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SOCIAL RESPONSIBILITY DISCLOSURE AND SUSTAINABLE DEVELOPMENT OF LISTED INDUSTRIAL GOODS FIRMS IN NIGERIA

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ABSTRACT

This study ascertained the effect of social responsibility disclosure on sustainable development of listed industrial goods firms in Nigeria. Thirteen (13) listed industrial goods firms constituted the sample size of this study between 2011 and 2023. Ex-Post facto research design and content analysis were adopted while secondary data were extracted from the annual reports and accounts of the sampled firms and were analysed using E-Views 10.0 statistical software. The study employed inferential statistics using Pearson correlation and Binary Probit regression analysis. Three hypotheses were formulated and statistically tested at 5 per cent level of significance using regression analysis. Findings from the empirical analysis showed that that environmental social responsibility disclosure has a significant and positive effect on waste recycling (β_1 = 1.787941; p-value = 0.0250<0.05); ethical social responsibility disclosure has a significant and positive effect on waste recycling (β_2 = 0.458946; p-value = 0.0087<0.05); philanthropic social responsibility disclosure has a significant and positive effect on waste recycling (β_3 = 6.902677; p-value = 0.0000<0.05). The study further concludes that the components of social responsibility disclosure considered in this study are important variables in influencing sustainable development of listed industrial goods firms in Nigeria. It was recommended inter alia that firms should be environmentally friendly to enable them gain competitive advantage, high liquidity and reduced environmental cost in the long run, thereby leading to a sustainable development.

Key words: *Social Responsibility Disclosure, Sustainable Development, Waste Recycling.*

INTRODUCTION

Overall development of humanity over the last decades has led to the increasingly unfavourable climate changes, natural disasters and socio-economic instability. Through their

action, humans have negatively impacted on the environment, endangering the survival of the Earth and the future generations. These have indicated changes in behaviour aiming towards more rational and efficient management of resources that will allow less pressure and environmental impact. Such responsible behaviour that will ensure the long-term exploitation of resources, without jeopardizing future generations is considered within the concept of sustainable development. Sustainable development is the development that meets the needs of the present without compromising the ability of future generations to meet their own needs (United Nations, 2020). Sustainable development encourages us to conserve and enhance our resources, by gradually changing the manners in which technologies are developed and used. Social responsibility (SR) also known as corporate social responsibility (CSR) pertains to people and organizations behaving and conducting business ethically and with sensitivity towards social, cultural, economic, and environmental issues. Companies which adopt the principles of social responsibility believe in operating ethically and responsibly because this gives them a greater chance of success than companies which do not adopt this principle (Aruna, Orji-Okafor & Amahalu, 2024). The increasing global interest and discourse on social responsibility has led to several changes in the way corporate organisations do business in the global market. Different strategies, tactics and policies are now employed. with respect to efficient facilitation and interaction among societal needs and the natural environment (Okafor, Egbunike & Amahalu, 2022). While many organisations are adopting a range of voluntary initiatives associated with improvement in working conditions, environmental performances and company relations with workers, consumers, local community, and other stakeholders, others continue to wrestle with the challenges of integrating economic, social and environmental expectations of their stakeholders into the overall business operations.

In the corporate world, sustainability is associated with an organization's holistic approach, taking into account everything, from manufacturing to logistics to customer service but some of the challenges of sustainable development is that it is normally more costly to create goods and services in an environmentally safe way than in a non-sustainable and harmful manner and sustainable development means development of an economy in a way that does not deplete natural resources; Competing priorities of managers – profit and growth prioritised over environment and human capital (Agweda, Okoye, Amahalu & Egolum, 2024). Other challenges to sustainable development include poverty and exclusion, unemployment, climate change, conflict and humanitarian aid, building peaceful and inclusive societies, building

strong institutions of governance, supporting the rule of law, depletion of natural resources, gender inequality, an unequal distribution of wealth, poor funding of education in the budgets, out-of-school-children, prolonged neglect of learning environments and facilities, among many others (Agweda, Okoye, Amahalu, Egolum & Obi, 2024).

The results of past research that associates social responsibility and financial performance provide inconclusive results, thereby, creating a gap in literature which this study tends to fill, hence the need to ascertain the effect of social responsibility disclosure on sustainable development of listed industrial goods firms in Nigeria.

Objectives

The main objective of this study is to ascertain the effect of social responsibility disclosure on sustainable development of listed industrial goods firms in Nigeria. The specific objectives are to:

1. evaluate the effect of environmental social responsibility disclosure on waste recycling of listed industrial goods firms in Nigeria.
2. determine the effect of ethical social responsibility disclosure on waste recycling of listed industrial goods firms in Nigeria.
3. assess the effect of philanthropic social responsibility disclosure on waste recycling of listed industrial goods firms in Nigeria.

LITERATURE REVIEW

Social Responsibility Disclosure

Corporate social responsibility (CSR) disclosure is the information provided by corporations in association to their policies, aspirations, and activities toward community, customers, environment, and employees (Amahalu, Ezechukwu & Obi, 2017). CSR disclosure is the process of communicating the social and environmental impacts of the economic activities of the company on society that means that a company that has good environmental and social performances will get positive responses from the investors through the increasing stock price (Amahalu, Okoye & Obi, 2018). Eneh, Okegbe & Amahalu (2019). posit that corporate social responsibility (CSR) reporting/disclosure refers to a company's systematic disclosure of information on its social performance. The term social performance refers to social, environmental, and governance issues that are typically not covered by financial performance metrics. Corporate social responsibility disclosure is very important to company's stakeholder

because the disclosure shows what the company plan to do and have done for the welfare of the society (Oshiole, Elamah & Amahalu, 2020).

Environmental Social Responsibility Disclosure

Environmental social responsibility disclosure is a form of corporate responsibility disclosure to the society as a result of activities which emerges negative impact on the environment hereby becoming accountable to fulfilling the information needs of the company for investors, shareholders, customers, and other parties (Tom-West, Okoye & Amahalu, 2021). Nzekwe, Okoye and Amahalu (2021). refer to environmental social responsibility disclosure as those disclosures that comprises of information relating to a corporation's activities, aspirations and public image with regard to environmental, community, employee and consumer issues. Corporate environmental social responsibility disclosures are those disclosures that relate to the impact, company activities have on the physical or natural environment in which they operate and are perceived to have several benefits that impel corporations to publicly report (Okudo & Ndubuisi, 2021).

Ho_1: Environmental social responsibility disclosure has no significant effect on waste recycling of listed industrial goods firms in Nigeria.

Ethical Social Responsibility Disclosure

Business ethics means those laws that enhance outlining acceptable behaviors beyond government control. Corporations establish business ethics to promote integrity among their employees and gain trust from key stakeholders, such as investors and consumers (Anderson, 2024; Ndubuisi & Ezechukwu, 2017). Ekweozor, Ogbodo & Amahalu (2022) define ethical social responsibility disclosure as the ability to recognize, interpret and act upon multiple principles and values according to the standards within a given field or context. Ethical social responsibility disclosure means to be respectful, refrain from discrimination, discourage harassment and show concern for other people's well-being, honesty, communicating openly, sharing opinions, ideas and ethical stance within the company. Ethical social responsibility disclosure is the process of communicating the social and ethical impacts of the economic activities of the company on society.

Ho_2: Ethical social responsibility disclosure has no significant effect on waste recycling of listed industrial goods firms in Nigeria.

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Philanthropic Social Responsibility Disclosure

Philanthropic responsibility refers to a corporation's aims, goals and objectives for actively bettering society as a whole. Philanthropic responsibility refers to a company's obligation to give back to communities through charitable donations, volunteer work, and community involvement. Philanthropic initiatives can support a variety of causes, including education, health, and social welfare (Otti, Udeh, Amahalu, Obi, 2022). Philanthropic social responsibility refers to a business's aim to actively make the world and society a better place by dedicating a portion of the earnings to achieve that (Okafor, Egbunike & Amahalu, 2022). Philanthropic social responsibility can include things such as funding educational programs, supporting health initiatives, donating to causes, and supporting community beautification projects (Udo, Oraka & Amahalu, 2022). Philanthropic social responsibility disclosure involves the disclosure of the donation of funds, goods, or services to another organization or cause (Chukwuka, Okegbe, Amahalu & Obi, 2022).

Ho_3: Philanthropic social responsibility disclosure has no significant effect on waste recycling of listed industrial goods firms in Nigeria.

Sustainable Development

Sustainable development means attaining a balance between environmental protection and human economic development and between the present and future needs, it means equity in development and sectoral actions across space and time which requires the integration of economic, social and environmental approaches towards development (Ejembi, Ijeoma, Amahalu & Obi, 2022). Sustainable development is the process of judicious use and conservation of natural resources for the overall improvement in the quality of life for the present and future generations on long term basis (Enudi, Ekwueme & Amahalu, 2024).).

Waste Recycling

Waste recycling is defined as any recovery operation by which waste materials are reprocessed into products, materials or substances whether for the original or other purposes. Waste recycling, recovery and reprocessing are the collection of waste materials, their processing or manufacture into new products, and the purchase of those products, which may then themselves be recycled (Ezeokafor & Amahalu, 2019).

Social Responsibility Disclosure and Sustainability Development

Sustainable development is one of the most critical problems in the development process in general, which also applies to companies. The development of the business world makes companies not only focus on the profit they have got. Hence, sustainable development has a vital role in the company activities process (Amahalu, Okoye & Obi, 2018). Sustainable reporting is an essential tool used by organizations to show that they are operating responsibly and as a means for civil society to get accountability from the organization. By publishing a sustainable report, it can help the company prove that the company has carried out social and environmental responsibilities. Besides, there is a tendency of companies to obey the environmental regulations and have an environmentally responsible image that will have an impact on the target market (Sylvanus, Okoye, Amahalu & Mbonu, 2024). Hence, the disclosure of a sustainable report becomes the company's effort to build trust and a positive image in the environment around which the company operates (Aderobaki, Amahalu & Adeniyi, 2024).

Theoretical Framework

Stakeholders Theory

Stakeholder theory was first described by Dr. F. Edward Freeman, a professor at the University of Virginia, in his landmark book, "Strategic Management: A Stakeholder Approach." In 1984. It suggests that shareholders are merely one of many stakeholders in a company. The stakeholder ecosystem, this theory says, involves anyone invested and involved in, or affected by, the company: employees, environmentalists near the company's plants, vendors, governmental agencies, and more. Stakeholder theory suggests that shareholders (financial investors) are one of many groups a corporation or organization must serve. Under stakeholder theory, anyone that is affected by the organization or its workings in any way is considered a stakeholder, including employees, customers, suppliers, local communities, environmental groups, governmental groups, and more.

Empirical Review

Yahya (2021) investigated the effect of corporate social responsibility disclosure (CSRD) on the financial performance of companies listed on the Tehran stock exchange from 2010-2019. The study employed multiple-linear regression analysis during the study. The independent variable (CSRD) was measured by economic, social and environmental indices while Return on Assets (ROA) , Return on Equity (ROE) and Price Earnings Ratio (PER) were used in

measuring financial performance. The result showed that CSRD negatively affected PER And ROA but positively affected found ROE.

Onyekwelu (2021) examined whether corporate social responsibility predicates good financial performance using the banking sector in Nigeria from 2011-2019. The study used ordinary least square regression analysis. The findings of the study showed that the sample banks invested less than ten percent of their annual profit to social responsibility. The study found a positive and significant relationship between corporate social responsibility and return on capital employed.

Awad, Gharios Abu-Khalaf and Seissian (2024) examined the relationship between the board characteristics and stock performance of commercial banks. The analysis is based on a sample of 65 banks across 10 MENA countries and their quantitative data extracted between 2013 and 2022. The research employed pooled OLS, and fixed and random effect regression to confirm the association between board size, board independence, number of board meetings, and CEO duality with stock performance measured by the bank's share price and market-to-book ratio. Further, several control variables were utilized such as the bank's capital adequacy, profitability, and size. The empirical findings revealed that board independence positively affects the bank stock performance while the board size shows a negative relationship.

MATERIALS AND METHOD

The research design that was employed in this study is *ex-post facto* research design. The population and sample size of this study consisted of all the thirteen (13) industrial goods firms listed on the floor of the Nigerian Exchange (NGX) Group as at 31st December, 2023. They are Austin Laz & Company Plc; Berger Paints Plc; Beta Glass Plc; Bua Cement Plc; CAP Plc; Dangote Cement Plc; Cutix Plc; Greif Nigeria Plc; Lafarge Africa Plc; Meyer Plc; Notore Chemical Ind Plc; Premier Paints Plc; and Tripple Gee and Co Plc. Primarily, this study relied on secondary data which were sourced from the annual reports and statements of account, stand alone reports of the sample listed industrial goods firms.

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Table 1: Variable Measurement

Variable	Acronym	Measurement
Independent Variable (Social Responsibility Disclosure**)**		
Environmental Social Responsibility Disclosure	ENVSRD	Total Environmental Social Responsibility Disclosure Index / Maximum Social Responsibility Disclosure Index of a firm
Ethical Social Responsibility Disclosure	ETHSRD	Total Ethical Social Responsibility Disclosure Index / Maximum Social Responsibility Disclosure Index of a firm
Philanthropic Social Responsibility Disclosure	PHSRD	Total Philantropic Social Responsibility Disclosure Index / Maximum Social Responsibility Disclosure Index of a firm
Dependent Variable (Sustainable Development)		
Waste Recycling	WR	Assign 0 = if the item is not disclosure Assign 1= if the item is disclosure

This stud adapted the model of Ekweozor, Ogbodo and Amahalu (2022).

$NPM = \beta_0 + \beta_1 ETHSR_{it} + \beta_1 ECOSR_{it} + \beta_1 LEGSR_{it} + \mu_{it}$ …… Equ 1.

Where:

NPM = Net Profit Margin

ETHSR = Ethical Social Responsibility

$ECOSR_{it}$ = Economic Social Responsibility

$LEGSR_{it}$ = Legal Social Responsibility

Following the proposed adapted model, the following model was constructed:

$WR = \beta_0 + \beta_1 ENVSRD_{it} + \beta_1 ETHSRD_{it} + \beta_1 PHSRD_{it} + \mu_{it}$ …… Equ 2.

Where:

β_0 = constant term

$\beta_1 - \beta_3$ = slopes to be estimated of firm *i* in period *t*.

$\mu_{i,t}$= error term of firm *i* in period *t*

WR_{it} = Waste Recycling of firm í in period t

$ENVSRD_{it}$ = Environmental Social Responsibility Disclosure of firm í in period t

$ETHSRD_{it}$ = Ethical Social Responsibility Disclosure of firm í in period t

$PHSRD_{it}$ = Philantropic Social Responsibility Disclosure of firm í in period t

í = individual firms (1,2,3...13)

t = time periods (2011, 2012 ... 2023)

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Content analysis was used to code the data quantitatively such as counting the number of words, using a CSR activities checklist to measure CSR index. The CSR disclosure index (CSRDI) will be used to measure CSR activities, and this index is developed based on Global Reporting Initiatives (GRI) G4 framework. GRI index is most widely used around the world in determining the activities of CSR in various dimensions. This research used content analysis method in order to identify whether firm has disclosed its CSR activities under each GRI G4 category. GRI G4 framework includes six main dimensions which are: economic performance with 9 items, environmental performance with 30 items, human rights performance with 9 items, employees practices performance with 14 items, product performance with 9 items, and society performance with 8 items (GRI guidelines, 2021). In total, there are 79 items reported under GRI are provided in Appendix A.

Accordingly, the CSR disclosure index (CSRDI) is calculated as follows:

CSRDI =TDP/MP

Where;

CSRDI = Corporate Social Responsibility Disclosure Index

TDP = Total Disclosure Points of a Firm

MP = Maximum Points for a Firm

RESULT AND DISCUSSIONS

Descriptive Analysis

Table 2 Pearson Correlation Matrix

	WR	ENVSRD	ETHSRD	PHSRD
WR	1.0000			
ENVSRD	0.1407	1.0000		
ETHSRD	0.3727	0.1180	1.0000	
PHSRD	0.5717	0.0179	-0.5608	1.0000

Source: E-Views 10.0 Correlation Output, 2025

The result of the Pearson correlation result in table 2 reports that there a positive correlation between ENVSRD, ETHSRD, PHSRD and WR as indicated by the coefficient factors of 0.1407, 0.3727 and 0.5717 respectively.

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Test of Hypotheses

H_{o1}: Environmental social responsibility disclosure has no significant effect on waste recycling of listed industrial goods firms in Nigeria.

H_{o2}: Ethical social responsibility disclosure has no significant effect on waste recycling of listed industrial goods firms in Nigeria.

H_{o3}: Philanthropic social responsibility disclosure has no significant effect on waste recycling of listed industrial goods firms in Nigeria.

Table 3 Binary Probit Regression Analysis between Social Responsibility Disclosure and Sustainable Development

Dependent Variable: WR
Method: ML - Binary Probit (Newton-Raphson / Marquardt steps)
Date: 08/12/24 Time: 13:02
Sample: 2011 2023
Included observations: 13
Convergence achieved after 7 iterations
Coefficient covariance computed using observed Hessian

Variable	Coefficient	Std. Error	z-Statistic	Prob.
C	3.730169	4.741698	0.786674	0.4315
ENVSRD	1.787941	0.790193	2.262665	0.0250
ETHSRD	0.458946	0.175027	2.622136	0.0087
PHSRD	6.902677	1.027533	6.717715	0.0000

McFadden R-squared	0.541499	Mean dependent var	0.769231
S.D. dependent var	0.438529	S.E. of regression	0.349274
Akaike info criterion	1.110753	Sum squared resid	1.097933
Schwarz criterion	1.284583	Log likelihood	-3.219893
Hannan-Quinn criter.	1.075023	Deviance	6.439786
Restr. deviance	14.04531	Restr. log likelihood	-7.022654
LR statistic	29.74253	Avg. log likelihood	-0.247684
Prob(LR statistic)	0.000000		

Obs with Dep=0	3	Total obs	13
Obs with Dep=1	10		

Source: E-Views 10.0, Regression Output 2025

From the analysed regression result in table 3; the regression equation signifies that:

WR = 3.730169 + 1.787941ENVSRD + 0.458946ETHSRD + 6.902677 PHSRD + μ

Using the coefficient of variation from the model presented table 4.3, it is observed that ENVSRD (β_1) is positive at 1.787941; ETHSRD (β_2) is positive at 0.458946; PHSRD (β_3) is positive at 6.902677 when all other variables are held constant. Consequently, a unit change in ENVSRD, ETHSRD and 6.902677 will lead to a positive change of about 179%, 45.89%

and 690% increase in WR provided all other variables are held constant. From the McFadden R-squared of 0.541499, the regression co-efficient indicates that about 54.15% of the changes in the dependent variable (WR) is explained by the changes in the independent variable (ENVSRD, ETHSRD and PHSRD). The tool of LR statistic helps in determining the overall joint significant of the explanatory (independent) variable on the dependent or explained variable. At 5% level of significance, the probability of LR statistic = 0.000000 is less than the critical p-value at 0.05.

Decision

The null hypothesis is rejected since the Prob(LR statistic) at 0.000000 is less than the critical value of 5% (0.05). This implies that social responsibility disclosure has an effect on sustainable development of listed industrial goods firms in Nigeria at 5% level of significance.

Based on the analysis of data, the following findings emerged:

i. Environmental social responsibility disclosure has a significant and positive effect on waste recycling of listed industrial goods firms in Nigeria at 5% level of significance (β_1 = 1.787941; p-value = 0.0250<0.05)
ii. Ethical social responsibility disclosure has a significant and positive effect on waste recycling of listed industrial goods firms in Nigeria at 5% level of significance (β_2 = 0.458946; p-value = 0.0087<0.05)
iii. Philanthropic social responsibility disclosure has a significant and positive effect on waste recycling of listed industrial goods firms in Nigeria at 5% level of significance (β_3 = 6.902677; p-value = 0.0000<0.05).

CONCLUSION AND RECOMMENDATIONS

The following recommendations were made in line with the findings and conclusion of this study:

i. Since environmental social responsibility disclosure and waste recycling are positively related, then firms should be environmentally friendly to enable them gain competitive advantage, high liquidity and reduced environmental cost in the long run, thereby leading to a sustainable development.
ii. Considering the positive relationship between ethical social responsibility disclosure and waste recycling, corporate organizations should ensure that they comply with the environmental laws of the nation for improved and sustainable performance.
iii. Government should give tax credit to organisations that participate and contribute towards community development in order to encourage to community development and

which would go a long way in enhancing firm performance and sustainable development.

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APPENDIX

Indicator Protocol Corporate Social Disclosure Based on Global Reporting Initiative Standard version 4.0

Economic Performance Indicators
Aspect: Economic Performance
EC1: Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments
EC2: Financial implications and other risks and opportunities for the organization's activities due to climate change.
EC3: Coverage of the organization's defined benefit plan obligations.
EC4: Significant financial assistance received from government. Aspect: Market Presence
EC5: Range of ratios of standard entry level wage compared to local minimum wage
EC6: Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.
EC7: Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.
Aspect: Indirect Economic Impacts
EC8: Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.
EC9: Understanding and describing significant indirect economic impacts, including the extent of impacts.
Environment Performance Indicators
Aspect: Materials
EN1: Materials used by weight or volume
EN2: Percentage of materials used that are recycled input materials.
Aspect: Energy
EN3: Direct energy consumption by primary energy source.
EN4: Indirect energy consumption by primary source.
EN5: Energy saved due to conservation and efficiency improvements.
EN6: Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives
EN7: Initiatives to reduce indirect energy consumption and reductions achieved.
Aspect: Water
EN8: Total water withdrawal by source
EN9: Water sources significantly affected by withdrawal of water

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EN10: Percentage and total volume of water recycled and reused. Aspect: Biodiversity
EN11: Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.
EN12: Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.
EN13: Habitats protected or restored
EN14: Strategies, current actions, and future plans for managing impacts on biodiversity.
EN15: Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.
Aspect: Emissions, Effluents, and Waste
EN16: Total direct and indirect greenhouse gas emissions by weight.
EN17: Other relevant indirect greenhouse gas emissions by weight.
EN18: Initiatives to reduce greenhouse gas emissions and reductions achieved.
EN19: Emissions of ozone-depleting substances by weight.
EN20: NOx, SOx, and other significant air emissions by type and weight.
EN21: Total water discharge
EN22: Total weight of waste by type and disposal method.
EN23: Total number and volume of significant spills
EN24: Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.
EN25: Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff
Aspect: Products and Services
EN26: Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.
EN27: Percentage of products sold and their packaging materials that are reclaimed by category.
EN28: Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations.
Aspect: Transport
EN29: Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.
Aspect: Overall
EN30: Total environmental protection expenditures and investments by type.
Human Rights Performance Indicators
Aspect: Investment and Procurement Practices
HR1: Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.
HR2: Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.
HR3: Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.
Aspect: Non – discrimination
HR4: Total number of incidents of discrimination and actions taken.

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Aspect: Freedom of Association and Collective Bargaining
HR5: Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights
Aspect: Child Labor
HR6: Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.
Aspect: Forced and Compulsory Labor
HR7: Operations identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of forced or compulsory labor.
Aspect: Security Practices
HR8: Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.
Aspect: Indigenous Rights
HR9: Total number of incidents of violations involving rights of indigenous people and actions taken.
Labor Practices and Decent Work Performance Indicators
Aspect: Employment
LA1: Total workforce by employment type, employment contract, and region.
LA2: Total number and rate of employee turnover by age group, gender, and region.
LA3: Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.
Aspect: Labor/Management Relations
LA4: Percentage of employees covered by collective bargaining agreements.
LA5 regarding significant operational changes, including: Minimum notice period(s) Whether it is specified in collective agreements.
Aspect: Occupational Health and Safety
LA6: Percentage of total workforce represented in formal joint management-worker Health and safety committees that help monitor and advice on occupational health and safety programs.
LA7: Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region.
LA8: Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.
LA9: Health and safety topics covered in formal agreements with trade unions.
Aspect: Training and Education
LA10: Average hours of training per year per employee by employee category.
LA10: Average hours of training per year per employee by employee category.
LA11: Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.
LA12: Percentage of employees receiving regular performance and career development reviews.
Aspect: Diversity and Equal Opportunity
LA13: Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.
LA14: Ratio of basic salary of men to women by employee category.
Product Responsibility Performance Indicators

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Aspect: Customer Health and Safety
PR1: Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.
PR2: Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services, by type of outcomes.
Aspect: Product and Service Labeling
PR3: Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.
PR4: Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.
PR5: Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.
PR6: Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.
PR7: Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.
Aspect: Customer Privacy
PR8: Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.
Aspect: Compliance
PR9: Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services
Society Performance Indicators
Aspect: Community
SO1: Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.
Aspect: Corruption
SO2: Percentage and total number of business units analyzed for risks related to corruption.
SO3: Percentage of employees trained in organization's anti-corruption policies and procedures.
SO4: Actions taken in response to incidents of corruption. Aspect: Public Policy
SO5: Public policy positions and participation in public policy development and lobbying.
SO6: Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.
Aspect: Anti-Competitive Behavior
SO7: Total number of legal actions for anticompetitive behaviour, anti-trust, and monopoly practices and their outcomes.
Aspect: Compliance
SO8: Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.

Source: GRI G4 Sustainability Reporting Guidelines, 2025