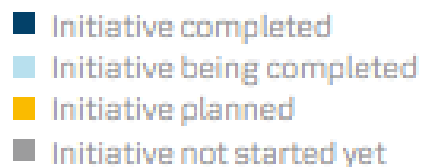


SUSTAINABILITY INTEGRATION DASHBOARD | EXAMPLE



1. Sustainability strategy and commitment



- Is there a sustainability strategy in place?
- Does it include SMART objectives/targets, activities, etc.?
- Have you conducted robust materiality analyses?
- Is the strategy aligned with the overall business strategy?
- Are responsibilities and accountabilities clearly defined?

2. Management



- Do you measure performance on an ongoing basis?
- Have you defined necessary standards, tools and competencies?
- Have you implemented the required structures?
- Do you systematically assess key sustainability risks?
- Are you currently on track to realise your targets?

3. Stakeholder engagement



- Have you identified your key stakeholders?
- Have you defined who is responsible for engaging with key stakeholders?
- Do you engage with key stakeholders on an ongoing basis?
- Do you get feedback on your engagement?
- Do you share the feedback systematically with the organisation?

4. Anticipating change



- Is sustainability included as a risk-mitigating driver?
- Is sustainability included as an opportunity-creating driver?
- Do you have a systematic approach for spotting trends and anticipating change?
- Do you integrate sustainability into innovation and business development?
- Do you allocate resources to test pilots or to innovate business models?

5. Culture



- Does top management communicate to employees about sustainability?
- Is sustainability included in management training programmes?
- Is sustainability included in employee training programmes?
- Have the training programmes been rolled out to all relevant employees?
- Is sustainability included in leadership KPIs?

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