

# Communication on Progress Report to the **United Nations Global Compact**

**December 2008**

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



# Statement of Support

As CEO of Forensic Pathways and as Deputy Chair of the UK Global Compact Network, I am pleased to reaffirm our support for the Compact. This is our second Communication on Progress (COP) and I am delighted to report substantial progress has been achieved within Forensic Pathways over the past year.

This Report will highlight the advances we have made with regard to our people, the community, and our commitment to the environment, human rights and bribery and corruption.

However, it is always important to acknowledge the things we have yet to achieve and to put these as markers for the year ahead. Within this report you will also therefore find a 'To Do' section, which will naturally ebb and flow as 2009 progresses.

There is one thing that will however remain constant and that is Forensic Pathways' commitment to the Compact. Over the past year the company and the individuals within it have worked hard to promote the Principles of the Compact to a wider audience. The Compact continues to remain a focus within a recruitment process, but is also actively promoted to our Supply Chain, our clients, the community generally, and within the other networks in which we all as individuals operate.

This COP will be made available, as previously, on the UNGC Global website [www.unglobalcompact.org](http://www.unglobalcompact.org) along with our own website [www.forensic-pathways.com](http://www.forensic-pathways.com), where it will feature alongside other articles and presentations relating to the benefits of CSR.

**DEB LEARY OBE**  
**Chief Executive Officer**

# About Forensic Pathways

Going beyond conventional analytical techniques, Forensic Pathways Ltd (FPL) specialise in offering unique data analysis solutions in the area of criminal intelligence, due diligence/risk and business intelligence and is internationally recognised for taking a lead in the development of forensic products/services.

Incorporated in 2001, FPL has become internationally renowned for being a company leading in innovation, with a commitment to providing products and services which reflect client need and cultural environment.

We operate in four key areas:

## **Forensic Products**

- Design and supply of over 1,000 products sold internationally to the forensic market

## **Analytics**

- Forensic Phone Analyser (FPA)
- Fraud Detection
- Criminal Investigation
- Risk Reduction and Management
- Money Laundering

## **Forensic Due Diligence (FDD)**

- Risk relating to Acquisitions and Mergers
- Fraud Investigation and Analysis
- Supply Chain Fraud Detection
- Ethical Supply Chain Analysis
- Reputational Analysis
- Personal identity/CV verification
- Intellectual Property Theft

## **Training & Consultancy**

- A full range of bespoke training courses from basic forensics, to fraud investigation, criminal intelligence, through to honour related violence.

Our client base is diverse both in terms of market sectors and global reach. Clients include Government, Police, Europol, European Commission, Banking and Telecommunications Sector, Retail Sector, Insurance Industry, Universities and television companies, to name but a few. This is achieved through direct contact and through our network of distributors in Australia, South Africa, Nigeria, Central Europe and the USA.

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

# **Principle 1 and 2**

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

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

#### **Interview and Induction Process**

Both at interview and induction all potential and hired staff are made fully aware of FPL's commitment to the Compact and that it is the responsibility of both the company as a whole, as well as the individual, to ensure that they are fully conversant with the Compact and its stand on the Human Rights Agenda.

#### **Employee Handbook**

Our Employee Handbook includes full details with regards to our commitment to the Global Compact, across all Principles, and the training undertaken at Induction is reinforced through the Employee Handbook.

#### **Associates**

FPL promotes our involvement with the Compact whenever we engage new Associates. These are experts who are taken on a consultancy basis for a set project. Where Associates are dealing internationally, they are briefed on all aspects of the country concerned and made aware of any aspects that may prove of concern and for which they may need our support.

Any suspected violation of human rights or concerns by staff are required to be reported to FPL's CEO.

Whilst to date we have not had a requirement to deal with an instance of human rights abuse directly related within our business dealings, we are not complacent in this regard and would not assume that because we have yet not found it, it does not exist. We are therefore ever mindful that we will always endeavour to do our best in this regard, but that should this become an issue we are equipped to act appropriately

## **Commitments 2008**

### **Working with the UN Global Compact Network**

FPL is an active member of the UK Network, with our CEO acting in the role of Deputy Chair of the Network, including taking an active role in the Communications and SME Working Groups. During this time our CEO has actively promoted and supported the Compact at a variety of events:

March 2008 Ethical Corporation, Global CR Reporting Summit in Berlin  
<http://www.ethicalcorp.com/globalreporting>

May 2008 University of Surrey – Presentation on 'Responsible Entrepreneurship'

July 2008 'NGO and Entrepreneurship' International Seminar, Paris, organised by ADVANCIA – School of the Paris Chamber of Commerce and the Industry NGO/DPI Executive Committee, UN.

November 2008 – Donation to the Global Compact Foundation

Dec 2008 DTI & UN Global Compact: Introducing the UN Global Compact and its various initiatives to UK Business Perspectives on CR and UN Global Compact Network Membership – Presentation 'CSR an SME Perspective'

### **60<sup>th</sup> Anniversary of the Universal Declaration of Human Rights**

2008 saw the 60<sup>th</sup> Anniversary of the Universal Declaration of Human Rights (UNHR) and as a result FPL committed to signing the Declaration in full support. This has been communicated to all staff and stakeholders via an online press release.

[http://www.unglobalcompact.org/Issues/human\\_rights/CEO\\_Statement\\_List.html](http://www.unglobalcompact.org/Issues/human_rights/CEO_Statement_List.html)

### **Business Call to Action**

In May 2008 FPL attended an event hosted by the UK Government and UNDP focussing on the Business Call to Action. Business Call to Action is part of a major campaign to accelerate progress towards meeting the Millennium Development Goals (MDGs) by 2015. As a result of this meeting FPL became a signatory to Business Call to Action.

[http://www.business-call-to-action.com/?page\\_id=13](http://www.business-call-to-action.com/?page_id=13)

### **Anthony Robbins Foundation**

As part of our commitment to the Business Call to Action and Principle 1 we contribute monthly to the Anthony Robbins Foundation. Our donation goes to support a number of projects. The Foundation provides on-going assistance to the Hebron Children's Home in India and the Langfang Children's Village in China.

*Hebron Children's Home, India:* Over the past 40 years, Hebron Children's Home (formally Hebron Orphanage) has saved homeless orphans from dying of starvation on the streets of India. More information can be found at <http://www.HebronChildrensHome.org>.

*Langfang Children's Village, China:* The Langfang Children's Village in Beijing, China was founded to support Mainland China's orphaned and special needs children. It is home to over 90 orphans from approximately ten different orphanages scattered throughout China. It is designed to model a normal family environment, de-emphasizing the institutional feel often associated with traditional orphanages. Every child lives in a freestanding home with house parents and their own yard to play in. The Foundation provides monthly funding to the village.

These projects along with the Discovery Camps/Youth Mentoring Programmes and International Basket Brigade which provides food and household items to more than 2 million people in 74 countries annually, ensures that our contribution is very much targeted and reported on. See Appendix 1

## Genesis Project

FPL has been successful in being part of a number of Framework 7 Projects across the whole of Central Europe. Each year new calls for projects are promoted by the European Commission. The broad objectives of FP7 have been grouped into four categories: **Cooperation, Ideas, People** and **Capacities**. For each type of objective, there is a specific programme corresponding to the main areas of EU research policy.

In 2008 FPL formed part of a Consortium made up of Public, Private, Research and NGO organisations from various parts of the EU with the aim of directly impacting on the presence and effects of terrorism, organised criminality, human trafficking and homicide. The project has strong support from Counter Terrorism, Human Trafficking and Intelligence Organisations. The work will involve the use of cutting edge science and technological methods and will develop new research agendas for future work, as well as a set of applications for use by end users. Strategically the project will be a cutting edge platform capable of providing relevant, reliable intelligence and evidence to law enforcement across the EU to directly impact on the presence and effects of **terrorism, organised criminality, human trafficking** and **homicide**. Identifying the key intervention and 'Tipping Points' will provide the means to reduce and combat these problems.

The Trafficking of Human Beings (sometimes referred to as 'modern day slavery') is a violation of Human Rights. The numbers of trafficked people in the EU is large and the costs in human, economic and societal terms are enormous. Whilst it is not obviously visible, human trafficking is happening across the globe, and is being undertaken as a low risk yet high reward activity by organised crime gangs. It is a major priority for the EU to protect the rights and security of its citizens but human trafficking seriously undermines this. The successful movement of victims across borders by crime gangs requires sophisticated planning and coordination and crime gangs have become highly successful. In response the EU needs prevention and detection strategies supported by new state of the art technologies to automatically identify source, transit, destinations as well as intervention 'Tipping Points'.

Genesis will provide this.

In contrast, the immediate results of terrorism and organised criminality can be obviously seen from the pictures of injured or killed victims and demolished buildings. In addition to this there is another cost and this involves the wider loss of revenue and investment that can devastate a local economy and undermine the financial stability of a country and even a region. In addition, the direct and indirect costs of terrorist attacks are the costs incurred in preventative measures. Reinforcement of security at key installations, implementation of regulations and increased armed patrols to prevent immediate terrorist threats add considerably to the overall financial impact of terrorism.

Terrorist groups and organised criminal gangs undermine the democratic, political and economic basis of modern society by creating fear, laundering the proceeds of crime and reinvesting this in new criminal and terrorist ventures. A culture develops where criminality, corruption, hidden market economies and ruthless crime cultures begin to breakdown social, democratic and legal infrastructures. The result is often a weakening of institutions, an undermined economy and a loss of confidence in the rule of law. This project will undertake research to create and develop a secure interoperable situation awareness platform for the EU to combat organised crime, terrorism, human trafficking and homicide. Using real-time simulated data feeds from

live, historical and open sources the project will process raw data into knowledge capable of being acted upon. The data will be sourced from different domains with multiple reference models and formats to provide a wide array of intelligence and knowledge generation capabilities.

The Genesis platform will engage in automatically extracting, cleansing, normalising and combining data from disparate high volume repositories for automated cross correlation and analysis. Datasets used will for example include Crime Information, Human Trafficking Information, Homicide Investigation, Vehicle Information, Crime Data, Telecommunications Data, Forensic Databases (for example Fingerprints, DNA, Footwear and Toolmarks) and NGO data on the trafficking and illegal movement of Humans. The number and type of data sets is wide along with the array of formats.

Intelligence will be extracted using a range of new and advanced semantic knowledge extraction, data-mining and hypothesis generation and testing techniques will be used to facilitate appropriate, fast and responsible decision making and alerts. The platform will have a management and security system, controlled access and an automated reporting tool for cost effective decision making, resource co-ordination as well as providing the policing of existing information systems.

If successfully adopted by the EU Commission in 2009, this Project will have significant impact on the lives of many and will provide a European framework in order to take positive action in these areas.

## Other Charities and Community Projects

### Child Victims of Crime

In 2008 FPL's CEO committed to undertaking a 17 day trek to Everest Base Camp in 2009 in order to raise awareness and funds for Child Victims of Crime. This is being organised through Charity Challenge. 2008 has seen donations being raised in order to undertake this trek.

In March 1993 a terrorist bomb explosion in Warrington, Cheshire killed two boys and injured scores more local people. As so often in these circumstances, the public reached out in the only way they could. They sent money. Two police officers collected these donations and by organising various fundraising events were eventually able to send 34 child victims of crime to Disney World, Florida. In 1994 children from Warrington were joined by other young people from Belfast whose lives had also been blighted by terrorism. This became the Registered Charity 'Child Victims of Crime'. [www.cvoc.org.uk](http://www.cvoc.org.uk)



It is hoped to raise in excess of £3,000 towards this charity.

## Lakeside Primary School, Tamworth, UK



Each year Lakeside School take their Year 6 pupils away to a residential camp where they get the opportunity to take part in activities such as rock climbing, archery, and search and rescue. However, many of these children are from low income families who would not ordinarily be able to afford to allow their children to attend.

In 2008 FPL sponsored two children who would otherwise not be able to attend and we have committed to supporting the school again in 2009 to ensure that children within the community are in no way disadvantaged.



All these projects will be reported on an ongoing basis via emails and through the Corporate Social Responsibility section within 'About Us' on our website.

### Targets 2009

To develop and promote our Human Rights Policy ensuring that our Supply and Distributorships are clear as to our stance and are compliant.

To ensure the success of the Genesis Project

To ensure the measurable success of our Charity and Community Projects

## **Principle 3**

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

FPL is committed to ensuring that all its employees have the right to:

- Undertake collective bargaining
- Freely join a Trade Union of their choice

#### **Professional Membership**

Via our People Invest Programme (PIP) all employees are free to join a professional organisation of their choice for which FPL will pay the annual membership if directly related to their particular field.

#### **Environmental/Community Initiatives**

FPL also supports and actively encourages employees to volunteer for any environmental or community initiatives.

#### **Targets for 2009**

Ensure that Employees are aware via the Employee Handbook of the support for Professional Memberships and engagement in Environmental/Community Initiatives

Reintroduce monthly update meetings to discuss relevant business strategy, and update across departments on client communications, key accounts, and futures.

Introduce 'Time Out' Sessions to enable employees to meet with Line Managers to discuss their own personal working conditions, concerns, areas for celebration.

## **Principle 4**

### **Forced and Compulsory Labour**

To date we are not aware of any issues connected with our business that relate to forced labour.

However, we will continue to promote our commitment to the Compact and its stance on forced labour and will continue to promote our Corporate core values and ethics. As we continue to expand into new markets we will ensure that our employees and our supply and distribution chains are fully aware of our policy and we will actively encourage them to take a similarly stance.

#### **Targets for 2009**

To gain a greater understanding of our supply chains and to review our procurement policy, and develop appropriate internal systems.

Commit to purchasing fair-trade products wherever possible.

# **Principle 5**

## **Support Abolition of Child Labour**

### **Work Experience**

FPL is committed to supporting the Work Experience programmes undertaken by local schools. We see this as a valuable learning environment for students who are about to embark on their careers or wish to get an insight into a particular field in which they are interested.

It is well known within the local community that FPL are champions of this scheme, and as a result we are often contacted by schools to ask if we would take a student on work placement. However, on some occasions we are contacted via letter, email or visits by students looking for work experience. Whilst this is commendable in that they are using their own initiative to look for a placement FPL never take on students without express written permission from a parent/guardian and from the school. All necessary documentation is completed included as it would be if they were a member of staff ie interview, induction (including health and safety) and all insurance documentation is fully completed. No student is allowed to work before 9 am or past 5 pm without the written consent of their parent or guardian.

### **International support for the abolition of Child Labour**

See Principle 1: Anthony Robbins Foundation

See Principle 1: Genesis Project

### **Employees working abroad**

All employees are briefed concerning any new market or market sector in which they are being asked to operate, as is the case regarding issues surrounding Bribery and Corruption.

Any concerns are required to be passed to the CEO.

## Principle 6

### Support the Elimination of Discrimination

FPL has a strong commitment to diversity and equal opportunities, through its accreditation via WEConnect:



FPL has been accredited as a WEConnect organisation. WEConnect is a leading UK supplier diversity initiative spearheading the connection of women-owned business and multinational corporations. It is the UK's leading advocate of women-owned businesses as suppliers to global and national corporations and government bodies. Its mission is to ensure that majority women owned businesses are given fair and equal access to corporate and public sector procurement opportunities in the UK. As well as being accredited, FPL's CEO has been appointed a WEConnect Ambassador.

#### **Personnel/Health & Safety**

Personnel and Health and Safety Support are provided by Peninsula Business Services. Forensic Pathways has been awarded the 'Employer of Excellence' Accredited Standard.

Equal Opportunities monitoring is undertaken and an Equal Opportunities Policy is clearly evident within every Employee Handbook.

All employment interviews are conducted by two members of staff, one responsible from Personnel and the second, directly connected to the relevant department. Each interviewer completes an Interview Rating Form and a short-list matrix is applied. Upon appointment a full induction is undertaken and relevant Induction Checklist is completed.

Return to work interviews are conducted following any long term absence in order that FPL can offer the correct level of support and be fully informed as to any personal or practical issues that need to be addressed.

#### **People Invest Programme**

In 2008 FPL launched its 'People Invest Programme (PIP)'. This ensures all employees have an opportunity to take part in a range of personal and professional development programmes. As part of the 2008/9 programme FPL committed to supporting three PhDs, professional development through to AAT for Finance Staff, qualification and membership of the Chartered Institute of Marketing, as well as committing to supporting a range of work experience students and University Graduates on work placement.

As part of this programme we have also implemented a full Appraisal Scheme which will be fully operational across all departments from January 2009.

#### **Targets 2009**

- Implement Share Option Scheme across the company
- Implement Stakeholder Pension
- Ensure Appraisal complete across the company
- ISO 9001 Accreditation

## Principles 7 & 8

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



We are committed to continually reviewing our environmental policy, with the aim of going beyond regulatory standards.

#### Confidential Wastepaper Recycling

In 2008 we appointed the company Green Plan-it to provide a confidential waste and recycling service. Green Plan-it offers a secure service for confidential waste, with collection being made via a fleet of fuel efficient vehicles. Waste is recycled via energy saving machinery and administration undertaken electronically.  
[www.greenplan-it.co.uk](http://www.greenplan-it.co.uk)

All other wastepaper is whenever possible used for scrap ie notepads.

#### Carbon Footprint

Whilst we have still a great deal to do in this area, significant inroads are being made in reducing travel, increasing the use of public transport, car sharing, and whenever possible, using local suppliers, with 50% of the workforce coming from the local community.

With regards to measuring our power consumption this will be a focus for 2009 having moved into new offices December 2008. Power consumption will be monitored closely and reductions made wherever possible, including possible improvement to lighting.

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

#### Printing

All general printing is undertaken in greyscale and is double sided. Employees are reminded not to print emails unnecessarily and this reminder is featured on emails



DO YOU REALLY NEED TO PRINT THIS E-MAIL?

#### Targets 2009

- Undertake review of office energy consumption
- Implement carbon offsetting
- Undertake review of paper use and commit to purchasing only recycled paper
- Further enhance office recycling system
- Review Employee Handbook to include policy regarding energy consumption and required employee behaviour
- Further progress purchase of Fairtrade consumables

## **Principle 9**

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



Forensic Pathways has a policy for:

- use of environmentally friendly technologies and;
- development of environmentally friendly technologies.

#### **Use of Environmentally Friendly Technologies**

Forensic Pathways uses the latest technologies for information and communications technologies. For example, the company operates a remote working practice so that all staff can access and use the company systems from home as and when necessary. Only one technology system is used by everyone namely the company server system and this avoids the need for each staff member to have a system at home. They simply connect with a laptop using the WWW internet and work securely over the internet using a single common system. Economies of scale, use of less power, less environmental impact, lower power usage results from this policy.

The use of server technologies is kept to a minimum with single optimised servers undertaking multiple roles. For example, the File Server is used for other processing purposes so as to avoid using more than one server. Multiple use servers reduce power consumption, saves money and enables those savings to be re-invested in other areas for efficiency and effectiveness.

#### **Development of Environmentally Friendly Technologies**

Forensic Pathways develops software systems that directly impact upon organisation efficiency and effectiveness for clients. The ethos of the technology development arm of the company is based upon environmental and operational cost reduction and efficiency building. For example, the company has developed a technology that enables law enforcement to centralise the process of data extraction and analysis of data from mobile phones thereby alleviating the need for police officers to undertake unnecessary journeys and move heavy equipment from location to location. This reduces cost, reduces environmental impact and enables the police to undertake their operations much more efficiently and at the same time reduce impact on environmental and operation issues.

The company has developed several products that have at their core the ethos of the reduction of environmental damage and the reduction of operation costs. These savings are then deployed to other areas of the operation which results in often exponential increases in efficiency. At the heart of the approach is the reduction in environmental impact, reduction of costs, reductions of waste and the ability to re-invest these savings to enhance the business operation.

## Principle 10

### Anti-Corruption and Bribery

Forensic Pathways adheres to the principle of the Global Compact and as a matter of routine policy will not engage with businesses operating corrupt or improper procurement practices. On two occasions in 2008 the company advised prospective international clients that it would not as suggested engage in the provision of introductory gifts to potential clients outside the UK. All staff are advised as part of their contract of employment that it is a fundamental breach of trust if they align themselves and therefore FPL, with organisations who engage in corrupt or improper procurement practices.

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. In 2008, Forensic Pathways identified an international group of businesses involved in corruption and 'long firm fraud'. These organisations were, via the use of corrupt practices, placing international companies and their employees at risk from fraudulent and corrupt practices.

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.

## APPENDIX 1

Letter received from the Anthony Robbins Foundation highlighting FPL's commitment to the Foundation for 2008



Ms. Deborah Leary

Dear Ms. Leary,

Thank you for your generous support of the Anthony Robbins Foundation in 2008. Each day your dedication to the mission of the Foundation allows us to continue providing inspiration and hope to the less fortunate in society.

In 2008, with your help, the Anthony Robbins Foundation achieved great success. Below are just a few examples of how your generous donations have made an impact in our world:

- **Global Youth Leadership Summit** – TARF welcomed over 200 teens from around the world: Australia, Cambodia, South Africa, United Kingdom, and more. Following the 5 day event participant testimonials indicated an increase in self confidence and a stronger sense of future direction. To assist in the continuing momentum we launched our Global Youth Leadership website for the alumni of the program.
- **Global Community Connection** – Our global outreach continued to support Cherish Our Children International and the Bridge to Peace project in which Israeli and Palestinian youths are brought together as a team to participate in a soccer tournament. In addition we were proud to provide funds to support the continuing development of both Hebron orphanage in India and Shepard's Field in China.
- **International Basket Brigade** – 2008 brought unprecedented success to the Basket Brigade. Our massive coalition of volunteers has helped us to succeed in surpassing our 2008 goal of feeding 4 million people! Your efforts not only feed families but also offer hope in the belief that everyone deserves to reach their true potential.
- **Personal Power for Prisoners** – In 2008 the Foundation increased Prison outreach to include another 16 institutions. Participating institutions have succeeded in raising the standards by which the program participants live through utilizing the curriculum specially designed for incarcerated adults and youths.
- **Mentoring Program** –still in the pilot stage, we are continuing to develop and fine-tune this program with the hopes that it can be disseminated globally in the near future.

Your passion is a blessing and we are honored to have you as part of the Anthony Robbins Foundation family. With your continuing support we look forward to the phenomenal growth of our outreach in 2009!

With Deep Gratitude,

Anthony Robbins Foundation

*Your total donation to the Anthony Robbins Foundation in 2008 is **\$1062.6 USD**. The Anthony Robbins Foundation is a non-profit 501c organisation*

