

Challenges:

After attaining ISO14001 in 2020, MPI's senior management team realised that the company had to evolve its focus from one of environmentalism to one of sustainability.

Clients were beginning to seek evidence of MPI's approach to the social factors of sustainability as part of their procurement activities. This prompted further analysis that highlighted several areas for MPI to focus on to create a sustainability strategy, increase social value and contribute to a more sustainable future. These areas included creating greater employee engagement through communication, learning and development, improving mental health support, building the equality and diversity balance, enhancing modern slavery checks, looking at sustainability in the supply chain and cultivating involvement with local communities.

Impact:

Assess, benchmark and improve: Over the past year the Supply Chain Sustainability School has been invaluable for MPI to assess, benchmark and improve its practices, to clearly define its sustainability approach and engage with and develop its people in areas such as sustainability awareness, environmental management, modern slavery and mental health.

Establish sustainability strategy: The resources have helped MPI to establish their sustainability strategy, policy and objectives, based on the planet, people and profits pillars, and prompted them to develop and roll out two environmental and sustainability employee engagement surveys.

Establish mental health support: MPI bolstered the support they give to their employees by providing accredited mental health advisor training to 5 members of staff.

Increase social value: The Supply Chain Sustainability School provided new ideas for engaging with the community through volunteering activities and apprenticeships and helped to consider ways of reducing environmental impact such as changing electricity supply to renewable energy.

Carbon offsetting: It has also helped MPI offset the carbon produced last year through a verified carbon reduction tree planting scheme.

Science-based targets: MPI have only attended one training session so far, however this was effectively managed and professionally delivered. The webinar provided a good insight into science-based targets.

Fact box



Company

MPI Limited

No of employees

65

HQ

Hertford, Herts

Website

www.mpi.ltd.uk

Main contact

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Services

Temporary labour, permanent staff, and fixed price work, specialising in railway signalling and telecoms, civils, protection, rolling stock, aviation, and engineering.

About

MPI Limited traces its roots back to 1962, providing highly skilled personnel to industry. Operating from 3 regional branches, they are leaders in their field and at the forefront of modern recruitment. Their teams are longstanding, knowledgeable and combine innovative tools with proven traditional methods to find the best talent.

Company-wide training: The e-learning modules have saved MPI many hours of research and delivered knowledge in a clear and simple way. The assessments have helped to focus attention and prompt actions for transferring new skills and knowledge back to the workplace. The resources have helped to develop three internal training courses for all employees already this year to improve an awareness of sustainability and best practice.

Value gained:

Fast learning: The Supply Chain Sustainability School's assessments and resources have helped MPI to accelerate its knowledge and understanding in a short space of time and change its focus from just environmentalism to one of sustainability.

Increased professional standing: MPI has promoted membership with the School wherever possible and had positive feedback from clients as they recognise the School helps to align the supply chain and raise standards. This has increased the company's professional standing, competitive advantage, and provided an enhanced reputation in the market.

Discovering new topics: An unexpected benefit of membership to the Supply Chain Sustainability School has been gaining access to assigned resources that MPI would not otherwise have thought of considering, thus expanding beyond the usual organisational context.

Future proofing:

MPI plan to continue to use the assessments to benchmark their business knowledge and then undertake the assigned action plans. The company also plans to use more of the resources to strengthen their onboarding process, engage with their supply chain, and task more employees to undertake the assessments and use the e-learning resources.