

Recorded Future's Corporate Social Program – A Futurist's View of Environmental Responsibility, Corporate Governance, and Social Engagement



May 2024

Contents

1.	3
	1. 3
	2. 3
	3. 3
2.	4
	1. 4
	2. 4
3.	4
	1. 4
	2. 5
4.	5
	1. 5
	2. 5
	3. 6
	4. 6
	1. 6
	2. 6
5.	7
	1. 7
	2. 7
6.	7
	1. 7
7.	7

1. Introduction

1. Commitment to Ethical Business Practices

Since the company was founded in 2009, Recorded Future has always been 100% committed to the highest ethical practices that uphold our corporate social responsibility ideals. As a leader in the cybersecurity field, our cloud-based intelligence products help build a better world by protecting organizations (private, governmental, etc.) against threat actors seeking to disrupt our lives.

Our brand of responsible corporate citizenship permeates everything we do as Futurists—from governance that provides industry-leading policies and procedures with associated oversight controls; to social responsibility strategies that focus on building strong relationships with employees, customers, vendors, and the community; to environmental initiatives that promote sustainability and help preserve the earth's natural resources. It's simply in our DNA!

Overall, we are dedicated to having a Corporate Social Program that positively impacts not only our business operations but extends into the community, which will continue to benefit from our involvement in responsible citizenship activities as the company grows. Spreading cybersecurity awareness and performing altruistic acts of kindness are two examples benefiting those we reach out to.

As the title indicates, this white paper highlights Recorded Future's Corporate Social Program, designed to promote fair, safe, and ethical practices—today and tomorrow.

2. Values that Define Our Organization

Recorded Future's mission statement embodies our core values and guides our every step:

Futurists strive to build the best product while being socially and environmentally responsible and embracing change for the future.

This catalyst drives the Futurist model of what a socially responsible corporate citizen can, and should, be. Additionally, it encompasses process ownership, implementation, and continuous improvement at every level of the organization. Total buy-in is a key success factor in creating and sustaining a healthy corporate culture that works for the greater good.

3. Our Guiding Principles

We translate the lofty ideals of corporate citizenship into action. Futurists “walk the talk” in our daily activities, while securing the world with intelligence. Whether we are dealing with sensitive geopolitical matters or threat intelligence activities, or focused on building an atmosphere of transparency and trust, we keep these basic corporate social responsibility principles top of mind:

- Adopt and adhere to ethical corporate policies globally
- Attract and retain talent from a diverse range of experiences and backgrounds
- Provide Futurists with a safe, welcoming, and positive workplace environment



- Engage with the community, seeking to spread and enhance cybersecurity awareness
- Implement environmentally friendly practices as part of all relevant company operations

2. Program Overview

Recorded Future takes a broad view of corporate social responsibility, defined by our program's commitment to act ethically, create a positive work environment, and make the world a safer, better place by enriching our communities.

1. A Futurist Approach

Being a good corporate citizen means more than simply announcing our intentions or waving a magic wand. It requires hard work, dedication, and a multi-faceted approach to improve not just ourselves but the world around us. The main goal of Recorded Future's Corporate Social Program is to be a socially conscious, global business partner for our vendors, customers, community, and our employees—the highly valued Futurists, who make it all happen. We foster goodwill through these trusted partnerships, as we seek to strengthen our contribution to individuals and society.

2. Our Policies and Procedures

Recorded Future's comprehensive set of policies and procedures provides a unified structure within which we operate. Corporate, employment, and international business practices are fully detailed in our written policies, which are circulated and made available to all relevant personnel. However, this framework of policies and procedures is adaptable and will develop further, as needed, over time. Futurists are required to review and sign off on all applicable policies, and they also receive training to ensure up-to-date knowledge.

The sections below provide a high-level overview, along with practical examples, of each pillar of our Corporate Social Program as it exists today:

- Governance and Compliance
- Social Commitment
- Environmental Commitment

3. Governance and Compliance

1. Our Highest Priority

The corporate governance and compliance pillar forms the strong foundation that enables our business objectives, and the success of our social and environmental initiatives. We adhere to our high ethical standards via judicious certifications, inspections, metrics, and annual training on the principles of Anti-Harassment, Code of Conduct, Privacy, and Ethical US Government Contracting for all relevant personnel and associated individuals.

Generally speaking, corporate governance aligns our internal efforts with our goals by exercising controls, measuring progress, and reporting on results (discussed in the Metrics and Milestones section).

2. Governance-Related Policies

Futurists follow governance-related policies within the company to guide and monitor the following business behaviors:

Code of Conduct – We protect basic human rights, specifically with regard to violations prohibited by international labor laws.

Conflict of Interest – We operate according to fair competition and antitrust laws; for example, Sales Certifications and Conflict of Interest Questionnaires are conducted at least once a year to identify any issues.

Confidentiality and Insider Trading – We enforce Non-Disclosure Agreements (NDAs) to prevent leaking of confidential information and/or intellectual property; our high standards and policies are calibrated to ensure legal compliance.

Anti-Discrimination – We are an equal-opportunity employer that hires, promotes, and transfers employees without regard to race, religion, gender, disability, etc.

Anti-Harassment and Diversity – We leverage global talent from a diverse population so our products and corporate environment benefit from different regional perspectives; in addition to prohibiting harassment or mistreatment against any Futurist, vendor, client, business partner, prospect, or guest.

Anti-Corruption and Anti-terrorism – We guard against corrupt business practices, especially as it relates to high-risk countries, e.g. comply and adhere to the [Foreign Corrupt Practices Act \(FCPA\)](#) and all associated statutes.

Safety – We create a healthy corporate culture and office environment that is free from violence, intimidation, and any other disruptive behaviors to protect all staff, contractors, and visitors.

4. Social Responsibility

Futurists take social responsibility seriously, as it spans across our entire enterprise impacting how we interact with internal and external stakeholders, as well as the community at large. This key pillar of our social commitment is best illustrated by employee engagement, supply chain vetting, and community outreach that connects us with our surrounding neighbors via joint projects.

1. Employee Engagement

Futurists are the heart and soul of Recorded Future. A work environment where everyone feels safe, valued, welcomed, and appreciated as a member of our global team is paramount to overall success.

It follows that companies committed to corporate social responsibility are better able to safeguard their communities, and simultaneously, attract and retain the best and brightest talent, fostering a more motivated and engaged workforce—driving up innovation and competitiveness.

2. Supply Chain Vetting

Recorded Future thoroughly vets all of the vendors and suppliers with whom we do business. This vetting process includes verification of others' corporate practices to

ensure that every link in the supply chain is following regulations and not introducing any unmitigated risks.

3. Social-Related Policies

Futurists directly benefit from the following socially responsible strategies:

Open and transparent communication – We foster an atmosphere of trust and honesty through authentic communications.

Continual education – We offer training to augment the ranks of proficient cybersecurity professionals.

Fair pay and living wage – We recruit and retain Futurists while constantly adhering to equitable compensation practices.

Community service and volunteering – We encourage participation in community service and provide volunteering opportunities to extend our reach and influence. (See the Community Outreach: Volunteerism and Partnerships section below.)

Community Hotline – We provide an anonymous reporting mechanism, administered by an external vendor, to allow individuals to report violations of company policies or regulatory requirements without fear of recrimination.

4. Community Outreach: Volunteerism and Partnerships

Futurists often enrich their communities away from the office, as well, through selfless volunteer endeavors and strategic partnerships built on shared beliefs. As our organization continues to grow, we plan on scaling our community outreach accordingly. Two current examples are shown below.

1. Museum of Science, Boston

Recorded Future's flagship philanthropic partnership is with the [Museum of Science, Boston](#), a 193-year-old institution that focuses on inspiring the public's lifelong love of science. Their vision is a world where "Science belongs to each of us for the good of all of us."

Futurists have been collaborating with the museum's award-winning curricula division, [Engineering is Elementary \(EiE\)](#), to help develop a cybersecurity-themed, educational storybook and complementary activity. The concepts introduced by this new curriculum target elementary and lower middle school students (ages 8 to 12) and can be exercised both inside and outside of the classroom.

The 12-panel comic book format features a variety of diverse, relatable characters for children of all backgrounds. The accompanying activity reinforces an awareness of cybersecurity. Recorded Future looks forward to expanding this partnership in the near future, which may include joint efforts to translate this content into other languages to reach a wider global audience.

2. Global Services Day

Through our worldwide Global Services Day program, Futurists may spend one workday each year doing charitable work for humanitarian organizations, such as the American Red Cross.

5. Environmental Initiatives

1. Our Corporate Objectives

Recorded Future's environmental objectives are defined in our Environmental Management System (EMS). Environmental-related processes are owned by our top management, and their oversight speaks to the integration of environmental resource consumption considerations into our business operations.

We stand alongside other socially conscious companies throughout the world aspiring to become a carbon-neutral business by taking steps to reduce our overall carbon footprint. Recorded Future seeks to be a paper-free business, and use paperless technologies wherever possible

2. Environmental-Related Policies

Futurists seek to reduce their carbon footprint in the workplace, wherever feasible, including:

- Use of renewable energy resources
- Purchase of carbon-neutral goods and services
- Switching to natural lighting in the office
- Making good business transportation choices

Additionally, Recorded Future seeks to be a paper-free business and use paperless technologies whenever possible.

As new eco-friendly technologies emerge, Recorded Future will seek to incorporate them into our Corporate Social Program, as appropriate, so we can continue to lead in building a greener world.

6. Metrics and Milestones

1. How We Measure Success

Recorded Future's milestones are routinely measured to determine whether our corporate citizenship targets and goals are being successfully achieved. We do this assessment by comparing actual metrics against plan forecasts. Another way we evaluate the effectiveness of our program is through annual reviews of governance, social, and environmental practices in place, which help identify improvements that can be made—either to a specific policy or related business procedure.

Recorded Future's social commitments are continuously evolving to ensure that our behavior, processes, and procedures are adhering to our ethical goals. Regular monitoring and progress reports enable us to track how we are doing. In other words, it requires ongoing attention and tweaking to produce optimum outcomes.

7. Conclusion

Companies need to be responsible for upholding high ethical standards as a guiding principle across all operations—inside their facilities, out in the greater community, and with respect to protecting the environment. This sense of responsibility should

start with the fair treatment and safety of employees, the lifeblood of any company. It should also apply to other relationships, like partnering with like-minded vendors who follow labor laws and forging mutually beneficial community alliances that educate and increase awareness. Finally, it should influence choices to adopt innovative renewable products, materials, and services. The ultimate aim is an ongoing serious commitment to good corporate citizenship, in both business and community transactions, while also making sound environmental decisions.

Recorded Future has taken a proactive ethical approach to corporate citizenship from Day 1, as seen by the extensive body of governance and social-related policies and procedures, in addition to community-facing activities and environmental initiatives, described in this paper. Our strong culture of social responsibility continues to develop and deepen as we dedicate more effort and take more actions toward achieving sustainable outcomes for the workforce, the community, and the environment. Futurists will keep leading the way with an ever-evolving, committed Corporate Social Program that readily adjusts to society's changing needs—a beacon for others to follow.

Additional Reading

Provide links to documents to which this document refers or that contain important supplementary information. This section may be included for external audiences.

Document	Location
<Document name>	<hyperlink or description of location>

Document Management

This section should only be included in documents with an internal audience.

Action	Name	Role	Date
Created			DD-Month=YYYY
Reviewed			
Reviewed			
Reviewed			
Updated			

Version History

Until a document is approved for initial release, version numbers are 0.1, 0.2, etc. When the document is approved for release, the version is 1.0.

After initial release, subsequent updates are numbered 1.1, 1.2, ...1.10, 1.11, etc. The “.x” portion of the version number represents a minor change. For a major update, increment the document version to the next whole number, such as 2.0.

Version	Release date	Comments	Pages affected
0.1	DD-Month-YYYY	Initial draft	All
0.x	DD-Month-YYYY	<insert comment>	2, 5, 8-9
1.0	DD-Month-YYYY	Initial release	2-4, 8-10
1.x	DD-Month-YYYY	<insert comment>	3-4, 7