

## COMMUNICATION ON PROGRESS

2018-2019



**SDG 16:** Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

**SDG 4:** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



# Statement of Support

I am delighted to once again affirm our commitment to the UN Global Compact.

2018 to 2019 has been a year of increased innovation all with a clear and determined focus on our contribution to the SDG's in particular Goal 16: Peace, Justice and Strong Institutions.



Change and chance interweave and provide us with opportunity to make a positive impact on the world around us.

## In support of Sustainable Development Goal 16

This year has seen Forensic Pathways continue projects started in 2017 in addition to commencing the development of innovative technology in the area of cyber.

1. InnovateUK: LOQUITUR: bringing the field of ballistic forensics to DNA-type standards
2. Development of Dark Web Monitoring and Alerting Capability

Forensic Pathways continues to actively look for opportunities to bring positive change to all our stakeholders and to the world at large. We recognize that the areas in which we specialize fulfill a fundamental need to countries globally in their desire to attain, peace, justice and sustainable institutions.

This commitment to innovation, collaboration and international trade was celebrated in 2018 with a presentation of a Board of Trade Award.



## RECOGNITION FOR INNOVATION AND INTERNATIONAL TRADE



**Award Winner  
2018**

In recognition of Forensic Pathways commitment to international trade, international collaboration and innovation the Company was awarded a Board of Trade Award by the UK Government's Department for International Trade in 2018. The Award was presented by the Secretary of State for International Trade, Dr Liam Blunt



*Deborah Leary*

**DEBORAH LEARY, OBE, D.Univ, FRSA**  
Chief Executive Officer







# The Company

Since its incorporation in 2001, Forensic Pathways has been recognized as a company focused on the global deployment of innovative products and services in the forensic arena. Throughout this time the company has anticipated movements in the forensic market, from crime scene forensics through to digital and latterly through to cyber, in addition to providing outstanding capabilities in the Due Diligence, Fraud Investigation consultancy space.

With the move toward GDPR<sup>1</sup> in May 2018 and the focus on Cyber Security and potential reputational damage, the Company began developing a new tool to monitor and investigate the Dark Web for both law enforcement and Corporate clients, launching its formal DSE: Dark Search Engine technology.

In essence Forensic Pathways is comprised of 5 key elements:

Crime Scene Products	Digital Forensic Technologies	Ballistics Analysis Technologies	Dark Web Monitor/Alerting	Due Diligence/Fraud Investigation
↓	↓	↓	↓	↓
		<p>Project Loquitor Innovate UK</p>	<p>DSE (Dark Search Engine)</p>	<p>Conduct detailed company background checks globally Identify corporate structures, directors and ultimate beneficial owners Including digital forensic investigations</p>
<p>Drug Testing</p> 				<p>Assess current business performance of company Perform sanctions, watch lists, PEP checks</p>

<sup>1</sup> The General Data Protection Regulation (**GDPR**) is a legal framework that sets guidelines for the collection and processing of personal information of individuals within the European Union (EU). The **GDPR** sets out the principles for data management and the rights of the individual, while also imposing fines that can be revenue-based. <https://eugdpr.org/>



## FORENSIC CRIME SCENE EQUIPMENT



*The world's first  
Transparent Stepping  
Plate*

### Transparent Anti-Contamination Stepping Plates

This product, invented by the Company's CEO, Deborah Leary, continues to be sold globally and continues to change and enhance the quality of investigative processes. Stepping Plates form part of Standard Operating Procedures within Europe and many countries are now replicating this standard.

The purpose of the Plates is to prevent cross-contamination, ensuring that investigators can work within a scene whilst reducing the opportunity for contamination. Previous Plates were made from aluminum, but with the invention of the transparent Plate, investigators are able to use these not only to work within the scene, but are also able to still view the scene, and to use the Plates as scene protectors.

The ultimate aim is to ensure that the scene is processed correctly. If a scene is cross contaminated this could lead to a miscarriage of justice which damages the life not only the accused, but also the victim and the reputation of the investigator. It has also been shown that where Plates are not used, additional time is spent within an investigation eliminating the footprints of the investigators from that of the perpetrators. In one case alone in the UK, over 1000 footprints had to be eliminated from an investigation. This can delay the conclusion of a case, causing distress to the victim's family as well as incurring significant cost to the organisation.

The Plates are sold in a variety of kit forms. The kits reflect the needs of the end user and are very adaptable in terms of size and weight. The kits all include rubber pads to ensure they can be used on laminate/wooden floors and the Plates themselves are stackable and easy to clean.

To date, we have advised, demonstrated and supplied the USA, Canada, South Africa, Europe, Australia, working towards assisting in the continued development of forensic standards within those countries thereby reaffirming our commitment to SDG Goal 16.



## DIGITAL FORENSIC TECHNOLOGIES

Forensic Pathways is internationally recognized as an innovator in the development of software technologies for criminal investigation technologies and security, particularly in the digital forensic space and the management of digital forensic data.



**Forensic Image Analyser (FIA)** allows investigators to identify the camera or mobile phone that photographed an image with speed and accuracy, thereby reducing costs and closing investigations faster than previously achievable. To date this technology has primarily been used in Child Sexual Exploitation Investigations, however other applications are also in the area of copyright.



**Forensic Digital Exchange (FDX)** is designed to import and store data from mobile phone forensic acquisition tools. Its primary purpose is to act as a high-tech management system that normalises data acquired in different formats from multiple forensic tools, and as an automated data analysis platform.

Due to the secure nature of the clients to whom we supply this technology and with whom we collaborate, we are unable to comment further on its application.

## FORENSIC SERVICES

### Digital Forensic Services

Forensic Pathways provides a range of digital forensic services. These include computer and cell phone forensic services available to both our public and private sector clients. This includes the retrieval and analysis of cell phone data and digital images, primarily used as part of our Fraud Investigation services for Corporate/Private clients, as well as to support law enforcement within criminal investigations.





## OPEN WEB AND DARK WEB MONITORING, ALERTING AND INVESTIGATION

As part of Forensic Pathways Due Diligence and Fraud Investigation Service (See Page 10) the company has continued to carry out Open-Source Intelligence (OSINT). Identity theft is a crime, a type of fraud in which an imposter steals individual information of another person (or a company) and uses it by pretending to be someone else in order to gain some benefit, often monetary. An identity theft can cause a victim both a financial and emotional damage.

Forensic Pathways continues to provide expert support and information surveillance via our in-house 'Open Source Intelligence Techniques' conducting investigations as to the exposure our clients have with regards to potential identify theft attack.

This includes:

### Adverse Media Screening

Adverse media or negative news is defined as any kind of unfavourable information found across a wide variety of news sources – both 'traditional' news outlets and those from unstructured sources. Adverse media checks can reveal involvement with **money laundering, financial fraud, drug trafficking, financial threat, organized crime, financial terrorism** and more. These links pose a serious threat to a company's reputation and can lead to legal repercussions, especially if these companies operate within a regulated sector. Customers, partners, suppliers and competitors can be automatically monitored daily, weekly, monthly to ensure any new adverse information is flagged with speed.

### Social Media Monitoring

Social media platforms are used by businesses of all sizes for sales, marketing and communication purposes. Platforms, such as Facebook and Twitter create real time opportunities for organisations interacting with customers on a daily basis. Companies have the ability to showcase products/services, share news and address concerns and/or criticisms associated with their brands. Consequently, data analysed from social media sites can be used to identify patterns and trends that might indicate risk to an organization's people, assets or infrastructure.

Forensic Pathways' social media analysis and monitoring is for any business size and includes:

- On-going social media monitoring.
- In depth investigations (for example, rogue employee).
- Networks of association analysis.
- Sentiment Analysis (*a method for gauging opinions of individuals or groups*).



## Dark Web Monitoring, Alerting and Investigation

Understanding the power of OSINT and the critical need for ongoing monitoring of key assets, in 2017 Forensic Pathways turned its attention to the Dark Web, seeing this as the flipside of the coin with regards to exposure and anticipating the impact of identity and fraud online.

The Dark Web is an area of the Internet that is not indexed unlike the 'open web'. With the Dark Web, online movement cannot be traced as the users IP is bounced round various locations. Having breached a company's systems cybercriminals can anonymously buy and sell customer data, banking records, credit cards, intellectual property. The Dark Web is also a home the sharing of information of human trafficking groups, drug trafficking, wildlife crime. Within market places data, products, guns, drugs, people and wildlife are traded and within forums, groups discuss how best to conduct their particular illegal activity.

Forensic Pathways has developed its own in-house Dark Web Crawler, capable of navigating the dark web, identifying, harvesting and storing data. The non-focused crawl scrapes the dark web across multiple dark web platforms. *The Forensic Pathways dark web crawler currently visits in order of 28 million urls*

Specific search terms can be analysed to identify any trace of the key. As the crawler operates 24/7, the database is constantly fueled with new intelligence that clients can draw from. With the Dark Web expanding daily, exploitation on this platform is growing; more and more stolen data, network frailties, hacking & scamming tools and be bought, sold and discussed.

Dark Search Engine include:

- web crawler
- text indexer
- alerting functionality
- reports manager
- domain survey tool
- search application
- classifier algorithm

Services include:

- Dark web key word/phrase monitoring (*daily, weekly, monthly reporting*).
- In-depth dark web investigations.
- Crypto currency tracking/tracing.

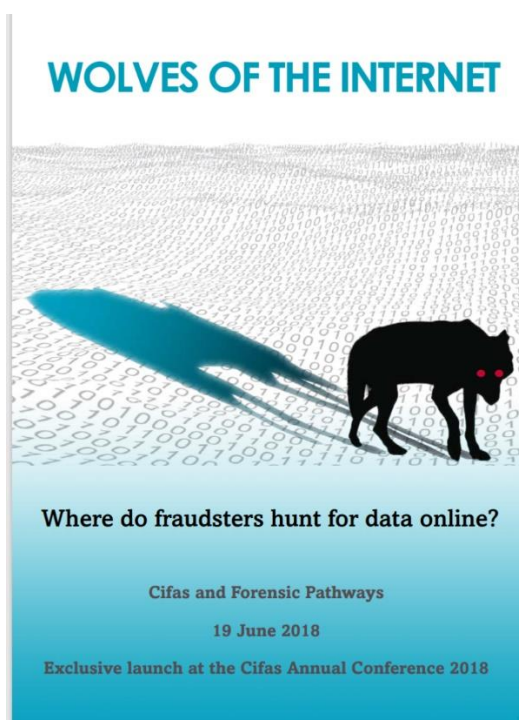






In 2018 Forensic Pathways was commissioned by CIFAS, the UK National Fraud Database organization to research into the growth in online fraud both on the clear (open web) and the dark web, using Forensic Pathways latest technology DSE (Dark Search Engine).

The research was to give insight to whether data comprise is due to online behaviour on the surface web, or whether it is an amalgamation of what criminals have collated and sold via the Dark Web. The research also provided insight as to what personal information is available on the internet and explored some of the methods used to obtain it. (CIFAS manages the UK’s largest database of fraudulent conduct known as the National Fraud Database). In order to undertake this research Forensic Pathways used its own Dark Web ‘crawler’ to query the Dark Web search index.



## FOREWORD



"With identity fraud levels at an all-time high, the need to look at how criminals gain access to personal data is essential in trying to develop successful preventative measures. This collaborative research presented an exciting opportunity to combine the forensic expertise and investigative techniques of Forensic Pathways with the fraud knowledge of Cifas, together providing insight into how personal data can be pieced together from various online sources to commit identity fraud."

"The findings are eye-opening. This report not only demonstrates the vulnerabilities of personal data held on surface web platforms, but also highlights the pressing need to monitor these with more vigour, as well as look more closely at the use of software such as application programming interfaces (APIs), which allow for a mass of data to be obtained from these platforms. It also reminds us that although illegal activity occurs on the dark web, it is also prevalent on the surface web, where the selling of personal data through forums and online shops is clearly evident. We welcome further collaboration from all industries and sectors in the fight against identity fraud."

Deborah Leary OBE, CEO, Forensic Pathways

Since its launch our Dark Search capability has been used in a number of cases and research pieces, including the identification of an individual within a charity working internationally, involved in the grooming of children.

2020 will see an increase in our market penetration in the area of cyber, particularly focusing on financial crime, child exploitation and wildlife crime.



## CONSULTANCY SERVICES:

### Due Diligence Services

The Company provides daily monitoring and investigation services as part of its overall package of Due Diligence services on behalf of its international Corporate clients. Services include:

- Identifying the ultimate beneficial owner of a business by tracing corporate structures;
- Identifying where nominee shareholders or off shore havens are being used to conceal ultimate owners;
- Exploring open sources for any relevant trading articles, negative news, litigation or court judgements concerning the individual/business;
- Examining the previous/other business interests of key stakeholders including shareholders and directors in order to assess their commercial history and identify any conflicts or risks;
- Analysing annual accounts and corporate reports;
- Monitoring for any future changes in corporate structure or ownership or any key changes at the board level;
- Monitoring the future financial risk of the individual/business by identifying CCJs, winding-up petitions and writs;
- Monitoring for any future negative news.
- Perform sanctions, watch lists, PEP checks

Forensic Pathways applies these same methodologies and processes with its own partnerships with new suppliers/distributors/employees/consultants/contractors or clients.

### Know Your Customer Checks (KYC)

KYC is an acronym for “Know Your Customer”. It is the process of a business verifying the identity of its clients, partners or suppliers and assessing potential risks of illegal intentions. The threat of Financial Crime is a very real and present danger to our communities. It is estimated that globally:

- The amount of money laundered each year by criminals is over £1 trillion which equates to 5% of world GDP
- Over £650 billion is paid in bribes each year
- Corruption adds up to 10% to the cost of doing business

Governments around the globe have charged all banking institutions with the responsibility for driving down Financial Crime, and through our KYC processes we help prevent criminals from accessing and utilizing our clients’ accounts or relationship in the pursuit of unlawful gain.



The implications of Financial Crime, or the failure to prevent it, can be severe. Mitigating the associated risks are a key priority for our, namely: Anti Money Laundering, Sanctions, legal risks, reputational risks, Anti Bribery & Corruption as well as Introducer Policies.

We do this by;

- Identifying the ultimate beneficial owner of normal and complex business structures by tracing corporate structures through various international country registers and external Compliance databases.
- Identifying where nominee shareholders or off shore havens are being used to conceal ultimate owners.
- Information gathering using Open Source Intelligence Techniques
- Performing checks on persons/entities of interest against Sanctions List, Watch List and Political Exposed Persons List
- Conducting enhanced due diligence research in attempts to find derogatory/background information used to aid client advisor's in initiating, maintaining or closing business relations

KYC forms part of an ongoing relationship. Business constantly needs to access its risk levels, monitoring the risks associated to its current and new business relationships assessing structures and trading patterns.

It is imperative that Due Diligence forms part of the everyday internal policy for every company. Due Diligence isn't a Corporate requirement it's a business imperative no matter what the size of business. We recognize that every client is different both in terms of size, culture, infrastructure and therefore all our services are tailored to suit individual business needs.

## **Fraud Investigation**

Forensic Pathways provides a comprehensive fraud Investigation consultancy complemented by its ability to provide Digital Forensic Investigation ie Computer and Mobile Phone Forensics. Its client base is diverse from large corporates through to SME's covering a range of fraud scenarios including procurement fraud, employee fraud, IP theft.

## **Laboratory Design and Equipment Consultancy ([See Principle 1 Case Study](#))**

The Company has significant experience in the area of Laboratory Design and equipment.

- Design, certify, deploy state of the art forensic laboratories across disciplines
- 'Future Proof' forensic services, allowing for adaptation and growth
- Ensure ISO Standards are implemented and sustainable processes introduced
- Advise and instruct on the acquisition of laboratory equipment
- Develop training programmes that ensure 'future proofing' enabling forensic talent to continually develop to an international standard and thereby ensuring stability.
- Look to the future of forensics, working to develop opportunities for future laboratories within country



# Principle 1 & 2

Protection of internationally proclaimed human rights  
Ensure non-complicity of human rights abuses



## In support of Sustainable Development Goal 16

### FORENSIC PATHWAYS' PROJECTS

Please refer to Principle 1 Protection of internationally proclaimed human rights

Please refer to Principle 2 Ensure non-complicity of human rights abuses

### COMPANY PROJECTS

#### 1. InnovateUK<sup>2</sup>: LOQUITUR: bringing the field of ballistic forensics to DNA-type standards

Innovate UK is part of UK Research and Innovation, a non-departmental public body funded by a grant-in-aid from the UK government. For more information [visit UK Research and Innovation's website](#)<sup>3</sup>.

The aim of InnovateUK is to drive UK productivity and economic growth by supporting businesses to develop and realise the potential of new ideas.

UK Research and Innovation is a new body which works in partnership with universities, research organisations, businesses, charities, and government to create the best possible environment for research and innovation to flourish.

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<sup>2</sup> <https://www.gov.uk/government/organisations/innovate-uk/about>

<sup>3</sup> <https://www.ukri.org/about-us/>



UK Research and Innovation operates across the whole of the UK with a combined budget of more than £6 billion, and brings together the seven Research Councils, Innovate UK and Research England.

Their mission is to be a trusted partner and to ensure research and innovation continues to flourish in the UK. The organisation connects the best researchers and innovators with customers, users and the public.

The organisation is measured by the impact they deliver in three key areas:

- Push the frontiers of **human knowledge** and understanding
- Deliver **economic impact** and social prosperity
- Create **social and cultural impact** by supporting our society and others to become enriched, healthier, more resilient and sustainable.

In September 2017 Forensic Pathways was successful in its bid for funding from InnovateUK for its project: **Loquitur – Bringing the field of ballistics forensics to DNA-type standards.** Forensic Pathways Project Partner is the University of Huddersfield, led by Professor Liam Blunt

### Overview of Project

The increased use of firearms in criminal and terrorist acts drives the need for development of technology in the area of ballistic analysis which enables efficient and successful prosecution of criminals by providing high quality bullet, cartridge and thus firearm matching evidence. Current ballistic analysis technologies perform poorly compared to DNA evidence and the leading technology providers only offer a highly restrictive system. Current technologies do not make use of the latest scientific and technological developments, and their approach severely hinders evidence sharing between LEA's, using what should be compatible systems. This is specifically a problem for countries sharing a border, where sometimes bullets/cartridge cases have to be physically transported between countries to enable comparison. Ultimately this causes delay and in some cases prevents, the successful prosecution of criminals. This project will exploit the most recent scientific and technological advances to produce a cutting-edge technology which provides LEA with highly efficient, reliable, totally compatible and more cost-effective methods of generating/sharing ballistic evidence.

Further details will become available upon publication of the final project report which is due to complete August 2020.



## 2. Consultancy Project: Development of Forensic Laboratory – Peru

In December 2017 Forensic Pathways was appointed as the lead Forensic Consultant for the development of a world class forensic laboratory, covering all forensic disciplines in Central Peru. This was to be a two-year consortium project headed up by a total of four partners, including one Corporate Partner, Forensic Pathways, one further SME and a micro business on behalf of the Ministry of the Interior. All partners with the exception of Forensic Pathways were Peruvian.

As Forensic Lead, Forensic Pathways team spent four months within Central Peru, completing a scoping exercise, looking at the current capability of the laboratory, staff levels, equipment, processes and to then put forward its recommendations for a new build, ensuring that the new facility would be self-sustaining up to the year 2030 and meet ISO standards.

It was clear that ISO standards were not being met and not only was this impacting on evidence being gathered and submitted, but critically the health of the employees was impacted significantly with reported deaths due to chronic working conditions.

Unfortunately, despite the four-month scoping period being undertaken and a precision document produced for the build, maintenance and resourcing of the laboratory till 2030, Forensic Pathways had to withdraw from the Project through contracting issues with in country partners.

### Forensic Pathways' Stakeholders

Since its incorporation Forensic Pathways has never had an incidence where it has been seen to be contributing to human rights abuses, either directly or indirectly through any of its stakeholders.

### External Stakeholders

All agents/distributors/suppliers go through a due diligence process check and all stakeholders are made aware of the Company's zero tolerance policy through the distribution of its Communication on Progress. The Company's commitment to the Compact is stated in all contracts, along with all external Company communications. Stakeholders are made aware of their rights and responsibilities. Any Stakeholder found to be operating against the Principles and therefore their contract will have their contract withdrawn with immediate effect. In addition Forensic Pathways reserves the right to withdraw from any project or contract should evidence be found of human rights abuses.





## Internal Stakeholders

The Company recruitment induction process provides awareness training and recruits are guided through the Principles of the Compact as part of their induction. All contracts and Employee Handbooks reference the Compact, and signpost employees to the Principles and how it impacts them.

All employees and interns are in receipt of full contracts and Employment Handbooks outlining their rights and responsibilities and opportunities for negotiation.

All stakeholders are provided with copies of the Communication on Progress as part of their contract package. Any stakeholder found to be operating against the Principles will have their contracts withdrawn with immediate effect.

## Personnel Provider

Forensic Pathways continues to appoint Ellis Whittam as its Employment Law and HR Provider. Ellis Whittam has an overt commitment to Corporate Social Responsibility and was identified as being an appropriate stakeholder to provide services to Forensic Pathways.

The screenshot shows the Ellis Whittam website. At the top left is the logo 'ew elliswhittam'. To the right, there is a contact link 'Email us enquiries@elliswhittam.com' and a button 'Get in touch today'. Below the header is a navigation menu with categories: 'Employment Law and HR', 'Health & Safety', 'Corporate Solutions', 'Training & e-Learning', 'HR & Training', and 'Partnerships & Sectors'. The main content area features a large image of Angela, Head of Team, with the text 'Corporate Social Responsibility'. Below this, there are sections for 'About Ellis Whittam' (with links to 'About Ellis Whittam' and 'Ellis Whittam Board of Directors'), 'Client Testimonials' (with a link to 'Corporate Social Responsibility'), and a paragraph stating: 'We take our Corporate Social Responsibility seriously. We are committed to operating our business in a manner that is both sensitive and responsible with proper regard to our legal obligations and according to relevant directives, regulations and codes of practice.' Another paragraph below reads: 'We recognise that our operations have an effect on the communities and environment in which we operate. In light of this, we are committed to operating in a socially responsible manner, supporting a number of local communities and social / charitable causes, as well as running our operation in an environmentally sustainable manner.'

Ellis Whittam works with Forensic Pathways in the writing of all its employee contracts and employee handbooks and is fully aware of Forensic Pathways commitment to the UNGC. Ellis Whittam also supports the Company in all areas of HR and Employment Law.



# Principle 3

## Freedom of Association and Collective Bargaining



### Freedom of Association and Trade Unions

Employees are encouraged to join professional organisations that help their professional and personal development and the cost of joining such organisations are paid in full by the Company wherever it directly relates to their role. Employees also have the right to join a Trade Union and to take part in collective bargaining.

### Social Media

Forensic Pathways has a proactive Social Media policy, operating Twitter, Facebook and LinkedIn accounts. All employees are also encouraged to develop social media networks and to contribute to discussion forums and posts within the Company social media accounts and to join professional groups within social media platforms such as LinkedIn. This provides a valuable opportunity not only to promote the Company, but also promote the profile of team members and can provide opportunities for learning as well as developing strategic partnerships with potential clients or businesses.

Whilst social media is seen as a valuable tool, we also recognize that that each employee must act responsibly. The use of the internet and social media is clearly outlined within our Employee Contracts and the standard Employee Handbook. Anyone found in breach of their contract through misuse of the internet or social media will face disciplinary procedures which could in turn lead to dismissal.





## Principle 4 & 5

Forced and Compulsory Labour  
Support Abolition of Child Labour

To date Forensic Pathways has found no evidence of child labour within its global operations.

As with Principles 1 and 2 of the Compact, due diligence is completed on all stakeholders before any partnerships or contracts are begun. Forensic Pathways is a Due Diligence Service Provider and applies the same techniques to its own processes, checking any potential changes with its partners eg, negative news items, new partnerships, any changes that may impact on Principles 1-5. Should there appear to be evidence which may be seen as a breach of the Principles the stakeholder will be contractually removed and if necessary the reason for the breach disclosed to the appropriate authorities.

All stakeholders are made aware of our commitment to the Principles and are provided with copies of our latest Communication on Progress and are reminded of these Principles in every communication, through reference to the UNGC on all correspondence. The UNGC support logo appears on all emails, correspondence and presentations, along with the relevant link to our latest Communication on Progress.

Employees are reminded of their responsibility to ensure that they report any instances to the CEO where they feel there may be a breach and all new employees are informed of their responsibilities as part of their induction training. Any employee, consultant, agent or distributor found in breach of this Principle either through failure to report or through proactively encouraging negative behaviour will have their contract terminated.

All stakeholders are aware of the Company's commitment to the UNGC.



## Work Experience

Forensic Pathways continues to support the wider community by offering work experience placements and internships. Work Experience placements of secondary school age students are only accepted if the Company is approached directly by the School as part of an approved work experience placement or by a parent directly. All work experience students have to complete a full interview prior to being accepted for the placement and a full induction is completed to ensure that all students are fully integrated into the Company and are aware of codes of conduct as well as its commercial focus.





DISCRIMINATION

## Principle 6

Support the Elimination of Discrimination

### People Invest Programme

Our 'People Invest Programme' is very much focused on **SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all**

Forensic Pathways' 'People Invest Programme' brings success not only for the individual but for the Company as a whole.

As an organization we continue our success journey thanks to the professional, academic and personal development of the team. We also recognize the power of keeping in contact and is always a pleasure maintain links with former employees and interns and this we achieve through our Alumni group.

All employees have an equal right to seek opportunities for personal, professional and academic development. These opportunities do not have to be related directly to their work but can be part of an overall personal development package.

### Internships

We are incredibly proud of the people that have spent their internships within the Company, who have successfully graduated and either gone on to exciting new careers or have decided to continue their journey with Forensic Pathways. We will continue to follow their careers.



## People Invest Alumni – Past Employees/Interns

Graduated 2016	MBA	Employee – Company Sponsored MBA	Ben Leary MBA (Marketing) Liverpool University
Graduated 2016	BSc	Intern – 1 year placement (now permanent employee)	Alex Blackwell, BSc Business & Management with Integrated Industrial/Professional Training. Aston University
Graduated 2016	BSc	Intern – 1 year placement	Kelly Ashman, BSc Digital Forensics
Graduated 2015	BSc	Intern – 1 year placement	Ryan Patel. BSc Business and Management with Integrated Industrial/Professional Training. Aston University
Graduated 2013	PhD	Employee – Company Sponsored	Dr Ahmad Ryad Soobhany Keele University
Graduated 2011	PhD	Employee – Company Sponsored	Dr Jenny Thomas University of Huddersfield

### Diversity in the Work Place

Forensic Pathways has always drawn talent from across the globe. Our commitment to innovation and international trade has meant that many of our employees and interns contributed to cultural diversity within the work place. Our employees/interns appointed have originated from Pakistan, France, Italy, Greece, China, Taiwan and the Cameroon.

We have also had a good gender balance across all areas of the business, both technology innovation and consultancy.

Forensic Pathways will maintain its commitment to diversity in all its forms and will ensure that diversity and talent remain at the forefront of the recruitment process.





## Wider Community Commitment

### Member of the All Parliamentary Working Party Group on Women and Enterprise

Forensic Pathways CEO, Deborah Leary continues as an Advisor to the All Parliamentary Party Working Group on Women and Enterprise, continuing to lobby and debate and to draw on global best practice in the area of women's economic development.

### United Nations Global Compact UK Network

As part of the Company's ongoing commitment to the UNGC, its CEO continues to contribute as a Director of the UK Network, as both a Director and also to the Advisory Board.



Our CEO Deborah Leary is a supporter of Funny Women. Funny Women uses comedy to spark positive change for women in the workplace. Its sister company HERlarious, offers a range of curated workshops, events and creative projects each tailored to deliver measurable outcomes. In addition, the Company helps showcase and develop the latest female comedy talent. Funny Women strongly believes in equal rights an opportunity for all; by empowering female-identifying voices they seek to contribute to gender parity within the comedy circuit and beyond. Their alumni include: Sarah Millican, Zoe Lyons, Sarah Pasco, Katherine Ryan, London Hughes, Desiree Burch, Kerry Godliman, Rachel Parris.

<https://funnywomen.com/about/>

### Tackling the Diversity Challenge: Funny Women Event 2019

<https://www.techerati.com/features-hub/interviews/qa-tackling-the-diversity-challenge-with-deb-leary-obe>

*"On March 12th 2019 as part of International Women's Day Techerati joined forces with famed comedy community Funny Women to present a unique evening of empowering comedy and workshops celebrating women in tech. One of Funny Women's favourite techies, Deb Leary OBE, founder and CEO of the award-winning Forensic Pathways, will be rounding off the evening with a typically inspiring and witty talk advocating for more women in tech"*





## Principles 7, 8 & 9

Precautionary Approach to Environmental Challenges Initiatives to Promote Environmental responsibility Encourage Environmentally Friendly Green Technology

On the 1<sup>st</sup> August 2018 Forensic Pathways moved its headquarters to iCentrum, Aston, Birmingham. The headquarters are at the heart of the innovation hub for Birmingham, again close to main transportation links, giving easy access for employees, most of whom travel to work by train.

iCentrum is a digital innovation centre. It is a three story 35,000 sq ft building and is the anchor project for the wider Innovation Birmingham Science Park in the heart of Birmingham City.

The building is at the forefront of ICT-enabled collaborative environments designed to attract and retain the digital entrepreneurs of the future and houses 170 businesses. It is for this reason that Forensic Pathways moved its headquarters, recognizing the value of digital/technology innovation and also acknowledging its commitment to sustainability.

The building was engineered by Capita, they also had responsibility for BREEAM<sup>4</sup> consultancy.

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<sup>4</sup> BREEAM is the world's leading sustainability assessment method for masterplanning projects, infrastructure and buildings. It recognises and reflects the value in higher performing assets across the built environment lifecycle, from new construction to in-use and refurbishment. It does this through third party certification of the assessment of an asset's environmental, social and economic sustainability performance using standards developed by BRE. This means BREEAM rated developments are more sustainable environments that enhance the well-being of the people who live and work in them, help protect natural resources and make for more attractive property investments.



Environmental considerations within the building include:

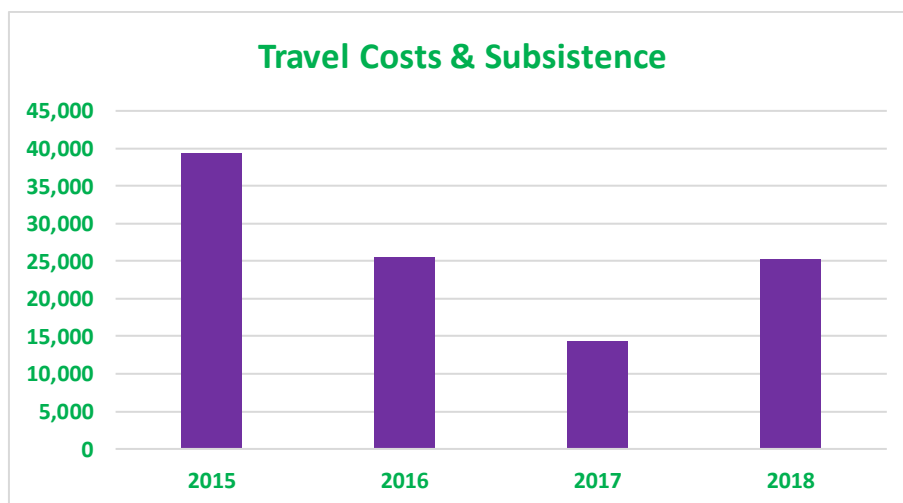
- Recycling facility available
- A variety of energy saving schemes such as low lighting in car parks outside of peak hours, and the use occupancy sensors ensuring that lights only light when entering and remaining in a room/corridor.

## INTERNAL/EXTERNAL STAKEHOLDERS

Forensic Pathways now uses video conferencing, SKYPE or Powwownow as the standard for international meetings and demonstration of technologies. Web based technologies are now the first line of contact with potential clients and distributors. All Sales and Technical teams also used web-based technologies when initially demonstrating products and services, only using hard copy when requested.

Since the end of 2015 the Company saw a significant drop in travel and subsistence, with further drops occurring in 2017. Between 2015 and 2017 we saw of an overall drop in travel that equated to an reduction in expenditure of £24,940.

However, this drop in travel cannot be attributed solely to the use of web based technologies. Travel is also largely denoted by the projects being undertaken at anyone time and this is evidenced by the increase in travel during 2018 as a result of the Forensic Laboratory Project in Central Peru which required a physical presence for 4 months.



Note: 2019 Travel and Subsistence will be reported on in the 2019-2020 Communication on Progress.





## Principle 10

Anti-Corruption and Bribery

As a company focused on international trade we recognize that we operate in high risk areas. By continuing to reinforce our message of zero tolerance across all stakeholders we have had no incidence of corruption and bribery either internal or external to the Company. However, we continue to be vigilant and alert and stand by the principles of the UNGC.

All stakeholders are aware of the Company's stance on corruption and bribery through the publication of our Communication on Progress, which is promoted via our website and signposted on all contracts, marketing materials, emails, and presentations. All stakeholders are made aware of our Anti-Corruption and Bribery Policy.

Our policy gives clear guidance as to the employee's responsibilities and guidance on events that may be working against the Principle and steps to avoid situations that may challenge it. Should an employee be traveling internationally they are required to reacquaint themselves with the policy and to seek advice from a senior member of the team.

Each employee is required to sign a copy of the Company's Anti-Corruption and Bribery Policy so that they are fully committed to ensuring its implementation.

Any stakeholder found to be in breach of this Principle will automatically have their contract retracted and if necessary reported to the authorities. It is a disciplinary offence for any employee to ignore evidence of potential corruption and bribery.

Suppliers, agents and distributors go through a due diligence process upon appointment and monitored on a regular basis. This Due Diligence process has been outlined previously in the Company outline at the beginning of this Communication on Progress.



## COMMUNICATION ON PROGRESS

2018-2019



### Communication on Progress 2017

**SDG 16:** Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

**SDG 4:** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

This Communication on Progress is available on [www.unglobalcompact.org](http://www.unglobalcompact.org), along with Forensic Pathways Ltd own website [www.forensic-pathways.com](http://www.forensic-pathways.com). In addition it will be communicated to all stakeholders directly ie employees, clients, suppliers, agents and distributors and all networks directly associated with Forensic Pathways Ltd. It will also form part of all presentations undertaken by the company in the course of its day-to- day operations.

