



# UNGC Communication on Progress Sustainability Report 2014



*John Alexander, CEO, addressing business leaders on the evolving role of business at the WBCSD annual meeting*

**As the world's leading sustainability consultancy, ERM is positioned uniquely to contribute to the resolution of complex sustainability challenges. We are committed to the United Nations Global Compact (UNGC) and its Ten Principles, which are intrinsic to the way we do business and our service offerings to clients.**

We have published our annual Sustainability Report for fiscal year 2014 (1 April 2013 to 31 March 2014), which describes our efforts in the four key areas of human rights, labor, environment and anti-corruption, and serves as our annual Communication on Progress as signatories to the UNGC. The report has been prepared in accordance with UNGC reporting guidelines and the Global Reporting Initiative (GRI) G4 Guidelines.

## Human Rights

As a global business, we recognize our responsibility to support and respect the protection of internationally proclaimed human rights, as defined by the United Nations Guiding Principles on Business and Human Rights.

In addition to making this commitment across our own business, we take the opportunity to work with our clients across the world to improve their practices. As part of our service offerings, ERM has a Human Rights Working Group that focuses on providing advice to our clients on their human rights risks and obligations. Our social and health consulting services teams work with clients around the world to identify and provide advice on labor, supply chain management, land access and indigenous rights issues.

## Labor

We are committed to diversity and equal opportunity in all aspects of employment. Through our policies, we prohibit discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability, veteran status or under any category protected under the laws of communities in which we do business. As part of our UNGC commitment, ERM is a signatory of the Women's Empowerment Principles.

ERM supports international efforts against child and forced labor and has a specific policy that prohibits the use of child or forced labor or involvement by ERM with entities that support prohibited labor practices, including slavery, bonded labor or debt-bondage and other types of coercion or corruption.



## Environment

As a company and a steward for our clients, we support a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility and encourage the development of environmentally friendly technologies and products.

The work we do for clients provides many opportunities to help reduce environmental impacts throughout the world. Our projects relate directly to critical issues such as GHG emissions, waste management, water and land use and biodiversity. ERM also provides both strategic and technical advice to clients on understanding, managing and measuring product sustainability and life cycle impacts.



## Anti-Corruption

ERM supports governmental and societal efforts to combat bribery and corruption. Our commitment, which is detailed in our Code of Conduct and supporting policies, is fundamental to how we operate and is embedded into our key systems and programs.

We have put significant effort into management systems and training requirements around preventing bribery and corruption in our global activities. Our commitment against corruption is fundamental to how we operate and is embedded into our key systems and programs. Our performance in this area is driven by the involvement and awareness of individual employees and the leadership of every manager and Partner.



## About ERM:

We are a global provider of environmental, health, safety, risk, sustainability and social consulting services. Sustainability describes what we do, day in and day out, within our own operations and through the services we provide to our clients. With over 150 offices in more than 40 countries and territories, we are a truly global company that provides consulting services and innovative solutions in more than 160 countries that help clients improve how they understand, manage and reduce their impacts on the world. Our clients are from a wide range of sectors including oil and gas, power, mining, manufacturing, chemical, pharmaceutical, consumer goods, legal and financial institutions, and government.

## Links:

Discover ERM's Sustainability Report 2014 website — [www.erm.com/sustainabilityreport2014](http://www.erm.com/sustainabilityreport2014)

See our performance against sustainability KPIs and targets — [click here](#)

Find the location of specific disclosures — [GRI Content Index](#) and [UNGC Content Index](#)

Read the report launch announcement on erm.com — [click here](#)

We welcome feedback on our Sustainability Report. Please submit any questions or comments to [sustainability@erm.com](mailto:sustainability@erm.com)