

UNGC 2020

Communication on Progress
to the United Nations Global Compact
January 2020

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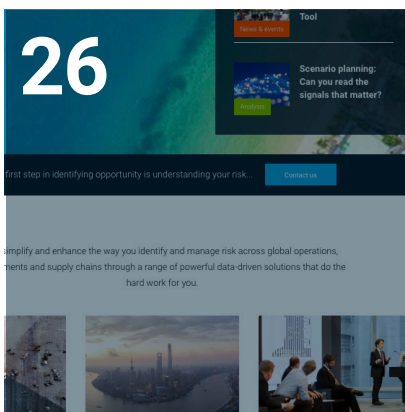
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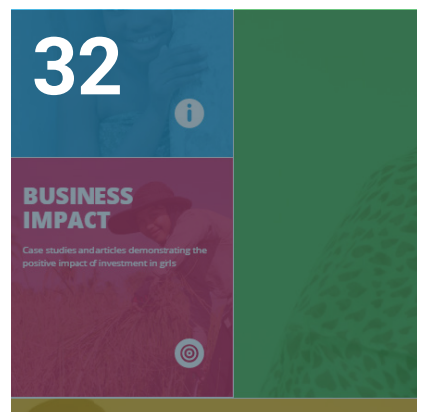
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About Verisk Maplecroft



Industrial & Automotive



Institutional Investors



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For over 10 years, we have pioneered the quantification of risk. Our journey has seen us become part of the world's leading data analytics organisation and progress from a team of talented academics based in the west of England to a global research house at the forefront of data modelling, risk analysis and forecasting.

We have 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 organisations, their suppliers and the raw materials they source for any location worldwide.

Our interconnected approach to risk provides businesses with unparalleled insight into country, sector, corporate and supplier-level exposure to the full spectrum of political, economic, human rights and environmental issues. We help businesses make better, risk-adjusted decisions that improve effectiveness and the commercial performance, resilience and sustainability of a business.

Global issues need a global perspective. That's why we've expanded our presence across the world. Bath remains a key hub of operations for us, but we now have offices in New York, London, Singapore, Calgary, Mexico City, Buenos Aires and beyond.

Company name

Verisk Maplecroft

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Submission date

25 January 2020

Membership date

11 February 2005

Number of employees

120 employees

Sector

Professional, scientific and technical services

Contact name

Rebecca Hall

Contact position

Managing Consultant

Statement of Support



Sondra Scott,
President,
Verisk Maplecroft

Verisk Maplecroft is deeply committed to our employees, our clients, our community and the environment. Our pledge to be stewards of community and the environment by investing in ethical and sustainable practices is evidenced by the activities highlighted in this report.

We had a range of investments in 2019 that advanced our commitment to the principles outlined in the UN Global Compact. These range from new products and offerings, expanded and improved policies and investment in our team. Below are 4 key highlights of our overall program

- **Helping Our Clients Move “Beyond Compliance”** – An important focus for 2019 has been working with our clients to support their efforts to move their environmental, social and governance policies beyond what is required to comply to the laws where they operate. We have provided deep dive analysis and support on social impact of their operations and help them define strategies which enhance their social license to operate.
- **Direct Community Engagement and Giving** – Throughout the year our employees across the globe participated in community building using their time and skills. We set aside a day for these activities and encourage everyone to participate. We also foster a culture of giving and through our parent organization Verisk Analytics have a matching program.
- **Increased Thought Leadership on ESG issues** - We encourage our team to produce content, participate in social media and speak at events in order to raise awareness about critical ESG issues across the globe. To support these efforts, we invested in improvements and expansion of our environmental and human rights indices.
- **Carbon Neutrality** - For the second year running, we will have achieved Carbon neutrality through a combination of less or smarter travel and investment in virtual technologies.

In 2019, we continued with our policy of providing a broad range of stakeholders with our insights through the public domain in order 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 international media, through free thought leadership pieces on our public website and the attendance of conferences and public speaking engagements.

There are a variety of other ways in which we support the principles of the United Nations Global Compact, including our collaboration with UNICEF on the development of the Children's Rights and Business Atlas, the updating and expansion of the publicly available Girl Stats platform, with generous funding from our parent organisation Verisk Analytics.

Beyond our external activities we support the principles through adherence to our own corporate values which reflect Verisk Analytics' comprehensive nine-point value framework. The first two values are Respect for the Individual and Integrity; both speak directly to the compact principles.

We are pleased to submit this report which details our 2019 activities in support of the aims and interests of the United Nations Global Compact. Our mission is to not only actively adhere to the principles but to innovate so that our employees, clients and communities can benefit from our expertise and efforts. We are privileged to have the backing of our parent company Verisk Analytics which supports us in this effort.



Sondra Scott
President

Verisk Maplecroft

Our Approach to Sustainability



Rebecca Hall

CSR Lead and Managing Consultant, Human Rights, London.

We are a business who's purpose is to manage and mitigate risks, and to help business do the right thing. We are committed to being a responsible, ethical and sustainable business and to use our products and services to encourage clients to manage their risks responsibly.

We are committed to conducting business in an ethical and responsible manner. We have strong beliefs on ethical working practices for our employees, including gender and racial equality, flexible working for families, and giving back to local communities. These beliefs are backed up by company policies to ensure that we not only promote ethical business, but that we also practise it.

In 2019, we continued to develop and strengthen our policies, commitments and actions to ensure we live up to not only our own values, but also the ten principles of the United Nations Global Compact. We incorporate the Ten UNGC Principles into our business strategies, policies, and procedures.

We adopt Verisk's corporate values. These values represent the standard to which we hold ourselves both in our dealings internally, and when working externally with clients and in our local communities. The Verisk Way—to serve, add value, and innovate - is our road map to achieve this vision.

Figure 1: Verisk corporate values



Source: Verisk Analytics

Our employee handbook defines our commitments and expectations in relation to sustainability and corporate citizenship. This handbook was revised in 2017 to include more robust and comprehensive policies for staff. These commitments and expectations are organised around four pillars:

- Human rights
- Labour standards
- Environment
- Transparency and disclosure

Our commitment to CSR

Our CSR strategy incorporates four key pillars: Community, Environment, People and Products. Within each of these four pillars we outline the actions we take to support local community initiatives, reduce our impact on the environment, support the development and wellbeing of our staff and deliver products that support responsible business practices. Much of this is done through close engagement with the various working groups and steering committees across the Verisk family. This Communications on Progress report will further demonstrate our commitment to the ten principles of the United Nations Global Compact through each of our four CSR pillars.

Figure 2: The 4 pillars of Maplecroft CSR



Source: Verisk Analytics 2020

UNGC Principles & Verisk Maplecroft

Verisk Maplecroft contributes to the following United Nations Global Compact Principles through the implementation of the four pillars of our CSR strategy.

Community

1

Principle 1:

Businesses should support and respect the protection of internationally proclaimed human rights

8

Principle 8:

Undertake initiatives to promote greater environmental responsibility

Environment

7

Principle 7:

Businesses should support a precautionary approach to environmental challenges

8

Principle 8:

Undertake initiatives to promote greater environmental responsibility

People

1

Principle 1:

Businesses should support and respect the protection of internationally proclaimed human rights

2

Principle 2:

Make sure that they are not complicit in human rights abuses.

3

Principle 3:

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

4

Principle 4:

The elimination of all forms of forced and compulsory labour

5

Principle 5:

The effective abolition of child labour

6

Principle 6:

The elimination of discrimination in respect of employment and occupation

10

Principle 10:

Businesses should work against corruption in all its forms, including extortion and bribery

Products

1

Principle 1:

Businesses should support and respect the protection of internationally proclaimed human rights

2

Principle 2:

Make sure that they are not complicit in human rights abuses

4

Principle 4:

The elimination of all forms of forced and compulsory labour

5

Principle 5:

The effective abolition of child labour

6

Principle 6:

The elimination of discrimination in respect of employment and occupation

7

Principle 7:

Businesses should support a precautionary approach to environmental challenges

9

Principle 9:

Encourage the development and diffusion of environmentally friendly technologies

10

Principle 10:

Businesses should work against corruption in all its forms, including extortion and bribery

Sustainable Development Goals & Verisk Maplecroft

Verisk Maplecroft contributes to the following Sustainable Development Goals through the implementation of the four pillars of our CSR strategy.

Community	2 ZERO HUNGER 	5 GENDER EQUALITY 	10 REDUCED INEQUALITIES 	15 LIFE ON LAND 	
Environment	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 	14 LIFE BELOW WATER 	15 LIFE ON LAND 	
People	3 GOOD HEALTH AND WELL-BEING 	5 GENDER EQUALITY 	8 DECENT WORK AND ECONOMIC GROWTH 	10 REDUCED INEQUALITIES 	
Products	5 GENDER EQUALITY 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	8 DECENT WORK AND ECONOMIC GROWTH 



Community Engagement

1 Community engagement



Photo: Tree planting, Mexico City



Lyn Prentice
Office Manager and Wellness Champion, Bath.

Community engagement is at the heart of our CSR strategy. Every year, we organise a variety of events and initiatives that enable colleagues to support the organisations that make a real difference in our local communities.

Our commitment to the community supports the following:

supports the following UNGC Principles

Principle	1	Principle	8
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supports the following SDGs

Goal	2	Goal	5
Goal	10	Goal	15

Our commitment

We are committed to being a community-friendly business, playing an active and supportive role in the areas in which we operate. We encourage our staff members to engage with local organisations and institutions, through volunteer work, fundraising and knowledge sharing. This commitment is embedded in our CSR strategy which is made up of four pillars, including Community, Environment, People and Products.

Community engagement is also embedded in our corporate culture through our parent company, Verisk Analytics, which strongly encourages all business units to take an active role in local communities. Verisk Analytics runs an annual Community Engagement Week; a week-long event promoting local volunteer opportunities for all employees. During Community Engagement Week, each member of staff is entitled to a paid day off to donate their time to a local cause.

1 Verisk Maplecroft | UNGC 2020 Communication On Progress Community Engagement

In 2019, staff in the London, Bath, Singapore, New York and Mexico City offices took part in volunteering activities to benefit their local communities, and many employees undertook voluntary roles in their spare time.

As part of an overarching commitment to supporting local communities, our parent company Verisk Analytics continues to support thousands of causes through its Matching Gifts Programme. By matching the donations made by both active and retired employees and directors, as well as their spouses, Verisk enables staff to double their contributions to charitable organisations. This is subject to a limit of £3,500 per employee and spouse, and £1,750 per retired employee and spouse.

Through Verisk Analytics, Maplecroft also supports charities with an annual donation kindly allocated by our parent company. In 2019 employees voted for three charities to split the donation amount and receive a donation of \$2,500 each. This year the charities chosen were: Great Ormond Street Hospital Children's Charity; Mind – The Mental Health Charity; and Cancer Research UK.

Our actions in 2019

Volunteering in the local community

In 2019, Verisk Maplecroft undertook a range of volunteering activities throughout the world tackling a range of issues:

Mexico City (Mexico): In August, 9 employees from the Mexico City office spent the day with Mexican foundation "ProBosque" in northern Mexico City, where they collaborated with public officials and other volunteers to plant several trees per person. Monitoring of the growth of said trees is carried out by the foundation after the planting and aims to improve the soil quality of the area as well as contribute to overall reforestation.

New York (United States): 8 volunteers from the New York office returned to the Holy Apostles Soup Kitchen where they served the community hot and cold meals. During the day on the 3rd of October, the team served 696 hot meals and bagged 285 packed lunches for service users to take away.

London and Bath (UK): For its fifth year, the Windsor-Bath ride for Wood Mackenzie and Maplecroft staff has provided a great opportunity for people to escape the office, meet new faces and get a good amount of exercise in the process. On Friday 21st June, employees cycled from Windsor and finish at Maplecroft's office in Bath, a ride of 100 miles. This year the ride supported Mind, a leading mental health charity in England and Wales, and the donations helped to provide support to the 1 in 4 people who experience mental distress in their lifetimes. The team raised £801.44.



Photo: Verisk Singapore office at soup kitchen

Singapore (Singapore): In November 2019, 4 employees from the Singapore office spent a day volunteering at Willing Hearts soup kitchen, helping provide food to vulnerable and homeless persons. Miha Hribernik, Head of Asia at Verisk Maplecroft, continues to volunteer there in his spare time.

In addition, staff across our entire network of offices, including London and Singapore, took part a number of fundraising activities. For example, bake sales were held alongside other fundraising initiatives in support of a number of charities, including Samaritans in the UK.



James Allan
Global Head of Consulting

For the past three years I have chaired the data strategy board for TISCreport, the World's largest open data platform committed to ending corruption, supply chain labour abuses and modern slavery. Using data science techniques, the main function of the organisation is to aggregate corporate modern slavery statements within a central repository, thereby providing transparency related to compliance and performance. Through my involvement with the organisation I've learned a lot about using influence and leveraging unique skills and assets, with very limited time and financial resource, to achieve strategic goals that are ultimately for the greater public good.

Donating to worthy causes

In 2019, Verisk Maplecroft continued to support charitable ventures through offering pro-bono services to the UK registered charity Girl Stats – a resource that aims to improve business due diligence and respect for girls rights around the world. Employee time was allocated to work pro-bono for the charity, including supporting with social media and providing data and indices for the site.

Over the course of the year, Verisk Maplecroft staff raised over £2,000 for causes including:

- Royal Trinity Hospice
- FoodCycle
- Samaritans
- Cancer Research UK
- Julian House

The money was raised through a variety of initiatives such as bake sales and calls for donations.



Photo: New York Team at soup kitchen

Future goals

- Increased staff volunteering during Community Engagement week, particularly by encouraging staff in our global offices outside Bath and London to get involved
- Continued support for employees to engage in volunteering outside of work, including being charity trustees.
- Empowering our staff to suggest voluntary activities and fundraising events in our offices and with our colleagues and sister companies.

Environment



2 Environment



Photo: istock

Our commitment

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 is detailed in both our employee handbook and CSR strategy, and requires us to work towards improving our environmental performance, preventing pollution wherever possible and complying with all applicable laws, regulations and industry standards.

Our parent company, Verisk Analytics, has also committed to reducing energy and resource consumption in their products and operations, optimising its environmental footprint and improving waste management and energy efficiency in business operations. As a part of the wider Verisk family, Verisk Maplecroft also commits to this.

In addition, in the environmental pillar of Verisk Maplecroft's CSR Strategy we commit to:

- Disclosing and reducing our greenhouse emissions
- Recycling wherever possible
- Procuring energy efficient and sustainable equipment, food and drink and cleaning products



Dr Richard Hewston

Head of Strategy, Environment and Climate Change

We supported Verisk in its 2019 CDP submission, helping it understand the relevance of climate change in different business processes and proactively demonstrate its ability to manage climate risk to a range of stakeholders.

Our actions in 2019

Maintaining a sustainable procurement policy

We continue to implement a sustainable procurement policy for food, catering and cleaning products used in our Bath office. We aim to purchase products with the highest ethical and environment standards possible, such as those of organic origin (as defined under UK and EU law).

Food and drink items purchased for staff carry at least one of the following certifications:

- **Organic;** certified by the Soil Association, EcoCert or the Organic Food Federation
- **Fairtrade Foundation;** compliant with fair trade standards relating to supply-chain transparency and equitable pricing for producers
- **Rainforest Alliance;** compliant with Sustainable Agriculture Network standards for conservation, social wellbeing and sustainable farm management



As a part of our precautionary approach, we exclusively source everyday products for our Bath office that do not contain palm oil due to the high risks of environmental degradation and human rights violations associated with the commodity. We also source cleaning products with a low environmental impact, as well as recycled paper cleaning products.

Furthering our efforts to recycle waste

Throughout 2019, we continued to provide recycling facilities for our staff for domestic plastic, cardboard and metal packaging.

Improving our energy and resource efficiency

Following a decrease in 2016 and 2018, staff numbers at our Bath office are now stable at around 30 people. A move towards greater flexibility has seen a rise in homeworking and remote working. Given this situation, we continued to see a fall in energy and resource consumption at our Bath office over the past twelve months. We can use the following metrics to measure future performance.

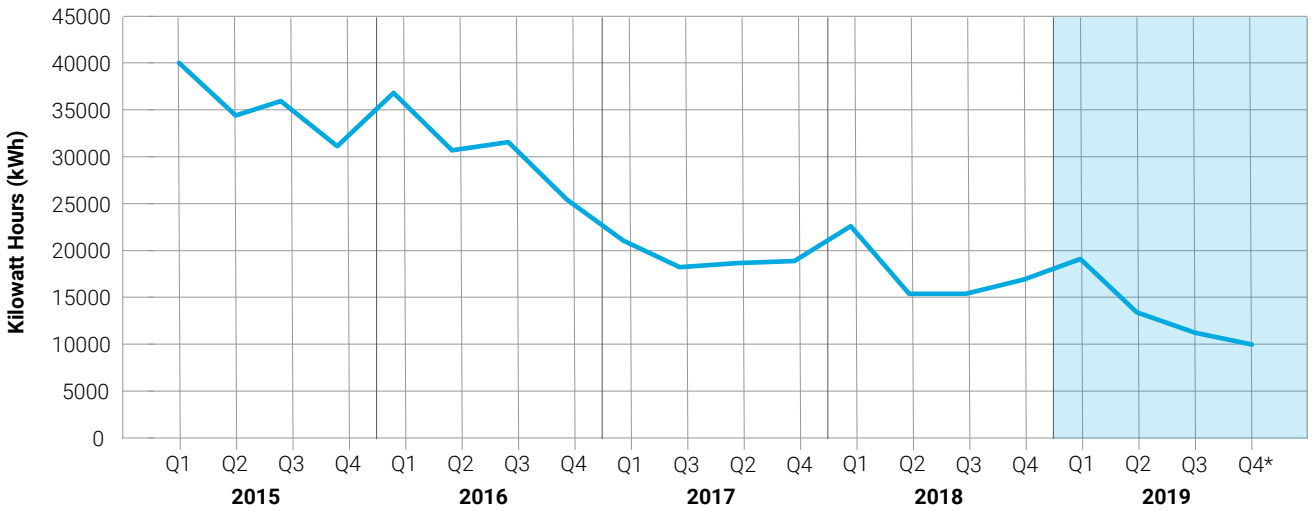
The Verisk Maplecroft Cambridge House office in Bath is classified as having a Category D Energy Performance Asset Rating; with a score of 97/150 (lower scores indicate better energy efficiency). While the score is above what would be expected if the building was new, the score is below the benchmark for existing building stock of this type (109). The annual building emission rate is 99.02kg of CO₂ per square meter.

In 2017, we replaced all our fluorescent-tube lighting at our Bath office with 40-watt LED panels. The replacement panels are around 50% more energy efficient than the previous light fittings and are more durable, typically having a life span of 50,000 hours. 2018 was the first complete calendar year in which these lights were used.

In 2019, the Verisk Maplecroft Bath office used 65,349 kilowatt hours of electricity. Based on the UK energy generation mix, this is estimated to represent 23 tonnes CO₂e (carbon dioxide equivalent) of greenhouse gas emissions. This represents a 49% reduction in electricity usage compared to the same period in 2015, when we occupied two floors at Cambridge House, and a 18.6% reduction compared to the same period in 2018. This indicates continued efficiency savings and downsizing (see Figure 4: Annual electricity consumption).

Discounting seasonal fluctuations in energy demand, the long-term trend for reducing energy consumption indicates a continued fall in energy consumption kWh per quarter in the period January 2015 to December 2019 (see Figure 3: Quarterly electricity consumption).

Figure 3: Quarterly electricity consumption



Source: Verisk Maplecroft 2019

* December 2019 energy usage is an estimated figure

Verisk Analytics: Carbon-neutral for the second year running

In 2019, Verisk Analytics, completed its fourth inventory of greenhouse gas (GHG) emissions across all business units for the year 2018. Verisk Analytics is reporting to CDP (formally the Carbon Disclosure Project), an international not-for-profit organisation that administers a global disclosure system representing the most comprehensive collection of self-reported environmental data in existence.

Emissions from the Verisk family of companies totalled 29,561 tonnes of carbon dioxide equivalent (CO₂e) in 2018. As part of this process, Verisk Maplecroft submitted the emissions associated with energy purchased for Cambridge House and emissions from air travel. The figure is an 23% increase on emissions in 2015, our baseline year - reflecting growth of the Verisk family of businesses.

Verisk's 2018 emissions have been balanced 100% by our purchase of renewable energy certificates (REC) and carbon offsets. RECs are tradable, nontangible energy commodities evidencing that 1 megawatt of electricity has been generated and delivered to the electricity grid from a renewable source. Verisk purchased RECs representing more than 34,000 megawatts of electricity during 2018, supporting renewable energy projects—wind, hydro, or biomass—in almost every country or region where we have offices.

We also expect to continue using renewable energy certificates and carbon offsets to help balance Verisk's emissions when we conduct our 2019 inventory.

Figure 4: Annual electricity consumption (kWh)



Source: Verisk Maplecroft 2019

Reducing travel to cut carbon emissions

Due to the nature of our business, international travel for sales and consulting staff is unavoidable. However, the use of teleconferencing facilities is encouraged wherever possible to avoid unnecessary travel. In addition, we have expanded our presence in region in our New York, Singapore and Mexico City offices. This will reduce the need for long-haul air travel.

In line with our commitment to monitor emissions from air travel, in 2019, Verisk Maplecroft employees flew a total of 759,422 miles, representing 140.9 tonnes CO₂e of greenhouse gas emissions. This represents a 37% reduction from the same period in 2018. We will continue to use teleconferencing and remote presentation technologies as our primary means for internal and external meetings.

During the past year we have continued to offer the cycle-to-work scheme to our UK-based employees. This is a 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 and improve health by encouraging cycling as a means of commuting.

Future goals

In 2020, we are intending to relocate our Bath Office to a smaller facility. During the move we will be seeking to source 100% renewable energy at the new site and ensure comprehensive recycling facilities are available. We are also aiming to reduce air travel by staff where possible and we will continue to monitor and reduce our electricity consumption.

Our people



3 Our People



Photo: CNBC, Daragh McDowell

Our people strategy and activities support the following UNGC Principles and Sustainable Development Goals:

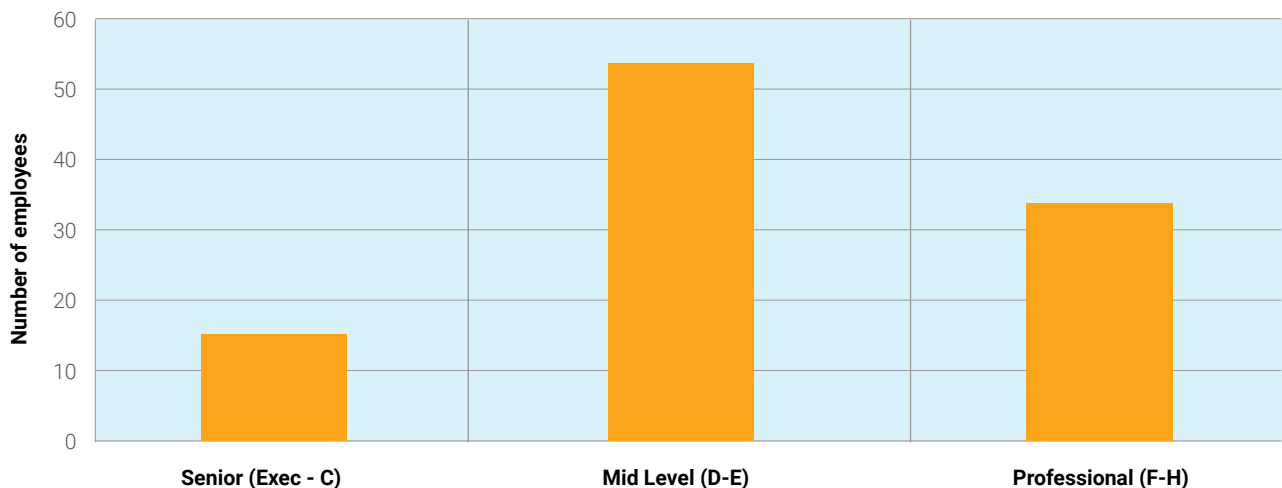
UNGC Principles		Sustainable Development Goals	
Principle 1	Principle 2	Goal 3	Goal 5
Principle 3	Principle 4	Goal 8	Goal 10
Principle 5	Principle 6		
Principle 10			

Our commitment

We have developed a culture that seeks to support, respect and draw attention to human rights among our employees and customers. When our people thrive, our business thrives. We are committed to treating all individuals fairly and with respect. This includes promoting equality and diversity, as well an inclusive and supportive environment for our staff.

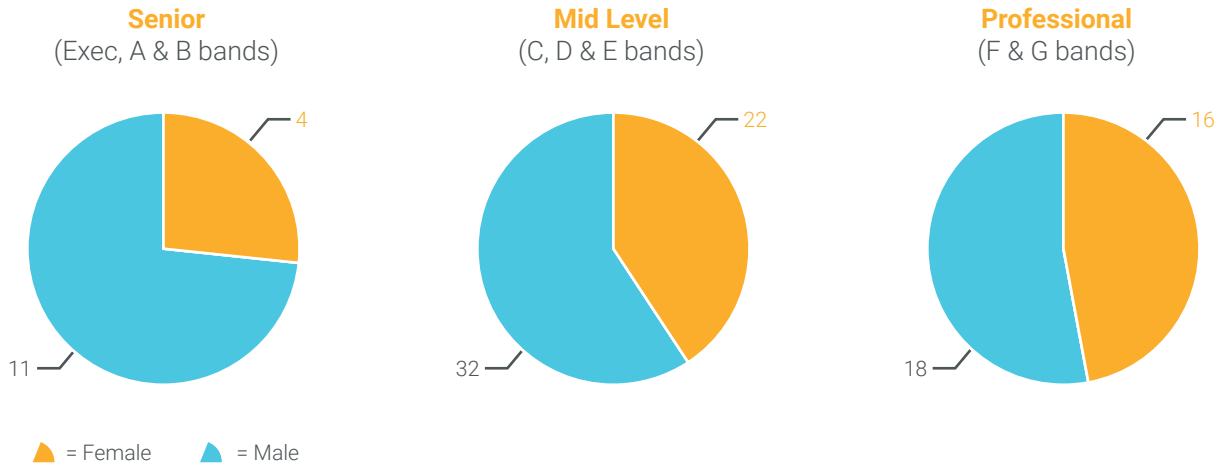
Here are example statistics showing the structure of the Verisk Maplecroft workforce

Figure 5: Employees by band



Source: Verisk Maplecroft

Figure 6: Breakdown by band and gender



Source: Verisk Maplecroft 2020

Our employee handbook confirms our commitments to the United Nations Global Compact principles of human rights, labour rights and anti-corruption, as well as to our corporate values of integrity and respect for the individual. Our handbook reaffirms this through our commitment to:

- Respecting human rights and helping our customers do the same through the provision of relevant human rights products and services
- Ensuring that all our employees have the right to freely join associations of their own choice (for the purposes of rule formation, administration and the election of representatives); and
- Ensuring that all our employees have the right to undertake collective bargaining through an established trade union
- Fighting all forms of forced and compulsory labour and to the effective and responsible abolition of child labour
- Ensuring that no individual suffers discrimination, directly or indirectly, on the grounds of sex, (including pregnancy), marital status, religion or belief, race, nationality, ethnic or national origin, sexual orientation, gender reassignment, age, disability or otherwise; and to providing a working environment free from harassment and intimidation
- Enforcing a zero tolerance policy for corruption in all our operations, within our field of influence and through our work with our customers. This is outlined in our anti-bribery and corruption policy, which was updated in 2016

Supporting employee wellbeing through our CSR strategy

The People pillar of our CSR strategy builds on our commitments to human rights and labour rights and aims to realise these through targeted actions. The People pillar is closely aligned with the Thrive programme run by our sister company, Wood Mackenzie, and is owned and driven by our employees. This is a comprehensive programme which incorporates gender and ethnic diversity, wellness and community engagement. Like Thrive, our People pillar includes a range of programmes and actions, which can be divided into three main categories: Diversity and Inclusion, Wellness and Community Engagement.

Figure 7: Our People pillar structure



Source: Verisk Maplecroft 2019

Our actions in 2019

Focus on gender equality

Building on commitments made in 2018 and following the hiring and promotion policy established in 2017, we continued to encourage gender equality throughout the company. Almost 50/50 gender balance was achieved in the senior band (Exec – C) in 2019. Following some organisational changes this balance has now slipped a little, but plans are in place to address this going forwards.

Continued work of the Ethnicity Working Group and Gender Working Group

The Verisk Maplecroft and Wood Mackenzie Ethnicity Working Group (EWG) aims to increase the overall percentage of ethnic and racial minority employees within Wood Mackenzie and Verisk Maplecroft, and specifically in line management and subject matter expert roles. It also aims to address the ethnic and racial gap between our workforce and the regions in which we work and conduct business.

The Gender Working Group (GWG) aims to increase the female talent pipeline and opportunities for women to develop and progress within Wood Mackenzie and Verisk Maplecroft, and to address the gender balance for the benefit of the individuals and the organisation. In 2019, our Gender Working Group undertook a number of actions, which contribute towards Principle 6 of the United Nations Global Compact.



Ben Sempala-Ntege

Chair, Ethnicity Working Group, Bath, UK

Diversity continues to be a main focus at Verisk Maplecroft as evidenced by the commitment of the senior leadership team to support and promote the Gender and Ethnicity Working groups in a range of internal and external facing activities. Greater connections with our wider corporate structure has allowed us space to explore inclusion issues.



Photo: Gay Pride Parade, London

Some of the 2019 highlights from our Diversity & Inclusion programme run by our sister company, Wood Mackenzie, are listed below:

- Maplecroft employees supported the LGBT+ network globally with phenomenal levels of buy-in and ongoing support across the business, including employees joining Pride Parades around the world in support of LGBTQ+ rights
- The Gender Working Group launched the Parental Leave Playbook and Lactation Facility policy, helping new parents make a smoother transition into parenthood
- The Ethnicity Working Group, in partnership with Human Resources, took great strides to raise our company profile in the broader community, expanding our reach and ensuring we continue to attract the very best talent



Prioritising employee wellbeing

Verisk Maplecroft promotes the well-being of employees and supports a healthy lifestyle – in terms of both physical and mental health. In 2020 a number of activities were undertaken to promote health and well being for employees, including:

- Participating in the Verisk Group Walking Challenge, where employees are encouraged to track their steps each day and hit targets to win prizes and awards
- Taking part in wellness activities in each office. The London office had an afternoon walk through London and visited an Art exhibition at the Royal Academy of Art, funded by the wellness budget to ensure inclusivity for all employees who wished to go
- Massages and acupuncture have been offered to staff in the UK offices on a regular basis, as laid out in the 2019 plans. This allows employees a short and relaxing break during the working day

Future goals

Diversity & Inclusion

In 2020, our diversity goals will include:

- Addressing the gender imbalance at senior level in our organisation
- Continuing to encourage our employees to participate in diversity groups and events, such as cultural food exchanges
- Encourage and facilitate our employees to attend public diversity events, such as partnering with our sister company Wood Mackenzie to secure places marching in global pride events

Wellness

In 2020, our wellness programme will focus on the following goals:



Photo: Wellness Day, London

- Provide Line manager support, training and materials on mental health and flexible working
- Provide mental health first aid training to employees, and highlight the need for mental health awareness in the workplace
- Provide massage and/or reflexology sessions every 6 weeks
- Carry out a survey to find out what wellness workshops staff would like to attend
- Continue to include comprehensive health checks and a £200 wellness allowance per person per year in our health plan for 2020
- Advocate the wellness and alternative therapies available under employee health insurance

Our Products and Services



4 Our Products and Services



Photo: www.maplecroft.com

Our products and services support the following UNGC Principles and Goals:

UNGC Principles			
Principle	1	Principle	2
Principle	3	Principle	4
Principle	5	Principle	6
Principle	7	Principle	8
Principle	9	Principle	10

Sustainable Development Goals			
Goal	5	Goal	12
Goal	13	Goal	16



Ryan Aherin
Commodities Content Lead, Bath.

A majority of businesses with multinational supply chains struggle to identify their exposure to ESG issues associated with the hundreds of raw materials present in their products. By quantifying 20 commodity-specific risk issues, Verisk Maplecroft’s Commodity Risk Service allows users to pinpoint those which have the most potential to expose them to ESG risks in their supply chains.

Our commitment

We are committed to developing and delivering products and services that help our clients manage a range of risks and implement responsible and sustainable business solutions.

Our suite of human rights, environment, political and economic indices enables companies to carry out robust due diligence and risk assessments, identify potential and actual impacts across 198 countries and to implement measures to improve their sustainability performance. Our research team produces in-depth country risk reports covering governance, political, human rights, environmental and security issues, as well as providing daily updates through our online portal on key events and trends within focus countries.

As part of our bespoke advisory offering, our consultancy team, supported by our researchers, helps companies to articulate their corporate commitments. We do this through the development of policies and codes of conduct. Our consultants and researchers also work with clients to provide:

- Risk and impact assessments
- Supply chain analysis
- Stakeholder engagement
- Due diligence
- Benchmarking and materiality assessments
- Sustainability reporting
- Management systems support

Our actions in 2019

Ongoing product and service delivery

Since our last Communication on Progress, we have continued to offer the following products and services to support responsible business practices:

Country Monitoring Service

Through our Country Monitoring service, we analyse the specific risks affecting companies operating in or sourcing from a particular country. Our expert analysts monitor 198 countries, such as Brazil, China and South Africa, to identify long-term emerging risks and quickly analyse unfolding events that affect our clients and their workers/supply chains. Our analysts produce regular written briefings via our online portal on a number of issues including governance, human rights, environmental issues and security. Our in-depth Country Risk Profiles also contain specific sections on these themes, allowing clients to gain deep understanding of the key issues within a particular country.

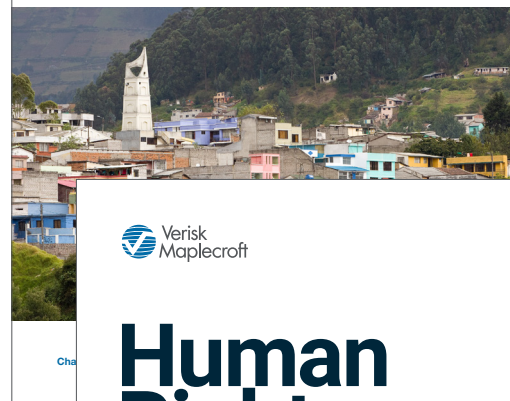


Photo: Various reports



Sam Haynes
Head of Indices, Bath.

Our 165+ indices help companies screen their supplier base or their own assets for risks related to responsible sourcing and business disruption. The breadth and depth of our datasets enable businesses to assess risks at the country, subnational, industry, and commodity level. By better understanding their risk profile, they can make informed decisions and prioritise their response. In 2019 we added 23 new indices that assess economic, environmental, development and political issues. We also launched our forward looking projections indices that assess the likelihood of changes in the risk environment six months and two years in the future for five key issues

Risk datasets

As highlighted in the table below, our risk datasets cover all 10 of the UNGC Principles. The data offering enables clients to assess a range of human rights, economic, environmental and political risks in 198 countries. Over the last twelve months, we have continued to increase clients’ awareness of issues such as civil and political rights, labour rights, climate change, natural hazards and corruption through the delivery of our datasets and individual risk indices.

Our data goes beyond country risk and assesses environmental, social, and governance risks associated with over 162 commodities and 79 industries. This enables our clients to assess their exposure to risk on a more granular level. We have also started to incorporate forward looking analysis into our offering through the development of a predictive dataset which assesses the likelihood of issues such as civil disorder, interstate tension, and government instability occurring in the future.

In 2019 we worked to improve our online ‘portal’, which clients use to access risk data and contact analysts for support. The improved functionality in the new portal, which will be launched in 2020, will enable clients to better manage their risks by creating unique dashboards and configurations to meet their needs.

Verisk Maplecroft Dataset or Risk Index	UNGC Principles
Human Rights Dataset	Human Rights
Civil and Political Rights, Human Security, Labour Rights and Protection, Access to Remedy Risk	Principle 1 Principle 2
Labour Rights and Protection Indices	Labour
Child Labour, Decent Wages, Decent Working Time, Discrimination, Forced labour, Freedom of Association and Collective Bargaining, Migrant workers, Occupational Health and Safety, Trafficking in Persons, Young Workers	Principle 3 Principle 4 Principle 5 Principle 6
Environmental Risk Dataset	Environment
Climate Change and Environment, Natural Hazards	Principle 7 Principle 8 Principle 9
Rule of Law Dataset	Anti-Corruption
Corruption Risk Index	Principle 10



Erin McVeigh
Erin McVeigh, VP, Head of Client Solutions.

With access to 165+ country risk indices, country profiles and expert analysis, Verisk Maplecroft's Global Risk Dashboard allows you to understand your complete risk landscape. Unlock the evidence driving our proprietary risk scores, visualise how risks are changing over time and analyse your company footprint by generating bespoke risk scores against each of your sites.



Photo: Risk data sets, www.veriskmaplecroft.com

Voluntarily provided feedback on the UK Government's response to the UK Modern Slavery Act

In November 2019, Verisk Maplecroft joined global NGOs and businesses in providing feedback on the UK Government's own Modern Slavery Act statement. A representative from Verisk Maplecroft used expert analysis and experience of working hand-in-hand across sectors with companies complying with the UK Modern Slavery Act to make constructive recommendations for improvement.

Requested to join Children's Rights Safeguarding Group

In October 2019, a member of Verisk Maplecroft was invited to bring expertise working in human and children's rights in business to a cross sector working group. Bex Hall, Managing Consultant Human Rights, was invited to join the new Unicef UK Community of Practice: Safeguarding for Business, which launches in January 2020. The group has many aims, including developing and sharing best practice for safeguarding children's rights in business operations and activities throughout the world.

International Post Corporation's (IPC) Postal Sector Sustainability Report

In 2019, we continued to work with the International Post Corporation (IPC) on its sustainability programme, which has expanded beyond carbon, to encompass broader sustainability ambitions. We have supported IPC since 2008 in developing and implementing its original carbon-focussed Environmental Measurement and Monitoring System (EMMS) programme. Over the last three years, we have also been a strategic partner in expanding the programme in alignment with the objectives of the UN Sustainable Development Goals (SDGs).

The expanded Sustainability Measurement and Management System (SMMS) is a sector-wide initiative to achieve sustainability goals aligned with the five most relevant UN SDGs for the postal sector. These are – Goal 8: Decent work and economic growth; Goal 9: Industrial innovation and infrastructure; Goal 11: Sustainable cities and communities; Goal 12: Responsible consumption and production; and Goal 13: Climate action.

The SMMS programme is a global initiative, consisting of 19 national postal companies from four continents, and provides a common measurement and reporting structure that enables participants to share their sustainability management strategies, performance and achievements. Verisk Maplecroft will continue its partnership with IPC in 2020 to further improve sustainability management and achieve associated targets, which are to be announced in 2020.

Continuing support for the Children's Rights and Business Atlas

Throughout 2019, we continued to support the Global Child Forum and UNICEF with the Children's Rights and Business Atlas, a free resource for business to use to improve their due diligence and understand risks to children's rights throughout the world.

The Atlas provides businesses with data for 198 countries across three indices: The Children's Rights in the Workplace Index, Children's Rights in the Marketplace Index and Children's Rights in the Community and Environment Index. Business users can also refer to industry guidance to better understand their exposure and consider the actions they need to take to strengthen internal due diligence procedures in the workplace, marketplace and community and environment.

Strengthening our product and service offerings

Throughout 2019, we continued to update our suite of research and consulting services covering human rights, environmental, economic and political risk, using enhanced methodologies and our rigorous review process.

In 2019, we produced the forth iterations of our Human Rights and Political Risk Outlooks; two publicly available reports highlighting the most pertinent human rights and political trends for business for the forthcoming year. Both Outlooks were well received by clients and the media. Client webinars to discuss the identified issues and trends were run in September and October 2019 and were attended by over 100 guests.

The Verisk Maplecroft Modern Slavery Index, launched in 2017, continues to be very popular and is used by a wide range of organisations to help them identify their potential modern slavery risks and impacts. Dozens of companies have publicly named us as their data source for modern slavery risks, and as their expert advisers in modern slavery statements where our consulting teams have supported them. This index is specifically designed for companies seeking to assess the extent to which they are exposed to modern slavery through their business operations and supply chains. By using the International Labour Organization (ILO) definition of modern slavery, we have aligned the index with the UK Modern Slavery Act definition to help clients meet the requirements of the legislation.

New risk indices

During 2019 there were a number of changes to our risk data indices:

- Economic indices were revamped and updated to better reflect the risks posed to clients around the world.
- 32 indices are currently available at the sub-national level, with a great many more being finalised for release in early 2020. This improves the precision of the risk scores for clients, and helps capture differences in risk within a country.
- A new Cyber Risk Index has been developed in the politics dataset, which enables clients to understand the threat of cybercrime and invasion of privacy.
- 33 of the risk indices are now updated quarterly, providing information which is as up to date as possible for clients and reflecting their risks as accurately as possible. The updates will allow risk scores to capture major events and changes, positive and negative, to give the most accurate risk score possible.

Developing data analytics and predictive modelling services

In 2019 we worked on our product offerings in data analytics and predictive modelling. These products help clients to see risks in real time using a range of data sources, and accurately track their existing and upcoming risks. These tools allow businesses to act to prevent, manage, mitigate or remediate risks and enable them to be more responsible in their communities and environments.

Enhancing due diligence in the sourcing of raw materials through our new commodity datasets

In 2016, we launched our commodity risk service to help clients identify environmental, social and governance risks in the sourcing of raw materials. In particular, this helps companies assess risks beyond the first tier of their supply chain, by providing data and insights relating to hard and soft commodities across a range of countries.

During 2019, we continued to develop these datasets and by December 2019 we have 162 commodity datasets available. When combined with country data this totals a possible 729 combinations for customers to understand their risks. These commodities include, but are not limited to:

- Coal
- Cotton
- Palm oil
- Cashmere
- Nickel
- Cobalt

Future goals

- Develop new predictive and dynamic indices and continue to expand the coverage of our commodities offering.
- Work with businesses, industry bodies and NGOs to widen our human rights services, including investing in on the ground human rights impact assessments to better support rightsholders.
- Increase the number of data sets that are subnational to give more precise risk data.
- Support clients on specific environmental, political, economic or social risks and problems, not only helping them identify and prevent risks, but also working collaboratively with our consulting team to manage them.

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



Sabina McKinlay
Head of Marketing, Bath.

I feel lucky to be working for a company, where I'm able to be myself (I'm out at work as a gay woman) and feel empowered to have a successful career as a head of marketing with all the flexibility (flexible working hours) and support (took shared parental leave to look after my new-born daughter for 3 months) to spend time with my family. I've always felt empowered by my boss to thrive in my role and been rewarded based on my performance rather than gender.

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 having a representative and balanced leadership team. Mentoring and career progression is open to all employees, regardless of gender, with support and opportunities for all.

Our President, Sondra Scott, is female and dedicated to providing equal opportunities for all staff and potential candidates. We are constantly looking to improve the ratio of females in management and leadership positions and in 2019 appointed Erin McVeigh as Vice President Verisk Maplecroft – Head of Client Solutions, Victoria Gama as Global Content Lead for Human Rights, Indigo Ellis as Head of Africa and Sabina McKinlay as Head of Marketing.

Our Gender Working Group continues to collect data on issues such as maternity protections, gender pay gaps and women's representation across Verisk Maplecroft and our sister company, Wood Mackenzie.

Achieving and maintaining gender equality in middle management positions

We apply the principle of equality throughout the organisation, promoting a gender-balanced leadership at all levels.

Equal pay for work of equal value

We use market indicators to inform our pay banding process and to ensure equal pay for men and women at equivalent levels of seniority, experience and capability. See the People section for more details.

Flexible work options

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

Having updated our flexible working policy in 2016, employees are now provided with greater opportunities for flexible working arrangements, including working from home, telecommuting and sabbatical leave.

Access to child and dependent care

While we currently do not provide employees with access to child and dependent care on a corporate basis, UK employees may participate in the Childcare Voucher Scheme, which allows them to give up a portion of their salaries in exchange for childcare credit of the same value. Each month, participants are eligible for tax relief and lower National Insurance contributions on vouchers purchased (up to the value of £243).

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.

Following the introduction of a new maternity leave policy in October 2015, which includes improved benefits for new mothers, we now 'top-up' statutory maternity pay to full pay for the first 18 weeks of maternity leave. Our paternity leave policy has also been updated to provide the same benefits for up to two consecutive weeks of leave following the birth.

In 2017, our Gender Working Group developed the 'Parental Leave Playbook'. This provides guidance for employees (both male and female) and line managers in planning for parental leave. The playbook provides sample timelines and meeting agendas to ensure that employees and managers communicate effectively and preparations are made for cover, handovers and return to work.

In 2019, several employees have taken advantage of this support, including keep in touch days, flexible working and working part time.

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 all of our employees. We do not discriminate on the grounds of gender, and men and women are treated equally during the recruitment process and throughout their employment. All employees receive training and have the opportunity for professional development after they join the company.

In 2017, Verisk Maplecroft became a signatory to the Tech Talent Charter; a commitment by industry bodies and organisations to drive diversity and address the gender imbalance in technology roles. A senior member of the management team has responsibility for rolling out the commitments outlined in the Charter, including adopting inclusive recruitment processes and contributing employment diversity data to a central anonymised database for annual publication. We have continued to enact this through appointing Erin McVeigh as Head of Client Solutions in early 2019.



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. The 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 environment for all employees. Our commitment to this is outlined in our employee handbook, along with relevant grievance and disciplinary procedures.

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, 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 all of our employees.

Verisk Maplecroft is represented by one employee in the Gender Working Group, led by our sister company Wood Mackenzie. The aim of the working group is to understand more about the gender balance in both 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 training 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 related to gender. Across Verisk Maplecroft and our sister company, Wood Mackenzie, four people are trained to deliver unconscious bias training.

Mentoring and sponsorship opportunities for women workers

We aim to assign all employees work mentors when they begin employment with us. Work mentors guide new employees through the company's systems and work methods, and also provide regular feedback on performance. In addition to this, all employees can apply for a mentor at any stage in their career to support their professional development.

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

Supplier diversity programme

While Verisk Maplecroft does not currently have a supplier diversity programme in place, our parent company, Verisk Analytics, is advancing efforts to ensure that minority, women and veteran-owned businesses, as well as small and disadvantaged businesses, are given the opportunity to participate in the procurement process in the United States. Verisk has also joined the Women's Business Enterprise National Council as a first step towards expanding procurement opportunities for women-owned businesses.

During 2017, Verisk implemented a Supplier Code of Conduct applicable to all suppliers worldwide. By accepting a contract from Verisk, a supplier agrees to abide by the principles outlined in the Code of Conduct, including those prohibiting discrimination on the basis of sex. The Code of Conduct also outlines Verisk's zero tolerance approach to all forms of harassment, including sexual harassment.

Composition of supplier base by sex

Our parent company, Verisk Analytics, collects data on the number of female-owned businesses in the supplier base in the United States.

Support for women business owners and entrepreneurs

As outlined above, our parent company, Verisk Analytics, has joined the Women's Business Enterprise National Council to expand procurement opportunities for women-owned businesses.

Empowering companies to positively impact the lives of girls

Adolescent girls and young women face many legal, cultural and economic barriers around the world that hinder their ability to achieve full equality with men. However, research consistently shows that investing in girls and young women is not only vital for lifting families out of poverty, but also for sustained economic growth.

In 2015, we received funding from our parent company, Verisk Analytics, to extend the work of Girls Discovered; an interactive data and mapping platform that we had established in 2009 in partnership with the Nike Foundation and United Nations Foundation. Following receipt of the grant, the project team decided to make the platform more business-relevant, and conducted a full rebrand, which included a new name – Girl Stats. The team also comprehensively revised the datasets and indicators on the website, and developed interesting insights and analysis to highlight how businesses can make a difference in the lives of girls around the world.

Girl Stats helps companies to understand the issues that girls face, and how their operations can either positively or negatively affect their lives. It focuses on business-relevant issues such as access to education and employment, as well as legal and societal barriers that prevent girls and young women from reaching their full potential. Girl Stats also provides links to compelling CSR initiatives focused on girls, as well as organisations working on the ground so that companies can partner with the right groups to make change. The website also offers in-depth, country-level insights into the situation of girls and young women in key emerging markets.

In 2017, Girl Stats was updated to include two years' worth of data, allowing users to compare indicators over time and analyse trends. The written analysis, which helps users to understand the data, was also updated. Alongside this, all indicators on the website were aligned with the Sustainable Development Goals. Companies can now use Girl Stats to better target their investments to contribute to the realisation of the SDGs.

In March 2018, Girl Stats became an independent UK charity, and in 2019 we continue to support Girls Stats with pro-bono support from our research and consulting colleagues.

Gender-sensitive product and service development

Verisk Maplecroft has developed a range of products and services aimed at helping clients understand and respect the rights of women and girls. This includes our Women and Girls' Rights Index, which assesses the risks to business from the possible association with practices that discriminate against, or infringe on, the rights of women and girls.

Another example is the Girl Stats platform, which was officially launched in June 2016 and which we continue to support in 2019.

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. Many of these have been designed to incorporate best practice guidance. For example, the methodology behind our suite of human rights indices incorporates 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

In 2020, we will address the current gender imbalance at executive level through smart recruitment and in line with our equal opportunities promotion policy.

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 14 years, we have been helping organisations manage stakeholder relationships, often in highly sensitive environments. This has included the design and implementation of 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 directly addressed, 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.

Community initiatives specifically targeted at the empowerment of women and girls

As outlined previously, the Girl Stats platform provides comprehensive data on the lives of adolescent girls and young women around the world, with the aim of helping businesses to target their investments to promote positive change for girls.

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 a range of human rights products and services. These help clients to make a positive contribution to the rights of those affected by their actions, both direct and indirect, 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 publicly available (for example, via the Girl Stats platform, or through the publication of thought leadership pieces). We also consider providing our products and services to NGOS and international organisations at a discount on a case-by-case basis, where this is practical. For example, the Women and Girls Rights Index was given pro bono to National Geographic alongside the Human Rights Risk Index and the CCVI. All of these featured in their Atlas of the World - 11th Edition.



COMMUNICATION ON
PROGRESS

This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



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