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<https://www.erm.com/en/sustainability-report-2018>

## ERM'S INDIVIDUAL COMMITMENTS IN *act4nature*

ERM is a leading global provider of environmental, health, safety, risk, social consulting and sustainability related services. We have offices in over 40 countries and territories, including 3 in France. It is from here that we have signed this pledge which reinforces our commitment to integrate biodiversity considerations into our operations.

Around the world ERM regularly performs assignments related to biodiversity, through impact studies and due diligence in project finance and by developing CSR strategies for our clients. We help our clients to shape a sustainable and responsible future and we support their commitment towards protecting towards protecting biodiversity<sup>(1)</sup> throughout their operations.

We also want to continue and increase the work we do through the ERM Foundation and other local initiatives to help protect biodiversity.

**Our individual commitment includes 10 principles divided into four major themes.**

### 1 Reducing our direct impacts on biodiversity

■ By 2020, we will have integrated in 100% of our direct purchases the criteria related to biodiversity, in particular those related to the impacts on deforestation (zero deforestation) of purchased products and their value chain.

■ By 2021, we will have strengthened our practices to ensure that the necessary measures for the ordinary biodiversity protection are integrated during our onsite interventions. In 2021, the procedures will be defined and implemented.

### 2 Contributing to enhancing biodiversity

■ We will continue our active participation in various initiatives, platforms, studies and working groups on valuation, restorations and offsetting and natural capital methodologies such as BBOP, TCFD, WBCSD WASH, Natural Capital Coalition.

■ Through the ERM Foundation, we will increase in the coming years the projects supported by ERM France related

to biodiversity management and conservation with the aim of having an ongoing project every year.

### 3 Raising awareness among our employees

■ From 2019, we plan to carry out a flagship action once a year (e.g. tree planting, educational day about biodiversity protection, etc.) with a partner to contribute to the biodiversity protection and involve our employees in this challenge.

■ We will organise at least once a year an awareness session of all our employees to a specific theme related to biodiversity or a feedback from field missions related to biodiversity.

■ By 2020, we will strengthen our biodiversity policy in our ISO 14001 certified management system. In view of this commitment, our environmental analysis will be reviewed and some environmental aspects related to biodiversity will become significant.

### 4 Influencing our clients to reduce their impact on biodiversity

■ By 2022, we will offer in our advisory and audit missions a biodiversity analysis, where applicable, using Nature Based Solutions<sup>(2)</sup>.

We will collect and value these data in order to highlight the positive impacts of ERM projects on biodiversity, in connection with the Sustainable Development Goals (SDG) established by the UN.

■ By 2020, we will strengthen the biodiversity criteria in our Go/No Go procedures for the tendering and the risk management of our projects.

■ As part of our missions, we will maintain our approach of using the highest standards on biodiversity protection and conforming us to the best international practices. To this end, a monitoring will be set up to list all the missions and the standards used.



(1) According to the definition of the Convention on Biological Diversity (CBD, 1992), the biodiversity (or biological diversity) is the variability among living organisms of all sources, including terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are part; this includes diversity within species, between species and of ecosystems.

(2) WCC-2016-Res-069 : Definition of the Nature Based Solutions by IUCN.