



Contributing to society & local communities data

ERM Sustainability Report 2020

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The business of sustainability



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Society

GRI 201-1

Community investments FY18 – FY20 (\$',000)

	FY18	FY19	FY20
Pro bono time ¹	329	331	269
DIRECT CONTRIBUTIONS			
Matching funds ²	133	183	185
Charitable contributions ³	2	12	12
In-kind support ⁴	261	297	492
Membership ⁵	122	182	216
Total	847	1,005	1,175
Percentage of profit ⁶	1.21%	1.05%	1.00%
EMPLOYEE CONTRIBUTIONS			
Employee fundraising ⁷	141	141	198

¹ Pro bono hours are registered by consultants on approved projects. Pro bono time is calculated at 80 percent of the hourly chargeout rate.

² Matching funds are made on a 75 cents for each dollar donated basis, for most employee donations in all regions. A percentage of this budget is also used for seed funding as part of a program to support longer-term partnerships with nonprofit organizations, particularly in geographies where employee-led fundraising is more challenging.

³ Charitable contributions made to organizations other than the ERM Foundation.

⁴ In-kind support includes salaries and direct costs for employees responsible for the ongoing operations of the ERM Foundation and other professional support costs as well as time provided by ERM to external partners.

⁵ Membership fees for global sustainability-focused organizations, where ERM actively contributes to thought leadership activities.

⁶ Calculated from prior fiscal year's Earnings Before Interest, Tax and Amortization (EBITA). For example, FY20 percentage is calculated using FY19 EBITA data.

⁷ Employee fundraising refers to the donations that have been disbursed during the financial year. This includes some donations received in previous years, but not disbursed until FY20. During FY20, a higher percentage than usual of reserves of employee fundraising from the United Kingdom and United States were disbursed, which accounts for the sharp increase in employee fundraising in FY20 compared to FY19.

Financial Information

GRI 201-1

Community investments FY18 – FY20 (\$',000)

This information can be found in the Financial Overview section on our website (erm.com). FY20 data will be updated when finalized in late 2020.

Please [click here](#) to find the information.