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Via email to: [wilks@business-humanrights.org](mailto:wilks@business-humanrights.org), [blankenbach@business-humanrights.org](mailto:blankenbach@business-humanrights.org),  
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4 March 2021

Dear Saskia Wilks, Johannes Blankenbach & Giulia Barbos,

ERM is responding to your enquiry of February 12<sup>th</sup> regarding the issue of forced labour in Xinjiang.

ERM has had a permanent presence in mainland China for over 25 years serving international and locally based clients. ERM is committed to the goal of respect for human rights and a world free of slavery. We recognize our responsibility to support and respect the protection of internationally proclaimed human rights, as defined by the UN Guiding Principles on Business and Human Rights. ERM is a signatory of the UN Global Compact, and we adhere to its principles relating to human rights.

In addition, because we are a commercial organization that conducts business in the United Kingdom, we comply with the UK Modern Slavery Act 2015. In September 2020, ERM released our fifth Statement on Modern Slavery. It reflects our commitment to international efforts to abolish all forms of modern slavery and sets out the measures to ensure there is no slavery and human trafficking in our business operations and supply chain.

Our Modern Slavery Statement provides an overview of the approach and tools we have in place to prevent modern slavery in our business and supply chains and describes the specific actions that we have taken in the past fiscal year, including the rollout of mandatory employee training.

ERM's Slavery, Child Labor and Human Trafficking Policy aligns with the UK Modern Slavery Act 2015. Our policy prohibits the use of child or forced labor or involvement by ERM with entities that support prohibited labor practices, including slavery, bonded labor or debt-bondage and other types of coercion or corruption.

We have developed specific global requirements for suppliers and subcontractors as part of our supply chain process, with explicit requirements in relation to modern slavery concerns.

With regard to client-related activities, from time to time, we undertake client engagements in Xinjiang. The volume of work that we undertake in Xinjiang is small, less than 1% of our client engagements in China each year. In China, supplier audits/social audits in general represent a small proportion of our business.

Further information on ERM's policies and approach can be found [here](#).

Kind regards,

Sabine Hoefnagel  
*Global Director of Services, Brand and Communications*