

## Challenges:

Lockmetal Limited's biggest challenge has been gaining an understanding of how sustainability applies to and can be influenced by a company like theirs. Initially, the company struggled to identify the key issues, and as these became clearer, it faced difficulties in determining how to measure its baseline and identify effective measures for improvement. Across the broad spectrum of sustainability, Lockmetal Limited had to prioritize, learn, and upskill its staff.

Customers increasingly requested responses to their own clients' sustainability-related demands. In response, Lockmetal Limited had to learn the language of sustainability, adopt appropriate metrics, and develop sensible and actionable responses.

As the company has grown, Lockmetal Limited has faced the challenge of upskilling new staff to ensure a consistent and informed approach to sustainability across all its projects.

## Impact:

- Lockmetal Limited has benefited from the wide range of resources provided by the School, which have enabled the company to select suitable training and raise awareness and skill levels both generally and on specific subjects as needed.
- The resources' specific focus on construction has proven highly relevant and has delivered significant savings by eliminating the need for extensive independent research and education.
- Staff at Lockmetal Limited value the resources, recognizing them as professional and contributing meaningfully to their professional development.
- The impact of achieving various levels of attainment through the School has provided the company with clear goals and enhanced its credibility in the market with customers.
- The variety in course length and media has allowed Lockmetal Limited to tailor material selection to suit individual learning needs effectively.
- Both the individual and company dashboards offered by the School have been highly useful in tracking progress and monitoring development.

## Engagement events:

## Fact box



### Company

Lockmetal Limited

### No of employees

20

### HQ

Hunton Bridge, Kings Langley

### Website

[Www.lockmetal.com](http://www.lockmetal.com)

### Main contact

Marcia Rowles

[sales@lockmetal.com](mailto:sales@lockmetal.com)

### Services

Lockmetal are cladding design, supply and installation specialists, our work involves some of the more complicated and bespoke cladding requirements; things like recessed balconies, penthouse/plantrooms, window detailing, feature beams, canopies, under-crofts and rainwater features, those areas of the building that make a statement.

### About

As a specialist cladding company, we have a wealth of experience overcoming technical challenges and difficulties to deliver projects on time. Our knowledge and expertise in statement cladding means that even the most complex and technical projects are completed within budget, to a high standard and on time. We know that usually the scope of a project requires more than one subcontractor to work together to deliver a completed end result.

The program of supplier days, webinars, and training workshops has enabled Lockmetal Limited to accelerate learning on specific topics while also offering excellent networking opportunities.

### Resources:

**Assessments** – Assessments provided by the School are comprehensive, accessible, and offer clear metrics for establishing baselines and tracking improvement.

**Action Plan** – Action Plans are helpful pathways to gain understanding and competence.

**E-learning modules** - E-Learning modules are varied in length and delivery and accessible at any time and location which allows employees to complete tasks at their own convenience

### Value gained:

- Being a member of the Supply Chain Sustainability School provides Lockmetal Limited with credibility and a competitive advantage.
- The membership offers significant cost savings by granting access to a wide range of resources and tools.
- Many of the company's key clients require membership and achievement of Silver status, while others accept membership as proof of competence.
- The opportunity to network within the sustainability space has been a major benefit, broadening Lockmetal Limited's understanding of industry needs and expanding its sphere of influence.
- Enhanced knowledge gained through the School serves as a fundamental element of Lockmetal Limited's risk reduction strategy.

### Future proofing:

- Lockmetal view the school as an integral part of its education program and its aspiration to ensure the competence of all staff and will continue to make the resources available to all.
- We aspire to make significant progress on CSR and Sustainability issues and will utilise the School as a key partner.