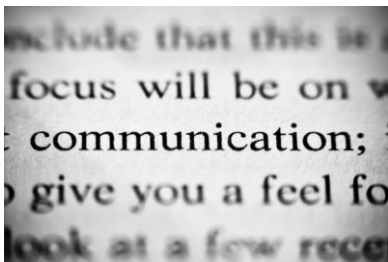


# Communication on Progress Report to the United Nations Global Compact

December 2009

[www.forensic-pathways.com](http://www.forensic-pathways.com)



# Statement of Support

I am delighted to restate Forensic Pathways' (FPL) support for the UN Global Compact and to also restate my commitment as Deputy Chair of the UK Global Compact Network.



The past twelve months have been incredibly difficult for many organisations and it would be easy to allow global financial pressures to make us focus on the bottom line without taking into account the essence of social responsibility that binds us. However, I am pleased to say that for Forensic Pathways we have continued to work incredibly hard not only internally in creating opportunities to evolve as a Global Compact member, but we have also been proactive in disseminating the benefits of the Compact to many other organisations and as well as individuals.

During 2009 presentations have been made actively promoting the Compact to other organisations and businesses regionally and nationally. These have included presentations to the National Enterprise Academy, a not-for-profit organisation that provides enterprise education programmes to all age groups in the UK. Examples of further presentations have included:

## **CSR: Fact and Fiction**

Presentation to Business Relationship Managers for Regional Development Authority

## **Doing 'Good' Business**

The Institute of Hospitality

## **Maximising the Curve**

Leadership Management Institute (LMI)

In addition to focussed presentations relating to the Compact and the CSR agenda, Forensic Pathways has continued to embed its stance on CSR throughout its communication with stakeholders. Our commitment to the Compact is stated within all company presentations, is embedded in our recruitment and personnel development processes and is regularly a focus when dealing with our supply chains, where our expectations are made clear within all partnership, distribution and agency contracts.

However it is important to acknowledge that our Communication on Progress not only highlights our successes, but also those targets not yet reached. We still have much to do. However, I am proud to say that despite both global and local financial pressures, Forensic Pathways has continued to prosper and we are as committed as ever to the role we have to play within the Compact as a whole. We consider that the Global Compact has in part been responsible for our continued success.

A handwritten signature in blue ink that reads "D Leary".

**DEB LEARY, OBE**  
Chief Executive Officer



## **Principle 1 & 2**

### **Protection of internationally proclaimed human rights**

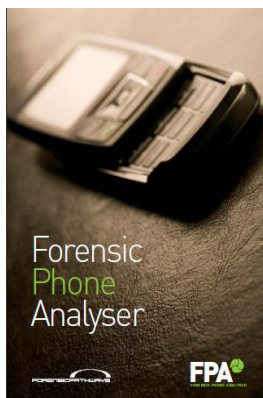
### **Ensure non-complicity of human rights abuses**

Forensic Pathways (FPL) has continued to build on its reputation for innovation running alongside its commitment to contributing to social justice and the rights and freedoms of the individual.

The breadth of FPL's work is significant not only in terms of market sectors, but also global reach.

So what has 2009 represented to Forensic Pathways and how is this reflected within our ongoing commitment to the UN Global Compact and to CSR as a whole?

2009 saw the launch of new projects and products all aimed at assisting in the prevention of terrorism and the abuse of human rights, coupled with developing techniques that answer some of the fundamental issues faced in the 21<sup>st</sup> century i.e. the ability to collate, manage and understand how data connects us and how our technologies can be used to improve public safety.



#### **FORENSIC PHONE ANALYSER (FPA)**

Forensic Pathways has developed a new technology that enables law enforcement to use Telecommunications Data and Mobile Phone Data to identify suspected criminal organised groups without engaging in collateral intrusion on the privacy of law abiding citizens. The technology makes use of highly sophisticated methods to process and clean extremely large amounts of data. It is then possible to identify from vast numbers of possible associations, often small, but powerful criminal gangs engaging in extortion of communities and crime.

In achieving this Forensic Pathways has developed a technique which protects individuals' rights to privacy by allowing law enforcement to direct interventions at targeted suspects therefore reducing collateral intrusion involving innocent citizens. FPA provides powerful yet acceptable methods to process large amounts of sensitive data safely without breaches of privacy. In addition it also speeds up investigations by effectively targeting police resource in ways that provide strong evidence of criminality and at the same time eliminating vast swathes of the population from unnecessary police attention.

In November 2009 Forensic Pathways won the Orange National Business Awards for Forensic Phone Analyser, working in collaboration with its industry partner Cambridgeshire Constabulary. 2010 will see the continued development and implementation of FPA nationally and internationally. Forensic Pathways believes that this technology will have a significant impact on the ability of police and government to optimise their ability to protect the communities they represent. This technology is further enhanced with the latest technological release focussing on the identification of digital images developed by Forensic Pathways during 2009.

Over 600,000 Euros has been invested in this technology.



## **Forensic Image Analyser (Digital Image and Video Forensics) – Camera Fingerprint**

Forensic Pathways has developed a technology that for the first time allows investigators to identify which Camera or Mobile Phone took a particular digital image. Also, without the presence of a camera, which images in a set came from the same source. This new technology will have a significant global impact in the protection of children from paedophiles and trafficked people used in sexual exploitation.

Billions of images are taken by digital cameras and similar devices (Mobiles Phones/Scanners for example) each year. Some of them involved in crime and many criminals especially on the Internet share images that contain illegal material. Knowing where these images originated, the device used and the owner of the device is a major problem faced by investigators.

### **Background**

In order to use digital images and video as evidence in legal cases it is important to be able to link the images/video in question to the source devices or other images/video which may have been taken by the same devices and to prove that they have not been tampered with. On the other hand, with the wide availability of user-friendly editing tools, a wrongdoer may well tamper with the content of a photo in order to mislead investigation or disguise evidence. As a result, authentication and content integrity verification have become acute challenges in many sectors, such as law enforcement, the insurance industry, security and the defence agencies, etc. To meet the needs of forensic authentication the analysis of data left in the media by the devices has emerged as a new research discipline. FPL is using 'Signal Processing Techniques' for acquisition device identification, integrity verification and authentication.

### **Objectives of this Work**

- To formulate a set of device fingerprints for identifying acquisition devices, detecting licensing infringement, tampering detection, image/video classification and device linking.
- Devise a set of anti-forensic measures to detect fingerprint removal/ substitution
- To address security issues of digital watermarking to improve their applicability.
- To characterise steganographic schemes and the anomalies they introduce into the stego-media so as to design effective steganalysis systems for detecting covert communications and revealing criminal networks.

### **Applications**

- Automated identification of paedophile offenders sharing images in computers and on the internet and use of digital signatures to identify offenders involved in the breach of human rights globally.

1.6 million Euros has been invested in this research and development.



## ODYSSEY – PAN EUROPEAN PROJECT

[ftp://ftp.cordis.europa.eu/pub/fp7/security/docs/odyssey\\_en.pdf](ftp://ftp.cordis.europa.eu/pub/fp7/security/docs/odyssey_en.pdf)

Globalisation and the expansion of travel and communications have resulted in an increase in the availability of firearms for criminal use around the world. As a result, crime involving the use of firearms to intimidate people is becoming an ever greater problem. One of the major problems is that firearms are easily concealed, transported, broken down and then rebuilt so that movement is relatively easy. Detecting the criminal trade and transportation of firearms for use in crime is notoriously difficult. There is no one database or registry for the recording of the manufacture and ownership of firearms and so tracing firearms is very difficult.

Criminal Gangs involved in (for example) Organised Crime, Human Trafficking, Drugs Manufacture and Drugs Importation will often resort to the criminal use of firearms to protect their criminal enterprise. It is not unusual to find that some criminal organisations will specialise in one form of criminality and a good example is the illicit trafficking in weapons or a specialist operating as a 'Criminal Armourer'.

A major step forward to combat this form of criminal behaviour would be the ability to share data about crime and ballistics.

Forensic Pathways is working with partners in Europe to develop a new method for managing and sharing information about gun crime across the EU. Partners in this project include EUROPOL, New Scotland Yard, European Network of Forensic Science Institutes, Royal Military Academy in Belgium, the EU Commission and a number of Universities. This project is developing new state of the art technology to assist Member States of Europe routinely share data about Guns, Crime and Evidence. This has major implications for managing and sharing crime and ballistics data across borders to help combat crimes against people and especially those vulnerable to the impact and poverty created by crime involving the use of firearms.

FPL's partners in this project are:-

- Sheffield Hallam University (UK)
- Metropolitan Police New Scotland Yard (UK)
- Atos Origin (Spain)
- EUROPOL (Netherlands)
- XLAB (Slovenia)
- SESA (Austria)
- Politecnico di Milano (Italy)
- West Midlands Police (NABIS) (UK)
- Royal Military Academy (Belgium)
- An Garda Siochana (Police Forensic Service) (Republic of Ireland)
- SAS Software Limited (UK)
- D.A.C – Servizio Polizia Scientifica (Italy)

The project will take data from existing ballistics databases and enable this information to be shared across the EU with the aim of detecting and preventing crime. Currently, ballistics analysis is a time consuming, difficult and expensive process. Odyssey aims to address these problems and remove the barriers that are currently in place that make data sharing so problematic.

An important part of the project is to create new EU standards for:

- Ballistics evidence collection
- Ballistics examination
- Ballistics data storage
- Ballistics data sharing

### **What do the experts say?**

Ballistics examination experts tell us that Odyssey is urgently required to tackle cross border crime. Criminals and organised networks have no respect for geographical and administrative borders and will often travel extensively to commit crime. It is vital that law enforcement agencies do not get left behind. The end result will be a demonstrator technology system with controlled access that allows automated reporting, fast searches and complex correlations.

The benefits to the EU will be enormous and include:-

- Massive cost savings
- New intellectual property generation for the EU
- Enhanced co-operation and security between member states
- New EU standards
- Improved Crime Detection and a commitment to crime prevention

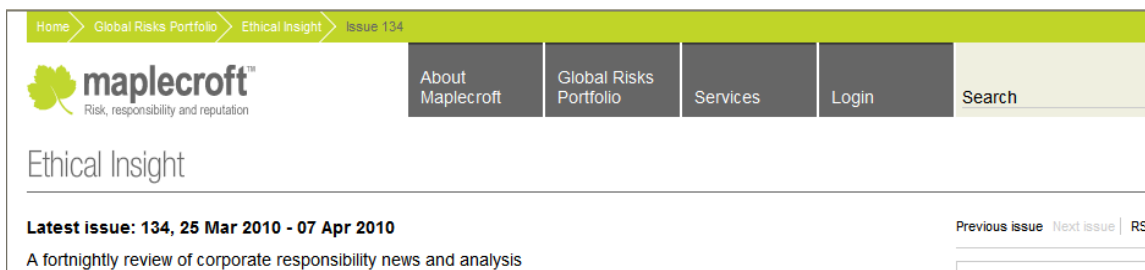
## SUPPORTING OUR PEOPLE

To date Forensic Pathways has not had an instance whereby it has had to deal with an abuse of human rights directly relating to its business dealings. However, we acknowledge that it is essential that our employees and our suppliers are fully aware of our stance on ensuring any instances of abuse are reported and that Forensic Pathways, as a signatory to the Compact and to the 60<sup>th</sup> Anniversary of the Universal Declaration of Human Rights requires that both employees and suppliers are fully conversant with FPL's reporting policy.

This policy is covered within:

- Interview and Induction Process
- Employee Handbook
- ISO9001 documentation

Global issues relating to human rights are also monitored via the Ethical Insight fortnightly update.



The screenshot shows the top section of the Ethical Insight website. At the top, a green navigation bar contains the following links: Home, Global Risks Portfolio, Ethical Insight, and Issue 134. Below this is the Maplecroft logo, which includes a green maple leaf icon and the text 'maplecroft' with the tagline 'Risk, responsibility and reputation'. To the right of the logo is a dark grey navigation menu with buttons for 'About Maplecroft', 'Global Risks Portfolio', 'Services', and 'Login'. Further right is a search bar with the text 'Search'. Below the navigation bar, the text 'Ethical Insight' is displayed in a large, light grey font. Underneath, there is a line of text: 'Latest issue: 134, 25 Mar 2010 - 07 Apr 2010'. To the right of this text are links for 'Previous issue', 'Next issue', and 'RSS'. At the bottom of the header section, there is a line of text: 'A fortnightly review of corporate responsibility news and analysis'.

Forensic Pathways has a direct link on its website to the Ethical Insight fortnightly update, and should areas be identified that have a direct bearing on FPL's commitment to the protection of human rights, they would be brought to the attention of all employees and suppliers and appropriate action taken whether that be further investigation or withdrawal from particular areas.



## Forensic Pathways' National & International Community Achievements 2009

Forensic Pathways continues to be committed to a number of projects at a local, national and international level. These projects have included fundraising initiative for charities supported by the company, or in the form of offering mentoring provided by FPL's senior management.

Whilst the company has a commercial focus on developing forensic techniques and services, FPL's senior management also engage in providing a significant amount of mentoring support. This support has included:

1. Mentoring young students studying entrepreneurship
2. Mentoring young business start ups
3. Providing work placements

FPL's senior management also give of their time to a variety of groups:

- West Midlands ICT Cluster, providing support to regional businesses in the ICT sector
- West Midlands ICT Excellence Club, providing support to exemplary ICT companies in the UK.
- Midlands World Trade Forum, a support network of approximately 800 businesses within the West Midlands region, all of whom are engaged in international trade.
- The Young Vic Theatre, working as part of the Development Board.
- British Association of Women Entrepreneurs (BAWE) and the World Congress of Women Entrepreneurs (FCEM)

Forensic Pathways also continued to engage in supporting its designated charities, continuing to support the Anthony Robbins Foundation, along with the charity Child Victims of Crime.



[www.cvoc.org.uk](http://www.cvoc.org.uk)

The charity 'Child Victims of Crime' aims to provide material support for any child victim up to and including the age of 16 years who has been a victim of, or traumatised by crime. The children are nominated to the charity by serving police officers. The charity was originally formed in 1994 as a result of an act of terrorism which took place in Warrington, UK, killing two young boys. So much was the outpouring of support the charity was set up in order to provide assistance to children who fall prey to abuse and any other acts of crime.

In May 2009 Forensic Pathways' CEO undertook a 17 day trek to Everest Base Camp organised by Charity Challenge in order to raise money for Child Victims of Crime. In the region of £1,600 was raised.





**DEB LEARY, OBE**  
**CEO Forensic Pathways**

Arriving at Everest Base Camp

Fellow team members (Deb Leary 2<sup>nd</sup> from left)



Charity Challenge was chosen as a trip organiser as it places great emphasis on responsible tourism, employing local guides and support staff and using locally owned accommodation. This therefore ensures that the experiences are positive for local people and their community by making a donation from the profits of each expedition to a local community project within the country that the expedition takes place.



[www.charitychallenge.com](http://www.charitychallenge.com)

## **Lakeside Primary School, Tamworth, UK**

In summer 2009 Forensic Pathways again supported this local school in order that children whose families were unable to provide funds for school trips could attend a trip to the Snibston Space Centre in Leicestershire as part of their science studies. FPL contributed a quarter of the funding necessary in order for the trip to take place.

## **Brain Tumour UK**

In June 2009 Forensic Pathways supported a Masquerade Ball held in Birmingham, UK dedicated to raising funds for Brain Tumour UK. The main speaker for the event was Professor Garth Cruickshank, a Consultant Neurosurgeon from the Queen Elizabeth Hospital. The evening auction raised £4,500 towards the charity [www.braintumouruk.org.uk](http://www.braintumouruk.org.uk)

## Targets 2010

FPL achieved its targets for 2009 with the exception of winning the Genesis Project which was outlined in our 2008 COPS.

Moving forward for 2010 Forensic Pathways' focus is to:

- Ensure the comprehensive roll out of all the invested i.e. Forensic Phone Analyser, Forensic Image Analyser
- Continue to work towards the successful completion of the Odyssey Project.
- Development of Forensic Pathways' Foundation For Advanced Research in Science & Technology

Starting June 2010, Forensic Pathways commences an EU Seventh Framework Programme (FP7 Marie Curie Actions: Industry-Academia Partnerships and Pathways (IAPP) Project). Forensic Pathways has developed a new technique that can extract from an image or from a Camera a Digital Fingerprint capable of identifying or linking images to images and images to Cameras. The purpose of this Project is to continue to expand on this technique and to work towards full implementation. The technique developed by Forensic Pathways will have a significant impact on the investigation of digital images in paedophile cases.

## **Principle 3**

### **Freedom of Association and Collective Bargaining**

It is FPL's policy that all employees have the right to undertake collective bargaining and are able to join a Trade Union of their choice.

Employees are encouraged to join Professional Organisations as part of their professional and personal development and membership fees are covered by FPL if the organisation is directly related to the employee's particular field or will be valuable to their personal professional development.

All employees are also actively encouraged to volunteer for any community initiatives.

#### **Successes for 2009**

It was originally intended to reintroduce monthly update meetings to discuss relevant business strategy, update across departments on client communication, and address areas of corporate strategy and general ethos. However it was decided by all employees that a weekly meeting was preferential as this gave everyone the opportunity to meet together regularly and was felt to be for the benefit of the individual teams and company cohesion.

Official 'time out' sessions have not been introduced as originally planned as the introduction of regular weekly meetings appeared to negate the need. This will be monitored. However all employees are aware that as a company an open door policy exists where they can readily meet with their individual line manager to express any confidential/personal concerns.

#### **Targets for 2010**

FPL is appointing a new Personnel/Health & Safety Policy provider. As a consequence all Employee documentation is to undergo a reassessment.

## **Principle 4**

### **Forced and Compulsory Labour**

Full due diligence is undertaken of every company in which FPL engages with and web alerts set in order that FPL can track any changes or issues which might effect the credibility of its supply chain and clients and therefore itself.

As in 2008 we are not aware of any issues connected with our business that relates to forced labour. We will continue to promote our core values and ethics and our commitment to supporting the Compact in this regard.

In moving into new markets we ensure that our employees, supply chains and distributors are fully conversant with our stance on the issue of forced and compulsory labour.

#### **Targets for 2010**

- To continue to develop the ability to track web alerts
- To find a more efficient way of utilising the data found within the Ethical Insights briefing, so that FPL can set alerts from this website focussing on the countries in which FPL operates.
- Continue to build on purchasing from fair-trade organisations.

## **Principle 5**

### **Support Abolition of Child Labour**

As in Principle 4, FPL monitors its clients, supply chain and distributors in order to monitor compliance. Should an incident be reported, a full investigation would be undertaken and if found to be substantiated appropriate action would be taken, which could entail the rescinding of contracts.

All suppliers, distributors, employees are made fully aware of FPL's commitment to the Global Compacts Principles via employee contracts, handbooks, and distributor/supplier/partnership contracts. All contracts make clear that should parties be in breach of any principles of the Compact FPL has the right to withdraw the individual/organisations contracts.

Employees who are working abroad are briefed concerning any new markets.

Again, FPL uses the Ethical Insight website for up-to-date information.

### **Work Experience**

FPL continues to supporting local Work Experience Programmes undertaken by local schools. At all times the central point of contact is the school and FPL never commits a work placement to a student without first being contacted by the school and parent/guardian. All necessary documentation is completed including health and safety and insurance. No student is allowed to undertake work experience without evidence from the school that this is an approved scheme. Students are only allowed to work between 9 am and 5 pm.

## Principle 6 Support the Elimination of Discrimination

One of FPL's key successes in 2009 was its successful ISO9001 Accreditation, which was outlined as a target within FPL's 2008 COPS. FPL is now a fully accredited ISO9001 company and this has led to a significant improvement in process and standards across the company. It also adds to FPL's commitment of ethical processes and overall mindset.

In addition FPL continues in its support of diversity and equal opportunities. FPL remains an accredited WeConnect Company<sup>1</sup>. Principle 1 also outlines Forensic Pathways commitment to equality of opportunity through the work of its Senior Management team and through the opportunity for stakeholders to be active in activities that promote human rights.

### People Invest Programme



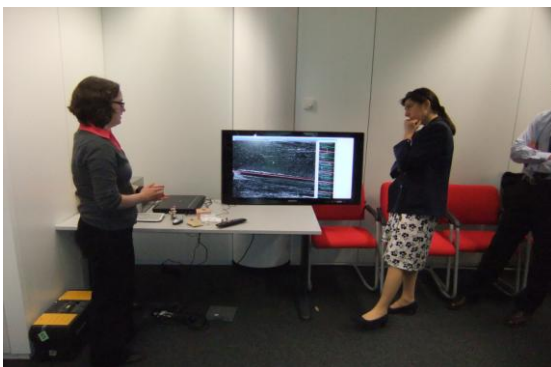
FPL's 'People Invest Programme' launched in 2008 has been a great success.

The company currently finances three PhDs undertaking research in areas of forensics and criminalistics. In addition to this there are a range of professional development programmes running for Sales and Administrative staff.



The 'People Invest Programme' has provided global opportunities for all staff and affirms FPL as a company committed to global innovation and committed to its employees.

FPL's full appraisals were carried out for the first time in 2009 and were successful in identifying key professional and personal development requirements which would be of benefit both to the employees concerned and to that of the company as a whole.



As a consequence of the success of the 'People Invest Programme', 2010 will see the launch of 'Forensic Pathways' Foundation for Advanced Research in Science and Technology'. This will be enhanced by a further 2 PhDs, a Professor in Computer Science as well as collaboration with a Professor from University De Roma and a Research Company in Slovenia.

<sup>1</sup> WeConnect is the leading UK supplier diversity initiative. It is the UK's leading advocate of women-owned businesses as suppliers to global and national corporations and government bodies.

## **Pictures Top to Bottom:**

### **Top Picture**

Max Legg BSc (Hons) is presently System Architect at Forensic Pathways. As part of FPL's commitment to its People Invest Programme FPL currently sponsors Max Legg's PhD in Computer Science which is being undertaken with Warwick University. Max's PhD focuses on 'Digital Forensic Knowledge Management'. Max is seen here presenting to Senior Police Officers at the IACP Conference in Estonia

### **Middle**

Ben Leary, Sales Director, Forensic Pathways. Ben is being sponsored to undertake professional development via the Chartered Institute of Marketing. Ben is seen here meeting Senior Officials at the IACP Conference in Estonia.

### **Bottom**

Jenny Thomas, BSc (Hons), MSc, Forensic Analyst, Forensic Pathways. As part of the People Invest Programme, Jenny is currently in the second year of her sponsored PhD at Huddersfield University. Jenny is seen here undertaking a technical demonstration to the reviewer, Dr Catherine Fargeon, Ministère de la Défense, as part of the European Commission review of the Odyssey Project (see page 5)



## External Commitments

As per Principles 1&2 FPL's senior management undertake significant pro bono work via such organisations as the ICT Cluster Network, the British Association of Women Entrepreneurs and FCEM World Congress of Women Entrepreneurs.

### West Midlands ICT Cluster



Forensic Pathways' Managing Director, Richard Leary, MBE is regional Chair for the ICT Cluster.

The West Midlands ICT Cluster represents the interests of the region's ICT business community. The ICT Cluster is an Advantage West Midlands (AWM) funded organisation managed by a Cluster Opportunity Group (COG) whose membership is primarily drawn from the private sector.

As a result of recognition for the fundamental importance of Corporate Social Responsibility to business practice, an award was launched within the Annual Cluster Conference for businesses that had embraced CSR as their standard. NS Optimum were the first to win the Chair's Award for Corporate Social Responsibility for their significant contribution to helping developing countries benefit from computer facilities. [www.nsoptimum.co.uk](http://www.nsoptimum.co.uk)

### British Association of Women Entrepreneurs

As part of her role as Vice President of the Association, Forensic Pathways' CEO is called on to present and give support to a number of international associations, all of whom focus on women and the opportunity to build sustainable, profitable businesses.

In 2010 Forensic Pathways' CEO takes over in the role of National President of the British Association of Women Entrepreneurs with a mandate to develop this support network, providing financial and mentoring support for women in the UK, and supporting the FCEM at an international level.

In 2009 Deb Leary was invited by Dato' Dr Norraesah Mohamad, Chair of the World Islamic Economic Forum, Businesswomen's Network, to speak at the World Islamic Economic Forum in Jakarta.

The main theme of the conference focussed on Food and Energy Security & Stemming the Tide of Global Financial Crisis.

In addition via the Women's Network and the Young Leaders Forum, significant time was given to the importance of global entrepreneurship.



### **“Growing” The Next Generation of Women Entrepreneurs: Engaging Young Women & Girls in Entrepreneurship**

Deb Leary OBE, CEO, Forensic Pathways, World Islamic Economic Forum 2009, Jakarta

## FCEM World Congress of Women Entrepreneurs

In 2009 as part of her role as Vice President of the British Association of Women Entrepreneurs, Forensic Pathways' CEO represented the British Association at the FCEM World Congress of Women Entrepreneurs being held in the Cameroon, in order to give the National Report from the UK.

FCEM and the British Association of Women Entrepreneurs are non-profit, non-government, non-political and non-sectarian organisations whose activities at a national and international level are aimed at promoting women's entrepreneurial initiatives and reinforcing national associations of women business owners through:



- **Creating awareness and reinforcing** the visibility of women business owners.
- **Lobbying and advocacy**, before public and private institutions, policymakers and governments, on issues that impede women's entrepreneurial potential.
- **Promoting** solidarity, friendship, cultural understanding and the exchange of experiences and ideas.

- **Facilitating** the development of business, partnership, and trade.
- **Fostering professional** growth and business skills perfection and encouraging women to create enterprise



The World Congress took note of the message sent by the Secretary General of the United Nations Ban-Ki Moon, to the FCEM World President, which recognized the high level work done by FCEM.

As a result of this Congress the following recommendations were made:



## **Recommendations and Resolutions of the 57th FCEM World Congress October 23 to 28, 2009 Yaounde, Cameroon**

The outcome and recommendations of the statutory meetings, the workshops and the conference proceedings are summarized in the following recommended follow-up actions to:

- Build a dynamic partnership with the United Nations and its specialised agencies and organisations with the view to foster and reinforce women's entrepreneurship.
- Consolidate relations and working partnerships with the international and regional institutions, sponsors and participants at the 57<sup>th</sup> FCEM World Congress, and to work for the creation and implementation of projects aimed at the promotion of women entrepreneurs.
- Establish and extend financing mechanisms for women entrepreneurs of micro-credit projects, guarantee funds, and the creation of women's banks, for example the project that will be taking form in Mexico, and that will be launched on the African continent.
- Establish the FCEM regional association groups for:
  - ° Europe and the Americas
  - ° Africa and Asia
- Establish integrated national centers for women entrepreneurs with fully equipped material and immaterial infrastructures, services and technologies, for FCEM National Associations. Component of WEWIN
- Reinforce the training of women entrepreneurs in communication and in the utilisation of the new technologies and to promote the integration of entrepreneurs into FCEM-CandGo Platform and B2B Marketplace to increase their business, visibility and opportunities at the national, regional and international levels. Component of WEWIN
- Build capacity in product development and diversification, in international trade and access to markets, in meeting international quality standards and other important trade services.
- Develop a strategy on economic intelligence, strategic watch, facilitating the dissemination of business information among members
- Create an FCEM Solidarity Action Project for coming to assistance of the women entrepreneurs in war torn areas and massive natural disaster zones of the FCEM world, aiming at re-launching enterprises and economies.

## **Targets 2010**

### **Share Option/Pensions**

Whilst FPL achieved 2 out of the four targets set for 2009, it still needs to address the issue of Stakeholder Pensions and Share Option Scheme. This has now been given priority by HR & Finance in order that this is fully implemented by end of Quarter 2 of 2010.

### **The Hunger Project**

FPL has agreed to support 'The Hunger Project' Charity for 2010/2011. The Hunger Project is a global, non-profit, strategic organization committed to the sustainable end of world hunger.

In Africa, Asia and Latin America, The Hunger Project seeks to end hunger and poverty by empowering people to lead lives of self-reliance, meet their own basic needs and build better futures for their children.

The Hunger Project works in partnership with grassroots people in Africa, Asia and Latin America to develop effective bottom-up strategies.

- Mobilizing people at the grassroots level to build self-reliance
- Empowering women as key change agents; and
- Forging partnerships with local government.

The organisation has several key initiatives:

- Community Centers for Meeting Basic Needs
- Honoring Africa's Leadership
- Microfinance Program in Africa to Build the Capacity of Small Farmers
- HIV/AIDS and Gender
- Celebrating Girl Children in Bangladesh
- Fostering Government Accountability in Bangladesh
- Strengthening Elected Women Leaders in India
- Partnering with Media to Enhance Women's Leadership

It is FPL's intention to promote the project widely through its networks, via the web, company marketing material and promotions and presentations with a view to raising the charities profile and in turn its donations.

## **Principles 7 & 8**

### **Precautionary approach to environmental challenges and initiatives to promote environmental responsibility**

#### **Recycling**

FPL successfully introduced a recycling system within the company ensuring that all waste paper, cardboard and plastic are catered for in recycling waste bins. Confidential waste continues to be dealt with via an external company 'Green Plan-it' to provide a confidential waste and recycling service. [www.greenplan-it.co.uk](http://www.greenplan-it.co.uk). Wastepaper, whenever possible is turned into internal office notepads.

All obsolete equipment is disposed of via local waste management sites operated by Local Authorities and put for recycling where appropriate.

#### **Fairtrade Consumables**

Employees must engage in the purchase of fair-trade products whenever possible. It is the duty of purchasing to ensure that this is being adhered to.

FPL is committed to only purchasing recycled paper for all office use.

#### **Review of Office Energy Consumption**

Difficulties arose in undertaking this review in that FPL shares the building with another tenant and there was little clarity in how energy consumption was split between the two organisations. This has now been more clearly defined and will form the focus of 2010 as part of FPL's commitment to energy saving and cost reduction.

No equipment is allowed to remain on standby overnight and lighting switched off when the offices are vacant.

#### **Carbon Footprint**

Skype has now been introduced as a method of communication in order to reduce the need for travel. Full conferences can take place via Skype without the need to physically attend meetings, thereby cutting down on travel costs and environmental damage.

50% of the work force reside locally to the business and wherever possible local suppliers are sourced.

Carbon Off-setting is still a target for 2010.

## **Principle 9**

### **Encourage environmentally-friendly technology**

#### **Internal Solutions**

As per Principle 8, FPL has introduced Skype calls in order to encourage a reduction in travel to meetings. This has proved extremely successful, with regular Skype meetings taking place between various project teams in Central Europe, South Africa and Australia.

#### **External Solutions**

Many of Forensic Pathways' solutions focus on the ability to share information and data that ordinarily would have required extensive personal collaboration requiring clients to travel globally in order to ensure security. This ability to share disparate data and to communicate it effectively has a significant impact in reducing cost to client and also contributes to reducing the clients' carbon footprint. Data sharing techniques also significantly reduce excessive use of paper.

# **Principle 10**

## **Anti-Corruption and Bribery**

The recent Bribery Act requires companies to have “adequate processes” in place to prevent such offences.

### **Internal Communication**

Forensic Pathways has always embedded its Anti-Corruption and Bribery stance within its Contracts of Employment. All employees are advised within their Contracts that it is viewed as a fundamental breach of trust if they align themselves and therefore FPL with organisations who engage in corrupt or improper procurement practices.

This is also made clear within Distributor, Agency and Partnership Agreements and through the supply chain generally via our Terms and Conditions.

### **Target for 2010**

However, in recognition of the new legislation (The Bribery Act) FPL believes that a ‘stand alone’ policy is required. It also recognises that in developing new international markets the possibility of incidents occurring may increase. It is also recognised that the majority of FPL’s employees are young professionals with limited international or contract experience. It is therefore intended that in 2010 a full policy is introduced which not only seeks to make clear the Bribery Act, our commitment to the Compact and the Company’s general stance on Bribery and Corruption, but will also give examples and case studies of potential scenarios that employees may encounter. The policy will identify examples explain the legislation and the reporting rules, along with a clear outline of what procedures follow should there be a violation. In addition clauses will cover the consequences should partners, agents, distributors, or companies within the FPL supply chain are seen to be in breach, and clear guidelines presented as to Company expectation.

The current policy states that should any violations occur or thought to have taken place they must be reported directly to FPL’s CEO for investigation. To date this has not been necessary, but FPL recognises the importance of a clear mandate. Forensic Pathways supports both the Compact and the Bribery Act in this regard.

### **External Communication**

Forensic Pathways offers a Due Diligence and Ethical Audit Service to clients internationally. This service allows clients to undertake due diligence on the credibility and integrity of third parties they are considering doing business with. The business practices, operational policies and other indicators of integrity can be checked via a database operated by Forensic Pathways.

Forensic Pathways offers both covert and overt Due Diligence investigations for clients. This process enables a client to investigate the appropriateness of mergers and acquisitions, procurement opportunities, requests for business negotiations.



This Communication on Progress will be available on [www.unglobalcompact.org](http://www.unglobalcompact.org), along with FPL's own website [www.forensic-pathways.com](http://www.forensic-pathways.com)

It will also be communicated to all employees, clients, suppliers, associates and other networks associated with FPL.

It will also form part of presentations undertaken by the company in the course of its day to day operations.

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