

Individual commitments made 2022										Balance sheet			Reporting/Communication								
Title of the individual commitment	Perimeter	Indicator / Associated objective	Deadline or implementation period	Link with common commitments										Stock status	Partial/final results of the action	Comments (3-15 lines maximum)	Communication	Support	Verification methods		
				1	2	3	4	5	6	7	8	9	10								
Publish biodiversity policy (position statement) setting out ERM's considerations of biodiversity across its consulting services and operations.	Global		End of 2022							1	1					Completed	Completed	ERM published our biodiversity policy which integrates the protection and restoration of biodiversity into ERM's own operations, our work with clients and those we collaborate with.	Communicated	Published on ERM.com website	
Integrate nature based solutions as part of ERM's public commitment to achieve net-zero emissions by 2025.	Global		End of 2025							1	1					In progress	Ongoing	Ahead of our 2025 net-zero target, we are planning to compensate our residual emissions, partly through natural climate solutions that ensure positive livelihood benefits and nature based solutions. These plans will include carbon removals and reductions. Our first tranche will be in our Financial year 2023 (FY23) and we will build from this in following years. ERM is a member of the Natural Climate Solutions Alliance (NCSA) and has committed to the NCSA Accelerator which sets out principles which we will follow.	Communicated	Approach communicated in 2022 Sustainability Report and NCSA Accelerator communications. Progress will be reported in our 2023 Sustainability Report.	
Where appropriate, ensure that ERM's top ten suppliers and sub-contractors read and are aware of ERM's biodiversity policy.	Global		End of 2022							1	1					In progress	Ongoing	ERM's current Sustainable Procurement Policy references a priority for suppliers that have policy and commitments on the conservation of natural resources. In 2023, we will work with our top suppliers and sub-contractors to ensure they have read and accepted ERM's biodiversity policy.	Not communicated to date	To be communicated during 2023.	
Integrate Climate Change guidance into ERM's Global Travel Policy to reduce one of the causes of biodiversity loss.	Global		End of 2022							1	1					Completed	Completed	ERM's Global Employee Travel Policy is aligned with ERM's overall decarbonization strategy to reduce emissions from business travel.	Communicated	Communicated internally in ERM.	
Undertake an assessment and define a process to enhance biodiversity in and around ERM offices, and the communities in which our offices are located.	Global		End of 2022							1	1					In progress	Ongoing	ERM is conducting a review of our green building guidelines to ensure our offices are enhancing biodiversity and looking for opportunities for improvements in the future. In 2022, many ERM offices globally have designated sustainability champions that identify local opportunities for staff to participate in local biodiversity initiatives such as tree planting projects, stream and beach cleanup activities, pollinator habitat creation, etc.	Communicated	Communicated internally in ERM.	
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.	Global		End of 2022	1	1	1										In progress	In progress	In 2022, ERM conducted 238 projects for 194 clients that involved the assessment, development, or implementation of Nature-based Solutions and/or other nature positive-focused activities. We developed a proprietary tool for nature benchmarking and have applied it to over 50 projects. We also have a dedicated supply chain team within our Corporate Sustainability and Climate Change service. Currently, this team is working with a major global retailer to map biodiversity impacts and dependencies within their supply chain. Finally, an ERM Technical Director of Biodiversity and Nature is seconded to WBCSD where he is dedicated to TNFD pilots and we are sharing our knowledge and experience with the pilots with clients to encourage uptake of TNFD.	Communicated	Information is shared regularly within ERM's Global Biodiversity Technical Community. ERM's support for and commitment to new initiatives including TNFD is communicated through ERM's digital channels, COP15 and other leading conferences and through the Sustainability Institute by ERM.	
Use ERM's biodiversity Policy to inform 'Go / No Go' approach.	Global		End of 2022	1	1	1										In progress	Ongoing	In 2022, ERM reviewed and refreshed our Project Liability Analysis (PLAN) process, which is a standardized approach to management of risk issues that may arise from the choices ERM makes about which clients we work for, and the kinds of projects we undertake. Biodiversity is one of the risk triggers that is considered in ERM's PLAN process. If biodiversity is triggered, ERM cannot proceed with the opportunity until certain conditions are met and preliminary approval is given by the relevant decision-making authority.	Communicated	Communicated internally in ERM.	
Establish a framework to actively encourage clients to contribute to leading global biodiversity data sharing platforms, including GBIF.	Global		End of 2022	1	1	1										In progress	Ongoing	ERM's global Biodiversity and Sustainable Finance teams are supporting numerous clients on Equator Principle 4 conformance for projects across multiple sectors involving data compilation, organization, and delivery to GBIF.	Communicated	Communicated through client engagements though results not communicated externally due to client confidentiality.	
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.	Global		End of 2022			1										In progress	Ongoing	To date, the ERM Foundation has planted over 40,000 native seedlings and trees globally, with a large quantity in sub-saharan Africa. The ERM Foundation has also protected or restored over 5,000 hectares of forest to date, but this remains a priority for the remainder of the financial year and into next year.	Not communicated to date	This will be communicated in ERM's 2023 Foundation Annual Review.	
Contribute to biodiversity thought leadership by committing to participate actively in at least one globally recognized biodiversity initiative per annum.	Global		End of 2022			1										Completed	Completed	ERM had a delegation of nine specialists participate in COP15 in December 2022. ERM participated in a WBCSD panel on Natural Climate Solutions and a WBCSD workshop on development of nature positive policies and targets. ERM staff continued participation in the Wind and Wildlife Working group in North America, a collaboration of scientists and business involved in conducting leading edge research on impacts of offshore wind development on wildlife and approaches for impact avoidance and mitigation.	Communicated	ERM's attendance at COP15 was communicated through social channels and supported by thought leadership through the Sustainability Institute by ERM.	
Hold all-staff calls in each region to raise awareness about ERM's biodiversity policy and commitments and provide opportunities for employees to contribute	Global		End of 2022													Completed	Completed	During COP15, ERM held several well attended all-staff calls to help raise awareness on ERM's newly published biodiversity policy and for the ERM team to provide reflections on COP15.	Communicated	Communicated internally in ERM.	
Establish at last one pilot re-wilding initiative in each of ERM's four regions.	Global		End of 2022													In progress	Ongoing	To date, ERM has been exploring possible non-profit partners to collaborate with for rewilding projects. ERM are now contacting selected organizations and will continue this commitment into 2023.	Not communicated to date	This will be communicated once the partnership has been established.	
Hold annual Earth Day webinars or in-person events across ERM to raise awareness about biodiversity and provide opportunities for employees to get involved.	Global		End of 2022													Completed	Completed	ERM held all-staff webinars to launch the 2022 Foundation Annual Review, reaching more than 1,000 employees. These webinars featured biodiversity case studies, and held a challenge for employees to demonstrate how they were contributing to the Earth Day theme "Invest in our planet".	Communicated	Communicated internally in ERM.	