

Full text document (pdf)

Citation for published version

María Consuelo Pucheta-Martínez, Inmaculada Bel-Oms & Lúcia Lima Rodrigues. Does Stakeholder Engagement Encourage Environmental Reporting? The Mediating Role of Firm Performance, *Business Strategy and the Environment*.

DOI

https://doi.org/10.1002/bse.2555

Link to record in RepositóriUM

https://repositorium.sdum.uminho.pt

Document Version

Author's Accepted Manuscript







DOES STAKEHOLDER ENGAGEMENT ENCOURAGE ENVIRONMENTAL REPORTING? THE MEDIATING ROLE OF FIRM PERFORMANCE

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ACKNOWLEDGEMENTS

The authors acknowledge financial support from the Spanish Ministry of Economy, Industry and Competitiveness for the research project ECO 2017-82259-R and from the University Jaume I for the research project UJI-B2018-15. The authors also acknowledge financial support from the National Funds of the FCT – Portuguese Foundation for Science and Technology within the project UID/ECO/03182/2019.

DOES STAKEHOLDER ENGAGEMENT ENCOURAGE ENVIRONMENTAL REPORTING? THE MEDIATING ROLE OF FIRM PERFORMANCE

Abstract

Stakeholder engagement policies have become a relevant strategy in firms because they may signal to stakeholders the commitment of the firm to the stakeholder's needs and demands. In this research, we aim to examine whether firms with stakeholder engagement policies tend to disclose more environmental information. Additionally, we analyse the moderating role played by firm performance on the association between stakeholder engagement and environmental disclosure. As far as we know, previous research has not addressed these two questions. Our evidence shows that firms with stakeholder engagement policies are more likely to report environmental information, while firm performance negatively moderates the association between stakeholder engagement and environmental disclosure. These findings have implications for policy-makers, firms, stakeholders and other researchers.

1. INTRODUCTION

Stakeholder engagement (SE) is a relevant factor in the integrated reporting process of a firm because it shows whether companies are receptive to the legitimate demands, interests and needs of crucial stakeholders (Manetti & Bellucci, 2016). SE tells us whether firms engage with relevant stakeholders in their strategic and business decisions in order to achieve common outcomes. Firms have to interact with key stakeholders to survive in an increasingly challenging business environment and, therefore, a strong stakeholder engagement model is essential in their ability to understand and react to legitimate stakeholder concerns.

Authors including Bebbington et al. (2007) and Brown and Dillard (2014) argue that SE can be an influential instrument for dialogic communication and interactive and mutual learning while also promoting social change and transformative action. Furthermore, SE may be a milestone policy in environmental disclosure as it allows firms to cooperate with their stakeholders in a two-way dialogue, in which firms and stakeholders mutually learn from this collaboration and potentially amend their strategies, behaviours and expectations (Manetti & Bellucci, 2016; Manetti, Bellucci, & Bagnoli, 2016).

According to Dienes et al. (2016), the most analysed drivers of environmental disclosure are ownership structure, company size and media visibility. However, the role played by corporate governance mechanisms on environmental reporting has received less attention from earlier researchers, who have focused predominantly on factors such as board composition, capital structure or profitability. The evidence of an association between these mechanisms and the disclosure of environmental issues has been inconclusive. Analysis of the impact of SE on corporate disclosure has been also scarce. Kaur and Lodhia (2014) reported that SE is a determinant of sustainability reporting because it communicates issues, material concerns and the aspirations of crucial stakeholders. Herremans et al. (2016) found that SE strategy explains diversity in sustainability reporting. Chen (2018) also showed that the level of SE has a positive impact on the quality of sustainability reporting. Nevertheless, the effect of firms' SE policies on their environmental disclosure has not been addressed by past research, as far as we know.

Firm performance can be considered an indicator of the long-term survival of a company just as a strong SE process can. The interaction between SE and firm performance, however, and its effect on environmental reporting remains unclear. In this regard, does corporate performance moderate the association between SE and environmental disclosure? This paper aims to analyse whether SE encourages environmental reporting in a sample of international firms. Additionally, we examine the moderating role played by firm performance on the relationship between SE and environmental reporting.

Our findings show that SE is positively associated with environmental disclosure and, furthermore, that firm performance moderates negatively the positive effect of SE on the reporting of environmental information.

Through this empirical examination, our purpose is to contribute to the stakeholder theory and the empirical evidence relating to environmental disclosure by showing that SE policies are positively associated with environmental disclosure. SE is an important part of good business practice and may prove helpful in managing risks successfully and enhancing stakeholder benefits. SE brings shared value to society and business. The environmental information deficit may be improved by enhancing relationships with vital stakeholders, through the implementation of SE policies in firms. Previous research has focused on examining how SE policies affect corporate social responsibility (CSR) disclosure, sustainability reporting or voluntary disclosure, in general terms. However, to the best of our knowledge, this is the first paper to address the impact of SE strategies on environmental disclosure individually and to analyse the moderating role of the firm's performance on this association. In this regard, our evidence shows that the positive impact of SE policies on environmental disclosure is negatively moderated by firm performance. Thus, firms with good performance will tend to mitigate the reporting of environmental issues if they have also implemented SE policies. It is reasonable, therefore, to presume that the analysis of the relationship between SE strategies and environmental disclosure and the moderating role played by firm performance will make a positive contribution to existing literature and provide productive ground for further research.

The rest of the paper is organised as follows. In Section 2, we present the theoretical framework and the hypotheses, while Section 3 describes the methodology and variables used. In Section 4, we analyse and discuss the findings and, finally, Section 5 presents the conclusions, implications and limitations.

2. CONCEPTUAL FRAMEWORK AND HYPOTHESES

2.1 Conceptual Framework

We build our conceptual framework on stakeholder theory, which argues that organisations have to inform stakeholders of the effects of those operations that affect them (Freeman, 1984; Mitchell et al., 1997). Such communication between firms and stakeholders leads to a balance of benefits and interests. One method used by firms to achieve a dialogue with stakeholders is through the reporting process (Morsing & Schultz, 2006), a formalised means of communication to disclose the firm's performance in areas such as environmental or social actions (Kaur & Lodhia, 2018). A stakeholder approach also suggests that firms are more

likely to report information about environmental and social matters when their reputation and image face a legitimacy crisis, for instance, when stakeholders have a negative perception or opinion of a firm due to its behaviour. Firm managers will tend to report the information expected by the relevant stakeholders in order to gain or maintain their support. Previous research (e.g. Patten, 1992; Deegan et al., 2002) supports these ideas by showing that, when firms perceive that their legitimacy may be threatened, they are inclined to disclose more information on their corporate social responsibilities, such as environmental issues, thus influencing the decisions of those key stakeholders.

Conversely, some organisations may be willing to voluntarily disclose environmental or social information because they are interested in addressing and understanding stakeholders' interests and demands. Stakeholders' opinions and views can be gathered through engagement and ongoing stakeholder dialogue (Cooper & Owen, 2007). Through this consultation process, organisations, and particularly their managers, can address the expectations of stakeholders through stakeholder engagement policies.

Firms may pursue three strategies to engage stakeholders, according to Morsing and Schultz (2006): informing, responding and involving. When organisations inform stakeholders, they attempt to demonstrate their actions and operations in one-way communication. According to Herremans et al. (2016), the majority of firms use this form of SE in order to access vital resources at least cost.

Some firms, however, integrate the 'responding' form of SE into the reporting process. This two-way communication is asymmetrical, as firms transfer more information to stakeholders than vice versa, and may be face-to-face or not. Through this reporting process, organisations may gain opportunities to improve their market power or competitiveness, search for business opportunities or prevent damage (Van Huijstee & Glasbergen, 2008).

Finally, the 'involving' form of SE is also a two-way communication process based on an active dialogue between organisations and relevant stakeholders, involving symmetrical information both from firms to stakeholder and vice versa. In this SE, all key stakeholders are involved in joint decision-making or joint management of a project. These different SE strategies all involve the disclosure of information by organisations in order to meet stakeholders' expectations of being informed.

Gao and Zhang (2001) confirm that organisations can benefit from stakeholders and vice versa. Stakeholders may impact on firm's goals through their participation and activities, benefiting organisational performance in social and environmental areas, and leading us to think that the integration of SE in the decision-making process may result in increased organisational

performance. Stakeholders can, however, also be impacted by the goals of the firm, which give them the right to SE. This requires firms to disclose more information about the impact of their operations on the environment and society, in order to address stakeholders' demands and interests.

These arguments seem to support the notion that firms which implement SE policies will be more likely to report environmental information. According to Isenmann and Kim (2006), firms need to cooperate with their stakeholders when preparing sustainability reports in order to identify the environmental and social matters they perceive to be important. This cooperation can be reached by adopting SE strategies and, in this way, organisations may adopt strategies and policies in line with stakeholders' interests and expectations, avoiding ineffective actions and initiatives (Yau, 2012).

2.2 Hypotheses' development

2.2.1 Stakeholder engagement and environmental reporting

According to the Institute of Social and Ethical Accountability (ISEA, 1999, p. 91), SE can be defined as 'the process of seeking stakeholder views on their relationship with an organisation in a way that may realistically be expected to elicit them'. Andriof and Waddock (2002, p. 42), see SE as 'trust-based collaborations between individuals and/or social institutions with different objectives that can only be achieved together' and Gable and Shireman (2005, p.9) define it as 'a process of relationship management that seeks to enhance understanding and alignment between company and their stakeholders'. These definitions all support the notion that, in SE, two parties interact: the firms and their stakeholders. In this interaction, firms provide benefits to their stakeholders and vice versa. In this context, companies with active SE policies may voluntarily disclose information on social and environmental matters, and stakeholders receiving such information may provide a reciprocal benefit in the form of feedback, which may enhance the firms' legitimacy and reputation, encouraging them to maintain and improve their SE strategies.

Some authors (Manetti, 2011; Manetti & Toccafondi, 2012; Onkila et al., 2014; Prado-Lorenzo et al., 2009) show that SE policies may have an effect on sustainability disclosure. Bellucci et al. (2019) found that firms implementing two-way communication with their stakeholders report stakeholder perceptions, problems in engaging stakeholders and proposed actions for interacting with stakeholders, demonstrating that an effective SE is positively related to sustainability reporting. Dobbs and Van Staden (2016) show that voluntary reporting is determined by factors such as assurance, CSR committees and SE. Adams and Frost (2006)

report that firms which engage with stakeholders via their web pages disclose more social and environmental performance data. Hassan and Ibrahim (2012) reveal that firms with SE policies tend to disclose information on specific environmental activities, such as packaging, waste management, recycling, climate-change risk, climate-change activities and carbon footprint.

The majority of the existing literature shows the effect of SE on sustainability reporting, but little focuses on examining the relationship between the existence of SE policies and environmental reporting, as far as we know. Thus, we propose the following hypothesis:

H1: Stakeholder engagement policies are positively associated with environmental reporting.

2.2.2 The moderating role of firm performance

Previous studies have analysed the relationship between the characteristics of the board of directors and the value of the firm (e.g. Kiel & Nicholson, 2005; Westphal & Bednar, 2005; Jermias & Gani; 2014). The majority of these studies agree that it is vital that boards are effective in performing the functions entrusted to them since, in this way, they will create value in firms and, hence, lead to better performance (Aguilera, 2005). Some of these papers examine the role of the board of directors by linking the organisation with its environment, arguing that the board of directors plays an important role in attracting resources to improve firm performance, which may be possible due to the ties and contacts that the directors have with their surroundings (Hendry & Kiel, 2004; Hillman, Cannella & Paetzold, 2000).

Relationships between stakeholders and companies may trigger agency conflicts due to the information asymmetries between them (Jensen & Meckling, 1976) that are associated with an agency cost. The firm's performance may allow these costs to be reduced by enhancing environmental reporting. Omnamasivaya and Prasad (2016) and Alipour et al. (2019) found a positive relationship between environmental disclosure and corporate performance, due to the fact that a greater level of environmental disclosure may improve the firm's reputation and, as a consequence, its value. In contrast, Sarumpaet (2005) shows that environmental performance is not associated with financial performance, and Malarvizhi and Matta (2016) also report that there is no relationship between environmental disclosure and corporate performance. The lack of association between environmental reporting and firm performance could be due to the fact that companies report environmental information even when they are not performing well. As shown, it seems that the majority of existing research is focused on exploring the effect of environmental disclosure on firm performance, but there is less research into the inverse function. In this regard, Cormier and Magnan (1999) report that large companies with good

financial performance tend to disclose more environmental information. Marshall et al. (2009) show that firm performance is positively associated with the quality of voluntary environmental disclosure, and Matsumura et al. (2014) also demonstrate the positive impact of corporate performance on the voluntary disclosure of carbon emissions.

However, to the best of our knowledge, the moderating impact of a firm's performance on the relationship between SE and the disclosure of environmental information has not yet been analysed. Thus, the degree to which high levels of performance affect environmental disclosure when interacting with SE merits our attention. The coexistence of SE policies with higher performance is expected to impact positively on environmental reporting. Firms with SE strategies will be more likely to disclose environmental reporting in order to show a greater commitment to stakeholder interests and needs. Additionally, companies with better corporate performance may signal to society and stakeholders an orientation toward economic goals rather than toward social and environmental goals, which may be perceived negatively by stakeholders and society. Greater disclosure of environmental information may help to mitigate this negative perception.

Accordingly, it is reasonable to suggest that better performance will positively moderate the relationship between SE policies and environmental reporting. In view of the above, the following hypothesis is formulated:

H2: Firm performance moderates the relationship between stakeholder engagement policies and environmental disclosure.

3. EMPIRICAL DESIGN

3.1 Sample

Our initial unbalanced panel data sample is taken from a population of 32,962 firm-year observations for the period 2007–2018. From this initial sample, we removed financial entities and those firms for which not all relevant data were available. Financial entities were excluded due to the different accounting rules governing the preparation of their financial statements, which complicated the comparison of these financial statements with those of non-financial firms. Thus, the final sample is composed of 16,807 firm-year observations collected from Thomson Reuters. Our sample includes firms from 16 countries. Table 1 shows the percentage representation of each country in our sample: the countries with the highest representation are the United States, Canada and Japan with 40.01%, 12.80% and 12.67% respectively, and those with the lowest representation are Austria, Norway and New Zealand with 0.4%, 0.5% y 0.9% respectively.

Insert Table 1 here

The Thomson Reuters Business Classification (TRBC) is the industry classification used in this research. In Table 2, we present the nine industries considered: basic materials, consumer cyclicals, consumer non-cyclicals, energy, healthcare, industrials, technology, telecommunications services and utilities. The industries with the highest representation are industrials, consumer cyclicals and basic materials with 21.30%, 17.90% and 12.00% respectively. In contrast, telecommunications services and consumer non-cyclicals show the lowest representation with 4.60%, followed by utilities with 7.30%.

Insert Table 2 here

3.2 Dependent variable

Environmental reporting is our dependent variable and is defined as ENV_REPORT. This variable is calculated as the ratio between the aggregate of 58 items focused on environmental issues and the total number of items analysed, in line with Gallego-Álvarez et al. (2017). If the company discloses information on an item, this will take the value 1; if not, the value is 0. The 58 items analysed are categorised into three groups: resource use, emissions and innovation, as shown in Table 3.

Insert Table 3 here

3.3 Independent variables

Our independent variable is SE policies and is labelled STAKEHOL_ENGAG. It is measured as a dummy variable that takes the value 1 if the company explains how it engages with its stakeholders and complies with regulations, resolutions or proposals regarding SE; otherwise it takes 0 (Dal Maso et al., 2017). We are not examining the quality or levels of SE, but whether firms implement SE policies. Our moderating variable is firm performance, denoted by Q_TOBIN, calculated as the ratio between the market capitalisation of common stock plus the book-value liabilities divided by the book value of total assets (Pucheta-Martínez et al., 2018).

3.4 Control variables

We control other potential factors that may influence environmental reporting. The first control variable used is firm size, SIZE, calculated as the log of total assets, consistent with Alsaifi et al. (2020) and Kong et al. (2020). The second control variable employed is leverage, denoted by LEV and calculated as the ratio of debts over total assets (Dal Maso et al., 2017; Wei et al., 2020). Board size is a further control variable used, labelled as B_SIZE and measured as the total number of directors on the board (Tingbani et al., 2020). CSR_COMMITTEE is

calculated as a dummy variable that takes the value 1 if the company has a CSR committee and 0 otherwise (Dal Maso et al., 2017). Female directors are also controlled, labelled as FEM_DIRECT and calculated as the ratio of the number of female directors on a board and the total number of directors (Pucheta-Martínez & Gallego-Álvarez, 2019). Board independence, denoted by B_INDEP, is calculated as the ratio of the number of independent directors on a board and the total number of directors on that board, in line with Pucheta-Martínez and Gallego-Álvarez (2019). Furthermore, we also take into account the different regions (Asia, Europe, North America and Oceania) (Pucheta-Martínez & Gallego-Álvarez (2019), which is calculated as a dummy variable, taking the value 1 if the country of the sample belongs to the region examined and 0 otherwise. Moreover, we use the variable industry type, denoted by INDUSTRY, and measured as a dummy variable that takes the value 1 if the firm operates in the industry analysed and 0 otherwise. As indicated above, we use the nine economic sectors considered by TRBC: basic materials, consumer cyclicals, consumer non-cyclicals, energy, healthcare, industrials, technology, telecommunication services and utilities. Finally, we use the year fixed effects (YEAR), calculated as a set of dummy variables. Table 4 offers a summary of all the variables addressed in this paper.

Insert Table 4 here

3.5 Model specification

The hypothesis proposed will be estimated with the following model:

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\begin{split} ENV\_REPORT_{it} &= \beta_0 + \beta_1 STAKEHOL\_ENGAG_{it} + \beta_2 Q\_TOBIN_{it} + \\ \beta_3 STAKEHOL\_ENGAGXQ\_TOBIN_{it} + \beta_4 SIZE_{it} + \beta_5 LEV_{it} + \beta_6 B\_SIZE_{it} + \\ \beta_7 CSR\_COMMITTEE_{it} + \beta_8 FEM\_DIRECT_{it} + \beta_9 B\_INDEP_{it} + \beta_{10} EUROPE_{it} + \\ \beta_{11} NORTHAMERICA_{it} + \beta_{12} OCEANIA_{it} + \beta_{13} BASIC MATERIALS_{it} + \\ \beta_{14} CONSUMER CYCLICAL_{it} + \beta_{15} CONSUMER NON-CYCLICAL_{it} + \beta_{16} ENERGY_{it} + \\ \beta_{17} HEALTHCARE_{it} + \beta_{18} INDUSTRIALS_{it} + \beta_{19} TECHNOLOGY_{it} + \\ \beta_{20} TELECOMMUNICATION SERVICES_{it} + \sum \beta_i YEAR_t + U_i + \delta_{it} \end{split}
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Where "i" represents each firm and "t" the year. Additionally, Ui represents unobservable heterogeneity (firm-fixed effects) and is controlled because it may potentially be associated with environmental reporting. These firm-fixed effects are constant over time but vary among individuals. Finally, δ_{it} represents the error term and varies over time among firms.

The Generalized Method of Moments (GMM) estimator is recognised as one of the principal statistical tools for the analysis of economic and financial data. Thus, in this research, we use the GMM procedure developed for dynamic models of panel data (Arellano & Bond, 1991; Blundell & Bond, 1998, 2000). The GMM estimator will allow us to solve the problems of serial correlation, heteroscedasticity and endogeneity in the model (Leitao, 2010). It is more powerful and consistent than other procedures because it addresses unobservable heterogeneity and potential endogeneity issues, while also mitigating the estimation bias.

The following statistics are provided by the GMM: the Wald χ^2 test, the Arellano–Bond tests AR(1) and AR(2) and the Hansen test. The model fitness is assessed by the Wald χ^2 statistic, while the Arellano–Bond statistic AR(2) will assess whether a second-order serial correlation exists in the first difference residuals. The rejection of the null hypothesis of 'no serial correlations' supports the non-existence of second-order serial correlation. Lastly, the Hansen test of over-identifying restrictions also allows us to assess the fitness of the instruments considered in the model. The rejection of the null hypothesis of non-correlation between the instruments and the error term shows us that the instruments are appropriate.

4. ANALYSIS OF RESULTS

4.1 Descriptive statistics

Table 5 summarises the mean, standard deviation, and the 25th, 50th and 75th percentiles. The score of the environmental information disclosed is 25.30% of the 58 items analysed in the environmental disclosure index. Additionally, 36.40% of firms in our sample explain how they engage with stakeholders and comply with SE regulations, resolutions or proposals. This figure shows that over one-third of the companies in the sample have a SE policy, suggesting that firms are increasingly interested in stakeholders' needs and demands. Corporate performance is, on average, 0.74. Additionally, firm size (SIZE) is 10.86 (log of total assets, expressed in euros); leverage (LEV) averages 24.85% and the number of board members (B_SIZE) is, on average, 12.53. The proportion of independent board directors (B_INDEP) is 81.60%; the proportion of female directors on boards (FEM_DIRECT) 13.75%, and 63.30% of firms have a CSR committee (CSR_COMMITTEE). With regard to location, 12.60% of the firms are domiciled in Asia (ASIA), 29.40% in Europe (EUROPE), 52.80% in North America (NORTHAMERICA) and 5% in Oceania (OCEANIA). Finally, the basic materials' (BASIC MATERIALS) sector accounts for 12.00% of firms, consumer cyclicals (CONSUMER CYCLICAL) 17.90%, consumer non-cyclicals (CONSUMER NON-CYCLICAL) 7.30%, energy (ENERGY) 8%, the healthcare sector (HEALTHCARE) 10.80%, industrials (INDUSTRIALS) 21.30%, technology (TECHNOLOGY) 7.80%, telecommunications services (TELECOMMUNICATION SERVICES) 4.60% and utilities (UTILITIES) 10.00%.

Insert Table 5 here

In Table 6, we present the correlation matrix in order to assess whether multicollinearity concerns exist. As shown in Table 6, all the coefficients are lower than 0.8 (Archambeault & DeZoort, 2001), suggesting that there are no multicollinearity problems.

Insert Table 6 here

4.2 Regressions analysis

In Table 7, we report the findings from the two models estimated with the GMM estimator.

In Model 1, we explore the association between SE and environmental reporting. The variable SE (STAKEHOL_ENGAG) exhibits a positive sign and is statistically significant. Thus, Hypothesis 1 cannot be rejected. This finding suggests that firms with SE policies tend to disclose environmental information, consistent with Adams and Frost (2006), who demonstrate the positive effect of SE on reporting CSR issues through a firm's web page, and Dobbs and Van Staden (2016), who show a positive association between SE and voluntary reporting. Authors including Favotto et al. (2016) have found that SE is essential in the disclosure of environmental information, resulting in better financial performance. Moreover, SE may be considered as an instrument for dialogic communication and for interactive and mutual learning between firms and stakeholders. Such communication allows both parties to learn from this collaboration and change aspects of their strategies, behaviours and expectations, as well as promoting social change or disclosing more environmental information. The disclosure of environmental issues by firms may improve their reputation and legitimacy. Then, the implementation of SE strategies may be a driver for reaching this goal because SE policies are positively associated with environmental disclosure.

Model 2 analyses the moderating effect of firm performance on the relationship between SE and environmental reporting. The variables SE (STAKEHOL_ENGAG) and firm performance (Q_TOBIN) provide a positive sign and are statistically significant. The interaction term between SE and firm performance (STAKEHOL_ENGAG x Q_TOBIN) presents a negative sign and is statistically significant. Thus, we have to reject the second hypothesis. Our evidence suggests that SE policies do not impact strongly on environmental reporting in the event of higher firm performance. In other words, good corporate performance moderates negatively the positive relationship between SE and the disclosure of environmental information, which confirms that better performance acts as a substitute for the implementation

of SE policies in firms, as we predicted, rather than playing a complementary role. This finding suggests that firm performance and SE policy mechanisms substitute rather than complement each other because their coexistence has a negative effect on the reporting of environmental information.

According to the control variables, in both models, the variable CSR Committee (CSR_COMMITTEE), the proportion of female directors on board (FEM_DIRECT) and the region Europe (EUROPE) present a positive sign and are statistically significant. Therefore, firms domiciled in Europe, with female directors on their board and with a CSR committee are more likely to report information about environmental issues. The remainder of the control variables are not significant from a statistical point of view.

Insert Table 6 here

4.3 Robustness check

An additional robustness analysis was conducted by considering as a dependent variable environmental disclosure (ENV_REPORT), the aggregate of 58 items focused on environmental issues. Each item on which the company reports information takes the value 1, 0 for no information reported. This variable can thus range between 0 and 58. We supplemented this analysis with an alternative dependent variable, the ratio between the aggregate of 58 items focused on environmental issues and the total assets of the firm (firm size) (Clarkson et al., 2008). This gave us a value for environmental disclosures per thousand US dollars of assets for each of our sample companies (all economic data provided by Thomson Reuters is expressed in US dollars).

For the sake of brevity, the findings are not shown. The principal results are consistent with those provided for the baseline models, which leads us to conclude that our evidence is not sensitive to the way in which environmental disclosure is measured.

5. CONCLUSION

This study aimed to investigate whether SE policies encourage environmental reporting in a sample of international firms. Furthermore, we examined the moderating role played by firm performance on the relationship between SE and environmental reporting.

Our findings show that firms with SE policies are more likely to disclose environmental information. We also found that better firm performance moderates negatively the relationship between SE policies and environmental disclosure. The coexistence of the two mechanisms, SE strategies and good corporate performance, can be considered as substitutive, rather than

complementary, tools in environmental issues since their combination reduces the disclosure of environmental information.

The results of the study have several implications. Firstly, this paper illuminates the benefits of implementing SE policies because they are likely to enhance the reporting of environmental information. However, the interaction of SE strategies with better corporate performance has a negative effect on environmental disclosure. Our evidence is useful for firms interested in improving both their performance and disclosure of environmental matters because the development of SE policies is likely to lead to a reduction in reporting of environmental information. Thus, companies and firms' managers oriented towards environmental goals in engaging with stakeholders' needs and demands will have to decide between enhancing firm performance or implementing SE policies. Secondly, our evidence may be useful for policymakers, when regulating or making recommendations about environmental reporting. They should encourage companies involved in environmental issues to focus more on implementing SE policies, while moderating the increase in firm performance, because the coexistence of both mechanisms, firm performance and SE strategies, mitigates the reporting of environmental information. Thirdly, this research offers an opportunity to extend previous evidence based on stakeholder theory, since we address how firm performance moderates the association between SE policies and environmental disclosure. Earlier research has focused on analysing the factors increasing the disclosure of CSR or environmental information, but there is no previous evidence of the moderating role of corporate performance on SE policies and the disclosure of environmental matters, to the best of our knowledge. Finally, stakeholders interested in obtaining environmental disclosures from firms should take into account whether companies have SE policies and whether they tend to be profitable firms. In this latter case, the information available about environmental issues may be limited.

Our study has limitations which may serve as avenues for future research. Firstly, we analysed the moderating role of firm performance on the relationship between SE and environmental disclosure by focusing on a sample of international non-financial firms. Future studies could extend our research to financial entities. Secondly, this study does not address the effect of the worldwide financial crisis on the relationship between SE and environmental disclosure. Thirdly, as we deal with a cross-country sample, other researchers extending our work may enrich it by using country-level variables. Finally, future research may also consider enhancing the model proposed by introducing mediating variables, such as board composition or female directors, among others, in order to explore their effect on the association between SE and environmental disclosure.

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Table 1 Number of observations by country

Country	Observations	Percentage	Cum.
Australia	696	4.14%	4.14%
Austria	67	0.40%	4.54%
Belgium	150	0.89%	5.43%
Canada	2,151	12.80%	18.23%
Denmark	281	1.67%	19.90%
Finland	202	1.20%	21.10%
Germany	516	3.07%	24.17%
Ireland	319	1.90%	26.07%
Japan	2,129	12.67%	38.74%
Netherlands	286	1.70%	40.44%
New Zealand	151	0.90%	41.34%
Norway	84	0.50%	41.84%
Sweden	605	3.60%	45.44%
Switzerland	497	2.96%	48.40%
United Kingdom	1,948	11.59%	59.99%
United States	6,725	40.01%	100.0%
Total	16,807	100%	

Table 2 Number of observations by industry

TRBC economic sector name	Number of	Percentage of	Cum. of
	observations	observations	observations
Basic Materials	2,027	12.06%	12.06%
Consumer Cyclicals	3,011	17.92%	29.98%
Consumer Non-cyclicals	1,227	7.30%	37.28%
Energy	1,346	8.01%	45.29%
Healthcare	1,820	10.83%	56.12%
Industrials	3,592	21.37%	77.49%
Technology	1,326	7.89%	85.38%
Telecommunications services	773	4.60%	89.98%
Utilities	1,685	10.02%	100.0%
Total	16,807	100%	

Table 3
Environmental disclosure items

Environment management training Environmental materials sourcing Waste reduction total Environmental environmental assets under MGT Environmental environmental environmental environmental environmental project financing Environmental supply chain management Environmental supply chain management Environmental supply chain monitoring Environmental supply chain monitoring Environmental supply chain partnership termination Land environmental impact reduction Resource reduction policy Water efficiency policy Emissions rading Environment supply chain policy Climate change commercial risk opportunities NOx and SOx emissions reduction Environment supply chain policy VOC or particulate matter emission Environment supply chain policy Water efficiency policy Climate change commercial risk opportunities NOx and SOx emissions reduction Environment supply chain policy Water efficiency policy Environment supply chain policy Resource reduction policy Water efficiency policy Environment supply chain policy Water efficiency policy Environment supply chain policy Environment s	Resource use	Emissions	Innovation			
Environmental materials sourcing Waste reduction total C-Waste reduction Environmental restoration initiatives Renewable energy use Green buildings Staff transportation impact reduction Environmental supply chain monitoring Environmental supply chain policy Environmental impact reduction Resource reduction policy Water efficiency policy Emissions trading Environmental responsible use of environmental products Agrochemical products Agrochemical products Agrochemical products Agrochemical 5% revenue WOC or particulate matter emissions Environmental products Environmental supply chain policy Water efficiency policy Environment supply chain policy Water efficiency policy Environment supply chain policy Environment supply chain policy Environment supply chain policy Water efficiency policy Resource reduction targets Resource reduction targets Resource reduction policy Water efficiency policy Environment supply chain policy Environment supply chain policy Water technologies Water technologies	Environment management team	VOC emissions reduction	Eco-design products			
Waste reduction total Hybrid vehicles e-Waste reduction Environmental assets under MGT Toxic chemicals reduction Environmental restoration initiatives Equator principles Environmental supply chain management Environmental supply chain policy Environment supply chain policy Environment supply chain policy Water efficiency policy Environment supply chain policy Environment supply c		Particulate matter emission reduction	Noise reduction			
Toxic chemicals reduction Renewable energy use Green buildings Staff transportation impact reduction Environmental supply chain management Environmental supply chain monitoring Environmental supply chain monitoring Environmental supply chain monitoring Environmental supply chain monitoring Policy emissions Environmental supply chain partnership termination Land environmental impact Targets emissions Resource reduction policy Water efficiency policy Emissions trading Environmental products Environmental products Emissions trading Environmental products Climate change commercial risk opportunities Sustainable packaging policy Nox and SOx emissions reduction Environment supply chain policy Water efficiency policy Resource reduction targets Resource reduction targets Resource reduction policy Water efficiency policy Emissions trading Environment supply chain policy VOC or particulate matter emissions Environmental products Agrochemical 5% revenue Environmental products Environmental products Agrochemical fix products Agrochemical products Agrochemical fix products Environmental products Environme	Environmental materials sourcing	Waste reduction total	Hybrid vehicles			
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Environmental supply chain management investment invest		Environmental restoration initiatives	Equator principles			
management investment Environmental supply chain monitoring Environmental supply chain partnership termination Land environmental impact reduction Resource reduction policy Water efficiency policy Emissions trading Environment supply chain policy Environment supply chain policy Environment supply chain policy Water efficiency policy Emissions trading Climate change commercial risk opportunities NOx and SOx emissions reduction Environment supply chain policy VOC or particulate matter emissions Resource reduction policy Agrochemical 5% revenue Environment supply chain policy Water efficiency policy Environment supply chain policy Water efficiency policy Resource reduction policy Water efficiency policy Environment supply chain policy Water efficiency policy Environment supply chain policy Water efficiency policy Environment supply chain policy Sustainable packaging policy Environment supply chain policy Sustainable packaging policy Environment supply chain policy Sustainable bailding products Sustainable building products Sustainable building products	Green buildings	Staff transportation impact reduction	Environmental project financing			
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reduction Resource reduction policy Water efficiency policy Emissions trading Energy efficiency policy Climate change commercial risk opportunities NOx and SOx emissions reduction Environment supply chain policy VOC or particulate matter emissions Environmental products Resource reduction targets Resource reduction policy Animal testing in the last 12fy Animal testing reduction Energy efficiency policy Energy effici	Environmental supply chain	Policy emissions	Organic products initiatives			
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Energy efficiency policy Climate change commercial risk opportunities Sustainable packaging policy NOx and SOx emissions reduction Environment supply chain policy VOC or particulate matter emissions Environmental products Resource reduction policy Animal testing in the last 12fy Animal testing cosmetics Water efficiency policy Energy efficiency policy Animal testing reduction Energy efficiency policy Sustainable packaging policy Environment supply chain policy Water technologies Environment supply chain policy Sustainable building products	Water efficiency policy	biodiversity impact reduction	rake-back and recycling initiatives			
Climate change commercial risk opportunities Sustainable packaging policy NOx and SOx emissions reduction Environment supply chain policy VOC or particulate matter emissions Environmental products Resource reduction policy Animal testing in the last 12fy Animal testing cosmetics Water efficiency policy Energy efficiency policy Sustainable packaging policy Environment supply chain policy Sustainable packaging policy Environment supply chain policy Sustainable building products Sustainable building products	F (C :	Emissions trading	-			
Sustainable packaging policy NOx and SOx emissions reduction Environment supply chain policy VOC or particulate matter emissions Environmental products Resource reduction policy Animal testing in the last 12fy Animal testing cosmetics Animal testing reduction Energy efficiency policy Sustainable packaging policy Environment supply chain policy Sustainable building products Sustainable building products	Energy efficiency policy	•	GMO products			
Environment supply chain policy VOC or particulate matter emissions Environmental products Environmental products Animal testing in the last 12fy Animal testing cosmetics Water efficiency policy Energy efficiency policy Energy efficiency policy Energy efficiency policy Environment supply chain policy Sustainable packaging policy Environment supply chain policy Sustainable building products	Sustainable packaging policy		Agrochemical products			
Resource reduction targets Resource reduction policy Animal testing in the last 12fy Animal testing cosmetics Water efficiency policy Animal testing reduction Energy efficiency policy Renewable clean energy products Sustainable packaging policy Water technologies Environment supply chain policy Sustainable building products	Environment supply chain policy		Agrochemical 5% revenue			
Animal testing cosmetics Water efficiency policy Animal testing reduction Energy efficiency policy Renewable clean energy products Sustainable packaging policy Water technologies Environment supply chain policy Sustainable building products	Resource reduction targets		Environmental products			
Water efficiency policy Animal testing reduction Energy efficiency policy Renewable clean energy products Sustainable packaging policy Water technologies Environment supply chain policy Sustainable building products	Resource reduction policy		Animal testing in the last 12fy			
Animal testing reduction Energy efficiency policy Renewable clean energy products Sustainable packaging policy Water technologies Environment supply chain policy Sustainable building products	Water efficiency policy		Animal testing cosmetics			
Renewable clean energy products Sustainable packaging policy Water technologies Environment supply chain policy Sustainable building products			Animal testing reduction			
Environment supply chain policy Sustainable building products			Renewable clean energy products			
Sustainable building products			Water technologies			
			Sustainable building products			

Table 4 Variables description

Variables	Description						
ENV_REPORT	The ratio between the aggregation of 58 items focused on environmental issues and the						
	total number of items analysed. If the company discloses information concerning each item, it will take the value 1 and 0, otherwise						
STAKEHOL ENGAG	Dummy variable that takes the value 1 if the company explains how it engages with it						
_	stakeholders and complies with regulations regarding stakeholder engagement,						
O TODIN	resolutions or proposals						
Q_TOBIN	The market capitalization of common stock+ book value liabilities divided by the book value of total assets						
SIZE	The log of total assets						
LEV	Debt over total assets						
B_SIZE	Number of directors on board						
CSR_COMMITTEE	Dummy variable that takes the value 1 if the company has a CSR committee, and 0 otherwise						
FEM_DIRECT	Proportion of female directors on boards = Total number of female directors on board Total number of directors on boards						
B_INDEP	Proportion of independent directors on boards = Total number of independent directors on boards / Total number of directors on boards						
ASIA	Dummy variable: 1 = If the country is in Asia; 0 = Otherwise						
EUROPE	Dummy variable: $1 = \text{If the country is in Europe}$; $0 = \text{Otherwise}$						
NORTHAMERICA	Dummy variable: $1 = If$ the country is in North America; $0 = Otherwise$						
OCEANIA	Dummy variable: $1 = If$ the country is in Oceania; $0 = Otherwise$						
BASIC MATERIALS	Dummy variable: 1= Basic Materials; 0 = Otherwise						
CONSUMER CYCLICAL	Dummy variable: 1= Consumer Cyclical; 0 = Otherwise						
	Dummy variable: 1= Consumer Non-Cyclical; 0 = Otherwise						
CYCLICAL ENERGY	Dummy variable: 1= Energy; 0 = Otherwise						
HEALTHCARE	•						
INDUSTRIALS	Dummy variable: 1= Healthcare; 0 = Otherwise						
	Dummy variable: 1= Industrial; 0 = Otherwise						
TECHNOLOGY	Dummy variable: 1= Technology; 0 = Otherwise						
TELECOMMUNICATION SERVICES	Dummy variable: 1= Telecommunication Services; 0 = Otherwise						
UTILITIES	Dummy variable: 1= Utilities; 0 = Otherwise						

Table 5
Descriptive statistics

Variable		Obs.	Mean	Standard Deviation	Q25	Q50	Q75
ENV_REPORT		16,807	0.253	0.184	0.078	0.255	0.412
STAKEHOL_ENGAG	G	16,807	0.364	0.481	0.000	0.000	1.000
Q_TOBIN		16,807	0.740	0.478	0.551	0.682	0.837
SIZE		16,807	10.860	1.620	10.566	11.024	11.53
LEV		16,807	24.853	13.781	5.778	12.431	21.011
B_SIZE		16,807	12.526	3.899	9.600	12.000	14.400
CSR_COMMITTEE		16,807	0.633	0.514	0.000	1.000	1.000
FEM_DIRECT		16,807	13.748	12.080	0.000	12.222	22.000
B_INDEP		16,807	81.604	28.393	73.333	91.667	100.000
ASIA		16,807	0.126	0.327	0.000	0.000	0.000
EUROPE		16,807	0.294	0.457	0.000	0.000	1.000
NORTHAMERICA		16,807	0.528	0.450	0.000	0.000	1.000
OCEANIA		16,807	0.050	0.245	0.000	0.000	0.000
BASIC MATERIALS	}	16,807	0.120	0.324	0.000	0.000	0.000
CONSUMER CYCLI	CAL	16,807	0.179	0.379	0.000	0.000	0.000
CONSUMER CYCLICAL	NON-	16,807	0.073	0.280	0.000	0.000	0.000
ENERGY		16,807	0.080	0.281	0.000	0.000	0.000
HEALTHCARE		16,807	0.108	0.295	0.000	0.000	0.000
INDUSTRIALS		16,807	0.213	0.412	0.000	0.000	0.000
TECHNOLOGY		16,807	0.078	0.262	0.000	0.000	0.000
TELECOMMUNICA SERVICES	TION	16,807	0.046	0.179	0.000	0.000	0.000
UTILITIES		16,807	0.100	0.220	0.000	0.000	0.000

Mean, standard deviation and quartiles (25, 50 and 75). ENVIR_DISCL is the ratio between the aggregation of 58 items focused on environmental issues and the total number of items analysed. If the company discloses information concerning each item, it will take the value 1, and 0 otherwise; STAKEHOL ENGAG Dummy variable that takes the value 1 if the company explains how it engages with its stakeholders and complies with regulations regarding shareholder engagement, resolutions or proposals and 0, otherwise; Q_TOBIN is the market capitalization of common stock+ book value liabilities divided by the book value of total assets; SIZE is the log of total assets; LEV is debt over total assets; B_SIZE is the total number of directors on boards; CSR_COMMITTEE is a dummy variable that takes the value 1 if the company has a CSR committee, and 0 otherwise; FEM_DIR is the proportion of female directors on boards= Total number of female directors on boards/Total number of directors on boards; B_INDEP is the proportion of independent directors on boards= Total number of independent on boards/ Total number of directors on boards; ASIA is a dummy variable: 1= If the country is in Asia, 0=Otherwise; EUROPE is a dummy variable: 1= If the country is in Europe, 0=Otherwise; NORTHAMERICA is a dummy variable: 1= If the country is in North America, 0=Otherwise; OCEANIA is a dummy variable: 1= If the country is in Oceania, 0=Otherwise; BASIC MATERIALS is a dummy variable: 1= Basic Materials, 0 = Otherwise; CONSUMER CYCLICAL is a dummy variable: 1= Consumer Cyclical, 0 = Otherwise; CONSUMER NON-CYCLICAL is a dummy variable: 1= Consumer Non-Cyclical, 0 = Otherwise; ENERGY is a dummy variable: 1= Energy, 0= Otherwise; HEALTHCARE is a dummy variable: 1= Healthcare, 0 = Otherwise; INDUSTRIALS is a dummy variable: 1= Industrial, 0 = Otherwise; TECHNOLOGY is a dummy variable: 1= Technology, 0 = Otherwise; TELECOMMUNICATION SERVICES is a dummy variable: 1= Telecommunication Services, 0 = Otherwise and UTILITIES is a dummy variable: 1= Utilities, 0 = Otherwise.

Table 6
Correlation matrix

								00.														
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)
ENV_REPORT (1)	1.000																					
STAKEHOL_ENGAG (2)	0,572***	1.000																				
Q_TOBIN (3)	-0.004	-0.005	1.000																			
SIZE (4)	0,533***	0.396***	-0.024**	1.000																		
LEV (5)	0.144***	0.096***	0.689***	0.278***	1.000																	
B_SIZE (6)	0,345***	0.223***	-0.030***	0.550***	0.182***	1.000																
CSR_COMMITTEE (7)	0,618***	0.423***	0.010	0.321***	0.097***	0.216***	1.000															
FEM_DIRECT (8)	0,149***	0.202***	0.031***	0.143***	0.070***	0.135***	0.120***	1.000														
B_INDEP (9)	0,021	0.135***	-0.074***	0.139***	0.061***	0.135***	-0.003	0.389***	1.000													
ASIA (10)	0,219***	-0.042***	0.015	0.132***	0.053***	0.074***	0.131***	-0.434***	-0.580***	1.000												
EUROPE (11)	0,171***	0.234***	0.102***	-0.001	0.025**	0.003	0.072***	0.113***	0.144***	-0.284***	1.000											
NORTHAMERICA (12)	-0,233***	-0.155***	-0.236***	0.043***	-0.042***	0.114***	-0.131***	0.209***	0.313***	-0.358***	-0.610***	1.000										
OCEANIA (13)	-0,163***	-0.064***	0.212***	-0.243***	-0.060***	-0.285***	-0.069***	0.027***	-0.017*	-0.137***	-0.203***	-0257***	1.000									
BASIC MATERIALS (14)	0,071***	0.102***	-0.049***	-0.065***	-0.054***	-0.069***	0.103***	-0.087***	0.012	-0.013	0.026***	-0.082***	0.104***	1.000								
CONSUMER CYCLICAL (15)	-0,068***	-0.083***	0.016	-0.071***	-0.020**	-0.009	-0.058***	0.036***	-0.113***	0.005	-0.012	-0.009	0.035***	-0.199***	1.000							
CONSUMER NON-CYCLICAL (16)	0,038***	0.065***	0.049***	0.048***	0.074***	0.082***	0.053***	0.145***	0.029***	-0.029***	0.034***	-0.006	-0.002	-0.132***	-0.166***	1.000						
ENERGY (17)	-0,102***	0.001	-0.148***	0.037***	-0.90***	-0.034***	-0.009	-0.060***	0.057***	-0.107***	-0.080***	0.161***	-0.018*	-0.123***	-0.154***	-0.103***	1.000					
HEALTHCARE (18)	-0,069***	-0.036***	-0.131***	-0.051***	-0.089***	-0.057***	-0.051***	0.038***	0.087***	-0.046***	0.016	0.013	0.008	-0.125***	-0.156***	-0.104***	-0.096***	1.000				
INDUSTRIALS (19)	0,038***	-0.067***	0.171***	0.006	0.111***	0.041***	-0.014	-0.107***	-0.070***	0.134***	0.062***	-0.130***	-0.053***	-0.210***	-0.262***	-0.175***	-0.162***	-0.164***	1.000			
TECHNOLOGY (20)	0,015	-0.036***	-0.137***	-0.049***	-0.221***	-0.074***	-0.065***	-0.036***	-0.028***	0.041***	-0.055***	0.071***	-0.069***	-0.124***	-0.154***	-0.103***	-0.095***	-0.097***	-0.163***	1.000		
TELECOMMUNICATION SERVICES (21)	0,0030	0.042***	0.080***	0.096***	0.113***	0.055***	-0.005	0.058***	0.057***	-0.021**	0.045***	-0.028**	0.001	-0.074***	-0.092***	-0.062***	-0.057***	-0.058***	-0.097***	-0.057***	1.000	
UTILITIES (22)	0,086***	0.084***	0.132***	0.157***	0.236***	0.102***	0.063***	0.101***	0.080***	-0.040***	-0.065***	0.105***	-0.250**	-0.093***	-0.116***	-0.078***	-0.072***	-0.073***	-0.122***	-0.072***	-0.043***	1.000

ENVIR_DISCL is the ratio between the aggregation of 58 items focused on environmental issues and the total number of items analysed. If the company discloses information concerning each item, it will take the value 1, and 0 otherwise; STAKEHOL_ENGAG Dummy variable that takes the value 1 if the company explains how it engages with its stakeholders and complies with regulations regarding shareholder engagement, resolutions or proposals and 0, otherwise; Q_TOBIN is the market capitalization of common stock+ book value liabilities divided by the book value of total assets; SIZE is the log of total assets; LEV is debt over total assets; B_SIZE is the total number of directors on boards; CSR_COMMITTEE is a dummy variable that takes the value 1 if the company has a CSR committee, and 0 otherwise; FEM_DIR is the proportion of female directors on boards. Total number of directors on boards. Total number of independent on boards/Total number of directors on boards; ASIA is a dummy variable: 1= If the country is in Asia, 0=Otherwise; EUROPE is a dummy variable: 1= If the country is in Europe, 0=Otherwise; NORTHAMERICA is a dummy variable: 1= If the country is in North America, 0=Otherwise; COEANIA is a dummy variable: 1= Basic Materials, 0 = Otherwise; CONSUMER CYCLICAL is a dummy variable: 1= Consumer Cyclical, 0 = Otherwise; CONSUMER NON-CYCLICAL is a dummy variable: 1= Consumer Non-Cyclical, 0 = Otherwise; ENERGY is a dummy variable: 1= Energy, 0= Otherwise; TELECOMMUNICATION SERVICES is a dummy variable: 1= Telecommunication Services, 0 = Otherwise and UTILITIES is a dummy variable: 1= Utilities, 0 = Otherwise. *p-value<0.01 **p-value<0.01 **p-value<

Table 7
Multivariate analysis results of the Generalized Method of Moments

	MODEL 1	MODEL 2
	Coef.	Coef.
	P > t	P > t
ENVIR DISCL(t-1)	0.360***	0.365***
_	(0.000)	(0.000)
STAKEHOL_ENGAG	0.033**	0.193**
	(0.016)	(0.021)
Q_TOBIN		0.229**
		(0.038)
STAKEHOL_ENGAG x Q_TOBIN		-0.219**
		(0.049)
SIZE	-0.006	-0.003
	(0.397)	(0.649)
LEV	-0.000	-0.000
	(0.527)	(0.537)
S_SIZE	-0.001	-0.001
	(0.884)	(0.892)
SR_COMMITTEE	0.176***	0.196***
	(0.000)	(0.000)
EM_DIRECT	0.005***	0.004**
	(0.004)	(0.026)
_INDEP	-0.002	-0.002
	(0.185)	(0.135)
UROPE	0.290**	0.362**
	(0.027)	(0.014)
NORTHAMERICA	0.041	0.118
	(0.696)	(0.347)
OCEANIA	-0.088	-0.080
	(0.484)	(0.596)
BASIC MATERIALS	0.333	0.367
	(0.191)	(0.168)
CONSUMER CYCLICAL	0.319	0.369

	(0.269)	(0.217)
CONSUMER NON-CYCLICAL	0.147	0.127
	(0.530)	(0.612)
ENERGY	0.202	0.216
	(0.438)	(0.478)
HEALTHCARE	0.434	0.532
	(0.177)	(0.110)
INDUSTRIALS	0.230	0.232
	(0.374)	(0.387)
TECHNOLOGY	0.346	0.334
	(0.105)	(0.139)
TELECOMMUNICATION SERVICES	0.357	0.271
	(0.323)	(0.476)
Year effects	Yes	Yes
Wald χ^2 test	5144.05***	4884.80***
Arellano-Bond test $AR(1)$ (z, p> z)	-1.24 (0.216)	-1.55 (0.120)
Arellano-Bond test $AR(2)$ (z, p> z)	-1.35 (0.176)	-1.43(0.153)
Hansen test (chi-square, p> chi ²)	29.68 (0.236)	19.66(0.765)

ENVIR_DISCL is the ratio between the aggregation of 58 items focused on environmental issues and the total number of items analysed. If the company discloses information concerning each item, it will take the value 1, and 0 otherwise; STAKEHOL_ENGAG Dummy variable that takes the value 1 if the company explains how it engages with its stakeholders and complies with regulations regarding shareholder engagement, resolutions or proposals and 0, otherwise; Q_TOBIN is the market capitalization of common stock+ book value liabilities divided by the book value of total assets; SIZE is the log of total assets; LEV is debt over total assets; B_SIZE is the total number of directors on boards; CSR_COMMITTEE is a dummy variable that takes the value 1 if the company has a CSR committee, and 0 otherwise; FEM_DIR is the proportion of female directors on boards. Total number of directors on boards. Total number of directors on boards; ASIA is a dummy variable: 1= If the country is in Asia, 0=Otherwise; EUROPE is a dummy variable: 1= If the country is in Europe, 0=Otherwise; NORTHAMERICA is a dummy variable: 1= If the country is in Oceania, 0=Otherwise; BASIC MATERIALS is a dummy variable: 1= Basic Materials, 0 = Otherwise; CONSUMER CYCLICAL is a dummy variable: 1= Consumer Cyclical, 0 = Otherwise; CONSUMER NON-CYCLICAL is a dummy variable: 1= Consumer Non-Cyclical, 0 = Otherwise; ENERGY is a dummy variable: 1= Energy, 0 = Otherwise; HEALTHCARE is a dummy variable: 1= Technology, 0 = Otherwise; TECHNOLOGY is a dummy variable: 1= Technology, 0 = Otherwise; TELECOMMUNICATION SERVICES is a dummy variable: 1= Telecommunication Services, 0 = Otherwise and UTILITIES is a dummy variable: 1= Utilities, 0 = Otherwise. *p-value<0.01 **p-value<0.05 ***p-value<0.01.