

## CHALLENGES:

Moores operates a 600,000 ft<sup>2</sup> factory and as such, one of the biggest challenges falling under the sustainability umbrella is energy reduction, with emphasis on reducing their 'operational carbon requirements'. They have been working on reducing carbon since 1987 when they installed the first biomass boiler, reducing the reliance on fossil fuels and removing waste from landfill. Additionally, they have reduced vehicle mileage by utilising digitised load planning/delivery software and replacing their delivery fleet to be awarded the FORS Silver status (with XPO Logistics).

Another big challenge for Moores is reducing waste. The company has established an Energy Policy, Waste Segregation Policy and Water Policy highlighting targets, how they intend to achieve them, responsibilities and timescales.

## IMPACT:

As a supply chain partner working with Barratt Development, Moores attended a School Workshop for Barratt suppliers. Several impacts resulted:

- **Internal 'buy-in':** Moores has completed several School assessments since 2017, with verification and assistance from specialist areas of the business to ensure accurate portrayal of performance and optimum benefit from the action plans.
- **Knowledge sharing:** Moores have found the bespoke, tailored, ten-point action plan to be particularly beneficial, providing focus on specific areas to target, where information can be cascaded throughout the company, improving the performance of the company, which can then be reflected on future reassessments
- **Continuous improvement:** The assessments process has stimulated a significant amount of dialogue, promoting sustainability principles both internally - with the Leadership Team, and externally - through interaction with customers. The process has also been used to demonstrate 'continual improvement', particularly beneficial for external auditing processes.
- **Reinforcing values:** Moores has utilised the School resources to upskill its own workforce and supply chain and reinforce their own company values, especially with FIR Programme and valuing the workforce.
- **Increased collaboration:** The company has given presentations to the Leadership Team (CEO and Directors), as well as investors to promote the School and the company's utilisation, as well as including it in review processes and the clients they work with. The next step is to commence promoting the school to key supply chain partners.



## FACT BOX

### COMPANY

Moores Furniture Group Ltd

### NO OF EMPLOYEES

Over 500

### HQ

Wetherby, Yorkshire

### WEBSITE

[www.moores.co.uk](http://www.moores.co.uk)

### MAIN CONTACT

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### SERVICES

Kitchen & bathroom furniture manufacturer

### ABOUT

Established in 1947, Moores Furniture Group is one of the UK's leading kitchen and bathroom furniture manufacturers with turnover of £46 million.

They design and manufacture kitchens and bathrooms in close collaboration with housebuilders to develop optimum solutions including: high rise; contract (private and public sectors and retail business to consumer); affordable housing, and retail distributors.

## VALUE GAINED:

Moores has gained value from being a School member:

- **Continual development:** The company has networked with specialists from other companies through attending workshops, which help to evaluate latest developments within the industry and provide extensive information for the continual development of a meaningful 'sustainability strategy' and action plan.
- **Demonstration of commitment:** Moores demonstrates to stakeholders that sustainability is a cornerstone of its business and the sectors it engages with.
- **Staff upskilling and engagement:** E-learning modules are set at various levels from beginner to expert level, so Moores employees benefit from hours of staff development. The modules are used to get staff engagement from the Leadership Team to the corresponding employee who, through doing the work, will make a significant contribution in the progression of Moores' sustainability journey.
- **Recognised achievement:** With the continual learning through the School, Moores has achieved 'Gold' status and intend to use the logo throughout their website, sales literature, PQQ and tender documents, and during discussions with customers, as appropriate.
- **Enhanced reputation:** With the steadily growing number of main contractors and client Partners in the School, Moores see this as an ideal opportunity to promote their active involvement and demonstrate their commitment towards sustainability in all the sectors they engage with.
- **Better placed to meet client requirements:** Through the School learning, Moores has a greater understanding of how to assist clients to meet sustainability obligations. As an example, Moores assisted Lendlease – Be Onsite and in partnership with Lendlease's key contractors, developed the 'Breakfast Club'. The Club comprised eight bespoke interactive training and development programmes aimed at forty-eight new industry entrants over a fifteen-month period. The programmes ran concurrently as a controlled programme alongside Be Onsite's regular intake of new employees. The 'Breakfast Club' commenced in September 2018 and is an initiative programme developed in an effort to retain young people in construction by focusing on soft life skills, including financial literacy, communication skills to build and manage relationships in the workplace and practical first aid skills in the workplace. These skills all in addition to traditional construction skills training.




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*- Mark Grainger*

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*Moores is currently in the process of developing a fully integrated 'sustainability strategy' with considerations all the way through the process from our suppliers to our customers.*