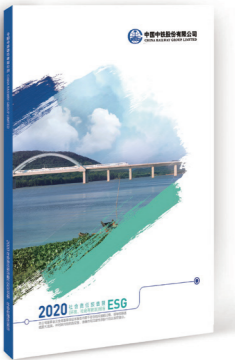


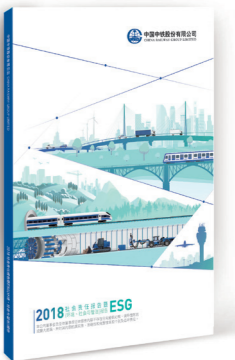
2020



2019



2018



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

2020 社会责任报告暨ESG(环境、社会与管治)报告

# 永远的开路先锋



中国中铁官方微信



中国中铁官方微博

股票代码：A股 601390 H股 390  
Stock code：601390SH 390HK

## 2020 社会责任报告暨 ESG (环境、社会与管治)报告

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。

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# 报告编制说明

## Preparation of this Report

### 报告范围

本报告为公司第13份社会责任报告，披露中国中铁股份有限公司及所属子公司履行经济、公司治理、社会和环境方面责任的信息。典型案例均来自所属企业。报告时间跨度为2020年1月1日至12月31日，适当关注了2020年以前公司履行社会责任的情况。

### 发布周期

年度报告。

### 参考依据

- 报告编写参照联合国全球契约颁布的“十大原则”
- 全球报告倡议组织《可持续发展报告标准》
- 中国国家标准GB/T36000-2015《社会责任指南》
- GB/T36001-2015《社会责任报告编写指南》
- GB/T36002-2015《社会责任绩效分类指引》
- 国务院国资委《关于中央企业履行社会责任的指导意见》
- 上海证券交易所《上市公司环境信息披露指引》
- 香港联合交易所《环境、社会及管治报告指引》

### 数据说明

报告披露的财务数据来自公司财务报告，如与公司年度报告有出入，以年度报告为准，其他数据来自公司内部统计。

### Reporting scope

This is CREC's 13th social responsibility report for disclosure of information on performance of economic, corporate governance, social and environmental responsibilities by China Railway Group Limited and its subsidiaries. All cases are from enterprises under CREC. With the time span of 1st January to 31st December of 2020, this report pays due attention to how the CREC fulfilled its social responsibility before 2020.

### Reporting frequency

yearly report

### References

The Ten Principles promulgated by the UN Global Compact  
GRI (Global Reporting Initiative) Standards  
Chinese National Standard GB/T 36000-2015: Guidance on Social Responsibility  
GB/T36001-2015: Guidance on Social Responsibility Reporting  
GB/T36002-2015: Guidance on Social Responsibility Performance Classification  
SASAC of the State Council's Guiding Opinions on Performance of Social Responsibilities by Central Enterprises  
Guidelines on Environmental Information Disclosure by Companies Listed on the Shanghai Stock Exchange  
The Environmental, Social and Governance Reporting Guide of the Stock Exchange of Hong Kong Limited

### Explanation of the information

The financial information disclosed in this report is derived from the Company's financial statements. In case of discrepancy between this report and the Company's annual report, the latter shall prevail. Other information is derived from the Company's internal statistics.



### 称谓说明

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。

### 改进说明

本报告根据利益相关方的反馈和当前国内外ESG领域热点议题，根据公司发展实际，分“管治篇”“环境篇”“社会篇”对公司履行企业社会责任及ESG各主要议题的绩效进行汇报。

本报告增设了践行“三个转变”重要指示、坚决打好精准脱贫攻坚战、高质量共建“一带一路”、抗击新冠肺炎疫情4个专题，充分展示公司积极担当央企责任，在国家可持续发展和构建人类命运共同体中发挥的作用。

### 报告承诺

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。

### Title description

To facilitate your reading, China Railway Group Limited is described as “CREC”, “the Company” and “We/us” in this report.

### Explanation of improvement

Based on the feedback from our stakeholders and the hot topics of different ESG areas in China and abroad, and in line with the status of development of the Company, we prepared this report in three chapters, the “governance section”, “environment section” and “society section” to illustrate the Company’s corporate social responsibility performance and major ESG topics.

Four special sections are added in this report, i.e., “Implementing the important instructions of ‘Three Transformations’”, “resolutely launching the targeted poverty alleviation campaign”, “Joint construction of the ‘Belt and Road’ with high quality”, and “combating the COVID-19”, fully demonstrating that the Company has actively fulfilled its responsibilities as a central enterprise and the role it has played in the sustainable development of China and the construction of community of shared future for mankind.

### Undertakings in this report

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



## 董事长致辞

### Chairman's Statement

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2020年是全面建成小康社会和“十三五”收官之年，也是中国中铁发展史上极不平凡的一年。站在“两个一百年”奋斗目标的历史交汇点上，直面世界百年未有之大变局、全球百年未遇之大疫情的重大考验，全公司坚持以习近平新时代中国特色社会主义思想为指引，认真贯彻落实中央、国务院和国资委的各项决策部署，在疫情防控大战中挺身而出，在投身国家经济建设中攻坚克难，在市场竞争的大潮中激流勇进，实现了企业主要经济指标逆势增长。这一年，我们多措并举推进复工复产、达产超产，全力投身重大工程建设，川藏铁路雅安至林芝先期开工段进展顺利；中老铁路、印尼雅万高铁等重点项目稳步推进；设计建造的世界首座跨度超千米的沪苏通长江公铁大桥正式通车；攻克号称“史上最难掘进隧道”大瑞铁路大柱山隧道；承建的世界最长跨海峡公铁两用大桥——平潭海峡公铁两用大桥，参建的京雄城际、武汉火神山雷神山医院入选“央企十大超级工程”；自主研发的世界最大直径、世界最大断面矩形盾构机、世界首台矩形TBM等顺利下线；数万海外员工助力当地疫情防控

2020, as the year marking the achievement of a moderately prosperous society in all respects and also the conclusion of the 13th Five-Year Plan, is an extremely unusual year in the history of CREC. We are standing at the historic turning point of the “Two Centenary Goals” and facing the major test of a world going through profound changes and a global pandemic, both of a scale unseen in a century. The Company, under the guidance of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, strictly implemented the decisions and arrangements of the Central Committee, the State Council and the State-owned Assets Supervision and Administration Commission, stepped forward in the battle of pandemic prevention and control, overcame difficulties in the course of national economic development, braved the tide of market competition, and achieved improvement in major economic indicators against the trend. In the past year, we took a series of measures to resume production, reached and exceeded production targets, and devoted ourselves to major projects, yielding the following great results: The construction of the section from Ya'an to Nyingchi of Sichuan-Tibet railway was progressing well. Steady progress was made in key projects such as the China-Laos railway and the Jakarta-Bandung high-speed railway in Indonesia. Shanghai-Suzhou-Nantong Yangtze River Bridge, the world's first highway and railway bridge with a span of more than 1,000 meters we designed and constructed, was officially put into service. The Dazhushan Tunnel of the Dali-Ruilu Railway, dubbed “the most difficult tunnel in history”, was successfully completed. Pingtan Strait Highway and Railway Bridge, the world's longest cross-strait highway and railway bridge we constructed, while the Beijing-Xiong'an intercity railway and Wuhan Huoshenshan and Leishenshan Hospitals, the construction of which we took part in, were selected as “Top Ten Central Enterprise Super Projects”. The independently developed rectangular shield machine with the world's largest diameter and section

和经济复苏，为全球供应链秩序恢复做出积极贡献；定点帮扶的湖南桂东县、汝城县和山西保德县全部脱贫摘帽。

2020年4月，习近平总书记在考察中国中铁援建的柞水县金米村智能连栋木耳大棚、智慧农业示范园等项目时，点赞柞水木耳是“小木耳，大产业”。

2020年，中国中铁排名世界企业500强第50位，中国企业500强第12位。承建的14项工程荣获詹天佑奖，荣获7项国家科技奖，首获中国工业大奖、中国优秀工业设计金奖，再获国际隧道行业最高殊荣ITA“攻坚克难”奖。

2021年，中国中铁将一如既往地忠实履行企业使命，在全面建设社会主义现代化国家和构建人类命运共同体的实践中作出新的更大贡献！

**董事长：陈云**  
2021年3月

and the world's first rectangular TBM were successfully rolled off the production line. Tens of thousands of overseas employees contributed to local pandemic prevention and control and economic recovery, as well as resumption of the global supply chain. Guidong and Rucheng counties in Hunan and Baode counties, which were our targets of poverty alleviation in Shanxi, were lifted out of poverty.

In April 2020, General Secretary Xi Jinping praised Zhashui's fungus plantation as "small fungus, big business" when inspecting projects such as intelligent multi-block fungus greenhouse and smart agriculture demonstration park in Jinmi Village, Zhashui County, which were built with the assistance of CREC.

In 2020, CREC ranked 50th among the World's top 500 enterprises and 12th among top 500 Chinese enterprises. The 14 projects that we had undertaken the construction won the Zhan Tianyou Award and seven National Science and Technology Awards, and allowed us to win the China Industry Award and the Gold Award for Excellent Industrial Design of China for the first time, and the highest award in the international tunnel industry, the ITA Award for "Overcoming Difficulty", for the second time.

In 2021, CREC will continue to faithfully fulfill its corporate missions, making new and greater contributions in building a modernized socialist country in all aspects and the construction of community of shared future for mankind!

**Chairman: Chen Yun**  
March 2021

## 关于我们

### About Us

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## 公司简介

### Company profile

中国中铁拥有120多年的历史渊源。以1894年山海关机器厂的成立为标志，中国中铁成为中国民族工业的先行者和铁路建设的开拓者。1909年参与建成了京张铁路，1912年建成了京奉铁路，开启了中国铁路建设事业的先河。

中国中铁于2007年分别在上海、香港两地上市。目前已发展成为集勘察设计、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。公司总资产12001.22亿元，净资产3131.94亿元。

公司经营范围覆盖到基础设施建设的各个领域，工程项目遍布中国除台湾省以外的各省市自治区以及全球90多个国家和地区，科技水平在诸多领域达到世界先进水平。

CREC has over 120 years of historical origin. With the establishment of the Shanhaiguan Machinery Plant in 1894 as a milestone, CREC has since become the forerunner of national industry and the pioneer of railway construction in China. We participated in and completed construction of the Beijing-Zhangjiakou Railway in 1909, and completed construction of the Beijing-Harbin Railway in 1912, setting the precedent for China's railway construction.

CREC went listing respectively in Shanghai and Hong Kong in 2007. Currently it has developed into an extremely large enterprise group engaged in survey and design, construction and installation, industrial manufacturing, real estate development and other business. It is one of the largest construction contractors in the world with total assets of RMB1,200.122 billion and net assets of RMB313.194 billion.

CREC's business scope covers all infrastructure construction fields, with projects spreading all over China's provinces and autonomous regions except for Taiwan and more than 90 countries and regions in the world. The technological level in many areas has reached the world's advanced level.

# 企业价值观 Corporate values



**使命**  
Corporate Mission

中国建造 铁肩担当  
China Build and Iron Shouldering

**愿景**  
Corporate Vision

具有全球竞争力的世界一流综合型建筑产业集团  
A world-class comprehensive construction industry group with global competitiveness

**核心价值观**  
Corporate Core Value

守正创新 行稳致远 向上向善 勇争一流  
Building upon core businesses while continuing to innovate Maintaining steady growth in a far reaching way Upward for good and improvement and Bravely striving for first-class

**企业精神**  
Corporate Spirit

勇于跨越 追求卓越  
Brave to Overcome Difficulties and Pursuit for Excellence

**经营理念**  
Business philosophy

合和共赢  
诚信为本

Honesty-based and win-win situation

**管理理念**  
Management philosophy

效益优先  
协同高效

Synergism and priority to efficiency

**安全理念**  
Safety philosophy

安全第一  
生命至上

Supremacy of life and safety first

**质量理念**  
Quality philosophy

匠心品质  
精于建造

Elaborate construction with the spirit of originality

**环保理念**  
Environmental philosophy

绿色发展  
勤俭节约

Industry and economy Green development

**人才理念**  
Talent philosophy

以人为本  
奋斗圆梦

Be people-oriented Struggle to realize dreams

**廉洁理念**  
Integrity philosophy

风清气正  
业兴人和

Be clean and upright Prosperity and harmony

**品牌理念**  
Brand philosophy

创造价值  
基业长青

Create value Solid foundation



## 社会评价

## Assessment by the society

连续**15**年进入《财富》  
**世界500强**排名，  
列第**50**位；

Being named in "Fortune" for  
**15 consecutive years**, ranked  
No.50 among **Global 500**  
companies;

**“中国企业500强”** 排名，  
列第**12**位；

Ranked **No.12** among  
top 500 Chinese enterprises;

《工程新闻记录》(ENR)

**“全球250家最大承包商”** 排名，  
列第**2**位；

Ranked **No.2** among ENR's "Top 250 Global Contractors";

中国上市公司  
信用**500强**

Be on the Credit List of **Top 500**  
Listed Companies in China;

连续**7**年  
被国务院国资委评定为  
业绩考核**A**类企业

Accredited **class A** enterprises for  
performance appraisal by the  
SASAC of the State Council for  
**seven** consecutive years;

《新财富》最佳第三届新财富  
**最佳IR港股公司 “最佳上市公司”**

Won the "New Fortune – The Best IR Hong Kong Listed  
Company" Award for the third year;

天马奖主板  
**最佳董事会**

Won the "Tianma Award – the  
Best Board of Directors of Main  
Board Listed Companies";

金紫荆——  
**最具社会责任感上市公司**

Won the Golden Bauhinia Award  
as the Most Socially Responsible  
Listed Company.

## 社会责任规划

### Planning of social responsibilities

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，从公司总部到各子公司全面开展了一系列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。

As a leader in the construction industry, CREC never forgets its mission of becoming a practitioner, promoter and pioneer of corporate social responsibility. CREC started to construct a scientific, standardized, systematic and effective management system of corporate social responsibilities in 2008, rolling out a series of social responsibility management activities covering its headquarters and subsidiaries in order to achieve the goals of comprehensive coverage, down-to-earth implementation, steady perfection and industrial leading, and make continuous and irreplaceable contributions to the society.



## 利益相关方沟通和关键议题重要性评估

## Communication with stakeholders and materiality evaluation

中国中铁通过与各利益相关方多渠道的沟通，积极了解其对公司履行企业社会责任的期望和要求，力求在提升自身ESG表现的同时，切实回应和满足利益相关方需求。

Through multi-channel communications with its stakeholders, CREC carefully listens to their expectations and requirements on its fulfillment of corporate social responsibilities, aiming to quickly respond to and meet their needs while actively improving our performance.

	利益相关方说明 Description of Stakeholders	沟通方式或渠道 Communication Channels
政府及监管机构 Government and regulatory authorities	税务、环保、安全等部门、地方政府、证监会等监管机构 Tax, environmental and security authorities, local government, CSRC	政策执行、公文往来、信息报送、机构考察、参加相关会议、专题会议、日常工作会议、信息披露等 Implementation of policies, official documents, reporting, inspection, participating in relevant meetings, dedicated meetings, routine meetings, information disclosure
股东及投资者 Shareholders and investors	对中国中铁进行合法股权、债券投资的投资人 Investors with legal investments in the equity interests and securities of CREC	股东大会、企业年报、业绩发布、公司网站、信息披露、日常接待、电话答疑等 Shareholders' meeting, annual reports, results announcement, corporate website, information disclosure, visit reception, telephone inquiry
客户 Customers	通过购买中国中铁的产品或服务，与中国中铁有直接的经济关系的企业或个人 Enterprises and individuals with direct economic connections with CREC through buying its products or services	服务热线、售后服务、座谈与走访等 Service hotline, after-sales services, meetings and visits
供应商 Suppliers	向中国中铁合法提供产品或服务的企业或个人 Enterprises and individuals legally providing products or services to CREC	公开招标程序、合同谈判、日常业务交流等 Public tenders, contract negotiation, daily business exchanges
合作伙伴 Partners	与中国中铁达成合作共识的企业或机构 Enterprises and individuals entering into cooperation with CREC	合作谈判、日常工作会议等 Cooperation negotiations, regular meetings
员工 Employees	与中国中铁签订正式劳动合同及常年服务于中国中铁业务的人员 Individuals entering into formal labor contracts with CREC and serving it full-time	工会、职工代表大会、员工手册、员工活动、员工培训等 Trade union, employee representatives' meeting, staff manual, staff activities, staff training
社区及公众 Community and public	运营所在地社区、社会公众、非营利组织等 Communities in which CREC operates, social public and non-profitable organizations	社区活动、员工志愿者活动、公益活动、社会事业支持等 Community activities, voluntary activities, public welfare activities, social cause support
高校及科研机构 Colleges and R&D institutes	与中国中铁建立合作关系的大学、学院、科研机构等 Colleges and R&D institutes in cooperation with CREC	公司招聘宣讲、员工进修、研讨会、学术交流等 Recruitment sessions, staff training, seminars, academic exchanges



在与利益相关方沟通的基础上，中国中铁对ESG实质性议题及行业热点议题进行了识别和重要性评估，将评估结果以关键议题重要性评估矩阵的方式呈现，并据此结果在本报告中对各项重要议题予以回应。

During the communication with its stakeholders, CREC has identified material issues of ESG and hot topics in the industry and evaluated their materiality, with the results presented in a matrix of materiality assessment and responded to all issues in this report based on the results.





## 管治篇

Governance





公司治理

Corporate Governance

合规管理

Compliance Management

反腐倡廉

Anti-corruption

审计监督

Audit Supervision

规范关联方交易

Regulating Related Party Transactions

## 公司治理

### Corporate Governance

公司依据法律法规和国资监管、证券监管要求，构建并不断完善权责法定、权责透明、协调运转、有效制衡的公司治理机制

#### 治理架构

##### Governance structure

股东大会是公司的权力机构，是出资人行使股东权利的重要手段。公司董事会按照证券监管要求，全面、及时、准确公告股东大会通知、议案和决议，并报监管部门备案。公司股东大会会议的召集、提案、召开、表决和决议均由律师现场见证，并出具合法合规的法律意见。报告期内，公司召开股东大会会议3次，审议通过了与定期报告、章程修订、利润分配等相关的26项议案。

董事会是公司的决策机构，对股东大会负责。截至报告期末，公司董事会由6名董事组成，其中执行董事2名，分别为董事长、执行董事、党委书记陈云，执行董事、党委副书记、工会主席王士奇；独立非执行董事4名，分别为郭培章、闻宝满、郑清智、钟瑞明。董事会下设战略、审计与风险管理、薪酬与考核、提名、安全健康环保5个专门委员会，其中提名委员会和安全健康环保委员会委员外部董事占多数、审计与风险管理委员会和薪酬与考核委员会委员全部由外部董事担任。报告期内，董事会围绕“定战略、作决策、防风险”职能，召开董事会会议17次，审议通过议案及报告事项185项，作出决议158项。

According to laws and regulations and the requirements of state-owned asset and security supervision, the Company builds and makes constant improvements to a corporate governance mechanism characterized by statutory and transparent powers and responsibilities, coordinated operation, and effective checks and balances.

The general meeting is the organ of power of the Company and the important means for investors to exercise the rights of shareholders. Pursuant to the requirements of security supervision, the Board of Directors of the Company announces the notices, proposals and resolutions to the general meeting comprehensively, promptly and accurately, and reports them to the regulatory authorities for the record. Lawyers witness the proposal, convening, voting, and resolution of the general meeting of the Company on the spot and put forward legal and compliant opinions. During the reporting period, the Company held three general meetings and considered and adopted 26 proposals relating to periodic reports, amendments to the Articles of Association, distribution of profits, etc.

The Board of Directors is the Company's decision-making body and is responsible for the general meeting. As of the end of the reporting period, the Board of Directors consists of 6 directors, including 2 executive directors, namely Chen Yun, Chairman, executive director and Party Secretary and Wang Shiqi, executive director, deputy Party Secretary and Chairperson of the Labour Union, and 4 independent non-executive directors, namely Guo Peizhang, Wen Baoman, Zheng Qingzhi, and Chung Shui Ming. There are 5 special committees of strategy, audit and risk management, remuneration and assessment, nomination as well as safety, health and environment under the Board of Directors, among which the majority of members of the nomination committee and the safety, health and environment committee are external directors, and all the members of the audit and risk management committee and the remuneration and assessment committee are external directors. During the reporting period, centering on the functions of "developing strategies, making decisions, and forestalling risks", the Board of Directors held 17 Board meetings, considered and adopted 185 proposals and reports, and made 158 resolutions.



监事会是公司的监督机构，本着对股东负责的态度，认真对公司财务和公司董事、高级管理人员履行职责的合法合规性进行监督。截至报告期末，公司监事会由5名监事组成，其中股东代表监事2名，分别为监事会主席张回家、监事陈文鑫，职工代表监事3名，分别为刘建媛、苑宝印、范经华。报告期内，监事会根据《公司法》《证券法》《上市公司监事会工作指引》以及《公司章程》赋予的职责勤勉履职，召开监事会会议7次，审议通过了与定期报告、内部控制、利润分配等相关的28项议案。

公司经理层是公司的执行机构，组织生产经营日常工作，执行董事会决议和行使董事会授权事项决策权，定期向董事会报告生产经营情况、反馈决议执行情况。截至报告期末，公司经理层由8人组成，其中总裁1人、副总裁3人、总会计师1人、总工程师1人，总经济师1人、总法律顾问1人（兼任公司副总裁）、安全生产总监1人。报告期内，公司经理层围绕“谋经营、抓落实、强管理”职能，大力推进经营开发，纵深推进改革创新，持续加强风险防范，企业发展取得了新的显著成绩。

报告期内，公司根据2020年3月生效的新《证券法》、国务院关于到境外上市公司股东大会有关程序的相关新规定以及上海证券交易所《上市公司股东及董事、监事、高级管理人员减持股份实施细则》和公司实际管理需要，分别在2020年6月、10月对《章程》进行了修订。

The Supervisory Committee is the Company's supervisory body, and in a responsible manner to shareholders, carefully monitors the Company's finances and the legal compliance of the Company's directors and senior management in performing their duties. As of the end of the reporting period, the Company's Supervisory Committee is composed of 5 supervisors, including 2 shareholder representative supervisors, namely Zhang Huijia, Chairman of the Supervisory Committee, Chen Wenxin, Supervisor, and 3 employees' representative supervisors, including Liu Jianyuan, Yuan Baoyin, and Fan Jinghua. During the reporting period, within the scope of the responsibilities conferred by the Company Law (《公司法》), the Securities Law (《证券法》), Work Guidelines for Supervisory Committees of Listed Companies (《上市公司监事会工作指引》), and the Articles of Association, the Supervisory Committee diligently fulfilled its duties, held 7 meetings, and considered and adopted 28 proposals relating to periodic reports, internal control, profit distribution, etc.

As the Company's executive body, the Management organizes the daily work of production and operation, implements the resolutions of the Board of Directors, exercises the decision-making powers authorized by the Board of Directors, regularly reports the production and operation to the Board of Directors, and feeds back the implementation of resolutions. As of the end of the reporting period, the Company's Management consists of 8 members, including 1 president, 3 vice presidents, 1 general accountant, 1 chief engineer, 1 chief economic manager, 1 general counsel (concurrently serving as the Company's vice president), and 1 safe production director. During the reporting period, focusing on "seeking to operate, ensuring implementation and strengthening management", the Company's Management worked hard to promote operation and development, advanced reform and innovation in depth, continuously strengthened risk prevention, and achieved new marked results in development.

During the reporting period, the Company amended the Articles of Association in June and October 2020 according to the new Securities Law (《证券法》) that had come into effect in March 2020, the relevant provisions of the State Council on the procedures for the general meetings of overseas listed companies, the Implementing Rules for Reducing the Stake of Shareholders, Directors, Supervisors, and Senior Management of Listed Companies (《上市公司股东及董事、监事、高级管理人员减持股份实施细则》), and the actual management needs of the Company.



2020年第一次临时股东大会  
First extraordinary general meeting in 2020



2020年中期业绩说明会  
Explanation session of interim results in 2020



公司始终注重实现董事会成员多元化，以提升董事会决策效率和企业管治水平。根据沪港两地上市规则和监管规定，公司制定了《董事会成员多元化政策》并遵照执行。公司董事会现任6名董事中，2名执行董事具有丰富的建筑行业从业及管理经验，4名独立非执行董事分别在电力行业、有色金属行业、银行金融业等领域有着丰富的从业及管理经验，董事会成员的设置与组成符合多元化政策要求，也满足企业发展需要。在董事会成员多元化背景下，公司董事会积极构建民主议事氛围，严格落实议案票决制，充分发挥董事会成员结构多元化的优势，保障每位董事能够积极利用各自丰富的专业知识和管理经验参与公司治理，并对重大事项独立发表意见、进行决策，使董事会决策能够更加全面的关注公司发展，使公司能够更加客观的制定战略、科学决策、防控风险。董事会成员多元化为提高公司治理水平，提高董事会决策科学性和有效性，维护公司整体利益和全体股东的合法权益，特别是保护中小股东利益发挥了重要作用。

## 决策程序

### Decision-making process

公司自觉以习近平新时代中国特色社会主义思想为指导，各治理主体谨遵法度、勤勉尽责，各司其职、各负其责、协调运转、有效制衡的公司治理机制不断完善。为保障各治理主体决策程序依法合规有效开展，公司在充分发挥《公司章程》在企业治理中基础作用的同时，制定了《股东大会议事规则》《董事会议事规则》《董事会战略委员会议事规则》《董事会审计与风险管理委员会议事规则》《董事会薪酬与考核委员会议事规则》《董事会提名委员会议事规则》《董事会安全健康环保委员会议事规则》《监事会议事规则》以及《总裁办公会议事规则》，为明确股东大会、董事会、监事会、经理层权责和保障各治理主体科学决策提供了有效的制度依据。公司始终尊重决策程序严肃性，重大决策均在召开会议程序、议案提交程序、议案形式、会议组织程序、议案审议程序、议案表决程序方面切实做到“六个合规”，做到各治理主体对重大事项应议尽议，确保决策程序规范有序。

The Company always pays attention to the diversity of Board members to improve Board decision-making efficiency and corporate governance. According to the listing rules and regulatory requirements of Shanghai and Hong Kong, the Company has formulated and implemented a "Board Diversity Policy". The Company's Board of Directors currently has 6 directors, of which 2 executive directors have extensive experience in the construction industry and management, and 4 independent non-executive directors have extensive experience in practice and management in the power industry, non-ferrous metals industry, banking and finance, and other fields. The establishment and composition of Board members meet the requirements of the Board Diversity Policy, and also meet the needs for corporate development. Under the background of the diversification of Board members, the Company's Board of Directors actively builds a democratic deliberative atmosphere, strictly implements the voting system, and fully utilizes the advantages of the diversified Board members' structure. This aims to ensure that each director can actively make use of his or her rich professional knowledge and management experience to participate in corporate governance, and express opinions and make decisions on major issues independently. As a result, the Board of Directors can pay more comprehensive attention to the Company's development, and the Company can formulate strategies, make scientific decisions and control risks more objectively. The diversification of board members plays an important role in improving the level of corporate governance, enhancing the scientific and effective decision-making of the Board of Directors, and safeguarding the overall interests of the Company, the legitimate rights and interests of shareholders as a whole, and particularly protecting the interests of minority shareholders.

The Company consciously takes Xi Jinping's Thought on Socialism with Chinese Characteristics for a New Era as the guidance, and all corporate governance organs conscientiously abide by laws and diligently fulfill their duties. Constant improvements have been made to the corporate governance mechanism characterized by division of functions and duties, coordinated operation, and effective checks and balances. In order to ensure the effective implementation of the decision-making procedures of various governance entities in accordance with laws and regulations, the Company, while giving full play to the fundamental role of the Articles of Association in corporate governance, has formulated the Rules of Procedure for Shareholders' General Meetings (《股东大会议事规则》), Rules of Procedure for the Board of Directors (《董事会议事规则》), Rules of Procedure for Strategic Committee of the Board (《董事会战略委员会议事规则》), Rules of Procedure for Audit and Risk Management Committee of the Board (《董事会审计与风险管理委员会议事规则》), Rules of Procedure for Remuneration and Assessment Committee of the Board (《董事会薪酬与考核委员会议事规则》), Rules of Procedure for Nomination Committee of the Board (《董事会提名委员会议事规则》), Rules of Procedure for Safety, Health and Environment Committee of the Board (《董事会安全健康环保委员会议事规则》), Rules of Procedure for Supervisory Committee (《监事会议事规则》), and Rules for President Office Meetings (《总裁办公会议事规则》). These Rules provide an effective institutional basis for clarifying powers and responsibilities of general meetings, the Board of Directors, the Supervisory Committee, and senior management, and ensure scientific decision-making of the corporate governance organs. The Company always attaches importance to the seriousness of decision-making procedures, and when making major decisions, maintains "Six Compliances" in terms of conference convening procedures, proposal submission procedures, proposal formats, conference organization procedures, proposal review procedures, and proposal voting procedures. This aims to ensure that all governance organs discuss the major issues that should be discussed and that the decision-making process is standardized and orderly.

报告期内，公司结合法律法规、监管要求和公司实际情况，对《股东大会议事规则》《董事会议事规则》《董事会战略委员会议事规则》《总裁办公会议事规则》等制度进行了修订。同时，为进一步规范股份公司董事会提案的提交程序，提高提案内容的充分性和完整性，增强董事会运作的规范性和有效性，公司新制定了《董事会提案管理办法》；为加强对控股子公司、参股公司的管理，提升股东代表和股权董事监事履职行为的规范性，强化母子公司协同治理，公司新制定《控股子公司、参股公司股东（大）会、董事会、监事会议案审查管理规定（试行）》。

## 效果评估

### Effective evaluation

公司制定有《股东大会、董事会决议执行跟踪检查与评价办法》，对董事会决议执行跟踪检查与评价工作的组织机构和职责、信息反馈、检查、评价及结果运用进行了明确，同时建立了股东大会、董事会决议执行情况季度报告机制，为董事会充分了解决议执行情况、及时发现决策难点重点，提供了重要保障。

报告期内，公司董事会听取股东大会、董事会决议执行情况报告4次，推动了股东大会、董事会决议事项的有效实施。公司董事会赴广州地区针对董事会决议执行情况进行现场调研检查1次，以项目实施与提交董事会会议议案和可研的“符合度”为重点，借鉴后评价方法，开展了决议执行跟踪和评价工作，促进了决议事项的落实。

During the reporting period, according to laws and regulations, regulatory requirements and the actual situation of the Company, the Company revised the Rules of Procedure for General Meetings (《股东大会议事规则》), Rules of Procedure for the Board of Directors (《董事会议事规则》), Rules of Procedure for the Strategic Committee of the Board (《董事会战略委员会议事规则》), and Rules for President Office Meetings (《总裁办公会议事规则》). At the same time, in order to further standardize the procedure of submitting the proposals of the Board of Directors of joint-stock companies, improve the adequacy and integrity of the content of proposals, and strengthen the standardization and effectiveness of the operation of the Board of Directors, the Company formulated the Measures for the Administration of Proposals of the Board of Directors (《董事会提案管理办法》). In order to strengthen the management of controlling subsidiaries and joint-stock companies, improve the standardization of duty performance of shareholder representatives plus directors and supervisors who held equity in the Company, and strengthen the coordinated governance of parent-subsidiary companies, the Company formulated the Regulations (Trial) on the Review and Management of Proposals of the General Meetings, Boards of Directors and Supervisory Committees of Controlling Subsidiaries and Joint-stock Companies (《控股子公司、参股公司股东（大）会、董事会、监事会议案审查管理规定（试行）》).

The Company has formulated the Measures for Follow-up Inspection and Evaluation of the Implementation of Resolutions of General Meeting and the Board Meeting (《股东大会、董事会决议执行跟踪检查与评价办法》), clarifying the organizational structure and responsibilities, information feedback, inspection, evaluation, and application of results of the follow-up inspection and evaluation of the Board of Directors' resolutions. Meanwhile, the Company has established a mechanism of quarterly reporting on the implementation of resolutions of general meetings and Board meetings, which provides an important guarantee for the Board of Directors to fully understand the implementation of the resolutions and discover the important and difficult points of decision-making in time.

During the reporting period, the Board of Directors of the Company listened to the report on the implementation of resolutions of general meetings and the Board of Directors four times, which pushed forward the effective implementation of such resolutions. The Board of Directors of the Company went to Guangzhou once to conduct the on-the-spot investigation and inspection of the implementation of its resolutions. Focusing on the “conformity” of project implementation and submission of resolutions to Board meetings with those that could be researched, the Company followed up and evaluated the implementation of resolutions by using the post-evaluation method, which facilitated resolution implementation.



## 合规管理 Compliance Management

中国中铁始终坚持决策先问法、违法违规不决策的合规管理理念。作为国务院国资委开展合规管理体系建设试点工作的五家试点单位之一，首创“大合规”管理理念，将合规管理与法律管理二合一，加强与内控和风险管理职责的统筹优化，坚持体系协同发展主线，以规章制度管理为抓手，强化依法合规审核，努力推进依法治企，打造法治央企。2020年，公司及全体员工秉持“人人、事事、时时合规”的理念，积极落实合规管理制度体系规定，加强合规风险分析识别，扎实做好合规审核，妥善应对合规风险事件，着力做好境外合规风险防控，加强合规体系建设和业务培训，合规管理能力和水平再上新台阶。

2020年，公司持续完善合规管理制度体系。结合法律法规、行业要求和公司实际，修订完善《合规管理办法》；研究制定《合规手册（PPP投资项目分册）》，系统、全面梳理了PPP项目各环节的合规管理操作要点，进一步提升投资项目的法律合规风险防控；制定印发《企业信用信息管理规定》《境内业务授权管理规定》《境外业务授权管理规定》，对所属企业“中铁”字号授权使用、信用信息监控维护等工作进行明确规定；对总部现行有效的737份规章制度和规范性文件认真梳理，保留制度205项，新制定制度15项，修订281项，废止制度72项；搭建合规信息系统，推动合同管理、案件管理、授权管理、制度管理等多项法律合规业务的系统集成，提升法律合规管理能力和水平。

2020年，公司制定了《关于加强工程项目兼职法律合规专员队伍建设的指导意见》，在全公司开展项目法律合规专员队伍建设，设立项目专兼职法律合规专员4037人。2020年共组织各类法律合规专题培训班685期，参培人数23,210人次，各级公司领导班子及高管参加法律合规专题培训2,025人次，其中开展法治宣传下项目培训627次，参培人数22,789人次。

CREC has always adhered to the compliance management concept of leaning about the law before decision-making and not making decisions in violation of laws and regulations. As one of the five pilot units of SASAC of the State Council to carry out the pilot work of construction of the compliance management system and the first unit that proposes the “Great Compliance” management idea, the Company integrates compliance management and legal management, and strengthens the coordination and optimization of responsibilities of internal control and risk management. By taking coordinated system development as the main line and focusing on management in line with rules and regulations, the Company strengthens compliance audit and works to advance governance in accordance with the law, to develop itself into a law-based central enterprise. In 2020, upholding the concept of “No matter persons, things and time, compliance is a must”, the Company and all employees actively implemented the provisions of the compliance management system. The Company strengthened the analysis and identification of compliance risks, did a solid job of compliance audit, and responded to compliance risk events appropriately. Focusing on the prevention and control of overseas compliance risks, the Company strengthened compliance system construction and business training and pushed the level and capability of compliance management to a new level.

In 2020, the Company made continuous improvements to the compliance management system. According to laws and regulations, industry requirements and its actual situation, the Company amended the Compliance Management Measures (《合规管理办法》); formulated the Compliance Manual (Fascicule of PPP Investment Projects) (《合规手册(PPP投资项目分册)》) after research; systematically and comprehensively sorted out compliance management keypoints involved in each step of PPP projects, further enhancing the prevention and control of legal compliance risks of investment projects; formulated and issued the Regulations on the Management of Credit Information of Enterprises (《企业信用信息管理规定》), the Regulations on the Management of Domestic Business Authorization (《境内业务授权管理规定》), and the Regulations on the Management of Overseas Business Authorization (《境外业务授权管理规定》), which explicitly stipulated the authorized use of the “CREC” character by CREC-owned companies and the monitoring and maintenance of credit information; carefully sorted out the 737 rules and regulations and normative documents in force at the headquarters, retained 205 systems, formulated 15 new systems, revised 281 systems, and abolished 72 systems; and constructed a compliance information system, promoted the integration of systems of contract management, case management, authorization management, system management and other legal compliance businesses, and enhanced capabilities and levels of legal compliance management.

In 2020, the Company formulated the Guidance on Strengthening the Construction of the Team of Part-time Legal Compliance Specialists for Engineering Projects (《关于加强工程项目兼职法律合规专员队伍建设的指导意见》), constructed the team of legal compliance specialists throughout the Company, and assigned 4,037 full-time and part-time legal compliance specialists for projects. In 2020, the Company organized a total of 685 training courses on various special legal compliance topics, with 23,210 participants. A total of 22,789 participants, including the Company's leaders and senior executives at all levels, participated in 2,025 trainings on special legal compliance topics, of which 627 trainings were about legal publicity.

### 奖项 Awards



## 反腐倡廉 Anti-corruption



2020年度党风廉政建设和反腐败工作会议  
Meeting on improving the Party's work style, building a clean government and combating corruption in 2020

公司严格遵守《中华人民共和国刑法》《中华人民共和国反不正当竞争法》《中华人民共和国反洗钱法》《中央纪委关于严格禁止利用职务上的便利谋取不正当利益的若干规定》《中国共产党领导干部廉洁从政若干准则》和《中国共产党廉洁自律准则》等中国及海外业务所在国家或地区的法律法规，坚决禁止贿赂、勒索、欺诈及洗黑钱等行为。2020年，公司进一步制定修订了经营行为自律准则、采购管理办法、财务监察管理等制度文件，公司纪委制定了加强国内国外工程项目廉洁风险防控监督检查的实施意见等一系列制度文件，把党风廉政建设要求贯穿到重点领域、关键岗位管理的各个环节。充分发挥纪检组织“再监督”作用，修订了纪检组织对职能部门履行监督管理职责进行再监督的实施办法，进一步构建不能腐的体制机制。公司从总部到所属各级企业都设有纪检组织，负责反腐败方面的信访举报工作。各级纪检组织设有信访举报问题线索处置台账，对每一条问题线索都严格按照相关规定进行办理。同时，要求相关工作人员严格遵守保密制度，保护举报人的安全。对于隐瞒问题线索或失密泄密的，将追究相关人员责任。

The Company strictly abides by the laws and regulations of countries and regions where Chinese and overseas businesses are located such as the Criminal Law of the People's Republic of China (《中华人民共和国刑法》), Anti-Unfair Competition Law of the People's Republic of China (《中华人民共和国反不正当竞争法》), Anti-Money Laundering Law of the People's Republic of China (《中华人民共和国反洗钱法》), Several Provisions of the CPC Central Committee for Discipline Inspection on Strictly Forbidding Seeking of Illegal Benefits by Taking Advantage of Duty (《中央纪委关于严格禁止利用职务上的便利谋取不正当利益的若干规定》), Rules for Clean Governance of CPC Officials (《中国共产党领导干部廉洁从政若干准则》), and CPC's Code of Integrity and Self-discipline (《中国共产党廉洁自律准则》), and resolutely prohibits bribery, extortion, fraud and money laundering. In 2020, the Company further formulated and revised the rules of self-discipline of business conduct, procurement management methods, financial supervision and management and other system documents. The Company's commission for discipline inspection formulated a series of system documents, including the opinion on strengthening the supervision and inspection over the prevention and control of integrity risks of domestic and foreign construction projects. The formulation and revision work applied the requirements of improving the Party's work style and building a clean government to key areas and each aspect of key post management. The Company has given full play to the role of "re-supervision" of discipline inspection organizations, revised the method for discipline inspection organizations to re-supervise the fulfillment of supervision and management responsibilities by functional departments, and further constructed an institutional mechanism that would not be decadent. The Company has discipline inspection organizations from its headquarters to its subordinate enterprises at all levels, which are responsible for the reporting through letters and visits in the field of anti-corruption. Discipline inspection organizations at all levels set up accounts for the handling of cases and clues reported through letters and visits, and handle each case and clue in strict accordance with relevant regulations. At the same time, the relevant staff are required to strictly abide by the confidentiality system to protect the safety of whistleblowers. For those who conceal any case and clues or lose secrets, the relevant personnel will be held responsible.



中老铁路廉洁建设现场推进会  
On-the-spot meeting on integrity construction of the China-Laos Railway

## 完善廉洁制度 Integrity system improvement

公司不断加强廉洁制度建设，制定修订了《关于进一步加强监督执纪问责强化工程项目廉洁风险防控工作的实施意见》《中国中铁股份有限公司案件审理工作实施办法》《关于加强和改进全公司纪检组织建设的指导意见》《中国中铁问题线索管理、案件审查报告实施办法》《中国中铁纪检组织对职能部门履行监督管理职责进行再监督的实施办法》等多项制度。根据近年来巡视工作经验及企业实际情况，不断健全完善巡视巡察制度，形成以《巡视工作办法》为基本制度、14个文件制度及工作流程为配套的“1+14”巡视工作制度体系。严格坚持信访举报处置审批程序，加强内部监督，坚决保护举报人隐私和安全。

The Company has continuously strengthened the construction of the integrity system, and formulated and revised a number of regulations, including the Implementation Opinions on Further Strengthening the Supervision, Discipline Enforcement and Accountability and Strengthening the Prevention and Control of Integrity Risks of Engineering Projects (《关于进一步加强监督执纪问责强化工程项目廉洁风险防控工作的实施意见》), the Implementation Measures for Case Trial of China Railway Group Limited (《中国中铁股份有限公司案件审理工作实施办法》), the Guidelines on Strengthening and Improving the Construction of Discipline Inspection Organizations of the Company (《关于加强和改进全公司纪检组织建设的指导意见》), the Implementation Measures for Case and Clue Management and Case Review Report of China Railway Group Limited (《中国中铁问题线索管理、案件审查报告实施办法》), and the Implementation Measures for Re-supervision by Discipline Inspection Organizations of CREC of the Fulfillment of Supervision and Management Responsibilities of Functional Departments (《中国中铁纪检组织对职能部门履行监督管理职责进行再监督的实施办法》). Based on the experience drew from the inspection work in recent years and the Company's actual situation, the Company has constantly improved the inspection system and formed a "1+14" inspection system with the "Inspection Measures (《巡视工作办法》)" as the basic system and with 14 document systems and work processes as supporting systems. In strict accordance with the procedures for the handling and approval of reporting through letters and visits, the Company has reinforced its internal supervision and resolutely protected the privacy and safety of whistleblowers.

## 加强廉洁督导 Enhancing integrity supervision

2020年，公司派出5个巡视组对10家二级企业开展了常规巡视，针对发现的各类重点问题进行深入整改，将相关问题移交总部职能部门督导整改验收。

围绕工程建设重点领域及关键环节，公司严肃查处违规招投标、违规选人用人、违规选用劳务队伍（供应商）、超合同结算等突出问题，对违规超结、超付费用进行清理，对违纪所得进行收缴；各级纪检组织开展“再监督”，找出管理漏洞，锁定薄弱环节。针对工程项目亏损背后可能存在的廉洁风险问题，开展了亏损项目违规违纪与履职不力问题专项治理，不断健全管理制度，堵塞管理漏洞，压实管理责任。

全面加强中老铁路“廉洁之路”建设，召开了中老铁路廉洁建设推进会，对中老铁路后期廉洁建设工作进行了全面部署。

## 重视廉洁教育 Emphasis on integrity education

2020年，公司约谈有关领导干部3,572人次。梳理分析巡视、执纪审查、配合监察调查发现的典型案例，召开警示教育大会予以通报曝光；召开审计发现问题警示教育大会，通报审计发现的违规问题。结合实际开展警示教育52次，累计参加10.2万人次；开展廉洁教育6,485次，累计参加23万人次。

In 2020, the Company dispatched 5 inspection teams to conduct regular inspections on 10 secondary enterprises. The teams conducted in-depth rectification of various key issues discovered and handed over related issues to the functional departments of the headquarters for supervision, rectification and acceptance.

In key areas of engineering construction and key links, the Company seriously investigated and dealt with prominent issues such as illegal bidding, illegal selection of personnel, illegal employment of labor teams (suppliers), and settlement exceeding contract sum, cleared up the illegal oversettlement and overpayment, and confiscated the proceeds from violation of discipline. Discipline inspection organizations at all levels conducted “re-supervision” to identify management loopholes and hold on to weak links. With respect to possible integrity risks lurking around the losses of construction projects, we launched special campaigns to address the violations of regulations and disciplines and ineffective performance in uneconomic projects, continuously improved the management system, plugged up management loopholes, and implemented management responsibilities.

To comprehensively strengthen the construction of the China-Laos Railway, also known as a “Road of Integrity”, the Company held a meeting on and made an overall action plan for the integrity construction in the follow-up work of the China-Laos Railway.

In 2020, the Company made an appointment with 3,572 relevant leaders for a talk. The Company sorted out and analyzed typical cases found in inspections, disciplinary reviews, and cooperation with supervision and investigation, and held a warning education meeting to make public the cases. The Company also held a warning education meeting on issues found in the audit to make public the violations found in the audit. The Company provided warning education 52 times, with an accumulative number of 102,000 participants; and provided integrity education 6,485 times, with an accumulative number of 230,000 participants.



## 审计监督 Audit Supervision

### 建立审计制度

#### Audit system establishment

公司制定了《审计工作管理办法》《经济责任审计办法》《内部控制审计办法》《经济效益审计办法》《财务审计办法》《投资项目审计办法》《工程项目审计办法》《内部控制评价管理办法》《审计质量管理办法》《违规经营投资责任追究实施办法》等多项制度文件，建立了较为完善的审计制度体系，目前现行有效制度文件共计30项。

The Company has formulated the Administrative Measures for Auditing (《审计工作管理办法》), Measures for Auditing Economic Responsibility (《经济责任审计办法》), Measures for Auditing Internal Control (《内部控制审计办法》), Measures for Auditing Economic Benefits (《经济效益审计办法》), Measures for Financial Auditing (《财务审计办法》), Measures for Auditing Investment Projects (《投资项目审计办法》), Measures for Project Auditing (《工程项目审计办法》), and Measures for the Internal Control Evaluation Management (《内部控制评价管理办法》) and Measures for Auditing Quality Management (《审计质量管理办法》), Implementation Measures for the Accountability for Illegal Operations and Investments (《违规经营投资责任追究实施办法》), and other system documents, and established a relatively perfect audit system. At present, there are a total of 30 effective system documents.

### 完善审计工作机制

#### Audit mechanism improvement

公司成立审计工作领导小组，强化公司审计工作的组织领导和统筹协调；研究制定了《总部审计改革方案》，启动总部审计管理改革；完善责任追究制度体系，细化了责任追究工作的操作规范；创新审计方式，加强审计项目和审计组织方式的“两统筹”，通过“1+N”等审计组织方式，统筹调配资源，有序推进了年度重点审计任务的实施。

The Company has set up a leading group for audit to strengthen the organization, leadership and coordination of the Company's audit work. The Company formulated the Plan for Audit Reform of the headquarters (《总部审计改革方案》) through research and initiated the reform to the audit management of the headquarters; improved the accountability system and refined the operating standards of the accountability work; explored new audit methods and strengthened the "dual coordination" of audit projects and audit organization methods; and by using the "1+N" and other audit organization methods, coordinated the allocation of resources and advanced the implementation of annual key audit tasks in an orderly fashion.

### 建设审计信息系统

#### Audit information system establishment

推进审计信息化贯通工程建设，组织相关负责人、系统维护员共计98人开展审计信息系统（一期）项目培训，审计信息系统（一期）项目全面上线。

The Company has promoted the construction of audit informatization projects, organized a total of 98 relevant persons in charge and system maintainers to provide trainings on the (phase I) project of the audit information system, and launched the (phase I) project of the audit information system.

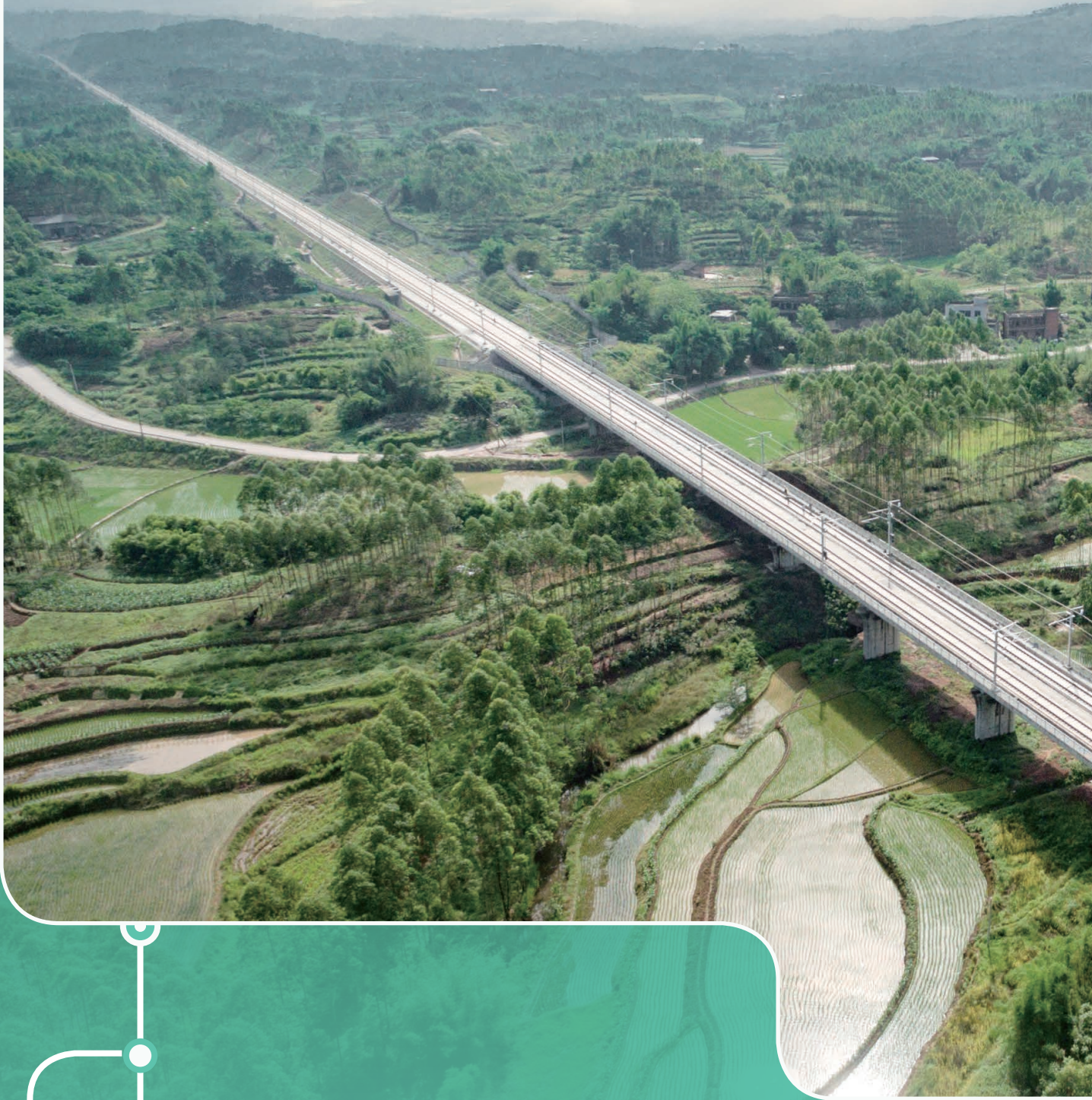
## 规范关联方交易 Regulating Related Party Transactions

公司严格执行证券监管机构的关联交易管理规定，遵循《公司章程》《关联交易管理办法》以及有关议事规则要求，持续规范关联交易行为，对公司关联交易事项进行审议，并定期对公司关联人名单、半年度和全年度的关联交易情况进行审查，坚持从交易的必要性、定价的公允性、程序的合法性、是否符合股东利益等多角度进行考量。根据上海证券交易所和香港联交所关于关联交易管理要求，公司下设董事会审计与风险管理委员会，负责关联交易控制和日常管理，定期审查关联人名单和重大关联交易。同时，公司认真把握好证券监管机构关联交易与会计准则界定下的关联交易、香港联交所上市规则下的关联交易的差异，严格履行关联交易的决策程序和披露义务，确保公司关联交易事项规范公允，有效提高上市公司规范运作水平，保护上市公司和全体股东的合法权益。

In strict accordance with the regulations of the securities regulatory authorities on the management of related party transactions, the Articles of Association, the Measures for the Management of Related Party Transactions (《关联交易管理办法》), and relevant procedural rules, the Company continuously regulates the acts of related party transactions, considers the Company's related party transactions, and regularly reviews the list of related parties and the interim and annual related party transactions of the Company. In doing so, the Company considers the necessity for transactions, fairness of pricing, legality of procedures, and compliance with shareholders' interests. According to the requirements of the Shanghai Stock Exchange and the Hong Kong Stock Exchange on related party transaction management, the Company's audit and risk management committee under the Board of Directors is responsible for the control and daily management of related transactions, and reviews the list of related parties and major related transactions on a regular basis. At the same time, the Company carefully grasps the differences between connected transactions with securities regulatory authorities and connected transactions as defined by accounting standards plus those under the Hong Kong Stock Exchange Listing Rules, and strictly handles the decision-making procedures and fulfills the disclosure obligations of connected transactions. This aims to ensure that the Company's connected transactions are regulated and fair, effectively improve the standard operation of listed companies, and safeguard the legitimate rights and interests of listed companies and all shareholders.







## 环境篇

Environment





环境管理架构

Environmental Management Structure

环境风险管控

Environmental Risk Management

排放物管理

Emission Management

自然资源使用及保护

Use and Protection of Natural Resources

环境机遇

Environmental Opportunity

## 环境管理架构 Environmental Management Structure

以“生态优先、绿色发展”为导向，公司持续完善环境管理工作体系，明确环境保护管理工作模式。公司环境管理工作坚持“属地管理”“预防为主，防治结合”“谁污染谁治理”的原则，实行公司统一领导，各子、分公司逐级负责的管理模式，确保环境保护工作有序可控。在考核方面，公司认真执行能源资源节约与生态环境保护考核奖惩体系，强化考核目标，严肃生态环保问题问责。基于系统化的环境管理，公司获得华夏认证中心有限公司颁发的ISO14001环境管理体系认证。

Guided by “Ecological Priority and Green Development”, the Company continues to improve the environmental management system and clarify the environmental protection management mode. With regards to environmental management, the Company upholds the principle of “Territorial Management”, “Prevention First, Combined with Prevention and Control” and “Who Pollutes, Who Controls”. As for the management mode, the Company implements unified leadership while subsidiaries and branches at each level are responsible, to ensure the orderly and controllable environmental protection. In terms of assessment, the Company conscientiously implements the reward and punishment system for energy conservation and ecological environmental protection, strengthens the assessment targets, and seriously holds accountability for ecological and environmental issues. In terms of the systematic environmental management, the Company has obtained the ISO14001 environmental management system certification from China Certification Center Inc.

## 环境风险管控 Environmental Risk Management

节约资源和保护环境是我国的基本国策。《中华人民共和国环境保护法》规定，一切单位和个人都有保护环境的义务，企业应当防止、减少环境污染和生态破坏；《中华人民共和国节约能源法》规定，任何单位和个人都应当依法履行节能义务；《建设项目环境保护管理条例》规定工业建设项目应当采用能耗物耗小、污染物产生量少的清洁生产工艺，合理利用自然资源，防止环境污染和生态破坏。上述法律法规对公司的环境风险管控方面提出要求，也明确了我们的工作重点和努力方向。2020年是公司“十三五”能源节约与环境保护工作的收官之年，公司严格遵守《中华人民共和国环境保护法》《中华人民共和国节约能源法》《建设项目环境保护管理条例》等对公司运营有重大影响的法律法规，深入贯彻习近平生态文明思想，树牢绿色发展理念，认真贯彻国家环境保护工作各项方针，落实工作部署和各项要求，扎实开展环境管理工作。根据在建工程、作业场所重点环境因素的识别与评估，公司制定落实项目环境管理工作计划，建立生态环保监控监测体系，加强运营过程中生态环境风险源管理及污染物排放控制，并持续加强生态环保工作督查。

It is the fundamental policy of our country to conserve resources and protect the environment. According to the Environmental Protection Law of the People's Republic of China 《中华人民共和国环境保护法》，all units and individuals shall have the obligation to protect the environment, and enterprises shall prevent and reduce pollution and damage to the environment; according to the Energy Conservation Law of the People's Republic of China 《中华人民共和国节约能源法》，all organizations and individuals shall fulfill their obligation to conserve energy; and according to the Regulations on the Administration of Construction Project Environmental Protection 《建设项目环境保护管理条例》，industrial construction projects should adopt clean production techniques with low energy consumption, low materials consumption and low pollutants generation, and rationally exploit natural resources to prevent environmental pollution and ecological damage. The abovementioned laws and regulations put forward requirements for the Company in environmental risk control and clarify our work priorities and directions. 2020 is the final year for completing the energy conservation and environmental protection work as set forth in the “13th Five-Year Plan”. The Company strictly abides by laws and regulations that have significant impact on the Company's operation, such as the Environmental Protection Law of the People's Republic of China 《中华人民共和国环境保护法》，the Energy Conservation Law of the People's Republic of China 《中华人民共和国节约能源法》，and the Regulations on the Administration of Construction Project Environmental Protection 《建设项目环境保护管理条例》，thoroughly implements Xi Jinping's thoughts on ecological civilization, establishes the concept of green development, conscientiously implements various national environmental protection policies, puts arrangements and various requirements into place, and carries out environmental management in a down-to-earth manner. According to the identification and evaluation of key environmental factors of projects under construction and in the workplace, the Company formulates and implements the environmental management plan for projects, establishes the ecological environmental monitoring system, strengthens the management of ecological environmental risks at the source and pollutant discharge control during operation, and continuously strengthens the supervision and inspection of ecological environmental protection.

## 排放物管理 Emission Management

公司制定并落实《施工安装现场环保管理办法》《建筑施工环保管理办法》《锅炉房环保管理规定》《废旧物资回收利用管理办法》《金属焊接与气割作业环保管理规定》《机械设备环保管理办法》《库房环保管理规定》《危险废物管理规定》《生产现场定置环境卫生管理规定》等规章制度，形成规范化的工作模式，采取有效措施，对排放物进行控制。

### 废气管理 Exhaust gas management

公司废气排放主要来自于锅炉燃气燃烧，钢结构加工过程中的冶炼、板材处理、喷砂、打磨及喷涂等工序，主要污染物为二氧化硫、氮氧化物、烟（粉）尘和挥发性有机物(VOCs)。2020年，公司各主要废气污染物均实现达标排放。

公司通过调整产能结构，并通过低氮改造燃气锅炉等方式，减少二氧化硫、氮氧化物的排放。在治理烟（粉）尘方面，公司在运输、存储、施工、生产等方面采取控制措施，通过覆盖、洒水、增加除尘设备、封闭作业等方式有效减少烟（粉）尘。2020年，公司所属多个工业生产基地完成全封闭作业车间专项改造。为治理VOCs，公司在生产线加装活性炭和过滤棉漆雾过滤系统，并按照VOCs治理标准对车间整体进行改造，目前公司所属中铁工业全部完成此项改造，VOCs控制取得了良好效果。

The Company formulates and implements the Administrative Measures for Environmental Protection on Construction and Installation Sites (《施工安装现场环保管理办法》), Administrative Measures for Environmental Protection on Construction (《建筑施工环保管理办法》), Regulations on Environmental Management for Boiler Houses (《锅炉房环保管理规定》), Administrative Measures for Recovery and Utilization of Waste Materials (《废旧物资回收利用管理办法》), Regulations on Environmental Management of Metal Welding and Gas Cutting Operations (《金属焊接与气割作业环保管理规定》), Administrative Measures for Environmental Management for Machinery and Equipment (《机械设备环保管理办法》), Regulations on Environmental Management of Warehouses (《库房环保管理规定》), Regulations on Management of Hazardous Wastes (《危险废物管理规定》), Regulations on Environmental Sanitation Management on Production Sites (《生产现场定置环境卫生管理规定》) and other rules and regulations to form a standardized working mode and take effective measures to control emissions.

The Company's exhaust emissions mainly come from the boiler gas combustion, smelting in the processing of steel structures, sheet processing, abrasive blasting, polishing and spraying and other processes. The main pollutants are sulfur dioxide, nitrogen oxides, smoke (powder) and volatile organic compounds (VOCs). In 2020, the Company's all major exhaust pollutants achieved emission standards.

The Company reduces the emission of sulfur dioxide and nitrogen oxides by adjusting the structure of production capacity and renovating gas boilers with low nitrogen. In terms of controlling smoke (powder), the Company adopts control measures in transportation, storage, construction, production, etc., and effectively reduces smoke (powder) by covering, watering, adding dust removal equipment, and shutting down operations. In 2020, the Company's multiple industrial production bases completed the special renovation of the fully enclosed workshops. In order to control VOCs, the Company installed activated carbon and filter cotton paint mist filtration systems on the production line, and rebuilt the workshops in accordance with the VOC treatment standard. At present, China Railway Hi-tech Industry Corporation Limited (CRHIC) has completed the renovation, and achieved good results in VOC control.



## 废弃物管理

### Waste management

对于无害废弃物，公司以优化施工组织方案为主要措施，推行“四节一环保”的标准化、规范化的项目建设要求，加强无害废弃物的循环使用，践行节能降耗、降本增效。中国中铁高度重视废弃物的综合利用，无害废弃物综合利用率达98.9%。对于危险废弃物，中国中铁严格按照《危险废物管理规定》，聘用有危废处置资质的机构对危险废弃物，如工程设备产生的废机油等，进行统一回收处理，公司有害废弃物处置率为100%。

In respect of non-hazardous wastes, with optimizing the construction organization scheme as the main measure, the Company promotes the standardization of the “Four Conservations and One Environmental Protection” policy, strengthens the recycling of non-hazardous waste, and pursues energy conservation and consumption reduction as well as cost reduction and efficiency improvement. The Company attaches great importance to the comprehensive recycling of hazardous waste and achieves a recycling rate of 98.9%. In strict accordance with the Regulations on Management of Hazardous Wastes (《危险废物管理规定》), the Company entrusts qualified agencies to conduct centralized recycling and treatment of hazardous wastes, such as waste oil generated by engineering equipment, and achieves a disposal rate of 100% for hazardous wastes.

## 废水管理

### Wastewater management

公司重视施工废水管理，设置三级沉淀池，对施工废水进行处理。公司不断加强施工现场的环境监管，定期对施工产生的废水生态环境污染源、风险点进行排查，每月对污染源和风险点进行台账更新，并指定相关部门和人员进行全过程监控、常态化监督。

The Company attaches great importance to the management of construction wastewater, and sets up a three-stage sedimentation tank to treat the construction wastewater. The Company continuously strengthens environmental protection supervision at the construction site, regularly troubleshoots the ecological and environmental pollution sources and risk points of wastewater generated during construction, updates the ledger of pollution sources and risk points on a monthly basis, and designates relevant departments and personnel to carry out full-process monitoring and normalized supervision.



● 中铁上海工程局市政公司承建的上海白龙港污水处理厂污泥处理工程荣获中国土木工程詹天佑奖，其八座卵形消化池是国内目前建设在软土地基上单体规模最大、数量最多的双向有粘接预应力蛋形消化池工程，其总体规模位居亚洲第一

The sludge treatment project of Bailonggang Sewage Treatment Plant in Shanghai undertaken by Shanghai Civil Engineering Group Co., Ltd. of CREC has won the China Civil Engineering Zhantianyou Award. Its eight oval digestion tanks are currently the two-way bonded prestressed egg-shaped digestion tank project constructed on soft ground with the largest single structures in both size and number in China, and its overall size ranks first in Asia

## 噪声管理

### Noise management

公司要求所属工程项目现场必须配备噪声监控设备，对项目所产生的噪声进行实时监控，噪声控制情况符合国家有关标准。

The Company requires that its own project site must be equipped with noise monitoring equipment to monitor the noise generated by projects in real time, and the noise control shall conform to relevant national standards.

## 生态环境管理

## Ecological environment management

公司对在建工程项目、作业场所进行环境因素识别和评估，建立生态环保监控监测体系，加强生产过程中生态环境污染风险源及污染物排放控制，并加强对项目部生态环保工作的过程管控，规避环境风险。

The Company identifies and evaluates environmental factors of projects under construction and in the workplace, establishes a system for monitoring environmental protection, strengthens the control over risk sources of ecological environmental pollution and pollutant emissions in the production process, and strengthens the process control over the ecological environmental protection work of the project department, to guard against environmental risks.

排放物及废弃物关键绩效指标  
Key performance indicators on emissions and wastes

指标 Indicators	2020年数据 Data in 2020
二氧化碳总排放量(万吨) Total amount of CO <sub>2</sub> emission (ten-thousand tonnes)	1446.5165
二氧化碳排放密度(吨/万元) CO <sub>2</sub> emission density (ton/RMB ten-thousand)	0.18
氮氧化物排放量(吨) NOx emission (ton)	5.01
烟(粉)尘排放量(吨) Smoke (powder) emission (ton)	21.971
挥发性有机物排放量(吨) VOC emission (ton)	0.93
二氧化硫(吨) SO <sub>2</sub> (ton)	0
有害废弃物总量(吨) Total amount of hazardous waste (ton)	571
万元单位有害废弃物排放量(公斤/万元) Discharge of hazardous waste per RMB ten-thousand (kg/RMB ten-thousand)	0.006
无害废弃物总量(万吨) Total amount of non-hazardous waste (ten-thousand tonnes)	478.01
万元单位无害废弃物排放量(公斤/万元) Discharge of non-hazardous waste per RMB ten-thousand (kg/RMB ten-thousand)	51.00

注：氮氧化物、二氧化硫、烟(粉)尘和挥发性有机物排放量均按排污许可证排放量计算。

Note: Emissions of NO<sub>x</sub>, SO<sub>2</sub>, smoke (powder) and VOC are calculated based on the emissions permits.



## 自然资源使用及保护 Use and Protection of Natural Resources

“绿水青山就是金山银山”，公司坚持节约资源和保护环境并重，努力建设“环境友好型、资源节约型”工程。公司制定了《中国中铁股份有限公司节能减排监督管理办法》《中国中铁股份有限公司环境保护管理办法》等一系列规章制度，开展节能减排与生态环境保护工作，提倡绿色办公理念，优化资源使用效率。

### 能源管理

#### Energy management

公司消耗的主要能源为施工及办公过程中的电力、汽油、柴油、天然气等。公司扎实推进节能增效工作，按照《节能减排监督管理规定》和《“十三五”节能减排规划》的要求，确定了2020年节能量化考核指标为万元营业收入（可比价）综合能耗在2019年的基础上下降3.2%。我们根据国资委对中央企业能源节约与生态环境保护工作的最新要求从调整管理组织架构、升级监测体系、下达考核奖惩指标、开展技术研发等方面全面部署并落实相关工作，综合能耗较去年同期下降3.2%，顺利达成节能减排年度工作目标。

- **高度重视能源节约与生态环境保护组织管理体系建设：**公司按照国资委要求和行业管理常态，将生态环保、节能减排业务统一整合至安全质量环保部，设置生态环保处，实行生态环保、节能减排统一管理，优化管理资源配置。

Lucid waters and lush mountains are invaluable assets. The Company attaches equal importance to resource conservation and environment protection, and strives to build “resource-conserving and environment-friendly” projects. The Company has formulated a series of rules and regulations, such as the Administrative Measures for Supervision and Management on Energy Conservation and Emission Reduction of CREC (《中国中铁股份有限公司节能减排监督管理办法》) and Administrative Measures for Environmental Protection of CREC (《中国中铁股份有限公司环境保护管理办法》), to carry out energy conservation, emission reduction and ecological environmental protection. The Company advocates the concept of green office and optimizes the efficiency of resource use.

The main energy consumed by the Company is electricity, gasoline, diesel and natural gas during construction and office. The Company has solidly promoted energy conservation and efficiency improvement. In accordance with the requirements of the Regulations for Supervision and Management on Energy Conservation and Emission Reduction of CREC (《节能减排监督管理规定》) and the “13th Five-Year Plan” for Energy Conservation and Emission Reduction (《“十三五”节能减排规划》), the Company has determined the quantitative assessment index of comprehensive energy consumption (comparable price) per RMB ten-thousand operating income generated in 2020 was reduced by 3.2% compared with 2019. According to the latest requirements of the SASAC on energy conservation and ecological environmental protection of central enterprises, we have fully deployed and implemented related work by adjusting the management organizational structure, upgrading the monitoring system, issuing evaluation, reward and punishment indicators and conducting technology research and development. The comprehensive energy consumption fell by 3.2%, indicating that the Company achieved the annual work target of energy conservation and emission reduction.

- **Highly valuing the construction of the organizational management system for energy conservation and ecological environmental protection:** in accordance with the requirements of the SASAC and normal management practices in the industry, the Company has integrated and handed over the businesses of ecological environmental protection, energy conservation and emission reduction to the safety, quality and environment department, and set up an ecological department, implemented unified management of ecological environmental protection, energy conservation and emission reduction, and optimized management resource allocation.

- **统计监测体系全面升级：**公司升级改造“中国中铁能源节约与生态环境保护信息系统”，实现新报表数据线上填报，提高了信息统计与监测效率。
- **严格落实节能减排考核奖惩机制：**公司于2020年初下达节能减排工作指标，要求各单位对指标进行分解并下达至各所属三级公司、项目部和指挥部，以考核促管理，并采取奖惩措施，促进节能减排工作积极性。
- **全面开展节能减排科技专项和节能低碳技术研发，高度重视工程项目绿色施工科技攻关及示范引领：**公司于2020年度持续开展中国中铁第六批节能低碳技术征集及评选工作，中央节能安全保护装置等68项技术列为中国中铁2020年度节能低碳技术，环保、节能科技创新促进节能减排工作取得显著成效。
- **Comprehensive upgrade of the statistical monitoring system:** the Company upgrades and improves the “CREC Energy Conservation and Ecological Environment Protection Information System”, files new report data online, which improves the efficiency of information statistics and monitoring.
- **Strictly implementing the evaluation, reward and punishment mechanism for energy conservation and emission reduction:** the Company issued the indicators of energy conservation and emission reduction in early 2020, requiring all units to decompose the indicators and release them to their three-tier companies, project departments and headquarters to promote management through evaluation. The Company also adopted reward and punishment measures to promote energy conservation and emission reduction.
- **Comprehensively carrying out research and development of special energy-saving and emission-reduction technologies and energy-saving and low-carbon technologies, and attaching great importance to the scientific research and leading role of green construction technologies for engineering projects:** in 2020, the Company continued to collect and appraise the sixth batch of CREC's energy-saving and low-carbon technologies. 68 technologies including central energy-efficient safety protection devices were listed as CREC's 2020 energy-saving and low-carbon technologies. Technological innovation in environmental protection and energy conservation helped achieve significant results in energy conservation and emission reduction projects.

## 水资源管理

### Water management

根据国务院国资委2019年3月修订印发的《中央企业能源节约与生态环境保护统计报表》，公司完善统计监测体系，规范用耗水量统计核算口径，加强水资源循环使用，2020年全年耗新水量44763.9939万吨，万元收入用新水量（可比价）5.3787吨/万元。

公司高度重视施工用水措施，研发使用节水型自动喷淋系统，收集使用天然降水或经回收处理的废水，用于混凝土养护、车辆冲洗以及抑制扬尘，从而加强对水资源的循环利用，提高废水回收利用率，有效节约水资源。

According to the Statistical Statement on Energy Conservation and Ecological Environment Protection of Central Enterprises (《中央企业能源节约与生态环境保护统计报表》) issued by the SASAC of the State Council in March 2019, the Company has improved its statistical monitoring system, standardized the statistical calculation of water consumption, and strengthened the recycling of water resources. In 2020, the annual consumption of new water was 447.639939 million tonnes, and the new water consumption (comparable price) per RMB ten-thousand income was 5.3787 ton/RMB ten-thousand.

The Company attaches great importance to measures on construction water and develops and uses water-saving automatic sprinkler systems, to collect and use natural precipitation or recycled wastewater for concrete maintenance, vehicle washing and dust suppression. In this way, the Company strengthens the recycling of water resources and improves wastewater recycling rate, effectively saving water resources.





## 绿色办公 Green office

2020年，公司组织完成了总部无纸化会议系统的应用推广工作。总部无纸化系统支持计算机终端、手机及平板电脑等硬件设备的并行接入，以屏幕同屏、手写签批、资料分发共享等技术手段支撑无纸化会议的召开，实现了会前准备、会中管控、会后归档及统计分析等全流程数字化的建设目标。2020年，公司总部共召开无纸化会议161次，累计参会4,664人次，归档会议文件3,755份，累计共节省纸张160.3万余张。

In 2020, the Company organized the application and promotion of the paperless conference system at the headquarters. The paperless system at the headquarters supports the parallel access of hardware devices such as computer terminals, mobile phones, and tablets. It supports the holding of paperless meetings with technical methods such as display on the same screen, handwritten signing and approval, and data distribution and sharing. With the paper system, the Company achieves the goal of full-process digitization that enables preparation before meetings, control during meetings, and filing and statistical analysis after meetings. In 2020, the Company's headquarters held a total of 161 paperless meetings, with a total of 4,664 attendees, and kept 3,755 meeting documents on file, with a total of 1.603 million paper savings.

能源及资源消耗关键绩效指标  
Key performance indicators for energy and resource consumption

能源/资源类型 Energy/resource type	指标 Indicators	2020年数据 Data in 2020
直接能源消耗 Direct energy consumption	汽油(万吨) Gasoline (ten-thousand tonnes)	43.47
	汽油(吨/万元) Gasoline (ton/RMB ten-thousand)	0.0046
	柴油(万吨) Diesel (ten-thousand tonnes)	149.26
	柴油(吨/万元) Diesel (ton/RMB ten-thousand)	0.0160
	天然气(万标立方米) Natural gas (ten-thousand standard m <sup>3</sup> )	6,351.5
	天然气(立方米/万元) Natural gas (m <sup>3</sup> /RMB ten-thousand)	0.68
间接能源消耗 Indirect energy consumption	电力(万千瓦时) Electricity (ten-thousand kwh)	981,200
	电力(万千瓦时/万元) Electricity (ten-thousand kwh/RMB ten-thousand)	0.0104
综合能源消耗 Comprehensive energy consumption	综合能源消耗(万吨标准煤) Comprehensive energy consumption (ten-thousand tonnes of standard coal)	427.1992
	综合能源消耗(吨标准煤/万元收入) Comprehensive energy consumption (ton of standard coal/RMB ten-thousand income)	0.0518
	综合能源消耗(万千瓦时) Comprehensive energy consumption (ten-thousand kwh)	347.6
	综合能源消耗(千瓦时/万元收入) Comprehensive energy consumption (kwh/RMB ten-thousand income)	371
水 Water	消耗新水总量(万吨) Total new water consumption (ten-thousand tonnes)	44,764

注：基于本公司业务性质，不适用于以每产量单位或每项设施计算能耗密度，采用万元营业收入（可比价）综合能耗计算和披露能耗密度。

Note: Based on business characteristic of the Company, it is not applicable to calculate energy consumption density using unit of production (UOP) or per facility. Therefore, the Company adopts comprehensive energy consumption (comparable price) per RMB ten-thousand operating income to calculate and disclose energy consumption density.

## 生态保护

### Ecological protection

在施工前期，公司组织专业机构开展环境影响评价，依据评估结果制定切实有效的保护方案，开展水土保持、生物多样性保护、植被保护等措施，做到生态环境保护与工程建设同步规划与同步实施。在施工过程中，公司注重生态保护的持续投入，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。公司能源节约与生态环境保护信息系统定期采集生态环境监测数据，提升生态环保信息直观性和真实性。截至2020年底，公司已竣工项目环评通过率达100%。

在土地利用方面，2020年公司认真贯彻《土壤污染防治法》，在工程项目施工初期就将生态恢复纳入项目管理，做好科学选址、规范弃碴、事先防护、积极消纳。每一个工点施工完后，确保用合适的土料覆盖地表，清理便道两侧施工弃物，恢复地面天然状态。对于施工过程中涉及的临时用地，公司严格编制与实施用地及复垦规划，注意对居民稠密区、自然保护区等环境敏感区域的保护，并在工程竣工后按照规定对土地进行恢复，最大限度保护生态环境。

在生物多样性保护方面，公司持续监测生物多样性影响，并采取有效措施，努力降低施工生产对生物种群造成的影响。

In the early stage of construction, the Company organizes professional organizations to carry out environmental impact evaluation, and based on the evaluation results, to formulate effective protection programs, implement measures relating to soil and water conservation, biodiversity protection and vegetation protection, so as to achieve simultaneous planning and implementation of ecological environmental protection and engineering. During the construction, the Company continuously invests in ecological protection by using environmental protection equipment, improving the construction process and optimizing the construction plan, so as to reduce the impact on water, atmosphere, vegetation and organisms. The Company's information system for energy conservation and ecological protection regularly collects ecological monitoring data to improve the intuitiveness and authenticity of ecological protection information. As of the end of 2020, the rate of the Company's completed projects that passed the environmental impact evaluation was 100%.

In terms of land use, the Company seriously implemented the Law on the Prevention and Control of Soil Pollution 《土壤污染防治法》 in 2020, and incorporated ecological restoration into project management in the early stages of construction with scientific site selection, standardized abandonment, prior protection, and active consumption. After each construction site is completed, we ensure that the earth's surface is covered with suitable soil, construction waste on both sides of the road is cleaned, and the ground is restored to its natural state. For the temporary land involved in the construction, the Company strictly prepares and implements land use and reclamation plans, with attention paid to the protection of environmentally sensitive areas such as densely populated areas and nature reserves, and restores the land in accordance with regulations after project completion to maximize the ecological environment protection.

In terms of biodiversity protection, the Company continuously monitors the biodiversity impact and takes effective measures to reduce the impact of construction production on biological populations.



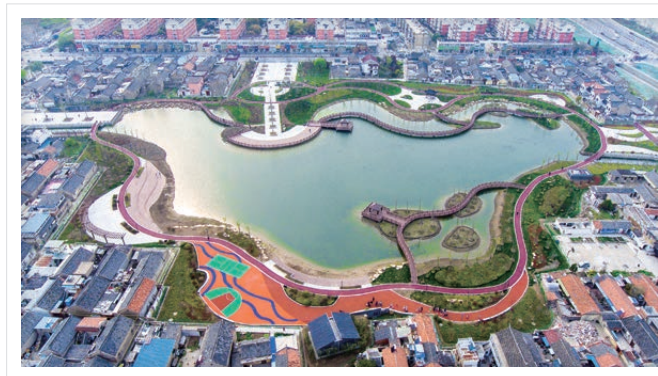
## 环境机遇 Environmental Opportunity

公司已将绿色发展理念融入经营流程，对相关机遇时刻保持敏锐洞察，通过系统化的识别，公司在绿色规划与施工，清洁能源开发和环保产业建设方面不遗余力，为建设生态文明增砖添瓦。

The Company has integrated the concept of green development into its business, and remains keenly aware of relevant opportunities. Through systematic identification, the Company spares no effort in green planning and construction, clean energy development and construction of the environmental protection industry, contributing to the construction of ecological civilization.



边坡绿化自动喷淋系统  
An automatic spraying system for side slope greening



整治后的淮安黑臭水体综合整治项目  
Comprehensive improvement project of Huai'an black and odorous water after improvement

## 绿色规划与施工 Green planning and construction

- 绿色规划：**为贯彻落实国家节能减排方针、政策，统筹部署股份公司“十四五”节能减排工作，组织编写《中国中铁股份有限公司“十四五”节能减排规划》，在规划中明确提出坚持推进公司所属各板块绿色发展的主要任务。公司深入贯彻绿色发展理念，推行绿色规划设计，引入全生命周期绿色设计模式，从源头上控制能耗，把绿色、低碳、生态设计理念融入到工程规划设计的全过程。
- Green planning:** in order to implement the national guidelines and policies regarding energy conservation and emission reduction, the Company coordinates the planning of the energy-saving and emission reduction work of joint-stock companies as set forth in the “14th Five-Year Plan”, and organizes the preparation of the 14th Five-Year Plan for Energy Conservation and Emission Reduction of CREC 《中国中铁股份有限公司“十四五”节能减排规划》。The Plan explicitly specifies the main task of promoting the green development of the various segments of the Company. The Company thoroughly implements the concept of green development, promotes green planning and design, introduces a full life cycle green design mode, controls energy consumption at the source, and instills the concept of green, low-carbon, and ecological design into the entire process of engineering planning and design.
- 绿色施工：**公司高度重视工程项目绿色施工科技攻关及示范引领，全面开展节能减排科技专项和节能低碳技术研发，推广节能低碳技术在施工过程中的研发和应用。2020年度共评比180项绿色施工科技示范工程，以评促建，绿色低碳施工成效显著。
- Green construction:** the Company attaches great importance to the scientific research and leading role of green construction technologies for engineering projects, comprehensively carries out research and development of special energy-saving and emission-reduction technologies and energy-saving and low-carbon technologies, and promotes the development and application of energy-saving and low-carbon technologies in construction. In 2020, a total of 180 demonstration projects of green construction technology were evaluated to promote construction, and marked achievements were made in green and low-carbon construction.



及时完成建设临时用地复垦工作  
The reclamation of temporary construction land was completed in time

## 清洁能源开发 Clean energy development

公司一贯积极参与清洁能源开发项目，先后与西藏自治区政府、三峡集团、华电集团等签署战略合作协议，共同开发清洁能源。同时，在公司各主要施工项目上，积极研发推广使用地源热泵、光伏发电、热电冷三联供等清洁能源技术。在公司的城市开发运营和房地产开发业务中，通过与相关企业合作，实现清洁能源技术和资源使用平台的优势互补，确保中国中铁开发的区域及项目在清洁能源开发利用、节能环保、城市楼宇智能化、集中供暖供冷等领域达到世界先进水平。

The Company has always actively participated in clean energy development projects, and has signed strategic cooperation agreements with the Tibet Autonomous Region Government, the Three Gorges Group, and Huadian Corporation to jointly develop clean energy. Meanwhile, in the Company's main construction projects, the Company has actively developed and promoted the use of ground source heat pump (GSHP), photovoltaic power generation, combined cooling heat and power, and other clean energy technologies. In the Company's urban development operations and property development business, through cooperation with related enterprises, the advantages of clean energy technology and resource usage platforms are complemented to ensure that the regions and projects developed by CREC reach the world's advanced level in the fields of clean energy development and utilization, energy-saving and environmental protection, intelligent urban buildings, central heating and cooling, etc.

### 案例 Case 1

公司所属中铁大桥局与三峡集团联合建设了福清兴化湾海上风电场一期项目，该项目的14台风机全部安装完成，总装机容量为77.4兆瓦，单机容量为5兆瓦至6.7兆瓦，是国内首个大功率的海上风电机组风电项目。此外，2020年，由中铁大桥局承建的江苏盛东如东400兆瓦海上风电场持续建设中。

China Railway Major Bridge Engineering Group Co., Ltd., a wholly-owned subsidiary of the Company, and the Three Gorges Group jointly constructed the first phase of the Fuqing Xinghua Bay Offshore Wind Farm Project. All 14 wind turbines in this project have been installed, with a total installed capacity of 77.4 MW and a single unit capacity of 5 MW to 6.7 MW. It is the first high-power offshore wind turbine project in China. In addition, in 2020, the 400 MW offshore wind farm construction in Shengdong Rudong County, Jiangsu Province undertaken by China Railway Major Bridge Engineering Group Co., Ltd. was ongoing.

## 参与环保产业

### Participation in environmental protection industry

公司认为在全球低碳经济转型的背景下，清洁技术和环保产业将具有十分良好的发展前景和商业机会。2020年，中国中铁所属水务环保行业的综合企业－中国铁工建设集团有限公司正式挂牌运营，下设水务、市政环保建设、智慧城市、生态环境、绿色资源开发五个子专业公司。中国铁工建设集团有限公司承建的合肥王小郢污水处理厂、上海浦东新区白龙港污水处理厂、贵阳市新庄污水处理厂、深圳市宝安区固戍污水处理厂、济南市径十路道路及环境建设工程分别荣获鲁班奖，成都污水处理厂等荣获国优金奖。中国铁工建设集团有限公司还主导总承包北运河通州段综合治理、北京市凉水河水环境综合治理、湖北省当阳市城乡污水综合治理、内江沱江流域水环境综合治理PPP项目。未来，我们将继续扩大在该领域的投入，为生态环保治理和基础实施建设添砖加瓦。

## 应对气候变化

### Tackling climate change

公司密切关注全球气候变化趋势和对公司业务所带来的影响，积极开展节能减排措施，投资利用清洁能源，减少自身温室气体排放。

公司大力拓展以“生态修复、城市修补”为主要内容的城市双修、海绵城市、海域岸线综合治理等业务领域，积极适应因气候变化可能带来的极端天气、城市环境变化及可能发生的城市雨虹灾害等。

The Company believes that in the context of the global low-carbon economic transformation, clean technology and environmental protection industries will have very good development prospects and business opportunities. In 2020, CREC's conglomerate in the water and environmental protection industry, China Railway Construction Group Co., Ltd., was officially listed and put into operation, with five sub-professional companies in water, municipal environmental protection construction, smart cities, ecological environment and green resource development. Wangxiaoying Sewage Treatment Plant in Hefei, Bailonggang Sewage Treatment Plant in Pudong New District, Shanghai, Xinzhuang Sewage Treatment Plant in Guiyang, Gushu Sewage Treatment Plant in Baoan District, Shenzhen, and road and environmental construction projects in Jingshi Road in Jinan undertaken by China Railway Construction Group Co., Ltd. won the Luban Prize, and Chengdu Sewage Treatment Plant and other plants won the National Quality Engineering Award. China Railway Construction Group Co., Ltd. also leads the general contracting of the comprehensive treatment of the Tongzhou section of the north canal, the comprehensive treatment of the water environment of the Liangshui River in Beijing, the comprehensive treatment of urban and rural sewage in Danyang City, Hubei Province, and the PPP project of the comprehensive treatment of the water environment in the Neijiang Reach of Tuojiang River. In the future, we will continue to expand our investment in this area, and contribute our share to ecological environmental protection and infrastructure construction.

The Company pays close attention to global climate change trends and the impact on its business, actively implements energy conservation and emission reduction measures, invests in the use of clean energy and reduces its own greenhouse gas emissions.

The Company vigorously expands business areas such as urban renovation with "ecological restoration and urban repair" as its main content, sponge cities and comprehensive management of seashore coastlines, and actively adapts to extreme weather caused by climate change, urban environment changes and possible urban rainstorm disaster, etc.





鹤山市沙坪河综合整治工程PPP项目整治后  
PPP project of the comprehensive improvement work of the Shaping River (after improvement) in Heshan city

## 案例 Case 1

公司持续参与多地的“海绵城市”建设，其中包括池州、镇江、岳阳、徐州、松原、日照等城市，海绵城市采用透水铺装、种植屋面等技术手段，达到下雨时吸水、蓄水、渗水、净水，需要时将蓄存的水“释放”并加以利用，使城市在适应气候变化和应对雨水带来的自然灾害等方面具有良好的弹性，可以有效缓解城市热岛效应，解决城市内涝难题。

The Company has participated in the construction of “sponge cities” in multiple cities, including Chizhou, Zhenjiang, Yueyang, Xuzhou, Songyuan, and Rizhao. The sponge cities adopt technical means including permeable paving and planting roofs to achieve water absorption, storage, seepage and purification when it rains. “Releasing” and using the stored water at proper time allow cities to have good resilience in adapting to climate change and responding to natural disasters caused by rain, which can effectively alleviate the urban heat island effect and solve urban waterlogging problems.





# 社会篇

Society





创造价值  
Value Creation

人力资本管理  
Human Capital Management

维护员工权益  
Safeguarding of Staff's Rights and Interests

保障员工健康与安全  
Employee Health and Safety Protection

关注员工成长与发展  
Focusing on the Growth and Development of Employees

产品责任  
Product Responsibility

供应商管理  
Supplier Management



## 创造价值 Value Creation

### 经济绩效

#### Economic performance

中国中铁致力成为国民经济发展的支柱。2020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优质物质财富。

2020年，公司新签合同额26056.6亿元，同比增长20.4%；公司营业收入9747.49亿元，同比增长14.56%；实现归属母公司净利润251.88亿元，同比增长6.38%，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。

CREC is committed to becoming the pillar of national economic development. In 2020, the Company completed the infrastructure construction in railways, highways, rail transit, ports, municipal works and airports in the global market, especially in the Chinese market, which stimulated global and local economic growth, promoted economic development and social progress, and continuously created and accumulated high-quality material wealth for society.

In 2020, the Company recorded total value of newly-signed contracts of RMB2,605.66 billion, representing a year-on-year growth of 20.4%; total revenues of RMB974.749 billion, representing a year-on-year growth of 14.56%; realized net profit attributable to the parent company of RMB25.188 billion, representing a year-on-year growth of 6.38%, making CREC the major creator of social wealth and an important driving force for social and economic development.



## 推动就业

### Employment promotion

中国中铁始终把促进就业作为履行企业社会责任的一项关键内容。2020年，公司认真落实《集体合同》员工上岗就业承诺。公司每年通过接收大中专毕业生、接收转业军人、人才市场引进等形式，为社会人才提供了大量就业机会。2020年，全公司新接收大中专毕业生14,109人，军转干部在京安置退役军人3人。

2020年，全公司持续推进农民工实名制管理、工资专用账户、工资保证金和银行代发工资等措施，保证农民工工资按时且足额发放。同时，公司严格做好农民工岗前安全教育培训和现场操作技能培训，并对特殊工种全部进行岗前强化培训，不断提高农民工作业技能。

CREC always regards promoting employment as a key content in fulfilling corporate social responsibility. In 2020, CREC strictly fulfilled the staff employment commitment as specified in the Collective Contract. Every year, the Company creates and provides large number of new jobs for the society through taking in graduates from junior colleges and technical secondary schools, receiving demobilized army men and introducing from the talent market. In 2020, the Company received a total of 14,109 new graduates from junior colleges and technical secondary schools, and 3 demobilized army cadres were settled in Beijing.

In 2020, the Company continued to promote the management of real-name system of peasant workers, special wage account system, wage security payment and bank payoff system and other measures to ensure that peasant workers' wages are paid on time and in full. Meanwhile, the Company strictly provided pre-job safety education and training to the peasant workers and on-site operation skill training, and gave intensive pre-job training for all special work posts to constantly improve their job skills.



## 合作共赢

### Win-win cooperation

中国中铁十分重视与国内外各类组织和大型企业的战略合作。公司在人才培养、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，与各级政府、高校、社会组织、金融机构及其他相关企业等建立了稳固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。

2020年，公司充分利用在资金、技术、管理及人才等方面的优势，与北京市、吉林省、辽宁省、山东省、江西省、安徽省、四川省、云南省、澳门特别行政区、中国国药集团、北京交通大学、山东大学等地方政府、企业、高等院校进行了高层交流，为之后的深入合作奠定了良好基础。

CREC attaches great importance to strategic cooperation with domestic and overseas organizations and large-scale enterprises. The Company has established stable strategic alliances and close cooperative relationships with governments, colleges and universities, social organizations, financial institutions and relevant enterprises in talent training, fund management, construction and production, material supply, culture construction, technological innovation and strategic development, and promoted all-round complementary advantages to achieve resource sharing and collaborative development.

In 2020, by making full use of its advantages in capital, technology, management and talent, the Company conducted high-level exchanges with the local governments of Beijing, Jilin province, Liaoning province, Shandong province, Jiangxi province, Anhui province, Sichuan province, Yunnan province, and Macao Special Administrative Region; with enterprises like Sinopharm; and with institutions of higher learning such as Beijing Jiaotong University and Shandong University, which laid a good foundation for future in-depth cooperation.



中国中铁与南昌市政府签署战略合作协议  
CREC and the Nanchang Municipal Government signed a strategic cooperation agreement



中国铁工投资建设集团与马鞍山市人民政府、长江生态环保集团有限公司签署战略合作协议

China Tiegong Investment & Construction Group Co., Ltd. signed a strategic cooperation agreement with the Ma'anshan Municipal Government and Yangtze Ecology and Environmental Co., Ltd.



## 人力资本管理 Human Capital Management

公司秉持“以人为本、平等公正，团结协作、开放包容，追求企业与员工、与股东、与社会的共同发展、和谐共赢”的核心价值观，提升选人用人机制的市场化、公开化水平，开展“十四五”人才发展规划编制，实施“5100”人才工程，注重员工成长与发展，致力于打造一流队伍，实现员工与企业的共同进步。截至2020年底，本公司共有在册员工中具有大专及以上学历的135,741人，具有本科学历的141,019人，具有硕士学位的11,674人，具有博士学位的295人。拥有高级职称36,377人（其中：正高级2,743人），中级职称66,319人，助理级65,300人。公司拥有各类专家2339人，国家执业资格有22,989人。

Adhering to the core values of “people orientation, equality and justice, unity and cooperation, openness and tolerance, pursuit of common development, harmony and win-win situation between the Company and employees, shareholders and society”, the Company improves the marketization and openness of the talent selection and employment mechanism, formulates the “14th Five-Year” talent development plan, implements the “5100” talent project, and pays attention to the growth and development of employees, to build a first-class team to achieve the common progress of employees and the Company. As of the end of 2020, among the registered employees of the Company, there were totally 135,741 people with college education level or below, 141,019 people with a bachelor degree, 11,674 people with a master degree, and 295 people with a doctorate degree; 36,377 people with senior title (including: 2,743 people with professorate senior title), 66,319 people with intermediate title, and 65,300 people with assistant title. The Company had 2,339 experts in various fields, and 22,989 people with national vocational qualifications.

## 维护员工权益 Safeguarding of Staff's Rights and Interests

公司严格遵守《中华人民共和国劳动法》《中华人民共和国劳动合同法》《禁止使用童工规定》《女职工劳动保护特别规定》和运营所在地所在国的其它对公司员工管理有重大影响的法律法规。《中华人民共和国劳动法》和《中华人民共和国劳动合同法》要求公司以公平公正的原则招聘员工并应当与员工签订劳动合同，合同中详细载列（其中包括）雇佣期限和终止雇佣的理由。同时，该等法规亦要求公司依法自主确定本单位的工资分配方式和工资水平，依法按时支付员工薪酬，并保障劳动者休息休假的权利。《禁止使用童工规定》禁止用人单位招用不满16周岁的未成年人。《女职工劳动保护特别规定》旨在减少和解决女职工在劳动中因生理特点造成的特殊困难，从而保护女职工健康。该等法律法规对中国中铁完善用工管理制度，维护广大员工合法权益具有重大影响。本报告期内，未发现使用童工及强制劳工的事件。

The Company strictly abides by the Labor Law of the People's Republic of China (《中华人民共和国劳动法》), Labor Contract Law of the People's Republic of China (《中华人民共和国劳动合同法》), Provisions on the Prohibition of Using Child Labor (《禁止使用童工规定》), Special Rules on the Labor Protection of Female Employees (《女职工劳动保护特别规定》) and other relevant laws and regulations that have significant impact on the employee management of the Company in countries where the Company conduct operations. The Labor Law of the People's Republic of China (《中华人民共和国劳动法》) and the Labor Contract Law of the People's Republic of China (《中华人民共和国劳动合同法》) stipulate that the Company shall recruit employees under the principle of fairness and justness and shall sign a labor contract with each employee, and contain provisions including employment term and reason of termination. Meanwhile, such laws and regulations also require the Company to independently determine its form of wage distribution and wage level for its own according to law, pay employee wages according to law and on time, and safeguard their rights to have rest and leave. The Provisions on the Prohibition of Using Child Labor (《禁止使用童工规定》) stipulate that no employing units shall be allowed to recruit juveniles under the age of 16. The Special Provisions on Labor Protection of Female Employees (《女职工劳动保护特别规定》) aim to mitigate and resolve the specific difficulties faced by female employees during employment caused by their physical characteristics and protect the health of female employees. Such laws and regulations have significantly influenced China Railway in terms of improving recruitment policies and maintaining rights and interests of all employees. During the reporting period, we did not find incidents of child labor or forced labor.

公司各级企业每年都召开一次职工代表大会，持续推进四级职代会规范化建设。成功换届召开了中国中铁三届一次职代会，按程序圆满完成了审议行政工作报告、提案征集处理报告、集体合同履行情况报告，以及民主评议领导干部、签订集体合同、大会提案发言等议程。对职代会征集到的226项提案实现“一案一复”，代表对提案办复的满意率为99.2%。针对新冠肺炎疫情对职代会的影响，引导42家单位或延后、或通过视频和网络会议方式全部召开了职代会，履行了民主程序，落实了职代会职权。

公司按照“全面改革年”总体部署，认真履行公司“三重一大”决策机制和内控流程中的民主程序，工会代表职工群众先后参与了100余项涉及职工权益政策制度的制定和评审。参与制定《高质量发展检测指标体系》《混合所有制改革操作流程》中的职工权益指标流程，召开职代会团长联席会议，审议并表决通过中国中铁《关于申报实行特殊工时制申报内容调整情况的议案》等涉及职工切身利益重大事项，有效维护职工知情权表达权建议权监督权。开展了深化改革中员工思想状况调研，收到有效问卷9.28万份，向公司提交了专题调研报告，维护了职工合法权益，保持了职工队伍稳定。

Enterprises at all levels of the Company hold the workers' congress annually and continue to promote the standardized construction of the four-level workers' congress. The Company held the 1st session of the third workers' congress for re-election, and in accordance with the procedures, completed the review of the administrative work report, the proposal solicitation and processing report, the collective contract performance report, and the democratic evaluation of leaders, the signing of the collective contract, and the making of proposals and speeches at the meeting. The Company achieved the "review of proposals one by one" for the 226 proposals solicited through the workers' congress, and the rate of representative's satisfaction with the review of proposals is 99.2%. In light of the impact of the COVID-19, 42 units were guided to postpone the convening of the workers' congress, or to convene the workers' congress through video and online, to perform democratic procedures and implement the power of the workers' congress.

In line with the overall plan of the "Comprehensive Reform Year", the Company earnestly implemented its "Three Major and One Big" decision-making mechanism and the democratic procedures in the internal control process. The labor union participated in the formulation and review of more than 100 policies and systems concerning employees' rights and interests on behalf of the employees. The Company participated in the formulation of the employee rights indicator process in the Inspection Index System for High-quality Development (《高质量发展检测指标体系》) and the Operational Procedures for the Reform of Mixed Ownership (《混合所有制改革操作流程》), convened a joint meeting of the heads of the workers' congress, and reviewed and voted to adopt the CREC's Proposal on Adjustments to the Content of the Application of the Special Working Hour System (《关于申报实行特殊工时制申报内容调整情况的议案》) and other proposals involving the vital interests of employees, effectively safeguarding the employees' right to know, express, suggest and supervise. The Company made a survey of the ideological status of employees in the process of deepening reform, received 92,800 valid questionnaires, and generated special survey reports. With these efforts, the Company safeguarded the legitimate rights and interests of employees and maintained the stability of the workforce.



## 招聘与劳动合同管理

### Recruitment and labor contract management

公司在人才招聘方面坚持定期招聘应届毕业生和按需引进高端人才相结合的政策，按照既满足当前需要又考虑长远发展的思路，在知名院校采取专项引才政策，重点引进公司急需紧缺的高层次、高学历毕业生。针对企业急需且短期无法通过内部培养的高端人才，可通过人才引进绿色通道，采取“一人一策”，实行更加开放灵活的人才政策。

公司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。公司认真贯彻落实《劳动法》和《劳动合同法》，同员工签订书面劳动合同，员工劳动合同签订率达到100%；通过劳动合同明确双方的权利和义务，严格执行合同条款，有效维护企业员工的合法权益。强化劳动合同管理，对合同到期、变更、解除的员工及时办理相关手续。

In terms of talents recruitment, the Company insists on the policy that resorts to both recruiting fresh graduates on a regular basis and introducing high-end talents according to needs. With the mindset to satisfy current needs and for future development, and through the policy of talent acquisition on targeted expertise, the Company highlights on high level graduates with good educational background to cope with urgent needs. In recruitment of high-end talents who meet needs but the enterprise is unable to cultivate through internal training in short period of time, it is possible to recruit through a green path of “one policy for one talent” and implement the talent recruitment policy in a more welcome and flexible manner.

The Company attaches great importance to the protection of employees' rights and interests, adhering to the principle of equality between men and women. Through signature of labor contracts according to law, the Company establishes a scientific salary management system and safeguards the legitimate rights and interests of employees. The Company conscientiously implements the Labor Law 《劳动法》 and the Labor Contract Law 《劳动合同法》 and signs labor contracts with its employees in written form, and the signature rate of labor contracts reaches 100%. By clearly defining the rights and obligations of both parties through labor contracts, the Company strictly executes the terms of the contracts to effectively safeguard the employees' legitimate rights and benefits. The Company strengthens the management of labor contracts and handles the relevant formalities in time for employees whose contracts have been expired, changed or terminated.



## 薪酬与福利

### Remuneration and benefits

公司按照现代企业制度要求，不断完善科学合理、公平公正、规范有序的薪酬管理制度体系，注重发挥薪酬分配的激励和约束作用，吸引和保留企业核心人才，并保持薪酬水平的规范有序增长。在薪酬制度方面，公司制定了《中国中铁股份有限公司薪酬管理工作指导意见》《中国中铁加强员工收入能增能减市场化机制建设的指导意见》等文件，并依照相关文件为员工提供岗位工资、绩效工资和津贴。2020年完善了工资总额管理办法，建立健全与企业经济效益和人均营收及人工成本投入产出效率指标挂钩的工资决定和正常增长机制。拟订科技型企业股权和分红激励管理办法，建立了科技型企业股权和分红激励管理机制。印发进一步加强工程项目薪酬管理指导意见，提升项目要素资源配置效率。

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。积极推进有条件的成员企业建立补充医疗保险，减轻职工医疗费用负担，提高职工重大疾病保障水平。公司在境外机构和项目都设立了人力资源部（岗），按照当地劳动法和社保法等，制定属地化的劳工管理制度，明确规范当地员工招聘、合同签订、社保交纳、出勤管理、请假制度、薪酬标准、解聘流程等各环节要求。

按照新的企业年金方案，建立了企业年金缴费水平与企业运行质量挂钩及动态调整机制，合理确定缴费水平，发挥年金保障与激励作用，督导二级企业提高年金覆盖率，增强投资风险防控，保障员工权益。截止2020年底，参加企业年金职工人数24.25万人，覆盖率达到82.5%。

In accordance with the requirements of the modern enterprise system, the Company continues to improve its scientific, reasonable, fair, impartial and standardized remuneration management system. It pays attention to the role of incentives and restraints in remuneration distribution, attracts and retains core talents, and maintains a regular and orderly increase in remuneration. In terms of the remuneration system, the Company has formulated the Guidelines on Remuneration Management of CREC (《中国中铁股份有限公司薪酬管理工作指导意见》) and Guidelines on CREC to Strengthen the Establishment of Market Mechanism for Employee Revenue Variability (《中国中铁加强员工收入能增能减市场化机制建设的指导意见》) and other documents, and provided employees with post wages, performance pay and allowances in accordance with the relevant documents. In 2020, the Company improved the total wage management method, and established and perfected the mechanism where the determination and normal growth of wages are linked to the economic efficiency of the Company, the per capita revenue, and labor cost input-output indicators. The Company drafted the measures for and established a mechanism for managing the equity and dividend incentives of scientific and technological enterprises. The Company also issued the guidelines on further strengthening the remuneration management of engineering projects, and improved the efficiency of the allocation of project elements and resources.

The Company earnestly protects employees' legitimate social security rights and urges member companies to promptly pay basic endowment insurance, basic medical insurance, work injury insurance, unemployment insurance and maternity insurance. The Company actively promotes the establishment of supplementary medical insurance by qualified member companies, reduces the burden of medical expenses on employees, and increases the level of protection for employees against major diseases. The Company has established human resources departments (posts) in overseas institutions and for overseas projects, formulated a localized labor management system according to local labor laws and social security laws, and clearly stipulated local employee recruitment, contract signing, social security payment, attendance management, leave system, salary standard, dismissal procedure and other requirements.

According to the new annuity plan, the Company has established a mechanism where the level of annuity payment is linked to the quality of enterprise operation and where dynamic adjustments are permitted. The mechanism enables the reasonable determination of payment level and gives play to the role of annuity protection and incentives. The Company also supervises secondary companies to increase annuity coverage, and strengthens the prevention and control of investment risks, to protect employees' rights and interests. As of the end of 2020, 242,500 employees were under the annuity coverage, with the coverage rate reaching 82.5%.



为员工过集体生日  
Group birthdays for employees



中铁上海局帮助困难员工脱贫解困  
Shanghai Civil Engineering Group Co., Ltd. of CREC helps employees in difficulty get rid of poverty and difficulties

## 关爱员工身心健康

### Caring for employees' physical and psychological health

公司严格执行《职业病防治法》，加强和改善劳动安全卫生条件、劳动防护以及特殊工种和女职工的特殊保护工作。持续做好职业健康和环境保护工作，研究、引进、使用绿色低碳循环生产技术和工艺，按国家规定的劳动卫生标准进行作业场所的尘毒治理，特别是加强隧道及地下工程、工业制造场所的尘毒危害防治工作，坚决杜绝一线作业人员尘肺病发生，推动企业绿色发展。

公司确保全体员工每年至少进行一次健康体检，不断提高检查标准和检查质量。推广应用大数据技术对员工体检结果进行分析评估，对群体性、普遍性问题实施有效预防。公司通过企业搭桥、员工自愿自选自助的方式，为8.5万人次员工及家属提供重疾、意外、新冠津贴、出行保险68.2亿元，为74人次申请理赔112万元，切实增强了员工抵御重大疾病、意外事故能力。

公司推广实施员工健康关爱计划，加强内部专员队伍建设，指导有条件的项目部积极建设员工心灵驿站，设置心理咨询室、放松室、健身房、健康体检仪等专属空间和设施，依托心理咨询、心理援助(EAP)和健康管理技术，对员工身心健康、职业发展、人际关系、婚姻家庭、压力管理、灾难事件应对等方面提供咨询帮助，有效促进员工身心健康。特别是及时把握新冠肺炎疫情下的员工心理状况，开通防疫心理咨询AI机器人、24小时心理咨询热线，开展心理专家辅导讲座，发布心理微课，积极做好员工“三级心理防护”，通过线上线下提供心理关爱服务6万余人次，有效缓解了员工疫情期间的心理压力。

By strictly implementing the Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases (《中华人民共和国职业病防治法》), the Company improves labor safety and health conditions, and implements labor protection as well as special protection for employees engaging in special types of work and female employees. The Company continues to do well in occupational health and environmental protection; researches, introduces, and uses green and low-carbon recycling production technologies and processes; implements dust and poison control in the workplace according to national labor and health standards, particularly strengthening the prevention and control of dust hazards in tunnels, underground projects, and industrial manufacturing sites; resolutely puts an end to pneumoconiosis among front-line workers; and pushes forward green development.

The Company ensures that all employees undergo at least one physical examination a year while continuing to improve examination standards and quality. The Company promotes the application of big data technologies in the analysis and evaluation of the physical examinations, and implements effective prevention of group and universal problems. Through support by other companies and voluntary self-selection by employees, the Company provides 85,000 employees and their families with RMB6.82 billion insurance for major diseases, accidents, the COVID-19 and travel, and provides 74 employees with RMB1.12 million for claims, which effectively strengthens employees' ability to resist major diseases and accidents.

The Company popularizes the implementation of the employee health care plan, strengthens the construction of the team of internal specialists, guides qualified project departments to actively build employees' mental stations, and sets up exclusive spaces and facilities such as psychological consultation rooms, relaxation rooms, gyms, and physical examination instruments. By relying on psychological consultation, employee assistance program (EAP) and health management technologies, the Company provides counseling assistance to employees in terms of psychological health, career development, interpersonal relationship, marriage and family, stress management, and disaster response, to effectively boost the physical and psychological health of employees. In particular, the Company understands the psychological status of employees in time during the outbreak of the COVID-19, makes the AI robots available for psychological counseling about the pandemic prevention, enables the 24-hour psychological counseling hotline, provides counseling lectures with the help of psychological experts, provides psychological micro-classes, and actively does a good job of "three-level psychological protection" for employees. The Company provides psychological care services, both online and offline, to more than 60,000 employees, effectively alleviating the psychological pressure of employees during the pandemic.



● 中铁上海局三公司宁阳项目开展迎新春砸金蛋活动  
Third Engineering Co., Ltd. of Shanghai Civil Engineering Group Co., Ltd. of CREC carries out the activity of smashing golden eggs for the Ningyang project during the Chinese New Year



● 中铁四局昌景黄高铁建设项目百对新人集体婚礼  
Hundreds of couples hold a group wedding at the construction site of the Nanchang-Jingdezhen-Huangshan High-speed Railway undertaken by China Railway No. 4 Engineering



## 保障工作与生活平衡

### Work-life balance guarantee

公司严格遵守国家劳动相关法律法规，认真执行《职工带薪年休假条例》及其他各类假期规定，员工依法享受年休假、病假、婚假、丧假等权利。针对生产经营特别是一线项目部实际，采取轮休、调休、反探亲、发放补贴、重大节日延长放假时间等灵活多样的形式和措施，统筹安排员工休息休假，实行休假天数通报和年度清算制度。修订境外员工休假管理指导意见，保障境外员工休假权益。依法合规加强工时管理，对符合条件条件的岗位申请实行特殊工时制度，切实维护劳动者权益。

加强以“工地文化、工地生活、工地卫生”为基础的“三工”建设，开展项目部“幸福之家十个一工程”创建活动，落实“幸福之家”建设资金，在美化劳动工作环境、搭建建功立业平台、丰富工地文化生活、关爱员工身心健康、维护员工合法权益、构筑员工精神家园等多方面改善一线员工的工作环境和生活水平。组建了文学、书法、摄影、漫画、桥牌、乒乓球、新媒体等七大职工兴趣协会。全公司有8个职工文化作品在全国、全路比赛中获奖，有2人荣获全国铁路“才艺之星”称号。

The Company strictly abides by related national labor laws and regulations, and earnestly implements the Regulation on Paid Annual Leave for Employees 《职工带薪年休假条例》 and various other vacation regulations. Pursuant to these laws and regulations, employees are entitled to the annual leave, sick leave, marriage leave, funeral leave and other rights. With regard to production and operation, particularly the actual situation of front-line project departments, the Company makes an overall plan for employees' rest and vacation by adopting flexible and diverse forms and measures, such as having holidays by turns, having holidays for working an extra shift, leaving home to visit the workers, granting subsidies, and extending vacation time on major festivals. The Company also implements the system of notifying the number of vacation days and performing the annual settlement. The Company revises the guidelines for vacation management of overseas employees to protect their vacation rights. The Company strengthens the management of working hours according to laws and regulations, and applies for implementing a special working hour system for posts satisfying the prescribed conditions, to earnestly safeguard the rights and interests of employees.

The Company strengthens the “three-site” construction of “site culture, site life, and site hygiene”, carries out the activity of creating “a happy family through 11 projects”, and puts the funds for creating “a happy family” into use. The Company works to improve the working environment and living standards of front-line employees from various aspects including beautifying the working environment, building a platform for making achievements, enriching the cultural life of the construction site, caring for the physical and psychological health of employees, safeguarding the legitimate rights and interests of employees, and building a spiritual home for employees. The Company establishes seven major interest associations for employees, including literature, calligraphy, photography, comics, bridge, table tennis, and new media. The cultural works of eight employees of the Company have won prizes in national competitions and competitions in the railway industry, and 2 employees have won the title of “Talent Star” in the railway industry nationwide.

### 案例 Case 1

2020年夏，公司部分工程项目部遭受了洪涝灾害，职工生产生活和财产造成了较大损失，公司工会及时下拨了专项“三工”建设经费和职工慰问费455万元，为一线员工安心生产生活提供了保障。

In the summer of 2020, some of the Company's engineering project departments suffered floods, and employees bore losses in the production, living and properties consequently. The Company's labor union promptly allocated a portion of funds from the special “three-site” construction funds as well as employee condolence funds, totaling RMB4.55 million, to guarantee the production and life for front-line employees.



## 案例 Case 2

联合广东省总开展了粤港澳大湾区中铁杯书画摄影大赛，组队参加首届中国职工桥牌锦标赛、铁路全民健身摄影视频作品评选活动等，在线征集抗疫优秀书画、摄影、文学作品1,000多个，推出34期“最美逆行人”防疫事迹展播，丰富了职工业余生活。

The Company and the Guangdong-Hong Kong-Macao Greater Bay Area held a “CREC Cup” calligraphy and painting photography contest, and the Company teamed up with other companies to participate in the first Chinese workers bridge championship, the activity of appraising and electing photography and video works themed national fitness, and other activities. The Company selected more than 1,000 excellent calligraphy, photography and literary works on the anti-pandemic topic online, and showed 34 episodes of the anti-pandemic deeds of the “Most Beautiful Persons Advancing in Adversity”. These activities enriched the extracurricular life of employees.



公司EAP团体心理辅导走进中老铁路  
The Company's EAP group provides psychological counselling to those involved in the China-Laos Railway



## 保障员工健康与安全 Employee Health and Safety Protection

一直以来，公司高度重视员工的健康与安全，我们严格遵守《中华人民共和国安全生产法》《中华人民共和国职业病防治法》《中华人民共和国消防法》及《工伤保险条例》等相关法律法规和运营所在地所在国的其它对公司员工健康与安全有重大影响的法律法规，努力为员工提供健康安全的工作环境。上述法律法规旨在保障员工生产作业中的健康与安全，减少工伤事故，保护劳动者的合法权益。中国中铁作为工程施工类企业，保证安全生产、降低工伤事故是公司最为关注的领域之一，我们认为在生产运营中严格遵守法律法规对公司可持续发展至关重要，并不断在此领域强化管理。

2020年，公司坚持生命至上、安全第一，树牢安全发展理念，强化红线意识和底线思维，始终把员工的生命安全和身体健康放在第一位，继续推动“管”“监”系统责任落实，策划实施安全生产专项整治三年行动，部署新时期安全生产“2468”管理要点，持续强化安全生产管控，全面加强和规范安全生产教育培训，严格落实安全生产述职机制，促进自控体系有效运行。

新冠肺炎疫情爆发后，公司遵照政府工作要求，迅速作出总体安排，逐级成立疫情工作领导小组，七次召开会议专题研究部署境内外疫情防控、复工复产工作，全公司在较短时间内就形成疫情防控、复工复产两兼顾的良好局面。2020年，全公司无新冠肺炎疫情死亡病例，无复工复产引起的疫情输入和聚集性传染事件。中国中铁分布在90多个国家和地区的600余个机构和项目、近5,200名中方员工，无一例因疫病亡，重点项目无一停工。

All along, the Company attaches great importance to the health and safety of employees. We strictly abide by the relevant laws and regulations, such as the Production Safety Law of the People's Republic of China (《中华人民共和国安全生产法》), the Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases (《中华人民共和国职业病防治法》), the Fire Control Law of the People's Republic of China (《中华人民共和国消防法》) and the Regulation on Work-Related Injury Insurances (《工伤保险条例》) as well as other laws and regulations that have a material effect on employees' health and safety of countries where the Company carries out operations, and strive to provide employees with a healthy and safe working environment. Such laws and regulations aim to safeguard employees' health and safety during production operation, reduce work-related injuries and protect labor rights. Production safety and reduction of industrial accidents are one of the major concerns of CREC that engages in engineering construction. We consider that strictly abiding by the laws and regulations during production and operation is utterly important for the Company's sustainable development and thus continue to intensify management in this area.

In 2020, CREC adhered to the policy of supremacy of life and safety first. Bearing in mind the safe development philosophy, the Company strengthened red line awareness and bottom-line thinking. Giving top priority to the life safety and physical health of employees, the Company continued to promote the fulfillment of "management" and "supervision" responsibilities. The Company planned to launch a three-year plan for making special rectifications relating to safe production, and specified the "2468" management keypoints for safe production in the new era. At the same time, the Company continued to strengthen management and control of safe production, comprehensively strengthened and standardized safe production education and training, put in place the mechanism of safe production reporting, and promoted the effective operation of the automatic control system.

After the outbreak of the COVID-19, the Company quickly made overall arrangements as required by the government, and established leading groups responsible for the pandemic-related work level by level. The Company also held seven meetings to carry out a topic research on the pandemic and made plans for domestic and foreign pandemic prevention and control as well as work and production resumption. In a short time, the Company found a compromise between pandemic prevention and control and work and production resumption. In 2020, there were no deaths from the COVID-19 in the Company, no pandemic inputs from work and production resumption, or infections from public gatherings. None of the approximately 5,200 Chinese employees involved in more than 600 institutions and projects of CREC in 84 countries and regions died from the pandemic, and none of the key projects were suspended.



## 安全生产

### Safe production

公司始终将“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。我们从落实安全责任、完善安全管理体系、强化安全施工管理、加强安全设备保障、开展安全教育培训五个方面，全方位强化安全生产，保障员工工作安全。

公司制定了项目“零事故、零伤害”和企业本质安全的长远目标，认真落实《安全生产管理“十三五”规划》，制定了《2020年安全生产、工程质量、环境保护和职业健康监督管理工作要点》，明确了全年工作思路和工作目标，并开展落实。公司安全生产管理情况与高管薪酬挂钩，是国务院国资委对公司年度业绩考核和公司主要负责人任期考核的重要内容。2020年，公司进一步加大安全生产管控力度，全年未发生重大及以上安全生产事故，较大安全事故件数、责任事故件数均低于上级考核指标，确保了疫情重大节假日期间安全生产无事故，实现了安全质量稳定可控的奋斗目标。在承包商安全生产管理方面，公司对劳务（专业）承包商实施负面清单管理。公司在评标过程中，要对投标方的安全生产管理能力进行明确评估。

CREC always regards “to maintain the stable condition of safe production, to provide the society with safe and good-quality architectural products, to provide the public with a pleasant environment, and to create safe and health working conditions for the staff” as an important aspect of its social responsibility. We strengthen safe production and ensure the safety of employees in the following five aspects: implementing safety responsibility, improving safety management system, strengthening safety construction management, strengthening safety equipment protection and carrying out safety education and training.

The Company has set the long-term goals of “zero accident and zero injury” for projects and essential safety for itself, and has conscientiously implemented the “13th Five-Year Plan” for Management of Safe Production (《安全生产管理“十三五”规划》), and formulated the Safe Production, Engineering Quality, Environmental Protection and Occupational Health in 2020 Supervision Management Essentials (《2020年安全生产、工程质量、环境保护和职业健康监督管理工作要点》). The Company defined and implemented the work ideas and objectives for the whole year. The Company’s safe production management is linked to the remuneration of senior management, which is an important part of the SASAC’s appraisal of the Company’s annual performance as well as the evaluation of term of office of the Company’s major responsible persons. In 2020, the Company further strengthened the management and control of safe production. There were no major or serious safe production accidents throughout the year, and the number of relatively major safety accidents and liability accidents were below the superior assessment indicators. The Company ensured that no safe production accidents happened during the pandemic and major holidays and vacations, and achieved the goal of safe, high-quality, stable and controllable production. In terms of contractor safety management, the Company implemented negative list management for labor (professional) contractors. In bid evaluation, the Company evaluated the capabilities of bidders of managing safe production.



## 落实安全责任

### Implementing safety responsibility

公司设有安全生产（质量）委员会，统筹负责公司安全生产各项工作。委员会设主任2名，由股份公司党委书记、董事长，股份公司总裁担任；设副主任1名，由分管安全质量的副总裁担任；委员若干名，包含股份公司领导班子其他成员和高管、安全生产总监（高管）、高级专家、总部相关部门负责人。从公司总部到项目部，各级组织都设有安全生产总监和安全生产监督部门。

为进一步强化主体责任落实，完善管理体系，夯实管理基础，先后出台了《进一步落实安全生产“管”“监”责任暨构建风险和隐患双重预防长效机制》的通知；印发了《安全生产专项整治三年行动计划实施方案》《中国中铁新时期安全生产“2468”管理要点》，配套编制了2468管理要点100题问答手册和宣传海报；发布了《中国中铁总部安全生产责任制》《关于进一步明确企业主要负责人安全生产责任的通知》《关于进一步明确项目经理安全质量责任的通知》《中国中铁因质量安全、环境保护与职业健康事件被限制市场准入责任追究办法》等规范性文件；修订了《中国中铁防范惯性事故强化技术及管理交底刚性要求》《安全质量、生态环境事故（事件）应急预案》；印发了年度工作要点、起重吊装专项整治、重点时段安全检查、“安全月”“质量月”、50作业岗位员工安全卡控等40余份业务管理文件、电报及作业指导手册。

The Company has a safe production (quality) committee, which is responsible for all aspects of the Company's safe production. The committee has 2 directors who are the Company's Party Secretary and chairman, and the president of a joint-stock company; 1 deputy director who is the vice president in charge of safety and quality; several members who are the members of the joint-stock company's leadership team and senior management, safety production directors (senior executives), senior experts, and head of relevant departments at headquarters. From the Company's headquarters to the project department, organizations at all levels have safety production directors and production safety supervision departments.

In order to further strengthen the fulfillment of main responsibilities, perfect the management system, and consolidate the management foundation, the Company has published the notice of Further Fulfilling the "Management" and "Supervision" Responsibilities of Safe Production and Establishing a Long-term Mechanism for Double Prevention of Risks and Hidden Dangers 《进一步落实安全生产“管”“监”责任暨构建风险和隐患双重预防长效机制》; issued the Implementation Plan of the Three-Year Action Plan for the Special Rectification of Safe Production 《安全生产专项整治三年行动计划实施方案》 and CREC's "2468" Management Keypoints for Safe Production in the New Era 《中国中铁新时期安全生产“2468”管理要点》, and prepared the 100-question carritch and promotional posters for the 2468 management keypoints as supporting measures; issued normative documents including the Safe Production Responsibility System for CREC Headquarters 《中国中铁总部安全生产责任制》, the Notice on Further Clarifying the Safe Production Responsibilities of the Main Persons in Charge of Enterprises 《关于进一步明确企业主要负责人安全生产责任的通知》, the Notice on Further Clarifying the Safety and Quality Responsibilities of Project Managers 《关于进一步明确项目经理安全质量责任的通知》, and the Measures for Accountability for Restricted Market Access of CREC due to Quality Safety, Environmental Protection and Occupational Health Incidents 《中国中铁因质量安全、环境保护与职业健康事件被限制市场准入责任追究办法》; revised the Rigid Requirements for CREC Preventing Inertial Accidents and Strengthening Technology and Management Disclosures 《中国中铁防范惯性事故强化技术及管理交底刚性要求》 and the Emergency Plan for Safety Quality, Ecological and Environmental Incidents (Events) 《安全质量、生态环境事故(事件)应急预案》; and issued more than 40 business management documents, telegrams and operation instruction manuals covering annual work points, special rectification of hoisting, safety inspections at key periods, "safety months", "quality months", and control of safety of employees taking up 50 posts.



2020年，公司执行落实《关于建立安全生产述职机制的通知》，进一步完善企业安全生产考核评价体系，督促安全生产第一责任人和分管负责人履职尽责。同时，公司落实开展为期三年的安全生产责任“落实年”活动，通过开展安全生产“管”“监”责任大宣贯大培训活动、安全生产“管”“监”责任落实专项检查活动、筑牢安全生产管理基础专项行动、生产安全惯性事故防控专项行动、本质安全保障能力提升行动等五大主题活动，进一步推动安全生产“管”“监”系统责任落实，不断提升企业和项目本质安全保障能力。

2020年，虽受疫情影响，公司仍坚持组织开展了安全生产集中整治、专项整治、防洪防汛安全生产大检查、起重吊装专项整治、岁末年初安全质量检查等检查6次，涉及30家二级公司承建的118个项目。检查及整改资料已闭合存档，确保全公司安全生产形势持续稳定。

In 2020, the Company enforced the Notice on Establishing a Mechanism of Safe Production Reporting (《关于建立安全生产述职机制的通知》) to further improve the Company's safe production assessment and evaluation system, and urged the persons chiefly in charge of safe production and other persons in charge of safe production to fulfill their duties with due diligence. At the same time, the Company implemented a three-year "implementation year" activity, to fulfill safe production responsibilities. The Company further promoted the fulfillment of "management" and "supervision" responsibilities of safe production and continuously improved the intrinsic safety guarantee capabilities for itself and projects by carrying out five theme activities. These theme activities included the major publicity and training of the "management" and "supervision" responsibilities of safe production, the special inspection of the fulfillment of "management" and "supervision" responsibilities of safe production, special action to strengthen the foundation of safe production management, special action to prevent and control inertial production safety accidents, and action to enhance intrinsic safety guarantee capabilities.

In 2020, in spite of the pandemic, the Company continued to organize and carry out 6 inspections including centralized rectification of safe production, special rectification, major inspection of flood control and safe production, special rectification of hoisting, and safety and quality inspection at the end of the year. The inspections involved 118 projects undertaken by 30 secondary companies. The inspection and rectification materials were archived. The inspections guaranteed the continued stability of the Company's safe production.



## 完善安全管理体系

### Improving safety management system

为提升企业安全工作保障能力，提出了新时期落实企业主体责任的2468管理要点，即落实“两个”责任、推进“四化”建设、健全“六大”体系、强化“八个”到位，科学阐述建筑企业安全管理的多层面、多领域、全要素管理内容、要求和作用。

公司深入贯彻《中共中央国务院关于推进安全生产领域改革发展的意见》，认真落实GB/T28001标准，把生产要素系统（组织指挥、技术保障、资源配置）的常态管控作为安全生产的基础，采取有效措施，加强安全生产的源头管控和预防预控。同时，公司运用顶层设计、制度建立、监督检查等手段对安全生产情况进行纠偏，建立起层层预防、纠偏补充的多重保障体系，真正形成安全生产的长效机制，提高企业和项目本质安全保障能力。

2020年，公司全面强化安全生产风险分级管控，针对安全风险辨识评估清单，明确各层级安全风险管控等级、范围、重点和责任人，明确落实每一处重大安全风险和重大危险源的安全管理与监管责任，严格落实风险控制方案和措施，强化风险管控技术、制度的刚性落实与执行。

In order to improve the capability of ensuring safe production, the Company puts forward 2,468 management keypoints for implementing its main responsibilities in the new era, namely fulfilling the “two” responsibilities, advancing the “four modernizations”, improving the “six major” systems, and strengthening the “eight” implementations. The management keypoints scientifically elaborate the multi-level, multi-field and total-factor management content, requirements and functions of safety management of construction enterprises.

The Company thoroughly implements the Opinions of the CPC Central Committee and the State Council on Advancing the Reform and Development of the Work Safety Field (《中共中央国务院关于推进安全生产领域改革发展的意见》), and earnestly implements the GB/T28001 standard. By taking the normal control of the production factor system (organizational command, technical support, and resource allocation) as the basis for safe production, the Company adopts effective measures to strengthen the safe production at the source. At the same time, the Company rectifies production safety by adopting top-level design, system establishment, supervision and inspection and other measures, establishes a multi-level protection system of prevention, rectification and supplementation, and truly forms a long-term mechanism for safe production, to enhance intrinsic safety guarantee capabilities for itself and projects.

In 2020, the Company strengthened the tiered control of safe production risks in an all-round way. Based on the list of identification and evaluation of safety risks, the Company identified the control level, scope, priorities and persons in charge of safety risks at each layer, and implemented safety management and supervision responsibilities for every major safety risk and major hazard source. The Company strictly implemented risk control plans and measures, and strengthened the rigid implementation of risk control technologies and systems.



公司在重要时间节点，采用作业条件危险性评价法(LEC)、专家调查法、是非判断法、安全检查表分析等方法，开展全方位、全流程的风险辨识评估，并通过安全教育培训、技术交底、更新公示等方式将风险源和管控措施告知从业人员。把风险辨识评估、分级、管控等内容作为项目安全策划的重要组成部分。

在应急管理方面，公司制定了《安全质量、生态环境及灾害事故（事件）应急预案》，采用桌面演练、功能演练和全面演练三种方式进行应急演练。2020年6月“安全生产月”期间，公司广泛组织开展了应急演练活动。

At important time nodes, the Company adopts LEC, expert investigation method, right and wrong judgment method, safety check list analysis and other methods to carry out omni-directional and full-process risk identification and evaluation, and to inform employees of risk sources and control measures by means of safety education and training, technical disclosure, update and publicity, etc. The Company regards risk identification, evaluation, ranking, and control as an important part of project safety planning.

In terms of emergency management, the Company formulates the Emergency Plan for Safety, Quality, Ecological Environment and Disaster Accidents (Events) (《安全质量、生态环境及灾害事故（事件）应急预案》) and carries out three kinds of emergency drills, namely desktop drills, functional drills, and comprehensive drills. During the “Safe Production Month” in June 2020, the Company extensively organized emergency drills.

## 案例 Case 1

2020年，中国中铁昆明救援队、贵阳救援队接国家安全生产应急救援中心指令，成功实施了两次事故救援，搜救遇险人员13人。2020年，各单位积极参加路内及地方救援行动，特别是在全国百年未见的全疆域突出汛情状态下，关键时刻冲在前、困难面前勇担当，保障了人民生命与财产安全，得到地方政府和建设单位的嘉奖、表扬以及社会各界好评。

In 2020, under the instructions of the National Workplace Emergency Management Center, CREC's Kunming rescue team and Guiyang rescue team provided assistance in handling two accidents, and searched and rescued 13 people in emergency. In 2020, all subordinate units actively participated in rescue operations within the scope of CREC and local rescue operations. In particular, facing the prominent flood not seen for a hundred years across the country, the Company came out ahead and courageously shouldered responsibilities at the critical moment, to guarantee the safety of people's lives and properties, and thus got praises from local governments, construction units and all sectors of society.





## 强化安全施工管理

### Strengthening safe construction management

公司加强施工技术管理工作，与施工企业签订《安全质量责任书》，推进科学施工，持续优化策划，合理安排资源配置，坚决杜绝盲目赶工期、抢进度，做到手续不齐全不施工、地质条件不清楚不施工、安全措施不落实不施工、人员培训不到位不施工、隐患不排除不施工。项目过程中，随时做好施工图审核与勘探设计复核工作，对实际地质与设计图纸不符等问题要及时向设计方及业主方反馈，及时落实变更方案，排除重大安全质量隐患。

The Company strengthens the construction technology management, enters into the Safety and Quality Responsibility Letter with the construction enterprise, promotes scientific construction, continuously optimizes planning, rationally arranges resource allocation, and resolutely avoids blindly meeting tight deadlines, to see that no construction is carried out without complete formalities, clear geological conditions, safety measures, well-trained personnel, and the elimination of hidden dangers. During the course of the project, the Company is ready to review the construction drawings and the exploration design at any time. In the event of discrepancies between the actual geology and the design drawings, the Company shall promptly feed back to the designer and the owner and implement the change plan in time, to eliminate major safety and quality risks.

## 加强安全设备保障

### Strengthening security equipment protection

公司进一步加强安全生产关键技术装备的研发推广力度，推动信息化、机械化、智能化技术和装备在危险工艺和关键环节上的应用，加强现代信息技术与安全生产的深度融合和推广应用。

The Company further strengthens the research and development and promotion of key technologies and equipment for safe production, promotes the application of informatization, mechanization, intelligent technology and equipment in dangerous processes and key aspects, and strengthens the further integration and promotion of modern information technology and safety production.

## 案例 Case 1

在北京丰台站建设中，公司运用BIM技术提高既有线施工安全系数。基于BIM模型建设，对现场构筑物、既有线路、接触网等位置，脚手架、模板搭设，大型机械布置和工作范围等进行分析，通过可视化模拟和碰撞检查，评估施工进度中工作空间的可用性和安全性，预估施工现场安全事故发生的概率和程度，提前作出规避或预防方案，有效地提高工作效率，排除安全隐患。

In the construction of Beijing Fengtai Station, the Company used the BIM technology to improve the safety factor of existing cable construction. Based on BIM construction, analysis of on-site structures, existing lines, contact nets, etc., scaffolding, formwork erection, large-scale mechanical layout and working range, etc., was conducted. Through visual simulation and collision inspection, the availability and safety of the working space in the construction were evaluated, the probability and degree of accidents at the construction site were predicated, and evasion or prevention plans were formulated in advance, to effectively improve work efficiency and eliminate potential safety hazards.



## 开展安全教育培训

### Carrying out safety education and training

公司不断完善项目安全教育培训体系，持续推广应用安全教育培训微课堂，编写和补充质量通病预防课件，利用多媒体安全培训工具箱对现场作业人员进行培训，实现安全教育培训的趣味化、信息化、系统化和规范化以及培训内容的多样化、专业化。2020年，公司举办了第二期安全生产高级人员培训班，共153人参加了集中封闭培训。培训期间，陈云董事长到校看望了学员，与学员进行座谈并对参训的安全生产“关键少数”提出了安全工作“四个要”的要求。年内，公司还举办了盾构管理及操作人员安全培训，注册安全工程师继续教育、“三类人员”考核续期等6期培训班，约5,900余人参训。

The Company continuously improves the education and training system for project safety, continuously promotes the application of safety education training micro-classes, prepares and supplements the courseware on the prevention of common quality problems, and uses multimedia safety training toolbox to train field operators to realize the fun, informatization, systematization and standardization as well as diversification and specialization of training. In 2020, the Company provided the second training course on safe production for senior personnel. A total of 153 people participated in the centralized closed training. During the training, Chairman Chen Yun called on the trainees, had a discussion with them, and proposed “four essentials” of safe production for the “key minority” of the trainees who received the training. During the year, the Company also held six training classes involving various topics such as shield management and operator safety, continuing education for registered safety engineers, and renewal of the assessment period of “three types of personnel”. About 5,900 people received the training courses.



中国中铁2020年度安全生产高级管理人员培训班  
CREC's 2020 annual training course for senior management involved in safe production

## 职业健康

### Occupational health

公司严格遵循《中华人民共和国安全生产法》《中华人民共和国职业病防治法》等法律法规。2020年，公司下发《关于进一步加强职业健康工作的通知》，并落实建设项目职业病危害预评价、全员职业健康教育培训、职业危害因素告知、完善健康体检档案、配备合格劳动保护用品、加强过程监督检查等工作。

公司加强职业病危害申报、监测、告知和警示工作，按照国家“职业病危害因素分类目录（2015年）”所列职业病的危害因素进行识别，及时、如实向项目所在地或公司注册地卫生行政主管部门主动申报并接受监督。公司坚持每年对职业病危害因素进行检测，每三年进行一次职业病危害评价。2020年，公司未发生职业病事件。

The Company strictly abides by laws and regulations such as the Production Safety Law of the People's Republic of China (《中华人民共和国安全生产法》) and the Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases (《中华人民共和国职业病防治法》). In 2020, the Company issued the Notice on Further Strengthening Occupational Health (《关于进一步加强职业健康工作的通知》) and implemented the pre-assessment of occupational disease hazards for all construction projects, occupational health education and training for all employees, notification of occupational hazard factors, improvement of health examination files, provision of qualified labor protection supplies and strengthening of process supervision and inspection.

The Company strengthens the declaration, monitoring, notification and warning of occupational disease hazards, identifies them according to the Catalogue of Categorized Occupational Disease Hazard Factors (2015), promptly and truthfully reports to the competent public health authority at the location of projects or the Company's registration and accepts the supervision. The Company insists on the detection of occupational disease hazards every year and the evaluation of occupational hazards every three years. In 2020, there were no occupational disease incidents in the Company.



## 承包商劳工管理

### Labor management of contractors

公司把承包商的劳工管理作为准入条件，并作为评价要素纳入对承包商的日常评价和年度评价。公司与承包商签订的合同明确了劳务安全与劳工权益等条款，要求劳务承包商依照公司要求，落实安全生产与职业健康保障措施，为劳工提供安全就业环境和生产条件。公司为劳工提供工伤保险和意外伤害保险，定期对劳工开展安全卫生教育，最大限度地减少安全事故与职业危害。

公司下发《加强境外安全生产管理工作的通知》，要求把包括承包商员工在内的境外全体员工的安全放在首位，把境外单位统一纳入企业安全生产管理体系，并结合项目所在国有关规定设置安全生产专职机构，配置安全生产监管人员。公司提出了制定境外安全生产发展规划、加强境外项目安全生产管控、强化安全生产标准化管理、运用安全信息化技术、保障安全投入、加强安全培训、开展风险管控和隐患排查、提升应急处置能力、依规应对安全事故等9项加强境外安全生产的举措。

The Company regards the labor management of contractors as an entry condition and includes it as an evaluation element in the daily evaluation and annual evaluation of contractors. The contract entered into between the Company and contractors clarify the labor safety and labor rights and other provisions, requiring the labor contractors to implement measures of safety production and occupational health protection as required by the Company, to provide laborers with a safe employment environment and production conditions. The Company provides workers with work injury insurance and accident insurance, and regularly conducts safety and health education for workers to minimize safety accidents and occupational hazards.

The Company issued the Notice on Strengthening Management of Overseas Safety Production (《加强境外安全生产管理工作的通知》), which requires that the safety of all overseas employees, including contractor employees, be given the highest priority, and that overseas units be integrated into the enterprise's safe production management system, a production safety special institution be set up, and personnel in charge of safe production supervision be assigned according to the relevant regulations of the countries where projects are located. The Company has put forward 9 measures to strengthen overseas safe production, such as formulating overseas production safety development plans, strengthening production safety management and control of overseas projects, strengthening production safety standardization management, applying safety information technology, ensuring safety operation, strengthening safety training, carrying out risk control and hidden danger investigation, improving emergency handling capacity, and dealing with safety accidents in accordance with regulations.



## 关注员工成长与发展

### Focusing on the Growth and Development of Employees

公司大力实施“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，积极构建以品德、业绩和贡献为主的分类考核评价体系。进一步规范了动议、推荐、考察、决定等员工晋升程序。公司从组织员工培训、职业技能评选、鼓励资格认证三个方面为员工的职业成长与发展提供系统地支持。

#### 组织员工培训

##### Organizing employee training

2020年，公司持续加强实施“大规模培训员工、大幅度提高素质”工程，不断加大员工培训力度。持续优化“补钙、筑基、提能”三位一体培训体系，对150多名重点干部进行了培训。加强重点培训班次的优化创新，举办了首期中青年干部培训班和首批次2期总部青年员工素质提升班，加强人才培训的针对性和实效性。技能人才培训持续加强，累计举办高技能人才培训7班次培训479人，施工现场专业人员培训92班次培训6122人。此外，继续统筹做好国际化人才、内训师以及各类专业人才的培训培养工作。全年，公司及所属企业共培训各级各类人才近50万人次，有力促进了员工队伍能力素质提升。

The Company vigorously implements the strategy of “strengthening the enterprise with talents”, regards human resources as its first resource, and strives to give priority to the development of human resources, the adjustment of the talent structure, the guarantee of talent input, and the innovation of the talent system. The Company also actively builds a classification assessment system based on morality, performance and contribution to further standardize employee promotion procedures such as motions, recommendations, inspections and decisions. The Company provides systematic support for employees’ career growth and development from three aspects: organizing employee training, appraisal and selection based on vocational skills, and encouraging qualification certification.

In 2020, the Company continued to strengthen the implementation of the project of “training employees on a large scale and greatly improving quality”, and to reinforce employee training. The Company also continued to optimize the trinity training system of “calcium supplementation, foundation building, and capability improvement”, and trained more than 150 key cadres. The Company strengthened the optimization and innovation of key training classes, and held the first training class for young and middle-aged cadres and the first batch of 2 training classes for enhancing the quality of young employees at the headquarters, to make talent training more targeted and effective. The Company continued to strengthen skilled personnel training. It held a total of 7 training classes for high-skilled personnel, involving 479 trainees, and 92 training classes for construction site professionals, involving 6,122 trainees. In addition, the Company continued to coordinate the training and cultivation of international talents, internal trainers, and various professionals. Throughout the year, the Company and its owned companies trained nearly 500,000 talents of various types at all levels, effectively promoting the improvement of employee competence and quality.



组织员工学习  
A learning session for employees



中铁四局员工健康关爱工作健康讲座  
Lectures on health care and work health for employees of China Railway No. 4 Engineering

## 职业技能评选

### Appraising and selecting vocational skills

2020年，公司举办了焊工和建筑信息模型技术员两项国家级二类大赛，举办各类培训、比武、练兵800多场次，12,000多人参与，提升了技术技能人才队伍的整体素质水平。

2020年，公司选拔推荐中华技能大奖1名，全国技术能手9名和全国青年岗位能手6名；在全国14个省市共获得省部级以上技能类奖项61项，展示了中国中铁优秀技能人才的风采，弘扬了企业员工的劳动精神和工匠精神。



中国中铁第三届职业技能竞赛暨第二届“卓越杯”BIM大赛技能赛开幕  
Opening ceremony of CREC's 3rd vocational skills competition and the 2nd "Excellence Cup" BIM skills competition

In 2020, the Company held two national second-class competitions for welders and BIM technicians. The Company also held more than 800 diversified trainings, competitions in martial skills, and military trainings, with more than 12,000 participants. The competitions and trainings enhanced the overall quality of the team of technical and skilled personnel.

In 2020, the Company selected and recommended 1 candidate for the Grand Skill Award of China, 9 candidates for the National Technical Expert award, and 6 candidates for the National Youth Position Expert (全国青年岗位能手) award. The Company won 61 skill awards above the provincial and ministerial level in 14 provinces and cities across the country. These awards demonstrate the elegant demeanour of CREC's excellent skilled personnel and carry forward the labor spirit and craftsman spirit of the employees.



中铁上海局一公司开展技术人员现场培训  
First Engineering Co., Ltd. of Shanghai Civil Engineering Co., Ltd. of CREC carries out on-site training for technical personnel

## 鼓励资格认证

### Encouraging qualification certification

公司鼓励员工进行相关资格认证，并设有工程、会计、经济、政工多个系列的专业职务人员晋升评审委员会，按照公司有关规定对申报上述系列高级专业技术职务人员进行资格评审。2020年，公司认真组织开展高级职称评审，评审通过高级职称5223人。

公司认真落实人才强企战略，按照“提素质、拓渠道、增待遇、强管理、树形象”五位一体的系统管理思路，努力培养建设一支规模适度、结构合理、素质优良、技艺精湛的技能人才队伍。2020年评定工匠技师4人、特级技师82人、高级技师436人以及技师1417人，高水平技能人才数量不断增加，质量稳步提升。

The Company encourages employees to apply for related qualification certification. The Company sets up promotion review committees for personnel taking up professional and technical posts in engineering, accounting, economics and political work, etc., and evaluates qualifications of the personnel applying for the above professional and technical posts in accordance with the Company's relevant regulations. In 2020, the Company earnestly organized the evaluation of senior professional titles, and 5,223 employees passed the evaluation.

The Company earnestly implements the strategy of strengthening the enterprise with talents, and following the five-sphere management thinking of "improving quality, expanding channels, increasing remuneration, strengthening management, and establishing image", the Company strives to build a team that is appropriate in scale and reasonably structured and that boasts high-quality skilled personnel with exquisite craftsmanship. In 2020, the Company appraised 4 craftsman technicians, 82 special technicians, 436 senior technicians, and 1,417 technicians. The number of highly skilled personnel is on the rise and their quality is steadily improving.

## 产品责任 Product responsibility

中国中铁秉承“不断增强企业核心优势，发挥龙头企业示范带动作用，做中国建筑行业的领跑者；走全球发展道路，提升企业国际影响力，建设具有全球竞争力的世界一流综合性建筑产业集团”的企业愿景，已发展成为集勘察设计、施工安装、工业制造、房地产开发、资源矿产、金融投资和其他业务于一体的特大型企业集团，公司致力于奉献精品工程、精良产品和精益服务，目前工程项目遍布中国除台湾省以外的各省市自治区以及全球90多个国家和地区。

## 产品质量保证 Product quality assurance

公司秉承“百年大计，质量第一”的方针，按照“政府监督、社会监理、企业自控、用户评价”的工程质量监督管理模式，建立健全工程质量保证体系与组织体系。在质量管理方面，公司认真贯彻实施ISO9000体系标准和《质量管理体系文件》《质量程序文件》《工程质量监督管理办法》等文件办法。此等标准和文件的实施对于中国中铁确保工程品质和工程质量具有重要指导意义。强化施工过程管控，加强施工过程中的自检、互检和交接检验工作，以确保施工工程质量始终处于受控状态，从而使工程质量达到有关规范、标准和合同要求。

公司全面开展质量安全通病预防及整治工作。对在建工程施工质量通病进行排查整治，发现问题和隐患要迅速按照定人、定期、定岗、定责、定点的“五定”原则整改，重大隐患及时上报，及时处置，坚决将工程质量隐患消灭在开通运营之前。

Adhering to the vision of “continuously strengthening the core advantages of enterprises, giving play to the leading role of leading enterprises, and being a leader in the Chinese construction industry; taking a global development path, enhancing the Company’s international influence, and building a world-class comprehensive construction industry group with global competitiveness”, has developed into a large-scale enterprise group integrating survey and design, construction and installation, industrial manufacturing, real estate development, resources and minerals, financial investment and other businesses. The Company is committed to dedicating high-quality engineering, excellent products and lean services. The Company’s current engineering projects cover all provinces, municipalities and autonomous regions in China except Taiwan province, and more than 90 countries and regions around the world.

Following the “hundred-year plan with quality priority” policy and based on the project quality supervision and management model of “government supervision, social supervision, enterprise self-control and user evaluation”, the Company establishes and improves the project quality assurance system and organizational system. In terms of quality management, the Company conscientiously implements ISO9000 system standards and documents and measures such as the Quality Management System Documents (《质量管理体系文件》), Quality Procedure Documents (《质量程序文件》), and Measures for Supervision and Management of Project Quality (《工程质量监督管理办法》). The implementation of these standards and documents is of important guiding significance for China Railway to ensure project quality. The Company strengthens the control of the construction process, and strengthens the self-inspection, mutual inspection, and handover inspection in the construction process to ensure that the quality management of construction projects is always under control, so that the project quality meets relevant specifications, standards and contract requirements.

The Company has comprehensively carried out the prevention and rectification of common quality and safety problems. The common defects in the construction quality of projects under construction are investigated and rectified, and the problems and hidden dangers should be quickly rectified in accordance with the “five fixed” principles of fixed personnel, fixed time, fixed post, fixed responsibility and fixed locations. Major hidden dangers are reported and dealt with in a timely manner, and the hidden dangers of project quality are resolutely eliminated before projects are put into operation.

公司进一步推广管理实验室成果，持续加强安全质量标准化建设。指导各单位和项目把优秀的管理制度、管理流程、管理模式、管理做法广泛应用到各管理层级，并根据实际情况不断完善、持续改进，充分发挥管理效能。把安全质量管理的各项要求嵌入工程建设各个环节的管理标准、技术标准和作业标准中，把标准细化到每个工种和每道工序，成为施工作业的强制性规范和评价标准，固化作业程序，达到闭环管理。

2020年，公司修订发布《中国中铁杯优质工程评选办法》，以规范优质工程评审工作流程，通过深入开展工程创优活动，从而推动企业和施工现场加强工程质量管理，最终确保工程质量水平的持续改进与提高。

2020年，公司共有62项工程荣获国家级优质工程奖，其中获中国建设工程鲁班奖11项；获国家优质工程金奖4项，国家优质工程奖47项。

The Company further promotes the results of the management laboratory, continues to strengthen the standardization of safety and quality, guides all units and projects to apply excellent management systems, management processes, management modes and management practices to various management levels, continuously improve and optimize according to actual conditions, and give full play to management effectiveness. The Company incorporates the requirements of safety and quality management into the management standards, technical standards and operating standards in all aspects of engineering construction, refines the standards involving each post and process, form mandatory specifications and evaluation standards for construction operations, and solidify operating procedures to achieve closed-loop management.

In 2020, the Company revised and issued the "Selection Method of CREC's Quality Project Cup" (《中国中铁杯优质工程评选办法》) to regulate the quality project review process. Through in-depth project excellence activities, the Company and the construction site are promoted to strengthen project quality management, and ultimately ensure continuous improvement and optimization of project quality.

In 2020, the Company won 62 National Quality Engineering Awards, including 11 China Construction Engineering Luban Prizes, 4 National Quality Engineering Gold Awards, and 47 National Quality Engineering Awards.

### 中国中铁入选2020~2021年第一批中国建设工程鲁班奖名单

#### List of the First Batch of Projects in 2020-2021 Winning the China Construction Engineering Luban Prize

长春市快速轨道交通北湖线一期工 Phase I project of Changchun Rail Transit Line 8

南宁市轨道交通3号线一期工程 Phase I project of Nanning Rail Transit Metro Line 3

梅山春晓大桥工程 Meishan Chunxiao Bridge project

贵州省地质资料馆暨地质博物馆建设项目 Construction project of Guizhou Geological Information Museum and Geological Museum

重庆至贵阳铁路扩能改造工程新白沙沱长江特大桥  
New Baishatuo Yangtze River Bridge (expansion and renovation project of the Chongqing-Guiyang Railway)

银川北京路延伸及滨河黄河大桥工程 Project of Beijing Road Extension and Binhe Yellow River Bridge in Yinchuan

广州周大福金融中心 Guangzhou CTF Finance Center

新建石家庄至济南铁路客运专线济南黄河公铁两用桥工程  
Jinan-Yellow River combined bridge project of the new Shijiazhuang-Jinan High-speed Railway

波音737MAX飞机完工及交付中心定制厂房及配套设施建设项目工程  
Construction project of custom plant and supporting facilities of Boeing 737MAX aircraft completion and delivery center

新建济南至青岛高速铁路工程站房及相关工程施工总价承包JQGTZFSG-6标潍坊北站  
Station buildings of the new Jinan-Qingdao High-speed Railway project and lump-sum contracting of the North Weifang station of the JQGTZFSG-6 section of related projects

武汉市轨道交通8号线一期工程 Phase I project of Wuhan Metro Line 8



## 知识产权管理

### Intellectual property management

中国中铁坚持以发展需求为目标，严格遵守《中华人民共和国专利法》和《中华人民共和国商标法》，认真推行和落实《企业知识产权管理规范》国家标准，按照《企业知识产权管理规范》(GB/T29490-2013)，全面提高公司知识产权的创造和运营能力，促进知识产权流的通和利用。公司修订了专利管理规定，下发了关于全面提升中国中铁专利质量的通知，完成了工法、专利业务在科技管理信息系统在线办理工作。注重专利、工法、标准的布局，对自主知识产权的关键技术给予重点支持，构建支撑企业发展和提升企业竞争力的专利储备。2020年，全公司获授权专利4,933项，其中发明专利676项，PCT等海外专利47项；获省部级工法909项。

Taking development needs as the target, the Company strictly abides by the Patent Law of the People's Republic of China (《中华人民共和国专利法》) and the Trademark Law of the People's Republic of China (《中华人民共和国商标法》), and earnestly pursues and implements the national standards of the Specifications for the Administration of Intellectual Property Rights of Enterprises (《企业知识产权管理规范》). According to the Specifications for the Administration of Intellectual Property Rights of Enterprises (《企业知识产权管理规范》) (GB/T29490-2013), the Company comprehensively improves the Company's ability to create and operate intellectual property rights, and promotes the flow and use of intellectual property rights. The Company revises the patent management regulations, issues a notice on comprehensively improving the quality of CREC's patents, and completes the online processing of construction methods and patent businesses in the technology management information system. The Company attaches importance to the layout of patents, construction methods, and standards, with major support on key technologies of independent intellectual property rights, and creates a patent reserve that underpins enterprise development and enhances enterprise competitiveness. In 2020, the Company was granted 4,933 patents, including 676 invention patents and 47 PCT patents, and 909 construction methods received provincial and ministerial level recognition.



北京诺德中心  
Beijing Nuode Center



广东惠州港华瀛 30万吨码头  
A wharf with a throughput of 300,000 tons in Huizhou Port, Guangzhou

## 隐私和数据保护

### Privacy and data protection

中国中铁全面保护客户商业敏感信息和个人隐私。公司认真贯彻习近平总书记关于“网络安全为人民，网络安全靠人民”的重要指示，以“四个坚持”为指导思想，进一步规范公司网络信息安全管理，保障信息系统的正常、高效、安全运行。公司严格遵守《中华人民共和国网络安全法》及公安部下发的《关于紧急排查整改重要数据和公民个人信息安全泄露安全隐患的通知》等法律法规。我们认真按照法律法规要求落实网络安全，保护客户隐私和数据安全，对公司相关运营环节管理具有指导意义和重要影响。2020年，公司组织修订了《网络信息安全管理规定》《网络安全事件应急预案》，落实各项网络信息安全管理策略和技术措施，保证了公司网络信息和数据资源的安全。公司于2020年5月组织开展了网络安全漏洞排查整改专项工作，通过专业的网络安全设备、软件和技术开展自查工作，对在公有云和企业外部运行的信息系统纳入排查监管，对扫描发现的安全漏洞和风险隐患，通报所属企业并要求立即整改，把网络安全事故苗头消灭在萌芽状态。2020年10月，启动了总部13个核心业务系统定级备案、等级测评、建设整改和安全检查等工作，通过在网络层、基础系统管理层、业务应用层三个层面的安全防护和监控管理，逐步形成了具有中国中铁特色的企业网络信息安全监管架构。公司于2020年12月上线了商密防护系统，加强企业商业秘密安全防护能力。

CREC comprehensively protects customers' business sensitive information and personal privacy. The Company conscientiously implements the important instructions of General Secretary Xi Jinping on "network security is for the people and by the people", takes the "Four Adherences" as the guiding ideology, further standardizes the security management of network information, and guarantees the normal and efficient operation of the information system. The Company strictly abides by the relevant laws and regulations such as the Cybersecurity Law of the People's Republic of China (《中华人民共和国网络安全法》) and the Ministry of Public Security's Notice on Emergency Investigation and Rectification of Important Data and Citizen Personal Information Security Leakage and Hazards (《关于紧急排查整改重要数据和公民个人信息安全泄露安全隐患的通知》). We implement network security and protect privacy and data of customers in accordance with the laws and regulations, which provides guidance and has a significant impact on the management of relevant operational aspects. The Company organized the revision of the Administrative Measures for the Management of Network Information Security (《网络信息安全管理规定》) and the Emergency Plan for Network Security Incidents (《网络安全事件应急预案》) in 2020, through which various strategies concerning security management of network information and technical measures were implemented to ensure the security of the Company's network information and data resources. The Company organized a special task for the investigation and rectification of network security vulnerabilities in May 2020. Through professional network security equipment, software and technology to carry out self-inspection work, the Company inspected and supervised the information systems running in the public cloud and externally, and notified its subordinate units of the scanned security loopholes and hidden dangers and demanded immediate rectification, to eliminate the network security accidents in the bud. In October 2020, the Company initiated the grading filing, grade evaluation, construction rectification, and security inspection for 13 core business systems of the headquarters. Through security protection and monitoring management at the network layer, basic system management layer, and business application layer, the Company gradually established a framework for security supervision over enterprise network information with CREC characteristics. In December 2020, the Company launched the trade secret protection system to strengthen its capabilities of protecting trade secrets.



## 重视客户沟通

### Attaching importance to customer communication

中国中铁始终坚持“精益求精，持续改进”的总体思路，坚持以人为本的理念，以对国家、对人民、对企业高度负责的态度，不断提高服务质量。公司高度重视与客户的沟通，积极营造良好的客户关系，并认真对待客户的投诉与建议，妥善处理有关问题。公司与各地方政府、大型企业等客户签订战略合作协议或服务协议时，都会明确定期联系沟通机制和法律适用及争议解决条款。

CREC always adheres to the general idea of “striving for excellence and continuous improvement”, adheres to the people-oriented concept, and continuously improves the quality of services with a highly responsible attitude towards the country, the people, and the enterprise. The Company attaches great importance to communication with customers, actively builds good customer relationships, and seriously treats customers' complaints and suggestions, and properly handles related issues. When the Company enters into strategic cooperation agreements or service agreements with various local governments, large enterprises and other customers, it will clearly specify regular communication mechanisms and clauses of application of law and dispute resolution.

## 供应商管理

### Supplier Management

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## 建立公平运行机制

### Fair operation mechanism establishment

公司秉持科学、高效、公平的管理理念持续建立健全供应商管理体制机制，通过供应商公开招募、准入评审和考核评价，建立战略、优质、合格供应商名录并进行动态管理，推动公司供应链管理持续升级。公司严格开展供应商综合评审，按照“先评审、后采购”的原则，从技术、质量、服务、价格、技术、信誉等方面对供应商进行全面评审，辅之以实地考察，遴选优质供应商资源，优化供应结构，拓宽采购渠道，打造高质量采购价值链；公司实行阳光采购，倡导公平竞争，搭建了全公司统一的采购电子商务信息化平台—中国中铁采购电子商务平台（即鲁班电子商务网），公开采购信息、固化采购流程，充分利用采购电子商务平台开展各类产品和服务上网采购，促进采购活动公开化、透明化。

Upholding the scientific, efficient and fair management concept, the Company continues to establish and perfect the supplier management system and mechanism. Through open supplier recruitment, access review and evaluation, the Company establishes a strategic, high-quality and qualified supplier catalog and implements dynamic management, to drive the continuous upgrade of supply chain management. The Company strictly carries out comprehensive supplier review based on the principle that “review comes before procurement” and in terms of technology, quality, service, price, reputation, etc., supplemented by on-the-spot investigation. The Company selects high-quality suppliers, optimizes the supplier structure, and expands procurement channels, to create a high-quality procurement value chain. The Company implements sunshine procurement, promotes fair competition, and establishes a unified Company-wide e-commerce procurement platform, CREC Procurement E-commerce Platform (namely Luban E-commerce Network), which publicizes procurement information and solidifies procurement processes. In addition, the Company makes full use of the e-commerce procurement platform to purchase various products and services online, and promotes open and transparent procurement activities.

## 禁止贿赂等非法活动

### Prohibition of bribery and other illegal activities

公司实行抵制商业贿赂承诺制，在供应商管理制度中明确要求各类供应商在办理注册申请时须签署《供应商承诺书》，承诺遵守国家反腐败相关法律法规，守法诚信；公司开展各类采购活动时，均在采购文件中明确各类供应商须严格遵守国家反不正当竞争法等相关法律法规，禁止贿赂等非法活动，成交供应商还应签署廉洁协议书并严格履约；公司建立供应商不良行为负面清单，并将贿赂员工行为列入供应商重大不良行为认定标准，对存在相应不良行为的供应商，公司将对其采取限制交易措施，在一定期限内禁止其参与公司新的采购活动，引导供应商廉洁经营；2020年，公司依规对部分违反廉洁规定的供应商进行了限制交易管理，营造了公平竞争的采购环境。

## 推动供应商履行社会责任

### Promoting suppliers to fulfill their social responsibilities

公司建立供应商准入及评价管理体系，开展合格供应商准入评审，审查供应商诚信经营、安全生产、环境保护等情况，对合格供应商实行供应目录管理。公司开展供应商日常评价和年度评价，对供应商所提供的原材料质量、环境保护措施等进行综合评价，将评价结果纳入供应商年度考核。

公司与供应商签订的合同中，明确了劳务安全、维护农民工权益、环境保护等方面的约束性条款，要求供应商积极落实职业安全卫生保障措施，加大安全管理投入，持续改善安全设备设施，为农民工提供安全就业环境和生产条件；对农民工开展安全卫生教育和培训，积极防止劳动过程中安全事故的发生，最大限度地减少职业危害；认真落实国家有关工伤保险和意外伤害保险的规定，把农民工纳入保险范围之内；进一步落实农民工劳动报酬的支付规定，通过建立农民工工资专用账户制度、保证金制度、代发工资制度等，确保农民工工资按时足额发放到位。通过签订合同，公司监督供应商保障劳务安全、维护农民工权益、保护环境，引导其履行社会责任。

The Company implements a commitment system to resist commercial bribery. In the supplier management system, various suppliers are explicitly required to sign the Supplier Commitment Letter (《供应商承诺书》) when they apply for registration, and they should promise to abide by national laws and regulations related to anti-corruption and be law-abiding and upright. When the Company carries out various procurement activities, it is clear in the procurement documents that all types of suppliers must strictly abide by relevant laws and regulations such as the national Anti-Unfair Competition Law and prohibit bribery and other illegal activities. Suppliers should also sign integrity agreements and strictly implement the agreement. The Company establishes a negative list of supplier bad behaviors, and includes bribery of employees in the identification standard of suppliers' major bad behaviors. For suppliers with corresponding bad behaviors, the Company will take measures to restrict transactions and prohibit them from participating in the Company's new procurement activities within a certain period of time, and guide suppliers to operate incorruptibly. In 2020, the Company carried out restricted transaction management on some suppliers that violated the integrity regulations in accordance with the integrity agreement, and created a fair competition procurement environment.

The Company establishes a supplier access and evaluation management system, conducts a qualified supplier access review for supplier integrity management, safe production, environmental protection, etc., and implements supply directory management for qualified suppliers. The Company carries out daily evaluations and annual evaluations of suppliers, comprehensively evaluates the quality of raw materials provided by suppliers, environmental protection measures, etc., and incorporates the evaluation results into the annual evaluation of suppliers.

In the contracts between the Company and suppliers, the binding clauses on labor safety, safeguarding the rights and interests of peasant workers, and environmental protection are specified. Suppliers are required to actively implement occupational safety and health protection measures, increase investment in safety management, and continue to improve safety equipment and facilities, to provide a safe employment environment and production conditions for peasant workers. The Company conducts safety and health education and training for peasant workers, and actively prevents safety accidents in the work process, to minimize occupational hazards. The Company earnestly implements national regulations on work injury insurance and accident insurance, and includes peasant workers in the insurance coverage. The Company further implements the provisions on the payment of peasant workers' labor remuneration, and ensures that peasant workers' remunerations are paid in full and on time by establishing a special account system, a security system, and a payroll system. By signing contracts, the Company supervises suppliers to ensure labor safety, safeguards the rights and interests of peasant workers, protects the environment, and guides them to fulfill their social responsibilities.

## 社区投资

### Community investment

中国中铁在自身发展的同时高度重视回馈社会，积极主动承担社会责任，活跃在抗灾抢险第一线，鼓励员工参与志愿活动，支持基础教育，重视中华文化的传承和保护，为构建和谐美好社会持续贡献力量。

While developing, CREC attaches great importance to giving back to the society, takes the initiative to assume social responsibilities, actively participates in the front line of disaster relief, encourages employees to participate in voluntary activities, supports basic education, puts emphasis on the inheritance and protection of the Chinese culture, and makes continuous contributions to the construction of a harmonious and beautiful society.

## 抢险救援

### Emergency rescue

公司持续推动应急救援体系建设，继续加强三支国家专业救援队建设，按照应急救援体系建设工作总体部署，持续推进昆明救援队、贵阳救援队基地建设和救援装备升级改造，并逐步拓展应对各类自然灾害综合应急救援能力。同时，围绕基地建设项目的实施和基地的新定位、新任务，全面系统开展补充救援人员、完善指挥系统、健全协调机制、配套基础设施、完善规章制度、加强培训演练和构建保障体系等工作，有效提升基地专业救援、快速机动和综合保障能力。6月3日-5日，公司领导带队对昆明救援队、贵阳救援队进行了督导检查，对两支救援队伍的基地建设、日常训练、队伍管理等进行了指导，推动专业应急救援能力持续提升。今年以来，全公司共参加了各类抢险救援335次，累计投入救援人员29,763人、各类机械设备3,085台套，履行了央企社会责任，突显中国中铁专业应急救援队伍的能力和实力。

The Company continues to promote the construction of the emergency rescue system and strengthen the building of three national professional rescue teams. According to the overall plan for the construction of the emergency rescue system, the Company continues to promote the construction of the bases of the Kunming rescue team and the Guiyang rescue team and the upgrading and transformation of rescue equipment, and gradually expands their comprehensive emergency rescue capabilities to respond to various natural disasters. Centering on the implementation of construction projects at the bases and the new positioning and new tasks of the bases, the Company comprehensively and systematically carries out the following work: supplementing rescue personnel, improving the command system, perfecting the coordination mechanism, providing supporting infrastructure, improving rules and regulations, strengthening training exercises, and establishing a guarantee system. At the same time, the Company meaningfully strengthens the professional rescue, rapid maneuver and comprehensive guarantee capabilities of the bases. From 3 to 5 June, the Company's leaders led a team to supervise and inspect the Kunming rescue team and the Guiyang rescue team, and provided guidance for the base construction, daily training, and team management of the two rescue teams, to help promote continuous improvements to their professional emergency rescue capabilities. Since the beginning of this year, the Company has participated in 335 rescues of various types in total, investing in 29,763 rescuers and 3,085 sets of mechanical equipment. The Company has fulfilled the due social responsibilities as a central enterprise and showcased its capability and strength in professional emergency rescues.

## 社区服务

### Community service

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社会责任。

2020年，全公司以“青年文明号、青年安全质量监督岗、青年突击队”三支队伍为载体，组建了1,880余支志愿服务队，投入到包含疫情防控、专门医院设施建设等工作在内的各类志愿服务3.2万余人次，开展各类志愿服务活动近4,800次，帮扶人数超过4.8万人次，大力弘扬社会道德风尚，积极构建和谐社会。

## 教育和文化

### Education and culture

公司重点面向生产一线员工、海外员工、困难员工、艰苦环境工作的员工及家庭，先进模范人物、有突出贡献的科技专家广泛开展“两节”送温暖、夏送清凉、一年四季送健康活动。筹集发放“两节”送温暖资金2.22亿元，走访慰问职工33万人次；金秋助学活动发放助学款668万元，资助职工子女2,259人。新冠肺炎疫情爆发后，累计投入境内外疫情专项慰问金6,249万元，设立疫情防控“志愿服务热线”，针对境内外员工及家属，广泛开展志愿服务活动。

CREC has always insisted on the work ideas of “local corporate civilization and harmonious construction”, widely supported the army and gave preferential treatment to the families of the army men and martyrs, supported military and police construction, offered volunteer services to gerocomium, hospital, street office, community, school and other local institutions, fulfilling its corporate citizenship responsibility with actual actions.

In 2020, with the three teams of “youth civilization, youth safety and quality supervision post, and youth shock brigade” as the carrier, the Company set up more than 1,880 voluntary service teams who devoted themselves to the various types of voluntary services, including pandemic prevention and control and construction of specialized hospital facilities. More than 32,000 volunteers conducted nearly 4,800 voluntary service activities and assisted more than 48,000 people, contributing their share to vigorously fostering social morals and actively building a harmonious society.

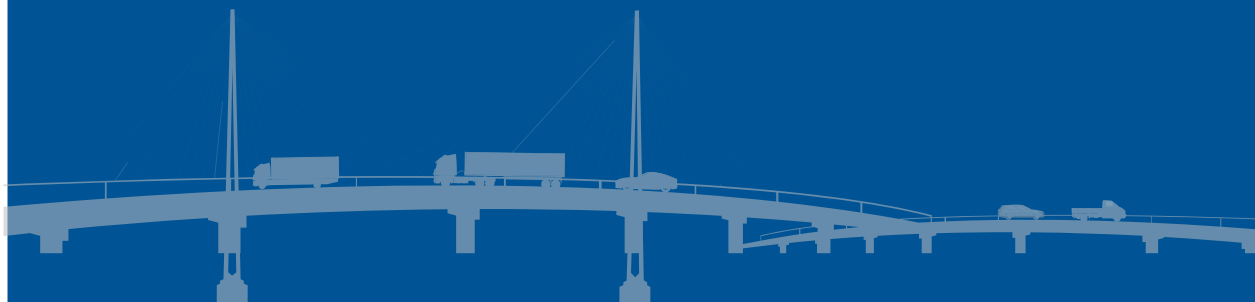
The Company carries out the activities of delivering warm in the “two festivals”, bringing coolness in summer, and providing health services throughout the year, particularly to production frontline employees, overseas employees, employees in difficulties, employees and families working in a tough environment, advanced model figures, and scientific and technological experts with outstanding contributions. The Company has raised and distributed RMB222 million in the “two festivals” for warm delivery, visited and extended its regards to 330,000 migrant workers, offered a student loan of RMB6.68 million in the autumn, and subsidized 2,259 children of migrant workers. After the outbreak of the COVID-19, the Company has invested RMB62.49 million as special consolation money in the control of the pandemic in and outside China, and established a “voluntary service hotline” for pandemic prevention and control. The Company has also carried out extensive voluntary service activities for domestic and foreign employees and their families.





## 专题一： 践行“三个转变”重要指示

Topic 1:  
Implementing the Important Instructions of  
“Three Transformations”





推动中国制造向中国创造转变

Promoting the Transformation from Being 'Made in China' to Being 'Created in China'

推动中国速度向中国质量转变

Promoting the Transformation from Chinese Speed to Chinese Quality

推动中国产品向中国品牌转变

Promoting the Transformation from Chinese Products to Chinese Brands



2014年5月10日，习近平总书记在视察中国中铁装备集团时，提出要“推动中国制造向中国创造转变、中国速度向中国质量转变、中国产品向中国品牌转变。”5月10日中国品牌日由此诞生。6年来，我们始终牢记习总书记的嘱托，认真贯彻落实“三个转变”重要指示。

On 10 May 2014, when General Secretary Xi Jinping inspected China Railway Engineering Equipment Group Co., Ltd. (CREG), he proposed to “promote the transformations from being ‘Made in China’ to being ‘Created in China’, from China’s Speed to China’s Quality, and from Chinese Products to Chinese Brands.” The Chinese Brand Day on 10 May was thus born. For the past six years, we have always kept in mind and carefully implemented General Secretary Xi Jinping’s important instructions of “Three Transformations”.

## 推动中国制造向中国创造转变

Promoting the Transformation from Being ‘Made in China’ to Being ‘Created in China’

### 完善创新体系

#### Innovation system improvement

公司制定发布了《专业研发中心管理暂行办法》《科技成果转化管理办法》。针对科技创新平台建设，提出国家级、省部级和公司级研发平台建设的政策建议。对《中国中铁科技成果奖励管理办法》作出补充规定，对企业当年新获得认定国家级创新平台给予100-300万不等的奖励。中铁二院“数字轨道交通技术研究与应用国家地方联合工程研究中心”获批成立。推动国家级创新平台建设，组织召开高铁实验室第十二次理事会及第二次技术委员会会议、盾构及掘进技术国家重点实验室二届二次理事会，进一步明确高铁实验室发展方向和建设思路。围绕建筑行业关键核心技术，立足川藏铁路、滇中引水工程等重难点工程，重点开展关键技术研究等课题。

The Company formulates and issues the Interim Administrative Measures for specialized R&D Centers (《专业研发中心管理暂行办法》) and the Administrative Measures for the Transformation of Scientific and Technological Achievements (《科技成果转化管理办法》). For the construction of scientific and technological innovation platforms, the Company puts forward policy recommendations for the construction of national, provincial and ministerial- and company-level R&D platforms. The Company makes supplementary provisions to the Measures for the Management of Incentives for CREC’s Scientific and Technological Achievements (《中国中铁科技成果奖励管理办法》), and gives a reward ranging from RMB1 million to RMB3 million to enterprises accredited as national innovation platforms in the year. The establishment of China Railway Eryuan’s “national and local joint engineering research center for the research and application of digital rail transit technologies” has been approved. The Company promotes the construction of a national innovation platform, and organizes and convenes the twelfth council meeting and the second technical committee meeting of the high-speed railway laboratory as well as the second meeting of the second council of the “national key laboratory of shield and tunneling technology”, to further specify the development direction and construction ideas of the high-speed railway laboratory. Around the key core technologies in the construction industry and based on the Sichuan-Tibet Railway, the Central Yunnan water diversion project and other important and difficult projects, the Company focuses on the research on key technologies.

## 引领科技进步

### Leading technological progress

2020年，公司共获得国家科技进步奖6项、技术发明奖1项，获省部级科技进步成果奖345项。中铁装备申报的“隧道联络通道用盾构机及其联络通道掘进方法”获第二十一届中国专利奖金奖。整体式无砟轨道、具备防抬梁和防落梁功能的双曲面球型减隔震支座、一种用于盾构机刀盘的可转动辐条等3项专利获中国专利优秀奖。

2020年，新增9个省级认定企业技术中心和13个省部级研发中心（实验室）。

截止2020年12月31日，拥有“高速铁路建造技术国家工程实验室”、“盾构及掘进技术国家重点实验室”和“桥梁结构健康与安全国家重点实验室”三个国家实验室及10个博士后工作站，1个国家地方联合研究中心（数字轨道交通技术研究与应用国家地方联合工程研究中心），36个省部级研发中心（实验室），19个国家认定企业技术中心和107个省级认定企业技术中心；组建了20个专业研发中心。参股建设川藏铁路国家技术创新中心。

截止2020年12月31日，企业累计荣获国家科技进步和发明奖127项，其中特等奖5项、一等奖16项，中国土木工程詹天佑奖151项，荣获省部级（含国家认可的社会力量设奖）科技进步奖3,817项。

截止2020年12月31日，公司现拥有专利18,586项，其中发明专利3,969项，海外专利63项。

截至2020年12月31日，公司拥有国家级工法166项，省部级工法3,979项。

In 2020, the Group won a total of 6 National Prizes for Progress in Science and Technology, 1 Technological Invention Award, and 345 provincial and ministerial-level science and technology achievement awards. The “shield tunneling machine for tunnel connection and its tunneling method” declared by CREG won the 20th China Patent Gold Award. 3 patents, namely “integrated ballastless track”, “hyperboloid ball bearing with anti-lifting beam and anti-falling beam function”, and “a rotatable spoke used for the blade of shield tunneling machine” won the outstanding awards.

In 2020, there were 9 new provincially recognized enterprise technology centers and 13 provincial and ministerial-level R&D centers (laboratories).

As of 31 December 2020, the Company had three national laboratories including “State Engineering Laboratory of High-Speed Railway Construction Technology”, “State Key Laboratory of Shield and Tunneling Technology”, “State Key Laboratory of Bridge Structure Health and Safety” and 10 post-doctoral workstations, 1 national local joint research center (a national and local joint engineering research center for digital rail transit technology research and application), 36 provincial and ministerial-level R&D centers (laboratories), 19 nationally recognized enterprise technology centers and 107 provincially recognized enterprise technology centers; and the Company set up 20 professional R&D centers and invested in the construction of the Sichuan-Tibet Railway National Technology Innovation Center.

As of 31 December 2020, the Company won a total of 127 National Science and Technology Progress and Invention Awards, including 5 Special Awards and 16 First Prizes, 151 Zhan Tianyou Civil Engineering Prizes, and 3,817 Provincial and Ministerial-Level Science and Technology Progress Awards (including nationally recognized awards established by social forces);

As of 31 December 2020, the Company had 18,586 patents, including 3,969 invention patents and 63 PCT patents.

As of 31 December 2020, the Company had 166 national-level construction methods and 3,979 provincial and ministerial-level construction methods.



2020年国家科技奖励获奖情况  
National Science and Technology Awards in 2020

序号 S/N	项目名称 Name of Project	奖种 Type of Award	获奖等级 Grade of Award
1	铁路轨道用高锰钢抗超高应力疲劳和磨损技术及应用 Technology of high manganese steel used for railway tracks to resist ultra-high stress fatigue and wear and its application	技术发明奖 Technical Invention Award	二等 Second Prize
2	深水大断面盾构隧道结构/功能材料制备与工程应用成套技术 Shield tunnel structure with large deepwater section/functional material preparation and engineering application of complete sets of technology	科技进步奖 Science & Technology Progress Award	二等 Second Prize
3	深部复合地层隧(巷)道TBM安全高效掘进控制关键技术 Key technology of safe and efficient tunneling control of TBMs for tunnels (lanes) under deep composite strata	科技进步奖 Science & Technology Progress Award	二等 Second Prize
4	高速铁路Ⅲ型板式无砟轨道系统技术及应用 Technology of model III plate-type ballastless track systems for high-speed railways and its application	科技进步奖 Science & Technology Progress Award	二等 Second Prize
5	高速铁路用高强高导接触网导线关键技术及应用 Key technology of high-strength and high-conductivity contact network wire for high-speed railways and its application	科技进步奖 Science & Technology Progress Award	二等 Second Prize
6	轨道交通大型工程机械施工安全关键技术及应用 Key technology for construction safety of large engineering machinery for rail transit and its application	科技进步奖 Science & Technology Progress Award	二等 Second Prize
7	重大工程黄土灾害机理、感知识别及防控关键技术 Key technology of mechanism, perception, identification, prevention, and control of loess disasters in major projects	科技进步奖 Science & Technology Progress Award	二等 Second Prize

## 全面创新发展

### Comprehensive innovation and development

公司制定了《关于进一步贯彻落实习近平总书记“三个转变”重要指示精神推动企业创新发展的意见》，以科技创新为突破，以管理创新为保障，以质量提升为根本，以品牌塑造为目标，全力推动质量变革、效率变革、动力变革，努力打造世界一流的中国创造、中国质量、中国品牌。组建了中国中铁“三个转变”研究院，开展推动“三个转变”的路径和方法的理论研究和实践探索，加快企业在产业转型、技术创新、质量提升、品牌建设等方面的突破。《“十四五”时期我国建设制造强国的政策建议研究》荣获中国管理科学院2020年会优秀论文一等奖，《新时代驱动中国制造业高质量发展的“四项变革”》荣获2020中国企业改革发展优秀成果一等奖。

2020年，公司积极开展管理创新成果评选，共产生优秀成果85项，其中10项被评为第二十七届全国企业管理现代化管理创新成果。

The Company formulates the “Opinions on Further Implementing the Spirit of the Important Instructions of General Secretary Xi Jinping’s “Three Transformations” to Promote Enterprise Innovation and Development (《关于进一步贯彻落实习近平总书记“三个转变”重要指示精神推动企业创新发展的意见》). By taking technological innovation as a breakthrough point, innovation management as a guarantee, quality improvement as the fundamental and brand-building as the goal, the Company goes all out to promote quality change, efficiency change and power change, and strives to create a world-class brand with Chinese quality. CREC establishes a research institute on “Three Transformations” to carry out theoretical research on and explore the path and method of promoting “Three Transformations”, while speeding up breakthroughs in industrial transformation, technological innovation, quality improvement and brand building. The Study on Recommendations for the Policy of Building a Manufacturing Power during the 14th “Five-Year Plan” period (《“十四五”时期我国建设制造强国的政策建议研究》) wins the first prize for outstanding papers at the 2020 annual meeting of the Chinese Academy of Management Science, and the “Four Reforms” Promoting the High-quality Development of China’s Manufacturing Industry in the New Era (《新时代驱动中国制造业高质量发展的“四项变革”》) wins the first prize for the outstanding achievements of reform and development of Chinese enterprises in 2020.

In 2020, the Company actively carried out the appraisal and election of management innovation results. The Company appraised and selected 85 outstanding results, 10 of which won the 27th National Enterprise Management Modernization and Innovation Award.

## 推动中国速度向中国质量转变

### Promoting the Transformation from Chinese Speed to Chinese Quality

#### 着力质量提升，推进品质革命

#### Focusing on quality improvement and advancing the quality revolution

公司不断加强质量精细化管理，分层次、分行业实施全面质量管理(TQM)，积极推动企业ISO9001质量管理体系换代升级。积极引入卓越绩效管理 etc 先进质量管理方式，开展标准化技术和工艺改造，建立工艺参数及质量在线监控系统。同时开展与国内外优质产品的质量比对，鼓励以用户为中心的微创新，改善用户体验，激发消费潜能，满足绿色环保、可持续发展、消费友好等需求。

The Company continuously strengthens quality precision management, implements TQM at different levels and industries, and actively promotes the upgrade of the Company's ISO9001 quality management system. We actively introduce advanced quality management methods such as superior performance management, carry out standardized technology and process transformation, and establish process parameter and online quality monitoring systems. At the same time, we carry out quality comparisons with high-quality products from home and abroad, encourage user-centered micro-innovation, improve user experience, and stimulate consumer potential, to satisfy the needs of green environmental protection, sustainable development, and friendly consumption.

#### 保证产品质量，建设精品工程

#### Ensuring product quality and building quality projects

2020年，公司参建的北京冬奥会重要配套工程京张高铁等一大批重点项目开通运营或顺利竣工，习近平总书记对京张高铁开通运营作出重要指示，让我们备受鼓舞。我们将继续砥砺前行，推动中国速度向中国质量转变。

In 2020, a number of key projects such as the Beijing-Zhangjiakou High-Speed Rail, as important supporting projects for the Beijing Winter Olympics, were put into operation or successfully completed. We are encouraged by General Secretary Xi Jinping's important instructions on the operation of the Beijing-Zhangjiakou High-Speed Rail. We will continue to forge ahead and promote the transformation from China's Speed to China's Quality.



2020中国中铁科技奖评审会  
Review meeting of CREC science and technology awards in 2020



中国中铁智能建造现场推进会暨2020总工程师会  
Meetings of the CREC intelligent construction site and 2020 chief engineers

## 推动中国产品向中国品牌转变

### Promoting the Transformation from Chinese Products to Chinese Brands

#### 品牌建设体系

##### Brand building system

2020年，中国中铁进一步优化企业品牌和产品品牌架构，探索形成以提升质量、科技创新、全球合作、精神传承和责任担当为核心内涵的中国品牌建设模式，积极创造、传播、维护中国品牌形象。

In 2020, CREC further optimized the corporate brand and product brand structure, explored the formation of a Chinese brand construction mode with the core connotations of quality improvement, technological innovation, global cooperation, spiritual heritage and responsibility, and actively created, disseminated and maintained the image of Chinese brands.

#### 诚信经营

##### Business integrity

公司始终重视企业信用管理，全面兑现了各项合同承诺，把诚信履约贯穿于企业生产经营活动始终，无不良经营行为。

The Company always attaches great importance to the corporate credit management and fully fulfills all the contractual commitments. It always implements the principle of integrity performance throughout the production and operation activities without bad business practices.

中铁信托在2020年7月荣获上海证券报主办的第十三届“诚信托·卓越公司奖”。

China Railway Trust Co.,Ltd. won the third “Credit Trust-Excellent Company Award” from the Shanghai Securities News in July 2020.

2020年，全公司如期保证了京雄城际、沪苏通长江公铁大桥、大柱山隧道等一批重点工程相继建成。

In 2020, the Company assured the completion of a number of key projects such as the Beijing-Xiong'an Intercity Railway, the Shanghai-Suzhou-Nantong Yangtze River Bridge, and the Dazhushan Tunnel.



## 投资者沟通

### Investor communication

公司高度重视与投资者的沟通。自2007年在上海证券交易所和香港联合交易所上市以来，中国中铁坚持以信息披露为核心，合规率始终保持100%。制定了《投资者关系管理制度》《A股信息披露管理制度》等10余项投资者关系管理制度，并建立临时报告、定期报告、业绩发布会、投资者接待、资本市场危机处理等工作流程。

公司持续探索并树立了“大投关”“立体投关”理念，管理层定期参加业绩推介、股东大会、现金分红说明会、投资者教育保护等活动。构建了主责部门牵头，相关业务部门与下属企业积极参与的全方位、专业化、立体式的投资者沟通交流格局。

报告期内，应54家境内外知名投资机构邀请参加了76场电话会议及现场会议，累计与2,127家机构进行了交流；接听投资者热线电话1,012次，回复上交所E互动平台投资者问题65个，邀请公司股东、投资者、分析师等赴云南地区参观公司“滇中引水”和“玉楚高速公路”两个重点工程，增进投资者与公司的互信。

The Company attaches great importance to the communication with investors. Since listing on the Shanghai Stock Exchange and the Stock Exchange of Hong Kong in 2007, CREC has put disclosure at the core of compliance and maintained a compliance rate of 100%. The Company has formulated more than 10 systems for managing investor relations including the System for the Management of Investor Relations 《投资者关系管理制度》 and the System for the Management of A-share Information Disclosure 《A股信息披露管理制度》, and established work processes of interim reports, periodic reports, performance briefing, investor reception and handling of capital market crises.

The company continues to explore and establish the concepts of “major investment relations” and “three-dimensional investment relations”, and the management participates in performance promotion, general meeting, cash bonus presentation, investor education protection and other activities on a regular basis. The Company has created an all-round, professional, three-dimensional landscape of investor communication, where principal departments in charge take the lead in and related business departments and subordinate enterprises actively participate in the communication with investors.

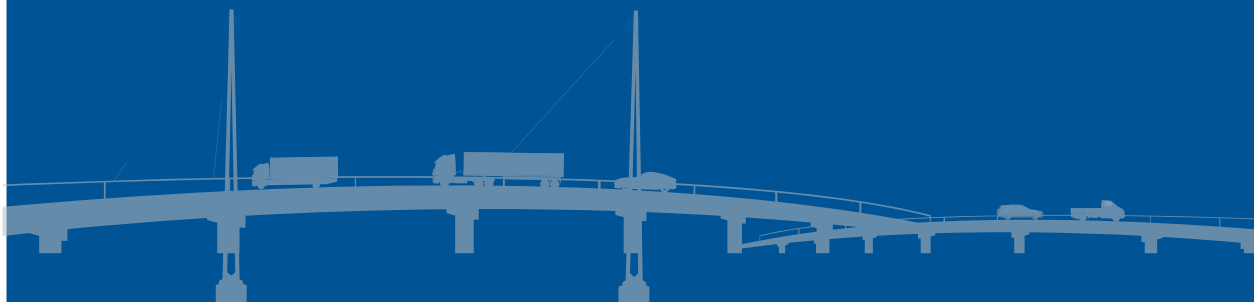
During the reporting period, at the invitation of 54 renowned domestic and foreign investment institutions, the Company participated in 76 teleconferences and on-site meetings; exchanged views with 2,127 institutions accumulatively; answered the investor hotline 1,012 times; answered 65 questions from investors on the E interactive platform of the Shanghai Stock Exchange; and invited shareholders, investors and analysts to visit two key projects in Yunan province, namely the “Central Yunnan water diversion” project and the “Yuxi-Chuxiong Expressway”, to increase mutual trust between investors and the Company.





## 专题二： 坚决打好精准脱贫攻坚战

**Topic 2:  
Resolutely Launching the Targeted Poverty  
Alleviation Campaign**





## 精准扶贫规划

Targeted Poverty Alleviation Planning

## 年度精准扶贫概要

Summary of Annual Targeted Poverty Alleviation

## 精准扶贫成效

Effectiveness of Targeted Poverty Alleviation Efforts

## 后续精准扶贫计划

Subsequent Targeted Poverty Alleviation Plan



## 精准扶贫规划 Targeted Poverty Alleviation Planning

2020年是全面建成小康社会目标实现之年，是脱贫攻坚收官之年。公司坚持“摘帽不摘责任、摘帽不摘政策、摘帽不摘帮扶、摘帽不摘监管”的基本原则，针对农村发展短板，切实采取有效措施，激发建档立卡贫困户内生动力，实现真脱贫、不返贫、能致富的目标，确保2020年实现全面小康社会。

以问题为导向抓好整改落实，安排部署2020年扶贫开发工作，科学合理制定各项指标。公司主要领导亲自带队到扶贫县进行调研督导，实现三个贫困县调研考察全覆盖，检查督导扶贫责任书完成情况，看望挂职干部，检查推进重点援建项目，准确掌握工作总体进度。贯彻落实《关于深入开展消费扶贫助力扶贫工作的指导意见》，督促挂职干部做好调研，围绕帮助构建脱贫带贫机制，促进消费扶贫和定点帮扶有效结合，确保政策实实在在惠及建档立卡贫困户。积极推进消费扶贫工作，实现线上、线下同时销售，积极消费贫困县农产品。针对加大农村基础设施建设力度、提高农村教育质量、加强农村社会保障、改善乡村公共文化服务等问题，专题研究、专门立项、集中投入、重点突破。积极开展好致富创业带头人培训。以“点亮微心愿，我是圆梦人”为主题，持续做好扶贫日主题活动。持续开展监督检查，将脱贫攻坚工作的作风建设作为重点来抓来管，严查问题，严防风险，切实做到帮扶对象精准、项目安排精准、资金使用精准、措施到位精准、脱贫成效精准。

2020 is the year for achieving the goal of building a moderately prosperous society in all respects. It is also the final year for poverty alleviation. The Company upholds the basic principle of “eliminating poverty without evading responsibilities, policies, assistance or supervision”. In response to the weak spots of rural development, the Company takes effective measures to stimulate the internal driving force for registering poverty-stricken households, to realize the goal of getting rid of poverty, not returning to poverty and becoming well-off and see that a moderately prosperous society in all respects is built by 2020.

The Company adopts a problem-oriented approach and ensures the implementation of rectifications. The Company makes plans for the poverty alleviation and development work for 2020 and scientifically and reasonably works out various indicators. The Company's main leaders lead a team to carry out investigation and supervision in all of the three impoverished counties. There, they check and supervise the fulfillment of poverty alleviation responsibilities, visit the cadres assuming a temporary post, and check and promote key aid projects, to gain a keen understanding of the overall work progress. The Company implements the Guidelines on Deepening the Work of Poverty Alleviation through Consumption (《关于深入开展消费扶贫助力扶贫工作的指导意见》), urging cadres assuming a temporary post to make investigations well. Focusing on helping build a mechanism of poverty alleviation, the Company promotes the effective combination of poverty alleviation through consumption and targeted assistance, to see that policies really benefit registered impoverished households. The Company actively promotes poverty alleviation through consumption, realizes simultaneous online and offline sales, and actively consumes agricultural products from impoverished counties. To strengthen the construction of rural infrastructure, improve the quality of rural education, strengthen social security in rural areas, improve public cultural services in rural areas, and address other issues, the Company carries out thematic research, initiates projects specifically, make centralized investments, and make major breakthroughs. The Company also actively trains those who take the lead in becoming prosperous through business startups. With the theme of “lighting up my wish as a dreamer”, the Company continues to conduct theme activities well on the National Poverty Relief Day. The Company continuously carries out supervision and inspection, with the focus on the development of a fine work style in poverty alleviation. The Company strictly investigates problems and guards against risks, and takes targeted measures to help those in need, arrange projects, use funds, and achieve poverty alleviation.



• 习近平总书记来到陕西省商洛市柞水县小岭镇金米村，调研脱贫攻坚情况，走进中国中铁一局投资建设的智能连栋木耳大棚、智慧农业示范园等项目，点赞柞水木耳是“小木耳，大产业”。  
General Secretary Xi Jinping visits Jinmi Village in Xiaoling Town, Zhashui County, Shangluo City, Shaanxi Province, to investigate the work of poverty alleviation. When inspecting projects such as intelligent multi-block fungus greenhouses and smart agriculture demonstration parks, which are invested in and built by China Railway No. 1 Engineering, he praises Zushui fungus as “small fungus, big business”.



• 中国中铁以“交钥匙”的方式向云南会泽县捐赠三所扶贫搬迁安置点幼儿园  
CREC donates three kindergartens at sites of relocation through poverty alleviation of Heze County, Yunnan by means of “turnkeys”

## 年度精准扶贫概要 Summary of Annual Targeted Poverty Alleviation

2020年，中国中铁在三个定点扶贫县脱贫摘帽后，坚持“四个不摘”，继续保持资金投入力度，充分发挥企业优势，扎实推进定点扶贫各项工作，帮助定点扶贫县全面巩固脱贫攻坚成果，有效衔接乡村振兴。

一是中国中铁扶贫工作受到总书记点赞和关注。2020年4月，习近平总书记到陕西省商洛市柞水县小岭镇金米村考察脱贫攻坚工作，实地视察中国中铁一局投资建设的金米村智能连栋木耳大棚产业项目时，点赞“小木耳，大产业”。

二是公司领导现场调研安排部署扶贫工作。公司主要领导带队到湖南省桂东县、汝城县和山西保德县调研考察，了解巩固脱贫成果情况，帮助解决实际困难。调研组在扶贫县举行了重点援建项目签约仪式、走访慰问了建档立卡贫困户、看望了挂职干部、检查了建设项目、与县委县政府召开了巩固脱贫攻坚成果座谈会，并就做好巩固脱贫攻坚成果、有效衔接乡村振兴与当地官员进行了深入交流，提出了针对性的意见和建议。

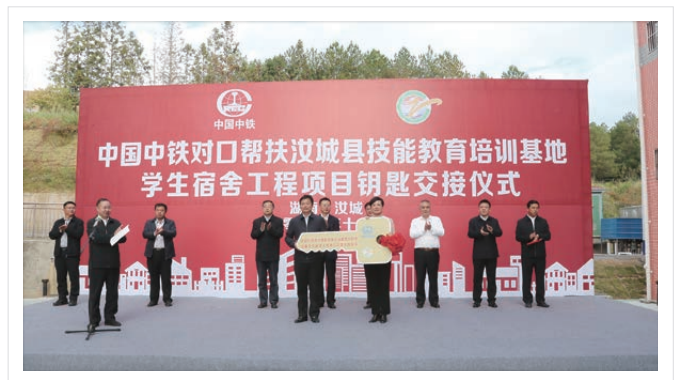
In 2020, after the three designated poverty alleviation counties got rid of poverty, the Company, by upholding the principle of “eliminating poverty without evading responsibilities, policies, assistance or supervision”, continued to maintain the level of capital investment and give full play to the advantages of enterprises. The Company steadily moved forward with targeted poverty alleviation while helping targeted poverty alleviation counties comprehensively consolidate poverty alleviation results, a step closer toward the link with rural revitalization.

First, CREC's poverty alleviation has been praised and concerned by the General Secretary. In April 2020, General Secretary Xi Jinping visited Jinmi Village in Xiaoling Town, Zhashui County, Shangluo City, Shaanxi Province, to investigate the work of poverty alleviation. When inspecting the industrial project of smart multi-span fungus greenhouses, which were invested in and built by China Railway No. 1 Engineering, he praised Zushui fungus as “small fungus, big business”.

Second, the Company's leaders arrange for poverty alleviation through on-the-spot investigation. The Company's main leaders led teams to investigate the Guidong County and Rucheng County in Hunan Province and Baode County in Shanxi Province, to understand the consolidation of poverty alleviation results and help overcome practical difficulties. The investigation group held a signing ceremony for key aid projects in poverty alleviation counties, visited and extended its regards to registered impoverished households, visited the cadres assuming a temporary post, checked construction projects, and held a symposium with the County Party Committee and the County Government on consolidating poverty alleviation results. The investigation group also made in-depth exchanges with local government officials on how to consolidate poverty alleviation results and effectively link poverty alleviation with rural revitalization, and put forward targeted opinions and suggestions.



挂职干部在中央电视台《手挽手—精准扶贫 央企在行动》节目推介汝城农产品  
A cadre assuming a temporary post introduces the agricultural products of Rucheng in a CCTV program titled “Hand in hand - Precision poverty alleviation Central enterprises are taking action”



中国中铁对口帮扶汝城县技能教育培训基地学生宿舍工程项目钥匙交接仪式  
Turnkey ceremony of the student dormitory project of the skill education training base in Rucheng County receiving targeted assistance from CREC

三是推进全面脱贫与乡村振兴有效衔接。2020年继续聚焦扶贫县教育与交通基础设施短板，发挥中国中铁援助资金的撬动作用，投入专项资金6000万元，推进全面脱贫与乡村振兴有效衔接。在湖南省桂东县寨前镇建设九年一贯制学校一所，在湖南省汝城县职业技能教育中心捐建教学楼1栋，在山西省保德县引入当地民营企业共同建设“中铁幸福大道”北段项目。

四是以消费扶贫解决贫困地区农产品滞销问题。公司精心组织，广泛动员，上下联动，鼓励所属企业及广大干部职工加大购买及消费力度。在公司内部电商平台上开设专区长期展示销售定点扶贫县的农产品；将发放贫困县农产品采购券作为员工福利，有力推动贫困县农产品的销售。公司选派的挂职干部积极想方设法，有的化身网络主播、有的采取认购模式，带动当地农产品销售。

经过各方努力，2020年中国中铁提前并超额完成定点扶贫责任书各项指标任务。向定点帮扶县投入专项资金6,390万元，为定点扶贫县引进帮扶资金7994万元，培训基层干部213人，为定点扶贫县和其他贫困地区培训专业技术人员7,226人。2020年度，各所属企业积极开展扶贫领域工作，共有28家单位参与扶贫开发工作。全公司共投入扶贫资金16,950.35万元，帮助建档立卡贫困人口1,326人脱贫，资助贫困学生4,443人；购买定点扶贫县农产品1,517.69万元、其他贫困县农产品112.87万元、湖北地区农产品505.54万元，帮助销售农产品164.89万元。

Third, the Company promotes the effective link between comprehensive poverty alleviation and rural revitalization. In 2020, staying focused on the weak spots of education and transportation infrastructure in poverty alleviation counties, the Company fully leveraged the assistance funds and invested in RMB60 million special funds, to promote the effective link between comprehensive poverty alleviation and rural revitalization. The Company assisted the construction of a school that implements the nine-year system in Zhaqian Town, Guidong County, Hunan Province, and donated 1 teaching building for the Vocational Skills Education Center in Rucheng County, Hunan Province. The Company joint hands with a local private enterprise in Baode County, Shanxi Province, to construct the north section of the “China Railway Xingfu Avenue”.

Fourth, the Company solves the problem of slow-selling of agricultural products in poor areas by means of poverty alleviation through consumption. The Company carefully organizes and widely mobilizes its subordinate enterprises and the vast number of cadres and workers at different levels, to intensify efforts to purchase and consume agricultural products. The Company sets up a special section on its internal e-commerce platform, to display and sell the agricultural products from targeted poverty alleviation counties for a long time, and issues procurement coupons of the agricultural products from impoverished counties as employee benefits, which gives a strong impetus to the sale of agricultural products from impoverished counties. The Company's cadres assuming a temporary post actively try every means to promote the sale of agricultural products, such as acting as network anchors and adopting the subscription model.

Through the concerted efforts of all sides, CREC surpassed the targets as set forth in the document of targeted poverty alleviation ahead of schedule in 2020. The Company invested RMB63.90 million of special funds in designated counties receiving assistance from the Company, attracted RMB79.94 million of assistance funds for targeted poverty alleviation counties, trained 213 grass-root cadres, and trained 7,226 professional and technical personnel for targeted poverty alleviation counties and other poverty-stricken areas. In 2020, the subordinate enterprises actively carried out work in the field of poverty alleviation, and a total of 28 units participated in poverty alleviation and development. The Company invested a total of RMB169.5035 million in poverty alleviation, helped 1,326 registered impoverished people get rid of poverty, and financed 4,443 poor students. The Company purchased RMB15.1769 million of agricultural products from targeted poverty alleviation counties, RMB1.1287 million of agricultural products from other impoverished counties and RMB5.0554 million of agricultural products from Hubei province, and helped sell RMB1.6489 million of agricultural products.



## 精准扶贫成效

## Effectiveness of Targeted Poverty Alleviation Efforts

单位：万元 币种：人民币

指标	数量及开展情况
<b>一、总体情况</b>	
其中：1. 资金	16,950.35
2. 物资折款	522.57
3. 帮助建档立卡贫困人口脱贫数（人）	1,326
<b>二、分项投入</b>	
<b>1. 产业发展脱贫</b>	
其中：1.1 产业扶贫项目类型	<input type="checkbox"/> 农林产业扶贫 ✓ <input type="checkbox"/> 旅游扶贫 ✓ <input type="checkbox"/> 电商扶贫 ✓ <input type="checkbox"/> 资产收益扶贫 ✓ <input type="checkbox"/> 科技扶贫 <input type="checkbox"/> 其他 ✓
1.2 产业扶贫项目个数（个）	29
1.3 产业扶贫项目投入金额	970.30
1.4 帮助建档立卡贫困人口脱贫数（人）	638
<b>2. 转移就业脱贫</b>	
其中：2.1 职业技能培训投入金额	189.71
2.2 职业技能培训人数（人/次）	7,226
2.3 帮助建档立卡贫困户实现就业人数（人）	1,410
<b>3. 易地搬迁脱贫</b>	
其中：3.1 帮助搬迁户就业人数（人）	73
<b>4. 教育脱贫</b>	
其中：4.1 资助贫困学生投入金额	284.42
4.2 资助贫困学生人数（人）	4,443
4.3 改善贫困地区教育资源投入金额	12,783.60
<b>5. 健康扶贫</b>	
其中：5.1 贫困地区医疗卫生资源投入金额	0.00
<b>6. 生态保护扶贫</b>	
其中：6.1 项目名称	<input type="checkbox"/> 开展生态保护与建设 ✓ <input type="checkbox"/> 建立生态保护补偿方式 ✓ <input type="checkbox"/> 设立生态公益岗位 ✓ <input type="checkbox"/> 其他
6.2 投入金额	8.9
<b>7. 兜底保障</b>	
其中：7.1 帮助“三留守”人员投入金额	7.19
7.2 帮助“三留守”人员数（人）	121
7.3 帮助贫困残疾人投入金额	15.17
7.4 帮助贫困残疾人数（人）	253
<b>8. 社会扶贫</b>	
其中：8.1 东西部扶贫协作投入金额	0
8.2 定点扶贫工作投入金额	6,390
8.3 扶贫公益基金	18.60
<b>9. 其他项目</b>	
其中：9.1 项目个数（个）	38
9.2 投入金额	1,588.27
9.3 帮助建档立卡贫困人口脱贫数（人）	688
9.4 其他项目说明	

单位：万元 币种：人民币

指标	数量及开展情况
三、所获奖项（内容、级别）	所列全部为省部级奖项
中铁一局工会 获全国脱贫攻坚先进集体	
中铁三局刘小营 获全国脱贫攻坚先进个人；山西省干部驻村帮扶工作模范农村第一书记	
中铁一局 获“二零一九年度陕西省助力脱贫攻坚优秀”	
中铁一局 获“陕西省第三届三秦善星企业”	
中铁一局张忠文 获山西省脱贫攻坚“贡献奖”和忻州市劳动模范	
中铁二局何政 获四川省2019年脱贫攻坚先进个人	
中铁三局 获山西省“干部驻村帮扶工作模范单位”	
中铁四局汪李村驻村扶贫干部郑加卫 获2020年度“安徽好人”	
中铁二院陈天地 获“脱贫攻坚四川好人”	
中铁大桥院代畅 获2019年度工作突出的省驻村工作队队长、第一书记；2019年度工作突出的省驻村工作队队员	



Unit: '0,000 Currency: RMB

Indicators	Quantity & Implementation
<b>I. General</b>	
Including: 1. Fund	16,950.35
2. Materials converted into cash	522.57
3 Number of registered impoverished people relieved from poverty under the help offered (person)	1,326
<b>II. Investment Breakdown</b>	
1. Poverty alleviation through industrial development	
Including: 1.1 Type of industrial projects for poverty alleviation	<input type="checkbox"/> Agricultural and forestry poverty alleviation ✓ <input type="checkbox"/> Tourism poverty alleviation ✓ <input type="checkbox"/> E-commerce poverty alleviation ✓ <input type="checkbox"/> Asset income poverty alleviation ✓ <input type="checkbox"/> Science and technology poverty alleviation <input type="checkbox"/> Others ✓
1.2 Number of industrial projects for poverty alleviation	29
1.3 Amount of investment in industrial projects for poverty alleviation	970.30
1.4 Number of registered impoverished people relieved from poverty under the help offered (person)	638
2. Poverty alleviation through transferred employment	
Including: 2.1 Amount of investment in occupational skill training	189.71
2.2 Number of persons receiving vocational skill training (person/time)	7,226
2.3 Number of registered impoverished people getting employed under the help offered (person)	1,410
3. Poverty alleviation through relocation	
Including: 3.1 Number of employment for relocated household (person)	73
4. Poverty alleviation through education	
Including: 4.1 Amount of investment in financing needy students	284.42
4.2 Number of poor students financed (person)	4,443
4.3 Amount of investment in improving the educational resources in poverty-stricken areas	12,783.60
5. Poverty alleviation through health	
Including: 5.1 Amount of investment in the medical and health resources of poverty-stricken areas	0.00
6. Poverty alleviation through ecological protection	
Including: 6.1 Name of Project	<input type="checkbox"/> Commencing ecological protection and construction ✓ <input type="checkbox"/> Devising ways of ecological protection compensation ✓ <input type="checkbox"/> Setting up ecological charity job positions ✓ <input type="checkbox"/> Others
6.2 Amount of investment	8.9
7. Baseline security	
Including: 7.1 Amount of investment in helping "the elderly people, women and left-behind children in rural areas"	7.19
7.2 Number of "elderly people, women and left-behind children in rural areas" helped (person)	121
7.3 Amount of investment in helping needy disabled people	15.17
7.4 Number of needy disabled people helped (person)	253
8. Poverty alleviation through society	
Including: 8.1 Amount of investment in coordinated eastern-western poverty alleviation	0
8.2 Amount of investment in precision poverty alleviation	6,390
8.3 Public social charitable fund for poverty alleviation 18.60	18.60
9. Other projects	
Including: 9.1 Number of projects	38
9.2 Amount of investment	1,588.27
9.3 Number of registered impoverished people relieved from poverty under the help offered (person)	688
9.4 Description about other projects	

Unit: '0,000 Currency: RMB

Indicators	Quantity & Implementation
III. Awards Received (Nature and Level)	All of the awards listed are of national and provincial levels.
1. The trade union of China Railway No. 1 Engineering has won the title of "Advanced Collective in National Poverty Alleviation"	
2. Liu Xiaoying from China Railway No. 3 Engineering has won the title of "Advanced Individual in National Poverty Alleviation"; and has been rated as a model cadre in assistance work staying at villages in Shanxi province and the first secretary in rural areas	
3. China Railway No. 1 Engineering has won the "Excellence Award for Boosting Poverty Alleviation in Shaanxi Province in 2019"	
4. China Railway No. 1 Engineering has won the title of "Charitable Enterprise in Shaanxin Province" in the 3rd appraisal	
5. Zhang Zhongwen from China Railway No. 1 Engineering has won the "Contribution Award" for poverty alleviation in Shanxi Province and has been rated as a model worker in Xinzhou city	
6. He Zheng from China Railway No. 2 Engineering has been rated as an advanced individual in poverty alleviation for 2019 in Sichuan province	
7. China Railway No. 3 Engineering has been rated as a "Model Unit in Assistance Work by Cadres Staying at Villages" in Shanxi Province	
8. Zheng Jiawei from China Railway No. 4 Engineering who is a cadre staying at the Wangli village for poverty alleviation has been rated as a "Good Person in Anhui Province" for 2020	
9. Chen Tiandi from China Railway Eryuan has been rated as a "Good Person for Poverty Alleviation in Anhui Province"	
10. Dai Chang from China Railway Major Bridge Design Institute has been rated as a provincial excellent lead of the working team staying at villages and the first secretary in 2019, and as a provincial excellent member of the working team staying at villages in 2019	



## 后续精准扶贫计划 Subsequent Targeted Poverty Alleviation Plan

2021年是“十四五”开局之年，是由脱贫攻坚转向乡村振兴、开启全面建设社会主义现代化国家新征程的第一年。中国中铁将认真贯彻落实关于实现巩固脱贫攻坚成果同乡村振兴有效衔接的新战略、新要求，保持定点帮扶工作机制和政策体系平稳过渡、有序衔接。公司将按照摘帽不摘责任、摘帽不摘政策、摘帽不摘帮扶、摘帽不摘监管“四个不摘”要求，保持帮扶政策和扶持力度总体稳定。公司将新增对口支援西藏自治区昌都地区卡诺区，提出帮扶方案，选派优秀干部挂职帮扶，以实际行动支援昌都地区卡诺区经济发展、社会稳定、人民安康。做好新一轮挂职干部轮换工作，确保帮扶工作不留空档、顺畅交接。积极开展好致富创业带头人培训，通过致富带头人努力，带动全村脱贫致富。建立健全定点帮扶县巩固拓展脱贫攻坚成果长效机制，加强防止返贫动态监测和帮扶，重点监测收入水平变化和“两不愁三保障”巩固情况，确保不出现规模性返贫，推动脱贫攻坚工作体系全面转向乡村振兴，用乡村振兴统揽新发展阶段“三农”各项工作。

2021 is the first year of the “14th Five-Year Plan”. It is also the first year for transition from poverty alleviation to rural revitalization and for embarking on the road to building a modern socialist country in all respects. CREC will conscientiously implement the new strategies and new requirements for consolidating poverty alleviation results and linking poverty alleviation with rural revitalization, to see that the mechanism, policy and system of targeted assistance are implemented smoothly and in an orderly manner. Based on the principle of “eliminating poverty without evading responsibilities, policies, assistance or supervision”, the Company maintains the overall stability of the policy and level of support. The Company provides pairing-assistance for the Karuo District, Chamdo Prefecture, Tibet Autonomous Region, which the Company has never assisted before. The Company proposes assistance plans and dispatches outstanding cadres to assume a temporary post and provide assistance there. The Company supports the economic development, social stability, and people’s well-being in the Karuo District with actual deeds. The Company delivers a good job in the re-election of the new round of cadres assuming a temporary post, to see that the assistance work is handed over smoothly. The Company also actively trains those who take the lead in becoming prosperous through business startups. The Company works to lift the whole village from poverty with the help of these foregoers. The Company establishes and improves the long-term mechanism for consolidating and expanding poverty alleviation results in designated counties receiving assistance from the Company. The Company also strengthens the dynamic monitoring and assistance to prevent returning to poverty, with the focus on the monitoring of changes in income level and the consolidation of “eliminating two worries and providing three guarantees”. The Company pushes forward the overall transformation from poverty alleviation to rural revitalization, and completes the tasks related to agriculture, rural areas and farmers in the new development stage by leveraging rural revitalization.



援建的瑞窝村老年活动中心揭牌  
Opening ceremony of the elderly activity center (with the assistance of CREC) in Tuanwo village



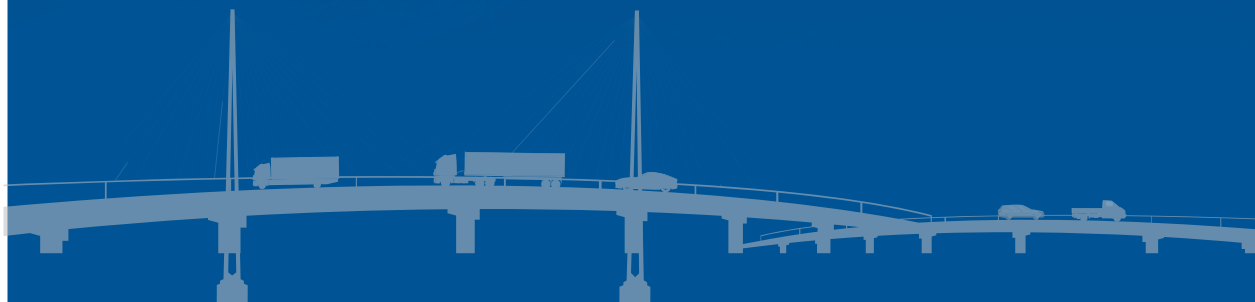
开展“汝味真湘”消费扶贫行动  
Campaign of poverty alleviation through consumption named “Delicious Rucheng”





### 专题三： 高质量共建“一带一路”

Topic 3:  
Joint Construction of the "Belt and Road"  
with High Quality





秉持共商共建共享原则

Upholding the Principles of Joint Consultation, Construction and Sharing

坚持开放、绿色、廉洁理念

Adhering to the Philosophy of Openness, Greenness and Integrity

实现高标准、惠民生、可持续目标

Achieving Targets of High Standard, Sustainable Development, and Benefiting People's Livelihood

2020年，中国中铁积极参与共建“一带一路”倡议和“互联互通”工程，全力推动中国铁路“走出去”。全公司国际业务实现新签合同额197.914亿美元，成功签订了老挝新建铁路磨丁至万象南工程施工总承包Laos-China ZQSG标、新加坡地铁裕廊区域线轨道工程J150项目、印度尼西亚KPC煤炭运输专线项目等一批项目合同。在ENR全球最大250家国际承包商中排名第13位。

In 2020, CREC actively participated in the joint construction of the “Belt and Road” initiative and the “interconnection” project and gave all-out support for Chinese railways “going global”. The Company’s international business achieved a new contract amount of US\$19,791.4 million, and signed contracts for a number of projects such as the ZQSG section of the Boten-Vientiane South project of the China-Laos Railway, the J150 rail project of the Jurong Regional Line of the Singapore Metro, and the Indonesian KPC coal transportation line. CREC ranked 13rd on the list of “ENR’s 2020 Top 250 International Contractors”.

## 秉持共商共建共享原则

Upholding the Principles of Joint Consultation, Construction and Sharing

### 深化国际合作

Furtherance of international cooperation

2020年，公司重视开展海外合作，围绕政府高层互访、“一带一路”国际合作高峰论坛、第三方市场合作、各类经贸联委会以及国际博览会等国际合作的重要平台，加强与各国政府、企业的沟通合作，与相关各方形成合力，达成多项共识，不断推进海外项目经营工作。同时，深度对接政府主管部门，积极发掘重大项目信息，主导或参与推动重大项目运作，确保公司先发优势。

In 2020, through high-level government visits and by relying on important platforms for international cooperation such as the Belt and Road Forum for International Cooperation, third-party market cooperation, various economic and trade joint commissions, and international fairs, the Company strengthens communication and cooperation with governments and enterprises in various countries, makes concerted efforts with relevant parties, and reaches multiple consensuses, to promote operations of overseas projects. Meanwhile, the Company makes in-depth contact with government authorities, actively seeking major project information, and leads or participates in the promotion of operations of major projects, to ensure first-mover advantage for the Company.



## 属地化经营

### Territorial operation

2020年，是公司海外经营体制机制改革元年。根据《中国中铁股份有限公司海外体制机制改革方案》的要求，按照“整体规划、分批设立、试点先行”的原则，公司挂牌设立了孟家拉区域总部、东南亚区域总部、南部非洲区域总部、南太区域总部、南美北部区域总部、西非区域总部、南美南部区域总部。

2020 is the first year for reforming the system and mechanism of overseas operations. According to the Plan for the Reform of Overseas Systems and Mechanisms of China Railway Group Limited (《中国中铁股份有限公司海外体制机制改革方案》) and based on the principle of “overall planning, establishment in batches, and pilot at first”, the Company sets up multiple regional headquarters in Bangladesh, Southeast Asia, Southern Africa, South Pacific, northern South America, West Africa, and southern South America.

## 文化交流沟通

### Cultural exchange and communication

中国中铁积极推进属地化管理，注重与当地民众融合，通过联合孔子学院和驻在国大学共同举办“中华文化大讲堂”等系列活动，充分发挥文化的桥梁、影响和引领作用，向世界讲好中国故事，促进优秀文化“走出去”，为“一带一路”民心相通贡献力量。

CREC actively promotes territorial management with a focus on integration with local people. Through the organization of a series of activities such as the “Chinese Culture Colloquium” by the Confucius Institute jointly with universities of host countries, CREC gives full play to the cultural role of bridging, influencing and leading, tells a good Chinese story to the world, assists excellent culture in “going global”, and contributes to the connection of hearts and minds of the people along the “Belt and Road”.



中老铁路“友谊之桥”青年文化交流活动  
Youth cultural exchange activity about the China-Laos Railway as a “Bridge of Friendship”



中华文化大讲堂活动  
Chinese Culture Colloquium Activity

## 坚持开放、绿色、廉洁理念 Adhering to the Philosophy of Openness, Greenness and Integrity

### 推动绿色基础设施建设

#### Promoting construction of green infrastructure

2020年，公司境外在建项目严格遵守项目所在国环保法律法规，积极采取有效措施推进绿色工程建设。项目部定期进行环保检查，不断加强对环境保护和水土保持的管理，确保当地生态环境不被破坏；成立了环境保护领导小组，负责统一领导、整体策划和全面推进，对有关工作进行业务指导、监督检查；健全环保制度，新开工项目编制绿色施工实施方案，从科技创新、节材、节能、节水和环境保护方面制定了相关措施；强化环保教育，开展环保业务培训，树立全员环保意识；开展环保检查，发现并及时整改环保隐患。

In 2020, the Company's overseas projects under construction strictly abided by the environmental protection laws and regulations of the countries where they are located, and the Company actively took effective measures to promote green construction. The project department conducted regular environmental inspections and continuously strengthened the management of environmental protection and water and soil conservation, to prevent the local ecological environment from being damaged; the Company set up a leading group for environmental protection, which was responsible for unified leadership, overall planning and promotion and business guidance, supervision and inspection of related work; the Company improved the environmental protection system, formulated green construction plans for newly-commenced projects, and worked out relevant measures in terms of technological innovation, material saving, energy saving, water saving, and environmental protection; and the Company strengthened environmental protection education, provided trainings on environmental protection businesses, fostered environmental protection awareness for all employees, and conducted environmental and water conservation inspections, to identify and promptly eliminate hidden environmental hazards.

#### 案例 Case 1

中国中铁孟加拉帕德玛多功能大桥项目大力提倡废水废渣零排放，钻孔过程中产生的废水、钻渣均采用专用驳船运输等至指定地点处理，坚持废水、钻渣等污染物零排放。

As for the Bangladesh Padma Bridge, the Company vigorously advocated zero discharge of waste water and residue, and the waste water and residue generated during drilling were transported to designated locations by special barges for treatment.

#### 案例 Case 2

中国中铁中老铁路新开工的万象至万象南项目拌合站，购置了全自动废渣废水分离和收集设备，对产生的废渣进行分离并二次利用，对排放的废水进行净化处理，达标后排放；隧道施工中，用绿色环保的无碱速凝剂取代普通速凝剂，不但有效保护了作业人员的身体健康，还大幅减小了对自然水体的污染。

The mixing station of the new China-Laos project from Vientiane to Vientiane South of CREC purchases equipment of automatic separation and collection of waste residue and wastewater separates and re-uses the generated waste residue, purifies the discharged wastewater, and discharges the wastewater after it reaches the standard. In tunnel construction, the environmentally friendly alkali-free accelerator is used to replace the ordinary accelerator, which not only effectively protects the health of operators but also greatly reduces the pollution to natural water.

## 强化依法合规管理

### Strengthening management in compliance with laws and regulations

2020年，公司组织召开了境外合规经营工作会议，邀请合规专家对参会人员进行合规培训。修订《中国中铁股份有限公司海外业务合规管理指引》《合规手册》等境外合规制度，编制、宣贯《中国中铁股份有限公司境外业务投标合规管理细则》等四项合规管理细则。组织境外从业人员签订了合规承诺书。利用中国中铁海外合规公众号开展合规文化宣贯，累计刊登稿件33篇。

## 保障海外项目安全

### Ensuring the safe operation of overseas projects

2020年，中国中铁海外项目坚持生命至上、安全第一，树牢安全发展理念，强化红线意识和底线思维，坚持问题导向，坚持标本兼治，保障安全投入，通过全公司共同努力，确保了公司海外项目安全生产状况保持稳定。

严格落实安全生产责任制，实施风险分级管控，加强安全生产工作监管和安全生产管理体系建设，完善安全生产规章制度。组织中方管理人员和当地作业人员进行安全教育培训。通过风险管控、隐患排查、专项检查等各类安全生产活动，及时发现项目管理过程中存在的薄弱环节。针对发现的问题坚持监督整改闭环，确保消除安全隐患。

遵守项目所在地职业病有关法律法规，坚持依法依规做好职业健康工作，本着以人为本、健康工作的原则，落实建设项目职业病危害预评价、办理工伤保险、全员职业健康教育培训、职业危害因素告知、完善健康体检档案，对当地工人进行艾滋病检测和常规体检、配备合格劳动保护用品。

In 2020, the Company organized an overseas compliance management meeting and invited compliance experts to conduct compliance training for participants. The Company revised the Guidelines on Compliance Management for Overseas Businesses of China Railway Group Limited (《中国中铁股份有限公司海外业务合规管理指引》) and the Compliance Manual (《合规手册》), and prepared and publicized four compliance management rules including the Rules for Compliance Management of Bidding for Overseas Businesses of China Railway Group Limited (《中国中铁股份有限公司境外业务投标合规管理细则》). The Company organized overseas employees to sign the Compliance Commitment Letter. The Company publicized compliance culture with its overseas compliance official account and published a total of 33 articles.

In 2020, CREC adhered to the policy of supremacy of life and safety first for its overseas projects. Bearing in mind the safe development philosophy, the Company strengthened red line awareness and bottom-line thinking and maintained problem-oriented solutions to both symptoms and root causes, to guarantee safe investment. Through concerted effort of the whole Company, the stable and safe production of overseas projects were realized.

The Company strictly implemented the safe production responsibility system, implemented hierarchical risk control, strengthened supervision over safe production and the building of the safe production management system, and improved rules and regulations concerning safe production. The Company organized Chinese managerial personnel and local operators to participate in safety education and training. By carrying out various safe production activities such as risk control, hidden danger investigation, and special inspections, the Company identified weak links in the project management process. The Company insisted on supervising and fixing the problems identified, to eliminate potential safety hazards.

CREC complied with the relevant laws and regulations on occupational diseases of the countries where the projects are located, and was committed to undertaking the task of occupational health according to laws and regulations. On the people-oriented and healthy work principle, the Company implemented pre-evaluation of occupational disease hazards for construction projects, purchased work-related injury insurance, provided occupational health education and training for all employees, kept them informed of factors of occupational hazards, enriched archives of health inspection, conducted AIDS testing and regular checkups for local workers, and equipped them with qualified labor protection supplies.

## 实现高标准、惠民生、可持续目标

### Achieving Targets of High Standard, Sustainable Development, and Benefiting People's Livelihood

#### 中国技术带动当地发展

##### Chinese technologies driving local development

中国中铁充分发挥全产业链优势，采用设计、采购、施工加融资的EPC+F模式，为业主提供从投资、勘察设计、施工建设到运营维护全周期的服务。中国中铁通过“卓越国际教育培训中心”平台，依托中国中铁在全球轨道交通领域的勘察设计、工程咨询、工程总承包项目，积极开展培训。

CREC gives full play to its advantages in the whole industry chain by adopting the EPC+F mode of design, procurement, construction and financing, to provide owners with all-round services from investment, survey and design, and construction to operation and maintenance. The Company actively carries out training through the platform of "China Beststudy Education Group" and by relying on CREC's survey and design, project consultation and EPC projects in the global rail transit area.

#### 优质工程助推当地经济

##### Quality projects boosting local economy

中国中铁依托境外重点工程，努力打造出企业与项目所在国之间的发展之路、绿色之路、廉洁之路、友谊之路、幸福之路，为高质量推动“一带一路”建设做贡献。

Relying on its key overseas projects, CREC is striving for the construction of the road to development, greenness, integrity, friendship and happiness between the Company and the countries where the projects are located, contributing to the high-quality promotion of the "Belt and Road" construction.

公司雇佣当地人员54,714人，侧重于在当地采购材料，助推当地经济发展。

The Company employs 54,714 local people and focuses on purchasing materials locally to boost local economic development.

#### 案例 Case 1

中老铁路承载着老挝从内陆“陆锁国”到“陆联国”梦想。2020年，中国中铁项目部为当地提供就业岗位3,872个，大力助推了当地经济发展。

The China-Laos Railway carries Laos' dream of shifting from an inland "landlocked country" to a "land connected country". In 2020, the CREC project department provided 3,872 local jobs, greatly promoting local economic development.

#### 案例 Case 2

2020年，中国中铁雅万高铁项目为当地提供就业岗位2,878个。

In 2020, CREC's Jakarta-Bandung High-Speed Rail project provided 2,878 local jobs.

## 公益事业惠及当地人民

### Public welfare undertakings benefiting local people

中国中铁致力于塑造中国企业“有实力、负责任”的良好形象，积极履行企业社会责任，主动参与东道国抢险救灾，开展形式多样的物资援助和社会捐助等公益事业。2020年，新冠肺炎疫情发生以来，境外累计捐赠各类防疫物资约145.95万件，捐赠物资累计金额折合约773.89万元。

CREC strives to shape the good image of a “powerful and responsible” Chinese enterprise by actively fulfilling its corporate social responsibility, taking the initiative to participate in emergency rescue and disaster relief of host countries and engaging in public welfares undertaking such as various forms of material assistance and social donations. In 2020, since the outbreak of the COVID-19, the Company donated a total of 1,459,500 pieces of various pandemic prevention materials overseas, which were worth RMB7,738,900.



中国中铁印尼雅万高铁项目10号隧道顺利穿越既有铁路礼  
Ceremony of the breakthrough in No. 10 tunnel of the Jakarta-Bandung high-speed railway project undertaken by CREC

## 案例 Case 1

2020年新冠肺炎疫情在全球蔓延，匈牙利也受到波及。4月9日，公司向匈方捐赠的32万只医用口罩抵达布达佩斯，匈国家铁路公司董事长霍姆亚在接收防疫物资时表示：“危难时刻见真情，感谢我们的中国朋友，在疫情的关键时刻送来如此珍贵的礼物，中国中铁是我们真正的朋友。”

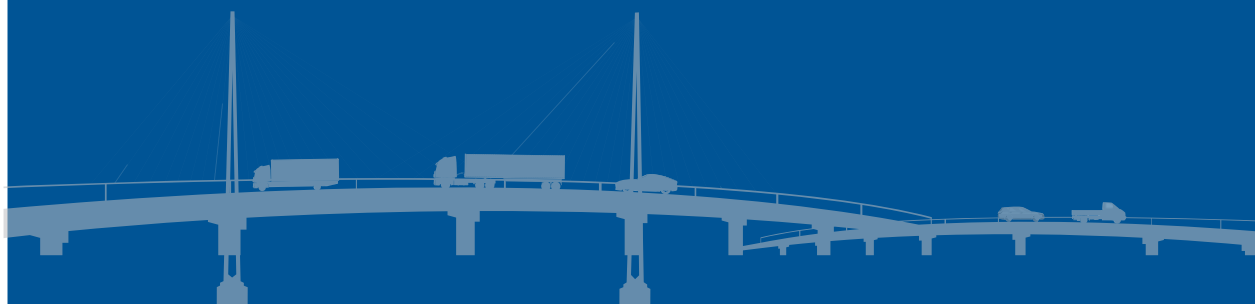
In 2020, the COVID-19 pandemic spread globally, and Hungary was also been affected. On April 9, the 320,000 medical masks donated by the Company to Hungary arrived in Budapest. When receiving the anti-pandemic supplies, the Chairman of Hungarian State Railways, Homya, said: “A friend in need is a friend indeed. Thank you, my friends from China. Thanks for sending such a precious gift at this critical moment. China Railway is our true friend.”





## 专题四： 抗击新冠肺炎疫情

Topic 4:  
Combating the COVID-19



# 局集团中心医院 UP CENTRAL HOSPITAL

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## 援建专门救治医院

Assisting in the construction of hospitals specific to those affected by the pandemic

## 医疗救护

Medical aid

## 捐款捐物

Donation of money and materials

## 志愿服务

Voluntary service

2020年，在抗击新冠肺炎疫情大战大考中，中国中铁积极响应党中央和习近平总书记号召，第一时间快速反应，第一时间作出部署，第一时间发出号令，广大职工义无反顾，逆疫出征，积极作为，勇挑重担，全力以赴投入这场疫情防控的人民战争、总体战、阻击战，为取得抗击新冠肺炎疫情斗争重大战略成果做出了应有贡献。

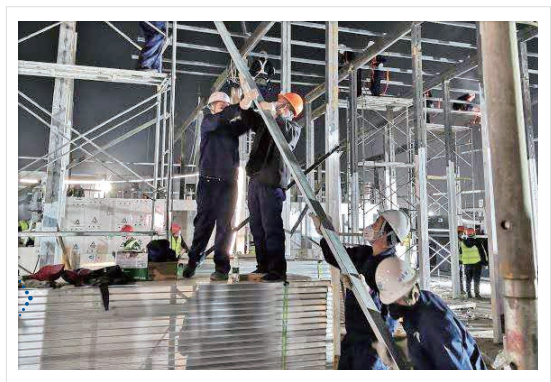
In 2020, in the big test of the fight against the COVID-19, CREC actively responded to the call of the Party Central Committee and General Secretary Xi Jinping. The Company responded quickly, made deployments and issued orders as soon as possible. The vast majority of its employees joined the fight against the pandemic without hesitation; they were brave to take on heavy responsibilities, and made due contributions to achieving major strategic results in the fight against COVID-19.

## 援建专门救治医院

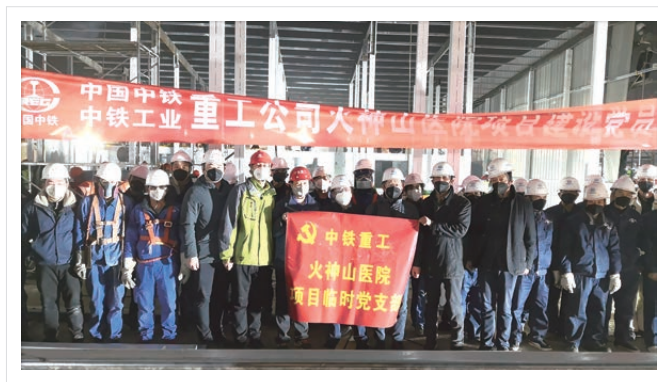
Assisting in the construction of hospitals specific to those affected by the pandemic

中国中铁及19家二级单位积极参建了武汉火神山医院、雷神山医院、方舱医院等11个省市、45家新冠肺炎救治医院，投资建设了雄安新区9万平米的“容东片区建设者之家”一号营地疫情防控应急工程，援建面积38.7万平、增加床位3.4万个，投入人力1.4万余人、机械设备3千台套。

CREC, together with other 19 grade 2 units, joined hands to construct a total of 45 hospitals to combat the COVID-19 in 11 cities and provinces, including Wuhan Huoshenshan Hospital, Wuhan Leishenshan Hospital, and mobile cabin hospitals. The Company invested in and constructed a 90,000 m2 emergency response project, namely camp 1 of “home of constructors in east Rongcheng County, Xiong’an New Area. The Company assisted in constructing an area of 387,000 m2, added 34,000 beds, and input 14,000 employees and 3,000 sets of equipment.



中国中铁工业支援火神山医院建设  
Construction of Huoshenshan Hospital with the assistance of CRHIC



中铁重工火神山医院项目临时党支部  
Temporary Party branch of CRHM for the Huoshenshan Hospital project

## 案例 Case 1

2020年1月30日凌晨2点到1月31日凌晨1点，中铁工业连夜组织第一批援建队伍，支援火神山医院建设，仅用23个小时，就圆满完成了医学技术楼主体19榀桁架的现场拼装。9小时后，又派出第二批紧急增援队伍，14小时完成火神山医院ICU重症病房792平方米屋面钢骨架安装和焊接任务。

From 2:00 of 30 January 2020, to 1:00 of 31 January 2020, CRHIC organized a construction assistance team to support the construction of Wuhan Huoshenshan Hospital. They took barely 23 hours to complete the on-site assembly of 19 trusses for the principal part of the medical technology building. 9 hours later, we dispatched another first rescue team, which took 14 hours to complete the installation and welding of the steel frame for the 792 m<sup>2</sup> roof of ICU in Huoshenshan Hospital.



中铁北京工程局合肥地铁五号线体温检测

China Railway Beijing Engineering Group Co., Ltd. takes the temperature of employees at Hefei Metro Line 5

## 案例 Case 2

中国中铁一局、四局、六局、七局、大桥局、隧道局、武汉电气化局等多个单位组队火速驰援武汉多所“方舱医院”。2020年2月2日晚，中国中铁隧道局武汉地铁5号线4标项目部突击队员增援火神山医院建设，连续工作两日后，4日和5日又分别驰援武汉会展中心和武汉客厅“方舱医院”，大部分队员每天休息不足3个小时。

China Railway No. 1 Engineering, China Railway No. 4 Engineering, China Railway No. 6 Engineering, China Railway No. 7 Engineering, China Railway Major Bridge Engineering, China Railway Tunnel, and China Railway Wuhan Electrification Bureau run against time to support the construction of several “mobile cabin hospitals” in Wuhan. On the night of 2 February 2020, the commando of section 4, line 5, Wuhan Metro undertaken by China Railway Tunnel Group (CRTG) rushed for the construction of Wuhan Huoshenshan Hospital. After two consecutive days of hard work, on 4 and 5 February 2020, they rushed to support the construction of the “mobile cabin hospitals” in Wuhan International Conference & Exhibition Center and Wuhan Parlor, with most of the members sleeping less than 3 hours.



中铁隧道局武汉项目支援武汉客厅方舱医院建设

The Wuhan project department of CRTG supports the construction of the “mobile cabin hospitals” in Wuhan Parlor



## 医疗救护 Medical aid

中国中铁有6,000余名医护人员参与全国各地的医疗救治工作，其中5名医护人员随地方援鄂医疗队参与武汉的救治工作，1名医护人员支援地方专门医院的救治。所属三家医院（中铁二局中心医院、中铁四局阜阳中心医院、中铁五局耒阳医院）作为当地新冠肺炎隔离救治定点医院，累计接诊发热病人1,628人次、确诊病人13例、疑似病例61例。

A total of 6,000 medical workers from CREC participated in the medical aid efforts across China, of which, 5 participating in the treatment efforts in Wuhan as members of the medical team supporting Hubei province and 1 participating in the treatment in a local specialty hospital. The three affiliated hospitals (Central Hospital of China Railway No. 2 Engineering, Fuyang Central Hospital of China Railway No. 4 Engineering, and Leiyang Hospital of China Railway No. 5 Engineering), as the designated hospital for admission of COVID-19 patients, received 1,628 patient visits with fever, confirming 13 cases, together with 61 suspected cases.

### 案例 Case 1

2020年1月28日，中铁五局二公司医院被定为湖南省耒阳市新冠肺炎隔离救治医院，医务人员全部到岗、纷纷请战，27名党员和50名团员集体宣誓，并在请战书上签名、摁下鲜红指印。

On January 28, 2020, Second Engineering Co., Ltd. Hospital of China Railway No. 5 Engineering was designated as the hospital fighting against the COVID-19 in Leiyang city, Hunan province. Upon the designation, all medical staff returned to their posts and applied for the fight, with 27 CPC members and 50 league members jointly made an oath and signed their names, and imprinted their fingerprints on the written request for the fight.



## 捐款捐物 Donation of money and materials

中国中铁及所属单位以企业名义捐款8,704万元；广大职工自发捐款2,428.81万余元。中国中铁及所属单位主动向地方政府及相关机构捐赠：口罩239.5万个、八四消毒液5.1万升、75%酒精2.0万升、医用防护服2.7万套、橡胶手套18.5万双等防疫物资，以及疫情防控检测点办公物资和各种生活物资。

CREC and its subordinate units donated RMB87.04 million; the employees donated RMB24.2881 million. CREC and its subordinate units actively donated (among the others) the following items to the local government and agencies: 2,395,000 masks, 51,000 L disinfectant liquid, 20,000 75% alcohol, 27,000 medical protective suits, 185,000 medical gloves, and official materials and living materials for test stations of prevention and control.

## 志愿服务 Voluntary service

中国中铁广大干部职工纷纷发挥志愿者精神，自愿投入身边的社区、村镇防疫，聚焦老、弱、病、残、孕等重点群体，围绕解决老百姓社区（村）封闭、物流不畅、买菜难、买药难、情绪不安等难点问题，不辞辛苦，筑起了志愿“防疫墙”。

The Management and employees of CREC actively worked in communities and villages nearby to solve problems encountering key groups, including the aged people, the weak, disabled and pregnant women (such as difficulties in buying vegetables and drugs caused by community/village closeout and logistic restriction) and emotional stress. They built a line of defense against the pandemic.

### 案例 Case 1

中铁二局地产集团物管公司所有客服人员加班加点配合社区，在3天内完成了服务区域近3万户业主排查、走访、登记；跟进了解外地返回业主情况，并为居家隔离人员提供买菜送菜和力所能及的帮助。

All customer service employees of the Property Management Company of the Real Estate Group of China Railway No. 2 Engineering have screened, visited and registered almost 30,000 households in areas they serviced within three days. They followed up to understand the latest situations of the owners who returned home from other cities, and bought vegetables for those who are isolated at home, and provided help in any way that they can.

### 案例 Case 2

中铁大桥局六公司员工梅向开从武汉回到农村老家，主动向村委会申请成了村基层网格志愿者，积极宣传防疫知识和政策，劝阻大办丧事行为，发挥从事过物资管理工作的专长，担负了统计、采购村民生活必需品、防护用品的重任。

Mei Xiangkai is an employee of the China Railway Major Bridge Engineering No. 6 Company. As soon as he returned to his home village from Wuhan, Mei applied to the village committee for working as a volunteer of the local network of villages and actively promoted knowledge and policies about pandemic prevention and control. Mei successfully persuaded other villages not to hold funeral parties of large scale with his previous working experiences as a material manager. Mei also helped his villages to purchase living materials and protective items.

序号	个人/集体	奖项
1	中国中铁四局中心医院内三科主任、副主任医师张浩	全国抗击新冠肺炎疫情先进个人
2	中国中铁大桥局党委	中央企业抗击新冠肺炎疫情先进集体
3	中国中铁三局中心医院护士长智彩霞	中央企业抗击新冠肺炎疫情先进个人
4	中铁工业中重工党委副书记、总经理舒伟浩	中央企业抗击新冠肺炎疫情先进个人
5	中国中铁印尼雅万高铁项目经理部沈超	中央企业抗击新冠肺炎疫情先进个人

S/N	Individual/Collective	Award
1	Zhang Hao, head of the medical department 3 and associate chief physician of the Central Hospital of China Railway No. 4 Engineering	Advanced individual in the national fight against the COVID-19
2	Party committee of China Railway Major Bridge Engineering Group Co., Ltd.	Advanced collective in the battle fight the COVID-19 among central enterprises
3	Zhi Caixia, head nurse of the Central Hospital of China Railway No. 3 Engineering	Advanced individual in the fight against the COVID-19 among central enterprises
4	Shu Weihao, deputy Party Secretary and General Manager of CRHIC and CRHM	Advanced individuals in the fight against the COVID-19 among central enterprises
5	Shen Chao, general manager department of the Jakarta-Bandung High-Speed Railway project undertaken by CREC	Advanced individuals in the fight against the COVID-19 among central enterprises



## 展望 Outlook

2021年，中国中铁将以习近平新时代中国特色社会主义思想为指导，立足新发展阶段，贯彻新发展理念，构建新发展格局，立足国内大循环，助力畅通国内国际双循环，实现“企业规模有质量的增长”目标，将项目管理提升作为管理提升最基础课题，在“抓基层、打基础、苦练基本功”上下大功夫，坚守生产安全、经济安全、合规管理这三条底线，不断增强竞争力、创新力、控制力、影响力、抗风险能力，为加快建成具有全球竞争力的世界一流企业而不懈奋斗。

2021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！

In 2021, CREC will take Xi Jinping's Thought on Socialism with Chinese Characteristics for a New Era as guidance and based in the new development stage. It will carry out the new development ideas to build a new development layout while focusing on domestic circulation and enabling effective international circulation. To realize the goal of a high-quality company scale increase, we will take project management as the basic task to improve management quality by taking pains to improve local-level fundamental management and basic capabilities. We will stick to the three disciplines of safe production, safety economy and regulated management. To become a top enterprise with global influence as soon as possible, we will keep enhancing our capabilities in competition, innovation, control, brand and risk response.

In 2021, CREC will further play an exemplary role of an industry leading enterprise to fulfill social responsibilities, comprehensively deepen the social responsibility management, expand the social responsibility field, enrich the social responsibility content, enhance the social responsibility practices, and cooperate with its stakeholders to make unremitting efforts in order to promote the development and progress of the whole society!





## 意见反馈 Feedback

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感谢您在百忙之中阅读中国中铁股份有限公司2020  
社会责任报告暨ESG（环境、社会及管治）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。

Thank you for taking time out of your busy schedule to read the 2020  
Social Responsibility Report and the Environmental, Social and Governance  
Report of China Railway Group Limited in your busy schedule.

There are inevitable flaws and omissions in the compilation 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 for the Company once  
again.

