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CSR in TC

OUTPUT 1

PRESENTATION OF MATERIALITY RESULTS FOR **GREECE**

- STAKEHOLDERS MAP
- MATERIALITY MATRIX

12th May 2020

Erasmus+

OUTPUT 1

PRESENTATION OF MATERIALITY RESULTS

- STAKEHOLDERS MAP

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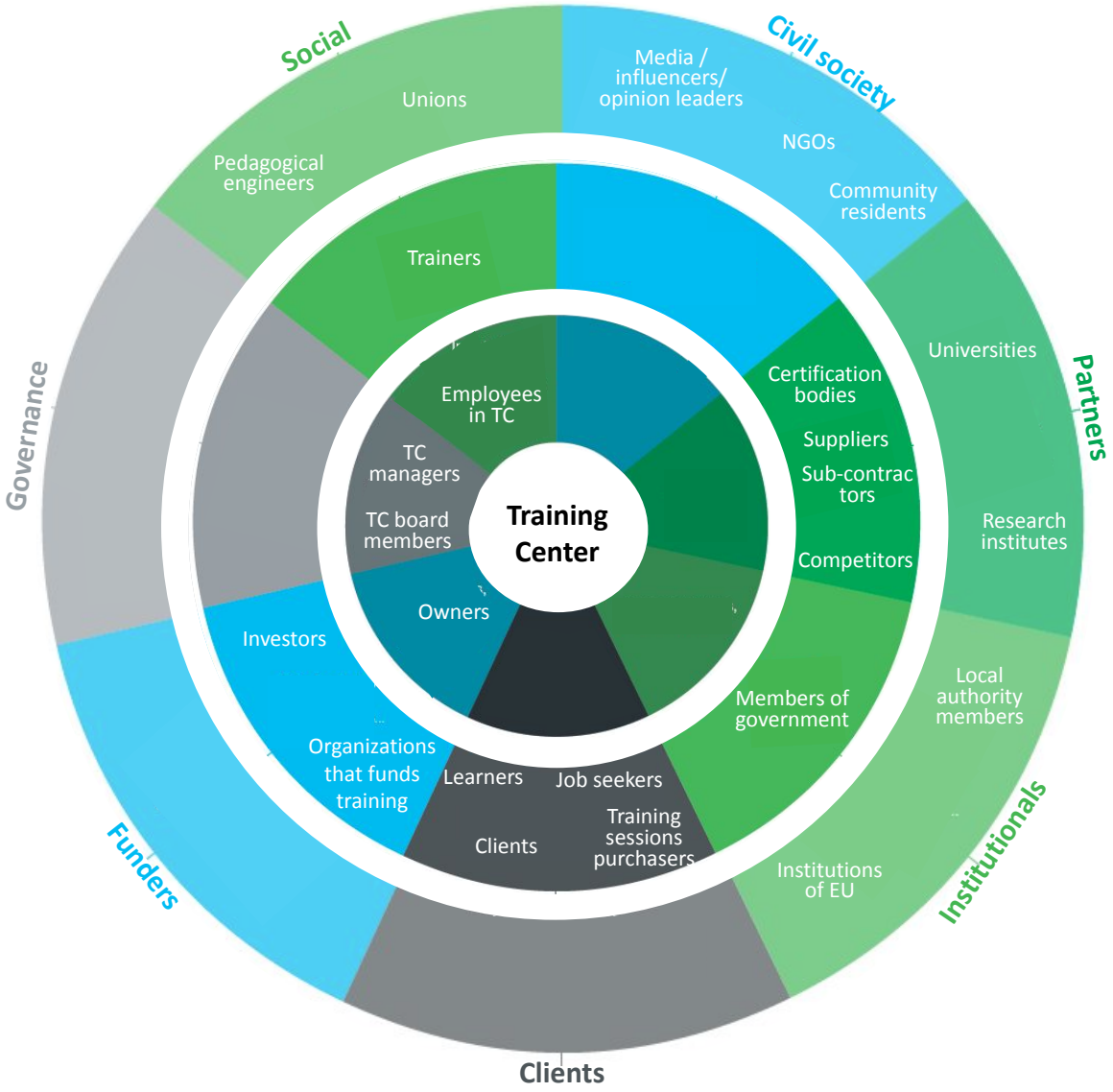
GREEK STAKEHOLDERS MAP



OUTPUT 1

PRESENTATION OF MATERIALITY RESULTS

- MATERIALITY MATRIX

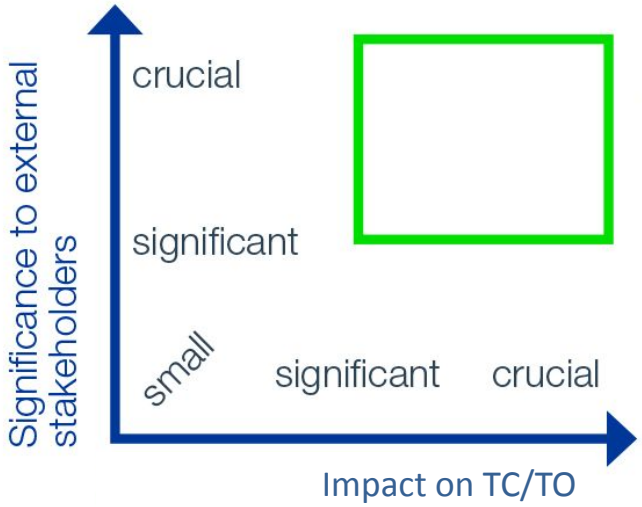
REMINDER ABOUT MATERIALITY

DEFINITION

Materiality defines what can have a significant impact on a business, its activities and its ability to create financial and non-financial value for itself and its stakeholders. At the crossroads of business and sustainable development, an analysis of materiality must:

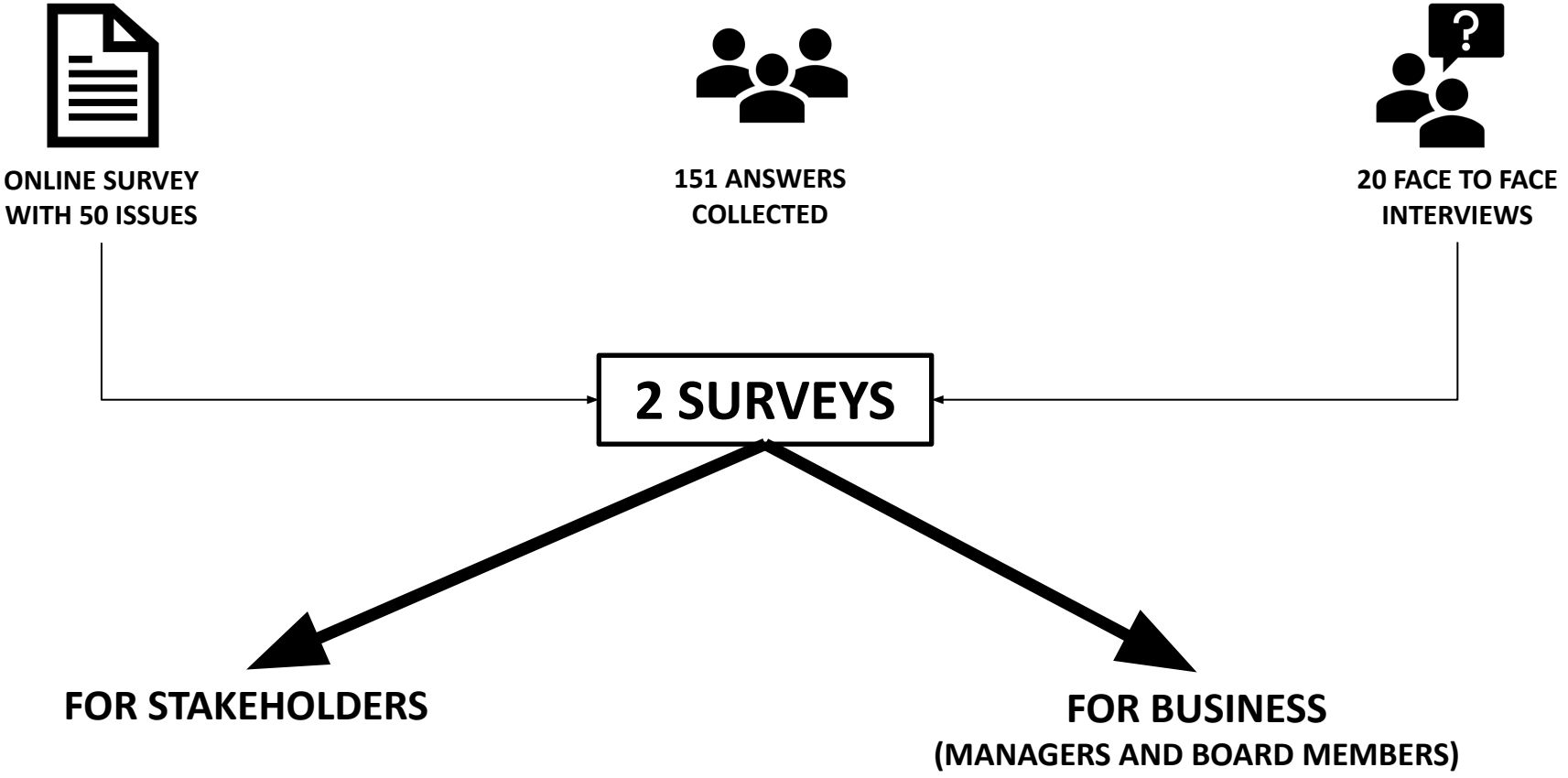
- Identify important and relevant issues that may impact on company performance
- Prioritize them according to their potential impact on the company and its ecosystem

REMINDER ABOUT MATERIALITY



The significance of the material issues presented in the matrix is significant or crucial

ABOUT THE SURVEY



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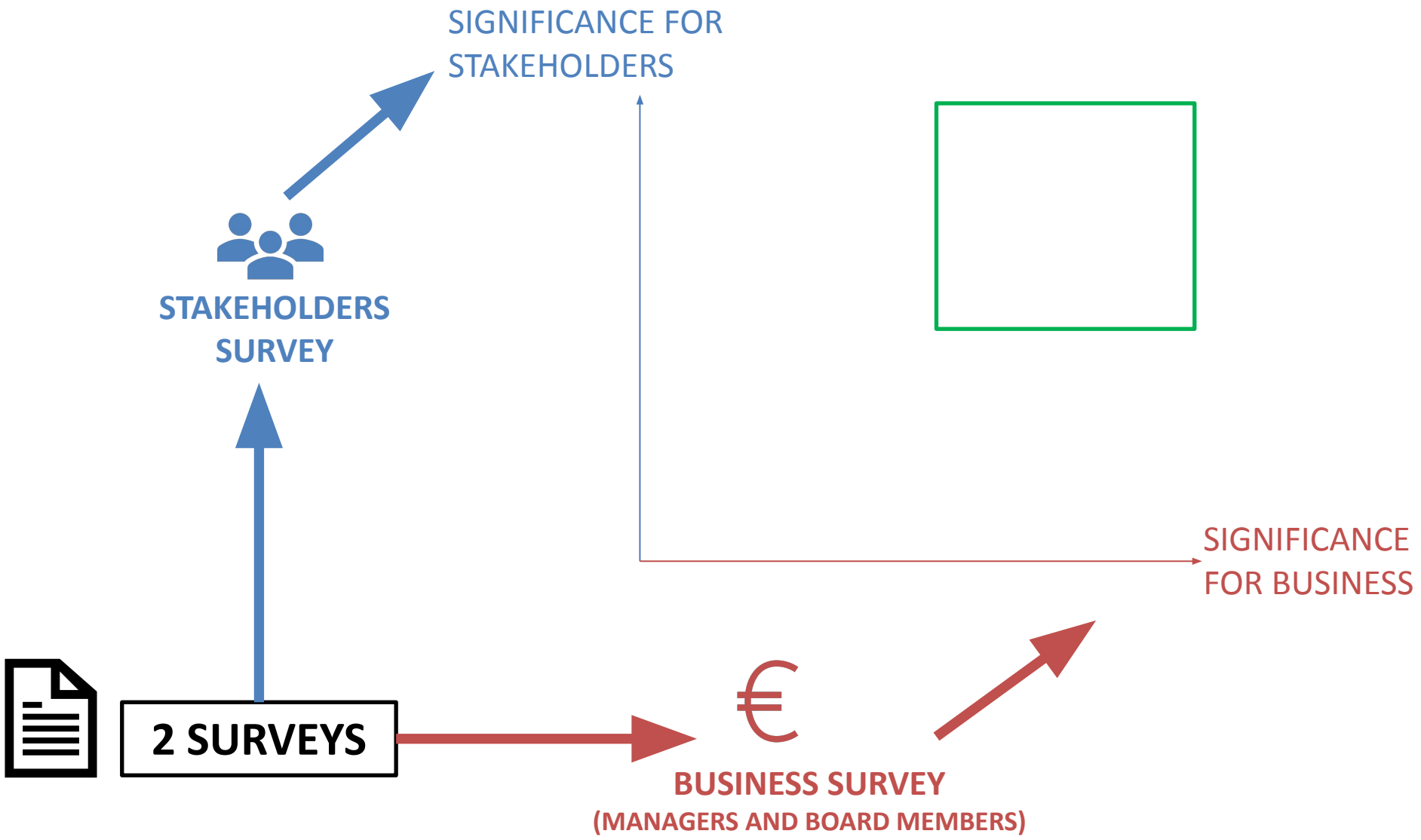

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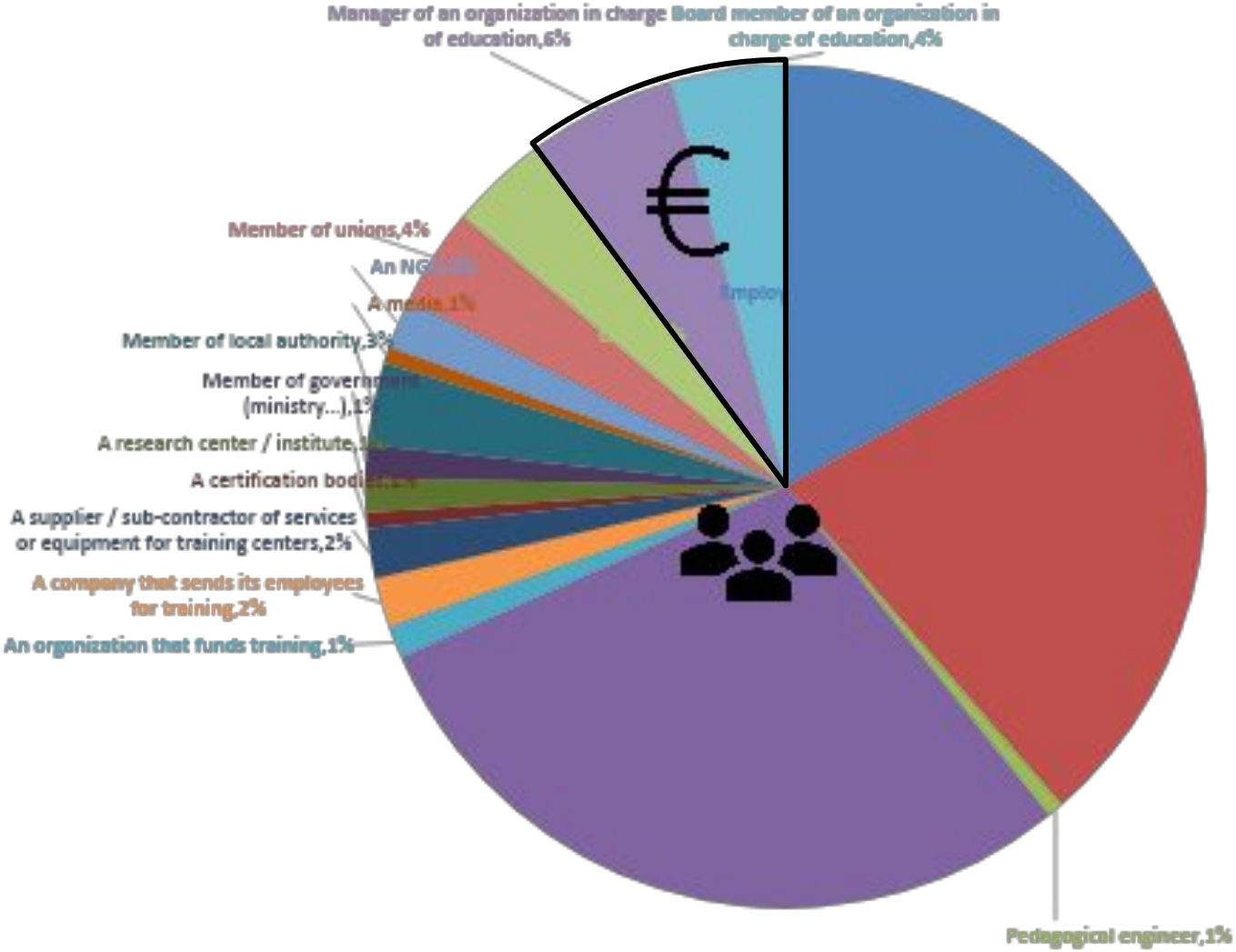
PROFILE REPARTITION



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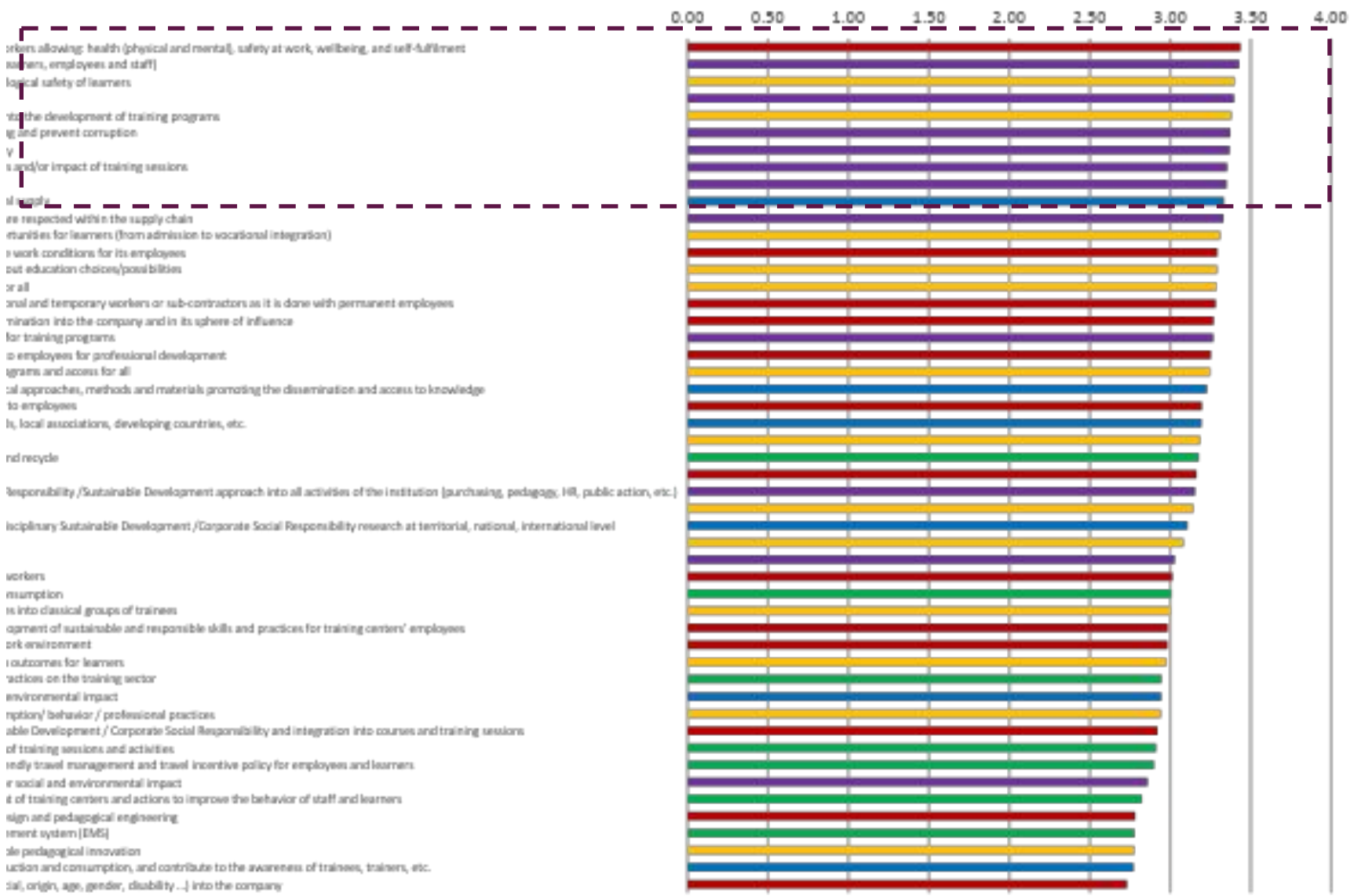
ISSUES RANKING

STAKEHOLDERS POINT OF VIEW



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ISSUES RANKING

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BUSINESS POINT OF VIEW

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FOCUS ON PRIORITY ISSUES : **TOP 10**

STAKEHOLDERS AND BUSINESS POINT OF VIEW

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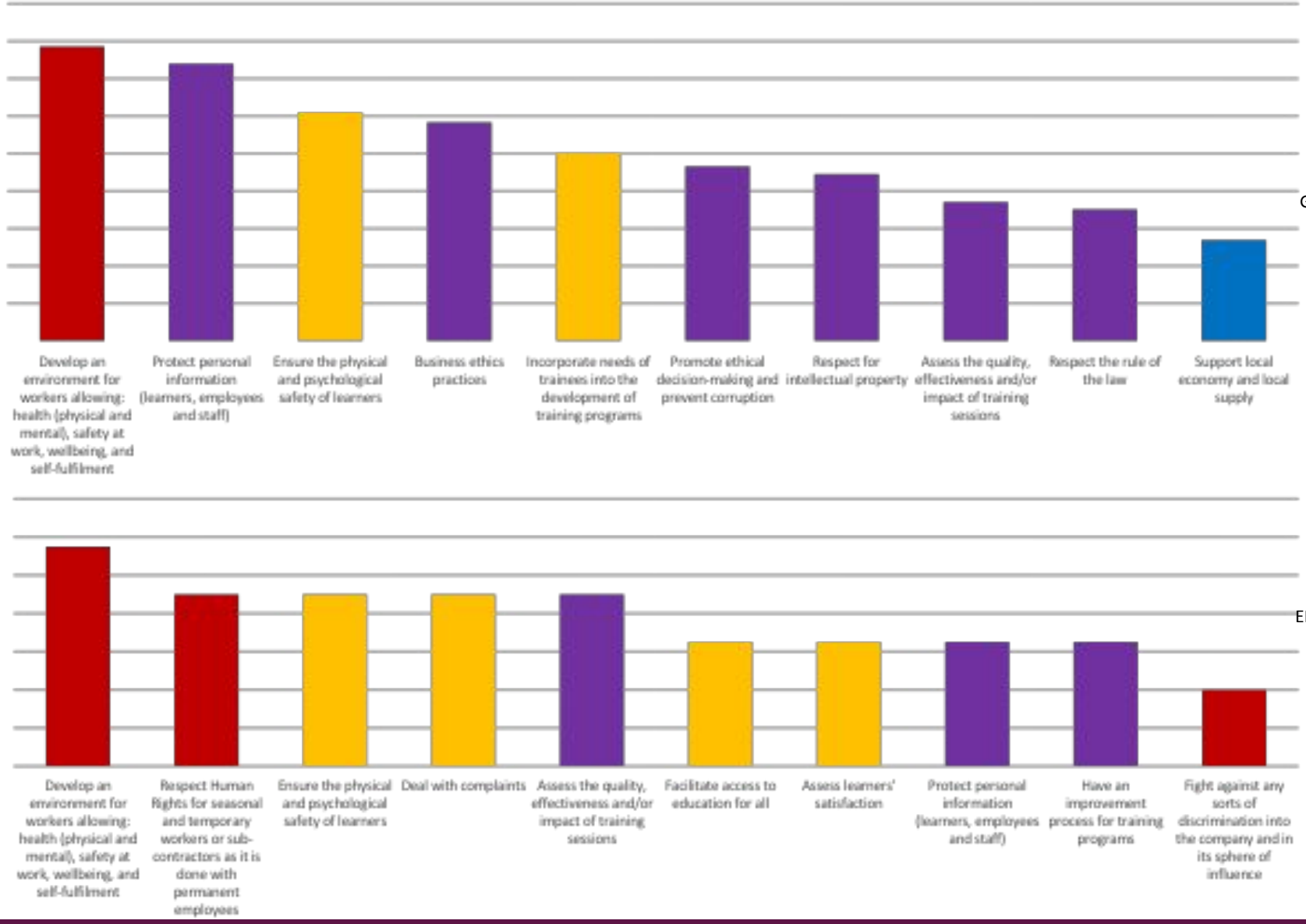

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MATERIALITY MATRIX

50 ISSUES

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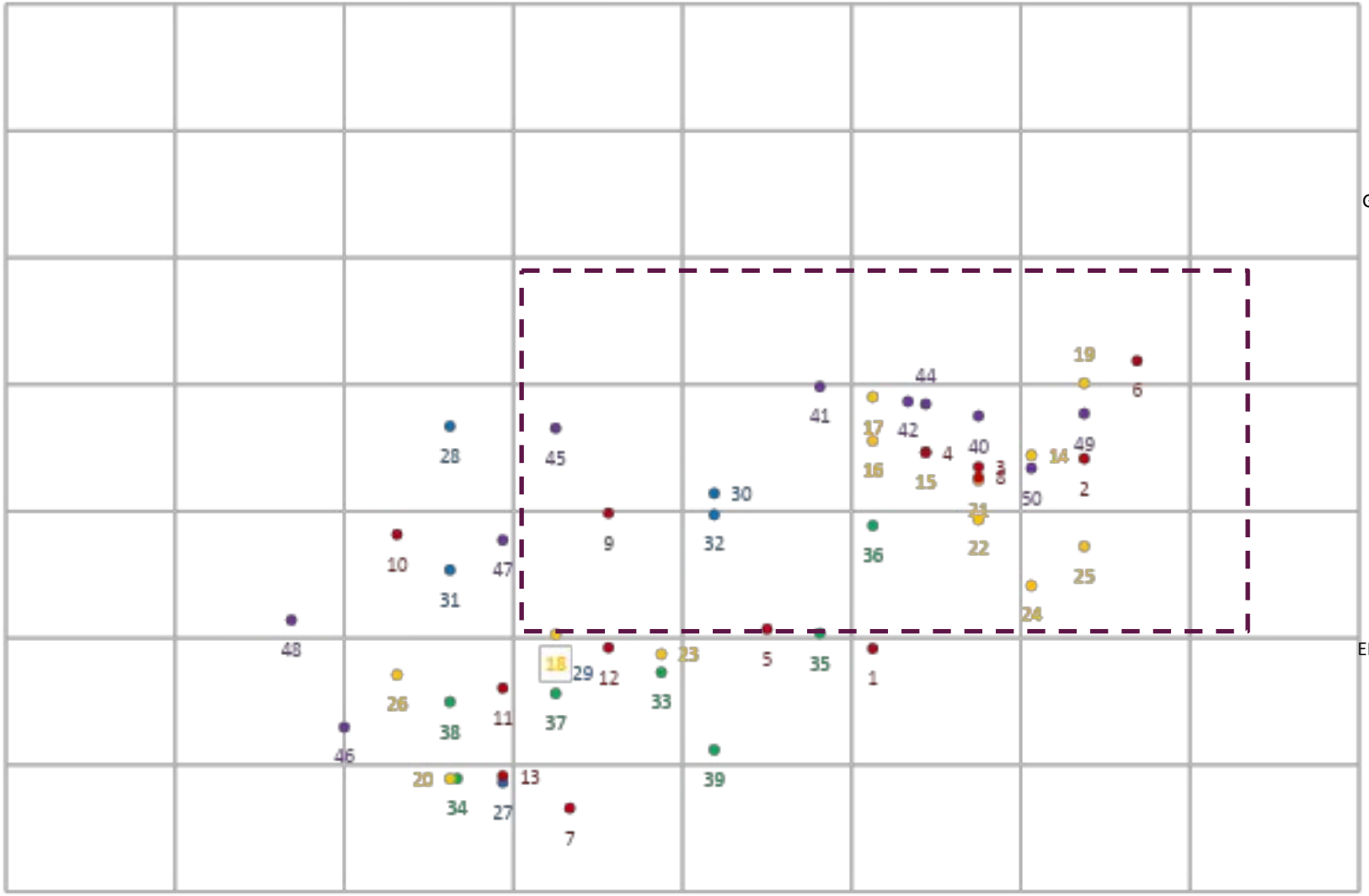

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MATERIALITY MATRIX

PRESENTATION OF THE 50 ISSUES

WORKERS

GOVERNANCE AND ECONOMY

TRAINEES

PARTNERS

ENVIRONMENT

1 : Create and manage inclusive work environment
2 : Respect Human Rights for seasonal and temporary workers or sub-contractors as it is done with permanent employees
3 : Fight against any sorts of discrimination into the company and in its sphere of influence
4 : Create a pleasant and attractive work conditions for its employees
5 : Develop hard and soft skills of workers
6 : Develop an environment for workers allowing: health (physical and mental), safety at work, wellbeing, and self-fulfillment
7 : Develop/maintain diversity (social, origin, age, gender, disability …) into the company
8 : Provide training opportunities to employees for professional development
9 : Provide performance feedback to employees
10 : Engage and empower workers
11 : Learning to learn about Sustainable Development / Corporate Social Responsibility and integration into courses and training sessions
12 : Promote and support the development of sustainable and responsible skills and practices for training centers' employees
13 : Develop skills in pedagogical design and pedagogical engineering

14 : Facilitate access to education for all
15 : Help people make informed about education choices/possibilities
16 : Promote a policy of equal opportunities for learners (from admission to vocational integration)
17 : Incorporate needs of trainees into the development of training programs
18 : Integrate people with disabilities into classical groups of trainees
19 : Ensure the physical and psychological safety of learners
20 : Develop and promote sustainable pedagogical innovation
21 : Develop adapted e-learning programs and access for all
22 : Fair and transparent tariffs
23 : Track and measure longer-term outcomes for learners
24 : Assess learners' satisfaction
25 : Deal with complaints
26 : Educate in a sustainable consumption/ behavior / professional practices

27 : Be an actor of sustainable production and consumption, and contribute to the awareness of trainees, trainers, etc.
28 : Support local economy and local supply
29 : Create a positive social and/or environmental impact
30 : Develop and support pedagogical approaches, methods and materials promoting the dissemination and access to knowledge
31 : Participate and promote interdisciplinary Sustainable Development /Corporate Social Responsibility research at territorial, national, international level
32 : Develop partnerships with NGOs, local associations, developing countries, etc.

33 : Promote environmental best practices on the training sector
34 : Have an environmental management system (EMS)
35 : Reduce and optimize energy consumption
36 : Reduce the quantity of waste and recycle
37 : Reduce environment footprint of training sessions and activities
38 : Implement environmentally friendly travel management and travel incentive policy for employees and learners
39 : Implement energy management of training centers and actions to improve the behavior of staff and learners

40 : Respect the rule of the law
41 : Business ethics practices
42 : Promote ethical decision-making and prevent corruption
43 : Protect personal information (learners, employees and staff)
44 : Respect for intellectual property
45 : Make sure that Human Rights are respected within the supply chain
46 : Evaluate significant suppliers for social and environmental impact
47 : Integrate the Corporate Social Responsibility /Sustainable Development approach into all activities of the institution (purchasing, pedagogy, HR, public action, etc.)
48 : Develop social innovation
49 : Assess the quality, effectiveness and/or impact of training sessions
50 : Have an improvement process for training programs

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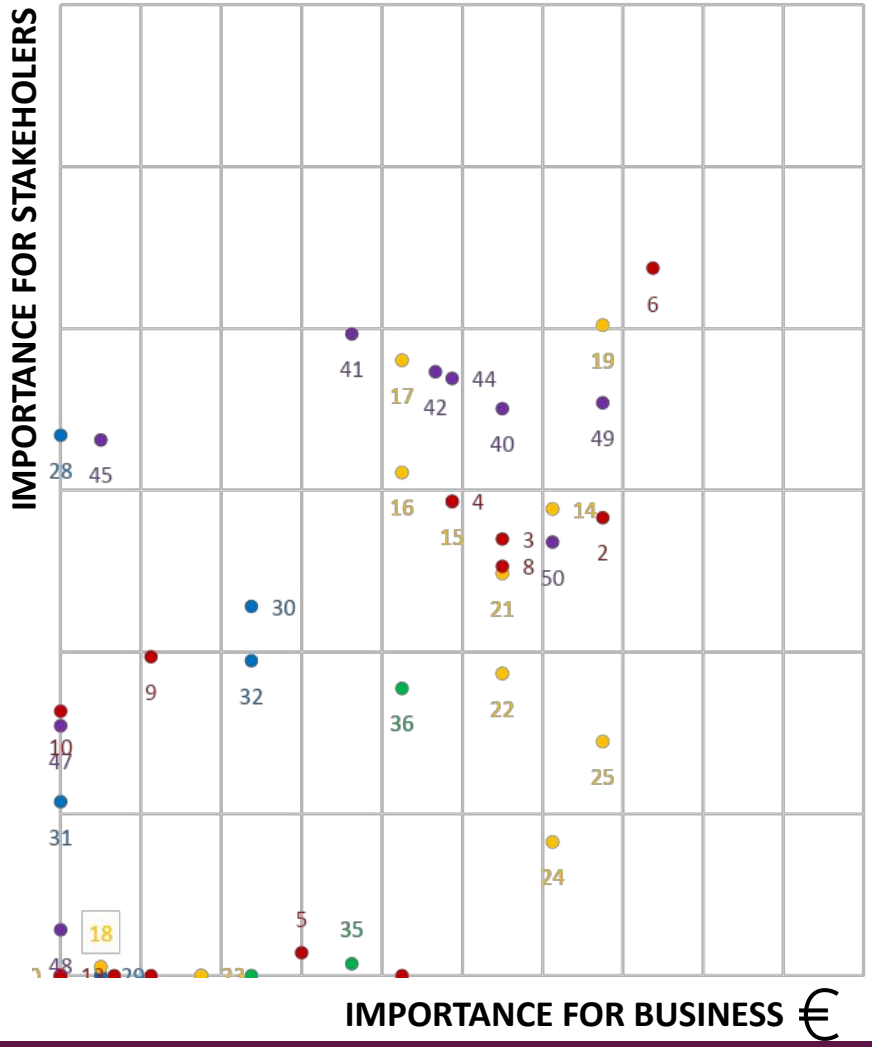
MATERIALITY MATRIX

PRESENTATION OF THE 50 ISSUES

WORKERS | GOVERNANCE AND ECONOMY | TRAINEES | PARTNERS | ENVIRONMENT



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