

ERM  
FOUNDATION

# Creating impact through our people and partnerships

ERM FOUNDATION ANNUAL REVIEW 2026



# CEO message

The ERM Foundation is at the heart of the ERM business, embodying our purpose and beliefs, and driven by our passionate employees who are committed to making a difference in all that we do. Last year we celebrated 30 years of the ERM Foundation, a fantastic milestone and one which we are continuing to build upon, as this year's Review showcases. Through the commitment of our people and partnerships, we are delivering meaningful impact in communities across the world and helping to shape the sustainable future we all want to see.

The data in the report speaks for itself, this year alone we have worked with 46 social enterprises and nonprofit organizations across 28 countries, from Sierra Leone to Vietnam. Our people have spent more than 1,600 hours delivering technical pro bono support to our partner organizations, providing expert advice and support across a wide range of topics, from data mapping and visualization to exploring the feasibility of carbon and biodiversity credits as income generators.

The report also celebrates the incredible achievements of our Future Fund program, which finishes this year. Thanks to the donations of our shareholders and the contribution of our employees over the past three years, our regional projects have been able to protect and restore hectares of land in Vietnam, deliver clean energy to thousands of households in rural Kenya, piloted innovative blue carbon technology in Mexico and supported the restoration of kelp forests in Canada.

As a contributor to the ERM Foundation for the last 25 years, I am personally incredibly proud of the work which the Foundation has delivered. I would like to thank all employees and our partner organizations involved this year and throughout previous years. The impact of your commitment to the Foundation, whether through fundraising for and engaging with nonprofit organizations, providing technical pro bono support on projects or volunteering in local communities, has made a real difference to the lives of those we have worked with.

“The data in the report speaks for itself, this year alone we have worked with 46 social enterprises and nonprofit organizations across 28 countries, from Sierra Leone to Vietnam.”



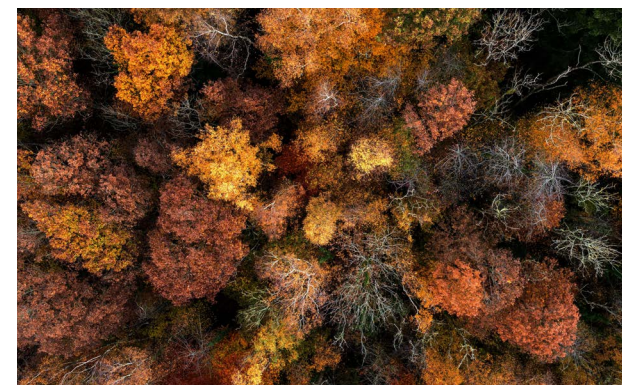
**Sabine Hoefnagel**  
*ERM Group CEO*



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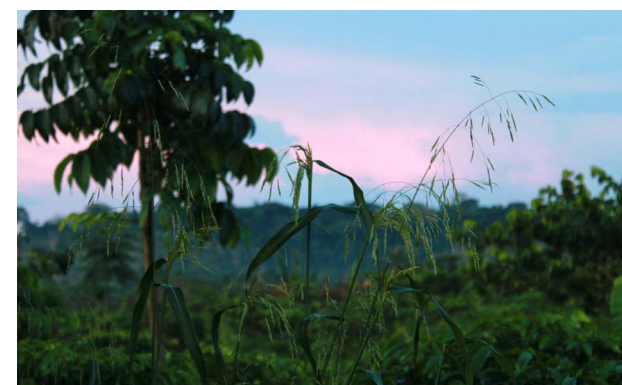
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## FOCUS ON OUR REGIONS:

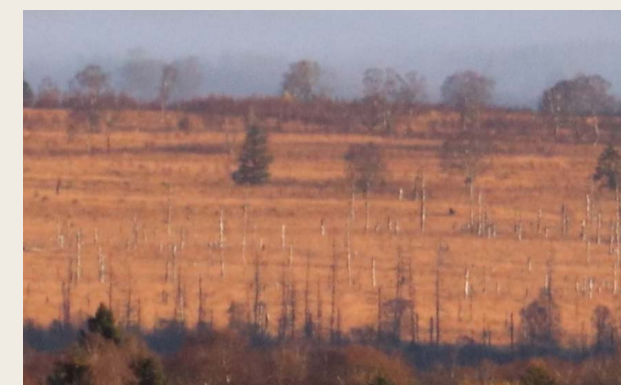
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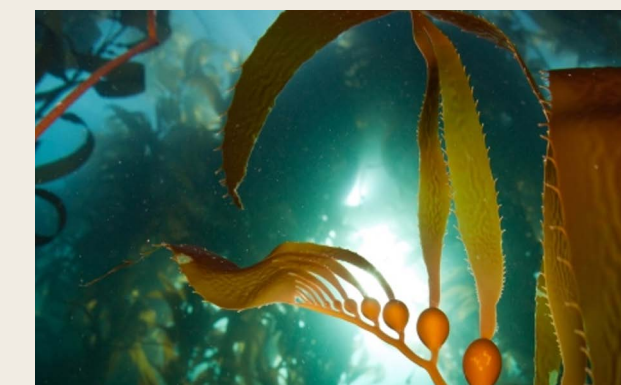
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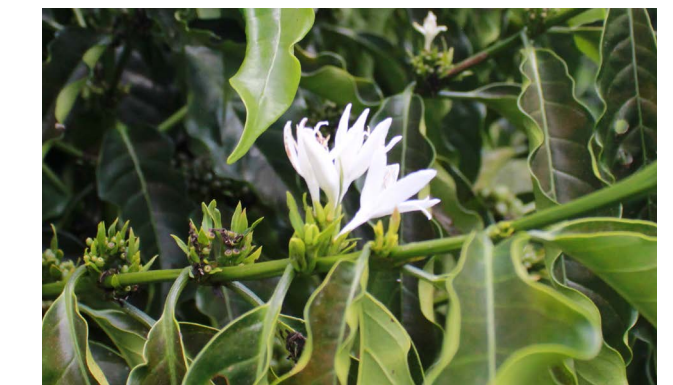
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Looking ahead



This annual review covers the fiscal year 2026 (FY26) from 1 April 2025 to 31 March 2026. We report financial data in United States dollars, unless otherwise noted. Front cover photo credit: Staffan Widstrand / Rewilding Europe.



[www.erm.com/about/erm-foundation/](http://www.erm.com/about/erm-foundation/)



# About the ERM Foundation

Photo credit: *Olivier Sabatier / Domaine Sauvage*

# Our purpose

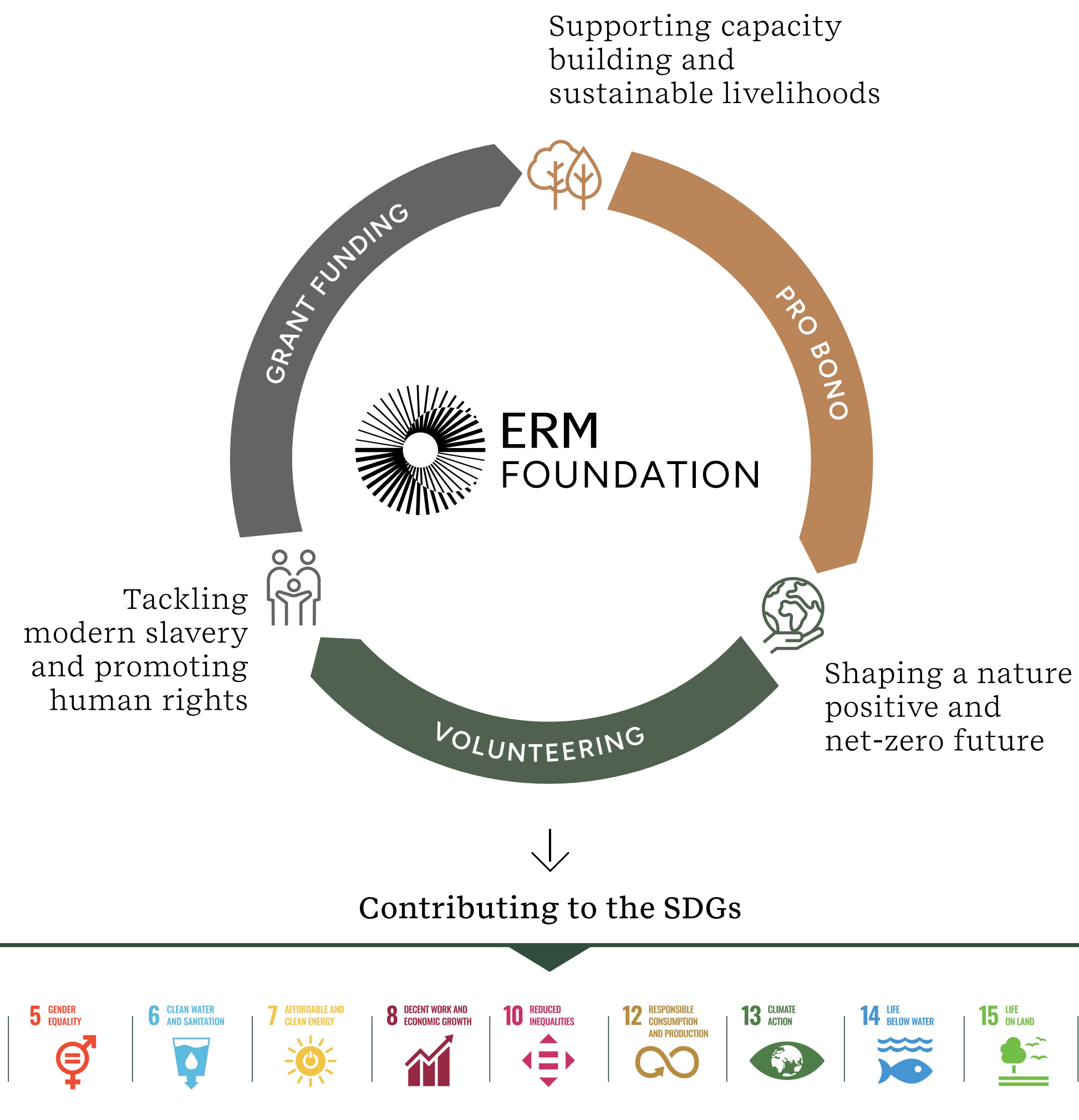
Last year we celebrated 30 years of the ERM Foundation, a milestone for the Foundation, our employees and the ERM business.

The ERM Foundation is funded and supported by The ERM Group International Ltd, hereafter referred to as 'ERM', with contributions from employee donations and fundraising across the 38 countries within which ERM is based.

The Foundation is independent from the ERM business but shares the same beliefs and purpose of shaping a more sustainable future with the world's leading organizations.

The ERM Foundation supports nonprofit organizations and social enterprises that deliver meaningful impact in the communities where we live and work across the globe, contributing to the UN Sustainable Development Goals (SDGs).

For the year ahead, we have updated our priorities to better reflect the work undertaken by our employees in partnership with organizations that focus on supporting capacity building and sustainable livelihoods, tackling modern slavery and promoting human rights and shaping a nature positive and net-zero future.



# Our employees

The ERM Foundation exists because ERM employees are passionate about making a difference. For many, working with the Foundation not only offers the opportunity to expand and apply their professional skills in new and innovative ways but also support organizations and initiatives which are making a meaningful difference in the communities in which we live and work.

## ERM Foundation Boards, Committees and Trustees

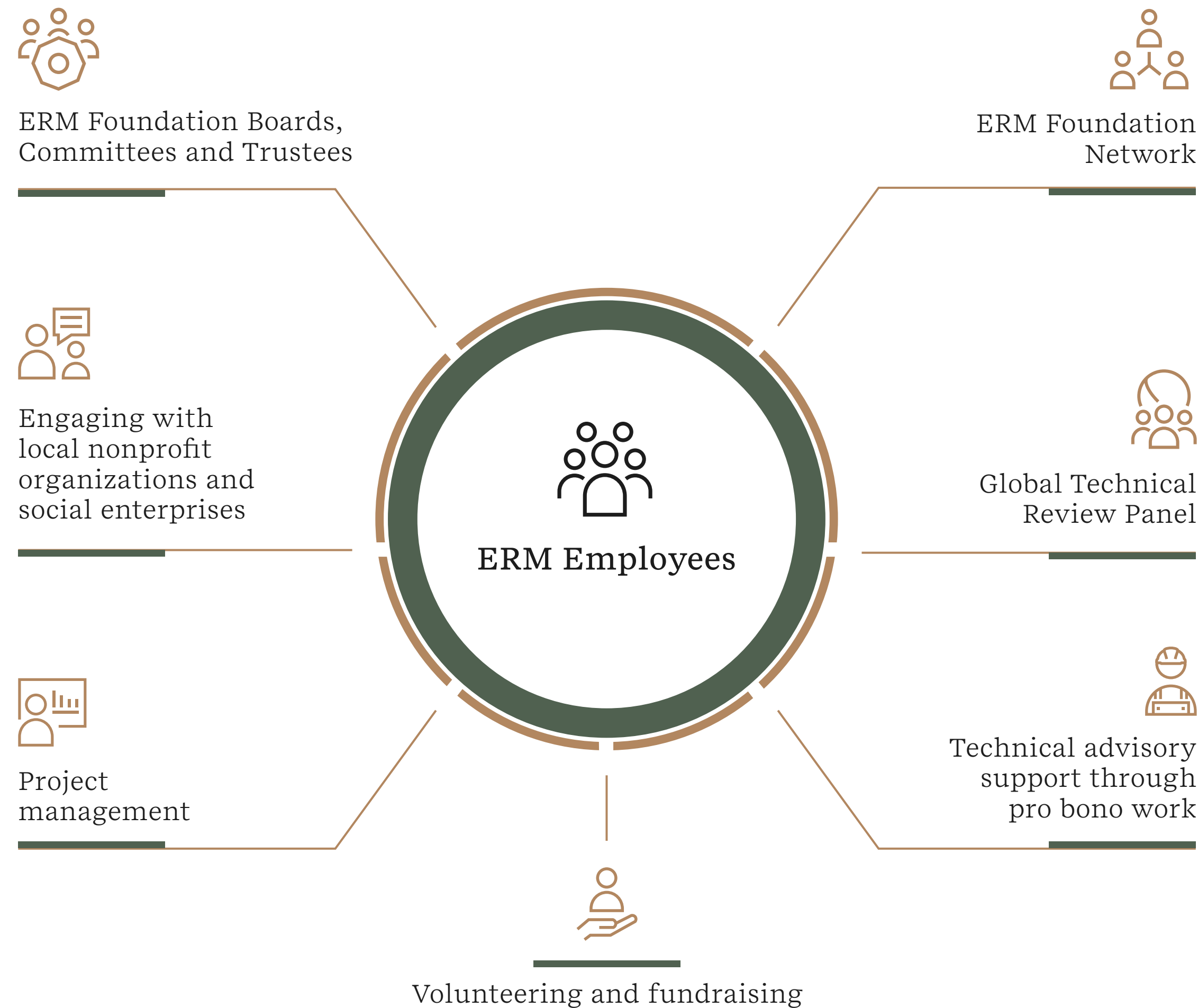
Senior leaders from across ERM make up the governing body of the ERM Foundation, contributing to the strategic direction and approving organizations and projects supported by local Foundation entities.

## Engaging with local nonprofit organizations and social enterprises

Employees collaborate with organizations aligned to our purpose to formulate and submit applications for assessment.

## Project management

All Foundation projects have a Partner-in-Charge and Project Manager to deliver projects.



## ERM Foundation Network

Operating across ERM’s offices, our networks support the local work of the Foundation, mobilizing teams, supporting project development and organizing events and volunteering opportunities.

## Global Technical Review Panel

Members conduct detailed reviews of all applications submitted to the ERM Foundation, supporting the due diligence approach and providing guidance and advice.

## Technical advisory support through pro bono work

Across the breadth of ERM’s capabilities, employees share their technical expertise with our nonprofit partner organizations through our dedicated pro bono support.

## Volunteering and fundraising

ERM employees participate in community volunteering events delivering on the ground impact. In addition, employees also run fundraising campaigns for our local nonprofit organizations.

# Our global partnerships

The ERM Foundation works through global partnerships with nonprofit organizations and social enterprises, who operate within and across communities, using their unique local knowledge and expertise to develop innovative solutions which support people and the environment.

## New partnerships

ERM employees identify nonprofit partner organizations who are aligned with the ERM Foundation priorities and apply for funding and/or pro bono support. Each organization goes through our due diligence review and if successful enters a formal partnership with the ERM Foundation. Each year we onboard new organizations whose work aligns with our values and priorities and brings new opportunities to create a meaningful impact.

This year, we have commenced collaboration with 22 new organizations, spanning the West Coast of the United States to rural Southeast Asia and beyond.

## Ongoing partnerships

Whilst our partnerships initially are project and duration specific, over the years the ERM Foundation has established ongoing partnerships with many organizations and supported the delivery of projects as we recognize that some programs of work take longer to deliver the intended outcomes.

Through this mechanism we enable organizations to deliver multi-phased programs of work and provide ERM employees with opportunities to maintain their engagement and support.

## Strategic partnerships

Recognizing the value and scale of impact delivered by multi-year partnerships, the ERM Foundation has commenced a series of new formal strategic partnerships with organizations.

Through these partnerships we focus on leveraging our technical expertise to create innovative solutions to pressing sustainability challenges across our core focus areas. We actively assess the impact delivered through these projects to inform our future programmatic approach.

Over the past 31 years we have provided almost \$8 million of funding to hundreds of partner organizations



Photo credit: Instituto Marulho

# Our global impact

Photo credit: *IDESAM*

# How we create impact

The ERM Foundation is dedicated to creating a sustainable future. We do this by equipping nonprofit organizations and local communities to continue to deliver impact long after our direct involvement has ended.



Photo credit: SolarAid / Haley Withers

## The ERM Foundation delivers impact through:



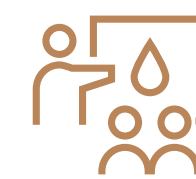
Delivering technical expertise through pro bono work aligned to ERM's professional services



Grant funding for nonprofit and social enterprise organizations to invest in facilities, resources and project delivery



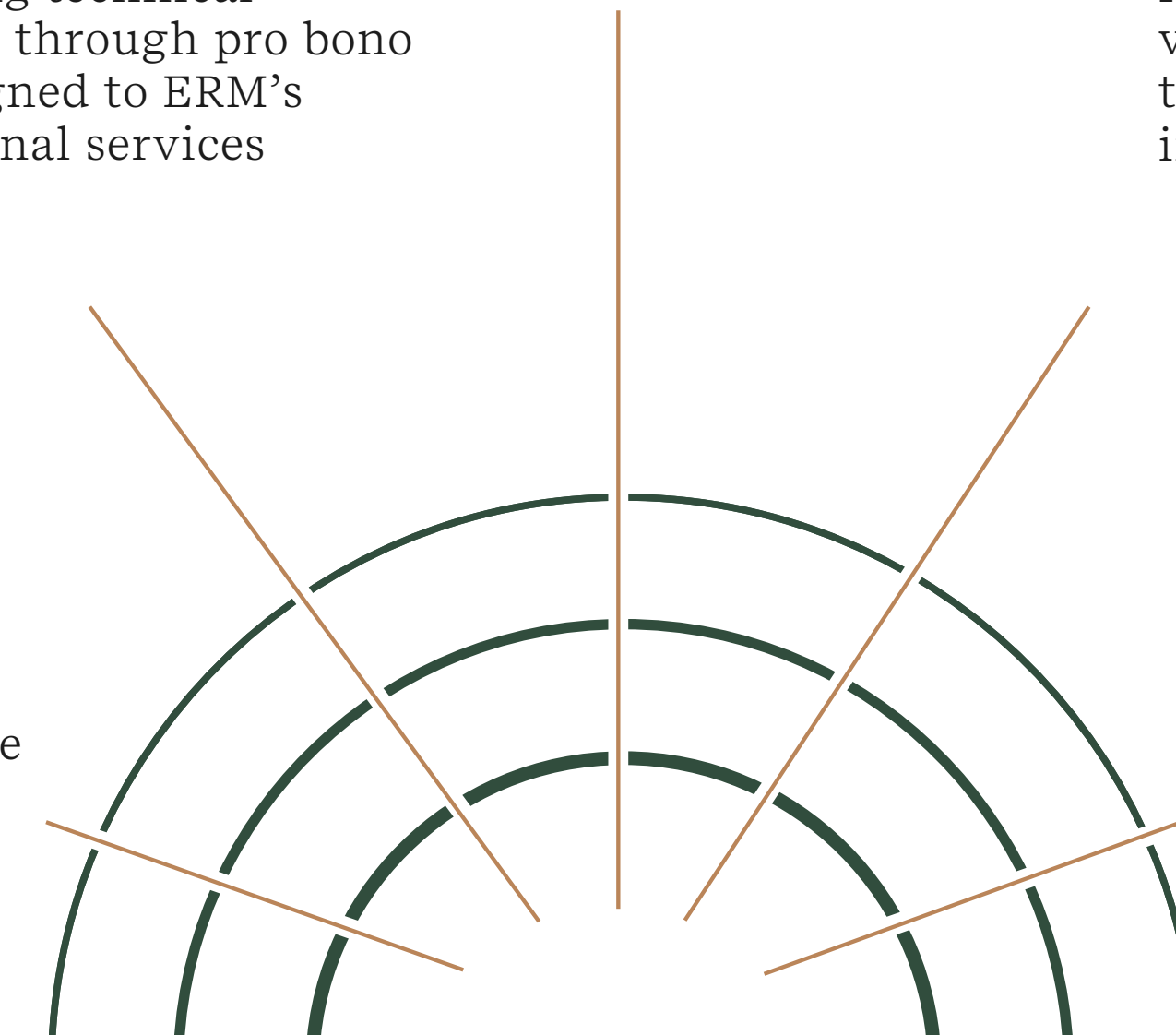
Hands-on volunteering to support project implementation



Supporting initiatives that are grounded in the needs of the local community



Creating a lasting legacy through capacity building



# Our impact this year

The Foundation sets annual targets aligned to our focus areas to measure the impact of our work.

This year's performance highlights the significant contribution we continue to make across the globe, showing our dedication to supporting nonprofit organizations focused on driving positive impact.

The Foundation's new metrics for FY27 are set out on page 40.



\$769,000+

distributed in grant funding, pro bono support and employee donations



1,600+

hours spent on pro bono projects



900+

hours spent volunteering by employees

Photo credit: Staffan Widstrand / Rewilding Europe

## FY26 performance

16,692

livelihoods improved



FY26 TARGET: 10,000

16,692

TARGET EXCEEDED  
+66.9%

19,950

hectares of habitats protected or restored



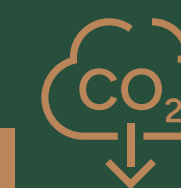
FY26 TARGET: 10,000

19,950

TARGET EXCEEDED  
+99.5%

12,311

people engaged through low-carbon initiatives



FY26 TARGET: 10,000

12,311

TARGET EXCEEDED  
+23.11%

# Global volunteering

## PERU

Throughout December, our Lima office supported the Urucancha and Vista Hermosa Community Kitchens providing gift boxes and essential food products purchased from the “Asociación de las Bienaventuranzas”, an organization that uses these funds to support children and elderly individuals in vulnerable conditions.



Photo credit: ERM Peru



Photo credit: ERM Southern Europe



Photo credit: ERM Japan

## JAPAN

The ERM Japan team held their annual “Christmas Bazaar and homemade treat” event at the office to help raise funding to support local Foundation activities for the year ahead.



Photo credit: ERM South Africa

## SOUTHERN EUROPE

Across Antwerp, Brussels and Rotterdam, employees participated in a “Reverse Advent Calendar” initiative, donating essential items to support families in need.

## SOUTH AFRICA

ERM Foundation teams in Johannesburg, Cape Town and Durban joined forces to support their annual Santa Shoebox Initiative, sharing gifts with children in their communities.

# The ERM Foundation Future Fund

In 2024, the ERM Foundation launched its three-year Future Fund program, made possible thanks to the generous donations of ERM Partners and shareholders.

The program has enabled us to accelerate and scale progress towards the UN SDGs by investing in longer-term partnerships on a larger scale than our typical annual grants.

We collaborated with our Future Fund partners on programs that sit at the intersection of climate action, sustainable livelihoods and biodiversity protection. One flagship program per ERM region was supported, each chosen and run by a dedicated team of ERM consultants.

This year was the final year of this iteration of our Future Fund program and over the past three years our partner organizations have achieved significant impacts including engaging over 1,000 women entrepreneurs to provide clean energy, restoring more than 15,000 hectares of land and supporting innovative research on blue carbon and kelp forest studies.

More detailed information on each of our Future Fund partners, including their achievements, can be found on pages 20, 26, 32 and 38.



## \$600,000

in grant funding dispersed across the three-year program



Photo credit: SolarAid



Photo credit: Ocean Wise



Photo credit: CRD



Photo credit: The Ocean Foundation

# Our multi-year partnerships

In 2024, the ERM Foundation established a pilot program for multi-year partnerships to facilitate longer-term projects and even greater impact.

## Rewilding Europe, Bulgaria

[www.rewildingeurope.com](http://www.rewildingeurope.com)



Photo credit: Bogdan Boev / Rewilding Europe

Rewilding Europe demonstrates the benefits of a wilder nature through the rewilding of diverse European landscapes. Across a three-year period, the ERM Foundation is supporting Rewilding Europe's efforts in the Rhodope Mountains in Bulgaria, working to restore food webs, boost biodiversity through mosaic landscape creation and creating a well-known sustainable tourist destination.

In addition to grant funding, ERM consultants from across the United Kingdom have provided technical pro bono support to facilitate the development of Rewilding Europe's economic impact metrics and sustainability policy. This policy will be used for Rewilding Europe to demonstrate their take on sustainability and inspire other organizations to develop their own versions.

950 hectares in Rhodope Mountains rewilded



## Brighter Communities Worldwide, Kenya

[www.brightercommunities.org](http://www.brightercommunities.org)

Brighter Communities Worldwide (BCW) works in partnership with communities in Kericho County, Kenya to advance health, education and economic empowerment through locally led holistic development programs.

With a three-year grant funding commitment from the ERM Foundation, BCW is implementing the Kericho Climate Resilience Project, supporting two communities per year. The project strengthens climate adaptation and household wellbeing by improving access to clean water and sanitation, promoting environmental stewardship and installing smokeless stoves into households. As part of their holistic approach, community members also participate in practical business training and skills development, increasing financial resilience and adaptation to changing economic and climate realities.

Through this model, the project is creating healthier homes, stronger livelihoods and more climate resilient communities.



Photo credit: Brighter Communities Worldwide

300 smokeless stoves installed





# Our impact in Asia, Australia & New Zealand

Photo credit: *Koichi Nishiyama / ERM*

# Our work across the region

Across our Asia, Australia & New Zealand region, we have been delivering on the ground impact through partnering with nonprofit organizations and volunteering initiatives, ranging from costal cleanups to delivering meals to vulnerable members of our communities.

## 5,200+

livihoods supported across the region

“The ERM Foundation was one of the main reasons I joined ERM as I really wanted to be able to 'give back' alongside progressing my career. It's been such a privilege supporting impactful pro bono projects and community volunteering days.”

**Victoria Cross**

*Director of the ERM Foundation in Australia*



# Regional volunteering

## AUSTRALIA

Employees across offices in Australia participated in OzHarvest “Cooking for Cause” for a third year. OzHarvest is a food rescue organization, turning food waste into nutritious meals for communities and educating groups on food waste and low-waste cooking. This year, the ERM volunteers rescued almost 300kg of surplus food and made 600 meals to be delivered directly to local communities.



Photo credit: ERM Australia

## CHINA

The ERM Shanghai office hosted a “plogging” event, marking the eighth activity since the initiative began in 2023. Colleagues came together to combine jogging with litter collection, reinforcing our commitment to a cleaner and greener environment. This ongoing activity demonstrates how small steps can lead to positive contributions in our communities.



Photo credit: ERM China



Photo credit: ERM Brunei

## BRUNEI

During Ramadan, the ERM Brunei team partnered with the Society for Community Outreach and Training (SCOT) to host a Community Kitchen activity aimed at supporting socio-economically challenged families. This initiative focused on empowering single mothers by employing them as chefs and leading a session with the ERM Brunei team in preparing, cooking, packing and delivering 251 iftar meals.



Photo credit: ERM Japan

## JAPAN

The ERM Yokohama office organized a river-cleaning and invasive plant-removal activity along the Tamagawa River in Kawasaki, in collaboration with the local nonprofit organization, Tamagawa Eco Museum. A group of 20 ERM employees, family and friends collected over 8kg of garbage and removed 16kg of invasive plants across an area of two hectares. The day concluded with an educational birdwatching session led by the Museum, reinforcing the importance of biodiversity and local ecosystems.

“In a highly urbanized city like Singapore, the ERM Foundation is glad to partner with Nature Society Singapore on this project which combines citizen engagement with a science-based approach contributing to build awareness, appreciation and stewardship of our remaining green spaces.”

**Esther Lee**  
Consultant, Singapore



Photo credit: Nature Society Singapore



Photo credit: Swadhina

# Nature Society Singapore, Singapore

[www.nss.org.sg](http://www.nss.org.sg)

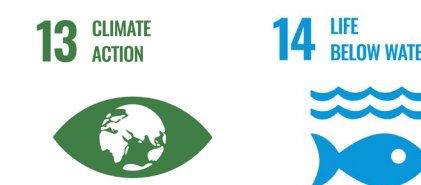
Singapore hosts a rich array of native fauna and flora and is home to thousands of terrestrial and marine species. However, its biodiversity faces growing threats from habitat loss, urban development and climate change. Nature Society Singapore (NSS) is a nonprofit organization working to address these challenges through engagement, education, advocacy and research.

The ERM Foundation has provided funding for the first time this year to NSS, supporting its “Every Singaporean a Naturalist” program, a flagship citizen science and nature education initiative aimed at working with volunteers to raise awareness of local

biodiversity and support advocacy for conservation. Our grant funding supports the recruitment and training of these volunteer citizen scientists who will then contribute to the collection of data on biodiversity across Singapore. This data will be added to an international database to support scientific research and enable long-term monitoring that informs conservation management.

50  
people  
trained

CORE FOCUS AREA:  
NATURE



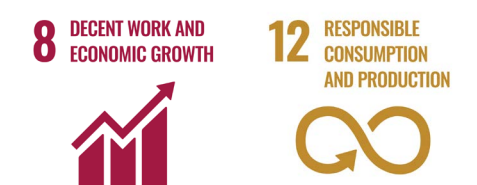
# Swadhina, India

[www.swadhina.org](http://www.swadhina.org)

A team of ERM employees provided technical pro bono support to Swadhina to upskill five groups of young people to become "Green Ambassadors", providing them with the opportunities to sell and market environmentally friendly products. A key area of training was the use of social media platforms, data privacy and data protection laws across India to ensure they are fully equipped with the knowledge and skills to remain legally compliant while undertaking digital marketing. Our technical consultants also supported the development of waste management protocols to assist the sustainable development of the Green Ambassadors' products and small businesses.

153  
Green  
Ambassadors  
supported

CORE FOCUS AREA:  
HUMAN RIGHTS



# TerraClear Foundation, Laos

www.terraclear.org



Photo credit: TerraClear Foundation

**133**  
families with improved access to clean water

CORE FOCUS AREA:  
HUMAN RIGHTS



TerraClear Foundation is dedicated to improving health and well-being across Laos by providing access to clean drinking water through sustainable development solutions that protect the environment and empower communities to break the cycle of waterborne diseases and improve the quality of life.

The ERM Foundation supported TerraClear by sponsoring 133 ceramic water filters. Through this support, 133 families received filters which will provide clean water to people in the Savannakhet and Khammouane Provinces, Laos. TerraCare provided

four household training sessions over six months to the families to ensure the filters are maintained and used properly.

A team of ERM consultants from Thailand, the United States and Canada have provided their technical expertise to help TerraClear to refine their data collection processes and reporting. This will enable TerraClear to articulate their impact on improving the health and resilience of families living in extreme poverty and demonstrate how their model improves health outcomes for hard to reach households.

# Langur Project Penang, Malaysia

www.langurprojectpenang.com



Photo credit: Langur Project Penang

“It has been a pleasure working with LPP and supporting their impactful work on primate conservation. With more students and the public involved in studying urban monkey behavior, ecology and wider initiatives, we are supporting better human-wildlife coexistence.”

**Amir Aminuddin**  
Consultant, Malaysia

Langur Project Penang (LPP) is a primate conservation enterprise based in Penang, Malaysia. Their mission is to promote coexistence between humans and urban monkeys through community science, research and environmental education while addressing conservation challenges such as habitat fragmentation, illegal wildlife trade and negative human-monkey interactions.

The ERM Foundation has provided a combination of grant funding and technical pro bono support to LPP to strengthen ongoing conservation, monitoring and education efforts for urban primate coexistence across the region. Funding has supported essential fieldwork and community

engagement for the maintenance and monitoring of three canopy bridge sites located across Penang.

In parallel, ERM’s consultants are supporting LPP to strengthen their technical and communication capabilities through GIS mapping and data analysis.

CORE FOCUS AREA:  
NATURE



# FUTURE FUND: Center for Rural Development in Central Vietnam

<https://crdvietsam.org/en/home/>

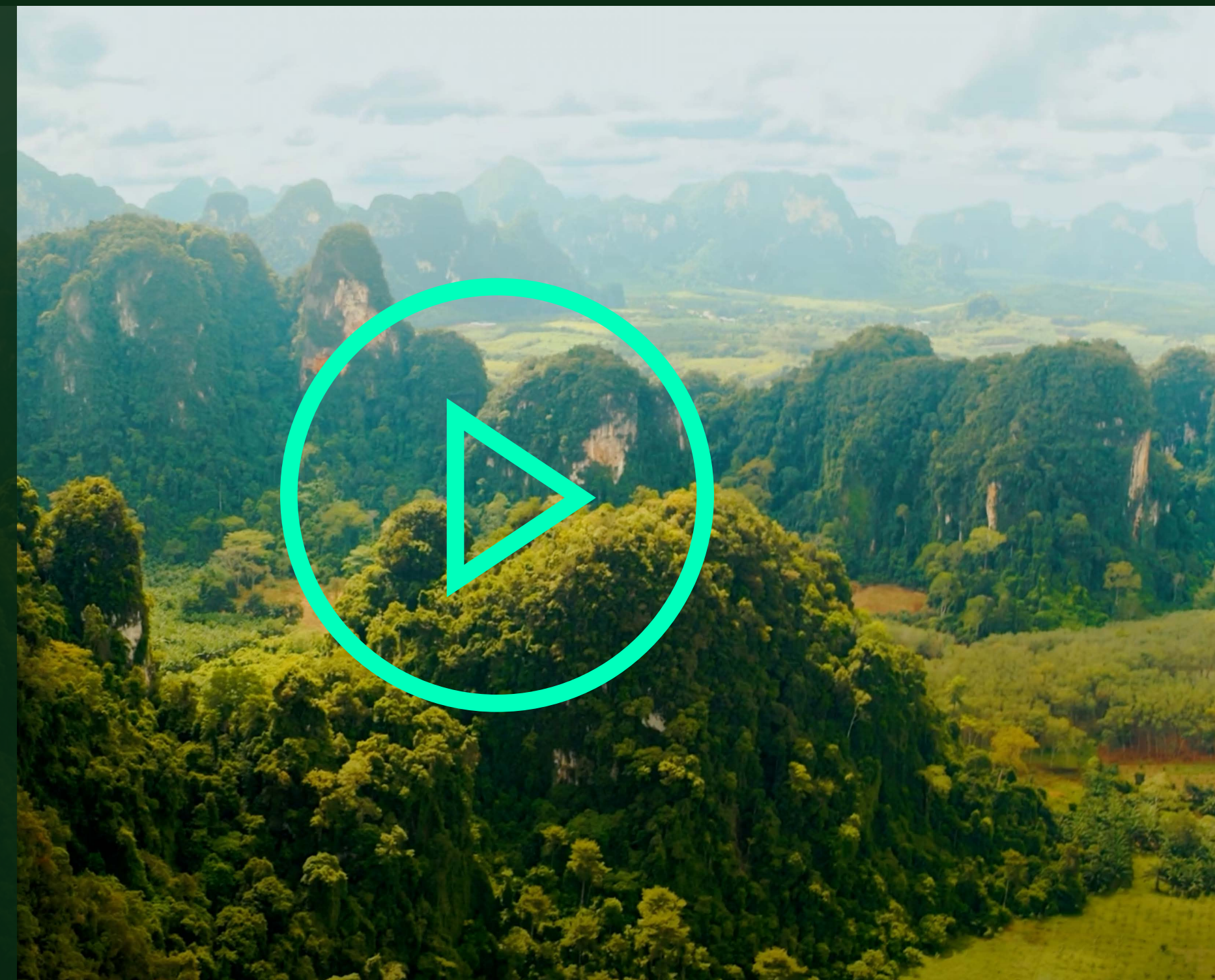
Center for Rural Development in Central Vietnam (CRD) is a nonprofit organization supported by the ERM Foundation Future Fund in the Asia region. As the project entered its final year, we spoke with Dr Truong Quang Hoang at CRD, to hear about the impact of the project.

“The ERM Foundation supports us to carry out a range of activities focusing on improving community awareness and providing technical assistance for local people.”

Dr Truong Quang Hoang  
CRD

## VIDEO

Learn more about CRD's conservation project in the A Luoi District, Vietnam



DURATION: 2 MINS 15 SECS



1,376

people engaged to improve biodiversity awareness this year



15,000

hectares of land protected across the three-year program



# Our impact in Europe, Middle East & Africa

Photo credit: *Jasper Verreydt / ERM*

# Our work across the region

Across our Europe, Middle East and Africa region we have supported our nonprofit organizations to pilot innovative projects, from developing risk screening tools to exploring the feasibility of biodiversity credits for the first time.

## 3,500+

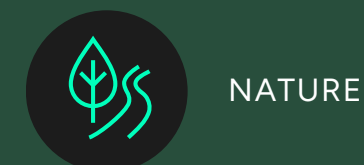
livelihoods supported through low-carbon products, initiatives and services

“Seeing ERM Foundation funded projects unfold at the community level is a constant source of energy and perspective.”

**Beatrice Boarolo**  
Consultant, Paris



FOCUS AREAS:



# Regional volunteering



Photo credit: ERM Germany

## GERMANY

What began as a two-month Cycling Challenge in Berlin turned into a meaningful environmental initiative. Despite a rainy summer, colleagues collectively cycled 5,224 km, raising money to support local reforestation efforts. ERM employees also partnered with Anchortree to plant 48 trees, supporting local biodiversity.



Photo credit: ERM Wales

## WALES

The ERM Cardiff office partnered with The Grange Project to support the rewilding efforts of 32 hectares of land, volunteering and educational initiatives. This collaboration reinforces the link between environmental restoration and mental health, fostering a sense of belonging and purpose.

## SOUTH AFRICA

Our South African teams marked Mandela Day with initiatives that reflect compassion and collective action. In Cape Town, colleagues supported the "Blankets for Baby Rhinos" knitting and crochet drive, contributing over 200 squares, blankets and beanies. These donations will provide comfort for orphaned rhinos and other wildlife.



Photo credit: ERM South Africa

“Participating in initiatives such as Mandela Day and Santa Shoebox donation drives provides a strong sense of purpose and meaningful connection to the communities we support.”

**Rofhiwa Ramasala**

*Consultant, South Africa*

“By clearing invasive trees and restoring native landscapes, this project has not only revitalized the local biodiversity and water resources but has also cultivated thriving, sustainable livelihoods for community members.”

**Joseph Rohm**

Partner, South Africa

## Rim of Africa, South Africa

www.rimofafrica.co.za

Rim of Africa organizes walks and outings along a large corridor extending from the Cederberg to Outeniqua Mountain ranges in South Africa. The ERM Foundation provided grant funding to support the rehabilitation of land in one of the world’s most diverse and unique ecosystems by removing invasive plant species, involving local communities and creating a restoration economy and sustainable livelihoods.

ERM technical experts also provided pro bono support to assess the feasibility of a biodiversity and carbon credit restoration program, to restore degraded landscapes and create sustainable livelihoods through community engagement.

10 jobs created

CORE FOCUS AREA: CLIMATE



## Neighborhood Feminists, Netherlands

www.neighborhoodfeminists.com

Neighborhood Feminists combat period poverty throughout Amsterdam by providing free menstruation products in underserved communities and advocating for systemic change. The ERM Foundation has provided grant funding to support eight ‘Menstruation Stations’ across Amsterdam, providing free period products and educational resources for 520 people.



Photo credit: Neighborhood Feminists

CORE FOCUS AREA: HUMAN RIGHTS



Photo credit: Taisuke Yoshida



Photo credit: Domaine Sauvage

## Domaine Sauvage, France

www.lecostil.com

The ERM Foundation has provided funding to Domaine Sauvage to support a baseline assessment of biodiversity on a 170-hectare site in the Normandy region of France. The project is seeking to demonstrate the benefits of passive rewilding.

The biodiversity inventories conducted in 2025 will be used over the next 5, 10, 15 and 20 years to demonstrate the impact of the project.

9 reports published

CORE FOCUS AREA: NATURE





Photo credit: Frank Water

## Frank Water, Kenya

[www.frankwater.com](http://www.frankwater.com)

Frank Water’s mission is to alleviate global water poverty, enhance health and protect the natural environment by improving the way that people understand and use water.

This year, the ERM Foundation has provided grant funding to support Frank Water in addressing the critical knowledge gap faced by water, sanitation and hygiene (WASH) practitioners. Practitioners play a crucial role in securing safe water, reducing inequalities and empowering communities by increasing sustainable water access. This program provides toolkits and in-person training to upskill up to 30 WASH practitioners in creating sustainable water security plans.

**30**  
water security  
plans created

CORE FOCUS AREA:  
HUMAN RIGHTS



Photo credit: Greyhope Bay

## Greyhope Bay, Scotland

[www.greyhopebay.com](http://www.greyhopebay.com)

Greyhope Bay is a nonprofit organization operating in Aberdeen that enables communities to re-imagine and improve their relationship with their environment and heritage. It’s a place where people gather to share local knowledge, resources and ideas on how to better improve local connection with the coast.

The ERM Foundation provided a grant to Greyhope Bay in support of their ‘Connected to Nature’ program, which recognizes the critical role of data collection, community involvement and skills development.

The combination of funding and technical pro bono expertise from ERM employees supports the development of robust survey methodologies, biodiversity species data collection and wider impact monitoring frameworks. Results collected will be used to help raise public awareness about biodiversity and circularity and inform community-led ideas for the future.

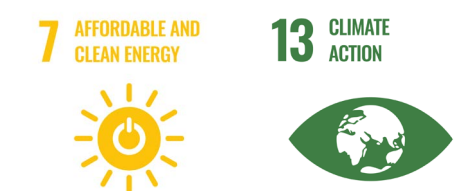
“Our pro bono work with Greyhope Bay has been a real success, with ERM colleagues sharing their expertise to support the centre’s development.”

**Dawn Yule**

*Administrator, Scotland*

**50**  
community  
members  
trained in  
environmental  
monitoring

CORE FOCUS AREA:  
NATURE



# FUTURE FUND: SolarAid, Malawi

<https://solar-aid.org/>

SolarAid is a nonprofit organization supported by the ERM Foundation Future Fund in the Europe, Middle East and Africa region. As the project entered its final year, we spoke with Brave Mhonie and Jacqueline Kainja at SolarAid to hear about the impact of the project.

“ERM Foundation has been the pioneer of the Mayi Walas program in Malawi as the first ever funder to actually commit to train women. We needed someone to trust us, which the ERM Foundation did.”

Brave Mhonie  
*SolarAid*

## VIDEO

Learn more about SolarAid's 'light a village' initiative in Malawi



DURATION: 2 MINS 14 SECS



461

women trained as solar entrepreneurs this year



40,000+

people supported with clean solar energy across the three-year program





# Our impact in Latin America & the Caribbean

Photo credit: *The Ocean Foundation*

# Our work across the region

Our teams have been providing technical expertise for innovative projects across Latin America and the Caribbean, from creating a geo spatial analysis tool for the presentation of data to defining impact indicators to improve tracking and monitoring of projects.

## 600+

hours of pro bono time delivered to organizations across the region

"Through the ERM Foundation, I'm able to contribute where it's needed most, enabling purpose-driven organizations with the tools to create meaningful change. It also keeps me closely connected to the core purpose of sustainability."

**Aranza Zamora**

*Managing Consultant, Mexico*

### FOCUS AREAS:



LOW-CARBON



NATURE



LIVELIHOODS



PROJECT LOCATIONS



# Regional volunteering



Photo credit: ERM Brazil

## BRAZIL

Employees from our São Paulo office and their families partnered with the local nonprofit Formiguinhas da Praia, to participate in a community clean-up event at Maracana Beach. Collectively, the team managed to remove 178 kilograms of waste, contributing to the protection and restoration of this coastal ecosystem.



Photo credit: ERM Peru

## PERU

In celebration of International Coastal Cleanup, employees in the Lima office participated in a volunteer initiative at Agua Dulce beach, collectively removing waste helping to protect and safeguard ecosystems.

## ARGENTINA

ERM employees and family members partnered with the nonprofit Yorio in Argentina to clean up the river shoreline in Martinez, Municipality of San Isidro. Through this clean-up action, participants demonstrated their commitment to environmental conservation, awareness of the impact of waste and the promotion of responsible consumption habits.



Photo credit: ERM Argentina

“Through our community volunteering in Colombia, we witnessed how committed, collective action can create meaningful change. Working alongside local communities reinforced the power of collaboration and our commitment to generating lasting social value beyond our projects.”

**Martha Penuela**

*Partner, Colombia*

## COLOMBIA

In celebration of the ERM Foundation’s 30th anniversary, the Bogota office hosted an event to highlight five completed pro bono projects that delivered \$20,000 in funding and volunteer tree planting activities. The event recognized employees for their contributions, reinforcing the shared commitment to advancing community and environmental initiatives.

# Fundacion Cruzada Patagonica, Argentina



Photo credit: Fundacion Cruzada Patagonica

“The Patagonian Desert is a place of harshness and loneliness. The CER Pilca Viejo school offers hope through changing the reality for teenagers and their families.”

**Carlos Pereyra**

*Latin America and the Caribbean Executive Sponsor, Argentina*

Fundacion Cruzada Patagonica are working to improve the education prospects of young people in communities in the poorest areas of western Rio Negro, Patagonia, Argentina. They offer free, quality, accessible education to students between the ages of 13 and 18 who would otherwise not be able to access formal education.

This year, the ERM Foundation provided grant funding to build a new classroom at Fundacion Cruzada Patagonica’s third school, CER Pilca Viejo, located strategically at the

intersection of two main roads in the steppe, where communities historically come together for local commerce.

The new classroom will support Fundacion Cruzada Patagonica’s ambition to incorporate 25 new students each year, until a total of 150 students is supported by 2027 when the school will reach its capacity. Each student who graduates will have a qualification as a Technical Agricultural specialist, which significantly improves their future work and study opportunities.

**25**  
new students  
into formal  
education

CORE FOCUS AREA:  
HUMAN RIGHTS



# Instituto Marulho, Brazil

www.marulhoeco.org

Instituto Marulho is a Brazilian nonprofit organization working at the intersection of marine conservation, sustainable livelihoods and circular economy principles. Its mission is to strengthen ocean protection by empowering traditional coastal communities through environmental education, skills training and income generation. The organization’s work centres on one of the most harmful forms of ocean pollution: discarded and abandoned fishing nets which continue to trap and kill marine life long after they are lost or thrown away.

The ERM Foundation has provided grant funding to Instituto Marulho to strengthen its institutional capacity, enabling them to reach remote island territories, maintain maritime logistics and deepen its engagement with partner communities. With this support, Instituto Marulho has expanded its reach across Rio de Janeiro, reaching more remote communities to remove discarded fishing nets and collaborating with local communities to turn these into eco-friendly products. In parallel, Instituto Marulho has provided environmental education to students in isolated coastal communities. Together, these efforts create a circular economy that is both environmentally restorative and genuinely community owned.

**1,359**  
social  
community  
members  
upskilled

CORE FOCUS AREA:  
NATURE



# CREER, Colombia

www.creer-ihrb.org

The ERM Foundation has partnered with Centro Regional de Empresas y Emprendimientos Responsables (CREER), sister organization to the Institution of Human Rights and Business (IHRB) to provide technical pro bono expertise to deliver a data-driven understanding of the climate challenges affecting communities and ecosystems in Cartagena.

This collaboration seeks to strengthen the evidence base needed for informed action in a territory facing increasing environmental pressures. CREER is a think-and-do tank working to ensure that businesses contribute responsibly to transitions that generate collective well-being, reduce conflict and strengthen the territories in which they operate. Its mission is to help economic decision-making better engage with the social, institutional and environmental realities of Latin America, while respecting and promoting human rights.

ERM’s team provided technical expertise to identify gaps and opportunities in mangrove restoration, climate financing and carbon markets – beginning with a Prefeasibility Diagnosis for the Generation of Carbon Credits in the Ciénaga de la Virgen, Cartagena. This work will help to support informed decision-making by coastal stakeholders to strengthen ecosystem resilience.



Photo credit: CREER



Photo credit: IDESAM

“The access to a team of carbon measurement experts facilitated by the ERM Foundation is essential for projects such as the Apuí Coffee Agroforestry System to measure and report their impacts in a reliable and transparent manner.”

**Luciana Bernardini**  
Associate Partner, Brazil

# IDESAM, Brazil

www.idesam.org

The ERM Foundation has partnered with IDESAM on several projects since 2020. Its mission is to promote the sustainable use of natural resources in the Amazon and seek alternatives for environmental conservation, social development and climate change mitigation. IDESAM’s projects encourage the search for creative solutions to the social and environmental challenges that impact the most vulnerable people in the region.

This year, the ERM Foundation has supported IDESAM with its project to create a carbon removal inventory for

the Apuí Coffee Agroforestry System. Launched in May 2015, the Apuí Agroforestry program supports local coffee producers and focuses on restoring degraded areas and promoting their social organization to obtain organic certification.

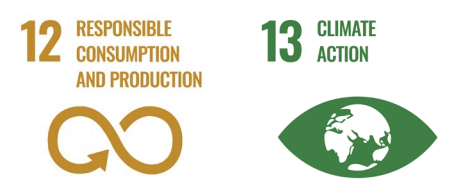
A team of ERM consultants provided pro bono technical expertise to IDESAM, helping the organization build its inventory and implement an efficient framework for carbon data collection and accounting for removals. The data generated in this work will also support IDESAM in its search for new funding for Café Apuí.

3,300 hectares analyzed for greenhouse gas mitigation potential

CORE FOCUS AREA:  
CLIMATE AND HUMAN RIGHTS



CORE FOCUS AREA:  
CLIMATE



# FUTURE FUND: The Ocean Foundation, Mexico

<https://oceanfdn.org/>

The Ocean Foundation is a nonprofit organization supported by the ERM Foundation Future Fund in the Latin America and the Caribbean region. As the project entered its final year, we spoke with Ben Scheelk and Alejandra Navarrete at The Ocean Foundation to hear about the impact of the project.

“The ERM Foundation and its network of experts have been really valuable in having discussions about technical gaps in the project, ways of growing the project and sharing lessons learned throughout Mexico and beyond.”

**Ben Scheelk**  
*The Ocean Foundation*

## VIDEO

Learn more about The Ocean Foundation and their mangrove restoration project in Xcalack Reefs National Park, Mexico



DURATION: 2 MINS 25 SECS



33

community members employed this year



400

hectares of mangrove restored across the three-year program



# Our impact in North America

Photo credit: *Ocean Wise*

# Our work across the region

The ERM Foundation is supported by our active network of people in offices across North America, working in conjunction with colleagues across the globe to deliver impactful marine and terrestrial sustainability initiatives with both new and longstanding nonprofit organizations.

## 600

hours of volunteering across the region

“It is very rewarding to be able to support nonprofit organizations to promote upskilling and capacity building, enabling them to serve their communities and grow in confidence as a result of our collaboration.”

**Greg Iles**

*Technical Consultant, United States*

FOCUS AREAS:



LOW-CARBON



NATURE



LIVELIHOODS



PROJECT LOCATIONS

British Columbia



Washington



Oregon



California



Colorado



Ohio



# Regional volunteering



Photo credit: ERM Pittsburgh

## PITTSBURGH, PENNSYLVANIA

The ERM Pittsburgh team spent a day outdoors removing invasive species in collaboration with the Western Pennsylvania Conservancy (WPC). By partnering with WPC, the team contributed to maintaining healthy ecosystems and preserving natural spaces for public enjoyment, reinforcing our commitment to environmental stewardship and community engagement.



Photo credit: ERM Rochester

## ROCHESTER, NEW YORK

ERM partnered with the Rochester Museum and Science Centre and its partners to conduct a green infrastructure fall cleanup. The ERM volunteers supported the museum by cleaning out eight bioretention areas, disassembling and winterizing five rain barrels and collecting bags of leaves for composting.

## BATON ROUGE & NEW ORLEANS

ERM employees from the Baton Rouge and New Orleans offices participated in a tree planting initiative in Manchac, Louisiana, in collaboration with Southeastern Louisiana University (SLU). Together, the team planted 300 Cypress trees, each equipped with Nutria Exclusion Devices (NEDs) to protect them from wildlife. The trees will be monitored and studied by the SLU Wetland Lab, contributing to wetland restoration and ecological research.



Photo credit: ERM Baton Rouge

## BETHESDA, MARYLAND

Partnering with Montgomery Parks, nine team members from our Maryland office conducted a park cleanup in Bethesda. During a break the team cleaned up two parks, collecting rubbish and recycling materials left on playgrounds, by park benches and in the fields. This was a great opportunity for the team to give back to their local community and help to contribute to keeping parks clean and safe for families to use.



Photo credit: ERM Coho

# Reef Check Foundation, United States

www.reefcheck.org

“Working with Reef Check has been an incredible opportunity for us to put forth our capability of a global environmental consulting alongside our intention of making a difference that people can benefit from in their day-to-day lives.”

**Parth Jhaveri**

*Consultant, United States*

Working together with citizen scientists, the Reef Check Foundation is dedicated to the conservation of tropical coral reefs through education and research. Supported by volunteer divers, marine resource managers, policy makers and scientists, they work together to collect robust data to deliver sustainable solutions.

ERM consultants have been providing technical pro bono support to the Reef Check Foundation over the past two years to develop their decades’ worth of data into a more easily accessible data visualization tool. This tool will allow the Reef Check Foundation to be able to communicate their mission, goals and changes to the reefs over time more effectively through using visual evidence and data.

In 2025, we expanded the work further and our team of consultants have now mapped over 200 sites from the entire west coast of the United States into the tool.

## 220 sites mapped across the United States

**CORE FOCUS AREA: NATURE**



# The Ayin Project, Uganda

www.theayinproject.org



Photo credit: The Ayin Project (TAP)

## 1,000 people with improved access to water, sanitation and hygiene facilities

**CORE FOCUS AREA: HUMAN RIGHTS**



The Ayin Project’s (TAP) mission is to create greater water accessibility in developing countries through the implementation of sustainable solutions and the empowerment of local collaborators.

For the second year, the ERM Foundation provided grant funding to support the expansion of TAP’s water, sanitation and hygiene (WASH) in schools initiative. Through this funding, TAP was able to expand to six more schools across Uganda, now totaling 12 schools over the past two years. This has led to enhanced water quality, accessibility and hygiene standards in schools, while simultaneously improving the health and education outcomes for more students.

A multi-disciplinary team of technical experts, based in the United States, have also provided pro bono support to TAP over the past two years.

The team has provided the local WASH experts with GIS training, including the development of StoryMaps, dashboards and data analysis. This has enhanced the local team’s ability to collect, analyze and visualize geospatial data more effectively, improving the Ugandan team’s capacity to assess urgent WASH needs across schools and communities.

# Chagrin River Watershed Partners, United States

www.crwp.org

Chagrin River Watershed Partners (CRWP) preserves and enhances the ecosystem of the Chagrin River, Lake Erie and other Ohio watersheds to ensure a sustainable future for people, plants and animals.

The ERM Foundation has partnered with CRWP for the first time this year on their Corporation Creek Restoration Project, which aims to address streambank instability and habitat degradation along Corporation Creek.

Our grant funding is supporting CRWP to restore a degraded streambank through vegetation management and the installation of native live stakes, helping to

create a more stable and functioning ecosystem with improved biodiversity.

In addition to funding, ERM consultants provided technical support to ensure the new vegetation is installed using best practice so that it is viable and long-lasting. The team is also supporting CRWP to identify additional priority areas of degradation so that future restoration efforts can build on this work and expand successful approaches to other areas of the Chagrin River watershed.



Photo credit: Chagrin River Watershed Partners

## 1,000 trees and shrubs planted

CORE FOCUS AREA: NATURE



# Africa Development Promise, Rwanda

www.africadevelopmentpromise.org

The ERM Foundation has partnered with Africa Development Promise (ADP) since 2014. ADP work with rural communities across Rwanda and Uganda to help equip rural women with the knowledge, resources and opportunities to build sustainable and resilient livelihoods.

This year, our teams across the United States and Kenya supported an ADP project in collaboration with a cooperative in Rwanda. The cooperative has been growing their own sustenance for many years, selling surplus food at local markets. However, lack of storage facilities and refrigeration space meant that crops that have not been used or sold while fresh were being wasted. Grant funding from the ERM Foundation has supported ADP to build a cold storage solution and supported the start-up costs and upskilling sessions for the cooperative members, ensuring they can put the cold storage to the best use.

ERM's technical and regional experts have also worked together to provide pro bono support to ADP by developing their annual impact reporting, supporting ADP's ability to communicate their impact and progress to stakeholders and partners across the globe.



Photo credit: Africa Development Promise

## 17 community members upskilled

CORE FOCUS AREA: HUMAN RIGHTS



# FUTURE FUND: Ocean Wise Conservation Association, Canada

<https://ocean.org/>

Ocean Wise Conservation Association (Ocean Wise) is a nonprofit organization supported by the ERM Foundation Future Fund in the North America region. As the project entered its final year, we spoke with Scott Bohachyk and Max Wolf at Ocean Wise to hear about the impact of the project.

“ERM Foundation funding has been catalytic for the seaforestation initiative. It has allowed us to move beyond theory and into hands on restoration at a time when kelp restoration was still considered quite experimental in Canada.”

Scott Bohachyk  
*Ocean Wise*

## VIDEO

Learn more about Ocean Wise's 'Seaforestation' project in British Columbia



DURATION: 2 MINS 40 SECS



600

kelp rocks  
planted this year



2

restoration techniques  
verified across the  
three-year program



# Looking ahead

Photo credit: *IDESAM*

# Our targets

For the year ahead, we have updated our targets to reflect the changing landscape and requirements of our nonprofit partners. These new targets represent how we are focused on maximizing the impact we can deliver through the Foundation.

Photo credit: Taisuke Yoshida / Domaine Sauvage



10,000

sustainable livelihoods supported



1,000

hours of technical pro bono support delivered



Partner with at least one organization per ERM region to enhance organizational capacity and promote innovative approaches



Partner with at least one organization per ERM region to promote nature positive and net-zero practices



[www.erm.com/about/erm-foundation](http://www.erm.com/about/erm-foundation)

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Creating impact through our people and partnerships

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