Yoti Guardians Council Meeting
1 September 2020

Attendance: See Table at end
Date: 1-09-2020 1700-1930 GMT

Location: Yoti Office & VC
Recorder: Eric Levine

Agenda	● Yoti Commercial Position under Covid ● Covid testing and test results ● Diversity and inclusion update	● B-Corps reporting update ● AOB

Carry Over Actions from Past Meetings:	Status Update
○ Blog post re Cookies published June 2021	COMPLETE

Actions from this Meeting:	Status Update
○ Inclusion - Yoti HR & leadership team to consider how to encourage a wider diversity of affinity/ interest groups, consider developing a toolkit for 'allies' and to undertake thorough exit interviews to understand staff motivations to move on.	
○ Progress commercial discussions to expand open source mini PCR design	
○ Deliver WCAG App 2.1 Accessibility by mid 2021	audit June 2021
○ Meet compliance of the Age Appropriate Design Code by September 2021	Enforcement date Sep 2021
○ Review ethical company awards and assess participation	

Next Council Meeting	1-12-2020

Summary notes from the meeting are provided on the following pages, with points of agreement and actions clearly noted.

Welcome	Meeting began at 1700.
B-Corps update	Yoti shared with Guardians the process that Yoti is going through and the content that we are creating as part of our bi-annual B Corps recertification process. We are going through the external assessment, which comes around each two years, to update our public facing score. The B Impact Assessment assesses the impact of day-to-day operations and business model through a points-based questionnaire that assesses five core themes: *Governance, Workers, Community, Environment* and *Customers*. Guardians appreciated seeing the granular evidence on 222 areas which Yoti, and all BCorps, provide detail and evidence on during the assessment.
Discussion Topics	The following points were tabled for input and advice from Guardians.
Yoti Commercial Position under Covid	**Topic:** Yoti provided a business update outlining how Yoti has been affected by, responded to, and pivoted in the context of the significant disruption caused by the Covid-19 pandemic and the difficult economic situation affecting Yoti's core markets and many of Yoti's current and potential growth sectors.

	● COVID-19 testing ● Mini thermal cycler (PCR) product (for COVID and flu testing) ● A significant public services tender ● Updates from growth across Canada, Financial Services, New Zealand **Discussion:** The Guardians inputted that whereas in the past, one's "ID" was a generalized thing (a passport or driver's license could be used for many purposes), the main concern in the Covid Age (a cultural as well as a technical pivot) is toward 'being cleared for a single purpose'. They added that a general positive context for all of business and government is that the world has suddenly become far more digital. Some of the resistance to digitizing everything, even including sensitive topics such as voting, is, if not declining, re-contextualizing and being reconsidered in the light of the pandemic. Guardians reminded us that Kim Cameron at Microsoft back in 2004 developed the "7 Laws of Identity"[1] that in Covid time became especially relevant. "User control and consent," "Minimum disclosure for a constrained use," "Justifiable parties," "plurality of operators"... Suddenly everyone's mentality has to move into that framework... The Guardians praised Yoti's commitment to respect fundamental rights, and how this will put the company in a privileged position to collaborate with governments.
Covid testing and test results	**Topic:** Guardians were presented to on the significant pivot that Yoti has undertaken as a business with the focus on COVID testing and test results. Yoti has made continued significant investment in this area, despite the challenging economic circumstances and market pressures and the commercial terms. 1. Covid testing with FRANKD The partnership is with Polish biotech company, GeneMe which has developed "FRANKD" a swab test for COVID-19 that is completed on-premises in c. 25 minutes, independently validated by Gdańsk University of Technology. With consent, results are automatically issued on to each individual's Yoti app. On-premise testing speeds the process of delivering results, as no need to transport samples to labs to be processed, making it cost-effective to perform mass daily/regular testing and point-of-entry testing at locations such as care homes, airports, offices. It is hoped this can reduce the need for mass quarantine for hotel guests and employees and allow venues to reopen at significantly lower risk. Yoti showcased the web testing portal which ensures that all tests in a batch are assigned to the correct owner and the result added to the tested person's Yoti, with consent, which can be presented or shared with other parties securely in one tap or QR scan, with a clear audit receipt trail. Some of the risks discussed: ● Regulators may detect problems with the test reliability, given the level of innovation. ● A better, cheaper, simpler to manufacture test may emerge at any time. ● Regulators may take significantly longer than desired to approve the FRANKD test ● GeneMe may struggle to produce enough volume of tests, at sufficient quality to meet the high demand period **Discussion:** The Guardians broadly supported this activity. The Guardians agreed that this would be a good application and should deliver some well earned commercial rewards. The Guardian further reinforced the point that critical data needs to be trusted; and that Yoti is a flagship for how to do this well. Yoti has the right architecture for data portability so should try to support as many countries as possible, delivering a positive social purpose that the business can be proud of.

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[1] https://www.identityblog.com/stories/2005/05/13/TheLawsOfIdentity.pdf

Diversity and inclusion update	**Topic:** The HR Department outlined Yoti's newly revised Diversity & Inclusion Commitment Strategy and initiatives aiming to improve diversity at all levels of the business and drive ingrain it in our working culture. They talked through three stages and the proposed timeline of work for 2020-2021 1. **Recruitment -** work on recruitment and *standardised recruitment practices and inclusive language in job adverts, Rooney-rule implementation, moving to blind CV searching, diverse interviewers, training on building diverse teams, diversity training at onboarding and for managers, diversity of where we advertise roles.* 2. **Culture** - *review of the diversity of our affinity/social/support groups, broadening the diversity of events supported during the calendar year picking up on feedback from our Pulse surveys.* 3. **Learning & Development -** Sessions for all staff e.g. countering discrimination, some optional, sessions for various functions e.g. Product Design for diversity & inclusion. **Data** - Reporting, target setting and monitoring key metrics to create accountability and transparency. e.g. Ethnicity & Gender pay gap; Organisational, C Suite/Leadership Team diversity. **Events** -building relationships with organisations focused on diversity in the tech sector. **Mentoring -** more internal and external mentoring opportunities for staff. **Policy** - Review of relevant internal policies to improve inclusivity. **Discussion:** The Guardians agreed with the changes and the introduction of more informal sessions, encouraging a diversity of interest groups to make people more part of the culture. Ther Guardians suggested: 1. To provide a toolkit for 'allies' to help staff be more active, rather than passive, and empower staff to support others to build an inclusive culture; and 2. To undertake thorough exit interviews to understand staff motivations for moving on.
AOB	**The Regulatory and Policy Team outlined several Digital Identity regulatory shifts important for 2021:** ● 5AMLD, Money Laundering Regulations 2019 and Joint Money Laundering Steering Group guidelines are all placing greater emphasis on digital identity, acknowledging the need for biometrics and chipped documents. ● Electronic conveyancing of land is finally going ahead, bolstered by the use of digital signatures. ● Governments are establishing public sector trust frameworks to govern the creation and deployment of digital identity systems for citizens, e.g. in the UK, Australia, Canada. ● Due to COVID-19, there have been some extraordinary measures put in place by the government, permitting individuals to prove their identity remotely e.g. for financial product onboarding, right to work and right to rent checks, Disclosure and Barring Services. **And outlined two focus regulatory areas for 2021:** 1. App Accessibility deadline to meet by June 2021 for all UK public sector work, to meet the PSBAR 2. Age Appropriate Design Code - incoming UK legislation deadline to meet by Sep 2021 . This requires online service providers to treat children 'age appropriately' and design services for children's needs and in their best interests. Yoti will undertake significant work to comply with the code - summarised for the Council - as well as how Yoti will enable other organisations to meet the Childrens Code. The overarching requirement is that all organisations build the standards set out in the code into design processes from the start, into subsequent upgrade and service development processes and into the PIA process.
Adjournment	The meeting was called to a close at 1930.

2020 Meeting Attendance													
Meeting Dates	3/2	4/5	1/9				Yoti Staff	2/3	4/5	1/9			
Renata Avila	●	●	●				Robin Tombs	●	●	●			
Doc Searls	●	●	●				Julie Dawson	●	●	●			
Joyce Searls	●	●	●				Eric Levine	●	●	●			
Gavin Starks	●	●	●				John Abbott	●	⊠	●			
Seyi Akiwowo	●	●	●				Emma Butler	●	⊠	●			
							Sam Rowe	●	●	⊠			

● = in attendance ○ = absent/ apologies ⊠ = Not scheduled to attend