



FEATURE  
SPACE

OUTSMART RISK

# UN Global Compact

COP 2020

## Contents

About Featurespace Ltd .....	3
Statement of goals.....	3
Current Covid-19 update .....	3
Statement of continued support .....	4
Human Rights .....	5
Protection of global human rights.....	5
Dignity at work.....	6
Equality and diversity .....	6
Human trafficking .....	6
Sexual exploitation and abuse or gender-based violence .....	6
Labour .....	6
Freedom of association.....	7
Prohibition of slavery and forced labour .....	7
Children's rights and child labour.....	7
Working hours and wages.....	7
Discrimination .....	8
Working conditions .....	8
Health and safety .....	9
Environment .....	10
Anti-Corruption.....	11
Anti-Corruption: Assurance & compliance .....	11



## About 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.

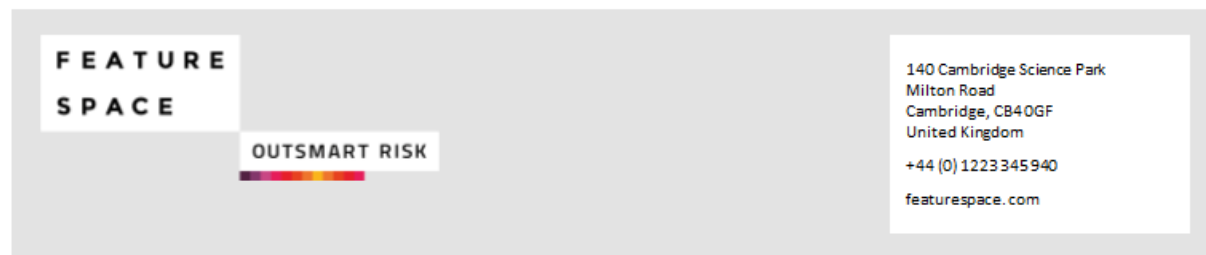
## Current Covid-19 update

We have been working hard to support our team members while we have been working from home. Our leadership team hosts daily meetings to confirm priorities and to provide direction, motivation, and support for our team members.

As expected, our teams have remained professional, flexible, and committed to the delivery of our business and we are proud that during this difficult time we are able to continue with business as usual.

In accordance with the UK government announcements we are continuing with our current working from home practices. We continually review whether there are any of our employees whose circumstances may have significantly changed, meaning they are no longer able to work from home effectively. Should this ever be the case we will review their current working arrangements and provide suitable, compliant, safe alternatives.

## Statement of continued support



01 June 2020

H.E. António Guterres  
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 Sustainable 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.

In 2019, we acknowledge that we did not submit our COP due to human error, but Featurespace continued to uphold the key principles throughout the year in support of the goals of the United Nations Global Compact.

Sincerely yours,

A handwritten signature in black ink that reads "Martina King". The signature is written in a cursive, flowing style.

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

Human rights are the basic rights and freedoms that every person in the world should be entitled to. They are based on core principles such as dignity, fairness, equality, respect, and autonomy. Underlying our values is the right that everyone should be treated with dignity, fairness, equality, and respect, and that we are committed to applying these values in our business every day, everywhere.

Our commitment to respecting human rights acknowledges all internationally recognised Human Rights. That means that wherever we work in the world, we will seek to respect and uphold the fundamental human rights and freedoms of everyone who works for us or with us, and of the people and communities we work with.

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.

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

## Dignity at work

We are 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.

Any complaints made about inappropriate behaviour are investigated thoroughly and without delay, according to our Grievance and/or Disciplinary procedures.

## Equality and diversity

Featurespace is committed to equality and valuing diversity within its workforce.

Our goal is to ensure that this commitment is embedded in our recruitment and day-to-day working practices with all our customers, colleagues, and partners.

We provide equality of opportunity and will not tolerate any discrimination on grounds of gender, gender identity, marital status, sexual orientation, race, colour, nationality, religion, age, disability, HIV positivity, working pattern, caring responsibilities, trade union activity or political beliefs – or any other grounds.

## Human trafficking

Featurespace will not engage in trafficking of persons including the recruitment, harbouring, transportation, provision or obtaining of a person for labour or services using force, fraud, or coercion for the purpose of subjection to involuntary servitude, debt bondage, or slavery.

## Sexual exploitation and abuse or gender-based violence

Featurespace will not engage in, benefit from or be complicit in sexual exploitation (including, for these purposes, prostitution) and abuse or gender-based violence or crimes, either within the Company or externally, including rape, sexual harassment or any other form of sexual abuse or violence.

## 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.

## **Prohibition of slavery and forced labour**

All utilised labour is voluntarily given and adheres to minimum ages stated in applicable labour laws or international standards. Employees are free to leave in accordance with established laws, regulations, and other rules. Should conflict arise between these laws, regulations, and established rules, Featurespace will not be complicit in, forced or compulsory labour

Featurespace assures all its employees that their identity or immigration documents will not be destroyed, concealed, confiscated, or otherwise retained so that they denied access to them.

## **Children's rights and child labour**

We are committed to respecting children's rights, in line with international standards, in our business and engagement with any business partners and related third parties. We respect the rights of children and young workers to be protected from work that deprives them of their childhood, their potential, and their dignity, and that is harmful to their physical and mental development.

We ensure that children and young workers are protected from child labour, including hazardous work, and this is understood in line with international standards. Should child labour be discovered we will eliminate it in a manner consistent with the best interests of the children concerned.

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.

## **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 UK employees are entitled to 25 days of annual leave (5 more than statutory), plus bank holidays. All USA employees are entitled to 20 days of annual leave, plus 8 national holidays (above the statutory).

## 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).

## Working conditions

- 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 that fire risk assessments are 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 the Staff Handbook.
- Hours of work are detailed and 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.



## 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

We are committed to protecting the health and safety of all people working at or visiting our site. We work to ensure that all workers have a clear understanding of their responsibilities along with that of the company.

- All of our employees are aware of their responsibilities for the following:
- Undertaking training provided and ensuring that any mandatory training is kept up to date
- Taking reasonable care of self and others "Health & Safety"
- Following defined procedures, work instructions, method statements and risk assessments
- Telling a line manager or HSE representative of any HSE concerns

Details of the Health and Safety team are available to our teams on posters displayed in the kitchen area in each office and on our central company intranet.

## 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.**

Featurespace is strongly committed to sustainable development, which we define as meeting the needs of the present without compromising the ability of future generations to meet their own needs.

We are committed to embedding continuous environmental improvement into our everyday business by following these simple steps:

- Conserving electricity through the operation of light sensors in the office area and toilets.
- Encouraging employees to turn off any electrical equipment when not in use e.g. the closing down of computers and monitors before leaving the building.
- Encouraging employees to be water-wise and aware of the need to reduce water consumption.
- Avoiding food wastage by responsible food ordering to meet employee demands.
- Providing specific facilities in each location to encourage recycling of waste.
- Instigating a cycle-to-work scheme to encourage more people to get on their bikes to reduce vehicle pollution.
- Promoting sustainable travel, e.g. we encourage employees to car-share, to reduce the number of vehicles on the road and subsequent pollution.
- Expecting everyone who works for us, regardless of location, to consider environmental issues when making decisions, and thereby promoting a culture that fosters respect for the environment.
- Inviting all employees to suggest any improvements we can make together, to reduce impact on the environment.
- Using environmentally friendly products in kitchen areas.
- The CFO and Systems Administrator monitor that new equipment purchases adhere with Featurespace's environmental policy.

## Anti-Corruption

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

Featurespace operates a policy of zero tolerance in regard to bribery and corruption and as such looks to comply with all bribery and corruption regulations, for example, but not limited to, the UK Bribery Act and the US Foreign Corrupt Practices Act (FCPA).

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, these must be reported immediately.

Featurespace will only work with business partners who also meet our standards and commitment to preventing bribery and corruption. In accordance with this, no Featurespace employee, agents, representatives, joint venture partners or other third parties employed by Featurespace will:

- offer, promise, give, accept, condone, approve, or knowingly benefit from an improper business gratuity, a bribe, 'kickback' or other improper advantage
- benefit or reward make a 'facilitation payment' or otherwise apply inappropriate influence. A facilitation payment refers to the practice of paying a small sum of money (usually) to an official as a way of ensuring they perform their duty
- offer, promise, or give "anything of value" to a government official to gain an improper business advantage

### Anti-Corruption: Assurance & compliance

- All potential contractors or employees 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.