



Materiality Matrix Worksheet

Reporting Period (e.g. Year 2020)	2023 / 2024
<i>Note: If equivalent materiality documentation is available this criterion is met. Please provide a link to any alternative documentation</i>	

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.

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
...
<i>Please add these and any other environmental issues to be mapped onto materiality matrix</i>
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
<i>Please add these and any other social issues to be mapped onto materiality matrix</i>
Contribution to Diversity and Stability of the Local Economy
Stable Employment
Pursuing Innovation
Fair payment practices
Local purchasing
Supporting SME's
<i>Please add these and any other economic issues to be mapped onto materiality matrix</i>

	Material Aspects		Ability to influence (high/low)	Material Aspects		Ability to influence (high/low)
more ---->	HEALTH AND SAFETY	PERFORMANCE	HIGH	ENERGY	USAGE	HIGH
	SAFE AND HEALTHY	WORKING CONDITIONS	HIGH	TRANSPORT		HIGH
	SKILLS AND	TRAINING	HIGH	PRIMARY	MATERIAL USE	HIGH
	LOCAL	PURCHASING	HIGH	STABLE	EMPLOYMENT	HIGH
	COMMUNITY	RELATIONS	HIGH	RENEWABLE	ENERGY	HIGH
	FAIR WAGES			WASTE		HIGH
less <----	WATER USAGE		LOW	PURSUING	INNOVATION	MEDIUM
	ECO - TOXICITY		LOW			
	BIO - DIVERSITY		LOW			
	EMMISSIONS	TO WATER	LOW			

less <---- Importance to Delivering Organisations Strategy ----> more