



Our Contribution to the UN Sustainable Development Goals (SDGs)



ERM’S CONTRIBUTION TO THE SDGS

The United Nations adopted the Sustainable Development Goals (SDGs) in September 2015.

The following table provides a snapshot of actions and initiatives ERM has done with clients, within our own operations and in collaborating with others throughout FY25 in support of the SDGs. More information can be found throughout our 2025 Sustainability Report and its supplements, erm.com/industries, erm.com/insights, The ERM Sustainability Institute and the ERM Foundation Annual Review.

	1.5 - Build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters.
CLIENT SERVICES HIGHLIGHTS	• Due to the nature of ERM’s business, projects across our service line can have a positive impact on the poor and most marginalized by supporting our clients to reduce exposure to climate-related extreme events and other economic, social and environmental shocks and disasters.
PARTNERSHIPS & COLLABORATIONS HIGHLIGHTS	• The ERM Foundation blends grant funding, professional pro bono support and volunteering to create a lasting impact and measurable contribution to projects at the intersection of climate, nature and human rights.

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	2.4 – By 2030, ensure sustainable food production systems and implement resilience agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and the progressively improve land and soil quality.
CLIENT SERVICES HIGHLIGHTS	• ERM works with development finance institutions to embed climate-related risk and opportunity into assessments for agriculture. • ERM uses remote sensing and other tools to help clients assess and manage agricultural land assets.
PARTNERSHIPS & COLLABORATIONS HIGHLIGHTS	• Since 2020, ERM has participated in the Technical Working Group responsible for drafting the Greenhouse Gas Protocol Land Sector and Removals Guidance. ERM has also helped to pilot test this guidance within the agribusiness sector.

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3 GOOD HEALTH AND WELL-BEING 	3.9 – By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.
OPERATIONAL HIGHLIGHTS	• ERM has a Global Head of Mental Health and Wellbeing. • In FY25, ERM implemented the award winning ‘Security to Thrive’ program, raising awareness on the impact of psychological safety on employees’ wellbeing and performance.
CLIENT SERVICES HIGHLIGHTS	• ERM’s Air Quality team provides clients with innovative solutions to challenges related to a range of air permitting and health issues. • ERM’s Liability Portfolio Management and Remediation services support the mitigation and remediation of potential risks to human health and the environment. • ERM’s Human Health & Ecological Risk Assessment team applies risk assessment approaches for a variety of applications and has expertise in risk communication, hazard assessment and the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH). • ERM has a global Product Stewardship service line, which helps clients bring products to market that are safe, sustainable, and compliant.

	4.7 – Ensure that all learners and acquire the knowledge and skills needed to promote sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and nonviolence, global citizenship and appreciation of cultural diversity and of culture’s contribution to sustainable development.
OPERATIONAL HIGHLIGHTS	• The nature of ERM’s work means that our people are uniquely equipped to promote sustainable development and sustainable lifestyles. • We include training and skills development across our global operations at all levles. All employees receive job-specific mandatory training. • Our consultants participate as speakers, moderators and panel members in sustainablity-related conferences, webinars and meetings in every region of the world.
CLIENT SERVICES HIGHLIGHTS	• Due to the nature of our work, ERM works with clients across the globe to promote sustainable development across a range of sectors and industries.
PARTNERSHIP AND COLLABORATIONS HIGHLIGHTS	• The ERM Foundation operates globally to support projects at the intersection of climae change, nature and human rihgts. One of the primary ways through which we do this is upskilling and environmental education globally. • ERM supports WBCSD in the development of their Introduction to Sustainability in Business education program.

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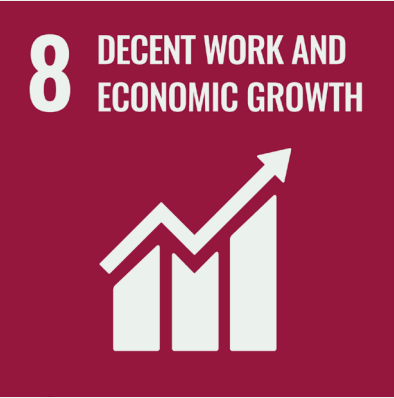
	5.5 – Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life. 5.a – Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws. 5.c – Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of women and girls at all levels.
OPERATIONAL HIGHLIGHTS	- ERM’s <u>Global Code of Business Conduct and Ethics</u> emphasizes freedom from discrimination or harassment at work. We have a dedicated DIB program and champion diversity in our workforce. - ERM’s Policies prohibit discrimination on the basis of race, color, religion, sex, sexual orientation, gender identify, age, national origin, disability, veteran status or any other category protected by the laws of the countries in which we do business.
CLIENT SERVICES HIGHLIGHTS	Our Strategy and Social Consulting experts integrate social, legal and other requirements into core business processes for our clients. This includes gender equality and policies that support sustainable development.
PARTNERSHIPS & COLLABORATIONS HIGHLIGHTS	- ERM is a signatory to the UN Women’s Empowerment Principles. - The ERM Foundation supports investment in the livelihoods of women and girls globally.

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	6.1- By 2030, achieve universal and equitable access to safe and affordable drinking water for all. 6.2 - By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations. 6.3 - By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing the release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially. 6.5 - By 2030, implement integrated water resources management at all levels, including transboundary cooperation as appropriate.
CLIENT SERVICES HIGHLIGHTS	• ERM’s Nature & Water serviced line works with organizations to help them factor nature and water into their strategies. ERM implements water stewardship at a catchment level and supports clients to mitigate risks, reduce consumption and safeguard business continuity. • ERM experts provide water stress risk mapping and recommendations for clients’ operations and supply chains globally. • ERM has worked on 310 sites in 37 of the 100 priority water-stressed basins as identified by the United Nations CEO Water Mandate. • More than 2.5 billion liters of water were treated as part of our work with clients in FY25.
PARTNERSHIPS & COLLABORATIONS	• ERM is part of the NatureTech Alliance. This new initiative launched in FY25 and will help businesses tackle urgent biodiversity challenges. • ERM is an active member of the Alliance for Water Stewardship. • ERM is a member of the WASH4WORK Pledge. • The ERM Foundation has supported over 3 million people gain access to clean water and sanitation since its founding in 1995.

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7 AFFORDABLE AND CLEAN ENERGY	7.1 – By 2030, ensure universal access to affordable, reliable and modern energy services. 7.2 – By 2030, increase substantially the share of renewable energy in the global energy mix.
OPERATIONAL HIGHLIGHTS	• ERM is on track to meet its SBTi targets for Scope 1, 2 and 3, as aligned to corporate net-zero standard. • ERM and Dolphyn Hydrogen have launched the UK’s first offshore hydrogen production trials in Wales in 2024.
CLIENT SERVICES HIGHLIGHTS	• ERM is a leader in the power industry’s sustainable transformation, offering innovative solutions across all project phases. • ERM’s Energy & Climate Change Technical Community supports renewable energy across different sectors and geographies, prioritizing technical excellence to help clients understand and mitigate risks of rapid energy transition and climate change.
PARTNERSHIPS & COLLABORATIONS HIGHLIGHTS	• ERM’s CEO co-chairs the WBCSD Energy Pathway Program Board. • At COP29, ERM released a report on how to develop an effective transition plan in collaboration with WBCSD. • ERM is a member of the Global Renewables Alliance and is actively working with those engaged in the manufacture, deployment, distribution and management of renewable energy. • ERM undertook studies on behalf of the Global Wind Energy Council as part of our ongoing support of the GRA. • The ERM Sustainability Institute published a range of articles, research and podcasts on the energy transition. • The ERM Foundation supported over 20,000 people gain access to low-carbon products, services and initiatives.

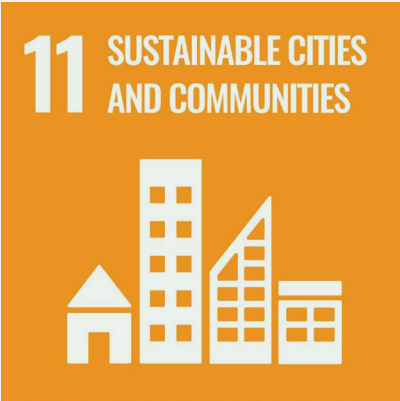
	8.8 – Protect labor rights and promote safe working environments.
OPERATIONAL HIGHLIGHTS	• ERM has a mature and comprehensive Safety Management system which incorporates safety-related policies, roles and responsibilities, training, programs and initiatives to measure the effectiveness of our management approach. It is based on the International Organization for Standardization (ISO) requirements. • ERM has a policy of zero tolerance towards modern slavery and the violation of human rights. In FY25, we released a communications campaign raising awareness on the signs of modern slavery.
CLIENT SERVICES HIGHLIGHTS	• ERM provides enables clients to enhance health and safety performance and culture by improving processes, reducing risks, leveraging technology, and identifying risks. • ERM’s Environmental, Health and Safety Technical Community supports client services in health and safety by delivering comprehensive legal compliance solutions.
PARTNERSHIPS & COLLABORATIONS HIGHLIGHTS	• In FY25, ERM ran a Global Health and Safety Survey, which engaged 256 leaders from Health and Safety functions worldwide. • ERM launched the EHS Audit Maturity Survey to contribute to the health and safety space by transforming traditional EHS audits into strategic tools that drive business value. • ERM is a member of the Business Commission for Tackling Inequality (BCTI). BCTI is a cross-sectoral and multi-stakeholder coalition of organizations and their leaders who have come together to put addressing inequality at the heart of business’ agenda for sustainable growth.

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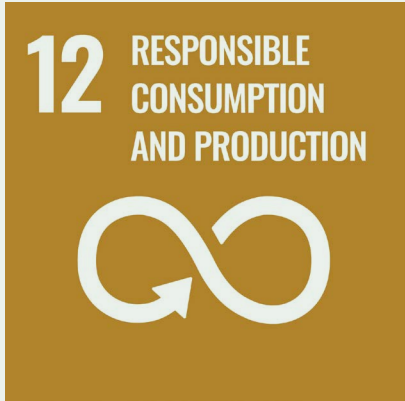
	9.1 – Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human wellbeing, with a focus on affordable and equitable access for all. 9.5 – Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.
CLIENT SERVICES HIGHLIGHTS	• ERM helps organizations shape, permit, construct and operate sustainable and investable capital projects and infrastructure assets, identifying and managing risks, streamlining processes by aligning with international standards, investor requirements and stakeholder expectations on sustainability. • ERM provides our full scope of services to many clients in critical infrastructure sectors including energy, chemicals, food and agriculture, healthcare, information technology, transportation systems and financial services.
PARTNERSHIPS & COLLABORATIONS HIGHLIGHTS	• ERM is an active member of the Alliance for Industry Decarbonization. • The ERM Foundation supports organizations across the globe who are involved in scientific research and the upgrading of technological capabilities.

	10.2 – By 2030, empower and promote the social, economic and political inclusion of all irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.
OPERATIONAL HIGHLIGHTS	• Our policies prohibit discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability, veteran status or any other category protected by the laws of the communities in which we do business. • We encourage involvement in our global Employee Resource Groups, which enable employees to get involved and contribute to our culture of diversity, inclusion and belonging. • In FY25, ERM has released its first Reflect Reconciliation Action Plan (RAP) for ERM Australia. • ERM is committed to making the company representative of the societies in which we operate.
CLIENT SERVICES HIGHLIGHTS	• ERM advances inclusion through services that support diversity, inclusion and belonging (DIB) in workplaces, manage human rights risks like forced labor and Indigenous rights, and design stakeholder engagement strategies that involve diverse voices early in projects. • Our Social Performance & Stakeholder Engagement Technical Community collaborates on topics such as engagement and conflict resolution, baseline studies, risk social and labor audits and evaluation programs.
PARTNERSHIPS & COLLABORATIONS HIGHLIGHTS	• In FY25, the ERM Foundation supported over 41,000 people to access reduced inequality, through supporting sustainable livelihoods, and through gaining access to low-carbon products, services and initiatives.

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	11.6 - By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.
CLIENT SERVICES	• ERM’s Air Quality team provides innovative solutiouns related to air permitting and monitoring, includng health risk assessments. • ERM’s dedicated Waste team consists of global experts across the globe, focussing on all aspects of waste management. • Our global Product Stewardship team helps clients bring products to market that are safe, sustainable and compliant.

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	12.2 - By 2030, achieve the sustainable management and efficient use of natural resources. 12.5 - By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse. 12.6 – Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.
CLIENT SERVICES HIGHLIGHTS	• ERM’s Product Stewardship service helps companies reduce risks related to human health, safety and the environment. • In FY25, ERM hosted a webinar on investing in Natural Climate Solutions, helping stakeholders to understand available opportunities and best practice considerations. • In FY25, ERM launched a Strategic Communications & Marketing service line, dedicated to supporting clients to clearly articulate their sustainable strategy.
PARTNERSHIPS & COLLABORATIONS HIGHLIGHTS	• ERM is a member of the Natural Climate Solutions Alliance, which focuses on enabling natural climate and mitigation solutions for achieving the goals of the Paris Agreement. • ERM is engaged in a range of industry initiatives, including the Circular Electronics Partnership Clean Energy Buyers Association and WBCSD Chemical workstream. • The ERM Foundation offers technical pro bono opportunities to support eligible organizations to adopt sustainable practices.

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	13.1 – Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries. 13.3 – Improve education, awareness raising and human and institutional capacity building on climate change mitigation, adaptation, impact reduction and early warning.
CLIENT SERVICES HIGHLIGHTS	• ERM offers support to clients at all stages of their decarbonization journey, from developing strategy to delivering greenhouse gas reductions on the ground. • ERM has invested in the systems necessary to allow our clients to establish the capabilities and IT systems needed to advance net-zero goals and portfolios.
PARTNERSHIPS & COLLABORATIONS	• ERM collaborates with industry, nonprofit organizations and thought leaders to raise awareness and take action to address climate change via partners and professional associations. • ERM is a member of the Climate Pledge, Pledge to Net Zero, Race to Zero and other leading coalitions. • ERM participates in climate weeks in London and New York, and the annual climate Conference of the Parties (COP). • ERM supports WBCSD and the Hydrogen Council to develop an SDG Roadmap. • ERM is a member of the Natural Climate Solutions Alliance. • The ERM Foundation supported over 20,000 people gain access to low-carbon products, services and initiatives.

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	14.1 – By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.
OPERATIONAL HIGHLIGHTS	ERM has delivered a range of thought leadership pieces, podcasts, and webinars on water and water resilience through The ERM Sustainability Institute in FY25.
CLIENT SERVICES HIGHLIGHTS	- ERM’s Marine Systems Technical Community provides expertise related to our clients’ activities on the coast and in the world’s seas and oceans. - ERM’s global team of natural resources experts includes terrestrial, freshwater and marine ecologists and scientists.
PARTNERSHIPS & COLLABORATIONS HIGHLIGHTS	- ERM is a signatory of the Sustainable Oceans Principles. We recognize the urgency and global importance of a healthy, sustainable ocean and pledge to take action to promote the wellbeing of our oceans for current and future generations. - The ERM Foundation’s Future Fund supports The Ocean Foundation in Latin America and Ocean Wise in North America. Both organizations are working to restore and protect the health of the oceans.

	15.2 - Promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.
CLIENT SERVICES HIGHLIGHTS	• ERM’s dedicated Biodiversity & Ecosystems Technical Community apply their expertise to support cliweents to understand and comply with natural tresource laws and guidelines. • More than 58 millikon cubic metres of soil were treated as part of our work with clients in FY25.
PARTNERSHIPS & COLLABORATIONS HIGHLIGHTS	• ERM is an active member of the Natural Climate Solutions Alliance, the WBSCD Nature Program, Business for Nature, Nature Positive Initiatuives, and other leading nature initiatives. • The ERM Foundation’s Future Fund supports Center for Rural Development in Central Vietnam in our Asia Pacific region. They are working to protect and restore forests for local communities in Vietnam. • The ERM Foundation’s commenced a multi-year partnership with Rewilding Europe in FY25. The program we are supporting is helping to protect and restore 950 hectares of land in the Rhodope Mountains, Bulgaria. • In FY25, the ERM Foundation supported the protection, restoration and rewilding of over 17,000 hectares of land across the globe.

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	16 Substantially reduce corruption and bribery in all their forms. 16.b Promote and enforce nondiscriminatory laws and policies for sustainable development.
OPERATIONAL HIGHLIGHTS	• ERM’s Global Code of Business Conduct and Ethics sets clear requirements to ensure we conduct business with uncompromising honesty, integrity and compliance with laws and regulations. ERM is committed to combat bribery and corruption. • ERM’s mandatory training covers international anti-bribery and corruption, the regulatory requirements specified by the UK Bribery Act, insider trading and practical ethics, as well as requirements specific to some parts of Latin America and North America, health and safety and the UK Modern Slavery Act.
CLIENT SERVICES HIGHLIGHTS	• Environmental, health and safety strategy and social consulting experts integrate social, legal and other requirements into core business processes, including DIB and policies that promote sustainable development.

	17.16 Enhance the global partnership for sustainable development, complemented by multistakeholder partnerships.
PARTNERSHIPS & COLLABORATIONS HIGHLIGHTS	• ERM engages in a wide range of multistakeholder partnerships including the UN Global Compact and several of its initiatives, WBCSD and many others. • ERM actively participates in international forums including COPs (Conference of the Parties) for Climate and Biological Diversity, Climate Weeks and a range of other industry and professional association events.



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Sustainability is our business

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