

SOCIAL RESPONSIBILITY REPORT OF **2009** 社会责任报告

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建造精品 改善民生

Construct excellent projects to improve people's livelihood



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

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



中国中铁

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

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

关于本报告

欢迎阅读中国中铁股份有限公司2009年社会责任报告

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

本报告是公司第二份年度社会责任报告，时间跨度以2009年1月1日至12月31日为主，重点表述了2009年度中国中铁在员工发展、公益事业、环境保护、经济发展、技术创新、安全监督等方面的工作，适当关注了2009年以前公司履行社会责任的情况。

报告编写参照联合国全球契约（Global Compact）颁布的“十大原则”，全球报告倡议组织（GRI）、社会责任国际（SAI）和《中国企业社会责任报告编写指南（CASS-CSR1.0）》相关标准，以及国务院国资委、上海证券交易所、香港联合交易所有关规定。

报告中使用的相关数据和案例，均来自中国中铁及子公司。

本报告以中英文两种文字出版，若两种文字间有差异，按中文版解读。

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

本报告的电子版本同时在公司网站发布（www.crec.cn），您可以根据需要进行下载。

About This Report

Welcome to read Social Responsibility Report of 2009 of China Railway Group Limited.

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

This report is the company's second annual social responsibility report, with the time span of 1st January to 31st December of 2009, mainly focusing on the work about staff development, public welfare undertaking, environmental protection, economic development, technological innovation and safety supervision .etc during the year of 2009, with due attention to the status of company fulfilling their social responsibility before 2009.

Preparation of the report refers to the "ten principles", promulgated by the United Nations Global Compact (Global Compact), the relevant standards of the Global Reporting Initiative (GRI), Social Accountability International (SAI) and China CSR reporting guidelines (CASS-CSR1.0) and relevant requirements of the SASAC, Shanghai Stock Exchange and the Hong Kong Stock Exchange.

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

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

This report strives to be complete, objective and accurate, and tries to fit the main concerns of interested parties. In line with the principles of pursuit for excellence, the company will continuously improve and strive for perfection in the work of Social Responsibility Report' s preparation and publishing the next year and the following years, and also welcome your support.

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

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01

2009社会责任报告

Social Responsibility Report of 2009



领导致辞

2009年，中国中铁紧紧围绕国家保增长、扩内需、调结构重大方针政策，充分发挥行业表率作用和示范作用，切实履行建造精品、改善民生的神圣使命，积极承担、充分履行社会责任，在拉动经济增长、推动科技进步、促进就业、环境保护等方面做出了重要的贡献，得到了社会各界的高度评价和广泛认可。

一年来，公司认真贯彻落实国家节能减排和环境保护的要求，提前一年半完成了“十一五”末减排20%的目标；大力推行农民工同学习、同劳动、同管理、同生活、同报酬的“五同”管理，为180万农民工提供了就业岗位，并在国外创造了数以万计的就业机会；积极开展定点扶贫和社会公益活动，公司及广大员工投入社会公益资金、物资、劳务价值超过2亿元；利税总额227.9亿元。

在国家高速铁路建设中，中国中铁通过引进吸收和自主创新，拥有了一整套的勘测、设计、施工技术及标准体系，

达到了国际先进水平，企业对国民经济的贡献度、品牌知名度得到了进一步提升。

2009年，中国中铁在世界企业500强中排名第242位，全球建筑企业排名第2位，中国企业500强排名第13位。公司入选“2009年度中央企业优秀社会责任实践”，获得2009年对外承包工程企业社会责任金奖。

2010年，中国中铁将一如既往忠实履行企业使命，不断探索造福社会的新形式，努力为推动科学发展、促进社会和谐做出新的更大的贡献。

董事长：石大华

总裁：李长进

2010年4月



中铁六局承建的京沪高速铁路沧德特大桥

Speech of Leader

In 2009, CREC closely around great principles and policies of the state capital growth, expanding domestic demand and readjusting the structure, played fully the role of the industry example and model, practiced effectively the sacred mission of construction of quality and improvement of people's livelihood, positively committed and fully fulfilled their social responsibilities. The company made important contributions towards stimulating economic growth, accelerating scientific and technological progress, promoting employment and environmental protection. And it has been highly praised and widely recognized by the Community.

Over the past year, company conscientiously has implemented the requirements of the national energy saving and environmental protection, and completed the target of emission abatement by 20% in "the 11th Five-Year Plan" ahead of one year and a half; the company has promoted vigorously migrant workers' "Five Same" management of with same learning, with same labor, with same management, with same life and with same reward, providing jobs for the 1.8 million migrant workers and creating tens of thousands of overseas employment opportunities; company has developed actively fixed-point poverty alleviation and social welfare activities, with the benefit funds, materials, services that company and employees have put into society of more than RMB 0.2 billion

Yuan; the total amount of profitand tax payment was RMB 22.79 billion yuan.

In the national high-speed railway construction, through the introduction of absorption, independence and innovation, CREC has a set of system of survey, design, construction technology and standards, reaching the international advanced level. The contributions to the national economy and the brand awareness of the enterprise have been further enhanced.

In 2009, CREC ranked 242nd in top 500 companies in the world, second in the international construction companies, and 13th in top 500 Chinese enterprises. Company was selected in "2009 Excellent Social Responsibility Practice of Central Enterprises", and won Gold Award of 2009 Corporate Social Responsibility of Overseas Contracted Projects.

In 2010, CREC will continue to faithfully fulfill its corporate mission and constantly explore new forms of community benefit and make efforts to make new and greater contribution to promoting scientific development and social harmony.

Chairman of the Board: Shi Dahua President: Li Changjin

April, 2010



公司价值观

企业使命：建造精品 改善民生

企业精神：勇于跨越 追求卓越

企业宗旨：诚信经营 客户至上 回报股东 造福社会

Company View of Values

Mission of Company: Construct excellent projects to improve people's livelihood

Spirit of Company: Stride forward and aim high

Tenet of Company: Honest management, customer first, returns to shareholders and Benefits to Society

社会责任规划

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

Planning of Social Responsibility

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



利益相关方

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

Interested Parties

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



公司概况

中国中铁是集勘察设计、施工安装、工业制造、房地产开发及其他业务于一体的特大型企业集团，是目前中国和亚洲最大、全球排名第二的建筑工程承包商，在世界企业500强中排名第242位，在中国企业500强中排名第13位。公司于2007年12月3日、12月7日分别在上海、香港两地上市。公司总资产3118亿元，净资产663.6亿元。

中国中铁建设者先后修建了64327公里的铁路，占全国铁路总里程的三分之二以上；建成电气化铁路接触网35844公里，占全国电气化铁路的95%；参与建设的公路超过11065公里，其中高速公路超过5834公里，约占全国高速公路总里程的十分之一；参与建设了全国五分之三的城市轨道工程；修建了武汉长江大桥、南京长江大桥、东海大桥、杭州湾跨海特大桥等9000多座大桥，总长达5675公里；建成秦岭隧道、太行山隧道、厦门翔安海底隧道、武汉长江隧道等长大隧道共计4707公里。公司建设者八次远征南极，承担了我国中山站、长城站、昆仑站建设和维护任务。公司还先后参加了国内3500余项公路、机场、码头、水电、地铁、高层建筑、市政等大型工程的设计与施工，经营范围覆盖到土木建筑的各个领域，工程项目遍布全国各省市自治区和全球60多个国家和地区，科技水平在诸多领域达到世界先进水平，多次获得国家最高奖项。

General Situation of Company

CREC is the extremely large enterprise group with survey and design, construction and installation, industrial manufacturing, real estate development and other business. At present, it is the largest in China and Asia construction contractors and the second in the world, ranking 242nd in the top 500 companies in the world and 13th in the top 500 Chinese enterprises. Companies were listed respectively on December 3rd, 2007 and December 7th, 2007 in Shanghai and Hong Kong, with the total assets of RMB 311.8 billion Yuan and net assets of RMB 66.36 billion Yuan.

Builders of CREC have built railways of 64,327 kilometers, more than two-thirds of the total length of national railway; the electrified railway contacting net they have built reaches 35,844 kilometers, accounting for 95% of national electrified railway; they are participated in the road covering over 11,065 kilometers, of which expressway is more than 5,834 kilometers, about one-tenth of high mileage; they are participated in the three-fifths of national urban rail project; they have constructed more than 9,000 bridges, including Wuhan Yangtze River Bridge, Nanjing Yangtze River Bridge, the East Sea Bridge, Hangzhou Bay Cross-sea Bridge, with the total length of 5,675 kilometers; they have built long tunnels of Qinling Tunnel, Taihang tunnel, Xiamen Xiang'an undersea tunnel, Wuhan Yangtze River Tunnel and so on, with the total of 4,707 kilometers. The builders with the Antarctic expedition for 8 times shouldered the construction and maintenance tasks of Zhongshan Station, Great Wall Station and Kunlun station. The company also has participated in more than 3,500 items of national highways, airports, docks, hydropower, subway, high-rise buildings, municipal and other large engineering design and construction, with the business scope covering all civil construction fields, and the projects in all provinces and autonomous regions of the nation and more than 60 countries and regions in the world. The technological level in many areas has reached the world's advanced level, and has won the national highest award for many times.



SOCIAL
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业务分布

2009年，公司认真贯彻国家保增长、扩内需、调结构的重大方针政策，加快发展，实现新突破、新发展、新跨越，新签合同额和完成营业收入都有大幅提升。2009年公司完成营业收入3459.7亿元，实现海外营业收入95.5亿元。

2009年，公司在全球近60个国家和地区开展业务。目前，境外在建工程项目223个，涉及铁路、公路、桥梁、隧道、房屋建筑、城市轨道交通、市政工程、农田水利、港口建设等领域，分布于南美、东欧、非洲、东南亚、中东等国家和地区。公司的道岔及钢结构等产品远销到美国、韩国、新西兰、挪威、德国等12个国家和地区。

另外，公司在境外投资兴办了药厂、纺织厂，并加大了房地产开发、资源开发等业务量。



Business Distribution

In 2009, the company conscientiously implemented the major principles and policies of the capital growth, domestic demand expansion, and structure readjustment of the nation. The company accelerated development and achieved new breakthroughs, new development and new leaps. The new signed contracts and completions of revenue increased dramatically. In 2009, the company completed the business income of RMB 345.97 billion Yuan, and overseas revenue of RMB 9.55 billion yuan.

In 2009, the company started business in nearly 60 countries and territories. At present, 223 overseas construction projects have been involved in railways, highways, bridges, tunnels, housing construction, urban rail, municipal engineering, water conservancy, port construction and other fields in South America, Eastern Europe, Africa, Southeast Asia, the Middle East and other countries and areas. Company's products of turnouts, the steels and others are exported to 12 countries and regions of the United States, South Korea, New Zealand, Norway, Germany and others. In addition, the company overseas invests and sets up pharmaceutical factories and textile mills, and also increases the business volume of real estate and resource development and so on.



公司治理与规范运作

治理结构

2009年，我们按照上市公司治理的新要求，进一步完善了与上市公司相适应的治理模式和内部管理体系；形成了董事会、监事会、经理层紧密衔接有效运转的治理结构，加强了对各子公司的战略管控和经营绩效考核，健全了母子管理体制和薪酬管理体系；进一步巩固上市公司治理专项活动成果，规范了企业经营行为。先后荣获“中国上市公司百强榜”、“中国上市公司最佳董事会”、香港“公司管治卓越奖”等多项荣誉。

Company Governance and Standardized Operation

Structure Governance

In 2009, we followed the new requirements of listed companies governance, further improved governance model and internal management systems to fit with the listed companies; we formed the governance structure of the board of directors, board of supervisors and manager level closely coordinated and effectively operated to strengthen the strategic control and performance assessment for subsidiary companies and improve management system of the parent-subsidary corporate and compensation management system; we also further strengthened the results of listed companies' governance special activities and standardized enterprise behaviors. The company won the "Top Hundred Listed Companies in China List", "Best Listed Board of Directors in China", Hong Kong "Corporate Governance Excellence Award" and many other honors.



决策管理

2009年，公司高度重视决策管理，秉承“规范、高效、透明”的管理理念，从机构设立、程序管理等各个方面切实提高公司的决策水平，严格依据《公司章程》、《股东大会议事规则》、《董事会议事规则》、《监事会议事规则》、《总裁工作规则》以及董事会各专门委员会的议事规则等公司治理规则的规定，开展经营管理决策工作，有效确保股东大会、董事会、监事会、经理层谨慎决策和规范运作，切实维护了公司股东和债权人的合法权益、不断完善和规范公司的组织和行为，有力推进公司业务良好开展和稳定运行。

报告期内，公司董事会由9名成员组成，其中独立董事5名；董事会下设立了战略、审计、提名、薪酬与考核、安全健康环保五个专门委员会；监事会由5名成员组成，其中4名为职工代表监事，负责检查公司的财务状况，审核董事会编制的定期报告，对公司董事、高级管理人员执行公司职务的行为进行监督；高管层由1名总裁、7名副总裁和1名董事会秘书组成，经理层在董事会的领导下执行董事会决议并负责公司的日常经营管理。

Decision-making Management

In 2009, the company paid great attention to decision-making management, adhering to the management philosophy of "standard, efficiency and transparency", and effectively improved the company's decision-making level from the institutions establishment, process management and other aspects. Strictly in accordance with Memorandum of Association, Procedure Rules of Shareholders, Procedure Rules of Boards, Procedure Rules of Board of Supervisors, the Working Rules of President as well as various special committees of the Board procedure rules and other rules of corporate governance, the company carried on decision-making management to effectively ensure that the general meeting, board of directors, board of supervisors and managers make decision carefully and carry on standard operation, and earnestly safeguarded the company's legitimate rights and interests of shareholders and creditors, continuously improved and standardized the company's organization and conduct business, and effectively promoted good conduct and stable operation.

During the period of this report, board of directors is constituted in 9 members, including 5 independent directors; under board of directors, five special committees of strategy, audit, nomination, salary, assess and safety health environmental protection are set up; board of supervisors is constituted in 5 members, including 4 employees as board of supervisors, in charge of checking financial station of the company, checking up regular reports prepared by board of directors and supervise the behaviors of board of directors and senior officers executing their duties; executive level is constituted in one president, seven vice presidents and a board secretary, which control the manager level to execute their regulations and be in charge of the daily management.



内控监督

2009年，公司积极加强内控体系建设，进一步完善了股权、财务、人事、审计、绩效、生产运营等内控机制和全面风险防控机制，逐步建立起企业内部控制自我评估长效机制及内控考核机制。出台了《内部控制体系建设方案》。对业务流程进行了全面梳理，先后修订和新建规章制度35项，初步建立起公司总体流程管理框架。加强对外投融资集中管控，统一对外担保管理，严格集团授信、大额度资金使用和金融衍生业务监管，健全重大事项报告制度，积极开展财务风险预警管理，定期举行经济活动分析，细化财务基础管理，销售费用率、管理费用率、财务费用率指标明显好转。

2009年，公司积极推进全面风险管理，开展覆盖各个主要业务和管理流程的风险识别、评估工作，重点加强投融资领域风险管理，编制了《2009年全面风险管理报告》及《风险管理案例选编》，有效识别、评估、监测、控制并及时处置各种风险，避免了法律风险的发生，确保了公司经营安全。

2009年，公司认真贯彻中央“四个文件”精神，全面落实党风廉政建设责任制和国有企业领导人员廉洁从业若干规定，加强对“三重一大”集体决策制度执行情况、领导干部廉洁从业及薪酬管理情况的监督，加大对资产流失责任追究、工程项目违纪违法案件查处的力度。坚持预防为主、关口前移，先后对新任职领导干部廉洁谈话 4078 人次，对领导干部进行日常教育谈话 5426 人次，诫勉谈话 253 人次。深入开展企检共建、工程建设专项治理、“双清”、效能监察、廉洁工程示范线等活动，共抽查工程项目 855 个，修订完善相关制度 471 项，收回各类外欠账款 169.79 亿元，营造了健康发展的环境。

Internal Control Monitoring

In 2009, the company actively strengthened internal control system to further improve the internal control mechanisms of equity, finance, personnel, audit, performance, production operation and a comprehensive risk control mechanism, and gradually establish long-term self-assessment mechanisms and internal control assessment mechanism of company internal control. The company also issued Construction Project of Internal Control System. The company carried out a comprehensive carding of business process, revised and formed 35 new regulations, initially setting up the framework of the whole process management. The company strengthened the centralized control of foreign investment and financing, unified external collateral management, strictly supervise the credit groups, the use of large amounts of funds and financial derivatives business, improved a sound system of major issues report, actively carried on the financial risk management, regularly held analysis of economic activity, and detailed the financial basic management, with sales expense ratio, management expense ratio and financial expense ratio all significantly improved.

In 2009, the company actively promoted comprehensive risk management and conducted the risk identification and assessment work covering all major business and management processes. The company focused on strengthening the investment and financing of risk management, and prepared Comprehensive Risk Management Report in 2009 and Selected Risk Management Cases to identify, assess, monitor, control effectively and dispose of various risks timely in order to avoid the occurrence of legal risks and ensure the security operation of company.

In 2009, the company seriously carried out the spirit of "Four Documents", fully implemented certain provisions about the Clean and Honest Administration and integrity employment of state-owned enterprises leaders, strengthened supervisions of the implementation of the collective decision-making system "three-important and one-big", leading officials' clean employment and salary management, intensified investigation and prosecution for accountability on the assets, cases of projects violating discipline and law. The company persisted prevention first before problems occur, with conversation with 4,078 new leaders, daily education talks to 5,426 leaders, admonishing conversation with people of 253. The company deeply conducted the activities of building enterprises-inspection, construction special treatment, "two clear", performance monitoring, and clean projects demonstration lines, with a total of 855 sample projects. The company also amended to improve the relevant system 471 items, recovered all outer debts of RMB 16.979 billion Yuan, creating a healthy environment for the development.

杰出贡献

2008年，我们在行业率先披露了公司每股社会贡献值。2009年，我们继续完善评估体系，采用自我统计、估算与专家评审相结合的方法研究测算了中国中铁2009年度企业社会贡献值和每股社会贡献值，供您参考。

我们的计算公式：

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

每股社会贡献值=企业社会贡献值/总股本

经统计：

中国中铁2008年企业社会贡献值为545.27亿元，每股社会贡献值为2.56元。

中国中铁2009年企业社会贡献值为750.8亿元，每股社会贡献值为3.52元。

术语解释：

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

Outstanding Contribution

In 2008, we took the lead to disclose the value of a share of social contributions of the company in the industry. In 2009, we continued to improve the assessment system, researched and estimated the value of corporate social contribution value and one share value of the CREC in 2009 with the combination methods of self-statistics, estimation and expert assessments, just for your reference.

Our formula:

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

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

The statistics illustrated:

The corporate social contribution value of CREC in 2008 reached RMB 54.527 billion Yuan, and each share of social contribution value was RMB 2.56 Yuan.

The corporate social contribution value of CREC in 2009 reached RMB 75.08 billion Yuan, and each share of social contribution value was RMB 3.52 Yuan.

Terminological Interpretation:

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

第二部分 *The Second Part*

02

2009社会责任报告

Social Responsibility Report of 2009





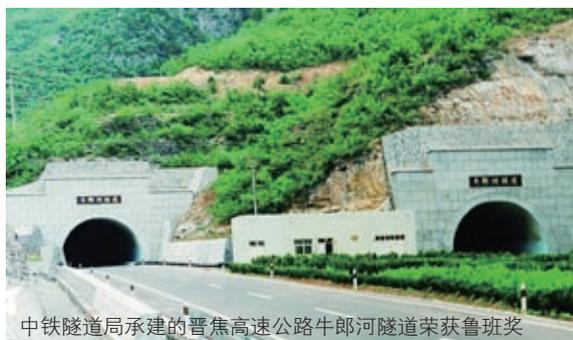
中铁大桥局承建的南京大胜关长江大桥



中铁五局参建的贵州乌江洪家渡水电站



中铁大桥局承建的沪蓉西高速公路小河特大桥



中铁隧道局承建的晋焦高速公路牛郎河隧道荣获鲁班奖

改善物理环境

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

2009年，全公司共建设完成铁路正线铺轨（新线、复线）9327公里，电气化铁路接触网10844公里，公路1155公里（其中高速公路834公里）。新建成桥梁1445公里，隧道707公里，进一步改善了交通基础设施和人居环境。

Improvement of Physical Environment

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

In 2009, the track laying (the new line, double line) that the whole company has completed covered 9,327 kilometers, the electrified railway contacting net was 10,844 kilometers, the roads covered 1,155 kilometers (including the expressway of 834 kilometers), the new-constructed bridge covered 1,445 kilometers and the tunnel extended 707 kilometers, further improving transportation infrastructure and living environment.

促进经济发展

中国中铁努力成为国民经济发展的支柱。2009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、机场等基础建设，拉动了国家和地方经济增长，促进了经济发展和社会进步，为保增长、促发展，应对金融危机，发展低碳经济作出了巨大贡献。近年来，公司营业收入连年实现跨越式增长，连续多年在中国和亚洲建筑企业中排名第一，在全球最大承包商中排名第二，不断为社会创造和积累着优质的物质财富。

2009年，公司营业收入总额3459.7亿元，同比增长47.7%；新签合同额6018亿元，同比增长40.46%；利税总额227.9亿元，同比增长104%，实现净利润68.87亿元，平均每股收益0.32元，成为社会财富的重要创造者和社会经济发展的重要推动力量。

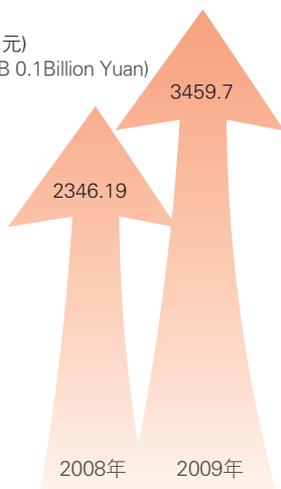
Promotion of Economic Development

CREC makes effort to become the backbone of economic development. In 2009, through completing the global markets, especially China's railways, highways, rail transportation, ports, municipal, airport and other infrastructure, the company boosted the national and local economic growth, promoted economic development and social progress, and made great contributions to economic growth, promotion of development, dealing with the financial crisis and the development of low-carbon economy. In recent years, operating income has increased by leaps and bounds year after year, for many years the first in construction businesses of China and Asia and the second in the world's largest contractor, and constantly created and to accumulated high-quality material wealth.

In 2009, the company total revenues was RMB 345.97 billion Yuan, up 47.7%; the amount of new-signed contracts reached RMB 601.8 billion Yuan, up 40.46%; the total amount of tax payment was RMB 22.79 billion Yuan, up 104%, net profit was RMB 6.887 billion Yuan, on average each share made profits of RMB 0.32 Yuan. The company has become the major creators of social wealth and an important driving force for social and economic development.

(单位：亿元)

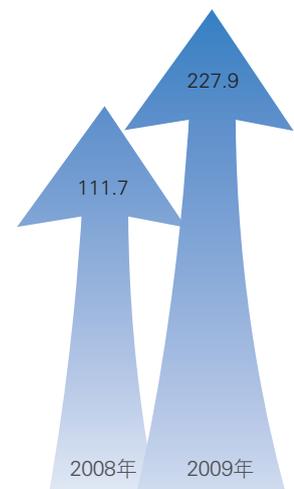
(Unit: RMB 0.1Billion Yuan)



营业收入
Operating income



新签合同额
The amount of new-signed contract



利税总额
Profit and tax



中铁一局、二局、三局、四局、八局、电气化局、隧道局、中铁二院、中铁建工集团等单位参建的武广客运专线

引领产业进步

作为中国和世界建筑业发展的重要参与者和推动者，中国中铁的社会责任还体现在影响力和带动力上。在近年来的国家基础设施建设领域，特别是高速铁路的建设中，公司通过引进吸收和自主创新，拥有了一整套的勘测、设计、施工等技术及标准体系，达到了世界先进水平，在众多领域填补了国内国际空白。

目前，中国中铁是科技部、国资委和中华全国总工会授予的全国首批“创新型企业”，拥有“高速铁路建造技术国家工程试验室”和“盾构及掘进技术国家重点实验室”，及4个博士后工作站，14家经国家实验室认可委员会认可的检测实验中心。拥有2个国家认定的技术中心和17个省部认定的技术中心，并先后组建了桥梁、隧道、电气化、先进工程材料、轨道和施工装备6个专业研发中心。在高速铁路修建技术、高原铁路修建技术、特大型、复杂、跨海桥梁修建技术、海（江、河）底以及复杂环境隧道及城市地铁修建技术等诸多领域达到世界先进水平。

2009年，公司参加了9项国家标准的编制工作，获得国家工法39项，省部级工法156项。截至目前，公司拥

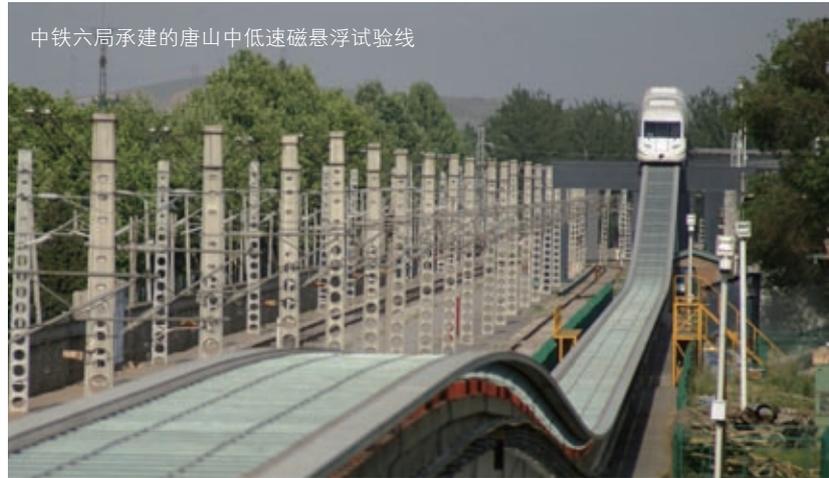
有国家级工法103项，省部级工法669项，企业级工法1869项。

资料1：“十五”以来，公司先后有350多项科技成果通过省（部、直辖市）科技成果鉴定。截至目前，共荣获国家科技进步和发明奖84项（其中特等奖4项，一等奖10项），省部级科技进步奖791项。公司拥有有效专利650项（其中发明专利104项）。

资料2：2009年，全公司共通过各省部科技成果鉴定75项，其中8项成果达到国际领先水平，26项达到国际先进水平，17项达到国内领先水平，3项达到国内先进水平；共申请专利315项（其中发明专利182项），获得授权专利201项（其中发明专利58项）。

资料3：2009年公司获国家科技进步二等奖2项；获省级科技进步奖19项、中国铁道学会科学技术奖32项、中国公路学会科学技术奖12项、中国施工企业管理协会科学技术奖23项，中铁三局等8家子公司获中国施工企业管理协会“技术创新先进企业”称号。

SOCIAL
RESPONSIBILITY
REPORT OF
2009
社会责任报告



Leading Industrial Progress

As an important participant and the promoter in construction industry development of China and the world, social responsibility of CREC is also reflected in the influence and driving force. In the national infrastructure areas during recent years, especially in high-speed railway construction, the company has owned a set of technology and standard system including survey, design, construction and others through the introduction of absorption and self-independent innovation, reaching the world advanced level and filling the domestic and international gaps in many fields.

At present, CREC is the first batch of "innovative enterprises" granted by the Ministry of Science, SASAC and ACFTU with "high-speed railway construction technology of the National Engineering Laboratory" and "Shield and State Key Laboratory of Driving", 4 post-doctoral workstations, and 14 testing laboratories accredited by National Laboratory Accreditation Board. The company has 2 technology centers certified by the state and 17 technology centers recognized by provincial, and it has set up 6 professional R&D centers of bridges, tunnels, electrification, advanced engineering materials, rail and construction equipment. In many fields of high-speed railway construction technology, plateau railway construction technology, extremely large, complex and cross-sea bridge building technology, the under-sea (rivers) and the complex environment of the tunnel and urban subway construction technology and others, the company has reached the world advanced level.

In 2009, the company participated in 9 national standards of preparation work, and gained 39 national construction methods and 156 provincial construction methods. Up to now, the company has 103 state-level construction methods, 669 provincial construction methods and 1,869 enterprise-class construction methods.

Information 1: Since "the 10th Five-Year Plan", the company has more than 350 scientific and technological achievements through the identification of the provincial (ministry, municipality) scientific and technological achievements. Up to now, the total of National Prize for Progress in Science and Technology and Invention Award has reached 84 (including 4 Grand Prizes, 10 first prizes), with the total of 791 provincial Scientific and Technological Progress Awards. The company has 650 active patents (including 104 invention patents).

Information 2: In 2009, the whole company were identified through the provincial scientific and technological achievements of 75, of which 8 reached the international leading level, 26 reached the international advanced level, 17 reached domestic leading level, and 3 reached the domestic advanced level; the company applied for the patents of 315 (including 182 invention patents), and gained 201 authorized patents (including 58 invention patents).

Information 3: In 2009, the company won 2 awards of the second prize of National Scientific and Technological Progress; it won 19 awards of Provincial-level Scientific and Technological Progress Award, 32 awards of China Railway Society Science and Technology Award, 12 awards of China Highway Institute of Science and Technology Award, 23 awards of China Construction Management Association of Science and Technology Award, 8 subsidiaries including the China Railway NO.3 Engineering Group Co. Ltd won the title of "Technology Innovation of Advanced Enterprises" by China Construction Enterprise Management Association.



中铁大桥局承建，中铁科工集团参建的武汉天兴洲长江大桥



中铁建工集团开发的大连诺德大厦

中铁四局承建的武广客运专线牛轭湾隧道



中铁建工集团承建的国家图书馆二期工程



建设精品工程

2009年，中国中铁继续发扬“精心设计，绘制时代蓝图；科学施工，构筑精品工程”理念，始终把每一个施工现场管理作为一个系统，通过开展标准化工地达标活动，严把质量关口，严格执行施工工艺标准，把精品视为合格，不断提高建筑产品质量，不断丰富建筑产品内涵，通过强化管理，精益求精，立足高起点、追求高水平、坚持高标准，努力把每一项工程都建设为国际一流建筑和百年精品工程。

2009年，公司9项工程获鲁班奖，分别是：北京地铁五号线工程、贵州省人大常委会省政府办公楼工程、新建遂宁至重庆铁路工程、新建成都北编组站工程、龙门黄河大桥工程、国家图书馆二期暨国家数字图书馆工程、沪蓉国道主干线石忠高速公路方斗山隧道工程、解放军第三〇七医院新建医疗综合楼工程、坦桑尼亚乞力马罗宾馆工程。

2009年，全公司获得中国土木工程詹天佑大奖7项，分别是：重庆菜园坝长江大桥、北京至天津城际轨道交通工程（北京南站改扩建工程）、成都北编组站工程、胶济铁路青岛客站改造工程、合肥至南京铁路（含灊滁河大桥）、遂渝铁路无砟轨道综合试验段、京杭运河常州市区段改线工程。

Construction of quality project

In 2009, CREC continued to carry forward the philosophy of "elaborately design to draw the blueprint for the times; scientifically construct to build quality project". The company has always made every construction site management as a system, through standardization of site compliance activities, strictly controlled quality and strictly conducted construction technology standards. The company considered the fine as a qualified, constantly improving the quality of construction products and constantly enriching the content of construction products. Through strengthening management and pursuing for excellence, based on a high starting point, pursuing for high level, insisting high standards, the company strived to build every project as an international first-class architecture and a fine art project.

In 2009, 9 projects of the company won Luban reward, namely: Beijing Subway No.5 Line Project, the Standing Committee of Guizhou Provincial Government Office Building, New Suining-Chongqing Railway Project, the new Chengdu North Marshalling Station Project, Dragon Yellow River Bridge Project, the second phase of the National Library and National Digital Library Project, Shanghai-Chengdu national trunk road side Doosan Zhongxian Expressway tunnel, People's Liberation Army Hospital No.307 new hospital building Project and Tanzania Kilima Ma Luo Hotel Project.

In 2009, the company won 7 awards of China's Zhan Tianyou Civil Engineering Award, namely: Caiyuanba Yangtze River Bridge, the Beijing-Tianjin inter-city rail transit project (Beijing South Railway Station Rebuilding Project), Chengdu North Marshalling Station project, Jinan Railway passenger station renovation project in Qingdao, Hefei to Nanjing Railway (including Rang Chuhe Bridge), then Chongqing Railway Ballast section of Grand Canal Area and Beijing-Hangzhou Canal, Changzhou City Section and Urban Line.

科学发展
Scientific Development

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



诚实守信 依法经营

2009年公司在市场营销工作中，严格贯彻执行《招投标法》，全年参与数百次投标，无不良经营行为。在施工生产环节，全面落实工程建设和产品质量、安全、工期、成本、环境保护和技术创新“六位一体”管理要求，全面兑现了各项合同承诺，展现了守法履约的良好企业形象。

资料1：2009年，中铁三局被授予“山西省首届百家信用示范企业”称号，中铁科工集团被授予“湖北省2009年度劳动保障诚信单位”，中铁四局建筑公司连续五年被评为“全国重合同守信用优秀企业”。

资料2：2009年，全公司如期保证了武汉~广州、宁波~台州~温州、温州~福州、福州~厦门等铁路、北京动车段、京九电气化及长沙南站等重点工程相继建成使用。

Honesty and Trustworthiness & Management according to Law

In 2009, the company strictly implemented the "Bidding Law" in marketing work, with the annual participation of hundreds of bids, no bad business behavior. During the construction of production, the company fully implemented management requirements of the project construction and product quality, safety, time, cost, environmental protection and technological innovation "Six in One", and completely fulfilled commitments of all contracts, demonstrating the good corporate image of compliance performance.

Information 1: In 2009, China Railway NO.3 Engineering Group Co. Ltd was granted the title of "the first 100 credit enterprises model of Shanxi", China Railway Science and Industry Group was awarded the "Labor and Social Security integrity unit of Hubei Province in 2009", and China Railway NO.4 Engineering Group Co. Ltd Engineering company has been awarded as "National contract-key point and trustworthy excellent enterprise" for five consecutive years.

Information 2: In 2009, the whole company guaranteed according to schedule that Wuhan-Guangzhou, Ningbo-Taizhou-Wenzhou, Wenzhou-Fuzhou, Xiamen-Fuzhou and other railways. The key projects of Beijing motor car segment, Beijing-Kowloon Electrical and South Changsha Station and others were built and used in succession.



中铁五局承建的秦岭终南山隧道



中铁七局承建的郑西客运专线无砟轨道工程



中铁隧道局获得的国际项目管理大奖

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精益求精 持续改进

多年来，中国中铁将“精益求精，持续改进”作为不懈的追求，将其贯彻落实到企业生产经营的每个环节。特别是在质量管理上，不断完善制度，优化机制，加强现场管理，从每一道工序入手，严格管控，日臻完善。

2009年，中国中铁积极应对发展环境变化和挑战，转变发展方式，在调整发展结构，创新发展模式，提升发展质量上进行了更深层次的探索，以永不满足的进取意识，敢于挑战的创新精神，在传承中改进，在改进中提高。

Pursuit for Excellence & Continuous Improvement

Over the years, CREC has considered "Pursuit for Excellence and Continuous Improvement" as the relentless pursuit and implemented it into every aspect of production and operation. Particularly in quality management, the company has continuously improved and optimized the system, and strengthened field management, starting from every process, strictly controlled and improved it day by day.

In 2009, CREC actively responded changes and challenges of development environment, transformed the mode of development and explored deeply structural adjustment, innovation of development model and improvement of quality development. The company with never-satisfied aggressive awareness and innovation spirit of courage to challenge improved in the lineage and increased in the improvement.

中铁二局、四局、大桥局建设的杭州湾跨海大桥





中铁大桥局举办的“2009武汉国际桥梁科技论坛”



中铁四局承建的烟大铁路轮渡工程，创钢梁设计先河，获鲁班奖和詹天佑奖



中铁四局自主研制的900吨移动模架造桥机获得国家多项专利

依靠科技 鼓励创新

“科技兴企”是中国中铁发展战略的一项重要内容。多年来，公司从思想、组织、人才、资金、政策等多方面，全方位的构建了具有中国中铁特色的“大科技”格局，并在此基础上，实施了“领先创新战略、品牌发展战略、联合开发战略、专利战略”等四大技术创新战略，在全球新一轮的经济结构调整中，迅速掌握了世界建筑行业的核心技术，立足行业技术的制高点，确立了竞争优势。

2009年，公司进一步加大科技创新力度，积极推进技术中心认定工作，加快了“高速铁路建造技术国家工程实验室”建设；加强工法和专利成果建设。公司总部机关完成了信息化基础平台改造和系统集成优化，先后开发完成了工程项目综合管理等多项信息系统并上线运行，促进了现代化管理水平的提高。中铁二院启动了勘察设计一体化数字工程，科技产品产业化取得新进展。中铁西南院“研发中心与产业基地”投入建设。2009年，全公司新开科研项目623项，科研投入10.39亿元，新增授权专利201项，获得全国优秀工程勘察设计奖7项，全国优秀工程咨询成果奖13项，省部级优秀工程勘察设计奖23项，省部级优秀工程咨询成果奖14项。

资料1：2009年，中铁隧道集团研制的国内首台具有自主知识产权的复合盾构样机顺利完成工业性试验，填补了我国在复合盾构领域的“空白”；申报的“盾构及掘进机技术国家重点实验室”获得了国家科技部批准。

资料2：2009年，中铁四局通过国家高新技术企业认定。中铁四局机电公司研制生产的水泥乳化沥青砂浆搅拌灌注车获得国家7项实用新型专利；中铁三局等8家子公司获中国施工企业管理协会“技术创新先进企业”称号。

资料3：2009年1月，中铁工程设计咨询集团荣获“青藏铁路工程”国家科技进步奖特等奖，顺利通过高新技术企业认定，工程设计综合甲级资质顺利通过住房和城乡建设部批准，该公司研制的具有自主知识产权的客运专线轨道几何状态测量仪(SGJ-T-CEC-I型轨检小车)作为最新科技成果参加了第九届中国国际现代化铁路技术装备展览会；其《转体桥梁重心称重工法》-GGG(中企)4083-2008被认定为交通运输部公路工程工法。

资料4：2009年，中铁八局完成的CRTS I型无砟轨道轨道板单元台座制造工法、长大隧道内CRTS I型板式无砟轨道施工工法获国家级工法。

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国家在中铁隧道集团创建的盾构及掘进技术重点实验室



中铁大桥局自行研制的3000吨起重船



中铁科工集团研制的JQ900A型箱梁架桥机

Depending on Science and Technology & Encourage of Innovation

"Promotion of Enterprise through Science and Technology" is important for development strategy of CREC. Over the years, from the ideology, organization, personnel, funding, policy and other aspects, the company has comprehensively constructed "Great Science" pattern with Chinese characteristics of CREC, on this basis it has also implemented the four major technology innovation strategies of "Leading Innovation Strategy, Brand Development Strategy, Joint Development Strategy and Patent Strategy". In the new global round of economic restructuring, the company quickly mastered the core technology of the construction industry in the world, based on the commanding height of industry technology, and established the competitive advantage.

In 2009, the company further increased the scientific and technological innovation, and actively promoted the technical center certification work, and speeded up the building of "High-speed Railway Construction Technology National Engineering Laboratory"; it also strengthened constructions of engineering methods and patent outcomes. Corporate headquarters completed the transformation of the basic platform of information technology and system integration optimization, developed and completed many information systems including project integrated management and the on-line operation, promoting the improvement of modern management level. China Railway Eryuan Engineering Group started the integration of digital engineering survey and design, industrial technology products making new progress. "R&D and Industrial Base" of China Railway Southwest Research Institute put into the building. In 2009, the whole company opened 623 research projects, with scientific research investment of RMB 1.039 billion Yuan, 201 new authorized patents. It won 7 awards of the National Outstanding Engineering Survey and Design Award, 13 awards of the National Excellent Engineering Consulting Achievement Award, 23 awards of Provincial Outstanding Engineering Survey and Design Award, 14 awards of Provincial Excellent Engineering Consulting Achievement Award.

Information 1: In 2009, the first national composite shield prototype with self-independent intellectual property rights developed by China Railway Tunnel Group, successfully completed industrial test to fill "blank" of the composite shield field in the state; the declared "the tunneling shield and State Key Laboratory of Machine" won the approval of the State Science and Technology Department.

Information 2: In 2009, The Fourth Bureau of China Railway was registered as the national high-tech enterprises. Emulsified asphalt mixing cement mortar vehicle infusion developed and produced by China Railway NO.4 Engineering Group Electrometrical Company won 7 awards of the national utility model patents; 8 subsidiaries included China Railway NO.3 Engineering Group Co. Ltd won the title of "Technology Innovation of Advanced Enterprises" by China Construction Enterprise Management Association.

Information 3: In January, 2009, China Railway Engineering Design Consulting Group won the Grand Prize of "Qinghai-Tibet Railway Project" National Science and Technology Progress Award and passed successfully the high-tech enterprise certification. Project design integrated Grade A successfully was approved by Ministry of Housing and Urban-Rural, and passenger railway track geometry measuring instrument (SGJ-T-CEC-I type track inspection car) with self-independent intellectual property that the company developed as the latest technological achievement displayed in the Ninth China International Exhibition for modernization of railway technology; its construction methods of weight for rotated bridge gravity center- GGG (Chinese enterprises) 4083-2008 was identified as Transportation Department highway construction method.

Information 4: In 2009, track unit pedestal plate manufacturing method of the CRTS I type of Ballastless track and the grew tunnel CRTS I type of slab track construction method completed by China Railway NO.8 Group Co., Ltd won the national construction method.



与新兴铸管集团签订战略合作协议



与中国进出口银行签订战略合作协议

优势互补 合作共赢

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

2009年，中国中铁分别与江苏如皋市、广东深圳市等地方政府；建设银行、渣打银行、瑞银证券等境内外十几家金融机构；德国海瑞克、西门子、三一重工、中国建材、海螺水泥、武钢、包钢、攀钢、韶钢、裕丰钢铁、微软公司等企业建立了长期紧密的战略合作关系，促进了全球经济的合作和发展。

Mutual Complementary & Cooperation and Win-win

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

In 2009, CREC Group respectively established a long-term close strategic partnership with Rugao City of Jiangsu Province, Shenzhen of Guangdong Province and other local governments; Construction Bank, Standard Chartered Bank, UBS Securities and other more than a dozen financial institutions in domestic and foreign; German's Herrenknecht, Siemens, Sany Heavy Industry, China Building Materials, Conch Cement, Wuhan Iron and Steel, Baotou Steel, Panzhihua Steel, Shaoguan Iron & Steel, Yufeng Iron & Steel, Microsoft and other companies, promoting global economic cooperation and development.



完善管理体系

Improvement of the Management System

落实保障措施

Implementation of Safeguard Measures

加大安全教育

Increase of Safety Education

关注职业健康

Concerns about the Occupational Health



完善管理体系

中国中铁始终将“保持安全生产的稳定局面，为社会提供安全优质的建筑产品，为公众提供安全愉悦的周边环境，为员工创造安全健康的工作条件”作为履行社会责任的重要方面。在长期的施工生产和项目管理的过程中，形成了一整套、完善的管理体系，囊括了安全生产责任制、防治重大事故、安全投入、安全教育、安全管理和安全督查、安全考核及奖惩等方面，并形成了一套较为成熟的安全管理观和安全生产工作方针、原则及安全管理目标。

中国中铁安全观：隐患险于明火，防范胜于救灾，责任重于泰山。

安全管理工作方针：安全第一，预防为主，综合治理。

安全管理工作原则：统一领导、落实责任、分级管理、分类指导、全员参与。

安全管理目标：建设本质安全型企业。

2009年，公司进一步完善了监督管理网络和管理体系。严格按照全国“安全生产年”活动的总体部署，扎实开展安全生产“三项行动”和“三项建设”活动，认真落实“一岗双责、岗岗有责”安全生产责任制，全面提高全员的安全生产意识，积极发挥企业安全质量监督检查的工作职能，使全公司职业安全健康工作保持稳定，安全管理工作连续多年有序可控。

Improvement of the Management System

China Railway Group has always considered "maintain the stability of safety production to provide safe and high quality construction products for the community, to provide a safe atmosphere for the public and to create safe and healthy working conditions for employees" as an important aspect of social responsibility. In the long-term construction production and project management process, CREC formed a complete set of perfect safety management system, including the safe production responsibility system, prevention of major accidents, safety input, safety education, safety management and safety inspection, safety assessment, rewards and punishments and so on, and also formed a more mature safety management concept and safety policies, principles and safety management objectives.

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

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

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

Safety management objectives: building of intrinsic safe enterprise.

In 2009, the company further improved the supervision management of network and management system. Strictly in accordance with the overall plan of the National "Safety Year" activities, the company carried out safe production of "three-action" and "three-building" activities, seriously implemented the safe production responsibility system "A pair of responsibility on a post, posts with responsibilities", comprehensively improved safety awareness, actively had the work function of enterprise safety quality supervision and inspection to maintain stability for the company-wide occupational safety health work, with the orderly security management for many years.

落实保障措施

2009年，公司把落实保障措施作为安全管理重点，加大安全方面的投入，建立安全生产工作例会制度，签订安全质量责任承诺书，实行安全生产一票否决制，全面设置安全总监职务，组建安全稽查队伍，开展安全隐患排查和专项治理活动，进一步落实安全保障措施，建立起遍布全公司的安全责任区和安全监督岗，严格操作规范，狠抓过程控制，将安全管理细化到每个工种、每个工序、每个环节，使公司安全生产切实处于受控状态，杜绝了重大安全事故的发生。

2009年，公司下发了《关于在生产一线设立群众安全生产监督员进一步加强群众安全生产监督工作的意见》，根据各单位的实际情况，拟定实施细则和管理办法，制定群众安全生产监督员的选拔考核制度，全面落实群众安全生产监督工作。2009年，全公司共在3927个重点工程项目、13567个生产班组（工点、工序、重点设备）设立群众安全生产监督员19825名，其中职工14986名，协作队伍人员4839名。

资料1：2009年，中铁十局重新修订发布了《安全质量事故责任追究办法》，出台了《安全风险抵押金考核管理办法》，与所属15个子（分）公司和7个直属项目经理部（指挥部）等共计22家单位签订了《2009年度安全风险抵押金责任状》。

资料2：2009年，中铁四局评为省部级以上安全文明标准工地21项，其中，国家级“AAA级安全文明标准化诚信工地”1项，省部级“安全质量标准化示范工地”10项。荣获省部级安全质量管理先进单位称号1项。

Implementation of Safeguard Measures

In 2009, regarding the implementation of safety management as a key security measures, the company increased security spending, established regular work safety system, safety and quality responsibility to sign the undertaking, implemented safety comprehensive, set security director position, set up security inspection team to carry out investigation and special security risk management activities to further implement the security measures, and established a company-wide responsibility for security throughout the area and the safety oversight Kong, strict operational norms, paid close attention to process control. Safety management would be detailed to each type of work, every process and every aspect of the company safety effectively under control to eliminate a major safety accident.

In 2009, the company issued Opinions about setting up people safety production supervisor on the frontline to further strengthen the mass safety production supervision work. According to the actual situation of each unit, the company prepared the implementation of rules and management methods, developed selection and testing system of safety production supervisors, and fully implemented the public safety production supervision work. In 2009, the whole company established the mass safety production supervisor 19,825, including 14,986 workers and 4,839 collaborative team workers in 3,927 key projects and 13,567 production teams (working points, processes and important equipments).

Information 1: In 2009, China Railway Tenth Group Co., Ltd issued a revised Safety Quality Incidents Accountability Measures, issued Security Risk Mortgage Payment Assessment and Management Approaches, and signed Security Risk Mortgage Responsibility Contract in 2009 with total of 22 units, including 15 subsidiary (branch) companies and 7 project manager departments (headquarters) directly under the Ministry.

Information 2: In 2009, China Railway NO.4 Group Co., Ltd was selected 21 awards of a Safe, Civilized and Standard construction site of provincial level or above, including 1 award of the state-level "AAA level Safe, Civilized, Standard and Integrity site" and 10 awards of provincial-level "Safety Quality Standardization Demonstration Site". It also won a title of the provincial Safety and Quality Management Advanced Unit.



中铁南方公司与深圳市联合举行地铁建设应急演练

加大安全教育

2009年，公司加大安全教育投入，广泛开展了各种安全教育活动。根据《建筑工程安全生产管理条例》、《安全生产许可证条例》要求，公司先后通过委外和内部培训相结合的方式，对于企业主要负责人、项目负责人和安全生产管理人员等“三类人员”开展了多次重点培训教育，参加培训人数达1400余人次，对217名注册安全工程师进行了“注册安全工程师”再教育培训。

资料1：中铁九局以谚语、谜语的方式编印通俗易懂、容易接受的《安全文化手册》1万本，制作了安全谚语扑克6万副。从美国进口了四套16万元/套的管线探测仪，大大提高了现场探测能力。

资料2：2009年4月，中铁五局开展了“安全质量万人行”活动。印制了100面签字旗，组织在全局员工和农民工中传递签名。设计印制8000套活动宣传画发送各工程项目，组织开展了安全质量知识竞赛，参加人数达18562人，营造了全员关注、全员参与的良好氛围。

Increase of Safety Education

In 2009, the company increased the input of safety education and carried out intensively each kind of safety education activities. In accordance with the requirements of Regulation Regarding Safe Production Administration of Construction Project and Regulation on Work Safety Licenses, the company carried out priority training and education repeatedly for "three kinds of person" such as enterprise major person in charge, project person in charge, safe production managers and so on through the manner of the combination of external and internal training one after another. The number of people participating the training reached more than 1400.217 certified safety engineers received the reeducation training of "Certified Safety Engineer".

Information 1: in the manner of proverbs and riddles, China Railway NO.9 Group Co., Ltd compiled and printed 10000 Safety Culture Manual that is exoteric, simple and acceptant and made 60000 playing cards of safety proverbs. It imported 4 sets of pipeline detectors, the unit price of which is 160000 Yuan per set. As a result, on-site detection capability was improved greatly.

Information 2: in April of 2009, China Railway NO.5 Group Co., Ltd carried out "Million lines of safety and quality" activity, printed 100 signature flags to organize transmit and signature among the staff in the company and migrant workers. It designed and printed 8000 sets of activity propaganda poster to be delivered to each construction project and organized and carried out safety quality knowledge competition. The number of people taking part in it reached 18562, establishing the good environment of attention and participation of all the staff.

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中铁七局组织医务人员到一线为农民工检查身体



中铁二局哈大项目部举办员工心理健康知识讲座

关注职业健康

中国中铁高度重视员工身心健康。2009年，公司进一步完善了员工健康档案，定期组织员工体检，为员工办理职业伤害保险。公司在一些项目开展了《作业场所职业健康监督管理暂行时规定》的宣传工作，邀请当地红十字会科普健康中心的老师为员工开展健康讲座，引导员工和企业共同做好职业危害源头控制工作，积极配合相关部门做好职业危害科学防治工作。

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

资料：2009年，中铁宝桥通过了国家方圆认证中心对7个车间、8个部室的职业健康安全管理体系以及运行情况进行的复评审核。并荣获国家安全生产监督管理局、卫生部、全国总工会联合组织的职业健康知识竞赛活动优秀组织单位的称号，多人获得个人健康知识竞赛活动优秀奖。

Concerns about the Occupational Health

China Railway Group paid much attention to physical and mental health of staff. In 2009, the company perfected further the health records of staff, organized regularly staff with physical examination and transacted occupational injury insurance for staff. Propaganda work of Temporary Regulation of Profession Health Supervision and Management in Working Place was carried out in some projects by the company. The company invited teachers of the science health center in the local Red Cross, to carry out health lecture in order to guide the staff and enterprise to do the source control of occupational harm well and actively cooperate with related departments for the scientific prevention of occupational harm.

In the project site, the company continued to increase input to continuously perfect on-site dust-proof, noise-reduction and safety facilities, strengthen detection and governance of toxic and harmful gases, dust, noise in working place, so as to provide labor protection facilities and personal protection articles that complied with safety and health standards for operating staff and minimize occupational harm, which would create positively a safe, sanitary, comfortable and harmonious working environment for staff.

Information: in 2009, China Railway Baoji Bridge Group Co., Ltd passed through the re-evaluation examination and verification on occupational health safety, environment management system and running conditions of 7 workshops and 8 sections by the National Quality Certification Center and won the title of the excellent organization unit of occupational health knowledge competition activity which was organized by State Administration of Work Safety, Ministry of Health and All China Federation of Trade Unions. Many people won the excellence award of personal health knowledge competition activity.



中铁科工集团自主研发的
节电变频风机



节约能源物资

2009年，中国中铁严格按照能源管理体系（GB/T2331-2009）的要求，加强了能源消耗的过程管理和控制，积极推行标准化作业和绿色办公，实现管理节能。通过积极开展科技攻关，大力推广应用新技术、新工艺，加快技术改造，淘汰落后工艺和设备，不断提高能源使用效率，实现技术节能。通过规范能源统计管理，加大监督检查力度，使企业全年能耗水平明显下降，提前实现了国资委下达的到“十一五”末万元产值综合能耗下降20%的目标。公司努力建设节水型企业，推动单位产值水耗不断下降。

资料1：2009年，中铁六局报废高能耗设备256台，价值1425.34万元；新购高能效设备705台，价值15799.07万元；积极推行节能减排标准化工地建设，能耗下降明显。

资料2：2009年，中铁宝桥实施完成锅炉分层给煤装置，每年采暖期可节煤576吨标煤。会议室采用地下防空洞地源冷风进行空气调节代替空调，年节用电10000千瓦时。

资料3：2009年，中铁四局荣获环境保护奖24项。其中，省部级以上环境保护工程、技术6项，其下属单位12家荣获省部级环境保护先进单位称号；荣获省部级以上环境保护产业企业家5人。该局黄山疗养院实施节能减排技术改造，每年节水1800吨、节油18吨、节电12484千瓦时。

资料4：2009年，中铁科工集团研发的JQ900系列箱梁架桥机和YL900箱运梁车等采用了“机、电、液”一体化设计、电机变频调速技术等，在能量损耗减少，系统效率提高方面取得突破，获得了铁道部、湖北省等多项科学技术奖。

Thrift of Energy Material

In 2009, strictly in accordance with the requirements of energy management system (GB/T2331-2009), China Railway Group strengthened the process management and control of the energy consumption and actively promoted standard operation and green work to achieve energy-saving management. It actively carried out scientific and technological key task, greatly promoted the application of new techniques and new crafts, speeded up technique transform, eliminated backward crafts and equipments and enhanced continuously energy usage efficiency to achieve technical energy-saving. The group used standardized energy statistics management and strengthened supervision and inspection to enable the enterprise to significantly decrease the annual energy consumption. As a result, the target that comprehensive energy consumption of million output value was decreased by 20% at the end of "the 11th Five - Year Plan" issued by the SASAC was achieved ahead. The company made efforts to build a water-saving enterprise and promote decline of water consumption per unit output value.

Information 1: in 2009, China Railway NO.6 Group Co., Ltd scrapped 256 high energy consumption equipments which valued at RMB 14,253,400 Yuan; it purchased 705 high energy efficiency equipments which valued at RMB 157,990,700 Yuan; and actively promoted the site construction of energy saving and discharge reduction standardization, with energy consumption decreased significantly.

Information 2: In 2009, China Railway Baoji Bridge Group Co., Ltd implemented and finished boiler-layered coal-provision device, saving 576 tons of standard coal during heating period each year. Conference room adopted cold air of source of underground air-raid shelter to regulate air instead of the air conditioner with saving electricity 10,000 kw/h each year.

Information 3: in 2009, China Railway NO.4 Group Co., Ltd won 24 awards of environmental protection, among which there were 6 on environmental protection project and technique above the provincial and ministerial level. 12 subordinate units of the group won the title of the provincial and ministerial environmental protection advanced unit; 5 people won the environmental protection entrepreneurs above the provincial and ministerial level. Huangshan nursing homes of the group implemented technological transformation of energy saving and discharge reduction, with saving 1800 tons per year, 18 tons of fuel economy, electricity 12,484 kw/h.

Information 4: in 2009, JQ900 series box bridge erector and YL900 box beam carrier researched and developed by China Railway Science and Industry Group Corp Engineering Group adopted "mechanical, electrical, hydraulic" integrated design, the electrical frequency control techniques and so on. The group achieved breakthrough on the reduction of energy consumption and elevation of the system efficiency and received scientific and technical awards of the Ministry of Railways and Hubei Province and many others.



公司各项目部采用碎石清洗循环用水技术

减少污染排放

2009年，公司积极推行节能减排标准化工地建设，推广应用新技术、新工艺和新设备，加大技术改造和淘汰落后设备力度，减少废气、废液的排放，充分利用废渣等废弃物，实现排放污染物达到国家和所在地相应排放标准；加大对废气、废液、废渣处理，努力实现变废为宝，减少耕地占用，减少温室气体排放量，减少环境污染，实现绿色施工。全公司工业企业废水、废气、固体废弃物（三废）综合治理率95%以上；“三废”排放达标率及固定锅炉废气排放达标率80%以上。

资料1：2009年，中铁山桥利用燃油替代燃煤改造内燃机，解决了烧煤灰大、污染大、燃料的利用率低和燃烧时间长等问题，有效提高了能源利用效率，保护了环境；利用天然气代替重油改造加热炉，解决了因重油质量差、燃烧不充分引起的污染问题。

资料2：中铁六局丰台桥梁厂秦皇岛制梁场采用三级沉淀循环工艺清洗碎石，既减少了占地和用水量，又实现了污水零排放。

资料3：中铁隧道局北京地下直径线项目部采用泥水循环，实现了污水零排放。购置并安设了隔音屏障，采用岩棉等隔音材料，减少噪音。

资料4：2009年，中铁咨询公司投入66万元加强对节能减排和环保方面的研究，其“高大空间建筑各类照明及其控制研究”、“环境敏感目标查询系统研究”、“铁路客运产生的固体废物调查研究”等五项课题被列入2009年度科研和业务建设项目。

Reduction of Pollution Discharge

In 2009, the company actively promoted the site construction of energy saving and discharge reduction standardization, promoted the application of new techniques, new crafts and new equipments, strengthened the efforts of technique transform and elimination of backward equipments, reduced the discharge of waste gas and liquid and made full use of waste and other waste to achieve the target that discharge of pollutants reached relevant discharge standards of the nation and location; the company increased the transaction to waste gas, waste liquid and waste residue to achieve turning waste into wealth. At the same time the company reduced occupation of cultivated land, reduced greenhouse gas discharge and reduced environment pollution to achieve green construction. Comprehensive governance rate of industry and enterprise waste water, waste gas, solid waste (the three wastes) reached more than 95%; rate of reaching the discharge standard of "the three wastes" and rate of reaching the discharge standard of fixed boiler gas reached more than 80%.

Information 1: in 2009, China Railway Shanhaiguan Bridge Group Co., Ltd used fuel instead of coal-fired to transmit internal-combustion engine to solve the burning coal's problems of much ash, serious pollution, low utilization rate of fuel and long burning time and other issues, which improved the energy utilization efficiency and protected the environment; Also it used natural gas instead of heavy oil to transmit heating-furnace to solve the pollution problems caused by poor quality of heavy oil and inadequate burning.

Information 2: China Railway NO.6 Group Co., Ltd Iron Bridge plant in Qinhuangdao, Fengtai sixth innning of beam field with adopted tertiary precipitation cycle process to clean gravel which not only reduced land occupation and water consumption, but also achieved zero discharge of waste water.

Information 3: Beijing underground diameter Line project department of China Railway Tunnel Group Co.,Ltd adopted muddy water cycle to achieve zero discharge of waste water. It purchased and installed the noise barriers, adopting rock wool and other sound-proof materials to reduce noise.

Information 4: in 2009, China Railway Engineering Consultants Group invested 660,000 Yuan to strengthen the research on energy conservation and environmental protection. The "various types of lighting and control research of large space buildings", "query system research on environmentally sensitive target", "survey and research on solid waste produced by Railway transport of passengers" and other five subjects were included into the 2009 annual research and business projects.



中铁西北院西气东输环境监理项目恢复后的农田

坚持环境治理

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

2009年，公司积极参与建设污水处理厂工程、大气治理工程、防风固沙工程、水土保持工程、河海治理工程等，成为国家环境保护工程领域的主力军，为全球环境保护不断作出更大贡献。

资料：2009年，中铁西南院坚持“科学发展，持续发展，和谐发展”理念，重视环境治理。全年全院植树1000多棵，种花种草数百平米。中铁宝桥公司荣获宝鸡市创建国家森林城市先进集体称号。中铁西北院积极参与古迹保护、古建筑修复工程，在我国工程领域和文物保护界享誉盛名。

Persistence on Environment Governance

On environment governance, CREC established a top-down, fully monitored green environmental protection management system to actively carry out protection work of ecologic environment. Each project department of the company insisted on "construction of excellent quality projects, creation of civilized ecology" principle, implemented high standards of environmental protection and soil conservation measures of the company and regarded "project quality and double excellence of environmental protection and water conservation" as its goal to strive to achieve the high degree of harmony and unity between excellent quality project and beautiful environment.

In 2009, the company actively participated in the project of constructing sewage treatment plant, air treatment, windbreak and sand-fixation, soil and water conservation, rivers and seas governance and so on. Then it became the main force of national environmental protection project field and made greater contribution to the global environmental protection continuously.

Information: in 2009, adhering to the "scientific development, sustainable development and harmonious development" idea, China Railway Southwest Research Institute paid much attention to environmental governance. The whole institute in one year planted more than 1000 trees, flowers and grass several hundred square meters; China Railway Baoji Bridge Group Co., Ltd won the title of excellent unit of creating a national forest urban in Baoji City; China Railway Northwest Research Institute actively participated in historical sites protection and restoration of ancient buildings projects. It was famous in China's engineering field and historical relic and historical sites protection field.



保护自然生态

中国中铁始终把保护自然生态作为构建和谐社会的重大任务，把人与自然的和谐体现在每一项工程建设过程中。公司在每个项目开工前总是组织专家人员认真开展建设项目环境影响评价，充分论证环保方案，制定详尽的生态保护方案。施工过程中，通过引进环保监理，增加生态保护投入，不断完善绿色采购制度，使用节能环保设备，改进工艺工法，研究和新型环保材料等，减少对水源、大气、植被、生物的影响，保护生物的多样性，全年未发生生态环境破坏事件。“玉洁冰清，还诸天地；青山碧水，留以子孙！”已经成所有中国中铁员工的座右铭。

资料：中铁二局在承建的贵广铁路项目中，提出“绿色贵广”理念，严格按照文明施工“三同时”要求，从施组编制开始，进行同步安排，同步实施，同步检查验收，打造出的绿色工程，成为业界典范。

Protection of Natural Ecology

China Railway Group has always regarded the protection of the natural environment as a major task of building a harmonious society and the harmony between man and nature is reflected in the construction process of each project. Before starting every project, the company always organized experts to carefully carry out and construct project environmental influence assessment, to fully demonstrate the environmental protection programs and to develop a detailed program of ecological protection. In construction processes, the company imported environmental protection supervision, increased input of ecologic protection, perfected continuously green procurement system, used energy saving equipments, improved craft process method and studied and used new environmentally friendly materials and other issues to reduce the influence to water, air, vegetation, living creature and protect creature's diversity. No ecological destruction occurred throughout the year. "Pure jade and clean ices still exist on earth; Green Mountain and clear water will be left to the future generations!" has become all the staff's motto in CREC.

Information: in the project of railway between Guizhou and Guangzhou it contracted to build, China Railway NO.2 Engineering Group Co., Ltd came up with "Green Guizhou and Guangzhou" idea, was in strict accordance with the "three concurrences" requirement of civilized construction. Starting from dividing group and regimentation, the company arranged synchronously, implemented synchronously and checked and accepted synchronously. Green projects created by it became the industry model.

中铁五局参建的青藏铁路妥如至羊八井段工程



中铁五局在京沪高速铁路工程中全面引入环保理念



广铁建于武广客运专线两侧的绿色长廊

员工发展
Staff Development

- 维护员工权益**
Maintenance of Staff's Rights and Interests
- 促进员工成长**
Promotion of Staff's Growth
- 实行五同管理**
Implementation of "Five Same" Management
- 加强三工建设**
Reinforcement of Three Projects Construction



维护员工权益

公司高度重视员工权益维护，支持男女平等。通过依法签订劳动合同，建立科学的薪酬管理制度，维护职工合法权益；通过提供广阔的发展平台，建立良好的人才培养机制，促进企业与员工共同发展。

劳动合同

严格执行国家《劳动合同法》，不断完善劳动用工的管理制度，规范劳动合同管理，全公司劳动合同签订率100%。2009年公司总部和所属多数单位获得地方政府主管部门颁发的“和谐劳动关系单位”称号。

薪酬绩效

2009年，公司制定了《生产一线职工工资正常增长和支付保障机制指导意见》，提高了一线员工的收入水平。2009年全公司职工人均工资43407元，同比增长19.1%。

社会保险

公司严格执行国家及所在地政府社会保险的相关法规，为员工缴纳各项社会保险费，范围覆盖基本养老保险、基本医疗、工伤、失业和生育保险。2009年，缴纳社会保险费35.64亿元。

民主权利

2009年，公司进一步完善职工代表大会制度，充分发挥职工代表作用，继续深化厂务公开，畅通民主参与、民主管理、民主监督渠道，保障职工的知情权、参与权、表达权、监督权。各级领导干部在职代会上认真述职述廉，并接受职工代表的民主评议与民主测评。

职工保障

2009年，公司积极推行“三不让”承诺，全年共筹措“三不让”承资金7100万元，救助员工、农民工2万余人次。大力开展“两节”送温暖活动，筹措资金4260余万元，慰问职工、离退休人员和农民工达28万余人次。

资料：2009年，中铁资源公司共办理新参保人员114人，累计缴费约505万元。

Maintenance of Staff's Rights and Interests

The company paid much attention to maintenance of staff's rights and interests and supported gender equality. Through the agreement and signature of labor contract according to law, it established a scientific system of salary management and maintained the legal rights and interests of staff; by providing a broad development platform and building good talent training mechanism, it promoted common development of enterprise and staff.

Labor Contract

The company strictly implemented Labor Contract Law of the nation, constantly perfected the management system of labor staff and standardized labor contract management. The signature rate of labor contract in the whole company reached 100%. In 2009, the company headquarters and majority subordinate units won the title of "Harmonious Labor Relations Unit" awarded by local government authorities.

Performance Pay

In 2009, the company drew up Guidance Opinions of Regular Wage Increase and Payment Protection Mechanisms for the Producing Front-Line Staff to raise the income level of front-line staff. In 2009 the per capita wage of staff throughout the company was RMB 43,407 Yuan, up by 19.1%.

Social Insurance

The company strictly implemented the related regulations of the nation and local government social insurance and paid each social insurance fees for staff, covering the basic pension, basic medical care, work injury, unemployment and maternity insurance. In 2009, the company paid RMB 3.564 billion Yuan social insurance fees.

Democratic Rights

In 2009, the company further perfected the staff's congress system, gave fully play to the function of staff representatives, continued to deepen the openness of factory operations and smoothed democratic participation, democratic management and democratic supervision channels to guarantee staff's right of information, participation, expression, and supervision. Leading cadres at each level seriously reported on their work and accepted the democratic assessment and the democratic appraisal of the staff representatives.

Indemnity for Staff

In 2009, the company actively promoted the "three prohibition" promise, collecting RMB 71 million Yuan commitment funds of "three prohibition" in the whole year and rescuing more than twenty thousand staff and peasant-workers. The company made great efforts to carry out "2 festivals" warmth-sent activities, financing more than RMB 42.6 million Yuan and expressing solicitude to more than 280 thousand staff, retirees and migrant workers.

Information: In 2009, China Railway Resources Group Co., Ltd transacted a total number of 114 new insured people, paying cumulative fees of about RMB 5.05 million Yuan.

SOCIAL RESPONSIBILITY REPORT OF 2009

社会责任报告



中铁七局员工参加劳模座谈会



中铁三局举办的测量工技能大赛



中铁置业集团员工培训



中铁一局知识型产业工人窦铁成
入选百位感动中国人物

促进员工成长

公司不断建立健全人才培养、选拔和使用机制，大力实施高技能人才建设工程，通过建立经营管理人才队伍、项目经理人才队伍、专业技术人才队伍、高技能人才队伍等职业发展通道，使各类员工都有发展空间和成长平台。

2009年，公司制定出台《进一步加强高技能人才队伍建设的指导意见》、《高技能人才评价实施办法》，完成了高技能人才评价示范标准，完善了高技能人才评价体系，进一步拓宽了技能人才成长通道，推进了人才队伍建设。2009年新增技师2122人，高级技师561人。

2009年，公司整体推进“重点工程培训年”活动，现场各类人员培训率达到100%，培训各类管理人员、一线作业人员、劳务队伍员工计26万余人次。组织员工参加各类职业技能大赛，先后有1人获得“全国职业技术能手”、3人获得“全国职业技能优秀选手”称号；3人获得“中央企业技术能手”、“中央企业青年岗位能手”荣誉称号。

目前，公司有高级专业技术职务人员11974人，其中，教授级高工694人，高级工程师8381人。公司拥有高层次技术专家700多人，其中有4名中国工程院院士、6名国家级突出贡献专家，6名国家勘测设计大师，278名人员享受国务院政府特殊津贴，109名省部级、股份公司级专家，58人获得詹天佑大奖，34人获得茅以升奖和360名公司青年科技拔尖人才。中铁大桥局总工程师秦顺全新当选为国家工程院院士。

Promotion of Staff's Growth

The company continued to establish and improve talent training, selection and use mechanisms and made great efforts to implement highly skilled talent construction projects. Through building business management talent procession, project manager talent procession, professional and technical talent procession, highly skilled talent procession and other occupation development passages, the company made every kind of staff has development space and growth platform.

In 2009, the company drew up and promulgated Guidance Opinions of Further Strengthening the Construction of Highly Skilled Talent Procession and Evaluation Implement Measures of Highly Skilled Talent, completed the evaluation demonstration standards of highly skilled talent, perfected evaluation system of the highly skilled talent, further broadened growth passage of skilled talent and promoted the construction of talent procession. In 2009, there were 2122 new technicians and 561 new advanced technicians.

In 2009, the company promoted integrally "training year of priority projects" activity. The training rate of each kind of people on-site reached 100%. More than 260 thousand people from each kind of manager, front-line operating staff and labor force staff were trained. The company organized staff to participate in various occupational skills competition and there were two people winning "National Occupational and Technical Expert" one after another, 3 people winning the title of "National Occupational Skills Excellent Player" and 3 people winning the honorary title of "Technical Expert of Central Enterprises" and "Youth Post Expert of Central Enterprises".

At present, the company had 11 974 advanced professional staff, of which 694 staff were professor-level engineers and 8381 staff were advanced engineers. The company had more than 700 high-level technical experts, including four academicians of Chinese Academy of Engineering, six national outstanding contribution experts, six national survey and design masters. 278 officers enjoyed government special allowance of State Council and there were also 109 experts of provincial and ministerial level and joint stock company level. 58 people were given the prize of Zhan Tianyou Award. 34 people were given Mao Yisheng Award and 360 people were given the prize of company young scientific top-notch talent. The general engineer Qin Shun of China Railway Major Bridge Engineering Group Co. Ltd was selected as China Railway Bridge along the new Council was elected as academician of Chinese Academy of Engineering.

实行五同管理

中国中铁自 2005 年开始推行“农民工与职工同学习、同劳动、同管理、同生活、同报酬”的“五同”管理以来，受到社会各界广泛的赞誉。2009 年，中国中铁将农民工管理工作明确写入《集体合同》，要求所属单位进一步抓好“五同”管理工作，切实维护农民工合法权益。“五同”管理被国务院农民工工作办公室作为典型进行宣传，被多家媒体进行深入报道；中国中铁“推行‘五同’管理，促进农民工与企业共同发展”的社会责任实践项目，入选“2009 年度中央企业优秀社会责任实践”。

资料：2009 年“五一”前夕，中铁电气化局集团农民工巨晓林荣获“全国五一劳动奖章”荣誉称号；在 11 月召开的中国铁路工会第十三次全国代表大会上，中铁二局建筑公司农民工马朴亭作为农民工代表参加了大会；12 月，中铁隧道集团程继云等 3 名农民工当选为中国中铁一届一次职工代表大会代表；中铁八局三公司农民工师傅全荣获贵州省“十佳创新型优秀员工”称号。

Implementation of "Five Same" Management

Since CREC started to promote the "Five Same" management of "migrant workers and staff with same learning, with same labor, with same management, with same life and with same reward" in 2005, it has been widely praised by various circles of society. In 2009, CREC wrote definitely the management of migrant workers into collective contracts and required subordinate units to further improve the "Five Same" management, effectively maintaining the legal rights and interests of migrant workers. "Five Same" management was promoted by the Migrant Workers Management Office of the State Council as a typical model and was in-depth coverage by many media; the social responsibility practice project of CREC's "promoting 'Five Same' management to accelerate the common development of migrant workers and enterprise" was selected into "2009 Excellent Social Responsibility Practice of Central Enterprises."

Information: Before the May Day of 2009, migrant worker Ju Xiaolin of China Railway Electrification Engineering Group won the honorary title of "National May 1 Labor Medal"; being the migrant worker representative, migrant worker Ma Puting of China Railway NO.2 Engineering Group attended the Thirteenth National Congress of China Railway Union, held in November; in December, Cheng Jiyun and other 2 migrant workers of China Railway Tunnel Stock Co., Ltd were elected as the first session of worker congress representatives of CREC; migrant worker technician Fu Quanrong of the third company of China Railway NO.8 Group Co., Ltd won the title of "Top Ten Innovative outstanding staff" in Guizhou Province.

中铁六局吸纳农民工加入工会组织



各项目部组织农民工集体学习

中铁电气化局工地按时足额发放工资



中铁八局为农民工发放维权卡



中铁四局工地集体婚礼



中铁大桥局工地超市



中铁南方公司工地体育活动



中铁六局工地文艺汇演



中铁大桥局工地节日生活



工地职工宿舍配备空调

加强三工建设

2009年,公司继续全面推进以工地生活、工地文化、工地卫生为主要内容的三工建设,有力地推动了一线的管理,极大改进了职工工作生活水平,繁荣和丰富了工地文化。并在第十一届全国运动会上,荣获全国群众体育工作先进单位称号。

2009年,股份公司所属各单位高度重视“三工建设”活动,不断加大资金投入力度。全公司用于“三工建设”资金总投入2.58亿元。其中,用于改善职工生活的资金1.41亿元,用于工地文化建设的资金7320万元,用于工地卫生建设的资金4380万元,使全公司“三工建设”活动得到整体推进,有力促进了“学习实践科学发展观”和“打好施工生产攻坚战”两大中心任务的完成。2009年,全公司共有50个集体获“全国五一劳动奖状”、“工人先锋号”、中央企业先进集体和火车头奖杯等称号,120名个人获全国五一劳动奖章、中央企业劳动模范和火车头奖章。

Reinforcement of Three Projects Construction

In 2009, the company continued to fully promote the three projects construction whose main contents were the construction site life, construction site culture, construction site health to effectively promote front-line management, improve staff's working and living standards and prosper and enrich the construction site culture. And it won the title of "Sports Construction Advanced Unit of National masses" in the eleventh National Games.

In 2009, each subordinate unit of companies by shares attached great importance to the "three industrial construction" activity and continued to increase financial input. The company invested RMB 2580 million Yuan to the "three industrial construction". Among them, the funds used to improve the lives of the workers was RMB1410 million Yuan, construction of site culture RMB 73,200,000 Yuan, the funds for the construction of site health RMB 43,800,000 Yuan, which promoted integrally the whole company's "three industrial construction" activity and effectively promoted the completion of the two central tasks of "studying and practicing the scientific development idea" and "doing well in construction production tough fight". In 2009, a total number of 50 collectives of the company won the "National May 1st Labor Award", "Pioneer Workers", the title of Advanced Collectives of Central Enterprises and Locomotive Reward and so on. 120 individuals were awarded National Labor Medal, Central Enterprise Working Model and Locomotive Medal.





中铁一局援建的震区李家庄安置房

抢险救灾 扶贫助困

多年来，中国中铁及所各单位关键时刻挺身而出，冲锋在前，积极投身抢险救灾，广泛参与公益事业，捐款捐物，扶贫助困。2009年，公司制定了《对外捐赠管理办法》，推进公司履行社会责任行为进一步规范。

在2008年公司全面参与抗冰抢险、抗震抢险的基础上，2009年，公司继续把支援灾区重建作为重要工作，并积极开展定点扶贫和社会公益活动。8月，为四川德阳承建的“东汽馨苑”住宅工程综合楼封顶，为四川江油市联合捐建的香水广爱侨爱小学已交付使用。12月，为汶川地震灾区承建的北川中学完成主体结构，定向捐建的中国中铁映秀幼儿园提前三个月实现主体工程封顶。2009年，先后为四川、甘肃、陕西三省受灾地区承建了11000多套的安置房，以及近百所学校、医院、住宅和市政配套工程，陆续交付使用。

长期以来，公司将湖南省汝城县、桂东县结为定点扶贫县，累计支付扶贫资金1359万元。2009年，支付湖南省汝城县105万元，桂东县85万元，用于当地学校建设。2009年，全公司及广大员工投入社会公益事业的资金、物资、劳务价值超过2亿元。

资料1：2009年，中铁信托公司获国家民政部颁发的“信托业突出贡献奖”和“社会公益奖”两项大奖。

资料2：2009年，中铁二院对口支援灾区资金、物资15万余元，捐助兴建的雅安市宝兴县陇东镇新江希望小学已投入使用。

Disaster Relief & Assistance for the Poor

Over the years, CREC and its subordinate units stood out at the critical moment, fought in the frontier, actively parted in disaster relief, broadly participated in public welfare undertakings, donated and helped the poor. In 2009, the company set "Administrative Measures of Foreign Donations" to promote further standardization of the fulfillment of corporate social responsibility behaviors.

In 2008, the company fully participated in anti-ice rescue and earthquake emergency. What was more, in 2009, the company continued to regard support to reconstruction of disaster area as an important work and actively carried out targeted poverty alleviation and social welfare activities. In August, "East SteamXinyuan" residential complex building project of construction of the Sichuan Deyang capped and Xiangshui Guangai Qiaoai primary school in Xiangshui village that was donated for Jiangyou city in Sichuan had been put into use. In December, Beichuan secondary school for the Wenchuan earthquake disaster area was completed with the main structure and CREC Yingxiu kindergarten that was targeted donation achieved capping of the main project three months ahead. In 2009, the company contracted to build more than 11,000 sets of resettlement houses and nearly 100 schools, hospitals, residences and municipal auxiliary projects for disaster areas in Sichuan, Gansu and Shaanxi provinces one after another and could be used successively.

For a long time, the company set Rucheng County and Guidong County of Hunan Province as the designated poor counties and paid RMB 13.59 million Yuan total poverty alleviation funds. In 2009, it paid RMB 1.05 million Yuan to Rucheng County of Hunan Province, Guidong County RMB 850,000 Yuan for local school construction

In 2009, the value of the funds, materials and labor put into social public welfare undertaking by the company and all the staff was more than RMB 200 million Yuan.

Information 1: in 2009, China Railway Trust Co., Ltd won two grand awards of "Trust Industry Outstanding Contribution Award" and "Social Welfare Award" issued by Ministry of Civil Affairs of the nation.

Information 2: in 2009, China Railway Eryuan Engineering Group Co., Ltd supplied more than RMB 150 thousand Yuan funds and materials to support contra-aperture disaster area. The donated Xinjiang Hope primary school in Longdong village, Baoxing County, Yaan city had been put into use.

地企共建 服务社会

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

2009年，中国中铁共计40余支青年突击队活跃在成灌铁路、北川中学、绵遂高速、汶川市政、成绵乐高速铁路等灾后重建重大项目，广大青年突击队员在各条战线上刻苦勤奋、顽强拼搏，发扬了伟大的抗震救灾精神，为促进灾后重建作出了积极的贡献。

公司各个项目经理部每年都义务所在工程周边的乡镇村民提供方便和服务。据不完全统计，至2009年底，公司累计为百姓围田造地2327亩，开挖水塘33582个、修建便桥4122座、维修兴建便道8846公里、平整各种场地近1641万平方米，先后义务出动各种机械87166台次，帮助贫困地区加强基础设施建设、兴建希望小学等，受到当地百姓的爱戴。

Construction of Enterprises & Service to Society

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

In 2009, a total number of more than 40 young commandos of CREC animated into Cheng-Guan Railway, Beichuan secondary school, Miansui high-speed way, Wenchuan municipal administration, high-speed railway of Chengmianle and other major reconstruction projects. Vast of young commandos were hard, diligent and struggled hard on each fighting line, which developed the great spirit of earthquake disaster relief and made positive contribution to reconstruction after disaster.

Each project manager department of the company supplied convenience and service to rural villagers around the projects as their duty each year. According to incomplete statistics, at the end of 2009, the company accumulated to make 2327 acres fields, excavate 33,582 pools, construct 4122 temporary bridges, repair and build 8,846 km sidewalks and smooth nearly 16.41 million square meters of various kinds of places for the farmers. The company mobilized 87166 various kinds of machinery for free successively, and helped the poor areas strengthen basic facilities construction and build hope primary schools and so on, which were popular with local people.



建设者受地方人民拥戴



促进就业 维护稳定

中国中铁始终把履行就业责任作为公司社会责任的一项核心内容。通过加快发展，为社会不断创造新的就业岗位。在应对金融危机的过程中，中国中铁不仅不减薪、不裁员，在为 27.6 万员工提供就业的基础上，还为 180 万农民工提供了长期稳定的就业机会，同时也在南美洲、东南亚、中东、非洲等境外地区提供了数以万计的就业机会，在促进就业和维护社会稳定方面起到了不可替代的作用。与此同时，公司每年还通过接收大中专毕业生、接收转业军人、通过人才市场引进人才等形式，为社会创造和提供着大量新的岗位。2009 年，公司新接收大中专毕业生 13000 多人。

资料：2009 年，中铁四局按照“定点培养，定向输送”的原则，在安徽亳州等地建立 7 个劳务基地，先后对 5321 名劳务工进行了为期一到两个月的脱产培训。劳务基地共向各单位输送合格劳务人员 10201 人。

Promotion of Employment & Maintenance of Stability

China Railway Group has always regarded fulfilling employment responsibility as a core content of the corporate social responsibility. It created continually new jobs for society by accelerating development. In the course of the financial crisis, CREC didn't reduce payment or cut staff. Basing on providing jobs for 0.276 million workers, it also provided long-term stable employment opportunities for 1.8 million migrant workers. Also it provided tens of thousands of employment opportunities in South America, Southeast Asia, the Middle East, Africa and other areas outside the region, which had irreplaceable function in promoting employment and maintaining social stability. At the same time, by accepting graduates from universities, specialized secondary schools and technical training schools and demobilized servicemen and importing talent through talent market and other forms, the company created and provided a large number of new positions for society. In 2009, the entire company newly accepted more than 13,000 graduates from universities, specialized secondary schools and technical training schools.

Information: In 2009, the four Bureau of China Railway have built seven labor bases in Bozhou of Anhui in accordance with the principle of "fixed-point training, targeted transportation". And which have successively carried on a full-time training of two months to 5321 labor workers, the labor bases have altogether transported the qualified service personnel to various units for 10201 people.



全球责任 全球典范

长期以来，中国中铁先后完成了一大批如阿联酋棕榈岛填海工程、孟加拉帕西大桥工程、马来西亚沙巴洲铁路改造工程、尼日利亚铁路改建、南非水坝工程、援加纳公路改扩建工程、安哥拉罗安达省医院工程、摩洛哥高速公路和铁路等重大国际工程项目，大都关系到东道国民生大计，对提高当地交通运输能力、改善民众生活条件、扩大就业、加速东道国与周边国家的经贸往来以及促进当地经济发展具有重要意义。

2009 年底，中国中铁海外项目的当地雇工人数已达 20384 人，本地化用工超过 90%，培养各类技能技术操作工人 2000 多人。

资料 1：在摩洛哥，《经济学家》时报评论文章指出：“中国中铁是一支作风硬朗、技术精湛的国际化施工队伍，在高速公路的建设中展示了非常创新的技术，修建丹吉尔铁路隧道更是如此”。

资料 2：在马里，中国中铁所属单位经营的农场，对当地百姓出租，大租户赚得了大量粮食，小租户解决了温饱，数百个家庭从中直接受益，同时还为当地培养了一批农业人才，解决了 1500 多人的就业，累计向当地政府交纳税金 1860 万美元。

资料 3：在科特迪瓦，中海外建立了西非地区第一个 GMP 标准制药企业，开发了抗疟类、消炎类等 24 种针对非洲人群常患疾病的新药品，通过中国驻科使馆向无力购买药品的普通民众免费赠药；

资料 4：在尼日利亚，中铁三局等单位为解决当地缺水问题，长期免费向社区百姓开放施工生产用的水井，为当地村民免费修筑便道，为附近城市外运垃圾。

资料 5：在赞比亚，针对山区道路事故频发，中铁国际等单位出资组建交通指挥队和抢险队，对危险地段进行交通指挥和车辆抢险，当有紧急需求时，及时派车，送油、送水、送药。

Responsibility of the Global and the Model of the Global

For a long time, CREC had completed a large number of significant international construction projects such as the UAE Palm Jumeirah reclamation works, Bengal Paksey bridge project, Malaysia Sabah railway reconstruction project, Nigeria railway reconstruction, the South African dam project, assistance to reconstruction and extension project in Ghana, Luanda provincial hospital project in Angola, Morocco highway and railway and so on, most of which were related to the livelihood of the host country and had significance meaning to improve the capacity of local transportation, improve people's living conditions, expand employment, accelerate economic and trade contacts between the host and neighboring countries and promote the local economic development.

By the end of 2009, the number of local employed people of CREC overseas projects had reached 20 384, with over 90% of localized employment and the company trained more than 2,000 various skills, technical operation workers.

Information 1: In Morocco, The Economist times editorial article pointed out: "CREC is a tough, skilled international construction team who displayed innovative technology in highway construction, especially in building Dan Jill railway tunnel".

Information 2: In Mali, farms managed by subordinate units of CREC farms were able to be rent to the local people. Large tenants earned lots of food while small tenants earned enough food and clothing. Hundreds of families directly benefited from it and the company also trained a group of agriculture professionals for the local, solving the employment of more than 1500 people and paying taxes of total 18.6 million dollars to the local government.

Information 3: in Côte d'Ivoire, COVEC established the first GMP standard pharmaceutical company in West Africa area, developed 24 kinds of new drugs for the diseases that people in Africa usually suffer from such as anti-malarial type, anti-inflammatory and so on, and donated medicine freely to ordinary people that couldn't afford to buy drugs through the Chinese Embassy in Kosovo.

Information 4: In Nigeria, in order to solve the local water shortage problem, China Railway NO.3 Engineering Group Co. Ltd and other units opened wells used by operation and production to the community people long-term freely, constructed sidewalks for the local villagers free of charge and transported waste for the nearby cities.

Information 5: In Zambia, directly towards the frequency of mountain road accidents, China Railway Construction Corporation International Economic and Trading Co., Ltd and other units made financial contribution and established traffic command team and rescue team for traffic command and vehicles emergency rescue in hazardous location. When there were urgent needs, they would dispatch cars, send oil, water and drug in time.

第三部分
The Third Part

03

2009社会责任报告
Social Responsibility Report of 2009

开放的中国中铁

规范的信息披露

2009年,公司进一步健全信息披露机制,畅通沟通渠道,完善沟通方式,保证利益相关方的知情权和监督权,并有效回应利益相关方的期望。通过信息告知、接受反馈、对话交流、共同行动等四种类型,增加了对利益相关方关心的热点问题的披露以及公司回应的方式。

2009年,公司在A股市场和H股市场共发布公告及通函169项。其中,A股市场发布公告50项,H股市场共发布公告及通函119项(含海外监管公告76项)。

公司规范有序的信息披露工作得到了证券监管机构和证券交易所的肯定。在上海证券交易所对上市公司年度信息披露工作考核中,公司董事会秘书及其领导的团队被评为优秀。

Open CREC

Normative Information Disclosure

In 2009, the company further improved the information disclosure mechanism, smoothed channels of communication, perfected communication ways, ensured the right of information and supervision of interested parties and effectively responded to the expectations of interested parties. The company increased the disclosure to hot issues that interested parties have concerned and ways to respond of the company through 4 types of informing information, receiving feedback, dialogues, communication and joint actions.

In 2009, the company issued a total number of 169 announcements and circular letters in A-share market and H-share market. Among them, 50 announcements were issued in A-share market and 119 announcements and circular letters in H-share market (including 76 overseas regulator announcements).

The normative and ordered information disclosure of the company won the affirmation of securities regulators and securities exchanges. In the Shanghai Securities Exchanges' annual information disclosure assessment to listed companies year, the board of directors' secretary of the company and team led by him were appraised to be excellent.





积极的投资者关系

2009年，公司继续加强投资者关系管理工作，搭建多种平台，保证与广大投资者的沟通渠道顺畅。公司通过出席境内外投资机构组织的国际投资论坛和投资策略会议，举办路演、接待投资者来访、组织投资者现场观摩等方式，积极与资本市场各方进行了较为充分的沟通和交流，促进了投资者对公司的了解和认同。

2009年，公司先后获得“中国最佳创富IR奖”、“最受投资者欢迎上市公司网站”、“最佳投资者关系—亚太地区得票最高企业”等多项资本市场大奖。

2009年，累计举办和参加投资者见面会17次，接待来访800人次，接待投资者热线1400多人次。

Active Investor Relations

In 2009, the company continued to strengthen the management of investor relations, built a variety of platforms to ensure that channels of communication with our majority investors were smooth. Through attending international investment forums and investment strategy conferences organized by local and overseas investment institutions, holding road shows, receiving visit of investors, organizing investors to view and emulate in site and other ways, the company actively communicated and exchanged with the parties in the capital market more sufficiently and promoted investors' understanding and recognition to the company.

In 2009, the company won "The Best IR Award wealth of China", "The Best Investor Relations – enterprise with the highest votes in Asia-Pacific region" and many other capital market awards.

In 2009, the company cumulatively held and participated in 17 investor meetings, received 800 visitors and received more than 1400 times investors' hotline.

SOCIAL
RESPONSIBILITY
REPORT OF
2009
社会责任报告



和谐的媒体关系

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

2009年，公司在新华社、中央电视台、人民日报、光明日报、经济日报、科技日报、中国证券报、上海证券报、证券日报、证券时报、新华网、人民网及凤凰卫视、香港无线电视、香港文汇报、香港财经日报等媒体发布中国中铁信息超过8000余条。

Harmonious Media Relations

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

In 2009, the company issued more than 8,000 articles about China Railway information in Xinhua News Agency, CCTV, People's Daily, Guangming Daily, Economic Daily, Science and Technology Daily, China Securities Journal, Shanghai Securities News, Securities Daily, Securities Times, Xinhua Net, People net and phoenix TV, TVB, Wen Wei Po Daily, Hong Kong Financial Daily and other media.



特色的企业传媒

企业信息沟通平台是丰富员工文化生活，传播企业信息和文化，营造和谐企业的重要载体，是促进企业加快发展、保障稳定、加强和改进精神文明建设和企业文化建设的重要途径。

我们创建了公司网站、中国中铁青年网，主办了《中国中铁报》、《中国中铁党建》、《中铁工运》、《中铁青年》等企业媒体；建立了覆盖全公司的内部办公信息系统，三级以上公司都建立了公开网站，定期编制工作信息、情况通报等各类简报；全公司多家单位建立了电视台、工地广播，主办和主管具有国家公开刊号报刊10余家，企业内部报刊36家，及时传播企业改革发展动态和生产经营信息，展示企业形象，丰富企业文化。

2009年，公司盘点中国中铁历史，特别是近十年的改革发展历程，编写了《历史性的跨越》一书，成为员工学习培训的教材和社会了解企业的载体。同时，参与拍摄了20集电视纪录片《长江大桥》，在中央教育台一经播出后，引起了社会强烈反响。

Characteristic Enterprise Media

Information communication platform of the enterprise is an important carrier that enriches cultural life of staff, spreads enterprise information and culture and creates a harmonious enterprise. Also it is an important way to promote the enterprises to speed up development, ensure stability and strengthen and improve the construction of spiritual civilization and enterprise culture.

We created the company's website, CREC Youth Network and hosted the CREC News and other enterprise media; we established internal office information system covering the whole company. Companies above the three degree established public websites and regularly drew up each kind of presentation such as work information, briefings and others; several units of the whole company established television, radio site, hosted and directed more than 10 national public issues press and 36 enterprise internal press, timely disseminated enterprise reform development movement and production operating information, displayed corporate image and enriched enterprise culture.

In 2009, the company made an inventory of CREC history, especially the reform development process in recent 10 years. It compiled the book of Historic Leap, which became the teaching material for staff's study and training and carrier of which society understands to the enterprise. At the same time, the company participated in the filming of the 20-episode TV documentary Yangtze River Bridge which aroused strong repercussions in society after its broadcast in Central Educational Channel.

SOCIAL
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社会评价

2009年，公司各项工作受到了社会各界的广泛赞誉。公司荣获了对外承包工程企业社会责任金奖和全国“优秀建筑企业”、“诚信企业”、“全国群众体育工作先进单位”、“亿万群众全民健身优秀组织单位”等荣誉称号及香港公司管治卓越奖、中国上市公司百强、2009年度中国最具潜力企业、最佳管理上市公司、最具社会责任上市公司、中国100强企业社会责任发展指数（2009）第九位等多项荣誉。

2009年，全公司共有50个先进集体分获全国五一劳动奖状、全国“工人先锋号”、中央企业先进集体和火车头奖杯。窦铁成同志当选为全国100位新中国成立以来感动中国人物和时代领跑者。同时，中国中铁十局团委被评为全国“五四红旗团委”；中铁隧道集团三处有限公司隧道三公司团总支被评为全国“五四红旗团支部”；中国中铁五局西格二线指挥部二总队荣获“全国青年文明号”称号……

Social Assessment

In 2009, the work of the company was widely praised by society communities. The company won enterprise social responsibility gold medal of overseas contracting project, and the titles of the national "Excellent Construction Enterprise", "Honest enterprise", "Sports Construction Advanced Unit of National masses", "Outstanding Organizational Unit of Hundreds of Millions of People Nationwide Fitness", etc and the Hong Kong Corporate Governance Excellence Award, Top Hundred Listed Companies in China, 2009 China's Most Potential Enterprise, the Best Management Listed Company, the Most Social Responsibility Listed Company, the Ninth of Corporate Social Responsibility Development Index in China Top 100 (2009) and many other honors.

In 2009, a total number of 50 advanced collectives in the whole company won the National Labor Award, the National "Pioneer Workers" and Advanced Collectives of Central Enterprises and Locomotive Reward. Dou Tiecheng comrade was elected as the National 100 moving Chinese characters since the foundation of New China, and the pacemaker of the era. Meanwhile, communist youth league of China Railway NO.10 Engineering Group Co. Ltd was named the national "May 4th Red Youth League"; the third tunnel of the company of Sanchu Co., Ltd China Railway Tunnel Group was named the national "May 4th Red Youth League Branch"; the second general team of Sigma second-line command of China Railway NO.5 Engineering Group Co. Ltd was awarded the title of "National Youth Civilization"...





展望

回眸百年，我们征战南北前仆后继，开启民族工业先河，走过风雨兼程的岁月；回首六十年，我们风餐露宿四海为家，建设祖国基础设施，无私奉献铸树丰碑；回顾十年，我们厚积薄发砥砺奋进，经受改革开放的洗礼，谱写跨越发展的篇章。

今天，中国中铁已成长为跻身世界企业 500 强的建筑业航母，站在了科学发展的新起点！

2010 年，是我国全面完成“十一五”计划的最后一年，也是企业抓住机遇谋发展、做强主业增实力的关键一年。中国中铁将继续以科学发展观为指导，以确保安全稳定和优质服务为基础，紧密围绕“保增长、调结构、转机制、争效益”的中心工作，着力完善法人治理结构，规范公司治理，推进企业制度创新、科技创新和管理创新，进一步激发企业发展活力；精心组织各项工程建设，加快战略性结构调整，推行集约化、标准化、精细化管理，转变发展方式，提高经营效益，进一步推动企业持续发展。

2010 年，中国中铁将进一步发挥大型企业履行社会责任的表率作用，深化全面社会责任管理，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，与利益相关方共同努力，为推动全社会的发展进步而不懈努力！

Outlook

Looking back a hundred years, we fought in north and south one after another, unsealed the first national industry and passed the years of trials and hardships; looking back sixty years, we had no shelters, regarded the motherland as our home, built the basic facilities of the nation and selfless dedicated and cast monument; looking back ten years, we accumulated to fight, forged ahead, withstood the baptism of the reform and opening-up policy and wrote a chapter leaping development.

Today, the China Railway Group has grown into the aircraft carrier in the construction industry of the world top 500 enterprises, standing at a new starting point of the scientific development.

2010 is the last year that our nation fully completes "the 11th 5 years" plan and is also the important year when the enterprise seizes opportunities to develop and strengthen the key strength of the primary industry. CREC will continue to treat scientific development idea as the guide, ensuring security and stability and quality service as the basis and focuses on the central task of "protecting growth, adjusting structure, transferring mechanisms, competing efficiency", makes efforts to improve the corporate governance structure, standardizes corporate governance, promotes enterprise system innovation, technology innovation and management innovation and further stimulates the development activity of enterprise; The company will careful organize the project construction, speed up the strategic structure adjustment, promote intensive, standardized and meticulous management, change the mode of development, improve operational efficiency to further promote the sustainable development of the enterprise.

In 2010, CREC will further play an exemplary role in fulfilling social responsibility of large-scale enterprises, deepen comprehensive social responsibility management, expand social responsibility field, enrich the content of social responsibility and enhance the practice level of social responsibility. The company will work together with interested parties to make unremitting efforts to promote the development and progress of the whole society!

读者反馈

感谢您在百忙之中阅读中国中铁股份有限公司2009年社会责任报告。

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

地址：北京市海淀区复兴路69号9号楼中国中铁大厦

电话：010-51878413 邮政编码：100039

传真：010-51878417 电子邮箱：ir@crec.cn

网址：www.crec.cn

Readers' Feedback

Thanks for your reading the social responsibility report of 2009 China Railway Group Limited in your busy schedule.

There are inevitable flaws and omissions in compiling preparation process of the report. We are very willing to listen to your comments and suggestions.

We express our sincere thanks for your support and help to the company once again.

Address: No. 9 China Railway Group Limited Building, 69 Fuxing Road, Haidian District, Beijing.

Telephone: 010-51878413 Postal code: 100039

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

Website: www.crec.cn

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