



中国铁建 2016 年社会责任报告

CHINA RAILWAY CONSTRUCTION CORPORATION LIMITED SOCIAL RESPONSIBILITY REPORT 2016



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

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

地址：中国北京市海淀区复兴路40号 Address: No.40, Fuxing Road, Haidian District, Beijing, China
邮政编码：100855 Postcode: 100855
电话：86-10-51888114 Tel: 86-10-51888114
传真：86-10-68217382 Fax: 86-10-68217382
网址：www.crcc.cn Website: www.crcc.cn
电子信箱：webmaster@crcc.cn Email: webmaster@crcc.cn

本报告采用环保再生纸制作

2016
中国铁建社会责任报告
CHINA RAILWAY CONSTRUCTION CORPORATION LIMITED
SOCIAL RESPONSIBILITY REPORT

I 报告说明 REPORT SPECIFICATION

报告组织范围：中国铁建股份有限公司及下属机构。

报告时间范围：本报告为公司第 9 份社会责任报告，报告时间范围为 2016 年 1 月 1 日至 12 月 31 日，部分内容及数据超出上述范围。

报告发布周期：年度报告。

报告参考标准：本报告依据国资委《关于中央企业履行社会责任的指导意见》、上海证券交易所《公司履行社会责任报告》编制指引，参照全球报告倡议组织（GRI）《可持续发展报告指南》（G4）、国际标准化组织《ISO26000：社会责任指南（2010）》、香港联交所《环境、社会及管治报告指引》、《中国企业社会责任报告编制指南（CASS-CSR 3.0）之建筑业》编制。

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

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

报告反馈联络方式：

名称：中国铁建股份有限公司

地址：中国北京市海淀区复兴路 40 号

邮政编码：100855

联系电话：86-10-51888114

传真：86-10-68217382

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

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

Contact:

Name: China Railway Construction Corporation Limited

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

Postcode: 100855

Tel: 86-10-51888114

Fax: 86-10-68217382

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

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中国铁建股份有限公司董事长 孟凤朝

2016年，中国铁建认真贯彻“创新、协调、绿色、开放、共享”的发展理念，致力于发展成为技术创新国际领先、竞争能力国际领先、经济实力国际领先、最具价值创造力的综合建筑产业集团，以逢山凿路、遇水架桥的铁道兵精神为指引，强力提升市场容量，扎实推进转型升级，全面加强企业管控，圆满完成了全年目标任务，企业改革发展再上新台阶。

这一年，中国铁建企业发展实现突破。公司主要经济指标再创新高，新签合同额、营业收入、净利润同比分别增长了28.49%、4.79%、11.04%。在世界500强企业中排名第62位，中国企业500强中排名第14位，ENR全球250家最大承包商中排名第3位。

这一年，中国铁建转型升级扎实推进。公司加大并购重组力度，强力推进瘦身健体、提质增效等系列改革举措，经济布局结构趋向合理，产业集中度进一步提高，资源优化配置效果进一步显现，正向联动发展、协同发展、融合发展迈进。

这一年，中国铁建企业管控平稳有序。公司始终坚持科学治理，始终坚持依法治企，始终坚持制度创新，始终坚持规范管理，安全生产形势基本稳定，质量创优达历史最好水平，经营资质体系建设领先行业，文化建设呈现新气象。

这一年，中国铁建积极履行社会责任。公司始终坚持价值共享理念，诚信经营，合作共赢，着力提升发展效益，

实现了企业可持续健康发展，以良好的经营业绩与全体股东共享企业经营成果。始终秉持低碳环保理念，注重节能减排与环保技术应用与创新，积极探索绿色发展模式，为生态文明建设做出贡献。始终坚持以人为本理念，保障员工权益，促进员工成长，让员工与企业共享发展成果。始终热心支持社会公益事业，积极参与精准扶贫、社区共建、志愿服务等活动，促进社会和谐发展。始终牢记使命与责任，作为抢险救灾的主力军，在重大自然灾害和突发事件面前冲锋在前，展现共和国长子的担当。始终是国家“一带一路”战略的践行者，大力开展全球化布局、国际化经营、属地化管理，致力于推动中国高铁标准成为世界标准；帮助所在地培养人才，参与海外社区公益活动，致力于成为优秀的全球企业公民。2016年，公司在《南方周末》“中国国有上市企业社会责任榜100强”评选中名列第5位。

改革之路，任重道远；赤子之心，永不停步。2017年，中国铁建将继续坚持稳中求进的总基调，突出战略引领，着力改革创新，全力推动企业改革发展迈上新台阶，为国家、为股东、为社会、为员工创造新的更大的价值！

CHAIRMAN'S ORATION

In 2016, China Railway Construction Corporation Limited (CRCC) fully implemented the principles of innovative, coordinated, green, open, and shared development, and was committed to developing it into a comprehensive construction industrial group that was international advanced in technological innovation, leading in competitive capacity and economic strength and had the most value and creation ability. Guided by the Railway Corps spirit of "Cut paths through mountains and build bridges across rivers", CRCC is committed to improving the market volume and solidly promoting the transformation and upgrading, conducting stronger and comprehensive enterprise controls, and therefore has successfully achieved our yearly targets. Our corporate reform and development is up to a new level.

This year, CRCC's development achieved significant breakthroughs. The company's main economic index reached another record high, with new contracts, operating income, net profit growth increasing 28.49%, 4.79% and 11.04% respectively. CRCC was ranked 62nd among the Fortune Global 500, 14th among China's Top 500 Enterprises and 3rd among ENR's Top 250 International Contractors.

This year, we made solid progress in pushing the transformation and upgrading of CRCC. We stepped up efforts to increase the acquisition and strengthen reorganization, and strongly promoted reforms on simplifying administration, quality and efficiency improvement, to make our economic layout structure more reasonable. The industries are more concentrated and the optimized allocation of resources is further demonstrated. We are moving toward a path of interactive development, cooperative development and integrated development.

This year, CRCC has been smoothly and steadily regulated and controlled. CRCC has adhered to scientific governance, governing the corporate in accordance with the law, institutional innovation and standard management, so that the safety production was basically fulfilled, the work quality reached the highest level in history, the development of operation qualification system is leading the industry and the culture development presents a new look.

This year, CRCC actively fulfilled its social responsibilities. The company remained committed to the concept of value sharing, sincere operation and win-win cooperation, put forth efforts to increase development benefit, thus achieved sustainable development and shared its achievements with all shareholders with sound operating performance. The company always upheld the idea of low carbon and environmental protection, focused on emission reduction and application and innovation of environmental protection technologies, and actively explored the green development model to contribute to the conservation culture. Upholding the people-oriented concept, CRCC is working to safeguard employees' rights and interests, promote employee growth and let the employees share the fruits of development with the company. The company always enthusiastically supported social welfare undertakings, actively participated in targeted poverty alleviation, community co-construction, voluntary services and other activities to promote the

harmonious development of the society. Keeping in mind its missions and responsibilities, CRCC, a major force in emergency rescue and disaster relief, is always fighting at the forefront of major natural disasters and emergencies, demonstrating its sense of responsibility as the eldest son of the PRC. As a firm practitioner of "The Belt and Road Initiative" strategy, CRCC vigorously developed the layout of globalization, internationalization management, localized administration, dedicated to promoting Chinese standards for high-speed railway worldwide; assisted in local talent training and participated in the community public welfare activities overseas. CRCC is committed to be an excellent global corporate citizen. In 2016, the company was ranked 5th in "Top 100 Social Responsible Listed State-owned Companies" in Southern Weekly journal.

The reform has a long way to go CRCC shall never cease its step with pure heart. In 2017, CRCC shall remain committed to its strategy of seeking improvement while keeping stability, highlighting strategic guidance, implementing reform and innovation, promoting enterprise reform and development to a higher level, and creating even greater value for our country, society, shareholders and employees!

Meng Fengchao

China Railway Construction Corporation Limited
Chairman of the Board

总裁致辞



中国铁建股份有限公司总裁 庄尚标

2016年是“十三五”的开局之年。一年来，我们牢记作为中央骨干企业和国际化公众公司的使命，坚持对社会、对股东、对员工负责的理念，强化责任担当，着力提质增效、加快转型升级，较好地履行了自身责任。

我们始终认真践行“五大发展理念”，扎实推进供给侧结构性改革，着力拓市场、强管理、保民生、稳增长，全年新签合同额12191.06亿元、同比增长28.49%，完成营业收入6293.27亿元、同比增长4.79%，实现净利润148.51亿元、同比增长11.04%，上缴税金310.12亿元、同比增长11.86%；资产总额7593.45亿元、同比增长9.09%，净资产1487.16亿元、同比增长15.45%，员工收入得到进一步提升。公司经营规模、营业收入、质量效益等主要经济指标再创历史新高，实现了稳中有进、进中向好。

我们发扬不畏艰险、勇攀高峰、领先行业、创誉中外的企业精神，圆满完成了各项施工生产任务，负责建设的郑徐客专、沪昆客专、云桂高铁以及国内第一条中低速磁悬浮铁路——长沙磁浮轻轨、非洲首条中国标准铁路——尼日利亚阿卡铁路、我国首个海外“全产业链中国化”铁路——亚吉铁路等一大批国内外重大工程相继开通运营，主要实物工程完成量保持了稳定增长，盾构设备、大型养路机械等主要机械装备生产量创历年之最，安全生产和质量创优水平稳步提升，全年共获鲁班奖10项、国优工程奖34项，并首次获得了境外工程鲁班奖。

我们大力实施“大海外”战略，积极投身“一带一路”建设，海外业务已覆盖至全球107个国家和地区，其中“一带一路”沿线41个，海外新签合同额和营业收入分别同比增长了24.99%、18.85%，新签约了卡塔尔世界杯主体育场、莫斯科地铁等一批有影响力的重大项目，特别是通过建设亚吉铁路，打造了沿线经济带，推进了国际产能合作，形成了“亚吉模式”，为“一带一路”建设和中非经贸合作提供了新样本，受到各界高度关注和广泛赞誉。

我们认真落实绿色环保理念和创新驱动战略，注重环境保护和源头减排，强化精益化管理和能效提升，在建造精品工程的同时实现了与自然和谐共处；大力提升以BIM、装配式建筑等为代表的绿色环保技术水平，科技创新实力不断增强，新获菲迪克奖4项、詹天佑奖8项、中国优秀专利奖6项、国家科技进步奖1项、省部级科技进步奖113项，新取得授权专利1502件，成功当选为中国专利保护协会会长单位，并成为建筑业首家国家专利审查员实践基地。

我们始终坚持以人为本、和谐共享的发展理念，全年共培训员工378854人次，慰问困难员工家庭16550户，吸纳劳务工232万人；切实响应国家扶贫号召，“真心扶贫、精准扶贫、共赢扶贫、创新扶贫”，持续做好对口扶贫工作；认真践行属地化海外发展理念，扎根属地、融入属地、造福属地，不断为当地提供就业机会，积极参与社会公益活动，为所在国经济社会发展贡献力量；始终保持信得过、靠得住、拉得上、打得赢的优良作风，全力投身我国南方洪灾、莫兰蒂台风等重大灾害事故的抢险救灾，在埃塞俄比亚抗旱救灾中紧急协助运输救灾粮食8.3万吨，彰显了央企责任担当和负责任的国际化公司的良好风范。

2017年是“十三五”的关键一年。我们将在社会各界的大力支持下，牢牢把握稳中求进的工作总基调，始终以改革创新的精神持续做强做优做大中国铁建，以良好的发展成绩回馈社会、回馈股东、回馈广大员工！

A handwritten signature in black ink, appearing to read '庄尚标' (Zhuang Shangbiao), located at the bottom right of the page.

PRESIDENT’S ORATION

The year 2016 is the first year of “the 13th Five-Year Plan”. Over the past year, we keep in mind the mission as a central backbone enterprise and international public company, to adhere to the philosophy of being responsible for society, shareholders and employees, intensifying responsibility, focusing on the improvement of quality and efficiency, speeding up transformation and upgrading, and better fulfilling our responsibilities.

We have always been conscientiously practicing the “five development concepts”, solidly promoting the supply side structural reform, focusing on expanding the market, strengthening the management, protecting the people’s livelihood, stabilizing the growth, with the annual new contract amount of RMB 1219.106 billion, with a year-on-year growth of 28.49%, operation revenue of RMB 629.327 billion, with a year-on-year growth of 4.79%, net profit of RMB 14.851 billion, with a year-on-year growth of 11.04%, taxes paid of RMB 31.012 billion, with a year-on-year growth of 11.86%; total assets of RMB 753.345 billion, with a year-on-year growth of 9.09%, net assets of RMB 148.716 billion, with a year-on-year growth of 15.45%, the staff income has been further improved. The company’s operating scale, operating income, quality and efficiency and other major economic indicators have recreated record new peaks, to achieve a steady and good progress.

We carry forward the enterprise spirit of being fearless of danger and difficulty, bravely scaling new heights, leading the industry, accumulating the reputation in China and foreign countries, and successfully complete the construction and production tasks. The Zhengzhou-Xuzhou passenger dedicated line, Shanghai-Kunming passenger dedicated line, Yunnan-Guilin high-speed rail and the first domestic middle-low speed magnetic levitation railway - Changsha magnetic levitation light rail, Africa’s first Chinese standard railway - Nigeria Aka railway, China’s first overseas “all-industry chain chinization” railway - Addis Ababa-Djibouti railway and a large number of other major projects at home and abroad we are responsible have gone into operation. The accomplishment of main physical engineering maintains a steady growth. The production of shield equipment, large-scale road maintenance machinery and other major machinery and equipment keeps the most over the years. The production safety and quality excellence creation keep a steady improvement in the year, with a total of 10 Luban Awards, 34 National Best Engineering Awards and the first time of foreign project Luban Award obtained.

We vigorously implement the “Big Oversea” strategy, and actively participate in the “the Belt and Road Initiative” construction. Our overseas business has covered 107 countries and regions worldwide, including 41 countries along the “the Belt and Road Initiative” line. Our overseas new contract amount and operating income have increased 24.99% and 18.85% respectively on year on year basis. We newly signed a Qatar World Cup main stadium, Moscow Subway and a number of other influential major projects. Especially through the construction of Addis Ababa-Djibouti railway, we built the economic zone along the line, promoted the international production capacity, and formed a “Addis Ababa-Djibouti Model”, providing new sample for “the Belt and Road Initiative” construction and the economic and trade cooperation between China and Africa, which received great concern and wide acclaim of all circles.

We conscientiously implement the green concept and innovation-driven strategy, pay attention to environmental protection and source reduction, strengthen the lean management and energy efficiency, and achieve the harmony with nature in the construction of quality projects; vigorously upgrade the green environmental technology level represented by BIM and prefabricated buildings, continuously strengthen scientific and technological innovation. We have newly acquired 6 Fiddik Awards, 8 Zhan Tianyou Awards, 6 China Excellent Patent Awards, 1 National Science and Technology Progress Award, 113 provincial and ministerial level scientific and technological progress awards, 1502 new authorized patents, and we are successfully elected as the Chinese Patent Protection Association Unit, and become the practice base of the first national patent examiner in construction industry.

We always adhere to the people-oriented, harmonious and shared development concept. We have an annual training of 378,854 person times, condoned 16,550 poor employee households and absorbed 232 million labor workers; earnestly respond to national poverty alleviation call, “really poverty alleviation, precision poverty alleviation, win-win poverty alleviation, innovation and poverty alleviation, ” continuously achieve the poverty alleviation in the designated sister regions; conscientiously practice the concept of territorial overseas development, root in the territory, blend into the territory, benefit the territory, continuously provide employment opportunities for the local regions, and actively participate in social welfare activities to contribute to the country’s economic and social development; always maintain a trustworthy, reliable and fine style of work, sparing no effort to join the accident relief of South China floods, Morandi typhoon and other major disaster. We have transported 8.3 million tons of food in the disaster relief of Ethiopia drought, highlighting the international company’s good demeanor as a national enterprise in assuming responsibility.

2017 is the key year of “the 13th Five-Year Plan”. We will be under the strong support of all sectors of the community, firmly grasp the steady progress of the overall tone of the work, and always keep reform and innovation spirit of continuing to achieve better and bigger China Railway Construction and to contribute to the community and feedback to all staff with good development results!

Zhuang Shangbiao

China Railway Construction Corporation Limited
The President

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公司概况 COMPANY PORFILE

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

公司业务涵盖工程承包、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。

公司是中国乃至全球最具实力、最具规模的特大型综合建设集团之一，经营业务遍及除台湾省以外的全国 31 个省、自治区、直辖市和香港、澳门特别行政区，以及世界 105 个国家。

China Railway Construction Corporation Limited (hereafter referred to as "CRCC"), whose predecessor is The Railway Corps, is solely initiated by CRCC Construction Corporation. 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.

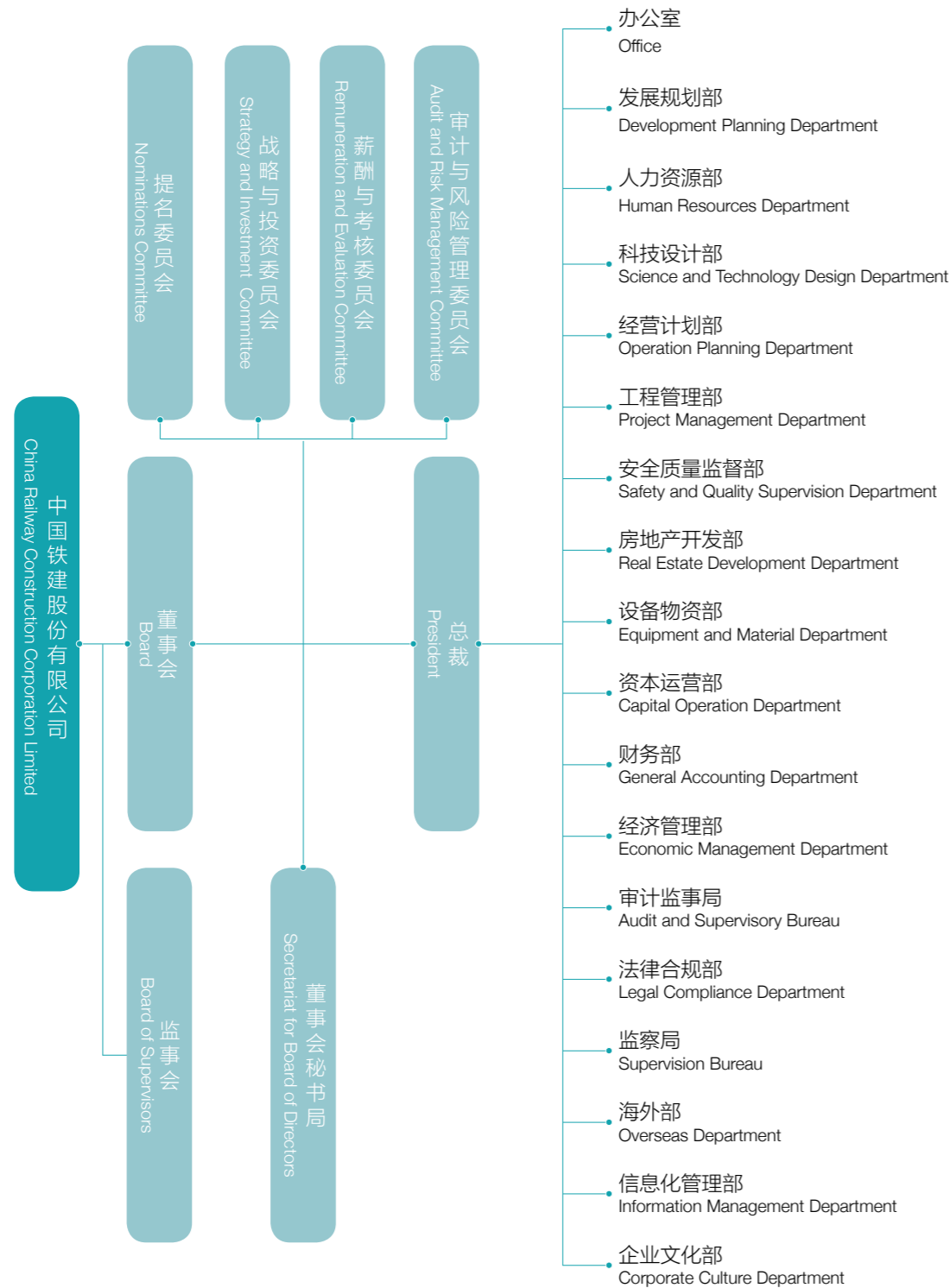
With its business covering project contracting, survey design consultation, industrial manufacturing, real estate development, logistics, trade of goods and materials, etc., the Company has developed into a complete and comprehensive industrial chain of scientific research, planning, survey, design, 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.

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 31 provinces, autonomous regions, municipalities, Hong Kong and Macao Special Administrative Regions except Taiwan, as well as 105 countries around the world.

企业理念 CORPORATE PHILOSOPHY



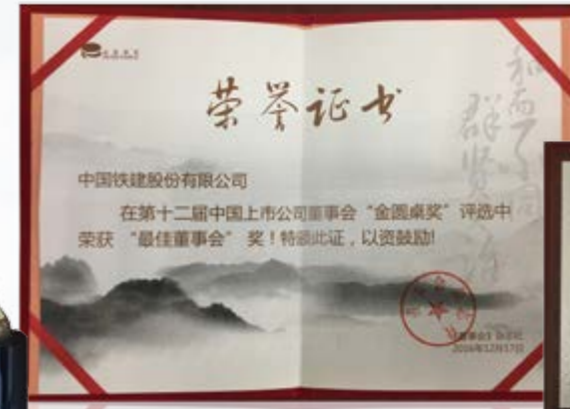
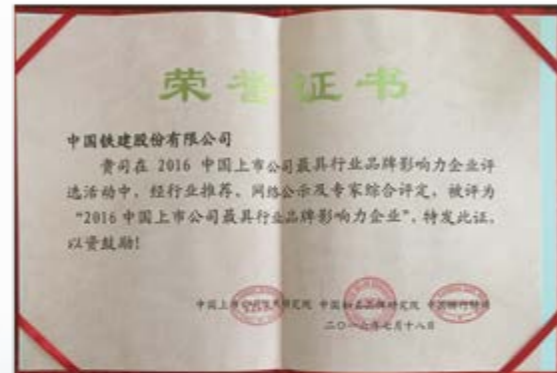
组织架构 CORPORATE ORGANIZATION CHART



二级单位 SUBSIDIARIES



社会评价 SOCIAL APPRAISALS



——《财富》“世界500强”排名，列第62位；
Ranking 62nd 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“2016中国企业科学发展大会暨诚信盛典”上，荣获“2015中国上市公司信用100强”第25位；
Ranking 25th among "2015 Top Credit 100 Chinese Listed Companies" in 2016 Ceremony of Credit and Chinese Enterprise Science Development Session

——在“第七届中国上市公司投资者关系评选”中，荣获“中国上市公司投资者关系最佳董事会奖”；
Honored with the title of Best Board of Director Award for Investor Relation among Chinese Listed Company in the 7th Election of Investor Relation of Chinese Listed Company

——在“第七届中国上市公司与城市发展投资交流会”上，荣获“2016中国上市公司最具核心竞争力100强”、“2016中国上市公司最具行业品牌影响力企业”；
Honored with the titles of 2016 Top 100 Chinese Listed Companies and 2016 Chinese Listed Company with Top Industrial Brand Influence Power in the 7th Chinese List Company & City Development and Investment Exchange Meeting

——在第十二届中国上市公司董事会“金圆桌”论坛暨金圆桌颁奖典礼上，荣获“最佳董事会”；
Honored with the title of Best Board of Director in the 12th "Gold Round Table" Forum for Board of Director of Chinese Listed Company and Award Ceremony

——在“第十六届中国上市公司百强高峰论坛暨第二届中国百强城市全面发展论坛”上，荣获“中国百强企业奖”；
Honored with the title of Top 100 Chinese Enterprises Award in the 16th Summit Forum of Top 100 Chinese Listed Company and the 2nd General Development Forum of Top 100 China Cities

——在《南方周末》公布的“2016中国企业社会责任榜”，列“中国国有上市企业社会责任榜100强”第5位。
Honored with the title of 2016 No.5 among Top 100 Chinese State-owned Listed Company for Social Responsibility Appraised and Elected by the media South Weekend

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

携手伙伴 共享价值回报

PARTNER COOPERATION AND VALUE RETURN SHARING

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中国铁建积极推进企业转型升级，着力提升发展效益，加强与利益相关方的合作，以良好的经营业绩与全体股东共享企业经营成果。

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.

利益相关方 STAKEHOLDERS CONCERNED

公司通过各种方式推进利益相关方参与机制，重视加强与利益相关方的沟通和交流，积极履行对利益相关方的责任。

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

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

利益相关方沟通 Communications with Stakeholders Concerned

公司高度重视利益相关方的关切和利益诉求，他们的信任与支持是公司赖以生存和发展的基础。

CRCC always takes seriously the concern and interest appeal of the stakeholders, whose trust and support matters the survival and development of the enterprise.

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 Company's capability for profitability and sustainable development; present favorable welfares and growth opportunities to employees	Employee satisfaction and loyalty; staff turnover rate; Investment in staff member training programs
Labor union organization	Workers' congress; rights to participation in making major policies; regular communication between union delegate and contact person	Response to the requirements of the labor union organization; respect labor rights; maintain the lawful rights and interests of staff members	Enrolment ratio of staff; participation ratio of labor union activities; sound condition of the labor union system
Community	Joint civilization construction; participate in community welfare activities	Civilized production; construction harmonious and prosperous communities	Involvement in community construction; quantity of pollution complaints
Individuals, groups and media who are interested in CRCC	Information disclosure pursuant to the law; press conferences; news reports and publicity	Be a responsible CRCC and endeavor to realize sustainable development	Integrity, healthy development, internationalization

合作共赢 Win-win Cooperation

公司秉承合作共赢理念，搭建发挥各方资源的合作平台，加强与利益相关方合作，实现共同发展。

CRCC respects 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：公司与云南、青海、贵州、四川、浙江、陕西、黑龙江、河南等省政府建立战略合作关系，加强全方位的合作，促进地区经济发展。

Cooperation with government: CRCC has formed strategic cooperation relations with the provincial governments, including Yunnan, Qinghai, Guizhou, Sichuan, Zhejiang, Shanxi, Heilongjiang and Henan to launch comprehensive cooperation and promote local economic development.

案例 CASE

11月15日，中国铁建与黑龙江省政府签署战略合作协议。双方将按照长期合作、共谋发展的基本原则，在城市重大基础设施轨道交通、城际铁路、高速公路、城市地下综合管廊、水利和环保、房地产开发、保障房、棚户区拆迁改造、智慧城市、养老工程、文教卫体项目展开合作，携手促发展。

On November 15, CRCC signed cooperative agreement and conducted extensive strategic cooperation with Heilongjiang Provincial Government. The agreement stated that two parties would follow the principle of long-term cooperation and win-win to launch wide cooperation in the urban significant infrastructure fields covering urban rail transit, intercity railway, freeway, urban underground comprehensive pipeline gallery, waster conversation and environmental protection, real estate development, security housing, relocation and remaking of shanty towns, smart city, pension project, culture, education, health and sports project.

与企业合作：公司与大型企业加强高层互访，拓宽合作领域，创新合作模式，实现强强联合谋共赢。

Cooperation with enterprise: CRCC enhances the high-level exchanges with large-scale enterprises in order to widen the cooperation field, innovate the cooperation mode for win-win via the alliance between the giants.

案例 CASE

12月12日，中国铁建与中国中车签署战略合作框架协议。双方将按照“平等互利、优势互补、相互支持、长期合作、共同发展”的原则，以国内交通基础设施投资为重点，进一步加强和深化国内外基础设施建设、房地产开发、勘察设计和装备制造等多方面的合作，并通过信息共享、协作经营，共同拓展海外市场。双方还将以合作项目为依托，开展高速磁悬浮、中低速磁悬浮等相关领域科研课题研究，促进彼此技术进步。

On December 12, a strategic cooperation framework agreement was concluded and signed between CRCC and CRRC. Two parties would follow the principles of equality and mutual benefit, mutual advantage utilization, mutual support, long-term cooperation and win-win to focus on the investment in the fields of the domestic traffic infrastructure, further enhance and deepen the cooperation in the field of domestic and international infrastructure construction, real estate development, survey and design and equipment manufacture, and jointly develop the overseas market by information sharing and synergic operation. Besides, two parties would launch the research in high, medium and low speed magnetic levitation based on the signed cooperation framework agreement.

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

中国铁建大桥工程局集团有限公司三公司以合作项目数量、履约诚信度等为依据，从有过合作经历的236支劳务队伍中选出98家合格分包商进入会员库。在选拔劳务队伍时依据其资信等级进行选用，降低了企业在法律、信用、安质、资金等方面的风险。同时加强与分包商沟通，及时掌握他们的思想，帮助他们解决出现的困难，努力做到同舟共济、发展共赢。

The 3rd Engineering Co., Ltd. of China Railway Construction Bridge Engineering Bureau Group Co., Ltd. selected 98 qualified subcontractors from 236 candidates who once cooperated with CRCC and filed the 98 ones into its own member data base based on cooperated project quantity and credit rate for contract performance. The credit rate-based selection lowers the possible risk in terms of law, credit, safety qualification and capital which the 3rd Engineering Co., Ltd. may face. Meanwhile, it enhances the communication with the subcontractors and promptly knows their dynamic situation and helps them out of capital predicament and tries to help, and support each other for win-win.

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

中铁十七局集团有限公司一公司与北京建筑大学就国内首个城市地下综合管廊——贵安新区中心大道综合管廊“地下综合管廊的设计、施工技术与智慧化管理系统研究”课题进行科研攻关, 主要开发和研究智慧化管理平台, 提高综合管廊及配套附属设施高效精确的信息化管理、监控、监测、应急预案和防灾减灾功能, 努力打造智慧化管廊。

The 1st Engineering Co., Ltd. of China Railway 17th Bureau Group Co., Ltd. cooperated with Beijing University of Civil Engineering and Architecture to launch the research project which has a title of Research about Design and Construction Technique of Underground General Pipeline Gallery and Its Smart Management System for General Pipeline Gallery in Central Avenue in Guian New Area. The pipeline gallery is the first one in China. The research project aims at developing a smart management platform by which a information-based effective and accurate management, monitoring, surveillance will cover the comprehensive pipeline gallery and its attached facilities. Moreover, it can provide emergency plan to enhance the capability to prevent possible disaster and ease the disaster impact thus become a smart gallery.

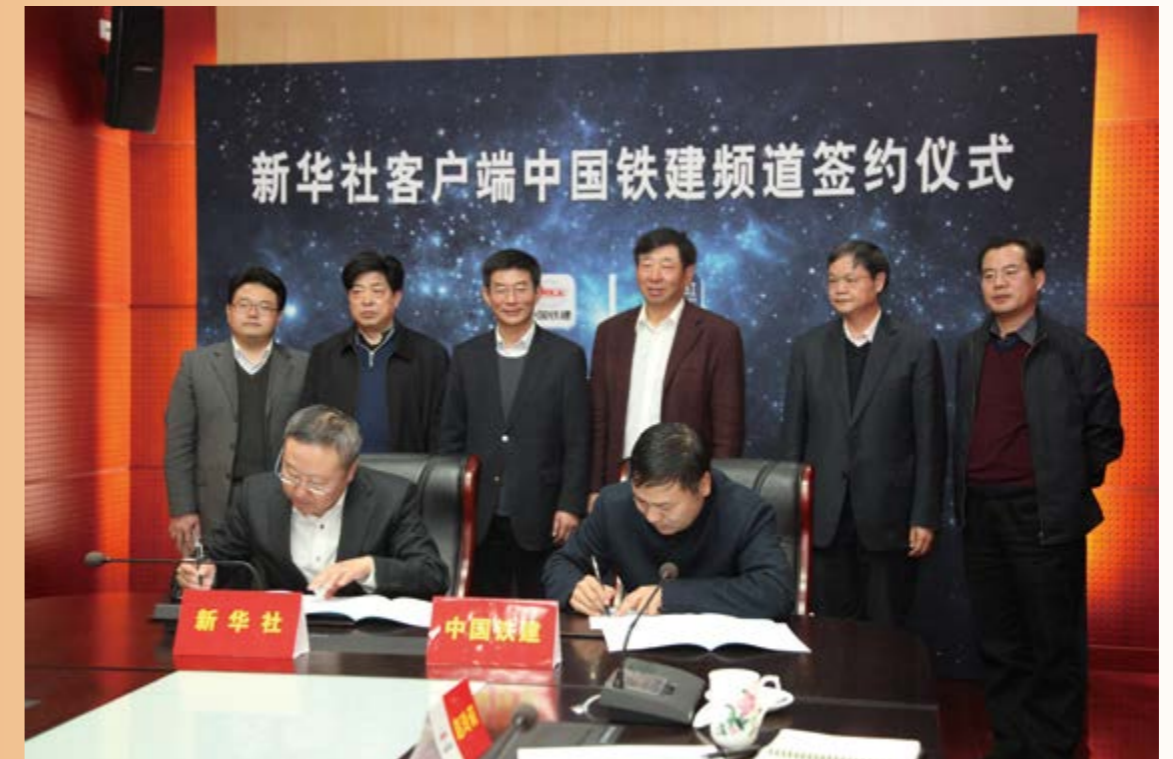
与媒体合作: 公司与媒体保持良好的沟通关系, 形成良性互动, 实现了信息资源共享。

Cooperation with media: CRCC has established smooth ties with the media, forming a harmonious interaction with the media to achieve information resource sharing.

案例 CASE

2月29日, 中国铁建与新华社新媒体中心签署战略合作协议。公司利用新华社新媒体中心为中国铁建打造的新闻客户端旗舰资源——新华社·中国铁建频道, 积极对外传播公司产业动向、企业文化等信息, 这是中国铁建加大宣传力度和对外影响力的重要举措, 受到外部受众的广泛关注, 也为中国铁建开辟一个更加广阔的宣传空间。

On February 29, a strategic cooperation agreement was concluded and signed between CRCC and New Media Center of Xinhua News Agency. CRCC would access the news flagship platform —Xinhua News Agency-China CRCC Channel to positively broadcast the dynamic CRCC, publicize its culture. Such a strategic cooperation is considered as a significant measure taken by CRCC to enhance publicity power and enlarge the external influence power and had attracted the wide attention from the public. Also, it became a new more broad propaganda stage for CRCC.



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。与供应商协力同心，为客户提供优质的产品及服务。

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, periodically evaluates its supplier to promote the supplier to continually improve its management level. CRCC always positively cooperates with its suppliers to provide its client qualified product and service.

案例 CASE

中铁十二局集团有限公司建安公司推行“互联网+物资采购”模式，通过与阿里巴巴合作，引入以工程项目为主体的公开、透明的电商采购模式，其自身具有的价格过滤、供应商筛选、无障碍报价等优势，解决了以往采购信息不对称、采购渠道单一、可选择性低，以及资金支付不及时等问题，使物资质量得到保障和提升，实现了买家与厂家间的无缝对接，直供直销，大大提高了采购效率和产品质量。

The Building Installation Company under China Railway 12th Bureau Group Co., Ltd. uses and popularizes its "Internet + Material Purchase" mode. By this mode, it cooperates with Alibaba to introduce an open and transparent e-business purchase mode for its projects. Such a mode features itself price filtering, supplier screening, barrier-free quote and eliminates the problems, e.g. the asymmetric purchase information, narrow purchase channel, low selectivity and untimely capital payment and assures and improves the reliable material quality and realizes the seamless abutment between buyer and seller which means direct supply, greatly raising the purchase efficiency and product quality.

经济指标 ECONOMIC INDICATORS

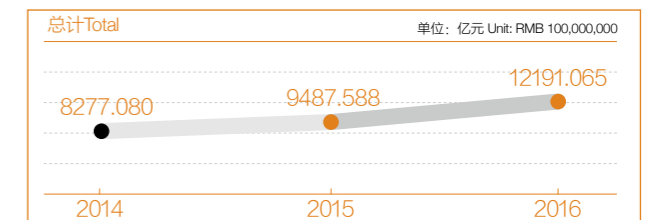
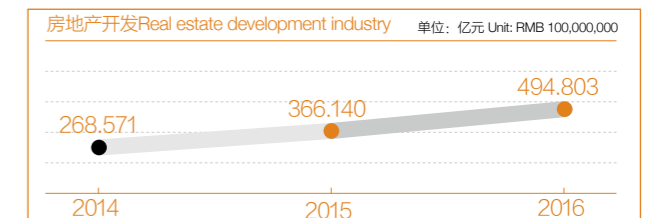
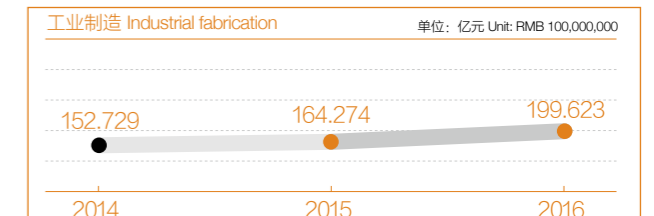
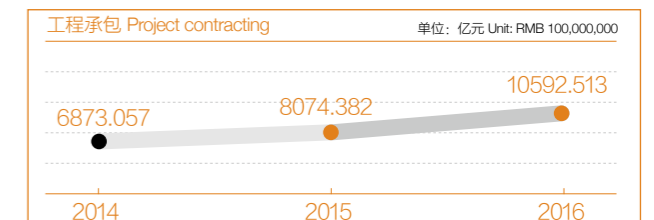
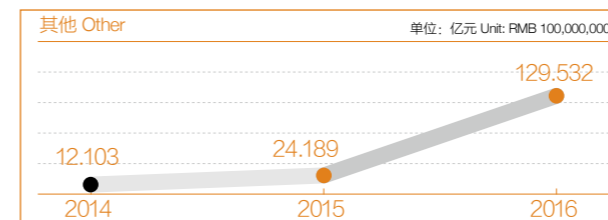
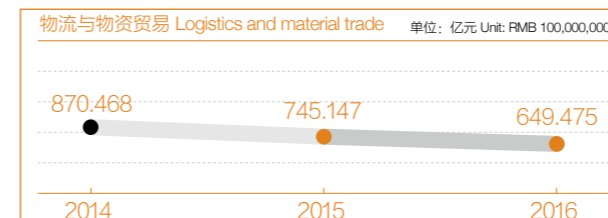
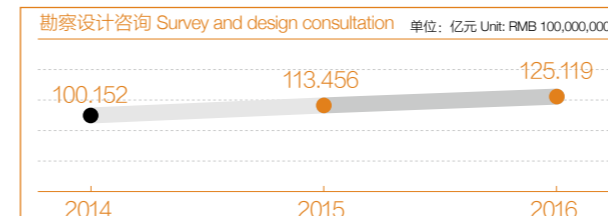
公司借力国企改革发展的历史洪流，在挑战变局中把握机遇、在攻坚克难中改革创新、在转型升级中裂变增长，企业规模、效益、质量等主要指标均实现了稳中有进、进中向好发展，为“十三五”创造了良好开局。

CRCC grasped the historic chance from the reformation of the state-owned enterprise, bravely faced the challenge, positively launched reformation and innovation and grew via transformation and upgrading. Its enterprise size, benefit and quality and other main business indicators all realized great progress against stable and moderate operation creating a gold beginning in its "the 13th Five-Year Plan" period.

2016 年公司新签合同额及近三年情况 Total of New Contracts in 2016 and Data over Past Three Years

2016 年，公司新签合同额 12191.065 亿元，同比增长 28.49%。

In 2016, CRCC received a total of RMB 1219.1065 billion from its new contract, a growth of 28.49% on year-on-year basis.

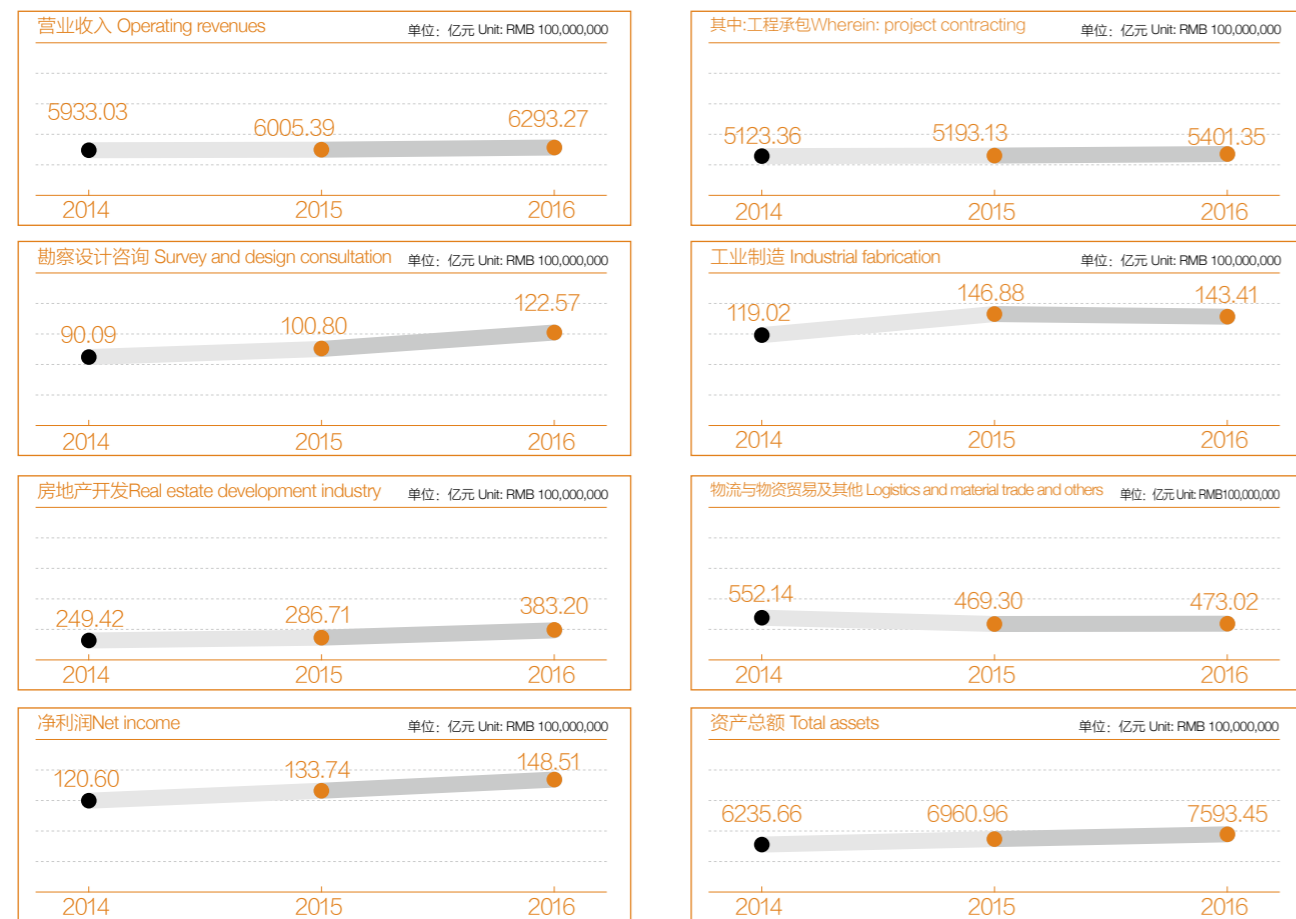


2016 年公司营业收入、净利润、资产总额及近三年情况

Business Revenue, Net Profit, General Assets of CRCC in 2016 and the Data Over Past Three Years

2016 年，公司完成营业收入 6293.27 亿元，同比增长 4.79%；实现净利润 148.51 亿元，同比增长 11.04%；资产总额 7593.45 亿元，同比增长 9.09%。

In 2016, CRCC contributed business revenue of RMB 629.327 billion, a year-on-year growth of 4.79%, a net profit of RMB 14.851 billion, a year-on-year growth of 11.04%. Also, its general assets are RMB 759.345 billion, a year-on-year growth of 9.09%.



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

2016年海外实现营业收入328.48亿元，占营业收入总额的5.22%。

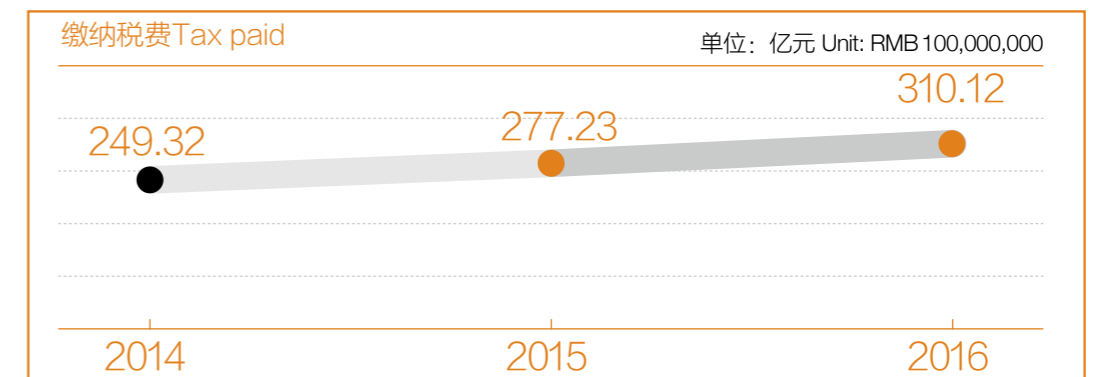
In 2016, CRCC achieved a business revenue of RMB 32.848 billion, 5.22% of total business revenue.

依法纳税

TAX PAYMENT AS REQUIRED BY LAWS

2016 年，公司共缴纳各类税费 310.12 亿元，同比增长 11.86%。

In 2016, CRCC contributed a tax payment total of RMB 31.012 billion, a year-on-year growth of 11.86%.



股东回报

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。2016 年，公司每 1 股派发现金股利 0.16 元（含税）。

CRCC implements positive profit distribution policy to make the shareholders able to share the return achieved by good enterprise operation. In 2016, CRCC distributed a cash dividend of RMB 0.16 (tax included) for each share.

优化治理 推动持续发展

OPTIMIZED GOVERNANCE TO
PROMOTE SUSTAINABLE
DEVELOPMENT

规范治理结构	25
TO NORMALIZE GOVERNANCE STRUCTURE	
坚持诚信经营	26
ETHICAL OPERATION	
投资者权益保护	30
PROTECTING INVESTORS' RIGHTS AND INTERESTS	

中国铁建不断完善治理结构，坚持诚信经营，遵守商业道德，维护投资者权益，及时披露企业信息，强化风险防控，努力实现企业可持续健康发展。

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.

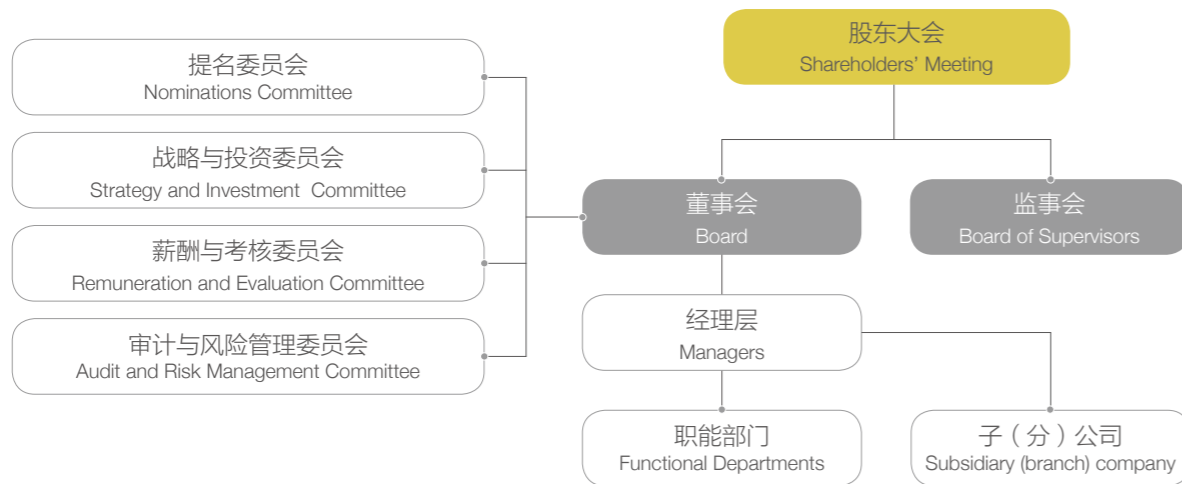
规范治理结构 TO NORMALIZE GOVERNANCE STRUCTURE

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，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转。

4个
专门委员会
The four committees under the board of directors

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 a effective check and balance and coordinated operation. The four committees under the board of directors, nominations commission, strategy and investment committee, remuneration and evaluation committee and audit and risk management committee, would function 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

2016 年，公司召开股东大会 1 次，对 15 项议案进行审议并形成决议。召开董事会 16 次，对 106 项议案进行审议并形成决议。召开董事会各专门委员会 25 次，审议 92 个议题，其中：战略与投资委员会召开 14 次会议，审议 62 个议题；薪酬与考核委员会召开 3 次会议，审议 4 个议题；审计与风险管理委员会召开 8 次会议，审议 26 个议题。

In 2016, CRCC convoked a general meeting of stockholders where 15 proposals had been reviewed and therefore the resultant decisions had been made. Also, there were 16 board of directors meetings held where 106 proposals had been reviewed and relevant decision had been made. The special committees under the board of directors had convoked 25 meetings to review 92 proposals while 14 meetings were launched by the strategy and investment committee to review 62 proposals, three meetings launched by remuneration and evaluation committee to review four proposals, 8 launched by the audit and risk management committee to review 26 proposals.

1次
召开股东大会
CRCC convoked a general meeting of stockholders

16次
召开董事会
16 board of directors meetings

25次
召开董事会各专门委员会
The special committees under the board of directors had convoked 25 meetings

坚持诚信经营 ETHICAL OPERATION

依法治企是企业健康发展的必由之路。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，为企业的发展保驾护航。

The enterprise management based on laws, regulations and rules is essential for its healthy development. CRCC persists in the legal enterprise management and operation. Accordingly it has shaped its own comprehensive risk management and control system which helps 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

公司大力推进“法治铁建”建设，牢固树立“一没四不”法治理念，严格执行“四项”法律审核，坚持重大项目法律参与，切实处理好内外部法律纠纷，努力降低诉讼案件数量，加强境外法律风险管理，不断增强员工法治意识，持续推进公司依法经营、依法决策、合规管理的能力和水平。

CRCC always tries its best to cast a CRCC which worships governance by law by popularizing the philosophy of the governance by law, strictly implementing legal review, persisting in law participation for significant project, completely disposing well the internal and external legal dispute, reducing court cases, enhancing the overseas legal risk management, continually cultivating the sense of rule of law to the employee by education. The above measures have driven the enterprise to operate well and make decisions based on laws, regulations, and rules to improve its capability of compliance management.

案例 CASE

中铁十八局集团有限公司不断强化法律体制机制建设，所属子公司总法律顾问设置率达到100%，共配备专职法律工作人员45人。注重源头合同管理，同时要求所有经济合同必须经过法律评审，对重点、重大项目实行“四级合同评审”；利用互联网，建立法律信息群，加强信息沟通交流，营造该公司学法、守法、用法的良好氛围。企业法律风险防范能力大幅提升，依法治企工作得以增强。

China Railway 18th Bureau Group Co., Ltd. always keeps on building the law mechanism and system. All the subsidiaries have employed their respective legal counselors. A professional law service team of 45 people had been formed. The enterprise takes seriously the source contract management and at the same time requires all the economic contracts shall be subject to the legality review. All the key and significant projects of its shall be subject to “Four-level” contract review. The enterprise also utilizes its online legal information WeChat group in order to enhance the information communication and exchange and form the positive atmosphere for law study, law-abiding and law application. Now, the enterprise had a strong capability to prevent and resist the legal risk. The enterprise governance by law is becoming norm.



风险管理 Risk Management

公司以风险管理为导向，以内部控制为手段，全面贯彻内部控制规范，不断完善风险内控体系，强化风险管理，提升企业基础管理水平和风险抵御能力。

CRCC always applies the risk management throughout its business operation and management. The risk management is achieved by its internal control which requires the enterprise to completely implement the internal control rule, continually improve its risk internal control system to raise its basic management level and enhance its risk resistance capability.

2016年公司调整和完善了风险评估范围和对象，对不同层级和岗位人员明确了不同评估权重，使风险评估工作更具客观性和针对性。公司重视风险管理与生产经营活动的紧密融合，根据工作职责，对风险进行细化分解，将风险管控责任落实到具体单位和人员，对风险实行动态监督和检查。

In 2016, CRCC adjusted and improved its risk appraisal range and object and conducted the respective appraisal weight for the employee at different level and post, making its risk appraisal more objective and pertinent. Moreover, CRCC has been trying to make a close integration between risk management and business operation. The risk was refined based on the respective occupational obligation of each employee so that the risk management and control liability would be transferred to each individual and department and a dynamic risk supervision and inspection was achieved.

公司重视风险的闭环管理和全流程管控，通过开展宣贯培训，有效培育了风险管理工作氛围和风险管理意识；通过工作考核，进一步加大了各级对风险内控工作的重视程度和推动力度；通过组织开展内控评价，更加深入客观的剖析了管理中存在的问题；通过系统开展内控缺陷整改，规范了管理流程，提升了基础管理水平。在中国上市公司内部控制指数评选中，公司再次入选内部控制百强企业。

CRCC considers the closed-loop management and whole-process management and control as an important approach of the risk management. Its positive publicity and training effectively formed a good risk management atmosphere and cultivated a relatively strong risk management sense. The performance evaluation further drove the employee and department of various levels to pay higher attention to the risk internal control. The internal control appraisal at the organization level identified more profoundly the management problems; the rectification and reformation aiming at the defect of the internal control launched inside the system made the management flow more normative and also promoted the level of the basic management. These effective measures made CRCC again listed in the rank of top 100 Chinese enterprises for internal control in the selection activity for internal control index of the China-listed company.

内部审计 Internal Audit

公司坚持客观求实、坚持问题导向、坚持鼓励创新、坚持推动改革，深入开展自查自审，大力开展经济责任审计和绩效考核结果复核审计，积极探索投融资项目审计，组织开展境外项目审计、企业基建项目审计，进一步健全审计管理体制，全面推行审计信息化系统，在查错纠弊、决策支持和价值增值等方面起到了积极作用。2016年，完成审计项目2819个，提出审计建议12661条，采纳12561条。

CRCC always holds the principle of objectiveness and being realistic, persists in the problem orientation, encouraging innovation and promoting reformation. Meanwhile, CRCC positively launched self-check and self-review and popularized financial responsibility audit and performance appraisal result recheck audit. Besides, CRCC also actively exploited the audit aiming at the investment and financing project and tried to organize and launch overseas project audit and infrastructure construction project audit in order to make the audit management system more complete. The general audit information-based system played a positive role in mistake detection and correction, decision making support and value addition. In 2016, CRCC completed the audit operation aiming at 2819 projects and delivered 12661 audit proposals wherein 12561 proposals had been adopted.

反腐倡廉 Anti-corruption

公司加强党风廉洁建设和反腐败工作、不断创新工作思路，以落实“两个责任”和深化“三转”为抓手，坚持把纪律挺在前面，努力践行“四种形态”，保持惩治腐败高压态势，强化监督执纪问责，持续推动巡视和巡视整改，营造了风清气正的企业发展环境。

CRCC strengthened the work to combat the corruption and build a clean enterprise by continual work innovation. CRCC positively implemented “Two responsibilities” system and further deepened the “Three-transformation” campaign. CRCC also gave the Party discipline prominence and tried to practice “Four forms” method of work in order to maintain a high pressure situation for corruption combat, consolidate supervision, discipline enforcement and accountability, so as to promote the patrol inspection and rectification and finally shape a clean and just enterprise environment.

案例 CASE

中铁十四局集团有限公司四公司开展了“检企共建”系列活动。该公司邀请济南铁路运输检察院进行普法宣讲，双方签订“检企共建”协议并成立了预防职务犯罪志愿者工作站。通过充分利用铁检机关在普法宣传、法律援助、查办案件等方面的优势，延伸预防职务犯罪触角，将工作站打造成公司“家门口”的反腐倡廉教育平台，为企业建设和发展提供了坚强支撑和切实保障。

The 4th Engineering Co., Ltd. of China Railway 14th Bureau Group Co., Ltd. Launched a series of activities with the title of joint action by enterprise and procuratorate. It invited the procurator from Jinan Railway Transportation Procuratorate to introduce the laws and popularize the legal knowledge. Two parties concluded and signed the agreement about joint action by enterprise and procuratorate and established the volunteer working station for prevention of duty crime. Two parties decided fully utilizing the advantages of the railway procuratorial authority in law popularization publicity, legal aid and crime case investigation to extend the coverage of the prevention of duty crime and cast the working station into an education platform in the enterprise for corruption combat and building a clean enterprise. Such a strategic measure provides a solid support and reliable guarantee for the survival and development of the enterprise.

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。2016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约350余份，使投资者能够及时了解公司所处行业的最新动态、生产经营状况及发展前景。

CRCC strictly follows the provision in the listing rule stipulated by the branch of legislature or the government where the company is listed to perform the obligation of information disclosure by a true, accurate, complete, prompt and fair way. Meanwhile, CRCC tries to improve the information disclosure in terms of pertinence and availability and raises the information disclosure level. In 2016, CRCC publicly released about 350 documents of various types with Chinese and English version respectively in Shanghai Stock Exchange and HKEX. Its information disclosure makes the investor promptly understand the latest industrial situation, production and operation condition and development prospect.

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

公司高度重视和加强与投资者的交流，通过投资者关系热线电话、专用邮箱、“上证e互动”平台，对投资者提出的问题给予及时回复。2016年，公司安排投资者和分析师见面会及电话会62场，接待来访245人次。积极参加国内外投资机构举办的现场交流活动，参加投资者和分析师会议9次，接待投资者54场222人次。配合定期报告的披露，召开业绩发布会5次，召开47场一对一及一对多的会议，接待机构投资者118人次。通过多种渠道和方式，公司的投资者关系管理工作水平不断提升。

CRCC always considers the exchange with its investor as top-priority. It specially sets up investor hot line, dedicated mailbox and “sns.sseinfo.com” to promptly reply the investor question. In 2016, CRCC arranged 62 face-to-face meetings and teleconferences where the analysts served about 245 person-time visitors. Meanwhile, CRCC dispatched its officials to take part in the site exchange activity launched the investment institution and also attended 9 investment and analyst meetings where the representative of CRCC received 222 person-time visitors on 54 occasions. CRCC had convened 5 performance conferences and 47 one-for-one and one-for-more meetings to receive the 118 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.

低碳环保 建设绿色生态

LOW CARBON AND
ENVIRONMENT PROTECTION
TO SHAPE GREEN ECOLOGICAL
SYSTEM

推进节能减排	33
TO PROMOTE ENERGY SAVING AND CARBON EMISSION REDUCTION	
提高资源使用	37
TO RAISE RESOURCE COEFFICIENT OF UTILIZATION	
加强环境保护	39
STRENGTHEN ENVIRONMENT PROTECTION	

中国铁建秉持低碳环保理念，强化自身绿色管理，注重节能减排与环保技术应用与创新，积极探索绿色发展模式，追求低碳、高效、环保，大力推动绿色产业，减少污染、节能降耗、提高资源利用效率，为生态文明建设做出贡献。

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.

推进节能减排 TO PROMOTE ENERGY SAVING AND CARBON EMISSION REDUCTION

公司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，大力推广使用新产品、新材料、新工艺，强化环保设施管理，节能减排指标呈下降趋势。

CRCC continually promoted energy saving and carbon emission reduction apply in the whole process of the production and construction. Meanwhile, CRCC increased the technical transformation investment in this field, abandoned the backward production capacity, positively popularized the advanced product, material and technology, enhanced the management of the environment protection facilities. The above measures made a great reduction in its energy consumption and carbon emission.

2016年，公司能耗总量为568.04万吨标煤。非工业万元营业收入综合能耗（可比价）为0.0906吨标煤，比2015年下降了2.99%。

In 2016, the total energy consumption of CRCC is equal to 5.6804 million tons standard coal. Its comprehensive energy consumption per RMB10000 business revenue from its non-industrial sector (comparable price) is 0.0906 ton standard coal, a fall of 2.99% compared with the data in 2015.

组织体系
Organization system

建立节能减排组织体系，各级均成立以主要领导为组长的节能减排领导小组，明确管理部门，配备管理人员。

CRCC established its dedicated organization system for energy saving and carbon emission reduction. The dedicated leading group had been set up in each management level with main leader acting as the group lead. CRCC set up a dedicated management department for this career with competent management officials.

制度体系
Institutional system

制定《中国铁建股份有限公司节能减排管理暂行办法》，指导各级开展节能减排工作。

CRCC drafted and promulgated the Interim Procedures of CRCC about Management of Energy Saving and Carbon Emission Reduction which guided the work.

监测体系
Monitoring system

制定节能减排监测体系，定期监测并报送监管部门。

CRCC formed its own energy saving and carbon emission reduction system to periodically monitor the situation and submit the report to the supervision department.

考核体系
Assessment system

制定《中国铁建股份有限公司节能减排工作目标指标考核评价实施细则》，通过考核评价推进节能减排工作。

CRCC formulated and promulgated its own Implementing Rules for Assessing and Evaluating the Indexes about Energy Saving and Carbon Emission Reduction of CRCC which would be used to check and assess the energy saving and carbon emission reduction.

绿色宣传 Green Publicity

公司利用节能宣传周和宣传日，组织开展多种活动，大力宣传节能减排理念，向员工普及相关知识，提高全员低碳环保的意识。

CRCC would utilize the energy saving publicity week and day to organize and launch a series of activities to publicize the energy saving and carbon emission reduction concept and popularize the relevant knowledge to its employee in order to enhance their environment protection senses.

案例 CASE

中铁十一局集团有限公司在节能宣传周期间，通过制作宣传展板、节能知识宣讲、节能低碳签名承诺仪式等多种形式，紧紧围绕“节能领跑，绿色发展”，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，在全体员工中营造了节能减排的良好氛围。

During the energy saving publicity week, China Railway 11th Bureau Group Co., Ltd. utilized various measures, including publicity display board, energy saving knowledge teaching and signing and pledge making ceremony for energy saving and carbon emission reduction, to advocate the philosophy of Energy saving foremost and Green development and positively encourage the life, consumption and production mode which features low energy consumption and carbon emission trying to shape a good atmosphere in its employee.

能源节约 Energy Conservation

公司加大技术改造与技术革新的步伐，大力实施技术改造，努力提升能源利用率。

CRCC sped up its step for technical reformation and innovation and invested heavily in technical reformation with the goal to raise its utilization rate of energy.

案例 CASE

中铁建设集团有限公司华南公司南宁龙光国际项目部在进场之初就确立起“3NO4R”绿色建造理念，做到建筑垃圾不出门、施工道路不硬化、非环保材料不采购，节材、节能、重复使用和可回收利用。在节能上，项目部照明、热水全部采用节能器具，并通过塔吊微电脑时控开关和大型机械变频技术，有效减少能源浪费，仅LED灯具就节约用电60余万元；在节材上，采用铝合金模板、集成式外爬架、装配式钢板路面、可周转围挡和防护等，实现现场材料的可周转重复利用，节约成本近400万元。

Nanning Longhua International Project Department established by South China Branch of China Railway Construction Group Co., Ltd. has been following the green construction philosophy of "3NO4R" since its admission into the construction site. In their construction, they do well in the following aspects, including no relocating the construction waste beyond the construction site, no hardening the road inside the construction site, no purchasing the not-environment-friendly material, trying to reduce the consumption of the material and energy, repeatedly using the recyclable material. All the lighting devices and the heat water supply systems are of low energy consumption type. The micro-computer time-control switch equipped in the crane and the frequency conversion technique applied to the large machinery could effectively reduce the energy consumption. Only the LED lighting device could contribute about RMB 600000 for its low power consumption. The aluminum alloy template, integrated external lifting scaffold, assembly-type steel plate road section, movable enclosure and safety guard are generally used in the construction site all of which could be of repeated use, with a cost reduction about RMB 4 million.



降低排放 Carbon Emission Reduction

公司严格遵守与空气污染相关的国际规约、国内法规。严格执行限制高能耗、高污染政策，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。2016年，共购置各类设备17384台（套），报废设备5780台（套）。

CRCC strictly abides by the international convention and domestic law and regulation concerning air pollution. CRCC also strictly implements the national policy concerning limiting the project with high energy consumption and high environment pollution and persists in the practice of the integration of source control and knocking out the backward equipment and actively launches technical reformation aiming at the facilities and equipment which functions environment protection in order to reduce energy consumption and ease environmental pollution. In 2016, CRCC purchased 17384 pieces of equipment of various type and abandoned 5780 sets of equipment.

案例 CASE

中国铁建大桥工程局集团有限公司积极推动节能减排新技术改造，发挥节能效益，大力推广先进节能低碳技术应用，加大节能减排投入。2016年新购设备502台（套），淘汰落后产能43台（套），技术改造80台（套）。全年用于技术改造投入620.3万元；用于购买节能减排设备、工具投入874.8万元；用于推广应用节能减排“四新”成果投入110万元。

China Railway Construction Bridge Engineering Bureau Group Co., Ltd. actively gets engaged into the application of the advanced technique for energy conservation and carbon emission reduction to harvest benefit from the technical reformation by heavy investment. In 2016, it purchased 502 pieces of equipment which is of energy conservation and low carbon emission, abandoned 43 sets of equipment with backward capacity and completed the technical reformation to 80 sets of equipment. Its annual investment for technical reformation is RMB 6.203 million, its annual investment to purchase the equipment and tool which is environment-friendly is RMB 8.748 million, its annual capital investment used to popularize the technical fruit concerning energy conservation and carbon emission reduction is RMB 1.1 million.

案例 CASE

中铁十四局集团有限公司北京房桥公司从产业布局到产能升级，从原材料进场到施工组织，坚持绿色制造，坚持致力于环保、效益同行。企业在驻区建立首个天然气供热中心，烟尘污染降低到零，全面实现清洁能源运行。通过生产线改造、封闭集中振捣、加贴吸音棉等措施降低噪音；在车间安装强制通风设备、对地面进行打磨固化处理、用吸尘器清洁卫生，有效减少扬尘，引入自动化流水生产线，自主创新异型钢筋加工、降温用水循环使用等系列措施实现节能降耗。

Beijing Housing and Bridge Company under China Railway 14th Bureau Group Co., Ltd. Always follows the philosophy of green manufacture in its industry layout, production capacity upgrade, admission of raw material, construction organization and persists in the parallel consideration for environment protection and economic benefit. It built the first natural gas heat supply center in its seat to assure zero fume pollution and complete clean energy application. It effectively lowers its construction noise by technical reformation aiming at the production line, closed and collective vibrating operation and application of absorbent cotton. Moreover, it installed a forced ventilation equipment in the workshop, completed the grinding and solidifying treatment to the ground, used the vacuum cleaner to clean the place and effectively reduce the raised dust. It introduced automatic production line, applied the innovative technique to process the deformed reinforcing bar and circularly used the water which functions cooling for energy conservation and carbon emission reduction.



提高资源使用 TO RAISE RESOURCE COEFFICIENT OF UTILIZATION

公司高度重视循环经济发展，强化资源管理，推进技术改造，合理使用和保护有限的资源。

CRCC pays high attention to developing the circular economy, enhancing the resource management and promoting the technical reformation so that the limited resource could be used rationally and protected effectively.

水资源使用 Use of Water Resources

公司加大对水资源的保护和管理，在设计施工过程中采取多种措施节约用水，提高和保护水资源使用率。

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.

案例 CASE

中国铁建房地产集团有限公司华东区域公司注重规划先行，在房地产项目开发过程中，引入“海绵城市”的设计理念，采用雨水收集系统，收集、利用建筑物屋顶及道路、广场等硬化地表汇集的降雨径流，经收集—输水—净水等环节进行储存，为园区绿化、景观水体、洗涤及地下水源提供雨水补给，达到综合利用雨水资源和节约用水的目的。该公司在南京中国铁建·青秀城一个项目的雨水年利用量达到10883.5立方米，每年节约使用自来水费用近2万元。

The East China Company of China Railway Construction Real Estate Group Co., Ltd. draws attention to planning first, introduces the design concept of "Sponge city", adopts rainwater harvesting system. It also collects and utilizes rainfall runoff of the impervious surface, including roofs, roads, grounds and so on. Through water collection— water delivery— water purification, rain water can be supplied to park green, landscape water, cleaning and underground water source. Thus, the purpose of utilizing rainwater resources and saving water has been achieved. One of the projects of the enterprise —CRCC (Nanjing) · Green City, has achieved 10,883.5 m³ in terms of annual available amount of rain water, saving about 20 thousand yuan tap water cost annually.

绿色办公 Green Office

公司倡导绿色低碳生活方式，合理使用资源，鼓励员工从点滴入手，从身边事做起，厉行节约，杜绝浪费。加强信息化建设，推进无纸化办公，减少纸张的使用；推行视频会议，减少现场会议的数量；节约用水、用电，建设绿色舒适的办公环境。

CRCC advocates green and low carbon lifestyle, utilizes reasonable resources, constantly encourages employees to start with small things, learns to economize and reduces waste. CRCC also strengthens information construction, implements paperless office, carries out video conference, reduces the number of on-site meeting, saves water and electricity, builds green and comfortable office environment.

案例 CASE

中铁建设集团有限公司致力于做节水型企业，其总部办公大楼——中铁建设大厦荣获“北京节水型单位”称号。该公司建立了企业节水管理制度，全面实施节水计划和年度用水计划；开展节水专项活动，提高全员参与节约用水的主动性和自觉性；对大厦所有卫生洁具的出水量进行调整，在满足使用要求的前提下将洁具的出水量调至最小，节水效率提高近 30%；加强自来水设施巡检，及时发现问题并组织维修，多措并举，狠抓节约，防止“跑、冒、滴、漏”现象的发生。

China Railway Construction Group Co., Ltd. commits to be water-saving enterprise. CRCC Construction Building, is awarded the honorable title of "Beijing Water-Saving Unit". The enterprise has built a water saving management system, fully implements water-saving plan and annual water plan, carries out saving-water special activity, improves employees' initiative and self-consciousness of saving-water, adjusts the water flow of sanitary ware in all buildings, minimizes the water flow of sanitary ware on the premise of satisfying the operation requirements with the efficiency of saving water increased by 30%, strengthens the inspection of water facility, identifies problems and organizes maintenance in time, takes various measures, promotes water-saving, avoids "Running, emitting, dropping, leaking".

加强环境保护 STRENGTHEN ENVIRONMENT PROTECTION

公司重视环境保护和環境治理工作，建立健全环境保护工作责任体系，开展环境影响评价，做到环境保护与施工生产同时设计、同时施工、同时投产使用，实现企业与环境相荣共生、和谐发展。

CRCC pays great attention to environment protection and environment remedying. builds environmental protection responsibility system, implements environmental impact assessment to realize simultaneous planning, construction and commission of environmental construction, harmonious coexistence and development of the enterprise and environment.

绿色施工 Green Construction

公司遵循“树环保理念，筑绿色工程”宗旨，将自然生态环境保护工作贯穿施工管理全过程，实现企业与环境和谐共生。2016 年，公司有 19 项工程被评为“全国建筑业绿色施工示范工程”。

CRCC always follows the tenet of "Establish concepts of environment protection and build green engineering" and carries out natural environment protection throughout construction and management, realizes harmonious coexistence of the enterprise and environment. In 2016, there are 19 projects rated as "Demonstration Project of Green Construction in China".

案例 CASE

中铁十五局集团有限公司七公司在安紫高速公路项目建设过程中坚持环保理念，策划先行，优化驻地、拌合站、钢筋加工场、梁场和施工便道等规划布局，编制环境保护专项实施方案。自建加工厂，将路基挖方和隧道弃碴石打成碎石和机制砂，做到了对大自然“零”索取；设置化粪池和沉淀池，对生活垃圾进行集中处理；组建文明施工队，对场区和便道进行清扫维护；加强生态治理，及时恢复施工便道复土植被，通过点点滴滴行动，精心呵护一方青山绿水。

Anzi Highway Project, constructed by the 7th Engineering Co., Ltd. of China Railway 15th Bureau Group Co., Ltd., adheres to environmental protection concept, gives first priority to planning, optimizes the layout of the site, mixing plant, steel plants, girder field and construction road, compiles special implement plans for environment protection. The enterprise builds factories by itself, crushes the roadbed excavation and the tunneling stone into gravel and manufactured sand, achieves "zero" takes from nature. The enterprise sets up the septic tank and the sink, concentrates household garbage, organizes civilization construction group, cleans and maintain the ground and road, strengthen ecological management, restores vegetation of the construction road in time, takes various small steps to protect green mountain and water.



案例 CASE

中铁十八局集团有限公司青岛地铁项目部勇当治霾卫士。在工地大门出口处设置车辆冲洗台，杜绝轮胎泥污印痕；出渣车辆必须封闭车厢，确保不撒渣土；购置洒水车对施工现场进行洒水降尘；拌合站实行封闭作业，砂石料仓全覆盖；施工区设置扬尘防治监管公示牌，对扬尘治理的具体标准和责任人进行公示。

Qingdao railway project of China Railway 18th Bureau Group Co., Ltd. becomes haze governance guard bravely. It sets up car washing station at the factory gate, avoid dirt in the tires. Drag-out slag car must be closed, so as to ensure no muck scattering. The enterprise purchases sprinkler, waters and lowers dust. Mixing station operates within confined spaces, the sandstone bunker is fully covered, sets up a public notice board for the prevention and control of dust in the construction area, publicizes specific standards and responsible person of the dust control.

绿色建造 Green Buildings

公司将绿色建造理念融入建筑全生命周期，促进生态改善与资源保护，通过科学的管理，在施工过程中积极应用建筑垃圾再生技术，建造出优质环保的绿色产品。

CRCC integrates the green construction concept into the whole life cycle of buildings to promote ecological improvement and resource protection. Through scientific management, construction waste regeneration technology is applied in the construction process to build high-quality and green products.

案例 CASE

中铁二十一局集团有限公司三公司在参建的被誉为“生态环保示范工程”的西咸北环高速公路建设中，从环境问题的关注者转变为环境保护的实践者，为有效解决咸阳旧城改造产生的大量建筑垃圾，在施工中应用建筑垃圾再生技术，将建筑垃圾变废为宝，用于填筑公路路基，最大限度地减少建筑垃圾对周围生态环境的影响。这种绿色建造的施工方式，突破了传统的建筑施工技术，为传统的建筑业探索绿色发展提供了良好的实践范本。此项技术的成功运用，为消化处理建筑垃圾、打造绿色环保工程提供了宝贵经验。

During the construction of the Xi'an-Xianyang north expressway, which is famous as "Eco-environment protection demonstration project", contracted and built by the 3rd Engineering Co., Ltd. of China Railway 21st Bureau Group Co., Ltd. changes from environmental issues follower to environmental issues practitioner. In order to effectively solve the large number of construction waste caused by the reconstruction of the old Xianyang city, waste regeneration technology to turn waste into wealth for the road subgrade so as to minimize the impact of construction waste on the surrounding ecological environment. This green construction method has broken through the traditional construction technologies, providing a good practice model for the traditional construction industry to explore the green development. The successful use of this technology provides valuable experience for the dispose of construction waste and build green environmental protection projects.



保护土地资源 Protection of Land Resources

公司在项目建设过程中，积极做好弃渣的综合利用、表土剥离与合理处置，保证施工区域生态得到及时恢复与治理，尽可能降低对周边环境的不利影响。

In the process of project construction, CRCC always actively make comprehensible utilization of waste slag, topsoil stripping and rational disposal to guarantee the timely recovery and governance of ecology in the construction area and the reduction of adverse effects on the surrounding environment as far as possible.

案例 CASE

中铁十七局集团有限公司注重土地资源保护，该公司郑万铁路（重庆段）8标项目部将雷家坡隧道斜井、雷家坡隧道进口、天城隧道进口三处钢构件加工厂进行优化，仅在雷家坡隧道斜井设置一处钢构件加工厂，供应全标段的钢构件，节约土地16亩。该公司呼张客专项部在施工过程中，结合隧道、路基施工取弃土，将低洼地和山坡地进行改造，为当地村民平整土地，实现复垦新增耕地120亩。

China Railway 17th Bureau Group Co., Ltd. attaches importance to the protection of land resources. The 8th bid Project Department of Zhengwan Railway (Chongqing section) has optimized three steel member fabrication plants, including leijiapo tunnel slope, leijiapo entrance of tunnel and tiancheng entrance of tunnel. Only a steel fabrication plant set in the leijiapo tunnel slope is able to supply all bids, and save 16 mu of land. The Hohhot-Zhangjiakou Project Department of the company reused waste spoil in the tunnel and roadbed construction process, transformed the bottom land and hill land and recovered the land for local villagers achieving reclamation of 120 mu of new land.



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对生态环境造成的影响，采取保护生物多样性的措施，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 striving to reduce the harm of the project on the ecological environment and the biological population.

案例 CASE

中铁十五局集团有限公司四公司承建的格库铁路项目位于巴音郭楞蒙古自治州若羌县望塔乡野骆驼自然保护区，区内分布着多种受国家保护的珍稀动植物。为了保护区内动植物生态平衡，项目部制定了严格的环保实施方案，即开挖等施工一律采取非爆破作业，所有生活和生产垃圾必须经过处理，运出自然保护区；所有污水、废水必须采取过滤等严格措施进行回收再利用，尽可能减少对动植物的干扰。同时，项目部还专门制作了环境保护宣传手册发放给参建人员，号召大家共同保护好区内生态环境。

The Geku railway project contracted and built by the 4th Engineering Co., Ltd. of China Railway 15th Bureau Group Co., Ltd. is located in the Wild Camel Natural Reserve of Wangta village, Ruoqiang county, Bayingolin Mongol Autonomous Prefecture with a variety of nationally protected rare animals and plants in it. In order to guarantee ecological balance between animals and plants in the reserve, the Project Department has formulated a strict environmental protection plan, that is, excavation and other construction will take non-blasting operations, all living and production waste must be processed and transported out the nature reserve; all the sewage, waste water must be taken the strict measures to recycle and reuse such as filtration, reduce the interference with animals and plants as far as possible. At the same time, the Project Department has also produced special publicity manuals on environmental protection and issued to the participating staff, summoned everyone to protect the ecological environment in the reserve together.

生态环境治理 Ecological Environment Treatment

公司注重生态恢复与治理，在矿山开采过程中注意减少对生态环境的破坏，积极采取措施对矿山周边的生态环境进行治理，实现企业发展与环境和谐统一。

CRCC pays attention on ecological recovery and governance. In the mining process, great attention is paid to the destruction reduction on the ecological environment, and active measures are taken to govern the surrounding ecological environment around the mines to realize harmonious unification between enterprise development and environment.

案例 CASE

中铁十九局集团有限公司矿业公司乌努格吐山铜钼矿项目部用实际行动将露天矿山打造成为一座花园，与驻地周边和谐发展，美丽共赢。项目部在矿区内栽种各类树木 6 万余棵，对内外公路、生活区和营区全部进行绿化。改善草原生态，投资 6000 余万元，进行了亮化、美化等配套工程建设。按照不同的生态功能作用，将矿山区域内划分为土地复垦区、水土流失治理区、工业场地与道路园林绿化区、草原生态恢复带与景观生态建设区，架起一道绿色的屏障。

The Project Department of the copper-molybdenum ore of Wunugetu mountain in the mining company of China Railway 19th Bureau Group Co., Ltd. developed the open pit mine into a garden with practical action to obtain harmonious development and win-win situation. The Project Department planted all kinds of trees more than 60,000 trees in the mining area, and afforested roads inside and outside, living areas and camps, invested more than RMB 60 million to improve grassland ecology and carried out lighting, landscaping and other supporting projects. According to different ecological functions, the mine area is divided into land reclamation area, soil erosion control area, industrial site and road landscaping area, grassland ecological restoration zone and landscape and ecological construction area to set up a green barrier.



精益管理 打造信赖精品

LEAN MANAGEMENT TO BUILD
TRUST PRODUCTS

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中国铁建将“诚信创新永恒 精品人品同在”企业价值观贯穿于产品全生命周期，通过不懈地努力，为客户提供优质、环保、人性化的产品和服务。

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.

奉献精品工程 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，进一步强化工程项目管理和重难点监控，为客户交付绿色优质满意工程。2016 年公司完成了郑徐客专、沪昆客专、云桂高铁、长沙磁浮轻轨、尼日利亚阿卡铁路、亚吉铁路等一大批重大工程相继开通运营；天华山隧道、雪山一号隧道、港珠澳大桥拱北隧道等重难点项目相继实现突破。

In the face of the severe challenge in which the scale of construction is large, the production task is heavy, and the control is difficult, the company pays close 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. In 2016, the company completed a large number of major projects such as Zheng Xuke, Shanghai-Kunming Passenger, Yungui High-speed Rail, Changsha Maglev Light Rail, Nigeria Aka Railway, Addis Ababa-Djibouti Railway and so on. The Tianhua Mountain Tunnel, Snow Mountain No. 1 Tunnel, Gongbei Tunnel of Hong Kong Zhuhai Macao Bridge and other difficult projects have achieved breakthroughs.

全年完成隧道 1275 折合公里、桥梁 1700 折合公里、正线铺轨 4394 公里、站线铺轨 1010 公里、通信线路 14481 条公里、供电线路 10835 公里、公路 2265 公里、轻轨地铁 351 公里、房屋竣工面积 1987 万平方米、土石方 12.6 亿立方米。

It completes construction of tunnel with 1275 equivalent kilometers 1700 equivalent kilometers of the bridge, 4394 km of main track laying, 1010 km of station and yard line laying, 14481 km of communication lines, 10835 km of power lines, 2265 km of highway, 351 km of light rail subway, 19.87 million m² of the housing completion area and 1.26 billion m³ of earth and stone.



案例 CASE

12月28日，由中铁十八局集团有限公司历经4年承建的世界最长超大断面曲线管幕隧道——港珠澳大桥拱北隧道顺利贯通，先后攻克“管幕曲线轨迹控制”、“超长水平冻结”等7项世界性的工程技术难题，安全精确地贯通了这座极具挑战性的世界级地下工程。拱北隧道“长距离曲线管幕和大规模水平冻结止水技术”的成功运用，填补了我国在复杂地质条件下超大断面隧道施工技术空白，同时也标志着港珠澳大桥13.4公里珠海连接线全线贯通，为港珠澳大桥按期建成通车打下坚实基础。

On December 28, the construction of the world's longest large cross-section curve pipe tunnel - Hong Kong-Zhuhai-Macao Bridge Gongbei tunnel smoothly got through after four years of efforts by the China Railway 18th Bureau Group Co., Ltd., which has overcome the "Pipe curtain curve trajectory control", "Long horizontal freeze" and other seven world-wide engineering and technical problems, and has completed this highly challenging world-class underground works safely and accurately. The successful adoption of the long-distance curve pipe curtain and the large-scale horizontal freezing and sealing technology of the Gongbei tunnel has filled the gap in the construction technology for the super-large cross-section tunnel under the complicated geological conditions, marking the completion of 13.4 km Zhuhai-Zhuhai Bridge thus lay a solid foundation for the completion and clearance of the Hong Kong-Zhuhai-Macao Bridge on time.

遵守合同承诺 Complying With Contract Commitments

公司强化与客户沟通，为客户提供真实、公正和完整的服务信息，做到忠实履约。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。

CRCC performs faithfully to strengthen communication with customers and to provide customers with real, fair and complete service information. It has achieved the standardization of the contract, standardized supervision and management by the use of information technology means which has ensured the efficiency and intensity of the implementation of the contract.

强化质量管理 Strengthening Quality Management

公司积极贯彻“百年大计、质量第一”方针，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。大力推行项目终端质量责任制，推进质量标准化工地建设，加大质量工作考核力度，不断提升公司质量工作管理水平。2016年，公司所建工程一次交验合格率达100%。获中国建设工程鲁班奖10项，国家优质工程奖34项。

CRCC actively implements the approach "Century plan, quality first", through the implementation 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 improve the management level of the quality of the company's work by vigorously promoting the project terminal quality responsibility system, promoting the construction of quality standard site and increasing the intensity of work assessment efforts. In 2016, the projects which the company built have reached the rate of 100% of acceptance rate of primary inspection, and have achieved 10 of China Construction Engineering Luban Award and 34 of the national quality project award. List of 2016 Luban prize winning projects of China Construction Projects.

2016年度中国建设工程鲁班奖获奖项目列表

List of 2016 Luban Prize Winning Projects of China Construction Projects

序号	获奖工程	获奖单位
1	合肥滨湖新区方兴大道 (包河大道-福建路)工程	中铁二十四局集团有限公司 中铁二十四局集团安徽工程有限公司
2	河南新中益“上大压小”扩建工程	中铁十九局集团有限公司
3	新建贵阳至广州铁路贵阳北站站房工程	中铁建设集团有限公司 中铁二十二局集团有限公司 北京中铁装饰工程有限公司
4	新建宝鸡至兰州铁路客运专线兰州西客站 站房工程	中铁二十一局集团有限公司 中铁十一局集团第五工程有限公司 中铁十一局集团第二工程有限公司
5	新建铁路大同至西安客运专线马家庄隧道	中铁十一局集团有限公司
6	南京市梅子洲过江通道接线工程-青奥轴 线地下交通系统及相关工程	中铁十五局集团有限公司 中铁十四局集团有限公司 中铁十五局集团第四工程有限公司 中铁十五局集团第七工程有限公司 中铁十四局集团电气化工程有限公司
7	燕翔饭店改扩建项目	中铁十六局集团有限公司 中铁建设集团有限公司
8	宿迁市第一人民医院	中铁建设集团有限公司
9	新建天津铁道职业技术学院工程	中铁十八局集团第五工程有限公司
10	安巴 V.C. 伯德国际机场新航站楼综合工程	中国土木工程集团有限公司

Sequence number	Winning project	Winning unit
1	Hefei Binhu New District Fangxing Avenue (Baohe Avenue - Fujian Road) Project	China Railway 24 th Bureau Group Co., Ltd. Anhui Engineering Co., Ltd. of China Railway 24 th Bureau Group Co., Ltd.
2	Henan Xinzhongyi "Great Pressure on Small" expansion project	China Railway 19 th Bureau Group Co., Ltd.
3	New-built Guiyang North Railway Station Project of Guiyang to Guangzhou Railway	China Railway Construction Group Co., Ltd. China Railway 22 nd Construction Bureau Group Co., Ltd. China Railway Decoration Engineering Co., Ltd. (Beijing)
4	New-built Lanzhou West Railway Station Project of Baoji to Lanzhou Railway Passenger Dedicated Line	China Railway 21 st Bureau Group Co., Ltd. The 5 th Engineering Co., Ltd. of China Railway 11 th Engineering Bureau Group Co., Ltd. The 2 nd Engineering Co., Ltd. of China Railway 11 th Engineering Bureau Group Co., Ltd.
5	New-built railway on Datong to Xi'an Passenger Dedicated Line Ma Jia Zhuang tunnel	China Railway 11 th Bureau Group Co., Ltd.
6	Nanjing Meizhou underwater channel connection project - Qing'ao axis underground transportation system and related project	China Railway 15 th Bureau Group Co., Ltd. China Railway 14 th Bureau Group Co., Ltd. The 4 th Engineering Co., Ltd. of China Railway 15 th Bureau Group Co., Ltd. The 7 th Engineering Co., Ltd. of China Railway 15 th Bureau Group Co., Ltd. Electrification Engineering Co., Ltd. of China Railway 14 th Bureau Group Co., Ltd.
7	Yan Xiang Hotel expansion project	China Railway 16 th Bureau Group Co., Ltd. China Railway Construction Group Co., Ltd.
8	The First People's Hospital of Suqian	China Railway Construction Group Co., Ltd.
9	New-built Project of Tianjin Railway Career Technical College	The 5 th Engineering Co., Ltd. of China Railway 18 th Bureau Group Co., Ltd.
10	New terminal complex project of Antigua Barbuda V.C International Airport	China Civil Engineering Construction Corporation

案例 CASE

中国土木工程集团有限公司设计施工总承包的安巴 V.C. 伯德国际机场新航站楼综合工程项目位于东加勒比海小安的列斯群岛北部安提瓜和巴布达岛，总建筑面积 5.3 万平方米，是中国与安巴建交以来实施的最大规模当地基础设施建设项目。该公司积极推广先进质量管理理念和方法，强化过程质量控制，严格检查验收，保质保量按期交付业主，得到了安巴政府和我驻安巴大使馆的充分肯定，为促进安巴乃至整个加勒比地区的旅游业发展起到了积极的推动作用。该工程 2016 年获中国建设工程鲁班奖，也是中国铁建首次以主承建单位入选境外工程鲁班奖。

The new terminal integrated project of Antigua V.C. Byrd International Airport designed and constructed by China Civil Engineering Construction Corporation, located in Antigua and Barbuda islands in the north of the Eastern Caribbean Lesser Antilles, with a total construction area of 53,000 square meters is the largest local infrastructure project implemented since the establishment of diplomatic relations between China and AMBA. The active promotion for the concepts and methods of advanced quality management, strengthening process quality control, strict inspection and acceptance, guarantee of quality and quantity and the delivery to the owner on schedule has made the Company fully affirmed by AMBA government and our Embassy in AMBA, and has played a positive role in promoting the tourism development in AMBA and the entire Caribbean Region. The project won the Luban Prize for Construction Project in 2016, and it was the first time for China Railway Construction Corporation to be selected as the main contractor into the Luban Prize for overseas engineering works.



成就品质体验 Achieving Quality Experience

公司秉承“客户至上”的经营理念，积极开展客户关系管理，创新客户服务模式，将客户的信息安全作为企业安全的保障，所有收集的资料会妥善保存，通过工程回访和满意度调查致力于为客户提供优质贴心的服务。

CRCC, adhering to the business philosophy of "Customer first", actively carried out customer relationship management, innovated customer service mode, regarded customer information security as a guarantee of enterprise security, preserved all collected information properly, and committed itself to providing customers with quality and intimate service through the project revisit and satisfaction survey.

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”，不断完善安全生产制度体系与管理机制，以施工现场重大危险源管理为重点，以强化施工队伍管理为抓手，以消除安全隐患为目的，持续改进安全工作，坚决遏制安全事故发生，企业安全生产形势稳定。公司各级均制定了安全生产费用投入和使用管理制度，保证了安全生产费用投入到位和有效使用。2016年，公司安全生产费用投入达 73.42 亿元。

CRCC firmly established the "Red line consciousness" in safety production, constantly improved the safety production system and management mechanism, focused on the management of major hazard in construction site, strengthened the construction team management as the starting point, eliminated the safety hazards as the aim, continued to improve safety work, resolutely curbed the occurrence of safety accidents to sustain enterprise's safety production. The company has established the safety production cost input and used management system at all levels to ensure that the cost of safety production is put in place and effectively used. In 2016, the company's cost of safe production reached RMB 7.342 billion.

73.42 亿元
安全生产费用投入达
cost of safe production reached RMB
7.342 billion

安全生产管理 Safety Production Management

公司大力落实安全生产主体责任，严格执行安全生产责任制，狠抓安全包保责任的落实，层层签订安全包保责任书，调动全员抓安全，做到岗岗有责，人人负责，失职追责，深入推进一线员工收入与安全挂钩考核制度，持续加大生产过程安全监管力度，推动企业安全稳定发展。

CRCC vigorously carries out the main responsibility of the safety production, strictly enforces the safety production responsibility system, firmly performing safety package responsibility, signs the safety responsibility document, mobilizes all the staff and makes every occupations responsible for safe operation to promote the front-line safety appraisal system related to their income. It continuously increases the safety supervision of the production process and promotes the development of enterprise safety and stability.

案例 CASE

中铁十八局集团有限公司一公司郑州地铁项目部利用微信“二维码”，将各类安全操作规程、作业指导书、危险源管理、原材料检验信息等链接二维码集中打印出来，张贴在施工现场醒目位置，通过手机扫一扫，安全注意事项便一目了然，找到需要的内容，对症下药，采取合理的方法解决问题。运用“二维码”方式，将具体数据明确化、责任人关联化，补充和丰富了现场管理手段，突出了安全管理过程的透明化、公开化，有效促进了现场管理水平的提升。

Zhengzhou Metro Project Department of the 1st Engineering Co., Ltd. of China Railway 18th Bureau Group Co., Ltd. uses the WeChat "Two-dimensional code", centralizing to print out the two-dimensional codes linked to various safety operating procedures, operating instructions, hazard management, raw materials inspection information and others, then posting them at the eye-catching position of construction site, so that safety precautions will be clear through mobile phone scanning, and then find necessary contents aimed to matters and take a reasonable method to solve the problem. Usage of the "Two-dimensional code" method dificates specific data and associates responsible persons, complements and enriches the on-site management means, highlights the transparency and openness of the safety management process, so as to effectively promote the improvement of on-site management level.

安全教育培训 Safety Education Training

公司将员工安全知识和操作技能培训作为安全工作的重要组成部分，把安全教育的着力点放在基层、放在作业人员身上，采用工前教育、工地广播、橱窗、工地学校、安全知识竞赛、手机短信及微信、安全体验区等行之有效的方式，不断深化安全教育培训，从而达到提高员工安全意识，增强员工自我保护的能力。

CRCC regard employees' safety knowledge and operating skills training as an important part of security work, by placing the focus of safety education on the grassroots and workers and using pre-job education, site radio, window, site schools, safety knowledge competition, mobile phone message and WeChat, safe experience areas and other effective ways, in order to continuously deepen safety education training, so as to improve employees' safety awareness and enhance the ability of employees' self-protection.

案例 CASE

中国铁建大桥工程局集团有限公司蒙华铁路项目部三工区创新安全教育形式，引进了多媒体安全培训工具箱，将安全教育培训所需的硬件、软件、课件集成到便于携带的工具箱，培训人员可以随时随地展开培训，目前已经成为工区安全培训教育的法宝。通过培训，让现场作业人员直观、形象地认识到安全生产的重要性，熟悉掌握安全标识及准确识别危险源，有效提升了一线员工的安全意识和技能。

Three working areas of Inner Mongolia Menghua Railway Project Department of China Railway Bridge Engineering Bureau Group Co., Ltd. innovates the form of safety education, introduces the multimedia security training kit, and integrates hardware, software and courseware necessary for safety education training into a portable toolbox to enable trainees receive training at any time. At present, it has become a magic weapon for safety training education in the work area. Through training, on-site operators can intuitively and vividly understand the importance of safe production, be familiar with the safety marks and accurately identify the hazard sources, and effectively improve the safety awareness and skills of front-line employees.

隐患排查治理 Hidden Defects Inspection and Administration

公司强化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，夯实基层安全基础工作，从制度、职责、方法、程序、手段等方面提出细化要求，把安全隐患排查治理工作延伸至施工班组，促进隐患排查常态化、规范化，做到提前想到、提前发现、提前消除安全隐患。

CRCC has superior consciousness, active consciousness, and responsibility consciousness in strengthening the hidden danger identification, makes full use of potential safety hazard checking and solving platform, consolidates the basic security work, proposes detailed requirements in the system, responsibilities, methods, procedures and means, extends the potential safety hazard checking and solving to the construction team, promotes the normalization and standardization of potential risks identification to achieve considering, finding and eliminating the potential safety hazard in advance.

案例 CASE

中铁十二局集团有限公司全面排查整治各类事故隐患，建立健全隐患整治责任制度，定期进行考核兑现。加大安全隐患排查治理平台推广，每季度对各工程公司隐患排查治理平台上线情况、数据录入情况、隐患排查的超前性、真实性和完整性进行抽查，对存在问题予以通报，提出整改要求。同时，建立隐患平台业务交流 QQ 群，进行答疑解惑、交流应用心得，将安全隐患消灭在萌芽状态。

China Railway 12th Bureau Group Co., Ltd. makes comprehensive investigation and rectification of various types of accidents, establishes and improves the responsibility system for the safety hazard control and regularly makes assessment and practices. It promotessafety hazard investigation and management platform, quarterly making random check of on-line situation, data entry, the advancement, authenticity and integrity of hidden danger identification and management platform in each engineering units, reporting the existing problems and putting forward the rectification requirements. Meanwhile, it establishes the hidden danger platform business exchange QQ Group for FAQ and exchanges experiences to eliminate the hidden danger problems in the bud.

安全应急管理 Safety Emergency Management

公司进一步完善应急管理体系，加强抢险救援队建设，强化自主应急救援预案，有计划、有目的地开展应急演练，提高各级负责人的应急指挥能力、作业人员的自救互救能力，努力提升突发事件应急处置能力。

CRCC will further improve the emergency management system, strengthen the construction of the rescue team, strengthen the contingency plan for self-rescue, carry out emergency drills in a planned and purpose-oriented manner, improve the emergency command capability of the heads at all levels, and improve the ability of self- emergency response capability.

案例 CASE

中铁十九局集团有限公司深圳地铁 10 号线 1012-2A 标凉帽山站项目部承办了“2016 年深圳市轨道交通工程抢险应急演练活动”，此次共计 300 余人参加了演练。本次演练分为应急响应、应急抢险和演练点评三个阶段进行，开展了安全警戒、人员疏散、人员施救、现场勘察、应急监测、现场处置等 6 个科目的演练。通过演练，增强了全体参建人员面对突发性事故的应急、抢险、救援能力，提升了施工现场安全管理水平。

1012-2A Tender Liangmaoshan Station Project Department of Shenzhen Metro Line 10 of China Railway 19th Bureau Group Co., Ltd. hosted the “2016 Shenzhen Rail Transit Engineering Emergency Drills” activity, with the total of more than 300 people participating in the exercise. The exercise is divided into three stages: emergency response, emergency rescue and exercise review. Six subjects are exercised including security alert, personnel evacuating, personnel rescue, site investigation, emergency monitoring and on-site disposal. Through the exercise, the emergency, rescue, rescue capabilities of all the participants facing sudden accidents and the safety management at construction site are enhanced.



创新引领发展 INNOVATION ORIENTED DEVELOPMENT

公司持续强化科技创新能力建设，积极推动科技成果转化，科技创新能力不断增强，科技水平快速提高，科技创新的引领作用日益凸显。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。2016 年，科技研发与开发共投入 94.43 亿元。

19家
国家级创新平台
has 19 state-level innovation platforms

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. At present, the company has 19 state-level innovation platforms and 9 post-doctoral research stations. In 2016, a total of RMB 9.443 billion was invested to the technology research and development.

94.43亿元
科技研发与开发共投入
a total of RMB 9.443 billion was invested to the technology research and development



2016年，公司新增国家级企业技术中心2家，国家科技进步奖1项，获省部级科技进步奖113项；获中国优秀专利奖6项；获省部级以上勘察设计咨询奖89项；获省部级工法226项；获菲迪克工程项目奖4项；获中国土木工程詹天佑奖8项；参与制定国际标准4项，主持制定国家标准11项；获第二届中国建设工程BIM大赛一等奖2项；获全国建筑业创新技术应用示范工程10项；获授权专利1502件，其中发明专利371件。

In 2016, CRCC newly increased 2 state-level enterprise technology centers, which won 1 national prize for progress in science and technology and 113 provincial and ministerial level scientific and technological progress awards; it won 6 Chinese outstanding patent awards; it won 89 provincial and ministerial level survey and design consulting awards; it won 226 provincial and ministerial level construction methods; it won 4 FIDIC project awards; it won 8 Tien-yow Jeme Civil Engineering Prize; it participated in the development of 4 international standards and presided over the development of 11 national standards; it won 2 first prizes of Second China Construction Project BIM Contest; it won 10 national construction industry innovation technology application demonstration project awards; it won 1502 authorized patents, of which 371 were invention patents.

案例 CASE

中铁第四勘察设计院集团有限公司与西南交通大学等单位共同完成的《基于耦合动力学的高速铁路接触网 / 受电弓系统技术创新及应用》，面对我国高铁列车的高速度长编组运行和复杂环境的挑战，以控制弓网耦合振动为核心，以提高接触网弹性一致性和几何平顺性为根本，实现弓网系统动力学性能和结构可靠性的提升，完成时速 200 至 350 公里接触网 / 受电弓系统完整产业链的全面创新，对世界时速 300 公里及以上高速铁路的技术进步和发展具有重大意义，该成果获国家科技进步二等奖。

China Railway Fourth Survey and Design Institute Group Co., Ltd. with Southwest Jiaotong University and other units jointly completed the "Coupling dynamics based high-speed railway catenary / pantograph system technology innovation and application". In the face of the challenges of high-speed and long group operation and complex environment of China's high-speed trains, it controlled the coupling vibration of the bow net as the core, in order to improve the contact net elasticity consistency and geometric ride comfort of the overhead line system as the fundamental to improve the dynamic performance and structural reliability of the bow net system, to complete the comprehensive innovation of the complete industrial chain of 200 to 350 km per hour overhead line system / pantograph system, which was of great significance for the technology progress and development of the world speed of 300 km and above high-speed railway. The result has won the national scientific and technological progress second prize.

案例 CASE

9月20日，第十一届德国柏林国际轨道交通技术展在德国柏林国际展览中心盛大开幕。在这场世界规模最大、最具影响力的轨道交通专业展会上，中国铁建集团旗下5家装备制造企业联合参展，集中展示盾构机、桥梁施工设备、接触网导线及高端零部件，以及大型养路机械等成套轨道交通施工设备和养护设备，吸引了来自世界各国展商和客户的广泛关注，提升了“中国制造”的整体形象。

On September 20, the 11th German Berlin International Rail Transit Technology Exhibition was grandly opened in Berlin, Germany International Exhibition Center. In this world's largest and most influential rail transportation professional exhibition, China Railway Construction Group's five subordinated equipment manufacturing enterprises jointly participated in the exhibition, focusing on displaying shield tunneling machines, bridge construction equipment, catenary wires and high-end parts, and large-scale road maintenance machinery and other sets of rail transport construction equipment and maintenance equipment, attracting exhibitors and customers from all over the world's attention and enhancing the "Made in China" overall image.

以人为本 共建幸福家园

PEOPLE-ORIENTED AND BUILD
HAPPY HOMES

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中国铁建着力构建和谐劳动关系，强化队伍和民生福祉建设，依法维护员工合法权益，不断提高员工的综合素质，激发员工劳动和创造的热情。实施全方位的关爱工程，增强员工对企业的认同感和归属感，构建企业与员工共享成果的利益，打造企业与员工共同成长的事业共同体。

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.

保障员工权益 PROTECT EMPLOYEES' RIGHTS AND INTERESTS

公司注重保障员工的合法权益,依法与员工签订劳动合同,享受各项福利,关注员工心理健康,建立了员工诉求表达机制,全方位维护员工合法权益不受侵犯。

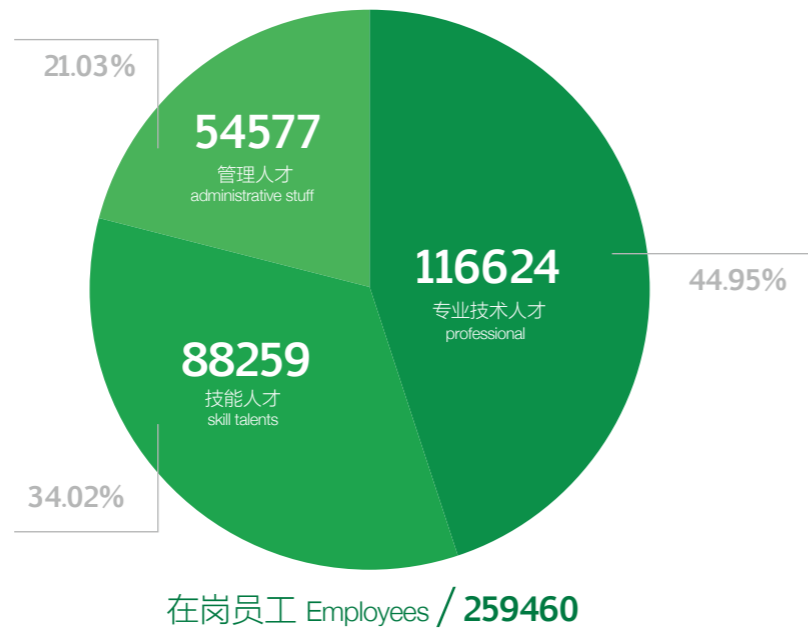
CRCC pays attention to protect the legitimate rights and interests of employees, signs labor contracts with employees according to the law, provides the benefits, cares the mental health of employees, and establishes the employees demand expression mechanism to achieve the all-round protection of employees legitimate rights and interests from being infringed.

平等雇佣 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,充分保障员工的各项合法权益,严格保护员工的个人隐私,严禁和抵制使用童工,反对任何形式的强迫劳动。员工劳动合同签订率近 100%。

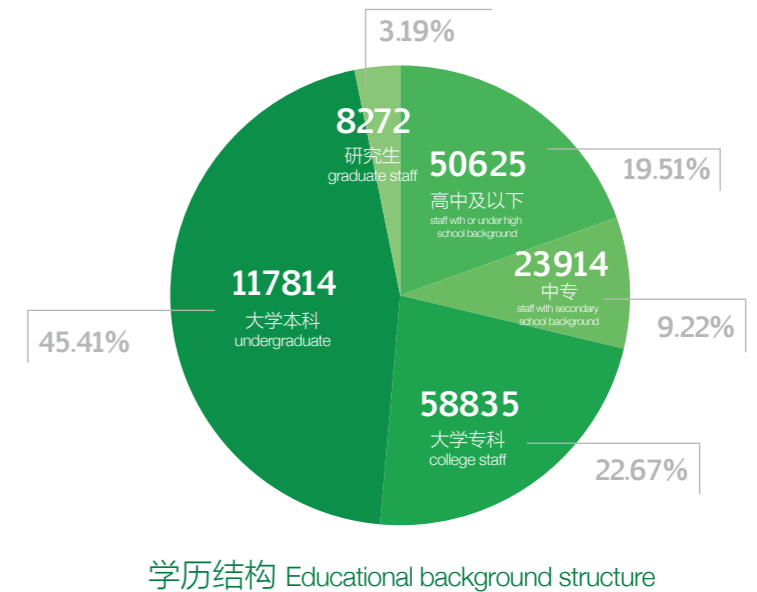
In accordance with labor laws and regulations, the company insists on the equal rights, equal pay for equal work, non-discriminatory labor and labor policy, fair treatment of employees of different nationalities, races, sex, age, religion and cultural background, and fully protects the employees' legitimate 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%.

2016年,公司在岗员工 259460 人。其中管理人才 54577 人,占 21.03%; 专业技术人才 116624 人,占 44.95%; 技能人才 88259 人,占 34.02%。各类人员中,女性员工 54460 人,占 20.99%; 少数民族 8056 人,占 3.10%。



研究生 8272 人,占 3.19%; 大学本科 117814 人,占 45.41%; 大学专科 58835 人,占 22.67%; 中专 23914 人,占 9.22%; 高中及以下 50625 人,占 19.51%。

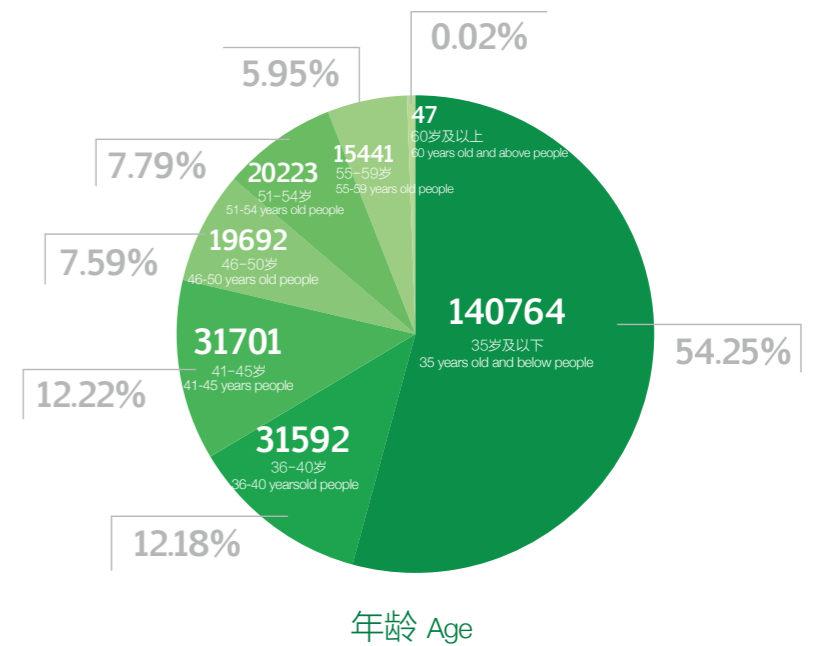
35 岁及以下 140764 人,占 54.25%; 36-40 岁 31592 人,占 12.18%; 41-45 岁 31701 人,占 12.22%; 46-50 岁 19692 人,占 7.59%; 51-54 岁 20223 人,占 7.79%; 55-59 岁 15441 人,占 5.95%; 60 岁及以上 47 人,占 0.02%。



In 2016, CRCC has 259,460 on-duty staff, of which 54,577 are management personnel, accounting for 21.03%, professional and technical personnel, accounting for 44.95%, 88,259 skilled talents, accounting for 34.02%. Among all kinds of employees, there are 54,460 female employees, accounting for 20.99% and 8,056 ethnic minorities, accounting for 3.10%.

There are 8,272 graduate staff, accounting for 3.19%, 117,814 undergraduate, accounting for 45.41%; 58,835 college staff, accounting for 22.67%; 23,914 staff with secondary school background, accounting for 9.22%, 50,625 staff with or under high school background, accounting for 19.51%.

Number of employees under 35 years old is 140,764 accounting for 54.25%. There are 31,592 staff under 36-40 years old, accounting for 12.18%, 31,701 staff between 41-45 accounting for 12.22%; 19,692 staff between 46-50, accounting for 7.59%; 20,223 staff between 51-54, accounting for 7.79%, 15,441 staff between 55-59, accounting for 5.95% and 47 staff over 60, accounting for 0.02%.



薪酬福利 Salaries and Benefits

公司实行工效挂钩的效益工资制，为员工提供具有行业、地区竞争力的薪酬福利，同时建立了员工分享经营成果机制。及时为员工缴纳各项社会保险，社会保险覆盖率100%；建立了企业年金，保障员工退休的生活质量；完善补充医疗保险，为患重大疾病员工提供救助；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%, establishes the enterprise annuity to protect the quality of life of retired employees, improves the supplementary medical insurance for the victims of major diseases to provide relief, 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.

职业健康 Occupational Health

公司建立健全职业健康安全管理体系统，完善了职业病防治、职业健康培训、职业健康体检等制度，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，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。逐步将员工心理健康纳入职业健康管理，鼓励有条件的单位与专业机构合作，开展心理健康讲座，进行心理健康辅导，切实保障员工身心健康。

CRCC establishes and improves the occupational health and safety management system, perfects the occupational disease prevention and control, occupational health training, occupational health examination system, make step-by-step implementation of occupational health and safety measures, equip with labor protection products in strict accordance with the requirements of labor protection for timely supply. Provide regular health checks for employees, special employees to increase the special post, establish personal health records of employees and implement follow-up review. Gradually put the employee mental health into occupational health management, to encourage qualified units and professional organizations, to carry out mental health lectures, mental health counseling in order to effectively protect the physical and mental health of employees.

案例 CASE

中铁十九局集团有限公司五公司旅顺中部通道项目部组织 168 名农民工参加了职业健康体检，并建立了健康档案。该项目部还定期开展农民工讲座，讲授危险危害源识别防范，进行卫生知识和技能培训。对隧道开挖支护工、电焊工、空压机操作工等特殊工种岗位，及时更新防毒面罩、防护耳罩、防护手套等劳动保护用品。通过安全技术改造、改善施工条件等举措，委托有资质的机构对隧道施工现场粉尘、电焊工紫外线辐射、空压机厂房噪音进行危害检测，配备检测仪器每天检测并及时更换数据告知牌，提醒作业人员及时做好防护。



The Lvshun Central Channel Project Department of the 5th Engineering Co., Ltd. of China Railway 19th Bureau Group Co., Ltd. organized 168 migrant workers to participate in occupational health examination, and established the health record. The project department also regularly conducts migrant workers lectures, teaches dangerous hazards identification prevention and makes health knowledge and skills training. Timely renew gas masks, protective earmuffs, protective gloves and other labor protection gears for tunnel excavators, welders, air compressor operators and other special types of jobs, Through the safety of technological transformation, improve the construction conditions and other initiatives, commission qualified body to make hazard detection of the dust on the tunnel construction site, welding workers' UV radiation and the noise in air compressor plant. Equip with detection equipment to make everyday detection and timely replace data notification card to remind personnel in a timely manner of protection.

促进员工成长 PROMOTE EMPLOYEES GROWTH

公司大力实施“人才强企”战略，加强人才队伍建设，加大人才培养引进力度，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，构建终身教育体系，开创人才辈出，人尽其才的新局面。公司现拥有 1 名中国工程院院士、10 名国家勘察设计大师、11 名“百千万人才工程”国家级人选，249 名享受国务院特殊津贴的专家。

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. The company now has an academican of the Chinese Academy of Engineering, 10 national survey and design masters, 11 "Millions of talents project" national candidates and 249 experts enjoying the special allowance of the State Council.

职业发展通道 Career Development Path

公司切实关心员工的成长，建立挂职交流机制，为员工发展拓宽空间、畅通渠道，努力营造公平公正、蓬勃向上的工作氛围，激发各类人才的创造力，实现员工的个人价值。

CRCC practically cares the growth of employees, establishes a mechanism for taking up a temporary post or exchanging post to broaden the space, makes smooth channels, and strives to create a fair and just, vigorous work atmosphere for employees development, to stimulate the creativity of all kinds of talents in order to achieve the personal value of employees.

案例 CASE

中铁第四勘察设计院集团有限公司 80% 以上人员为专业技术人员。该公司创新员工职业发展通道，研究制定了双重职业通道实施方案，拓展后的岗位序列层级从高到低设置了首席设计师、特级设计师、一级设计师、资深设计师、主任设计师、副主任设计师、设计师、助理设计师和见习设计师九个层级。分别与管理序列中的标准保持对接，真正形成了管理、技术两条并行并重的职业发展通道。

More than 80% of the employees in China Railway Fourth Survey and Design Institute Group Co., Ltd. are professional and technical personnel. The company innovates the career development channel of the employees, studies and develops the dual career channel implementation plan, sets nine levels from high to low including the chief designer, premium designer, level designer, senior designer, director designer, Deputy director of the designer, designer, assistant designer and trainee designer after the expanding the post sequence level. Respectively keep connection with the standard of the management sequence to truly form a career development channel that the management and technology are equally parallel and important.

员工职业培训 Employee Vocational Training

公司把培训作为人才培养开发的基本途径，作为员工畅通职业生涯发展通道的关键措施。坚持围绕中心、服务发展，以能力建设为核心，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的培训，提升了员工的整体素质。

CRCC regards training as the basic way of personnel training and development as the key measure for employees to develop career channel, adhering to the center, service 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.

2016 年，公司共培训员工 378854 人次。其中企业领导人员 16312 人次，经营管理人员 61427 人次，专业技术人员 213484 人次，党群管理人员 20925 人次，技能人员 66706 人次。

In 2016, CRCC has trained 378,854 employees. Of which 16,312 are enterprise leaders, 61,427 are business managers, 213,484 are technicians, 20,925 are party managers and 66,706 are skill personnel.



案例 CASE

中铁十四局集团有限公司隧道公司推行“四个三”培养。新入职员工在一年的见习期内，根据所学专业及具体业务岗位特点，分别到四个岗位工作锻炼，开展专业、技能、操作、演练等多元化培养，每个岗位的见习时间为三个月。公司创新了新学员培养模式，提升了员工的综合素质，加速了年轻员工成长成才步伐，进一步提高了人才培养效率。

The Tunnel Company of China Railway 14th Bureau Group Co., Ltd. implements the "Four three" training. In a year of probation period, new interns take exercise in four positions respectively according to the professional and specific business characteristics of the job, receive training in profession skills, operations, exercise and other diversified training, with each position's intern time of three months. The company has innovated the new student training mode, which promoted the comprehensive quality of the employees, accelerated the growth of young employees to further accelerate the talent cultivation efficiency.



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、民主决策的作用，所属二级单位职代会召开率均达到 100%。不断创新企务公开形式、丰富公开内容、拓宽公开载体，维护员工民主权利，提升了民主监督力度，努力营造公平、民主、和谐的工作氛围。

CRCC continuously improves the democratic management system in the basic form of the workers' congress, establishes and improves the trade union organizations at all levels, upholds the system of the congress, and fully exercises 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%. Constantly innovate the open form of business, enrich the public content, broaden the open carrier, safeguard the democratic rights of employees, enhance the democratic supervision, and strive to create a fair, democratic and harmonious working atmosphere.

案例 CASE

中铁十七局集团有限公司加强基层民主管理，在项目部广泛推行《企务公开民主管理专项责任书》、《职工经济权益保障专项责任书》的“两书”签订制度。“两书”从政治和经济两方面为保障员工权益做了强制性规定，加强了对基层单位的监督指导和责任追究，扩大了企务公开项目。公开项目覆盖员工政治、经济、劳动保障、社会保险等多个方面，为员工参与企业管理，推进民主管理进行了有益的尝试，强化了员工的维权意识。

China Railway 17th Bureau Group Co., Ltd. strengthens grass-roots democratic management, to implement the "Two statements" signing regulation, i.e. "Corporate affairs transparent democratic management special responsibility statement", "Employee economic rights and interests protection special responsibility statement" in the project department. The "Two statements" makes mandatory provision from the political and economic aspects in protecting the rights and interests of employees, strengthening the supervision and guidance over the grassroots units and expanding the corporate affair transparency project. The public project covers employees' political, economic, labor and social security and other aspects, which is a useful attempt for employees to participate in enterprise management and to promote democratic management, strengthening the awareness of the rights of employees.



落实集体协商 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、年休假等热点难点问题作为集体合同协商的重点，不断增强集体合同的针对性和实效性。

CRCC strictly implements the collective consultation mechanism at all levels, with collective contracts and wage collective consultation agreement signed as the starting point, standardizes the signing procedures, regards the labor employment, wages and benefits, labor protection, social security, annual leave and other hot and difficult issues that employees are concerned as the key of collective contract negotiation, which continuously enhances the relevance and effectiveness of collective contracts.

案例 CASE

中铁十九局集团有限公司扎实推进集体协商机制，积极落实集体合同。该公司根据国家相关政策和企业实际情况，对集体合同中涉及员工切身利益的条款提出修改意见，经过充分协商后进行签订。通过采取召开落实集体合同经验交流会、加强日常督导、年终考核等方式，全面推动基层单位集体合同的落实，从根本上维护员工合法权益。

China Railway 19th Bureau Group Co., Ltd. solidly promotes collective bargaining mechanism, and actively implements the collective contract. The company proposes amendments to terms concerned about the vital interests of employees in accordance with the relevant national policies and the actual situation of enterprises and signs after full consultation. By holding and implementing the collective contract experience exchange meeting, strengthening the daily supervision, year-end assessment, etc., it makes the all-round promotion of the implementation of collective contracts of grassroots units in order to fundamentally safeguard the legitimate rights and interests of employees.



诉求渠道 Appeal Channels

公司建立了以利益协调和权益保障为核心的员工沟通机制，不断加强法律监督员和劳动争议调解员队伍建设，大力推广工会主席接待日、电话热线和联系制度，密切关注网络舆情，努力做好劳动争议矛盾纠纷排查和劳动争议调解。

CRCC has established an employee communication mechanism with the interests coordination and rights protection as the core, continuously strengthened the construction of legal supervisors and labor dispute mediators mechanism, vigorously promoted the reception day of the trade union, telephone hotline and contact system, paid close attention to the public opinion on the net and made great efforts in the resolution and mediation of labor disputes.

案例 CASE

中铁十八局集团有限公司开设“工会视窗”，把工会主席信箱、维权热线、员工工作室、法律援助站等大部分“线下”员工维权渠道搬到了“线上”。员工可以通过电话、短信、邮件、即时消息等方式进行交流沟通。通过“工会视窗”，员工与企业实现了全天候、零距离的交流，反映的诉求和问题也可以得到及时答复和解决。

China Railway 18th Bureau Group Co., Ltd. set up a "Trade union window" to move most "Offline" employees' right-defending channels "Online" including the union chairman mailbox, rights hotline, employees' studio and legal aid stations. Employees can communicate by phone, SMS, e-mail and instant messaging, etc. Through the "Trade union window", employees and enterprises achieve all-weather, no distance of communication and the demands and problems reflected can also be answered and resolved in a timely manner.

加大关爱帮扶 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。分类建立困难员工档案，组织开展圆梦“微心愿”活动，针对困难员工的实际困难和帮扶需求，实施精准帮扶，使员工感受到企业的温暖。

CRCC continues to carry out activities such as sending warmth, delivering cooling materials, providing student assistantship in autumn and offering workers cooperation insurance. Establish 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.

困难员工帮扶 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，对长期困难的员工实现重点关注、集体帮扶、全年帮扶。

CRCC concerns about needy employees, establishes the employee long-term assistance and rescue mechanism to implement assistance for needy employees. By implementing dynamic management of needy employees, achieve accurate information, dynamic tracking and timely adjustment for them, pay close attention to the long-term needy employees and give collective support for them all year round.

2016年共筹集送温暖资金7037万元，慰问困难员工家庭16550户，慰问劳模先进、一线员工、离退休员工和农民工共计69834人次。

In 2016, it raised a total of RMB 70.37 million of sending warm funds, condoled 16,550 households of needy employees, and visited a total of 69,834 advanced models, front-line employees, retired employees and migrant workers.

案例 CASE

中国铁建港航局集团有限公司本着“帮真困”、“真帮困”原则，除坚持夏送清凉、冬送温暖、平时送关怀等常规活动外，还在“金秋助学救助金”中特别设立“高考奖励金”，将当年参加高考并被全国普通高校录取的员工子女纳入帮扶对象，并对符合资助条件、家庭确有困难的劳务派遣员工子女给予帮扶，帮助他们实现求学梦，传递企业对弱势群体的关注和关爱。

China Railway Harbor and Channel Engineering Group Co., Ltd. based on the principle of "Sincere help those needy personnel", not only adheres to sending cool in summer, sending warmth in winter, and regularly sending care and other conventional activities, but also specially sets "College entrance examination bounty", for employees with their children taking the college entrance examination and enrolled in the national college in that year, and help the children of outsourcing employees that meet the conditions of funding and has difficulties in order to help them to achieve the dream of learning and to deliver the enterprise's concerns and care for these vulnerable groups.



7037 万元
共筹集送温暖资金
It raised a total of RMB 70.37 million of sending warm funds

16550 户
慰问困难员工家庭
condoled 16,550 households of needy employees

69834 人次
慰问劳模先进、一线员工、离退休员工和农民工
visited a total of 69,834 advanced models, front-line employees, retired employees and migrant workers

呵护女员工 Care Female Employees

公司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。进一步加大《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、哺乳期休假的权利，使女员工在企业愉快、健康的工作生活。

CRCC protects 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 increases the propaganda work of "Women Right and Benefit Act" and the relevant laws and regulations, implements 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

中铁第四勘察设计院集团有限公司专门为哺乳期的女员工建立了“母婴哺育室”。该公司在选址、功能布局、装修改造、有效通风、后期管理服务等方面统筹规划，精心设计。集奶区、哺乳区、宝宝活动区各区域功能完备，空调、电冰箱、电热水壶、沙发、储物柜、绿色植物、宝宝墙贴、育儿书籍等设施用品一应俱全。母婴室的建立，深受哺乳期妈妈的欢迎，妈妈们说：“有了如此贴心的服务，不用再家里、办公室两边跑了，我们太幸福啦！”母婴哺育室的建立，体现了该公司对哺乳期女员工的特殊关爱。

China Railway 4th Survey and Design Institute Group Co., Ltd. specifically establishes a "Infant feeding room" for female employees in the lactation. The company makes overall planning and meticulous design in site selection, functional layout, decoration and renovation, effective ventilation, post-management services and other aspects. It has complete functions in milk area, lactation area and baby activity area and is equipped with air conditioner, refrigerator, electric kettle, sofa, locker, green plant, baby wall sticker, child care and other facilities. The establishment of the infant feeding room is welcomed by mothers of breastfeeding. Some mothers said: "With such a thoughtful service, we do not have to travel between the home and the office, we are so happy!" The establishment of infant feeding room reflects the company's special care to female employees in the lactation period.



关爱农民工 Care for Migrant Workers

公司注重对农民工的关怀，普遍推行了“五同”、“八一样”的做法，把农民工视为企业的有机组成部分，将农民工全面纳入了与员工同等的管理范畴，保障他们的合法权益，解决他们的实际困难。

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.

案例 CASE

中铁十二局集团有限公司推行向劳务队派遣工会指导员制度，派遣人员必须符合“熟悉工会工作、业务素质胜任、服务意识较强、具有维权能力和解决实际问题经验”的条件等领导中择优选用，既要为农民工依法维权，也要帮助他们学技术，提高技能。同时坚持劳务队与项目部“思想上一样教育、施工上一样要求、报酬上一样合理、生活上一样关心、活动上一样组织、建家上一样对待”。工会指导员承担起了第一知情人、第一报告人、第一帮扶人、第一监督人的职责，服务农民工解难化疑诉求，缓解农民工心理压力，增强农民工对企业的归属感，被农民工称赞为“暖”企业。

China Railway 12th Bureau Group Co., Ltd. promotes the union instructor dispatching system for migrant worker teams, the dispatched personnel must accord with "Familiar with the work of trade unions, competent in professional quality, strong sense of service, safeguarding ability and experience in solving practical problems" and are selected by strict verification, who shall not only safeguard legal rights of migrant workers in accordance with the law, but also help them learn technology and improve skills. At the same time, adhere to "The same ideological education, the same construction requirements, the same reasonable compensation, the same care in life, the same organization in activities and the same treatment in constructing home" for the labor force team and the project department. The trade union instructor assumes the responsibility as the first insider, the first reporter, the first help people and the first supervisor, helps migrant workers to solve problems, to ease the psychological pressure and enhance the sense of belonging of migrant workers. As such, our company is praised by migrant workers as a "Warm" company.



员工健康生活 Employees' Healthy Life

公司注重员工的工作和生活，开展丰富多彩的文体活动，提供更多展示自我的平台，帮助员工放松身心，尊重员工家庭责任，增强员工的幸福感和归属感。

CRCC focuses on the work and life of the employees, carries out a variety of cultural and sports activities, provides more self-display platforms to help employees relax, respect for employee family responsibilities and enhance employee happiness and sense of belonging.

案例 CASE

中国铁建以“健康·铁建”为主题，将“健康铁建、和谐铁建”与“书香铁建”相结合，形式多样，推陈出新，先后在成都、天津、上海、西安等地创新开展了大型区域联动系列活动，一地域、一座城、一条线的数十家单位集体互动，组织了长沙、天津、北京“健步走”活动及“铁建书香”系列活动。群众性的乒乓球、篮球、广播体操、员工趣味活动等蓬勃开展，富有特色的女员工游园活动、青年联谊会等广泛开展，日常员工演讲比赛、书法、摄影、绘画活动、节日晚会等与体育活动相结合，推动全员健身运动、发展员工文化阵地、完善员工健身服务体系，提高了员工身体素质，丰富了员工文化生活。

CRCC takes "Health and China railway construction" as the theme, combines the "Healthy and harmonious China railway construction" with "Scholar China railway construction" with diverse forms and innovations, carries out large-scale regional linkage series of activities successively in Chengdu, Tianjin, Shanghai, Xi'an and other places, organizes the collective interaction with a series of ten units in the same region, city and line, and a series of "Brisk walking" and Literary China railway construction Tianjin and Beijing. Mass activities such as table tennis, basketball, radio gymnastics, employee fun activities etc. are carried out vigorously. Characteristic garden activities for female employees, youth associations, etc. are widely carried out. Daily employees' speech contest, calligraphy, photography, painting activities, festivals are combined with sports to promote the fitness campaigns of all employees to develop employees' cultural positions, to improve their fitness service system, to improve their physical quality and to enrich their cultural life.



企业文化建设 ENTERPRISE CULTURE CONSTRUCTION

公司大力弘扬令行禁止、顽强拼搏的铁道兵精神，爱岗敬业、认真负责的主人翁精神和踏实严谨、精益求精的工匠精神，充分利用自身的宣传平台和外部媒体，传播铁建声音，传递铁建能量，营造良好的文化氛围，树立良好的企业形象。

CRCC vigorously carries forward the railway corps spirit of strict enforcement of orders and prohibitions and tenacious efforts, the sense of being master of devotion, chariness and responsibility and the spirit of the craftsman of sureness and excellence, makes full use of our own propaganda platform and external media, to transmit CRCC spirit and energy, and to establish a good corporate image.

案例 CASE

中国铁建通过内塑文化、外树形象、凝聚了人心。联合拍摄的主旋律电影《老阿姨》成功首映，青藏铁路通车10周年图片展成功举办，铁道兵纪念馆成为中央企业爱国主义教育基地，中国铁建官方微信阅读量超过520万人次，与新华社客户端共建的中国铁建频道点击量超过6.6亿人次，企业正能量、美誉度和广大员工的荣誉感得到了极大提升。

CRCC increases the cohesion by shaping the culture internally and shaping the image externally. The "Main Melody" film "The old aunt" that is jointly shot is a big success in the premiere. The 10th anniversary picture show of the opening ceremony of the Qinghai-Tibet Railway was successfully held. The Railway Corps Memorial Hall becomes a central enterprise patriotism education base. CRCC WeChat has more than 5.2 million readers. The CRCC channel established with the Xinhua News Agency has 660 million clicks per user. Therefore, the enterprise's positive energy, reputation and the sense of honor of employees have been greatly improved.



履行责任 助力社会和谐

FULFILL RESPONSIBILITY AND
HELP ACHIEVE SOCIAL
HARMONY

带动社会就业 77
 DRIVE SOCIAL EMPLOYMENT

热心社会公益 78
 EARNEST IN COMMUNITY PUBLIC WELFARE

投身抢险救灾 84
 DO RESCUE AND RELIEF WORK

全球企业公民 86
 GLOBAL CORPORATE CITIZENSHIP

中国铁建致力于在全球开展负责的运营，热心支持社会公益事业，积极履行企业公民责任，带动地区经济发展，促进社区和谐发展，打造企业公民的良好形象。

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.

带动社会就业 DRIVE SOCIAL EMPLOYMENT

为减轻社会就业压力，公司每年向社会提供大量工作岗位，切实为维护社会稳定贡献了力量。2016年，公司共接收高校毕业生13335人；积极参与社会各项建设，共吸纳劳务工232万人；创造条件为残疾人提供合适的就业机会，共安置1974名残疾人就业，支付残疾人就业保障金3553万元。

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 2016, the company received a total of 13,335 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 1974 people with disabilities, and paid the security fund of 35.53 million yuan for them.

13335人
共接收高校毕业生
the company received a total of 13,335 college graduates

232万人
共吸纳劳务工
absorbed a total of 2.32 million workers

1974名
共安置残疾人就业
provide jobs for a total of 1974 people with disabilities

案例 CASE

中铁二十一局集团有限公司三公司承建的平天高速项目一标段位于甘肃省华亭县马峡镇，地处陕甘宁三省（区）交界处，当地经济欠发达，村民生活贫困。项目部了解到当地剩余劳动力较多的情况，果断决定就近招募农民工，共计接收350人，从事卡车、混凝土罐车、装载机、挖掘机司机，钢筋工，拌合站普工，清洁工等，解决了当地部分村民的就业问题。

The 3rd Engineering Co., Ltd. of China Railway 21st Bureau Group Co., Ltd. built the Pingtian Highway Project Section 1, which was located in Maxia Town, Huating County, Gansu Province Ma, the junction of Shaanxi-Gansu-Ningxia provinces (autonomous regions). It was underdeveloped in economy and villagers are poor. The project department learned that there were many unemployed local workers and made decisive decision to recruit a total of 350 migrant workers nearby, who were engaged in driving trucks, concrete tankers, loaders, excavator, and many of them became steel workers, mixing station general workers and cleaners, etc., solving the unemployment issue for local villagers.

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，以自身的发展影响和带动地方经济与社区居民和谐相处，共同发展。2016年，公司对外捐赠1334万元。

CRCC regards the creation of social prosperity as a commitment to corporate social responsibility, to help drive the local economy and promotes community residents to live in harmony and achieves mutual development with its own development. In 2016, the company donated RMB 13.34 million outward.

1334万元
对外捐赠
the company donated RMB 13.34 million outward

开展精准扶贫 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”的工作方针，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，开展了富有实效的帮扶和援助工作。2016年，共派出6名定点扶贫与援疆援藏援青干部，支付资金385.5万元，物资折款335.46万元，帮助建档立卡贫困人口脱贫数887人。产业扶贫项目25个，投入资金573万元。

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 2016, the company sent 6 cadres for poverty alleviation to Sinkiang, Tibet and Qinghai, paid funds of RMB 3.855 million, the supplied RMB 3.354 million worth of equipment and helped 887 registered poor people be lifted out of poverty. It has 25 industrial poverty alleviation projects with total investment of RMB 5.73 million.

案例 CASE

中国铁建搭建定点扶贫帮扶桥梁，牵线云校（北京）科技有限公司将自主研发的价值700多万元的教育信息化软件——云校智慧教育云平台及其配套服务捐赠给张家口市万全区中小学，缩小了万全区与先进地区的教学差距。该软件以手机端加PC端的全程跨平台操作模式，帮助中小学实现教学模式的改革和数字化管理协作。

CRCC establishes connections for targeted poverty alleviation, making Yunxiao (Beijing) Technology Co., Ltd. donate its independently developed education informatization software which worth more than RMB 700 million, Yunxiao Wisdom Education Cloud Platform and its supporting services, to primary and secondary schools in Wanquan District, Zhangjiakou City. It narrows the teaching gap between the Wanquan District and advanced areas. The software is based on mobile terminal and the PC platform to help the primary and secondary schools to achieve the reform of the teaching mode and digital management collaboration.

案例 CASE

中铁二十局集团有限公司对定点帮扶的陕西省宁陕县广货街镇五台村，先后投入 70 余万元重点围绕基础设施建设、主导产业发展和文化建设三方面落实扶贫计划，全面对五台村实施帮扶。为村里修建活动室、防洪渠铁索桥及人饮工程等基础设施，扶持发展天麻、猪苓、核桃、板栗等种植业，以及袋料食用菌和养殖业。配置电脑、投影仪等设备并组织村民开展农业科技培训。2016 年全村基础设施建设和特色产业发展已初显成效，帮助 40

户 114 人脱贫的目标已顺利实现。该公司被陕西省宁陕县授予“扶贫包帮先进单位”称号。



China Railway 20th Bureau Group Co., Ltd. invested over 700,000 yuan in the targeted poverty alleviation area, Wutai Village, Guanghuojie Town, Ningshaan County, Shaanxi Province, to focus on infrastructure construction, leading industry development and cultural construction for the implementation of poverty alleviation plan and implement comprehensive assistance in Wutai Village. It builds the activity room, flood control steel cable bridge and drinking water engineering project and other infrastructures to support the farming industry including gastrodia elata, grifola, walnuts and chestnuts, etc. as well as bags of edible fungi and breeding industry. It configures computers, projectors and other equipment and organizes the villagers to carry out agricultural science and technology training. In 2016, the village's development in infrastructure construction and characteristic industries

have begun to bear fruit, successfully achieved the poverty alleviation of 40 households with 114 people. The company was awarded the "Advanced unit in Poverty Alleviation" title by Ningshan County, Shaanxi Province.

关注弱势群体 Paying Attention to Vulnerable Groups

公司始终关注社会弱势群体，用我们的爱点燃他们的希望，让他们真真切切地感受到社会的关心和温暖。

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

案例 CASE

中铁二十二局集团有限公司青年志愿服务队与北京市石景山区社会福利院结对子，开展“情牵福利院，暖手扶朝夕”爱心志愿服务活动。志愿服务队通过赠送生活用品、定期理发、开展手工制作、在重大节日组织策划丰富多彩的暖心节目等形式，为福利院的孤寡老人送去爱心，让他们感受到社会的温暖，受到当地政府和福利院的一致肯定。

China Railway 22nd Bureau Group Co., Ltd. youth volunteer service team cooperated with the Beijing Shijingshan District Social Welfare Institute to carry out volunteer service activity called "Love welfare homes and help with warm hands". The volunteer service team sent love through giving articles of daily use, providing regular barbering, hand-made articles and organizing a variety of warm heart programs in major festivals, etc. for elderly persons of no family, so that they could feel the warmth of the community. All these activities receive unanimous affirmation of the local government and the welfare houses.



案例 CASE

中铁第一勘察设计院集团有限公司开展了“关注山区儿童、搭建绿色书架”公益活动，号召员工向山区留守儿童捐献书籍。该公司联合陕西交通广播 916 电台，赴铜川驻村小学和墓坳小学开展了助学活动，捐赠了一批图书，并建立了“铁一院爱心阅览室”，以实际行动帮扶和关爱孩子们。

China Railway First Survey and Design Institute Group Co., Ltd. launched public service activities of "Focusing on mountain children, building green shelves" to call on employees to donate books for left-behind children in mountainous areas. The company, jointly with Shaanxi traffic radio station 916, went to Tongchuan village primary school and Mu'ao school to provide help, donate a number of books, and establish a "Love Reading Room", using practical action to help and care for the children.

社区文化与公益 Community Culture and Public Benefit

公司遵循“社区共建”理念，注重保护当地历史文化遗产，主动推动社区建设，开展社会公益活动，和谐社区关系，造福社区居民。

CRCC follows the "Community co-construction" concept, focuses on the protection of local historical and cultural heritage, takes the initiative to promote community building, achieves harmonious community relationship, and benefits community residents.

案例 CASE

中铁二十局集团有限公司二公司长白铁路扩能改造工程项目部承建的跨老边岗古长城遗址大桥全长 187.8 米，桥下的老边岗古长城遗址始建于唐朝，被列入全国重点文物保护单位，是我国古长城资源遗产的重要组成部分。项目部提前与文物管理部门沟通，编写文物保护预案，并邀请专家对员工进行文物保护教育培训。在施工过程中，项目部加大投入，运用各种设备、设施对周边古迹进行全方位防护。冬季施工时，采用搭成车间型保温措施，避免机械工作对长城遗址产生扰动。宁可放慢施工生产，也要保护古长城遗迹，受到当地群众和业主的广泛称赞。

The Changbai Railway Expanding and Rehabilitation Project Department of the 2nd Engineering Co., Ltd. of China Railway 20th Bureau Group Co., Ltd. contracted a bridge crossing Laobiangang Old Great Wall Ruins with a full length of 187.8 meters. The old Great Wall Ruins under the bridge was built in the Tang Dynasty and listed in the national key cultural relics protection units, and is an important part of China's ancient Great Wall heritage. The project department communicated with the cultural relic management department in advance, prepared the cultural relics protection plan, and invited experts to train employees on how to protect cultural relics. In the course of construction, the project department increased input, used all kinds of equipment and facilities to provide an all-around protection of all the surrounding monuments. In winter construction, it used workshop-type insulation measures to avoid the disturbance from the mechanical work on the Great Wall site. They would rather slow down the construction in order to protect the ancient Great Wall site, widely praised by the local people and owners.

案例 CASE

诚合保险经纪有限公司为北京市海淀区复兴路 40 号院社区居民开展了“保险，让生活更美好”公益宣传活动，此次公益宣传是该公司首次根据特定区域开展的保险专题活动。通过开通微信服务号，让居民享受一键购买、一站式便捷服务的保险体验，向社会公众传达了健康生活、绿色保险理念。

Chenghe Insurance Brokers Co., Ltd. has carried out the "Insurance Makes Better Life" public welfare activity for the residents of No. 40, Fuxing Road, Haidian District, Beijing. It is the first time that the company has carried out insurance activities based on specific areas. Through the opening of WeChat service number, residents enjoy the insurance experience of one-key buying and one-stop convenient service. It conveys a healthy life and green insurance concept to the social public.



重视民生工程 Paying Attention to Livelihood Projects

公司视民生工程为己任，重视项目所在地区的民生发展，积极参与基础设施建设，以优质的工程质量为当地的发展做出贡献。

CRCC regards the livelihood project as its responsibility, pays attention to the development of livelihood in the project area, actively participates in infrastructure construction, and contributes to the local development with superior engineering quality.

案例 CASE

6 月 10 日 9 时，中铁二十局集团有限公司六公司参建的宁夏中南部城乡饮水安全水源工程 2 标 11 号后河输水隧洞顺利通水。这是西海固人民盼望了近半个世纪的引水项目，是宁夏回族自治区史上规模最大的人饮工程。标志着宁夏一号民生工程——承载着 113.53 万回汉人民饮水安全的宁夏中南部城乡饮水安全水源工程试通水暨中庄水库下闸蓄水圆满成功。

At 9:00 on June 10, the 6th Engineering Co., Ltd. of China Railway 20th Bureau Group completed the back river water-conveyance tunnel of Tender 2 No.11 of central and southern Ningxia urban and rural drinking water project. This is the water diversion project that the Xihaiyu people have been hoped for nearly half a century and the largest human drinking water project in the history of Ningxia Hui Autonomous Region. It marks a complete success of Zhongzhuang reservoir downstream water storage project which is Ningxia No. 1 livelihood project. It is a drinking water project for 1.1353 million Hui and Han people in the central and southern Ningxia urban and rural areas.

志愿服务 Volunteering

公司鼓励员工广泛参与志愿者活动，推进志愿者服务规范化、常态化，积极向社会奉献爱心，将服务他人、奉献社会与个人价值实现有机结合，努力帮助社会弱势群体，推动和谐社会建设。

CRCC encourages employees to extensively participate in volunteer activities, promotes the standardization and normalization of volunteer services, actively dedicates love to the community, and achieves an organic combination between serving others, dedicating to society and personal values to help social vulnerable groups and to promote the building of a harmonious society.

案例 CASE

中铁十四局集团有限公司四公司青年志愿者服务队以实际行动弘扬“奉献、友爱、互助、进步”的志愿精神，先后开展了义务植树、环境清洁、文明交通协管员等活动，有效密切了路地关系，展示了企业关爱社会、勇担责任的良好社会形象，赢得了地方政府、百姓和师生的广泛好评。



The youth volunteer service team of the 4th Engineering Co., Ltd. of CRCC 14th Bureau Group Co., Ltd. carried forward the volunteer spirit of "Dedication, friendship, mutual assistance and progress" with practical action, effectively improving the relationship between the road and the land, showing a good social image of enterprises in caring community and assuming responsibility, winning a good reputation from local government, local people, faculties and students.

案例 CASE

中铁建重庆投资有限公司在国庆长假期间，开展了“文明在心，安全出行”主题活动。志愿者在渝遂高速 G93 沙坪坝收费广场、潼南双江镇交通十字路口悬挂宣传横幅，对过往车辆发放车载垃圾桶、《安全文明出行》手册，对出行不文明的行为进行劝导，号召大家摒弃交通陋习、安全文明出行。

China Railway Chongqing Investment Co., Ltd. launched a "Civilization in the heart and safe travel" theme activity during the National Day holiday. Volunteers hang propaganda banners in Chongqing-Suining toll plaza and Tongnan Shuangjiang Town traffic crossroads, supply vehicle-mounted trash cans, distribute "Safe and Civilized Travel" manual, persuade people from doing uncivilized activities and call on everyone to abandon bad Traffic habits and to achieve safe and civilized travel.



投身抢险救灾 DO RESCUE AND RELIEF WORK

公司作为抢险救灾的主力军，在重大自然灾害和突发事件面前，牢记使命与责任，不畏险阻，迎难而上，切实履行和承担起共和国长子的责任和义务。

CRCC, as the main force of disaster relief, in the face of major natural disasters and emergencies, bearing in mind the mission and responsibility, is not afraid of any difficulties and overcomes obstacles to effectively fulfill and assume the eldest son's responsibility and obligations of the PRC.

案例 CASE

6月28日17时左右，内蒙古自治区满洲里地区突降暴雨，造成满洲里西场西部咽喉区及机务段等地段轨道被淹没，导致行车中断，形势十分危急。中国铁建电气化局集团有限公司三公司滨洲电气化改造项目部接到救援电话后，迅速启动应急预案，组织116人，带上机具，赶赴现场开展救援。经过四个多小时的奋战，23时45分满洲里车站恢复通车，受到了哈尔滨铁路局的表扬。

At about 17:00 on June 28, a rainstorm hit Manchuria, Inner Mongolia Autonomous Region. Tracks were flooded in sections such as West Throat Area and Locomotive Depot in West Field of Manchuria, which, as a very critical situation, interrupted the traffic. The Binzhou Electrification Rehabilitation Project Department of the 3rd Engineering Co., Ltd of China Railway Construction Electrification Bureau Group Co., Ltd. rapidly started the contingency plan after receiving a rescue call, organized 116 people, brought the equipment and rushed on site to carry out rescue. After more than 4 hours of arduous work, at 23:45 the Manchuria station resumed the traffic, which was praised by the Harbin Railway Bureau.



案例 CASE

9月15日，超强台风“莫兰蒂”袭击闽南大地。中铁二十二局集团有限公司三公司迅速行动，投入大量人员、车辆、机械设备，参与厦门市、铁路部门的灾后抢险救援工作。在持续半个多月的抗台抢险中，该公司累计投入人员8967人次，各类车辆2132辆次，机械设备321台次；累计疏通市内主干道达160余公里，清理垃圾、残树、铁皮等阻碍交通的杂物5211车。共清理了厦门市区的9条主干道，抢修2条铁路干线，为抗台抢险及灾后重建做出突出贡献。



On September 15, the super Typhoon "Moranti" attacked southern Fujian. The 3rd Engineering Co., Ltd. of China Railway 22nd Bureau Group Co., Ltd. took rapid actions, put a lot of personnel, vehicles, machinery and equipment, to participate in the disaster relief work of the railway sector of Xiamen City. In the more than half a month of anti-typhoon rescue, the company has deployed 8,967 people times, 2,132 vehicles of various types, 321 unit times of machinery and equipment; it cleared the trunk roads of more than 160 kilometers in the city, collected 5,211 vehicles of garbage, residual trees, iron sheets and other traffic obstacles. It has cleaned a total of 9 trunk roads in Xiamen City, repaired 2 railways routes and made outstanding contribution to anti-typhoon disaster and post-disaster reconstruction.



全球企业公民 GLOBAL CORPORATE CITIZENSHIP

在国家“走出去”、“一带一路”战略引领下，公司大力开展全球化布局、国际化经营、属地化管理，严格遵守所在地法律法规，帮助所在地培养人才，参与海外社区公益活动，坚持多途径、多方式地服务社区和居民，赢得所在国政府和当地民众的高度赞誉。

Under the guidance of the national "Going out" and "the Belt and Road Initiative" strategy, the company vigorously carried out the globalization layout, international management, territorial management, strictly abided by local laws and regulations, helped the location to cultivate talents, participated in overseas community public welfare activities, insisted in multiple methods to serve the community and residents, and won high praise by host country's government and local people.

案例 CASE

10月5日，由中国铁建等中国企业承建的“新时期的坦赞铁路”——亚的斯亚贝巴至吉布提铁路建成通车仪式在埃塞俄比亚首都亚的斯亚贝巴举行。亚吉铁路是中国在海外首条集设计标准、投融资、装备材料、施工、监理和运营管理于一体的全产业链“中国化”铁路项目，它标志着成套中国铁路“走出去”取得重大突破，是“一带一路”建设的标志性成果。在亚吉铁路建设中，中国铁建累计雇佣2万多名埃塞俄比亚当地员工和5000多名吉布提当地员工。

On October 5, the open to traffic ceremony of Addis Ababa - Djibouti Railway, the so called "Tanzania-Zambia Railway in the New Period", built by Chinese companies including CRCC was held in Addis Ababa, the capital of Ethiopia. The Addis Ababa-Djibouti Railway is the first railway project with whole Chinese industrial chain integrating design standards, financing, equipment materials, construction, supervision and operation management, which marked the significant breakthrough of complete set of CRCC "Going out", and the symbolic achievements of "the Belt and Road Initiative" development. In the Addis Ababa-Djibouti railway construction, CRCC has hired more than 20,000 local employees in Ethiopia and more than 5,000 local employees in Djibouti.



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，为当地居民提供就业岗位，加强对当地员工的培训，建立了长期有效的激励和奖励机制，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, strengthens the training of local employees, establishes long-term incentive and incentive mechanism, and cultivates a large number of talents for the local people. Meanwhile it makes efforts to increase local sourcing, leading the local market supplies and promoting the local socio-economic development.

案例 CASE

中铁十七局集团有限公司对于外籍工人的管理，已经形成了一整套包含劳务招聘、福利待遇、劳动保护、技能培训、医疗卫生、文化娱乐等方面的管理办法和管理措施，强化了岗前培训和“导师带徒”。扩大当地工人使用范围，在工程项目所属钢筋加工厂、拌合站、机运队、市政施工队中大量使用外籍工人组建架子队进行生产，积极推进公司属地化建设，最大限度解决了当地居民的就业问题。加大当地物资采购比例，砂石料、水泥、沥青、柴油等基本做到本地采购，推动了当地经济发展。

China Railway 17th Bureau Group Co., Ltd. has formed a set of management practices and management measures for foreign workers including labor recruitment, welfare management, labor protection, skill training, health care, cultural and entertainment, strengthening the pre-job training and tutoring. It also expanded the use of local workers in the project. For instance, local workers were hired in processing plants, mixing stations, equipment transportation teams, municipal work construction teams as well as for scaffold installation. The company actively promotes localization to settle the employment issue for local residents to its utmost capacity. More local materials were procured and used for construction. Most of the gravel material, cement, asphalt, diesel, etc., were purchased locally, promoting local economic development.



构建和谐社区 Building Harmonious 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 focuses on building a harmonious relationship with the local government and people, focuses on community communication, pays attention to community development, actively participates in community building, helps to improve community living environment, promotes community progress, brings manpower, technical and financial support to local area, feeds back to the local society and promotes the harmonious development of the community.

案例 CASE

中国铁建大桥工程局集团有限公司四公司亚吉铁路项目部在阿里萨比耶市施工期间，实施惠民举措。由于阿里萨比耶市基础设施较差，居民出行不便，项目部派出 40 多名工人，调动挖掘机、装载机、自卸车等机械设备，修建了过水路面、地下排水沟，并定期清理市内垃圾，使市区环境得到明显改善。同时修缮了从阿里萨比耶至阿迪阿迪的 20 公里砂石公路，使两地的交通更加便利。无偿的付出获得了当地政府和民众的好评。

The Addis Ababa- Djibouti Railway Project Department of the 4th Engineering Co., Ltd. of China Railway Construction Bridge Engineering Bureau Group Co., Ltd. helped local residents during the project construction in Ali Sabieh. As Ali Sabieh was poor in infrastructure and inconvenient in residents travel, the project department sent more than 40 workers, mobilized excavators, loaders, dump trucks and other mechanical equipment, built submersible bridge and underground drains, and regularly cleaned up the garbage in the city, so that the urban environment has been significantly improved. Meanwhile, the 20 km gravel road from Ali Sabieh to Adiadi facilitated the traffic between the two places. All these efforts were highly praised by local government and local people.

展望

FUTURE OUTLOOK

2017年，中国铁建将继续秉承“创新、协调、绿色、开放、共享”发展理念，着力开源增收、提质增效、转型升级、强基固本、凝心聚力，为打造最具价值创造力的综合建筑产业集团而奋斗！

In 2017, CRCC will continue to adhere to the principles of innovative, coordinated, green, open, and shared development, focus on opening sources, increasing income, quality and efficiency, transformation and upgrading, strengthen both foundation and sources, and gather strength in order to strive to create a comprehensive construction group with the most valuable creativity!

展望 FUTURE OUTLOOK

我们将继续完善法人治理结构，健全管理体制机制，提升诚信经营、依法治企的能力和水平。

We will continue to improve the corporate governance structure, improve the management system and mechanism to enhance the ability and the level of the integrity management and enterprise governance according to law.

我们将持续加强与利益相关方沟通，开展多渠道、多领域的合作，为投资者创造更多回报，实现企业可持续发展。

We will continue to strengthen communication with stakeholders, carry out multi-channel, multi-field cooperation for investors to create more returns to achieve sustainable development of the enterprise.

我们将着力绿色营造，大力推进节能减排，积极实施绿色生产，创新实现绿色发展，坚持绿色低碳运营，努力建设绿色生态文明。

We will focus on green construction, vigorously promote energy conservation and emission reduction, actively implement green production, innovation and green development, adhere to the green low-carbon operations, and strive to build green ecological civilization.

我们将严格落实安全生产主体责任和全员安全生产责任制；落实质量负责制，建造优质精品；实施科技兴企，强化科技创新，加快科技成果转化。

We will strictly implement the responsibility of the main production safety and full responsibility for production safety; implement quality responsibility system to construct high quality projects; implement the strategy of science and technology innovating enterprises, strengthen scientific and technological innovation and accelerate the transformation of scientific and technological achievements.

我们将深入实施“人才强企”战略，优化人才结构，拓宽员工职业化成长通道，丰富员工培训形式，完善激励约束、薪酬管理和权益保障机制，创造舒适工作环境，提升员工幸福指数。

We will deepen the implementation of the strategy of "Strong talent empowering enterprises", optimize the talent structure, broaden the professional growth channel, enrich the staff training form, improve the incentive and restraint, initiate payment management and equity protection mechanism to create a comfortable working environment and enhance employee happiness index.

我们将继续履行社会责任，推进社会责任工作。利用自身的优势，提供就业就会，做好精准扶贫，参与社会公益活动，带动当地经济发展，共同建设美好家园。

We will continue to fulfill our social responsibilities and promote social responsibility works. Relying on our advantages, we will continue to provide employment opportunities, achieve targeted poverty alleviation, participate in social welfare activities, promote local economic development, and jointly build a better home.

反馈意见表

FEEDBACK INFORMATION

尊敬的读者：

非常感谢您阅读《中国铁建 2016 年社会责任报告》。为了提高我们社会责任的工作水平，恳请您对我们的报告就以下几方面提出宝贵意见和建议。

Respected readers:

We want to express out gratitude on you for reading China Railway Construction Corporation Limited Social Responsibility Report 2016. 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任何方式发给我们：

地址：中国北京市海淀区复兴路 40 号

邮政编码：100855

电话：86-10-51888114

传真：86-10-68217382

网址：www.crcc.cn

电子信箱：webmaster@crcc.cn

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

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

Postcode: 100855

Tel: 86-10-51888114

Fax: 86-10-68217382

Website: www.crcc.cn

Email: webmaster@crcc.cn