



## Materiality Matrix Worksheet



Reporting Period (e.g. Year 2020)

2021

*Note: If equivalent materiality documentation is available this criterion is met. Please provide a link to any alternative documentation*

For each impact establish its significance to both external and internal stakeholders. When determining significance, consider the science and the context behind each, informed by stakeholder opinion and scientific research, international consensus. Indicate the ability of the organisation to influence performance relating to each. Prioritise the issues using the scale shown. More information on the concept of Materiality can be found in the Global Reporting Initiative (GRI) Standards.

	Material Aspects	Ability to influence (high/low)	Material Aspects	Ability to influence (high/low)	
Importance to Environment, Stakeholders and Society ----> more             less <----			Stable Employment	High	
			Workers' Conditions	High	
			Safe and Healthy Working Conditions	High	
			Energy Use	Low	
			GWP and GHG	Low	
			Transport	Low	
			Contribution to Diversity and Stability of the Local Economy	Low	
			Primary Material Use and Materials Efficiency	High	
			Customer Satisfaction	High	
			Waste Management	High	
		Stakeholder engagement	High	Human Rights	High
		Reporting transparency	High	Slave Labour and Child Labour	High
		Water Use	Low	Pursuing Innovation	Low
		Biodiversity and Eco-toxicity	Low	Training and Development	High
	less <----		<b>Importance to Delivering Organisations Strategy</b>		----> more

Environmental
Social
Economic

**Sustainability impacts of the organization**  
(Confirm the range of impacts, adding any missed, Copy and Paste into matrix according to your evaluation of importance)

The range and priority of these impacts is informed by stakeholder views that are gained through systematic, inclusive, internal and external engagement at all levels of the organisation. This engagement needs to consider science and fact as well as opinion.  
**Ensure this is an open process that considers any new or emerging aspects and importance changes, e.g. as science shows risks are better understood or as ways to manage them have been found and performance has improved. Ask the question 'What has changed from last year?'**

GWP and GHG emissions
Transport
Primary Material Use and Materials Efficiency
Energy Use
Water Use
Biodiversity
Eco-toxicity
Waste
Air emissions
Emissions to water
Renewable Energy use
...
<b>Please add these and any other environmental issues to be mapped onto materiality matrix</b>
Human Rights
Slave Labour
Child Labour
Safe and Healthy Working Conditions
Community relations
Skills and Training
Gender Equality
Diversity
Fair wages
Workers' Conditions
Freedom of Association
Health and Safety performance
<b>Please add these and any other social issues to be mapped onto materiality matrix</b>
Contribution to Diversity and Stability of the Local Economy
Stable Employment
Pursuing Innovation
Fair payment practices
Local purchasing
Supporting SME's
<b>Please add these and any other economic issues to be mapped onto materiality matrix</b>

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