



中国铁建 2014 年社会责任报告

CHINA RAILWAY CONSTRUCTION CORPORATION LIMITED SOCIAL RESPONSIBILITY REPORT 2014

2014 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

地址：中国·北京复兴路40号
邮编：100855
电话：86-10-51888114
传真：86-10-68217382
网址：www.crcc.cn
电子信箱：webmaster@crcc.cn

Address: No.40 Fuxing Road, Beijing, China
Post code: 100855
Tel : 86-10-51888114
Fax: 86-10-68217382
Website: www.crcc.cn
Email: webmaster@crcc.cn

本报告采用环保再生纸制作

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

报告说明 REPORT SPECIFICATION

报告组织范围：中国铁建股份有限公司及下属机构。

报告时间范围：本报告为公司第 7 份社会责任报告，报告时间范围为 2014 年 1 月 1 日至 12 月 31 日，部分内容及数据超出上述范围。

报告发布周期：年度报告。

报告参考标准：本报告依据国资委《关于中央企业履行社会责任的指导意见》、上海证券交易所《公司履行社会责任报告》编制指引，参照《中国企业社会责任报告编制指南（CASS-CSR 3.0）》以及全球报告倡议组织（GRI）《可持续发展报告指南》（G4 版）编制发布。

报告说明：本报告披露的财务数据如与年度报告有出入，以年度报告为准，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。

报告发布形式：本报告以印刷版和电子版两种形式发布，以网络发布的电子版为主。欲获取报告电子版，请登录中国铁建网站：www.crcc.cn。

报告反馈联络方式：

名称：中国铁建股份有限公司
地址：北京市海淀区复兴路 40 号
邮政编码：100855
联系电话：86-10-51888114
传真：86-10-68217382

Reporting Scope: China Railway Construction Corporation Limited and its subordinate organizations.

Reporting Period: The report is the 7th corporate social responsibility report issued by CRCC to the society, ranging from January 1 to December 31, 2014, and part of this report is beyond this range.

Release Cycle: Annual report

Reference Standard: This report is prepared and guided on the basis of Guiding Opinions Social Responsibilities Performed by Central Enterprises, Report on Social Responsibilities Performed by Companies of Shanghai Stock Exchange, prepared and released in reference to Instructions on Social Responsibility Reports Prepared by Chinese Enterprises (CASS-CSR 3.0) as well as Instructions on Sustainable Development Reports (Version G4) of Global Reporting Initiative (GRI).

Report Description: In case of any discrepancy between the financial data revealed in this report and the annual report, the latter shall prevail, and other data come from the Company's internal statistics. The monetary amount involved in this report is RMB, unless it is otherwise specifically stated. In this report, for convenience of presentation and reading, "China Railway Construction Corporation Limited" is also represented by "CRCC", the "Company" and "We", etc.

Release Form: This report is issued to the readers by both means of paper edition and PDF electronic edition. And the report is based on the PDF electronic edition on the website. The PDF document is available upon request, please visit CRCC website www.crcc.cn.

Contacts of Report Feedback:

Name: China Railway Construction Corporation Limited
Address: No. 40, Fuxing Road, Haidian District, Beijing
Post code: 100855
Tel: 86-10-51888114
Fax: 86-10-68217382

本公司董事会及全体董事保证本报告内容不存在任何虚假记载、误导性陈述或重大遗漏，并对其内容的真实性、准确性和完整性承担个别及连带责任。

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.



Contents

目录

	1 关于我们	ABOUT US
03	公司概况	Company Profile
04	企业理念	Corporate Philosophy
05	组织架构	Corporate Governance Structure
06	二级单位	Secondary Units
07	社会评价	Social Appraisal
09	参与的主要社会组织	Main Social Organizations Involved
	2 加强治理 规范运作	REINFORCING GOVERNANCE AND STANDARDIZING OPERATION
13	健全治理结构	Perfecting Governance Structure
15	坚持依法合规	Sticking to Legal Compliance
19	做好投资者关系	Perform Well in Investor Relation
20	加强作风建设	Reinforcement of Work Style Construction
	3 诚信经营 回报股东	HONEST OPERATION AND RETURN TO SHAREHOLDERS
23	利益相关方	Interested Parties
26	经济指标	Economic Indexes
28	依法纳税	Taxation
28	回报股东	Return to Shareholders
	4 建造精品 回馈社会	CHOICEST PROJECTS FEEDBACK TO SOCIETY
31	建造精品工程	Creation of Choicest Projects
34	着力科技创新	Emphasizing Technological Innovation
38	强化安全生产	Reinforce Work Safety



	5 以人为本 共享发展	PEOPLE-ORIENTED FOR SHARED DEVELOPMENT
45	员工队伍情况	Employees Information
47	员工发展通道	Employees' Development Channels
48	注重员工培训	Focus on Employees' Training
49	保障员工权益	Safeguard Employees' Rights and Benefits
51	提升民主管理	Enhance Democratic Management
53	加大关爱帮扶	Giving More Care and Help
57	推进企业文化	Promoting Enterprise Culture
	6 致力公益 和谐共赢	DEDICATING TO PUBLIC WELFARE ACTIVITIES TO REALIZE HARMONIOUS AND WIN-WIN SITUATION
61	带动社会就业	Promoting Social Employment
62	投身抗击险灾	Devoting to Disaster Rescue
65	支持社会公益	Supporting Social Welfare
72	全球企业公民	Global Enterprise Citizen
	7 绿色营造 共建文明	GREEN OPERATION AND CONSTRUCTION OF MUTUAL CIVILIZATION
77	推进节能减排	Promoting Energy Conservation and Emission Reduction
81	重视环境保护	Emphasis on Environmental Protection
87	倡导绿色办公	Advocating Green Office
	8 展望	FUTURE OUTLOOK

董事长致辞



中国铁建股份有限公司董事长 孟凤朝

2014 年是中国铁建在迎接挑战中把握机遇、在攻坚克难中改革创新、在转型升级中科学发展，各项工作取得良好成绩的一年。我们紧紧抓住提升发展质量这个核心，稳步推进改革调整步伐，积极推进资本结构改善，全面实施区域经营战略，企业保持了持续稳定的发展态势。公司名列《财富》杂志“世界 500 强”第 80 位、“中国企业 500 强”第 11 位、美国《工程新闻记录》(ENR) 杂志“全球 250 家最大工程承包商”第 2 位，再次获得国际信用评级机构给予的全球建筑行业的最高信用级别。公司获评“最受投资者尊重的上市公司”、“中国上市公司最具核心竞争力企业”、“全国上市公司社会责任建设 100 强”等多个奖项，社会影响力、知名度和认可度不断提升。

在“一带一路”国家战略的引领下，中国铁建用自己的实践，探索着新常态下的新发展，展现了中央企业的活力和担当。我们以产业报国为己任，全年完成隧道 1225 折合公里、桥梁 1470 折合公里、正线铺轨 9566 公里、站线铺轨 1564 公里、通信线路 10356 条公里、供电线路 11564 正线公里、公路 2307 公里，兰新高铁、杭长客专、北京地铁 14 号线、扬州瘦西湖隧道等一大批重点工程建成通车。我们坚定不移地实施“走出去”战略，先后承揽了尼日利亚沿海铁路、沙特内政部安全总部发展项目、孟加拉高速公路项目等一大批重大项目。尼日利亚阿卡铁路、土耳其安伊高铁通车，安哥拉本格拉铁路顺利建成并试运行，受到所在国政府的高度赞誉。

中国铁建视质量和安全为企业生命，依托科技力量建造绿色精品。我们通过全质量管控体系建设，提升全员素质，强化过程管理，以“交付用户满意产品，建造绿色优质精品工程”为目标，履行对顾客的承诺，2014 年公司所建

工程合同履约率 100%、一次交验合格率 100%。我们深入推进安全隐患排查治理工作，广泛开展安全生产教育培训，强化安全管理责任落实，安全生产形势平稳。我们着力科技创新平台建设，以市场需求引领创新趋向，大批科技创新成果得到成功推广运用，将绿色经营融入企业战略，不断提高能源资源综合利用效率，超额完成“十二五”节能减排指标。

中国铁建积极履行社会责任，热心社会公益事业，努力建设和谐社会。秉持以人为本理念，构建和谐劳动关系，努力实现企业和员工的共同发展。推进企业文化建设，内聚动力，外树形象，2014 年铁道兵纪念馆开馆以来接待参观 2 万余人次，文献纪录片《永远的铁道兵》在中央电视台播出后社会反响强烈。在突如其来的重大自然灾害面前，我们冲锋在前，云南怒江苗干山森林大火、重庆綦江川黔铁路山体滑坡、云南鲁甸地震都奋战在抢险救援一线。广泛开展对口扶贫、济困扶弱等社会公益活动，用实际行动反哺社会。

新的一年，中国铁建将主动适应新常态，抢抓新机遇，谋求新发展，以提质增效为中心，坚持稳中有进，坚持改革创新，坚持转型升级，坚持依法治企，以良好业绩回报社会，回报股东。

CHAIRMAN'S ORATION

In 2014, China Railway Construction Corporation Limited (CRCC) seized opportunities while meeting challenges, carried out reform and innovation while overcoming difficulties, and realized scientific development while implementing transformation and upgrading, and great achievements were acquired in various aspects of work. With focus on improving development quality, we steadily promoted reform and adjustment, actively promoted capital structure improvement, fully implemented regional operation strategy, and maintained continuous and stable development. We ranked No. 80 among "Fortune Global 500", No. 11 among "Top 500 Enterprises of China", and No. 2 among "Top 250 International Contractors" by ENR (Engineering News Record, USA), and again obtained the highest credit rating in global construction industry granted by an international credit rating agency. We won many awards such as "Listed Companies Most Respected by Investors", "The Most Competitive Chinese Listed Companies" and "Top 100 Chinese Listed Companies in Social Responsibility Construction", and our social influence, reputation and popularity improved continuously.

Under the national strategy of "One Belt and One Road", CRCC explored new development in the new normal, which showed our vitality and sense of responsibility as a state-owned central enterprise. With a mission of serving the country with industry development, we built 1,225km of tunnels and 1,470km of bridges, laid 9,566km of main tracks and 1,564km of station tracks, and built 10,356km of communication lines, 11,564km of main power supply lines, and 2,307km of highways. A lot of key projects such as Lanzhou-Xinjiang High-Speed Railway, Hangzhou-Changsha High-Speed Railway, Beijing Subway Line No. 14, and Slender West Lake Tunnel were completed and opened to traffic. We unswervingly implemented the "going out" strategy, and undertook a lot of significant projects such as Nigerian coastal railway project, Security Headquarters development project of Ministry of Interior of Saudi Arabia and Bangladeshi highway project. Abuja-Kaduna Railway of Nigeria and Ankara-Istanbul High-Speed Railway of Turkey were opened to traffic, and Benguela railway in Angola was successfully completed and put into trial operation, which received high praise from governments of the countries concerned.

CRCC treated quality and safety as the life of the enterprise, and created environment-friendly and high-quality projects by science and technology. We established total quality management system to enhance staff quality and strengthen process management, and fulfilled our commitments to customers with the aim to "deliver satisfying products for users and create environment-friendly and high-quality projects". In 2014, the rate of contract performance about our projects was 100% and the one-off acceptance rate was 100%. We deeply promoted investigation and treatment of potential safety hazards, widely provided training and education on safe production and strengthened implementation of safety management responsibilities, which contributed to the stable situation of safe production. We focused on establishing scientific & technological innovation platform and led innovation trend with market demand, and a lot of scientific & technological innovation achievements were successfully promoted and applied; we incorporated the concept of "green operation" into our corporate strategy, continuously enhanced comprehensive utilization efficiency of energy resources, and over-fulfilled the "12th Five-Year Plan" target about energy conservation and emission reduction.

CRCC has been actively fulfilling its social responsibility, enthusiastic about social and public welfare undertakings and striving to build a harmonious society. By adhering to the concept of "people oriented", we've established harmonious labor relationship and striven to realize common development of enterprise and staff. To promote corporate culture construction, we've made efforts to accumulate strength internally and build good image externally. In 2014, Railway Engineering Corps Memorial received over 20,000 person-times of visitors since its opening, and the literature documentary "Forever Railway Engineering Corps" received strong social response after being broadcast on CCTV. In the face of serious disasters such as forest fire in Miaoganshan Village, Nujiang, Yunnan, landslide that disrupted Sichuan-Guizhou Railway in Qijiang District, Chongqing and earthquake in Ludian County, Yunnan, we took the lead in participating in emergency rescue. We held lots of social and public welfare activities such as providing poverty alleviation aid to designated regions and supporting the poor and the weak in order to contribute to the society.

In the new year, CRCC will actively adapt to the new normal, seize new opportunities, seek new development, center around improving quality and efficiency, adhere to steady progress, reform and innovation, and transformation and upgrading, as well as running the enterprise according to law, and pay back the society and shareholders with good performance.

Meng Fengchao

China Railway Construction Corporation Limited
Chairman of the Board Meng Fengchao

总裁致辞



中国铁建股份有限公司总裁 张宗言

作为中央企业，做好社会责任工作是我们推进企业改革发展的应有之义，责无旁贷，意义重大。过去的一年，我们按照国务院国资委的要求，坚持社会责任与改革发展相结合，坚持社会责任与管理运营相融合，勇于担当，开拓进取，较好地履行了社会责任，实现了可持续发展。

企业全年完成营业收入 5920 亿元，实现利润总额 149.5 亿元，同比增长 14.7%，上缴税金 249.3 亿元，同比增长 10.9%，年末资产总额 6170 亿元，同比增长 11.6%，经营性现金净流量比上年增加 159 亿元，资产负债率同比下降 1.52 个百分点，净利润率创历史最高水平，圆满完成了国有资产保值增值任务，企业发展稳中有进、稳中有为、稳中向好。

我们高度重视安全质量，牢固树立“红线意识”，以“零容忍”的态度抓好有关工作，全年安全投入达 72.8 亿元，企业安全生产形势平稳；全年获詹天佑奖 7 项，国优工程奖 16 项，鲁班奖 4 项，国家改革开放 35 年百项经典暨精品工程奖 11 项，质量创优成效显著。

我们坚持科技兴企，强化自主创新，推进平台建设，加强科技成果转化，全年获国家科技进步奖 1 项，新增国家级科技创新平台 4 家、省级技术中心 10 家，新增授权专利 995 项，完成工业制造新产品研发 81 项。

我们倡导环保施工，将环保理念融入企业战略，不断调整产业结构，淘汰落后产能，积极推广和应用绿色环保新材料、新设备、新工艺、新技术，提前完成了国资委下达的“十二五”节能减排任务。

我们加快“走出去”步伐，承建的尼日利亚阿卡铁路、土耳其安伊高铁、安哥拉本格拉铁路等一批重大项目建成通车，受到所在国社会各界广泛赞誉，积极实施属地化战略，援建公共设施，推动当地经济发展与社会就业，促进中外文化交流，树立了负责任的企业形象。

我们坚持和谐发展，积极吸纳社会就业，全年招聘高校毕业生 10254 人，吸纳劳务工人 200 多万人，安置残疾人就业 2275 名；高度重视并切实抓好广大职工与农民工工资发放，认真做好教育培训工作，大力开展困难职工帮扶，累计发放救助款近 1 亿元，实现了企业发展成果与职工群众共享。

我们继承发扬铁道兵“逢山凿路，遇水架桥”的光荣传统，在泸水森林大火、綦江山体滑坡、鲁甸地震灾害等党和人民需要的关键时刻，紧急驰援、迎难而上，展现了信得过、靠得住、拉得上、打得赢的优良作风。

2015 年是“十二五”的收官之年，是国家全面深化改革的关键之年，我们将在社会各界的大力支持下，围绕做大做强做优做实中国铁建的总体目标，不断改善发展质量和效益，一如既往地履行好社会责任，打造企业内实外美、持续稳健发展新常态，为实现中华民族伟大复兴的中国梦做出新的更大贡献！

PRESIDENT'S ORATION

As a state-owned central enterprise, fulfilling the social responsibility is our obligation and is of great significance to promoting corporate reform and development. Over the past year, based on requirements of the State-owned Assets Supervision and Administration Commission of the State Council (SASAC), we adhered to integrating social responsibility with reform and development as well as management and operation, bravely shouldered responsibilities and forged ahead, and fulfilled our social responsibility and realized sustainable development.

In 2014, our operating revenue reached RMB592.00 billion, and total profit reached RMB14.95 billion with 14.7% year-on-year growth; we paid taxes of RMB24.93 billion with 10.9% year-on-year growth; total assets at the end of the year reached RMB617.00 billion with 11.6% year-on-year growth; net operating cash flow increased by RMB15.90 billion over the previous year; asset-liability ratio dropped by 1.52% year-on-year; net profit rate reached an all-time high. We successfully finished the task of value maintenance & appreciation of state-owned assets, and realized steady development.

We attached much attention to safety and quality, firmly established the "red line awareness", and worked with "zero tolerance" attitude. In 2014, our safety investment reached RMB7.28 billion, and safe production situation was stable. We won 7 Zhantianyou Prize, 16 national high-quality project awards, 4 Luban Prize, and 11 "Top 100 Classical & Excellent Projects within 35 Years After Reform and Opening-up" awards, and achieved remarkable result in creating excellent quality.

We adhered to the concept of revitalizing the enterprise with science and technology, reinforced independent innovation, promoted platform construction, and strengthened science and technology achievement transformation. We won 1 national science and technology progress award, and added 4 national science and technology innovation platforms, 10 provincial technology centers and 995 granted patents, and completed R&D of 81 new products manufactured.

We advocated the concept of environment-friendly construction, incorporated the concept of environmental protection into corporate strategy, continuously adjusted industrial structure, eliminated outdated capacity, actively promoted and applied new materials, new equipment, new processes and new technologies that are environment-friendly, and finished the "12th Five-Year Plan" task about energy conservation and emission reduction assigned by SASAC in advance.

We accelerated the steps of "going out". A lot of significant projects undertaken by us such as Abuja-Kaduna Railway of Nigeri, Ankara-Istanbul High-Speed Railway of Turkey and Benguela railway in Angola were completed and opened to traffic, and received high praise from all sectors of the society in the countries concerned; we actively implemented localization strategy, and assisted in building public facilities, which promoted local economic development and social employment, promoted Sino-foreign cultural exchange and established a corporate image of unaccountability.

We adhered to harmonious development, and actively promoted social employments. We hired 10,254 college graduates, over 2 million labor workers, and 2,275 disabled people. We attached great attention to paying wages to employees and migrant workers, earnestly provided education and training, and made great efforts to help employees in difficulties, and provided relief funds of nearly RMB100 million accumulatively, realizing sharing of corporate development achievements with staff.

We inherited and carried forward the glorious tradition of railway engineering corps- "building roads through mountains and building bridges above rivers". When needed by the Party and people in the case of such disasters as forest fire in Lushui County of Yunnan, landslide in Qijiang District of Chongqing and earthquake in Ludian County of Yunnan, we provided emergency rescue which proved that we're trustworthy and reliable.

The year 2015 will witness the "12th Five-Year Plan" ending battle and will be crucial for the nation to comprehensively deepen reform. With strong support from all sectors of the society, we'll continuously improve development quality and efficiency around the overall goal of becoming bigger and stronger ,more excellent and more pragmatic, fulfill social responsibility as always, create the new normal of strong strength internally, good image externally and continuous and steady development, and make greater contributions to achieving the great rejuvenation of the Chinese nation.

Zhang Zongyan

China Railway Construction Corporation Limited
The President Zhang Zongyan



关于我们

ABOUT US

1

公司概况	03
Company Profile	
企业理念	04
Corporate Philosophy	
组织架构	05
Corporate Governance Structure	
二级单位	06
Secondary Units	
社会评价	07
Social Appraisal	
参与的主要社会组织	09
Main Social Organizations Involved	



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 78 个国家。

China Railway Construction Corporation Limited (hereinafter referred to as "CRCC"), whose predecessor is Railway Corps, was solely initiated by China Railway Construction Corporation. Established on November 5, 2007 in Beijing, it was an extra large construction enterprise under management of State-owned Assets Supervision and Administration Commission of the State Council. It was listed in Shanghai and Hong Kong (A share code: 601186, H share code: 1186) on March 10 and March 13, 2008 respectively. Its registered capital was RMB 12.338 billion.

The Company's business covers engineering building, real estate, franchise, industrial manufacturing, material logistics, mineral resources and financial insurance, it has developed from major construction contracting to complete industrial chain which integrates scientific research, planning, survey, design, construction, supervision, maintenance, operation, investment and financing, and has been capable of providing one-stop comprehensive services to owners, and has gained a status as industrial leader in design and construction of highland railway, high-speed railway, highway, bridges, tunnels and urban tunnel transportation engineering.

The Company is one of the extra large comprehensive construction groups which have the biggest strength and largest scale in China and even in the world, its business covers 31 provinces, autonomous regions, municipalities, Hong Kong and Macao special administrative zones in China excluding Taiwan Province, as well as 78 countries in the world.

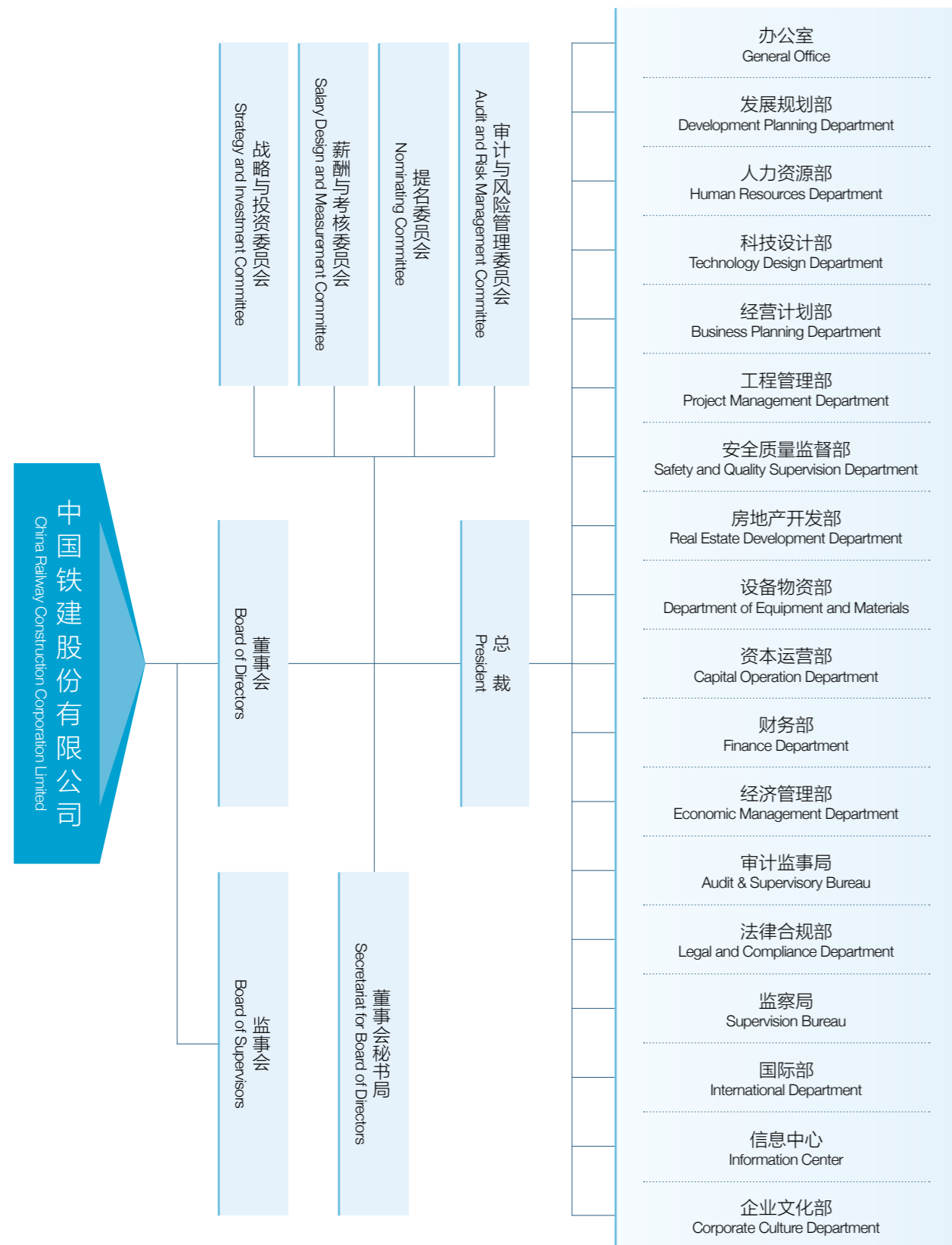
企业理念

CORPORATE PHILOSOPHY



组织架构

CORPORATE GOVERNANCE STRUCTURE



二级单位

SECONDARY UNITS



社会评价

SOCIAL APPRAISAL

- 

《财富》“世界 500 强” 排名，列第 80 位；
Ranked the 80th among Global Top 500 in Fortune;

- 

“中国企业 500 强” 排名，列第 11 位；
Ranked the 11th among “Top 500 Chinese enterprises”;

- 

《工程新闻记录》(ENR) “最大 250 家全球承包商” 排名，列第 2 位；
Ranked second among “250 Biggest Global Contractors” of Engineering News-Record (ENR);

- 


在 2014 年度香港上市公司 “港股 100 强” 评选中，入选 “综合实力 100 强” ；
Selected into “Top 100 in Comprehensive Strength” in appraisal and selection of “Top 100 Hong Kong Shares” of listed companies in Hong Kong 2014;

- 


在中国上市公司海外高峰论坛暨中国证券紫荆奖评选中，被评为 “最佳信息披露上市公司” ；
Rated as “the best listed Company in Disclosing Information” in appraisal and selection of Overseas Summit Forum for Listed Companies in China & China Security Golden Bauhinia Awards;

- 


在第五届中国投资交流会上，被评为 “中国上市公司百佳行业领军企业” 和 “中国上市公司最具核心竞争力企业” ；
Rated as one of “Top 100 Leading Industry Enterprises of Listed Companies in China” and “The Most Competitive Enterprise of Listed Companies in China” on the 5th China Investment Exchange;

- 


中国最佳上市公司 50 强暨中国上市公司 300 强评选中，被评为 “2014 年上市公司企业 300 强” ；
Rated as “One of Top 300 Listed Companies in 2014” in appraisal and selection of 50 Best Listed Companies in China and Top 300 Listed Companies in China;

- 


在中国上市公司董事会 “金圆桌论坛” 上，被评为 “优秀董事会” ；
Rated as “Excellent Board of Directors” on “Golden Round Table Forum” of Directors & Boards of Listed Companies in China;

- 

在上市公司投资者保护论坛暨最受投资者尊重的上市公司评选中，被评为 “2014 年度最受投资者尊重的百强上市公司” ；
Rated as “One of Top 100 Listed Companies Most Respected by Investors in 2014” in appraisal and selection of List Company Investor Protection Forum & Listed Companies Most Respected by Investors;

- 

在 2014 中国上市公司百强国际资本高峰论坛上，被评为 “2013 年度中国上市公司百强企业” 和 “2013 年度中国道德企业” ；
Rated as “One of Top 100 Listed Companies in China in 2013” and “Ethical Enterprise in China in 2013” at International Capital Summit Forum for Top 100 Listed Companies in China in 2014;

- 

在 2014 年第七届中国·南方企业社会责任论坛上，被评为 “2013 年度全国上市公司社会责任建设 100 强” 。
Rated as one of “Top 100 Listed Companies in China in Construction of Social Responsibilities in 2013” on the 7th China · Southern Enterprise Social Responsibility Forum in 2014.



参与的主要社会组织 MAIN SOCIAL ORGANIZATIONS INVOLVED

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	常务理事单位
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	中国总会计师协会	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 - 阿拉伯联合商会	副理事长单位
22	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	Standing council 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-Arab Joint Chamber of Commerce	Deputy Director-General membership
22	China Enterprise Culture Improvement Association	Ordinary membership



加强治理 规范运作

REINFORCING GOVERNANCE AND
STANDARDIZING OPERATION

2

中国铁建不断优化公司治理结构，建立健全各项规章制度，坚持依法合规经营，维护投资者利益，努力实现企业可持续发展。

CRCC continuously optimized corporate governance structure, established and perfected rules and systems, stuck to run business by law, maintained investors' interests and made efforts to realize the enterprise's sustainable development.

健全治理结构 Perfecting Governance Structure	13
坚持依法合规 Sticking to Legal Compliance	15
做好投资者关系 Perform Well in Investor Relation	19
加强作风建设 Reinforcement of Work Style Construction	20



健全治理结构 PERFECTING 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，保证董事会高效运作。2014年，公司顺利完成了董事会换届工作。

The Company established and perfected legal person governance structure in accordance with such laws and regulations as the Company Law and the Securities Law, clearly defined work division and responsibilities of Board of Shareholders, Board of Directors, Board of Supervisors and the Management, clearly checked and effectively balanced them and coordinated its operation. Under the Board of Directors 4 special committees are set, as Strategy and Investment Committee, Audit and Risk Management Committee, Remuneration and Evaluation Committee and Nomination Committee, which provide consultation and suggestions to the Board of Directors for making important decisions and assure highly-efficient operation of the Board of Directors. The Company smoothly finished changing the Board of Directors in 2014.

治理架构框图 Governance Framework Chart



完善治理制度 Perfecting Governance System

2014年，根据公司股票上市地相关法律法规的要求和公司的实际情况，对《中国铁建股份有限公司章程》、《中国铁建股份有限公司股东大会事规则》、《中国铁建股份有限公司重大信息内部报告制度》和《中国铁建股份有限公司募集资金管理办法》进行了修订，制订印发了《中国铁建股份有限公司重大新中标项目与新签合同信息披露实施细则》。

On the basis of requirements of relevant laws and regulations in the local place where the Company's stocks were listed as well as actual situations of the Company, Articles of Association of China Railway Construction Corporation Limited, Rules of Procedure on Shareholders' Meeting of China Railway Construction Corporation Limited, Important Information Internal Report System of China Railway Construction Corporation Limited as well as Measures for Management of Collected Fund of China Railway Construction Corporation Limited were revised, and Detailed Rules on Implementation of Information Disclosure of Important New Bid-winning Projects and Newly Signed Contracts of China Railway Construction Corporation Limited were formulated, printed and issued in 2014.



召开会议情况 Information of Meetings

2014年，公司召开2次股东大会，对15项议案进行审议并形成决议。董事会召开11次会议，对74项议案进行审议并形成决议。董事会各专门委员会共召开18次会议，审议40个议题，其中提名委员会召开3次会议，审议5个议题；战略与投资委员会召开4次会议，审议13个议题；薪酬与考核委员会召开5次会议，审议7个议题；审计与风险管理委员会召开6次会议，审议15个议题。

In 2014 the Company held 2 shareholders' meetings, deliberated and concluded resolutions on 15 proposals. The Board of Directors held 11 meetings, deliberated and concluded resolutions on 74 proposals. Special committees of the Board of Directors held 18 meeting totally, deliberated 40 issues, including 3 meeting held by Nomination Committee that deliberated 5 issues; 4 meetings held by Strategy and Investment Committee that deliberated 13 issues; 5 meetings held by Remuneration and Evaluation Committee that deliberated 7 issues; and 6 meetings held by Audit and Risk Management Committee that deliberated 15 issues.

坚持依法合规 STICKING TO LEGAL COMPLIANCE

坚持依法合规是企业健康发展的内在要求。公司努力夯实管理基础，持续加强内部控制、推进法治建设、加大内部审计、强化反腐倡廉、严格信息披露，保障企业依法决策、合规管理、防控风险、努力提升企业竞争力。

Insisting on legal compliance is an internal requirement for sound development of an enterprise. The Company made efforts to establish management basis, continuously reinforce internal control, advance law-based construction, enlarge internal audit, strengthen anti-corruption, implement strict information disclosure, assure legal compliance in making decisions, compliant management, risk prevention and control and made efforts to improve the enterprise's competitiveness.

加强内部控制 Reinforcing Internal Control

公司根据中国财政部、中国证监会等五部委《企业内部控制基本规范》及配套指引的规定，不断加强和完善内部控制体系，提升内部控制水平，严格防范控制缺陷，为股东获取最大价值和公司战略目标的实现提供有效保证，满足相关监管机构合规要求。

2014年，公司在进一步健全风险内控体系基础上，围绕加强基础管理、规范企业经济行为等工作要求，以风险内控体系建设夯实管理基础，以风险评估和管控增强风险抵御能力，以内控评价和审计发现管理问题，以内控缺陷和问题整改提升管理水平，以监督和检查保证工作效果的风险内控工作的闭环管理和有机循环，实现了公司风险内控工作水平的稳步提升。在中国上市公司内部控制指数（2013）评选中，公司再次入选内控百强企业。

The Company, in accordance with regulations of Basic Standard for Enterprise Internal Control and supporting instructions of such five ministries and commissions as Ministry of Finance of the People's Republic of China and China Securities Regulatory Commission, continuously strengthened and improved internal control system, enhanced internal control level, strictly prevented and controlled defects, provided effective assurance to shareholders in obtaining maximum benefits and realizing the Company's strategic target, and met compliance requirements of relevant regulatory agencies.

In 2014, on the basis of further improvement of risk internal control system, the Company, centered at such work requirements as reinforcement of basic management and regulation of enterprise economic behaviors, strengthened management basis with construction of risk internal control system, increased risk defense capability by risk appraisal and management control, discovered management problems through internal control appraisal and audit, improved managerial level by rectification of internal control defects and problems, assured closed-loop management and organic cycle of risk internal control of work efficiency by supervision and examination, and made the level of risk internal control work of the Company stably increased. Again the Company was rated as one of 100 top internal control enterprises in appraisal and selection of internal control indexes of listed companies in China (2013).

推进法治建设 Promoting Legal Construction

公司着力提高依法治企的能力和水平，推动法律合规管理向企业经营管理深入延伸、全方位覆盖。增强人员配备，所属二级企业全部设立总法律顾问，在建项目部共设立法律联络员 4160 人。

加强合同管理，梳理明确公司直管项目、托管项目合同管理责任并组织直管项目开展合同检查；全面推进法律合规部门横向综合管理、各业务部门专项管理，各级企业纵向分级管理的合同管理体系建设。

普遍建立规章制度、经济合同、重要决策和授权委托书法律合规审核制度并严格执行。结合“六五”普法工作，所属各单位通过工作会议、宣传展板、报纸专栏、专题讲座、知识竞赛、研讨培训以及中心组学习等形式，广泛开展法制宣传教育，企业合规文化进一步形成。企业法治建设为保障依法决策、规范经营管理、防控法律风险起到了显著作用。

The Company made efforts to improve its capability and level of legal governance, extensively extended legal compliance management to enterprise operation management and fully covered it. The Company increased its personnel, and appointed general counsel to all of its affiliated secondary enterprises, and provided totally 4,160 legal liaison staffs in Project Management Headquarters.

The Company reinforced contract management, defined contract management responsibilities in its directly managed projects and trusted projects, and organized directly managed projects to launch contract examination; fully advanced Legal Compliance Department in horizontally comprehensive management, special management of business departments, and affiliated enterprises in construction of contract management system in vertical level-by-level management.

Legal compliance evaluation system for rules and systems, economic contracts, important decisions and letter of attorneys were generally established and strictly implemented. In combination with the "6th five-year" law popularization, all affiliated companies extensively launched publicity education on legal institution by work meeting, publicity panel, newspaper column, symposium, knowledge contest, seminar training and study of central team, etc, to further form the enterprise's compliance culture. The enterprise's legal construction played a remarkable role in securing legal decision, compliance with operation management, prevention and control of legal risks.

加大内部审计 Enlarging Internal Audit

公司以促进提升管理为目标，以维护效益货币化、促进降本增效措施落实为重点，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，持续推进审计工作制度化、规范化建设，为推动企业依法经营、依法治企、加强内部管控、规避各类风险等方面发挥了积极作用。

2014年，共完成审计项目3269个，各类专项基金专项审计及其他专项审计调查1062项，为企业挽回经济损失和促进被审计单位增收节支20187万元。

The Company targeted at management improvement, focused on benefit monetization and promotion of implementation of cost reduction and efficiency enhancement, while continuously doing well in economic responsibility audit and engineering project audit, strengthened performance review audit, important loss project audit and audit of overseas companies, continuously advanced construction of audit work systematism and standardization, and played a positive role in promotion of the enterprise's legal operation, legal governance, enhancement of internal control and avoidance of all risks, etc.

Totally 3,269 audit projects, and 1,062 special audits on various kinds of special funds and other special audit investments were completed in 2014, recovering economic loss to the enterprise and increasing revenue and decreasing expenditure of RMB 201.87 million to audited Company.



强化反腐倡廉 Reinforcement on Anti-corruption

公司严格落实党风廉政建设主体责任和监督责任，强化监督执纪问责，党风建设和反腐倡廉工作取得新成效，为企业改革发展提供了坚强的纪律保障。

以“坚持依法合规，打造阳光央企”为主题，开展了第二个反腐倡廉宣传教育月活动；利用蓝信系统，编发反腐倡廉简报；利用多媒体平台，播放反腐倡廉格言警句；利用企业网站，开辟反腐倡廉宣传短片专栏。按照“统一组织，分级开展”的原则，所属各单位结合自身实际，开展了形式多样的宣传教育活动。据统计，公司及所属各单位共开展反腐倡廉教育活动7316场次，受教育员工达20多万人次，强化了员工拒腐防变意识。

The Company strictly implemented entity responsibility and supervision responsibility for construction of the Party conduct and of an honest and clean government, reinforced accountability for supervision and disciplines execution, and made new achievement in construction of the Party conduct and of an honest and clean government, providing strong disciplinary assurance to the enterprise's reform development.

Taking the theme of "Insisting on legal compliance and creation of sunshine central enterprise", the Company launched the second anti-corruption publicity education monthly activity; prepared and issued anti-corruption brief reports by means of Lanxin system; broadcast anti-corruption mottoes and epigrams by multimedia platform; and explored an anti-corruption publicity video column by enterprise website. Upon the principles of "uniform organization and level-by-level launch", its affiliated companies launched various kinds of publicity education activities in combination with its own actual situations. According to statistics, the Company and its affiliated companies launched 7,316 anti-corruption education activities totally, educating more than 200,000 person-times, which reinforced employees' anti-corruption awareness.

严格信息披露 Strict Information Disclosure

公司严格按照股票上市地上市规则的规定，真实、准确、完整、及时、公平披露信息，为有效保护投资者的基本权益、维护市场的公正和健康发展做出不懈努力。2014年，公司发布定期报告和临时公告，在上海证券交易所、香港联交所共披露各类中英文文件330余份，使投资者及时了解公司所处行业的最新动态、公司生产经营情况及发展前景。

The Company discloses information truly, correctly, completely, timely and fairly in accordance with provisions of listing rules in the place where stocks are listed, and makes unremitting efforts to effectively protect investor's basic rights and interests, and maintain the market's fairness and healthy development. In 2014 the Company released periodic reports and temporary announcements and disclosed more than 330 different kinds of Chinese and English documents in Shanghai Stock Exchange and HK Exchange to timely inform investors of the latest dynamics of the industry, the Company's production and operation as well as development vision.

做好投资者关系 PERFORM WELL IN INVESTOR RELATION



公司高度重视和加强与投资者的交流，通过投资者关系热线电话、专用邮箱、“上证 e 互动”平台，对投资者提出的问题给予及时回复。2014 年，公司共安排投资者和分析师见面会 74 场，接待来访 296 人次；积极参加国内外投资机构举办的交流活动，共参加投资者和分析师会议 15 次，接待投资者 65 场、267 人次；配合定期报告的披露，共召开业绩发布会 5 次，举行路演会议 41 场。

The Company attached importance to and reinforced communication with investors, and provided timely reply to problems proposed by investors through investor relationship hot line service, exclusive email and "SSE e interaction" platform. In 2014, the Company arranged 74 meet-and-greet for investors and analysts, received 296 person-times visits; positively participated in exchange activities held by investment agencies at home and abroad, and participated in 15 investor and analysts meetings, received investors for 65 times and 267 person-times; cooperated with disclosure of periodic reports, held 5 performance release meetings and 41 road show meetings.

加强作风建设 REINFORCEMENT OF WORK STYLE CONSTRUCTION

公司根据国资委的统一部署，按照“照镜子、正衣冠、洗洗澡、治治病”的总体要求，以为民务实清廉为主题，贯彻整风精神，突出问题导向，教育与实践并重，纠“四风”与建制度并举，在全系统开展了群众路线教育实践活动。所属各单位按照要求积极行动，自觉投身教育实践活动，深入学习提高认识，广泛征求各方意见，深入查摆“四风”问题，坦诚开展互相批评，认真制定整改方案，紧盯问题整改落实，着眼长远建章立制，确保了教育实践活动不虚不空不偏、不走过场，圆满地完成了教育实践活动所明确的各项目标任务，一批“四风”问题和涉及员工切身利益的突出问题得到了整改。2014 年，公司在国资委召开的“中央企业党的群众路线教育实践活动理论研究成果交流会”上作了交流发言，得到了中央派驻国资委的督导组领导和国资委领导的充分肯定。

On the basis of uniform arrangement of SASAC, according to general requirements of "looking into mirror, straightening clothes, taking a shower and treating disease", the Company, themed on serving people, practicality and anti-corruption, carried out rectification spirits, highlighted problem orientation, and attached equal importance to education and practice, rectified "four styles" ("formalism, bureaucratism, hedonism and extravagance") and constructed system together, and systematically launched mass line educational practical activities. Its affiliated companies positively took actions according to requirements, took the initiative to devote themselves to educational practical activities, deepened study and improve knowledge, widely solicited others for opinions, deepened investigation and settlement of "four style" problems, honestly criticized each other, seriously formulated rectification programs, focused on rectification and implementation of problems and established long-term rules and systems to assure educational practical activities were implemented well and successfully complete all target tasks defined by educational practical activities, and some batch of "four-style" problems and prominent problems involving employees' personal interests were rectified. In 2014, the Company gave a speech at "Exchange Meeting on Theory Study Achievements of the Party's Mass Line Educational Practical Activities of Central Enterprise" held by SASAC, and was fully affirmed by leaders of supervision team stationed in SASAC assigned by the Central and SASAC leaders.



诚信经营 回报股东

HONEST OPERATION AND RETURN TO SHAREHOLDERS

3

中国铁建积极维护与利益相关方的关系，依靠诚信赢得市场，不断开拓创新，强化自身管理，努力提升经营业绩，用良好的业绩回报广大股东。

CRCC positively maintained relationship with interested parties, won the market by honesty, continuously expanded innovation, reinforce self management, made efforts to improve operation performance and paid return to shareholders with good performance.

利益相关方 Interested Parties	23
经济指标 Economic Indexes	26
依法纳税 Taxation	28
回报股东 Return to Shareholders	28



利益相关方 INTERESTED PARTIES

公司坚持诚信经营理念，注重与利益相关方交流、沟通与合作的机会，努力用发展的成果回报利益相关方，共同推动经济增长和社会进步的协调发展。

The Company insisted on the conception of honest operation, paid attention to chances of exchange, communication and cooperation with interested parties, made efforts to return interested parties with development achievements and jointly advanced coordinated development of economic growth and social progress.

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	合同执行；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	合同执行；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；合同执行、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	合同执行；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；工会代表与联络人定期沟通	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	诚信、健康、国际化

利益相关方沟通 Communication with Interested Parties

公司高度重视与利益相关方建立互信的关系，通过构建全方位的沟通与交流渠道，建立互信机制，积极回应利益相关方的诉求。

The Company attached great importance to construction of mutual trust relationship with interest parties, established mutual trust mechanism through construction of comprehensive communication and exchange channel, and gave reply to demands of interested parties.

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 pursuance 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

利益相关方合作 Cooperation with Interested Parties

公司加强与利益相关方的合作，通过与政府、企业、供应商、分包商、科研院校等合作伙伴建立相互支持、互利友好的合作关系，实现和谐互信，价值共享。

The Company reinforced cooperation with interested parties, realized harmonious trust and value sharing through construction of mutual-support, mutual-benefit and friendly partnership with such partners as governments, enterprises, suppliers, subcontractors and academic institutions.

政府合作 Government cooperation

公司通过邀请地方政府访问公司总部、高层领导走访各省市政府等形式，积极与政府建立战略合作平台，深化政企合作空间，促进区域经济发展。

Cooperation with governments: the Company positively established strategic cooperation platforms with governments through inviting local governments to visit the Company's headquarters, and assigning high-level leaders to visit provincial and municipal governments, expanded the space for government-enterprise cooperation and advanced regional economic development.

企业合作 Enterprise cooperation

公司通过与大型企业建立战略合作，发挥各自优势，实现强强联合、资源共享、互利双赢。

The Company established strategic cooperation with large enterprises, displayed their respective advantages, realized alliance between giants, resource sharing and mutual benefit and win-win.

供应商合作 Supplier cooperation

公司遵循“阳光采购”的原则，搭建了电子商务平台，规范招标流程，采购信息公开化，为供应商提供公开、公平的竞争机会；积极开展供应商评估工作，帮助供应商增强社会责任意识，实现共同发展。

The Company, upon the principle of "sunshine purchase", constructed E-commerce platform, regulated tendering process, publicized purchase information, provided open and fair competition chances to suppliers; positively launch appraisal on suppliers and helped suppliers to increase social responsibility awareness to realize mutual development.

分包商合作 Contractor cooperation

公司建立完善分包商的管理制度，主动为分包商提供技术、安全、质量等方面的帮助，同时将公司的社会责任理念以及企业文化向分包商进行传导，促进分包商努力提升自身的履责能力，实现共同成长。

Cooperation with subcontractors: the Company established and perfected subcontractors' management system, took the initiative to provide assistance to subcontractors in technology, safety and quality, etc. And meanwhile conveyed the Company's social responsibility concept and enterprise culture to subcontractors to boost them make efforts to improve their capability of responsibility performance and realize mutual growth.

科研院校合作 Cooperation with academic institutions

公司借助自身产业优势，加强与科研院校进行多渠道、多领域、多方向的合作研究，实现合作共赢。

By means of its own industrial advantages, the Company reinforced cooperation research with academic institutions in multiple-channel, multiple-field and multiple-direction to realize win-win cooperation.

经济指标 ECONOMIC INDEXES

2014年，公司在迎接挑战中把握机遇、在攻坚克难中改革创新、在转型升级中科学发展，实现了稳中有进、稳中有为、稳中向好，为全体股东创造了良好的价值回报。

In 2014, the Company seized opportunities from challenges, reformed and innovated itself from overcoming difficulties, developed itself scientifically in transformation and upgrade, and realized progress in stability, achievement in stability and improvement in stability, and created good value return to all shareholders.

2014年公司新签合同额及近三年变动情况

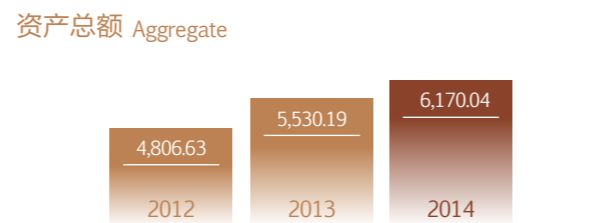
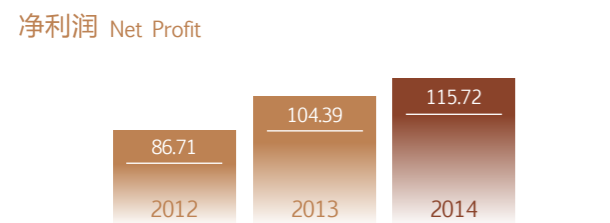
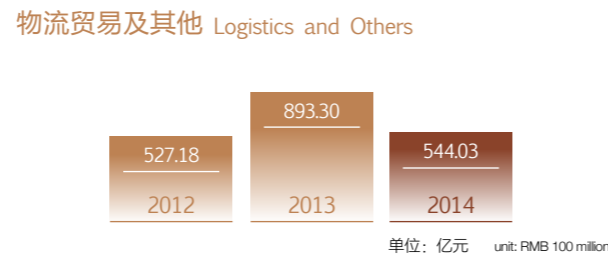
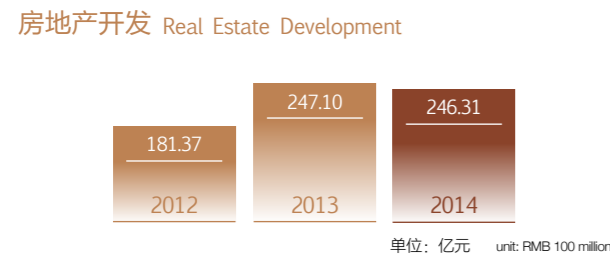
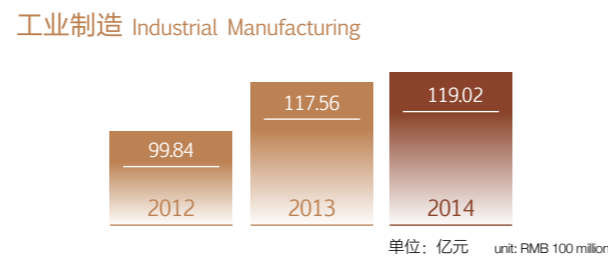
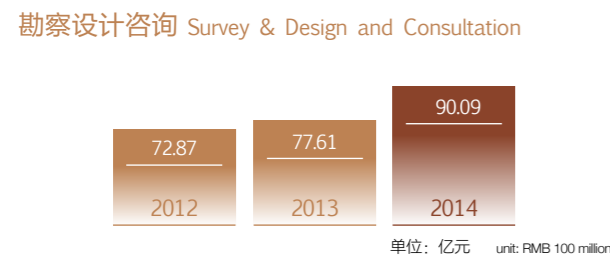
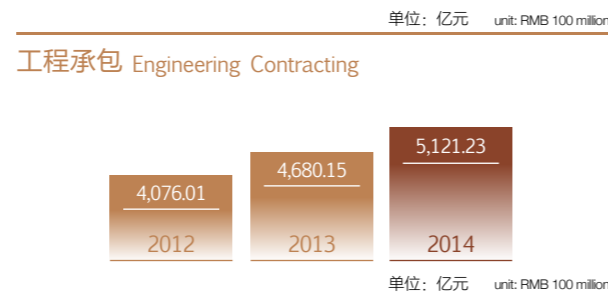
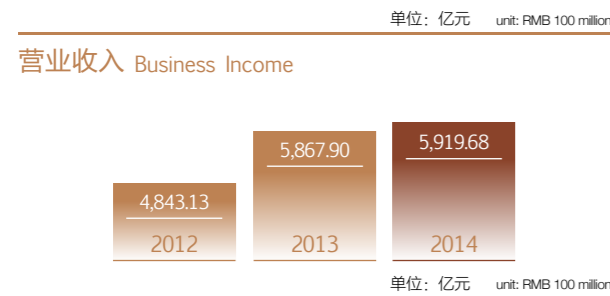
Amounts of Contracts Signed by the Company in 2014 and Changes in Past 3 Years



2014 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 2014, and Variation from 2012 to 2014

2014 年，公司完成营业收入 5919.68 亿元，同比增长 0.88%；实现净利润 115.72 亿元，同比增长 10.85%；资产总额 6170.04 亿元，同比增长 11.57%。

In 2014, the Company obtained operating income RMB 591.968 billion, increased by 0.88% on a year-on-year basis; realized net profit RMB 11.572 billion, increased by 10.85% on a year-on-year basis; and owned total assets RMB 617.004 billion, increased by 11.57% on a year-on-year basis.



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.

2014 年海外实现营业收入 236.25 亿元，占营业收入总额的 3.99%。

In 2014, the Company realized operating income overseas RMB 23.625 billion, accounting for 3.99% of total operating income.

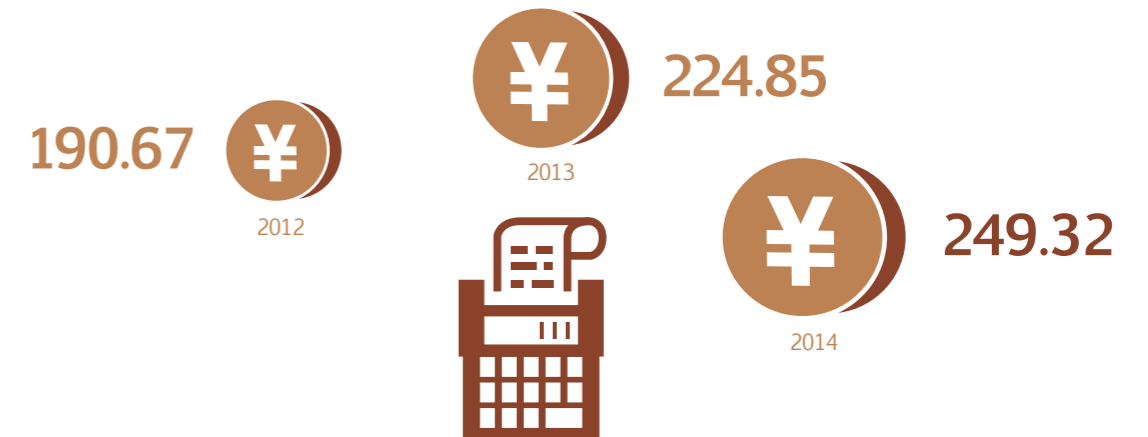
依法纳税 TAXATION

2014 年，公司共缴纳各类税费 249.32 亿元，同比增长 10.88%。

In 2014, the Company paid all kinds of taxes totaling RMB 24.932 billion, increased by 10.88% on a year-on-year basis.

单位：亿元 unit: RMB 100 million

缴纳税费 Revenue Paid Taxes



回报股东 RETURN TO SHAREHOLDERS

公司积极回报股东，实施持续分红。根据公司 2014 年度经审计财务报告，2014 年年初母公司未分配利润为 6,260,571,383.46 元，加上本年度母公司实现的净利润 3,029,649,137.18 元，扣除 2013 年度现金分红 1,603,880,395.00 元，本年末母公司可供分配利润为 7,686,340,125.64 元。根据《公司法》和《公司章程》，2014 年度，按照母公司实现净利润的 10% 提取法定盈余公积金 302,964,913.72 元，提取法定盈余公积金后，本年度母公司可供股东分配的利润为 7,383,375,211.92 元；以 2014 年 12 月 31 日总股本（12,337,541,500 股）为基数，按每 1 股派发现金股利 0.15 元（含税），共分配现金股利 1,850,631,225.00 元。分配后，母公司尚余未分配利润 5,532,743,986.92 元，转入下一年度。

The Company positively gave return to shareholders and implemented sustainable dividends. On the basis of the Company's audit financial report in 2014, the parent Company's undistributed profit at the beginning of 2014 was RMB 6,260,571,383.46, plus net profit realized by parent Company in current year which was RMB 3,029,649,137.18, and deducted by cash dividends in 2013 which were RMB 1,603,880,395.00, parent Company's profit available for distribution at the end of current year was RMB 7,686,340,125.64. On the basis of Company Law and Articles of Association, in 2014 parent Company withdrew statutory surplus reserve RMB 302,964,913.72 which was 10% of net profit realized by parent Company, after withdrawal of statutory surplus reserve, parent Company's profit available for distribution to shareholders in current year was RMB 7,383,375,211.92; taking general capital (12,337,541,500 shares) as of December 31, 2014 as cardinal number, as per cash dividend RMB 0.15(including tax) distributed per share, a total of cash dividends RMB 1,850,631,225.00 was distributed. After distribution, parent Company still owned undistributed profit RMB 5,532,743,986.92 which was transferred into next year.



建造精品 回馈社会

CHOICEST PROJECTS FEEDBACK TO SOCIETY

4

中国铁建将质量和安全视为企业的生命，将建造精品视为企业的基石，将服务客户视为企业的使命，深化科技创新能力，打造优质产品回报社会。

CRCC regards quality and safety as its enterprise life, regards the creation of choicest projects as enterprise foundation, and regards customer service as enterprise mission. Thus CRCC deepens its scientific and technological innovation capacity and creates choicest projects feedback to society.

建造精品工程	31
Creation of Choicest Projects	
着力科技创新	34
Emphasizing Technological Innovation	
强化安全生产	38
Reinforce Work Safety	

建造精品工程 CREATION OF CHOICEST PROJECTS

公司恪守“百年大计、质量第一”的质量方针，以“交付用户满意产品，建造绿色优质精品工程”为目标，通过全质量管控体系建设，着力提高全员的工作质量和素质，形成质量兴企、人人有责的良好氛围。

2014年，公司一批重难点工程按期完成。大西高铁太原至西安段、兰新高铁、贵广高铁、山西中南部铁路通道、杭长客专、青荣城际、北京地铁14号线、扬州瘦西湖隧道等工程建成通车，南水北调中线工程正式通水。

全年完成隧道1225折合公里、桥梁1470折合公里、正线铺轨9566公里、站线铺轨1564公里、通信线路10356条公里、供电线路11564正线公里、公路2307公里、房屋竣工面积1181万平方米、土石方130078万立方米。

CRCC strictly follows quality policy of "quality first for long-range programs", regards "delivering satisfied products to customers and creating green and choicest projects" as its goal. Through the construction of whole quality control system, CRCC focuses on enhancing all the employees' workmanship and technical qualifications to form a good atmosphere of quality thriving enterprises and the duty of everyone.

CRCC completed a number of major and difficult projects on schedule in 2014. The following projects have been built and opened to traffic: Taiyuan-Xi'an along Datong-Xi'an High-speed Railway, Lanzhou-Xinjiang High-speed Railway, railway channels in south central Shanxi Province, Hangzhou-Changsha High-Speed Railway, Qingdao-Rongcheng Inter-City High-Speed Railway, Beijing Subway Line No. 14, Yangzhou Slender West Lake Tunnels; Middle Route Project of the South-to-North Water Diversion Project has also been opened to water.

CRCC has completed 1,225km of tunnels, 1,470km of bridges, 9,566km of main track laying, 1,564km of station track laying, 10,356km of telecommunication lines, 11,564km of main track of power supply lines, 2,307km of roads, 11.81 million m² of completed floor space, and 1,300.78 million m³ of earthwork in 2014.

履行经济合同 Performance of Economic Contracts

公司坚持忠实履约，注重信用，始终把每一项在建工程视为“形象工程”，以创精品工程为目标，履行对顾客承诺，提高顾客满意度，认真组织，加强管理，不断提升企业形象，扩大市场占有率，赢得了良好的市场信誉。2014年，所建工程合同履约率达100%。

CRCC faithfully performs contracts, lays emphasis on credit, and always regards each project under construction as "image project". CRCC regards creating choicest projects as its goal, carries out its commitments to customers, enhances customer satisfaction, conducts serious organization and reinforced management, constantly enhances corporate image, expands market shares and obtains good market reputation. The rate of contract performance concerning completed projects has reached 100% in 2014.

狠抓质量管理 Take Tough Measures for Quality Management

公司建立健全质量管理体系，完善质量管理制度，落实质量管理责任，加强质量过程管理，确保产品质量稳定受控。2014年所建工程一次交验合格率达100%，获改革开放35年百项经典暨精品工程11项，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15项。

CRCC sets up sound quality management structure, perfects quality management system, implements quality management responsibility, reinforces quality process management, and guarantees stabilized and controlled product quality. The one-off delivery-check qualified rate of completed projects has reached 100% in 2014, in which 11 projects have obtained 100 Classic & Choicest Projects within 35 years since reform and opening up, 4 projects have obtained Luban Prize for China's construction projects, 1 project has obtained Gold National Quality Project Award, and 15 projects have obtained Silver National Quality Project Award.

2014年度中国建设工程鲁班奖获奖项目表

Projects Granted "2014 Chinese Construction Project Lu Ban Award"

序号 No.	获奖工程 Organizations	获奖单位 Award-winning Enterprise
1	山西省图书馆工程 Project of Shanxi Provincial Library	中铁十七局集团建筑工程有限公司 China Railway 17 th Bureau Group Co., Ltd.
2	青岛胶州湾隧道及接线工程 Qingdao Jiaozhou Bay Tunnel and Connecting Projects	中铁十八局集团有限公司 China Railway 18 th Bureau Group Co., Ltd.China 中铁十六局集团有限公司 China Railway 16 th Bureau Group Co., Ltd.China 中铁十九局集团有限公司 China Railway 19 th Bureau Group Co., Ltd.
3	乐成恭和苑老年公寓 Landgent Gongheyuan Elderly Apartment Building	中铁建设集团有限公司 China Railway Construction Group Co., Ltd. 中铁建设集团设备安装有限公司 China Railway Construction Group Equipment Co., Ltd. 北京中铁装饰工程有限公司 Beijing CRCC Decoration Projects Co., Ltd.
4	海军总医院内科医疗楼 Internal Medicine Building of Navy General Hospital	中铁建设集团有限公司 China Railway Construction Group Co., Ltd. 中铁建设集团设备安装有限公司 China Railway Construction Group Equipment Co., Ltd.

着力科技创新 EMPHASIZING TECHNOLOGICAL INNOVATION

公司不断加大科研力度和创新能力，以市场需求引领创新趋向，持续狠抓科技创新平台建设，加强科技成果转化，努力夯实科技管理基础工作，为企业快速发展起到了服务、支撑和引领作用。现拥有省级技术中心 46 家，高新技术企业 62 家。

公司不断增加科技研究与开发费用，2014 年科技研究与开发费用达 86.83 亿元。

CRCC constantly reinforces scientific researches and innovation abilities, leads new innovation trends based on market needs, keeps building science and technology innovation platforms, reinforces commercialization of research findings, strives to solidify science and technology management foundation, and plays a servicing, supporting and leading role in accelerating enterprise development. Currently CRCC has 46 provincial technique centers and 62 new high-tech enterprises.

CRCC keeps increasing expenses on scientific research and development which reached RMB 8.683 billion in 2014.

12月31日上午，中国铁建重工集团有限公司“院士专家工作站”正式挂牌，这是在高端人才和团队平台建设的一次全新升级，同时也是目前掘进机械行业组建的首家院士专家工作站，为科技创新引领发展、打造高端装备自主品牌植入了一颗高科技的芯片。该公司“院士专家工作站”的成立，将成为企业实施科技兴企战略，推动行业转型升级的重要推手。

"Workstation for Experts & Academicians" under China Railway Construction Heavy Industry Co., Ltd. was officially opened on the morning of December 31, which is a new upgrading for platform construction of top-level talents and teams; meanwhile it is also the first Workstation for Experts & Academicians set up by excavating machinery industry currently in China. This Workstation has embedded a high-tech chip for scientific and technical innovation leading development as well as creating independent high-end equipment brands. The establishment of the Workstation will become an important pusher for enterprises implementing the strategy of thriving enterprises through science and technology as well as promoting industry transformation and upgrading.

中铁建设集团有限公司承建的海军总医院内科医疗楼工程获得了 2014 年度中国建筑业质量最高奖——鲁班奖。海军总医院内科医疗楼总建筑面积 96374 平方米，涵盖呼吸内科、放射治疗科、核医学科以及专为航空航海潜水特勤人员提供医疗服务的空潜科等 20 余个科室，是一座国内一流的现代化综合性医疗大楼。在施工过程中，该公司优化施工方案，强化质量管理，运用了国内最先进的 4D 工程管理系统，将施工质量、技术、进度等各种要素进行综合排布，预控各项管理指标，同时积极运用了一大批国内领先的施工技术，在合同期内圆满地完成了任务，给业主交付了一份满意的答卷，业主给予“质量零投诉、安全零事故、消防零报警、创造同类军队工程的建设标杆”的高度评价，取得了良好的经济效益和社会效益。

The Internal Medicine Building of Navy General Hospital constructed by China Railway Construction Group Co., Ltd. has obtained Luban Prize, the highest award for China's construction industry. The Internal Medicine Building of Navy General Hospital totally covers 96,374m², including 20 departments such as respiration medicine, radiotherapy, nuclear medicine, AND (aviation, navigation and diving) providing medical services for staff for special services in aviation, navigation and diving. It is a first-class modern and comprehensive medical building in China. During construction, CRCC adopted optimized construction schemes, reinforced quality management, and adopted the state-of-the-art 4D project management system in China to comprehensively arrange various factors of construction quality, technology and scheduling together with pre-controlling various management indicators. Meanwhile, China Railway Construction Group Co., Ltd. adopted a lot of state-of-the-art construction technology in China, successfully completed the construction within the contract term and gave a satisfied result to the Employer who gave high praises such as "zero quality complaint, zero safety accident, zero fire alert and creating construction paradigm in similar military projects". The building has obtained good economic and social benefits.



工程信息透明 Transparent Project Information

公司建立客户服务制度，为客户提供真实、公正和完整的承包工程服务信息，按照合同履行，保证合同的真实性，确保合同有效执行。

CRCC sets up customer service system, provides customers with true, fair and complete contracting project service information, and guarantees authenticity and effective implementation of contracts according to contract performance.

国家级创新平台 National-Level Innovative Platform

中铁十四局集团有限公司、中铁十九局集团有限公司、中铁二十局集团有限公司、中铁第四勘察设计院集团有限公司被新认定为国家级企业技术中心。目前，国家级创新平台增至 13 家。

The following companies have been newly recognized as national-level enterprise technology centers: China Railway 14th Bureau Group Co., Ltd., China Railway 19th Bureau Group Co., Ltd., China Railway 20th Bureau Group Co., Ltd. and China Railway Siyuan Survey and Design Group Co., Ltd. At present, national-level innovative platforms have been increased to 13.

工程实验室建设 Project Laboratory Construction

公司加快工程实验室建设，中铁第一勘察设计院集团有限公司的“陕西省铁道及地下交通工程重点实验室”和中铁第四勘察设计院集团有限公司的“湖北省水下工程实验室”分别通过国家重点实验室建设申请。

CRCC is accelerating the project laboratory construction. The following projects have passed the application of national key laboratory construction: "key laboratory of Shaanxi Provincial railway and underground traffic projects" under China Railways First Survey and Design Institute Co., Ltd. and "Hubei Provincial underwater project laboratory" under China Railway Siyuan Survey and Design Group Co., Ltd.

科技创新成果 Scientific and Technical Innovation Achievements

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，提高产品科技含量和企业核心竞争力，科技攻关成果层出不穷。

CRCC leads the employees to actively engage in scientific and technical innovation, do well in the process of approval for the beginning of the scientific researches as well as in the application and promotion of scientific and technological achievements so as to enhance technological elements of products, core competitiveness of enterprises and constant scientific key research projects.

承建的世界首例四线系杆拱连续梁结构——哈齐客专松花江特大桥正式通车；

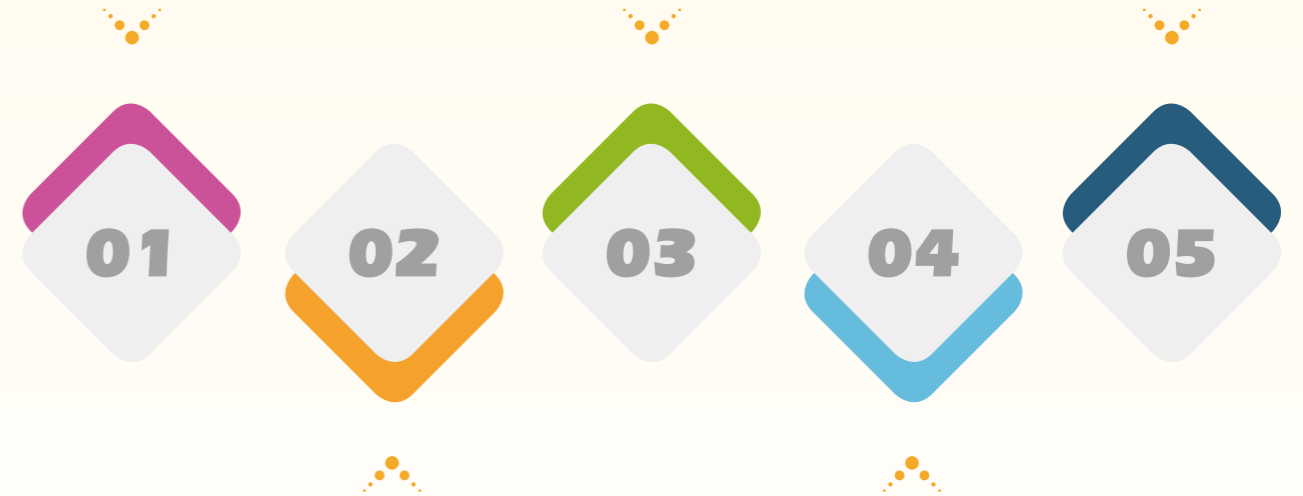
The continuous beam structure with four-line tied arches on the super-large bridge over Songhua River along Harbin-Qiqihar High-Speed Railway has been officially opened to traffic;

承建的中国在建最长铁路隧道——兰渝铁路西秦岭隧道全线贯通；

The built longest railway tunnel under construction in China - west Qinling tunnel along Lanzhou-Chongqing railway has been connected thoroughly;

承建的中国最长高海拔铁路隧道——西格二线关角隧道开通；

The built longest railway tunnel with high altitude in China - Guanjiao tunnel along second line of Xining-Golmud;



设计的世界最大跨度钢箱混合梁铁路斜拉桥——宁波铁路枢纽北环线甬江特大桥主桥合拢；

The designed cable-stayed bridge with steel box hybrid beams and the maximum span in the world-main bridge of super-large bridge over Yong River along northern ring road of Ningbo railway hub has been folded;

具有自主知识产权的铁路大型养路机械 DC-32N 窄轨捣固车和 SPZ-200N、DPZ-440N 窄轨配碴整形车，出口莫桑比克、安哥拉等国家。

CRCC has large scale track maintenance machine for railway with independent intellectual property: DC-32N narrow gauge tamping cars, SPZ-200N and DPZ-440N narrow gauge with ballast plastic cars, exported to Mozambique and Angola etc.

2014年，公司承担国家863和科技支撑计划4个项目6个课题；141项科技成果通过省部级鉴定和评审；获国家科学技术进步奖1项，省部级科学技术进步奖119项；获中国优秀专利奖2项，授权专利995项；获国家级工法50项，省部级工法183项；获省部级及以上勘察设计咨询奖107项，其中4项工程获得国际咨询工程师联合会授予的“FIDIC全球杰出工程”；获中国土木工程詹天佑奖7项。各项科技成果的取得，全面提升了中国铁建的知名度、影响力和品牌价值。

In 2014, CRCC has undertaken 6 tasks and 4 programs concerning National 863 Program and National Sci-Tech Support Plan. 141 scientific and technological achievements have passed provincial or ministerial appraisal and review; 1 National Award for Science and Technology Progress, 119 provincial or ministerial Science and Technology Progress Awards; 2 China Patent Excellent Awards, 995 authorized patents; 50 projects with National Grade Normalized Construction Methods, 183 projects with provincial or ministerial Construction Methods; 107 projects with provincial or ministerial or above Survey and Design Consultation Award, in which 4 projects have obtained "FIDIC Global Outstanding Project" conferred by International Federation of Consulting Engineers, 7 projects with Zhan Tianyou Civil Engineering Award in China. All these awards have comprehensively enhanced CRCC's reputation, influence and brand value.

中国铁建重工集团有限公司依托国家863计划“大直径硬岩隧道掘进装备(TBM)关键技术研究及应用”重点项目支持，突破了大直径TBM多系统协调技术、大功率、变载荷、高精度电液控制系统设计与集成技术、关键部件状态监测与诊断技术以及振动分析及减振技术等核心技术，该公司研制的国内首台大直径TBM掘进机，解决了目标工程“长距离、大埋深、高应力、高水压、高地温、大涌水、易岩爆”等地质特点和技术难点的适应性问题。

Based on "key technology research and application of tunnel boring machines (TBM) for large diameter hard rock" under National 863 Program, China Railway Construction Heavy Industry Co., Ltd. has broken through core technologies such as multisystem coordinating technology of large diameter TBM, high power, variable load, high accuracy electro-hydraulic control system design and integrated technology, key component condition monitoring & diagnostic techniques, and vibration analysis & vibration decrease techniques. The first set of large diameter TBM in China developed by CRCC has solved adaptability problems of geologic characteristics and technological difficulties in targeted projects, such as "long distance, great depth, high stress, high water pressure, high ground temperature, heavy water bursting and easy rock burst".

强化安全生产 REINFORCE WORK SAFETY

公司坚持“安全第一、预防为主、综合治理”的方针，牢固树立安全生产“红线意识”，狠抓施工生产规范、安全生产规定、安全生产责任制的落实，深入开展隐患排查治理工作，做到提前想到、提前发现、提前消除隐患，进一步强化安全监管，促进企业安全稳定发展。

CRCC insists on the policy of "safety first, prevention first and comprehensive treatment", firmly establishes "Red Line Consciousness" in work safety, takes tough measures for the implementation of construction production specifications, production safety regulations, and system of responsibility in safe production; deeply conducts hidden danger identification and treatments, realizes considering, detecting and removing the hidden danger in advance, further reinforces safety supervision, and facilitates safe and stabilized enterprise development.

安全生产投入 Work safety Input

公司制定了《中国铁建股份有限公司安全生产费用提取和使用管理办法》，明确了安全生产费用的使用范围和额度，为做好安全生产工作提供了资金保障。所属各单位按照管理办法制定了安全生产费用投入和使用管理制度，确保安全生产费用投入到位，使用合理。2014年，公司安全生产费用投入达72.78亿元。

CRCC has made Work safety Expense Withdrawal and Usage Management Methods in CRCC, made clear the usage scope and limited amount for the work safety expenses, which provided financial supports for work safety works. The subordinate units have made work safety expense input and usage management system according to management methods so as to guarantee proper work safety expense input and reasonable usage. In 2014, CRCC's total work safety expense input has reached RMB 7.278 billion.

安全教育培训 Safety Education and Training

公司广泛开展安全生产教育和培训，通过举办新《安全生产法》培训班、安全质量管理干部培训班、注册安全工程师继续教育培训班，开展安全生产知识竞赛，制作下发安全生产视频和宣传资料，在基层项目部生活区安装广播、电视等，实现安全生产全员化，力求安全理念入脑入心，学以致用，保证从业人员具有相应的安全生产知识，全面提升安全管理整体水平。

CRCC widely conducts work safety education and training, realizes work safety in all the employees through holding training classes on new Work Safety Law and continuing education training classes for certified safety engineers, conducting work safety knowledge contests, making and issuing work safety video and publication materials, and installing radios and TVs in living quarters of Project Headquarters' work sites, strives to firmly and deeply make everyone remember the work safety and practice, guarantees them to have corresponding work safety knowledge, and thus comprehensively enhances the overall safety management level.

为了提高生产一线施工人员安全责任和安全防范意识，中铁十四局集团有限公司广中江高速公路项目部组织编印了《施工安全手册》，发放给现场技术人员以及施工队每一位参建人员，为施工人员切实掌握安全操作规范提供了参照，具有很强的针对性和操作性。通过手册的推行使用，使全体施工人员进一步增强了安全意识和自我保护能力，减少了事故隐患，保证了施工生产的顺利进行。

In order to enhance grass-roots construction workers' safety responsibility and safe guard consciousness, Project Department for Guangzhou-Zhongshan-Jiangmen Highway under China Railway 14th Bureau Group Co., Ltd. compiled and printed Construction Safety Manual, distributed to site technicians and each construction worker, provided reference for constructors truly mastering safety operation specifications, with much pertinence and operability. Through usage of the Manual, all the construction workers further enhanced their safety awareness and self-protection ability, reduced accident potential and guaranteed smooth construction.

中铁十六局集团有限公司针对施工人员特别是农民工具有的流动性强、管理难度大以及综合素质、安全意识、操作技能和事故防范能力偏低等特点，积极开展农民工安全教育培训，全年举办各类安全教育培训班 3206 次，受训农民工 179600 多人次，有效提高了全员安全生产素养和自我防护意识。

For the constructors, especially migrant workers featured by strong flow ability, difficult management, low comprehensive quality, safety awareness, operating skills and accident prevention ability, China Railway 16th Bureau Group Co., Ltd. actively conducts safety training education on migrant workers, annually holds various 3,206 times of safety training education classes, and over 179,600 person-times accept training; all these measures have enhanced all the employees' work safety quality and self-protection awareness.

安全生产责任 Work Safety Responsibility

公司严格落实安全生产主体责任，分类、逐级层层签订安全包保责任书，进一步细化安全包保责任指标和内容，将“落实包保责任、消除事故隐患、遏制险性事件、杜绝死亡事故”四项指标纳入包保内容，加大奖罚力度。基层项目部大力推行“一网四格”安全管理模式，将安全控制责任分解到对应岗位，构筑“安全网”，将安全管理分为方案安全、作业安全、管理安全、应急安全四个“格”，项目所有安全风险，分类纳入四个“格”进行责任管理。

CRCC strictly implements entity responsibility for work safety and signs liability statement on work safety according to classification and level. CRCC further refines the indicators and contents of the safety protection responsibility, and includes the following contents into safety protection: "implementing safety protection responsibility, removing potential safety hazards, restraining risk events and no deaths" The project headquarters greatly push the safety management mode of "one net plus four grids", and divide the safety control responsibility into the corresponding posts. Set up a "safety net" and divide safety management into four "grids" of scheme safety, operation safety, management safety and emergency safety. As for all the project safety risks, include them into the four "grids" for responsibility management according to classification.

隐患排查治理 Hidden Danger Identification and Treatment

公司进一步完善安全隐患排查治理平台，大力开展安全隐患排查治理，加强安全危险源管控，开展了民工安全、铁路工程施工安全、季节性安全、营区安全、“四新”应用安全工作；狠抓了隧道及地下工程、深基坑高边坡、机械设备、既有线、高空作业、危爆易燃物品“六个重点”安全隐患治理，确保了安全管理有序可控，促进了各单位对安全工作的重视，有效防范了安全事故的发生。

CRCC further perfects hidden danger identification and treatment platforms, greatly conducts danger identification and treatments, reinforces management and control of safety risk sources, conducts safety works of "four new safety" application: construction workers' safety, railway project construction safety, seasonal safety, and camp safety; takes touch measures to treat hidden danger in "six major areas": tunnel and underground projects, deep foundation pit and high slopes, mechanical equipment, existing lines, dangerous and explosive flammables; guarantees orderly and controllable safety management, makes each unit pay attention to safety works, and effectively prevents safety accidents.

中铁十八局集团有限公司一公司采用科技手段，建立了规范、科学的安全隐患“问题库”。专门编制入库程序，对于各项目发现的动态问题，采取随时上报、随时整改、随时销号的方法，专人督促整治、追踪落实考核。定期对所属项目进行安全检查，深挖细查各类安全隐患，每半月对“问题库”进行一次清仓，及时将整改进度情况在网上进行公布，对关键问题指定专人指导把关，确保月度问题“零库存”。公司通过对排查出的安全隐患认真梳理，及时入库管理，形成了发现、分析、解决、跟踪问题“一条龙”的卡控制度，真正让“问题库”成为“安全库”。

The First Engineering Co., Ltd. of China Railway 18th Bureau Group Co., Ltd. adopts scientific and technical methods, sets up standard and scientific "problem base" for hidden danger; specially compiles warehousing procedures; at any time reports, rectifies and cancels numbers for the detected dynamic problems in each project; arranges special personnel to urge rectification and track implementation and check; conducts safety check on the subordinated projects, deeply checks various hidden danger, clears the "problem base" in every 15 days, timely publishes the rectification scheduling on the Internet; arranges special person to guide and check key problems, and guarantees "zero problem base" monthly. CRCC seriously treats the detected hidden danger and timely makes warehousing management, and forms a whole control system of detecting, analysis, solving and problem tracking, and truly turns "problem base" into "safety base".



安全应急管理 Safety Emergency Management

公司自上而下成立了安全生产应急领导小组，各级均制定了应急救援预案，形成综合预案、专项预案、现场处置方案相结合的应急预案体系，全面提升安全生产的应急处置能力。同时，公司承担着国家应急救援基地和应急培训基地建设任务。为提高应急救援能力，推进应急救援队伍建设，已经完成了救援队伍体系和制度建设，新增一批新型救援装备，自主研发了隧道顶管救援装备，完善了模拟各种塌体顶进救援的技术程序和现场应急处置方案。

From top to bottom, CRCC forms emergency leading groups for work safety, each level makes emergency rescue plan, and thus CRCC forms an emergency rescue plan system combined with comprehensive plan, special plan and site treatment plan to comprehensively enhance the emergency treatment ability of work safety. At the same time, CRCC undertakes the construction missions of national emergency rescue base and emergency training base. In order to enhance emergency rescue ability and promote emergency rescue team building, CRCC has finished emergency rescue team building and system building, newly added a batch of rescue equipment, and independently developed tunnel pipe-jacking rescue equipment, perfected simulated technical procedures for collapsed body rescue and site emergency treatment schemes.

国家应急救援中国铁建十七局太原队，主要承担铁路、公路隧道塌方应急救援任务，救援队现有队员 34 人，装备有 180 水平定向快速钻机、垂直快速钻机、180 水平垂直多功能钻机、气压顶管救援设备、液压顶管救援设备、卫星通信指挥车、应急指挥车、视频生命探测仪、无线救援音频视频传输系统等共计 35 台（套）专用救援装备。2014 年，救援队接受国家安监总局指令，先后参加了吉林吉图珲铁路客专小盘岭隧道、贵州瓮江高速公路两天窝隧道、福建龙岩厦蓉高速公路后祠隧道塌方救援，与相关单位通力合作，成功解救全部被困人员 46 人，受到国家安监总局的好评。

Taiyuan Branch of China Railway 17th Bureau Group Co., Ltd. for national emergency rescue mainly undertakes the emergency rescue missions of railway, road and tunnel collapse. The rescue team now has 34 members and is equipped with 180 horizontal and directional fast drilling machines, vertical fast drilling machines, 180 horizontal and vertical multifunctional drilling machines, air pressure pipe jacking rescue equipment, hydraulic pipe jacking rescue equipment, satellite telecommunication command vehicles, emergency command vehicles, video life detectors, wireless rescue audio video transmission systems and totally 35 units (sets) of special rescue equipment. In 2014, the rescue teams accepted national instructions of State Administration of Work Safety and successively engaged in the collapse rescue in Xiaopanling Tunnel of railway passenger lines in Jituhui, Jilin Province, Liangtianwo Tunnel in Wengjiang Highway of Guizhou Province, Houci Tunnel in Xiarong Highway of Longyan, Fujian Province. Coordinated with relevant departments, the teams rescued 46 trapped people and obtained good appraises from State Administration of Work Safety.



以人为本 共享发展

PEOPLE-ORIENTED FOR SHARED DEVELOPMENT



员工是企业发展的核心和财富的创造者。中国铁建秉持“以人为本”的理念，重视员工发展，提升民主管理，保障员工权益，构建和谐企业文化，努力实现企业与员工共同发展。

The employees are the core of enterprise development and wealth creators. CRCC insists on the concept of "people-oriented", focuses on employees' development, enhances democratic management, guards the employees' rights, builds harmonious enterprise culture and strives to realize shared development between the enterprise and its employees.

员工队伍情况	45
Employees Information	
员工发展通道	47
Employees' Development Channels	
注重员工培训	48
Focus on Employees' Training	
保障员工权益	49
Safeguard Employees' Rights and Benefits	
提升民主管理	51
Enhance Democratic Management	
加大关爱帮扶	53
Giving More Care and Help	
推进企业文化	57
Promoting Enterprise Culture	



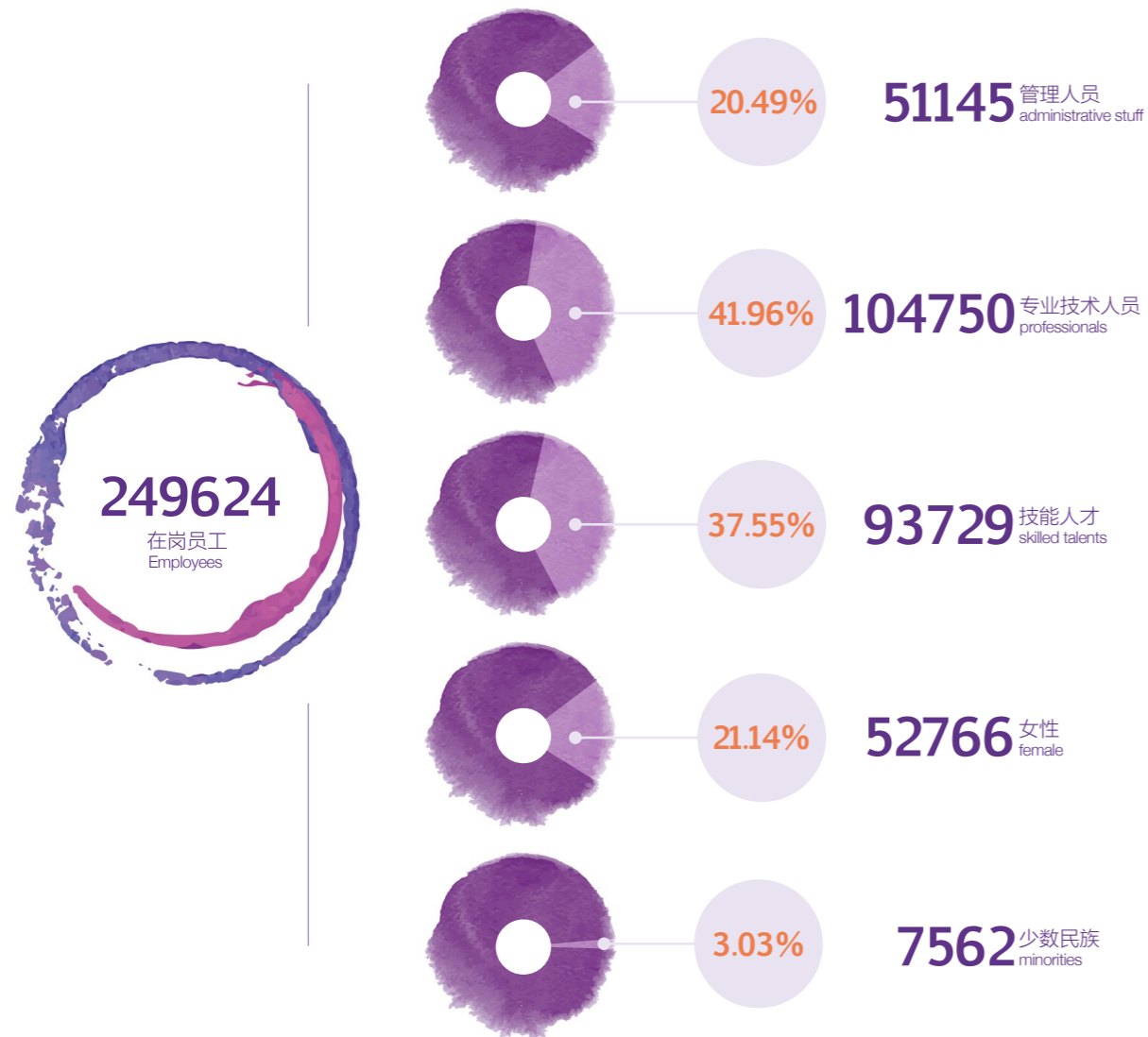
员工队伍情况

EMPLOYEES INFORMATION

基本概况 Introductions

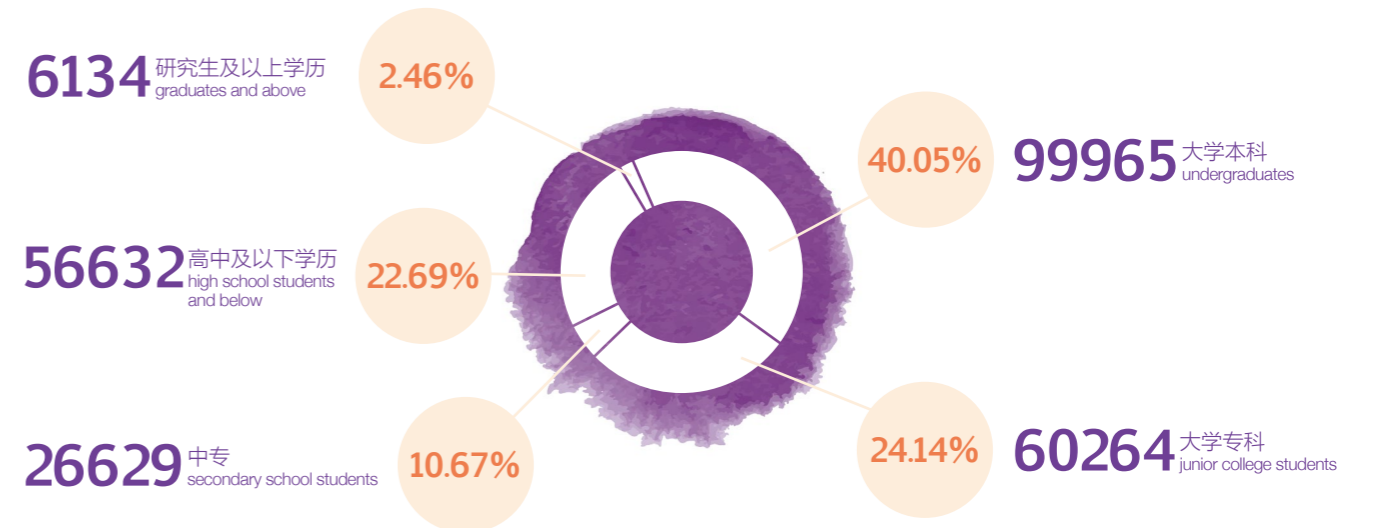
员工数量: 截至2014年12月31日, 公司在岗员工为249624人。其中管理人员51145人, 占20.49%, 专业技术人员104750人, 占41.96%, 技能人才93729, 占37.55%。各类人员中, 女性52766人, 占21.14%; 少数民族7562人, 占3.03%。

Number of employees: by December 31, 2014, CRCC's employees on duty have reached 249,624, including: 51,145 management staff accounted for 20.49%, 104,750 special technicians accounted for 41.96%, 93,729 skilled talents accounted for 37.55%; in all the employees, 52,766 females accounted for 21.14%, 7,562 minorities accounted for 3.03%.



学历结构: 研究生及以上学历6134人, 占2.46%, 大学本科99965人, 占40.05%, 大学专科60264人, 占24.14%, 中专26629人, 占10.67%, 高中及以下56632人, 占22.69%。

Educational background structure: 6,134 postgraduates and above accounted for 2.46%, 99,965 university graduates accounted for 40.05%, 60,264 junior college graduates accounted for 24.14%, 26,629 technical secondary school graduates accounted for 10.67%, and 56,632 senior high school graduates and below accounted for 22.69%.



人才队伍情况 Talent Team Construction

拥有一支高素质的人才队伍, 是企业提升核心竞争力的重要因素。公司深入贯彻“人才强企”战略, 积极营造尊重知识、尊重人才的良好氛围, 不断完善人才培养机制, 用正确的价值观引导人才, 用发展的事业造就人才。目前公司拥有1名工程院院士、6名国家勘察设计大师、10名“百千万人才工程”国家级人选, 1名中国青年科技奖获得者和244名享受国务院特殊津贴的专家。2014年, 公司有1人获“中华技能大奖”、2人获“全国技术能手”称号。

An important factor to enhance enterprise core competitiveness lies in having a well-qualified talent team. CRCC deeply implements the strategy of “thriving enterprises through talents”, actively creates a good atmosphere of respecting knowledge and talents, constantly perfects talent cultivating mechanism, guides talents with good values, and creates talents through career development. Currently CRCC has 1 Academician of China Engineering Academy, 6 national survey and design masters, 10 national candidates of “100 Talents Projects”, 1 China Youth Science and Technology Award winner, and 244 experts enjoying special allowance of the State Council. In 2014, CRCC had 1 employee winning “China Skill Award” and 2 employees winning the title of “National Technical Experts”.

员工发展通道 EMPLOYEES' DEVELOPMENT CHANNELS

公司秉持“以人为本”的理念，建立培养人尽其才、才尽其用的用人机制，为员工成长搭建平台，拓宽员工发展通道，努力保障员工职业规划和个人价值的实现。

CRCC insists on the concept of "people-oriented", sets up a system for making the best use of the talents, establishes platforms for employees' development, expands employees' development channels, and strives to guarantee employees' career planning and personal value realization.

中铁十五局集团有限公司六公司朔黄铁路运输处按照机车乘务员培训总体规划，多管齐下，多措并举，为新员工成长成才铺就“绿色通道”。因材施教，制定具有针对性、实用性的培训内容，强化理论知识培训；开展岗位练兵，全面提升业务水平；推动月度考试，考试成绩与工资奖金挂钩。通过培训、考核的形式，在员工间营造了学知识、比业务、求进步的氛围，搭建了一个相互交流、取长补短的学习平台，对员工的成长成才起到了积极作用，保证了企业发展对人才的需要。

Shuohuang Railway Transportation Office of the 6th construction Company Ltd. of China Railway 15th Bureau Group Co., Ltd. takes various measures according to overall training plan for locomotive trainmen and creates "green channels" for new employees' growth; makes individualized, targeted and practical training contents, reinforces theoretical knowledge training; conducts on duty training and comprehensively enhances business level; pushes monthly tests and links the test performances with salaries and bonus. Through training and tests, a good atmosphere has been created in the employees, featured by learning knowledge, competing businesses and seeking improvements. A learning platform has also been set up, featured by mutual communication and learning, which plays a positive role in the employees' growth and excellence, and guarantees enterprise development needs for talents.

案例
CASE

注重员工培训 FOCUS ON EMPLOYEES' TRAINING



加强员工培训是公司培育高素质、专业化队伍的重要手段。公司把员工培训作为基础管理和人才开发工作的重要抓手，创新培训方式、丰富培训内容、注重培训效果，不断增强员工业务能力、努力提高员工综合素质。

2014年，公司实施“企业领导人员、经营管理人员、专业技术人员、党群管理人员和技能人员”五大类培训，培训员工181535人次，其中企业领导人员培训4113人次、经营管理人员培训16193人次、专业技术人员106547人次、党群管理人员19734人次、技能人员培训34948人次。

Reinforcing employees' training is an important method for CRCC's training well-qualified and professional teams. CRCC regards employee training as a crucial aspect in basic management and talent development, such as innovating training methods, enriching training contents, focusing on training effects, constantly reinforcing employees' business abilities, and striving to enhance their comprehensive quality.

In 2014, CRCC has implemented five categories of training in "enterprise leaders, operation and management personnel, special technicians, Party member management personnel and skilled personnel"; has trained 181,535 employees, 4,113 enterprise leaders, 16,193 operation and management personnel, 106,547 special technicians, 19,734 Party member management personnel, and 34,948 skilled personnel.

为落实中国铁建海外发展战略，公司积极培养懂经营、通语言、会管理、熟悉国际工程项目运作、具有多方面专业素养和工作能力的人才。2014年，公司在北京外国语大学举办了为期一年的葡萄牙语培训班和为期半年的法语培训班，在天津大学举办了为期半年的国际工程管理高级研修班，共有122人参加了培训，系统学习了国际工程管理、涉外法律法规及文化礼仪等课程，为公司海外市场的发展做好人才支撑。

In order to implement CRCC's overseas development strategy, CRCC actively trains talents who are familiar with operation, foreign languages, able to manage and operate international projects, and have many-sided professional quality and work abilities. In 2014, CRCC held one-year Portuguese class training and 6-month French class training in Beijing Foreign Studies University; also held 6-month advanced study and training class on international project management in Tianjin University; totally 122 persons participated into training, systematically learned courses on international project management, foreign laws and regulations, and cultural habits, which provided talent supports for CRCC's overseas development.

案例
CASE

保障员工权益 SAFEGUARD EMPLOYEES' RIGHTS AND BENEFITS

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》，依法与员工签订劳动合同，保护员工各项福利和隐私，切实践行“员工合法权益不容侵犯”的理念。

CRCC strictly complies with the Labor Law of the People's Republic of China and the Labor Contract Law of the People's Republic of China, legally signs labor contracts with the employees, protects their benefits and privacy, truly implements the concept of "no violating employees' legal rights and benefits".

员工劳动合同 Employees' Labor Contracts

公司按照劳动法律法规，奉行男女平等、同工同酬、非歧视的劳动用工政策，禁止使用童工，反对各种形式的强迫劳动。2014年，员工劳动合同签订率近100%。

According to regulations in Labor Law, CRCC implements labor employment policies of equality of men and women, equal pay for equal work, non-discrimination, prohibited child labor, and against all kinds of forced labor. In 2014, the employees' rate of signing labor contracts has nearly reached 100%.

员工薪酬福利 Employees' Salary and Welfare

公司实行工效挂钩的效益工资制，同时建立了员工工资增长调节机制，及时为员工缴纳各项社会保险，社会保险覆盖率100%，建立完善企业年金和补充医疗保险，员工享受带薪休假、婚嫁、丧假、产假等福利。

CRCC implements achievements-related salary system of link pay to performance, and sets up employees' salary growth regulating mechanism at the same time. CRCC timely pays various social insurances for the employees, with 100% of social insurance coverage; sets up perfect enterprise annuity and supplementary medical insurance, enables the employees to enjoy paid leave, marriage leave, funeral leave and maternity leave and other welfare.

员工职业健康 Employees' Occupational Health

公司严格遵守国家法律法规，建立健全员工健康管理制；加大安全健康投入，强化劳保用品的发放和穿戴制度的落实，有效预防职业病；开展职业健康培训，提高员工自我保护能力；定期组织员工进行体检，建立员工健康档案，实行跟踪服务，维护员工安全健康权益。

CRCC strictly abides by national laws and regulations, sets up sound health management system for the employees; increases safety and health inputs, reinforces delivery of labor protection appliance and implementation of wearing system, effectively prevents occupational diseases, conducts occupational health training and enhances employees' self-protection abilities; regularly organizes them to have physical examination, sets up employees' health records, implements follow-up services, maintains rights and benefits of employees' safety and health.



员工隐私保护 Employees' Privacy Protection

公司建立了员工个人信息档案，制定了员工信息保密制度，按照人员管理权限进行分级管理，积极保护员工信息安全，严防员工信息泄露，确保员工隐私受到保护。

CRCC sets up employee's personal information record as well as employee information secrecy system. According to personnel management authority, CRCC conducts level-to-level management, actively protects employees' information safety, takes strict precautions against employees' information leakage, and guarantees employees' privacy protected.

提升民主管理 ENHANCE DEMOCRATIC MANAGEMENT

公司以构建和谐劳动关系为根本，在维护员工权益中彰显作为。不断完善以职代会为基本形式的民主管理制度，履行职能，维护稳定，持续推进职代会标准化和程序化建设，公司及所属二级企业 100% 召开了职代会，对领导干部进行了民主评议，员工满意率不断提升。

CRCC regards building harmonious labor relations as its fundamental, shows its significance in safeguarding employees' rights and benefits, constantly perfects democratic management system represented by Employees' Assembly as a basic form, implements the functions and maintain stabilization, continues promoting the standard and programmed construction of Employees' Assembly. CRCC and its subordinated enterprises have 100% held the Employees' Assembly, conducted democratic appraisal on the leaders, and the employees' satisfaction rate keeps rising.

深化企务公开 Deepen Enterprise Affairs Opening

企务公开作为保障员工基本权益的重要途径，公司不断进行规范、完善和推进，促进员工更好地参与企业管理。通过公开栏、办公网及会议形式，对企业“三重一大”事项进行公开，保证员工的知情权、表达权、参与权、监督权落实到位，员工的主人翁地位得到提高。

Enterprise affairs opening as an important channel for safeguarding the employees' basic rights and benefits, CRCC constantly makes standardization, perfection and improvements to facilitate the employees to better engage in the enterprise management. Through public bars, office network and meetings, open the affairs concerning "three major decisions and usage of large amount of money" within the enterprise so as to guarantee the employees' right to be informed, right to express, participation right and supervision right can be truly implemented; thus the employees' mastership position can be enhanced.

案例 CASE

中铁十八局集团有限公司广泛开展了工资集体协商要约行动，向各单位下发《工资集体协商工作问答》，进行答疑解惑，通过上报情况进行整理汇总。职代会期间，为强化民主监督力度，将员工最敏感、最关注的各项指标以展板的形式展出，确保信息及时、全面、透明，受到了参会代表和广大员工的一致好评。

China Railway 18th Bureau Group Co., Ltd. extensively launched acts of salary collective negotiation offer, issued Question and Answer on Collective Salary Negotiation Work to affiliated companies, solved questions, sorted out and summarized them through reporting. During the period of worker's congress, to reinforce democratic supervision, it exhibited all indexes to which employees were most sensitive and attached most attention by panel to assure timely, comprehensive and transparent information, which was unanimously praised by participant representatives and all employees.



员工诉求渠道 Employees' Demand Channels

公司积极畅通员工诉求表达渠道，正视员工分享企业发展成果的迫切期望。通过工会主席信箱、热线、工会主席接待日、民主对话会等沟通方式，利用信息技术开辟网上社区、论坛、贴吧等交流平台，开展员工问卷调查等形式，多渠道倾听员工心声，了解员工思想动态。

The Company positively provided smooth channels to employees for them to express their demands, and positively considered employees' urgent expectation of sharing the enterprise's development achievements. Through such communication methods as mailbox of chairman of trade union, hot line, reception date of chairman of trade union, domestic dialogue, etc, the Company utilized information technology to explore such exchange platforms as online community, forum, post bard, etc, launched employee questionnaire investigation, etc, listened to employees by multiple channels and got to know their thinking.

案例 CASE

北京铁城建设监理有限责任公司利用网络搭建沟通直通车，开辟了“铁城社区”，设立了铁城家事、学习天地、休闲生活等专栏，为员工搭建畅所欲言的平台；定期举办民主对话会、员工恳谈会，广泛征求员工对于加强企业管理、促进企业发展、创建和谐劳动关系等各方面的合理化建议。这些措施的实行，使公司每名员工特别是一线员工看到了企业的诚意，感受到了企业的和谐文化，增强了员工的归属感。

Beijing Tiecheng Construction Supervision Co., Limited utilized network to construct through train and explored "Tiecheng Community", established such columns as Tiecheng family, study world, leisurely life, etc, constructing platforms for employees' free talks; periodically held domestic dialogues, earnest talks with employees, extensively solicited for employees' rationalized suggestions on reinforcement of enterprise management, promotion of enterprise development, construction of harmonious labor relationship, etc. Said measures make employees of the Company especially front-line employees see the enterprise's sincerity and feel its harmonious culture and increase personal sense of belonging.

加大关爱帮扶 GIVING MORE CARE AND HELP

公司进一步完善帮扶工作体系，积极筹集资金，完善帮扶办法，细化帮扶内容，富有成效地开展帮扶活动，最大限度地为困难员工排忧解难。

The Company further improved the helping system, positively raised fund, improved helping measures, detailed helping contents, launched helping activities most efficiently and solved difficulties for employees in difficulty to the maximum degree.

困难员工帮扶 Helping Employees in Difficulty

公司不断加大困难员工帮扶力度，2014年共筹集送温暖资金6787万元，慰问模范先进、一线员工、离退休员工、困难员工和农民工47148人次；共筹集“三不让”专项资金7268万元，救助困难员工家庭10769户次，资助困难员工子女入学2783人次，救助患病员工3613人次。

The Company continuously exerted more efforts to helping employees in difficulty, in 2014, it raised warmth fund totaling RMB 67.87 million for consoling models, front-line employees, retired and resigned employees, employees in difficulty and farmer workers for 47,148 person-times; raising “three-never” (never leaving one employee family living in poverty, never leaving one employee's child too poor to go to school and never leaving one employee too poor to see a doctor) special fund totaling RMB 72.68 million for helping employee families in difficulty for 10,769 household-times, helping children of employees in difficulty for 2,783 person-times and diseased employees for 3,613 person-times.

案例 CASE

中铁十一局集团有限公司把关爱困难员工作为构建和谐企业的一项重要工作来抓，公司以“让每一位困难员工都得到救助”为目标，大力开展“一对一”帮扶救助活动，要求做到“一名工会干部帮扶一户困难员工、一个季度入户走访调研一次、一个季度解决一个具体问题”，全年118名干部结对帮扶118名困难员工，资助帮扶金共计106400元，真正做到了困难员工家家有人管、户户有人帮的良好局面。

China Railway 11th Bureau Group Co., Ltd. took caring employees in difficulty as one important work in construction of a harmonious enterprise, and targeted at “to make every employee in difficulty helped”, made great efforts to launch “one-to-one” helping activities, and requested “one cadre of trade union helps one employee in difficulty, one visit and investigation to household every quarter, solving one specific problem every quarterly”, in the whole year totally 118 cadres helped 118 employees in difficulty, and helping subsidy totaled RMB 106,400, which truly make every employee family in difficulty cared and every household helped.



关爱女员工 Caring Female Employees

公司积极维护女员工合法权益，全面推行女员工权益保护专项集体合同，根据女员工的生理特点和职业特点，为女员工创造平等、良好的工作环境，增加女员工专项体检，对在孕期、产期、哺乳期的女员工给予特殊保护。

The Company positively maintained female employee's legal rights and interests, fully launched special collective contract on protecting female employees' rights and interests, created an equal and good work atmosphere to female employees based on various occupational features, added female employees' special physical examinations, and provided special protection to female employees in pregnancy, lying-in period and suckling period.

中铁二十四局集团有限公司福建公司认真贯彻落实女员工劳动保护各项规定，以推行女员工权益保护专项集体合同工作为抓手，坚持依法依规维护女员工合法权益，紧紧围绕组织建设、权益维护、爱心帮扶开展工作，女员工权益保护取得明显成效。三年来，公司组织开展女员工健康体检856人次，发放女员工劳动保护用品856份、处理女员工来信来访21件、建立帮扶机构7个，协调解决女员工上岗23人，提供帮扶资金6.29万元。2014年该公司荣获“福建省女职工权益保护专项集体合同工作先进单位”荣誉称号。

Fujian Corporate of China Railway 24th Bureau Group Co., Ltd. seriously implemented all regulations on labor protection of female employees, stuck to maintain female employees' legal rights and interests according to laws and regulations by promoting special collective contracts on protection of rights and interests of female employees, and launched its work focusing on organization and construction, maintenance of rights and interests, caring and helping. A remarkable efficiency was made in protection of rights and interests of female employees. In the past 3 years, the Company organized 856 person-times health examination for female employees, issued 856 labor protective articles to them, dealt with 21 letters from them, established 7 helping agencies, coordinated in employment settlement for 23 female worker, and provided helping fund RMB 62,900. In 2014 the Company was honored with “Advanced Unit for Special Collective Contracts for Protecting Rights and Interests of Female Workers in Fujian Province”.



案例 CASE

工作生活平衡 Balancing Work with Daily Life

公司尊重员工家庭责任和业余生活，积极为员工创造舒适的工作环境，组织开展了多种形式、健康有益的文化活动，营造了团结奋进、蓬勃向上的文化氛围，丰富了员工业余文化生活，帮助员工工作生活平衡。

The Company respected employees' family responsibilities and spare-time life, positively created a comfortable working environment to employees, organized and launched various, healthy and beneficial cultural activities, created a united, progressive, and aspiring cultural atmosphere, enriched employees' spare-time cultural life and helped them keep a balance between work and life.

中国铁建工会以“读书促成长，共筑铁建梦”为主题，在全系统深入开展了“中国铁建员工悦读会”活动。此次活动有10多万员工参与，堪称中国铁建史上最大规模的读书学习活动。在长达七个月的时间里，先后组织开展了女员工读书征文、走进中国铁建夏令营征文、优秀读书心得评选、专家讲座、媒体展播、规范汉字听写大赛、“悦读——视界”主题摄影比赛、经典诵读等一系列活动，极大地调动了广大员工读书学习热情，营造了“书香铁建”氛围，广大员工从中汲取了知识，提高了素质，陶冶了情操，开阔了视野，提升了气质，形成了员工成长、家庭幸福、队伍和谐、企业发展的多赢局面。

CRCC Trade Union, themed "Reading feeding growth and mutual construction of CRCC dream", systematically and deeply launched activity of "CRCC Employee Pleasant Reading Meeting", which was participated by more than 100,000 employees, and could be acclaimed as the largest reading and studying activity of CRCC. During the 7-month-long period, it organized and launched in succession such a series of activities as reading article solicitation for female employees, summer camp solicitation on entry into CRCC, excellent reading experience appraisal and selection, expert lecture, media broadcast exhibition, standard Chinese character listening and writing, "pleasant reading - field of vision" themed photo contest and classic reading, which greatly motivated employees' enthusiasm for reading and studying, and created atmosphere of "book fragrance in CRCC". The employees drew knowledge from said activities, improved their quality, cultivated their tastes, broadened their horizons, enhanced their temperament and shaped a multiple-winning pattern of employee growth, family happiness, harmonious team and enterprise development.



关心农民工 Caring Migrant Workers

农民工作为工程建设的重要力量，如何切实维护他们的权益，发挥他们的积极作用，保证施工队伍稳定，是摆在企业面前的重大课题。公司积极推进农民工合法权益机制建设，为农民工提供多方面的培训，认真落实“五同管理”，及时了解他们的思想动态，为他们解决实际困难，多角度维护农民工合法权益。

Migrant workers are an important force in engineering construction, so it is an important task for the enterprise to settle how to actually protect their rights and interests, display their positive role and assure stability of construction team. The Company positively promoted construction of farmer worker's legal rights and interests mechanism, provide various trainings to them, seriously implemented "five-sameness (both migrant workers and employees have the same life, study, labor, remuneration and management) management", got to know their thinking in time, solved their actual difficulties and maintained migrant workers' legal rights and interests in multiple ways.

中铁二十二局集团有限公司电气化公司茅台项目部从源头上维护农民工权益，坚持关口前移，做好一线维权。项目部设立了农民工维权热线、劳动争议调解室，积极解决农民工纠纷和困难，全年接听农民工维权热线近百次，处理各类纠纷十余起，均做到了妥善处理，避免了事态激化，切实维护好农民工权益，构建了和谐稳定的工地，为茅台工程的顺利建设起到了保驾护航的作用，项目部的做法也受到了广大农民工的热烈欢迎。

Maotai Project Headquarters of EE Co., Ltd. of China Railway 22nd Bureau Group Co., Ltd. maintained migrant worker's rights and interests from source, stuck to advancement of strategic pass, and did well in front-line right safeguarding. Project Headquarters set up hot line for safeguarding rights of migrant workers, labor dispute mediation room, positively solved disputes and difficulties of migrant workers, listened to hot lines for safeguarding rights of migrant workers for nearly 100 times in the whole year and settled more than 10 various disputes. It properly settled all above, avoided situations from becoming intensified, practically maintained rights and interests of migrant workers, constructed a harmonious and stable construction site, and played a protective role in smooth construction of Maotai engineering. Project Headquarters actions were also warmly welcomed by migrant workers.



推进企业文化 PROMOTING ENTERPRISE CULTURE

公司着眼于内聚动力、外树形象，发扬铁道兵优良传统，与时俱进推进企业文化建设，深入宣传、践行铁兵文化、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”，充分发挥文化在提高管理水平、增强竞争能力、促进改革发展、树立企业品牌形象中的积极作用，为企业持续健康发展提供了有力的精神动力和文化支撑。

The Company focused on aggregating power internally, establishing image externally, displayed good tradition of Railway Corps promoted construction of enterprise culture with the times, deepened publicity and practice of "nine cultures" which were mainly railway soldier culture, team culture, honesty culture, responsibility culture, innovation culture, truth-seeking culture, science culture, anti-corruption culture and thrift culture, fully displayed culture's positive role in improving management level, increasing competitive capability, advancing reform development and establishing the enterprise's brand image, and provided vigorous spirits power and cultural support to the enterprise's sustainable and healthy development.

1月16日上午，铁道兵纪念馆暨中国铁建展览馆正式开馆，面向全社会开放，成为传承铁道兵精神、宣传中国铁建文化的重要载体。全年近2万人参观，其中接待商务性参观活动175次、1800多人，接待社会各界知名人士、散客参观4000多人，为企业开展经营活动、进行员工教育、对外宣传企业品牌起到了积极作用。

At the morning of January 16, Railway Corps Memorial Hall and CRCC Exhibition Hall formally was opened to the whole society, as an important carrier of inheriting spirits of Railway Corps and publicizing CRCC culture. Nearly 20,000 persons visited it in the whole years, including 175 commercial visits, more than 1,800 persons, and more than 4,000 celebrities and individual travelers from all walks of life, which played a positive role to the enterprise in launching operational activities, educating employees and externally publicizing enterprise brand.



案例 CASE

中国铁建与中央新影集团联合摄制的十集大型文献纪录片——《永远的铁道兵》，先后采访600多人、奔赴全国30多个省、自治区、直辖市取景，以铁道兵历史变革为主线，全面反映了铁道兵光荣历史、优秀文化和铁道兵“传人”中国铁建辉煌业绩、精神风貌。该片在中央电视台科教频道播出后，引起社会强烈反响，成为弘扬主旋律、传播正能量的一部精品力作，在内部员工中也起到了弘扬优良传统、传播优秀文化、激发凝聚力、向心力的作用。

In order to co-produce Forever Railway Corps, a 10-episode large literature documentary film, CRCC and Central New Film Group interviewed more than 600 persons and went to more than 30 provinces, autonomous regions and municipalities to find a view in succession. The film themed on historic changes of Railway Corps comprehensively reflected its glorious history, excellent culture and its successors' "CRCC splendid performance and spirits". After this film was broadcast at science and education channel of CCTV, it caused a strong reaction from society, became a top-quality work in advocating its theme and spreading positive energy, and played a role in CRCC employees advocating good tradition, spread excellent culture, motivated cohesion and centripetal force.

案例 CASE





致力公益 和谐共赢

DEDICATING TO PUBLIC WELFARE ACTIVITIES
TO REALIZE HARMONIOUS AND WIN-WIN SITUATION



综合价值创造是企业履行社会责任追求的最高目标。作为有担当的企业公民，中国铁建积极履行社会责任，自觉参与社会公益事业，带动所在地经济发展，努力建设和谐社会。

Integrated value creation is the supreme goal pursued by enterprises in performance of social responsibilities. As a conscientious corporate citizen, CRCC actively performed social responsibilities and participated in social welfare activities in conscious manners to promote local economic development and make efforts to build a harmonious society.

带动社会就业 Promoting Social Employment	61
投身抗击险灾 Devoting to Disaster Rescue	62
支持社会公益 Supporting Social Welfare	65
全球企业公民 Global Enterprise Citizen	72



带动社会就业 PROMOTING SOCIAL EMPLOYMENT

公司在快速发展的同时，提供了大量的工作岗位，有效促进了社会就业，推动经济发展，为维护社会稳定贡献力量。

The Company provided numerous job opportunities during rapid development, effectively promoting social employment, driving economic development, and making contributions to maintaining social stability.

10254
高校毕业生
graduates



2130000
劳务工
laborers

2275
残疾人
disabled persons

13900000
残疾人就业保障金
security payment for the disabled

2014年，公司继续招聘高校毕业生，共接收高校毕业生10254人；积极参与社会各项建设，共吸纳劳务工约213万人；创造条件为残疾人提供合适的就业机会，共安置2275名残疾人就业，支付残疾人就业保障金1390万元。

In 2014, the Company continued to recruit college graduates, and had employed 10,254 college graduates in all; the Company actively participated in social construction, and had absorbed about 2.13 million laborers; the Company created conditions to provide the disabled with proper job opportunities, and had settled job problems for 2,275 disabled persons and paid for security payment for the disabled of RMB 13.9 million.

投身抗击险灾 DEVOTING TO DISASTER RESCUE

伸出援助之手，帮助灾区人民共度难关是我们义不容辞的责任和使命。面对突如其来的重大自然灾害，中国铁建及时调集各方力量，发扬“一方有难，八方支援”的精神，受到社会各界的高度评价。

It is our responsibility and mission to help the people in disaster area to strive to go through difficulties. In the sudden major natural disasters, CRCC timely mobilizes strength of all parties and carried forward the spirit of "when disaster struck, help come from all sides", and was highly praised by the society.

案例
CASE

4月21日16时，云南省怒江州泸水县苗干山突发森林大火，中铁二十局集团有限公司五公司六丙项目部接到火情报告后，紧急调派100多人第一时间赶赴现场，并投入罐车3辆，协助消防官兵一起救火。23时40分，经过全体人员的努力，燃烧了8个多小时的熊熊大火被扑灭，受到当地政府的表扬。

Forest fire happened suddenly in Miaogan Mountain, Lushui County, Nujiang Prefecture, Yunnan Province at 16:00 on April 21. 6C Project Department of 5th Engineering Co., Ltd. of China Railway 20th Bureau Group Co., Ltd. quickly sent more than 100 persons to accident site in the first time after receiving fire accident report, and also sent 3 tank trucks to assist fire brigade with firefighting. At 23:40, the big fire lasting more than 8h was finally put out through efforts of all the personnel, and the Company was praised by the local government.

6月5日，受连日强降雨影响，重庆市綦江县境内川黔铁路两河口站至镇紫街站间发生山体滑坡，导致多趟列车受阻。中铁十五局集团有限公司西南指挥部接到救援通知后，立即启动应急预案，组织五支抢险突击队675人、机械设备23台次，连续奋战三昼夜。6月8日，停运60多个小时的川黔铁路恢复通车。

On June 5, landslide happened at the place between Lianghekou Station and Zhenzijie Station of Sichuan-Guizhou Railway in Qijiang County of Chongqing due to continuous heavy rain, and many trips were blocked. Southwest China Headquarters of China Railway 15th Bureau Group Co., Ltd. launched emergency plan immediately after receiving rescue notice, mobilized five emergency rescue teams, including 675 persons and 23 set-times of mechanical equipment, and fought for three days and nights without a single stop. On June 8, Sichuan-Guizhou Railway was opened again after being blocked more than 60h.

案例 CASE



8月3日16时30分，云南省鲁甸县境内发生6.5级地震。在震区附近施工的中铁十六局集团有限公司路桥公司昭会项目部迅速组织精干人员，调动大型机械设备90分钟内挺进灾区，顶着狂风暴雨、冒着生命危险，奋力开展救灾，仅用48小时就清除覆盖道路土石方5万多立方米，开拓“生命通道”6.9公里，为全面救灾工作赢得了宝贵的时间。

6.5M earthquake happened in Ludian County of Yunnan at 16:30 on August 3. Zhaohui Project Department of Road and Bridge Company of China Railway 16th Bureau Group Co., Ltd. which was conducting construction near earthquake area arranged capable personnel and mobilized large-sized mechanical equipment quickly to rush to disaster area within 90min. The personnel spared no effort for disaster rescue in stormy weather and at the risk of their lives, and had removed earth-rock more than 50,000m³ from road and opened up "Passage of Life" for 6.9km in only 48h, saving precious time for comprehensive disaster rescue.

案例 CASE



支持社会公益 SUPPORTING SOCIAL WELFARE

公司努力践行企业公民责任，支持社会公益事业，积极参与对口扶贫、济困扶弱、和谐社区建设等活动，用实际行动实施帮助、贡献力量。

The Company made efforts to fulfill its responsibilities as a corporate citizen, supported social welfare undertakings, and actively participated in targeted poverty alleviation, helping the poor and the weak, construction for harmonious community, etc. to provide help and make contribution by practical action.

□ 对口扶贫 Targeted Poverty Alleviation

公司重视对口扶贫工作，不断完善对口扶贫工作思路，创新对口扶贫工作举措，在对新疆、西藏、青海省甘德县、河北省万全县、尚义县进行的扶贫中，派驻干部挂职，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具有针对性的方面着手，开展了富有实效的对口帮扶，促进了当地经济发展。

The Company attached importance to targeted poverty alleviation, continually improved work thought for targeted poverty alleviation, and innovated measures for targeted poverty alleviation. During the poverty alleviation in Xinjiang, Tibet, Gande County in Qinghai, and Wanquan County and Shangyi County in Hebei, the Company assigned cadres to take temporary post and set about to implementing major projects upon coordination, developing special pillar industry, lifting peasants out of poverty, improving production and living conditions and other targeted aspects to develop effective targeted assistance and promote local economic development.



案例
CASE

中国铁建从教育、卫生、扶贫、招商引资等多方面对青海省甘德县进行对口帮扶。在6月11日的“青洽会”上，公司为甘德县招商引资三个项目，签约总投资额1.95亿元，创造了甘德县招商引资历史记录，成为“青洽会”一道风景线。三个项目的落户，将为该县解决贫困人口就业、增加地方财政收入、促进民族文化融合、带动甘德县经济社会发展起到巨大的推动作用。

CRCC performed targeted assistance for Gande County of Qinghai in terms of education, sanitation, poverty alleviation, business and investment attraction, etc. In the “Qinghai Investment & Trade Fair” held on June 11, the Company invited three projects for Gande County, with signed total investment of RMB 195 million, setting a record in business and investment attraction for Gande County as a highlight in “Qinghai Investment & Trade Fair”. Settlement of the three projects will greatly push the county to solve job problems of the poor, increase local financial revenue, promote ethnic culture integration, and drive economic and social development of Gande County.



案例
CASE

中铁十一局集团有限公司连续四年对口帮扶湖北省荆门市掇刀区团林铺镇鸦铺村。针对鸦铺村实际情况，公司制定详细的帮扶计划，重点从建立网格化管理服务平台、推进“绿满荆楚行动”和完善村委会基础设施等方面开展帮扶，先后购置了电脑、打印机、高清摄像头、显示屏、触摸屏和办公桌椅；为“农家书屋”新增图书200余册，配置文化活动中心器材6套；种植景观树5000棵，硬化道路70米、铺设晴雨路6000米；维修清淤U型渠1000米，有力推动了鸦铺村的全面建设。

China Railway 11th Bureau Group Co., Ltd. had provided targeted help for Yapu Village, Tuanlinpu Town, Duodao District, Jingmen of Hubei continuously for four years. In regard of actual conditions of Yapu Village, the Company prepared detailed assistance plan to develop assistance with emphasis laid on establishing grid management service platform, promoting “green Hubei action” and improving infrastructure of village committee; the Company purchased computer, printer, high-definition camera, display screen, touch screen and office desks and chairs, added more than 200 books for “rural library”, allocated 6 sets of apparatuses for cultural activity center, planted 5,000 ornamental trees, hardened road for 70m, paved all-weather road for 6,000m, and repaired and dredged U ditches for 1000m, effectively promoting comprehensive construction of Yapu Village.

□ 济困扶弱 Helping Poor and Weak

公司始终关注弱势群体，通过提供服务、捐款捐物等形式，贡献一己之力，奉献一份爱心，不遗余力地对困难群众及弱势群体进行帮助。

The Company kept an eye on vulnerable groups all the time, and made its contributions, showed its love, and spared no effort to help the people in difficulty and vulnerable groups in the form of providing services, donating money and articles, etc.



案例
CASE

4月28日，中铁建（北京）商务管理有限公司组织团员青年到北京市石景山社会福利院，为孤寡老人献上了一台自编自导自演的歌舞节目，同时向福利院捐赠了一批保健书籍和生活用品，带去一份欢乐，送去一份祝福，献出一份爱心，托起一份希望，用实际行动回馈社会。

On April 28, China Railway Construction (Beijing) Business Management Co., Ltd. organized young league members to Shijingshan Social Welfare Home of Beijing. The members presented self-made song and dance for the old persons without family, and donated some health care books and articles of daily use for the social welfare home to feed the society in return with actual action by offering the old persons joy, wish, love and hope.



8月3日，云南省昭通市鲁甸县发生6.5级地震后，昆明中铁大型养路机械集团有限公司迅速组织开展“中铁力量，大爱乌蒙”为昭通鲁甸地震灾区爱心捐赠活动，携手灾区人民共抗大灾大难，共计捐款341475元，捐物13箱、500余件。

On August 3, after 6.5M earthquake in Ludian County, Zhaotong of Yunnan, China Railway Large Maintenance Machinery Co., Ltd. Kunming quickly arranged donation activity of "helping Wumeng with CRCC strength" for earthquake disaster area of Ludian County of Zhaotong to go through the mega disaster together with the people in disaster area. The Company collected donation of RMB 341,475, 13 boxes of articles and more than 500 pieces of cloths in all.

案例 CASE



案例 CASE

中铁十九局集团有限公司七公司云桂铁路八工区发起“心手相牵，情系老区”捐资助学活动，与革命老区百色阳圩中学的11名同学开展“一对一”结对帮扶，累计捐款40000余元，得到了社会广泛认可。

No. 8 Work Area of Yunnan-Guangxi Railway of 7th Engineering Corporation of China Railway 19th Bureau Group Co., Ltd. launched "hand-by-hand and heart-to-heart feeling to old liberated areas" activities to donate money for education, and provided "one-to-one" help to 11 students in Baise Yangxu Middle School in revolutionary old liberated areas, donated more than RMB 40,000 accumulatively and was widely approved by the society.

和谐社区 Harmonious Community

发展不忘责任，饮水更当思源。公司认真遵循“社区共建”理念，不断加强与社区合作，积极推动社区建设，努力实现与社区和谐发展。

Being developed, one should not forget its own responsibilities; drinking water, one should think of its source. The Company seriously complies with the concept of "mutual construction of community", continuously reinforces cooperation with community, positively promotes community construction and makes efforts to realize harmonious development with community.

案例 CASE

中铁十一局集团有限公司花久3标项目部成立“三江源环境保卫队”，开展以清洁护绿、保护水源、美化家园、捡拾垃圾为主要内容的系列实践活动，为雪域高原“保驾护航”；为隧道口施工红线征地内需要搬迁的10户牧民将原有的土墙房屋全部修建为砖瓦房；出资解决了沿路30余户牧民家庭的生活用电问题；累计安排100多名当地牧民在项目就业；定期组织项目人员到当地敬老院慰问关心老人生活。



Huaju Bid Section No. 3 Project Department of China Railway 11th Bureau Group Co., Ltd. established "Three-water-source-region Environmental Protection Team", and launched a series of practical activities mainly focusing on cleaning and green protecting, protection of water source, beautification of homeland, picking of rubbishes to escort snowy highland; replaced original soil-wall houses totally with brick houses for 10 herdsmen in need of relocation as they were within the red-line land acquisition for construction of tunnel portal; provided fund to solve the problem of life electricity for more than 30 herdsmen along the road; allocated job opportunities to more than 100 local herdsmen accumulatively; and periodically organized project staff to local nursing homes to care about the old in their life.

案例 CASE

中铁十八局集团有限公司二公司成贵铁路项目部得知施工工地附近的大方县黄泥塘镇安坪村，由于输水管道陈旧，村民长期存在“饮水难、用水难”问题后，主动出资，利用 25 天时间，帮助铺设了一条长 3.6 公里的饮用水管线，缓解了当地村民吃水用水难问题。安坪村委会向项目部赠送“引甘泉承民意，接民心铁军情”锦旗，表达了对成贵铁路项目部引水利民工程的感激之情。

Upon being informed of the long-existing problem of "difficulty in drinking water and using water" which occurred to villagers in Anping Village, Huangnitang Town, Dafang County that is near the construction site, due to old water transmission pipelines, Chengdu-Guiyang Railway Project Headquarters of 2nd Engineering Corporation of China Railway 18th Bureau Group Co., Ltd. took the initiative to provide fund to lay a 3.6km long pipelines for drinkable water which took 25 days, alleviating local villagers' said problem. Anping Village Committee presented a silk banner written with "Spring is diverted to meet people's demand, people's heart is won by iron army's deed", which showed their gratitude to the water-diverting and people-benefiting engineering of Chengdu-Guiyang Railway Project Headquarters.



中铁二十五局集团有限公司成兰指挥部第三项目部施工的红桥关隧道，隧道口紧邻巴朗村，村上原有一条 4 米宽的土质道路，由于年久失修，每逢下雨天就行走艰难，当地村民进出村庄非常不便。为了帮助当地村民解决这个问题，项目部主动与地方政府及巴郎村进行协商，出资 47 万元，对村路进行拓宽硬化，彻底解决了村民出行难的问题。

The portal of Hongqiaoguan Tunnel which is constructed by the Third Project Headquarters of Chengdu-Lanzhou Command Department of China Railway 25th Bureau Group Co., Ltd., is next to Balan Village where there was a 4m-wide soil road, difficult for walking on rainy days as it was long neglected and in disrepair, so it was inconvenient for local villagers to walk into and out of the village. To help local villagers to solve this problem, the Project Headquarters took the initiative to negotiate with local government and Balang Village, donated RMB 470,000 to expand and harden the village road, which thoroughly solved the villagers' transportation problem.

志愿者服务 Volunteer Service

公司鼓励员工广泛参与志愿者活动，健全和完善志愿者的管理机制，推进志愿者服务规范化、常态化，引导员工在更广阔的领域，以更丰富的内容、更有效的手段、更贴近的方式，服务社区、服务社会。

The Company encouraged employees to widely participate in volunteer activities, improved and perfected volunteer management mechanism, promoted standardization and normalization of volunteer service, and guided employees to service community and society with richer contents, more efficient methods and close ways in wider regions.

中铁二十二局集团有限公司组织的“爱心志愿者团队”，把“奉献、友爱、互助、进步”的志愿精神作为行动宗旨，不断加强自身建设，积极开展社会公益、文明创建、敬老助残等活动，取得了良好的社会效应。

"Caring volunteer team" organized by China Railway 22nd Bureau Co., Ltd. took volunteer spirits of "devotion, friendship, mutual help and progress" as its action tenet, continuously reinforced its own construction and positively launched such activities as social public benefit, civilization construction and respecting the old and helping the disable, which have obtained a good social effect.

全球企业公民 GLOBAL ENTERPRISE CITIZEN

中国铁建国际集团有限公司沙特公司“青年志愿服务队”连续3年对中国海军亚丁湾护航编队开展志愿服务，先后参与服务中国海军“微山湖”舰、“千岛湖”舰、“井冈山”舰等11艘军舰的12次补给休整任务，展现了新时代中国铁建海外员工的精神风貌和道德风尚，深受护航编队将士好评。2014年，“志愿服务中国海军亚丁湾打击海盗护航编队”项目，被国资委评为中央企业“优秀志愿服务项目”。

"Youth volunteer service team" of Saudi Arabia Corporate of China Railway International Group Co., Ltd. launched volunteer service activities to Chinese Navy Yadingwan Convoy for 3 consecutive years, and participated in 12 replenishment and rest and reorganization tasks of such 11 naval vessels as Chinese navy "Weishanhu" vessel, "Qiandaohu" vessel and "Jinggangshan" vessel, which have displayed spirits and morals of CRCC overseas employees in new times and have been and was well appraised by the convoy. In 2014 the project "anti-piracy volunteer service convoy of Chinese Navy in Yadingwan" was praised as "excellent volunteer service project" of central enterprise by SASAC.

公司重视推动所在国的经济发展，利用各种资源优势，参与当地社区建设，营造水乳交融的和谐氛围，赢得了当地政府、社区居民以及合作伙伴的认可与尊重，真正做到了用责任联系当地社会。

The Company stressed on economic development of the nation, utilized all kinds of resource advantages and participated in construction of local community, created a harmonious atmosphere, won approval and respect of local government, community citizens and partners, and has truly and responsibly contacted local society.

员工本地化 Staff Localization

公司尊重当地风俗习惯和宗教信仰，严格按照当地劳动法规招聘雇佣当地员工，及时签订劳动合同，遵守当地对劳动时间的规定，按月全额发放当地雇员工资，并根据当地法规向正常劳动时间外的工作支付加班工资，为当地雇员及时上缴社会保险费用，维护当地雇员权益。2014年，公司在海外雇佣当地员工达3.9万人。

The Company respected local customs and religions, employed local employees in strict compliance with local labor regulations, signed labor contracts in time, obeyed local regulations on working time and paid salaries to local employees on schedule, paid overwork salary for extra working hours in accordance with local regulations, paid social premiums to local employees in time and maintained interests of local employees. In 2014, the Company employed over 39,000 local employees overseas.

中铁十七局集团有限公司在海外施工中大量使用外籍员工，较好的实现了劳务用工本地化。对于外籍员工的管理，公司已经形成了一整套包含劳务招聘、福利待遇、劳动保护、技能培训、医疗卫生、文化娱乐等方面的管理办法和管理措施，强化了岗前培训和“导师带徒”。加大当地工人用工范围，在项目所属钢筋加工厂、拌合站、机运队、市政施工队中大量使用外籍工人组建架子队进行生产，中外员工同吃、同住、同工作，互相配合、相互学习，和谐相处，共建文明，有效缓解了当地就业问题，受到了所在地政府和民众的高度评价。

China Railway 17th Bureau Group Co., Ltd. employed a large number of overseas employees in overseas construction. The Company has realized localization of labor employment rather well, and has formed a whole set of managerial methods and measures in labor employment, welfare, labor protection, skill training, medical treatment, public health and cultural entertainment, etc. in management of overseas employees, and reinforced pre-job training and "tutors guiding students" measures. The Company enlarged employment scope of local workers, and employed a large quantity of overseas workers to form shelf teams for production in reinforcement yard, mixing station, machine transportation team and municipal construction team affiliated to the project, both Chinese and foreign workers dine, live, work together, cooperate with each other and study together, and they got along with each other harmoniously, which have efficiently alleviated local employment problem and have been highly praised by local government and people.

案例 CASE



案例 CASE

本地化采购 Localized Procurement

公司倡导“本地化采购”，合理使用当地资源，在进行本地化采购过程中，优先选择具有良好信誉且履行社会责任的供应商，建立长期、稳定的合作关系，严控产品质量，实现共同发展。

The Company advocated "localized procurement", reasonably applied local resources and preferentially selected suppliers who have good reputation and perform social responsibilities in the course of localized procurement to establish long-term and stable partnership and strictly control product quality for realization of mutual development.

海外社区发展 Overseas Community Development

公司本着立足当地、服务当地的宗旨，积极走入社区、融入社区，增进交流，参与海外社区共建活动，主动回馈当地社会。

The Company, for the purpose of basing itself in local place and serving local people, actively participated in communities' activities, enhanced communications, participated with activities involving mutual construction with overseas communities, and took the initiative to return local society.

案例 CASE

7月，西非地区爆发大规模埃博拉疫情波及尼日利亚拉各斯州。为帮助社区民众防控埃博拉疫情，中铁建中非建设有限公司尼日利亚拉各斯世行公路项目部组织了埃博拉防控知识宣传活动，向当地社区捐赠了消毒洗手液 1000 余瓶、香皂 12000 多块、电子测温仪 12 部，受到了拉各斯州政府的高度赞誉。

In July, a large Ebola epidemic broke out in the West African region, affecting Lagos State, Nigeria. To help community people control Ebola epidemic, Nigeria Lagos World Bank Road Project Department of CRCC China-Africa Construction Limited organized publicity activities on Ebola prevention and control knowledge, donated more than 1,000 bottles of hand sanitizer, more than 12,000 soaps and 12 electronic instruments for measuring temperature to local community, which was highly praised by the government of Lagos State.

案例 CASE

10月7日，2014年全球穆斯林沙特麦加朝觐活动落下帷幕。在7天6夜的时间里，持续运营158小时，运送朝觐者突破380万人次，计划开行列车1696列，实际开行列车1949列，兑现率为115%，各种朝觐运营模式都安全、顺利、准时完成。这已经是由中国铁建承建并运营的沙特麦加轻轨铁路连续5年圆满完成对朝觐穆斯林的承运任务，累计运送朝觐者1600万人次。

沙特阿拉伯当地主流媒体《阿拉伯新闻报》10月6日报道，麦加轻轨铁路这个伟大的项目，在过去的五年，已为数百万来自世界各地四面八方的朝觐者提供了方便。另据《阿拉伯新闻报》报道，麦加轻轨铁路投入使用后，每年减少了至少12000辆大巴车涌入麦加城，大大缓解了朝觐期间的交通拥堵。

2014 global Muslim pilgrimage to Mecca, Saudi Arabia ended on October 7. During 7 days and 6 nights, the Company operated continuously for 158h, transported pilgrims over 3.8 million person-times. It was originally planned to run 1,696 trains and actually operated 1,949 trains, at a fulfillment rate of 115%. All kinds of pilgrimage operation modes are safe, smooth and completed on time. Saudi Arabia light railway, which was constructed and operated by CRCC, has successfully completed transportation for Muslim pilgrimage for 5 consecutive years, and has accumulatively transported 16 million person-times.

It was reported by Arab News Newspaper, a local mainstream media in Saudi Arabia on October 6, the great project Mecca light railway had made it convenient for millions of pilgrims from different places in the world in their pilgrimage. Besides, it was reported by Arab News Newspaper, since Mecca light railway was put into use, every year it has reduced at least 12,000 buses flooding into Mecca, greatly alleviated traffic congestion in pilgrimage period.





绿色营造 共建文明

GREEN OPERATION AND CONSTRUCTION
OF MUTUAL CIVILIZATION

7

中国铁建将绿色经营融入企业战略，积极参与应对全球气候变化，不断提高能源资源综合利用效率，追求经济与环境和谐发展，努力构建“资源节约型、环境友好型”企业，为建设生态文明做出贡献。

CRCC will blend green operation into enterprise strategies, positively participate into global weather change, continuously improve comprehensive utilization efficiency of energy resources, seek for harmonious development of economy and environment, make efforts to construct a "energy-saving and environment-friendly" enterprise and make contribution to construction of ecologic civilization.

推进节能减排 77
Promoting Energy Conservation and Emission Reduction

重视环境保护 81
Emphasis on Environmental Protection

倡导绿色办公 87
Advocating Green Office



推进节能减排 PROMOTING ENERGY CONSERVATION AND EMISSION REDUCTION

公司大力弘扬生态文明理念，完善节能减排体系建设，组织开展节能减排宣传教育，推广高效节能低碳技术和产品，珍爱自然，保护生态，建设美丽家园。

2014年，公司非工业万元营业收入综合能耗（可比价）为0.1078吨标煤，比2013年下降了3.47%，比2010年下降了17.14%，提前超额完成了国资委下达的“十二五”节能减排指标。

The Company promoted a concept of ecologic civilization, perfected construction of energy conservation and emission reduction system, organized and launched energy conservation and emission reduction publicity education, promoted highly-efficient energy conservation and low-carbon technology and products, cherish nature, protect ecology and construct a beautiful homeland.

In 2014 the Company's comprehensive energy consumption of non-industrial operating income RMB 10,000 (comparable price) is 0.1078t standard coal, decreased by 3.47% compared with that in 2013, decreased by 17.14% compared with that in 2010, outperforming index of energy conservation and emission reduction in the "12th Five-Year Plan" issued by SASAC ahead of schedule.

健全体系 Perfecting System

公司完善节能减排体系建设，建立健全了组织体系、制度体系和考核体系，制定印发了《中国铁建股份有限公司节能减排管理暂行办法》、《中国铁建股份有限公司节能减排工作目标指标考核评价实施细则》，分级管理，明确责任，狠抓落实，强化考核，确保节能减排工作落到实处。

The Company improved construction of energy conservation and emission reduction system, constructed and perfected organization system, institutional system and evaluation system, formulated, printed and issued Interim Measures for Energy Conservation and Emission Reduction Management of China Railway Construction Corporation Limited and Detailed Rules for Evaluation and Appraisal of Indexes of Energy Conservation and Emission Reduction Work Target of China Railway Construction Corporation Limited, implemented level-based management, defined responsibilities, carried them out strictly, reinforced evaluation to assure the work of energy conservation and emission reduction is implemented in place.

绿色宣传 Green Publicity

公司加强节能减排宣传，以节能减排宣传周和全国低碳日活动为契机，采取多种形式营造浓厚的节能减排氛围，宣传和倡导节能低碳，树立绿色低碳的价值观、生活观和消费观，提高全员节能减排意识。

The Company reinforced publicity of energy conservation and emission reduction, took chance of publicity week of energy conservation and emission reduction as well as nationwide low-carbon day activity, created a strong atmosphere of energy conservation and emission reduction by multiple manners, publicized and advocated energy conservation and low-carbon, established a green low-carbon values, views of and consumption and improved all employees' awareness of energy conservation and emission reduction.

案例 CASE

在全国节能宣传周和全国低碳日活动期间，中国铁建电气化局集团有限公司紧紧围绕“携手节能低碳，共建碧水蓝天”活动主题，充分利用横幅、标语、内部办公平台、主题展板、体验日等形式，广泛开展了节能低碳宣传活动。此次活动提高了员工的低碳意识，丰富了员工的节能知识，增强了员工的责任感和使命感。

During nationwide energy conservation publicity week as well as nationwide low-carbon day activity, with the theme of "hand-by-hand energy conservation and low-carbon publicity and embracing green water and blue sky", China Railway Construction Electrification Bureau Group Co., Ltd. extensively launched publicity activities on energy conservation and low-carbon fully by means of banners, slogans, internal office platform, theme panel, experience day, etc. This activity had improved employees' low-carbon awareness, enriched their knowledge of energy conservation and boosted their sense of responsibility and sense of mission.

节约能源 Energy Conservation

公司不断加大节能减排资金投入和技术攻关，努力提升自身管理水平，降低能源消耗，提高资源综合利用率。

The Company continuously expanded investment fund on energy conservation and emission reduction as well as technical breakthroughs, made efforts to improve its own management level, lowered energy consumption and improved comprehensive resource utilization rate.

中铁二十局集团有限公司五公司西安地铁四号线 12 标项目部主动减少自来水使用量，充分利用降水井内水资源作为工地施工用水，并设置储水箱进行场地冲洗、设备冲洗、卫生间冲洗、现场扬尘降尘、现场绿化、冲洗出入车辆、冲洗围挡及用于结构构件中的养护用水、砌体砌筑用水、抹灰及现场清理等，冲洗后的水根据水质分别进入市政雨水管道和污水管道，全年节约用水 36000 吨，为缓解城市用水压力做出了积极贡献。

Section No. 12 Project Headquarters of Xi'an Metro Line No. 4 of 5th Engineering Co., Ltd. of China Railway 20th Bureau Group Co., Ltd. took the initiative to reduce consumption of water, fully utilized water resource in precipitation well as water for construction, and set up storage water tanks for cleaning site, equipment, toilet, treating dust on site, greening on site, washing vehicles, and washing enclosures, as well as maintaining water for structural components, brickwork and masonry, plastering and site cleaning, etc., while the used water entered municipal rain water pipelines and sewage pipelines respectively on the basis of their natures. A total of 36,000t of water was conserved in the whole year, which made a positive contribution to alleviation of urban water consumption pressure.



案例 CASE

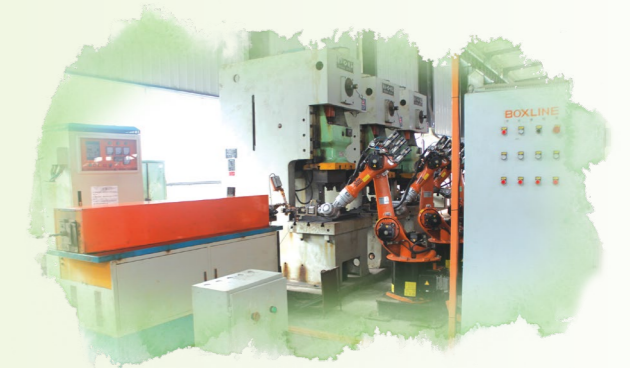
减少排放 Emission Reduction

公司不断调整产业结构，淘汰落后产能，积极推广应用节能减排新技术、新工艺、新材料和新设备，不断降低能耗排放。2014 年，公司新购设备 17921 台（套），淘汰报废落后设备 5469 台（套）。

The Company continuously adjusted industrial structure, eliminated outdated output, positively promoted application of new technology, new process, new materials and new equipment on energy conservation and emission reduction, and ceaselessly lowered energy emission. In 2014 the Company purchased 17,921 units (sets) of equipment and eliminated and abandoned lag-behind 5,469 units (sets).

中国铁建重工集团有限公司隆昌公司累计投入 400 余万元，在节能环保、降低消耗等方面使用新工艺、新方法、新设备，取得了较好的成效。采用喷砂除锈工艺取代酸洗除锈工艺进行金属原材料表面处理，解决了酸雾对作业环境的危害，消除了盐酸等化学物质对环境污染的风险；自主创新，制作了 12 台 U 型板式感应加热装置，替代螺旋式感应加热器，解决了生产耗电量大、产品质量不易控制的问题；购置了 16 台闭式冷却塔，替代原有的片式热交换器，实现油温冷却局部闭路循环，油、水完全分离冷却，解决了含油废水污染环境的问题。公司所有工业用水实现了自循环、再利用、零排放目标，受到了地方政府和公众的一致好评。

Longchang Corporate of China Railway Construction Heavy Industry Co., Ltd. invested more than RMB 4 million accumulatively, applied new technology, new method, new equipment in energy conservation and lowering of energy consumption, etc, and had made a rather good achievement. It processed surface of metal raw materials by sandblasting derusting process instead of acid pickling derusting process, which eliminated acid mist's dangers on operation environment and risks of environmental pollution caused by such chemical substances as muriatic acid; the Company, by independently innovation, produced 12 type-U plate-type induction heating devices to replace screw-type induction heating devices which solved the problem of large power consumption for production and uneasy control of product quality; it purchased 16 closed cooling towers to replace former plate heat exchangers, realizing cooling of oil temperature and partial closed circulation, full separate cooling of oil and water, solving the problem oily waste water pollutes environment. The Company met target of self-circulation, recycle and zero-emission in consumption of all industrial water, which was highly praised by local government and the public.



案例 CASE

重视环境保护

EMPHASIS ON ENVIRONMENTAL PROTECTION

公司高度重视环境保护工作，“优质、安全、环保、和谐”建设绿色家园是我们不懈的精神追求和总体要求。贯彻环保理念，运用先进的绿色技术，以自然资源可持续利用为前提，节约各种资源和能源，减少对生态环境的各种不利影响，做到工程建设与自然景观和谐共生。

The Company attached high attention to environmental protection. Construction of a green homeland in “top-quality, safe, environment-friendly and harmonious” way is our unremitting spiritual pursuit and general request. To carry out concept of environmental protection, apply advanced green technology, under the precondition that natural resources are sustainably utilized conserve all kinds of resources and energies, reduce all unfavorable effects on ecologic environment and make a joint harmonious survival of engineering construction and natural landscape.

绿色设计 Green Design

公司利用自身的优势资源，从源头上进行注入，在设计方案时充分考虑各方因素，确保在建造时节约能源，努力实现与自然环境的共荣。

The Company utilized its own advantageous resources, started from source and fully considered all factors when designing program, assured energy conservation in construction and made efforts to realize mutual prosperity with natural environment.

中铁第一勘察设计院集团有限公司设计的晋陕黄河特大桥工程，由于穿越陕西洽川国家级风景名胜区，公司在设计优化研究中全面注入了最新的环保和生态理念，重点从环境保护和景观保护的角度对桥梁设计进行了深入研究，在详细调查风景区的功能区划、特点与主要保护对象的基础上，对候鸟的生存和迁徙保护做了细致考虑，并将包括优化设计选线、大跨高桥结构设计、环境工程设计、施工保护措施、生态恢复设计等环境保护措施充分有效的融入到桥梁设计中，效果显著，成为大西铁路最成功的亮点工程，实现了工程项目与环境保护协调统一。



案例 CASE

Shanxi-Shanxi Extra-long-span Bridge, designed by China Railway First Survey and Design Institute Group Co., Ltd. ran through state-level scenic spot in Qiachuan, Shanxi Province, so the Company fully adopted the latest environmental protection and ecological concept in design optimization study, had in-depth study on bridge design on aspects of environmental protection and landscape protection, carefully gave consideration for protection of survival and migration of migrant birds on the basis of detailed investigation on the spot's functional division, features and main objects of protection, fully and effectively blend such environmental protection measures as optimization of design route selection, structural design of large-span high bridge, design of environmental engineering, protective measures for construction, design of ecological restoration, which had a remarkable effect, and made the bridge become the most successful highlight engineering project in Datong-Xi'an Railway, and realized coordination and unification of engineering project and environmental protection.

绿色施工 Green Construction

公司坚持“实事求是、因地制宜、集中统筹、整体优化”的原则，做到工程建设与生态环境同步规划、同步实施，通过栽植树木、洒水防尘、污水处理、水土保持、噪声防治、耕地恢复等环保措施，防止水土流失与植被破坏。2014年，公司有12项工程被评为全国建筑业绿色施工示范工程。

The Company stuck to the principles “seeking truth from facts, adaptation to local conditions, centralized overall planning and overall optimization”, simultaneously plan and implement both engineering construction and ecological environment, prevent water and soil erosion and vegetation deterioration by such environmental measures as planting trees, watering dust prevention, sewage disposal, water and soil conservation, noise prevention and treatment, restoration of arable land, etc. In 2014, 12 projects of the Company were praised as modeling projects of green construction in building industry nationwide.

中铁十四局集团有限公司隧道公司北京地铁16号线项目部苏州街站西北场地L1号临时施工竖井，推行全封闭绿色文明施工。通过采取从地下到地面的一系列措施，达到减少和控制粉尘及有害气体排放、降低噪声的效果，为净化首都空气、改善首都环境质量贡献一份力量。

Fully closed green civilized construction was implemented to L1 temporary construction shaft in Northwest site of Suzhoujie Station by Beijing Metro No. 16 Project Department of Tunnel Engineering Co., Ltd. of China Railway 14th Bureau Group Co., Ltd. It adopted a series of measures from underground to the ground to meet the effect of reducing and controlling dust and emission of poisonous gas, as well as lowering noise, making contribution to air purification, improvement of environmental quality in capital.

案例 CASE

中铁二十五局集团有限公司承建的青岛地铁2号线同汽区间，紧邻居民区，对文明施工要求很高，开工初期项目部就提出了变“被动”降噪为“主动”降噪，让施工更安静，让居民更满意。项目部成立了降噪专项工作小组，借鉴成熟的降噪经验，邀请相关专家进行实地考察论证，制定了“六位一体”组合降噪方案，即协调钢筋等材料运送时间；多种途径宣传地铁安全施工文明标准；搅拌站和空压机等固定大型设备用房封闭；竖井口覆盖消音海绵板；用消音板封闭竖井和龙门吊阻隔出渣噪音；采用多打眼、少装药，用水炮泥封堵、多分段的爆破措施。经测定，小区内道路噪音为49分贝，最近楼道内噪音为55.5分贝，噪音测量结果达到国家标准，受到区内居民的一致好评。

Tongqi interval of Qingdao Metro No. 2 constructed by China Railway 25th Bureau Group Co., Ltd. was close to residential zone, so construction civilization was highly requested. At the initial period of commencement, Project Department proposed "active" noise lowering replaced "passive" noise lowering, to make construction quieter and residents more satisfied. Project Department established a special work group for lowering noise, borrowed mature experience in lowering noise, invited relevant experts to have site investigation and argumentation, and formulated "six-in-one" combination program for lowering noise, i.e., coordinating the time of delivering such materials as reinforcing steel bars; publicizing standards on metro construction safety and civilization by multiple means; closing such large equipment as mixing plants and air compressors with board rooms; covering noise-reducing sponge sheet at shaft mouth; closing shaft and gantry crane with muffler plates to obstruct deslagging noise; adopting explosion measures of more drilling, less powder charge, water-stemming sealing and multiple segments. As measured, road noise in residential complex is 49 decibels and noise in the nearest staircases is 55.5 decibels, which met national standards and were unanimously praised by residents there.

绿色采购 Green Procurement

公司重视工程建设中原材料绿色环保，建立了合格供应商名录，加大招标中绿色、环保的评分比重，使用绿色环保产品，有效降低原材料对环境的影响。

The Company attached importance to green environmental protection of raw materials in engineering construction, established Directory of qualified suppliers, increased marking proportion of green and environmental protection in tenders, and applied green and environment-friendly products, which effectively lower raw materials' effect on environment.

绿色宜居 Green and Livable

公司秉承“每一个中国铁建出品的城市作品中，都要体现我们对绿色建筑的探索”的理念，在建设绿色建筑的同时，积极为客户营造优质绿色的生活环境，打造美好的宜居家园。

The Company stuck to the concept "every urban work produced by CRCC shall present our exploration on green architecture". When constructing green structures, the Company positively created top-quality green living environment and a nice livable homeland for clients.

中国铁建房地产集团有限公司北京正达公司开发的长阳国际城项目为全国第一个“限房价、竞地价”项目。由于项目的特性，在进行小区园林设计时主要考虑以草和行道树为主，缺少层次多样的绿化景观，品质不高。为了提升小区居民的生活环境质量，公司出资200多万元进行园林升级改造，改善了小区内园林绿化景观品质。

Changyang International City Project developed by Beijing Zhengda Co., Ltd. of China Railway Construction Real Estate Group Co., Ltd. was the first project of "limited housing price and competitive land price" in China. Due to the project's characteristics, grass and street trees are mainly considered in garden design of residential complex, in absent of multiple-level green landscape, so its quality was not high. In order to improve its residents' living environmental quality, the Company contributed more than RMB 2 million to upgrade the garden, and improved the quality of green landscape in the residential garden.



节约土地资源 Conservation of Land Resources

公司在工程施工中，注重方案先行，认真做好临时用地的优化选址、弃渣的综合利用、表土的剥离与合理处置、生态恢复等方面工作，节约使用土地资源。

The Company gave priority to program in engineering construction, seriously did a good job in optimized site selection of temporary land, comprehensive utilization of waste slag, exfoliation and reasonable disposal of surface soil, ecological restoration, etc, and saved land resources.

中铁十五局集团有限公司二公司承建的湖南永吉高速公路，为了不占用当地耕地资源和减少植被破坏，项目部在桥位区吉首岸侧半山腰开辟了一大片空地用来建设拌合站、钢筋加工棚、钢管拱加工区、预制梁场和员工生活区，减少占用耕地 50 亩，减少占用林地 103 亩。为了减少对当地水土破坏和环境污染，项目部从开挖出的石方中挑选出合格的建筑石料，用于平整场地和修葺临时建设设施，并将废弃石料就地掩埋，共节省石方 3295 立方米，减少建筑垃圾 4756 立方米，节约使用土地 6782 平方米。

In construction of Hunan Yongshun-Jishou Highway by the 2nd Engineering Co., Ltd. of China Railway 15th Bureau Group Co., Ltd., in order not to occupy local arable land resource and reduce vegetation destruction, its Project Headquarters utilized a wide empty land at the hillside at the side of Jishou Bank, Qiaowei Area, for construction of a mixing plant, processing shed of reinforced steel bars, processing zone of steel pipe arches, pre-cast beam yard and employee's living area, and thus reduced occupation of arable land of 50mu and forest land of 103mu. In order to reduce local water and soil destroy and environmental pollution, the Project Headquarters selected qualified building stone materials from excavated stonework for flattening the site and repairing temporarily built facilities, and buried wasted stones there, which saved earthwork of 3,295m³, reduced building rubbish of 4,756m³ and saved land of 6,782m².

案例 CASE

保护生物多样性 Protecting Biological Diversity

公司在工程施工过程中，积极采取措施保护动植物，着力保护生物栖息地，减少施工对生态环境的危害，降低工程建设对当地稀有生物种群的影响。

The Company positively took measures to protect animals and plants in the course of engineering construction, made efforts to protect biological habitats, reduced construction hazards on ecological environment and lowered the effect which engineering construction had on local rare biotic populations.

中铁十五局集团有限公司一公司承建的西藏措国公路，施工区域地处海拔 5100 米的自然保护区，区内有藏羚、西藏野驴等国家级保护动物。为了切实做到保护区内自然生态，项目部确立了“高原施工、环保先行”的方针，尽量利用已有场地或选择植被稀疏地段，严格划分施工材料和草皮、砂石等摆放区域；所有施工车辆一律走同一便道，不得随意行驶；及时清理施工现场，按照要求进行砂土和植被回填，尽可能保护自然生态原貌和野生动物的生存环境。“守住雪域的洁白，我们责无旁贷”，反映了全体参建人员的心声。

Tibet Cuoqin-Guojie Road was constructed by the 1st Engineering Co., Ltd. of China Railway 15th Bureau Group Co., Ltd. in a natural protective zone with 5,100m altitude, in which such national-level protected animals as chiru and kyang. In order to practically protect natural ecology in the zone, the Project Headquarters determined a guideline "priority to environmental protection in highland construction", tried to utilize existing site or select sparse vegetation section, strictly divided areas for laying construction materials and turf, grovels, etc; and made all construction vehicles come and go on the same road uniformly; it timely cleaned construction site, filled back sandy soil and vegetation as required, protected original natural ecological appearance and existing environment of wildlife animals. "We are duty-bound to protect pure whiteness of snowy land.", which reflected heartfelt wishes of all people involved in the construction.

案例 CASE



倡导绿色办公 ADVOCATING GREEN OFFICE

公司倡导绿色低碳办公，号召员工从身边事做起，从细微处入手，养成良好习惯，牢固树立绿色办公意识。

The Company advocated green low-carbon office, and called on its employees to start up with little things and details, formed good habits and firmly fostered awareness of green office.



提倡无纸化办公，利用电子邮件传输文件，减少文稿打印次数；

Advocating paperless office, utilizing email to transfer documents and reducing times of printing documents;

办公室、会议室等场所尽量采用自然光，少开灯或不关灯。离开办公室随手关灯，做到人走灯灭，杜绝“长明灯”；

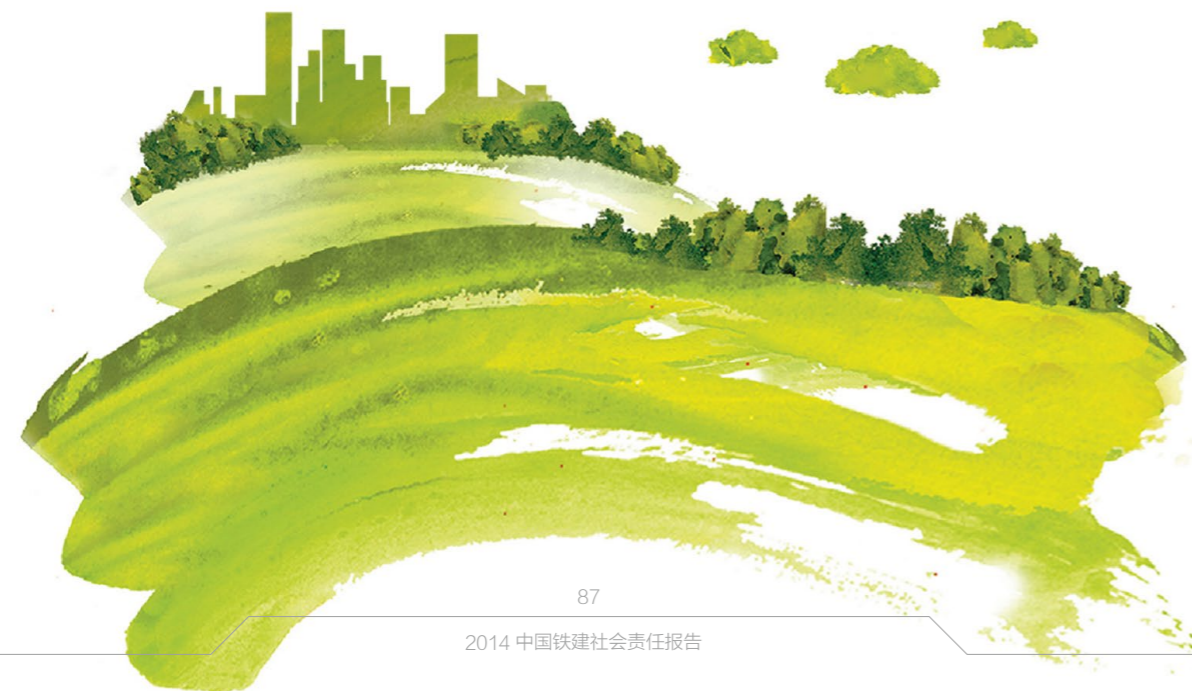
Using natural light, less or never opening lights in such places as office, conference room as possible as it could. Turning off lights when leave office, leaving no "lights on day and night";

推进视频会议系统建设，降低企业会议成本，减少能源消耗；

Promoting construction of video meeting system, reducing the enterprise's meeting cost and lowering energy consumption;

楼梯、走廊、卫生间等公共区域照明使用节能型灯具；

Using energy-saving lights in such public areas as staircases, corridors, toilets, etc;



加强计算机、打印机、复印机等办公设备用电管理，尽可能即用即开，用完后及时关闭电源，杜绝长时间待机现象；

Reinforcing electricity management of such office equipment as computers, printers and copying machines, using them immediately after turning on and turning off power after using, as possible as one can to eliminate long standby;

加强用水设备日常维护管理，养成随手关闭水龙头习惯，防止“跑、冒、滴、漏”，杜绝“长流水”现象的发生；

Reinforcing daily maintenance management of water equipment, forming habit of closing faucets after using them to prevent water from "running, oozing out, dripping and leaking" and eliminating "ceaseless water";

加强空调温度的控制，夏季室内空调温度设置不低于 26 摄氏度，冬季室内空调温度设置不高于 20 摄氏度，无人办公或下班及时关闭；

Reinforcing control over air-conditioner temperature; keeping indoor temperature of air-conditioner not lower than 26°C in summer, and not higher than 20°C in winter. Closing air-conditioners in time when no one is in the office;

设置回收箱，将废旧墨盒、硒鼓、电池、纸张等进行回收，集中处理。

Setting up recycling bins to recover wasted ink boxes, toner cartridges, batteries and papers, etc for centralized disposal.

案例 CASE

中铁十七局集团有限公司大力推行办公信息化建设，调整优化了 EKP 协同工作平台，建立了综合项目管理系统，规划扩容了视频会议系统，全年共召开视频会议 54 次，参会人数累计 14200 多人次，节约成本 520 多万元；通过企业短信平台发送各类公务短信 27 万多条，开通员工电子书屋累计浏览 12 万多人次，节省书报订阅费 30 余万元，降本增效效果显著。

China Railway 17th Bureau Group Co., Ltd. made great efforts to promote office informationized construction, adjusted and optimized EKP coordinated work platform, constructed comprehensive project management system, planned and expanded video meeting system and held 54 video meetings in the whole year, with participants of more than 14,200 person-times accumulatively, saved cost of more than RMB 5.2 million; sent more than 270,000 text messages by enterprise message platform, opened employee e-book house which was browsed by more than 120,000 person-times accumulatively, saving book and newspaper subscription fees for more than RMB 300,000, giving a remarkable effect on cost reduction and efficiency enhancement.



展望

FUTURE OUTLOOK

8

2015 年，中国铁建将围绕做大做强做优做实的总体目标，坚持深化改革，突出创新驱动，强化经营协同，狠抓落实执行，不断改善发展质量和效益，全力打造企业内实外美、持续稳健发展新常态，坚决打赢“十二五”收官之战。

In 2015, CRCC would focus on general target of becoming big strong, good and practical, firmly deepen reform, highlight innovation promotion, strengthen cooperation coordination, stick to effective implementation, continuously improve development quality and efficiency, and made efforts to create a new constant state of being practical internally and beautiful in appearance, and being developed sustainably and stably, and firmly decide to win the ending battle of the "12th Five-Year Plan" .



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

展望 FUTURE OUTLOOK



我们将继续坚持诚实守信，依法合规经营，完善法人治理结构，加强与利益相关方的沟通，以优异的经营业绩回报全体股东。

We will continue to insist on honesty and trustworthiness, run business according to laws and compliance, perfect corporate governance structure, reinforce communication with interested parties, and repay all shareholders with excellent performance.

我们将继续狠抓安全生产，牢固树立安全生产“红线意识”，增强科技创效能力，提升产品质量，建造时代精品，以领先的产品和优质的服务为客户创造更大的价值。

We would continue to size production safety firmly, and establish “red-line consciousnesses” in production safety, reinforced capacity of creating effectiveness scientifically, improve product quality, construct top-quality products of the times and created bigger values to clients with advanced products and good services.

我们将继续秉持“以人为本”的理念，拓展员工发展平台，维护员工各项权益，全面提高员工满意度和幸福指数，努力实现企业与员工共同成长、共发展。

We will continue to stick to “people-oriented” concept, expand the employee’s development platform, maintain employee’s all rights and benefits, comprehensively improve employees’ satisfaction and happiness indexes, and make efforts to realize mutual growth and development of the enterprise and employees.

我们将继续履行社会责任，做好定点扶贫工作，发挥自身的优势，积极参与社区各项建设，实现企业与社会和谐发展。

We would continue to perform social responsibilities, did well in fixed-point poverty alleviation, displayed our own advantages, positively participate in all kinds of construction of communities and realized harmonious development between enterprise and society.

我们将继续推进绿色建造，加大资金投入，加强节能减排，强化责任落实，保护生态环境，努力建设生态文明。

We would continue to promote green construction, expand fund investment, reinforce energy conservation and emission reduction, strengthen responsibility implementation, protect ecological environment and make efforts to construct ecological civilization.

反馈意见表

FEEDBACK INFORMATION

尊敬的读者：

非常感谢您阅读《中国铁建 2014 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 our gratitude to you for reading China Railway Construction Corporation Limited Social Responsibility Report 2014. 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.

<p>可读性 Readability</p>	<p><input type="checkbox"/> 好 Good <input type="checkbox"/> 较好 Better <input type="checkbox"/> 一般 General <input type="checkbox"/> 差 Difference</p>
<p>客观性 Objectiveness</p>	<p><input type="checkbox"/> 好 Good <input type="checkbox"/> 较好 Better <input type="checkbox"/> 一般 General <input type="checkbox"/> 差 Difference</p>
<p>逻辑性 Logic</p>	<p><input type="checkbox"/> 好 Good <input type="checkbox"/> 较好 Better <input type="checkbox"/> 一般 General <input type="checkbox"/> 差 Difference</p>
<p>完整性 Integrity</p>	<p><input type="checkbox"/> 好 Good <input type="checkbox"/> 较好 Better <input type="checkbox"/> 一般 General <input type="checkbox"/> 差 Difference</p>
<p>其他意见 Other opinions</p>	

请就上述意见通过以下任何方式发给我们：

通讯地址：中国·北京复兴路 40 号，100855

电话：86-10-51888114

传真：86-10-68217382

电子信箱：webmaster@crcc.cn

Please send your opinions and suggestions to us in any of the following ways:

Address: No.40, Fuxing Road, Haidian District, Beijing

Tel: 86-10-51888114

Fax: 86-10-68217382

Email: webmaster@crcc.cn