



CREATING SOCIAL VALUE

ERM's vision is to shape a sustainable future with leading organisations across the UK and globally. Creating meaningful and lasting social value is integral to that vision and we are committed to working with our stakeholders to achieve this.

OUR WORK WITH CLIENTS

The primary mechanism through which we deliver social value, is through our work with and in support of our clients. We enable them to operationalise sustainability from both an environmental and social perspective at pace and scale. With over 1,000 employees based in 16 offices across the UK, we are delivering projects which support the generation of social value and wider sustainability, at the national, regional and local level.

In partnership with our clients, we explore how the delivery of our projects can engage the communities within which they operate, maximise socio-economic benefit, and create a lasting, positive legacy. This can include our people contributing their time and skills outside of projects within the communities that we are working in. We measure the impact of our work and report this in our annual Sustainability Report ([ERM Executive summary 2024](#)).

OUR OWN OPERATIONS

Within our own operations, we seek to create social value through our business approach, our people management and sustainable operations programs, and through our collaborations and partnerships.

Our business approach: We conduct our business with integrity and transparency. We adhere to the highest ethical standards and ensure that our operations positively impact our stakeholders. Our commitment is set out in our [Business Code of Conduct and Ethics](#).

Our people management: We foster a workplace culture that values diversity and inclusion. We are committed to providing equal opportunities for all, regardless of race, gender, age, or background. We recognise and value the contribution of our employees and invest in their ongoing training and development to support both individual and collective growth.

Our sustainable operations programs: At ERM, we seek to demonstrate the highest standards of sustainability leadership through our operational programs. These include:

- [Decarbonisation and delivering Net Zero by 2040](#)
- [Delivering a nature positive future](#)
- [Working in partnership towards a sustainable future – Supply chain management](#)

Employee engagement is critical to delivering our programs. This is supported by our Sustainability Network, comprised of representatives in each of our UK offices and globally.

OUR COLLABORATIONS

Through partnership and collaboration, we have the opportunity to generate greater social value and societal change. ERM works with representatives from industry, government, academia and non-governmental organisations to address the complex challenges of driving change, generating social benefit and a sustainable future for all. Two of the key mechanisms through which we collaborate to deliver social value, are The ERM Foundation and the ERM Sustainability Institute.



The ERM Foundation was established in 1995, to enable ERM and its employees to provide support for nonprofit organisations and social enterprises that share our commitment to creating a more sustainable and equitable world in line with the UN Sustainable Development Goals (SDGs). Through the ERM UK Foundation, we blend grant funding, professional pro bono support and volunteering to create a lasting impact and measurable contribution to social value generation within the UK.



The ERM Sustainability Institute generates actionable insight that helps companies understand and navigate the risks and opportunities created by the sustainability transformation. Through the Institute we provide analysis and interpretation of the sustainability issues that matter most to business, from climate, nature, equity and human rights to circularity, geopolitical pressures, transparency and disclosure. We also collaborate with the world's leading organisations to identify innovative solutions to global sustainability challenges and to produce thought leadership that helps develop and implement strategies for positive change.

For further information, please refer to www.erm.com