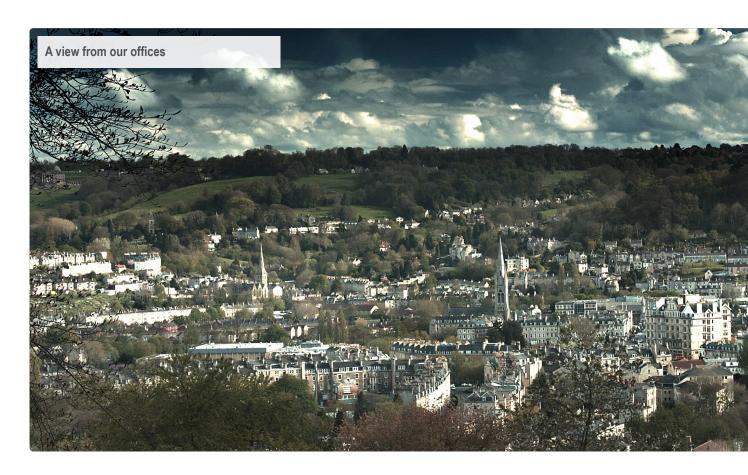
Our Communication on Progress to the United Nations Global Compact

September 2008



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About Maplecroft

Who we are

Maplecroft is a successful specialist research and advisory company focused on the non-financial performance of large multinationals. It has a strong corporate client base and research partnerships with leading international organisations, such as those within the auspices of the United Nations, the World Economic Forum and prominent NGOs.

What we do

We help major brands manage global risks and corporate responsibility, build reputation and harness leadership opportunities. Our work combines creative design and software engineering with meticulous analysis of the political, economic, social and environmental landscape, in order to communicate risk and responsibility in visually compelling ways. We are a trusted advisor to some of the world's leading companies. Our employees are among the world's leading non-financial risk analysts and thought leaders.



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Submission date	03 September 2008
Membership date	11 February 2005
Number of employees	25+ full time employees 2+ part time employees
Sector	Professional, Scientific and Technical Services
Contact name	Dr Kevin Franklin
Contact position	Director of Research Strateg

Case study: Women for Women International charity walk

In August 2008, Maplecroft staff went on a sponsored walk to raise money for Women for Women International (WWI) – a charity that helps women survivors of war. Through the donations of Maplecroft's staff and the company itself – as well as friends and family – the sponsored walk raised a total of US\$2403.

The decision to support WWI was made following the development of our conflict and political violence map, as well as our map of sexual violence in conflict. WWI is behind some crucial programs worldwide designed to empower female victims of war to rebuild their lives. Projects are run in countries including DR Congo, Iraq, Afghanistan, Bosnia and Herzegovina, Colombia, Sudan and Rwanda. Amongst

the reasons why they are targeted for killings, rape, torture and slavery is because they are essential for social cohesion, and are often heads of households, especially during civil war. Targeting women shames the men in their ethnic or tribal group who are not able to protect them and this has been a very effective way of undoing society for generations in many areas of conflict.

We hope to build upon this event – as well as other charitable donations that Maplecroft and its staff have made over the course of the last year to charities such as the British Heart Foundation, Child Soldiers and Save the Children – in order to ensure that we play a positive social role.





Statement of support

Maplecroft's commitment to the values of integrity, transparency, social responsibility and environmental proficiency is underpinned by our firm support of the 10 Principles of the UN Global Compact. We are committed to supporting and advocating these principles throughout our sphere of influence, in terms of both our research and advisory work for our business clients, as well as our pro-bono activities.

The work we carry out for our business clients is by its very nature aimed at enhancing their ability to conduct business in a responsible way. Maplecroft is also committed to sharing its research and analysis widely so as to educate as many people as possible about human rights, as well asthe range of dilemmas that business and society face in addressing the issue responsibly.

Other examples of how we put the 10 Principles of the UN Global Compact into practice include the following:

- Charitable donations by employees, which have been matched by Maplecroft, to a range of charities, including the British Heart Foundation, Women for Women, Child Soldiers and Save the Children
- The development and hosting of tailor made maps for Debt AIDS Trade Africa (DATA), RED and the Global Fund
- Discounted rates for working with humanitarian organisations (UN OCHA, CARE, World Economic Forum etc.) – including reports, research and advisory work
- The granting of free access to our Global Risks products to a number of universities and schools

- The publishing and wide dissemination of Ethical Insight, which is a free fortnightly review of corporate responsibility news and analysis that is widely used amongst corporate responsibility practitioners, NGOs, companies and academics. Ethical Insight is distributed to an estimated 45,000 people via more than 5,000 subscribers.
- Provision of free access to a selection of Maplecroft maps.
 Over the course of the last twelve months these attracted a total of 130,319 visits a daily average of 358.
- My own invitation to participate on the human rights working group of the UN Global Compact and active participation on Transparency International (UK)'s board

Though it is hard to accurately calculate the contribution that Maplecroft has made with respect to our educational and pro-bono work, we estimate that this amounts to £150,000 to £200,000 for the last year.

Over the next year, we will continue expanding our business, thereby enhancing the ability of clients to carry out responsible business. We will also look to increase engagement with international organisations – whether in terms of pro-bono work or mutually beneficial partnerships.

Professor Alyson Warhurst, Chair and founder

Alyson Warhurst



PRINCIPLE 1: Protection of internationally proclaimed human rights

Our commitment or policy

We are committed to supporting and respecting the protection of internationally proclaimed human rights. Our commitment applies to our own operations, our field of influence and our work with our clients.

A brief description of our processes and systems

We turn our commitments into practice by ensuring employees are aware of their own human rights, as well as their role in helping protect the human rights of others. We also advise and assist our clients in managing their own responsibilities in this respect. We do so using the following processes and systems:

In our own operations

- Human Rights Policy (as part of our overarching Corporate Responsibility Policy)
- Employee Handbook, which includes guidance on our commitment to the Global Compact with respect to the protection of human rights

In our client services

- Publishing of Ethical Insight, which includes sections covering Labour and Human Rights, Environment, Corporate Governance, Development, and Science, Technology and Health. Ethical Insight is distributed to an estimated 45,000 people via more than 5,000 subscribers
- Publishing of Global Risks Forecast, which provides analysis on non-financial risks, with specific sections relevant to the Global Compact, including Societal Risk, Corporate Governance, Macroeconomics and Development, Supply Chain Risk, Climate Change, Environment and Natural Resources, Pandemics and Public Health
- Compilation of non-financial risk indices and maps, including those addressing the Global Compact themes of human rights, labour standards, the environment and anti-corruption
- Strategy and policy development using the Maplecroft Policy Bank, which relates to all four themes of the Global Compact
- Risk, responsibility and reputation management, using a proprietary approach based on best practice standards
- Stakeholder engagement using proprietary approaches to identify human rights, labour standards, the environment and anti-corruption issues relevant and material to stakeholders

- Assessment, monitoring and auditing of human rights, labour standards, environmental and anti-corruption performance using our suite of electronic 'Principles-Plus' tools
- Reporting clients' human rights, labour standards, environmental and anti-corruption performance through the development and evaluation of corporate responsibility reports

Our actions over the last year

- Provided information about Maplecroft's commitment to support and respect the protection of internationally proclaimed human rights in our Employee Handbook
- Ensured that all employees are aware of their human rights and the role they can play in helping to ensure the human rights of others are not compromised via our Employee Forum – a monthly meeting to which all staff are invited in order to discuss company business and employee concerns
- Ensured that Maplecroft promotes the respect of human rights through its work with international organisations, for example through human rights research for the GE Foundation, the publishing of the Maplecroft Human Rights Risks Indices 2008, and Professor Warhurst's participation on the human rights working group of the UN Global Compact

Our targets for next year

- Continue to ensure via our Employee Forum that all new and existing employees are aware of their human rights and the role they can play in helping to ensure the human rights of others are not compromised
- Continue to ensure Maplecroft promotes the respect of human rights through further partnerships with international businesses and organisations

Viewpoints of employees

"My role at Maplecroft enables me to promote the issue of human rights within business by advising companies on how and why they have a role to play."

Anthony Davis, Risk Analyst

Measurable results or outcomes

PRINCIPLE 2: Ensure non-complicity in human rights abuses

Our commitment or policy

Maplecroft is committed to ensuring that the organisation, its employees, its suppliers and its customers are not complicit in human rights abuses. Our commitment applies to our own operations, our field of influence and our work with our clients.

A brief description of our processes and systems

As part of our commitment, we ensure employees are not complicit in human rights abuses, and help clients manage their responsibilities in this respect. We do so using the following processes and systems:

In our own operations

- Human Rights Policy (as part of our overarching Corporate Responsibility Policy)
- Labour Standards Policy (as part of our overarching Corporate Responsibility Policy)
- Employee Handbook, which includes guidance on our noncomplicity commitment to the Global Compact

In our client services

· See 'In our client services' under Principle 1

Our actions over the last year

· See Principle 1

Our targets for next year

• See Principle 1

Viewpoints of employees

See Principle 1

Measurable results or outcomes

No formal complaints regarding company performance in this respect.

Case study: Maplecroft, the GE Foundation and the UN Global Compact: Human rights dilemmas

On 2 September 2008, the GE Foundation approved funding of US\$855,000 for Maplecroft to work on a project examining human rights dilemmas encountered by multinational companies in emerging markets. The project, which is being carried out on behalf of the UN Global Compact, is aimed at enhancing understanding of human rights dilemmas and to contribute to best practice. The report is based on more than 30 in-depth case studies of human rights dilemmas, examines the role of business and presents stakeholder viewpoints. It will be made available to external groups through both the GE Foundation and the UN Global Compact.

The report is based on the framework of rules and practices identified by Professor John G. Ruggie that address the intersection of business and human rights. It assesses 20 different sets of human rights measures in each country of focus using the Maplecroft Human Rights Risk Index. These are categorised under human security, labour rights and protection, and civil liberties and freedoms. The index uses categories aligned with the International Bill of Human Rights and the core ILO conventions, as well as the social audit framework SA 8000, the UN Global Compact and other best practice human rights policy documents. In addition, the report assesses a further 10 human rights measures addressing development rights, amongst other issues.

As part of the wider project, Maplecroft is working in partnership with the UN Global Compact in order to convene an online moderated discussion of human rights dilemmas and solutions amongst different stakeholder groups (the 'solutions forum'). In addition, the UN Global Compact is collaborating with Maplecroft in the development of the report, by:

- Providing previous case studies as background material
- Helping ensure the language of the report is consistent with that of the UN
- Advising with respect to previous UN research on human rights and business
- Ensuring widespread outreach and interaction with the 'solutions forum'
- · Reviewing methodology
- Providing an institutional home for the report

PRINCIPLE 3: Uphold freedom of association and collective bargaining

Our commitment or policy

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

- Freely join associations of their own choice (for the purposes of rule formation, administration and the election of representatives)
- · Undertake collective bargaining

Our commitment means that we will not only abide by all applicable laws in this respect, but will act in the spirit in which they were made. This commitment applies to our own operations, our field of influence and our work with our clients.

A brief description of our processes and systems

We put our commitments into practice by ensuring that our employees are aware of their right to freely join associations of their own choice and to participate in collective bargaining. We do so using the following processes and systems:

In our own operations

- Labour Standards Policy (as part of our overarching Corporate Responsibility Policy)
- Provision of contact information for the Amicus trade union in the Employee Handbook
- Our Employee Forum meets every month. All employees are invited to attend. The aim of these meetings is to establish a genuine dialogue between all of our employees, and to allow employees to raise issues of concern
- Employees that prefer not to discuss issues through the Employee Forum or with members of the management team are able to contact a human resources consultant employed by Maplecroft

In our client services

• See 'In our client services' under Principle 1

Our actions over the last year

 Provided information in the Employee Handbook about Maplecroft's commitment to ensure employees are aware of their rights to join associations of their own choice and undertake collective bargaining

- Continued to hold monthly Employee Fora, which offer staff the opportunity to raise issues of concern with respect to their employment conditions
- Used the Employee Forum to ensure that all new and existing employees are aware of Maplecroft's commitment to the right of employees to join associations of their own choice and undertake collective bargaining
- Continued to ensure Maplecroft promotes the freedom of association and the effective recognition of the right to collective bargaining through its work with international organisations

Our targets for next year

- Maplecroft will put in place a framework for employment negotiations with employees that provides for formal employee consultation and feedback where employee rights and duties are affected by changes to company practice
- The new employment negotiation framework will be included in the Employee Handbook

Viewpoints of employees

"In my experience Maplecroft has approached all matters of employment in an open, fair and transparent way – with both staff and management seeking honest dialogue and mutual consideration."

Laurie Anderson, Web developer

Measurable results or outcomes

PRINCIPLE 4: Support elimination of forced and compulsory labour

Our commitment or policy

Maplecroft is against all forms of forced and compulsory labour. Our commitment applies to our own operations, our field of influence and our work with our clients.

A brief description of our processes and systems

We implement this commitment by making sure Maplecroft is a fair and reasonable employer, whilst also helping our clients manage their responsibilities in this respect. We do so using the following processes and systems:

In our own operations

- Labour Standards Policy (as part of our overarching Corporate Responsibility Policy)
- All employees are issued with basic terms and conditions of contract when they join the organisation
- Employee Handbook, which includes guidance on our policies in relation to, and opposition to all forms of forced and compulsory labour
- Employment of an external human resources management expert to provide employment advice to all staff
- Six monthly performance reviews in which employees are encouraged to put forward any concerns

In our client services

See 'In our client services' under Principle 1

Our actions over the last year

- Continued to ensure Maplecroft's support for the elimination of all forms of forced and compulsory labour through its work with international organisations
- Implemented share option bonus scheme to recognise the contribution of employees to Maplecroft's success
- Provided employees access to a voluntary Stakeholder Pension Scheme based on employees' voluntary pension contributions, as well as a contribution by Maplecroft
- Provided access to a Health Cash Plan that provides a set budget for certain health treatments based on employees' voluntary contributions

Our targets for next year

- Consider further expansion of offices to ensure the continued provision of a safe and healthy working environment as employee numbers grow
- Include in our Employee Handbook a commitment to not insist that employees carry out work on certain projects if they have legitimate ideological or moral objections to doing so
- Implement an anonymous annual Employee Satisfaction Survey to allow for the monitoring of Maplecroft's performance as an employer

Viewpoints of employees

"Thankfully, our work does not directly expose us to the risk of forced or compulsory labour. This is not true of all companies, however, and we see it as our task to help advise them to minimise and manage this risk in a way that is positive for all involved."

Roger Cabrera, Director

Measurable results or outcomes

PRINCIPLE 5: Support abolition of child labour

Our commitment or policy

Maplecroft is committed to the effective abolition of child labour. Our commitment applies to our own operations, our field of influence and our work with our clients.

A brief description of our processes and systems

We honour our commitment by ensuring we support the effective abolition of child labour, and by helping our clients do so. We do this using the following processes and systems:

In our own operations

- Labour Standards Policy (as part of our overarching Corporate Responsibility Policy)
- The dates of birth of all new employees, who are of a sufficiently young age, are checked to ensure that they are above minimum school leaver's age before employment

In our client services

· See 'In our client services' under Principle 1

Our actions over the last year

 Incorporated Maplecroft's commitment to the effective abolition of child labour into our Employee Handbook Used the Employee Forum to ensure that all new and existing employees are aware of Maplecroft's commitment to the effective abolition of child labour

Our targets for next year

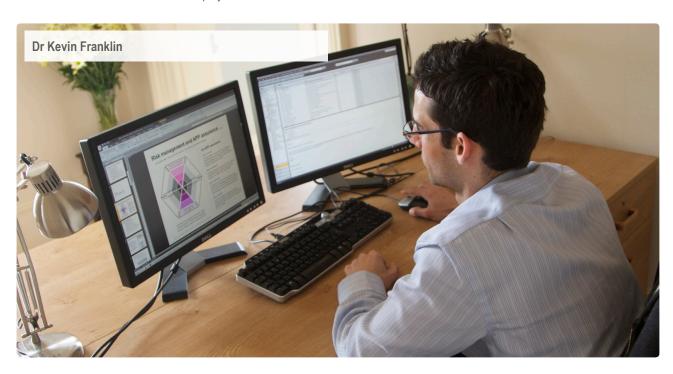
 Continue to ensure all new and existing employees are aware of Maplecroft's commitment to the effective abolition of child labour

Viewpoints of employees

"Though child labour is not a concern with respect to our own business operations, we actively support efforts by companies to deal with the issue within their own supply chains in a responsible and sustainable way."

Eva Molyneux, Risk Analyst

Measurable results or outcomes



PRINCIPLE 6: Support elimination of discrimination

Our commitment or policy

Maplecroft is committed to ensuring equal opportunities for all of its employees. In particular, we are committed to:

- Promoting equality, diversity, as well as an inclusive and supportive working environment
- Affirming the rights of the individual to be treated fairly and with respect
- Identifying, recognising and encouraging individual contributions to our success

Our commitment applies to our own operations, our field of influence and our work with our clients.

A brief description of our processes and systems

We put our commitment into practice by ensuring Maplecroft supports the elimination of discrimination, and by helping our clients support this through their own policies and actions. We do so using the following processes and systems:

In our own operations

Equal opportunities

- Equal Opportunities Policy (as part of our overarching Corporate Responsibility Policy)
- Employee Handbook, which includes the policy and gives detailed guidance as to how this policy is applied

Sexual and racial harassment

- Sexual and Racial Harassment Policy (as part of our overarching Corporate Responsibility Policy)
- Employee Handbook, which includes the policy, gives detailed guidance as to how this policy is applied and suggests informal and formal remedies where harassment is alleged to have taken place

Employees with disabilities

- Employment with Disabilities Policy (as part of our overarching Corporate Responsibility Policy)
- Employee Handbook, which includes the policy and gives detailed guidance as to how this policy is applied

In our client services

· See 'In our client services' under Principle 1

Our actions over the last year

- Used the Employee Forum to ensure that all new and existing employees are aware of Maplecroft's commitment to equal opportunities for all employees
- Provided career development training courses including those covering presentation skills, ethical supply chain, life cycle assessment, GIS mapping etc.

Our targets for next year

- Continue to use the Employee Forum to ensure all new and existing employees are aware of Maplecroft's commitment to equal opportunities for all employees
- Continue to provide career developemnt training courses in accordance with the needs of both the company and the employees
- Include a specific section on discrimination in our Employee Satisfaction Survey (see under Principle 4) in order to ensure Maplecroft's performance in this respect

Viewpoints of employees

"I have never experienced or witnessed unfair discrimination at Maplecroft, and do not believe this would ever be tolerated thanks to the positive and supportive environment that the company offers."

Audrey Janvier, Graphic Designer

Measurable results or outcomes

PRINCIPLES 7 & 8: Precautionary approach to environmental challenges & initiatives to promote environmental responsibility

Our commitment or policy

Maplecroft is committed to taking a precautionary approach with respect to environmental challenges, the undertaking of environmental initiatives and the use of environmentally friendly technologies. Our commitment to the environment includes continually improving our performance, preventing pollution wherever possible and complying with all applicable laws, regulations and industry standards.

In particular we:

- · Manage our processes so as to avoid or minimise waste
- · Work to minimise our use of energy
- Minimise unnecessary travelling to reduce the impact of aircraft and road vehicle emissions
- Include environmental considerations in investment decisions
- Ensure all employees have an awareness of this policy so that it is implemented effectively

Our commitment applies to our own operations, our field of influence and our work with our clients.

A brief description of our processes and systems

We translate our commitment into action by taking a precautionary approach to the environment, undertaking initiatives to promote greater environmental responsibility and by assisting clients to manage their own responsibilities in this respect. We do so using the following processes and systems:

In our own operations

- Environment Policy (as part of our overarching Corporate Responsibility Policy)
- · Employee Handbook, which includes the policy

In our client services

· See 'In our client services' under Principle 1

Our actions over the last year

 Developed and implemented a system to measure the environmental impact of employees travelling to work and on business in-line with Global Reporting Initiative (GRI) Guidelines (see figure 1)

- · Implemented carbon offsetting for business-related flights
- Established system to monitor energy consumption to enable reporting in-line with GRI Guidelines (see figure 2)
- Enhanced the office recycling system to reduce the proportion of unsorted 'general waste'
- Increased the purchasing of organic produce for employee refreshments/meals
- Committed to purchasing only recycled paper for office printing and copying (see figure 3)
- Implemented a system to report on amount of paper consumed in-line with GRI Guidelines
- Constructed a bike shed in order to encourage bike use by employees

Our targets for next year

- Implement steps to reduce office energy consumption through improved employee behaviour and inclusion of guidance in Employee Handbook
- Continue to enhance the office recycling system for both paper and general waste through systematic sorting of waste
- Better publicise the UK government's 'cycle to work' tax-free bicycle buying scheme amongst employees
- Include in Employee Handbook a requirement that all printing for internal use is done in greyscale, double-sided and two pages per page – with printing to be kept to a minimum

Viewpoints of employees

"We are fully committed to reducing our environmental impact – as a matter of both our own concerns about climate change and other issues, but also as a matter of leadership with respect to our clients."

Ed Cole, Managing Director

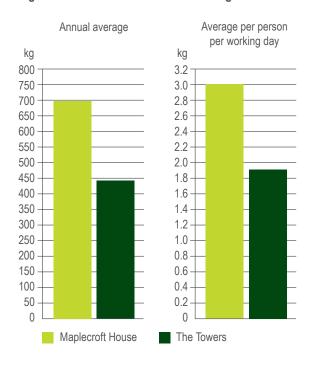
Measurable results or outcomes

Reduction in carbon emissions from commuting

In April 2007, Maplecroft relocated from Maplecroft House in Bradford-on-Avon to The Towers in Bath in order to accommodate expansion of the company and to bring the offices closer to where employees and potential employees live.

As a result, a significantly lower proportion of employees needed to commute into work by car. This has had a significant effect in terms of reducing commute-related emissions ('car emissions'). Prior to the move, the average annual car emissions per employee were 699.0kg. Subsequent to the move, this figure fell to 442.7kg due to the fact that a significantly higher number of employees were able to walk or cycle to work. These figures are calculated on the basis of an average round commute of 15 miles, average emissions of 0.3479kg/mile, an average of 28 employees and a working year of 233 days.

Figure 1: Car emissions from commuting

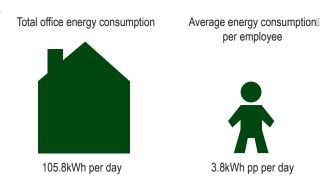


Energy use

Maplecroft has recorded its energy use in order to benchmark future improvements in consumption. Over the last year, our offices used an average of 80.0 kWh per day of electricity. In terms of gas, our offices used an estimated equivalent of 25.8 kWh per day.

This makes for total office energy consumption of 105.8 kWh per day and average energy consumption per employee of 3.8 kWh per day.

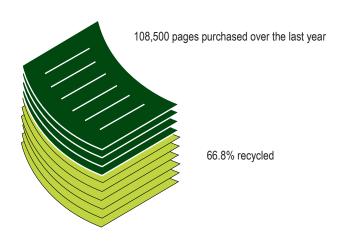
Figure 2: Total energy consumption



Paper use

Maplecroft has recorded its paper use in order to benchmark future improvements in consumption. Over the last year, the company purchased 108,500 pages of paper. Of this, 66.8 percent was recycled paper as our commitment was made during the course of the last year. Next year, we expect this figure to be 100 percent.

Figure 3: Total paper use



PRINCIPLE 9: Encourage environmentally-friendly technology

Our commitment or policy

See Principle 7.

A brief description of our processes and systems

Our role as an advisory business means we have the ability to influence the environmental performance of global organisations, by increasing their awareness, understanding and ability to manage environmental impacts. We aim to assist businesses in their move towards triple bottom line accounting and performance review/measurement to maximise value, profit and responsibility.

Maplecroft has developed a wide range of products and services that help improve our clients' environmental performance and contribution to development. A summary of these services can be found in the section entitled 'In our client services' in Principle 1 and on our website.

Our actions over the last year

• See Principle 7.

Our targets for next year

 Continue to develop new products and services to help our customers improve their overall level of corporate responsibility through improved communications, systems, processes and technologies

- Increase the use of environmentally friendly printing, IT and lighting technology on a replacement basis
- Examine the potential use of technology to encourage responsible energy use, such as timed switches and automatic cut-offs
- Reduce the number of servers used in the data centre by implementing virtualisation technologies
- Develop tools or processes to help us quantify and/or understand more clearly the extent to which the use of such technology has reduced our environmental impact

Viewpoints of employees

"I am keen to act as an agent of change within Maplecroft in order to promote the use of IT technology that both reduces our energy costs and reduces the environmental impact of the company."

Dacre Trevor-Roper, IT Systems Administrator

Measurable results or outcomes

Not applicable.



PRINCIPLE 10: Work against corruption in all of its forms

Our commitment or policy

Maplecroft is committed to working transparently and is against corruption in all its forms, including extortion and bribery. No employee or associate will take or receive bribes of any form, or involve themselves in situations that may give rise to any potential conflicts of interest. Our commitment means that we will not only abide by all applicable laws in this respect, but will act in the spirit in which they were made.

Our commitment applies to our own operations, our field of influence and our work with our clients.

A brief description of our processes and systems

We put our commitment into practice by taking a transparent approach towards doing business, by opposing corruption in all its forms and by helping clients manage their own responsibilities in this respect. We do so using the following processes and systems:

In our own operations

Transparency Policy (as part of our overarching Corporate Responsibility Policy)

In our client services

See 'In our client services' under Principle 1

Our actions over the last year

 Active participation by Professor Warhurst on Transparency International (UK)'s board, with support, where appropriate, from Maplecroft as a whole · Included commitment to transparency in Employee Handbook

Our targets for next year

- Active promotion of the Extractive Industries Transparency Initiative's new Business Guide through our work with clients on business ethics and anti-corruption
- Appointment of a business ethics 'champion' within Maplecroft to act as a central contact point for questions relating to conflicts of interest and proper business practice

Viewpoints of employees

"Our own business is consistently carried out in a transparent way. Because our work does much to promote anti-corruption initiatives and help large international companies improve their business ethics, however, our impact reaches far beyond our own internal performance."

Gus Macfarlane, Risk Analyst

Measurable results or outcomes

