



Maturity Matrix Worksheet



Data Collection/Reporting Period (e.g. Year 2020)	2023/2024 .
You may want to refer to the characteristics for each practice in Table A1 'Sustainable Development maturity matrix for continual improvement of organisations seeking certification of their products' in BS8902:2009	

Sustainability Principles	Practices <small>(Please add any additional practices that are relevant to your approach to sustainability management)</small>	Characteristics of the approach to sustainability in developing organizations			Objectives & Plan(s) / Programme(s)
		Maturity			
		<small>A d hoc engagement, an informal approach to stakeholders in relation to these Practices. Limited understanding of the implications of the Practices on business priorities and decision making.</small>	<small>Policies and approach documented and well understood. Accountable party identified and responsible implementing roles/tasks resourced, trained and operational. Certified or uncertified management systems in place to manage the Practices. Demonstrable performance improvements.</small>	<small>Engaged' plus: Proactively using sustainability to drive innovation into the organisation at every level to deliver improved performance. Company success is viewed in broader terms than foundation financials only. Positive and negative impacts on our natural capital, wellbeing, local communities and economic contribution should be considered and built into all decision making. Science and context based transition plans and targets are in place that define a pathway towards sustainable and responsible operations. Performance improvements aligned to the context and scientific pathways.</small>	
		Immature	Engaged	Proactive and Learning	
Inclusivity	Stakeholder identification and mapping		MATRIX ON RG WEBSITE - UPDATED ANNUALLY		
	Open engagement in various formats for various stakeholders		AS IDENTIFIED ON MATRIX		
	Stakeholder issue identification		AS REPORTED		
	Communication of organization response to issues raised		RG SUSTAINABILITY REPORT POSTED ON WEBSITE		
 / Additional practice				
Integrity	Leadership shown - clear Accountabilities documented		JOB DESCRIPTIONS ISSUED AND FILED		
	Code of Conduct adopted		SIGNED BY RG CHAIRMAN		
	Integrity risks identified and managed		SIGNED BY RG CHAIRMAN		
 / Additional practice				
 / Additional practice				
Stewardship	Sustainable development culture	SUSTAINABILITY TRAINING GIVEN AT INDUCTION			
	Responsible/Sustainable Supply chain approach adopted		RG APPROVED SUPPLIERS LIST		
	Systematic Environmental Management		BS EN 14001 UKCARES		
	Systematic Social Management		BS EN 45001 UKCARES		
	Systematic Economic Management		CERTIFIED ACCOUNTS POSTED		
	Skills and training		REVIEWED ON ANNUAL BASIS		
	Career development	AS OPPORTUNITIES ALLOW			
Transparency	Identify appropriate metrics/KPIs		CARES V.9 WORKBOOK		
	Monitor performance		CARES V.9 WORKBOOK		
	Publicly report management practices and performance		POSTED ON RG WEBSITE		
	Review performance		ANNUAL INTERNAL / EXTERNAL AUDIT.		
 / Additional practice				

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