

Challenges:

Working with a variety of construction and property clientele in areas including fit-out, residential, architectural and civil engineering means that Hedhntz encounter the full spectrum of sustainability issues daily.

Since their founding, they have been truly passionate about environmental responsibility and awareness and firmly believe that this is what differentiates them from their competitors.

Hedhntz was introduced to the School by their Director, who actively drives School engagement throughout the staff base (*supported by the Compliance Team and the Group Managing Director*) to enable them to develop further awareness of sustainability.

Impact:

- **Company engagement:** By completing their first self-assessment as a team activity, Hedhntz ensured a balanced view generated a sensible action plan and created numerous discussion points amongst the team.
- **Working groups:** Hedhntz have formalised a working group within the Compliance Team to look at sustainability for the business and new ways to improve current procedures
- **Individual training programmes:** Hedhntz have used the School's resources to create bespoke training programme for their Training Hub; and have also developed quarterly sustainability workshops attended by employees.
- **Improved policies:** As a result of their engagement with the School, Hedhntz have updated their sustainability policy and are currently planning for SEATS training for their management team (who would then, in turn, prepare the workshops for employees)
- **Accreditation standards:** Hedhntz are currently working towards ISO14001:2015 accreditation, as well as the IEMA (Environmental Management in Construction) certification

Value gained:

- **Enhanced brand and increase competitive advantage:** Engagement in the School had unveiled a range of business opportunities and they believe that sustainability credentials and evident commitment to sustainability within business will increasingly influence commercial decisions in the future and commit to environmental-friendly practises.
- **Better understanding of client requirements:** Hedhntz believe that, in order to help their customers, they must first understand them.
- **Increase employee recruitment and opportunity to progress within business:** Hedhntz understand that employees want to work with companies who are 'doing the right thing'. Therefore the School not only helped to prove to employees that they are truly trying to be proactive with corporate environmental and social programs but has also provided a big scope of e-learning materials now available to staff, and opportunities to explore a greater range of possible career options within compliance & sustainability services within the organisation.
- **Reduced costs and the risk in the supply chain:** Through development of more sustainable business practises, efficiency in operations has already increased for Hedhntz. With better use and conservation of resources, operations have streamlined, and costs have decreased. Naturally with better supplier management processes in place, clients also have more confidence.

Fact box

HEDHNTZ

Company

Hedhntz Group

Established

April 2017

HQ

London, UK

Website

www.hedhntz.com

Main contact

Ewelina Janiec, Director

Services

Executive search and business enhancement advisory

About

Hedhntz provides compliance, sustainability, HR and talent strategies in a full suite of strategic and innovative processes.

They work across a wide range of specialist areas such as; Construction & Property, Finance & Banking, PR & Media, Legal & Secretarial, IT & Telecoms and Compliance, Environmental & Sustainability.

Future Proofing:

1. Continue to run workshops and networking events throughout UK
2. Enhance social media engagement
3. Ensure the School's library remains up to date and continues to provide a solid training during internal training days
4. Support 'Plant A Tree Foundation' – charity

"Our structured policies and procedures were in place from day 1, the School however helped us understand that widespread sustainability reporting practices, creating transparency, can help markets function more efficiently and indicate the health of the economy; and help drive progress by all organizations towards a smart, sustainable and inclusive growth. We now observe that growing number of companies see sustainability reporting as a means to drive greater innovation through their businesses and products to create a competitive advantage in the market. The positive impact on social, environmental and human rights issues is also evident." - **Marcin M., Director.**