

COMMUNICATION ON PROGRESS

2020 -2021



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



Forensic Pathways Ltd

Grosvenor House, 11 St Pauls Square, Birmingham B3 1RB

T: +44 (0)121 232 4662 E: sales@forensic-pathways.com www.forensic-pathways.com

Company Registration No: 4232133. A limited company incorporated in England and Wales.

Statement of Support

2020-21 has been a time like no other. The words 'unprecedented' and 'pivot' became ingrained in our vocabulary. It has been a time where we came to realise that whilst we naively believe we have control, ultimately there are bigger things at play. 2020-21 exposed our vulnerability and our insignificance at a universal level, but at the same time highlighted the best of humanity.



As CEO of Forensic Pathways, I therefore wish to celebrate and give thanks and express gratitude to all our stakeholders and to the wider global community for their dedication, and their unending good grace.

From a business perspective, the Covid pandemic has demonstrated the resilience and tenacity of businesses globally, their drive to find new ways of working, of continuing to innovate and to challenge thinking. Some of the challenges have been generic, ie supply chain delays, increased material costs, increased transportation costs, others are felt more locally, with additionally challenges for UK business trading with the EU following its exit and of course the shift to remote working, and for some hybrid working.

As ever, with challenge, comes opportunity and this period has seen no let up in innovation and collaboration globally. Forensic Pathways throughout this period has continued to innovate both in terms of its products, technology and services and also in its working practices, adapting to the new normal of remote working, still coming together to deliver on strategy and innovation, taking real advantage of opportunities for hybrid working. I take this opportunity to thank all of the Forensic Pathways team, its extended consultancy family, distributors, clients and partners for their absolute support throughout this time.

Forensic Pathways' mantra is that people may not remember what you do but they will remember how you do it. Therefore, as CEO of Forensic Pathways I am delighted to once again express our commitment to the United Nations Global Compact.

In support of Sustainable Development Goal 16

Forensic Pathways has always focused on developing technologies and services that drive, support and ensure justice is equitable. Our technologies and services are focused on accountability and the protection of both individuals and organisations. We are committed to international collaboration, working with universities and end users of our technologies to ensure that our innovations are appropriate and relevant to the respective markets.

Two projects highlighted in our 2018-2019 report continued to be a focus of our innovation commitment ie:

1. InnovateUK: LOQUITUR: bringing the field of ballistic forensics to DNA-type standards. Completed November 2020 – details can be found on page 15
2. Development of Dark Web Monitoring and Alerting Capability. This continues and has led to an application for a further Innovate UK grant, an explanation of which can be found on page 26

In support of Sustainable Development Goal 4


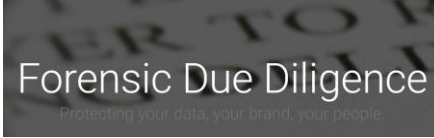




As a company Forensic Pathways has always been committed to lifelong learning having supported to date three PhD's, one MBA and a range of other educational qualifications as well as technology-based training. Employees are encouraged to take opportunities supported by the Company to continue to take advantage of further study, or the development of new skills.

We look forward with confidence to the future in the knowledge that 2020-2021 demonstrated we have the resilience, tenacity and passion to continue to make good business happen and to continue to make a positive societal impact, none of which would be possible without the outstanding stakeholders whom we have the pleasure to work with.



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

COMPANY TIMELINE 2001-2021

2001	2007	2010	2016	2018	2020+
<p>The Beginning Crime Scene Forensics</p>	<p>Due Diligence/Fraud Investigation Services</p>	<p>Digital Forensic Technologies</p>	<p>Dark Search Engine</p>	<p>Loquitur Ballistics Analysis Technology</p>	<p>Clarifyi.com Threat Intelligence</p>
<p>Invention of transparent Stepping Plate for global forensic market</p> <p>Incorporation of Forensic Pathways Ltd</p> 	<p>Development of new digital forensic services</p> <p>Introduction of due diligence and fraud investigation services</p> 	<p>Development of new digital technologies:</p> <p>Forensic Image Analyser (FIA)</p> <p>Forensic Digital Exchange (FDX)</p> 	<p>Development of Dark Web Search Engine</p> <p>Capability to monitor the dark web 24/7 and alert clients to data exposure</p> 	<p>Award of Innovate UK grant funding for the development of Loquitur – a ballistics analysis technology for the correlation of bullets/cartridge cases</p> 	<p>Launch of Clarifyi.com, Forensic Pathways Threat Intelligence brand bringing together its threat intelligence products and services:</p> <ul style="list-style-type: none"> Background Investigations Dark Web Monitoring and Alerting Brand Protection Executive Impersonation Simulated Phishing 

The Company

One ultimate truth about being in business is the constant need to innovate and to not only accept change, but seek to disrupt and create new opportunities to make a positive impact. Forensic Pathways was born out of one spark of an idea which would improve the working practices of forensic investigators globally and bring transparency into the working environment. In its 21-year business journey the Company has continued to innovate, anticipating the changing forensic market. It has been a journey that has taken us from crime scene, to digital forensics, to cyber and from our initial client base, that of law enforcement to now corporate and business intelligence focused on brand and reputation management.

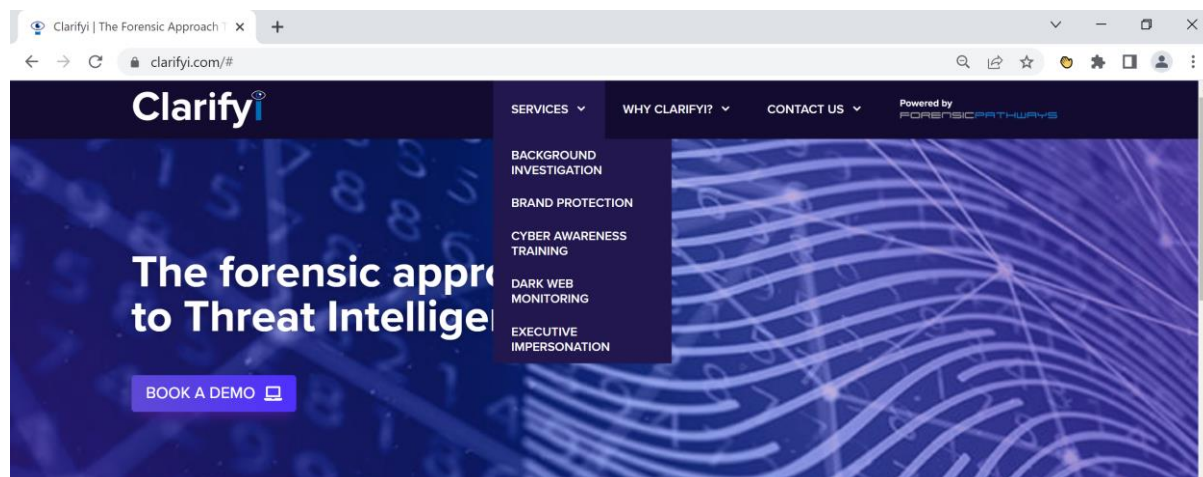
In 2001 the Company products and services were focused on predominantly crime scene forensic investigation. By 2007 it had identified that forensic investigation was evolving and that data was the new commodity.

Due to our capabilities in the management and analysis of data by 2007 we had developed consultancy services in the Due Diligence and Fraud Investigation space and our client based expanded into corporate business intelligence.

By 2010 the increase in mobile phone usage and personal computers led to challenges in police investigation as a result of the exponential growth in data extracted from devices. Making sense of that data became a key objective and as a result the Company developed technology in the forensic image analysis and mobile phone data arena, creating technologies that would further enhance law enforcement's ability to protect and serve.

In 2016 having been providing due diligence, fraud investigation and background investigation services to a range of clients using Open Source Intelligence (OSINT) as a service, Forensic Pathways began its foray into Dark Web monitoring and alerting, developing a dark search engine technology (Google for the Dark Web) which could monitor the Dark Web 24/7 sending alerts back to clients whose data may be being sold – data such as client account information, bank details, email addresses. The aim being to alert clients quickly to potential data breaches or internal/external fraud.

In 2020 during the period of the pandemic, Forensic Pathways launched its new threat intelligence brand www.clarifyi.com bringing all its threat intelligence products and services under one focused brand.





OPPORTUNITIES FOR IMPLEMENTATION WITHIN CORPORATE STRUCTURE



OPEN WEB AND DARK WEB MONITORING, ALERTING AND INVESTIGATION

As part of Forensic Pathways Due Diligence and Fraud Investigation Service the Company continues 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' Dark Search Engine scrapes across multiple dark web platforms. *The Forensic Pathways dark web crawler currently visits in order of 35 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.

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.

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 Open Source Intelligence, Dark Web and Social Media Monitoring, 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.



The Solution

Online impersonation is widespread, where:

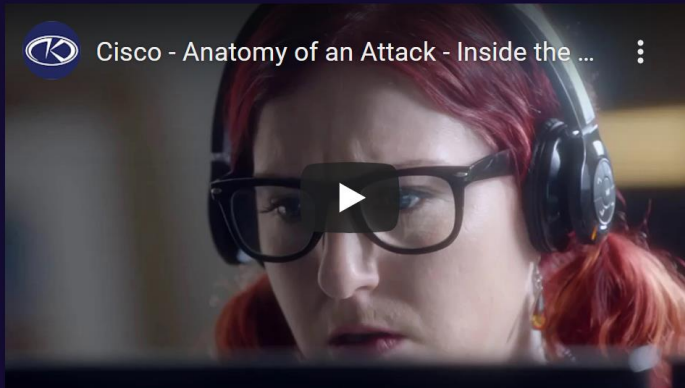
- ⦿ Fake social media accounts are created
- ⦿ Website domains are spoofed
- ⦿ Accessible information is used to create convincing phishing content

Clarifyi conduct detailed forensic investigations to identify:

- ⦿ Illegitimate accounts
- ⦿ Information on people that is not true
- ⦿ Where security could be improved by your staff

Online Reputation Management

Online Reputation Management



In today's world reputations can be defined by the information that remains available on the internet about you.

Clarifyi conduct detailed forensic investigations into the online presence of a person or company that is encountering difficulties due to inaccurate or dated content.

The lawyers will then advise what content can legally be removed. Enabling a truthful representation on the internet.

Get In Touch

Clarifyi is here to help your business in the fight against cyber criminals, contact us to find out how we can help you:

hello@clarifyi.com

[0121 232 4662](tel:0121 232 4662)

[Contact Form](#)

SIMULATED PHISHING CAMPAIGNS AND CYBER AWARENESS TRAINING

The Challenge

Cybercrime is getting more serious by the month. Hackers are getting smarter about tricking people into clicking on fraudulent links or opening up malicious attachments in emails. It can happen to you personally on your own computer and email as well.

Unfortunately it doesn't matter how many layers of technical controls are in place if a member of staff hands over the keys to the crown jewels: the data.

The Solution

Clarifyi has developed a bespoke cyber security awareness training program. The goal of our training is to improve the cyber risk exposure of your business from a human perspective. The workforce can be a strong line of defence against hackers if they are enabled with the skills and knowledge on how to be cyber safe.

Engaging Content

Clarifyi understand that for people to engage with cyber security training it must be compelling to complete. We aim for the material that is produced to deliver this in a number of areas.





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. InnovateUK¹: 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](#)². 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.

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.

¹ <https://www.gov.uk/government/organisations/innovate-uk/about>

² <https://www.ukri.org/about-us/>

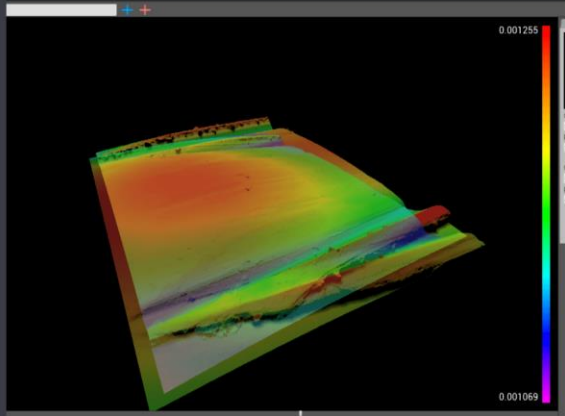
In September 2017 Forensic Pathways was successful in its bid for funding from InnovateUK for its project: **Loquitur – Bringing the field of ballistics forensics to DNA-type standards.** Forensic Pathways Project Partner is the University of Huddersfield, led by Professor Liam Blunt and Dr Katie Addinall.

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.

End of Project

Project Loquitur successfully completed at the end of November 2021



LOQUITUR Integrates state of the art knowledge and technology to provide novel matching and ranking algorithms, providing error rate reports for bullet and cartridge matches via objective scientific standards.

LOQUITUR comprises of:

- ultra-high speed algorithms for ballistic correlation
- DNA-type probability results
- Using/processing data from any ballistic system and converting image data to an open format for processing using the developed algorithms.

POTENTIAL FUTURE PROJECTS FOR 2022

LEADS-ENGINE: Linguistically Enabled Analytic Dark Search Engine

The Company has been providing dark web intelligence data to a range of clients since it started its development in 2016. It has supported key organisations in the provision of intelligence, specifically related to the investigation of child exploitation as well as fraud.

2020 saw the development of a strategic partnership between Forensic Pathways and Aston University, Birmingham which has led to collaboration on a Innovate UK funding bid, scheduled to be awarded in 2022.

The announcement is due in the first quarter of 2022 should the LEADS-ENGINE project be accepted by Innovate UK and funding provided.

The aim of the project will be to develop innovative techniques for the detection and prediction of cybercrime and fraud on the dark web. The project will build on Forensic Pathways' technology 'Dark Search Engine' (DSE), developed in 2016, and will provide clients with actionable intelligence they can use to significantly enhance their protection measures/systems.

The UK National Fraud and Cyber Crime Dashboard (NFB) shows that, to date in 2021, organisations have been impacted by 57,304 fraud-related cybercrimes, costing £637.4m. There has been a 64% rise in cyber attacks with the shift to remote/home working (mimecast.com).

While there are multiple dark-web monitoring tools/services, they lack the ability to automatically identify threats based on linguistic and behavioural patterns, which currently requires extensive manual analysis using techniques like Forensic Linguistics.

These techniques and technology will also be applicable to the investigation of child exploitation.

The outcome of whether Forensic Pathways is successful in this bid will be included in our 2022 Communication on Progress.

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

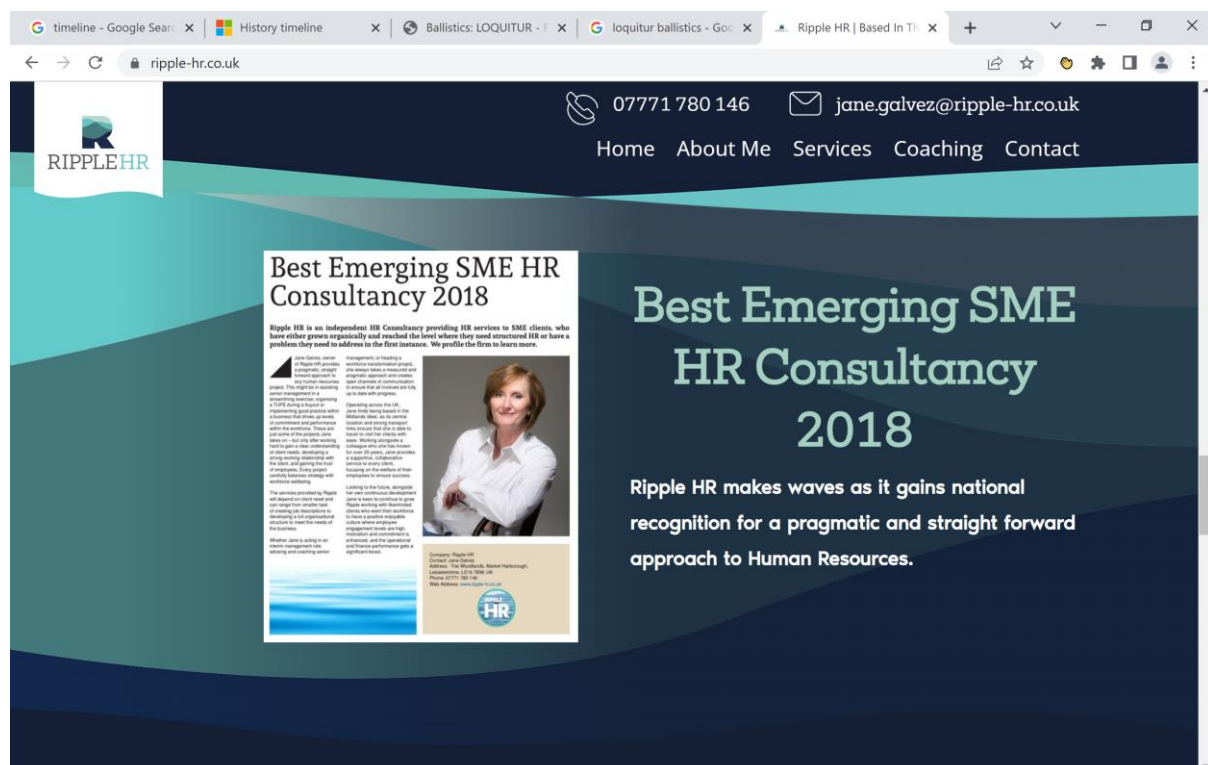
The Company recruitment induction process provides awareness training and recruits are guided through the Principles of the Compact as part of their induction. All contracts and Employee Handbooks reference the Compact, and signpost employees to the Principles and how it impacts them.

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 has appointed a new HR supplier with a particular focus on the SME business community. Ripple HR is a women owned business and is an accredited member of





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 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.

We continue to build associations with universities both in the UK and international and encourage our employees to think about opportunities for learning and development.

As a company we have always been successful in following our past employees and internships career progression and celebrate their success.

Personal, professional and academic development is open to all and does not necessarily have to be directly related to their work but can simply be part of their overall personal development.

Past 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 – Current & 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.

It also commits time to support organisations such as the All Parliamentary Party Working Party (APPG) for Women in Enterprise (see page 23).

Wider Community Commitment



In November 2021 Forensic Pathways' CEO was elected President of the Greater Birmingham Chamber of Commerce. The Chamber started in 1813 and Deborah is only the 3rd woman to have been elected as President in its history.

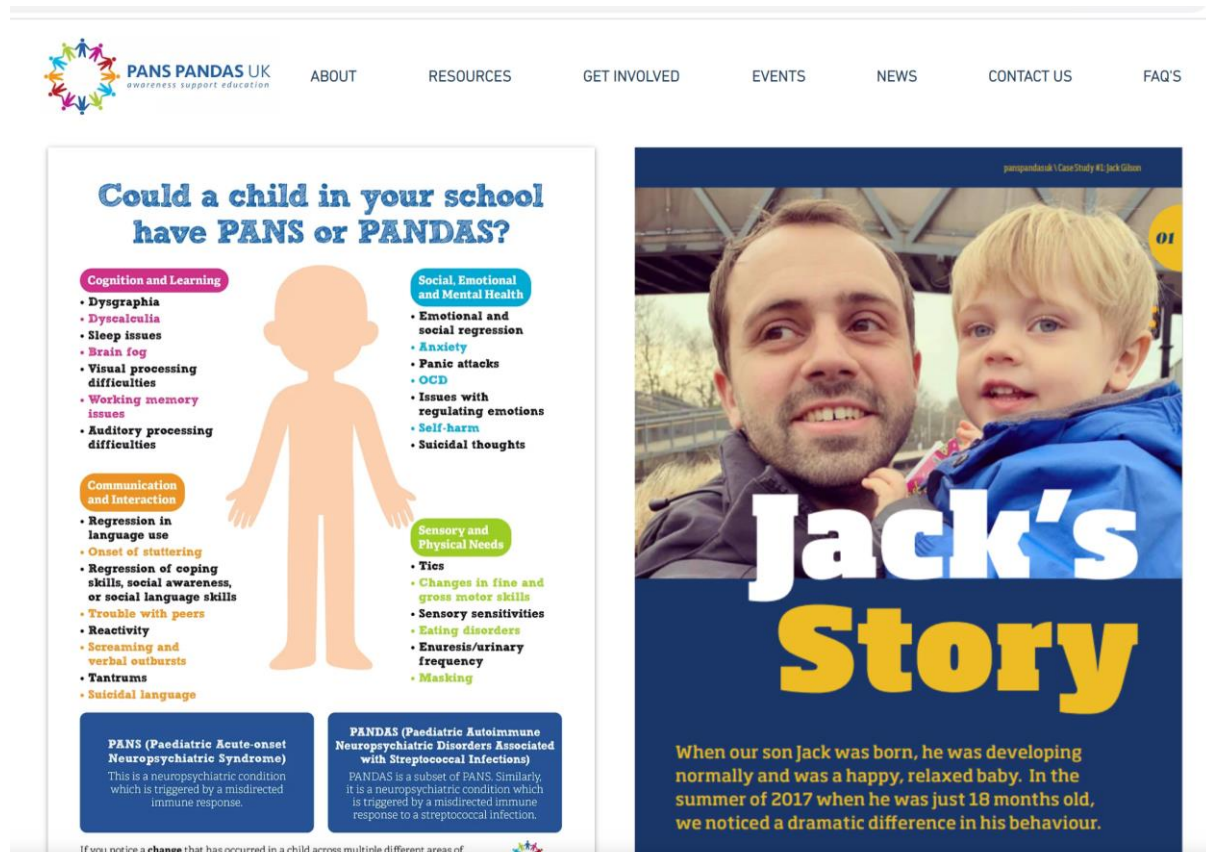
<https://www.business-live.co.uk/enterprise/greater-birmingham-chambers-appoints-third-22215689>

The purpose of the Chamber is to connect, support and grow local businesses and has some core workstreams in which Deborah has involvement in addition to being the conduit between the Chamber and its members. These include:

- Race Equality Code Action Plan
- Diversity & Inclusion
- Good Business Forum – Chair

The Presidency role is for a period of two years and Deborah's themes for her term are innovation and global trade and collaboration.

In addition, the President is expected to elect a charity of their choice and for Deborah this is PansPandasUK <https://www.panspandasuk.org/>



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 government, debate and to draw on global best practice in the area of women's economic development, focusing on challenges relating to access to finance, education and skills, international trade.

United Nations Global Compact UK Network

As part of the Company's ongoing commitment to the UNGC, its CEO continues to contribute to the UK Network's Advisory Board, particularly focused on SME engagement.



Our CEO Deborah Leary is also 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 Milligan, Zoe Lyons, Sarah Pasco, Katherine Ryan, London Hughes, Desiree Burch, Kerry Godliman, Rachel Parris.



Principles 7, 8 & 9

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

Lockdown as a result of the Covid pandemic came at a time when the Company's lease was due for renewal. As a consequence, a decision was made not to renew and move to remote working until out of lockdown. However, such was the success of remote working both in terms of increased efficiency and benefit to employees, the Company has continued to operate on this basis. It does however have an office location which can be used for hybrid working if required, specifically for strategy meetings and client meetings when necessary. However, the majority of meetings are still conducted via TEAMS or Zoom.

This combination of remote and hybrid has been a success both for the Company but also for employees who now enjoy the benefit of no longer travelling and have a greater flexibility.

As regards energy we are yet to review the impact moving to home working has had on Company energy usage. This has historically been a difficult process to undertake as we have previously been situated in rented offices where the systems have not allowed for a breakdown. We will commence a review of this in 2023.

INTERNAL/EXTERNAL STAKEHOLDERS

As we have continued to work throughout the pandemic, we have continued to use TEAMS and Zoom in order to connect with external and internal Stakeholders. This will continue to have a significant impact on travel costs and therefore a positive environmental impact.

The chart below evidences the significant reduction in travel costs from 2015-2021 due to the increased flexibility created through the use on online platforms and remote working.





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 continue to be vigilant 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

2020-2021



Communication on Progress 2020-2021

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, along with Forensic Pathways Ltd own website 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.



Forensic Pathways Ltd

Grosvenor House, 11 St Pauls Square, Birmingham B3 1RB

T: +44 (0)121 232 4662 E: sales@forensic-pathways.com www.forensic-pathways.com

Company Registration No: 4232133. A limited company incorporated in England and Wales.