

CORPORATE CITIZENSHIP REPORT 2007



100% COMPLIANCE WITH ALL APPLICABLE LAWS

ORGANISATIONAL CULTURE

THE WAY WE DO THINGS AROUND HERE



DEB LEARY
Chief Executive

European Women of Achievement Award Entrepreneurship 2006
British Female Inventor of the Year 2005
Board Member to the Midlands World Trade Forum
Board Member to the United Nations (UK) Global Compact

Forensic Pathways (FPL) is internationally known for its commitment to innovation. Innovation lies at its very heart and is the thing that drives the company everyday. But for innovation to happen there needs to be an investment in the most important resource of all people.

For FPL corporate citizenship is about how we conduct ourselves, the impact we have on the wider society and the decisions we take that impact on the environment. We fervently believe we have a responsibility not only to our colleagues, but to society as a whole and therefore we take our relationships with clients and community groups very seriously seeing them very much as being part of the FPL team.

For innovation to be successful it needs more than the initial idea. It needs

partnership, strategic alliances, commitment to sharing, the capacity to listen and the courage to speak out.

This is FPL's first Corporate Citizenship Report and it has been prepared in accordance with the United Nations Global Reporting Initiative, as signatories to the UN Global Compact. We hope that you find the contents stimulating and we hope that for some this report will encourage them to take the place that is waiting for them within the Global Compact.

THE VISION... DRIVEN BY PASSION AND BELIEF

To empower our clients, colleagues and wider community to achieve goals beyond their expectations and in so doing demonstrate Forensic Pathways to be the global lead in Forensic products, training, knowledge management and consultancy

This vision is driven by two key values:
PASSION and BELIEF

- We are **PASSIONATE** about our products and committed to innovation
- We are **PASSIONATE** about our clients and the wider community in which we are involved
- We **BELIEVE** in each other and what we represent and as a consequence support each other so that each of us succeed
- We **BELIEVE** in partnerships and alliances and embrace diversity
- We are **PASSIONATE** about learning, and continually strive to be the best

FPL was incorporated in June 2001, spending the first 18 months in product development with the launch of its award winning Forensic Stepping Plates. This product along with others is available internationally via FPL itself and also through a network of distributors based in the UK, USA, Australia, Turkey, South Africa and most recently China.

Whilst FPL continues to be involved in the R&D of new and innovative equipment, applying for three new patents this year, there was always the motivation to ensure that the company reflected a truly holistic approach to forensics, applying the term 'forensic' in its very real sense, i.e. that of 'discovery'. As such the company now reflects three sectors:

- **Products**
- **Training and consultancy**

- **Knowledge management/ business intelligence.**

Its most important commitment is to listen to the client and wherever possible tailor products and services to truly reflect client need. To date FPL's clients include Police Forces in the UK, Australia, USA, Turkey, China, South Africa, the Fire Service, the UNDP, Universities, TV companies, and the financial and telecommunications sector.

FORENSIC PRODUCTS

FPL offers a wide range of forensic products, a number of which are as a direct result of in-house research and development. FPL endeavors

to work closely with its clients and suppliers to ensure that products truly reflect client needs. FPL also insists that the working practices of its

suppliers are transparent and that we have ease of access without prior warning to visit premises and check on practices and quality.

TRAINING AND CONSULTANCY

FPL offers a wide variety of bespoke training courses ranging from Basic Forensics through to Forensic Digital Photography, Disaster Management, Fire Investigation, Post Explosion and Bomb Awareness, through to Criminal Intelligence and Human Rights Training, including issues such as Honour Related Violence. Presented by a team of world class experts based within the UK, Brussels, USA and Islamabad its strength lies not only in the quality of the experts available, but also in

the flexibility of delivery and content, all of which are designed to be tailored to suit the individual institution. Consultancy is also available, and this is particularly relevant for countries wishing to develop their forensic capability, or for the provision of expert witnesses or the process of cold case reviews.

FPL's aim is to promote best practice internationally, to continually challenge current thinking, ensuring that we are inclusive of all.

Whether it is products, training or consultancy, quality and the ability to be flexible and implement change is key to the success of Forensic Pathways. A commitment to providing tailored solutions ensures the company remains client focussed and allows them to have a unique sense of ownership for the product or service they receive. Forensic Pathways is a member of the British Quality Foundation.



KNOWLEDGE MANAGEMENT & BUSINESS INTELLIGENCE

In a world of mass information it is easy to assume we have knowledge at our fingertips and that the information we collect within our systems in someway empowers us to make decisions based on what we believe to be a complete story. In fact information overload only seeks to blind us. Those who seek to do most damage, or cause most disruption, rely on this in the hope that the activities they undertake become lost in the system.

As part of FPL's Knowledge Management Sector, FPL's innovative Maverick Service seeks to redress this and has already had significant global impact receiving interest at a strategic and operational level. The software that drives this service was the culmination of FPL's Managing Director, Dr Richard Leary's, Ph.D research. This service offers clients the ability to find knowledge within massive amounts of data, finding links and connections that through the usual paper trail or

database searches would be impossible to find. The provision of this service nationally to prevent/detect fraud in the telecommunications and insurance industry has to date saved FPL's financial sector clients approximately £30 million. FPL also has a contract in Saudi Arabia which addresses issues of fraud. This contract commenced with the download of 93 million lines of data from their database, taking approximately 80 seconds and which has been run through the Maverick system ready to report findings. With no outlay for software, I.T. systems and updates, the benefits to clients are significant. Clients forward their information via a secure portal on the web, the information is analysed via the system and a report is formulated and fed back to client. Interest in the system has also been shown by the US Security Service, along with a large metropolitan police service who wish to use the system in the investigation of a

long running case. Whilst the service seems a useful tool for the investigation of fraud in general, its impact is wider: In a world where terrorism is a part of every day life, it seems obvious that those who commit such acts are also those who drive the cars, use the credit cards, use the mobile phones. Therefore the 'everyday' has real significance. This work is so innovative FPL has been put forward as a 'Lighthouse Project' with Microsoft. This will produce a strong cross-industry approach to the development of futuristic tools to aid crime/forensic investigation, intelligence management, knowledge generation and public safety.



THE GLOBAL FORENSIC ENVIRONMENT

Since its incorporation FPL has been developing its global links through its association with UK Trade & Investment, Foreign & Commonwealth Office, Law Enforcement, the Intelligence Community, UK Home Office, UN Global Compact UK, various Commercial Directors within Embassies, along with specific Forensic and Business Councils.

FPL has developed an international reputation and client base. The company is seen to be 'cutting edge' providing tailor made services beyond those available anywhere else in the market place.

FPL has continued to run a targeted campaign, appointing Distributors in key hotspots.

It is FPL's view that the following areas should form the basis for continual market development:

- Australia (including South Pacific and Asia)
- Canada
- Central Europe (including Turkey)
- China
- Saudi Arabia
- South Africa
- USA

FPL is acutely aware that individually these are major targets and has responded by appointing local Distributors who have market awareness. It is essential that FPL takes into account the cultural and political aspects of these areas in order that it can tailor its product, services, costs, and marketing accordingly. In this way it partners closely with Distributors and Suppliers in order that suitable working practices are upheld and to maintain pricing structures that take into account market economies.



OUR BEST RESOURCE – OUR PEOPLE

Without them where would we be? Developing and maintaining effective relationships with our employees and associates is key to the success and overall ethos of FPL.

There is a commitment to developing skills and knowledge both of the company itself and of the market place.

To retain and continually motivate our people we seek to create an open policy where

forums are available in which to voice ideas, concerns, success, disappointments (from which we learn and create more opportunities).

THE HARD FACTS

Employment Contracts and Health & Safety

In order to assist us in our duty to adhere and go beyond our legal requirements we have retained Peninsula Business Services to provide us with information and guidance on how both our Employees Contracts, along with Health and Safety should be managed and recorded.

Standard provision for all employees is as follows:

- All employees are provided with a Contract of Employment outlining their Terms and Conditions
- All employees are provided with a copy of an Employee and Health & Safety Handbook
- All employees are provided with a yearly Appraisal which is followed by a Three Month Review from which training needs are assessed
- All employees are entitled to a Stakeholder Pension
- Flexible working hours are available

The Employee Handbook covers

- General information on employee training, performance and review, job flexibility, and the data protection act
- Salaries, maternity cover, parental leave, time off for dependents and stakeholder pensions, holiday entitlements, sickness pay, safeguards, standards, health and safety, making a protected disclosure
- Capability, disciplinary and disciplinary procedures
- Grievance procedures
- Personal harassment policy and procedure
- Equal Opportunities Policy
- Termination of Employment

Associates are also provided with a Workers Contract, again supplied through our personnel providers, Peninsula

EQUAL OPPORTUNITIES

We provide equal opportunities and are committed to the principle of equality regardless of race, colour, ethnic or national origin, religious belief, political opinion or affiliation, sex, marital status, sexual orientation, gender reassignment, age or disability. We apply employment policies that are fair, equitable and consistent with the skills and abilities of our employees and the needs of the business.

We do not condone any discriminatory act or attitude in the conduct of our business with the public or our employees. Acts of harassment or discrimination on the grounds of race, colour ethnic or national origin, religious belief, political opinion or affiliation, sex, marital status, sexual orientation, gender reassignment, age or disability.

THE SOFT SIDE

We encourage all our employees and associates to feed into the melting pot of innovation within the company. Ideas and issues are openly debated via a number of forums:

- Daily briefing sessions
- Time Out Events
- Happy/Sad Boards
- Standard Team Meetings
- Associate Away Days

Effective communication sits at the very heart of a productive and motivated team. There are times when we don't always get things right, but we treat times like these as learning opportunities which only help to make us better.

All employees and associates are free to put forward their own recommendations for training, outside of the usual route of Appraisal recommendations.

INVESTMENT IN THE FUTURE

STUDENT INTERNSHIPS

Nothing can be more important than investing in our young people, or those who through unexpected difficulties have been unable to achieve their full potential, and the wider community in which we are all neighbours.

In this regard FPL is proud of its involvement with student internships, whether they be postgraduates, first degrees or secondary school work experience.

2006 sees our first intake from University of Wolverhampton in collaboration with Sutton Coldfield College. BA (Hons) students Alisha Allen and Satnam Lyall began their placement in March and April and are committed to being with FPL for a period of 7 weeks.

Internships give students the opportunity

to be part of a real business environment, from which they develop a greater appreciation of the skills required with regards to communication, planning and team work.

In addition to this FPL welcomes Callum Sutherland, a Phd student from Bradford University currently assisting within the Knowledge Management section of FPL.

In the summer of 2006 FPL will also be welcoming Secondary School Work Experience students, James Rimmer and Tom Bourne.

OUR CHARITIES

Following on from our student internships FPL is also proud to be linked to two charities:

THE HELENA KENNEDY FOUNDATION (HKF)

is a registered charity which supports 'second chance' students.

These are individuals who, for one reason or another, were denied the opportunity to continue their education first time around.

To date, HKF has helped over 120 students to study on higher education courses at UK

universities. Subjects studied include psychology, law, child development & education, dentistry, economics, computer science, business studies, social work, sports coaching, teaching and medicine. For students who have completed a further education course and wish to

progress to higher education, HKF awards single bursaries of £1,000 paid in two equal instalments, in October and June, in the winners' first year of study.

www.hkf.org.uk/

CHILD VICTIMS OF CRIME

is the ONLY National Police Children's Charity and is administered by the Police Sport UK Rugby Section. Its purpose is to support children whose lives have been affected by crime

The objectives of the charity are to:

"Relieve poverty, sickness, trauma and the distress arising there from among children resident in England, Scotland, Wales, Northern Ireland, the Channel Islands and the Isle of

Man who have suffered the same as a result of any criminal offence committed by any person or through any means whatsoever."

"Through school initiatives including CVOC's Tag Rugby programme to promote children's health and welfare, encourage their social

inclusion and community involvement and to develop their personal safety."

www.cvoc.org.uk/

Remuneration for speaking at events by any of FPL staff are always donated to these charities.

ASSOCIATIONS

- BABC (British & American Business Council)
- BAWE (British Association of Women Entrepreneurs)
- BQF (British Quality Foundation)
- IAAI (International Association for Arson Investigators)
- IAATI (International Association for Auto Theft Investigators)
- IAI (International Association for Identification)
- Microsoft
- MWTF (Midlands World Trade Forum)
- UNGC (United Nations Global Compact)

NEW FOR 2007

- APPSS (Association for Police & Public Security)
- BCCB (British Construction & Consultants Bureau)
- Coalition for Government Procurement (USA)
- Forensic Science Society

LECTURES

It is the policy of FPL to ensure that there is a commitment to spreading the word with regards to innovation, international trade, and ethical trading.

OUR ENVIRONMENT

Care of the environment and our responsibility to its protection are an everyday consideration. All staff are made aware of and adhere to the following Company Environmental Policy:

FPL ENVIRONMENTAL STATEMENT

It is the policy of Forensic Pathways Ltd to do all its business in a way as to lessen or eliminate any adverse effect on the environment. In order to achieve this, the company will:

- Use all good environmental practices in its day to day operations
- Use material from sustainable resources
- Use registered waste disposal companies for removal of all waste streams
- Ensure all company vehicles meet all emission standards
- Always maintain high standards of cleanliness in respect of litter and waste packaging
- Ensure any cleaning agents used are of a biodegradable nature
- Ensure any chemicals that are used do not present an environmental hazard
- Limit to a minimum and strive to eliminate all emissions to the atmosphere e.g. dusts and carbon dioxide
- Limit to a minimum the use of electricity and gas supplies and to eliminate any wastage. The general aim is a 20% reduction in energy, consumption in the next two years.
- Stop the use of any chemicals that have a detrimental effect on the ozone layer.
- Consider all environmental impacts of new equipment of new work undertaken
- Lessen the impact of any nuisance noise
- Respect all client policies aimed at a better environment

Wherever possible staff are encouraged to use email and the internet in the course of their work rather than incurring unnecessary travel.

OUR FUTURE

Our plans for the future outside of the usual business objectives, are to:

- Increase still further our level of communication with our colleagues through the development of the Innovation Days and 'Give it to us straight' – which gives colleagues an opportunity to voice opinions on working practices, put forward ideas for improvement, and generally tell us how it is. In so doing we aim to empower our colleagues to ensure they can achieve their potential;
- To develop full training programmes for all staff;
- To increase further our connections with universities both in the UK and internationally;
- To increase our level of interaction with government agencies in the development of humanitarian practices in the area of law and order;
- To continue to actively promote CSR to the wider community and to act as an example of good practice to others seeking to incorporate CSR as part of the ethos of their own company;
- To promote the belief that CSR is based on action, not merely policy.

A QUOTE AS TO WHAT CSR SHOULD REPRESENT:

'it's not about philanthropy but about fundamental business practices'

FPL is committed to innovation, the development of people and product and is a committed member of the UK Global Compact Group and the UNGC as a whole.

Guy Ryder, General Secretary of the International Confederation of Free Trade Unions, speaking at the United Nations Global Compact Summit, Shanghai, China, 2005



Microsoft®

Champions of Excellence Award 2005

mustard.uk.com

Business of the Year 2003
Most Innovative Business 2003
Awarded by Mustard.uk.com, sponsored by Business Link, PriceWaterhouseCoopers, NatWest Bank.



The Lord Stafford Award for Innovation & Technology
Awarded by Tamworth & Lichfield Business Link



Smart Award 2002 for Design & Innovation
Awarded by the Department of Trade & Industry

T : +44 (0)1827 312812
F : +44 (0)1827 312912
E : sales@forensic-pathways.com
W : www.forensic-pathways.com


FORENSICPATHWAYS