



HUMAN RIGHTS STRATEGY 2024-2027

Promoting Human Rights for all

Sustainability is our business



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Introduction

In this strategy we set out our approach to respecting and promoting human rights across our value chain, consistent with our purpose to shape a sustainable future with the world's leading organizations, the UN Guiding Principles for Business and Human Rights (UNGPs) and the UN Sustainable Development Goals (SDGs).

Our approach focuses on those areas most material to us a business: our own operations, our work with clients and our collaborations with wider stakeholders.

ERM is committed to stepping up to make a difference. This strategy sets out our program of action for the next three years and we will report annually on our progress in our [Sustainability Report](#).

Special thanks to the ERM employees who kindly donated their photographic imagery for use in this Strategy.

Front cover photo credit: Vikrant Wankhede, Thailand

Respecting & promoting human rights across our value chain

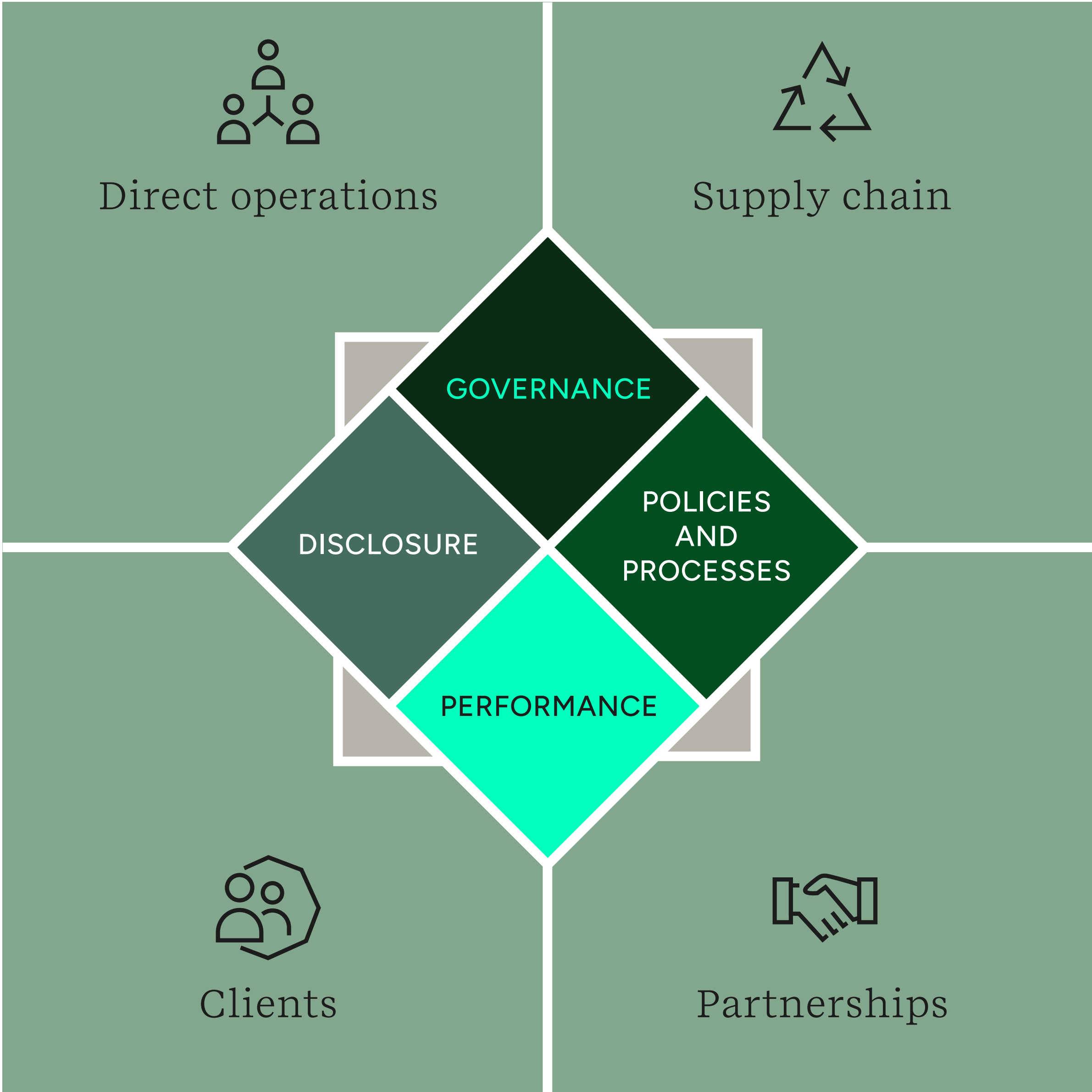
ERM is the world’s largest specialist sustainability consultancy. We partner with the world’s leading organizations to create innovative solutions to sustainability challenges that meet the needs of today while preserving opportunity for future generations.

Consistent with UNGP Principle 13, ERM is committed to avoid causing or contributing to adverse human rights impacts through our own activities and seeks to prevent or mitigate such adverse impacts linked to our own operations or through our business relationships.

We adopted a value chain approach to our management of material human rights-related risks, opportunities and impacts. Upstream, our value chain includes employees, partners and investors who are shareholders in the business, our offices and the materials required to support them. ERM has 149 offices in over 40 countries and territories and employees 8,000 people globally.

Downstream, it encompasses our clients, the communities they operate in and their own supply chains, alongside partner organizations, global society and the environment. Across our value chain, we seek to work with organizations who share our purpose and values. Our supply chain is diverse, spanning the breadth of our global offices and countries within which we deliver our services. It encompasses many services and activities, from site investigation to translation services. We take care when forming business relationships to honor our standards of business conduct and ethics.

Our value chain



Our vision & objectives



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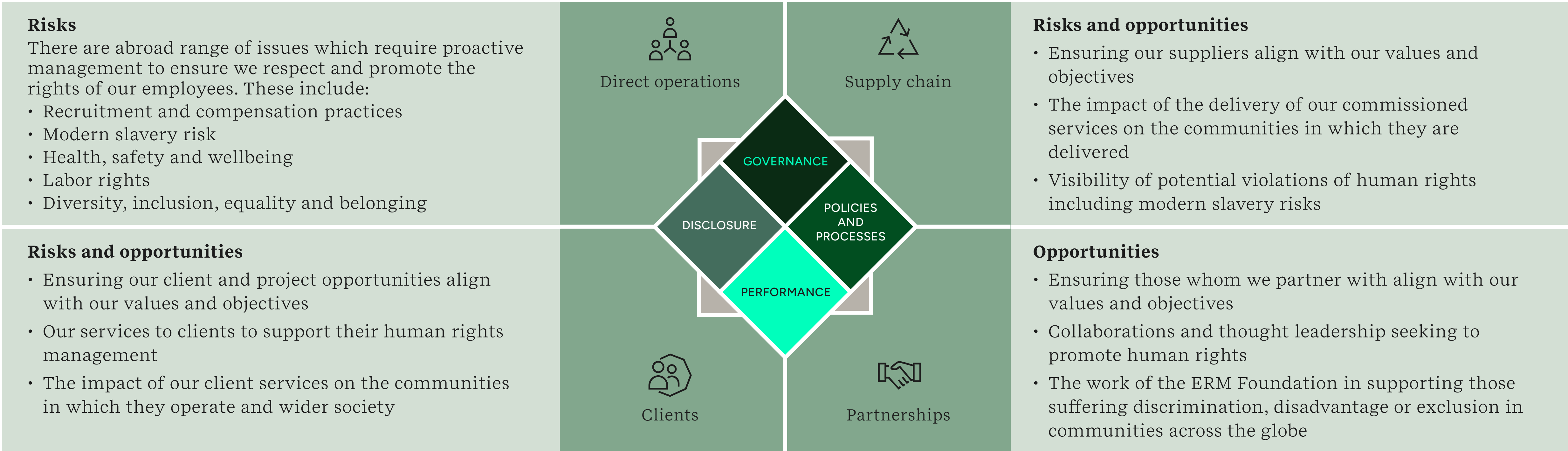


Photo credit: Juliana Ramos, Argentina

Our impacts & objectives

A material issue for our business

Human rights represents one of ERM’s key material topics, as we look to further identify, manage and mitigate those risks and impacts we cannot avoid through the delivery of our operations and across our wider value chain. We seek to manage these impacts in accordance with our purpose and commitments, and in support of the UN Sustainable Development Goals (SDGs).



Our vision & objectives

Our vision is to work in partnership with the world’s leading organizations to promote human rights for all. We will achieve this through our key objectives, which include:

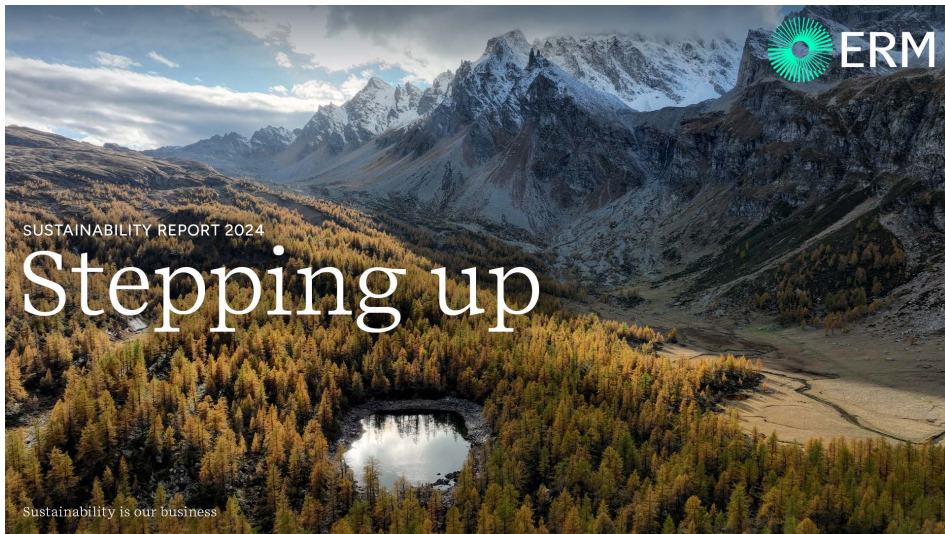


Photo credit: Riccardo Boniardi, Italy



Photo credit: Celine Nio, Singapore

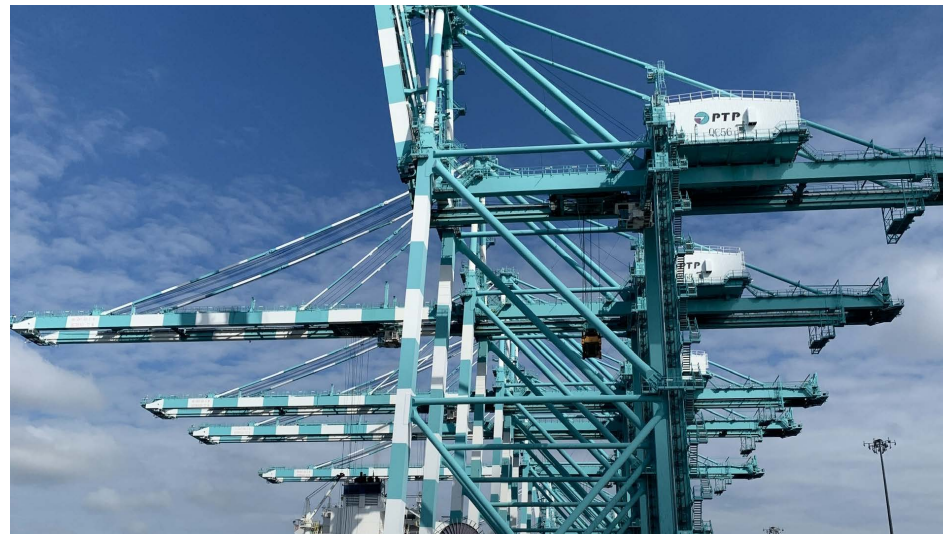


Photo credit: Hanh Nguyen, Vietnam



Photo credit: Edward Huang, Taiwan



Our governance

To continue to evolve our governance, performance and disclosure of human rights in accordance with the commitments and approach outlined in this strategy.

Our people and offices

To respect and promote human rights among our employees, those whom we work with and the communities within which we operate and ensure our offices and other places of work are managed in accordance with our commitments in this strategy.

Our supply chain

To evolve governance of human rights across our supplier base in line with the approach outlined in this strategy and ERM’s Sustainable Supply Chain Management Strategy.

Our clients services

To deliver our services consistent with our commitment to respect and promote human rights, and support our clients in respecting and promoting human rights across their own operations and supply chain.

Our collaborations

To collaborate with stakeholders to promote human rights for all in line with our commitment to thought leadership and maximizing our impact.

Our governance

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Photo credit: ERM

Our governance

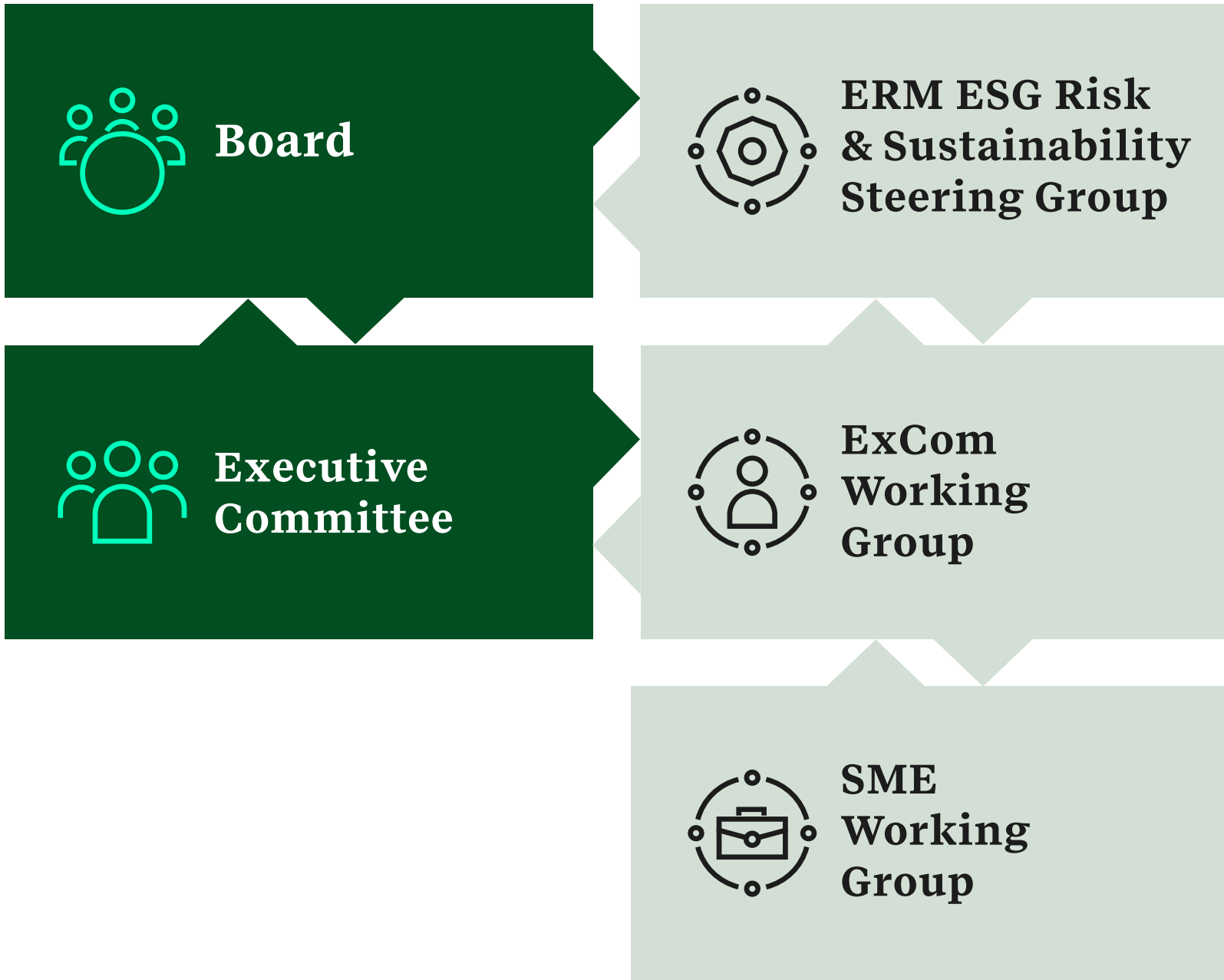
Board Oversight

The Board of Directors and Executive Committee are ERM’s highest governing bodies. The Board is the highest authority and ultimately responsible for the strategic direction, governance and oversight of The ERM International Group Limited (as parent company of the ERM “Group”) on behalf of its stakeholders. The ESG Risk and Sustainability Steering Group serves as an advisory group to the ERM Board. It works in conjunction with the Board to oversee the identification and mitigation of environment, social and governance (ESG) and reputational risks, including human rights and modern slavery risks.

The Executive Committee (ExCom), which feeds into Board, has accountability for managing the sustainability impacts of the organization, including human rights and modern slavery risks throughout our operations. The ExCom meets seven times a year to discuss operational performance and to ensure key strategic responses to human rights related risk and opportunity are being implemented effectively. The ExCom is supported by the ExCom Sustainability Working Group, which advises on all aspects of operationalizing sustainability across our value chain, including our management of human rights and modern slavery risks through strategy, programmatic priorities, target setting and resourcing.

The Working Group reports into ExCom on all aspects of operational sustainability strategy, performance and reporting and is supported by our subject matter experts across all aspects of sustainability, including human rights and modern slavery management.

Supporting ExCom are our operational and business senior leadership, who are responsible for our performance and adherence to organizational policies and programs, including our approach to human rights and management of modern slavery risks across the value chain. For further information please refer to the ERM Sustainability Report and Modern Slavery Statement.



Leadership and accountability

The promotion of human rights and management of modern slavery risks is fundamental to ERM’s purpose and is led from the top of our organization by our Group CEO, Tom Reichert.

ERM’s Global Leader of Sustainability and Risk, Sabine Hoefnagel, has overall accountability for our strategic approach to risk, which includes those risks associated with modern slavery. She is a member of ERM’s Board and ExCom, co-chairs and convenes the ESG Risk and Sustainability Steering Committee to the Board and chairs the ExCom Sustainability Working Group.

Our Global Leader of Sustainability and Risk works in conjunction with our Chief General Counsel and Chief Legal Compliance Officer to oversee compliance with the UK Modern Slavery Act (2015), the Canadian Modern Slavery Act (2023) and the Australian Modern Slavery Act (2018). Their work is supported by our senior leaders, including our Global Head of Risk and Global Sustainability Director, and supported by wider functional leads across the business.

Across our global operations, our Partners assume a key leadership role in implementing our global approach. In accordance with the UN Declaration of Human Rights, ERM also believes it is the individual and collective responsibility of all our employees to respect and promote human rights. To this end, all employees are expected to demonstrate leadership in our management of human rights. Our employees are trained and empowered to report any concerns they may have through our legal and compliance team, project management hierarchy or through our helpline. Further details are subsequently set out in this strategy document.

Policies

As part of our ongoing support for the promotion of international human rights, we have continued to use our participation in the UN Global Compact and other international initiatives as the basis to improve our policies, procedures and approach to business. All policies referred to in this section can be viewed on erm.com.

ERM's Human Rights, Modern Slavery and Child Labour Policy prohibits the use of child or forced labor in our own operations and that of our supply chain and any involvement by ERM with organizations that support prohibited labor practices or human trafficking. It outlines the expectations of both employees and business partners in respect of human rights, modern slavery and child labor risks, including actions taken should the policy be breached. This policy works in conjunction with ERM's purpose and beliefs and Code of Business Conduct and Ethics.

ERM's Sustainability Policy articulates our commitments to sustainability. Including social and economic development of communities, which can meaningfully contribute to the alleviation of modern slavery. The policy applies globally to all ERM entities and all ERM employees. Our policy framework and corporate governance disclosures are mapped in ERM's Sustainability Report, the Global Reporting Initiative (GRI) Index, and in ERM's Communication of Progress to the UN Global Compact.

Human rights is embedded in our operational governance. Our **Business Code of Conduct and Ethics** is available in 18 languages and, all employees must act in accordance with this. Our code sets out clear and unequivocal requirements on adherence to the highest ethical standards, legal compliance, and conducting business with uncompromising honesty and integrity through our business values, professional standards, employee training and our internal systems and practices.

Our **Supplier Code of Conduct** outlines our commitment to working with suppliers who have embedded sustainability, diversity and ethical practices within their own organizations and supply chains. It contains specific reference to labor and human rights and articulates that suppliers we work with must have public commitments and processes in place to prohibit slavery in all its forms as well as unlawful discrimination and harassment of workers across their supply chains. The code also protects the right for freedom of association and employment.

ERM's Diversity, Equity, Equality and Inclusion Policy outlines our commitment to building an inclusive culture where diversity is welcomed; our work environment is inclusive; and equal and equitable opportunity in all aspects of employment is available to all employees. Our Partners use our purpose, values, policies, and internal governance arrangements to support our working culture based on sustainability principles, which includes fair labor and treatment to all.



Our Global Leader of Sustainability and Risk, Sabine Hoefnagel, attended the UN Global Compact Network UK's "Ring the Bell for Gender Equality" event to mark International Women's Day 2024.

Due diligence

ERM is committed to identifying and addressing impacts to human rights and modern slavery throughout our value chain. Consistent with UNGP Principle 15, we undertake a range of due diligence to assess potential risks around human rights and modern slavery arising from the delivery of our operations and client work and have remedial measures in place to address behaviors and practices which we consider inconsistent with our Human Rights Policy.

We encourage all employees, clients, suppliers, and the wider general public to raise ethical and legal concerns about the operations of ERM or its supply chain, including potential human rights concerns. We treat all concerns raised seriously and have a zero tolerance approach for retaliation.

Our offices and people

We will continue to expand our due diligence assessment of human rights risks, opportunities and impacts arising from the operation of our offices and people. This includes the undertaking of detailed country level human rights due diligence assessments, as well as assessments of our service lines to identify and address potential human rights risks and opportunities, and will incorporate appropriate actions into our review and update of this strategy.

Customer Relationship Management (CRM): Due diligence of our commercial opportunities

Our CRM tool includes pre-screening of new clients to identify potential issues with the sustainability performance of prospective clients, this including a due diligence assessment. All opportunities must be recorded on the system which includes screening questions on the nature of the work to be undertaken. If the screening identifies the potential for such impacts, the opportunity must then be taken through the ERM Sustainably Transparent Assessment of Risk and Reward (STARR) process.

STARR: Additional assessment of commercial opportunities with potential heightened risk

The STARR process provides a framework for further due diligence of those projects identified as potentially having a higher sustainability risk, including potential impacts to human rights. The opportunity lead must provide further information which is then considered by our Global Leader for Sustainability and Risk and Global Head of Risk who will escalate to the ESG Risk and Sustainability Steering Group as appropriate and further information or mitigation measures may be required.

Project Management Model: Supporting the delivery of our project work

Our Project Management model ensures that all ERM work is led by a Partner in Charge (PiC) with the support of a Project Manager (PM). It is the responsibility of the PiC and PM to ensure that all projects are conducted in accordance with ERM’s policies and processes, and pursuant to ERM’s purpose of being a sustainability leader. Should the Project Management Team have any concerns about the current or future direction of the project, they are required to report these through our grievance mechanisms subsequently set out in this strategy.



Photo credit: ERM

Grievance mechanisms & remedy

The ERM Helpline

Our reporting system, The ERM Helpline, was implemented in 2018 and is a service hosted by a third-party provider, Navex. It is available 24 hours a day, 365 days a year by phone or online and is available in 30 languages. Concerns about our business operations and any other form of unethical business conduct, including activities which may negatively impact biodiversity and nature can be reported anonymously without fear of retaliation.

Wider channels

As previously set out in our approach to due diligence, there are other mechanisms by which employees can raise any concerns regarding potential abuse of human rights and risk of modern slavery. These include:

- Through the Partner in Charge or Project Manager in relation to project delivery
- Through their Business Unit Managing Partner, Human Resources lead or Legal Counsel

Remedy

Consistent with UNGP Principle 15, ERM is committed to investigating, addressing and remedying where possible and appropriate. Our protocol includes:

- ERM makes all appropriate measures to protect those who raise modern slavery issues – reference Whistleblower Policy and anonymity of Helpline
- Exploration of the issue or concern with the stakeholder who identified it (if known) and wider operational or project management team (if internal).
- All modern slavery concerns are escalated internally with appropriate business personnel, Sustainability, Risk and Legal.
- As appropriate, Legal will report to ExCom on the issue of concern and any proposed remediation which has been identified during the course of investigation.

- Where the reported issue involves clients or client contractors and suppliers, the issue will be explored with the client and remedial measures identified.
- Where appropriate, ERM will engage third parties, including law enforcement stakeholders to investigate identified potential incidences of modern slavery.

We are committed to addressing any issues promptly but do not put time limits of the duration of time we will take to investigate issues and identify appropriate remedy. We will, however, maintain engagement with those involved during the course of this time.



Photo credit: ERM

Our operations & supply chain



Our operations

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Our supply chain

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Photo credit: Celine Nio, Singapore

Our operations

Our people & offices

ERM’s primary asset is our people, 8,000 of whom work in our operations. Respect and promotion of the human rights of our people is one of our most material issues, this encompassing all aspects of employee management from recruitment to ongoing human resource, health, safety and wellbeing.

People management

ERM has an extensive People Function operational across our global operations and addressing the breadth of our people function, from recruitment and retention to employee management, health and wellbeing, and professional career development. We have robust procedures in place to ensure adherence to local labor laws and regulations, prevent the use of unpaid workers and review our compensation to mitigate against material and unpremeditated pay equity issues. We adhere to the UN Global Compact and ILO standards on collective bargaining. We are committed to respecting and promoting human rights across all aspects of our people management. For further information on our approach please refer to the [ERM Sustainability Report](#).

Training

The delivery of our human rights and modern slavery risk management is the individual and collective responsibility of all employees at ERM. We have expanded our mandatory human rights and modern slavery training module to encompass all employees, regardless of position or seniority. As part of introductory mandatory training, ERM employees are expected to review our Global Code of Business Conduct and Ethics, Sustainability Principles, and Modern Slavery training within the first two months of joining the firm. All employees must also complete refresher training to ensure their knowledge and awareness remains up to-date.

Our offices

We have offices in over 40 countries but our work has an even broader geographical reach. Our management of human rights is, therefore, global in its approach whilst recognizing that the profile of risks, opportunities and impacts can vary on a country or regional basis, subject to a range of factors including geo-political and socio-economic context.

Our offices are run by our Operations and Facilities Teams, under the leadership of our business unit senior leadership. All offices operations must adhere to our global policies and protocols, including those pertaining to human rights and modern slavery and office management team are required to undertake training in modern slavery. We will be further developing guidelines to equip our office management staff with further understanding of how modern slavery risks may arise in relation to this specific aspect of our operations. We will also commence further due diligence assessments of those companies with whom we lease our offices, as part of the [ERM Sustainable Supply Chain Management Strategy](#).



Photo credit: Edward Huang, Taiwan

Our supply chain

The nature of ERM's business as a services company means that we subcontract services to support the delivery of our work. We work with suppliers and subcontractors that demonstrate the following attributes, consistent with our own values:

- Incorporate safe practices in all commercial decisions;
- Exhibit a high level of integrity at all times and in all dealings;
- Commit to enhancing human rights and wider sustainability performance;
- Demonstrate outstanding quality of work; and
- Provide cost savings innovation.

Our supply chain is an area where the potential for human rights violations exists beyond our direct operational control. Our focus, therefore, is on identifying the opportunities to further strengthen our visibility, management and remediation of potential violations in our supply chain.

To this end we have strengthened our requirements from all suppliers in respect not just of adherence to our policies and procedures on human rights and sustainability more broadly, but we have also instituted new requirements for suppliers to document their own policies and management.

Screening of eligible subcontractors

ERM's process for engaging subcontractors includes the use of a third-party supply-chain risk management solution to identify potential or known risks. We combine this with our Active Leadership Audit Program and subcontractor qualification assessments to collate and evaluate data on our use of subcontractors to ensure we are adequately managing and mitigating risk.

We review our suppliers' hiring practices, from asking how they recruit employees to requesting records that verify they follow anti-trafficking efforts. This can include thorough background checks and efforts to confirm submitted documents. A high degree of due diligence is conducted when engaging labor brokers, especially in high-risk jurisdictions. We will continue to focus on this during FY25.

We require all subcontractors and third-party suppliers to act in accordance with our Supplier Code of Business Conduct and Ethics ("Supplier Code"), which includes specific clauses around human rights and modern slavery, and our broader Human Rights Policy. Our standard contractual Terms and Conditions bind suppliers to our Supplier Code and therefore provide explicit expectations and requirements in respect to addressing human rights, including modern slavery. The Supplier Code consolidates updates on key international terms such as anti-bribery and corruption, human rights (including prohibitions for all forms of modern slavery) and our health and safety contractual requirements. Our standard form subcontractor agreements and supplier-relationship management system were all updated with the supplier code as part of its implementation.

Ongoing management of our subcontractors and wider supply chain

Through our subcontractor management system, we introduced new data and performance reporting requirements during FY24. All subcontractors on our system are now requested to provide information on their approach and management of human rights risk, including that of modern slavery.

We will further engage with our subcontractors on the issue of human rights and modern slavery and expand engagement across the top tier of our supplier spend. Our focus will remain on identifying and capitalising upon opportunities to strengthen our procedures, enhance visibility, engage and reduce risk. For further details, please refer to the [ERM Sustainable Supply Chain Management Strategy](#).



Photo credit: Hanh Nguyen, Vietnam

Our client services



Delivery of our services

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Our human rights capabilities

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Photo credit: Edward Huang, Taiwan

Delivery of our services

Impact of our services

As a leading provider of sustainability consultancy services, including environmental, health, safety, risk, social and human rights consulting among others, we have a broad sectoral coverage, encompassing clients across industry sectors. Our most material risk and opportunities to the services we provide to clients, how these are conducted and the impact which they can generate with respect to management of human rights and modern slavery risks.

Conducting our work with clients and in-field

We provide both office-based services and on-site work all over the world. Our work takes us to a diverse range of locations including manufacturing plants, construction sites, mine sites, offshore and onshore rigs, factories, agricultural and rural areas, among many others. We are alert to the potential for our employees to observe abuse of human rights or modern slavery whilst ‘in-field’, on client sites and/or sites owned and managed by third parties. Our training to employees emphasizes the importance of remaining vigilant to this potential and reporting any suspected incidence through the appropriate channels, as outlined in our grievance mechanism section of this strategy.

The impact of our client work on communities

We undertake work for clients across a broad spectrum of services and are working to identify and manage the risks of modern slavery or human rights violations within these, particularly in services such as low-carbon energy transition and permitting where risks may emerge in respect of where and how client projects may be located, constructed and operated. To support our clients identify and proactively reduce or prevent potential human rights issues in the delivery of their work, we are working to embed social performance work, including modern slavery risk management, across all our our service lines. We are evolving our impact methodologies to identify and measure the social impact of our services, which includes consideration of human rights issues.

Supporting our clients with management of human rights

Drawing upon leading expertise and knowledge of local context across the globe, our social and human rights consulting services teams act as advisors to companies in a diverse range of sectors at the corporate and asset levels, to conduct human rights due diligence and manage social impacts.

We have expertise in a wide range of human rights areas, including helping clients to identify and address supply-chain impacts and risks, setting up and upgrading grievance mechanisms, and reporting on human rights and modern slavery due diligence.



Photo credit: Thien Nguyen, Vietnam

HIGHLIGHT:

Canadian Modern Slavery Statement

ERM’s human rights and modern slavery practitioners have extensive experience supporting issues related to human rights, child and forced labor, modern slavery and human trafficking. We work with companies around the world from a variety of sectors.

In FY24, our Social Performance and Human Rights team supported a Canadian-based international packaging company to develop a modern slavery statement that fulfils the requirements of Canada’s new Modern Slavery Act, as well as the UK Modern Slavery Act and the California Transparency in Supply Chains Act. ERM reviewed equivalent requirements of the respective acts and incorporated existing and new information, liaising with the client to ensure it was fit for purpose.

Our human rights capabilities

We have been global providers of human rights, social, and environmental solutions for over 50 years and have combine our global footprint with local expertise. ERM helps clients to understand human rights, prevent or remediate negative impacts, and go further to operate in a manner that respects and advances human rights, which positively contributes to their social license to operate and their shareholder value.

Led by our Global Leader for Social Performance and Human Rights Alexandra Guaqueta we have a dedicated team based in key locations around the world who have expertise in managing a range of human rights issues. We combine an intimate understanding of emerging international and national requirements with practical on the ground experience to support clients in understanding and fulfilling their human rights responsibilities. This helps protect access to capital, develop and maintain a social license to operate, and ensure regulatory compliance. Our multidisciplinary teams with in-depth human rights and environmental expertise across ESG topics are at the forefront of human rights and environmental regulatory developments.

We advise clients on a range of issues relating to modern slavery, including due diligence; policy and strategy development; training; gap, risk, and impact assessments in operations and supply chains; disclosures.

ERM offers a modular approach to Human Rights and Environmental Due Diligence (HREDD) which can be

tailored to reflect the maturity, starting point and other context for clients and their supply chains.

Our social impact service offering encompasses:

- Social performance and impact
- Human rights
- Strategic communications and stakeholder engagement
- Political risk advisory

ERM subject matter experts have expertise relating to:

- UN Guiding Principles on Business and Human Rights
- Conducting gap assessments against EU and US regulations
- Conducting salient and detailed human rights impact and risk assessments, identifying human rights risks related to climate
- Updating human rights policies, training leadership and staff
- Identifying and addressing supply chain impacts and risks
- Set up and upgrade grievance mechanisms
- Report on human rights and modern slavery due diligence

With over 300 specialists, ERM brings in-depth expertise in Social Performance and Human Rights to support our clients in enhancing their governance and management of human rights across the 40 countries we operate in.



Photo credit: Karunakaran Nagalingam, India

Our collaborations



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The Sustainability Institute	20
The ERM Foundation	21



Photo credit: Melissa Arteaga, Colombia

Our partnerships

We take care in forming business relationships so that we honor our standards of business conduct and ethics. We are required by various laws and regulations to undertake certain due diligence in relation to clients, subcontractors or other third parties. We comply with the applicable trade sanctions and anti-money laundering laws. To do this, ERM conducts a due diligence screening process to check those with whom we seek to form relationships.

In addition to our ongoing internal program of action and work for clients on human rights, ERM participates in a number of external engagements and strategic international partnerships pertaining to modern slavery and human rights. We act as advisors to multinational corporations on all issues related to climate change, human rights, UN Global Compact initiatives, OECD standards, and the Sustainable Development Goals.



Photo credit: Belinda Ng, United Kingdom

Highlighted below are some of our partnerships and engagements that allow us to deliver on our human rights strategy and prioritise the prevention of modern slavery in our own operations and supply chain.

The World Business Council for Sustainable Development (WBCSD) is a global, CEO-led organization of over 200 businesses working together to accelerate the transition to a sustainable world. ERM is a founding member of the WBCSD and actively participates through secondments, the involvement of the ERM Sustainability Institute, and engagement of our Group CEO and other senior leaders.

ERM is a member of the **Business Commission for Tackling Inequality (BCTI)**. We supported the launch of the BCTI’s flagship report and will be part of the corporate action to address rising inequality which is inextricably linked to modern slavery. ERM’s Global Leader of Social Performance and Human Rights serves as a Commissioner to BCTI.

The UN Global Compact (UNGC) brings companies together with UN agencies, international labor organizations and civil society to support universal environmental and social principles in the areas of human rights, labor, the environment, and anti-corruption. ERM has been a signatory of the UNGC since 2011 and strives to embrace and promote these values within our sphere of influence and across the supply chain. ERM is a signatory of the Women’s Empowerment Principles as part of our commitment.

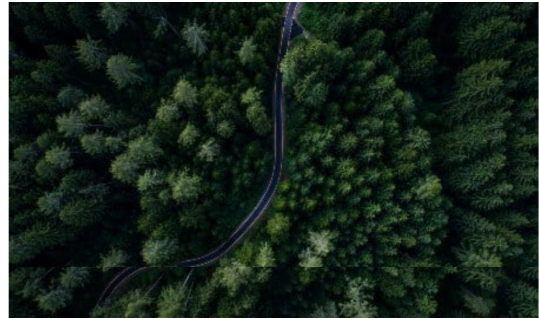
The ERM Sustainability Institute

The ERM Sustainability Institute is one of our key platforms by which we deliver thought leadership on human rights and the broader sustainability agenda.

The purpose of the Institute is to define, accelerate and scale sustainability performance by delivering actionable insights for business. Publications, blogs and podcasts on human rights can be accessed at: [ERM Sustainability Institute](#).

Podcasts and blogs:

- [Accelerating mining projects by putting communities and the environment first.](#)
- [Human Rights-based approaches to TNFD: what does a leading approach look like?](#)
- [Engaging with Indigenous communities featuring Affinity North and Stratos](#)




BLOG

Demystifying CSDDD: Getting off to a good start with the EU's latest ESG milestone

By Morgane Kroon, Jelle van der Stempel, Renée Rotering, Emma Albertone

11 April 2024

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ARTICLE

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By Glenn Keays, Judy Fedorowick, Susan Lasecki-Cairo, Ramesh Narasimhan

12 June 2024

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REPORT

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By David Neilson, Clive Abel, Fanny Guzenec, Sebastian Voigt

17 January 2024

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BLOG


Human Rights-Based Approaches to TNFD: What Does a Leading Approach Look Like?

Sustainable Connections

PODCAST 10 JUNE 2024

In our latest podcast, Mark Lee talks to General Atlantic about scaling climate private equity investment.

HOSTED BY MARK LEE [LISTEN →](#)



The ERM Foundation

As a result of our philanthropic work through the ERM Foundation, we are actively involved in eliminating the economic disempowerment that drives modern slavery.

The ERM Foundation was established in 1995 to allow ERM and our employees to provide support for nonprofit organizations and social enterprises that share our commitment to creating a more sustainable and equitable world. Working across the globe, the Foundation blends grant funding, professional pro bono support, and volunteering to create a lasting impact and measurable contributions to the UN Sustainable Development Goals (SDGs). The focus of the Foundation is centred on projects and programs at the intersection of nature, net-zero, and social sustainability. The promotion of human rights, including the eradication of modern slavery, is at the core of the ERM Foundation, both through the nature of the work we partner with organizations on, but also with respect to the standards and ethical practice required from the organizations with whom we partner.

The Foundation has works with organizations such as Palesa Pads in South Africa, ADSEI in Colombia, and Brighter Communities Worldwide in Kenya to provide education, training, and access opportunities for people who may otherwise be overlooked or denied such opportunities and/or face discrimination or marginalisation.

 **2,766**
livihoods supported through ERM Foundation initiatives in FY24.



Photo credit: ADSEI

ADSEI
www.adseicolombia.com

ADSEI works to promote industrial ecology and the sustainability of Colombian community development projects. The ERM Foundation is supporting a sustainable economic development initiative to create resilient livelihood alternatives for two ecotourism-dependent communities impacted by the global pandemic and increasing climate change-related events. A team of ERM experts in Colombia is conducting a socio-environmental study of the region, working with community residents and project stakeholders to identify and assess the feasibility of potential conservation projects and their associated livelihoods. The goal is to improve communities' livelihoods by identifying synergies with ecotourism-related activities.

65 
community members involved



The ERM Foundation Future Fund program



The ERM Foundation’s Future Fund program is a multi-year funding initiative that supports projects at the intersection of biodiversity protection, climate action and sustainable livelihoods.

More information on our commitment to the protection of human rights and the elimination of modern slavery, plus our wider projects and commitments can be found in our annual sustainability report on erm.com.

To read more about the work of the ERM Foundation, read our [Annual Review](#).

SolarAid

www.solar-aid.org

Millions of people in sub-Saharan Africa rely on expensive, toxic and dangerous lighting sources, such as candles and kerosene lamps. SolarAid’s mission is to light up every home, school and clinic in Africa by 2030 using clean, safe solar power. It does so by innovative programs to reach the poorest communities with clean, safe light and by supporting entrepreneurs to run their own solar businesses which accelerates access to clean energy.

The ERM Foundation is supporting SolarAid’s Mayi Walas (women solar entrepreneurs) program in rural Malawi, to help establish and support 60 new groups over the next three years. These women will be upskilled and provided with the resources needed to start and maintain successful solar energy businesses, helping to accelerate clean energy access. ERM employees are assisting SolarAid with project management and have raised awareness of this project throughout the ERM region.

During its first year as part of the Future Fund program, SolarAid has recruited, trained and provided loans to 60 Mayi Walas groups. In the next phase of the Future Fund, SolarAid plans to further leverage this support by providing ongoing training and helping the women become members of FEBCO (a savings and credit cooperative established by SolarAid) to access larger loans and long-term business support. By the end of year three, SolarAid will have supported 1,320 women to become self-sufficient entrepreneurs and provided up to 70,000 people with access to clean, safe and affordable solar light.

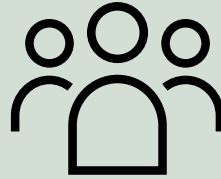
“The 1,320 individuals who make up the Mayi Walas groups have blossomed into accomplished entrepreneurs, all thanks to the empowering initiatives of the ERM Foundation.”

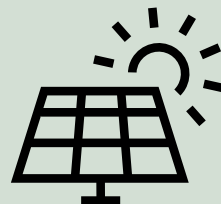
SolarAid




Photo credit: SolarAid/Chris Gagnon

Year one figures

 **60**
Mayi Wala groups have received initial training

 **3,281**
Solar lamps sold

 **2,852**
Children can now study after dark

 **16,720**
People now have access to clean, safe and affordable lighting

Our key targets



Key targets for 2024-2027	24
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Photo credit: Kenneth Miller, United States

Key targets for 2024-2027

Our targets align with our identified key risks, opportunities and impacts, as identified in our double materiality assessment process.

Strategy & governance

- Review and evolve policies as required
- Further expanding due diligence procedures to support partnerships and acquisitions
- Undertaking three regional/sectoral due diligence assessments using ERM's Human Rights Country Risk Tool
- Review and update grievance mechanisms and remedy as required
- Conduct annual review of Strategy update as appropriate

Operations

- Launching updated communications and awareness campaign on human rights across business
- Refreshing our Modern Slavery training as appropriate to encompass broader human rights issues
- Further integrating human rights into Project Management training
- Developing further guidance/enhanced training to office management, recruitment and acquisitions teams
- Deliver upon our global DEIB programs and targets

Supply chain

- Further embed human rights as part of our sustainability requirements in procurement criteria
- Implement human rights supplier engagement program
- Require supplier self-assessment and reporting on human rights including modern slavery
- Identify diverse suppliers; set supplier diversity targets and monitor spend/disclose progress against targets

Clients

- Embedding social advisory work, including modern slavery risk management, across our service lines
- Further developing our service offering to clients on basis of identified need
- Through our work advocate in respect of human rights and positive social impact

Partner organizations

- Continue to support leading organizations through the participation of our subject matter experts
- Continue to provide thought leadership through the ERM Sustainability Institute

Data & disclosure

- Measure and report on societal impact of our client work
- Collate expanded scope of supply chain data
- Disclose in alignment with this strategy, and requirements including Modern Slavery Acts in the UK, Canada, and Australia
- Undertake external audits and assurance of data

Transparent & accessible reporting

We are committed to transparent and accessible reporting for our stakeholders. This includes:

- Annual disclosure of our sustainability performance in our [Sustainability Report](#).
- Our progress in upholding the 10 principles of the UNGC and the Women's Empowerment Principles are reported annually via the [Communication on Progress](#) which is published on the UNGC website.
- Our 'Supporting the SDGs' document provides a summary of ERM's contribution to the United Nations Sustainable Development Goals which includes Goal 8.7 on the eradication of all forms of modern slavery.
- Our annual [ERM Modern Slavery Statement](#).





Sustainability is our business