

Our community

Building strong, positive relationships and trust is vital to our work and the success of the company. Every AMEC stakeholder, present and future, lives in a community and their perception of AMEC is shaped by their experience and interaction with our employees and organisation.

The work we do often brings us into close contact with local communities, and working with them, building relationships and investing time and effort brings us all lasting and positive benefits.

We believe that we can and are building a positive legacy of benefits for communities. Through investing in local supply chains, infrastructure, education and skills we, as a company, can contribute to wider global sustainable development objectives. We tap into the networks created by our people and harness their talents to identify and channel investment where it is needed. Through our strategic charitable work, we work together to support those less fortunate than ourselves.

Our key community issues	
Community	<ul style="list-style-type: none">■ Investment■ Access to employment/local content■ Skills building■ Human rights and dignity

Community management

Our commitment to support, protect and enhance our wider community, beyond the doors of our offices, is laid down in our core values and Guiding Principles.

“ We respect the many different cultures of the communities in which we live and work and the human rights and dignity of their people.”

Extract from AMEC Guiding Principles

Working in diverse locations means that we must approach engagement with our communities in a flexible way. In the places in which we work we seek to invest in community projects and objectives and improve skills, education and access to employment. Respect for human rights is integrated throughout our management policy and practices. This ranges from policies on equal opportunities in employment through to assessing human rights issues, such as protection of workers, in the supply chain. Our approach to the protection of human rights is being informed by both the Global Compact principles and guidance on human rights and the Business Leaders Initiative on Human Rights.

Our board of directors has established a Charities Committee which seeks to support community engagement both at an employee volunteer level and through strategic charity support. Strategic charities are selected on the basis of their support for Millennium Development goals and support from and strategic fit with the business.

In 2009 as part of the Operational Excellence Sustainability Programme our Office Sustainability Action Matrices were rolled out. These matrices require each location to identify sustainability actions, in four areas, one of which is support for the community. The matrix provides a structure to legitimise community engagement at an office level, promoting employee involvement and action. During 2009, all of our key office locations developed and implemented an office sustainability action matrix, progress on which was reported on a quarterly basis.

As a result of the level of work being undertaken in our communities it was felt that a more accurate method of measuring the time and value invested should be adopted. In December 2009, the Charities Committee agreed to participate in the LBG (London Benchmarking Group) from 2010 onwards. This participation will allow AMEC to more accurately report on the time our employees spend, both in and out of work time on community investment efforts, looking at the value and legacies we leave as a result. Our 2010 report will include this information.

Case Study

Greenville office employees partner with Habitat for Humanity

Employees in AMEC's Greenville office were keen to work 'hands-on' in the community, working on a programme where they could be involved in the full lifecycle of a community project. As such during 2009, the Greenville office partnered with the Habitat for Humanity programme in Greenville County.

Habitat for Humanity is dedicated to providing affordable home ownership opportunities to low-income families, and volunteers participate in the lifecycle of a home building project on weekends over a 14-16 week period.

AMEC, in partnership with Baldor Election decided to split the \$60,000 cost of sponsoring a home for the Williams family.

A combination of cash and household goods donations from employees, barbeque lunches and silent auctions, coupled with lots of volunteers to help with the actual construction meant that the family's dream of owning a house has come true.



Leadership and community involvement

Community engagement is supported from the very top of the organisation with many of our senior management actively involved in community projects.

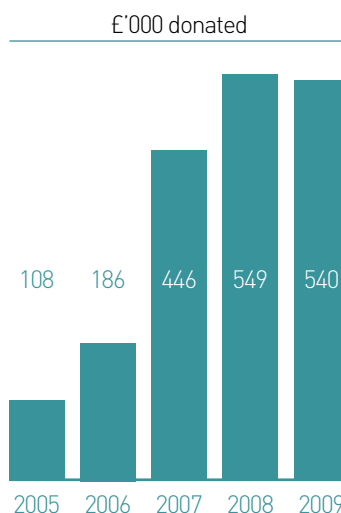
Neil Bruce, a board director and Chief Operating Officer of our Natural Resources and Power and Process divisions, continues to be actively involved as a patron of CLAN (Cancer Link Aberdeen and North). In addition Neil is also a trustee for Engineers Against Poverty, a charity which works with industry, government and civil society to fight poverty and promote sustainable development.

Roger Jinks, President of AMEC's Earth and Environmental division continues to be actively involved in supporting local charities, with particular involvement in the annual shoreline cleanup programmes. For further information on AMEC's strategic charity support please turn to page 31.

Our community performance

Community investment

In 2009 AMEC donated £540,000 to good causes and charitable institutions worldwide, including matching employee volunteer fundraising. This represented 0.25 per cent of profit and was a 1.6 per cent decrease on the year before.



Employee engagement

Across the globe AMEC continued to match fund employee volunteer events. These events are important in promoting local relationships and demonstrating our support for great causes. These local fundraising opportunities are valuable to the community and AMEC, bringing our people together to support and benefit people and places where we live and work. Further emphasis on employee volunteering events and charity

fundraising through the use of the sustainability action matrix.

Our investment in local communities extends beyond providing cash. AMEC people actively participate in our community and schools partnerships. We also support our communities through gifts in kind, donating essential equipment and materials.

Promoting access to employment

AMEC's business is growing and we need to ensure that employment opportunities are available to the local community. We remain committed to building a local workforce and ensuring we build a positive legacy of benefits in areas where we work. We do this through committing investment in promoting local talent through sponsorship, mentoring and providing access to education. We have seen this approach pay off for both the community and AMEC, recruiting and developing highly skilled people in the areas of the world where we need them.

In areas or sectors where we need skills, AMEC offers a variety of support mechanisms to local people to enable access to employment opportunities and equipping them with skills for life. Our support extends to:

- Enrolment in an AMEC training facility
- University sponsorship
- Work experience
- Mentoring opportunities.

We will continue to support this approach because we know and have seen, first hand, that it works. For AMEC, education has a much longer lasting benefit than just providing charitable donations. It is both a good way of helping and supporting the communities in which we work, and it also helps to grow the business in new regions – especially those where there may be a skills shortage. It also helps to improve labour standards in those regions. One example of this is the AMEC Students in Kazakhstan (ASK) programme. Not only have the students received some financial support and mentoring, but they have also undertaken work experience with AMEC during vacations and have been involved in activities in the local community.

Within the office, training organised by the AMEC team teaches leadership, teamwork and decision making, whilst away both students and staff have worked organising activities at children's homes, orphanages and schools around Uralsk. There is also a regular quiz aimed at improving the students English language skills – the business language used in the area.

This programme continues to be a win-win arrangement for both AMEC and the students, helping AMEC identify and develop good quality potential recruits to sustain and grow the business and therefore help develop the local economy. The students are able to gain valuable insights into the commercial

world that will help with their academic studies and enhance their business and communication skills.

2009 saw the first group of students graduate from the programme and our first intake into the company. Such is the success of ASK that it won the International Platinum Award at the Energy Institute (EI) awards in 2009.

“ We struck a balance between our own global engineering skills and employing and training local people. It has had the double benefit of making us welcome and creating a long-term self-sustaining operation.”

Ronnie Anderson, Country Manager, Kazakhstan



Photo: ASK students and Ronnie Anderson receiving the International Platinum Award

Skills development

We are proud of the work that we do in the community to promote the development of skills, particularly with young people. As well as offering support mechanisms for local people to get access to employment opportunities, we are also involved in promoting skills in schools.

Our involvement can take many forms and is closely aligned to the need of the stakeholder. AMEC has formed a number of 'AMEC Community and Educational Partnerships' with local institutions. Each partnership is designed around the individual circumstances, giving the stakeholders the opportunity to draw

on the talents of our employees with the objective of building skills. These partnerships are often long-term relationships and activities include:

- Holding safety awareness classes
- Work experience days and visits for schools
- National event support
- Tutoring (school and university level)
- Award of scholarships.

Our Power & Process division, as part of their employee scholarship programme, awarded a total of fifteen scholarships to children of Power & Process America's employees. The programme aims to encourage and recognise academic excellence and the pursuit of higher education.

AMEC also continue to partner with schools and educational facilities close to its offices. Aberdeen's Hazlehead Academy Partnership continued to grow, with 2009 seeing the launch of a new work experience course providing the students with an introduction to the oil and gas industry. The course developed by AMEC and ASET (Aberdeen Skills and Enterprise training) was held over a five week period and contained a bias towards safety, as well as providing an insight and practical experience in areas of instrumentation, mechanical, electrical and process engineering. The course was developed to engage pupils in a practical way whilst providing opportunity to take engineering from theory into working practice. One batch of twelve of students completed the new course during 2009. 2010 will see this programme rolled out further with 2-3 batches of students each year completing the programme.

We find that our employees value and enjoy these opportunities and we believe we are investing in our future, inspiring the next generation of engineers, project managers and consultants.

Human rights and dignity

Upholding internationally recognised human rights is essential to AMEC in building a successful company. We believe that this is very important to our stakeholders, particularly our employees. In March 2009, we signed up to the Global Compact, promising to ensure that our business is underpinned by human rights principles. We believe that these are already largely enshrined in our policies and procedures. One area identified as a gap is a specific human rights policy, so we are working on developing and publishing this policy during 2010. Matters relating to the Global Compact principles are also being addressed within our supply chain evaluation process (due for release 2010), ensuring that we are aware of our suppliers/ subcontractors performance and management of these issues prior to working with them. Further work will be undertaken during 2010 to raise the awareness of the principles to which we signed in 2009, including a focus on human rights and labour.

AMEC's strategic charity supporting human rights

We believe that, as a FTSE 100 company, we have an obligation to step beyond our immediate boundaries of control, supporting international efforts to strengthen human rights. We committed, last year, to use our charitable donation process to support one global strategic charity. We looked hard to find a charity which was supporting elements of the Millennium Development goals and that had a true international reach.

Building on the relationships forged during 2008, AMEC made the decision to support SOS Children's Villages as its strategic charity for the following two years.

SOS Children is the world's largest orphan and abandoned children's charity. It provides new family and homes for more than 70,000 children in 475 unique Children's Villages in 123 countries, addressing and reducing child mortality and giving children access to education.

The money donated to the charity in 2009 from AMEC supported orphaned children in Kazakhstan, Azerbaijan, the Philippines and Peru to lead a normal life, attend school and gain an education. AMEC's donation provided school fees and equipment for over 480 children in towns local to many of our offices including Baku and Ganja in Azerbaijan; Astana, Kazakhstan; Manila, Philippines and Chiclayo, Peru.

AMEC will continue to support SOS Children during 2010.



SOS Children's Villages
the world's largest orphan charity