

# ERM Global Policy

Sustainability



## 1.0 PURPOSE

This policy on Sustainability at ERM defines the company's role in supporting social and economic development that meets the needs of the present without compromising the ability of future generations to meet their own needs. The policy relates to ERM's programs, practices, and performance as a sustainability consultancy.

## 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.

## 3.0 POLICY

ERM shall support sustainability by the following:

- 3.1 Maintaining a Sustainability Advisory Committee to the Executive Committee** – The membership and goals of the Sustainability Advisory Committee shall be designated by the Global CEO with input from the Board of Directors of ERM Group Holdings Limited. The Sustainability Advisory Committee will provide input and feedback to the Executive Committee at a minimum of at least once each ERM fiscal year.
- 3.2 Annual Assessment** – At least once each fiscal year, the Sustainability Advisory Committee will assess ERM's approach, programs, goals, targets, practices, and performance related to sustainability and provide recommendations for improvement to the Executive Committee.
- 3.3 Public Reporting** – ERM will publicly report on its sustainability performance. Public reporting will be informed by leading practices relevant to the company's industry sector. Reporting will begin in 2011 and follow annually.

- 3.4 ERM Foundation Support** – ERM shall contribute directly to the society and the environment through the ERM Foundation's projects and initiatives. At least once each fiscal year, the Sustainability Advisory Committee will review proposals and provide recommendations to the Executive Committee regarding contributions to the ERM Foundation. Proposals will include direct financial contributions and pro-bono time in order to leverage the highly relevant expertise and resources that we have as an organization.

## ERM Global Policy Manual

**Policy Title:** Sustainability

**Policy Number:** 10

**Effective Date:** 15 November 2010

**Policy Description:** This policy on Sustainability at ERM defines the company's role in supporting sustainable development within society, ie, economic growth, social progress, and environmental protection.

**Policy Department/Author:** Sustainability Advisory Committee

**Policy Approval by:** John Alexander, CEO

**Approval Signature:** 

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

**Authority to Waive this Policy:** none

**Policy Review Cycle:** 4 years from effective date of this version.

**Docket responsibility for review cycle:** Group Compliance Officer