



NATURE STRATEGY 2024-2027

Towards nature positive



Introduction

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 unlock commercial opportunities that meet the needs of today while preserving opportunity for future generations.

As scientific research reveals that six of the nine planetary boundaries have been exceeded, international attention is increasingly focused on the crisis facing nature and the critical need to halt and reverse biodiversity loss by 2030, as set out in the Kunming-Montreal Global Biodiversity Framework [Kunming-Montreal Global Biodiversity Framework \(cbd.int\)](https://www.cbd.int).

ERM is committed to doing our part to support this global imperative and working towards a nature positive future. As defined by the Taskforce for Nature-Related Financial Disclosures (TNFD), nature comprises the four realms of land, ocean, freshwater and atmosphere.

Nature includes different types of biomes or ecosystems which have intrinsic value in their own right, as well as providing 'services' upon which society depends.

In this strategy we set out our approach to assessing, managing and disclosing our impact on nature through our own operations, our work with clients and through our collaborations with partners and wider stakeholders.

We are a company that is committed to stepping up to making a difference on nature. This strategy sets out our program of action for the next three years which will continue to evolve through ongoing review and progress against which will be reported upon in our annual Sustainability Report.

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

Front cover photo credit: Thomas Collin, United Kingdom

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Aligning to Now for Nature

ERM's Nature Strategy has been informed by the four principles of ACT-D, the High-level Business Actions on Nature, namely: Assess, Commit, Transform and Disclose, developed by the Capitals Coalition, Business for Nature, WBCSD, TNFD, the Science Based Targets Network, the World Economic Forum and WWF. We will continue to refine our reporting in line with Act-D, supported by the delivery of the targets outlined in this strategy.

Act-D Principles	Addressed within the strategy
Assess	Our strategic objectives
Commit	Our key targets for delivery 2024-2027
Transform	Governance
	Our operations
	Our services to clients
	Our supply chain
Disclose	Maximising our impact
	Data and disclosure

It's Now for Nature: Nature Strategy Handbook – A practical guide for businesses

Managing nature-related impacts across our value chain

We adopt a value chain approach to our management of material nature-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 employs 8,000 people globally. For further information please refer to erm.com.

Our supply chain is diverse, spanning the breadth of our global offices and countries within which we deliver our services. For further information on our supply chain, refer to the ERM Sustainable Supply Chain Strategy.

Downstream, are our clients, the communities they operate in and their own supply chains, alongside partner organizations, global society and environment. Across our value chain, we seek to work with organizations who share our purpose and values in working towards a nature positive future.



Photo credit: Diego Fernandes, Brazil

Our impact & objectives

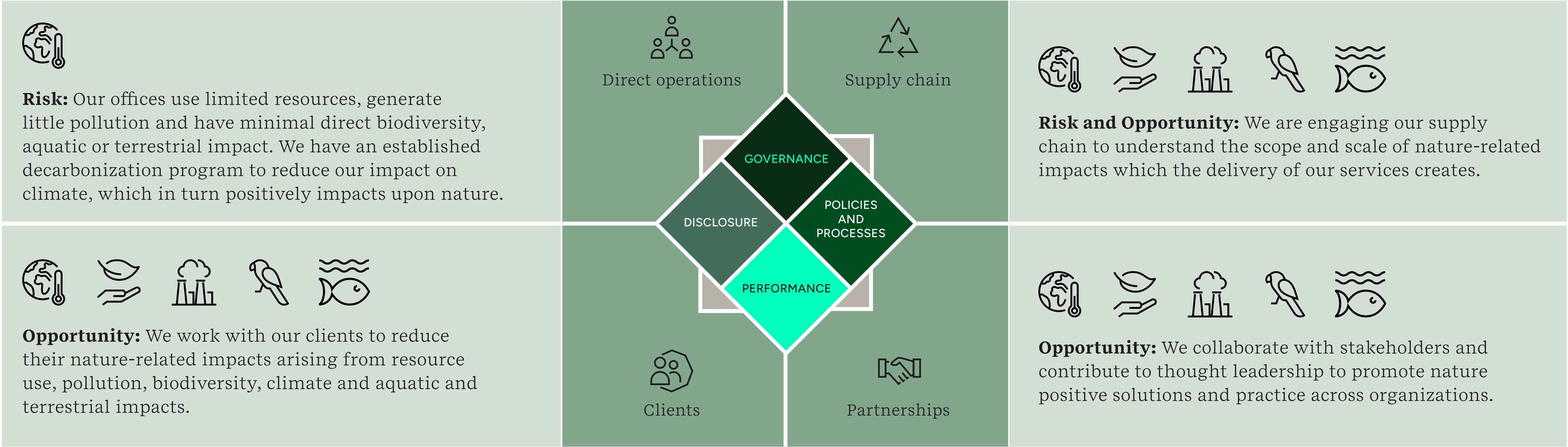


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Photo credit: Alma Chen, Hong Kong

A material issue for our business

Nature represents one of ERM’s key material topics, as we look to further understand the impact of our client advisory work and across our value chain. Our most material impact is generated through the delivery of our services to clients, including through the activity of our supply chain. Whilst our offices are currently identified as having limited direct impact, we will actively monitor our operations in respect of this.



Key: Five main pressures causing nature loss as identified by the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES)



Our vision & objectives

Our vision is to work in partnership with our stakeholders towards a nature positive future. We will deliver our vision through our key objectives, which focus on our material risks, opportunities and impacts.

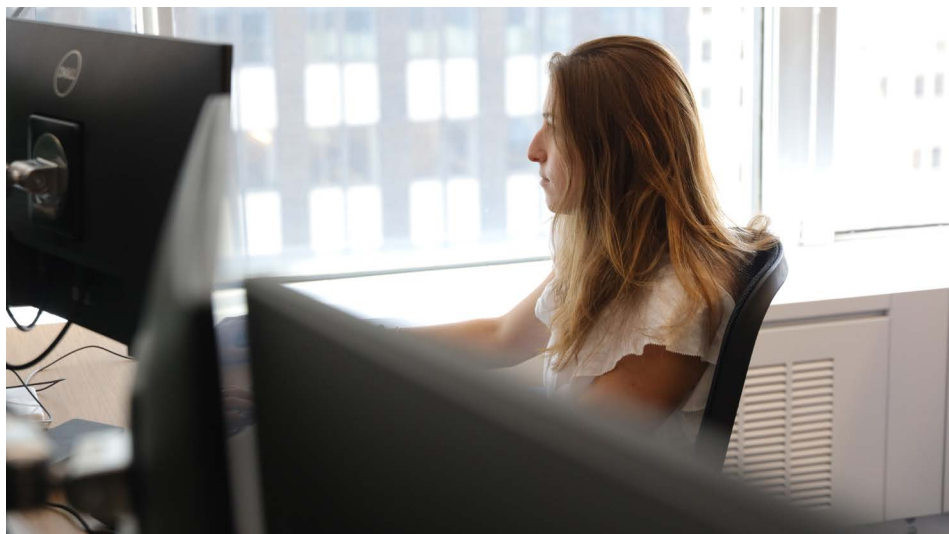


Photo credit: ERM



Photo credit: Celine Nio, Singapore

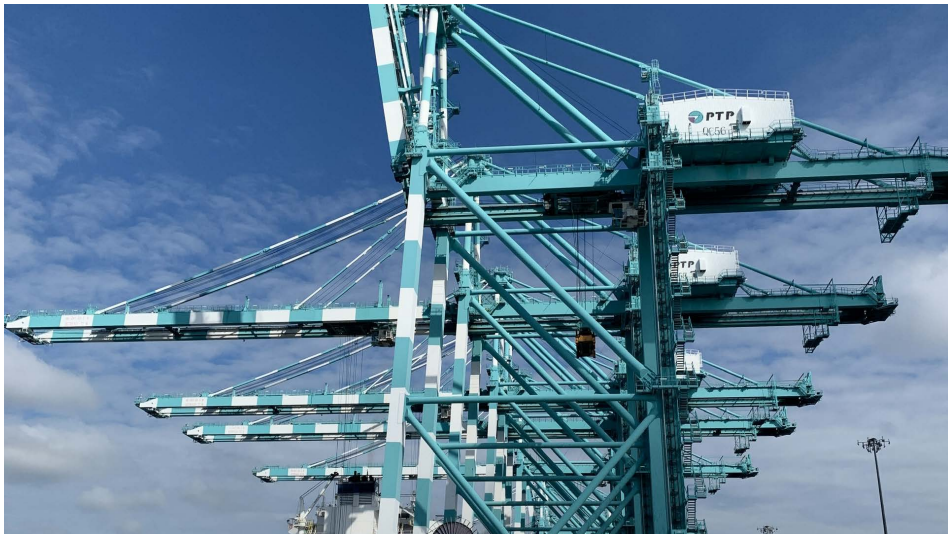


Photo credit: Hanh Nguyen, Vietnam



Photo credit: Edward Huang, Taiwan



Photo credit: ERM

Our governance

To continue to evolve our governance, performance and disclosure around nature in accordance with our commitments and approach outlined in this strategy.

Our operations

To evolve our assessment of nature-related risks, opportunities and impacts across our value chain. We will strive to avoid, reduce and mitigate negative impacts and capitalising upon opportunities to be nature positive.

Our supply chain

To evolve management of nature-related impacts across our supplier base in line with ERM’s Sustainable Supply Chain Management Strategy and our commitment to work towards a nature positive future.

Our clients services

To deliver our services consistent with the commitments outlined in this strategy and to support our clients in working towards a nature positive future across their own operations and supply chain.

Our stakeholders

To collaborate with stakeholders to promote wider societal transformation towards a nature positive future and contribute to thought leadership.

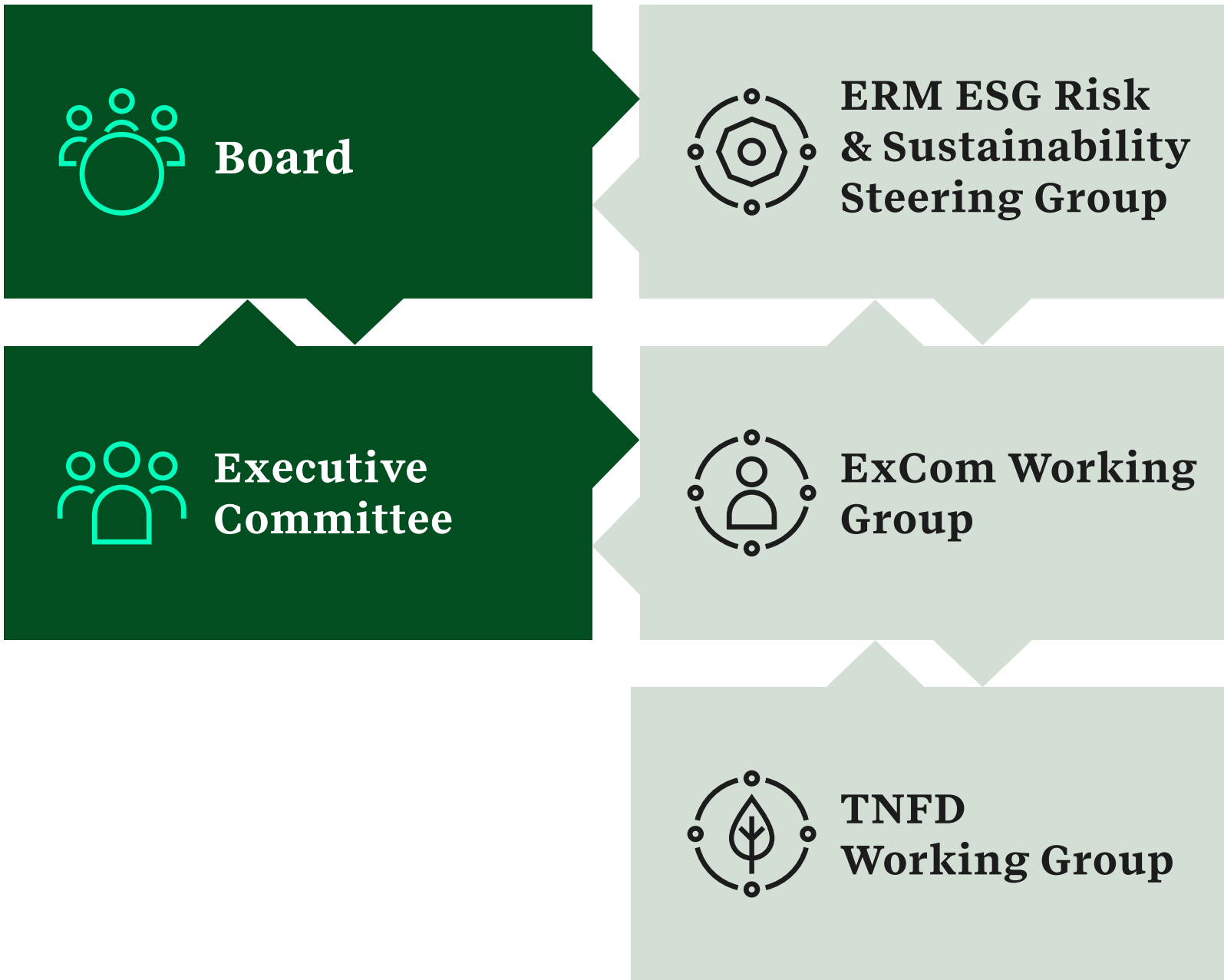
Our governance



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Photo credit: ERM

Our governance



Board oversight

The Board of Directors and Executive Committee are ERM’s ultimate 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 Board meets seven times per year to review performance and consider key strategic growth plans.

Supporting the consideration of the delivery of our ERM Nature Strategy is the Environmental, Social and Governance (ESG) Risk and Sustainability Steering Group, which serves as an advisory committee to the Board. It works with the Board to identify and manage risks relating to ESG and reputation, including horizon scanning across evolving regulatory and client requirements in support of nature, carbon and wider sustainability risk and opportunities.

Leadership & accountability

The Executive Committee (ExCom) has accountability for managing business operations and meets regularly to discuss operational performance and plans in support of this. 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 nature through our own operations and that of our value chain.

The Working Group also has oversight of ERM’s Nature Strategy. This is undertaken as part of our wider approach to operationalizing sustainability and involves the identification of relevant KPIs/metrics which support our ability to drive performance in line with our stated commitments and strengthen our positioning as a credible leader in sustainability advisory services.

Following the precedent of the establishment of an ERM Taskforce for Climate-related Financial Disclosures (TCFD) Working Group to support the business assess its climate-related risks, opportunities and impacts, we will establish a Taskforce for Nature-related Financial

Disclosures (TNFD) Working Group as a standalone entity or integrated into the TCFD Working Group to provide specialist expertise on nature.

Accountability for our client advisory services on nature

Our Global Leader of Clients and Sectors and our Global Head of Services and Innovation, are accountable for overseeing our services to clients, and are supported by our Global Lead for Biodiversity, Water and Nature. Collectively, they ensure that our advisory services meet current and anticipated client need, reflecting industry requirements and investing in service development and innovation in line with this.

Supporting our global leads, are our technical communities who drive the technical content of our service offering and are responsible for standard setting, skills development and training. ERM has 28 technical communities which include:

- Nature Positive
- Biodiversity & Ecosystems
- Energy & Climate Change
- Human Health & Ecological Risk Assessment
- Land Services
- Marine Systems
- Waste Compliance
- Water Resources & Storm/Wastewater



Photo credit: Nico Vermylen, Belgium

Our Biodiversity Policy

Our Biodiversity Policy, adopted in 2022, is a framework by which we commit to integrating protection and restoration of biodiversity into our business model. Through this policy, ERM is committed to contributing to the Convention on Biological Diversity's three main goals of conservation of biological diversity, sustainable use of its components, and fair and equitable sharing of benefits from the use of natural resources.

ERM is committed to taking a leading role in the protection and restoration of biodiversity by promoting a sustainable approach to biodiversity management. This is aligned with our commitment to contribute to the UN Sustainable Development Goals (SDGs), with an emphasis on SDG 14 (Life Below Water) and SDG 15 (Life on Land).

Our Biodiversity policy outlines both internal and external commitments to biodiversity protection and management, including commitments through our supply chains, the ERM Foundation, and partnerships with global institutions.

Our full biodiversity policy can be accessed at: [ERM Biodiversity Policy](#).

Due diligence

ERM is committed to identifying and addressing impacts to nature throughout our client services and wider operations. We undertake a range of due diligence to assess potential negative impacts to nature arising from the delivery of our work and have remedial measures in place to address behaviours and practices which we consider inconsistent with our Biodiversity Policy and Nature Strategy.

Approach to assessing our nature-related risks, opportunities and impacts

We undertake a detailed assessment of our nature-related risks, opportunities and impacts as part of our double materiality assessment (DMA) process, informed by our subject-matter experts. We will continue to evolve our consideration of nature in our DMA process and extend our nature-related due diligence including through the undertaking of a value chain hotspot assessment to enhance the visibility and management of our risks and opportunities.

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

Our CRM tool includes pre-screening of potential clients to identify potential issues with the sustainability performance of prospective clients, this includes a due diligence risk assessment. All opportunities must be recorded on the system which includes screening questions on the type of work to be undertaken and whether the activity may impact nature. 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 nature. The opportunity lead must provide further information which is then considered by our Global Head of Risk and further information or mitigation measures may be required, if appropriate.

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 to the client relationship manager, Business Unit and Legal Counsel, as appropriate.

Grievance mechanism & 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 nature can be reported anonymously without fear of retaliation.

Wider channels

The other mechanisms by which employees can raise concerns or issues 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

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, as set out in ERM's Whistleblower Policy and as facilitated through the anonymity of the ERM 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 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 violations of local laws and regulations.

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: Amanda Resmana, Indonesia

Our operations & supply chain



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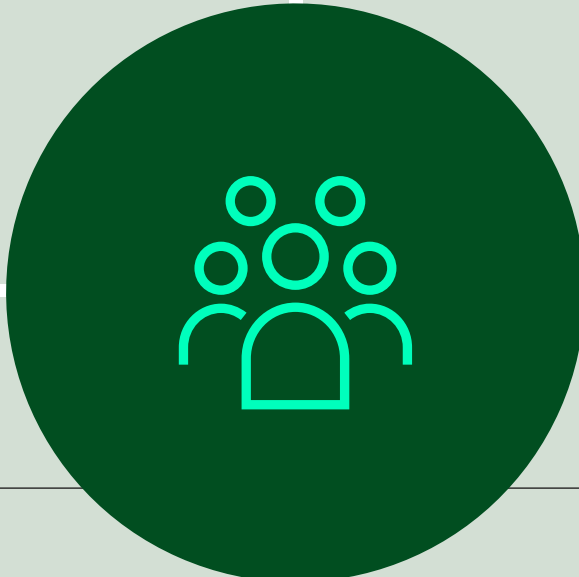


Photo credit: Celine Nio, Singapore

Our direct operations

Below are some of the key mechanisms by which we seek to manage the nature-related impacts of our direct operations. We will continue to evolve our response as our we develop our understanding of where and how we generate impact.

<p>Impact source: our offices</p>	<p>Impact source: delivery of our services</p>
<p>Our offices are typically in urban complexes with limited direct engagement with nature. Our focus is on further delivering our office optimization program which supports identification of optimum locations, use of renewable energy and sustainable consumption of resources including water, amongst other initiatives. Our forthcoming actions will focus on further environmental audits of our offices and exploring nature positive opportunities such as planting, bee hives and insect ‘homes’.</p>	<p>Both our office desk-based and field work comprises direct nature projects overseen by subject matter experts and wider projects which are not nature focused but may have a nature impact. Our subject matter experts oversee our nature-related projects and there are established protocols in place to govern how, when and where we conduct in-field or survey activity which includes training to equip our staff to engage sensitively with the habitats they are surveying, to protect nature. Our forthcoming actions will focus on developing protocols for identifying and managing potential nature impacts from wider projects.</p>
<p>Impact source: travel</p>	<p>Impact source: working in client offices</p>
<p>Recognizing the impact of unsustainable travel on nature, we have updated our Travel Policy to reduce the level of travel undertaken within our operations and mandate sustainable travel modes for travel within prescribed routes and journey distance times. We have implemented incentives for employee commuting by sustainable transport modes and monitor employee commuting. Our forthcoming actions will focus on monitoring compliance with our sustainable travel requirements.</p>	<p>We are engaging with our clients to use virtual meetings wherever possible and through our updated Travel Policy, incentivize sustainable travel to client offices where in-person participation is required.</p>



This strategy is aligned with [ERM’s Decarbonization Strategy](#), which sees us incrementally reduce our emissions towards net-zero by 2040, reducing the detrimental impact this has on nature.

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 nature and wider sustainability performance;
- Demonstrate outstanding quality of work; and
- Provide cost savings innovation.

Our supply chain is an area where the potential for nature-related impacts may exist beyond our direct operational control. Our focus, therefore, is on identifying the opportunities to further strengthen our visibility, management and remediation of potential negative impacts 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 nature 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 require all subcontractors and third-party suppliers to act in accordance with our Supplier Code of Business Conduct and Ethics ("Supplier Code") and our broader Nature Policy. Our standard contractual Terms and Conditions bind suppliers to our Supplier Code and 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 nature risk.

We will further engage with our subcontractors on the issue of nature 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 Strategy](#).

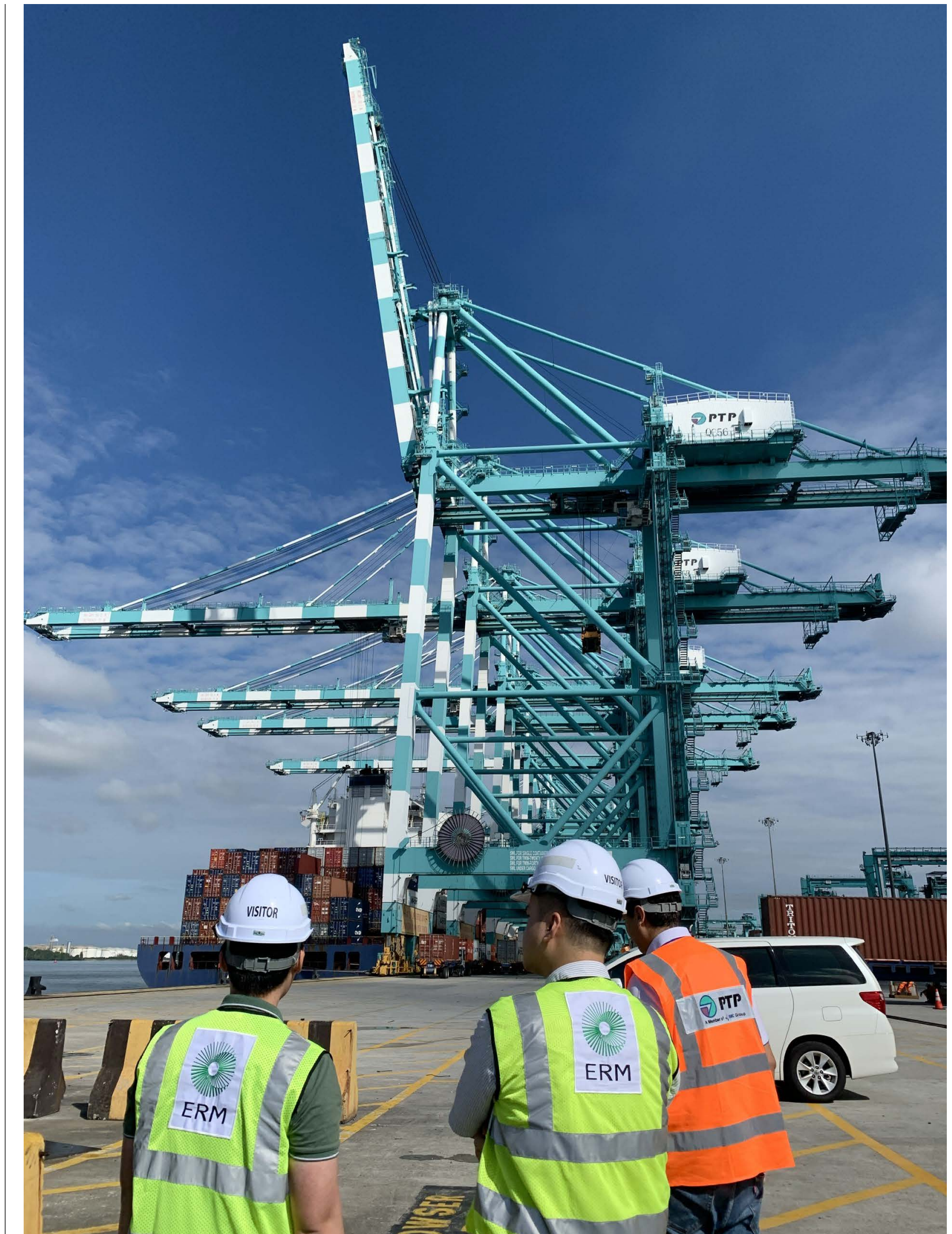


Photo credit: Hanh Nguyen, Vietnam

Our client services



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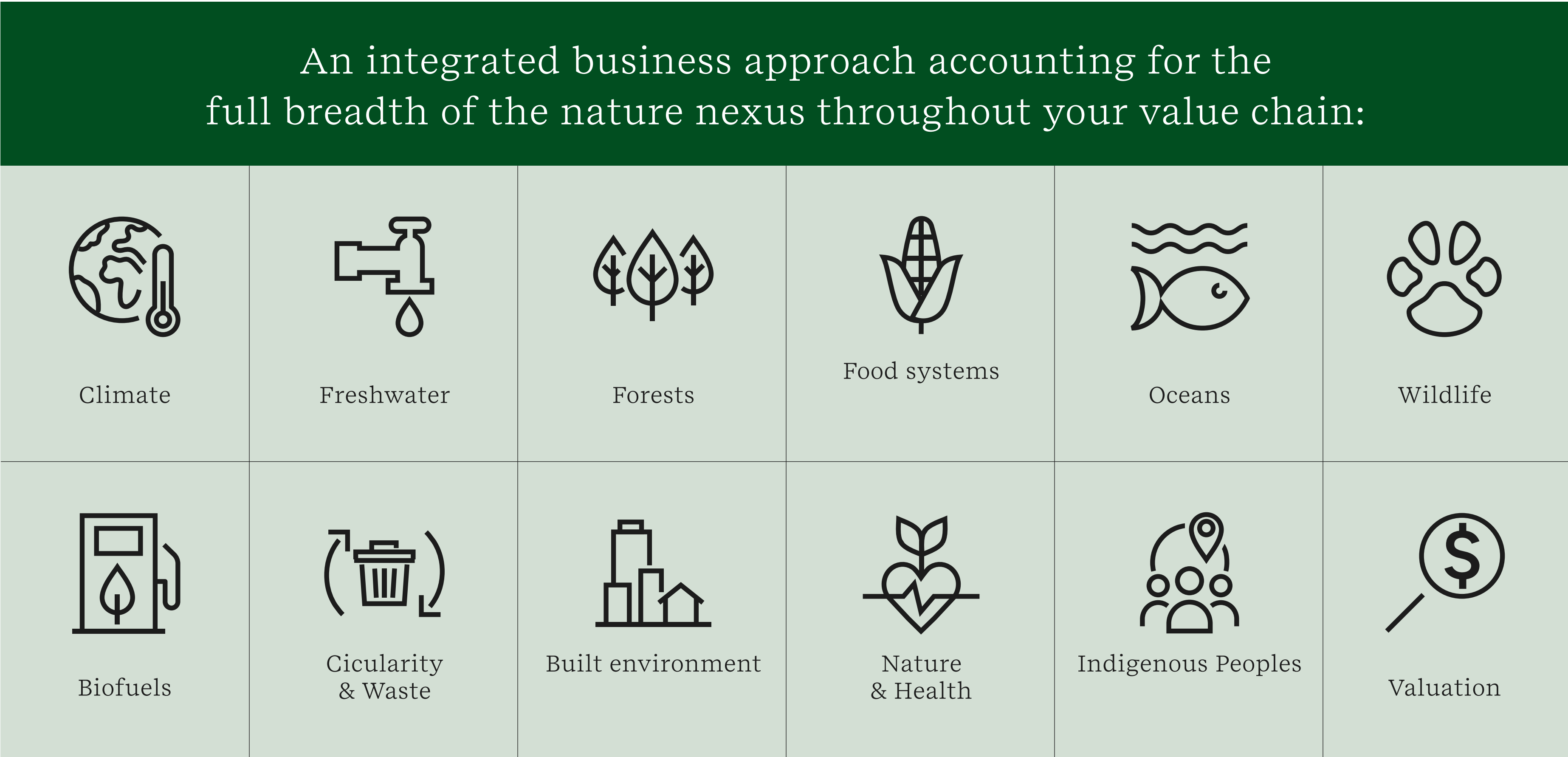


Photo credit: Edward Huang, Taiwan

Our client services

Our dedicated Nature, Biodiversity and Water client services offering delivers scalable integrated solutions to address the most pressing sustainability needs of our clients.

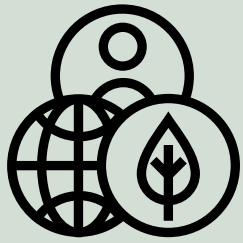
The dual crises of nature and climate are driving the pace of change and are inextricably connected. Clients have told us that nature is important to their business in the near-term and that they are feeling the pressure to act. ERM is well positioned with strong credentials and in-house capabilities to support organizations navigate every aspect of their nature journey. Our unique combination of capabilities enables us to partner with clients from strategy development through to implementation. We have in-house technical experts across all ESG topics and we have been providers of market-leading sustainability solutions for over 50 years.



ERM partners with clients on topics ranging from nature-related strategy development through to implementation. We are working with companies across a diverse range of sectors to help them factor nature into their corporate strategy and take rapid action towards a nature positive future.

More information on our service lines, including Nature, can be accessed at erm.com.

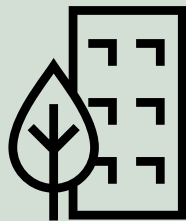
We help clients deliver on nature through three main strands:



Nature strategy and disclosure – we help clients to assess their nature impacts and dependencies, and risks and opportunities to develop credible, inclusive and transparent nature-related strategies in response to emerging science, regulations and markets.



Water management – with our clients, we implement water stewardship down to basin level and inform finance-grade disclosures to C-suite. We help clients to define water enterprise strategies, through true cost of water evaluation, risk assessment, target setting and identification of investment opportunities.

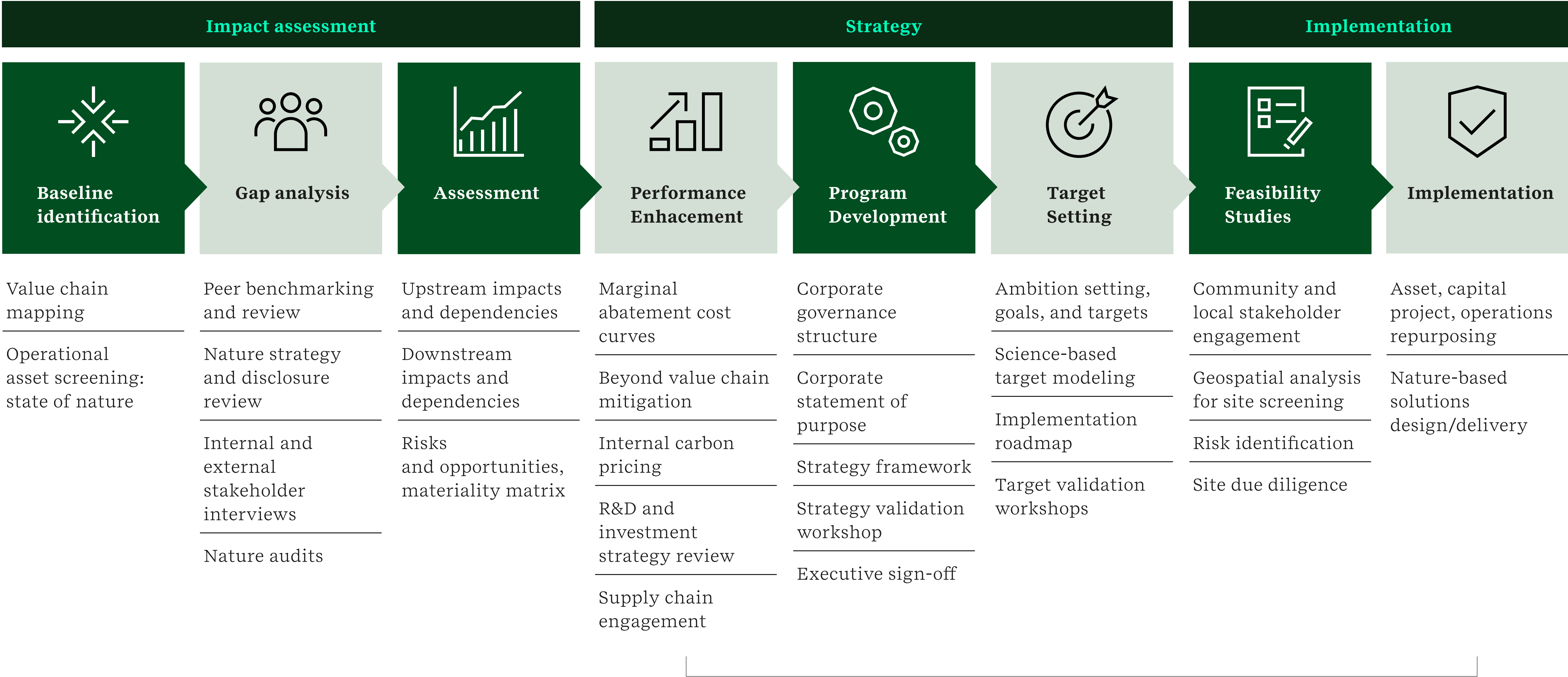


Natural climate solutions – companies with ambitious climate and nature goals are financing natural climate solutions to mitigate and remove greenhouse gas emissions. Our climate and nature experts offer a holistic approach to natural climate solutions throughout all stages of the carbon credit lifecycles.



Photo credit: Jonathan Ung, United States

Our nature related capabilities



Disclosure and Technical Reporting and Data Assurance

Our water services

Risks

Financial Disclosure/ESG/
Climate

Operational Efficiency and
Resiliency

Supply Chain Resiliency
and Business Continuity

External Stakeholder
Agendas

Water Availability and
Quality

Regulatory/ Compliance

Strategies

Disclosure and Communications

- Certifications
- Community engagement
- Disclosure requirements
- Target setting and reporting

Water stewardship

- Water stress (volume and quality)
- Replenishment

Supply Chain Resiliency and Business Continuity

- Value chain risk assessment
- Supplier engagement
- Sourcing strategies

Capital Projects and Emerging Risks

- Infrastructure solutions
- Operational efficiency
- Water quality issues (PFAS, PiE)

Solutions

Ensure adequate water supply

- Reduce dependence on source water (reuse)
- Influence management of other demands on source water (stakeholder engagement)
- Increase capacity of natural systems to maintain water volume (replenishment)
- Preparing and planning for future climate change (management)

Ensure fit-for-purpose water quality

- Reduce dependence on source water (reuse)
- Increase ability to treat source water (pre-treatment)
- Influence management of other discharges into source water (stakeholder engagement)
- Increase capacity of natural systems to maintain water quality (replenishment)

Ensure license to operate

- Reduce dependence on source water (reuse)
- Build reputation in community as a water leader (stakeholder engagement)
- Build reputation in marketplace as water leader (replenishment)

Mitigate regulatory risk

- Reduce dependence on source water (reuse)
- Reduce volume of water discharged (reuse)
- Increase ability to treat water discharged (WWTP/reuse)
- Increase control over water moving through facility (metering/optimization)
- Influence future regulatory frameworks (stakeholder engagement)

Our natural climate solutions

Companies with ambitious climate and nature goals are financing natural climate solutions to mitigate and remove greenhouse gas emissions. Our climate and nature experts offer a holistic and interdisciplinary approach to natural climate solutions throughout all stages of the carbon credit lifecycle. From due diligence through to project development, including feasibility, design, and implementation, we aim to enhance carbon credit integrity and beyond-carbon benefits, such as positive impacts to biodiversity and communities.

Our approach includes:

- **Assess and advise:** Develop corporate goals to align with climate, biodiversity, ESG, and sustainability objectives; identify nature-driven opportunities; and collect and assess a baseline to understand nature-related risks and dependencies.
- **Commit:** Set science-based targets for climate and conduct interdisciplinary due diligence on partnership and investment opportunities and make meaningful and informed commitments.
- **Transport and deliver:** Avoid and reduce negative impacts to nature across the value chain; protect, sustainably manage, and restore natural and modified environments within and beyond the value chain; ensure projects adhere to market standards for high-quality; and leverage advanced technologies to design, deliver, and monitor natural climate solutions.
- **Communicate and disclose:** Monitor and adaptively manage socio-ecological landscapes at an appropriate scale and frequency; report progress; validate and verify the benefits of natural climate solution project implementation; and align reporting with major global and regional standards.



Photo credit: Patrick Ross, United States

Our collaborations



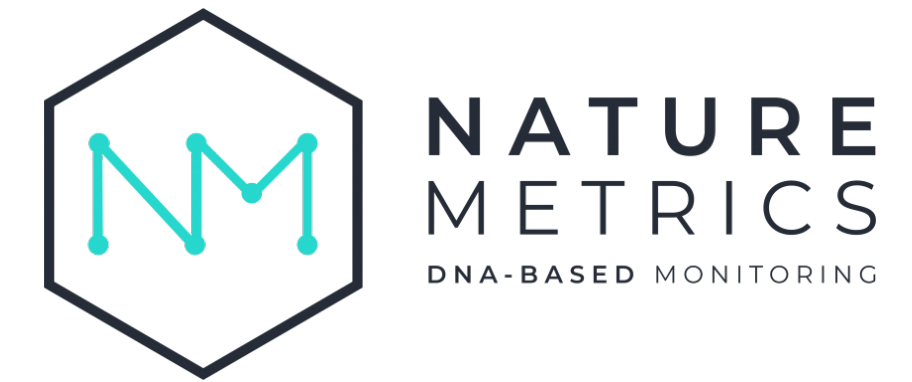
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Photo credit: Melissa Arteaga, Colombia

NatureTech Alliance

Technology enablement supports our clients in addressing the nature-related impacts of their operations. Our NatureTech Alliance combines the strength of ERM's advisory expertise with the digital technology of Salesforce, and the data acquisition capabilities of Planet Labs and NatureMetrics.



ERM:

Consulting - strategy to execution

- Integrates biodiversity into business strategies and operations.
- 8,000 sustainability experts worldwide deliver value chain transformation

Salesforce:

Technology and platform support

- Leader on predictive and generative AI
- Supports critical business processes for 200k+ customers
- Flexible platform to align with existing systems and tools

Planet Labs:

Satellite imagery and earth analytics

- World's largest fleet of Earth-observing satellites
- New high-resolution imagery everyday
- AI-powered analytics on global change

NatureMetrics:

Biodiversity data and analysis

- Scalable on-the-ground biodiversity measurement, ground truthing
- Nature monitoring and impact reporting solutions

Our partnerships

In addition to our ongoing internal program of action and work for clients, ERM participates in a number of external engagements and strategic international partnerships focused on supporting nature-based solutions and working towards a nature positive future.

Examples include:

- Taskforce for Nature-related Financial Disclosures
- Science Based Targets Network
- Nature Climate Solutions Alliance
- Capitals Coalition
- UN Sustainable Oceans Principles
- Alliance for Water Stewardship
- act4nature International
- UK Business and Biodiversity Forum



Photo credit: Christine Davis, United States



ERM continues to work with WBCSD to support the development of key nature initiatives through secondments and provision of specialist advice including:

ERM’s Group CEO is Co-Chair of the Energy Pathway Board and leads on the nature workstream

Supporting the WBCSD TNFD pilot with the Energy Sector

Seconded expertise into the WBCSD Nature/Energy teams and work on the Nature Positive roadmaps and case studies

Seconded expertise to work on the development of metrics and targets for nature

Supported the development of the *Business case for Nature-based solutions* and a series of implementation workshop

Active member of the Natural Climate Solutions Alliance (NCSA) hosted by WBCSD

Leading work on *Forest Sector Equity Roadmap*

Leading work on *Avoided Emissions Guidance Deep Dives* – including Agriculture and Food Pathways

Technical support to the Greenhouse Gas Protocol Land Sector and Removals Guidance and ERM has pilot tested the guidance with clients in three sectors

The ERM Sustainability Institute

The ERM Sustainability Institute is one of our key platforms by which we deliver thought leadership on nature 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 nature can be accessed at: [The Sustainability Institute by ERM](#).

Podcasts and blogs:

- [Closing the nature gap featuring Planet](#)
- [Understanding nature disclosure featuring TNFD](#)
- [Building nature into business strategy featuring Salesforce](#)
- [Accounting for Nature: Preparing for tomorrow's nature accounting needs today](#)
- [The Nature Agenda: A view from frontlines of TNFD piloting](#)

Report:

- [Prepare to LEAP: Updates to the TNFD framework and planning for the future \(sustainability.com\)](#)



BLOG


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

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

11 April 2024

ERM SUSTAINABILITY INSTITUTE

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ARTICLE

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By Glenn Keays, Judy Fedorowick, Susan Losecki-Coiro, Ramesh Narasimhan

12 June 2024

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REPORT

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By Catherine Osborn, Katie Langemeier

15 February 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

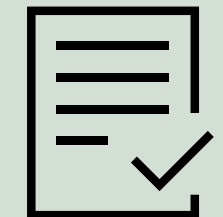
The ERM Foundation and its Future Fund program work in partnership with nonprofit organizations and social enterprises across the globe on a range of projects that are aligned to the Sustainable Development Goals (SDGs). The Foundation provides a blend of grant funding and professional pro bono support. The protection and restoration of nature has been a central focus for the Foundation since its inception in 1995. Each year we set dedicated annual targets that commit us to the restoration and protection of nature and biodiversity.

The ERM Foundation supports a wide range of projects globally that had a focus on nature. We have been working with Sumatran Orangutan Society for the past four years to help preserve, restore, and protect wildlife corridors in Sumatra. In Brazil, the Foundation continued its partnership with Rios Tarango and has helped to fund the building of an artificial wetland to aid the sanitation of the Puerta Grande river.

Sumatran Orangutan Society

www.orangutans-sos.org

This year, the Foundation continued our partnership with the Sumatran Orangutan Society, which we have been working with for four years. The latest funding has been directed to support a feasibility study to assess the potential to retrofit smallholder oil palm plantations to integrate nature and generate more sustainable incomes for smallholder farmers.



1 feasibility assessment completed



Photo credit: Zac Mills/SOS

Rios Tarango

www.rios-tarango.org

Rios Tarango is building an artificial wetland to aid the sanitation of the Puerta Grande river. This wetland cleans the water, captures carbon dioxide and generates sufficient biomass to be used as compost. The ERM Foundation has assisted Rios Tarango with ongoing technical advice for the rehabilitation and design of the wetland. ERM employees in Mexico have trained staff from Rios Tarango on how to operate the portable water laboratory so they can monitor water quality independently. Grant funding meant Rios Tarango was able to generate a water baseline for the wetland and corresponding reservoir.



1 water baseline assessment completed

“Collaborating with ERM experts through the ERM Foundation will enrich our water monitoring strategy and will help us to understand the results obtained in order to evaluate the performance of each project and improve them.”

Rios Tarango Team

The 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 nature positivity, and biodiversity restoration and protection, plus our wider projects and commitments can be found in our annual [Sustainability Report](#).

The Ocean Foundation

www.oceanfdn.org

Increasing greenhouse gas emissions threaten coastal and marine ecosystems through changes in the ocean temperature and melting ice caps. Coastal ecosystems require a holistic protection strategy that considers each habitat type, the species reliant on the ecosystems and the human-induced stressors on the environment. The Ocean Foundation’s (TOF’s) mission is to support, strengthen, and promote organizations dedicated to reversing the trend of destruction of ocean environments around the world. It focuses its expertise on emerging threats to generate cutting-edge solutions.

The ERM Foundation is supporting a project centered on community-led capacity building to ensure the protection and restoration of 400 acres of mangroves in the Xcalak Reefs National Park in Mexico, which forms part of the second largest coral reef in the world. TOF’s goal is to expand mangrove wetlands by restoring patterns of water flow to

promote rapid colonization of mangroves and native plants. ERM employees are providing TOF with project management and local project coordination, including permitting support and wetland expertise.

During the first year of the project, TOF completed a feasibility assessment and restoration plan. The organization presented the findings on its blue carbon* baseline assessment to the local community and provided community-wide training in restoration and monitoring techniques.

During the next phase, TOF plans to complete large-scale hydrological restoration activities, such as channel dredging, vegetation removal, culvert cleaning, and create seedling and sapling dispersion centers.

*Blue carbon: The carbon captured by the world’s marine systems



Photo credit: The Ocean Foundation



Year one figures	
	50+ Community members trained in mangrove restoration
	3 Community workshops held
	1 Blue carbon baseline assessment completed

Our key targets



Key targets for 2024-2027	29
Impact data and reporting	31

Photo credit: Alma Chen, Hong Kong

Key targets for 2024-2027

Our targets align with our identified key risks, opportunities and impacts, as identified through our double materiality assessment. Our focus will be on early adoption or implementation of targets during 2024, proceeded by ongoing review and development as required for the remaining duration of this strategy 2025-2027.

Our governance

- Review and evolve nature-related policies as required
- Further evolve our consideration of nature through our double materiality assessment process including through value chain hotspot assessment
- Establish TNFD Working Group
- Explore adopting the principles of SBTN targets as relevant to a professional services company
- Review and update grievance mechanisms and remedy as required
- Conduct annual review of strategy update as appropriate

Our operations

- Develop and implement a roadmap for nature-positive action
- Integrate natural climate solutions (NCS) into ERM's net-zero strategy
- Support the delivery of impactful projects through the ERM Foundation and Future Fund including delivery of its key nature-related metrics

Our supply chain

- Further embed nature as part of our ESG requirements in procurement criteria
- Implement sustainable supplier engagement program
- Require supplier self-assessment and reporting on nature

Our clients

- Work with clients to deliver innovative solutions and industry leading expertise on nature
- Further develop our due diligence around commercial opportunities to minimise risk of impacts to nature through project work
- Further develop our assessment of nature-related impacts created through across our client service lines

Our stakeholders

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

Our data and disclosure

- Drive further quantified data collection to support understanding our impacts
- Collate expanded scope of supply chain data
- Publish TNFD report
- Undertake external audit and assurance of data

Our timetable for delivery of targets

- Review Biodiversity Policy and wider policies
- Establish TNFD Working Group
- Further evolve our consideration of nature through our double materiality assessment process
- Commence new supply chain governance
- Drive further quantified data collection to support understanding our impacts
- Further develop our assessment of impact across our service lines
- Evolve our TNFD reporting

- Develop and implement a roadmap for nature-positive action
- Further integrate natural climate solutions (NCS) into ERM's net-zero strategy
- Further develop our due diligence around commercial opportunities to minimise risk of impacts to nature through project work
- Further evolve our supply chain management
- Conduct preliminary value chain hotspot assessment
- Continue to evolve our remedial measures

- Publish updated Nature Strategy
- Progress data collation of supply chain governance and performance
- Evolve value chain hotspot assessment



Work with clients to deliver innovative solutions and industry leading expertise on nature

Continue to support leading organizations through the participation of our SMEs in key partnerships such as Business for Nature and WBCSD

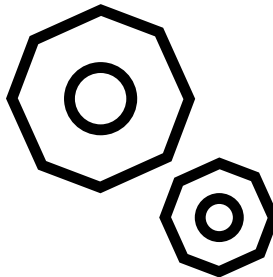
Continue to develop corporate partnerships for nature

Continue to provide thought leadership through the ERM Sustainability Institute

Support the delivery of impactful projects through the ERM Foundation and Future Fund

Impact data & reporting

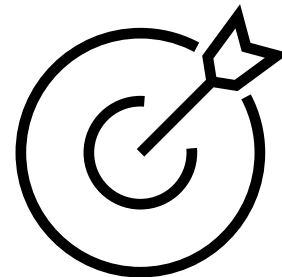
We are committed to further developing the identification and collation of meaningful data on the impact of our work on nature, including quantified data wherever possible through:



Our operational delivery

This includes data on:

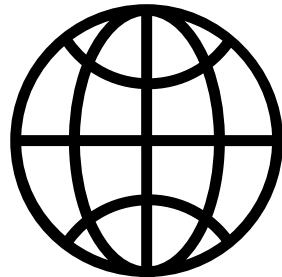
- Our office operations: Scope 1 and Scope 2 GHG emissions and we will look to broaden our office level data on water consumption and waste generation
- Supply chain performance data on compliance with Biodiversity Policy and we will look to broaden our data collection on Nature governance, targets and wider performance data.



Delivery of our work for clients

This includes data on:

- Water, pollutants and land treated
- Renewable energy generation
- Delivery of services to support the low carbon energy transition



ERM Foundation activities

This includes data on:

- Hectares of land planted, restored, reforested or protected
- People with improved access to clean water and sanitation
- People with improved access to low carbon technologies
- People with improved access to environmental education
- Total pro bono time spent on projects

TNFD disclosure

- ERM is one of the 320 organizations who have signalled their intent to adopt and report against the Taskforce on Nature-related Financial Disclosures (TNFD) as an early adopter. 2025 will be the first year for us to publish our disclosure against the four pillars; governance, strategy, risk and impact management and metric and targets.
- In addition, we will continue to update our strategy and report publicly on our performance as part of our annual Sustainability Reporting.



Sustainability is our business