

Corporate social responsibility statement



Alternative Networks is committed to operating in a socially and environmentally responsible manner, and we are structuring our policies, initiatives and practices accordingly, as we evolve as a business.

Employee welfare

All employees are afforded equal opportunities in an environment which is free from unlawful or unfair discrimination. We strive to create a positive, nurturing and progressive employee experience, and offer a flexible reward and benefits package that encourages a healthy work/life balance and general well-being.

Alternative Networks takes pride in offering outstanding consultation and service, and therefore places great importance upon training and development. The business has a well-established in-house training academy, and over 83% of management roles are filled by internal applicants.

Effective two-way communication and teamwork is also critical in creating a positive and productive work environment, and in addition to conducting team building events and initiatives, we actively encourage regular employee feedback through staff committees. Alternative Networks also informs employees of the business' activities and performance through face to face briefings, weekly bulletins, and directors operating an open-door policy.

Our environmental commitment

The business appreciates the importance of sound environmental practice, and a structured programme of green campaigns is being implemented to increase awareness and change behaviours. Employees share responsibility for improving Alternative Networks' practices, and our aim is to progressively reduce our environmental impact.

One of Alternative Networks' key policies is to reduce the amount of waste generated by 30% over the next two years. This target is expected to be achieved through measures which include: producing electronic as opposed to hard-copy communications, using reusable utensils instead of disposable items and operating printing restrictions. We have significantly reduced paper consumption by introducing a new monthly customer bill template, and are working towards the introduction of paperless billing.

Recycling unavoidable waste is also of paramount importance, and in 2008, Alternative Networks recycled in the region of 13 tonnes of waste. We have introduced additional recycling stations across all sites, and are increasing the amount of materials we recycle. In line with this, the business is working to double the volume of waste that we dispose of in this manner, and is implementing a recycling service for clients' mobile phones that are no longer in operation.

In conjunction with this, we are focussing on lowering water and energy usage. Marginally exceeding the Carbon Trust's recommended water usage quota, our target for our green campaigns and measures is to reach 'good practice' standards in 12 months.

Although travel to and between offices is inevitable, Alternative Networks is committed to reducing the environmental impact of transportation. The business is developing conferencing facilities within all offices, and role permitting, supports home working. Our operation of a Ride-to-Work cycle scheme, and the policy of restricting flights between offices to Board-approved emergencies only, is further reducing our carbon footprint. Scheduling for field engineers is also being revised to minimise time spent on the road.

In addition to concentrating on our environmental record, we now inspect our suppliers' green credentials. By examining the CSR statement of prospective suppliers, we ensure we work with companies with comparable environmental and ethical standards. Where possible, we are now sourcing environmentally friendly products and services, including: recycled paper, energy from renewable sources, energy efficient appliances, and company vehicles with low CO2 emissions and fuel consumption.

Community involvement

As a multi-site business, Alternative Networks has chosen to forge links with smaller local charities including, most recently, the Paul D'Auria Cancer Support Centre, Willow Wood Hospice and David Lewis. In addition to the business making financial donations, Alternative Networks' Charity Committee organises and manages regular fundraising activities and events.

