



ERM's individual commitments to act4nature international

ERM is the world's largest global pure play sustainability consultancy. We partner with the world's leading organizations, creating innovative solutions to sustainability challenges and unlocking commercial opportunities that meet the needs of today while preserving opportunity for future generations.

ERM's biodiversity experts perform a number of biodiversity focused services including impact studies and due diligence in project finance and by developing CSR strategies for our clients. We support our clients to protect biodiversity throughout their operations.

We have divided our individual commitments into four main themes, each of which intersects with act4nature's 10 principles. ERM's Biodiversity Technical Community will conduct an annual audit to measure progress towards achieving these commitments, and we will report annually in our Sustainability Report.

act4nature principles	Goals	ERM's individual commitments	Date
5, 6	<p>1 - Our operations</p> <p>Reduce negative and enhance positive impact on biodiversity through our operations</p>	<p>a. Publish biodiversity policy (position statement) setting our ERM's consideration of biodiversity across its consulting services and operations.</p> <p>b. Integrate nature based solutions as part of ERM's public commitment to achieve net-zero emissions by 2025.</p> <p>c. Where appropriate, ensure that ERM's top ten suppliers and sub-contractors read and are aware of ERM's biodiversity policy.</p> <p>d. Integrate Climate Change guidance into ERM's Global Travel Policy to reduce one of the causes of biodiversity loss.</p> <p>e. Undertake an assessment and define a process to enhance biodiversity in and around ERM offices, and the communities in which our offices are located.</p>	<p>2022</p> <p>2025</p> <p>2022</p> <p>2022</p> <p>2022</p>
1, 2, 3, 6, 9	<p>2 - Our clients</p> <p>Take active measures to influence our clients to reduce their impact on biodiversity.</p>	<p>a. Advocate for larger clients and projects to adopt nature-positive solutions through their operations and supply chains and create a simple tool and action plan process to identify and mitigate impacts.</p> <p>b. Use ERM's biodiversity Policy to inform 'Go/NoGo' approach.</p> <p>c. Establish a framework to actively encourage clients to contribute to leading global biodiversity data sharing platforms, including GBIF.</p>	<p>2022</p> <p>2022</p> <p>2022</p>
2, 6, 7, 8	<p>3 - External engagement</p> <p>Take action to enhance biodiversity by engaging with NGOs and other stakeholders.</p>	<p>a. Through the ERM Foundation make an annual commitment to plant 20,000 native seedlings and trees and protect or restore 10,000 hectares of forest with native species, in collaboration with our established NGO partners.</p> <p>b. Contribute to biodiversity thought leadership by committing to participate actively in at least one globally recognized biodiversity initiative per annum.</p>	<p>2022</p> <p>2022</p>
8	<p>4 - Employee engagement</p> <p>Raise awareness and engage employees in biodiversity.</p>	<p>a. Hold all-staff calls in each region to raise awareness about ERM's biodiversity policy and commitments and provide opportunities for employees to contribute.</p> <p>b. Establish at least one pilot re-wilding initiative in each of ERM's four regions.</p> <p>c. Hold annual Earth Day webinars or in-person events across ERM to raise awareness about biodiversity and provide opportunities for employees to get involved.</p>	<p>2022</p> <p>2022</p> <p>2022</p>