

ERM’s individual commitments to act4nature International

INDIVIDUAL COMMITMENTS						REPORT ON THE IMPLEMENTATION OF COMMITMENTS		
Link Common Commitments	Commitment	Scope	Indicators	Measurable target SMART	Deadline	Status	Explanations of the status	Verification method
4 5	<b>Responsible purchasing</b> By 2020, we will have integrated biodiversity criteria into all our direct purchases, in particular criteria relating to the impact of the products purchased and their value chain on deforestation <i>(zero deforestation)</i>	France	Purchasing policy	100% of our direct purchases meet biodiversity criteria	Permanent	In progress	<b>Goods</b> Since 2020, ERM France has applied criteria related to the environmental impact of purchased products, particularly with regard to their impact in terms of deforestation. These criteria apply to both the product itself and its value chain, for all office equipment and supplies for the cafeteria, as well as for the purchase of services. These criteria also apply to our service providers, particularly those in the energy, car rental/taxi, security, cleaning, telephone services and electronics sectors, as well as the tasks entrusted to them. Some examples: <ul style="list-style-type: none"><li>- energy providers: we take into account the share of renewable energy in their offer</li><li>- car rental providers: we give priority to providers offering electric or low-emission vehicles</li><li>- electronic product providers: we ensure that the products supplied comply with energy efficiency and recyclability standards</li></ul> In 2024, it is estimated that around 80% of ERM France’s direct purchases, including service purchases, meet our biodiversity criteria. ERM France plans to explore this aspect further and aims to achieve a target of 100% in its direct purchases, including services, in the short term <b>Services</b> ERM takes great care in selecting its service providers <i>(see commitment to suppliers and subcontractors)</i>	Self-assessment
4 5	<b>Strengthen biodiversity protection</b> By 2021, we will have strengthened our practices to ensure that the necessary provisions for the protection of ordinary biodiversity are sufficiently integrated during our on-site interventions. In 2021, the procedures will be defined and implemented	France	N/A	N/A	Permanent	Closed	Since 2021, our practices have been strengthened to ensure better integration of the provisions necessary for the protection of ordinary biodiversity during our on-site interventions. The systematic application of the <i>Avoid-Reduce-Compensate (ARC)</i> approach has been consolidated, going beyond regulatory requirements whenever possible  As part of the operational deployment, awareness of HSE and environmental aspects has been optimized, with the implementation of dedicated materials, including fact sheets on sensitive species and a guide to appropriate procedures. These developments aim to ensure that environmental issues are effectively taken into account from the start of construction sites and to reinforce the appropriation of good practices by field teams  It should be noted that this action is part of a process of continuous improvement where we are not satisfied with the steps taken, and seek to constantly reinforce this process	Self-assessment
7	<b>Raising employee awareness</b> At least once a year, we will organize an awareness-raising session for all our employees on a specific topic related to biodiversity or a feedback session on our field missions related to biodiversity	France	Number of sessions organized	N/A	Permanent	In progress	As part of the “ <i>Sustainability</i> ” team, half-yearly sessions of the Biodiversity Fresco are organized, open to all employees. In France, “ <i>BBL - Brown Back Lunches</i> ” are organized regularly and over the past 2 years, 3 of them have been dedicated to Nature. In addition, at ERM Global level, awareness-raising sessions have been set up in each of the ERM regions in the various business lines so that each consultant understands Nature issues we face in different sectors of activity. In addition, the increased inter-team collaboration since 2023 increasingly integrates the nature dimension into all assignments	Self-assessment
3 5	<b>Strengthening our biodiversity policy</b> From 2020, we will strengthen our biodiversity policy in our ISO 14001 certified management system. In line with this commitment, our environmental analysis will be reviewed and environmental aspects related to biodiversity will become significant	France	Management system	N/A	Permanent	Closed	Since 2020, biodiversity has been integrated into the environmental analysis of ERM’s ISO 14001 management system	External audit
5 6	<b>Our activities</b> Reduce negative impacts and strengthen positive impacts of our activities on biodiversity	Global	N/A	Where appropriate, ensure that ERM’s top 10 suppliers and subcontractors read and are aware of ERM’s biodiversity policy	2022	Closed	ERM requires that all suppliers act in accordance with the company’s principles and policies as set out in our terms and conditions, including ERM’s expectations regarding biodiversity. The ERM Supplier Code of Conduct and Ethics incorporates these elements  With regard to subcontractors, ERM has put in place a strict procedure for including a subcontractor in the baseline, incorporating the environmental impacts of its activities as well as the risks to which the company is exposed. To carry out these analyses, ERM uses an external company to guarantee the objectivity of the evaluation  ERM was unable to carry out this work at the global level for the 10 main suppliers <i>(lack of data)</i> , but it was carried out at the level of ERM France	Self-assessment
				Undertake an assessment and define a process to improve biodiversity within and near ERM offices and the communities in which our offices are located	2022	In progress	To support office employees in this process, ERM has provided each of them with guides explaining best practices and giving examples to inspire the teams. Depending on the geographical area, ERM teams do not have the same possibilities <i>(owners or tenants of premises, country and regulations, existence of channels such as sorting, etc.)</i> . By way of illustration, it is recommended that various initiatives be implemented: <ul style="list-style-type: none"><li>- energy efficiency <i>(introduction of LED light bulbs, installation of smart thermostats)</i></li><li>- waste reduction <i>(installation of composters for food waste, replacement of liquid soap with solid soap for hands and dishes to reduce plastic consumption, provision of reusable airtight boxes for employees to limit takeaway meal packaging)</i></li><li>- the conservation of biodiversity at the local level <i>(purchase and provision to employees of seasonal, organic and locally-sourced fruit and vegetables to encourage local regenerative organic farming, introduction of vegetable gardens in offices where applicable)</i></li></ul> The data is not reported in a precise manner, but each ERM office has voluntarily made efforts to reduce its environmental impact. In some countries, it has been possible to contribute to local projects such as waste collection, eco-trails, tree planting, etc.  Internal work is underway to find out more about the actions of each office and the initiatives being taken. A series of targeted initiatives is being implemented to address the specific challenges encountered in each of ERM’s 140 offices and their local environment. However, the scope for action varies according to available resources and the local context	Self-assessment
1 2 3 6 9	<b>Our customers</b> Take active measures to encourage our customers to reduce their impact on biodiversity	Global	N/A	Encourage clients and managers of major projects to adopt nature-friendly solutions in their activities and supply chains, and create a simple tool and action plan to identify and mitigate impacts	2022	In progress	ERM is the world’s largest consulting firm exclusively dedicated to sustainability, with the primary mission of supporting its clients in improving their sustainability performance. In 2022, ERM completed 238 projects for 194 clients, involving the assessment, development or implementation of Nature-Based Solutions  In addition, ERM plays a leading role in supporting companies in the LEAP approach, which is internationally recognized and supported by the TNFD, enabling the Localization, Evaluation, Analysis and Preparation for the publication of impacts, dependencies, risks and opportunities related to Nature in their direct operations and value chain  With its strong expertise, ERM has established itself as a world leader in supporting companies seeking to strengthen the sustainability of their direct operations and their value chain, as well as in the development and implementation of action strategies in favor of a Nature-positive approach	Self-assessment
				Use ERM’s biodiversity policy to inform “ <i>Go/No Go</i> ” decisions	2022	In progress	Through its core business, ERM actively contributes to reducing the impact on biodiversity <i>(and more generally on ESG dimensions)</i> of its clients. In addition, ERM has developed and examines each business opportunity through its <i>PLAN (Project Liability Analysis)</i> process, which is a standardized approach to managing the risks associated with ERM’s client and project choices  Biodiversity is one of the essential criteria in this process, and any potentially risky opportunity is thus evaluated according to ERM processes. If even a single risk factor is triggered, a discussion must be held with the risk manager of the region to which the potential assignment belongs. A “ <i>Go/No Go</i> ” decision is made at the risk level, then passed down to the partner responsible for the decision, and ERM will not be able to pursue the opportunity if the conditions necessary for the protection of biodiversity are not met and prior approval has not been obtained from the internal competent decision-making authority	Self-assessment
				Actively encourage clients to contribute to major global biodiversity data sharing platforms, including GBIF	2022	In progress	ERM teams support numerous clients in complying with Principle 4 of the <i>Equator Principles</i> for projects covering several sectors, ensuring the collection, organization and transmission of data to GBIF In addition, data sharing is at the heart of ERM’s recommendations when developing biodiversity roadmaps or strategies. To support clients in making and implementing this commitment, we carry out demonstrations to show our clients the sharing procedure in concrete terms. Beyond GBIF, ERM emphasizes the importance of sharing experiences in multi-stakeholder forums and sharing data to facilitate the work of science. Indeed, a number of our clients use innovative technologies to create data in terrestrial, aquatic or marine environments, and we feel it is essential to support them in sharing knowledge	Self-assessment
2 6 7 8	<b>External commitment</b> Take measures to improve biodiversity by engaging with NGOs and other stakeholders	Global	N/A	Through the <i>ERM Foundation</i> , 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 NGO partners	2022	In progress	In 2024, the <i>ERM Foundation</i> planted, restored or protected 9,895 hectares of native habitats and planted 35,830 seedlings and trees. The <i>ERM Foundation</i> ’s objective for 2025 is to protect or restore 10,000 hectares of native habitats. When a new employee joins ERM, a tree is planted in the geographical area of their choice, in partnership with rigorously selected NGOs ERM’s collaboration with NGOs is important: systematically, when we support a client in the development of territorial projects <i>(restoration, biodiversity/water/pollution action plans, regeneration, ecosystem services, NBS, biodiversity credits, etc.)</i> , we carry out a consultation phase with local stakeholders, including NGOs or environmental associations/local communities. This collaboration promotes the protection and regeneration of forests through our clients In addition, because of our links with the <i>Alliance for the Preservation of Forests</i> , ERM France regularly involves this organization in order to present current best practices and initiatives and facilitate their adoption by as many economic actors as possible	Internal audit
8	<b>Employee commitment</b> Raise awareness and mobilize employees on the issue of biodiversity	Global	N/A	Establish at least one pilot initiative to rewild nature in each of ERM’s four geographic regions	2022	In progress	Raising awareness of biodiversity is a priority from day one at ERM, as this is when each consultant decides where to plant the tree they receive on their first day. This action is an opportunity to raise awareness of the loss of global biodiversity and the deforestation we are experiencing. In addition, monthly sessions are organized to share key information on published reports, client case studies, etc. Each consultant is also invited to take training courses on the internal ERM Academy website, where training modules are dedicated to biodiversity. A campaign was conducted for their official internal launch in 2022, and a new one was carried out in 2024 with the reinforcement of these modules available to all. In addition, cross-exchanges between ERM departments reinforce knowledge of the issues, challenges, risks and solutions on environmental topics  The ERM Foundation has implemented at least one nature restoration project in each of its four geographical regions: <ul style="list-style-type: none"><li>- Asia, Pacific: <i>Sumatran Orangutan Society</i> Feasibility study to assess the potential for smallholders to convert palm plantations to integrate nature</li><li>- Europe, Middle East, Africa: <i>Lemur Conservation Foundation</i> On-site research project to better understand the occupation of the critically endangered Silky Lemur Safar in northeastern Madagascar</li><li>- Latin America and the Caribbean: <i>Mexico City Reforestation Day</i> Volunteer day in Xochimilco, Mexico, to support the reforestation and protection of the habitat of endangered axolotls</li><li>- North America: <i>UN Green Building Design</i> Review and redesign of the United Nations campus in New York to evaluate improvements in energy efficiency, environmental performance and green building design</li></ul> Overall, the ERM Foundation supported 49 projects in 29 countries in 2024	External audit

✓ The reports cover all commitments due by the end of 2024, including those that had already reached their deadline but were not closed in previous reports.