

## Indexes

### UN Global Compact Index

This report serves as our Communication on Progress, an annual disclosure to stakeholders on progress made in implementing the Ten Principles of the UN Global Compact in the areas of human rights, labor, environment and anti-corruption. We provide this index corresponding to our progress in implementing the Ten Principles. As a signatory of the UN Global Compact, we strive to embrace its core values and promote these values within our sphere of influence. We are a signatory of the Women’s Empowerment Principles as part of our commitment.



In this report, we also provide separate GRI and TCFD indexes.

#### Principle 1 and Principle 2

Global Compact principle	ERM corresponding written commitment	Sustainability Report reference
Businesses should support and respect the protection of internationally proclaimed human rights.	<a href="#">Global Code of Business Conduct and Ethics:</a> 1.2 Global considerations. 1.3 Diversity. 1.4 No retaliation. 5.1 Respect and fair treatment.	<a href="#">CEO Message</a>  <a href="#">Business conduct and ethics</a>  <a href="#">Impact through collaboration</a>
Businesses should make sure that they are not complicit in human rights abuses	<a href="#">Global Supplier/Subcontractor Requirements</a>  <a href="#">Global Slavery, Child Labor and Human Trafficking Policy</a>  <a href="#">Modern Slavery Act Statement</a>	

#### Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<a href="#">Global Code of Business Conduct and Ethics:</a> 1.4 No retaliation. 5.1 Respect and fair treatment.	<a href="#">GRI Index indicator 102-41</a>
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#### Principle 4 and Principle 5

Businesses should uphold the elimination of all forms of forced and compulsory labor.	<a href="#">Global Code of Business Conduct and Ethics:</a> 5.1 Respect and fair treatment.	<a href="#">Business conduct and ethics</a>
Businesses should uphold the effective abolition of child labor	<a href="#">Global Slavery, Child Labor and Human Trafficking Policy</a>  <a href="#">Modern Slavery Act Statement</a>	

#### Principle 6

Businesses should uphold the elimination of discrimination in respect of employment and occupation.	<a href="#">Global Code of Business Conduct and Ethics:</a> 1.3 Diversity. 5.1 Respect and fair treatment.	<a href="#">Our people</a>  <a href="#">Business conduct and ethics</a>
	<a href="#">Global Diversity, Equality and Inclusion Policy</a>	

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# UN Global Compact Index

### Principle 7

#### Global Compact principle

Businesses should support a precautionary approach to environmental challenges.

#### ERM corresponding written commitment

[Global Code of Business Conduct and Ethics:](#)

5.3 Compliance with laws.

[Global Sustainability Policy](#)

[Sustainability Approach](#)

[Health, Safety and Environmental Policy Statement](#)

#### Sustainability Report reference

[CEO Message](#)

[Sustainability at ERM](#)

[Climate risk](#)

[Impact through collaboration](#)

### Principle 8

Businesses should undertake initiatives to promote greater environmental responsibility.

[Global Code of Business Conduct and Ethics:](#)

5.3 Compliance with laws.

[Global Sustainability Policy](#)

[Sustainability Approach](#)

[Health, Safety and Environmental Policy Statement](#)

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### Principle 9

Businesses should encourage the development and diffusion of environmentally friendly technologies.

[ERM services and technical capabilities](#)

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## UN Global Compact Index

### Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.

[Global Code of Business Conduct and Ethics:](#)

- 1.1 Overview.
- 1.2 Global considerations.
- 4 Conflicts of interest.
- 5.3 Compliance with laws.
- 5.4 Accuracy of books, records and periodic reports.
- 5.6 Improper use or theft of ERM property.
- 5.7 Securities trading.
- 5.8 Political contributions.
- 6.5 Corporate opportunities.
- 6.6 Gifts, bribes and kickbacks.

[Business conduct and ethics](#)

[Global Requirements for Suppliers and Subcontractors](#)

[Global Policy on Insider Trading](#)

[Global Privacy Policy](#)

[Global Tax Policy](#)