

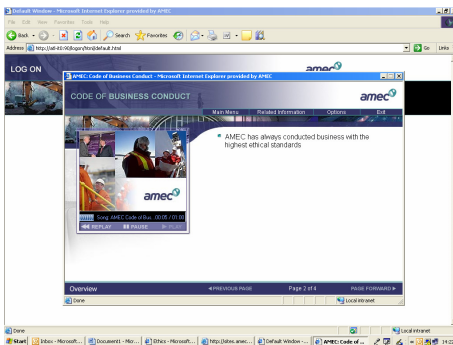
AMEC's on-line Ethical Training Package.

Educating the workforce on ethical matters is fundamental to maintaining AMEC's reputation.

Maintaining the highest standards of ethical conduct is of great importance to AMEC. Being ethical and fair in our business dealings underpins all stakeholder relationships.

This is a significant task as AMEC has over 20,000 people working all over the world. However, AMEC has developed an Ethical Code of Business Conduct which outlines employee responsibilities to work in an ethical way and uphold the company principles and values.

To keep employees informed and up to date with the company stance on ethics and ethical behaviour AMEC developed an on-line ethical training tool. This is an innovative approach to internet based ethics learning and one which AMEC employees can access through the company intranet service.



Training is available in English, French and Spanish and an

American and British version have been produced. There are distinctive differences between the North American and British legal frameworks which accounts for the development of two versions. The intranet versions also allow the company to track the uptake and completion of the ethics training package.

For employees that cannot access the intranet a CD version of the training is also available which can be exported to where ever needed.

During 2006 there was a significant push to ensure that all AMEC employees in the UK received and completed the ethics training package. There has been no requirement during 2007 to require UK based employees to refresh their ethics training in this way, although this is a requirement of our North American based employees. In the UK ethics training is being provided by way of company seminars. It should be noted that senior management received some training on this subject at the Group Annual Conference held in October 2007.

Ethics Training performance

In total 6256 employees undertook the on-line ethics training package.

	2007	2006*
No. completing North American on-line ethics	6209	4742
No. completing UK on-line ethics	47	3530

*figures include non-core business