

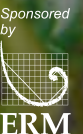


ERM Foundation

ANNUAL REVIEW 2020

CREATING IMPACT THROUGH OUR PEOPLE AND
PARTNERSHIPS FOR 25 YEARS

The
ERM
Foundation



The ERM Foundation is working with the Sumatran Orangutan Society (SOS) to protect and restore the forest habitat of endangered orangutans in Indonesia.



© Andrew Walmsley for Sumatran Orangutan Society

CEO MESSAGE

This year we celebrate the 25th Anniversary of the ERM Foundation, a truly unique and special part of ERM. We've used this milestone to reflect on what we've achieved to date, and what still needs to be done in the decade ahead.

As we enter this new decade, COVID-19 has been a wake-up call and a timely reminder that the ways we interact with the natural world have far-reaching consequences. The decade ahead must be a 'decade of action' – with ten years left to reach the ambition for 2030 as set out in the Sustainable Development Goals. We must accelerate sustainable solutions to address some of the world's biggest challenges such as climate change, biodiversity loss, and inequality.

As part of our contribution to the decade of action, we have set new longer-term, intersecting goals and targets to focus our resources on projects and programs that reduce carbon emissions, protect biodiversity, and invest in women and children as agents of sustainable development. We will continue to work with smaller organizations for whom our model of small grants and employee-led professional support can have the greatest impact.

ERM employees have always been at the heart of the ERM Foundation. This is one of the things that makes our Foundation so special. Employees not only sponsor projects and help with the review and selection process, they also provide hands-on professional and technical support for our nonprofit partners. As part of our 25th Anniversary celebrations, we have launched new ERM Foundation Awards that celebrate the impact that is delivered through the skills, donations, and expertise of our employees. I am very proud to showcase some of the Award winners in this year's Annual Review.



Each year I am truly impressed by the enthusiasm and dedication that employees bring to the ERM Foundation. With our new impact-focused goals and targets, we will continue to make a meaningful and measurable contribution to some of the significant challenges facing our planet in the decade ahead.

Thank you to all of the ERM employees who have contributed their time and energy to the ERM Foundation during the past year, and to our nonprofit partners. Our combined efforts really do make a difference.

KERYN JAMES
ERM Chief Executive Officer

*“As part of our contribution to the decade of action, this year we have set new longer-term, intersecting goals and targets to focus our resources on projects and programs that **reduce carbon emissions, protect biodiversity, and invest in women and children as agents of sustainable development.**”*

ABOUT THE ERM FOUNDATION

The ERM Foundation was established in 1995 to enable ERM and its employees to provide funding and professional support for nonprofit organizations and social enterprises that share our commitment to creating a more sustainable and equitable world.

How we work

We work in partnership with smaller nonprofit organizations and social enterprises. We blend funding with professional support to maximize our impact.



Our focus areas



Protecting the natural environment



Reducing carbon emissions



Improving access to clean water and sanitation



Investing in women's livelihoods in the green economy

Contributing to the Sustainable Development Goals

The ERM Foundation is committed to making a measureable impact on the Sustainable Development Goals (SDGs). The SDGs provide a framework to focus the contributions we are making to the global sustainable development agenda. We have prioritized nine intersecting SDGs that align most closely with our focus areas and we measure our impact on them.

ERM's contribution to the SDGs

We are creating a sustainable future with the world's leading organizations—in turn, contributing to the SDGs.

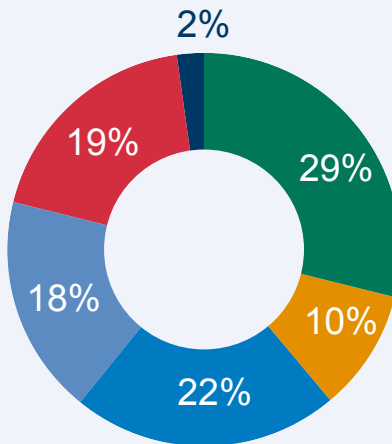


FY20 refers to the financial year 1 April 2019 – 31 March 2020. All figures in this document are in US dollars

FY20 AT A GLANCE

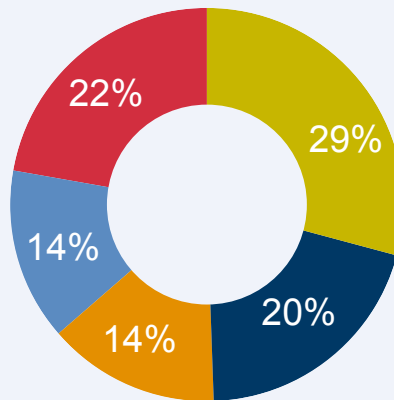
During FY20, the ERM Foundation disbursed **\$633,000 in grant funding** and professional support for **61 organizations** working across **32 countries**.






Proportion of funds invested by focus area



-  Protecting the natural environment
-  Reducing carbon emissions
-  Improving access to clean water and sanitation
-  Environmental education
-  Investing in women's livelihoods in the green economy
-  Program support

Proportion of funds invested by project location



-  Africa
-  Asia Pacific
-  Europe
-  Latin America and the Caribbean
-  North America

SOLAR ENERGY FOR INDIGENOUS FAMILIES IN BREWARRINA, AUSTRALIA

An ERM team in Sydney is working with the Valley Centre to deliver a solar energy demonstration project that could help more indigenous communities access solar power, and save money on energy bills.



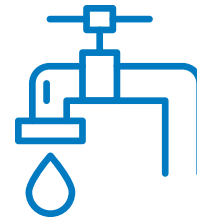
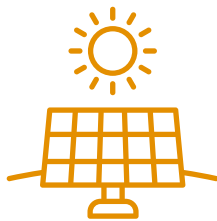
© The Valley Centre

FY20 PERFORMANCE

The projects and programs supported by the ERM Foundation during FY20 will deliver the following outcomes for the planet and society.

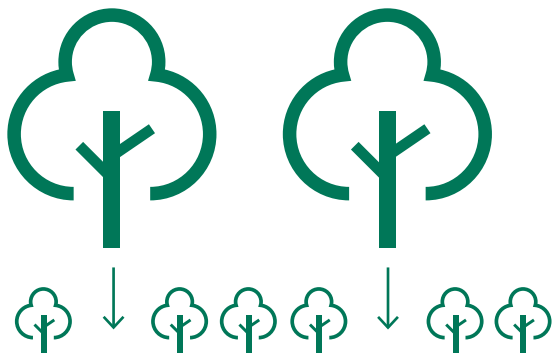
6,200

people with improved access to clean energy products or services



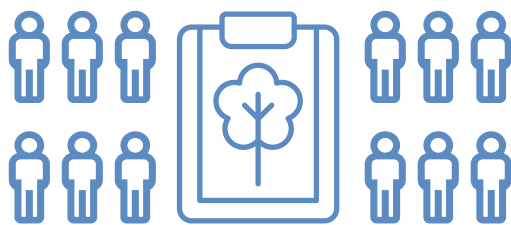
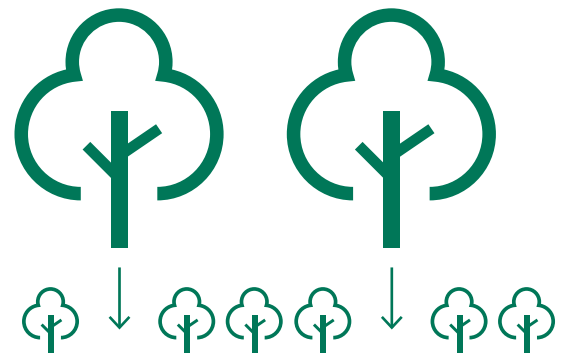
13,800

People with access to clean water and/or improved sanitation



11,700

Seedlings, trees, plants and shrubs planted



9,700

People participating in environmental education programs, predominantly children



515

Women's livelihoods supported

FY21 TARGETS AND THREE-YEAR GOALS

As part of our contribution to the ‘decade of action’, this year we have set new longer-term, intersecting goals and targets that contribute to our focus areas and concentrate our resources on projects and programs that reduce carbon emissions, protect biodiversity, and invest in women and children as agents of sustainable development.

Topic	FY21 Target	Three-year goal	Related SDGs
Reducing carbon emissions	20,000 people with improved access to low carbon products, services, and initiatives.	Improve access to affordable, renewable energy products and services, particularly in developing countries, and facilitate behavior change to reduce all GHG emissions	   
Protecting the natural environment	10,000 trees planted 5,000 hectares of forest (and other natural habitat) protected or restored 100% of ERM Business Units participating in International Coastal Clean-up events	Reduce and reverse the degradation of natural habitats, particularly forests and other carbon sinks, including soil and oceans.	   
Women's livelihoods	1,000 women's livelihoods created, supported or improved in the 'green' economy	Ensure women's full and effective participation and equal opportunities for leadership at all levels of public life.	   
Environmental education	10,000 women, children and young adults participating in environmental education programs, particularly in developing countries	Improve education, awareness-raising and human and institutional capacity on climate change and biodiversity, particularly among young learners.	    
Access to water and sanitation	10,000 people with improved access to clean water and sanitation, including menstrual health and hygiene education	Improve the sustainable management of, and access to, water and sanitation in developing countries.	  

A GLOBAL FOUNDATION






During FY20, the ERM Foundation provided funding and professional support for **61 organizations** working in **32 countries**

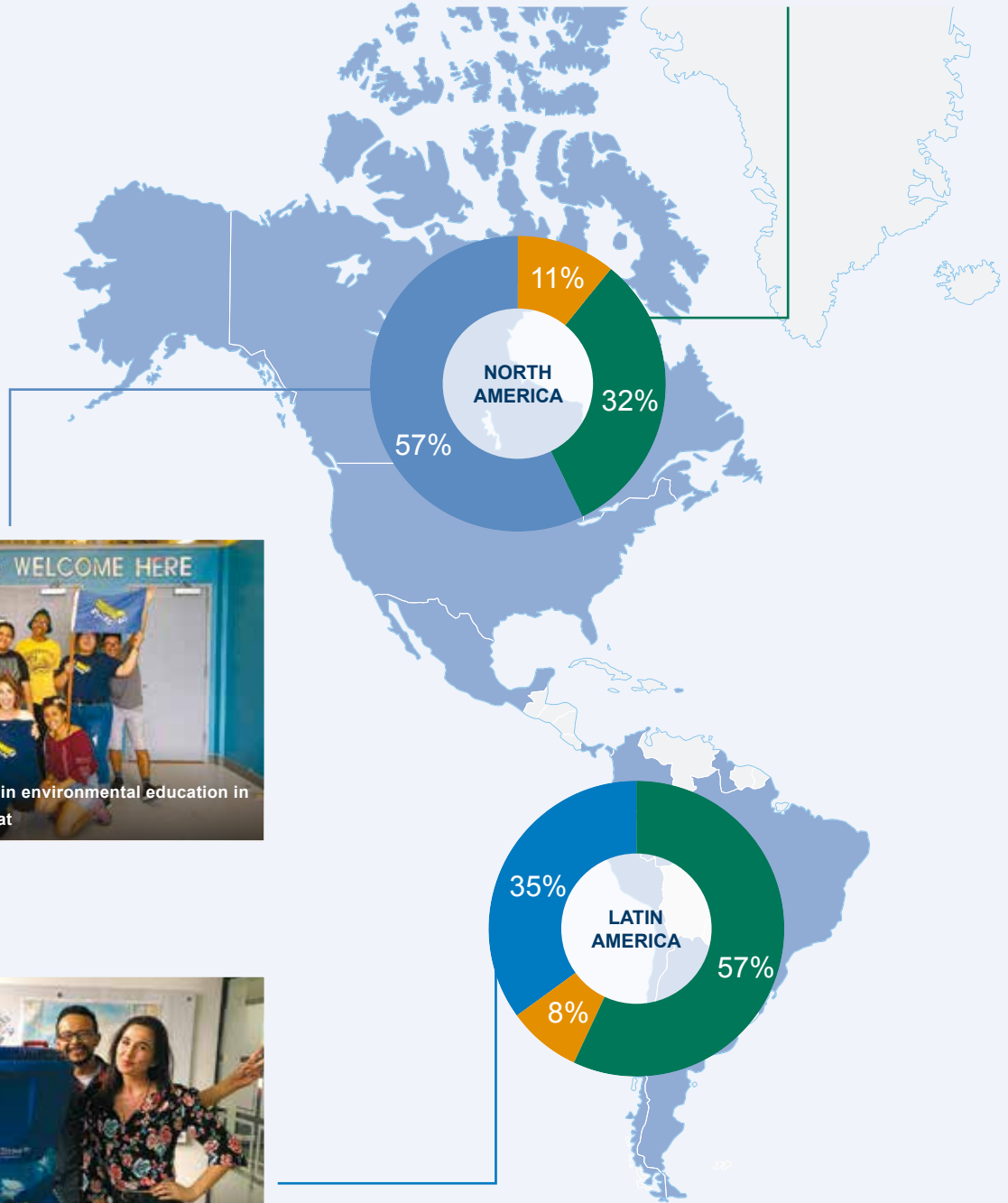


Rebuilding oyster reefs from discarded oyster shells in Texas – Galveston Bay Foundation

KEY

Proportion of funding disbursed in each region by focus area

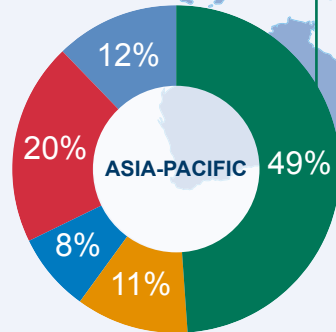
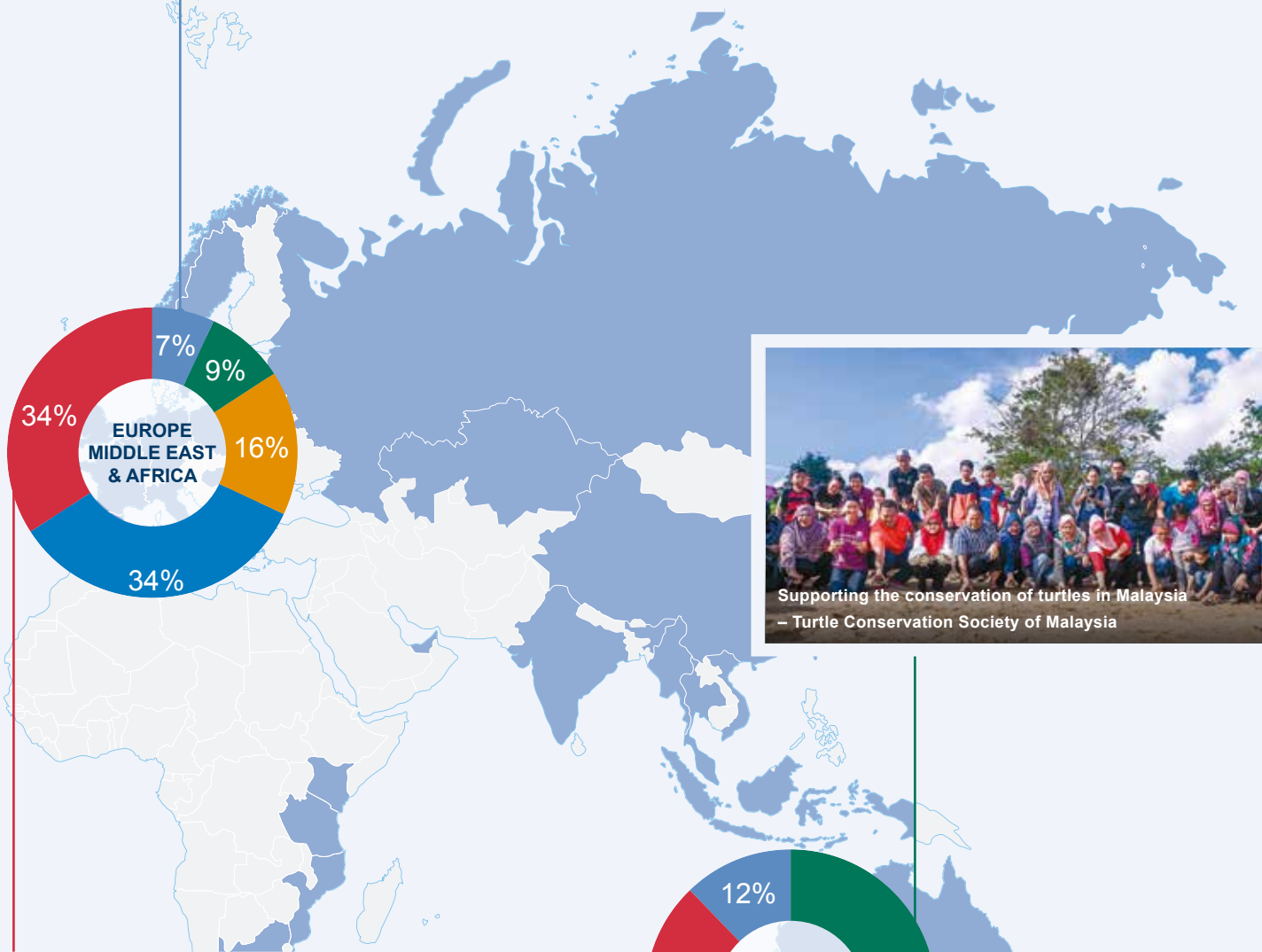
-  Protecting the natural environment
-  Reducing carbon emissions
-  Improving access to clean water and sanitation
-  Environmental education
-  Investing in women's livelihoods in the green economy



Engaging at-risk teenagers in environmental education in New York – Rocking the Boat



Installing water filters for low income schools in Colombia – Agua Segura



PROTECTING AND RESTORING FORESTS

During FY20 the ERM Foundation worked with **18 organizations** in **13 countries** to protect and restore biodiversity. This has contributed to **11,700 trees** being planted and **413,500 hectares** of forest being protected or restored.

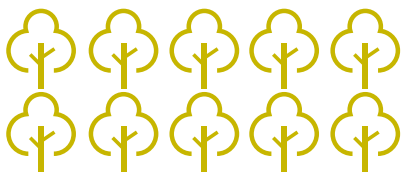
Protecting mangrove forests in Mexico

Partner organization: Ecologists Without Borders
<http://ecowb.org/>

Mangrove forests are one of the world's most productive ecosystems, absorbing up to four times more carbon dioxide than upland terrestrial forests. Coastal development, climate change, pollution and agriculture are contributing to a loss of mangrove forests at around four times the rate of overall global deforestation.

The role of the ERM Foundation

An ERM team in Mexico City is working with Ecologists Without Borders (EcoWB) to develop a strategy for mangrove conservation in the 113,000 hectares Marismas Nacionales in the North West Pacific coast of Mexico. The ERM team has produced a biophysical and social assessment to guide the conservation strategy, and is advising on options to obtain carbon credits. We will continue to work with EcoWB in the year ahead to support the implementation of the strategy.



113,000

hectares of mangrove forest targeted for conservation





Protecting the forest habitat of orangutans in Sumatra

Partner organization: Sumatran Orangutan Society
<https://www.orangutans-sos.org/>

Sumatran orangutans are a Critically Endangered species, with fewer than 14,000 remaining in the wild. Orangutan habitat is under persistent threat from deforestation, driven by agricultural expansion and clearance for infrastructure and roads.

The role of the ERM Foundation

A team of ERM Geographical Information System (GIS) specialists is working with the Sumatran Orangutan Society (SOS) to refine their forest monitoring platform and provide a detailed baseline of human-caused forest disturbance in the Batang Toru habitat region in Indonesia. This will enable SOS to identify high priority areas and at-risk zones, to target their work more effectively. We have also provided funding for SOS's 'More Trees Please' campaign to plant and maintain 1,537 new rainforest trees in areas undergoing restoration.

We look forward to working with SOS in the year ahead to expand the mapping to other sensitive areas, and further support reforestation efforts.



© Andrew Walmsley for Sumatran Orangutan Society



Planting seedlings to support reforestation in Sumatra
 © Leighton Thompson



20,000

Mapped during phase one

*“It’s been a major boost to be supported by the ERM team. They’ve brought **invaluable expertise and technical capacities** to our work to monitor and tackle deforestation in northern Sumatra”*

Helen Buckland – Director, Sumatran Orangutan Society

WOMEN'S LIVELIHOODS IN THE GREEN ECONOMY

During FY20 the ERM Foundation worked with **9 organizations** in **8 countries** to support programs that will improve livelihoods within the green economy for **515 women**.

Reducing waste from the production of reusable sanitary pads in South Africa

Partner organization: Palesa Pads
🌐 <https://www.palesapads.com/>

Ten percent of girls in sub-Saharan Africa regularly miss school when they are menstruating. Palesa Pads is a social enterprise in South Africa that works with local women to make reusable sanitary pads that are sold at an affordable price to local communities, or purchased by NGOs for wider distribution.

The role of the ERM Foundation

The ERM Foundation has provided funding for Palesa Pads to purchase a new cutting machine that will make the sanitary pads more efficiently, and reduce the waste generated by the existing manufacturing process. ERM employees are also providing professional *pro bono* support to advise on how Palesa Pads can reduce their carbon footprint, and providing training for the women on topics that include business management and sustainability awareness.



45

women trained



Palesa Pads staff with school girls



ERM staff visiting Palesa Pads team in their workshop



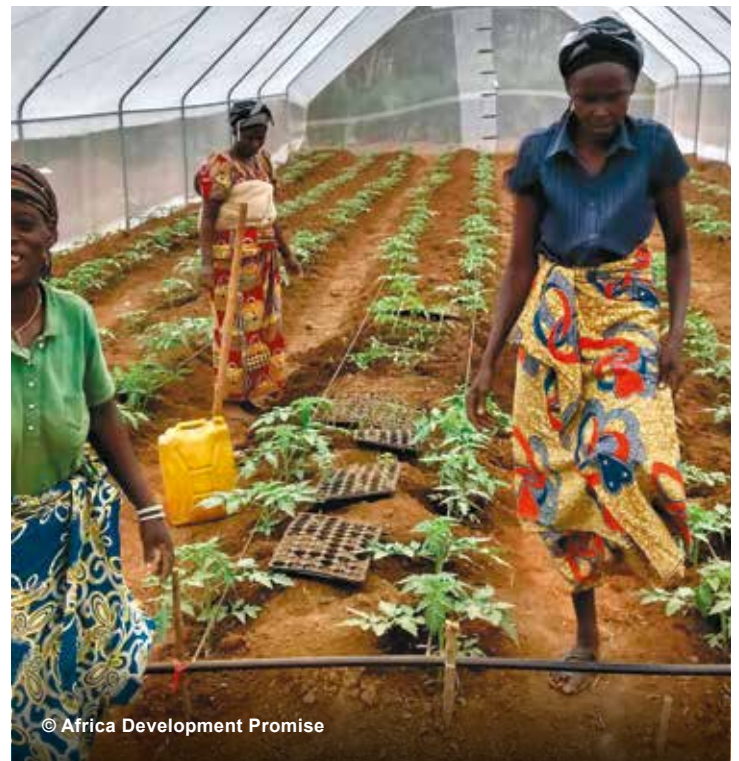
Investing in women-led agricultural cooperatives in East Africa

Partner organization: Africa Development Promise
<https://www.africadevelopmentpromise.org/>

Africa Development Promise (ADP) works with women-led agricultural cooperatives in Rwanda and Uganda, providing investment and training to help the cooperatives transition from subsistence farming to build sustainable, profitable agri-businesses.

The role of the ERM Foundation

The ERM Foundation has been working with ADP since 2014 when we were a founding funder for this early-stage NGO. During the last six years, we have provided funding and *pro bono* professional support for the installation of new greenhouses, freshwater wells, renewable energy sources, and helped develop their monitoring framework. This year, the ERM team has been assisting ADP to help develop its annual reporting to highlight the impacts of projects both through quantitative and qualitative data, which will help to attract additional donors. During this six-year partnership, ADP has improved the livelihoods for 245 cooperative women, benefitting approximately 1,225 family members, with a 65-70 percent increase in crop yields and an 85 percent increase in cooperative profits.



© Africa Development Promise



85%

increase in profits for cooperative members

*“Thanks to the support from the ERM Foundation, we can **respond to the needs of rural women farmers** and turn their economic aspirations into reality”*

Monica LaBiche Brown – Executive Director, Africa Development Promise

ENVIRONMENTAL EDUCATION FOR WOMEN AND CHILDREN

During FY20 the ERM Foundation worked with **14 organizations** in **8 countries** to provide environmental education for **9,700 children**, women and young adults.

Scholarships for young women to support rainforest conservation in the Democratic Republic of Congo

Partner organization: Congo Education Partners
🌐 www.congoeducationpartners.org

The Congo Basin is home to the world's second largest tropical rainforest. Industrial logging, unsustainable agriculture, increasing demand for palm oil and other resource exploitation threaten this important biome. Congo Education Partners is working with the Djolu Technical College (DTC) in the heart of the Congo basin rainforest. They offer degrees in Forest Conservation, Sustainable Rural Development, and Nursing and Public Health to develop future leaders, professionals and stewards of the rainforest.

The role of the ERM Foundation

The ERM Foundation is working with Congo Education Partners to provide funding for a pilot scholarship program for indigenous women to participate in a three-year degree in environmental studies at the Djolu Technical College. ERM volunteers will also mentor some of the students through their thesis research and writing. Initially, 16 women will participate in this pilot, which will be expanded if it can demonstrate positive outcomes.

In the year ahead, the ERM team also plans to support the installation of solar power supply for DTC's computer centre, helping them to become energy self-sufficient.



16

women receiving scholarships during 2019 pilot



Scholarship students at Djolu Technical college in the DRC
© Vie Sauvage



Congo Education Partners' Directors and Faculty
© Dr. Ingrid Schulze



Biodiversity education for young learners in the United States

Partner organization: World Salmon Council
 🌐 <http://worldsalmoncouncil.org/>

The World Salmon Council provides experiential education and encounters with Pacific wild salmon to connect students and adults with nature, and empower community engagement.

The role of the ERM Foundation

The ERM Foundation has been working with the World Salmon Council since 2017, providing funding and volunteer time to support their interactive science-learning activities. The curriculum involves field activities that improve students' understanding of biodiversity and ecosystem services. An ERM team is also mentoring high school seniors around STEM topics to develop the skills needed to lead field science stations for younger students. When surveyed, 75 percent of participating students demonstrated an increased understanding of salmon habitat.



1,500

students participating in field learning programs



ERM's Justin Dauphinais volunteering with World Salmon Council



ERM's Justin Dauphinais volunteering with World Salmon Council

“It is very rewarding seeing kids’ faces light up when they get out in nature, possibly for the first time.”

Justin Dauphinais – ERM Consultant, United States

ACCESS TO CLEAN WATER AND SANITATION

During FY20 the ERM Foundation worked with **11 organizations** in **9 countries** to improve access to clean water and sanitation for **13,800 people** in developing countries.

Empowering women entrepreneurs to build clean water businesses in rural Ghana

Partner organization: Saha Global
🌐 <https://sahaglobal.org/>

Saha Global works in Northern Ghana to provide training for women to establish chlorinating businesses that improve access to affordable, clean water for rural communities. To date they have trained almost 700 women entrepreneurs, serving approximately 110,000 people with access to affordable, clean water.

The role of the ERM Foundation

The ERM Foundation has been working with Saha Global since 2017. This year, we funded an additional six new clean water businesses and training that will improve access to clean water for 2,400 people. We have also provided *pro bono* professional support to help Saha Global improve the efficiency and accuracy of their data collection processes, to support their reporting for existing and future donors.



2,400

people with improved access to clean water



© Saha Global. Happy customers bringing clean water home to their families after opening day in Yahayape, Ghana



Improving access to clean water for women and girls in Guatemala

Partner organization: Engineers Without Borders
 🌐 <https://www.ewb-usa.org/>

In rural Guatemala, 13 percent of the population does not have access to an improved water supply. In the highlands of the Quiché region, the women and girls of Villala routinely trek down a steep hillside to access a free-flowing spring for water collection and washing. Navigating the steep slope is dangerous, particularly for grandmothers and mothers with young children.

The role of the ERM Foundation

The ERM Foundation has provided funding and in-country *pro bono* professional support to conduct water quality testing, and construct a springbox to protect the spring from surface-level contamination. The team will also install formal washing stations and stairs with a handrail down the hillside to make it safer and easier for women to collect water and use the pool for washing. This simple intervention will enable more than 300 women and girls safer access to a clean water supply year-round.

*“Providing **pro bono consulting time** makes the ERM Foundation’s impact more sustainable”*

Michael Cheathan, ERM Consultant, United States



Michael Cheatham. Members of the Villala Women's Committee



Arielle Authement. E-coli testing of the Villala groundwater spring.



300

women with improved access to clean water supply

COMMUNITY PARTNERSHIPS FOR SUSTAINABLE DEVELOPMENT

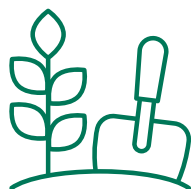
An ERM team from Central Europe has been working with local communities in the Dominican Republic since 2008 to protect and restore the country's rich biodiversity. The Dominican Republic is home to more than **5,500 plant species** and **300 bird species**.

Community partnership to re-cultivate land devastated by hurricanes in the Dominican Republic

In 2007, severe hurricanes hit the Dominican Republic causing deforestation and dangerous erosion. The destruction of plantations also contributed to food shortages in many villages.

The role of the ERM Foundation

Since 2008, an ERM team from Frankfurt, Germany has been working in partnership with the community of Padre Las Casas in the Southwest of the Dominican Republic. The objective has been to re-cultivate the land and prevent further erosion. Over the years, the team has purchased and planted more than 110,000 trees and indigenous plants to increase biodiversity and support food security for the community. They have also installed an irrigation system to improve crop yields and re-growth year-round. The ERM team will continue to support this community partnership in the years ahead, expanding the area of re-cultivation beyond the village of Padre Las Casas.



112,000

trees and shrubs planted since 2008



ERM's Christopher Scheer on a site visit to the Dominican Republic



Community of Padre Las Casas, Dominican Republic



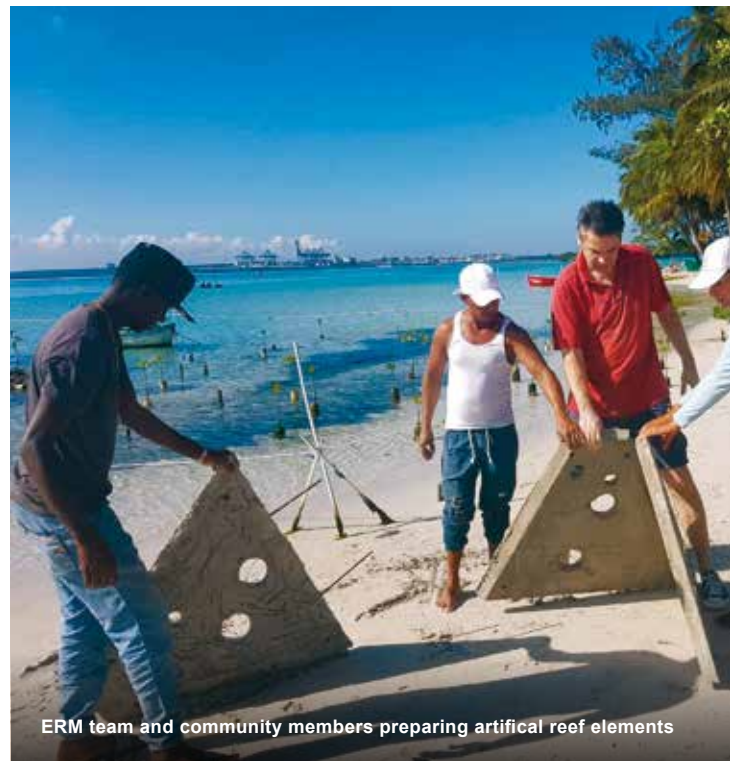
Restoring coral reefs in the Dominican Republic

Partner organization: Reef Check
<https://www.reefcheckdr.org>

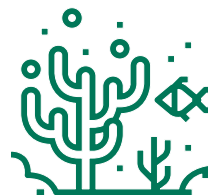
The reefs around La Caleta have been badly affected by overfishing, water contamination, and destructive anchoring techniques of boats. This has had a negative impact on marine life, with significant damage to coral reefs. The creation of artificial reefs supports the natural ecosystem, while giving natural reefs time to regrow.

The role of the ERM Foundation

The ERM Foundation has been working with Reef Check in the Dominican Republic since 2013 to restore the reef, create a living habitat for marine species, and promote sustainable eco-tourism in the area of La Caleta. The ERM team has provided technical support for the installation of an artificial reef, development of a coral nursery, mangrove reforestation, and local capacity building. The latter has enabled local activists to construct new reef elements following the Reef Check and ERM Foundation standards. In the year ahead, the ERM team will continue to provide funding and professional support to install new reef elements, and support local collaboration to re-grow mangrove forests.



ERM team and community members preparing artificial reef elements



770

reef elements installed since 2013

*“I would also like to thank the Condor Foundation, which has **supported our work in the Dominican Republic for the ten years**. We are very grateful to Condor Airlines for raising awareness about this project in their in-flight magazine”*

Christopher Scheer, ERM Consultant, Frankfurt

COMMUNITY VOLUNTEERING

In addition to funding and professional *pro bono* support, ERM employees also arrange local fundraising and volunteer events.

Global participation in International Coastal Clean-up

One example of an annual volunteer event is the International Coastal Clean-up. This year, **287** employees and family members globally participated in **36** clean-up events removing **476** bags of plastic and other waste from our shorelines and waterways.



Coastal clean-up in Cleveland, United States



Canal-side clean-up in Manchester, United Kingdom



Clean-up in Yokohama, Japan



Coastal clean-up in São Paulo, Brazil



Coastal clean-up in São Paulo, Brazil



Global participation in the International Coastal Clean-up is one of the actions in the Sustainability Action Plans which each ERM Business Unit (BU) prepares annually. We have a target for 100 percent of BU's to participate in clean-up events and this year we achieved this goal. We saw the greatest level of participation in Latin America.



287
employees



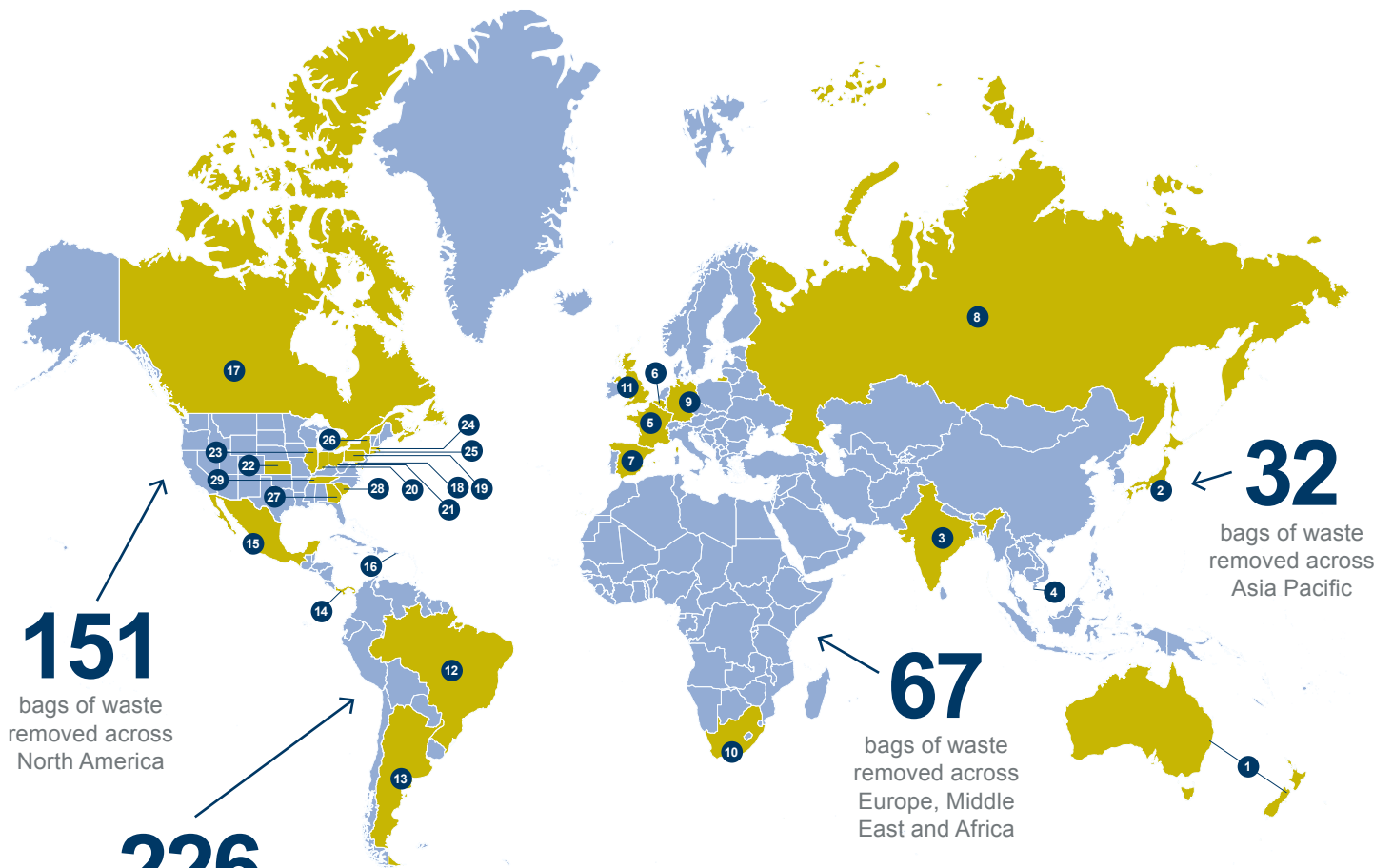
17
countries



36
events



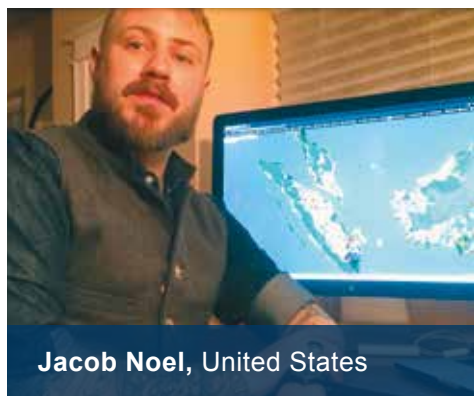
476
bags of waste



- | | | | |
|----------------------------|------------------|------------------|--------------------|
| 1. Australia & New Zealand | 8. Russia | 16. Puerto Rico | 24. Massachusetts |
| 2. Japan | 9. Germany | 17. Canada | 25. Connecticut |
| 3. India | 10. South Africa | 18. Maryland | 26. New York |
| 4. Singapore | 11. UK | 19. Pennsylvania | 27. Georgia |
| 5. France | 12. Brazil | 20. Ohio | 28. South Carolina |
| 6. Belgium | 13. Argentina | 21. Indiana | 29. Tennessee |
| 7. Spain | 14. Panama | 22. Kansas | |
| | 15. Mexico | 23. Illinois | |

ERM FOUNDATION AWARDS

As part of our 25th Anniversary celebrations, we have introduced new 'ERM Foundation Awards' to showcase and celebrate some of the great work that is being undertaken by our employees globally. Each of the winning nominations will receive up to USD \$1,000 as a donation to their local Foundation project, partnership or initiative.



Jacob Noel, United States

Conservation award

Partner organization: Sumatran Orangutan Society
Providing GIS support to monitor forest in Sumatra to protect habitat of orangutans



Mariana Portal, Mexico

Low carbon award

Partner organization: Ecologists Without Borders
Project managing local collaboration to protect Mangrove forests in Mexico



Carla Zannol, Argentina

Water, sanitation and hygiene award

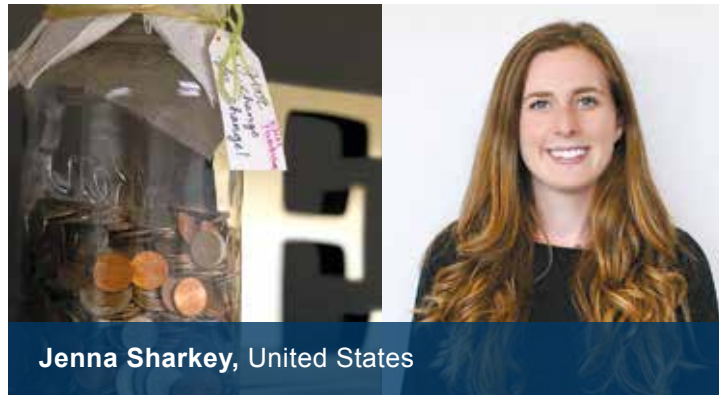
Partner organization: Agua Segura
Spearheading initiatives to install water filters in schools in Argentina



Nitika Kapoor, India

Community volunteering award

Partner organization: Robinhood Army, India
Leading a local collaboration to distribute books, clothes and other essentials to street children in Delhi.



Jenna Sharkey, United States

Fundraising award

Partner organization: Saha Global
Inventing annual fundraising competition 'Coin Wars' across multiple offices in the United States



Lorna Diaz, Puerto Rico

Outstanding achievement award

Lorna has been a tireless volunteer for the ERM Foundation during her 15 years at ERM. In recent years, her region has been devastated by hurricane Maria in 2017, and then this year's magnitude 6 earthquakes. On both occasions, Lorna has driven local volunteer action to ensure that the poorest communities are taken care of during these very difficult times. She does much of this work in her own time and we would like to recognize her outstanding contribution to her community.



The ERM Foundation has been working with Surge for Water since 2017 to provide funding and professional support for menstrual health and hygiene programs for school girls in Uganda. This year, ERM employees are also providing *pro bono* professional support to develop an environmental education curriculum for some of the female students.



ERM HAS MORE THAN 160 OFFICES WORLDWIDE ACROSS THE FOLLOWING COUNTRIES AND TERRITORIES.

- | | | |
|-----------|-----------------|----------------|
| Argentina | Japan | Russia |
| Australia | Kazakhstan | Singapore |
| Belgium | Kenya | South Africa |
| Brazil | Malaysia | South Korea |
| Canada | Mexico | Spain |
| China | Mozambique | Sweden |
| Colombia | Myanmar | Switzerland |
| France | The Netherlands | Taiwan |
| Germany | Norway | Tanzania |
| Ghana | Panama | Thailand |
| Hong Kong | Peru | UAE |
| India | Poland | United Kingdom |
| Indonesia | Portugal | United States |
| Ireland | Puerto Rico | Vietnam |
| Italy | Romania | |

The ERM Foundation is a registered charity in the United Kingdom: 1113414
The ERM Foundation is a registered 501(c)(3) nonprofit organization in the United States



Printed with 100% renewable energy and vegetable based inks

© Copyright 2020 by ERM Worldwide Group Limited and / or its affiliates ("ERM"). All Rights Reserved. No part of this work may be reproduced or transmitted in any form by any means, without written permission by ERM.

Design by Kava Communications
www.kavacomms.com

CREATING IMPACT THROUGH OUR PEOPLE AND PARTNERSHIPS FOR 25 YEARS

