Maturity Matrix Worksheet

| | Data Collection/Reporting Period (e.g. Year 2016) | 2023 | | | |

Characteristics of the approach to sustainability in developing organizations

Maturity

Sustainability Principles	Practices (Please add any additional practices that are relevant to your approach to sustainability management)	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.	Objectives & Plan(s) / Programme(s)
		Immature	**Engaged**	**Proactive and Learning**	
Inclusivity	Stakeholder identification and mapping		A comprehensive list for stakeholders has been created .		1. The policy, procedures and manual. 2.Factory information given by Internet, meetings, etc. be reported 3.stakeholder surveys 4.Communication INSTRUCTION
	Open engagement in various formats for various stakeholders		Relationships between our employers,investors, suppliers, customers ,local people , and media based on patency , transparency and informing. Stake holders opinions have been collected to identify the stake holder priorities		1. Stakeholder surveys evaluations. 2. Communication INSTRUCTION 3. Records of correspondence.
	Stakeholder issue identification		To identify stakeholder priorities and suggestions ,stakeholder opinions have been collected by various modes of communication		1. Records of correspondence 2. Stakeholder surveys evaluations.
	Communication of organization response to issues raised		Issues are resolved by using various modes of communication like emails,phone, meetings etc		1. Stakeholder surveys evaluations. 2. Communication INSTRUCTION 3. Records of correspondence.
Integrity	Leadership shown - clear Accountabilities documented			ISO 9001, ISO 14001, OHSAS 18001 and SCS Sustainability Management system certifications	1 ISO 9001-14001 and ISO 45001 certifications 2-SRS Cert. of Sustainable Reinforcing Steel 4-Policies
	Code of Conduct adopted			Management system policy, supply chain ethical principles, objectives integrated with organisational purpose, vision and values	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
Stewardship	Sustainable development culture			Sustainability Management system certification Objectives	
	Responsible/Sustainable Supply chain approach adopted			Suppliers were selected from firms which approvals to ISO 9001 and ISO 14001 and ISO 18001. Sustainability aspects of Location of the suppliers and type of material used have been taken into account.	1. Responsible Sourcing Policy 2. Green Procurement Policy 3. Local Sourcing Policy
	Systematic Environmental Management			Potential enviromental impacts and risks has been investigated and decisions on work have been made considering these investigated issues.ISO14001 standart has been applied. Environmental permits and licenses,	1. Environmental Aspect Impact Register 2 . ISO 14001 Certificate
	Systematic Social Management			Employment and social rights principle states avoiding of child labor ,involuntary labor ,rough and inhuman treatment.	1. Human Right Policy 2. Vaious HR Policies
	Systematic Economic Management			Top management provides supports for local economy and improving of ethical supply chain practices.	1. Policy 2. Instructions
	Skills and training		Numbers of training have been given on Sustainability.		1. Human Resource Procedures 2. Training Records 3. Targets
	Career development			Methods have been created on performing and assessing of increasing conscious level , implementing management systems efficiently , planning necassary trainings, technical trips , symposium ,expositions and seminars to provide continually improvement	1. Training Records
Transparency	Identify appropriate metrics/KPIs		Performance indicators of all departments have been identified and followed-up Record of Sustainability Management, Record of Environmental Aspects, Record of Social Aspects, Record of Economic Aspects		1. Ojectives and Targets 2. Risk registers
	Monitor performance			Occupational Health and Safety Procedure Environmental Management System Procedures	1. DPMs 2. KPIs 3. Objectives and Targets
	Publicly report management practices and performance			JSIS website www.jindalshadeed.com Various reports and policies provided on the website	www.jindalshadeed.com
	Review performance		Performance indicators have been reviewed annully in Top Manamement Review		1. Management Review Meetings 2. Weekly meetings