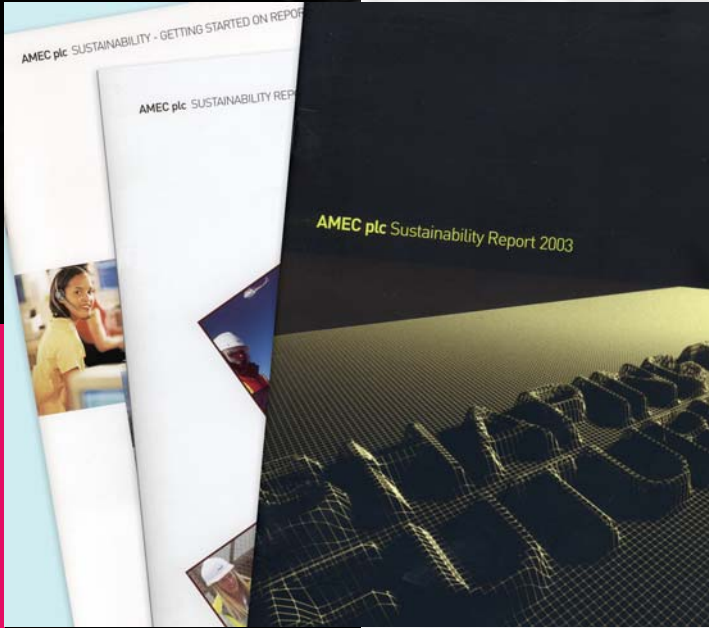


Sustainability reporting in AMEC



easy for many companies and particularly not a company such as AMEC, which comprises very diverse businesses – from oil and gas services to environmental services. Also, much of what we do is done on a client or project site, rather than within our own business, and so may not be within our control. The measures we chose to assess performance included:

- **MANAGEMENT:** Quality Management Systems (ISO 9000 standards) to measure good management practices
- **ENVIRONMENT:** Environmental incidents, environmental management, energy consumption, waste generation and recycling
- **HEALTH AND SAFETY:** Health and safety incidents, fatalities and days lost at work, enforcement actions, existence of relevant management systems
- **COMMUNITY:** Community consultation and engagement with local communities or creation of local community benefits
- **EMPLOYMENT:** Workforce gender split, evidence of consultation and representation, evidence of diversity initiatives
- **ETHICS AND HUMAN RIGHTS:** Evidence of breaches, complaints or policy failures, extent to which policy is applied across AMEC.

■ 2001 – Framing a sustainability approach

We began developing our internal response to sustainability back in 2000, producing our first report for that year in 2001. In this, we framed our approach to seven aspects of sustainability: environmental management, health and safety, ethical business conduct, community involvement, human rights, employment rights and profitable growth. In each area, we established where we were and where we wanted to be and enshrined our conclusions in our Guiding Principles (see p5). We also committed to measure our performance in each of the seven areas identified.

■ 2002 – Introducing metrics

During 2002, we set ourselves the goal of measuring our performance against these principles. This is not



■ 2003 – Progress against our measures

In our 2003 report, we presented our progress against the previous year and reported on important steps forward. We had moved on considerably since 2000, progressing up the Business in the Environment ranking in which we are listed, scoring 78 per cent against 39 per cent in our first year. We also reported where we believed we had fallen short of our sustainability principles - and we will continue to do so to ensure we provide a transparent and balanced report.

Perhaps the most important step forward during 2003 was the decision to introduce a more embedded system for measuring sustainability, building on the metrics we had been using. To achieve this, the managing directors of our businesses each drew up an individual programme for improving sustainability. AMEC plc set an overall framework for its programmes, based on the UN's Agenda 21 guidelines, set at the Rio Earth Summit in 1992, and laid out global priorities for addressing major environmental, social and economic issues. This framework allowed us flexibility to select what it made sense to measure in each business and what metrics we would use: a construction business will need to have different sustainability measures than an environmental service or design business.

Since then, some of our businesses have made real progress with their

individual programmes. For instance, our UK construction services business has implemented a sustainable wood sourcing policy and our Vancouver office came top in a recent business survey after it implemented energy efficiency measures.

Overall, however, we recognise that we have to do more to ensure the standard rises across the company. This is not always easy when businesses have other pressing concerns, like tough markets. We have explained below how we have tried to address this issue in this year's programme and report.

■ 2004 – Driving it through the business

Full details of this year's sustainability performance can be found on www.amec.com. We have made progress against last year in some areas, while in others we have introduced or still need to introduce more meaningful measures or simply need to do better.

We led the construction sector in the Dow Jones Sustainability Indexes during 2004/5.

This year's report has also been shaped by an important piece of stakeholder research, which we conducted during 2004. You can read a brief summary of the main findings on page 10.

If you have any questions or concerns, please email Linzie Forrester at

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