



Our performance data

ERM Sustainability Report 2022



The business of sustainability

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Our performance data



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Based on our materiality analysis, we set annual targets and goals for each of our material topics. We track and report on our performance against our FY22 targets and goals.

In addition, we report on several key performance indicators of interest to our stakeholders and in alignment with reporting standards.

Data presented in our Climate data section has been verified by a third-party assurer. See the [Assurance](#) section for more information.

[Climate data](#)

[People data](#)

[Ethical business conduct data](#)

[Impact and influence data](#)

[Health and safety data](#)

Learn more about on how we collect and report data [here](#).

Climate data

This data also supports the [Climate, nature and livelihoods](#) section of ERM’s Sustainability Report 2022. See our detailed reference table for [more information here](#).

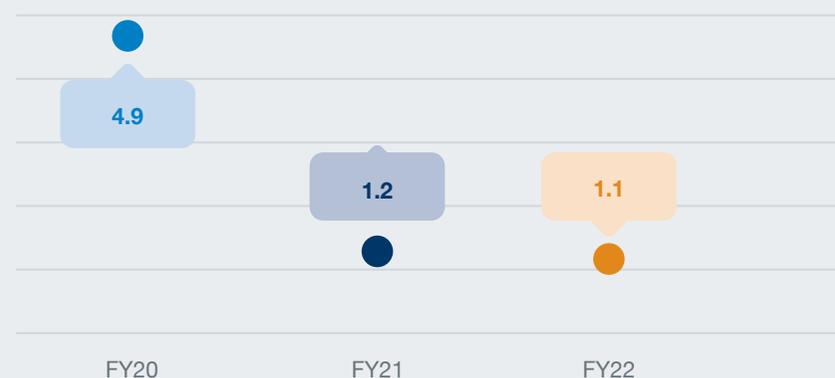
Total GHG emissions FY20 - FY22 (tCO2e) ^{1,2}



¹ Total GHG emissions include Scope 1, 2 and 3 emissions. ² tCO2e = tonnes of carbon dioxide equivalent.

Total GHG intensity FY20 - FY22 (tCO2e/FTE)*

GRI 305-4



*Total GHG emissions normalized by average full-time equivalent employees (FTEs)

Total GHG emissions, by region FY20 - FY22 (tCO2e) ^{1,2}

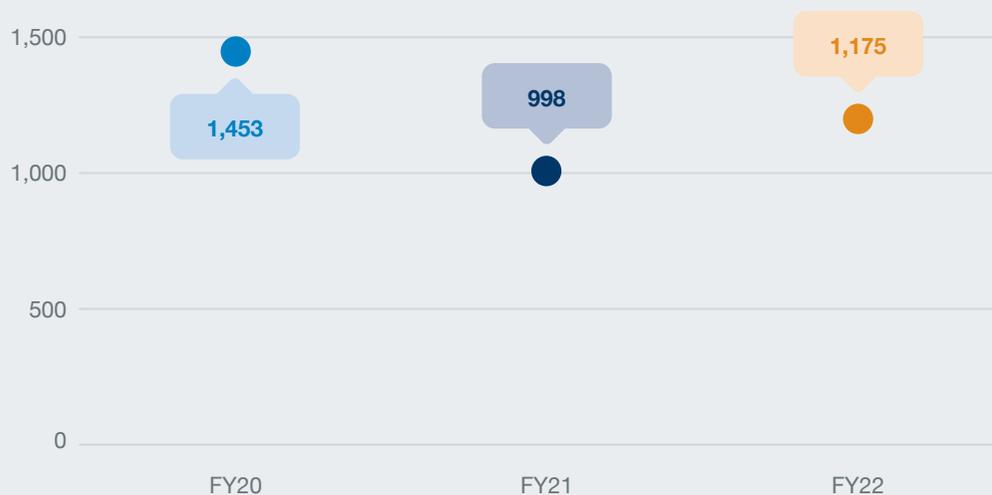
GRI 305-1 GRI 305-2 GRI 305-3

	FY20	FY21	FY22
Asia Pacific	3,570	1,125	1,098
Europe Middle East and Africa	4,531	1,049	1,341
Latin America and Caribbean	1,273	207	358
North America	15,361	3,165	4,183
Global Businesses	503	33	162
Group	738	38	14
Total	25,976	5,617	7,157

Climate data

This data also supports the [Climate, nature and livelihoods](#) section of ERM’s Sustainability Report 2022. See our detailed reference table for [more information here](#).

Scope 1 emissions FY20 - FY22 (tCO2e) ^{1,2}



Scope 1 emissions FY20 - FY22 (tCO2e) ^{1,2}

GRI 305-1

	FY20	FY21	FY22
Asia Pacific	77	53	60
Europe Middle East and Africa	445	322	461
Latin America and Caribbean	27	15	29
North America	903	608	625
Total	1,453	998	1,175

¹ Scope 1 includes direct emissions from operations we own or control.

² Emissions from Global Businesses and Group are included in the data for the ERM region in which employees’ home offices are located.

Climate data

This data also supports the [Climate, nature and livelihoods](#) section of ERM’s Sustainability Report 2022. See our detailed reference table for [more information here](#).

Scope 2 emissions FY20 - FY22 (tCO2e) ^{1, 2}



Scope 2 emissions, by region FY20 - FY22 (tCO2e) ^{1, 2}

GRI 305-2

	Location based		
	FY20	FY21	FY22
Asia Pacific	667	443	368
Europe Middle East and Africa	416	268	295
Latin America and Caribbean	81	45	36
North America	2,179	1,292	1,297
Global Businesses	0	0	15
Total	3,344	2,048	2,011

	Market based		
	FY20	FY21	FY22
Asia Pacific	667	12	2
Europe Middle East and Africa	271	2	8
Latin America and Caribbean	81	0	9
North America	1,145	75	35
Global Businesses	0	0	0
Total	2,164	89	53

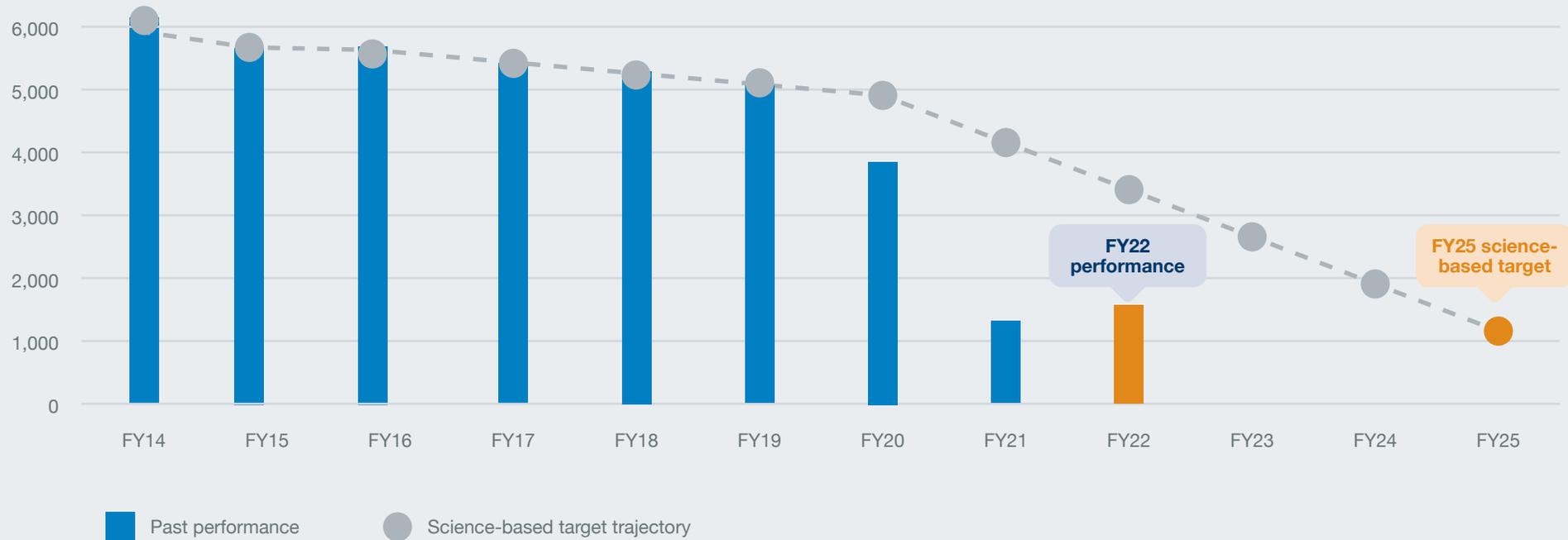
¹ Scope 2 includes indirect emissions from purchased electricity and steam.

² Emissions from Global business, with the exception of the CSA offices, and Group are included in the data for the ERM region in which employees’ home offices are located.

Climate data

This data also supports the [Climate, nature and livelihoods](#) section of ERM’s Sustainability Report 2022. See our detailed reference table for [more information here](#).

Scope 1 & 2 performance against SBT target trajectory FY14 - FY25 (tCO2e)*



*In FY21, ERM updated the ambition of our science-based target to 80% reduction of Scope 1 and 2 emissions from FY14 to FY25.

Climate data

This data also supports the [Climate, nature and livelihoods](#) section of ERM’s Sustainability Report 2022. See our detailed reference table for [more information here](#).

Scope 3 emissions FY20 - FY22 (tCO2e) ^{1,2}



Scope 3 emissions, by region FY20 - FY22 (tCO2e) ^{1,2}

GRI 305-3

	Total GHG		
	FY20	FY21	FY22
Asia Pacific	2,826	1,059	1,036
Europe Middle East and Africa	3,815	726	872
Latin America and Caribbean	1,165	192	321
North America	13,313	2,482	3,524
Global Businesses	503	33	162
Group	738	38	14
Total	22,360	4,530	5,928

¹ Scope 3 includes other indirect emissions that occur outside ERM.

² The reduction in Scope 3 emissions in FY21 and FY22 was caused by significantly less business travel and employee commuting.

Climate data

This data also supports the [Climate, nature and livelihoods](#) section of ERM’s Sustainability Report 2022. See our detailed reference table for [more information here](#).

Scope 3 performance against SBT target trajectory FY18 - FY25 (tCO2e) ^{1,2}



¹ ERM has set a science-based target for business travel and employee commuting, covering 73% of the total Scope 3 inventory.

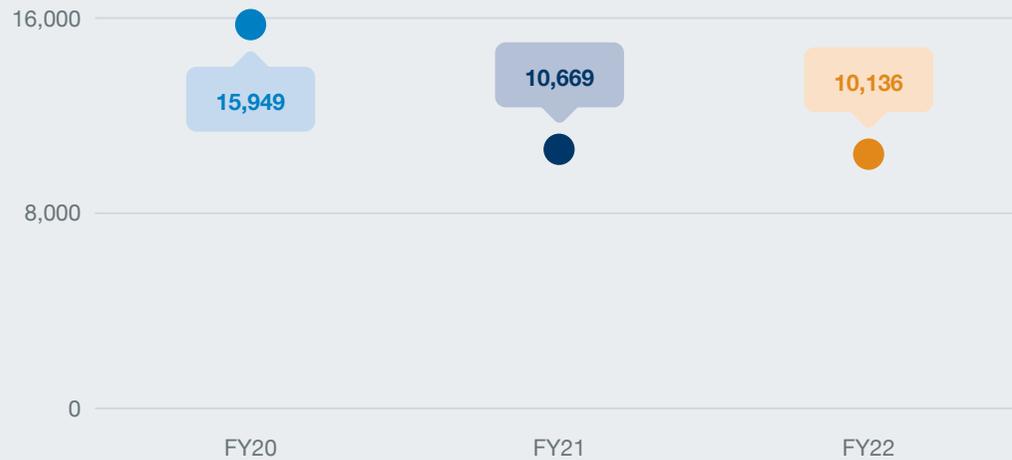
² In FY21, ERM updated the ambition of our science-based target to 30% reduction of Scope 3 emissions from FY18 to FY25.

Climate data

This data also supports the [Climate, nature and livelihoods](#) section of ERM’s Sustainability Report 2022. See our detailed reference table for [more information here](#).

GRI 302-1 GRI 302-2 GRI 302-4

Global office energy use FY20 - FY22 (MWh) ^{1,2}



Global office energy use, by type FY20 - FY22 (MWh) ^{1,2}

	FY20	FY21	FY22
Office electricity from non-renewable sources	4,677	22	15
Electricity from renewable sources	3,089	4,924	5,327
Fuel consumption	3,283	2,644	2,228
Scope 3 other electricity	4,901	3,079	2,566
Total	15,950	10,669	10,136

¹ MWh = megawatt-hours.

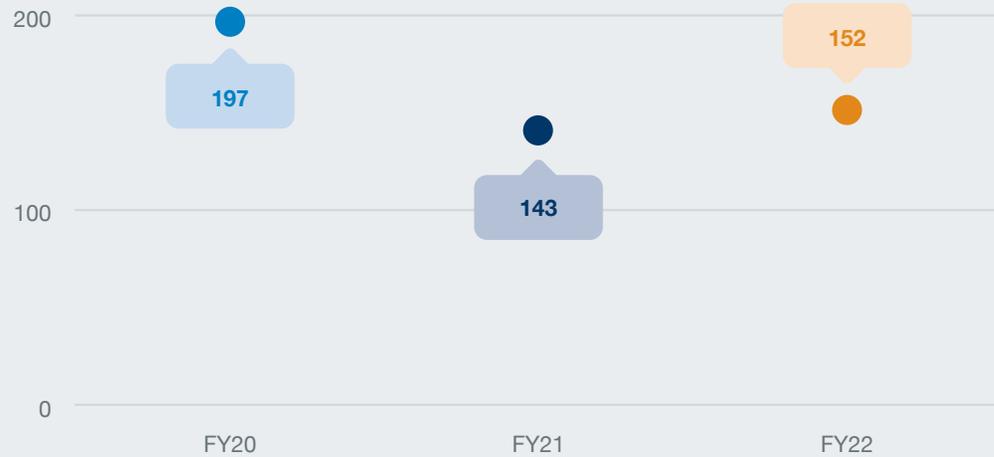
² For reporting purposes, only MWh using the regular method are included and upstream MWh are excluded.

Climate data

This data also supports the [Climate, nature and livelihoods](#) section of ERM’s Sustainability Report 2022. See our detailed reference table for [more information here](#).

Global energy use intensity FY20 - FY22 (KWh/M²) ^{1,2}

GRI 301-3



¹ Total global energy use normalized by ERM’s total floor space for FY22.

² KWh/M² = kilowatt hour divided by meter squared

People data

Data presented here supports the [People](#) section of ERM's Sustainability Report.

Employees by employment contract, by gender FY22

	Permanent	Temporary	Total
Female	3,134	260	3,394
Male	3,151	285	3,436
Nonbinary	9	1	10
Not indicated or other	134	41	175
Total	6,428	587	7,015

Employees by employment contract, by region FY22

GRI 2-7

	Permanent	Temporary	Total
Asia Pacific	1,010	86	1,096
Europe Middle East & Africa	1,872	133	2,005
Latin America and Caribbean	557	35	592
North America	2,298	270	2,568
Global Businesses	426	55	481
Group	265	8	273
Total	6,428	587	7,015

People data

Data presented here supports the [People](#) section of ERM's Sustainability Report.

Employees type, by gender FY22

	Full time	Part time	Total
Female	2,943	451	3,394
Male	3,115	321	3,436
Nonbinary	9	1	10
Not indicated or other	152	23	175
Total	6,219	796	7,015

Employees type, by region FY22

GRI 2-7

	Full time	Part time	Total
Asia Pacific	1,029	67	1,096
Europe, Middle East and Africa	1,715	290	2,005
Latin America and Caribbean	554	38	592
North America	2,242	326	2,568
Global Businesses	426	55	481
Group	253	20	273
Total	6,219	796	7,015

People data

Data presented here supports the [People](#) section of ERM's Sustainability Report.

New hires, by gender FY22

	Total number	Rate
Female	1,372	47.6%
Male	1,316	45.6%
Not indicated or other	197	6.8%
Total	2,885	100.0%

New hires, by age group FY22

	Total number	Rate
Under 30	1,269	44.0%
30-50	1,208	41.9%
Over 50	254	8.8%
Not indicated or other	154	5.3%
Total	2,885	100.0%

New hires, by region FY22

GRI 401-1

	Total number	Rate
Asia Pacific	493	17.1%
Europe, Middle East and Africa	929	32.2%
Latin America and Caribbean	205	7.1%
North America	936	32.4%
Global Businesses	230	8.0%
Group	92	3.2%
Total	2,885	

People data

Data presented here supports the [People](#) section of ERM's Sustainability Report.

GRI 401-1

Voluntary turnover, by gender FY22

	Total number	Rate
Female	563	19.7%
Male	490	16.8%
Not indicated or other*	13	
Total	1,066	18.2%

*Rate information not available due to systems limitations.

Voluntary turnover, by region FY22

	Total number	Rate
Asia Pacific	273	29.0%
Europe, Middle East and Africa	263	15.6%
Latin America and Caribbean	72	14.0%
North America	340	16.1%
Global Businesses	78	22.4%
Group	40	16.4%
Total	1,066	18.2%

People data

Data presented here supports the [People](#) section of ERM's Sustainability Report.

GRI 405-1

Percentage of employees, by gender FY22 ^{1,2}

	FY20		FY21			FY22		
	Female	Male	Female	Male	Not indicated or other	Female	Male	Not indicated or other
Executive Committee	18.2%	81.8%	25.0%	75.0%	0.0%	18.2%	81.8%	0.0%
Partners	24.7%	75.3%	26.1%	73.9%	0.0%	26.5%	72.0%	1.6%
Senior Consultants ¹	34.9%	65.1%	35.4%	64.6%	0.0%	35.2%	63.1%	1.7%
Consultants ²	52.2%	47.8%	50.4%	49.3%	0.3%	49.6%	47.1%	3.2%
Professional Support	72.3%	27.7%	72.9%	27.1%	0.0%	70.5%	27.4%	2.1%
All employees	49.7%	50.3%	51.0%	48.8%	0.2%	48.4%	49.0%	2.6%

¹ Senior consultants include all consultants at ERM career levels 4, 5 and Technical Directors.

² Consultants include all consultants at ERM career levels entry to level 3.

People data

Data presented here supports the [People](#) section of ERM's Sustainability Report.

GRI 405-1

Percentage of employees, by age group FY22 ^{1,2}

	Under 30	30–50	Over 50	Not indicated or other
Executive Committee	0.0%	9.1%	90.9%	0.0%
Partners	0.0%	50.3%	48.8%	0.9%
Senior Consultants ¹	0.6%	60.8%	37.5%	1.1%
Consultants ²	39.8%	50.9%	6.8%	2.5%
Professional Support	13.6%	60.8%	24.4%	1.3%
All employees	25.4%	54.1%	18.5%	1.9%

¹ Senior consultants include all consultants at ERM career levels 4, 5 and Technical Directors.

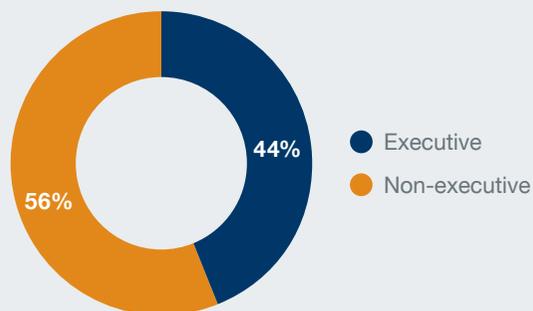
² Consultants include all consultants at ERM career levels entry to level 3.

People data

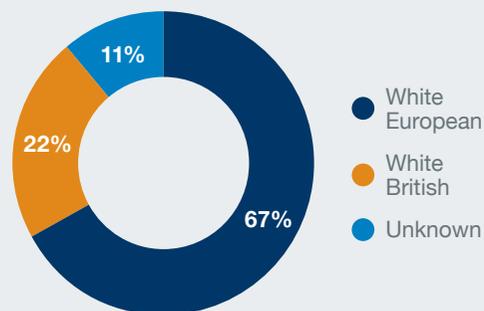
Data presented here supports the [Accountability](#) section of ERM’s Sustainability Report 2022.

Board of The ERM International Group Ltd – TEIGL (as parent company of the ERM Group)

Board composition



Ethnicity



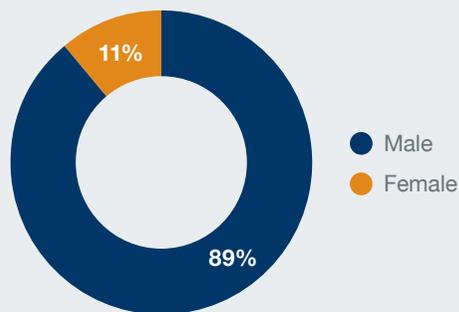
Composition

There are currently 9 Directors of the Board comprised of 5 Non-Executive Directors and 4 Executive Directors. More details can be found here (<https://www.erm.com/about/company/leadership/board-of-directors/>)

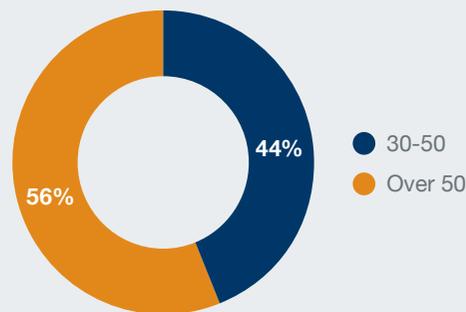
Tenure

ERM is a privately-held company with external investors changing every 4-7 years. Therefore, the Board membership, which includes Investor Directors, resets with each new investment cycle. KKR completed its investment into ERM in October 2021, with the Board of TEIGL established and the tenure of Directors commencing at that time. Of the Executive Directors David McArthur the Chief Operations Officer has been on the Board of the ERM Group since 2015, Simon Crowe the Chief Financial Officer since 2018 (when he joined ERM) and Sabine Hoefnagel, the Global Brand, Services and Communications Director joined the Board in 2021 and has been on ERM’s Executive Committee since 2016. Tom Reichert joined the Board in February 2022 upon his appointment as CEO of ERM Group.

Gender



Age



Competencies

All Directors have experience in the governance of other organizations. Of the Executive Directors, all have professional and technical experience in ESG and sustainability given the nature of ERM’s business.

Stakeholders

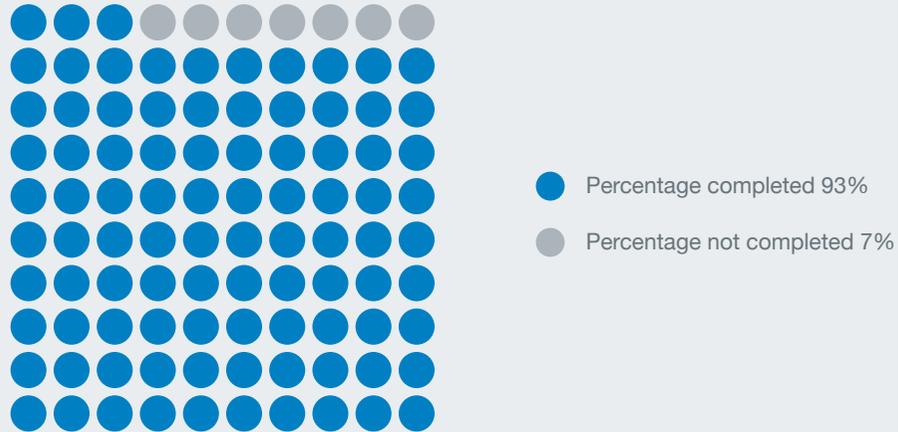
The Board Terms of Reference make provision for the appointment of up to two independent directors and sets out the following: *The Board collectively and all directors individually should foster effective stakeholder relationships aligned to the ERM Purpose and strategy, including with employees, customers, suppliers, external communities where it operates, regulators and government bodies – and have due regard to their views when making decisions.*

Ethical business conduct data

Data presented here supports the [Ethical business conduct](#) section of ERM's Sustainability Report 2022.

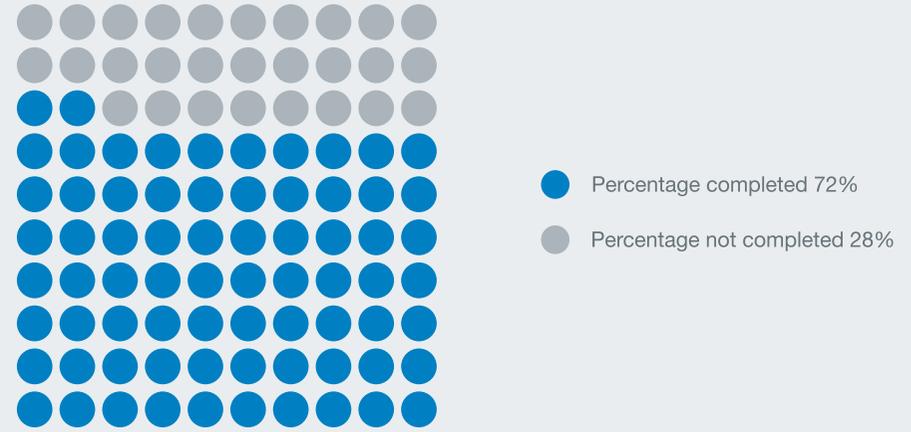
New starter training, FY22

Percentage of employees completing mandatory business conduct and ethics new starter training



Refresher training, FY22

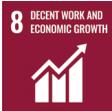
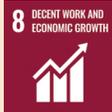
Percentage completion of required refresher training for employees with designated due dates on or before 31 March 2021



Impact and influence data

Data presented here supports the [Impact and influence](#) section of ERM’s Sustainability Report 2022.

ERM Foundation progress against FY22 targets*

ERM Foundation Focus Area	FY22 target	FY22 performance	Status	Our contribution to the SDGs
 Protecting and restoring biodiversity	10,000 hectares of forest (and other natural carbon sinks) protected or restored	14,846	Target exceeded	  
	20,000 trees planted	35,060	Target exceeded	
 Improving access to clean and renewable energy	5,000 people with access to low carbon products, services and initiatives	9,300	Target exceeded	  
 Investing in women’s livelihoods in the low carbon economy	1,000 livelihoods in the ‘green’ economy created, supported or improved	1,292	Target exceeded	  
 Improving access to clean water and sanitation	10,000 people with improved access to clean water and sanitation, including menstrual health and hygiene education	23,703	Target exceeded	  

*For more information, visit our [FY22 Foundation Annual Review](#).

Impact and influence data

Data presented here supports the [Impact and influence](#) section of ERM's Sustainability Report 2022.

GRI 201-1

Community investments FY20 - FY22 (\$',000) ¹

	FY20	FY21	FY22
Pro bono time - ERM Foundation ²	269	132	142
Pro bono time - Strategic partners ³		281	1,347
In-kind support ⁴	492	198	222
Direct Contributions			
Matching funds ⁵	185	179	178
Charitable contributions ⁶	12	12	212
Membership ⁷	216	148	217
Total	1,175	949	2,319
Percentage of Profit ⁸	1.00%	0.82%	1.97%
Employee Contributions			
Employee Contributions ^{9, 10}	198	69	126

¹ From FY21, the presentation of information has changed. In-kind support has been moved from Direct contributions, with pro bono support to Strategic partners listed separately.

² Pro bono hours are registered by consultants on approved ERM Foundation projects. For ERM Foundation projects, pro bono time is calculated at 80 percent of hourly chargeout rate.

³ From FY22, the value of the pro bono time provided by ERM employees to our strategic partners has been calculated based on standard fee rates.

⁴ In-kind support includes salaries and direct costs for employees responsible for the ongoing operations of the ERM Foundation. Prior to FY21 pro bono time provided by ERM to external partners was included in this calculation.

⁵ From FY22, matching funds are made on a 100% match for each dollar donated basis, for most employee donations in all regions. From FY18, a percentage of this budget was also used for 'seed funding' as part of a new program to support longer-term partnerships with nonprofit organizations, particularly in geographies where employee-led fundraising is more challenging.

⁶ Charitable contributions made to organizations other than The ERM Foundation.

⁷ Membership fees for global sustainability-focused organizations, where ERM actively contributes to thought leadership activities.

⁸ Calculated from prior fiscal year's Earnings Before Interest, Tax and Amortization (EBITA). Therefore, FY22 percentage calculated using FY21 EBITA figure.

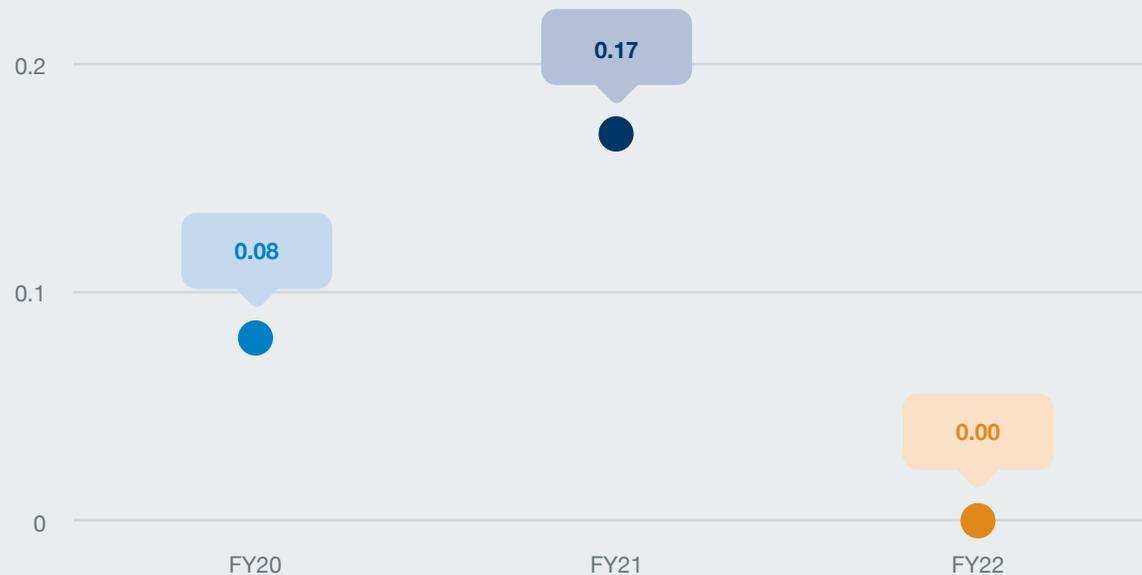
⁹ Funds raised by employees to support the ERM Foundation and other charities/nonprofit organizations.

¹⁰ In FY21, there was a reduction in fundraising due to the impacts of the pandemic which continued into FY22.

Health and safety data

Data presented here supports the [Health and safety](#) section of this ERM's Sustainability Report 2022.

Days away from work case (DAWC) rate FY20 - FY22^{1,2}



¹ Days away from work cases (DAWC) is the number of days away from work multiplied by 200,000 (with 200,000 hours equivalent to 100 employees working a 40-hour week for 50 weeks of the year) and divided by the total number of hours worked by all employees.

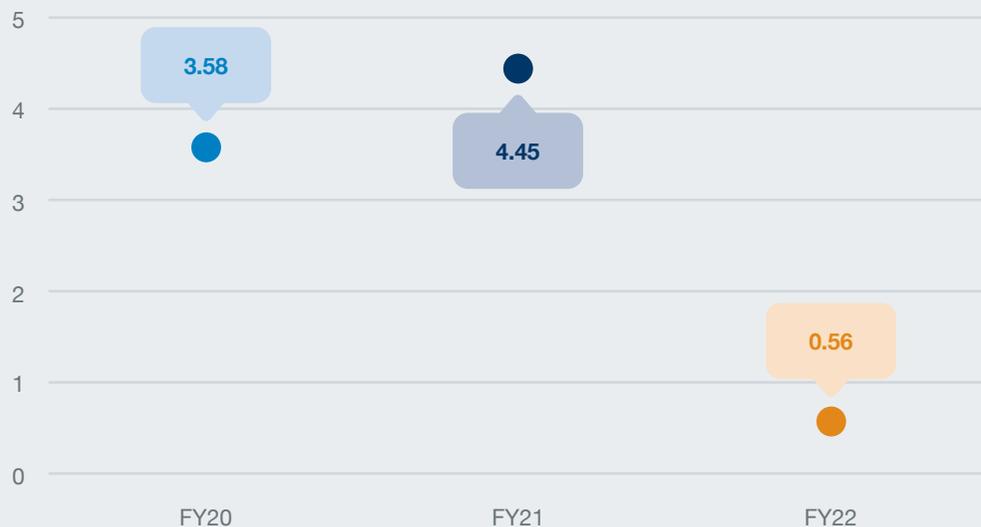
² Days away from work cases (DAWC) rate tracks any work-related injuries or illnesses that result in the injured/ill worker being unable to work for 1 or more days following the event. ERM tracks this metric for our sustainability targets and goals.

Health and safety data

Data presented here supports the **Health and safety** section of this ERM’s Sustainability Report 2022.

GRI 403-9

Severity rate FY20 - FY22 ^{1,2,3}



Severity rate, by region FY20 - FY22 ^{1,2,3}

	SEVERITY RATE		
	FY20	FY21	FY22
Asia Pacific	0.00	0.00	3.49
Europe, Middle East and Africa	0.77	3.15	0.00
Latin America	2.92	8.57	0.00
North America	7.01	7.06	0.00
Global Businesses	0.00	0	0.00
Group	0.00	0	0.00
Total	3.58	4.45	0.56

¹ Data includes ERM employees only.

² Severity rate is the total number of days away from work and restricted-duty days multiplied by 200,000 (with 200,000 hours equivalent to 100 employees working a 40-hour week for 50 weeks of the year) and divided by the total number of hours worked by all employees.

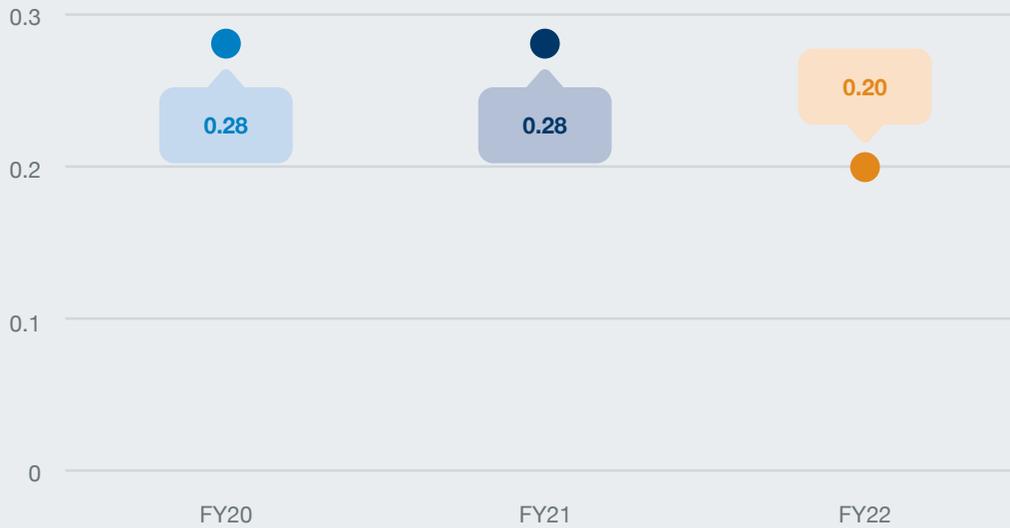
³ Severity rates can vary due to number of hours worked, and the severity rate can be highly influenced by a single work-related injury or illness.

Health and safety data

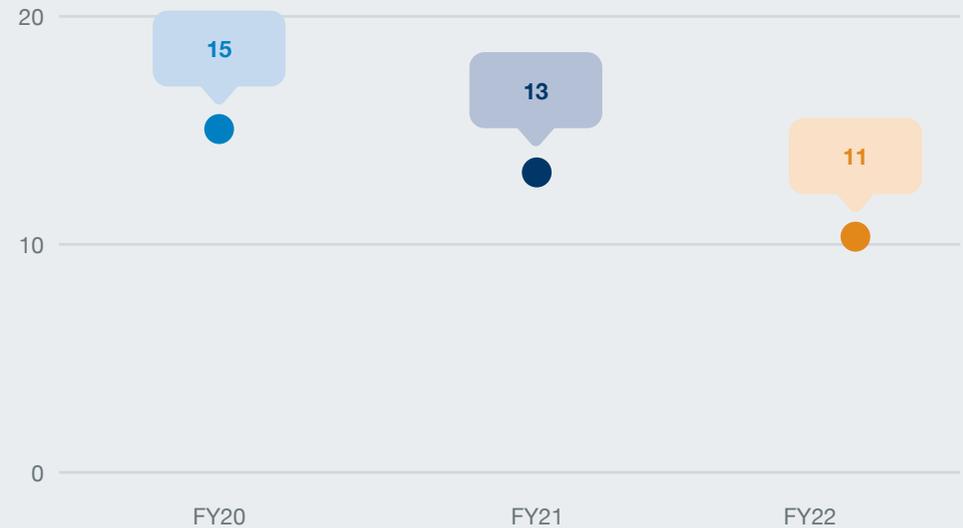
Data presented here supports the **Health and safety** section of this ERM's Sustainability Report 2022.

GRI 403-9

Total recordable incident rate (TRIR) FY20 - FY22 ^{1,2}



Number of recordable incidents FY20 - FY22*



¹ Data includes ERM employees only.

² Total Recordable Incident Rate (TRIR) is the number of recordable injuries and illnesses multiplied by 200,000 (with 200,000 hours equivalent to 100 employees working a 40-hour week for 50 weeks of the year) and divided by the total number of hours worked by all employee.

*Data includes ERM employees only.

Health and safety data

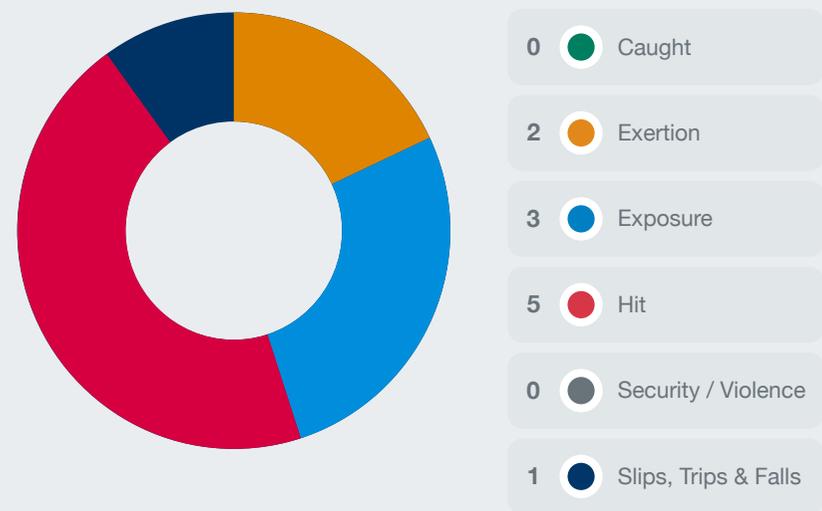
Data presented here supports the [Health and safety](#) section of this ERM’s Sustainability Report 2022.

GRI 403-9

Number of recordable incidents, by type FY20 - FY22

	RECORDABLE INCIDENTS BY TYPE		
	FY20	FY21	FY22
Caught ¹	0	0	0
Exertion ²	3	4	2
Exposure ³	5	1	3
Hit ⁴	5	4	5
Security/Violence ⁵	0	1	0
Slips, Trips & Falls ⁶	2	3	1
Total	15	13	11

Recordable incidents, by type FY22



¹ Includes caught on, in or under.

² Includes ergonomic (office or field) and fatigue.

³ Includes chemical and environmental exposures.

⁴ Includes hit by and against.

⁵ Includes aggression/threats towards personnel.

⁶ Includes falls on stairs, falls to lower levels, falls from height, falls on same level, and slip/trips from stairs.

Health and safety data

Data presented here supports the [Health and safety](#) section of this ERM's Sustainability Report 2022.

GRI 403-9

Subcontractors injury and illness FY20 - FY22*

	RECORDABLE INCIDENTS BY TYPE		
	FY20	FY21	FY22
Recordable injuries	5	1	11
Injury/illness injuries	33	21	35
Near miss	54	28	30
Total	92	50	76

*Data includes subcontractor workers only. A subcontractor for ERM provides services on an ERM project ultimately for an ERM-external client. This includes lower-tier subcontractors.

Health and safety data

Data presented here supports the [Health and safety](#) section of this ERM's Sustainability Report 2022.

GRI 403-5

Safety AT ERM Score FY20 - FY22 ¹

	AT ERM Score		
	FY20	FY21	FY22
Asia Pacific	92.8	86.4	93.5
Europe Middle East and Africa	93.5	86.8	84.0
Latin America and Caribbean	82.2	94.3	92.0
North America	89.6	92	83.0
Global Businesses ²	65.4	38.4	75.7
Global score ³	90.2	89.9	85.5

¹ The Safety at ERM score includes an evaluation of our overall program. The scores are calculated at the business unit level, and the global score is derived by calculating a weighted average of each operational Regional score (weighted based on hours worked). A target of 80 is given to each business unit and a target of 75 for each operational region for FY22. The Global target is 75.

² For Global Businesses, the maximum scoring potential is 85 instead of 100. Group does not have a goal as they are not considered an operational business unit.

³ The global score does not include Global Businesses or Group performance, only the four main regions.

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