

ERM sustainability targets, goals & performance results

ERM Sustainability Report 2021

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The business of sustainability

Our sustainability targets & long-term goals.

Based on our <u>materiality assessment</u>, we identified ERM's material sustainability topics, set annual targets and reviewed our 5-year goals. The table below provides a snapshot of ERM's performance against out FY21 annual targets and longer-term goals as well as our annual targets for FY22. View each of the material topics pages (see links in table) for more information on our performance against targets.

Material topics	Longer-term goals (to be met by end of FY22 unless otherwise stated)	FY21 target & results*	FY22 targets
Eusiness conduct & ethics	No fines or monetary sanctions for material noncompliance with laws or regulations.	No fines or monetary sanctions for material noncompliance with laws or regulations. Image: the state of the stat	No fines or monetary sanctions for material noncompliance with laws or regulations. 100% completion of ERM global <u>mandatory new</u> <u>starter training</u> . 95% completion of <u>required refresher training</u> .

*Key: ******* = Target exceeded, ****** = Target met, ***** = Target not met.

Targets, goals & performance results

Material topics	Longer-term goals (to be met by end of FY22 unless otherwise stated)	FY21 target & results*	FY22 targets
	Our employees reflect the diversity of the communities in which we work, based on gender, language and other measures.	Increase gender diversity among Senior Consultants, Technical Directors & Partners by 10% over previous year.	Increase gender <u>diversity</u> among Senior Consultants, Technical Directors & Partners by 10% over previous year.
[2] E		All Business Units develop a diversity, equity, equity, equality & inclusion plan.	Establish a baseline of the ethnic <u>diversity</u> of employees across ERM.
<u>Our people</u>		*	Each employee receives a minimum of 40 hours <u>training</u> in the fiscal year (formal and on the job).
		Increase performance score of the ERM Global Leadership Index by 40% of categories from the FY20 baseline.	Achieve at or above the last survey score of 70% for the Engagement and 69% for Enablement Indexes in the FY22 employee engagement survey.

			Achieve a minimum of 80% in the Inclusion Index FY22 Employee Engagement Survey.

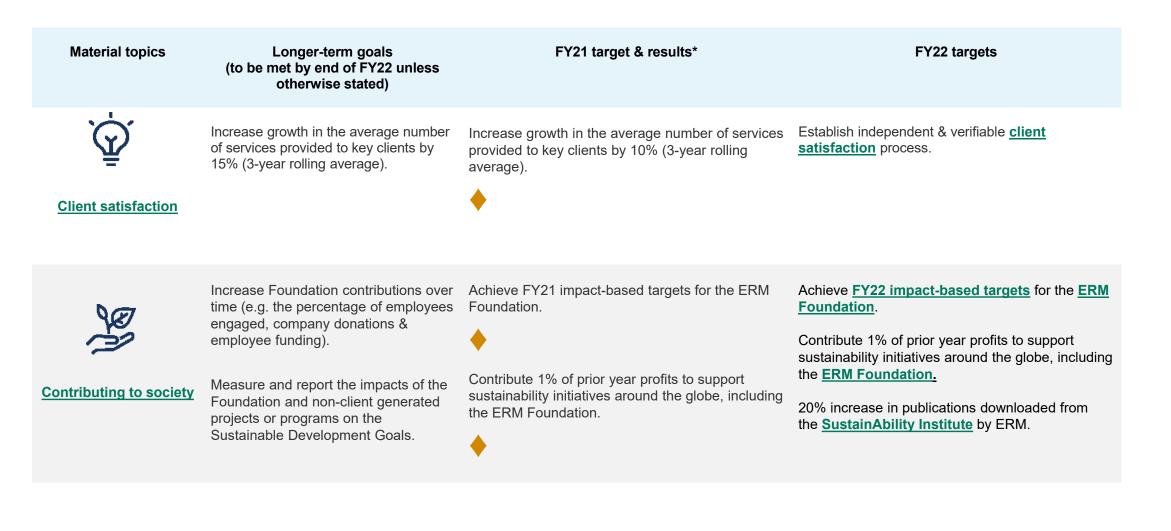
Increase performance in four categories of the **GDEIB** from FY21.

*Key: $\bullet \bullet \bullet =$ Target exceeded, $\bullet \bullet =$ Target met, $\bullet =$ Target not met.

Targets, goals & performance results

Material topics	Longer-term goals (to be met by end of FY22 unless otherwise stated)	FY21 target & results*	FY22 targets		
Health, safety & well- being	Days away from work case (DAWC) rate below 0.06 and no fatalities.	 No Life Impacting or Fatal Events for ERM & subcontractors. ♦ ♦ Achieve 85% on-time verification rate for all safety-related Corrective & Preventive Actions. ♦ Achieve a Safety AT ERM global score of 75. ♦ ♦ ♦ ♦ 	No Life Impacting or Fatal Events for ERM & subcontractors. Achieve High Risk Rate Reduction at the Regional level >10% over FY20 baseline. Set baseline for integrated <u>well-being</u> metric.		
Climate-related risk	Achieve forecasted progress towards longer-term science-based targets for 2025 & 2050. Increase revenue from services that contribute to the low carbon economy transition.	Remain on track to meet science-based targets of 30% reduction in Scopes 1 & 2 and 11% in Scope 3 emissions by 2025.	Remain on track to meet net-zero commitment and science-based targets of 30% reduction in Scopes 1 & 2 and 11% in Scope 3 emissions by 2025. Increase sales supporting client's <u>low carbon</u> economy transition by 50% over FY21.		
*Key: ♦♦♦ = Target exceeded, ♦♦ = Target met, ♦ = Target not met.					

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