

ERM Foundation  
**Annual  
Review  
2023**



Image courtesy of SolarAid/Chris Gagnon

*Creating impact through our people and partnerships*



**ERM  
FOUNDATION**



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**IDESAM**

📍 Amazonas State, Brazil  
 🌐 [www.idesam.org](http://www.idesam.org)

A donation from ERM's holiday e-card supported IDESAM's "A Goal for the Amazon" campaign. This provided funding to plant 1,653 native tree seedlings, contributing to the recovery of 1.5 hectares of the Amazon and benefiting local families in Amazonas state. This contribution will neutralize the equivalent of 381 tCO2e.

Credit: Felipe Martins/IDESAM



## CEO message



**Tom Reichert**, ERM Group CEO

At ERM, we are ignited by the impact we have on the world. It is a core belief that defines our culture across our amazing professionals, helping to ensure we deliver on our purpose of shaping a sustainable future with the world's leading organizations.

This year's ERM Foundation annual report provides yet further evidence and insight into the positive impact that our employees have globally through their volunteering, fundraising and pro bono work with our NGO partners.

Our targets are aligned with the Sustainable Development Goals (SDGs) adopted by the United Nations, to ensure that the ERM Foundation plays its part in the decade of action. Based on that framework, we have exceeded the majority of our targets, helping to protect and restore biodiversity, improving access to low carbon products and services, investing in women's livelihoods in the low carbon economy and improving access to clean water and sanitation.

The data in this report speaks for itself, but it is also the stories behind the metrics that make the work of the ERM Foundation so inspiring. For example, the ERM Foundation has worked with the Asian University for Women (AUW) in Bangladesh since 2018, providing funding for scholarships and utilizing ERM's expertise through pro bono

provision of skills-based workshops, mentoring and internships. Some AUW graduates have gone on to become full-time ERM employees, bringing their new-found skills back to our company and to the world at large.

Through our newly established Future Fund, made possible by the generous donations of ERM shareholders, we are also now establishing fantastic new projects that will make a significant difference to the lives of many.

These stories and the people behind them are what makes the work of the ERM Foundation unique. Together we challenge some of the most intractable problems facing society, across climate change, biodiversity and inequality, combining expertise and a commitment to make a lasting impact on the world. I am proud to thank everyone involved in the work of the ERM Foundation over the last year and look forward to yet more examples of positive impact in the future.



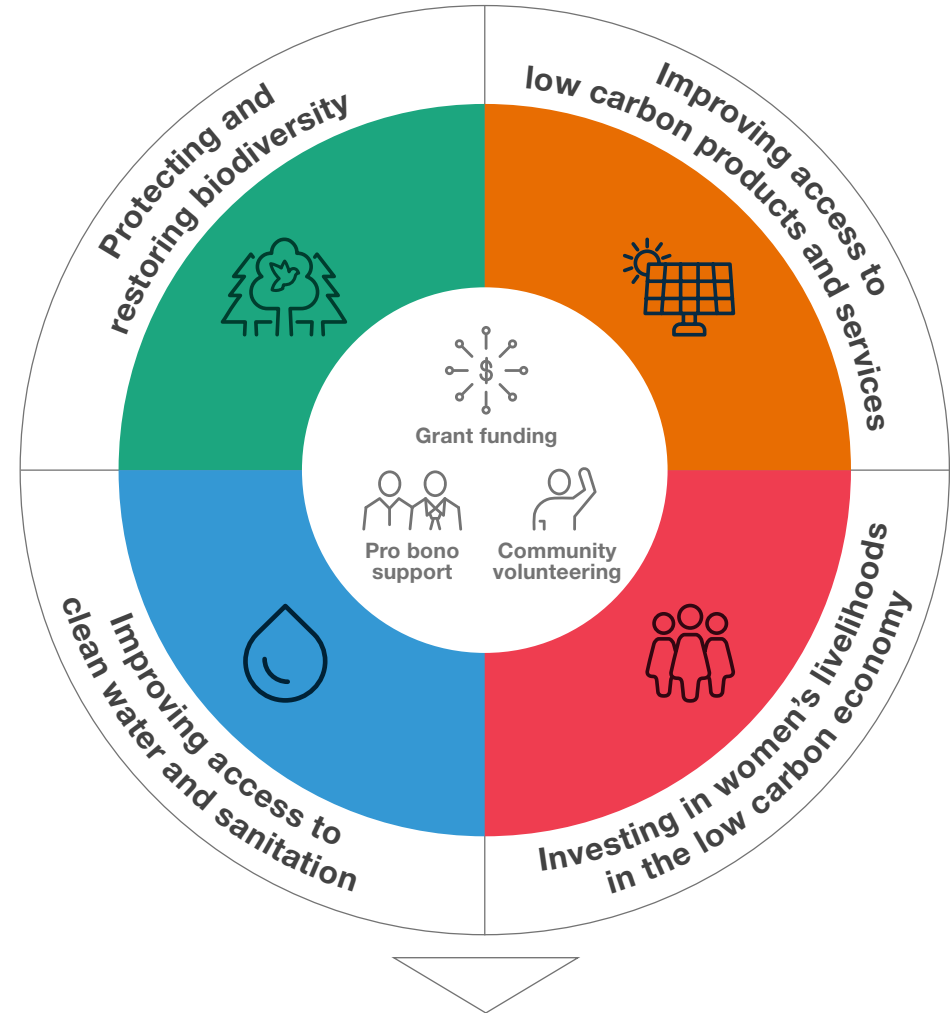
# About the ERM Foundation

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

ERM provides an annual budget to the ERM Foundation for grant funding and employee-led professional pro bono support, which is further leveraged by employee donations, fundraising and volunteer time.

We work in partnership with organizations at the intersection of biodiversity protection, climate action, women's livelihoods and improving access to clean water and sanitation in order to create a lasting impact.

Through these areas, the ERM Foundation is committed to making a measurable contribution to the SDGs.



## Contributing to the Sustainable Development Goals (SDGs)



FY23 refers to financial year from 1 April 22 to 31 March 23. All figures in this document are in US dollars.



# Project locations

The map below highlights a selection of projects we have assisted this financial year through funding and professional support across 44 organizations working in 24 countries.

## Key



Protecting and restoring biodiversity



Investing in women's livelihoods in the low carbon economy



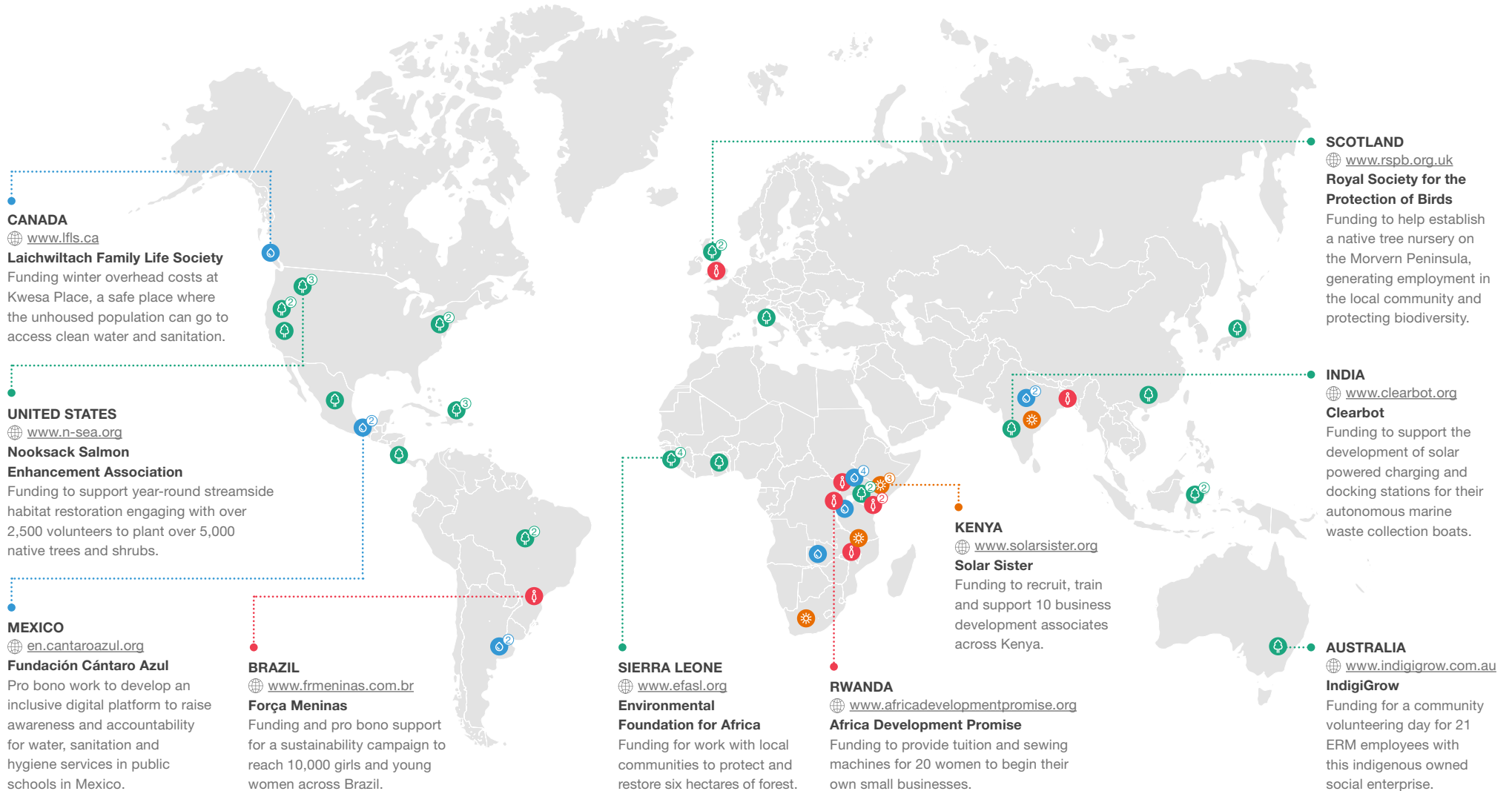
Improving access to low carbon products and services



Improving access to clean water and sanitation



Number of projects in focus area





# Our impact

As part of our contribution to the United Nations Decade of Action, the ERM Foundation sets annual targets aligned to the SDGs.

### Key



Target exceeded



Target met



Target not met

## \$576,053

disbursed in grant funding (including employee donations) and professional pro bono support



### Protecting and restoring biodiversity



Target

FY23 results

**10,000**  
native trees and seedlings planted

**67,353**



**10,000**  
hectares of forest protected or restored\*

**5,637**



**1,000**  
children with improved access to environmental education

**4,139**



A pilot project set up in each of our four regions for life below water

**4**



\*In FY23 we protected or restored a total of 5,637 hectares of forest and we will continue to work to increase this number to align with our new targets for FY24.



### Improving access to low carbon products and services



Target

FY23 results

**7,000**  
people with improved access to low carbon products, services and initiatives

**7,893**



### Investing in women's livelihoods in the low carbon economy



Target

FY23 results

**1,000**  
women's livelihoods supported in the low carbon economy, particularly in developing economies

**1,108**



### Improving access to clean water and sanitation



Target

FY23 results

**10,000**  
people with improved access to clean water and sanitation, including menstrual health and hygiene education

**13,483**





# 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 to identify and review new NGO partner organizations.

## ERM Madrid tree planting

The ERM Iberia Sustainability Team partnered with the Spanish Ornithological Society to plant 25 different varieties of local trees and bushes in Madrid’s Casa de Campo park, where 12 ERM employees and their families volunteered their time to take part in the activity.

**“ A very, very nice day, with very motivated people. Despite the freezing temperatures in the morning, spirits were high!”**

**Gonzalo Bilbao**  
Consultant, ERM Spain

**“ Over the years we have been involved in so many wonderful projects where our people and technical skills have really made a difference. I love hearing the joy in my colleagues’ voices when they speak of what they’ve done to support the Foundation.”**

**Ann Chilton**  
Global Chief Compliance Officer, ERM United States

**“ The ERM Foundation is an organization driven by engaged and passionate ERM employees. For me, the ERM Foundation means sustainable support for environmental and social projects by employees outside their day-to-day business.”**

**Werner Schulte**  
Partner, ERM Germany



## ERM Taiwan beach cleanup

In support of the ERM Foundation's biodiversity goal, 30 people from the Taiwan office participated in their first beach cleanup event in collaboration with local NGO Hiinstudio. Collectively, they managed to remove 264 kg of waste!

**“** *It was a humbling experience that reminded me of the impact of our daily actions on the environment, and that by working together, we can create positive change for generations to come.*”

**Michelle Lee**  
Consultant, ERM Taiwan

**“** *The fact that the ERM Foundation is employee-led and that it goes well beyond fundraising and making donations is what makes it so special. Our people use their skills and experience to support projects that are making a genuine difference to the planet and people.*”

**Sabine Hoefnagel**  
Global Leader of Sustainability and Risk, ERM United Kingdom

**“** *I've loved getting the opportunity to lead volunteer efforts as it allows me to get outside with my co-workers, many of whom share the same passion for the environment.*”

**Josie Sellers**  
Consultant, ERM United States





Credit: Christopher Scheer

## Dominican Republic Reef

📍 Dominican Republic

### Reef rehabilitation for healthy marine ecosystems at La Caleta

Working in cooperation with Reef Check Dominican Republic, the ERM Foundation has supported this long-standing project for 10 years by providing pro bono expertise and matching funds.

The project oversees the design, construction and submersion of artificial reef pyramids, while collaborating with local fishermen to maintain them. This project has enhanced biodiversity by bringing new coral growth to La Caleta, replenishing fish stocks and providing greater opportunities for ecotourism livelihoods.



Credit: Tiffany Tsang

## Reef Check Foundation

📍 Hong Kong

🌐 [www.reefcheck.org](http://www.reefcheck.org)

### Supporting data collection to monitor the health of coral reefs

Reef Check works toward the global conservation of tropical coral reefs and temperate kelp forests by promoting community stewardship of sustainable reefs.

Pro bono support from ERM helped deliver training to volunteers taking part in the annual reef check. In addition, 29 employees learned about Reef Check's objectives and helped conduct surveys on coral coverage, fish and invertebrate presence.



Credit: Sea Turtles Forever

## Sea Turtles Forever

📍 Costa Rica

🌐 [www.seaturtlesforever.org](http://www.seaturtlesforever.org)

### Education and protection to benefit endangered sea turtles

The ERM Foundation provided grant funding to support Sea Turtles Forever's work to protect and restore threatened sea turtle populations.

This project helped to protect up to 10,000 endangered sea turtle eggs against poaching, prepare education materials for 180 school students and support local livelihoods by helping to provide income for locals patrolling the beach and boosting ecotourism businesses.



Credit: Project Seagrass

## Project Seagrass

📍 Wales

🌐 [www.projectseagrass.org](http://www.projectseagrass.org)

A group of ERM employees volunteered in North Wales on a seagrass seed collection field trip and learned about the impact of the work done by Project Seagrass.

“Project Seagrass is a brilliant organization that aligns perfectly with the ERM Foundation ethos and sustainability goals. It was a great day out volunteering with the Project Seagrass team and other ERM colleagues!”

**Alex Marsden**  
Consultant, ERM United Kingdom



Credit: Juang Solala Laiya

### Sumatran Orangutan Society

Indonesia  
[www.orangutans-sos.org](http://www.orangutans-sos.org)

#### Building ecosystem resilience for orangutans and communities

Sumatran Orangutan Society (SOS) supports the conservation of critically endangered Sumatran orangutans through community-led forest management to break the link between poverty and unsustainable forest exploitation.

This year, we provided grant funding to develop and launch social forestry schemes to secure community tenures and land-use rights for 2,000 Indigenous people, while implementing permaculture principles to provide food security.



Credit: Ríos Tarango

### Ríos Tarango

Mexico  
[www.rios-tarango.org](http://www.rios-tarango.org)

#### Maintenance and monitoring of a local pollinator trail

Ríos Tarango works to transform Mexico City’s ravines into recreational, cultural and leisure spaces that positively impact people’s quality of life and become self-sustaining natural areas.

The ERM Foundation provided grant funding for the restoration and monitoring of a pollinator trail in the Tarango Ravine, one of the main areas in Mexico City that absorbs air pollution and also serves as a biodiversity corridor by encouraging flora and fauna to the area. Project results included 763 specimens planted, 1.5km of trail enriched and 10 temporary jobs created.



Credit: Reanna Willis

#### Collaborating with local NGO TreeProject

“Planting trees is a great way to bring people together, to get out into nature and spend some quality time with colleagues outside of work.”

Reanna Willis  
Consultant, ERM Australia



Credit: Josie Sellers

#### Celebrating Earth Day in partnership with EarthCorps in Seattle, United States

Ten ERM employees volunteered their time to remove invasive species from the local area, returning later in the year to plant trees.



Credit: Chikyu Ryokuka Club

#### Restoring biodiversity on Miyake Island, Japan

Working with the Chikyu Ryokuka Club, 14 ERM employees and their families planted over 100 trees to restore vegetation damaged by volcanic eruption.



The ERM Foundation’s target to provide children with access to environmental education aims to meet a broader long-term objective of fighting against climate change.



Credit: Ventana Wildlife Society

## Ventana Wildlife Society

📍 United States

🌐 [www.ventanaws.org](http://www.ventanaws.org)

### Space for meaningful outdoor recreation and education in Big Sur

This project provided grant funding to create a open-air educational space for outdoor environmental learning which will help educate 2,500 youth annually.

In addition, pro bono technical support was provided to help measure the potential environmental impacts associated with the project.



Credit: Alley Pond Environmental Center

## Alley Pond Environmental Center

📍 United States

🌐 [www.alleypond.org](http://www.alleypond.org)

### Urban biodiversity project

Alley Pond Environmental Center educates youth on the importance of protecting and preserving natural green spaces and waterways in urban areas. This project helped fund a field biology internship program benefiting 36 high school students with hands-on science and environmental education.



Credit: NASCO Feeding Minds

## NASCO Feeding Minds

📍 Ghana

🌐 [www.nascoict.org](http://www.nascoict.org)

### Fruits for Education

NASCO Feeding Minds creates opportunities for younger generations in Ghana by providing them with digital education. To improve their global education and understanding their development as a whole, Fruits for Education aims to provide them with environmental knowledge and values.

The ERM Foundation provided grant funding in a collaboration with a local school, where over 90 students planted seedlings. In addition, pro bono time has supported the development of education materials on climate change and environmental awareness. The first harvest from the plantation is expected in the next few years and local schools will benefit from this produce.



400 seedlings planted  
250 trees planted



Credit: Sadhana Forest

## Sadhana Forest Kenya

📍 Kenya

🌐 [www.sadhanaforest.org/kenya](http://www.sadhanaforest.org/kenya)

### Establishing a food forest with the El Molo tribe

Sadhana Forest Kenya works to support rural communities to become more resilient and independent in the face of increasing climatic and economic challenges by managing the sustainable return of water, trees and life to rural arid lands.

This year, the ERM Foundation provided a grant to support the last remaining El Molo tribal village with rainwater conservation and small-scale agroforestry. This will help to mitigate the effects of climate change and contribute to the survival of their tribe.



Credit: Sadhana Forest



Credit: Crista Bozogen

## The Food Project

📍 United States

🌐 [www.thefoodproject.org](http://www.thefoodproject.org)

A small team from ERM's Boston and Hartford offices spent the day volunteering at The Food Project to prepare the seed beds for planting.

“ Working with the ERM Foundation has allowed me to understand in better detail some of the many challenges that farmers are presented with in the face of climate change. I'm happy to be part of an effort that collaborates with those affected the most to come up with solutions.”

**Luke Pantuosco**  
Consultant, ERM United States



Credit: Wildlife Works Carbon Trust



Credit: Wildlife Works Carbon Trust

**410**  
indigenous trees planted

**20**  
women trained to produce reusable sanitary products

### Wildlife Works Carbon Trust

📍 Kenya  
🌐 [www.wildlifeworks.com](http://www.wildlifeworks.com)

#### Buguta sustainability hub

Wildlife Works Carbon Trust dedicates itself to the conservation of biodiversity, through community-based collaborations that focus on alternative income sources, such as making eco-friendly products and protecting wildlife, in place of poaching and removing trees.

This year, the ERM Foundation provided grant funding to support this project in three ways: training women from the Buguta Disabled Group and a Buguta Women’s Group to produce reusable sanitary products; planting indigenous seedlings in

collaboration with the Buguta Primary School Environment Club to increase biodiversity; and installing solar power at the Buguta Disabled Group workshop to provide lighting and charging stations for community members.

“ There’s a sense of fulfilment that comes with helping others and it was a pleasure to have been part of the ERM Foundation team that was able to support and empower local communities in a tangible and meaningful way.”

**Nahida Khamis**  
Consultant, ERM Kenya





Credit: Solar Village Project

## Solar Village Project

📍 India  
🌐 [www.solarvillageproject.org](http://www.solarvillageproject.org)

### Providing solar power for a rural school

Solar Village Project works with vulnerable populations to alleviate energy poverty. This project provided grant funding to support the installation of reliable solar power. This will benefit over 600 students with improved access to education. In addition, pro bono support helped the organization to develop impact assessment metrics and standards of practice and governance to help build a model for scalability.

“ The support from the ERM Foundation the past year has been transformative. Many aspects of our mission have been improved, from grant funding to operational excellence.”

**Joe Kselman**  
President, Solar Village Project



Credit: Kenya Drylands Education Fund

## Kenya Drylands Education Fund

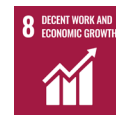
📍 Kenya  
🌐 [www.kdef.org](http://www.kdef.org)

### Solar power project for education center and library

Kenya Drylands Education Fund (KDEF) works to improve educational opportunities for underserved populations in the drylands of Kenya.

The ERM Foundation is helping to provide reliable electricity to the KDEF education center and library by funding the installation of solar panels and super capacitors. This will provide clean, renewable energy to the community facility and will help KDEF install computers at the center, supporting locals with their studies and increasing access to job opportunities.

**2,000**  
people gain access to reliable connectivity improving access to education



Credit: Almudena Ordejon

## Afrikable

📍 Kenya  
🌐 [www.afrikable.org](http://www.afrikable.org)

### Providing clean energy for NGO operations in the local community

Afrikable focuses on the social and economic empowerment of women in Lamu island, where they run a Fair Trade factory as well as auxiliary facilities to deliver training, education and childcare assistance.

This year, the ERM Foundation provided grant funding to support the installation of solar panels at Afrikable’s center, replacing the unreliable energy supply from the national network. This installation has provided power for a factory, school, kindergarten, kitchen, canteen and guesthouse, directly benefiting 42 women working at the factory and 120 children who eat their breakfast and lunch at the canteen.





Credit: Palesa Pads

Credit: Marie Danielle Fendji

## Palesa Pads

- 📍 South Africa
- 🌐 [www.palesapads.com](http://www.palesapads.com)

### Installing renewable energy for Power Pads production

Palesa Pads empowers females by training them on how to produce 'Power Pads', reusable sanitary products. This project provided funding to install solar power at the Palesa Pads production facility. The ERM team will also be providing pro bono support to determine the cost and energy saving made through the installation of this system.

“ It is so rewarding being able to contribute to initiatives that create positive social impact and know that our efforts are making a tangible difference.”

**Thato Lekonyane**

Learnership, ERM South Africa



## Remote Energy

- 📍 Kenya and Cameroon
- 🌐 [www.remoteenergy.org](http://www.remoteenergy.org)

### Solar energy technical training program for women

Remote Energy uses solar energy as an enabling technology, by developing and implementing solar-electric education and hands-on training opportunities to equip students and instructors with knowledge and technical skills, empowering women across Africa who are underrepresented in the renewable energy industry.

The ERM Foundation provided grant funding to support women to become professional solar educators, providing tailored mentoring and training to inspire the skills and confidence of the women to enter the solar industry and train to be skilled solar engineers.



**7**  
female livelihoods supported in the solar energy industry



Credit: AUW Hong Kong Support Foundation

## Asian University for Women

📍 Bangladesh

🌐 [www.asian-university.org](http://www.asian-university.org)

### Supporting opportunities for the education of women across Asia and the Middle East

Asian University for Women (AUW) seeks to help advance women to become skilled and innovative professionals and leaders in their communities, promoting sustainable human and economic development in Asia and globally.

The ERM Foundation has worked with AUW since 2018, providing funding for scholarships and leveraging ERM's expertise through pro bono support to provide students with workshops, mentoring and internships. During this time, ERM has hired three AUW graduates into full-time roles.



## Walkathon

# \$10,604

total raised to support AUW

ERM employees participated in the AUW walk-a-thon event, which involved walking, running, cycling and swimming to contribute to a global goal of covering 3,000 km, symbolizing the journey between Kabul, Afghanistan, and Chittagong, Bangladesh, where the AUW campus is located. The ERM Foundation matched employee fundraising for this event, which raised money for the university's Afghan Scholarship Fund to enable 600 young Afghan women to attend the university.

### ERM Switzerland

The team from ERM Switzerland walked, ran and cycled a total distance of 350 km and raised \$931 in support of AUW.

**“** Taking part in the walkathon allowed me to combine two important things in my life, doing sports and supporting a great cause like the involvement of the ERM Foundation with AUW. I was amazed to see all the heart-warming reactions and contributions from my family and friends related to my participation. **”**

#### Andreas Stoll

Principal Consultant, ERM Switzerland



Credit: Beryl Chu

### ERM Hong Kong

The ERM Hong Kong team walked, hiked, ran, cycled and swam 301 km, raising \$1,191.



Credit: Kathryn Harrison

### ERM Paris

The ERM France team collectively walked 230 km and raised \$763 in support of AUW.

### Scholar profile

The funds raised through the walkathon and additional investment from the ERM Foundation have supported a student from Helmand, Afghanistan, to attend AUW, where she is studying Public Health and Environmental Science. In the future, she hopes to work in refugee camps to develop health policies and to work with NGOs that serve the Afghan community.





Credit: Laduram Mahato

426 girls and women with access to menstrual education

### Swadhina

India [www.swadhina.org.in](http://www.swadhina.org.in)

#### Suun Saheli: Swadhina young girls health empowerment project

Swadhina works to empower women and improve child development in rural villages by providing holistic childhood development programs that address malnutrition and poor health.

The ERM Foundation provided grant funding for a series of awareness-raising and educational initiatives in communities, set up to tackle social stigmas faced by young girls and women relating to menstrual health. Additionally, local authorities were engaged to ensure functioning sources of fresh water were made available in every village.



Credit: Global Grassroots

More than 2,500 people with access to clean water

### Global Grassroots

Rwanda [www.globalgrassroots.org](http://www.globalgrassroots.org)

#### Team Peacemakers water venture incubator

Global Grassroots builds female-led water businesses to provide communities with clean drinking water, livelihood opportunities and economic independence. This project provided funding to help equip a new 10 women water venture team with a 10,000-liter water tank, handwashing stations and business training. In addition, vulnerable households received targeted support programs in hygiene training, health insurance, nutrition, financial budgeting and abuse prevention.





Credit: Photoserve

## Surge for Water

📍 Uganda  
🌐 [www.surgeforwater.org](http://www.surgeforwater.org)

### Strengthening Ugandan communities with water, sanitation and hygiene solutions

Surge for Water works with civil society organizations to provide safe water, sanitation and menstrual health programs in remote communities. This project provided grant funding for a new water well benefiting more than 700 community members, two school-based gender-specific bathrooms and hygiene programs for more than 700 students.

“ My experience of working with the ERM Foundation has been the most rewarding aspect of my job in the 8+ years that I have been at ERM.”

**Maya Zein**  
Senior Consultant, ERM United States



## ArgenINTA

📍 Argentina  
🌐 [www.argeninta.org.ar](http://www.argeninta.org.ar)

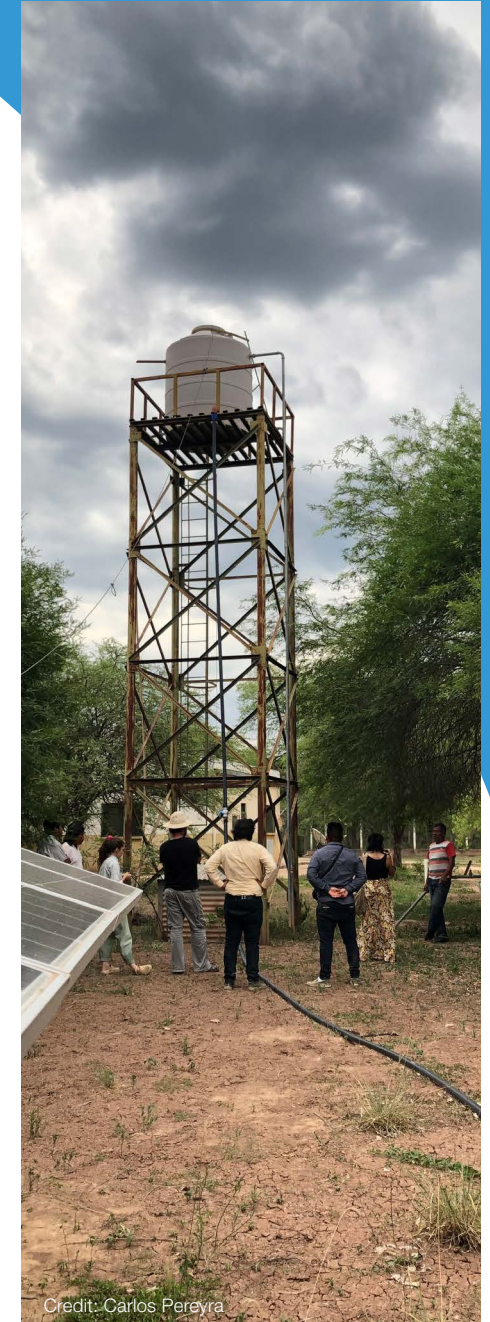
### Ensuring accessibility to clean water in remote communities

ArgenINTA promotes local community-led sustainable development, focusing on the most vulnerable families to help promote food security.

Grant funding and pro bono support helped address clean water scarcity in the Salta province by supporting 126 families across seven isolated communities with solutions to increase access to potable water. This intervention removes the need for women and children to walk long distances to collect poor-quality water and helps to address high infant mortality rates linked to exposure to water-borne diseases.

“ ERM Foundation has been really supportive to our organization and to the communities, who immensely value the now long-term relationship we’ve built together during these years.”

**Cecilia Thomas and Álvaro Penza**  
ArgenINTA



Credit: Carlos Pereyra



# Looking ahead

In the year ahead, we have set ambitious targets across our four focus areas. In addition, our new target on environmental education and training will complement these efforts as an intersecting theme.

Livelihoods continue to cut across all of our focus areas and we remain committed to investing in women's livelihoods in particular within the green economy.





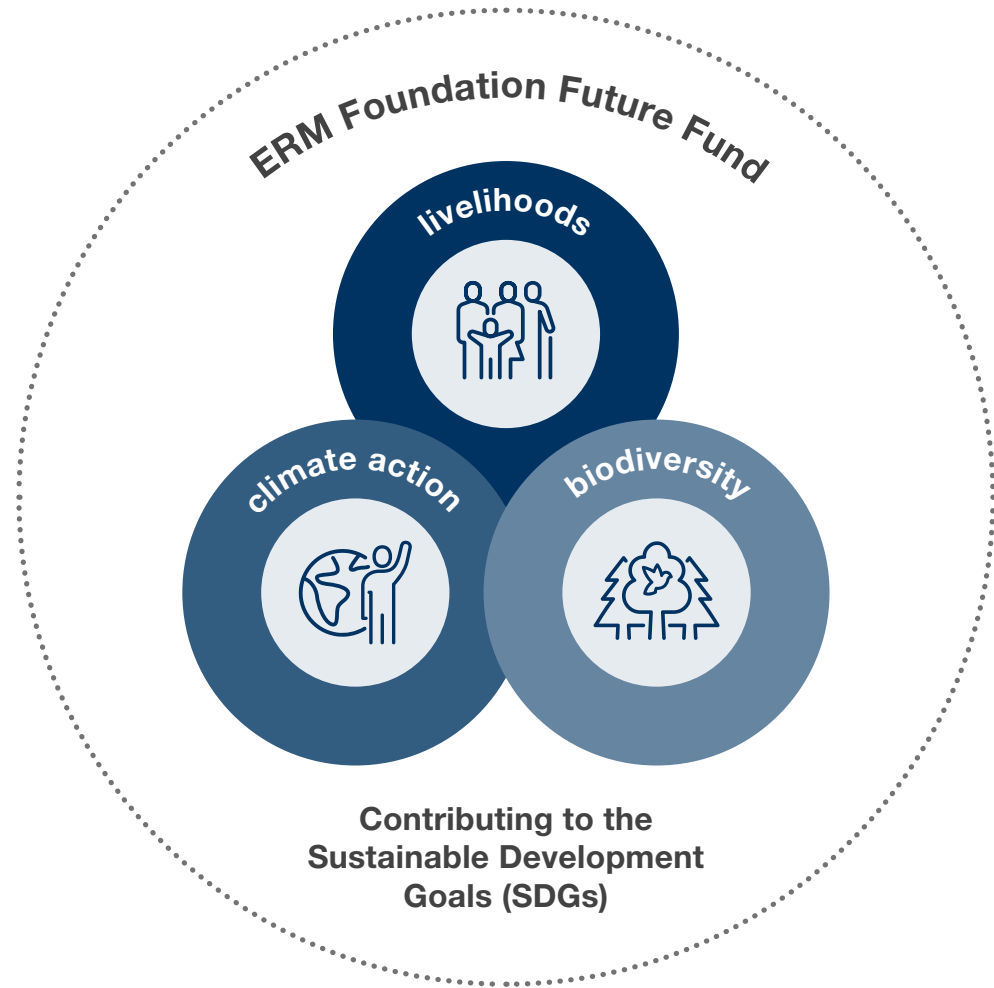
# Accelerating impact through the ERM Foundation Future Fund

The ERM Foundation is proud to be preparing for the launch of our new program, The ERM Foundation Future Fund, thanks to the generous donations of ERM shareholders.

The objective of this program is to accelerate progress toward the SDGs and it will invest in multi-year projects and programs at the intersection of biodiversity protection, climate action and investing in livelihoods.

Through this program we will be supporting one project per ERM region. This year we have gone through a rigorous process to select three of these four organizations and we are working to finalize our fourth partnership. We look forward to beginning our work together to deliver impact during this decade of action.

Each project will benefit from a dedicated team of ERM employees who will support our Future Fund partners in their project implementation by offering ERM's expertise.





# Thank you to everyone who has supported the ERM Foundation

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Back page photo: Daisy De La Haye

*Creating impact through our people and partnerships*



**ERM**  
FOUNDATION