

Challenges:

Hargreaves has an ambitious Net Zero Plan, published in the previous year, which outlines annual targets through to 2050 and touches all areas of the business. While focused on meeting these targets, a broader sustainability aim has been to identify holistic areas for improvement through an independent lens.

By utilising the resources offered by the Supply Chain Sustainability School, including the sustainability assessment tool, Hargreaves was able to evaluate its performance across a range of sustainability KPIs. This process provided valuable insight into how the company performs relative to others, highlighting both strengths and opportunities for further development.

The results promoted internal discussion, debate, and awareness, ultimately helping to shape a focused action plan and establish a clear performance benchmark.

Impact:

The findings from the School's assessment were shared with Hargreaves' ESG Working Group, which includes representatives from across the Group. Based on this, the decision was made to involve a wider cross-section of employees in completing an Action Plan, with the aim of raising awareness, increasing engagement in sustainability, and driving improvements in specific focus areas.

This collaborative approach helped embed sustainability more deeply within the organisation, encouraging ownership and proactive participation at multiple levels.

Value gained:

The Supply Chain Sustainability School provided a tailored Action Plan combining e-learning modules, tasks, and strategic actions. This served as a practical roadmap to improve sustainability knowledge and skills throughout the business.

E-learning topics ranged from procurement to biodiversity, with tasks assigned to colleagues based on role relevance. Training was designed to be flexible, enabling staff to complete modules over two months at their own pace. The content included best practice guidance and actionable, easy-to-implement improvements, allowing for measurable progress in a short time.

The School's resources are widely recognised across the industry and are also used by many of Hargreaves' suppliers and clients. Internally, the content is seen as high-quality, current, and highly relevant. It offers tools for both individual CPD and wider business development, with accessible, user-friendly materials that support practical learning and implementation.

Fact box



Company

Hargreaves Services Plc

No of employees

1,346

HQ

Durham, DH7 9PT

Website

<https://www.hsgplc.co.uk/>

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Services

Earthmoving, civil engineering, environmental services, land regeneration, property development, mechanical and electrical (M&E) services, materials handling, project engineering, and logistics.

About

Hargreaves Services Plc is an international, multi-sector specialist services organisation supporting the energy, utilities, waste, infrastructure, construction, and logistics industries. With over 30 years of experience and operations across the UK and overseas, the company delivers critical services through a diverse portfolio of capabilities and an extensive blue-chip client base.

Engagement with the School has enabled Hargreaves to demonstrate its sustainability commitment, benchmark progress, and clearly identify areas for continued development.

Future proofing:

As Hargreaves continues to mature in its sustainability journey, the Supply Chain Sustainability School's assessment tools will serve as a valuable independent checkpoint and scorecard, complementing the Group's internal evaluations.

With technology playing an increasingly vital role in sustainability, Hargreaves welcomes further content and workshops on this topic. The company also plans to engage a broader employee base with the School's resources to continue expanding sustainability awareness and capability across the organisation.