



Helping brands helping people

a statement of doing right

Social responsibility

At Alion, we are committed to doing the right thing for our customers, employees, community and environment. We constantly strive to develop and improve ourselves on being a responsible business.

Our customers

Social responsibility is heavily connected to our company vision. We want the digital era to improve the lives and experiences of everyone. Being a small group of digital experts, we know we can't change the world alone.

We seek and find leverage in our clients, and so we realise that it's our responsibility to empower the right organisations. Organisations that also strive for the improvement that we envision. We call this "*Helping brands helping people*". It's these organisations that we want to help. This is why we carefully (re)examine our prospects and clients' vision, mission and core beliefs before start dedicating our time, energy and expertise.

It needs to explanation that we also take great care in selecting our vendors – we have to be convinced they feel as responsible as we do, before we enter into agreements. Vendors are reviewed regularly, taking into account quality, safety/risk, social responsibility, convenience/simplicity, service, agility, cost and last but not least, our personal relation.

Our people

People are at the heart of Alion. That's why we work hard to stay a great place to work. A 'home away from home', as some of our colleagues call it.

We prioritise the health and wellbeing of our people by maintaining healthy working hours. We offer healthy beverages and a daily lunch, supporting vegetarian and vegan lifestyles by offering meat substitutes and having a flexible grocery policy. Open to any suggestion to put something new on the table.

We believe passionately in the value of study, coaching, training and personal development for our people. In order to truly excell in our jobs, we understand that we need to support our people to enable them to perform their best.

Therefore we provide various development opportunities. We offer every fulltime employee a minimum of 12 so-called 'VIP days' per year. Time exclusively available to spend on whatever subject or activity is relevant to the employee's roles, ambitions, career path or wellbeing.

Giving back to the community

We believe that all businesses have a responsibility to 'give back' to the community that they operate in. We allocate budget, time and offer flexibility in working hours to help our employees and their family members undertake activities that support the community. Whether it's helping a local primary school with their weekly reading scheme, or cycling the Mont Ventoux to help get donations for 'Stichting Hartedroom' - we support our people to take part in community-focused activities.

Our commitment to the environment

Doing the right thing for the environment is very important to us. Alion's management actively raises awareness of environmental issues and undertakes activities to reduce our carbon footprint. We focus on three key areas. Transport, energy and waste.

All of our people receive training on our environmental requirements during their onboarding. In addition, we regularly raise awareness and encourage generation of ideas to reduce our impact on the environment. Read more in our [environmental statement](#).

Environmental statement

Alion fully accepts its obligations towards the environment and society. In support of the principle of sustainable development, as well as our own company values, we aim to achieve environmental best practice throughout our operations wherever possible.

Reducing Environmental Impact

Our key environmental impacts have been identified as waste, travel and energy usage, and they have therefore been selected as our key focus areas. We set targets for continual improvement with emphasis on these areas. All of our people are trained on our environmental requirements upon joining Alion, and we refresh the onboarding information at least annually.

We are committed to preventing pollution, not just directly (by separating waste and trying to minimize it) but also by taking into account the environmental impact of resources and the products we create and deliver. In our operations, we choose for scalable and shared cloud solutions over dedicated solutions, to minimize waste of useless overcapacity. Our developers take pride in optimizing their code with regards to usage of server and network resources, to reduce the amount of resources consumed.

We promote and encourage sustainable travel wherever possible by reviewing travel methods and promoting alternatives to single occupancy car travel by employees and visitors.

Legal Compliance

We view environmental legislation and regulations as minimum standards to work to, and often aim to go above and beyond by implementing forthcoming legislation and other requirements in advance of obligation. We always strive to follow best-practice guidance, rather than just sticking to the minimum required by law.

Sharing

As well as improving the environmental performance of the company, we are committed to providing guidance to employees wishing to pursue environmental best-practice outside of work.

Sharing assets

Alion has a flexible policy with regards to sharing company assets with employees. Under the condition that it does not interfere with security and privacy obligations, we promote

lending equipment, and re-using equipment and office furniture when discarded at the office. As such we have shipped computer systems to poor families in eastern Europe,

Sharing information

During quarterly inspirational team meetups, we offer time to colleagues to share knowledge on any topic they seem fit to help address environmental issues. From sharing experiences with solar panels to applying home automation solutions reducing energy consumption. We also work in partnership with our suppliers and other organisations to raise awareness and share environmental best practice advice and information.

This Environmental Statement is reviewed annually and follows any significant changes to the business. Last update: march 2020. In case of any remarks, questions or suggestions, feel free to contact our management at info@alion.nl.