

Challenges:



Scope 1 and 2 emissions: The Brickability Group has set a target of being carbon net-zero in the operations of their sales businesses by 2030. They have changed their company car policy and will be fully electric in their cars by 2030, and are switching to renewable energy and

generating their own. However, the practicality and infrastructure are not yet in place for their vans, which carry bricks and other heavy building materials from their builders' yards for some of their businesses. Reaching net-zero in this timescale for their haulage business and their manufacturing businesses will be more challenging, and they are working to develop plans and targets for these.

Scope 3 carbon emissions: There is a far greater environmental impact from the products Brickability sells, in terms of their manufacture and transport, than their own operations. The company will need to work across the supply chain to tackle this. They have already begun measurement in some areas.

Resource use reduction/single use plastic: There is pressure to reduce the use of single-use plastic. Brickability is working with their suppliers and customers across bricks and timber to move away from full shrink-wrapped deliveries, while maintaining health and safety. They have set a challenge for their own offices to be free of single-use plastic. Removing single-use plastic from packaging in the rest of their product supply chain is a significant challenge.

Responsibility for sustainability: The company's ESG strategy is led by the Brickability Board and they have an independent senior ESG lead who reports to the Chief Operating Officer and is integrated into their senior management team. Their ESG strategy sets out their ambitions under the themes of planet, people, and partners.

Impact:

Engaged Learning: Brickability has attended various Supply Chain Sustainability School training sessions and Lunch 'n' Learns. They intend to roll this training out further as they find they provide up-to-date information and an easy way to learn.

Resources: The company has completed all relevant assessments, done in consultation with leads across the business and those involved in their ESG strategy development. These have helped highlight areas where they are effective and areas for improvement.



Fact box



Company

Brickability Group plc

No of employees

620

HQ

Bracknell, Berkshire

Website

<https://brickabilitygroupplc.com/>

Main contact

Georgina McLeod – ESG lead

Services

Brickability supply bricks, cladding, roofing, plumbing, doors, flooring, and future-facing technologies and In many cases, they also install them.

About

The Brickability Group plc is a major supplier in construction. They supply bricks, cladding, roofing, plumbing, doors, flooring, and future-facing technologies such as solar PV, battery storage, electric vehicle charging, and heat sources. In many cases, they also install them. Their customers include private and commercial specifiers, contractors, developers, and builders. The company employs over 620 people across 34 businesses, operating from over 50 sites across the UK.

The company is building a training plan based on this to roll out to their teams.

Benchmarking: The assessment scores have been helpful in benchmarking their knowledge against School and industry standards.

Customised action: The action plans have been useful for their sustainability leads. The company is also developing bespoke action plans relevant to their specific teams as not all modules are useful to everyone. They believe the ability to build tailored learning plans will keep engagement high.

Value gained:

ESG strategy development: Engaging with the School and the importance of collaboration have helped shape the company's approach to their new ESG strategy "Together for the Future", including creating an extra pillar of partners to sit alongside planet and people.

Inspiration for teams to take action: Brickability Group has shared the School with 600 employees through sustainability roadshows in their 34 businesses, demonstrating how they are assessed through the School by customers. The gravitas of the School and its portfolio of Partners and members has helped encourage everyone to take their approach to sustainability seriously.

Technical & general sustainability knowledge: Engaging with the School has increased their teams' knowledge and confidence in working on sustainability issues with customers and suppliers.

Winning business: Through assessments and learning pathways, the company has been able to win and retain new business from larger customers.

Competitive advantage: The School has helped Brickability understand and respond to its customers' requirements, enabling them to win tenders and stay competitive in a challenging market. The company is increasingly being asked by their larger customers to be active in the School and achieve higher levels. They are responding positively so that they remain suppliers of choice across their portfolio. This also reduces risk by staying knowledgeable about key sustainability issues.

Accelerating the pace of change & upskilling: Having free training delivered in an accessible way is enabling the company to upskill its teams in all 34 businesses. Engaging with the School alongside developing and delivering their sustainability strategy is accelerating learning and therefore helping to change the way business is carried out.

Future proofing:

The Brickability Group is looking forward to developing bespoke action plans for specific areas of their business. They are further rolling out the School to 620 employees and encouraging them to use all the resources available, including attending more events and Lunch 'n' Learns to keep up to date with the newest information. They have also begun recommending the School to their suppliers.

Future Collaborations: They look forward to collaborating more with School members and Partners to help drive progress on Scope 3 in particular, and hope to use the Carbon Calculator to do so.