Maturity Matrix Worksheet - 2023

Sustainability Principles	Practices	Characteristics of the approach to sustainability in developing organizations			Objectives & Plan(s) / Programme(s)
		Maturity			
		Ad-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.	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.	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.	
		Immature	Engaged	Proactive and Learning	
Inclusivity	Stakeholder identification and mapping		A comprehensive list for stakeholders has been created.		1. Stakeholder Map
	Open engagement in various formats for various stakeholders		Our relationship with employees, investors, suppliers, customers, and locals is based on honesty and transparency. Stakeholders' priorities have been determined through online communications, emails and phone calls, face-to-face meetins, open door policy.		1. Customer satisfaction survey, 2. Employee grivenance log 3. Physical records
	Stakeholder issue identification		Key stakeholder expectations are identified		1. Customer satisfaction survey, 2. Physical records
	Communication of organization response to issues raised		Issues are resolved by using various modes of communication like emails, phone, meetings, visits, seminars, conference, exhibitions, workshop, etc		1. Complaint log register 2. Physical records
Integrity	Leadership shown - clear Accountabilities documented			ISO 9001, ISO 14001, ISO 45001, Sustainability and BES Management system certifications and policies	1. Management system certifications 2. SCS and BES certifications 3. Policies
	Code of Conduct adopted			Management system policy, Human Resource policies and procedures, objectives integrated with organisational purpose.	1. Policies 2. Objectives and Targets
	Integrity risks identified and managed			Environmental Aspect Impact Register, Hazard identification and Risk Assessment Register and Risk and Opportunity Register	1. Risk Analysis 2. Risk Registers

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		Immature	Engaged	Proactive and Learning	
Stewardship	Sustainable development culture			Sustainability Management system certification Objectives Culture of sustainability development embedded at all levels.	1. Training Records. 2. Monthly objectives KPI's reports.
	Responsible/Sustainable Supply chain approach adopted			Suppliers are selected based on the technical compliance. Cost, delivery time, sustainability performance criteria.	1. Responsible Sourcing Policy 2. Supplier Audits
	Systematic Environmental Management			A system for environmental management is in place with the identification of potential environmental impacts and risks, and work decisions are made with this information in mind	1. Environmental Aspect Impact Register. 2 . ISO 14001 EMS Certificates. 3. Environmental permits & Licenses
	Systematic Social Management			Among the employment and social rights principles are the prohibition of child labor, involuntary labor and rough and inhuman treatment.	Human Resources Policy and procedure
	Systematic Economic Management			Top management provides supports for local economy and improving of ethical supply chain practices.	Code for responsible sourcing
	Skills and training		Numbers of training have been given on Sustainability.		1. Human Resource Procedures 2. Training Records 3. Targets
	Career development		Methods has been created on performing and assessing of increasing conscious level, implementing management system efficiently to provide continual improvement		
Transparency	Identify appropriate metrics/KPIs		Indicators for all departments have been identified and followed up, including the Record of Sustainability Management, the Record of Environmental Aspects, the Record of Social Aspects, and the Record of Economic Aspects.		1. Ojectives and Targets 2. Risk registers
	Monitor performance			Occupational Health and Safety Procedure Environmental Management System Procedures	1. KPIs 2. Objectives and Targets
	Publicly report management practices and performance			A variety of reports, policies, and procedures are available on the company's website	www.conares.com
	Review performance		Performance indicators have been reviewed annully in Manamement Review		1. Management review meetings 2. Monthly departmental meetings