

ERM Global Policy

Biodiversity



ERM has adopted the definition of biodiversity from the Convention of Biological Diversity whereby “biological diversity” means the variability among living organisms from all sources including, *inter alia*, terrestrial, marine, and other aquatic ecosystems and the ecological complexes of which they are part; this includes diversity within species, between species and of ecosystems.

Over time, ERM will develop additional policies and guidelines to address other elements of nature.

Purpose

This policy is intended to establish a framework to integrate the protection and restoration of biodiversity into ERM's business model with the goal of contributing to the Convention on Biological Diversity's three main goals:

- Conservation of biological diversity;
- Sustainable use of its components; and
- Fair and equitable sharing of the benefits from the use of natural resources.

ERM is committed to taking a leadership role in the protection and restoration of biodiversity by promoting a sustainable approach to biodiversity management, so that we leave a healthy and viable world for future generations, whilst providing opportunities for business stability and growth. This is aligned with ERM's commitment to contribute to the United Nations Sustainable Development Goals, with emphasis on both life below water and life on land.

Scope

The term “Employee” or “Employees” is specifically defined, for purposes of this policy, as:

- Any personnel hired directly by ERM (regardless of status classification of full-time, part-time, temporary, contract, etc.);
- Interns (even if an intern does not receive payment by ERM);
- Employees of other companies seconded into ERM; and
- Any ERM employee seconded to a non-ERM company.

This policy applies worldwide to all ERM entities and all Employees. All Business Units at ERM are expected to incorporate this policy into their strategies and to continually improve their performance in this area.

Policy

ERM shall be amongst the leaders on biodiversity protection and management both internally and externally through our work with clients and collaboration with other like-minded leaders.

- Within ERM, we will:
 - Develop and implement a roadmap for nature-positive action.
 - Integrate natural climate solutions (NCS) into ERM's net-zero strategy following the guidance of the Natural Climate Solutions Alliance for high-integrity NCS credits.
 - Develop a supply chain that demonstrates shared values with ERM on biodiversity.
 - Protect and restore biodiversity through the ERM Foundation, prioritising work and locations that make a material difference, and which benefit indigenous and local communities.
 - Raise awareness with ERM employees to protect and restore biodiversity in the communities where they live and work.
- Through our work with clients, we will:
 - Integrate biodiversity across ERM's service offerings.
 - Promote effective management of biodiversity and ecosystem services in our client's activities, including their supply chain, through the facilitation of net-zero and nature-positive corporate strategies, implementation of nature-based solutions, and adoption of the mitigation hierarchy with focus on impact avoidance.
 - Endeavour to help address knowledge gaps in biodiversity to ensure that impact assessment, management actions, and decision-making are as effective and sustainable as possible, recognizing that biodiversity related knowledge often sits with local and indigenous communities.
 - Contribute to thought leadership on the importance of protecting, managing, and restoring nature within climate mitigation and resilience initiatives aligned with human rights and other social safeguards.
 - Partner with leading global institutions on strengthening methods for measuring, disclosing, and taking action on biodiversity and ecosystem services from scientific, social, and economic perspectives.

ERM Global Policy Manual Administration

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Policy Description: This policy defines ERM's governance and commitments on biodiversity and should be read in conjunction with our Sustainability Approach.

Authority to Amend this Policy: Group CEO

Authority to Waive this Policy: None

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Docket Responsibility for Review Cycle: Chief Compliance Officer