

# ERM Sustainability Report 2015: Overview

**This document provides an overview of ERM's Sustainability Report 2015, including our approach, performance and highlights from the past year.**

Learn more about our strategy, programs and results in the full, online report at [www.erm.com/sustainabilityreport2015](http://www.erm.com/sustainabilityreport2015).

## Who we are

ERM is a global provider of environmental, health, safety, risk, sustainability and social consulting services. Sustainability describes what we do, day in and day out — through the services we provide to our clients, the way we deliver our projects and how we manage our own operations. We focus on serving our clients' needs across the life cycle of their assets and business. We believe the greatest impact we can have is through helping our clients seek solutions to sustainability challenges they face now and into the future.

The Oil and Gas, Mining and Metals, Power, Manufacturing and Chemical Sectors make up more than 75 percent of our business and are at the forefront of many sustainability issues, including resource constraints, safety, risk management, human rights and work in sensitive and challenging environments.

### Added value to clients

- Helping clients **manage challenging market conditions**, through operational performance improvement, asset retirement and other services.
- **Understanding client needs and delivering positive outcomes**, by working effectively across cultures, geographies and sectors.
- **Bringing people together** from multiple clients and sectors to share experiences and solutions.

## CEO message

At ERM, we see 2015 as a turning point for the planet's sustainability agenda. The United Nations, working with corporate, government and other leaders, is determined to increase the levels of cooperation needed to reach agreement on how, together, we can create a more sustainable future. This is against a backdrop of challenging economic conditions in parts of the world, with low commodity prices and a changing energy landscape.

ERM continues to focus on helping our clients understand, create and implement solutions and programs in response to their changing needs around the broad sustainability agenda. Everything that we do is aimed at building the capacity to help clients create value in their businesses. We are adapting our market strategy and dialogue with clients to ensure we can make a greater difference to our clients in terms of how they respond and contribute to what we believe will be a more robust global sustainability agenda in the future. This includes our expansion into the Chemical Sector and the Technology, Telecommunications and Media sectors where we are working with companies to develop market leading solutions. We also completed three key acquisitions in FY15 to enhance our services in product registration, risk and the energy sector.

In June 2015, the management of ERM announced that it has partnered with new private equity investors. The transaction enabled the ERM employee shareholders, the ERM Partners, to re-invest in the business, highlighting their continued commitment to ERM and the confidence they share with me in the long-term outlook for the company.

**John Alexander**  
Chief Executive Officer



**John Alexander**  
speaking at UN Climate Summit

## ERM joins in historic UN Climate Summit

### Manhattan, New York, US

The Climate Summit marked the largest meeting of world leaders on climate change in history. The Summit helped build momentum in advance of an ambitious global agreement in December 2015 in Paris.

CEO John Alexander participated in a panel session on reducing emissions from forest degradation. ERM is involved in addressing the challenges presented by climate change through our work with clients, the WBCSD and other organizations. We will be actively involved in activities leading up to and during the COP21 Climate Change Conference in Paris.

## ERM Sustainability Report 2015 Impact through client work

Sustainability at ERM is about the services we provide to our clients as well as our own impacts on communities and the environment.

To identify and prioritize our primary sustainability issues, ERM conducts formal materiality assessments in accordance with the GRI G4 Guidelines each year.

### Material sustainability issues

- Attracting, developing, rewarding and retaining employees
- Business conduct, ethics and compliance
- Climate change and GHG emissions
- Contributing to society and the environment
- Financial performance
- Health and safety
- Supply chain/value chain management
- Technical expertise and independence

### Our people

ERM is fundamentally a people-centered business serving clients. We hire great people, ensure that our leaders and culture support their success, and invest in the future of our employees through learning and development opportunities.

### Health and safety

The ongoing health and safety of everyone impacted by our work — including ERM employees, clients, contractors and the public — are paramount to ERM. Our daily actions require diligent and comprehensive planning and management to achieve our ultimate goal of ZERO harm.

### Our performance

ERM operates with a number of guiding principles that remain the foundation of our culture and the engine that drives our approach to sustainability. We recognize the need to continue improving our environmental, social and financial performance through the effective management of our offices and assets, business activities and client project work.

### Improving operational sustainability for a leader in clean energy

#### Pittsburg, Pennsylvania, US

Westinghouse Electric Company's vision is to be a trusted leader in clean energy. ERM helped support this vision by conducting sustainability assessments for a global portfolio of facilities. With a focus on meeting the company's key performance indicators, the ERM team identified opportunities to reduce energy use and GHG emissions, water use, waste generation and chemical emissions to air and water.



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What first attracted me to join ERM as a Partner focussing on the Chemical Sector was ERM's commitment to grow sectors and clients. My team is recruiting people and growing capabilities to serve our chemical clients across their entire value chain. Our acquisition of ReachCentrum is a great example of meeting very specific needs around services, clients and geographies.

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Jennifer Whitney  
Holland, Michigan, US

### Meeting international standards and client needs in Myanmar

#### Yangon, Myanmar

During FY15, ERM established a formal presence in Myanmar, where we have been active since 1993. We created specialized Anti-Bribery and Corruption training for all of our employees working there. We use many tools to make decisions on which opportunities we will pursue and manage effectively any associated risks long before the projects are won.







## ERM Sustainability Report 2015 Impact through client work

We understand the sustainability challenges of our clients and work together to deliver cost-effective solutions.

ERM has been involved in some of the most complex and challenging projects in the world. We bring technical expertise along with independent, strategic thinking and broad knowledge of sustainability issues to such projects and to high-profile industries.

### Helping clients across their value chain

We understand the implications of the key issues across our clients' value chains, and, depending on the client need, address them from a strategic and tactical level, using a blend of skills and experience from the range of services we provide.

We work with clients through the life cycle of their assets and businesses. This includes the challenges around entering new markets, capital project support, and how to operate in a safe, compliant and sustainable way. We also support clients in delivering a responsible asset retirement strategy while improving transparency and corporate reporting across all areas of performance.

We are adapting our services to address emerging areas of focus for our clients including safety performance, product stewardship services, post-merger integration and information management.



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As Commercial Director for Latin America and the Caribbean, I lead the implementation of our commercial strategy and support our Partners and consultants in creating value for clients across sectors. Oil and gas has been facing significant changes recently in the region. ERM has decades of in-country experience and is helping clients navigate new market conditions.

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**Vivian Giannotti**  
Houston, Texas, US

### Promoting sustainable products for Sky TV

#### London, UK

ERM has been instrumental in helping Sky TV improve the sustainability of its products year on year. ERM has conducted life cycle assessments of existing products and new product designs to understand and reduce environmental impacts, led workshops to embed sustainability in product design, developed interactive sustainable design toolkits to ensure key environmental considerations are addressed going forward and appraised the company's supply chain, packaging and materials choices.



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After acquiring Safety Design A.S. in 2014, ERM now offers services to new and existing clients around active fire protection systems, technical safety engineering, risk, working environments and human factors. Joining ERM strengthens our position within the Oil and Gas Sector in Norway and the North Sea, and provides us with opportunities to expand and diversify.

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**Jørgen Pettersen**  
Kristiansand, Norway

## ERM Sustainability Report 2015 Contributing to society

ERM is making a tangible contribution through our thought leadership activities and our support for sustainable development in communities around the world.

### Thought leadership

Our consultants participate actively in technical associations and deliver hundreds of presentations at conferences around the world, sharing the lessons learned from more than 20,000 projects annually as well as our observations and insights into sustainability challenges facing different sectors.

As a member of the UN Global Compact, the Global Reporting Initiative and the World Business Council for Sustainable Development, ERM plays a key role in the private sector contribution to the Global Goals for Sustainable Development (also known as Sustainable Development Goals). The focus of these efforts is to help make corporate sustainability more scalable in the UN 2030 Agenda for Sustainable Development.

### ERM Foundation

Our focus on delivering sustainable solutions extends to the communities in which we live and work through our employee-led ERM Foundation. We provide financial contributions, allocation of *pro bono* time for technical and professional advice for not-for-profit organizations and social enterprises, and other support through employee-led initiatives.

In 2015, the ERM Foundation provided more than 2,000 hours of *pro bono* time and disbursed \$460,000 in grants to over 100 projects.

#### ERM Foundation marks 20th anniversary in 2015

Over the past 20 years, the ERM Foundation has disbursed more than \$3 million in grants to around 250 organizations on five continents. More than 10,000 hours of technical *pro bono* support has been provided to not-for-profit entities and social enterprises globally. The ERM Foundation has expanded from being a single entity in the United States to a company-wide program that engages ERM employees across the world.



#### Investigating links between forest fragmentation and Ebola virus

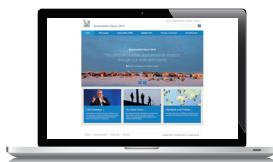
##### Lakka, Sierra Leone

The ERM Foundation is sponsoring research into suspected links between forest fragmentation and Ebola virus outbreaks in humans. ERM GIS experts looked at the most recent outbreak alongside six historical outbreaks across Central Africa. The research findings have been presented in a report to stimulate debate on effective Ebola virus risk prevention and a more sustainable approach to forest management.



#### For more information, visit our reports:

See the online ERM Sustainability Report 2015 at [www.erm.com/sustainabilityreport2015](http://www.erm.com/sustainabilityreport2015)  
Download the ERM Foundation Review at [www.erm.com/en/about-us/erm-foundation/](http://www.erm.com/en/about-us/erm-foundation/)



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