





# The Passion The Vision The Team

What Makes Our Company Tick?



# About

**We're a global information management company serving large and aspiring enterprise**

We lever value from WikiSuite Open Source information management software by creating ready-to-play solutions for our clients around the world.

We educate and promote on the use of the WikiSuite open source digital platform, and we offer turnkey solutions to meet YOUR information management needs.

We make digital transformation happen one customer at a time.





# The Passion

**A business is its people.** In our case, our team shares a passion in the potential of open source technology to supercharge digital innovation, drive creativity, fairly build and distribute wealth; ultimately making for a better world.

Many of our best contributors are bright sparks, hard working dads, part-time carers, dedicated mums, college nerds... the sort of people that you'll find at their best when they're solving problems, building things, making the world tick-tock a little faster.

And then, time and again, they come together to build something special.

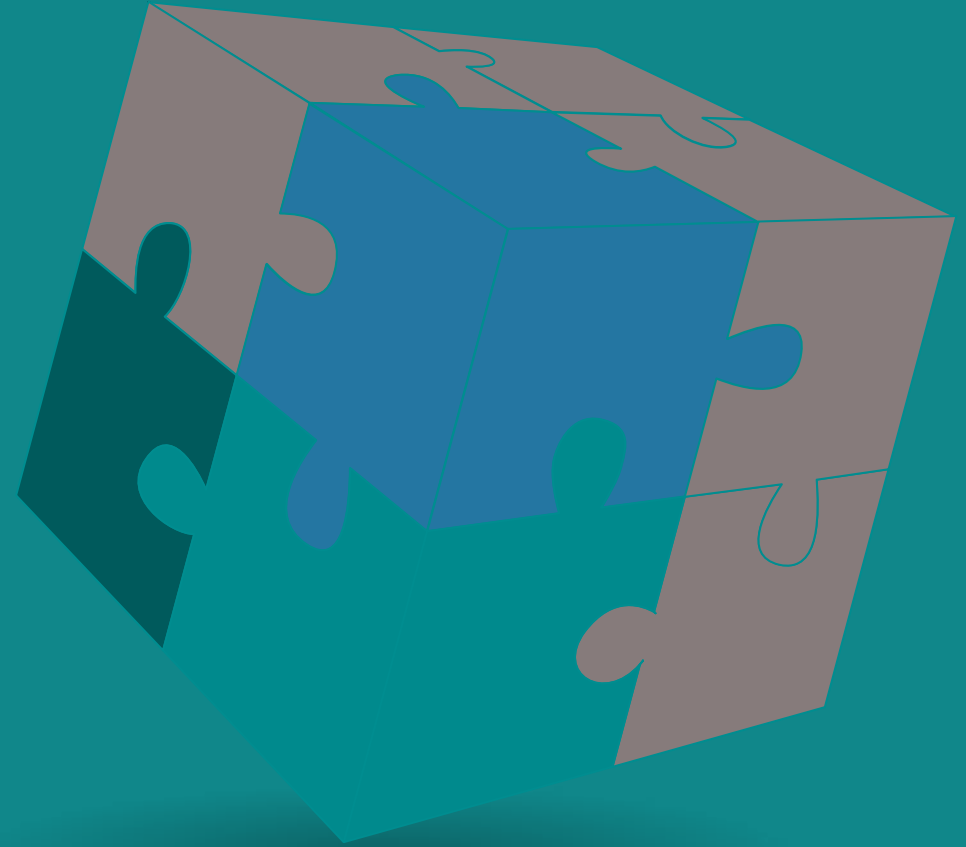
**It could be YOUR something special.**

# The Vision

**Our vision** is a **FREE** open source information management ecosystem **that creative people around the world** can use to **create wealth for their families by applying it** to bring enterprises a competitive advantage **by operating digital platforms that fit 100% of their business needs, not 90%, or 70%... or 60%...**

**Why?** Creating a 'single-version-of-the-truth' digital environment is predicated on IT systems and apps talking together. That doesn't happen with commercial software:

- It's too expensive to fine-tune or tailor
- SaaS apps are rarely 'good sharers'
- Most vendors operate pile-it-high business models that depend on large maintenance and upgrade costs
- Almost always commercial apps leave a messy legacy burden for IT teams



# The Team

## **We employ over 50 people across four continents**

Our workforce is primarily comprised of software programmers, analysts, consultants and project managers. Many have worked with us for several years.

Each of our team has been selected based on their experience and track-record of project success. As the leading provider of open source information management, we are part of a global community in excess of 20,000 individuals, invested in the subject of open source software development.

We get to pick the brightest minds and the most gifted talents to add to our team.



## **We use our own software to run our business**

Every aspect of our business – from the software that runs our website and powers our conference calls, to the back-office CRM and finance software that drives our business, all originates from the code we install into our clients. We are our own best reference site.

## **What characterises our people?**

Self-starters, highly intelligent problem solvers, forensically analytical and with exceptional attention to detail, people who get the job done – with a commitment to delivering exceptional customer value underpinned by a deep appreciation of open source.



**Find out more about our values**



# Sustainability



# We care about the planet

If any reason were needed, we encourage all of our people to take environmental sustainability seriously.

Fortunately, in our business, we do very few things that might contribute to a carbon footprint, or produce unwarranted package waste or emissions. The biggest impacts relate to travel and transport choices.

Nevertheless, we believe it is incumbent on each one of us to do what we can to consider our actions and choices to minimise the impact on the sustainability of our planet.

For more details, please ask for a copy of our Corporate Social Responsibility (CSR) agenda. It explains in detail what we do to keep the planet safe, and how well we're doing.



We all live on the same planet  
One planet  
There is no 'planet b'



## 10 things we do to minimize our sustainability impact as a company.

1. Appointed an Environmental Officer
2. Encourage home working to remove or minimize commuter impacts
3. Leverage virtual conferencing as a means to reduce airmiles
4. Recommend our people to refrain from using unrecyclable coffee cups
5. Source energy from 100% recyclable sources for our premises whenever we can
6. Engage in carbon neutral programs
7. Discourage use of hard copy; and using laser printing devices that create more emissions, consume more energy, produce more package waste, and result in higher frequency replacement cycles
8. Regularly attend environmental and ISO 14001 events to benchmark our processes
9. Perform annual reviews of our environmental impact
10. Encourage our people to make sustainable choices

## Behaviours we encourage in our workforce, suppliers and partners

- Always consider whether your journey is necessary
- If it is, consider the sustainability impact of your travel choice
- When commuting, find out if you can car-share
- Use the social office and virtual conferencing tools we provide to conduct meetings online when you can
- Explore if your home or office energy provider is sourcing energy from 100% recyclable sources, and – if not - see if you can switch
- Consider the recyclability of packaging materials for parcels you request or ship
- Don't print or mail documents unless you have too
- And sign up to the WWF Carbon footprint calculator to discover your carbon footprint at: <https://footprint.wwf.org.uk/#/>





# Data Privacy

# We believe that digital data privacy is a human right



**Irrespective of whatever legal safeguards may exist, we believe that it is a fundamental human right for an individual to have governance over their personal data and how it is used.**

In a data driven world, it's more difficult than ever to protect the use of personal data.

We take every precaution to keep data safe, practicing Privacy by Design, by which we mean the foundation of every system, process and decision is framed by our ability to honour the rights of citizens to have their data rights protected.

**Safeguards we adopt to maintain citizen data privacy rights include:**

1. Having an appointed Data Protection Officer
2. Embrace the Privacy by Design principle that underpins the General Data Protection Regulation
3. Always ensuring we have appropriate permissions to process and store data
4. Making sensible choices in the type of personal data we process and store
5. Operating documented and formalised processes that include clear instructions over the handling, storage and destruction of personal data
6. Locating data servers within the territory of the data subject
7. Maintaining a single version of the truth data model that de-risks IS
8. Performing regular assessments of the efficacy of our data privacy and protection policies, and their enforcement
9. Operating an effective workforce induction and lifelong learning approach that ensures our people appreciate their responsibilities when it comes to processing and personal data



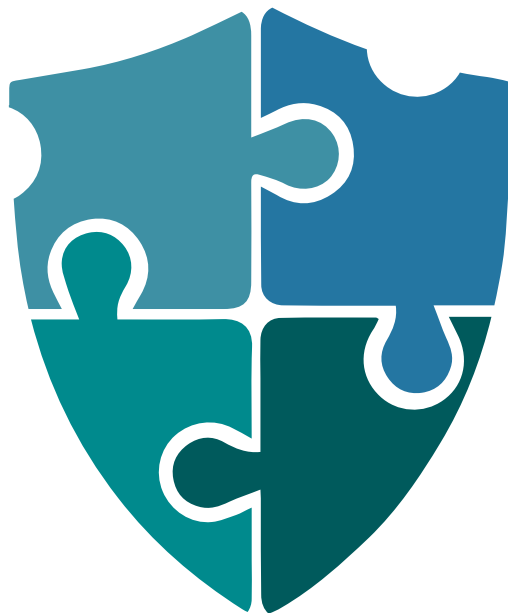
# Data Security

**In a connected world, it has become simpler for criminals to access, intercept or acquire data. Data is always at risk - in transit, or when at rest.**

- EvoluData is a technology services company with global clients and a distributed workforce. Our business relies on data, lives on it.
- We hold data on our employees, process data on behalf of our clients and potentially have access to confidential and sensitive data our clients hold on their customers.
- In such a data-rich, federated ecosystem, we recognize the threats that exist to misplace or lose data. For this reason, we operate a robust data security policy.

## Safeguards we adopt to keep data safe include:

1. Having an appointed Data Security Officer
2. Operate our business activities in accordance to ISO 27002 best practise principles
3. Installed security policies that prohibit members of staff from using unencrypted hard drives or personal email addresses, or removing data from customer or company sites without consent
4. Always ensuring Users have appropriate permissions to process and store data
6. Maintaining an employee handbook; and operating an effective workforce induction and lifelong learning approach that ensures our people appreciate their responsibilities when it comes to data security
7. Installing physical security measures to reduce risk of compromise to perimeter security defences that might cause people to assume unauthorised Users are permitted to operate in the workspace
7. Adopting suitable data backup procedures
8. Adopting virtual security measures to prohibit unauthorised access to trusted networks  
Leveraging technology tools to secure data in transit and while at rest
10. Providing awareness training and simple mechanisms for Users to report suspicious phishing emails
11. Operating documented and formalised processes that include clear instructions on the handling of data and protocols surrounding how to handle client information
12. Maintaining a single version of the truth data model that de-risks replication of data, and holding data locally on hard driver
13. Performing regular assessments of the efficacy of our data security policies, and their enforcement





# Fairness & Diversity

# Every month of the year, EvoluData brings wealth creation to people operating across five continents

We're passionate about the opportunity technology innovation offers to sponsor entrepreneurialism and distributed wealth creation.

Fundamental to our principles is a belief in the spirit of fair play founded on meritocratic values; promoting individualism and a sense of community oriented around wealth creation.

Open source technology thrives on the goodwill of individuals working together for the common good.

There's no place in our ecosystem for bigotry, racism, sexual discrimination or any other behaviours that distort a community driven by self worth and endeavour.

Things we do to protect the fairness culture of our business and larger work community include:

- Ensuring executive hiring and operational decisions are not influenced by gender bias language.
- Making clear to our workforce through our company handbook that we adopt a zero-tolerance approach to discrimination of any form.
- Reminding our workforce and customers of the importance of fair-play and even-handed decision making through our internal communications and training.
- Encouraging our workforce to take our effective communications course that highlights the importance of appreciating cultural differences to avoid upset or misunderstandings.
- Our whistle-blower hotline email address to report perceived bias or behaviours deemed to be inappropriate - which we are committed to taking extremely seriously.







# How we work

# We Sell Outcomes Not Software

Invest in a solution from EvoluData, you're not buying a piece of software. What you buy are clear outcomes tied to a Statement of Work (SOW) and a fully costed proposal that includes:

- Design of your solution
- Configuration to your best-fit needs
- A technical support agreement
- Clearly costed optional enhancements and access to our expert resources on a time and materials basis





# The Software is Always FREE

The great thing about Open Source from EvoluData is the software we configure for you is supplied **COMPLETELY** free. No strings.

We calculate there are in excess of 500,000 development hours built into our software. That works out to USD \$5 million of value.

There are also many other suppliers that can do the work we do, so you're not commercially tied in any way.

# Transparent Proposals

We've pioneered an approach  
proposals that ensures  
what to expect

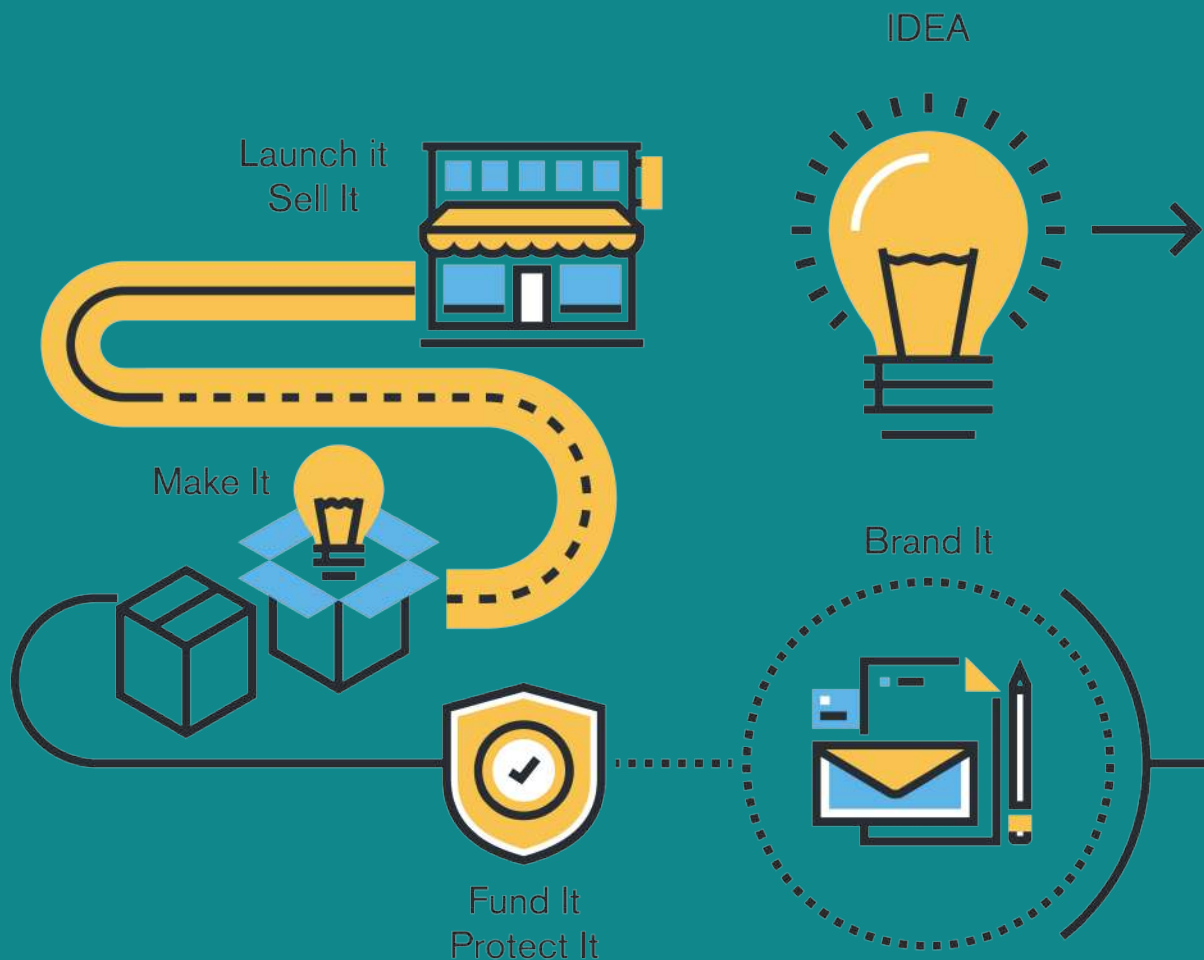
you know  
and what you're paying.

That's because we believe transparency and clarity in  
contract negotiations is fundamentally better for both  
parties.

Request a proposal and experience the refreshing  
difference in our FREEDOM agreements.



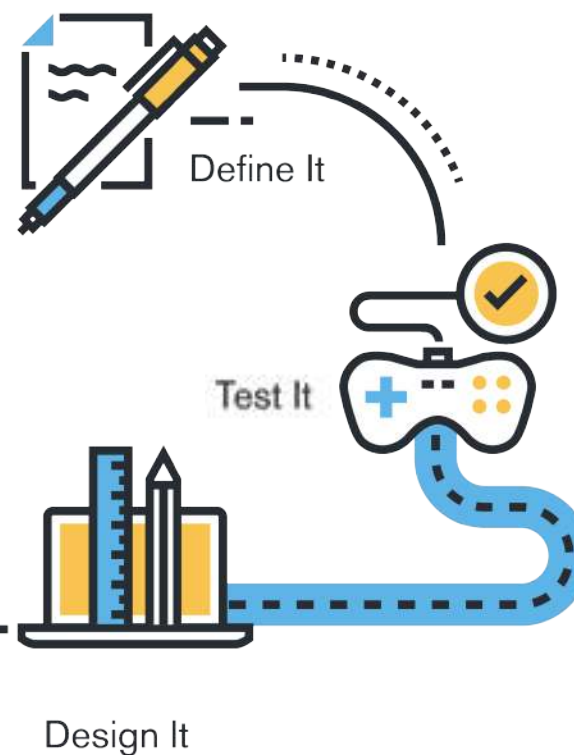




The scope and capability of the WikiSuite digital information management system is mind-boggling. Bluntly, it offers a level of dexterity and capability that isn't available in commercial software.

And did we mention it's FREE?

When we're delivering your 100% best-fit solution we don't have to worry about writing code. That means we can focus on tailoring your digital platform to deliver the functionality your business needs.



**On time  
On price  
...and 100% fit!**

# Your Data Safety is Always Our First Concern

- We often hear concerns that open source software isn't safe; or at least it isn't as safe as commercial software
- That's **EVEN THOUGH** we adopt precisely the same controls and tools to validate the cleanliness of our code
- Download our data security paper to dig into the detail of our comprehensive approach to keeping your data safe



# No Legacy Burden

- Legacy burden describes the technology support overheads and upgrade costs associated with keeping aging IT systems alive.
  - When companies increase the numeracy of apps and rely on proprietary software that depends on a small talent pool, they seismically increase risks of costly legacy burden.
- WikiSuite is owned by its community, not a single commercial organization.
- And it has a global community of more than 20,000 practitioners, which means you'll never be short of someone to call on to support and adapt it.

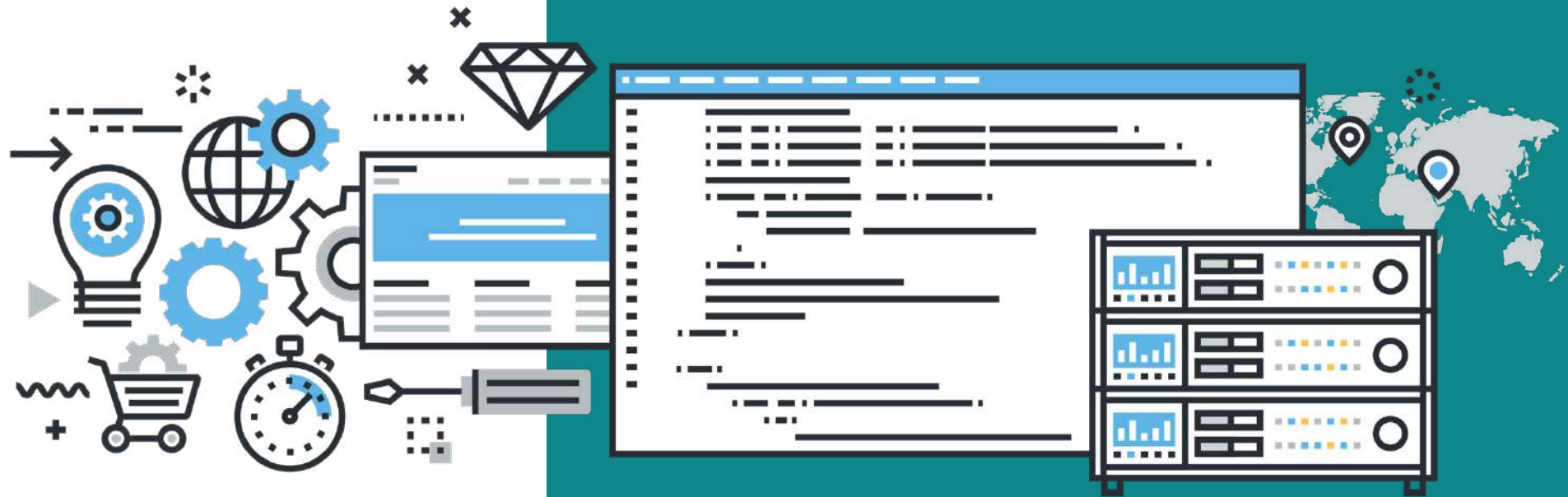


# Always a Competitive Advantage

Competitive advantage comes from delivering more value to your customers at lower cost

Most commercial software simply replicates a process automation to an entire peer group of businesses

That's because software isn't tailored to fit your precise business model orchestration



EvoluData designs your technology ecosystem to deliver 100% of your digital transformation.

That means you get a best-fit turnkey solution that ensures your enterprise can work smarter and more efficiently than your competitors.

In a digital world characterized by hypercompetitive markets that are constantly being re-invented by technology, the competitive advantage we bring might make a difference, don't you think?



# Great People!

- You may know this already, but we've got some of the greatest people in our team, friendly too
- Don't be surprised if you're surprised by the dedication and commitment in our people to deliver you the best result. It's encoded in our DNA!



**Take the next  
step to  
discovering  
open source**

**LIVE,  
WORK,  
CREATE.**