

UNGC 2018

Communication on Progress
to the United Nations Global Compact
January 2018

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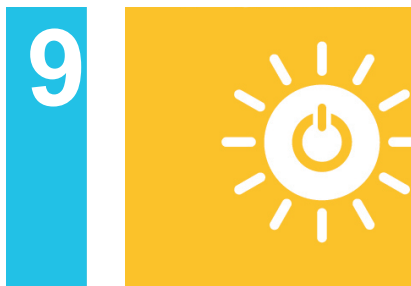
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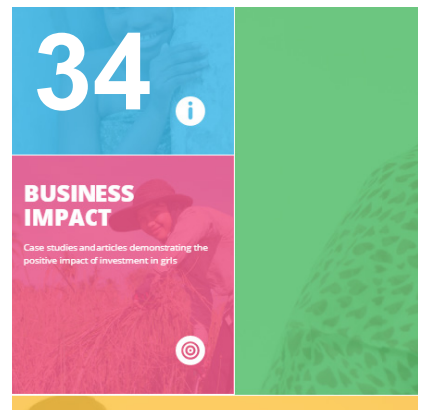


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About Verisk Maplecroft



Verisk Maplecroft helps global organisations make sense of the complex world they work in by giving them the critical insight they need to understand the key issues impacting organisational resilience, sustainable sourcing and investment decisions.

For over 10 years, we've worked hand-in-hand with the world's most sophisticated brands to develop a unique portfolio of global risk analytics, expert insight and user-centric platforms. These resources enable us to deliver a holistic evaluation of the key strategic, operational and reputational risks facing multinational organisations, their suppliers and the raw materials they source for any location worldwide.

Our data-driven solutions offer global scope, granular detail and singular insight into the primary political risk, human rights, economic and environmental issues impacting organisational resilience, sustainable sourcing and the investment landscape.

By using our data and analysis companies gain a competitive edge in their decision making across critical functions of their business, including: business resilience, responsible procurement, compliance, market entry, security, sustainability, human rights due diligence and ESG (Environmental, Social and Governance) investment.

Company name	Email	Number of employees
Verisk Maplecroft	info@maplecroft.com	99 employees
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	Membership date	Contact position
	11 February 2005	Director

Statement of Support



Sondra Scott,
President,
Verisk Maplecroft

We are pleased to submit this report which details our 2017 activities in support of the aims and interests of the United Nations Global Compact. Our mission is to not only actively adhere to the principles but to innovate so that our employees, clients and communities can benefit from our expertise and efforts. We are privileged to have the backing of our parent company Verisk Analytics which supports us in this effort.

This report summarises the continued investment and commitment that Verisk Maplecroft has to sustainability and corporate citizenship. As in previous years, we have developed and implemented a comprehensive Corporate Social Responsibility (CSR) plan with leadership from our global CSR team.

The plan was based on four key pillars: Community, Environment, People and Products. This is our third year of using this structure and this approach has guided and empowered the teams to continuously improve in our commitment area, building on the work of previous years. We are fortunate to enjoy the support of our parent company Verisk Analytics which brings to us investment, scale and innovation as we leverage off their initiatives and those of our sister companies.

We are proud of our achievements and advancements in 2017 and are confident that our efforts are in alignment with the goals and principles of the UN Global Compact.

In addition to building on our existing programs, in 2017 we launched several new initiatives which warrant mention.

New Career Development Framework: In response to concerns raised in our employee engagement survey, a team of analysts worked closely with our Human Resource team to develop a comprehensive career development framework which gives analysts and consultants insight to their career pathways and skills required to advance their development and the tools to be their own Talent Strategists.

New Promotion Policy: In 2017, we finalised our Promotion Policy & Procedure guidance in response to feedback from employees. This policy brings transparency to our merit based policy.

New Analyst Forum: In early 2017 we created an Analyst Forum. The Forum is run by employee representatives and acts as a platform for employees to discuss any work-related issues or grievances. The forum meets on a quarterly basis as part of an ongoing cycle to monitor and ensure all employees have the ability to voice issues or work place suggestions throughout the year.

In addition to these initiatives which underscore our commitment to the principles around our people, we launched new products which help our clients advance their own commitments to the UN guiding principles. We are committed to develop and deliver products and services that help our clients manage a range of risks and implement responsible and sustainable business solutions.

In addition to record breaking investment in the expansion and improvement of our existing products, we launched several new products in 2017 some highlights include:

Environmental Social and Governance Corporate

Exposure Tool: Our new tool combines our global data sets with asset level data from our sister company Wood Mackenzie to give our oil and gas clients and their investors a weighted average score of their risk exposure. This gives them insight into how to focus and target their efforts to improve their environmental, social and governance activities.

Sector Adjusted Risk Scores: Our new Industry Scores evaluate 79 industries for their relative performance across a range of key sustainability issues. They have been designed to be applied to our risk indices to help clients develop more targeted risk assessment frameworks that take account of both the location and the nature of the activity undertaken.

In 2017, we continued with our policy of providing a broad range of stakeholders our insights through the public domain in order to raise awareness of the key social, environmental and governance risks found across the world. We do this via our significant and growing presence in international media, through free thought leadership pieces on our public website and the attendance of conferences and public speaking engagements.

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

This year Verisk Maplecroft joined global NGOs and businesses by submitting our expert recommendations to the Australian parliamentary inquiry, which was seeking submissions on the content of a potential Australia Modern Slavery Act.

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

We are pleased to submit this report which details our 2017 activities in support of the aims and interests of the United Nations Global Compact. Our mission is to not only actively adhere to the principles but to innovate so that our employees, clients and communities can benefit from our expertise and efforts. We are privileged to have the backing of our parent company Verisk Analytics which supports us in this effort.

Our Approach to Sustainability



Hannah Broscombe,
Supply Chain Analyst
Human Rights/CSR Coordinator

Sustainability and corporate social responsibility is a core part of our business. We work closely with our parent and sister companies to ensure that our sustainable business strategy benefits our team and has minimal negative impacts on the environment and local communities.

In 2017, we continued to develop and strengthen our policies, commitments and actions to ensure we live up to not only our own values, but those of the United Nations Global Compact.

We adopt Verisk’s corporate values. These values, outlined below, represent the standard to which we hold ourselves both in our dealings internally, and when working externally with clients and in our local communities.

Our policies and processes are aligned with Verisk Analytics and our sister company, Wood Mackenzie. This represents an adoption of more robust and mature human resources policies and management systems, as well as new corporate social responsibility commitments.

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

Corporate Values

Respect for the Individual
Integrity
Passion
Persistence
Confidence / Humility
Excellence
Teamwork

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

Each of these pillars explicitly references how we strive to support the ten principles of the United Nations Global Compact. While corporate citizenship is embedded across our organisation, it is ultimately the responsibility of both our Human Resources and Operational Leadership teams to implement and enforce the policies outlined in our employee handbook.

Source: Verisk Analytics

Figure 1: Summary of framework

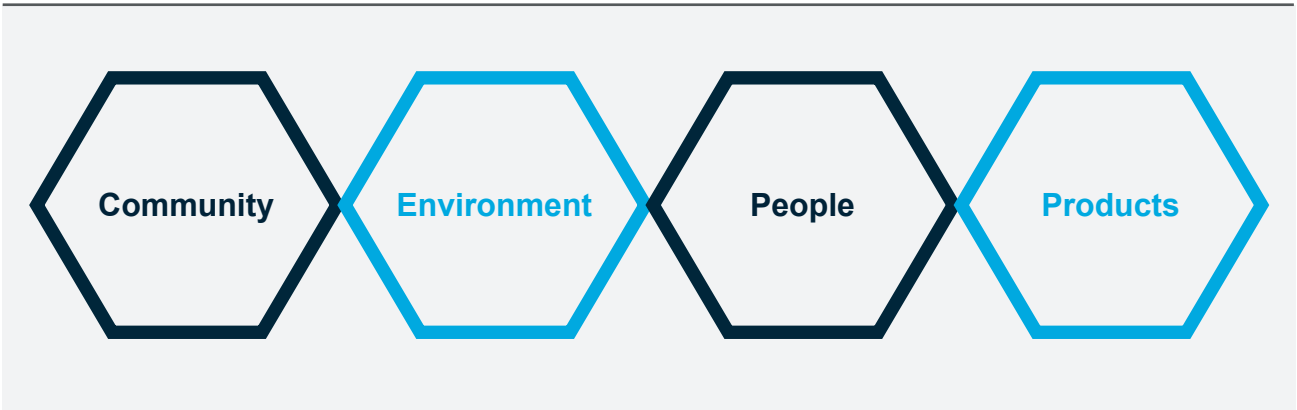


Source: Verisk Maplecroft

Our commitment to CSR

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

The 4 pillars of Maplecroft CSR



UNGC Principles & Verisk Maplecroft

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

Community

1

Principle 1:

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

8

Principle 8:

Undertake initiatives to promote greater environmental responsibility

Environment

7

Principle 7:

Businesses should support a precautionary approach to environmental challenges

8

Principle 8:

Undertake initiatives to promote greater environmental responsibility

People

1

Principle 1:

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

2

Principle 2:

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

3

Principle 3:

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

4

Principle 4:

The elimination of all forms of forced and compulsory labour

5

Principle 5:

The effective abolition of child labour

6

Principle 6:

The elimination of discrimination in respect of employment and occupation

10

Principle 10:

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

Products

1

Principle 1:

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

2

Principle 2:

Make sure that they are not complicit in human rights abuses

4

Principle 4:

The elimination of all forms of forced and compulsory labour

5

Principle 5:

The effective abolition of child labour

6

Principle 6:

The elimination of discrimination in respect of employment and occupation

7

Principle 7:

Businesses should support a precautionary approach to environmental challenges

9

Principle 9:

Encourage the development and diffusion of environmentally friendly technologies

10

Principle 10:

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

Sustainable Development Goals & Verisk Maplecroft

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

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

1 Community

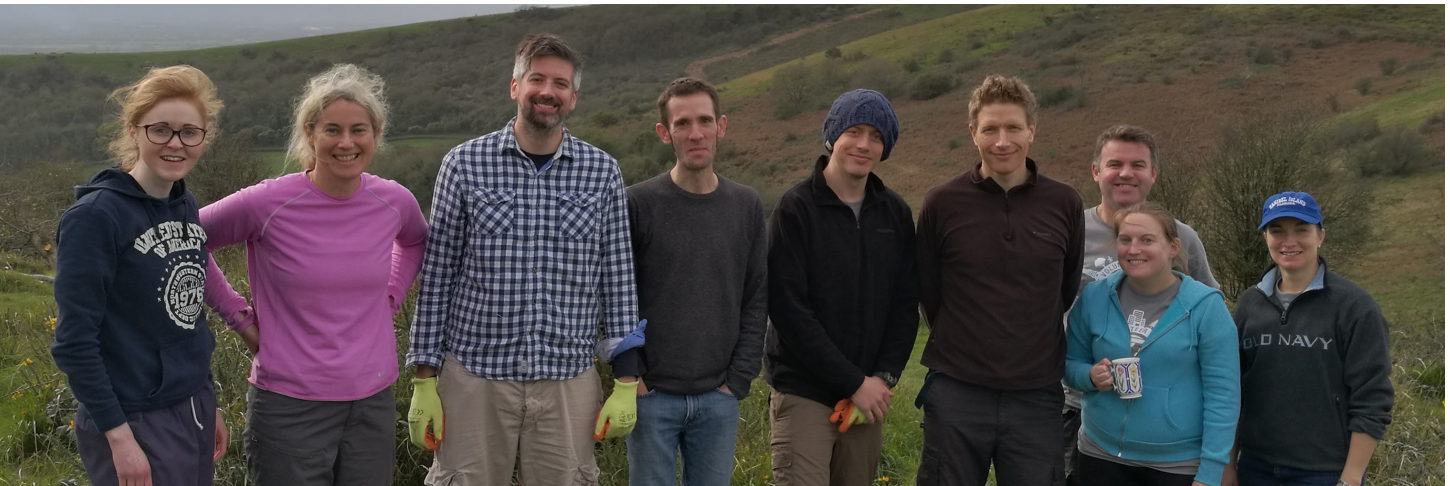


Photo: conservation work at the National Trust's Crook Peak Site in the Mendip Hills



Lyn Prentice
Office Manager
and Wellness Champion

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

Our commitment to the community:

supports the following UNGC Principles

Principle	1	Principle	8
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supports the following SDGs

Goal	2	Goal	5
Goal	10	Goal	15

Our commitment

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

Community engagement is also embedded in our corporate culture through our parent company, Verisk Analytics, which strongly encourages all business units to take an active role in local communities. Verisk Analytics runs an annual Community Engagement Week; a week-long event promoting local volunteer opportunities for all employees. During Community Engagement Week, each member of staff is entitled to a paid day off to donate their time to a local cause. In 2017, the participation of 19 staff members in this process equated to an equivalent value contribution by Verisk Maplecroft of approximately GBP24,325. We also provide an additional stipend that staff can use to cover the cost of any necessary supplies, travel and lunch.

The Verisk Maplecroft / Wood Mackenzie Community Engagement Steering Committee continued to oversee the coordination and promotion of community engagement activities across Verisk Maplecroft and Wood Mackenzie. The group is led by Stephen Halliday, Chairman of Natural Resources at Verisk Analytics, and is comprised of representatives from across Verisk Maplecroft and Wood Mackenzie in Europe, the Americas, and Asia.

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

Our sister company, Wood Mackenzie, also demonstrates its commitment to communities through its donation 'top ups' programme, which Verisk Maplecroft employees can take part in. Top ups differ from Verisk Gift Matching in that they can be applied to all donations or funds raised, not those just directly contributed by staff or their spouse. They can also be used to contribute towards the costs associated with volunteer activities. All top ups are subject to approval by the Verisk Maplecroft / Wood Mackenzie Community Engagement Steering Committee.



Photo: gardening at Julian House, a women and children's refuge in Bath

Our actions in 2017

Volunteering in the local community

In 2017, 38 Verisk Maplecroft staff took part in a Community Engagement Week across three locations: Bath, Calgary and New York.

Bath (United Kingdom): 14 members of staff participated in a number of events including conservation work at the National Trust's Crook Peak Site in the Mendip Hills and gardening work for Julian House - a local shelter for women and children. These projects were selected for a number of reasons:

- **Crook Peak, Mendip Hills:** To fulfil our commitment to the principle of environmental protection. This initiative also enabled staff with an interest in environmental issues to take part in a project that was conservation-focused. Staff helped to clear shrubs and restore calcareous grassland habitat to maintain a variety of rare plant species.
- **Julian House:** To engage with and learn more about the local organisations operating in the Bath area and to make a meaningful contribution to the local community. As part of this, the team cleared out a fallen tree and garden waste, replanted the flower beds with a range of herbs and flowers, and provided a sandpit and toys for the children to play with.



Dominic Simonis-Law
Global Content Lead
Disruption and Security

While we have more to do in developing our community engagement initiatives, we believe we have laid the foundations for a sustainable and successful strategy. As we continue to grow, we aim to increase our engagement with our local communities by providing more volunteer opportunities for staff, and diversifying the number of charities that we fundraise for.

Calgary (Canada): In October, a member of Maplecroft staff, along with colleagues from Wood Mackenzie, took part in a volunteer initiative at Ronald McDonald House. The organisation provides a home away from home for families that must travel to a different city to receive medical care for an ill child. Our team cooked brunch at one of the sites, providing families with a meal ahead of a busy day at hospitals and clinics.

New York (United States): Four members of staff from our New York office worked with Grand Central Neighbourhood Social Services to deliver meal services to the homeless.

In addition, staff across our entire network of offices, including London and Singapore, took part a number of fundraising activities. For example, bake sales were held and other fundraising initiatives in support of disaster relief and children's charities throughout the year.

Donating to worthy causes

In 2017, Verisk Analytics provided the International Rescue Committee (IRC) with complimentary access to Verisk Maplecroft's Global Risk Analytics and Country Risk Monitoring Service. The donation includes a licencing agreement that allow IRC staff to access Verisk Maplecroft data and written analysis, as well as dialogue with analysts when required. Access, which is worth approximately USD75,000, will support the organisation's strategic planning and the deployment of resources in anticipation of humanitarian crises.

Similarly, in 2017, Wood Mackenzie held a charity draw, allowing staff from Verisk Maplecroft and Wood Mackenzie to nominate a charity of their choice to receive a donation of USD1,500. Staff from Verisk Maplecroft put a number of charities forward, including the Humanitarian Organization for Migration Economics (HOME), which was selected as a winner. HOME is a Singapore-based charity that supports abused and exploited migrant workers. A member of our team in Singapore volunteers with HOME on an ongoing basis.

Over the course of the year, Verisk Maplecroft staff raised approximately £800 for causes including:

- Hurricane disaster relief. These funds were then matched by Wood Mackenzie who led efforts to help colleagues in Houston, Texas affected by Hurricane Harvey.
- Save the Children
- Cancer Research UK
- The National Trust
- Julian House

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

Measurement of outcomes

In our 2017 Communication on Progress report, we stated that our aim was to increase staff volunteering during Community Engagement Week from 38% to 50% or above. Unfortunately, we were unable to reach this target due to a variety of factors including conflicting schedules and travel. In 2018, we plan to make renewed efforts to reach this target of 50% participation. The CSR team will work closely with line managers to ensure that community volunteering is considered when projects are being scheduled.

We also aimed to improve our data collection for better measurement of outcomes and impacts. We have begun this process by reaching out to all the charities and organisations we supported and seeking feedback on the work we did. We will continue to seek feedback from all our charity partners in future to support continuous improvement.

Future goals

- Increased staff volunteering during Community Engagement week, particularly by encouraging staff in our global offices outside Bath and London to get involved
- Continued support for Julian House in Bath in 2018, voluntary work at Bath Cats and Dogs Home and any other organisations that are nominated by staff throughout 2018.



Photo: volunteering at Ronald McDonald House

2 Environment



Photo: National Trust Area Ranger Rebekah West leading our volunteering group during Verisk Community Service Week. The group carried out scrub clearance to encourage native wildflower species at the Trust's Crook Peak site, Somerset.



Rory Clisby

Research Analyst

Environment and Climate Change

We work with clients to help them improve their environmental stewardship. We also seek to apply the same sustainability principles to our own operations.

Our commitment to the community contributes to the following:

UNGC Principles			
Principle	7	Principle	8
Sustainable Development Goals			
Goal	12	Goal	13
Goal	14	Goal	15

Our commitment

We are committed to taking a precautionary approach with respect to environmental challenges and to undertaking environmental initiatives that promote environmental responsibility. Our commitment to the environment is detailed in both our employee handbook and CSR strategy and requires us to work towards improving our environmental performance, preventing pollution wherever possible and complying with all applicable laws, regulations and industry standards.

In this context, we aim to:

- Manage our processes to avoid or reduce waste
- Work to lower our use of energy
- Minimise unnecessary travelling to reduce the impact of aircraft and road vehicle emissions
- Include environmental considerations in investment decisions
- Ensure all employees have an awareness of our environmental policy so that it is implemented effectively

Our commitment applies to our own operations, our field of influence and our work with our clients. Ongoing implementation of which is part of our overarching commitment to corporate citizenship, which is reflective of the Verisk corporate values.

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

In addition, in the environmental pillar of Verisk Maplecroft's 2017 CSR Strategy we committed to the following goals:

- Continue to measure greenhouse emissions and investigate off-setting emissions for all Verisk Maplecroft activities
- Review IT, heating and lighting equipment for energy efficiency
- Investigate the potential for 100% renewable electricity supply for our Bath office
- Reduce staff air travel where possible
- Continue to reduce paper and electricity consumption
- Roll out our environmental commitments to staff based in other locations

Our actions in 2017

Maintaining a sustainable procurement policy

Throughout 2017, we continued to source sustainable stationery. All our purchased paper products are recycled and our printing paper carries the following certifications:

- Forest Stewardship Council (FSC) mix of recycled wood, wood harvested from sustainable sources and wood harvested from controlled sources
- EU Ecolabel for reduced life-cycle impact
- Woodland Carbon; a greenhouse gas (GHG) off-setting initiative operated by the Woodland Trust

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

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

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

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

In 2017, we investigated the possibility of obtaining 100% renewable energy at our Bath office. We are currently contracted to our current supplier until June 2018. We will re-visit potential suppliers when the time arises.

As a part of our 2017 goal to roll out sustainable initiatives to our satellite offices, the following were introduced in our London office:

- Reusable cups
- Ethical procurement policy for catering products
- Expansion of recycling provision
- Carbon neutral procurement policy for office furniture



Furthering our efforts to recycle waste

Throughout 2017, we continued to provide recycling facilities for domestic plastic, cardboard and metal packaging. This is collected on a weekly basis. We also initiated a drive amongst staff to increase our recycling rates. All waste office paper is collected by a commercial confidential waste paper disposal company and is recycled. In 2017, the Bath office recycled 0.9 tonnes of paper.

Improving our energy and resource efficiency

Staff numbers at our Bath office are now stable at around 40 people and we have halved our office floor space after successfully sub-letting spare capacity to another company. A move towards greater flexibility has also seen a rise in homeworking and remote working. Given this situation, we continued to see falls in energy and resource consumption at our Bath office in the past 12 months.

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

In September 2017, we replaced all fluorescent tube lighting at our Bath office with 40-watt LED panels. The replacement panels are around 50% more energy efficient than the previous light fittings and are more durable, typically having a life span of 50,000 hours.

In 2017, the Verisk Maplecroft Bath office used 85,866 kilowatt hours of electricity. Based on the UK energy generation mix, this is estimated to represent 30.2 tonnes CO₂e (carbon dioxide equivalent) of greenhouse gas emissions. This represents a 33.1% reduction in electricity usage compared to the same period in 2016 and a 40.1% reduction compared to the same period in 2015 (see Figure 4: Annual electricity consumption).

Discounting seasonal fluctuations in energy demand, the long-term trend for reducing energy consumption indicates a consistent quarter-on-quarter fall in energy consumption per month between January 2015 to December 2017 (see Figure 2: Quarterly electricity consumption).

Initiatives that enabled us to reduce our energy use include:

- Successfully sub-letting one of our floors out at our Bath office and consolidating all staff and meeting rooms onto a single floor
- Replacing fluorescent lighting with energy-efficient LED lighting
- Efficient use of air conditioning and heating
- Drive to switch off lighting and heating in unoccupied rooms

Figure 2: Quarterly electricity consumption

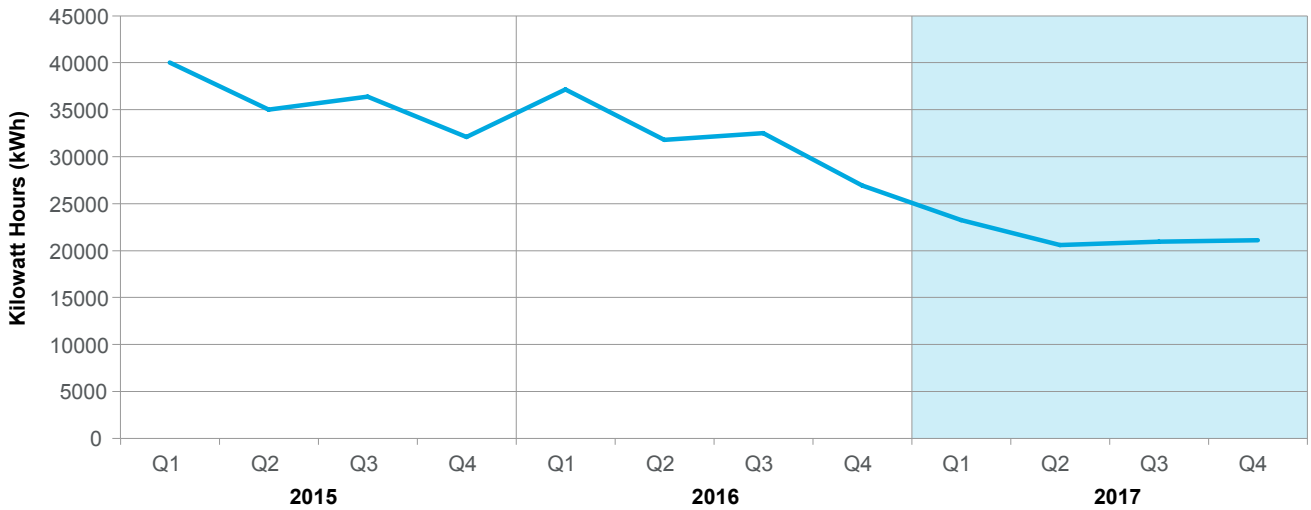


Figure 3: Annual paper usage in Bath office

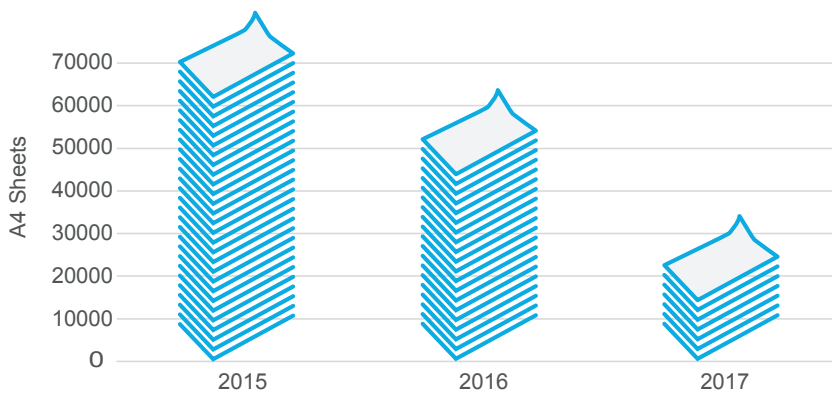
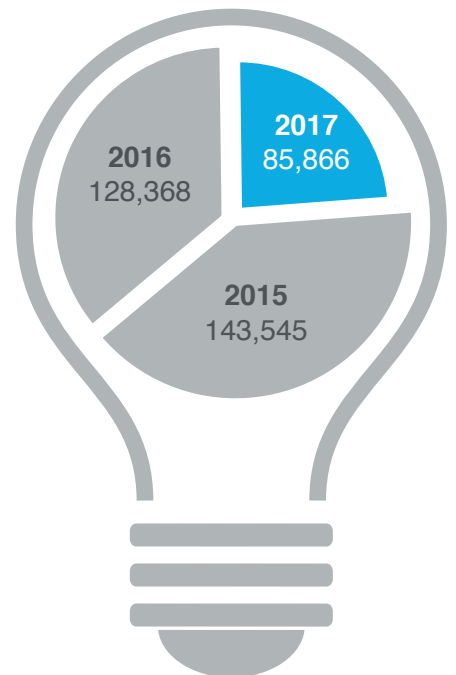


Figure 4: Annual electricity consumption (kWh)



Paper consumption in Bath has also fallen in the past 12 months, partially due to a smaller workforce. In 2017, staff at Cambridge House used 15,000 A4 sheets of paper. This is a 60% reduction in paper use from 2016 and an 80% reduction from 2015 (See figure 3: Annual paper usage in Bath office).

Initiatives that allowed us to reduce our paper usage include:

- Exclusively delivering products to clients electronically
- Continued company policy of reducing paper-use, including default double-sided printing

Verisk Analytics: Greenhouse Gas Emissions Inventory and Environmental Commitment

During 2017, Verisk Analytics completed an inventory of its 2016 greenhouse gas (GHG) emissions, encompassing all Verisk business units worldwide, including Verisk Maplecroft. As part of this process, Verisk Maplecroft reported emissions associated with energy consumed by our Bath office and emissions from air travel. Our other offices were accounted for by the Verisk business units that accommodate them.

The inventory was conducted in accordance with the Greenhouse Gas Protocol, a globally recognized standard developed by the World Resources Institute and the World Business Council for Sustainable Development. PricewaterhouseCoopers LLP, an independent accounting firm, provided external assurance of the results, such review being performed in accordance with attestation standards established by the American Institute of Certified Public Accountants.

Carbon and carbon-equivalent emissions from the Verisk family of companies totalled 23,652 tonnes in 2016. The figure represents a decrease in emissions from the prior year (24,689 tonnes) -- despite the company's expanding geographic and customer base, and the integration of several acquisitions during 2016. The most significant factor in the decrease was the transfer of core IT operations from the company's Jersey City, New Jersey, headquarters to two LEED Gold-certified facilities (Leadership in Energy and Environmental Design) in New Jersey and Utah.

For the first time, Verisk participated in the Carbon Disclosure Project (CDP), a worldwide engagement effort to collect and analyse emissions data as the basis for strategic planning by policymakers and others.

Also during 2017, Verisk purchased renewable energy certificates and carbon offsets to help address our projected global carbon emissions for 2017 and 2018. The quantities purchased for each year are equivalent to the amounts needed to reduce 100% of Verisk's 2016 global emissions. The renewable energy certificates support renewable energy projects (such as wind, solar, hydroelectric) in almost every country where Verisk has an office, including the UK. The carbon offsets support efforts to reduce emissions at several landfills located in the United States. All projects are third-party verified and certified according to international standards, including Green-e Climate, Green-e Energy, and the Climate Action Reserve.

Reducing travel to cut carbon emissions

Due to the nature of our business, international travel for sales and consulting staff is unavoidable. However, the use of teleconferencing facilities is encouraged wherever possible to avoid unnecessary travel.

In 2017, UK and European-based Verisk Maplecroft employees flew a total of 255,954 miles, representing 46.75 tonnes CO₂e of greenhouse gas emissions. This is down from the 303,147 miles flown by our European-based staff in 2016. It has not been possible to measure flights taken by staff based in other locations, but it is very likely that flight mileage will have increased due to a rise in internationally-based staff. We will continue to use teleconferencing and remote presentation technologies as our primary means for internal and external meetings.

During the past year we have continued to offer the cycle-to-work scheme to our UK-based employees. This is a UK government initiative that provides users with a financial incentive to purchase a bicycle and use it to cycle to and from work. Through this scheme, the government hopes to reduce pollution and improve health by encouraging cycling as a means of commuting.

Measurement of outcomes

In 2017, we met many of the goals we committed to in our 2016 Communication on Progress report. Most notable was the installation of energy efficient lighting across the whole of our Bath office, enabling energy and – eventually – financial savings to be made. As expected, our electricity consumption and paper has continued to fall as we have decreased our office footprint.

We have maintained sustainable procurement and recycling policies and have had success in encouraging our sister company to adopt similar initiatives in our London office. We continue to support the greenhouse gas monitoring commitments of our parent company, Verisk Analytics, and their programme of carbon offsetting.

Future goals

- Investigate potential suppliers of 100% renewable electricity for our Bath office
- Reduce air travel by staff where possible
- Continue to monitor and reduce paper and electricity consumption
- Continue to roll out our environmental commitments to staff based in other locations

3 People



Photo: Staff at our Singapore office



Anna Edgar
Director, Human Resources

The introduction of our new promotion policy and competency framework enables employees to understand what 'good' looks like. Transparent, objective and justifiable standards will help the company recognise and retain our excellent staff.

Our people strategy and activities support the following

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

Our commitment

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

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

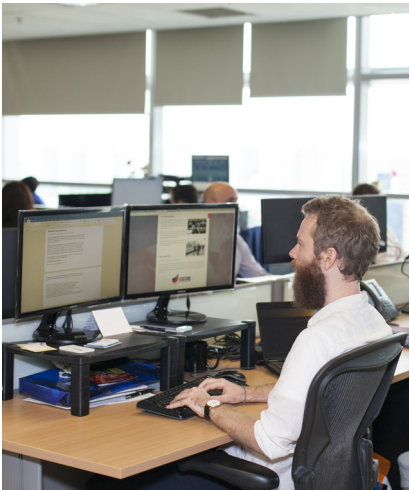


Photo: staff in the Singapore office

Our handbook reaffirms this through our commitment to:

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

Supporting employee wellbeing through our CSR strategy

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



Thrive Structure

Our actions in 2017

Employee handbook extends employee benefits

Throughout 2017, we made further improvements to employees' benefits and entitlements, which are reflected in our employee handbook.



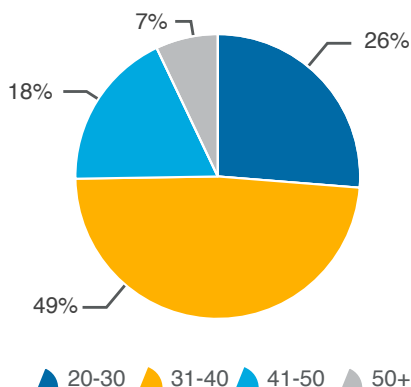
Ben Sempala-Ntege
Head of Client Services

Diversity continues to be a main focus at Verisk Maplecroft as evidenced by the commitment of the senior leadership team to support and promote the Gender and Ethnicity Working groups in a range of internal and external facing activities. Greater connections with our wider corporate structure has allowed us space to explore inclusion issues in 2017 and plan to expand these activities in 2018.

These changes include:

- **Updated Flexible working policy:** This policy provides employees with the ability to change their working patterns or location to facilitate greater balance between work and personal commitments. The flexible working policy allows employees to choose a range of options (in close coordination with their supervisors), including working from home, job sharing, part-time work or more flexible working hours. The policy is open to all members of staff, but is particularly beneficial to those with young families.
- **New Working Parent Playbook:** In 2017, the Parental Leave Playbook was designed by the Gender Working Group to assist employees (both women and men) and managers planning for parental leave. People are Maplecroft’s most valuable asset. After hiring and training talented people, we don’t want to lose them. Our goal is to develop exceptional practices for managing parental leave so that it is a positive experience for the employee and the team. Doing this well will provide a significant competitive advantage for Maplecroft through retaining talented people, and it is also the right thing to do.
- **New Promotion Policy Procedure:** In 2017, we finalised our new Career Development Framework and our Promotion Policy & Procedure guidance in response to feedback from employees. Our new policy supports our philosophy that our employees are the Talent Strategists of their own careers and we wish to provide a transparent and clear process to help employees navigate their Verisk Maplecroft journey.
- **New Analyst Forum:** In early 2017 we created an Analyst Forum. The Forum is run by employee representatives and acts as a platform for employees to discuss any work-related issues or grievances. Managers are not present at the meetings to ensure open dialogue between junior members of staff. The Forum meets on a quarterly basis as part of an ongoing cycle to monitor and track progress on issues and ensure all employees have the ability to voice concerns or make work place suggestions throughout the year.

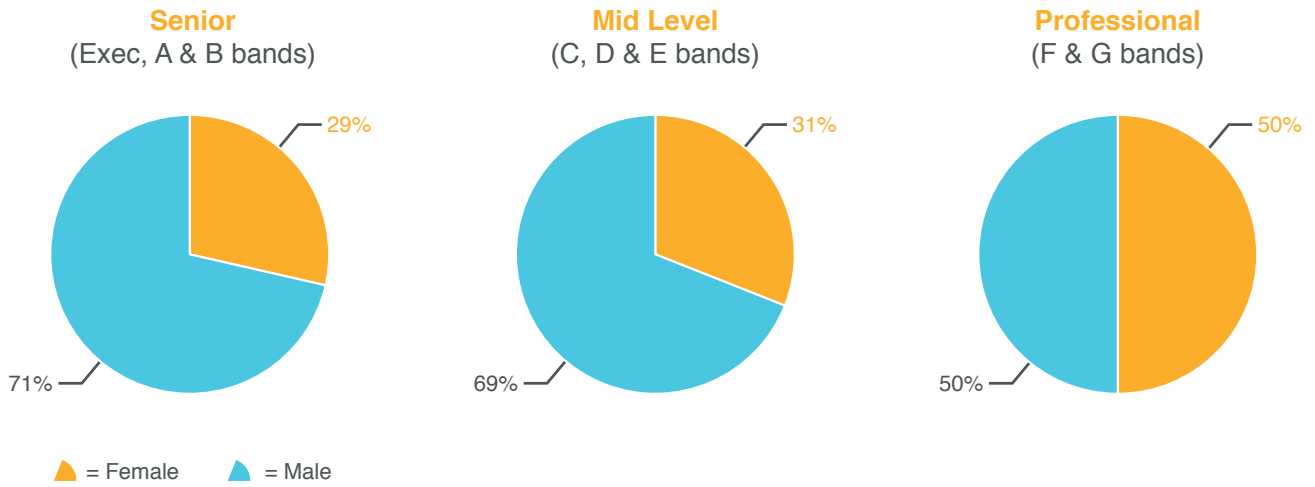
Figure 5: Employees by age (years)



Committing to a more diverse workforce

Beyond the improved employee benefits offered in our updated policies, we also worked hard in 2017 to ensure we provide equal opportunities to all our employees regardless of their sex, marital status, religion or belief, race, nationality, ethnic or national origin, sexual orientation, gender reassignment, age, disability or otherwise.

Figure 6: Female representation



Continued work of the Ethnicity Working Group and Gender Working Group

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

The Gender Working Group (GWG) aims to increase the female talent pipeline and opportunities for women to develop and progress within Wood Mackenzie and Verisk Maplecroft, and to address the gender balance for the benefit of the individuals and the organisation. In 2017, our Gender Working Group undertook a number of actions, which contribute towards Principle 6 of the United Nations Global Compact.

Some of the 2017 highlights from our Diversity & Inclusion programme run by our sister company, Wood Mackenzie, are listed below:

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

Prioritising employee wellbeing

The Verisk Maplecroft & Wood Mackenzie Wellness Group promotes the well-being of employees and supports a healthy lifestyle – in terms of both physical and mental health. In 2017, the Wellness Group implemented a variety of initiatives and activities to improve the wellness of our employees.



Photo: Wellness day Singapore office



Jan Zalewski
Head of Asia

Our wellness programme promotes a healthy lifestyle through a supportive business environment. Fresh fruit and fitness classes are available each week and the wellness day enables teams to plan something fun and active outside the office. For example, we had a great day out exploring the open waters of Singapore.

Some of the 2017 highlights are listed below:

- The creation of a netball team and football team in our London office
- The provision of free organic fruit to all our staff in all our offices. In addition, an organic fruit and vegetable company visited our Bath office and advised on healthy menus and the use and benefits of fruits and vegetables. Employees were given cookbooks with healthy recipes
- The delivery of massage therapy in the offices to reduce stress levels and a chiropractor in our London office once every 6 weeks
- The provision of wellness activities such as walking, mini golf, boating, punting, hiking and mountaineering, followed by a social outing
- The delivery of mindfulness workshops to reduce stress levels: This included a 1.5-hour introduction to mindfulness. In this session, there was an introduction to the science of mindfulness, a guide as to how mindfulness works and how it can help you, at work and at home
- The delivery of stress workshops: This included a 2-hour workshop covering how to spot stress in the body, coping with stress and your own personal wellbeing
- The provision of the Verisk Global Walking Challenge: In 2017, 1,965 employees from the wider Verisk organisation took part in the Verisk Global Walking Challenge. Together we achieved 685,480,945 steps. Thirty-eight percent of employees involved met, and even exceeded, the goal of 8,000 steps per day.

Measurement of Outcomes

In 2017, we met a number of the goals set out in our 2016 Communication of Progress report. Wood Mackenzie continued the rollout of the unconscious bias training to new managers across global operations. Over 377 people attended from both Wood Mackenzie and Verisk Maplecroft. We also worked with Human Resources to further improve provisions for employees going on maternity, paternity and parental leave. In addition, we improved our support for mental health issues through the provision of stress management workshops and mindfulness sessions aimed at managing and reducing stress at work.

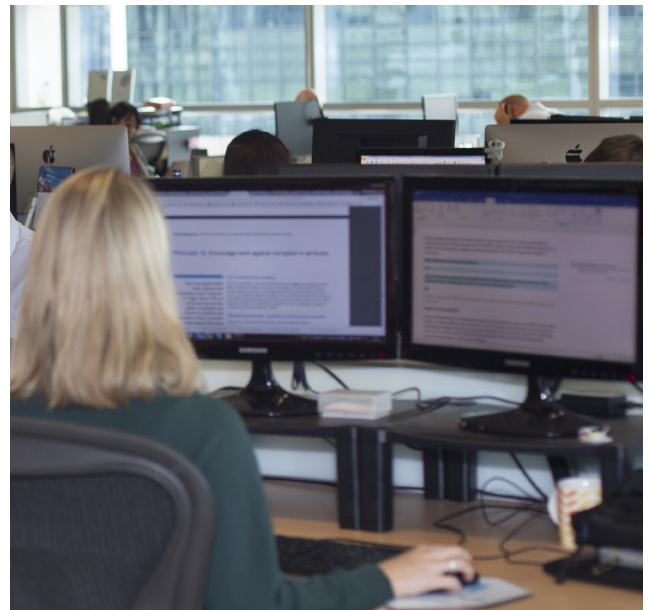
Cultural awareness days were organised by Wood Mackenzie to celebrate different cultures. Wood Mackenzie also sponsored an event in the Moscow office to celebrate Maslenitsa (also called as Pancake Week), and the Ethnicity Working Group and the Beijing Social Committee teamed up for an event exploring Chinese food and culture among the country's different regions.

Future goals

Diversity & Inclusion

In 2018, the Ethnicity Working Group and the Gender Working Group will work with Human Resources to achieve the following goals:

- Increase the number of female employees in our technology and software team. This will be supported through our involvement in initiatives such as Tech Talent Charter (see Products section)
- Create line manager toolkits which include practical steps to support and promote diverse teams
- Develop an actionable plan on ethnicity and diversity to positively impact Verisk Maplecroft



- Collect data on ethnic diversity in the company, as a snap shot of now, and seek to make positive impacts to increase representation at all levels of the business in the next few years
 - » With data, we can monitor our progress against our aspirations and benchmark ourselves with our industry peers
 - » We can better understand what barriers there may be to achieve greater ethnic diversity
- Create a more ethnically diverse candidate pool, for both new and experienced hires by working with Human Resources to target underrepresented/ minority groups through social media. In the top-flight universities and colleagues, we aim to recruit for entry level employees. The aim is to establish ourselves as an employer of choice for talented individuals from all backgrounds
- Increase career progression opportunities for female employees between bands D and C
- Increase job sharing opportunities for female employees looking to return to work following maternity leave

Wellness

In 2018, our wellness programme will focus on the following goals:

- Provide line manager support, training and materials on mental health and flexible working
- Provide massage and/or reflexology sessions every 6 weeks
- Give employees the opportunity to take part in mindfulness courses
- Provide 'coffee & croissant' catch ups once a week for staff to get together in a more informal setting
- Continue to include comprehensive health checks and a £200 wellness allowance per person per year in our health plan for 2018

4 Products



The new Maplecroft Portal

Changing the perspective on risk



Stefan Sabo-Walsh
Head of Value Chains

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

Our products and services support the following

UNGC Principles			
Principle	1	Principle	2
Principle	3	Principle	4
Principle	5	Principle	6
Principle	7	Principle	8
Principle	9	Principle	10
Sustainable Development Goals			
Goal	5	Goal	12
Goal	13	Goal	16

Our commitment

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

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

Figure 7: Research and Consulting capabilities



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

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

Our actions in 2017

Ongoing product and service delivery

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

Country Monitoring Service

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



Sam Haynes
Head of Indices

Our 150 indices help companies to screen their supplier base or their own assets for risk related to responsible sourcing and business disruption. The breadth and depth of our dataset enables businesses to assess risks at the country, subnational, industry, and commodity level. This helps them understand their risks and therefore better prioritise their response.



Photo: Country monitoring

Risk datasets

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

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



Photo: Human Rights Data

Our data goes beyond country risk and assesses environmental, social, and governance risks associated with over 150 commodities and 79 industries. This enables our clients to assess their exposure to risk on a more granular level. We have also started to incorporate forward looking analysis into our offering through the development of a predictive dataset which assesses the likelihood of issues such as civil disorder, interstate tension, and government instability occurring in the future.

[Voluntarily provided comments on Australian new modern slavery act](#)

In May 2017, Verisk Maplecroft joined global NGOs and businesses by submitting our recommendations to the Australian parliamentary inquiry, which was seeking submissions on the content of a potential Australia Modern Slavery Act. Recommendations were based on our expert analysis and experience of working hand-in-hand across sectors with companies complying with the UK Modern Slavery Act.

[International Post Corporation's \(IPC\) Postal Sector Sustainability Report](#)

Throughout 2017, we continued to work with the International Post Corporation (IPC) to develop the Environmental Measurement and Monitoring System (EMMS) programme, a sector-wide initiative to improve carbon management and achieve relative carbon emissions reductions across the postal sector. The EMMS programme is a global initiative, consisting of 20 national postal companies from five continents, and provides a common measurement and reporting structure that enables participants to share their carbon and environmental management strategies, performance and achievements.

Verisk Maplecroft will continue its partnership with IPC in 2018 to further improve carbon management and achieve associated carbon emissions reductions across the postal sector up to and beyond 2025, and will also support IPC in evolving its EMMS programme in alignment with the UN Sustainable Development Goals.



Maintaining the Human Rights and Business Development Forum

In partnership with the United Nations Global Compact, throughout 2017 we continued to host and update the Human Rights and Business Dilemmas Forum (HRBDF). This is a multi-stakeholder online platform, funded by the GE Foundation, that helps companies and policy makers understand and share real-world challenges and best practice examples relating to the protection of human rights in developing and emerging economies.

Strengthening our product and service offerings

Throughout 2017, we continued to update our suite of research and consulting services covering human rights, environmental, economic and political risk, using enhanced methodologies and our rigorous review process.

In 2017, we produced the second iterations of our Human Rights and Political Risk Outlooks; two publicly available reports highlighting the most pertinent human rights and political trends for business for the forthcoming year. Both Outlooks were well received by clients and the media. To engage clients on more in-depth trends highlighted in the reports, both the Politics team and the Human Rights team ran webinars attended by between 30-60 clients. We are currently working to produce third editions for 2018.

As part of growing public awareness on the issue of modern slavery, in 2017 we released the second edition of our Modern Slavery Index. This index is specifically designed for companies seeking to assess the extent to which they are exposed to modern slavery through their business operations and supply chains. By using the International Labour Organization (ILO) definition of modern slavery, we have aligned the index with the UK Modern Slavery Act definition to help clients meet the requirements of the legislation.

In 2017, we worked closely with a number of clients to produce bespoke reports and training sessions on the drivers of modern slavery, including the risks to business operations and workers in supply chains. We also worked with the Corporate Social Responsibility team at our parent company, Verisk Analytics, to identify its own potential risk exposure for their Modern Slavery Statement under the UK Modern Slavery Act. We are currently developing Modern Slavery training to roll out to all Verisk employees globally in 2018.

New environmental datasets

In October 2017, our environment team worked to release two new indices: The Carbon Policy Risk Index and the Climate Change Exposure (offshore) Index.

- The Carbon Policy Index assesses the potential for more stringent greenhouse gas emissions reduction policies to be implemented and the degree to which they are likely to have material implications for business. Amid the transition to a low carbon economy, this index helps our client understand the legislative landscape with respect to carbon emissions – and prepare for the future.
- The Climate Change Exposure (Offshore) Index assesses the degree to which countries' territorial waters are exposed to the physical impacts of climate extremes and future changes in climate over the next three decades. This new index features a subnational map at a resolution of 22km², and captures long term changes as well as shifts in climate variability and extremes.



Ongoing participation in the Children's Rights Index

As part of a five-year agreement with UNICEF and the Global Child Forum, we are continuing to manage the Children's Rights and Business Atlas. This online, interactive tool enables businesses to systematically and objectively compare children's rights associated with their operations, business partners or investments. The Atlas is constructed around the 10 Children's Rights and Business Principles – a charter that sets out the actions companies can take to respect and support children's rights.

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

Bringing girl's rights to the boardroom through Girl Stats

In 2017, we continued to run Girl Stats; a data-driven platform helping businesses to identify the issues affecting adolescent girls around the world. The publicly-accessible interactive website offers data on issues such as health, education and labour market participation, enabling business to identify gaps and understand where their engagement and investment will have the most positive impact on the lives of adolescent girls.

Commitment to the Tech Talent Charter

In 2017, we joined the Tech Talent Charter (TTC), an employer-led initiative that was formed to address the significant gender imbalance within the technology industry in the UK. The initiative was supported in the government's policy paper on the UK Digital Strategy in March 2017 and to date 89 of the country's largest employers of computer developers have signed up to the TTC.

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

In 2016, we launched our commodity risk service to help clients identify environmental, social and governance risks in the sourcing of raw materials. In particular, this helps companies assess risks beyond the first tier of their supply chain, by providing data and insights relating to hard and soft commodities across a range of countries. During 2017, we continued to develop these datasets and by December 2017 we have created over 150 commodity datasets. These commodities include, but are not limited to:

- Coffee
- Cotton
- Palm oil
- Gold
- Coal
- Cobalt

Supporting investment decision-making through new investor service

Our Institutional Investor Service (IIS), which provides environmental, social, governance and political (ESG+P) data and analysis to investors, continued to grow through 2017. The following developments took place:

- We deepened our integration into the ESG workflows of a number of clients managing sovereign debt
- We launched the beta version of our corporate exposure tool, which quantifies the underlying geographical ESG risk exposure of equities in the extractives sector to complement traditional management and performance-focused datasets
- We further developed our activity in relation to real estate and other real assets.

Measurement of Outcomes

In 2017, we continued to expand our products and services to enable our clients to effectively identify and manage their human rights, environmental, political, economic and governance risks. We produced further editions of our publicly available Human Rights and Political Risk Outlooks, created two new environmental indices, strengthened our relationships and developed partnerships with key influencers in the field of human rights, environment and governance to deliver enhanced products and services. Throughout 2017, we also expanded our Commodity Risk Service from 56 commodities to 151. In addition, we achieved our goal of reducing the number of indices and simplifying the data within the Children's Rights and Business Atlas.

Future goals

- Develop new predictive and dynamic indices and continue to expand the coverage of our commodities offering.
- Enhance our Value Chain Mapping service by expanding the coverage of our sector and product scores.
- Fully integrate the new corporate exposure tool into our portal and broaden its sector coverage.
- We plan to enhance the Girl Stats project by developing a freely-available Adolescent Girls' Index, which will rank countries on the basis of educational and other opportunities available to girls and young women.
- Combine our industry and commodities works streams to develop a product risk index during 2018.

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



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

Achieving and maintaining gender equality in senior management and board positions

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

Our President, Sondra Scott, is female and dedicated to providing equal opportunities for all staff and potential candidates. We are constantly looking to improve the ratio of females in management and leadership positions and in 2017 appointed Erin McVeigh as Head of Interfaces and Data Services, Alex Channer as Global Content Lead for Human Rights, Anna Edgar as Head of Human Resources, and Sabina McKinley as Head of Campaigns. Our not-for-profit project, Girl Stats, is also led by Michelle Carpenter (see page 4 of this section).



Michelle Carpenter
Human Rights Analyst and
Project Manager, Girl Stats

We not only work in an environment that promotes gender equality and fosters female talent, but also help our clients to achieve better diversity outcomes through our range of products and services.

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

Achieving and maintaining gender equality in middle management positions

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

Equal pay for work of equal value

We use data from an independent survey carried out by Willis Towers Watson to benchmark our pay bands. A gender lens is also applied to all salary reviews and performance management exercises to ensure there is equality between men and women at equivalent levels of seniority, experience and capability. See the People section for more details.

Flexible work options

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

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

Access to child and dependent care

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

Support for pregnant women and those returning from maternity leave

We provide full support to pregnant women in terms of access to ante-natal care and enhanced health and safety arrangements. While employees are on maternity leave, we offer them Keep In Touch (KIT) days to support their eventual return to work. Prior to returning, discussions are held to assist a smooth reintegration into the workplace, including through the provision of flexible working hours.

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

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



Recruitment and retention, including training and development, of female employees

We are an equal opportunities employer, committed to promoting equality and diversity as well as an inclusive and supportive environment for all of our employees. We do not discriminate on the grounds of gender, and men and women are treated equally during the recruitment process and throughout their employment. All employees receive training and have the opportunity for professional development after they join the company.

In 2017, Verisk Maplecroft became a signatory to the Tech Talent Charter; a commitment by industry bodies and organisations to drive diversity and address the gender imbalance in technology roles. A senior member of the management team has responsibility for rolling out the commitments outlined in the Charter, including adopting inclusive recruitment processes and contributing employment diversity data to a central anonymised database for annual publication.

Gender specific health and safety issues

We take every precaution to ensure we provide and maintain working conditions that are safe, healthy and comply with all statutory requirements and relevant codes of practice. The commitment applies to all employees, regardless of gender.

Gender-based violence and harassment

We deplore all forms of sexual harassment and seek to ensure the maintenance of an inclusive, supportive and safe environment for all employees. Our commitment to this is outlined in our employee handbook, along with relevant grievance and disciplinary procedures.

Education and training opportunities for women workers

We are committed to the professional development of all our employees. We undertake to provide all of our employees, regardless of gender, with the training necessary to successfully fulfil their job responsibilities.

Creating and maintaining workplace awareness of gender equality, inclusion and non-discrimination for all workers

We are an equal opportunities employer, committed to promoting equality, diversity and an inclusive and supportive environment for all of our employees.

Verisk Maplecroft is represented by one employee in the Gender Working Group, led by our sister company Wood Mackenzie. The aim of the working group is to understand more about the gender balance in both companies and produce recommendations as to how to encourage the attraction, development, retention and promotion of female talent.

In addition, line managers across our company have received unconscious bias training as part of an initiative led by the Gender Working Group. This training was aimed at helping participants to manage biases that might not be under conscious control, including those related to gender. Across Verisk Maplecroft and our sister company, Wood Mackenzie, four people are trained to deliver unconscious bias training.

Mentoring and sponsorship opportunities for women workers

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

Other established or emerging best practices

N/A

Any relevant policies, procedures and activities that the company plans to undertake by its next COP to address this area, including goals, timelines, metrics and responsible staff

N/A

[Policies and practices related to supporting women's empowerment and advancing gender equality in the marketplace](#)

Supplier diversity programme

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

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



Composition of supplier base by sex

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

Support for women business owners and entrepreneurs

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

Supplier monitoring and engagement on women's empowerment and gender equality including the promotion of the Women's Empowerment Principles

Verisk Analytics does not currently carry out supplier engagement on women's empowerment and gender equality.

Gender-sensitive marketing

Verisk Analytics does not currently have any formal gender-sensitive marketing policies in place.

Gender-sensitive product and service development

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

Another example is the Girl Stats platform, which was officially launched in June 2016.

Other established or emerging best practices

We have an unparalleled range of innovative products and services that help clients respect the rights of women and girls. Many of these have been designed to incorporate best practice guidance. For example, the methodology behind our suite of human rights indices incorporates the United Nations 'Protect, Respect, Remedy' Framework as a basis for assessing risk in 198 countries. In addition, the human rights due diligence services that we provide to our clients is fully informed and aligned with the 'Protect, Respect, Remedy' Framework and the United Nations Guiding Principles on Business and Human Rights.

Any relevant policies, procedures and activities that the company plans to undertake by its next COP to address this area, including goals, timelines, metrics and responsible staff

By the end of 2018, the Girl Stats team will seek to deliver a freely available Adolescent Girls' Index, which will rank countries on the basis of opportunities available to girls and young women. This index will allow companies to identify the countries in which their investment in girls and young women will have the most impact.

The COP describes policies and practices related to supporting women's empowerment and advancing gender equality in the community

Designing community stakeholder engagements that are free of gender discrimination / stereotyping and are sensitive to gender issues

For the past 12 years, we have been helping organisations manage stakeholder relationships, often in highly sensitive environments. This has included the design and implementation of numerous community stakeholder engagements for clients. These projects are carefully planned to ensure that they are free from discrimination and sensitive to gender issues. In many cases, the stakeholder engagement projects that are undertaken require the matter of gender equality to be directly addressed, necessitating a fair and non-discriminatory approach to be taken to data collection.

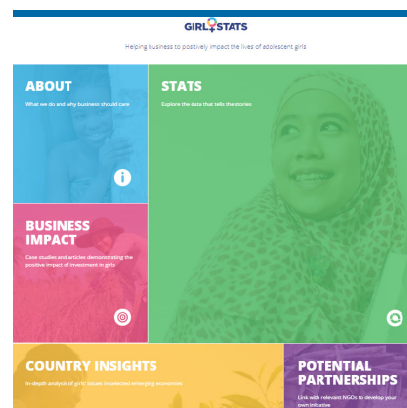
Empowering companies to positively impact the lives of girls

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

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

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

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



Gender impact assessments or consideration of gender-related impacts as part of its social and/or human rights impact assessments

We provide human rights impact assessments as part of a range of human rights due diligence services we offer. These assessments focus on assessing clients' actual and potential human rights impacts. Assessments include gender-related impacts, and are carried out in line with the United Nations Guiding Principles on Business and Human Rights.

Ensuring female beneficiaries of community programmes

N/A

Community initiatives specifically targeted at the empowerment of women and girls

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

In addition, we support the empowerment of women through our community engagement initiatives. In 2017, we marked International Women's Day by presenting Girl Stats to all Verisk employees. As part of this presentation, we created awareness of gender-based discrimination in the workplace and in supply chains, particularly in developing economies, and provided practical solutions for tackling gender inequality.

Strategies to ensure that community investment projects and programmes (including economic, social and environmental) positively impact women and girls

Our main impact in this respect is through the provision of a range of human rights products and services. These help clients to make a positive contribution to the rights of those affected by their actions, both direct and indirect, including women and girls.

We endeavour to provide access to these products and services to as many organisations as possible. Indeed, we make some of this content publicly available (for example, via the Girl Stats platform, or through the publication of thought leadership pieces). We also consider providing our products and services to NGOs and international organisations at a discount on a case-by-case basis, where this is practical.

Strategies to ensure that community investment projects and programmes (including economic, social and environmental) include the full participation of women and girls

N/A

Other established or emerging best practice

N/A

Any relevant policies, procedures and activities that the company plans to undertake by its next COP to address this area, including goals, timelines, metrics and responsible staff

N/A

[The COP contains or refers to sex-disaggregated data](#)

Achieving and maintain gender equality in senior management and board positions

Following our acquisition by Verisk Analytics in December 2014, the structure of our management team and its composition has significantly changed. Our organisation does not have a board of management. However, our operational leadership team is comprised of five members, one of whom is female.

Achieving and maintaining gender equality in middle management positions

Our middle management team is comprised of 28 members, 11 of whom are female.

Equal pay for work of equal value

We use data from an independent survey carried out by Willis Towers Watson to benchmark our pay bands. A gender lens is also applied to all salary reviews and performance management exercises to

ensure there is equality between men and women at equivalent levels of seniority, experience and capability. See the People section for more details.

Flexible work options

All employees benefit from a system of flexible working hours, with no set start and end times. Our new flexible working policy allows staff to apply for additional flexible working options, including working from home, telecommuting and sabbatical leave.

Access to child and dependent care

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

Currently, we have 7 employees making use of the Childcare Voucher Scheme.

Support for pregnant women and those returning from maternity leave

In the past 12 months, we have provided support to two female employees in this respect. In the coming months, two additional members of staff will make use of our maternity leave policy.

Recruitment and retention, including training and development, of female employees

During 2017, we hired 25 new employees and interns. Fourteen were female and 11 were male. All employees receive training and development as part of recruitment and professional development.

Gender-specific health and safety issues

N/A

Gender-based violence and harassment

N/A

Education and training opportunities for women workers

In-depth workplace training is provided by our company to all male and female employees. In addition, all staff can attend external events and conferences as part of their professional development.

Creating and maintaining workplace awareness of gender equality and inclusion and non-discrimination for all workers

All employees are required to read and abide by our equal opportunities policy, as well as our discrimination, bullying and harassment policy. Our updated employee handbook contains information on these policies and their application.

All line managers are required to undertake unconscious bias training in an effort to reduce possible unconscious discrimination on the basis of gender. This training is rolled out on a continuous basis.

Mentoring and sponsorship opportunities for women workers

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

Other established or emerging best practices

N/A

Any relevant policies, procedures and activities that the company plans to undertake by its next COP to address this area, including goals, timelines, metrics and responsible staff

N/A



UN GLOBAL COMPACT

COMMUNICATION ON PROGRESS

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

We welcome feedback on its contents.

