

ERM Sustainability Report 2017

UNGC Index

Principle 1 & Principle 2		
Global Compact Principle	ERM corresponding written commitment	Sustainability Report references
<p>Businesses should support and respect the protection of internationally proclaimed human rights.</p> <hr/> <p>Businesses should make sure that they are not complicit in human rights abuses</p>	<p>Global Code of Business Conduct and Ethics: 1.2 Global considerations. 1.3 Diversity. 1.4 No retaliation. 5.1 Respect and fair treatment.</p> <p>Global Supplier/Subcontractor Requirements.</p> <p>Global Slavery, Child Labor and Human Trafficking Policy.</p> <p>Slavery and Human Trafficking Statement.</p> <p>Global Diversity Policy.</p> <p>Global Data Privacy Policy.</p>	<p>CEO message</p> <p>Sustainable Development: ERM's contribution to SDGs</p> <p>Our impact</p> <p>Our people</p> <p>Health & safety</p> <p>Society</p> <p>ERM Foundation</p> <p>Governance</p>
Principle 3		
Global Compact Principle	ERM corresponding written commitment	Sustainability Report references
<p>Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<p>Global Code of Business Conduct and Ethics: 5.1 Respect and fair treatment. 6.2 Fair competition and anti-trust laws.</p> <p>Global Slavery, Child Labor and Human Trafficking Policy.</p> <p>Slavery and Human Trafficking Statement.</p>	<p>Our people</p> <p>Governance</p>
Principle 4 & Principle 5		
Global Compact Principle	ERM corresponding written commitment	Sustainability Report references

Businesses should uphold the elimination of all forms of forced and compulsory labor.	Global Code of Business Conduct and Ethics: 5.1 Respect and fair treatment. Global Slavery, Child Labor and Human Trafficking Policy. Slavery and Human Trafficking Statement.	Governance
Businesses should uphold the effective abolition of child labor.		
Principle 6		
Global Compact Principle	ERM corresponding written commitment	Sustainability Report references
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 Policy.	Our people
Principle 7		
Global Compact Principle	ERM corresponding written commitment	Sustainability Report references
Businesses should support a precautionary approach to environmental challenges.	Global Code of Business Conduct and Ethics: 5.3 Compliance with laws. Global Sustainability Policy.	CEO message Sustainable Development Our impact Our people Health and safety Society ERM Foundation Environment

Principle 8		
Global Compact Principle	ERM corresponding written commitment	Sustainability Report references
Businesses should undertake initiatives to promote greater environmental responsibility.	Global Code of Business Conduct and Ethics: 5.3 Compliance with laws. Global Sustainability Policy.	CEO message Sustainable development Our impact Health and safety Society ERM Foundation Environment Governance FY17 performance Future targets
Principle 9		
Global Compact Principle	ERM corresponding written commitment	Sustainability Report references
Businesses should encourage the development and diffusion of environmentally friendly technologies.	Global Code of Business Conduct and Ethics: 5.3 Compliance with laws. Global Sustainability Policy.	Our impact Society ERM Foundation Environment
Principle 10		
Global Compact Principle	ERM corresponding written commitment	Sustainability Report references
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 Comply with laws. 5.4 Accuracy of books, records and reports. 5.6 Improper use or theft of ERM property. 5.7 Securities trading.	Governance

	<p>5.8 Political contributions. 6.5 Corporate responsibility. 6.6 Gifts, bribes and kickbacks.</p> <p>Global Sustainability Policy.</p> <p>Anti-bribery/Corruption ("ABC") Policy.</p> <p>Addendum to Subcontracts — Anti-Bribery/Corruption ("ABC").</p> <p>Global Slavery, Child Labor and Human Trafficking Policy.</p> <p>Slavery and Human Trafficking Statement.</p> <p>ERM Global Gifts and Entertainment Policy.</p> <p>ERM Global Acceptable Use of Electronic Systems Policy.</p> <p>ERM Global Interacting and Contracting with Government Entities Policy.</p> <p>ERM Global Conflict of Interest for Investments Policy.</p> <p>ERM Global Policy Insider Trading.</p> <p>ERM Global Manager Duty Policy.</p>	
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