



Occupational Health & Safety Data

ERM Sustainability Report 2020

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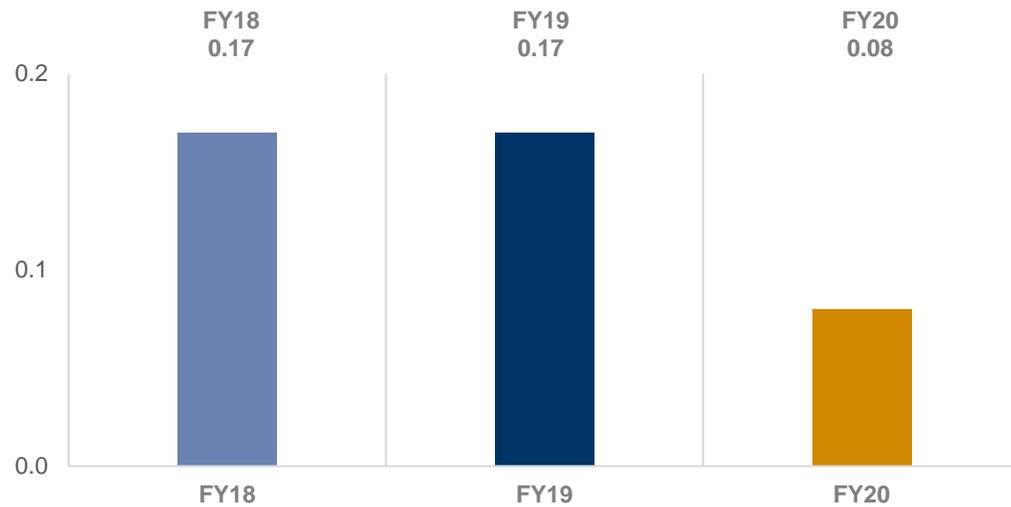
The business of sustainability



Occupational Health & Safety Data

DAWC Rate

Days away from work case (DAWC) rate FY18 – FY20 ^{1 2}



¹ Days away from work cases (DAWC) is the number of days away from work multiplied by 200,000 (with 200,000 hours equivalent to 100 employees working a 40-hour week for 50 weeks of the year) and divided by the total number of hours worked by all employees.

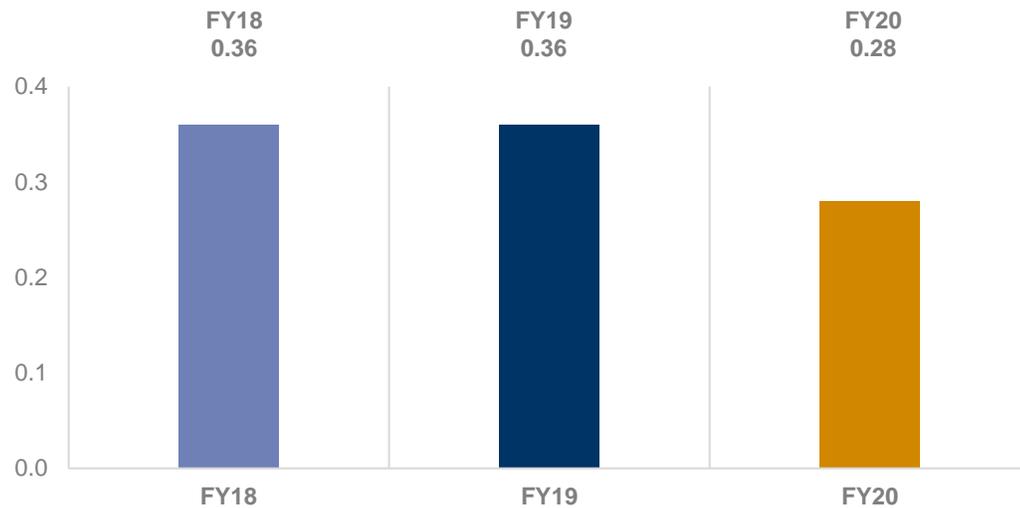
² Days away from work cases (DAWC) rate tracks any work-related injuries or illness that results in the injured/ill worker being unable to work for 1 or more days following the event. ERM tracks this metrics for our sustainability targets and goals.

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TRIR

GRI 403-9

Total Recordable Incident Rate (TRIR) FY18 – FY20 ^{1 2}



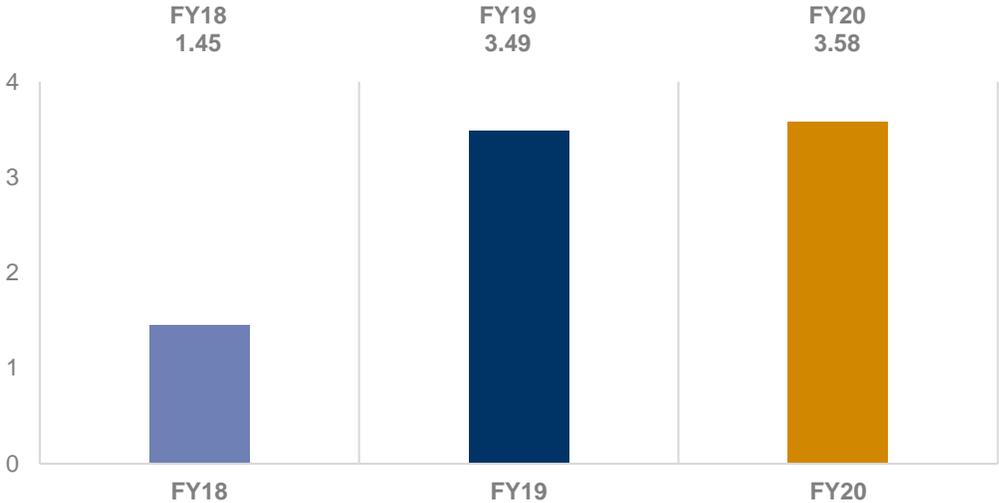
¹ This data includes ERM employees only.

² Total Recordable Incident Rate (TRIR) is the number of recordable injuries and illnesses multiplied by 200,000 (with 200,000 hours equivalent to 100 employees working a 40-hour week for 50 weeks of the year) and divided by the total number of hours worked by all employees.

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Severity Rate GRI 403-9

Severity rate FY18 – FY20 ^{1 2 3}



Severity Rate by Region FY18 – FY20 ^{1 2 3}

	FY18	FY19	FY20
Asia Pacific	0.00	0.00	0.00
Europe, Middle East and Africa	5.65	3.84	0.77
Latin America and Caribbean	1.82	1.86	2.92
North America	0.11	5.58	7.01
Global Business	0.00	0.00	0.00
Group	0.00	0.00	0.00
Global Rate	1.45	3.49	3.58

¹ This data includes ERM employees only.

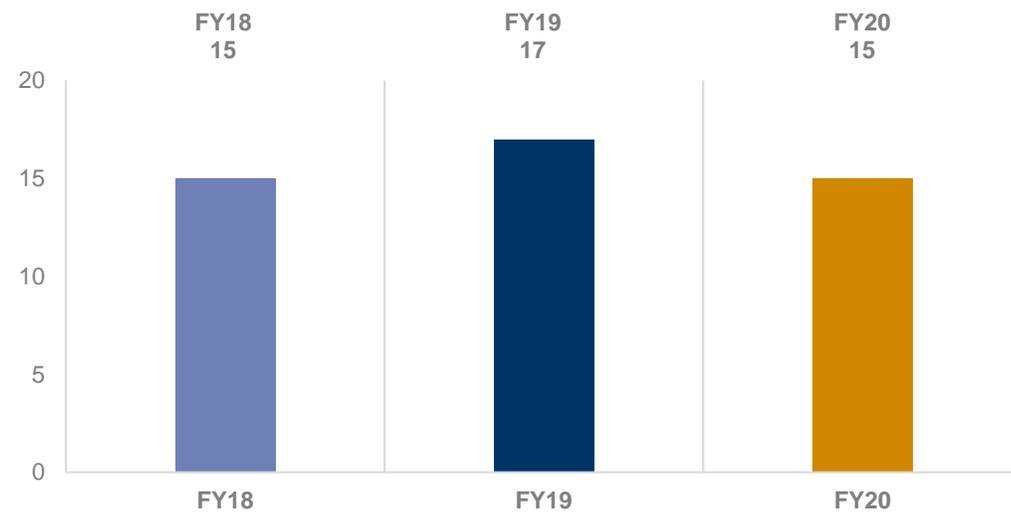
² Severity rate is the total number of days away from work and restricted-duty days multiplied by 200,000 (with 200,000 hours equivalent to 100 employees working a 40-hour week for 50 weeks of the year) and divided by the total number of hours worked by all employees.

³ Severity rates can vary due to number of hours worked, and the severity rate can be highly influenced by a single work-related injury or illness.

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Recordable Incidents GRI 403-9

Number of recordable incidents FY18 – FY20 ¹



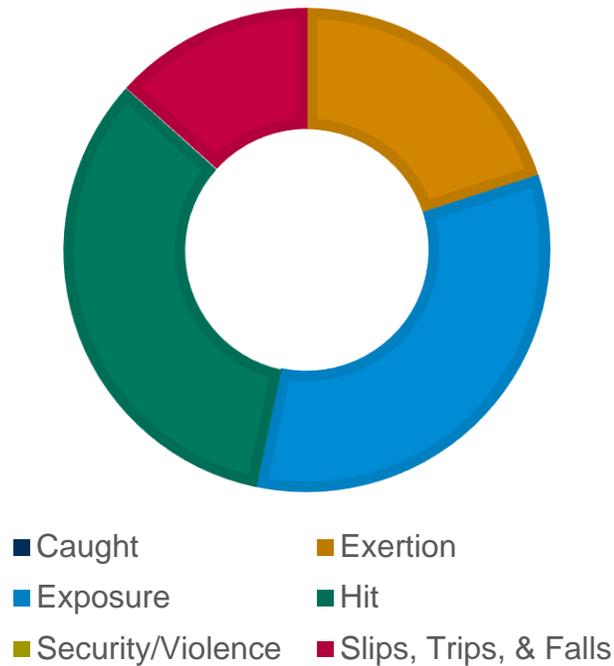
¹ This data includes ERM employees only.

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Recordable Incidents by Type

GRI 403-9

Recordable Incidents by Type FY20



Recordable Incidents by FY18 – FY20 ^{1 2 3 4 5 6}

	FY18	FY19	FY20
Caught ¹	0	1	0
Exertion ²	3	1	3
Exposure ³	3	3	5
Hit ⁴	6	5	5
Security/Violence ⁵	0	1	0
Slips, trips & falls ⁶	3	6	2
Total	15	17	15

¹ Includes caught on, in or under.

² Includes ergonomic (office or field) and fatigue.

³ Includes chemical and environmental exposures.

⁴ Includes hit by and against.

⁵ Includes aggression/threats towards personnel.

⁶ Slips, trips & falls includes falls on stairs, falls to lower levels, falls from height, falls on same level, and slip/trip from stairs.

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Subcontractors GRI 403-9

Subcontractors injury and illness FY18 – FY20 ¹

	FY18	FY19	FY20
Recordable injuries	6	8	5
Injury/illness incidents	48	43	33
Near miss	45	53	54
Total	99	104	92

¹ This data includes subcontractor workers only. A subcontractor for ERM provides services on an ERM project ultimately for an ERM-external client. This includes lower-tier subcontractors.

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Safety at ERM Score GRI 403-5

Safety AT ERM Score FY19 – FY20 ¹

	FY19	FY20
Asia Pacific	47.3	92.8
Europe, Middle East and Africa	52.3	93.5
Latin America and Caribbean	70.4	82.2
North America	52.8	89.6
Global Business ²	42.2	65.4
Group ²	30.0	21.0
Global score ³	54.9	90.2

¹ The Safety AT ERM score includes an evaluation of our overall program. The scores are calculated at the business unit level, and the global score is derived by calculating a weighted average of each operational business unit score (weighting based on hours worked). A target of 75 is given to each business unit and region for FY21.

² For Global Business, the max scoring potential is 75 instead of 100. Group does not have a goal since not considered an operational BU.

³ Global score does not include Global Business or Group performance, only the four main Regions.