



Photo: Centre de Conservation pour Chimpanzés ©CCC – Gaelle Osswald



ERM Foundation

ANNUAL REVIEW 2019

CREATING IMPACT THROUGH OUR PEOPLE AND PARTNERSHIPS



ENVIRONMENT PARTNER FOR OXFAM INDIA

ERM employees in India have been working in a *pro bono* capacity with Oxfam India since 2013, to conduct environmental audits for Oxfam's annual "Trailwalker" fundraising events. The ERM Team produces an annual impact assessment report, which is used by Oxfam India to make environmental improvements year-on-year, including how to minimize plastic waste from the events.

Archana Somasekharan from ERM's Bangalore office, conducting the environmental audit for Oxfam India's annual "Trailwalker" fundraising events

CEO MESSAGE



Next year we celebrate the 25th Anniversary of the ERM Foundation. We used this upcoming milestone to invite employees to provide input into our future direction, to ensure that we are continuing to meet the needs of all stakeholders including ERM employees and the nonprofit organizations and social enterprises with whom we work. This employee consultation has contributed to a 'refreshed' approach, which we started to implement during FY19.

At the heart of our refreshed approach is a more clearly defined purpose, which prioritizes working in partnership with smaller nonprofit organizations and social enterprises, for whom our level of funding and professional support can have the greatest impact. We recognize that for smaller organizations in particular, the ability to access the breadth and depth of professional expertise that ERM offers can sometimes have greater impact than grant funding alone.

We have also revised our focus areas to place greater emphasis on capacity-building, livelihoods and women's empowerment. These cross-cutting themes underpin our core focus areas, and are designed to guide the way we work.

What hasn't changed is that the ERM Foundation remains employee-led, which is one of the things that makes our Foundation so special. This year's Annual Review catalogues the impact that is delivered through the skills, expertise and donations of our employees.

“At the heart of our new approach is a more clearly defined purpose, which **prioritizes working in partnership with smaller nonprofit organizations and social enterprises**, for whom our level of funding and professional support can have the greatest impact”

Each year I am truly impressed by the passion and enthusiasm that employees bring to the ERM Foundation. Our refreshed approach will ensure that we are achieving the maximum social and environmental impact in the communities where we live and work.

Thank you to all of the ERM employees who have contributed their time to the ERM Foundation during the past year. Our combined efforts really do make a difference.

KERYN JAMES

ERM Chief Executive Officer.

ABOUT THE ERM FOUNDATION

The ERM Foundation was **established in 1995** to enable ERM and its employees to provide **funding** and **professional support** for nonprofit organizations and social enterprises that share our commitment to creating a **more sustainable and equitable world**.

Our purpose

We work in partnership with smaller nonprofit organizations and social enterprises. We blend funding with professional support to maximise our impact and help our partners build local capacity, and scale their operations, sustainably.

Our focus areas

We concentrate on three focus areas that align with the interests and professional expertise of ERM employees.



In addition to these core focus areas, we have identified three cross-cutting themes, which guide the way we work:



Contributing to the Sustainable Development Goals (SDGs)

The ERM Foundation is committed to making a measurable contribution to the SDGs. These Global Goals provide a framework to focus the contributions we are making to the global sustainable development agenda. We have prioritized nine intersecting SDGs that align most closely with our focus areas.



¹ All figures in this document are in US dollars
² FY19 refers to financial year 1 April 2018 – 31 March 2019

HOW WE WORK

Grant funding

The ERM Foundation operates a grants program, comprising employee donations and company matching funds. Many of the grants we disburse are leveraged by *pro bono* professional support, which is provided by ERM employees. Last year we launched a new seed funding program, to develop longer term partnerships with local nonprofit organizations in each of our Business Units, particularly in geographies where employee-led fundraising is more challenging.



World Salmon Council © The ERM Foundation in the United States is providing grant funding and volunteer support to engage children in hands-on learning about river ecosystems

Pro bono professional support

ERM employees can apply to undertake *pro bono* work with nonprofit organizations and social enterprises. We recognize that for smaller organizations in particular, the ability to access professional and technical support on a *pro bono* basis can be critical. This approach also provides ERM employees with challenging and inspiring opportunities to expand their networks and develop new skills, while making a positive contribution to the planet and society.

Areas of technical support include:

- Biodiversity and ecological services
- Cultural heritage
- Data analytics and visualization
- Due diligence
- Energy and climate change
- Geographical Information Systems (GIS)
- Human rights
- Impact assessment
- Information solutions
- Marine systems
- Product stewardship
- Safety services
- Social performance

Community volunteering

ERM employees are also encouraged to participate in community volunteering activities, often aligned with international days of action such as Earth Day, the International Coastal Clean-up and Global Goals Week.

240

employee-led actions and initiatives for Global Goals Week



Putting an end to single-use plastic bottles in Paris

EMPLOYEE HIGHLIGHT:

Global Goals Week

During FY19, ERM employees around the world participated in a week of action to contribute to the Sustainable Development Goals. This produced more than 240 actions and initiatives, with common themes including sustainable commuting, community volunteering, reducing single-use plastics from home and office, and active employee health and well-being initiatives. Some of these themes are now being incorporated into the Sustainability Actions Plans that are developed by employees in each of our Business Units as part of ERM's wider approach to sustainability.

WHERE WE WORKED IN FY19

In FY19, the ERM Foundation supported projects and programs in **30 countries and territories** across Asia Pacific, North Africa, Latin America and the Caribbean, Europe and Africa.



- 
COUNTRIES AND TERRITORIES WITH AN ERM OFFICE

- 
PROTECTING THE NATURAL ENVIRONMENT

- 
REDUCING CARBON EMISSIONS

- 
IMPROVING ACCESS TO CLEAN WATER AND SANITATION

- 
PROVIDING EDUCATION, TRAINING AND CAPACITY-BUILDING

- 
EMPOWERING WOMEN AND GIRLS



\$324,000
disbursed in grant funding



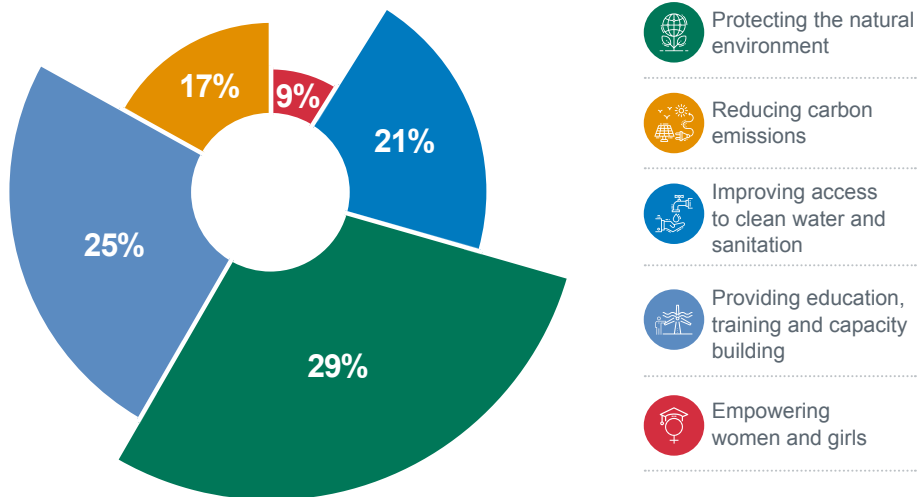
\$227,000
value of the professional *pro bono* support

FY19 AT A GLANCE

During FY19, the ERM Foundation disbursed **\$551,000** in grant funding and professional *pro bono* support for **69** organizations working across **30** countries.

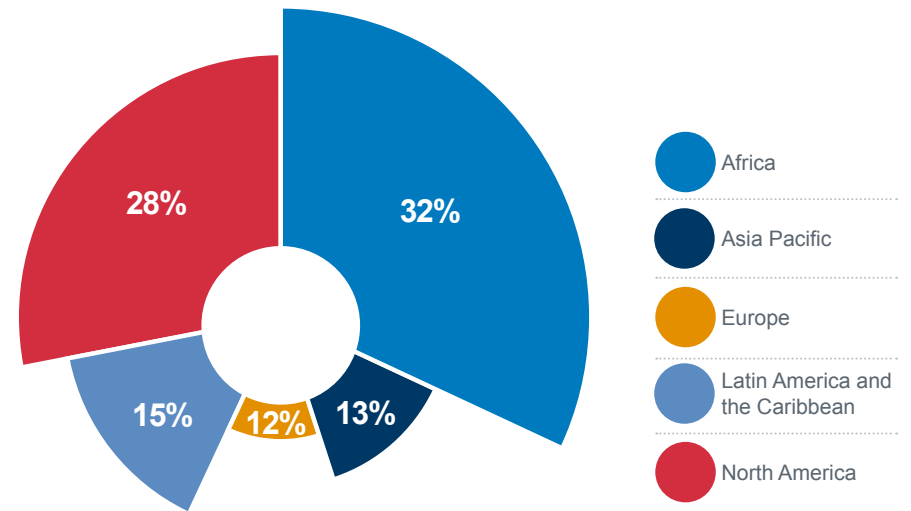
Funds invested by focus area

\$551,000



Funds invested by project location

\$551,000



Recipient of this year's
"Holiday E Card" fundraiser:

Fundación Energía Sin Fronteras



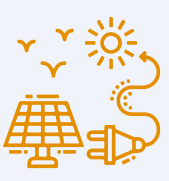



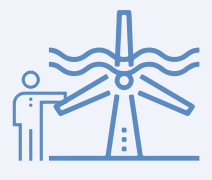



<https://energiasinfronteras.org/>



Creating healthy cooking environments for women and girls in Peru, through fuel-efficient, smoke-free cook stoves

Each year, employees around the world vote for ERM Foundation-supported projects to fund with the money raised from our annual "Holiday E Card" fundraising appeal. One of this year's winners was Energía Sin Fronteras (ESF). We are supporting ESF's work in Peru to improve access to fuel-efficient, smoke-free cookstoves, which are creating healthier cooking environments for women and girls, and reducing carbon emissions.

The projects and programs supported by the ERM Foundation during FY19 will make the following contributions to the SDGs

	<div style="text-align: right;">  </div> <p>PROTECTING THE NATURAL ENVIRONMENT</p> <p>7,000</p> <p>seedlings, trees, plants and shrubs planted</p>
	<div style="text-align: right;">  </div> <p>REDUCING CARBON EMISSIONS</p> <p>35,000</p> <p>people with improved access to clean energy products or services</p>
	<div style="text-align: right;">  </div> <p>IMPROVING ACCESS TO CLEAN WATER AND SANITATION</p> <p>12,500</p> <p>people with improved access to clean water and/or improved sanitation</p>
	<div style="text-align: right;">  </div> <p>PROVIDING EDUCATION, TRAINING AND CAPACITY BUILDING</p> <p>6,000</p> <p>people participating in education and/or training to support sustainable development</p>
	<div style="text-align: right;">  </div> <p>EMPOWERING WOMEN AND GIRLS</p> <p>900</p> <p>female livelihoods supported</p>

AN EMPLOYEE-LED FOUNDATION

The ERM Foundation is **led by employees**. Individuals and teams nominate organizations for funding, provide hands-on **pro bono professional support**, arrange **local fundraising** and **volunteer events**, and help us to review funding applications. Employees also help **shape our strategy**, through their involvement in regional Foundation Committees.

FUNDRAISING



ERM employees from China, Hong Kong, South Korea and Myanmar participating in a sponsored bike ride in Mongolia to raise money for disadvantaged children

\$141,000

donated or raised worldwide by ERM employees during FY19

PRO BONO WORK



ERM volunteers in Puerto Rico building new shelters for families made homeless by Hurricane Maria

1,910

hours of *pro bono* professional support delivered by ERM employees in FY19

INTERNAL COMMITTEES



In addition to participating in Foundation Committees, ERM employees also volunteer in their local communities

208

ERM employees participated in Foundation Committees or grant review panels during FY19

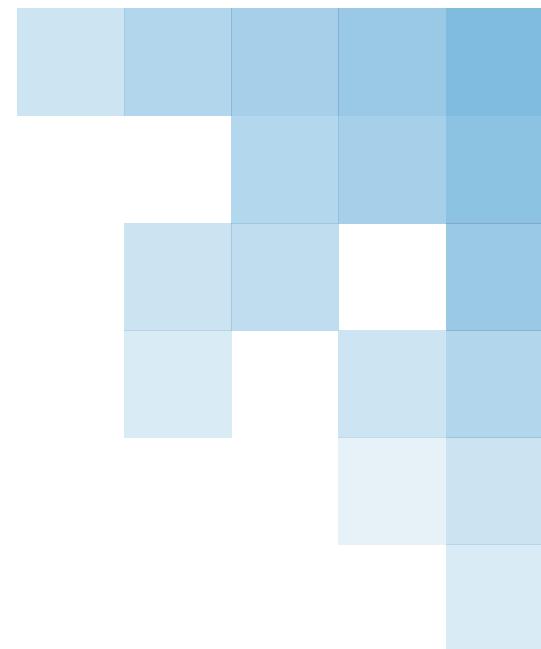
PEER-LEARNING NETWORK



Corporate foundation roundtable event on venture philanthropy, 2019

33

UK-based foundations participating in peer-learning workshops, co-led by the ERM Foundation



Protecting the natural environment

FOCUS ON: SPECIES PROTECTION

The world is undergoing the largest period of species extinction in ¹**60 million years**. Nearly ²**60 percent** of the world's primate species are threatened with extinction, and **40 percent** of bird species are now in decline. The drivers of this significant decline include habitat loss, deforestation and climate change.



Protecting endangered swift populations in Europe

Partner organizations: Royal Society for the Protection of Birds (RSPB), and Natagora

🌐 <https://www.rspb.org.uk/>

🌐 <https://www.natagora.be/>

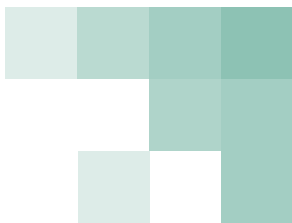
Since 2014, ERM employees across Europe have been working on a variety of initiatives to support the conservation of swifts, which are an amber listed bird of conservation concern. This started with a *pro bono project* to build an online swift inventory for the Royal Society for the Protection of Birds (RSPB), which went live in 2016. This site enables members of the public in the United Kingdom to upload data on

swift sightings and nesting locations. This year, we are supporting RSPB's work to build a Swift Tower in Oxford, United Kingdom to provide a home for breeding pairs of swifts. We are also partnering with Natagora in Belgium to provide guided walks for local communities to raise awareness about how to protect the species, and ERM employees in Germany are holding events to build swift nesting boxes.

| 21,700

swift records submitted by members of the UK public to RSPB's online swift inventory, which was developed by ERM employees





“After performing several environmental and social impact assessments for mining projects in Guinea, **I was very keen to make the most of my on-the-ground knowledge by supporting local conservation efforts.** With the ERM Foundation, I could make this happen. This was a thrilling opportunity. I deeply encourage my colleagues to get involved with the Foundation!”

Sépanta Aguado (France)

Supporting the conservation of chimpanzees in Guinea

Partner organization: Project Primates France

<http://www.projetprimates.com/en/>

The ERM Foundation is working in partnership with Project Primates France (PPF) to assess potential sites to release rehabilitated orphaned chimpanzees back into the wild. We have provided funding and *pro bono* professional support to assess the environmental conditions and potential

human-animal conflict in pre-selected sites. In addition, we supported the delivery of workshops with local communities on the topic of habitat protection and anti-poaching awareness to encourage co-habitation in advance of the release of orphaned chimpanzees back into the wild.

I \$17,000

grant funding and professional support invested in chimpanzee conservation in Guinea



ERM's Sépanta Aguado from our Paris office on a field mission in Guinea

Protecting the natural environment

FOCUS ON: MARINE PLASTIC POLLUTION

³**8.3 billion tonnes** of plastic has been produced since the 1950s, most of which still exists today because plastic does not biodegrade. **91 percent** of plastic waste is not recycled. This contributes to approximately **8 million tonnes** of plastic entering our oceans each year. Without a significant change, we are on track to have more plastic in our oceans than fish by 2050. Plastic pollution is something about which ERM employees feel very strongly, and are taking action to address.



Coastal clean-up event in Minnesota

Global participation in the International Coastal Clean-up

Partner organization: Ocean Conservancy
<https://oceanconservancy.org>

Each year, ERM employees and family members around the world participate in Coastal Clean-up events, as part of the Ocean Conservancy's Annual Coastal Clean-up. This year, employees from 11 countries took part in 22 events collectively removing more than 245 bags of plastic and other waste from our coastlines and inland waterways.

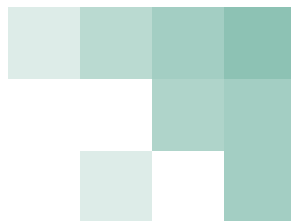


Beach clean-up in Brunei

| 245

bags of waste removed from shorelines and waterways by ERM employees





Engaging children in marine conservation in the United Kingdom

Partner organization: Incredible Oceans

<https://www.incredibleoceans.org/>

Employees in the United Kingdom are working with Incredible Oceans to raise funds and volunteer their time to support Incredible Oceans' mission to highlight problems, showcase solutions, and provide education to help everyone become more ocean literate – including understanding the problems

associated with marine plastics. This year, we provided funding for Incredible Oceans to purchase an 'Ocean Dome' which can be used at events around the country, saving them money from having to hire equipment, and reach more children through interactive events.

1 \$7,000

raised through employee-led fundraising events for Incredible Oceans



ERM's Elena Marinova, Jonathan Wood and Phil Stewart volunteering at an Incredible Oceans engagement event in Brighton, UK



Team of ERM fundraisers from the UK undertaking sponsored bike ride ("Tour de Yorkshire") to raise funds for Incredible Oceans

Reducing carbon emissions

FOCUS ON: DRIVING INVESTMENT DECISIONS AND BEHAVIOR CHANGE THAT REDUCES CARBON EMISSIONS

The ⁴2018 Special Report from the **Intergovernmental Panel on Climate Change** (IPCC) was a timely reminder that deep emissions reductions are essential to prevent dangerous levels of global warming. The ERM Foundation provides **hands-on technical support** to help nonprofit organizations understand the **carbon savings** that can be achieved through specific actions or investments.



ERM employees in Peru, undertaking their own “Do Actions”, promoting cycling as a more sustainable and carbon-neutral form of transport

Encouraging personal behavior change to reduce carbon emissions

Partner organization: The DoNation
<https://www.wearedonation.com/>

The DoNation helps people make small changes that add up to a better world, through online pledges for “do actions”. The ERM Foundation first worked with the DoNation in 2012, when we provided *pro bono* support to undertake many of the platform’s underlying

calculations that translate individual actions into carbon savings. This year, we’ve been working with the DoNation to add additional actions to the site, to drive further behavior change in relation to reducing emissions, and additional water saving measures.

| 3,254

tonnes of CO₂ saved per year, via the “do actions” that the ERM team has calculated and contributed to



⁴ <https://www.ipcc.ch/sr15/>



“I designed a bespoke carbon calculator tool and methodology for OPES LCEF. **It was rewarding to see the project through from start to finish and understand the positive impact it will have for the client.** The project has allowed me to develop my project management and technical skills. I thoroughly enjoyed working on this and look forward to doing more Foundation work in the future.”

Vicky Hudson (United Kingdom)

Helping a social impact investment fund quantify the carbon savings of their investments

Partner organization: OPES LCEF

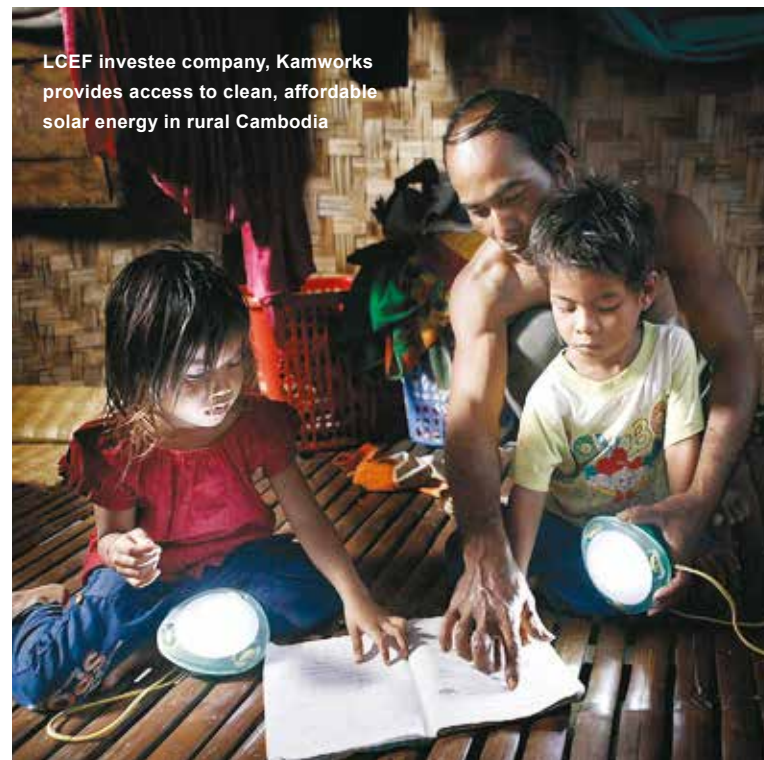
<http://www.opesfund.eu/>

The Low Carbon Enterprise Fund (LCEF) is a former program of the ERM Foundation, which has since merged with the OPES fund, and now operates independently of the ERM Foundation. We remain committed to their mission to invest in enterprises in developing countries that improve access to low carbon products and services, and deliver broader social benefits to those at the base of the economic and

social pyramid. This year, an ERM team has developed a comprehensive carbon calculator tool that enables OPES LCEF to quantify the net carbon savings of potential investments. This will help them understand where they can have the greatest carbon reduction impact. The ERM team has also supported the development of a wider framework to track the social and environmental impacts of investee companies.

1 \$10,000

professional *pro bono* support to create the calculator and methodology



LCEF investee company, Kamworks provides access to clean, affordable solar energy in rural Cambodia

Improving access to clean water and sanitation

FOCUS ON: EDUCATION AND TRAINING TO IMPROVE HYGIENE AND SANITATION

⁵Globally, **2.1 billion** people lack access to safe, readily available water at home, and **4.5 billion** people lack safely managed sanitation. This puts the health of billions of **people at risk**, particularly young children.



ERM employees in Argentina providing educational workshops on safe water, sanitation and hygiene for schools in Buenos Aires and Corrientes Province

Increasing access to clean water and education on sanitation for schools in Argentina and Colombia

Partner organization: Agua Segura
<http://www.aguasegura.com>

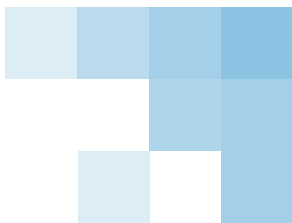
An ERM team in Argentina has partnered with the social enterprise Agua Segura to pilot a flagship project to purchase and install microbiological water filters to improve access to safe and clean water for vulnerable communities. In addition, the ERM team also provided educational workshops at five pilot schools, focussed on the importance of clean water and hygiene and healthy habits, to prevent disease.

During 2018, the filters delivered in the schools of the provinces of Buenos Aires and Corrientes, reached 755 children from 3 to 16 years old and their families. In the year ahead, Agua Segura will be expanding this project to areas in Colombia, supported by funding from the ERM Foundation's annual 'Holiday E Card' fundraising appeal.

| 755

children from pilot schools with access to clean drinking water and hygiene education





“It has been a truly humbling experience to be given an opportunity by the ERM Foundation to make a difference in the lives of thousands. **Partnering with Surge has given my team a chance to impact Ugandan communities by providing safe water and sanitation solutions.** In addition, we have the chance to develop an environmental curriculum that focuses on sustainable environmental solutions.”

Maya Zein (United States)

Improving water, sanitation and menstrual hygiene for girls in Uganda

Partner organization: Surge for Water
<http://surgeforwater.org>

The ERM Foundation has been working in collaboration with Surge for Water since 2017 to help provide access to safe water and implement hygiene solutions for children and adults in Uganda. Our funding has contributed to the distribution of water filters that provide

clean water for 3,695 community members, the construction of new gender appropriate latrines for school girls, and training on menstrual hygiene and how to make reusable sanitary pads both for personal use and for selling to help generate additional income.

| 300

young women and girls participating in education on menstrual health and hygiene



Menstrual Hygiene Management training, to empower girls through storytelling, role playing, conversations and empowerment exercises
 © Lindsay West, Photoserve

Empowering women and girls

FOCUS ON: WOMEN'S ECONOMIC EMPOWERMENT AS A BASIS FOR SUSTAINABLE DEVELOPMENT

Gender equality is not only a human right, it is also key to advancing **sustainable development**. Women's economic **empowerment** is a central theme that intersects through many of the programs and projects that are supported by the ERM Foundation.



Cooperative member in Bugesera, Rwanda

From founding funder to strong partner: building women-led agricultural cooperatives in East Africa

Partner organization: Africa Development Promise
<https://www.africadevelopmentpromise.org/>

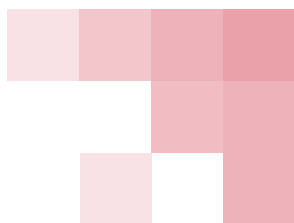
We have been working with Africa Development Promise (ADP) since 2014, when ADP was a start-up NGO. The organization strives to empower women farmers in Uganda and Rwanda to develop profitable agricultural cooperatives, and achieve economic independence. ERM Foundation funding and *pro bono* professional support has supported the installation of new greenhouses, improved irrigation, and the establishment of a maize

milling operation. Financial training for more than 200 women farmers, has enabled them to sign contracts with local hotels, contributing to an increase in the cooperative's profits by up to 200 percent. We have also provided assistance with ADP's monitoring and evaluation infrastructure, so that they are better able to understand and communicate the impact of their programs – which will in turn make it easier for them to attract additional donors.

| 200%

increase in profits for cooperative members since 2014





“Working on Foundation projects is a great way for ERM consultants to see the results of their work in practice. **Working with the Asian University for Women has been an amazing collaboration for ERM Hong Kong.** I have met some great people through the project who all seem to share the same sustainability values that I do. I know many of these students will go on to make a difference in the communities they have come from, realizing the AUW purpose.”

Stuart Mackenzie (Hong Kong)

Working with high achieving women from low income backgrounds to pursue careers that contribute to a sustainable future

Partner organization: Asian University for Women
<http://asian-university.org>

An ERM team in Hong Kong is partnering with the Asian University for Women (AUW) to provide annual workshops for selected students. The objective is to explore with the students some of the sustainability challenges and opportunities facing the private sector – including climate risk, and sustainable growth - so that they are equipped to translate this into their future professional careers after graduation.

This year’s workshop included ten women from Sri Lanka, Bangladesh and India. We look forward to expanding this partnership in the year ahead, to incorporate a second workshop, and additional internship and mentoring opportunities for some of these very talented young women.

| 10

women from India, Bangladesh and Sri Lanka participated in the 2018 pilot workshop



AUW students participating in workshop at ERM's office in Hong Kong

LOOKING AHEAD

This year we launched the new ERM Foundation Awards, to showcase some of the excellent employee-led work that is undertaken with our nonprofit partners. In next year's Annual Review, we will share the winners across the following categories:

Partnership awards

To showcase the most impactful collaborations across our three focus areas.

- Reducing carbon emissions award
- Protecting the natural environment award
- Creating access to clean water and sanitation award

Employee awards

To showcase some of the work that employees undertake to support the mission of the ERM Foundation.

- Community volunteering award
- Fundraising award
- Outstanding achievement award

We would like to thank all the ERM Employees and partner organizations we have worked with during the past year.

References

- 1 Source: Impending extinction crisis of the world's primates: Why primates matter, Estrada et al, 18 Jan 2017 : e1600946
- 2 Source: Yale Environment 360: <https://e360.yale.edu/digest/forty-percent-of-the-worlds-bird-populations-are-in-decline-new-study-finds>
- 3 Source: Earth Day Network: <https://www.earthday.org/2018/03/07/fact-sheet-end-plastic-pollution/>
- 4 <https://www.ipcc.ch/sr15/>
- 5 Source: United Nations: [http://www.un.org/en/sections/issues-depth/water/\(2017\)](http://www.un.org/en/sections/issues-depth/water/(2017))



Creating wildlife corridors in Melbourne

ERM employees in Melbourne, Australia are volunteering with the Tree Project, to plant seedlings, which are eventually transplanted to rural areas which have been damaged by erosion, disease, agriculture or harvesting. The replanted trees grow and become windbreaks, wildlife corridors, and provide tree cover and a hospitable environment for birds and wildlife.

<https://www.treeproject.org.au/>



300

saplings
planted by
ERM employees



ERM HAS MORE THAN 160 OFFICES WORLDWIDE ACROSS THE FOLLOWING COUNTRIES AND TERRITORIES.

Argentina	Hungary	The Netherlands	South Korea
Australia	India	New Zealand	Spain
Belgium	Indonesia	Norway	Sweden
Brazil	Ireland	Panama	Taiwan
Canada	Italy	Peru	Tanzania
Chile	Japan	Poland	Thailand
China	Kazakhstan	Portugal	UAE
Colombia	Kenya	Puerto Rico	United Kingdom
France	Malaysia	Romania	United States
Germany	Mexico	Russia	Vietnam
Guyana	Mozambique	Singapore	
Hong Kong	Myanmar	South Africa	

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CREATING IMPACT THROUGH OUR PEOPLE AND PARTNERSHIPS

