

OUTPUT 1

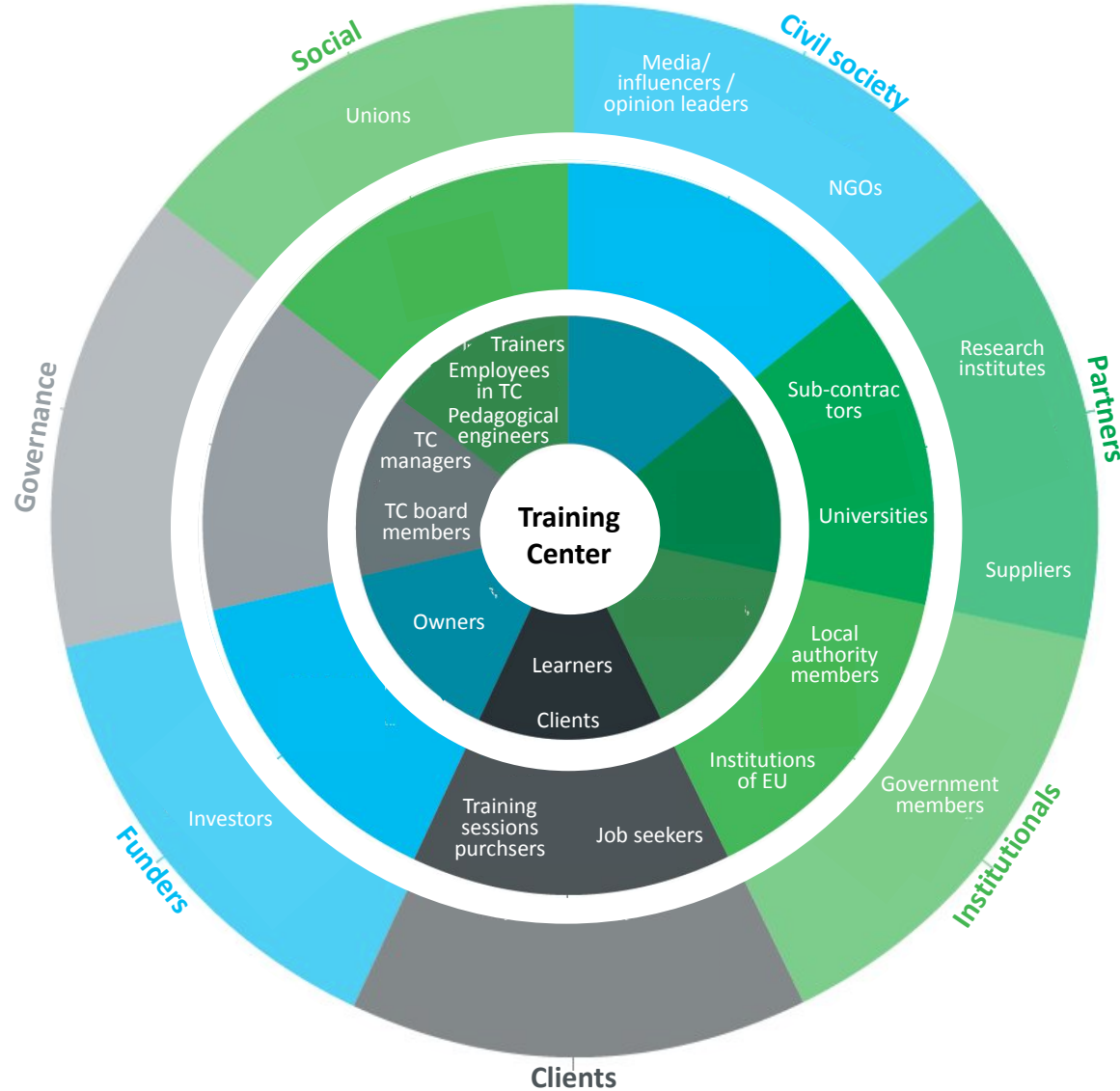
PRESENTATION OF MATERIALITY RESULTS FOR **POLAND**

- STAKEHOLDERS MAP
- MATERIALITY MATRIX

OUTPUT 1

PRESENTATION OF MATERIALITY RESULTS

- STAKEHOLDERS MAP



OUTPUT 1

PRESENTATION OF MATERIALITY RESULTS

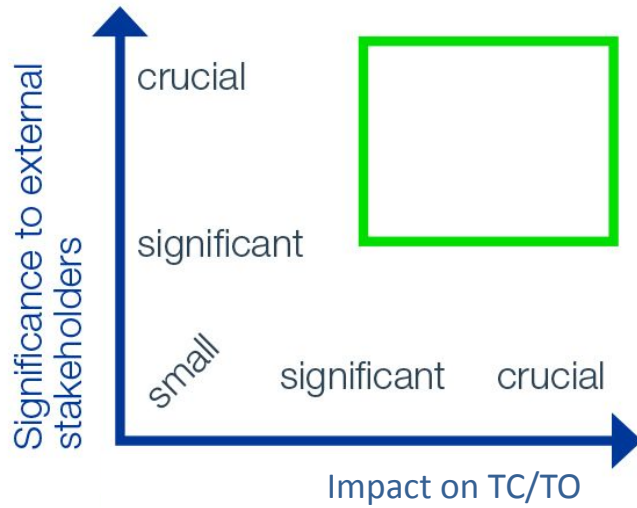
- MATERIALITY MATRIX



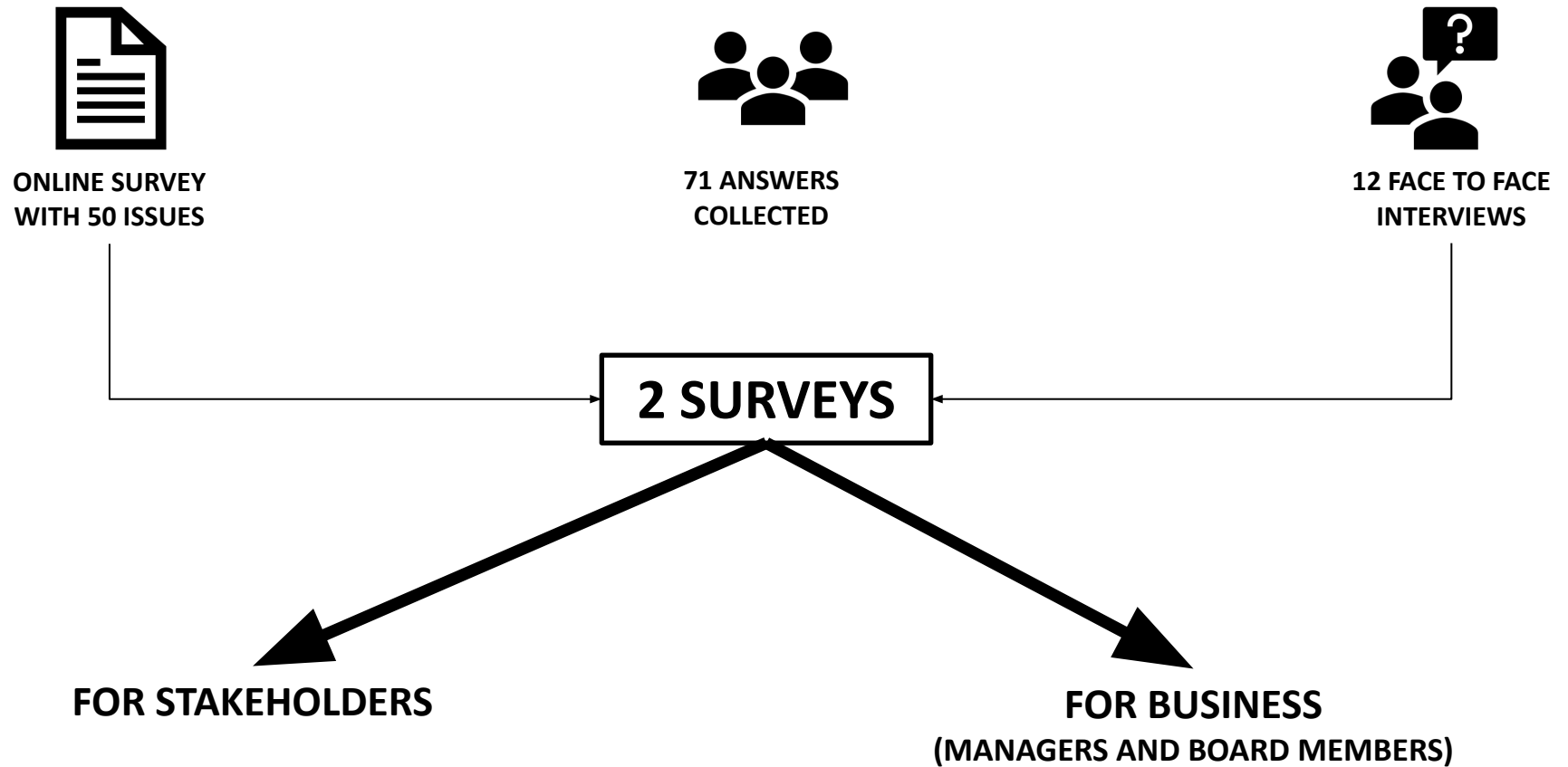
DEFINITION

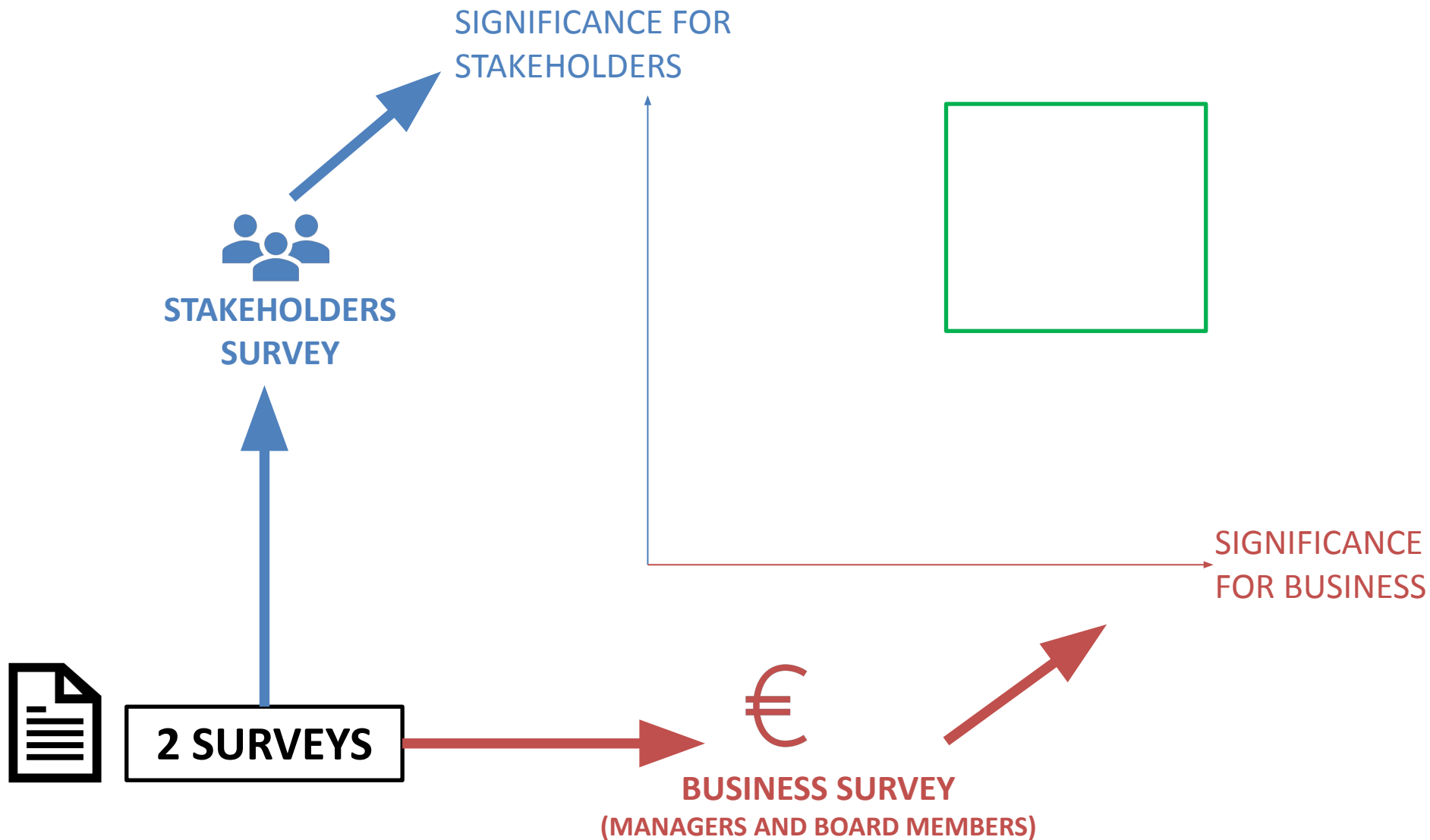
Materiality defines what can have a significant impact on a business, its activities and its ability to create financial and non-financial value for itself and its stakeholders. At the crossroads of business and sustainable development, an analysis of materiality must:

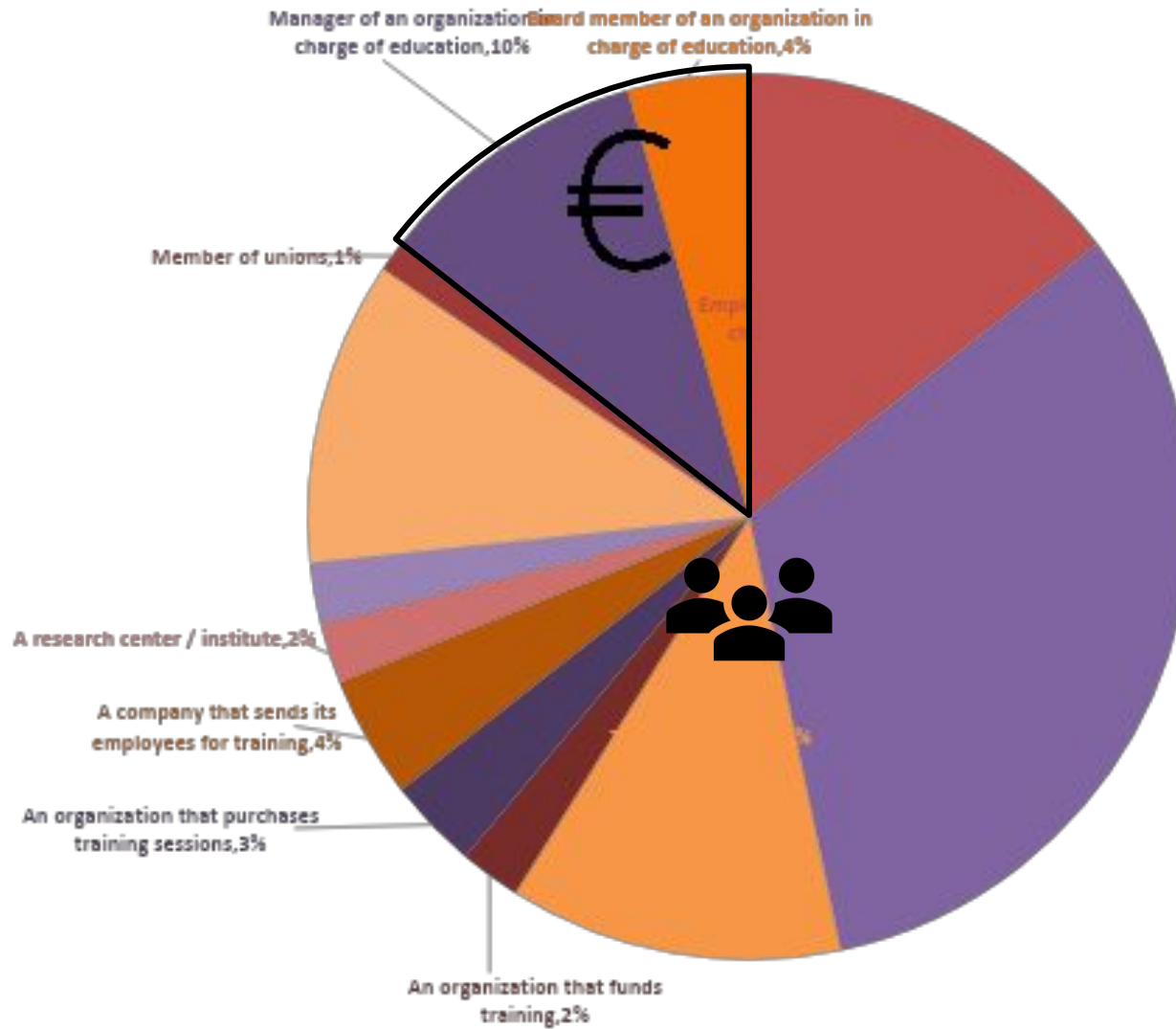
- Identify important and relevant issues that may impact on company performance
- Prioritize them according to their potential impact on the company and its ecosystem



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









STAKEHOLDERS POINT OF VIEW



WORKERS



GOVERNANCE
AND
ECONOMY



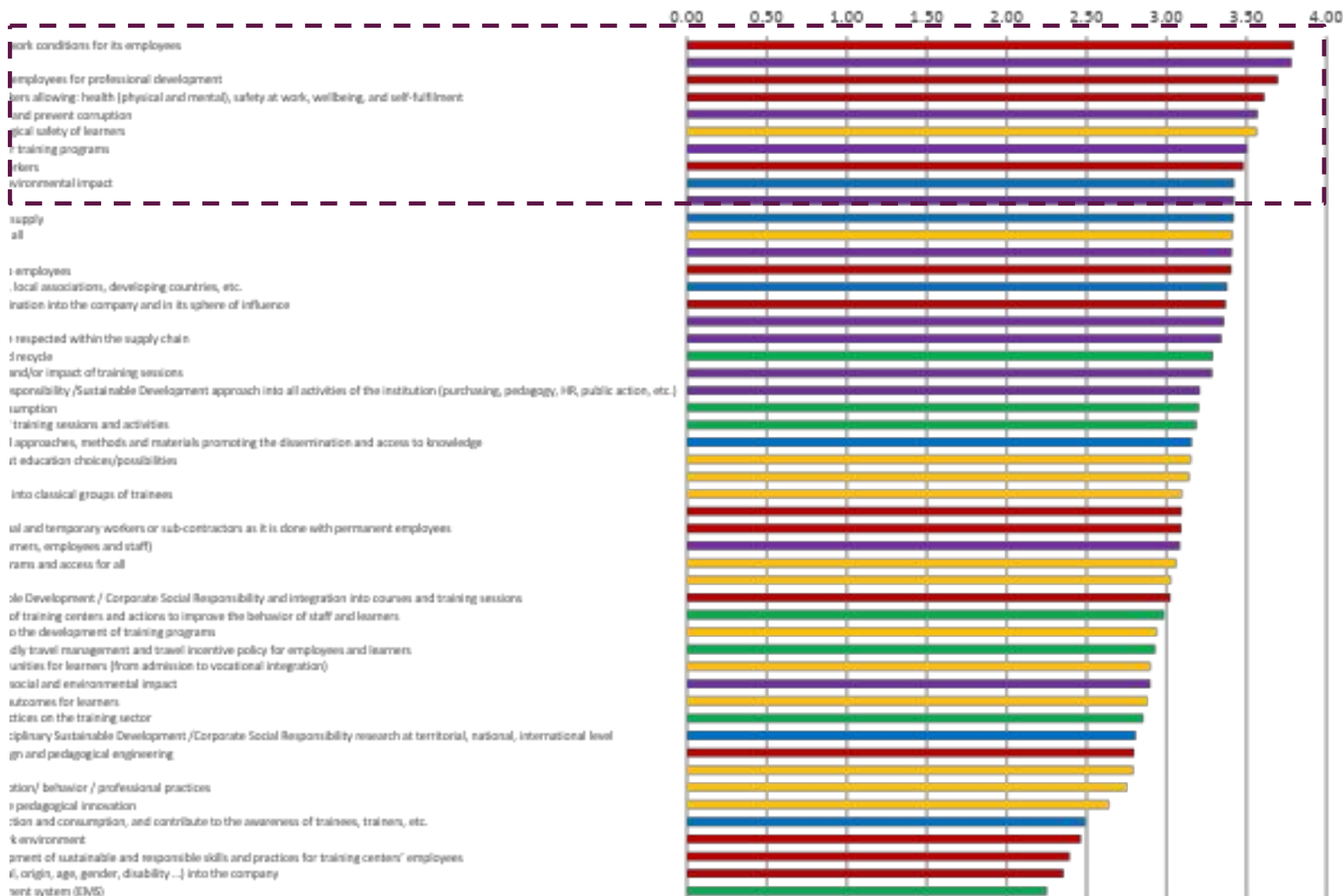
TRAINEES



PARTNERS



ENVIRONMENT





FOCUS ON PRIORITY ISSUES : TOP 10

STAKEHOLDERS AND BUSINESS POINT OF VIEW



WORKERS



GOVERNANCE
AND
ECONOMY



TRAINEES

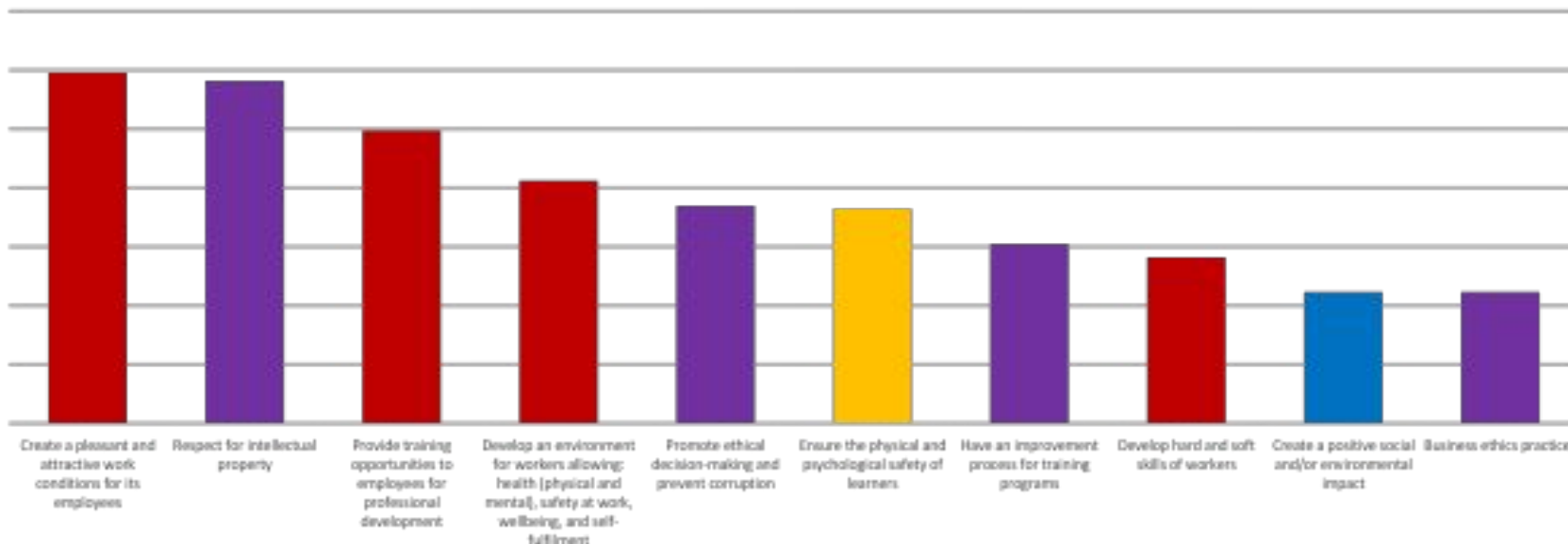


PARTNERS

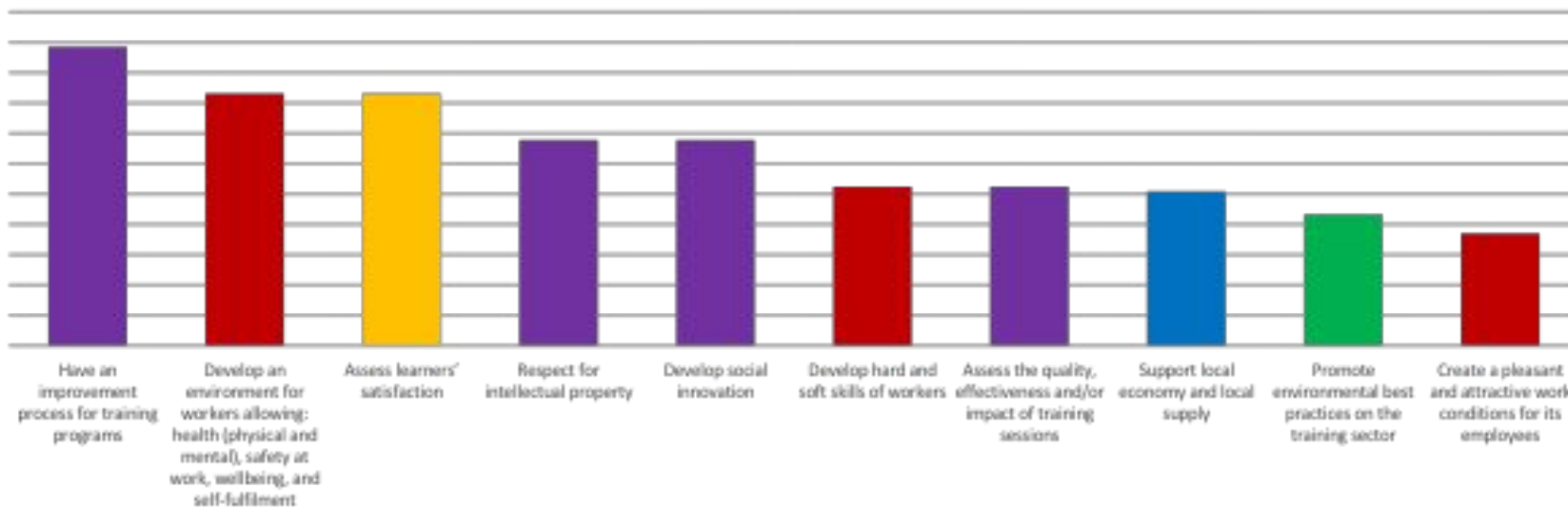


ENVIRONMENT

STAKEHOLDERS



BUSINESS

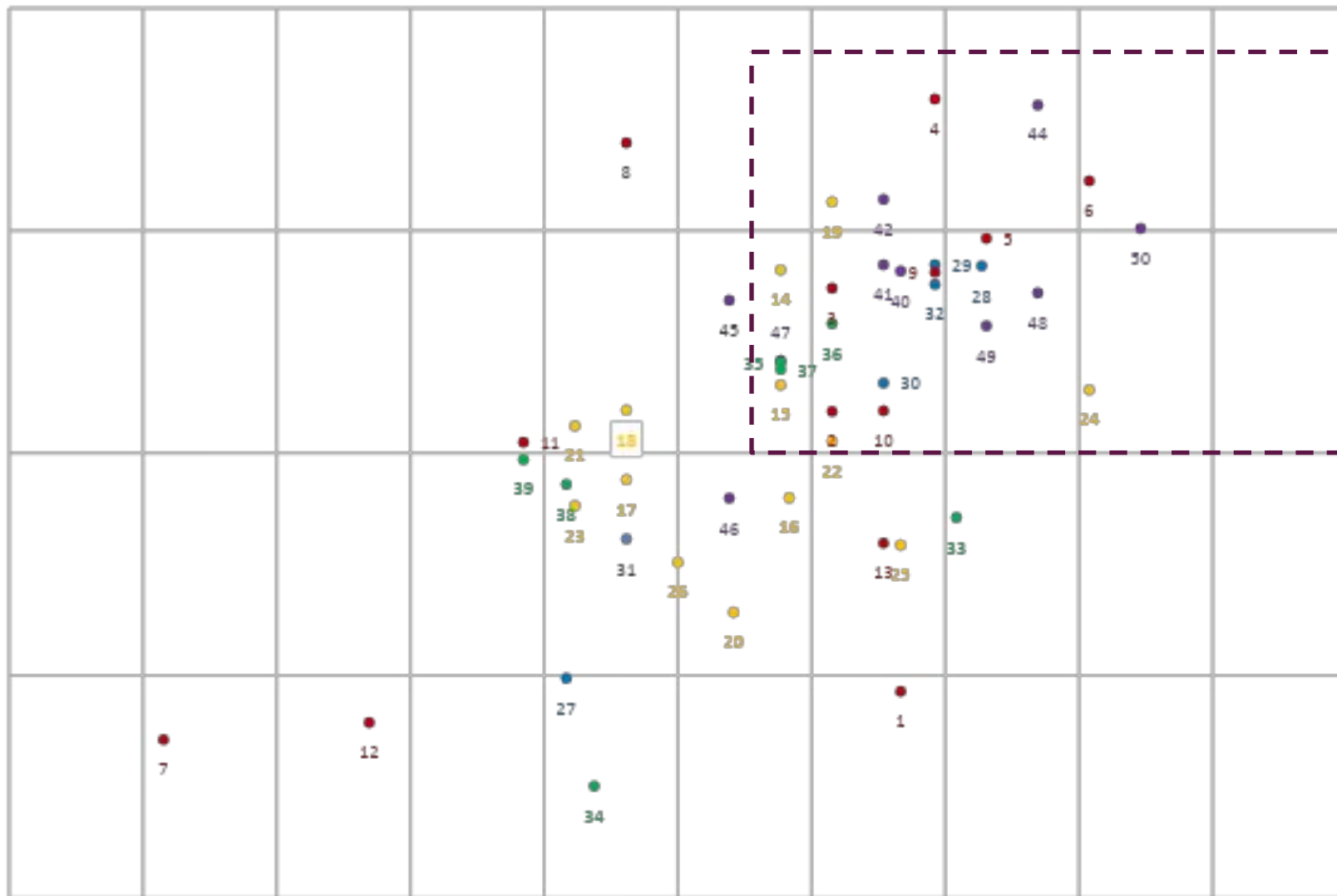


MATERIALITY MATRIX

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

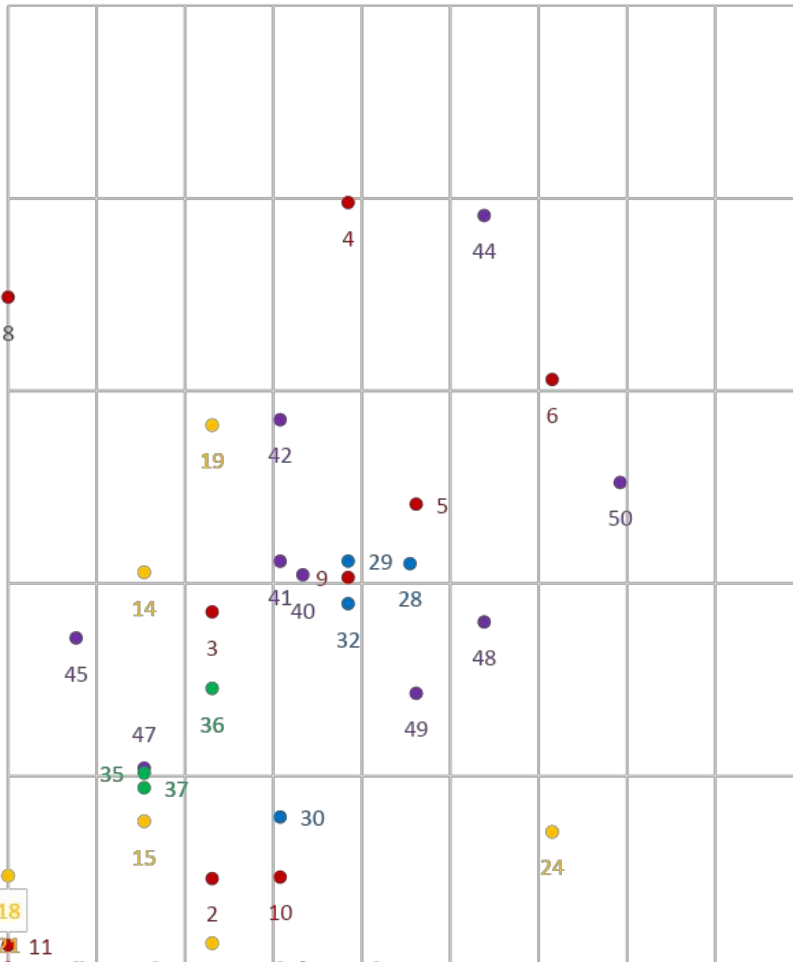


PARTNERS



ENVIRONMENT

IMPORTANCE FOR STAKEHOLDERS



IMPORTANCE FOR BUSINESS €

- 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
- 9 : Provide performance feedback to employees
- 10 : Engage and empower workers
- 14 : Facilitate access to education for all
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