

Challenges:



At Stortford Interiors we've worked incredibly hard over the last five years to implement a diverse and agile growth strategy that can weather the challenges of a changeable market. During this period, we've seen our turnover grow in a sustainable and viable manner to £40+ million as we

service a multitude of market sectors. Our teams have gained in strength and depth, and our portfolio grown in both range and quality. In conjunction with this expansion our staff numbers have increased from roughly 40 to 120 in the same period with a new Business Unit model introduced as a platform to support our ambitions. It is hugely satisfying to see this strategy paying off and we have worked to imbed sustainability as one of the pillars of this growth.

As sustainability is of key importance throughout the organisation, we have been delivering projects to meet BREEAM, LEED and SKA standards. We also operate UKAS accredited ISO 14001:2015 Environmental Management System. Our company has grown and succeeded in delivering value both environmentally and economically, now we are looking to bolster our social impact by focusing more towards the people side of sustainability.

Impact:

Stortford Interiors have engaged with the Supply Chain Sustainability School (SCSS) through attending training workshops, completing regular assessments and accessing e-learning modules. The resources have been particularly valuable as we have concentrated on the people side of our organization through:

- **Fairness, Inclusion and Respect:** We have recently had two staff members trained as FIR Ambassadors to promote FIR within our organization and act as a point of contact for staff.



We are also in the process of completing an FIR corporate policy which will be launched in the coming months.

- **Mental Health and Wellbeing:** In addition to four Metal Health First Aiders, we provide our employees with a free 24/7 confidential support by experienced consultants who ensure that they receive emotional as well as practical support on a wide variety of practical and wellbeing topics. This resource is promoted in our staff newsletter.

Fact box



Company

Stortford Interiors (UK) Ltd

No of employees

120

HQ

Bishop Stortford

Website

www.stortford-interiors.com

Main contact

Kelly Bonar - Head of Compliance and HR

Kelly.Bonar@stortford-interiors.com

Services

Drywall, Suspended Ceilings, Glasswall, Fitout, Joinery, Washroom Fitout, Partitioning Systems, and Interior Packages

About

As a leading UK contractor, working for Tier 1 construction clients, we provide effective management solutions to resolve design and technical problems. We offer our clients unrivalled levels of professional service and quality standards, and our continued success is driven by consistent customer satisfaction. Our mantra is 'Delivering Confidence on Every Project'.

- **Modern Slavery:** We recently published a Human Rights Policy and an Anti-Slavery Policy seeking to improve the transparency of the labour force working for our organization through subcontractors and ensuring we comply with international conventions regarding human rights and enforced or child labour. To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed and are in unanimous support of these matters.
- **Apprenticeships:** In partnership with the Federation of Interior Specialists (FIS) we are proud to have recently launched Project Futures. Its objective is to engage, educate, empower and enable every new entrant, ensuring their place in a company where investment in all employees is continuous, advocates real progression and provides rewarding career opportunities. Our apprentices in dry lining and carpentry have met with recognition and success, receiving several awards including FIS “Apprentice of the Year” Award for two years running and another apprentice received Wates Construction “Apprentice of the Year”.



Value gained:

Without a doubt our engagement with the SCSS has benefited our organization, primarily through:

- **Competitive advantage:** provided learning which has guided our firm in best practice and helped to shape corporate policy
- **Enhanced reputation:** a tangible way to demonstrate to clients our improved sustainability knowledge and profile
- **Increased knowledge and understanding:** SCSS training has allowed our staff to have conversations on key sustainability topics coming from a place of common understanding, which has resulted in improved decision making
- **Better understanding client requirements:** the resources of the School have helped us to become more in sync with our clients’ sustainability requirements and increasing the likelihood of winning work and retaining clients.
- **Increased employee satisfaction:** In an industry with high employee turnover our focus on our social impact has enabled us to boast a record low turnover, fewer than average sick and we believe more productive staff.

Stortford Interiors (UK) Ltd is a specialist sub-contractor to the construction industry, supplying and installing all types of Partition Systems, Suspended Ceilings, Washrooms and Joinery. Our main HQ is in Bishop’s Stortford (supported by a London and Midlands Regional Office) and we operate on construction sites throughout the UK. The company is committed to sound environmental performance throughout all aspects of our business. The Supply Chain Sustainability School has been a key resource in helping us to embed triple bottom line thinking within our organization, particularly in the area of our social impact. We are looking to expand our engagement with the School by enrolling and encouraging access to the learning across our organization.



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ISO 14001
OHSAS 45001

