

Netcompany



AI Governance, Responsible AI & Ethics

Changing Europe with responsible digitalisation

Empowering digital societies through responsible digitalisation

- Founded in 2000 in Copenhagen, Denmark, Netcompany delivers critical IT and Digital solutions across public and private sectors
- Supporting digital transformation for efficient, sustainable futures, we are a trusted partner in Supply Chain, Transportation, Utilities, and Government
- With our ‘Reuse, not Reinvent’ approach, we offer cross-sector and international best practices to support legacy modernization
- We accelerate and enable digital foundations with cloud, automating operations, and running mission-critical services with confidence

By the numbers

8,260

Employees
year-end 2024

£738m

Group Revenue in
2024

50+

Nationalities represented
in workforce

Customers

















Running Today. Transforming Tomorrow.



Defence



Transport



Healthcare



Trade



Public Safety

Assuring the Resilience of the UK's National Infrastructure

Supporting the Strategic Road Network



The National Highways digital estate is a highly complex ecosystem, comprising 130 suppliers and 40 services.

Working as a trusted partner with National Highways since 2019, we have supported its Digital Services team to manage suppliers, reduce downtime, and deliver significant improvements to processes.



Streamlining UK-EU Trade with NCTS5



HM Revenue
& Customs

Netcompany's ERMIS solution replaced HMRC's 20-year-old legacy system with the **New Computerised Transit System Phase (NCTS)**.

The modernised, automated customs procedures for UK and EU traders improve efficiency and reduce waste.



Saving 600K+ hours in GP Surgery Administrative Work



Over 95% of **UK GP surgeries** are now processing 2.4+ million patient registrations through the NHS App.

Our work with NHS England has enabled the full digitalisation of the patient registration process, reducing what used to take weeks down to minutes.



Assuring National Security through Safe Modernisation



Home Office

We work with the **Home Office** to modernise critical national infrastructure, enhancing public safety.

Our expertise supports initiatives that bolster national security and Policing efforts, such as the NIAM (National Identity and Authentication Management) technology platform.



Migrating 47 Mission-Critical Applications to the Cloud



Ministry
of Defence

We worked with the **UK Ministry of Defence** to migrate 47 mission-critical applications to MODCloud, supporting over 330,000 military and civilian users.

This transformation strengthens security, reduces downtime, and enables future innovation.



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AI Governance, Responsible AI & Ethics Service

Netcompany delivers an expert-led Ethical AI Adoption service that aligns with the UK's pro-innovation principles. We transition experimental pilots into enterprise-ready solutions, ensuring compliance with UK regulator expectations and maintaining data sovereignty. Our approach uses transparent practices to build trust while protecting citizens and organisational reputations across all UK sectors.

Service Features

1. Standardised nine-step AI deployment roadmap for ethical UK adoption
2. Alignment with UK cross-sectoral principles for safety and fairness
3. Multi-regulator compliance support through DRCF and ICO guidance
4. Responsible AI framework embedding ethics and clear explainability
5. Technology-agnostic platform architecture preventing vendor lock-in
6. Sovereign infrastructure ensuring complete control over UK data
7. Detailed data audit logging for UK regulatory transparency
8. Systematic data masking protects sensitive personal and clinical data
9. Multi-layered quality assurance, including hostile Red Teaming and pilots
10. Workforce implementation strategy with superuser training and advocacy

Service Benefits

1. Accelerates progression from experimental pilots to live AI operations
2. Mitigates risk of substantial fines through UK regulatory compliance
3. Ensures audit-readiness via detailed data lineage and activity logging
4. Proactive alignment with UK ICO and CMA regulatory expectations
5. Enhances stakeholder trust via transparent, bias-mitigated AI outputs
6. Retains sensitive data within sovereign environments, ensuring privacy
7. Open platform design supports long-term flexibility and innovation
8. Sustainable digitalisation aligning with ethical governance and net-zero goals
9. Reduces organisational resistance through structured training and narratives
10. High-precision outcomes through structured data quality and accuracy assessments

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AI Governance, Responsible AI & Ethics Service

Who is this for?

This service is for UK public sector organisations across all sectors that are transitioning from experimental AI pilots to live operations. It is designed for purchasers who require a comprehensive implementation process to ensure AI assistants are developed and maintained in a secure, compliant manner.

As a government organisation, you need to protect citizens and your reputation while navigating the UK's pro-innovation approach to AI regulation. Our service supports those who need to ensure data sovereignty and align with the expectations of regulators such as the ICO, CMA, and Ofcom.

What is the service?

Our ethical AI adoption service enables organisations to transform AI visions into specific, business-value-focused descriptions by mapping human working processes to an AI-supported future state. We ensure that AI implementations are secure, transparent, and accurate.

The service comprises:

Flexible Technical Platform

A centralised, technology-agnostic AI platform with a robust security model to prevent unauthorised "shadow" solutions.

Data Quality & Protection

Rigorous assessments of data correctness and bias, using retrieval-augmented generation (RAG) and systematic masking to protect personal information.

Regulatory Alignment

Guidance through core principles, including Safety, transparency, fairness, accountability, and contestability.

Structured Quality Assurance

A multi-layered process including red teaming (neutral and hostile) and pilot projects with superusers to refine systems in real-world contexts.

Operational and management reporting

Creation and scheduled distribution of production-ready reports, packages, and balanced scorecards tailored to different audiences and access needs.

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AI Governance, Responsible AI & Ethics Service

How do we do it?

We support you in understanding and defining your AI visions and specific use cases to ensure AI adoption is focused on business value rather than driven by technical experimentation for its own sake.

We review your existing AI landscape, including current language models, data processing workflows, regulatory alignment, and any experimental pilots. This enables us to identify regulatory gaps, mitigate ethical risks—such as bias or confidentiality issues—and prioritise use cases that deliver immediate business value and enterprise readiness.

This approach accelerates the progression from experimental pilots to live AI operations, enhances stakeholder trust by reducing organisational resistance, and ensures high-precision outcomes with full transparency and audit-readiness.

We follow a structured, **nine-step roadmap** to ensure your AI solutions are ethical, compliant, and ready for live operation:

Step 1: Define the Use Case

We map human processes to an AI-supported future and establish KPIs such as productivity gains and error rates.

Step 2: Flexible Technical Platform

We provide a centralised, vendor-neutral infrastructure that lets you switch language models as technology evolves.

Step 3: Data Assessment

We conduct quality assessments and use systematic data masking to protect personal information.

Step 4: Legal & Regulatory Framework

We ensure outcomes align with the Equality Act 2010 and the Human Rights Act.

Step 5: Setting Boundaries

Using Prompt Engineering, we restrict AI tasks to their specific competence to minimise errors.

Step 6: Structured QA

We use hostile Red Teaming and pilot projects with superusers to refine the system in real-world contexts.

Step 7: Usage Data & Auditability

We establish detailed data lineage and log interactions for at least 6 months to ensure regulatory transparency.

Step 8: Training & Advocacy

We prepare the workforce through Impact Strategies and build superuser networks to advocate for the change.

Step 9: Support & Monitoring

We implement intelligent monitoring for security breaches (like prompt injections) and establish automated human-escalation routes.

Nine-point process – Responsible AI adoption

“ A systematic and iterative process that guides organisations and governments in the development, implementation and maintenance of secure, effective and responsible AI assistants.



Technology



Legal



Business



How we work

A photograph of a group of people in a meeting or conference. In the foreground, a man with a beard and short blonde hair, wearing a white shirt, is smiling and looking towards the left. Behind him, another man in a blue shirt is partially visible. To the right, a woman with long brown hair, wearing a grey jacket, is also looking towards the left. The background is blurred, showing other people in the room. The overall lighting is warm and professional.

We empower societies, companies and institutions to take control of their processes and data.

Dedicated to a Greener, Fairer Future

- Netcompany is more than a business; we're a community of employees, customers and partners committed to a sustainable and fair society.
- When working towards the Social Value Quality Mark, we developed a set of seven pledges. These support our alignment with the United Nations' Sustainable Development Goals and the UK Government's Social Value Model. Furthermore, they underpin the development of our social and environmental impact initiatives.
- We are proud to be the winner of awards and accolades from our work and contribution to social value creation and community well-being.



Social Value in 2024

■ Communities

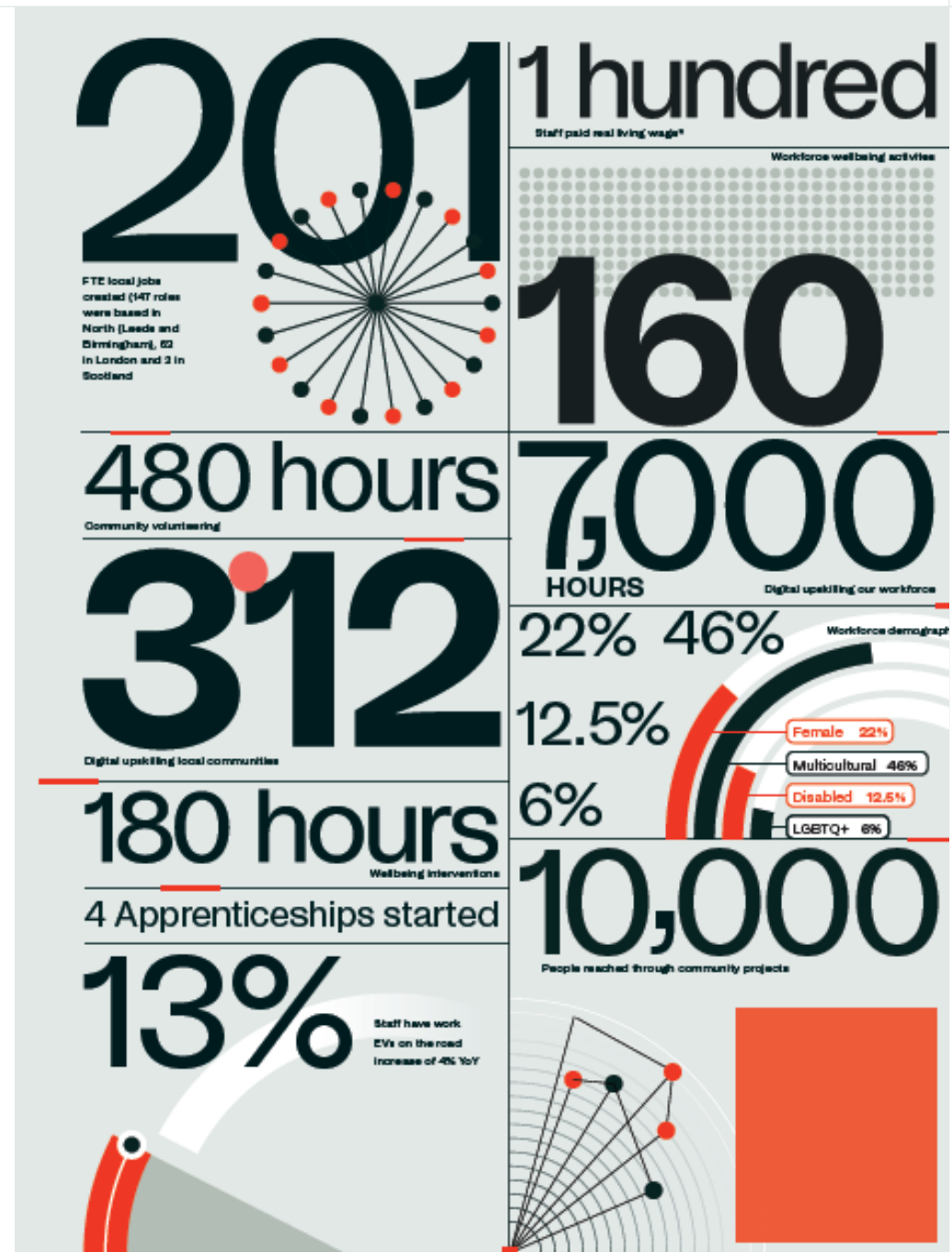
Netcompany partners with schools, charities and SMEs to build digital skills, improve access to technology and create inclusive opportunities. Through volunteering, mentoring and targeted programmes, Netcompany reached **10,000 people** across **480 hours of volunteering** in 2024, running and contributing to events with Ahead partnership, Rebel Business School and more. Netcompany helped local areas strengthen in resilience, employability and long-term economic growth with the creation of **201 FTE jobs** across London, Birmingham, Leeds and Edinburgh of which 100% are **paid real living wage**.

■ People

Netcompany invests in our people through inclusive recruitment, apprenticeships and continuous learning. We delivered **7,000 hours of digital upskilling** through our dedicated Academy in areas of digital, management and personal development. We support underrepresented groups into meaningful careers, with **4 new apprentices** who are supported by our ERGs (Women, Multicultural, Veterans, LGBTQ, Neurodiversity). Netcompany has achieved demographic representation above the industry average in areas such as ethnic minority, who make up **46% of our workforce**. We promote fair pay, wellbeing and progression, delivering **180 hours of wellbeing intervention** in 2024 through access to specialists and webinars targeting mental and physical health, and financial management.

■ Environment

Netcompany is reducing carbon emissions through an **EV scheme adopted by 13% of our staff**, promoting green IT through project Green Team Charters and tackling tech waste through our partnership with Good Things Foundation. We embed sustainable practices in delivery and supply chains, ensuring our ecosystems meet minimum requirements and support biodiversity volunteering with the NHS.



Domain expertise across many industries

- With vast technology experience and deep public sector specific knowledge, we quickly create innovative solutions tailored to your goals, delivering outcomes to address the intricate challenges currently facing governments.
- Through our innovative delivery approach, true client partnerships and exceptional people, we design and deliver solutions that have dramatically increased user engagement and provide better citizen and customer experiences for us all.



We are the customer's partner first, the software vendor's second

Netcompany is a tech-agnostic IT solutions provider, and we are entirely independent – always opting for the precise mix of technologies that is optimal to your business.

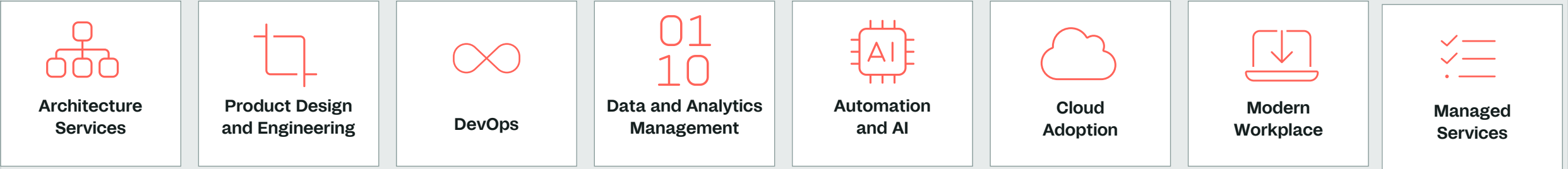
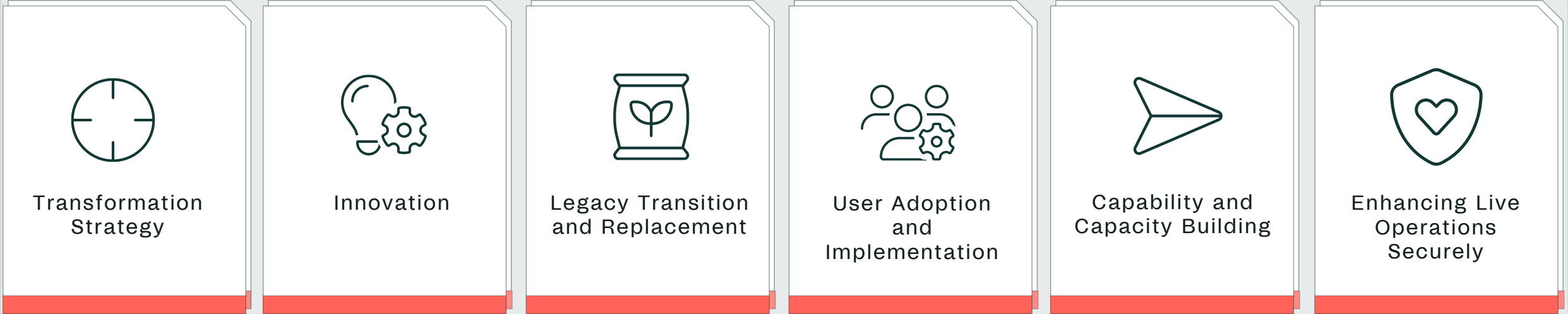
With expertise in all modern technologies and industry-targeted digital tools, we guide you through your options, combining components and software with the goal of finding the right balance between needs, agility and operating costs.



What We Do – and How

Championing Digital Sovereignty and Responsible Digitalisation, we deliver end-to-end IT services – even where others couldn't.

End-to-end transformation delivery capability



Underpinned by our delivery expertise

Methodology

Business Analysis

Change Management

Project Management

Dev & Test

A singular delivery model that sets us apart



Open platform approach

- Legacy-free solutions with full customer ownership
- Technology agnostic – customer needs is the only thing that dictates technology choices
- Reusable components and portfolio of future-proof platforms and products



Access to unique talent

- IT people leading IT people
- No knowledge gaps
- Interdisciplinary and cross-organisational teams
- Scalable project cell structure



Building digital maturity

- Highly collaborative, on-site development approach
- We share our expertise and educate your organisation
- We nurture your digital maturity and independence



Controlled agile delivery

- A perfect mix of waterfall and agile virtues
- Control and predictability in harmony with lean, continuous improvements and adaptation

Next-generation digital transformation

Platforms for the future

A platform is something to build on. It's a solid foundation. It's safe. It's re-usable. In short, it's a responsible way of doing IT.

Why Netcompany platforms?



■ Reliability from re-use

Our platform approach prioritises successful re-use, ensuring consistency and reliability for clients, and reducing development redundancy with cutting-edge technical platforms.



■ Reduced risk

Our meticulous documentation and use of proven platforms provide a high level of transparency and agility, ensuring timely delivery with reduced risks.



Netcompany Platforms

Easily customisable, rapidly deployable,
and AI-ready - for the futureproof business.

CONTROL TOWER



PULSE™ is a control tower for a real-time data ecosystem that allows businesses to share and act on a single source of truth.

It facilitates adaptable planning and forecasting in changing circumstances, breaking down silos and providing a single view of plan, execution and results.



PROCESS AND ADMINISTRATION



AMPLIO™ is our platform for regulated case management and process automation in highly compliant environments. It's a powerful tool for digitising and controlling complex processes, providing a single source of truth for all business executions.



DIGITAL POST & ARCHIVE



AMI™ is a secure platform that connects businesses and people. As a Digital Wallet, it offers a range of compliant 'my site' features like archive, profile, sign, and pay-as-a-service.

Additionally, AMI allows fast data and document exchange with other businesses.



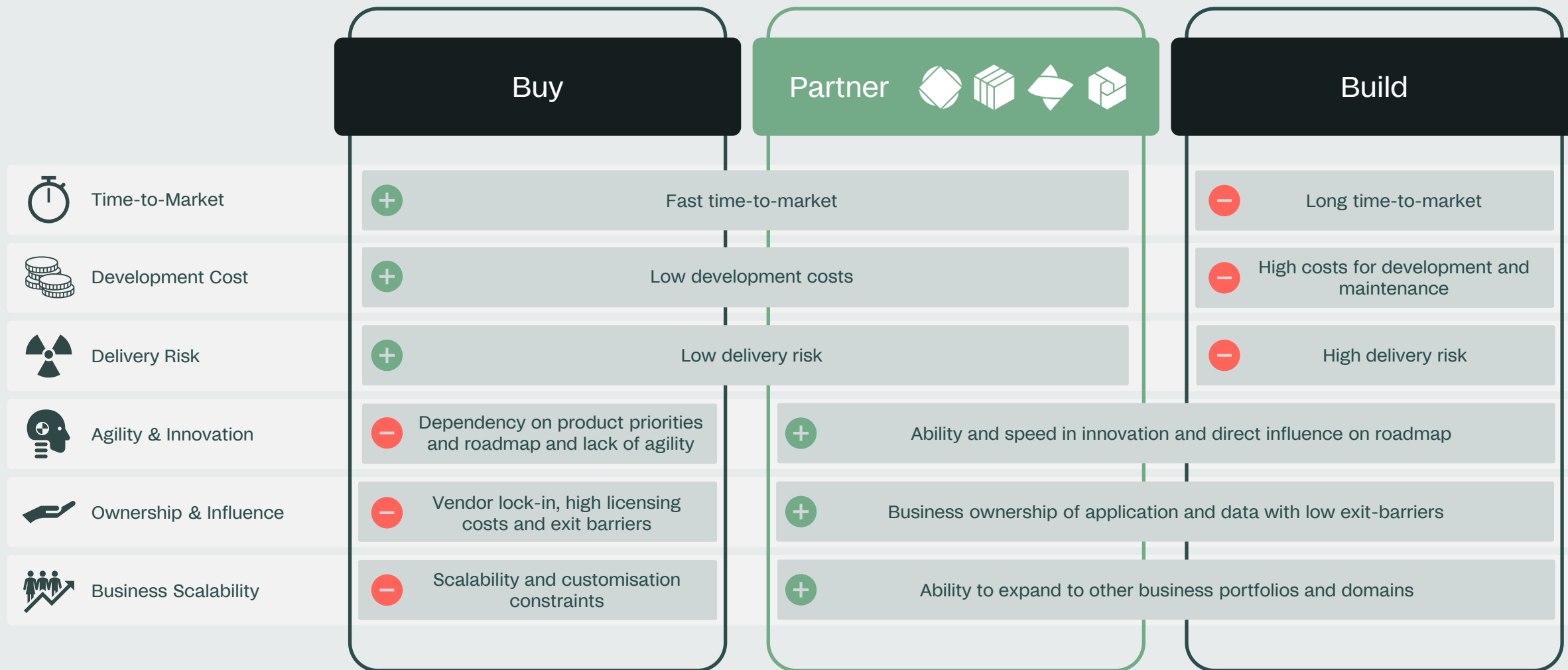
GENERATIVE AI PLATFORM

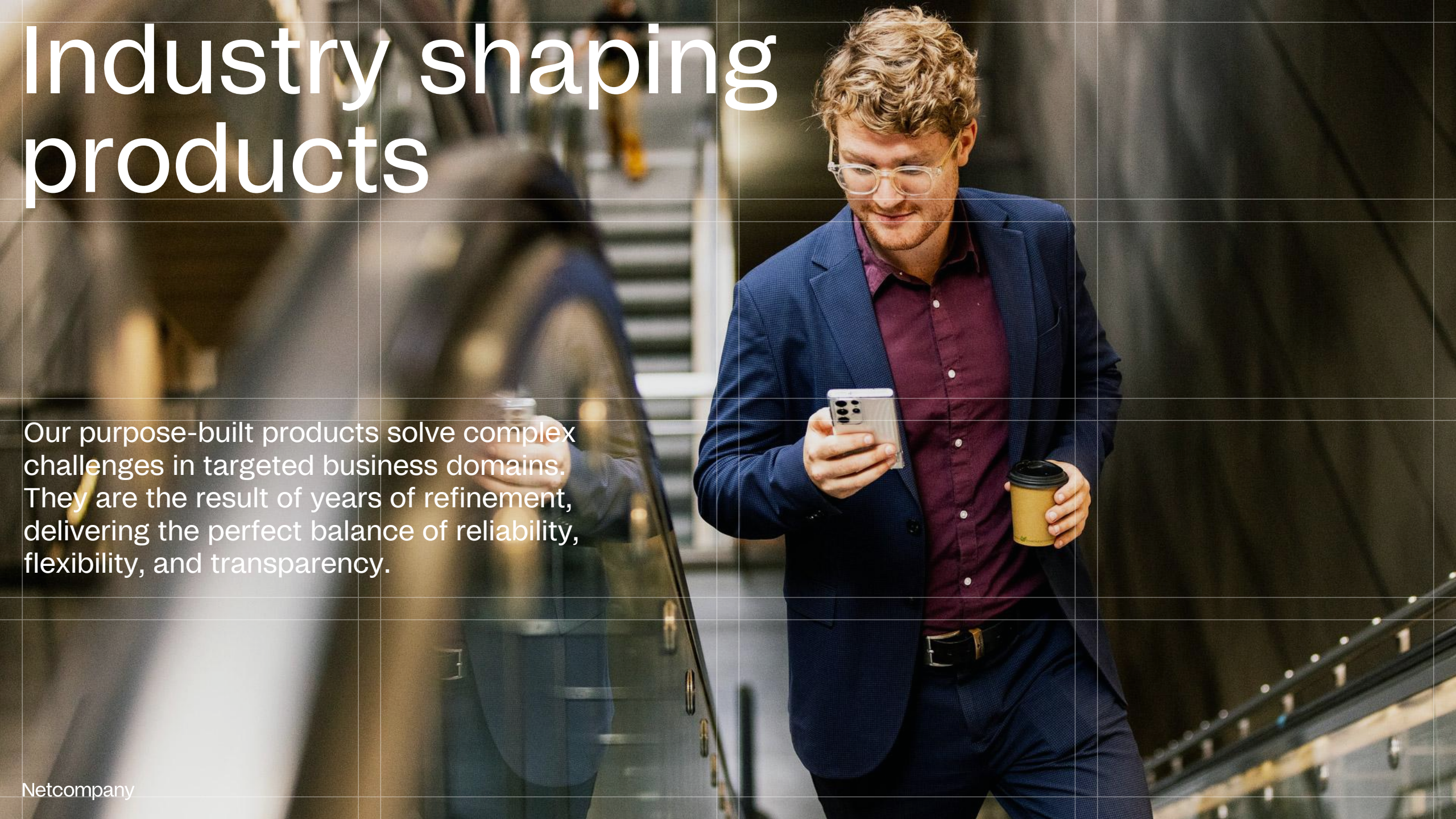


EASLEY AI™ orchestrates and leverages existing AI models, quickly connecting them to your unique business data, tools, and processes, centralising and storing data securely within EASLEY – not with the model provider – to ensure full transparency and governance of AI.



The strategic benefits of our platforms





Industry shaping products

Our purpose-built products solve complex challenges in targeted business domains. They are the result of years of refinement, delivering the perfect balance of reliability, flexibility, and transparency.

Why Netcompany products?

■ You could settle for a standard product

Off-the-shelf IT products promise speed and low cost with minimal custom work. Yet they often fall short of meeting your unique needs – leading to integration issues and hidden expenses.

■ Or choose the better way

Our range of products is designed to match your specific requirements. They offer modular integration, one transparent price to eliminate surprises, and an open-source foundation.

■ In short –

A generic IT product might seem appealing at first, but its long-term drawbacks – limited flexibility, rising costs, and integration headaches—can add up. Our products deliver the reliability, adaptability, and transparency your business needs – the result of years of refinement.



Netcompany Products

TAXATION

SOLON TAX™ is our built for purpose commercial-off-the-shelf (COTS) product for taxpayer and revenue management operations and process automation in complex revenue authority environments.



CUSTOMS

ERMIS™ is a dedicated, self-contained, reusable, and integrated family of customs solutions, with continuously evolving capabilities designed to be the customs operations management system of choice for customs administrations.



SOCIAL SECURITY

PERSEUS™ is our purpose-built commercial off-the-shelf (COTS) product for employers, insured persons, social security revenues, pensions, and benefits management operations. It facilitates process automation in complex social security environments.



DIGITAL BANKING

DX4B™ is our leading-edge digital banking solution, offering mobile banking, web banking, open banking, and digital wallets with a focus on interoperability and scalability.



RISK ANALYSIS

LUMENUS™ is a next-gen risk analysis solution designed for the public sector, offering increased usability, seamless interoperability, and a modern technology stack.



■ Our products are to our platforms what specialised tools are to a general-purpose toolkit.

While the latter reuse components across industries, our products target specific industries or business processes.

Together, they maximise our ability to reuse software at scale.

Our customers are the ones to reap the benefits.



Greater reliability



Lower costs



Fast deployment



Simple, transparent pricing scheme

Netcompany

Want to know more?

Richard Davies
Country Managing Partner, UK
info.uk@netcompany.com

[Netcompany.com](https://netcompany.com)

