



DECARBONIZATION STRATEGY 2024-2027

Towards net-zero

Sustainability is our business

Key milestones in the decarbonization of our operations

2007

ERM began collecting greenhouse gas (GHG) data and implemented emissions reductions measures that remain ongoing.

2012

We reported our data and our emissions targets in 2012 as part of our external Sustainability Report, reflecting the importance of decarbonization to our corporate strategy.

2018

ERM became one of the first professional services firms to commit to the Science Based Target initiative (SBTi), with our targets formally approved in 2019.

2021

We announced our own net-zero commitment with emissions reductions aligned to an updated 1.5 degrees Celsius SBTi target, to be delivered across our operations by 2025. We began having market instruments in place for 100% of our office energy portfolios and published our first Task Force on Climate-related Financial Disclosures (TCFD) report.

2022

We submitted our Scopes 1, 2 and 3 GHG emissions data for third-party assurance.

2023

We conducted a Scope 3 review and rebaselined our Scopes 1, 2 and 3 targets. We remained on track to meet our 2025 emissions reductions targets and commenced voluntary compensation of our Scopes 1, 2 and a portion of Scope 3 emissions, as part of our decarbonization approach.

2024

SBTi approves ERM's science-based emission reduction targets in alignment with the SBTi Net-Zero Corporate Standard, including near-term and long-term GHG emission reduction targets by 2040 across our operations and value chain. We launch our new Decarbonization Strategy and voluntarily compensate our residual emissions in line with the Voluntary Carbon Markets Initiative.

Contents

Our impact & objectives	5
Our governance	8
Our operations	11
Our client services	21
Our collaborations	26
Our key targets	30

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.

ERM's established operational climate program has seen us incrementally reduce our GHG emissions in pursuit of our net-zero targets. We have undertaken an extensive rebaselining and assessment process to establish our new emissions reductions targets in alignment with the SBTi Net-Zero Standard.

In this strategy we set out our updated targets and the program of actions which will support our delivery of net-zero by 2040 across our operations. In line with our purpose we also set out our approach to maximizing our impact through our work with clients, our collaborations with partners and our thought leadership in supporting a net-zero future.

We are a company that is committed to stepping up to accelerate the transition to a net-zero economy. This Strategy sets out our program of action as we develop our transition planning approach. We will report our progress against the targets set out in this strategy in our annual Sustainability Report with further details of our approach found in our Climate Supplement.

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

Front cover photo credit: Uswah Aziz, Canada

Managing climate-related impacts across our value chain

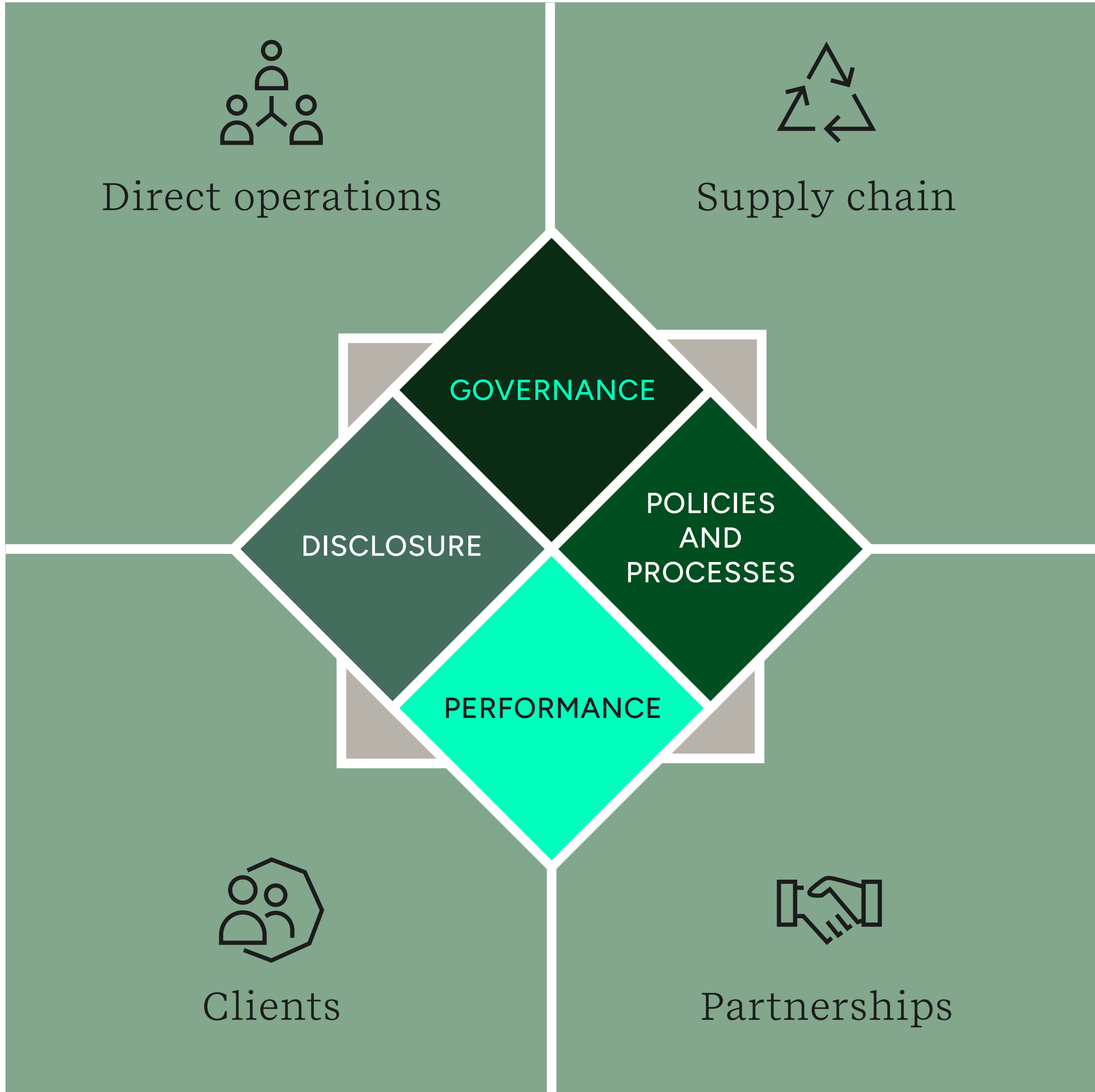
We adopt a value chain approach to our management of material climate-related risks, opportunities and impacts. Upstream our value chain includes employees, partners and investors who are shareholders in the business, our offices and the materials required to support them. ERM has 149 offices in over 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 ERM's Sustainable Supply Chain Management Strategy.

Downstream, are our clients, the communities they operate in and their own supply chains, alongside our 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 net-zero future.

ERM's climate-related risks, opportunities and impacts across our value chain are assessed annually to support the publication of our Non-Financial and Sustainability Information Statement under the Companies (Strategic Report) (Climate-related Financial Disclosure) Regulations 2022.

Our value chain



Our impact & objectives



A material issue for our business

6

Our vision & objectives

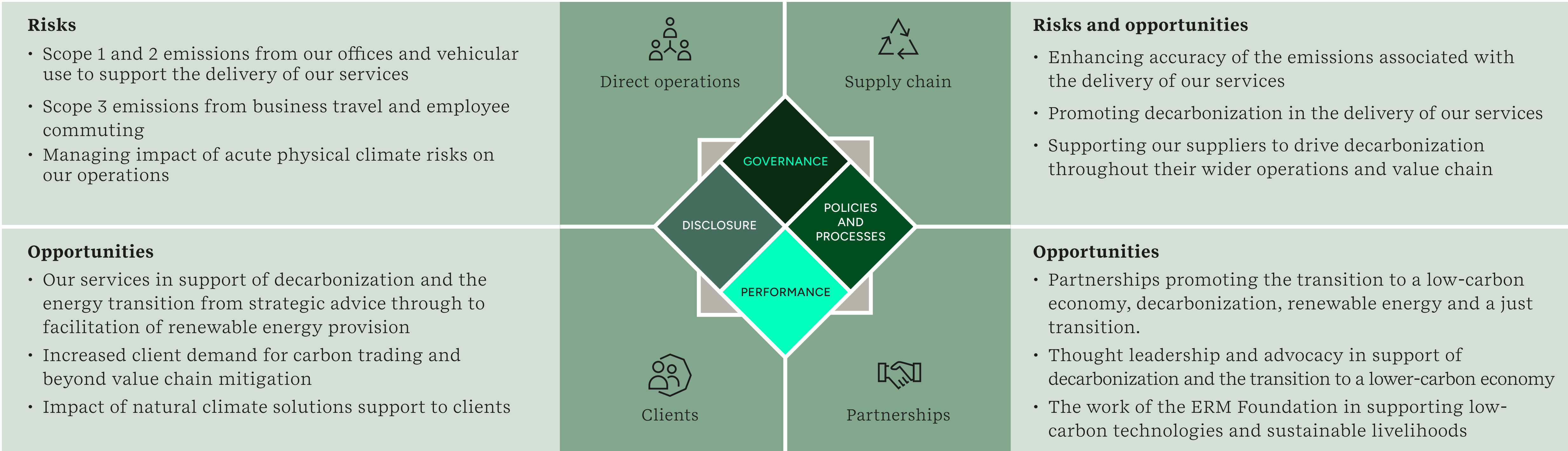
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Photo credit: Uswah Aziz, Canada

A material issue for our business

Our key climate-related risks, opportunities and impacts

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



Our vision & objectives

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



Photo credit: Riccardo Boniardi, Italy



Photo credit: Celine Nio, Singapore

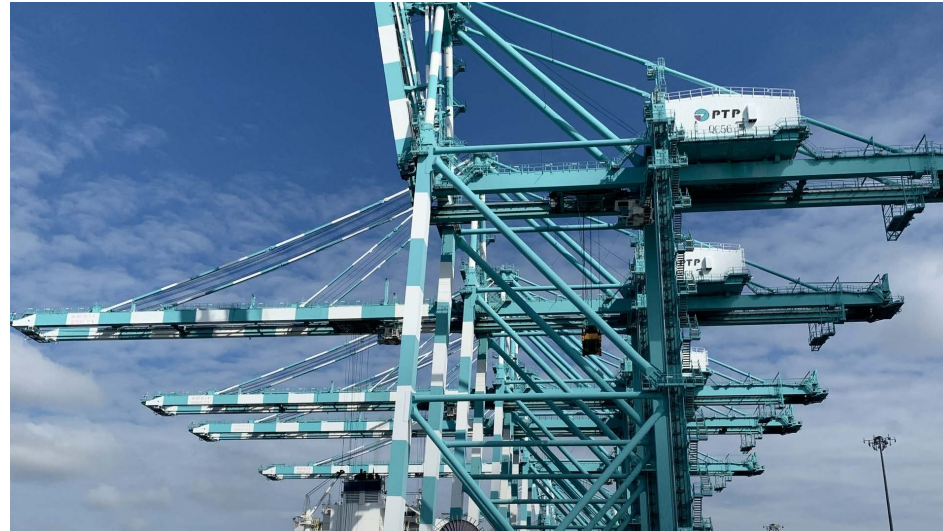


Photo credit: Hanh Nguyen, Vietnam



Photo credit: Edward Huang, Taiwan



Our governance

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

Our operations

To reduce our Scope 1, 2 and 3 emissions associated with our direct operations, in line with our SBTi targets.

Our supply chain

To evolve governance and reduce Scope 3 emissions associated with our supply chain in line with ERM’s Sustainable Supply Chain Management Strategy and our commitment to work towards a net-zero future.

Our clients services

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

Our collaborations

To collaborate with stakeholders and contribute to thought leadership which promotes wider societal transformation towards a net-zero future.

Our governance

Board oversight	9
Leadership & accountability	9
Due diligence	10

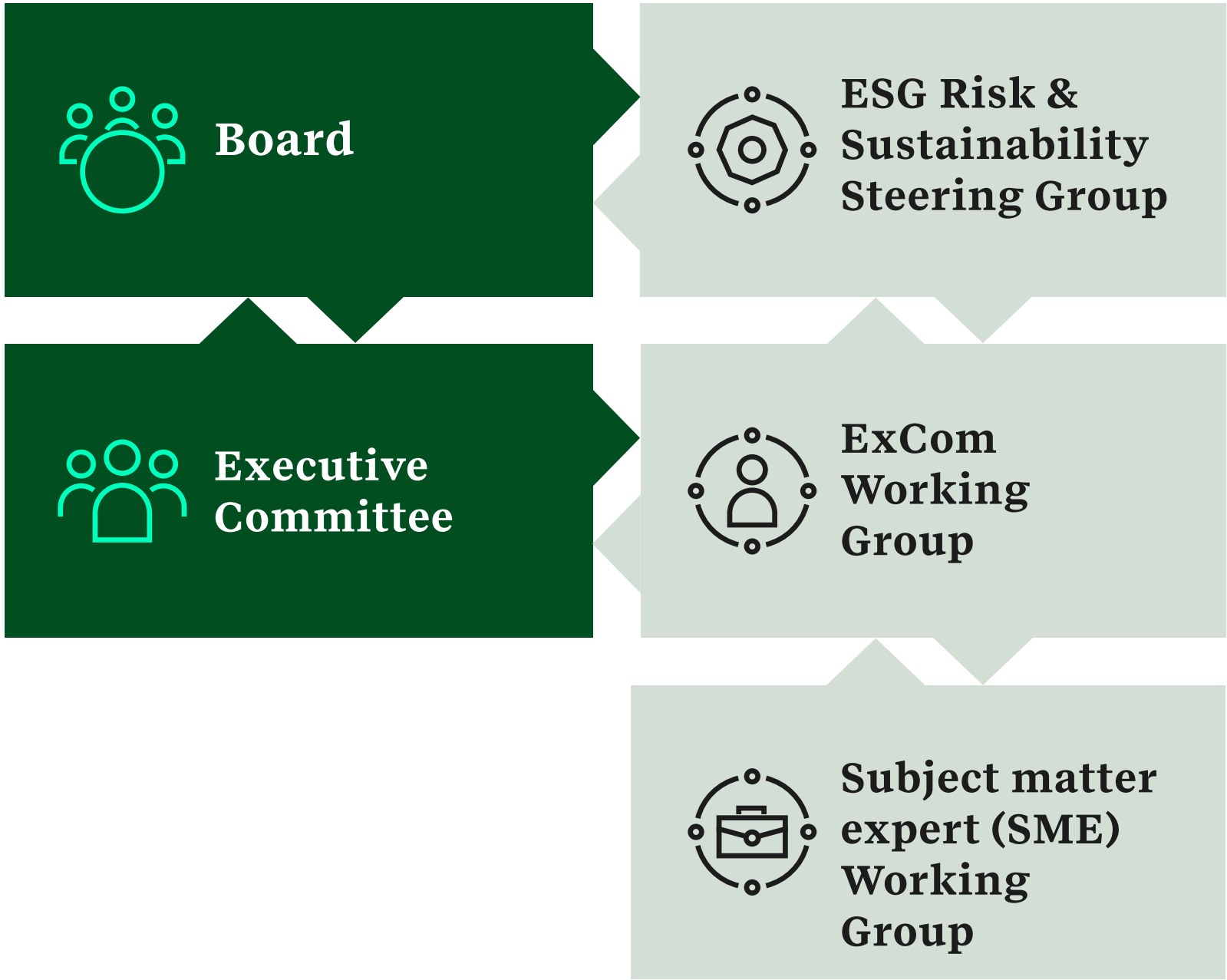
Photo credit: ERM

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 Decarbonization 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 climate 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 decarbonization program through our own operations and value chain.

The Working Group also has oversight of ERM’s Decarbonization 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. ERM has an established Taskforce for Climate-related Financial Disclosures (TCFD) Working Group to support the business assess its climate-related risks, opportunities and impacts and inform our strategic approach and operational planning in response.



Photo credit: Melissa Arteaga, Colombia

Due diligence

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

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

Our CRM tool includes pre-screening of clients to identify potential issues with the sustainability performance of prospective clients. A due diligence risk assessment is part of the pre-screening process. All opportunities must be recorded on the system which includes screening questions on the type of work to be undertaken and its compatibility with our decarbonization strategy and targets. If the screening identifies the potential for elevated risk of inconsistency with our strategy, 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 from a climate perspective. The opportunity lead must provide further information which is then considered by our Global Leader for Sustainability and Risk and our Global Head of Risk who will escalate the issue to the ESG Risk and Sustainability Steering Group as appropriate, and further information or mitigation measures may be required.

Project Management Model: Supporting the delivery of our project work

Our Project Management model ensures that all ERM work is led by a Partner in Charge (PiC) with the support of a Project Manager (PM). It is the responsibility of the PiC and PM to ensure that all projects are conducted in accordance with ERM's policies and processes, and pursuant to ERM's purpose of being a sustainability leader. Should the Project Management Team have any concerns about the current or future direction of the project, they are required to report these to the client relationship manager, Business Unit and Legal Counsel, as appropriate.



Photo credit: Yohei Suzuki, Japan

Our operations

SBTi Net-Zero Standard	12
Scope 1 and 2 emissions	15
Scope 3 emissions	17
Our supply chain	20
Beyond value chain mitigation	20



Photo credit: Matthew Loethen, United States

SBTi Net-Zero Standard

Consistent with our position to demonstrate our leadership within the field and reflecting evolving scientific and technical guidance, ERM’s targets are aligned to the Science Based Targets Initiative (SBTi) Corporate Net-Zero Standard.

The SBTi Net-Zero Standard is the world’s first certification that recognises companies’ science-based efforts towards achieving net-zero. The certification is awarded to businesses if their decarbonization strategies are scientifically proven to be in alignment with the Paris Agreement’s goal of keeping planetary warming to 1.5°C. SBTi has become the globally accepted protocol for setting meaningful carbon reduction targets and ERM has been following its criteria and standards since 2018.

In January 2024, ERM’s Net-Zero Standard aligned targets were approved by SBTi, making ERM one of the first consultancies to set a near-term as well as a long-term target to reach net-zero. This is the highest level of ambition per the current climate science.

Net-zero targets approved



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

THE NET
ZERO
STANDARD

APPROVED NET-ZERO TARGETS

Proud to be aligned with the SBTi Net-Zero Standard.

Overall net-zero target:

ERM commits to reach net-zero greenhouse gas emissions across the value chain by FY40.

Our near-term targets:

By 2028: ensure that 45% of suppliers by emissions covering purchased goods and services will have science-based targets.

By 2030, we will:

- Reduce absolute Scope 1 and 2 GHG emissions by 50%.
- Achieve 100% annual sourcing of renewable electricity (currently at 99%).

- Reduce absolute Scope 3 GHG emissions from business travel and employee commuting by 42%.

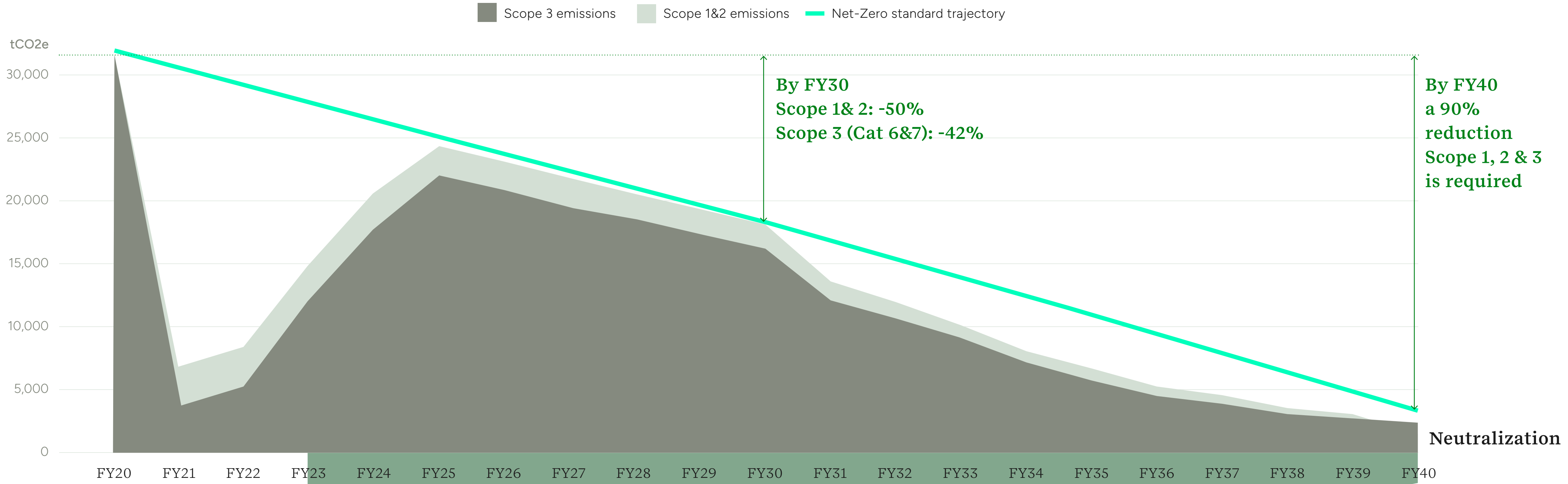
Long-term targets:

By 2040, we will:

- Reduce absolute Scope 1 and 2 GHG emissions by 90%.
- Reduce absolute Scope 3 GHG emissions from purchased goods and services, business travel and employee commuting by 90%.

Both near-term and long-term targets are set against a FY20 base year.

ERM's Net-Zero Standard aligned decarbonisation pathway to net-zero by 2040



ERM's beyond value chain strategy
voluntary neutralization of residual emissions

In addition to reducing our absolute emissions across business travel and employee commuting, we also have a Scope 3 target on **supplier engagement**.

Our greenhouse gas inventory

Our science-led approach to decarbonization is grounded in data, including data surrounding our greenhouse gas (GHG) emissions, the reduction of which plays a crucial role in our decarbonization strategy.

We report on our GHG emissions annually. Our data is independently assured to ensure that it aligns with the GHG Protocol and best measurement practices. A full breakdown of our climate data can be accessed in the Climate Supplement of ERM's [Sustainability Report](#).

ERM's greenhouse gas emissions inventory

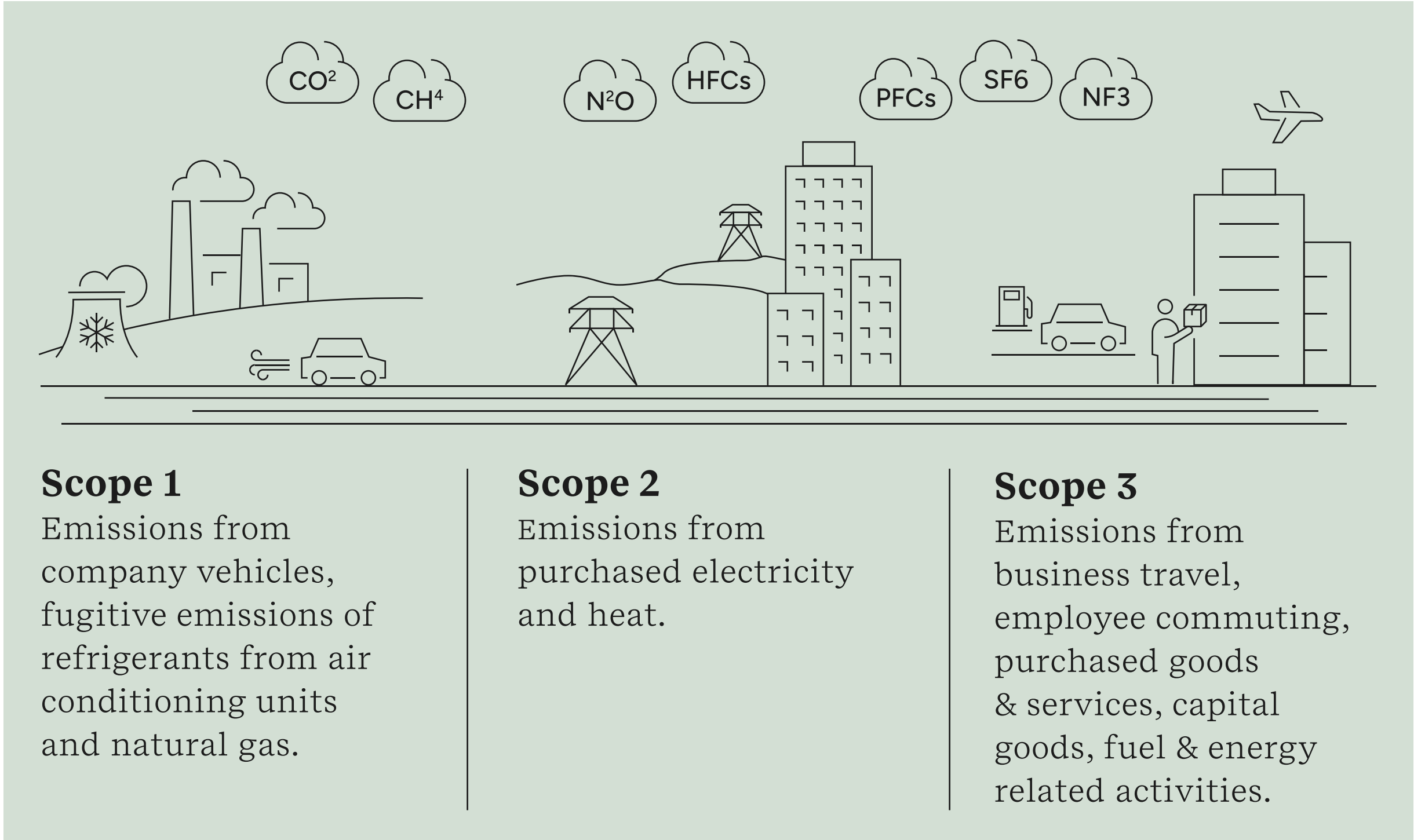
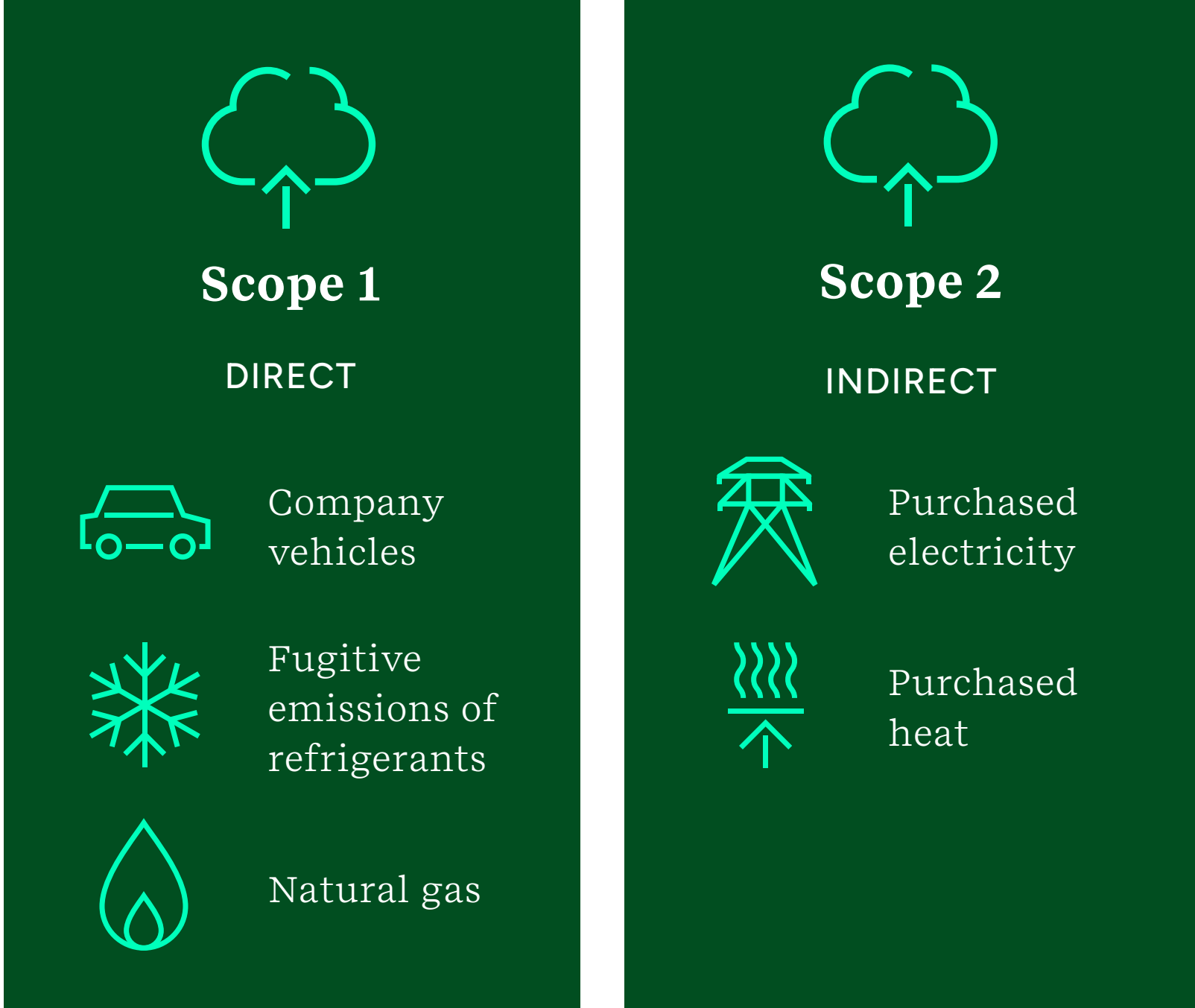


Photo credit: Kevin Quah, Malaysia

Scope 1 & 2 emissions

Source of emissions

Our Scope 1 and 2 emissions arise from the operation of our offices and include emissions from electricity, natural gas, steam and air conditioning that is used in the buildings, as well as emissions from company owned or leased cars that we use for business purposes.



Our target

We are currently on track in our SBTi Net-Zero Standard targets to achieve a 50% reduction in Scope 1 and 2 emissions by 2030 compared to our 2020 base year. As of the time of publication of this strategy, we have achieved a 29% reduction in Scope 1 and 2 comparing to the base year and we want to build upon this during the next three years.

Our key actions

Office optimization

As a result of introducing new ways of working, since FY20 we have been able to reduce our footprint from offices by 37%. By 2040, we are seeking to ensure that all buildings within ERM’s office portfolio will be zero-emission buildings. A new green building policy will support our strategy towards FY30 and FY40. ERM will embed criteria for new office selection and lease renewal that will mandate the choice for the low-carbon buildings in line with our science-based target trajectory, also working with acquisitions to facilitate rapid alignment of new assets/offices with our green building policy.

Renewable energy

ERM is committed to 100% renewable electricity by FY30 and will continue to invest in renewable energy in line with best industry standards. ERM’s renewable electricity sourcing strategy prioritizes direct renewable energy wherever possible, such as electricity at a green tariff and on-site renewable energy opportunities. ERM procure energy attribute certificates (EACs) for offices where direct purchase is not yet feasible.

We have significantly reduced our Scope 2 emissions by switching to green energy contracts, purchasing renewable energy and implementing other energy efficiency measures. ERM buys renewable energy to cover the breadth of our office portfolio, 99% of which is purchased from the market in which our offices are based and 1% is sourced out of market, due to lack of availability.

Company fleet

Our most significant Scope 1 GHG emissions result from company cars. Since FY20, we have increased our percentage of hybrid and electric vehicles in our fleet to 40%. We recognize that there is still more to do, and subsequently we will engage with regional fleet managers to retire older fossil fuel combustion vehicles and work towards a 100% electric vehicle fleet by FY40.

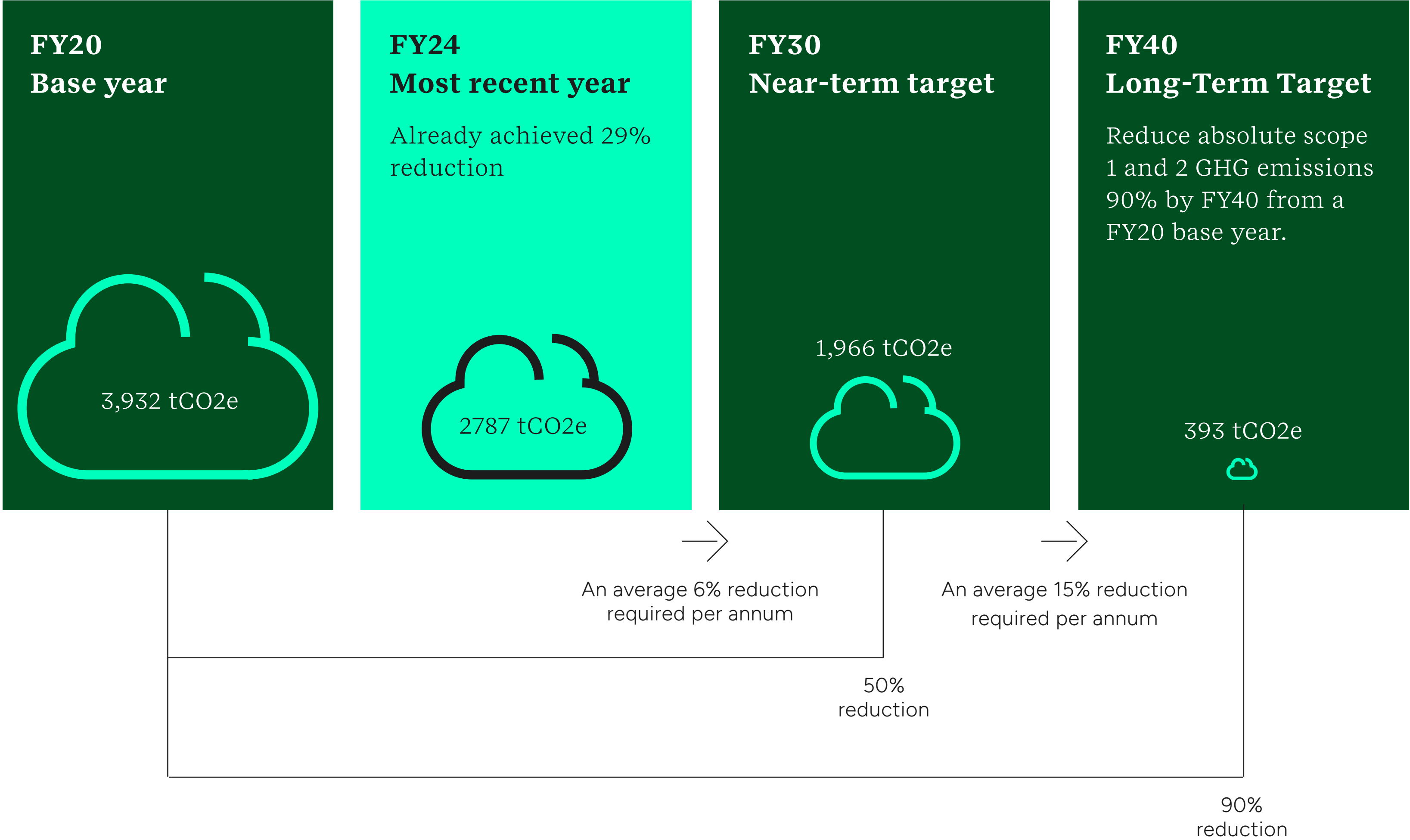
ERM will continue to develop new vehicle policies in line with country or regional laws on greening mobility.



Photo credit: Hannah Clerkin, Canada

Our journey to net-zero

Scopes 1 & 2 SBTi target



100%
Active annual sourcing of renewable electricity to increase from 99% in FY23 to 100% by FY30.

Scope 3 emissions

Source of emissions

Our material Scope 3 emissions are derived from business travel undertaken to support the delivery of our work with clients and purchased goods and services procured to support this and the operation of our offices. Wider sources of emissions include capital goods and employee commuting to and from our offices.

We have undertaken a detailed assessment of our Scope 3 emissions and identified the key categories which are a material source of emissions for us as a business.



Our targets: business travel and employee commuting

We are currently on track in our SBTi Net-Zero Standard targets to achieve a 42% reduction in Scope 3 emissions from business travel and employee commuting by 2030 compared to our 2020 base year.

While we have achieved 36% reduction to date in business travel and employee commuting from a FY20 base year, we are seeing ongoing or new challenges in decarbonizing these categories.

ERM has experienced significant growth in recent years as we respond to upon market demand and escalating client requirements. There remains an ongoing challenge to decouple growth from emissions and to provide geographical coverage for our clients without increasing emissions associated with business-related travel. Technological innovation and decarbonization of the transport industry has a key role to play in supporting our delivery of net-zero. Increasing emissions factors associated with assorted modes of travel is also being actively tracked. This is being proactively factored into our incremental reduction targets with contingency for ongoing changes.

Our key actions: business travel and employee commuting

A new global travel policy

To achieve our net-zero targets, a new Global Travel Policy is being launched in FY25. We have introduced mandatory travel by train for certain routes across our

global operations and restrictions on the use of more carbon intensive forms of travel globally. We have also enhanced our monitoring and enforcement of travel to reduce unnecessary travel and the selection of less carbon intensive travel modes through this policy.

Internal carbon budgets and internal carbon price

We will explore the use of internal carbon budgets to support different aspects of our operations to monitor the emissions associated with their activities. We will also explore the use of a global internal carbon price on operational travel to support the implementation of net-zero projects and campaigns.

Employee commuting

There has been a shift in employee commuting trends, as more employees choose hybrid working or full-time remote working since FY20. As part of our long-term strategy, we are working towards achieving absolute emission reductions from commuting.

Our green guidelines will continue to promote office locations which offer sustainable commuting options for our employees. We will continue to evolve our awareness campaign amongst employees and address barriers to adopt more sustainable travel modes. We will continue to invest in incentives for our employees to travel sustainably such as bike grants and season train ticket support in relevant locations.

Our targets: purchased goods & services

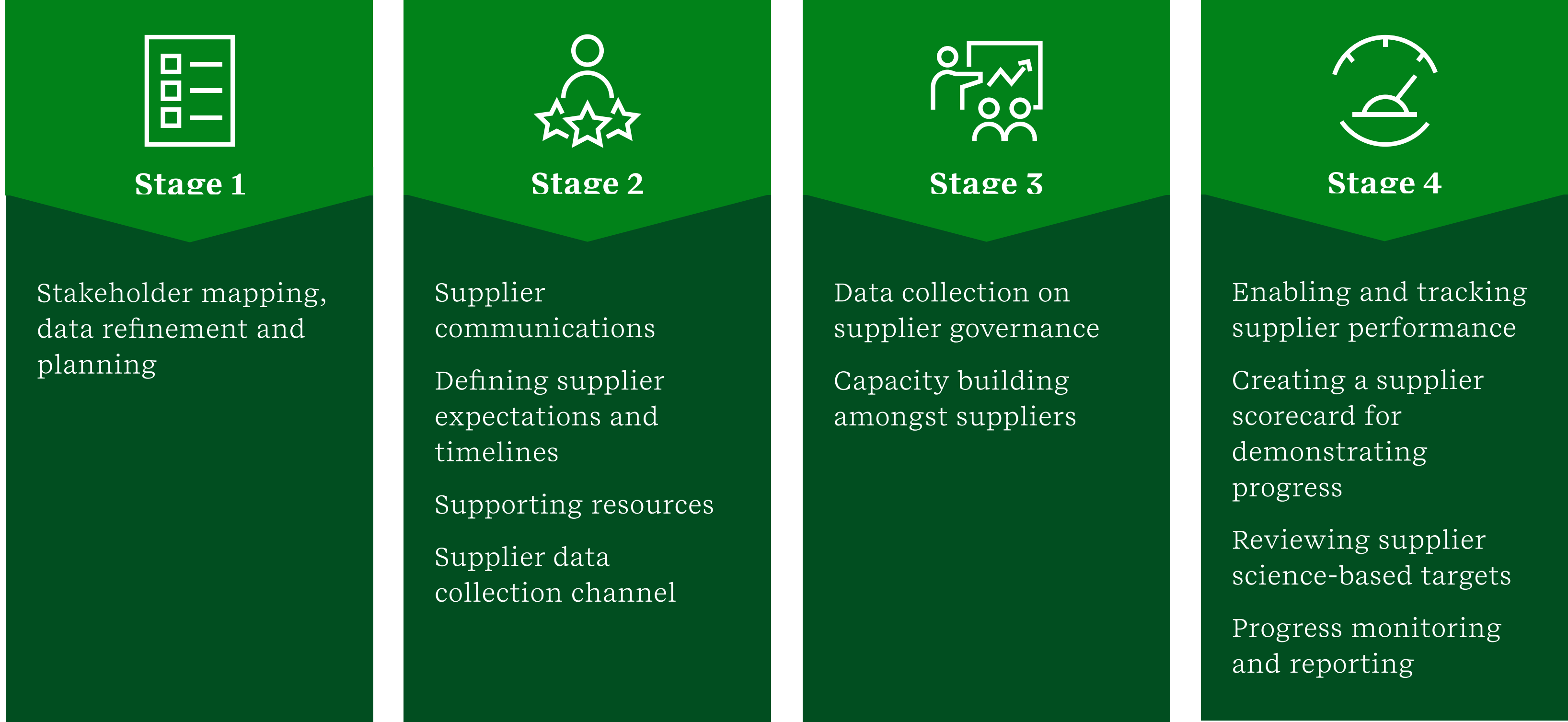
Purchased goods and services account for just over half of our overall Scope 3 emissions and 90% of emissions in this category derive from our use of subcontractors to support the delivery of our projects. Addressing this significant source of our operational emissions is critical to the delivery of net-zero for our business.

Our target is that by 2028, 45% of our suppliers by emissions covering purchased goods and services will have science-based targets.

To achieve this, we have conducted a rigorous mapping and analysis of the composition of our supply chain to inform our understanding of the scope, scale and nature of services we contract, as well as the geographical location of our suppliers.

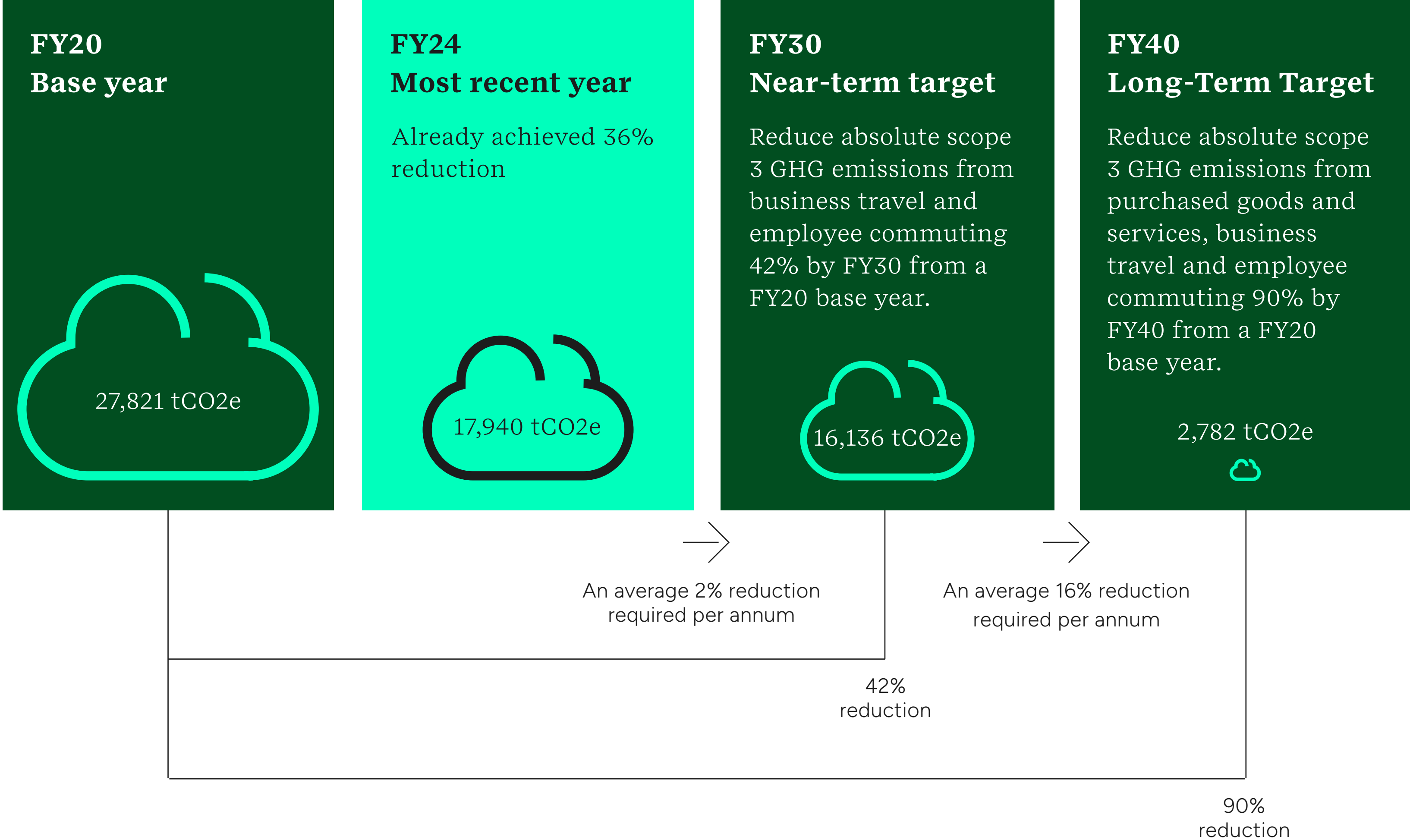
We are undertaking a detailed engagement program with our top tier of suppliers to incrementally engage, enhance awareness and build capacity to support alignment of performance with our decarbonization approach and SBTi targets. This will support our ability to progress from spend based calculation of emissions, to assessment based on accurate GHG emissions data provided by suppliers. Enhanced accuracy will also support our ability to focus on key aspects of our supply chain where targeted interventions will be most effective in incrementally reducing emissions.

Staged approach to decarbonizing our supply chain

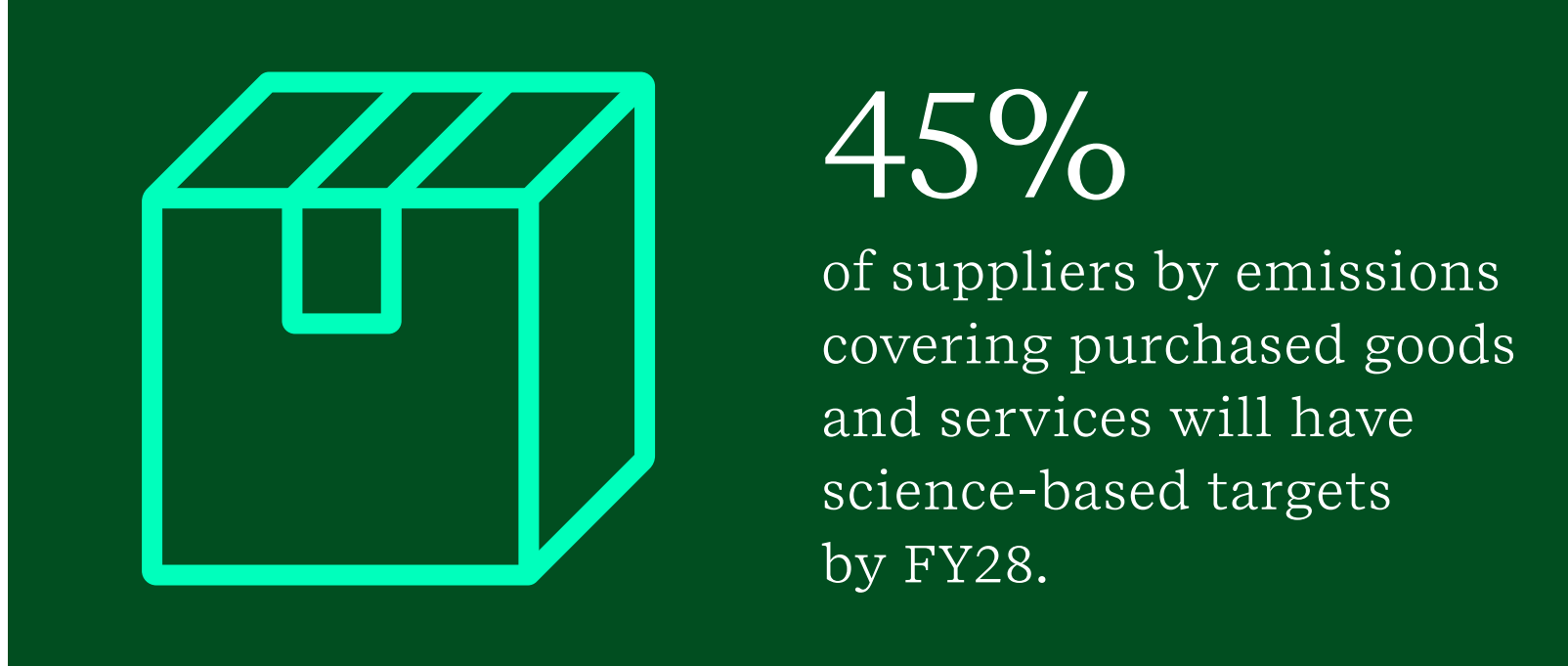


Our journey to net-zero

Scope 3 SBTi target for categories 6 & 7



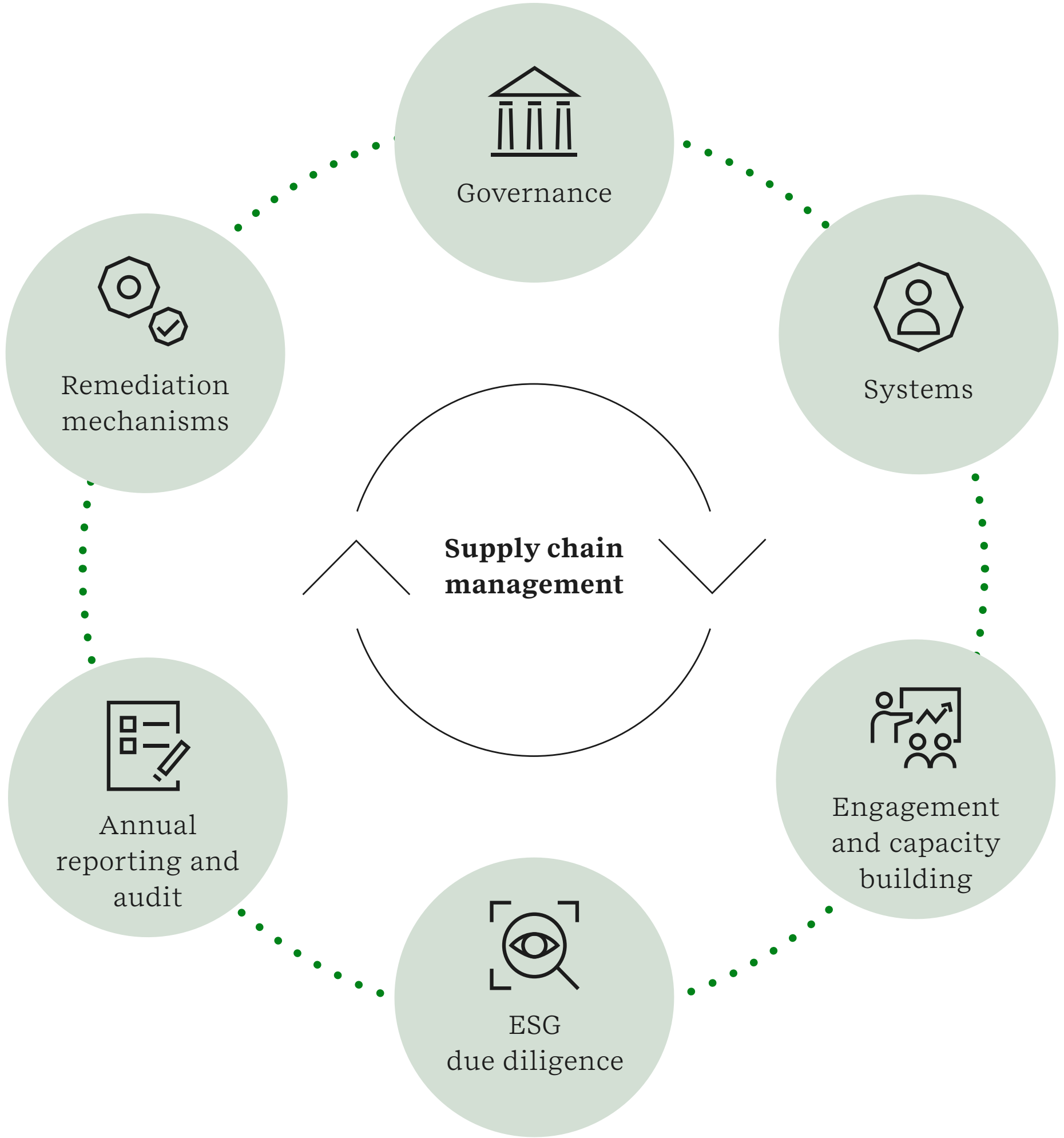
Scope 3 SBTi target for category 1



Our supply chain

We are proactively engaging with a top tier of our suppliers to evolve governance and performance across a range of sustainability-related issues, including climate.

For a more detailed understanding of how ERM is engaging its supply chain strategy, please refer to the ERM Sustainable Supply Chain Management Strategy.



Beyond value chain mitigation

ERM will continue to prioritize emission reductions within our Scope 1, 2 and 3 emissions as set out in this Strategy. In parallel, we believe it is our responsibility to mitigate the residual emissions on our way to meeting our net-zero target. Residual emissions are those GHG emissions that remain while we implement measures to achieve our net-zero commitment.

As a contribution to the mitigation of these residual emissions, we support climate action beyond our value chain. This in no way diminishes our primary focus on reducing our direct emissions. We believe that the voluntary carbon market can play a valuable role in contributing to global efforts to limit climate change and in scaling finance flows for nature and emerging technologies. We have therefore engaged with the voluntary carbon market by purchasing and retiring carbon credits.

ERM is a member of the Beyond Value Chain Mitigation (BVCM) working group of the World Business Council for Sustainable Development (WBCSD) and the Natural Climate Solutions Alliance (NCSA). As part of our active engagement with these entities, we have committed to a high integrity BVCM approach that includes natural climate solutions and have followed the relevant guidance in our approach.

We started mitigating our residual emissions in FY23, for which we purchased and retired carbon credits for all of our Scope 1 and 2 emissions and Scope 3 emissions from internal travel. From FY24, we have aligned our approach with the Claims Code of Practice set out by the Voluntary Carbon Markets Integrity Initiative (VCMI). VCMI’s aim is to “enable high-integrity voluntary carbon markets which contribute to the goal of the Paris Agreement, bringing benefits for people and the planet”. Its Claims Code aims to accelerate corporate engagement with the carbon markets as part of net-zero pathways, and to bring confidence and credibility to claims that involve the use of carbon credits.

Our client services



Delivery of our services	22
Our climate capabilities	23



Photo credit: Daniel Savage, Canada

Our services supporting the low-carbon energy transition

The primary way through which ERM can have a positive impact on accelerating decarbonization is through the work we do with our clients.

ERM’s end-to-end decarbonization service is unique in the market due to our combined strategy and delivery expertise, which is built on 50 years of experience in sustainability consulting. ERM assists clients to drive profitable revenue growth in parallel with decarbonizing the business model. We bring hands on experience to decarbonization strategy and implementation, informed by a deep understanding of clean technologies

Businesses today face two strategic challenges: driving profitable revenue growth while simultaneously accelerating the integration of sustainability into their strategy and operations. ERM is distinctly positioned to help our clients in the corporate, financial and government sectors to navigate the transition towards a low-carbon economy. We offer services ranging from strategic advice to practical on-the-ground implementation.

We provide guidance to understand markets, technologies, policies, economics, regulations, and financing aspects to enable the selection of options and deployment of real projects.

ERM’s experience in helping clients navigate changes across sectors enables us to bring extensive technical and strategic capability to help organizations act at the scale and speed necessary to successfully decarbonize and remain competitive. Our far-reaching experience provides our clients with the broad range of insights required to remain competitive whilst managing the transition to a low-carbon economy.



Photo credit: Phuong Uyen Nguyen, Vietnam

ERM's unrivalled end-to-end decarbonization capabilities

With a focus on driving profitable commercial outcomes through practical, deliverable strategy and on-the-ground project execution

Strategy, planning & disclosure:

1. Framing of risk & opportunity

2. Setting ambition, goal & target

3. Designing detailed strategy

4. Enabling compelling disclosures

Delivery: Using a combination of opportunities

5. Decarbonizing your operations & value chain

- Digital solutions and AI
- Low carbon technologies
- Market solutions (renewable energy procurement, offsets)

6. Rethinking your products & services

- Product/ service development
- Demonstrating & verifying credentials

7. Addressing major capital projects

- Low carbon technology project development & operation
- Asset repurposing or retirement

8. Adjusting the portfolio

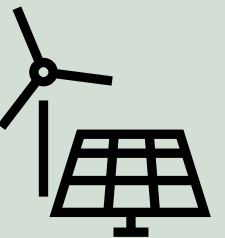
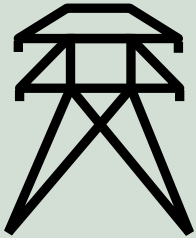
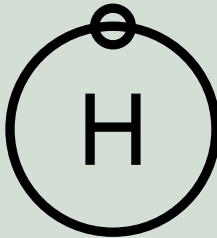
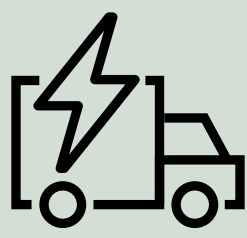
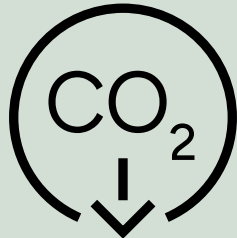

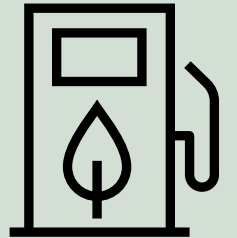
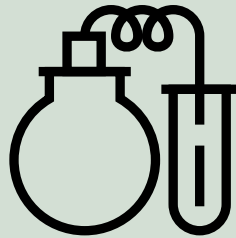

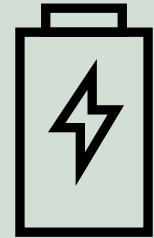
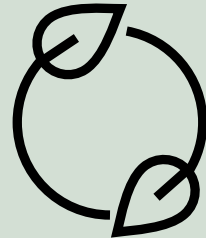
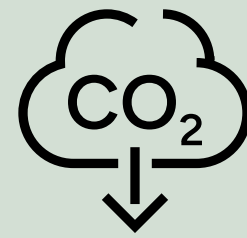
- Accessing finance
- Mergers & acquisitions

Supported by:

Data & Digital Optimization

Business Transformation

Fully informed by technology expertise across all the key low carbon technology options:

											
Renewable Electricity	Energy systems and networks	Hydrogen and fuel cells	Low carbon transportation	CCUS	Industrial decarbonization	Low carbon fuels	Low carbon chemicals	Building energysystems	Energy storage	Nature-based solutions	Engineered GHG removals

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

ERM Climate Markets

Helping support credible carbon credit projects

ERM brings a unique blend of trust, expertise and integrity to carbon markets in alignment with international standards and guidelines.

ERM has launched ERM Climate Markets, a new business line designed to help companies mitigate unabated greenhouse gas emissions by investing in impactful carbon credits that complement their decarbonization action, offer social, biodiversity, and economic benefits and accelerate the global transition to net-zero.

The voluntary carbon market allows organizations to mitigate their unavoidable emissions by purchasing carbon credits. Creating an enduring and credible approach means a strong focus on integrity, complementing an organization's compressive approach to measuring and reducing Scope 1, 2, and 3 emissions in line with science. ERM Climate Markets has the capabilities and experience to help clients on this journey.

ERM Climate Market's carbon credit portfolio curation services are designed to:

- Present high impact, credible projects which complement business goals and wider decarbonization journeys
- Help to combine projects into portfolios
- Reduce exposure to project risk through a variety of processes designed to screen projects

The process we go through to deliver these outcomes is shown on the right.

The six steps of ERM Climate Markets carbon credit portfolio curation services

1

Identify requirements across preferred project types, target geographies, and any other considerations

2

Use our databases of 8,500+ registered carbon credit projects and identify where these align with requirements

3

Pre-screen projects and remove those which are unlikely to meet ERM Climate Markets integrity principles

4

Present and discuss qualifying shortlist of projects and confirm target portfolio

5

Carry out enhanced project screening on confirmed target portfolio to scrutinize project specific risks

6

Contracting and retirement of carbon credits

Our collaborations



Our partnerships	27
The ERM Sustainability Institute	28
The ERM Foundation	29

Photo credit: Alma Chen, Hong Kong

Our partnerships

In addition to our ongoing internal program of operational decarbonization and advisory work for clients, ERM works with leading organizations across the world, focused on working towards a net-zero future. Our subject-matter experts support the development of emergent best practice, technological innovation, and the development of reporting and mitigation amongst many other aspects.



Photo credit: Jonathan Ung, United States

Examples of our partnerships include:

- Taskforce for Climate-related Financial Disclosures
- Science Based Targets Network
- Nature Climate Solutions Alliance
- Capitals Coalition
- Clean Energy Buyers Alliance
- Global Wind Energy Council
- Global Renewables Alliance
- IETA
- Race to Zero
- Alliance for Industrial Decarbonization
- Climate Pledge
- WBCSD
- World Environment Center
- Circular Electronics Partnership

More information on our partnerships can be found in our [Sustainability Report](#).

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: [ERM Sustainability Institute](#).

Selected publications:

- [Renewables Conundrums - Unlocking Net Zero: Why Renewables Conundrums are Key to Corporate Action](#)
- [A Clear Path to Decarbonizing your Company: 5 steps to comply with CBAM and add strategic value](#)

Selected podcasts:

- [How to scale the hydrogen economy featuring the Clean Hydrogen Partnership](#)
- [Tripling renewable energy by 2030 featuring the Global Renewable Alliance](#)



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REPORT


Renewables Conundrums - Unlocking Net Zero: Why Renewables Conundrums are Key to Corporate Climate Action



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 →](#)



Creating meaningful impact through the ERM Foundation and Future Fund



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 UN Sustainable Development Goals (SGDs). It does this through a blend of grant funding and professional pro bono support. The Foundation has a dedicated annual target that commits it each year to engaging people through low-carbon initiatives, helping communities across the world work towards a low-carbon future.

Our three-year funding initiative, the Future Fund program, is currently supporting SolarAid to bring solar light to villages in rural Malawi through their Mayi Walas (women solar entrepreneurs) scheme.

SolarAid www.solar-aid.org

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

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

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

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

SolarAid



Photo credit: SolarAid/Chris Gagnon

Year one figures

60
Mayi Wala groups have received initial training

3,281
Solar lamps sold

2,852
Children can now study after dark

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

Our key targets



Key targets for 2024-2027	31
Transparent & accessible reporting	33

Photo credit: Kenneth Miller, United States

Key targets for 2024-2027

As we progress our transition planning and longer-term objective of reaching net-zero across our operations by 2040, we have set key targets which support the development of our governance, operational planning and delivery of our short to medium term SBTi emissions reductions targets.

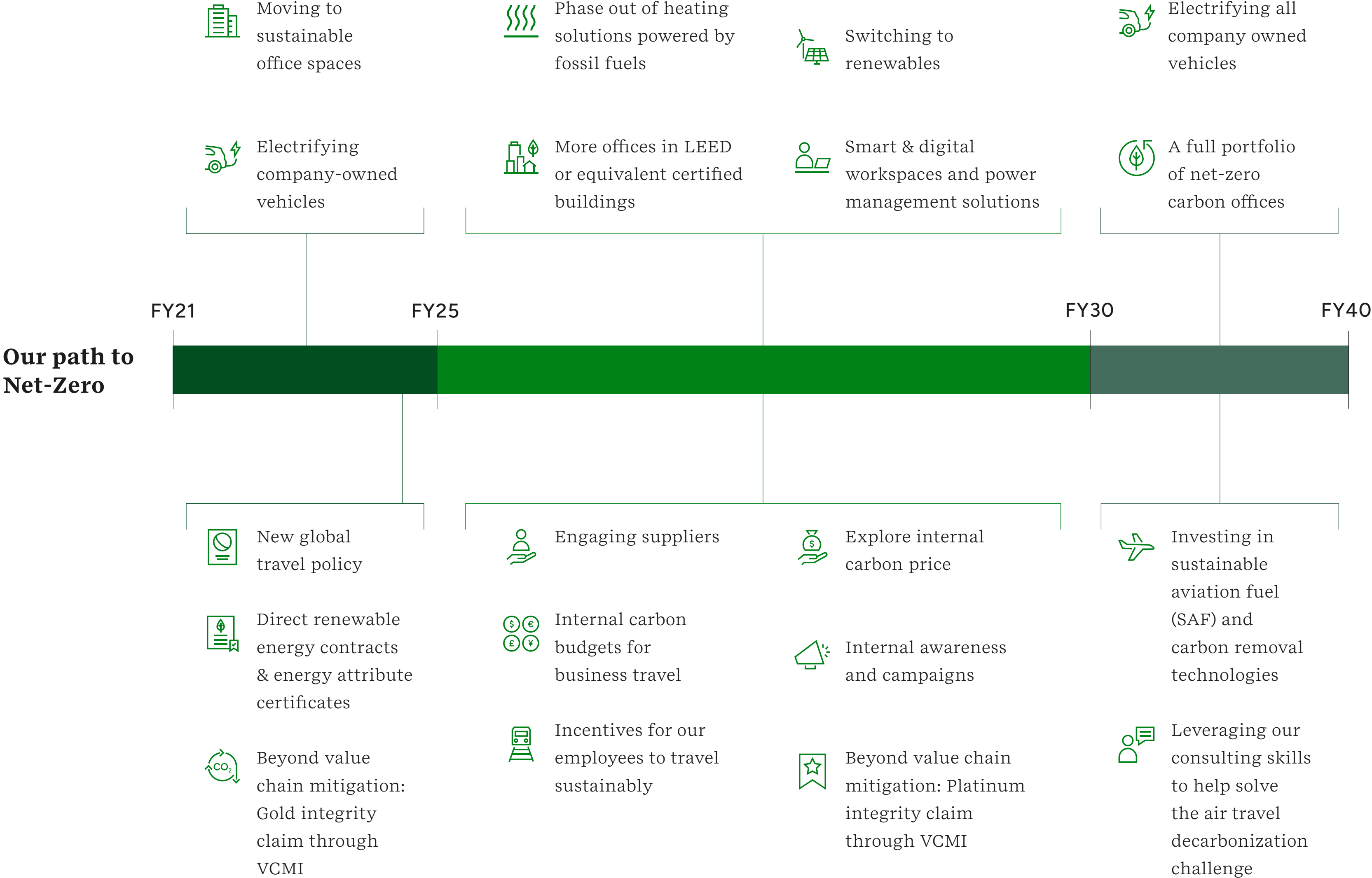
Our governance and approach

- Review and evolve climate-related policies as required
- Continue to evolve our monitoring and financial quantification of climate-related risk and opportunity
- Continue to evolve governance of our supply chain in respect of climate
- Conduct an annual review and update this Strategy as appropriate
- Progress our transition planning in line with key frameworks

Our supply chain

- Further embed climate as part of our sustainability requirements in procurement criteria
- Implement supplier engagement program on decarbonization
- Require supplier self-assessment and reporting on climate
- Progress towards emission reduction targets in top tier of suppliers

Our operations



Key targets for 2024-2027

Our clients

- Work with clients to deliver innovative solutions and industry leading expertise on decarbonization
- Further develop our assessment of climate-related impacts created through the delivery of our work, across our client service lines

Our stakeholders

- Continue to support leading organisations through the participation of our technical experts and leaders
- Continue to provide thought leadership through the Sustainability Institute and other channels

Our data & disclosure

- Drive further quantified data collection to support understanding our impacts
- Collate expanded scope of supply chain data
- Undertake external audit and assurance of data
- Provide updates to SBTi on progress made against our reduction targets
- Report to wider stakeholders on our decarbonization progress, including regulators, investors and the public amongst others, through our [Sustainability Report](#)

Data and reporting

Data and assurance

We recognize the importance of accuracy in data disclosure and transparency in our reporting process and will continue to undertake assurance of our reporting consistent with stakeholder expectations and evolving best practice.

Reporting on our progress towards net-zero

ERM reports annually on our progress against our science-based targets in our Sustainability Report. As part of our alignment to the SBTi Net-Zero Standard, we will also submit our progress to SBTi and updated actions proposed at each stage of delivery against our near-term, medium and longer-term targets.

Taskforce for Climate-related Financial Disclosure (TCFD) & Climate-related Financial (CFD) Disclosure

We report annually using the TCFD framework and in fulfilment of the requirements for The Non-Financial and Sustainability Information Statement, as prescribed under The Companies (Climate-related Financial Disclosure) Regulations 2022.

We will continue to evolve our reporting in fulfilment of the regulatory requirements within the jurisdictions within which we operate but more broadly in fulfilment of our commitment to demonstrate sustainability leadership.

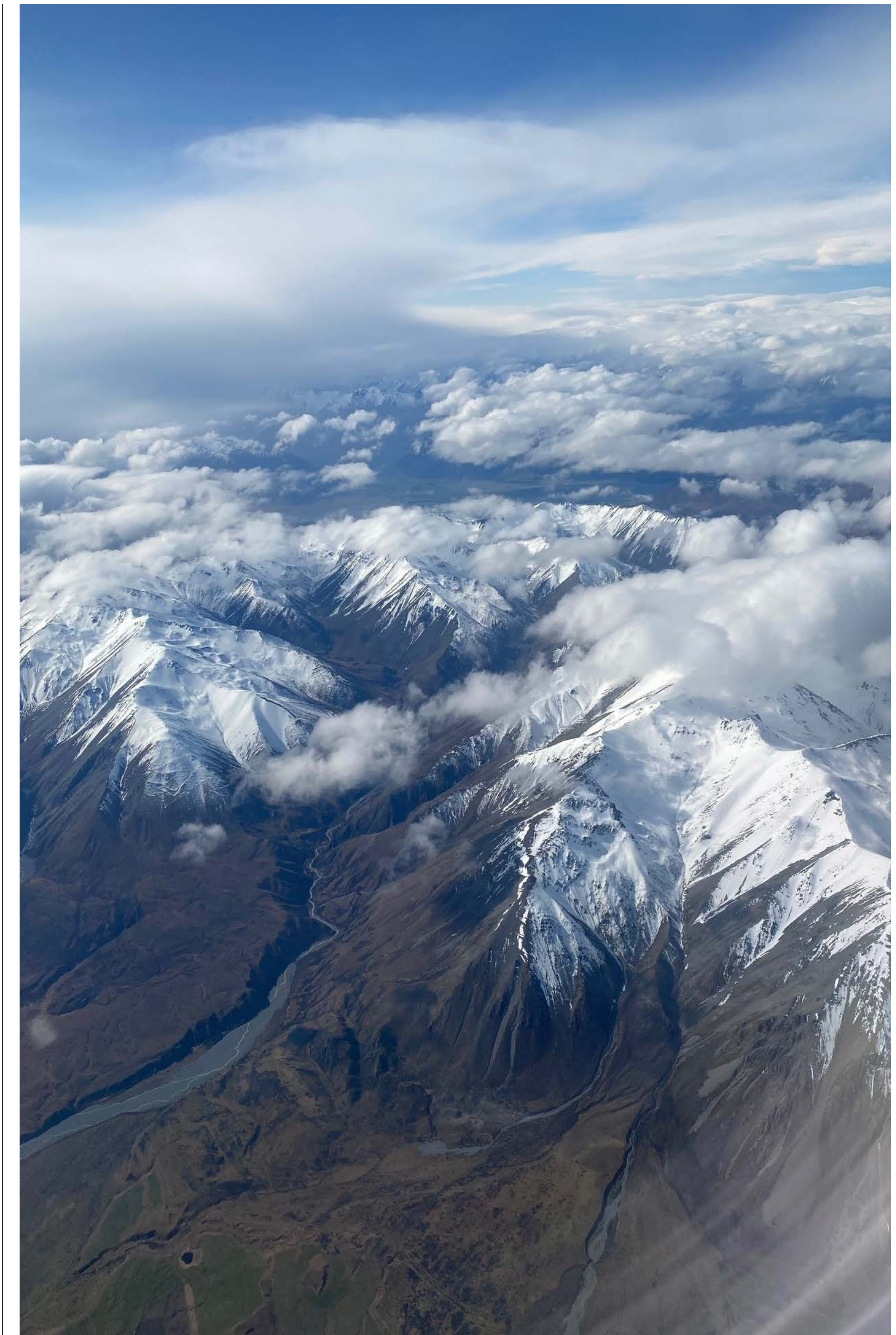


Photo credit: Lorien Perchard, Australia



Sustainability is our business