

## Challenges:



**The enormity of information syndrome:** Academic literature on sustainability management in SMEs is vast but simple models expressed in plain language are difficult to find. Finding a relatable model for Nusteel

was difficult.

**Negative attitudes:** The science around climate change is reasonably settled, but the amount of disinformation on public media is vast. The main negative argument being “*Why do we have to do this when the main polluters are not doing anything?*”. There are interesting discussions taking place at a corporate or policy setting level, but it is a whole different prospect when being presented at shopfloor level. Over time and with extensive media coverage this resistance has been reduced.

**Client planning:** Manufacturing companies rely on production programmes and when they are adhered to, the amount of waste and wasted energy is minimal. However, if clients wish for structures to be changed, the amount of waste is increased significantly and the amount of wasted energy is also increased.

## Impact:

**LED lights and electric fleet:** Discussions around replacing all of our lighting with LED’s and replacing company cars with Hybrid or EV’s are made easier with a good basic understanding of the issues and the ability to direct individuals to the learning materials.

**Fairness, Inclusion, and Respect:** The FIR, Sustainability and Supply Chain Management training sessions were especially useful as they provided a starting point. Unlike large companies the management of these areas tends to fall to one person that does not have the luxury to discuss or bounce around ideas.

**Carbon Roadmap:** An example of how Nusteel has used the Supply Chain Sustainability School resources to achieve an objective was the development of the company Carbon Roadmap. As current company knowledge in this area was limited, the relevant e-learning modules has helped to progress step by step to producing and publishing the company’s Carbon Roadmap.

## Fact box



### Company

Nusteel Structures Ltd

### No of employees

85

### HQ

Hythe, Kent

### Website

[www.nusteelstructures.com](http://www.nusteelstructures.com)

### Main contact

Jason Reilly  
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### Services

Steel structures

### About

Nusteel Structures Limited design, fabricate, paint, deliver and erect a variety of items in steel, but have specialised in Structural Hollow Sections incorporated in pedestrian bridges, walkways, atrium, and road gantries for both the rail and road network. The company also purchases, distributes, and supplies steel products to its clients acting as a steel stockholder.

## Value gained:

**Sustainability at different levels:** The main advantage the Supply Chain Sustainability School has provided Nusteel is the consistent high-level of training and knowledge that is easily accessible at any time. This is exactly what is needed when responding to unplanned work or other requirements. The School provides tools and understanding to be able to engage both the shop floor and senior manager level about the reasons the company needs to make changes and investments.

**CPD-accredited training:** Assessments were extremely useful as it helps map out where the company requires improvements. The CPD-accredited e-learning and training sessions are extremely useful as they can be used to evidence other learning requirements. The e-learning modules have had a real positive impact on the company and its members.

**Better understanding of sustainability topics:** Nusteel have found that being able to dip into the extensive learning materials that the School provides is extremely useful as it is easy to search and fairly concise. It also demonstrates how some subject areas are connected and why the company has made changes that may not have been previously known to them.

**Meeting client requirements:** Membership with the School has assisted the company in completing the required PQQ for a number of projects and has allowed the company to maintain membership of various professional bodies and standards.

## Future proofing:

Nusteel's Compliance Director, Jason Reilly, plans to create learning pathways to assist in the company's training including at the director level where they now also have the Managing Director signed up.