



Materiality Matrix Worksheet

Reporting Period (e.g. Year 2022)	2024
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.

less <-----> more Importance to Environment, Stakeholders and Society	Material Aspects		Ability to influence (high/low)	Material Aspects		Ability to influence (high/low)
	Water use		Low	Stable employment		High
	Public reporting		Low	Workers conditions		High
	Pursuing innovation		Low	Human rights		High
				Slave labour		High
				Child labour		High
				Diverse and stable local economy		High
				Energy use		High
				Transport		High
				Biodiversity & Ecotoxicity		High
				Workers conditions		High
				Safe & Healthy work environment		High
				Primary material use and efficiency		High
				Staff training		High
less <-----		Importance to Delivering Organisations Strategy		-----> 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

...

Please add these and any other environmental issues to be mapped onto materiality matrix

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

Please add these and any other social issues to be mapped onto materiality matrix

Contribution to Diversity and Stability of the Local Economy

Stable Employment

Pursuing Innovation

Fair payment practices

Local purchasing

Supporting SME's

Please add these and any other economic issues to be mapped onto materiality matrix

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