

Challenges:

Ethos Farm recognised that creating a sustainability plan was the right course of action for its clients, people, local communities and the planet. Many clients already possessed fully developed strategies because of their significant community impact. By contrast, Ethos Farm neither manufactures nor builds, operates company vehicles nor manages an extensive supply chain, so the primary challenge lay in building knowledge and identifying where maximum positive impact could be delivered without first having to mitigate sizeable negative impacts. To provide direction, Ethos Farm established a CSR mission, “to be a responsible and valued partner who creates positive impact for our people, our planet and in the communities we are part of, helping our partners to flourish and achieve their own CSR goals.”

Impact:

By articulating a clear mission, goals and objectives, Ethos Farm has communicated a compelling narrative of intent. Early engagement with the senior leadership team, and the decision for fifty per cent of staff to sponsor strategic objectives, secured broad support and a diverse skill set to drive delivery. Membership of the Supply Chain Sustainability School has equipped workstream sponsors and their teams with assessment tools, knowledge resources and alternative approaches for achieving objectives. The School's assessments have proved especially valuable, enabling teams to benchmark starting positions against best practice, track progress through action plans and provide visible evidence of improvement that motivates continued effort and demonstrates results to both colleagues and clients.

Value gained:

Access to self-assessments and an extensive suite of learning tools through the Supply Chain Sustainability School has enabled Ethos Farm to demonstrate tangible progression in sustainability maturity, recognised by clients and evidenced through membership status. The organisation can now address sustainability agendas confidently and knowledgeably. Internally, promoting School membership has engaged colleagues at every level, while the dashboard and comparative assessment results create a healthy competitive edge that drives faster progress. Externally, the credibility gained supports stronger client relationships and enhances reputation, placing Ethos Farm in a better position to meet evolving client requirements and win new opportunities.

Fact box



Company

Ethos Farm Ltd

No of employees

790

HQ

Ethos Farm, Myrtle House,
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Website

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Services

Ethos Farm provide people, consultancy, learning, & data & technology solutions.

About

Ethos Farm are award-winning specialists in Employee Experience and Customer Experience, providing consultancy, learning, people and data & technology solutions globally. We work with leading brands across sectors including aviation, retail, rail, and real estate, to cultivate and nurture thriving cultures; brilliant employee experiences deliver exceptional customer experiences.

Future proofing:

Ethos Farm aims to attain Gold membership, providing further proof of strong progress and inspiring the team to go further. The next steps include embedding Supply Chain Sustainability School assessments within the management development programme, focusing on Social Value, Leadership and Fairness, Inclusion and Respect. Ongoing support from the School through up-to-date content, insights on emerging developments and innovative delivery methods will help maintain high engagement levels and continual improvement.