

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 shareholder 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 infrastructure associated with the management of its sustainability-related performance. This document should be read in conjunction with our [Sustainability Approach](#), which together outline the Sustainability Program (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 by the following:

3.1 Maintaining a Sustainability Council to the Executive Committee. The Sustainability Council will bring market knowledge, technical expertise and insights to identify strategic sustainability issues of importance. The Council will report back to the Executive Committee on a quarterly basis.

3.2 Internal Assessment. At least once each fiscal year, the Sustainability Council will assess ERM's approach, programs,

goals, targets, practices and performance related to sustainability and provide recommendations for improvement to the Executive Committee. The Executive Committee will receive a status update on performance against ERM's sustainability targets biannually.

3.3 Public Reporting. ERM will publicly report on our sustainability performance. Public reporting will be informed by leading practices relevant to the company's industry sector.

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

ERM Global Policy Manual Administration

Policy Title: Sustainability

Policy Number: 10

Revision Number: 2

Effective Date of this Version: 15 January 2019

Original Effective Date: 15 November 2010

Original Approval: On file with the 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