

IAG NZ – SUSTAINABLE VALUES CRITERIA

Values	Grading & criteria (1-5 with 5 best practice or N/A)					
	5	4	3	2	1	Performance Indicators / Measurables
Employer Practices	Considered an "employer of choice" (staff retention records, employee survey results etc.)	Demonstrates positive employee relations. Plan to improve employment practices	Committed to a program of objectives to improve employee practices including training and development	Employment policy covering entitlements and benefits, including employee training and development	No employment policy demonstrating commitment to socially responsible employment practices	<ul style="list-style-type: none"> - Reputation as good employer - Staff retention - Employment Policy - Training & development program
Health & Safety	Active commitment to H&S with investment in physical/mental well being, injury prevention and rehabilitation. Complies with ACC tertiary scheme	Demonstrates commitment to H&S which exceeds legal requirements. Complies with ACC secondary scheme	Demonstrates commitments to H&S which complies with ACC primary scheme	Meets legal requirements	Does not meet legal requirements	<ul style="list-style-type: none"> -Records demonstrate safe workplace – - ACC status - number of lost time incidents - Health & Safety Policy - Training - Active participation of employees - Contractor management policy
Environmental Responsibility: Awareness of the environmental issues associated with products & operations	Environmental policy shows advanced understanding of operations and products' entire lifecycle and a systematic environmental management system such as ISO 14001 or Greenhouse Gas Protocol	A thorough understanding of the key impacts of operations and products' lifecycle and systematic program to address them plus an action plan with specific targets – can demonstrate improvement	Key issues identified and a framework policy is in place with commitments to specific objectives. But unable to demonstrate progress	No policy statement which includes a proper assessment of the environmental issues	No inclination to make any meaningful commitment to environmental issues	<ul style="list-style-type: none"> - Emissions & energy reporting - Energy efficient design of products and buildings - Reduce energy emissions x% - Reduce vehicle emissions x% - Consider viability of renewable resources
Environmental Responsibility: Eco Efficiency, Packaging & Environmental Claims	Actively involved in innovative initiatives to reduce packaging. Packaging totally recyclable. Track record of landfill reduction	Packaging material separable, plastics marked for recycling. Packaging contains some recycled materials. Plans to reduce landfill	No over-packaging occurs – packaging deemed essential. Recycling considered. Waste disposal measured	Some consideration made of packaging needs but products are over packaged. No consideration made regarding recycling Waste disposal considered	Packaging issues including recycling and over-packaging not addressed Waste disposal not considered	<ul style="list-style-type: none"> - Packaging policy - Labelling - Use of recycled materials - Member of the Packaging Accord - Recycling of waste - Reduction in landfill

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Hazardous Substances/ Chemicals Management	Well ahead of any legislation and has developed appropriate ways to deal with concerns about hazardous substances and chemicals	Complies with all existing and pending legislation Established process to identify concerns and demonstrates all concerns are actioned as a priority	Complies with existing legislation e.g. Product labelling, disposal and use in the business. Material Safety Data Sheet available for all hazardous chemicals.	Unable to provide adequate details relating to all hazardous substances and chemicals used but has plans in place to address	Unable to provide details of hazardous substances and chemicals in use and shows no concern related to chemicals in use	<ul style="list-style-type: none"> - Measures environmental impact of materials & processes - Identifies and acts on potential areas of concern - Hazardous chemicals register - Material safety data sheets available
Supplier Management: Local Supply base – material supply	Established track record of improvement achieved in supplier management including sustainability issues. Using sustainability values with own suppliers	Suppliers are actively managed to obtain improvements including sustainability issues and understanding of the supply chain.	Range of factors used to select suppliers including sustainability issues eg. Freight/ distribution issues	Price is the principal driver in supplier selection	No clear picture of supplier base	Understanding of supply base – % suppliers screened for sustainability performance. Evidence of supplier management throughout the supply chain.
Actions taken to address environmental impacts and implement their policy	Able to demonstrate significant progress against their own and customer targets and innovates for future progress	Able to demonstrate real progress against specific targets and deadlines	Taken some action to address some of their environmental impacts	Taken very limited action to implement their environmental policy	Consistently failed to tackle key environmental issues	Improvement against previous year
Governance	History of transparent reporting on social, environmental and economic impacts & performance. Able to demonstrate commitment throughout the organisation	Transparent report of social, environmental and economic impacts with future commitments. Inclusion of sustainable development targets in management performance reviews	Plan demonstrating commitment to balancing social, environmental and economic impacts	No formal process to show commitment but shows a reasonable understanding	No commitment to monitoring social or environmental impacts	<ul style="list-style-type: none"> - Corporate policy - Transparent KPIs - Sustainable development report
Corporate Citizenship	Recognised in the community as an active participant in community wellbeing and corporate citizenship forms a part of long term business plans	Actively involved in a number of community initiatives. Demonstrates commitment to local community	Number community initiatives in place – ad hoc in nature not recognised as a part of business plans	Limited community involvement – such initiatives are ad hoc	No involvement in the community	<ul style="list-style-type: none"> - Sponsorships - Community Initiatives - Volunteer Work

This table is based on a template provided by the New Zealand Business Council for Sustainable Development and IAG NZ thanks them for their assistance.