

Challenges:

Harringtons Builders PLC's biggest challenge in sustainability is their own supply chain - due to the nature of the construction industry Harringtons have to review and audit their suppliers or clients' sustainability to check equipment, materials and services meet company targets.

Immediate concerns revolve around waste and the reduction of waste materials, including improving packaging and reducing the associated waste.

Due to these challenges, current sustainability targets focus on waste reduction and reducing the impacts of their own supply chain, reflected in their Sustainability Policy.

Impact:

Through completing assessments and working through their bespoke action plans on the School, Harringtons were able to effectively develop their sustainability knowledge. This has had the following impacts:

- **Internal collaboration:** Various members of the team worked together to complete a School assessment, to reflect the knowledge of the whole business.
- **Gap analysis:** Through completion of the assessment, Harringtons were able to see where there were gaps in their knowledge and where they needed to focus learning. They then used the School's e-learning modules and resources in the Action Plan to upskill team members. The e-learning modules were found to be simple to use and effective.
- **Upskilling management:** After the Action Plans were generated from the School assessment, Harringtons engaged their Senior Managers in the learning resources, setting them applicable resources to complete. The nature of the online learning through the School enabled the resources to be completed within busy working days. The business' management have developed their skill set and knowledge of key sustainability issues.

Value gained:

Harringtons have gained value from being a School member:

- **Competitive advantage** By engaging more with the School Harringtons are increasingly more competitive, and are more able to meet the requirements of clients therefore improving their chances of winning future work.

Fact box



Company

Harringtons Builders PLC

No of employees

> 120

HQ

Wembley

Website

www.harringtonsplc.co.uk

Main contact

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Services

Construction

About

Harringtons Builders PLC is a construction company based in Wembley, with the area of operation mainly within the area of the M25. Key clients include Kier, Galliford Try, John Sisk & Sons, ISG and Osborne and their annual turnover is currently in excess of £44m.

- **A better business** Being a more sustainable business can only improve the company in the long term and it will continue to enhance the company's name, adding to their reputation as company which can deliver on time, with little or no client concern.
- **Client satisfaction** Being involved in the School, and an active member, has increased client satisfaction and will only demonstrate value further.

Future proofing:

Harringtons are now looking to go one step further and promote the School to their own Supply Chain, understanding how engaging them in the process will benefit their own sustainability, and of the industry as a whole.