

Challenges:

Sustainability is a critical concern for Electrium, its customers, and their customers alike. Demonstrating our commitments and actions in sustainability is paramount. While we already adhere to ISO 14001 and ISO 50001 standards, the landscape of sustainable initiatives continues to evolve, necessitating our navigation and potential adoption of new practices.

Recognizing that sustainability is the responsibility of every individual within the company, Electrium strives to convey this message to all employees. Cultivating a culture of employee engagement is crucial as we progress on our sustainability journey. It's imperative that all employees understand the significance of sustainability in their respective job roles and how their actions can contribute to the company's efforts. For instance, something as simple as closing doors and windows to reduce temperature variations within the factory can lead to reductions in gas and electricity consumption.

One demonstration of our commitment to sustainability is the consolidation of our manufacturing sites and a review of our office space, which not only reduces energy consumption but also promotes a healthier work-life balance.

Embracing practices such as hybrid working, remote working, hot desking, online meetings, and reduced travel are all integral components of Electrium's sustainable business journey. The COVID-19 pandemic prompted a shift towards hybrid roles, revealing that they can enhance the work-life balance for staff without compromising business operations. Consequently, the hybrid working model has become standard for all appropriate roles within Electrium. Online meetings have replaced traditional face-to-face gatherings, substantially reducing travel between sites for project meetings. Most office staff now work remotely three days per week, significantly reducing their daily commutes.

Although the overall needs of the business remain unchanged, adjustments to infrastructure accommodate the new working practices. Electrium can reduce administrative space while still providing necessary office accommodation. Additionally, production activities can be consolidated, eliminating inter-site transfer shipments of components and finished goods to lower overall fuel and energy consumption, thereby creating a more sustainable business activity.

With a balanced approach, Electrium aims to continue servicing its customers while significantly reducing its environmental impact.

Fact box



Company

Electrium Sales Ltd (a Siemens Company)

No of employees

300

HQ

Walkmil Lane, Cannock

Website

<https://www.electrium.co.uk/sustainability>

Main contact

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Services

Electrium manufactures electrical installation equipment for use in residential, commercial & industrial installations.

About

Electrium is an electrical engineering company with manufacturing operations in the UK & South Africa. Electrium manages its product designs from component to finished goods. Electrium owns the process. With ISO 9001 accredited production facilities and UKAS accredited, ASTA recognised, test laboratories Electrium delivers proven products for professional installers & specifiers.

Impact:

To address the challenges of sustainability, Electrium Sales Ltd established its sustainability committee. This team has buy-in from the senior leadership team and reports directly to the Managing Director. This structure ensures that all sustainability projects are now under one umbrella instead of being managed by various individuals, thereby improving visibility and understanding throughout the business departments.

The Supply Chain Sustainability School has helped provide focus and has been a valuable source of knowledge to assist Electrium Sales Ltd with the steep learning curve on this topic. It serves as a useful tool to develop the wider team and offers an easy way for employees to engage with sustainability and fill gaps in their knowledge.

Resources:

Assessments – It was interesting for the company to observe which areas of sustainability could be included in its actions both as an organization and individually.

Action Plan –

The action plan proves useful for identifying knowledge gaps from the assessment. The functionality to assign learning to specific users is a good method of ensuring that the correct knowledge is attained based on job role.

E-learning modules –

These resources are useful for consolidating topics Electrium Sales Ltd already had some understanding of, but also to provide introductions to areas of sustainability it may not have considered before.

Value gained:

The Supply Chain Sustainability School is one of the resources that can assist Electrium in creating a sustainability-focused culture. This promotes a mindset of continual improvement and supports the company's drive for efficiencies while enhancing its social and environmental impact.

Customers have already demonstrated keen interest in resources like the sustainability school, so maintaining membership will also benefit them. It may also provide Electrium with a competitive advantage with customers who prioritize sustainability as part of their supplier selection criteria.

Future proofing:

The plan is for sustainability to become part of Electrium's engagement strategy, with all employees having sustainability targets. These targets would likely focus on learning and improvement, for which the Supply Chain Sustainability School would be a valuable resource.