



ERM Foundation
**ANNUAL
REVIEW
2022**

Creating impact through our people and partnerships

The
ERM
Foundation



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FY22 refers to financial year 1 April 2021 – 31 March 2022. All figures in this document are in US dollars.



© Africa Development Promise

Investing in women-led agriculture cooperatives in East Africa

The ERM Foundation has been working with Africa Development Promise (ADP) since 2017, when we were one of their founding funders. ADP's mission is to improve the lives and livelihoods of rural women in East Africa through training and resources that support their collective efforts to operate competitively in the marketplace. This year we have provided funding to install a new greenhouse and drip irrigation system for one of ADP's agricultural cooperatives in Rwanda. This is helping to improve crop yields and profits for the cooperative members.

CEO MESSAGE



Personally, I am lucky enough to have taken part in an ERM Foundation activity alongside employees with New York based non-profit, Rocking the Boat. It was great to get out into the community and learn how the ERM Foundation is making a difference, working alongside our wonderful team and seeing first-hand the impact we are having.”



Our Foundation is one of the things that makes ERM so special. It gives our people the opportunity to get involved and to make an impact: taking part in fundraising challenges, volunteering in the community, and providing *pro bono* professional and technical support for NGO partners. These activities really speak to ERM's purpose and the passion our people have to make a positive impact on society.

It has been a particularly impressive year for the ERM Foundation. We have exceeded all of our impact-based targets, delivering measurable social and environmental outcomes in some of the world's most challenging locations and in the communities where we live and work. Thanks to the Foundation we have improved access to clean water sanitation for more than 23,000 people, secured access to affordable renewable energy for more than 9,000 people, and supported 1,200 women's livelihoods in the low carbon economy, supporting families and economic development. In addition, we have protected nearly 15,000 hectares of rainforest and planted more than 35,000 native trees and seedlings. None of this would have been possible without the passion and energy of ERM employees.

We have also raised a new ERM Foundation Future Fund, thanks to the generous donations of ERM Shareholders. Starting next financial year, this Fund will invest in longer-term projects and programs at the intersection of biodiversity protection, low carbon livelihoods and access to renewable energy. The Fund is designed to accelerate progress towards the Sustainable Development Goals and I am excited to see how it evolves.

Personally, I am lucky enough to have taken part in an ERM Foundation activity alongside employees with New York based non-profit, Rocking the Boat. It was great to get out into the community and learn how the ERM Foundation is making a difference, working alongside our wonderful team and seeing first-hand the impact we are having. I look forward to continuing my active participation in the ERM Foundation in the years ahead.

Finally, I would like to thank all of the ERM employees, shareholders and our NGO partners for the commitment they bring to our collective activities. It is your actions that shape a sustainable future for us all, and I am truly grateful that so many ERM employees are actively engaged in Foundation programs.

Tom Reichert CEO, ERM

ABOUT THE ERM FOUNDATION

The ERM Foundation was established in 1995 to enable ERM and its employees to provide funding and professional support for non-profit organizations and social enterprises that share our commitment to creating a more sustainable and equitable world.

How we work

We work in partnership with smaller non-profit organizations and social enterprises. We blend funding with professional support to enhance our impact. ERM provides an annual budget to the ERM Foundation for grant funding and employee-led *pro bono* professional support, which is further leveraged by employee donations and volunteer time.



Grant funding



Pro bono support



Community volunteering

Our focus areas

We have prioritised four intersecting focus areas that align with the skills and interest of ERM employees. We are particularly interested in supporting organizations and programs that create impact at the intersection between biodiversity protection, climate action, women's livelihoods, and improving access to clean water and sanitation.



Protecting and restoring biodiversity



Improving access to clean and renewable energy



Investing in women's livelihoods in the low carbon economy



Improving access to clean water and sanitation



Eric Horton from ERM's Bellingham office volunteering at a tree planting day with long-term ERM Foundation grantee, the Nooksack Salmon Enhancement Association (NSEA).

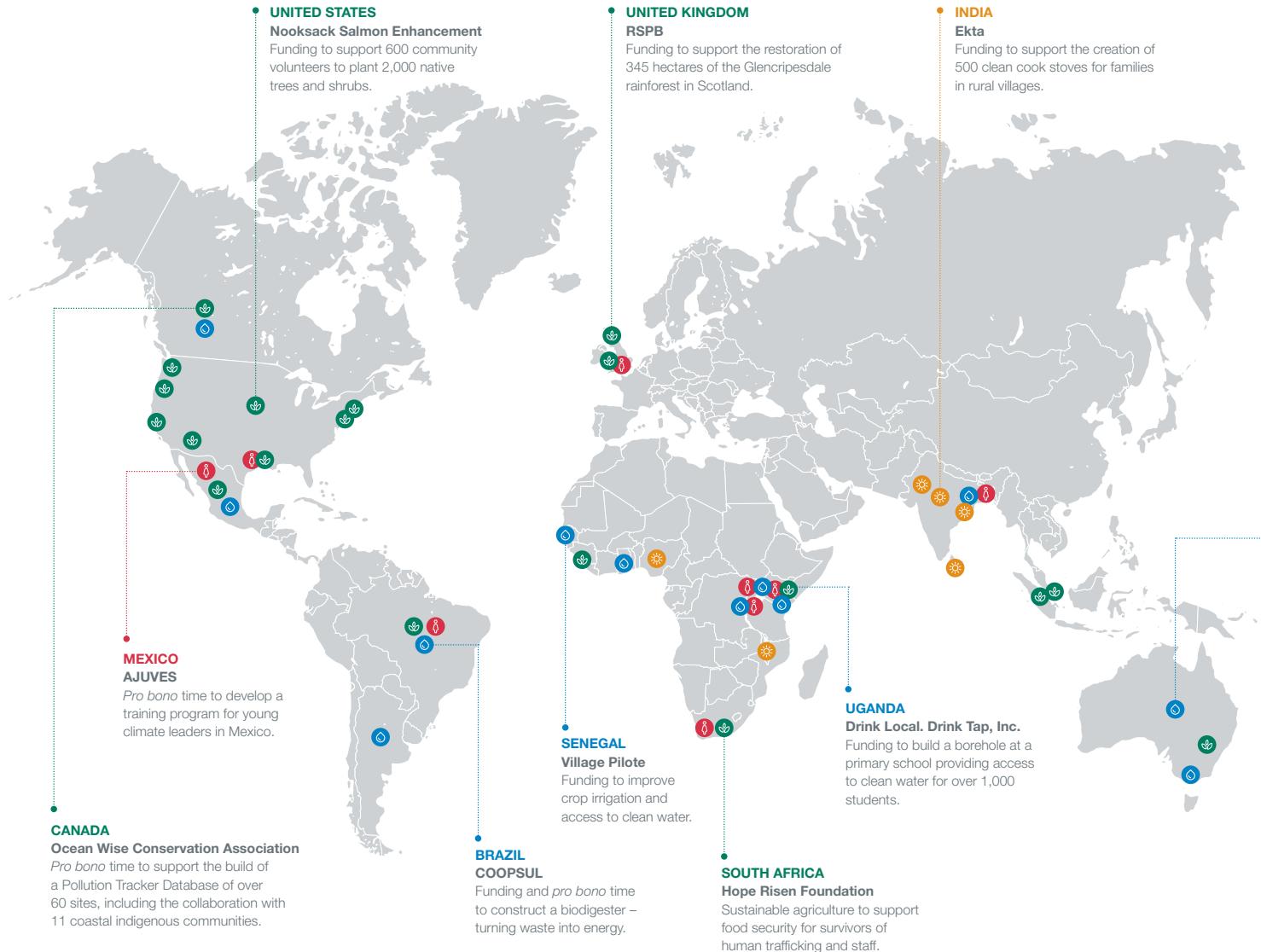
Contributing to the Sustainable Development Goals (SDGs)

The ERM Foundation is committed to making a measurable contribution to the SDGs. These Global Goals provide a framework to focus the contributions we are making to global sustainable development agenda. We have identified twelve intersecting SDGs where the ERM Foundation can have the greatest impact.



FY22 AT A GLANCE

During FY22, the ERM Foundation provided funding and professional support for 47 organizations working in 21 countries. The map below highlights a selection of the projects we have supported during the past year.



Improving access to clean water and sanitation for school girls in Uganda

The ERM Foundation has been working with Surge for Water since 2017 to improve access to clean water and sanitation for school girls in Uganda.

Key

- Protecting and restoring biodiversity
- Improving access to clean and renewable energy
- Investing in women's livelihoods in the low carbon economy
- Improving access to clean water and sanitation

OUR IMPACT IN FY22

As part of our contribution to the United Nations ‘Decade of Action’, the ERM Foundation sets annual targets aligned to the Sustainable Development Goals (SDGs). These global goals help to concentrate our resources and provide a reporting framework.



EMPLOYEE ENGAGEMENT

ERM employees are at the heart of the ERM Foundation. There are many ways to get involved and create impact – including community volunteering, professional *pro bono* work, active fundraising, and helping us to identify and review new NGO partner organizations.

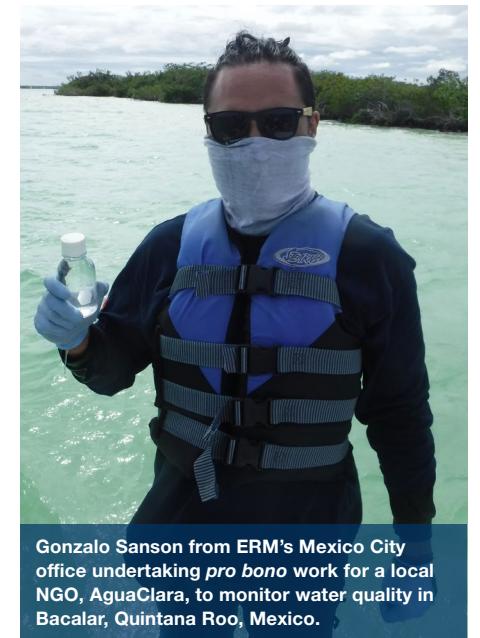


Employees in the United Kingdom participating in a tree-planting volunteer event with the Orchard Project in Manchester.



Janice Taplar
US Foundation Manager,
United States

"The ERM Foundation in the US has a small grants program funded by employee payroll giving, year-round events, and ERM matching funds. It is inspiring to see the generosity and enthusiasm of colleagues at all levels and to know that the more money we raise, the greater the impact."



Gonzalo Sanson from ERM's Mexico City office undertaking *pro bono* work for a local NGO, Aguac Clara, to monitor water quality in Bacalar, Quintana Roo, Mexico.



Fandy Suradji
Principal Consultant, ERM Singapore

"I am sponsoring a new ERM Foundation partnership with the Garden City Fund in Singapore, to support coral restoration. As we emerge from COVID-19, I hope we can use this as an opportunity to re-engage with colleagues, and see the impact we are having in our local community."



Lorna Diaz from ERM's Puerto Rico office on site during a coastal clean-up event with local NGO, Yo Amo el Tinglar



Aranzazu Martinex
Senior Consultant, ERM Mexico

"I have been leading ERM Foundation activities in Mexico for the past two years. From proposing project ideas to getting involved in the initiatives, the team, and the office have shown a deep commitment and a strong will to create a long lasting social and environmental impact in our country. I am sure our efforts will strengthen in the years to come."



ERM CEO, Tom Reichert, and Group HR Director, Thomas Gaissmaier, visiting ERM Foundation partner organization, Rocking the Boat in New York City, with local ERM employees.



Mackenzie Fleming
Consultant, ERM Canada

"Through the ERM Foundation, we are building a partnership with a water education and training non-profit that supports Indigenous communities in Canada. Our colleagues have generously and continuously committed time, energy and funds to support this work, underscoring the immeasurable power of our ERM community and shared values."



ERM employees in Australia have a longstanding relationship with Oz Harvest – Australia's leading food rescue organisation. The team delivers surplus food to charities, that would otherwise end up in landfill – helping to feed people in need. ERM volunteers provide active volunteer support for this important work.



Fernanda Sampaio
Senior Consultant, ERM Brazil

"I love being part of the ERM Foundation team in Brazil, particularly through the work I am doing with IDESAM to protect the Amazon rainforest, and support sustainable livelihoods for local communities. It's a really important and fulfilling part of my role at ERM."



ERM team from Thailand participating in Global Goals Week (GGW). ERM employees around the world participate annually in this day of action, to mark the anniversary of the adoption of the Sustainable Development Goals (SDGs).



Jon Perry
ERM Partner, United Kingdom

"I have been on the ERM Foundation's Global Review Committee for several years, helping to review funding applications. It's a great way to learn about the breadth of projects we are supporting through the Foundation, and to apply some of my professional experience to the application review process. I'd encourage more of my colleagues to get involved!"



A FOCUS ON:

**Protecting
and
restoring
biodiversity**

Building ecosystem resilience for orangutans and communities in Sumatra, Indonesia

Partner organization

**The Sumatran
Orangutan Society**
www.orangutans-sos.org

The Sumatran Orangutan Society's (SOS) mission is to protect Sumatran orangutans and their forest home. SOS works with local partners to deliver frontline projects that tackle the causes and symptoms of deforestation. The ERM Foundation has been working with SOS since 2019.

The role of the ERM Foundation

This year, we are co-funding SOS's work to establish a wildlife corridor in West Toba enabling orangutans and other native species to roam freely between two protected areas. This involves extensive engagement with forest-edge communities, with the twin outcomes of forest protection, and socio-economic development in West Toba – effectively helping communities to transition from exploitative forest management to sustainable forest stewardship.



During FY22, the ERM Foundation has contributed to:



2,412

indigenous community
members positively impacted



3,032

hectares of forest with
secure tenure rights



Helen Buckland

Director, Sumatran
Orangutan Society



Protecting the incredible forests of West Toba in North Sumatra is a major conservation priority for Sumatran orangutans. Thanks to the generous support of the ERM Foundation, we have launched a new program with our frontline partners and forest-edge communities to safeguard vital orangutan habitat here – benefitting wildlife, communities and the climate."



Providing digital solutions for stakeholder engagement to protect the Amazon rainforest

Partner organization

Institute of Conservation and Sustainable Development (IDESAM)
www.idesam.org

IDESAM's mission is to promote the sustainable use of natural resources in the Amazon rainforest, and seek alternatives for environmental conservation and social development of the most vulnerable forest communities. The ERM Foundation has been working with IDESAM since 2020.

The role of the ERM Foundation

This year, our team in Brazil has provided professional *pro bono* support to help IDESAM digitize their stakeholder engagement processes and improve data management. We are also helping IDESAM to improve their stakeholder engagement approach and increase awareness of gender inequalities associated with climate change and promoting the full participation of indigenous women in decision-making processes.



Creating impact through our people and partnerships



During FY22, the ERM Foundation has contributed to:



73

hours of *pro bono* professional support provided by ERM employees



30

indigenous families benefiting from this project



Flávio Coelho
ERM Partner, Brazil

“ I am so proud that we are able to take action through the ERM Foundation to protect the Amazon rainforest and support local forest farmers. This is also a great opportunity for ERM employees to develop new skills and make a difference through *pro bono* work and other forms of engagement.”



Providing digital toolkits to help solar entrepreneurs operate safely during the pandemic

Partner organization

Solar Sister

www.solarsister.org

Solar Sister's mission is to eradicate energy poverty through women's sustainable energy entrepreneurship and climate change leadership. They do this by investing in women's clean energy businesses in off-grid communities in Africa – putting clean energy in the hands of the people. The ERM Foundation has been working with Solar Sister since 2016.

The role of the ERM Foundation

During the COVID pandemic, the traditional model of in-person "Sisterhood Group" meetings were no longer possible. These meetings had always been core to Solar Sister's business model, providing training, networking and peer-learning for the entrepreneurs. Our funding helped Solar Sister to pivot to virtual training, and also expanded a pilot program to train the women to use smartphones to digitize their business operations. Our funding has equipped 200 additional entrepreneurs with digital toolkits – enabling them to continue selling affordable solar products to 'last mile' communities throughout the pandemic.



© Solar Sister

During FY22, the ERM Foundation has contributed to:



\$35,000

unrestricted funding
donated by ERM Foundation



1,600

people with access to
renewable, clean solar energy



Katherine Lucey

Founder & Chief Executive,
Solar Sister



We are grateful for the unrestricted funding and partnership with the ERM Foundation to invest in digital skills and literacy for our entrepreneurs, enabling more women to sell clean, sustainable energy products."

Investing in female solar entrepreneurs to bring light to off-grid communities in Malawi

Partner organization

SolarAid

www.solar-aid.org

SolarAid's mission is to reach every home, school and clinic in Africa with clean, safe power by 2030. Since 2006, SolarAid has reached more than 11 million people with access to renewable energy. In 2021, Solar Aid launched their Mayi Walas program (meaning 'Shining Mothers' in Malawi's national language, Chichewa). This program combines training, financing solutions and long-term business support to enable women to launch, grow and scale successful solar businesses.

The role of the ERM Foundation

This year, the ERM Foundation provided funding to help recruit, train, and support female entrepreneurs to bring clean, safe and affordable solar light to ten new Mayi Walas groups and their communities in rural Malawi, helping nearly 6,000 people with access to solar light for the first time.



During FY22, the ERM Foundation has contributed to:



100

women's livelihoods
supported



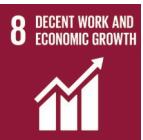
5,900

people with
renewable energy



Mphatso Nsewa
Maya Walis Project
Supervisor

“ We thank the ERM Foundation for their support. Together we are helping women and communities to stop using straw-fire for light and I am happy and motivated hearing that the Mayi Walas' children's grades are improving because they can study anytime with the solar lights.”





A FOCUS ON:
Women's
livelihoods
in the low
carbon
economy

Providing mentoring, scholarships and internship opportunities for women from marginalized communities across Asia and the Middle East

Partner organization

**The Asian University for Women,
Bangladesh**

www.asian-university.org

The Asian University for Women (AUW) provides scholarships for women from marginalized communities across Asia and the Middle East, most of whom are the first in their families to obtain a University Education.

The role of the ERM Foundation

We have been working with AUW since 2018, when we started running annual workshops for AUW students highlighting opportunities within the consulting sector. This year, we have expanded this program to provide mentoring from ERM employees for 75 under-graduates. We hope to expand the number of internships we are able to provide, with a view to recruiting more AUW graduates into ERM. In the aftermath of the Taliban takeover of Afghanistan, we have also provided a scholarship to enable an Afghan woman to continue her education, safely.



During FY22, the ERM Foundation has contributed to:



2

AUW graduates working
full time at ERM



75

AUW students receiving
mentoring support from
ERM employees



Gayathri TG

Sustainability Program Analyst, ERM India
(AUW graduate)

“ Being an environmental science graduate of AUW, I had high dreams of working to support environment and community well-being. My internship at ERM was the path to my dream. I now have a full-time position within ERM's Global Sustainability team, and I'm excited to be able to embark on my career in corporate sustainability.”



Empowering girls from low income backgrounds to become future climate leaders in Brazil

Partner organization
Força Meninas
www.frmeninas.com.br

Força Menina's (Go Girls) mission is to empower girls in Brazil with the skills that will help them reach their potential to create positive change in the world. They achieve this through workshops, partnerships, mentoring, and creating digital communities. The ERM Foundation has been working with Força Meninas since 2020.

The role of the ERM Foundation

This year the ERM Foundation has sponsored Força Meninas "Change the World like a Girl" Awards, celebrating young change-makers in Brazil. ERM employees are also providing mentoring for some of the girls who are interested in pursuing careers in sustainability. In addition, we are funding the creation of a series of new online video courses, which are aimed at girls from low income communities in the favelas. The videos will cover a range of sustainability and climate-related topics, with a view to attracting more of these young women to pursue careers in sustainability and climate leadership.



During FY22, the ERM Foundation has contributed to:



30

young women being mentored
by ERM employees



1,000

girls from low income
backgrounds participating in
online training courses



Antonio Martinez
HR Director for Latin America and Caribbean Region

" Our partnership with Força Meninas is not only investing in the next generation of female climate leaders in Brazil. It also provides ERM employees with inspiring opportunities to use their professional skills to have an impact in our own communities. And, we are starting to receive questions from ERMers in other geographies, asking if this initiative could be also launched in their countries. **"**



A FOCUS ON:
**Improving
access
to clean
water and
sanitation**

Improving access to clean water for indigenous communities in Argentina

Partner organization
ArgenINTA
www.argeninta.org.ar

ArgenINTA's mission is to promote sustainable development within low-income communities in Argentina. They do this through access to renewable energy, clean water and other sustainable solutions to meet these communities' basic needs. The ERM Foundation has been working with ArgenINTA since 2019.

The role of the ERM Foundation

Our team in Argentina is working with indigenous communities in the north of Argentina, where the Infant mortality rate is three times higher than the national average. This year, our funding and professional *pro bono* support has supported the installation of solar-powered pumps, water tanks and an expanded water distribution network, reaching an additional 107 families. Access to clean water, is helping to address the high infant mortality rate in this region.



During FY22, the ERM Foundation has contributed to:


110,000
liter capacity of clean water storage installed


580
people with improved access to clean water



Carlos Pereyra
Regional CEO, Latin America and Caribbean

 The work I do through the ERM Foundation is one of the most important parts of my role at ERM. I am so proud to work alongside colleagues to make a positive and lasting impact in my country."

Investing in women from post-conflict regions to establish clean water ventures

Partner organization
Global Grassroots
www.globalgrassroots.org

Global Grassroots works in post-conflict countries, empowering women to set up profitable ventures that improve access to clean water and sanitation. The ERM Foundation has been working with Global Grassroots since 2017.

The role of the ERM Foundation

The ERM Foundation is supporting Global Grassroots' work in Rwanda. This year, our funding has created access to clean water and sanitation for 500 households. An additional twenty households will receive training on income generation activities, gender equity and nutritional advice. In addition, our professional *pro bono* support has developed a data structure to organize 15 years of impact research in various formats, and is providing user interface and user experience consulting for the development of their new website.



During FY22, the ERM Foundation has contributed to:



50%

reduction in children's absence from school due to the need to fetch water



2,500

people with access to clean water and sanitation



Elise LeBlanc
Principal Consultant,
United States



Serving as an ERM Foundation sponsor for Global Grassroots is one of the most fulfilling parts of my work at ERM. Each of their women-led clean water ventures creates so many positive ripple effects within their local communities, beyond providing safe, clean water access for thousands."



LOOKING AHEAD AND FY23 TARGETS

In the year ahead, we have set ambitious new targets across our four focus areas, with greater emphasis on biodiversity protection, and improving access to renewable energy. Livelihoods intersect with all of our focus areas, and we remain committed to investing in women's livelihoods in particular within the low carbon economy. We also retain a strong commitment to improving access to clean water and sanitation at the base of the pyramid, including sanitation and hygiene education.



Protecting and restoring biodiversity

FY23 target

10,000

Native trees and seedlings planted

10,000

Hectares of forest protected or restored

1,000

Children with access to environmental education

Initiate **one** pilot project in each region for 'life below water'



Improving access to low carbon products and services

FY23 target

7,000

People with improved access to low carbon products, services and initiatives

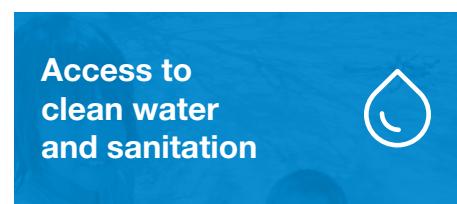


Investing in women's livelihoods in the low carbon economy

FY23 target

1,000

Women's livelihoods in the low carbon economy, particularly in developing economies

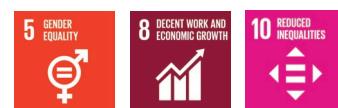


Access to clean water and sanitation

FY23 target

10,000

People with improved access to clean water and sanitation, including menstrual health and hygiene education





Creating impact through our people and partnerships

ERM has more than 150 offices worldwide, across the following countries and territories.

Argentina	Japan	South Africa
Australia	Kazakhstan	South Korea
Belgium	Kenya	Spain
Brazil	Malaysia	Sweden
Canada	Mexico	Switzerland
China	Mozambique	Taiwan
Colombia	Norway	Thailand
France	Panama	The Netherlands
Germany	Peru	United Arab Emirates
Hong Kong	Poland	United Kingdom
India	Portugal	United States
Indonesia	Puerto Rico	Vietnam
Ireland	Romania	
Italy	Singapore	

The ERM Foundation is a registered charity in the United Kingdom:
1113414.

The ERM Foundation is a registered 501(c)(3) nonprofit organization
in the United States (tax I.D 23-2792333)

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The Food Project, by Juniper Studios
Back page image credit:
Shona King