

ERM Global Policy

Diversity



1.0 PURPOSE

The purpose of this policy is to support ERM's diversity philosophy and goals.

2.0 SCOPE

The term "Employee" or "Employees" is specifically defined, for purposes of this policy, as: any personnel hired directly by ERM (regardless of status classification of full-time, part-time, temporary, contract, etc.); interns (even if an intern does not receive payment by ERM); employees of other companies seconded into ERM, and any ERM employee seconded to a non-ERM company. The term "Agent" or "Agents" is specifically defined as any member of any ERM entity board, any officer of any ERM entity, hired personnel, consultants, intermediaries, lobbyists, agents, representatives, independent contractors, subcontractors, and any others who act on ERM's behalf.

3.0 POLICY

We believe our most important strength is our employees. Due to our principles of respect and collaboration, ERM is committed diversity and to equal opportunity in all aspects of employment.

We seek to provide a work environment where all employees have the opportunity to reach their full potential and contribute to ERM's success. Our objective is for the diversity of our employees to reflect the diversity of the communities in which we do business, and for ERM to respect the customs and cultures of those communities.

As part of our commitment to diversity, ERM is committed to "equal opportunity employment," meaning that we prohibit discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability, veteran status, or under any category protected under the laws of communities in which we do business. Our commitment to diversity and equal opportunity employment means that we:

- Recruit, hire, train and promote on the basis of equal opportunity;
- Provide a workplace free of discrimination;
- Provide a workplace free of harassment;
- Foster a workplace with access to opportunities; and
- Treat each other with respect and dignity.

4.0 PROCEDURE

None.

ERM Global Policy Manual Administration

Policy Title: ERM Global Diversity

Policy Number: 12

Revision Number: 2

Effective Date of this Version: 7 September 2016

Original Effective Date: November 2006

Original Approval Signature: This policy has been approved by John Alexander; the original signed version is maintained by the Legal Department.

Policy Description: This Policy defines the ERM's governance and commitments on diversity in the workforce.

Authority to Amend this Policy: Global Compliance Officer

Authority to Waive this Policy: None.

Policy Review Cycle: 3 years from last effective date

Docket responsibility for review cycle: Global Compliance Officer

