识，着力深化民主管理工作，把员工广泛参与、监督的机制贯穿于企业管理的各个方面，不断丰富民主形式和内容，拓宽民主渠道，保障员工民主政治权利，实现企业决策的民主化、规范化和科学化。

CRCC paid attention to strengthen employees' awareness of participation, cultivated employees' consciousness to take part in the political process and enterprises' decision-making, deepened democratic management, made the participation and inspection mechanism run through all aspects of management, enriched the democratic form and content, widened channel for democracy, protected employees' democratic rights and realized the democratization, normalization and scientization of enterprises' decision-making.

落实职代会制度 Implement Workers' Congress System

公司着力健全以职工代表大会为基本形式的民主管理制度，在各级组织中推进职代会标准化建设，决策监督、职工代表定期巡视、优秀提案评选和星级职代会评比等工作得到扎实有序推进。2013年，公司在两级职代会建制率、召开率均100%的基础上，加快推进项目部职代会制度落实，进一步夯实了企业民主管理基础。

CRCC focused on perfecting democratic management system which was built on the workers' congress, promoted the standardization of workers' congress in all levels of organizations, supervised the decision-making, toured regularly by staff representatives, discussed and selected excellent proposals, made an comparison of star rating workers' congress, etc, all works were proceeded orderly. In 2013, on the basis of 100% establish rate and meeting rate of workers' congress, CRCC accelerated the implementation of workers' congress system and further strengthened the fundamentals of democratic management.

深化企务公开 Deepen the Transparent Corporate Work

公司不断加大企务公开民主管理工作制度化、规范化、法制化建设力度，把企务公开作为加强企业管理、规范生产经营、推进基层民主政治建设、构建和谐企业的重要内容进行推进。员工关心的热点、难点问题，涉及企业发展运营的敏感问题，都已充分融入企务公开工作。2013年，基层项目部逐步将员工工资和奖金分配、招待费和通信费支出、伙食费节超、评先评优等情况纳入企务公开范围，使项目公开的信息更全面、更透明，保障了员工的知情权、参与权和监督权，提升了企务公开效果，强化了民主监督力度。公司所属5家单位荣获2013年“全国厂务公开民主管理先进单位”称号。

CRCC strengthened the intensity to institutionalize, normalize and legalize the transparent work of democratic management, considered the transparent corporate work as the important content for enhancing enterprises management, regulating production and operation, promoting the construction of democratic politics and building harmonious enterprises. The hot and difficult problems concerned by the staff, the sensitive question referred to the operation of the enterprises development have been fully integrated into transparent corporate work. In 2013, the grassroots project department publicized the information of staff salaries and bonus allocations, entertainment expenses and communication expenses, board wages and excellence selections, made the information more comprehensive and transparent, ensured employees' right to know, to participate and to supervise, improved the effect and enhanced the democratic supervision. Five units under the company won the title of "2013 National Advanced Units of Transparent and Democratic Management".

拓宽诉求渠道 Widen the Channel of Appeal

公司积极拓展员工参与企业管理、表达个人意愿的方式和渠道，积极建立员工诉求平台，利用信箱、信访接待、座谈会、问卷调查以及领导邮箱、网上论坛、微博、微信等新老结合的有效形式，畅通员工诉求渠道，广开言路，倾听呼声，拓展员工维权途径。

CRCC increased the methods and channels for staff to participate in enterprises management and express personal willingness, set up the appeal platform, made full use of mails, petition, symposium and questionnaire together with the new methods of leaders' email, online forum, Weibo and WeChat to unblock employees' appeal channel, encourage freedom of speech, listen to their voices and widen the rights protection approaches.

案例 CASE

中铁十八局集团有限公司通过“建立工会法律援助站、开设员工工作站、开辟网络维权”三种途径，先后建立17个工会劳动法律服务监督和劳动争议调解组织，设专职调解员23人，兼职调解员360人，接到来电来访21个，免费为32名员工实施法律援助；开设员工工作站，帮助932名息工待岗老员工重回工作岗位；协调沟通、多方筹集2000余万元，对26栋984户员工住宅楼基础设施进行改造，为员工诉求搭建了平台，促使各项惠及员工服务落在实处。

By three approaches of "setting up labor union legal aid station, establishing work station and protecting the rights online", China Railway 18th Bureau Group Co., Ltd set up 17 labor union legal service supervision and labor dispute mediation organizations successively, set 23 full-time mediators and 360 part-time mediators, received 21 calls and visits, implemented free legal aid for 32 employees; we also set work stations and put 932 unemployed old staff back to work; by coordination and communication, we raised more than 20 million yuan to renew 26 residential buildings for 984 employees, built appeal platform for employees and brought the benefits into reality.

关爱帮扶活动 CARE AND HELP

公司牢固树立“员工利益无小事”的理念，转变帮扶思路，强化资金筹集、加大帮扶力度，完善帮扶档案、扩大帮扶范围，拓展帮扶渠道、创新帮扶形式，规范机制建设、提升帮扶水平，获得了员工的高度赞扬。

CRCC set up the concept of "employees' interests does not have bagatelle", changed the helping method, enhanced the fund raising, increased the intensity of support, perfected the files and expanded the scope of help, broadened the help channel, brought forth new forms of help, regulated mechanism construction, improved the help level and received employees' high praise.

“送温暖”活动 “Warmth-Giving” Activity

继续开展“送温暖”活动，全年共筹集资金 6564 万元，共慰问困难员工家庭 23996 户，其中慰问劳模、一线员工、农民工 38758 人。

RCC went on carrying out the “warmth-giving” activity, collected 65.64 million fund in the whole year and conducted the condolences to 23,996 difficult employee families including 38,758 model workers, front-line workers and migrant workers.



“三不让”承诺 “Three No” Commitment

认真落实“三不让”承诺，有效发挥员工互助保险作用，共筹集专项资金 8237 万元，救助困难员工家庭 10238 户次，资助困难员工子女入学 2536 人次，救助患病员工 3218 人次。

CRCC implemented the “Three No” commitment, effectively played the role of mutual insurance, raised a special fund of 82.37 million yuan, helped difficult employees families 10,238 household-time, funded children of difficult employee to school for 2,536 person-time and succored sick employees for 3,218 person-time.

“金秋助学”活动 “Assisting the Impoverished Student in Golden Autumn” Activity



广泛开展“金秋助学”活动，共资助 3369 人，发放助学金 377.4 万元。其中，共资助困难员工子女 2998 人，发放助学金 347.2 万元；困难农民工子女 74 人，发放助学金 10.4 万元；受灾员工子女 297 人，发放助学金 19.8 万元。

CRCC launched the “Assisting the Impoverished Student in Golden Autumn” activity to assist the impoverished students, funded 3,369 students in total and distributed education grants for 3.774 million yuan. Among them, 2,998 children of difficult employees were funded and 3.472 million yuan was granted; 74 children of difficult migrant workers were granted to 104,000 yuan; 297 children of stricken employees were granted to 198,000 yuan.

提升建家建线质量

IMPROVE THE QUALITY OF HOME BUILDING AND LINE BUILDING

公司在多年建家建线工作基础上，更加注重提升实施质量，突出抓好新上项目、国内偏远重难点项目及海外项目的建家建线工作，扩大覆盖面、突显针对性，同时重点新建一批施工项目“职工书屋”、“职工夜校”，既满足员工生活需要，又提供精神食粮，努力为广大员工创造了温馨和谐、文明健康、安全舒适的工作和生活环境，实现广大员工“体面劳动、尊严生活”的共同愿景。

Based on years experience in home building and line building, CRCC paid more attention to improve quality, highlighted the home building and line building work of new projects, key and difficult projects in remote areas of China and overseas projects, expanded the coverage and featured the pertinence; at the same time, CRCC newly constructed the reading rooms and evening schools for workers which not only met the living needs but also provided mental food, made efforts to create work and living environment of warm and harmonious, civilized and healthy, safe and comfortable, realized the shared view of “decent labor and life”.



案例 CASE

公司制作的专题片《家》，集中反映了中国铁建近30年职工之家建设的工作历程、成果经验和方法举措，职工之家建设已成为全系统工会工作的重要载体和响亮品牌。

The feature program “Home” made by CRCC centered on the work progress, results, experiences, methods and processes of building the workers’ home in the past 30 years which has become an important carrier and brand for union work in the whole system.



案例 CASE

中铁十一局集团有限公司倡导全员读书理念，不断推动文化兴企战略，依托建家建线工作在各基层单位建立“职工图书”示范点41个，配备图书、报刊、电子音像制品等各类资料，配备兼职管理人员，制定借阅、采购、保管制度，极大地充实了基层文化阵地，丰富了员工业余文化生活。2013年，该单位作为湖北省总工会推荐的唯一一家企业职工书屋，参加了“全国职工书屋建设工作研讨会”并作经验交流。

China Railway 11th Bureau Group Co., Ltd advocated reading among all employees, promoted the culture strategy, built 41 pilot workers’ reading rooms in the basic organizations relied on the home building and line building, equipped with books, newspapers, videos and other materials, staffed with part-time administrators, developed system for borrowing, procurement and storage, which greatly enriched the primary-level cultural undertakings and employees’ spare-time cultural life. In 2013, as the only workers’ reading room from enterprises recommended by Hubei Province Federation of Trade Unions, China Railway 11th Bureau Group Co., Ltd joined the National Workers’ Reading Room Construction Seminar and exchanged experiences.



推进企业文化建设 PUSH FORWARD CONSTRUCTION OF ENTERPRISES CULTURE

公司全面倡导以企业为重、事业为重的价值观，传承并创新铁道兵时代精神，着力打造以铁兵文化、团队文化、诚信文化、责任文化、创新文化、求实文化、科学文化、廉洁文化、俭朴文化为主要内容的“九种文化”，通过创办刊物、组织文体活动、表彰奖励等举措，激发员工工作热情，提高身体素质，增进企业文化认同度，增强企业向心力、凝聚力。

CRCC advocated the enterprises oriented and career oriented value, inherited and innovated the spirit of railway engineering corps, put efforts to nine cultures including railway corps culture, team culture, honesty culture, responsibility culture, innovation culture, truth seeking culture, science culture, integrity culture and thrift culture. CRCC motivated employees' working enthusiasm, improve d physical fitness, promoted the enterprise's culture identity, enhanced the centripetal forces and cohesive force by forming publications, organizing recreational and sports activities and rewarding.

案例 CASE

公司大力开展“道德讲堂”活动，围绕“节俭”、“敬业”、“责任”、“奉献”等主题，以“身边人讲身边事、身边人讲自己事、身边事教身边人”等形式，与中国铁建“九种文化”相融合，发挥道德凝聚人心的作用。累计举办 41 场次，受众超过 1.2 万人次，营造了重道德、守情操、讲文明、树新风的浓厚氛围。

CRCC organized the Moral Lecture Room activity, centered on the topics of thrift, responsibility and contribution, integrated with the nine cultures by the form of “talking about things around you, about yourself and be taught by things around you” and played the role of moral to achieve the unity. 41 lectures were made and over 12, 000 received the education, which created the dense atmosphere of valuing morality, keeping sentiment, stressing on civilization and building up new spirit.



案例 CASE



中铁建设集团有限公司开展“领略哈大风采，传承铁建军魂”活动，组织 10 个参建哈大线的员工家庭，参观该单位承建的哈尔滨西站、四平东站、长春西站和长春站，与亲人分享战斗历程、品味胜利喜悦，既宣扬了企业文化，又为干事创业、家庭和睦增添了精神动力。

China Railway Construction Group Co., Ltd. implemented the activity to appreciate the mien of Harbin-Dalian Passenger Railway Line and inherit the military spirit of CRCC, organized 10 employees' families to visit the Harbin West Station, Siping East Station, Changchun West Station and Changchun Station which were constructed by CRCC, shared the fighting course, tasted the joy of victory with families, which not only promoted the enterprise's culture but also added spiritual motivation for workers and families.



环境责任 —— 共建生态文明

ENVIRONMENTAL RESPONSIBILITY
- CO-BUILD ECOLOGICAL CIVILIZATION

保护环境、珍惜资源是一项伟大的事业，更是企业应尽的义务。在全球节能减排大趋势下，中国铁建秉承“绿色施工”理念，科学管理，节约能源，严格控制，防止污染，努力建设资源节约型、环境友好型企业。

It is a great course and duty for enterprises to protect environment and conserve resources. Under the trend of energy conservation and emission reduction, CRCC stuck to the concept of "green construction", scientifically managed, conserve energy, strictly control and prevent pollutions, try to build a resource-conserving and environmental-friendly enterprise.



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Energy Conservation and Emissions Reduction

加强环境保护 STRENGTHEN ENVIRONMENTAL PROTECTION

公司注重解决施工生产与环境保护之间的深层次矛盾，不断提升科学管理水平，减少自身对大气、水、土壤、植被、矿产等自然资源的影响，致力于促进生态改善与资源保护，打造精品工程、保护青山绿水。2013年，公司签署由中国企业联合会、中国工业经济联合会、中国上市公司协会共同发起的《中国企业界应对气候变化倡议书》，为应对环境变化做出积极努力。

CRCC laid emphasis on solutions to the deep-seated contradictions between production and environmental protection, improved scientific management level constantly, reduced the influence on natural resources such as air, water, soil, vegetation, and minerals, devoted to promoting the ecological improvement, resources protection, creating high-quality projects and protecting the green mountains and rivers. In 2013, CRCC signed the "Written Proposal on Tackling Climate Change for Chinese Industries" launched by China Association of Enterprises, CFIE and CAPCO, made positive efforts to cope with environmental changes.

年度环保目标 The Annual Environmental Targets

施工现场大气污染、噪声污染、水污染、光污染、土壤污染、放射性物质污染及其他污染排放，控制在国家标准和工程所在地政府管理规定、要求标准之内。固体废弃物及建筑垃圾处理等符合国家标准和工程所在地政府管理规定。保护野生动植物和生态植被，做好水土保持及绿化、耕地恢复等工作，杜绝重大环境污染责任事故。

CRCC controlled the atmospheric pollution, noise pollution, water pollution, light pollution, soil pollution, radionuclide contamination and other pollutions under the national standards and local government regulations and requirements. The disposal of solid wastes and construction wastes met the specification of national standards and local government's regulations. CRCC also made efforts to protect the wildlife and ecological vegetation, implemented the conservation of water and soil, recovered the landscaping and farmland and completely eradicated substantial natural pollution accident.

绿色施工 Green Construction

公司加强顶层设计，建立健全了四级组织管理体系，严格遵循“工程施工环保先行”的原则，将环保理念和行为贯穿于工程建设全过程，通过打造“花园式”工地、采购使用绿色建材，实现施工现场“工完、料净、场清”，增加材料循环使用频率，严格控制废物，保护现场周边自然环境等多种方式，形成一条工作脉络清晰完整的“绿色施工通道”，努力成为国家经济建设、生态建设的重要力量。

CRCC strengthened the top-level design, established and improved the four level organization management systems, strictly followed the principle of "environmental protection comes the first", ran the concept and behavior of environmental protection through the construction process, by the means of creating garden site, procuring and using green building materials, realizing the clear site after the projects be finished, increasing the material circulation frequency, controlling the wastes tightly and protecting surrounding natural environment, CRCC formed a clear and complete "green construction channel" and attempted to be the vital force for national economic construction and ecological construction.



绿色人居 Green Human Settlements

打造“优质、安全、环保、和谐”的绿色建筑，营造自然美好家园，是中国铁建不懈的精神追求和工作目标。公司借助自身积累的专业优势，不断推进绿色社区和生态城镇化建设。

It is CRCC's unremitting spiritual pursuit and target to create green architecture of high quality, safe, environmental-friendly, harmonious and offer beautiful homestead. With the calculated professional advantage, CRCC continuously promoted the construction of green community and ecological urbanization.

案例 CASE

中国铁建房地产集团有限公司开发的中国铁建·北京青秀城项目，充分考虑到低碳、节能、节水、节电、节地等环保要求，选择无毒、无害、无污染的绿色建筑材料，有效降低建筑环境负荷，跻身“绿色人居”建筑典范，被中国建筑学会和全国人居经典方案竞赛组委会评为“2013年全国人居经典建筑规划设计方案竞赛环境金奖”。

The CRCC · Beijing Green City project developed by China Railway Construction Real Estate Group Co., Ltd fully considered the environmental requirements of low carbon, energy saving, water saving, electricity saving and land saving, chose the non-toxic, harmless and pollution-free green building materials, reduced the environmental load effectively, ascended to be the model of green settlements and was awarded the gold medal of “2013 National Residential Classic Architecture Planning and Design Competition” by the Architectural Society of China and committee of the national residential classic architecture planning and design competition.



案例 CASE

中铁十六局集团有限公司出台具体细化措施，对施工现场“噪声、扬尘、废水、废物、运输过程、化学品”六大生产要素进行全天候监控，确保施工现场周边生态环境得到有效保护。

China Railway 16th Bureau Group Co., Ltd took steps to detailed measures to monitor the noise, dust, sewage water, wastes, transportation process and chemicals together 6 production factors all around the clock to guarantee the protection of surrounding ecological environment.

案例 CASE

中铁二十局集团有限公司揭博 T8 标项目部先后投入 59.3 万元环保资金，用以开展垃圾清运、硬化道路、施工现场工完料净、桩基泥浆外运、固体废物清理等环保工作，并先后植草 2600 平方米、植树 500 株，购买除尘设备，覆盖密目网，建设三级污水沉淀池，设立环保警示标识，多措并举减少环境影响，获得业主、政府、百姓的称赞。

China Railway 20th Bureau Group Co., Ltd Jiebo T8 Project Department invested 593, 000 yuan to carry out green jobs such as garbage clearance, road hardening, site clearance after work finished, pile slurry transport, solid waste cleanup, etc, completed the 2, 600 square meters grass planting and 500 trees planting, procured dust-cleaning apparatus, covered the dense screen, built sewage settling tanks, set up environmental protection labels, took various measures to reduce the influence on environment and gained prize from proprietor, government and citizens.

绿色设计 Green Design

公司整合自身各项优势资源，在设计方案时充分考虑各方因素，确保在建造时节约材料能源，在使用中节约自然资源，实现与周边自然环境的和谐共荣。

CRCC integrated various advantages, fully took a consideration of all factors in the design, ensured to save material resources during the construction, saved natural resources in the use and realized the harmonious co-prosperity with surrounding natural environment.

案例 CASE

中铁第四勘察设计院集团有限公司在昆明地铁首期工程设计时，充分考虑各专业综合效能，对节能减排效用进行了系统的专项规划和设计。与其他城市轨道交通相比，昆明地铁工程一座车站全年可节约电费 80 余万元，减少碳排放 1800 吨，使这条高原地铁的能源综合利用率走在全国前列，从源头上实现了绿色出行。

China Railway Siyuan Survey and Design Group Co., Ltd fully considered the professional comprehensive efficiency when the first-phase project of Kunming subway was designed, special planning and design were created for the effectiveness of energy saving and emission reduction. Compared with subways in other cities, one station of Kunming subway project can save over 800,000 yuan electricity costs annually, reduce 1,800 tons of carbon emissions, which made Kunming subway one of the leading enterprises in the national utilization in China and realized the green commuting from source.

环境治理 Environmental Management

公司适时引入新理念、新设备，在施工前科学研判、周密策划，在施工过程中严格操作规程、注重环境保护，施工完毕后做好善后处理、收尾净化等工作，把对当地环境的影响降至最低。

CRCC introduced the new concept and new facilities timely, before construction, we did scientific research and careful plan, in the construction we strictly operate and care for environment, after construction, we ended up with site clearance, minimized the impact on the local environment.

案例 CASE

中铁十四局集团有限公司隧道公司在北京地铁昌平线施工中，推行全封闭施工，确保主要粉尘点全覆盖，同时引入大功率通风、除尘设备，水雾帷幕降尘系统等环保设施，达到严格控制噪音，降低粉尘等废气物排放的目的，最大限度减少对周围环境及居民生活造成的影响。

During the construction of the Beijing Subway Changping Line, China Railway 14th Bureau Group Corporation Tunnel Engineering Co., Ltd, implemented the totally closed construction, ensured the main dust were covered, at the same time introduced the high-power ventilation, dust removal equipment and spay dust suppression system, achieved the aim of controlling noise and reducing the emissions of dust and other waste, minimized the influence on surrounding environment and the living of residents.



案例 CASE

中铁二十五局集团有限公司高度重视生态环境保护，通过栽植树木、洒水防尘、污水处理、水土保持、耕地恢复等环保措施，防止水土流失与植被破坏，减少施工对生态环境的影响，做到工程建设与生态环境和谐发展，全年累计投入环境保护等费用 10287 万元。

China Railway 25th Bureau Group Co., Ltd paid a deep attention to ecological environmental protection, by the measures of planting trees, watering dust, sewage treatment, conservation of water and soil and farmland restoration, we tried to prevent water and soil erosion as well as vegetation destruction, reduced the influence on ecological environment, promoted the harmonious development of construction and ecological environment, we have invested 102.87 million yuan for environmental protection throughout the whole year.

绿色办公 GREEN OFFICE

公司积极倡导“低碳节能、环保办公”的绿色理念，加强宣贯力度，推广节能措施，号召全体员工从身边事做起，从细微处入手，让绿色办公不仅成为健康生活方式，更成为企业创效源泉。

CRCC advocated the green concept of low carbon, energy saving and eco office, strengthened the publicity, promoted energy saving measures, called on all staff to start from things around and minor details, make the eco office become not only the healthy living style but also the source of benefit-making for enterprises.



案例 CASE

中铁十八局集团有限公司各级均建设了视频会议系统，优先召开视频会，严格控制召开现场大型会议的次数和规模。该系统全年使用 57 次，参会人员 1.3 万人次，有效减少了环境污染和能源消耗。

China Railway 18th Bureau Group Co., Ltd constructed the video conference system at all levels, chose the video conference as a priority, strictly control the frequency and size of large live meetings. The system was used 57 times in 2013 and 13, 000 person-times attended video conference, which effectively reduced the environmental pollution and energy consumption.

案例 CASE

中国铁建大厦地下停车场 2013 年在保证照明亮度情况下更换新型节能灯管，与 2012 年相比节电 13666 度，降耗比率达 42.8%。

In 2013, under the guarantee of lighting brightness, China Construction Building changed all the lamps in underground parking to the new energy-saving lamps, compared to 2012, 13, 666 KWh was saved with the consumption reduction rate of 42.8%.



节能减排

ENERGY CONSERVATION AND EMISSIONS REDUCTION

公司不断推进节能减排体系建设，积极开展“全国节能宣传活动周”等节能减排宣传教育活动，全年未出现环境污染投诉、事件和事故，出色完成国资委节能减排指标并受到通报表扬。所属3家单位入选《全国中央企业节能环保服务机构汇编手册》，成功取得工程建设项目环评、能评资格。

CRCC constantly promoted the system construction of energy conservation and emissions reduction, actively carried out publicity and education activities such as the National Energy-saving Publicity Week, in the whole year we met the energy conservation and emissions reduction target set by SASAC without any environmental pollution complaints, incidents or accidents, and was given a formal recognition. 3 subordinate units were selected to the Central Enterprises Energy Conservation and Environmental Protection Services Assembly Manual and be qualified to join in the environmental impact assessment.

健全体系 Improve the System

公司以健全节能减排三大体系为抓手，自上而下逐级成立管理组织，加强对减排的统计和测量工作，印发了《中国铁建股份有限公司节能减排工作目标考核评价实施细则》，主动承担落实节能减排的主体责任，做到分工明确，狠抓管理，确保节能减排工作各项要求落到实处。

CRCC took the improvement of energy conservation and emission reduction system as the start point, established the management organization from top to bottom, enhanced the statistics and measurement of emissions reduction, printed and distributed the "CRCC Energy Conservation and Emissions Reduction Work Target Examine Rules", undertook the responsibility of implementing energy conservation and emissions reduction, ensured clear division of responsibilities, paid much attention to management and made sure all requirements of energy conservation and emissions reduction fell into place.

加强培训 Enhance Training

公司加强节能减排培训工作，12月举办节能环保管理干部培训班，邀请国资委、环保局、第三方咨询公司专业人士，讲政策、传方法、作要求，提高了管理人员的意识、明确了工作任务，收效明显。

CRCC strengthened the training work of energy conservation and emissions reduction, on December, CRCC conducted a training program for managerial staff on energy conservation and environmental protection, invited professionals from SASAC, environmental protection agency and a third-party management consulting firm to publicize the policy, method and requests to the staff, which improved the awareness of managerial staff, clarified the work task and got good results.

节约能源 Save Energy

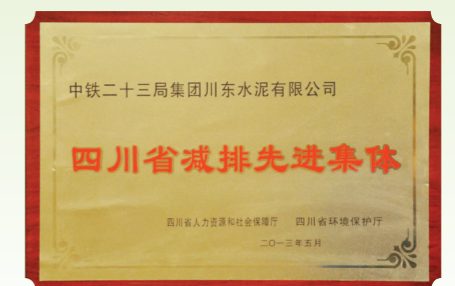
公司十分重视节约能源，降低能源消耗，提高能源利用效率。2013年，公司非工业万元营业收入综合能耗（可比价）为0.1117吨标煤，比2012年下降了8.7%。

CRCC attached great importance to energy saving, energy consumption reduction and improvement of energy efficiency. In 2013, the nonindustrial synthetic energy consuming per 10,000 rmb (comparable price) was 0.1117 and 8.7% lower than in 2012.

案例 CASE

中铁二十三局集团有限公司川水公司对水泥磨3417循环风机、窑2624排风机及2706煤磨排风机的高压变频器进行技术改造，在满足工艺要求下，三台变频器可节电270度/时，全年节电130多万度，总节电率达20%以上，荣获四川省“节能减排先进单位”称号。

China Railway 23rd Bureau Group Co., Ltd Chuandong Cement Company carried out the technical reform on the high-voltage inverters of cement grinding mill 3,417 circulating fan, 2,624 exhaust blower and 2,706 coal grinding exhaust fan, in the case of meeting the demand, three high-voltage inverters can save 270kwh per hour and save more than 1.3 million Kwh in a whole year, the saving rate reached over 20%, CRCC was awarded the title of "Energy Conservation and Emissions Reduction Advanced Unit" in Sichuan Province.



环境治理 Reduce Emissions

公司广泛宣传和普及减排知识，明确施工生产中的减排目标、方法及效果，严格落实控制措施，减少扬尘、废弃物和污染物的排放，取得减排新进展。

CRCC publicized and popularized the knowledge of emissions reduction widely, clearly defined the targets, methods and results of construction production, strictly implemented control measures, reduce the dust, wastes, and emissions of pollutions and made new progress in emissions reduction.

优化设备 Optimize Equipments

公司加快设备更新改造，淘汰落后产能，从源头上控制能耗，降低排放，强化节能环保措施。全年累计投入节能环保资金 1.73 亿元，新购设备 8678 台（套），淘汰报废落后设备 4225 台（套），为生态平衡、企业增效提供了有力支撑。

CRCC speeded up the equipment renewal and reconstruction, closed down backward production facilities, controlled energy consumption from source, reduced emissions and enhanced the energy conservation and environmental protection measures. In the past year CRCC invested 173 million yuan as the energy conservation and environmental protection fund, procured 8,678 pieces (sets) equipments, abandoned 4,225 pieces (sets) backward equipments and provided a strong support for the ecological balance and increasing benefits.

案例 CASE

昆明中铁大型养路机械集团有限公司不断改进工作方案，实现资源回收利用，不仅降低废弃物和污染排放，还有效减少了能源和材料消耗。其确立的 12 项年度清洁生产方案全部实施完毕，节约各类原辅材料约 40 吨、节水 50 吨，减少固废 58 吨、废水 50 吨，实现阶段经济效益 100 多万元，收到良好的环境和社会效益。

China Railway Large Maintenance Machinery Co., Ltd Kunming continuously improved work plans and realized resources recycling, which not only reduced the emissions of wastes and pollutions, but also reduced energy and material consumption. After the implementation of 12 annual clean production plans, about 40 tons of raw and auxiliary materials, 50 tons of water were saved and 58 tons of solid wastes, 50 tons of water were reduced, the period economic benefit reached over 1 million yuan. It has gotten remarkable social and environmental benefits.





2014年，中国铁建将把深化改革和强化管理贯穿于企业发展各个领域、各个环节，进一步理顺体制机制，不断加强基础管理和集团管控，着力改善发展质量和效益，抓住机遇，真抓实干，全力推动市场开发水平、项目增收创效水平、产业协调发展水平、科技创新水平、员工收入水平、企业美誉水平等各方面全面升级，为实现“中国铁建梦”而努力奋斗！

In 2014, CRCC will deepen reform and strengthen management throughout every fields and links of enterprises, further improve the system and mechanism, constantly enhance basic management and group control, strive to improve the developing quality and efficiency, seize the opportunities, adhere to a down-to-earth working style, actively promote the market development level, profits generating level, industries' harmonious development level, science innovation level, employees' income level and enterprises' reputation, keep fighting for the realization of "CRCC Dream" !



展望

FUTURE OUTLOOKS

展望 FUTURE OUTLOOKS



我们将围绕促进产业链、价值链升级的目标，加快经济发展方式转变，加大结构调整力度，实现各产业的专业化、集约化和协同化发展，促进企业管理不断优化。

We will center on the target to promote the upgrade of industrial chain and value chain, speed up the transformation of economic development patterns, increase the intensity of structural adjustment, realize the specialization, intensification and collaborative development of the industries, promote the optimization of enterprises management continuously.

我们将进一步完善公司法人治理结构，不断提升规范运作水平，加强与利益相关方沟通，增进合作共识。

We will further improve the corporate governance structure, enhance the standard operation level, strengthen the communication with interested parties and increase cooperation.

我们将进一步强化安全风险防控体系建设，狠抓安全责任和制度落实，确保安全生产形势稳定，继续加强科技创新，增强科技竞争力，推动企业可持续发展。

We will further enhance the construction of security risk prevention and control system, pay special attention to security responsibilities and the implementation of system, ensure the stable situation of safe production, continue to strengthen scientific and technological innovation, reinforce the competitiveness of science and technology and promote sustainable development of enterprises.

我们将进一步履行企业公民责任，参与社会公益活动，创造和提供更多的就业机会，做好扶贫帮困，努力实现和谐共赢。

We will further fulfill the responsibility of corporate citizen, participate in public welfares, create and offer more employment opportunities, help and support the poor and strive to achieve harmony and win-win situation.

我们将进一步推进绿色施工和循环经济，加大节能减排力度，大力推进绿色发展、循环发展、低碳发展，努力营造健康绿色的环境。

We will further promote the green construction and recycling economy, reinforce the intensity of energy conservation and emissions reduction, promote the green development, cyclic development, low carbon development vigorously and make efforts to create a healthy and green environment.

反馈意见表

FEEDBACK INFORMATION

尊敬的读者：

非常感谢您阅读《中国铁建 2013 年社会责任报告》。为了提高我们社会责任的工作水平，恳请您对我们的报告就以下几方面提出宝贵意见和建议。

Respected readers:

We want to express out gratitude on you for reading China Railway Construction Corporation Limited Social Responsibility Report 2013. Considering the intention of improving our working level in aspect of social responsibility, we earnestly request you to put forward your valuable opinions and suggestions on our report in the following aspect.

可读性 Readability	<input type="checkbox"/> 好 Good	<input type="checkbox"/> 较好 Better	<input type="checkbox"/> 一般 General	<input type="checkbox"/> 差 Difference
客观性 Objectiveness	<input type="checkbox"/> 好 Good	<input type="checkbox"/> 较好 Better	<input type="checkbox"/> 一般 General	<input type="checkbox"/> 差 Difference
逻辑性 Logic	<input type="checkbox"/> 好 Good	<input type="checkbox"/> 较好 Better	<input type="checkbox"/> 一般 General	<input type="checkbox"/> 差 Difference
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请就上述意见通过以下任何方式发给我们：

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