

2022 UN Global Compact Index

ERM Sustainability Report 2022

The business of sustainability

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UN Global Compact Index

This report serves as our Communication on Progress, an annual disclosure to stakeholders on progress made in implementing the Ten Principles of the UN Global Compact in the areas of human rights, labor, environment and anti-corruption.



We provide this index corresponding to our progress in implementing the Ten Principles. As a signatory of the UN Global Compact, we strive to embrace its core values and promote these values within our sphere of influence. We are a signatory of the Women's Empowerment Principles and the UN Sustainable Ocean Principles as part of our commitment.

CORE VALUE

HUMAN RIGHTS

GLOBAL COMPACT PRINCIPLE

Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2

Businesses should make sure that they are not complicit in human rights abuses.

ERM CORRESPONDING WRITTEN COMMITMENT

Global Code of Business Conduct and Ethics:

- 1.2 Global considerations.
- 1.3 Diversity.
- 1.4 No retaliation.
- 5.1 Respect and fair treatment.

Global Supplier/Subcontractor Requirements

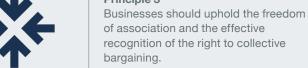
Human Rights, Modern Slavery and Child Labor Policy

Modern Slavery Act Statement

SUSTAINABILITY REPORT REFERENCE

Ethical business conduct

Principle 3



Global Code of Business Conduct and Ethics:

- 1.4 No retaliation.
- 5.1 Respect and fair treatment.



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CORE VALUE



GLOBAL COMPACT PRINCIPLE

Principle 4

Businesses should uphold the elimination of all forms of forced and compulsory labor.

Principle 5

Businesses should uphold the effective abolition of child labor.

ERM CORRESPONDING WRITTEN COMMITMENT

Global Code of Business Conduct and Ethics:

5.1 Respect and fair treatment.

Human Rights, Modern Slavery and Child Labor Policy

Modern Slavery Act Statement

SUSTAINABILITY REPORT REFERENCE

Ethical business conduct

Principle 6

Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Global Code of Business Conduct and Ethics:

1.3 Diversity.

5.1 Respect and fair treatment.

Global Diversity, Equality and Inclusion Policy

Diversity, equity, equality and inclusion

Ethical business conduct



ENVIRONMENT

Principle 7

Businesses should support a precautionary approach to environmental challenges.

Global Code of Business Conduct and Ethics:

5.3 Compliance with laws.

Global Sustainability Policy

Sustainability Approach

Health, Safety and Environmental Policy Statement

Sustainability at ERM

Climate, nature and livelihoods

Principle 8

Businesses should undertake initiatives to promote greater environmental responsibility.

Global Code of Business Conduct and Ethics:

5.3 Compliance with laws.

Global Sustainability Policy

Sustainability Approach

Health, Safety and Environmental Policy Statement

ERM's perspective

Sustainability at ERM

Climate, nature and livelihoods

Impact and influence

Our performance data

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CORE VALUE



ENVIRONMENT

GLOBAL COMPACT PRINCIPLE

Principle 9

Businesses should encourage the development and diffusion of environmentally friendly technologies.

ERM CORRESPONDING WRITTEN COMMITMENT

ERM services

SUSTAINABILITY REPORT REFERENCE

Digital innovation

Climate, nature and livelihoods

Impact and influence



ANTI-CORRUPTION

Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.

Global Code of Business Conduct and Ethics:

- 1.1 Overview.
- 1.2 Global considerations.
- 4 Conflicts of interest.
- 5.3 Compliance with laws.
- 5.4 Accuracy of books, records and periodic reports.
- 5.6 Improper use or theft of ERM property.
- 5.7 Securities trading.
- 5.8 Political contributions.
- 6.5 Corporate opportunities.
- 6.6 Gifts, bribes and kickbacks.

Global Requirements for Suppliers and Subcontractors

Global Policy on Insider Trading

Global Tax Policy

Accountability

Ethical business conduct

