



FEATURESPACE: COP 2015 UN GLOBAL COMPACT



Featurespace Ltd

Featurespace is pioneering a new machine learning approach to analyse and predict the behaviour of individuals in commercial and social environments. Our unique ARIC™ system enables our clients to protect and serve each one of their customers using cutting-edge predictive analytics insight.

Our Adaptive Behavioural Analytics approach can be used in a wide variety of applications, but is currently focused on preventing fraud, managing risk and demonstrating compliance in Financial Services, Insurance and Gaming.

Statement of goals

At Featurespace we believe that operating with integrity and transparency and promoting diversity are at the heart of good business.

We aim to make a real difference in the communities in which we work and are active in supporting and upholding the 10 Principles of the UN Global Compact.

Statement of continued support



29 June, 2015

H.E. Ban Ki-moon
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

I am pleased to confirm that Featurespace Limited continues to support the ten principles of the UN Global Compact with respect to human rights, labour, environment and anti-corruption.

With this submission of our latest Communication on Progress, we express our intent to continue advancing those principles within our sphere of influence. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals.

Featurespace submits our latest Communication on Progress to make a clear statement of this commitment to our stakeholders and the general public.

We recognise that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to continue reporting on progress annually according to the Global Compact COP policy.

Sincerely yours,

A handwritten signature in black ink that reads 'Martina King'. The signature is written over a horizontal dotted line.

Ms. Martina King
CEO

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

Protection of global human rights

Featurespace supports the protection of global human rights by encouraging behaviours and practices which are consistent with the 10 Principles of the UN Global Compact.

Featurespace promotes respect and integrity towards all employees and zero-tolerance for discrimination in any form.

Featurespace supports freely chosen employment, ensuring that all work is completed voluntarily without force.

In the workplace

As outlined in this document (see 'Labour' section, below) Featurespace promotes:

- » Outlawing of discrimination
- » Providing safe and healthy working conditions
- » Freedom of association for employees
- » Ensuring that employees, and their families, have access to basic health, education and housing

In the wider community

As outlined in this document (see 'Anti-Corruption' section, below) Featurespace promotes:

- » Opposition of forced migration and resettlement of communities
- » Participation in public debate and promoting the human rights agenda

Human Rights: measurements

People working for Featurespace can expect:

- » To be briefed on and understand the overall aims and values of the organisation
- » To be considered a vital part of the business
- » A safe and pleasant working environment
- » Appropriate remuneration and benefit structures
- » The information, knowledge and tools to do their job
- » Relevant skills training
- » Opportunities for career development
- » Regular one-to-one reviews aimed at improving performance and increasing job satisfaction
- » An atmosphere of civility, courtesy and mutual respect
- » Two-way communication and consultation with management
- » Senior management who are approachable and accessible
- » Policies founded on sound business practice and legislative requirements
- » Fair and reasonable problem-solving procedures

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.

Principle 5: Businesses should uphold the effective abolition of child labour.

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Freedom of association

Featurespace respects the rights of workers in relation to freedom of association and does not penalise employees who join trade unions.

Working hours and wages

Featurespace ensures that all employees are entitled to work and be paid for a minimum level of working hours. All employees are paid a fair wage commensurate with prevailing industry conditions.

All employees are entitled to 25 days of annual leave (5 more than statutory), plus bank holidays.

Health and safety

Featurespace is committed to ensuring the safety of its employees, customers and anyone else affected by the business activities.

- » To provide adequate control for the health and safety risks arising from our work activities
- » To consult with our employees on matters affecting their health and safety
- » To provide and maintain safe working equipment
- » To provide information, instruction and supervision for employees
- » To ensure all employees are competent to do their tasks, and give them adequate training
- » To prevent accidents and cases of work-related ill health
- » To maintain safe and healthy working conditions
- » To review and revise this policy as necessary at regular intervals

Discrimination

Featurespace Limited is committed to providing a working environment free from harassment or bullying.

Every employee is responsible for their own behaviour and is expected to ensure that their conduct does not cause offence to colleagues, customers or suppliers.

All staff can be assured that any complaints made about inappropriate behaviour will be investigated thoroughly and without delay, according to our existing procedures (Grievance and/or Disciplinary).

Child labour

Featurespace will never make use of child, forced or bonded labour. 'Child' here means anyone either under 15 years of age, below the minimum legal age for work or subject to mandatory schooling.

'Young person' here means anyone less than 18 years old who is not a child. A young person should not be asked to take on hazardous work or work that is inconsistent with his/ her personal or physical development.

Labour: measurement

- » To check our working conditions, and ensure our working practices are being followed we will undertake spot checks and investigate any accidents or ill health.
- » Risk assessments are undertaken by a named staff member, and reported to the Featurespace Board of Directors. Actions required to remove/control risks will be approved by the Chairman.
- » A named staff member is responsible for investigating accidents and recording these in the accident book.
- » A named staff member is responsible for investigating work-related causes of sickness absences.
- » A named staff member is responsible for ensuring the fire risk assessment is undertaken and implemented.
- » Escape routes, fire extinguishers and alarm are checked by a named staff member every month.
- » Emergency evacuation will be tested every 6 months.
- » Only employees of the company, properly vetted contractors and official visitors escorted by an employee have access to the office at any time.
- » All employees are educated about company Health and Safety procedures during induction period, via Staff Handbook.
- » Hours of work are detailed are agreed in each employee's contract of employment.
- » Featurespace has a grievance procedure to deal with any complaint or query relating to employment or management of the company. This is outlined in the Staff Handbook provided to all employees.

Environment

Principle 7: Businesses are asked to support a precautionary approach to environmental challenges.

Principle 8: Businesses are asked to undertake initiatives to promote greater environmental responsibility.

Principle 9: Businesses are asked to encourage the development and diffusion of environmentally friendly technologies.

Reducing environmental impact

Featurespace strives to effectively manage and reduce any potential impact on the environment during its business practice. Featurespace aims to align with best practice, including:

- » Conforming to environmental legislation
- » Aiming to reduce environmental impacts, including resource consumption, air emissions, water consumption, recycling and waste processing, management of hazardous materials
- » Providing recycling facilities within office locations

Cycle to Work scheme

Featurespace participates in the Cycle to Work scheme to encourage employees to cycle rather than driving to work. Details of joining the scheme are shared with employees via the Staff Handbook.

Environment: measurement

- » The CFO and Systems Administrator monitor that new equipment purchases adhere with Featurespace's environmental policy.
- » New recycling facilities have recently been implemented within the office locations.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Transparency, integrity and fairness

Featurespace aims to act with transparency, integrity and fairness in all we do. We do not take part in any form of bribery or corruption, and we do not associate with any group which supports violence, terrorism or discrimination.

If any instances of suspected corruption are identified by any Featurespace employee the instances must be reported immediately.

Anti-Corruption: measurement

- » All potential employees or contractor personnel of the company must agree to submit to a thorough background investigation that includes criminal, employment and education credentials checks.
- » Featurespace has a grievance procedure to deal with any complaint or query relating to employment or management of the company. This is outlined in the Staff Handbook provided to all employees.
- » All employees must undertake anti-bribery training.