

Welcome.

At CMS, we're committed to the delivery of quality products and services through the development of our people.

*Ordinary people.
Extraordinary talent.*



Key facts

- Leader in the **design, manufacture, installation and aftercare** of windows, doors and curtain walling solutions.
- Produce over **2000 PVCu and aluminium frames** weekly & **thousands of square metres** of aluminium curtain walling annually.
- Ethos of organisation from inception in 2006 : **environmental, social & economic sustainability**

Recent awards

2017

Winner: Queen's Awards for Enterprise: Sustainable Development 2017



2016

Winner: European Business Awards for The Environment (EBAE), The Management Award (medium and large entities)

Winner: Scottish Resource Awards, Best Circular Economy Initiative

Winner: Scottish Business Awards, Green Business of the Year



2015

Winner: VIBES Awards, Best Management SME

Winner: Lanarkshire Business Excellence Awards, Best Green Business

Winner: Lanarkshire Business Excellence Awards, Best Business (51 employees or more)

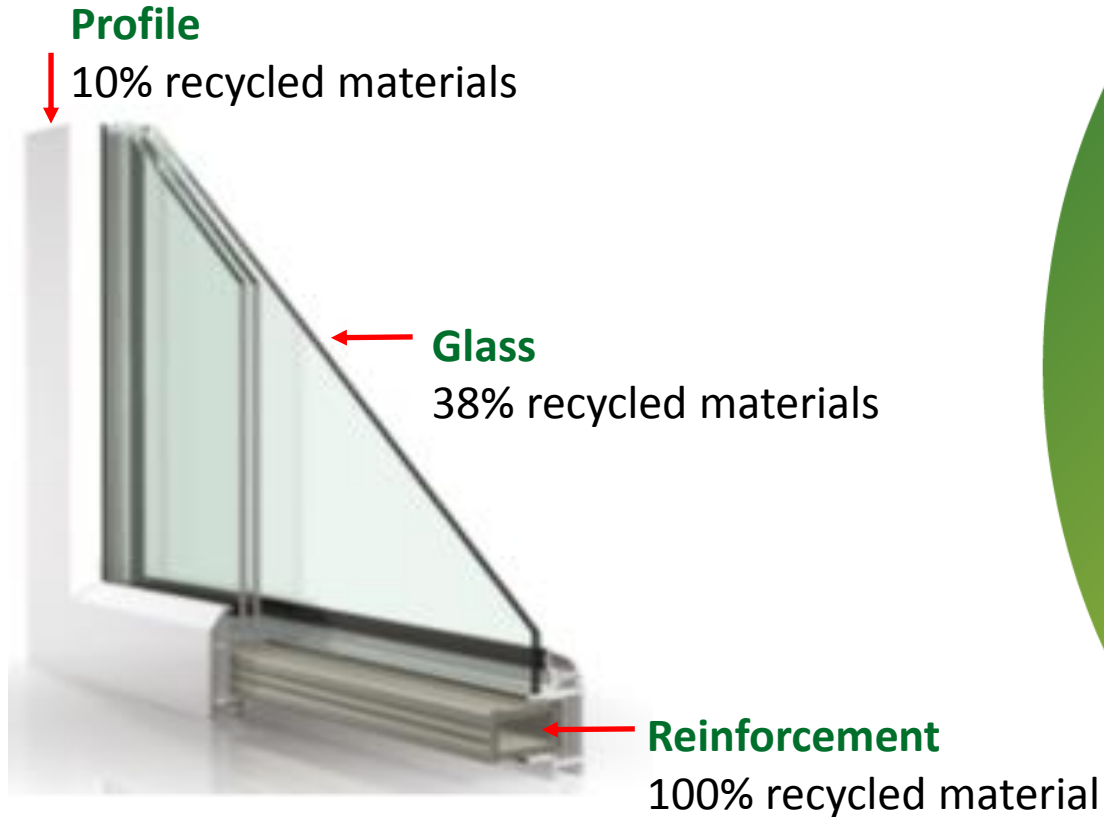




Environmental
sustainability

- Develop and maintain an Integrated Management System (ISO 9001 & 14001)
- Dedicated recycling facilities in Castlecary & Kirkcaldy
- Recycle all waste generated from extracted windows & doors
- Reintroduce waste back into manufacturing process





INNOVATION HUB

Renovation of a “G” rated disused warehouse into an “A” rated centre of excellence

- Working model of external building envelope improvement solutions
- Avoid filling landfill with demolition waste
- Showcase energy efficient building products and practices
- Conference facilities **free of charge** to educational institutions & organisations promoting energy efficiency in buildings



Further environmental credentials

- Renewable energy heating systems: biomass, air source heat pumps with heat recovery
- GPS tracking of CMS fleet & EST driver training
- Low energy intelligent lighting
- Virtual IT server infrastructure
- Value engineer projects – design out waste at project inception
- Lean manufacturing





Social
sustainability



- Work experience placement in recycling
- No qualifications required, “can do” attitude needed
- Instil core values
 - Communication
 - Innovation
 - Leadership
 - Respect & Courtesy
 - Taking Ownership
 - Teamwork

We have

- Commitment to youth employment
- Career progression
- 250 employees
- Over 100 modern apprenticeships completed
- Centre approval for SVQs & MAs
- Investors in people gold award & Investors in young people
- Pay full living wage regardless of age



- Promote sustainable business practices
- Engage with local community about modern apprenticeships
- School and university engagement programme
- Free use of Innovation Hub for wider community

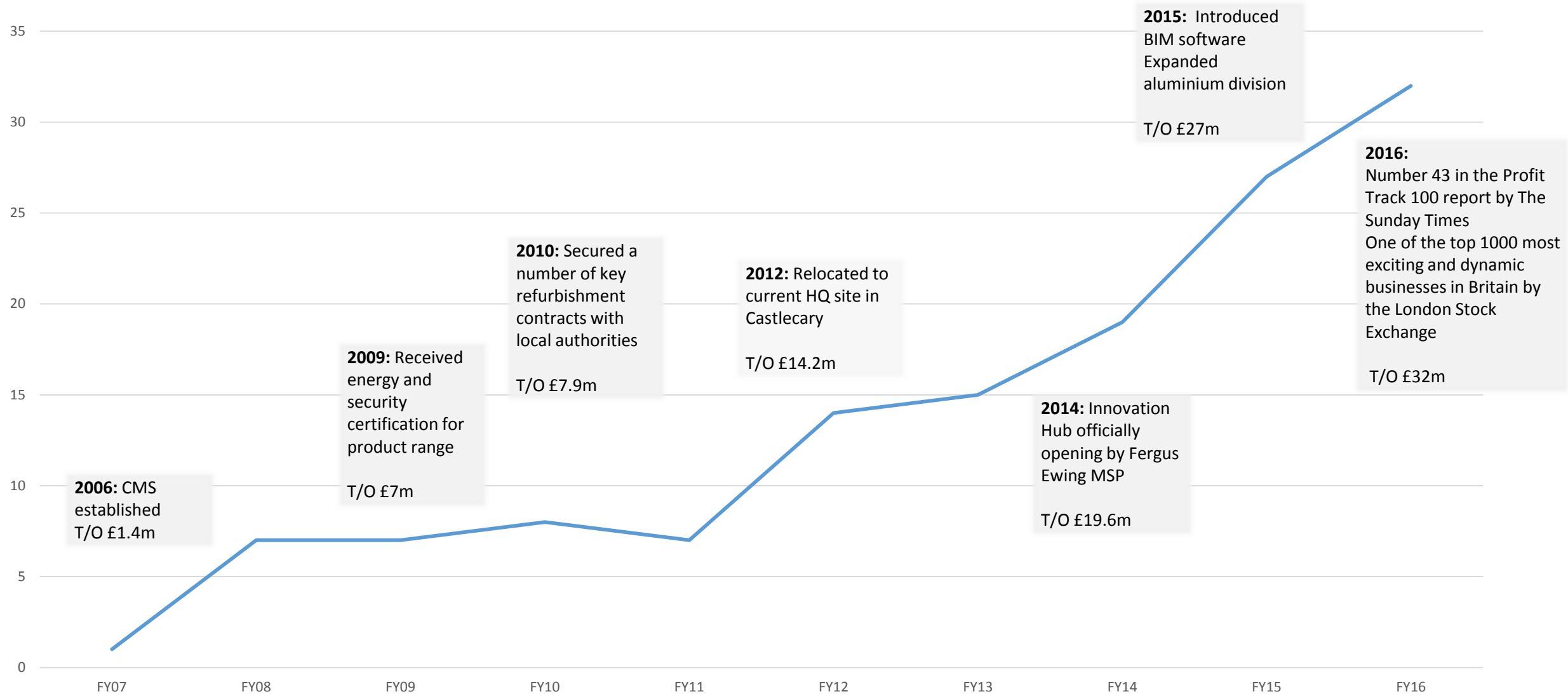






Economic
sustainability

Financial performance





Thank you