



Our People Data

ERM Sustainability Report 2020

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The business of sustainability



Our People Data

Employee information

GRI 102-8

Employees by employment contract, by gender FY20

	Permanent	Temporary	Total
Female	2,629	257	2,886
Male	2,626	289	2,915
Total	5,255	546	5,801

Employees by employment type, by gender FY20

	Permanent	Temporary	Total
Female	2,507	379	2,886
Male	2,654	261	2,915
Total	5,161	640	5,801

Employees by employment contract, by region FY20

	Permanent	Temporary	Total
Asia Pacific	991	91	1,082
Europe, Middle East and Africa	1,194	114	1,308
Latin America and Caribbean	534	33	567
North America	2,044	265	2,309
Global Business	265	41	306
Group	227	2	229
Total	5,255	546	5,801

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New hires

GRI 401-1

New hires, by gender FY20

	Total Number	Rate
Female	905	48.4%
Male	964	51.6%
Total	1,869	

New hires, by career level FY20

	Female	Male	Total
Partners	12	47	59
Senior Consultants ¹	50	110	160
Consultants ²	692	732	1,424
Professional Support	151	75	226
Total	905	964	1,869

¹ Senior Consultants include all consultants at ERM career levels 4 and 5.

² Consultants include all consultants at ERM career levels entry to level 3.

New hires, by region FY20

	Total Number	Rate
Asia Pacific	314	16.8%
Europe, Middle East and Africa	294	15.7%
Latin America and Caribbean	120	6.4%
North America	906	48.5%
Global Business Group	57	3.0%
Total	1,869	

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Voluntary turnover GRI 403-9

Voluntary turnover, by gender FY20

	Total Number	Rate
Female	382	13.5%
Male	413	13.7%
Total	795	13.7%

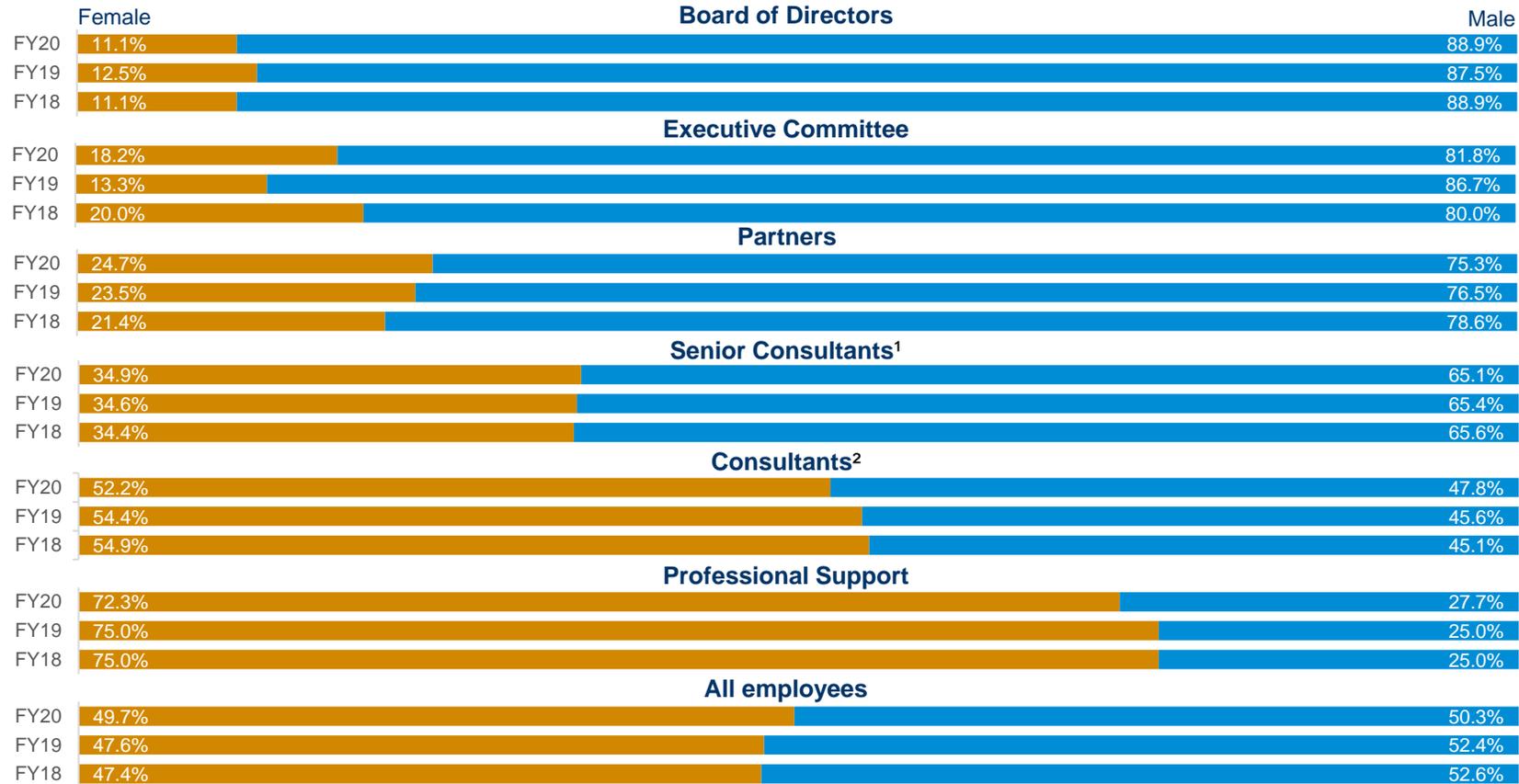
Voluntary turnover, by region FY20

	Total Number	Rate
Asia Pacific	192	18.1%
Europe, Middle East and Africa	178	13.6%
Latin America and Caribbean	44	8.1%
North America	339	13.9%
Global Business	25	9.7%
Group	19	8.7%
Total	797	13.7%

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Diversity GRI 405-1

Percentage of employees by gender FY18 – FY20



¹ Senior Consultants include all consultants at ERM career levels 4 and 5.

² Consultants include all consultants at ERM career levels entry to level 3.

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Diversity

GRI 405-1

Percentage of employees by age group FY20

	Under 30	30-50	Over 50
Board of Directors	0.0%	0.0%	100.0%
Executive Committee	0.0%	8.3%	91.7%
Partners	0.0%	47.1%	52.9%
Senior Consultants ¹	0.1%	60.6%	39.3%
Consultants ²	36.5%	55.7%	7.8%
Professional Support	14.1%	63.9%	22.0%
All employees	22.9%	56.8%	20.3%