

Sustainable Procurement

ERM is shaping a sustainable future with the world's leading organizations. In addition to our work with clients, ERM is committed to implementing sustainable practices across our business operations - including the management of environmental, social and economic impacts within our supply chain.

1. PURPOSE

ERM is Committed to:

- Prioritizing suppliers that have embedded sustainability, diversity and ethical practices within their own organization and supply chain;
- Establishing internal guidance to help implement this policy across key areas of procurement and the use of sub-contractors; and
- Working collaboratively with suppliers and ERM employees to improve environmental, social and ethical standards and communicating this policy with internal and external stakeholders.

2. SCOPE

This policy applies worldwide to all ERM entities, all Employees and all ERM Agents.

3. POLICY

ERM will prioritize suppliers that have taken active measures to improve their performance across the following areas.

3.1 ENVIRONMENTAL LEADERSHIP

- Comply with all applicable environmental laws in respective country or jurisdiction;
- Have policies and commitments that promote greater environmental responsibility, including:
 - Responsible waste management, including use of recyclable and renewable materials, and action taken to reduce or eliminate single-use plastics;
 - Public target to reduce carbon emissions; and
 - Conservation of natural resources (e.g., water, energy raw materials) and protection of biodiversity.

3.2 BUSINESS CONDUCT AND ETHICS

- Adhere to all relevant international and domestic laws regarding ethical business practices;
- Demonstrate existence of procedures to prevent:
 - Money laundering;
 - Fraud, bribery and corruption;

- Conflicts of interest; and
- Data security issues.

3.3 LABOR AND HUMAN RIGHTS

- Comply with all laws in accordance with the principles of the International Labor Organization (ILO), the United Nations Global Compact (UNGC), and the United Nations Universal Declaration of Human Rights (UNDHR).
- Have public commitments and processes in place to:
 - Prohibit slavery in all its forms across the supply chain; and
 - Prohibit unlawful discrimination and harassment to provide a safe and inclusive workforce.

3.4 DIVERSITY, EQUALITY AND INCLUSION (DE&I)

- Demonstrate a commitment to:
 - Reflect the communities in which they operate across the spectrum of diversity dimensions, either through ownership or employee base;
 - Embed diversity, equality and inclusion in their own organization, with a DE&I policy at a minimum; and
 - Partner with other suppliers from underrepresented groups and, to the extent possible, assist with building capacity for diversity, equality and inclusion.

4. PROCEDURE

ERM expects its supply chain partners to acknowledge the principles and processes identified within this Sustainable Procurement Policy, and where appropriate, adopt similar measures in their own organizations.

This policy will be reviewed on a regular basis to evaluate continued relevance, monitor compliance and drive continual improvement.

For more detailed information about sustainability in our supply chain, please refer to ERM’s Supplier Code of Business Conduct and Ethics.

This Policy should be read in conjunction with ERM’s Sustainability Policy and Sustainability Approach.

5. DEFINITIONS

TERM	DEFINITION
Agent(s)	Any officer of any ERM entity, hired personnel, consultants, intermediaries, lobbyists, agents, representatives, independent contractors, subcontractors, and any others who act on ERM’s behalf.
Employee(s)	Any personnel hired directly by ERM (regardless of status classification of full-time, part-time, temporary, contract, etc.); interns (even if an intern does not receive payment by ERM); employees of other companies seconded into ERM, and any ERM employee seconded to a non-ERM company.

ERM GLOBAL POLICY MANUAL ADMINISTRATION

Policy Title: Sustainable Procurement Policy

Version Number: 3

Policy Number: 37

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Original Approver and Original Effective Date: Group CEO/15 Jun 2021. Approval and version history maintained by ERM Legal Department.

Policy Description: This policy defines ERM's governance and commitments on implementing sustainable practices across our business operations - including the management of environmental, social and economic impacts within our supply chain.

Authority to Amend this Policy: Director of Services, Brand and Communications

Authority to Waive this Policy: None

Policy Review Cycle: 4 years from Effective Date of this Version

Docket Responsibility for Review Cycle: Chief Compliance Officer