

Impact through Innovation

In our 50th year, we are building on our expertise and experience to deliver innovative solutions to address the planetary and systemic challenges of our time.

Photo credit: Suhas Fuladi, India

Summary of ERM's 2021 Sustainability Report

www.erm.com/sustainability-report/

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The business of sustainability



CEO message: Keryn James

[Click here](#) to read the CEO message

This year, ERM is marking its 50th anniversary. Over the decades, we have had to respond to many changes, including some significant global shocks, and this has helped us to build the resilience we needed to navigate the recent health, social and economic impacts associated with the global pandemic.



2021 Sustainability Report highlights

Strengthening our response to climate risk and DE&I

[Click here](#) to see more
2021 highlights

- New public commitment to achieve net-zero emissions by 2025.
- First TCFD disclosure published.
- 183 renewable energy projects undertaken during FY21, representing 58 percent increase on prior year.
- 46 percent increase in sales from projects that are helping clients transition to a lower carbon economy.
- Four new acquisitions strengthens ERM's capabilities across renewables, corporate sustainability, and safety services.
- Increased focus on Diversity, Equity, Equality and Inclusion (DE&I) engagement across ERM.

Read about [Our commitments \(erm.com\)](#)



Photo credit: Melanie Eddis, United Kingdom

Who we are

Who we are

[Click here](#) for more information about who we are

At ERM, sustainability is our business.

- Our diverse team of **world-class experts** supports clients across the breadth of their organizations to operationalize sustainability, underpinned by our deep technical expertise in addressing environmental, health, safety, risk and social issues. We call this capability our “**boots to boardroom**” **approach** for its unique service model that allows ERM to develop strategic and technical solutions that advance objectives on the ground or at the executive level.
- **Clients all over the world** call on ERM to help them respond to complex sustainability ambitions like building business resilience, supporting the transition to a low carbon future, or enabling progress on environmental, social and governance (ESG) priorities.
- Our **singular focus on sustainability**, our range of services, and “boots to boardroom” approach ensure that we can work alongside our clients to address their most pressing challenges and opportunities, whether they require focused technical attention or full top-to-bottom strategy and solutions.
- ERM has **more than 50 years** of experience operationalizing sustainability for clients. Our breadth and depth of expertise and ability to integrate solutions across organizations are why many of the world’s leading organizations call on us as their trusted advisors.



Photo credit: Greg Murphy, United States

Sustainability at ERM

[Click here](#) for more information about sustainability at ERM

ERM supports economic growth and societal progress that meets the needs of the present without compromising opportunity for future generations.

At ERM, we understand how business and sustainability goals are inextricably linked and how this connection impacts our society and environment. We believe that businesses and societies must transform in order to thrive and compete.

Our “boots to boardroom” approach to operationalizing sustainability at any level of business helps us to have an impact on pressing priorities for our clients. In developing our business strategy, we focused on the drivers that encompass significant social, economic, political, environmental or technological changes in the world and have a major impact on business and society today and for decades to come.

Three of these drivers, in particular, are significantly impacting our clients’ businesses and creating challenges that must be addressed:

- Transition to a low carbon economy;
- Business resilience; and
- ESG and sustainable finance.

It is with this understanding that we continue to evolve our services to ensure we meet our client’s changing business needs as they respond to these drivers. And while we commit to driving this transformation for all of our clients, we also believe that the work starts with our own commitments here at ERM.

ERM’s sustainability program is an overarching framework that supports our long-term business strategy and drives continual improvement. Our [Sustainability Policy](#) and [Sustainability Approach](#) articulate our commitments to sustainability.

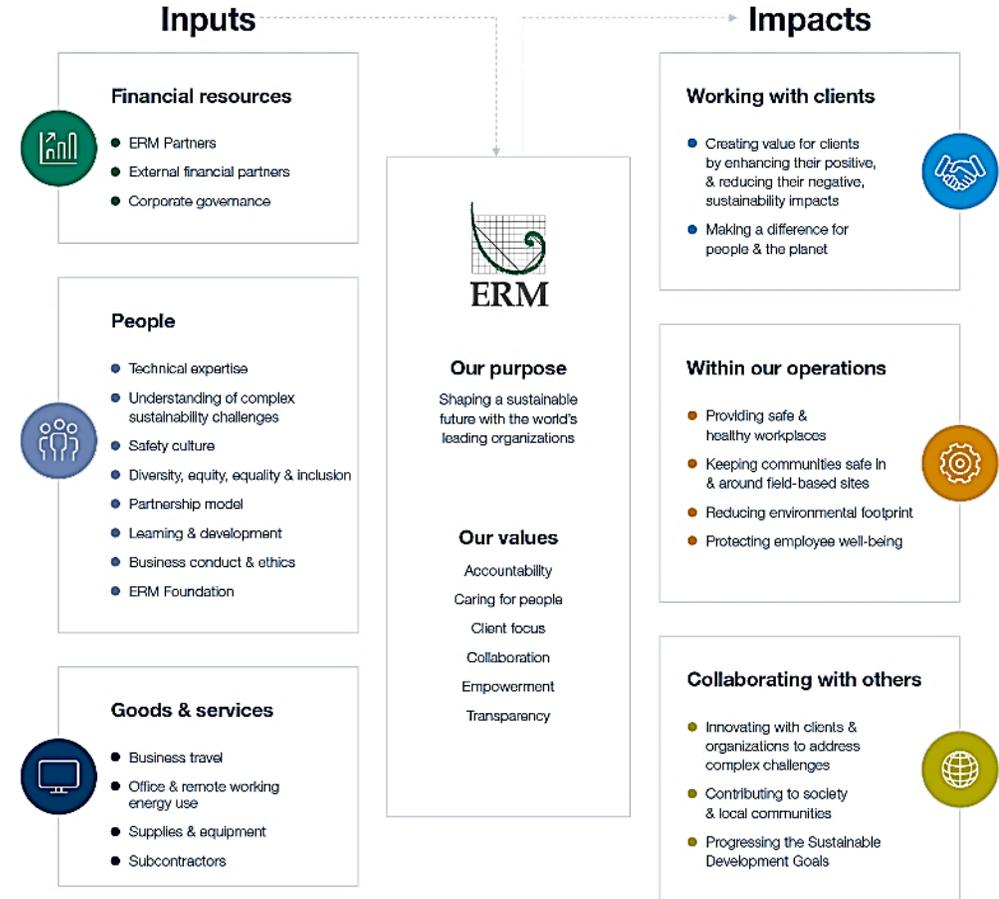


Photo credit: Theresa Michael, Germany

Our value chain

[Click here](#) for more information about our value chain

For 50 years, our world-class experts have been working with clients around the world and in diverse industry sectors to help them to understand their environmental, health safety, risk and social impacts, and to operationalize sustainability.



Responding to the COVID-19 Pandemic

ERM's response to the COVID-19 pandemic

Supporting our people

[Click here](#) for more information about ERM's response to COVID-19

As the impact of the COVID-19 pandemic extends from weeks to months to over a year, ERM has remained focused on business continuity across the more than 40 countries and territories in which we have operations.

- The safety and health of our people, clients and others under our control is at the core of the way we do business. It must come first – every time and everywhere. This is driven by our belief in the culture of caring about the well-being of these groups of people.
- In response to COVID-19, we put in place measures around personal health, travel, face-to-face meetings and ERM office operations. These measures remain in place at the time our Sustainability Report was written, and we are monitoring local requirements on a continual basis.
- Our response to [COVID-19](#) is being guided by a global Task Force as well as regional and local teams made up of subject matter experts and senior management representatives. As the conditions continue to change, so too will our global, regional and local response efforts.



Photo credit: Robin Kennish, Hong Kong

ERM's response to the COVID-19 pandemic

Contributing to society

[Click here](#) for more information about ERM's response to COVID-19

As part of our response to the pandemic, ERM launched Standing Together, a \$200,000 COVID-19 Recovery Fund. To help some of our longer-term nonprofit partners navigate the pandemic and help mitigate the negative impacts of this crisis, and invest in research collaborations that contribute to thought leadership on ways to mitigate the impacts of the pandemic.

- Through the ERM Foundation, ERM has disbursed \$100,000 in grant funding and committed \$50,000 in pro bono professional time to support eight longer-term nongovernmental organization partners that are working to protect biodiversity, improve access to renewable energy, invest in women's livelihoods in the "green" economy, and improve access to water and sanitation during the pandemic for the following organizations.
- In addition, we invested \$50,000 on thought leadership. We invited employees from around the world to submit ideas for collaborative research-led projects that draw on lessons learned to mitigate the impacts of the current pandemic or reduce the risks or impact of future outbreaks of emerging infectious disease. [Learn more](#) about the two projects we supported.



Our impact with clients

Impact with clients

[Click here](#) for more information about our impact with clients



Photo credit: Yen Ngo, Vietnam

We recognize that our greatest impact is through the work we do with our clients.

- ERM has more than fifty years of experience operationalizing sustainability for clients. Our breadth and depth of expertise and ability to integrate solutions across organizations are why many of the world's leading brands call on us as their trusted advisors.
- Our singular focus on sustainability, our commercially focused range of services, and “boots to boardroom” approach ensure that we can work alongside clients to address their most pressing challenges and opportunities.
- We most frequently do this for companies that have the biggest impact on the planet – including those in the energy, chemical and pharmaceutical, technology, mining and minerals, manufacturing, finance and other important industries.
- Clients around the world call on ERM to help them respond to complex sustainability ambitions like supporting the transition to a low carbon future, building business resilience or enabling progress on environmental, social and governance (ESG) priorities.

The low carbon economy transition

[Click here](#) for more information about the low carbon economy transition

For 50 years, ERM has worked with clients who have helped deliver access to energy around the world. Contributing to the Sustainable Development Goals, including access to affordable, reliable, sustainable and modern energy for all, is an important priority for our company.

- ERM recognizes our client base includes companies in energy-intensive sectors that play an important role in socio-economic development at a global, regional and local level. We know our most significant impact is through the work we do with our clients, and we are engaging them through a sector-based approach as the pathway to net-zero and a low carbon economy looks very different from sector to sector.
- ERM not only develops strategies and road maps for clients, we support our clients on delivering and operationalizing low carbon economy pathways that are scientifically robust, commercially viable and technically practicable – and that meet the needs of today’s environmental, social and governance (ESG) investors.
- We are also engaging other key stakeholders, including our industry partners, on the complex and important questions of ERM’s role in the transformation that is required across business and society to deliver a net-zero future.
- In recent years, the company has made significant additional investment in building capability and capacity to support client needs in the transition to decarbonize. Since 2020, our public target demonstrates this commitment, with details of our work on the transition shared in this Sustainability Report.



Photo credit: Quyen Nguyen, Vietnam

Client case studies

The low carbon economy transition

[Click here](#) for more information about the these case studies



First-of-its-kind US offshore wind project

SECTOR	REGION	TOPIC
Energy	North America	Low carbon economy transition



Strategic energy & environmental coalitions

SECTOR	REGION	TOPIC
Energy	North America	Collaboration



Producing hydrogen at scale: H2H Saltend project

SECTOR	REGION	TOPIC
Energy	Europe	Low carbon economy transition



Acorn CCS & hydrogen projects

SECTOR	REGION	TOPIC
Energy	Europe	Low carbon economy transition

Business resilience

[Click here](#) for more information about business resilience

At its heart, resilience is about surviving and thriving in the face of challenges in the short, medium and especially the long-term.

- It has perhaps never been in the spotlight the way it has in dealing with a pandemic, major economic disruption and significant social unrest related to inequity and discrimination. Business resilience is an ability to anticipate and prepare for change, then adapt to circumstances in the manner that provides the greatest chance of thriving over the long-term. It is shaped by actions that companies choose to undertake, but it is also influenced by a range of external trends and developments.
- The regulatory environment, the stability of the financial system, investor preferences, consumer behaviors and the pace of digital transformation are only a few examples of external forces that will determine how adaptive and resilient businesses are in the future. Our “boots to boardroom” approach to operationalizing sustainability at all levels of business helps us support clients as they manage pressing business priorities around resilience, while also being focused on the future.
- ERM has been a trusted partner by companies in virtually every sector as they seek to address the internal and external factors affecting resilience, both in the context of COVID-19 and well before the pandemic. We help companies become more resilient by helping them better understand their supplier base, conduct safety audits, identify climate-related and other ESG risk areas, develop training and information technology (IT) systems, and implement mitigation measures.



Photo credit: ERM

Client case studies

Business resilience

[Click here](#) for more information about these case studies



Cogentrix remote auditing program

SECTOR	REGION	TOPIC
Energy	North America	Business resilience



Global health & safety survey – towards building a thriving workforce

SECTOR	REGION	TOPIC
All	Global	Business resilience



Virtual open house earns awards

SECTOR	REGION	TOPIC
All	North America	Business resilience



Defying traditional technical roles in Gulf of Mexico marine campaign

SECTOR	REGION	TOPIC
Energy	Latin America & Caribbean	Business resilience



Social & human capital management

SECTOR	REGION	TOPIC
All	Global	Business resilience



Critical Resource's Senior Advisory Panel on major risks & trends

SECTOR	REGION	TOPIC
All	Global	Business resilience

ESG and sustainable finance

[Click here](#) for more information about ESG and sustainable finance

Investors and buyers are willing to pay a premium for companies that can demonstrate strong environmental, social and governance (ESG) credentials. Stakeholder activism on ESG aspects are adversely impacting availability of capital. The last year has shown how robust ESG management provides companies with resilience to external shocks.

- The growing ecosystem of ESG regulations, voluntary disclosure frameworks, incentives and targets are driving corporate leaders and financial players to make sustainability commitments and disclosures. Financial organizations – and their clients – have to respond to quickly changing sustainability policies and increasing stakeholder scrutiny. ERM is an advisor to more than 500 corporate and financial sector organizations, building on our technical, strategy, legal and in-house private market and banking experience. We partner with clients across every stage of their invest lifecycle:
 - Transaction advisory
 - Strategic direction
 - Driving improvement
 - Disclosing effectively
- Building on our experience in helping clients, ERM is an industry thought leader and strategic collaborator to leading sustainability organizations, including PRI, TCFD, European Commission, GRI, Equator Principles and WBCSD.



Photo credit: Shona King, United Kingdom

Client case studies

ESG and sustainable finance

[Click here](#) for more information about these case studies



Riverstone due diligence support

SECTOR	REGION	TOPIC
Finance	North America	ESG & sustainable finance



KB Kookmin Bank Equator Principles adoption support

SECTOR	REGION	TOPIC
Finance	Asia Pacific	ESG & sustainable finance



ERM & Ceres: the changing climate for private equity

SECTOR	REGION	TOPIC
Finance	Global	ESG & sustainable finance



ESG Ratings Working Group

SECTOR	REGION	TOPIC
All	Global	ESG & sustainable finance



Carlyle product stewardship due diligence

SECTOR	REGION	TOPIC
Finance	North America	ESG & sustainable finance



Intesa Sanpaolo due diligence tool

SECTOR	REGION	TOPIC
Finance	Europe	ESG & sustainable finance

Measuring impacts from consulting services

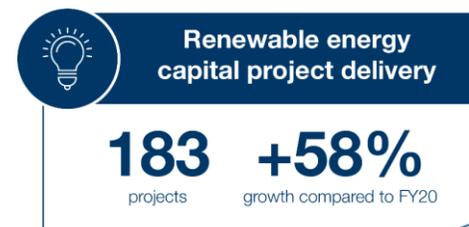
[Click here](#) for more information about measuring impact from consulting services

ERM's greatest impact is through the work we do with our clients.

- This year we have taken further steps to more effectively quantify this impact, recognizing that as a consulting firm, our role is part of a larger client program or project. We have been looking at the question of quantifying project outcomes for some years and have identified a subset of our work to pilot a methodology, acknowledging the complexities of measuring impact – particularly for professional services firms. The challenge of measuring impact is daunting.
- Understanding the positive and negative impacts of our work, and the potential direct and indirect impacts, is extremely complex given the variations in the work we do for clients. We work with organizations in nearly every major sector. Our projects range in complexity from working for a single organization through to consortia with multiple parties. Project scopes address a broad range of SDGs and targets, from ending poverty (SDG 1) to partnerships for the goals (SDG 17) and everything in between. We also acknowledge the difficulties of attribution and additionality of our role when advising clients, who ultimately make project decisions.



Photo credit: Robert Keyter, Canada



Client case studies

Measuring impacts from consulting services

[Click here](#) for more information about these case studies



Cleve Hill Solar Park

SECTOR	REGION	TOPIC
Energy	Europe	Low carbon economy transition



Due diligence for offshore wind farm in Taiwan

SECTOR	REGION	TOPIC
Energy	Asia Pacific	Low carbon economy transition



Benchmarking oil & gas sector methane & GHG emissions intensity

SECTOR	REGION	TOPIC
Energy	North America	Low carbon economy transition



SDG impacts of our projects

SECTOR	REGION	TOPIC
All	Global	SDGs

Impact across operations

Impact across operations

[Click here](#) for more information about our impact across operations

Although ERM's operations have a relatively small sustainability impact across many measures, we are committed to continuous improvement and leadership performance.

Reducing our own impact, regardless of scale, is important in fulfilling our responsibility in “walking the talk” in our own operations. In this section, we describe our programs, practices and performance for managing ERM's [material topics](#):

- Business conduct & ethics
- Our people
- Health, safety & well-being
- Climate risk
- Client satisfaction
- Contributing to society & local communities



Photo credit: Sarah Nainggolan, Indonesia

Business conduct and ethics

[Click here](#) for more information about our Business conduct & ethics

Why business conduct and ethics is a material topic for ERM

- Business conduct and ethics is essential to the success and sustainability of ERM.
- We conduct business with uncompromising honesty and integrity, adhering to laws, regulations and our written Code of Conduct, and expect everyone at ERM to act accordingly.
- We express this commitment through our business values, our professional standards, staff training and our internal systems and practices. It is key to earning and maintaining the trust of our company's stakeholders: shareholders and investors, management and employees, clients, suppliers and contractors, governments, non-governmental organizations and the communities in which we operate.



HIGHLIGHT

Our performance

KPI highlight targets

- No fines or nonmonetary sanctions for material noncompliance with laws or regulations.
- 100% completion of ERM global mandatory new starter training.
- 95% completion of required refresher training for employees with designated due dates on or before 31 March 2021.

KPI highlight results

- No fines or nonmonetary sanctions for material noncompliance with laws or regulations.
- 99% completion of ERM global mandatory new starter training.
- 99% completion of required refresher training for employees with designated due dates on or before 31 March 2021.

Our people

[Click here](#) for more information about Our people

Why our people is a material topic for ERM

- Our ability to attract, develop, reward and retain talented employees is central to our business strategy and vital to our future.
- Our goal is to hire passionate people from diverse backgrounds and ensure that we nurture and support their development and success. We intend to be the company that every sustainability professional wants to work for.
- To meet our vision, we need people who are flexible and can adapt their talent and energy to grow with ERM, matching changes in the marketplace that impact the work we do for our clients and in a way that meets their needs and works with their personal interests, strengths and passion.
- We set three targets for FY21 and met or exceeded two of them.



HIGHLIGHT

Our performance

KPI target

- Increase gender diversity among Senior Consultants, Technical Directors and Partners by 10% over previous year.
- All Business Units develop a diversity, equality and inclusion plan.
- Increase performance score of the ERM Global Inclusion Leadership Index in 40% of categories from the FY20 baseline.

KPI results

- Gender diversity increased 5.4% among Partners and increased 1.4% among Senior Consultants and Technical Directors over previous year.
- All Business Units developed and began implementing a diversity, equality and inclusion plan.
- Increased performance score of the ERM Global Inclusion Leadership Index in 50% of categories from the FY20 baseline.

View our [FY22 targets](#).

Health, safety and wellbeing

[Click here](#) for more information about Health, safety & well-being

Why health, safety & well-being is a material topic for ERM

- The most important role for all ERM leaders is to keep everyone safe. We have company procedures and protocols to support our efforts, and we recognize active leadership as the most important element. However, it does not start nor end with ERM's leaders – everyone has a responsibility for doing the safest work possible. If we cannot operate safely and without incident, then we cannot live up to our values.
- At start of FY21, we transitioned our whole workforce to work from home, adapting our health, safety and well-being practices to accommodate a radically different work environment. We had to ensure our employees had ergonomically sound workspaces at home, were provided with support on work-life balance and well-being and could continue meet the needs of our clients.
- With operations in more than 40 countries and territories, we set up systems to track COVID-19 in every geography and established global, regional and business unit task forces to virtually meet regularly in line with our crisis response plan.



HIGHLIGHT

Our performance

KPI target

- No Life Impacting or Fatal Events for our ERM and subcontractor workforce.
- Achieve 85% on-time verification rate for all safety-related Corrective and Preventive Actions.
- Achieve a Safety AT ERM global score of 75.

KPI results

- No Life Impacting Events for our ERM and subcontractor workforce.
- Did not achieve 85% on-time verification rate for all safety-related Corrective and Preventive Actions.
- Achieved a Safety AT ERM global score of 75.

Climate-related risk

[Click here](#) for more information about Climate-related risk

Why climate-related risk is a material topics for ERM

- Climate-related risk is not just an environmental issue, but also one that has a direct impact on ERM's business, reputation as well as our ability to retain and attract talent. ERM has worked with energy-intensive industries for many years, and our portfolio of clients and projects is in transition as the economies in which we work are in transition. Using the [TCFD framework](#), we are proactively investing in our services, skills and expertise to meet the changing needs and expectations of our clients, employees and industry partners.
- In addition to our work with clients, we continue to take steps toward reducing our direct and indirect impact on climate change. **We have committed to [net-zero across our operations by 2025](#) and will strengthen our Science Based Targets to align to a 1.5 degree Celsius target.** Many environmental issues – from waste and water management to protecting biodiversity and livelihoods – are integral to a holistic approach to climate change.



HIGHLIGHT

Our performance

FY21 target

- Remain on track to meet science-based targets of 30% reduction in Scopes 1 and 2 and 11% reduction in Scope 3 emissions by 2025.
- Increase sales supporting low carbon economy transition by 25% over FY20

Results

- On track to meet our science-based targets by 2025.
- Sales supporting the low carbon economy transition increased by 46% over FY20.

Client satisfaction

[Click here](#) for more information about Client satisfaction

Why client satisfaction is a material topic for ERM

Our ability to satisfy our clients' needs and consistently exceed their expectations is critical to the ongoing operations of our company and integral to our business strategy and financial sustainability as a firm. We work with many of the world's largest companies, as well as those whose activities have the greatest impacts across their value chains, to address their greatest sustainability challenges. We believe that by working with our clients to reduce negative impacts and enhance positive impacts on people and the planet, we can maximize our contribution to shape a more sustainable future.

We recognize the key elements that drive client satisfaction:

- Providing exceptional value;
- Demonstrating our technical and business competency and expertise;
- Building upon our experience working with clients across industry sectors and geographies;
- Offering innovative services and integrated approaches;
- Harnessing technology and data; and
- Delivering world-class projects and programs.



HIGHLIGHT

Our performance

KPI target

- Increase growth in the average number of services provided to key clients by 10% (3-year rolling average).

KPI results

- Increased growth in the average number of services provided to key clients by 6% (3-year rolling average).

Contributing to society & local communities

[Click here](#) for more information about Contributing to society & local communities

Why contributing to society & local communities is a material topic for ERM

- As a global company with a long-standing commitment to contribute to the communities in which we live and work, ERM has a unique position and responsibility to build and leverage our technical expertise, societal understanding and business acumen to shape a more sustainable world..
- For more than 25 years, we have collaborated with partners through the ERM Foundation to make a positive socio-economic and environmental impact. The ERM Foundation enables 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.
- To help some of our longer-term nonprofit partners navigate the pandemic and invest in research collaborations that contribute to thought leadership on ways to mitigate the impacts of the pandemic, we launched [Standing Together](#), a \$200,000 COVID-19 Recovery Fund.



HIGHLIGHT

Our performance

KPI target

- Achieve **FY21 impact-based targets** for the ERM Foundation.
- Contribute 1% of prior year profits to support sustainability initiatives around the globe, including through the ERM Foundation.

KPI results

- We achieved some of our FY21 impact-based targets for the ERM Foundation.
- We contributed 0.82% of prior year profits to support sustainability initiatives around the globe, including through the ERM Foundation.

**Impact through
collaboration**

Impact through collaboration

[Click here](#) for more information about our impact through collaboration



Photo credit: Quyen Nguyen, Vietnam

Through ERM's global footprint and extensive experience, we have developed a significant appreciation for the complex sustainability challenges facing our clients and society. We recognize the importance of collaborating with other leading organizations to address these challenges.

Innovation

Innovation is at the core of ERM's ability to make a difference in the world. Whether leveraging technology to help meet sustainability challenges or collaborating with business and non-governmental organizations to develop new tools and approaches, ERM partners and innovates with others. We are building an ecosystem of like-minded organizations to co-create solutions, capable of addressing the urgency needed to accelerate progress to a sustainable future.

Leading change

We work alongside leaders from industry, government, nongovernmental organizations and academia to make a positive impact in the world. We lead conversations on key issues through the SustainAbility Institute by ERM, second our experts into important initiatives like the COP26 climate champions, and actively engage in building the skills and expertise of professionals in their membership associations. We are also deeply involved in developing the standards, tools, guidelines and best practice required to develop alignment in measurement, verification, reporting and disclosure.

Our commitments

We are committed to taking a leadership position through "walking the talk" in our own business. Learn more about our commitments with other leading organizations.

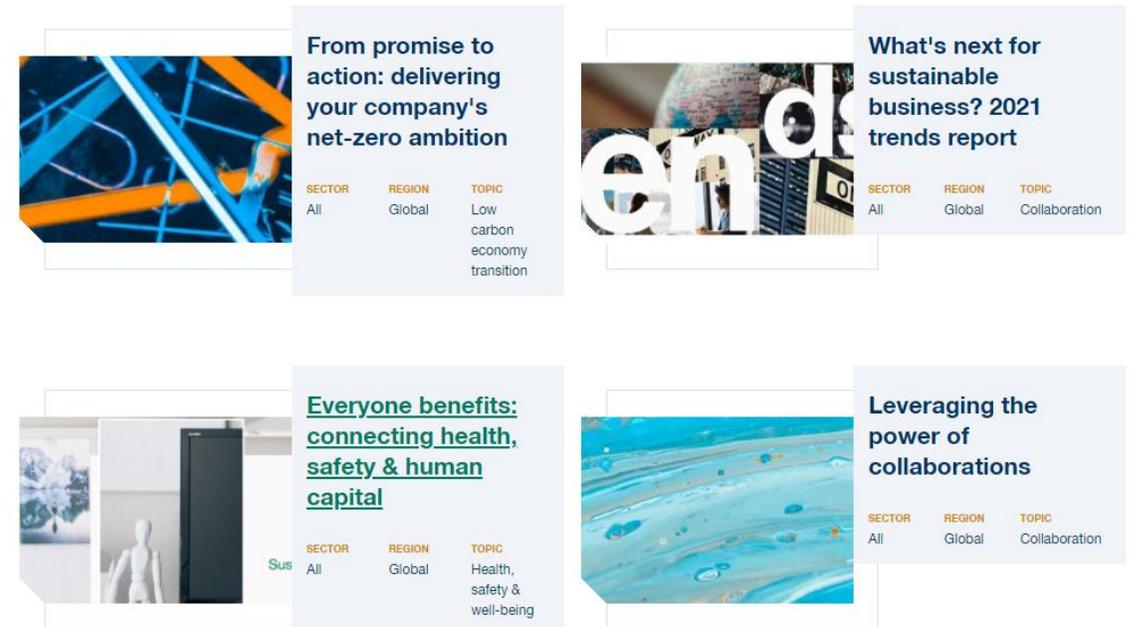
The SustainAbility Institute by ERM

ERM's primary platform for thought leadership

[Click here](#) for more information about the SustainAbility Institute by ERM

The SustainAbility Institute by ERM is ERM's primary platform for thought leadership on corporate sustainability challenges and opportunities.

- The purpose of the Institute is to define, accelerate and scale sustainability performance by developing actionable insights for business. We add an independent and authoritative voice to efforts to decode systemic complexities. The Institute identifies innovative solutions to global sustainability challenges built on ERM's experience, expertise and commitment to transformational change.
- Through the Institute, we collaborate with the world's leading organizations in ways that operationalize sustainability. We bring together sustainability practitioners with common issues and ambitions to share challenges, discuss current trends and exchange information on emerging best practices. Today's ever-changing business context demands challenging the status quo, thinking differently and improving sustainability approaches. Our thinking decodes complexity, grounds conversations in critical trends, and advances ERM's commitment to shaping a sustainable future.
- The Institute operates a number of networks that help corporate members unlock new possibilities and approaches by connecting and collaborating with peers. We bring together sustainability practitioners from different sectors share challenges, discuss current trends and exchange information on emerging solutions, all in a confidential environment.



The World Business Council for Sustainable Development (WBCSD)

[Click here](#) for more information about our collaboration with WBCSD

We provide leadership and technical expertise as a founding member of the World Business Council for Sustainable Development (WBCSD), a CEO-led organization of approximately 200 companies supporting the business case for sustainability. Our most recent activities build on more than 25 years of support and collaboration with the WBCSD and its members.

- **Leadership:** ERM CEO Keryn James is a member of and Co-Vice Chair of WBCSD Executive Committee. In addition, Keryn is Co-Chair of the Climate & Energy Program Board and was also a member of WBCSD's COVID-19 response steering committee.
- **Vision 2050:** ERM was one of 40 companies involved in the Vision 2050 project, which was recently launched with the theme of Time to Transform. ERM's Global Sustainability Director, Linden Edgell, was seconded to Vision 2050 to lead the regional engagement program and ERM will be engaging peers, clients and the wider industry in the implementation phase over the coming year.
- **Resilience:** The SustainAbility Institute by ERM co-authored a paper with the WBCSD on long-term resilience as part of Vision 2050 and the response to COVID-19. The findings of this paper featured in an Op-Ed on resilience co-authored by ERM CEO Keryn James and Peter Bakker, President and CEO of WBCSD.
- **CEO roundtables:** ERM co-chaired C-suite roundtables on both finance and hydrogen. Susan Angyal, ERM CEO, North America, also spoke at the North America members' roundtable.



Preparing for future shocks

SECTOR	REGION	TOPIC
All	Global	Business resilience



WBCSD climate & energy program

SECTOR	REGION	TOPIC
All	Global	Collaboration



WBCSD redefining value

SECTOR	REGION	TOPIC
All	Global	Collaboration

Multistakeholder partnerships

Making a positive difference for business, society and the planet

[Click here](#) for more information about our multistakeholder partnerships

We collaborate with society's most prominent changemakers in order to make a positive difference for business, for society and for the planet.

- As a sustainability-focused company, we encourage our more than 5,500 consultants to share the lessons learned and insights gained from our work on more than 20,000 projects annually. In particular, we focus on those technical and professional skills that can have the greatest positive impact. This impact is driven not only by our work with clients, but notably by our work with a range of organizations with a common purpose: to shape a more sustainable future.
- Over the past year, we adapted our methods to continue to support our partners through publishing thought leadership papers, playing an active role in professional associations and delivering hundreds of presentations at virtual conferences around the world. Below is a sampling of our major collaborations with multistakeholder organizations, which bring together a range of business, investor, civil society, academic and industry participants to achieve a common goal.

SECTOR	REGION	TOPIC
All	North America	Health, safety & well-being

SECTOR	REGION	TOPIC
Finance	Global	ESG & sustainable finance

SECTOR	REGION	TOPIC
All	Global	Collaboration

SECTOR	REGION	TOPIC
Finance	Global	ESG & sustainable finance

Collaborations supporting the Sustainable Development Goals (SDGs)

[Click here](#) for more information about our collaborations supporting the SDGs

The United Nations adopted the [Sustainable Development Goals](#) (SDGs) in September 2015. These 17 goals are designed to end poverty, fight inequality and injustice, and tackle climate change by 2030. They reside within the key document, [Transforming our World: The 2030 Agenda for Sustainable Development](#). Reaching these goals will take everyone's contribution, including government, civil society and business.

ERM contributes to the SDGs in three ways: through **our work for clients**, in **our operations** and in **collaboration with others**. See highlights below on selected examples of ERM's collaboration with others in support of the SDGs.

	<p>GlobeScan-SustainAbility SDG Survey 2021</p> <table border="0"> <tr> <td>SECTOR</td> <td>REGION</td> <td>TOPIC</td> </tr> <tr> <td>All</td> <td>Global</td> <td>SDGs</td> </tr> </table>	SECTOR	REGION	TOPIC	All	Global	SDGs		<p>SDG sector roadmaps</p> <table border="0"> <tr> <td>SECTOR</td> <td>REGION</td> <td>TOPIC</td> </tr> <tr> <td>All</td> <td>Global</td> <td>SDGs</td> </tr> </table>	SECTOR	REGION	TOPIC	All	Global	SDGs
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	<p>Sustainable Ocean Principles</p> <table border="0"> <tr> <td>SECTOR</td> <td>REGION</td> <td>TOPIC</td> </tr> <tr> <td>All</td> <td>Global</td> <td>SDGs</td> </tr> </table>	SECTOR	REGION	TOPIC	All	Global	SDGs		<p>Sharing our SDG expertise with others</p> <table border="0"> <tr> <td>SECTOR</td> <td>REGION</td> <td>TOPIC</td> </tr> <tr> <td>All</td> <td>Global</td> <td>SDGs</td> </tr> </table>	SECTOR	REGION	TOPIC	All	Global	SDGs
SECTOR	REGION	TOPIC													
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All	Global	SDGs													

Our strategic partners

[Click here](#) for more information about our collaborations supporting the SDGs

Through ERM's global footprint and extensive experience, we have developed a significant appreciation for the complex sustainability challenges facing our clients and society. We recognize the importance of collaborating with other leading organizations to address these challenges.



Signatory of:



**Our reporting approach,
performance data,
indexes and download
center**

Our reporting approach

[Click here](#) for more information about our reporting approach

As required by the Global Reporting Initiative (GRI) Standards, we provide a summary of how we developed this report as well as indexes to help readers locate specific information about our policies, programs and performance.

- The intent of these reporting elements is to provide a level of comfort among our stakeholders that the information we report is timely, accurate, reliable and complete.
- This report has been prepared in accordance with the [GRI Standards](#) - core option. It serves as our Communication of Progress for the UN Global Compact. In addition, this report includes disclosures recommended by Task Force on Climate-related Financial Disclosures (TCFD).



Photo credit: Kevin Bryan, United States

Our performance data

[Click here](#) for more information about our performance data

Based on our materiality analysis, we set annual targets and reviewed our 5-year goals for each of our material topics. We track and report on our performance against our targets and goals and related sustainability key performance indicators.

- Learn more about our [performance against FY21 targets, and our targets and goals for FY22 and beyond](#). Our contribution to the Sustainable Development Goals (SDGs) can be found [here](#).



Photo credit: Mark Watson, Vietnam

Indexes

[Click here](#) for more information about our indexes

We provide three indexes, which make it easier for our stakeholders to find information of interest in this report. Each index serves a specific purpose.

- [Global Reporting Initiative \(GRI\) Index](#), as required by the GRI Standards, specifies each of the GRI Standards used and lists all disclosures included in the report;
- [UN Global Compact Index](#), corresponds to our progress in implementing the Ten Principles of the UN Global Compact; and
- [Task Force on Climate-related Disclosure \(TCFD\) Index](#), identifies our disclosures as recommended by the Task Force on Climate-related Financial Disclosures. We also published a stand-alone [TCFD disclosure](#).

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We provide downloadable files of our sustainability data and several key elements of ERM's Sustainability Report.



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The business of sustainability

