



North America

SUSTAINABILITY REPORT 2026: REGIONAL PATHWAYS TO GLOBAL IMPACT

Our regional operations

North America

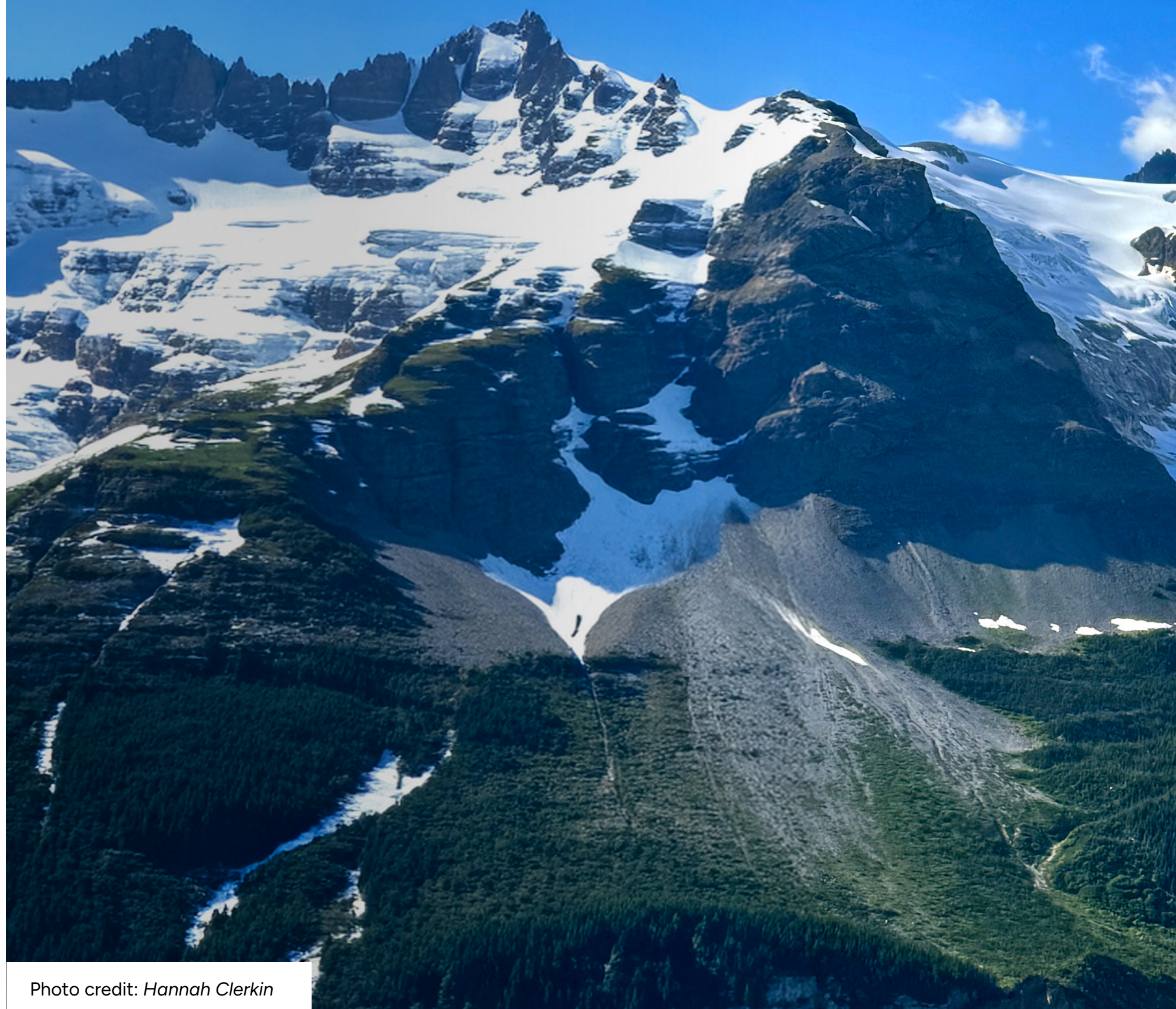


Photo credit: Hannah Clerkin

North America (NA) is a leading market for business innovation, supported by strong capital markets and corporate leadership. While the policy and regulatory environment has changed in parts of the region, we are seeing a range of new policies, regulation, investment programs, and opportunities at a sub-national level, with companies and investors engaging ERM to navigate everything from compliance and disclosure requirements to new market entry.

Demand for our services reflects a shift toward commercially driven outcomes with organizations prioritizing energy security, affordability, and resilience in order to deliver sustainable growth. There is a rise in non-technical risks for major assets and programs driven by stakeholder concerns, geopolitical and market uncertainty, and technology with clients seeking guidance from our experts who have breadth and depth of experience across many industries.

Across the United States investment in energy-related infrastructure, materials, and technology remains robust. Companies are embedding sustainability criteria into capital allocation and portfolio decisions, recognizing its role as a driver of business value. We have been involved in significant projects encompassing capital projects, complex site investigations and mergers and acquisitions, where the assessment of environmental and social risk and opportunity has been intrinsic to the long-term success of the investment. Across these, our work requires integrated, multidisciplinary teams who are bringing digital capabilities

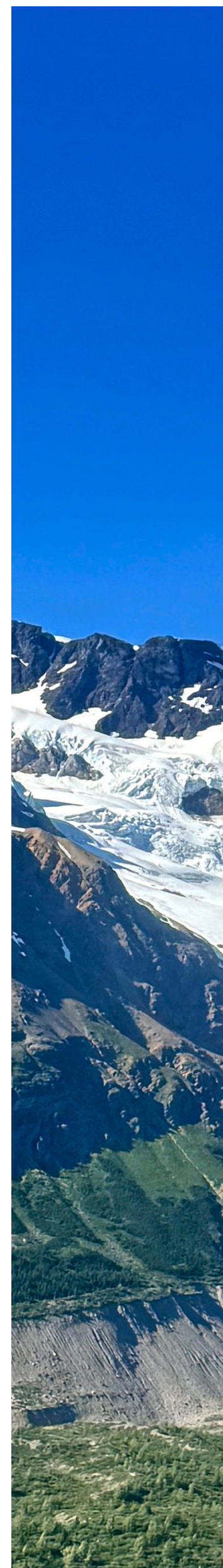


Susan Angyal
Regional CEO, NA

alongside human experience to deliver the speed, insights, and value creation opportunities required by the relevant parties.

In Canada, investment is being directed to critical minerals, ensuring energy is delivered to key markets and a renewed focus in local manufacturing and industrial activities. As an example of an innovative approach to development, we are part of a joint venture Ka·kin Environmental Consultants (KEC), combining Ka·kin's unites Indigenous community needs with ERM's strategic and technical sustainability expertise.

It is through the commitment, expertise and experience of our teams that we are able to partner with our clients to deliver innovative and value-generating solutions. I am proud of our people and the value we bring our clients, and look forward to continued collaboration with our clients and partners.



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Follow us on:



Our operations

With diverse technical teams spanning across North America, we are ideally positioned to support our clients to create solutions to pressing sustainability challenges and deliver positive impact. ERM maintains a strong emphasis on cross-collaboration and capacity building to ensure both our clients and workforce are at the forefront of innovative solutions.

2

countries

46

offices

3,080

employees across the region

13,300+

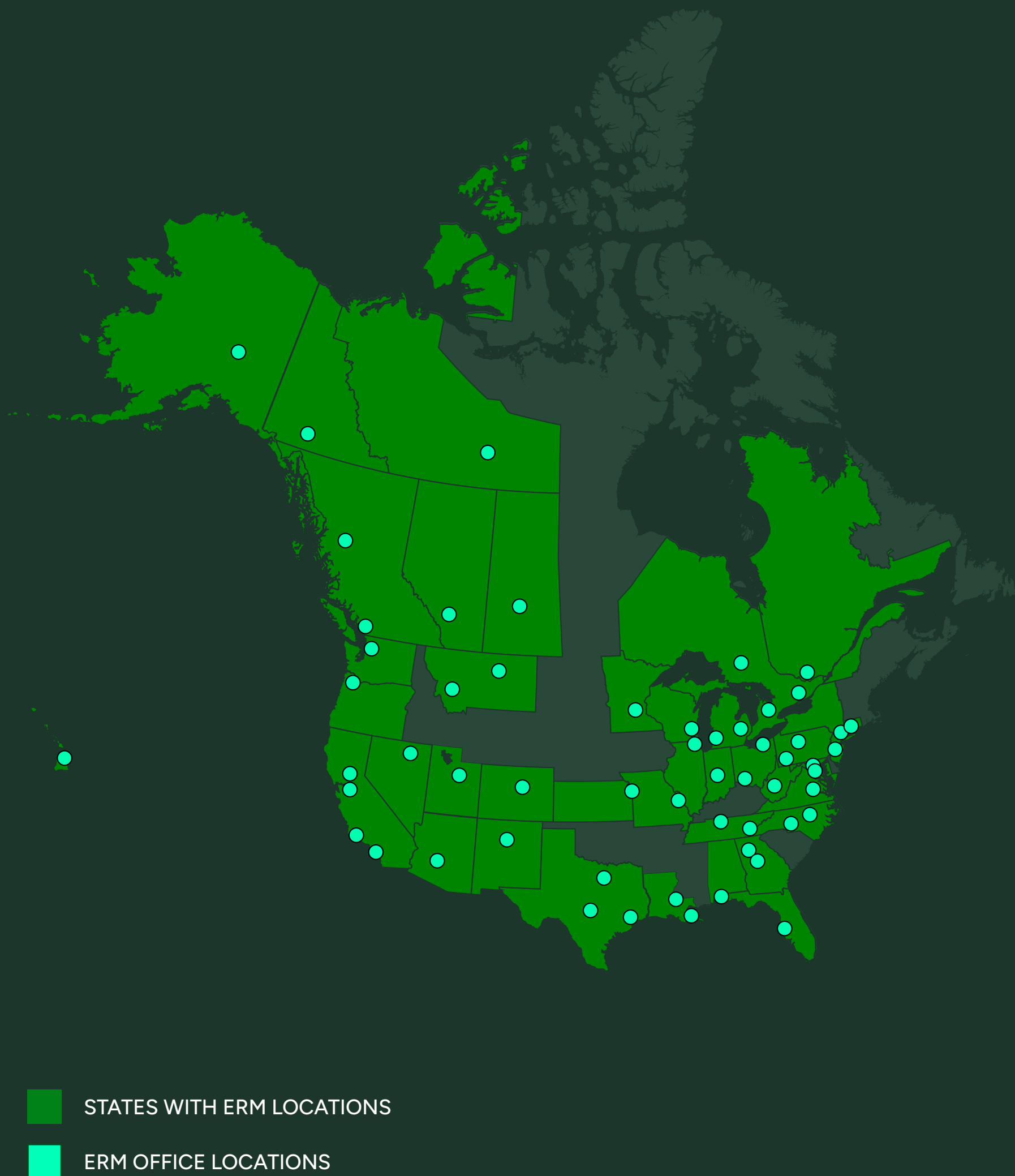
projects worked on in FY26

Integrating ERM NewFields into the region

We are continuing to integrate ERM NewFields, our recent acquisition, into our service offerings across North America, strengthening cross-sector collaboration and our technical expertise. This acquisition is enhancing ERM’s capabilities in environmental forensics, emerging contaminants, and human health impact and risk assessment.

Partnering with Ecolumix

ERM is partnering with Ecolumix, the leading provider of US environmental, health, and safety (EHS) data intelligence and benchmarking. The partnership provides EHS leaders with a comprehensive view of their organization’s performance across the US, at enterprise facility levels and against industry peers. This will enable strategic resource allocation that reduces exposure and delivers measurable, data-backed return on investment.



Our people

With 3,080 people working across Canada and the United States, ERM brings extensive technical expertise and in-depth understanding of the diverse social, economic, and physical environments. Our employees are passionate about our purpose, and we are equally committed to providing a rewarding workplace where they feel recognized and supported to grow their career.

Our commitment to inclusion is reflected in our diversity, inclusion, and belonging initiatives, as well as through our community-driven Employee Resource Groups, including the North America Veterans, which honor and support communities historically underrepresented in the workplace.

Driven by ERM’s culture of caring about the wellbeing of our people, our clients, and our supply chain, ensuring everyone is safe is at the core of who we are and what we do. ERM is committed to both the physical safety and overall wellbeing of our people. We recognize that these go hand in hand in creating a working environment where individuals can innovate and perform at their very best. A combination of local initiatives, structured support, and global programs enable us to offer employees, and our clients, the full benefit of our health, safety, and wellbeing expertise.

The following pages highlight some of the great achievements of our North American colleagues, throughout the year.

National Safety Council Awards

ERM received 13 awards from the National Safety Council (NSC) Workplace Safety Awards, including one commending four million hours worked without a Days Away from Work case.

Community Support Donation Drive

ERM’s Houston office came together to support the Houston Food Bank with a food and daily essentials collection. Colleagues donated a wide range of items, including canned foods, long-lasting snacks and hygiene products. This collective effort helped provide support to individuals and families in the local community during a time of increased need.



Photo credit: Stephanie Beck

GRAMs



CLIENT FOCUS DELIVERY



CREATING A SUSTAINABLE FUTURE



IGNITING ERM CULTURE



INNOVATION



SALES SUPERSTAR



HEALTH AND SAFETY EXCELLENCE

ERM’s Global Recognition Awards Moments (GRAMs) celebrate the contributions our employees make to delivering on our purpose of shaping a sustainable future. Below highlights this year’s winners across the from across the breadth of the United States and Canada.



Abbey Schmitz OHIO	Arianna Lee LOUISIANA	Emma Dartevelle NORTH CAROLINA	Jazmin Rocha TEXAS	Kim Abbott PENNSYLVANIA	Melissa Osterhage CALIFORNIA	Samantha Trevino TEXAS	Patty Vadnais VANCOUVER	Ashok Binjola CALIFORNIA	Jennifer Johnson MINNESOTA	Ben Ludtke VIRGINIA	Amanda Messmann CALIFORNIA
Abigail Pearse PENNSYLVANIA	Ashley Semler WASHINGTON	Greg Iles TENNESSEE	John Omwake CALIFORNIA	Kimberly Dare CALIFORNIA	Melissa Sandoz CALIFORNIA	Sandra Bitowft CALIFORNIA		Cathy DiSantis PENNSYLVANIA	Kristine MacPhee TORONTO	Joe Rizzo CONNECTICUT	Gene Chu CALGARY
Adeline Le Tumelin ILLINOIS	Audrey Bourne OHIO	Greg Koch GEORGIA	Juliana Spinelli MONTREAL	Kimberly Witkowski NORTH CAROLINA	Melody Weber CALIFORNIA	Sarah Masson COLORADO		Diana Graham LOUISIANA	Michael Wong NEW YORK	Katie Neddenriep NEVADA	Jarred Schmidt MISSOURI
Akshita Singh CALIFORNIA	Beth Brock INDIANA	Haley Detwiler-McDonald CALIFORNIA	Justin Casey FLORIDA	Lauren Blumberg MONTANA	Mike Caddick TEXAS	Sierra Grguric PENNSYLVANIA		Graham Mackey CALIFORNIA	Niki Paille CALGARY		Jason Teschler VIRGINIA
Alana Brock NORTH CAROLINA	Brooke Savant TEXAS	Hannah Lee CALIFORNIA	Justin Kerl CALIFORNIA	Lauren Lande WISCONSIN	Morgan McCabe TEXAS	Taisa Kulyk PENNSYLVANIA		Kevin Eng CALIFORNIA	Rochelle Thomas CALIFORNIA		Makayla Brown GEORGIA
Albert Garcia GULF	Casey Tofte TEXAS	Hannah Parks CALIFORNIA	Kara Batdorff OREGON	Leticia Ortega TEXAS	Myron Reyes OREGON	Toni Sapienza CALIFORNIA		Mark Bowland CALIFORNIA	Stephanie Larsen CONNECTICUT		Patrick Lunt ILLINOIS
Alec Estabrook NEW YORK	Charlie Christie CALIFORNIA	Harry Carter NORTH CAROLINA	Karen Cejas TEXAS	Lorie Carlisle TEXAS	Natalie Goodrich KANSAS	Troy Meinen TEXAS		Matthew Hornick ILLINOIS			Uswah Aziz VANCOUVER
Allison Dillon OHIO	Curtis Slack CALIFORNIA	Harry Langer COLUMBIA	Karina Garcia TEXAS	Lucas Dillon PENNSYLVANIA	Neeraja Ramasubramanian NEW JERSEY	Valerie Masterman VANCOUVER		Mauricio Sanchez TORONTO			
Andrea Brazell GEORGIA	Danielle Casassa TEXAS	Heather Davis NORTH CAROLINA	Katie Fedeli CALIFORNIA	Luke Hanna TENNESSEE	Page Pest WASHINGTON, D.C.	Yara Beydoun NEW YORK		Robin Leufroy TEXAS			
Andrew Bakert GEORGIA	Danielle Foss WASHINGTON	Heather Kendall VANCOUVER	Katie Merrick NEW YORK	Makayla Swain SMITHERS	Patricia Brousseau CONNECTICUT						
Andrew Roberts ILLINOIS	Derek Pelletier MASSACHUSETTS	Ifunanya Obidi ILLINOIS	Keith Boatright MISSOURI	Mandi Stites COLORADO	Rabia Shoukat WASHINGTON, D.C.						
Anji Motomura TEXAS	Desiree Baker OHIO	Jackie Andrews CALIFORNIA	Keith Fetzner ILLINOIS	Marie-Annick Prévost TORONTO	Rachel Stumpfig WASHINGTON, D.C.						
Anne-Cécile Béquet VANCOUVER	Drew Barrett PENNSYLVANIA	James Dietzmann CALIFORNIA	Kelly Mayo-Bean NEW YORK	Mark McComb TEXAS	Robert Rice TEXAS						
Annie Surratt ALASKA	Eddie Zedaker ALABAMA	James Keithly WASHINGTON	Khrista Baran PENNSYLVANIA	Matthew Ryan TENNESSEE	Roya Smith VIRGINIA						

Highlights

People are at the heart of business and here we showcase a small selection of the many contributions ERM employees made in supporting their local communities and environment.



1. The ERM Pittsburgh team spent a day outdoors removing invasive species in collaboration with the Western Pennsylvania Conservancy (WPC).
2. Our offices across Canada celebrate National Indigenous History Month.
3. A group of employees from our Nashville office collaborated with a local nonprofit organization to clean up their local area.



4. The Boston office came together to volunteer at a local foodbank, directly supporting their local community.
5. ERM partnered with the Rochester Museum and Science Center and its partners to conduct a green infrastructure cleanup in New York.

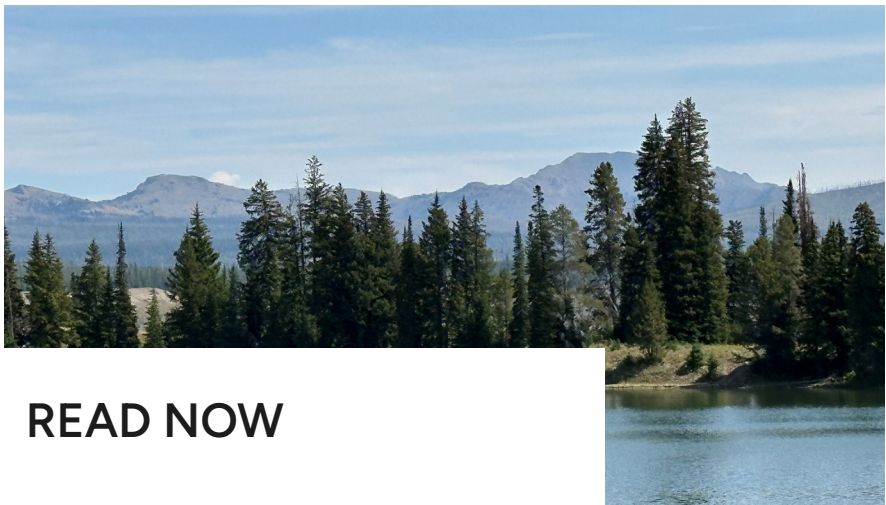
Our work with clients

In the following pages we showcase a snapshot of the 13,300+ projects which we have delivered in the region during FY26, from supporting enhanced sustainability governance within the mining sector, to asset repurposing to enable large-scale digital innovation in Kentucky.

At ERM, we work with clients across a range of sectors and industries, mobilizing teams with the combination of strategy, technical expertise, and operational delivery required to navigate the most complex of sustainability challenges.

We harness our multidisciplinary expertise to support clients address real business problems, creating lasting value through integrated and forward-thinking solutions.

Further information on our industries, services and solutions we provide within the region are available on [erm.com](https://www.erm.com).



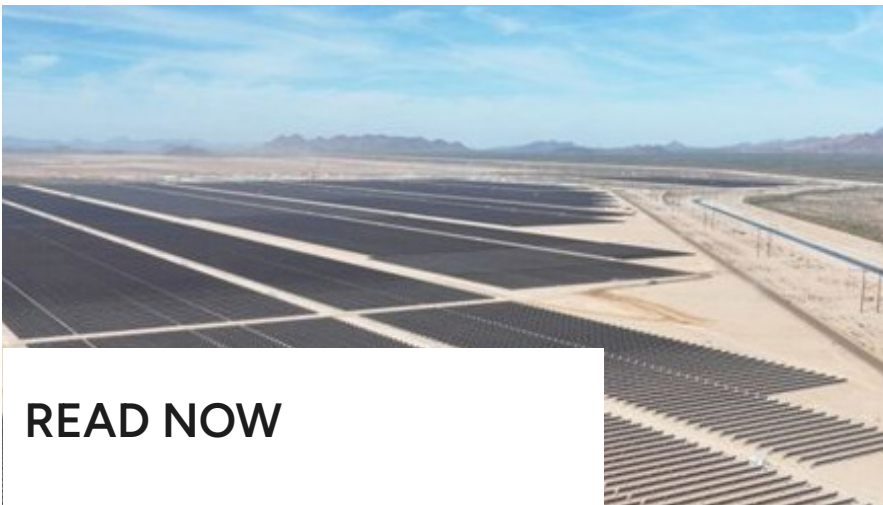
READ NOW

Advancing integrated sustainability governance at SSR mining



READ NOW

Partnering to integrate climate risk



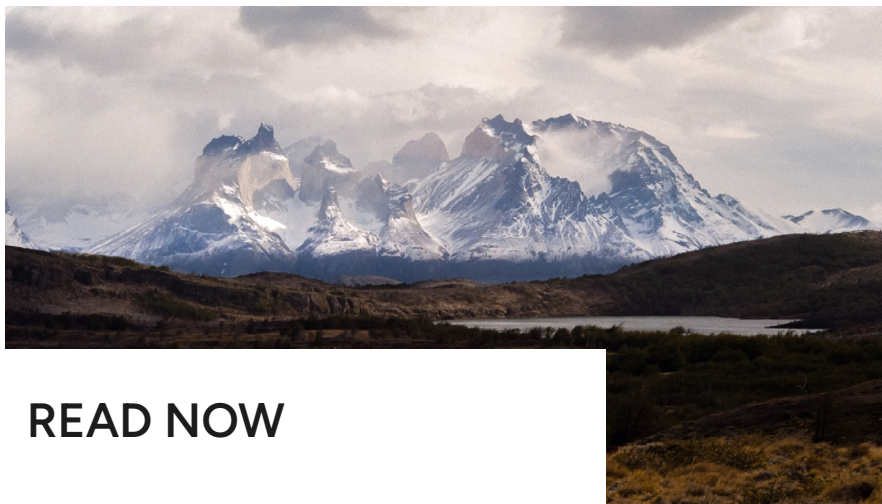
READ NOW

Supporting Copia Power’s energy transition



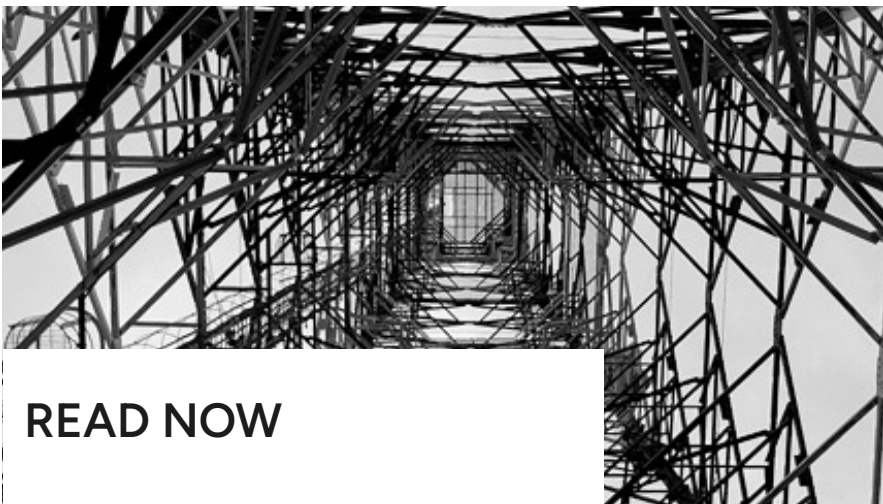
READ NOW

Saving over 600 tons of CO2 at site in Portland



READ NOW

Zeus's value-led sustainability program



READ NOW

ERM’s stakeholder engagement work on the Valley Link Transmission project

Case studies

REPORTING & DISCLOSURE; STRATEGY & TRANSFORMATION

Advancing integrated sustainability governance at SSR mining

SSR Mining, a precious metals mining company, engaged ERM in 2025 to support the next phase of its operational and sustainability journey by strengthening governance, risk management, and sustainability integration across the organization. The work included a structured double materiality assessment, supported by stakeholder engagement, as well as an ESG and health and safety gap assessment to identify priority improvement areas and inform a future gap closure roadmap.

Together, these activities helped clarify SSR Mining’s most significant sustainability matters and provided a stronger foundation for more consistent, disciplined, and integrated sustainability management.

Building on this foundation, ERM is supporting SSR Mining in reviewing and refreshing its corporate policies and standards, alongside strengthening the governance framework needed to enable consistent implementation. The concept and

organizational approach for this work were developed in 2025, with implementation beginning in 2026. This work focuses on maintaining alignment with leading practices and evolving benchmarks, clarifying roles and accountabilities, and embedding sustainability expectations within the company’s broader management system.

Collectively, these efforts support SSR Mining’s progression beyond baseline compliance toward a more integrated and proactive operating model, while strengthening risk management, enhancing transparency, and supporting long-term value creation.



Photo credit: Jonathan Ung

STRATEGY & TRANSFORMATION; CLEAN ENERGY PROCUREMENT & RISK MANAGEMENT

Partnering to integrate climate risk into strategy

ERM and Jupiter Intelligence have partnered to help organizations turn physical climate risk into actionable business strategy. The collaboration combines Jupiter’s decision-grade climate analytics with ERM’s expertise in resilience planning and operational transformation, enabling companies to quantify risk, prioritize investments, and safeguard business value.

As extreme weather increasingly impacts operations, assets, and supply chains, organizations need robust, decision-ready insights. Jupiter’s science-based analytics integrate into risk models, capital planning, and adaptation strategies, allowing businesses to assess exposure with confidence. ERM then translates these insights into practical actions, embedding climate risk into operations, disclosures, and investment decisions.

The partnership supports enterprise-wide resilience, from facility-level assessments to

supply chain analysis, ensuring measurable outcomes. It has already delivered value across sectors, including portfolio-scale risk analysis for financial institutions and operational resilience planning in manufacturing, helping organizations strengthen continuity, optimize investments, and build long-term climate resilience.

“Organizations today need to act on physical and extreme weather risk exposure with clarity and speed. Combining Jupiter’s science with ERM's strategic insight and implementation expertise ensures customers can move from understanding to action.”

Rich Sorkin

Co-founder and CEO, Jupiter Intelligence

Case studies

CLIMATE & NET-ZERO; ENERGY TRANSITION

Supporting Copia Power’s energy transition

ERM was contracted by Copia Power, to support biological and cultural compliance, as well as financing support for a 767 MW Solar + Battery Energy Storage Project in Arizona. The Project, representing one of the nation's largest energy transition projects, will generate enough energy to power 200,000 homes.

ERM’s team supported construction efforts in the field with a team of biologists and archaeologists working in lockstep with EPC contractors to efficiently build the project while protecting wildlife and cultural resources within the Sonoran Desert.

The client’s financing leadership team was recognized by the industry with the Proximo Infra’s North American Solar Plus Storage Deal of the year for their ability to deliver innovative, large-scale renewable projects with speed and precision.

“ERM is proud to support a client team that is willing and able to set the standard for regulatory compliance and wildlife protections.”

Nikki Payne

Partner, ERM



Photo credit: Copia Power

CLIMATE & NET-ZERO; CAPITAL PROJECTS & INFRASTRUCTURE

Saving over 600 tons of CO2 at site in Portland

ERM has supported TotalEnergies to reduce energy emissions at their site in Oregon. The client worked with ERM to understand how it could provide over 2.5 million kWh of electricity across eleven months to operate a cement and slag mixing batch plant at a part of the plant with no electricity. Three contractors bid the job using diesel generators.

Coordinating with Portland General Electric and the client team, ERM researched and then implemented new on-site electrical service, helping to reduce reliance on CO2 emissions, and eliminate the need for diesel generators at the site.

As a direct result of the work done by ERM’s technical experts, the client has now added permanent electric infrastructure at the site, supporting the client’s long-term decarbonization and emissions-savings goals, as well as improving the reliability of the power plant supply. The overall cost of the installation and operation of the grid power at the site saves \$700,000 compared to using

diesel generators, with the client reducing associated emissions by almost 90%.

“ERM's initiative not only saved money and reduced CO2 emission, but also provided sustainable long term electricity supply and made our operations safer and more reliable.”

Theirry Razat

President, TotalEnergies Petrochemicals & Refining USA, Inc.



Photo credit: Mark Otto

Case studies

CLIMATE & NET-ZERO

Zeus's value-led sustainability program

Starting in 2024, ERM partnered with Zeus Company LLC, an EQT portfolio company, on a multi-workstream value creation program designed to strengthen growth, efficiency and governance.

ERM developed and operationalized a Sustainability Full Potential Plan that combines commercial growth priorities with sustainability levers, supported by governance, and measurement. The work included support in building a go-to-market platform for a new product; completing Scopes 1–3 GHG inventory and SBTi alignment; and assessing decarbonization opportunities across 12 facilities to prioritize measures with under three-year payback.

ERM also helped Zeus conduct a Double Materiality Assessment and design and implement an ESG strategy and roadmap culminating in an inaugural Sustainability Report to be published this fiscal year. The

program positioned Zeus to achieve SBTi approvals and establish sustainability governance and reporting to support future disclosures.

“Partnering with ERM helped us move sustainability from a series of individual initiatives to an integrated business capability. Together, we established the foundation to drive growth through more sustainable solutions, improve operational efficiency, and strengthen the governance and reporting needed to support the growth of our business.”

Séamus Hughes
Head of Sustainability, Zeus

CAPITAL PROJECTS & INFRASTRUCTURE

ERM’s stakeholder engagement work on the Valley Link Transmission project

Rising energy demand is driving an urgent need for new infrastructure. In response, the Valley Link Transmission Company – a joint venture between AEP, Dominion Energy and FirstEnergy – is proposing to construct a 115-mile, 765 kV transmission line (Joshua Falls to Yeat Project) and two new substations in Virginia. The line would deliver reliable power to homes, schools, hospitals, data centers and manufacturers while supporting integration of renewables, storage and next-generation nuclear energy.

ERM’s multidisciplinary team is supporting the client with expert guidance on the routing of the transmission line, including identifying and mapping routing constraints and opportunities within the study area and preparing a formal routing study, comparing buildable alternatives and defining a proposed route.

ERM is also leading public outreach for the project, aimed at building trust in the

community. This includes comprehensive stakeholder mapping, developing accessible material, and delivering extensive engagement. Working with the client team, ERM will prepare expert witness testimony and the environmental documentation to support a smooth filing process.

“Projects of this scale are strongest when informed by the communities they serve. ERM’s routing and stakeholder engagement teams are collaborating with the Valley Link JV companies to create meaningful, accessible engagement which enhances community trust.”

Liz Valsamidis
Partner, ERM

Showcasing technical innovation

ERM’s Technical Paper and Publication Awards acknowledges our employees for their thought leadership at industry conferences and forums. Below we highlight this year's award winners from within the region, from Anchorage, Alaska to New Orleans, Louisiana.

One Stop Shop - Using In Situ Soil Stabilization/Solidification to Implement Remediation and Structural Shoring at a Former Manufactured Gas Plant Brandon Anderson, Heather Mitchell, Megan Seaman WALNUT CREEK & SACRAMENTO , CALIFORNIA	Biodiversity Assessment and Management Program for Mine Sites Danna Allen ATLANTA, GEORGIA	CLCPA Analyses & Enhanced Public Participation Plans: EJ/ DAC/SEQR/CLCPA - Update on Permit and Project Reviews David Murtha ROCHESTER, NEW YORK	Twenty Years Later: What Lessons Have We Learned From Hurricane Katrina? Jonathan Ung MANHATTAN, NEW YORK	Subsurface Data Visualization in GIS Joseph Hakam BOSTON, MASSACHUSETTS
Navigating the EQUIS Implementation: Stepan's Path to Environmental Excellence with ERM Julia Michienzi SCOTTSDALE, ARIZONA	Impact of TSCA Consent Orders and Significant New Use Rules on HazCom Compliance and Recordkeeping Kelly Mayo-Bean ROCHESTER, NEW YORK	Sustainable Full Scale remediation with NBS Kevin Morris ANCHORAGE, ALASKA	Building confidence in mine closure cost estimates: a practical approach to risk and uncertainty management Mateus Guerra SUDBURY, CANADA	Standard Guide for NAPL Mobility and Migration in Sediment – Conceptual Models for Emplacement and Advection 1 Theresa Whorley SEATTLE, WASHINGTON
New Jersey Environmental Justice Regulations Evolving Tony Bianchini EWING, NEW JERSEY	Pilot Groundwater Pump and Treat System to Treat Elevated Levels of PFAS Under Complex Hydrogeochemical Conditions Upendra Soni MANHATTAN, NEW YORK	Experimental degassing of moderately volatile chalcophile elements from silicate melt with and without sulfur present Will Heck NEW ORLEANS, LOUISIANA		

Operationalizing sustainability

At ERM, we believe that our own operational performance should serve as a reflection of the professional advice we provide for our clients. We are committed to demonstrating authentic leadership through operationalizing sustainability within our own business. Leveraging the expertise and innovation of our in-house specialists, our global sustainability programs focus on where we can have the most material impact and are implemented with the support of our regional leadership teams.

Our sustainable operational programs:

- **Climate, Nature & Water**
- **Social Impact & Human Rights**
- **Sustainable Supply Chain**
- **Impact & Reporting**

ERM Sustainability Network

Our people across the region play a critical role in embedding sustainability into our operational delivery. Led by our Regional Sustainability Leads and made up of representatives at all career levels across the region, our North American Sustainability Network plays an important role in driving meaningful change across our business.

Sustainability Network in action in Houston

ERM’s Houston office brought together employees and their families through a series of initiatives focused on environmental action, resource sharing, and community support. As part of the region’s annual ‘Trash Bash’ event, colleagues participated in one of Texas’ largest single-day waterway cleanup initiatives. Their efforts supported the removal of waste from local rivers, advancing the health of the Galveston Bay watershed and fostering a cleaner, healthier environment.

Within the office, employees also took part in a plant swap initiative, encouraging the exchange of plant cuttings and seeds, and supporting small-scale circularity practices through an in-office seed library.

Community support was further demonstrated through a school supply drive for a local children's center, where employees contributed more than 300 essential items to a local children’s charity including pencils, notebooks, and learning materials. In parallel, a food drive was organized in support of a local food bank.

Advancing energy efficiency through office consolidation in Anchorage

During FY26, our Anchorage office and warehouse were consolidated into a single location, using the transition to adopt a more resource-efficient and sustainable operating model. Sustainability was central to the approach, with nearly all office assets no longer required being recycled or donated. The consolidation has contributed to an 8% reduction in Scope 1 emissions and a 73% reduction in Scope 2 emissions across the region.



Photo credit: ERM

Stakeholder collaborations

ERM sponsors and attends industry and wider stakeholder collaboration events throughout the year, to drive technical innovation and progressing the corporate sustainability agenda.



1. Our Toronto team attended a series of network lunches hosted by industry leaders at the Women in Mining Toronto Chapter. Louise Pearce, Global Leader of Sustainability and Risk at ERM, delivered a keynote speech on the topic of “Where Responsible Mining Meet Resilient Returns”.

2. This year a team attended the Trellis Impact 25 conference which combined VERGE, Bloom and GreenFin. ERM hosted several sessions as well as having a custom exhibit area to network with attendees.



3. ERM was a proud sponsor of GreenBiz 26 and participated in three panels to help shape the conversation between sustainable business leaders.

4 & 5. ERM actively engaged in New York Climate Week, hosting over ten roundtable events and co-hosting sessions with partners including the WBCSD on "Tools for a Just Transition".

Spotlight on the ERM Foundation



The United States and Canadian ERM Foundation teams work in partnership with nonprofit organizations and social enterprises to deliver meaningful impact in the communities in which we live and work, equipping organizations to create positive change long after our direct involvement has ended. We fund projects and programs that focus on supporting capacity building and sustainable development; tackling modern slavery and promoting human rights; and shaping a nature-positive and net-zero future.

Across the region, ERM employees supported the delivery of impactful projects and donated their time to support local community organizations through the provision of pro bono technical advice, fundraising, and volunteering.

Employees in Louisiana planted 300 Cypress trees in the local community, contributing to wetland restoration efforts and ecological research in the area. In Pennsylvania, colleagues partnered with a local organization to remove invasive species, helping to preserve natural spaces for public enjoyment and reinforcing our commitment to environmental stewardship.

Further information about the ERM Foundation and the projects it supports within the region and across the globe, can be found in the [ERM Foundation Annual Review](#).

600+
hours of volunteering
delivered

6,000+
people with improved
access to clean water
supported globally

CASE STUDY

Supporting the Reef Check Foundation to create a data visualization tool

Working together with citizen scientists, the Reef Check Foundation is dedicated to the conservation of coral reefs worldwide through education and research. Supported by volunteering divers, marine resource managers, policy makers and scientists, they work together to collect robust data to deliver sustainable solutions.

ERM consultants have been providing technical pro bono support to the Reef Check Foundation over the past two years to develop their decades’ worth of data into a more easily accessible data visualization tool. This tool will allow the Reef Check Foundation to be able to communicate their mission, goals and changes to the reefs over time more effectively through using visual evidence and data.

In 2025, we expanded the work further and our team of consultants have now mapped over 200 sites from the entire west coast of the United States into the tool.

“Working with Reef Check has been an incredible opportunity for us to put forth our capability as a global environmental consulting firm alongside our intention of making a difference that people can benefit from in their day-to-day lives.”

Parth Jhaveri
Managing Consultant, ERM



Photo credit: Elizabeth Zernik



North America

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Sustainability is our business

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