

# 中铁一局集团有限公司

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## The Proposal of Compliance Practice

### Dear colleagues:

In recent years, facing new opportunities, new challenges and new requirements of enterprise's development, we keep strengthening the compliance management system, improving regulations, standardizing business procedure, intensifying supervision and inspection, and promoting compliance awareness of all staff, which achieve the significant effect on compliance management.

In the next future, we will firmly establish the idea of compliance operation which is the basic requirement of the daily work. The compliance and integrity will be the common value followed by employees. We make effort to achieve compliance management covering on all staff, all business and all time and cultivate the normative, honest, integrity and efficient compliance culture.

### **1.0 Dedicating to work, fully fulfilling obligation**

We need to dedicate to our job, cultivate the sense of responsibility and honor, know well the duties and requirements of our job, strictly fulfill duties and reflect our performance regularly.

### **2.0 Following regulations, Continually complying with regulations**

All staff establish the awareness of compliance that "compliance promotes development and non-compliance generates risk ", following the external and internal rules conscientiously; strictly implement all internal control measures avoiding using habits, relations and credibility replace regulations; actively identify and report compliance risks in the business operation.

### **3.0 Being honesty and Faithful, Strictly Sticking to the principles of integrity**

We insisting on the spirit of enterprise "Honesty and Innovation, Pursuing the excellent"

honestly treat our customers, fellow-partners and colleagues. Do not use fake performance, make false propaganda, cheat and mislead others, acquire the competitive advantages through the improper ways, and avoid all behaviors violating the anti-corruption policies such as corruption, fraud, enforcement, collusion, abuse, conflict of interest and obstruction.

#### **4.0 Prohibiting noncompliance, proactively reporting noncompliance**

Promoting the awareness of compliance, the idea that compliance management is the duty of everybody should be deeply rooted, compliance risk should be identified and irregularities are avoided actively. The irregularities existing in the departments, companies and among employees such as irregular management and operation ruining the reputation of enterprise should be supervised and reported.

#### **5.0 Strengthening learning, and enhancing self-qualities**

We should strengthen learning on compliance knowledges and business skills as equally important grasping knowledge of national laws, company regulations and business procedures; devote to establish the full compliance management system that all staff participates, all procedures are monitored and all areas are covered; continually improve the capacity and level of compliance management and cultivate the enterprise compliance culture providing the firm support and guarantee of building the first-class modern construction enterprise.

#### **All colleagues:**

Honesty and compliance achieve build to last. The compliance should be the long-term daily work, no best and only better. We need to keep the well-formed compliance culture “compliance creates value and honesty is the foundation.” All staff learns compliance, everything follow the principles compliance, the compliance management ability is improved continually establishing the compliance management benchmark in the infrastructure construction industry. We are all confident that our company will have a more brilliant future.