

Challenges:

At Geotechnics, one of the key sustainability challenges is integrating social sustainability alongside economic and environmental goals. The company recognises that fostering a culture of fairness, inclusion, and respect is vital not just for ethical reasons but also for business success. This focus enhances profitability, helps attract and retain staff, and aligns with the growing expectations of a workforce that values diversity and equality. A diverse team boosts innovation and engagement, improving overall performance. Additionally, clients and large contractors now expect their partners to have strong diversity and inclusion practices, which strengthens Geotechnics' reputation and industry relationships.

As a small to medium enterprise (SME), Geotechnics has benefited greatly from the School's FIR (Fairness, Inclusion, and Respect) programme. This industry-endorsed resource provides valuable training and guidance, helping the company address workplace culture challenges and become more competitive and profitable by embedding best practices in diversity, inclusion, and fairness into its business operations.

Impact:

Engaging with the School has had a significant positive impact on how Geotechnics tackles sustainability challenges. It has provided key personnel with up-to-date knowledge on sustainable practices and access to free online resources like the FIR Toolkit. All staff were able to benefit from these resources and attend free training workshops, which empowered them to create a more supportive and inclusive workplace. The School also helped Geotechnics meet legal obligations around equality, diversity, and anti-discrimination. The company has implemented a FIR awareness badge, encouraging staff to reflect on past actions and improve their approach to fairness, inclusion, and respect moving forward. This initiative has been invaluable in fostering personal growth and promoting a culture of continuous improvement. The School's additional resources, like life skills workshops, though optional, offer further opportunities for development. Overall, these tools have helped Geotechnics build a more sustainable and inclusive business by prioritising staff well-being and growth.

Value gained:

Membership in the School has brought significant benefits to Geotechnics. It has enhanced the company's visibility and commitment to sustainability, as seen through its environmental policy and ISO 14001 accreditation, which has improved its standing in prequalification questionnaires and supplier questionnaires, especially as sustainability becomes a key factor. Access to Fairness, Inclusion, and Respect (FIR) training has been instrumental in

Fact box



Company

Geotechnics Limited

No of employees

95

HQ

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Website

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Main contact

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Services

We offer a wide range of services at Geotechnics undertaking Geotechnical and geoenvironmental site investigations, laboratory testing, reporting and advice.

About

Founded in 1983, Geotechnics provides comprehensive geotechnical and geoenvironmental investigations across the UK. Our services include borehole drilling, trial pitting, in-situ testing and monitoring, laboratory analysis, reporting and advice. With expert teams, the latest equipment and advanced technology, we ensure early-stage project success by addressing technical, safety, environmental, and quality requirements for a wide range of projects and sectors.

developing FIR ambassadors within the team and extending training to the entire workforce. This initiative has also allowed Geotechnics to roll out FIR toolbox talks to subcontractors, ensuring a broader impact.

The FIR programme strengthens Geotechnics' ability to attract and retain staff and enhance workplace productivity, innovation, and safety. It also supports financial performance and collaboration while boosting the company's reputation. Moving forward, Geotechnics sees membership as key to maintaining a competitive edge, meeting client sustainability expectations, and further improving its business processes and industry standing.

Future proofing:

Geotechnics plans to maintain its membership with the School to stay updated on industry advancements in sustainability and carbon reduction. The company is particularly keen on further development of FIR and Mental Health Awareness training, which will support its efforts to foster a welcoming and inclusive environment for its workforce.