



2017

中国铁建社会责任报告

CHINA RAILWAY CONSTRUCTION CORPORATION LIMITED
SOCIAL RESPONSIBILITY REPORT

中国铁建2017年社会责任报告

CHINA RAILWAY CONSTRUCTION CORPORATION LIMITED SOCIAL RESPONSIBILITY REPORT 2017



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

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

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中国铁建股份有限公司董事长 孟凤朝

董事长致辞

不忘初心,砥砺前行。2017年,中国铁建全面准确把握战略机遇,积极实施“建筑为本、相关多元、协同一体、转型升级”发展战略,以强烈的使命感、责任感、紧迫感,以超常的举措、超强的力度、超快的节奏,推动企业改革发展迈上了新台阶,总体呈现了稳中有进、进中向好的超预期态势。

改革发展取得新突破,企业发展的活力、动力和潜能进一步释放。出台《全面深化改革总体方案》、《发展混合所有制经济指导意见》,明确了企业改革方向、目标和相关政策措施。供给侧改革深入推进,房地产板块去库存成效明显,三项制度改革全面深化。进一步做实区域经营机构,平台公司布局基本完成。加强科技创新,“复杂环境下高速铁路无缝线路关键技术及应用”等3个项目分别获2017年度国家科技进步一等奖和二等奖。

“十三五”战略规划顺利实施,产业建设取得新成效。专项产业规划和配套政策措施陆续推出。工程承包产业稳中有进,铁路、公路、城轨、房建、市政五大千亿级市场得到巩固。勘察设计板块稳步增长,设计领域不断拓宽。装备制造取得持续突破,个性化定制、智能化生产、信息化协同、服务型制造等新模式、新业态日渐丰富。高速公路运营里程逐年增加,运营资产初步形成规模。物流与物资贸易、金融产业增速明显。

发挥中国铁建自身优势,认真履行中央企业社会责任。公司秉承合作共赢理念,加强与政府、企业、银企、分包商、科研院所等相关方进行深度合作,吸纳多方智慧,实现共同成长。公司以客户满意为宗旨,强化质量管理,建造精品工程,工程一次交验合格率100%,合同履约率100%。公司践行“绿水青山就是金山银山”理念,在生产运营中节推动节能减排,提高资源使用效率,推动企业与环境自然和谐发展。公司热心社会公益,推进精准扶贫,投身抢险救灾,积极推进海外属地化经营,进一步彰显了企业的品牌形象和社会影响力。

梦想召唤,使命催征。站在新的历史起点上,我们将继续发扬逢山凿路、遇水架桥的铁道兵精神,抢抓机遇,应对挑战,真抓实干,积极作为,奋力谱写中国铁建改革发展新篇章,以更加优异的业绩回馈社会、回馈股东、回馈员工。

CHAIRMAN’S ORATION

Remain true to our original aspiration and keep the spiritual wealth that pushes us forge ahead. In 2017, China Railway Construction Corporation Limited (CRCC) comprehensively and accurately grasped strategic opportunity for development, and actively implemented the development strategy of “Construction Orientation, Diversified Development, Integrated operation, Transformation and Upgrading”. With a powerful sense of mission, responsibility and urgency, CRCC has devoted more energy to take exceptional proactive steps, implement super strength and speed up the development of pace, promoting enterprise reform and development to reach a new level. CRCC has generally proven to be essential in excess of expected posture for making progress while ensuring stability, striving to break new ground and improve quality while ensuring progress.

CRCC endeavored to make new breakthroughs in reform and development. The vitality, growth and potential of enterprise development have further being unlocked. The “Overall Plan for Comprehensively Deepening Reforms” and “Guiding Opinion on Developing Mixed-ownership Economy” was issued to clarify the direction, goals, related policies and measures of the enterprise reform. CRCC has taken proactive steps to deepen supply-side structural reform. Clear progress has been made in reducing real estate inventory. Three reforms of the institutional have been comprehensively deepened. To further solidify the regional operating agencies, the layout of the platform company was basically completed. Strengthening scientific and technological innovations, three projects such as “Key Technologies and Applications of High-speed Railway Continuous Welded Rails in Complex Environments” were respectively rewarded the first and second prizes of National Scientific and Technological Progress Award in 2017.

New achievements have been made in industrial construction for the cause of making smooth progress in implementing the 13th Five-Year Plan Special industrial planning and supporting policies and measures have been sustainably launched. Project contacting industry makes progress while ensuring stability and the five hundred billion markets of railways, highways, urban rail, housing construction and municipal services have been consolidated. The survey and design plate has progressively been achieved and sustained and the design field has been continuously expanded. Continuous breakthroughs have been made in equipment manufacturing, and new forms and models of business have become increasingly flourishing, such as personalized customization, intelligent production, informatization cooperation and service manufacturing. The operating mileage of expressways has increased year by year, and the operating assets have initially formed a scale. The growth rate of logistics and materials trade and financial industry has been made significant progress in speeding up.

CRCC created better conditions to use its unique strengths and earnestly fulfills its obligations for social responsibility of central enterprises. CRCC always upheld the concept of win-win cooperation, and strengthened deep cooperation with the government, enterprises, banks and enterprises, subcontractors, scientific research institutions and other related parties, to absorb various wisdoms and achieve common growth. CRCC took customer satisfaction as its mission, strengthened the quality management target and constructed quality project, to reach the qualification ratio

of 100% under first acceptance check and the contract performance rate of 100%. We must realize that lucid waters and lush mountains are invaluable assets and act on this understanding. CRCC promoted energy conservation and emission reduction in production and operation, improved the efficiency of resource use and worked to develop a new model of modernization with humans developing in harmony with nature. CRCC always enthusiastically supported social welfare undertakings, actively participated in targeted poverty alleviation, rescued and relieved work, actively promoted overseas local operation, further highlighted the brand image and social influence of the enterprise.

Dream beacons to us, mission urges us to embark on a new journey. The company has reached a new historical starting point, conscientiously carried forward the Railway Corps spirit of “Cut paths through mountains and build bridges across rivers”, to seize opportunities and meet challenges, snatch genuine priorities and endeavor in pragmatic way, take active actions to work and strive to write a new chapter in reform and development of the company, providing feedbacks to all staff with better development achievements.

Meng Fengchao

China Railway Construction Corporation Limited
Chairman of the Board



中国铁建股份有限公司总裁 庄尚标

总裁致辞

新时代、新思想、新征程催生新使命。过去的一年，中国铁建紧密团结在以习近平同志为核心的党中央周围，深入践行新发展理念，大力推进改革创新，坚持企业发展和社会责任融合，坚持走高质量可持续发展之路。

我们坚持稳增长、调结构、强管理、增效益，有效促进实体经济发展。全年新签合同额、营业收入、利润总额分别为15083.1亿元、6809.8亿元、212.6亿元，分别同比增长23.7%、8.2%、12.1%，均创历史新高。积极投身防范化解重大风险攻坚战，坚持“房住不炒”理念，有效控负债、降杠杆、去库存，企业资产负债率78.3%，同比下降2.16个百分点，净资产1786.5亿元，同比增长20.1%，圆满完成了国有资产保值增值任务。

我们大力推动自主创新、协同创新、万众创新。全年获国家科技进步奖3项，国家级勘察设计奖8项，詹天佑奖10项，新增授权专利1719项；承建的一大批重点工程开通运营，自主研发的盾构机连续4年占据国内市场“半壁江山”。我们牢固树立“安全质量是企业生存发展的生命线”意识，狠抓安全质量管理，获鲁班奖8项、国优工程奖35项。

我们坚持绿色发展，致力于建设“资源节约型和环境友好型”企业。努力打造绿色工地、绿色工程，用心呵护“绿水青山”，23项工程被评为“全国建筑业绿色施工示范工程”；积极推广应用绿色环保节能新材料、新设备、新工艺，万元营收综合能耗相比2016年下降1.66%，企业与环境的协调发展进一步彰显。

我们抢抓“一带一路”建设机遇，积极服务国家外交大局，加快“走出去”步伐。海外业务已覆盖全球118个国家和地区，打造了全产业链“走出去”的“亚吉模式”，促进了国际产能合作；积极推动属地化战略，带动项目所在国4万多人就业；在多米尼克人员撤离中，“让其他同胞先撤”，充分彰显了铁军本色和铁建担当。

我们坚持以人为本，把强企富工、回馈社会、奉献民众作为应有之义。全年招聘高校毕业生15943人，吸纳社会就业232万人，以确保农民工工资按时发放为红线，认真开展“治欠保支”工作，为保障社会和谐稳定发挥了积极作用；坚持企业与员工共同成长、共同进步，全年组织教育培训40余万人次；帮扶困难职工家庭1.55万户，慰问劳模先进、一线员工、离退休员工和农民工计7.3万人次，职工群众获得感、幸福感进一步增强。

我们积极投身精准脱贫攻坚战，卓有成效开展对口扶贫工作，强化产业扶持，努力提升贫困地区自身“造血能力”；积极参与重大灾害救援抢险，在四川茂县山体滑坡、阿坝地震救援现场行动中，我们的队伍不畏艰险、冲锋在前，赢得各界的广泛尊重和认可。

2018年是中国铁建深化改革的攻坚之年，我们将以党的十九大精神为指导，紧密围绕做强做优做大的总目标，坚持“质量第一、效益优先”原则，持续深化改革创新，不断提升发展质量，积极履行社会责任，扎实推动中国铁建向具有全球竞争力的世界一流企业迈进！

PRESIDENT’S ORATION

New era, new ideas and new journey triggered and fostered new missions. Over the last year, CRCC has been rally closely around the CPC Central Committee with Comrade Xi Jinping at its core, deeply put into practice a new vision for development, devoted great energy to implementing reform and innovation, adhered to the integration of enterprise development and social responsibility, remain committed to the better quality and sustainable development.

We are committed to ensure steady growth, make structural adjustments, strengthen management, increase efficiency, and truly drive the development of the real economy, with the annual new contract amount of RMB1508.31 billion, with a year-on-year growth of 23.7%, operation revenue of RMB 680.98 billion, with a year-on-year growth of 8.2%, total profits of RMB 21.26 billion, with a year-on-year growth of 12.1%, to a new level in history. Actively devoted to take precautions to prevent and resolve major risks, adhered to the mind of "Domestic housing is for living in, not for speculation". We will continue efforts in controlling debt, deleveraging and reducing excess inventory, enterprise debt asset ratio of 78.3%, with a year-on-year falling of 12.1%, net assets of RMB 178.65 billion, with a year-on-year growth of 20.1%, accomplished all of its work for the year well.

A big push was made to encourage independent innovation, collaborative innovation and people innovation. We have acquired 3 National Science and Technology Progress Awards, 8 National Survey and Design Awards, 10 Zhan Tianyou Awards and 1719 new authorized patents; A large number of key projects have been opened and operated, and the self-developed shield machine has occupied half of the domestic market for four consecutive years. We firmly established "Safety and quality is the lifeline of enterprise survival and development" consciousness, paid close attention to safety quality management, and have acquired 8 Luban Awards, and 35 National Quality Engineering Awards.

We adhered to the green development and commit ourselves to make major progress in building a "Resource-conserving and environmentally friendly" enterprises. We strived to build a green construction site and green projects, caring for "Green hills and clear waters". 23 projects were rated as "National Green Construction Demonstration Project for Building Industry"; we actively promoted the application of green, environment-friendly and energy-saving new materials, new equipment and new technologies, and the total energy consumption per revenue of ten thousand Yuan fell by 1.66% compared with 2016, and the coordinated development of enterprises and the environment was further highlighted.

We will seize the opportunities of "The Belt and Road Initiative" and actively serve the overall situation of national diplomacy and speed up the pace of "Going out". The overseas business has covered 118 countries and regions in the world, and created the "Addisababa Djibouti Railway Model" of "going out" in the entire industrial chain, which has promoted international production capacity cooperation, actively promoted the strategy of localization, and led to the employment of more than 40,000 people in the country where the project was located; In the evacuation of Dominic's

personnel, "Let his compatriots withdraw first", which fully highlighted the true quality and undertake the mission of the CRCC.

We adhered to the principle of people-oriented, making the strong enterprises rich in work, giving back to society, and contributing to the people as our righteousness. Throughout the year, 15,943 college graduates were recruited, and 2.32 million people were employed to ensure that the migrant workers' wages were paid on time as red lines. The "Control the arrears of migrant workers' wages and ensure that migrant workers' wages are paid well" was seriously carried out, which played a positive role in ensuring social harmony and stability; the company and employees were upheld. To grow together and make progress together, we organized education and training for more than 400,000 person-times; assisted 15,500 families with difficult families; congratulated advanced model workers, first-line employees, retired employees, and migrant workers for 73,000 work-times. Worker masses gain feeling, happiness was further enhanced.

We actively participated in the targeted poverty alleviation campaigns, effectively launched poverty alleviation work, strengthened the industry support, and took efforts to improve the self-development capacity of the poverty-stricken areas. We vigorously participated in the disaster relief and rescue work in Sichuan Province, including the Maoxian Landslides and Aba Earthquake. Our team always leads in such relief work and won extensive respect and recognition.

The year 2018 is a crucial year for surmounting difficulties in the push towards the deepening reform of CRCC. We will be guided by the spirit of the 19th National Congress of the Communist Party of China, and focus on the overall goal of becoming stronger, larger and better. We will continue to deepen our principle of "Quality first and give priority to efficiency", continue to deepen reform and innovation, constantly improve the quality of development and actively fulfill our social responsibilities, and take solid steps to promote CRCC into a world-class enterprise with global competitiveness!

Zhuang Shangbiao

China Railway Construction Corporation Limited
The President

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公司概况 COMPANY PROFILE

前身是铁道兵的中国铁建股份有限公司(中文简称中国铁建,英文简称 CRCC),由中国铁道建筑总公司(2017年12月改制后为中国铁道建筑有限公司)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)。

China Railway Construction Corporation Limited (hereafter referred to as "CRCC"), whose predecessor is The Railway Corps, is solely initiated by CRCC Construction Corporation (Restructured into China railway construction co., LTD. in December 2017). Established on November 5, 2007 in Beijing, CRCC is a mega size construction corporation under the administration of the State-owned Assets Supervision and Administration Commission of the State Council of China. On March 10 and 13, 2008, CRCC was listed in Shanghai (SH, 601186) and Hong Kong (HK, 1186) respectively.

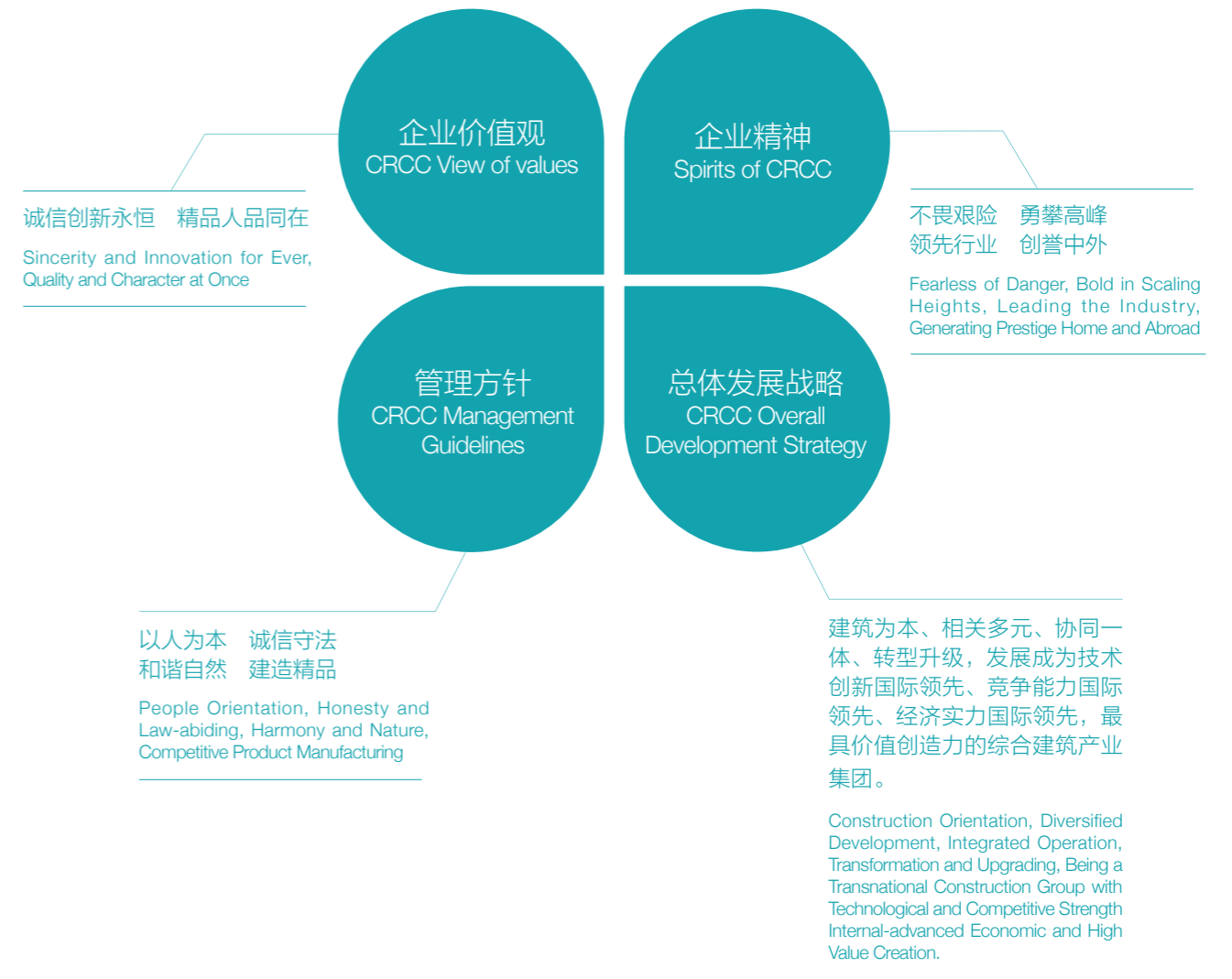
公司业务涵盖工程承包、勘察设计咨询、工业制造、房地产开发、物流与物资贸易等,具有科研、规划、勘察、设计、施工、监理、维护、运营和投融资等完善的行业产业链。在高原铁路、高速铁路、高速公路、桥梁、隧道和城市轨道交通工程设计及建设领域,确立了行业领导地位。

With its business covering project contracting, survey design consultation, industrial manufacturing, real estate development, logistics, trade of goods and materials, etc., CRCC has developed into a complete and comprehensive industrial chain of scientific research, planning, survey, design, construction, supervision, maintenance, operation, investment and financing, etc. And CRCC has established its leadership position in project design and construction fields in plateau railways, high-speed railway highway, bridges, tunnels and urban rail traffic.

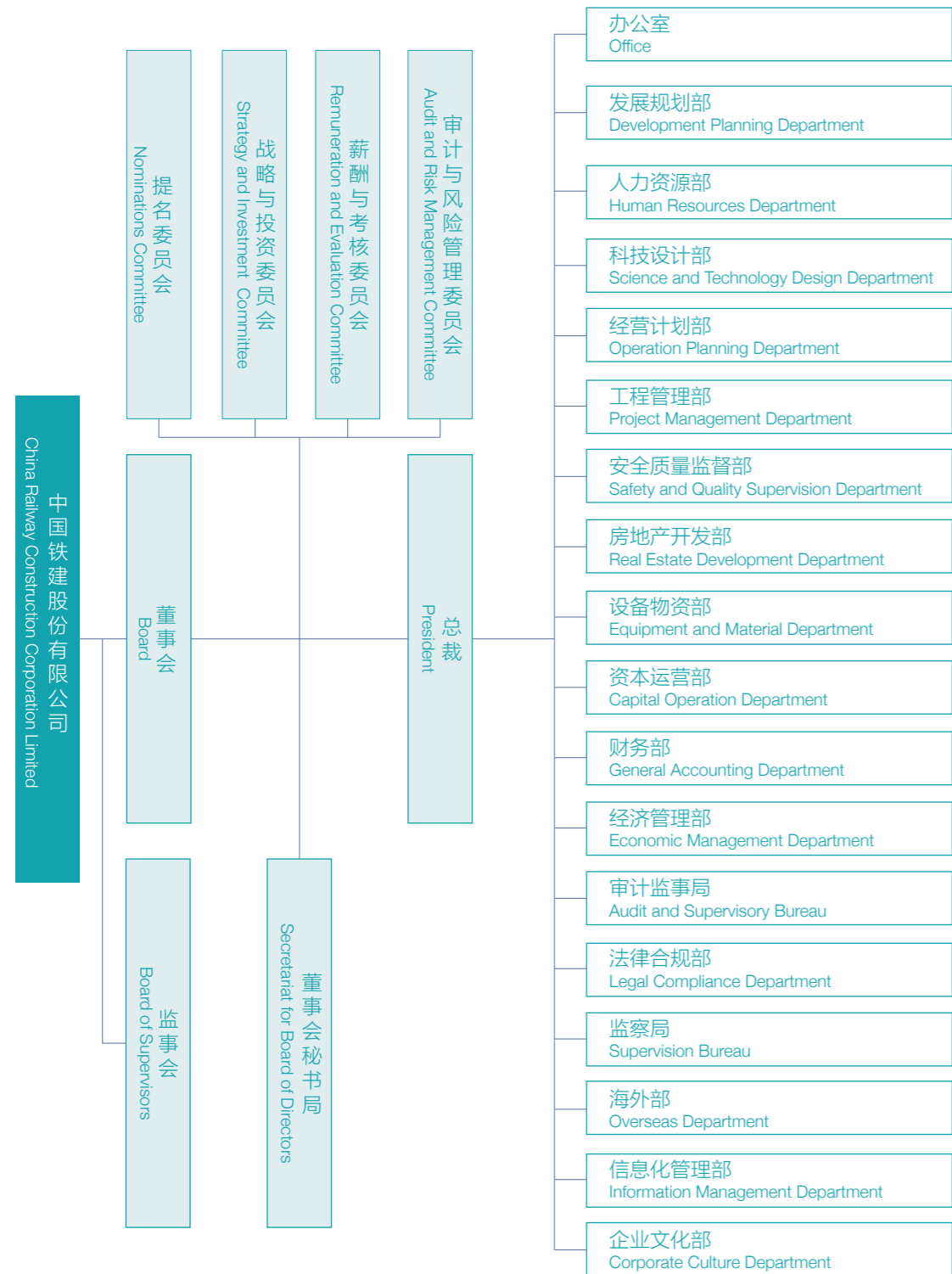
公司是中国乃至全球最具实力、最具规模的特大型综合建设集团之一,经营业务遍及包括台湾省在内的全国32个省、自治区、直辖市和香港、澳门特别行政区,以及世界116个国家。

CRCC is one of the extra-large comprehensive construction groups, the most powerful and with largest scale in China and even in the world. It has extended its scope of business to 32 provinces, autonomous regions, municipalities, Hong Kong and Macao Special Administrative Regions except Taiwan, as well as 116 countries around the world.

企业理念 ADVANCED CORPORATE PHILOSOPHY



组织架构 PERFECT CORPORATE ORGANIZATION CHART



二级单位 EXCELLENT SUBSIDIARIES



社会评价 RIGHTEOUS SOCIAL APPRAISALS



——《财富》“世界 500 强” 排名，列第 58 位；

Ranking 58th among Fortune Global 500

——“中国企业 500 强” 排名，列第 14 位；

Ranking 14th among China's Top 500 Enterprises

——《工程新闻记录》(ENR) “全球 250 家最大承包商” 排名，列第 3 位；

Ranking 3rd among ENR's Top 250 Global Contractors

—— 在“第八届中国上市公司与城市发展投资交流会”上，荣获“2017 中国上市公司最具核心竞争力 100 强”、“2017 中国上市公司最具创新力企业”；

Honored with the titles of 2017 Top 100 Chinese Listed Companies and 2017 Chinese Listed Company with Top Industrial Brand Influence Power in the 8th Chinese List Company & City Development and Investment Exchange Meeting

—— 在第六届中国上市公司诚信高峰论坛上，荣获“2017 中国上市公司诚信企业百佳”；

Honored with the title of 2017 Top 100 Chinese Enterprises Award with Good Faith in the 6th Summit Forum of Top 100 Chinese Listed Company

—— 在第十七届中国上市公司百强高峰论坛上，荣获“中国明星企业奖”、“中国百强企业奖”；

Honored with the title of “China Star Enterprise Award” and “Top 100 Chinese Enterprises Award” in the 17th Summit Forum of Top 100 Chinese Listed Company

—— 在第七届中国证券金紫荆评选中，荣获“最具投资潜力上市公司奖”；

Honored with the title of “Top Listed Companies with Investment Potential Award” in the 7th China Securities Golden Bauhinia Award

—— 在“金港股”洞见港股新价值高峰论坛上，荣获“最佳投资者关系管理上市公司”；

Honored with the title of “Best Investor Relations Management Listed Company” at the “Golden Harbor Stock” Insight into Hong Kong Stocks New Value Summit Forum

—— 在“中国上市公司投资者关系”评选中，荣获“主板优秀董事会”；

Honored with the title of “Excellent Board of Director Award” in the selection of “Investor Relations of China Listed Company”

—— 在“金智奖”上市公司价值评选中，荣获“2017 年度中国上市公司最受尊敬董事会”、“2017 年度中国上市公司精准扶贫优秀案例”；

Honored with the title of “2017 Most Respected Board of Chinese Listed Companies”, “The Excellent Case of Targeted Poverty Alleviation of Chinese Listed Companies in 2017” in the “Golden Wisdom Prize” listed company value selection

—— 在第十三届“金圆桌”上市公司董事会评选中，荣获“最佳董事会”；

Honored with the title of Best Board of Director in the 13th “Gold Round Table” Forum for Board of Director of Chinese Listed Company and Award Ceremony

—— 公司社会责任案例入选“中央企业社会责任蓝皮书(2017)”。

The case of corporate social responsibility was selected as “The Blue Book on Social Responsibility of Central Enterprises (2017)”

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	中国专利保护协会	会长单位
3	中国施工企业管理协会	副会长单位
4	中国建筑业协会	副会长单位
5	中国铁道工程建设协会	副理事长单位
6	中国公路建设行业协会	副理事长单位
7	中国铁道企业管理协会	常务理事单位
8	中国公路学会	副理事长单位
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	会员单位
15	中国质量协会	会员单位
16	中国职业健康安全协会	副理事长单位
17	中国设备管理协会	会员单位
18	中国铁道物资流通协会	副会长单位
19	中国会计学会	会员单位
20	中国注册会计师协会	会员单位
21	中国国际商会	副会长单位
22	中国对外承包工程商会	副会长单位
23	中国企业文化促进会	副会长单位
24	中国博物馆协会	会员单位
25	中国自然博物馆协会	会员单位
26	中国铁路新闻工作者协会	会员单位

Sequence number	Name	Qualification
1	China Enterprise Confederation China Entrepreneur Association	Deputy-Chairman Membership
2	Patent Protection Association of China	Chairman Membership
3	China Association of Construction Enterprise Management	Deputy-Chairman Membership
4	China Construction Industry Association	Deputy-Chairman Membership
5	China Association of Railway Engineering Construction	Deputy Director-General Membership
6	China Highway Construction Industry Association	Deputy Director-General Membership
7	China Railway Enterprise Management Association	Standing Council Unit
8	China Highway and Transportation Society	Deputy Director-General Membership
9	China Society for Hydraulic Engineering	Deputy-Chairman Membership
10	China Association of Metros	Deputy-Chairman Membership
11	China Tendering and Bidding Association	Standing Council Unit
12	China Association of Work Safety	Standing Council Unit
13	China Water Enterprises Confederation	Membership Of Director Level
14	China Institute of Internal Audit	Membership
15	China Association for Quality	Membership
16	China Occupational Safety and Health Association	Deputy Director-General Membership
17	China Association of Plant Engineering	Membership
18	China Railway Logistics Association	Deputy-Chairman Membership
19	Accounting Society of China	Membership
20	China Association of Chief Financial Officers	Membership
21	China Chamber of International Commerce	Deputy-Chairman Membership
22	China International Contractors Association	Deputy-Chairman Membership
23	China Enterprise Culture Improvement Association	Deputy-Chairman Membership
24	China Association of Museums	Membership
25	China Association of Natural Museums	Membership
26	China Association of Railway Journalists	Membership

诚信·健康发展

ADHERE TO ETHICAL OPERATION AND
SUSTAINED AND SOUND DEVELOPMENT

规范治理结构 TO NORMALIZE GOVERNANCE STRUCTURE	13
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中国铁建持续优化治理结构，坚持诚信经营，维护投资者权益，努力推进企业稳定、健康发展。

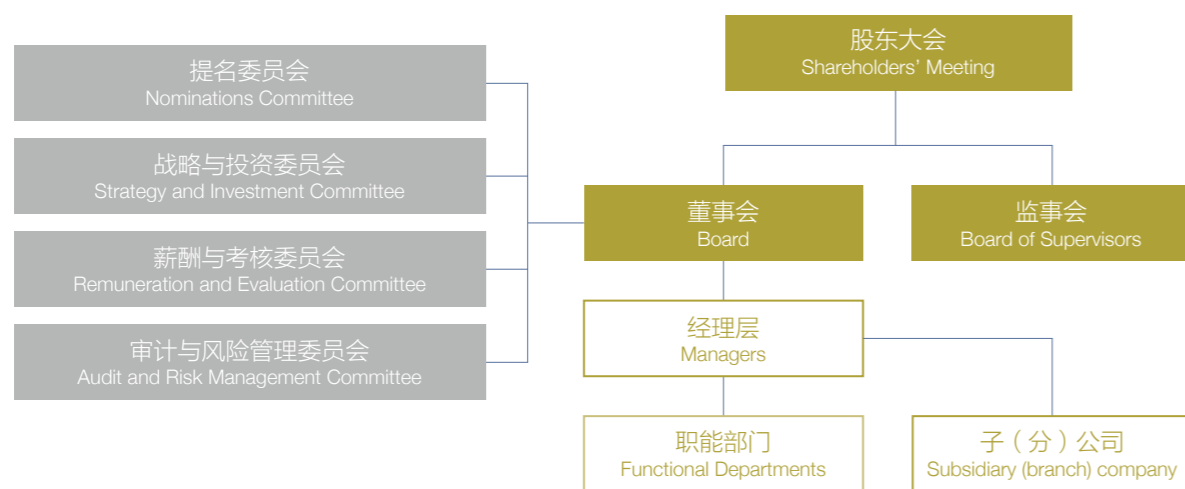
CRCC constantly optimizes its corporate governance structure, establishes and perfects various rules and regulations, sticks to lawful and compliance operation and safeguards investors' rights and interests to achieve enterprise's sustainable development.

规范治理结构 TO NORMALIZE GOVERNANCE STRUCTURE

公司严格按照《中华人民共和国公司法》《中华人民共和国证券法》等法律法规和中国证券监督管理委员会发布的《上市公司治理准则》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，进一步加强内部控制和风险管理，规范公司运作。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 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作。

CRCC would strictly follow Company Law of the People's Republic of China and Securities Law of the People's Republic of China and other applicable laws and regulations and Code of Corporate Governance for Listed Companies in China issued by China Securities Regulatory Commission, relevant provisions and requirements stipulated by Shanghai Stock Exchange and HKEX to continually improve its corporate governance structure, further strengthen the internal control and normalize the business operation. General meetings of stockholders, board of directors, board of supervisors and management team have logic job allocation and clear obligation distribution, which assures an effective check and balance and coordinated operation. The four committees under the board of directors, i.e. nominating committee, strategy and investment committee, remuneration and evaluation committee and audit and risk management committee would functionally providing consultation advice and suggestion to the board of directors for significant decision making. Such an arrangement improves the capability of CRCC to make scientific decision making and resist the risk and assure the efficient business operation.

治理架构框图 Governance Framework Chart



召开会议情况 About Meetings

2017年，公司股东大会召开3次会议，审议28个议题并形成决议。董事会召开16次会议，审议128个议题并形成决议。董事会各专门委员会召开30次会议，审议92个议题，听取9个汇报事项。其中：提名委员会召开3次会议，审议5个议题；战略与投资委员会召开14次会议，审议65个议题，听取1个汇报事项；薪酬与考核委员会召开4次会议，审议5个议题；审计与风险管理委员会召开9次会议，审议17个议题，听取8个汇报事项。

In 2017, CRCC convoked 3 general meetings of stockholders where 28 proposals had been reviewed and therefore the resultant decisions had been made. Also, there were 16 boards of directors meetings held where 128 proposals had been reviewed and relevant decision had been made. The special committees under the board of directors had convoked 30 meetings to review 92 proposals and to take part in listening to 9 reports while 3 meetings and 5 proposals were launched by nominations committee, 14 meetings were launched by the strategy and investment committee to review 65 proposals, took part in listening to a report, 4 meetings launched by remuneration and evaluation committee to review 5 proposals, 9 launched by the audit and risk management committee to review 17 proposals, and took part in listening to 8 reports.

保护投资者权益 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。2017年，公司共安排投资者和分析师见面会及电话会74场，接待投资者来访445人次。积极参加国内外投资机构举办的现场交流活动，共参加投资者和分析师会议17次，接待投资者72场248人次。配合定期报告的披露，共召开业绩发布会5次，召开一对一及一对多会议39场，接待机构投资者100人次。通过多种渠道和方式，公司投资者关系管理工作水平不断提升。

CRCC always considered the exchange with its Investor as top-priority. It specially set up investor hot line, dedicated mailbox and "sns.sseinfo.com" to promptly reply the investor question. In 2017, CRCC arranged 74 face-to-face meetings and teleconferences where the analysts served about 445 person-time visitors. Meanwhile, CRCC dispatched its officials to take part in the site exchange activity launched the investment institution and also attended 17 investment and analyst meetings where the representative of CRCC received 248 person-time visitors on 72 occasions. CRCC had convened 5 performance conferences and 39 one-for-one and one-for-more meetings to receive the 100 person-time institutional investors for the consideration of the periodic report disclosure. Further, CRCC utilized various channels and modes to continually advance its investor relation management.

坚持诚信经营 ADHERE TO ETHICAL OPERATION

公司坚持合法经营，建立了横向到边、纵向到底的风险管控体系，不断提升依法治企的能力和水平，为企业的可持续发展保驾护航。

The enterprise management based on laws, regulations and rules was essential for sustain and sound development. CRCC persisted in the legal enterprise management and operation, accordingly it has shaped its own comprehensive risk management and control system which helped the enterprise to constantly enhance its capability to follow the laws and regulations for enterprise governance and form a healthy environment for enterprise growth.

合规管理 Compliance Management

公司牢固树立“一没四不”法治理念，深化顶层设计，制定部署“法治铁建”建设实施方案，明确企业主要负责人履行推进法治建设第一责任人职责，全面落实总法律顾问高管人员定位要求，严格执行规章制度、重要决策、经济合同和授权委托书的“四项法律审核”制度，重大经营活动法律全程参与论证把关，切实保障企业依法经营、依法决策、合规管理。

CRCC always tried its best to cast "One No, Four Not" rule of law concept, formulating the implementation plan of a CRCC which worshiped governance by law by popularizing the philosophy of the governance by law, and make clear that the main responsible persons of the enterprise to perform the responsibility of the first person responsible for promoting the construction of the rule of law. Fully implemented the requirements for the positioning of senior executives of the general legal adviser, strictly implemented the rules and regulations, important decisions, the "Four legal examination and verification" system for economic contracts and power of attorney, and participated in the whole process of demonstration and control of major business activities. Ensured that enterprises operate according to law, making decisions based on laws, regulations, and rules to improve its capability of compliance management.

CASE

案例

中铁十七局集团有限公司深入推进法治建设，突出抓好法律纠纷案件降控工作。该公司通过实施一线案件降控督导、举办法律联络员培训班、与太原仲裁委召开交流座谈会等一系列行之有效的措施和举措，使企业诉讼法律风险得到了有效把控，筑牢了案件降控工作的基础，实现了企业案件诉讼数量、金额的“双下降”，最大限度维护企业合法权益。

China Railway 17th Bureau Group Co., Ltd. always kept on building the law mechanism and system, highlighting the work of reducing and controlling legal disputes. The company had implemented a series of effective measures and initiatives, such as implementing the supervision to reduce and control first-line cases, organizing training courses for legal liaison officers, and holding an exchange forum with Taiyuan arbitration committee etc., to make the legal risk of enterprise lawsuits effectively controlled, built the foundation of the case reduction and control work, realized the "Double descent" of the number and amount of enterprise lawsuits and fundamentally safeguarded the legitimate rights and interests of the enterprise in full measure.

风险管控 Risk Management

公司十分重视风险与内控体系的建设，秉承“以风险管理为导向、以内部控制为基础”的理念，在内控机制上确立了“四位一体”（即业务职能部门、内控风险管理部门、公司经理层、董事会）的组织体系外，同时建立了“公司总部-集团公司-工程公司-项目部”4级内控和风险管理架构，明确了各自职责与流程，保证风险管控及时有效。为有效防范和控制重大风险的发生，公司着重从风险的监控机制、专项风险责任分解、信息收集和预警应对上构建了一套较为完备的风险监控体系，并实施了有效运作。

CRCC attached great importance to the construction of risk and internal control systems, adhering to the concept of "Taking risk management as the guide and based on internal control" and establishing the "Four-sphere integrated" (that is, Business function department, internal control risk management department, company managers, the board of directors) of the organization system, at the same time the company also established a four-level internal control and risk management framework of "Company headquarters-Group company-Engineering company-Project department", defined their respective

responsibilities and processes, and ensured timely and effective risk management and control. In order to effectively prevent and control the occurrence of major risks, CRCC had established a relatively complete risk monitoring system and implemented effective operation from the risk monitoring mechanism, the decomposition of specific risk responsibilities, information collection and early warning response to implement effective operation.

2017年，公司不断提升企业基础管理水平和风险抵御能力，针对战略目标、经营目标、报告目标、合规目标和资产安全目标，分别确认风险评估范围并进行初始信息的收集和识别。针对识别出的风险，综合运用定性和定量的方法，对风险发生的可能性和影响程度进行分析、评价，按照风险分析结果确定风险重要性水平，以识别公司重大风险，确定风险管理的优先顺序。在风险分析评价完成后，制定重大风险的应对方案，并将方案分解付诸实施。实施过程中，公司管理层对重大风险进行动态管理，定期或不定期分析内外部各种不确定因素，并采取相应措施加强管控。

In 2017, CRCC continued to improve the level of enterprise basic management and the ability to withstand major risks. In view of the strategic target, business objectives, reporting objectives, compliance objectives and asset safety objectives, the scope of risk assessment was respectively confirmed and initial information was collected and identified. Based on the identified risks, a comprehensive qualitative and quantitative approach was used to analyze and evaluate the likelihood and impact of risk occurrence, and the risk importance level was determined according to the risk analysis results to identify major company risks and determine the priority of risk management. After the completion of the risk analysis and evaluation, CRCC formulated a plan for responding to major risks and put the solution into implementation. In the process of implementation, CRCC management carried on the dynamic management to the major risks, analyzed all kinds of internal and external uncertain factors on a regular or irregular basis, and took corresponding measures to strengthen management and control.

案例

CASE

中铁建设集团有限公司坚持问题导向，以风险控制体系建设为突破口，全面推进企业管理优化工作。该公司开展流程优化，对关键岗位、关键业务、关键流程进行全面梳理，厘清权责边界，消除不增值环节，促进风险管理与日常管理相互交融；通过对企业方针目标、职责划分、流程控制、资源管理、监测评审、绩效考核等工作的整合，达成现行的风险管理体系、内部控制体系、流程体系、制度体系等多套管理体系系统性整合，形成一套统一综合管理体系。这套体系不仅使风险控制全方位覆盖企业各项业务，而且成为推进管理和工作标准化建设的利器，用统一的管理标准、工作标准管人管事，形成事事有人管、人人有事干、事事有标准、处处按标准的良好局面。

China Railway Construction Group Co., Ltd. persisted in the problem orientation, and took risk control system construction as a breakthrough, comprehensively promoting the optimization of enterprise management. The company carried out process optimization, comprehensively combing the key positions, key business and key processes, to clarify the boundaries of power and responsibility, eliminate non-value-added links, and promote the integration of risk management and daily management. Through integrating the working of the enterprise policy objectives, responsibility division, process control, resource management, monitoring review, performance assessment and so on, the company achieved a systematic integration of multiple sets of management systems such as the current risk management system, internal control system, process system, and institutional system to form a unified and integrated management system. This system not only enabled risk control to cover all aspects of the business of the company in a comprehensive manner, but also served as a tool to promote the standardization of management and work. The company used unified management standards and work standards to manage the things and persons in full measure, to realize management in good situation that everything was assigned to the specially-assigned person, everyone had something to do, everything had standards to follow, everything was well documented, and everything was supervised by standards.

内部审计 Internal Audit

公司贯彻“问题、风险、价值和战略导向”，逐步实现“五大转变”，稳步促进“五个一体化”。扎实履行“监督、服务、增值”职责，规范深化经济责任审计，积极推进其他常规审计，强化审计信息化建设，精心组织重大专项审计调查，充分发挥了在查错纠弊、决策支持和价值增值等方面的作用。2017年，完成审计项目3284个，提出建议意见建议15756条，被采纳15412条，采纳率97%。在推进依法经营、强化内部管控、规避各类风险、促进廉政建设等方面起到了积极作用，维护了企业持续、和谐、稳定、健康发展。

CRCC always held the principle of objectiveness and being realistic persisted in the "Problem, risk, value and strategic orientation", gradually realized "Five Major Changes" and steadily promoted "Five-sphere integrated". We had conscientiously performed the duties of "Supervision, service, and value-added", standardized and deepened economic responsibility audits, actively promoted other routine audits, strengthened the construction of audit information, and carefully organized major special audit investigations. The general audit information-based system played a positive role in mistake detection and correction, decision making support and value addition. In 2017, CRCC completed the audit operation aiming at 3284 projects and delivered 15756 audit proposals wherein 15412 proposals had been adopted, adoption rate of 97%. It had played a positive role in promoting the management by law, strengthening internal management and control, evading all kinds of risks and promoting the construction of a clean enterprise, so as to maintain the sustainable, harmonious, stable and sound development of the enterprise.

反腐倡廉 Anti-corruption

公司持续加强党风廉政建设和反腐败工作，全面履行管党治党监督责任，严肃党内政治生活，强化党内监督，聚焦主责主业，突出挺纪在前，深入贯彻落实中央八项规定精神，加大正风肃纪反腐力度，党风廉政建设和反腐败工作不断取得新成效。

CRCC strengthened the work to combat the corruption and build a clean enterprise by continual work innovation, to comply fully with the obligations and ensure full and effective implementation supervision of exercising full and rigorous governance over the Party, ensure that intraparty political activities were carried out in earnest, strengthen internal oversight, focus on the main responsibility and main business, highlight to give top priority to ensuring compliance with Party discipline, build on the advances made in implementing the central Party leadership's eight-point decision on improving Party and government conduct, work hard to tighten discipline and improve Party conduct, and improve working style and strengthen discipline. New achievements had been in making solid progress in improving Party conduct, promoting integrity, and fighting corruption.

11月15日，中国铁建首个反腐倡廉教育基地——中铁十九局集团有限公司反腐倡廉教育基地在无锡落成开馆。该基地是由中铁十九局集团有限公司和上海铁路运输检察院、南京铁路运输检察院联合主办。基地采用声、光、电等相结合的现代化手段进行多方位的展示，带给参观者强烈的视觉震撼。展示分为“从严治党·驰而不息”、“工程案例·剖析省思”、“悲欢两重·忏悔心声”、“企检联系·巩固防控”和“不忘初心·砥砺前行”5大板块，以国企工作人员职务犯罪的真实案例，分析工程建设领域的预防职务犯罪关键环节，形象、生动的预防腐败和职务犯罪教育，引导员工知敬畏、存戒惧、守底线，永葆清正廉洁的本色。



On November 15, China Railway 19th Bureau Group Co., Ltd. built its first education base of combating corruption and building a clean government opened of China Railway Construction Corporation Limited in Wuxi. The base was jointly organized by China Railway 19th Bureau Group Co., Ltd. and Shanghai Railway Transport Procuratorate and Nanjing Railway Transport Procuratorate. Based on the combination of sound, light, electricity and other modern means, the base was displayed in multiple directions, which gave visitors a strong visual shock. The exhibition was divided into five major parts: "Rigorous governance over the Party · Not rest for a long time", "Engineering cases · Analysis of examination and reflection", "Sorrow and joy · Confessing feelings", "Enterprises and procuratorate contact · Strengthen the prevention and control" and "Remain true to our original aspiration · Keep the spiritual wealth that pushes us forge ahead". With the real case of personnel duty crime in state-owned enterprises, analyzed the key link of prevention of duty crime in the field of engineering construction, image, vivid and duty crime of corruption prevention education, so as to guide the staff to know how to fear, guard against fear, and keep the bottom line, the essence of honesty and uprightness forever.

信息透明 Information Transparency

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。2017年，公司在上海证券交易所、香港联交所共披露各类中英文文件430余份，使投资者能够及时了解行业最新动态以及公司生产经营情况及发展前景。

CRCC strictly followed the provision in the listing rule stipulated by the branch of legislature or the government where the company was listed to perform the obligation of information disclosure by a true, accurate, complete, prompt and fair way. Meanwhile, CRCC tried to improve the information disclosure in terms of pertinence and availability and raises the information disclosure level. In 2017, CRCC publicly released about 430 documents of various types with Chinese and English version respectively in Shanghai Stock Exchange and HKEX. Its information disclosure made the investor promptly understand the latest industrial situation, production and operation condition and development prospect.

合作·共享回报

SINCERE PARTNER COOPERATION AND VALUE RETURN SHARING

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中国铁建坚持稳中求进总基调，与合作伙伴携手前行，带动地区经济发展，实现与利益相关方合作共赢、共享发展。

CRCC positively promotes the transformation and upgrading enterprises, tries to improve business benefit and enhances the cooperation with the stakeholder concerned so that all the shareholders could share the good operating achievements based on effective business operation.

供应链管理 MANAGEMENT OF SUPPLY CHAIN

公司重视与供应链共同发展，搭建了电子商务平台，为供应商提供公开、公平的竞争环境。与实力强、信誉好的供应商建立长期的合作关系，建立了合格供应商名录，定期开展供应商评价，推动供应商不断提升管理水平，与供应商共同打造负责任的产品。

CRCC has been attaching importance to the development and maintenance of its supply chain and had established its e-business platform for an open and fair competition for all the vendors. CRCC has formed a long-term cooperation relation with the strong and creditworthy supplier, filed its qualified supplier archive, and periodically evaluated its supplier to promote the supplier to continually improve its management level. CRCC always positively cooperated with its suppliers to provide its client qualified product.

CASE 案例

8月15日，中国铁建工程建筑辅材类电商采购平台“铁建商城”正式上线运行。它统筹中国铁建系统内部工程物资二三类材料的供采业务，并提供交易、管理、信息、物流等服务，兼具全电子化线上招投标功能，对于实现小宗物资采购电子商务化和降本增效具有重要意义。商城运营团队在积极拓展供应商的同时，对入驻供应商的资质进行严格审查把关，实行多维度分级管理，甄选出优质供应商资源。目前，已有7400余家优质供应商入驻商城。

On August 15, the "CRCC Mall", an e-commerce procurement platform for engineering building auxiliary materials for CRCC, was officially launched. It coordinated the supply and collection business of Class II and Class III materials for internal construction materials of CRCC, and provided services such as transaction, management, information, logistics, etc., as well as all electronic online bidding functions for the realization of small goods procurement e-commerce. It was of great significance to reduce costs and increase efficiency. While actively expanding its suppliers, the mall operations team strictly examined the qualifications of suppliers entering the market, implemented multi-dimensional hierarchical management, and selected qualified supplier resources. At present, more than 7,400 qualified suppliers have entered the mall.

利益相关方 STAKEHOLDERS CONCERNED

公司通过多种方式推进利益相关方参与机制，与利益相关方建立和谐互动的良性关系，积极履行对利益相关方的责任。

CRCC positively enhanced such a system that could make the stakeholder positively involved into the business operation by various ways, paid high attention to the exchange and communication with the stakeholders and actively performed the responsibilities aiming at the stakeholder.

利益相关方沟通 Communications with Stakeholders Concerned

公司坚持透明、平等的原则，重视利益相关方的关注和利益诉求，与利益相关方保持良好的合作。

CRCC adhered to the principle of transparency and equality, attached importance to stakeholder concerns and interests, and maintains good cooperation with stakeholders.

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	Abide by laws and regulations applicable; tax payment; creation of job chance; technical innovation; to shape national brand; energy-saving and emission-reduction	Total tax payment; new jobs created; technical innovation project
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	Profit; total indebtedness; return on equity; 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
Creditor, including financial institution	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 partnership vendor; purchase cost of raw material 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 capability for profitability and sustainable development of the company; 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

公司秉承合作共赢理念，加强与政府、企业、银企、分包商、科研院校等相关方进行深度合作，谋求共同发展。

CRCC respected the philosophy of win-win cooperation to establish a cooperation platform where the resources from various parties could be fully utilized to enhance the cooperation with the stakeholders for win-win.

与政府合作：公司与山西、安徽等省政府签订战略合作协议，发挥公司自身的优势，带动地方经济发展。

Cooperation with government: CRCC has formed strategic cooperation relations with the provincial governments, including Shanxi, Anhui and other provincial governments to give full play to own advantages of the company and promote to drive local economic development.

案例

CASE

12月12日，中国铁建与山西省政府在太原签署战略合作协议。以进一步深化中国铁建与山西省更深层次、更多角度、更大范围的合作为前提，加快山西省转型发展，推动山西省综合改革示范区建设项目落地，发挥中国铁建在设计、建设、研发、运营、投资等方面的优势，贡献中国铁建的智慧和力量。



On December 12, CRCC signed cooperative agreement and conducted extensive strategic cooperation with Shanxi Provincial Government in Taiyuan. In order to further deepen the cooperation between CRCC and Shanxi Province in a deeper, more perspective and wider scope, we would speed up the transformation and development of Shanxi Province, promoted the construction of a comprehensive reform demonstration zone project in Shanxi Province, and made use of CRCC in its design and construction. The advantages of R&D, operation, and investment contributed to the wisdom and strength of CRCC.

与企业合作：公司与大型企业建立高层互访机制，积极开展与知名企业的协作合作，创新合作模式，发挥各自优势，实现资源共享，互利共赢。

Cooperation with enterprise: CRCC enhanced the high-level exchanges mechanism with large-scale enterprises in order to actively develop cooperation and collaboration with well-known enterprises, to exert their respective advantages to innovate the cooperation mode for win-win via the alliance between the giants.

CASE

案例

7月11日,中国铁建与招商局集团在北京签署战略合作框架协议。双方本着优势互补、互利共赢、市场化、新市场协同开发、长期稳定的合作原则,通过紧密合作,充分利用资源、发挥优势,构建资源共享、优势互补的战略合作关系;通过创新高效的合作模式,促进短期成效与中长期战略目标均衡发展,实现互利互惠、协作共赢,共同开发国内外市场。

On July 11, a strategic cooperation framework agreement was concluded and signed between CRCC and China Merchants Group. Two parties would follow the principles of mutual advantage utilization and win-win, equality and mutual benefit, marketization, new market cooperative development and long-term stability cooperation to focus on making full use of resources and give full play to their strengths to build a strategic cooperative relationship with shared resources and complementary advantages through innovation and efficiency. Through close cooperation, fully utilizing resources and giving full play to advantages, two parties would build a strategic cooperative relationship with resources sharing and complementary advantages, and promote short-term results and medium and long-term strategic objectives through innovative and efficient cooperation model. Two parties should achieve balanced development, achieve mutual benefit, win-win cooperation, and jointly develop domestic and foreign markets.



与银企合作:公司与平安保险、招商银行、中国进出口银行等企业在基础设施、海外拓展等领域开展合作,实现利益共享。

Cooperation with banks and enterprises: CRCC has cooperated with PING AN Insurance (Group) Company, China Merchants Bank, the Export-Import Bank of China and other enterprises in the infrastructure, overseas development and other areas of cooperation to achieve benefit sharing.

CASE

案例

9月25日,中国铁建与中国进出口银行在北京签署战略合作协议。此次战略合作协议的签署,促进了双方优势互补,进一步创新产融合作模式,推进更多合作项目落地,从而扩大合作的广度和深度,实现互利共赢。

On September 25, a strategic cooperation agreement was concluded and signed between CRCC and China Merchants Group in Beijing. The signing of this strategic cooperation agreement has promoted the complementary advantages of the two parties, further innovated the mode of cooperation and cooperation, and promoted the landing of more cooperation projects, thus expanding the breadth and depth of cooperation and achieving mutual benefit and win-win.



与分包商合作: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。

Cooperation with sub-contractors: CRCC has established its own subcontractor directory and credit rating system by which it could evaluate the capability of the subcontractor to perform the contract and as well as help the subcontractor to improve its capability to carry out the social responsibility for common growth.

案例

CASE

中铁十一局集团有限公司遵循“阳光采购”的原则,规范招标采购流程,2017年通过公开招标、邀请招标、竞争性谈判等方式采购11.69亿元。积极督促项目开展供应商评估工作,对255家供应商进行初评,对147家合作的供应商进行重新评价。建立了供应商名册以及供应商社会责任档案,每年组织一次供应商重新评价,评估供应商社会责任履责情况,帮助供应商增强社会责任意识,实现共同发展。

China Railway 11th Bureau Group Co., Ltd. followed the principle of “Sunshine procurement”; regulating the bidding procurement process, and purchasing RMB 1.169 billion million Yuan through public bidding, invitation to tender and competitive negotiation in 2017. We actively urged the project to carry out supplier evaluation work, make a preliminary evaluation of 255 suppliers, and reevaluate 147 cooperative suppliers. The supplier list and suppliers’ social responsibility files have been established. The supplier was re-evaluated once a year to assess the supplier’s responsibility for social responsibility and to help suppliers enhance their awareness of social responsibility and achieve common development.

与科研院校合作:公司与科研院校建立长期合作平台,推动产学研深度融合,在科技创新、成果转化方面,吸纳多方面智慧,推动产业进步。

Cooperation with academic institutions: CRCC has built a long-term cooperation platform by cooperation with the scientific research institutions to promote the deep integration of powers respectively from industrial sector, education organization and research institution. The platform serves to gather the wisdom from various sources in the aspects of innovation and R&D fruit conversion to push the industrial progress.

案例

CASE

11月3日,中国铁建与同济大学在北京签署战略合作协议。此次协议的签署,标志着中国铁建与同济大学正式搭建起战略合作平台。未来,中国铁建将结合企业发展战略和业务需求,同济大学将发挥学科、产业及人才优势,携手在开拓新兴市场、加快创新步伐、深化产学研用等方面开展合作。

On November 3, a strategic cooperation agreement was concluded and signed between CRCC and Tongji University in Beijing. The signing of this agreement marked the official establishment of the strategic cooperation platform between CRCC and Tongji University. In the future, the CRCC will combine the enterprise development strategy and the business demand, Tongji University will exert the discipline, the industry and the talented person superiority, work together in opening up the emerging market, speeding up the innovation pace, and deepening the research and production cooperation.



经济绩效 ECONOMIC PERFORMANCES

公司面对国内外复杂多变的政治经济形势，全面准确把握战略机遇期内的莫测变化，变压力为动力，化机遇为挑战，积极实施“建筑为本、相关多元、协同一体、转型升级”发展战略，以强烈的使命感、责任感、紧迫感，保持定力、开足马力、激发活力、精准发力，各项主要经济指标再攀新高。

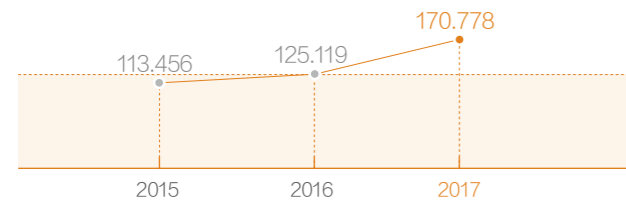
Facing the complex and changeable political and economic situation at home and abroad, CRCC comprehensively and accurately grasped the unpredictable changes in the period of strategic opportunities, changed the pressure as the driving force, the opportunity for the challenge, and actively implemented the development strategy of “Construction-based, diversified development, integrated in operation, transforming and upgraded, developed into a transnational construction group” with a strong sense of mission, responsibility, and urgency, maintains strength, builds up horsepower, stimulates vitality, and exerts precision. All major economic indicators have reached new record again.

2017 年公司新签合同额及近三年情况 Total of New Contracts in 2017 and Data over Past Three Years

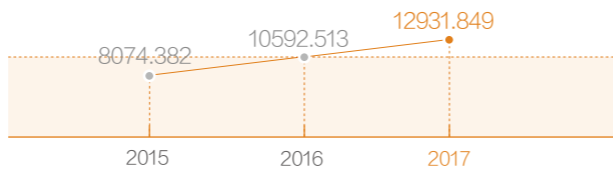
2017 年，公司新签合同额 15083.124 亿元，同比增长 23.72%。

In 2017, CRCC received a total of RMB 1508.3124 billion from its new contract, a growth of 23.72% on year-on-year basis.

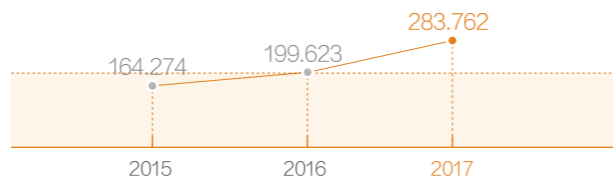
勘察设计咨询 Survey and design consultation 单位：亿元 Unit: RMB 100,000,000



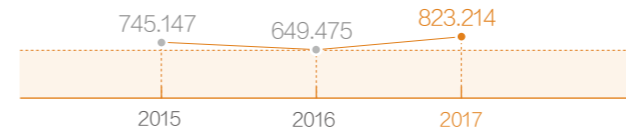
工程承包 Project contracting 单位：亿元 Unit: RMB 100,000,000



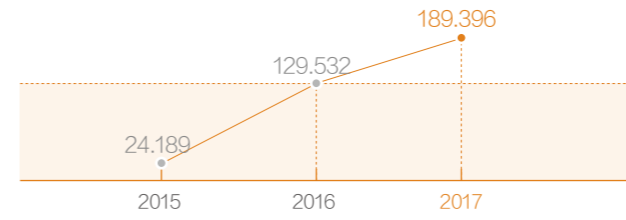
工业制造 Industrial fabrication 单位：亿元 Unit: RMB 100,000,000



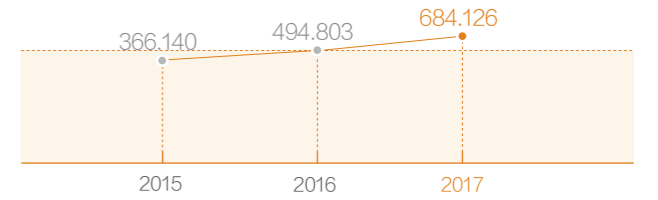
物流与物资贸易 Logistics and material trade 单位：亿元 Unit: RMB 100,000,000



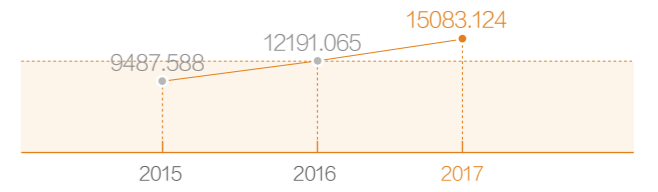
其他 Other 单位：亿元 Unit: RMB 100,000,000



房地产开发 Real estate development industry 单位：亿元 Unit: RMB 100,000,000



总计 Total 单位：亿元 Unit: RMB 100,000,000

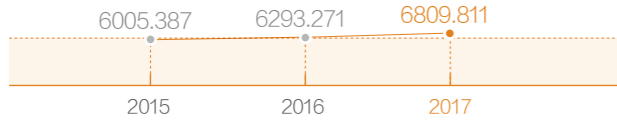


2017 年公司营业收入、净利润、资产总额及近三年情况 Business Revenue, Net Profit, General Assets of CRCC in 2017 and the Data over Past Three Years

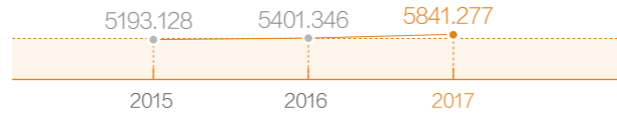
2017 年，公司完成营业收入 6809.811 亿元，同比增长 8.21%；实现净利润 169.192 亿元，同比增长 13.93%；资产总额 8218.875 亿元，同比增长 8.24%。

In 2017, CRCC contributed business revenue of RMB 680.9811 billion, a year-on-year growth of 8.21%, a net profit of RMB 16.9192 billion, a year-on-year growth of 13.93%. Also, its general assets are RMB 821.8875 billion, a year-on-year growth of 8.24%.

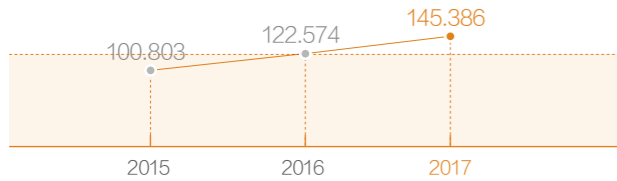
营业收入 Operating revenues 单位: 亿元 Unit: RMB 100,000,000



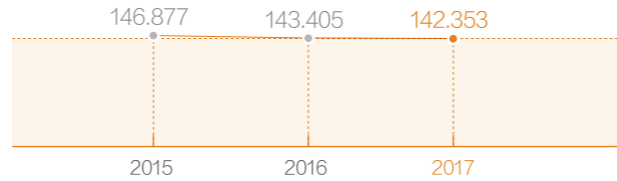
其中:工程承包Wherein: project contracting 单位: 亿元 Unit: RMB 100,000,000



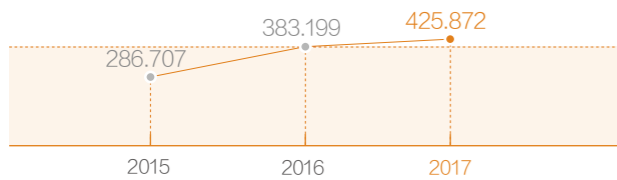
勘察设计咨询 Survey and design consultation 单位: 亿元 Unit: RMB 100,000,000



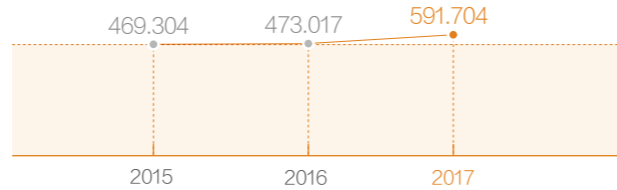
工业制造 Industrial fabrication 单位: 亿元 Unit: RMB 100,000,000



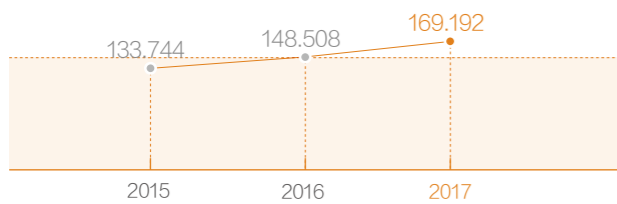
房地产开发Real estate development industry 单位: 亿元 Unit: RMB 100,000,000



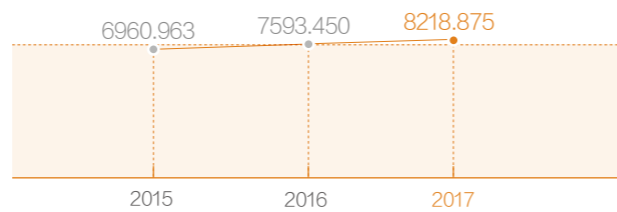
物流与物资贸易及其他 Logistics and material trade and others 单位: 亿元 Unit: RMB 100,000,000



净利润Net income 单位: 亿元 Unit: RMB 100,000,000



资产总额 Total assets 单位: 亿元 Unit: RMB 100,000,000



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 from single item (project contracting, survey and design consultation, industrial manufacturing, real estate development, logistics and material trade and others) trade between divisions not deducted

2017年, 公司海外业务实现营业收入379.771亿元, 占营业收入总额的5.58%。

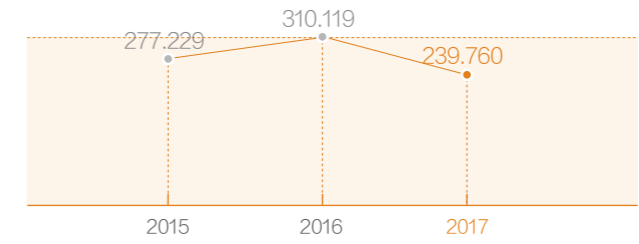
In 2017, CRCC achieved business revenue of RMB 37.9771 billion with 5.58% of total business revenue.

依法纳税 TAX PAYMENT AS REQUIRED BY LAWS

2017年, 公司共缴纳各类税费239.760亿元。

In 2017, CRCC contributed a tax payment total of RMB 23.976 billion.

缴纳税费Tax paid 单位: 亿元 Unit: RMB 100,000,000



股东回报 ABUNDANT SHAREHOLDER RETURNS

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。2017年, 公司每1股派发现金股利0.18元(含税)。

CRCC implemented positive profit distribution policy to make the shareholders able to share the return achieved by good enterprise operation. In 2017, CRCC distributed a cash dividend of RMB 0.18 (tax included) for each share.

4

精品·提升价值

OFFERING BOUTIQUE PROJECT AND
PROMOTION OF VALUE

建设精品工程 OFFERING BOUTIQUE PROJECT	33
创新引领发展 INNOVATION ORIENTED DEVELOPMENT	38
严控安全生产 STRICT CONTROL OF SAFE PRODUCTION	40

中国铁建以客户满意为宗旨，以技术优势引领行业发展，履行安全生产责任，强化精益管理，为客户奉献优质精品和贴心服务。

CRCC will be adhering to the corporate values "Sincerity and innovation for ever, quality and character at once" in the product life cycle, through unremitting efforts to provide customers with products and services of high quality, environmental protection and humanization.

建设精品工程 OFFERING BOUTIQUE PROJECT

面对在建规模大、生产任务重、管控难度高的严峻挑战，公司狠抓施工生产组织，严格落实安全质量责任，不断强化工程项目管理和重难点监控，为客户交付满意绿色优质工程。

Facing the severe challenge in which the scale of construction was large, the production task was heavy, and the control was difficult, CRCC closed attention to the construction production organization and strictly implements the safety and quality responsibility, further strengthening the project management and heavy difficulty monitoring, to deliver the green, high quality and satisfactory project.

2017年，宝兰、武九、西成、石济客专，兰渝、北阿铁路，简蒲、共玉高速公路，青岛、福州、石家庄、厦门等地有关城轨地铁，青岛港全自动化集装箱码头等重点工程开通运营；世界最大断面公路隧道港珠澳大桥拱北隧道、“国内罕见、世界难题”胡麻岭隧道、博鳌海底隧道等重点隧道实现贯通；世界最大重量转体斜拉桥菏泽丹阳立交桥正式通车；马来西亚四季酒店顺利封顶，北非最长隧道甘塔斯隧道正式贯通。

In 2017, CRCC completed a large number of major projects operation such as Baoji-Lanzhou, Wuhan-Jiujiang, Xi'an-Chengdu, Shijiazhuang-Jinan passenger transport lines, Lanzhou-Chongqing Railway, Beitun-Altay Railway, Jianpu Expressway, Gonghe-Yushu Expressway, Qingdao, Fuzhou, Shijiazhuang, Xiamen and other areas related to urban rail subway, Automation container terminals of Port of Qingdao; the world's largest cross-section highway tunnel, Til the tunne, Bo'AO submarine tunnel and other key projects, "domestic rare, the world's difficult problems", were built and opened; Hezhe-Danyang overpass, the world's largest weight transfer cable-stayed bridge, was officially open to traffic; the Four Seasons Hotels in Malaysia was successfully completed, and Gantas tunnels, the longest tunnel in North Africa was officially completed.

2017年，完成隧道1329折合公里、桥梁1562折合公里、正线铺轨3381公里、站线铺轨749公里、通信线路13604条公里、供电线路8570公里、公路3186公里、轻轨地铁427公里、房屋竣工面积2281万平方米、土石方138547万立方米。

In 2017, CRCC completed construction of tunnel with 1329 equivalent kilometers 1562 equivalent kilometers of the bridge, 3381 kilometers of main track laying, 749 kilometers of station and yard line laying, 13604 kilometers of communication lines, 8570 kilometers of power lines, 3186 kilometers of highway, 427 kilometers of light rail subway, 22.81 million square meter of the housing completion area and 1.38547 billion cubic meters of earth and stone.

案例

CASE

9月29日，由中国铁建设参建施工的国家西部地区第一条南北向的纵向大动脉兰渝铁路全线开通运营。兰渝铁路是继京广线、京沪线之后第三条纵贯中国南北的铁路大动脉，对推进落实扶贫开发战略，加速“一带一路”建设具有重大意义。兰渝铁路的通车，将为国家“一带一路”战略的顺利实施提供重要支撑，为西南、西北经济社会发展，加强我国与中亚、西亚乃至欧洲的经贸往来和互动交流提供积极的推动作用和更加便捷的运输服务支撑。

On September 29, the first north-south longitudinal artery, Lanzhou-Chongqing railway, was opened in the western part of the country, which was designed and constructed by CRCC. The Lanzhou-Chongqing railway is the third railway artery in China after the Beijing-Guangzhou line and the Beijing-Shanghai line. It is of great significance to promote the implementation of the poverty alleviation and development strategy and accelerate the construction of "The Belt and Road Initiative". Lanzhou-Chongqing railway, the national "The Belt and Road Initiative" the smooth implementation of the strategy was opened to provide important support for economic and social development in the southwest and northwest, strengthening the economic and trade exchanges between China and Central Asia, West Asia and Europe and provided a positive role in promoting the interaction and more convenient transportation service support.

强化质量管理 Strengthening Quality Management

公司积极实施以质量促发展，以质量占市场的发展战略，以精品工程创建带动工程质量全面发展。大力推行工程项目终端质量责任制，推进质量创优活动和质量标准化工地建设，加大质量工作考核力度，使公司质量管理水平不断提升。公司全面强化质量管理，以质量为基石，以质量铸精品，所建工程一次交验合格率达100%。2017年，共获中国建设工程鲁班奖8项，国家优质工程奖35项。

CRCC actively implemented of the market development strategy "to promote the quality of development, the quality of the market" and the creation of quality projects to promote the overall quality of development projects, continuously improved the management level of the project quality of the company by vigorously promoting the project terminal quality responsibility system, promoting the construction of quality excellence activities and quality standardization sites, increasing the intensity of work assessment efforts, so as to continuously improve the quality management level of the company. CRCC comprehensively strengthened the quality management, took the quality as the cornerstone, with the quality casting high-quality goods, the construction project passed the inspection qualified rate up to 100%. In 2017, the projects built by the company have reached the rate of 100% of acceptance rate of primary inspection, and have achieved 8 of China Construction Engineering Luban Award and 35 of the national quality project award.



2017年，获中国建设工程鲁班奖
have achieved 8 of China Construction
Engineering Luban Award

8
项



2017年，获国家优质工程奖
35 of the national quality project award

35
项

2017 年度中国建设工程鲁班奖获奖项目列表

List of 2017 Luban prize winning projects of China Construction Projects

序号	获奖工程	获奖单位
1	河南鹤壁鹤淇电厂“上大压小”新建工程	中铁十九局集团有限公司
2	合肥枢纽南环线合肥南站工程	中铁建设集团有限公司 中铁十一局集团有限公司 中铁建设集团设备安装有限公司 北京中铁装饰工程有限公司
3	杭州市紫之隧道（紫金港路~之江路）工程	中铁十六局集团有限公司 中铁十四局集团有限公司 中铁十六局集团北京轨道交通工程建设有限公司
4	乐昌至广州高速公路大瑶山一号隧道	中铁十二局集团有限公司 中铁十二局集团第二工程有限公司
5	扬州市瘦西湖隧道工程	中铁十四局集团有限公司 中铁十四局集团隧道工程有限公司 中铁十四局集团大盾构工程有限公司 中铁十四局集团电气化工程有限公司 北京中铁房山桥梁有限公司 中铁十四局集团第四工程有限公司 中铁十四局集团建筑工程有限公司
6	中国人寿研发中心一期	中铁建设集团有限公司
7	沙特南北铁路 CTW200 标段工程	中铁十八局集团有限公司 中铁十五局集团有限公司
8	尼日利亚铁路现代化项目阿布贾至卡杜纳段工程	中国土木工程集团有限公司 中铁二十四局集团有限公司 中国铁建电气化局集团有限公司

Sequence number	Winning project	Winning unit
1	Hebi Heqi power plant “big pressure small” new project in Henan	China Railway 19 th Bureau Group Co., Ltd.
2	Hefei South railway station project of Hefei hub south ring line	China Railway Construction Group Co., Ltd. China Railway 11 th Bureau Group Co., Ltd. Equipment installation Co., Ltd. of China Railway Construction Group Co., Ltd. Beijing China Railway Decoration Engineering Co., Ltd.
3	Hangzhou purple tunnel (zijin port road- zhijiang road) project	China Railway 16 th Bureau Group Co., Ltd. China Railway 14 th Bureau Group Co., Ltd. Beijing rail transit engineering construction Co. LTD. of China Railway 16 th Engineering Bureau Group Co., Ltd.
4	Daoshan No.1 tunnel of Lechang-Guangzhou expressway	China Railway 12 th Bureau Group Co., Ltd. The 2 nd Engineering Co., Ltd. of China Railway 12 th Bureau Group Co., Ltd.
5	Yangzhou Slender West Lake Tunnel Project	China Railway 14 th Bureau Group Co., Ltd. Tunnel engineering Co., Ltd. of China Railway 14 th Bureau Group Co., Ltd. Great shield engineering Co., Ltd. of China Railway 14 th Bureau Group Co., Ltd. Electrification Engineering Co., Ltd. of China Railway 14 th Bureau Group Co., Ltd. Beijing China railway Fangshan Bridge Co., Ltd. The 4 th Engineering Co., Ltd. of China Railway 14 th Bureau Group Co., Ltd. Construction Engineering Co., Ltd. of China Railway 14 th Bureau Group Co., Ltd.
6	Research and development center phase I of China Life Insurance Company	China Railway Construction Group Co., Ltd.
7	Saudi North-south Railway CTW200 Project	China Railway 18 th Bureau Group Co., Ltd. China Railway 15 th Bureau Group Co., Ltd.
8	Nigeria railway modernization project Abuja to Kaduna section	China Civil Engineering Construction Corporation. China Railway 24 th Bureau Group Co., Ltd. China Railway Construction Electrification Bureau Group Co., Ltd.

优质贴心服务 Quality and Intimate Service

公司秉承“客户至上”的经营理念，积极营造良好的客户关系，深化客户全方位服务体系，为客户提供安全、可靠、优质、高效的服务。

CRCC, adhering to the business philosophy of "Customer first", actively created a good customer relationship, further provide all-round services in system construction for customer, and committed itself to providing customers with safe, reliable, high-quality, efficient service.

CASE

案例



中铁建重庆投资集团有限公司铁发遂渝公司大路服务区根据“布局合理、经济实用、标识清晰、服务规范、安全有序、生态环保”的现代化服务区打造要求，进行服务区标准化管理，编制了保安、保洁、加油员、收银员等7个岗位标准化手册，形成了规范统一、完善合理的管理服务标准体系。配备了汽车充电、自助存包、自助洗车、卫生间智能导视系统、“无人餐厅”等智能化设施。提供“一站式”导览，引入全国首家高速公路服务区房车体验馆，设有带独立卫生间的情景母婴室、医疗联动服务点，人性化的服务给司机和乘客带贴心和温暖。该服务区获得“重庆市五星级服务区”、“全国百佳示范服务区”称号。

Suining-Chongqing Railway Company Dalu Service Area of China Railway Chongqing Investment Co., Ltd. has established requirements for modernization of service areas based on "Reasonable layout, economical and practical, clear identification, standardized service, safe and orderly, and ecological environment protection" and standardized management of service areas. A standardized handbook for security, cleaning, refueling personnel, cashiers and other seven posts has been compiled, which has formed a standard, unified and perfect management service standard system. It is equipped with intelligent facilities such as car charging, self-service deposit, self-service car wash, smart bathroom guidance system, and "unmanned restaurant". Provide "one-stop" guide, introduce the country's first highway service area RV experience hall, with mother and child room with a separate toilet room, medical linkage service points, humanized service to the driver and passengers with warm and intimate. The service area was awarded the title of "Chongqing Five-Star Service Area" and "National Top 100 China Demonstration Service Area".

注重合同履行 Pay Attention to Contract Performance

公司强化与客户沟通，利用信息化手段，实现了合同的标准化、规范化监督管理，保障了合同执行的效率和力度，做到忠实履约，合同履约率达到100%。

CRCC strengthened communication with customers and used information technology to achieve standardization and normalization of contract supervision and management, and ensured the efficiency and strength of contract execution, achieved the faithful performance and contract fulfillment rate reached 100%.

创新引领发展 INNOVATION ORIENTED DEVELOPMENT



2017年，科技投入达
In 2017, a total of RMB 10.3977 billion was invested to the technology research and development

103.977 亿

公司实施创新驱动发展，不断健全完善科技创新管理体制机制，大力加强科技创新工作，加快产业技术创新，用高新技术提升企业竞争力。公司在一系列重大技术上取得突破，掌握了诸多关键核心技术，取得了丰硕的科技创新成果，培育了一批高层次科技创新平台、创新团队和创新人才。目前，公司拥有国家级创新平台19家，博士后科研工作站9家。2017年，科技投入达103.977亿元。

CRCC continues to strengthen the construction of scientific and technological innovation capability, actively promoting the transformation of scientific and technological achievements to achieve the continuous enhancement of scientific and technological innovation capability, the rapid improvement of scientific and technological level and the increasing prominence of scientific and technological innovation. CRCC has made a breakthrough in a series of major technologies, mastered a number of key core technologies, achieved fruitful scientific and technological innovation results, and nurtured a group of high-level scientific and technological innovation platform, innovative team and innovative talent. At present, CRCC has 19 state-level innovation platforms and 9 post-doctoral research stations. In 2017, a total of RMB 10.3977 billion was invested to the technology research and development.

2017年，公司获国家科技进步奖3项，获省部级科技进步奖84项；获中国优秀专利奖4项；获各类省部级以上勘察设计咨询奖239项；获菲迪克工程项目奖4项；获中国土木工程詹天佑奖10项；获中国建设工程BIM大赛一等奖2项；主持和参与国家标准12项；获授权专利1719件，其中发明专利375件；获省部级工法363项；获全国建筑业创新技术应用示范工程10项。

In 2017, CRCC won 3 national prizes for progress in science and technology and 84 provincial and ministerial level scientific and technological progress awards; it won 4 Chinese outstanding patent awards; it won 239 provincial and ministerial level survey and design consulting awards; it won 4 FIDIC project awards; it won 10 Tien-yow Jeme Civil Engineering Prizes; it won 2 first prizes of Second China Construction Project BIM Contest; it presided over the development of 12 national standards; it won 1719 authorized patents, of which 375 were invention patents, it won 363 provincial and ministerial level construction methods; it won 10 national construction industry innovation technology application demonstration project awards.

CASE

案例



中铁第四勘察设计院集团有限公司与北京交通大学共同完成的《复杂环境下高速铁路无缝线路关键技术及应用》，攻克了高铁无缝线路与复杂气候条件适应性、与复杂线下基础协调性、安全服役状态可控性三大难题，形成了具有自主知识产权的复杂环境下高速铁路无缝线路关键技术及应用体系。创新成果成功应用于跨越不同气候带、世界里程最长的京广高铁，最大年轨温差达 110 摄氏度的世界首条处于高寒地区的哈大高铁等线路，为我国高铁建设、安全高效运营提供了技术保障，该成果在 2017 年荣获国家科技进步一等奖。

"The key technology and application of seamless railway line under complex environment", which was completed by the China Railway Fourth Survey and Design Institute Group Co., Ltd. and Beijing Jiaotong University, overcame three difficult problems, such as the adaptability of high-speed rail seamless line and complex climatic conditions, coordination with complex line foundation and controllability of safe service state, which has formed the key technology and application system of high-speed railway seamless line under complex environment with independent intellectual property rights. The innovative results have been successfully applied to the Beijing-Guangzhou high-speed railway that spanned different climate zones and the world's longest range. The world's first Ha'erbin-Dalian high-speed rail line in the high-cold area, with a maximum annual rail temperature difference of 110 degrees Celsius, provided a safe and efficient operation for high-speed rail construction in China. The achievement won the first prize of national science and technology progress award in 2017.

CASE

案例

中铁重工集团有限公司连续突破小直径 TBM 系统集成、小直径刀盘联体刀箱设计、超大直径掘进装备数字化建模、高精度开挖面气液独立平衡控制、高效泥浆环流及刀盘冲刷、常压换刀、特种作业机器人等多项关键核心技术，成功研制出国产首台最小直径敞开式 TBM、首台小曲线长距离硬岩顶管机和首台常压换刀式超大直径泥水平衡盾构机，填补了我国在该技术领域的空白，实现了国产自主盾构研制技术的又一次跨越。



China Railway Construction Heavy Industry Group Co., Ltd. continuously broke a number of key core technologies such as small diameter TBM system integration, the design of the small diameter cutter knife box, the digital modeling of the super large diameter excavation equipment, the high precision excavation surface gas-liquid independent balance control, the efficient mud circulation and the cutter scour, the constant pressure tool changing, the special operation robot, etc. Successfully developed the first domestic minimum diameter open type TBM, the first small curve long distance hard rock top pipe machine and the first constant pressure tool changing type super large diameter slurry shield machine, filled the gap in the technology field in China, realizing the further leap of the domestic independent shield development technology.

严控安全生产 STRICT CONTROL OF SAFE PRODUCTION

公司牢固树立安全生产“红线意识”，弘扬生命至上、安全第一的理念，从安全体制、机制入手，切实夯实企业安全基础。落实全员安全生产责任，加强安全风险管控，按照“提前想到、提前发现、提前消除隐患”的管理要求，加大事故隐患排查治理力度，安全生产形势稳定。2017 年，公司安全生产费用投入达 86.034 亿元。

CRCC firmly established the "Red line consciousness" in safety production, constantly promoted the concept of "Life is of top priority, safety first", started with safety systems and mechanisms, and effectively consolidated the foundation of corporate safety. Implemented the responsibility of safety in production, and strengthened safety risk control, according to the management requirements of "Considering, finding and eliminating the potential safety hazard in advance", increasing the risk of accidents and ensured that the production situation was stable. In 2017, cost of safe production of the company reached RMB 8.6034 billion.

安全生产管理 Safety Production Management

公司积极构建安全生产管理体系，大力落实安全生产主体责任，严格执行安全生产责任制，制定《中国铁建股份有限公司安全生产工作评价办法》和《中国铁建股份有限公司安全生产工作评价细则》，将“四项措施、五项制度”纳入安全评价。为进一步落实安全生产主体责任，认真落实终端责任制，2017 年出台《中国铁建股份有限公司生产安全事故约谈制度》，发挥约谈制度的教育、震慑和警示作用，不断夯实安全管理基础。

CRCC actively constructed the safety production management system, vigorously implemented the safety production responsibility, strictly executed the safety production responsibility system, and formulated "Valuation method of safe production of China Railway Construction Corporation Limited" and "Safety production work evaluation rules of China Railway Construction Corporation Limited". The "Four measures and five systems" were included in the safety evaluation. In order to further implement the main responsibility of safety production, conscientiously implemented the terminal responsibility system. In 2017, "Production safety accident interview system of China Railway Construction Corporation Limited" was issued, which played the role of the education, shock and warning of the interview system, and continuously strengthened the safety management foundation.

CASE

案例



中铁建设集团有限公司将一线作业员工工资与安全行为挂钩，借助该公司“百日安全无事故”活动平台，采用正向激励方式，开展以一线作业人员为基础的“行为安全之星”评选活动。“行为安全之星”激励卡上印有作业人员个人防护用品、安全防护设施等9项安全管理行为标准，每天项目部管理人员在施工现场日常安全检查时，依据行为标准对作业人员评定后发放激励卡，由此评选出月度、季度

“行为安全之星”，并进行奖励。通过“行为安全之星”评选活动，加快了作业人员从“要我安全”向“我要安全”的转变，激励全体作业人员主动规范自身安全行为，使“人人管安全”、“我要安全”的氛围更浓，有效促进了现场管理水平的提升。

China Railway Construction Group Co., Ltd. has linked the wage of front-line workers. With the help of the “100 days safety no accident” platform of the company, the company adopted positive incentive methods to carry out the “Star of behavior safety” based on the staff of the first line. The “Star of behavior safety” incentive card was printed with 9 safety management behavior standards, such as personal protective equipment and safety protection facilities. Every day, the management personnel of the project department distributed the incentive card according to the standard of behavior, and then selected the monthly and quarterly “Star of behavior safety” and rewarded them. Through the activities of “Star of behavior safety”, it accelerated the shift from “I am safe” to “I want to be safe”, and encouraged all the workers to actively standardize their own safety behavior, so that the atmosphere of “Everyone’s safety” and “I want to be safe” had a stronger atmosphere, which effectively promoted the improvement of the management level of the field.

安全教育培训 Safety Education Training

公司高度重视安全教育培训工作，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、手机短信及微信、安全体验区等行之有效的方式，强化一线员工安全意识，提升操作水平。

CRCC attached great importance to safety education training work, put the focus of safety education on the grassroots level and on the workers, put on the workers, the use of pre-service education, site Radio, window, site school, safety knowledge competition, mobile phone messages and micro-letters, security experience areas, such as effective ways to strengthen the safety awareness of the front-line employees, improving the level of operation. Adopted effective methods such as pre work education, site broadcasting, window, site school, safety knowledge competition, mobile phone SMS and WeChat, safety experience area, and strengthened the safety awareness of front-line employees, to enhance the level of operation.

案例

CASE

中铁建昆仑投资集团有限公司蒲都高速安全教育培训基地总面积超过4600平方米，场馆内设有安全带使用、安全帽撞击、高空坠落、防护栏推倒、钢丝绳辨识、综合用电、移动式操作平台倾倒、安全急救培训及灭火器演示等实用型安全体验设备。该基地通过采用VR(虚拟现实)技术，使体验者只要戴上VR眼镜，各种工程设施及场景形象逼真地展现在眼前，通过简单操作便可以“身临其境”地感受到工程施工中的危险。让安全教育打破传统课堂的束缚，通过视觉上的感知、感官上的体验，提高了施工人员安全意识，规范了施工人员安全行为。



China Railway Kunlun Investment Group Co., Ltd. Pujiang-Duijiangyan High speed security education and training base covered an area of more than 4600 square meters. The stadium was equipped with safety belts, helmet crashes, high-altitude crashes, protective barriers, steel ropes, integrated electricity, portable operation platform dumping, safety first aid training, extinguisher demonstration and other practical safety experience equipment. Through the adoption of VR (Virtual reality) technology, so that the experimenter as long as wearing VR glasses, a variety of engineering facilities and scene images vividly displayed in the immediate, through simple operation could be “Immersive” to feel the danger of engineering construction. To break the shackle of traditional classroom, safety education was to improve the safety awareness of construction personnel and standardize the safety behavior of construction personnel through visual perception and sensory experience.

隐患排查治理 Hidden Defects Inspection and Administration

公司强化安全隐患排查的超前意识、主动意识、责任意识，充分利用安全隐患排查治理平台，开展安全隐患排查治理，做到提前想到、提前发现、提前消除安全隐患。同时，将风险评估纳入安全生产工作评价，并加大权重，扎实开展安全风险管控，提高安全生产保障水平。

CRCC had superior consciousness, active consciousness, and responsibility consciousness in strengthening the hidden danger identification, made full use of potential safety hazard checking and solving platform, extends the potential hazard checking identification to achieve the normalization and standardization of potential risks considering, finding and eliminating the potential safety hazard in advance. At the same time, the risk assessment should be included in the evaluation of safe production work, and the weight should be increased to ensure the safety risk control and improve the level of production safety.

CASE

案例

中铁二十三局集团有限公司把安全管理重心前移到工程项目、下沉到施工现场,确保安全保障措施落地。加强一线作业层的安全管理,要求“培训不拘形式,交底简单有效”,积极推行“工班隐患排查”,形成以现场作业人员为责任主体的隐患排查机制,发挥一线作业人员的主观能动性,根据想到、发现、排除的隐患给予奖励,对漏报或忽视的隐患给予处罚,从制度上提高现场作业人员的自保能力和安全责任意识,切实推进安全管理激励约束机制在基层有效执行,打通安全管理“最后一公里”。

China Railway 23rd Bureau Group Co., Ltd. moved the safety management center of gravity forward to the project, sinking to the construction site, to ensure that the safety measures were implemented. Strengthened the safety management of the front-line employees, requested “The training was informal, the clarification book was simple and effective”, actively carried out “The hidden dangers of the construction class”, to form the hidden danger mechanism of the main body of the site operator, and exert the initiative of the front-line employees, gave the rewards the person considering, finding and eliminating the potential safety hazard in advance, carried out penalties for omissions or omissions, improved the self-preservation ability of on-site personnel from the system and safety responsibility consciousness, and promoted safety management incentive constraint mechanism effective implementation at the grassroots level, through “The last kilometer” of safety management.



安全应急管理 Safety Emergency Management

公司坚持“以应急救援为核心”,切实加强安全生产应急管理工作。针对高风险、长大隧道多的特点,统筹考虑,合理调配应急救援设备,实现就近参加抢险救援。组织开展隧道塌方救援专项演练,以实战的方式,检验应对生产安全突发事件的应急处置能力。

CRCC insisted on “Taking emergency life-saving as the core” and effectively strengthened the safety of emergency management work. In view of the characteristics of high risk, large and long tunnels, the company made an overall consideration and rationally allocated emergency rescue equipment, so as to realize the nearest rescue and rescue. To organize and carry out special drill for tunnel collapse rescue, and test the emergency response capacity of production safety emergencies in a practical way.

案例

CASE

中铁十九局集团有限公司一公司结合“安全生产月”活动,组织全员开展了一系列应急演练。为加强对洪涝灾害突发事件的应急处置能力,增强员工防汛抗洪意识,开展了防洪度汛应急演练;为使施工现场人员了解消防基础知识,增强自我保护能力,掌握对突发火灾的应变、逃生技能,开展了消防应急救援演练;为增强高瓦斯隧道施工人员的安全意识,开展了高瓦斯隧道通风联动机制应急演练。通过演练活动,提升了员工的风险意识和安全防范意识,锻炼了员工快速应对险情的处理能力,强化了各级管理层和专业队伍之间的协调作战能力,提高了防范与自救能力。

The 1st company of China Railway 19th Bureau Group Co., Ltd. has organized a series of emergency drills in conjunction with the “Safe production month” activity. In order to improve the emergency handling capacity of flood disaster emergencies and enhance the awareness of flood prevention and flood prevention, the emergency rehearsal for flood control was carried out. In order to make the construction site personnel understand the basic knowledge of firefighting enhanced the self-protection ability, grasped the contingency and escape skills for the sudden fire, the fire emergency rescue training was carried out. In order to enhance the safety consciousness of the construction personnel in the high gas tunnel, the emergency drills of the ventilation linkage mechanism of the high gas tunnel were carried out. Through the exercise activities, enhanced the employees’ risk awareness and safety awareness, exercised the employees at all levels to strengthen the coordination between the management and professional team capability, to improve the ability to guard against and save.



关爱·幸福生活

ATTENTIVELY CARING AND HAPPY LIFE

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中国铁建视员工为重要的资源和生产力。公司细致关怀和呵护员工，从员工需求入手，让员工切实感受到企业的重视和温暖，增强员工对企业的认同感和归属感，凝心聚力共建幸福铁建。

CRCC attaches great importance to building harmonious labor relations, strengthening the construction of qualified personnel team and livelihood, protecting the legitimate rights and interests of employees according to the law, continuously improving the overall quality of employees and stimulates employees' enthusiasm in working and creation. Implement comprehensive care project, enhance the employees' sense of identity and belonging for the enterprise, enable enterprises and employees to share the benefits of the results and create a business community that enterprises and employees grow together.



维护员工权益 SAFEGUARD EMPLOYEES' RIGHTS AND INTERESTS

公司注重维护员工的合法权益，做到平等雇佣，依法与员工签订劳动合同，为员工提供各项福利，重视员工劳动防护，尊重员工的价值奉献。

CRCC pays attention to protect the legitimate rights and interests of employees, to achieve equal employment, signs labor contracts with employees according to the law, provides employees with various benefits, attaches great importance to the employees' labor protection, and respects for the value of employee dedication.

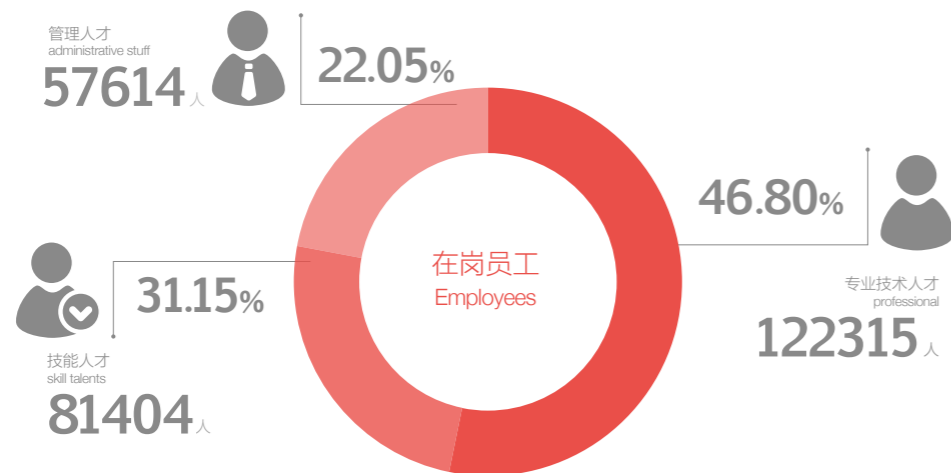
坚持平等雇佣 Insist On Equal Employment

公司按照劳动法律法规，坚持男女平等、同工同酬、非歧视的劳动用工政策，公平对待不同国籍、种族、性别、年龄、宗教和文化背景的员工，严格保护员工的个人隐私，严禁和抵制任何形式使用童工，反对各种形式的强迫劳动。员工劳动合同签订率近 100%。

In accordance with labor laws and regulations, CRCC insists on the equal rights, equal pay for equal work, non-discriminatory labor and labor policy, fair treatment of employees of different nationalities, races, sex, age, religion and cultural background, and fully protects the employees' legitimate rights and interests, personal privacy, forbidding and resisting the use of child labor and all forms of forced labor. Signing rate of the employee's recruitment contracts is nearly 100%.

2017 年，公司在岗员工 261333 人，其中管理人员 57614 人，占 22.05%；专业技术人才 122315 人，占 46.80%；技能人才 81404 人，占 31.15%。在岗人员中，女性 54594 人，占 20.89%；少数民族 8526 人，占 3.26%。

In 2017, CRCC has 261,333 on-duty staff, of which are 57,614 management personnel, accounting for 22.05%, 122,315 professional and technical personnel, accounting for 46.80%, 81,404 skilled talents, accounting for 31.15%. Among all kinds of employees, there are 54,594 female employees, accounting for 20.89% and 8,526 ethnic minorities, accounting for 3.26%.

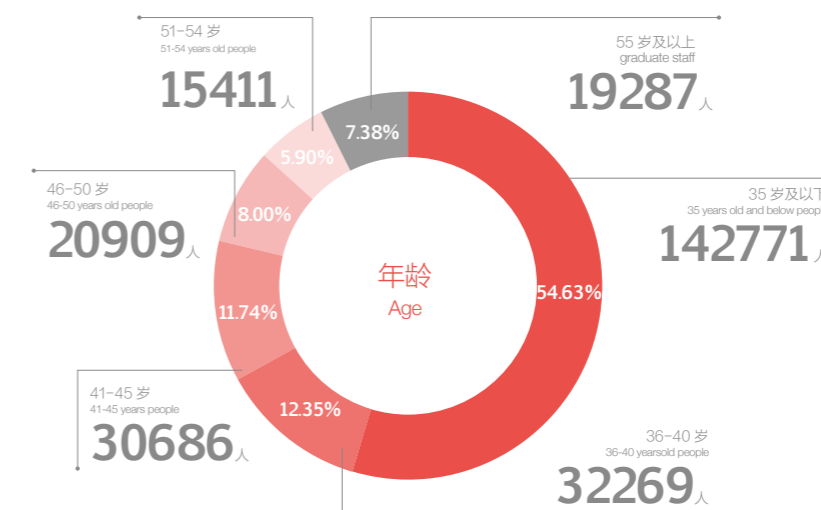
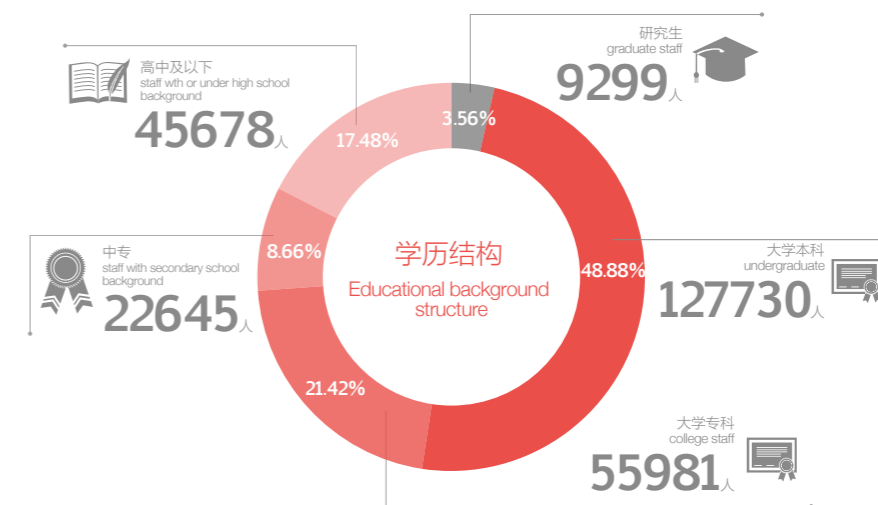


研究生 9299 人，占 3.56%，大学本科 127730 人，占 48.88%，大学专科 55981 人，占 21.42%，中专 22645 人，占 8.66%，高中及以下 45678 人，占 17.48%。

There are 9,299 graduate staff, accounting for 3.56%, 127,730 undergraduate, accounting for 48.88%; 55,981 college staff, accounting for 21.42%; 22,645 staff with secondary school background, accounting for 8.66%, and 45,678 staff with or under high school background, accounting for 17.48%.

35 岁及以下 142771 人，占 54.63%；36-40 岁 32269 人，占 12.35%；41-45 岁 30686 人，占 11.74%；46-50 岁 20909 人，占 8.00%；51-54 岁 15411 人，占 5.90%，55 岁及以上 19287 人，占 7.38%。

Number of employees under 35 years old is 142,771 accounting for 54.63%. There are 32,269 staff under 36-40 years old, accounting for 12.35%, 30,686 staff between 41-45 accounting for 11.74%; 20,909 staff between 46-50, accounting for 8.00%; 15,411 staff between 51-54, accounting for 5.90%, 19,287 staff over 55, accounting for 7.38%.



提供薪酬福利 Provide Salaries and Benefits

公司实行工效挂钩的效益薪酬制，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。及时为员工足额缴纳社会保险，社会保险覆盖率 100%；不断完善员工保险体系，建立了规范的企业年金和补充医疗保险制度；鼓励员工带薪休假，制定具体措施，推行灵活的休假制度；严格执行国家有关法定假、婚假、丧假、产假的规定。

CRCC implements efficiency-linked benefits of wage system, provides employees with competitive remuneration and benefits, of the sector while establishing the "Employees share operating results" mechanism. It timely pays for the social insurance of employees, with social insurance coverage of 100%; continuously improve the employee insurance system, establishes the standardized enterprise annuity and supplementary medical insurance system; encourages employees to take leave, makes concrete measures to implement a flexible leave system, strictly implements the relevant national regulations in statutory leave, marriage leave, funeral leave and maternity leave.

CASE

案例

中铁十七局集团有限公司建筑公司聚焦员工休假难的问题，制定出台了《职工带薪年休假实施办法》，为连续工作满 1 年以上的员工提供详尽的带薪年休假方案，保障员工的休息休假权利。特别是针对一线员工由于在建项目工期紧张原因不便休假的情况，该公司还研究制定了项目员工“反探亲”制度，允许员工家属到项目探亲，让无法离岗休假的员工获得与家人团聚的机会。此举赢得了广泛好评，提升了员工的幸福感和归属感。

The construction company of China Railway 17th Bureau Group Co., Ltd. focused on the problems of staff leave, worked out the measures for "The implementation of annual vacation with paying the employees" to provide detailed paid annual leave plan for employees who have worked continuously for more than one year to protect the legitimate rights and interests of employees rest and leave. Especially for front-line employees due to nervous construction project time limit leading to inconvenience on leave, the company also studied the project staff "Anti-visiting family" system, allowing employees' family members to visit relatives in the project, so that employees who couldn't leave the work and leave, got the opportunity to reunite with their families. The activity has won widespread praise and improved employees' sense of well-being and belonging.

职业健康管理 Occupational Health Management

公司积极推进职业病危害源头治理，预防和控制职业病发生，切实保障劳动者职业健康权益。通过建立完善职业病防治体系和制度，逐级落实职业健康安全措施，严格按照劳动保护的要求，配备劳动防护用品，并做到及时发放。定期为员工进行健康检查，对特殊岗位的员工增加专项体检，建立员工个人健康档案，实施跟踪复查，切实保障员工身心健康。

CRCC actively promotes the prevention and control of the source of occupational diseases, and effectively protects the employees' occupational health rights and interests. Through the establishment and improvement of occupational disease prevention system and institution, the implementation of occupational health safety measures, makes step-by-step implementation of occupational health and safety measures, equips with labor protection products in strict accordance with the requirements of labor protection for timely supply. The company provides regular health checks for employees, special employees to increase the special post, establishes personal health records of employees and implements follow-up review. Gradually put the employee mental health into occupational health management to carry out health counseling in order to effectively protect the physical and mental health of employees.

案例

CASE

为保障施工一线员工的身心健康，中铁十六局集团有限公司三公司南京地铁 5 号线项目部为员工量身打造健康方案。在体检结束后，员工只需通过手机扫描体检报告上的二维码，就能获得一份“私人定制”的健康方案。滑动手指，便可轻松查看个人健康指标、健康食谱，以及实现在线一对一咨询、掌上寻医问诊等。该项目部也会根据员工健康指标情况，合理制定食谱，调节食堂伙食，确保员工吃得健康、干得舒心。同时，还通过开展各类文体活动、安排轮休、强化职业健康管理等方式，不断提升员工幸福感和获得感，赢得了员工的点赞。

In order to protect the physical and mental health of the front-line employees, Nanjing Metro Line 5 Project Department of the 3rd Company of China Railway 16th Bureau Group Co., Ltd. has made a tailored health plan for employees. After the medical examination, employees could obtain a "Private-custom" health plan by simply scanning the QR code on the medical examination report through the mobile phone. By sliding fingers, you could easily view personal health indicators, healthy recipes, and implement online one to one consultation, palm seeking medical consultation and so on. The project department would also formulate recipes based on the health indicators of employees, adjust canteen foods, and ensure that employees were healthy and comfortable. At the same time, through the development of various cultural and sports activities, arranging holiday breaks, and strengthening occupational health management, the company has continuously improved employees' sense of well-being and sense of gain, and has won praise from employees.



拥有中国工程院院士
has an academican of the Chinese
Academy of Engineering

1
人



国家勘察设计大师
8 national survey and design masters

8
人



“百千万人才工程”国家级人选
11 “Millions of talents project” national
candidates

11
人



享受国务院特殊津贴专家
237 experts enjoying the special allowance
of the State Council

237
人

致力员工成长 DEVOTE TO EMPLOYEES GROWTH

公司大力实施“人才强企”战略，加大人才培养引进力度，着力培养一批专业知识丰富、业务技能精湛、作风扎实过硬的人才队伍。进一步畅通人才职业化成长通道，优化薪酬分配机制，加强人才教育和培训，不断调动员工的积极性和创造性。公司现拥有中国工程院院士1人、国家勘察设计大师8人、“百千万人才工程”国家级人选11人，享受国务院特殊津贴专家237人。

CRCC vigorously implements the “Talent Building Enterprise” strategy, strengthens the construction of qualified personnel, increases the introduction efforts of personnel training, makes smooth talent professional growth channel, optimizes the pay distribution mechanism, strengthens personnel education and training, builds lifelong education system and creates a new situation of a galaxy of talents. CRCC now has an academican of the Chinese Academy of Engineering, 8 national survey and design masters, 11 “Millions of talents project” national candidates and 237 experts enjoying the special allowance of the State Council.

促进职业发展 Promote Career Development Path

公司加强人才队伍的培养与建设，切实关心员工的成长，积极营造崇尚知识、尊重人才、奋力争先的良好氛围，为员工发展提供舞台，不断拓宽员工职业发展通道，建立上下挂职交流机制，助力员工施展才华，实现员工与企业共同成长。

CRCC will strengthen the training and construction of the talent team, practically cares the growth of employees, and actively creates a good atmosphere of advocating knowledge, respecting talents, and striving for excellence, to provide a stage for the development of the employees, and constantly broadens the career path for staff, to broaden the space, makes smooth channels, and strives to establish a mechanism for taking up a temporary post or exchanging post, helping the employees to perform their talents and realizing the employees and enterprises.

案例

CASE

中铁十五局集团有限公司六公司全面打通人才成长晋升通道，通过设立首席设备专家、首席技术专家、首席取证专家、首席测量专家等岗位，以提高专业技术人才的政治经济待遇，同时将表现优异的外聘员工进行梳理，完善合同，提高待遇，形成了人人渴望成才、人人努力成才、人人皆可成才、人人尽展其才的良好氛围。

The 6th Company of China Railway 15th Bureau Group Co., Ltd. has fully opened up the promotion of talent growth channel, through the establishment of chief equipment experts, chief technical experts, chief forensics experts, chief survey experts and other positions to improve the political and economic treatment of professional and technical personnel, at the same time the outstanding external employees were sorted out, the contract was perfected, and the benefits were improved, forming a good atmosphere for everyone to aspiring to become useful, everyone to strive for success, everyone to be able to grow, and everyone to develop their talents.

开展职业培训 Launch Employee Vocational Training

公司把职业培训作为人才培养开发的重要途径。培训工作坚持服务企业，以员工能力建设为核心，以员工岗位技能培训和知识更新培训为重点，不断创新培训机制，改进培训方式方法，积极开展全方位、多层次、多渠道的全员全覆盖培训，力求打造高层次、高素质、高水准的员工队伍。

CRCC regarded training as the basic way of personnel training and development. The training work insisted on the service enterprise development, to capacity building as the core, the employees' job skills training and knowledge update training as the focus, making continuous innovation of training mechanism, improving the training methods and carrying out all-round, multi-level, multi-channel training with a complete coverage of employees, enhancing the overall quality of them.

2017年，公司共培训员工408669人次。其中企业领导人员14252人次，经营管理人员62037人次，专业技术人员237022人次，党群管理人员23141人次，技能人员72217人次。

In 2017, CRCC has trained 408,669 employees, of which 14,252 are enterprise leaders, 62,037 are business managers, 237,022 are technicians, 23,141 are party managers and 72,217 are skill personnel.

案例

CASE

中铁十二局集团有限公司三公司着力打造人才培养长效机制，构建公司与项目部分层管理、分级负责的全员教育培训体系，采取导师带徒、技能比武、委外培训等一系列举措。为使员工尽快成才，该公司还大力推行员工专业、专项、专家发展政策，将他们放到适宜的工作岗位上，依据不同的能力素养、性格特点和发展方向，进行定向培养，促进员工素质全面提升，打通员工快速成才的“绿色通道”。2017年，该公司用于培训费用约200万元，各类参培人员1600余人次。

The 3rd Company of China Railway 12th Bureau Group Co., Ltd. focused on building a long-term mechanism of talent training, and constructs the whole employees education and training system in which the company and the project were partly managed and graded. A series of measures such as tutors, skills, and outside training were taken. In order to enable employees to become talents as soon as possible, the company also vigorously promoted professional, special, and expert development policies for employees, places them in suitable jobs, conducted targeted training based on different capabilities, personality characteristics, and development direction, and promoted the overall quality of employees, and making the “green passage” for quick success of employees. In 2017, the company spent about RMB 2 million for training and more than 1,600 people participated in the training.

推进文化建设 PROMOTE ENTERPRISE CULTURE CONSTRUCTION

公司大力弘扬“逢山凿路，遇水架桥”的铁道兵优良传统，持续加强企业文化建设实践和理论研究，开展了“十大楷模”、“十佳道德模范”、“十大品牌”和企业文化建设示范基地评选表彰工作。通过弘扬公司传统文化和选树典型，不断提升文化传播力和影响力，强化了中国铁建品牌认同、文化认同，增强了中国铁建文化自觉、文化自信，进一步提升了企业品牌形象。

Guided by the Railway Corps spirit of "Cut paths through mountains and build bridges across rivers", CRCC was committed to strengthen the practice and theoretical research of enterprise culture construction, and launched the award recognition of "Top Ten Models", "Top Ten Moral Models", "Top Ten Brands" and the enterprise culture construction demonstration base. Through the promotion of the traditional culture and selection and establishing the typical models of the company, the company constantly enhanced the cultural communication power and influence, the company continued to enhance its cultural communication and influence, strengthened its brand and recognition cultural recognition, to enhance the CRCC cultural consciousness, cultural confidence, further enhanced the enterprise brand image.

CASE 案例

公司与央视联合制作的五集纪录片《国家记忆·难忘铁道兵》和参与制作的纪录片《国家记忆·大三线》，讲述了大时代背景下铁道兵创造的丰功伟绩。两部纪录片播出后，取得了较高收视率和较好的社会反响，企业品牌形象得到进一步提升。



The five-episode documentary "National Memorable and the Unforgettable Railway Soldiers" was jointly produced by the company and CCTV and the documentary film "National Memory and Strategic Hinterland Areas of China", which were produced in detail, told the great achievements made by railway soldiers in the big era. After the two documentaries were aired, they achieved higher ratings and better social response, and the corporate brand image was further enhanced.

加大关爱帮扶 INCREASING PROVIDE MORE HELP AND ASSISTANCE

公司继续开展送温暖、送清凉、金秋助学、职工互助合作保险等活动。针对员工的实际困难和帮扶需求，分类建立困难员工档案，实施有效帮扶，使员工感受到企业的温暖。

CRCC continued to carry out activities such as sending warmth, delivering cooling materials, providing student assistantship in autumn and offering workers cooperation insurance. Established needy employees records by categories, organize and carry out the "Small wish" activity, and implement precise help for practical difficulties and support requirements of needy employees so that employees feel the warmth of the enterprise. In view of the actual difficulties of employees and the need for help, the employees' files were classified and established, and effective support was implemented so that employees felt the warmth of the company.



2017年，共筹集送温暖资金
In 2017, it raised a total of RMB 71.81 million of sending warm funds

7181 万元



慰问困难员工家庭
condoled 15,544 households of needy employees

15544 户



慰问劳模先进、一线员工、离退休员工和农民工共计
visited a total of 73,401 advanced models, front-line employees, retired employees and migrant workers

73401 人

帮扶困难员工 Help Needy Employees

公司关爱困难员工，建立员工帮扶救助长效机制，对困难员工实施帮扶救助。通过建立困难员工档案实行动态管理，对困难员工情况做到信息准确、动态跟踪、及时调整。特别是对长期困难的员工实现了重点关注、集体帮扶、全年帮扶。

CRCC concerned about needy employees, established the employee long-term assistance and rescued mechanism to implement assistance for needy employees. By implementing dynamic management of needy employees, achieved accurate information, dynamic tracking and timely adjustment for them, paid close attention to the long-term needy employees and gave collective support for them all year round.

2017年，共筹集送温暖资金7181万元，慰问困难员工家庭15544户，慰问劳模先进、一线员工、离退休员工和农民工共计73401人次。

In 2017, it raised a total of RMB 71.81 million of sending warm funds, condoled 15,544 households of needy employees, and visited a total of 73,401 advanced models, front-line employees, retired employees and migrant workers.

CASE

案例

中铁二十五局集团有限公司四公司积极发挥组织优势作用，不断探索和实践完善“三不让”帮扶救助机制，逐步加大对困难员工帮扶救助力度，在为员工助困、助学、助医等方面，形成常态化，使困难员工生活条件得到了大幅改善，员工队伍更加稳定，企业凝聚力明显增强。坚持开展“冬送温暖、夏送清凉、金秋助学、大病救助”活动，开通了帮扶热线和送温暖热线，方便困难员工能在第一时间里找到组织。建立“必访”制度，做到员工生病住院必访、困难员工子女上学必访、特困员工必访，及时把公司温暖、关怀送到员工身边。

The 4th Company of China Railway 25th Bureau Group Co., Ltd. actively played an important role in the organization, continuously explored and improved the "Three not to allow" aid and assistance mechanism, gradually increased the help and assistance for the employees in difficulties, and assisted the employees in helping them. The normalization of education, medical assistance and other aspects has resulted in a substantial improvement in the living conditions of the distressed employees, a more stable workforce, and a significant increase in corporate cohesion. The company continued to carry out the activities of "Send warmth in winter, send coolness summer, autumn learning, and serious aid". The company opened a help line and a warm hotline to help employees find the organization in the first place. To establish a "must visit" system, to ensure that employees were sick and hospitalized, the children of difficult employees would visit, and special employees would visit, and timely sent the warmth and care of the company to employees.



呵护女员工 Care Female Employees

公司关心女员工的健康与生活，维护女员工的合法权益和特殊利益，严格执行男女平等，同工同酬。提升女员工依法维权的意识和能力，进一步加大对《妇女权益保障法》及相关法律法规的宣传力度，落实女员工孕期、产期、哺乳期休假的规定，使女员工快乐工作、健康生活。

CRCC concerned about women's health and life, protected the legitimate rights and interests of female employees and special interests and treat male and female workers equally and equal pay for equal work. It further increased the propaganda work of "Women Right and Benefit Act" and the relevant laws and regulations, implemented the rights of female employees during pregnancy, delivery, breast-feeding leaves, in order to make employees work happily and soundly in the enterprise.

案例

CASE

中铁十四局集团有限公司北京房桥公司以提高女员工幸福指数作为工作出发点，认认真真为女员工办实事做好事，实实在在为女员工谋福祉。坚持为女员工投保《在职女职工特殊疾病保险》，缓解患病女员工由于治疗、康复等费用高引起的家庭经济困难；通过员工服务队、女工委微信群等，畅通女员工诉求渠道，架起前后方联系的桥梁，让女员工切身感受到企业的关怀。进一步丰富业余文化生活，为女员工开设瑜伽班，并特别邀请专业老师前来授课，让女员工在繁忙的工作之余锻炼身体，修身养性，缓解压力，以更好的状态面对工作和生活。



Beijing Fanshan Bridge Co., Ltd. of China Railway 14th Bureau Group Co., Ltd. took the increase of female employees' happiness index as the starting point of work, and earnestly did a good job for female employees to do practical things, and was really working for the benefit of female employees. Insisted on insurance for "Special sickness insurance for working women" to alleviate the family economic difficulties caused by the high cost of treatment and rehabilitation for female employees. Through the staff service team, the women's working group, such as WeChat groups, unimpeded the channel of female employees, set up the bridge between the front and rear, and let the female employees feel the concern of the enterprise. Further enriched the amateur cultural life, for the female staff to open yoga classes, and particularly invited professional teachers to give lectures to enable female employees to exercise, rejuvenate themselves, relieve stress, and face work and life in a better state.

关注农民工 Care for Migrant Workers

公司高度重视保护农民工权益，大力开展关爱农民工活动，普遍推行“五同”、“八一样”做法，把农民工群体视为企业的有机组成部分，打通了解沟通渠道，构建和谐劳务关系。

CRCC focuses on the care of migrant workers, generally implements the "Five same" and "Eight equality" approaches, regards migrant workers as an integral part of the enterprise, fully integrates the migrant workers in the same management mechanism of employees in order to protect their legitimate rights and interests and solve their practical difficulties.

CASE

案例

中铁城建集团有限公司北京公司遵义卷烟厂易地技术改造项目部维护农民工权益，对劳务人员管理信息登记做到“全”，数据管理做到“新”，工作措施做到“实”。该项目部筑牢多道防线，确保劳务工人工资及时发放到账。在工区、劳务驻地张贴工资发放管理制度，让农民工清楚如何维护自身的合法权益。积极采用贵州省政府统一实施的劳务用工监督管理综合服务云平台，将劳务人员信息完整实名录入，并采取“两优先”，即优先支付工资再支付工程款，在核实花名册、考勤表、工资表无误的情况下，优先支付农民工工资，此举措得到了广大农民工的赞誉。该项目部被贵州省评为农民工工资支付权益保障的试点工程项目和完成治欠保支工作的标杆。

The change technical renovation project department of the Beijing Zunyi cigarette factory of China Railway Urban Construction Group Co., Ltd. safeguarded the rights and interests of migrant workers, and the information registration of labor personnel management was "Complete", the data management was "New" and the work measures were "Real". The project department has built multiple lines of defense to ensure that the wages of labor workers were paid in a timely manner. The salary distribution management system should be put up in the industrial area and labor service, so that the migrant workers could know how to safeguard their own legal rights and interests. Actively adopted the integrated service cloud platform for labor service supervision and management of the Guizhou provincial government, and integrated the information of laborers into a complete list, and took "Two priorities", that is, the priority to pay wages to pay the project, in the case of verifying the roster, attendance sheet and salary scale, the payment of migrant workers' wages was given priority, which was praised by the migrant workers. The project department has been awarded as a pilot project for the protection of migrant workers' salary payment rights and interests in Guizhou province, and the benchmark for the completion of the work of underproduction.

平衡工作生活 Balance Work and Life

公司关注员工的工作和生活质量，持续开展“中国铁建一起走”系列活动，促进员工在业余文体才能方面得到发展。提供更多展示自我的平台，提升员工在美化自我、经营家庭和回报社会的能力，让企业真正成为员工温暖舒适的家。

CRCC paid attention to the work and the quality of life of the employees, and continued to carry out "Works together with CRCC" series of activities to promote the development of the staff in the amateur style. To provide more platforms for self-presentation, to enhance the employees' ability to beautify them, to operate the family and to repay the society, the enterprise could truly become a warm and comfortable home for employees.

案例

CASE

“央企脊梁·员工榜样”是由中铁十六局集团有限公司主导的一项大型选树和表彰活动。此项活动融广泛发动、推荐选树、集中表彰、宣传推广为一体，通过典型的引领、榜样的感召，讲述央企故事，传播央企理念，彰显央企品质，凝聚员工同心向上、强企圆梦的强大精神力量，受到了企业内外的广泛关注和员工的高度欢迎。“央企脊梁·员工榜样”活动已被打磨成该公司企业文化的重要组成部分，是员工对标看齐的价值引领和工会工作独树一帜的金字招牌。



The "Backbone of central enterprises and staff role mode" was a large selection and recognition activities led by China Railway 16th Bureau Group Co., Ltd. This activity integrated extensive launch, recommendation and selection, centralized recognition, and promotion as a whole. Through typical leads and inspirations from examples, it told the story of central enterprises, disseminated the concept of central enterprises, demonstrated the quality of the central enterprises, and condensed the enthusiasm of the employees to achieve a strong dream. The "Backbone of central enterprises and staff role mode" has been honed into an important part of corporate culture of the company. It was a golden sign that employees were unique in their value guidance and trade union work.

提升民主管理 PROMOTE DEMOCRATIC MANAGEMENT

公司不断完善以职代会为基本形式的民主管理制度，建立健全各级工会组织，坚持职代会制度，充分发挥以职代会为基本形式的企业民主管理、民主决策作用，所属二级单位职代会召开率均达到100%。工资集体协商、集体合同签订、领导干部口头述职、职工代表提案回复等制度都得到了不折不扣的坚持和落实。职代会还增加了职工代表巡视报告、职工代表述职等内容，使职代会的形势和内涵更加丰富。不断创新企务公开形式、丰富公开内容，使企务公开向项目物资采购、外部劳务录用等方面拓展，向员工关心的热点、难点和敏感问题延伸。广大员工的知情权、表达权、参与权、监督权得到有效落实。

CRCC continuously improved the democratic management system in the basic form of the workers' congress, established and improved the trade union organizations at all levels, upheld the system of the congress, and fully exercised the role of democratic management and democratic decision-making in the basic form of the congress, with subordinated secondary unit's workers' congress convoking rate reaching 100%. The system of collective bargaining of wages, signing of collective contracts, oral debriefing of leaders and the reply of employees' representatives have all been adhered to and implemented faithfully. The Staff Representative Conference also added staff representatives' inspection reports, employee representative debriefings, and other contents, which enriched the situation and connotation of the Staff Representative Conference. Constantly innovating the public form and enriching the public content, making the enterprise open to the project materials procurement, external labor employment and so on, to extend to the hot, difficult and sensitive issues concerned by the employees. The employees' right to know, expression, participation and supervision were effectively implemented.

集体协商机制 Implementation of Collective Negotiation

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,把员工关心的劳动用工、工资福利、劳动保护、社会保障、年休假、女员工特殊保护等热点难点问题作为集体合同协商的重点,从而不断增强集体合同的针对性和实效性。

CRCC strictly implemented the collective consultation mechanism at all levels, with collective contracts and wage collective consultation agreement signed as the starting point, standardized the signing procedures, regarded the labor employment, wages and benefits, labor protection, social security, annual leave, special protection for female employees and other hot and difficult issues that employees were concerned as the key of collective contract negotiation, which continuously enhanced the relevance and effectiveness of collective contracts.

CASE

案例

中铁二十四局集团有限公司安徽公司本着“以制度为纲规范运行,以人为本彰显活力”的理念,以平等协商为抓手,以集体合同的签订为双方权益的保障,助推企业和谐发展。该公司集体协商以“双赢”为出发点,兼顾员工权利和公司利益;集体



合同每年协商修订、签订一次,做到精细化、规范化、制度化、透明化和人性化实施,确保落地见实效。同时发挥监督职能,积极开展集体合同履行情况检查,做到维护员工合法权益底线不破。

Anhui Company of China Railway 24th Bureau Group Co., Ltd. adhered to the concept of the “System-oriented normative operation, people-centered display of vitality”, and adopted equal consultation as the starting point, with the signing of collective contracts as the guarantee of the rights and interests of both parties, and boosting the harmony of enterprises. The collective consultation of the company took “Win-win” as its starting point, taking into account the rights and the interests of employees of the company; the collective contract was amended and signed every year to achieve fine, standardized, institutionalized, transparent and humanized implementation, so as to ensure that the effectiveness was carried out. At the same time, we should give full play to the supervision function and actively carry out the inspection on the performance of collective contracts, so as to safeguard the legitimate rights and interests of employees.

畅通诉求渠道 Unimpeded Appeal Channels

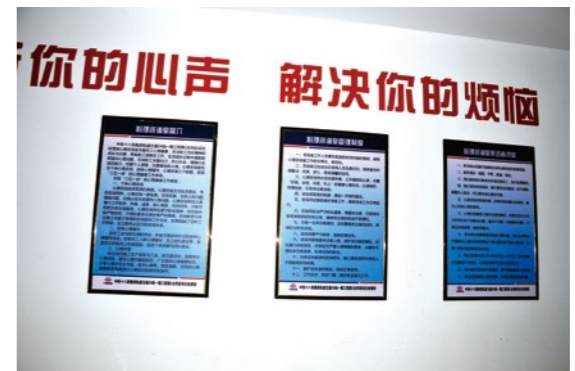
公司坚持“发展为了员工,发展依靠员工,发展惠及员工”的理念,建立了以利益协调和权益保障为核心的员工沟通机制,加强法律监督员和劳动争议调解员队伍建设,广泛征集员工意见建议,畅通员工意见表达渠道,各级普遍建立了工会主席接待日、电话热线和联系制度,密切关注网络舆情,积极做好劳动争议矛盾纠纷排查和劳动争议调解。并与专业机构合作,开展心理健康讲座,进行心理健康辅导,帮助员工解决实际困难。

CRCC adheres to the concept of “Development for employees, development relies on employees, and development benefits employees”, establishes an employee communication mechanism with the interests coordination and rights protection as the core, continuously strengthens the construction of legal supervisors and labor dispute mediators mechanism, widely solicits opinions from employee, opens up the channel of expression of employees' opinions ,vigorously promotes the reception day of the trade union, telephone hotline and contact system, pays close attention to the public opinion on the net and makes great efforts in the resolution and mediation of labor disputes. CRCC also cooperates with professional institutions to conduct mental health lectures and psychological health counseling to help employees solve practical difficulties.

案例

CASE

一线员工由于长期远离亲人,承受着来自工作和家庭的压力,经常要面对各种心理问题的困扰,却往往苦于找不到正确的途径和方法来排解。中铁十八局集团有限公司根据员工所需,分阶段分步骤在有条件的铁路、地铁项目建立了心理咨询和排压室,对不具备条件的项目开通了心理疏导 24 小时热线。该公司还定期把“心理大课堂”送到一线,现场给大家讲理论、讲实例,进行一对一咨询。通过有效的心理咨询让员工解开了心结,排除了心理的困扰,以饱满的精神状态投入到工作当中,提高了工作效率。



As a result of long distance away from family members, front-line employees suffered from the pressure from work and family, often facing various psychological problems, but often did not find the right ways and methods to solve them. In accordance with the needs of employees, China Railway 18th Bureau Group Co., Ltd. has set up psychological consultation and press room in a phased step in the conditions of railway and subway projects, and opened a psychological 24 hour hotline for unqualified projects. The company also sent the “Psychological classrooms” to front-line employees on a regular basis. Through effective psychological counseling, the company has solved the employees' psychological problem and put them into work in a full mental state and improved their work efficiency.

环境·生态文明

STRENGTHEN ENVIRONMENT AND ECOLOGICAL CIVILIZATION

推动节能减排	63
PROMOTE ENERGY CONSERVATION AND EMISSIONS REDUCTIONS	
提高资源使用	67
IMPROVE THE UTILIZATION OF RESOURCES	
加强环境保护	70
STRENGTHEN ENVIRONMENTAL PROTECTION	

中国铁建践行“绿水青山就是金山银山”理念，坚持绿色发展，在生产运营过程中节约资源，减少污染、节能降耗、提高资源利用效率，做行业绿色发展表率，推动企业与环境自然和谐发展。

CRCC worshiped the low carbon and environment-friendly philosophy and actively intensified its own green management by the application of the innovative technique concerning energy saving and carbon emission reduction and environment protection. Meanwhile, CRCC energetically exploited the green development mode to achieve the goal of low carbon emission, high efficiency and environment protection and greatly promoted the transformation to the green industry in order to reduce pollution, lower energy consumption, raise resource utilization ratio to contribute to the construction of the ecological civilization.



2017年，公司能耗标煤总量
In 2017, business the total energy from its consumption of CRCC was equal to RMB 5.69 million tons standard coal

569 万吨



2017年，企业万元营业收入综合能耗标煤
Its comprehensive energy consumption per RMB10000 non-industrial sector (Comparable price) was 0.0891 ton standard coal

0.0891 吨

1.66 %

比2016年下降了
a fall of 1.66% compared with the data in 2016

推动节能减排 PROMOTE ENERGY CONSERVATION AND EMISSIONS REDUCTIONS

公司持续推进节能减排工作，严格执行限制高能耗、高污染政策，持续推进节能减排工作，融入施工、生产全过程，加大节能减排技改投入，淘汰落后产能，推广使用新产品、新材料、新工艺，减少排放物对环境的影响。

CRCC continued to promote energy conservation and emissions reductions, strictly enforced the policy of restricting high energy consumption and high pollution, continued to promote energy conservation and emissions reductions work, integrated the entire construction and production process, increased investment in technological transformation of achieving energy conservation and emissions reductions, eliminated outdated production capacity, and promoted the use of new products, new materials and new processes, to reduce the impact of emissions on the environment.

2017年，公司能耗总量569万吨标煤，企业万元营业收入综合能耗（可比价）0.0891吨标煤，比2016年下降了1.66%。

In 2017, business the total energy from its consumption of CRCC was equal to RMB 5.69 million tons standard coal. Its comprehensive energy consumption per RMB10000 non-industrial sector (Comparable price) was 0.0891 ton standard coal, a fall of 1.66% compared with the data in 2016.

传递绿色理念 Transmit the Green Concept

公司将“宣传教育、措施到位、落实到位、人员责任”作为推行实施绿色的准则，持续加强绿色宣传，通过会议、签名活动、悬挂横幅、粘贴图画、发放传单、LED屏展示、工地教育等多种方式，向员工宣传相关知识，提高员工绿色低碳意识。2017年，公司举办了节能环保管理培训班，受培人员约5700人。

CRCC took “Propaganda education, measures in place, implementation in place and personnel responsibility” as the guidelines for implementing green criteria, continued to enhance the promotion of green propaganda in a variety of ways such as meetings, signing, hanging banners, pasting pictures, distributing leaflets, LED screen display and construction site education, propaganda knowledge to employees, and improved staff green low carbon consciousness. In this way, employees were promoted to relevant knowledge to raise their awareness of green and low carbon. In 2017, CRCC held a training course on energy saving and environmental protection management, and about 5700 people were trained.

案例

CASE

中铁十一局集团有限公司在全国节能宣传周期间，紧紧围绕“节能有我 绿色共享”主题，通过制作宣传版画、节能知识宣讲、节能低碳签名承诺仪式、节能减排知识竞答以及利用微信等互联网平台推广节能宣传知识等活动，积极倡导节能低碳节俭文明的生产方



式、消费模式和生活习惯，全面普及生态文明理念和节能低碳知识、节能方法，进一步强化公司全体员工的节能意识、资源意识和环境意识，形成崇尚节约节能、绿色办公、绿色消费、绿色出行与低碳环保的社会风尚，助推绿色化生产生活新方式。

China Railway 11th Bureau Group Co., Ltd. focused on maintaining close bond with the theme “Everyone saving energy and green sharing” during the national energy saving publicity week, actively promoted the production mode, consumption pattern and life of energy-saving and low-carbon activities by producing propaganda prints, energy conservation knowledge, energy saving and low-



carbon signature commitment ceremonies, energy conservation and emission reduction knowledge competition, and the use of WeChat and other internet platforms to promote energy-saving propaganda and others, to further strengthen the energy saving awareness, resource awareness and environmental awareness of all the employees, and to form a new way of advocating conservation and energy saving, green office, green consumption, green travel and low carbon environmental protection, and promoting green production and life.

能源持续利用 Sustainable Utilization of Energy

公司加快技术改造与技术革新的步伐，采用节能环保的新设备、新工艺、新技术和新型环保节能材料，努力提升能源利用率。

CRCC accelerated the pace of technological transformation and technological innovation, and adopted new equipment, new technology, new technology and new environment-friendly energy saving materials in an effort to improve energy efficiency.

CASE

案例

中国铁建重工集团有限公司长沙第二园区新建的 22 万平方米厂房及办公场所全部采用 LED 灯照明，比原设计的金卤灯、日光灯节电 60% 以上，使每年减少用电量 270 万度，节约电费 180 万元，折合标煤 320 吨，减少二氧化碳排放 64000 吨。

The second park of the new 220,000 square meters of factory buildings and office space in Changsha of China Railway Construction Heavy Industry Group Co., Ltd. were all made of the LED lighting, more than 60% of the original metal halide lamp and fluorescent lamp, fluorescent lamp saving electricity was above 60% than the original design of the metal halide lamp, and made every year 2.7 million degrees to reduce power consumption, save electricity, saving RMB 1.8 million in electricity, equivalent to 320 tons of standard coal, reducing carbon dioxide emissions 64,000 tons.

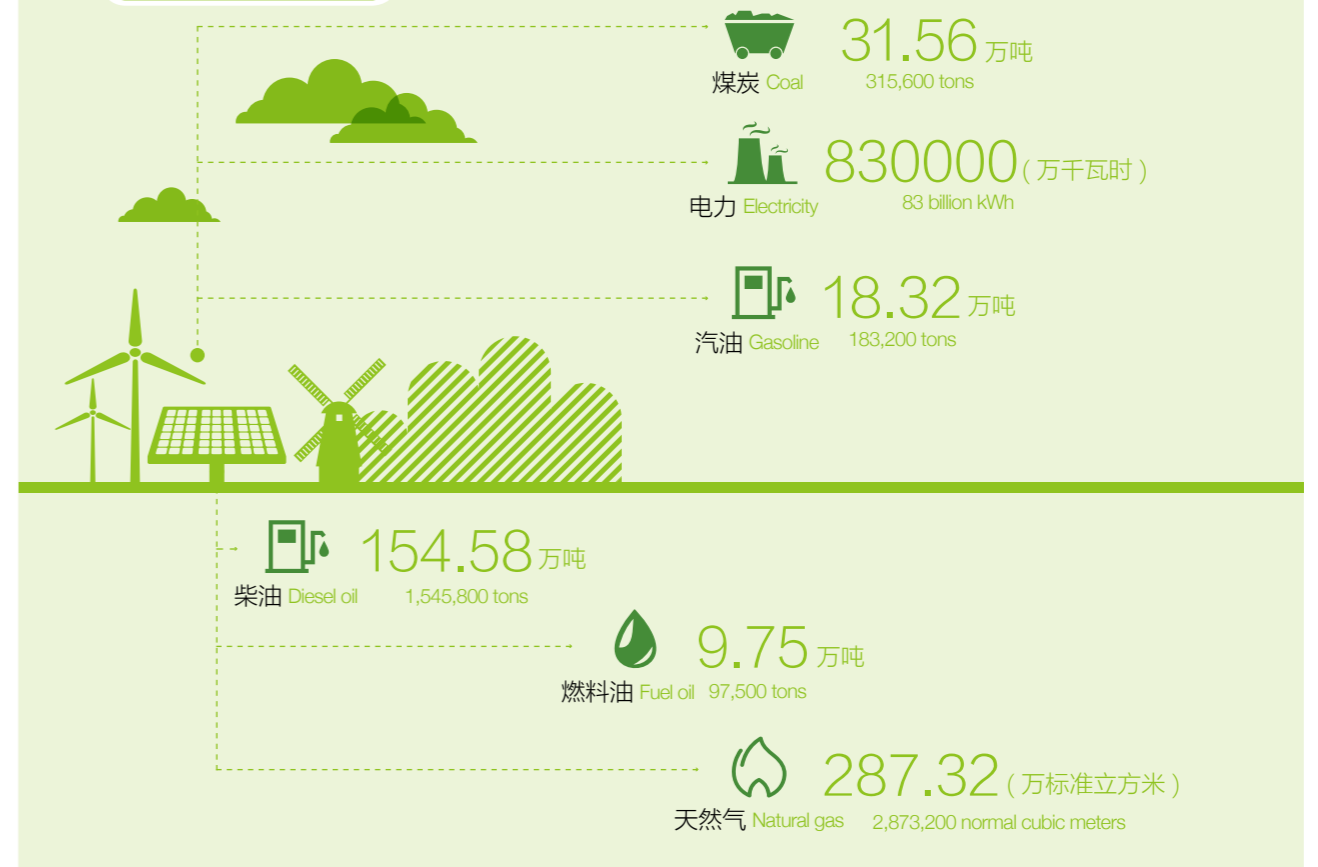


降低污染排放 Reduce Pollution Emissions

公司严格执行限制高能耗、高污染政策，从源头抓好污染源控制。同时坚持源头控制与淘汰落后设备相结合，通过开展环保设施技术改造，节能降耗、减少污染。2017 年，共购置各类设备 20742 台（套），报废设备 7330 台（套）。公司二氧化碳排放量 277.87 万吨；公司建筑垃圾废弃物排放量约 4539 万吨。

CRCC strictly implemented the policy of restricting high energy consumption and high pollution and controlled pollution sources from the source. At the same time, it insisted on the combination of source control and the elimination of backward equipment, and through technological transformation of environmental protection facilities, energy conservation, consumption reduction, and pollution reduction. In 2017, a total of 20,742 units (sets) of equipment were purchased and 7,330 units (sets) of equipment were abandoned. CO₂ emissions of the company were 2,778,700 tons; construction waste of the Company was about 45.39 million tons.

2017 年能源消费情况表
2017 Energy Consumption Table



CASE

案例

中铁十八局集团有限公司通过科研经费的投入，技术改造、推广应用节能减排“四新”成果，购买节能减排设备、工器具等措施降低能耗比。全年共投入 15845 万元，其中购买新设备 458 台(套)，合计 9452 万元；淘汰老旧落后设备 433 台(套)，合计 4246 万元，有效降低排放。

Through the investment of scientific research funds, technical transformation and application of energy conservation and emission reduction "Four new" achievements, China Railway 18th Bureau Group Co., Ltd. purchased energy saving and emission reduction equipment, tools and other measures to reduce energy consumption ratio. In the year, a total of RMB 158.45 million was invested, of which 458 (sets) of new equipment were purchased, totaling RMB 94.52 million; 433 (outsets) of old and backward equipment were eliminated, totaling RMB 42.46 million, effectively reducing emissions.

提高资源使用 IMPROVE THE UTILIZATION OF RESOURCES

公司高度重视资源的合理、高效利用，强化资源管理，加快技术改造，有效使用和保护现有的资源。

CRCC attached great importance to rational and efficient utilization of resources, intensified resource management, speeded up technological transformation, and effectively used and protected existing resources.

水资源使用 Use of Water Resources

公司加强对水资源的管理，采取多种举措节约用水，提高对水资源的保护和利用效率。2017 年，公司消费水资源总量约为 17000 万立方米。

CRCC strengthened the protection and management aiming at water resources. In the course of design and construction, many measures were adopted to assure a most economic water consumption in order to raise use rate of water resources and make rare water resources under effective protection. In 2017, CRCC consumed about 170 million cubic meters of total water resources.

案例

CASE

中铁二十局集团有限公司佛莞项目部在盾构机掘进过程中，由于盾构机热交换器和机器上的冷却水管道、阀门等都是精密器件，其内循环水一般用纯净水或蒸馏水，外循环水也需要用大量的自来水。项目部通过安装净水器设备，将施工中收集的



地下水、雨水及河水净化成可供盾构机安全使用的纯净水，实现废水安全再利用，绿色环保无消耗。此举不仅保障了盾构机施工用水的安全性，还有效节约了用水，加大对水资源的保护和利用，节省了近 200 万元。

During the tunneling process of the shield machine of Foshan-Dongguan project department of China Railway 20th Bureau Group Co., Ltd., due to the shield heat exchanger and machine cooling water pipes, valves, etc. were all precision devices, and the circulating water in the inner circulation usually used pure water or distilled water, and the external circulation water needed a lot of water. Through the installation of water purifier, the project department purified the groundwater, rainwater and river water

collected in the construction into pure water for the safe use of the shield machine, so as to realize the safety and reuse of the wastewater, and the green and environmental protection was not consumed. This not only guaranteed the safety of water used for shield construction, but also effectively saved water and increased the protection and use of water resources, saving nearly RMB 2 million.



废物利用 Waste Utilization

公司加强对建筑垃圾的再利用，降低建筑垃圾对环境的污染，将建筑垃圾变废为宝，提高废物的利用效率。

CRCC strengthened the reuse of construction waste, reduced the pollution of construction waste to the environment, turned the construction waste into treasure, and improved the utilization efficiency of waste.

CASE

案例

中铁十四局集团有限公司三公司承建的国道 345 颍上段二期改建项目为旧路改建工程。在旧路破除过程中产生约 7 万方 15 万吨混凝土废弃料，需征用 35 亩土地进行处理。该项目部开动脑筋，创新施工工艺，将旧路混凝土块运往碎石加工场进行破碎，成为再生骨料，投入到项目水稳基层施工中进行再次使用，此做法受到当地质量和环保部门的充分肯定。

The second phase reconstruction project of National Highway 345 in Yingshang, an old road reconstruction project, was built by the 3rd Company of China Railway 14th Bureau Group Co., Ltd. In the process of breaking the old road to produce about 70,000 cubic meter concrete waste materials of 150,000 tons, 35 acres of land should be requisitioned for disposal. The project department used its brains to innovate the construction process and transported the old road concrete blocks to the crushing processing plant for crushing to become recycled aggregates. It was put into the construction of the water stable basement for reuse again. This practice was fully implemented by local quality and environmental protection departments.

绿色办公 Green Office

公司不断增强员工环保意识和责任意识，鼓励员工从细节入手，从身边事做起，节约用水、用电和纸张，推进无纸化办公，减少现场会议数量，共同创造节约、绿色、低碳的办公环境。

CRCC continuously enhanced employees' awareness of environmental protection and responsibility, constantly encouraged employees to start from the detail with small things, learned to save water, electricity and paper, promoted paperless office, to reduce the number of on-site meetings, to jointly create an economy, green, low carbon office environment.

案例

CASE

中国铁建大桥工程局集团有限公司加快信息化、无纸化办公建设，对现有的企业网络办公系统进行升级，使其功能更健全，操作更简便，形成了日常业务一律通过网络办公系统在线办理。同时大力开发智能手机终端服务实现手机办公，不仅使办公管理更加规范化、标准化，而且工作更加省时、便捷，无纸化办公的实施，保证了高效节能。

China Railway Construction Bridge Engineering Bureau Group Co., Ltd. has accelerated the construction of information and paperless office, upgrading the existing enterprise network office system to make its function sounder and easier to operate, forming the daily business through online office system. At the same time, vigorously develop intelligent phones terminal services to achieve mobile office, not only to make office management more standardized, standardized, and work more time-saving, convenient, paperless office implementation, to ensure efficient energy saving.

加强环境保护

STRENGTHEN ENVIRONMENTAL PROTECTION

公司秉承绿色发展理念，坚持施工与环保同行，做到环境保护与施工生产同时设计、同时投产使用，多措并举杜绝施工过程中环境污染、生态破坏事件的发生，营造和谐的绿色生态家园。

CRCC insisting to the concept of green development, adhered to the construction and environmental protection simultaneously, so that environmental protection and construction production were simultaneously designed and put into using at the same time, took measures to eliminate the construction of production in environmental pollution, ecological damage incidents, and created a harmonious green ecological home.

绿色设计 Green Design

公司重视设计与节能环保相融合的理念，严格执行国家强制性标准，将合理利用能源、资源，提高能源、资源利用效率，减少污染物排放，从源头上杜绝或减少能源、资源的消费和环境污染的理念贯穿工程项目建设各个环节。

CRCC attaches importance to the concept of integrating design with energy saving and environmental protection, strictly implements the national mandatory standards, will make rational use of energy and resources, improves the efficiency of energy and resource utilization, reduced pollutant emissions, and eliminates or reduces the consumption of energy and resources and the environment from the source to all aspects of the project construction.

CASE

案例

中铁第四勘察设计院集团有限公司设计的深圳至茂名铁路先期工程途经“小鸟天堂”景区附近，为了降低铁路运营噪声对“小鸟天堂”鸟类栖息环境的破坏，通过优化设计，设计出了全球首例高速铁路拱形全封闭声屏障，将列车运行噪声降低至 50 分贝以下，满足了环保部门的相关要求，最大限度减少高铁对鸟类繁殖栖息环境的影响。

The Shenzhen-Mao Ming Railway pre-engineering project designed by China Railway Fourth Survey and Design Institute Group Co., Ltd. passes through the vicinity of the "Birds Paradise" scenic spot. In order to reduce the noise of the railway operation noise to the bird habitat of Bird Paradise, the world's first high-speed railway arch closed sound barrier was designed through optimization design. The noise of train running has been reduced to below 50 decibels, meeting the requirements of environmental protection department and minimizing the impact of high speed rail on bird breeding habitat.



绿色施工 Green Construction

公司坚持绿色施工理念，将施工作业与环境保护相融合，按照环境保护方针以及环境管理条例，结合现场环境评估情况，优化施工方案和施工工艺，在充分识别工程可能出现的环境因素的基础上，采取有效措施，实施绿色施工。2017 年，公司有 23 项工程被评为“全国建筑业绿色施工示范工程”。

CRCC always adheres to the concept of green construction, integrates construction operations with environmental protection, and integrates site environmental assessments in accordance with environmental protection guidelines and environmental management regulations, optimizes construction plans and construction processes, and on the basis of fully identifying environmental factors that may occur in the project, takes effective measures to implement green construction. In 2017, there were 23 projects rated as "Demonstration Project of Green Construction in China".

案例

CASE



中铁十七局集团有限公司承建的张呼铁路怀安站特大桥工程项目在施工过程中，始终坚持“节约土地、少占耕地、环保优先、绿色施工”的理念，全面遵循“保护与预防为主，建设与恢复相结合”的原则，科学规划、因地制宜、合理利用、综合治理，全面实施“四节一环保”管理措施，努力减少土地损毁面积，降低土地损失程度，并充分利用自动喷淋系统、

智能监控系统等信息化技术手段提高建材、水、电、油等各类资源的利用效率，加强节能减排和环境保护管理，环保效果显著。施工中通过设置地表排水系统、稳定边坡、植被覆盖等措施，有效减少了水土流失，同时为当地新增耕地 114 亩，整治荒山荒坡 143 亩，临时用地复耕一次性通过验收，受到了地方政府的高度赞扬。2017 年，该工程被评为“全国建筑业绿色施工示范工程”。

During the construction process of the Zhangjiakou-Hohhot Railway Huai'an Station Super Bridge Project under construction by China Railway 17th Bureau Group Co., Ltd., the company always adhered to the concept of "Saving Land, less land occupation, priority for environmental protection, and green construction" and fully followed the principle of the "Protection and prevention mainly, construction and recovery", carried out scientific planning, adjusting measures to local conditions, rational utilization and comprehensive treatment, fully implemented "Four energy saving and One environmental protection" management measures, strived to reduce the area of land damage, reduced the degree of land loss, and made full use of automatic spray information technology such as shower system and intelligent monitoring system improving the utilization efficiency of various resources such as building materials, water, electricity and oil, and strengthened energy conservation, emission reduction, and environmental protection management, producing a significant environmental impact. During the construction, measures such as surface drainage system, stabilization of slopes, and vegetation cover were used to effectively reduce soil erosion. At the same time, 114 acres of cultivated land were newly added to the site, and 143 acres of barren hills and slopes were rectified, received high praise from the local government. In 2017, this project was named "National Green Construction Demonstration Project".

节约用地 Saving Land

公司在工程施工中尽可能避免对生态环境的破坏，节约土地资源，进行绿化补种恢复植被，全力做好生态补偿，实现人与自然和谐发展。

In the construction of the project, CRCC will avoid damage to the ecological environment as much as possible, save land resources, carry out greening and replanting vegetation, and do its utmost to make ecological compensation and realize the harmonious development of human and nature.

CASE

案例



中铁十五局集团有限公司杭黄项目部“建设绿色长廊，打造生态杭黄”。项目部在建设过程中本着“因地制宜、宜耕则耕、宜林则林、宜草则草”的原则，开展土地复垦，对于土壤条件及灌溉水源条件能满足要求的临时占地，优先复垦为耕地。复垦采取工程措施和植物措施相结合的方式，通过土地平整，新建灌排水沟、修建

生产道路等工程措施，以及植树、撒草籽等植物措施对损毁的临时用地进行恢复。已施工完线路基边坡均建起了防护设施，护坡均披上了绿装，草、灌结合，三角梅等鲜花艳丽夺目，宜林地段建起了绿色通道，沿线郁郁葱葱，与周边自然景观相得益彰。

Hangzhou-Huangshan project department of China Railway 15th Bureau Group Co., Ltd. carried out “Building a green corridor and creating ecological Hangzhou-Huangshan”. In the construction of the project, the land reclamation should be carried out in accordance with the principle of “According to local conditions, if suitable for farming, forestry and grassland, implement farming, forestry and grassland”, and the soil conditions and irrigation water conditions could meet the requirements of temporary land occupation, and the priority of reclamation was cultivated land. Reclamation adopted a combination of engineering measures and plant measures, through land leveling, new irrigation drainage ditch, construction of production roads and other engineering measures, and plant measures such as tree planting and grass seeding to restore damaged temporary land. After completed the construction of subgrade slope line, protection facilities were built on the slope protection, grass, irrigation, bougainvillea flowers was gorgeous and dazing, such as the waste area to build the green channel, lush, along with the surrounding natural landscape complement each other.



保护生物多样性 Protection of Biological Diversities

公司高度关注在生产建设过程中，施工对生态环境造成的影响，采取措施保护生物多样性，保护生物栖息地，努力降低工程建设对生态环境和生物种群的危害。

CRCC attaches great importance to the impact on the ecological environment during the production and construction process, taking measures to protect the biological diversity, protects the biological habitats, and strives to reduce the harm of the project on the ecological environment and the biological population.

案例

CASE

中铁二十一局集团有限公司一公司阿富准铁路 S3 标二工区管段 70% 的工程都处于卡拉麦里自然保护区范围，区内繁衍生息着普氏野马、蒙古野驴、鹅喉羚等 48 种国家重点野生保护动物。为保护生态环境，该项目部在驻地选址时尽可能避开保护区，加强宣传教育，



通过宣讲、培训，让新上场人员了解卡山动植物保护的具体内容和重要意义，做到自觉、自律；制定保护制度，从车辆、机械设备靠近保护区时的行驶路线、速度、禁止鸣笛以及在生活、施工区所有人员严禁追逐、伤害动物，禁止碾压、采挖各类植被、林木、中草药等都做了具体规定。同时做好文明生态施工，废弃混凝土及水泥浆液严禁随意排放污染环境，为区内动植物创造良好的生存环境。

The project of 70% of the S3 bid section of the Afuzhun Railway undertaken by 1st Company of China Railway 21st Bureau Group Co., Ltd. was in the scope of the Kalamaili Nature Reserve. In the area, 48 national key wildlife protected animals, such as the Equus ferus, Equus hemionus, and Gazella subgutturosa, were multiplied in the area. In order to protect the ecological environment, the project department should avoid the protected area as far as possible, strengthen propaganda and education, and let the new staff know the specific content and significance of Kazan animal and plant protection through preaching and training, to achieve self-awareness and self-discipline. Formulated protection system to regulate the driving route, speed, prohibition of whistling the vehicles and mechanical equipment were close to the protected area and all the people in the living and construction areas were strictly prohibited to chase and harm animals, and all kinds of vegetation, trees and Chinese herbal were prohibited to roll and dig. At the same time, the construction of civilized ecology should be done. Waste concrete and cement slurry must not be allowed to pollute the environment at will, creating a good living environment for animals and plants in the region.

生态环境治理 Ecological Environment Governance

公司注重维护生态环境的平衡，在施工过程中扎实推进对生态环境恢复与治理，切实保护当地生态文明健康。

CRCC pays great attention to maintaining the balance of ecological environment, making solid progress in the restoration and management of ecological environment in the construction process, and effectively protecting the local ecological civilization and health.

CASE

案例

中铁二十五局集团有限公司一公司承建的成兰铁路 13 标工程项目，位于平均海拔 3800 米松潘县境内。境内自然环境原始、敏感又脆弱，植被生长缓慢。工程项目中重点工程川段隧道弃渣岩性主要以炭质板岩为主，基于此类岩性是影响植物生长的关键因子，国内尚缺乏可借鉴的参考标准。项目部为了加强区内环境治理，选取虹桥关隧道口作为生态环境敏感区铁路边坡绿色防护及景观协调性试验区，开展植被调查和选型、土壤选择、试验区植培和规划。在试验区内种植土上单独播种紫花苜蓿，在炭质板岩土上单独播种老芒麦，植被修复试验的成功实施，为山坡摘选出了适合的“外衣”，茫茫高原尽显绿水青山。

The 13th bid section project of the Chengdu-Lanzhou Railway undertaken by the China Railway 25th Bureau Group Co., Ltd. was located in Songpan County, an average elevation of 3,800 meters. The natural environment in the territory was primitive, sensitive and fragile, and the vegetation grew slowly. The lithology of the abandoned slag in the Chengdu-Sichuan section of the key project of the project was mainly dominated by carbonaceous slate. Based on this type of lithology, it was a key factor

affecting plant growth. There was still no reference standard that could be used for reference. In order to strengthen the environmental governance in the region, the project department selected the Hongqiaoguan Tunnel as the green protection and landscape coordination test area for railway slopes in ecologically sensitive areas, and carried out vegetation survey and selection, soil selection, and planting and planning of the experimental area. Alfalfa was planted separately on the planting soil in the experimental area and Elymus sibiricus Linn was sown separately on the carbonaceous slate soil. The successful implementation of the vegetation restoration test resulted in the selection of a suitable “Coat” for the hillside, and the vast plateau showed green mountains.



环保公益 Environmental Protection Public Welfare

公司积极开展环保宣传，提升公众环保意识，为绿色社区建设贡献力量。

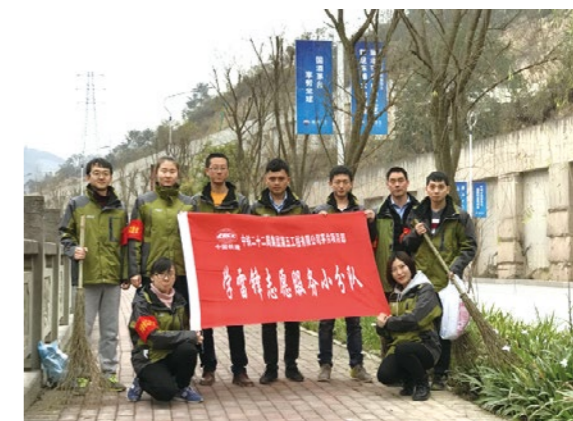
CRCC actively carried out environmental protection publicity, raising public awareness of environmental protection and contributing to the construction of green community.

案例

CASE

中铁二十二局集团有限公司茅台项目部“雷锋小分队”以“保护生态文明，共享绿色环境”作为宗旨维护城市形象。3月2日，该小分队赶赴红军纪念馆景区，在革命圣地进行环保公益宣传，向游客和行人宣讲生态环境保护知识。同时，义务擦洗公共设施，对长 2.8 公里横一路周边的废弃物进行了清理。

Maotai project “Lei Feng Squad” of China Railway 22nd Bureau Group Co., Ltd. took “Protect the ecological civilization, sharing green environment” as the purpose of maintaining the city image. On March 2, the team went to the Red Army Memorial Hall, in the revolutionary Holy Land for environmental protection publicity, to tourists and pedestrians preach ecological environmental protection knowledge. At the same time, it was obligatory to scrub the public facilities and clean up the waste around 2.8 kilometers of Hengyi Road.



责任·和谐社会

UNDERTAKE SOCIAL RESPONSIBILITY AND CREATE HARMONIOUS SOCIETY

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中国铁建积极履行企业公民责任，实施精准扶贫，热心社会公益，投身抢险救灾，带动社会就业，用铁建人的真情助力社会和谐发展。

CRCC is committed to carrying out responsible operations in the world, providing enthusiastic support for social welfare undertakings, actively fulfilling the corporate citizenship, promoting regional economic development, promoting the harmonious development of the community and building a good image of corporate citizenship.

实施精准扶贫 CARRY OUT TARGETED POVERTY ALLEVIATION

公司遵循“真心扶贫、精准扶贫、共赢扶贫、创新扶贫、干净扶贫”的工作方针，结合企业自身特点，坚持政府主导与企业辅助相结合，坚持互惠共赢与扶贫攻坚相结合，坚持整体推进与重点突破相结合的原则，实施精准扶贫精准脱贫工作。2017年，中国铁建共派出21名定点扶贫干部；直接资金投入1733万元，物资折款1678万元；实施帮扶项目80个，帮助引进项目16个、引入资金1247万元，使精准扶贫工作再上新台阶。

CRCC follows the working policy of "Sincere poverty alleviation, targeted poverty alleviation, win-win poverty alleviation and innovative poverty alleviation", adhering to the principle of "Government-led and enterprise-aided", persisting in win-win cooperation and poverty alleviation, insisting on the principle of overall promotion and key breakthrough working together and carrying out effective support and assistance. In 2017, the company sent 21 cadres for poverty alleviation, paid funds of RMB 17.33 million, material discount of RMB 16.78 million. CRCC carried out 80 assistance programs, helped introduce 16 projects and introduced a total of RMB 12.47 million, to make the work of precision poverty alleviation to a new level.



坚持市场导向，推动产业扶贫

CRCC adhered to market-oriented and promotes industry poverty alleviation.

公司立足于地方资源禀赋，注重市场衔接，狠抓产业扶贫，激活贫困地区的自身再造血功能。打通农产品进京通道，注册成立“张家口市万铁商贸有限公司”，把当地贫困户生产的农产品在北京市场销售，2017年，实现销售额20余万元。让村民在家门口就业，实现脱贫增收。搭建电商扶贫销售平台，在尚义县南朝碾村创办微店、网店，带领村民线上销售坝上羔羊肉，不到一个月的时间，销售量就达147份，销售额近9万余元，占全村全年农产品销售额的34%。建立企业带贫机制，选准当地有资质和潜力的企业，通过招标、议标采购其产品，或以入股等形式，扶持企业发展壮大，精准带动村民就业，增加地方财政税收。建立特色种植基地，针对贫困地区资源环境特点，面向市场需求，积极开展农业产业结构调整。



CRCC based on local resources endowment, paid close attention to the market convergence, strengthened the industry to alleviate poverty, and activated the poor areas of their own hematopoietic function. Opened up the channels for agricultural products to enter Beijing, and established the "Zhangjiakou City Wantie Trade Co., Ltd." to sell the agricultural products produced by the poor households in the Beijing market. In 2017, sales of more than RMB 200,000 were realized. Let villagers work at home to achieve poverty alleviation and increase income. Established an e-commerce sales platform for poverty alleviation and set up a micro shop and an online shop in Nganchao Village, Shangyi County to lead the villagers to sell Bashang lambs meat online. In less than a month, the sales volume reached 147, and the sales was amounted to nearly RMB 90,000, accounting for 34% of the whole village's annual sales of agricultural products. Established a mechanism for enterprises to take advantage of poverty, selected local companies with qualifications and potentials, purchased products through tenders, by bidding, protocol, or in the form of shares, to support the development and expansion of enterprises, accurately drove the employment of villagers, and increased local fiscal revenues and taxes. We will establish a special planting base, aiming at the characteristics of resource and environment in poor areas, and responding to market demands, actively carry out adjustments to the structure of the agricultural industry.



发挥企业优势，实施劳务扶贫

We should give full play to the advantages of enterprises and implement services for poverty alleviation.

公司开展劳务输出促进就业，成立劳务派遣组织，投资200万元注册成立“尚农劳务有限公司”，与地方就业局合作，为有劳务输出意向的人员提供政策咨询服务，为外出务工人员搭建了长期稳定的增收岗位，目前已有58名尚义籍劳务人员在中国铁建14个工程项目上就业。开展劳务分包，与万全区劳务公司签订劳务分包合同，安排三支劳务队伍100余人参与施工建设，完成施工产值2000余万元，实现劳务收入300多万元。加强劳务培训，投入资金30万元，依托万全职教中心对劳务人员进行技能培训，分别开展架子工、电焊工等培训约300人次。吸纳毕业生就业，结合企业岗位需求，优先录用符合条件的建档立卡贫困学生。目前，已有19人走上工作岗位。

CRCC started exporting labor services to promote employment, established a labor dispatch organization, invested RMB 2 million in the registration and establishment of "Shangong Labor Service Co., Ltd.", and cooperated with the local employment bureau to provide policy consulting services for personnel with labor export intentions, and set up a long-term stable income for migrant workers. At present, there are currently 58 Shangyi

laborers who are employed in 14 projects of CRCC. To carry out labor subcontracting, contract labor subcontract with Wanquan Labor Service Company, arranged more than 100 people of three labor force to participate in the construction, completed construction output value of more than RMB 20 million, and realized labor income of about RMB 3 million. We will strengthen labor training and invest RMB 300,000, and rely on the vocational education center to carry out skills training for labor personnel, and carry out training of about 300 employees, including scaffolding and welders and so on. The employment of graduates should be absorbed, combined with the needs of the company, and priority was given to the use of poor students who met the requirements for the construction of the card. So far, 19 people have been on the job.





注重扶志扶智，开展精神扶贫

We should pay more attention to strengthening to help the mind and wisdom to carry out the spiritual poverty alleviation.

公司大力实施文教扶贫工程，着力提升贫困地区文化教育水平，提升贫困人口自我奋斗、自我发展的内生动力。开展联合办学，与尚义县职教中心、张家口职业技术学院合作办学，设立“铁道施工与养护”专业，并在师资交流、岗位实践、实训器材等方面提供援助。引入互联网教育，使贫困地区基础教育更加完善、系统、规范，促进贫困地区教育资源均衡发展。资助贫困孩子上学，资助尚义三中 20 名特困生每年 3000 元直至完成学业。支持地方文化教育事业的发展，建立“中国铁建爱心书屋”，安装多媒体视频通话设备，为村民们提供学习交流平台和场所。开发集“新闻咨询”、“走进尚义”、“旅游特色”、“本地特产”、“便民服务”和“行政办公”六大功能特色于一体的“智慧·尚义”手机 APP，形成了尚义互联网文化品牌。

CRCC vigorously implemented the project of helping the poor with culture and education, striving to raise the level of cultural education in impoverished areas, and enhanced the endogenous driving force of self-struggle and self-development of the poor. In cooperation with the Vocational Education Center of Shangyi county and Zhangjiakou Vocational and Technical College, the professional of "Railway construction and maintenance" was set up, and provided assistance in teacher exchanges, job practice, and training equipment. The introduction of Internet education has made the basic education in poor areas more perfect, systematic and standardized, and promoted the balanced development of educational resources in impoverished areas. To subsidize poor children to go to school and support 20 poverty students of No. 3 Middle School living in Shangyi for RMB 3,000 per year until they completed school. We should support the development of local cultural and educational undertakings, establish "CRCC Love Bookstore", install multimedia video communication equipment, and provide learning and communication platforms and places for the villagers. The development of the "Wisdom Shangyi" mobile phone APP integrating the six functions of "News consultation", "Walking into Shangyi", "Tourism characteristics", "Local specialties", "Convenience services" and "Administrative office" has been developed, and formed the Shangyi Internet culture brand.



关注民生保障，促进社会扶贫

We focused on ensuring livelihood security and promoting social poverty alleviation of the society.

公司加强农村基础设施建设，将通村公路、饮水工程、村湾环境整治纳入扶贫建设规划，为扶贫村修缮村委会房屋、新建文化墙、硬化道路、植树绿化、安装路灯，改变农村面貌。帮助村民解决就医难、看病贵问题，联系张家口市颐健口腔医院，为村里留守老人儿童进行义诊并免费赠送药品，为瘫痪贫困村民安装爱心呼救器。开展扶危济困，筹资 45 万元，对尚义县小蒜沟敬老院进行修缮，改造暖气管道，硬化院落；开展扶贫募捐活动，筹集资金 110 万元，慰问困难群众。

CRCC strengthened the construction of rural infrastructure, integrated Village Road, drinking water project and Village Bay environment into the plan of poverty alleviation and construction, repaired village committee houses, new cultural walls, hardened roads, tree planting and street lighting for the poor village, and changed the rural landscape. To help the villagers solve the problems of medical treatment and medical treatment, the company contacted Zhangjiakou City Yijian Oral Hospital to conduct free clinics for the village left-behind elderly children to conduct a free clinic and complimentary medicines for the paralysis of the poor villagers to install a love SOS. To carry out the rescue of the crisis, the company raised RMB 450,000, repaired the old Xiaosuanguo Geracomium in Shangyi County, reformed the heating pipe and hardened the courtyard; the company carried out the fund-raising activities of poverty alleviation, raised funds RMB 1.10 million, and consoled the difficult populace.



热心社会公益 EARNEST IN COMMUNITY PUBLIC WELFARE

公司把创造社会繁荣作为企业承担社会责任的一种承诺，通过开展一系列公益活动，支持社区共建，实现用企业自身的发展和影响带动地方经济与社区居民和谐相处，共同发展。2017年，公司对外捐赠1006.65万元。

CRCC regards the creation of social prosperity as a commitment to corporate social responsibility, through a series of charitable activities, to help drive the local economy and promotes community residents to live in harmony and achieves mutual development with its own development. In 2017, CRCC donated RMB 10.0665million outward.

捐资助学 Endowed School and Assisted Students

公司主动帮困助学，不断向贫困教育地区、贫困受教育人群提供资金与资源支持，帮助他们圆上学梦。

CRCC actively assists in the aid of students, and continuously provides financial and resources support to education people in poor education, and helps them to realize a dream of going to school.

CASE 案例



中铁城建集团有限公司在湖南省石门县三圣乡开展“爱心细流”助学活动，发动社会力量结对帮扶21名贫困学生至大学毕业，并捐赠19箱价值3万元的爱心文具，价值2万元的爱心电脑，履约爱心基金累计达100万元，此活动得到各大媒体争相报道。

China Railway Urban Construction Group Co., Ltd. launched a "Love trickle" student activities in Sansheng Town, Shimenn County, Hunan Province, to mobilize social forces to support 21 poor students to graduate from university, and donated 19 boxes worth RMB 30,000 of love stationery, a value of RMB 20,000 of love computer, and a cumulative total of up to RMB 1 million for the performance love fund. The event was reported by the major media.

帮助弱势群体 Paying Attention to Help Vulnerable Groups

公司始终关注社会弱势群体，用我们的实际行动去关心和帮助他们，奉献爱心、传递幸福。

CRCC pays close attention to social vulnerable groups all the time, with our love to ignite their hopes, so that they will really feel the social care and warmth.

案例

CASE

中铁二十五局集团有限公司六公司开展向柳州儿童福利院儿童“送温暖、献爱心”活动。通过实现“微心愿”、赠送生活用品、文艺节目表演等形式，关注孤残儿童，奉献企业爱心，让他们感受到社会的温暖。

The 6th Company of China Railway 25th Bureau Group Co., Ltd. carried out activities to send warm and loving hearts to children of Liuzhou Children's Welfare Institute. Through the realization of "Micro-wish", gifts of daily necessities, and performances of cultural programs, focused on the disabled children, dedicated the enterprise love, and let them feel the warmth of society.

助力社区建设 Facilitate Community Construction

公司注重与所在社区进行沟通联系，主动参与社区建设，助力社区发展。

CRCC attaches great importance to communication with the community, actively participates in the community construction, and helps the community development.

案例

CASE

中国铁建大桥工程局集团有限公司“大爱援建公益桥，善举圆梦红土地”。该公司先后在安徽省金寨县铁冲乡投入112万元援建2座茅以升公益桥，不仅解决了当地孩子上学难的问题，同时也解决了困扰村民多年交通不便的难题，极大方便了群众的出行，改善了生活条件。捐建公益桥的善举，彰显了央企的社会责任与担当，赢得了当地群众的赞扬。



China Railway Construction Bridge Engineering Bureau Group Co., Ltd. carried out "Love to build a public welfare bridge, a good dream of red earth". The company successively invested RMB 1.12 million in Tiechong Town, Jinzhai County, Anhui Province to assist in the construction of two Mao Yisheng Public Welfare Bridges. This not only solved the problems of local children's difficulties in attending school, but also solved the problems that had plagued the villagers for many years of inconvenient transportation, which greatly facilitated the travel of the masses and improved the living conditions. The donation of the charity bridge highlighted the social responsibility and responsibility of the central government and won the praise of the local people.

志愿者服务 Volunteering

公司深入推进志愿服务规范化、常态化建设，积极向社会奉献爱心，全公司共组建 800 多支志愿服务队，采取定期服务、常态服务、结对服务等方式，有针对性地开展扶贫帮困、便民服务、捐资助学、社会公益等志愿服务，用实际行动履行企业公民责任。2017 年，累计开展各类志愿服务活动 1500 多次，参加志愿服务约 2 万人次。

CRCC further promotes the standardization and normalization of volunteer services and actively contributes to the society. The company has set up more than 800 volunteer service teams and has adopted regular services, normal services, twinning services, etc. to carry out targeted poverty alleviation for voluntary services such as helping the poor, providing services for the poor, giving aid to students and social welfare, and performing corporate civic duties with concrete actions. In 2017, there were more than 1500 volunteer service activities and about 20,000 volunteer services.

CASE

案例

中铁十七局集团有限公司在高考期间开展以“真情服务高考爱心助力学子”主题志愿服务活动。该公司驻太原、西安、石家庄、重庆、福州、北京、上海等单位均在当地高校附近设立“青年志愿服务站”。每个志愿服务站配置有遮阳棚、桌椅，为考生及家长准备饮用水、应急防暑药品和学生考试所需物品，并提供指路、咨询、安全警戒、秩序维护等系列志愿服务。一系列为广大考生及家长提供便利、规范和人性化的服务行动，受到考生和家长们的称赞。

China Railway 17th Bureau Group Co., Ltd. launched the volunteer service activities of “Sincere service for college entrance examination and love helps students” during the college entrance examination. The company set up “Youth volunteer service station” in Taiyuan, Xi’an, Shijiazhuang, Chongqing, Fuzhou, Beijing, Shanghai and other units in the vicinity of local colleges and universities. Each volunteer service station was equipped with sunshade, table and chair, for candidates and parents to prepare drinking water, emergency heatstroke drugs and student examinations and other necessary items, and provided directions, advice, security vigilance, order maintenance and other series of volunteer services. A series of service activities that provide convenience, standardization and humanization for students and parents were praised by examinees and parents.



案例

CASE

5 月 2 日至 4 日，中国铁建国际集团有限公司主动对接北京万寿路街道办事处和摩拜公司，开展“文明骑士，从我做起”公益志愿活动，维护了城市交通环境，传递文明骑行理念。志愿者们积极行动，摆放乱停车辆、搬运冗余单车、发放公益书签，三天共累计完成 18 辆卡车、50 多辆三轮车的运载量，发放 400 个公益书签，改善了道路堵塞情况，为社会文明出行做出了表率。

On May 2nd to 4th, China Railway Construction International Group Co., Ltd. took the initiative to dock Beijing Wanshou Road Sub-district Office and Mobai Co., Ltd. to carry out “Knights of civilization start from me” volunteer activities, maintaining the urban traffic environment and transmitting the concept of civilization riding. Volunteers took active actions, placed vehicles in disorder, carried redundant bicycles, and issued public service bookmarks. During the three days, 18 trucks and more than 50 tricycles were carried out, and 400 public bookmarks were distributed, which improved road congestion and made an example for social civilization.



投身抢险救灾 DEVOTE TO RESCUE AND RELIEF WORK

面对重大自然灾害和突发事件，公司牢记使命与责任，发挥专业优势，积极投身抢险救灾第一线，切实履行和承担起共和国长子的责任和义务。

CRCC, in the face of major natural disasters and emergencies, bearing in mind the mission and responsibility, gives full play to professional advantages, actively participates in the frontline of disaster relief, to effectively fulfill and assume the eldest son's responsibility and obligations of the PRC.

组织抢险 Organization Rescue

一方有难，八方支援，天灾无情人有情。对于出现的自然灾害，公司冲锋在前，不畏艰险，主动参与抢险救灾，成为抢险救援的重要力量。

When disasters struck, help came from all sides. Disasters have no mercy, but humans do. CRCC has rushed to the front, not been afraid of dangers and dangers, and actively participated in rescue and disaster relief, becoming the main force of disaster relief.

CASE

案例

8月8日21时19分，四川省阿坝州九寨沟县发生7.0级地震。中国铁建高度重视，立即启动应急预案，所属多家单位集结救援队伍、设备，按照地方政府部署，进入灾区参与救援抢险。同时，中国铁建在运营的遂渝高速公路开辟绿色通道，设置服务点，为抗震救灾车辆提供快速服务。

At 21:19 on August 8, a 7.0-magnitude earthquake hit Jiuzhaigou county, aba prefecture, Sichuan province. CRCC attached great importance to railway construction, and immediately activated the emergency plan. Many units of the country have assembled rescue teams and equipment, and have been deployed by local governments to participate in rescue and rescue operations in the affected areas. At the same time, CRCC has opened a green channel in the operation of Luojiawan of Suining- Shapingba of Chongqing expressway, setting up service points and providing quick service for earthquake relief vehicles.



海外救援 Overseas Rescue

对于出现的突发事件，在困难危急时刻，公司迎难而上，积极行动，最大限度地保护人员和财产不受损失。

For the emergencies that emerged, in times of crisis, CRCC faces difficulties and takes active actions to ensure maximum protection of personnel and property.

案例

CASE



北京时间9月19日，5级超强飓风“玛利亚”袭击加勒比岛国多米尼克，致使该国电力、交通、通信基本瘫痪，也造成中国铁建在多米尼克承建的项目被毁，400余名中资企业员工和华人华侨处境危急。公司在得知灾情后的第一时间积极反应，立即与驻安巴使馆取得联系，启动海外突发事件应急预案，成立应急领导小组。紧急向前方汇款150

万美元，派遣工作组火速赶赴一线，主动承担起组织在多米尼克的中资企业员工和华人华侨转移至邻国安巴的任务。通过驻安巴大使馆的协调，中国铁建租用了两艘外籍商业渡轮，分批将包括中国铁建员工在内的464名华人华侨从多米尼克顺利转移到安巴。抵达安巴后，中国铁建积极与国内外多家航空公司总部联系寻找包机，又一次主动承担了组织中资企业员工返回国内的重任。最终在外交部、商务部、国资委、驻外使馆和中国铁建等多方的共同努力下，10月1日夜，381名中资企业员工顺利回到祖国的怀抱。国资委对中国铁建进行了通报表扬，外交部、安巴使馆发来感谢信。商务部在表扬信中表示：“在此次接返行动中，中国铁建和所属中土集团勇挑重担、不计得失，充分展现了国有企业特别是央企的风范，特予以表扬”。

On September 19, Beijing time, the 5 Super Hurricane "Maria" attacked the Dominica in the Caribbean island country, resulting in the basic paralysis of the electricity, traffic and communications of the country, but also the construction of CRCC in Dominica project was destroyed, more than 400 Chinese enterprises staff and overseas Chinese were in critical situation. The company immediately responded to the disaster and immediately contacted the embassy in Amba to launch an emergency response plan for overseas emergencies and set up an emergency leadership group. Emergency remittances of 1.5 million U.S. dollars were dispatched and the dispatched working group rushed to the front line to take the initiative to assume the tasks of transferring employees of Chinese-funded enterprises in Dominica and Chinese and overseas Chinese to the neighboring country Amba. Through the coordination of the Embassy of the United Nations in Pakistan, CRCC leased two foreign commercial ferries and transferred 464 Chinese and overseas Chinese including CRCC employees from Dominica to Amba in batches. After arriving in Amba, CRCC actively contacted the headquarters of many domestic and foreign airlines to find charter flights, and once again took the responsibility of organizing Chinese employees to return to China. Finally, with the joint efforts of the ministry of foreign affairs, the ministry of commerce, the state-owned assets supervision and administration commission, the foreign embassies and CRCC, 381 Chinese employees returned to the motherland on the night of October 1. The State-owned Assets Supervision and Administration Commission (SASAC) conducted a report on CRCC and the foreign ministry and the embassy of Amba sent a letter of thanks. The ministry of commerce in the commendatory letter said: "In this return operation, CRCC and China Civil Engineering Construction Corporation have shouldered heavy burdens and made no gains or losses, fully demonstrating the demeanor of state-owned enterprises, especially central enterprises, and particularly commending them."

全球企业公民 GLOBAL CORPORATE CITIZENSHIP

公司在国家“走出去”、“一带一路”战略引领下,大力开展全球化布局、国际化经营、属地化管理,主动承担企业社会责任,助力企业与全球经济、社会、环境共同可持续发展,为当地提供高品质产品,带动当地经济社会发展,改善社会民生,创造共赢价值。

Under the guidance of the national international management, territorial “Going out” and “the Belt and Road Initiative” strategy, CRCC vigorously carries out the globalization layout, international management and localized management, taking the initiative to assume corporate social responsibility, and helping the company and the global economy, society, and the environment to achieve sustainable development together, to provide local high-quality products, promote local economic and social development, improve the people's livelihood, and create a win-win situation.

本地化经营 Localization Management

公司推进属地化经营战略,尊重所在国的传统和文化,构建符合当地市场的业务经营模式,积极参与当地建设,采取标准化、多元化、属地化的策略,为当地居民提供就业岗位,加强对当地员工的培训,为当地培养了一大批人才。同时加大本地化采购力度,带动了所在地市场的物资供给,促进了所在地社会经济发展。

CRCC promotes the localization strategy, respects the traditions and culture of the host country, provides jobs for the local residents, actively participates in local construction, adopts a standardization, diversification, and localization strategy to provide jobs for local people and strengthens the training of local employees to cultivate a large number of talents. At the same time, the company increases the local procurement efforts to promote the location of the market supplies, promoting the location of social and economic development.

CASE

案例

作为属地化管理的重要措施,中铁二十局集团有限公司海外项目工程建设通过实施外籍员工“3E”管理模式,即“Education(定向培养)、Entertainment(劳逸结合)、Examination(动态考核)”,提高了外籍员工技能水平,促进了外籍员工快速成才。针对外籍员工施工经验欠缺、技术熟练程度差等现状,该公司在所有海外员工正式入职前,都会制定包括入职谈话、岗前培训等



在内的“入职套餐”。通过导师带徒、结对帮扶等形式,对外籍员工进行定向培养。建立外籍员工月度动态考评机制,将员工薪酬与工作执行力、技术水平等挂钩,激发外籍员工的工作积极性。如今,在阿尔及利亚、巴基斯坦、安哥拉、蒙古国等海



外项目,大批既了解中国文化,又掌握一定技能和管理经验的外籍人才在“3E”培养模式下脱颖而出。

As an important measure of localization management, the project construction of foreign projects of China Railway 20th Bureau Group Co., Ltd. has improved the skills of foreign employees and promoted the rapid development of foreign employees by implementing the “3E” management mode, that is, “Education (Directional training), Entertainment (Combining exertion), Examination (Dynamic Assessment)”. In view of the lack of construction experience and poor technical proficiency of foreign staff, the company made “entry package” including induction talks and pre-job training before all overseas employees were formally entered. Through the guidance of tutors and helpers, foreign employees were trained in a targeted manner. Monthly dynamic assessment mechanism for foreign employees was established to link employee salaries with job execution and technical level, so as to stimulate the enthusiasm of foreign employees. At present, a large number of foreign talents who knew both Chinese culture and certain skills and management experience stood out in the “3E” training mode in Algeria, Pakistan, Angola, Mongolia and other overseas projects.

融入当地社区 Integration into the Local Community

公司注重与当地政府和民众建立和谐关系,注重社区沟通,关注社区发展,积极参与社区建设,帮助改善社区居住环境,推动社区进步,给当地带来人力、技术、资金方面的支持,努力回馈当地社会,促进社区和谐发展。

CRCC focus on building a harmonious relationship with local government and people, pays attention to community communication and community development, actively participates in community building, helps improve the living environment of the community, promotes community progress, brings to the local community support of human, technical and financial, and promotes harmonious development of the community.

CASE

案例

4月7日，在赞比亚“希望之泉”孤儿院举行了由中国土木工程集团有限公司赞比亚公司捐赠的烘焙培训中心开工仪式。该建设工程捐赠合计14.9万克瓦查（约合人民币10万元）。非洲华侨周报、赞比亚国家广播公司等多家中赞主流媒体进行了跟踪报道。参加开工仪式的中国驻赞比亚大使杨优明表示：“向‘希望之泉’孤儿院捐款建造烘焙培训中心，体现了中国人乐善好施、助人为乐的传统美德，也是在赞中资企业积极履行社会责任、回馈赞比亚社会的又一典范”。

On April 7, the opening ceremony of the baking training center donated by the Zambian company of China Civil Engineering Construction Corporation was held at the "Spring of Hope" Orphanage in Zambia. The construction project donated a total of 149,000 Kwacha (approximately RMB 100,000). A number of China-Zambia mainstream media, including the African Overseas Chinese Weekly and the Zambia National Broadcasting Corporation, conducted follow-up reports. Yang Youming, the Chinese ambassador to Zambia, who participated in the ceremony, said: "Building a baking training center for donations to the 'Spring of Hope' orphanage reflected the traditional virtues of the Chinese people's ready to do charity and forward to help others, and also praised Chinese companies for their active fulfillment of social responsibilities, to give back to Zambia another example of society."



带动社会就业 DRIVE SOCIAL EMPLOYMENT

公司在快速发展的同时，每年向社会提供大量工作岗位，为减轻社会就业压力、维护社会稳定贡献了力量。2017年，公司共接收高校毕业生15943人；积极参与社会各项建设，共吸纳劳工232万人；创造条件为残疾人提供合适的就业机会，共安置1474名残疾人就业，支付残疾人就业保障金5959万元。

While CRCC achieved rapid economic growth, it provides a large number of jobs to the society every year. In order to reduce the pressure of social employment, the company provides a large number of jobs to the community every year, effectively contributing to maintaining social stability. In 2017, CRCC received a total of 15,943 college graduates; actively participated in the construction of the community and absorbed a total of 2.32 million workers; created conditions for the disabled to have appropriate employment opportunities, provide jobs for a total of 1,474 people with disabilities, and paid the security fund of RMB 59.59 million for them.

案例

CASE

中铁十五局集团有限公司城建公司乌鲁木齐地铁项目部为促进当地就业、实现共同富裕，先后安置30余名新疆维吾尔族同胞就业。为做好维吾尔族工友的安置工作，考虑他们的饮食习惯，专门开设了清真食堂。针对语言交流问题，项目部及时安排懂维语的人员与其对接，并组织汉语培训，使他们能够快速掌握汉语，交流无障碍。该项目部还量身定制了完善的培训计划，开展感恩教育、安全知识教育及技术培训，帮助他们提高职业技能。新疆维吾尔族同胞克亚·阿布米提兴奋地说：“非常感谢中铁十五局给我们提供就业机会，刚来的时候对这里很陌生，可是各部门都很关心我们，我们一定认真工作，成为对社会有用的人。”

The Urumqi Metro Project Department of China Railway 15th Bureau Group Co., Ltd. employed more than 30 Uyghur compatriots in southern Xinjiang to promote local employment and achieve common prosperity. In order to complete the resettlement work of Uyghur workers, they considered their dietary practices and opened a Muslim cafeteria. For the language communication problem, the project department arranged the personnel who understood the Uyghur language to connect with them and organized the Chinese language training so that they could understand Chinese quickly and communicate with each other. The project department also tailored a comprehensive training program to develop Thanksgiving education, safety knowledge education and technical training to help them improve their professional skills. The Uyghur compatriot Kaya Abmutiti of southern Xinjiang said excitedly: "I am very grateful to China Railway 15th Bureau Group Co., Ltd. for providing us with employment opportunities. When it came to us, it was very strange to us, but all departments were very concerned about us. We must work seriously and become a useful person to the society".

展望

FUTURE OUTLOOK

2018年，中国铁建将坚持稳中求进总基调，坚持新发展理念，以提升发展质量和价值创造为核心，以推进落实公司发展任务为目标，强化改革推动、创新驱动、融合带动，推动产业变革、质量变革、效率变革、动力变革，加快开发新市场、拓展新空间、培育新产业、发展新动能，努力成为具有全球竞争力的最具价值创造力的综合建筑产业集团，为促进国家经济和社会持续健康发展作出新贡献。

In 2018, CRCC will adhere to the steady progress of the overall tone of the work, and insist on adopting a new vision for development, to enhance the development of quality and value creation as the core, in order to promote the implementation of development task of the company as the goal, strengthen the reform, innovation and integration as key drivers for development, promote industrial transformation, better quality, higher efficiency, and more robust drivers of development through reform, accelerate the development of new markets, expand new space for cooperation, cultivate new industries and create new drivers of growth, gather strength in order to strive to create a comprehensive construction group with the most valuable creativity, and make new contributions to maintain sustainable and healthy development of China's economy and society.



- 我们将不断完善现代企业制度和法人治理结构，持续优化管控模式，提升科学决策能力，加强依法治企、规范运作、诚信经营的能力和水平。

We will continue to steadily improve the modern enterprise system and corporate governance structure, continuous optimization control mode, promote scientific decision-making ability, and strengthen the capacity and level of administering enterprises, standardizing operations and managing integrity in accordance with the law.

- 我们将加强与利益相关方携手合作，打造共享平台，致力于与利益相关方和谐共赢，共同发展。

We will strengthen cooperation with stakeholders to build a shared platform, and strive to work with stakeholders to win-win harmony and common development.

- 我们将以科技创新引领产业升级，加速科技成果转化；牢固树立安全发展理念，严格落实安全质量责任，不断提升工程质量、产品质量、服务质量。

We will steadily drive industrial upgrading with strengthening the scientific and technological innovation capacity, speed up encouraging the application of advances in science and technology; we firmly uphold and put into practice the safe development philosophy, strictly implement the responsibility for safety and quality, and continuously improve the quality of the project, product quality and quality of service.

- 我们将着力绿色发展，保护生态环境，优化产业结构，坚持绿色低碳运营，积极投身美丽中国建设和防治污染攻坚战。

We will endeavor to strengthen green development, protect the ecological environment, optimize the industrial structure, adhere to the green and low-carbon operation, and actively devote ourselves to build a Beautiful China and take tough steps to prevent and control pollution.

- 我们将进一步推动人才队伍建设，不断拓宽员工职业发展和交流任职渠道，丰富员工培训形式，全面开展立体化教育培训，完善员工权益保障机制，建设美好生活。

We will further promote the construction of talent team, and constantly broaden the career development and exchange of staff channels, enrich the training of staff, comprehensive training, improve staff rights and interests protection mechanism, and build a better life.

- 我们将利用自身的优势，继续履行社会责任，聚焦精准扶贫，回馈社会、服务公众。

Relying on our advantages, we will continue to fulfill our social responsibilities, focus on the targeted poverty alleviation, and contribute to the society and serve the public.

反馈意见表

FEEDBACK INFORMATION

尊敬的读者：

非常感谢您阅读《中国铁建 2017 年社会责任报告》。为了提高我们社会责任的工作水平，恳请您对我们的报告就以下几方面提出宝贵意见和建议。

Respected readers:

We want to express our gratitude to you for reading China Railway Construction Corporation Limited Social Responsibility Report 2017. 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 Dierence
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 Dierence
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 Dierence
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 Dierence
其他意见 Other opinions				

请就上述意见通过以下方式发给我们：

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