

Challenges:

Bryson has been a member of the Supply Chain Sustainability School since 2017, with the company's involvement growing over time. All members of Bryson's senior leadership team now undertake learning and training with the School.

Bryson's vision is to be the sustainable supplier of choice. The company have always been passionate about its 'green' Bryson value. When the company officially published their sustainability strategy in 2019, it realised the importance of the global shift to a more sustainable society and the role of the construction industry in this. As a result, Bryson realised it needed more help and resources in developing and guiding its strategy further.

Being able to train, educate and empower internally was another challenge Bryson wanted to overcome, as employees have varying levels of understanding on sustainability and are involved in different business areas. The company also wanted to understand how to align its sustainability goals with its customers to ensure a mutually beneficial strategy and encourage more collaboration.

Impact:

The resources provided by the School have quickly become part of Bryson's overall sustainability strategy. Firstly, in understanding carbon and climate change, then delving into sustainable procurement and supply chains, and more recently, FIR and social value. The School's resources, webinars and learning pathways have also helped Bryson fine tune its 3P sustainability strategy – the three pillars being Planet, Procurement & People.

Assessments: The School's assessments have allowed Bryson to identify different focus areas and benchmark company knowledge against the industry, highlighting where the company is doing well and where to improve. For instance, the assessments have given Bryson confidence in their understanding of topics such as sustainability strategies, carbon emissions and net zero, environmental management, and modern slavery. Bryson has also identified areas for improvement, such as sustainable procurement, FIR, social value and training.

FIR and Social Value: Bryson found joint 3-part webinar series in 2022 with Constructionline very informative and valuable in helping to further understand social value and their impact on it as a distributor within the supply chain. Bryson has also found training and discussions with industry colleagues to be insightful in learning how social value is also a challenge for their customers. This has enabled Bryson to have better insight and conversations with its customers.

Value gained:

Fact box



Company

Bryson Products Ltd

No of employees

76

HQ

Coulsdon, Surrey

Website

<https://www.bryson.co.uk/>

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Services

Fit-out & Management
Contractors

About

Bryson focuses all its efforts on helping Fit-out & Management Contractors improve the supply of Safety, Fixings and Protection products with the development of its Smarter. Faster. Greener. Methodology, known as the "The Bryson Way."

Connecting and understanding their customers: The School has helped connect Bryson with their key customers to work together on shared sustainability initiatives. Learning pathways have been a significant step forward in allowing customers to request that Bryson undertake specific sustainability topics, therefore aligning their sustainability goals with the company's. For example, completing the ISG Justice, Equality, Diversity & Inclusion pathway has given Bryson considerable insight into what topics and areas are important to its customers. This also allowed Bryson to explore resources within the School's hub that they might not have considered.

Internal training: Through networking with other School members, Bryson has realised that training employees can help drive a sustainability strategy forward. It is easy to forget not all employees know what net zero means or how to spot signs of modern slavery. This is important in raising awareness and reinforcing commitment to Bryson's overall sustainability strategy internally.

With guidance from the School over a video meeting, Bryson created their first learning pathway, 'Bryson Sustainability Introduction'. The pathway covers a range of topics through simple and easy to understand shorts, and has been shared with the company's senior leadership team to complete as a first trial. Feedback from the leadership team has overall been positive and insightful:

"Thanks for organising the Sustainability Learning Pathways for the Bryson Team through the Supply Chain Sustainability School platform. I personally found it very helpful in further embedding the values that we hold as a business and increasing awareness around the importance of our ongoing sustainability strategy to the wider team." – MD, Daniel Reiner.

"I learnt a lot about fairness, inclusion and respect. How important it is to treat everyone with the FIR principle. It has helped me view my role differently as a manager, and no doubt will increase engagement from my team." – Sales Director Dylan Hopwood.

"I found these videos helpful, and they made me think of how I can use all these points in my workday and personal life. It made me understand that there is more to sustainability than just changing your packaging etc.." – Production Manager, Garry Steel.

"What I took away was the need to keep things super simple. A lot of people find sustainability a bit much to take in, but when clearly and simply communicated like these SCSS videos, it makes it a lot easier to understand." – Customer Experience Manager, James Hewison.

After successfully implementing the learning pathway with Bryson's senior leadership team, the pathway is now included in Bryson's Free Up Friday training sessions. All employees are encouraged to attend, and the learning pathway will be shared with new starters as part of their induction.

Future proofing:

Bryson plans to continue to proactively engage with the School and take advantage of the growing resources offered. In particular, the company is excited to see more development in the learning pathways, as they believe these have huge potential in driving engagement within the organisation and collaborating with this tool.