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Survey conducted between: 01/03/2023 and 06/03/2023 (10 in-depth interviews)

Good morning, thank you for taking the time to take part in the study of 'Future leaders of ESG in the business sector: in-depth interviews (IDI).

The study is conducted as part of a project co-funded by the European Union titled "Future leaders of ESG in the business sector" no. 2022-2-PL01-KA210-VET-000094045 implemented by the Foundation for XBW Ignacy Krasicki, in partnership with Irish company EDU SMART TRAINING CENTER LIMITED, which conducts educational, consulting, business and training activities in the field of ESG. The project is co-funded by the European Union.

The main objective of the project is to bring people more information on ESG to improve the professional competences of employees of the SME sector, self-employed people, management staff, auditors, accountants, and PR employees in the field of ESG in the new legal regulations imposed on these entities - the obligation to report non-financially in accordance with current and future European Union regulations and the CSRD directive.

The results of the survey (in aggregated form) will be used only for scientific purposes and will allow to create a report, a description of the ESG Leader's competences, a manual for SMEs, and a dedicated training programme with recommendations.

Questions:

1. Have you ever come across the abbreviation ESG, which stands for Environment, Social, and Governance, relating to 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 improvement in the precision of its definition and better explained to Polish society/entrepreneurs? And why?
 - Environmental Protection
 - Social Responsibility
 - Corporate Governance
4. In your opinion, should Polish schools/universities provide education in the field of ESG, i.e., sustainable development? And why?
5. Which of the areas of sustainable development (ESG) should be, in your opinion, the most important (a 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 of the company, management board structure, respecting information obligations towards shareholders, remuneration of management staff, respecting shareholders' rights, tax transparency, counteracting corruption and bribery, etc.
6. Do you know who an ESG leader is? And if so, who?
7. Do you think that there is awareness in the society of who an ESG Leader is?

8. Do you know where you can acquire the competences of an ESG Leader?
9. In your opinion, can anyone become an ESG Leader?
10. An ESG leader is...? (Who can they be compared to, please specify)
11. What should an ESG leader look like in your opinion?
12. Please rate your level of knowledge about the CSRD and the Sustainable Development Goals?

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.

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