

Challenges:



One of the main challenges that Hertings faces when it comes to sustainability is encouraging and influencing change and understanding of sustainability throughout the supply chain. The company's delivery service is a USP of the business and looking at how to reduce the impact of fleet of vehicles without affecting service levels will be an ongoing challenge.

Impact:

- Focusing attention:** Action plans have made Hertings aware of changes that are required within the organisation around sustainability. They were introduced to the School by a national housebuilding company and it gave them first opportunity to make an assessment of their knowledge.
- Stakeholder collaboration to meet mutual goals:** Collaborating through the School has supported Hertings, alongside others in the industry understand where to reduce energy, water and packaging waste, what alternative products can be used and whether the manufacturers can reduce how they package/deliver items. It demonstrates how everyone has an input, from drivers, warehouse, purchasing, sales, suppliers to customers.
- Encouragement for ongoing learning:** There is a plethora of learning modules, webinars and workshops covering every aspect of sustainability with a relevance to everyone at Hertings and in formats for all to understand and available at any time of day.
- Highlighting areas for improvement:** By reassessing their learning, the School can direct to subjects that require more attention either as a company or individual. These can then be raised for action within quarterly meetings.

Value gained:

- Competitive Advantage:** Customers are keen to work with like-minded organisations that are open to discuss sustainability targets and how collaboration can ensure meeting goals. Hertings can look to provide the information and insights they require as they have learnt what is needed from attending workshops, seminars and e-learning modules.

Fact box



Company

F P Hertings & Son PLC

No of employees

165

HQ

Website

www.hertings.com

Main contact

Charity Tidbury

c.tidbury@hertings.com

Services

Distributor of fixings, fastenings, ironmongery and brick sundry items

About

F P Hertings & Son Plc is a national distributor of fixings, fastenings, ironmongery and brick sundry items with a turnover in excess of £30M, supplying National and Independent house-builders, construction companies and their sub-contractors.

- **Best Practice:** Hertings now seek to look at alternative ways that reduce packaging waste, travel, use of machinery, energy etc. They can be proud of the improvements that have been made knowing every change no matter how little makes a difference.

- **Employee Engagement:** The company has increased engagement across departments which helps for a broader knowledge and understanding, opening conversations, ideas and ensuring an inclusive workplace.

Future Proofing:

- Hertings plan to open the availability of the School and the resources to double employee engagement over the next year.
- They hope to attend in-person events to share ideas and gain further input from others for best practices and solutions.
- The School is a great opportunity for collaboration with other companies to share information specific to their needs. Hertings have reduced their packaging waste by replacing plastic tape and using an eco-friendly potato starch adhesive tape made from renewable sources, switching from standard shrink wrap to NANO shrink wrap and collaborating with a manufacturer to remove un-needed plastic. They have reduced plastic packaging waste in 2020 by 6.4 Tonnes = 19.2 CO₂e.