

Challenges:

Despite reducing emissions year-on-year over the last three years, Ian Williams Carpentry (IWC) still identifies many opportunities within the company to further reduce emissions. IWC has committed to using only FSC/PEFC certified timber on all its sites and to reducing paper usage across the company.

One of the biggest challenges faced by IWC, due to the vast area it covers, is fleet travel. This can amount to in excess of 60,000 miles per quarter, resulting in almost 300 tCO2e per quarter. The company is currently in the process of switching to electric vehicles where possible. However, due to the distances travelled, it is currently not feasible with their vans.

A second area of focus is waste material. Presently, it is challenging to track the amount of waste generated. Waste timber is discarded in the designated recycling bins provided by the main contractor.

Impact:

Circular economy and community outreach: Through engaging with the Supply Chain Sustainability School, Ian Williams Carpentry has been able to delve into the circular economy. Connecting with individuals from Circular Revolution, the company has analysed its current practices and pinpointed waste as its most significant issue. Capturing data from timber usage on sites remains the company's most substantial gap in reporting on carbon emissions. IWC has committed to reusing a high percentage of its waste timber on the same sites, either by creating mud kitchens, bird boxes, etc., or by using the offcuts of timber to engage with the local community and schools through hosting workshops. Recently, the company attended a social value event where it used MDF to cut animal shapes for children to decorate.

Strategic engagement and workforce development: People are at the heart of the decisions at IWC. The company has embarked on its social value journey, creating a strategy targeting three themes: Helping Others, Helping the World, and Inspiring and Educating Young People. After accessing resources from the School, IWC has signed up to the People Matter Charter, becoming a Living Wage Accredited Employer.

In addition, the Office Manager of IWC has become a Fairness, Inclusion and Respect (FIR) Ambassador, and the company is encouraging those in supervisory positions to enrol in the FIR programme. The FIR Toolkit has been informative, enabling the creation of toolbox talks for the site team. Being self-aware and able to rate the company as a whole has opened IWC up to the gaps within its business and the knowledge of its employees. The action plans created have pinpointed resources that could be used to develop the knowledge of those working in each department. Creating an action plan has also meant that, regardless of the score on the assessment, the level is matched to achieve higher results in subsequent assessments.

Fact box



Company

Ian Williams Carpentry Limited

No of employees

31

HQ

Cowbridge Road, Pontyclun,

Website

www.iwc.uk.net

Main contact

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Services

Carpentry and Joinery

About

IWC is the leading carpentry contractor throughout Wales and the Southwest of England, serving a variety of industry sectors including health, education, residential, government, and retail. Its scope of work is vast, encompassing supply-and-fix carpentry packages with contract values of up to £2.5 million.

Mental health advocacy and intervention: With thousands of different resources available via the School, IWC initially explored several types when creating a Mental Health policy/statement. This exploration has helped shape the company's policy, and since then, supervisors and several individuals in the head office have been trained as Mental Health First Aiders. Due to the stigma surrounding men's mental health, especially within the construction industry, IWC is working to break this stigma and provide its workers with avenues of assistance, if required. The company is also equipping its supervisors with the tools to spot the signs early for intervention, should they need to.

Value gained:

Charter access benefits: Without being a part of the School, Ian Williams Carpentry would not have come across the People Matter Charter. This would have meant that the company might not have considered becoming a Living Wage Accredited Employer, which falls under part of the commitments to the Charter. The School has provided IWC with access to schemes that it would not otherwise be aware of.

As a Small and Medium-sized Enterprise (SME), the level of knowledge IWC has surrounding social value is somewhat minuscule in comparison to Tier 1 contractors. This has meant that the company, along with other SMEs, has been behind in launching a strategy for community outreach. Accessing tools from the School has given IWC a basic understanding of where to begin and has shown the importance of giving back to a community. From completing these resources, IWC has had several meetings with main contractors to assist with their social value projects and to gain a better understanding of how the company can meet the targets set by Tier 1 contractors.

These efforts have given IWC a competitive advantage, as Tier 1 contractors can see that the company is willing and trying to help push a social value initiative.

Future proofing:

Currently, Ian Williams Carpentry (IWC) has three staff members signed up to the School, but the company is looking to increase this number across the business to allow more employees to benefit from personal learning. The Office Manager at IWC is undertaking a Foundation Certificate in Environmental Management and has utilised several School resources focused on sustainability. This will continue to develop her knowledge. The Finance Director is also planning to join this course in the next few months.

Several individuals within the company are interested in continual development. As IWC looks towards the future of the business, its people will be leading and developing the tools necessary for this progress.