

ERM and Sustainability

Our Approach



Sustainability approach

The Board of Directors and Executive Committee of ERM recognize the company's unique position and responsibility to build and leverage our leading position as the 'Business of sustainability'. Our Sustainability Approach is a central part of this and should be read in conjunction with our [Sustainability Policy](#).

ERM's approach to sustainability is delivered primarily in the following three ways:

- Through our consulting services for clients;
- By driving improvements in our own sustainability performance, through Sustainability Action Plans in each Business Unit and Group level initiatives; and
- By collaborating with partners and other leading organizations through the ERM Foundation, and other professional and technical services to deliver impact on societal challenges.

ERM's comprehensive approach to sustainability is embedded in our corporate strategy with a stated purpose to 'shape a sustainable future with the world's leading organizations'. A sustainable future is aligned with the 2030 ambition of the Sustainable Development Goals (SDGs).

Contributing to the Sustainable Development Goals (SDGs).

We use the SDGs as a framework to report on our contributions to the global sustainable development agenda, through our consulting services, our internal operations and supply chain, and the ERM Foundation. We report on progress made to the SDGs in our annual Sustainability Report.



Our commitment

Sustainability at ERM is a commitment to supporting socio-economic development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

As a business, we seek to create long-term stakeholder value by balancing the necessary financial performance of the company with the impact on, and the contributions we make to, the environment and society.

Each year, ERM conducts a formal materiality assessment in accordance with the Global Reporting Initiative (GRI) Standards, to identify and prioritize our most significant sustainability topics. For each, we set 5-year goals and annual targets for improvement. Performance against targets is reported in our annual Sustainability Report. These are aligned to the SDGs.



Implementing our approach

Impact with clients

By providing strategic consulting and technical services in the environmental, health and safety (EHS), risk and social areas, ERM helps clients achieve sustainable outcomes for the planet and society. ERM most frequently works with the largest companies— including those in the power, chemical, technology, oil and gas, mining, and manufacturing sectors. ERM is uniquely positioned to help clients tackle complex sustainability challenges and opportunities by integrating our commercial acumen with technical excellence and deep understanding of societal expectations.

Impact from our operations

Each Business Unit has a Sustainability Action Plan that contributes to the global goals and targets at the local level. Each Action Plan is driven by members of ERM’s employee-led Sustainability Network, and overseen by each Business Unit Managing Partner. Sustainability Action Plans underpin ERM’s broader approach to embedding sustainability in our operations, through policies and programs that cover each of our material topics.

Impact from non-client collaborations

ERM works with a wide range of non-governmental and multi-stakeholder organizations to innovate and contribute to society and local communities.

Some of the key organizations that ERM engages with are:

 <p>SCIENCE BASED TARGETS <small>DRIVING AMBITIOUS CORPORATE CLIMATE ACTION</small></p>	 <p>TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES</p>
 <p>wbcscd</p>	<p>Signatory of:</p>  <p>Principles for Responsible Investment</p>
 <p>THE GLOBAL COMPACT WE SUPPORT</p>	 <p>GRI Empowering Sustainable Decisions</p>

The ERM Foundation

The ERM Foundation was established in 1995 to enable ERM and its employees to provide funding and professional support for non-profit organizations and social enterprises that share our commitment to shaping a more sustainable and equitable world. ERM employees engage actively with the Foundation through fundraising, *pro bono* work and community volunteering.

Reporting

ERM reports publically to GRI standards in an annual Sustainability Report.

ERM Global Policy Manual Administration

Policy Title: Sustainability Approach

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Policy Description: This approach defines ERM’s governance and commitments on sustainability and should be read in conjunction with our [Sustainability Policy](#).

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Authority to Waive this Policy: None

Policy Review Cycle: 4 years from Effective Date of this version

Docket Responsibility for Review Cycle: Chief Compliance Officer