

## Challenges:

As a growing roofing and building envelope contractor, GRM Roofing Co Ltd identified that consistent knowledge of sustainability, ethical procurement, and modern slavery compliance was critical to maintaining standards across all levels of the company. The business wanted to ensure that both site and management staff had a shared understanding of current legislation, supply-chain responsibilities, and the wider sustainability agenda within the UK construction sector.

## Impact:

To address this, GRM Roofing Co Ltd implemented a structured internal training plan supported by the Supply Chain Sustainability School. Twelve members of staff, ranging from Level 3 supervisors through to Level 7 senior managers, including those undertaking CIOB-accredited management training, completed e-learning and CPD modules covering:

- Modern Slavery Act awareness and supply-chain ethics
- Sustainability and environmental management
- Fairness, Inclusion and Respect (FIR)
- Procurement and responsible sourcing
- Leadership and management competence development

In addition to online learning, the company integrated lessons from the Supply Chain Sustainability School's resources into toolbox talks and internal workshops, ensuring that site-based teams benefited from the same core principles applied at the management level.

## Value gained:

- 100 percent of enrolled staff completed their assigned modules, achieving full compliance with GRM Roofing Co Ltd's internal training targets
- Managers demonstrated increased confidence in applying sustainability and ethical procurement standards during tendering and supply-chain engagement
- Toolbox talks and induction processes were updated to reflect the key learning outcomes from the Supply Chain Sustainability School
- Following the training, GRM Roofing Co Ltd saw a measurable improvement in staff awareness during internal audits, with sustainability-related non-conformances reduced by 30 percent and supplier due diligence records now consistently completed to a higher standard

## Fact box

**GRM** | ROOFING  
CO LTD.

### Company

GRM Roofing Co Ltd

### No of employees

N/A

### HQ

Unit 1 Moat Farm Business Centre,  
Tukey Cock Lane, Colchester, Essex,  
CO3 8ND

### Website

[www.grmroofing.co.uk](http://www.grmroofing.co.uk)

### Main contact

Leon Wright

### Services

GRM Roofing Co Ltd provides roofing and building envelope services within the UK construction sector, delivering installation, maintenance, and management of roofing systems while supporting wider building envelope solutions across commercial projects.

### About

*GRM Roofing Co Ltd is a roofing and building envelope contractor operating within the UK construction sector. The organisation recognises that sustainable business practices are driven by an informed, competent, and engaged workforce. To support this, GRM Roofing Co Ltd has embedded structured learning and professional development across its operations, with a strong focus on sustainability, ethical procurement, and compliance.*

- The initiative also improved cross-departmental collaboration, with managers and site teams jointly identifying sustainability improvements on live projects
- 2 additional apprenticeships are currently being advertised to the local community, fully funded by GRM Roofing Co Ltd
- Improved competence, confidence, and accountability in applying sustainability principles across all levels of the business
- Stronger alignment between site delivery and management oversight
- Enhanced ability to support client requirements and certification goals through improved understanding of sustainability and ethical procurement

### Future proofing:

GRM Roofing Co Ltd will continue to expand training coverage across its wider workforce, including engagement with key subcontractors. The next phase of development will focus on advanced training in carbon reduction, retrofit sustainability, and digital construction practices, forming a core part of the company's drive to achieve certification to ISO 9001 (Quality), ISO 14001 (Environmental), and ISO 45001 (Occupational Health and Safety) standards.

In addition to this, GRM Roofing Co Ltd will continue working with the Supply Chain Sustainability School to access advanced learning and sector-specific modules, and would welcome future content focused on sustainable roofing systems and carbon reduction in construction.