

Challenges:



At HE Simm we truly believe people are our greatest assets. In the current climate the labour market is tight, and people want to work where they feel valued and have the opportunity for growth and development.

Recruiting, retaining and developing the best talent in the industry is a priority for HE Simm and engaging people in sustainability and all that it means, will ensure that we are developing the leaders of today and the future at all levels.

Whilst benchmarking against the roadmap, we were pleasantly surprised at how much we were already doing, but in order to be the best in everything we do, we must always do more.

Our sustainability strategy incorporates all elements of sustainability, including: People, Communities, Carbon, Waste, Air Quality. We have committed to making year-on-year improvements against the 8 commitments of the People Matter Charter, not only in HE Simm but across our group companies also.

Impact:

Engagement with the school and people matter charter has given us a benchmark for where we are and targets to aim for when setting objectives for year on year improvements. The focus on sustainability has been strong and sustained since we have engaged with the charter, as targets, against which we are measuring, have been set.



Since signing up to the charter we have:

- *Engaged with the school in training FIR ambassadors*
- *Ensured 100% of colleagues have engaged in Modern Slavery training*
- *Rolled out Modern Slavery training and workshops to the supplychain and continue to audit all our supplychain with regards to right to work*
- *Encouraged colleagues to utilise the school for technical and softskills training at all levels*
- *understand what we need to benchmark and how to do this using different Metrics.*
- *Established working groups, focused, initially on,*
 - *Diversity and Inclusion / FIR*

Fact box



Company

HE Simm

No of employees

211

HQ

Liverpool

Website

www.hesimm.co.uk

Main contact

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Services

About

- *Modern Slavery*
- *Culture and Values*
- *Skills gaps*

Value gained:

One key element of the value gained is around engagement and motivation. Benchmarking where we are, has shown us how much we are already doing and where we can improve. By having measurable objectives and taking the 'responsibility' for people away from just HR, there has been increased engagement at all levels of the business, new ideas of how things can be done and integration across the group companies.

Education resources available from the school has allowed access to all colleagues as well as the supply chain. Following workshops and presentations the supply chain is engaged and joining some focus areas with regards to sustainability, People being one of them. This will enable us to ensure the supply chain remain on this journey with us.

Since we have introduced the sustainability working groups The relationship with clients is stronger regarding sustainability and CSR. We now have relationships to work together in a pre-construction phase and work together through the longevity of projects.