



ERM SUSTAINABILITY REPORT 2023

Supporting the SDGs

SUPPLEMENT

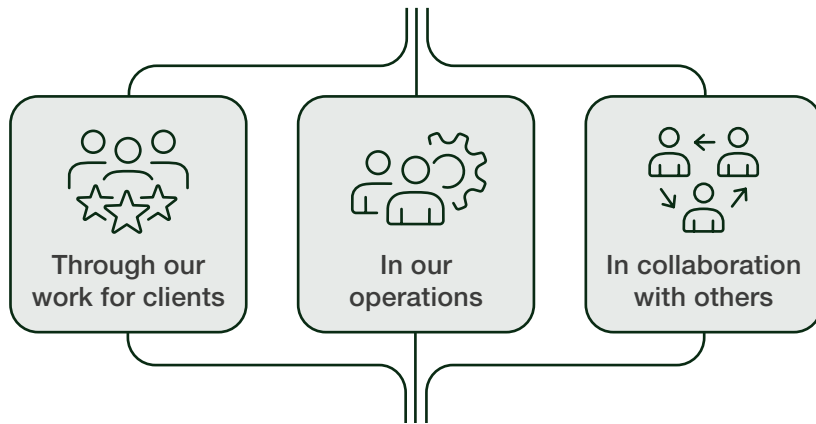
Sustainability is our business

Supporting the SDGs

The United Nations adopted the Sustainable Development Goals (SDGs) in September 2015, designed to end poverty, fight inequality, and injustice, and tackle climate change by 2030. Reaching these goals will take everyone's contribution, including governments, civil society and businesses.



We contribute to the SDGs in three ways:



Through our work for clients: We use the SDGs to help our clients develop and implement their strategy for contributing to sustainable development. To meet growing client demand, we continue to strengthen our capabilities in this area through acquisitions and ongoing engagement with our account and technical teams. We also conduct research and publish insights that are of interest to our clients.



In our operations: ERM strives to operate sustainably in support of the SDGs. We have adopted several policies and programs that directly contribute to them, as do our sustainability targets and goals. Of particular note, we have adopted ambitious net-zero and science-based targets for greenhouse gas (GHG) emissions. In addition, the ERM Foundation is committed to making a measurable contribution to the SDGs, and we have identified 10 intersecting SDGs where the Foundation can have the greatest impact.

In collaboration with others: Through our partnerships with leading organizations, we are committed to making a meaningful contribution to the SDGs. ERM participates in SDG panels at leading conferences and convenes SDG workshops and webinars with companies across geographies and sectors, sharing our own experiences of contributing to the SDGs.



ERM is also working with the **Inner Development Goals** that are focused on transformational skills for sustainable development. We are participating in activities with the WBCSD, and recently ran a session for partners to explore these capabilities and will continue this work in the coming year.

ERM's contribution for the SDGs



The following table provides a snapshot of ERM's contributions to the SDGs through our work with clients, within our own operations and in collaborating with others.

SDG	SDG 2030 targets	ERM's impact in FY23
	<p>1.5 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"> 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, from our work with clients supporting their decarbonization journey, business resilience, social and environmental assessments and health, safety and wellbeing programs.
	<p>2.4 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"> ERM provides technical expertise to help improve the sustainability of agribusiness, such as participating in the Technical Working group responsible for drafting the GHG Protocol Land Sector and Removals Guidance and pilot testing the guidance within the agribusiness sector. ERM works with development finance institutions to embed climate-related risk and opportunity into assessments for agriculture. ERM uses remote sensing and other tools to help clients assess and manage agricultural land assets.


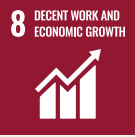





SDG	SDG 2030 targets	ERM's impact in FY23
	<p>3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.</p>	<ul style="list-style-type: none"> ERM's air quality technical community provides innovative solutions to 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. This year, we have developed an approach to measure the impact of this work. 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.
	<p>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.</p>	<ul style="list-style-type: none"> 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. 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. We include training and skills development across our global operations at all levels within the company. 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 Foundation provides environmental education as part of the protecting and restoring biodiversity focus area, and this year supported over 4,000 children with access to improved education. ERM is supporting the World Business Council for Sustainable Development in the development of their education program.





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	<p>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.</p> <p>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.</p> <p>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.</p>	<ul style="list-style-type: none"> • Environment, health and safety (EHS) strategy and social consulting experts integrate social, legal and other requirements into core business processes, including DEIB and policies that promote sustainable development. • ERM is a signatory of the UN Women's Empowerment Principles. • The ERM Foundation includes investing in women and girls as an area of focus. This year, over 1,000 women's livelihoods have been supported in the low-carbon economy, particularly in developing countries.
	<p>6.1 By 2030, achieve universal and equitable access to safe and affordable drinking water for all.</p> <p>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.</p> <p>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.</p> <p>6.5 By 2030, implement integrated water resources management at all levels, including transboundary cooperation as appropriate.</p>	<ul style="list-style-type: none"> • Regulatory experts promote best management practices and compliance with air, water and waste regulations and permits, including integrated water management projects. • ERM has been involved with the WBCSD WASH (Water, Sanitation and Hygiene) Pledge for a number of years. At the end of 2021 the WASH Pledge transitioned to the WASH4Work initiative and ERM remains engaged in these efforts. • During FY23, the ERM Foundation, provided access to clean water and sanitation, including menstrual health and hygiene education to over 13,000 people.





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	<p>7.1 By 2030, ensure universal access to affordable, reliable and modern energy services.</p> <p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.</p>	<ul style="list-style-type: none"> ERM's energy and climate change technical community supports renewable energy projects across sectors and geographies. This year, ERM has worked on over 900 renewable energy projects supporting more than 160 GW of new installed renewable energy capacity. ERM is taking forward Dolphyn Hydrogen, a company established to commercialise the Dolphyn green hydrogen production process in the UK 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.
	<p>8.2 Achieve higher levels of productivity through diversification, technological upgrading and innovation.</p> <p>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.</p> <p>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.</p> <p>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.</p>	<ul style="list-style-type: none"> 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. Compliance 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. ERM is a member of the Business Commission for Tackling Inequality (BCTI) with Tim Strawn, Regional CEO for Europe Middle East and Africa being appointed as a Commissioner.

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	<p>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.</p> <p>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.</p>	<ul style="list-style-type: none"> • 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. • ERM 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 UK requirements. • The ERM Foundation supports the Asian University for Women through technical workshops, mentoring and a scholarship for an Afghan student.
	<p>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.</p>	<ul style="list-style-type: none"> • 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 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 UK requirements. • ERM is a member of the Business Commission to Tackle Inequality, with Tim Strawn, Regional CEO for Europe Middle East and Africa being appointed as a Commissioner. • ERM appointed Karen Aitchison as the Global Head of Mental Health and Wellbeing.
	<p>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.</p>	<ul style="list-style-type: none"> • ERM's regulatory experts promote compliance with air, water and waste regulations and permits.





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	<p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources.</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.</p> <p>12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.</p>	<ul style="list-style-type: none"> 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. ERM is engaged in a range of industry initiatives include the Circular Electronics Partnership, WBCSD Chemical workstream and others.
	<p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	<ul style="list-style-type: none"> 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. The ERM Foundation Future Fund will invest in NGOs that are driving actions on climate action and biodiversity.



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	<p>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.</p>	<ul style="list-style-type: none"> • 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. • Our global team of natural resource practitioners, including terrestrial, freshwater, and marine ecologists and scientists, provide 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. • ERM's marine systems technical community provides expertise related to our client's activities on the coast or in the world's seas and oceans. • This year the ERM Foundation has piloted four life below water projects within each of our regions. In addition, through the Future Fund program, we will be supporting NGOs that are working in protecting and restoring kelp and mangroves.
	<p>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.</p>	<ul style="list-style-type: none"> • Biodiversity experts identify and develop measures to reduce potential impacts on aquatic and terrestrial habitats. • ERM set biodiversity commitments for action through Act4nature international. • ERM has published a Global Biodiversity policy. • ERM is an active member of the <u>Natural Climate Solutions Alliance (NCSA)</u>, and published a report on <u>Natural Climate Solutions and the Voluntary Carbon Market: A Guide for C-suite Executives</u>. • Through the ERM Foundation, we supported the planting of more than 67,000 native trees and seedlings and protected or restored over 5,000 hectares of forest.



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	<p>16.5 Substantially reduce corruption and bribery in all their forms.</p> <p>16.b Promote and enforce nondiscriminatory laws and policies for sustainable development.</p>	<ul style="list-style-type: none">• Our commitment to combat bribery and corruption is fundamental to how we operate and is embedded into our key systems and programs.• EHS strategy and social consulting experts integrate social, legal and other requirements into core business processes, including DEIB and policies that promote sustainable development.
	<p>17.16 Enhance the global partnership for sustainable development, complemented by multistakeholder partnerships.</p>	<ul style="list-style-type: none">• ERM engages in many multistakeholder partnerships including the UN Global Compact and a number of its initiatives, World Business Council for Sustainable Development and many other entities at a global, regional, national and local level.

Further details can be found in our Impact and influence section in the [ERM Sustainability Report](#).



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