



Materiality Matrix Worksheet

Reporting Period (e.g. Year 2020)	2025
<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?'

		Material Aspects	Ability to influence (high/low)	Material Aspects	Ability to influence (high/low)			
more ---->	Importance to Environment, Stakeholders and Society	HEALTH AND SAFETY	PERFORMANCE	HIGH	ENERGY	USAGE	HIGH	GWP and GHG emissions
		SAFE AND HEALTHY	WORKING	CONDITIONS	HIGH	TRANSPORT	HIGH	Transport
		SKILLS AND	TRAINING	HIGH	PRIMARY	MATERIAL USE	HIGH	Primary Material Use and Materials Efficiency
		LOCAL	PURCHASING	HIGH	STABLE	EMPLOYMENT	HIGH	Energy Use
		COMMUNITY	RELATIONS	HIGH	RENEWABLE	ENERGY	HIGH	Water Use
		FAIR WAGES			WASTE		HIGH	Biodiversity
								Eco-toxicity
								Waste
								Air emissions
								Emissions to water
less <----	Importance to Delivering Organisations Strategy	WATER USAGE		LOW	PURSUING	INNOVATION	MEDIUM	Renewable Energy use
		ECO - TOXICITY		LOW				...
		BIO - DIVERSITY		LOW				<i>Please add these and any other environmental issues to be mapped onto materiality matrix</i>
		EMMISSIONS	TO WATER	LOW				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>		

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