



Photo credit: Zoe Desouky, United States

ERM sustainability targets, goals & performance results

[ERM Sustainability Report 2021](#)

© Copyright 2021 by ERM Worldwide Group Limited and/or its affiliates ('ERM'). All Rights Reserved.
No part of this work may be reproduced or transmitted in any form or by any means, without prior
written permission of ERM.


The business of sustainability



Targets, goals & performance results


Our sustainability targets & long-term goals.

Based on our [materiality assessment](#), we identified ERM’s material sustainability topics, set annual targets and reviewed our 5-year goals. The table below provides a snapshot of ERM’s performance against out FY21 annual targets and longer-term goals as well as our annual targets for FY22. View each of the material topics pages (see links in table) for more information on our performance against targets.

Material topics	Longer-term goals (to be met by end of FY22 unless otherwise stated)	FY21 target & results*	FY22 targets
 Business conduct & ethics	No fines or monetary sanctions for material noncompliance with laws or regulations.	<p>No fines or monetary sanctions for material noncompliance with laws or regulations.</p> <p>◆◆</p> <p>100% completion of ERM global mandatory new starter training.</p> <p>◆◆</p> <p>95% completion of required refresher training for employees with designated due dates or before 31 March 2021.</p> <p>◆◆◆</p>	<p>No fines or monetary sanctions for material noncompliance with laws or regulations.</p> <p>100% completion of ERM global mandatory new starter training.</p> <p>95% completion of required refresher training.</p>



*Key: ◆◆◆ = Target exceeded, ◆◆ = Target met, ◆ = Target not met.

Targets, goals & performance results

Material topics	Longer-term goals (to be met by end of FY22 unless otherwise stated)	FY21 target & results*	FY22 targets
 <p><u>Our people</u></p>	<p>Our employees reflect the diversity of the communities in which we work, based on gender, language and other measures.</p>	<p>Increase gender diversity among Senior Consultants, Technical Directors & Partners by 10% over previous year.</p> <p>◆</p> <p>All Business Units develop a diversity, equity, equality & inclusion plan.</p> <p>◆◆</p> <p>Increase performance score of the ERM Global Leadership Index by 40% of categories from the FY20 baseline.</p> <p>◆◆◆</p>	<p>Increase gender <u>diversity</u> among Senior Consultants, Technical Directors & Partners by 10% over previous year.</p> <p>Establish a baseline of the ethnic <u>diversity</u> of employees across ERM.</p> <p>Each employee receives a minimum of 40 hours <u>training</u> in the fiscal year (formal and on the job).</p> <p>Achieve at or above the last survey score of 70% for the Engagement and 69% for Enablement Indexes in the FY22 employee engagement survey.</p> <p>Achieve a minimum of 80% in the Inclusion Index FY22 Employee Engagement Survey.</p> <p>Increase performance in four categories of the <u>GDEIB</u> from FY21.</p>



*Key: ◆◆◆ = Target exceeded, ◆◆ = Target met, ◆ = Target not met.

Targets, goals & performance results

Material topics	Longer-term goals (to be met by end of FY22 unless otherwise stated)	FY21 target & results*	FY22 targets
 <u>Health, safety & well-being</u>	<p>Days away from work case (DAWC) rate below 0.06 and no fatalities.</p>	<p>No Life Impacting or Fatal Events for ERM & subcontractors.</p> <p>◆◆</p> <p>Achieve 85% on-time verification rate for all safety-related Corrective & Preventive Actions.</p> <p>◆</p> <p>Achieve a Safety AT ERM global score of 75.</p> <p>◆◆◆</p>	<p>No Life Impacting or Fatal Events for ERM & subcontractors.</p> <p>Achieve High Risk Rate Reduction at the Regional level >10% over FY20 baseline.</p> <p>Set baseline for integrated <u>well-being</u> metric.</p>
 <u>Climate-related risk</u>	<p>Achieve forecasted progress towards longer-term science-based targets for 2025 & 2050.</p> <p>Increase revenue from services that contribute to the low carbon economy transition.</p>	<p>Remain on track to meet science-based targets of 30% reduction in Scopes 1 & 2 and 11% in Scope 3 emissions by 2025.</p> <p>◆◆◆</p> <p>Increase sales supporting the low carbon economy transition by 25% over FY20.</p> <p>◆◆◆</p>	<p>Remain on track to meet net-zero commitment and <u>science-based targets</u> of 30% reduction in Scopes 1 & 2 and 11% in Scope 3 emissions by 2025.</p> <p>Increase sales supporting client's <u>low carbon economy transition</u> by 50% over FY21.</p>

*Key: ◆◆◆ = Target exceeded, ◆◆ = Target met, ◆ = Target not met.

Targets, goals & performance results

Material topics	Longer-term goals (to be met by end of FY22 unless otherwise stated)	FY21 target & results*	FY22 targets
 <u>Client satisfaction</u>	<p>Increase growth in the average number of services provided to key clients by 15% (3-year rolling average).</p>	<p>Increase growth in the average number of services provided to key clients by 10% (3-year rolling average).</p> <p>◆</p>	<p>Establish independent & verifiable <u>client satisfaction</u> process.</p>
 <u>Contributing to society</u>	<p>Increase Foundation contributions over time (e.g. the percentage of employees engaged, company donations & employee funding).</p> <p>Measure and report the impacts of the Foundation and non-client generated projects or programs on the Sustainable Development Goals.</p>	<p>Achieve FY21 impact-based targets for the ERM Foundation.</p> <p>◆</p> <p>Contribute 1% of prior year profits to support sustainability initiatives around the globe, including the ERM Foundation.</p> <p>◆</p>	<p>Achieve <u>FY22 impact-based targets</u> for the <u>ERM Foundation</u>.</p> <p>Contribute 1% of prior year profits to support sustainability initiatives around the globe, including the <u>ERM Foundation</u>.</p> <p>20% increase in publications downloaded from the <u>SustainAbility Institute</u> by ERM.</p>

*Key: ◆◆◆ = Target exceeded, ◆◆ = Target met, ◆ = Target not met.



Photo credit: Suhas Fuladi, India

Contact us

sustainability@erm.com

www.erm.com/sustainability-report

The business of sustainability

