

## Challenges:

Targets and reporting in relation to energy and carbon remain the biggest challenge to us as an SME/subcontractor. As the built environment is one of the major contributors to carbon emissions, we are finding that each main client is looking for very detailed and project-specific reporting, and it is taking us some time to find ways in which to capture the data requested as accurately as possible. Often, we are relying on our supply chain to provide the relevant information in the form of EPDs or material weights.

Our social value targets also remain a challenge as we are a specialist trade and often do not have continuous periods on-site. For example, employing an apprentice from the local area for a specific project is problematic as we are unable to fulfil the obligations for the apprenticeship duration. As a business, we want any employment opportunities to be meaningful and worthwhile rather than just being a tick-box exercise to fulfil local council obligations.

## Impact:

The emphasis on social values has provided JPJ Installations Ltd with an opportunity to recruit apprentices into the business. The company is proud to now directly employ 3 apprentices and 1 apprentice via a shared apprenticeship provider. JPJ Installations Ltd is always committed to looking for opportunities to bring new people into the construction industry and provide them with the relevant knowledge and experience to succeed.

The School's carbon calculator has been a great support, allowing the company to report its carbon emissions to clients without having to report to each client individually. The webinars supporting the carbon calculator have also been very helpful in ensuring accurate reporting. Over the next 12 months, JPJ Installations Ltd intends to focus on capturing much more data to complete all elements of the carbon calculator, not just the mandatory elements. This will provide clients with more comprehensive data for their own reporting.

## Resources:

**Assessments** – The assessment has been a useful exercise for identifying areas where additional knowledge or training is needed within the business, as well as for comparing our performance against the industry average. The recommended training activities resulting from the assessment have also been helpful.

**Action Plan** – The action plan has been helpful in directing us to training that will assist with areas where we have less knowledge or experience, thus upskilling us as a business.

## Fact box

### JPJ INSTALLATIONS LTD

#### Company

JPJ Installations Ltd

#### No of employees

83

#### HQ

JPJ Installations, 7 Bradbury Drive, Springwood Industrial Braintree, Essex

#### Website

[www.jpj ltd.co.uk](http://www.jpj ltd.co.uk)

#### Main contact

Amy Upton

[hr@jpj ltd.co.uk](mailto:hr@jpj ltd.co.uk)

#### Services

Architectural aluminium glazing

#### About

Formed in 1997, JPJ Installations manufacture and install Kawneer windows, doors and curtain walling. Our success has been primarily built on a philosophy of hard work, honesty, flexibility and a desire to meet our clients needs in an efficient manner. We currently employ over 80 employees and have achieved various accreditations including ISO 9001, ISO 14001 and ISO 45001, whilst also accredited to CHAS, Constructionline Gold Standard and SMAS.

**E-learning modules** - The e-learning modules have been extremely helpful, especially those related to the carbon calculator, as they have assisted us in ensuring we are collating the most accurate data. Clients have also set allocated learning pathways, requiring us to complete relevant learning modules.

### Value gained:

The School provides JPJ Installations Ltd with a range of resources, all in one place, allowing the company to stay updated on current and emerging trends. As the Sustainability School is supported by all key main contractors within the built environment, it is particularly helpful for subcontractors, as it eliminates the need to repeat the same assessments or training for different clients.

Being part of the School gives JPJ Installations Ltd an advantage when tendering for work, as sustainability now forms a large part of the tendering process. Demonstrating that the company is a gold member of the school shows a commitment to sustainability and a desire to continually improve processes and understanding to support the entire construction process.

Regarding improved processes, the elements on modern slavery have been particularly helpful. The company has issued modern slavery toolbox talks to staff on site to ensure they are aware of what modern slavery is, how to spot it, and how to report it.

### Future proofing:

JPJ Installations Ltd will continue to engage with the School as they do currently, primarily through e-learning materials and the use of the carbon calculator to record carbon emissions. The company will also encourage employees to make use of the school's resources to contribute towards their continuous professional development (CPD).