

## Challenges:

Tobermore considers its workforce as a critical element in driving sustainable change. The company acknowledges the significance of education surrounding sustainability topics, recognising it as a vital challenge.

Reducing cement use and adopting more energy-efficient manufacturing practices remain central challenges for Tobermore. While concrete serves as a crucial component of the built environment, its carbon footprint warrants attention. Cement, as a key constituent of concrete, carries a substantial carbon footprint. Upon conducting a life cycle assessment, it was discerned that cement accounts for 75% of all emissions across scopes 1 and 2 within Tobermore. Coupled with the use of high-carbon raw materials, the manufacturing of concrete paving, walling, and kerb products becomes a highly energy-intensive process.

Moreover, Tobermore faces the task of decreasing the indirect carbon emissions associated with the transport of their products from Northern Ireland to the UK. Persuading hauliers to embrace more sustainable practices and use alternative fuel sources forms another central challenge for the company.

Committed to manufacturing responsibly, Tobermore aspires to attain the highest standards of environmental performance, prevent pollution, and reduce the impact of its business operations.

Rather than being intimidated by the challenges that sustainability presents, Tobermore perceives sustainability as a prospect for continuous improvement. The company takes pride in its pervasive sustainability ethos. The formation of an internal sustainability committee, encompassing members from across the organisation, and the implementation of sustainability training have proven instrumental in securing staff engagement.

## Impact:

Within Tobermore, there is a firm belief that the workforce plays a crucial role in driving sustainable change. To instil a culture of sustainability, where responsibility is shared by all, education is deemed indispensable.

The Supply Chain Sustainability School has played an essential part in this, providing staff with the opportunity to access a library of training materials, suitable for all competency levels. This has been vital for educating and enhancing the skills of the staff on critical sustainability topics.

**Tailored learning pathways:** From a learning and development perspective, the ability to filter resources by topic, competency level, and format has been exceedingly beneficial. It has facilitated the creation of tailored learning pathways for individual requirements.

## Fact box



### Company

Tobermore

### No of employees

443

### HQ

Tobermore, Northern Ireland

### Website

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

### Main contact

Gareth Stewart (Compliance Manager),  
[sustainability@tobermore.co.uk](mailto:sustainability@tobermore.co.uk)

### Services

Concrete block paving, paving flags, permeable paving, retaining walls, facing bricks & walling, kerbs & edging, steps, design & technical support.

### About

Tobermore is a world-class manufacturer of concrete paving, walling & kerbs, supplying commercial & domestic markets throughout the UK & Ireland. The company is committed to manufacturing responsibly by achieving the highest standards of environmental performance, preventing pollution & minimising the impact of its business operations.

Modules from the School have been incorporated into staff training programmes and form part of the induction process for pertinent roles.

**Virtual conferences:** Numerous Tobermore employees attended the 'Low Carbon Concrete' virtual conference on 31st January 2023. This event provided insights into how industry leaders are working to reduce carbon emissions in concrete products. Several practical takeaways from the conference are now being contemplated by Tobermore as part of their Sustainability Committee's work. The company has achieved significant enhancements to their manufacturing processes and systems, leading to tremendous environmental impacts.

**Assessments:** The assessments have proven advantageous for Tobermore, highlighting areas of knowledge deficiency and signposting further training requirements.

**Action plans:** The School's action plans have been highly beneficial as they have enabled staff to develop a deeper comprehension of sustainability. The resources available have allowed staff to identify knowledge gaps and customise individual sustainability learning pathways.

**Meeting customer expectations:** Sustainability holds significant importance to Tobermore's customer base, and the actions taken to augment the staff's knowledge on this topic, through the School, have greatly assisted. All staff members have been invited to join the school and have been assigned and completed numerous modules to enhance their overall knowledge.

**Leveraging e-Learning modules** The e-learning modules have proven exceptionally useful for Tobermore, with a workforce spread across the UK and Ireland. Individuals can log in from anywhere and complete the modules online. In addition, the quality of the e-learning resources is of an exceptionally high standard.

### Value gained:

**Embracing challenges & opportunities:** Though sustainability poses a myriad of challenges for Tobermore, it simultaneously opens up substantial opportunities. There is a robust appetite for sustainability among Tobermore's customers, thereby reinforcing the need to upskill staff on sustainability topics. Through membership of the Supply Chain Sustainability School, Tobermore's staff have gained confidence in interacting with customers and feel prepared to respond to any challenges or inquiries.

**Trust, innovation & staff retention:** Promoting a sustainability agenda is crucial for building customer trust, enhancing brand reputation, and unlocking new market opportunities. When employees cultivate a sustainability mindset, Tobermore stands to benefit further from cost savings, innovation, and efficiency gains. Additionally, being a sustainable business aids in attracting and retaining staff.

### Future proofing:

Tobermore intends to continue using the Supply Chain Sustainability School as a key component of its learning and development strategy. The company plans to utilise relevant modules to train and enhance the skills of its wider supply chain.