



中国铁建 2015 年社会责任报告

CHINA RAILWAY CONSTRUCTION CORPORATION LIMITED SOCIAL RESPONSIBILITY REPORT 2015

2015

中国铁建社会责任报告

CHINA RAILWAY CONSTRUCTION CORPORATION LIMITED
SOCIAL RESPONSIBILITY REPORT



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

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本报告采用环保再生纸制作

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

报告说明 REPORT SPECIFICATION

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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，参照全球报告倡议组织（GRI）《可持续发展报告指南》（G4）、国际标准化组织《ISO26000：社会责任指南（2010）》、《中国企业社会责任报告编制指南（CASS-CSR 3.0）之建筑业》编制。

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Clarifications: In case of any discrepancies between the financial data revealed in this report and the annual report, the latter shall prevail. Other data is sourced from the Company's internal statistics. Unless otherwise stated, the currency in this report is RMB. In this report, for convenience of presentation and reading, "China Railway Construction Corporation Limited" is also represented by "CRCC", the "Company", "We", etc.

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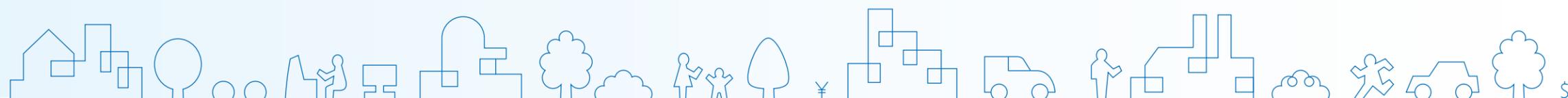
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中国铁建股份有限公司董事长 孟凤朝

近年来，国家积极实施“一带一路”、京津冀协同发展、长江经济带三大战略，稳步推进新型城镇化发展，从宏观层面上为中国铁建营造了转型的氛围，提供了增长的动力。同时，国家强力推动中央企业“走出去”，铁路等交通基建项目成为“走出去”布局的重点，海外市场空间进一步扩大，为中国铁建的海外经营提供了历史机遇。

2015年，中国铁建始终坚持战略引领、始终坚持转型升级、始终坚持精益管理、始终坚持安全发展、始终坚持履行责任，企业法人治理规范高效，市场经营实现跨越，结构调整有序推进，产融结合成效显著，科技创新成果丰硕，基础管理切实加强，以人为本持续落地，企业主要经济指标再创历史新高，发展质量和效益持续提升。

结构调整有序推进。2015年，我们围绕促进产业链、价值链升级目标，加大了资源整合、结构调整、产业升级的力度。组建了中铁建海峡建设集团有限公司；所属子公司昆明中铁大型养路机械集团有限公司改制为中国铁建高新装备股份有限公司，并成功在香港联交所上市；积极推进设立金融租赁公司；将优质优良资产注入公司，收购了重庆铁发遂渝公司的80%股权；非公开发行A股股票12.42亿股，融资近百亿元。

科技创新引领绿色发展。2015年，公司进一步完善了产学研相结合的创新体系，开发了系列具有自主知识产权的主导产品和关键技术，注重节能减排与环保技术应用与创新，积极探索绿色发展模式。目前，公司已拥有国家级创新平台17个、省级企业技术中心63个、院士专家工

作站1个、博士后科研工作站8个。在继续保持高速铁路、高原铁路、长大隧道设计与修建技术等领先优势的同时，磁浮轨道交通、大型铁路养护机械设备、盾构的设计与制造、超高层建筑等方面，取得了重大突破。

积极履行社会责任。2015年，我们在努力加快企业发展的同时，积极参加爱心助学、社区共建等社会公益活动。全年推进援助项目20余个，直接投入资金300万元，间接引进资金1000余万元。我们始终关注贫困地区儿童教育和健康成长，为贫困地区青少年奉献一份爱心和关爱。我们积极履行社区共建职责，主动推动社区建设，努力营造感恩社会、造福群众、和谐关系、互帮互助的良好氛围，为促进社区经济繁荣和发展起到了推动作用。

2016年是“十三五”的开局之年，中国铁建将持之以恒地将企业社会责任全面贯穿于生产经营之中，坚持科学发展、创新发展、改革发展、转型发展、绿色发展、安全发展、共享发展、全球发展，与各利益相关方实现价值共享，以优秀业绩回馈社会，回报股东。

CHAIRMAN'S ORATION

In recent years, China has been aggressively implementing three strategies including "The Belt and Road Initiative", Beijing-Tianjin-Hebei Collaborative Development and Yangtze River Economic Zone, and has been steadily promoting the development of new-type urbanization, which creates transformation atmosphere and growth impetus for CRCC (China Railway Construction Corporation Limited) from macro perspective. At the same time, China strongly pushes central enterprises to "go out", and transportation infrastructure projects such as railway become the focus of "going out" layout. Meanwhile, further expansion of overseas market offers historical opportunity for CRCC's overseas operation.

In 2015, CRCC consistently adhered to strategic guidance, transformation and upgrading, lean management, safe development and performance of responsibilities, and achieved efficient and standardized corporate governance, the leap-over of market management, orderly structural adjustment, significant financial-industrial combination effect, rich scientific and technological innovation achievements, reinforced basic management and continuous implementation of personnel-oriented initiative. In return, its major economic indicators hit new records while development quality and efficiency were continuously improved.

Structural adjustment was in an orderly manner. In 2015, we intensified resources integration, structural adjustment and industrial upgrading centering around the objective of promoting the upgrading of industrial chain and value chain. We organized and established China Railway Construction Strait Construction Group Co., Ltd. and its subsidiary company, China Railway Large Maintenance Machinery Group Co., Ltd. (Kunming) was restructured as China Railway High-Tech Equipment Co., Ltd. and was successfully listed in Hong Kong Stock Exchange House. CRCC actively promoted the establishment of finance leasing companies, injected high-quality and good assets into the Company and acquired 80% stock equity of Chongqing Railway Development Sui-Yu Company, and nonpublicly issued 1.242 billion A-share and raised funds of nearly 10 billion yuan.

Scientific and technological innovations guide green development. In 2015, the Company further perfected the innovation system combining production, study and research, developed a series of leading products and key technologies of independent intellectual property rights, paid much attention to the application and innovation of energy saving, emission reduction and environmental protection technologies and actively explored green development model. So far, the Company owns 17 national innovation platforms, 63 provincial enterprise technology centers, 1 academician expert workstation and 8 post-doctoral scientific research workstations. When continuing to maintain the pioneering advantages in high-speed railway, plateau railway, long and large tunnel design and construction technology, the Company also made key breakthroughs in aspects of maglev track transportation, large railway maintenance machinery and equipment, shield design and manufacturing and super high-rise buildings.

CRCC actively fulfills its social responsibility. In 2015, we took an active part in education aid, joint community construction and other public welfare activities when striving to accelerate the development of our enterprise. During the whole year, we carried out more than 20 aid projects, directly input funds of 3 million yuan and indirectly introduced funds of over 10 million yuan. We always paid close attention to the education and healthy growth of children in poor areas and contributed love and care to the young boys and girls in poor areas. We actively fulfilled our responsibility for joint community construction, took the initiative to promote community construction, strived to create favorable atmosphere for rewarding the society, bringing benefits to the masses, establishing harmonious relationship and mutual help, and played the driving role to promote economic prosperity and development of the community.

2016 is the first year of "China's 13th Five-year Plan". CRCC will earnestly make full fulfillment of its enterprise social responsibility throughout production and management and adhere to scientific development, innovative development, reform development, transformation development, green development, safe development, sharing development and global development so as to share value with stakeholders concerned and return the society and shareholders with outstanding operating 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 庄尚标

2015年是“十二五”的收官之年，也是中国铁建变中求稳、稳中求进、进中求好的关键一年。一年来，我们坚持对社会、对股东、对员工负责的理念，坚持经济责任与社会责任有机结合，迎难而上，顺势而为，推动企业实现了持续健康发展。

我们扎实履行经济责任，致力于国有资产保值增值和股东利益最大化。全年新签合同额 9487 亿元，同比增长 14.6%；完成营业收入 6005 亿元，首次突破 6000 亿元大关；实现净利润 133 亿元，同比增长 10.9%；上交税费 277 亿元，同比增长 11.2%。企业发展质量、效益和规模均实现进一步提升，在世界 500 强企业的排名升至第 79 位，在世界品牌 500 强中跃升 96 位、排名第 345 位。

我们认真履行安全质量责任，致力于打造精品工程。牢固树立“红线意识”，切实抓好施工生产和安全质量管理各项工作，生产安全各项指标达十年来最好水平，一大批重难点工程顺利建成，全年获得詹天佑奖 6 项、鲁班奖 9 项、国家优质工程奖 24 项，在各类市场和重大项目信用评价中均取得了优异成绩。

我们积极履行环保责任，致力于绿色发展和科技创新。加强精益化管理和节能降耗，注重环境保护和生态改善，促进源头减排和能效提升；强化科研攻关和科技创新，全年新增国家级企业技术中心 3 家，获批组建轨道交通工程信息化国家重点实验室，成功研制世界首台永磁同步驱动盾构机，获得国家科技进步奖 2 项、其中特等奖 1 项，首次获得国家技术发明奖 1 项。

我们牢记自身使命担当，致力于员工共享共赢和社会和谐发展。深入践行“以人为本”理念，与员工共享发展成果，全年培训员工 22.8 万人次、慰问帮扶困难员工家庭 1.7 万户；努力缓解社会就业压力，全年接收大学毕业生 11949 名，安置残疾人就业 1913 名，吸纳劳务工约 217 万人；积极实施精准扶贫、定点扶贫，持续做好 4 地 6 县的对口扶贫工作；紧急驰援深圳泥石流滑坡、天津港危化品爆炸等重大灾害事故抢险救灾，展现了央企风范与责任担当。

积极实施精准扶贫、定点扶贫，持续做好 4 地 6 县的对口扶贫工作；紧急驰援深圳泥石流滑坡、天津港危化品爆炸等重大灾害事故抢险救灾，展现了央企风范与责任担当。

我们加快“走出去”步伐，致力于包容开放发展和企业公民行动。全力参与“一带一路”建设，精心实施各项工程，力所能及推动当地经济发展，目前业务遍及全球 90 多个国家和地区；始终坚持属地化战略，全年雇佣海外员工达 4 万人；积极参与社会公益活动，持续支持项目所在地社区建设，通过援建医院、学校、道路等公共设施，不断助力当地民生改善，树立了负责任的国际化企业形象。

2016年是“十三五”的开局之年。我们将继续秉持“践行社会责任、做优秀企业公民”的理念，在上级的坚强领导和社会各界的关心支持下，着力提质增效、加快转型升级，持续做强做优做大中国铁建，不断谱写共享发展、绿色发展、和谐发展的新篇章！

PRESIDENT'S ORATION

The year 2015 witnessed the ending battle of "China's 12th Five-Year Plan" and also was crucial for CRCC to seek stability while managing changes, make progress while maintaining stability and seek favorable advance when making progress. Over the past year, we upheld the concept of being responsible for the society, shareholders and regular staff and the dynamic integration of economic responsibility and social responsibility to face difficulties and take advantage of opportunities so as to promote the enterprise to achieve sustainable and healthy development.

We solidly fulfilled our economic responsibility and devoted to maintaining and increasing the value of state-owned assets and maximizing the interests of shareholders. During the whole year, we signed new contracts with amount of 948.7 billion yuan at 14.6% year-on-year growth; Completed operating revenues of 600.5 billion yuan and made the first breakthrough of 600 billion yuan; realized the net profits of 13.3 billion yuan, with 10.9% year-on-year growth; Paid taxes of 27.7 billion yuan, with 11.2% year-on-year growth. Enterprise development quality, efficiency and scale achieved further promotion, ranking the 79th in Fortune Global 500 and the 345th in the top 500 global brands since it rising up for 96 ranks.

We earnestly performed our safety and quality responsibility and committed to building quality projects. We firmly established "red line awareness" and attached great importance to control construction production and safety quality. As a result, all the indicators for production safety reached the best level over the past 10 years and a large number of key and difficult projects were successfully completed. Throughout the year, we obtained 6 Zhan Tianyou awards, 9 Luban awards and 24 national high-quality project awards, and achieved remarkable results in the credit evaluations of various markets and major projects.

We actively fulfilled our environmental responsibility and devoted to making green development and scientific and technological innovation. We strengthened lean management, energy saving and consumption reduction and attached great importance to environmental protection and ecological improvement so as to promote source emission reduction and efficiency improvement. We intensified scientific research breakthroughs and technological innovations. During the whole year, 3 national enterprise technical centers were newly added and the approval for organizing and establishing national key laboratory of railway transportation project informationization was granted. Moreover, the world's first permanent-magnet synchronous driving shield machine was successfully developed and we obtained 2 national prizes for progress in science and technology, including 1 special prize, and 1 national technological invention award for the first time.

We always bear our mission in mind and devote to sharing win-win results and harmonious social development with our staff. We thoroughly fulfilled the concept of "People Oriented" and shared the fruits of development with regular staff. During the whole year, we carried out 228,000 person-time staff trainings and gave condolences and aids to 17,000 poor families. We spared no efforts to alleviate employment pressure and hired 11,949 college graduates, 1,913 disabled people and 2.17 million contract employees during the whole year.

We actively implemented targeted-poverty alleviation and fixed-point poverty alleviation to manage the designated poverty alleviation work of 6 counties in 4 places. We urgently rushed to rescue and relieve major disaster accidents such as the debris flow and landslide in Shenzhen and the explosion disaster of dangerous chemicals in Tianjin Port, and showed the undertaking of responsibility of central enterprises.

We accelerated the pace of "going out" and devoted to tolerating open development and corporate citizenship action. We spared no efforts to participate in "The Belt and Road" construction and painstakingly implemented various projects to propel local economic development to the full extent of our capability. At present, our businesses cover more than 90 worldwide countries and regions. We always adhere to the localization strategy and have hired as much as 40 thousand overseas employees throughout the year. We actively participated in public welfare activities, gave continuous support to the community construction of project sites and offered constant assistance to improve local people's livelihood through providing aids to construct hospitals, schools, roads and other public facilities. Therefore, we established the image of a responsible international corporation.

The year 2016 is the first year of "China's 13th Five-Year Plan". We will continue to uphold the principle of "fulfilling our social responsibility and being a good corporate citizen", exert great efforts to improve quality and efficiency, accelerate transformation and upgrading, continue to strengthen and optimize CRCC and constantly compose a new chapter of sharing development, green development and harmonious development under the superior's strong leadership and the care and support from all sectors of society.

Zhuang Shangbiao

China Railway Construction Corporation Limited
The President Zhuang Shangbiao

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1

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 90 个国家。

China Railway Construction Corporation Limited (hereafter referred to as "CRCC"), whose predecessor is The Railway Corps, is solely initiated by China Railway Construction Corporation. Incorporated on November 5, 2007 in Beijing, CRCC is an extra-large construction enterprise under the administration of the State-owned Assets Supervision and Administration Commission of the State Council. CRCC is listed in Shanghai and Hong Kong (A share code: 601186, H share code: 1186) on March 10 and March 13, 2008 respectively.

With its business covering engineering construction, real estate, franchise, industrial manufacturing, material logistics, mineral resources and financial insurance, the Company has developed from its original entity of main construction contracting into a complete industrial chain entity of scientific research, planning, survey, design, construction, supervision, maintenance, operation, investment and financing. At present, it is capable of providing one-stop comprehensive services to owners and has crowned as an industrial leader in design and construction of highland railway, high-speed railway, highway, bridges, tunnels and urban rail design and construction.

The Company is one of the extra-large comprehensive construction groups, the most powerful and with 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 90 countries in the world.

企业理念 CORPORATE PHILOSOPHY

诚信、创新永恒 精品、人品同在
Sincerity and innovation, quality and character at on

CRCC Values

不畏艰险 勇攀高峰 领先行业 创誉中外
Fearless, ambitious, and leading industry both at home and abroad

CRCC Spirits

CRCC Management Guidelines

以人为本 诚信守法 和谐自然 建造精品
People-orientated, honest and law-abiding, harmonious with nature, high-quality construction

CRCC Overall Development Strategies

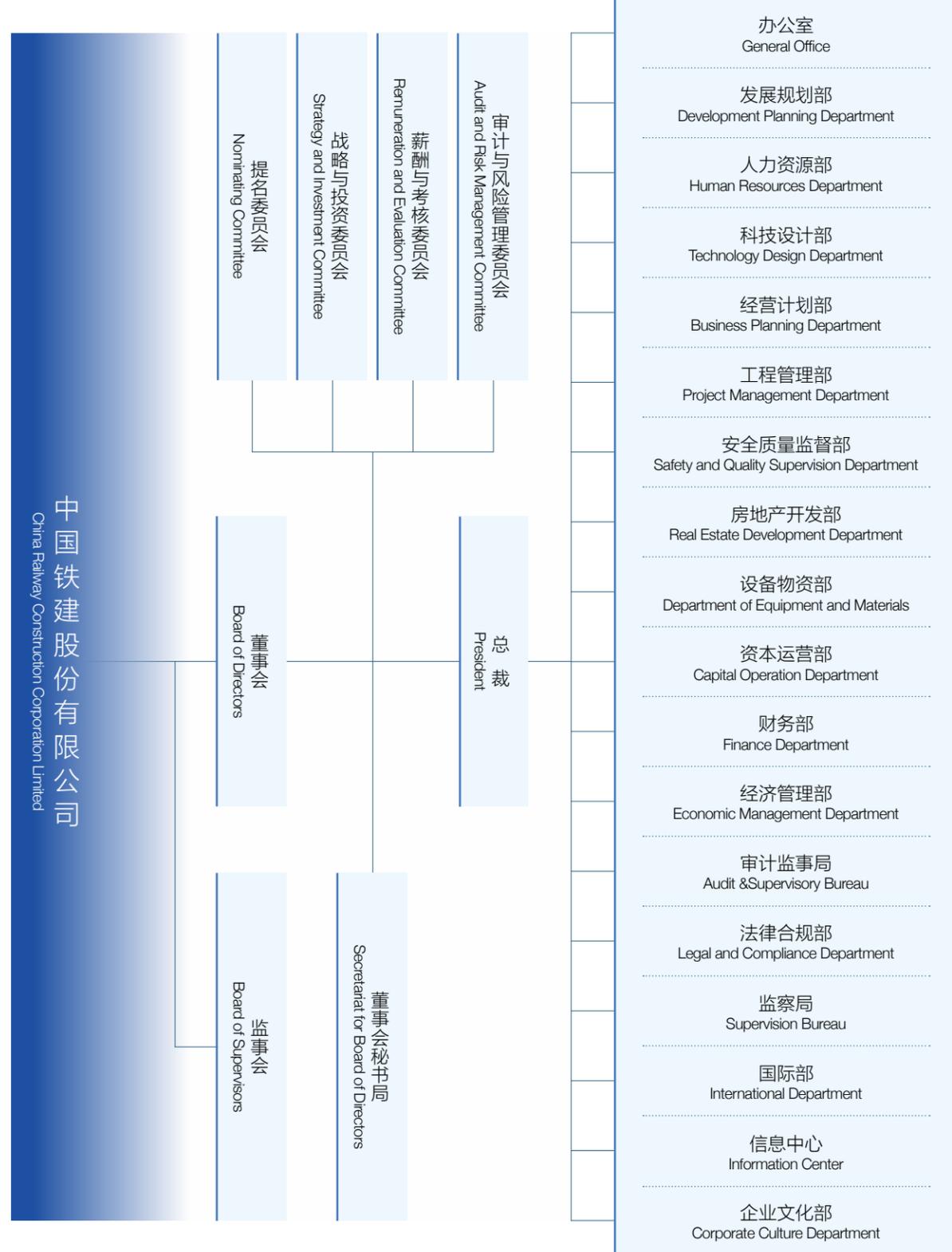
建筑为本、相关多元、一体运营、转型升级，发展成为经济实力国际领先、技术实力国际领先、竞争实力国际领先，具有高价值创造力的跨国建筑产业集团。

Construction-based, diversified development, integrated in operation, transforming and upgraded, developed into a transnational construction group with internally advanced economic power, internationally advanced technical strength, internationally advanced competitiveness and high-value creativity.



组织架构

CORPORATE ORGANIZATION STRUCTURE



二级单位

SECONDARY UNITS



社会评价 SOCIAL APPRAISALS



《财富》“世界 500 强”排名，列第 79 位；
Ranking 79th among Fortune Global 500.

“中国企业 500 强”排名，列第 13 位；
Ranking 13th among “Top 500 Chinese enterprises”;

《工程新闻记录》(ENR)“全球最大 250 家承包商”排名，列第 3 位；
Ranking 3rd among “the 250 Largest Global Contractors” of Engineering News-Record (ENR).

在中国上市公司协会联合多家单位举办的“2015 中国最受投资者尊重的上市公司”评选中，荣获“中国最受投资者尊重的百家上市公司”；
Rated as one of “Top 100 Listed Companies Most Respected by Investors” in the appraisal and selection of “Top Listed Companies Most Respected by Investors in China in 2015” held by China Association of Listed Companies together with several other units.

在“第十五届中国上市公司百强高峰论坛”上，荣获“中国百强企业奖”和“中国道德企业奖”；
Rated as one of “Top 100 Listed Companies in China Award” and “Ethical Enterprise in China Award” at the “15th Session of Summit Forum for Top 100 Listed Companies in China.

在《南方企业家》杂志社联合多家单位组织的评选中，荣获“2015 中国上市公司最具投资价值 100 强”、“2015 中国上市公司创新标杆企业 100 强”；
Rated as one of “Top 100 Most Investment-Valuable Listed Companies in China” and “Top 100 Innovation Benchmarking Enterprises among Listed Companies” in the appraisal and selection of Southern Entrepreneurs magazine together with several other organizations and units.

在第九届中国上市公司市值管理高峰论坛上，荣获“2015 年度中国上市公司资本品牌价值百强”和“2015 年度国有控股上市公司市值管理 50 强”；
Rated as one of “Top 100 Listed Companies with Most Valuable Capital and Brand in China” and “Top 50 State Holding Listed Companies in Market Value Management” at the 9th session of Listed Companies Market Value Management Summit Forum.

在《大公报》主办的“2015 中国证券金紫荆”评选中，荣获“最佳投资者关系管理上市公司”；荣获“董事会建设特别贡献奖”。
Rated as one of “Top Listed Companies with Optimum Investor-Relation Management” in the appraisal and selection of “China Securities Golden Bauhinia” hosted by Ta Kung Pao.

在《董事会》杂志主办的“第十一届中国上市公司董事会金圆桌论坛”上，荣获“董事会建设特别贡献奖”。
Honored to win “Special Contribution Award for the Construction of Board of Directors” in the “11th session of Golden Round Table Forum for the Board of Directors of Listed Companies in China” hosted by Board of Directors magazine.

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	副会长单位
3	中国建筑业协会	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	中国公路学会	副理事长单位
8	中国地方铁路协会	常务理事单位
9	中国水利工程协会	副会长单位
10	中国城市轨道交通协会	副会长单位
11	中国招标投标协会	常务理事单位
12	中国安全生产协会	常务理事单位
13	中国水利企业协会	理事单位
14	中国内部审计协会	理事单位
15	中国质量协会	会员单位
16	中国设备管理协会	会员单位
17	中国会计学会	会员单位
18	中国总会计师协会	会员单位
19	中国国际商会	副会长单位
20	中国对外承包工程商会	副会长单位
21	中国企业文化促进会	副会长单位
22	中国博物馆协会	会员单位
23	中国自然博物馆协会	会员单位
24	中国铁路新闻工作者协会	会员单位

No.	Organizations	Qualifications
1	China Enterprise Confederation China Entrepreneur Association	Deputy-Chairman membership
2	China Construction Enterprise Management Association	Deputy-Chairman membership
3	China Construction Industry Association	Council membership
4	China Railway Engineering Construction Association	Deputy Director-General membership
5	China Highway Construction Industry Association	Deputy Director-General membership
6	China Railway Enterprise Management Association	Standing council membership
7	China Highway and Transportation Society	Deputy Director-General membership
8	Local Railway Association of China	Standing council membership
9	China Water Engineering Association	Deputy-Chairman membership
10	China Association of Metros	Deputy-Chairman membership
11	China Tendering & Bidding Association	Standing council membership
12	China Association of Work Safety	Standing council membership
13	China Water Enterprises Confederation	Council membership
14	China Institute of Internal Audit	Council membership
15	China Association for Quality	Ordinary membership
16	China Association of Plant Engineering	Ordinary membership
17	Accounting Society of China	Ordinary membership
18	China Association of Chief Financial Officers	Ordinary membership
19	China Chamber of International Commerce	Deputy-Chairman membership
20	China International Contractors Association	Deputy-Chairman membership
21	China Enterprise Culture Promotion Association	Deputy-Chairman membership
22	China Association of Museums	Ordinary membership
23	China Association of Natural Museums	Ordinary membership
24	China Association of Railway Journalists	Ordinary membership

搭建共赢平台 创造价值回报

BUILD WIN-WIN PLATFORM AND
CREATE VALUE RETURN

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中国铁建面对复杂严峻的内外部形势，开拓进取，攻坚克难，注重与利益相关方的合作，不断提升经营业绩，创造价值回报全体股东。

Facing complex and challenging internal and external situation, CRCC has been positive to forge ahead, overcoming difficulties and focusing on cooperation with stakeholders concerned to improve its business performance and create value returns to all shareholders.



2

利益相关方 STAKEHOLDERS CONCERNED

公司坚持以“立足长远、互惠互利、合作共赢、共同发展”的理念，加强与各利益相关方沟通合作，拓展和细化合作模式，实现共成长、齐发展。

Adhering to the conception of "honest operation, reciprocity and mutual benefit, win-win cooperation and mutual development", CRCC has been making great efforts to reinforce communications and cooperation with the stakeholders concerned, expanding and refining the cooperation mode to achieve joint growth and development.

利益相关方沟通 Communications with Stakeholders Concerned

公司高度重视与利益相关方建立互信互利的友好关系，通过构建全方位的沟通与交流渠道，实现和谐共赢，价值共享。

CRCC always attaches great importance to establishing the friendly relation of reciprocity and mutual trust and benefits with the Stakeholders Concerned so as to realize win-win harmony and value sharing through building all-around exchange and communication channels.

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

Stakeholders Concerned	Communication Mechanism and Method	Expectation to CRCC	Major Indicators
Governments (including the Central Government and local governments where CRCC business is underway)	Release of laws and regulations, policies; meetings between the Central Government and cabinet ministries; special program reports, statistical statements and information submission	Compliance with relevant laws and regulations; Taxation; driving force to employment, innovation in technology and development of ethnic brands as well as energy conservation and emission reduction	Total tax revenue; create job opportunities and high-tech innovative projects
Actual controller (SASAC)	Document issuance and implementation; participating in meetings and implement conference spirits; periodic reporting; regular talks and reporting of competent authorities for business	Further improve corporate profitability and core competitiveness; requirements for all-round risk management; guarantee maintenance and appreciation of state-owned assets	Profits; total indebtedness; return on assets; develop enterprise risk management system
Investors	Regular reporting; interim reporting; General Meeting of Shareholders; written notice of shareholders; investors' meetings	Constant improvement of corporate value and market value; reduce enterprise risks; guarantee sustainable development of CRCC	Earnings per share and market value; dividend distribution policy; protection of shareholders' rights and interests
Creditors concerned, such as financial bodies	Contract execution; regular visits; routine communications 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; bidding and tendering management; daily communications	Provide premium products and services with reasonable pricing and make constant improvements	Satisfactory ratio of proprietors
Suppliers	Bidding and tendering; business talks; contract execution and business correspondence; irregular communication	Maintain stable partnerships; reasonable pricing; mutual assistance and benefits	Quantity of partner suppliers; procurement costs of raw materials and energy
Contractors	Contract execution; business correspondence; irregular communication	Maintain stable partnerships; mutual assistance and benefits	Quantity of partner contractors; work quality
Subordinates	Working conferences; high-level exchanges; routine business correspondence	Provide correct decisions; scientific management; enhance efficiency	Sales revenue; profits; Capital return rate; debt ratio
Employees	Employee supervisors; solicit for reasonable proposals; daily work communications	Improve the Company's capability for profitability and sustainable development; present favorable welfares and growth opportunities to employees	Employee satisfaction and loyalty; staff turnover rate; Investment in staff member training programs
Labor union organization	Workers' congress; rights to participation in making major policies; regular communication between union delegate and contact person	Response to the requirements of the labor union organization; respect labor rights; maintain the lawful rights and interests of staff members	Enrolment ratio of staff; participation ratio of labor union activities; sound condition of the labor union system
Community	Joint civilization construction; participate in community welfare activities	Civilized production; construction harmonious and prosperous communities	Involvement in community construction; quantity of pollution complaints
Individuals, groups and media who are interested in CRCC	Information disclosure pursuant to the law; press conferences; news reports and publicity	Be a responsible CRCC and endeavor to realize sustainable development	Integrity, healthy development, internationalization

合作共赢 Win-win Cooperation

公司加强与利益相关方合作，通过建立战略共享机制和平台，实现互惠互利、携手发展。

CRCC always reinforces the cooperation with Stakeholders concerned to realize reciprocity and mutual benefits, and joint development through establishing strategy-sharing mechanism and platform.

与政府合作 Cooperation with governments

公司与河北、陕西、云南、广东、海南、广西等省、自治区政府建立战略合作关系，加强全方位的合作，带动地区经济发展。

Establish strategic cooperation relations with provincial governments, including Hebei, Shaanxi, Yunnan, Guangdong, Hainan and Guangxi, and autonomous region governments to strengthen all-round cooperation and drive the development of regional economy.

与企业合作 Cooperation with enterprises

公司与大型企业建立联系，增进双方高层的互访，充分发挥各自优势，多方面、多层次的进行合作，保持了良好的关系。

CRCC has established contacts with large enterprises, promote high level mutual visits, make full use of the respective advantages to conduct various and multi-level cooperation and maintain good relationship.

与供应商合作 Cooperation with suppliers

公司搭建了电子商务平台，为供应商提供公开、公平的竞争机会，同时积极开展供应商评估工作，建立了合格供应商名册及社会责任档案，定期组织供应商评价，实现共赢。

CRCC has built an e-commerce platform to provide suppliers with open and fair competition opportunities meanwhile actively carrying out supplier evaluation to establish the list of qualified suppliers and social responsibility files and organizing regular supplier evaluation for the sake of achieving win-win situation.

与分包商合作 Cooperation with sub-contractors

公司建立了分包商名录和信用评价制度，定期对分包商的履约能力进行评估，同时帮助分包商提升社会责任履责能力，实现共同成长。

CRCC has established the directory of sub-contractors and credit evaluation system to conduct regular evaluation of sub-contractors' contractual capacity. Meanwhile, it helps sub-contractors to improve their ability to perform social responsibility and realize mutual growth.

与科研院校合作 Cooperation with academic institutions

公司与科研院校建立长期合作平台，通过科研立项、课题研究等形式，实现优势互补，共同发展。

The Company has established long-term cooperation platform with academic institutions so as to realize complementary advantages and mutual development through scientific researches and subject research programs.

案例 CASE

中铁十一局集团有限公司充分利用中国铁建电子商务平台、公司集采平台，开展物资集采和网购竞价采购。严格遵循“阳光采购”原则，规范招标流程，实现采购信息公开，为供应商提供公开、公平的竞争机会。全年共组织招标采购 979 次，招标总额 2120600 万元，降低采购成本 66600 万元；网购竞价采购 13559 单，交易额累计 28689 万元。积极开展供应商评估工作，对 1235 家物资设备供应商进行评价，根据评价结果优先选择履行社会责任良好的供应商进行合作。

China Railway 11th Bureau Group Co., Ltd. made full use of the e-commerce platform of CRCC and the Company's centralized purchasing platform to purchase goods and materials and conduct online offers. Strictly follow the principle of "unshine procurement", standardize the bidding process to realize the disclosure of procurement information and provide open and fair competition opportunities for suppliers. A total of 979 tenders were organized. The total tendering amount was up to RMB 21.206 billion and RMB 666 million of purchase cost was reduced. Online auction purchase was up to 13,559 bills and the accumulative total trading volume was up to RMB 286.89 million. The company actively carried out suppliers' evaluation and a total of 1235 materials and equipment suppliers were evaluated. Suppliers with good fulfillment of social responsibility were preferably selected in accordance with the evaluation results.

案例 CASE

中铁二十局集团有限公司与西南交通大学合作开展《客运专线无轨运输大断面高瓦斯隧道施工技术研究》，通过理论分析、数值模拟计算和现场试验与监测，对客运专线长大隧道穿越高瓦斯地层施工技术进行研究，为长大隧道穿越高瓦斯地层施工提供了指导依据。该技术解决了成贵铁路施工中的难题，保证了成贵铁路如期顺利竣工。

China Railway 20th Bureau Group Co., Ltd. and Southwest Jiaotong University cooperatively carried out Technical Research on the Construction Technology of Large Section High-Gas Tunnel of through theoretical analysis, numerical simulation calculation and field test and monitoring. This technology turned out to be the guiding basis for the construction of long tunnel passing through high-gas stratum, solving the problem in the construction of Chengdu-Guizhou Railway and guaranteed its smooth completion on schedule.

经济指标 ECONOMIC INDEXES

公司紧紧抓住国家发展战略和经济全球化深入发展的重要机遇，不断转方式、调结构、促转型、上水平，2015 年企业发展质量、效益和规模均有显著提升，以良好的经营业绩回馈股东。

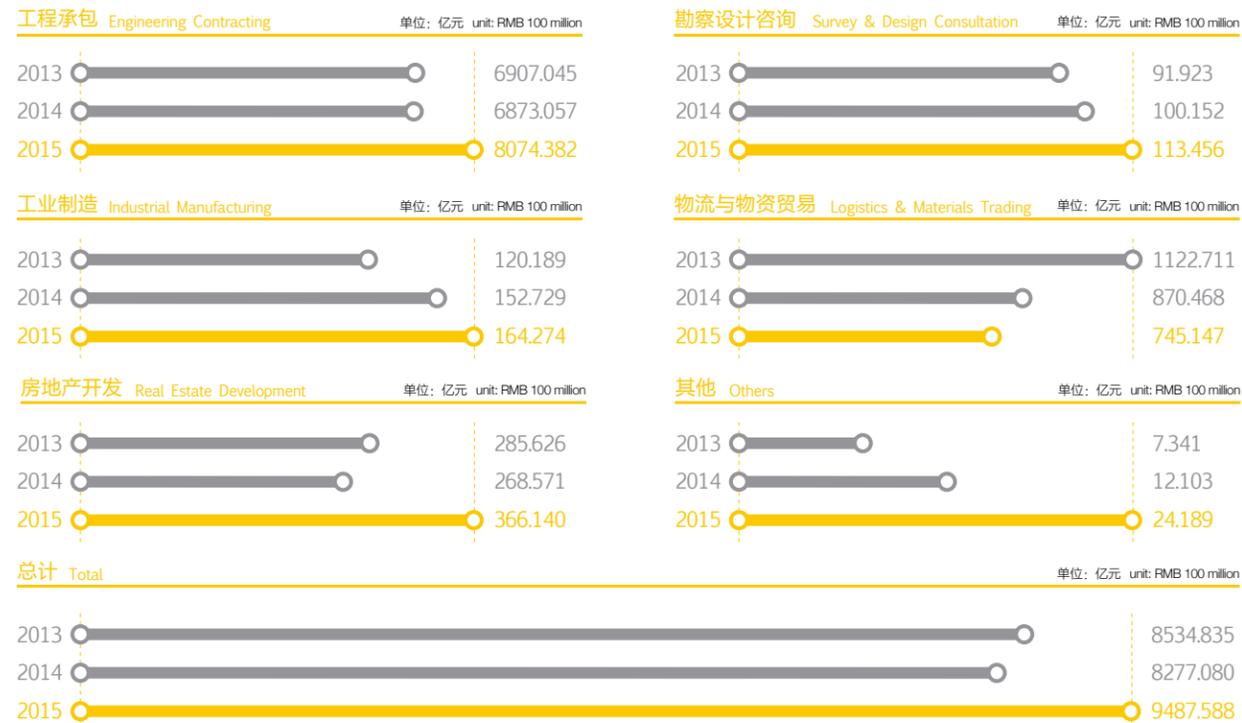
CRCC firmly grasps the important opportunity of national development strategy and the deepening development of economic globalization to constantly change its method, adjust its structure, promote its transformation and raise its level. As a result, its development quality, benefits and scale were significantly improved in 2015 and rewarded its shareholders with good performance.

2015 年公司新签合同额及近三年变动情况

Amounts of Contracts Signed by the Company in 2015 and Changes in Past 3 Years

公司加强与利益相关方合作，通过建立战略共享机制和平台，实现互惠互利、携手发展。

CRCC always reinforces the cooperation with Stakeholders concerned to realize reciprocity and mutual benefits, and joint development through establishing strategy-sharing mechanism and platform.

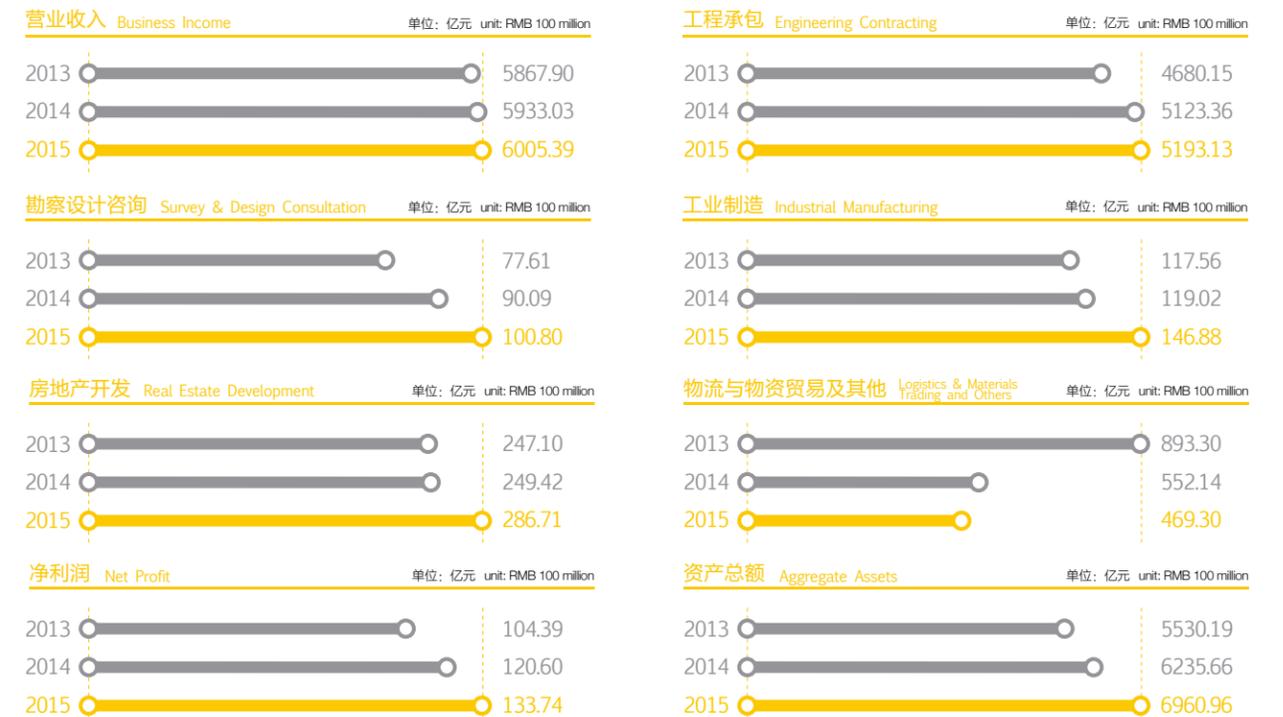


2015 年公司营业收入、净利润、资产总额及近三年变动情况

Operating Revenue, Net Profit and Aggregate Assets in 2015 and Variation in Recent 3 Years

2015 年，公司完成营业收入 6005.39 亿元，同比增长 1.22%；实现净利润 133.74 亿元，同比增长 10.90%；资产总额 6960.96 亿元，同比增长 11.63%。

In 2015, CRCC yielded the operating revenue of RMB 600.539 billion by 1.22% increase, realized the net profit of RMB 13.374 billion by 10.90% increase and owned the total assets of RMB 696.096 billion by 11.63% increase.



★ 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。
Note: Business revenue of Engineering Contracting, Survey & Design Consultation, Industrial Manufacturing, Real Estate Development, Logistics & Materials Trading and Others do not deduct transaction between divisions.

2015 年海外实现营业收入 276.38 亿元，占营业收入总额的 4.60%。
In 2015, the Company realized overseas operating revenue of RMB 27.638 billion, accounting for 4.60% of total operating revenue.

依法纳税 PAYING TAX LEGALLY

2015 年，公司共缴纳各类税费 277.23 亿元，同比增长 11.19%。

In 2015, the Company paid a total of RMB 27.723 billion for all kinds of taxes, increased by 11.19% .

缴纳税费 Revenue Paid Taxes

单位：亿元 unit: RMB 100 million



2013	2014	2015
224.85	249.32	277.23

回报股东 RETURN TO SHAREHOLDERS

公司积极实施利润分配政策，让广大股东及时分享企业带来的回报。根据公司 2015 年度经审计财务报告，2015 年年初母公司未分配利润为 7,383,375,211.93 元，加上本年度母公司实现的净利润 3,253,696,382.76 元，扣除 2014 年度现金分红 1,850,631,225.00 元，本年末母公司可供分配利润为 8,786,440,369.69 元。根据《公司法》和《公司章程》，2015 年度，母公司可供分配利润按以下顺序进行分配：按 2015 年度母公司实现净利润的 10% 提取法定盈余公积金 325,369,638.28 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 8,461,070,731.41 元；以 2015 年 12 月 31 日总股本（13,579,541,500 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 2,036,931,225.00 元。分配后，母公司尚余未分配利润 6,424,139,506.41 元，转入下一年度。

CRCC is positive to carry out profit distribution policy in order that shareholders may share the returns achieved by the enterprise in a timely manner. According to the Company's audited financial report in 2015, the parent company's undistributed profit was RMB 7,383,375,211.93 at the beginning of 2015, plus the net profit realized by parent company in current year which was RMB 3,253,696,382.76, and the parent company's profit available for distribution was RMB 8,786,440,369.69 deducting the cash dividend of RMB 1,850,631,225.00 for 2014. On the basis of Company Law and Articles of Association, the parent company's profit available for distribution should be distributed in the following sequence in 2015: withdrew statutory surplus reserve RMB 325,369,638.28 which was 10% of the net profit realized by parent company; after the withdrawal of statutory surplus reserve, the parent company's profit available for distribution to shareholders in current year was RMB 8,461,070,731.41; taking the general capital (13,579,541,500 shares) as of December 31, 2015 as cardinal number, a total of cash dividends of RMB 2,036,931,225.00 was distributed calculated as per cash dividend RMB 0.15 (including taxes) distributed for per share. After distribution, the parent company's remaining undistributed profit RMB 6,424,139,506.41 was transferred into next year.

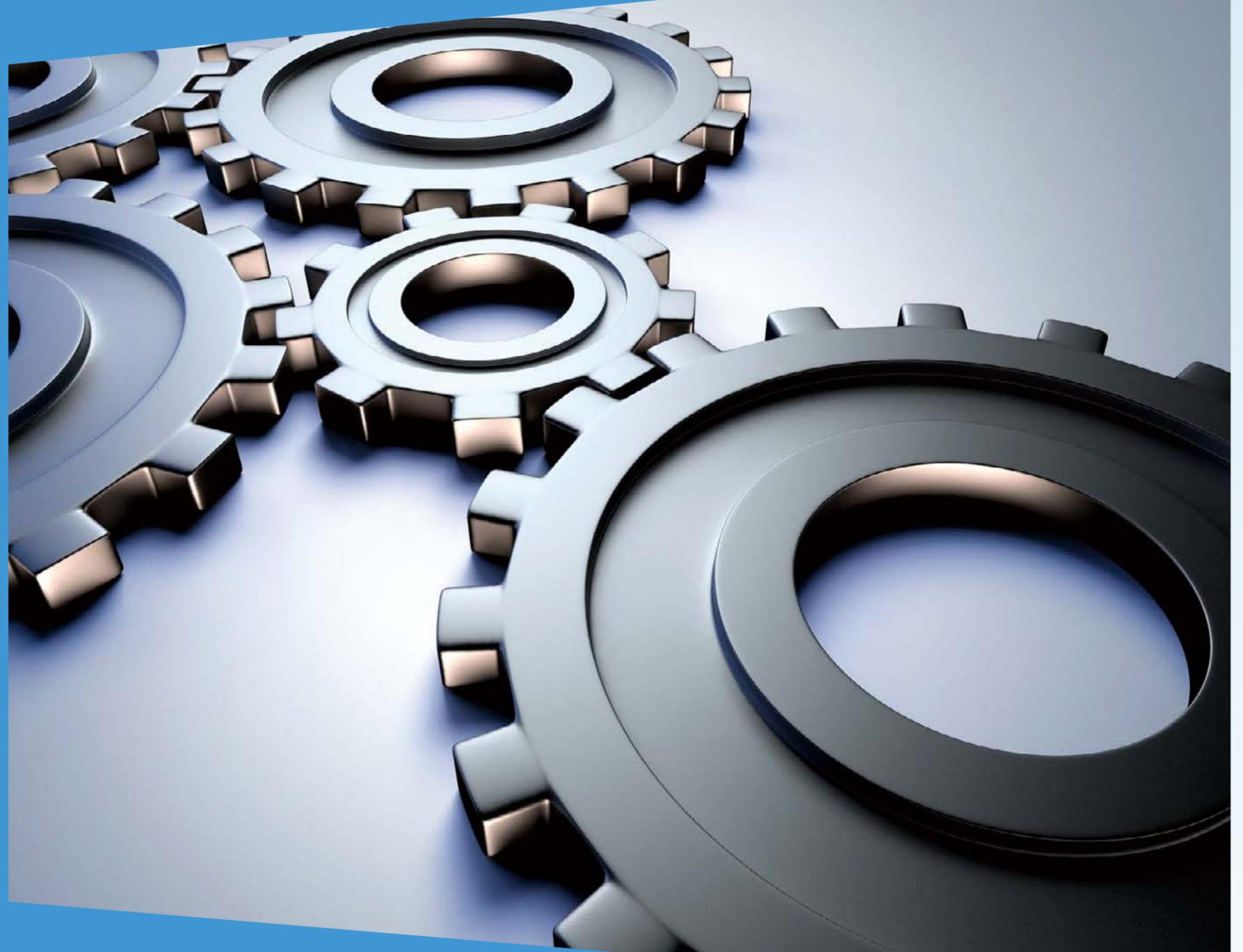
优化治理结构 持续健康发展

OPTIMIZING GOVERNANCE STRUCTURE
AND MAINTAINING SUSTAINABLE AND
HEALTHY DEVELOPMENT

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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，维护投资者权益，实现企业可持续发展。

CRCC constantly optimizes its corporate governance structure, establishes and perfects various rules and regulations, sticks to lawful and compliance operation and safeguards investors' rights and interests to achieve enterprise's sustainable development.



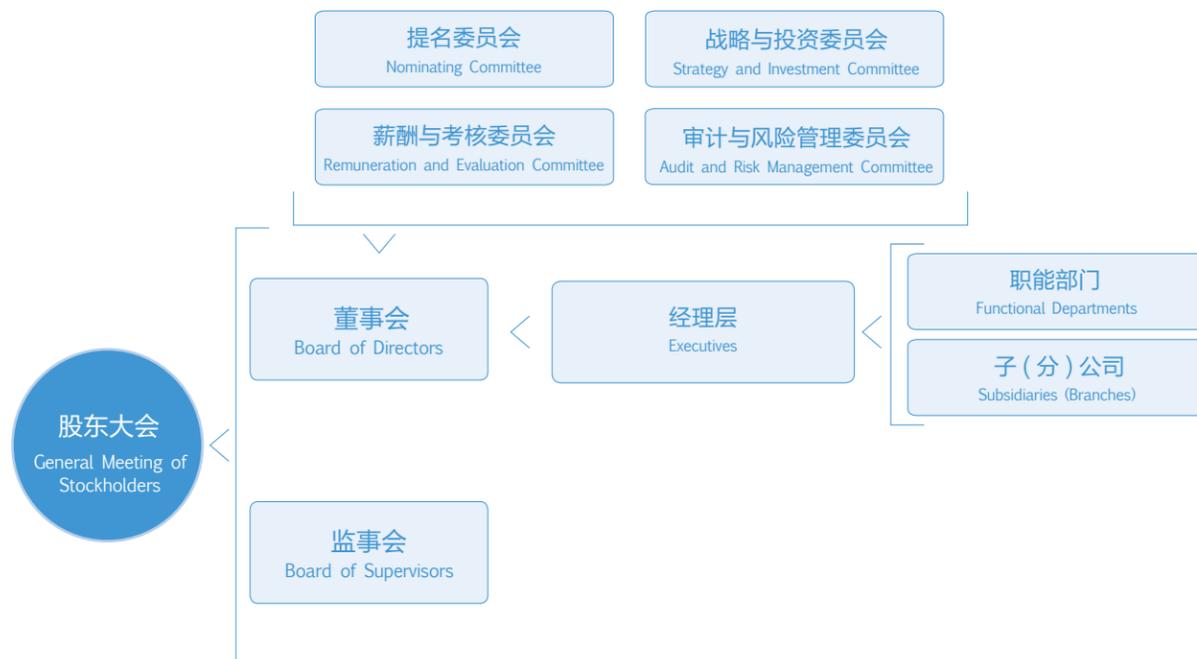
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健全治理结构 PERFECTING GOVERNANCE STRUCTURE

公司严格按照《公司法》、《证券法》等法律法规以及上海证券交易所、香港联交所的相关规定和要求，不断完善公司法人治理结构，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。董事会下设提名委员会、战略与投资委员会、薪酬与考核委员会、审计与风险管理委员会共 4 个专门委员会，为董事会重大决策提供咨询、建议，提高科学决策和防范风险能力，保证公司正常高效运转。

CRCC constantly establishes and perfects its legal person governance structure in strict accordance with the laws and regulations (such as the Company Law and the Securities Law) and relevant stipulations and requirements of Shanghai Stock Exchange and Hong Kong Stock Exchange House, and clearly defines the work division and responsibilities of the General Meeting of Shareholders, the Board of Directors, the Board of Supervisors and Managerial Class for the sake of effective check and balance and coordinated operation. Under the Board of Directors, there are 4 special committees, including the Nominating Committee, Strategy and Investment Committee, Remuneration and Evaluation Committee and Audit and Risk Management Committee, to provide consultation and suggestions for the important decisions of the Board of Directors so as to improve its ability to make scientific decision and risk protection ability, and guarantee the Company's regular and efficient operation.

治理架构框图 Governance Framework Chart



完善治理制度 Perfecting Governance System

2015 年，公司按照国资委、中国证监会、上市地交易所等监管机构的有关规定，结合企业实际，修订了《公司章程》、《股东大会议事规则》和《募集资金管理办法》。

In 2015, according to the practical situation, CRCC revised its Articles of Association, Rules of Procedure for General Meeting of Shareholders and Fund-Raising Management Measures in accordance to relevant provisions and regulations of supervision organizations such as SASAC, China Securities Regulatory Commission and local stock exchanges where the Company was listed.

召开会议情况 Information of Meetings

2015 年，公司召开 7 次股东大会，对 40 项议案进行审议并形成决议。董事会召开 17 次会议，对 82 项议案进行审议并形成决议。董事会各专门委员会共召开 25 次会议，审议 64 个议题。其中，提名委员会召开 2 次会议，审议 2 个议题；战略与投资委员会召开 9 次会议，审议 34 个议题；薪酬与考核委员会召开 6 次会议，审议 10 个议题；审计与风险管理委员会召开 8 次会议，审议 18 个议题。

In 2015, CRCC held 7 shareholders' meetings, deliberated and concluded resolutions on 40 proposals. The Board of Directors held 17 meetings, deliberated and concluded resolutions on 82 proposals. Special committees of the Board of Directors held 25 meeting totally and deliberated 64 issues, of which the Nominating Committee held 2 meetings and deliberated 2 issues; the Strategy and Investment Committee held 9 meetings and deliberated 34 issues; the Remuneration and Evaluation Committee held 6 meetings and deliberated 10 issues; and the Audit and Risk Management Committee held 8 meetings and deliberated 18 issues.



坚持诚信经营 STICKING TO HONEST OPERATION

公司通过强化依法合规、风险管理、内部审计、反腐倡廉、信息披露等方面的工作，构建横向到边、纵向到底的风险管控体系，保障公司依法合规诚信经营。

Through intensifying legal compliance, risk management, internal audit, anti-corruption, information disclosure and other aspects of work, CRCC has constructed a transverse-to-edge and vertical-to-bottom risk management and control system to guarantee the Company's legal compliance and honest operation.

依法合规 Sticking to Legal Compliance

公司扎实推进“法治铁建”建设，全面建立了以总法律顾问为核心的企业法律顾问制度，所属二级企业 100% 设立了总法律顾问。

法律风险防范机制进一步健全，严格执行四项法律审核制度，切实保障了生产经营的依法合规运行，依法治企能力水平不断提升。

加强境外项目法律风险管理，制定了《境外法律事务管理办法》，推动境外机构建立健全法律风险管理体系；通过执行《海外项目代理协议法律风险防范指引》，指导规范海外项目代理人聘用和管理行为，初步建立了按地区、专业分类的涉外律师库。

CRCC pushes forward "Manage Enterprise by Law" in a down-to-earth manner. It has established the Enterprise Legal Counsel System with general legal counsel as the core and all of its subordinate secondary enterprises have set general legal counsel.

Legal risk prevention mechanism is further perfected to strictly implement the four legal audit systems and effectively protect the legal compliance running of production and operation. As a result, its ability to manage enterprises according to law is continuously improved.

To strengthen the legal risk management of overseas projects, Overseas Legal Affairs Management Measure was formulated to drive overseas institutions to establish and perfect their legal risk management systems; Guide and regulate the employment and management behaviors of the agents of overseas projects through the implementation of Legal Risk Prevention Guideline for Agency Agreement of Overseas Projects. Database of lawyers specially handling foreign-related matters was initially established according to regional and professional classification.

风险管理 Risk Management

公司持续加强风险管理与内部控制工作，在开展重大风险评估工作的同时，强化了重大风险过程监督管控。在不断完善全系统风险内控体系基础上，深入推进三级企业风险管理工作，突出对基层项目和现场施工的风险管控，将风险管理与生产经营活动紧密融合。

进一步完善内部控制评价工作模式，建立了主动发现问题、揭示缺陷、自主整改的良性工作机制；强化内控缺陷整改，加大对重复出现缺陷的整改力度，积极开展内控缺陷整改的监督和检查，注重整改实际效果。

持续开展风险内控工作的宣贯培训和工作交流，积极进行专项风险管理工作的探索和研究，全面提升企业的风险管理意识和内部控制水平。在中国上市公司内部控制指数评选中，公司连续 5 年入选内控百强企业。

CRCC constantly reinforces the work of risk management and internal control and has intensified the supervision and control of major risk processes while conducting major risk assessments. On the basis of constant perfection of the internal control system of the whole-system risks, three-tier enterprise risk management was further promoted to highlight the risk control of the basic-level projects and field construction so as to make a close integration of risk management and production and business activities.

Further improve the operating mode of internal control evaluation; A health working mechanism of initiative discovery of problems, revealing defects and self-rectification has been established; Intensify the rectification and reform of internal control defects; Increase the efforts to rectify recurring defects; Actively carry out supervision and inspection on the rectification and reform of internal control defects; attach more importance to the actual effect of rectification and reform.

Constantly carry out the propagation, implementation and exchanges of internal risk control and actively proceed the exploration and research of special risk management to comprehensively enhance the enterprise's awareness of risk management and internal control level. In the appraisal and election of internal control index of listed companies in China, the Company was selected as one of "Top 100 Internal Control Enterprises" in 5 consecutive years.

内部审计 Internal Audit

公司以“查问题、控风险、促发展”为目标，坚持“查处问题与责任追究相结合、查处问题与整改相结合、查处问题与规范管理相结合”的原则，改革创新内审管理体制，充分发挥内审监督防范职能，促进企业规范管理。推进审计关口前移，通过实行经济活动全过程监督，大力开展经济责任审计和绩效考核结果复核审计，重点关注企业重大决策、大额亏损项目、内控制度执行以及企业改制重组等关键环节，从源头提高企业规范化管理水平和风险防范能力，在企业依法合规经营、规避各类风险方面起到了促进作用。2015年，共完成审计项目3686个，促进企业增收节支和挽回经济损失1.79亿元。

Taking "investigate problems, control risks and promote development" as the goal meanwhile adhering to the principle of "combining problem investigation with responsibility investigation, rectification and reform, and standardized management", the Company has reformed and innovated its internal audit management system to fully play the function of internal audit supervision and prevention and promote enterprise's standardized management. Promote auditing pass to move forward and vigorously carry out the review and auditing of economic responsibility auditing and performance assessment results through implementing the whole-process supervision of economic activities. Attach importance to the enterprise's major decisions, large unprofitable projects, execution of internal control system, enterprise system-reform and reconstruction and other key links so as to improve enterprise's level of standardization management and risk prevention capability from the source, which has played a positive role in promoting enterprise's legal compliance operation and avoiding all kinds of risks. In 2015, a total of 3686 audit projects were completed, increasing revenue and decreasing expenditure together with recovering economic loss to the enterprise of RMB 179 million to the Company.

反腐倡廉 Anti-corruption

公司以落实“两个责任”和深化“三转”为抓手，坚持把纪律挺在前面，强化监督执纪问责，为企业合规经营提供作风和纪律保证。

突出监督重点，切实正风肃纪。突出把违反中央八项规定精神问题作为监督重点，在巡视和日常监督上着力发现顶风违纪问题，坚持从严执纪、从重处理。

出台《落实“两个责任”指导意见》，与所属二级单位签订《党风廉政建设责任书》，各级层层分解、明确责任清单，2015年全系统共签订责任书7046份。

CRCC takes the implementation of "two responsibilities" (entity responsibility and supervision responsibility for the construction of ethical and clean Party and Government) and deepening "three-transformation" at the grasp hand and adheres to put discipline in the first place so as to reinforce supervision and discipline of accountability and provide work styles and disciplines for the enterprise's compliance operation.

Highlight the focus of supervision, practically correct work styles and rigorously enforce disciplines. Stress to take the violation of the eight rules of CPC Central Committee as the focus of supervision and exert efforts to find the problem of unlawful acts against the supervision in inspection and daily supervision. Adhere to the strict implementation of discipline and severe punishment.

Launch the "Instruction on Implementation of 'Two Responsibilities'" and sign the "Responsibility Letter for the Construction of Ethical and Clean Party and Government" with its secondary units. Disintegrate it layer upon layer and clearly define the list of responsibility. In 2015, the whole system has signed 7,046 copies of responsibility letters.

信息披露 Information Disclosure

公司严格按照上市地上市规则的要求，真实、准确、完整、及时、公平地进行信息披露，不断增强信息披露内容的针对性和有效性，提升信息披露水平。2015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400余份，使投资者及时了解公司所处行业的最新动态、生产经营情况及发展前景。

CRCC strictly discloses true, correct and complete information in timely and fair manner in strict accordance with the provisions of listing rules issued by local authorities where stocks are listed, and makes unremitting efforts to increase the pertinence and effectiveness of the contents of disclosed information and improve the level of information disclosure. In 2015, CRCC released periodic reports and temporary announcements. A total of over 400 different kinds of Chinese and English documents were disclosed in Shanghai Stock Exchange and Hong Kong Stock Exchange House to timely inform investors of the latest dynamics of the industry, the Company's production and operation as well as development vision.

投资者权益保护 PROTECTING INVESTORS' RIGHTS AND INTERESTS

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。2015年，公司共安排投资者和分析师见面会50场，接待来访138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11次，接待投资者44场、220人次。配合定期报告的披露，共召开业绩发布会5次，召开64场一对一及一对多的会议，接待机构投资者115人次。通过多种渠道和方式，公司的投资者关系管理工作水平不断提升。

CRCC paid high attention to the communications with investors and gave timely reply to the problems proposed by investors through investor relationship hot line telephone, exclusive email "SSE e interaction" platform. In 2015, CRCC arranged a total of 50 meet-and-greet meetings for investors and analysts and received 138 person-time visits. CRCC was positive to participate in exchange activities held by investment agencies at home and abroad and participated in a total of 15 meetings for investors and analysts and received investors for 65 times of 267 person-times. CRCC cooperated with the disclosure of periodic reports, held 5 performance release meetings, 64 one-to-one and one-to-more meetings and received 115 person-time visits of institutional investors. As a result, the Company's management level of investor relations was in constant improvement through various channels and ways.

建造优质精品 回馈社会大众

CREATE HIGH QUALITY PRODUCTS
AND CONTRIBUTE TO THE SOCIAL MASS

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Strict Control of Safety Production	
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中国铁建将服务客户为己任，强化质量管理，严控安全生产，深化科技创新，建造优质精品，回馈社会大众。

CRCC regards providing customers with better services as its responsibility and makes great efforts to strengthen quality management, strictly control production safety and deepen the innovation of science and technology so as to create high-quality products to the social mass.

4



建造精品工程 CREATING HIGH-QUALITY PROJECTS

公司把推进质量建企、实施精品战略作为打造企业品牌的重要支撑，通过全过程质量管控，为客户交付绿色优质满意工程。

CRCC takes constructing enterprise by advancing quality and the implementation of high-quality strategy as the important support to build corporate brand and deliver green and high-quality projects to customers through whole-process quality control.

重难点工程 Key and Difficult Projects

2015年，公司一批重难点工程按期完成。合福客专、哈齐客专、沪昆高铁、北京地铁昌平线、青岛地铁2号线、长沙磁浮铁路、安哥拉本格拉铁路、埃塞吉布提铁路等项目实现建成通车；中天山隧道、六盘山隧道、桃树坪隧道、大茶山隧道等一批高风险隧道项目实现贯通。

全年完成隧道1216折合公里、桥梁1402折合公里、正线铺轨5997公里、站线铺轨1096公里、通信线路19099条公里、供电线路12041公里、公路2698公里、轻轨地铁239.5公里、房屋竣工面积739万平方米、土石方107582万立方米。

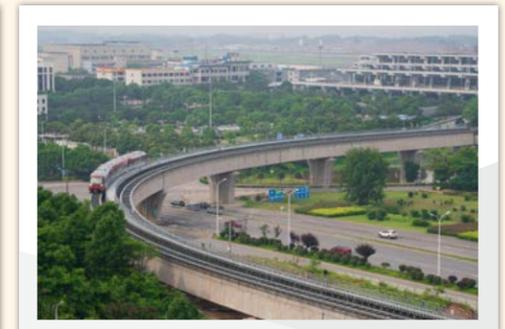
In 2015, CRCC completed a batch of key and difficult projects on schedule. Hefei-Fuzhou Passenger High Speed Railway, Harbin-Qiqihar Passenger High Speed Railway, Shanghai-Kunming High Speed Railway, Beijing Subway Changping Line, Qingdao Metro Line 2, Changsha Maglev Railway, Angola - Benguela Railway, Ethiopia-Djibouti Railway and other projects were completed and opened to traffic. Central Tianshan Tunnel, Liupanshan Tunnel, Peach Ping Tunnel, Dachashan Tunnel and other high-risk tunnel projects were cut through.

CRCC has completed 1,216km of tunnels, 1,402km of bridges, 5,997km of main track laying, 1,096km of station track laying, 19,099km of telecommunication lines, 12,041km of power supply lines, 2,698km of roads, 0.239.5km of light-rail subway, 7.39 million m² of completed floor space and 10.7582 billion m³ of earthwork in 2015.

案例 CASE

中国铁建实施设计施工总承包管理的长沙中低速磁浮轨道交通工程是中国首条自主设计、自主施工、自主制造、自主管理的，具有完全自主知识产权的磁浮轨道交通线路。相对于地铁、轻轨、新型有轨电车等主要城市轨道交通方式，中低速磁浮轨道交通低噪音、低成本、低辐射、低震动等优势十分明显，具备良好的推广价值。12月26日，长沙中低速磁浮轨道交通开通并进行试运行，标志着中国继德国、日本、韩国后，成为全球第四个掌握中低速磁浮技术的国家。

Changsha Middle and Low Speed Maglev Track Traffic Project, implemented, designed and constructed by the general contracting management of CRCC, is the first maglev track traffic line of complete independent intellectual property rights with independent design, independent construction, independent manufacture and independent management. Compared with subway, light rail, new-type tramcar and other main urban railway transportation modes, middle and low speed maglev track traffic enjoys low noise, low cost, low radiation, low vibration and other obvious advantages as well as good promotional value. In December 26, Changsha Middle and Low Speed Maglev Track Traffic was opened for trial operation, which marking that China has become the fourth country mastering middle and low speed maglev technology following Germany, Japan and South Korea.



兑现合同承诺 Fulfillment of Contractual Commitments

公司始终坚持“百年大计、质量第一”的方针，加强全过程质量管理，积极推行质量管理标准化、规范化、制度化建设。建立客户服务制度，强化与顾客沟通，为客户提供真实、公正和完整的服务信息，做到忠实履约，工程质量和服务达到顾客满意，赢得了良好的社会信誉。2015年，所建工程合同履约率达100%。

CRCC always adheres to the quality policy of "quality first for a long-range program", strengthens whole-process quality management, actively implements the construction of quality management standardization, normalization and institutionalization. Establish customer service system to strengthen communications with customers and provide authentic, impartial and integrated information to customers so as to realize faithful fulfillment, quality and service meeting customer satisfaction. This deed won good social reputation. In 2015, the construction contract performance rate was up to 100%.

案例 CASE

中铁二十一局集团有限公司开展项目标准化管理，规范了质量管理流程和施工作业，确保质量管理体系正常运转，为业主、用户和当地群众提供满意、放心的合格工程。2015年公司承担施工的海南西环铁路、宁西铁路增建二线工程、丹大铁路、天平铁路4项国家重点工程按期开通运营，为当地群众交通出行提供了便利。

China Railway 21st Bureau Group Co., Ltd. carried out project standardization management and standardized quality management process and construction work to guarantee the normal operation of the quality management system so as to provide secure and qualified projects meeting the satisfaction of proprietors, users and local people. In 2015, four national key projects, including Hainan Western Ring Railway, Newly-added Second Line Project of Ning-Xi Railway, Dan-Da Railway and Tian-Ping Railway assumed by the Company, were opened for operation as scheduled and provided convenience for the local people' traffic travel.

强化质量管理 Reinforcing Quality Management

公司推行“精品工程”战略，以标准化建设为主线，不断提升质量管理水平，严格落实项目负责人终身责任制，强化施工过程控制，确保工程质量管理平稳受控。2015年，公司所建工程一次交验合格率达100%。获中国建设工程鲁班奖9项，国家优质工程奖24项。

CRCC always promotes the strategy of "Quality Project" and takes standardization construction as its main line to constantly improve quality management level, strictly implement lifelong responsibility system of project leader and intensify the control of construction process so as to guarantee the smooth and steady control of project quality management. In 2015, the Company's one-off delivery-check qualified rate of completed projects has reached 100%. 9 projects obtained Lu-ban Award and 24 projects won National Quality Project Award.

案例 CASE

中铁二十二局集团有限公司开展了以“迈向质量时代，建设质量强国”为主题的“质量月”活动。所属单位认真落实各项规章制度，以隐患排查治理为切入点进行自查自纠，通过播放质量警示教育片、质量知识竞赛以及黑板报、标语等多种宣传教育形式，提高全员质量意识，有效遏制了“三违”现象的发生。

China Railway 22nd Bureau Group Co., Ltd. carried out the activity of "Quality Month" with "march towards the era of quality and build quality-powerful country" as the theme. Subordinate units conscientiously implemented relevant regulations to conduct self-examination and self-correction with inspection and administration of hidden danger as the breakthrough point. Improve the quality consciousness of the whole personnel and effectively curb the occurrence of "three violations" through playing quality warning education film, quality knowledge contest, blackboard newspaper, banners and various propaganda and education forms.

2015 年度中国建设工程鲁班奖获奖项目表

List of Projects Granted "2015 Chinese Construction Project Lu Ban Award"

序号	获奖工程	获奖单位
1	天津市滨海新区中央大道海河隧道工程	中铁十八局集团有限公司 中铁十八局集团第五工程有限公司
2	上海保利大剧院	中铁建设集团有限公司
3	青岛市重庆路快速路工程	中铁十四局集团有限公司 中铁二十三局集团第六工程有限公司
4	九江长江公路大桥	中铁二十三局集团第一工程有限公司
5	三亚海棠湾国际购物中心（一期）	中铁建设集团有限公司
6	新建向莆铁路青山隧道	中铁二十三局集团有限公司 中铁二十三局集团第三工程有限公司 中铁二十三局集团第四工程有限公司
7	郑州东站	中铁十七局集团有限公司 中铁十七局集团建筑工程有限公司
8	中国石油科研成果转化基地项目	中铁建设集团有限公司 中铁建设集团设备安装有限公司
9	澳门关闸边检大楼建造及扩建工程	中国土木工程（澳门）有限公司

No.	Award Winning Project	Award Winning Enterprise
1	Central Avenue Haihe River Tunnel Engineering in Binhai New Area of Tianjin	China Railway 18 th Bureau Group Co., Ltd. The Fifth Engineering Company Limited of China Railway 18 th Bureau Group
2	Shanghai Poly Theater	China Railway Construction Group Co., Ltd.
3	Chongqing Road Expressway Engineering in Qingdao City	China Railway 14 th Bureau Group Co., Ltd. The Sixth Engineering Company Limited of China Railway 23 rd Bureau Group
4	Jiujiang Yangtze River Expressway Bridge	The First Engineering Company Limited of China Railway 23 rd Bureau Group
5	Sanya Haitang Bay International Shopping Center (Phrase I)	China Railway Construction Group Co., Ltd.
6	Newly-Built Xiangtang-Putian Railway Qingyunshan Tunnel	China Railway 23 rd Bureau Group Co., Ltd. The Third Engineering Company Limited of China Railway 23 rd Bureau Group The Fourth Engineering Company Limited of China Railway 23 rd Bureau Group
7	Zhengzhou East Railway Station	China Railway 17 th Bureau Group Co., Ltd. Architectural Engineering Company Limited of China Railway 17 th Bureau Group Co., Ltd.
8	China Petroleum Scientific Research Achievements Transformation Base Project	China Railway Construction Group Co., Ltd. Equipment Installation Company Limited of China Railway Construction Group Co., Ltd.
9	Macao Border Inspection Building Construction and Expansion Project	China Civil Engineering (Macao) Co., Ltd.

成就品质体验 Achieving Quality Experience

公司秉承“客户至上”的经营理念，积极开展客户关系管理，创新客户服务模式，通过工程回访和满意度调查等致力于为客户提供优质贴心的服务。

Adhering to the business philosophy of "Customer First", CRCC actively carries out customer relationship management, innovates customer service mode and devotes to providing high-quality and approachable services to customers through project return visits and satisfaction survey.

严控安全生产
STRICT CONTROL OF SAFETY PRODUCTION

公司高度重视安全生产工作，坚持“安全第一、预防为主、综合治理”的方针，牢固树立“红线意识”，落实“一岗双责”，深入开展隐患排查治理，做到提前想到、提前发现、提前消除隐患，全年未发生较大及以上生产安全责任事故，安全生产形势稳定。

CRCC always attaches great importance to safety production, adheres to the policy of "safety first, prevention first and comprehensive management", firmly establishes "red-line awareness", implements "one position with two responsibilities" and carries out deep investigation and management of hidden dangers so as to predict, discover and eliminate hidden dangers in advance. No large or above production safety liability accident occurred in the whole year and the safety production situation is stable.

安全生产管理 Safety Production Management

公司大力落实安全生产主体责任，严格执行安全生产责任制，层层签订安全包保责任书，深入推进一线员工收入与安全挂钩考核制度，持续加大生产过程安全监管力度，促进企业安全稳定发展。

CRCC vigorously implements safety production entity responsibility, strictly executes safety production responsibility system, signs safety packet responsibility letters from top to bottom, further promotes the assessment system of front-line employees' incomes linking together with their safety responsibility and constantly increases the supervision of safety production process to promote the enterprise's safe and stable development.

案例 CASE

中国铁建青岛地铁2号线二标指挥部积极推行安全行为与收入挂钩举措，激励一线人员从被动的“要我安全”转变为主动的“我要安全”。实行指挥部每月从工区、工区从劳务队或工班完成产值的人工费中，提取一定比例的费用，建立安全奖励基金池。通过指挥部对工区、工区对劳务队或工班的安全工作分别考核，按排名进行奖励，极大调动了一线作业人员自觉抓好安全工作的主动性。

The Command Department of Second Tender Section of Qingdao Metro Line 2 of CRCC actively carried out the measure of safety behavior linking together with income and stimulated front-line staff to change from passive "want me be safe" into active "I want to be safe". The Command Department implements the measure that withdraw certain proportion of expense from the working area and the labor cost completed by the labor force group or working class of the working area every month to build safety award fund pool. Front-line operational staff's initiative to consciously grasp safe operation was greatly mobilized through the award based on ranking from respective safety assessment of Command Department on the working area and the working area on labor force group or working class.

安全生产管理 Safety Production Management

公司各级均制定了安全生产费用投入和使用管理制度，保证了安全生产费用投入到位，有效使用。2015年，公司安全生产费用投入达73.42亿元。

All levels of units of CRCC have formulated safety production cost input and use management system to guarantee that safety production cost is ready and effectively used. In 2015, CRCC made a total investment of RMB 7.342 billion in safety production.

案例 CASE

中铁十七局集团有限公司全年安全生产费用投入达2.65亿元。为保证高风险隧道施工人员的安全，配置了远程视频监控及人员定向芯片定位系统，实时掌握掘进掌子面状况及作业人员动态；配置先进的瓦斯监控设备和防爆设备，随时监测隧道内瓦斯含量；配置大功率对流风机，加快隧道内污浊空气排出洞外，提高作业面空气质量；配置超前地质预报水平钻机，降低作业时的水泥粉尘；配置铰钵起爆器，用于数码雷管延时设定及起爆，保护作业人员安全；使用液压伸缩变跨二衬台车，减少重新拼装台车时的作业安全风险；配置隧道变形自动化检测仪，用于监测新建隧道交叉段对既有隧道影响的长期自动化监测。新技术、新设备的使用，降低了施工安全风险，保证了施工的顺利进行。

The annual input of China Railway 17th Bureau Group Co., Ltd. for safety production cost was up to RMB 265 million. In order to guarantee the safety of high-risk tunnel construction personnel, remote video monitoring and personnel-orientation chip positioning system were configured to grasp the condition of boring tunnel face and the dynamic condition of operational staff. Advanced gas monitoring equipment and explosion-proof equipment were configured to make timely monitoring of gas content; High power convection fan was equipped to quicken the discharge of contaminated air in tunnel out of hole so as to improve the air quality of the working surface. Advance geological forecast horizontal drilling machine was equipped to reduce the cement dust in operation. EBtronic blasting initiator was equipped make delayed time setting and initiation of digital detonator and protect the safety of operational staff. Hydraulic flexible span-variable second-lining trolley was used to the operation safety risk when re-assembling the trolley. Tunnel deformation automatic detector was configured to make long-term automatic monitoring of the effect of the intersection of newly-built tunnel on existing tunnel. The use of new technology and equipment reduced the risk of construction safety and guaranteed the smooth progress of construction.

隐患排查治理 Hidden Danger Inspection and Administration

公司把隐患排查治理作为安全工作的重中之重，坚持重心下沉，监管前移，通过开展安全生产大检查、专项巡查等活动，督促项目搞好隐患排查治理。自行开发了安全隐患排查治理平台，动态掌握各施工项目的隐患管理情况，保证安全风险全面受控。

CRCC always takes the investigation and governance of hidden danger as the top priority of work safety, adheres to the sink of gravity with forward supervision and management and supervises projects to make good investigation and governance of hidden danger through carrying out safety production major inspection, special inspection and other activities. The Company has developed its own safety hazard investigation and governance platform to make dynamic grasp of the risk management conditions of construction projects and guarantee the overall control of safety risk.

案例 CASE

中国铁建大桥工程局集团有限公司针对不同季节、时段、地点，全年下发有针对性的检查、预警通知16份，分别以综合性检查、安全大检查、季节性检查、安全专项检查等多种形式，以项目自查、子分公司检查、集团公司抽查等检查方式，以现场安全管理、安全内业管理、车辆交通和机械设备安全管理、打非治违“六打六治”和施工方案“五整治五落实”等为内容，深入开展安全生产大检查和隐患排查治理活动，有效防范了安全事故的发生。

China Railway Bridge Engineering Bureau Group Co., Ltd. issued 16 targeted inspection and pre-warning notices aiming at different seasons, times and places in the whole year and carried out deep safety production inspection and hidden danger investigation and governance activities to effectively prevent the occurrence of safety accidents respectively through various forms of inspection including comprehensive inspection, safety inspection, seasonal inspection and special inspection, various modes of inspection including project self-inspection, subsidiary (branch) company inspection and random inspection of group company with construction site safety management, interior work safety management, safe management of vehicle traffic and mechanical equipment, crackdown of six illegal things with six control measures, "construction scheme" and "five-rectification and five-implementation" as contents.

安全应急管理 Safety Emergency Management

公司强化安全生产应急管理体系建设，不断完善应急预案，着力强化了生命通道、逃生通道“两个通道”建设，结合全系统隧道项目分布情况，将顶管救援设备布设在隧道风险比较集中的区域，有针对性地开展救援演练，提升应对隧道施工突发事件的处置能力。

CRCC always attaches great importance to the construction of safety production emergency management system, constantly perfects its contingency plan and exerts great efforts to intensify the construction of "two passages", life passage and evacuation passage. Moreover, set up top pipe rescue equipment at the part of tunnel where risk is relatively concentrated based on the distribution of tunnel projects in the whole system so as to make targeted rescue drill and promote the ability to dispose emergent events in tunnel construction.

安全教育培训 Safety Education & Training

公司将员工安全知识和操作技能培训作为安全工作的重要组成部分，把安全教育的着力点放在基层、放在作业人员身上，采用工前教育，工地广播，橱窗，工地学校，安全知识竞赛，手机短信、微信等行之有效的的方式，不断深化安全教育培训，努力提升员工安全素质。

CRCC always regards employee's safety knowledge and operating skills training as an important part of safety work and puts the focus of safety education on basic level and operating personnel to constantly deepen safety education training and improve employee's safety quality by adopting effective ways, including pre-job education, construction site broadcasting, show window, construction site school, safety knowledge contest, short message, WeChat, etc.

案例 CASE

中铁建设集团有限公司在施工现场建立了“安全体验区”，在体验区内设置安全帽撞击、安全带、洞口坠落、脚手架、移动操作平台架、触电安全、应急救援安全、平衡木等多项体验装置。通过体验式安全教育，施工人员可在真实或模拟环境中直接体会到违章施工带来的危害和安全防护设施的重要性，获得安全施工的专业知识和基本技能，完成从“要我安全”到“我要安全”中转变，施工过程严格安全操作规程，减少违章作业。安全体验已成为公司施工现场安全教育的必修课程。

China Railway Construction Group Co., Ltd. has established "safety experience area" at construction site. In safety experience area, multiple experience devices, including safety helmet crash, safety belt, fall at tunnel portal, scaffolding, mobile operating platform, electric shock safety, emergency rescue safety and balance beam, were configured. Through experiential safety education, construction personnel can directly experience the hazards brought by violated construction and the importance of safety protection facilities in real or simulated environment, obtain professional knowledge and basic skills of construction safety, complete the transformation from "want me to be safe" to "I want to be safe" and strictly implement safety operation regulation in construction process to reduce operations against the regulation. Safety experience has become a required course for construction site safety education of the Company.



科技驱动发展

DEVELOPMENT DRIVEN BY TECHNOLOGY

公司坚持以市场为导向，以提高自主创新能力和核心竞争力为重点，突出抓好创新平台、科研人才队伍、科技研发投入等关键环节，开发了一系列具有自主知识产权的主导产品和关键技术。公司现拥有省级技术中心72家，高新技术企业67家。2015年，科技研发与开发共投入87.59亿元。

CRCC always insists on market-orientation, takes the improvement of independent innovation capability and core competitiveness as the focus, highlights to grasp these key links including innovation platform, scientific research talent team, science and technology R&D investment, and has developed a series of leading products and key technologies with independent intellectual property rights. Currently, CRCC has 72 provincial-level technology center and 67 high-tech enterprises. In 2015, CRCC made a total investment of RMB 8.759 billion for technical research and development and exploitation.

案例 CASE

作为中国地下工程装备的领军企业，中国铁建重工集团有限公司大力推进技术创新，拥有国家级企业技术中心，建有工程技术研究中心、工程实验室、博士后工作站、院士工作站等创新平台，先后承担和参与国家、省部级重大科技计划 40 余项，申请专利 380 余项，主持和参与国家、行业、协会标准编制 10 余项。公司自主研发了大直径硬岩隧道掘进机（TBM）、单护盾 TBM、双护盾硬岩 TBM、煤矿斜井双模式 TBM、大直径铁路盾构机、护盾式掘锚机、隧道预切槽设备、链刀式连续墙设备等一大批达到国际领先水平的高端装备，填补了国内空白，引领了行业发展。公司获评入选“2015 中国最佳自主创新企业”。

As the leading enterprise in the field of underground engineering equipment in China, China Railway Construction Heavy Industry Co., Ltd. always devotes great efforts to promoting technological innovation. It owns national enterprise technology center and has established engineering technology research center, engineering laboratory, postdoctoral workstation, academician workstation and innovation platforms. It has successively undertaken and participated in more than 40 national, provincial and ministerial key scientific and technological programs, applied for 380 patents, hosted and participated in the design and compilation of over 10 national, industrial and associational standards. The Company has independently researched and developed large-diameter hard-rock tunnel boring machine (TBM), single-shield TBM, double-shield hard-rock TBM, inclined shaft TBM for coal mine, large-diameter railway shield tunneling machine, shield-type driving anchor machine, tunnel precut slot device, chain cutter continuous wall equipment and other large stocks of internationally leading high-end equipment, which filled in domestic technological gap and led the development of this industry. The company was rated and selected as "the best enterprise of independent innovation in 2015".

国家级创新平台 National Innovation Platform

公司“轨道交通工程信息化国家重点实验室”获批建设，标志着企业国家重点实验室实现零的突破。中国铁建大桥工程局集团有限公司、中铁二十一局集团有限公司、中铁二十三局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已增至 17 家。

The Company's "National Key Laboratory of Track Transportation Engineering Informazation" has been approved for construction, which marking that the enterprise has fulfilled zero breakthrough in national key laboratory. China Railway Bridge Engineering Bureau Group Co., Ltd., China Railway 21st Bureau Group Co., Ltd. and China Railway 23rd Bureau Group Co., Ltd. have been identified as national enterprise technical center. So far, national innovation platform has increased to 17.

科技创新成果 Scientific and Technological 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，科技成果硕果累累。

CRCC always guides its employees to actively participate in scientific and technological innovation, makes great efforts to the application and promotion of scientific and technological achievements, improves technological elements of products and the core competitiveness of the enterprise, and has obtained innumerable great scientific and technological achievements.

设计施工的中国首条中低速磁浮——长沙轨道交通工程全线试运行；

The whole line of China's first middle and low-speed maglev - Changsha Track Traffic Engineering designed and constructed by the Company is already in trial operation.

承建的中国高铁最大跨度第一桥——克地坝陵河特大桥合拢；

China's first longest-span high-speed railway - Kedibaling River Grand Bridge contracted and built by the Company has already been successfully closed.

承建的中国最大、最复杂地下交通枢纽——“光谷广场综合体”隧道顺利贯通；

China's largest and most complex underground transportation hub - "Optics Valley Square Complex" tunnel contracted and built by the Company has already been smoothly linked up.

承建的中国第一座采用全断面隧道掘进机（TBM）施工的煤矿斜井——神华神东补连塔矿 2 号副井顺利贯通；

China's first coal mine inclined shaft - Shenhua Shendong Bulianta Coal Mine Auxiliary Shaft No. 2 contracted and built by the Company by adopting full face tunnel boring machine (TBM) has already been smoothly connected.

承建的世界铁路中最大跨度的上承式钢筋混凝土拱桥——云桂铁路南盘江特大桥刚构、T 构合拢；

The rigid framework and T structure of Yun-Gui Railway Nanpanjiang Grand Bridge, which is the longest-span deck-type reinforced concrete arch bridge among railways in the world, contracted and built by the Company has always been successfully closed.

承建的世界最大断面公路隧道——珠海拱北口岸管幕工程全线贯通。

The whole line of the world's largest cross-section highway tunnel - Zhuhai Gongbei Port Pipe-roofing Engineering contracted and built by the Company has already been smoothly linked up.

自主研发的世界首台永磁同步驱动盾构机下线，引领盾构驱动技术革新；自主研发出中国首台大直径铁路盾构机和双护盾硬岩 TBM，填补了国内空白。

The world's first permanent magnet synchronous driving shield tunneling machine inserting coil independently researched and developed by the Company leads the innovation of tunnel shield driving technology. China's first large-diameter railway shield tunneling machine and double-shield hard-rock tunnel boring machine (TBM) independently researched and developed by the Company filled up the domestic technological gap.

2015 年，公司承担国家 863 和科技支撑计划 4 个项目 6 个课题；277 项科技成果通过省部级鉴定和评审；获国家科学技术进步特等奖 1 项、二等奖 1 项，省部级科学技术进步奖 126 项；获国家技术发明奖 1 项；获中国优秀专利奖 3 项，授权专利 1300 项；获国家级工法 26 项，省部级工法 287 项；获省部级以上勘察设计咨询奖 191 项；获中国土木工程詹天佑奖 6 项；目前在编国家标准 7 项、行业标准 32 项、地方标准 2 项、铁路总公司标准 16 项。

In 2015, the Company undertook 4 projects and 6 subjects from national 863 and science and technology support program; 277 scientific and technological achievements passed provincial and ministerial identification and evaluation; won 1 national science and technology progress special prize and 1 second prize, 126 provincial and ministerial level scientific and technological progress prize; won 1 national technology invention award; obtained 3 Chinese outstanding patent awards and 1300 authorized patents; obtained 26 national construction methods and 287 provincial and ministerial construction methods; won 191 provincial and ministerial or above survey and design consultation awards; won 6 China civil engineering Zhan Tian You awards. Currently, 7 national standards, 32 industrial standards, 2 local standards and 16 railway corporation standards are in establishment and compilation.



案例 CASE

12 月 22 日，由中国铁建组织实施的集工程设计、装备制造和工程施工于一体，中国第一座采用全断面隧道掘进机（TBM）施工的煤矿斜井——神华神东补连塔矿 2 号副井顺利贯通。填补了中国 TBM 在长距离大坡度煤矿斜井建设领域的技术空白，开创了煤矿斜井施工新模式，是煤矿建井模式的革命性变革，验证了 TBM 施工煤矿斜井关键技术和理论，对促进中国深层煤炭资源开发具有重大意义。TBM 掘进速度是传统煤矿斜井井工法施工进度的 4-5 倍。同时，由于 TBM 掘进同步实施管片衬砌，成井质量高，设计寿命可达 70 年，矿井后期的运营及维护成本较传统工法成型的斜井下降 50% 以上，标志着中国矿用斜井设计施工与装备技术已经达到世界先进水平。

On December 22, China's first coal mine inclined shaft - Shenhua Shendong Bulianta Coal Mine Auxiliary Shaft No. 2, integrating engineering design, equipment manufacturing and engineering construction as an organic whole, organized and implemented by CRCC by adopting full face tunnel boring machine (TBM) was smoothly connected. This achievement filled up the China's technological gap in field of long-distance large-slope coal mine inclined shaft construction and initiated a new construction mode for coal mine inclined shaft. Moreover, it is a revolutionary change in the construction of coal mine shaft and has verified the key technology and theory of TBM in the construction of coal mine inclined shaft, which is of great significance to promote the development of deep coal resources in China. TBM's boring speed is 4-5 times of the construction progress of traditional shaft construction of coal mine inclined shaft. Meanwhile, because that TBM tunneling synchronously implements segmental lining, its well completion quality is quite high and the design life is up to 70 years. Later-stage mine operation and maintenance costs is decreased by more than 50% compared with the inclined shaft formed by traditional construction method, which marking that Chinese mine inclined shaft design, construction and equipment technology have reached international advanced level.



营造绿色环境 建设生态文明

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倡导绿色办公 56
Advocating Green Office

中国铁建坚持低碳环保理念，不断强化自身绿色管理，注重节能减排与环保技术应用与创新，积极探索绿色发展模式，大力推动绿色产业，提高能源资源利用率，努力构建“资源节约型、环境友好型”企业。

CRCC always adheres to the concept of low carbon and green environment, constantly intensifies its green management, attaches great importance to the application and innovation of energy saving and emission reduction and environmental protection technology, actively explores green development pattern, vigorously promote green industry, improve the utilization efficiency of energy resources and strives to build a "resource-saving and environment-friendly" enterprise.

5



重视环境保护 EMPHASIS ON ENVIRONMENTAL PROTECTION

公司坚决贯彻执行国家和地方政府环境保护法律、法规。积极采取措施严格控制施工现场扬尘污染、噪声污染、水污染、光污染、土壤污染、放射性物质污染及其他污染，自觉做好保护野生动植物和生态植被，减少对生态环境的各种不利影响，未发生任何环境污染事故。2015年，公司有19项工程被评为“全国建筑业绿色施工示范工程”。

CRCC resolutely implements the environmental protection laws and regulations under national and local government, actively takes measures to make strict control of dust pollution, noise pollution, water pollution, light pollution, soil pollution, radioactive pollution and other pollutions in the construction site and conscientiously exerts great efforts to protect wild animals and plants and ecological vegetation to reduce the adverse effects on ecological environment without any environmental pollution accident. In 2015, the Company's 19 projects were rated as "the demonstration project of green construction in national construction industry".

绿色设计 Green Design

公司严把设计环保的“源头关”，坚持将绿色理念贯穿始终，在对工程项目进行勘察设计时，根据国家环保相关政策要求，紧密结合建设项目实际特点，努力实现设计方案与自然环境和谐共生。

The company strictly enforces the "source" of environmental design, and adheres to green concept from beginning to end. When surveying and designing engineering project, the Company always closely integrates actual characteristics of construction project in accordance with the requirements of relevant national environment policy and strives to achieve the harmonious coexistence of design scheme and natural environment.

案例 CASE

中铁第一勘察设计院集团有限公司在勘察设计的黔张常铁路位于渝东南、鄂西南和湘西北三省交界的武陵山脉，沿线山高坡陡，岩溶发育，生物多样性丰富、环境敏感程度高，有6处自然保护区、4处风景名胜区和4处森林公园。为了充分

体现“预防为主、保护优先”及环境保护指导设计、施工原则，最大限度减少建设项目对沿线环境带来的负面影响，该院通过优化线路方案、探索地下水评估新模式、创新土石方调配生态等，妥善解决了自然保护区核心区、缓冲区及一级水源保护区等重大环保课题，做到工程项目设计与环境保护协调统一。

Qian Zhang Chang Railway, surveyed and designed by China Railway First Survey and Design Institute Co., Ltd., is located at Wuling Mountain where three provinces (Southeast Chongqing, Southwest Hubei and Northwest Hunan) share common boundary. The mountains and slopes along this line are high and steep. This area is a karst developed area rich in ecological biodiversity and the environmental sensitivity is high. There are 6 nature reserves, 4 scenic areas and 4 forest parks. In order to fully embody the principle of "prevention first and conservation priority" and environmental protection design and construction and reduce the negative effects of construction project on the environment along the railway line to the maximum extent, China Railway First Survey and Design Institute properly resolved the core areas, buffer areas and first-class water source conservation areas of natural reserves and other major environmental issues through optimizing route scheme, exploring new mode of groundwater assessment and innovating earthwork allocation ecology, and realized the coordination and unification of engineering project design and environmental protection.

绿色施工 Green Construction

公司遵循“树环保理念，筑绿色工程”宗旨，积极开展自然生态保护，做到环境保护与工程施工同时规划、同时施工、同时投产，实现企业与环境相荣共生、和谐发展。

CRCC always follows the tenet of "establish concept of environmental protection and build green engineering" and actively carry out natural ecology protection to realize simultaneous planning, construction and commissioning of environmental protection and engineering construction, and harmonious coexistence and development of the enterprise and environment.

案例 CASE

中铁二十局集团有限公司二公司承建的共玉高速公路项目横穿“三江源”自然保护区，项目部大打“生态牌”，强化“五不”施工原则，做到环保体系不健全不施工，保护区主体责任制度不健全不施工，环保监管人不到位不施工，植被跟进不够不施工，环保硬软件不完善不施工。通过设立废品垃圾回收站，对建筑垃圾和生活垃圾统一回收焚烧掩埋；建立专门机械维修区，防止油料和垃圾污染草场；对公路路基沿线以往破坏的草场、部分取土坑，创新实施了路基边坡生态防护草皮铺筑、三维网植草施工技术，保证了草皮在路基路堑边坡铺设时的成活率达到97%以上，做到了保护区内环境安全无污染，为青藏高原构筑了一条美丽的环保生态路。

Gong Yu Highway Project, contracted and constructed by the second company of China Railway 20th Bureau Group Co., Ltd., traverses “Sanjiangyuan” National Nature Reserve. The Project Department exerted great efforts to play “ecology card” and consolidate the “five-no” construction principle so as to realize sound construction with perfect environmental protection system, perfect reserve entity responsibility system, in-place environmental protect regulator, sufficient vegetation follow-up and perfect environmental protection hardware and software. Uniformly recycle, incinerate and bury construction waste and household waste through establishing waste recycling station. Establish special machinery maintenance area to prevent wasted oil and garbage from polluting the grassland. Innovate to implement ecological protection turf paving on roadbed side-slope and three-dimensional net grassing construction technology to previously damaged grasslands and borrow pits so as to guarantee that the survival rate of the turf paving on roadbed cutting-slope side-slope could reach more than 97%, keep environment safety and no pollution in conservation area and build beautiful and eco-friendly highway on Qinghai Tibet Plateau.



绿色采购 Green Procurement

公司大力推广绿色低碳理念，从源头上进行管控，建立了合格供应商名录，在采购过程中着重选择符合国家环保要求和能耗标准的设备和原材料。

CRCC always energetically promote green and low-carbon concept and makes strict source control. It has established a list of qualified suppliers and preferentially selects equipment and raw materials conforming to national environmental protection requirements and energy consumption standards in the process of procurement.

绿色建筑 Green Building

公司将绿色环保理念融入建筑全生命周期，通过科学的管理和技术创新，打造优质环保的绿色建筑。

CRCC always blends the concept of green environmental protection into the whole life cycle of buildings to create high-quality and green buildings through scientific management and technological innovation.

案例 CASE

中铁十八局集团有限公司迪拜公司承建的迪拜水电局汽修厂工程采用被认为是目前各类建筑环保评估、绿色建筑评估以及建筑可持续性评估标准中最完善、最有影响力的 LEED 认证标准。项目部制定专项施工方案，建立绿色管理体系，按照 LEED 认证标准严格执行，在施工期间采用了大量节能产品，加强废弃物的处理，避免污染环境。该工程获得了 LEED 绿色建筑黄金等级，成为中东地区第一组获得 LEED 金牌认证的建筑设施。

Dubai Water and Power Department Repair Plant Engineering, contracted and constructed by Dubai company of China Railway 18th Bureau Group Co., Ltd., is identified as the most perfect and influential LEED certification standard in all kinds of current building environmental protection assessments, green building assessments and building sustainability assessment standards. Project Department developed special construction program, established green management system, strictly enforced LEED certification standards, adopted a large number of energy-saving products during the construction period and strengthened the disposal of waste to avoid environment pollution. This engineering has won the gold grade of LEED green building and become the first group building facility obtaining LEED Gold Certification in the Middle East.



绿色宜居 Green and Livable

公司秉承“绿色人居”理念，在开发的建筑中，注重节能、节水、节地、节材，采用可再生能源，选择可循环利用的材料，营造美丽的居住环境，使整体建筑与环境和谐共荣。

CRCC always adheres to the “green and livable” concept, pays attention to energy conservation, water conservation, land saving and material saving in the buildings developed, adopts renewable energy, selects recyclable materials and creates beautiful living environment to realize the harmonious coexistence and common prosperity of the overall building and surrounding environment.

案例 CASE

中铁二十一局集团有限公司国际城一期项目在设计创新上崇尚生命与自然的和谐运用，打造了全国目前最大的太阳能社区，每户配备“分户式阳台壁挂太阳能热水系统”，社区内设有中水回用系统和雨水收集回用系统，实施节水灌溉。同时社区建有小学、800米风情健身步道、200米风尚林带、儿童活动场、羽毛球场、篮球场、中心操场和澳洲文化雕塑，为业主居住休闲提供便利，打造高品质的居住环境。

The first-phase project of International City, contracted and constructed by China Railway 21st Bureau Group Co., Ltd., advocates harmonious use of life and nature, has created the largest solar community in China so far and equipped with “household-type balcony wall-hanging solar water heating system” for every house. The community was equipped with intermediate water reuse system and rainwater collection and reuse system to implement water-saving irrigation. Meanwhile, this community was configured with elementary school, 800-meter-long stylish fitness footpath, 200-meter-long fashionable tree belt, children's activities field, badminton court, basketball court, center playground and Australian culture sculpture to provide convenience for the living and leisure of proprietors and create high-quality living environment.



土地资源保护 Protection of Land Resources

公司积极做好弃渣的综合利用、表土剥离与合理处置，保证施工区域生态得到及时恢复与治理。

CRCC always actively make comprehensive utilization of waste slag, topsoil stripping and reasonable disposal to guarantee the timely recovery and governance of ecology in the construction area.

案例 CASE

中铁十二局集团有限公司四公司西咸项目部坚持科技创新和绿色施工，将城市建设中的建筑垃圾、废旧玻璃、废旧轮胎等废弃物充分利用，通过建筑垃圾分离、筛选、破碎以及原料混合等新技术，采用灌砂法、降差法、弯沉测定等多种措施，实现了城市建设生态环保、循环有序的发展。路基施工以来，恢复垃圾场占用土地 220 亩，减少土地开挖面积 261 亩。

Xi'an-Xiayang Project Department, the fourth company of China Railway 12th Bureau Group Co., Ltd. adheres to science and technology innovation and green construction, makes full use of construction waste, waste glass, waste tires and other wastes in urban construction. Through construction waste separation, screening, smashing, mixing of raw materials and other new technologies, it has realized recycling and orderly development of urban ecological construction and environmental protection by adopting sand-replacement method, difference drop method, deflection measurement and various measures. Since the construction of roadbed, it has restored 220-mu land occupied by garbage dump and reduced 261-mu excavation land.

保护生物多样性 Protection of Biological Diversity

公司关注施工过程中对生物生存环境的影响，采取切实可行的有效措施，保护生物栖息地，努力把施工建设对当地生态和稀有生物种群影响降到最低。

CRCC always concerns about the effects on the living environment of biology in the process of construction, takes practical and effective measures to protect biological habitat and strives to reduce the effect of construction on local ecology and rare biological population to a minimum extent.

加强节能减排 STRENGTHEN ENERGY CONSERVATION AND EMISSION REDUCTION

公司自上而下成立了节能环保工作领导小组，实行四级管理体系，出台了节能减排管理暂行办法及考核评价实施细则，普及节能低碳知识，宣传节能减排先进典型，推广节能低碳技术和产品，狠抓节能降耗，扎实推进节能减排工作。

2015年，公司非工业万元营业收入综合能耗（可比价）为0.1026吨标煤，比2014年下降了4.82%，比2010年下降了21.14%，圆满完成了国资委下达的“十二五”节能减排指标。

CRCC has established the leading group in charge of energy conservation and environmental protection from top to bottom and implements four-level management system. It has promulgated interim measures for the management of energy conservation and emission reduction and examination assessment implementation details to popularize knowledge of low carbon and energy saving, propagandize advanced representative of energy conservation and emission reduction, promote energy-saving and low-carbon technologies and products, strictly grasp energy saving and consumption reduction and firmly push forward energy saving and emission reduction.

In 2015, the Company's comprehensive energy consumption of non-industrial ten-thousand operating revenue (comparable price) was 0.1026 tons of standard coal, reduced by 4.82% compared with 2014 and 21.14% compared with 2010, and successfully completed the 12th Five-Year energy conservation and emission targets issued by State-owned Assets Supervision and Administration Commission.

绿色宣传 Green Propaganda

大力宣传节能减排理念，以节能宣传周和全国低碳日活动为契机，精心部署，周密安排，开展了多种形式的节能减排活动，营造了节能氛围，普及了相关知识，提高了全员节约资源意识。

CRCC vigorously promotes the concept of energy conservation and emission reduction, and takes energy conservation publicity week and national low carbon day activities as opportunities to make meticulous planning and careful arrangements so as to carry out various forms of energy conservation and emission reduction activities, create the atmosphere of energy conservation, popularize relevant knowledge and enhance the all employees' awareness of resource conservation.

案例 CASE

中铁十四局集团有限公司五公司青岛蓝色硅谷项目部在全国节能宣传周活动期间，开展“携手节能低碳，共建碧水蓝天”主题活动，通过进行节能环保签字仪式，号召项目部全体员工将低碳、节能行为反映到日常生活中，从细节出发，最大限度地节约资源，减少污染，保护环境。

During the period of national energy conservation publicity week activity, Qingdao Blue Silicon Valley Project Department of the fifth company of China Railway 14th Bureau Group Co., Ltd. carried out activity with "low carbon and energy saving go hand in hand and build blue water and sky" as the theme. Through the signing ceremony of energy conservation and environmental protection, this activity aimed to call for all the staff of Project Department to reflect low carbon and energy conservation behaviors in their daily lives and start from the details to maximize resources conservation, pollution reduction and environmental protection.



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，加强技术改造与革新，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。

CRCC constantly increases investment in energy conservation and emission reduction and technology breakthrough, strengthens technical transformation and innovation and strives to elevate its management level so as to reduce energy consumption and improve comprehensive utilization efficiency of resources.

案例 CASE

中铁上海设计院集团有限公司在成都地铁10号线一期工程设计中采用了中压逆变回馈装置，经估算，中压逆变回馈装置运行初期每年可节约用电约147万度，合计115万元。通过充分利用电网的负载容量，实现了列车制动电能的全吸收。

CRCC Shanghai Design Institute Group Co., Ltd. adopted medium-voltage inversion feedback device in the design of the first-phase engineering of Chengdu Metro Line 10. It's estimated that medium-voltage inversion feedback device can save 1.47 million kilowatt hours of electrical energy in its initial operating stage each year, accounting for a total of RMB 1.15 million. Full absorption of train braking electric energy was realized by making full use of the load capacity of power grid.

降低排放 Emission Reduction

公司积极调整产业结构,淘汰落后产能,加强“三废”综合治理,改造落后生产设备和施工工艺,推广应用新技术、新工艺、新设备、新材料,提高能源利用率。2015年,共购置各类设备14285台(套),报废设备4015台(套)。

CRCC actively adjusted its industrial structure, eliminated backward production capacity and strengthened comprehensive management of “three wastes” to transform backward production equipment and construction technology, promote the application of new technologies, new processes, new equipment and new materials and improve the utilization efficiency of energy. In 2015, a total of 14285 sets of various-type equipment were purchased and 4015 sets of equipment were scrapped.

案例 CASE

中国铁建高新装备股份有限公司瑞维通公司南方修理基地累计投资90万元,新建了清洗机车废水处理站,通过采用具有处理时间短、体积小、污泥不需回流也不膨胀,耗电小等优点的接触氧化法新工艺,提高了污水净化效果,保证了出水稳定且水质良好,降低了能源消耗,实现了自循环、再利用、零排放的目标。

Southern Repair Base of Rui Wei Tong company of China Railway Construction High-Tech Equipment Co., Ltd. made a total investment of RMB 900,000 to build a new locomotive-cleaning wastewater treatment station. Through adopting contact oxidation process, which has the advantages of short processing time, small volume, no sludge reflux and expansion and little power consumption, the effect of sewage purification was greatly improved to guarantee stable effluent and good water quality, reduce the consumption of energy and realize the objective of self-circulation, reuse and zero emission.

建筑垃圾处理 Disposal of Construction Waste

公司在工程施工中,积极采取有效措施,加强对施工建筑垃圾的现场处置,重新利用,取得了良好的经济效益。

CRCC actively takes effective measures to strengthen the on-site disposal of construction wastes in project construction and re-use them, and has achieved good economic benefits.

案例 CASE

中铁建设集团有限公司龙光国际工程项目部建成一套建筑余料回收再利用系统,在结构主体内安装建筑垃圾垂直运输管道,将施工过程中产生的混凝土、砂浆废料通过管道运输至废料收集地点,采用破碎机粉碎废料,并把粉煤灰、电石渣等辅料按照一定比例混合、搅拌,最后将拌合物送入制砖机,挤压成型。砌块用于临时设施砌筑使用,该系统建成后已实现粉碎废混凝土块、碎砖块等近2000吨,节约垃圾外运费约10余万元,基本实现了建筑余料“零”排放。

Long Guang International Engineering Project Department of China Railway Construction Group Co., Ltd. constructed a set of construction waste recycling and reusing system. It installed vertical construction waste transport pipeline in the main structure to transport the concrete, mortar and waste generated in the process of construction to garbage collection site through the pipeline and scrape them with crushing machine. Then mix and stir coal ash, calcium carbide residue and other excipients according to a certain proportion. Finally, deliver the mixture into brick making machine for extrusion molding. The blocks were used to build temporary facilities. After the completion of this system, nearly 2000 tons of waste concrete blocks and broken bricks were crushed and over RMB 100 thousand for garbage transport was saved. It has basically realized “zero” construction waste emission.

倡导绿色办公 ADVOCATING GREEN OFFICE

公司倡导绿色低碳生活方式,合理使用资源,保护资源环境,从点滴入手,从身边事做起,全面实行绿色办公。

CRCC always advocates green and low-carbon lifestyle, makes rational use of resources, protect resource and environment, and makes something great from the small things around to make the full implementation of green office.

- 实行无纸化办公,减少纸质文件打印;
 - Implement paperless office and reduce the printing of paper files;
- 节约纸张,各类打印材料均使用双面打印;
 - Reduce papers and make double-sided printing of all kinds of printing materials;
- 对计算机、打印机、复印机、空调等办公设备加强用电管理,避免长时间待机;
 - Strengthen the management of power consumption by computer, printer, copy machine, air conditioning and other office equipment and avoid long standby time;
- 设置回收箱,将废旧硒鼓、墨盒、电池、纸张等进行回收,集中处理;
 - Set up recycling bins to recycle wasted selenium drum, ink box, battery and paper and make centralized disposal.
- 办公室、会议室、楼梯、走廊、卫生间等区域场所采用节能型灯具照明;
 - Offices, meeting rooms, stairs, corridors, bathrooms and other areas use energy-saving lamps and lights for illumination;
- 加强用水设备的日常管理,防止“跑、冒、滴、漏”现象的发生。
 - Strengthen daily management of water equipment and prevent the occurrence of “running, emitting, dripping and draining water”.

携手员工发展 提升幸福指数

EMPLOYEES' DEVELOPMENT GOES HAND
IN HAND WITH THEIR HAPPINESS INDEXES

员工队伍情况	59
Employees Information	
保障员工权益	61
Safeguard Employees' Rights and Interests	
关注员工成长	63
Concern for Employees' Growth	
提升民主管理	65
Enhance Democratic Management	
加大关爱帮扶	68
Giving More Care and Assistance	
推进企业文化	72
Promoting Enterprise Culture	

中国铁建重视与员工共同发展，建立人尽其才、才尽其用的用人机制，加强民主管理，保障员工权益，关爱帮扶员工，不断提升员工幸福指数。

CRCC attaches great importance to make common development of the Company and its employees and has established the employment mechanism to make the best possible use of talents. Moreover, it strengthens democratic management, safeguard employees' rights and interests, concerns and assists employees, and constantly improves employees' happiness index.

6



员工队伍情况 EMPLOYEES INFORMATION

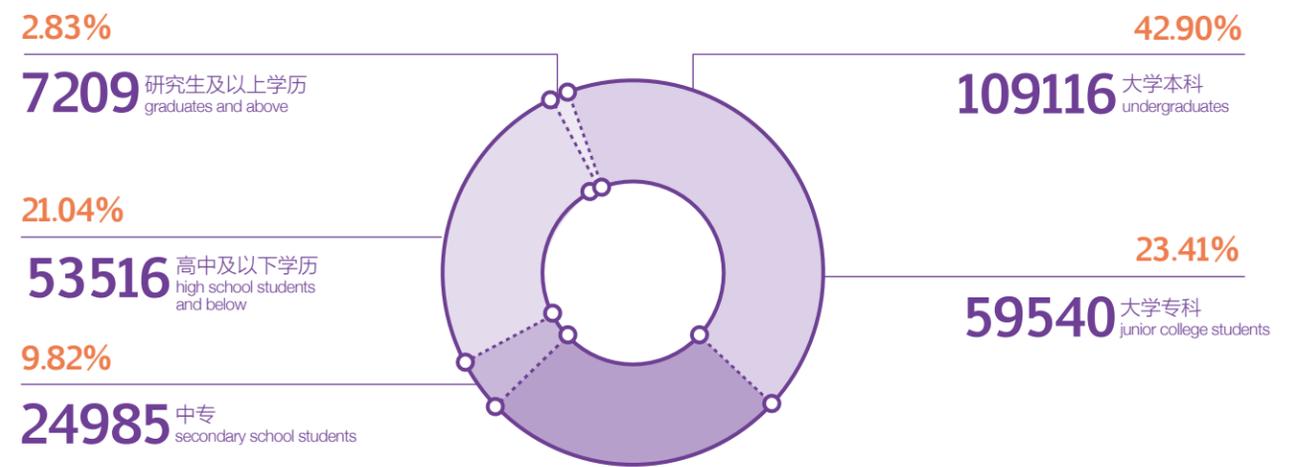
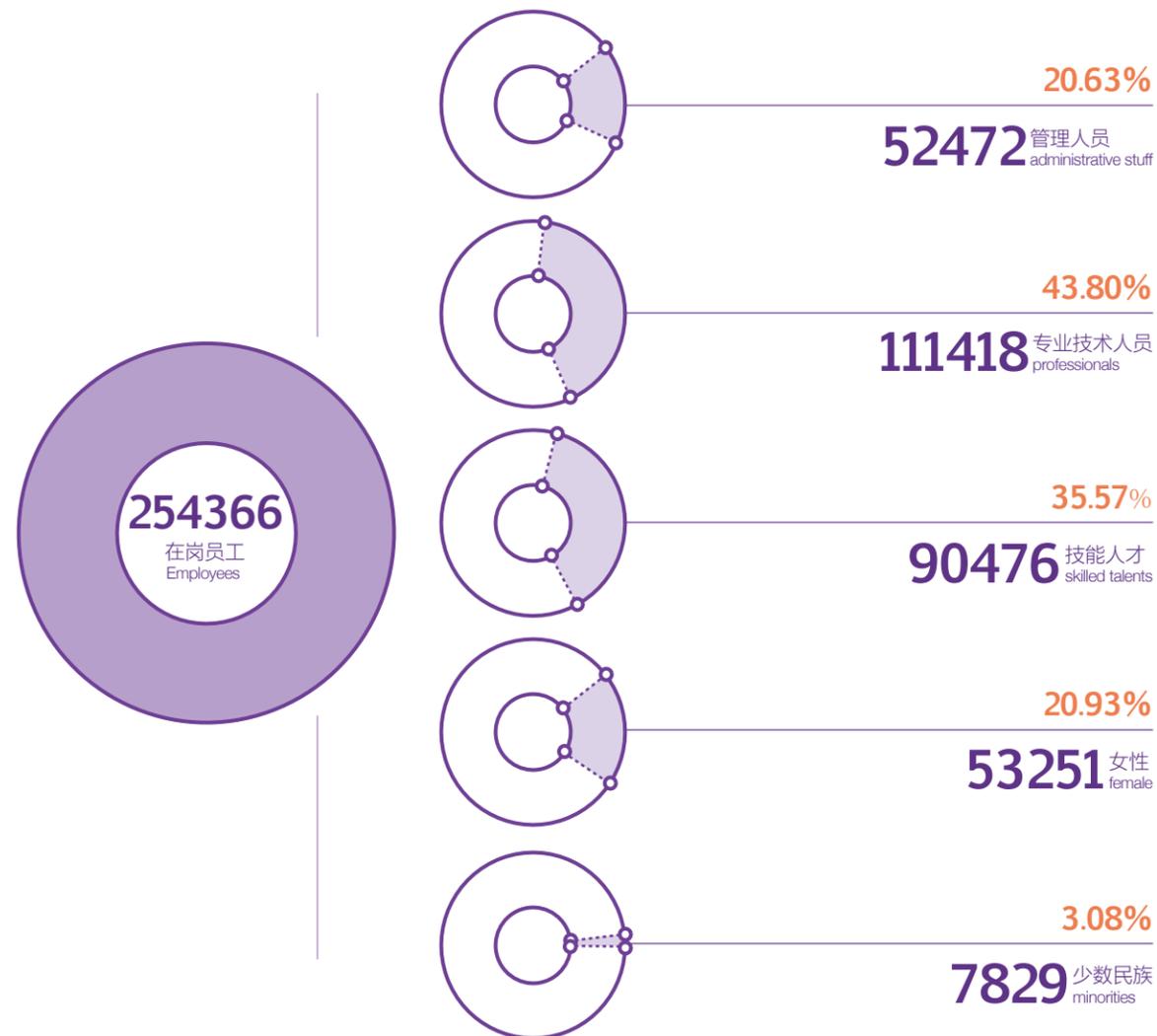
基本概况 Introductions

员工数量: 截至 2015 年 12 月 31 日, 公司在岗员工为 254366 人。其中管理人员 52472 人, 占 20.63%; 专业技术人才 111418 人, 占 43.80%; 技能人才 90476 人, 占 35.57%。各类人员中, 女性员工 53251 人, 占 20.93%; 少数民族 7829 人, 占 3.08%。

Number of employees: Up to December 31, 2015, the Company had a total of 254,366 on-the-job employees, of which 52,472 employees were management staff, accounting for 20.63%; 111,418 employees were professional and technical staff, accounting for 43.80% and 90,476 employees were skilled talents, accounting for 35.57%. In all the employees, 53,251 were female, accounting for 20.93%; 7,829 employees were minorities, accounting for 3.08%.

学历结构: 研究生及以上学历 7209 人, 占 2.83%; 大学本科 109116 人, 占 42.90%; 大学专科 59540 人, 占 23.41%; 中专 24985 人, 占 9.82%; 高中及以下 53516 人, 占 21.04%。

Educational background structure: 7,209 postgraduates and above certificate, accounting for 2.83%; 109,116 university graduates, accounting for 42.90%; 59,540 junior college graduates, accounting for 23.41%; 24,985 technical secondary school graduates, accounting for 9.82%; 53,516 senior high school graduates and below, accounting for 21.04%.



保障员工权益 SAFEGUARD EMPLOYEES' RIGHTS AND INTERESTS

公司严格遵守《中华人民共和国劳动法》、《中华人民共和国劳动合同法》，依法与员工签订劳动合同，享受各项福利，关注员工心理健康，建立了员工诉求表达机制，全方位维护员工合法权益不容侵犯。

CRCC strictly obeys the Labor Law and the Labor Contract Law of People's Republic of China, and signs labor contracts with employees pursuant to the law to let employees enjoy various welfares and benefits and care for employees' psychological health. CRCC has established the mechanism for employees to express their demands and comprehensively safeguard employees' inviolable legitimate rights and interests.

劳动合同 Labor Contract

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。2015年，员工劳动合同签订率近100%。

CRCC always pursues for the labor employment policy of equality between men and women, equal pay for equal work and non-discrimination pursuant to labor laws and regulations, prohibits the employment of child labor and objects prohibiting the use of child labor. In 2015, CRCC's labor contract signing rate was nearly 100%.

薪酬福利 Salary and Welfare

公司实行工效挂钩的效益工资制，为员工提供具有行业、地区竞争力的薪酬福利，同时建立了员工分享经营成果机制。及时为员工缴纳各项社会保险，社会保险覆盖率100%，建立完善了企业年金和补充医疗保险，员工享受带薪休假、婚假、丧假、产假等福利。

CRCC implements achievements-based salary system (link pay to performance) to provide the salary and welfare of industrial and regional competitiveness meanwhile establishing the mechanism for employees to share their operating results. CRCC always pays various social insurances for employees in a timely manner and its social insurance coverage rate is 100%. It has established perfect enterprise annuity and supplementary medical insurance so that employees can enjoy paid leave, marriage leave, funeral leave, maternity leave and other benefits.

职业健康 Occupational Health

公司建立健全职业健康安全管理体系，并严格按管理体系的要求，逐级落实职业健康安全措施，切实保障员工的身体健康。建立了员工体检制度及职业健康档案，定期为员工进行职业健康检查。加强职业健康知识培训，采用有利于防治职业病和员工健康的防护设施，并为员工及时配发职业病防护用品。

CRCC has established and perfected the occupational health and safety management system, and implements occupational health and safety measures step by step to effectively protect employees' health in strict accordance with the management system. CRCC has established employees' physical examination system and occupational health records to carry out regular occupational health examination for employees. CRCC always enhances the training of occupational health knowledge, takes the protective measures conducive to the prevention and treatment of occupational diseases and employees' health, and allots occupational disease prevention products to employees in a timely manner.

案例 CASE

中铁二十局集团有限公司以“职业病防治法宣传周”活动为契机，广泛开展了职业病防治法和职业健康知识普及活动，先后通过宣传横幅、标语、印发宣传知识资料、板报和专栏、职业健康培训等形式，全面提高广大员工自我防护的意识和能力。

China Railway 20th Bureau Group Co., Ltd. took the activity of "Publicity Week of Law on Occupational Disease Prevention" as the opportunity to widely carry out popularization activity of Law on Occupational Disease Prevention and occupational health knowledge and has comprehensively improved the general staff's self-protection awareness and ability successively through promotional banners, posters, printing publicity information brochure, blackboard newspaper and special column, occupational health training and other forms.

诉求渠道 Demand Channels

公司不断完善劳动关系协调机制，加强了法律监督员和劳动争议调解员队伍建设，及时做好劳动争议矛盾纠纷。大力推广工会主席接待日、电话热线和联系制度，密切关注网络舆情。开展员工问卷调查，了解员工思想动态，倾听员工心声，征求员工合理化建议，努力解决员工反映的合理诉求。

CRCC constantly improves and perfects its labor relation coordination mechanism and strengthens the construction of legal supervisors and labor dispute mediators so as to solve labor disputes in a timely manner; vigorously promotes the union chairman reception day, telephone hotline and contact system and pays close attention to online public opinions; carries out employee questionnaire survey to know employees' ideological trends, listen to the voice of employees, seek for employees' reasonable suggestions and strive to solve employees' reasonable demands.

案例 CASE

中铁十一局集团有限公司四公司出台了听取员工意见和诉求实施办法，明确了员工诉求的表达渠道和解决途径。日常工作中及时处理员工来电来函和劳动争议事件，每个季度通过季度报表了解员工工资发放和困难员工诉求等情况，为员工解决实际问题，维护员工的合法权益，促进了企业劳动关系的和谐。

The fourth company of China Railway 11th Bureau Group Co., Ltd. has launched the measures to listen to the opinions and demands of employees to clearly define the channels and solutions for employees to express their demands. In daily work, the fourth company always disposes employees' calls and letters and labor disputes in a timely manner, and knows employees' salary payments and demands of employees in difficulty through quarterly statement so as to solve employees' practical problems, safeguard employees' legitimate rights and interests and promote harmonious enterprise labor relation.

关注员工成长 CONCERN FOR EMPLOYEES' GROWTH

公司深入实施“人才强企”战略，加强人才队伍建设，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。

CRCC always deeply implements the strategy of "Strengthening Enterprise by Exploiting Talents", strengthens the construction of talent team, actively creates a favorable atmosphere of respecting knowledge and talents, constantly perfects its talents training mechanism, guides talents with correct value and creates talents by career development.

员工职业发展 Employee's Professional Development

公司切实关心员工的成长，拓宽员工发展通道，努力营造公平公正、蓬勃向上的工作氛围，激发各类人才的创造力，实现员工的个人价值。

2015年，有6人被评为全国劳动模范，5人获得全国五一劳动奖章，107人获得火车头奖章，3人获得中央企业职工技能大赛金奖、5人获得银奖，2名青年获团中央表彰。

CRCC earnestly concerns employees' growth, broadens employees' development channel and strives to create a fair and impartial, and vigorous working atmosphere to stimulate the creativity of all kinds of talents and realize employees' personal values.

In 2015, 6 employees were awarded as National Model Workers, 5 employees won May 1st National Labor Medal, 107 employees won Locomotive Medal, 3 employees won the Gold Award at Skill Contest of Central Enterprises' Employees, 5 employees won the Silver Award and 2 young employees won the commend of Central Youth League.

案例 CASE

由国务院国资委、人力资源和社会保障部共同举办的“2015年中国技能大赛——中央企业职工技能大赛工程测量工决赛”中，中国铁建荣获金奖3个、银奖5个、铜奖1个，并荣获大赛优秀组织奖。

In "2015 Chinese Skill Competition - Engineering Surveying Workers' Final Match of Central Enterprises Employees' Skill Competition", co-hosted by State Council, SASAC and the Ministry of Human Resources and Social Security, CRCC won 3 gold awards, 5 silver awards and 1 bronze award and was honored to win Excellent Organization Award of the Competition.



员工职业培训 Employee's Professional Training

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，丰富教育培训形式，开展多层次、多类别、多专业的培训，增强员工业务能力，提高员工综合素质，打造一支高素质、专业化的员工队伍。

2015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228328人次。其中，企业领导干部2076人次，经营管理人员25830人次，专业技术人员140674人次，党群管理人员28243人次，技能员工31505人次。

CRCC always attaches great importance to employee training, and takes it as the focus of basic management and talent development. It constantly enriches the forms of education and training, carries out multi-level, multi-class and multi-profession training, enhances employee's professional capacity and improves employee's overall quality to build a team of high-quality and professional staff.

In 2015, CRCC implemented five trainings for "enterprise leading staff, operation and management staff, professional and technical staff, party management staff and skill staff" and trained the employees for 228,328 person-times, including 2,076 person-time training of enterprise leading staff, 25,830 person-time training of operation and management staff, 140,674 person-time training of professional and technical staff, 28,243 person-time training of party management staff and 31,505 person-time training of skill staff.

提升民主管理 ENHANCE DEMOCRATIC MANAGEMENT

公司坚持和完善以职代会为基本形式的民主管理制度，所属二级单位职代会建制率、召开率均保持100%。各单位职代会规范有序，已经成为深化民主管理，推动企业依法、民主、科学决策的重要平台。

CRCC always adheres to and perfects the democratic management system with the congress of staff and workers as the basic form, and the establishment rate and convene rate of the congress of staff and workers its subordinate secondary units all remain at 100%. The congress of staff and workers of all units are standardized and orderly and has become an important platform to deepen democratic management and promote the enterprise's democratic and scientific decision according to law.

案例 CASE

中铁十二局集团有限公司引导员工珍惜权利，积极参与民主管理。开展优秀提案评选活动，鼓励员工为企业发展建言献策，奉献才智，提高了提案质量。组织有关部门或单位对提案分类研究并及时进行答复，推动了提案的全面落实。

China Railway 12th Bureau Group Co., Ltd. always guides its employees to cherish their rights and actively participate in democratic management. It frequently carries out excellent proposal selection activities and encourages employees to offer advice and suggestions to the development of the enterprise so as to improve the quality of proposals. Moreover, organize relevant departments or units to classify and study these proposals and give timely replies to promote the full implementation of the proposal.

深化企务公开 Deepening Enterprise Management Transparency

公司不断创新企务公开形式、丰富公开内容、拓宽公开载体，对生产经营的突出问题推进重点公开，对企业运行中的关键环节实施过程公开，对员工最关注、最直接、最现实的利益问题强化热点公开，保证了企务公开的效果，提升了民主监督力度。

CRCC constantly innovates the forms of enterprise management transparency, enriches opening contents and broadens opening carriers to boost the key opening of prominent issues in production and business operation, the opening of implementation process of key links in enterprise operation and the opening of the strengthening hot spots of the most direct and realistic interests issues that employees are most concerned about, which guaranteed the effect of enterprise management transparency and enhanced the dynamics of democratic supervision.

案例 CASE

中铁二十五局集团有限公司深化企务公开，保障员工的知情权、参与权和监督权。凡是企业重大决策问题、生产经营管理的重要问题、涉及员工切身利益的问题，以及与领导班子和党风廉政建设密切相关的问题等，都以不同形式、不同层面，通过职代会、办公会、企务公开栏、报纸刊物、文件信息、办公系统、公司网站等多渠道向员工公开。通过企务公开，消除了员工的疑虑，架起了员工与领导沟通的“连心桥”，在构建和谐企业建设中起到了重要作用。

China Railway 25th Bureau Group Co., Ltd. constantly deepens the transparency of enterprise management to safeguard employees' rights to know, right to participate and right to supervise. It always opens the enterprise's major policy decisions, important issues of operation and management, issues involving the vital interests of employees and issues in close relation with leading group and the construction of ethical Party and Government to employees through various-form and multi-level congress of staff and workers, office meeting, public board on corporate information, newspapers and magazines, file information, office system, company website and other various channels. Enterprise management transparency dispels employees' doubts, builds a "heart-to-heart bridge" for the communications between employees and the leaders, and plays very important role in the construction of harmonious enterprise.

落实集体协商 Implementing Collective Consultation

公司各级严格落实集体协商机制，以集体合同和工资集体协商协议签订为抓手，规范签订程序，加大执行考核力度，维护集体合同、工资集体协商的法律效力，保障了广大员工的劳动权益。

CRCC strictly implements collective consultation mechanism at all levels, takes the signing of collective contract and the agreement of collective consultation on wages as hand grab, standardizes the signing procedure and increases the implementation of assessment to safeguard the legal force of collective contract and collective consultation on wages as well as the labor rights and interests of the majority of employees.

案例 CASE

中铁十六局集团有限公司全面推行领导责任、分级履行、双重考核和奖罚等一整套有效履行集体合同的机制，推动对所属单位履行集体合同情况开展了全面评比，共发放奖金 100 多万元。同时还将员工工资逐年增长、按时足额支付、控制员工待岗率、规范足额缴纳社会保险金作为四项硬指标，纳入企业各级经营责任目标考核体系之中，进行双重考核和奖罚。全年过半数子公司工资递增 20% 以上，受到了广大员工的热烈欢迎。

China Railway 16th Bureau Group Co., Ltd. fully implements a full set of mechanism on effective implementation of collective contract covering leadership responsibility, classification performance and double assessment and rewards punishments, promotes the comprehensive assessment on the fulfillment performance of subordinate units and contributes a total of over RMB 1 million as bonus. Meanwhile, it takes employees' year-by-year increase in wages, timely and full salary payments, the control of employee awaiting job assignment rate and the specification of full payment of social insurance as four hard indexes and incorporates them into the management responsibility target assessment system of all levels of the enterprise to make double assessments, rewards and punishments. During the whole year, more than half of subsidiary companies' salary progressively increased by over 20% and was warmly welcomed by the majority of employees.

加大关爱帮扶 GIVING MORE CARE AND ASSISTANCE

公司把关爱困难员工作为构建和谐企业的一项重要工作，围绕“服务基层、服务一线、服务员工”的宗旨，不断加大帮扶力度，采取多种形式进行帮扶，努力做到困难员工“家家有人管、户户有人帮”的局面。

CRCC always regards giving more care and assistance to difficult employees as an important work in the construction of harmonious enterprise. Centering around the tenet of "serve the grassroots level, serve the frontline staff and serve all employees", CRCC constantly increase the assistance, takes various forms of assistance and strives to achieve the result that "the enterprise takes good care of every difficult employee's family and gives assistance to every difficult employee's family".

困难员工帮扶 Helping Employees in Difficulty

公司不断加大对困难员工特别是特困重病员工、家庭受灾员工的帮扶救助力度。利用送温暖、金秋助学、日常慰问等活动，切实解决员工生活、就医、子女上学等实际困难。2015 年共筹集送温暖资金 6979 万元，慰问困难员工家庭 17619 户，慰问劳模先进、一线员工、离退休员工和农民工共计 59134 人次。

CRCC constantly increases the assistance and relief to employees in difficulty, especially poor and sick employees and families afflicted disaster. By delivering warmth, campaign of golden autumn assistantship, daily condolences and other activities, CRCC effectively resolved the difficulties in employees' life such as medical care, children education and other practical issues. In 2015, CRCC raised and delivered RMB 69,79 million warmth funds, gave condolences to 17,619 employees in difficulty and paid visits to a total of 59,134 advanced model workers, front-line staff, retired staff and peasant workers.

案例 CASE

中铁二十局集团有限公司一公司采取送温暖小组分片包点方式，筹集资金 45.08 万元，对 237 名困难员工、烈士遗属和 330 名离退休老员工进行了慰问走访，做到了人到、钱到、物到、情到，切实把企业的温暖送到了员工心坎上。在“双节”期间，公司送温暖活动领导小组成员分别采取电话、走访等形式，面对面、心与心的与帮扶员工沟通交流，力所能及地帮助他们解决衣食住行、子女上学、治病就医等实际困难和问题，实现了对建档困难员工走访慰问和帮扶救助的“全覆盖、不遗漏”。

The first company of China Railway 20th Bureau Group Co., Ltd. takes the measure of delivering warmth by teams and by locations, and has raised RMB 450.8 thousand to visit and give condolences to 237 employees in difficulty, families of martyrs and 330 retired staff. It effectively did well in delivering money, goods and warmth to employees. During the festivals, the Company organized leading team to deliver warmth and its members did all they could do to assist difficult employees to solve the basic necessities of life, issues like children attending school, medical treatment and other practical difficulties and problems respectively through phone calls, visits and other forms of face-to-face, heart-to-heart and helpful communications with the assisted employees and realized "full coverage and no omission" visits, condolences, assistance and relief to employees with difficulty.

关心女员工 Caring for Female Employees

公司以维护女员工合法权益及特殊权益工作为重点,不断改善女员工的工作环境,提供女员工与男员工平等的职业发展平台,全面实行女员工权益保护专项集体合同,落实女员工孕期、产期、哺乳期休假的权利。

CRCC always takes safeguarding the legitimate rights and interests as well as special rights and interests of female employees as the focus of work, constantly improve the working environment for female employees, provides equal platform for the career development of female employees and male employees, fully implements special collective contract for the protection of female employees' rights and interests and ascertains female employees' rights for pregnancy, maternity leave and lactation period vacation.

案例 CASE

中铁十八局集团有限公司经职代会审议通过提高女员工卫生费发放标准,实现了女员工卫生费每人每月 50 元,全年女员工卫生费发放率为 100%。在常规体检的基础上,增加了女员工妇科专项体检,并积极开展“爱健康、爱未来”知识宣讲、“中老年女性健康知识讲座”等活动,切实关心女员工身心健康。开展了征集困难女员工“微心愿”活动,共计拨款 8.94 万元,助力实现 43 名困难女员工的夙愿,此活动先后在《工人日报》、《天津工人报》等多家报纸、网站上进行刊登。

The congress of staff and workers of China Railway 18th Bureau Group Co., Ltd. has deliberated and passed the pension standard to increase female employees' health fees and settled at 50 yuan per person per month for female employee's health fee with 100% annual payment rate for female employee's health fee. On the basis of routine physical examination, gynecological special examination was added for female employees. The congress also actively carried out the knowledge propaganda of "love health, love future", "health knowledge lectures for middle and old aged women" and other activities to care for physical and mental health of female employees. Moreover, it carried out the activity of collecting the "tiny wish" of female employees in difficulty and has raised a total of RMB 89.4 thousand to help 43 female employees in difficulty. This activity was successively published in Workers' Daily, Tianjin Workers Newspaper and other newspapers and web sites.



关爱农民工 Caring for Peasant Workers

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”,解决农民工实际困难,让农民工共享企业发展成果,有效保障农民工合法权益。

CRCC always promotes the mechanism construction for peasant workers' legitimate rights and interests and also provides various training for peasant workers, seriously implement the "five-sameness (both peasant workers and regular staff have the same life, study, work, remuneration and management) management", and solve the practical problems of peasant workers so that they can share the development fruits of the enterprise and their legitimate rights and interests can be effective protected.

案例 CASE

中铁十五局集团有限公司七公司贵阳轨道交通 1 号线项目部将农民工工资发放作为重点,通过优化创新农民工工资发放模式,采取行之有效的措施,以“一人一合同、一人一卡一册、工资确认、银行划转、发放到人”的工资发放方式,使农民工清楚了解自己的工资状况,并及时、足额领取到本人工资,从源头上解决了农民工工资发放问题。切实维护农民工权益,有效防范劳务用工风险,得到了广大农民工的点赞。

Project Management Headquarters of Guiyang Rail Transit Line 1 of the seventh company of China Railway 15th Bureau Group Co., Ltd. always regards the payment of peasant workers' wages as the focus of work and has taken effective measures to make peasant workers clearly know their wages and receive their wages in a timely and full manner through the wage payment mode of "one contract for one peasant worker, one card for one peasant worker, wage confirmation, bank transfer and payment to peasant workers" by optimizing and innovating peasant workers' wages payment mode, which solved the problem of peasant workers' wages issue from the source. Project Management Headquarters effectively safeguarded the rights and interests of peasant workers and effectively prevented the labor employment risks, which won great praise from the majority of peasant workers.



工作生活平衡 Balancing Work and Life

公司注重员工工作生活平衡，通过开展形式多样、内容丰富、注重实效的文体活动，丰富了员工业余文化生活，增强了企业的凝聚力和向心力，促进了企业和谐发展。

CRCC always pays much attention to the balance of employee's work and life, and carries out various forms, content-rich and pragmatic recreational and sports activities to enrich employees' spare-time cultural life, enhance the enterprise's cohesive force and centripetal force and promote the enterprise's harmonious development.

案例 CASE

为增强广大员工身体素质，提高工作效率，营造积极向上、健康文明的工作生活环境，中国铁建工会首次策划了项目式、订单式、普惠式的体育赛事活动——“中国铁建一起走”系列活动。活动内容包括专业体育公司为中国铁建量身打造的《自豪的建设者》手杖操、持杖行走5公里竞赛以及平板支撑、不倒的森林、动力火车和四方拔河等趣味体育比赛活动，历经七个月，以长沙、上海、太原、天津四大片区为基站，依次分培训、大区赛、网络赛及展演四个阶段进行，对促进广大员工身体素质的提高起到了积极推动作用。

In order to improve staff's physical fitness and their work efficiency and create a positive, civilized and healthy working and living environment, the Labor Union of CRCC organized the first customized all-round sports event "Going with CRCC" series of activities. The content of this activity covered hand stick exercises- Proud Constructor tailored by professional sports club, 5km race walk with hand stick, and other fun sports competitions as slab support, indestructible forest, power train, square tug, etc. With four major cities including Changsha, Shanghai, Taiyuan and Tianjin as base stations, this activity lasted for seven months, including four phases, namely, training, regional competition, network competition and show performance, and played an active role to promote the improvement of the physical fitness of the general staff.



推进企业文化 PROMOTING ENTERPRISE CULTURE

公司持续推进企业文化建设，大力弘扬“逢山凿路、遇水架桥”、攻坚克难、令行禁止的铁道兵优良作风，大力弘扬不畏艰险、勇攀高峰、领先行业、创誉中外的企业精神，努力打造中国铁建优秀企业文化。

CRCC constantly promotes the construction of enterprise culture, vigorously carries forward the fine work style of Railway Corps which is "building roads through mountains and building bridges above rivers", assaulting fortified positions and tackling tough difficulties and upholding the enterprise's spirit of fearless of danger and difficulty, conquering the mountain peak, leading the industry and creating good reputation at home and broad and strives to build excellent CRCC enterprise culture.

案例 CASE

作为红色文化的传播平台，铁道兵纪念馆接待了包括来自美国、俄罗斯、澳大利亚等30多个国内外团体在内的21000多参观者。北京十一学校、总政玉泉路老干部管理局、海淀区中关村学院(海淀职工大学)分别在铁道兵纪念馆建立了学生社会实践基地、军史教育基地、校外教育基地，在社会上产生了良好影响，弘扬了企业传统文化，提升了企业美誉度。

As the communication platform of red culture, the Memorial Hall of Railway Corps has received over 21,000 visitors from more than 30 domestic and foreign bodies including those from the United States, Russia and Australia. Beijing No. 11 School, Veteran Cadres Administration Bureau of the General Political Department (at Yuquan Road) and Haidian District Zhongguancun College (also known as Haidian University of Employees) have respectively established students' social practice base, military history education base and off-campus education base at the Memorial Hall of Railway Corps not only had produced a good effect in the society, but also carried forward traditional enterprise culture and improved enterprise reputation.



履行社会责任 共筑美好家园

PERFORM SOCIAL RESPONSIBILITIES AND
BUILD BEAUTIFUL HOMES TOGETHER

支持社会公益 Supporting Social Welfare	75
投身抢险救灾 Devoted to Rescue and Relief	81
全球企业公民 Global Corporate Citizen	84
带动社会就业 Promoting Social Employment	88

中国铁建重视企业社会价值的体现，把为创造社会繁荣作为履行社会责任的一种承诺，以自身的发展影响带动地方经济，建设美好家园。

CRCC always attaches great importance to embody its enterprise society value, takes creating social prosperity as a commitment to fulfill social responsibilities and drives local economy with the influence of its own development to build beautiful homes.



7

支持社会公益 Supporting Social Welfare

公司在努力发展自身经济的同时，积极参加对口扶贫、爱心助学、社区共建等活动，以实际行动支持社会公益。

CRCC also actively participates in targeted-poverty alleviation, education aid, construction of harmonious community and other activities to support social welfare undertakings with practical actions while striving to develop its economy.

对口扶贫 Targeted Poverty Alleviation

公司遵循“政府主导、量力而行、发挥优势、注重实效”的工作方针，目前共派出6名定点扶贫与援疆、援藏、援青干部，分任河北、西藏、青海、新疆4地6县区挂职领导，协调落实重大项目、发展特色支柱产业、帮助农民脱贫致富和改善生产生活条件等方面提供了富有实效的帮扶，全年共推进援助项目20余个，直接投入资金300万元，间接引进资金1000余万元。

CRCC adheres to the work principle of “government leadership, act according to its ability, exploit its advantages to the full and focus on practical results”. Up to now, it has dispatched 6 leaders in charge of fixed-point poverty alleviation, aiding Xinjiang, aiding Tibet and aiding Qinghai to act as the temporary leaders of 4 places and 6 counties in Hebei, Tibet, Qinghai and Xinjiang so as to provide effective supports to coordinate and implement major projects, develop characteristic pillar industries, help farmers out of poverty and get rich, improve production and living conditions. During the whole year, a total of more than 20 aid projects were carried forward with RMB 3 million direct investment capital and over RMB 10 million indirectly introduced investment.

案例 CASE

中铁二十局集团有限公司为帮扶对象陕西省宁陕县广货街五台村提供扶贫资金15万元，用于维修自来水设施解决50户140余人安全饮水问题，新修便民桥1座，防洪渠1处，切实为村民解决了实际问题，得到了陕西省扶贫办的高度评价。

China Railway 20th Bureau Group Co., Ltd. offered RMB 150 thousand poverty alleviation fund to the aiding targets of Wutai Village, Guanghuo Street, Ningshan County in Shaanxi Province for repairing running water facilities to solve safe drinking water problem of over 140 people of 50 households, building 1 bridge for the convenience of people and 1 flood control channel. This deed effectively solved villagers' practical problems and won high praise from Shaanxi Provincial Poverty Relief Office.

案例 CASE

中铁二十一局集团有限公司为对口帮扶的甘肃省会宁县中川镇中川村、翟家所乡焦家河村两个贫困村，投入资金160万元，先后为中川村移民安居点硬化巷道、安装路灯，为焦家河村修建道路，改善了当地村民的出行环境，得到了当地村民的一致好评。

China Railway 21st Bureau Group Co., Ltd. invested RMB 1.6 million to assist two poor villages, Zhongchuan Village of Zhongchuan Town (in Huining County, Gansu Province) and Jiaojiahe Village of Zhajiasuo Town, and successively hardened roadway and installed streetlights for the resident points of migrants from Zhongchuan Village, and built roads for Jiaojiahe Village to improve the travel environment of local villagers. This deed received unanimous praise from local villagers.



爱心助学 Student Education Fund

公司始终关注贫困地区青少年教育事业，通过捐资助学，为改善贫困地区青少年教育事业奉献一份爱心。

CRCC always pays much attention to education cause of teenagers in poor areas and devotes to dedicating love and kindness for the improvement of adolescent education in poor areas through donations.

案例 CASE

中铁二十五局集团有限公司五公司联合青岛电视台、青岛红十字协会共同发起了“温暖青川线”爱心捐助活动，广大员工将家中的旧衣物、棉被和玩具共计700余件，通过青岛红十字协会捐献给四川康定山区的孩子们。

China Railway 25th Bureau Group Co., Ltd., together with Qingdao Television Station and Qingdao Red Cross Association, initiated the love donation activity - “Warming Qinghai-Sichuan Line”. A great many of employees donated more than 700 pieces of old clothes, blankets and toys to the children in the mountainous area of Kangding, Sichuan through Qingdao Red Cross Association.

案例 CASE

中铁第五勘察设计院集团有限公司开展“感恩有爱、暖冬助学”活动，共筹得助学款 14.02 万元，用于甘肃、云南、西藏等省、自治区 110 名品学兼优的特困生和小学添置教学设备，献出点滴爱心，帮助孩子们圆读书梦、求学梦。

China Railway Fifth Survey and Design Institute Group Co., Ltd. carried out the activity of "Thanks for giving love to aid school students in warm winter" and raised a total of RMB 140.2 thousand as bursaries for 110 poor students excellent in character and learning and also for purchasing teaching facilities for primary school in Gansu, Yunnan, Tibet and other provinces and autonomous regions, helping these poor children realize their education dream.



案例 CASE

中铁城建集团有限公司积极响应“中央企业助学助教行动”精神，组织开展了“爱心细流”助学活动，与湖南省桑植县细砂坪学校结成对子，资助 28 名贫困学生到大学毕业，同时为细砂坪学校捐建一座爱心书屋、捐赠了一批文体用品。

China Railway Urban Construction Group Co., Ltd. positively responds to the spirit of "school and teach aids of central enterprises" and organized to carry out school student aiding activity "trickling love". Forming into pair work with Xishaping School (in Sangzhi County, Hunan Province) to assist 28 poor students till they finish university education. Moreover, it donated to build a love library and a number of sports articles for Xishaping School.



社区共建 Mutual Construction of Harmonious Community

公司遵循“社区共建”理念，积极履行社区共建职责，主动推动社区建设，努力营造感恩社会、造福群众、和谐关系、互帮互助的良好氛围，为促进社区经济繁荣和发展起到了推动作用。

CRCC always follows the concept of "Mutual Construction of Harmonious Community", actively performs its responsibility to make mutual construction of harmonious community, takes the initiative to promote community construction and strives to create good atmosphere of giving thanks to society, benefiting the masses, harmonious relationship and mutual help, and plays the driving role to promote economic prosperity and development of the community.

案例 CASE

中铁十七局集团有限公司二公司张呼项目部施工的大尖山隧道群需穿越明长城遗址。项目部严格遵守文物保护相关法规条例，制定详细严密的施工方案，将文物保护工作前置施工生产，采取加强监控量测、时刻观测地表沉降数据、控制基准合理有效的措施，规避了工程建设对明长城遗址的侵害和影响。同时，项目部还严密跟进制定明长城烽火台的临时围护方案，密切注意长城烽火台周边环境的协调保护，确保了明长城遗址及其周边环境整体风貌的完整和可持续性发展。张家口市文物局称赞他们，对明长城遗址保护工作措施得力，为所有涉及文物保护的单位提供了借鉴，树立了标杆。

Dajianshan Mountain tunnel group constructed by the Project Department of the second company of China Railway 17th Bureau Group Co., Ltd. need to pass through the Great Wall Ruins of Ming Dynasty. The Project Department made a detailed and strict construction plan to put heritage protection ahead of construction and production in strict accordance with the relevant heritage protection laws and regulations and took reasonable and effective measures including monitoring and measurement enhancement, timely observation of surface settlement data and control reference to avoid the damage and impact of engineering construction on the Great Wall Ruins of Ming Dynasty. Meanwhile, Project Department also strictly trailed to make temporary enclosure protection scheme for the Beacon Tower of Ming Great Wall and paid close attention to the coordination and protection of the environment surrounding the Great Wall Beacon Tower to guarantee the integrity and sustainable development of the overall scene of Great Wall Ruins of Ming Dynasty and its surrounding environment. Zhangjiakou Municipal Cultural Relics Protection Bureau praised them for their efficient measures for the protection of Great Wall Ruins of Ming Dynasty. This deed was a reference and benchmark for all units involved in the protection of cultural relics.



案例 CASE

中国铁建房地产集团有限公司合肥置业公司邀请安徽中医院心血管疾病、心脏病专家在中国铁建·国际城德园小区开展免费义诊活动。社区义诊方便了业主在家门口看病就医，让业主足不出户就可以享受免费的医疗服务。此次义诊活动为业主解答释惑 300 人次，免费为业主检测血型 323 名，发放健康宣传资料 200 余份，真正把健康和温暖送到每一个业主的身边，用实际行动践行全心全意为业主服务的宗旨。

Hefei Real Estate Company of China Railway Real Estate Group Co., Ltd. invited the experts in cardiovascular disease and heart disease from Anhui Hospital of Traditional Chinese Medicine to carry out free clinical treatment activity in Deyuan Community in International City of CRCC. Free clinical treatment activity in community provided convenience of seeing doctors at the doors of proprietors and enabled them to enjoy free medical service without leaving homes. This free clinical treatment activity answered confusions of proprietors for 300 person times, detected blood type for 323 proprietors free of charge, issued over 200 copies of health promotion materials, truly sent health knowledge and warmth to every proprietor's side and fulfilled the tenet of wholehearted services for proprietors with practical action.



案例 CASE

中铁第四勘察设计院集团有限公司帮助宜昌市点军区艾家镇七里村实施美丽乡村建设行动，捐赠资金 20 万元用于村里房屋维修加固及公路拓宽，较好地解决了三峡库区移民的实际困难。

China Railway Fourth Survey and Design Institute Group Co., Ltd. assisted Qili Village of Aijia Town in Dianjun District of Yichang City to implement the campaign of building beautiful village and donated RMB 200 thousand for house maintenance and reinforcement and road widening. This deed well solved the practical difficulties of immigrants in Three Gorges Reservoir Area.

志愿者服务 Volunteer Services

公司鼓励员工广泛参与志愿者活动，推进志愿者服务规范化、常态化，积极向社会奉献爱心，努力帮助社会弱势群体，推动和谐社会建设。

CRCC constantly encourages employees to participate in a wide range of volunteer activities, promotes the standardization and normalization of volunteer services, actively contributes love and care to the society, strives to help social vulnerable groups and promotes the construction of harmonious society.

案例 CASE

中国铁建投资集团有限公司北京置业公司青年志愿者根据北京市志愿者联合会、丰台区团委统一安排，走进宛平城，参加纪念全民族抗战爆发 78 周年暨《伟大胜利 历史贡献》主题展览志愿服务。志愿者为参观的游客和社会团体提供了景区介绍、方向指引、人员疏导等服务，得到了参观者的好评。

Young volunteers of Beijing Real Estate Company of China Railway Construction Investment Group Co., Ltd. walked into Wanping Fortress to take part in the volunteer service of Commemorating the 78th Anniversary of the Outbreak of Anti-Japanese War with the exhibition theme of "Great Victory and Historical Contribution" in accordance with the arrangement of Beijing Volunteer Union and Fengtai District League Committee. Volunteers provided scenic area introduction, direction guidance, tourists counseling and other services for visiting tourists and social groups, receiving great praise from visitors.



案例 CASE

重庆铁发遂渝高速公路有限公司团委在春节前夕，开展了“和谐春运，我们与你同行”志愿服务活动。此次活动接受旅客咨询 284 人次，发放地图册 469 份，引导旅客乘车 345 人次，为 500 余名旅客义务提供开水、药品，以实际行动践行着“奉献、友爱、互助、进步”的志愿精神，取得了良好的社会效应。

Chongqing Railway Development Suining-Chongqing Expressway Co., Ltd. carried out "harmonious spring festival transportation, we travel with you" volunteer service activity on the eve of the Spring Festival, during which volunteers received passengers' consultation for 284 person-time, issued 469 copies of atlas, guided passengers for 345 person-time, provided hot water and medicines for over 500 passengers, fulfilled the volunteerism spirit of "dedication, friendship, mutual help and progress" with practical action and achieved good social effect.

投身抢险救灾

DEVOTED TO RESCUE AND RELIEF

公司在重大自然灾害和突发事件面前，不讲条件，冲锋在前，成为各地抢险救灾的主力军，切实履行和承担起共和国长子的责任和义务。

In face of major natural disasters and emergencies, the Company rushes to the front without any conditions, becomes the main force of disaster relief throughout the country, and effectively fulfills and assumes the responsibility and obligations as the eldest son of PRC.

案例 CASE

8月12日，天津港危险品仓库发生爆炸。中铁十八局集团有限公司迅速启动了应急预案，成立了抢险救援突击队，与人民解放军防化部队、公安消防武警官兵等一起，成为了天津“8·12”事故抢险救援的先锋队、尖刀连。该集团五公司出动8台装载机，4台挖掘机，2台吊车等机械设备，并组织了560多人紧急赶赴现场。经过昼夜奋战，将全长约两公里范围内的130多个检查井和收水井全部封堵完毕，构筑起了一道阻断危化物扩散的“安全长城”，圆满完成了天津市现场指挥部下达的抢险任务。

On August 12, dangerous goods warehouse of Tianjin port was exploded. China Railway 18th Bureau Group Co., Ltd. promptly initiated the emergency plan, established the emergency rescue commando, and became the vanguard and sharp knife company of Tianjin "8·12" accident emergency rescue team together with the Chemical Defense Corps of People's Liberation Army and public security officers, fire-fighting officers and armed police forces. This Group dispatched 8 loaders, 4 excavators, 2 cranes and other mechanical equipment, and organized more than 560 people to rush to the disaster-stricken area. After a day and night's fighting, they blocked and sealed more than 130 inspection wells and collection wells within the scope of two kilometers, built up a "Safe Great Wall" to block the diffusion of hazardous materials, successful completed the rescue mission commanded by the Tianjin Municipal Field Command Department.



全球企业公民 GLOBAL CORPORATE CITIZEN

案例 CASE

12月20日，广东深圳市光明新区凤凰社区恒泰裕工业园发生山体滑坡，附近输气管道、煤气站发生爆炸，20栋厂房倒塌，多人被困。中国铁建按照深圳市委市政府的统一部署，调集深圳地铁6号线、10号线参建的10家单位，组织897人、投入机械设备147台（套），全力抢修便道，搜救被困人员。12月24日，深圳市委书记马兴瑞一行专程前往抢险现场慰问中国铁建救援人员，对中国铁建及时修复救援现场西出口通道提出表扬，同时还对中国铁建在此次事故中及时高效的组织给予了肯定。

On December 20, Heng Tai Yu Industrial Park of Phoenix Community in Guangming New District of Shenzhen City in Guangdong Province suffered landslides. The gas pipeline and gas station nearby exploded, 20 buildings collapsed and many people were trapped. In accordance with the unified deployment of Shenzhen Municipal Government, CRCC, spare no effort, mobilized 10 units participating in the construction of Metro Line No. 6 and No. 10, mobilized 897 people and input 147 units (sets) of mechanical equipment to repair the exit passageway, search and rescue the trapped people. On December 24, Shenzhen Municipal Party Committee Secretary, Ma Xingrui, paid a special visit to send greetings to the rescue crews of CRCC, praised CRCC for making timely repair of the west exit passageway of rescue site, and gave positive credit to CRCC for its timely and efficient organization in this accident.



公司实施“走出去”战略，严格遵守当地法律法规，充分发挥自身优势，帮助所在地培养人才，参与海外社区发展，赢得所在国政府和当地民众的广泛认可。

CRCC unwaveringly implements the "going out" strategy, strictly obeys local laws and regulations, give full play of its advantages, assists local talent training and participates in the development of overseas community. It has won wide recognition from the host country government and local people.

案例 CASE

中国铁建承建的首次在海外采用全套“中国技术标准”的电气化铁路——埃塞俄比亚吉布提铁路，6月11日在吉布提Nagad车站举行了铺轨竣工仪式，标志着全长766公里、连接吉布提首都吉布提和埃塞俄比亚首都亚的斯亚贝巴的跨国铁路铺轨全线完成。出席竣工仪式的吉布提总统表示：“埃塞俄比亚吉布提铁路不仅将促进吉布提和埃塞俄比亚的货物输入和输出，而且对东非地区也有重大影响。”

The electrified railway, Ethiopia-Djibouti Railway, contracted and constructed by adopting full set of "Chinese technical standards" for the first time by CRCC, held track laying completion ceremony at Djibouti Nagad Station on June 11 which marked the full-length of 766-kilometer track laying of the cross-border railway connecting Djibouti (the capital of Djibouti) and Addis Ababa (the capital of Ethiopia) was fully completed. President of Djibouti attending the completion ceremony said that "Ethiopia-Djibouti Railway will not only promote the import and export of goods in Djibouti and Ethiopia, but also has significant impact on East African region."



本地化员工 Staff Localization

公司推进属地化经营战略，注重对当地员工的培训，把对当地员工培训纳入整体发展规划，建立了长期有效的激励和奖励措施，不断实现员工本地化，同时也为当地培养和造就了一大批人才。2015年，公司在海外雇佣当地员工达4万人。

CRCC constantly promotes business localization strategy, attaches great importance to the training of local employees, incorporates the training of local employees into the overall development plan and establishes long-term effective incentive and related award measures to constantly realize staff localization meanwhile cultivating and creating a large number of talents for local enterprises. In 2015, CRCC hired 40,000 local employees in overseas market.

案例 CASE

11月5日，中国土木工程集团有限公司尼日利亚公司位于首都阿布贾依都工业区的依都培训中心正式启用。公司将利用培训中心，有计划、有组织地开展对当地员工进行规模化培训，这是推进企业当地化建设和可持续发展的重要一步。中国驻尼日利亚邓波清大使在致辞中提到：“中土尼日利亚公司目前已经成为尼日利亚最具竞争力的国际企业，为在尼中资企业树起了一面旗帜。开展专业技术培训，‘授人以渔’，同非洲朋友分享技术和经验，才能受到非洲人民的真心欢迎，才能真正实现在非洲的可持续发展。成立培训中心，符合非洲论坛国家‘非洲人才计划’的要求，是企业长远发展的有效举措。”

On November 5, IDU Training Center of IDU Industrial Park of CCECC Nigerian Abuja, the capital of Nigeria, was officially put into use. The company will make use of the training center to carry out large-scale training of local staff in planned and organized manner and this is an important step forward to promote the localization construction and sustainable development of the enterprise. The Ambassador of Chinese Embassy in Nigeria, Deng Boqing mentioned in his speech that CCECC Nigeria Ltd. became the most competitive international enterprises in Nigeria and set up a good example for Chinese enterprises in Nigeria. By providing professional and technical training to local people, and sharing technology and experience with African friends, we could be truly welcomed by African people and sustainable development in Africa can be achieved. The establishment of training center is in line with the requirements of "talent program in Africa" of those countries attending the African Forum and is also an effective measure for the long-term development of enterprises.

本地化采购 Localized Procurement

公司加大大地化采购力度，与所在地合格供应商建立了长期的合作关系，带动了所在地市场的物资供应，带动了所在地社会经济发展。

CRCC has increased localized procurement and established long-term cooperative relations with qualified local suppliers, which stimulated the material supply of local market and drove local social and economic development.

案例 CASE

中国土木工程集团有限公司土尼日利亚公司对工程施工所需的钢筋、水泥、燃油、沥青、附属油、轮胎、火工品等七大类大宗物资材料已经全部实现在尼日利亚当地采购，每年采购总金额超过100亿奈拉。沙石料、木材、各类型钢等常用生产物资也已基本实现当地采购，与公司有长期合作关系的优质供应商近百家，涉及就业人数超过3000人。通过与供应商建立长期稳定的合作关系，帮助当地企业发展壮大，提高了当地就业水平，带动了当地经济发展。

CCECC Nigeria Ltd. procured all seven major bulk supplies and materials, including steel, cement, fuel oil, asphalt, affiliated oil, tires and initiating explosive devices in Nigeria with the annual total procurement amount exceeding more than 10 billion Naira. Sand stone material, wood, various types of steel and other commonly used materials were also locally procured. Nearly a hundred high-quality suppliers have established long-term cooperative relationship with the company, covering more than 3000 employees. Assist the development and growth of local enterprises through establishing long-term and stable cooperative relationship with suppliers to improve local employment level and promote local economic development.

构建和谐社区 Construction of Harmonious Community

公司注重与当地政府和民众建立和谐关系，关注社区发展，积极参与社区建设，给当地带来人力、技术、资金方面的支持，促进社区和谐发展。

CRCC attaches great importance to build harmonious relationship with the local government and people, pays close attention to community development, actively participates in community construction, provides human resources, technical and financial supports for local economy and promotes the harmonious development of community.

案例 CASE

8月，中国土木工程集团有限公司博茨瓦纳公司参与了“中非民间友好行动”2015年度博茨瓦纳康威村自助农业扶贫项目启动仪式，将25600美元捐助支票交予康威村受助民众手中。此项目旨在通过帮助康威村清除农田杂木，使土地资源得到有效利用，提高农业生产力，逐步改善当地村民生活水平。该公司自“中非民间友好行动”实施以来已参与了3个项目，为博茨瓦纳扶贫、民生和社会发展起到了积极作用，得到了当地政府和民众的好评。

In August, CCECC Botswana Ltd. participated in the Launching Ceremony of 2015 Botswana Conway Village Self-help Agriculture Poverty Alleviation Project - "China-Africa Folk Friendship Action" and handed over a \$25,600 donation check to the hands of Conway recipients. This project aimed to avail of the land resources of Conway Village, improve agricultural productivity and the living standards of local villagers gradually through helping Conway Village remove farmland weed trees. Since the implementation of "China-Africa Folk Friendship Action", the company has participated in 3 projects and played an active role in poverty alleviation, people's livelihood and social development in Botswana. This deed received high praises from local government and people.



中铁十九局集团有限公司阿尔及利亚贝佳亚连接线 S1 标段项目部为解决营区附近居民住宅区污水排放问题，投入资金 600 万第纳尔，出动 4 台设备，修建了一条 150 米长的排水沟，彻底解决了污水排放问题，改善了居住环境，受到了当地居民的赞扬。

In order to solve the sewage discharge problem of residential area nearby the camp, Project Department of Algeria Bejaia Connecting Line S1 Section of China Railway 19th Bureau Group Co., Ltd. invested Dinar 6 million and dispatched 4 sets of equipment to build a 150-meter-long drainage ditch so as to completely solve the sewage discharge problem. This deed not only improved the living environment, but also received high praises from local residents.



带动社会就业 PROMOTING SOCIAL EMPLOYMENT

为减轻社会就业压力，公司每年向社会提供大量工作岗位，切实为维护社会稳定贡献了力量。2015年，公司共接收高校毕业生 11949 人；积极参与社会各项建设，共吸纳劳务工约 217 万人；创造条件为残疾人提供合适的就业机会，共安置 1913 名残疾人就业，支付残疾人就业保障金 1449 万元。

In order to reduce the pressure of social employment, CRCC provides a large number of job opportunities to the society every year and has made great contribution to the maintenance of social stability in a practical manner. In 2015, CRCC provided jobs for a total of 11,949 college graduates; actively participated in various social constructions and absorbed about 2.17 million labor workers; created conditions to provide suitable job opportunities for disabled people, made job arrangements for 1,913 disabled people and paid RMB 14.49 million as employment security fund for disabled employees.

展望

FUTURE OUTLOOK

2016 年是“十三五”开局之年，中国铁建将认真落实深化国有企业改革各项决策部署，围绕做强做优做大企业的目标，稳增长、降成本、调结构、促改革、夯基础、抓全面，着力提质增效，加快转型升级，努力开创新常态下企业改革发展新局面，确保“十三五”开好局、起好步。

2016 is the first year of China's 13th Five-year Plan, CRCC will earnestly implement decisions and deployments for deepening state-owned enterprise reform. Centering around the goal of making bigger, stronger and better enterprise, CRCC will focus on improving quality and efficiency, accelerating its transformation and upgrading, striving to initiate new enterprise reform and development situation under new normal status to guarantee good beginning for "China's 13th Five-year Plan" through steady growth, cost reduction, structure adjustment, promoting reform promotion, foundation consolidation and comprehensive grasp.



展望

FUTURE OUTLOOK

我们将着力完善法人治理结构，坚持诚信经营，合规管理，保障广大投资者权益。

We will focus on improving corporate governance structure and adhere to integrity management, compliance management to safeguard the interests of the majority of investors.

我们将着力加强与利益相关方沟通，开展全方位的合作，以优异的经营业绩回报全体股东。

We will focus on strengthening communications with stakeholders and carry out all-round cooperation in order to return all shareholders with outstanding operating results.

我们将着力狠抓安全生产，强化落实安全生产主体责任；推行质量管理模块化，打造优质精品；实施科技兴企，创新驱动发展，为产业升级和结构调整提供支撑。

We will make great efforts to assure production safety, strengthen the implementation of entity responsibility for production safety; implement quality management modularization to create high-quality products; implement the policy of revitalizing the enterprise with science and technology and innovation-driven development to provide support for industrial upgrading and structural adjustment.

我们将着力绿色营造，加强顶层设计和统筹规划，强化责任落实，推进节能减排，保护生态环境，努力实现企业发展与环境发展同步前进。

We will focus on green building, strengthen top-level design and overall planning, strengthen responsibility implementation, promote energy conservation and emission reduction, protect ecological environment and strive to achieve the synchronous progress of enterprise development and environmental development.

我们将着力人才队伍建设，优化人才结构，为员工成长搭建平台，完善员工成长晋升机制，加大员工教育培训力度，丰富员工教育培训形式，致力于企业与员工和谐统一发展。

We will focus on the construction of talent team, optimizing the structure of talent, build a platform for employees' growth, improve employee growth promotion mechanism, increase employee education and training, enrich the forms of employee education and training and devote to the harmonious and unified development of enterprise and employees.

我们将着力履行社会责任，加强社会责任能力建设，利用自身的优势，做好定点扶贫工作，积极参与社区共建，为社会创造更多的就业机会，努力打造负责任的企业公民形象。

We will endeavor to fulfill social responsibility, strengthen the construction of capacity for social responsibility, make full use of our own advantages, do well in poverty alleviation, actively participate in joint community construction, create more employment opportunities for the community and strive to build an image of responsible corporate citizen.

反馈意见表

FEEDBACK INFORMATION

尊敬的读者：

非常感谢您阅读《中国铁建 2015 年社会责任报告》。为了提高我们社会责任的工作水平，恳请您对我们的报告就以下几方面提出宝贵意见和建议。

Respected readers:

We want to express out gratitude on you for reading China Railway Construction Corporation Limited Social Responsibility Report 2015. Considering the intention of improving our working level in aspect of social responsibility, we earnestly request you to put forward your valuable opinions and suggestions on our report in the following aspect.

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

请就上述意见通过以下任何方式发给我们：

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