




THE ERM FOUNDATION ANNUAL REVIEW 2018

Supporting sustainable development
for more than 20 years





Reducing children's exposure to lead poisoning in India

Partner organization: Pure Earth

[▶ http://www.pureearth.org/](http://www.pureearth.org/)

ERM participates in an IT equipment recycling scheme with Dell, whereby the resale value of our old IT equipment is donated to the ERM Foundation. For the past two years, we have been using this money to support Pure Earth's work in Bihar State, India, where Pure Earth is addressing the informal lead acid battery recycling sector. Many old batteries are smelted in residential communities, causing lead poisoning, particularly among children. Pure Earth is working with the recyclers to move these practices out of residential areas, and clean up polluted sites. We are delighted to be able to support Pure Earth's vitally important work, cleaning up some of the world's most polluted sites.

Children in Bihar posing for a "selfie" with ERM and the Pure Earth team

CEO MESSAGE



With the world's population predicted to reach 9 billion people by 2050, we must invest in sustainable farming practices that can feed a growing population, within planetary and social boundaries."

ERM's purpose is to "shape a sustainable future with the world's leading organizations" and sustainability is central to all that we do. The ERM Foundation is one of the ways through which we contribute to a more sustainable world, including through employee-led partnerships with nonprofit organizations and social enterprises.

The ERM Foundation has evolved during its more than 20 year history. When it was established in 1995, the Foundation was a vehicle for employees in the United States to provide grant funding for local nonprofit organizations. Since then, it has expanded into a global program. In recent years, we have seen a growing trend towards employees not only wanting to donate money, but also lend their time to provide professional support for our nonprofit partners. This enables us to leverage grant funding with technical expertise, while also providing ERM employees with challenging and inspiring opportunities to make a difference, develop new skills, and expand their networks.

This year we have also expanded our approach to "empowering women and girls". We recognize that gender equality is essential to building a future that is more sustainable – socially, environmentally and economically. Previously, we concentrated primarily on investing in female livelihoods, particularly in developing countries. This year, we have established additional partnerships that empower women and girls to pursue careers in Science, Technology, Engineering and Math (STEM).

The other main trend we have seen this year relates to sustainable agriculture. With the world's population predicted to reach 9 billion people by 2050, we must invest in farming practices that can feed a growing population, within planetary and social boundaries, as defined by the Sustainable Development Goals. You will see some great examples of ERM Foundation activities that support this objective in this year's Annual Review.

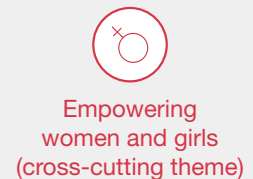
Thank you to all of the ERM employees who have contributed to the ERM Foundation during the past year. Our combined efforts really do make a difference.

KERYN JAMES
ERM CHIEF EXECUTIVE OFFICER

ABOUT THE ERM FOUNDATION

The ERM Foundation was established in 1995 to enable ERM and its employees to provide grant funding and professional support for nonprofit organizations and social enterprises that share our commitment to creating a more sustainable and equitable world. As an employee-led foundation, we focus on areas that align with the interests and expertise of employees.

ERM Foundation focus areas



Contributing to the Sustainable Development Goals

The ERM Foundation is committed to making a measurable contribution to the Sustainable Development Goals (SDGs). The SDGs provide a framework to help us understand and report on the contributions we are making to the global sustainable development agenda.

The ERM Foundation has prioritized 9 intersecting SDGs that align most closely with our focus areas.



ERM's contribution to the SDGs

We are creating a sustainable future with the world's leading organizations—in turn, contributing to the SDGs.



The ERM Foundation works with a range of partner organizations to deliver support in the following ways:



Community volunteering

ERM employees are encouraged to participate in community volunteering activities, often aligned to international days of action, such as Earth Day, World Environment Day and the International Coastal Clean-up.



Grant funding

The ERM Foundation operates a small grants program, comprising employee donations and company matching funds. Employee-led fundraising ranges from sponsored events, to payroll-giving and office bake sales. Many of the grants we disburse are leveraged by professional *pro bono* support, which is provided by ERM employees who devote their time to Foundation projects.



Seed funding

This year we launched a new seed funding program. The objective is to develop longer-term partnerships with local nonprofit organizations in each of our Business Units – particularly in geographies where employee-led fundraising is more challenging. The seed funding is supplemented by additional employee fundraising throughout the year, in combination with professional *pro bono* support.



Pro bono technical support

ERM employees can apply to undertake professional *pro bono* support for selected nonprofit organizations and social enterprises. We believe that by providing technical assistance, we can have a greater impact than through grant funding alone. This approach also provides our people with challenging and inspiring opportunities to develop new skills, while making a positive contribution to the planet and society.

Areas of technical support include:

- Biodiversity and ecological services
- Cultural heritage
- Data analytics and visualization
- Due diligence
- Energy and climate change
- Geographical Information Systems (GIS)
- Human rights
- Impact assessment
- Information solutions
- Marine systems
- Product stewardship
- Safety services
- Social performance
- Sediments and watershed management

Technical support highlight

ERM employees from the United States and United Kingdom have contributed to research that was published this year in *Nature Scientific Reports*. The paper examines the possible connections between deforestation and the animal-to-human transmission of the Ebola virus.

Read the report: *Recent loss of closed forests is associated with Ebola virus disease outbreaks* (Olivera, Fa et al, October 2017)

[▶ goo.gl/9JkrVf](https://goo.gl/9JkrVf)

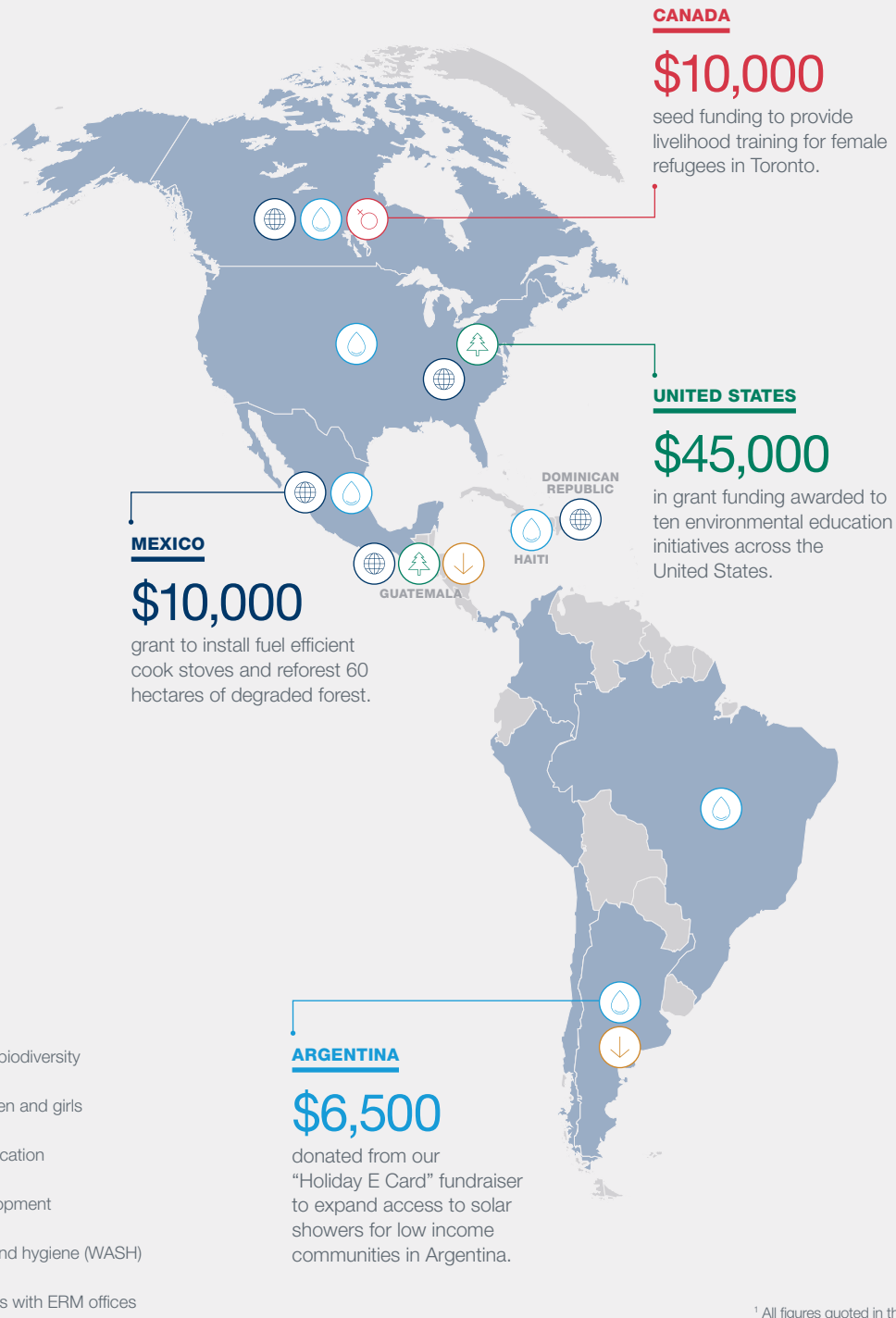
Watch a short film about this project:

[▶ goo.gl/YyjfTB](https://goo.gl/YyjfTB)



WHERE WE WORKED IN FY18

In FY18, the ERM Foundation supported projects and programs in **27 countries and territories** in the Americas, Africa, Europe and Asia-Pacific.



¹ All figures quoted in this document are in US dollars

² FY18 refers to the financial year 1 April 2017 – 31 March 2018

BELGIUM AND THE UNITED KINGDOM

Pro bono support to protect Swift nesting habitats and raise environmental awareness.

INDIA

\$22,000

grant to reduce children's exposure to lead poisoning in Bihar state, India

CHINA

Pro bono support to help smallholder farmers in China transition to organic farming practices.

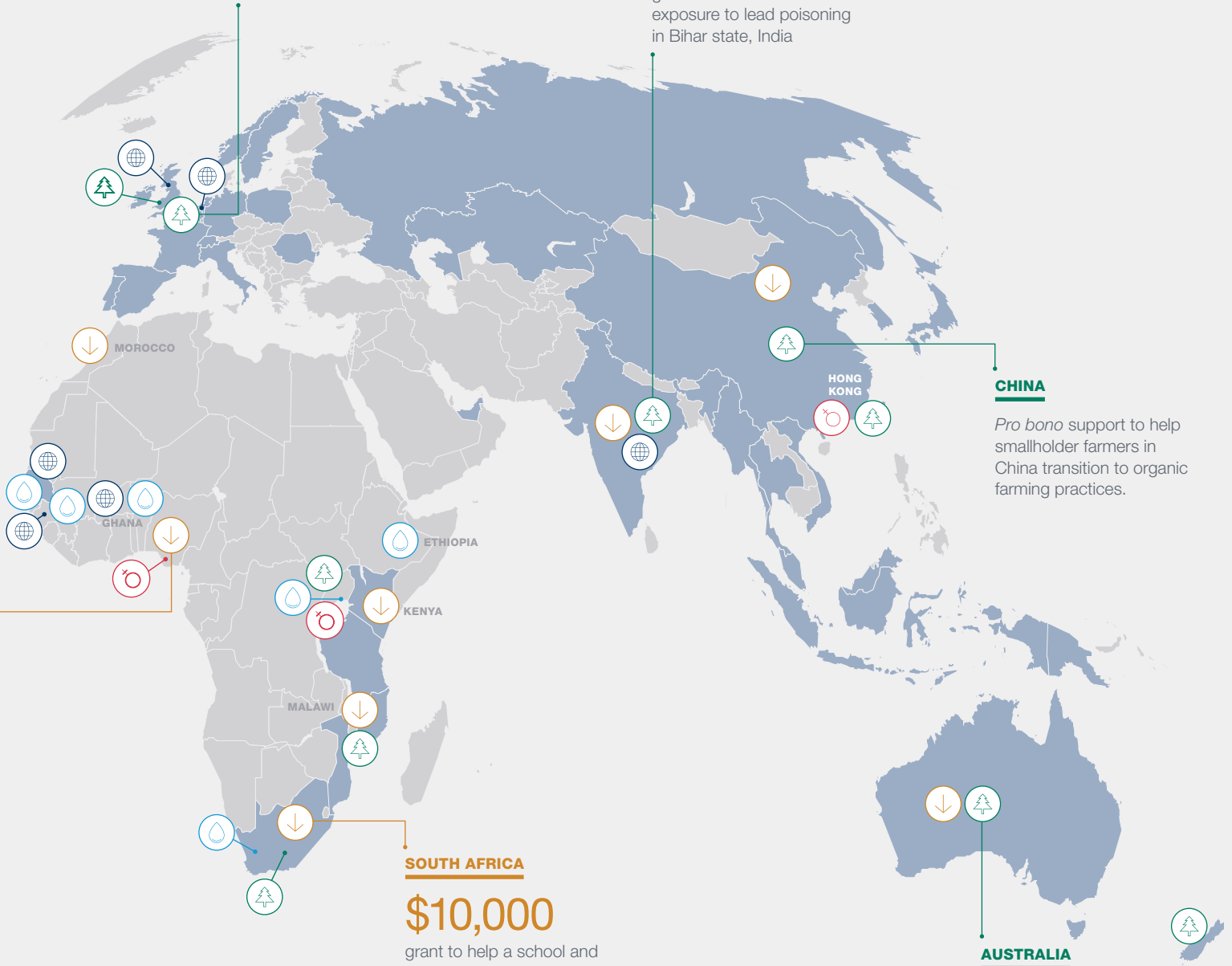
SOUTH AFRICA

\$10,000

grant to help a school and refuge for disadvantaged children to become energy-independent using solar and other renewable energy resources.

AUSTRALIA

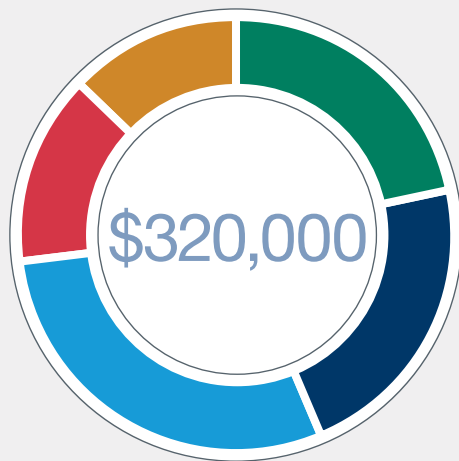
Volunteer program to transform rescued food into quality meals for local charities.



FY18 AT A GLANCE

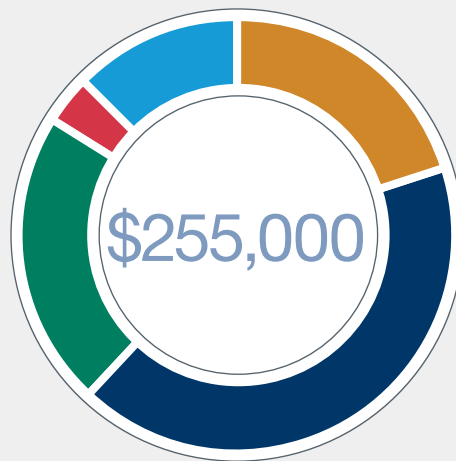
During FY18, the ERM Foundation disbursed **\$320,000**¹ in grants, to support **42** organizations working in **22** countries. ERM employees contributed an additional **\$255,000** in professional *pro bono* support for **47** organizations operating in **24** countries.

GRANT FUNDING BY FOCUS AREA



- Conservation and biodiversity
- Empowering women and girls
- Environmental education
- Low carbon development
- Water, sanitation and hygiene

DOLLAR VALUE OF PRO BONO TECHNICAL SUPPORT BY FOCUS AREA



- Conservation and biodiversity
- Empowering women and girls
- Environmental education
- Low carbon development
- Water, sanitation and hygiene

¹ All figures quoted in this document are in US dollars

Recipient of this year's "Holiday E Card" fundraiser:

Groundswell International

<https://www.groundswellinternational.org/>

Investing in farming families impacted by droughts in Haiti

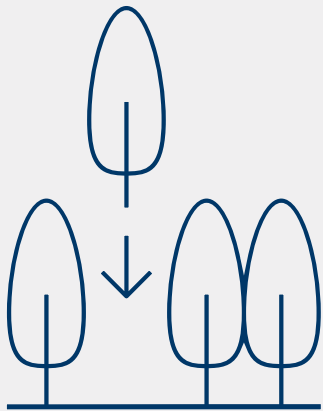
Groundswell International empowers rural communities to build healthy food and farming systems from the ground up. This enables thousands of farming families to grow more and healthier food by replenishing the soil, and gaining access to reliable water sources to irrigate their crops. This year, the ERM Foundation invested in a program to support 600 family farmers in Haiti who were badly impacted by severe droughts that crippled the country's agriculture in recent years. Our funding helped to install ten water supply wells and 200 household bio-sand filters, plus 20 drip irrigation systems. The combined efforts ensure that 3,000 family farmers have improved irrigation for their crops, and access to a safe supply of drinking water.



Groundswell International ©

The projects and programs supported by the ERM Foundation during FY18 will make the following contributions to the SDGs:

CONSERVATION AND BIODIVERSITY



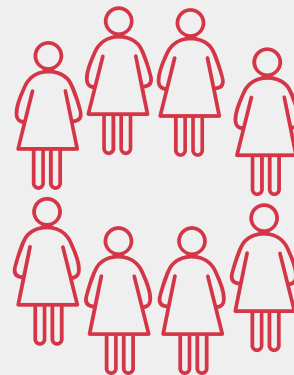
5,800
seedlings, trees, plants
and shrubs planted

100
hectares of natural
habitat restored

Related SDGs



EMPOWERING WOMEN AND GIRLS



1,300
female livelihoods
supported

Related SDGs



ENVIRONMENTAL EDUCATION

21,400
people participating in
environmental education
programs, predominately
children

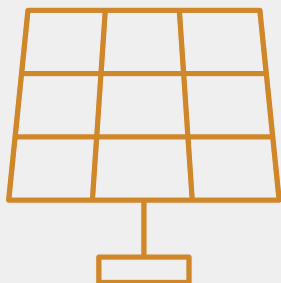


760
people participated in training to
support sustainable development

Related SDGs



LOW CARBON DEVELOPMENT

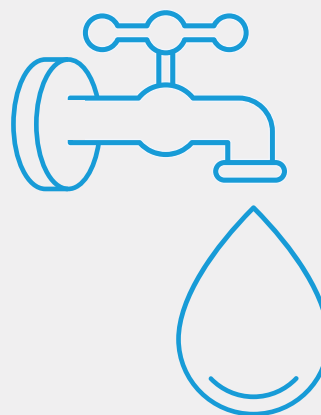


1,100
people with improved
access to clean energy
products or services

Related SDGs



WATER, SANITATION AND HYGIENE



30,000
people with access to clean
water and/or improved
sanitation

Related SDGs



EMPLOYEE ENGAGEMENT

Meet some of the ERM employees who have contributed to the ERM Foundation in a variety of ways this year

“ PRO BONO WORK

I first became involved with the Foundation this year when I was brought onto the teams working with two NGOs in Sub-Saharan Africa. Currently, I provide *pro bono* support for both organizations, have become a member of the North America Regional Committee, participate as a Grant Reader, and try to help in any other way that I can! Participating with the Foundation is amazing because I have the ability to collaborate and contribute to society on a much larger scale than the individual level!”



CASEY WHITE
KEY CLIENT COORDINATOR,
UNITED STATES

“ PROJECT MANAGEMENT

I am eager to use my environmental, economic development, and financial knowledge to find solutions for food security and sustainable agriculture. My colleague, Dr. Yang Shen, and I are so excited and honoured to be able to apply our professional knowledge to work with the Leping Foundation in China. We are contributing to their Eco-trust agriculture program applying techniques and skills we have learned during our daily work. Positive feedback from the Leping team confirms the value of the work we are doing for the program.”



DR BOLU WANG
SENIOR CONSULTANT,
CHINA

“ REGIONAL FOUNDATION COMMITTEE MEMBER

I recently became a member of the Foundation committee for Europe, the Middle East and Africa, and I'm also the focal point for Foundation matters in Southern Europe. During this time I've had the opportunity to advise colleagues on the development of projects and initiatives to be supported by the Foundation – including plans to support a fuel-efficient cook stove program in Peru. I hope to continue encouraging the active participation of our team in the future so that we can make a contribution to a more sustainable world.”



EMERALDA FRANCISCO
SENIOR CONSULTANT,
SPAIN

“ REVIEWING FUNDING APPLICATIONS

As a former US Peace Corps Volunteer in Honduras, I experienced firsthand the benefits of providing a helping hand to communities in need. I started working on our Foundation's Global Review Committee two years ago as a way to contribute to the good work that ERMers are doing. My role is to review employee applications for *pro bono* time, matching funds and seed funding for nonprofit partnerships – ensuring that they will provide a clear and demonstrable benefit to the targeted communities while reflecting ERM's priorities. I am constantly amazed by the breadth of expertise and level of commitment of my colleagues who design and participate in these projects.”



STEPHEN GEIGER
TECHNICAL DIRECTOR,
UNITED STATES

“ PROFESSIONAL DEVELOPMENT

Although I have frequently participated in local Foundation activities in Cape Town, it wasn't until being on ERM's Aspire Leadership Program that I really understood the important role that ERM staff play in the success of the Foundation. Our project focused on trying to understand how the Foundation's approach to employee fundraising could be improved. Through the process we realized that it was only through the dedication and commitment of ERM staff that we could provide continued sustainable support to organizations in need."



KATE NAUDE
SENIOR CONSULTANT,
SOUTH AFRICA

“ PROJECT MANAGEMENT

When I joined ERM last year, I quickly became involved with the Foundation because it is a bridge between society and the company. In Argentina we are working with a grassroots nonprofit that is improving the conditions of families living in poverty. We build hot water solar showers from recycled materials, which improves sanitation and also reduces plastic waste. Our plan in the year ahead is to expand to more remote locations and also install microbiological filters to improve access to clean drinking water and reduce exposure to waterborne diseases."



CARLA ZANNOL
PROJECT ACCOUNTANT,
ARGENTINA

“ SPONSOR OF E WASTE RECYCLING PROGRAM

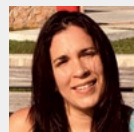
I've always wanted to get more involved with the Foundation, and had the opportunity a couple of years ago when we joined the Dell PC recycling scheme. This enables us to recycle used hardware and if there is a re-sale value we donate this to the ERM Foundation. We have elected to donate the money to an environmental health NGO called Pure Earth. It's great to know that the \$50,000 we've raised to date is being used by Pure Earth to reduce children's exposure to lead poisoning in India. The whole IT team hopes that by recycling our old equipment, we're improving the health and life chances of children in low income communities."



IAN TRUEMAN
IT BUSINESS RELATIONSHIP MANAGER,
UNITED KINGDOM

“ FUNDRAISING AND VOLUNTEERING

Since joining ERM in 2005 I have been actively involved with the ERM Foundation in Puerto Rico - helping to raise funds and also organize volunteer activities with employees, including coastal clean-ups and more. Having the opportunity to perform social work in your workplace is a blessing. My great desire is that through the Foundation, we can continue to have a positive impact on individuals, families and communities without forgetting that we are the major beneficiaries on this work. I'm thrilled that we have also recently confirmed a new grant for hurricane affected families in Puerto Rico."



LORNA DIAZ
REGIONAL MARKETING ASSISTANT,
PUERTO RICO

SPOTLIGHT

Feeding a growing population within planetary boundaries

Water shortages and the impacts of climate change are placing growing pressure on subsistence and smallholder farmers in many developing countries. This is compounded by a growing population, which is estimated to reach 9 billion people by 2050. The ERM Foundation supports organizations that invest in community-based sustainable farming practices and address poverty alleviation.

PRO BONO PARTNERSHIP

Increasing smallholder farmer income in China by converting to organic practices

Partner organization:

The Leping Social Entrepreneur Foundation

► <http://en.lepingfoundation.org/>



Leping Social Entrepreneur Foundation

The Leping Social Entrepreneur Foundation (“Leping”) works with high potential social enterprises in China to help them achieve larger scale impact. In 2017, Leping initiated an Eco-Trust Agriculture program, designed to protect the natural environment and promote organic farming practices, while building capacity among small-scale farmers who rely on the land for their livelihoods.

The role of the ERM Foundation

ERM employees in China are providing *pro bono* professional support for Leping in a range of ways. This includes the collection, interpretation and presentation of digital data on farming production processes, preparing a presentation for Leping for the 2017 Eco Forum Global Symposium in Guiyang, and also fieldwork optimization and planning. The team’s work has contributed to the success of an organic farming pilot in Caogoupu, Yu County, Hebei, which has increased the average income for 18 local village households, by obtaining a higher price for organic produce.

What’s next?

In the year ahead, Leping aims to expand organic farming practices to 300 village households. The ERM team will work with local farmers to develop basic marketing skills and gain deeper understanding of ecological conservation and poverty reduction policies of China.

This year, our *pro bono* support has contributed to:

c.600 percent

increase in income per acre among participating households

MULTI-YEAR PARTNERSHIP

Building women-led agricultural cooperatives in East Africa as a pathway to sustainable economic independence

Partner organization: Africa Development Promise

www.africadevelopmentpromise.org/



Peter Mason, Edge of Seven ©

Contributing to multi-stakeholder dialogue on the nexus of water, energy and food production

In March 2018, Senior Social Consultant Natasha Ezekiel from our Nairobi office, participated in a panel discussion for ADP's RISE Conference in Rwanda. The Conference focused on the nexus of water, energy and food production. Natasha presented on community leadership and participation in relation to the nexus, with a focus on gender mainstreaming to highlight the importance of enabling a "bottom up" approach to addressing related challenges and needs.



ERM's Natasha Ezekiel participating in ADP's RISE conference in Kigali, March 2018

Africa Development Promise (ADP) works with women-led agricultural cooperatives in Rwanda and Uganda. They provide investment and training to help women transition from subsistence farming to develop financially sustainable, small agri-businesses. ADP's overarching objective is to lift the women and their families out of poverty. The ERM Foundation is in the second of a four-year partnership with ADP.

The role of the ERM Foundation

We are working with ADP over a four-year period to help them achieve their goal of supporting 650 women farmers from Rwanda and Uganda by 2020, representing ten cooperatives. This year, the ERM Foundation provided grant funding to support sustainable farming techniques and capacity building for 140 female cooperative members in Rwanda and Uganda. ERM employees are also providing *pro bono* support to develop a comprehensive communications plan and presentation materials to deliver a clear and consistent message about ADP's work and impact, to improve awareness, educate stakeholders, and promote ADP's mission.

During the past two years, our funding has contributed to:

320

households benefiting from clean water system

150

cooperative members benefiting from new drip irrigation system

65 percent

increase in cooperative profits



CONSERVATION AND BIODIVERSITY

Improving communities' resilience to extreme weather and climate change

During FY18, the ERM Foundation donated **\$177,500** in grant funding and *pro bono* technical support for organizations and programs that contribute to conservation and biodiversity.

FEATURED PROJECT

Re-cultivation of land devastated by hurricanes in the Dominican Republic

In 2007 severe hurricanes hit the Dominican Republic, with a devastating effect on the remote village of Padre Las Casas. The Dominican government declared this area a disaster zone, due to wide scale deforestation and erosion along the cliff area, putting the local population at risk. Plantations around the area were also destroyed causing food shortages.

The role of the ERM Foundation

Since 2008, ERM employees in Germany have been fundraising and working alongside the local community to provide *pro bono* technical support to re-cultivate the land to reduce erosion in the future. The ERM Foundation is also supporting a local organic honey enterprise that is providing an income for five families.

Since 2008, our investments have contributed to:

100,642

trees and shrubs planted

1,670

hectares of land re-cultivated



Community member from Padre Las Casas replanting hurricane impacted land

“

Last year, I was approached about helping The Nature Conservancy understand how conditions like poverty, disability, and language barriers make individuals less resilient in flooding scenarios. I'm thrilled to be leading a team of bright and passionate ERMers in exploring this.

”



KRISTINA MITCHELL
SENIOR CONSULTANT,
UNITED STATES

FEATURED PROJECT

Improving low income communities' resilience to flood risk in the United States

Partner organization: The Nature Conservancy

► <https://www.nature.org/>

The Nature Conservancy (TNC) is a leading conservation organization working to conserve the lands and waters on which all life depends. As scientists observe the trend of record-breaking temperatures alongside major flooding events and higher peak flows, TNC is concerned about the effect this will have on ecosystems' value of our natural resources. In the coming decades, climate change is projected to increase the extent and frequency of flooding events.

The role of the ERM Foundation

ERM employees in the United States are working with TNC to support the Floodplains by Design (FbD) program in Washington State. FbD funds community-driven, integrated floodplain management projects that improve the ecological functions of floodplain systems, reduce flood risk and improve community assets – including agricultural viability, water quality, and recreation. TNC is concerned that socioeconomically challenged communities living in floodplains may be particularly vulnerable to flood risk due to the location of their homes, businesses, and public services. Hamilton, Washington State, is one such community, where repeat flooding has damaged homes, property, and endangered residents' health for over a century.

The ERM team is supporting TNC by identifying vulnerable floodplain communities across Washington State who may require resilience support. Through the lens of three study areas, they are identifying strategies to support them. These activities will enable support communities' ability to access FbD grant funding and allow TNC programs to more effectively address the needs of floodplain communities in a time of a changing climate.

“

Flood insurance premiums got too high, so we bought cement blocks (to raise our homes) instead.”

RESIDENT OF HAMILTON,
WASHINGTON STATE



Hamilton resident points to flood lines marking the depth of episodic inundation



LOW CARBON DEVELOPMENT

Supporting grassroots renewable energy solutions

During FY18, the ERM Foundation donated **\$92,500** in grant funding and *pro bono* technical support for organizations and programs that contribute to low carbon development.

FEATURED PROJECT

Using recycled materials to build solar showers for low income communities in Argentina

Partner organization: Sumando Energias

<https://www.sumandoenergias.org/>

Sumando Energias is a volunteer-led, grassroots organization that works to improve the living conditions of low-income communities in Argentina who lack access to clean water, and modern sewage and cooking systems. The ERM Foundation is supporting Sumando's work to build hot water solar showers from recycled materials. This not only provides a clean energy solution to improve basic sanitation, but also makes effective use of plastic and other waste materials.

Since 2016, our investments have contributed to:

727

low income community members with access to hot water solar showers

The role of the ERM Foundation

ERM employees in Buenos Aires have provided funding and volunteer support for this initiative since 2016. The team has assisted with the construction of shower cubicles, thermal collectors and the installation of solar photovoltaic panels. This year, we also raised funds from ERM's annual "Holiday E Card" appeal to enable Sumando Energias to expand their operations to more remote communities.



Volunteer team with a newly installed solar shower

FEATURED PROJECT

Building capacity among female, clean energy entrepreneurs in Nigeria

Partner organization: Solar Sister

<https://www.solarsister.org/>

Since 2016, our funding has contributed to the following:

22

Business Development Associates (BDAs) trained

484

Solar Sister entrepreneurs trained by BDAs

23 percent

increase in monthly sales

“

Solar Sister helps me a lot in different corners and angles of my life. It is not just the income. I made friends with Mercy through Solar Sister. We advise each other on how to sell products and on the challenges. Sometimes we visit each other. We rub our minds together and arrive at answers.”

NANBET MAGDALENE, A SOLAR SISTER IN NIGERIA

Solar Sister's mission is to eradicate energy poverty by empowering women with economic opportunity. They do this by providing training and support for networks of female entrepreneurs in Sub-Saharan Africa, who sell affordable clean energy products to “last mile” communities in rural Nigeria, Uganda and Tanzania.

The role of the ERM Foundation

Last year we provided an initial grant to Solar Sister, to fund a pilot “train the trainers” program in Nigeria. The objective was to strengthen capacity among Solar Sister's team of Business Development Associates (BDAs). The BDAs provide ongoing support for the growing network of female entrepreneurs, ensuring that they have the skills and agency to succeed.



Solar Sister Business Development Associates in Nigeria. Solar Sister ©



Nanbet Magdalene (right) and Mercy Paul. Solar Sisters in Nigeria. Solar Sister ©



WATER, SANITATION AND HYGIENE

Improving access to clean water, and hygiene education within low income communities

During FY18, the ERM Foundation donated **\$126,000** in grant funding and *pro bono* technical support for organizations and programs that contribute to improved access to water, sanitation and hygiene.

FEATURED PROJECT

Reducing water-borne disease in Brazil

Partner organization: Waves for Water

<http://www.wavesforwater.org/>

This initial pilot has contributed to:

80

community members with improved access to clean water

ERM employees in Brazil are leading a project to improve access to clean drinking water and hygiene education in low income communities with high instances of water-borne disease.

An initial pilot has been conducted in the state of Bahia, Brazil, where the ERM team installed an initial 12 water filters in schools, benefiting more than 80 people. In addition, education sessions were held for 23 community members covering improved sanitation, avoiding water contamination, and ways to reduce the risk of exposure to vector-borne diseases such as Zika, Dengue and Chikungunya.

Next steps

In the year ahead the ERM team plans to expand this program to communities in other parts of Brazil, installing an additional 60 water filters in schools.



Children in Bahia, Brazil – location of 2017 water filter pilot

“ I am so inspired by what Glimmer of Hope does, because their impact goes far beyond providing safe access to clean drinking water. My involvement with Glimmer through the ERM Foundation is incredibly meaningful to me. Even though I’m not the one out there drilling wells and teaching classes, I know that every action – however small – is making a real difference in the lives of real people. ”



KELSEY BERGER
CONSULTANT,
UNITED STATES
PROJECT SPONSOR

FEATURED PROJECT

Improving access to clean water and sanitation in rural Ethiopia

Partner organization: A Glimmer of Hope

<https://glimmer.org/>

Since 2016, our investments have contributed to:

1,010

people with improved access to clean drinking water

600

school students with improved bathroom facilities



Increased school attendance and graduation rates among girls

Glimmer of Hope has been fighting poverty in rural Ethiopia since 2000, taking a holistic approach to improve access to clean water, education, healthcare and micro-finance – with a particular emphasis on women and girls.

The role of the ERM Foundation

The ERM Foundation is supporting Glimmer’s work in Shoa, Ethiopia, where contaminated drinking water is a critical challenge, especially for women and girls. Our funding and *pro bono* support has contributed to improved access to clean drinking water and hygiene and sanitation training for two communities in Shoa, benefitting more than 1,010 people. We have also funded a new school bathroom for 600 students, and a specialized hygiene program for girls, which has contributed to increased school attendance and graduation rates among female students.



Glimmer of Hope ©



ENVIRONMENTAL EDUCATION

During FY18, the ERM Foundation donated **\$125,000** in grant funding and *pro bono* technical support for organizations and programs that contribute to environmental education and training, particularly for young learners.

FEATURED PROJECT

Strengthening fieldwork capacity among geography teachers in the United Kingdom

Partner organization:

Royal Geographical Society

<https://www.rgs.org/>

40

teachers trained during FY18

The Royal Geographical Society (RGS) is the UK's learned society and professional body for geography, recognized as a world leader in advancing geography and supporting geography practitioners in the UK and across the world. The Society supports and promotes geographical research, education, fieldwork and expeditions, and geography more widely in society.

The role of the ERM Foundation

ERM's three-year collaboration with the RGS includes the provision of *pro bono* technical support to build fieldwork capacity among geography teachers in the UK. This year, we have completed a range of activities, including two teacher training days reaching 40 teachers from 17 different schools. We have also provided case studies of ERM employees demonstrating how geography (and fieldwork) can lead to exciting careers. Speakers from ERM have presented at various RGS events on a range of topics, including the Sustainable Development Goals.



Fieldwork training being provided for geography teachers

EMPOWERING WOMEN AND GIRLS

TO PURSUE CAREERS IN SCIENCE, TECHNOLOGY, ENGINEERING AND MATH (STEM)

In 2016 we adopted “empowering women and girls” as a cross-cutting theme. This was in recognition of the fact that female empowerment is key to advancing sustainable development. Since 2016 we have focused primarily on female livelihoods, particularly in developing countries. In the year ahead, we will expand this to include empowering more women and girls to pursue careers and education in STEM subjects. Below are two examples of fledgling activities.

PILOTED IN FY18

Engaging teenage girls in the United States to highlight education and career opportunities in STEM Subjects

Partner organization: Junior Achievement

▶ <https://www.juniorachievement.org/web/ja-usa/home>

This year we conducted a pilot with Junior Achievement, whereby female employees from our Houston, Texas office held a “Lunch with the Experts” for 80 teenage girls from diverse racial and economic backgrounds. The objective was to introduce the girls to positive female role models who are working in STEM. The ERM team discussed career paths in STEM subjects, as well as wider topics such as balancing personal and professional goals, the benefits of working outside the home, and establishing a healthy work-life balance. In the year ahead, we plan to expand these activities to other ERM offices.



STEM “Lunch with the Experts”, Houston, United States



Young Women Empowered ©

GRANT FUNDING

Engaging underserved women and girls in STEM workshops

Partner organization: Young Women Empowered

▶ <http://youngwomenempowered.org/>

This year, the ERM Foundation provided grant funding for Young Women Empowered (Y-WE), to support their work to engage underserved women and girls in STEM workshops. Through project-based learning which is supported by mentors, participants develop technical skills in relation to software development, rapid prototyping, problem solving, pitching ideas, and more. We look forward to identifying more opportunities to work with Y-WE in the future.

COMMUNITY VOLUNTEERING

In addition to providing grant funding and *pro bono* professional support for our nonprofit partners, ERM employees have a long-standing tradition of community volunteering often linked to international days of action such as the International Coastal Clean-up, Earth Day and World Environment Day. Here are a few examples of volunteer work undertaken around the world during the past year.

Habitat restoration in the United States

Partner organization:

Nooksack Salmon Enhancement Association

▶ <http://www.n-sea.org/>

ERM employees in Bellingham and Seattle have a long-standing volunteer relationship with the Nooksack Salmon Enhancement Association (NSEA) in Washington State. They regularly get their hands dirty to plant trees and shrubs to help restore habitats. The ERM Foundation has also supported NSEA since 2011 with more than \$37,000 in grant funding to improve and protect salmon habitats.



ERM's Jim Schneider (left) and Jordan Story (right), with Jim's wife, Michelle (center) volunteering with NSEA

Cleaning up our shorelines and waterways

Each year, ERM employees around the world volunteer their time to participate in the International Coastal Clean-up - removing plastic and other waste from their local shorelines and waterways. This has been an ERM tradition for more than a decade.



ERM employees in Hong Kong participating in the 2017 International Coastal Clean-up




ERM employees Chloe Barnett and Jared Davidson volunteering with Oz Harvest

Reducing food waste in Western Australia

Partner organization:

▶ <https://www.ozharvest.org/>

ERM employees in Perth, Australia, have been volunteering with Oz Harvest since 2013. Oz Harvest is Australia's leading food rescue organization, responsible for collecting quality, excess food from commercial outlets and delivering it to local charities. This year, the ERM team participated in Cooking for Cause events – transforming rescued food into restaurant-quality meals.

A man with a beard and glasses, wearing a tan sun hat, a blue long-sleeved shirt, a bright yellow safety vest, and a brown backpack, stands in a field. He is holding a handheld electronic device in his right hand. The background shows a line of trees under a clear sky.

Vijay Penagonda, Senior Consultant,
Bangalore, India undertaking
environmental audit

“Environment partner” for Oxfam India

Partner organization:

Oxfam India

▶ <https://www.oxfamindia.org/>

ERM employees in India have been working with Oxfam India since 2013, conducting environmental audits for the annual “Trailwalker” fundraising events. The ERM team produces an annual impact assessment report, which is used by Oxfam India to make environmental improvements, year-on-year.



Lack of proper waste management associated with public events has always been a ticker on my mind, so it is really great to participate in the Environmental Impact Assessment of this event.”

**VIJAY PENAGONDA,
SENIOR CONSULTANT. BANGALORE, INDIA**

ERM has more than 160 offices across the following countries and territories worldwide:

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

Contact: foundation@erm.com

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