

Future leaders of ESG in the business sector - desk research questionnaire

"Future leaders of ESG in the business sector" nr 2022-2-PL01-KA210-VET-000094045

1. Have you ever come across the abbreviation of the term ESG, which stands for Environment, or Social and Corporate Governance, meaning sustainable development?

2. Please rate your level of knowledge in the field of ESG.

3. Which of the areas of ESG, i.e., sustainable development, do you think needs to be better specified and explained to Polish society/entrepreneurs?

- Environmental Protection.
- Social Responsibility.
- Corporate governance.
- None, because they are all clear and precise enough.

4. In your opinion, should Polish schools/universities provide education in the field of ESG, i.e., sustainable development?

5. Which of the areas of sustainable development (ESG) should be, in your opinion, the most important (priority) for companies operating in Poland?

- Environmental protection, i.e., protection and counteracting the degradation of the natural environment.
- Social responsibility, i.e., issues of corporate social responsibility and human rights (e.g., regarding diversity, equal treatment, etc.).
- Corporate governance, i.e., supervision over the company, management board structure, respecting information obligations towards shareholders, remuneration of management staff, respecting shareholders' rights, tax transparency, counteracting corruption, and bribery, etc.
- Hard to say.

6. Do you know who an ESG leader is and how does it differ from a leader who does not specialise in ESG?

7. Do you think that there is awareness in society of who an ESG Leader is?

8. Do you know many ESG Leaders in your environment/place of residence?

9. Do you know where you can acquire the competences of an ESG Leader?

10. In your opinion, the main role of the ESG Leader, apart from preparing the strategy and non-financial report, in the field of sustainable development, is:

- risk management,
- taking care of employee rights and diversity management,
- anticipating potential crisis situations, creating new contacts with stakeholders through transparent and responsible business,
- Other.

11. In your opinion, can anyone become an ESG Leader?

12. In your opinion, in what places (offices, companies, government administration, universities/schools, etc.) should an ESG Leader work?

13. Please rate the truthfulness of this sentence:

An "ESG leader" is a person who creates and implements a sustainable development strategy, taking care of the implementation of the company's/organisation's activities in the field of environmental protection, human rights, and corporate governance. They are a person who manages risk, and cares about the long-term development of the company/organisation, who supports responsible business with his attitude and authority."

14. An ESG leader is a person who is:

- impartial,
- competent,
- calm,
- composed,
- professional,
- fair,
- impetuous,
- stressed,
- neutral,
- open to other people
- communicative,
- empathic,
- has knowledge of environmental protection and finances
- has a degree in management
- Other:

15. Please specify the truthfulness of the sentences describing the duties of the ESG Leader:

- Creating a relationship of trust between employees.
- Employee motivation.
- Risk management.
- Creating the company's strategy.
- Creating non-financial reports.
- Implementation of educational campaigns.
- Rational reduction of company costs.
- Accounting.
- Company/organisation management.
- Openness to novelty and innovation.
- Taking care of certificates.
- Introducing innovations in the operation of companies and improvements.
- Reducing the consumption of raw materials in the company/organisation.
- Reducing/controlling the organisation's/company's carbon footprint.
- Taking care of the credibility of the company.
- Keeping employees entertained.
- Motivating employees to develop.
- Recruitment of employees.

16. What, in your opinion, is the lowest acceptable education level of an ESG Leader?

- basic,
- medium,
- higher
- higher doctoral studies,
- education doesn't matter.

17. Which of the following competencies of an ESG leader are the most important in your opinion?

- Knowledge of issues, standards, and regulations in the field of ESG.
- Reporting skills.
- Logical thinking and drawing conclusions.
- Ability to talk to people / openness to relationships.

- Communicativeness.
- Openness to knowledge.
- Openness to people - and their diversity.
- Ability to plan.
- Ability to manage projects.
- Ability to manage people.
- Leadership competencies - being a born leader.
- Innovative/creative thinking (out of the box).
- Knowledge of financial issues.
- Knowledge of environmental issues.
- Knowledge of HR issues.

18. How many foreign languages do you think an ESG leader should know?

- At least 1.
- At least 2.
- At least 3.

19. Please rate the truthfulness of the sentence:

"ESG leaders act as managers of change – new times. In the face of climate change, lack of respect for human rights, wars - people are needed who will lead companies /organisations towards sustainable development - with respect for the planet, people, in accordance with applicable standards and laws."

20. What should an ESG leader look like in your opinion?

21. In your opinion, to what extent should an ESG leader be familiar with the financial sector (knowledge of applicable regulations, directives, banking sector, etc.)

22. Do you think that managers who want to become ESG leaders should undergo specialised training to practice as an ESG leader/create ESG strategies and reports?

23. Please rate your level of knowledge about the CSRD and the Sustainable Development Goals?

24. If you are thinking about an ESG leader, what difficulties/barriers are you thinking about?

25. If you had the opportunity to take part in the ESG Leader profile training, would you be willing to?

This publication reflects solely the views of the author and the European Union is not responsible for any use of the information contained therein.

The study, as well as its detailed description which is presented on the following pages of this report, was conducted as part of a project co-financed by the European Union entitled 'Future leaders of ESG

in the business sector' no. 2022-2-PL01-KA210-VET-000094045. The project is executed by the Foundation for XBW by Ignacy Krasicki, in partnership with the Irish company EDU SMART TRAINING CENTER LIMITED.

All results achieved within this project are made available under an open license. They can be used free of charge and without restrictions.

Copying or processing these materials in whole or in part without the author's permission is prohibited. In the case of using the results, it is necessary to provide the source of funding and its authors.