



Environmental Resources Management Brazil

Gender Pay Report

April 2024



INTRODUCTION



FOREWORD

Diversity, equity, inclusion, and belonging are fundamental values of our corporate culture. For this reason, ERM has been working for a long time to have an environment with increasingly diverse people that reflects the reality of the Brazilian society, with opportunities and equal and fair treatment for all employees, especially in recent years.

In this context, pay equity is a fundamental principle. Our Enterprise Risk Management (ERM) department conducts ongoing analyses and studies to ensure gender and race salaries equity across all areas and hierarchical levels. We adhere to the criteria established by the Brazilian legislation, comparing individuals who perform the same functions and possess similar seniority, tenure, and workplace.

This report provides information regarding the gender salary gap within our Business Unit in Brazil, reflecting the position on 2022, elaborated and provided by the Brazilian government.

A handwritten signature in black ink, appearing to read 'Felipe Deppe Alves'.

Felipe Deppe Alves

Business Unit Managing Partner, Brazil.

The Equal Pay Brazilian Legislation determines that companies with one hundred or more employees, prepare and publish twice a year reports of salary transparency to identify and correct discrepancy in salaries between gender.

Information that companies must provide have been disclosed, as per the decree 11.795/2023 and the Ministry of Labor Ordinance (3.714/2023), including position, contractual salary, bonuses, overtime, and others, as well as the total number of employees identified by gender, race, and ethnicity.

In compliance with the Law #14,611/2023, ERM provides the report which was prepared according to the Ministry of Labor and Employment available methodology.

Important notes regarding the presented results:

- The Report was prepared by the Ministry of Labor and Employment based on 2022 payroll data.
- Any salary differences are based on legally accepted criteria, particularly differences in roles, seniority, and period of time in the function. The report evidences that the differences in hiring and median salaries does not exceed 3%, and can be justified by levels in hiring and experience in the evaluated medians. Therefore, the deeply analysis of ERM's data indicates pay equity between men and women in the majority of roles.
- The designation of race is based on self-declaration, and therefore it does not fully capture the accurate data but respects the individuality and subjectivity of each person's racial identity.
- ERM conducts continuous analyzes and studies that allow adjustments to be made, whenever necessary, to guarantee gender and racial salary equity in all its areas and hierarchical levels, using the criteria established by the Brazilian legislation to compare people who perform the same functions and have the same level of seniority, time at the company and place of work, according to the law.
- ERM adopts awareness and development training programs focused on setting the foundation for the strategic updates. This includes new resources and programs to support a greater sense of belonging, enable DEIB learning and supporting your development and growth.
- ERM just launched the DEIB Learning Framework and new Programs to enhance and strengthen ERM's culture that will support ERMers in gaining a better understanding and in practicing DEIB behaviors in their work environment.
- The compensation and job structure are regularly reviewed to ensure equal treatment, with diversity programs and leadership training being practices adopted by ERM.
- ERM reaffirms its commitment with principles of equality and diversity, continually investing in relevant programs addressing these topics, among others.
- Any questions regarding the content and purpose of the report can be addressed to rh.brasil@erm.com.
- The content of these explanatory notes is an inseparable part of the transparency report, which must be analyzed based on these considerations, ensuring transparency of information, as required by law.

Click [here](#) to access the Brazilian Government report related 2022



The business of sustainability

© Copyright 2024 by The ERM International Group Limited and/or its affiliates ('ERM'). All Rights Reserved.
No part of this work may be reproduced or transmitted in any form or by any means, without prior written permission of ERM.