

# OUTPUT 1

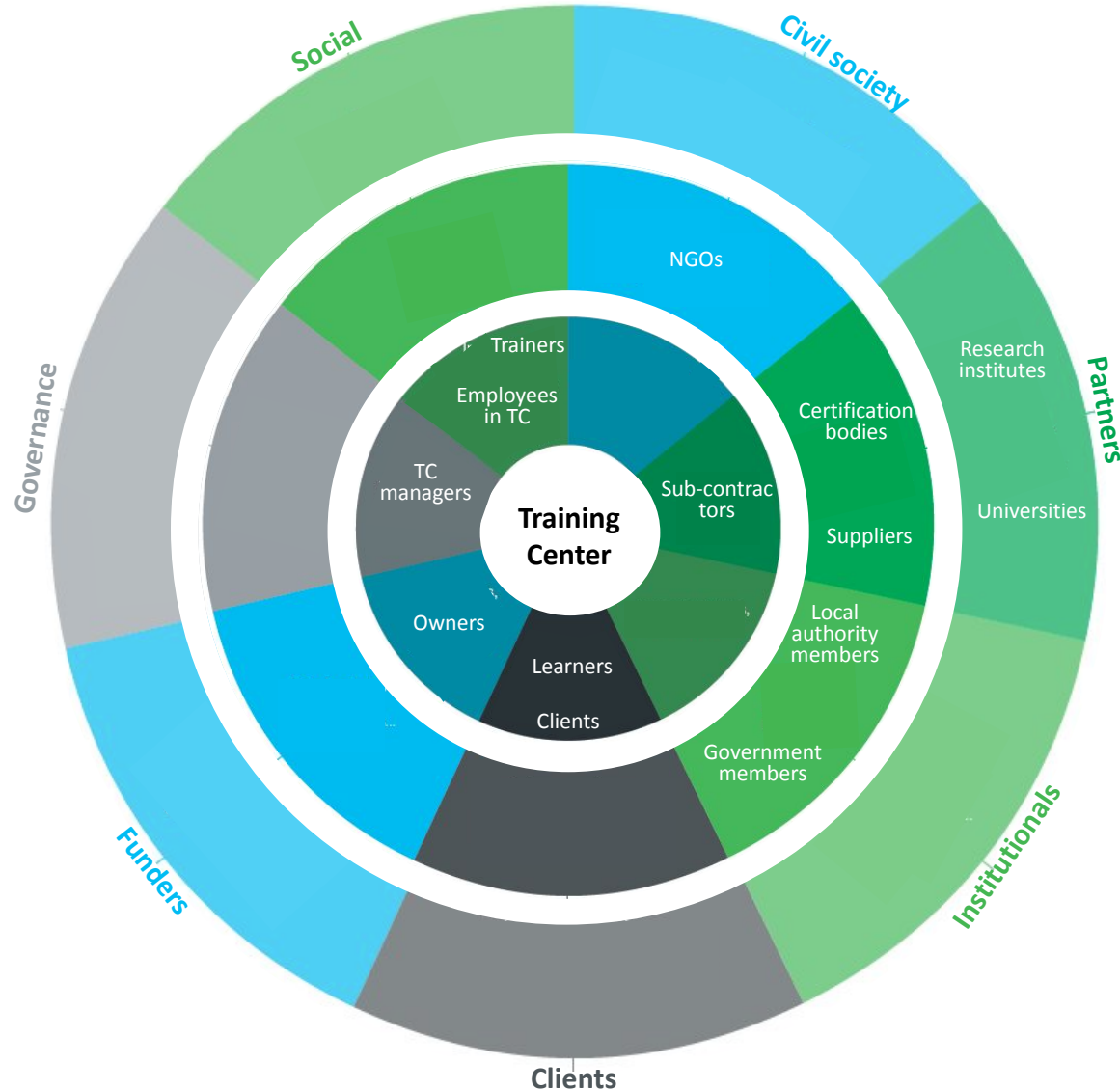
## PRESENTATION OF MATERIALITY RESULTS FOR LATVIA

- STAKEHOLDERS MAP
- MATERIALITY MATRIX

# OUTPUT 1

## PRESENTATION OF MATERIALITY RESULTS

- STAKEHOLDERS MAP



# OUTPUT 1

## PRESENTATION OF MATERIALITY RESULTS

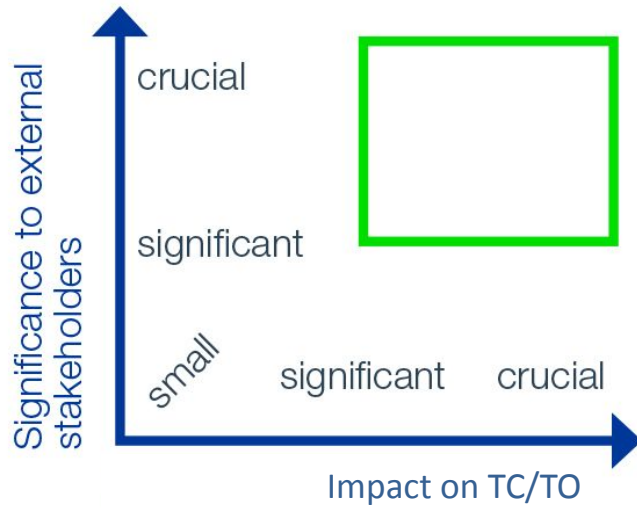
- MATERIALITY MATRIX



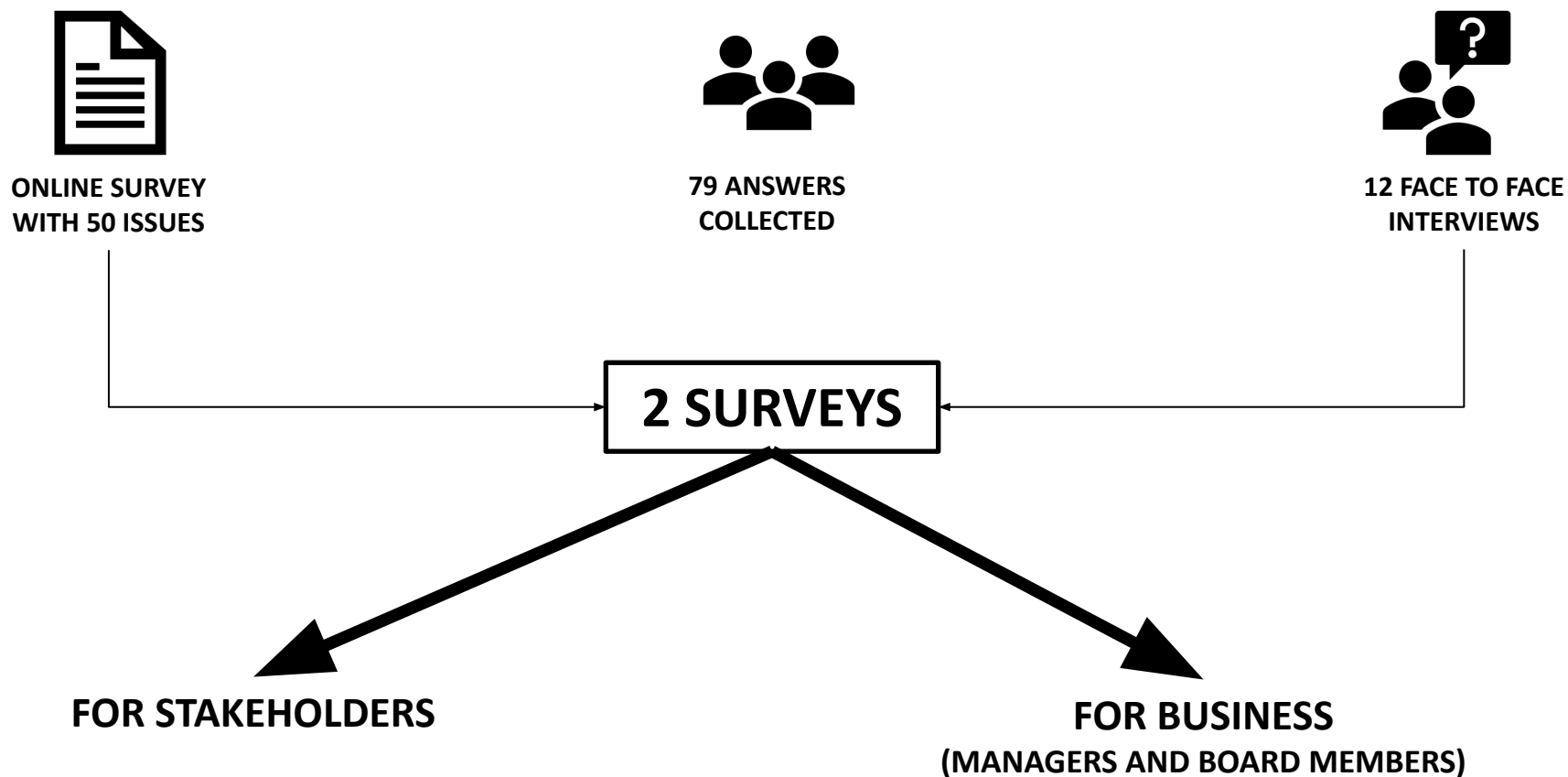
### DEFINITION

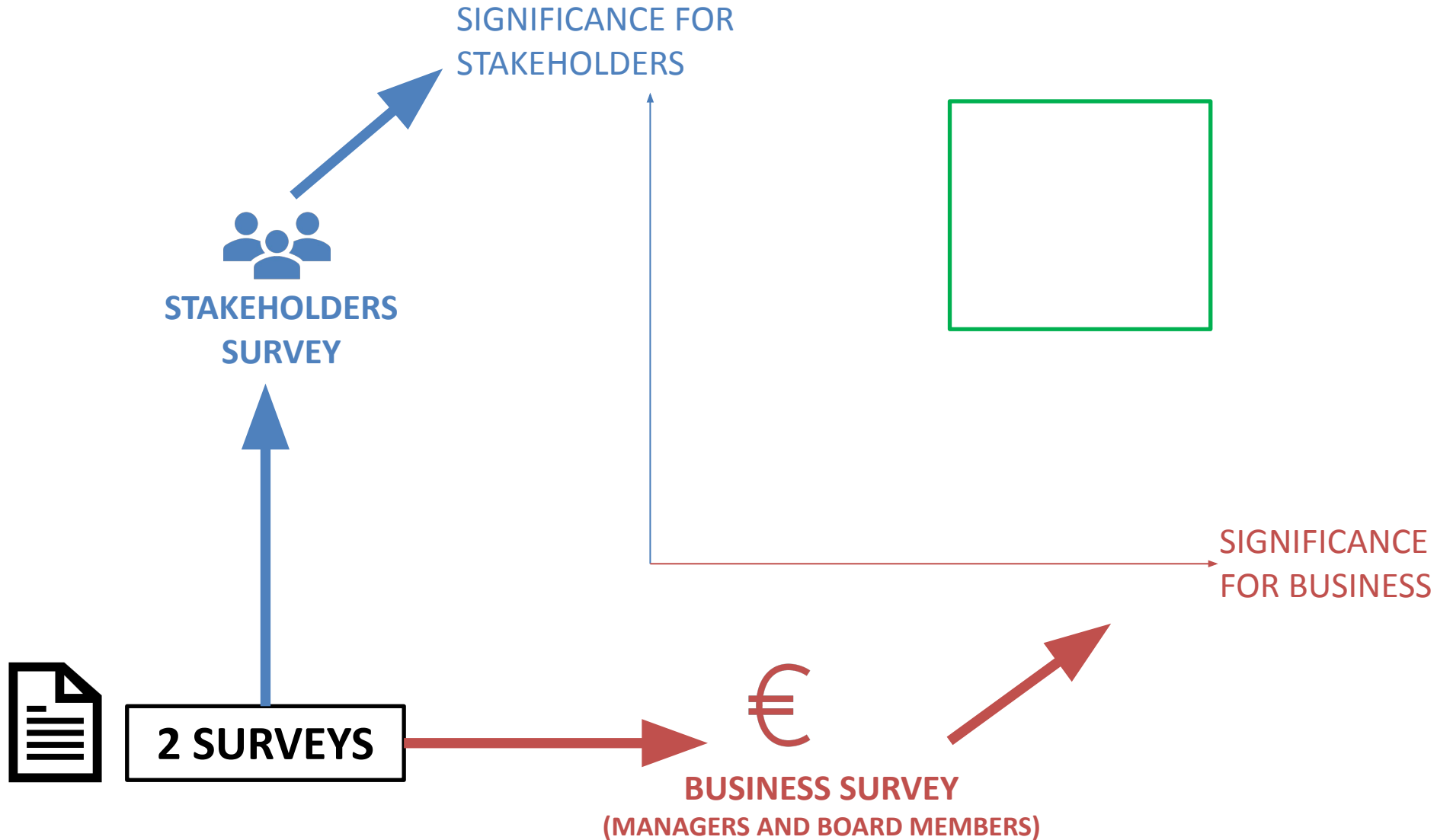
Materiality defines what can have a significant impact on a business, its activities and its ability to create financial and non-financial value for itself and its stakeholders. At the crossroads of business and sustainable development, an analysis of materiality must:

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

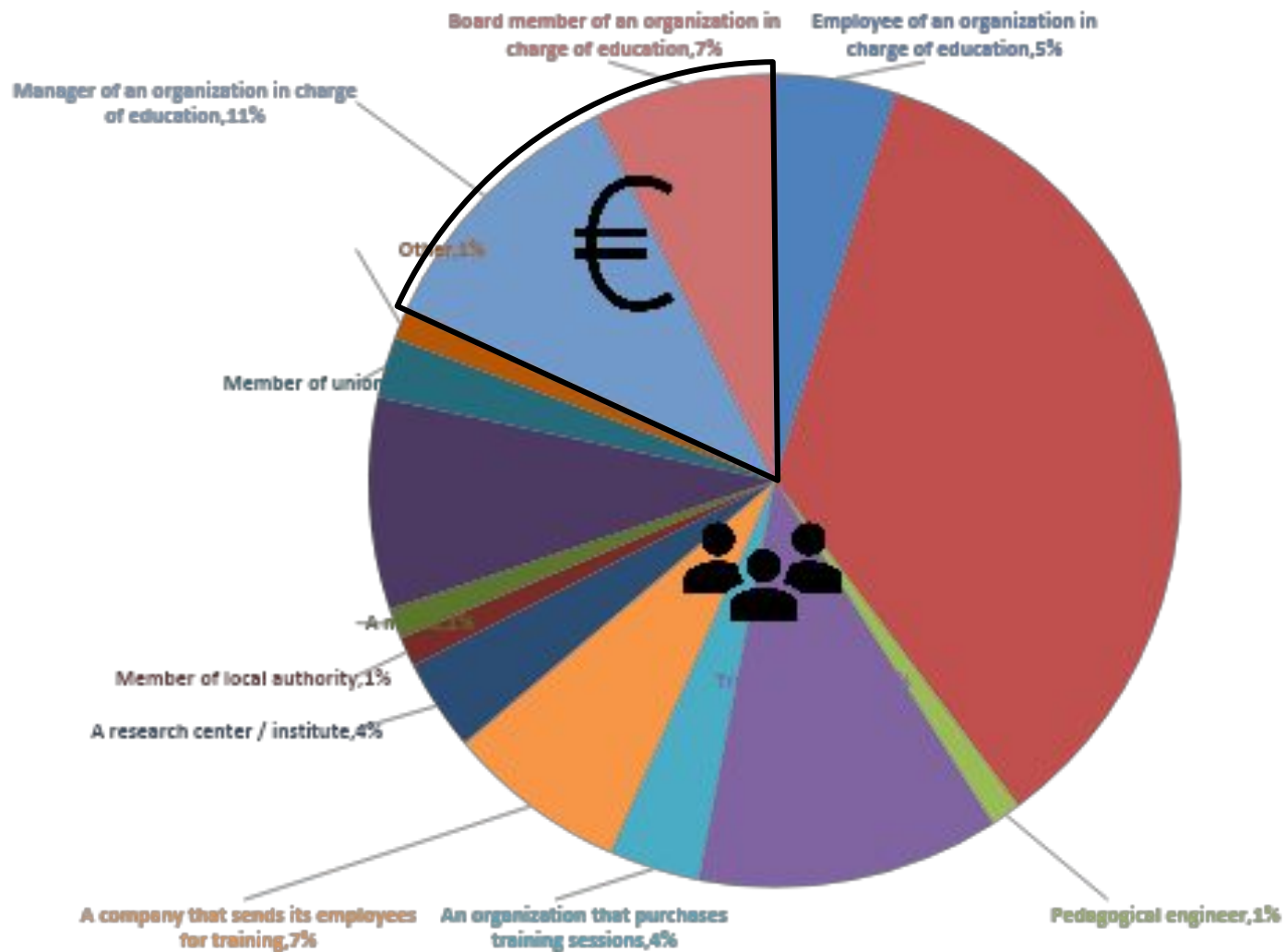


The significance of the material issues presented in the matrix is significant or crucial



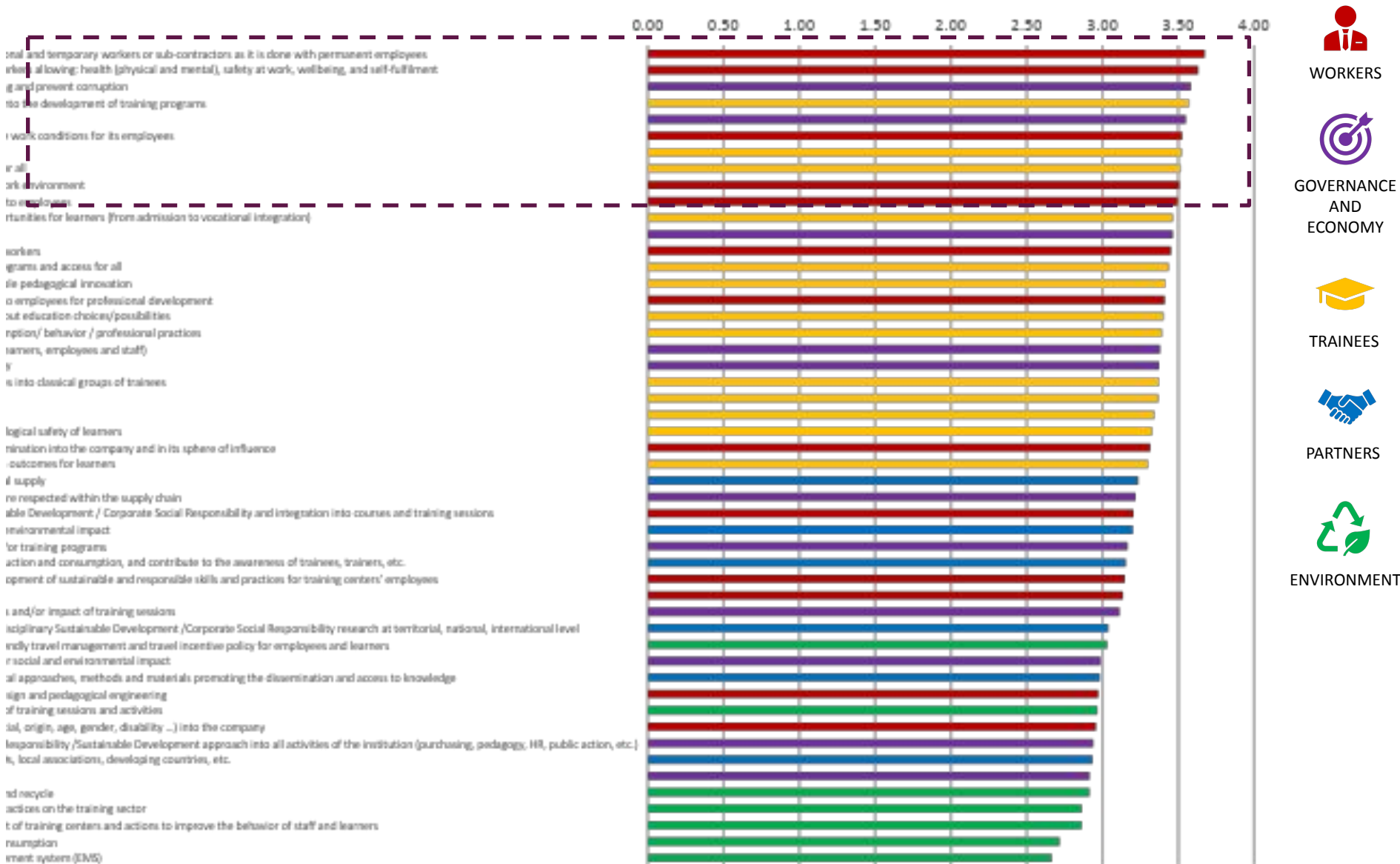








## STAKEHOLDERS POINT OF VIEW



WORKERS



GOVERNANCE  
AND  
ECONOMY



TRAINEES



PARTNERS



ENVIRONMENT



# FOCUS ON PRIORITY ISSUES : TOP 10

## STAKEHOLDERS AND BUSINESS POINT OF VIEW



WORKERS



GOVERNANCE  
AND  
ECONOMY



TRAINEES

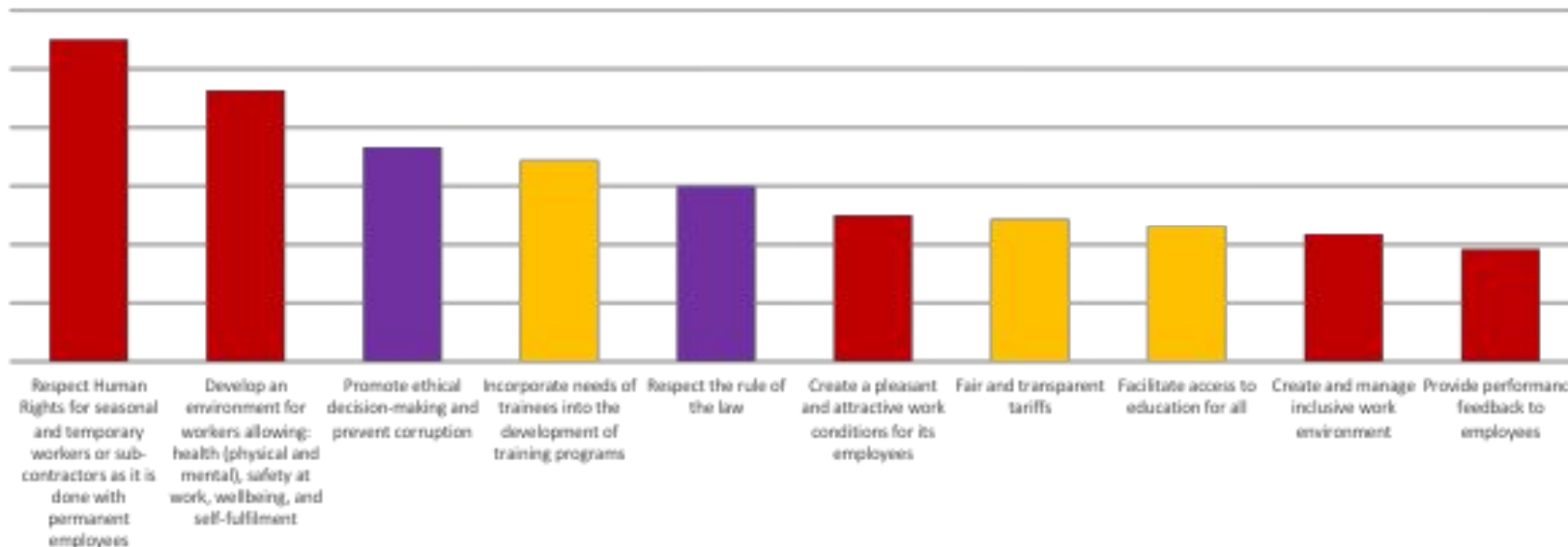


PARTNERS

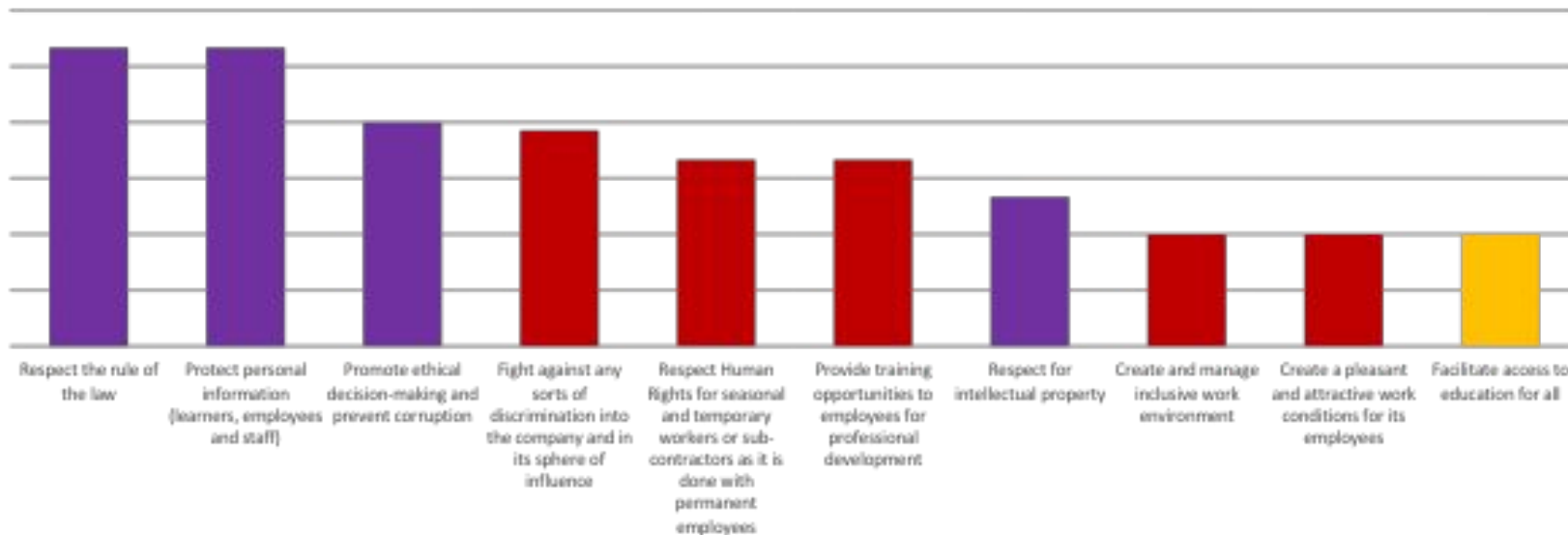


ENVIRONMENT

STAKEHOLDERS



BUSINESS

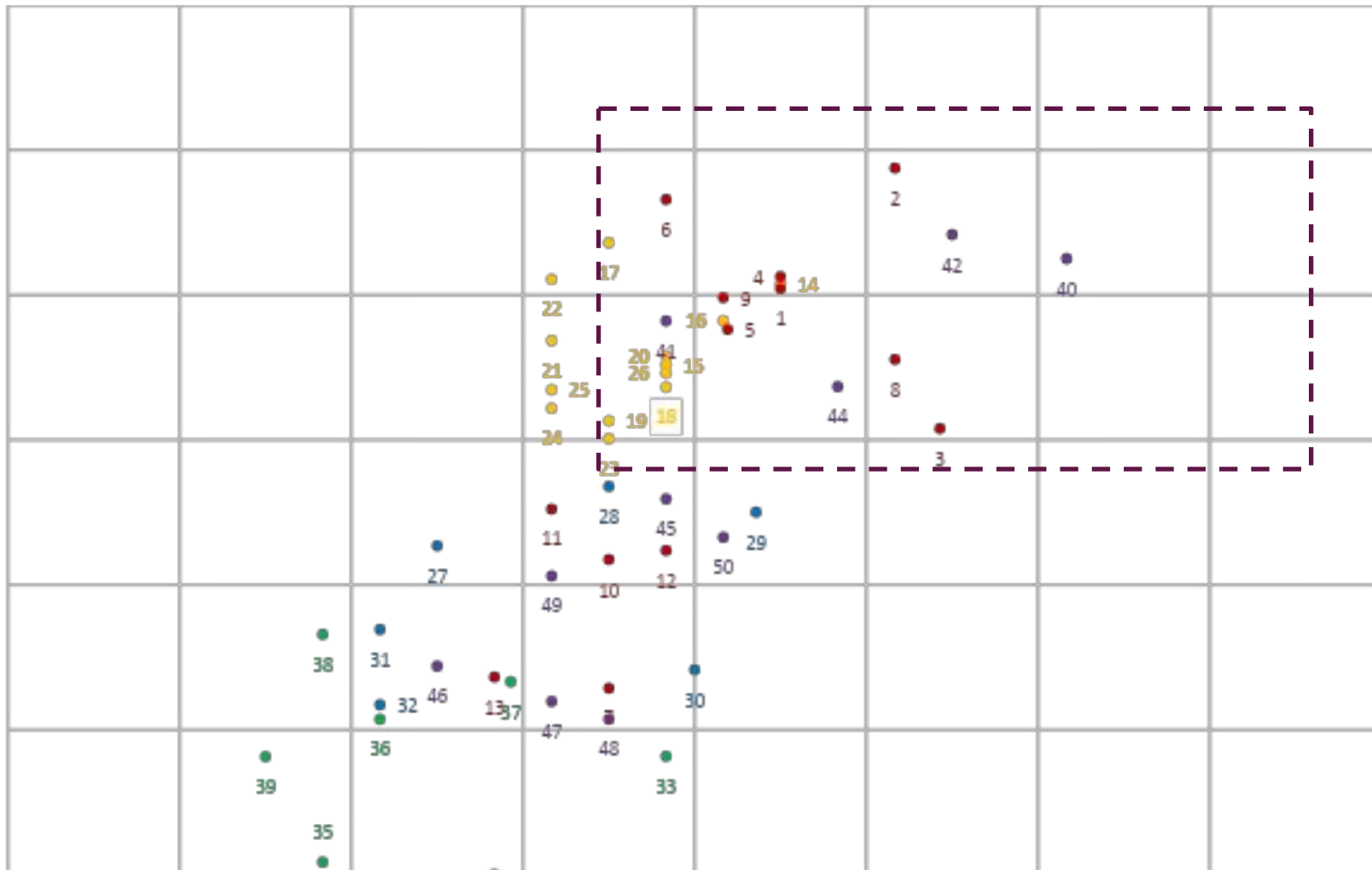


# MATERIALITY MATRIX

## 50 ISSUES



IMPORTANCE FOR STAKEHOLDERS



WORKERS



GOVERNANCE  
AND  
ECONOMY



TRAINEES



PARTNERS



ENVIRONMENT

IMPORTANCE FOR BUSINESS €

# 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

# MATERIALITY MATRIX

## ZOOM ON THE PRIORITY ISSUES



WORKERS



GOVERNANCE AND ECONOMY



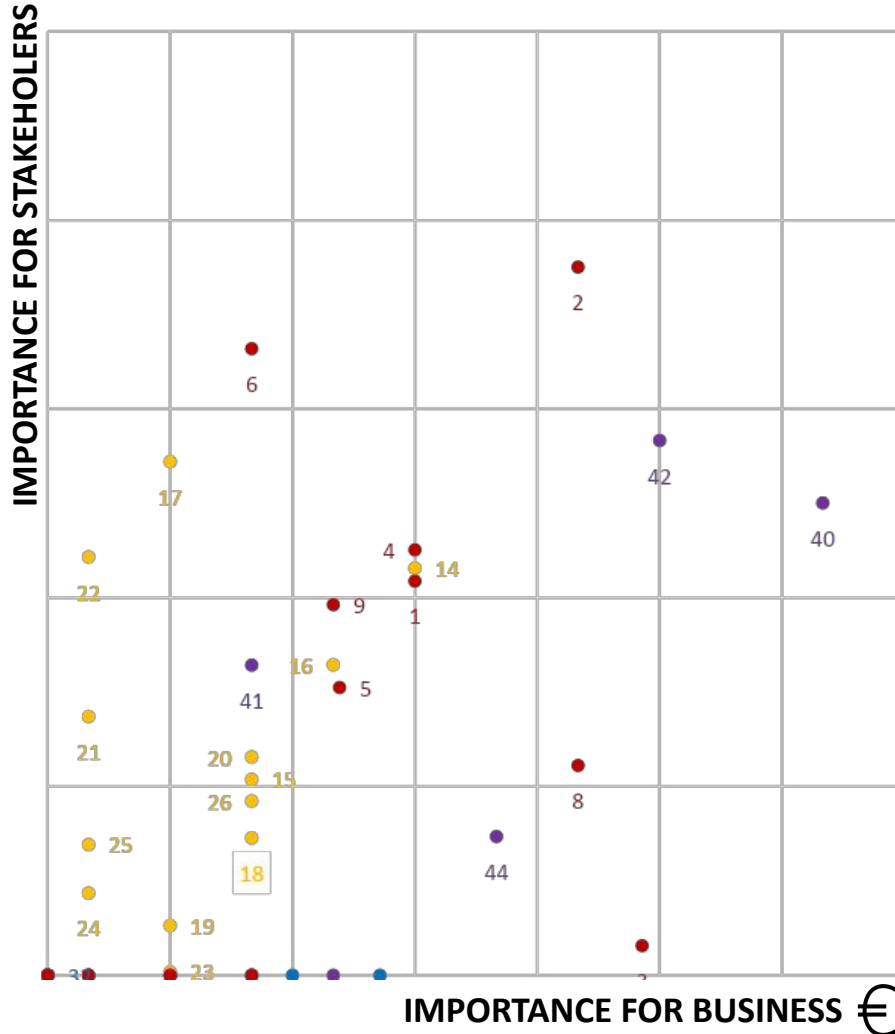
TRAINEES



PARTNERS



ENVIRONMENT



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