

AN EXAMPLE OF A SUSTAINABLE DEVELOPMENT MATURITY MATRIX

This document can be used to ensure you are continually improving in the level of sustainability which is being delivered.

| | | The approach being taken by the organisation in relation to sustainability | | |
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| | | Minimal | Improving | Engaged |
| Inclusivity- How involved are your stakeholders and how are your issues identified and addressed. | Identifying stakeholders, engaging with stakeholders, identifying issues | Limited numbers of stakeholders consulted. Limited amount of information shared. Limited options given to stakeholders on how they can get involved. Limited time and resource given to identifying issues. | Comprehensive list of stakeholders created. All stakeholders give the opportunity to feedback in a structured and fair way. Key issues addressed. Learnings from addressing key issues shared with peers including using this learning as part of your marketing with the goal of creating a competitive advantage. | Constant engagement with stakeholders. Constant education of stakeholders. Consider issues in a structured way. Take action to address all issues. Consider stakeholder feedback when addressing issues. |
| | Integrity- How open, honest and transparent is your approach? | What motivates you | Short term profit. Immediate financial and reputational gains. Reaction in response to shareholder/stakeholder/peer pressure. Reaction to market trends with minimal response. | Considering how sustainable development may affect your reputation or may be a risk to you. Reaction in response to other companies behaviour towards sustainability. |
| | Leadership | Application of standards only when legally required. Application of sustainable initiatives only when legally required | Application of standards which may affect your reputation. Application of standards which align with your business vision and mission. Application of sustainability initiatives under pressure from shareholders (e.g. community involvement programmes) | Application of all new relevant industry standards. Clearly written and communicated sustainable development policy. Staff, suppliers, stakeholders are all aware of, understand and behave according to the sustainable development policy. |
| Stewardship- How are you managing this topic with suppliers, stakeholders, internal teams | Internal culture in relation to sustainable development | Meeting legal requirements only. No focus given to sustainability. | Sustainability is PR/marketing initiative. Basic internal programme for sustainability exists involving a limited number of staff. | All staff are encouraged to change their ways of working and implement increased sustainability with reward/incentive scheme. Company learnings on sustainability are shared externally with peers. |
| | Education | Minimal training given. No education specifically on sustainability given. | New employees given education on sustainability. Limited education plan available | All staff encouraged to receive education on sustainability. In house education includes education on sustainability. Staff able and encouraged to attend external training courses on sustainability. |
| | Supply chain | Suppliers are chosen on price only. Supplier payment is delayed as long as possible. | Supplier payment is within timeframe stated by supplier. Some sustainability factors are considered including: location of supplier, types of materials used. | Supplier payment is immediate. Sustainable procurement strategy in place. Suppliers are asked to share their sustainable development policy and demonstrate their commitment to sustainability. Suppliers are considered on all factors including: location, transport used, materials used, cost and post use life of material. Educational assistance and encouragement given to smaller suppliers or suppliers new to sustainability. |
| | Environmental assessment | No assessments have been undertaken. Lack of awareness for environmental assessments. | Basic environmental policies and standards applied. Basic internal training provided on environmental assessments | Potential environmental impacts and risks considered and business decisions made based on these considerations. |
| Transparency- how clear is your approach | Feedback on sustainability | No one acts on the feedback or considers the feedback as learning to take on in the future. | Feedback reviewed by middle management only. Feedback reviewed but with limited action. | All levels of the company are exposed to, pay attention to and implement learnings from the feedback. |
| How this affects the future | Change promoted by feedback on sustainability | It is not considered- no one reports on sustainability. | Selective elements are considered | All elements are considered. Reports are made and shared with all stakeholders. |