





ERM SUSTAINABILITY REPORT 2024

# Supporting the SDGs Supplement

Sustainability is our business

# ERM's contribution to the SDGs

The following table provides a snapshot of ERM's contributions to the United Nations Sustainable Development Goals (SDGs) through our business strategy of operationalizing sustainability, working with clients to support sustainable transformation and through our partnerships and collaborations. We have reported on our contributions to the SDGs since their adoption in 2015, and they remain a framework in our business planning and approach to delivering impact.

SDG	2030 Targets	ERM's impact in FY24
	<p><b>1.5</b></p> <p>Build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters.</p>	<ul style="list-style-type: none"> <li>ERM's projects across our services can have a positive impact on the poor and vulnerable by reducing exposures to environmental, health and safety risks through our work with clients on their decarbonization journeys, social and environmental assessments, product sustainability, business resilience and health, safety and wellbeing programs.</li> <li>Working across the globe, the ERM Foundation blends grant funding, professional pro bono support and volunteering to create a lasting impact and measurable contribution to projects and programs at the intersection of climate, nature and human rights, supporting projects such as biodiversity protection, climate action, investing in women's livelihoods and improving access to clean water and sanitation.</li> </ul>
	<p><b>2.4</b></p> <p>By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.</p>	<ul style="list-style-type: none"> <li>ERM provides technical expertise to help improve the sustainability of agribusiness, such as participating since 2020 in the Technical Working Group responsible for drafting the Greenhouse Gas (GHG) Protocol Land Sector and Removals Guidance and pilot testing the guidance within the agribusiness sector.</li> <li>ERM works with development finance institutions to embed climate-related risk and opportunity into assessments for agriculture.</li> <li>ERM uses remote sensing and other tools to help clients assess and manage agricultural land assets.</li> </ul>

**SDG****2030 Targets****ERM's impact in FY24****3.9**

By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

- ERM's air quality technical community provides innovative solutions to challenges related to air permitting and compliance, air quality impact assessment, health risk assessment, air monitoring and measurement, and air pollution control engineering.
- ERM's liability portfolio management and remediation services support the mitigation and remediation of potential risks to human health and the environment. Our services help reduce environmental impacts from pollution, create biodiversity net gain, improve water quality and resilience and repurpose assets to beneficial uses. The Sustainability Report captures the amount of soil and water treated and pollutants removed by our teams during FY24.
- ERM's human health and ecological risk assessment community is a group of over 100 professionals worldwide who use their expertise to provide toxicological studies, statistical studies and bioaccumulation studies. Our experts provide guidance to clients on the potential for adverse human and ecological impacts due to exposure to hazardous substances (chemical, biological or radiological) and the evaluation of their potential impacts and risks.
- Our global network of product stewardship regulatory experts, scientists and consultants help organizations minimize environmental impacts throughout the product lifecycle; take new, innovative and safer products to market; support the responsible use of resources; and a safe environment in manufacturing, distribution and end-of-life management.
- ERM has established the position of Global Head of Mental Health and Wellbeing and is implementing the award winning "Security to Thrive" program, which aims to address a growing demand for a more holistic approach to mental wellbeing.

**SDG****2030 Targets****ERM's impact in FY24**

4.7

Ensure that all learners acquire the knowledge and skills needed to promote sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and nonviolence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.

- ERM projects include a sustainability-related educational component for our clients' employees and other stakeholders, including members of local communities, suppliers and contractors, among others.
- We include training and skills development across our global operations at all levels within the company. All employees receive job-specific mandatory training. ERM's Technical Career Hub provides detailed advice for employees and opportunities for career development in technical roles within the business.
- In addition, we offer voluntary training and awareness on diversity, equity, inclusion and belonging (DEIB), wellbeing and a broad range of sustainability topics. The ERM Academy offers training programs, mentoring and online courses. Mentors at ERM help employees answer questions, discuss latest trends and updates and provide live monthly discussion sessions.
- Our consultants participate as speakers, moderators and panel members in sustainability-related conferences, webinars and meetings in every region of the world.
- ERM supports the World Business Council for Sustainable Development (WBCSD) in the development of their Introduction to Sustainability in Business education program.
- The ERM Foundation provided more than 11,700 people with environmental education or training during FY24.

**SDG****2030 Targets****ERM's impact in FY24****5.5**

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

**5.a**

Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.

**5.c**

Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

- Our strategy and social consulting experts integrate social, legal and other requirements into core business processes for our clients, including gender equality and policies that promote sustainable development.
- ERM's Code of Business Conduct and Ethics emphasizes freedom from discrimination or harassment at work. We support diversity in our workforce and respect for the customs and laws of the many countries where we work.
- Through our policies we prohibit discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability, veteran status or any other category protected by the laws of the communities in which we do business.
- ERM is a signatory of the UN Women's Empowerment Principles.
- In FY24, we achieved gender balance in our Associate Partner pipeline.
- Investing in women and girls is focus area for the ERM Foundation. During FY24, we supported over 2,700 livelihoods in the low-carbon economy, particularly in developing countries.
- ERM supported Deborah Maris, the Founder of Força Meninas (Go Girls), an ERM Foundation Partner, to participate in the WBCSD LEAP Leadership program for women.



## 6.1

By 2030, achieve universal and equitable access to safe and affordable drinking water for all.

## 6.2

By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations.

## 6.3

By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially.

## 6.5

By 2030, implement integrated water resources management at all levels, including transboundary cooperation as appropriate.

- ERM helps clients to define enterprise water strategies, through true cost of water evaluation, risk assessment, target setting and identification of investment opportunities. We implement water stewardship down to basin level and inform finance-grade disclosures. Underpinning this work, we deliver comprehensive regulatory compliance programs for fresh, storm and wastewater.
- Our experts provide water stress risk mapping and recommendations for managing and mitigating water risks for our clients' operations and supply chains around the world, helping clients understand how local communities use and value water, including their cultural and ethical relationships with water.
- In the past year, we worked on 81 sites in 21 out of 100 of the priority water-stressed basins identified by the United Nations CEO Water Mandate to address water risks for business and surrounding communities.
- More than 2.4 billion liters of water were treated as part of our work with clients during FY24.
- ERM is involved in the WASH4Work initiative.
- ERM is an active member of the Alliance for Water Stewardship.
- During FY24, the ERM Foundation provided access to clean water and sanitation, including menstrual health and hygiene education, to over 13,000 people.

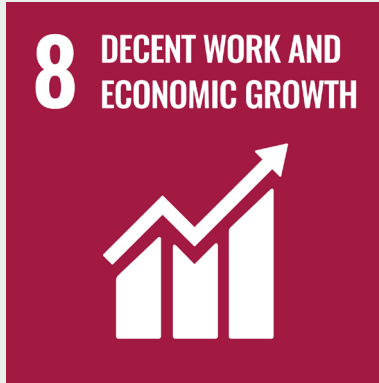
**SDG****2030 Targets****ERM's impact in FY24****7.1**

By 2030, ensure universal access to affordable, reliable and modern energy services.

**7.2**

By 2030, increase substantially the share of renewable energy in the global energy mix.

- ERM partners with our power industry clients by developing and implementing sustainable energy technologies, policies and solutions; reducing asset vulnerability to climate-related risks; optimizing grid capacity; addressing environmental health, social and safety operational performance improvement issues; advising on stakeholder and political engagement; and providing expert insights across key stages of strategy, development and construction of power grids.
- ERM's energy and climate change technical community supports renewable energy projects across sectors and geographies. Our experts identify gaps and offer insights for managing human rights risks during the development and operation of renewable energy projects.
- During FY24, ERM worked on over 1,000 renewable energy projects supporting more than 200 gigawatts of installed renewable energy capacity and more than 10 gigawatts of installed energy storage.
- ERM is taking forward Dolphyn Hydrogen, a company established to commercialize the Dolphyn green hydrogen production process in the United Kingdom and around the world.
- This year, the ERM Foundation has supported over 7,000 individuals with improved access to low-carbon products, services and initiatives.
- ERM's CEO co-chairs the WBCSD Energy Pathway Program Board, with ERM involved in hydrogen, carbon removals and nature workstreams through secondments and other activities.
- ERM is an active member of the Global Renewables Alliance and supported their Tripling Renewables and Doubling Energy Efficiency campaign at COP28 and other leading events.



## 8.2

Achieve higher levels of productivity through diversification, technological upgrading and innovation.

## 8.3

Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.

## 8.5

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

## 8.7

Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.

## 8.8

Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

- Our business strategy focuses on providing innovative solutions to our clients on the full range of sustainability issues. In particular, we are focusing on leveraging technological advances across our core services and within our own business to drive productivity.
- Impact assessment services include development of sustainable infrastructure and job creation through project feasibility, siting, routing and planning.
- Our experts help businesses maintain compliance and remain viable employers. Our health and safety consultants help clients move beyond traditional compliance and corrective programs to safeguard lives, protect assets and strengthen reputation.
- ERM's programs focus on the health, safety and wellbeing of everyone involved in and impacted by our work, including ERM employees, clients, contractors, as well as communities and the public local to our program sites.
- In FY24, we engaged more than 1,800 Executive Leaders in health and safety leadership transformation engagements.
- Through our policies, we prohibit discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability, veteran status or any other category protected by the laws of the communities in which we do business.
- ERM is a member of the Business Commission for Tackling Inequality (BCTI) with our Global Leader, Social Performance and Human Rights, serving as a commissioner.
- With a policy of zero tolerance towards modern slavery and the violation of human rights, ERM is committed to supporting and aligning our work to eradicate modern slavery among children by 2025 and universally by 2030.



SDG

2030 Targets

ERM's impact in FY24



**9.1**  
Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human wellbeing, with a focus on affordable and equitable access for all.

**9.5**  
Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.

- ERM provides our full scope of services to many clients in critical infrastructure sectors, including energy, chemicals, food and agriculture, healthcare, information technology, transportation systems and financial services. For example, we provide support for building new and repurposing existing infrastructure for the low-carbon economy at the asset, local, regional and national levels.
- ERM is an active member of the Alliance for Industrial Decarbonization, supported by IRENA, the International Renewables Energy Agency, to advance the decarbonization of the most energy intensive sectors.
- Through the ERM Foundation, we support organizations globally involved in scientific research and upgrading of technological capabilities.



**10.2**  
By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

- We are a signatory of the Race at Work Charter and committed to taking practical steps to tackle barriers that racial and ethnic minority people face in recruitment and progression, and to make ERM representative of the societies in which we operate.
- We encourage involvement in our Employee Resource Groups (ERGs) focusing on issues and challenges specific to race/ethnicity, women, LGBTQ+, people with disabilities, and parents and carers.
- ERM prepares an annual Modern Slavery Statement in accordance with United Kingdom, Australia and Canada requirements.

SDG

2030 Targets

ERM's impact in FY24



11.6

By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.

- ERM's regulatory experts promote compliance with air, water and waste regulations and permits.
- Our air quality team is comprised of professionals with both industry and regulatory expertise. Their knowledge of local, state and international standards and regulations, and ability to collaborate globally, help companies understand and meet air quality requirements and reporting obligations while also achieving broader business goals.
- Our approach to product stewardship with clients supports sustainable product design and circular economy efforts.



12.2

By 2030, achieve the sustainable management and efficient use of natural resources.

12.5

By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

12.6

Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

- ERM is a member of the Natural Climate Solutions Alliance, which focuses on enabling natural climate solutions (NCS), including biodiversity and forest loss, land degradation, sustainable water management and sustainable community livelihoods. We have spoken on several platforms in FY24 on the importance of high integrity, high-quality NCS carbon credits. We have co-authored the Investor Guide to the Voluntary Carbon Markets aimed at mobilizing capital for high-integrity projects.
- ERM's product sustainability services can give companies a competitive advantage. Innovation to incorporate green chemistry satisfies customer demands for safer materials, and participation in the circular economy helps improve stewardship of natural resources, reduce waste generation and promote reuse and recycling.
- ERM works with leading organizations to address complex sustainability challenges and create long-term value by clarifying strategic direction, driving organizational change and enhancing transparency and the robustness of public disclosures (e.g., Corporate Sustainability Reporting Directive, Global Reporting Initiative, UN Global Compact and CDP, among others).
- ERM is engaged in a range of industry initiatives including, the Circular Electronics Partnership, WBCSD Chemical workstream and others.

**SDG****2030 Targets****ERM's impact in FY24****13.1**

Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

**13.3**

Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

- ERM has a core service offering around helping our clients to decarbonize, from developing strategy to delivering GHG reductions on the ground, supported by deep low-carbon technology expertise and with the use of the right technology-enabled tools.
- Air quality permitting and compliance, carbon management, energy and operational efficiency, and climate risk are increasingly important to the world and our clients' business objectives.
- We collaborate with industry, nonprofit organizations and thought leaders to raise awareness and take action to address climate change.
- ERM continues to take steps towards reducing our direct and indirect emissions through our science-based targets.
- We are supporting WBCSD and the Hydrogen Council in the development of an SDG Roadmap, the first phase (Impact Compass) of which was released at COP28.
- ERM is a member of the Natural Climate Solutions Alliance (NCSA), which focuses on enabling NCS including biodiversity and forest loss, land degradation, sustainable water management and sustainable community livelihoods. We have spoken on several platforms in FY24 on the importance of high integrity, high-quality NCS carbon credits. We have co-authored the Investor Guide to the Voluntary Carbon Markets aimed at mobilizing capital for high-integrity projects.
- The ERM Foundation Future Fund provided more than 18,000 people with improved access to low-carbon products, services and initiatives during FY24.

**14.1**

By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.



- As a signatory of the Sustainable Oceans Principles, we recognize the urgency and global importance of a healthy, sustainable ocean and pledge to take action to promote the wellbeing of our oceans for current and future generations.
- ERM's marine systems technical community provides expertise related to our client's activities on the coast and in the world's seas and oceans.

SDG	2030 Targets	ERM's impact in FY24
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**15.2**  
 Promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.

- Our global team of natural resource practitioners, including terrestrial, freshwater and marine ecologists and scientists, provides expertise in conducting marine, freshwater and terrestrial biodiversity field studies, conducting ecological impact assessments, developing species and habitat management plans, designing ecological restoration plans and developing strategies for ecological offsets.
  - Through the ERM Foundation's Future Fund program, we are investing in longer-term partnerships with The Ocean Fund in our Latin America and the Caribbean region and Ocean Wise Conservation Association in our North America region.
  - In addition, the ERM Foundation supported several organizations in protecting and restoring mangroves, preventing plastic pollution in oceans and improving the health of rivers during FY24.
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- Biodiversity experts identify and develop measures to reduce potential impacts on aquatic and terrestrial habitats.
  - ERM has published a global biodiversity policy and nature strategy.
  - To assess the environmental and social impact of reforestation and afforestation programs, ERM developed a framework to help companies align with global best practices on nature restoration and community protection.
  - ERM is an active member of the NCSA and published a report on Natural Climate Solutions and the Voluntary Carbon Market: A Guide for C-suite Executives.
  - We have delivered thought leadership on nature through publications such as:
    - Prepare to LEAP: Updates to the TNFD framework and planning for the future.
    - The Nature Agenda: A view from the frontlines of TNFD piloting.
    - Accounting for Nature: Preparing for tomorrow's nature accounting needs today.

SDG	2030 Targets	ERM's impact in FY24
		<ul style="list-style-type: none"> <li>• One of ERM's areas of focus within the broad scope of WBCSD's work programs is forests. We are working with the Forest Sector Group on its Equity Roadmap.</li> <li>• Through the ERM Foundation, we supported the planting of more than 35,000 trees and saplings across 13 countries. Nearly 9,900 hectares of land were planted, restored, reforested or protected during FY24.</li> </ul>
	<p><b>16.5</b> Substantially reduce corruption and bribery in all their forms.</p> <p><b>16.b</b> Promote and enforce nondiscriminatory laws and policies for sustainable development.</p>	<ul style="list-style-type: none"> <li>• Our commitment to combat bribery and corruption is fundamental to how we operate and is embedded into our key systems and programs.</li> <li>• Environmental, health and safety strategy and social consulting experts integrate social, legal and other requirements into core business processes, including DEIB and policies that promote sustainable development.</li> </ul>
	<p><b>17.16</b> Enhance the global partnership for sustainable development, complemented by multistakeholder partnerships.</p>	<ul style="list-style-type: none"> <li>• ERM engages in many multistakeholder partnerships including the UN Global Compact and several of its initiatives, WBCSD and many other entities at a global, regional, national and local level.</li> </ul>

Further details can be found in the [ERM Sustainability Report](#).



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