

## Challenges:

Harniss Building Services Ltd deals with sustainable issues daily, answering and guiding clients to meet complex ESG goals or comply with minimum planning conditions. The company prides itself on delivering high-quality, pragmatic end-to-end solutions for clients. One challenge faced is keeping up with the changing demands of emerging ESG strategies and targets. In many cases where requests to ensure ESG or Net Zero are met, Harniss is often asked to help establish and set these targets. The industry is still playing catch-up, and this is undoubtedly a challenge, an area where the company applies its industry expertise.

Ensuring good internal sustainability knowledge and expertise in-house is also considered a challenge for the industry and for Harniss. Although sustainability has found its way into main engineering training courses (HND/HNC), the practical application into project development and business is perhaps not so straightforward. Harniss is a rapidly growing business, with a team of over 90 specialist engineers, designers, and hands-on technical experts operating across the UK. The company values its people and takes great care to recruit, train, and retain employees, confident in the knowledge that staff are committed and uphold the company values throughout every project.

Harniss has established a 'HarnissTalks' forum which runs every month, covering topics on sustainable design application, sustainable issues, sustainable performance for business and projects, as well as other topics on energy, for example. These forums have helped bring the agenda of sustainability to the forefront and begin to widen staff knowledge and educate.

## Fact box



### Company

Harniss Building Services Ltd

### No of employees

95+

### HQ

Ketting, Northants

### Website

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

### Main contact

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### Services

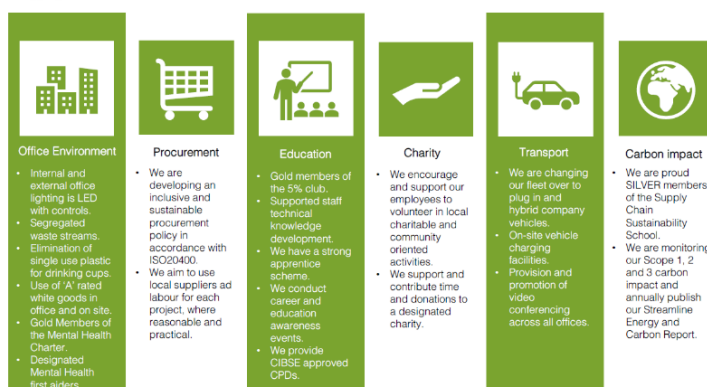
Harniss Building Services Ltd specializes in Mechanical and Electrical contracting for various sectors, with a particular focus on the Health Care industry, especially Care Homes.

### About

From 2009, we have created and supported our varied client base for vital assets that have enabled sustainable and prolonged developments. Covering residential, health care, education, and commercial facilities; heat, light, power, and water; places to live and places to work.



### OUR SIX CORE ESG SUSTAINABILITY COMMITMENTS



## Impact:

Twelve months ago, Harniss Building Services Ltd did not have a developed Environmental or sustainability policy, nor did the company understand its own sustainable performance. The SCSS enabled Harniss to establish its six core ESG sustainability commitments, as attached, covering:

- Office Environment: Harniss now has low-energy demand buildings, minimized plastic use, and has achieved Gold Membership of the Mental Health Charter.
- Procurement: The company established an internal sustainable procurement policy in accordance with ISO20400.
- Education: Harniss achieved gold membership of the 5% club for trainees and apprentices, providing in-house CPD talks ('HarnissTalks') as well as external CPDs on such matters.
- Charity: Harniss supports local and national charities with various events, such as the 'Mind' for a second year and the Miles for Mind campaign, logging all physical fitness activities and virtually traveling around the world to improve mental health awareness.
- Transport: The company is converting its entire transport fleet to electric/hybrid, lowering its overall carbon footprint, as transport accounts for approximately 50% of carbon emissions.
- Carbon Impact: Harniss achieved silver membership and aims for Gold membership with the SCSS. The company evaluates its Carbon footprint (Scope 1, 2 & 3) and establishes its current position and means to lower year on year. Harniss also offsets the carbon via Gold Standard approved measures, successfully managing this last month and becoming a Carbon Neutral business for 2023-2024.

**Engagement events** - The training events and webinars have been extremely beneficial, serving as a valuable means of internal training for the teams at Harniss. The sustainability team has successfully disseminated the information, presenting it to the wider Harniss team and, when necessary, the senior team to ensure sustainability is embedded into all aspects of the company.



**Resources** - The assessment process is brilliant and straightforward, significantly aiding in the establishment of the initial action plan set out for the business last year. It has allowed for a re-evaluation of the current position and the successful setting out and achievement of the six core ESG sustainability commitments. The top-up e-learning modules were excellent and have helped Harniss Building Services Ltd create the policies that were needed and assisted with its tender bid submissions.

## Value gained:

Being members of the SCSS has been timely. Back in December 2022, Harniss Building Services Ltd set out to conduct a re-evaluation of its overall business performance in terms of sustainable value, credentials, and outlook. The membership was recommended via a new employee who had utilized the SCSS in the past and insisted it was a good starting point. It instantly highlighted areas where further improvement was needed, as well as where the company was excelling but perhaps not entirely sure how this was a benefit.

Membership has helped enhance Harniss's tender submissions, allowing them to justify their business practices in terms of sustainable performance and the advice they provide. This has contributed to winning more work, creating a competitive edge on national contacts, and aligning with their clients' own ESG agendas. They are now setting and guiding clients on ESG goals and the strategies to apply to their business and developments.

As a result of joining the school, Harniss has found that its reputation is enhanced due to the willingness to continually improve as part of the school. The focus on internal sustainability has increased, boosting service to clients. School events have been of great benefit.

Involvement with the School has enabled Harniss to gain insight into their clients' goals, aspirations, and targets associated with the school.

### Future proofing:

The resources available and the journey taken over the last few months have enabled Harniss Building Services Ltd to establish the 'HarnissTalks' forum and ensure good internal education for the recruitment program and existing employees.

Harniss believes it would be beneficial for the school to encourage interaction with government representatives and provide insight into government targets and aspirations. A suggestion would be the Department of Energy Security and Net Zero with discussions on energy policy changes and steering group involvement, particularly regarding the London Plan and Net Zero.