

## Challenges:



Ian Firth Doors & Hardware has a strong value of sustainability and has recently been focused on waste reduction and recycling. Ian Firth Doors & Hardware is committed to reducing waste by reusing packaging and palletising products to reduce carbon emissions. KPI's are reported back to the team of director's monthly and tasked against the three key pillars of sustainability for future targets.

Typically, financial cost has been a key challenge with finding the balance between being both environmentally and economically sustainable. A good example of this is polythene heat wrap used for palletising. Firstly, the heat wraps the company used was robust enough to hold the product in place while on transport and was also viable economically. However, it was made from virgin plastic. Therefore, to reduce Ian Firth's carbon footprint, they swapped to a recycled plastic which was also thinner making it more economically sustainable. However, the company had significant issues with the functionality of the product because as it was thinner, it was allowing doors to move around on the pallets which resulted in a significant amount of damage. After a review, they switched to a thicker recycled heat wrap which is environmentally, economically and socially sustainable.

## Impact:

**Structured education:** The range of different topics and resources offered by the School channel a well- balanced approach to employees understanding of sustainability. The freedom to attend training sessions on specialised topics has also driven this success.

**Structured Improvement:** The Action Plan feature directs employees to build a well-rounded knowledge after taking a personal assessment.

**Evaluating Progress:** The Assessment feature highlights the key topics the company has significant development in and others which can be focused on the future. This has been a key component to streamlining education in various topics.

## Fact box



### Company

Ian Firth Hardware Ltd

### No of employees

102

### HQ

Dewsbury, West Yorkshire

### Website

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

### Main contact

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### Services

Residential doors and hardware

### About

Established in 1982 Ian Firth Hardware Ltd began selling ironmongery to the private housebuilder and steadily grew, expanding into selling the doors to go with the hardware. Composite/GRP door sets to the housebuilder has become the company's biggest product group for growth, however hardware is still at the heart of what Ian Firth do.

**Staff Satisfaction:** The e-learning modules are brilliant tools for personal development both within the business and knowledge of external issues. All of the School members within the company have been satisfied and engaged by the modules they have completed.

**Three Pillars of Sustainability:** A key issue of sustainability is finding the balance between being socially, economically and environmentally sustainable. The Supply Chain Sustainability School gives an excellent, well-rounded approach to show the significance of balance between the three pillars and how it can be achieved.

### Value gained:

Being members of the Supply Chain Sustainability School has given Ian Firth a strong direction of how to improve on sustainability issues going forward as well as help contribute to the greater industry-wide issues.

**Meeting Customer requirements:** Gives a strong representation of how Ian Firth is aiming to increase sustainability to its customers and supporting them to achieve their targets.

**Knowledge and Understanding:** The school has provided a great platform for improving company knowledge of the sustainability issues of the future.

*“Both personally and professionally, I have gained valuable knowledge of a wide-range of sustainability issues and topics which has given me a well-rounded view to take into the future”*

– Luke Dunnett (Sustainability Coordinator)

Overall, the sustainability School has supported Ian Firth Hardware Ltd by driving sustainability throughout the business.

### Future proofing:

Ian Firth Hardware Ltd continues to look forward to continuous membership with the Supply Chain Sustainability School while trying to increase employee’s engagement further. In the future, the company will look to attend in-person events held by the School to get new ideas and network within the industry.