



SOCIAL
RESPONSIBILITY
REPORT IN

2014

社会责任报告



建造**精品** 改善**民生**

Construct excellent projects to
improve people's livelihood



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

本公司董事会及全体董事保证本报告内容不存在任何虚假记载、误导性陈述或重大遗漏，并对其内容的真实性、准确性和完整性承担个别及连带责任。

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



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

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

关于本报告

欢迎阅读中国中铁股份有限公司2014年社会责任报告

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

本报告是公司第七份年度社会责任报告，时间跨度以2014年1月1日至12月31日为主，重点记录了2014年度中国中铁在造福社会、科学发展、安全监管、环境保护、员工发展、公益事业、全球责任等方面的工作，适当关注了2014年以前公司履行社会责任的情况。

报告编写参照联合国全球契约（Global Compact）颁布的“十大原则”，全球报告倡议组织（GRI）、社会责任国际（SAI）和《中国企业社会责任报告编写指南（CASS-CSR3.0）之建筑业》、《中国对外承包工程行业社会责任指引》等相关标准，以及国务院国资委、上海证券交易所、香港联合交易所有关规定。

报告中使用的相关数据和案例，均来自中国中铁及子公司。

本报告以中英文两种文字出版，若两种文字间有差异，按中文版解读。

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

本报告的电子版同时在公司网站发布
您可以根据需要进行下载。

<http://www.crec.cn>



About This Report

Welcome to read Social Responsibility Report in 2014 of China Railway Group Limited.

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

This report is the company's seventh annual social responsibility report with the time span of 1st January to 31st December of 2014, mainly focusing on the work about benefiting the society, scientific development, safety supervision, environmental protection, staff development, public welfare undertaking and Global Responsibility etc. during the year of 2014, with due attention to the status of company fulfilling their social responsibility before 2014.

Preparation of the report refers to the "ten principles" promulgated by the United Nations Global Compact (Global Compact), the relevant standards of the Global Reporting Initiative (GRI), Social Accountability International (SAI) and China CSR Reporting Guidelines (CASS-CSR3.0) on Construction Industry, Guide on Social Responsibility for Chinese International Contractors and relevant requirements of the SASAC, Shanghai Stock Exchange and the Hong Kong Stock Exchange.

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

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

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

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

Catalogue 目录

Speech of Leader	02	领导致辞
Company View of Values	04	公司价值观
Planning of Social Responsibility	05	社会责任规划
Interested Parties	06	利益相关方
General Situation of Company	07	公司概况
Company Governance and Standardized Operation	08	公司治理与规范运作
Outstanding Contribution	11	杰出贡献
Benefit the Society	12	造福社会
Scientific Development	18	科学发展
Safety Supervision	24	安全监管
Environmental Protection	29	环境保护
Staff Development	34	员工发展
Public Welfare Undertaking	39	公益事业
Global responsibility	44	全球责任
Open CREC	49	开放的中国中铁
Social Assessment	53	社会评价
Outlook	54	展望



领导致辞

2014年，是企业改革全面深化、管理全面提升、效益全面提高的一年。全公司按照年初确定的奋斗目标，团结一心、攻坚克难，充分发挥行业表率 and 示范作用，切实践行建造精品、改善民生的神圣使命，积极承担、充分履行社会责任，在拉动经济增长、推动科技进步、促进就业、环境保护等方面做出了重要的贡献，得到了社会各界的高度评价和广泛认可。

一年来，全公司上下紧紧围绕“抓改革转机制，抓管理提效益，抓整改促落实，控风险保稳定”的中心工作，以坚定不移的决心、强有力的措施，全面推进企业深化改革16项工程和100项工作任务，企业各项主要经济指标再创历史最好水平；全面推行工程项目精细化管理，加强作业层队伍建设和作业层实体改革，促进了管理水平的全面提升；实施了企业新一轮内部重组，进一步优化资源配置；规范了企业各级机构设置、员工总量管理、层级管理，加强了执行力建设；加大产融结合力度，创新商业运作模式，进一步提升

了企业市场竞争力；认真落实员工收入正常增长和保障机制，深入开展“三工建设”、“三不让”帮扶和“送温暖”活动，大力推动节能减排，主动参与抢险救灾和社区服务，全面履行了企业的社会责任。

2014年，中国中铁排名世界企业500强第86位，中国企业500强第8位。公司获得国家技术发明奖1项、科技进步奖2项、建筑工程鲁班奖6项、国家优质工程奖18项。

2015年，中国中铁将一如既往地忠实履行企业使命，不断探索造福社会的新形式，努力为推动科学发展、促进社会和谐做出新的更大贡献。

董事长：李长进

2015年3月

02

中国中铁
股份有限公司

SOCIAL
RESPONSIBILITY
REPORT IN
2014
社会责任报告



Speech of Leader

2014 is the year to comprehensively deepen enterprise reform, promote management and improve efficiency. According to the goals confirmed at the beginning of the year, the company unified as one and overcame kinds of difficulties. CREC fully played the role of industry example and model, effectively practiced the sacred mission of construction of quality and improvement of people's livelihood, positively committed and fully fulfilled their social responsibilities. The company made important contributions towards stimulating economic growth, accelerating scientific and technological progress, promoting employment and environmental protection and so on. And it been highly praised and widely recognized by the Community.

Over the past year, CREC centered on "reform and mechanism change, management and efficiency improvement, rectification and implementation and risk control and stabilization" and comprehensively promoted 16 projects and 100 tasks of deep enterprise reform with strong determination and powerful measures, with all major economic indicators hitting record highs; it carried out delicacy management on engineering projects, strengthened construction and substantive reform of operation teams and promoted overall improvement of management levels; it carried out a new round of internal reorganization and further optimized allocation of resources; it standardized arrangement of organizations at different levels and quantity management and

stratified management of employees and strengthened executive construction; it reinforced the integration of industry and finance, innovated business operating mode and further increased market competitiveness; CREC also implemented regular employee income increase mechanism and security mechanism, carried out "Three Projects Construction", "three prevention" commitments and "Warm-Delivery" activity, strengthened efforts of energy conservation and emission reduction, took active part in disaster relief and community services and successfully performed its social responsibilities as company 18 National High Quality Project Award.

In 2014, CREC ranked 86th in top 500 companies in the world and 8th in top 500 Chinese enterprises. the company won 1 national technical invention award, 2 national science and technology progress awards, 6 luban prizes for China architecture project and national high quality project award.

In 2015, CREC will continue to faithfully fulfill its corporate mission and constantly explore new forms of community benefit and make efforts to make new and greater contribution to promoting scientific development and social harmony.

Chairman of the Board: Li Changjin
Mar 2015

03

中国中铁
股份有限公司

SOCIAL
RESPONSIBILITY
REPORT IN
2014
社会责任报告



Company
View of
Values

公司价值观

Enterprise mission:

Construct excellent projects to improve people's livelihood

Spirit of Enterprise:

The courage to leaps and the pursuit for excellence

Tenet of Enterprise:

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

企业使命：

建造精品 改善民生

企业精神：

勇于跨越 追求卓越

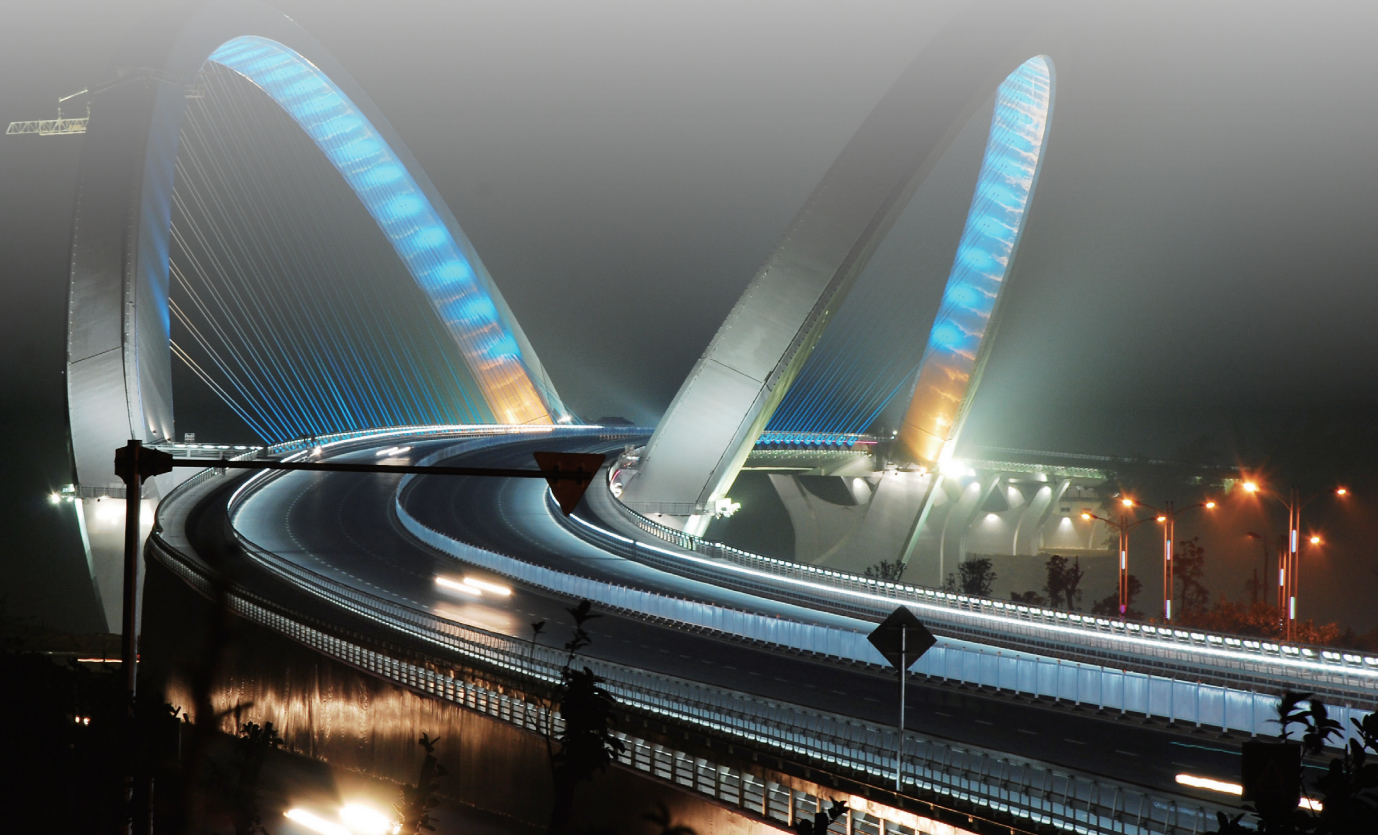
企业宗旨：

诚信经营 客户至上
回报股东 造福社会

04

中国中铁
股份有限公司

SOCIAL
RESPONSIBILITY
REPORT IN
2014
社会责任报告



社会责任规划

作为建筑行业的领军企业，中国中铁始终以成为企业社会责任的实践者、推动者和引领者为己任，自2008年起，开始着手建立科学、规范、系统、有效的企业社会责任管理体系，从造福社会、科学发展、安全监管、环境保护、员工发展、公益事业、全球责任等七个方面进行社会责任规划，并从公司总部到各子公司全面开展了一系列企业社会责任管理实践活动，以实现全面覆盖、充分履行、日臻完善、行业领先的社会责任目标，为社会持续提供不可替代的杰出贡献。

Planning of Social Responsibility

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



利益相关方

Interested Parties

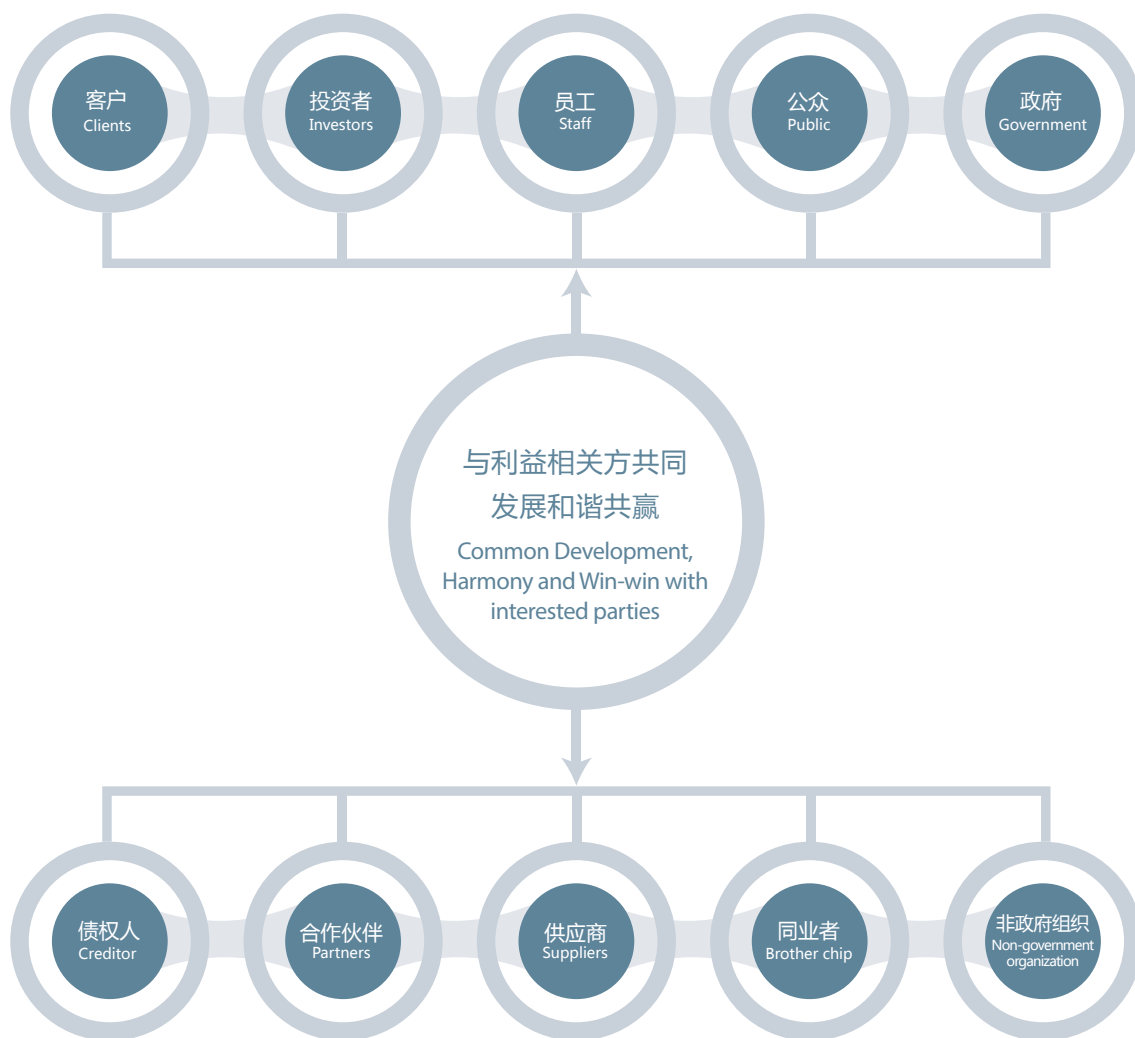
多年来，中国中铁始终与利益相关方保持和谐互信、互惠互利的合作关系，坚持从利益相关方视角，积极回应利益相关方关注的重要问题，建立顺畅、规范、富有特色的利益相关方沟通机制，努力实现与各利益相关方共同发展、和谐共赢。经全面分析所在行业产业链条和宏观环境，中国中铁的利益相关方主要由十类群体构成。

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

06

中国中铁
股份有限公司

SOCIAL
RESPONSIBILITY
REPORT IN
2014
社会责任报告



公司概况

中国中铁是集勘察设计、施工安装、工业制造、房地产开发及其他业务于一体的特大型企业集团，全球最大的建筑工程承包商之一，在世界企业500强中排名第86位，在中国企业500强中排名第8位。公司于2007年12月3日、12月7日分别在上海、香港两地上市。公司总资产6830亿元，净资产1090亿元。

中国中铁建设者先后修建了92540公里的铁路，占中国铁路总里程的三分之二以上；建成电气化铁路接触网70986公里，占中国电气化铁路的90%；参与建设的公路超过16900公里，其中高速公路超过9773公里，约占中国高速公路总里程的十分之一；参与建设了中国五分之三的城市轨道工程；修建了武汉长江大桥、南京长江大桥、东海大桥、杭州湾跨海特大桥等近万座大桥，总长达13184公里；建成秦岭隧道、太行山隧道、厦门翔安海底隧道、武汉长江隧道等长大隧道共计10084公里。公司建设者12次远征南极，承担了中山站、长城站、昆仑站建设和维护任务。公司还先后参加了国内5000余项机场、码头、水电、高层建筑、市政等大型工程的设计与施工，经营范围覆盖到土木建筑的各个领域，工程项目遍布中国除台湾以外的各省市自治区以及全球60多个国家和地区，科技水平在诸多领域达到世界先进水平，多次获得国家最高奖项。

General Situation of Company

CREC is the extremely large enterprise group with survey and design, construction and installation, industrial manufacturing, real estate development and other business. It is the largest construction contractors in the world, ranking 86th in the top 500 companies in the world and 8th in the top 500 Chinese enterprises. Companies were listed respectively on December 3rd, 2007 and December 7th, 2007 in Shanghai and Hong Kong, with the total assets of RMB 683 billion Yuan and net assets of RMB 109 billion Yuan.

Constructors of CREC have successively built railways of 92540 kilometers, more than two-thirds of the total length of national railway; the electrified railway contacting net they have built reaches 70986 kilometers, accounting for 90% of national electrified railway. They are participated in the road covering over 16900 kilometers, of which expressway is more than 9773 kilometers, about one-tenth of high mileage. They are participated in the three-fifths of national urban rail project; they have constructed around 10000 bridges, including Wuhan Yangtze River Bridge, Nanjing Yangtze River Bridge, the East Sea Bridge, Hangzhou Bay Cross-sea Bridge, with the total length of 13184 kilometers. They have built long tunnels of Qinling Tunnel, Taihang tunnel, Xiamen Xiang'an undersea tunnel, Wuhan Yangtze River Tunnel and so on, with the total of 10084 kilometers. The builders with the Antarctic expedition for 12 times shouldered the construction and maintenance tasks of Zhongshan Station, Great Wall Station and Kunlun station. The company also has participated in more than 5000 items of airports, docks, hydropower, high-rise buildings, municipal and other large engineering design and construction, with the business scope covering all civil construction fields, and the projects in all provinces and autonomous regions of the nation apart from Taiwan and more than 60 countries and regions in the world. The technological level in many areas has reached the world's advanced level, and has won the national highest award for many times.

07

中国中铁
股份有限公司

SOCIAL
RESPONSIBILITY
REPORT IN
2014
社会责任报告



公司治理与规范运作

治理结构

2014年，公司依法合规完成董事会、监事会换届工作。报告期末，公司董事会由7名董事组成，其中执行董事3名、独立非执行董事4名。董事会下设战略、薪酬与考核、审计、提名、安全健康环保5个专门委员会，其中战略委员会由5名董事组成，其中2名是独立非执行董事；审计委员会由3名董事组成且全部为独立非执行董事，其中2名是企业财务会计专业方面的专家；薪酬与考核委员会由3名独立非执行董事组成，均具有业绩考核和薪酬管理经验；提名委员会由5名董事组成，其中3名是独立非执行董事；安全健康环保委员会由5名董事组成，其中3名是独立非执行董事。公司监事会由5名成员组成，其中股东代表监事2人，职工代表监事3人。公司高管层由8名成员组成，其中包括总裁1名，副总裁、总工程师1名，副总裁4名，财务总监1名，董事会秘书、总法律顾问1名。

2014年，公司紧紧围绕国资改革要点和企业改革发展新形势，严格遵守国资监管和证券监管要求，加强国内外经济形势、行业走势、市场环境的研究分析，提高董事会决策前瞻性和科学性的同时，进一步明晰董事会、监事会和经理层职能定位，促进董事会与经理层高效衔接，强化授权体系和激励约束机制建设，优化各级法人治理结构，完善内部控制管理体系和风险防范机制，拓展与中小股东和监管机构的沟通渠道，探索监事会长效监督机制，推进精细化管理，加强执行力建设，在全面推进公司治理体系有效化建设，实现股东意志，维护股东权益，促进企业持续健康发展方面取得了显著成效。

Company Governance and Standardized Operation

Governance Structure

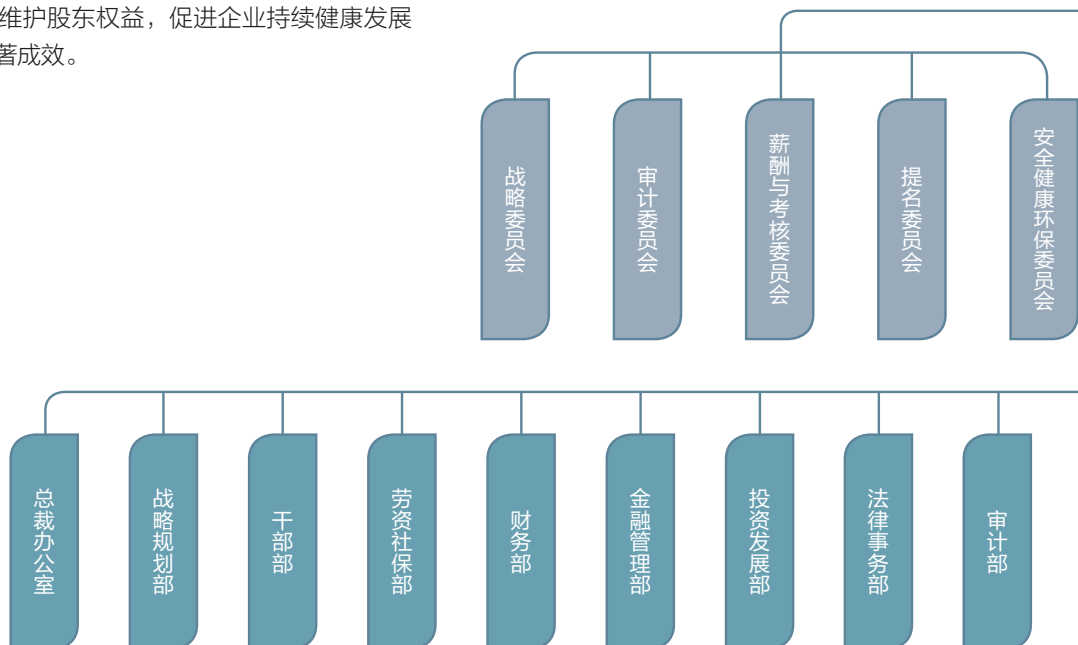
In 2014, the company has carried out term change of the board of directors and the board of supervisors according to laws and regulations. At the end of report period, the Board of Directors is composed of 7 members including 3 executive directors and 4 independent non-executive directors; there are 5 special committees of strategy, remuneration and performance, audit, nomination as well as safety, health and environment committees under the Board of Director, among which strategy committee is composed of 5 directors and two of them is independent non-executive director and; audit committee is composed of 3 directors, all of them are independent non-executive directors, and two of them are experts in enterprise financial accounting; nominations committee is composed of 5 directors and 3 of them are independent non-executive directors. SHE committee is composed of 5 directors, 3 of them are independent non-executive directors. The board of supervisors is composed of 5 members including 2 shareholder representative supervisors and three workers' representative supervisors. The upper management is composed of 8 members including 1 president, 1 vice president and chief engineer, 4 vice presidents, 1 CFO, 1 secretary of the board and general counsel.

In 2014, CREC closely centered on the key points of state-owned assets reform and the new situation of enterprise reform and development, strictly followed the requirements of state-owned assets supervision and securities regulation and strengthened research and analysis of domestic and international economic situation, industry tendency and market environment. It not only improved the perspectiveness and scientificity of board decisions, but also further clarified the function orientation of the Board of Directors, the Board of Supervisors and management level, promoted the efficient connection between the Board of Directors and management level, reinforced mechanism construction of authorizations system and incentive constraint, optimized corporate governance structure of all levels, improved internal control management system and risk prevention and control system, expanded the communication channel of minority shareholders and regulation organizations, explored long-acting supervisory mechanism of the Board of Supervisors and promoted delicacy management, reinforced executive construction. CREC has made remarkable achievements in comprehensive promotion of effective construction of corporate governance system, realization of shareholders' wills, protection of shareholders' benefit and promotion of sustainable and healthy development.

08

中国中铁股份有限公司

SOCIAL RESPONSIBILITY REPORT IN 2014
社会责任报告

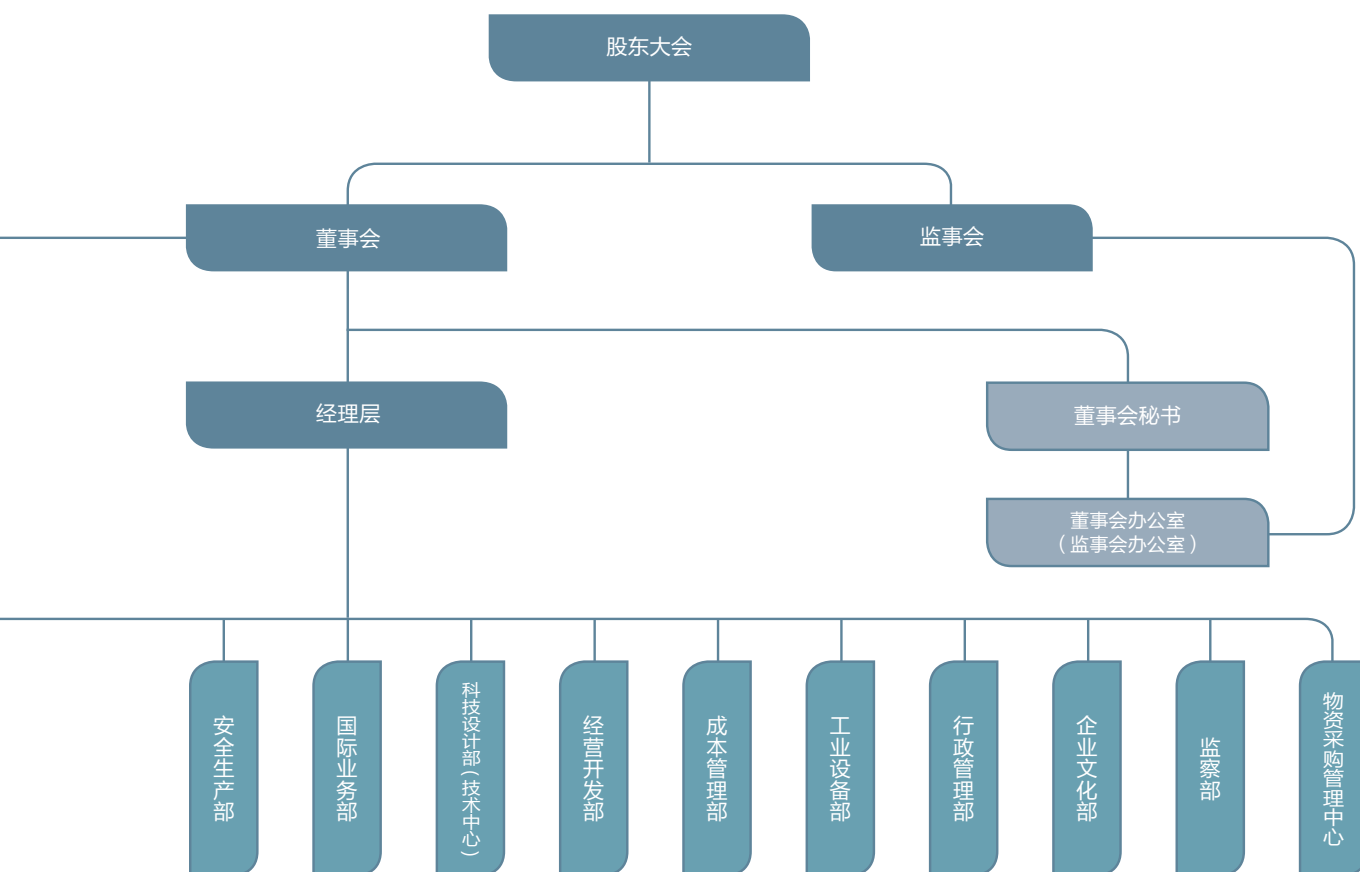


决策管理

2014年，公司董事会始终按照《公司章程》《董事会议事规则》等规章制度的要求勤勉履职，各位董事以高度负责的态度，关注企业发展，全面地了解掌握公司业务和生产经营管理情况并深入进行研究分析，认真履行对企业重大问题的决策和监督职责，做到独立、客观、公正地发表意见和建议，在推进公司董事会决策科学化、民主化和规范化，有效规避企业经营风险，维护出资人合法权益方面，发挥了积极作用。一年来，董事会坚持按制度、按规定、按程序依法合规履行职责，坚持“三重一大”和“五必上”原则，坚持“六个合规”，确保了股东大会、董事会及其专门委员会、监事会、经理层决策程序之间的有效衔接，公司治理结构高效运行。

Decision-making Management

In 2014, the board of CREC kept doing its duty strictly in accordance with the regulations and rules such as Articles of Association and Rules of Procedure of Board Meeting. With a highly responsible attitude, all board directors concerned development of the company, learned and mastered the overall business status and production and operation situations of the company, made in-depth study and analysis, tried their best to perform their decision-making and supervisory duties when facing significant issues, gave independent, objective and unbiased opinions and suggestions, promoted scientification, democratization and standardization of decision-making in the board of directors, effectively avoided operating risks and played an active role in protecting legal interests of the contributors. Over the past year, the board of directors insisted to perform their duties according to the systems, rules and procedures and laws and regulations, stuck to the principles of "three key points and one major task" and "five must" and "six compliance" and guaranteed effective connections among decision-making procedures of the general meeting of shareholders, the board of directors and its special committee, the board of supervisors and the managers. As a result, governance structure of CREC worked effectively.



内控监督

中国中铁高度重视内控体系建设，按照《企业内部控制基本规范》要求，在制定下发《工程项目内部控制指导手册》等相关文件的基础上，2014年结合精细化管理工作继续深入推进工程项目内控体系建设和有效运行。加强内控缺陷整改，对内控审计和评价中发现的管理缺陷，进行了认真整改，修订完善了总部内部控制体系文件。召开管理制度评审会议11次，完成了55项规章制度的评审工作。

2014年，公司结合企业实际，在组织开展风险管理初始信息收集和所属各单位风险评估结果的基础上，编制风险评估调查问卷，从5大类76个风险点列举出公司层面面临的风险，从风险发生的可能性和影响程度两个维度制定风险评估准则，开展了风险问卷调查，评估确定公司层面重大和重要风险，编制完成了《2014年度全面风险管理报告》。

Internal Control Monitoring

CREC attached great importance to construction of the internal control system. According to Basic Norms of Corporate Internal Control, by issuing relevant documents including Instruction Manual for Internal Control of Engineering Projects, in 2014, with the combination of delicacy management, CREC continued to deeply promote the construction and effective operation of inner control system of engineering projects. Moreover, the company strengthened efforts on defect rectification in internal control. With regard to management defects found in internal control audit and appraisal, the company took relevant rectification measures, revised and improved internal control system documents of the headquarter. In the whole year, management system appraisal meeting was held for 11 times. 55 rules and regulations have been appraised. Financial system internal control knowledge contents were held in the whole company.

In 2014, in combination with its reality and based on the organization and implementation of management initial information collection and risk assessment results of all subordinate units, the company compiled the risk assessment questionnaire, listed five categories 76 risk points that the company was facing, formulated risk assessment standards from the probability and influence degree of risk, carried out risk questionnaire survey, assessed and determined the great and major risks that the company was facing and compiled the Comprehensive Risk Management Report 2014.

杰出贡献

2008年以来，我们在行业中率先披露了公司每股社会贡献值。2014年，我们继续完善评估体系，采用自我统计、估算与专家评审相结合的方法，研究测算了中国中铁2014年度企业社会贡献值和每股社会贡献值，供您参考。

我们的计算公式：

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

每股社会贡献值=企业社会贡献值/总股本

近三年统计情况：

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

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

中国中铁2014年企业社会贡献值为1305.1亿元，每股社会贡献值为6.13元。

Outstanding Contribution

Since 2008, we took the lead to disclose the value of a share of social contributions of the company in the industry. In 2014, we continued to improve the assessment system, researched and estimated the value of corporate social contribution value and one share value of the CREC in 2014 with the combination methods of self-statistics, estimation and expert assessments, just for your reference.

Our formula:

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

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

The statistics in recent three years illustrated:

The corporate social contribution value of CREC in 2012 reached RMB 100.055 billion Yuan, and each share of social contribution value was RMB 4.69Yuan.

The corporate social contribution value of CREC in 2013 reached RMB 118.75 billion Yuan, and each share of social contribution value was RMB 5.58 Yuan.

The corporate social contribution value of CREC in 2014 reached RMB 130.51 billion Yuan, and each share of social contribution value was RMB 6.13Yuan.

术语解释：

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

Terminological Interpretation:

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

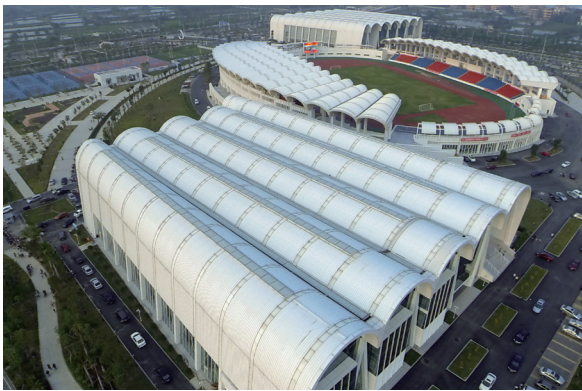
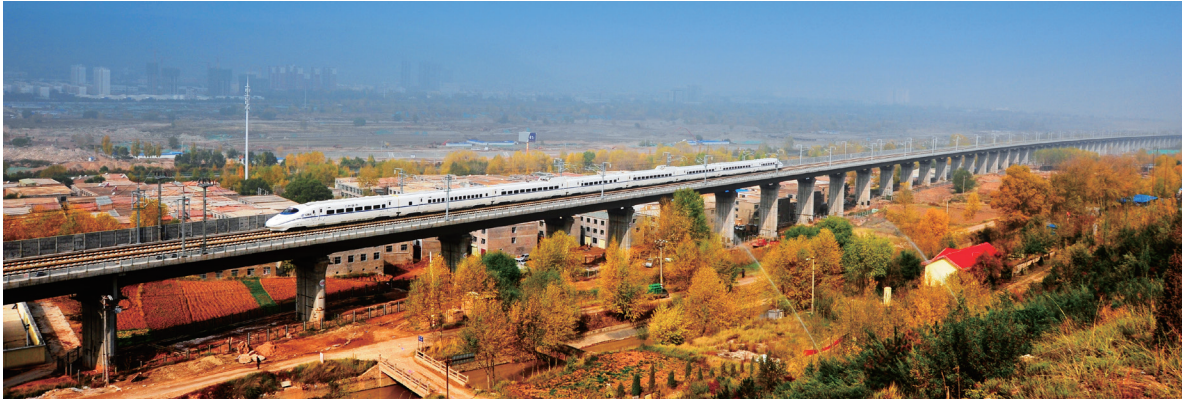


造福社会

Benefit the Society

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





- 1、兰新二线
- 2、佛山市西江新城体育场馆
- 3、中铁青岛中心

- 4、沈阳浑河特大桥
- 5、大西高铁晋陕黄河特大桥

改善物理环境

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

2014年全公司共建设完成铁路正线（新线、复线）4876公里，电气化铁路5961公里，公路1083公里（其中高速公路703公里）。新建成桥梁1189公里，隧道1091公里。

Improvement of Physical Environment

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

In 2014, the track laying (the new line, double line) that the whole company has completed covered 4876 kilometers, the electrified railway contacting net was 5961 kilometers, the roads covered 1083 kilometers (including the expressway of 703 kilometers), the new-constructed bridge covered 1189 kilometers and the tunnel extended 1091 kilometers.

促进经济发展

中国中铁致力成为国民经济发展的支柱。2014年，公司通过完成全球市场，特别是中国市场的铁路、公路、轨道交通、港口、市政、机场等基础设施建设，拉动了全球和地方经济增长，促进了经济发展和社会进步，不断为社会创造和积累着优质的物质财富。

2014年，公司营业收入6125.59亿元，同比增长9.3%；新签合同额9346.1亿元，同比增长0.5%；利税总额390.28亿元，同比增长10.26%，实现归属于母公司净利润103.6亿元，平均每股收益0.49元，成为社会财富的重要创造者和社会经济发展的重要推动力量。

Promotion of Economic Development

CREC has worked hard to become the prop for the national economic development. In 2014, the company has driven the global and local economic growth and promoted the economic development and social progress through the fulfillment of the railway, highway, rail transit, port, government building, airport and other infrastructure construction in the global market especially the Chinese market, and constantly created and accumulated quality material wealth for the society.

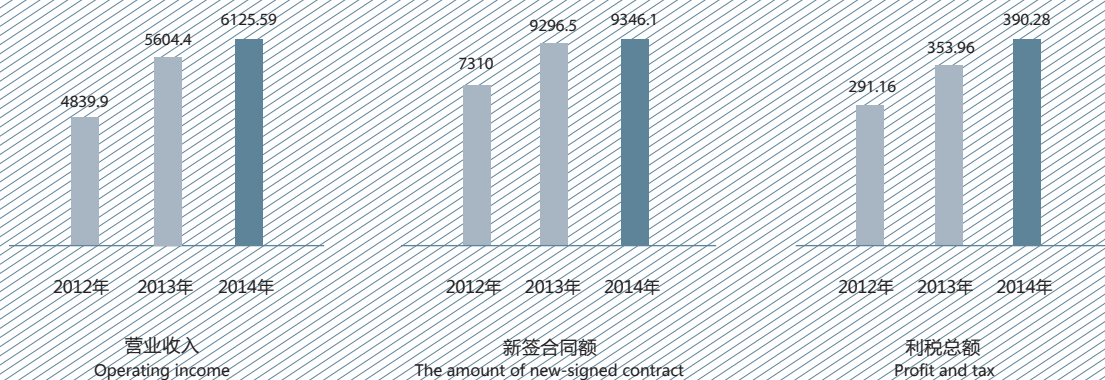
In 2014, the company revenues was RMB 612.559 billion Yuan, up 9.3 %; the amount of new-signed contracts reached RMB934.61 billion Yuan, up 0.5%; the total amount of total Taxes & Profits was RMB 39.028 billion Yuan, up 10.26 %, net profit belonged to parent company was RMB 10.36 billion Yuan, on average each share made profits of RMB 0.49 Yuan. The company has become the major creators of social wealth and an important driving force for social and economic development.

14

中国中铁股份有限公司

SOCIAL RESPONSIBILITY REPORT IN 2014 社会责任报告

(单位：亿元)
(Unit: RMB 0.1 Billion Yuan)





- 1
- 2
- 3
- 4

1、合肥方兴大道
2、拉日铁路

3、广州番禺诺德明都一期
4、吉图珲客专平安堡特大桥

引领产业进步

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

作为科技部、国务院国资委和中华全国总工会授予的全国首批“创新型企业”，公司拥有“高速铁路建造技术国家工程实验室”和“盾构及掘进技术国家重点实验室”两个国家实验室及7个博士后工作站。拥有7个国家认定的企业技术中心和21个省部认定的企业技术中心，并先后组建了桥梁、隧道、电气化、先进工程材料及检测技术、轨道和施工装备6个专业研发中心和1个BIM技术应用研发中心。2014年，继公司作为央企建筑业唯一代表入选了中央企业“十二五”科技创新战略实施纲要十五家重点联系企业和中央企业技术创新体系建设战略研究14家试点企业后，“中国中铁技术创新体系升级版工程”获企业创新工程类国家科技进步二等奖，是该奖设立以来获得该奖的唯一建筑央企，技术创新走在建筑企业前列。

资料1：截至2014年底，公司累计有697项科技成果通过省（部、直辖市）级科技成果鉴定；共荣获国家科

技进步奖和发明奖101项，其中特等奖4项，一等奖14项；省部级（含国家认可的社会力量设奖）科技进步奖2134项；公司拥有有效专利3996项，其中发明专利909项；累计获国家级优秀工程勘察设计奖91项，国家级优秀工程咨询成果奖70项，省部级优秀勘察设计奖1026项，省部级优秀工程咨询成果奖152项。

资料2：2014年，全公司组织评审科研成果151项，通过省（部、直辖市）级科技成果鉴定（评审）62项；获得授权专利904项，其中发明专利197项；参与编制国家标准10项，行业标准87项；获国家级工法39项，省部级工法238项。

资料3：2014年，公司获国家技术发明奖1项，科技进步奖2项；获省级（含国家认可的社会力量设奖）科技进步奖283项，其中省部级科技进步奖27项，中国铁道学会科学技术奖74项（其中特等奖2项，一等奖11项），中国施工企业协会科学技术奖70项（其中特等奖1项，一等奖26项），其他社会力量设奖112项。

资料4：2014年，公司共获得省部级优秀工程勘察设计奖49项，省部级优秀工程咨询成果奖11项。

Leading Industrial Progress

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

The company, as the first national "Innovative Enterprise" authorized by the Ministry of Science and Technology, the State-owned Assets Supervision and Administration Commission and All China Federation of Trade Unions, owns 2 national laboratory "national engineering laboratory for Express Railway construction technology" and "national key laboratory for shielding and tunneling technology" as well as 7 postdoctoral centres. The company owns 7 nationally certificated technical centers and 21 provincially certificated technical centers, has successively set up 6 professional R&D centers and one BIM technology application and R&D center for bridge, tunnel, electrification, advanced engineering materials and measurement technique, rail and construction equipments. In 2014, after being included in "15 Key Contact Enterprises" of Outline of Implementation of Scientific Innovation Strategy among Central Enterprises of "the 12th Five-Year" Plan and "14 Pilot Enterprises" in study of technology innovation system construction strategies in central enterprises as the only central enterprise in the construction industry, "CREC Upgraded Projects of Technical Innovation System" won the 2nd Prize of National Scientific and Technological Progress Award under enterprise innovation engineering type. Being the first central enterprise of construction that won the Award since its establishment, it is proved that CREC is leading all central enterprises in the construction industry on technology innovation.

Information 1: by the end of 2014, the company successively has 697 scientific and technological achievements that have passed the provincial (department and municipality levels) identification

of scientific and technological achievement; the company has totally 101 national science and technology progress awards and invention including 4 special prizes and 14 first prizes, and 2134 provincial and departmental (including prizes set by social forces recognized by the state) science and technology progress awards. The company owns 3996 valid patents including 712 patents for invention and totally achieved 91 national prizes for excellent project survey and design, 70 national prizes for excellent project consultation achievements, 1026 provincial prizes for excellent project survey and design and 152 provincial prizes for excellent project consultation achievements.

Information 2: in 2014, the company organized the evaluation of 151 achievements in scientific research, passed 62 provincial (department and municipality levels) identifications (evaluation) of scientific and technical achievements; achieved 904 patents including 197 patents for invention, involved in the compilation of 10 national standards and 87 industrial standards; and gained 39 national engineering methods and 238 provincial engineering methods.

Information 3: in 2014, the company has achieved 1 national prize for technical invention and 2 for science and technology progress; it achieved 283 provincial prizes for science and technology progress (social force prize approved by the country included), including 27 provincial prizes for science and technology progress, 74 prizes for science and technology issued by China Railway Society (2 special awards and 11 first prizes), 70 prizes for science and technology issued by China Association Of Construction Enterprise Management (1 special award and 26 first prizes) and 112 awards of other social forces.

Information 4: in 2014, the company has achieved 49 provincial prizes for excellent project survey and design and 11 provincial prizes for excellent project consultation achievements.

16

中国中铁
股份有限公司

SOCIAL
RESPONSIBILITY
REPORT IN
2014
社会责任报告





- 1、北京诺德大厦
- 2、杭长客专

- 3、深圳地铁5号线
- 4、粤湘高速公路水涧山隧道

建设精品工程

2014年，中国中铁继续发扬“精心设计，绘制时代蓝图；科学施工，构筑精品工程”理念，始终把每一个施工现场管理作为一个系统，通过开展标准化工地达标活动，严把质量关口，严格执行施工工艺标准，不断提高建筑产品质量，不断丰富建筑产品内涵，努力把每一项工程都建设为国际一流建筑和百年精品工程。

2014年，公司6项工程荣获中国建筑工程鲁班奖，分别是：京广客运专线郑州黄河公铁两用特大桥工程、沈阳四环快速路工程、青岛胶州湾隧道及接线工程、南京鼓楼医院南扩工程、大湄公河次区域南北经济走廊国际交通工程、深圳滨海医院工程。至此，中国中铁累计有127项工程获此殊荣。

Construction of Quality Project

In 2014, CREC continued to carry forward the philosophy of "elaborately design to draw the blueprint for the times; scientifically construct to build quality project". The company has always made every construction site management as a system, through standardization of site compliance activities, strictly controlled quality and strictly conducted construction technology standards. The company kept improving, constantly improving the quality of construction products and constantly enriching the content of construction products. The company strived to build every project as an international first-class architecture and a fine art project.

In 2014, the company's 6 projects were awarded Luban Prize for China Architecture Project, including Beijing-Guangzhou High-Speed Railway Zhengzhou Yellow River Dual-Purpose Grand Bridge Project, Shenyang Sihuan Expressway Project, Qingdao Jiaozhouwan Tunnel and Connecting Engineering project, Nanjing Gulou Hospital Expansion Project, Greater Mekong Subregion North-South Economic Corridor International Traffic Project and Shenzhen Binhai Hospital Project. Till now, CREC has accumulated 127 projects awarded with this prize.



科学发展

Scientific Development

-  诚实守信 依法经营
Honesty and Trustworthiness & Management according to Law
-  精益求精 持续改进
Pursuit for Excellence & Continuous Improvement
-  依靠科技 鼓励创新
Depending on Science and Technology & Encourage of Innovation
-  优势互补 合作共赢
Mutual Complementary & Cooperation and win-win Mutual





深圳地铁11号线盾构贯通



企业信用等级证书

诚实守信 依法经营

2014年，公司在市场经营开发工作中，严格贯彻执行《招投标法》，全年投标无不良经营行为。在施工生产环节，加强组织领导，统筹资源安排，推进项目扁平化、精细化管理，优化施工组织方案和劳动用工方式，全面兑现了各项合同承诺。

资料1:2014年，中铁一局被评为公路建设百家诚信企业，中铁四局被评为全国质量安全信誉AAA级优秀企业，中铁二局、中铁五局、中铁八局、中铁大桥局、中铁宝桥等被评为全国守合同重信用企业，中铁九局、中铁上海局等被评为省守合同重信用企业，中铁三局、中铁七局、中铁建工等被评为全国交通企业法治先进单位，中铁六局、中铁十局、中铁港航局、中铁装备等被评为AAA级信用企业信用等级，中铁电气化局被评为纳税信用A级企业。

资料2: 2014年，全公司如期保证了兰新二线、拉日铁路、大西客专、杭长客专、成绵乐客专、贵广铁路、北京地铁7号线等一批重点工程相继建成使用。

Honesty and Trustworthiness & Management according to Law

In 2014, CREC has strictly implemented the Bidding Law during the market exploring and operating, taken part in hundreds of biddings all year around, without one case of unhealthy operating behavior. In the construction and production procedure, the company has intensified the organizational management, made overall resources arrangement, promoted the project plat and delicacy management, optimized the construction organizing method and labor employing method, completely fulfilled the promise of each contract.

Information 1: in 2014, CREC No. 1 was awarded Hundred Credit Enterprises for Highway Construction; CREC No.4 was awarded AAA Excellent Enterprise; CREC No.2, CREC No.5, CREC No. 8, MBEC and China Railway Baoji Bridge Group Co., Ltd. were awarded national contracted honor enterprises; CREC No. 9 and CREC Shanghai were awarded provincial contracted honor enterprises; CREC No.3, CREC No.7 and China Railway Construction Engineering Group were awarded advanced legal unit for national transportation enterprise; CREC No.6, CREC No.10, CRPCEC and China Railway Tunneling Equipment Co., Ltd were awarded China AAA Credit Enterprises; CREC Railway Electrification Bureau was awarded tax-paying A credit enterprise.

Information 2: in 2014, the whole company ensured the completion and use of a group of major projects including Second line of Lanxin Railway, Lari Railway, Daxi High-Speed Railway, Hangzhou-Changsha High-Speed Railway, Chengmianle High-Speed Railway, Guiguang Railway and Beijing Metro Line 7.



精益求精 持续改进

2014年，中国中铁始终坚持“精益求精，持续改进”总体思路，坚持以人为本的理念，以对国家、对人民、对企业高度负责的态度，不断完善规章制度，夯实基础。公司严格执行ISO9001:2008质量管理体系，对工程质量进行全员、全方位、全过程管理。健全质量管理体系，落实质量管理责任，加强现场质量监管，加大激励奖罚力度，精心计划、认真执行、严格检查、及时整改，确保每一项工程都实现过程创优、质量一次成优。

资料：2014年，公司各工程项目部都设置了专业质量工程师进行质量管理，配备专业资料员统一管理工程技术资料。成立了以项目经理为组长的创优小组，编制专项创优计划，对工程进行质量目标分解，注意过程工序控制，确保质量创优目标的实现。

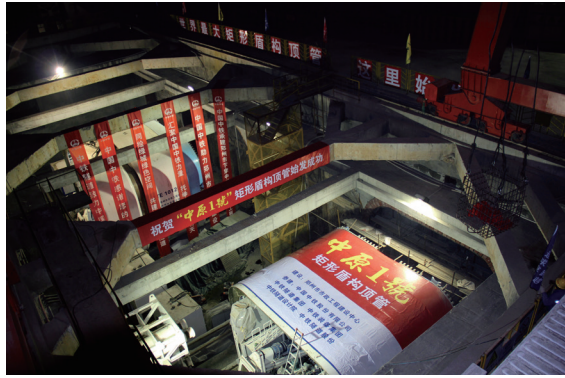
Pursuit for Excellence & Continuous Improvement

In 2014, CREC has constantly adhered to the general idea of "Pursuit for Excellence and Continuous Improvement" and the concept of people first, continuously improved the system and laid solid foundation with the attitude of being obligate to the state, people and enterprise. The company strictly enforced ISO9001:2008 Quality Management System and carried out comprehensive management on engineering quality. It improved quality management system, implemented quality management responsibility, strengthened onsite quality supervision and enhanced reward and punishment stimulation. It ensured that each project can achieve good quality and smooth process by careful planning, faithful implementation, close check and timely rectification.

Information: in 2014, each engineering project department of the company was equipped with professional quality engineer for quality management and professional documenter for technical data management. It established excellence team with project manager being the team leader, compiled special excellence plan, conducted goal decomposition on engineering quality, paid attention to procedure control and ensured the realization of quality excellence goal.



港珠澳大桥架设



世界最大矩形盾构顶管始发

依靠科技 鼓励创新

2014年，公司认真贯彻落实国家关于“自主创新，重点跨越，支撑发展，引领未来”的科技工作指导方针，围绕“推进两大转变，实现二次创业”中心任务，认真实施公司“十二五”科技发展规划，采取有力措施，完善企业创新制度，加速培养企业创新团队，增强企业自主创新能力，实施企业知识产权战略，取得了一大批拥有自主知识产权、国际先进、国内领先的科技成果，有力地提升了企业核心竞争力。

2014年，公司结合国家科技创新政策和企业发展实际，全年新开科研课题957项，围绕国家重点支持的高新技术领域和企业“十二五”科技发展规划，针对高速铁路、大跨度桥梁、长大隧道、低碳技术、产业升级、科研成果转化、产融结合等领域加大科技攻关力度，组织开展科技攻关，攻克了一系列关键技术难题，进一步增强了企业科技创新能力。

资料1：2014年，股份公司科技开发计划课题以平潭海峡公铁两用大桥、沪通铁路长江大桥、琼州海峡跨海工程、川藏铁路、成兰铁路、郑州市下穿中州大道隧道工程、深圳地铁等重大重点工程为依托，重点研究解决恶劣海洋环境下桥梁综合施工及装备技术、千米级公铁两用斜拉桥斜拉索振动控制技术、超大矩形断面超浅覆土土压平衡矩形盾构顶管综合修建技术、超高强高性能混凝土关键材料及配套设备等关键技术。

资料2：2014年，中铁隧道集团有限公司等10家单位获中国施工企业管理协会科技创新先进企业；中铁一局徐宏等10人获中国施工企业管理协会科技创新先进个人。

世界最大沉井——沪通长江大桥29号墩



Depending on Science and Technology & Encourage of Innovation

In 2014, CREC carefully implemented the national guidance for scientific and technical works of "independent innovation, key spanning, supportable development and leading the future", moved around the central task of "promoting two great transformation, starting a new undertaking", carefully implemented the company's "Twelve Five-year" scientific and technical plan, improved the enterprise innovation system, speeded up the cultivation of enterprise innovation team, intensified the enterprise independent innovative capability, implemented the enterprise intellectual property strategy, achieved a number of internationally advanced and domestically leading scientific and technical results with independent intellectual property and vigorously enhanced the enterprise core competitiveness.

In 2014, CREC opened 957 new scientific research tasks depending on new national policies on scientific innovation. Based on actual development of the company, centering on the new and high-tech field with major supports of the government and "the 12th Five-Year" Plan for Scientific Development of the company, CREC strengthened efforts to tackle hard problems in science and technology, organized and implemented relevant activities and tackles a series of key technological problems in fields such as high speed railway, long-span ridge, long tunnel, low-carbon technology, industrial upgrade, transformation of scientific and technological achievements and integration of industry and finance. As a result, scientific innovation capability of CREC was further enhanced. In 2013, the company implemented 1335

new scientific research projects, undertook 19 national scientific research tasks and got RMB 82,580,000 of financial support from the central government.

Information 1: In 2014, based on large major projects such as Pingtan Strait Dual-Purpose Bridge, Shanghai-Nantong Railway Yangtze River Bridge, Qiongzhou Strait Sea-Crossing Engineering Project, Sichuan-Tibet Railway, Chengdu-Lanzhou Railway, Zhengzhou Tunnel under Zhongzhou Avenue Project and Shenzhen Metro Project, CREC scientific and technological development planning tasks were focused on general construction and equipment technology of bridge under severe marine environment, stay cable vibration control technology for kilometer-level dual-purpose cable-stayed bridge, general construction technology of rectangular shield pipe-jacking with earth pressure balance of oversized rectangular cross section shallow earthing and key materials and corollary equipment of concrete with super high strength and performance.

Information 2: In 2014, 10 companies including China Railway Tunnel Group were awarded advanced enterprises of technological innovation by China Association of Construction Enterprise Management; 10 people from CREC No.1 including Xu Hong were awarded advanced individuals of technological innovation by China Association of Construction Enterprise Management.



战略合作

优势互补 合作共赢

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

2014年，公司继续加强合作，充分利用中国中铁资金、技术、管理及人才优势，与中国太平、中国人寿、国新国际、鞍钢集团、中国铁物、山东高速等多家企业签订合作协议，进行了广泛战略合作。

资料1：2014年5月，中国中铁与中国太平签署战略合作协议。通过加强与金融机构的沟通合作，大力度推进产融结合，促进公司精细化管理、商业模式转型升级及价值重估，提升公司竞争力。

资料2：2014年，中国中铁与中国铁物签订战略合作协议，在房地产开发、物资供应、大型设备融资租赁、轨道交通等基础设施建设、铁路产业、钢铁及矿产品、工业制造和产品销售等领域开展深度合作，实现基础设施建设企业与物资供应企业的强强联合。

Mutual Complementary & Cooperation and Win-win

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

In 2014, the company kept strengthening cooperation and made full use of its advantages in capital, technology, management and talents. It signed cooperative agreement and conducted extensive strategic cooperation with many enterprises, including China Taiping, China Life Insurance, Guoxin International, Ansteel Group, CRM and Shandong Highway.

Information 1: In May 2014, CREC signed strategic cooperation agreement with China Taiping. By strengthening communicative cooperation with financial institutions, we vigorously promoted the integration of industry and finance, accelerated delicacy management, business model transformation and upgrading and revaluation of the company, and improved enterprise competitiveness.

Information 2: In 2014, CREC signed strategic cooperation agreement with CRM and conducted deep cooperation in terms of infrastructure construction, such as real estate development, physical supply, large equipment financing and leasing and rail transit, railway industry, steel and minerals, commercial manufacture and product distribution, which realized the powerful combination of infrastructure construction enterprise and physical supply enterprise.



安全监管

Safety Management

-  完善管理体系
Improvement of the Management System
-  落实保障措施
Implementation of Safeguard Measures
-  加大安全教育
Increase of Safety Education
-  关注职业健康
Concerns about the Occupational Health





安全检查



安全质量宣誓

完善管理体系

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

中国中铁安全观：隐患险于明火，防范胜于救灾，责任重于泰山。

安全管理工作方针：安全第一，预防为主，综合治理。

安全管理工作原则：统一领导、落实责任、分级管理、分类指导、全员参与。

安全管理目标：建设本质安全型企业。

2014年，中国中铁深入贯彻党中央、国务院有关安全生产工作的一系列重要精神，进一步完善安全质量管理规章制度，坚守“红线”意识，强化“零事故”理念。公司先后研究制定了《工程项目“打非治违”专项行动工作方案》和《强制性贯彻〈隧道施工安全九条规定〉实施细则》，进一步规范施工生产行为，有效防控安全质量风险。

Improvement of the Management System

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

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

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

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

Safety management objectives: building of intrinsic safe enterprise.

In 2014, CREC thoroughly applied a series of important spirits of the Party Central Committee and the State Council on safety production, further improved rules and regulations on safety quality, held to "red line" awareness and consolidated "zero accident" concept. The company formulated Special Action Planning on "Fighting against Illegal Production Activities" in Engineering Projects and Mandatory Enforcement Regulations on <Nine Rules of Safety Tunnel Construction>, which further regulated construction behavior and effectively prevented safety quality risk.



安全生产承诺签名



群安员现场检查

落实保障措施

2014年，公司全面加强企业安全生产监督管理，进一步健全安全质量片区稽查队伍建设，实现工程项目安全质量常态化稽查。同时，全面组织和开展“四不两直”专项检查、半年度安全质量检查，有效监控了过程安全质量风险。

2014年，公司认真贯彻落实国务院安委会“六打六治”的有关要求，在全公司分三个阶段集中开展了工程项目“打非治违”专项行动，重点打击查处无资质、超资质施工行为和工程违法转包、分包行为，整治不良地质地段的施工安全问题，特别是不按规定进行施工监控和质量检测的行为，整治邻近营业线影响铁路运输安全的施工等问题。

资料1：2014年，中铁建工集团建立健全完善的安全生产管理体系，夯实班组安全基础，充分发挥专职安全员、群安员、青年安全岗的作用，强化安全质量全过程监控，确保了安全质量处于有序可控状态，实现“本质安全”。

资料2：2014年，中铁航空港进一步强化项目安全质量管控，对公司所有在建项目开展安全质量稽查400多次，共发现并消除重大安全质量隐患3处。

Implementation of Safeguard Measures

In 2014, the company reinforced safety supervision and management of the company, further improved construction of safety and quality instruction teams in each district and realized regular safety and quality inspection of engineering projects. Meanwhile, it organized and conducted “Four Nos and Two Straights” check and semi-annual safety quality check and effectively monitored safety quality risks during the process.

In 2014, the company seriously carried out related regulations of “Six Strikes and Six Punishments” required by National Security Commission and conducted “fighting against illegal production activities” special projects at three stages, especially non-qualified or under-qualified construction behaviors and illegal project subcontracting behaviors. It regulated construction safety issues at unfavorable geology sections, especially construction supervision and quality testing carried out not in accordance with the regulations. It also regulated construction issues near business lines that may interfere with railway transport safety.

Information 1: in 2014, CRCEG established sound safety production management system, enhanced team and group safety basis, brought professional safety officers, safety production supervisors and safety posts for youth into full play, strengthened safety quality process monitoring, ensured safety quality being in order and under control and realized “essential safety”.

Information 2: in 2014, China Railway Airport Construction Group Co., Ltd. further strengthened project safety quality control and conducted more than 400 safety quality inspections on all project under construction. It has discovered and eliminated 3 major potential safety quality hazards.



青年安全文艺作品大赛



工地安全教育漫画

加大安全教育

2014年，公司加大安全教育投入，利用报纸、网站、宣传栏、下发光盘等媒介和手段，广泛开展安全生产宣传教育。将竞赛答题活动与“安全生产月”和“一岗双责”主题教育活动相结合，将教育培训内容与现场重大危险源、施工进度及季节性安全管理相结合，掀起“学安全，懂安全，会安全”的学习高潮。全公司所有重点工程项目、施工现场、车间班组等生产一线，都设立了统一的安全质量誓词牌，常态化开展“班前安全质量宣誓”活动。2014年5月30日上午9时，全公司6000多个项目经理部、约29万职工和近200万劳务作业人员同时开展了安全质量宣誓活动。

资料1：2014年，中国中铁进一步强化安全质量专职人员的教育培训工作，先后举办了工程质量创优、注册安全工程师、建筑业和公路水运“三类人员”考核及继续教育等7期培训班，共计1100余名安全质量管理相关人员接受了培训。

资料2：2014年，中铁二局认真组织开展了百日安全、安全生产月、安全生产警示日和专题活动周等一系列安全生产教育主题活动，荣获2014年度四川省“安全生产月”活动优秀组织单位。

Increase safety education

In 2014, the company increased investment in safety education. By using media and means such as newspapers, website, bulletin board and issuing CD, the company carried out safety production publicity and education extensively. It combined quiz activities with theme education activities of “Safety Production Month” and “two responsibilities for one post”, combined education and training content with major hazard source management, construction process management and seasonal safety management and aroused enthusiasm of the personnel in learning centering on the goal of “learning, mastering and making full use of safety knowledge”. Uniform safety and quality vow plates are set in all key projects, construction sites, workshops and other working units on the front line. The company held the activity of “making a vow of safe production before starting working” regularly. At 9 a.m. of May 30, 2014, more than 6000 project management teams, about 290,000 employees and almost 2 million operating personnel of the company were taking safety quality oath at the same time.

Information 1: In 2014, CREC further strengthened educational training of safety quality personnel and arranged 7 training sessions on project quality excellence, certified safety engineer and assessment and continuing education of personnel in construction, highway and water transport. A total member of 1100 safety quality management personnel received the training.

Information 2: In 2014, CREC No.2 organized and carried out a series of safety production education activities, including 100 day safety, safety production month, safety production warning day and special events’ week. It was awarded excellent organizing unit of 2014 Sichuan “Safety Production Month” Event.



阳光心态与情绪调节专题讲座



建设者自检安全防护用品佩戴情况

关注职业健康

2014年，中国中铁继续秉持“以人为本、安全发展”的管理理念，强调“本质安全、长治久安”，高度重视员工身心健康。全公司进一步完善员工健康档案，定期组织员工体检，为员工办理职业伤害保险，开展健康讲座，引导员工和企业共同做好职业危害源头控制，积极配合相关部门做好职业危害科学防治。持续构建完善的培训体系、科学的激励体制和人性化的福利制度，定期举行各类文体活动，促进员工不断成长，保障员工身心健康。

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

资料1：2014年，中国中铁深入贯彻落实国家《职业病防治法》等相关法律法规，宣传普及职业病防治知识，提高劳动者的职业病防治意识，共组织10万多人参加全国职业病防治知识竞赛，中铁三局、中铁四局、中铁六局、中铁八局、中铁九局、中铁十局、中铁电气化局、中铁二院8家单位荣获全国职业病防治知识竞赛活动优胜单位奖。

资料2：中铁六局按照年度职业健康目标要求，多措并举强化管理，积极主动为作业人员提供符合安全卫生标准的劳动保护设施和个人防护用品，所有施工作业场所的有毒有害气体、粉尘、噪声的检测和治理均达到国家和行业卫生标准，没有发生职业病案例。

Concerns about the Occupational Health

In 2014, CREC continued to adhere to the management concept of “people first and safe development”, focused on “Intrinsic Safety and prolonged stability”, highlighted the staff’s physical and mental health. The whole company further improved the staff health archives, regularly organized staff physical examination and paid occupational injuries insurance for the staff. The company also held healthy lectures to lead the staff to control the source of occupational hazard jointly with the enterprise and actively coordinated with relevant departments to carry out the scientific prevention of occupational hazards. The company highlighted the personal growth and spiritual-cultural needs of the staff, constantly established and improved the training system, scientific motivation system, and humanized welfare system, regularly held all kinds of academic activities to promote the continuous growth.

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

Information 1: In 2014, CREC thoroughly applied Law on Prevention and Control of Occupational Disease and other related laws and regulations, popularized prevention and treatment knowledge of occupational disease and raised laborers’ awareness on prevention and control of occupational disease. It organized national knowledge contest on prevention and control of occupational disease with more than 100,000 participants. 8 units including CREC No.3, CREC No.4, CREC No.6, CREC No.8, CREC No.9, CREC No.10, CREC Railway Electrification Bureau and CREEGC were awarded national knowledge contest on prevention and control of occupational disease winning prize.

Information 2: According to the annual goal and requirement of occupational health, CREC No.6 took multiple measures to strengthen management and actively provided operating personnel with labor safety devices and personal protective devices that conform to safety and sanitation standard. Test and governance on hazardous gas, dust and noise of all construction workplaces have reached national and industrial sanitary standard and no case of occupational disease has been found.



环境保护

Environmental protection



节约能源物资

Thrift of Energy Material



减少污染排放

Reduction of Pollution Discharge



坚持环境治理

Persistence on Environment Governance



保护自然生态

Protection of Natural Ecology





采用多项环保低碳技术的中铁贵州旅游度假区

30

中国中铁
股份有限公司

SOCIAL
RESPONSIBILITY
REPORT IN
2014
社会责任报告

节约能源物资

中国中铁严格贯彻执行能源管理体系标准（GB/T2331-2009）要求，坚持节约优先方针，秉承节约能源宗旨，把建立资源节约型、环境友好型企业作为目标，实行精细化管理推行“四节一环保”节能减排标准化工地建设，发展低碳经济，节能降耗取得成效。加大节能减排经费投入和技术攻关力度，推广应用节能减排技术和产品，发挥技术对节能减排的支撑作用，公司能效水平不断提高，圆满完成“十二五”阶段考核指标和国资委确定的2013-2015任期节能减排考核目标。公司31个项目获“全国建筑业绿色施工示范工程”称号。

资料1：2014年，全公司建筑企业万元营业收入综合能耗同比下降5%左右，工业企业万元产值综合能耗同比下降10%左右。全年全公司节能总计超过180万吨标煤。

资料2：中铁四局编制了《节能宣传手册》、《绿色节能小百科》等书籍。持续开展“百元节约、千元增效”主题实践活动，强化全员节能意识，实现每名员工为企业节约100元以上成本，为企业增创1000元以上效益的目标。2014年，中铁四局综合能耗比去年下降2.78%。

Thrift of Energy Material

CREC strictly implemented the standards requirements of Energy Management System (GB/T2331-2009), insisted on energy-saving prioritized policy, adhered to energy-saving purpose and took the establishment of energy saving and environmental friendly enterprise as the purpose. It carried out delicacy management and establishment of "Four Savings and One Environmental Protection" standardized energy conservation and emission reduction construction sites and achieved results in the development of low-carbon economy and energy-saving and cost-reducing. It also increased the financing investment in energy saving and emission reduction and technical tackle strength, promoted and applied energy saving and emission reduction technologies and products, as well as played the supporting role of technology in energy saving and emission reduction. The company's energy efficiency level has constantly enhanced and the enterprise has completed the assessment index during "the 12th Five-Year Plan" period and SASAC energy saving and emission reduction objective during 2013-2015. 31 projects of the company have won the title of "green construction demonstration project in national construction industry".

Information 1: In 2014, the comprehensive energy consumption per 10,000 Yuan operating revenue of construction enterprises of CREC decreased 5% on year-on-year basis, and the same of industrial enterprises decreased 10% on year-on-year basis. During the whole year, CREC has saved more than 1.8 million tons of standard coal.

Information 2: CREC No.4 compiled books such as Energy Saving Brochure and Encyclopedia of Green Energy Saving. It continued to carry out practical activities of "100 Yuan Cost Saving and 1000 Yuan Efficiency Improvement", which strengthened energy conservation awareness of all employees and achieved the goal that every employee saves cost worth over 100 Yuan and creates benefit worth over 1000 Yuan. In 2014, the comprehensive energy consumption of CREC No.4 was 2.78% lower than the previous year.



兰州中铁水务公司建成西北地区首家加盖除臭污水处理厂

减少污染排放

2014年，公司环境保护取得成效，坚持保护优先，秉承减少排放宗旨，采取防治结合措施。公司发布了《重点节能低碳管理暂行办法》，鼓励各子、分公司研发和推广应用新技术、新工艺和新设备，大大提高了能源利用效率，降低了污染物的排放；同时加大了技术改造和淘汰落后设备力度，减少了废气、废液的排放，充分利用废渣等废弃物。工业企业推行绿色制造示范，加大了技改力度，大力推行煤改气、电改气等节能技术改造，废水、废气、固体废弃物（三废）综合治理率达到95%以上；“三废”排放达标率及固定锅炉废气排放达标率达到80%以上。2014年全公司节能减排无重大违规违纪事件，排放污染物均达到国家和所在地相应排放标准，圆满完成了国资委年度考核目标。

资料1：中铁置业在项目开发中大力提倡绿色环保、低碳宜居，建立和完善了节能减排指标体系、监测体系和考核体系，所有在建项目均通过了地方行政主管部门的节能审查。

资料2：中铁科工集团的“旧水泥路面共振破碎再生技术和关键设备的研制及推广应用”项目获得了中央国有资本经营预算节能减排资金支持。该项目研制的GZL600型共振破碎机被广泛应用到四川、上海、福建等省份的公路及机场等“白改黑”改造施工工程中，通过对旧水泥路面的共振破碎再生利用，大大降低了我国水泥路面的重复性建设投入，起到了显著的节能减排示范作用。

Reduction of Pollution Discharge

In 2014, the company has achieved results in environment protection. It insisted on the policy of protection priority, inherited the purpose of emission reduction and adopted the measure of combining prevention with treatment, thus environmental protection has been achieved. The company published Interim Procedures on Key Energy Conservation and Low Carbon Development, encouraged subsidiaries and branches to research, promote and apply new technologies, processes and equipments, greatly increased the efficiency of energy use and reduced the pollutant emission. At the same time, the company also increased the strength on technical renovation and elimination of the backward equipments, reduced the discharge of waste gas and wastewater and fully utilized the waste residue and others. The industrial enterprises increased the strength of technical renovation, and the comprehensive treatment rate of waste water, waste gas and solid waste (three wastes) have reached over 95%. The discharge standard rate of “three wastes” and fixed boiler waste gas discharge standard rate reached over 80%. In 2014, there was no environmental liability accident or great principle breach events on energy saving and emission reduction; the pollutant discharge reached both relevant national and local discharge standards and the company has successfully achieved the annual evaluation objectives assigned by SASAC.

Information 1: CRREG strongly advocated going green and environmental protection as well as low carbon and livable concept in project development. It established and improved index system, supervision system and assessment system of energy conservation and emission reduction; all of the projects under construction have passed energy conservation examination of local administrative departments.

Information 2: The project “development, popularization and application of technique and key equipment of old concrete pavement resonance breaking and regeneration” carried out by China Railway Science&Industry Group was supported by energy conservation and emissions reduction fund of state-owned capital management budget. The GZL600 Resonance Breaker developed by this project has been extensively applied to road, airport and “white to black” modification construction engineering projects in Sichuan, Shanghai and Fujian. By utilizing resonance breaking and regeneration of old concrete pavements, it greatly reduced repetitive construction input of concrete pavements and achieved significant result in energy conservation and emission reduction demonstration.



“手牵手，保护母亲河”公益活动



马鞍山中铁水务公司沉淀池

坚持环境治理

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

资料1：中铁一局积极发展污水处理等水务环保业务，相继在兰州、银川、马鞍山投资成立了水务公司。其中马鞍山中铁水务有限公司的日处理污水能力达10万吨，承担了马鞍山市50%的污水减排量。

资料2：中铁五局高度重视拉日、贵广、杭长等开通运营项目的环境治理，确保与周边环境融为一体。2014年8月，组织西宁地区的130人开展了“清洁区域，美化环境”义务劳动活动，共清理施工区域面积达2.2万平方米，清理装运垃圾22车，共计660余吨。

资料3：中铁港航局在江顺大桥施工中，把保护西江水水质作为头等大事。采用超高桩基护筒、封闭循环系统、岸上泥浆沉淀池和全封闭爬模处理等方法，确保6万余立方米的钻孔泥浆和数十吨的建筑垃圾丝毫没有掉落西江水面。并在钢箱梁中铺设排水管道，不仅能将桥面施工中产生的污水引到岸上集中处理，还能有效防止大桥在运营中出现桥面污水或油料渗漏等污染事故，开创了国内桥梁环保建设的先河。

Persistence on Environment Governance

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

Information 1: CREC No.1 actively developed sewage treatment and other water protection business. It established water companies in Lanzhou, Yinchuan and Maanshan and the daily sewage treatment capacity of Maanshan CREC Water Company reaches 100,000 tons, which undertakes 50% of sewage emission reductions of Maanshan City.

Information 2: CREC No.5 paid high attention to environmental management of operational projects such as Lasa-Shigatse, Guiyang-Guangzhou and Hangzhou-Changsha Railways and ensured integration with surrounding environments. In Aug 2014, it organized 130 people in Sining to carry out "cleaning for better environment" voluntary labor activity. A total construction area of 220,000 m² has been cleared and 22 trucks (over 600 tons) of garbage have been shipped.

Information 3: During the construction of Jiangshun Bridge, CRPCEC prioritized the protection of Xijiang River. It adopted methods such as super-high pile foundation casing, closed cycle system, mud sedimentation basin on shore and totally closed creeping formwork to make sure that 60,000 m³ drilling mud and tons of construction waste didn't fall on the surface of Xijiang River. It also laid drainage pipeline in the steel box beam, which can not only lead sewage created during bridge floor construction to the shore for centralized treatment, but also effectively prevent bridge floor sewage, oil plants leakage and other pollution incidents during the operation of the Bridge. This is a significant precedent in environmental protection of domestic bridge construction.



及时完成建设临时用地复垦工作



青海三江源环保活动

保护自然生态

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

资料 1：2014 年，中铁三局沪昆客专云南段 TJ4 标段项目部积极开展建设临时用地复垦工作。在施工结束后，及时把事先剥离的熟土回填至复垦区内，并修建复垦区排灌系统，完成复垦土地 300 亩，并办理了《临时用地复垦土地移交书》，受到当地政府和业主的表扬。

资料 2：中铁上海局大西客运专线采用湿地泥浆回用技术和泥浆分离系统，尽可能降低泥浆中的固体含量，分离后再次利用，既有效解决了湿地泥浆排放问题，又大量减少了固体废物的排放，减少了建设临时用地面积，减少了湿地的破坏，达到保护生态环境的目的。

Protection of Natural Ecology

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

Equipment 1: In 2014, CREC No.3 Shanghai-Kunming High-Speed Railway Yunnan Section TJ4 Section Project Department actively conducted the construction of temporary ground reclamation. After construction, it timely backfilled mellow soil that removed earlier back to the reclamation area, constructed irrigation and drainage system in the reclamation area, completed reclamation of 300-Mu lands and handled Transfer Notice of Temporary Ground Reclamation Land, which received compliments from local government and owners.

Information 2: CREC Shanghai Bureau Datong-Xi'an High-Speed Railway adopted wetland mud recycling technology and mud separation system, which greatly reduced solid content in mud and allowed it to be recycled after separation. It not only solved the discharge problem of wetland mud, but also greatly reduced the discharge of solid waste, the construction area of temporary ground and destruction on wetland and reached the goal of ecological environment preservation.



员工发展

Staff Development



维护员工权益

Maintenance of Staff's Rights and Interests



促进员工成长

Promotion of Staff's Growth



实行五同管理

Implementation of "Five Same" Management



加强三工建设

Reinforcement of Three Projects Construction



维护员工权益

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

劳动合同管理

2014年，公司认真贯彻落实新修订的《劳动合同法》，员工劳动合同签订率达到100%。认真贯彻落实国家有关劳务派遣用工的法律法规，积极采取“四个一批”措施（“清理一批、改造一批、培养一批、转录一批”），严格规范企业劳务派遣用工管理，有效维护企业劳务派遣员工的切身利益。

员工薪酬管理

中国中铁建立了员工工资正常增长和保障机制，稳步提高员工收入水平。2014年，公司研究制定了《职工工资按时足额发放与企业负责人年薪挂钩的补充意见》，建立了职工工资风险预警拖欠信息体系。全年支付员工工资总额243.5亿元，较上年增长10.2%。

员工社保管理

公司切实保障职工合法社保权益，督促成员企业及时为职工参加基本养老保险、基本医疗保险、工伤保险、失业保险及生育保险。积极贯彻落实国家关于行业、企业社会保险纳入地方管理的要求。

员工民主权利

2014年，公司召开一届五次职代会，由工会代表全体员工与企业签订了《中国中铁2014年集体合同》；坚持职代会审议行政工作报告、民主评议领导人员、职工提案报告等制度，进一步畅通了职工民主参与、民主管理、民主监督的渠道。修订出台《工程项目部厂务公开实施办法》，从源头维护了员工的合法权益。

员工生活保障

2014年，全公司继续深化“三不让”帮扶救助工作，积极为困难员工排忧解难，全年共检据报销使用专项资金4983万元，帮助困难员工、农民工3.18万人次。“两节”期间，筹措送温暖资金1.2亿元，慰问员工、离退休人员、一线员工和农民工25万余人。

员工休假制度

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

Maintenance of Staff's Rights and Interests

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

Labor Contract Management

In 2014, the company strictly implemented the newly revised Labor Contract Law, with signature rate of labor contract in the whole company reached 100%. It strictly implemented national laws and regulations with regard to labor dispatching and employment, actively adopted "Four Batches" measure ("clear a batch, remold a batch, cultivate a batch and transfer a batch"), strictly regulated enterprise management on labor dispatching and employment and effectively protected the personal rights of outsourcing laborers.

Salary Management for Staff

CREC built regular employee income increase mechanism and security mechanism and raised income of the employees gradually. In 2014, the company studied and formulated Supplementary Opinions on Linking the Annual Salary of Enterprise Executives with Paying Staff Salaries on Time and in Full and established Staff Salaries Delinquency Risk Warning Information System. During the whole year, the total sum of paid salaries is 24.35 billion Yuan, with year-on-year growth of 10.2%.

Social Insurance Management for Staff

The company protected employees' legal rights of social insurance and urged member enterprises to cover employees' basic endowment insurance, basic medical insurance, work-related injury insurance, unemployment insurance and maternity insurance. It actively implemented national requirements on industry and enterprise social insurance being incorporated into local governance.

Democratic Rights of Staff

In 2014, the company held the 5th session of the first staff's congress. On the congress, union representative staff signed CREC 2014 Collective Contract with the Administrative Department; it insisted on administration work report reviewed by workers' congress, democratic appraisal of leaders, staff proposal report and other system and further smoothed the channel of democratic participation, democratic management and democratic supervision. It revised and issued Implementation Measures of Factory Affairs Publicity of Engineering Project Department and protected employees' legal right at the source.

Life Guarantee for Staff

In 2014, the whole company further deepened the "three prevention" assistance and relief works and actively helped employees with difficulties. It totally inspected and reimbursed special fund over RMB 49.83 million Yuan in the whole year and helped over 31,800 staff in difficulty and migrant workers. During the "Two Festivals" Period, the company raised warm-delivery fund of RMB 120 million Yuan, visited over 250,000 staff, retirees, first-line staff and migrant workers.

Holiday System for Staff

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



多媒体教学



新入职毕业生签订师徒协议

促进员工成长

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

2014年，公司深入推进干部人事制度改革，研究制定了《领导人员日常履职情况巡察办法（试行）》，首次建立了对二级企业领导班子成员特别是主要领导的日常监督管理机制。研究制定了《股份公司片区督导巡视工作实施办法》，根据全国工程项目区域分布情况成立了8个督导巡视组，强化了股份公司对生产一线的管控能力。制定了《股份公司职业项目经理管理办法（试行）》，畅通了项目经理职业发展通道。组织开展了职业项目经理首次认定工作，全公司在岗的5563名项目经理全部参加并通过了工程项目精细化管理知识考试，其中有4336人被认定为四级或五级职业项目经理，为深入推进项目经理职业化建设打下良好基础。

2014年，公司对首次评选认定的6名中国中铁专家进行了聘期考核，同时增补了34名中国中铁专家。公司共培养出全国重点领域创新团队1个、第五届全国专业技术人才先进集体1个，全国专业技术人才先进个人1人，新世纪百千万人才工程国家级人选和国家有突出贡献中青年专家2人，詹天佑铁道科学技术奖8人，国务院政府特殊津贴获得者24人，共评审通过教授级高工170人、高级工程师1887人、高级经济师226人、高级会计师110人。

2014年，全公司共投入技能人才培养费用7964万元，举办技能培训班近2000班次，培训24万人次，促进了人才队伍能力素质的大幅度提高。

资料：2014年，公司高技能人才工作取得丰硕成果，培育出全国技术能手2人，中央企业技术能手9人，全国青年岗位能手9人；国家技能人才培养突出贡献单位1个，国家技能人才培养突出贡献个人1人。有1.3万多名员工和农民工参加了技能鉴定和高技能人才评价，共计鉴定评价合格1.1万多人，其中评审通过技师2046人，高级技师963人。

Promotion of Staff's Growth

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

In 2014, the company further promoted cadre and personnel system reform, formulated Daily Performance Patrol of Leaders (Trial) and for the first time, established daily supervision management mechanism on leading members of secondary enterprises, especially on key members. It formulated Implementation Measures of Inspection Touring of the Company's Regional Supervisors, established 8 supervisor inspection groups according to the distribution of national projects and strengthened the company's capacity of management and control on production line. It also formulated The Company's Management Measures on Professional Project Managers (Trial) and smoothed the career development channel of project managers. It organized and carried out first affirmation work of professional project managers. 5563 project managers of the whole company attended and passed engineering project delicacy management test, with 4336 of them being considered as Level 4 or Level 5 professional project managers, which set a solid foundation for deep promotion of the career construction of project managers.

In 2014, the company appraised and selected 6 CREC experts for employment term assessment for the first time and added 34 CREC experts. The company totally cultivated 1 national innovation team on key fields, 1 advanced collective of the 5th national professional and technical personnel, 1 advanced individual of national professional and technical personnel, 2 people selected for New Century Talents Project and young and middle-aged expert made outstanding contributions for the country, 8 Zhan Tianyou Railway Science and Technology Awards and 24 winners of the State Council special government allowance. The company totally approved 170 professor senior technicians, 1887 senior engineers, 226 senior economists and 110 senior accountants.

In 2014, the whole company has totally invested 79.64 million Yuan for skilled talents training, hosted about 2000 skill training courses, trained over 240,000 talents and promoted the substantially increase the capacity and quality of talent team.

Information: In 2014, the company achieved plentiful and substantial results in high-skilled talent works. It cultivated 2 national technical experts, 9 central enterprises technical experts, 9 national young experts, 1 outstanding contribution unit in national skilled talents training and 1 outstanding contribution individual in national skilled talents training. About 13,000 staff and migrant workers participated in skill appraisal and high-skilled talent evaluation. A total number of 11,000 people have passed evaluation, including 2046 technicians and 963 senior technicians.



免费为农民工体检



为农民工办理工资卡

实行五同管理

公司坚持以人为本，认真落实农民工“五同”管理。通过建立向外协队伍派驻党群工作协理员制度，进一步加强了对农民工队伍的管理。通过督促劳务分包企业、劳务派遣公司与劳务人员全部签订劳动合同，并实行备案管理，维护了农民工权益。通过健全完善农民工专项工作机制，累计为农民工提供 75 万个就业岗位，支付农民工各类报酬 351.1 亿元。通过健全农民工工资发放监督机制，采取直接发放或办理工资卡等多种形式，确保农民工工资按时足额发放。坚持开展农民工职业技能培训和鉴定工作，培养鉴定农民工 3300 人，鉴定合格技师 139 人，不断提升企业所使用的农民工技能和素质。将农民工纳入企业组织的各类技能大赛、技术比武和评先评优，充分调动农民工的工作积极性和创造性。2014 年，2 人被评为全国、省市优秀农民工，1 人荣获全国“五一劳动奖章”。

资料 1：2014 年，公司积极打造“中国中铁关爱农民工公益行动”社会责任新品牌。动员员工和家属为农民工捐献家庭闲置衣物，同时从其他院校、部队、社区等也募集了大量衣服；经过志愿者分类整理、清洁消毒后，以 1-5 元的“象征性价格”义卖给北京地区各工程项目的农民工；销售所得款项，通过有关部委捐赠给公益事业。活动开展一年来共募集、义卖衣物 12960 余件，惠及农民工 5600 余人。活动得到了新华社、新浪网、凤凰网、中国新闻网等媒体的关注和报道，先后荣获“首都学雷锋志愿服务站”、“地球站公益创业工程最佳组织奖”、“首届中国青年志愿服务项目大赛银奖”、“中央企业优秀志愿服务项目”等诸多荣誉。

资料 2：中铁隧道集团认真贯彻实行“五同”管理，全年共吸纳 10 余万农民工就业，并为他们提供了技术和管理两条职业发展渠道。

Implementation of "Five Same" Management

The company stuck to the principle of "people first" and implemented "Five Same" Management for peasant workers. By establishing party-masses work assistant system for outsource team, the company further strengthened administration of peasant workers. By urging labor subcontracting enterprises and labor dispatching companies to sign labor contracts with workers, the company carried out record management and protected rights of peasant workers. By improving special work mechanism for peasant workers, the company provided jobs to 750,000 peasant workers accumulatively and paid wages to them totaling 35.11 billion Yuan. By improving peasant worker wage payment supervision system, the company paid wages to peasant workers on time in full through many different ways including direct payment and wage card. Moreover, the company kept carrying out vocational training and appraisal activities for peasant workers, fostered 3300 qualified peasant workers and 139 qualified technicians from them and gradually enhanced skills and quality of the peasant workers. It included peasant workers into all kinds of skill competitions, technological competitions and wok appraisal activities organized by the company. In 2014, two people were honored national, provincial and municipal "Excellent Peasant Workers". One peasant worker won "National May 1st Labor Medal".

Information 1: In 2014, The company actively created the new brand for social responsibility "CREC Public Welfare for Migrant Workers". Staff and their family members are encouraged to donate their unused clothes to migrant workers. A large amount of clothes is also collected from other colleges, armies and communities. After sorted, cleaned and disinfected by volunteers, the clothes will be sold to migrant workers from the engineering projects of Beijing at a token price of 1-5 RMB. The sales proceeds will be donated to public welfare by the relevant ministry and commission. In the past one year after the activity was developed, more than 12,960 pieces of clothes have been collected and sold for charity, which benefited above 5,600 migrant workers. The activity was concerned and reported by public media of Xinhua News, Sina, Ifeng and China News, and has been awarded with numerous honors like "Beijing Leifeng Volunteer Service Station", "The Best for Organizing Earth Station Social Entrepreneurship Project", Silver Award of "The 1st Contest for China Youth Volunteer Service", "Excellent Central Enterprise for Volunteer Service" and so on.

Information 2: China Railway Tunnel Group strictly implemented "Five Same" management, provided employment for more than 100,000 peasant works during the whole year and offered them two career development channels: technology and management.



工地文化

加强三工建设

2014年，中国中铁坚持以工地生活、工地文化、工地卫生“三工”建设为抓手，全年累计投入“三工”建设资金2.44亿元，全面改善施工一线的生活文化卫生水平，为一线员工营造了良好的生活和工作环境。

资料1：2014年，公司工会下拨“三工”建设经费541万元，对委铁、埃塞铁路和刚果（金）等海外项目拨款100万元，为非洲在建项目防控埃博拉疫情拨付专项经费40万元，进一步改善了员工的工作、生活、文化条件和环境。

资料2：2014年，中铁八局结合夏季施工酷暑、高温等实际，广泛开展为施工一线送清凉活动，共计筹集慰问资金391万元，慰问项目部253个，慰问职工11156人次、农民工39232人次，切实保障了一线职工清凉度夏。

Reinforcement of Three Projects Construction

In 2014, CREC adhered to the “three projects” construction with main content of construction site life, culture and hygiene, accumulatively invested RMB 244 million Yuan in the “three project” construction, fully improved the standard of living, culture and hygiene in forefront of the construction and created good living and working environment for worker at the production line.

Information 1: in 2014, the company union granted 5.41 million Yuan for Three Projects Construction, including 1 million Yuan to Venezuela Railways, Ethiopia Railways and Congo overseas projects. It provided special fund of 400,000 Yuan for the prevention and control Ebola for projects under construction in Africa, which further improved working, living and cultural conditions and environment for employees.

Information 2: in 2014, considering the intense heat of summer construction, CREC No. 8 extensively carried out activities to bring coolness to the construction frontline. It collected sympathy fund of 3.91 million Yuan and visited 253 project departments, 11156 employees and 39232 peasant workers, which allowed frontline workers to spent summer with less heat.



公益事业

Public Welfare Undertaking

 抢险救灾
Disaster Relief

 扶贫助困
Assistance for the Poor

 社区服务
Community Service

 促进就业
Promotion of Employment





云南鲁甸地震救援

40

中国中铁
股份有限公司

SOCIAL
RESPONSIBILITY
REPORT IN
2014
社会责任报告

抢险救灾

多年来，中国中铁在一系列重大自然灾害面前挺身而出，勇挑重担，积极投身抢险救灾，积极践行央企责任，受到各级政府和各界好评。

2014年，全公司积极参与各地各类抢险救灾近300次，投入抢险救灾人员近2万人次、设备3000多台套、投入资金近6000万元。其中，所属昆明国家铁路隧道抢险救援基地先后6次参与国家重大抢险救灾工作，成功救出被困人员45人，救助受灾群众100余人，成为国家抢险救援的重要专业力量。此外，由所属中铁五局和中铁隧道局分别负责组建的铁路隧道专业抢险救援队伍也已在贵阳和西安完成了基地建设、机构设置、规章制度建设、设备订购等工作，到位的救援人员已开展业务培训。

资料1：在川黔线泥石流抢险中，中铁一局投入抢险人力1780人、资金386万元、大型机械设备30多台，连续奋战72小时完成了抢险任务。

资料2：2014年8月3日，云南鲁甸发生6.5级地震，中国中铁紧急组织所属中铁一局、二局、大桥局、隧道局、上海局等单位，成立多只抢险队伍，投入大量大型机械设备，投身抢险救援工作，清除道路塌方，打通运输通道，为抗震救灾提供物资和人员援助保障。

资料3：2014年7月，受吉林省白城市团结水库洪水漫堤影响，乌白铁路桥梁被洪水冲毁，行车中断。中铁九局迅速调集380余名抢险人员和近20台大型机械、车辆投入抢修。经过连续50小时的昼夜奋战，圆满完成了抢修任务，使乌白线比原计划提前4个小时通车。

Disaster Relief

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

In 2014, the company actively participated in rescue and relief works for about 300 times, with the investment of nearly 20,000 rescue personnel, 3000 sets of equipment and 60 million Yuan capital. It established national railway and tunnel emergency rescue base in Kunming, involved in 6 national severe rescue and relief works, successfully saved 45 trapped people, helped more than 100 people afflicted by the disaster and became a significant professional force of national emergency rescue. Moreover, railway and tunnel emergency rescue teams established by CREC No.5 and China Railway Tunnel Bureau have completed base construction, institutional setting, rules and regulations establishment and equipment ordering in Guiyang and Xi'an respectively and the rescue workers in place have received operation training.

Information 1: During the debris flow rescue of Sichuan-Guiyang Railway, CREC No.1 put into 1780 people, 3.86 million Yuan capital and 30 large machines and worked 72 hours in a row to complete rescue tasks.

Information 2: On Aug 3, 2014, a 6.5 magnitude earthquake struck Ludian, Yunnan. CREC immediately organized CREC No.1, CREC No.2, MBEC, Tunnel Bureau and Shanghai Bureau to form several rescue teams with many large-scale mechanical equipment. They were devoted into rescue operation and road collapse clearing, opened transport paths and provided supplies and staff assistance guarantee for earthquake relief works.

Information 3: in Jul 2014, being affected by flood water overflow of Tuanjie Reservoir in Baicheng, Jilin Province, Wubai Railway Bridge was destroyed by flood and traffic was interrupted. CREC No.9 quickly organized 380 rescue workers and nearly 20 large machines and vehicles for emergency maintenance. After working 50 hours non-stop, the rescue works have been completed and Wubai Railway was open to traffic 4 hours before the planned time.



爱心捐助山区儿童



中铁信托爱心基金捐建的养老中心

扶贫助困

2014年，根据国务院扶贫办有关安排，公司继续选派3名年轻干部分别到湖南汝城、桂东和山西保德等三个国家级贫困县挂职，全年一共投入300万元用于改善当地学习教育和生活条件。公司被国务院扶贫开发领导小组授予“定点扶贫先进集体”称号。公司积极参与了由中国扶贫基金会主办的“圆梦832”贫困高中生关爱行动。

2014年，公司援藏干部李少林被评为“全国对口支援西藏先进个人”。按照中组部、人社部要求，继续选派两名同志作为第八批援疆干部到新疆挂职，支援新疆建设。同时，按照国务院国资委要求，接收一名西藏国有企业干部到公司挂职锻炼。

资料1：2014年，公司捐资10万元，委托中国扶贫基金会在保德县成立“中国中铁·新长城自强班”，资助家境困难、品学兼优的50名学生完成高中学业；捐资90万元支援保德县袁家里养羊项目建设，通过成立专业合作社组织实施，建立农业示范园，取得良好成效，得到当地群众一致好评；保德县与中国中铁所属郑州铁路技师学院签订了合作办学的框架协议。

资料2：中铁信托与四川省慈善总会合作，成立了“中铁信托爱心基金”，每年组织实施一批捐赠助老、助教、助学等慈善公益项目。该基金成立两年来，已募集资金270多万元，使用善款120万元。其中，2014年投入善款30万元实施了成都市青羊区西御河夕阳汇居家养老服务项目；向云南鲁甸地震灾区提供紧急捐款援助20万元。

Assistance for the Poor

According to related arrangement of the State Council Leading Group Office of Poverty Alleviation and Development, in 2014, the company continued to select 3 young cadres to take temporary posts in national-level poverty-stricken counties, including Rucheng and Guidong in Hunan and Baode in Shanxi. In this year, the company invested 3 million Yuan to improve local education and living conditions, which won the title of “advanced collective in fixed-point poverty alleviation” awarded by the State Council Leading Group Office of Poverty Alleviation and Development. The company also participated in “Dream Fulfillment 832” activity sponsored by CFPA, which cares high school students in poverty.

In 2014, Li Shaolin, the company cadres who was sent to support Tibet was awarded “advanced individual of national pairing assistance to Tibet”. According to the requirement of the Organization Department of the Central Committee of the CPC and Ministry of Human Resources and Social Security of P.R.C, the company continued to select two people as the 8th batch of Xinjiang assistance cadres to take temporary posts in Xinjiang and support the construction off Xinjiang. Meanwhile, according to the requirement of SASAC, the company received one Tibetan cadre from state-owned enterprise to take a temporary post in the company for practice.

Information 1: In 2014, the company donated 100,000 Yuan, delegated CFPA to set up “CREC New Great Wall Self-improvement Class” in Baode County and supported 50 excellent students in poverty to complete high school study; it also donated 900,000 Yuan to support raising-sheep-at-home project in Baode County. By setting up specialized cooperatives, it established Agriculture Demonstration Park, achieved good results and received good reputations from local people; Baode County and Zhengzhou Railway Technician College that affiliated to CREC signed framework agreement on cooperative education.

Information 2: China Railway Trust and Sichuan Charity Federation cooperated to establish “China Railway Trust Charity Fund” and organized a number of charity events to support the old, teaching and education. Since its establishment for 2 years, it has raised fund of 2.7 million Yuan and donated 1.2 million Yuan, among which in 2014, it donated 300,000 Yuan to carry out home care series for the old in Xiyanghui, Xiyuhe, Qingyang District, Chengdu; it donated 200,000 Yuan to earthquake stricken area in Ludian, Yunnan for emergency rescue.



社区志愿者服务队



中国中铁南京青奥“小青柠”志愿服务队

社区服务

中国中铁长期以来坚持地企文明、和谐共建的工作思路，广泛开展拥军优属，支持军警建设，志愿服务敬老院、医院、街道、社区、学校等地方单位，以实际行动履行企业公民责任。

2014年，全公司共组建了800多支志愿服务队，投入志愿服务1.6万多人次，开展各类志愿服务活动1300多次，大力弘扬社会道德风尚，积极构建和谐和谐社会。

2014年，全公司捐资助学5600多万元，帮扶学生近1万人，支持教育机构资金3000余万元；其他公益慈善事业投入超过300万元。

资料1：中铁大桥局积极推动志愿活动常态化，2014年，先后开展义务植树、“学雷锋、暖人心”主题捐赠、“放飞梦想，春满校园”爱心助学、“环保青奥我先行”等志愿服务活动122次。中铁大桥局青年志愿者队被湖北省授予“荆楚学雷锋示范团队”称号。

资料2：2014年，中铁电气化局积极参与秦岭地区的“驴友”遇险救援工作。全年共配合地方政府完成救援近20次，救援游客23名。

资料3：中铁武汉电气化局一公司襄阳义工小组自2008年成立以来，坚持六年不间断地对襄樊附近的山区留守儿童和孤儿进行定向帮扶。2014年，他们共帮扶贫困留守儿童18人和孤儿1人。

Community Service

CREC has been insisting on the working thought of harmonious joint development on enterprise civilization, extensively carried out activities to support army construction, volunteered to serve nursing homes, hospitals, streets, communities and schools and implemented enterprise civic responsibilities with practical actions.

In 2014, the company established over 800 volunteer teams, with more than 160,000 people involved in volunteer works and volunteer works carried out more than 1300 times. It strongly promoted good social morality and actively constructed harmonious society.

In 2014, the company donated 56 million Yuan for student aid, helped nearly 10,000 students and supported educational institutions with more than 30 million Yuan fund; the input of other charity events was over 3 million Yuan.

Information 1: China Railway Bridge Bureau actively promoted regular volunteer activities. In 2014, it carried out 122 activities, including voluntary tree planting, "Learning from Lei Feng and Warming Hearts" themed donation, "Flying Your Dream and Bringing Spring to the Campus" student aid and "Environmental Friendly Youth Olympic Games". The youth volunteer group of China Railway Bridge Bureau was awarded the title of "Jingchu Learning-from-Lei-Feng Demonstration Group" by Hubei Province.

Information 2: in 2014, CREC Railway Electrification Bureau was actively involved in the tourists rescue work in Qinling Mountains. During the whole year, it assisted local government to complete nearly 20 rescues and saved 23 tourists.

Information 3: since the establishment of Xiangyang volunteer team of No.1 Company of CREC Railway Wuhan Electrification Bureau in 2008, it carried out oriented assistance to stay-at-home children and orphans in mountainous areas near Xiangyang for six consecutive years. In 2014, they helped 18 stay-at-home children and 1 orphan in poverty.



每年提供大量就业岗位

促进就业

中国中铁始终把履行就业责任作为公司社会责任的一项核心内容。2014年，认真落实《集体合同》员工上岗就业承诺，千方百计促进企业下岗职业实现再就业，确保了所属企业职工上岗率达到85%以上。公司每年通过接收大中专毕业生、接收转业军人、通过人才市场引进人才等形式，为社会创造和提供了大量新的岗位。2014年，全公司新接收大中专毕业生7600余人，军转干部在京安置工作也得到国务院军转办肯定。

资料：2014年，公司制定了《股份公司人才引进管理办法（试行）》，进一步规范了公司人才引进工作。四季度，公司成立了4个招聘工作组，组织所属二级企业赴清华大学、北京大学及重点铁路院校开展了校园集中招聘工作，通过招聘工作统一宣讲、招聘流程统一发布、应聘人选集体票决、招聘结果统一公布等环节，做到了招聘程序公开、竞聘公平、结果公正，确保一大批高素质的大学毕业生充实到企业。

Promotion of Employment

CREC always regards performance of employment responsibility as a key item in social responsibilities of the company. In 2014, it implemented Collective Contract mechanism, performed their promise on employment, took all possible measures to promote re-employment of laid-off workers and made sure that work rate of the employees of the company kept above 85%. The company created and provided a great number of work opportunities for the society in many different ways, such as recruiting the graduate from colleges and technical secondary schools and demobilized soldiers and recruiting personnel from the talent market. In 2014, the company recruited over 7600 students who just graduated from colleges and technical secondary schools. Demobilized army leader arrangement work in Beijing was acknowledged by the Military Conversion Office of the State Council.

Information: in 2014, the company formulated Regulations on Talent Introduction of the Company (Trial) and further specified the company's talent introduction works. In the fourth quarter, the company established 4 recruitment teams and organized affiliated Level-2 enterprises to Tsinghua University, Peking University and key railway colleges for campus recruitment. By implementing links such as recruitment talk, recruitment process release, collective vote of candidates, recruitment result announcement, it was made sure that the recruitment process is public, the competition and result is fair and a large number of high-quality graduates are introduced to enterprises.

全球责任

Global Responsibility



全球发展

Global Development



全球合作

Global Cooperation



全球服务

Global Service



全球公益

Global Public Welfare





埃塞俄比亚铁路路基施工现场



安哥拉社会住房小区



斯里兰卡高速公路

全球发展

2014年，中国中铁实现海外营业收入270.2亿元。

2014年，公司在全球69个国家和地区开展境外工程项目设计、施工和产品加工出口业务。目前，在59个国家和地区有境外在建工程项目364个，涉及铁路、公路、桥梁、隧道、房屋建筑、城市轨道交通、市政工程、农田水利、港口建设等领域；分布于南美、东欧、非洲、南太平洋、东南亚、中东等地区；公司高锰钢道岔及钢结构等加工产品远销美国、韩国、丹麦、新西兰、香港、莫桑比克、孟加拉、澳大利亚、越南、印度尼西亚、泰国、埃塞俄比亚、尼日利亚、马来西亚、塞拉利昂、印度、坦桑尼亚、土耳其、老挝等19个国家和地区。

另外，公司在境外还投资兴办了马里纺织厂、科特迪瓦制药公司，在南非进行了房地产开发，在刚果金等非洲地区还开展了以矿产资源交换基础设施工程等业务。

Global Development

In 2014, CREC achieved overseas revenue of 27.02 billion Yuan.

In 2014, the company carried out overseas engineering project design, construction and product processing and export business in 69 countries and regions over the world. So far, it has 364 overseas construction projects in process in 59 countries and regions, covering areas of railways, highways, bridges, tunnels, housing construction, urban rail, municipal engineering, irrigation and water conservancy and port construction. The projects are located in South America, Eastern Europe, Africa, the South Pacific, Southeast Asia and Middle East. High manganese steel rail, steel structure and other processing products have been sold to 19 countries and regions, including the U.S., South Korea, Denmark, New Zealand, Hong Kong, Mozambique, Bangladesh, Australia, Vietnam, Indonesia, Thailand, Ethiopia, Nigeria, Malaysia, Sierra Leone, India, Tanzania, Turkey and Laos.

Moreover, the company has invested to establish textile mill in Mali and pharmaceuticals in Ivory Coast. It also conducted real estate development in South Africa and infrastructure engineering projects in Democratic Republic of the Congo and other African countries in exchange for mineral resources.



亚的斯亚贝巴轻轨的第一列车驶出车站

全球合作

在“走出去”过程中，公司与工程项目东道国、大型跨国企业、国际金融机构、供应商等各利益相关方积极开展国际战略合作。

2014年，中国中铁与国新国际投资有限公司签订战略合作协议及增资入股协议，共同组建海外项目投资平台。双方通过认真评估筛选，确定了6个比较成熟的境外投资项目，目前已完成了对坦桑尼亚工业园、圭亚那水电站等3个项目的立项评审。

资料1：2014年，中国中铁与坦桑尼亚尼雷尔基金会、世界银行国际金融公司合作投资的尼雷尔基金会广场项目奠基仪式在坦桑尼亚达累斯萨拉姆圆满举行。

资料2：2014年，中国中铁与埃塞俄比亚、乍得、马里、印度尼西亚等国家政府，以及以色列SHIKUNBINUI集团、法国赛思达（SYSTRA）公司等国际企业开展了多项项目合作。

Global Cooperation

During the process of going global, the company has carried out active international strategic cooperation with host countries of engineering projects, large transnational enterprises, international financial institutions, providers and other stakeholders.

In 2014, CREC signed strategic cooperation agreement and capital increase agreement with Guoxin International Investment Co., Ltd. and co-established overseas project investment platform. After careful assessment and screening, both parties have confirmed 6 relatively mature overseas investment projects. So far, projects approval and review of 3 projects including industrial park in Tanzania and hydropower station in Guyana have been completed.

Information 1: In 2014, CREC has cooperated with Nyerere Foundation of Tanzania and International Finance Corporation to invest in the Nyerere Foundation Building Project and the foundation stone laying ceremony was completed in Dar-es-Salaam, Tanzania.

Information 2: In 2014, CREC carried out many cooperative projects with governments of Ethiopia, Chad, Mali, Indonesia, SHIKUNBINUI Group of Israel, SYSTRA of France and other international corporations.



来自非洲的“季度之星”

全球服务

长期以来，中国中铁坚持“奉献精品工程，造福东道国家”理念，在先后完成的一大批如阿联酋棕榈岛填海工程、孟加拉帕克西大桥工程、马来西亚沙巴洲铁路改造工程、尼日利亚铁路改建、南非水坝工程、援加纳公路改扩建工程、安哥拉罗安达省医院工程、摩洛哥高速公路等重大国际工程项目和目前正在建的马来西亚吉隆坡MRT、埃塞轻轨、埃塞的斯亚贝巴-吉布提铁路以及75亿美元委内瑞拉铁路为代表的200多个较大境外工程项目，均充分展现了中国中铁对境外工程项目所在国家社会责任的高度重视。特别是近十年来，中国中铁所属各单位在境外实施对外承包工程中，不仅为当地奉献了一批精品工程和利民工程，提高了当地交通运输能力、改善民众生活条件、加速了东道国与周边国家的经贸往来，促进了当地经济繁荣和发展，而且，还积极为当地提供就业岗位。2014年，公司海外项目雇佣的当地工人达到4.5万人。

资料：中国中铁与埃塞俄比亚政府开展深度合作，在建设亚的斯亚贝巴-吉布提铁路项目中首次采用中国铁路设计和施工标准；在圆满完成亚的斯亚贝巴轻轨项目建设任务的基础上，中国中铁将为埃方继续提供运营维护管理服务。

Global Service

For long, CREC insisted on the principal of "offering quality engineering and benefiting host countries" and completed over 200 large overseas engineering projects, including significant international engineering projects, such as Isle of Palms reclamation works in UAE, Paksey Bridge construction in Bangladesh, Sabah railway modification works in Malaysia, railway reconstruction in Nigeria, dam construction in South Africa, highway reconstruction and extension project in Ghana, Luanda Provincial Hospital construction in Angola and expressway in Morocco, as well as projects under construction, such as MRT in Kuala Lumpur, Malaysia, light rail in Ethiopia, Addis Ababa-Djibouti railway and 7.5 billion USD railway project in Venezuela, which showed CREC's high attention to social responsibility of overseas host countries. Especially in recent 10 years, during the process of outsourcing foreign projects, CREC subsidiaries not only offered quality engineering projects that are favorable to the people, improved capacity of local transportation, improved people's living conditions, speeded economic and trade contact among host countries and surrounding countries and promoted prosperity and development of local economy, but also actively provided employment opportunities for local people. In 2014, the company's overseas projects have hired 450,000 local people.

Information: CREC and Ethiopian government carried out deep cooperation and adopted Chinese railway design and construction standard for the first time in the construction of Addis Ababa-Djibouti railway; after completing the construction tasks of Addis Ababa light rail project, CREC will continue to provide operation maintenance and management service for Ethiopia.



工地医院医护人员为安哥拉当地居民义诊捐药

48

中国中铁股份有限公司

SOCIAL RESPONSIBILITY REPORT IN 2014 社会责任报告

全球公益

多年来，中国中铁一直积极参与国际公益事业，通过捐款、捐物、捐资助学等形式，为改善工程项目东道国的人民生活水平提供物质帮助；通过义务修建道路、桥梁等基础设施和居民饮水、排污等利民工程，帮助东道国解决了许多重大民生问题；通过推进海外工程项目的属地化管理，加强对当地人才的培养，为当地培养和造就了一大批技术人才，极大促进了当地社会经济的发展。

资料1：2014年9月，塞拉利昂爆发埃博拉疫情。中铁七局积极承担了中国援助塞拉利昂物资在塞方境内的运输任务。公司员工在做好自身防范的同时，不顾疫情危险，连续奋战三天，完成了运送任务，为抵抗埃博拉疫情作出了积极贡献。

资料2：2014年，中铁十局委内瑞拉北部铁路项目部和FMO项目部帮助当地社区改善基础设施建设，先后改造、修缮、铺设道路60多公里，在奥尔达斯扩建医院1家，改造、修缮学校4所，为当地学校免费赠送安装空调24台，得到当地居民的好评。

Global Public Welfare

For many years, CREC has been actively involved in international public welfare and offered material assistance to improve the living standard of project host countries in the forms of donation, contribution and study aid; it helped host countries to solve many significant livelihood issues by voluntary road, bridge and other infrastructure construction as well as projects favorable to the people, such as drinking water and drainage projects. By the promotion of localized management of overseas engineering projects, it strengthened cultivation on local talents and created a large number of technical talents for local governments, which significantly improved development of local society and economy.

Information 1: In Sep 2014, Ebola outbreak was found in Sierra Leone. CREC actively undertook the transportation of supplies from China in Sierra Leone. The company staff focused on the overall situation, protected themselves and worked 3 days non-stop without worrying about the epidemic situation. They completed the transportation task in time and made positive contribution in fighting against Ebola.

Information 2: In 2014, CREC No.10 North Venezuela Railway Project Department and FMO Project Department helped local communities to improve infrastructure construction. They have remolded, repaired and paved roads of more than 60 km, expanded a hospital in Ordaz, reformed and repaired 4 schools and offered and installed 24 air conditioners for local schools for free, which received good reputation from local citizens.

开放的 中国中铁 Open CREC

规范的信息披露 Normative Information Disclosure

作为A+H股上市公司，2014年，公司积极适应监管机构对信息披露工作的新要求；继续坚持法定信息披露与自主信息披露相结合，加大重大事项内部报告、审批力度，增强定期报告内容的针对性和有效性，有效提高了公司信息披露的透明度。在上海证券交易所2014年开展的2013年度上市公司信息披露工作评价结果为“A”（即信息披露优秀类）。

2014年，公司共发布公告及通函164项，其中A股公告70项，H股公告及通函94项，涵盖会议决议、定期报告、债券付息、关联交易、重大工程中标、股票异常波动等公司发生的应予披露的重大事项；上述公告及通函均按照规定披露于上海证券交易所、香港联合交易所网站和指定报刊，全年信息披露没有发生虚假记载、误导性陈述或者重大遗漏的情形。同时为了便于广大投资者查阅，信息披露文件也均发布于公司中英文网站上，确保了公司股东及广大投资者能够及时、平等、便捷地获得公司信息。

As a listed A+H company, in 2014, in order to constantly adapt to new requirements of supervision organizations on information disclosure, the company continued to insist on the combination of legal information disclosure and autonomous information disclosure, strengthened the internal procedure for examination and approval of information disclosure, enhanced pertinence and effectiveness of periodic report content and effectively improved transparency of the company's information disclosure. In the 2013 Listed Company Information Disclosure Evaluation carried out at SSE in 2014, the company got "A" (i.e. excellent information disclosure).

In 2014, the company released 164 notices and letters including 70 A-Share notices and 94 H-Share notices and letters including conference resolutions, regular reports, payment of interest of bonds, related transaction, significant project bidding winning, abnormal fluctuations of capital stock and other major issues of the company that shall disclosed. The above-mentioned notices and letters are released on websites of SSE and the Stock Exchange of Hong Kong and their designated newspapers and periodicals according to relevant regulations. Moreover, in order to make it easier for investors to check the information, information disclosure documents were also released on Chinese and English websites of the company. As a result, shareholders and investors can get information of the company in time and conveniently.



积极的投资者关系

Active Investor Relations



业绩发布会

公司自上市以来，董事会、管理层高度重视投资者关系管理工作，经过持续的努力和不断的创新，公司投资者关系管理工作已形成常态化，各项日常工作推进有序。2014年，公司积极通过投资者热线、IR邮箱平台、召开业绩发布会、接待投资者来访、年度股东大会、参加投资峰会、举办反向路演等多种形式与广大投资者进行沟通交流，增进公司股东和投资机构对公司的了解和认同，倾听股东和投资者的意见和建议。报告期内，公司举行了4场大型业绩发布会、2场业绩推介电话会议；接听热线电话1070余次，收到各类邮件13290余封，转发、回复重要邮件及信息5460余封；组织接待投资机构来访40余次，接待投资者120余人次，安排出席境内外国际投资论坛和投资策略会议10场，组织路演会议50余场，共会见基金经理、分析师540余人次；组织反向路演2次。报告期内，没有发生投资者投诉情况。

公司目前入选的指数有MSCI明晟中国A股指数的成份股、中国A50指数、上证综合指数、新上证综指、上证市值百强指数、上证全指、上证全指价值指数、上证180指数、上证流通指数、上证基本面200指数、上证180基本面加权指数、上证180低贝塔指数、上证180价值指数、上证180相对价值指数、上证180公司治理指数、上证180基建指数、上证央企50指数、上证社会责任指数、上证非周期行业100指数、上证中游产业指数、中证100指数、中证300价值、沪深300指数、中华交易服务中国120指数、中华交易服务中国A80指数、恒生综合指数、恒生综合行业指数（地产建筑业）、恒生综合市值指数（恒生综合中型股指数）、恒生环球综合指数、恒生可持续发展企业指数系列（恒生可持续发展企业基准指数、恒生A股可持续发展企业指数、恒生A股可持续发展企业基准指数、恒生内地及香港可持续发展企业指数）、恒生AH股精明指数、恒生A股行业龙头指数（地产建筑业）、恒生A股100强指数、恒生中国企业指数、恒生中国内地100、恒生基础设施建设指数、恒生AH股溢价指数、恒生AH股指数系列、恒生中国企业等众多只境内外市场权重指数系列。

Since the company being listed, the board of directors and management level has been paying high attention to the management of investors' relations. After constant effort and innovation, the management of investors' relations has been normalized and daily works have been carried out orderly. In 2014, the company made full use of the platforms of investor hotline and IR e-mail and communicated with investors and listened to opinions and suggestions of the stockholders and investors from many ways such as holding achievements report conference, receiving investors to visit the company, holding annual general meeting and attending investment summit. In the report period, the company held 4 large-scale achievements report conferences and 2 achievements recommendation teleconferences, answered about 1070 hotline calls, received about 13290 e-mails, transmitted and replied about 5460 important e-mails and information, organized and received over 40 delegations, received over 120 investors, arranged and attended 10 domestic and overseas investment forums and investment strategy meetings, organized over 50 roadshow conferences, met over 540 fund managers and analyzers and organized 2 reverse roadshows. In the report period, there was no complaint from the investors.

The company was included by Constituent Stock of MSCI China A-Share, China A50 Index, SSE Composite Index, new SSE Composite Index, SSE Top 100 Market Value Index, SSETotal Return Index, SSETotal Return Value Index, SSE 180 Index, SSE Circulation Index, SSE Fundamentals 200 Index, SSE 180 Fundamentals Weighted Index, SSE 180 Low Beta Index, SSE 180 Value Index, SSE 180 Relative Value Index, SSE 180 Corporate Governance Index, SSE 180 Infrastructure Index, SSE Central Enterprise 50 Index, SSE Social Responsibility Index, SSE Non-Cyclical Industry 100 Index, SSE Midstream Industry Index, CSI 100 Index, CSI 300 Value Index, Hushen 300 Index, CES China 120 Index, CES China A80 Index, Hang Seng Composite Index, Hang Seng Composite Industry Index (Properties & Construction Industry), Hang Seng Composite Market Value Index (Hang Seng Composite Mid-cap Stock Index), Hang Seng Global Composite Index, Hang Seng Corporate Sustainability Index Series (Hang Seng Corporate Sustainability Benchmark Index, Hang Seng A-Share Corporate Sustainability Index, Hang Seng A-Share Corporate Sustainability Benchmark Index and Hang Seng Mainland and Hong Kong Corporate Sustainability Index), Hang Seng AH-Share Smart Index, Hang Seng A-Share Industry Top Index (Properties & Construction Industry), Hang Sheng A-Share Top 100 Index, Hang Seng China Enterprises Index, Hang Seng Mainland China 100 Index, Hang Seng Infrastructure Index, Hang Seng China AH Premium Index, Hang Seng China AH Index series, Hang Seng China Enterprises Weighted Stock Index and other index series in domestic and foreign markets.

50

中国中铁股份有限公司

SOCIAL RESPONSIBILITY REPORT IN 2014 社会责任报告



媒体采访

和谐的媒体关系 Harmonious Media Relations

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

2014年，新华社、中央电视台、人民日报、光明日报、经济日报、科技日报、中国证券报、上海证券报、证券日报、证券时报、新华网、人民网及凤凰卫视等媒体发布公司信息超过16000条。

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

In 2014, Xinhua news agency, CCTV, People's Daily, Guangming Daily, Economic Daily, Science and Technology Journal, the China Securities, Shanghai Securities, Securities Daily, Securities Times, Xinhua Net, People's Net, Phoenix TV and other media have issued more than 16,000 items of information.

特色的企业传媒 Characteristic Enterprise Media

2014年，我们研究制定了《关于规范企业媒体建设的指导意见》，进一步规范企业自办媒体建设；研究制定了《中国中铁股份有限公司网站管理办法》，不断提升网站建设与管理的能力和水平，确保网站信息的合规性、时效性和权威性。

2014年，公司积极参与央视《超级工程》、《筑路南美》、《情系坦桑》等专题节目制作，播出后反响热烈；配合中国外文局编撰《走向世界的中国铁路》一书；参与了反映中国人“走出去”的电视纪录片《中国爸爸》的制作。



公司网站



公司报刊

In 2014, we studied and formulated Instructions on Regulating Enterprise Media Construction and further regulated the construction of enterprise self-owned media; we studied and formulated Regulations on CREC Websites, gradually improved the capability and level of website construction and management and ensured compliance, timeliness and authority of website information.

In 2014, the company actively participated in the CCTV program production, such as China's Mega Projects, Building Roads in South America and Love in Tanzania, which were heatedly discussed after broadcasting; it compiled the book China Rails Going Global together with China International Publishing Group; it also participated in the filming of televised documentary Surprise! Daddy, a program that shows Chinese "going out".

社会评价 Social Assessment

2014年，公司排名《财富》世界500强企业第86位、《财富》中国500强企业第8位、《工程新闻记录（ENR）》全球最大250家国际承包商第28位，并在资本市场先后荣获“2014中国上市公司最具核心竞争力企业”、“金紫荆最佳投资者关系管理上市公司”、证券日报“金鼎奖”、人民网“人民企业社会责任奖”、“中国十佳董事会”、“港股百强”等多项荣誉。

2014年，全公司有13个集体荣获“全国工人先锋号”，10名个人荣获“全国五一劳动奖章”，7个集体、36名个人分获火车头奖杯和奖章……

In 2014, CREC ranked the 86th among world top 500 enterprises in Fortune, the 8th in Chinese top 500 enterprises in Fortune, the 28th among world top 250 international contractors in ENR, and successively won "2014 Chinese Listed Company of the Most Core Competitiveness", "Golden Bauhinia Listed Company of the Best IRM", "Golden Tripod Award" by Securities Daily, "Corporate Social Responsibility Award" by People.cn, "Top 10 Board of Directors of China", "Top 100 Hong Kong Stocks", etc.

In 2014, 13 collectivities of the company won "National Worker Pioneers", 10 persons won "National May Day Labor Medal", 7 collectivities and 36 persons won Locomotive Prize and Medal.....

53

中国中铁
股份有限公司

SOCIAL
RESPONSIBILITY
REPORT IN
2014
社会责任报告





展望 Outlook

54

中国中铁
股份有限公司

SOCIAL
RESPONSIBILITY
REPORT IN
2014
社会责任报告

2015年，既是中国中铁实现“十二五”战略规划收官之年，也是全面深化改革的关键之年。我们将坚持“稳中求进”的总基调，紧紧围绕“抓机遇稳增长、抓改革促转型、抓管理提效益、控风险保稳定”的中心工作，进一步深化企业改革、加强精细化管理、转变经营机制、调整产业结构、推进创新驱动、防范企业风险，推动企业转变发展方式、提高发展质量和效益，为培育世界一流企业奠定基础。

2015年，中国中铁将进一步发挥行业龙头企业履行社会责任的表率作用，全面深化社会责任管理，拓展社会责任领域，丰富社会责任内容，提升社会责任实践水平，与利益相关方共同携手，为推动全社会的发展进步而不懈努力！

2015 is the ending year of CREC's implementation on "the 12th Five-Year" Strategic Plan and the key year to comprehensively deepen reform. We insisting on the keynote of "seek improvement in stability" and centering on "seizing opportunities and stabilizing growth, reinforcing reform and promoting transformation, enhancing management and increasing efficiency, controlling risks and maintaining stability", CREC will further deepen enterprise reform, strengthen delicacy management, transform operation mechanism, adjust industry structure, promote innovation drive, prevent enterprise risks, promote transformation of development mode, improve development quality and effectiveness and set foundation for fostering world-class enterprise.

In 2015, CREC will further play an exemplary role of the industry leading enterprise to corporate social responsibilities, comprehensively deepen the social responsibility management, expand the social responsibility fields, enrich the social responsibility contents, enhance social responsibility practices, to cooperate with the interested parties, to make unremitting effort to promote the development and progress of the whole society!



读者反馈

感谢您在百忙之中阅读中国中铁股份有限公司2014年社会责任报告。

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

地址：北京市海淀区复兴路69号中国中铁大厦

电话：010-51878413 邮政编码：100039

传真：010-51878417 电子邮箱：ir@crec.cn

网址：www.crec.cn

Readers' Feedback

Thanks for your reading the social responsibility report of 2014 China Railway Group Limited in your busy schedule.

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

Address: China Railway Group Limited Building, 69 Fuxing Road, Haidian District, Beijing.

Telephone: 010-51878413 Postal code: 100039

Fax: 010-51878417 E-mail: ir@crec.cn

Website: www.crec.cn

版权所有，如需转载请与我们联系，否则将不被允许。

All rights reserved. If you need transshipment, please contact us, otherwise it is not allowed.



中国中铁

股票代码：A股601390 H股0390

Stock code: 601390SH 0390HK



本报告以环保纸张印制

The report is printed by using environmental protection papers.