

About Calma Group

Calma Group started life in 2012 as a family run business known as A.L. Interiors. We began working as a subcontracting firm for one of the UK's leading hotel brands.

Since then, we have made the transition to Principal Contractor to have more control in the end services delivered to our clients.

We rebranded in December 2018 becoming Calma Group and have enjoyed working on bespoke, unique and innovative project here in the UK, as well as being able to expand into the European market.

Calma (Gaelic): adjective

Brave, daring, resolute, strong, fierce

The name Calma, when translated into English, means “brave, daring, resolute, strong and fierce”. These words are the ethos of our company – we don't shy away from complex projects and love a challenge.

Delivery Strategy

Employed Labour

- Endeavour to provide employed labour within the local geographical area (M1, M2, M3, M4, M5, M6, M7, M8, M9, M11, M12, M13, M14, M15 and M40 postcode areas), whether this is facilitated by our in-house recruitment process or via a local recruitment agency, this will cover all skill and seniority levels, from School Leavers/Apprentices to Management. This labour category is designated 'Group 1'
- Supplemented by labour employed within the remaining 'M' postcode areas. This labour group is designated 'Group 2'
- Should suitably qualified applicants not be available from Group 1 and Group 2 areas, applications will be sought from areas outside of OL, SK, WN, WA and BL postcode areas. This labour group is designated 'Group 3'

Subcontractors

- Endeavour to award works packages to subcontractors within the local geographical areas. The subcontractors are categorised under the following groups:
 - Group 1 – Manchester Area
 - Group 2 – North West Area
 - Group 3 – National
- Our project specific Supply Chain Category plan has been built with a view to appoint 80% of works packages to subcontractors within Group 1 and Group 2.
- Where specialists are required, or Group 1 and Group 2 subcontractors fail to meet our Supply Chain Policy, Group 3 subcontractors will be appointed.

Measuring Effectiveness of the Delivery Strategy

During the first 3 months of construction, monthly labour market and Condition 12a review sessions will take place, the aim of the meeting is to establish the progress vs. the targets set out in this document. Should the market and recruitment process stabilise and complete by month 3, the review sessions will take place on a quarterly basis.

The internal KPIs relating to part iii) are as follows:

- 80% of Employed labour to be from postcode areas M1, M2, M3, M4, M5, M6, M7, M8, M9, M11, M12, M13, M14, M15 and M40. (Employed Labour Group 1). The balance made up of labour from the remaining M post codes and areas outside of OL, SK, WN, WA and BL postcode areas.
- 80% of subcontracted labour to be from Manchester and North West (Subcontractor Group 1 & 2). The balance made up of Group 3/National subcontracted labour.

Supply Chain Practices/Policy

Our Procurement processes, in particular Subcontractor procurement processes will ensure opportunities for the local area are incorporated into our supply chain. During the Pre-Contract Services Agreement Period, a Category review was undertaken in addition to the annual Category Plan, the basis of this additional review was to ensure we could procure 70% of subcontractors from Group 1 and Group 2, while satisfying our Supply Chain requirements. The information is captured via PQQs, Tender submissions and Pre-Contract Interviews. The subcontractors are scored against a set scoring criterion, which includes the following score categories:

- Finance (Credit Score, Back-to-back payment terms, competitive pricing)
- Technical (Capability, resource availability, accreditations)
- Service Delivery (Communication, Innovation & Added Value)
- Quality (Customer Care, aim to Continuously Improve)
- Environment and Sustainability (Commitment, Environmental Targets etc)
- Social Value (Opportunities for Local People, Supporting Local Initiatives, Opportunities for school leavers/apprenticeships)

Interim Subcontract reviews are carried out, generally on a monthly basis, to ensure the supply chain are complying with any KPIs set in the contract (linked to the above score categories)