

Challenges:

Springhead Construction undertook a thorough risk and opportunity assessment to identify its major sustainability-related concerns and develop an organizational sustainability strategy. In the upcoming months and years, the company's main priority will be to continue implementing and integrating this sustainability plan. This project aims to improve the sustainability knowledge and skills of both new and existing employees so that they fully understand the strategy and how it is being applied within the organization.

Key objectives include embedding the sustainability strategy into all business operations and culture, boosting the sustainability knowledge and skills of current and incoming staff, accelerating sustainability initiatives to keep pace with more mature competitors, and extending sustainability knowledge and competency to the supply chain. In due course, Springhead Construction will implement regular workshops and seminars to educate staff on sustainability practices and the company's specific strategy. Additionally, it will provide extensive online courses highlighting industry best practices, company-specific tactics, and sustainability principles.

Springhead Construction's commitment to sustainability requires a strategic and comprehensive approach to integrating sustainability into its core operations. By focusing on enhancing the knowledge and proficiency of its staff and engaging its supply chain, the company aims to not only keep up with but also surpass its competitors in sustainability performance. The ongoing efforts in training, development, and continuous improvement will be critical to the successful execution of the sustainability strategy.

Impact:

Springhead Construction has embraced the challenge of upskilling its employees on the various subjects covered by the Sustainability School, facilitated by its involvement with the institution. The company encourages more staff members to utilize the platform by hosting lunch and learn sessions, resulting in 50% of the workforce enrolling in the School.

To meet this challenge effectively, the School has proven particularly helpful in developing new protocols on biodiversity management and preparing for the latest legislation on Biodiversity Net Gain. Springhead Construction has derived benefits from the tools and best practices provided by the School, leading to improvements in system digitization and increased operational efficiency.

Fact box



Company

Springhead Construction Limited

No of employees

3-5 direct & 5-25 self employed

HQ

Northfleet, Kent

Website

www.springheadconstruction.com

Main contact

Mr A.S.Dhesi (DES)

asdhesi@springheadconstruction.com

Services

Reinforced Concrete formwork, Groundworks, Brickwork-Blockwork, Day Labour

About

Springhead Construction have been established for a number of years with a particular focus on civil engineering trades including: Reinforced Concrete; Formwork; Steelfixing; Groundwork and Drainage as well as labour supply. We are also adept at building and construction trades including Office Refurbishment work; Painting and Fit-Outs.

Value gained:

Making use of the tools and resources provided by the Sustainability School has been essential to Springhead Construction's current implementation success as it continues to meet the benchmarks of its sustainability plan. The School proves to be of great benefit to Springhead Construction as a business and to each employee personally. By collaborating with the School, Springhead Construction can better serve its clientele by demonstrating to both current and potential customers its dedication to sustainability in the business. By learning more about sustainability, Springhead Construction can improve its operations, lower risks, and save money long term. The School helps employees in a variety of fields, such as commercial, design, and human resources, by improving their comprehension and handling of sustainability issues. In the end, the School will support enhancing current training and fostering a sustainable culture within the company.

Future proofing:

In order to maintain uniformity and harmony, Springhead Construction Ltd will:

- The goal of Springhead Construction Ltd's sustainability strategy is for the company to become a Partner of the Sustainability School.
- Springhead Construction Ltd will incorporate the School's learning resources into our training and competency matrices for our staff and supply chain.