

Challenges:

As a Labour supplier, the biggest challenges that Zone Contractors face is around people and how they are treated.

Modern Slavery and Fairness, Inclusion and Respect are issues which the Construction industry has faced for many years and helping to combat these issues is a priority for Zone Contractors.

Zone Contractors want to ensure that they are employing and treating their people in the most sustainable, inclusive and ethical way so that they flourish in their working environment and enjoy working for Zone Contractors as well as the industry. In doing so Zone Contractors believe that benefits will be seen in their productiveness and success as an organisation.



Impact:

- **Company-wide engagement:** The self-assessment was completed with representation from different areas of the business to ensure balanced and accurate responses. Zone Contractors have been able to use the School's self-assessment as a tool to analyse their business knowledge and evaluate where extra resource is required to improve.
- **Company approach:** By attending School workshops and supplier days Zone Contractors & employees have incorporated best practice that have been learnt from events and have tried to implement change where possible.
- **Employee Engagement:** Employees have now been encouraged to complete one online School resource a month so that they can continually learn and develop their knowledge in different areas.

Value gained:

- **Improved understanding:** The school has given ZCL a platform to improve their understanding of sustainability and people-related matters. It provides accessible and free resources for employees, meaning employees can develop their skills and have access to learning opportunities.
- **Implementing change:** After attending a modern slavery workshop, ZCL became signatories to the Gangmaster and Labour Abuse Authority (GLAA) and introduced extra checks to their on-boarding process to ensure due diligence is being carried out to the best of their ability.
- **Networking opportunities:** Attendance at the School events and workshops has provided Zone Contractors with valuable networking opportunities; it also provides a discussion point to facilitate sharing best practice and ideas.
- **Cost and time savings:** Zone Contractors have found that the school's action plan helps to streamline line relevant learning material, helping to improve staff productiveness and time management. The School's resources are completely free and enable ZCL to access to learning and development that might otherwise be difficult or expensive to come by.



Fact box

ZONE CONTRACTORS

Company

Zone Contractors

Employees

<200

Website

www.zonecontractors.co.uk

Main contacts

Luke Munnely, Director

Services

Labour Supply, civil engineering, earthwork operations & plant hire

About

Zone Contractors Ltd (ZCL) is an experienced supplier to the main contractors and clients of the civil engineering and construction industries.

Our values ensure that our clients and employees are always afforded visible on-site management, a top to bottom commitment to safety, investment in training and fastidious maintenance of up to date plant and equipment.

- **PR / comms opportunities:** Zone Contractors are proud to be utilising the tools and resources the School provides and as such have included the School in tender submissions to demonstrate their commitment and journey towards best practice in sustainable and people-related areas.

Future Proofing:

Going forward Zone Contractors hope to use the school for support to help them further develop in people related matters.

The People Matter Chatter and the associated road map gives ZCL a good action plan to follow. Following this road map will help demonstrate their commitment to this issue and in turn will enhance their reputations with customers and peers, leading to more business opportunities and collaborative working.

Zone Contractors would like to see the School continue to grow, with an even wider variety of topics, which will help continue to attract engagement.

