



Maturity Matrix Worksheet		Data Collection/Reporting Period (e.g. Year 2016)	2018			
		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 (Please add any additional practices that are relevant to your approach to sustainability management)	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		X		1-The policy, procedures and manual. 2-Factory information given by Internet, meetings, etc. be reported 3-stakeholder given to training seminars. 4-IT.04.12.36 "STAKEHOLDER DETERMINATION, EVALUATION AND PRIORITY INSTRUCTION"	
	Open engagement in various formats for various stakeholders		X		*Stakeholder surveys evaluations. *Communication INSTRUCTION-IT.06.09.05 *Records of correspondence.	
	Stakeholder issue identification		X		*Stakeholder surveys evaluations. Communication INSTRUCTION-IT.06.09.05 *Records of correspondence.	
	Communication of organization response to issues raised		X		*Stakeholder surveys evaluations. *Communication INSTRUCTION-IT.06.09.05 *Records of correspondence.	
	Stakeholder participation in the system			X		Survey,Policy, Customer visits,
 / Additional practice					
Integrity	Leadership shown - clear Accountabilities documented			X	1 ISO 9001-14001 and OHSAS 18001 certifications 2-SAS Cert. of Sustainable Reinforcing Steel 3-Target management programs	
	Code of Conduct adopted			X	Policy ETHICS WORK INSTRUCTION-IT.06.09.13 *Performance evaluation records-Personnel chief. IT.06.09.23 Employee COMPLAINTS AND REQUEST INSTRUCTIONS	
	Integrity risks identified and managed		X		*Sustainability procedure *Sustainability Certificate *Risk assessment *Management Review Meeting outputs	
 / Additional practice					
 / Additional practice					
 / Additional practice					
Stewardship	Sustainable development culture			X	Training records Feedback forms The implementation of the reward system	
	Responsible/Sustainable Supply chain approach adopted		X		*Supplier evaluation form *Purchasing procedure *Certification (ISO, G etc.) *Objectives	
	Systematic Environmental Management			X	*ISO 14001 certification. *Environmental Aspects table procedures. *Environmental permission and licenses.	
	Systematic Social Management		X		*Training *Food aid *clothing aids	
	Systematic Economic Management		X		*Policy *(IT.06.09.13-INSTRUCTIONS)-ETIGH RULES *Innovation/Investment prices document.	
	Skills and training			X	*Human resources Procedure *Training records. *Targets.	
	Career development		X		*Training records. *Dosis(Dier Enquiry system) works and awarding records.	
 / Additional practice					
Transparency	Identify appropriate metrics/KPIs			X	Instructions (Inspection,experiment,work etc.) *Objectives	
	Monitor performance		X		Meeting of quality productivity records. *Management review meeting records. *Used Computer Programs. * "Measurement of Environment, occupational healthy and safety procedure" (SP.04.12.10) *"Determinate of Legal and Other and evaluation of Requirements Procedure"(SP.04.12.13) * "Calibration of Inspection Measuring and Test Equipments"(SP.07.03.02)	
	Publicly report management practices and performance		X		Meeting of quality productivity records. *Management review meeting records. *Used Computer Programs. *Company web-site www.dierhld.com	
	Review performance			X	Meeting of quality productivity records. *Management review meeting records. *Used Computer Programs. *- Report of Sustainability stakeholder survey,	
 / Additional practice					
 / Additional practice					