



SOCIAL RESPONSIBILITY REPORT IN **2013** 社会责任报告

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建造精品 改善民生

Construct excellent projects to
improve people's livelihood



中国中铁股份有限公司
CHINA RAILWAY GROUP LIMITED

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The Board of Directors and all directors of the Company guarantee that there is no false record, misleading statement or major omission in this report and they will bear individual and joint responsibility for the authenticity, accuracy and completeness of the contents.



中国中铁

标识由公司汉语简称“中国中铁”与英文简称“CREC”构成，采用象征科技和高远的蓝色为标准色。经纬交织的地球背景，展现了公司的全球视野和战略眼光。端正、刚健的“工”字既型如坚实的钢轨，承载着辉煌厚重的历史，又势如擎天的建筑，昭示着蒸蒸日上的未来。

The logo is constituted of the Chinese abbreviation of company name "中国中铁" and the English abbreviation "CREC", adopting blue color that symbolizes technology and ambition as the standard color. The background of the Globe with meridians and latitudes interwoven indicates the company's global and strategic vision. The upright and vigorous word "工" is not only as a solid type of rail, carrying the glorious and heavy history, but also as dyke construction, declaring the flourishing future.

关于本报告

欢迎阅读中国中铁股份有限公司2013年社会责任报告

为便于您的阅读，中国中铁股份有限公司在本报告中以“中国中铁”、“公司”、“我们”等方式进行表述。

本报告是公司第六份年度社会责任报告，时间跨度以2013年1月1日至12月31日为主，重点表述了2013年度中国中铁在造福社会、科学发展、安全监管、环境保护、员工发展、公益事业等方面的工作，适当关注了2013年以前公司履行社会责任的情况。

报告编写参照联合国全球契约（Global Compact）颁布的“十大原则”，全球报告倡议组织（GRI）、社会责任国际（SAI）和《中国企业社会责任报告编写指南（CASS-CSR2.0）》、《中国对外承包工程行业社会责任指引》等相关标准，以及国务院国资委、上海证券交易所、香港联合交易所有关规定。

报告中使用的相关数据和案例，均来自中国中铁及子公司。

本报告以中英文两种文字出版，若两种文字间有差异，按中文版解读。

本报告力求完整、客观和准确，并积极回应利益相关方的主要关切。本着精益求精的原则，公司下一年度及以后的社会责任报告的编写和发布工作还将持续改进、日臻完善，也欢迎您的支持。

本报告的电子版同时在公司网站发布
您可以根据需要进行下载。

<http://www.crec.cn>



About This Report

Welcome to read Social Responsibility Report in 2013 of China Railway Group Limited.

In order to facilitate your reading, China Railway Group Limited in this report will be expressed by “CREC”, the “Company” and “us” etc.

This report is the company's sixth annual social responsibility report with the time span of 1st January to 31st December of 2013, mainly focusing on the work about benefiting the society, scientific development, safety supervision, staff development, environmental protection, staff development and public welfare undertaking etc. during the year of 2013, with due attention to the status of company fulfilling their social responsibility before 2013.

Preparation of the report refers to the “ten principles” promulgated by the United Nations Global Compact (Global Compact), the relevant standards of the Global Reporting Initiative (GRI), Social Accountability International (SAI) and China CSR Reporting Guidelines (CASS-CSR2.0), Guide on Social Responsibility for Chinese International Contractors and relevant requirements of the SASAC, Shanghai Stock Exchange and the Hong Kong Stock Exchange.

All relevant data and cases used in the report are from the CREC and its subsidiary (branch) companies.

This report is published in both Chinese and English, if there are differences between both, according to Chinese version.

This report strives to be completed, objective and accurate, and actively response to the main concern of the stakeholders. In line with the principles of pursuit for excellence, the company will continuously improve and strive for perfection in the work of Social Responsibility Report's preparation and publishing the next year and the following years, and also welcome your support.

The electronic version of this report will be published in the company website (www.crec.cn) at the same time; you can download it as needed.

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领导致辞

2013年，中国中铁积极应对市场挑战，始终坚定不移地推进“保发展、保稳定”的中心工作，团结一心、攻坚克难，充分发挥行业表率 and 示范作用，切实践行建造精品、改善民生的神圣使命，积极承担、充分履行社会责任，在拉动经济增长、推动科技进步、促进就业、环境保护等方面做出了重要的贡献，得到了社会各界的高度评价和广泛认可。

一年来，面对国内外复杂多变的市场环境，公司始终坚定不移地推进“保增长、保稳定”两大中心工作，全方位开拓市场，大幅提升了铁路、市政、轨道交通、基建上游和房地产等领域的市场份额；大力推进管理提升，加强全面预算管理，完善绩效考核体系，健全内控机制，强化经济运行督导，深化工程项目的标准化和精细化管理，先后建成了玉蒙、向莆、宁杭、杭甬、津秦、沈阳四环等一批重点工程，企业发展质量明显提高；认真落实员工收入正常增长和保障机制，深入开展“三工建设”、“三不让”承诺

和“送温暖”活动，大力推动节能减排，主动参与四川雅安和甘肃岷县地震抢险、铁路应急抢险，出色完成了玉树灾后重建任务，全面履行了企业的社会责任。

2013年，中国中铁排名世界企业500强第102位，中国企业500强第7位。公司获得国家科技进步奖4项、中国建设工程鲁班奖7项。

2014年，中国中铁将一如既往地忠实履行企业使命，不断探索造福社会的新形式，努力为推动科学发展、促进社会和谐做出新的更大贡献。

董事长：李长进

2014年3月



Speech of Leader

In 2013, CREC positively coped with the marketing challenge, always unwaveringly implemented the central task of “keeping development and keeping stability”, unified as one and overcome kinds of difficulties. CREC fully played the role of industry example and model, effectively practiced the sacred mission of construction of quality and improvement of people's livelihood, positively committed and fully fulfilled their social responsibilities. The company made important contributions towards stimulating economic growth, accelerating scientific and technological progress, promoting employment and environmental protection and so on. And it been highly praised and widely recognized by the Community.

Over the past year, though facing complex and changeable domestic and foreign market environments, CREC unwaveringly promoted the two major tasks, “keeping increasing and maintaining stability” and made utmost efforts to expand the market. As a result, its market shares in fields such as railway, municipal administration, rail transit, upstream of infrastructure and real estate were increased by a large margin; Moreover, by making great efforts to improve management, strengthening comprehensive budget management, improving the performance appraisal system and the internal control system, intensifying economic operation supervision and deepening standardization and refinement management of engineering projects, CREC successfully constructed a batch of key projects such as Yumeng, Xiangpu, Ninghang, Hangyong, Jingqin and the Fourth Ring of

Shenyang in succession. Development quality of the company has been greatly enhanced; CREC also implemented regular employee income increase mechanism and security mechanism, carried out “Three Projects Construction”, “three prevention” commitments and “Warm-Delivery” activity, strengthened efforts of energy conservation and emission reduction and took active part in earthquake relief work in Ya'an, Sichuan Province and Minxian County, Gansu Province and railway emergency rescue work. It did an excellent wok in post-disaster reconstruction in Yushu for three years and successfully performed its social responsibilities as a state-owned company.

In 2013, CREC ranked 102nd in top 500 companies in the world and 7th in top 500 Chinese enterprises. The company won 7 national science and technology progress awards and 7 Luban Prizes for China Architecture Project.

In 2014, CREC will continue to faithfully fulfill its corporate mission and constantly explore new forms of community benefit and make efforts to make new and greater contribution to promoting scientific development and social harmony.

Chairman of the Board: Li Changjin

March, 2014



公司 价值观

企业使命：
建造精品 改善民生

企业精神：
勇于跨越 追求卓越

企业宗旨：
诚信经营 客户至上
回报股东 造福社会

Enterprise View of Values

Enterprise mission:
Construct excellent projects to
improve people's livelihood

Spirit of Enterprise:
The courage to leaps and the pursuit
for excellence

Tenet of Enterprise:
Honest management, customer first,
returns to shareholders
and benefits of the society

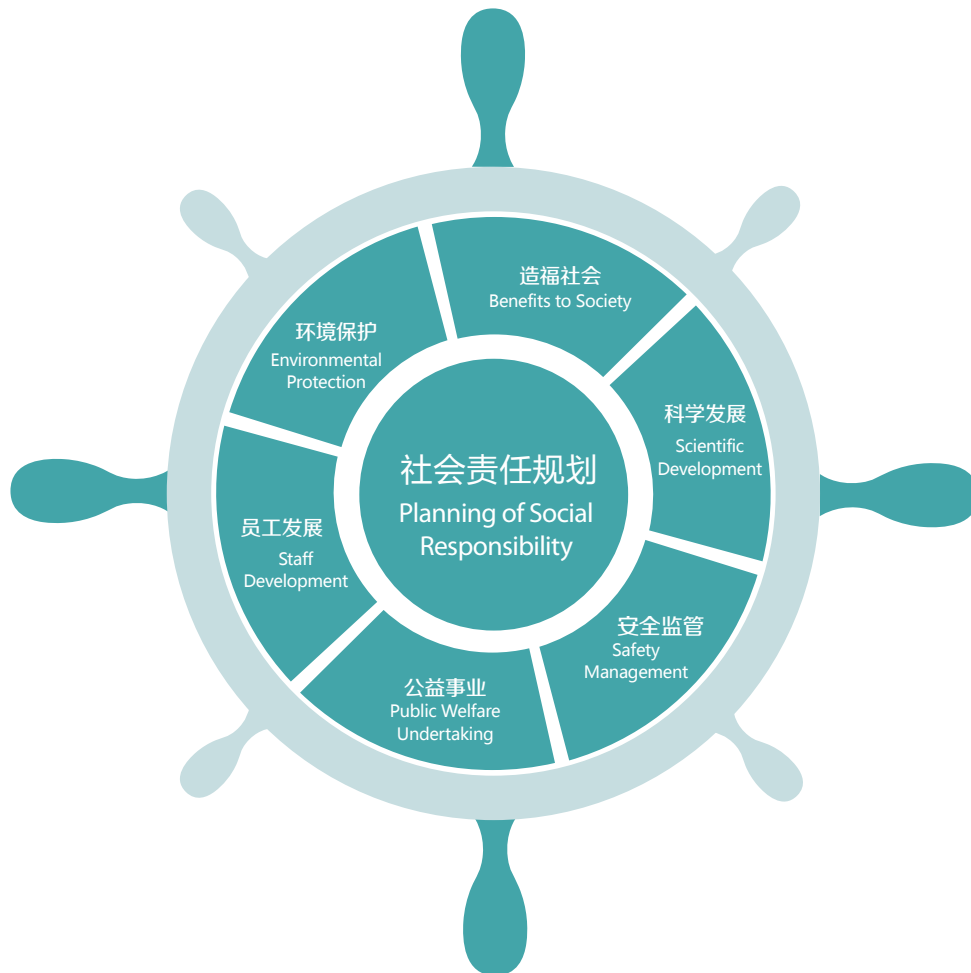


社会责任规划

作为建筑行业的领军企业，中国中铁始终以成为企业社会责任的实践者、推动者和引领者为己任，自2008年起，开始着手建立科学、规范、系统、有效的企业社会责任管理体系，从造福社会、科学发展、安全监管、环境保护、员工发展、公益事业等六个方面进行社会责任规划，并从公司总部到各子公司全面开展了一系列企业社会责任管理实践活动，以实现全面覆盖、充分履行、日臻完善、行业领先的社会责任目标，为社会持续提供不可替代的杰出贡献。

Planning of Social Responsibility

As a leader in the construction industry, CREC has always been to become a practitioner, propellant and leader of Corporate Social Responsibility as its mission. Since 2008, it began to establish a scientific, standardized, systematic and effective management system of corporate social responsibility, and planned social responsibility from six aspects of benefit of society, scientific development, safety supervision, environmental protection, staff development, public welfare undertaking. And the company launched a series of management practices of corporate social responsibility from the company headquarters to the subsidiary in order to achieve the goal of full-coverage, full-compliance, pursuit for perfection and industry-leading social responsibility, making the irreplaceable and outstanding contribution to a sustainable society.



利益相关方

多年来，中国中铁始终与利益相关方保持和谐互信、互惠互利的合作关系，坚持从利益相关方视角，积极回应利益相关方关注的重要问题，建立顺畅、规范、富有特色的利益相关方沟通机制，努力实现与各利益相关方共同发展、和谐共赢。经全面分析所在行业产业链条和宏观环境，中国中铁的利益相关方主要由十类群体构成。

Interested Parties

Over several years, CREC has always maintained the cooperation relationship of harmony, mutual trust, mutually beneficial with all interested parties, adhered to the interests of interested parties in the perspective of interested parties, responded actively to important issues that interested parties pay attention to, established the smooth, standardized and distinctive communication mechanism of interested parties, and made efforts to achieve common development, harmony and win-win with all interested parties. After a comprehensive analysis of the production chain and macro-environment in the industry, CREC interested parties are mainly constituted in ten groups.



公司概况

中国中铁是集勘察设计、施工安装、工业制造、房地产开发及其他业务于一体的特大型企业集团，全球最大的建筑工程承包商之一，在世界企业500强中排名第102位，在中国企业500强中排名第7位。公司于2007年12月3日、12月7日分别在上海、香港两地上市。公司总资产6282亿元，净资产968亿元。

中国中铁建设者先后修建了87664公里的铁路，占中国铁路总里程的三分之二以上；建成电气化铁路接触网65025公里，占中国电气化铁路的90%；参与建设的公路超过15817公里，其中高速公路超过9070公里，约占中国高速公路总里程的十分之一；参与建设了中国五分之三的城市轨道交通工程；修建了武汉长江大桥、南京长江大桥、东海大桥、杭州湾跨海特大桥等近万座大桥，总长达11995公里；建成秦岭隧道、太行山隧道、厦门翔安海底隧道、武汉长江隧道等长大隧道共计8993公里。公司建设者12次远征南极，承担了中山站、长城站、昆仑站建设和维护任务。公司还先后参加了国内5000余项公路、机场、码头、水电、地铁、高层建筑、市政等大型工程的设计与施工，经营范围覆盖到土木建筑的各个领域，工程项目遍布中国除台湾以外的各省市自治区以及全球60多个国家和地区，科技水平在诸多领域达到世界先进水平，多次获得国家最高奖项。

General Situation of Company

CREC is the extremely large enterprise group with survey and design, construction and installation, industrial manufacturing, real estate development and other business. It is the largest construction contractors in the world, ranking 102nd in the top 500 companies in the world and 7th in the top 500 Chinese enterprises. Companies were listed respectively on December 3rd, 2007 and December 7th, 2007 in Shanghai and Hong Kong, with the total assets of RMB 628.2 billion Yuan and net assets of RMB 96.8 billion Yuan.

Constructors of CREC have successively built railways of 87664 kilometers, more than two-thirds of the total length of national railway; the electrified railway contacting net they have built reaches 65025 kilometers, accounting for 90% of national electrified railway. They are participated in the road covering over 15817 kilometers, of which expressway is more than 9070 kilometers, about one-tenth of high mileage. They are participated in the three-fifths of national urban rail project; they have constructed around 10000 bridges, including Wuhan Yangtze River Bridge, Nanjing Yangtze River Bridge, the East Sea Bridge, Hangzhou Bay Cross-sea Bridge, with the total length of 11995 kilometers. They have built long tunnels of Qinling Tunnel, Taihang tunnel, Xiamen Xiang'an undersea tunnel, Wuhan Yangtze River Tunnel and so on, with the total of 8993 kilometers. The builders with the Antarctic expedition for 12 times shouldered the construction and maintenance tasks of Zhongshan Station, Great Wall Station and Kunlun station. The company also has participated in more than 5000 items of national highways, airports, docks, hydropower, subway, high-rise buildings, municipal and other large engineering design and construction, with the business scope covering all civil construction fields, and the projects in all provinces and autonomous regions of the nation and more than 60 countries and regions in the world. The technological level in many areas has reached the world's advanced level, and has won the national highest award for many times.



业务分布

2013年，中国中铁紧密围绕“保发展、保稳定”的中心工作，团结一心、攻坚克难，全力以赴应对挑战。公司完成营业收入5604.4亿元，实现海外营业收入222.7亿元。

2013年，公司在全球68个国家和地区开展业务。目前，境外在建工程项目338个，涉及铁路、公路、桥梁、隧道、房屋建筑、城市轨道交通、市政工程、农田水利、港口建设等领域，分布于南美、东欧、非洲、南太、东南亚、中东等59个国家和地区。公司道岔及钢结构等产品远销到美国、加拿大、丹麦、德国、新西兰、香港、印尼、斯里兰卡、柬埔寨、泰国、越南、塞拉利昂、委内瑞拉、孟加拉、赞比亚、苏格兰、印度、泰国、韩国、老挝等20个国家和地区。

另外，公司在境外还投资兴办了马里纺织厂、科特迪瓦制药公司，在南非进行了房地产开发，在刚果金等非洲国家还开展了以矿产资源交换基础设施工程等业务，不仅促进了当地经济发展，而且，还为当地在一定程度上提供了就业服务。



Business Distribution

In 2013, CREC positively coped with the marketing challenge, always unwaveringly implemented the central task of “keeping development and keeping stability”, unified as one and overcome kinds of difficulties and went all out respond to any change. The company completed the business income of RMB 560.44 billion Yuan, and overseas revenue of RMB 22.27 billion Yuan.

In 2013, the company started business in nearly 68 countries and regions. At present, 338 overseas construction projects have been involved in railways, highways, bridges, tunnels, housing construction, urban rail, municipal engineering, water conservancy, port construction and other fields in 59 countries and regions of South America, Eastern Europe, Africa, South-Pacific, Southeast Asia, the Middle East etc. Company's products of turnouts, the steels structures and others are exported to 20 countries and regions of the United States, Canada, Denmark, Germany, New Zealand, Hong Kong, Indonesia, Sri Lanka, Cambodia, Thailand, Vietnam, Sierra Leone, Venezuela, Bengal, Zambia, Scotland, India, Thailand, South Korea, Laos, and others.

In addition, the company invested in Mali textile mills and Ivory Coast pharmaceuticals overseas, and also developed the business of real estate in South Africa, and project of mineral resource exchanging for infrastructure in Africa such as Congo-Kinshasa and so on. It not only promoted local economy development, but also provided employment service to some extent for the local people.



公司治理与规范运作

治理结构

2013年，公司董事会由8名董事组成，其中执行董事3名、外部非执行董事1名，独立非执行董事4名。董事会下设战略、薪酬与考核、审计、提名、安全健康环保5个专门委员会，其中战略委员会由5名董事组成，其中1名是独立董事，1名是外部非执行董事；审计委员会由3名董事组成且全部为独立董事，其中2名是企业财务会计专业方面的专家；薪酬与考核委员会由3名独立董事组成，全部具有业绩考核和薪酬管理经验；提名委员会由5名董事组成，其中3名是独立董事；安全健康环保委员会由5名董事组成，其中2名是独立董事，1名是外部非执行董事。公司监事会由5名成员组成，其中，股东代表监事2人，职工代表监事3人。高管层由10名成员组成，其中包括总裁1名，副总裁、财务总监、总法律顾问1名，副总裁、总工程师1名，副总裁5名、总经济师1名和董事会秘书1名。

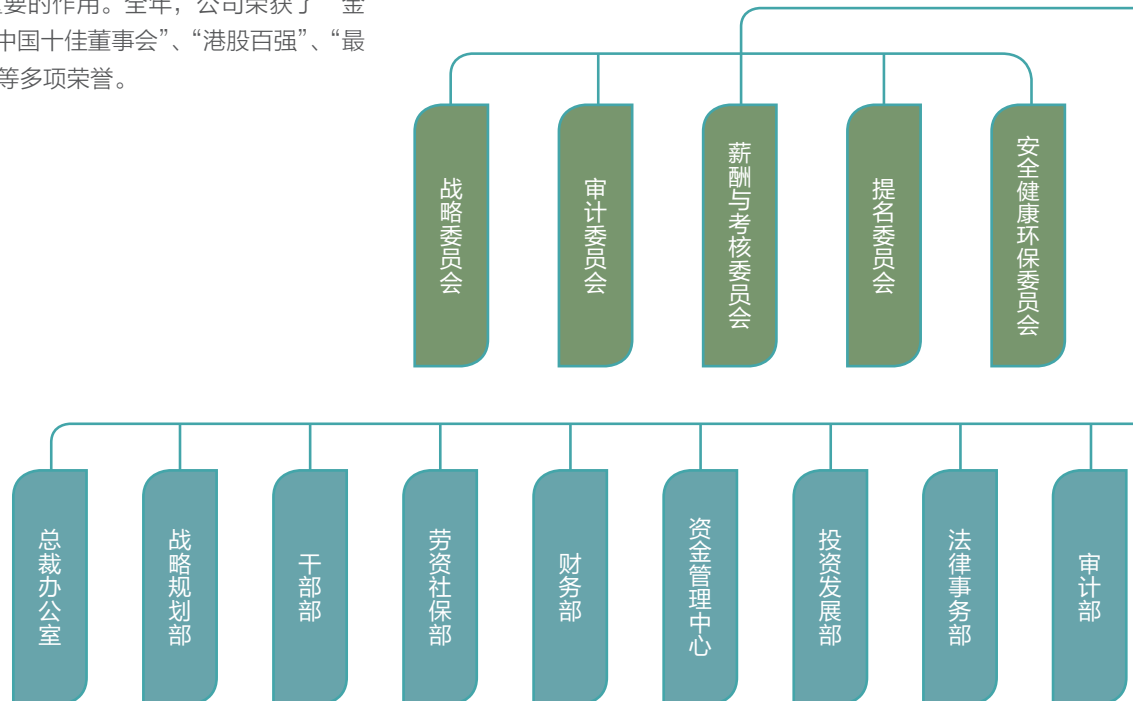
2013年，公司按照证券监管要求，紧扣推动公司治理由规范向有效转变这一主线，以健全制度规则和运行机制、完善授权体系、强化激励和约束为重点，进一步明确董事会、监事会和经理层职能定位，决策机制更加规范科学、执行力建设成效显著、监督效果明显增强，公司治理水平进一步提高，为实现股东意志、维护股东权益、促进企业持续健康发展发挥了至关重要的作用。全年，公司荣获了“金紫荆最佳上市公司”、“中国十佳董事会”、“港股百强”、“最佳社会责任上市公司”等多项荣誉。

Company Governance and Standardized Operation

Governance Structure

In 2013, the Board of Directors is composed of 8 members including 3 executive directors, 1 non-executive director and 4 independent non-executive directors; there are 5 special committees of strategy, remuneration and performance, audit, nomination as well as safety, health and environment committees under the Board of Director, among which strategy committee is composed of 5 directors and one of them is independent director and; audit committee is composed of 3 directors, all of them are independent directors, and two of them are experts in enterprise financial accounting; nominations committee is composed of 5 directors and 3 of them are independent directors. SHE committee is composed of 5 directors, 2 of them are independent directors, and one of them is non-executive director. The board of supervisors is composed of 5 members including 2 shareholder representative supervisors and three workers' representative supervisors. The upper management is composed of 10 members including 1 president, 1 vice president, CFO and general counsel, 1 vice president and chief engineer, 5 vice presidents, 1 general economist as well as 1 board secretary.

In 2013, according to requirements of securities regulation, sticking to the principal path of "changing standard-oriented corporate governance method to an efficiency-oriented one", CREC gave priority to tasks of improving the institution, system and operation mechanism of the company, improving the authorization system and intensifying the stimulation and restriction system and further defined function orientations of the board of directors, the board of supervisors and the managers. As a result, the decision-making mechanism became more standardized and scientific. Great achievements on executive force construction were made. The effect of supervision was greatly improved. Governance capability of the company was further enhanced. It played a crucial role in realizing will of the shareholders, protecting shareholders' equity and promoting sustainable and healthy development of the company. In this year, the company won many honors such as "Golden Bauhinia the Best Listed Company", "Top 100 on Hong Kong Stock Market" and "the Best Company Performing Social Activities".

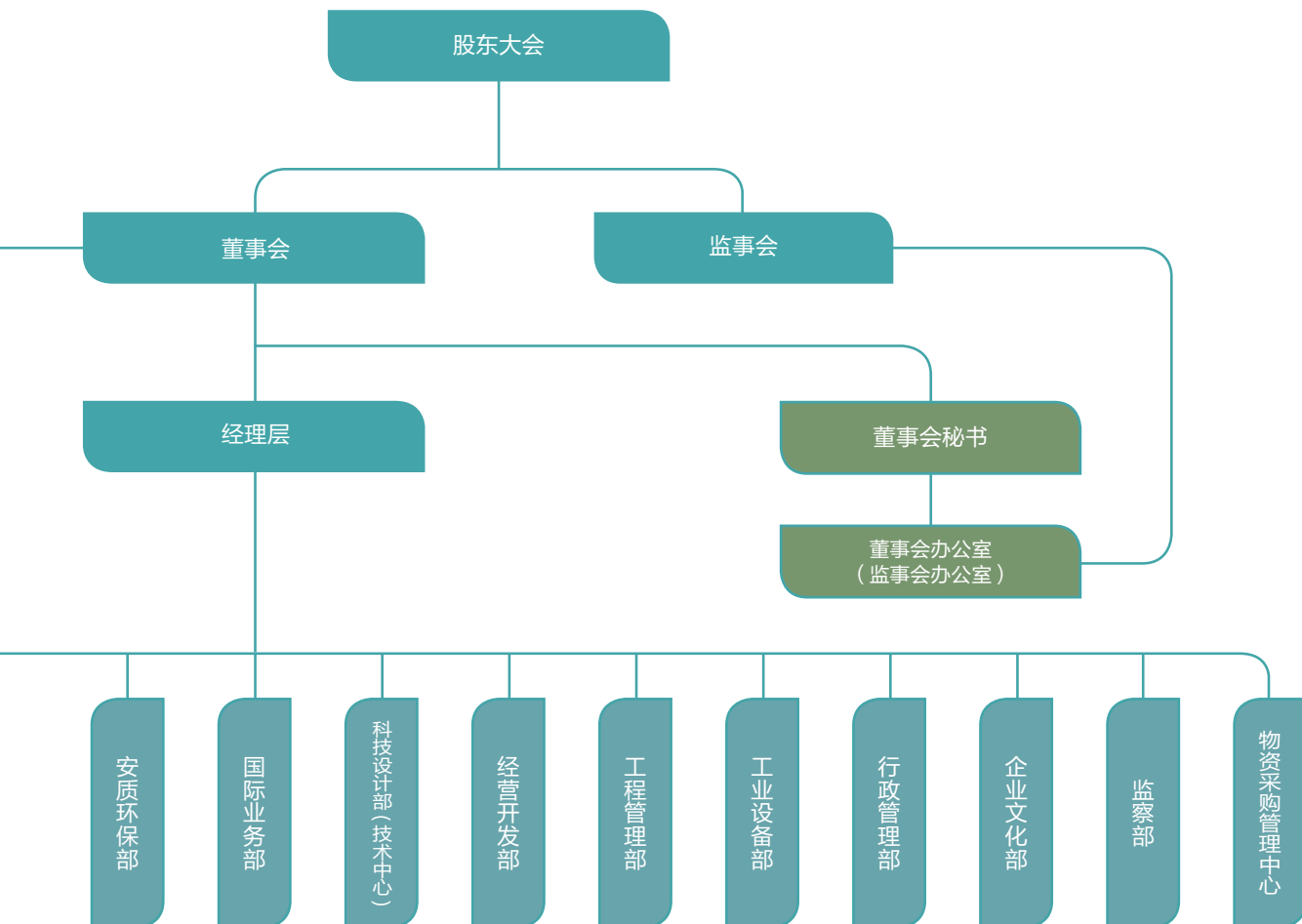


决策管理

2013年，公司董事会始终按照《公司章程》《董事会议事规则》等规章制度的要求勤勉履职，各位董事以高度负责的态度，关注企业发展，全面地了解掌握公司业务和生产经营管理情况并深入进行研究分析，认真履行对企业重大问题的决策和监督职责，做到独立、客观、公正地发表意见和建议，在推进公司董事会决策科学化、民主化和规范化，有效规避企业经营风险，维护出资人合法权益方面，发挥了积极作用。一年来，董事会坚持按制度、按规定、按程序依法合规履行职责，坚持“三重一大”和“五必上”原则，坚持“六个合规”，确保了股东大会、董事会及其专门委员会、监事会、经理层决策程序之间的有效衔接，公司治理结构高效运行。

Decision-making Management

In 2013, the board of CREC kept doing its duty strictly in accordance with the regulations and rules such as Articles of Association and Rules of Procedure of Board Meeting. With a highly responsible attitude, all board directors concerned development of the company, learned and mastered the overall business status and production and operation situations of the company, made in-depth study and analysis, tried their best to perform their decision-making and supervisory duties when facing significant issues, gave independent, objective and unbiased opinions and suggestions, promoted scientification, democratization and standardization of decision-making in the board of directors, effectively avoided operating risks and played an active role in protecting legal interests of the contributors. Over the past year, the board of directors insisted to perform their duties according to the systems, rules and procedures and laws and regulations, stuck to the principles of "three key points and one major task" and "five must" and "six compliance" and guaranteed effective connections among decision-making procedures of the general meeting of shareholders, the board of directors and its special committee, the board of supervisors and the managers. As a result, governance structure of CREC worked effectively.



内控监督

中国中铁高度重视内控体系建设，按照《企业内部控制基本规范》要求，在制定下发《工程项目内部控制指导手册》等相关文件的基础上，2013年进行了工程项目内控体系建设试点工作，推进了工程项目内控体系建设的顺利开展。加强内控缺陷整改，对内控审计和评价中发现的管理缺陷，进行了认真整改，上报了整改报告，修订完善了总部内部控制体系文件。召开管理制度评审会议6次，完成了21项规章制度的评审工作。组织全公司开展了财务系统内部控制知识竞赛活动。

2013年，公司结合企业实际，在组织开展风险管理初始信息收集和所属各单位风险评估结果的基础上，编制风险评估调查问卷，从5大类76个风险点列举出公司层面面临的风险，从风险发生的可能性和影响程度两个维度制定风险评估准则，开展了风险问卷调查，评估确定公司层面重大和重要风险，编制完成了《2013年度全面风险管理报告》。

Internal Control Monitoring

CREC attached great importance to construction of the internal control system. According to Basic Norms of Corporate Internal Control, by issuing relevant documents including Instruction Manual for Internal Control of Engineering Projects, in 2013, CREC launched pilot work of construction of the internal control system for engineering projects and promoted smooth development of construction of the internal control system for engineering projects. Moreover, the company strengthened efforts on defect rectification in internal control. With regard to management defects found in internal control audit and appraisal, the company took relevant rectification measures, reported rectification reports and revised and improved internal control system documents of the headquarter. In the whole year, management system appraisal meeting was held for six times. 21 rules and regulations have been appraised. Financial system internal control knowledge contents were held in the whole company.

In 2013, in combination with its reality and based on the organization and implementation of management initial information collection and risk assessment results of all subordinate units, the company compiled the risk assessment questionnaire, listed five categories 76 risk points that the company was facing, formulated risk assessment standards from the probability and influence degree of risk, carried out risk questionnaire survey, assessed and determined the great and major risks that the company was facing and compiled the Comprehensive Risk Management Report 2013.

杰出贡献

2008年以来，我们在行业中率先披露了公司每股社会贡献值。2013年，我们继续完善评估体系，采用自我统计、估算与专家评审相结合的方法，研究测算了中国中铁2013年度企业社会贡献值和每股社会贡献值，供您参考。

我们的计算公式：

企业社会贡献值=盈利贡献+税费贡献+债务利息贡献+雇员贡献+公益贡献+其他贡献-环境负贡献-安全质量负贡献-其他负贡献。

每股社会贡献值=企业社会贡献值/总股本

近三年统计情况：

中国中铁2011年企业社会贡献值为972.12亿元，每股社会贡献值为4.56元。

中国中铁2012年企业社会贡献值为1000.55亿元，每股社会贡献值为4.69元。

中国中铁2013年企业社会贡献值为1187.5亿元，每股社会贡献值为5.58元。

术语解释：

- (1) 盈利贡献：公司通过实现盈利为股东创造的价值
- (2) 税费贡献：公司为国家和地方财税缴纳的税收、费用等价值
- (3) 债务利息贡献：公司为债权人创造的利息等价值
- (4) 雇员贡献：公司为员工（含农民工）支付的工资福利价值
- (5) 公益贡献：包括捐款捐物在内的企业扶贫助困、奉献爱心等直接支出
- (6) 其他贡献：前述所列项以外的企业活动给社会带来的正效益评估值
- (7) 环境负贡献：企业行为对环境造成的负影响价值
- (8) 安全质量负贡献：企业安全质量事故对社会造成的负影响价值
- (9) 其他负贡献：前述所列项以外的企业活动给社会带来的负效益评估值

Outstanding Contribution

Since 2008, we took the lead to disclose the value of a share of social contributions of the company in the industry. In 2013, we continued to improve the assessment system, researched and estimated the value of corporate social contribution value and one share value of the CREC in 2013 with the combination methods of self-statistics, estimation and expert assessments, just for your reference.

Our formula:

Corporate social contribution value = profit contribution + tax contribution + debt interest contribution + employee contribution + the public welfare contribution + other contributions - negative contribution to the environment - negative contribution to the safety and quality - other negative contributions.

Each share of social contribution value = corporate social contribution value / total equity

The statistics in recent three years illustrated:

The corporate social contribution value of CREC in 2011 reached RMB 972.12 billion Yuan, and each share of social contribution value was RMB 4.56 Yuan.

The corporate social contribution value of CREC in 2012 reached RMB 1000.55 billion Yuan, and each share of social contribution value was RMB 4.69 Yuan.

The corporate social contribution value of CREC in 2013 reached RMB 1187.5 billion Yuan, and each share of social contribution value was RMB 5.58 Yuan.

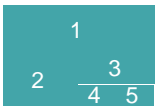
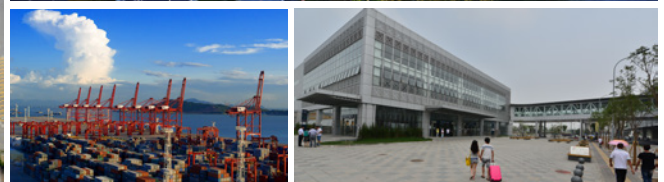
Terminological Interpretation:

- (1) Profit contribution: the value that the company has created through making profits for shareholders.
- (2) Tax contribution: the value that company has paid the state and local tax revenue, fees and others.
- (3) Debt interest contribution: the value that company has created interest and others for creditors.
- (4) Employee contribution: the value of wages and benefits paid by company for employees (including migrant workers).
- (5) Public welfare contribution: the direct expenditures of helping the poor, loving and others including donated money and things.
- (6) Other contribution: the positive benefits assessment value that corporate activities bring for the society except the above items listed.
- (7) The negative contribution to the environment: the value of corporate behaviors caused negative impact on the environment.
- (8) The negative contribution to the safety and quality: the value of corporate security quality incidents caused the negative impact on the society.
- (9) Other negative contribution: negative benefits assessment value that corporate activities bring to the society except the above items listed.



-  改善物理环境
Improvement of Physical Environment
-  促进经济发展
Promotion of Economic Development
-  引领产业进步
Leading Industrial Progress
-  建设精品工程
Construction of Quality Project





- 1、沪昆客专杭长湖南段斜拉转体桥
- 2、蚌埠安置房工程
- 3、沈阳四环转体桥工程

- 4、深圳港集装箱码头工程
- 5、北京地铁14号线园博园站

改善物理环境

中国中铁具有在复杂地质及水文条件下进行各种结构形式的铁路、公路、桥梁、市政工程建设的雄厚技术力量和机械装备。从塞外到南国，从东海之滨到雪域高原，从亚非欧美到南极大陆，中国中铁人怀着报效祖国，服务社会的信念，发扬“勇于跨越，追求卓越”精神，出色地完成了各个时期国家和人民交付的神圣使命，在基本建设领域留下了一串串闪光的足迹，在为人类理想而改善地球物理环境的伟大事业中做出了不凡业绩。

2013年全公司共建设完成铁路正线（新线、复线）4843公里，电气化铁路6126公里，公路1008公里（其中高速公路682公里）。新建成桥梁1348公里，隧道1086公里。

Improvement of Physical Environment

CREC has strong technical force and mechanical equipment that can be used in complex geological and hydrological conditions for the constructions of railway, roads, bridges and municipal building with various structures. From beyond the Great Wall to the southern, from the East Sea to the snow-covered plateau, from Asia, Africa, Europe and America to the Antarctic continent, CREC people with the faith of serving the country and the community, developing the spirit of "the courage to leap and the pursuit for excellence", have perfectly achieved the sacred mission that the state and people delivers during various periods, and left a string of flash footprints in the field of basic construction, making impressive performance in the great cause of improving the geophysical environment of the Earth for mankind's ideal.

In 2013, the track laying (the new line, double line) that the whole company has completed covered 4843 kilometers, the electrified railway contacting net was 6126 kilometers, the roads covered 1008 kilometers (including the expressway of 682 kilometers), the new-constructed bridge covered 1348 kilometers and the tunnel extended 1086 kilometers.

促进经济发展

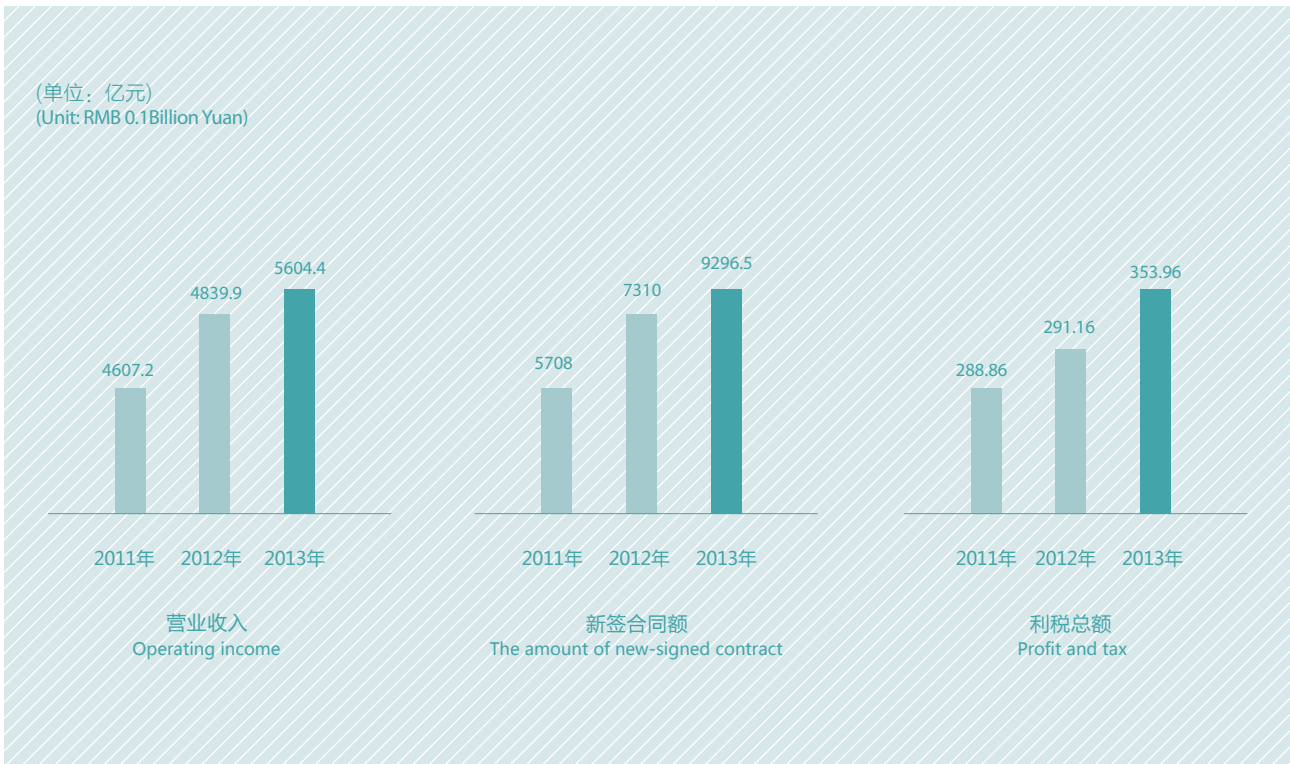
中国中铁致力成为国民经济发展的支柱。2013年，公司通过完成全球市场，特别是中国市场的铁路、公路、轨道交通、港口、市政、机场等基础设施建设，拉动了全球和地方经济增长，促进了经济发展和社会进步，不断为社会创造和积累着优质的物质财富。

2013年，公司营业收入总额 5604.4 亿元，同比增长 15.8%；新签合同额 9296.5 亿元，同比增长 27.2%；利税总额 353.96 亿元，同比增长 21.57%，实现归属于母公司净利润 93.7 亿元，平均每股收益 0.44 元，成为社会财富的重要创造者和社会经济发展的重要推动力量。

Promotion of Economic Development

CREC has worked hard to become the prop for the national economical development. In 2013, the company has driven the global and local economical growth and promoted the economical development and social progress through the fulfillment of the railway, highway, rail transit, port, government building, airport and other infrastructure construction in the global market especially the Chinese market, and constantly created and accumulated quality material wealth for the society.

In 2013, the company total revenues was RMB 560.44 billion Yuan, up 15.8%; the amount of new-signed contracts reached RMB 929.65 billion Yuan, up 27.2%; the total amount of total Taxes & Profits was RMB 35.396 billion Yuan, up 21.57%, net profit belonged to parent company was RMB 9.37 billion Yuan, on average each share made profits of RMB 0.44 Yuan. The company has become the major creators of social wealth and an important driving force for social and economic development.





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1、苏州高新国际商务广场
2、美丽之冠七星级酒店

3、津秦高铁工程
4、北京轨道交通昌平线工程

引领产业进步

作为中国和世界建筑业发展的重要参与者和推动者，多年来，中国中铁不仅追求自我的发展，还担当着引领行业发展的重要责任，主要表现在扩大产业规模、带动行业自律、引领科技创新、与合作者共赢等诸多方面。

作为科技部、国务院国资委和中华全国总工会授予的全国首批“创新型企业”，公司拥有“高速铁路建造技术国家工程实验室”和“盾构及掘进技术国家重点实验室”两个国家实验室及7个博士后工作站。拥有7个国家认定的企业技术中心和21个省部认定的企业技术中心，并先后组建了桥梁、隧道、电气化、先进工程材料及检测技术、轨道和施工装备6个专业研发中心。2013年股份公司荣获中央企业“科技创新特别奖”，在31家获奖企业中排第6位，公司作为央企建筑业唯一代表入选了中央企业“十二五”科技创新战略实施纲要十五家重点联系企业和中央企业技术创新体系建设战略研究14家试点企业，累计发明专利数量位居中央建筑企业第1位，技术创新走在央企建筑企业前列。

资料1：截至2013年底，公司累计有635项科技成果通过省（部、直辖市）科技成果鉴定，有1581项成果通过股份公司科技成果评审；共荣获国家科技进步奖和发明奖98项，其中特等奖4项，一等奖14项；省部级（含国家认可的社会力量设奖）科技进步奖1851项；公司拥有有效专利3113项，其中发明专利712项；累计获国家级优秀工程勘察设计奖91项，国家级优秀工程咨询成果奖70项，省部级优秀勘察设计奖977项，省部级优秀工程咨询成果奖141项。

资料2：2013年，全公司新通过省（部、直辖市）级科技成果鉴定（评审）86项；授权专利979项，其中发明专利207项；完成行业标准编制23项；获省部级工法246项。

资料3：2013年，公司新获国家科技进步奖4项，其中一等奖1项；获中国土木工程詹天佑奖9项，获中国施工企业管理协会科学技术奖71项，其中特等奖2项，一等奖31项。

资料4：2013年，公司共获得全国优秀工程咨询成果奖14项，省部级优秀工程勘察设计奖125项，省部级优秀工程咨询成果奖23项。



华北地区最大动车所——曹庄动车所

Leading Industrial Progress

As the main participator and promoter of the development of Chinese and world architecture, CREC has not only pursuit for self-development for many years, but also tasked the leading of industrial progress as its important responsibility, which mainly manifested in the expanding the industrial scale, driving the industrial self-discipline, leading technical innovation, win-win with partners and other aspects.

The company State-owned Assets Supervision and Administration Commission and All China Federation of Trade Unions, owns 2 national laboratory "national engineering laboratory for Express Railway construction technology" and "national key laboratory for shielding and tunneling technology" as well as 7 postdoctoral centres. The company owns 7 nationally certificated technical centers and 21 provincially certificated technical centers, has successively set up 6 professional R&D centers for bridge, tunnel, electrification, advanced engineering materials and measurement technique, rail and construction equipments. In 2013, the corporate won "Special Award on Scientific Innovation" for central enterprises. It ranked the sixth among 31 winners. The company was the only central enterprise in the construction industry which is included in "15 Key Contact Enterprises" of Outline of Implementation of Scientific Innovation Strategy among Central Enterprises of "the 12th Five-Year" Plan and "14 Pilot Enterprises" in study of technology innovation system construction strategies in central enterprises. Its accumulative number of patents for innovation ranked the first among all central enterprises in the construction industry. It leads all central enterprises in the construction industry on technology innovation.

Information 1: by the end of 2013, the company successively has 635 scientific and technological achievements that have passed the provincial (department and municipality levels) identification of scientific and technological achievement and 1581 achievements

that have passed the corporate evaluation of scientific and technical achievement; the company has totally 98 national science and technology progress awards and invention including 4 special prizes and 14 first prizes, and 1851 provincial and departmental (including prizes set by social forces recognized by the state) science and technology progress awards. The company owns 3113 valid patents including 712 patents for invention and totally achieved 91 national prizes for excellent project survey and design, 852 provincial prizes for excellent project survey and design; 70 national prizes for excellent project consultation achievements and 141 provincial prizes for excellent project consultation achievements.

Information 2: in 2013, the company organized the evaluation of 135 achievements in scientific research, passed 86 provincial (department and municipality levels) identifications (evaluation) of scientific and technical achievements, issued 979 patents including 207 patents for invention, finished 23 standard compilation including 6 Chinese standard and 15 industrial standard; gained 246 provincial engineering methods.

Information 3: in 2013, the company has achieved 4 national prizes for science and technology progress, including 1 first prize; 9 Zhan Tianyou Prizes; 71 science and technology prizes issued by Chinese Construction Enterprise Management Association including 2 special prizes and 31 first prizes.

Information 4: in 2013, the company has achieved 14 national prizes for excellent project consultation achievements, 125 provincial prizes for excellent project survey and design and 23 provincial prizes for excellent project consultation achievements.



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1、南京大胜关长江大桥工程

2、哈萨克斯坦阿克纠宾油气股份公司生产技术指挥中心工程

3、京沪高速铁路综合工程

4、汝郴高速文明特大桥工程

建设精品工程

2013年，中国中铁继续发扬“精心设计，绘制时代蓝图；科学施工，构筑精品工程”理念，始终把每一个施工现场管理作为一个系统，通过开展标准化工地达标活动，严把质量关口，严格执行施工工艺标准，不断提高建筑产品质量，不断丰富建筑产品内涵，努力把每一项工程都建设为国际一流建筑和百年精品工程。

2013年，公司7项工程获中国建设工程鲁班奖，分别是：京沪高速铁路南京大胜关长江大桥、京沪高速铁路DK665+100-DK950+039综合工程、湖南省汝城至郴州高速公路项目土建工程第14合同段文明特大桥、粤湘高速公路（博罗至深圳段）水涧山隧道、广西柳州市双拥大桥、武汉市黄浦大街--金桥大道快速通道、哈萨克斯坦阿克纠宾油气股份公司生产技术指挥中心。至此，中国中铁累计有120个项目获此殊荣。

Construction of Quality Project

In 2013, CREC continued to carry forward the philosophy of "elaborately design to draw the blueprint for the times; scientifically construct to build quality project". The company has always made every construction site management as a system, through standardization of site compliance activities, strictly controlled quality and strictly conducted construction technology standards. The company kept improving, constantly improving the quality of construction products and constantly enriching the content of construction products. The company strived to build every project as an international first-class architecture and a fine art project.

In 2013, the company's 7 projects were awarded Luban Prize for China Architecture Project, respectively Nanjing Dashengguan Yangtze River Bridge on Beijing-Shanghai High Speed Railway, DK665+100-DK950+039 Integrated Project of Beijing-Shanghai High Speed Railway, Wenmingte Bridge Project, No. 14 Contract of Construction Project of Rucheng-Chenzhou Expressway, Shuijian Mountain Tunnel on Guangdong-Hunan Expressway (Boluo-Shenzhen section), Shuangyong Bridge in Liuzhou City, Guangxi Province, Huangpu Street-Jinqiao Road Fast Track in Wuhan City and 2. Production Technology Commend Center Project of Aktyubinsk (Kazakhstan) Oil Gas Corporation. Till now, CREC has accumulated 120 projects awarded with this prize.



 诚实守信 依法经营
Honesty and Trustworthiness & Management according to Law

 精益求精 持续改进
Pursuit for Excellence & Continuous Improvement

 依靠科技 鼓励创新
Depending on Science and Technology & Encourage of Innovation

 优势互补 合作共赢
Mutual Complementary & Cooperation and win-win Mutual





北京地铁10号线顺利贯通



北京市“纳税信用等级(A级)企业”



守合同重信用企业

诚实守信 依法经营

2013年，公司在市场经营开发工作中，严格贯彻执行《招标投标法》，全年参与数百次投标，无不良经营行为。在施工生产环节，加强组织领导，统筹资源安排，推进项目扁平化、精细化管理，优化施工组织方案和劳动用工方式，全面兑现了各项合同承诺。

资料1:2013年，中铁三局被评为山西省第四届信用示范企业，中铁四局被评为全国质量安全信誉AAA级优秀企业，中铁一局、中铁五局等被评为公路建设百家诚信企业，中铁七局被评为全国交通企业法制先进单位，中铁电气化局被评为纳税信用A级企业，中铁二局、中铁六局等被评为AAA企业信用等级，中铁大桥局、中铁三局等分别被评为全国守合同重信用企业，中铁八局、中铁十局、中铁港航局等分别被评为省级守合同重信用企业。

资料2: 2013年，全公司如期保证了向莆高铁、宁杭高铁、杭甬高铁、津秦高铁、厦深高铁、玉蒙铁路、西康二线电气化工程、上海轨道交通11号线北段延伸工程、沈阳四环快速路、昆曼国际公路等一批重点工程相继建成使用。

Honesty and Trustworthiness & Management according to Law

In 2013, CREC has strictly implemented the Bidding Law during the market exploring and operating, taken part in hundreds of biddings all year around, without one case of unhealthy operating behavior. In the construction and production procedure, the company has intensified the organizational management, made overall resources arrangement, promoted the project plat and delicacy management, optimized the construction organizing method and labor employing method, completely fulfilled the promise of each contract.

Information 1: in 2013, CREC No.3 was awarded Shanxi 4th Credit demonstration enterprise; CREC No.4 was awarded AAA Excellent Enterprise; CREC No. 1 and No.5 was awarded Hundred Credit Enterprises for Highway Construction; CREC No.7 was awarded advanced legal unit for national transportation enterprise; CREC Railway Electrification Bureau was awarded tax-paying A credit enterprise; CREC No.2, CREC No.6 were awarded China AAA Credit Enterprises; MBEC and CREC No.3 were awarded national contracted honor enterprises; CREC No.8, CREC No.10 and CRPCEC were respectively awarded provincial contracted honor enterprise.

Information 2: in 2013, the whole company ensured the completion and use of a group of major projects including Xiangtang-Putian Express Railway, Ningbo-Hangzhou Express Railway, Hangzhou-Ningbo Express Railway, Tianjin-Qinhuangdao Railway, Xiamen-Shenzhen Railway Beijing Yumeng Railway, Xikang Electrification Project Line 2, North Section Extension Project of Shanghai Rail Transit Line 11 BT Project, Shenyang 4th Ring express way, Kunming - Bangkok Road, etc.



精益求精 持续改进

Pursuit for Excellence & Continuous Improvement

2013年，中国中铁始终坚持“精益求精，持续改进”的总体思路，坚持以人为本的理念，以对国家、对人民、对社会、对企业高度负责的态度，不断完善规章制度，夯实基础。公司严格执行ISO9001：2008质量管理体系，对工程质量进行全员、全方位、全过程管理。健全质量管理体系，落实质量管理责任，加强现场质量监管，加大激励奖惩力度，精心计划、认真执行、严格检查、及时整改，确保每一项工程都实现过程创优、质量一次创优。

In 2013, CREC was highly responsible for China, Chinese people and the corporation itself, CREC always adhered to the general idea of "Striving for Perfection, Persisting for Improvement" and People-oriented concept to improve its rules and regulations for a solid foundation. CREC controlled its project quality in an omnibearing and full procedural way by strictly enforcing the ISO9001: 2008 Quality Management System (QMS). It perfected the Quality Management System, implemented quality management responsibility, strengthened quality supervision on site, and increased the intensity of rewards and punishments rigorously and rectified and reformed timely to ensure every project's high quality.

资料1：公司在建设长达12232米的秦岭1号隧道过程中，专门成立了QC创优小组，对工程进行质量目标分解，并设置专业质量工程师，对质量目标进行过程监控，确保项目部严格按照国家施工验收规范和质量评定标准以及设计文件的技术要求进行施工。该工程荣获国家优质工程奖。

Information 1: The project of Qinling Tunnel No.1, with a length of 12232 meters, completed by CREC, has won the National Quality Awards (the highest award for Engineering Construction quality). During its construction, a QC group was formed to carry out the quality goal decomposition and professional quality engineers were asked to conduct the process monitoring on quality goals for the aim that the project is strictly done under National Construction Acceptance Specification, Quality assessment standards, and the technical requirements of design documents.

资料2：中铁七局通过推广应用卓越绩效管理新模式，与所有项目管理人员签订了遵守职业道德承诺书，把原材料控制、技术交底、工艺工法、工程实体质量等作为控制重点，加强现场组织管理，严格落实相关制度、规范和标准，切实加强了对质量的源头管理。

Information 2: To reinforce the source management on project quality, CREC No.7 applied the Criteria for Performance Excellence and signed a letter of commitment with all project management personnel to standardize their professional ethics. It also focused on the control of raw material, technical disclosure, engineering methods, project entity quality, strengthened the organization and management on site, and implemented relevant systems, norms and standards.



国内起重量最大的可移动式龙门吊

国家认定 企业技术中心

国家发展改革委 科技部
财政部 海关总署 国家税务总局

企业技术中心

依靠科技 鼓励创新

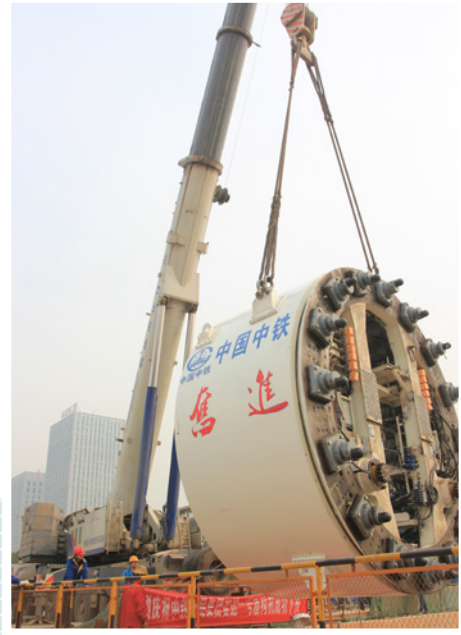
2013年，公司认真贯彻落实国家关于“自主创新，重点跨越，支撑发展，引领未来”的科技工作指导方针，围绕“推进两大转变，实现二次创业”十二五战略目标，认真实施公司“十二五”科技发展规划，采取有力措施，完善企业创新制度，加速培养企业创新团队，增强企业自主创新能力，实施企业知识产权战略，取得了一大批拥有自主知识产权、国际先进、国内领先的科技成果，有力地提升了企业核心竞争力。

2013年，公司结合国家科技创新政策和企业发展实际，围绕国家重点支持的高新技术领域和企业“十二五”科技发展规划，针对高速铁路、大跨度桥梁、长大隧道、低碳技术、产业升级、科研成果转化、产融结合等领域加大科技攻关力度，组织开展科技攻关，攻克了一系列关键技术难题，进一步增强了企业科技创新能力。2013年，全年新开科研项目1335项，承担国家科研课题19项，获国家资金支持8258万元。

资料1：2013年，公司科技研发紧密围绕企业“十二五”科技发展规划，以港珠澳大桥、蒙中铁路洞庭湖大桥、深圳地铁11号线、萝北云山石墨矿等重大重点工程及新产品开发、产融结合为依托，重点研究攻克粤港澳超长跨海上桥梁施工技术、盾构下穿深圳湾海域技术、萝北云山石墨矿资源高效开发选矿工艺、新型安全环保高效煤矿巷道掘锚一体机的研制及中国中铁产业基金模式研究等关键技术。完成的《三索面三主桁公铁两用斜拉桥建造技术》获得2013年度国家科技进步一等奖，其中有五项自主创新技术达到了世界第一。

资料2：2013年，中铁一局集团有限公司等10家单位荣获中国施工企业管理协会科技创新先进企业荣誉；中铁一局白杨军等20人荣获中国施工企业管理协会科技创新先进个人称号；5项成果获财政部中央建筑施工企业优秀科技成果项目奖，其中一等奖1项，二等奖3项，三等奖1项。

武汉地铁3号线盾构下井



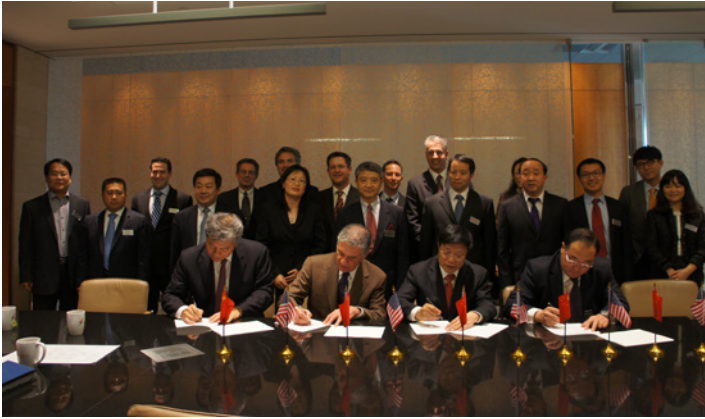
Depending on Science and Technology & Encourage of Innovation

In 2013, CREC carefully implemented the national guidance for scientific and technical works of "independent innovation, key spanning, supportable development and leading the future", moved around the central task of "promoting two great transformation, starting a new undertaking", carefully implemented the company's "Twelve Five-year" scientific and technical plan, improved the enterprise innovation system, speeded up the cultivation of enterprise innovation team, intensified the enterprise independent innovative capability, implemented the enterprise intellectual property strategy, achieved a number of internationally advanced and domestically leading scientific and technical results with independent intellectual property and vigorously enhanced the enterprise core competitiveness.

In 2013, depending on new national policies on scientific innovation, based on actual development of the company, centering on the new and high-tech field with major supports of the government and "the 12th Five-Year" Plan for Scientific Development of the company, CREC strengthened efforts to tackle hard problems in science and technology, organized and implemented relevant activities and tackles a series of key technological problems in fields such as high speed railway, long-span ridge, long tunnel, low-carbon technology, industrial upgrade, transformation of scientific and technological achievements and integration of industry and finance. As a result, scientific innovation capability of CREC was further enhanced. In 2013, the company implemented 1335 new scientific research projects, undertook 19 national scientific research tasks and got RMB 82,580,000 of financial support from the central government.

Information 1: in 2013, centering on "the 12th Five-Year" Plan for Scientific Development of the company, depending on key projects such as Hong Kong-Zhuhai-Macau Bridge, Dongting Lake Bridge on West Inner Mongolia-Central China Railway, Line 11 of Shenzhen Subway and Luobei Yunshan Mountain Graphite Ore Project, development of new products and integration of industry and finance, CREC tackled construction technology problems of building extra-long offshore bridge, the technological problem of shield tunnel passing Shenzhen Bay in Hong Kong-Zhuhai-Macau Bridge Project, developed high-efficient development and mineral processing technology in Luobei Yunshan Mountain Graphite Ore Project, new, safe and environmentally-friendly digging and anchoring AIO (all-in-one) machine and technology concerning CREC industrial fund model. Technology of Construction of Three Cable Planes and Three Main Trusses Dual-Purpose Cable-Stayed Bridges for Use of Highways and Railways won the 1st Prize of 2013 Scientific and Technological Progress of China. Five self-innovative technologies were the world's best.

Information 2: in 2013, 10 units including CREC No.1 were honored as advanced technological innovation enterprises by China Association of Construction Enterprise Management; 20 researchers in CREC No.1, including Bai Yangjun, were honored as advanced technological innovation individuals by China Association of Construction Enterprise Management; 5 achievements were awarded the central construction enterprise outstanding scientific and technological achievement project by the Ministry of Finance, including 1 first prize, 3 second prize and 1 third prize.



董事长李长进代表中国中铁与美国西部快线公司签署战略合作协议

优势互补 合作共赢

中国中铁十分重视与国内外企业和各类组织的战略合作及产业链整合，并关注其在产品、服务、用工、人权、信誉等方面的表现。公司与各级政府、高校、社会组织、金融机构、相关企业在人才培养、资金管理、施工生产、材料供应、文化构建、科技创新、战略发展等方面，建立了广泛的战略联盟和密切的合作关系，促进了多方优势互补，实现了资源共享与协同发展。

2013年，公司继续加强与地方政府的合作，充分利用中国中铁资金、技术、管理及人才优势，与江西省、四川省成都市、重庆市等多个地方政府达成战略合作意向，进行了广泛战略合作，以多种形式参与地方城市轨道交通及城市基础设施投资建设。

资料1：2013年9月，公司与建设银行合作的产业基金平台“中铁建信产业投资基金”的首个项目——成都地铁1、3、7号线项目运作成功。

资料2：2013年，中国中铁与中国石油天然气股份有限公司以市场换资源，实现战略合作，根据双方签署的《合资合作框架协议》，成立了中石油铁工油品销售有限公司，统一了油品供应渠道，确保供应质量，降低采购供应成本。

Mutual Complementary & Cooperation and Win-win

CREC pays great attention to domestic and foreign enterprises and various organizations of the strategic cooperation and integration of industrial chain and cares about its performance of products, services, labor, human rights and reputation. With all levels of government, universities, community organizations, financial institutions and related companies, CREC establishes a broad strategic alliance and close partnership to promote the multi-advantages and resource sharing and coordinated development on personnel training, fund management, construction production, material supply, cultural construction, technological innovation, strategic development and other aspects.

In 2013, the company kept strengthening cooperation with local governments, made full use of its advantages in capital, technology, management and talents as a large central enterprise. It reached strategic cooperation intentions with many provinces and cities such as Jiangxi Province, Chengdu City, Sichuan Province and Chongqing City. They made extensive strategic cooperation and took part in investment and construction of urban rail transit systems and urban infrastructure of many cities thorough diversified ways.

Information 1: in September, 2013, Line 1, 3 and 7 of Chengdu Subway, the first project of "CREC and CCB industrial investment fund", the industrial investment fund platform built jointly by CERC and China Construction Bank (CCB) was operated successfully.

Information 2: in 2013, CREC exchanged market for resources with PetroChina. They realized strategic cooperation. According to Joint-Ventured Cooperation Framework signed by them, PetroChina & CREC Petroleum Marketing Co.Ltd. was established. The oil supply channel was unified. Supply quality is well guaranteed. Procurement and supply costs were effectively reduced.



 完善管理体系
Improvement of the Management System

 落实保障措施
Implementation of Safeguard Measures

 加大安全教育
Increase of Safety Education

 关注职业健康
Concerns about the Occupational Health





现场巡查安全用电情况



安全生产警示日签字活动

完善管理体系

中国中铁始终将“保持安全生产的稳定局面，为社会提供安全优质的建筑产品，为公众提供安全愉悦的周边环境，为员工创造安全健康的工作条件”作为履行社会责任的重要方面。在长期的施工生产和项目管理过程中，形成了一整套完善的安全管理体系，囊括了安全生产责任制、防治重大事故、安全投入、安全教育、安全管理和安全督查、安全考核及奖惩等方面，并建立了较为成熟的安全观和安全管理工作的方针、原则及目标。

中国中铁安全观：隐患险于明火，防范胜于救灾，责任重于泰山。

安全管理工作方针：安全第一，预防为主，综合治理。

安全管理工作原则：统一领导、落实责任、分级管理、分类指导、全员参与。

安全管理目标：建设本质安全型企业。

2013年，中国中铁进一步完善安全质量管理规章制度。重新修订和发布了《总部安全生产责任制》，以推进总部各部门“党政同责、一岗双责”的落实。依据现场管理需求，编辑发布了《企业安全生产管理应用法律法规知识摘录》；研究发布了《施工现场民用爆炸物品管理卡控红线》和《施工现场直螺纹钢筋机械连接质量标准卡控红线》，具有明确的针对性，对危险作业环节作出了强制性规定。

Improvement of the Management System

CREC is constantly taking "to maintain stable condition of safe production, to provide the society with safe and good-quality architectural products, provide the public with pleasant environment and create safe and health working condition for the staff" as the most important aspect of social responsibility for the enterprise. In the long-term construction production and project management process, CREC formed a complete set of perfect safety management system, including the safe production responsibility system, prevention of major accidents, safety input, safety education, safety management and safety inspection, safety assessment, rewards and punishments and so on, and also formed a more mature safety management concept and safety policies, principles and safety management objectives.

CREC Security Concept: hidden dangers in the fire, prevention is better than disaster relief, and responsibility is extremely heavy.

Safety management policies: safety first, prevention as main and comprehensive management.

Safety management principles: unified leadership, responsibility, classification management and guidance, full participation.

Safety management objectives: building of intrinsic safe enterprise.

In 2013, CREC further improved the safety and quality management rules. It revised and issued System of Responsibility in Safe Production of the Headquarter in order to promote all departments and sectors in the headquarter implementing "same responsibilities for the party committee and the administration sector and two responsibilities for one post". According to requirements of field management, CREC complied and released Excerption of Knowledge of Laws and Regulations related to Management and Application of Safety Protection of Enterprises and studied and released Red Line for Management and Control of Civil Explosives in Construction Sites and Red Line for Quality Standard of Straight Thread Rebar Mechanical Splicing. They have clear pertinence and gave mandatory provisions for dangerous operation links.



群众安全监督员活动



安全帽统一摆放

落实保障措施

2013年，公司全面加强企业生产安全监督管理，进一步健全安全质量片区稽查队伍建设，实现工程项目安全质量常态化稽查。目前，全公司已经成立了片区稽查队伍80余个，配有专职人员220余名，对全国主要施工生产片区实现了全覆盖和常态化稽查，有效监控了过程安全质量风险。

2013年，公司进一步加强工程项目安全质量管理基础。发布了《关于加强工程项目安全质量管理基础工作的指导意见》和《关于规范中国中铁施工项目安全质量管控情况汇报材料基本格式的通知》，明确了项目各职能部门责任，规范了工作流程和资料管理，推动了项目安全质量管理体系有效运行。同时，公司进一步推进应急救援体系建设。目前中铁二局昆明基地应急救援装备已基本配备齐全。

资料1：2013年，中铁七局共选聘群众安全生产监督员1442名，其中职工群安员909名，外协队伍群安员533名，累计发现排查安全隐患14754件。形成了横向到底、纵向到底、分工明确、责任落实、一级抓一级的群众保安全组织网络。

资料2：2013年，中铁建工集团建立了覆盖所有重点工程项目部的网络视频安全监控系统，实现了对施工现场的实时远程监控。所承建的南昌西站工程荣获“国家AAA级安全文明标准化工地”，22项工程荣获省部级安全文明工地。

Implementation of Safeguard Measures

In 2013, the company reinforced safety supervision and management of the company, further improved construction of safety and quality instruction teams in each district and realized regular safety and quality inspection of engineering projects. So far, the company has established over 80 inspection teams composed of over 220 full-time workers. They made comprehensive and regular inspection in all major construction and production districts nationwide. In this way, safety and quality risks in the process were effectively controlled.

In 2013, the company further strengthened basis for safety and quality management of engineering projects. It released Guidance for Strengthening of Basis of Safety and Quality Management Work of Engineering Projects to clarify duties of each functional departments in the projects and standardize the working process and data management. As a result, effective operation of safety and quality management systems of project was promoted. Meanwhile, the company further promoted construction of the emergency rescue system. At present, Emergency rescue devices of China Railway Second Group Kunming Base have been prepared.

Information 1: in 2013, CREC No.7 selected and employed 1442 public safety production supervisors. Among them, 909 were selected from its employees. 533 were chosen from the outsourcing teams. Accumulatively, 14754 safety hidden dangers were found and removed. An integrated public safety guarantee organization network with clear division of work and responsibilities and clear layers was formed.

Information 2: in 2013, CRCEG built a network video safety supervision system covering all key engineering projects and realized real-time remote control of the construction sites. Nanchangxi Station it built won "National AAA-Level Safe, Civilized and Standardized Construction Site". 22 project won the tile of "province and ministry-level safe and civilized construction site".



安全生产月启动仪式



应急演练

加大安全教育

2013年，公司加大安全教育投入，利用报纸、网站、宣传栏、有线电视、下发光盘等媒介和手段，广泛开展安全生产宣传教育。将竞赛答题活动与“安全生产月”和“一岗双责”主题教育活动相结合，将教育培训内容与现场重大危险源、施工进度及季节性安全管理相结合，掀起“学安全，懂安全，会安全”的学习高潮。全公司所有重点工程项目、施工现场、车间班组等生产一线，都设立了统一的安全质量誓词牌，常态化开展“班前安全质量宣誓”活动。

2013年，公司制作了《警钟常鸣》安全生产警示教育专题片，在全公司各单位和重点工程项目播放超过2500场。

资料1：2013年，中铁港航局开展水运工程安全管理人员延期继续教育和培训取证共计33人次，开展住建部安全管理人员延期继续教育和培训取证共计59人次，开展注册安全工程师继续教育共计12人次。

资料2：2013年，中铁十局以开展“安全生产月”活动为载体，广泛开展安全教育。共举办安全知识讲座278期，开展应急演练122次，张贴标语、条幅900幅，制作展板560期，更新宣传栏、文化橱窗360期；共有2.4万余人次参加了安全教育活动。

Increase safety education

In 2013, the company increased investment in safety education. By using media and means such as newspapers, website, bulletin board, cable television and issuing CD, the company carried out safety production publicity and education extensively. It combined quiz activities with theme education activities of "Safety Production Month" and "two responsibilities for one post", combined education and training content with major hazard source management, construction process management and seasonal safety management and aroused enthusiasm of the personnel in learning centering on the goal of "learning, mastering and making full use of safety knowledge". Uniform safety and quality vow plates are set in all key projects, construction sites, workshops and other working units on the front line. The company held the activity of "making a vow of safe production before starting working" regularly.

In 2013, the company produced a safety production warning education feature film named Be Alert. It is played for over 2500 times in all sectors of the company and key engineering projects.

Information 1: in 2013, CRPCEC provided the chance of continuing education and training to 33 marine traffic engineering safety management personnel, 59 safety management personnel in housing construction department and 12 registered safety engineers.

Information 2: in 2013, CREC No.10 launched the activity of "Safety Production Month". Based on that, it carried extensive safety education. Accumulatively, 278 safety knowledge lectures and 122 emergency exercises were held. 900 slogans and banners were pasted. 560 display boards were made. On bulletin boards and culture showcases, 360 issues were updated in total. Over 240,000 people were given safety education.



送健康到工地



员工体检

关注职业健康

2013年，中国中铁继续秉持“以人为本、安全发展”的管理理念，强调“本质安全、长治久安”，高度重视员工身心健康。全公司进一步完善员工健康档案，定期组织员工体检，为员工办理职业伤害保险，开展《作业场所职业健康监督管理规定》宣传工作，开展健康讲座，引导员工和企业共同做好职业危害源头控制，积极配合相关部门做好职业危害科学防治。持续构建完善的培训体系、科学的激励体制和人性化的福利制度，定期举行各类文体活动，促进员工不断成长，保障员工身心健康。

在工程现场，加大资金投入力度，改善员工工作环境，不断完善现场防尘、降噪及安全设施，加强作业场所有毒有害气体、粉尘、噪声的检测和治理，为作业人员提供符合安全卫生标准的劳动保护设施和个人防护用品，最大程度地减少职业危害，积极为员工创造安全、卫生、舒适、和谐的工作环境。

资料1：中铁四局健全了员工健康档案，定期组织在职职工、离退休人员和高级知识分子及省、部级劳模进行健康体检，每年组织医疗队到一线对现场作业人员进行健康体检，有效地防范职业病的发生，维护了群众的身体健康，每年用于体检费用达560.5万元。

资料2：2013年，中铁航空港组织开展了《女职工劳动保护特别规定》知识竞赛活动，为女职工普及劳动保护知识，全公司1060名女职工参与率达到100%，并在北京市总工会《女职工劳动保护特别规定》知识竞赛中荣获一等奖。

Concerns about the Occupational Health

In 2013, CREC continued to adhere to the management concept of “people first and safe development”, focused on “Intrinsic Safety and prolonged stability”, highlighted the staff’s physical and mental health. The whole company further improved the staff health archives, regularly organized staff physical examination, paid occupational injuries insurance for the staff, developed the requirements in the Workplace Occupational Health Supervision and Management Measures. The company also held healthy lectures to lead the staff to control the source of occupational hazard jointly with the enterprise and actively coordinated with relevant departments to carry out the scientific prevention of occupational hazards. The company highlighted the personal growth and spiritual-cultural needs of the staff, constantly established and improved the training system, scientific motivation system, and humanized welfare system, regularly held all kinds of academic activities to promote the continuous growth.

On the construction site, the company continued to increase fund investment, improve staff’s working conditions, constantly improve the site dustproof, noise reduction and safety facilities, enhanced the inspection and treatment of all noxious gas, dust, noise in the workshop, provided the personnel with working protection facilities and personal protecting materials to meet the safety and sanitation standards, maximally minimized the occupational hazards, and actively created the safe, clean, comfortable and harmonious working environment for the staff.

Information 1: CREC No.4 improved the employees’ health record and held rehabilitation activities for workers, retirees, high level intellectuals and provincial- and ministry-level model workers. It dispatches the medical team to construction sites to provide physical examination for workers once a year, which effectively protected workers from getting vocational diseases and protected good health of the employees. Physical examination fees the company spend each year is RMB 5,605,000.

Information 2: in 2013, China Railway Airport Construction Group Co., Ltd. held knowledge contest of Special Regulations for Labor Protection of Female Employees to popularize labor protection knowledge among female employees. The company has 1060 female employees. The participation rate reached 100%. In knowledge contest of Special Regulations for Labor Protection of Female Employees held by Beijing General Union.



节约能源物资
Thrift of Energy Material



减少污染排放
Reduction of Pollution Discharge



坚持环境治理
Persistence on Environment Governance



保护自然生态
Protection of Natural Ecology





节能减排小标语



钢筋自动化生产机械手

节约能源物资

2013年是中国中铁实施“十二五”节能减排规划的关键之年。我们坚持节约优先方针，秉承节约能源宗旨，严格贯彻执行能源管理体系标准（GB/T2331-2009）要求，把建立资源节约型、环境友好型企业作为目标，进一步完善三大体系，广泛推行绿色施工示范、绿色制造示范、绿色设计示范、绿色地产示范，大力发展低碳经济。加大节能减排经费投入和技术攻关力度，推广应用节能减排技术和产品，发挥技术对节能减排的支撑作用，公司能效水平不断提高，圆满完成国资委确定的任期年度节能减排考核目标。公司17个项目获“全国建筑业绿色施工示范工程”称号，1个项目获国家安居示范工程称号。

资料1：中铁大桥局鹦鹉洲大桥项目通过优化技术方案，推广新设备、新材料、新技术和新工艺，加强物资材料管控，能源资源节约成效显著。项目年度节约钢材929吨，节约水泥3497吨，节油57.4吨，节约用电137.2万度，节约砂石10000方，节约施工用地45亩。

资料2：中铁山桥道岔基地技改项目通过优化生产工艺布局，实施加热炉“煤改气”工程，推广新技术、新工艺，采用智能设备、自动化设备，实现了信息化与工业化的深度融合，能效水平大幅提高，万元产值可比价综合能耗同比下降20.7%。

Thrift of Energy Material

The year of 2013 is the key year for CREC to implement the “Twelfth Five-year Plan” of carrying out technical tackle on energy saving and emission reduction. We adhered to the objective of energy saving and emission reduction, strictly implemented the standards requirements of Energy management system (GB/T2331-2009), took the establishment of energy saving and environmental friendly enterprise as the purpose, further improved three great systems, widely carried out green construction demonstration, green manufacturing demonstration, green design demonstration, green estate demonstration, and energetically developed low carbon economy. It also increased the financing investment in energy saving and emission reduction and technical tackle strength, promoted and applied energy saving and emission reduction technologies and products, as well as played the supporting role of technology in energy saving and emission reduction. The company's energy efficiency level has constantly enhanced and the enterprise has completed SASAC energy saving and emission reduction objective. 17 projects of the company have won the title of “green construction demonstration project in national construction industry”, and 1 project won the title of national housing demonstration project.

Information 1: by optimizing technical proposal, popularizing new devices, new materials, new technologies and new techniques and strengthening materials administration and control, China Railway Bridge Bureau made great efforts on energy resources conservation in the project of Yingwuzhou Bridge and achieved great results. In the project, in each year, 929 tons of steel, 3497 tons of cements, 57.4 tons of oil, 1,372,000 Kw/h of electricity, 10,000 squares of gravel and 45 mu of construction using land were saved.

Information 2: in Turnout Base Technical Improvement Project, by optimizing manufacturing technique, implementing “coal-for-natural gas” project of heating furnaces, popularizing new technologies and new techniques and using intelligent devices and automatic devices, China Railway Shanhaiguan Bridge Group Co., Ltd. successfully realized in-depth integration of informatization and industrialization and enhanced energy efficiency by a large margin. Comprehensive energy consumption per ten thousand yuan output value (comparable price) was reduced by 20.7% on year-on-year basis.



采用多项环保节能技术的园博园主展馆



全国建筑业绿色示范工程

减少污染排放

2013年，公司坚持保护优先方针，秉承减少排放宗旨，采取防治结合措施，环境保护取得成效。施工企业推行绿色施工示范，推广应用新技术、新工艺和新设备，大大提高了能源利用效率，降低了污染物的排放；同时加大了技术改造和淘汰落后设备力度，减少了废气、废液的排放，充分利用废渣等废弃物。工业企业推行绿色制造示范，加大了技改力度，废水、废气、固体废弃物（三废）综合治理率达到95%以上；“三废”排放达标率及固定锅炉废气排放达标率达到80%以上。2013年全公司未发生节能减排重大违规违纪事件，排放污染物均达到或低于国家和所在地相应排放标准，圆满完成了国资委年度考核目标。

资料1：中铁宝桥实施脱硫技改工程，投入1500万元配置7台脱硫循环泵对厂区锅炉进行脱硫，脱硫效率达到90%，烟气排放量减少92%，每年减少二氧化硫排放600吨。

资料2：中铁隧道长株潭城际铁路综合1标通过技术创新，优化混凝土配合比，采用循环水养护，管片生产做到了工厂化、标准化、机械化、清洁化，项目年减少废水排放30000立方米，节约用地80亩，保护了生态环境，实现了循环经济。

Reduction of Pollution Discharge

In 2013, the company insisted on the policy of protection priority, inherited the purpose of emission reduction and adopted the measure of combining prevention with treatment, thus environmental protection has been achieved. Construction enterprises promoted green construction demonstration, promoted and applied new technologies, processes and equipments, greatly increased the efficiency of energy use and reduced the pollutant emission. At the same time, the company also increased the strength on technical renovation and elimination of the backward equipments, reduced the discharge of waste gas and wastewater and fully utilized the waste residue and others. The industrial enterprises increased the strength of technical renovation, and the comprehensive treatment rate of waste water, waste gas and solid waste (three wastes) have reached over 95%. The discharge standard rate of "three wastes" and fixed boiler waste gas discharge standard rate reached over 80%. In 2013, there was no environmental liability accident or great principle breach events on energy saving and emission reduction; the pollutant discharge reached both relevant national and local discharge standards and the company has successfully achieved the annual evaluation objectives assigned by SASAC.

Information 1: China Railway Baoji Bridge Group Co., Ltd. launched desulfurization technical improvement project. It invested RMB 15,000,000 to buy seven desulfurization circulating pump and make desulfurization of boilers in the plant. The desulfurization rate reached 90%. Discharge of fume was reduced by 92%. Sulfur dioxide discharge was reduced by 600 tons annually.

Information 2: in comprehensive phase 1 of Changsha-Zhuzhou-Xiangtan Intercity Railway Project, China Railway Tunnel Stock Co., Ltd. made technical innovation, optimized proportion of concrete mix and carried out circulating water maintenance. Duct piece production realized factory manufacturing, standardization, mechanization and clean production. In this project, waste water discharge was reduced by 30,000 m³ and land utilization was reduced by 80 mu annually. Ecological environment was effectively protected. Circular economic was realized.



路基边坡绿化



义务植树

坚持环境治理

在环境治理方面，中国中铁把实现人与自然的和谐体现在每一项工程中，建立了自上而下、全面监控的绿色环保管理体系，积极做好生态环境的保护工作。公司各项目部坚持“建优质工程，创文明生态”原则，落实公司高标准的环境保护和水土保持措施，把“工程质量和环保水保双优”作为奋斗目标，努力实现优质工程与优美环境的高度和谐统一。

资料1：中国中铁在新建铁路客运专线中坚持“安全、环保、舒适、和谐”的新理念，在路基边坡生态绿化措施上，采用“乔灌草”相结合的方式，构建起立体防护生态体系，建设绿化生态客运专线铁路。

资料2：2013年，中铁二局完成了节能减排管理系统开发，实现节能减排工作的信息化管理；编写了《节能减排手册》，为基层人员提供了工作指南，并确定48个项目为年度节能减排标准化建设工地，2个项目入选中国建筑业协会第三批全国建筑业绿色施工示范工程。

资料3：中铁五局青海101项目部组织开展了“呵护环境，我们在行动”志愿者活动。在青藏高原行程50多公里，清除和处理垃圾、杂物近3吨，清理水渠、水沟10000多米，维护了一个天蓝、水碧、洁净的生态草原环境。

Persistence on Environment Governance

On environment governance, CREC embodied the harmony of man and nature into every project, established the top-to-bottom and all-around monitoring green environmental protection management system and actively implemented the ecological environment protection work. Each project department of the company insisted on "construction of excellent quality projects, creation of civilized ecology" principle, implemented company's high standard environmental protection and soil conservation measures and regarded "project quality and double excellence of environmental protection and water conservation" as its goal to strive to achieve the high degree of harmony and unity between excellent quality project and beautiful environment.

Information 1: CREC stuck to the new concept of "safety, environmental protection, comfortability and harmony" in construction railway passenger dedicated lines, took measures of roadbed slope greening, adopt "arbor-shrub-grass compound" mode, established three-dimensional protective ecological systems and built green and eco-friendly passenger dedicated lines.

Information 2: in 2013, CREC No.2 completed development of the energy conservation and emission reduction management system, realized informatization management of energy conservation and emission reduction work, compiled Manual of Energy Conservation and Emission Reduction which served as a work instruction book for grass-root workers. Moreover, it chose 48 projects as the annual energy conservation and emission reduction standardization construction sites. Two of them were included into the 3rd batch of national green construction demonstration projects in the construction industry of China Construction Industry Association.

Information 3: in Qinghai 101 Project, CREC No.5 launched the voluntary activity of "take action to protect the environment". In the journey of over 50 km on Qinghai-Tibet Plateau, the volunteers collected and treated 3 tons of garbage, cleared canals and ditches with a total length of 10,000 m and protected the clean and beautiful ecological grassland environment with blue sky and clear water.



马鞍山中铁水务公司二沉池



三江源头绿色行动

保护自然生态

中国中铁始终致力于生态环境的保护工作，工程开工前，均组织专业人士认真进行生态环境保护方面的评估，制定切实有效的保护方案，特别是针对生态易受扰的作业施工场区，开展水土保持、生物多样性保护、植被保护等工作，做到生态环境与工程建设同步规划，同步实施。施工过程中增加生态保护的投入，使用环保设备、改进施工工艺和优化施工方案，减少对水、大气、植被和生物的影响。全年未发生生态环境事件。

资料 1：2013 年，中铁六局工程施工严格遵守国家和地方政府的环保要求，实现施工污水排放控制达标率 100%，施工扬尘控制达标率 100%，有毒有害气体排放控制达标率 100%，施工噪声污染控制达标率 100%，施工固体废弃物排放控制达标率 100%。

资料 2：中铁置业从项目设计研发到开发建设全过程贯彻绿色环保、低碳宜居理念，积极采用新材料、新设备、新工艺和新型结构，建设节能型建筑。开发的中铁·中环时代广场 7 号楼项目获评“上海市建筑节能可再生能源建筑应用示范项目”，贵州中铁共青湖项目获评“遵义扶贫生态移民就业工程示范基地”。

Protection of Natural Ecology

CREC has always committed to the ecological environment protection, before the project starting, CREC always organized professional personnel to evaluate the ecological environmental protection situations carefully, formulized practical and effective protection program, developed works such as conservation of water and soil, biodiversity protection, vegetation protection etc. especially focusing on ecology in job execution site that liable to be disturbed, planed and implemented the ecological environment with the project construction synchronously. In the construction progress, CREC increased the investment in ecological protection, applied environmental protection environmental equipments, improved ecological processes and optimized construction program, thus reduced the impact on water, gas, vegetation and live beings. No ecological destruction occurred throughout the year.

Information 1: in 2013, under construction, CREC No.6 worked in strict accordance with national and local environmental protection requirements. Rate of reaching the standard of construction sewage discharge, raise dust emission, hazardous gas emission, noise pollution and solid waste emission reached 100%.

Information 2: China Railway Real Estate Co., Ltd. adhered to the principle "going green and environmental protection and being low-carbon and livable" in the whole process from project design and research to development and construction. The company took active measures to use new materials, new devices, new techniques and new structures and built energy-saving buildings. CREC·Zhonghuan Times Plaza No. 7 Building it developed won the title of "Application Demonstration Project of Energy-Saving and Renewable Energy Buildings of Shanghai City". Guizhou CREC Gongqing Lake Project was honored "Demonstration Base of Poverty Alleviation, Eco-Migration Employment Promotion Project".



维护员工权益

Maintenance of Staff's Rights and Interests



促进员工成长

Promotion of Staff's Growth



实行五同管理

Implementation of "Five Same" Management



加强三工建设

Reinforcement of Three Projects Construction



维护员工权益

中国中铁高度重视员工权益保护，坚持男女平等，依法签订劳动合同，建立科学的薪酬管理制度，维护职工合法权益。

劳动合同管理

公司认真贯彻落实《劳动法》、《劳动合同法》，规范劳动用工和劳务派遣管理，职工劳动合同签订率100%。不断健全完善农民工管理长效机制，促使各级企业落实公司集体合同有关农民工管理条款，维护农民工合法权益。

员工薪酬管理

中国中铁建立了员工工资正常增长和保障机制，稳步提高员工收入水平。2013年，公司研究制定了《工资总额预算管理暂行办法》和《工资总额预算管理实施细则》，建立了中国中铁工资总额预算管理制度体系。

员工社保管理

中国中铁制定了规范的企业年金管理办法，落实了国家清理、规范补充养老保险的要求。努力提高员工医疗保障水平，2013年全公司参加医保统筹53.33万人，参加基本养老保险统筹54.22万人。

员工民主权利

2013年，公司召开一届四次职代会，由工会代表全体员工与企业签订了《中国中铁2013年集体合同》；收到职工代表提案222项，7名职工代表进行了提案发言；职工代表采用无记名投票方式对公司领导人员履行职责和廉洁自律情况进行了民主测评，并当场公布测评结果，进一步畅通了职工民主参与、民主管理、民主监督的渠道。

员工生活保障

2013年，全公司进一步深化“三不让”承诺，为员工解难事，全年共筹措专项资金4852万元，帮助困难员工、农民工2.97万人。“两节”期间，筹措送温暖资金1.09亿元，慰问困难员工、离退休人员、一线员工和农民工25万人。

员工休假制度

公司严格遵守国家劳动法律法规，认真执行国家《员工带薪年休假条例》及其他各类假期规定。对在法定节假日、公休假日工作和延长工作时间的员工，按照国家法律规定支付薪酬及加班工资。

Maintenance of Staff's Rights and Interests

CREC paid high attention to maintenance of staff's rights and interests and supported gender equality. Through the agreement and signature of labor contract according to law, it established a scientific system of salary management and maintained the legal rights and interests of staff.

Labor Contract Management

The company strictly implemented the national Labor Law and Labor Contract Law, constantly perfected the management of labor and employment and labor dispatching. The signature rate of labor contract in the whole company reached 100%. The company constantly strengthened and perfected long-term mechanism of migrant worker management, prompted enterprises in different levels to put terms related to migrant worker management in company collective contract into practice, and actively maintained the migrant workers' legal rights and benefits.

Salary Management for Staff

CREC built regular employee income increase mechanism and security mechanism and raised income of the employees gradually. In 2013, the company studied and formulated Interim Measures for Total Wage Budget Management and Detailed Roles for Implementation of Total Wage Budget Management and built CREC total wage budget management mechanism.

Social Insurance Management for Staff

CREC has formulated normalized enterprise annuity management methods, implemented the requirements of national settlement and normal supplementation of endowment insurance, and enhanced the overall supplementary medical insurance level. In 2013, 533,300 people in the company took part in health insurance plan, 542,200 people took part in health insurance plan.

Democratic Rights of Staff

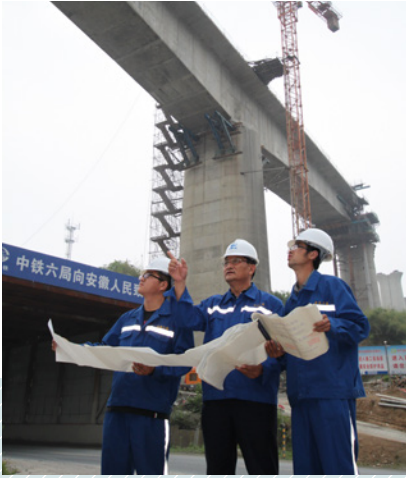
In 2013, the company held the 4th session of the first staff's congress. On the congress, union representative staff signed CREC 2013 Collective Contract with the Administrative Department, 222 proposals from the staff representatives have been received, 7 staff representatives made proposal address. staff representative adopted secret ballot on the democratic appraisal of execution of duty and probity and self-discipline of the company's leaders and appraisal result was announced on the spot, further unblocked the channel for democratic participation, management and supervision.

Life Guarantee for Staff

In 2013, the whole company further deepened the "three prevention" commitments to help the staff to solve difficulties, totally inspected and reimbursed special fund over RMB 45.52 million Yuan in the whole year and helped over 29,700 staff in difficulty and migrant workers. During the "Two Festivals" Period, the company raised warm-delivery fund of RMB 109 million Yuan, visited over 250,000 staff, retirees, first-line staff and migrant workers.

Holiday System for Staff

The company strictly complied with the national labor legal regulations, carefully implemented the national Regulations on Staff Paid Annual Leave for Employees and various other holiday regulations, paid remuneration and overtime salary to staff that worked on legal holidays, public holiday or work overtime according to national legal regulations.



工地师带徒



新员工拓展训练



应届毕业生入职培训

促进员工成长

中国中铁大力实施“人才强企”战略，把人才资源视为企业的第一资源，努力做到人才资源优先开发、人才结构优先调整、人才投入优先保证、人才制度优先创新。

2013年，公司深入推进干部人事制度改革，制定了《中国中铁股份有限公司改任非领导职务人员管理办法》，建立巡视员制度，进一步完善了领导干部正常退出机制。修订完善了《中国中铁股份有限公司委派的专职外部董事、监事管理办法（试行）》，规范了专职外部董事、监事的选任、管理、考核机制，优化了母子公司治理，加强了内部管控。制定了《股份公司二级企业领导班子后备干部培养实施细则》，进一步健全完善了后备干部培养机制。

2013年，公司共培养出新世纪百万人才工程国家级人选和国家有突出贡献中青年专家1人，詹天佑铁道科学技术奖6人，茅以升铁道工程师奖8人。共评审通过教授级高工171人、高级工程师1814人、高级经济师198人、高级会计师165人，评审通过一级职业项目经理36人、二级职业项目经理133人。

2013年，全公司共培训各类人才30万人次，促进了人才队伍能力素质的大幅度提高。

资料：2013年，在全国专业技术人才工作座谈会上，公司作了题为《依托“四个机制”，努力培育高素质专业技术人才》的经验交流，从“完善引进机制，加快吸引紧缺专业技术人才；健全培养机制，大力打造高层次专家人才队伍；创新成长机制，着力畅通专业技术人才发展通道；落实激励机制，充分调动专业技术人才创造活力”等四个方面对公司专业技术人才培养工作开展情况进行了介绍。

Promotion of Staff's Growth

CREC strongly implemented the "Talent Enterprise" strategy, promoted the enterprise development through talents development, treated the talents as the first enterprise recourse, made effort to prior explore the talents resources, prior adjust the talents structure, prior ensure the talent investment and prior innovate the talents system.

In 2013, the company further promoted cadre and personnel system reform, formulated CREC Management Measures for Reassignment of Non-Leadership Personnel, established inspector system and further improved Regular Exit Mechanism of Leaders. Moreover, it revised and improved Measures of Administration of Full-Time External Directors and Supervisors of CREC (Trial), standardized full-time outside director and supervisor appointment, administration and assessment mechanism, optimized governance of parent-subsidiary corporations, intensified internal management and control, formulated Rules for Implementation of the Mechanism of Reverse Cadre Training of Second-Level Leader Groups of Corporations and further improved the reverse cadre cultivation mechanism.

In 2013, the company totally cultivated 1 person selected for New Century Talents Project and young and middle-aged expert made outstanding contributions for the country, 6 Zhan Tianyou Railway Science and Technology Awards, and 8 Mao Yisheng Prizes for Railway Engineer. The company totally approved 171 professor senior technicians, 1814 senior engineers, 198 senior economists, 165 senior accountants, 36 first-class occupational project managers and 133 second-class occupational project managers.

In 2013, the whole company has totally trained over 300,000 talents in all fields and promoted the substantially increase the capacity and quality of talent team.

Information: in 2013, on National Work Symposium of Professional and Technical Talents, the company delivered a speech named Depending on "Four Mechanism", Cultivate High-Quality Professional and Technical Talents and exchanged experience with others and introduced professional and technical talent cultivation work of the company from four aspects, namely improving the introduction mechanism and accelerating attracting professional and technical talents in short supply; improving the cultivation mechanism and building and improving the high-level expert team; innovating the growth mechanism and improving development channel for professional and technical talents; implementing the motivation system and mobilizing creativity and vitality of professional and technical talents.



中国中铁关爱农民工“地球站”义卖活动



中国中铁“冬日暖阳”为农民工代购火车票活动



农民工服务手册

实行五同管理

公司坚持以人为本，认真落实农民工“五同”管理。通过建立向外协队伍派驻党群工作协理员制度，进一步加强了对农民工队伍的管理。通过督促劳务分包企业、劳务派遣公司与劳务人员全部签订劳动合同，并实行备案管理，维护了农民工权益。通过健全完善农民工专项工作机制，累计为农民工提供 72 万个就业岗位，支付农民工各类报酬 354.6 亿元。通过健全农民工工资发放监督机制，采取直接发放或办理工资卡等多种形式，确保农民工工资按时足额发放。坚持开展农民工职业技能培训和鉴定工作，培养鉴定农民工 2840 人，鉴定合格技师 97 人，不断提升企业所使用的农民工技能和素质。将农民工纳入企业组织的各类技能大赛、技术比武和评先评优，充分调动农民工的工作积极性和创造性。2013 年多人被评为省市优秀农民工，1 人荣获全国“五一劳动奖章”。

资料 1：2013 年，中国中铁开展关爱农民工“地球站”公益活动，倡导绿色环保的社会责任。通过收集员工家庭闲置衣物，从北京各机关、部队、院校和企事业单位配售衣物，经过分类整理、修缮消毒等处理后，组织开展了五次义卖活动，共售出衣物 12360 余件，惠及劳务工人 5300 余人，得到了农民工朋友的热烈欢迎，中国环境报赴现场进行了专题报道，获得了良好的社会反响。

资料 2：中国中铁团委开展“冬日暖阳”为劳务工代购火车票活动，陆续成立志愿者服务小组，组织劳务工人对个人信息、票务信息进行登记，协助劳务工人通过网络、手机查找确认预订车票日期、班次、车型、坐席等级等信息，通过网络订票或电话订票两种方式进行购买，成功帮助 1429 名务工人员预订到返乡车票，用实际行动为务工人员办实事，确保务工人员顺利回家过年。

资料 3：中铁八局为有效维护农民工合法权益，积极推行农民工工作“四个纳入”，帮助农民工队伍成立工会组织，农民工入会率已达到 95% 以上，覆盖农民工 3 万余人。

Implementation of "Five Same" Management

The company stuck to the principle of "people first" and implemented "Five Same" Management for peasant workers. By establishing party-masses work assistant system for outsource team, the company further strengthened administration of peasant workers. By urging labor subcontracting enterprises and labor dispatching companies to sign labor contracts with workers, the company carried out record management and protected rights of peasant workers. By improving special work mechanism for peasant workers, the company provided jobs to 720,000 peasant workers accumulatively and paid wages to them totaling RMB 35,460,000,000. By improving peasant worker wage payment supervision system, the company paid wages to peasant workers on time in full through many different ways including direct payment and wage card. Moreover, the company kept carrying out vocational training and appraisal activities for peasant workers, fostered 2840 qualified peasant workers and 97 qualified technicians from them and gradually enhanced skills and quality of the peasant workers. It included peasant workers into all kinds of skill competitions, technological competitions and wok appraisal activities organized by the company. In 2013, many of them were honored "Excellent Peasant Workers" of the province or the city. One peasant worker won "National May 1st Labor Medal".

Information 1: in 2013, CREC launched Caring the peasant workers "Earth Station" charity sales activity to advocate the social responsibility of environmental protection. By collecting old clothes from employees and their family members and government departments, troops, schools and enterprises in Beijing, after classifying, clearing, mending and sterilizing the clothes, the company held five charity sales activities and sold over 12360 clothes in total. These activities benefited over 5300 labor workers and were warmly welcomed by peasant workers. China Environment Newspaper dispatched journalists to make special report. These activities won good social response.

Information 2: CREC Youth League Committee held "Winter Sunshine" of CREC to help peasant workers to buy train tickets. It continuously built volunteer service teams, organized labor workers to register personal information and ticket information, helped labor workers to check information of tickets including the date, train number, model of the train and seat number though the internet or cellphone and buy tickets on the internet or by using the cellphone. The volunteers successfully helped 1429 workers buy tickets, took practical action to provide service to workers, made sure that all workers can go back home to enjoy the Spring Festival.

Information 3: CREC No.8 effectively protected rights and interests of the peasant workers and took active measures to promote the mechanism of "Four Include" for peasant workers. The company helped peasant workers to build labor union organization. Enrollment rate of peasant workers reached over 95%. More than 30,000 peasant workers were included in the union.



工地婚礼



女职工民族健身操汇演



组织中国文联艺术家到铜陵长江大桥建设工地演出

加强三工建设

2013年，中国中铁坚持以工地生活、工地文化、工地卫生“三工”建设为抓手，全年累计投入“三工”建设资金2.1亿元，全面改善施工一线的生活文化卫生水平，为一线员工营造了良好的生活和工作环境。

资料1：2013年公司工会拨付52万元专款，用于刚果（金）、坦桑尼亚等海外在建项目的“三工”建设，进一步改善了员工的工作、生活、文化条件和环境。

资料2：2013年，中铁电气化局广泛开展职工“贴心人服务队”送温暖活动，帮助广大一线员工及其家属解决生活困难问题，全年共进行服务活动达664次，服务对象2876人，做好事实事951件。

Reinforcement of Three Projects Construction

In 2013, CREC adhered to the “three projects” construction with main content of construction site life, culture and hygiene, accumulatively invested RMB 210 million Yuan in the “three project” construction, fully improved the standard of living, culture and hygiene in forefront of the construction and created good living and working environment for worker at the production line.

Information 1: in 2013, the company union appropriated social funds totaling RMB 520,000 to “Three Construction” work in overseas projects under construction in Congo, Tanzania and other countries to further improve work, living, cultural conditions and environment of the employees.

Information 2: in 2013, CREC Electrification Bureau Group launched “caring service team” delivering warmth to workers extensively and helped a lot of workers and their families tackle problems in life. In the whole year, 664 service activities were held, services are delivered to 2876 workers and finished 951 tasks successfully.



抢险救灾 扶贫助困

Disaster Relief & Assistance for the Poor



地企共建 服务社会

Construction of Enterprises & Service to Society



促进就业 维护稳定

Promotion of Employment & Maintenance of Stability



全球责任 全球典范

Responsibility of the Global and the Model of the Global





雅安地震发生后中铁二局紧急加固抢修天全县学校、医院房屋



玉树结古镇城南片区

抢险救灾 扶贫助困

多年来，中国中铁在一系列重大自然灾害面前挺身而出，勇挑重担，积极投身抢险救灾；广泛参与公益事业，捐款捐物，扶贫助困，积极践行央企责任，受到各级政府和社会各界好评。

中国中铁在青海玉树灾后重建工作中承担玉树结古镇城南片区的恢复重建任务，以及下拉秀镇1000余套农牧民住房建设项目。主要包括城镇居民住房、公共服务设施、基础设施、生态修复、特色产业、服务业、和谐家园等项目，共计61个大项，总建筑面积76万平方米。公司以“开工必先，全程领先”为指导思想，广大员工克服高寒缺氧、工期短、交通不便、生态脆弱和建筑资源严重不足等众多困难和挑战，到2013年10月底已全部完成，经过三年苦战实现了圆满收官，充分展现了“挑战极限、勇于担当，攻坚克难、奋勇争先”的玉树援建精神。

资料1：2013年3月31日16时，川黔铁路贵州遵义境内李家湾车站附近山体崩塌落石，造成川黔线列车运行中断。中铁一局久永铁路工程指挥部立即成立抢险小组，调集发电机1台、空压机3台、风箱6台、工程车6台、柴油2桶、雷管300发、炸药144公斤，组织了包括专业爆破人员在内的100余人抢险队伍，3小时内赶赴抢险现场。经过17个小时奋战，川黔铁路于次日12点15分左右恢复通车。

资料2：2013年4月20日8点02分，四川省雅安市芦山县发生7.0级地震，中国中铁立即下发关于做好四川雅安地震救灾工作的紧急通知，所属中铁一局、二局、八局、十局、隧道局、上海局，中铁西南院、中铁信托等单位，紧急组织人员成立多只抢险队伍，投入大量大型机械设备，投身抢险救援工作，清除道路塌方，打通运输通道，为抗震救灾提供物资和人员援助保障。

资料3：2013年8月，受持续暴雨和大暴雨影响，沈吉铁路多处损毁，行车中断。中铁九局迅速调集1100余名抢险人员和数十台大型机械投入到沈吉线、梅集线冲毁桥梁路段的抢修中。经过11个昼夜的连续奋战抢修，圆满完成了抢险任务。

Disaster Relief & Assistance for the Poor

For years, CREC has come out bodily, worked in the first line, and dared to challenge when facing series of serious natural damages, actively took part in the rescue works; broadly participated in the charity affairs, donated both money and materials to help the poor, actively fulfilled the responsibility of central enterprise, and has been highly praised by both the government and public.

In the post-disaster reconstruction in Qinghai Yushu, CREC undertook the reconstruction task of south urban area of Jiegu Town and over 1000 agropastoralist housing construction project in Xialaxiu Town, mainly including the urban and rural residential construction, construction of public service facilities, infrastructure construction, ecological remediation, specialty industry and service, harmonious homeland etc., totally over 61 great projects and 760,000 m² overall floorage. The company, with the guidance idea of “starting project first, leading in the whole process” led the broad staff to overcome various difficulties and challenges such as extremely cold, hypoxia, short time limit, inconvenience traffic, ecologically fragility, severely lack of construction resources etc. To the end of October 2013, after 3 years hard working all projects were completed. Completed ending has been fulfilled, which fully expressed Yushu reconstruction spirit of “challenge the limit, courage to act, overcome the difficulties, courageously first”.

Information 1: train operation on Sichuan-Guizhou Railway was interrupted at 16 o'clock, March 31st, 2013, as mountain collapse and rockfall occurred near Lijiawan Station in Zunyi, Guizhou Province. Jiuyong Railway Engineering Headquarter, CREC No.1 set up a rescue team immediately and deployed one electric generator, three air compressors, six bellows, six mobile machinery shops, two barrels of diesel oil, 300 detonators and 144 kg of explosives. It organized a rescue team composed of over 100 workers including professional blasters. The team arrived at the site within 3 hours. After 17 hours of hard work, traffic was restored on Sichuan-Guizhou Railway at about 12:15 on the next day.

Information 2: a 7.0 magnitude earthquake hit Lushan County, Ya'an City, Sichuan Province at 8:02, April 20th, 2013. CREC issued the emergency notice of carrying out disaster relief work in Ya'an Sichuan immediately, organized CREC No.1, No.2, No.8 and No.10, China Railway Tunnel Stock, Shanghai Civil Engineering Co., Ltd. of CREC, China Southwest Research Institute of China Railway Engineering Co., Ltd., China Railway Trust Co., Ltd. and other units, organized and set up many rescue teams immediately and deployed a large number of large-scale mechanical devices. The rescue team workers devoted themselves to the disaster relief work, cleared road collapse, dredged transport paths and provided material and personnel assistance.

Information 3: in August, 2013, influenced by continuous rainstorm and downpour, many sections on Shenyang-Jilin Railway were damaged. The traffic was interrupted. CREC No.9 dispatched over 1100 rescue workers and deployed 10 large-scale mechanical devices immediately in repair work of damaged bridges and segments on Shenyang-Jilin Railway and Meihekou-Ji'an Railway. After working for 11 days around the clock, the rescue task was completed successfully.



深圳地铁11号线开展“地铁建设市民开放日”活动



捐赠北京风华爱心希望小学



企地共圆中国梦公益捐助活动

地企共建 服务社会

中国中铁长期以来坚持地企文明、和谐共建的工作思路，广泛开展拥军优属，支持军警建设，组建了1344支志愿服务队，志愿服务敬老院、医院、街道、社区、学校等地方单位，以实际行动履行企业公民责任，大力弘扬社会道德风尚，积极构建和谐和谐社会。

2013年，根据国务院扶贫办有关安排，公司在原有湖南汝城、桂东二个定点扶贫县的基础上，新增山西省保德县，共三个定点扶贫县。在原有“干部扶贫、教育扶贫”基础上，根据保德县资源相对比较丰富的情况，提出了“产业扶贫”的思路。挑选了3名人品好、能力强、有培养前途的年轻干部分别到三个定点扶贫县挂职副县长，全年一共投入223万元用于改善当地学习教育和生活条件。

资料1：2013年，中铁三局捐资15万元为桂县寒口乡安装了100盏太阳能路灯；代表股份公司捐资85万元建立了中国中铁桂东县特殊教育学校，捐资15万元开展了“爱心助学”活动；捐资10万元扶持神池太平庄乡人畜饮水工程项目及养殖业发展计划。

资料2：2013年，中铁上海局积极参与上海市合作交流委开展的“文明同携手、帮扶在行动”活动，与上海市崇明县三星镇沈镇村结成帮扶互助关系，并捐助善款2万元。

资料3：2013年，中铁建设投资集团与深圳地铁11号线沿线街道办、社区、部队等单位建立了共建对接，签署了“共建联控”书面合作备忘录。开展“地铁建设市民开放日”活动，邀请沿线市民代表、政府机关、高校、企业负责人零距离参观地铁施工建设，全年接待各类参观50余批，共计1000余人。

Construction of Enterprises & Service to Society

For a long time, CREC insisted on the working thought of civilized construction of enterprises and harmonious construction, broadly carried out preferential treatment for families of servicemen, supported construction of police and volunteered for nursing homes, hospitals, streets, communities, schools and other local units. The company fulfilled corporate social responsibility with practical actions, actively promoted social morality and actively built a harmonious society.

In 2013, according to planning of Poverty Relief Office of the State Council, besides Rucheng and Guidong in Hunan Province, the two anti-poverty countries, the company started to provide help to another county, Baode County, Shanxi Province. On the basis of “poverty alleviation through enhancing capability of the cadres and education capacity”, the company promoted the new idea of “poverty alleviation through strengthening industry construction” according to actual situation of Baode County (it has abundant resources). It selected three young cadres with good moral quality, high capability and potential and dispatched them to the three anti-poverty counties. They worked as temporary deputy county chiefs. In the whole year, the company invested RMB 2,230,000 accumulatively to improve local education and living conditions.

Information 1: in 2013, CREC No.3 donated RMB 150,000 to install 100 solar street lamps in Hankou Village, Guixian County, donated RMB 850,000 on behalf of CREC to build CREC Special Education School in Guidong County, donated RMB 150,000 to carry out “assistantship” activity and donated RMB 100,000 to support drink water project for people and livestock and breeding industry development project in Taipingzhuang Village, Shenchi County.

Information 2: in 2013, Shanghai Civil Engineering Co., Ltd. of CREC took active measures to participate in the activity of “joining hands to provide assistance” activity launched by Cooperation and Exchange Committee of Shanghai. It established assistance relationship with Shenzhen Village, Sanxing Town, Chongming County, Shanghai City and donated RMB 20,000.

Information 3: in 2013, China Railway Construction & Investment Group Co., Ltd. built co-construction relations with subdistrict offices, communities, troops and other units along Line 11 of Shenzhen Subway, signed “Co-Construction and Joint Control” Memorandum of Understanding (written form) with them, launched “Subway Construction Open Day for Citizens” activity and invited representatives of citizens who live along the line, representatives of government organs and colleges and company leaders to visit construction site of the subway. In the whole year, the company received over 50 batches of visitors totaling more than 1,000 people.



每年提供大量就业岗位



中铁一局在斐济招聘当地大学生

促进就业 维护稳定

中国中铁始终把履行就业责任作为公司社会责任的一项核心内容。2013年，认真落实《集体合同》员工上岗就业承诺，千方百计促进企业下岗职业实现再就业，确保了所属企业职工上岗率达到85%以上。不断健全完善农民工专项工作机制，累计为农民工提供72万个就业岗位。坚持开展农民工职业技能培训和鉴定，培养鉴定农民工2840人，鉴定合格技师97人，不断提升企业所使用的农民工技能和素质。认真落实国家专项政策，累计为符合国家政策规定的职幼教退休教师发放中央财政补贴约2120万元，完成7个公安机构209人移交工作，促进了企业和社会稳定。公司每年还通过接收大中专毕业生、接收转业军人、通过人才市场引进人才等形式，为社会创造和提供了大量新的岗位。2013年，全公司新接收大中专毕业生5446人，军转干部在京安置工作也得到国务院军转办肯定。

Promotion of Employment & Maintenance of Stability

CREC always regards performance of employment responsibility as a key item in social responsibilities of the company. In 2013, it implemented Collective Contract mechanism, performed their promise on employment, took all possible measures to promote re-employment of laid-off workers, made sure that work rate of the employees of the company kept above 85%, kept improving special work mechanism for peasant workers, fostered 2840 qualified peasant workers and 97 qualified technicians from them and gradually enhanced skills and quality of the peasant workers. It implemented national special policies and granted state financial subsidies totaling RMB 21,200,000 to preschool teachers and retired teachers according to the national policy. The company handed over 209 criminal suspects to 7 public security organizations and improved stability of the company and the society. moreover, the company created and provided a great number of work opportunities for the society in many different ways, such as recruiting the graduate from colleges and technical secondary schools and demobilized soldiers and recruiting personnel from the talent market. In 2013, the company recruited 5446 students who just graduated from colleges and technical secondary schools. Demobilized army leader arrangement work in Beijing was acknowledged by the Military Conversion Office of the State Council.



委内瑞拉学生参观中国中铁营地



中国在马来西亚的首台盾构“中国中铁50号”在吉隆坡地铁项目始发

全球责任 全球典范

长期以来，中国中铁坚持“奉献精品工程，造福东道国家”理念，在先后完成的一大批如阿联酋棕榈岛填海工程、孟加拉帕克西大桥工程、马来西亚沙巴州铁路改造工程、尼日利亚铁路改建、南非水坝工程、援加纳公路改扩建工程、安哥拉罗安达省医院工程、摩洛哥高速公路和铁路等重大国际工程项目，以及目前正在实施的以 75 亿美元委内瑞拉铁路为代表的 200 多个较大境外工程项目中，均充分展现了中国中铁对境外工程项目所在国家社会责任的高度重视。通过奉献精品工程和利民工程建设，提高了当地交通运输能力、改善民众生活条件、加速了东道国与周边国家的经贸往来，促进了当地经济繁荣和发展。

近十年来，公司所属各单位在实施对外承包工程中，累计境外纳税总额超过 13.15 亿人民币，约合 2.3 亿美元，有力促进了当地经济发展。2013 年，公司海外项目雇佣当地工人达 36345 人，主要集中在非洲和南美地区，为当地经济发展、基础建设和就业等问题排忧解难。

资料 1：2013 年中铁国际积极参与委内瑞拉公益事业，共捐赠 45 万余玻利瓦尔（约 20 万美元），为当地贫困居民购买住房和支付手术费用；捐赠 46 万余玻利瓦尔，购买 1000 多份玩具分发给加拉加斯至古阿铁路沿线平民家庭的儿童。

资料 2：中海外用了 21 年时间，在马里撒哈拉沙漠南缘尼日尔河流域整治农田上万公顷，使干渠沿线新出现了十多个村庄，数百家庭受益，成为造福当地民生的重要力量。

Responsibility of the Global and the Model of the Global

For years, CREC, constantly insisted on concept of "dedication of elite projects to serve the host countries", has successively achieved a great number of projects like UAE Palm Island Reclaim Project, Bangladesh Parker West Bridge Project, Malaysia Sabah State Railway Reconstruction Project, Nigeria Railway Reconstruction, South Africa Dam Project, Signing Ghana Highway Reconstruction Project, Luanda, Angola Provincial Hospital Project, Morocco Highway and Railway Project and other major international engineering projects. All the over 200 large overseas engineering projects represented by the RMB7.5 billion Yuan Venezuela Railway under construction at present have embodied the CREC's high emphasis on the social responsibilities relevant to the national livelihood of the country of overseas projects. Through the dedicated fine elite project and people project construction, the company has enhanced the local transportation, improved the local people's livelihood, accelerated the economical cooperation of the host countries with the nearby countries and promoted the flourish and development of local economy.

Since 2003, all units of the company has paid RMB 1.315 billion Yuan of foreign taxes (almost USD 230 million) during the implementation of foreign contracted projects, vigorously promoted the development of local economy. In 2013, the local staff in overseas project reached 36345 people, mainly focused on Africa and South Africa, excluded the difficulty and anxiety of problems such as, local economic growth, infrastructure and employment etc.

Information 1: in 2013, China Railway International Group took active part in public welfare activities in Venezuela, donated over 450,000 Bolivar (about 200,000 USD) to help local poor people to buy houses and pay for surgeries, donated over 460,000 Bolivar to buy over 1000 toys for children in poor families living along Caracas-Cua Railway.

Information 2: in Mali, COEGC used 21 years to renovate over ten thousand hectares of farmland in the valley of Niger River which is located in the south part of Sahara Desert. More than 10 new villages settled along the main canal. These efforts benefitted hundreds of households and became the main force improving livelihood of the local people.

开放的
中国中铁
Open CREC

积极的投资者关系
Active Investor Relations

规范的信息披露
Normative Information Disclosure

作为A+H股上市公司，2013年，公司积极适应上海证券交易所信息披露监管模式的变化，加大重大事项内部报告力度，强化信息披露内部审批程序，严格按照上海和香港两地监管要求切实履行信息披露义务。

2013年，公司共发布公告及通函141项，其中A股公告58项，H股公告及通函83项，涵盖会议决议、定期报告、债券付息、治理规则、工程中标、股本变动等公司发生的应予披露的重大事项，没有发生虚假记载、误导性陈述或者重大遗漏的情形。上述公告及通函均按照规定披露于上海证券交易所、香港联合交易所网站和指定报刊；同时为了便于广大投资者查阅，信息披露文件也均发布于公司中英文网站上，确保了公司股东及广大投资者能够及时、平等、便捷地获得公司信息。

As a listed A+H company, in 2013, the company took active measures to adapt to change of information disclosure supervision model of Shanghai Stock Exchange (SSE), intensified efforts on internal major events report, strengthened the internal procedure for examination and approval of information disclosure and performed the obligation of information disclosure in strict accordance with supervision requirements of Shanghai and Hong Kong.

In 2013, the company released 141 notices and letters including 58 A-Share notices and 83 H-Share notices and letters including conference resolutions, regular reports, payment of interest of bonds, governance rules, project bidding winning status, change of capital stock and other major issues of the company that shall disclosed. There was no false record, misleading statement or big misstatement. The above-mentioned notices and letters are released on websites of SSE and the Stock Exchange of Hong Kong and their designated newspapers and periodicals according to relevant regulations. Moreover, in order to make it easier for investors to check the information, information disclosure documents were also released on Chinese and English websites of the company. As a result, shareholders and investors can get information of the company in time and conveniently.





公司董事健康安全环保委员会会议



公司董事会议



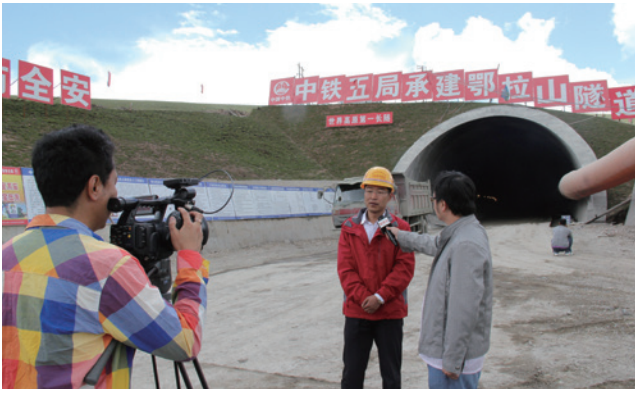
业绩发布会

2013年，公司充分发挥投资者热线、IR邮箱平台作用，利用召开业绩发布会、接待投资者来访、年度股东大会、参加投资峰会等多种形式与广大投资者进行沟通交流，增进公司股东和投资机构对公司的了解和认同，倾听股东和投资者的意见和建议。报告期内，公司举行了4场大型业绩发布会、2场业绩推介电话会议；接听热线电话约1100余次，收到各类邮件约13700余封，转发、回复重要邮件及信息约6800余封；组织接待投资机构来访60余次，接待投资者330余人次，安排出席境内外国际投资论坛和投资策略会议9场，组织路演会议60余场，共会见基金经理、分析师300余人次。报告期内，没有发生投资者投诉情况。

公司目前入选的指数有上证180、上证综合、沪深300、中证100、中华交易服务中国120指数、中华交易服务中国A80指数、恒生综合指数、恒生综合行业指数（地产建筑业）、恒生可持续发展企业指数系列（恒生可持续发展企业基准指数、恒生A股可持续发展企业指数、恒生A股可持续发展企业基准指数、恒生内地及香港可持续发展企业指数）、恒生A股行业龙头指数（地产建筑业）、恒生A股100强指数、恒生中国企业指数、恒生基础建设指数、恒生AH股指数系列、恒生中国企业等权重指数等众多只境内外市场指数系列。

In 2013, the company made full use of the platforms of investor hotline and IR e-mail and communicated with investors and listened to opinions and suggestions of the stockholders and investors from many ways such as holding achievements report conference, receiving investors to visit the company, holding annual general meeting and attending investment summit. In the report period, the company held 4 large-scale achievements report conferences and 2 achievements recommendation teleconferences, answered about 1100 hotline calls, received about 13700 e-mails, transmitted and replied about 6800 important e-mails and information, organized and received over 60 delegations, received over 330 investors, arranged and attended 9 domestic and overseas investment forums and investment strategy meetings, organized over 60 roadshow conferences and met over 300 fund managers and analyzers. In the report period, there was no complaint from the investors.

The company was included by SSE Constituent Index, Shanghai Stock Exchange, Hushen 300 Index, CSI 100 Index, CES China 120 Index, CES China A80 Index, Hang Seng Indexes, Hang Seng China Enterprises Index (Properties & Construction Industry), Hang Seng Corporate Sustainability Index Series (Hang Seng Corporate Sustainability Benchmark Index, Hang Seng A-Share Corporate Sustainability Index, Hang Seng A-Share Corporate Sustainability Benchmark Index and Hang Seng Mainland and Hong Kong Corporate Sustainability Index), Hang Seng A-Share Industry Top Index (Properties & Construction Industry), Hang Sheng A-Share Top 100 Index, Hang Seng China Enterprises Index, Hang Seng Infrastructure Index, Hang Seng China AH Premium Index, Hang Seng China Enterprises Weighted Stock Index and other index series in domestic and foreign markets.



央视记者在现场采访

和谐的媒体关系 Harmonious Media Relations

多年来，中国中铁和各类社会媒体保持着良好的关系，通过召开新闻发布会，邀请媒体出席企业重要会议，组织报道重要工程，在媒体开辟专栏，举办座谈会、培训班等多种形式加强与新闻媒体的沟通，促进工作，发布信息，接受媒体监督。

2013年，新华社、中央电视台、人民日报、光明日报、经济日报、科技日报、中国证券报、上海证券报、证券日报、证券时报、新华网、人民网及凤凰卫视等媒体发布信息超过16000条。

Over the years, CREC and various kinds of social media maintained good relations. Through the forms of holding press conferences, inviting media to attend important enterprise meetings, organizing and reporting opening and completion ceremonies of important constructions to, opening up column in media and holding partied and training courses, etc, the company enhanced the communication with the media, promoted work, released information and received media's supervision.

In 2013, Xinhua news agency, CCTV, People's Daily, Guangming Daily, Economic Daily, Science and Technology Journal, the China Securities, Shanghai Securities, Securities Daily, Securities Times, Xinhua Net, People's Net, Phoenix TV and other media have issued more than 16,000 items of information.



特色的企业传媒 Characteristic Enterprise Media

2013年，我们进一步完善公司网站、中国中铁青年网、《中国中铁报》、《中铁党建》、《中铁工运》等企业媒体；三级以上公司都建立了公开网站，定期编制发布工作信息、情况通报等各类简报；全公司多家单位建立了电视台、工地广播，主办和主管具有国家公开刊号报刊16家，企业内部报刊60余家，及时传播企业改革发展动态和生产经营信息，展示企业形象，丰富企业文化。

2013年，公司以沪昆高铁、兰新高铁、向莆高铁、北京地下直径线、玉树灾后重建等重点工程和重大事件为契机，组织开展集中报道，全方位多角度宣传企业文化，展示企业形象。参与摄制的电视专题片《再看高铁：中国中铁》和《筑虹江海》，先后在中央电视台播出。

In 2013, we further improved the corporate website, CREC Youth Net, CREC Newspaper, CREC Party Construction, CREC Union Transport and other enterprise media. All companies above Level 3 have established the public websites, regularly compiled and issued working information, circular notices and various other brief reports. Many units in the whole company have established the TV station, construction site broadcast, organized and executed 16 national public presses, over 60 internal enterprise presses, timely transmitted the enterprise reform and developmental dynamic and production and operation information, exhibited the enterprise image and enriched the enterprise culture.

In 2013, the company, around the opportunities of Shanghai-kunming Express Railway, Lanzhou-Xinjiang, Xiangtang-Putian Express Railway, Beijing underground diameter line, Yushu post-disaster reconstruction and other key projects and major events, organized and carried out the centralized reports, propagandized the enterprise culture and exhibited the enterprise image from multiple angles. TV play series of Review Express Railway: CREC and Build Bridges over Rivers and seas, which the company has participated, were broadcasted successively in CCTV.

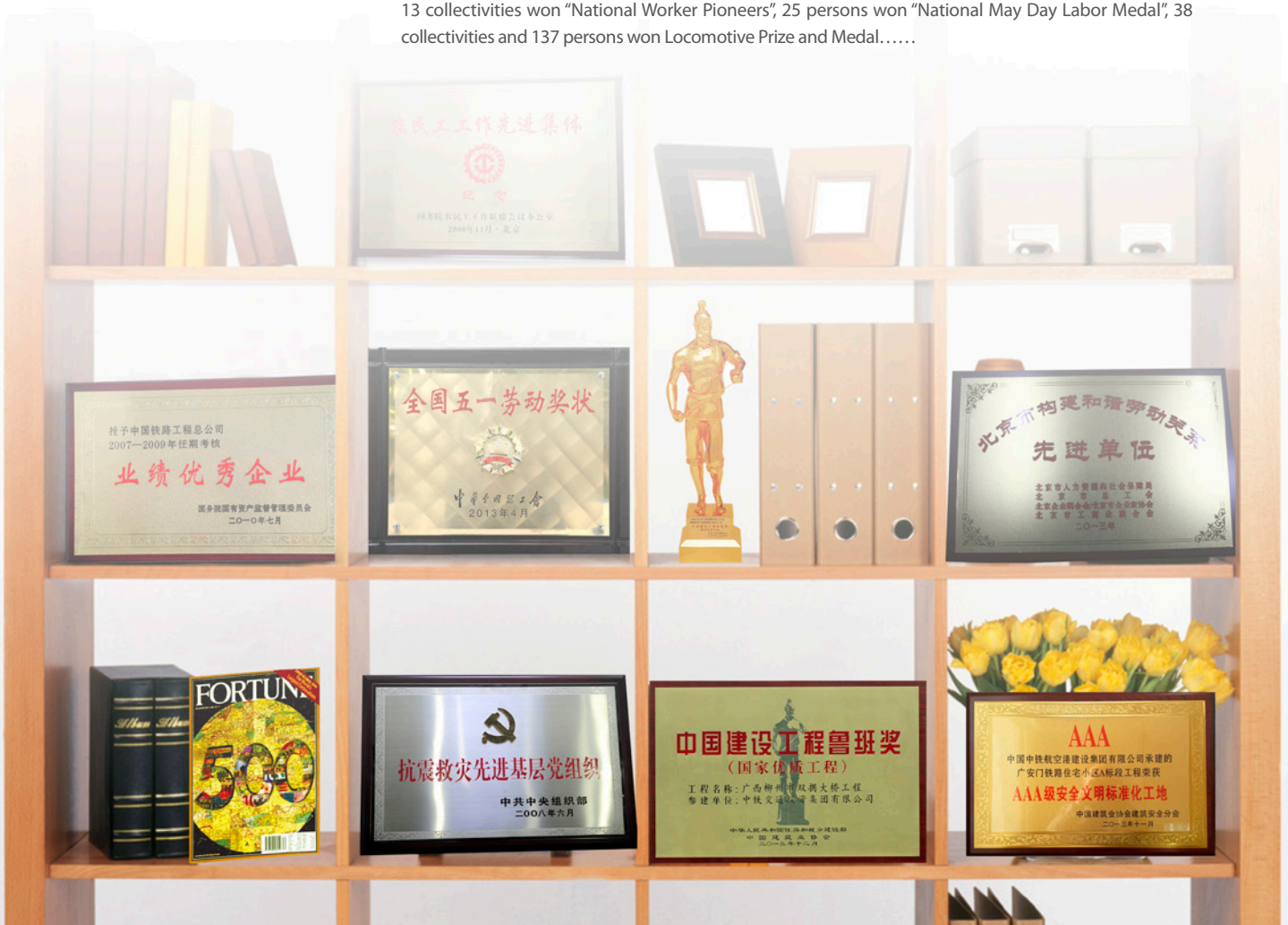
社会评价 Social Assessment

2013年，公司位列《财富》世界企业500强第102位、《财富》中国企业500强第7位、《福布斯》2013全球企业2000强第322位、《工程新闻记录（ENR）》全球最大承包商第2位，并在资本市场先后荣获香港大公报“金紫荆最佳上市公司”，“优秀董事会”、“港股100强”、“港股营业额10强”、“中国上市公司综合实力100强”、“最具影响力品牌”、“最佳社会责任上市公司”、“中国50家最受尊敬上市公司”、“中国上市公司十佳董事会”等多项殊荣。

2013年，中国中铁荣获“全国厂务公开民主管理先进单位”称号。全公司有9个集体荣获“全国五一劳动奖状”，13个集体荣获“全国工人先锋号”，25名个人荣获“全国五一劳动奖章”，38个集体、137名个人分获火车头奖杯和奖章……

In 2013, CREC ranked the 102nd among world top 500 enterprises in Fortune, the 7th in Chinese top 500 enterprises in Fortune, the 322nd among world top 2000 enterprises in Forbes, the 2nd in world biggest contractor, and successively won "Golden Bauhinia Best Listed Companies" awarded by Hong Kong-based Ta Kung Pao, "Excellent Board of Directors", "Hong Kong Stocks Revenue Top 10", "China's Listed Companies Comprehensive Strength Top 100", "Most Powerful Brand", "Best Social Responsibilities Listed Company", "50 Most Respected China's Listed Companies", "10 Excellent Board of Directors of China's Listed Companies", etc.

In 2013, CREC has been honored as the title of "Advanced Unit of Factory Affair Publicity and Democratic Management National wide". 9 collectivities in the company won "National May Day Labor Award", 13 collectivities won "National Worker Pioneers", 25 persons won "National May Day Labor Medal", 38 collectivities and 137 persons won Locomotive Prize and Medal.....



展望 Outlook

2014年是全面深化改革的开局之年，也是企业转变发展方式、提高发展质量和效益的关键之年。我们将紧紧围绕“抓改革转机制，抓管理提效益，抓整改促落实，控风险保稳定”的中心工作，以市场化、国际化为方向，以增强活力、竞争力和影响力为目标，以转变发展方式、提高发展质量为重点，以体制创新、机制转换为突破口，以推进16项改革工程为途径，大胆实践、锐意进取，为实现中国中铁做强做优、建设世界一流企业的宏伟目标奠定坚实基础。

2014年，中国中铁将进一步发挥行业龙头企业履行社会责任的表率作用，全面深化社会责任管理，拓展社会责任领域，丰富社会责任内容，提升社会责任实践水平，与利益相关方共同携手，为推动全社会的发展进步而不懈努力！

2014 is the opening year of comprehensive and deepening reform, as well as the key year of transformation of development mode and improvement of development quality and efficiency of enterprises. We will closely center on the task of "grasping reform and changing mechanism, grasping management and improving efficiency, grasping rectification and promoting implementation, and controlling risks and maintaining stability"; we will take marketization and internationalization as direction, aim at strengthening energy, competitiveness and influence, emphasize on transforming development mode and improving development quality, take institutional innovation and mechanism transformation as breakthrough and take the approach of promoting 16 reform projects. We practice boldly, forge ahead with determination, and lay the solid foundation of achieving the great goal of making CREC stronger and better, and constructing top enterprise of the world.

In 2014, CREC will further play an exemplary role of the industry leading enterprise to corporate social responsibilities, comprehensively deepen the social responsibility management, expand the social responsibility fields, enrich the social responsibility contents, enhance social responsibility practices, to cooperate with the interested parties, to make unremitting effort to promote the development and progress of the whole society!



读者反馈

感谢您在百忙之中阅读中国中铁股份有限公司2013年社会责任报告。

报告在编写过程中难免存在瑕疵和疏漏之处，我们十分愿意倾听您的意见和建议，再一次向您对本公司的支持和帮助表示衷心感谢。

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Readers' Feedback

Thanks for your reading the social responsibility report of 2013 China Railway Group Limited in your busy schedule.

There are inevitable flaws and omissions in compiling preparation process of the report. We are very willing to listen to your comments and suggestions. We express our sincere thanks for your support and help to the company once again.

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中国中铁

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