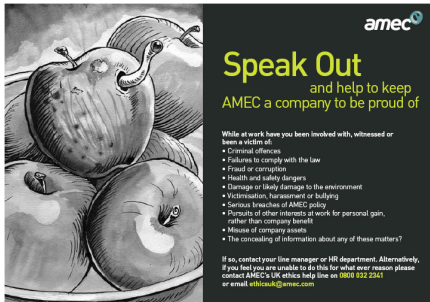


AMEC's Ethics helpline

AMEC encourages employees to challenge unethical behaviour in the workplace.

As part of the company code of Conduct all employees have a responsibility to highlight corrupt behaviour to AMEC management and a confidential ethics helpline tool is available to help them.



The Ethics Helpline is a simple, risk-free way for employees to anonymously report activities that may involve unethical activities or violations of the AMEC Code of Business Conduct.

The Help line is managed by an independent third party company, which provides a confidential listening service 24 hours a day, 7 days a week.

Callers to our American and UK based free phone number will hear a pre-recorded message explaining the process and are then put through to someone who will listen to, and document, their concerns.

The Help line employee will provide a report to AMEC, who will follow up the concerns. The caller will be able to contact the Help line

subsequently to receive an update on what action has been taken.

Reassurance is given to callers that no action will be taken against any employee who makes a report in good faith. If the caller wishes, he or she may choose to remain anonymous. However, a situation may arise where, in order for the concern to be followed up, a name may be required and therefore it can be very difficult to deal with any complaint that is made anonymously.

Every call to the Ethics Helpline is taken seriously and fully reviewed in conjunction with the appropriate department or division.

Ethical conduct performance

AMEC tracks the number of ethical issues which are brought to management attention and the number of issues which result in formal action being taken against an individual employee.

	2007	2006	2005
Extent to which employees or third parties bring alleged breaches of the Guiding Principle to managements attention	24	16	24
Extent to which complaints result in formal action being taken against individual employees	0	1	2