

Challenges:

Glanua has engaged in a comprehensive risk and opportunity assessment with a top consultancy to gain insights into its significant sustainability-related risks and formulate a sustainability strategy for the organization. A primary focus for Glanua will be the continued execution and integration of this sustainability strategy in the months and years ahead. This endeavour will involve enhancing the knowledge and proficiency of both current and incoming staff regarding sustainability to ensure their thorough comprehension of the strategy and its implementation within the company.

Competition - keeping up with competitors who are more mature in their sustainability journey and have established processes and procedures. Glanua will need to accelerate its knowledge growth and ensure the competency of its staff is enhanced to meet the milestones set in the strategy. In addition to Glanua's staff, this will also be applicable to our supply chain.

Impact:

Through engagement with the Sustainability School, Glanua has been able to embrace the challenge of upskilling its staff on the various topics offered by the School. Fifty percent of the workforce have enrolled in the School, and we are carrying out lunch and learn sessions with all staff to encourage increased usage of the platform.

In particular, the School has been helpful in preparing for the recent legislation on Biodiversity Net Gain and developing new procedures on biodiversity management to help meet this challenge.

The School's resources and best practices have helped Glanua to digitize our systems better and to be more efficient in our business practices.

Glanua has recently undertaken its half-year supply chain forum, and the School was also introduced to the suppliers. To ensure progression, we have created a KPI which will measure the engagement from our suppliers and to be measured by award status, i.e., Bronze.

Engagement events:

Webinar – Digital Waste Tracking: This webinar was helpful in highlighting the upcoming legislative change and what it will mean for Glanua. It was great to hear from representatives from DEFRA as well as industry experts in waste management. This gave us great insight to ensure we are prepared and ready for the new legislation.

Webinar - Biodiversity Net Gain Opportunities for Enhancement in the UK: The value of this webinar gave us a better understanding of how to structure our internal procedures to ensure we meet the requirements of BNG.

Fact box



Company

Glanua

No of employees

60

HQ

Start Hill, Bishops Stortford

Website

<https://glanua.com/>

Main contact

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Services

Design, build, operation and maintenance of water and wastewater services.

About

Glanua's mission is to make a positive impact on the planet. They offer turn-key projects in water and wastewater for the municipal and industrial sectors, with services encompassing design, build, operation, and maintenance. Over the years, numerous projects have been successfully delivered across Ireland, the UK, Central Europe, and the USA for clients in the municipal and industrial sectors.

Resources:

Assessments – The assessments are helpful prompts to gain insights into Glanua's knowledge gaps. They serve as useful points of reflection for individuals and the business, helping to identify areas for improvement.

E-learning modules – The E-learning modules have provided a trusted source of information for learning on key topics such as waste management and biodiversity, allowing staff to upskill in new areas at times convenient to them. It has also contributed to their personal development by earning CPD points as they work towards Charterships in their respective disciplines.

Value gained:

As Glanua continues to deliver the milestones of its sustainability strategy, utilizing the Sustainability School's tools and resources has been key to its current success in implementation. The School demonstrates enormous value for both Glanua as a company and its employees on an individual basis. Engagement with the school showcases Glanua's commitment to sustainability in the industry to both prospective and existing clients, enabling the company to better meet client requirements. Through increased knowledge in sustainability, Glanua can enhance its processes, reduce risks, and ultimately save money. The School benefits staff from various disciplines, including HR, design, and commercial, by increasing their ability to understand and address sustainability challenges. Ultimately, the School will help reinforce existing training and cultivate a culture of sustainability within the business.

Future proofing:

- Glanua will continue rolling out the School across its UK business.
- Glanua will support the launch of the School in our Irish business, to ensure harmonisation and consistency.
- Glanua will integrate the School's learning resources into our training and competency matrices for our staff and supply chain.
- The target within Glanua's sustainability strategy is for Glanua to become a Partner of the Sustainability School.