

# ERM Global Policy

## Sustainability



### 1.0 PURPOSE

Sustainability at ERM is our commitment to supporting socioeconomic development that meets the needs of the present without compromising the ability of future generations to meet their own needs. This includes doing our part to help reduce society's negative impacts on the environment while promoting lasting social and economic development of communities.

As a business, we aim to create long-term stakeholder value by balancing the necessary financial performance of the company with the impact we have on the environment and society. We believe that these can and should be mutually beneficial, and our objective is to ensure that this is the case at ERM.

This policy relates to ERM's management of its sustainability-related performance. This document should be read in conjunction with our [Sustainability Approach](#), which together outline the Sustainability Program at ERM.

### 2.0 SCOPE

The term "Employee" or "Employees" is specifically defined, for purposes of this policy, as: any personnel hired directly by ERM (regardless of status classification of full-time, part-time, temporary, contract, etc.); interns (even if an intern does not receive payment by ERM); employees of other companies seconded into ERM; and any ERM employee seconded to a non-ERM company.

This policy applies worldwide to all ERM entities and all Employees. All Business Units at ERM are expected to incorporate sustainability objectives in their strategies and to continually improve their performance in this area.

### 3.0 POLICY

ERM shall support sustainability in the following ways:

**3.1 Maintaining an Executive Committee Sustainability Working Group.** The Sustainability Working Group will bring senior leadership, market knowledge, technical expertise and insights to identify strategic sustainability issues of importance.

As a sub-committee of the Executive Committee, the Sustainability Working Group will oversee ERM's sustainability ambition, targets, performance and disclosure.

**3.2 External disclosure.** ERM will disclose to stakeholders our sustainability performance and progress on commitments to third-party initiatives. The timing, frequency and formats for disclosure will be informed by relevant standards and industry best practice.

**3.3 Collaboration.** The effectiveness of ERM's Sustainability Program requires the support and cooperation of our employees, clients, suppliers and business partners. We will engage regularly with key stakeholders to help us understand, prioritize and manage our sustainability impacts.

**3.4 Employee engagement.** ERM will maintain an employee-led Sustainability Network to drive improvements in ERM's sustainability performance through Sustainability Action Plans in each Business Unit. These plans and reports of progress shall be available to all employees through an online portal.

### ERM Global Policy Manual Administration

**Policy Title:** Sustainability

**Policy Number:** 10

**Revision Number:** 3

**Effective Date of this Version:** 11 May 2020

**Original Approver and Original Effective Date:** Group CEO / 15 November 2010 (Approval and version history maintained by ERM Legal Department)

**Policy Description:** This policy defines ERM's governance and commitments on sustainability and should be read in conjunction with our Sustainability Approach.

**Authority to Amend this Policy:** Group CEO

**Authority to Waive this Policy:** None

**Policy Review Cycle:** 4 years from Effective Date of this version

**Docket Responsibility for Review Cycle:** Chief Compliance Officer