



ERM France's individual commitments in act4nature international

Company Overview

[ERM - Environmental Resources Management](#) is an international consulting firm specializing in sustainable development and ESG (*environmental, social and governance*) risk management. Founded in 1971, ERM has more than 8000 employees who support both financial institutions and international companies in all sectors in their sustainable transition and regulatory compliance. Present in more than 40 countries, it works on key themes such as biodiversity, pollution, water, climate, the circular economy, social performance, health/safety and governance. ERM offers solutions adapted to the specific challenges of each client, based on expertise in audit, due diligence, strategy and implementation of concrete actions. Committed to positive impact, it develops innovative approaches aligned with international best practices. Through its multidisciplinary teams, ERM helps its clients integrate sustainability into their decisions and operations.

Materiality Analysis

To date, ERM has identified the key topics for its sustainability commitments, structuring actions aligned with its strategic priorities. A full materiality analysis is planned by 2027 to adapt its commitments to ESG developments. France plays a central role in this approach, strengthening the integration of ESG issues into its practices. For the 2025-2030 commitments, the Sustainability France team, together with the Nature France team, has developed objectives with key stakeholders in the company. A workshop with 12 ERM France partners made it possible to refine these objectives, ensuring effective consultation and stakeholder involvement.

Articulation with previous act4nature international commitments

ERM Global's previous commitments expire in 2025, providing ERM France with the opportunity to structure more significant commitments, becoming a pilot for ERM Global. We are delighted to be actively involved in this voluntary commitment process, by making commitments for the period 2025-2030 with high standards and with a view to setting an example.

The commitments made between 2022 and 2024 at the global level have initiated a structuring dynamic in terms of biodiversity. The new cycle of 2025-2030 commitments initiated by ERM France will make it possible to go further in terms of ambition.

For example, efforts on responsible purchasing are being extended with a target of 50% sustainable purchasing by 2030. The environmental requirements for subcontractors are evolving towards a formal validation of the ERM Biodiversity Policy by 100% of them by 2030.

In our offices, we are aiming for a 30% reduction in waste per employee by 2030 and low-carbon mobility with 60% electric or hybrid vehicles for business travel. In terms of awareness, a "Nature" training module will be integrated into ERM Academy from 2025, with the ambition of training 100% of new employees by 2027 and all employees by 2030. The PLAN process will be strengthened by the integration of "Nature" criteria and annual training of project managers. From 2026, an option for a habitat restoration action will be offered to our customers. Finally, external engagement efforts will take the form of awareness-raising sessions and active contribution to reference initiatives.

Thus, each new commitment builds on the achievements of the previous cycle, making them more operational, measurable and structuring, affirming ERM France's desire to play a leading role in the ecological transition.

The detailed report of previous commitments can be found [here](#).

Individual commitments

INDIVIDUAL COMMITMENTS					
Link common commitments	Commitment	Scope	Indicator ⁽¹⁾	Measurable target (SMART)	Deadline
AXIS 1 – Integrating Nature into our upstream value chain					
1 2	NEW Commitment 1 Engage our subcontractors in an approach that promotes biodiversity through the validation of ERM's Biodiversity Policy For new subcontractors: ensure that the "Read and approved" mention for the Biodiversity Policy in the subcontractors' management system For existing subcontractors: ensure annually that an increasing percentage of subcontractors register the "Read and approved" mention for the Biodiversity Policy in the subcontractors' management system	ERM France – contracts signed for the legal entity France Note: The Avetta platform used to manage our subcontractors will have an impact on the ERM Global level	Percentage of entities that have read and accepted the ERM Global Biodiversity Policy through the registration processes in the subcontractors' management system	a. For new subcontractors: 100% at the end of 2025 (<i>on a 0% basis at the beginning of 2025</i>) b. For contracts to be renewed: 50% by 2025; 70% by 2027 and 100% by 2030 (<i>based on a 0% baseline in early 2025</i>)	End of 2025 End of 2025, end of 2027, end of 2030
1 2 4	Commitment 2 Improve the traceability and selection of direct purchases made by ERM France Adopt a continuous improvement and sustainability approach in the selection criteria for purchases (<i>office supplies, cafeteria, safety equipment/PPE</i>) by ERM France's departments (<i>taking into account existing technological and sanitary constraints, for example for sampling tubes</i>)	ERM France – on the national territory	1. Mapping ERM France purchases and prioritizing the significant environmental impacts of mapped purchases 2. Development of environmental criteria for the selection of procurement categories (<i>biodiversity, resource use, pollution, land use change, etc.</i>) 3. Application of these criteria to a perimeter to be defined	1. Mapping of all ERM France purchases (<i>yes/no</i>) 2. By purchase categories, develop selection criteria and lead to the identification of a list of purchases with different levels of environmental impacts (<i>yes/no</i>) 3. Depending on the benchmark obtained, define targets to be achieved (<i>e.g. 15% sustainable direct purchases by 2027, 30% by 2028 and 50% by 2030</i>)	End of 2026 End of 2026 End of 2027, end of 2028, end of 2030
AXIS 2 – Reduce the impact of our direct operations and train our employees on topics related to Nature					
1 2 8	Semi-NEW Commitment 3 Strengthen the training of ERM France employees on Nature topics Strengthening training content for newcomers	ERM Employees France	1. Development and integration of a Nature training module (<i>what is biodiversity / Nature, biodiversity issues according to IPBES, actions for companies, etc.</i>) in ERM Academy for employees ⁽²⁾ 2. New employees: training module to be validated during induction 3. Current employees: to be validated gradually according to a percentage of targeted employees	1. Development of the Nature training module (<i>yes/no</i>) and integration of the module into the ERM Academy training process (<i>yes/no</i>) 2. Training module validated by 50% of new ERM France employees in 2026 and 100% by 2027 (<i>with a baseline of 0% by the end of 2024</i>) 3. Training module validated by 20% of ERM France employees by 2027, 50% by 2028 and 100% by 2030 (<i>with a baseline of 0% by the end of 2024</i>)	End of 2025 & end of 2026 End of 2026 & end of 2027 (<i>until end of 2030</i>) End of 2027, end of 2028 (<i>until end of 2030</i>)
1 2 8 10	NEW Commitment 4 Increase the number of internal environmental events Creation of Biodiversity Frescoes, or Workshops, or Brown Bag Lunch, or team building on the theme of Nature (<i>including topics such as: impacts of our activities on the environment, travel validation process and expense reports⁽³⁾, impacts and actions of our value chain</i>)	ERM Employees France	Number of events carried out for ERM France	a. 2 events per year for ERM France employees from 2026 (<i>baseline early 2025</i>) b. 1 event per year specifically related to the activities of a department (<i>with the aim of integrating Nature more into commercial support, in a transversal way</i>) c. 1 annual communication on the progress of A4NI commitments from 2026 onwards	Early 2026 to the end of 2030 Pilot at the end of 2025 with the depollution department Until the end of 2030 From the end of 2026 to the end of 2030
3	NEW Commitment 5 Promote clean travel (workplace, events, customer travel) Strengthen the promotion of soft mobility (<i>advantages linked to the use of bicycles/scooters, trains</i>), rental of hybrid or electric light vehicles, etc.	ERM employees France – national soil (<i>and if possible contracts France</i>)	1. Commitment to the "ERM Global Travel Policy" 2. Awareness of our travel booking provider's policy as well as ERM's admin team	1a. Review of the parameters included in our expense reimbursement system (<i>Rydool</i>) in order to integrate environmental criteria to better monitor our environmental impact (<i>such as a differentiation between the use of electric and internal combustion vehicles for travel</i>) 1b. Use of electric/hybrid cars for business trips requiring the use of light vehicles (<i>including taxis</i>): 40% by 2026, 50% by 2028, 60% by 2030 (<i>and 100% by 2040</i>) (<i>baseline end 2024: 10%</i>) 2. 1 awareness session per year from 2026 for our travel booking provider as well as the ERM admin team	End of 2025 End of 2026, end of 2028, end of 2030 (<i>end of 2040</i>) From the beginning of 2026
2 3 4 5	NEW Commitment 6 Reducing the waste generated by ERM France's activities Improving our waste management in the Paris and Lyon offices	ERM Employees France	1. Development and application of a waste accounting methodology 2. Identification of relevant pathways for key wastes 3. Improvement and/or implementation of sorting bins on each floor in the Paris and Lyon offices with employee awareness 4. Definition of waste reduction percentages per employee	1. Development and application of the methodology (<i>yes/no</i>) 2. Identification of the main procurement channels (<i>yes/no</i>) 3. 1 Sorting awareness once a year from 2026 4. To be confirmed according to the previous steps, but we are considering a reduction in the percentage of waste per employee - 10% /employee by 2027 - 20% /employee by 2028 - 30% /employee by 2030 (<i>base 2025</i>)	End of 2025 End of 2026 Between the end of 2026 and the end of 2030 End of 2027, end of 2028, end of 2030
AXIS 3 – Integrating Nature into our downstream value chain through the engagement of our customers					
1 2 8	NEW Commitment 7 Realization of awareness-raising sessions for our stakeholders (subcontractors, customers) on the challenges, impacts, dependencies, risks and opportunities related to Nature Incluant des Webinaires, Fresques, Workshops, interventions diverses, Sustainability Breakfasts	Stakeholders included in ERM France commercial contracts	Number of sessions completed	a. Identification of priority stakeholders within our Global Key Clients and Regional Key Clients to offer the sessions to in 2025 (<i>and then expand the scope of targeted clients over the years</i>) b. Deployment of awareness sessions and growing involvement of our customers (<i>with testimony of at least 1 customer per session</i>): 2 by 2026, 3 by 2028, 4 by 2030	End of 2025 End of 2026, end of 2028, end of 2030
7 9	NEW Commitment 8 Contribute to the development of Nature frameworks through the strong involvement of consultants in key initiatives These contributions may be part of initiatives and coalitions such as the WBCSD – World Business Council for Sustainable Development, the SBTN – Science Based Targets Network, ACT Biodiversité, the IAPB – International Advisory Panel on Biodiversity Credits, etc.	ERM Employees France	Number of initiatives involving at least one ERM France member	At least 2 reference initiatives on the theme of Nature, providing technical expertise and feedback per year from 2025	From the beginning of 2025 until the end of 2030
3 5	Commitment 9 Strengthen the GO/NO GO project system by integrating Nature criteria⁽⁴⁾ As part of the evaluation of an opportunity, the GO/NO GO project process for all ERM France teams is reinforced with Nature criteria	ERM Employees France	1. Formalization and communication of the GO/NO GO mechanism integrating the Nature criteria 2. Training of the employees involved (<i>Partners, Directors, current and future project managers</i>) in the GO/NO GO process	1. Achieve strong communication (hierarchical scope and exemplified) during an ERM France team meeting on the need to use Nature criteria in the GO/NO GO evaluation 2. Provide 1 annual training/reminder to project commitment managers from 2026	From the beginning of 2025 From the beginning of 2026 until the end of 2030
1 2 5 6 9	NEW Commitment 10 Add in all our commercial proposals an option of "action in favor of Nature" and "an awareness session" The objective of this commitment is to test our clients' sensitivity to voluntarily go beyond regulatory constraints, in complementarity with the actions of the commercial proposal. Customers (<i>without obligation</i>) can choose: - to be a sponsor of a project (<i>which ERM France will ensure is serious and valued for the client</i>), and/or - to follow one or more awareness-raising sessions on subjects related to Nature (<i>carried out by recognized ERM trainers</i>)	Customers registered in ERM France commercial contracts	1. Preparation of a presentation (<i>1 ppt slide</i>) including the value proposition of our sponsorship and/or awareness offer - exchange with a selection of ERM France Associates and Account holders 2. Selection of ERM France's clients who will be the subject of the management of this initiative (<i>among the Global Key Clients and the Regional Key Clients</i>) 3. Increase in the percentage of targeted customers based on feedback	1. Preparation of the presentation (<i>yes/no</i>) 2. Development of the pilot: 5% of the selected active customers having received the option of sponsorship and awareness in the commercial proposals 3. Based on feedback, adjust target rates for targeted customers from 2027 onwards	End of 2025 with an adjustment at the end of the drivers (<i>probably end of 2026</i>) Early 2026 From the beginning of 2027 until the end of 2030

1 An indicator to measure the implementation of the commitment.

2 ERM has an internal training platform at the global level called ERM Academy on which expert Nature training courses are already available to all ERM consultants since the beginning of 2024. Through this commitment, we want to make it possible to popularize nature issues and actions for consultants from other departments in order to acculturate them to the theme and to support the development of the skills of the various teams.

3 We depend on an external booking provider. Internal training on how it is used will also lead to a discussion with the supplier itself in order to guide and simplify environmental choices and decisions, particularly in terms of reducing CO₂ emissions.

4 There are now GO/NO GO focused on health/safety/risk aspects with an essential process for project managers. We will extend this approach to Nature issues using existing processes. These include criteria such as significant impacts on biodiversity, land use change, impact on local communities, etc.