

Supplementary Materials

Section 1. “CSR”

(1) Specify the level of importance of the following measures addressed to promoting CSR integration in your business strategy:

	1	2	3	4	5
(a) Cultural development promotion and dissemination of good practices					
(b) Code of Practice drafting					
(c) Informative campaigns and training					
(d) Promotion of dialogue with stakeholders					
(e) Promotion of product labelling					

1 = Not important; 2 = Not very important; 3 = Rather important; 4 = Important; 5 = Very important.

(2) Which of the following activities your company performs regularly?

(a) Provide services to employees	
(b) Check the ethical and social aspects of the products	
(c) Implement environmental protection measures	
(d) Support Fair Trade	
(e) Provide contributions to the community (<i>i.e.</i> , support local cultural associations)	
(f) Make direct investments into the local community	
(g) Investing in ethic funds/securities	

(3) Did you succeed in obtaining following certifications?

(a) ISO 9001:2000	
(b) ISO 14001	
(c) EMAS	

(4) Is one (or more) of the following CSR tools adopted in your company?

(a) Social Report	
(b) Environmental Report	
(c) Codes of Ethics	
(d) Other (please specify)	

Section 2. “SA8000”

(5) Specify the importance level of the following aspects that influenced you in deciding to start SA8000 certification path:

	1	2	3	4	5
(a) Attracting qualified personnel					
(b) Attracting new customers					
(c) Acquiring competitive advantages					
(d) Improving company image and reputation					
(e) Increasing employees satisfaction					
(f) Protecting the brand					
(g) Obtaining better credit conditions					

1 = Not important; 2 = Not very important; 3 = Rather important; 4 = Important; 5 = Very important.

(6) Specify the level of difficulties encountered implementing SA8000 certification path:

	1	2	3	4	5
(a) Cost-benefits assessment					
(b) Finding specific skills					
(c) Employees engagement					
(d) Suppliers involvement					
(e) Plan the implementation phases					
(f) Implement the operational control					
(g) Document management					
(h) Internal audits					
(i) Management of non-compliance					
(j) Relations with the Certification Body					
Obtaining economic resources to cover costs related to:					
(a) Consultancy					
(b) Certification					
(c) Staff training					
(d) Suppliers evaluation					
(e) equipment and control devices					
(f) salary increases and services to employees					

1 = Not important; 2 = Not very important; 3 = Rather important; 4 = Important; 5 = Very important.

(7) Actions taken to comply with the standard:

(a) Accident reports	
(b) Creation of joint committees to resolve conflicts	
(c) Grant of working hours to participate to trade unions meetings	
(d) Guarantee religious holidays other than Catholic	
(e) Grant time off	
(f) Nominate Workers Representative to manage workers vs. management disputes	
(g) Bonus	
(h) Drafting pay slip in workers' mother language	
(i) Definition of a company disciplinary code	
(j) Definition of procedures for filing complaints by workers	
(k) Awareness programs addressed to customers and suppliers	
(l) Collection of information on suppliers	
(m) Visits to suppliers to assess their compliance	
(n) Transparent access to productive sites and Company SA8000 documents	

(8) Specify the importance level of benefits gained thanks to SA800 certification:

	1	2	3	4	5
(a) Improvement of corporate image and reputation					
(b) Improvement in relations with employees					
(c) Attraction of qualified staff					
(d) Obtaining competitive advantages					
(e) Suppliers engagement					
(f) New costumers acquisition					
(g) Brand protection					
(h) Obtaining better financial and insurance conditions					
(i) Facilities in permits					

1 = Not important; 2 = Not very important; 3 = Rather important; 4 = Important; 5 = Very important.

Section 3. "General Information"

(9) Number of Employees: _____

(10) What market aims mostly your sales?

(a) Local/Regional	
(b) National	
(c) International	

(11) What is your firm international level?

(a) None branch abroad	
(b) One branch abroad	
(c) Two/Three branches abroad	
(d) At least one branch in a developing Country	

(12) Please, share in percentage your suppliers origin:

(a) National	
(b) EU	
(c) International	
(d) Developing Country	