Communication on Progress to the
United Nations Global Compact

Contents

Verisk Maplecroft helps global organisations make sense of the complex world they work in by giving them the critical insight they need to understand the key issues impacting organisational resilience, sustainable sourcing and investment decisions.

Over 10 years, we have worked hand-in-hand with the world's most sophisticated brands to develop a unique portfolio of global risk analytics, expert insight and user-centric platforms. These resources enable us to deliver a holistic evaluation of the key strategic, operational and reputational risks facing multinational companies, their suppliers and the raw materials they source for any location worldwide.

These resources give companies a competitive edge in their decision-making across critical functions of their business, including: responsible procurement, compliance, market entry, security, sustainability, human rights due diligence and ESG investing.

Company name

Verisk Maplecroft

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Submission date

29 January 2016

Membership date

11 February 2005

Number of employees

99 employees

Sector

Professional, scientific and technical services

Contact name

Gus MacFarlane

Contact position

Director

Statement of support

In 2015, our company underwent significant positive change, in large part driven by a shift in ownership structure. Verisk Maplecroft is now a member of the Verisk Analytics (Nasdaq:VRSK) family of companies. Together, these organisations provide leading data analytics solutions that enable customers to define, measure and manage risk throughout their operations, supply chains and investments.

Under the Verisk umbrella, we have had greater resources and bandwidth to invest in programmes that further advance our application of the Principles of the United Nations Global Compact. Key highlights include the launch of a new programme to eliminate unconscious bias, (as part of a broader programme focused on the elimination of gender bias); the rollout of an employee wellness programme; and the imminent launch of a public website funded by Verisk that is dedicated to raising awareness of the issues faced by adolescent girls around the globe.

Our commitment to the Principles is clearly demonstrated through our extensive range of innovative risk management products and services. These tools help a wide range of multinational clients apply the Principles in their own decision-making. In 2015, we enhanced our solutions so that they better serve our customer base in their efforts to manage risk and to adhere to their social and environmental commitments.

We endeavour to share key insights from our research with a broad range of public stakeholders to raise awareness of the key social, environmental and governance risks found across the world. We do this via our significant and growing presence in the international media, through free, publically accessible, thought leadership on our website, and through our public speaking engagements.

In addition, we continue to support the Principles through our own corporate values, which now reflect Verisk's comprehensive nine-point value framework. The first two values are *Respect for the Individual* and *Integrity* – both of which speak directly to the Global Compact's Principles.

This report outlines our continued commitment to the aims and interests of the Global Compact. As you will see from this report, Verisk's acquisition of Maplecroft has expanded the resources we have available to invest in programmes and initiatives that build on our already strong commitment to the Principles of the Global Compact. We have strong backers at Verisk who understand that investment in these programmes is critical to the sustained growth and success of Verisk Maplecroft and of the individuals that make up the company.

Sondra Scott,
President,
Verisk Maplecroft

Verisk Maplecroft has undergone significant positive change since our last Communication on Progress was published.

In December 2014, our company was acquired by Verisk Analytics, and became part of the Verisk family of companies. Following our acquisition a new senior management team was appointed, led by our new President, Sondra Scott. Our senior management team reports to the leadership of energy consultancy Wood Mackenzie, which became part of the Verisk family of companies in May 2015.

As part of our ongoing integration into the Verisk family of companies, we are currently aligning our policies and processes with those used by Verisk and Wood Mackenzie. For example, throughout 2016 we will be updating our Employee Handbook (which contains many of the policies referred to throughout this report) to better reflect the more mature policies and systems in place at our parent company and sister company.

As described in the following pages, part of this process has already begun, with new policies put in place to improve employee benefits – including the provision of more flexible working arrangements, as well as improvements to holiday entitlements and parental leave.

In our next Communication on Progress, we look forward to updating readers on our activities and successes in this area throughout 2016.

Principle 1 & 2: Support and respect the protection of internationally proclaimed human rights and ensure non-complicity in human rights abuses


Our commitment or policy

We are committed to supporting and respecting the protection of internationally proclaimed human rights. This commitment extends to ensuring that our organisation is not complicit in human rights abuses. Our commitment applies to our own operations and our business relationships.

Relevant processes, systems, products and services

We turn our commitments into practice by helping employees to be aware of their own human rights, as well as their role in respecting 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

- Ongoing implementation of our human rights policy and labour standards policy (as part of our overarching Commitment to Corporate Citizenship, which is reflective of the Verisk Values). These policies outline our commitment to supporting and respecting internationally proclaimed human rights and help to ensure that our organisation and employees are not complicit in human rights abuses

- Inclusion of guidance in our Employee Handbook, which is continuously updated, on our commitment to respecting human rights and how we implement this commitment in practice. Specific areas covered in the handbook include remuneration, health and safety, collective bargaining and equal opportunities
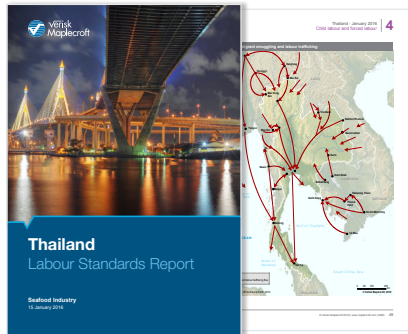
In our products and services

Our human rights due diligence products and services help companies align their internal policies and procedures with the United Nations Guiding Principles on Business and Human Rights. Our offerings integrate global risk analytics, expert insight, and user-centric platforms to help companies develop robust due diligence systems to assess, monitor and manage direct and indirect human rights impacts.

As shown below, our products and services are aligned with each stage of the human rights due diligence process: strategy planning; policy development; risk assessment; risk treatment; monitoring and reporting; and remediation.

Strategy: Establishing an overarching approach to manage human rights risk

- We help companies establish robust human rights strategies, which include governance and risk frameworks to manage human rights risks and build reputational advantage. We also help companies effectively communicate this strategy internally and externally

Policy: Stated commitment to respect human rights

- We help companies articulate their corporate commitment to human rights by developing dedicated human rights policies and codes of conduct. We also specialise in conducting gap analyses to identify areas where companies can close the distance between current policies and best practice

Assess risks: Identify, analyse and evaluate human rights risk

- We quantify human rights risk across 33 risk issues and 198 countries in our Human Rights Dataset. The dataset analyses human rights risk issues across four key categories, including: Human Security, Labour Rights and Protection, Civil and Political Rights, and Access to Remedy

- We help companies assess their potential and actual impacts through evidence-based Human Rights Impact Assessments at the corporate- and asset-level

- We enable companies to analyse and evaluate human rights risk trends through our in-depth reports and scorecards

- We help companies assess risk across their global supply chain through our risk calculators and dashboards. These tools integrate inherent risk factors with company data to support ongoing human rights due diligence

Treat risks: Establish action plans

- We advise companies about how they can responsibly manage their human rights risks. As such, we help companies establish action plans that enable their potential human rights impacts to be avoided and their actual human rights impacts to be mitigated and remediated appropriately

Monitor and report: Track progress and publically disclose

- We help companies optimise their brand reputation with shareholders, investors, consumers and the media through effective and integrated reporting and public disclosure of human rights practices

- We survey and benchmark human rights practices across sectors to enable companies to track their progress relative to their peers

Remediate risks: Address human rights risks and remediate negative impacts

- We support the development of corporate- and site-level remediation strategies to address human rights issues and develop constructive relations with affected stakeholders

> **"Businesses look to us to enhance their ability to uphold principles of dignity and fair treatment, equality, and other critical human rights standards."**

John Thompson,
Head of Human Rights,
Verisk Maplecroft

Our actions over the last year

In our own operations

- Began implementing our People Strategy, which is designed to support our long-term, sustainable growth by enhancing the capabilities, commitment and culture of our workforce. As such, throughout the year we:

  - Initiated a talent development programme, including: provision of access to the 'Verisk Learning Centre' (an online learning platform); the delivery of line management training and mentoring training; and the establishment of a career development framework

  - Made improvements to the benefits we offer our employees, including: the establishment of a life assurance policy for UK-based employees; improved entitlements for sickness, parental and holiday leave; and the mapping of existing company roles to a new formalised band structure

  - Strengthened our organisational culture by: embracing the Verisk Values and integrating them into our new employee performance management framework; implementing our new Flexible Working Policy and participating in the initiatives of the Wood Mackenzie-led Diversity and Inclusion Steering Committee (which includes the Gender Working Group) and wellness programme. For more information see p16 and p5

- Moved responsibility for our human resource matters to the Wood Mackenzie Global Human Resources (HR) team. This transition deepens the HR expertise and resources that our employees have access to and means our policies, procedures and working practices will increasingly be aligned with the more mature systems already in place at Wood Mackenzie and Verisk

- Strengthened our employee engagement efforts and our grievance procedure to build a more open and transparent culture. For example, we undertook our first company-wide employee engagement survey in 2015 and held a number of 'all-hands' employee forums. We also established more open lines of communication within the company to support and encourage employees to raise issues or concerns with management and our HR team

- Kept employees informed of important health, safety and wellbeing developments through the work of our office manager and the wellness programme

Although we recognise the following activities are not directly related to respecting human rights, this year we have also:

- Held a community service week, providing the opportunity for all employees to participate in socially beneficial activities in their local community. In addition, employees have organised numerous fundraising events for charitable purposes throughout the year (for more information see p8)

In our products and services

- Continued to develop and expand our content, products and services to support businesses in their efforts to respect human rights. Our specialised offerings are now integrated within a broader human rights due diligence structure that helps businesses meet their requirements under international standards

- Released a new portfolio of human rights indices featuring strengthened methodologies, and providing a more granular assessment of human rights drivers and practices (for more information see p6)

- Continued to host and update the Human Rights and Business Dilemmas Forum in partnership with the United Nations Global Compact and GE Foundation. This is a multi-stakeholder online platform aimed at helping companies and other human rights stakeholders understand and share real-world challenges relating to the protection of human rights, particularly in developing countries

- Contributed to human rights thought-leadership and the dissemination of research relating to business and human rights. For example, in 2015, we hosted free webinars and published several Global Risks Forecast articles analysing a variety of business and human rights topics. We also participated in forums, including a discussion hosted by the European Alliance for Human Rights in North Korea (an advocacy organisation that works to raise awareness about human rights in North Korea)

- Continued to recruit human rights specialists, reflecting our growing body of human rights work for a range of multinational corporations and other organisations

Verisk Maplecroft and Wood Mackenzie employees participating in the London to Bath cycle ride

> **"The introduction of new company values has begun a shift in culture, while an enhanced benefits package; clearer career development pathways; and initiatives, such as those around health and wellbeing, diversity and inclusion have improved morale and the overall working environment."**
>
> **Laura Fisher,**
> *Director of Human Resources,*
> Verisk Maplecroft

Case study
Enhancing the working environment at Verisk Maplecroft through wellness

With the company undergoing an acquisition in December 2014, the new leadership implemented an anonymous survey to better understand employee morale and attitudes towards the working environment. One of the issues raised was the need for a wellness programme to help support a happy and healthy environment.

Immediate measures were put in place to address identified gaps, including:

- Flexible working practices to support a better work/life balance

- Optional training relating to nutrition, stress management and health

- New chairs and work station assessments, including standing desks when these have been recommended to employees by doctors

- Additional benefits, including an extra weeks' holiday, gym concessions and an improved health plan

- Ad hoc social and wellness events for employees, including a cycle ride between our London and Bath offices

Another fundamental outcome of the employee survey was the instigation of a new grievance procedure to help the company identify and address employee concerns before they become more significant problems. By allowing employees to express themselves without fear of consequence, the anonymous survey also help resolve a number of latent issues within the organisation.

Another employee survey is planned for early 2016. This will be used to assess the effectiveness of the recently introduced wellness measures – and to inform future efforts to further improve the working environment.

Case study
Advanced index methodologies help companies better manage global human rights risks

With corporate value chains stretching across multiple countries, thousands of suppliers, inconsistent regulatory regimes and diverse cultures, multinational companies face dynamic environments that consistently challenge the way in which they approach risk management.

As a result, companies face increased exposure to human rights risks that are neither well understood nor familiar. In this context, we have enhanced our existing human rights risk indices by adding greater granularity to the data it provides across 198 countries to support companies' human rights management efforts.

The dataset includes 33 indices covering the key issues relating to labour rights and protection, civil and political rights, human security and access to remedy. Improvements to the scoring frameworks have increased the objectivity and accuracy of the indices. New indicator-level data will also be used for predictive analytics, enabling us to forecast future trends in human rights.

The data offers companies a wealth of intelligence on current and emerging human rights issues and – by extension – social risk. This can help companies identify and prioritise the issues and determine the level of company engagement needed to address risks in relevant parts of the company footprint and supply chain. Our improvements will not only help companies better manage current human rights issues – but will give them insight into those coming down the line.

Our targets for next year

- To continue to implement our People Strategy, in particular through the provision of more targeted learning and development opportunities for employees, continued participation in the initiatives of the Diversity and Inclusion Steering Committee, the initiation of new wellness activities and further improvements to the benefits we offer our employees

- To strengthen levels of employee engagement through the initiatives outlined in our People Strategy. Engagement levels will be quantified in 2016 by our second employee engagement survey, the results of which we expect will show an improvement in comparison to the preceding year

- To continue to expand and enhance our human rights products and services. This will involve making them available to a growing number of multinational companies as well as other relevant organisations. They will continue to support businesses in their efforts to implement the United Nations "Protect, Respect and Remedy" policy framework

- To continue to ensure we promote respect for human rights within our own workplace through the ongoing monitoring of our human rights performance

- To strengthen our human rights relationships with global influencers, including through dialogue with United Nations agencies and independent human rights organisations on cross-cutting human rights and business issues

- To appoint a Head of Corporate Social Responsibility (CSR), who will be responsible for our internal CSR activities. This individual will work with the Verisk CSR team to ensure alignment with the activities and initiatives of the Verisk family of companies, including those related to human rights

- To hold a second annual community service week so that our employees have the opportunity to contribute to their local communities and to continue to support and encourage employee fundraising events for charitable purposes

Measurable results or outcomes

In 2015, employee concerns were brought to the attention of the company's new senior management. In part these were identified through the implementation of our first employee engagement survey and the improvements made to our grievance procedure. These issues were promptly resolved in a sensitive manner and appropriate disciplinary action was taken where necessary.

Following the change of management, no further issues of this nature have been raised. We believe this is a result of increased employee engagement, a more constructive and respectful working culture and proactive efforts to improve employee wellness.

We are committed to the continuous improvement of our working culture, as well as the positive handling of any concerns or grievances that are raised by employees. We will continue to closely monitor and report our performance in this area.

Verisk Maplecroft employees working at Bath City Farm as part of our community service week

Case study
Reinforcing our corporate social responsibility commitment

Following the acquisition of our company by Verisk Analytics in 2015, we reinforced our commitment to CSR – both in our local community and further afield.

This included a new policy that gives employees the option to spend one working day per year volunteering in the local community. As a result, we were able to implement our first ever community service week at the beginning of October. During this week, employees carried out fundraising activities to support a range of community projects in the vicinity of our headquarters in Bath, as well as a number of international aid charities. Activities included:

- Volunteering at the Genesis Trust Furniture Project

- Cooking gourmet meals at the Julian House charity, which provides shelter and food for homeless people

- Painting a flat that is used as a refuge for women who have suffered from domestic abuse

- Refurbishing existing facilities at Bath City Farm, a charity that provides educational and work experience opportunities for the local community

Outside of the local community work, we raised a total of £1,745 for victims of the earthquake in Nepal, children in Syria and a Kosovo-based charity supporting the education of children from different ethnic groups.

Principle 3: Uphold freedom of association and effective recognition of the right to collective bargaining

> **"We are committed to drawing on the ideas of our employees to improve every aspect of our work. Employees at all levels of seniority are contributing more and more on issues ranging from detailed methodological advice on indices development, to input on visualisation initiatives and gender diversity programmes."**
>
> **Charles Laurie,**
> *Head of Political Risk,*
> Verisk Maplecroft

Our commitment or policy

We are committed to ensuring that 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.

Relevant processes, systems, products and services

We put our commitments into practice by ensuring 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

- Ongoing implementation of our labour standards policy (as part of our overarching Commitment to Corporate Citizenship, which is reflective of the Verisk Values)
- Although our employees have not opted to join representative organisations, we nonetheless provide means by which they can raise issues regarding their working conditions. These include: our regular all-hands company meetings, our new annual employee engagement survey and employee participation in campaigns and initiatives relating to wellness and diversity

In our products and services

We deliver the following products relevant to help organisations uphold freedom of association and collective bargaining rights:

- **Human Rights Dataset:** The dataset includes labour rights indices that assess the protection of core labour standards as defined by the international Labour Organization (ILO), including freedom of association and collective bargaining. Freedom of assembly, freedom of expression and access to remedy are other ancillary areas that are also assessed within the dataset
- **Human Rights Reports:** These include detailed country-specific information on freedom of association and collective bargaining, including information on national law, legal enforcement, specific country risks, stakeholder viewpoints, key events and relevant risk-mapping

For an overview of our human rights products and services in the context of the human rights due diligence process, see p3.

Our actions over the last year

In our own operations

- Held several all-hands company meetings and made significant efforts to strengthen employee engagement, for example via our first ever employee engagement survey and by actively encouraging employees to raise issues or concerns with management or HR

- Continued to implement a company policy that no employee would be required to work on a project or with a client where they had serious ideological, philosophical or ethical objections

In our products and services

- Hosted a cross-sector workshop in the first quarter for businesses and NGOs focused on the role of analytics in human rights risk management and which included a dedicated session on industrial relations. The workshop provided a forum for participants to share knowledge and experiences of implementing best practice across different sectors

- Continued to address the issue of freedom of association and collective bargaining through our human rights reports and indices, as well as other Global Risks Portfolio products

Our targets for next year

- To continue the ongoing actions carried out last year and to build upon them through continuous improvement

- To undertake another company-wide employee engagement survey. We are hoping to see continuous improvement in the employee engagement score that is produced by this survey as we continue to implement our People Strategy

Measurable results or outcomes

No complaints regarding company performance in this respect.

Principle 4: Support elimination of all forms of forced and compulsory labour

"We help multinational organisations to understand the underlying causes of modern slavery and to proactively manage the risk of human rights violations throughout their global operations and supply chains."

Sarah Kerrigan,
Senior Human Rights Analyst,
Verisk Maplecroft

Our commitment or policy

We are 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.

Relevant processes, systems, products and services

We aim to be 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

- Ongoing implementation of our labour standards policy (as part of our overarching Commitment to Corporate Citizenship, which is reflective of the Verisk Values)

- The issuing of basic terms and conditions of contract to all employees when they join the organisation

- Inclusion of guidance in our Employee Handbook on our policies in relation to (i.e. our opposition to) all forms of forced and compulsory labour

- Access to a dedicated HR Director to oversee the design and implementation of our People Strategy, including policies and procedures. Our employees also benefit from the services provided by the Wood Mackenzie Global HR team, which provides local advice and guidance to all employees in every country in which we operate

In our products and services

We deliver the following relevant products:

- **Human Rights Dataset:** The dataset includes labour rights indices that assess the protection of core labour standards as defined by the ILO, including forced labour. Human security, civil and political rights and access to remedy are other key areas that are assessed within the dataset

- **Human Rights Reports:** These include specific information on forced labour, including information on national law, legal enforcement, specific country risks, stakeholder viewpoints, key recent events and relevant risk-mapping

For an overview of our human rights products and services in the context of the human rights due diligence process, see p3.

Sources: Verisk Maplecroft, UNHCR, International Organization for Migration (IOM), Council on Foreign Relations, The New York Times
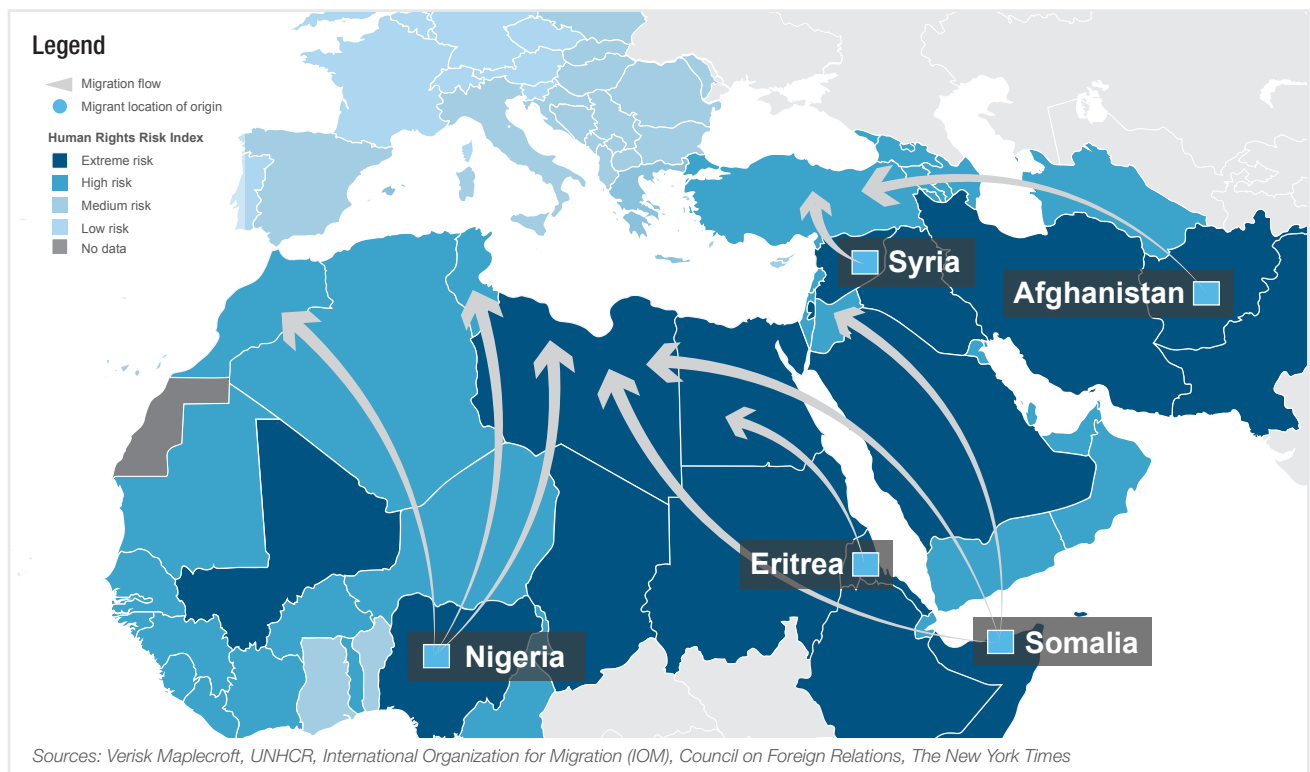
Map showing migration flows in the Middle East and North African region, laid over our Human Rights Risk Index

Our actions over the last year

In our products and services

- Continued to address the challenge of forced and compulsory labour through our human rights reports and indices, as well as other Global Risks Portfolio products

- Increased the support we provide our clients in the area of forced labour, as part of the ongoing wider global effort by governments, businesses and NGOs to address this pressing topical issue. This included:

  - Helping our clients comply with the requirements of the UK Modern Slavery Act by supporting their forced labour risk assessment and reporting activities

  - Producing a sector-focused briefing for the electronics, retail, finance, mining and oil and gas industries to help companies identify, analyse and manage modern slavery and human trafficking risks in their operations and global supply chains

  - Hosting a cross-sector workshop in the first quarter for businesses and NGOs. This focused on the role of analytics in human rights risk management and incorporated a session on modern slavery. The workshop also provided a forum for participants to share knowledge and experiences of implementing best practice across different sectors

  - Publishing free, sector-specific flyers explaining our approach to helping businesses comply with the UK Modern Slavery Act. These included proprietary risk scores and advice around the associated risks facing each industry

  - Demonstrating thought leadership through the broadcast of a webinar on supply chain transparency in the second quarter, which discussed the implications of the UK Modern Slavery Act

Our targets for next year

- To continue the ongoing actions carried out last year and to build upon them through continuous improvement

Measurable results or outcomes

No complaints regarding company performance in this respect.

Principle 5: Support the abolition of child labour

Our commitment or policy

We are 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.

Relevant processes, systems, products and services

We honour our commitment by working to 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

- Ongoing implementation of our labour standards policy (as part of our overarching Commitment to Corporate Citizenship, which is reflective of the Verisk Values)
- Implementation of our new Young Persons Policy, which outlines the company's approach to protecting young people in the workplace during work placements or employment
- Undertaking sufficient checks through our recruitment process to ensure we do not employ individuals below the legal age of employment

In our products and services

We deliver the following relevant products:

- **Human Rights Dataset:** The dataset includes labour rights indices assessing the protection of core labour standards as defined by the ILO, including child labour. Human security, civil and political rights and access to remedy are other key areas that are assessed within the dataset
- **Human Rights Reports:** These include specific information on child labour, including information on national law, legal enforcement, specific country risks, stakeholder viewpoints, key recent events and relevant risk-mapping

For an overview of our human rights products and services in the context of the human rights due diligence process, see p3.

Our actions over the last year

In our products and services

- Collaboration with UNICEF and the Global Child Forum to produce the Children's Rights and Business Atlas, an online interactive tool that enables businesses to identify, prioritise and manage the potential for direct or indirect infringements of children's rights. For more information, see case study below

- Participated in a live online discussion forum in the first quarter, which sought to answer the question "How can businesses help to eradicate child labour?". The forum was hosted by The Guardian newspaper and included a range of other experts from organisations including: the Global Compact, UNICEF, the ILO, Anti-Slavery International and the International Cocoa Initiative

- Continued to address the challenge of child labour through our human rights reports and indices, as well as other Global Risks Portfolio products

Our targets for next year

- To continue the ongoing actions carried out last year and to build upon them through continuous improvement

Measurable results or outcomes

No complaints regarding company performance in this respect.

Case study
Children's Rights and Business Atlas helps international companies address child labour and other issues

Building on more than 10 years of experience analysing and quantifying human rights risk, we collaborated with UNICEF and the Global Child Forum to develop the Children's Rights and Business Atlas. The online interactive tool enables businesses to identify, prioritise and manage the potential for direct or indirect infringements of children's rights.

The Children's Rights and Business Atlas is built on the Children's Rights and Business Principles; a 10-point charter that sets out actions companies can take to respect and support children's rights. The Principles are supported by guidelines to help companies maximise their positive contributions to, and minimise their negative impacts on, children.

We independently researched and evaluated data to measure state protection of children's rights, as well as respect for children's rights by business actors, across 198 countries and 10 business sectors. Companies seeking to expand their business operations and supply chain investment portfolio can use the Atlas to identify and understand new country risks, while also assessing risks associated with current operations, business partners or investments. The Atlas is expected to act as a critical asset within companies' human rights due diligence processes.

Principle 6: Support the elimination of discrimination in respect of employment and occupation

"Since the creation of the Gender Working Group in 2015, the issue of gender diversity has become a genuine topic of conversation at Verisk Maplecroft. As well as the initial rolling out of unconscious bias training, the company is actively addressing gender disparities and has introduced a flexible working policy to accommodate the needs of working mothers."

Emily Hatchwell,
Editor and member of the Gender Working Group,
Verisk Maplecroft

Our commitment or policy

We are committed to ensuring equal opportunities for all of our employees. In particular, we are committed to:

- Promoting equality and diversity, as well as an inclusive and supportive working environment
- Affirming the rights of the individual to be treated fairly and with respect
- Maintaining an environment in which individual contributions to the company's growth and success are identified, recognised and encouraged

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

Relevant processes, systems, products and services

We put our commitment into practice by working to eliminate discrimination within our own operations, and help our clients towards the same end through their own policies and actions. We do so using the following processes and systems:

In our own operations

- Implementation of our equal opportunities policy and our discrimination, bullying and harassment policy (as part of our overarching Commitment to Corporate Citizenship, which is reflective of the Verisk Values)
- Our bullying and harassment policy, which is currently being updated, covers the characteristics protected by the UK Equality Act: age, disability, gender re-assignment, marriage and civil partnerships, pregnancy and maternity, race, religion and belief, sex and sexual orientation
- Inclusion of guidance on our policy – and how it is applied – in our Employee Handbook. The Handbook also includes suggestions for informal and formal remedies where discrimination or bullying and harassment is alleged to have taken place

Our parent company, Verisk, has also established policies and procedures designed to eliminate discrimination and harassment in the workplace. The Verisk Code of Business Conduct and Ethics summarises the standards that guide the actions of Verisk employees, including those relating to equal opportunity and non-discrimination.

In addition, Verisk's Employee Covenants define the expectations for individual and workplace behaviour and include policies for equal employment opportunity and zero-tolerance for harassment. Verisk employees are required to acknowledge these covenants when joining the company and on annual basis thereafter.

In our products and services

We deliver the following relevant products:

- **Human Rights Dataset:** The dataset contains indices assessing the country-level drivers and conditions of discrimination in the workplace as well as the protection afforded to minority rights, women's and girls' rights and indigenous peoples' rights across the world

- **Human Rights Reports:** These include detailed country-specific information on discrimination, including information on national law, legal enforcement, specific country risks, stakeholder viewpoints, key recent events and relevant risk-mapping

For an overview of our human rights products and services in the context of the human rights due diligence process, see p3.

Case study
Rolling out unconscious bias training to ensure an inclusive working environment

In June 2015, two of our employees joined a Gender Working Group established by the Diversity and Inclusion Steering Committee, led by our sister company, Wood Mackenzie. The purpose of the working group is to:

- Collate data on the companies' gender balance, especially at the managerial level

- Make recommendations to executive directors to address any imbalances, such as those relating to the attraction, development, retention and promotion of female talent

One of the key initiatives implemented by the working group in 2015 was the roll-out of unconscious bias training for all line managers at both companies. The training was conducted by a renowned external provider and its principal aim was to raise awareness of what unconscious bias is, when it can occur and how individuals can address its potential influence when hiring and promoting employees. In particular, the training is intended to help managers avoid unintentionally favouring individuals with whom they identify (based on characteristics such as gender, race or ethnicity), while putting others at a disadvantage.

Feedback provided by our managers who received training was overall very positive. Some recommendations for further improvement of the training programme were also received, and these will be integrated into the sessions scheduled to take place in 2016. While the training was implemented in the last two months of 2015, preliminary data collected for the Gender Working Group's annual report for 2015 suggests that some improvements relating to promotion and gender balance have already taken place in our company and Wood Mackenzie.
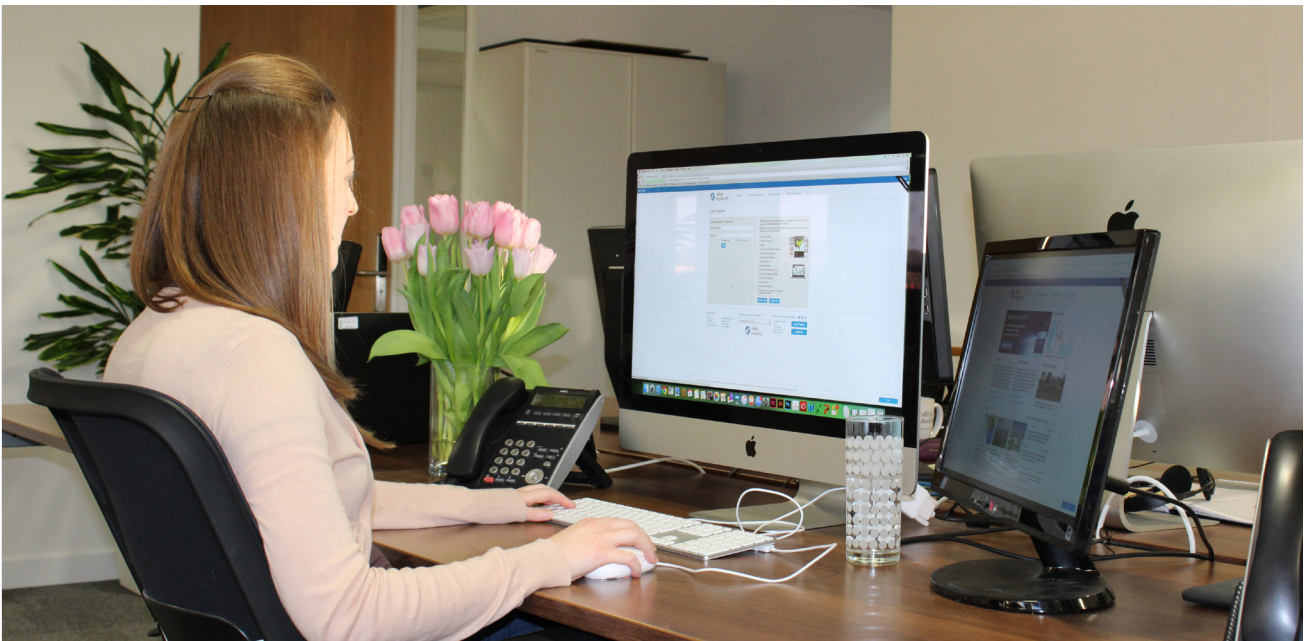
Our actions over the last year

In our own operations:

- Undertook a number of initiatives designed to promote diversity and prevent discrimination throughout our workforce, much of which has been driven by the Wood Mackenzie-led Diversity and Inclusion Steering Committee. For example, our employees have participated in the Gender Working Group established by this committee. A key action of the working group has been to commission unconscious bias awareness training for our line managers (for more information see p16)

- Integrated the Verisk Values into our working practices, which require employees to show integrity and to respect other individuals

- Mapped employee job roles to a new banding structure, which uses market indicators to establish salary benchmarks for each role. As these indicators do not take into account gender, they help ensure equal pay at for men and women at equivalent levels of seniority, experience and capability

In our products and services:

- Continued to address the challenge of discrimination through our human rights reports and indices, as well as other Global Risks Portfolio products

- Provided a free webinar that discussed the development challenges affecting adolescent girls globally. The webinar showcased the 'Girls Discovered' online platform, an interactive repository of quantitative data and maps that highlight these issues. We will re-launch this platform in collaboration with Verisk in 2016, under the name of 'Girl Stats'. For more information, see p28

Our targets for next year

- To continue to participate in the initiatives of the Diversity and Inclusion Steering Committee, in particular via the Gender Working Group and further provision of unconscious bias training sessions for managers

- To ensure that no instances of discrimination or bullying and harassment occur within our workplace

Measurable results or outcomes
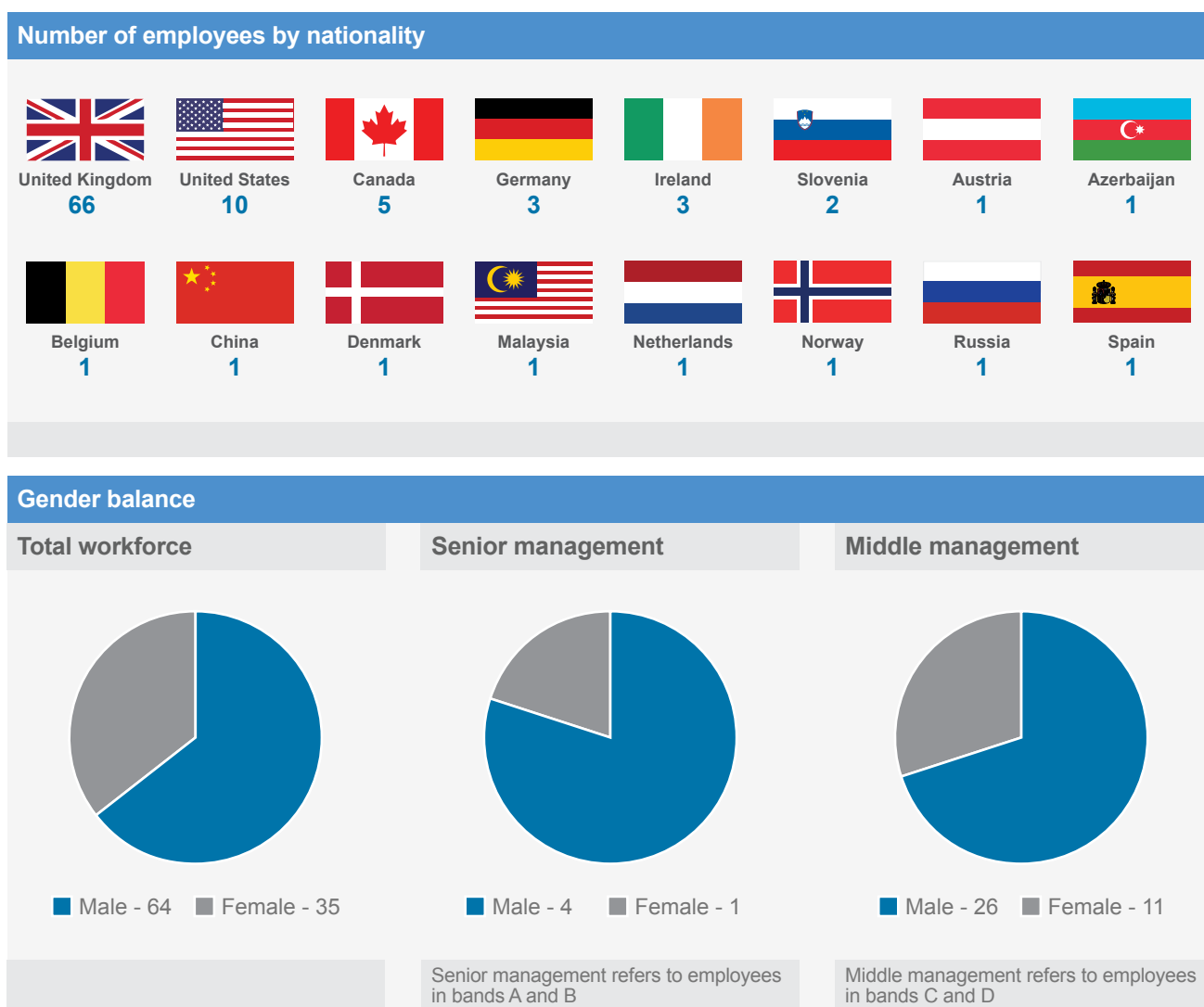
Grievances

In 2015, employee concerns were brought to the attention of the company's new senior management. In part these were identified through the implementation of our first employee engagement survey and the improvements made to our grievance procedure. These issues were promptly resolved in a sensitive manner and appropriate disciplinary action was taken where necessary.

We are confident that the efforts made to strengthen our culture and promote diversity have significantly reduced the likelihood of such concerns re-emerging. In addition, our updated grievance procedure and efforts to increase employee engagement have created an environment in which employees are empowered to raise issues or concerns, before they become grievances.

We are committed to the continuous improvement of our working culture, as well as the positive handling of any concerns or grievances that are raised by employees. We will continue to closely monitor and report our performance in this area.

Diversity

This year we have provided a breakdown of our workforce by nationality and gender, as shown in the visualisations below.

Number of employees by nationality

United Kingdom	United States	Canada	Germany	Ireland	Slovenia	Austria	Azerbaijan
66	10	5	3	3	2	1	1

Belgium	China	Denmark	Malaysia	Netherlands	Norway	Russia	Spain
1	1	1	1	1	1	1	1

Gender balance

Total workforce	Senior management	Middle management
Male - 64 Female - 35	Male - 4 Female - 1	Male - 26 Female - 11
	Senior management refers to employees in bands A and B	Middle management refers to employees in bands C and D

Principle 7 & 8: Precautionary approach to environmental challenges and initiatives to promote greater environmental responsibility

> **"We've seen how our environmental data, interactive maps and visualisations really help clients secure internal buy-in to tackle some of their biggest challenges, including water scarcity and climate change."**
>
> **Dr James Allan,**
> *Head of Environment,*
> Verisk Maplecroft

Our commitment or policy

We are committed to taking a precautionary approach with respect to environmental challenges and to undertaking environmental initiatives that promote environmental responsibility. Our commitment to the environment requires us to work towards improving our environmental performance, preventing pollution wherever possible and complying with all applicable laws, regulations and industry standards.

In this context, we:

- Manage our processes so as to avoid or minimise waste

- Work to minimise our use of energy

- Ensure all employees have an awareness of our environmental commitment so that it is implemented effectively

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

Relevant processes, systems, products and services

We take a precautionary approach to the environment, undertake initiatives to promote greater environmental responsibility and assist clients to manage their own responsibilities in this respect. We do so using the following processes and systems:

In our own operations

- Ongoing implementation of our environment policy (as part of our overarching Commitment to Corporate Citizenship, which is reflective of the Verisk Values). The policy outlines our commitment to improving our performance, for example, by managing processes to avoid or minimise waste and minimise our use of energy

- Inclusion of guidance on this policy in our Employee Handbook

In our products and services

We also deliver the following relevant products:

- **Environmental Risk Dataset:** The dataset consolidates our key environmental risk indices, providing comprehensive country rankings and analysis of key risks. The dataset covers 48 separate issues, including climate change vulnerability, ecosystem services, waste management, environmental regulation and exposure to natural hazards

- **Agri-commodity analysis:** We provide assessments of the environmental and social risks in the supply chain of specific agri-commodities. This product helps our clients manage these risk issues effectively and, in doing so, minimise the environmental and social impacts they have via their supply chain

- **Country Risk Reports:** These analyse the specific risks affecting companies operating in or sourcing from a country. The reports detail the key environmental risks and sustainability issues facing businesses and investors, including climate change, natural hazards, natural resources and the environmental regulatory framework

Our actions over the last year

In our own operations

- Continued use of recycled paper for office printing, as well as the application of a company policy requiring minimal printing and (unless there are good and pressing reasons) the printing of documents on double-sided paper only

- Continued operation of a company-wide recycling system for paper waste

- Continued provision of recycling facilities in our communal areas

- Continued use of a company that ensures our decommissioned IT hardware is recycled in a secure and environmentally-friendly manner

- Continued emphasis on the use of teleconferencing and remote presentation technologies (e.g. WebEx and webinar techniques) to help reduce business travel

- Provision of a 'Cycle to Work' scheme for employees. This is a UK government initiative that provides users with a financial incentive to purchase a bicycle and use it to cycle to and from work. Through this scheme, the government hopes to reduce pollution by encouraging a more environmentally-friendly means of commuting

In our products and services

- Development of the International Post Corporation's (IPC) Postal Sector Sustainability Report 2015, with our support specifically focused on carbon accounting and carbon management. This builds on our development of previous sustainability reports for the IPC in 2010, 2011, 2012, 2013 and 2014 www.ipc.be/en 🐭

- Produced a series of water risk reports for a retail sector client. These reports helped our client understand the broader water risk context within their sourcing countries, and to identify the key operational and reputational risks associated with their suppliers' water use and management practices
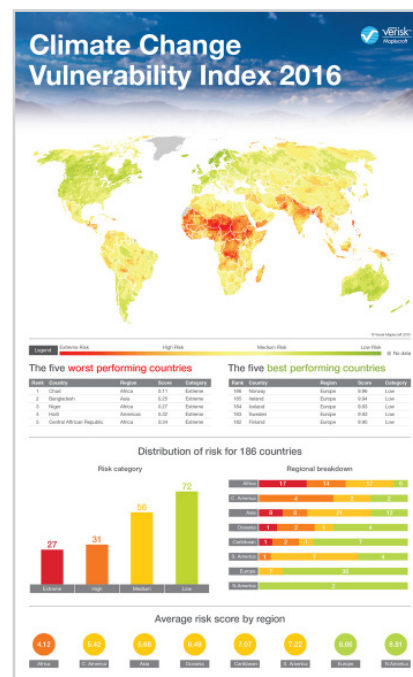
Our targets for next year

- To establish a working group during 2016 that will implement processes for gathering a comprehensive set of key environmental performance indicators. Once these have been established and the data analysed, we hope to set formal environmental targets in 2016

- To endeavour, where practical, to reduce energy and paper consumption on a per capita basis

- To consolidate our workspace on to one floor in our Bath office. In 2015, many of our employees relocated to the offices of our parent and sister company – a trend we expect to continue in 2016. As such, our requirement for office space in Bath has decreased. By consolidating our offices on to one floor from the two that we are currently using, we hope to achieve an overall reduction in energy consumption associated with our company's use of office space (although we recognise that our staff will continue to use energy in the offices they move to)

- To launch an online platform that will deliver agri-commodity scores and analysis to clients, allowing users to interrogate the drivers of responsible sourcing risks in their supply chains (for example, the regulatory environment pertaining to water use and management within a country)

Measurable results or outcomes

From November 2014 to October 2015, our Bath office (where the majority of our workforce is located) used 75,500 sheets of paper – a 59% percent decrease on the preceding year and a significant reduction in per capita consumption. This is largely a result of:

- Our employees printing fewer hard copies of client deliverables and encouraging clients to view reports in electronic format

- Several of our employees moving to the offices of our parent and sister company

From July 2014 to July 2015, our Bath office used 151,147kWhs of electricity, which represents an increase on the baseline figure we established for the preceding year. This increase resulted from our move to a considerably larger office in July 2014 – a move that was necessary to support our company's ongoing growth. We plan to continue to monitor our office energy consumption levels and hope to make reductions in the future on a per capita basis.

Case study
Raising international awareness around the impacts of rising heat stress on global workforces

With climate change at the forefront of global consciousness, we released research on the potential impacts of future heat stress on workforces and economic growth to the global media to foster a greater understanding of the issue. This was an issue that had hitherto not been covered in the press.

Our Heat Stress Index revealed that global manufacturing hubs in South-East Asia are likely to experience significant falls in productivity over the next 30 years, due to rising temperatures and the effect of extreme heat stress on workforces.

The research attracted the attention of more than 30 high-profile publications (including CNBC, The Guardian, CNN, Financial Times and Foreign Policy) ensuring the dissemination of valuable information to help relevant stakeholders to start planning how they can mitigate the cited impacts.

Outside of our media work, we have also raised awareness of issues including water stress and climate change vulnerability at high-profile events through speaking appearances. These have included the following events:

- International Association for Impact Assessment: Impact Assessment in a Digital Age – Florence, Italy

- Sustainable Development in the Food & Beverage Industry – Madrid, Spain

Principles 9: Encourage the development and diffusion of environmentally-friendly technology
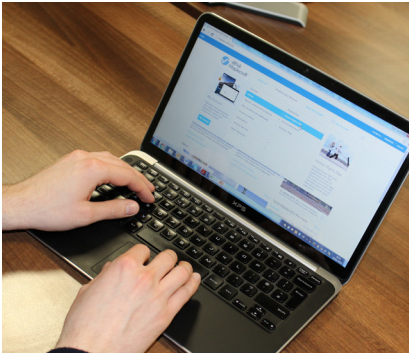
Our commitment or policy

See Principle 7 & 8

Relevant processes, systems, products and services

The direct development and diffusion of environmentally-friendly technology sits outside of our core business competencies. However, we try to use environmentally-friendly technology where possible. In particular, our Information Technology and Communication (ITC) team seek to take advantage of innovations in software and hardware that allow us to make more efficient use of existing resources and reduce ITC-related power consumption.

Our actions over the last year

- Began the process of replacing desktop personal computers (PCs) with laptop computers for the majority of our employees. This process is being undertaken to support the more flexible working arrangements we now offer our employees, but is also beneficial to the environment, due to the lower power requirements of laptop computers

- Migrated to the Verisk email system, which meant that our local email infrastructure could be decommissioned. This reduced local server demand and power requirements

- Implemented a server 'virtualisation' process, which increased the number of 'virtual' servers we use and decreased our use of physical servers. Virtual servers do not require dedicated physical IT infrastructure to operate server software (instead drawing on shared hardware) and therefore have considerably lower power and hardware demands

Our targets for next year

- To continue to replace desktop PCs with laptop computers across our workforce

- To continue our server virtualisation process, with the aim of minimising server power requirements and reducing demand for IT hardware

- To decommission our third-party hosted physical IT infrastructure by moving to a 'cloud' service. Cloud services do not require dedicated physical IT infrastructure and are therefore more efficient and have lower power requirements

Measurable results or outcomes

During the year, 28 desktop PCs were replaced with laptop computers, supporting flexible working arrangements and reducing IT hardware power demand. Meanwhile, server virtualisation efforts have resulted in a marked decline in server power demand this year, as anticipated. As well as reducing power demand, the process has meant that we have been able to make six servers idle (all of which were in use at the beginning of 2015). These servers can be used should server demand increase in the future (i.e. instead of procuring new hardware).

Principle 10: Encourage work against corruption in all forms

"Our Corruption Risk Index shows that businesses face 'extreme' or 'high' risk in 70% of countries across the globe. It enables our clients to identify and compare those countries that present the most significant compliance challenges."

Charlotte Ingham,
Principal Analyst,
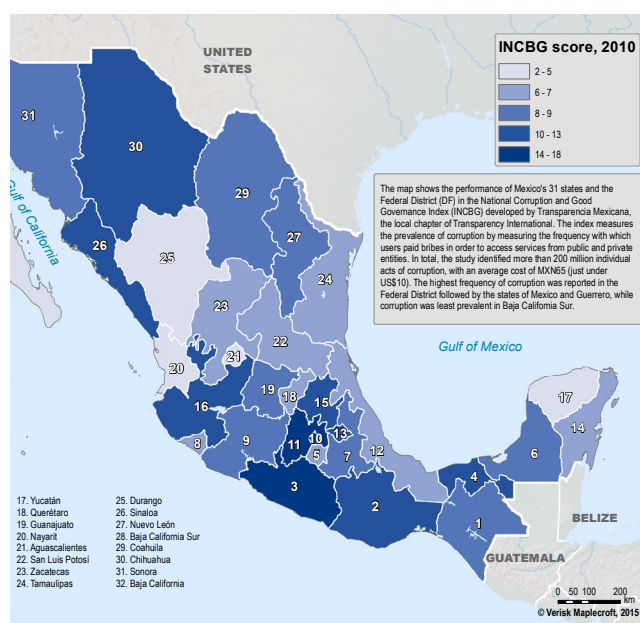Verisk Maplecroft

Our commitment or policy

We are committed to working transparently and are 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.

Relevant processes, systems, products and services

We put our commitment into practice using the following means:

In our own operations

- Ongoing implementation of our transparency policy (as part of our overarching Commitment to Corporate Citizenship, which is reflective of the Verisk Values)

- The activity of the Wood Mackenzie Risk Management team, which provides guidance to our employees regarding compliance with international anti-bribery laws, rules and regulation. This will be particularly important, as we increasingly look to locate our employees outside of the UK

- Our Anti-Bribery Policy, which aims to:

  - Ensure compliance with anti-bribery laws, rules and regulations, not just within the UK, but also in any other country in which the company may carry out its business or to which its business may be connected

  - Enable employees and persons associated with the company to understand risks associated with unlawful conduct. It encourages them to be vigilant and enables them to effectively recognise, prevent, avoid and report any wrongdoing, whether by themselves or others

  - Provide suitable and secure reporting and communication channels, whilst also ensuring that any information that is reported is properly and effectively dealt with

  - Create and maintains a rigorous and effective framework for dealing with any suspected instances of bribery or other unethical conduct

- Access to the Verisk Whistleblower Hotline, which is operated by an organisation independent of Verisk and provides employees and third parties with a means of anonymously reporting alleged instances of financial misconduct relating to Verisk

The map shows the performance of Mexico's 31 states and the Federal District (DF) in the National Corruption and Good Governance Index (INCBG) developed by Transparencia Mexicana, the local chapter of Transparency International. The index measures the prevalence of corruption by measuring the frequency with which users paid bribes in order to access services from public and private entities. In total, the study identified more than 200 million individual acts of corruption, with an average cost of MXN65 (just under US$10). The highest frequency of corruption was reported in the Federal District followed by the states of Mexico and Guerrero, while corruption was least prevalent in Baja California Sur.

Corruption levels by state in Mexico, mapped by Verisk Maplecroft

In our products and services

We deliver the following relevant products:

- **Political Risk Dataset:** This dataset includes our Corruption Risk Index, which examines the prevalence and persistence of corruption in the public and private sector on a global basis. Other related indices include the Rule of Law Index, which assesses countries' judicial independence and effectiveness. In addition, the Corporate Governance Index assesses countries based on the ethical behaviour of their firms and the effectiveness of corporate board governance, amongst other metrics

- **Country Risk Reports:** These analyse the specific risks affecting companies operating in or sourcing from a country. Amongst other areas, the reports detail the legal and regulatory environment within a country, providing assessments of the effectiveness of the domestic anti-corruption legislation and the prevalence and severity of corruption in public and private sectors

Our actions over the last year

In our own operations

- Aligned our Anti-Bribery Policy with the Verisk Anti-Bribery and Corruption Policy, allowing us to benefit from the more mature policies and procedures of our parent company and strengthening our compliance with UK and US anti-bribery law

- Provided Verisk-administered risk and compliance training for our employees. This two-hour session explained the provisions of the UK Bribery Act and US Foreign Corrupt Practices Act and provided an overview of the Verisk Anti-Bribery and Corruption Policy. The training incorporated guidance and case studies to help educate employees about corruption, bribery and their compliance responsibilities

- Moved responsibility for matters of internal risk and compliance management to the Wood Mackenzie Risk Management Team. Our employees now benefit from the expertise and experience of this team, which comprises of three Regional Risk Directors for the Americas, EMEARC (Europe, the Middle East and Africa) and APAC (Asia-Pacific), as well as an in-house attorney and contract management support in the EMEARC region

In our products and services

- Continued to address the challenge of corruption through our Global Risks Portfolio products, including Country Risk Reports, the Global Risks Forecast publication and relevant indices

Our targets for next year

- To maintain the ongoing actions carried out last year and to build upon them through continuous improvement

- To align our Anti-Bribery Policy and procedures with any new best practice initiatives that might be adopted by Verisk and Wood Mackenzie throughout 2016

- To provide further risk and compliance training for our employees, which will reflect any policy and procedural developments that occur throughout 2016

Measurable results or outcomes

No complaints regarding company performance in this respect.

Verisk Maplecroft's actions to support the Women's Empowerment Principles

Policies and practices related to supporting women's empowerment and advancing gender equality in the workplace

Achieving and maintaining gender equality in senior management and board positions

We are fully committed to a balanced leadership team. Mentoring and advancement is open to all employees regardless of gender, with opportunities and support for all.

Our President is Sondra Scott, who is female and is fully committed to providing equal opportunities. We are constantly looking to improve the ratio of females in senior management positions.

Achieving and maintaining gender equality in middle management positions

We apply the same principle throughout the workforce, promoting balanced leadership at all levels.

Equal pay for work of equal value

We use market indicators to ensure equal pay for men and women at equivalent levels of seniority, experience and capability. Please see p17 for more information.

Flexible work options

We offer employees a system of flexible working hours, whereby work start and end times are not fixed. This flexibility gives employees the scope to manage family and other non-work commitments.

We launched a new flexible working policy in January 2016 for all employees. This policy provides employees with greater flexibility around their working arrangements, including working hours, working locations and sabbatical leave.

Access to child and dependent care

We do not currently provide employees with access to child and dependent care on a corporate basis.

Support for pregnant women and those returning from maternity leave

We provide full support to pregnant women in terms of access to ante-natal care and enhanced health and safety arrangements. While employees are on maternity leave, we offer them Keep In Touch (KIT) days to support their eventual return to work. Prior to returning, discussions are held to assist a smooth reintegration into the workplace, including through the provision of flexible working hours.

We introduced a new maternity policy in October 2015, which includes improved benefits for new mothers. We will now 'top-up' statutory maternity pay to full pay for the first 18 weeks of maternity leave. Our paternity policy has also been updated to provide the same salary top up for the first week of paternity leave.

Recruitment and retention, including training and development, of female employees

We are an equal opportunities employer, committed to promoting equality and diversity as well as an inclusive and supportive environment for our employees. We do not discriminate on grounds of gender and men and women are treated equally during the recruitment process and throughout their employment. All employees receive training and have opportunity for professional development after they join the company.

Gender-specific health and safety issues

We take every precaution to ensure we provide and maintain working conditions that are safe, healthy and comply with all statutory requirements and relevant codes of practice. This commitment applies to all employees, regardless of gender.

Gender-based violence and harassment

We deplore all forms of sexual harassment and seek to ensure the maintenance of an inclusive, supportive and safe working environment for all our employees. This commitment applies to all employees, regardless of gender. For more information on this matter, please see p15-18.

Education and training opportunities for women workers

We are committed to the professional development of all our employees. We undertake to provide all of our employees, regardless of gender, with the training necessary to successfully fulfil their job responsibilities.

Creating and maintaining workplace awareness of gender equality and, inclusion and non-discrimination for all workers

We are an equal opportunities employer, committed to promoting equality, diversity and an inclusive and supportive environment for our employees.

In 2015, two of our employees attended the Gender Working Group, led by our sister company, Wood Mackenzie. The aim of this initiative is to understand more about the gender balance throughout our companies and produce recommendations as to how to encourage the attraction, development, retention and promotion of female talent.

In addition, line managers across our company have received unconscious bias awareness training this year as part of an initiative led by the Gender Working Group. This training was aimed at helping participants to manage biases that might not be under conscious control, including those relating to gender.

For more information on our efforts to eliminate discrimination, please see p15-18.

Mentoring and sponsorship opportunities for women workers

We aim to assign employees with work mentors when they start work with us. Work mentors guide new employees through the company's systems and work methods, and also provide regular feedback on performance.

To support this system, during 2015 we provided training for any employees that wanted to learn more about how to mentor colleagues effectively.

In addition, all employees can apply for sponsorship to support their professional development.

Other established or emerging best practices

N/A

Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to address this area, including goals, timelines, metrics, and responsible staff

N/A

Policies and practices related to supporting women's empowerment and advancing gender equality in the marketplace

Supplier diversity programme

Verisk Maplecroft does not currently have a supplier diversity programme in place. However, Verisk, our parent company, is in the process of formulating a supplier diversity policy. This policy – which covers procurement in the US – will formalise Verisk's commitment to building and sustaining relationships with a diverse supplier base. Helping to support this commitment, Verisk is a member of the Women's Business Enterprise National Council (WBENC), an organisation that certifies businesses owned, controlled and operated by women in the US.

Composition of supplier base by sex

N/A

Support for women business owners and women entrepreneurs

N/A

Supplier monitoring and engagement on women's empowerment and gender equality including promotion of the Women's Empowerment Principles to suppliers

N/A

Case study
Empowering companies to help change girls' lives around the world

GIRL+STATS

Across the globe, adolescent girls and young women face legal,societal and cultural barriers that reduce their chances of achieving their full economic potential. Research shows that investing in girls is vital for economic growth and for families escaping the poverty trap.

In 2015, we received funding from parent company Verisk Analytics to extend the work of 'Girls Discovered'. This is an interactive data and mapping platform that we established in 2009 in partnership with the Nike Foundation and United Nations Foundation, following calls from international NGOs to collect and present age- and gender-specific development indicators. As part of the extension, the project team has conducted a full re-brand (including a new name – 'Girl Stats') and comprehensively revised the datasets and indicators that it hosts. The new, revised platform will be launched in 2016.

Girl Stats will help companies understand both the issues girls face and how their operations can positively or negatively affect girls' lives. It will focus on aspects of girls' lives that are most relevant to business and to girls' development, including girls' access to employment and education, as well as their legal and social status. Girl Stats will provide links to compelling CSR initiatives focused on girls, as well as organisations working with companies to increase their positive impact on girls' lives. Finally, the website will offer in-depth country-level insights into the situation of girls and young women in emerging markets.

Gender-sensitive marketing

N/A

Gender-sensitive product and service development

We have developed a range of products and services aimed at helping clients respect the rights of women and girls. For example, we produce the Women's and Girls' Rights Index. This global, annually produced index assesses the risks to business from possible association with the practices of state and non-state actors that discriminate against or infringe the rights of women and girls.

Another example is the Girl Stats platform that we produce in partnership with Verisk. For more information about this initiative, please see the case study on p28.

Other established or emerging best practices

We have an unparalleled range of innovative products and services that help clients respect the rights of women and girls (amongst others). Many of these products and services have been designed to incorporate best practice guidance. For example, the methodology behind our human rights indices incorporate the United Nations' "Protect, Respect, Remedy" Framework as a basis for assessing risk in 198 countries. In addition, the human rights due diligence services that we provide to our clients is fully informed and aligned with the Protect, Respect, Remedy Framework and the United Nations Guiding Principles on Business and Human Rights.

Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to address this area, including goals, timelines, metrics, and responsible staff

N/A

The COP describes policies and practices related to supporting women's empowerment and advancing gender equality in the community

Designing community stakeholder engagements that are free of gender discrimination/stereotyping and are sensitive to gender issues

For the past 10 years, we have been helping organisations manage stakeholder relationships, often in highly contentious environments. During this time, we have designed and implemented numerous community stakeholder engagements for clients. These projects are carefully planned to ensure that they are free from discrimination and sensitive to gender issues. In many cases, the stakeholder engagement projects that are undertaken require the matter of gender equality to be addressed directly, necessitating a fair and non-discriminatory approach to be taken to data collection.

Gender impact assessments or consideration of gender-related impacts as part of its social and/or human rights impact assessments

We provide human rights impact assessments as part of a range of human rights due diligence services we offer. These assessments focus on assessing clients' actual and potential human rights impacts. Assessments include gender-related impacts, and are carried out in line with the United Nations Guiding Principles on Business and Human Rights.

Ensuring female beneficiaries of community programmes

N/A

Community initiatives specifically targeted at the empowerment of women and girls

As discussed in the case study above, we are in the process of developing the 'Girl Stats' website in partnership with Verisk. This will be launched in 2016. Girl Stats is a public platform providing comprehensive data on the lives of adolescent girls and young women, aged 15-24, across the globe.

In addition, we support the empowerment of women and girls through our community service activities. For instance, as part of our community service week in 2015, our employees helped to redecorate a domestic violence support facility, which provides support and therapy to women and children that have suffered from domestic violence and abuse.

Strategies to ensure that community investment projects and programmes (including economic, social and environmental) positively impact women and girls

Our main impact in this respect is through the provision of an extensive range of human rights products and services to our clients. These help clients make a positive contribution to the rights of those affected by their actions, including women and girls.

We endeavour to provide access to these products and services to as many organisations as possible. Indeed, we make some of this content publically available (for example via the Girl Stats data platform, which is explained above). We also consider providing our products to NGOs and international organisations at a discount on a case-by-case basis, where this is practical.

Strategies to ensure that community investment projects and programmes (including economic, social and environmental) include the full participation of women and girls

N/A

Other established or emerging best practices

N/A

Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to address this area, including goals, timelines, metrics, and responsible staff

N/A

The COP contains or refers to sex-disaggregated data

Achieving and maintaining gender equality in senior management and board positions

We are now owned by Verisk Analytics, having been acquired in December 2014. As a result, the structure of our management team and its composition has changed significantly since our last report.

Our organisation does not have a board of directors. Our senior management team is comprised of five members, one of whom is female.

Achieving and maintaining gender equality in middle management positions

Our middle management team is comprised of 37 members, 11 of whom are female.

Equal pay for work of equal value

100% of employees receive equal pay for work of equal value.

Flexible work options

100% of employees benefit from a system of flexible working hours. As mentioned above, we launched a new flexible working hours policy in January 2016.

Access to child and dependent care

We do not currently provide corporate facilities for child and dependent care.

Support for pregnant women and those returning from maternity leave

In the past 12 months we have provided support to 2 female employees in this respect.

Recruitment and retention, including training and development, of female employees

During 2015, we hired 18 new employees. Ten were female (one of whom has since left) and eight were male (of whom all continue to work for the company).

All employees receive training and development as part of recruitment and professional development.

Gender-specific health and safety issues

N/A

Gender-based violence and harassment

N/A

Education and training opportunities for women workers

In-depth workplace training was provided by our company to 100% of female (and male) employees. In addition, all employees can attend external events and conferences as part of their professional development.

Creating and maintaining workplace awareness of gender equality and inclusion and non-discrimination for all workers

100% of employees are required to read and abide by our equal opportunities policy, as well as our discrimination, bullying and harassment policy. The Employee Handbook contains information on these policies and their application. Please see p15-18 for an explanation of our efforts to eliminate discrimination.

Mentoring and sponsorship opportunities for women workers

We aim to provide new employees with work mentors when they join the company. In addition, all employees can apply for sponsorship to support their professional development.

Other established or emerging best practices

N/A

Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to address this area, including goals, timelines, metrics, and responsible staff

N/A