

Challenges:

A responsible attitude is very much part of Novus’s DNA. The company strives to contribute positively and help improve people’s lives to achieve a long-term sustainable future. Novus aims to:

- Protect the health, safety, and wellbeing of everyone they come into contact with.
- Contribute to activity that is honest, accurate and with the best intentions.
- Enhance the lives of individuals within the communities in which they work.
- Ensure all activity promotes a positive and sustainable environment.
- Make decisions in the long-term interest of the business.

Carbon emissions: As a responsible business, Novus wants to help protect the planet and build a sustainable future for their colleagues, clients, customers, and supply chain.

The company has been working to reduce their carbon footprint for several years. Novus is continuing to improve upon on its net zero journey, including implementation of EV and hybrid vehicles, driver training and route optimisation software.

Waste: Novus has successfully increased its diversion from landfill rates year after year. The company actively recycles as many paint cans as possible via Crown, Dulux and PPG to implement circular economy principles.

Fairness, Inclusion and Respect (FIR): Novus are an inclusive employer and use various recruiting methods to attract a wide range of talent, promoting diversity in all roles, including through apprenticeships and graduate schemes. The company hosts regular events internally to promote FIR and trains all staff in the principles.

Social value: Novus has set a vision to be a force for good. The company are committed to supporting and working with local communities and social enterprises throughout their projects.

Impact:

The initial driver behind Novus choosing to engage with the Supply Chain Sustainability School was the number of free resources and the ability to establish baselines. However, the company has done more than expected since joining the School.

Action plans: Novus has completed its profile and company assessment, which has provided them with a better understanding of their sustainability strengths and areas for improvement, as well as an action plan with resources tailored to their needs.

FIR training modules: Novus has found the various modules about fairness, inclusion, and respect a bonus that they are adding to their FIR training plan.

Fact box



Company

Novus Property Solutions Ltd

No of employees

750

HQ

Stoke-On-Trent

Website

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

Main contact

info@novussolutions.co.uk

Services

Planned Property Maintenance, Reactive Maintenance, Interiors, Decarbonisation Retrofit Services, Building Compliance Passive Fire Protection, Education and Healthcare.

About

Novus is a family-owned, award-winning property maintenance, refurbishment, compliance, and decarbonisation retrofit company that has been operational for 125 years. Novus are building a legacy where people can live, work, and thrive.

Positive action: Since learning with the School, Novus has implemented several initiatives:

- Reducing avoidable waste through applying circular economy principles – achieved via donating surplus student accommodation furniture and white goods to a local charity to sell, which funds work to tackle homelessness within the community.
- Hosting community clear out days, giving local residents the opportunity to clear out unwanted bulky items and other items; these have been well-received and have included re-use areas.
- Working more closely with their supply chain to help them understand carbon scopes, which will ultimately help reduce their scope 3 emissions.

Novus has rolled out access to the School internally – initially to higher level management, and is extending this further to those in operational roles. The ultimate aim is to invite their key suppliers and ask them to complete their profiles, undertake specific courses and use the carbon calculator.

So far, the company has found the response has been positive, with good feedback particularly around the School's Lunch 'n' Learns, the ability to catch up on missed webinars as well as the plethora of other resources available. Novus has had more engagement with its management team since joining, including more environmental issues being raised and a higher number of social value suggestions being made.

Value gained:

Increased reputation: Novus is proud to be a member of the Supply Chain Sustainability School. The company uses its membership status within its bids to enhance its reputation and evidence that the company understand the need to play its part in improving sustainability within the industry.

Increased Knowledge: Novus has seen that increased knowledge in areas such as circular economy, modern slavery, social value, biodiversity and many more topics are vital to reducing associated risks to the business as well as aiding in the identification of potential cost savings whilst balancing the value that elements can bring. Clients are increasingly asking about sustainability agendas and what can be done to enhance the lives of their customers, so it's a positive step for the company to be able to refer to their use of the School.

Future proofing:

Novus will be rolling access to the School to a wider range of colleagues, and its supply chain, so it will be able to review how the company is engaging with the resources.

Novus would like to maintain gold status and continue to monitor and review its profile and benchmark against others, ensuring effective use of the School, ultimately benefiting the business and the company's growth aspirations.