



2022 GRI Index

ERM Sustainability Report 2022

The business of sustainability

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As required by the GRI Universal Standards, we provide an index that specifies each of the GRI Standards and disclosures included in the report. As part of ERM’s efforts to advance sustainability reporting, we support the activities of GRI as a Community member.



Statement of use: ERM has reported in accordance with the GRI Standards for the period 1 April 2021 to 31 March 2022.
 GRI used: GRI 1: Foundation 2021
 Applicable GRI Standard(s): No sector guidelines apply.

General Disclosures

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
	2-1 Organizational details	p. 154 , Data background	
	2-2 Entities included in the organization’s sustainability reporting	Data background List of ERM subsidiaries as per 31 March 2022	
	2-3 Reporting period, frequency and contact point	Data background	
	2-4 Restatements of information	There are no restatements of information in this report.	
	2-5 External assurance	p. 152 , GHG data assurance , Principles based assurance	
	2-6 Activities, value chain and other business relationships	pp. 13 , 62 , 110 , 120 , Industries	
	2-7 Employees	pp. 136-142 , Data background	
	2-8 Workers who are not employees		Information unavailable/incomplete. ERM uses subcontractors, but does not have systems to track the total number. We track subcontractor injury and illness data (p. 147). A subcontractor for ERM provides services on an ERM project ultimately for an ERM external client. This includes lower-tier subcontractors.
	2-9 Governance structure and composition	pp. 14 , 108-109	

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	p. 109	
	2-11 Chair of the highest governance body	p. 109	
	2-12 Role of the highest governance body in overseeing the management of impacts	pp. 14 , 108-109	
	2-13 Delegation of responsibility for managing impacts	pp. 14 , 109 , 123	
	2-14 Role of the highest governance body in sustainability reporting	pp. 25 , 123	
	2-15 Conflicts of interest	pp. 119-120 , Conflicts of Interest for Investments , Code of Business Conduct	
	2-16 Communication of critical concerns	pp. 119-120 , Code of Business Conduct , ERM does not report the total number and nature of critical concerns communicated to the Board and is considering this for the future.	
	2-17 Collective knowledge of the highest governance body	p. 109	
	2-18 Evaluation of the performance of the highest governance body	p. 109	
	2-19 Remuneration policies	p. 109	
	2-20 Process to determine remuneration	p. 109	
	2-21 Annual total compensation ratio		Information unavailable/incomplete. ERM does not currently have the methodology in our Human Resources systems to determine this ratio.
	2-22 Statement on sustainable development strategy	pp. 5-6 , 14 , 16	
	2-23 Policy commitments	pp. 42-43 , 46 , 83-84 , Our commitments Ethical Business Conduct	
	2-24 Embedding policy commitments	pp. 14-15 , 109	
2-25 Processes to remediate negative impacts	pp. 29-30 , 52 , 119-121		

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	p. 119-121	
	2-27 Compliance with laws and regulations	pp. 21 , 23 , 119-121	
	2-28 Membership associations	pp. 83-84	
	2-29 Approach to stakeholder engagement	pp. 27-28	
	2-30 Collective bargaining agreements		Not applicable. None of our employees are covered by collective bargaining agreements

Material Topics

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	pp. 25-26 , 29-30 , 124-126	
	3-2 List of material topics	pp. 125-126	

Economic Performance

GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 107-111	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Financial overview	
	201-2 Financial implications and other risks and opportunities due to climate change	TCFD disclosure	
	201-3 Defined benefit plan obligations and other retirement plans	ERM operates retirement and pension plans that vary at the local level, based on legal and market requirements and practices.	
	201-4 Financial assistance received from government	Financial overview	

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
Biodiversity			
GRI 3: Material Topics 2021		pp. 45-50	
GRI 304: Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Information unavailable/incomplete on offices in or adjacent to protected areas of areas of high biodiversity value at this time. ERM does not have systems to track this information about our operational sites, which are office locations.
	304-2 Significant impacts of activities, products and services on biodiversity	pp. 45-50	
	304-3 Habitats protected or restored	pp. 45-50 , ERM Foundation Annual Review	
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 36-44 , Data background	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 129 , Data background	
	305-2 Energy indirect (Scope 2) GHG emissions	p. 130 , Data background	
	305-3 Other indirect (Scope 3) GHG emissions	p. 132-133 , Data background	
GRI 305: Emissions 2016	305-4 GHG emissions intensity	p. 128-135 , Data background	
	305-5 Reduction of GHG emissions	pp. 128-135 , Data background	
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 57-73	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	pp. 137-139	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	ERM complies with local legislation when it comes to providing benefits to all our employees, whether they are full time, part time or temporary.	
	401-3 Parental leave		Information unavailable/incomplete. ERM does not track the aggregate family leave information requested. We have established a global minimum standard for leave (see p. 70).

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 114-115	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	pp. 114-115	
	403-2 Hazard identification, risk assessment, and incident investigation	pp. 114-115	
	403-3 Occupational health services	pp. 114-115	
	403-5 Worker training on occupational health and safety	pp. 114-115	
	403-9 Work-related injuries	pp. 146-151	
Training and education			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 58-62 , 119-121	
	404-2 Programs for upgrading employee skills and transition assistance programs	pp. 58-62	
	404-3 Percentage of employees receiving regular performance and career development reviews	ERM's Performance Management Framework requires that all employees receive a mid-year and end-of-year performance review and development plan.	
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 66-73	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	pp. 136-142	
Local communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 51-56	

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs 413-2 Operations with significant actual and potential negative impacts on local communities		Not applicable: ERM's operations are in office locations, whose impact is deemed minimal. However, we help clients develop local community engagement, impact assessments and development programs. Omission: Not applicable. ERM's direct operations from office locations are not formally assessed, but deemed to be minimal.
Public Policy			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 74-94	
GRI 415: Public Policy 2016	415-1 Political contributions	Section 5.8 Global Code of Business Conduct and Ethics	
Customer privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 95-106	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	pp. 21 , 106	