

APPENDIX

CORPORATE SOCIAL RESPONSIBILITY DIMENSIONS FOR SECONDARY DATA ANALYSIS

| ECONOMIC DIMENSIONS | |
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| 1 | Direct economic value generated |
| 2 | Significant financial assistance received from government |
| 3 | Production of sustainable goods and services |
| 4 | Corporate image and market Share |
| 5 | Support to inclusive growth and equitable development |
| 6 | Consumer awareness about products and services |
| 7 | Customers and consumers satisfaction |
| 8 | Shareholders and investors interest |
| 9 | Supplier relations & supply chain management |
| 10 | Industry research and development and innovation |
| 11 | Quality as a core value |
| 12 | Public policy and regulatory framework |
| 13 | Investor grievances handling policies |
| 14 | Procedures for hiring from the local community |
| 15 | Conduct of business with ethics, transparency and accountability |
| ENVIRONMENTAL DIMENSIONS | |
| 1 | Environmental policy |
| 2 | System of reduce, reuse and recycle |
| 3 | Development of environmental friendly product |

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| 4 | Development and diffusion of environmentally friendly technologies. |
| 5 | Sustainable packaging |
| 6 | Use of renewable resources |
| 7 | Promotion of environmental responsibility (Pr 8) |
| 8 | Natural environment training for employees |
| 9 | Environmental emergency plans |
| 10 | Regular voluntary information about environmental management to stakeholders |
| 11 | Supply of clear and accurate environmental information on its products, services and activities to stakeholders |
| SOCIAL | |
| 1 | Policy towards employees |
| 2 | Greater employee satisfaction |
| 3 | Well-being of employees |
| 4 | Respect and promotion of human rights |
| 5 | Occupational health and safety |
| 6 | Skills and career development of employees |
| 7 | A good work-life balance for employees (flexible working hours or work from home facility) |
| 8 | Equal remuneration for women and men. |
| 9 | Non-discrimination, diversity and equal opportunity |
| 10 | Labor/Management relations, |
| 11 | Freedom of association and collective bargaining |
| 12 | Security practices for employees |
| 13 | Prevention of forced and compulsory labour |
| 14 | Prevention of child labour |

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| 15 | Social responsible investing |
| 16 | Cause Related marketing campaign |
| 17 | Poverty alleviation |
| 18 | Community development & investment |
| 19 | Philanthropic activities |
| 20 | Educational programs for the promotion of corporate citizenship |
| 21 | Creation of employment |
| 22 | Anti-Competitive behavior and compliance |
| 23 | Code of conduct with regard to bribery, gift receipts and corruption |
| 24 | Alliances with NGOs , charities and not for profit organisations |
| 25 | Policy for contribution of skills and time of employees for community services CSR and Firm Performance |
| 26 | Employee volunteering |
| 27 | Road safety awareness programmes |
| 28 | Road safety training institutes |
| 29 | Infrastructural development |
| 30 | Vocational training |
| 31 | Women empowerment |