

# 中国铁建 2011 年社会责任报告

## 2011 Social Responsibility Report of China Railway Construction Corporation Limited

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### 一、报告说明

#### I . Report Specification

**报告组织范围：**中国铁建股份有限公司及下属机构。

**报告时间范围：**本报告为公司第4份社会责任报告，报告时间范围为2011年1月1日至12月31日，部分内容及数据超出上述范围。

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

**Reporting Period:** The report is the fourth corporate social

responsibility report issued by China Railway Construction Corporation Limited (CRCC) to the society, ranges from January 1 to December 31, 2011, and part of this report is beyond this range.

**Release Cycle:** Annual report

**报告参考标准:** 本报告依据国资委《关于中央企业履行社会责任的指导意见》、上海证券交易所《关于做好上市公司2011年度报告工作的通知》，参照《全球报告倡议组织（GRI）可持续发展报告指南》以及《中国企业社会责任报告编制指南（CASS-CSR 2.0）》编制发布。

**Reference Standard:** The report is formulated in accordance with *Guideline on Fulfilling Social Responsibility by Central Enterprise of State-owned Assets Supervision and Administration Commission of the State Council* and *Notice from Shanghai Stock Exchange on Making Improvements to Listed Companies' Disclosures of 2011 Annual Reports*, and in reference to *Sustainability Reporting Guidelines of Global Reporting Initiative (GRI)* and *Chinese CSR Report Preparation Guide (CASS-CSR 2.0)*.

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

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

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

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

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## 二、概 况

### II. Overview

#### 2.1 公司概况

前身是铁道兵的中国铁建股份有限公司（中文简称中国铁建，英文简称 CRCC），由中国铁道建筑总公司独家发起设立，于 2007 年 11 月 5 日在北京成立，为国务院国有资产监督管理委员会管理的特大型建筑企业。2008 年 3 月 10 日、13 日分别在上海和香港上市（A 股代码 601186、H 股代码 1186），公司注册资本 80 亿元。

#### 2.1 Company profile

China Railway Construction Corporation Limited (abbreviated

for China Tiejian in Chinese and CRCC in English), whose predecessor was the railway engineering corps, was launched exclusively by China Railway Construction Corporation, and established on Nov.5, 2007 in Beijing, and became a large construction enterprise managed by State-owned Assets Supervision and Administration Commission of the State Council. On March 10 and 13, 2008, the company issued stocks respectively in Shanghai and Hong Kong (A Share Code: 601186; H Share Code: 1186). The company owns registered capital of RMB 8 billion.

公司业务涵盖工程建筑、房地产、特许经营、工业制造、物资物流、矿产资源及金融保险等，已经从以工程承包为主发展成为具有科研、规划、勘察、设计、施工、监理、维护、运营和投融资的完善的行业产业链，具备了为业主提供一站式综合服务的能力。并在高原铁路、高速铁路、高速公路、桥梁、隧道和城市轨道交通工程设计及铁路大型养路装备领域确立了行业领导地位。

The business of the company covers the engineering contracting, real estate development, franchise, industrial manufacturing, logistics and material trade, mineral resources, and capital operation, which has evolved into a perfect industry chain with scientific research, planning, survey, design, construction, supervision, maintenance, operation and investment and financing from the main business of construction contracting, which has obtained the capacity of

providing one-stop comprehensive service to the proprietors. The company has also established the leading position in the industry in such fields as plateau railway, high-speed railway, highway, bridge, tunnel and urban rail traffic engineering design and construction.

中国铁建是中国乃至全球最具实力、最具规模的特大型综合建设集团之一，2011 年《财富》“世界 500 强企业”排名第 105 位，“全球 225 家最大承包商”排名第 1 位，“中国企业 500 强”排名第 7 位，是中国最大的工程承包商，也是中国最大的海外工程承包商。

CRCC is one of the most powerful and largest comprehensive construction groups in China and in the world. In 2011, CRCC was ranked No. 105 among “Fortune Global 500”, No.1 in “Top 225 Global Contractors”, and No.7 in “Top 500 Chinese Enterprises”. And it is the largest engineering contractor in China and also the largest overseas engineering contractor in China.

## 2.2 企业理念

### ●中国铁建企业价值观

诚信、创新永恒 精品、人品同在

### ●中国铁建企业精神

不畏艰险 勇攀高峰 领先行业 创誉中外

### ●中国铁建管理方针

以人为本 诚信守法 和谐自然 建造精品

## ●中国铁建总体发展战略

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

## **2.2 Corporate philosophy**

### **Corporate Values**

Perpetual Sincerity and Innovation      Competitive Products  
Co-existing with Moral Quality

### **Corporate Spirit**

Fearless of Danger, Bold in Scaling Heights, Leading the Industry, Generating Prestige Home and Abroad

### **Corporate Idea**

People Orientation, Honesty and Law-abiding, Harmony and Nature, Competitive Product Manufacturing

### **Corporate Development Strategy**

Construction orientation, diversified development, integrated operation, transformation and upgrading; being a transnational construction group with international advanced economic, technological and competitive strength, and high value creation ability.

## ●企业愿景与使命

紧紧抓住我国二十一世纪头二十年全面建设小康社会的战

略机遇,抢抓机遇保增长,调整优化上水平,加强管理降风险,深化改革转机制,把中国铁建建设成为产业多元化、经营集约化、管理科学化,资金雄厚、人才荟萃、设备精良、技术先进、效益最佳的“中国建筑业领军者,全球最具竞争力的大型建设集团”。

### ●Corporate Vision and Mission

Tightly grasping the strategic opportunity of building a well-off society in an all-round way in China, seizing the opportunity to ensure the growth, adjusting and optimizing to reach a high level, strengthening the management to reduce the risks, deepening the reform to transfer the mechanism, to establish a “leader of the construction industry in China, the most competitive large-scale construction group in the world” with diverse industries, intensification management, considerable funds, a feast of talents, sophisticated equipment, advanced technology and best benefits for CRCC.

### 2.3 治理结构

公司根据《公司法》、《证券法》等有关法律、行政法规和规范性文件规定,建立健全了股东大会、董事会、监事会、独立董事和董事会秘书等制度。公司董事会下设战略与投资委员会、审计与风险管理委员会、薪酬与考核委员会、提名委员会共4个专门委员会,为董事会重大决策提供咨询、建议,保证董事会议事、决事的专业化、高效化。公司经理层负责组织实施股东大会、董



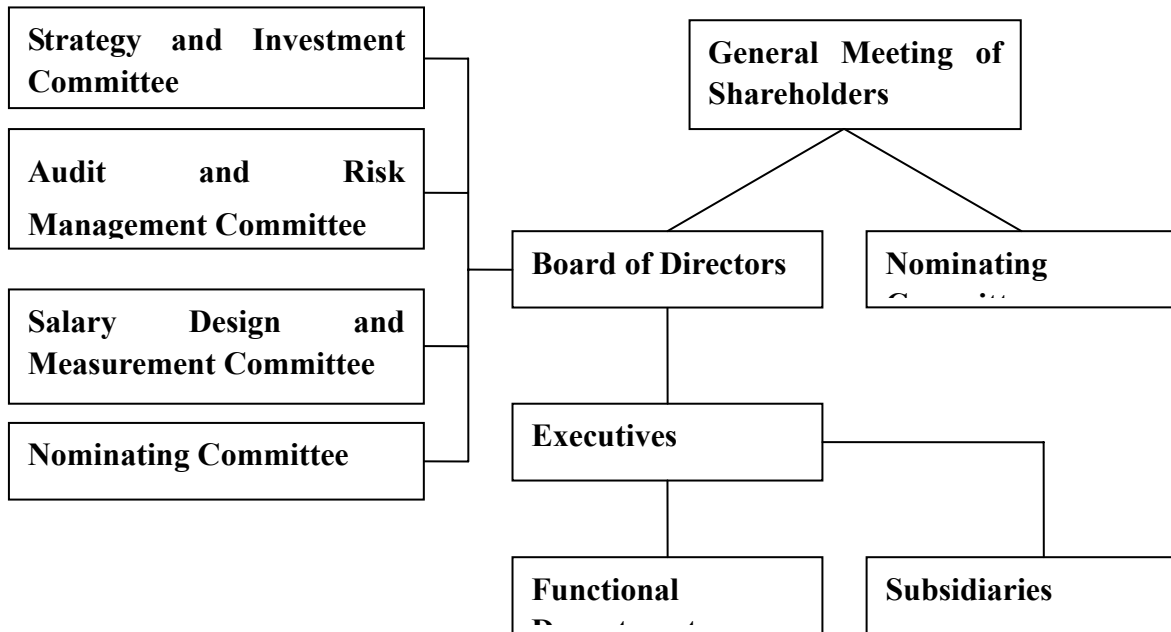
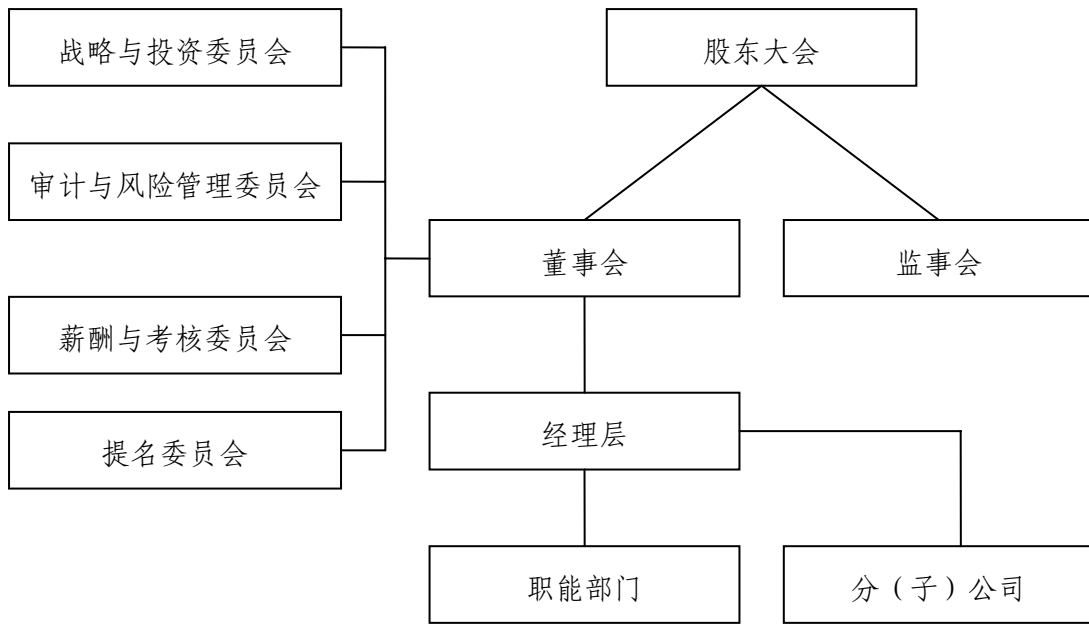
事会决议事项，主持企业日常经营管理工作。公司拥有符合业务规模和经营管理需要的组织机构，编制了《职能部门工作职责手册》，对每个部门的职能、岗位设置和职责进行了明确规定。

### **2.3 Governance structure**

According to *Company Law*, *Securities Laws*, the related laws, and the administrative regulations, the company has established and perfected the system of General Meeting of the Stockholders, Board of Directors, Board of Supervisors, Independent Directors and Secretary of Board of Directors. Board of Directors has four specialized committees, Strategy and Investment Committee, Audit and Risk Management Committee, Salary Design and Measurement Committee, and Nominating Committee, who provide consultation and proposals for major decisions and guarantee the specialization and effectiveness of the discussion and decision of the Board of Directors. The executives execute and implement the decisions of the General Meeting of Shareholders and Board of Directors in compliance with their functions and duties, and take charge of the company's daily operation and management. With organizations meeting the demands of business scale, operation and management, the company prepares *Handbook of Functional Department* and explicitly stipulates function, post settings and responsibility of each department.

### 2.3.1 治理架构框图

### 2.3.1 Corporate governance structure



### 2.3.2 持续完善公司治理机制

公司持续完善治理机制，加强制度建设，规范运作，董事会、监事会、经理层各负其责、有效制衡、协调运转的机制更加规范顺畅。

### 2.3.2 Continue to perfect the corporate governance mechanism

The company continually perfects the governance mechanism and strengthens system construction under standardized operation. Board of Directors, Board of Supervisors and executives fulfilled their own responsibilities with check and balance, fostering a more standardized and healthy mechanism.

●**完善治理结构。**2011年，公司严格按照相关法律法规和公司章程，认真履行相关审批程序，顺利完成了公司董事会、监事会换届选举工作，重新聘任了高级管理人员，同时规范了二级企业董事会、监事会的配备。

#### ●**Perfect the governance structure**

In 2011, strictly in accordance with the related laws, regulations, and *Articles of Incorporation*, the company meticulously performed the related examination and approval procedure, successfully conducted the regular election of Board of Directors and Board of Supervisors, recruited senior executives again, and regulated the allocation for Board of Directors and Board of Supervisors of the

subordinate corporate..

●**加强制度建设。**2011 年，公司制定了《中国铁建股份有限公司关联方资金往来管理制度》、《中国铁建股份有限公司内部控制与全面风险管理办法（暂行）》，修订完善了《中国铁建股份有限公司章程》、《中国铁建股份有限公司董事会秘书工作制度》和《中国铁建股份有限公司内幕信息知情人管理制度》等系列规章制度。

●**Strengthen the system construction**

In 2011, the company formulated *CRCC Affiliated Party Financial Transaction Management System, CRCC Internal Control and Enterprise-wide Risk Management Measures (Provisional)*. The company also made amendments and improvements on a series of rules and regulations, such as *CRCC Articles of Incorporation, CRCC Secretary of Board of Directors and CRCC Information Insider Management System*.

●**规范信息披露。**2011 年，公司严格按照各上市地上市规则的规定，及时、准确、完整地进行信息披露，不断改善投资者关系，提升信息披露水平，使公司所有股东和投资者能够在公开、公平、真实、准确的基础上获取公司的信息，公司透明度不断提高。

●**Regulate information disclosure**

In 2011, the company strictly followed the listing rules of

listing place, disclosed the information, promptly, exactly and completely, constantly improved investor relations, and enhanced high-quality information disclosure and transparency. Hence all shareholders and investors are able to obtain information about the company based on openness, fairness, integrity and accuracy.

### 2.3.3 董事会、监事会、高级管理人员组成及担任职务、任职时间

#### 董事会

姓名	职务	任职时间
孟凤朝	董事长	2011 年 5 月
赵广发	执行董事	2011 年 5 月
彭树贵	执行董事、副董事长	2011 年 5 月
扈振衣	执行董事	2011 年 5 月
朱明暹	非执行董事	2011 年 5 月
李克成	独立非执行董事	2011 年 5 月
赵广杰	独立非执行董事	2011 年 5 月
吴太石	独立非执行董事	2011 年 5 月
魏伟峰	独立非执行董事	2011 年 5 月

### 2.3.3 Board of Directors, Board of Supervisors, Senior Executives

#### Board of Directors

Name	Position	Inauguration Time
Meng Fengchao	Chairman of Board	May 2011
Zhao Guangfa	Executive Director	May 2011
Peng Shugui	Executive Director, Vice Chairman	May 2011
Hu Zhenyi	Executive Director	May 2011
Zhu Mingxian	Non-executive Director	May 2011
Li Kecheng	Independent Non-executive Director	May 2011
Zhao Guangjie	Independent Non-executive Director	May 2011
Wu Taishi	Independent Non-executive Director	May 2011
Wei Weifeng	Independent Non-executive Director	May 2011

#### 监事会

姓名	职务	任职时间

齐晓飞	监事会主席	2011 年 5 月
黄少军	监事	2011 年 5 月
张良才	职工监事	2011 年 5 月

### Board of Supervisors

Name	Position	Inauguration Time
Qi Xiaofei	Chairman of Board of Supervisors	May 2011
Huang Shaojun	Supervisor	May 2011
Zhang Liangcai	Worker Supervisor	May 2011

### 高级管理人员

姓名	职务	任职时间
赵广发	总裁	2011 年 5 月
扈振衣	副总裁、总经济师	2011 年 5 月
夏国斌	副总裁	2011 年 5 月
范 德	副总裁	2011 年 5 月
周志亮	副总裁	2011 年 5 月
庄尚标	副总裁、总会计师 兼总法律顾问	2011 年 5 月 2008 年 4 月兼总法律顾问
张宗言	副总裁	2011 年 5 月
刘汝臣	副总裁	2011 年 5 月



### Senior Executives

Name	Position	Inauguration Time
Zhao Guangfa	President	May 2011
Hu Zhenyi	Vice President and Chief Economic Manager	May 2011
Xia Guobin	Vice President	May 2011
Fan De	Vice President	May 2011
Zhou Zhiliang	Vice President	May 2011
Zhuang Shangbiao	Vice President, Chief Accountant and General Counsel	May 2011 General Counsel in April 2008
Zhang Zongyan	Vice President	May 2011
Liu Ruchen	Vice President	May 2011

#### 2.4 股东会、董事会和专门委员会召开会议情况

2011年，公司共召开1次年度股东大会。召开11次董事会，其中现场会议9次，通讯表决会议2次，共审议63项议案。董事会专门委员会召开会议20次：其中战略与投资委员会召开7次，审计与风险管理委员会召开8次，薪酬与考核委员会召开4次，提名委员会召开1次会议。

## **2.4 About the conferences of General Meeting, Board of Directors and Specialized Committee**

In 2011, the company held one annual general meeting; 11 board meetings including nine site meeting and two communications voting meetings, and 63 proposals were discussed. The specialized committees held 20 meetings, including seven meetings held by Strategy and Investment Committee, eight meetings of Audit and Risk Management Committee, and four meetings of Salary Design and Measurement Committee, and one meeting of Nominating Committee.

## **2.5 加强与相关利益方沟通**

### **2.5 Strengthen communication with interested parties**

公司严格按照《上市公司与投资者关系工作指引》、《中国铁建股份有限公司投资者关系工作制度》及实施细则的规定，推动投资者关系工作水平不断提高。公司除开设投资者关系热线电话以及投资者关系专用邮箱供各位投资者及分析师来电来信垂询外，还积极接待投资者拜访，召开投资者会议，通过有效地与投资者沟通和交流，提高了投资者对公司的投资信心。定期报告披露后，公司还及时召开由境内外投资者参加的见面会或电话会议，并在境内外组织多种形式的路演活动，主动与投资者就公司的发展战略、经营状况、财务状况及重大事项等进行沟通。为增

强市场声音，公司还多次参加国内外投资机构举办的交流活动。对投资者的意见和建议，公司及时进行总结归纳，不断提升完善公司治理水平。通过为投资者提供客观、真实、准确的信息，促进了公司与投资者之间的良性关系，增强了投资者对公司的理解和支持。

Strictly following the provision of *Work Instructions for the Listed Company and Investor Relations* and *CRCC Investor Relations Working System*, the company gradually improves the work of investor relations. Apart from offering investor relations hotline and special email for investors and analysts, the company also actively accepts visits of investors, hold investors meeting, which increases investors' confidence through effective communication and exchange. After disclosing periodic reports, the company also holds investors meeting and conference call for oversea investors in time. Besides, the company organizes various road shows both home and abroad, and actively communicates on the development strategy, state of operation, financial condition and major events with investors. In order to enhance the market reaction, the company has participated into interchange activities organized by national and international investment institutions for several times. The company summarizes the suggestions and advices of investors to gradually improve and perfect the corporate governance.

Providing objective, truthful and accurate information for investors promotes the benign relationship between the company and investors and strengthens investors' understanding and support.

2011 年，共发布定期报告、临时公告等各类文件 116 个，信息披露做到了真实、准确、完整、及时、公平，受到了监管机构的好评；2011 年，公司接待机构投资者 300 人次，接听电话近 3300 个，处理投资者邮件 1000 多封，及时、准确解答了投资者的各类疑问。

In 2011, the company released 116 various documents including periodic reports and announcements, realizing real, accurate, complete, timely and fair information disclosure and receiving appraisal from regulators. In 2011, the company received nearly 300 institutional investors, answered about 3,300 calls, dealt with over a thousand emails from investors, and answered various questions of investors accurately and in time.

## 2.6 第三方评价

### 2.6 Appraisal of the third party

- 在中国证券金紫荆奖评选活动中，中国铁建荣获“海外最具品牌影响力的中国上市公司”和“十二五期间最具投资价值的上市公司”。

- At the China Securities Golden Bauhinia Awards, CRCC was honored the titles of “Chinese Listed Company with the Most

Brand Influence Overseas” and “The Most Valuable Listed Company during the 12th Five-year Plan”.

- 被中国上市企业联合会评为“2011 年中国上市公司综合实力 100 强”。

- 美国《新闻周刊》评选的“全球 500 绿色企业”，中国铁建排名第 429 位。

- 《财富》(中文版)企业社会责任排行榜,中国铁建排名第 4 位。

- Honored one of the TOP 100 2011 Chinese Listed Companies by China Listed Company Association.

- Among Global Top 500 Green Enterprises appraised by Newsweek, CRCC was ranked No.429.

- In the Corporate Social Responsibility Chart of Fortune (Chinese Edition), CRCC was ranked No.4.

## 2.7 重视内部信访举报

### **2.7 Attach great importance on internal petitions and reports**

公司深入贯彻落实执行国务院国有资产监督管理委员会《关于加强中央企业信访工作的意见》(国资发〔2009〕333 号文件)和信访维稳工作会议精神,结合企业实际,针对信访工作的不同时段、不同节点,认真做好矛盾排查和化解工作,对问题做到底数

清、情况明，采取包案到人、责任到人的“刚性”措施，确保把不稳定因素化解在基层，化解在萌芽状态，防止了大规模群体性上访事件和进京上访事件的发生，维护了企业信誉。

The company deeply implemented *Suggestions On Strengthening Letters and Visits Work of Central Enterprises (No [2009] 333)* issued by State-owned Assets Supervision and Administration Commission of the State Council and the spirit of the petition letters meeting for maintaining steadily. Based on the actual conditions, the company was conscientious to make a good job in clearing and resolving contradictions, so as to know all the ins and outs of the problems. The hard and fast measures which mean cases and responsibilities affixed to specific persons were adopted to ensure the unstable elements revolved at the primary level and in the bud. Therefore, massive group petitions and appeals for help to Beijing petition authority would have been avoided, thus the corporate reputation was preserved.

2011 年，公司受理来信来访 7955 件次，接待职工群众来访 4859 人次。来信来访包括各类申诉、集体经济、揭发检举、工资福利、离退休待遇、劳动就业、伤残病亡待遇、工程款拖欠、工程质量、环境保护等方面内容。信访立案 602 件次，结案 589 件次，结案率 98%，有效化解和妥善处理了各类矛盾，维护了企业稳定大局。

In 2011, the company handled 7,955 cases of letters and received 4,859 visits of staff and people. The contents cover various complaints, impeachment or disclosure, salary and welfare, retiree benefit, labor and employment, permanent disability and death treatment, default on construction cost, construction quality, environmental protection, etc. 602 cases were put on record, and 589 cases were closed in total, with the case closed rate 98%. The company effectively conciliates and copes with various conflicts and maintains the stability.

## **2.8 落实内部监控监督体系**

### **2.8 Implement internal monitoring mechanism**

#### **2.8.1 建立健全内部控制与风险管理机制**

#### **2.8.1 Establish internal control and risk management mechanism**

公司注重内部控制与风险管理机制的建立和完善，以保证企业健康、可持续发展。横向方面，公司总部确立了董事会、经理层、职能部门、业务部门、监督部门各司其职、四位一体的“4+1”内控与风险管理体系；纵向层面，确立了“公司总部-集团公司-工程公司-指挥部(项目部)”四级内控风险管理架构。各个层级、各个部门根据不同的管控模式和业务特点，各司其职，分工协作，上下贯通，有效保证了公司内控和风险管理工作的顺利开展。

The company attaches much attention to the establishment and perfection of internal monitoring mechanism to guarantee its healthy and sustainable development. Horizontally, the company established “4 + 1” overall internal control and risk management system, which consists of executives, functional department, business department, and supervisory department. Vertically, the company established four-level internal control and risk management structure, from the headquarters, corporate companies, engineering companies, to project department. According to different control and management modes and business characteristics, each level and department has its own responsibility, to ensure the effective internal control and risk management of the company.

公司认真组织开展了风险评估工作，对公司内部控制情况和面临的风险状况进行了客观评估和判断，辨识出公司运行中可能存在的风险因素，确定了 2011 年度公司面临的重大、重要风险。针对重大、重要风险发生的原因、条件和发生后可能造成的影响，制定了相应的风险管理策略和风险管理解决方案，并严格予以落实。

The company earnestly organizes and promotes risk assessment work, objectively assesses and judges the corporate internal control and risk situation, realizes the potential risk elements, and defines the big risks in 2011. On the basis of the



reasons, conditions and potential influences of big risks, the company prepares the corresponding risk management strategy and risk management solution, and strictly implements them.

### 2.8.2 加快法规体系建设

公司坚持依法经营、依法决策、合规管理，严格遵守法律法规和社会公德、商业道德以及行业规则，出台了《法律事务管理办法（试行）》、《合同法律风险管理指引（试行）》、《子公司负责人法制工作绩效考核实施细则》等规范性文件，建立了以总法律顾问制度为核心的法律风险防范组织体系，通过“四项”法律审核、重大项目全过程法律服务、内外部法律纠纷案件处理，严控法律风险前期防范、中期控制和后期救济，最大限度地满足利益相关方的需求，树立“法制央企”良好形象。2011年，共审核经济合同 158 份，规章制度 29 个，重大决策 24 个，授权书 28 份。

### 2.8.2 Accelerate statute system construction

Adhering to operation and policy-making in accordance with laws, and compliance management, strictly abiding by laws and regulations, social morality, business ethics and industry rules, the company issued normative documents, wherein *Legal Affairs Administrative Measures (Trial Implementation)*, *Guidance on Contract Law Risk Management (Trial Implementation)*,

*Implementing Regulations on Legal Work Performance Assessment of Subsidiary Principals.* The company has also established legal risk prevention system centered on general legal advisor system, by means of “four items” law verification, legal service for major projects, internal and external legal dispute cases, to strictly control law risk early prevention, medium-term constraint and later remedy, hence to satisfy the utmost need of all related interest parties and build a good image of “central company under the rule of laws”. In 2011, the company examined and verified 158 cases of business contracts in all, upheld 29 rules and regulations, made 24 major decisions, and issued 28 certificates of authorization .

### 2.8.3 加强内部审计力度

### 2.8.3 Intensify internal audit

公司建立和完善了三级审计监督体系，紧紧按照“督导制度措施落实，严格经营绩效问责，保证资金安全，促进精益化管理和结构调整”的工作方针，严查细审，有责必究，深入开展内部控制审计、经济责任审计、经营绩效审计、工程项目审计和企业基建项目审计工作，促进了经济质量运行的有效提升。

2011 年，共完成审计项目 2667 个，提交审计报告 2229 份，提出整改建议 10062 条。

The company establishes and perfects three-level audit supervision system. According to the policy of “To supervise the

system and measures implementation, account for business performance, ensure fund safety, and promote lean management and structural adjustment”, the company deepens the internal control and audit, economic responsibility audit, business performance audit, engineering project audit and infrastructure audit, and effectively improves the economy quality.

In 2011, the company completed 2,667 audit projects, submitted 2,229 audit reports, and offered 10,062 audit proposals.

#### **2.8.4 推进党风建设和反腐倡廉工作**

公司以惩防体系建设为主线，以作风建设为重点，创新思路，完善机制，加强党风建设和反腐倡廉工作。

2011 年，公司围绕重大决策、项目管理、投资管理、招标采购等重点部位和关键环节，出台相关制度 30 余项，新建反腐倡廉制度 132 项，修订完善 281 项；开展警示教育 950 场次，参加人员 69277 人次；对 8264 个在建项目的资金管理、物资设备招标采购、责任成本管理、合同管理、安全质量管理等方面进行了监督检查。

#### **2.8.4 Promote the Party’s work style construction and anti-corruption and clear enterprise work**

Taking the punishment and prevention system construction as paramount and focusing on work style construction, the company innovates new ideas and perfects mechanism to strengthen the

Party's work style construction and anti-corruption and clear enterprise work.

In 2011, centered on the key areas and crucial links including major decision-making, project management, investment management, bid inviting and purchasing, the company unveiled more than 30 related regulations, newly established 132 anti-corruption and clear enterprise regulations, made amendments and improvements on 281 items; to conduct warning education for 950 times with the number of participators up to 69,277; to supervise and inspect on 8,264 projects under construction covering funds management, bid inviting and purchasing for goods and materials equipment, responsibility cost management, contract management, safety and quality management as well.

### 三、经济责任

#### III . Economic Responsibility

公司秉持回报股东，回报社会的理念，坚持把发展作为第一要务，以诚信经营、建造精品为原则，精耕市场，强抓管理，不断以良好的经济和社会效益，回馈投资者，回馈社会。

**Adhering to the concept of “To return shareholders and the society”, the company takes development as the first task and “Honest operation and competitive construction” as principle,**

**develops markets, pays much attention to the management, and returns shareholders and the society with good economic and social benefits.**

### 3.1 主要经营指标

#### 3.1.1 2011 年公司新签合同额及近三年变动情况

2011 年，公司新签合同额 6811.8 亿元。

### 3.1 Main business indicators

#### 3.1.1 Newly concluded contract in 2011 and variation during 2009 to 2011

In 2011, the company signed new contracts of RMB 681.18 billion.

#### 2009-2011 年各板块新签合同额 (亿元)

板 块	2009 年	2010 年	2011 年
工程承包业务	5553.144	6775.9182	5873.2113
勘察设计咨询业务	62.2506	75.7901	75.8898
工业制造业务	56.8047	87.3612	119.6770
物流贸易业务	279.4641	402.4686	577.1919
房地产业务	50.1397	114.4841	140.7709
其他业务	11.467	15.9607	25.0445
总 计	6013.2701	7471.9829	6811.7854

#### Newly Concluded Contract during 2009 to 2011 (Unit: RMB 100 million)

Item	In 2009	In 2010	In 2011
Engineering Contracting	5,553.144	6,775.9182	5,873.2113
Survey & Design Supervision	62.2506	75.7901	75.8898
Industrial Manufacturing	56.8047	87.3612	119.6770
Logistics	279.4641	402.4686	577.1919

Real Estate	50.1397	114.4841	140.7709
Other Business	11.467	15.9607	25.0445
Total	6,013.2701	7,471.9829	6,811.7854

### 3.1.2 2011 年公司营业收入、净利润及近三年变动情况

2011 年，公司实现营业收入 4,573.66 亿元，同比减少 2.72%；实现净利润 78.82 亿元，同比增长 82.59%。

### 3.1.2 Revenue and profit in 2011, and variation during 2009 to 2011

In 2011, the company realized operation revenue of RMB 457.366 billion, a decrease of 2.72% year on year; and realized net margin of RMB 7.822 billion, an increase of 82.59%% year on year.

单位：亿元

年份 项目	2009 年	2010 年	2011 年
营业收入	3,555.21	4,701.59	4,573.66
工程承包	3,248.37	4,284.97	4,075.41
勘察设计咨询	76.38	83.33	74.64
工业制造	81.42	92.56	89.15
其他	201.32	324.95	464.59
净利润	67.32	43.17	78.82

注：分项营业收入（工程承包、勘察设计咨询、工业制造、其他）未扣除分部间交易。

Unit: RMB 100 million

Year Item	In 2009	In 2010	In 2011
Business Income	3,555.21	4,701.59	4,573.66

(RMB 100 million)			
Engineering Contracting (RMB 100 million)	3,248.37	4,284.97	4,075.41
Survey & Design and Consultation (RMB 100 million)	76.38	83.33	74.64
Industrial manufacturing (RMB 100 million)	81.42	92.56	89.15
Others (RMB 100 million)	201.32	324.95	464.59
Net Profit (RMB 100 million)	67.32	43.17	78.82

注：分项营业收入（工程承包、勘察设计咨询、工业制造、其他）未扣除分部间交易。

2011 年海外实现营业收入 171.99 亿元，占营业收入总额的 3.76%。

Notes: Business incomes of engineering contracting, survey & design and consultation, industrial manufacturing and others do not deduct transaction between divisions.

In 2011, overseas operation realized business income of RMB 17.199 billion, occupying 3.76% of the total business income.

### 3.1.3 2011 年公司资产总额、总市值及近三年变化情况

### 3.1.3 Total assets and market capitalization in 2011, and variation during 2009 to 2011

2011 年 12 月 31 日资产总额 4,229.83 亿元，同比增长 20.76%。按照 2011 年底最终收盘价计算，股份公司 A、H 股总市值为人民币 460.94 亿元，流通市值 451.66 亿元，其中 A 股流通市值 379.62 亿元人民币；H 股流通市值折合人民币 72.04 亿元。

On Dec.31, 2011, the total assets of the company were RMB 422.983 billion, an increase of 20.76% year-on-year. Valued according to the final close at the end of 2011, market capitalization of corporation A and H shares is RMB 46.094 billion, negotiable market capitalization is RMB 45.166 billion; among them, negotiable market capitalization of A share is RMB 37.962 billion and H share is RMB 7.204 billion.

单位：亿元

年份 项目	2009 年	2010 年	2011 年
资产总额	2,829.90	3,502.65	4,229.83
总市值	1,119.78	861.08	460.94
流通市值	405.83	331.48	451.66

Unit: RMB 100 million

Year Item	In 2009	In 2010	In 2011
Total Assets (RMB 100 million)	2,829.90	3,502.65	4,229.83
Total Market Value (RMB 100 million)	1,119.78	861.08	460.94
Tradable Market Value (RMB 100 million)	405.83	331.48	451.66

### 3.1.4 2009-2011 年公司主要工程量完成情况

#### 3.1.4 Project quantity during 2009 to 2011

三年累计完成的主要实物工程量：基建土石方 369845 万立方米，隧道 4078 折合公里，桥梁 6053 折合公里，铁路正线铺轨



15188 公里，公路 8373 公里，通信线路 31251 条公里，供电线路 24414 公里，房屋施工面积 10380 万平方米，房屋竣工面积 1450 万平方米。

In the past three years, the company has completed earthwork engineering of 3.69845 billion cubic meters, tunnel of 4,078km, bridge of 6,053km, laying track of 15,188km, highway of 8,373km, communication line of 31,251km, power supply line of 24,414km, housing construction of 103.8 million square meters, and completed housing of 14.5 million square meters.

### 3.2 依法纳税

2011 年共缴纳各类税费 182.59 亿元，较上年增长 9.31 %。

年份 项目	2009 年	2010 年	2011 年
缴纳税费 (亿元)	124.93	167.04	182.59

### 3.2 Revenue

In 2011, the company paid various taxes of RMB 18.259 billion, increasing by 9.31% compared with last year.

Year Item	In 2009	In 2010	In 2011
Revenue (RMB 100 million)	124.93	167.04	182.59

### 3.3 分红情况

根据公司 2011 年度经审计财务报告，2011 年年初母公司未分配利润为 3,875,190,617.33 元，加上本年度母公司实现的净利

润-140,262,317.42 元，扣除 2010 年度现金分红 616,877,075 元，本年末母公司可供分配利润为 3,118,051,224.91 元。

### 3.3 Dividends

According to the audited financial statements of the company in 2011, at the beginning of 2011, the retained profits of the parent company were RMB 3,875,190,617.33. Adding the net profit of the parent company of RMB -140,262,317.42 in 2011, and subtracting the cash dividends of RMB 616,877,075 in 2010, the profit available for distribution of the parent company was RMB 3,118,051,224.91 at the end of 2011.

根据《公司法》和《公司章程》，2011 年度，以 2011 年 12 月 31 日总股本（12,337,541,500 股）为基数，按每 10 股派发现金股利 1 元（含税），共分配现金股利 1,233,754,150 元。分配后，母公司尚余未分配利润 1,884,297,074.91 元，转入下一年度。

According to the *Company Law and Articles of Association*, based on the total share capital (12,337,541,500 shares) on Dec.21, 2011, a cash dividend of RMB 1 (tax included) per 10 shares will be distributed to all shareholders, a cash dividend of RMB 1,233,754,150 was distributed in 2011. After distribution, the undistributed profit of RMB 1,884,297,074.91 will be carried over to the next fiscal year.

### 3.4 公司股本结构

### 3.4 Capital structure

截至 2011 年 12 月 31 日，公司股本结构如下：

Till Dec.31, 2011, the corporate capital structure is as follows:

股 东	性 质	股份数目 (股)	占已发行股本之概约 百分比 (%)
中国铁道建筑总公司	A股	7,566,245,500	61.33
全国社会保障基金理事 会	A股	245,000,000	1.98
A股公众股东	A股	2,450,000,000	19.86
H股公众股东	H股	2,076,296,000	16.83
总 计		12,337,541,500	100.00

Shareholder	Type	Stocks (Share)	Accounting for (%) capital stock issued
CRCC	A share	7,566,245,500	61.33
National Council for Social Security Fund	A share	245,000,000	1.98
A Share Public Shareholders	A share	2,450,000,000	19.86
H Share Public Shareholders	H share	2,076,296,000	16.83
Total		12,337,541,500	100.00

## 四、产品责任

### IV. Product Responsibility

中国铁建的最高价值取向之一是造就对人类和自然充满关  
怀的建筑艺术品，多年来始终坚持以交付用户满意产品、建造优  
质精品工程为目标。

**The maximum value orientation of CRCC is to construct architecture masterpieces filled with human and nature care. For years, CRCC has always adhered to delivering customer satisfied products and constructing high-quality projects.**

#### **4.1 相继突破重难点工程**

#### **4.1 Achieve breakthroughs successively in major and difficult projects**

2011 年，面对资金高度紧张，一些铁路项目停工缓建的实际情况，公司准确研判、提前预警，及时进行部署，统筹规划，有保有压，科学组织，确保施工生产有序推进，使大部分重难点工程相继取得突破。

In 2011, faced with the reality such as desperate shortage of funds and some railway projects suspended or delayed, the company made accurate survey and decision, precaution ahead of time, promptly arranged and planned as a whole, maintained some projects and restrained others by means of scientific and valid organization, to ensure the orderly advancement of the construction and production, which enabled breakthroughs successively achieved in most of the major and difficult projects.

●京沪高铁、广深港客专（广深段）、太中银铁路、广珠城际、狮子洋隧道、青岛海底隧道、青岛胶州湾大桥等一大批重难点和标志性工程建成通车。

● A plurality of difficult and landmark projects have been completed and open into traffic—Beijing-Shanghai High Speed Railway, Guangzhou-Shenzhen-Hong Kong Passenger Line (Guangzhou-Shenzhen section), Taiyuan-Zhongwei-Yinchuan Railway, Guangzhou-Zhuhai Inter-city Railway, Lion Ocean Tunnel, Qingdao Undersea Tunnel, Jiaozhou Bay Bridge in Qingdao.

● 沙特阿卜杜拉国王大道、阿尔及利亚 94 公里铁路、苏丹杜威姆大桥、安哥拉本格拉铁路（万博段）等一批海外重难点项目建成通车。

● A plurality of overseas major and difficult projects have been completed and open into service, i.e. King Abdullah Avenue in Saudi Arabia, 94-kilometres length railway in Algeria, Sudan Dueim Bridge, Benguela Railway (Huambo section) in Angola.

● 沙特麦加轻轨铁路 2011 年朝觐运营任务圆满完成，采用全自动模式累计运送朝觐人员 322.4 万人次，超过 7.2 万人/小时的设计最大运能，受到沙特社会各界、世界各地朝觐者和国内外媒体的广泛赞誉，得到中央领导和国资委、商务部、外交部、铁道部等有关部委领导的充分肯定。

● In 2011, Makkah Subway in Saudi Arabia has consummated hajj operation task. With automatic mode, the total railway delivery accumulated to 3.224 million, in excess of the designed maximum delivery 72,000 person/hour, which was widely praised by all

sectors of Saudia Arabia, pilgrims across the world, domestic and overseas media, and also completely affirmed by central leaders, and leaders from SASAC, Ministry of Commerce, Ministry of Foreign Affairs and Ministry of Railways.

- 阿尔及利亚东西高速公路补充合同谈判取得重大突破，第一期批复 3.76 亿美元。

- Great breakthrough has achieved on supplementary contract negotiation towards Algeria East-West Highway, and 37,600 million US dollars has been approved for the first stage.

- 沙特朱拜尔石油管道基础项目，获得了安全生产和最佳项目经理等多项大奖，成为沙特皇家委员会唯一授此殊荣的建筑企业。

- Jubail oil pipeline infrastructure project in Saudi Arabia, entitled for “Safety Production” and “Best Project Manager” Awards, is the only construction company to be endowed such great honor by Saudi Arabian royal committee.

#### 4.2 稳步提升在建工程和项目管理水平

#### 4.2 Steadily promote projects under construction and project management level

公司及时掌握重点工程调整情况，对在建项目进行全面梳理，调整施工计划，优化施工组织，对于资金保证项目，适度超前安排，安全快速推进，确保资金回笼和工期兑现；对于资金不

足项目，稳妥安排后续工作。

The company promptly mastered adjustments on key projects. We conducted survey on projects under construction in an all-round way, adjusted construction plan and optimized construction organization; as for fund-guaranteed projects, the construction was moderately arranged in advance, safely and rapidly progressing, to ensure withdrawal of funds and construction period performed; for the projects shortage of funds, the company would make secure arrangements for follow-up work.

中铁十二局集团有限公司、中铁十九局集团有限公司大西铁路，中铁十六局集团有限公司贵广铁路等一大批项目，深入推进标准化建设，管理规范，组织有力，受到业主好评。

A plurality of projects such as Datong-Xi'an Railway undertaken by China Railway 12<sup>th</sup> Bureau Group Co., Ltd. and China Railway 19<sup>th</sup> Bureau Group Co., Ltd., Guiyang-Guangzhou Railway by China Railway 16<sup>th</sup> Bureau Group Co., Ltd., promoted standardized construction in depth, with standardized management and strong organization, which were praised by the proprietors.

在铁道部信誉评价中，中铁十一局集团有限公司、中铁十二局集团有限公司、中铁十七局集团有限公司、中铁十九局集团有限公司等综合评价为 A 类。

Among credit scoring of Ministry of Railways, the

comprehensive evaluation of China Railway 11<sup>th</sup> Bureau Group Co., Ltd., China Railway 12<sup>th</sup> Bureau Group China Railway 17<sup>th</sup> Bureau Group Co., Ltd. Co., Ltd., and China Railway 19<sup>th</sup> Bureau Group Co., Ltd. turned out to be level A.

### 4.3 着力打造非工程承包板块产品

#### 4.3 Strive to build non-project contracting module products

在“调结构、促转型”推进可持续发展理念下，公司加快发展非工程承包板块，注重精细管理、科技领先、质量至上、服务到位，着力打造非工程承包板块产品。

Within the concept “adjusting the structure, promoting the transition” to boost sustainable development philosophy, the company speeds up non-project contracting service, emphasized the lean management, leading technology, high quality and superior service, strives to build non-project contracting module products.

●**设计咨询板块。**中铁第一勘察设计院集团有限公司坚持“三技治企”，以中国技术打开海外市场，先后在阿联酋、俄罗斯等国家铁路项目建设中占得先机；中铁第四勘察设计院集团有限公司凭借高质量的设计产品和服务，成为全国城市轨道交通设计市场的排头兵，业务拓展到 20 个城市，在手项目 48 个；中铁第五勘察设计院集团有限公司、中铁上海设计院集团有限公司潜心技术储备，注重区域经营，发展势头良好。

● **Design and consultation service module.** Upholding “three



technologies to manage enterprises”, with Chinese technology to pioneer overseas market, China Railway 1<sup>st</sup> Survey and Design Institute Group Ltd. was successively in the upper hand on railway project construction in countries such as Arabia, Russia and so on; with high quality products and service, China Railway 4<sup>th</sup> Survey and Design Institute Group Ltd. took the lead among urban railway system design field around the country, with service expanded 20 cities and 48 projects in hand; China Railway 5<sup>th</sup> Survey and Design Institute Group Ltd. and China Railway Shanghai Design Institute Group Co., Ltd. committed to technological reserve and stressed on regional management, which also took on a good trend toward development.

●工业制造板块。昆明中铁大型养路机械集团有限公司的大型铁路养护系列产品不断推陈出新，牢牢占据市场制高点。中国铁建重工集团有限公司盾构高端设备生产达到国内领先水平，已生产 28 台（套），成功应用于西安、北京、长沙等地铁市场。

● **Industrial manufacture module.** Kunming China Railway Large Track Maintenance Equipment Group Co., Ltd. continuously put forth new large-scale railway maintenance series products, which firmly occupied the market. China Railway Construction Heavy Industry Group Co., Ltd. has manufactured 28 sets of high-end shield equipment which has reached the leading domestic level and

been successfully applied to subway market of Xi'an, Beijing, Changsha and so on.

●**房地产板块。**房地产开发，从小区的规划形态、户型设计、户型比例、外立面、园林景观、周边配套上做足功课，严格推行标准化管理，坚持样板引路制度，有 38 个项目进行销售，销售面积 178 万平方米，中国铁建品牌深入人心。

●**Real estate module.** In terms of real estate development, great importance was attached to the planning pattern, flat design, housing ratio, external facade, garden landscape and residential facilities of the community. CRCC strictly implemented standardized management and upheld “the model leads the way” system, which made CRCC brand rooted deeply in people’s mind, with 38 projects on sale and the floor space up to 1780,000 square meters.

#### 4.4 严控安全质量

#### 4.4 Strictly control safety quality

中国铁建始终坚持“安全第一、预防为主、综合治理”的安全生产方针和“质量取胜、以质创誉”的质量管理方针，牢固树立安全质量发展观，全面落实安全质量主体责任，突出“一把手”管理，加大安全投入，全面推进安全质量标准化建设，狠抓重点工程安全质量管理，不断强化安全质量意识和安全质量培训，严格施工现场安全质量监控，开展安全质量大检查和安全生产隐患整改等

活动，安全生产总体形势平稳，工程质量稳定可控。

CRCC has always upheld safety production guideline of “safety first, prevention crucial and comprehensive treatment” and quality control guideline “with the quality to win, with the quality to build credit”, firmly establishes safety and quality development ideas, completely implements the main responsibilities of safe quality, highlights “first-hand” management, increases investment for safety, propels safety and quality standardized construction in an all-round way, vigorously implements safety quality management of key constructions, continuously intensifies safety quality sense and safety quality training, strictly supervises safety quality on the construction sites, and conducts activities like complete safety quality inspection and reforms on potential safety production risks. Thus the safety production is generally stable, and the project quality is reliable and under control.

● **安全生产目标基本完成**

完成每百亿产值死亡人数低于 2 人的控制指标。

● **工程质量获奖情况**

获鲁班奖工程 7 项，国家优质工程 15 项，获奖单位达 18 个。

● **Basically realize safety production target**

Death toll per 10-billion-yuan outputs is lower than the internal indicator of two.

### ● Project quality awards

18 subordinated enterprises were awarded seven “Luban Prizes” and 15 “National Excellent Projects”.

### ●QC 成果硕果累累

获得全国工程建设优秀质量管理小组奖 50 个，全国工程建设质量管理小组活动优秀企业 6 个。

### Remarkable QC achievements

The company won 50 titles of “Excellent Quality Management Group among National Engineering Constructions” and six titles of “National Excellent Enterprise for Engineering Construction Quality Management”.

### ●主要工作及成效 Main task and results

◇ 完善体系，加强安全质量监管。公司高度重视安全生产工作，把安全生产工作纳入了企业一把手工程。增设了安全总监职位，强化安全工作的组织领导。各级安全总监和安质部门进一步明晰工作职责并严格履行。各级职能部门按照责、权、利相统一的原则，落实全员安全生产责任。各施工项目部进一步完善安全质量责任体系，层层分解安全质量管控职责，确保安全质量责任得到落实。

◇ **Perfect system and strengthen safety quality supervision.** The company attached great importance to safety production, which was put into the first place. The position of safety

executive was newly set up to intensify the organization and guidance on safety work. Safety executives at all levels and safety quality department further cleared work responsibility and strictly fulfilled. Functional departments at each level completely implemented safety quality responsibility in accordance with the principle “responsibility, power and rights unified”. All construction departments further perfected full responsibility of safety quality system, divided safety quality control responsibility into each level to ensure the safety quality responsibility performed.

◇ 依靠科技，实现本质安全。科技进步是确保企业安全质量的重要保证。公司注重采用新技术、新工艺、新设备，不断加大安全质量投入力度，实现企业本质安全，提高工程创优能力。

◇ **Rely on technology to realize complete safety.** Science and technology progress is crucial to ensure corporate safety quality. The company paid much attention to applying new technology, new technique and new equipment, and continuously increased the investment on safety quality to realize complete corporate safety and improve high-quality project ability.

#### 案例：Cases:

● 中铁十七局集团有限公司把远程网络视频系统应用于高铁建设，其施工的沪昆客专贵州东段通过电视墙，随时掌握隧道施工进度、安全状态、人员动态等情况，提高了对隧道安全质量动

态掌控能力。

● China Railway 17<sup>th</sup> Bureau Group Co., Ltd. applied remote video surveillance system into high speed railway construction. During the construction of Shanghai-Guizhou passenger line, the construction progress in the tunnel, safety and personnel conditions could be videoed at any time by the television wall in the east section of Guizhou, thereby control on the tunnel safety quality trend has improved.

● 中铁二十四局集团有限公司在上海市嘉定区南翔编组站内新建上海和谐大功率机车检修基地施工中，严格做到“施工不行车、行车不施工”，确保了行车安全。

● During the construction of newly built Shanghai Hexie high-power locomotive overhaul base in Nanxiang Bianzu station of Shanghai Jiading District, China Railway 24<sup>th</sup> Bureau Group Co., Ltd. strictly implemented “no driving during construction, no construction during traffic” to ensue the driving safety.

● 中铁二十五局集团有限公司投资 200 余万元在湘桂铁路跨京广线上空安装防电棚，确保了既有线施工安全。

● China Railway 25<sup>th</sup> Bureau Group Co., Ltd. invested over RMB two million to install lightning-proof shed above Hu’nan-Guilin railway over Beijing-Guangzhou railway to ensue the safety of the existing railway.

◇ **深化活动，强化全员安全质量意识。** 公司注重全员安全质量意识的提高。围绕“安全责任、重在落实”、“建设质量强国、共创美好生活”等主题，广泛深入开展“全国安全生产月”和“全国质量月”活动，提高全员安全和质量意识，形成企业安全质量文化氛围。通过开展 QC 小组活动、举办质量管理干部培训班、召开质量事故分析会、举行消除质量通病评比竞赛等活动，进一步提高了员工的质量意识和产品与服务质量。

**Deepen activities, and intensify safety quality sense of the whole personnel.** The company stressed on the improvement of safety quality sense. Centered on themes “The implementation is the key for safety responsibility”, “Building a country of high quality, creating a beautiful life together”, the company widely and deeply conducted activities of “the national safety production month” and “the national quality month”, which improved the whole personnel safety and quality sense, and fostered safety quality cultural atmosphere in the company. The QC group activities, training classes for quality control management cadre, quality accident analysis meeting, and eliminating common quality defects competition was held, which further improved personnel’s quality sense as well as products and service quality.

◇ **加强培训，提高全员安全素质。** 2011 年，公司先后组织对全系统 260 名安全管理干部、340 名国家注册安全工程师进

行了培训和继续教育。按照国家《安全生产许可证条例》，各施工企业负责人、项目负责人和安全生产管理人员，参加了所在地的安全教育培训。各项目部坚持对操作人员进行安全技能培训，不断提高作业者的安全素质和安全技能，增强安全作业的可靠性。

◇ **Strengthen training to improve employees' safety quality.** In 2001, the company has organized the training and advanced education for 260 safety administration cadres and 340 Certified Safety Engineers in the whole system. Every construction company principal, project principal and safety production management personnel has participated into the local safety education training in according to the state "*Safety Production License Regulation*". Every Department of Project always provided safety skills training for operators as to keep improving their safety qualities and safety skills to enhance the reliability of safe operation.

◇ **规范管理，推动安全质量水平提升。**公司深入推进项目标准化管理工作，坚持以贯标为抓手，以“四化”为支撑手段，建立和完善工作流程标准化，扎实抓好施工作业标准化，同时将工程队建设与项目标准化管理工作结合起来，规范劳务队伍管理，加大对外部劳务的全方位管控力度，实现标本兼治，大大促进了项目管理水平的不断提升。

◇ **Standardize management to promote the improvement**



**of safety quality.** The company promotes standardized project management further by taking the standardization implementation as basis, while “Four Modernizations” as support measure to establish and improve working procedure standardization, and emphasize the construction operation standardization. Meanwhile, the company combines construction team and project standardization management together, standardize worker team management, tighten the all-dimensional control over external services to address both symptoms and root causes which greatly promote the improvement of project management.

公司 2011 年度鲁班奖获奖项目表

序号	获奖工程	获奖单位
1	沈阳地铁一号线	中铁十八局集团有限公司 中铁十一局集团有限公司 中铁二十局集团有限公司 中铁二十二局集团有限公司 中铁十四局集团有限公司 中铁十九局集团有限公司
2	哈尔滨市道外二十道街松花江大桥及引道工程	中铁二十二局集团有限公司
3	常州高架道路一期工程	中铁十六局集团有限公司
4	杭州湾跨海大桥工程	中铁十九局集团有限公司
5	天津滨海新区海河开启桥工程	中铁十四局集团有限公司
6	沪蓉西高速公路支井河特大桥	中铁十三局集团有限公司
7	上海保利广场	中铁建设集团有限公司

2011 Luban Prize List

Serial No.	Award-winning Project	Award-winning Enterprise
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1	Shenyang Subway Line 1	China Railway 18 <sup>th</sup> Bureau Group Co., Ltd. China Railway 11 <sup>th</sup> Bureau Group Co., Ltd. China Railway 20 <sup>th</sup> Bureau Group Co., Ltd. China Railway 22 <sup>nd</sup> Bureau Group Co., Ltd. China Railway 14 <sup>th</sup> Bureau Group Co., Ltd. China Railway 19 <sup>th</sup> Bureau Group Co., Ltd.
2	Harbin Daowai Er Shi Dao Jie Songhuajiang Bridge and Approach Project	China Railway 22 <sup>nd</sup> Bureau Group Co., Ltd.
3	First-stage Construction of Changzhou Overhead Road	China Railway 16 <sup>th</sup> Bureau Group Co., Ltd.
4	Hangzhou Bay Bridge	China Railway 19 <sup>th</sup> Bureau Group Co., Ltd.
5	Tianjin Binhai New District Haihe Kaiqi Bridge	China Railway 14 <sup>th</sup> Bureau Group Co., Ltd.
6	Shanghai-Chengdu West Expressway Zhijinghe Grand Bridge	China Railway 13 <sup>th</sup> Bureau Group Co., Ltd.
7	Shanghai Poly Plaza	China Railway Construction Group Co., Ltd.

公司 2011 年度国优工程获奖项目表

获奖名称	获奖工程	获奖单位
国优工程金质奖	大唐国际发电股份有限公司胜利东二号露天煤矿一期工程	中铁十九局集团有限公司 中铁十六局集团有限公司
国优工程金质奖	国道(GZ40)云南新街至河口高速公路	中铁二十局集团有限公司 中铁十二局集团有限公司 中铁十九局集团有限公司
国优工程银质奖	华能昌邑第一风力发电(49.5MW)工程	中铁二十四局集团有限公司
国优工程银质奖	华能通辽珠日河风电一场 147MW 工程	中铁十八局集团有限公司

国优工程银质奖	大连铁路集装箱中心站工程	中铁二十三局集团有限公司 中铁第五勘察设计院集团有限公司
国优工程银质奖	沪汉蓉通道合肥至武汉段引入武汉枢纽工程 WHZQ-III标江岸特大桥	中铁十一局集团有限公司 中铁第四勘察设计院集团有限公司
国优工程银质奖	温福铁路鼓山隧道群工程	中铁十八局集团有限公司 中铁第四勘察设计院集团有限公司 北京铁城建设监理有限责任公司
国优工程银质奖	深圳市轨道交通二期地铁3号线横岗双层车辆段工程	中国土木工程集团有限公司
国优工程银质奖	张石公路化稍营至蔚县(张保界)段高速公路	中铁二十二局集团有限公司
国优工程银质奖	河北省石家庄市石环公路(省道S101)307国道东互通立交工程	中铁十七局集团有限公司 中铁十九局集团有限公司
国优工程银质奖	河南省驻马店至泌阳高速公路工程	中铁十三局集团有限公司 中铁十五局集团有限公司 中铁十七局集团有限公司
国优工程银质奖	蓝商高速公路李家河3#隧道工程	中铁十五局集团有限公司
国优工程银质奖	沪蓉西高速公路薛湾隧道(原名乌池坝隧道)工程	中铁十七局集团有限公司
国优工程银质奖	贵阳卷烟厂易地技术改造项目联合工房工程	中铁十二局集团有限公司
国优工程银质奖	中国黄金集团公司乌努格吐山铜钼矿项目	中铁十九局集团有限公司

### 2011 National Excellent Project Award List

Award Name	Award-winning Project	Award-winning Enterprise
National Excellent Project Gold Award	First-stage Project of Shengli East No.2 Open Pit Coal Mine of Datang International Power Generation Co.,	China Railway 19 <sup>th</sup> Bureau Group Co., Ltd. China Railway 16 <sup>th</sup> Bureau

	Ltd.	Group Co., Ltd.
National Excellent Project Gold Award	GZ40 Yunnan Xinjie-Hekou Expressway	China Railway 20 <sup>th</sup> Bureau Group Co., Ltd. China Railway 12 <sup>th</sup> Bureau Group Co., Ltd. China Railway 19 <sup>th</sup> Bureau Group Co., Ltd.
National Excellent Project Silver Award	Huaneng Changyi 1 <sup>st</sup> Wind Power (49.5MW) Project	China Railway 24 <sup>th</sup> Bureau Group Co., Ltd.
National Excellent Project Silver Award	Huaneng Tongliao Zhurihe 1 <sup>st</sup> Wind Power Plant 147MW Project	China Railway 18 <sup>th</sup> Bureau Group Co., Ltd.
National Excellent Project Silver Award	Dalian Railway Container Terminals Project	China Railway 23 <sup>rd</sup> Bureau Group Co., Ltd. China Railway 5 <sup>th</sup> Survey and Design Institute Group Ltd.
National Excellent Project Silver Award	Wuhan Pivotal Project WHZQ-III Jiang'an Grand Bridge of Shanghai-Wuhan-Chengdu Expressway Hefei-Wuhan Section	China Railway 11 <sup>th</sup> Bureau Group Co., Ltd. China Railway 4 <sup>th</sup> Survey and Design Institute Group Ltd.
National Excellent Project Silver Award	Wenzhou-Fuzhou Railway Gushan Tunnel Group Project	China Railway 18 <sup>th</sup> Bureau Group Co., Ltd. China Railway 4 <sup>th</sup> Survey and Design Institute Group Ltd. Beijing Tiecheng Construction Supervision Co., Ltd.
National Excellent Project Silver Award	Shenzhen Rail Transit Second-stage Railway Line 3 Henggang Double-decker Train Section Project	China Civil Engineering Construction Corporation
National Excellent Project Silver Award	Zhangjiakou-Shijiazhuang Expressway Huashaoying-Weixian (Zhangbao) Section	China Railway 22 <sup>nd</sup> Bureau Group Co., Ltd.
National Excellent Project	Hebei Shijiazhuang Shihuan Highway (S101) G307 Interchange Project	China Railway 17 <sup>th</sup> Bureau Group Co., Ltd.

Silver Award		China Railway 19 <sup>th</sup> Bureau Group Co., Ltd.
National Excellent Project Silver Award	Henan Zhumadian-Miyang Expressway Project	China Railway 13 <sup>th</sup> Bureau Group Co., Ltd. China Railway 15 <sup>th</sup> Bureau Group Co., Ltd. China Railway 17 <sup>th</sup> Bureau Group Co., Ltd.
National Excellent Project Silver Award	Lantian-Shangzhou Expressway Lijiahe 3# Tunnel Project	China Railway 15 <sup>th</sup> Bureau Group Co., Ltd.
National Excellent Project Silver Award	Shanghai-Chengdu West Expressway Xuewan Tunnel (originally called Niaochiba Tunnel) Project	China Railway 17 <sup>th</sup> Bureau Group Co., Ltd.
National Excellent Project Silver Award	Guiyang Tobacco Factory Address Change Technical Reconstruction Project Combined Workshop	China Railway 12 <sup>th</sup> Bureau Group Co., Ltd.
National Excellent Project Silver Award	China National Gold Group Corporation Wunugetu Mountain Copper Molybdenum Project	China Railway 19 <sup>th</sup> Bureau Group Co., Ltd.

#### 4.5 深化科技创新

#### 4.5 Deepen technological innovation

公司大力推进“科技兴企”战略，注重科技和创新环境的打造、创新观念的引导、充足资金的支持和有效制度的保障。以适应、服务和支撑企业发展为目标，狠抓科技创新平台建设，加强技术重难点项目攻关工作，广泛开展技术交流活动，充分利用科技奖励平台，认真做实科技管理基础工作，取得了显著的成绩。

2011 年公司科技研究与开发支出 84.72 亿元。

The company vigorously promoted technology oriented strategy and paid much attention to the building of technology and innovation environment, innovative concept guide, sufficient

financial support and guarantee of effective system. Aiming to adapt to, serve and support corporate development, the company attached close attention to the construction of technological innovation platform, strengthened science and technology breakthrough like underground engineering, widely carried out technical exchanges activities, made full use of award platform for science and technology, earnestly laid solid foundation for technological management, and had made remarkable achievements.

In 2011, the company spent RMB 8.472 billion on R&D.

**工程实验室建设。**公司认定的六个工程实验室，科研任务饱满。中铁第一勘察设计院集团有限公司的“陕西省铁道及地下交通工程重点实验室”通过认定，并获得政府资助组建实验室经费 50 万元。

**Construction of engineering lab:** Six engineering labs accredited by the company develop well. “Shaanxi Railway and Underground Transit Engineering Key Lab” of China Railway 1<sup>st</sup> Survey and Design Institute Group Ltd. was accredited and awarded funds of RMB 500,000.

**博士后工作站建设。**公司 5 家博士后科研工作站呈良好的发展态势。中铁十三局集团有限公司在站博士 3 人，分别负责天平铁路复杂地质条件下小断面超长隧道施工关键技术研究、闽江特大桥施工技术研究及地铁软弱地层深基坑施工关键技术研究；中

铁第一勘察设计院集团有限公司开展了 3 个博士后科研项目的研究开发，在尖端课题研究和高层次人才培养方面取得了成效。

### **Post-doctoral workstation construction**

Five post-doctoral workstations develop very well. Three doctors of the post-doctoral workstation of China Railway 13<sup>th</sup> Bureau Group Co., Ltd. undertakes the key technology research on narrow bore long tunnel construction of Tianshui-Pingliang Railway under complicated geological conditions, Minjiang Grand Bridge Construction Technology Research and key technology research on subway soft ground deep foundation pit construction respectively; Post-doctoral workstation of China Railway 1<sup>st</sup> Survey and Design Institute Group Ltd. develops three post-doctoral scientific researches and makes achievements in cutting-edge research subjects and excellent talents cultivation.

**技术中心建设。**公司科技创新平台建设取得突破：中铁十二局集团有限公司技术中心通过国家级企业技术中心认定，实现了公司国家级创新平台零的突破。公司现拥有国家级技术中心 1 个，22 个省级企业技术中心，并均顺利通过年度复审，有 11 家三级公司技术中心通过省级技术中心认定。

### **Construction of technical center**

The technological innovation platform construction has made breakthroughs: technical center of China Railway 12<sup>th</sup> Bureau Group

Co., Ltd. has accredited as the national corporate technical center, which realizes breakthrough in national innovation platform of the company. Now the company owns one national technical center, 22 provincial technical centers which have passed the review. Besides, 11 third-level corporate technical centers has accredited as the provincial technical center.

高新技术企业。有 5 家下属企业再次被认定为“高新技术企业”，将继续享受税收优惠政策。本年度高新技术企业享受减免税和加计扣除等税收优惠约 3 亿元。

### **Hi-tech enterprise**

Five subordinate enterprises were identified as “Hi-tech Enterprises” again and enjoy tax preferential policy. In 2011, hi-tech enterprises totally enjoy preferential tax of about RMB 300 million.

### **科技成果情况：Scientific research achievements:**

编制出台“十二五”科技发展规划和勘察设计咨询“十二五”发展规划，深入推进科技创新；

主持的“大直径全断面隧道掘进装备及重大工程机械装备”首次列入国家“863”计划；

北京轨道建筑学会正式成立，成为公司唯一一家直接管理的学术性社团组织；

Prepare and issue “the 12<sup>th</sup> Five-year Plan” scientific and technological development plan and survey & design consultation



plan, to deepen technological innovation;

“Major-diameter tunnel boring machine and major engineering machinery and equipment” was firstly listed in the national “863 Plan”;

Beijing Rail Construction Society was established formally and it is the only academic organization directly managed by the company;

列入国家重大科研项目 3 项，新增省部级科研项目 22 项；

获得国家科技进步二等奖 2 项；获得省部级科技进步奖 126 项，其中特等奖 2 项、一等奖 27 项、二等奖 40 项、三等奖 57 项；

Three projects were listed in national key research projects and 22 were provincial research projects;

Awarded two second prizes of “National Awards for Science and Technology Progress”; and awarded 126 “Provincial Awards for Science and Technology Progress”, including two special prizes, 27 first prizes, 40 second prizes and 57 third prizes.

获得全国优秀工程勘察设计奖 3 项，全国优秀工程勘察设计行业奖 8 项，全国优秀工程咨询成果奖 4 项，全国优秀测绘工程奖 5 项，中国建筑学会优秀建筑结构设计奖 1 项，省部级勘察设计奖 71 项；

Awarded three “National Excellent Engineering Survey and

Design Awards”, eight “National Excellent Engineering Survey and Design Industry Awards”, four “National Excellent Engineering Consultation Achievements Awards”, five “National Excellent Surveying and Mapping Engineering Awards”, one “Excellent Architectural Structure Design Awards” issued by China Architecture Society, and 71 “Provincial Survey and Design Awards”;

受理专利 548 项，其中，发明专利 153 项；授权专利 445 项，其中，发明专利 57 项。获第十三届中国专利奖优秀奖 1 项；

获得国家工法 42 项，省部级工法 118 项，为历年之最。

Accept 548 patents including 153 patents for invention; issue 445 patents including 57 patents for invention. Awarded one “Excellent Awards of the 13<sup>th</sup> China Patent Award”,

Awarded 42 national construction methods and 118 provincial construction methods, which are the most than ever.

### 2011 年度获国家级科技进步奖汇总表

序号	项目名称	奖励等级	授予机关	获奖单位
1	大型及复杂水下隧道结构分析理论与设计关键技术	二等奖	国家科学技术奖励委员会	中铁第四勘察设计院集团有限公司 中铁十四局集团有限公司
2	车辆轮轨诱发的环境振动与噪声控制关键技术及产业化	二等奖	国家科学技术奖励委员会	中铁上海设计院集团有限公司

### 2011 National Awards for Science and Technology Progress

Serial No.	Project Name	Award Grade	Appraisal Institution	Award-winning Enterprise
1	Key Technology for Large-scale and Complicated Underwater Tunnel Structure Analysis Theory and Design	Second Prize	National Science and Technology Award Committee	China Railway 4 <sup>th</sup> Survey and Design Institute Group Ltd. China Railway 14 <sup>th</sup> Bureau Group Co., Ltd.
2	Key Technology and Industrialization of Ambient Vibration and Noise Control Caused by Wheeltrack	Second Prize	National Science and Technology Award Committee	China Railway Shanghai Design Institute Group Co., Ltd.

### 2011 年度获全国优秀勘察设计奖汇总表

序号	项目名称	评选单位	奖励类别	获奖等级	获奖单位
1	北京地铁 5 号线工程	中国勘察设计协会	全国优秀工程设计奖	金质奖	中铁第一勘察设计院集团有限公司
2	北京地铁 10 号线一期工程	中国勘察设计协会	全国优秀工程设计奖	银质奖	中铁第四勘察设计院集团有限公司 中铁第一勘察设计院集团有限公司
3	武广高速铁路精密控制测量	中国勘察设计协会	全国优秀工程勘察奖	银质奖	中铁第四勘察设计院集团有限公司

### 2011 National Excellent Survey and Design Award List

Serial No.	Project Name	Appraisal Institution	Award	Award Grade	Award-winning Enterprise
1	Beijing Subway Line 5 Project	China Exploration & Design Association	National Excellent Engineering Design Award	Gold Award	China Railway 1 <sup>st</sup> Survey and Design Institute Group Ltd.

2	Beijing Subway Line 10 First-stage Project	China Exploration & Design Association	National Excellent Engineering Design Award	Silver Award	China Railway 4 <sup>th</sup> Survey and Design Institute Group Ltd., China Railway 1 <sup>st</sup> Survey and Design Institute Group Ltd.
3	Precise Control Measurement of Wuhan-Guangzhou High Speed Railway	China Exploration & Design Association	National Excellent Engineering Survey Award	Silver Award	China Railway 4 <sup>th</sup> Survey and Design Institute Group Ltd.

### 2011 年度获全国优秀工程咨询成果奖汇总表

序号	项目名称	评选单位	奖励类别	获奖等级	获奖单位
1	新建铁路兰州至乌鲁木齐第二双线可行性研究	中国工程咨询协会	全国优秀工程咨询奖	二等奖	中铁第一勘察设计院集团有限公司
2	新建大同至西安铁路可行性研究报告	中国工程咨询协会	全国优秀工程咨询奖	二等奖	中铁第一勘察设计院集团有限公司
3	新建铁路合肥至福州铁路(客运专线)环境影响报告书	中国工程咨询协会	全国优秀工程咨询奖	三等奖	中铁第四勘察设计院集团有限公司
4	新建铁路玉林至铁山港线可行性研究报告	中国工程咨询协会	全国优秀工程咨询奖	三等奖	中铁第四勘察设计院集团有限公司

### 2011 National Excellent Engineering Consultation Achievements

#### Awards List

Serial	Project Name	Appraisal	Award	Award	Award-winning
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No.		Institution		Grade	Enterprise
1	Feasibility Study Report of Lanzhou-Urumchi 2 <sup>nd</sup> Line	China National Association of Engineering Consultancy	National Excellent Engineering Consultation Award	Second Prize	China Railway 1 <sup>st</sup> Survey and Design Institute Group Ltd.
2	Feasibility Study Report of Newly Built Datong-Xi'an Railway	China National Association of Engineering Consultancy	National Excellent Engineering Consultation Award	Second Prize	China Railway 1 <sup>st</sup> Survey and Design Institute Group Ltd.
3	Environmental Impact Report of Newly Built Hefei-Fuzhou Railway (Passenger Line)	China National Association of Engineering Consultancy	National Excellent Engineering Consultation Award	Third Prize	China Railway 4 <sup>th</sup> Survey and Design Institute Group Ltd.
4	Feasibility Study Report of Newly Built Yulin-Tieshangang Railway	China National Association of Engineering Consultancy	National Excellent Engineering Consultation Award	Third Prize	China Railway 4 <sup>th</sup> Survey and Design Institute Group Ltd.

## 五、员工责任

### V. Employee Responsibility

员工是企业最大的财富，公司始终坚持“以人为本”，关注员工成长，保障员工合法权益，关爱员工生活，实现员工与企业共同成长。

**Employees are the biggest wealth of the company. Adhering to “human-oriented” concept, the company pays much attention to employees’ growth, guarantees the legal rights and interests of employees, cares for employees’ lives and develops together with**

the employees.

## 5.1 促进员工成长

### 5.1 Promote employees' growth

公司建立健全科学合理的用人机制，努力营造良好的员工成长、成才的环境，为公司发展提供了强有力的人才保证。

The company establishes and perfects the scientific and reasonable employment system, makes efforts to build favorable growth environment for employees, and provides powerful human resource guarantee for corporate development.

#### 5.1.1 员工队伍基本情况

#### 5.1.1 Basic information of staff

截至 2011 年 12 月 31 日，公司在岗员工为 241621 人，其中，管理人才 43571 人，占 18.03%，专业技术人才 95275 人，占 39.43%，技能人才 104257 人，占 43.15%。各类人员中，女性 49645 人，占 20.55%；少数民族 7213 人，占 2.99%。

The company has 241,621 on-the-job employees up to Dec.31, 2011, including 43,571 management personnel, accounting for 18.03%; 95,275 specialized technical persons, accounting for 39.43%; 104,257 skilled employees, accounting for 43.15%. Among all staff, there are 49,645 female staff accounting for 20.55%, 7,213 national minority employees accounting for 2.99%.

#### 5.1.2 相关制度建设情况

### 5.1.2 Construction of the related systems

2011年，制定下发了《企业领导人员管理暂行办法》，明确了所属企业领导人员培养、选拔、使用及奖惩的管理机制。下发了《关于所属二级公司董事会、监事会人员配备有关问题的通知》，规范了所属企业董事会、监事会人员的配备，保证了所属单位法人治理结构的正常运转。

In 2011, the company formulated and issued *Interim Management Measures for Corporate Leaders* to define the management mechanism of leadership cultivation, selection, usage, rewards and punishment. Besides, the company issued *Notice on the Staffing of Board of Directors and Supervisors in the Secondary Companies* to standardize the staffing of board of directors and supervisors in the subsidiaries and ensures the normal operation of the corporate governance structure of the subsidiaries.

### 5.1.3 人才队伍情况

#### 5.1.3 Talent team

公司拥有1名工程院院士、5名国家勘察设计大师和191名享受国务院特殊津贴的专家。

2011年，有9622人经过技能鉴定取得了国家级职业资格证书。其中初级工768人，中级工3516人，高级工3903人，技师1090人，高级技师345人。

The company has one academician of The Chinese Academy of Engineering, five National survey & design masters and 191 experts who enjoy the state Council Special Allowance.

In 2011, 9,622 persons obtained National Occupational Qualification Certificates after skill identification, including 768 junior skilled workers, 3,516 intermediate skilled workers, 3,903 senior skilled workers, 1,090 technicians, and senior skilled 345 technicians.

## **5.2 保障员工合法权益**

### **5.2 Protect the legal rights and interests of employees**

#### **5.2.1 劳动合同签订**

##### **5.2.1 Signing of labor contract**

公司严格遵守《中华人民共和国劳动合同法》，建立了比较完善的劳动用工制度。2011年，员工劳动合同签订率为99.53%。

The company strictly observes the relevant regulations of *Labor Contract Law*, establishes the comparatively perfect employment system. In 2011, the rate of signing the labor contract was 99.5%.

#### **5.2.2 员工薪酬福利**

公司重视员工薪酬福利待遇，在经济效益提高的同时，不断提高员工的收入。公司依法为员工缴纳养老、失业、工伤、医疗、生育保险以及住房公积金，建立了企业年金、补充医疗保险。2011



年在岗员工平均工资52925元，比2010年增长11.02%。

### **5.2.2 Staff compensation & benefits**

The company attaches a great importance to staff compensation & benefits. With the economic benefits increase, the company keeps increasing the incomes of staff. The company has paid endowment insurance, medical insurance, occupational injury insurance, maternity insurance, unemployment insurance and house accumulation fund for employees in accordance with the law. Meanwhile, it has established enterprise annuity and supplementary medical insurance. In 2011, the average salary of the fully employed staff is RMB 52,925 which has increased 11.02% compared to 2010.

### **5.2.3 员工身心健康**

公司严格执行国家相关规定，建立完备的休假制度，保证员工正常工作、休息、休假的权利，并切实做好劳动用品发放、职业健康体检、健康档案管理。

### **5.2.3 Staff physical and mental healthy**

The company strictly implements the relevant state provisions to establish a sufficient vacation system with which to guarantee the staff right to work, rest and leave normally, and earnestly conduct the labor supplies granting, staff occupational health examination and health documentation management.

### 5.3 加强员工培训

#### 5.3 Strengthen employee training

公司以提高员工队伍整体素质为中心，紧紧围绕企业生产经营需要，积极开展多层次、多渠道、全方位的教育培训工作，为公司可持续发展提供了智力支撑和人才保证。

2011 年，公司举办各类培训班 980 期，共培训各级各类人员 85046 人次。其中，管理岗位培训 43950 人次：经营管理人员培训 8630 人次，专业技术人员新技术、新工艺、新知识培训 12550 人次，各种适应性岗位培训 17630 人次，学历教育 4150 人，出国培训 990 人；技能岗位培训员工 41096 人次：技能培训和岗位练兵 12056 人次，开展职业资格等级培训 10345 人次，各种适应性岗位培训 18695 人次。

To improve the overall quality of employees and meet production and operation requirements, the company actively conducts multi-layer and multi-channel education and training, provides intelligent support and talents guarantee for its sustainable development.

In 2011, the company held 980 various training classes and provided training for 85,046 employees. Among them, 43,950 management persons participated in position trainings, including 8,630 managerial forces, 12,550 specialized technical persons for new technique, new process and new knowledge training, 17,630 persons for adaptive job training, 4,150 persons for education degree,

and 990 persons for oversea training; 41,096 persons participated in technical trainings, including 12,056 persons for technical and position training, 10,345 persons for occupational qualification grade training, and 18,695 for other adaptive position trainings.

#### 5.4 切实保障职业健康

#### 5.4 Guarantee occupational health

公司积极落实《职业病防治法》，建立健全了职业安全健康管理 管理体系，制定了《职业病管理办法》，通过开展职业病防护知识培训、加强职业病危害作业现场管理、发放职业病有害作业防护用品、对接触职业病危害人员进行岗前、岗中和离岗时的健康检查，实现体检档案跟踪管理等措施，有效保护了员工的职业健康安全。

The company actively implemented *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, established and improved occupational safety and health management system, and prepared *Administrative Methods for Occupational Diseases*. The company realizes physical examination files track management and effectively protects the occupational health and safety of employees, through conducting training for occupational disease prevention knowledge, strengthening occupational hazard field operation management, issuing protective articles for occupational disease prevention, and

providing prepost, on-the-duty and off-the-job physical examinations for employees engaged in the occupational disease inductive operation.

## 5.5 推进民主建设

### 5.5.1 全面推进工资集体协商工作

### 5.5 Promote democracy construction

#### 5.5.1 Promote the collective negotiations mechanism of wages at all-sided.

公司把工资集体协商作为落实全国总工会“两个普遍”的重中之重来抓，下发了《关于开展工资集体协商工作的通知》，明确提出2011年至2012年在公司范围内建立工资集体协商制度和签订工资集体协商专项协议，覆盖目标达到100%。

The company takes the collective negotiations mechanism of wages as the priority in the implementation the “Two Commons” principle of All China Federation of Trade Union (ACFTU). In the *Announcement On Carrying Out The Collective Negotiations Mechanism Of Wages*, the company has clearly put forward to establish the collective negotiations mechanism of wages and sign the special agreement on collective negotiations mechanism of wages in the company from 2011 to 2012, with the coverage rate up to 100%.

### 5.5.2 员工诉求表达渠道顺畅

公司重视员工来信来访，设立了热线电话、网络投诉信箱，开展法律援助，建立员工群体性事件预报制度，发挥劳动争议调解和劳动法律监督组织作用，积极构建利益协调、诉求表达、矛盾调处和权益保障机制。全年接待员工来信来访 700 余件，处理劳动争议案件 102 起。

### **5.5.2 Keep staff appeal & express channels clear**

The company attaches great importance on staff petition letters & visitations; it has set hotline, online complaint mailbox, carried out legal aid, established the staff mass disturbances forecast system to bring the labor dispute mediation and supervision organizations of labor law into play, and actively in building interest coordination, appeal & express, conciliation and handling of dispute and interest guarantee system. The company has handled over 700 cases of petition letters and handled 102 cases of labor disputes in the whole year.

### **5.5.3 农民工权益得到有效维护**

### **5.5.3 Effectively safeguard rights and interests of rural migrant workers**

公司积极推进农民工合法权益十项机制建设，实行农民工工资发放情况月报、季报统计上报制度，确保农民工工资按时足额发放。坚持“八一样”，即政治权利一样平等、劳动权益一样保障、工作作业一样信任、技术技能一样培养、评先表彰一样对待、文

化生活一样关心、疾病伤残一样救治、重大困难一样帮扶。全年各级用于慰问农民工的资金达 800 余万元，各级职代会和工代会都有农民工代表参加，有 70 多名农民工被授予劳动模范和技术创新能手称号。

The company actively advances building of ten mechanisms for rights and interests of rural migrant workers, implements monthly and quarterly report system of wage payment of rural migrant workers, and guarantees the timely and full wage payment of rural migrant workers. Besides, the company also adheres to the principle that equal political rights, guarantee labor rights equally, trust work equally, cultivate skills equally, reward and punish equally, care for lives equally, provide medical treatment for the sick and disable employees equally, and helps the needy employees equally. In 2011, the company offered consolation money of over RMB eight million for rural migrant workers. Many rural migrant workers participated into the workers' congress and more than 70 rural migrant workers were awarded "Model Worker" and "Technical Innovation Expert".

#### **5.5.4 合理化建议技术创新成效显著**

公司鼓励广大员工钻研新技术，立足岗位成才。2011 年，实现技术创新成果 439 项，提出合理化建议 6902 项，采纳 3545 项。

#### **5.5.4 Remarkable achievements in rational proposal of technological innovation**

The company encourages the staff endeavor to study new technologies and achieve success in his own position. In 2011, it has

achieved 439 technological innovations, proposed 6,902 rational proposals and 3,545 were accepted among them.

## **5.6 关爱帮扶活动**

### **5.6 Care about and help needy employees**

#### **5.6.1 送温暖活动**

##### **5.6.1 Develop heart-warming activity**

公司开展了“心系职工情、温暖进万家”主题送温暖活动，筹集送温暖资金4996万元，向困难职工发放大量帮扶款物，慰问困难职工家庭总数18986户，看望劳动模范、离退休职工、一线职工和农民工42080人。

The company developed the warm-hearting activity with the theme of “Tie to the workers, and warm the workers”, raised RMB 49.96 million, granted lots of aid funds and materials for 18,986 needy workers, and expressed greetings to 42,080 model workers, retirees, front-line workers and rural migrant workers.

#### **5.6.2 “三不让”承诺**

##### **5.6.2 “Three-intolerance” commitment**

公司深化落实“三不让”承诺帮扶，切实解决职工“生活难、看病难、子女上学难”问题。全年共筹集“三不让”专项救助资金9530万元，帮助困难职工家庭8530余户，资助困难职工子女入学2940人，救助患病职工3350人次。

The company deepened the “Three-intolerance” commitment and excluded difficulties and anxieties for needy workers, such as

the difficulties of supporting life, getting medical treatment and receiving an education. In 2011, the company totally raised RMB 95.3 million special funds, providing help for 8,530 needy workers' families, educational aids for 2,940 needy workers' children; and help for 3,447 employees who suffered from serious illness.

### 5.6.3 “金秋助学”活动

#### 5.6.3 “Assisting the Impoverished Student in Autumn”

##### activity

2011 年，各级继续开展“金秋助学”活动，共资助困难职工子女 2890 人，发放助学款 442.41 万元。其中：困难职工子女 2635 人，发放助学款 413.6 万元；受灾职工子女 62 人，发放助学款 7.36 万元；困难农民工子女 193 人，发放助学款 21.45 万元。

In 2011, organizations at all levels went on carrying out “Assisting the Impoverished Student in Autumn” activity and granted RMB 4.4241 million educational aids to 2,890 students from the needy worker's families, including RMB 4.136 million to 2,635 children from the needy workers, RMB 73,600 to children from families who suffered from disaster, and RMB 214,500 for 193 children of the need rural migrant workers.

### 5.7 有效落实劳动保护工作

公司注重发挥劳动保护监督检查委员会、监督检查员和工会小组检查员三级防护作用，不断创新拓展“一法三卡”和“安康杯”



活动，促进了安全生产，维护了职工的安全和健康。全年有 25 个单位获得全国安康杯竞赛优胜单位，39 个单位获得省部级安康杯竞赛优胜单位。

### **5.7 Effectively implement labor protection**

The company attaches much attention to bringing the three-level protective function of labor protection supervision and inspection commission, supervision inspector and trade union group inspector into full play, meanwhile, constantly innovating and expanding the “One Act and Three Cards” and “Ankang Cup” campaign to promote safety production and maintain the safety and health of employees. There are 25 units who have been awarded as National Ankang Cup Winners and 39 units as Provincial Ankang Cup Winners.

### **5.8 加强民主管理与民主监督**

#### **5.8 Strengthen democratic management and supervision**

##### **5.8.1 职代会职权有效落实**

##### **5.8.1 Effectively implement functions of workers’ congress**

职代会作为企业民主管理的基本制度在全系统已经全面建立并逐步深化完善。特别是《中国铁建股份有限公司职工（代表）大会实施办法》实施以来，职代会的五项职权得到更加充分的落实，职代会已成为知民情、解民难、赢民心不可或缺的民主管理平台。

As the fundamental system of democratic management in the enterprise, the workers' congress has been fully established and gradually perfected in the whole system. Especially after the implementation of *Implementation Measures for Employees' (Representatives) Congress of China Railway Construction Corporation Limited*, five functions of the workers' congress have been fully implemented. And the workers' congress has been the indispensable democratic management platform to learn about the employees, solve problems of employees, and win the hearts of employees.

### 5.8.2 企务公开进一步深化

按照“巩固、规范、深化、提高”的要求，公司进一步完善组织领导，建立责任制度，开展监督检查，把公开的重点拓展到企业重大决策、物资设备采购、工程劳务分包、领导干部廉洁、业务招待费使用等职工群众关注度高的热点问题，以及工资收入分配、劳动安全保护、社会福利保险等与职工利益切身相关的焦点问题等方面，使职工群众对企业的大事、要事清楚明白，确保了职工的知情权、参与权和监督权。

### 5.8.2 Further deepen disclosure of corporate affairs

In accordance with the “consolidate, standardize, deepen and improve”, the company further improves organization and leadership to establish responsibility system and carry out supervision and

inspection; the disclosure focuses have been expanded to the hot issues such as enterprise major decisions, material & equipment procurement, project and labor service subcontracting and honest leading cadres which are highly concerned by staff and people, also the company has expanded the disclosure focuses to issues which vitally related with employees' rights and interests, such as payment distribution, labor safety protection, social insurance benefits, etc. Accordingly, it guarantees the rights of employees to know, participate and supervise.

### **5.9 提升建家建线水平**

按照“因地制宜高标准，突出特色上水平”的原则，公司普遍做到了“五抓”，即抓好重大项目，作为展示企业品牌的窗口；抓好中小项目，做到同步运作整体推进；抓好境外项目，让远离祖国的员工感受家的温暖；抓好夜校书屋，使工地书屋和夜校成为员工的大课堂；抓好考核验收，不断促进建家建线工作水平提升。工作中涌现出了一批高起点、高标准、高质量、高品位的“四高”建家建线样板，全方位打造企业品牌形象，提升了企业的核心竞争力。

### **5.9 Improve the level of constructing family and railway**

In accordance with the principle of “Adjust measures to local conditions with high standard, highlight features to improve the level”, the company has accomplished the “five good jobs” generally, that is, do a good job in the major project as the window so as to show enterprise brand; do a good job in the medium-size project so

as to put forward overall in the meanwhile of synchronous operation; do a good job in oversea project so as to make the staff abroad feel the warmth of family; do a good job in night school and library so as to make them be a big classroom for staff; do a good job in testing and examination so as to keep improving the level of constructing family and railway. A lot of constructing family and railway models which has “Four-high: high starting point, high standard, high quality and high grade” were sprung up in this process, and these models has built the enterprise brand image from all-sided and promoted its core competitiveness.

## **5.10 女职工工作全面上台阶**

### **5.10.1 女职工组织建设进一步加强**

公司女职工是企业发展建设的重要力量。各级重视女职工工作，积极落实“女职工组织建设年”要求，女职工组织建设取得了突破性进展。2011 年 9 月，召开了公司女职工委员会第一届一次会议，选举产生了新一届工会女职工委员会，通过了女职工委员会工作制度，提出了加强工会女职工组织规范化建设的实施意见，公司女职工工作步入了新的征程。

## **5.10 Women employees' work has improved from every side**

### **5.10.1 Women employees' organization construction has further strengthened**

The women employees are important force for enterprise development and construction. All levels of the company have attached great importance to implementing the requirement of “The

Year of Women Employees Organization Construction”, and have achieved the breakthrough in the women employees’ organization construction. The first meeting of the company’s Women Employee Commission was held in Sept. 2011, the first Women Employees’ Trade Union Committee was elected in this meeting, also in the meeting, and it has passed through the working system of Women Employees’ Committee and put forward the implementation opinions to strengthen the organization standardization construction of women employees’ trade union. The women employees’ work has stepped into a new journey.

#### **5.10.2 女职工权益有效落实**

公司积极落实国家有关女职工权益保障的法规、制度。2011年,《女职工权益保护专项集体合同》逐步推开,女职工健康妇检、“四期”保护、困难帮扶有效落实,女工干部相关待遇逐步落实,各级职代会、工代会女职工代表普遍达到15%以上,源头参与力度加大,自身权益维护得到进一步加强。

#### **5.10.2 The women employees’ rights and interests are effectively protected.**

The company actively implements all state laws and regulations in related to women employees’ rights and interests protection. In 2011, the *Special Collective Contract on Protection of Women Employees’ Rights and Interests* was expended gradually. The women employees’ gynecological examination, “four periods”

protection and difficulties helping were effectively realized. The relevant treatments for women worker cadres are gradually realized. The rates of women employee representatives in all level workers' congress and workers' conference are above 15% generally. The participation from source has increased and the protection for their rights and interest has further improved.

## 六、社会责任

### VI. Social Responsibility

公司坚持依法经营、依法决策、合规管理，在快速发展的同时，积极参与和支持社会公益事业，树立央企的良好形象，努力成为优秀的企业公民。

**The company adheres to operation and policy-making in accordance with laws, and compliance management. Apart from rapid development, the company actively participates into and supports the social welfare cause, establishes a good image of central enterprise, and tries to be an excellent enterprise citizen.**

#### 6.1 吸纳社会就业 Obtain employment

接收高校毕业生。2011 年公司接收高校毕业生 15075 人，其中博士研究生 17 人，硕士研究生 558 人，本科生 11474 人，专科及以下 3026 人，加强了专业技术力量，有效缓解了专业技

术人员紧缺的状况。

### **Employment of college graduates**

In 2011, the company totally employed 15,075 college graduates, including 17 doctor graduates, 558 master graduates, 11,474 undergraduates, and 3,026 junior college students and others, which intensifies the professional technical strength and effectively relieves the shortage problem of technical specialists.

**外部劳务、农村劳动力就业。**公司每年都会提供大量就业机会,为创建和谐社会做出了积极贡献。2011 年,据不完全统计,生产一线共吸纳近 200 万农民工参与到公司的各项建设工作当中,平均 1 个农民工的年收入在当地可以解决一家三口人的基本生活保障问题。

### **Employment of rural migrant workers**

Every year, the company provides large quantity of employment opportunities for the society and makes great contribution to the establishment of harmonious society. According to incomplete statistics, the company totally employed nearly two million rural migrant workers in 2011. Averagely, the annual income of a rural migrant worker can support a family of three.

**海外使用外籍劳务。**公司坚持属地化原则,大量招收海外员工。2011 年,在 48 个国家和地区直接招用的外籍劳务 24179 多人,劳务属地化比例为 67%,有效解决了当地就业问题,促进了

当地经济发展。

### **Oversea employment**

The company adheres to localization principle and employs large quantity of employees overseas. In 2011, the company employed 24,179 local people in 48 countries and regions, accounting for 67% of the total workers, which solves the local employment problem and promotes development of the local economy.

**案例：**

#### **Cases:**

- 中国土木工程集团有限公司阿尔及利亚公司在总长度为67公里铁路复线施工高峰期，中阿员工的比例达到1:7.2，大大超过了合同规定的1:3。

- In the constructing peak of the 67km railway multiple tracks, the ratio of Chinese employees and Algerian employees in the Algeria Company of China Civil Engineering Construction Corporation was 1:7.2, which significantly exceeds 1:3, the ratio listed in contract.

- 中铁二十局集团有限公司在蒙古人民共和国项目建设过程中，使用当地劳务300余人。

- In the construction of the Mongolian's project, China Railway 20<sup>th</sup> Bureau Group Co., Ltd. has employed more than 300



local labors.

●中国土木工程集团有限公司东非公司 MOROGORO 经理部在招收当地雇员时，严格遵守当地法律，坚持平等用工原则，做到男女同工同酬，明确约定工资标准、试用期、劳动纪律、社会保险等劳资双方的权利与义务，切实保障当地雇员权益。

● In the recruitment of local employees, the Management Department of East Africa Company MOROGORO of China Civil Engineering Construction Corporation was in strict compliance with local laws. It adhered to the principle of equal employment and implemented the equal pay for equal work for both women and men workers. The wage standards, the rights and obligations such as probations, working disciplines, and social insurances were explicitly agreed by both employers and employees to effectively protect the local employees' rights.

**残疾人就业。**公司注重就业机会平等，针对残疾人选择适合的工作岗位，积极推动解决残疾人就业问题。2011 年，共解决残疾人就业 2426 人，支付残疾人就业保障金 1242 万元。

### **The employment for the disabled persons**

The company pays attention to equal opportunity in employment. By choosing appropriate jobs for disabled persons, it actively promotes the solution of the employment problems of disabled persons. In 2011, it has dissolved the employment problems

for 2,426 disabled persons and has paid RMB 12.42 million for the disabled persons' employment security fund.

## 6.2 回馈社会

公司认真履行社会责任，把回馈社会、奉献民众为己任，为企业与社会的和谐发展做出了贡献。

### 6.2 Contribution to the society

The company fulfills its social responsibility strictly and regards the contribution to the society and dedication to people as its own responsibility. It has made a great contribution to the harmonious development of the enterprise and the society.

#### 6.2.1 国内公益事业

##### ● 对口扶贫

#### 6.2.1 Domestic public welfare cause

##### ● Poverty alleviation aid to the designated sister regions

2011 年，公司按照国务院扶贫办、国资委的扶贫要求，继续对河北省尚义、万全两县以及新疆阿尔泰市进行定点扶贫。投入 130 余万元为尚义、万全两县搭建暖棚、打井、修路等，改善当地居民的生活条件；捐助 120 万元帮助阿尔泰市当地政府应对自然灾害，保障农牧生产。

In according to the poverty alleviation requirements of the State Council Office of Poverty Alleviation and SASAC, the company continues the designated poverty alleviation task in Shangyi County

and Wanquan County in Hebei Province, and Altai City in Xinjiang Province in 2011. The company has invested RMB 1.3 million to build warm sheds, dig wells, construct roads and so on to improve the living conditions for the residents of Shangyi County and Wanquan County; it has donated RMB 1.2 million in supporting the Altai government to respond to natural disasters and to protect agricultural and pastoral production.

**案例：**

**Cases:**

- 昆明中铁大型养路机械集团有限公司投资 202 万元，历时半年多，为结对帮扶的昆明市官渡区大麻笮村修建道路，解决了当地村民出行难的问题。
- With a investment of RMB 2.02 million, Kunming China Railway Large Machinery Group Co., Ltd. has spent half a year to construct road for its helping partner, that is, Da Ma Zuo Village, Guandu District of Kunming. This road has solved the trip difficulties of the local villagers.
- 中铁二十四局集团有限公司与上海市崇明县三星镇南桥村党支部签订结对帮扶协议，出资 9 万元，用于资助困难党员及农户，帮助维修老年活动中心。
- China Railway 24<sup>th</sup> Bureau Group Co., Ltd. has signed a helping agreement with Nanqiao Village Party branch of Shanxing

Town, Chongming County of Shanghai. It has donated RMB 90,000 to aid the party members and farmers in difficulties and help in repairing the Senior Citizens Centre.

- 中铁第一勘察设计院集团有限公司在一周的时间内，全院员工捐赠御寒衣物 1200 件，运往安康贫困地区。

- The whole staff of China Railway 1<sup>st</sup> Survey and Design Institute Group Ltd. has donated 1,200 pieces of clothing in one week and delivered to the poverty-stricken areas in Ankang.

### 6.2.2 捐资助学

#### 6.2.2 Donation to education

- 中铁十九局集团有限公司一公司在江西省萍乡市沪昆客专江西段 8 标施工期间，为荷尧镇中心小学捐助建校费 10 万元，帮助学校改善校舍条件，为孩子们创造了一个良好的学习环境。

- During the constructing of the No.8 Bid Section, Jiangxi Section, Shanghai-Kunming Passengers Line, in Pingxiang, Jiangxi Province, the 1<sup>st</sup> company of China Railway 19<sup>th</sup> Bureau Group Co., Ltd. has donated RMB 100,000 for Heyao Town Centre Primary School to improve school conditions and create a better study environment for the children.

- 中铁二十三局集团有限公司轨道交通公司昆明地铁管片厂“六一”期间到昆明市晋宁县晋城镇十里铺村希望小学，为学校捐赠书籍 300 余册。

- Kunming Metro Segments Factory of China Railway 23<sup>rd</sup> Bureau Group Co., Ltd. Rail Transport Company has presented 300 volumes of books for Shilipu Village Hope Primary School of Jincheng Town, Jinning County, Kunming City on Jun 1<sup>st</sup>.

- 中铁建中非建设有限公司为贵州省黄平县谷陇镇太平小学 8 名优秀苗族、侗族贫困小学生每人发放 1000 元捐助金，并为贫困儿童分发了书包、铅笔、练习本、书等文具用品。

- **CRCC Sino-African Construction Co., Ltd.** has donated RMB 1,000 per student for 8 impoverished outstanding primary students of Miao Nationality and Dong Nationality in Taiping Primary School of Gulong Town, Huangping County, Guizhou Province. It also presented the poverty-stricken children with school bags, pencils, exercise books, books and so on.

- 昆明中铁大型养路机械集团有限公司组织员工为禄劝县屏山镇克梯大木厂村小学捐款 11447 元，课外书 400 余本，文具 200 余件，体育用品 10 余件。除了捐赠外，员工还利用现有材料自制了乒乓球桌、羽毛球架、旗杆和校牌，为学校解决了急需的文体设施和用品。

- The staff of Kunming China Railway Large Machinery Group Co., Ltd. has donated money of RMB 11,447, over 400 volumes of extracurricular books, over 200 pieces of stationery, about 10 set of sports equipments for Ke Ti Da Mu Chang Village Primary School

of Pingshan Town, Luquan County. In addition to donations, the staff has made use of the existed materials to make sports facilities and supplies in need such as table tennis tables, badminton racks, flagpoles and school cards.

### 6.2.3 海外公益事业

### 6.2.3 Oversea public welfare cause

中国铁建在海外市场严格遵守当地法律法规，尊重当地人民的宗教信仰和传统风俗习惯，为当地社会稳定和经济繁荣做出积极贡献，同时也承担起相应的社会责任，在助学、就医、修路、打井等方面“反哺”当地社会，造福当地人民。

CRCC is strict in compliance with local laws and regulations in the oversea market and respects for the religious belief and traditional customs of local people. It has made positive contributions to local social stability and economic prosperity and also assumed corresponding social responsibility at the same time. By helping the local in the respects of students-aiding, medical treatment, road construction and well-drilling, CRCC has made benefit for the local people.

案例：

**Cases:**

- 中铁十八局集团有限公司苏丹公司利用自身的医疗设施为当地民众提供必要的医疗救助，全年为当地民众免费看病达 500

多人次，累计发放了价值 10 万余元的疟疾药品，使当地人民免受病痛之苦。

- By using its own medical facilities, the Sudan Company of China Railway 16<sup>th</sup> Bureau Group Co., Ltd. has provided essential medical aiding for local people. There are over 500 local people have been treated for free and a total of RMB 100,000 of malaria drugs has been relived freely in the whole year which saved the local people free from pain of illness.

- 中国土木工程集团有限公司坦桑尼亚公司组织自有的设备和人力，为塔博拉公路项目营地所在的斯品古村修筑了 4 公里长、6 米宽的公路，连接了该村与省道，方便了民众的出行和经济作物的运输。

- By organizing its own equipment and labor, the Tanzania Company of China Civil Engineering Construction Corporation has built a road of 4 kilometers in length and 6 meters in width for SiPunGu Village where the TaBoRa Highway located. This road has connected this village with provincial road and facilitates the residents' trip and economic crop transportation.

- 中国土木工程集团有限公司尼日利亚公司四镇项目部，在当地小学和中学设立奖学金，资助学习成绩优异和家庭困难的学生，使他们有更好的条件接受教育。

- The Nigeria Company of China Civil Engineering

Construction Corporation's Sizhen Project Department has established scholarships in local primary schools and middle schools. The scholarship is aim to aid the outstanding students and students in domestic difficulties so as to create them a better conditions to get education.

- 中铁二十局集团有限公司安哥拉第一项目部在卢埃纳市，出动机械将学校旁的两个大弹坑用土填平，并碾压平整，帮助当地修建足球场。

- Angola 1<sup>st</sup> Project Department of China Railway 20<sup>th</sup> Bureau Group Co., Ltd. has sent machines to fill up two carters around a school and made them even to build football field for the local people of Luena City.

- 中铁二十局集团有限公司蒙古公司花费 15 万元分别在杜兰汗镇、叶罗城站和矿山站建成三个机钻井，机井旁修建混凝土蓄水池供居民和牧民随时接取。

- The Mongolia Company of China Railway 20<sup>th</sup> Bureau Group CO., Ltd. has spent RMB 150,000 to build three pumped wells in Du Lan Khan Town, Ye Luo City station and Kuang Shan station respectively. The concrete reservoirs were built next to the pumped wells to supply water for residents and herdsman at any time.

### 6.3 抢险救灾

面对各种自然灾害，中国铁建人以英勇无畏的精神，以最快



的速度、最大的力量，不畏艰难，勇往直前，时刻履行着中央企业的神圣使命。

### **6.3 Emergency rescue and disaster relief**

In the face of various natural disasters, CRCC people, with gallant spirit, fastest speed and greatest power, took the bull by the horns, straightly forged ahead and constantly fulfilled its holy mission as a central enterprise.

●6月16日，成昆铁路白果至普雄段因遭受大暴雨袭击，洪水将白果至白石岩段路基撕开了一个大口，轨排悬空200多米，造成成昆线全面中断运行，途中4趟列车受阻、14趟列车停运，5000余名旅客受困。中铁二十三局集团有限公司三公司获悉成昆铁路险情后，三公司组织抢险队员159名积极参与抢险，20日12时54分，因暴雨中断78小时的成昆铁路终于全线抢通。

●On June 16, Chengdu-Kunming Railway from Baiguo to Puxiong was hit by a rainstorm and the road from Baiguo to Baishiyan was destroyed by the flood, which caused the losses that over 200 meters of sections of tracks were hanged in the air, transportation of Chengdu-Kunming was interrupted, four trains on their way were blocked, 14 trains were out of service and 5,000 passengers were trapped. After the 3<sup>rd</sup> Engineering Co., Ltd. of China Railway 23<sup>rd</sup> Bureau Group Co., Ltd. learned of the dangerous situation, it organized 159 rescue workers to actively participate in

the rescue and at 12:54, June 20, Chengdu-Kunming Railway was open to traffic again after it has been blocked for 78 hours.

●6月17日,乌鲁木齐铁路局兰新铁路柳园站至红柳河站100多公里铁路沿线突降暴雨,多处路基护坡、桥台锥体被洪水冲垮,致使铁路运营中断。中铁十七局集团有限公司二公司组织380多名施工人员和18台机械设备,赶到抢险救灾现场,连续奋战十多个小时,筑起拦洪坝三千多米,疏通泄洪通道近百处,修复部分水毁路基和护坡,保证了西北大动脉兰新铁路恢复正常运行。

● On June 17, regions along the railway line of Urumqi Railway Bureau Lanzhou-Xinjiang Railway from Liuyuan Station to Hongliuhe Station (over 100 km) were suddenly hit by the rainstorm and several roadbed slope protections and bridge abutment cones were destroyed by the flood which caused the blocking of railway operation. The 2<sup>nd</sup> Engineering Co., Ltd. of China Railway 17<sup>th</sup> Bureau Group Co., Ltd. organized over 380 builders and 18 mechanical equipments, found their way to the emergency rescue and disaster relief site and fought for over ten hours constantly and bravely to build over 3,000 meters of flood defense dam, dredge nearly one hundred of spillways and repair parts of the flood-destroyed roadbed and slope protection, which ensures Lanzhou-Xinjiang Railway - the main transport route in northwest China returns into its normal operation.

●7月23日20时38分，北京至福州的D301次列车行驶至温州市双屿路段时，与杭州开往福州的D3115次列车追尾，造成D301次列车4节车厢从高架桥上掉落，D3115次列车两节车厢脱轨，出现了巨大险情。正在金温扩能改造工程3标段施工的中铁二十二局集团有限公司金温指挥部接到命令后第一时间组织220多名员工，第一个赶赴事故现场，与时间赛跑，同死神斗争，经过和当地武警、消防战士等一起努力，顺利解救出被困的600多名旅客，保护了人民的生命。

● At 20:38, July 23, When the D301 Train from Beijing to Fuzhou reached the Shuangyu Section in Wenzhou, it rear-ended with the D3115 Train from Hangzhou to Fuzhou, which causes the great danger that four coaches of D301 Train fell down from the overhead bridge and two coaches of D3115 Train derailed. Jinhua-Wenzhou Construction Headquarters of China Railway 22<sup>nd</sup> Bureau Group Co., Ltd. which was carrying out construction at the Third Section of Jinhua-Wenzhou Railway Capacity Expansion Renovation Project organized over 220 employees to rush to the scene of the accident in the first place. They raced against time and fought with death. Due to their great efforts together with the local armed police and fire fighters, they successfully rescued over 600 trapped passengers and protected the lives of our people.

●9月13日19时，乌鲁木齐供电段乌西开闭所供乌西站到

达场、机务段、下行到发场、八钢交接场四个回路馈线的III-028号钢柱被撞危及供电安全。中国铁建电气化局集团有限公司 SD3 标一项目部接到请求支援后，立即启动安全应急预案，调派 36 名接触网专业人员，紧急安排吊车 1 台，半挂车 2 辆，抢险车 10 辆出动，及时赶赴现场，经过几个小时的全力奋战，重新更换了供电线钢柱，确保了供电安全。

● At 19:00, September 13, No.III-028 steel columns used by the four return circuits of Urumqi power supply section west Urumqi switching station, including west Urumqi station arriving yard, locomotive depot, downstream receiving-departure yard and handover yard of Baosteel Group Xinjiang Bayi Iron & Steel Co., Ltd., were hit, which endangers the power supply security. After receiving request for aid, the SD3 Section One Project Department of China Railway Electrification Bureau Group Co., Ltd. immediately started the emergency rescue plan, sent 36 specialized persons of contact line and urgently organized one crane, two semitrailers and ten emergency cars to start off and rush to the scene. After several hours of hard working with their full strength, they replaced the steel column of power supply line and ensured the power supply security.

#### **6.4 灾后重建**

中国铁建承担着青海省玉树州结古镇城东片区和仲达乡的

灾后援建任务，共计 137 个项目，总建筑面积 71.39 万 m<sup>2</sup>，计划总投资 20.65 亿元，其中 108 项由中国铁建设计并施工。2011 年，累计开工 104 项，占总任务的 75.91%，已开工建筑面积 65.04 万 m<sup>2</sup>，占总建筑面积的 91%。

#### **6.4 Post-disaster reconstruction**

China Railway Construction Co., Ltd. undertook the post-disaster reconstruction task of east area of Jiegu Town, Yushu County and Zhongda Town of Qinghai Province. There are totally 137 projects with the total building area of 713,900 m<sup>2</sup> and the planned total investment of RMB2.065 billion, in which 108 projects were designed and constructed by CRCC. In 2011, 104 projects accumulatively came into operation, accounting for 75.91% of total tasks and building area of the started projects were 650,400 m<sup>2</sup>, accounting for 91% of the total building area.

## **七、环境责任**

### **VII. Environment Responsibility**

中国铁建致力于建设资源节约型和环境友好型企业，积极制定各项措施，强化节能减排、环保管理和控制工作，努力实现企业与环境的协调发展。

**CRCC is devoted itself to constructing resource conserving and environmental friendly enterprise, actively working on**

**various measures to enhance energy conservation and emission reduction, environmental protection management and control, and realize the harmonious development between the enterprise and environment.**

## **7.1 节能减排**

### **7.1 Energy conservation and emission reduction**

公司认真贯彻落实国家节能减排政策，把节能减排作为企业转变发展方式、优化产业和产品结构、履行社会责任的重要手段，以构建资源节约型、环境友好型企业为目标，切实加强领导，健全节能减排组织管理体系；夯实基础，健全节能减排统计监测体系；强化管理，健全节能减排规章制度；结合 2011 年全国节能宣传周活动，加大对国家节能减排政策宣传力度，扎实推进节能减排各项管理工作的开展。

The company conscientious implements the national policy on energy conservation and emission reduction, and takes it as the important means for the enterprise to transform development pattern, optimize industry and product structures and fulfill the social responsibility. Aiming to construct the energy conserving and environmental friendly enterprise, the company strengthens leadership to perfect the organization and management system of energy conservation and emission reduction, lays a solid foundation to perfect the statistical and monitoring system of energy

conservation and emission reduction, and enhances management to perfect the regulatory framework of energy conservation and emission reduction. In the 2011 Energy Conservation Week Activity, the company strengthens the publicity of national energy conservation policies and promotes the work of energy conservation and emission reduction.

2011 年公司能源消费总量为 467 万吨标煤，万元营业收入综合能耗（现价）为 0.1151 吨标煤，公司万元营业收入综合能耗（可比价）为 0.1257 吨标煤，比 2010 年公司万元营业收入综合能耗 0.1301 吨标煤下降了 3.38%。

The total energy consumption of the company was 4.67 million TCE in 2011; and the comprehensive energy consumption of per ten thousand operation revenue was 0.1151 TCE (the present price). The comprehensive energy consumption of per ten thousand operation revenue in 2011 was 0.1257 TCE (comparable prices) which decreased by 3.38% compared with that of comprehensive energy consumption of 0.1301 TCE per ten thousand operation revenue in 2010.

2011 年 12 月，公司举办了节能环保业务人员培训班，所属单位 200 多名业务人员进行了系统培训。通过培训强化了业务知识，明确了工作职责，初步达到了预期效果。

In December 2011, the company held training class for energy

conservation and emission reduction operators, and over 200 operators participated into the class. Through the training, the company strengthens their operation knowledge and defines their responsibilities.

**案例：**

●2011年3月，昆明中铁大型养路机械集团有限公司污水处理站建成投入使用。集团对生产废水和生活污水进行处理，并从循环经济的角度，结合产业基地的实际情况，进行中水回用。污水处理站日处理污水水量800吨/日，时均处理水量33吨/时，有效地节约了水资源，提高了经济效益。

**Cases:**

In March 2011, sewage treatment station of China Railway Large Maintenance Machinery Co., Ltd., Kunming, was completed and put into use. The Group treated the industrial wastewater and domestic sewerage and reused the recycled water out of the aspect of recycling economy and combining with the practical situation of the industry base. The sewage treatment station had a sewage treatment capacity of 800 ton/day and an average sewage treatment capacity of 33 ton/hour, which effectively saves water resources and improves the economic benefit.

**7.2 保护环境**

公司环境保护体系实行三级管理体系，2011年编制下发了



《中国铁建股份有限公司工程项目环境保护管理办法（试行）》，建立了环境保护工作季度报表制度，每季度末编制《工程项目环境保护季报》，统计分析公司环境保护数据，及时分析总结环境保护情况，对环境保护工作做到有效监控管理。

## **7.2 Protect the environment**

The company carried out three-level management system in the environmental protection system. In 2011, it worked out and issued *CRCC Engineering Project Environmental Protection Management Measures (trial implementation)*, set up quarterly environmental protection report system to work out *Quarterly Report of Engineering Project Environmental Protection* at the end of each quarter, made statistics and analyzed the environmental protection data of the company, timely analyzed and summarized the environmental protection situation and made efficient management on the environmental protection.

### **7.2.1 年度环境保护目标**

完善节能减排管理制度，扎实推进节能减排各项管理工作的开展，加强全系统环境保护工作的统一管理和有效开展，确保各项环境指标满足国家及地方政府要求、无环境污染事件和事故发生。

### **7.2.1 Annual objective for environmental protection**

To improve energy conservation and emission reduction

management system, solidly carry forward promotion of various management works for energy conservation and emission reduction, strengthen the centralized management and effective implementation of environmental protection in the whole system and ensure that various environmental indicators can meet the national and local requirement and there is no environmental pollution incident and accident.

### **7.2.2 指标体系**

施工现场大气污染、噪声污染、水污染、光污染、其他污染、固体废弃物、液体废弃物、放射性物质及野生动植物和植被保护、绿化、耕地恢复、水土保持等指标。

### **7.2.2 Indicator system**

Indicators of atmosphere pollution, noise pollution, water pollution, light pollution, other pollutions, solid waste, liquid waste, radioactive substances, protection of wild animals and plants, protection and greening of vegetation cover, cultivated land recovery, water and soil conservation, etc. at the construction site.

### **7.2.3 监测体系**

水质监测、空气监测、噪声和振动监测、土壤监测、固体废物监测、放射性监测、卫生监测等。

### **7.2.3 Monitoring system**

Water quality monitoring, air monitoring, noise and vibration monitoring, soil monitoring, solid waste monitoring, radioactive monitoring, sanitation monitoring, etc.

#### 7.2.4 环境公益活动

#### 7.2.4 Environmental public benefit activities

● 中铁十五局集团有限公司在沪昆铁路客运专线新桥头特大桥施工中，对墩身从上到下进行均匀喷淋养护，克服了以往墩身混凝土洒水养护不均匀及易形成干湿循环的弊病，快速提升混凝土强度，解决了墩身表面混凝土的开裂问题。该方法具有施工操作灵活、安装方便、节水等特点，设备可以反复使用，节约了材料，降低了成本，避免了白色污染，实现“绿色环保”工程目标，喜获业主绿牌奖励。

● In the Xinqiaotou grand bridge construction of Shanghai-Kunming Passenger Line, China Railway 15<sup>th</sup> Bureau Group Co., Ltd. made uniform spraying maintenance on the pier body from top to bottom, which overcomes the shortcoming that non-uniform water spraying on the concrete easily causes drying and watering cycle, quickly improves the concrete strength and solves the cracking problem of the concrete on the pier body. This method characterizes easy operation, convenient installation, water saving, etc. and the equipment can be used repeatedly, which saves building materials, reduces the cost, prevents white pollution, realizes the

project objective of “green and environmental protection” and was awarded the “green” medal by the proprietor.

● 中铁二十局集团有限公司沪昆客运专线项目部在施工中开展了“建设环保高铁、营造绿色家园”环保主题活动，项目部员工与当地民警、少数民族同胞共同打扫补母当河旁少数民族村寨公共活动场所 3000 多平方米，清理河道 3 公里、清运垃圾约 2 吨。被业主和当地政府授予沪昆高铁“路地共建典范”殊荣，被当地少数民族同胞誉为“营造绿色家园、造福民族兄弟的先行军”。

● Shanghai-Kunming Passenger Line Project Department of China Railway 20<sup>th</sup> Bureau Group Co., Ltd. carried out the environmental protection activity of “To construct environmental friendly high-speed railway and to create green homeland” in the construction. The Project Department, together with the local people's polices and ethnic minorities, swept over 3,000m<sup>2</sup> the public activity areas in the ethnic villages by the Bumudang River, cleaned watercourse of 3km and removed about two tons of rubbish, which was awarded the honor of Shanghai-Kunming High-speed Railway “Model of Joint Development between Railway Construction Company and Local Government” by the proprietor and local government and praised as the “pioneer in creating green homeland and benefiting the ethnic brothers and sisters” by the local ethnic minorities.

● 中铁二十四局集团有限公司新余公司合福项目部在施工中，为保护沿线自然生态环境，项目部通过优化设计把主干便道从按常规的 6.5 米宽，降低到 5.5 米宽，舍弃在大桥旁边征地建加工场的方案，采取集中加工、集中存放和集中运送的方式，6 座大桥只建了 2 个钢筋加工场，大大减少了耕地占用面积。在子谦山隧道地处千山水库水源保护区，为了保护水库不受污染，项目部专门组成课题组组织攻关，重点研究了隧道施工中废水的化学组成、水质特征和处理工艺等问题，采取“三级沉淀”处理后再排放，使施工废水 PH 值、COD、悬浮物等各项指标均满足地表水环境质量标准，避免了对自然环境造成污染。

● In order to protect the natural environment along the railway, Hefei-Fuzhou Project Department of Xinyu Subsidiary of China Railway 24<sup>th</sup> Bureau Group Co., Ltd. reduced the conventional 6.5-meter-wide trunk sidewalk into 5.5 meters and abandoned the plan of acquiring land and building steel processing plants near the bridge but adopted the method of centralized processing, centralized storage and centralized transportation. Then, only two processing plants were built near six bridges, and it greatly reduced the occupation of cultivated land. To prevent the reservoirs from pollution in Ziqianshan Tunnel, which is located in Qianshan Reservoir Water Source Protection Zone, the project department specially constituted a team to work on reducing the damage to the

environment during construction. They focused on the chemical composition of the waste in the tunnel construction, water quality characteristics and treatment process, and took "three-level precipitation" process before being discharged, therefore, the PH value of waste water in construction, COD, suspended solids and other indicators could meet the surface water environmental quality standards and avoid the pollution to environment.

- 中国土木工程集团有限公司澳门公司在澳门成都街地下停车场项目建设中，针对澳门建筑用地少、人口居住稠密、受工期、气候和施工条件因素的制约多、容易出现地面下沉、建筑倾斜、基坑渗水等问题，大胆引进了在澳门从未采用过的 SMW 工法桩围护结构及地下结构半逆作施工法，较好地解决了基坑跨度大、地质差、地下水位高、周围建筑多的难题，并将使用过的工字钢全部回收再利用，有效地节约了资源，也保护了地下可利用的深层土地。

- During the construction of the underground parking lot project in Chengdu Street, Macau Subsidiary of China Civil Engineering Construction Group Co., Ltd. boldly introduced the SMW method pile retaining structure and semi-inverse construction method, which had never been used in Macau before, and solved the problems caused by long pit span, bad geological condition, high groundwater, and numerous surrounding building

due to less building land, dense population, and the limitation of construction duration, weather and other conditions as well as the relative problems, such as ground subsidence, building tilt and pit water seepage. It also recycled all the used beams to save resources and protect the deep soil underground.

● 中铁二十局集团有限公司安哥拉公司由于施工的本格拉铁路大里程方向穿越原始森林约 600 公里，为减少对环境破坏，施工便道采取地方道路扩展的方法，减少丛林破坏 120 万平方米。

● In order to reduce damage to environment, the Angola Subsidiary of China Railway 20<sup>th</sup> Bureau Group Co., Ltd. employed the method of expanding the local roads to build the construction sidewalk during a 600km railway construction in Benguela through virgin forest. As a result, 1.2 million square meters of jungle were free from damage.

工程项目绿化、复耕面积统计表

 单位：万 m<sup>2</sup>

序号	单位	施工图绿化面积	复耕面积	新增绿化面积	新增耕地面积
		年累完成	年累完成	年累完成	年累完成
1	11 局集团	513.63	530.64	18.93	18.43
2	12 局集团	252.52	181.99	7.50	13.62
3	13 局集团	189.79	217.54	6.55	29.40
4	14 局集团	141.31	143.93	2.14	24.07

5	15 局集团	192.58	180.83	12.14	4.14
6	16 局集团	410.40	615.96	32.52	5.20
7	17 局集团	95.11	452.10	10.35	3.18
8	18 局集团	29.20	26.21	6.79	6.41
9	19 局集团	6.93	34.99	5.00	
10	20 局集团	28.32	69.38	2.96	0.52
11	21 局集团	34.57	58.71	6.67	5.49
12	22 局集团	131.21	21.23	4.28	2.40
13	23 局集团	216.12	63.84	26.12	28.34
14	24 局集团	33.37	2.60	1.15	0.09
15	25 局集团	5.77	0.96	1.77	0.60
16	中铁建设集团	54.10	0.07	1.61	0.70
17	电气化局集团	9.07	7.96	5.84	0.09
18	合计	2343.9	2608.9	152.3	142.6

 Engineering Project Greening and Second Plowing Areas Unit:10,000m<sup>2</sup>

Serial No.	Enterprise	Greening Area	Second Plowing Area	Newly Increased Greening Area	Newly Increased Second Plowing Area
		In a year	In a year	In a year	In a year



1	China Railway 11 <sup>th</sup> Bureau Group Co., Ltd.	513.63	530.64	18.93	18.43
2	China Railway 12 <sup>th</sup> Bureau Group Co., Ltd.	252.52	181.99	7.50	13.62
3	China Railway 13 <sup>th</sup> Bureau Group Co., Ltd.	189.79	217.54	6.55	29.40
4	China Railway 14 <sup>th</sup> Bureau Group Co., Ltd.	141.31	143.93	2.14	24.07
5	China Railway 15 <sup>th</sup> Bureau Group Co., Ltd.	192.58	180.83	12.14	4.14
6	China Railway 16 <sup>th</sup> Bureau Group Co., Ltd.	410.40	615.96	32.52	5.20
7	China Railway 17 <sup>th</sup> Bureau Group Co., Ltd.	95.11	452.10	10.35	3.18
8	China Railway 18 <sup>th</sup> Bureau Group Co., Ltd.	29.20	26.21	6.79	6.41
9	China Railway 19 <sup>th</sup> Bureau Group Co., Ltd.	6.93	34.99	5.00	
10	China Railway 20 <sup>th</sup> Bureau Group Co., Ltd.	28.32	69.38	2.96	0.52
11	China Railway 21 <sup>st</sup> Bureau Group Co., Ltd.	34.57	58.71	6.67	5.49
12	China Railway 22 <sup>nd</sup> Bureau Group Co., Ltd.	131.21	21.23	4.28	2.40
13	China Railway 23 <sup>th</sup> Bureau Group Co., Ltd.	216.12	63.84	26.12	28.34
14	China Railway 24 <sup>th</sup> Bureau Group Co., Ltd.	33.37	2.60	1.15	0.09
15	China Railway 25 <sup>th</sup> Bureau Group Co., Ltd.	5.77	0.96	1.77	0.60
16	CRCC	54.10	0.07	1.61	0.70
17	China Railway Electrification Bureau Group	9.07	7.96	5.84	0.09

18	Total	2343.9	2608.9	152.3	142.6
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### 7.3 绿色办公

#### 7.3 Green office

公司加强环保办公理念宣传，强化员工环保意识，采取措施大力推进绿色办公。

The company enhances the concept of environmental-friendly office, strengthens the environmental protection awareness of employees, and takes action to promote green office.

##### 7.3.1 无纸化办公

#### 7.3.1 Paperless office

公司在全系统推行办公系统建设，实行电子化、网络化办公模式，实现单位和个人间邮件公文信息传输存储的无纸化，减少对办公纸张的使用。目前，公司总部已基本实行无纸化办公。

The company promotes office system construction in the whole system and implements electronic and network-based office system to realize paperless official document information transmission and storage and reduce the usage of paper. At present, the headquarters has basically implemented paperless office.

##### 7.3.2 视频会议系统建设

#### 7.3.2 Video conference system construction

公司积极推进视频信息系统建设，总部与所属二、三级公司

召开会议，尽可能通过视频形式进行，提高了工作效率，节约了会议成本，减少了能源消耗。

The company actively implements video information system construction. So far, video conference can be held between the headquarters and the second and third-level companies as much as possible, which improves work efficiency, saves conference cost, and reduces energy consumption.

### 7.3.3 办公节水、节电措施

#### 7.3.3 Water-saving and energy-saving measures in office

- 加强用水设备日常维护管理；
- 定期检查更换老化的供水管线，安装或更换节水型龙头和卫生洁具，杜绝长流水和跑冒滴漏；
- 积极推广高效节电型灯具，根据照明需要，合理设置灯具数量，充分利用自然光；
- Strengthen daily maintenance and management of water-consumption equipment;
- Check and replace the aging water supply pipeline regularly, install or replace the water-saving faucet and sanitary wares so as to eliminate waste of water;
- Actively to promote the application of high-efficiency energy-saving lamps. Make full use of natural light and install appropriate amount of lamps according to the actual need;

- 严格执行照明系统日常管理,做到人走灯灭,防止“长明灯”现象;

- 电脑设置“自动关闭显示器”、“待机”、“休眠”等模式,离开办公场所及下班前关闭电器设备电源,减少待机能耗;

- 夏季使用空调时,要求温度控制在 26℃ 以上。

- Implement the daily management of lighting system strictly. Turn off the light when people leave the office to prevent the waste of electricity;

- Set the computer mode of "Turn off the monitor computer automatically", "Standby", "Sleep" when leaving the office and turn off the power supply of electrical equipment to reduce the power consumption of standby mode;

- The temperature should be adjusted to higher than 26℃ in summer when air conditioning works.

## 八、展 望

### VIII. Outlook

2012 年是中国铁建实施“十二五”规划承上启下的关键一年。公司将以科学发展为主题,以发展战略为引领,以“转方式、调结构、促升级”为主线,狠抓经营工作,狠抓企业管理,狠抓班子建设,狠抓党建与宣传思想文化工作,强化转型升级,强化降本增效,强化风险管控,加强社会责任工作,确保企业和谐稳定和持续平稳较快发展。

The year of 2012 is crucial for CRCC to implement the "12th Five-Year Plan ", since it serves as an important development period. The Company will take the scientific development as the theme to lead the development with strategy and take "Transferring the mode, adjusting the structure, and promoting industrial upgrading" as the main line, pay close attention to its business operation, enterprise management, leadership team building, attach much attention to party building, publicity and ideological work, strengthen the transformation and upgrading, the cost efficiency, risk management and social responsibility to ensure that the corporate harmony and stability and sustained, steady and rapid development.

**坚持稳定增长，确保平稳较快发展**

巩固传统市场，拓展新兴市场，推动生产经营和资本经营有机结合，提高经济效益，保证企业规模稳定增长。

**Adhere to steady growth and ensure stable and rapid development**

To consolidate the traditional markets, explore emerging markets, promote the organic integration of production operation and capital operation so as to enhance economic efficiency and ensure stable growth of the firm size.

## **加快转型升级，推进企业做强做优**

充分发挥公司在勘察设计咨询、工程施工、物资供应、运营管理等方面的优势，推进工程总承包业务的开展，着力做强做大非工程承包业务，加快海外业务的升级，努力把企业建设成为技术领先、拥有自主知识产权、核心竞争力突出的创新型企业。

### **To accelerate transformation and upgrading and promote the enterprise to be stronger and better**

To give full play to the company's advantages of the reconnaissance and design consultation, project construction, material supply, operation and management to promote the general contracting business and strengthen and expand the non-engineering contracting business, accelerate the upgrade of overseas operations, and make efforts to build the company into an innovative enterprise with leading technology, independent intellectual property rights, and prominent core competitiveness.

## **强化企业管控，提升管理水平**

持续完善公司治理，坚持战略引领，强化内控和风险管理，大力推进精益化管理，强化过程控制，强化集团管控，强化监督检查，保持企业持续健康发展。

### **To strengthen the administration and control of enterprise and improve the management**

Continue to improve corporate governance, adhere to the

principle of "strategy-oriented development", strengthen internal control and risk management, and vigorously promote lean management, enhance process control, strengthen the administration under the Group and the supervision and inspection to maintain sustainable and healthy development for the enterprise.

### **加强和谐建设，维护企业安宁稳定**

继续建立健全社会责任工作机制，完善信息披露制度，加强与利益相关方的沟通，坚持和倡导“绿色工程”，坚持企业与员工共同成长、共同发展的理念，建设和谐企业。

### **To strengthen the construction of a harmonious atmosphere and maintain the peace and stability of the enterprise**

Continue to establish and perfect the working mechanism of social responsibility, improve the information disclosure system, enhance communication with stakeholders, uphold and advocate the "Green Project", adhere to the principle of "Enterprise and its employees make progress together" and the concept of "Achieve mutual development of the collective and the individuals" as to build a harmonious enterprise.