



# 2022 UN Global Compact Index

ERM Sustainability Report 2022

*The business of sustainability*

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# UN Global Compact Index

This report serves as our **Communication on Progress**, an annual disclosure to stakeholders on progress made in implementing the Ten Principles of the UN Global Compact in the areas of human rights, labor, environment and anti-corruption.

## WE SUPPORT



We provide this index corresponding to our progress in implementing the Ten Principles. As a signatory of the UN Global Compact, we strive to embrace its core values and promote these values within our sphere of influence. We are a signatory of the Women's Empowerment Principles and the UN [Sustainable Ocean Principles](#) as part of our commitment.

CORE VALUE	GLOBAL COMPACT PRINCIPLE	ERM CORRESPONDING WRITTEN COMMITMENT	SUSTAINABILITY REPORT REFERENCE
 <b>HUMAN RIGHTS</b>	<p><b>Principle 1</b> Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p><b>Principle 2</b> Businesses should make sure that they are not complicit in human rights abuses.</p>	<p><a href="#">Global Code of Business Conduct and Ethics:</a> 1.2 Global considerations. 1.3 Diversity. 1.4 No retaliation. 5.1 Respect and fair treatment.</p> <p><a href="#">Global Supplier/Subcontractor Requirements</a></p> <p><a href="#">Human Rights, Modern Slavery and Child Labor Policy</a></p> <p><a href="#">Modern Slavery Act Statement</a></p>	<p><a href="#">Ethical business conduct</a></p>
 <b>LABOUR</b>	<p><b>Principle 3</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<p><a href="#">Global Code of Business Conduct and Ethics:</a> 1.4 No retaliation. 5.1 Respect and fair treatment.</p>	

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 <p><b>LABOUR</b></p>	<p><b>Principle 4</b> Businesses should uphold the elimination of all forms of forced and compulsory labor.</p> <p><b>Principle 5</b> Businesses should uphold the effective abolition of child labor.</p>	<p><a href="#">Global Code of Business Conduct and Ethics:</a> 5.1 Respect and fair treatment.</p> <p><a href="#">Human Rights, Modern Slavery and Child Labor Policy</a></p> <p><a href="#">Modern Slavery Act Statement</a></p>	<p><a href="#">Ethical business conduct</a></p>
	<p><b>Principle 6</b> Businesses should uphold the elimination of discrimination in respect of employment and occupation.</p>	<p><a href="#">Global Code of Business Conduct and Ethics:</a> 1.3 Diversity. 5.1 Respect and fair treatment.</p> <p><a href="#">Global Diversity, Equality and Inclusion Policy</a></p>	<p><a href="#">Diversity, equity, equality and inclusion</a></p> <p><a href="#">Ethical business conduct</a></p>
 <p><b>ENVIRONMENT</b></p>	<p><b>Principle 7</b> Businesses should support a precautionary approach to environmental challenges.</p>	<p><a href="#">Global Code of Business Conduct and Ethics:</a> 5.3 Compliance with laws.</p> <p><a href="#">Global Sustainability Policy</a></p> <p><a href="#">Sustainability Approach</a></p> <p><a href="#">Health, Safety and Environmental Policy Statement</a></p>	<p><a href="#">Sustainability at ERM</a></p> <p><a href="#">Climate, nature and livelihoods</a></p>
	<p><b>Principle 8</b> Businesses should undertake initiatives to promote greater environmental responsibility.</p>	<p><a href="#">Global Code of Business Conduct and Ethics:</a> 5.3 Compliance with laws.</p> <p><a href="#">Global Sustainability Policy</a></p> <p><a href="#">Sustainability Approach</a></p> <p><a href="#">Health, Safety and Environmental Policy Statement</a></p>	<p><a href="#">ERM's perspective</a></p> <p><a href="#">Sustainability at ERM</a></p> <p><a href="#">Climate, nature and livelihoods</a></p> <p><a href="#">Impact and influence</a></p> <p><a href="#">Our performance data</a></p>

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 <p><b>ENVIRONMENT</b></p>	<p><b>Principle 9</b> Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<p><a href="#">ERM services</a></p>	<p><a href="#">Digital innovation</a></p> <p><a href="#">Climate, nature and livelihoods</a></p> <p><a href="#">Impact and influence</a></p>
 <p><b>ANTI-CORRUPTION</b></p>	<p><b>Principle 10</b> Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p><a href="#">Global Code of Business Conduct and Ethics:</a></p> <ul style="list-style-type: none"> <li>1.1 Overview.</li> <li>1.2 Global considerations.</li> <li>4 Conflicts of interest.</li> <li>5.3 Compliance with laws.</li> <li>5.4 Accuracy of books, records and periodic reports.</li> <li>5.6 Improper use or theft of ERM property.</li> <li>5.7 Securities trading.</li> <li>5.8 Political contributions.</li> <li>6.5 Corporate opportunities.</li> <li>6.6 Gifts, bribes and kickbacks.</li> </ul> <hr/> <p><a href="#">Global Requirements for Suppliers and Subcontractors</a></p> <hr/> <p><a href="#">Global Policy on Insider Trading</a></p> <hr/> <p><a href="#">Global Tax Policy</a></p>	<p><a href="#">Accountability</a></p> <p><a href="#">Ethical business conduct</a></p>