

ESG Gap Analysis and Benchmarking Results Report

Completed on 31/03/2024
Completed by The Chairman





Introduction

Your Gap Analysis & Benchmarking Assessment Results Report will help you understand your current ESG performance and how it compares to others. Your results will be used to identify the topics that matter most to stakeholders later on.

This is an important first step when reviewing or establishing your organization’s ESG Strategy.

Why	Strengthening sustainability is both a risk to manage and an opportunity to embrace.	There’s mounting pressure from customers in RFPs, and stakeholders like employees, the board, or investors demanding action on sustainability. There’s an evolving set of regulatory compliance demands. Doing nothing is a path increasingly paved with risk, cost, and non-compliance.	Most importantly, focusing on sustainability presents a significant opportunity for your company’s impact, growth, and profitability.
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What	Strengthen four business fundamentals				
The intricacies of sustainability standards can be distilled into four core business fundamentals – strategic planning, metrics and targets, risk management, and governance. If these are within your realm of expertise, you’re already primed to excel in sustainability.	1. Strategy Diagnose your ESG maturity and materiality focus areas. Generate a fit-for-purpose and commercially viable strategy and roadmap.	2. Metrics and targets Set, measure, and track your ESG metrics and targets in alignment with leading frameworks and standards.	3. Risk management Manage risks critical to your business processes with full visibility. Build resilience and keep your customers protected.	4. Governance Provide the crucial evidence that you are taking care of ESG. Maintain roles and responsibilities through workflow task management.	

Reports and disclosures

- Generate reports consistent with leading sustainability frameworks, like SASB or GRI. Share progress outputs with the Board, shareholders, stakeholders etc.



Results



Congratulations!

Based on your Gap Analysis results, you're already advanced in integrating ESG into the business.

Most senior leaders and staff see ESG as a competitive issue and value-adder. ESG is integrated into policies and programs. You know who your key stakeholders are and what they care about. You understand your material issues and how your business can contribute to the SDGs.

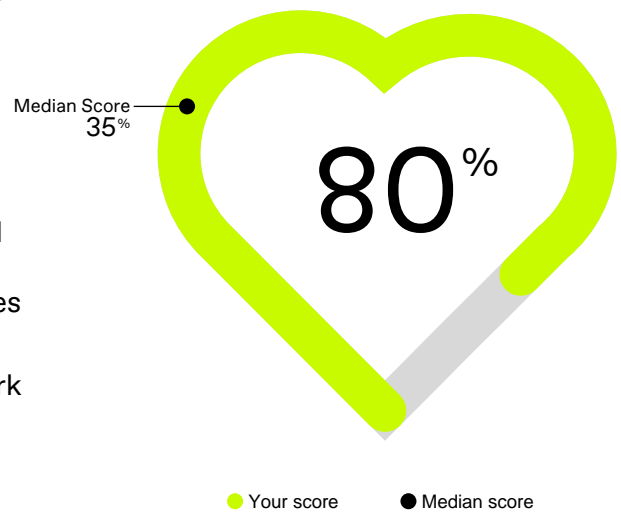
Based on our data*, you are considered 'At' the benchmark for ESG.

To uplift ESG performance and results, we think you're ready to build on your achievements and take the next step.

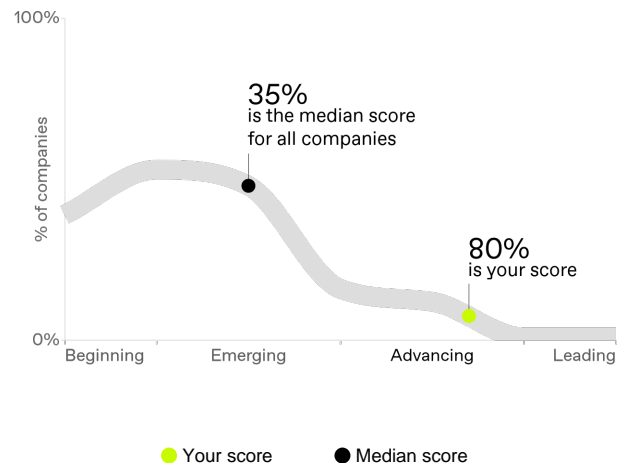
To continue integrating ESG effectively into your business and ensure stakeholder expectations are met, your next step is a Materiality Assessment: a process to diagnose and prioritize the most critical issues to act on now. This process is expected by stakeholders, as they will need to see how your strategy has been determined and what risks it will address.

Overall score

Advancing



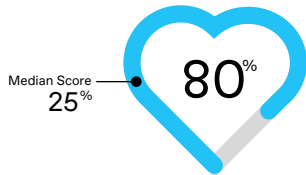
The benchmark



The benchmarking details presented in this report are based on the responses of all participating businesses in the survey as of 31/03/2024. The median score label was used to determine the benchmark, which represents the middle value of all scores received. While the benchmark scores can be used as a starting point for setting performance goals, they are only indicative and should not be considered a definitive measure of an organization's performance, as the ideal score will vary depending on the specific context of the organization.



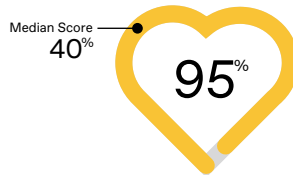
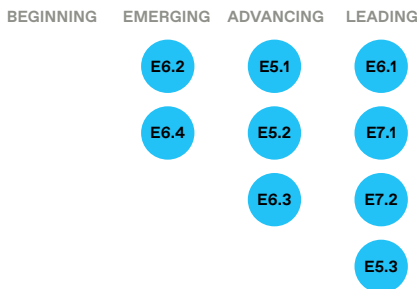
Detailed breakdown of the ESG Gap Analysis responses



Environmental Advancing

Your responses to 3 core questions on Environmental are categorised below.

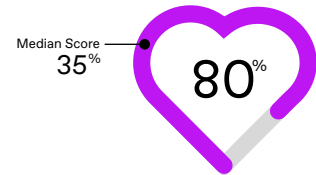
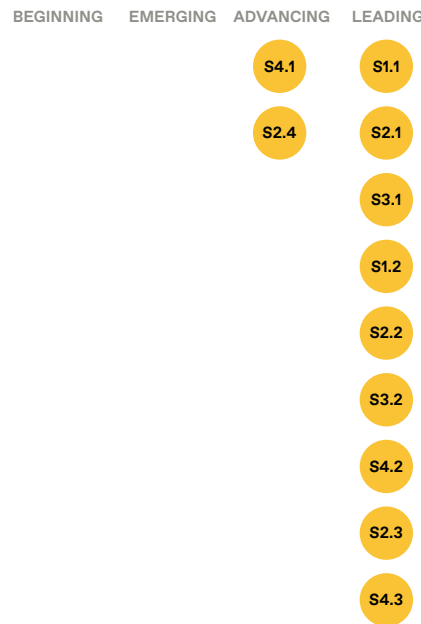
- E5.** How do you manage your environmental impacts?
- E6.** How do you manage your carbon footprint and climate-related risk?
- E7.** How does your business impact nature?



Social Leading

Your responses to 4 core questions on Social are categorised below.

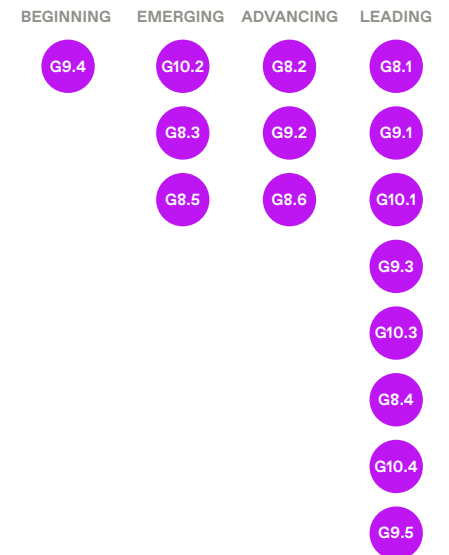
- S1.** What is your approach to managing human and labour rights?
- S2.** How do you support your team?
- S3.** What is your approach to responsible procurement?
- S4.** How do you support your local community?



Governance Advancing

Your responses to 3 core questions on Governance are categorised below.

- G8.** What is your responsible business approach?
- G9.** How is ESG integrated in your organisation?
- G10.** How do you engage with and meet your stakeholders' expectations?





Better than expected



Before you began the Gap Analysis you rated yourself as 'Advancing' and your results show you are 'Advancing'. This means you are performing better than expected so it's time to build on your hard work.



This report was powered by experts

ANSARADA

Our vision is clear and consistent: to bring order to the chaos that organizations often face managing critical information and processes. Our products help organizations do this in their Corporate Deals, Procurement of large complex infrastructure, Board and Committee management, Operational Risk, Compliance, and Sustainability/ESG Management. These areas when managed with more efficiency, order and control make it easier for organizations to increase their value, realize their potential for increasing their positive impact and delivering good growth.

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Sustainability is both a risk to manage and a significant opportunity to embrace. Ansarada's software simplifies ESG so you can unlock the benefits that focusing on sustainability can deliver to your company's growth, impact, and profitability.

Sam Riley
CEO, Ansarada



One Stone ESG is a strategy, leadership and engagement specialists enabling corporate and government clients to realise their ESG potential. One Stone provides world class sustainability consulting to some of the planet's most iconic organisations, with award-winning results. As a purpose-driven, certified global B Corp, One Stone helps customers use the power of business as a positive force for change.

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"The ESG Gap Analysis helps you create more stakeholder value by focusing on the right risks and leadership opportunities."

Andrea Spencer-Cooke
CEO, One Stone Asia Pacific

63%

of the time, ESG propositions had a positive impact on equity returns³

Over

80%

of CEOs believe that their Company's sustainability investments will produce improved business results in the next five years

74%

of CEOs agreed that increasing environmental, social and governance (ESG) efforts attracts investors toward their companies



An ESG strategic plan unlocks major benefits

<p>More benefits</p> <p>Where ESG is stronger and core to our organization</p>	
Revenue	<p>Attract and retain more customers whose values align with ours.</p> <p>Generate new value through 'green revenue'.</p>
Expenses	<p>Lower resource consumption (travel, energy, water, materials, packaging)</p> <p>More efficient production and delivery of products and services.</p>
Financing options & terms	<p>Investors are allocating funds to organizations with ESG growth strategies, offering incentives on both rates and terms.</p>
Organization valuation	<p>Strong ESG is a proxy for good management capabilities and future growth outlook.</p> <p>Lowers risk for a buyer or investor in a organization and increases a organization's valuation when strong.</p>
Engagement & Productivity	<p>ESG leaders are more likely to attract and retain top talent who are highly engaged by the organization's purpose and commitment to good growth.</p>





Appendix

All the ESG Gap Analysis questions and your responses

YOUR JOURNEY

Why are you interested in ESG?

Select all that apply:

- Risk management, regulatory and/or compliance needs
- Stakeholder pressure from customers, suppliers, investors and/or employees
- To achieve competitive advantage
- To attract and retain talent and build a strong ESG-centred culture
- To drive better financial performance and increase business value
- To proactively ensure we are operationally resilient against various environmental and social scenarios that could affect us
- Not sure

Do you use a SaaS based integrated management system for managing GRC (Governance, Risk & Compliance) related information and processes, e.g. policies, risks, compliance, controls, monitoring and reporting?

Select only one:

- Yes we use SaaS software as our integrated management system for our GRC-related information and processes
- We have a management system in place for GRC but it is predominantly spreadsheet, document and email-based
- No nothing yet in place. GRC management is ad hoc and document-based

How would you rate your current ESG readiness?



Do you use or have one or more preferred ESG / Sustainability reporting frameworks?

Select all that apply:

- UN Sustainability Development Goals (SDGs)
- Global Reporting Initiative (GRI)
- Sustainability Accounting Standards Board (SASB)
- Task Force on Climate-related Financial Disclosures (TCFD)
- International Sustainability Standards Board (ISSB)
- Corporate Sustainability Reporting Directive (CSRD)
- Other/ Not sure



S1. SOCIAL

What is your approach to managing human and labour rights?

S1.1 We ensure respect for human and labour rights through policies and processes on...

Select all that apply:

- Workplace safety conditions (e.g. risk and incident management, zero harm commitment, etc.)
- Employment practices and/or benefits (e.g. parental leave, flexible work, accommodation for disabilities, etc.)
- Employee wellbeing and development (e.g. training, career opportunities, anti-bullying and harassment, etc.)
- Diversity and inclusion (e.g. anti-discrimination, accessibility, cultural safety, etc.)
- Human rights (e.g. child labour, forced labour, modern slavery, UNGP)
- None of the above / not sure

S1.2 We ensure respect for the rights of Indigenous peoples through...

Select all that apply:

- Formal truth and reconciliation commitments (e.g. Reconciliation Action Plan etc.)
- Policies or procedures to consult with Indigenous communities (e.g. regarding natural and cultural heritage, land consent, etc.)
- Securing free, prior, and informed consent for use of natural and cultural heritage and developing land
- None of the above / not sure

S2. SOCIAL

How do you support your team?

S2.1 We manage diversity, equity and inclusion through the following initiatives...

Select all that apply:

- Flexible working arrangements and parental leave
- Equal pay for equal work
- Targeted opportunities for underrepresented individuals (e.g. First Nations, CALD, disabled or disadvantaged people, gender and LGBTQIA+, veterans, refugees, etc.)
- Building awareness of cultural competence and/or unconscious bias.
- Setting targets for equal representation at all levels including the Board
- None of the above / not sure

S2.2 We manage employee rights, health, safety and wellbeing through the following actions...

Select all that apply:

- Providing all workers with basic statutory entitlements at a minimum (e.g. no underpayment of wages or superannuation, no unreasonable working hours, no restrictions on collective bargaining etc.)
- Processes to minimize work-related injuries and ill-health
- Programs that actively promote and support wellbeing
- Commitment to paying a living income / wage
- Employee training on anti-bullying and harassment
- Access to confidential and effective grievance procedures
- None of the above / not sure

S2.3 For worker training and development, we provide...

Select all that apply:

- Induction and/or legislated training
- Job-related skills training
- Opportunities for external / further study and continuing professional development
- Regular review and updating of individual training needs
- None of the above / not sure

S2.4 We invest in and support employee ESG / sustainability competency through...

Select all that apply:

- ESG / sustainability compliance training
- Opportunities for ESG / sustainability-related training for some workers
- Opportunities for ESG / sustainability-related training for all workers
- Ensuring that everyone in the organization understands how ESG / sustainability considerations relate to their role
- None of the above / not sure

S3. SOCIAL

What is your approach to responsible procurement?

S3.1 We require our suppliers to...

Select all that apply:

- Meet regulatory compliance requirements (e.g. fair trading, payment terms, modern slavery etc.)
- Meet specific ESG policies and performance criteria (e.g. Supplier Code of Conduct, certification, contract clauses, etc.)
- Be actively monitored on their ESG performance (e.g. data reporting, certifications, attestations, third-party audits, etc.)
- None of the above / not sure



S3. SOCIAL continued

S3.2 We manage our responsible procurement process by...

Select all that apply:

- Giving preferred status to responsible and underrepresented suppliers (e.g. local SMEs, disability, social enterprise, First Nations, women and/or veteran-owned, etc.)
- Supporting our suppliers to improve their ESG / sustainability performance
- Participating in industry initiatives to improve supply chain sustainability
- None of the above / not sure

S4. SOCIAL

How do you support your local community?

S4.1 We support our local community by...

Select all that apply:

- Making ad hoc donations to charity (e.g. monetary, in-kind, paid volunteering hours, etc.)
- Providing opportunities for employee/worker involvement (e.g. paid volunteering program, matched donations, etc.)
- Engaging in long-term (2+ years) initiatives that demonstrate positive reportable community change.
- None of the above / not sure

S4.2 To help us achieve agreed outcomes for our community, we have...

Select all that apply:

- Developed a community / philanthropy strategy
- Developed a community / philanthropy strategy that is aligned to our core business
- Formal partnership with community groups to achieve agreed outcomes (e.g. to address community needs and/or business impact on local communities).
- None of the above / not sure

How do you support your local community?

S4.3 For our community investment activities...

Select all that apply:

- We report on their relevance to the community
- We report on their relevance to core business strategy
- We measure and monitor the impact
- None of the above / not sure

E5. ENVIRONMENTAL

How do you manage your environmental impacts?

E5.1 Our management of resources and waste is focused on...

Select all that apply:

- Compliance with all relevant environmental regulations (e.g. waste, emissions, hazardous substances, reporting of accidents and spills, etc.)
- Cost savings opportunities from tracking and monitoring performance data (e.g. water and raw materials use, recycling, waste to landfill, etc.)
- Implementation of a certified environmental management system (e.g. ISO14001) to achieve continuous improvement
- None of the above / not sure

E5.2 For our operational resources and waste impacts, we have...

Select all that apply:

- Calculated our total resource use and waste production (e.g. via financial accounts / bills, audits, etc.)
- Established baseline measurements for key categories of waste and resources (e.g. reduction of paper usage, waste recycling, etc.)
- Set reduction targets in key impact areas that relate to resource usage and waste production
- Demonstrated improvement in performance against set targets over time
- Publicly reported on performance against targets using a recognized global framework (e.g. GRI, SASB, SDGs etc)
- None of the above / not sure

How do you manage your environmental impacts?

E5.3 For our indirect environmental impacts (i.e. those that do not result directly from your company's operations), we can demonstrate that we have...

Select all that apply:

- Processes to identify and manage our indirect environmental impacts (e.g. Supplier environmental requirements, Materiality Assessment, Lifecycle assessment, Environmental Impact Assessment, etc.)
- Set reduction targets in key impact areas (e.g. land use, water use, waste management, etc.) working with our upstream and downstream suppliers / partners
- Demonstrated improvement in performance against set targets over time
- Publicly reported on our indirect impacts
- None of the above / not sure



E6. ENVIRONMENTAL

How do you manage your carbon footprint and climate-related risk?

E6.1 For our carbon footprint our approach is...

Select all that apply:

- Operational energy efficiency and cost-savings
- Reducing our absolute emissions by sourcing renewable energy
- Implementing initiatives to reduce our emissions (e.g. via carbon off setting)
- Creating products and services that contribute to Net Zero
- None of the above / not sure

E6.2 For our operational carbon footprint (Scope 1 and 2 greenhouse gas (GHG) emissions), we have...

Select all that apply:

- Calculated our total energy use (e.g. via financial accounts/energy bills, etc.)
- Measured our direct carbon emissions (Scope 1) using a recognised framework (e.g. GHG Protocol, Carbon Disclosure Project etc.)
- Measured organisational energy use (Scope 2) using a recognised framework (e.g. GHG Protocol, Carbon Disclosure Project etc.)
- Established a carbon emissions baseline and boundaries
- Set Scope 1 and Scope 2 emissions reduction targets
- Publicly reported on our Scope 1 and 2 emissions
- Publicly reported on and have external assurance over our Scope 1 and 2 emissions
- None of the above / not sure

How do you manage your carbon footprint and climate-related risk?

E6.3 For our Scope 3 indirect GHG emissions, we have...

Select all that apply:

- Begun to understand our Scope 3 emissions impact
- Measured our Scope 3 emissions using a recognised framework (e.g. GHG Protocol)
- Set Scope 3 emissions reduction targets
- Publicly reported on our Scope 3 emissions
- None of the above / not sure

E6.4 To manage our climate-related risks, we have...

Select all that apply:

- Set a Science Based Target (e.g. aligned with Paris Agreement) for emissions reduction
- Begun to understand our climate-related risk and opportunities using the Task Force on Climate-Related Financial Disclosures (TCFD) or another recognized framework
- Undertaken climate scenario analysis to identify risks and opportunities and improve our readiness for adaptation and capacity for resilience
- Begun to map the financial implications of climate risk and opportunities for our organisation
- Used TCFD to report publicly
- Used TCFD to report publicly and have external assurance over that reporting
- None of the above / not sure

E7. ENVIRONMENTAL

How does your business impact nature?

E7.1 To protect nature, we...

Select all that apply:

- Comply with all relevant regulations (e.g. land-use planning, Environmental Impact Assessments, etc.)
- Make monetary or in-kind donations to organisations that protect nature
- Understand our impacts and dependencies
- Take actions to manage and minimise these impacts (e.g. via reduction, reuse and / or recycling initiatives)
- None of the above / not sure

How does your business impact nature?

E7.2 As an organization we prioritize initiatives to protect nature by engaging in...

Select all that apply:

- Biodiversity conservation (including protecting threatened species and animal welfare, restoring habitats and supporting livelihoods)
- Regeneration practices (e.g. by adapting land management techniques, using alternative metrics, technologies, etc.)
- Promoting nature-positive practices in the value chain
- Actively supporting business frameworks that protect nature (e.g. Task force on Nature-related Financial Disclosure (TNFD), Business for Nature, etc.)
- None of the above / not sure



G8. GOVERNANCE

What is your responsible business approach?

G8.1 For our responsible business approach, we have...

Select only one:

- A Sustainability Purpose / Vision / Mission but it is not yet documented and embedded into our core strategy and company communications
- A Sustainability Purpose / Vision / Mission and Values that are embedded in our organisation but are not publicly available
- A Sustainability Purpose / Vision / Mission and Values that are embedded in our organisation and are publicly available (e.g. on our website)
- None of the above / not sure

G8.2 Our ESG-related policy suite (e.g. Code of Conduct, Privacy, Environmental, Health and Safety, etc.) is...

Select only one:

- Partially developed and internally available
- Comprehensive and internally available
- Comprehensive, implemented and publicly available
- Comprehensive, implemented, publicly available and externally audited
- None of the above / not sure

What is your responsible business approach?

G8.3 Our approach to risk management is...

Select all that apply:

- Internally available
- Publicly available
- Externally audited
- None of the above / not sure

G8.4 To understand the impacts and risks of our operations, we have...

Select all that apply:

- Assessed direct impacts of our operations on our upstream value chain (i.e. suppliers)
- Assessed direct impacts of our operations on our downstream value chain (i.e. customers)
- Assessed indirect impacts of our operations on our upstream value chain (i.e. suppliers)
- Assessed indirect impacts of our operations on our downstream value chain (i.e. customers)
- Assessed our impacts and adopted policies and processes to manage these risks
- None of the above / not sure

G8.5 We are aware of leading practice frameworks and participate in recognized global programs and initiatives and are...

Select all that apply:

- Beginning to adopt these through our organization
- Aligning with the UN Sustainable Development Goals (SDGs) or a similar recognized framework (e.g. GRI, SASB, ISSB, TCFD)
- Benchmarking against leading practice (e.g. the B Impact Assessment)
- Members of industry initiatives (e.g. OECD, UNGC, etc.)
- Certified to recognized standard(s) (e.g. Great Place to Work, B Corp, etc.)
- Recognized by third parties, ranking and awards (e.g. B Corp Best for the World, S&P Dow Jones Sustainability Index, etc.)
- None of the above / not sure

What is your responsible business approach?

G8.6 To protect the integrity and confidentiality of sensitive data belonging to our customers, people and partners, we...

Select only one:

- Are yet to implement systems and processes based on a relevant information security framework
- Are in the process of implementing systems and processes based on a relevant information security framework
- Have implemented a data privacy and information security policy and framework that is periodically tested
- Comply with and are externally audited/certified against relevant information security and data privacy regulations and standards (e.g. ISO 27001, NIST, etc.)
- None of the above / not sure



G9. GOVERNANCE

How is ESG integrated in your organisation?

G9.1 To manage ESG / Sustainability effectively we have...

Select only one:

- Identified ESG/Sustainability as a strategic priority
- Started developing an ESG/Sustainability strategy
- A documented ESG/Sustainability strategy with clear actions, owners and timelines for implementation
- None of the above / not sure

G9.2 To set strategic ESG priorities we have...

Select all that apply:

- Formally identified and documented our relevant internal and external stakeholder groups (e.g. Customers, Board, Investors, Employees, etc.)
- Assessed and identified our material ESG matters, risks and opportunities with our internal stakeholders (e.g. senior management, employees)
- Assessed and identified our material ESG matters, risks and opportunities with our external stakeholders (suppliers, clients, investors, community, etc.)
- Formally conducted an Impact Materiality Assessment over relevant ESG matters
- Formally conducted a Financial Materiality Assessment over relevant ESG matters
- None of the above / not sure

How is ESG integrated in your organisation?

G9.3 Our senior leadership team (e.g. CEO, CFO, MD and/or board) have...

Select all that apply:

- ESG-related experience and/or skills
- Formal ESG-related responsibilities
- Received sustainability / ESG training and/or consulting advice
- Mapped existing leadership skillsets to the organisation's ESG strategic priorities
- None of the above / not sure

G9.4 We have ESG-related performance measurements that...

Select all that apply:

- Apply to some team members (e.g. ESG specialists and managers)
- Include formal bonus and incentive payments for senior leaders and/or board
- Include % of revenue derived from ESG solutions
- Include % of revenue derived from ESG solutions and have set a target to increase this over time
- None of the above / not sure

G9.5 We demonstrate ESG leadership by...

Select all that apply:

- Integrating ESG into our core business strategy with clear actions, owners and timelines for implementation
- Being a role model for ESG integration and advocating publicly for ESG leading practices (e.g. campaigns, public policy submissions, lobbying etc)
- Understanding and communicating the financial implications of ESG impacts for our organisation
- None of the above / not sure

G10. GOVERNANCE

How do you engage with and meet your stakeholders' expectations?

G10.1 We understand our compliance obligations and disclosure requirements and...

Select all that apply:

- Comply with relevant financial disclosures (e.g. quarterly / annual reporting, etc.)
- Comply with ESG-related regulations (e.g. consumer, health and safety, anti-discrimination, environmental, etc.)
- None of the above / not sure / ad hoc

How do you engage with and meet your stakeholders' expectations?

G10.2 For our ESG performance we ...

Select all that apply:

- Track a few ESG issues on an ad hoc basis
- Use recognised reporting frameworks to establish baselines and targets (eg. GRI, SASB, IR, ISSB or other)
- Report publicly via an annual report or annual sustainability report
- Have our ESG management systems, processes and reporting externally audited
- None of the above / not sure



 **G10. GOVERNANCE continued**

G10.3 For stakeholder communication and feedback we have...

Select all that apply:

- Ad hoc periodic updates (e.g. newsletter, social media, etc)
- Regular, structured one-way channels of communication (e.g. sustainability report)
- ESG-related dialogue embedded in our day-to-day operations (e.g. stakeholder consultation, supplier assessments, employees surveys, etc.)
- None of the above / not sure

G10.4 Stakeholders have a voice in our governance processes via...

Select all that apply:

- Informal feedback on specific issues for management to consider (e.g. data privacy, supply chain risk, carbon emissions, etc.)
- A committee, advisory board or panel
- A board including independent non-executive directors
- None of the above / not sure



Glossary

Word / phrase	Acronym	Definition	Section
Absolute emissions		Absolute emissions metrics indicate the total amount of greenhouse gases (GHGs) emitted into the atmosphere over a specific period.	E6.1
B Corp		B Corp Certification is a designation that a business is meeting high standards of verified performance, accountability, and transparency on factors from employee benefits and charitable giving to supply chain practices and input materials.	G8.5
B Corp Best for the World		B Corp Best for the World™ identifies the B Corps whose verified B Impact Scores in the five impact areas evaluated in the B Impact Assessment rank in the top 5% of all B Corps in their corresponding size group.	G8.5
B Impact Assessment		The B Impact Assessment is a digital tool that can help measure, manage, and improve positive impact performance for environment, communities, customers, suppliers, employees, and shareholders; receiving a minimum verified score of 80 points on the assessment is also the first step towards B Corp Certification.	G8.5
Biodiversity conservation		Biodiversity conservation, the practice of protecting and preserving the wealth and variety of species, habitats, ecosystems, and genetic diversity on the planet, is important for our health, wealth, food, fuel, and services we depend on.	E7.2
Business for Nature		Business for Nature is a global coalition that brings together business and conservation organizations and forward-thinking companies. Together, they demonstrate and amplify a credible business voice on nature calling for governments to adopt policies to reverse nature loss in this decade.	E7.2
Culturally and Linguistically Diverse	CALD	Cultural and linguistic diverse people are generally understood as people who identify with a culture or religion that is not predominantly represented in society or speak a language other than English at home.	S2.1
Carbon off setting		Carbon off setting is the action or process of compensating for carbon dioxide emissions arising from industrial or other human activity, by participating in schemes designed to make equivalent reductions of carbon dioxide in the atmosphere.	E6.1
Carbon Disclosure Project	CDP	The CDP (formerly Carbon Disclosure Project) runs a global environmental disclosure system. Each year CDP supports thousands of companies, cities, states and regions to measure and manage their risks and opportunities on climate change, water security and deforestation. We do so at the request of their investors, purchasers and city stakeholders.	E6.2
Child Labour		Child labour is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.	S1.1



Word / phrase	Acronym	Definition	Section
Diversity and inclusion		Diversity and inclusion are two interconnected concepts—but they are far from interchangeable. Diversity is about what makes each of us unique and includes our backgrounds, personality, life experiences and beliefs, all of the things that make us who we are. It is about representation or the make-up of an entity. Inclusion is about how well the contributions, presence and perspectives of different groups of people are valued and integrated.	S1.1
Double Materiality Assessment		A Double Materiality Assessment (DMA) is a comprehensive analysis of a company's environmental, ESG impacts, considering both their financial materiality and impact materiality. Financial materiality determines how ESG issues and impacts affect the company's financial performance and risk profile. Impact materiality determines how the company's activities impact people, society, and the environment. DMA goes beyond traditional financial reporting by integrating non-financial factors and stakeholder perspectives, providing a more holistic view of the company's sustainability performance.	G9.2
Environmental Impact Assessment		Environmental Impact Assessment (EIA) is a tool used to assess the significant effects of a project or development proposal on the environment. EIAs make sure that project decision makers think about the likely effects on the environment at the earliest possible time and aim to avoid, reduce or offset those effects.	E5.3 / E7.1
Fair trading		Fair trading as enshrined in legislation ensures that trading is fair for your business and your customers. Fair trade can also refer to equitable practices designed to protect and benefit producers.	S3.1
Financial Materiality Assessment		An ESG financial materiality assessment is a systematic process of identifying and prioritizing the ESG issues that are most likely to have a significant financial impact on a company. This assessment considers both the risks and opportunities realised by ESG issues, as well as the potential for these issues to affect the company's risk profile, cost of capital, and reputation. The results of an ESG financial materiality assessment can be used to inform a company's ESG strategy, risk management practices, and sustainability reporting.	G9.2
Forced Labour		Forced or compulsory labour is all work or service which is exacted from any person under the threat of a penalty and for which said person has not offered themselves voluntarily.	S1.1
GHG Protocol		GHG Protocol establishes comprehensive global standardized frameworks to measure and manage greenhouse gas (GHG) emissions from private and public sector operations, value chains and mitigation actions.	E6.2
Great Place to Work		Great Place To Work® is a global authority on workplace culture. It helps organisations quantify their culture and produce better business results by creating a high-trust work experience for all employees.	G8.5
Global Reporting Initiative	GRI	GRI (formerly Global Reporting Initiative) is the independent, international organization that helps businesses and other organizations take responsibility for their impacts, by providing them with the global common language in the form of standards to communicate those impacts.□	E5.2 / G8.5 / G10.2



Word / phrase	Acronym	Definition	Section
Human rights		Human rights recognise the inherent value of each person, regardless of background, where we live, what we look like, what we think or what we believe. They are based on principles of dignity, equality and mutual respect, which are shared across cultures, religions and philosophies. They are about being treated fairly, treating others fairly and having the ability to make genuine choices in our daily lives.	S1.1
Impact Materiality Assessment		Impact materiality captures the so-called inside-out impact of a business, considering both positive and negative impacts on people, planet and society over the long, medium and short term.	G9.2
Indirect impacts		Indirect impacts are those impacts that do not result directly from an organization's operations and are often produced by other entities at a different location and time. These impacts can be found 'upstream' of operations and are caused by the suppliers that provide raw materials for products. They can also be found 'downstream', caused by the consumers that use and ultimately dispose of an organization's product at the end of its life.	G8.4
ISO 14001 Standard - Environmental Management	ISO14001	ISO 14001 is an internationally agreed standard that sets out the requirements for an environmental management system. It helps organizations improve their environmental performance through more efficient use of resources and reduction of waste, gaining a competitive advantage and the trust of stakeholders.	E5.1
International Sustainability Standards Board	ISSB	The International Sustainability Standards Board (ISSB) is the independent, global standard-setting body for corporate sustainability-related financial disclosures, established under the auspices of the IFRS Foundation in 2022. Its mission is to develop a comprehensive, globally-consistent set of sustainability-related disclosure requirements, enhancing the quality, comparability, and consistency of information that companies provide to investors and other stakeholders.	G8.5 / G10.2
Lifecycle assessment		Life-cycle assessment (LCA) is a process of evaluating the effects that a product has on the environment over the entire period of its life thereby increasing resource-use efficiency and decreasing liabilities.	E5.3
Materiality Assessment		An ESG Materiality Assessment is a process used to identify and prioritize the sustainability issues that are most significant (or 'material') to an organization's operations and stakeholders. The aim is to determine the ESG risks and opportunities that are most material for the organization to address in order of significance and priority for both the organization and stakeholders. The process helps an organization establish a framework for managing its ESG initiatives moving forward.	E5.3
Modern Slavery		Modern slavery is when an individual is exploited by others, for personal or commercial gain. Whether tricked, coerced, or forced, they lose their freedom. This includes but is not limited to human trafficking, forced labour and debt bondage.	S1.1 / S3.1
Nature-positive		The term 'nature positive' describes stopping biodiversity loss and restoring nature to pre-2020 levels by 2030 – with an aim for full and ongoing ecosystem recovery by 2050.	E7.2
Net Zero		Net zero refers to the balance between the amount of greenhouse gas produced and the amount removed from the atmosphere. We reach net zero when the amount we add is no more than the amount taken away.	E6.1



Word / phrase	Acronym	Definition	Section
Organisation for Economic Co-operation and Development	OECD	The OECD is an intergovernmental organization with 38 member countries, founded in 1961 to stimulate economic progress and world trade. It is a forum whose member countries describe themselves as committed to democracy and the market economy, providing a platform to compare policy experiences, seek answers to common problems, identify good practices, and coordinate domestic and international policies of its members.	G8.5
Operational energy efficiency		Operational energy efficiency refers to a process of reducing energy consumption by using less energy to attain the same amount of useful output.	E6.1
Paris Agreement		The Paris Agreement is a legally binding international treaty on climate change. It sets out a global framework to avoid dangerous climate change by limiting global warming to well below 2°C and pursuing efforts to limit it to 1.5°C. It also aims to strengthen countries' ability to deal with the impacts of climate change and support them in their efforts.	E6.4
Reconciliation Action Plan	RAP	In Australia and Canada, for example, Reconciliation Action Plans (RAPs) enable organisations to take meaningful action to advance truth-telling and reconciliation, strategically and sustainably. RAPs provide tangible and substantive benefits for Indigenous peoples increasing economic equity and supporting First Nations self-determination.	S1.2
Regeneration		Regeneration refers to ecosystems replenishing what is being eaten, disturbed, or harvested. Regeneration's biggest force is photosynthesis which transforms sun energy and nutrients into plant biomass. Resilience to minor disturbances is one characteristic feature of healthy ecosystems.	E7.2
S&P Dow Jones Sustainability Index		The Dow Jones Sustainability™ World Index comprises global sustainability leaders as identified by S&P Global through the Corporate Sustainability Assessment (CSA). It represents the top 10% of the largest 2,500 companies in the S&P Global BMI based on long-term economic, environmental and social criteria.	G8.5
Sustainability Accounting Standards Board	SASB	The Sustainability Accounting Standards Board (SASB) produces standards that guide the disclosure of financially material sustainability information by companies to their investors. Available for 77 industries, the Standards identify the subset of environmental, social, and governance issues most relevant to financial performance in each industry.	E5.2 / G8.5 / G10.2
Science Based Targets		Science Based Targets (SBT) are considered 'science-based' if they are in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to well-below 2°C above pre-industrial levels and pursuing efforts to limit warming to 1.5°C.	E6.4
Scope 1 emissions		Scope 1 emissions refer to direct greenhouse gas (GHG) emissions that result from sources that are owned or controlled by a company or organization. These emissions are generated from activities that are under the company's direct control, such as the burning of fossil fuels for heating or transportation, emissions from manufacturing processes, or emissions from onsite waste disposal.	E6.2



Word / phrase	Acronym	Definition	Section
Scope 2 emissions		Scope 2 emissions refer to indirect greenhouse gas (GHG) emissions that are generated from the production of the energy that a company or organization consumes. These emissions are generated by sources that are owned or controlled by another entity, but are used to provide electricity, heat, or steam to the company or organization.	E6.2
Scope 3 emissions		Scope 3 emissions refer to indirect greenhouse gas (GHG) emissions that are generated from sources that are not owned or controlled by a company or organization, but are associated with their operations or value chain. Scope 3 emissions can represent a significant portion of a company's overall GHG footprint, and they can include emissions from activities such as the production of raw materials, transportation of goods and services, use of sold products, and disposal of waste.	E6.3
Sustainable Development Goals	SDGs	The Sustainable Development Goals (SDG) refer to the global indicator framework consisting of 17 goals and 169 targets that aim to transform our world as part of the 2030 Agenda for Sustainable Development. They are a call to action to end poverty and inequality, protect the planet, and ensure that all people enjoy health, justice and prosperity.	E5.2 / G8.5
Social enterprise		Social enterprises are businesses that put the interests of people and planet ahead of shareholder gain. These businesses are driven by a social/environmental mission and reinvest profits into creating positive social change.	S3.2
Task force on Climate-Related Financial Disclosures	TCFD	The Task force on Climate-related Financial Disclosures (TCFD) was created by the Financial Stability Board to improve and increase reporting of climate-related financial information. The recommendations of the TCFD are help companies provide better information to support informed capital allocation and are structured around four thematic areas of company operation: governance, strategy, risk management, and metrics and targets.	E6.4
Task force on Nature-related Financial Disclosure	TNFD	The Task Force on Nature-related Financial Disclosures (TNFD) is a global initiative that aims to develop a framework for financial institutions and companies to disclose the nature-related risks and opportunities that they face. The TNFD's work builds on seven principles: market usability, science-based, nature-related risks, purpose-driven, integrated and adaptive, climate-nature nexus and globally inclusive.	E7.2
United Nations Global Compact	UNGC	The UNGC is a non-binding United Nations pact to get businesses and firms worldwide to adopt sustainable and socially responsible policies, and to report on their implementation. The organization solicits commitments to specific sustainability and social responsibility goals from CEOs and highest-level executives, and in turn offers training, peer-networks and a functional framework for responsibility	G8.5
United Nations Guiding Principles on Business and Human Rights	UNGP	The UN Guiding Principles on Business and Human Rights are a set of guidelines for States and companies to prevent, address and remedy human rights abuses committed in business operations.	S1.1