

## Challenges:

Working within a highly competitive market with a diverse portfolio of contracts, engagement of remote workers and the supply chain are key areas which EMI is addressing.

There are a few 'Risk and Opportunities' in EMI's register. Some of the main ones are communicating the core values and objectives to reduce the overall impact through engagement and awareness, as well as measurement of the sustainability measures within design, manufacturing, procurement, and the supply chain. Carbon emissions monitoring and behaviour change are also on EMI's register.

## Impact:

The array of resources available to the business through the Supply Chain Sustainability School has had a positive and wide-reaching impact on the business, and enabled EMI to increase the knowledge of their employees. EMI have utilised the information in a number of ways, of note to date :

**Mental Health & Wellbeing:** They now have trained Mental Health First Aiders who have been instrumental in engaging with employees to raise awareness of Mental Health and Wellbeing issues, through Tool Box Talks and communicating how EMI as a business can offer support. They are also appointing additional Mental Health First Aiders in 2022.

EMI's supervisors have attended Mental Health Seminars to equip them with the tools, knowledge and confidence needed to identify and provide support or signposting to their colleagues, not only in work but in their home lives too. EMI promoted and ran a number of 'Drop in Sessions' during Mental Health Awareness week which received a positive response and good levels of engagement. They are providing Equality and Diversity training to employees in 2022.

**Modern Slavery & the Supply Chain:** From the information gained from the School, EMI have revised their Approved Supplier Process to refer specifically to Modern Slavery and Business Ethics. EMI then canvassed critical suppliers to ascertain their level of understanding and implementation. Where suppliers may not have the resources in house, EMI are offering support through the provision and sharing of information and documentation with supply chain partners. This process is ongoing together with in house communication of Modern Slavery through Tool Box Talks.

## Fact box



### Company

East Midlands Instrument

### No of employees

150+

### HQ

East Midlands UK

### Website

[www.eminst.co.uk](http://www.eminst.co.uk)

### Main contact

Keven Bingham  
[kbingham@eminst.co.uk](mailto:kbingham@eminst.co.uk)

### Services

Electrical installation, fibre optic, and mechanical and control systems.

### About

Formed in 1966 EMI is a privately owned company based in the East Midlands working with a wide range of industry sectors including Power Generation, Distribution, and the Rail sectors. The company's strength is its versatility with a multi highly skilled, focused & responsive workforce.

**Environmental strategy:** As a company with ISO 14001 Environmental Management System approval EMI already had the benefit of an Environmental Strategy. However, from engaging with the School, EMI realised how much more could be achieved and have raised the bar. They have invested in:

- LED lighting,
- Engaged with Forestry and Tree Planting schemes,
- Introduced hybrid vehicles,
- Replaced the heating boiler,
- Adopted a Home Working Policy,
- And made improvements to support greater use of ICT to reduce EMI's carbon footprint and support employees and valued customers.

The future for reducing carbon foot print is being addressed with an ambitious plan to go 'off grid' being evaluated, which could see EMI utilising green solar energy at its HQ.

### Value gained:

**Knowledge:** Understanding that commitment to the environmental is not simply about achieving a recognised standard, it is about achieving a culture change whereby the business and all its stakeholders understand what sustainability and carbon reduction are and how, by working together, improvements can be made.

The E-learning modules and resources within the School are to be utilized across the organization as an objective for 2022 and beyond. Individual action plans incorporating role specific e-learning modules to enhance overall levels of understanding and opportunities for improvement are being prepared and will be issued in Q2 2022 by EMI's HR Department.

**Enhanced Reputation & Competitive Edge:** The Supply Chain Sustainability School affords the company an opportunity to access and use a wealth learning material and resources which allows EMI to showcase their commitment to reducing environmental impacts. EMI's customers value this approach and EMI as an organisation gain clients' and other stakeholder's confidence.

Working within the manufacturing and construction sectors, the School affords EMI the opportunity to engage with the School and work through the membership levels. This journey will improve the company's ability to win work and deliver client's needs sustainably and with a workforce who are better engaged and aware of client's needs.

### Future proofing:

EMI intend to utilise the School in order to develop the personal knowledge of all employee at all levels within the business. Keeping up to date with the ever-changing landscape of sustainability, eco-efficiency, and carbon management is never easy. The online modules are an excellent way of ensuring the business and its employees are fully aware of the latest legislation and innovations, especially in the power sector.

The School could further support this by introducing modules explaining SMART technology and solutions especially related to EV, renewable energy, and eco-friendly power generation.