



<b>Maturity Matrix Worksheet</b>					
Data Collection/Reporting Period (e.g. Year 2017)			2021		
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			
		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				IDC is public company. Information policy for stakeholder is public available on web site Prioritising main concerns Develop action plans afterwards of MRM discussions about stakeholder concerns
	Open engagement in various formats for various stakeholders				
	Stakeholder issue identification				
	Communication of organization response to issues raised				
	..... / Additional practice				
	..... / Additional practice				
	..... / Additional practice				
Integrity	Leadership shown - clear Accountabilities documented				IDC publishes all financial results and activity reports at its website quarterly and annually. Ethical rules regarding suppliers are determined and published on the website. The Internal Audit and Compliance Department established within the IDC group. IDC has a department for risk monitoring. And also early detection of risk committee (annual activity report)
	Code of Conduct adopted				
	Integrity risks identified and managed				
	..... / Additional practice				
	..... / Additional practice				
	..... / Additional practice				
Stewardship	Sustainable development culture				Training over sustainability and its concept Procurement procedures under EnMS related to energy efficient purchasing exist and inform all suppliers under this scope is applicable. Sustainability subjects regarding suppliers are determined and published on the website.
	Responsible/Sustainable Supply chain approach adopted				
	Systematic Environmental Management				Development communication channels towards stakeholders . Financial report by third party. Public company
	Systematic Social Management				
	Systematic Economic Management				Traning programs under different management system Annual training plan, job descriptions
	Skills and training				
	Career development				
..... / Additional practice					
	..... / Additional practice				
	..... / Additional practice				
Transparency	Monitor performance				Arrange systematic MRM notes format and record. Publicly reports on website (financial, epd, operational)
	Publicly report management practices and performance				
	Review performance				Arrange review report format and record. The Internal Audit and Compliance Department established within the IDC group.
	..... / Additional practice				
	..... / Additional practice				
	..... / Additional practice				

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