

Welcome Telecom Corporate Social Responsibility Statement

Welcome Telecom provide telecommunication services to UK businesses with some limited international activity. The head office, handling operations and customer services is based in Stroud, Gloucestershire. Other staff are home based at various locations.

As a small company it may be considered that the social and environmental impact of Welcome Telecom is negligible. However as IT and Telecomms globally produce around 2% of the worlds CO2 emissions (source – Gartner), roughly the same as the aviation industry, it is clear that Welcome must play its part in reducing this impact.

Comms Business survey (26/11/2008 showed that only 34% of businesses that responded had a policy in place to reduce their carbon footprint.

Welcome has developed a policy to reduce its' environmental impact and it is this policy that is regarded as the cornerstone of Welcome's approach to CSR.

<http://www.welcometelecom.co.uk/erp.pdf>

Welcome Telecom hope to include all stakeholders in their approach to CSR

The stakeholders include;
employees, company owners, customers, suppliers and the community.

The company directors are fully involved and intend to publish an annual report to inform stakeholders of the company's progress on CSR.

As a small company the most effective way in which Welcome can implement it's CSR statement is by ensuring that we;

- choose suppliers taking into account their CSR.
- reduce as much as possible its own carbon footprint
- assist employees in their personal development.
- encourage our customers to adopt ethical and environmentally sound practice wherever possible.

We are doing this by,

- choosing suppliers that trade ethically.
- Welcome are long term members of Prompt Payer, the fastest growing business register supporting and promoting companies to pay on time.



- auditing our own environmental impact and take steps to mitigate that impact. Once the audit has been completed Welcome will set targets to reduce and offset its' carbon footprint.

- All employees have a PDP which is reviewed on a monthly basis by the MD. All employees are offered the opportunity to request training when a need is identified. Welcome will also allow for relevant training to be undertaken as part of the working week.

- Welcome will inform its' customers and other stakeholders of products and opportunities by which they can also reduce their carbon footprint.

Our approach to engaging business partners in CSR

Welcome are engaging with a number of other companies to produce a collaborative approach to informing businesses, whether stakeholders or not, of the options and opportunities that can be made available in our fields of business.

We are also producing a regular newsletter where we promote ethical and socially responsible trading.