

SUSTAINABILITY PRINCIPLES	PRACTICES	Characteristics of the approach to sustainability in developing organisations			OBJECTIVE & PLAN
		MATURITY			
		IMMATURE	ENGAGED	PROACTIVE AND LEARNING	
INCLUSIVITY	Stakeholder identification and mapping			Stakeholders identified along with needs & expectations	Engage with Local Authorities / CoCo Offices to ensure compliance and be kept up to date on any changes. Maintain ISO Certifications.
	Open engagement in various formats for various stakeholders			Company website updated. Customer interactions. Employee updates	Continual engagement with employees.
	Stakeholder issue identification			No issues identified. Clear means of communication available to highlight such issues with Management	
INTEGRITY	Leadership shown – clear accountabilities documented			ISO9001, ISO14001 and ISO45001 Certification in place	System fully documented along with audits being completed on a regular basis. Certification for BES6001 ongoing.
	Code of Conduct adopted			Code of Conduct Policy in place and communicated to all personnel	Website to be updated to include Policy
	Integrity risks identified and managed		Main risks identified and managed		Attain certification for BES6001 Standard
STEWARDSHIP	Sustainable development culture		Employee training & communication		Training ongoing and to be reviewed with all new employees introduced
	Responsible / Sustainable Supply chain approach adopted		Sustainability Policy in place		Website to be updated to include Policy
	Skills and training			Training Matrix in place along with the development of employees during employment	Sustainability training ongoing with all employees and to be reviewed as new employees are introduced
	Career development			System in place to provide employees to progress within the business and receive further training as needed	
TRANSPARENCY	Identify appropriate metrics / KPIs			KPIs identified and data being collated and reviewed on an ongoing basis	KPIs to be updated and communicated on company website to Stakeholders
	Monitor performance			KPIs reviewed monthly	
	Publicly report management practices and performance		Sustainability Report uploaded onto company website		Plan to update website by IT Dept.
	Review performance			Performance reviewed on an ongoing basis and completed as part of Management Reviews	Management Reviews held annually