



# Benefit Impact Report 2023



# Message from our Founders

As we look back on the fiscal year of 2023, we're grateful for the incredible journey we've had at Safe Software as we've seen our mission come to life in some pretty amazing ways.

We've always been the type to push boundaries and pioneer new solutions, even for problems that some might say are impossible to solve. Our culture thrives on going above and beyond, always innovating, and never settling for the status quo. We're on a constant journey of improvement, making sure our products and services stay right at the cutting edge of technology.

That being said, it's not just about innovation for us. We're also big on honesty and integrity in everything we do. We're committed to making choices that benefit not just us, but as many people as possible, and to ensure we are conducting business in a responsible and sustainable manner.

We're especially thankful to our incredible Safers, partners, and customers! Your passion, creativity, and unwavering commitment have made all the achievements of the past year possible.

Looking ahead, we're excited about the future — a future where FME keeps breaking barriers, transforming industries, and redefining what's possible in data integration. Together, we'll keep on our mission to make sure everyone can fully tap into FME's potential for meaningful and impactful work.

With gratitude,

**Don Murray & Dale Lutz**

Founders, Safe Software



# Our Mission

At Safe Software, our mission is to provide data integration solutions through FME – the only enterprise integration platform with comprehensive support for spatial data, but ultimately, we're people who help other people better understand and use their data to find new solutions. We stand by our simple and innovative approach to how we bring our partner's and customer's data to life to make their lives better. **In a data-driven world, we remind ourselves that we work for and with humans, so human needs always come first.**

In 2023, Safe Software became a BC Benefit Company and chose to self-assess against the B Impact Assessment:



## Governance

- **Transparency and Inclusivity:** We value transparency in our decision-making processes, allowing every team member to have a voice and contribute to our collective mission. Inclusivity is at the core of our governance practices, as we actively seek input from every member of our diverse team.
- **Empowering Change:** We recognize our ability to have a positive global impact on the future of our planet. With that in mind, Safe Software has a program that gives out charitable licenses to organizations that otherwise would not be able to access FME software. *Every year, Safe Software provides over 4,000 free FME licenses to researchers, non-profit organizations, and educational institutions of all levels.* One example of this is The SMART Partnership, a non-governmental organization and innovative partnership with some of the world's leading conservation agencies including: World Wildlife Fund (WWF), Wildlife Conservation Society (WCS), Frankfurt Zoological Society, North Carolina Zoo, and the Zoological Society of London (ZSL). This partnership mainly involved developing the SMART software, a robust, flexible, globally scalable platform of tools to empower rangers, patrol leaders and law enforcement managers to leverage geospatial data with easy-to-use technology and to help conservationists effectively manage and protect the most at-risk wildlife and areas worldwide. As they work through deploying the SMART platform around the world, the work of migrating diverse historic data sets has been simplified greatly with FME through Safe Software's grant program. To date, the SMART platform has contributed to conservation efforts in 1,200 sites across 100 countries.
- **Global Impact:** *We provide a range of data solutions for over 25,000 customers and serve more than 200,000 users across 121 countries.* This expansive presence is a result of our commitment to making data accessible and usable for individuals and organizations worldwide.

# Community

- **Charitable Endeavours:** We proudly sponsor and support various charitable initiatives, including but not limited to:
  - Champion of the Crescent (hosted by Surrey Memorial Hospital)
  - Science World's Girls in STEAM event (along with hosting a virtual booth)
  - Mary Jane Shannon Elementary Meal Program (for the 4th consecutive year, providing breakfast and lunch throughout the year for children in need).
- **Civic Involvement:** Our employees are engaged in our communities, volunteering their time and resources for causes close to their hearts, and fundraisers for various causes throughout the year. In 2023, every staff member was encouraged to take a full paid day off to do volunteer work, further strengthening our commitment to making a positive impact both inside and outside our organization. In the fiscal year of 2023, *Safe's contributions have totalled to just over \$283,000 raised from October 2022 - September 2023.* We have supported groups such as:
  - Adopt-a-Family
  - Hurricane Fiona Relief
  - Leukemia and Lymphoma (LLS) Light the Night
  - Surrey Food Bank
  - Red Cross Earthquake Relief Turkey & Syria
  - 2023 Celebration of Care Gala
  - New Zealand Cyclone Gabrielle Disaster Relief
  - Surrey School Meal Program / Mary Jane Shannon Breakfast Program
  - Central Okanagan Food Bank

Additionally, 2023 was our fifth year of consecutive sponsorship of the Serpentine River Family Room at Surrey Memorial in collaboration with Ronald McDonald House and Surrey Hospitals Foundation.



# Social Impact

- **Mental Health Initiatives:** Our commitment to the well-being of our team extends to mental health programs, such as providing generous counseling benefits, Employee and Family Assistance Programs (EFAP), and mental health training.
- **Financial Empowerment:** We empower our employees through the RBC Financial Wellness Series, offering financial literacy sessions to enhance their financial competence.
- **Employee Well-being:** We demonstrate our appreciation for our workforce by providing extra vacation days (Safe Summer/Winter Days), opportunities to participate in community events such as Champion of the Crescent, and support for community engagement.
- **Diversity, Equity & Inclusion:** We actively promote diversity, inclusivity, and equal opportunities within our organization. Our diverse team, representing various backgrounds in terms of ethnicity, gender, sexual orientation, religion, and age, enriches our workplace and fosters creativity. In line with this is Safe's commitment to pay transparency prior to it being required by any legislation. Since 2004, Safe has consistently invested in acquiring salary market data to guarantee equitable compensation for our employees, aligning it with their roles and responsibilities. We introduced our Transparent Salary Grid in 2020, so that we can properly foster trust and morale amongst our employees and show our commitment to promoting fairness and equity within the organization.



# Environment

- **Sustainable Practices:** Our Certified LEED Gold Building exemplifies our commitment to environmentally sustainable practices which include, but are not limited to:
  - **Efficient Energy Use:** We prioritize electricity and light conservation by implementing an automated shutdown of non-essential systems from 5:30 PM until 6:30 AM. In addition, our office light switches are equipped with sensors to prevent unnecessary energy consumption.
  - **Rainwater Harvesting:** We have an intricate rainwater recycling system that filters it through a bio swale and a treatment area that then pumps it for irrigation
  - **Green Rooftop Patio:** Our impressive 6,000 sq ft green rooftop patio not only enhances our workspace but also contributes to environmental sustainability.
  - **Reduced Plastic Waste:** We promote responsible water consumption by providing filtered, clean water through our water, ice, and coffee machines, reducing the need for single-use plastic water bottles. Additionally, every employee is equipped with thermal mugs to further minimize plastic bottle usage.
  - **HVAC Efficiency:** To optimize energy efficiency, our HVAC systems are programmed to shut down during non-working hours and weekends. This proactive approach ensures that they do not run unnecessarily.
  - **Temperature Control:** We employ blackout blinds on windows to regulate indoor temperatures during extreme weather conditions, reducing the reliance on HVAC systems for climate control.
- **Carbon Neutrality:** To mitigate our environmental impact, we invest in carbon offsets that adhere to recognized Gold Standards, ensuring our operations are carbon-neutral. *For 2023, we offset 100% of all air travel.*
- **Eco-Friendly Commute:** We encourage eco-conscious commuting by offering secure bike lockers, EV charging stations, and convenient access to public transportation for our employees.



# Customers

- **Inclusive Product Offerings:** We aim to provide technology that empowers individuals to do meaningful work and brings data to life across various industries and disciplines. We are dedicated to expanding possibilities and redefining industry standards. For instance, GIS and medical research may not be two fields you'd expect to see join forces. The University of Oxford and the Oxford Eye Hospital are charting new territory: they're mapping the eyes of human ophthalmology patients to assess the progress of genetic eye diseases that currently have no cure, and to document the effectiveness of new trial treatments. They have found that since ophthalmic imaging contains spatial features, using software that has been designed for spatial data allows them to draw more information from their data and develop innovative ways to analyze it. FME could play a vital role in assessing the success of therapies. The university's work has demonstrated that FME can be adapted for ophthalmology, showing that GIS can provide innovative quantitative analyses and allow visualization of various parameters in retinal disease.
- **Human Capital Development:** Through initiatives like Humanitarian Licenses and Educational Grants, we make it possible for researchers, non-profit organizations, educational institutions, and teachers to access our platforms, thereby contributing to the development of human capital and skills.

